
SUSTAINABILITY
REPORT
2025
BBM

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1 INTRODUCTION



1.1 IN THEIR OWN WORDS

Letter to Stakeholders from the CEO of BBM

We are pleased to present the fourth edition of BBM's Sustainability Report, a document that reflects our tangible commitment to responsible growth, with a strong focus on people, local communities, and the environment.

The year 2025 marks an important milestone for BBM: our 20th anniversary. This anniversary is not only an opportunity to reflect on the journey we have taken, but also a testament to our steady and continuous growth.

Since 2005, BBM has strengthened its presence in international markets, driven by a long-term vision, continuous investment in skills, organisation and innovation, and an unwavering commitment to service quality and the value of people.

Once again this year, we have voluntarily prepared this report in accordance with the GRI Standards, engaging colleagues across the organisation and incorporating the perspectives of our stakeholders—employees, customers, suppliers and partners—whose contribution is fundamental to our continuous improvement journey.

The 2025 Sustainability Report covers the activities and results of our San Pellegrino Terme and Lenna sites. Its purpose is to transparently communicate the value we strive to create every day through responsible decisions and a forward-looking vision.

My sincere thanks go to everyone who continues to contribute to BBM Service's growth with commitment, trust and collaboration.

Giuseppe Boffelli
CEO – BBM Service S.r.l.



Le testimonianze dei collaboratori

In 2025, we made significant progress in our commitment to sustainability, strengthening our approach through a series of strategic initiatives that involved every level of the company.

Some employees share how their work and daily commitment have contributed to achieving these results.

"Among the most significant achievements of 2025 is compliance with all requirements set out by the MOCA regulation, confirming BBM's commitment to quality, safety, and regulatory compliance in the Food & Beverage sector. The adoption of dedicated procedures for managing food-contact materials, together with a structured traceability system, ensures that customers receive safe components fully compliant with applicable regulations. This achievement further strengthens the company's reliability and its commitment to continuous improvement."

Elisa Arci
Assistente di Direzione e Commerciale

"The decision to invest in the purchase of 100% green electricity was a natural extension of the installation of the photovoltaic system, designed to maximise self-consumption and reduce the company's energy demand. Given the strong results achieved, we plan to expand it in the future with a second system, which will significantly increase our self-generation capacity."

Giovanni Pizzagalli
R&D

"Achieving the gender equality certification for the second consecutive year and improving its score represented an important milestone, strengthening the company's reputation and demonstrating our commitment to equality. This was accompanied by a training course on inclusive language, aimed at fostering an even more equitable working environment. Future initiatives include the development of programmes to support parenthood."

Oriana Giro
HR

"The redevelopment of the AKIS 2 management system marked a further step in BBM's after-sales digitalisation, improving the management of assets, technical documentation, and service interventions. The automation of work reports and cost statements has reduced manual activities, supporting field technicians and making information more timely and accessible. The system will continue to evolve to better meet operational needs."

Claudia Galizzi
Service



"BBM's service division further strengthened its position over the course of the year. Key activities included major relocation projects and support interventions on complete lines and multi-brand machinery, confirming the team's ability to operate quickly and efficiently even on complex systems.

At the same time, participation in Drinktec 2025 represented a key opportunity to showcase this work internationally, presenting BBM's experience across its other two business areas as well: the sale of bottling machinery, in particular BBM refurbished solutions, and the supply of compatible spare parts."

Daniele Milesi
Partner and Service Director



21 YEARS
of history and commitment in the bottling industry

25 MILLION
of revenue on total sales, steadily growing since 2005

14034 DAYS
of labor hours on packaging systems

111 EMPLOYEES
between BBM and Colorsolution

109 COUNTRIES
reached by BBM across all five continents

11400 MQ
the expansion of the machinery showroom in Lenna

1120 HOURS
of training provided to employees

96%
resources hired on a permanent, full-time basis

57%
employees under 40

1.2

THE HISTORY OF BBM

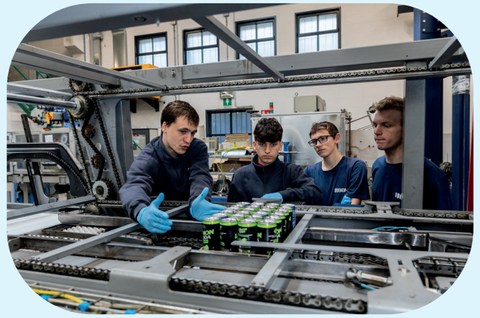
BBM was founded in 2005 as a service company specialising in the assistance and maintenance of machinery for the beverage and packaging industry, with a particular focus on packaging machines.

Thanks to the experience gained over time and an innovation-driven approach, **the company has progressively expanded its offering to include the sale of multi-brand used bottling lines and spare parts compatible** with the main brands in the sector, thus consolidating its role as a market reference.

Today, BBM Packaging is an Italian company with over twenty years of experience in the beverage industry, **specialised in the design and turnkey supply of multi-brand used and refurbished bottling and packaging lines.**

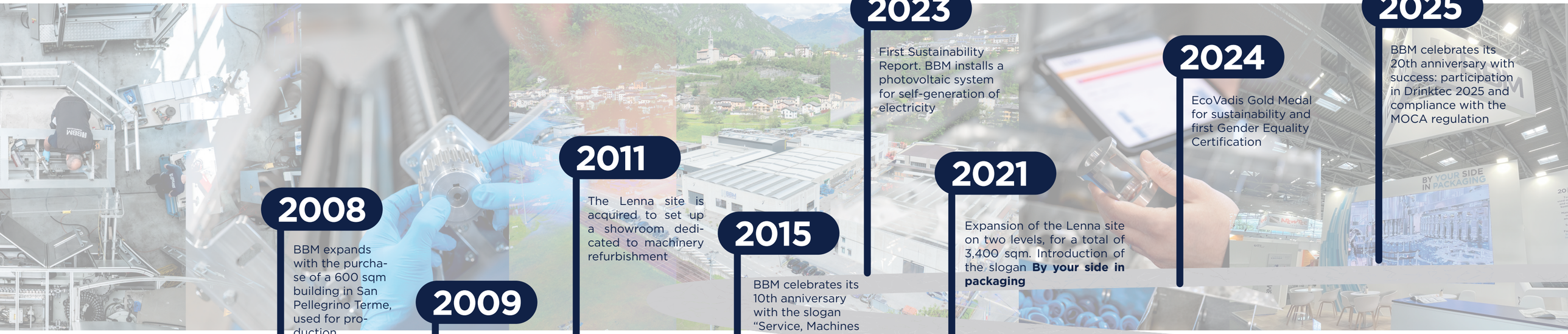
The company provides a **full 360° service**, including the analysis of customer needs and the identification of the most competitive technical and economic solutions, layout design, plant supply, management of safety and waste disposal aspects, and after-sales support.

Thanks to an integrated and flexible approach, BBM works with both large industrial companies and small and medium-sized producers, ensuring the delivery of complete and reliable projects within agreed timelines.









2005

BBM Service is founded by the three partners: Boffelli, Bonzi e Milesi

2008

BBM expands with the purchase of a 600 sqm building in San Pellegrino Terme, used for production

2009

BBM Packaging is established as a division dedicated to the sale of used machinery

2011

The Lenna site is acquired to set up a showroom dedicated to machinery refurbishment

2015

BBM celebrates its 10th anniversary with the slogan “Service, Machines & Much More”

2021

Expansion of the Lenna site on two levels, for a total of 3,400 sqm. Introduction of the slogan **By your side in packaging**

2023

First Sustainability Report. BBM installs a photovoltaic system for self-generation of electricity

2024

EcoVadis Gold Medal for sustainability and first Gender Equality Certification

2025

BBM celebrates its 20th anniversary with success: participation in Drinktec 2025 and compliance with the MOCA regulation

1.3



WHO WE ARE TODAY

2025 was a crucial year for BBM, marking its 20th anniversary. On the occasion of this milestone, BBM hosted a celebratory evening at the Lenna event area, located in front of the company's production site. The event brought together over 200 participants, including employees, collaborators, customers, suppliers, and institutional representatives, representing an important moment of shared celebration and collective recognition.

OUR PARTICIPATION IN DRINKTEC 2025

BBM participated for the first time in Drinktec, the leading international trade fair dedicated to beverage and liquid food technologies. From 15 to 19 September 2025, Munich once again became a global hub for the beverage and liquid food industry, hosting a new edition of Drinktec **with over 58,000 visitors from 164 countries.** For BBM, this first participation represented an important opportunity for professional growth, international exchange, and business development.

Over the five days of the exhibition, **the BBM team welcomed visitors from more than 100 countries at its stand**, strengthening relationships with long-standing customers and establishing new connections with operators interested in the company's solutions for revamping, maintenance, and services for bottling and packaging lines. Participation in Drinktec also provided employees with a highly formative experience, developing commercial, relational, and organisational skills in an international and dynamic environment.

BBM's debut at Drinktec 2025 concluded with very positive results, confirming the importance of investing in training, people's professional development, and an active presence at key international industry events.

In the coming years, we plan to further strengthen our international presence through participation in leading industry trade fairs. **In 2026, we aim to attend Expo Pack Mexico**, scheduled in Mexico City from 2 to 5 June, while **in 2028 we plan to take part in the next edition of Drinktec.** These events will represent important opportunities to present our innovative solutions to an international audience and further consolidate our presence in global markets.

drinktec
Go with the flow.



OUR LOCATIONS

San Pellegrino Terme

San Pellegrino Terme is a town renowned since ancient times for its thermal waters. The history of this small town is closely linked to its mineral water, known for its therapeutic properties. As early as the 19th century, the waters of San Pellegrino were appreciated for their healing qualities, attracting visitors and tourists. In 1899, "San Pellegrino S.p.A." was founded. Over time, the town developed a strong vocation for tourism and wellness, becoming an important centre for well-being.

Lenna

Lenna is a small municipality nestled in the stunning mountains of the Bergamo Prealps. With its picturesque hamlets, ancient stone houses, and lush forests, Lenna offers residents and visitors a peaceful escape from the fast pace of modern life. At the edge of the municipality, along the shores of the scenic Lake Bernigolo, Stella Alpina water is bottled, appreciated for its delicate taste and balanced mineral composition. Over the past decades, Lenna has also developed an important industrial area, particularly linked to mechanical manufacturing. Here, BBM has established its production site. On an area of over 11,400 square metres, more than 200 bottling and packaging machines are displayed.

Val Brembana

The two sites are located in Val Brembana (Bergamo province), a mountainous area characterised by significant natural resources and a long-standing tradition in the bottling industry, particularly mineral water production. Thanks to the abundance of high-quality water resources, the valley has become a key hub for the beverage sector. Within this context, BBM has grown by developing an international outlook while maintaining a strong connection to its territory and roots.





COLORSOLUTION
BBM PAINTING SERVICE

In 2017, BBM acquired a company located adjacent to its Lenna site, **specialised in industrial painting.**

The following year, through an initial expansion of powder coating activities, the introduction of liquid painting processes, and the overall modernisation of the plant, Colorsolution was established.

Over the past eight years, the new company has grown to employ 30 people across a 3,000 sqm facility. With an increasing focus on operator safety and the sustainability of its operations, Colorsolution has specialised in:

1. **Post-painting treatments** – in this phase, Colorsolution applies chemical and physical treatments to materials, particularly metals and alloys, to improve paint adhesion and prevent issues such as rust and corrosion. These treatments include sandblasting, phosphodegreasing washing, and anti-corrosion processes.

2. Liquid and powder coating – Colorsolution provides customised solutions based on customer requirements and the characteristics of the final product. Powder coating ensures durability, uniformity, and a reduced environmental impact, while liquid coating offers greater aesthetic and application versatility.

3. **Quality control** – A dedicated quality department ensures that every stage of the production process complies with the highest standards, guaranteeing maximum reliability and customer satisfaction.

4. **Third-party assembly**, in collaboration with BBM The companies combine their respective know-how and technical expertise in the assembly and pre-assembly of individual components or finished products. On request, materials are tested and inspected, then carefully packaged and shipped, ready to enter the production line upon arrival.

This continuous commitment to quality and innovation has enabled Colorsolution to strengthen its position in the industrial painting market, offering customised and high-performance solutions.

1.4



BBM'S CORE BUSINESS

1. Compatible spare parts

BBM maintains an extensive inventory of spare parts compatible with the leading OEMs. To ensure that all spare parts meet the highest quality standards, BBM has implemented a rigorous quality control process and established an in-house metrology laboratory equipped with state-of-the-art measuring instruments.

2. **. Pre-Owned and Refurbished Machinery: Reducing Investment Costs While Supporting Sustainable Choices**



BBM offers a wide selection of high-quality pre-owned packaging machinery, including **blow molders, fillers, labelers , shrink wrappers, wrap-around case packers, tray formers, palletisers** and much more. Customers can inspect the machines and remotely monitor the refurbishment and commissioning process, or visit BBM's 11,400-square-metre showroom in Lenna (Bergamo, Italy).

In addition, BBM designs and manufactures custom bottling and packaging equipment tailored to specific production requirements, delivering engineering solutions that address even the most demanding applications. Examples include the UNICOM universal combiner, designed to eliminate air conveyors while optimising energy and water consumption, and the manual film unwinder, which enables the quick and safe separation of the core from the

3. Service and Technical Support

Drawing on more than 20 years of experience and a team of over 50 qualified technicians, **BBM provides a comprehensive range of customer support services**, including the dismantling and relocation of bottling and packaging lines, format changeovers, scheduled maintenance of bottling plants, and technical training. BBM also offers a dedicated hotline remote support service through tailored service packages.

To deliver highly specialised services, BBM works closely with two strategic partners with whom it shares both facilities and values:

- **an engineering office** specialising in industrial mechanical design, supporting companies that do not have an in-house engineering department;
- **a team of experienced technicians** providing maintenance, refurbishment, and technical assistance for **bottling machinery.**

This network of expertise enables BBM to deliver high-performance, tailor-made solutions, ensuring customers receive comprehensive and continuous support throughout every stage of the production process.





BBM IS A PIONEER IN REMANUFACTORING

Adapted from Doldi, M. L., Bottling Lines? Remanufactured by BBM, Imbottigliamento, November 2023, pp. 62–65.

BBM has adopted an advanced approach to the circular economy by integrating **remanufacturing** alongside the traditional 3Rs—Reduce, Reuse and Recycle. **Remanufacturing involves recovering and restoring machinery and components that have not yet reached the end of their useful life.** By extending the lifespan of equipment, BBM returns it to the market with performance that can, in some cases, exceed that of the original product, while simultaneously reducing waste, the consumption of natural resources and the associated carbon footprint.

BBM's business model focuses on the recovery and regeneration of pre-owned bottling lines that are still operational through comprehensive refurbishment and modernisation processes. **Although many machines may have been decommissioned, their robust engineering and durable construction make them suitable for reintroduction into production following appropriate refurbishment.**

Each machine undergoes a thorough technical audit to determine which components should be retained, repaired or replaced to meet the required quality and performance standards before being returned to the market. **In addition to restoring full functionality, BBM also refurbishes the machines cosmetically, returning them as closely as possible to their original appearance.**

A key advantage of remanufacturing is its ability to meet evolving technological requirements. Machinery can be upgraded to improve energy efficiency—for example, blow moulding machines can be adapted to operate at new pressure levels, optimising performance while reducing energy consumption. BBM also provides engineering consultancy to integrate refurbished and new machinery within the same bottling line, enabling customers to achieve the optimal balance between investment, performance and sustainability.

