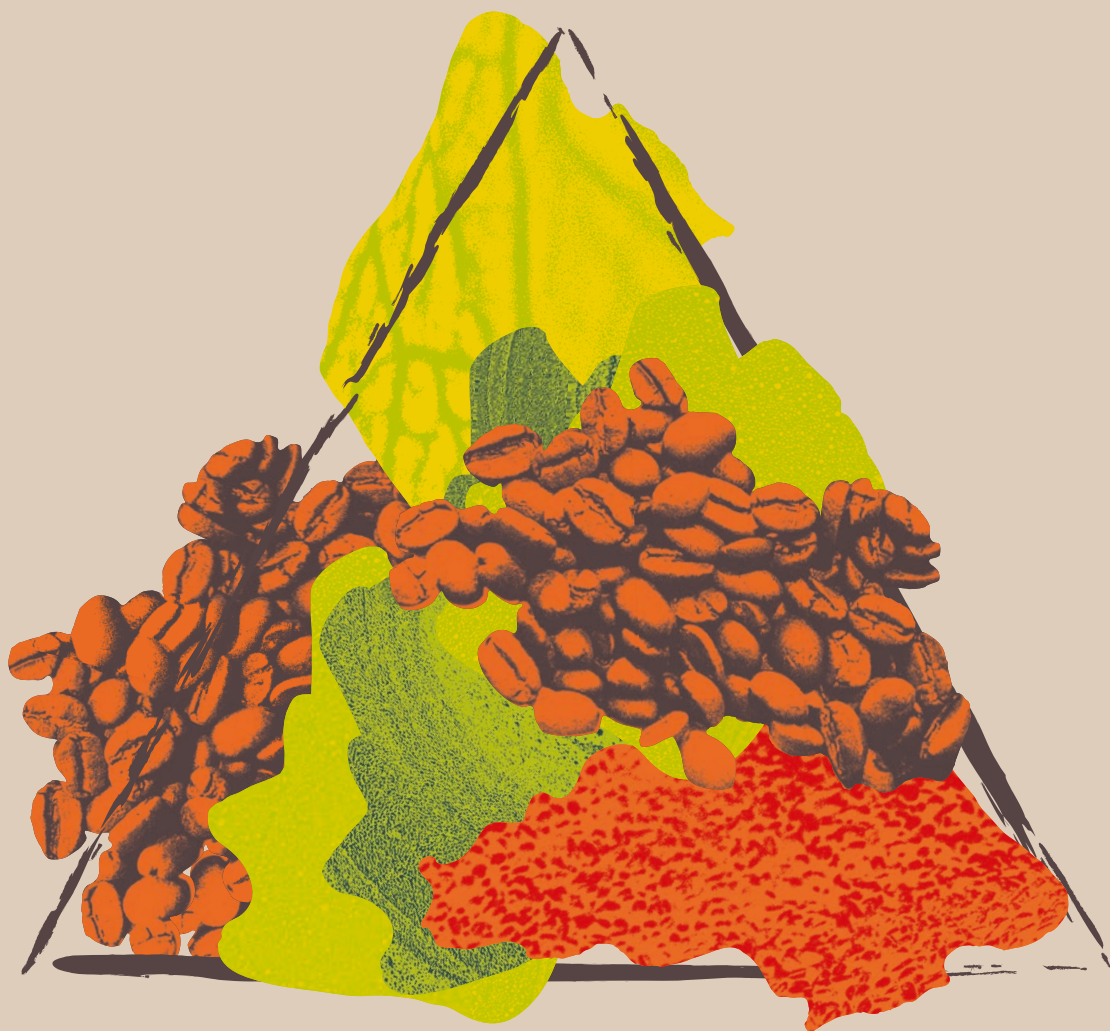


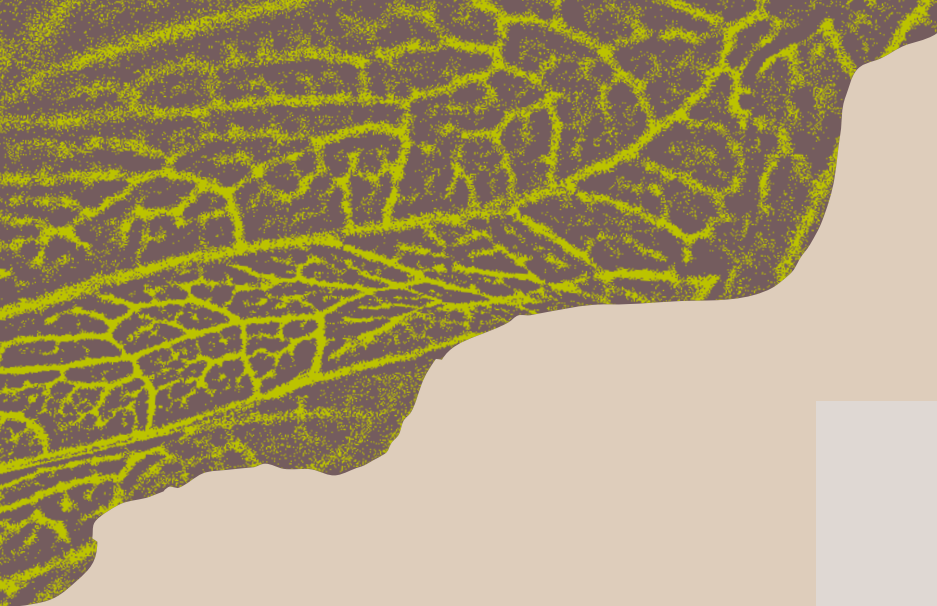
A SHARED COMMITMENT CONNECTING GENERATIONS



SUSTAINABILITY
ESG PERFORMANCE OVERVIEW



GRUPONABEIRO



MESSAGE FROM OUR CEO

If you can't measure it,
you can't manage it and you can't improve it.

The Nabeiro Group always had a strong commitment towards sustainability. Since its foundation it has implemented ESG (Environmental, Social and Governance) practices in the business.

Nowadays, this commitment is increasingly complex and demanding. It is only possible if we ensure best practices for diagnosing, evaluating, and monitoring non-financial information, just as we do for financial data.

We define clear and measurable ESG KPIs to evaluate our impact and work while transitioning to a more responsible business model. The Nabeiro Group's ESG indicators are the barometer of our future-oriented sustainability strategy: emission mitigation, water and energy efficiency, eco-innovation of products and packaging, team diversity and inclusion, community well-being, and ethics and transparency in management.

Our vision for growth lies on creating value with purpose. The Nabeiro Group will continue to be on the forefront of the Sustainability agenda and worthy of the trust placed in us.

Rui Miguel Nabeiro
Chief Executive Officer



Environmental

CARBON FOOTPRINT

397 927 tCO₂eq

GHG Emissions (-2 p.p. vs 2022)
SCOPE 1, 2 and 3

3%

Direct Operational GHG Emissions
SCOPE 1

0,05%

Indirect Emissions Purchased Energy
SCOPE 2

97%

Value Chain GHG Emissions
SCOPE 3

74%

Fleet Fuel Combustion Emissions
SCOPE 1

+10%

Increase in GHG Emissions
SCOPE 1 (in relation to 2022)

19%

Energy from renewable sources
(+13 p.p. vs 2023)

97%

Renewable energy consumption
(-2 p.p. vs 2023)

4 355GJ

Solar power generation
(-2 p.p. vs 2023)

9%

Renewable energy self-consumption
(solar) (-2 p.p. vs 2023)

56%

Fleet Energy Impact

22%

Electric fleet
(+11 p.p. vs 2023)

