



SUSTAINABILITY REPORT 2024





WHAT'S INSIDE

METHODOLOGICAL NOTE

This document represents the third Sustainability Report of **BBM Service S.r.l.** (hereinafter also referred to as “BBM,” “BBM Service,” “BBM Packaging,” “the Company,” or “the Organization”), prepared on a voluntary basis with the aim of providing a clear and transparent overview of the main sustainability initiatives and results achieved during the year 2024, which corresponds to the financial year from January 1 to December 31.

The Sustainability Report focuses on the environmental and social aspects relevant to the company’s activities, analyzing the impact and performance of BBM’s operations, as highlighted in the materiality matrix included in the document, in order to provide a clear view of the company’s actions, results, and the effects generated.

This document has been prepared in accordance with the “**Global Reporting Initiative Sustainability Reporting Standards**” (GRI) defined by the Global Reporting Initiative and is published on an annual basis. For a detailed overview of the GRI indicators used, please refer to the “GRI Content Index” included in the appendix.

For the second consecutive year, the materiality analysis involved a selected group of stakeholders, including suppliers, customers, and organizations that actively collaborate with BBM. The decision to include stakeholders is based on the assumption that they can offer valuable external insights for BBM, helping to strengthen corporate legitimacy, align objectives with contextual expectations, and mitigate risks. This approach fosters innovation and collaboration,

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enhancing governance and business performance.

The collection of data and information for the preparation of the Report involved the various company departments, each within its area of expertise, ensuring compliance with the principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability, as outlined by the GRI guidelines.

The data and information contained in the Report refer to both BBM's production sites, located in San Pellegrino Terme and Lenna (Bergamo, Italy), and the scope of the economic-financial, social, and environmental data coincides with that of the 2024 Financial Report.

In 2024, BBM undertook a significant update of its privacy notices, demonstrating a strong commitment to personal data protection and compliance with applicable regulations. In particular, a new set of privacy notices was developed, specifically designed to cover various categories of individuals and operational contexts.

New ad hoc privacy notices were developed for:

- **Customers and suppliers**, to ensure that data

collected in the context of business relationships is processed with maximum transparency and in compliance with privacy and data protection regulations;

- **Video surveillance**, with particular attention to the protection of data collected through surveillance systems within company premises, in line with the provisions of the General Data Protection Regulation (GDPR) and national guidelines;
- **Job applicants**, to regulate the processing of information collected during the recruitment process, safeguarding candidates' rights and ensuring the confidentiality of the information shared during the hiring process;
- **Website and cookies**, with an updated notice that clearly and comprehensively addresses the methods of data collection and use online, particularly regarding cookies, providing greater transparency to users and complying with consent and disclosure requirements.

In parallel, as part of the process to obtain **Gender Equality Certification**, key documents have been prepared, including the Strategic Plan for Gender Equality with its corresponding budget, the updated Code of Ethics, the Code of Conduct for the prevention of discrimination, harassment, and mobbing, the Gender Equality Policy, the Management Procedure, and the HR Procedure. Additionally, a new Company Regulation has been published, and an updated Management Model has been introduced.

To enable the comparability of data and information over time and to assess the company's performance across a temporal span, where possible, comparisons with the 2023 financial year are provided. It should also be noted that, within each chapter, any quantitative data based on estimates are clearly indicated. These estimates are grounded on the best available information or on sample surveys.

The Board of Directors of BBM Service S.r.l. approved this Sustainability Report on **05/19/2025**. Please note that this report has not been subjected to external assurance.

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

The Sustainability Report is addressed to all BBM stakeholders, including employees, customers, suppliers, institutions, and all other interested parties. The goal is to establish transparent dialogue with these groups to highlight the initiatives BBM has undertaken to improve its social and environmental impact.

The purpose is to provide clear reporting on the actions BBM has taken regarding environmental, social, and economic responsibility. Furthermore, BBM outlines future objectives, such as the implementation of new projects aimed at enhancing energy efficiency, resource management, and community impact.

We thank all those who contributed to the preparation of BBM's Sustainability Report for their dedication and time invested in this project.