Remanufacturing not only supports a more sustainable industrial model but also addresses a **practical market need**. It enables companies to avoid the long lead times often associated with purchasing new equipment, allowing production capacity to be restored more quickly.

In addition, remanufactured machinery is typically available at a **lower cost** than new equipment while delivering comparable levels of performance and reliability.

This approach makes BBM's business model particularly advantageous from multiple perspectives, generating economic, environmental and competitive value for its customers.

CASE HISTORY: TWO BOTTLING LINES FOR ACQUA FIUGGI

In 2024 and 2025, BBM Packaging collaborated with Acqua Fiuggi on a major industrial renewal project aimed at the **installation of two new high-efficiency bottling lines: a PET line with a capacity of 16,000 bph and a glass line with a capacity of 20,000 bph.**

The project represents a concrete example of sustainable innovation applied to the beverage sector, combining production performance, automation and circular economy principles.

The solution developed by BBM Packaging was based on a "hybrid" approach, integrating new machinery with high-end refurbished and pre-owned equipment.

This choice made it possible to reduce raw material consumption, limit industrial waste generation and optimise the overall investment, extending the lifecycle of existing technologies without compromising reliability or efficiency.

The new production lines, designed to ensure high flexibility and fast format changeovers, now enable Acqua Fiuggi to manage different product ranges dedicated to both the retail (GDO) and HoReCa channels, improving production capacity and the overall level of plant automation.

The project also included the implementation of the BBM Line Control system, an advanced platform for remote monitoring and real-time performance analysis. This solution contributes to increased operational efficiency, better control of consumption, and predictive maintenance capabilities.

From an organisational perspective, the project was completed within particularly tight timelines thanks to the coordination of a multidisciplinary specialist team and careful logistical planning, which also included exceptional transport operations and industrial revamping activities.

The project represents a virtuous example of collaboration between technological innovation and sustainability, demonstrating how the recovery and regeneration of industrial plants can generate economic, environmental and production value across the entire supply chain.





WATCH BBM PROJECT VIDEOS

VOICE OF ACQUA FIUGGI

Luigi Mascellaro, Ceo di Acqua Fiuggi, answers questions on the project – published in *TECNICHE NUOVE IMBOTTIGLIAMENTO*, September 2025, pp. 24-27

What led you to choose hybrid systems for this project?
«It was almost a necessary choice because both lines, prior to our involvement, had already undergone some upgrades, especially the glass production line, and there was no need to fully replace both lines. In any case, almost 80% of the production lines are new».

How would you describe your collaboration with BBM throughout the various phases of the project, from initial design to production start-up?
«We worked hand in hand, barely perceiving a customer/supplier relationship».

Did the adherence to timelines and the commissioning of the lines meet your expectations?
«Originally, no, due to delays with other suppliers. We greatly appreciated BBM's coordination and project management skills, support, production ramp-up, and commissioning, which they provided actively in the field alongside the Acqua e Terme Fiuggi team, operating as one team. Today, the lines perform as originally expected, and we are satisfied».

Are there already plans for further investments or expansion and innovation projects for the production plants in the coming years?
«Yes. We aim to increase production yield and raise the level of automation and technology in the end-of-line sections of existing production lines, and we are evaluating the installation of an additional production line to meet the growing order volume and expand our product range».

Based on this experience, would you recommend BBM as a partner for complex turnkey projects? Why?
«Absolutely! BBM is synonymous with reliability and flexibility».

CASE HISTORY: RAPID DISMANTLING OF A KRONES LINE IN ONE WEEK F OR ACQUA SMERALDINA



WATCH THE BBM PROJECT TIME-LAPSE

BBM Packaging managed the careful dismantling and complete relocation of a KRONES bottling line, coordinating the dismantling and transport activities of the plant within tight timeframes.

The project required high-level technical, logistical and organisational expertise for the relocation of a line composed of KRONES machinery and an SMI WP case packer. BBM Service managed all operational phases, ensuring efficiency, safety and compliance with the planned schedule.

- **Site survey and planning:** definition of the dismantling plan, including identification, photographic documentation and cataloguing of the machinery through detailed packing lists.
- **Technical dismantling:** activities carried out in cooperation with the client, completed on schedule by a dedicated team.
- **Logistics and transport:** management of both standard and exceptional transport operations, crating in dedicated wooden cases, and shipment tracking and monitoring.
- **Waste management:** disposal of waste materials in compliance with applicable regulations (EWC codes).

The project also included technological upgrading and adaptation activities of the line, enabling the customer to reuse existing production assets in a new operational context. This solution allowed for optimal use of available resources, reduced the need for new machinery, and lowered the overall impact of the project in economic terms and, above all, in environmental terms.

The project confirms BBM Packaging's approach to turnkey service management for the beverage industry, integrating technical expertise, industrial sustainability and the optimisation of production resources.



NOT ONLY ITALY: REVAMPING OF AN SMI SHRINK WRAPPER FOR COCA COLA SERBIA

BBM Packaging carried out an industrial revamping project for Coca-Cola HBC aimed at increasing the efficiency, reliability and flexibility of the beverage packaging line.

The project involved the complete overhaul of an SMI LSK 45F shrink wrapper, upgraded with BBM's proprietary technological solutions for handling different PET and glass formats.

The intervention included the integration of new electronics, advanced pneumatic systems and reinforced components, with the objective of improving process stability, reducing manual interventions and increasing equipment durability.

The solution adopted represents a concrete example of **circular economy** applied to the beverage industry, through the recovery and upgrading of an existing machine transformed into a high-performance solution.

The project, completed within the planned timeframe through refurbishment, testing and on-site installation activities, confirms BBM's approach focused on technological innovation, resource optimisation and direct customer support throughout the entire equipment lifecycle.





WATCH THE MACHINE IN ACTION

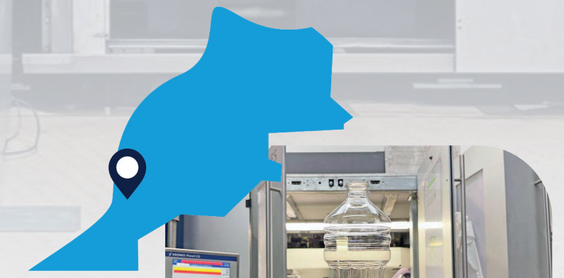
CONVERSION OF A KRONES BLOW MOLDER FOR OIL BOTTLING HSB MAROCCO

In 2019, BBM recovered and refurbished a KRONES Contiform 316 blow molder, originally used for mineral water bottling.

Through a process of reconditioning and technical adaptation, **the machine was converted to meet the production** requirements of Les Huileries du Souss Belhassan (HSB), a historic Moroccan agri-food company specialising **in vegetable oil production.**

The intervention extended the lifecycle of an existing industrial blow moulding machine, reducing resource consumption associated with the manufacture of new equipment.

Thanks to BBM's reconditioning and technical adaptation activities, the machine was successfully integrated into HSB's new production line in Agadir, ensuring operational efficiency and cost optimisation. The project represents a concrete example of **circular economy**, capable of generating both environmental and economic value through the reuse of existing technologies.





WATCH BBM PROJECT VIDEOS

1.5

BBM'S MISSION AND VALUES

The BBM mission is clear: to provide complete, customised and high-quality solutions in the bottling and packaging industry, with a strong focus on innovation, sustainability and flexibility. Let us explore these three pillars in detail:

1. Innovation – Our in-house engineering department is constantly engaged in developing innovative, tailor-made solutions for each customer. We regularly invest in the training of our team and in the introduction of advanced technologies that ensure superior precision and quality. We collaborate with research centres and universities and actively participate in industry events to stay up to date with the latest trends.

2. Sustainability – Sustainability is at the core of our corporate strategy. We focus on the pre-owned machinery market, which represents a solution that is both economically and environmentally advantageous. In addition, we are committed to reducing the environmental impact of our facilities by adopting responsible practices and implementing eco-sustainable technologies.

3. Flexibility – BBM stands out for its ability to offer highly customisable solutions that meet a wide range of customer needs. Our sales conditions are flexible: machinery can be purchased on an "as seen and approved" basis, refurbished and guaranteed, or as "ready to use" solutions with compatible spare parts kits, ensuring maximum adaptability and customer satisfaction.





1.6

SUSTAINABILITY APPROACH

BBM's commitment to sustainable development is reflected in an integrated approach that embeds ESG principles across all of the company's operational and strategic areas.

In 2025, **oversight of sustainability-related matters continues to be entrusted to the Board of Directors, composed of shareholders Boffelli and Milesi**, who have defined a structured governance system and a coherent set of corporate policies oriented towards sustainability.

BBM has also established dedicated committees responsible for managing key topics such as the whistleblowing channel, gender equality, and compliance with Regulation (EU) 2016/679 (GDPR).

Each committee addresses specific and complex areas that require close cross-departmental collaboration, thereby ensuring an integrated and responsible approach. This organisational model enables BBM to address sustainability challenges in a coordinated manner, promoting an inclusive and transparent corporate culture.

BBM has introduced a corporate policy system aimed at promoting responsible, transparent behaviours aligned with ESG principles. These policies cover key areas such as business ethics, health and safety, data protection, equal opportunities, whistleblowing, and environmental sustainability, supporting a management approach focused on continuous improvement and accountability towards stakeholders.

Sustainable mobility is also a key focus, with a **company fleet of 45 latest-generation low-emission vehicles.** In 2025, two vehicles were replaced, upgrading from Euro 5b (2014) to Euro 6e standards.

In addition, since 2024 **BBM has been participating in the DHL Green programme**, a global initiative by Deutsche Post DHL Group aimed at reducing the environmental impact of logistics and transport operations. The main objective is to achieve more sustainable logistics through a range of strategies and projects designed to reduce CO_2 emissions and promote eco-friendly practices.

Thanks to these virtuous practices, in 2025 BBM was awarded a **Silver Medal by EcoVadis,** a platform that assesses corporate sustainability on a global scale. **This recognition places BBM among the top 15% of companies with the best sustainability performance evaluated by the platform.**



OUR COMMITMENT TO THE
SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The objectives defined by BBM for the next two-year period are part of a sustainable growth pathway aligned with the **Sustainable Development Goals (SDGs) promoted by the United Nations.**

Since 2024, the company has also formally declared its commitment to the principles of the **United Nations Global Compact (UNGC)**, committing to integrate sustainability issues into its corporate strategy and operational processes. In particular, the initiatives planned by BBM contribute to the achievement of several SDGs.



1. Environmental Sustainability and Infrastructure

- Relocation of the San Pellegrino Terme office to a **low-environmental-impact building by 2027**, equipped with:
  - a photovoltaic system for the use of solar energy;
  - heat pumps for heating and cooling, reducing or eliminating the use of methane gas and other fossil fuels.

  The project involves the refurbishment of an existing building rather than the construction of a new one, thereby promoting resource reuse and limiting land consumption.

- **Installation of electric vehicle charging stations** at both production sites in San Pellegrino Terme and Lenna, to encourage the adoption of electric vehicles and contribute to the reduction of greenhouse gas emissions.

- **Adoption of five electric bicycles made available to employees** to promote a healthier and more sustainable commute.
-
- **15% reduction in BBM's energy demand by 2027,** achieved through the installation of **a second photovoltaic system** at the Lenna facility.







2. Technological Innovation and Automation

- Digitalisation of operations:
  - **Completion of the WMS project** to optimise warehouse management.
  - **Adoption of a CRM system** to centralise and improve the efficiency of customer relationship management.
  - **Purchase of a 3D printer** for in-house production of components and rapid prototyping of compatible spare parts, complementing the precision equipment of the metrology laboratory, which has recently been enhanced with an optical measuring machine equipped with state-of-the-art sensors.



3. Quality Certifications

- **Achievement of ISO 9001 certification in 2026.**
- **Maintenance of the UNI/PdR 135 Gender Equality certification,** supported by renewed training and inclusion programmes.
- **Renewal of the MOCA declaration.**



4. Operational Efficiency and Logistics Automation

- **Installation of automated vertical storage systems.**



5. Training and Human Capital

- **Enhancement of employee training programmes,** in particular:
  - Training courses dedicated to the sales department.
  - Technical training courses, including blow moulding machine maintenance and safety regulations for bottling and packaging machinery.
  - Communication training courses for all BBM employees, covering both internal and external corporate communication.



6. Social Responsibility and Supplier Sustainability

- **Continue to implement the ESG system for supplier assessment and qualification,** monitoring environmental, social and governance sustainability criteria.

1.7



MATERIALITY ASSESSMENT

The materiality assessment is a key tool for identifying and prioritising the sustainability topics that are most relevant to BBM, taking into account both the impacts generated by the organisation and the expectations of its stakeholders.
In 2025, B.B.M. updated the materiality assessment developed in previous Sustainability Reports by incorporating an evaluation of **financial materiality** and thereby adopting a **double materiality approach**, in line with the principles of **GRI 3:2021 – Material Topics.**

The methodology adopted consisted of the following phases:

- **Phase 1: Understanding the context and benchmarking analysis**

The first phase focused on understanding the organisational context and conducting a sector benchmarking analysis to identify the most relevant sustainability topics. For each topic, both risks—namely the potential adverse impacts on the environment, society, or the organisation—and opportunities, defined as favourable conditions capable of creating sustainable value, were assessed. The process involved Process Managers and Company Management, ensuring a shared, cross-functional assessment aligned with the company's business strategy.

- **Phase 2: Stakeholder engagement**

BBM's stakeholder engagement approach, inspired by the GRI Standards, is based on five key principles: stakeholder mapping, analysis of stakeholder expectations, periodic review of material topics, development of shared initiatives, and transparent communication of results. Stakeholder engagement was carried out through questionnaires distributed to both internal and external stakeholders, enabling the company to assess the relevance of ESG topics and the impacts of its activities by comparing internal and external perspectives and aligning them with the company's strategy.

Internal stakeholders: The questionnaire was distributed to employees working in both operational and office functions on a voluntary basis. A total of 24 responses were collected, representing all areas of the company.
External stakeholders: The questionnaire involved key customers, service providers, raw material suppliers, and financial institutions. A total of 22 responses were received, ensuring a balanced representation of internal and external stakeholders

Company Management did not participate in completing the questionnaire but actively contributed to the process by reviewing and validating the results, ensuring their alignment with the company's strategic objectives.

- **Phase 3: Identification of impacts (Impact materiality)**

For each material topic, the actual and potential impacts associated with the company's activities, products, and relationships throughout the value chain were assessed. Impacts were classified as either **negative** (actual or potential) or **positive** (already achieved or expected), enabling the identification of the main areas of risk as well as opportunities for sustainable value creation.