99%

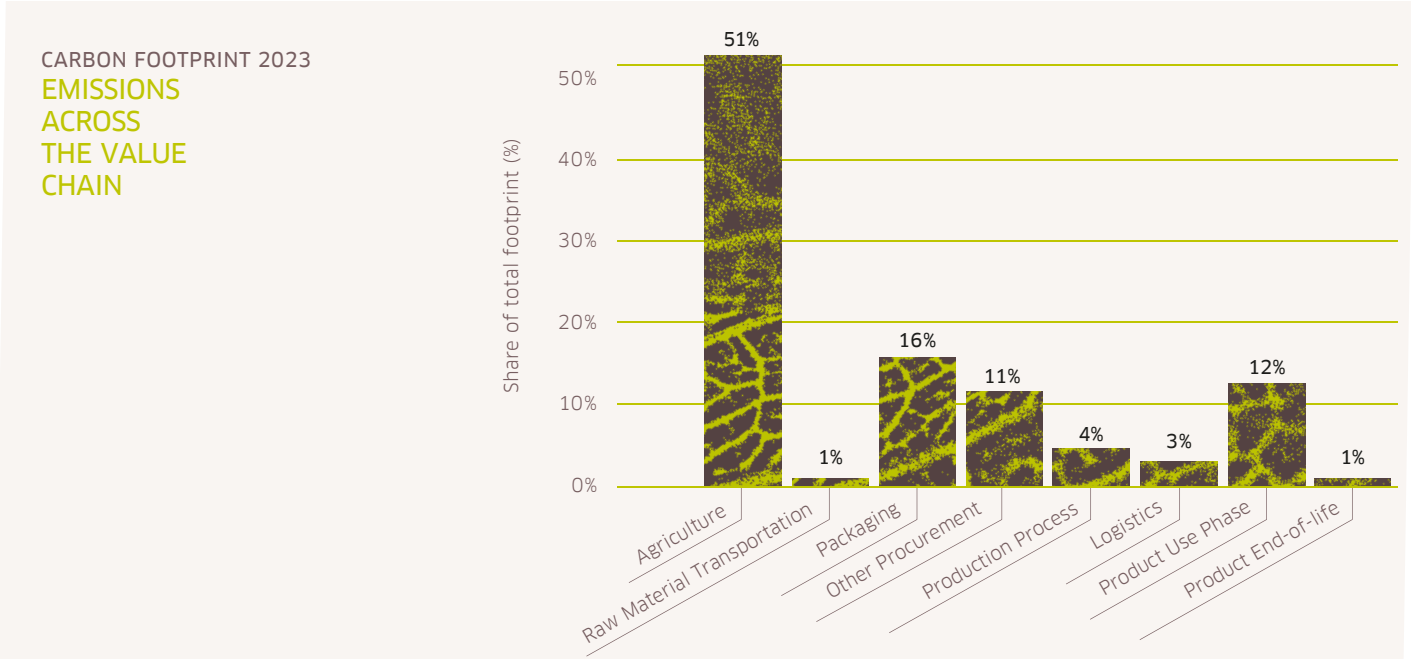
Recovered direct wast
(+7 p.p. vs 2023)

3,2m³

Water intensity
per ton of coffee sold

8,9GJ

Total energy intensity
per ton of coffee sold



Social

WORKFORCE

3 787

Employees

85%

Employees in Portugal

98%

Employees on permanent contracts

30%

Women

70%

Men

9%

Gen Z
(18-28 yrs/old)

45%

Gen X
(45-60 yrs/old)

42%

Gen Y
(29-44 yrs/old)

4%

Baby Boomers
(61-79 yrs/old)

84%

Teams with more than one generations

23%

Gen Y in leadership roles

39%

Women in leadership roles

8%

Gender Pay Gap

COMMUNITIES

2M€

Community support

2 216h

Voluntary work (total hours)

247

External entities supported

SUPPLY CHAIN

3 859

Suppliers (without green coffee)

40%

Purchases (€) to Portuguese suppliers (without green coffee)

88%

Purchases (€) to foreign suppliers (without green coffee)

23

Green Coffee origins

41%

Green Coffee
Origin: Africa

30%

Green Coffee
Origin: Asia

28%

Green Coffee
Origin: Americas

1%

Green Coffee
Origin: Oceania

Governance

BOARD OF DIRECTORS

7

Members

29%

Women

71%

Men

57%

Executive role

43%

Non-executive role

43%

Gen Y
(29-44 yrs/old)

43%

Baby Boomers
(61-79 yrs/old)

14%

Gen X
(45-60 yrs/old)

1st Place

Ranking ESG Merco

3 Billion
Cups of Coffee

Consumed Daily
Worldwide

2 – 2,5%

Estimated average
annual growth for the next 20 years

25 Million
Small-scale Producers

80%

Global
coffee
production

FOR
50%

Coffee is the
primary source
of income

22%

Living
below the
poverty line

↓50%

Risk of crop
yield decline
by 2025

SOURCE:
ICO (June 2024)

Climate change impact on coffee production (Bean Belt)