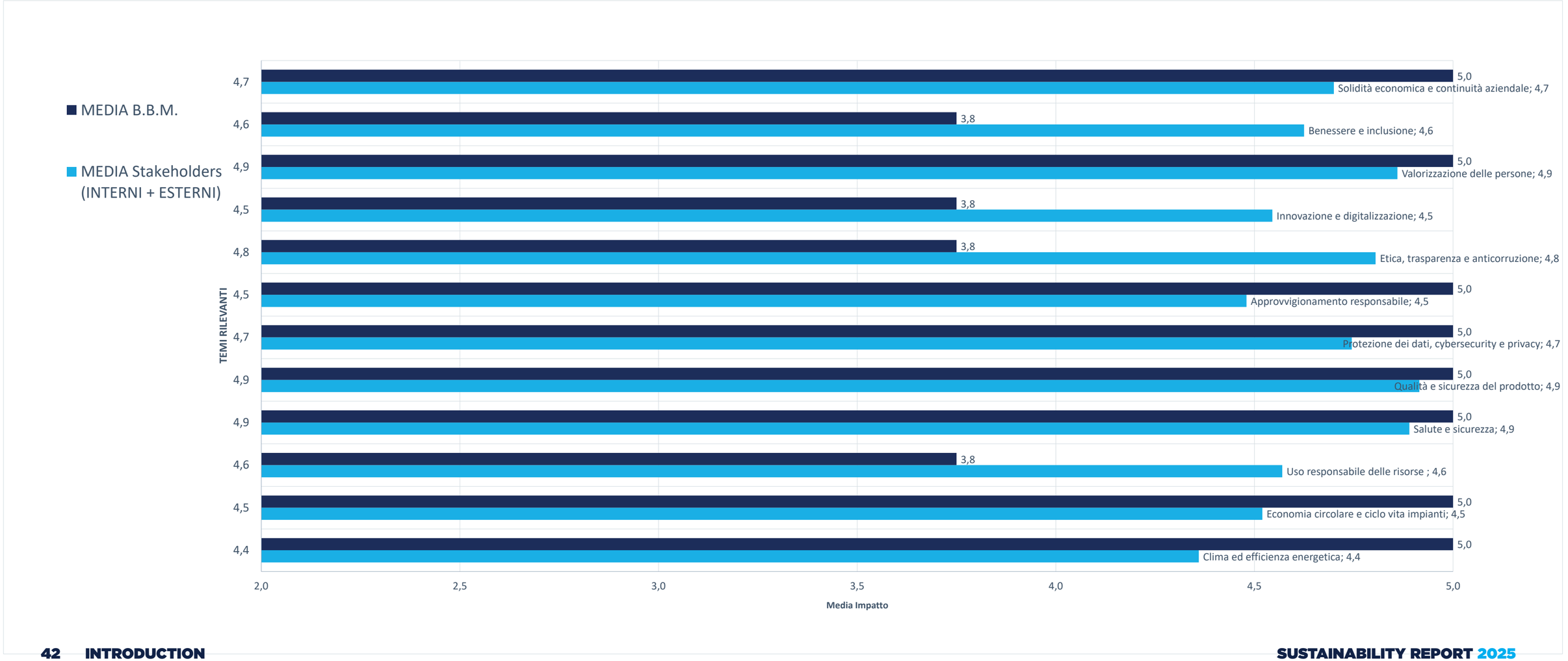
Impact materiality was determined on the basis of the results of the questionnaires completed by internal and external stakeholders. The responses were consolidated into a significance score using a five-point scale, representing the significance of the impacts generated by the organisation on people, society, and the environment. Company Management performed a qualitative validation of the results without applying any numerical weighting to the questionnaire responses. The graphical representation enables a comparison of internal and external stakeholders' perceptions regarding the relevance of ESG topics.



Figure 1: *Impact materiality*

All identified material topics were assessed through dedicated interviews involving Process Managers and Company Management in a structured manner. These activities made it possible to gather management's views on the strategic relevance of the sustainability topics identified for BBM, providing the values used in the following graphical representation, alongside the average scores derived from stakeholder engagement and BBM's assessment.

Figure 2: *Impact materiality*



- **Phase 4: Financial Materiality Assessment (Financial Materiality)**

As part of its **double materiality assessment**, BBM evaluated ESG topics that may have significant economic and financial impacts over the short, medium, and long term.

Financial materiality was determined through a structured assessment of the risks and opportunities associated with each material topic, applying the parameters of probability, financial magnitude, and remediability. The overall score (S = P × G × R) was subsequently translated into priority categories and expressed on a standardised 1–4 scale. This assessment reflects the company's perspective, as it is based on an internal process consistent with Enterprise Risk Management principles and with the evaluation of risks and opportunities that may affect the organisation's performance, financial position, and cash flows.

- **Phase 5: Assessment of Impact Significance**

The significance assessment was carried out separately for the **impact and financial dimensions.** For both perspectives, four priority levels—priority, high, medium, and low—were identified and subsequently standardised on a 1–4 scale to ensure comparability of the results and enable the development of the double materiality matrix.

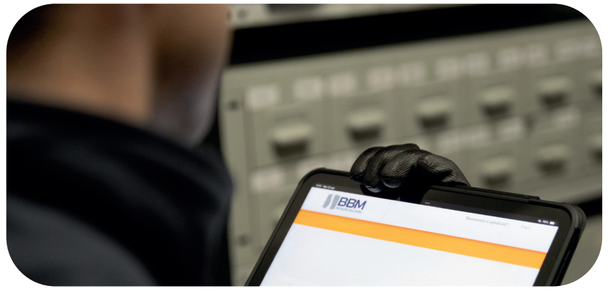
In accordance with ESRS 1, ESRS 2, and the EFRAG IG 1 implementation guidance, the same parameters (probability, severity, and remediability) were applied separately to the two dimensions of double materiality:

- **Impact materiality:** P–G–R measures the significance of the company's impacts on people, the environment, and society, based on the criteria of severity (scale, scope, and irremediability) and the likelihood of potential impacts.
- **Financial materiality**: P–G–R measures the magnitude of the economic and financial effects, the likelihood of occurrence, and the reversibility of the impact on the company, in line with the organisation's Enterprise Risk Management framework.

The two assessments were conducted independently, and a topic is considered material when it exceeds the significance threshold in at least one of the two dimensions.
The significance thresholds were defined in line with the company's size, operating context, and the significance of its impacts, ensuring a focused selection of material topics that can be consistently assessed over time.

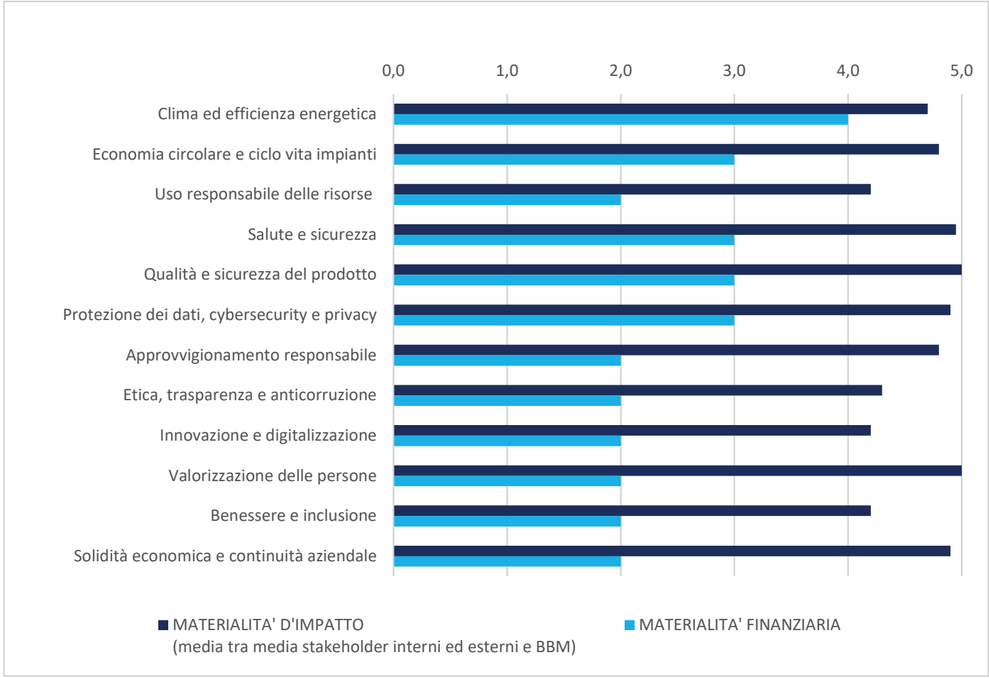
- **Phase 6: Double materiality matrix and prioritisation**

The double materiality matrix was developed by **combining the results of the impact materiality and financial materiality assessments,** both expressed on a standardised 1–4 scale. This approach enables BBM to identify its priority topics both in terms of impacts on people, society, and the environment, and in terms of the economic and financial risks and opportunities affecting the organisation.



As the final step of the integrated assessment process, the following double materiality matrix summarises the scores assigned to each material topic from both the impact perspective and the financial materiality perspective.

Figure 3: *Double materiality matrix*



The results of the materiality assessment, including the mapping of significant impacts, the double materiality assessment, and the identification of material topics, were approved by BBM's Management, confirming the company's strategic alignment with its sustainability objectives and with the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the GRI Standards.
In line with global sustainability objectives, BBM has linked each identified material topic to the corresponding United Nations Sustainable Development Goals (SDGs) under the 2030 Agenda. This approach reflects the company's commitment to contributing meaningfully to sustainable, inclusive, and long-term development by pursuing objectives that are consistent with its areas of greatest strategic impact.

Table 1 – *Identified material topics and corresponding SDGs*

Area	Material topics	What it means for BBM	SDGs
E	Climate and energy efficiency	Reduce energy consumption and greenhouse gas emissions by promoting the responsible use of energy.	
E	Circular economy and equipment life cycle	Optimise the use of equipment and resources by reducing waste, promoting material recovery, and supporting the sustainable management of equipment throughout its life cycle.	
E	Responsible use of resources	Use resources efficiently by reducing environmental impacts and promoting the continuous improvement of environmental performance.	
S	Health and safety	Ensure a safe and healthy working environment by preventing occupational injuries and illnesses through training, prevention, and continuous improvement.	
G	Product quality and safety	Ensure that products comply with customer requirements and applicable standards, guaranteeing quality, reliability, and safety throughout the entire production process.	
G	Data protection, cybersecurity and privacy	Safeguard the confidentiality, integrity, availability of corporate information and personal data through appropriate cybersecurity and organisational measures.	
G	Responsible procurement	Work with reliable suppliers by promoting quality, sustainability, ethical, and compliance standards throughout the supply chain.	
G	Ethics, transparency and anti-corruption	Conduct business with integrity, transparency, and fairness by preventing unethical and unlawful behaviour and promoting an ethical corporate culture.	
G	Innovation and digitalisation	Invest in technological innovation and the digitalisation of processes to enhance efficiency, competitiveness, and the quality of products and services.	
S	People development	Foster employees' professional growth through training, skills development, and the enhancement of human capital.	
S	Well-being and inclusion	Promote an inclusive and respectful working environment that supports employee well-being while fostering diversity and equal opportunities.	
G	Economic resilience and business continuity	Ensure the company's sustainable growth through responsible financial management focused on creating long-term value.	

2

GOVERNANCE

The chapter dedicated to BBM's Corporate Governance outlines the principles and structures that guide our business management, ensuring transparency, accountability and sustainability in decision-making.

The structure of BBM

The organisation is incorporated as a limited liability company, with a collegiate multi-member management system. **The Board of Directors,** in office since 20 January 2005, was initially composed of three members, who were co-founders of the company. In 2025, following the departure of one shareholder, the Board was reduced and now **consists of Boffelli Giuseppe Ermanno (Chairman) and Milesi Daniele Bruno.**

The two current shareholders play an active and fundamental role within the company, overseeing the economic, environmental and social impacts of the organisation. In their respective roles as Chief Executive Officer and Director of the Service division, the two co-founders are committed to ensuring the sustainable development of BBM.





In 2025, the company's organisational structure developed according to a clear and functional model designed to foster collaboration, efficiency and shared responsibility across its different areas.

At the top of the organisation is the Board of Directors, which defines the strategic guidelines, **supported by the Chief Executive Officer and the Executive Assistant,** responsible for coordinating and guiding corporate activities.

The General Services area is composed of the Administration Office, the Human Resources Department, and the Health, Safety and Environment function. These activities play a key role in ensuring the company's internal operations run smoothly, with a particular focus on people management, workplace safety and regulatory compliance.

The Sales and Purchasing area includes the Commercial Office, Purchasing Office and Spare Parts Office. Together, these functions ensure the management of relationships with customers and suppliers, contributing to operational continuity and business development.

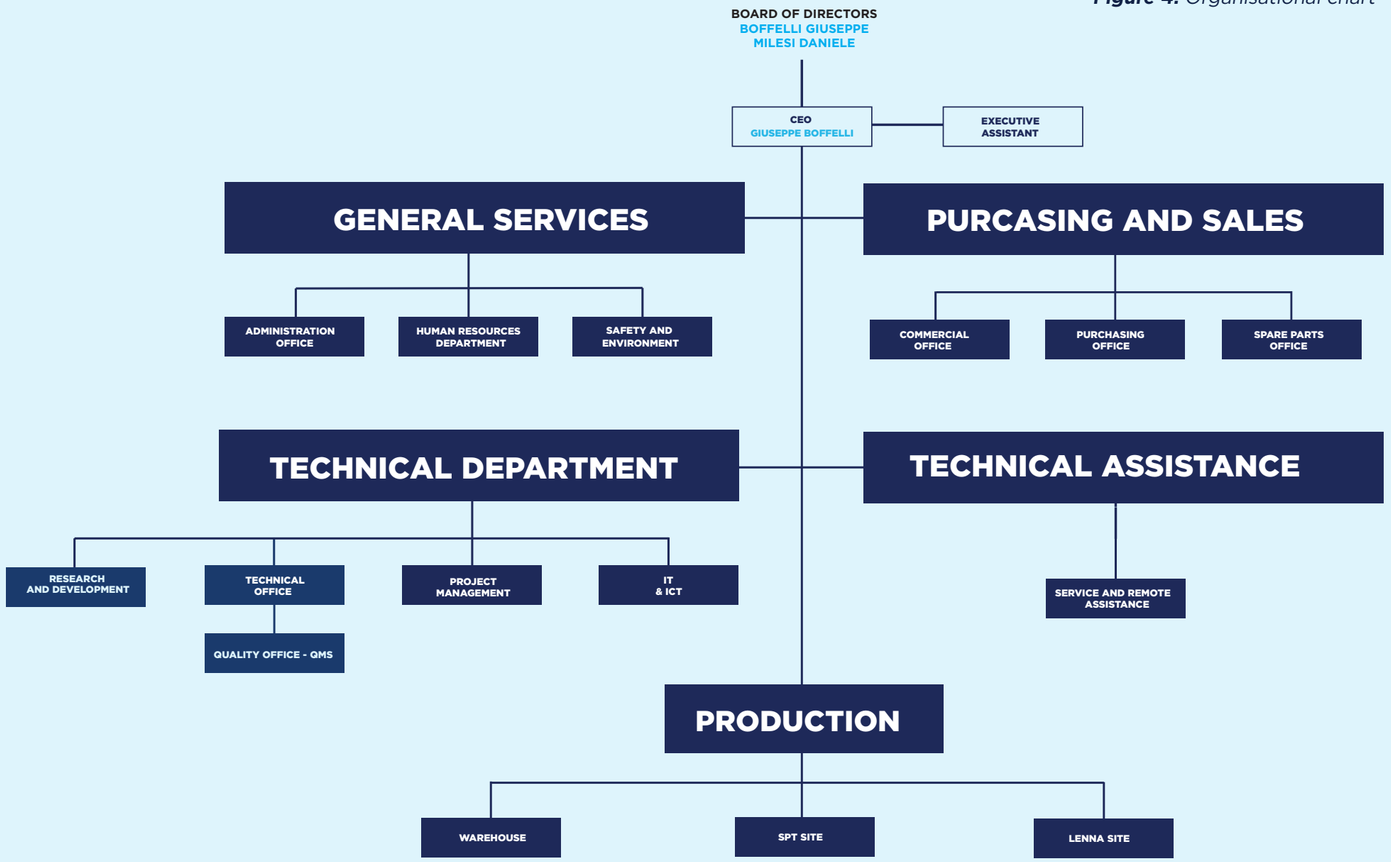
The Technical Department brings together a range of competencies, including Research and Development, Technical Office, Project Management, and IT & ICT, supported by the Quality Office (QMS Manager). This area is central to innovation, continuous process improvement and the maintenance of quality standards.

Technical Assistance is responsible for customer support, including remote assistance services, enabling timely interventions while reducing travel requirements, with positive environmental benefits.

Finally, t**he Production area includes the Warehouse and the SPT and Lenna operational units**, which represent the core of manufacturing activities and ensure the delivery of products in compliance with company standards.

Overall, the 2025 organisational structure reflects the company's commitment to promoting a balanced operating model, focused on people, process efficiency, and environmental and social impacts

Figure 4: *Organisational chart*



2.1

ECONOMIC PERFORMANCE

BBM's turnover has shown continuous growth since 2005, the year the company was founded.

In 2025, the Company achieved particularly significant results, confirming a solid and steady development path over just twenty years of activity.

Compared to 2024, 2025 turnover recorded further growth, accompanied by a **13% increase in the company's core business, reaching € 25.406.089.** The main share of BBM's turnover continues to derive from the sale of compatible spare parts for bottling machinery, followed by service activities and machinery sales.



Figure 5: *Revenue split by business area*

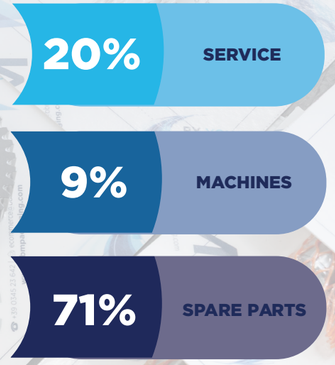


Figure 6: *Revenue growth over the years*

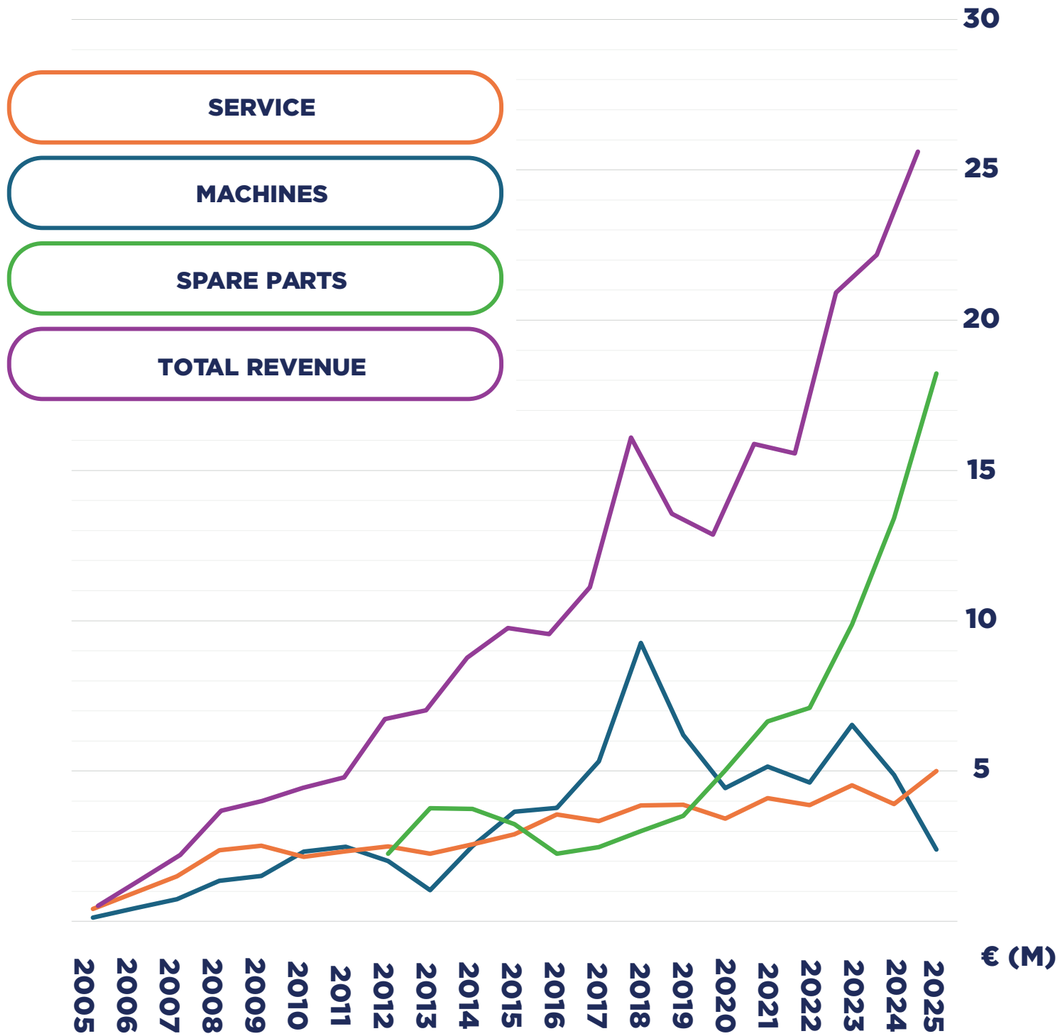
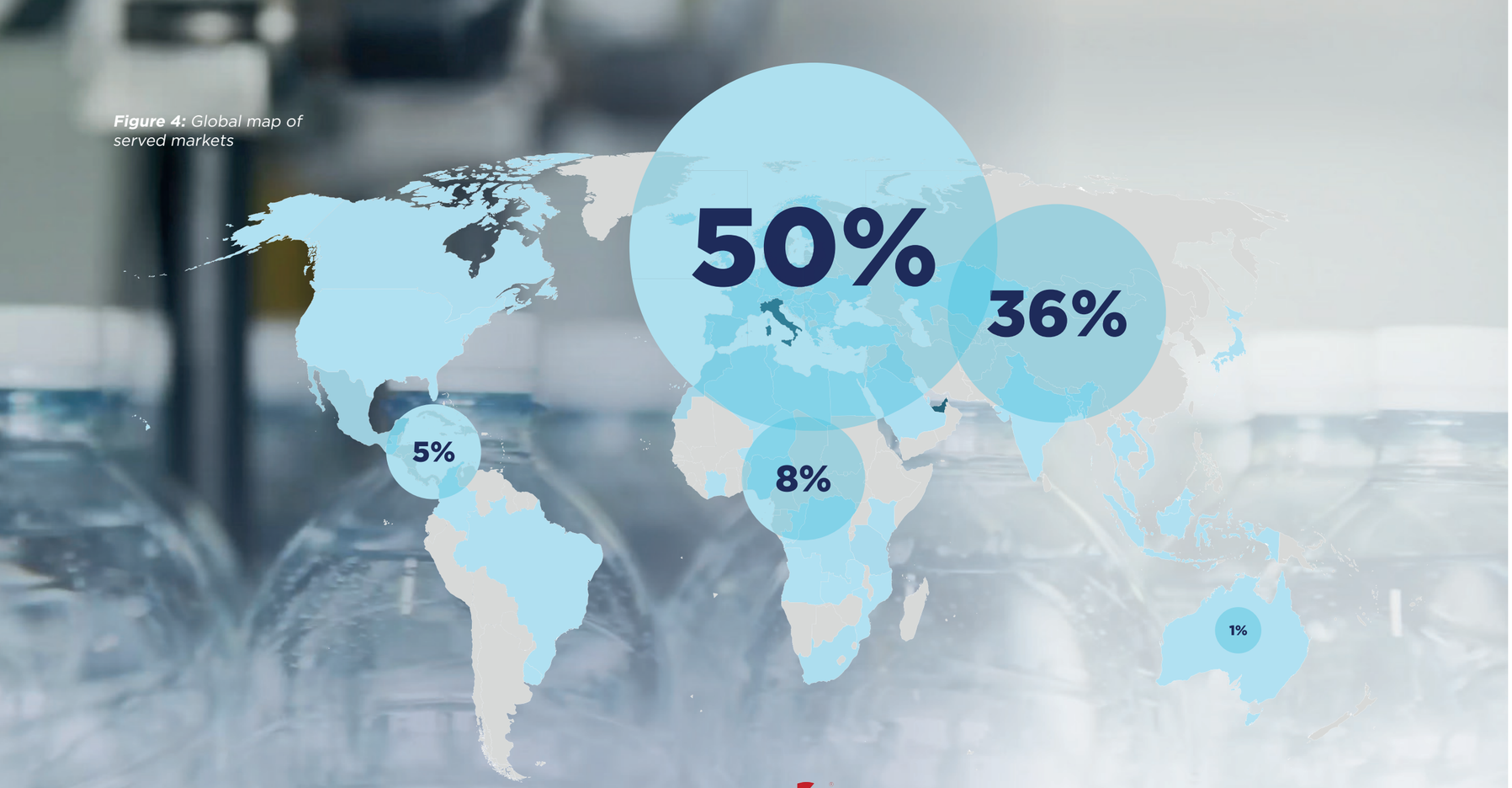


Figure 4: Global map of served markets



BBM operates primarily in international markets, while maintaining a strong presence in both the domestic and European markets.
The main customers in 2025 include:

Refresco · S.PELLEGRINO · KARWANCHI كرونجي · Coca-Cola HBC Italia · Lete · Carlsberg · GRUPPO CAMPARI · S.Bernardo · GRANAROLO · ZUCCHI 1810 · ACQUA MINERALE NATURALE OLIGOMINERALE FABRIZIA · nöm

GRI 200 ECONOMIC DATA COLLECTION

Table 2 - *Gri 201-1 Direct economic value generated and distributed*

Economic value		
2025		
Direct economic value generated: revenue		25.201.147 €
Distributed economic value:	Operating costs	20.352.797 €
	Wages	3.690.237 €
	Payments to governments by country and community investments	34.860 €
Economic value retained: 'direct economic value generated' minus 'distributed economic value'		1.158.113 €

Table 3 - *GRI 201-4 Financial assistance received from government*

Monetary value of financial assistance	
2025	
Tax reliefs and tax credits	153.783,23 €
Grants for investment or research and development and other relevant types of grants	23.257 €

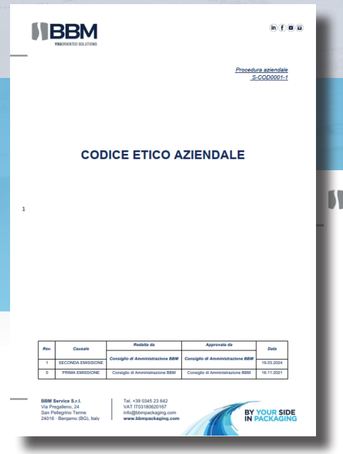
2.2

TRANSPARENCY AND ANTI-CORRUPTION

To ensure that ethical values and integrity are upheld by all individuals involved in the company's activities - including employees, suppliers and other stakeholders - **BBM has established a set of internal codes, representing a framework of guidelines and practices designed to regulate behaviour.** These codes are reviewed and updated annually, ensuring that the company maintains high standards of conduct and responsibility.

Some of the codes currently in force include:

- **Corporate Code of Ethics**: A document that establishes the principles of integrity and fairness guiding all company activities, ensuring transparency and trust in both internal and external relationships.
- **Corporate Code of Conduct – Gifts**: A policy that defines guidelines regarding the offering or acceptance of gifts and favours by employees or partners, in order to prevent conflicts of interest.


BBM

Procedura aziendale
S-CODD001-1

CODICE ETICO AZIENDALE

Rev.	Causale	Redatto da	Approvato da	Data
1	SECONDA EMISSIONE	Consiglio di Amministrazione BBM	Consiglio di Amministrazione BBM	19.03.2024
0	PRIMA EMISSIONE	Consiglio di Amministrazione BBM	Consiglio di Amministrazione BBM	16.11.2021

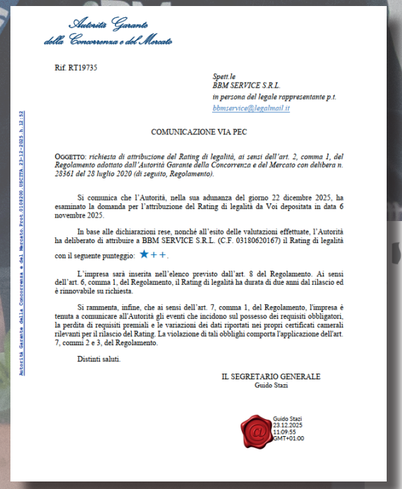
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San Pellegrino Terme
24016 - Bergamo (BG), Italy
Tel. +39 0345 23 843
VAT IT03160820167
info@bbmpackaging.com
www.bbmpackaging.com
BY YOUR SIDE IN PACKAGING


BBM

Codice di condotta aziendale
S-CODD002-0

CODICE DI CONDOTTA AZIENDALE

Regali


Autorità Garante della Concorrenza e del Mercato

Rif. RT19735

Spett.le
BBM SERVICE S.R.L.
in persona del legale rappresentante p.t.
bbmcservice@legalmail.it

COMUNICAZIONE VIA PEC

OGGETTO: *richiesto di attribuzione del Rating di legalità, ai sensi dell'art. 2, comma 1, del Regolamento adottato dall'Autorità Garante della Concorrenza e del Mercato con delibera n. 28561 del 26 luglio 2020 (di seguito, Regolamento)*

Si comunica che l'Autorità, nella sua adunanza del giorno 22 dicembre 2025, ha esaminato la domanda per l'attribuzione del Rating di legalità da Voi depositata in data 6 novembre 2025.

In base alle dichiarazioni rese, nonché all'esito delle valutazioni effettuate, l'Autorità ha deliberato di attribuire a BBM SERVICE S.R.L. (C.F. 03180620167) il Rating di legalità con il seguente punteggio: ★++.

L'impresa sarà inserita nell'elenco previsto dall'art. 8 del Regolamento. Ai sensi dell'art. 6, comma 1, del Regolamento, il Rating di legalità ha durata di due anni dal rilascio ed è rinnovabile su richiesta.

Si rammenta, infine, che ai sensi dell'art. 7, comma 1, del Regolamento, l'impresa è tenuta a comunicare all'Autorità gli eventi che incidono sul possesso dei requisiti obbligatori, la perdita di requisiti premiali e le variazioni dei dati riportati nei propri certificati camerali rilevanti per il rilascio del Rating. La violazione di tali obblighi comporta l'applicazione dell'art. 7, commi 2 e 3, del Regolamento.

Distinti saluti.

IL SEGRETARIO GENERALE
Guido Stazi

Guido Stazi
23.12.2025
11:09:55
GMT+01:00

Autorità Garante della Concorrenza e del Mercato, Piazza Giuseppe Verdi, 6/a/b, 00198 Roma, tel. 06 85821


BBM

Codice di condotta aziendale
S-CODD003-0

CODICE DI CONDOTTA AZIENDALE

Anticorruzione

Legality Rating and Anti-Corruption

0
CORRUPTION INCIDENTS

In 2025, BBM Service S.r.l. updated its **Legality Rating**, reaffirming the company's ongoing commitment to transparency, fairness and regulatory compliance.

This recognition is part of a broader corporate governance system focused on integrity, which finds one of its main expressions in the **Anti-Corruption Code of Conduct.** This policy defines the internal principles and rules aimed at preventing any form of direct or indirect corruption and promoting transparency and integrity across all business operations.

The maintenance and renewal of the Legality Rating therefore represent an external validation of the effectiveness of BBM's internal controls, strengthening the company's reputation and the trust of stakeholders, customers and business partners.

Whistleblowing

0 WHISTLEBLOWING REPORTS

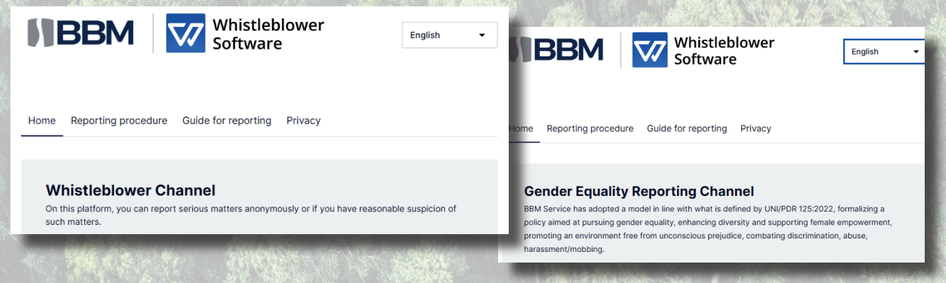
At the end of 2023, BBM completed the implementation of its whistleblowing system, a mechanism that allows employees and external stakeholders to confidentially and anonymously report improper behaviour or practices within the organisation.

Such behaviour may include fraud, corruption, abuse of power, or violations of laws or corporate ethical standards. **The whistleblowing system provides a safe, protected and accessible communication channel**, enabling the company to promptly and appropriately address any issues, ensuring that all reports are handled with the utmost seriousness and confidentiality.

The BBM whistleblowing portal is accessible at the following link: https://whistleblowersoftware.com/secure/bbm

In addition, **BBM has established a separate platform dedicated to reporting unlawful or improper conduct related to workplace issues or gender equality matters** (such as abuse, discrimination, harassment, mobbing, etc.).

The reporting channel is available at the following link: https://whistleblowersoftware.com/secure/bbm-paritagenere



This system is part of BBM's broader corporate governance framework and ethical safeguards, which include the **Corporate Code of Conduct – Discrimination, Harassment, Sexual Harassment and Mobbing**. This document, updated annually, prohibits any form of discrimination or behaviour that may harm personal dignity. It promotes a corporate culture based on respect, inclusiveness and employee well-being, further reinforcing the principles underlying the reporting system.

Over the 2023–2025 three-year period, no whistleblowing reports were received through the dedicated channels, a result that, at present, confirms a corporate environment free from significant issues and consistent with BBM's values of integrity and mutual respect.

BBM aims to maintain this result throughout the 2026–2028 period.



2.3

VALUE CHAIN AND RESPONSIBLE PROCUREMENT

For BBM Service S.r.l., responsible value chain management represents a key strategic element to ensure quality, operational continuity and sustainability throughout the entire lifecycle of the services provided.

BBM considers suppliers as strategic partners in the creation of sustainable value. For this reason, the company promotes relationships based on transparency, reliability, quality, and respect for ethical, social and environmental principles. Suppliers are required to comply with the principles defined in the **Supplier Code of Conduct,** a guideline that outlines ethical expectations and behavioural standards for suppliers, promoting fair labour practices and compliance with environmental and social regulations, as well as with the **Sustainable Procurement Policy,** adopted in 2024. This policy consists of a set of guidelines and criteria shared with all internal and external stakeholders to ensure that procurement processes are environmentally, socially and economically sustainable.

Each supplier is required to sign a **Commitment and Assumption of Responsibility Form**, a formal document confirming the understanding and acceptance of the principles established in the Supplier Code of Conduct.



68%

OF PROCUREMENT SPENDING DIRECTED TO LOCAL OR NATIONAL SUPPLIERS

In 2025, 68% of procurement spending was directed to local or national suppliers, confirming the company's commitment to supporting the local economic fabric and reducing the environmental impacts associated with logistics.

BBM also collaborates with logistics partners committed to reducing CO_2 emissions, such as DHL through the **GoGreen programme** and GLS through the **Climate Protect initiative.**

Climate Protect

GRI 200 ECONOMIC DATA COLLECTION

Table 4 - *GRI 2.6 Activities and value chain*

SUPPLIERS	2025
RAW MATERIALS	
Italy	9
Europe	0
World	0
RAW MATERIALS - Primary packaging	
Italy	1
Europe	0
World	0
RAW MATERIALS - Secondary packaging	
Italy	6
Europe	0
World	0
RAW MATERIALS - Transport packaging	
Italy	3
Europe	0
World	0
SERVICES	
Italy	32
Europe	0
World	0

Tabella 5 - *GRI 301 Raw materials and packaging*

	2025				
	Material (input)	Disposal code (for packaging)	If FSC certified (per imballi)	% di riciclato (for packaging)	U.M.
RAW MATERIALS	Steel/Iron				11 TONN
	Alluminium/ Brass				0.5 TONN
PRIMARY PACKAGING	Plastic	150102	NO	0%	0.198 TONN
SECONDARY PACKAGING*	Paper and cardboard	150101	NO	60%	4.87 TONN
	Plastic	150102	NO	0%	0.139 TONN
TRASPORT PACKAGING	Wood	150103	NO	0%	43.35 TONN

*It should be noted that four secondary packaging suppliers were not included in the GRI calculation as they were considered not material for the overall quantification, since their contribution is negligible compared to the total volumes analysed.





2.4

PRODUCT QUALITY AND SAFETY

BBM Service S.r.l. supplies compatible spare parts for bottling and packaging machinery used for water, beverages and food products. To ensure compliance with high quality standards, the company has developed a rigorous quality control system, supported by a highly specialised in-house metrology laboratory and dedicated personnel.

The main pillars of BBM's quality system are:

- **a structured internal quality control process,** supported by advanced metrology equipment and a dedicated quality manager;
- **collaboration with qualified partners and selected suppliers, subject to continuous monitoring through a vendor rating system and periodic evaluations** based on non-conformities and returns;
- **the preparation of internal compliance reports** and the implementation of standardised procedures for incoming goods inspection.

I materiali utilizzati nei processi produttivi comprendono principalmente metalli (alluminio, acciaio inox e altre leghe) e polimeri. Per i fornitori strategici, in particolare quelli che producono componenti a disegno, viene definito un sistema di valutazione continuativa che consente di monitorare la qualità delle forniture nel tempo.

Obtaining the MOCA declaration

In 2025, BBM also obtained the **MOCA declaration (Materials and Objects in Contact with Food)**, certifying that spare parts and components intended for contact with food products comply with European regulatory requirements, further strengthening the company's commitment to product safety and quality.

The MOCA declaration ensures **compliance with Regulation (EC) No. 1935/2004**, which governs materials and articles intended to come into contact with food. This regulation guarantees that such materials do not release substances in quantities that could endanger human health, alter the composition of food, or affect its organoleptic properties.

The achievement of this declaration also confirms BBM's implementation of structured procedures for the management, traceability and control of components intended for the Food & Beverage sector, ensuring customers are provided with compliance documentation and that the highest food safety standards are maintained throughout the entire supply chain.



Metrology laboratory and dimensional inspection

A key element of the quality system is **BBM's in-house metrology laboratory**, a climate-controlled environment designed **to ensure maximum precision in dimensional inspection activities.**

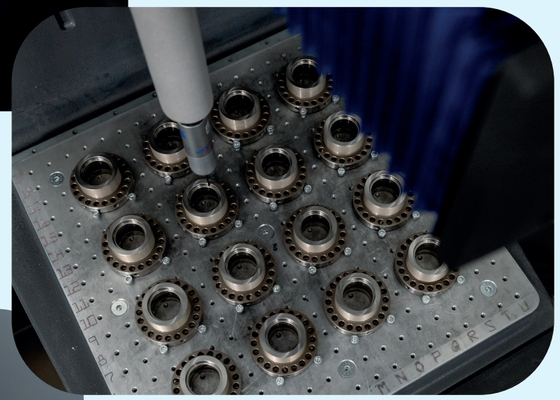
The laboratory is equipped with advanced instruments, including large-scale digital calipers, internal and external micrometers, bore gauges, hardness testers, surface roughness testers, profile projectors and digital microscopes, as well as high-precision three-dimensional measurement systems.

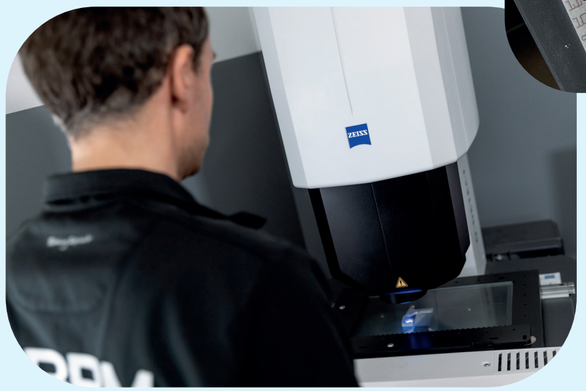
Among the most advanced technologies are the **FARO Quantum Max measuring arm**, used for reverse engineering activities and on-site measurements on customer machinery, and the **ZEISS Duramax coordinate measuring machine**, which enables high-precision analysis thanks to advanced scanning technology.

These are complemented by the latest **ZEISS optical machine**, characterised by high automation and advanced sensors, which allows fast and accurate measurements of small and medium-sized components.

The integration of these technologies enables BBM to perform full component inspection, ensuring high precision for both complex parts and small components.







Controls, compliance and continuous improvement

BBM applies an internal procedure that provides for the systematic inspection of all incoming goods at the warehouse. In the case of compatible after-market materials, **components are subjected to specific tests at certified laboratories,** including chemical analyses and destructive testing, **to verify their compliance and performance against original standards.**

In the event of non-conformities, a dedicated procedure is activated with the issuance of a **Non-Conformity Report**, ensuring traceability of the issue and the implementation of corrective actions throughout the production and logistics processes. Field service technicians also contribute to the quality system by completing forms for reporting non-conformities identified on site.

The quality management system also includes the handling of customer returns and materials returned due to alleged non-conformities or order errors. In such cases, the Quality Office conducts a root cause analysis to determine the origin of the issue, verifying whether the component had already passed internal quality checks or whether the issue is attributable to a customer ordering or usage error. Targeted corrective actions are then implemented with the aim of further improving processes and preventing recurrence of non-conformities.

The quality system is complemented by customer feedback tools, including online satisfaction surveys that collect feedback on the performance of products and services, supporting a continuous improvement approach.

During the reporting period, no significant non-compliance incidents relating to product safety or quality were identified. In addition, no incidents of non-compliance concerning product labelling and product information were recorded during the three-year reporting period, confirming the effectiveness of the company's control systems and the proper management of its business processes.

2.5

INNOVATION AND DIGITALISATION

For BBM, innovation represents a fundamental strategic pillar on which the development of the organisation and the definition of its services are based. In this context, digitalisation has taken on a central role in improving business efficiency and evolving both internal and external processes.

In line with the objective of promoting employee well-being and increasing operational efficiency, **in 2025 BBM completed the implementation of its e-commerce platform dedicated to the sale of compatible spare parts,** making the procurement process faster and more accessible for customers. The company also **completed the redevelopment of its management software, AKIS 2.**

AKIS 2 is a web-based, cross-platform system that manages BBM's after-sales operations by centralising key information such as technical documentation, asset management, vehicle maintenance and operational procedures related to customer machinery. Accessible to both administrative staff and field technicians, it enables report generation, consultation of scheduled interventions and monitoring of deadlines and activities, thereby improving internal communication and overall after-sales service efficiency.

Also in 2025, **BBM implemented further digital systems to optimise business processes, in particular the Manufacturing Execution System (MES) and the Warehouse Management System (WMS)**, tools that are transforming production and warehouse management by making the entire supply chain leaner, more efficient and more traceable.

The MES enables real-time monitoring of all stages of the production process, improving operational control, final product quality and waste reduction, while also ensuring greater punctuality in deliveries. In parallel, **the WMS optimises warehouse management by improving goods flow,** order picking and stock control, reducing errors and order fulfilment times.

Overall, the digitalisation of business processes through e-commerce, AKIS, MES and WMS contributes to making the supply chain more efficient, integrated and traceable, improving resource management and supporting sustainable, innovation-driven growth.

BBM Line Control

BBM has developed **BBM Line Control**, an innovative IoT solution for remote monitoring of bottling lines.

This system, **developed in collaboration with LogiCo Srl, collects and analyses real-time data on machine performance**, enabling operators to plan and monitor production directly from their office.

Thanks to Line Control, customers can access accurate data on productivity, downtime, alarms and the efficiency of individual machines. **The recorded data is sent to the MES** at the end of each batch, allowing immediate comparison between different production runs and optimising line management.

This system not only enhances efficiency and reduces costs, but also enables advanced production planning, improving overall business competitiveness. The ability to monitor and intervene in real time allows for the timely resolution of inefficiencies or delays, while ensuring a rapid return on investment.

Furthermore, the ability to integrate Line Control into machines already in use at customer sites demonstrates BBM's commitment to the continuous evolution and optimisation of production processes.



3 SOCIAL

3.1 EMPLOYMENT

For BBM, people have always played a key role in the company's development. As of 31.12.2025, **the company employs 68 people across its sites in San Pellegrino and Lenna.**

96% of the workforce is employed on permanent and full-time contracts. All employees are covered by collective bargaining agreements. For the reporting year, there were no employees on non-guaranteed working hours contracts.

It should be noted that data relating to the Lenna and San Pellegrino sites have been aggregated, as there are no permanent employees at the Lenna site.

HUMAN RESOURCES DATA COLLECTION

Tabella 6 - GRI *2.7 Employees*

Employees									
	2023			2024			2025		
	Male	Female	**Total**	Male	Female	**Total**	Male	Female	**Total**
Permanent employees	58	10	**68**	64	11	**75**	53	11	**64**
Temporary and seasonal employees	0	0	**0**	0	0	**0**	3	0	**3**
TOTAL	58	10	**68**	68	7	**75**	56	11	**67**
Full-time employees	55	6	**61**	61	7	**68**	55	7	**62**
Part-time employees	3	4	**7**	3	4	**7**	1	4	**5**
TOTAL	58	10	**68**	68	7	**75**	56	11	**67**

People by occupational category and gender									
	2023			2024			2025		
	Male	Female	**Total**	Male	Female	**Total**	Male	Female	**Total**
Management	3	0	**3**	3	0	**3**	2	0	**2**
Functional managers	4	3	**7**	5	3	**8**	5	3	**8**
Office staff (clerical employees)	3	6	**9**	3	6	**9**	5	6	**11**
Technical/operational staff (plants and field technicians)	48	1	**49**	53	2	**55**	44	2	**46**
Total	**58**	**10**	**68**	**64**	**11**	**75**	**56**	**11**	**67**

Table 7 & 8 - GRI *405-1 Diversity in governance bodies and among employees*

Persone per categoria professionale per fascia d'età												
	2023				2024				2025			
	<30	30-50	>50	**Total**	<30	30-50	>50	**Total**	<30	30-50	>50	**Total**
Management	0	1	2	**3**	0	1	2	**3**	0	0	2	**2**
Functional managers	0	6	1	**7**	0	6	2	**8**	0	6	2	**8**
Office staff (clerical employees)	7	2	0	**8**	3	5	1	**9**	2	8	1	**11**
Technical/operational staff (plants and field technicians)	18	18	12	**48**	22	15	10	**55**	17	21	8	**46**
Total	**25**	**27**	**15**	**67**	**25**	**27**	**15**	**75**	**19**	**35**	**13**	**67**

Table 9 - *GRI 2.9 Board of directors*

Diversity of administrative, management and supervisory bodies during the reporting period									
	2023			2024			2025		
	Male	Female	**Total**	Male	Female	**Total**	Male	Female	**Total**
Total board members	3	0	**3**	3	0	**3**	2	0	**2**
Executive members	3	0	**3**	3	0	**3**	2	0	**2**

Table 10 - GRI *401-1 Employee turnover*

Turnover rates*			
%	2023	2024	2025
Positive employee turnover rate	17,91044776	19,40298507	11,94029851
Negative employee turnover rate	16,41791045	13,43283582	17,91044776

*NOTE: The turnover calculation excludes seasonal and fixed-term employees

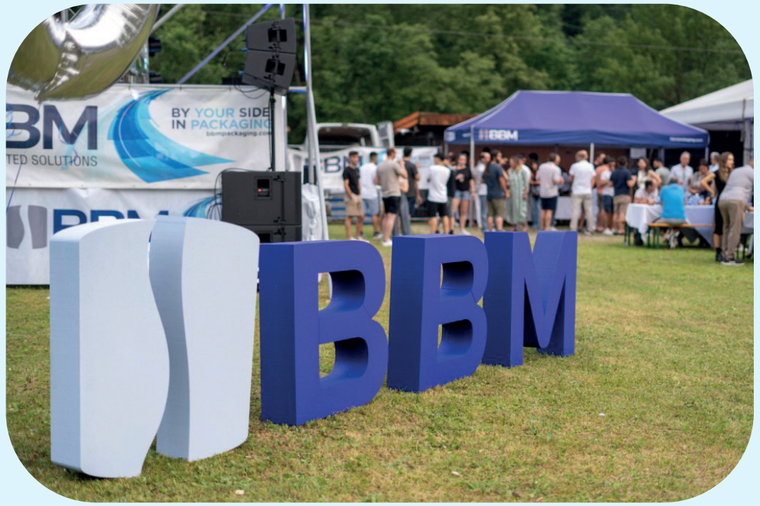


Table 11 - GRI *401-1 Employee hires*

New employee hires by geographic region and age group												
	2023				2024				2025			
Italy	<30	30-50	>50	**Total**	<30	30-50	>50	**Total**	<30	30-50	>50	**Total**
Male	7	2	2	11	9	1	1	11	2	5	1	8
Female	0	1	0	1	1	1	0	2	0	0	0	0
Total	**7**	**3**	**2**	**12**	**10**	**2**	**1**	**13**	**2**	**5**	**1**	**8**

Table 12 - GRI *401-1 Employee departures*

Employee departures by geographic region and age group*												
	2023				2024				2025			
Italy	<30	30-50	>50	**Total**	<30	30-50	>50	**Total**	<30	30-50	>50	**Total**
Male	4	2	5	11	5	1	2	8	8	1	3	12
Female	0	0	0	0	1	0	0	1	0	0	0	0
Total	**4**	**2**	**5**	**11**	**5**	**1**	**2**	**9**	**8**	**1**	**3**	**12**

*NOTE: The calculation of employee departures excludes seasonal employees

During the financial year, the workforce decreased by 8 employees, mainly due to the end of seasonal contracts, voluntary resignations, and the termination of one shareholder's participation in the company, resulting in a reduction in the number of shareholders from three to two.

No dismissals were recorded due to company-related reasons or issues linked to business performance, which continues to show growth.

3.2

TRAINING AND PROFESSIONAL DEVELOPMENT

548

PROFESSIONAL TRAINING HOURS

In 2025, a total of **548 hours of professional training** were delivered.

A significant share of these hours was dedicated to training activities related to participation in the Drinktec trade fair. For this occasion, BBM launched a training and consultancy programme for the sales department, aimed at best preparing employees to manage trade fair activities and the opportunities generated by the event. The programme covered topics such as pre-fair planning, meeting management, lead qualification and post-event follow-up strategies, providing practical tools to optimise interactions with customers and prospects.

In parallel, a review and optimisation of CRM and contact management tools was carried out, with the aim of making the monitoring of commercial opportunities collected during the event more structured and effective.

Particular attention was also devoted to health and safety and first aid training. In 2024, at the San Pellegrino Terme site, some employees attended a course on the use of defibrillators. **In 2025, BBM extended defibrillator training courses to the Lenna sites of BBM and Colorsolution as well,** thereby expanding the network of people trained to respond to emergency situations and **contributing to greater safety for the entire workplace and local community.**

Also in 2025, **a paediatric airway obstruction first aid course was organised at the San Pellegrino Terme site in collaboration with the Italian Red Cross.** The initiative involved employees and local participants with the aim of spreading practical knowledge and skills to enable timely intervention in emergency situations involving infants and children, thereby **promoting a stronger culture of prevention and safety within the local community.**







572
MANDATORY TRAINING HOURS

During the year, BBM delivered a total of **572 training hours to its employees**, confirming the company's commitment to ensuring continuous professional development and compliance with regulatory requirements. The activities mainly focused on **mandatory health and safety training, with particular reference to periodic updates and the renewal of expiring courses required under current legislation.**

These initiatives helped maintain the high level of skills required across different company roles, while strengthening risk prevention and the protection of workers' health and safety. Through these training programmes, BBM promotes a corporate culture based on responsibility, awareness and continuous improvement, contributing to a safe, compliant and sustainable working environment.

Table 13 - GRI *401-4 Average annual training hours per employee*

Total training hours by category and gender				
2025				
	Total training hours Male	Total training hours Female	**Total training hours**	Average training hours
Management	14	0	**14**	7
Functional managers	50	24	**74**	9,25
Office staff (clerical employees)	173	62	**235**	21,36
Technical/operational staff (plants and field technicians)	783	14	**797**	17,33
Total	**1020**	**100**	**1120**	**15**

3.3
WELL-BEING AND INCLUSION

In 2025, BBM continued its journey to promote gender equality and inclusion, consolidating initiatives launched in previous years and strengthening the spread of a corporate culture based on respect, fairness and the enhancement of diversity.

Among the main activities carried out during the year, **all employees attended a course on inclusive language,** aimed at increasing awareness of the impact that communication can have on inclusion, perception and representation of people. The training highlighted that language is not neutral and that some established expressions may, even unintentionally, make certain groups less visible. Practical strategies were therefore explored to make communication more inclusive and accessible, including the use of collective terms, sentence rephrasing, gender splitting and the correct use of feminine professional titles.



GENDER EQUALITY
UNI PDR 125 CERTIFICATION

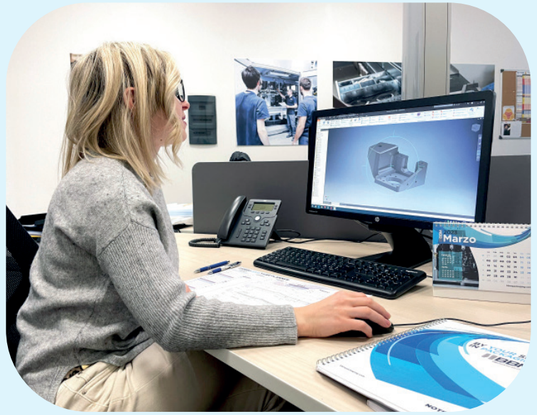
This initiative is part of the pathway launched by BBM with the achievement, in July 2024, of the **UNI/PdR 125:2022 Gender Equality Certification, and the definition of a dedicated three-year Strategic Plan.** In 2025, the company consolidated the actions undertaken, strengthening awareness-raising, training and monitoring activities linked to the objectives defined within the management system.

The pathway implemented enabled BBM to renew its Gender Equality Certification in 2025 as well, improving its score compared to the previous year. This result confirms the strength of the company's commitment and its willingness to promote an increasingly fair, inclusive and people-oriented working environment.

A key role continues to be played by the **Gender Equality Steering Committee**, which, through the monitoring of indicators and the promotion of dedicated initiatives, supports the continuous improvement of corporate policies in the areas of inclusion, equal opportunities and organisational well-being.

Attention to parenting and work–life balance continues to be a key element of BBM's corporate policies. **The company maintains active support measures dedicated to parents and caregivers**, promoting organisational solutions that enable a better balance between family and work commitments and thereby contributing to people's overall well-being.

In a sector traditionally characterised by a male predominance, BBM reaffirms its commitment to building an inclusive, fair and respectful working environment. The belief that diversity represents a strategic value continues to guide corporate decisions, contributing to long-term innovation, growth and sustainability.



Over the 2023–2025 three-year period, no reports, complaints or claims were received regarding discrimination, harassment, breaches of the gender equality policy, or behaviours contrary to the principles of inclusion and equal opportunities promoted by the company.

The absence of reports confirms the effectiveness of the preventive measures adopted, awareness-raising activities and listening channels made available to employees. BBM nevertheless continues to maintain a strong focus on these issues, promoting an organisational culture based on mutual respect, dialogue and the protection of the dignity of all individuals.

In line with these principles, in 2025 BBM reaffirms its commitment to workplace inclusion, with particular reference to the **employment of protected categories**, which represent a significant component of the company's culture of diversity and equity. The presence of 4 employees belonging to protected categories (3 men and 1 woman) contributes to enriching the organisational environment and strengthening the value of inclusion within the company. BBM is committed to maintaining and further consolidating this approach over time.

0
DISCRIMINATION INCIDENTS

Table 14 - GRI *406-1 Incidents of discrimination and corrective actions taken*

Incidents of discrimination			
	2023	2024	2025
Total	0	0	0

Table 15 - GRI *401-3 Parental leave*

Parental leave in Italy									
	2023			2024			2025		
	Male	Female	**Total**	Male	Female	**Total**	Male	Female	**Total**
Dipendenti che hanno diritto al congedo parentale totali (sia che hanno usufruito che no)	58	10	**68**	61	11	**72**	56	11	**67**
Dipendenti che hanno diritto al congedo parentale e ne hanno usufruito	0	0	**0**	0	0	**0**	0	1	**1**
Dipendenti che sono rientrati in azienda dopo il congedo parentale	0	0	**0**	0	0	**0**	0	1	**1**
Dipendenti che sono rientrati in azienda dopo il congedo parentale e che sono ancora impiegati dopo dodici mesi dal loro rientro	0	0	**0**	0	0	**0**	0	1	**1**

Nel corso del treinnio 2023/2025, un dipendente ha usufruito dei congedi di maternità/paternità previsti dalla normativa vigente. BBM continua a promuovere politiche orientate alla conciliazione tra vita professionale e vita privata, sostenendo i propri collaboratori nelle diverse fasi della vita familiare.

Table 16 - GRI *401-3 Parental leave*

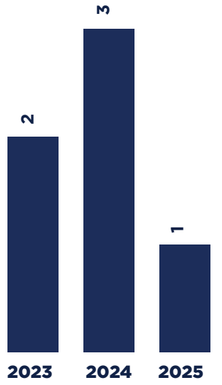
Return to work rate and retention rate in Italy									
%	2023			2024			2025		
	Male	Female	**Total**	Male	Female	**Total**	Male	Female	**Total**
Return-to-work rate	-	-	**-**	-	-	**-**	-	100%	**100%**
Retention rate	-	-	**-**	-	-	**-**	-	100%	**100%**

Finally, in continuity with these values, **BBM invests annually in employee well-being through the allocation of a dedicated welfare budget.**

This tool provides concrete support to employees' work and personal life quality, offering flexible assistance tailored to different needs.

In particular, the welfare package includes company-paid lunch at a partner bar and the payment of a productivity bonus, awarded based on achieved results. Corporate welfare therefore represents an additional element of the company's strategy for inclusion and people-focused management, aimed at promoting an increasingly balanced and sustainable working environment.

Figure 8: *Number of accident cases over the last three-year period*



3.4

HEALTH AND SAFETY

BBM places the protection of employees' health and safety at the core of its mission, committing to maintaining a safe and healthy working environment. The company adopts proactive measures to minimise risks and hazardous situations in the workplace, implementing systems designed to identify, prevent and address potential safety threats. Each year, funds are allocated for the purchase of new equipment and the upgrading of facilities, with the aim of continuously improving working and operational conditions.

The company regularly updates its Risk Assessment Document for Workers' Health and Safety at its San Pellegrino Terme and Lenna sites. This document is reviewed to assess all potential risks or hazards in the workplace and to implement the necessary measures to mitigate them.

BBM recognises the importance of closely monitoring conditions and adapting its training programme to the specific needs of its employees, while maintaining consistently high health and safety standards at work. Safe working conditions are also essential during activities carried out at customer sites. BBM is firmly committed to ensuring the safety of its employees, visitors and other stakeholders involved in the company's operations.

BBM has developed Near Miss reporting forms to monitor and record situations that could pose a risk to workers' health and safety and potentially lead to accidents or occupational illnesses, enabling immediate corrective actions to minimise the likelihood of occurrence.

Table 17 e 18 - GRI *403-9 Workplace accidents*

Accidents by geographic region				
		2023	2024	2025
ITALY	Hours worked	112253	115222	112273
	Total recordable injuries	2	3	1
	Total days lost due to injury	153	34	5

Employee occupational health and safety indicators			
	2023	2024	2025
Recordable workplace injury rate	17,81689576	26,03669438	9,589198727
Rate of recordable workplace injuries with serious consequences (excluding fatalities)	0	0	0
Work-related fatality rate	0	0	0
Injury severity rate	1,362992526	0,208293555	0,047945994
Injury incidence rate	2,941176471	4	1,492537313

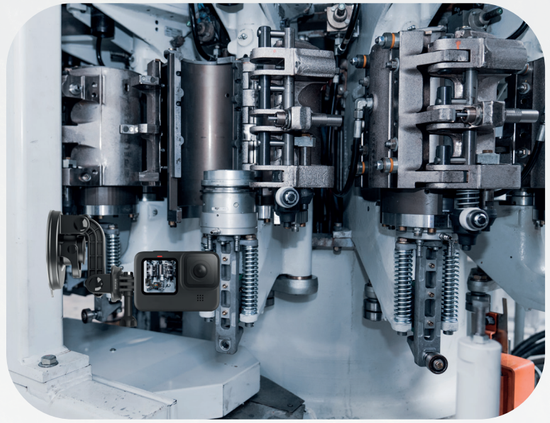
Table 19 - GRI *403-10 Occupational disease*

Occupational diseases among employees			
	2023	2024	2025
Recordable occupational disease cases	0	0	0
Occupational disease fatalities	0	0	0
N° of days lost due to occupational disease	0	0	0

In 2025, workplace accidents were reduced to 1. Over the 2023–2025 three-year period, no cases of occupational diseases were recorded.

The company aims to maintain this result over the next three-year period (2026–2028), further increasing investments in training, awareness-raising and equipment, so that every employee can work in optimal conditions without risks to their









BBM SAFETY PARTNER
FOR PRODUCTION LINES

BBM Service is a benchmark in the field of safety for packaging and bottling lines. The company offers a range of devices designed to minimise risks for operators, while also improving efficiency and compliance with safety standards.

Among the main products is the **manual film reel remover,** a device designed to separate the residual core from film reels used in shrink-wrapping machines, significantly reducing the risk of cut-related injuries.

Another highly appreciated solution is the **BBM Safe Kit**, which enables remote monitoring of machine operation, preventing operators from approaching active machines in case of malfunctions.

BBM has also developed an innovative **pantograph** system for the automatic handling of cartons entering the case packer. This device raises and lowers cartons to the height of the working plane, avoiding ergonomic risks associated with manual lifting and operator bending. By fully automating carton infeed, the pantograph reduces the risk of injuries and improves safety during processing.

Another key aspect for BBM concerns **laser markers**, devices used in the bottling industry to mark PET, glass and other containers with essential information such as production date, batch number and barcodes. Without adequate protection, laser markers can pose a serious health risk to operators, including burns or permanent eye damage. BBM provides tailored solutions to ensure that laser markers are shielded by enclosures that absorb laser beams and prevent radiation leakage, in compliance with safety regulations.

In addition to supplying protection devices, BBM also offers **specialised consultancy** services to help companies optimise plant safety. In particular, the company carries out technical audits of systems, assessing compliance with applicable safety regulations and suggesting improvements to reduce risks. The protections designed by BBM are made from high-quality materials, such as black anodised aluminium, which absorb laser beams and prevent accidental exposure.

With the aim of ensuring a safe and compliant working environment, BBM also provides **training on the safe use of personal protective equipment (PPE) and consultancy on the positioning of safety signage.** Thanks to its experience, BBM positions itself as a reliable partner for all safety needs in packaging and bottling lines, contributing to risk reduction and improved production efficiency.

3.5



RELATIONSHIP WITH THE LOCAL COMMUNITY

In 2025, BBM and Colorsolution further strengthened their relationship with the local area and community, reaffirming their commitment to sporting, social and cultural initiatives as an integral part of their corporate social responsibility strategy. **Through sponsorship and collaboration activities, the companies supported numerous local organisations, contributing to the promotion of sport, social inclusion and the enhancement of local communities.**

Among the supported initiatives are sports associations and clubs engaged in youth development and the promotion of sporting values, including:

- **Toscana Factory Team**, an organisation managing the Team Corratec cycling team, one of the youngest teams in the world, with an average age of 24.7 years.
- **ASD Coppa Val Brembana**, which annually organises a provincial football tournament for young players.
- **RedBlack Roller Team**, dedicated to promoting speed skating.
- **LKA Kart Racing,** a sports organisation offering people of all ages the opportunity to get involved in karting.
- **Atletica Val Brembana (Corrida San Lorenzo)**, which promotes athletics development in collaboration with parish centres and schools to spread sporting values among young people.
- **Zognese Calcio**, a football club based in Zogno.
- **Pedale Brembillese,** a cycling team for children aged 6 to 16.
- **Bushi Karate**, which organises both sport and traditional karate courses for children and adults.

BBM also continued to support **Honda RedMoto Racing Enduro Team**, a benchmark organisation in the national and international enduro scene, based in San Pellegrino Terme.

The company's commitment to the local area is also reflected in its **support for charitable events and social initiatives, such as 10 Ore di Sport e Solidarietà and the Camminata Solidale Alpini San Pellegrino Terme**, as well as its **collaboration with organisations involved in health prevention and research, including Cuore di Donna and the Italian Lymphoma Foundation.**

In the cultural and tourism sector, BBM also supports organisations such as **Turismo San Pellegrino Terme, Lenna Eventi and Piazza x Tocc,** contributing to the organisation of events that **enhance the Val Brembana area and foster community engagement.**

3.6

PERSONAL DATA PROTECTION

BBM considers the protection of personal data a fundamental priority. To ensure the secure and compliant management of information, the company has adopted a **Corporate Code of Conduct – Privacy**, which establishes guiding principles for data protection in line with the **European General Data Protection Regulation (EU Regulation 679/2016)** and national legislation.

In 2025, the management of firewall and anti-spam systems was further improved, with the aim of increasing the level of protection of the company's IT infrastructure and reducing risks related to external threats, unauthorised access and phishing attempts.

At the same time, cybersecurity policies were strengthened through the introduction of stricter criteria for password management and expiry, in order to ensure higher access standards. **Two-factor authentication (2FA) was also implemented** for both internal access to company systems and external VPN connections, significantly increasing the level of security and access control.

0

PRIVACY VIOLATION COMPLAINTS AND CUSTOMER DATA BREACHES

Over the 2023–2025 three-year period, BBM did not record any complaints related to privacy breaches or customer data loss.

BBM is committed to maintaining the same standards in the 2026–2028 period as well, with the aim of preserving its level of data protection and customer trust.

Table 20 - GRI 418-1 Substantiated complaints concerning breaches of customer privacy and loss of customer data

Complaints regarding privacy breaches and customer data loss			
	2023	2024	2025
Customer privacy breach complaints received from third parties and confirmed by the organisation	0	0	0
Customer privacy breach complaints received from regulatory authorities	0	0	0
Total number of identified cases of customer data leakage, theft or loss	0	0	0

4 ENVIRONMENT

In 2025, BBM made significant progress in reducing its environmental impact through a range of initiatives and improvements that reflect its ongoing commitment to sustainability. In particular, the company achieved notable results in terms of energy efficiency, emissions reduction, and waste management, as evidenced by the data presented.

4.1 ENERGY EFFICIENCY

BBM strengthened its commitment to renewable energy and energy efficiency, with a particular focus on the self-generation of electricity. **In 2025, self-generated electricity increased by 58% compared with 2024.**

This significant increase was **driven by the high-efficiency photovoltaic system** installed at the Lenna production site, which was completed in 2023 and became fully operational in 2024. Equipped with high-efficiency SunPower Performance 6 COM BF photovoltaic modules rated at 500 Wp each, the system enabled BBM to generate enough electricity to meet a substantial share of the site's energy demand.

The photovoltaic system is mounted on an environmentally friendly "BlackSun" fibre-cement support structure, which provides optimal structural performance without requiring perforation of the existing roof covering.

The improved performance of the photovoltaic system resulted in an **18% reduction in electricity purchased from the national grid in 2025** compared with 2024, reflecting BBM's increasing energy independence.

In 2025, for the portion of electricity still sourced from the grid, BBM made a clear commitment by purchasing 100% Green electricity, ensuring that every kilowatt-hour used in its production processes comes from certified renewable energy sources.

This commitment to renewable energy is further supported by additional initiatives implemented in previous years, including **the replacement of conventional lighting with energy-efficient LED fixtures and the installation of motion sensors at the San Pellegrino and Lenna facilities.** These sensors automatically switch off lighting when areas are unoccupied, further reducing electricity consumption.

In addition, **BBM installed an underfloor radiant heating system in the new industrial building at the Lenna site, powered by a next-generation boiler** capable of operating not only on natural gas but also on biomethane and hydrogen. This solution supports the company's energy transition strategy while reducing carbon emissions associated with heating.

During the 2026–2027 period, BBM will further accelerate its resource optimisation programmes. The company's objective is not only to maintain the standards already achieved but also to implement new solutions that **will reduce electricity purchases from the national grid by a further 15%.**

In this way, energy efficiency will become part of a virtuous cycle in which innovation powers production, and production creates value while preserving resources for future generations.

100%
GREEN ELECTRICITY PURCHASED

Table 21 - *Energy Consumption*

Energy Consumption	U.M.	2023	2024	2025
Total fuel consumption				
Natural gas	GJ	601,0	568,0	689,7
Diesel	GJ	2.632,0	2.462,0	2.377,6
Total fuel	**GJ**	**3.233,0**	**3.030,0**	**3.067,3**
Total electricity consumption				
Self-generated electricity	GJ	15,0	187,0	295,9
Electricity sold	GJ	5,0	46,0	73,7
Electricity purchased	GJ	1.179,0	1.133,0	997,4
Total electricity	**GJ**	**1.194,0**	**1.320,0**	**1.293,2**
Total energy consumption				
Of which self-generated renewable energy	GJ	15,0	187,0	295,9
% self-generated renewable energy	%	0,34%	4,30%	6,79%

*NOTE: The share of renewable energy reported in the table refers to renewable electricity self-generated by the company's photovoltaic systems. Electricity purchased from the grid and covered by Guarantees of Origin (GO) is instead taken into account for the calculation of indirect emissions under the market-based approach.

During the year, **the photovoltaic systems installed at the Lenna and San Pellegrino Terme facilities generated a total of approximately 82,187 kWh of renewable electricity.** Of this amount, approximately 61,711 kWh were consumed directly on site, resulting in a self-consumption rate of approximately 75.09%, while the remaining 20,473 kWh were exported to the national grid.

The Lenna photovoltaic system confirmed its full operational performance in 2025, generating **74,508 kWh** of electricity, of which 55,461 kWh were self-consumed, 19,047 kWh were fed into the grid, and 74.44% of the electricity generated was used on site. **The San Pellegrino Terme facility also contributed to renewable electricity generation, producing approximately 7,679 kWh**, of which around 6,250 kWh were self-consumed.
Overall, **electricity purchased from the national grid amounted to 277,049 kWh in 2025, representing a reduction compared with 2024.** This decrease reflects both the higher output from the photovoltaic systems and the company's ability to self-consume a significant share of the electricity generated on site.

Another key achievement in 2025 was **BBM's decision to purchase electricity backed by Guarantees of Origin (GO)**. The cancellation certificate confirms the retirement of 277 MWh of renewable electricity in favour of BBM for the period from 1 January 2025 to 31 December 2025. This decision further supports the company's energy transition strategy and contributes to reducing indirect greenhouse gas emissions reported under the market-based approach.

During 2025, **natural gas consumption increased**, mainly due to the higher energy demand at the Lenna facility, which recorded consumption of 15,075 Sm^3, in addition to the 4,001 Sm^3 consumed at the San Pellegrino Terme site. By contrast, diesel consumption for the company's vehicle fleet decreased compared with 2024, falling from 68,530 litres to 66,177 litres.

Overall, **BBM's total energy consumption remained broadly stable compared with 2024**, increasing marginally from 4,350.0 GJ to 4,360.5 GJ. **At the same time, the share of renewable energy generated on site increased from 4.30% to 6.79%**, reflecting the growing contribution of the company's photovoltaic installations.

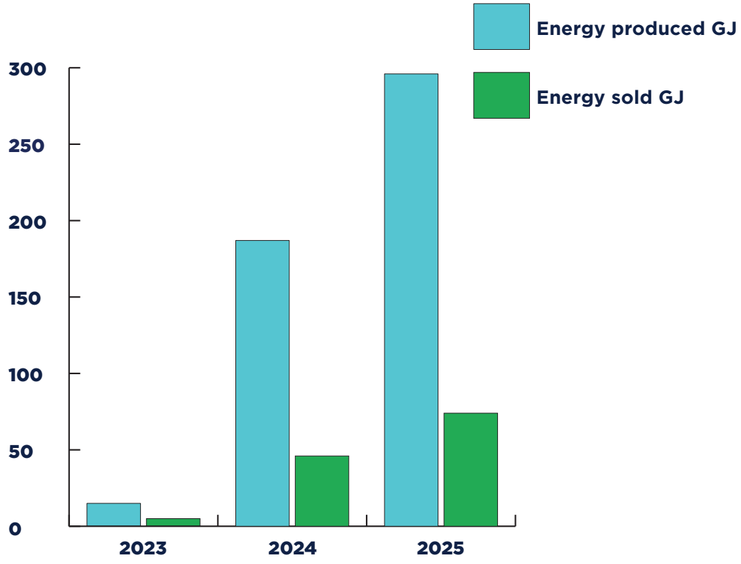


Figure 9: *Energy produced and sold over the last three years*

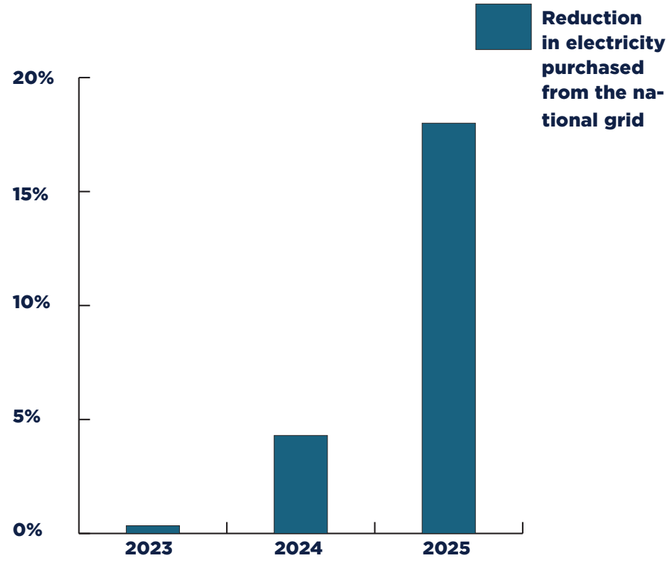


Figure 10: *Percentage reduction in electricity purchased from the national grid*

4.2

EMISSIONS

BBM monitors its greenhouse gas emissions on an annual basis in order to assess the climate impact of its operations and guide future improvement initiatives. **Emissions are reported by distinguishing between direct Scope 1 emissions and indirect Scope 2 emissions, calculated using both the location-based and market-based approaches.**

Scope 1 emissions include direct emissions from the combustion of natural gas used to heat the company's facilities and diesel fuel consumed by the corporate vehicle fleet. **In 2025, Scope 1 emissions amounted to 205.307 tCO_2e, remaining broadly stable compared with 204.309 tCO_2e in 2024,** with a marginal increase of 0.49%. This trend reflects two opposing dynamics: on the one hand, an increase in natural gas consumption, and on the other, a reduction in diesel consumption by company vehicles.

With regard to Scope 2 (location-based), emissions are calculated by applying the emission factor of the national electricity grid mix to the electricity purchased from the grid. In 2025, thanks to the reduction in grid electricity purchases, **location-based emissions amounted to 85.580 tCO_2e, representing a decrease of 11.98% compared with 97.229 tCO_2e in 2024.**

The most significant change in 2025 relates to Scope 2 (market-based) emissions. Unlike previous reporting periods, in which market-based emissions were calculated by applying the residual mix emission factor to electricity purchased from the grid, **in 2025 BBM purchased electricity covered by Guarantees of Origin (GO). The available cancellation certificate confirms the retirement of 277 MWh of renewable electricity on behalf of BBM for the 2025 consumption period.** As electricity purchased during the year amounted to 277,049 kWh, the certificate effectively covers virtually all purchased electricity consumption. As a precautionary measure, the small remaining quantity not covered by GO, equal to 49 kWh, was accounted for using the residual mix emission factor, resulting in market-based emissions of 0.0245 tCO_2e.

Overall, **total Scope 1 and Scope 2 (location-based) emissions decreased from 301.538 tCO_2e in 2024 to 290.888 tCO_2e in 2025, corresponding to a 3.53% reduction. Total Scope 1 and Scope 2 (market-based) emissions showed a much more substantial decrease, falling from 361.868 tCO_2e to 205.332 tCO_2e, primarily as a result of purchasing electricity covered by Guarantees of Origin.**

These results confirm the effectiveness of BBM's improvement strategy, which is based on three main pillars: increasing self-generation through photovoltaic systems, reducing reliance on electricity purchased from the national grid, and procuring electricity certified as originating from renewable energy sources.

In the coming years, the company will continue to monitor its energy consumption and greenhouse gas emissions with the objective of further strengthening its energy efficiency initiatives and advancing its decarbonisation pathway.

Table 22 - *Greenhouse gas emissions*

GHG emissions	U.M.	2023	2024	2025	Δ 2024-2025
Scope 1	tCO_2e	218,066	204,309	205,307	+0,49%
Emissions from refrigerant leaks	tCO_2e	0,000	0,000	0,000	-
Total Scope 1	**tCO_2e**	**218,066**	**204,309**	**205,307**	**+0,49%**
Scope 2 - Location-based	tCO_2e	101,136	97,229	85,580	-11,98%
Scope 2 - Market-based	tCO_2e	150,279	157,559	0,0245	-99,98%
Total Scope 1 + Scope 2 Location-based	**tCO_2e**	**319,202**	**301,538**	**290,888**	-3,53%
Total Scope 1 + Scope 2 Market-based	**tCO_2e**	**368,346**	**361,868**	**205,332**	**-43,26%**

4.3

CIRCULARITY AND WASTE MANAGEMENT

In 2025, BBM continued to closely monitor the waste generated by its operations as part of its commitment to environmental sustainability and compliance with applicable regulations. Waste monitoring was carried out on an annual basis and included the preparation of the **MUD (Italian Environmental Declaration Form).** For the reporting period, waste data were aggregated for the Lenna and San Pellegrino sites, taking into account all waste transfers recorded during the year. Overall, BBM generated 101,570 kg of waste in 2025, all of which was classified as non-hazardous and sent for R13 recovery operations.

The company continued to manage its waste in accordance with **European Waste Catalogue (EER) codes** and remained committed to minimising waste generation, with a particular focus on circular economy principles and resource recovery. The largest waste stream consisted of iron and steel (79,220 kg), followed by wooden packaging (12,900 kg), composite packaging (4,180 kg), paper and cardboard packaging (4,040 kg), plastic packaging (940 kg), and insulation materials (290 kg). For the San Pellegrino site, the waste generated also reflects activities carried out at construction sites.

In line with this approach, BBM continues to implement **responsible waste management practices** by promoting the proper segregation of different waste streams and placing particular emphasis on reducing the generation of mixed waste. Through targeted organisational measures and increased employee awareness, the company is committed to enhancing material recovery and recycling, minimising non-recyclable waste wherever possible, and contributing to a more sustainable and efficient use of resources.

Table 23 - *Waste Lenna and San Pellegrino Terme*

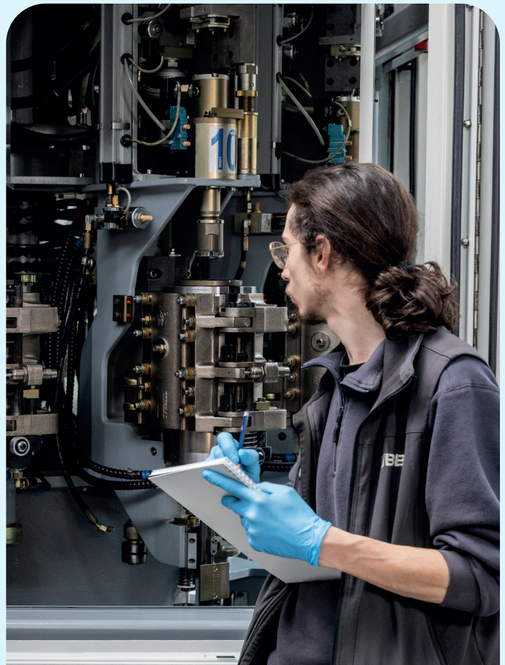
GRI 306-4				GRI 306-3	GRI 306-4
Waste description	EER code	Hazardous?	U.M.	2025	R
Iron and steel	170405	NP	KG	79.220,00	R13
Paper and cardboard packaging	150101	NP	KG	4.040,00	R13
Plastic packaging	150102	NP	KG	940,00	R13
Wooden packaging	150103	NP	KG	12.900,00	R13
Composite packaging	150106	NP	KG	4.180,00	R13
Insulation materials	170603	P	KG	290,00	R13
TOTAL (GRI 306-3)			**KG**	**101.570,0**	**-43,26%**
TOTAL NON-HAZARDOUS WASTE			**KG**	**101.280,0**	**-**
TOTAL HAZARDOUS WASTE			**KG**	**290,0**	**-**
TOTAL WASTE SENT FOR RECOVERY (R13)			**KG**	**101.570,0**	**-**
TOTAL WASTE SENT FOR DISPOSAL (D)			**KG**	**0,0**	**-**

BBM'S PROPOSAL
TO REDUCE CUSTOMERS' CONSUMPTION

In a context of significant increases in electricity and gas prices, BBM has proposed solutions to help customer companies reduce energy consumption and operational costs. These include:

- **Air recovery:** thanks to an integrated wireless system, it is possible to manage air recovery without replacing the blower manifold. The system automatically adjusts machine operation based on format and speed, with diagnostics and sensor checks managed directly from the control panel. This upgrade is compatible with machinery from leading manufacturers, ensuring a customised return on investment.
- **Pressure reduction:** BBM optimises the pressure required for bottle blowing while maintaining unchanged bottle dimensions and quality. By reducing pressure by as little as 1 bar, energy consumption can be reduced by up to 5%. This intervention allows the system to operate more efficiently, avoiding waste.
- **Ceramic panels**: the new "Ceramic Panels for Oven" improve preform heating through reflective ceramic walls, reducing lamp power and electricity consumption by up to 35%. These self-cleaning panels, applicable to various blow moulding machines, ensure a return on investment within six months. They also improve bottle quality by preventing neck deformation thanks to reduced mandrel temperature. Installed in dairy and water production companies, they have already demonstrated energy savings of 48% and 35% respectively.

BBM also provides an online tool to calculate energy savings and investment payback time, enabling users to accurately estimate the effectiveness of each intervention.



Policies and actions implemented in 2025

BBM continued to promote a waste management approach based on sustainability and circularity principles. The policies implemented by the company include:

- **Technological innovation:** evaluation and implementation of innovative technologies to reduce environmental impact, such as the use of dry ice, which has helped minimise the use of harmful substances and the resulting waste generation.
- **Circular economy:** BBM continued its activities of refurbishing used systems, restoring them to "as new" condition and reducing the amount of materials sent to landfill or requiring new raw materials. In addition, where possible, the company recovered reusable components, thereby reducing overall waste.

A significant achievement **in 2025 was that 99.85% of the waste generated by BBM was classified as non-hazardous**, demonstrating the company's strong commitment to environmental protection.

The company is also continuing its journey **towards a more paperless model** through the adoption of technology-driven solutions aimed at reducing consumption and environmental impact. **The implementation of dual monitors in 60% of workstations has significantly reduced paper usage, while the decision to use exclusively EPSON WorkForce Pro inkjet printers helps reduce energy consumption, CO_2 emissions and waste generation compared to traditional laser printers.** In support of this sustainable approach, consumables are managed through the certified services Zerozerotoner and Kartenia, and the replacement of desktop PCs with low-energy laptops continues.

In 2026, BBM will continue its energy efficiency pathway through further investment in renewable energy systems and optimisation of climate control systems. In particular, **the installation of a second photovoltaic system of almost 100 kW is planned at the Lenna site,** significantly increasing self-generation capacity.

Thanks to this intervention, **from 2027 the total photovoltaic capacity at the Lenna site will reach approximately 180 kW,** further strengthening the company's commitment to reducing environmental impact and increasing energy efficiency.

In parallel, BBM plans to **upgrade the winter heating system in selected production areas** through the installation and replacement of systems with next-generation solutions, such as condensing boilers. This intervention will improve the energy performance of heating systems, reduce consumption and contribute to a more sustainable management of corporate resources.

4.4

RESOURCE MANAGEMENT

Although operating in a sector characterised by limited direct use of natural resources, BBM adopts an approach focused on efficiency and responsible use of the resources involved in its activities. The company promotes the reduction of water, energy and material consumption through the adoption of innovative technologies, efficient equipment maintenance and the optimisation of operational processes. This commitment not only reduces direct environmental impacts, but also enables the company to support customers in improving their environmental performance across the entire production cycle.

Water resource management

From a materiality perspective, water consumption is not considered a material topic, as the company is not engaged in direct manufacturing activities but focuses on maintenance operations, the refurbishment of used equipment, and routine office activities. As a result, **water consumption within the company is very limited and is primarily associated with domestic and sanitary uses,** as well as a small number of specific operational activities, such as motorcycle washing. Furthermore, **BBM operates in areas classified as having low water stress**, according to the Aqueduct database developed by the World Resources Institute.

During the reporting period, **total water consumption, aggregated across the Lenna and San Pellegrino sites, amounted to 1,189 m^3.** Of this total, 230 m^3 was consumed at the Lenna site and 959 m^3 at the San Pellegrino site. **These consumption levels do not alter the assessment that water is not a material topic, given the absence of significant water use in production processes and the predominantly domestic, sanitary, and maintenance-related nature of water consumption.**

Nevertheless, BBM has implemented innovative technologies to further reduce water use in its internal operations. These include **technologies that optimise equipment washing processes,** thereby reducing water consumption in maintenance activities.

Dry ice allows equipment to be cleaned without disassembly while also reducing the use of chemical products such as solvents. In addition, it prevents the discharge of contaminated water, contributing to a healthier working environment and reducing environmental impact.

In line with consumption optimisation, BBM has adopted **ultrasonic washing machines** which, compared to traditional cleaning systems, operate in a closed-loop system, reducing water and detergent consumption while maintaining high cleaning and hygiene standards. This technology is used for cleaning metal components, ensuring efficient resource management.

Sustainable water management is of greater importance for BBM's main customers, who operate in the water and beverage bottling sector. For these companies, efficient water use is essential, and BBM recognises its role in supporting them in reducing consumption and optimising filling and packaging processes.

As a strategic partner to prestigious brands such as Sanpellegrino, Fiuggi, Lete and San Bernardo, BBM is committed to providing tailored maintenance solutions that prevent waste and losses during the water bottling process.

Climate change and enviro nmental risk management

In addition to direct water management, **BBM is aware of hydrogeological risks,** especially in light of the increasing frequency of extreme weather events. In response, the company has taken out a dedicated insurance policy to protect its facilities from catastrophic events such as earthquakes, floods and landslides. This policy complements existing coverage for floods and earthquakes, ensuring adequate protection of company infrastructure. The adopted protection strategy reflects the company's commitment to combating climate change and reducing risks associated with exceptional events affecting the mountainous areas where BBM operates.

5 METHODOLOGICAL NOTE

This document represents the **fourth Sustainability Report of BBM Service S.r.l.** (hereinafter also referred to as "BBM", the "Company" or the "Organisation"), prepared on a voluntary basis with the aim of providing a clear and transparent overview of the main sustainability initiatives and results achieved during 2025, corresponding to the financial year from 1 January to 31 December.

The Sustainability Report focuses on the environmental and social topics that are material to the Company's business, examining the impacts and performance of BBM's operations, as reflected in the materiality matrix presented in this report, in order to provide a clear overview of the Company's activities, results and generated impacts. **This report has been prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards issued by the Global Reporting Initiative and is published annually.** A detailed overview of the GRI disclosures included in this report is provided in the GRI Content Index presented in the following section.

For the third consecutive year, **the materiality assessment involved a selected group of stakeholders, including employees, suppliers, customers and organisations actively collaborating with BBM.** Stakeholder engagement is based on the belief that these parties can provide valuable external perspectives, helping the Company strengthen its legitimacy, align its objectives with stakeholder expectations and reduce business risks. This approach also fosters innovation and collaboration, while enhancing corporate governance and overall performance.

The collection of data and information for the preparation of this Sustainability Report involved the Company's various departments, each within its respective area of responsibility, ensuring compliance with the GRI reporting principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability. **The data and information contained in this Report cover both BBM production sites located in San Pellegrino Terme and Lenna** (Bergamo, Italy). The reporting boundary for the economic, social and environmental information is consistent with that of the **2025 Financial Statements.**

To ensure comparability over time and enable the assessment of the Company's performance, **comparisons with the 2024 and 2023 reporting periods** are provided wherever possible. Furthermore, any quantitative information based on estimates is clearly identified throughout the report. Such estimates are based on the best information available or on sample-based analyses.

Scope 1 emissions were calculated based on the direct consumption of natural gas and diesel fuel used by the company's vehicle fleet, applying the UK Government GHG Conversion Factors 2024 published by the UK Department for Energy Security and Net Zero. Specifically, the emission factors for natural gas and diesel (average biofuel blend) were applied. Source: https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024
Any emissions resulting from refrigerant gas leaks or recharging activities are included within Scope 1 where applicable. For the reporting period, no refrigerant gas recharges or leaks were recorded; accordingly, these emissions were assumed to be zero.

Scope 2 emissions were calculated using both the location-based and market-based approaches. Under the location-based method, the average emission factor for the Italian national electricity grid mix (308.9 gCO_2/kWh) was applied, based on the publication issued by ISPRA on CO_2 emissions in the national and regional electricity sector. Source: https://www.isprambiente.gov.it/en/publications/reports/co2-emissions-in-the-national-and-regional-electricity-sector

Under the market-based method, the Residual Mix emission factors published by the Association of Issuing Bodies (AIB) were applied where electricity was not covered by specific contractual instruments. For 2025, the Italian Residual Mix emission factor (500.57 gCO_2/kWh) was applied exclusively to the residual share of electricity not covered by Guarantees of Origin (GO). Source: https://www.aib-net.org/facts/european-residual-mix/2023

For 2025, virtually all electricity purchased by BBM was covered by Guarantees of Origin (GO). The available cancellation certificate confirms the retirement of 277 MWh of renewable electricity on behalf of BBM for the period from 1 January 2025 to 31 December 2025. In accordance with the market-based approach, electricity covered by Guarantees of Origin was assigned an emission factor of zero, while the AIB Residual Mix emission factor was applied only to the residual 49 kWh not covered by GO. For further information on the Guarantees of Origin (GO) system, please refer to the website of the Italian Energy Services Manager: https://www.gse.it/servizi-per-te/fonti-rinnovabili/garanzia-dorigine

Data for the 2023 and 2024 reporting periods are presented with decimal precision to ensure comparability with the 2025 data and to maintain consistency with the reporting methodology adopted in previous Sustainability Reports.

The Board of Directors of BBM Service S.r.l. approved this Sustainability Report on 30/06/2026. This report has not been subject to external assurance.

The Sustainability Report is also available on the BBM Service website (www.bbmpackaging.com). For further information regarding BBM Service's sustainability policies and the contents of this Sustainability Report, please contact the Company at: info@bbmpackaging.com.

This Sustainability Report is addressed to all BBM stakeholders, including employees, customers, suppliers, institutions and all other interested parties. Its objective is to foster transparent dialogue with stakeholders and highlight the initiatives undertaken by BBM to enhance its social and environmental impact. **The report provides clear disclosure of the Company's environmental, social and economic performance,** while also outlining future objectives, including the implementation of new projects aimed at improving energy efficiency, resource management and community impact.

BBM would like to thank everyone who contributed to the preparation of this Sustainability Report for their commitment, professionalism and valuable support throughout the development of this project.

6 GRI CONTENT INDEX

Table 24 - *GRI Content Index – 2025 Sustainability Report*

GRI		2025 Sustainability Report section	Page
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	2-3 Reporting period, frequency and contact point	5 Methodological note	106-107
	2-4 Restatements of information	5 Methodological note	106-107
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	2-18 Evaluation of the performance of the highest governance body	NA	NA
	2-19 Remuneration policies	NA	NA
	2-20 Process to determine remuneration	NA	NA

	2-21 Annual total compensation ratio	NA	NA
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	201-2 Financial implications and other risks and opportunities due to climate change	4.4 Resource management	104-105
	201-3 Defined benefit plan obligations and other retirement plans	NA	NA
	201-4 Financial assistance received from government	2.1 Economic performance	52-55
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	202-2 Proportion of senior management hired from the local community	NA	NA
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GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1 Infrastructure investments and services supported	3.5 Relationship with the local community; 1.6 SDGs	90-91; 34-37
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GRI 205: ANTI-CORRUPTION 2016	205-1 Operations assessed for risks related to corruption	2.2 Transparency and anti-corruption	56-59

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GRI 402: LABOR/MANAGEMENT RELATIONS 2016	402-1 Minimum notice periods regarding operational changes	NA	NA
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GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	3.4 Health and safety	85-89
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GRI 418: CUSTOMER PRIVACY 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.6 Personal data protection	92-93