1. OUR 2024

IN THE WORDS OF THE PROTAGONISTS

In 2024, 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. The protagonists of these transformations share how their daily work and dedication contributed to achieving these results.

Plants

In 2024, we completed significant upgrades at the Lenna facility, enhancing both functionality and safety. We finalized access to LOT 5, completing the entryways to the entire area. The internal layout was redesigned based on new workflow patterns, with the goal of **minimizing staff movement**. A dedicated area for dry ice blasting cleaning was also established. Investments were made in equipment—such as a high-capacity forklift (7,000 kg)—as well as infrastructure, including electrical panels and restrooms. At the San Pellegrino facility, we created a **new area dedicated to technicians' departures**, a space designed to streamline the organization of business trips, which are continuously increasing.

Technologies

In 2024, we made notable strides in technology. We completed the implementation of the **MES** system, which allows us to monitor and track production processes in real time, and launched the **WMS** project to overhaul warehouse management. In parallel, we introduced our **e-commerce platform** dedicated to the sale of compatible spare parts, supported by our key agents, making spare part procurement even more

Strengthening data protection measures is complex, but thanks to the support of experts in the field, we have been able to translate regulations into concrete actions for our company. This has allowed us to be fully compliant with Italian and European laws, improving the security of our processes. We will continue to monitor and update our practices.

Luca Milesi,
Account

Obtaining the Gender Equality certification has brought economic benefits and enhanced the company's reputation, demonstrating our commitment to equality. An inclusive environment improves employee performance and reduces turnover. Upcoming actions include creating job profiles, monitoring compensation, and developing programs to support parenthood, ensuring equal opportunities.

Oriana Giro,
HR

accessible and efficient for our customers.

Sustainability

In 2024, we continued to invest in sustainable projects and received important recognition. Our Sustainability Report remains a key tool for communicating our commitment to the environment and the community. For the first time, we earned the **EcoVadis Gold Medal**, ranking within the top 5% of companies worldwide. We also achieved our first certification: **Gender Equality**.

On the energy front, the new **photovoltaic system** at our Lenna facility became operational in June and produced 31,000 kWh of electricity, reducing energy consumption from the grid by 25%.

Starting in 2025, BBM will use exclusively green electricity, thanks to an agreement with energy providers. Since 2024, most of our shipments have relied on **sustainable transport practices** through our partnership with the DHL Green program.

We also installed two **defibrillators**—one at each site—as an important safety measure for employees and visitors in case of emergencies.

Training and Innovation

In 2024, we continued to invest in our people with **advanced training programs**, including a course focused on blow molding. Thanks to the Bergamo Tecnologica funding program, we enhanced our website and improved the user experience for our visitors.

We also moved forward with other crucial initiatives, such as the whistleblowing project and the update of our Privacy Policy, ensuring full compliance with current regulations and increased transparency in our business processes.

Achieving the EcoVadis Gold Medal was a significant challenge, overcome thanks to close collaboration between departments in gathering documentation. This recognition has strengthened our commitment to sustainability, improving business processes and consolidating our reputation, while motivating us to continue optimizing our environmental and social practices.

Laura Covelli,
Marketing

The decision to invest in the photovoltaic field was favorable thanks to the reduced costs of installing the photovoltaic system, despite the location of the Lenna production site, which limits production during the winter months. The system was designed to maximize self-consumption and reduce electricity demand, with the intention of evaluating its performance and, if confirmed, expanding it.

Giovanni Pizzagalli
R&D



Goals for 2025

2025 will be a crucial year for BBM, as we celebrate our 20th anniversary. Among our main goals is the **adoption of a CRM system**, a software that will allow us to manage customer interactions more efficiently and in a centralized way. In addition, we plan to introduce a **3D printer** for the internal production of components and to maintain and strengthen our Gender Equality initiatives through new training programs.

One of the key objectives for 2025 is to obtain **MOCA certification** for spare parts that come into contact with the product—an important milestone that will lay the groundwork for achieving **ISO 9001** certification in 2026.

Another exciting goal for 2025 will be our first participation in the leading international trade fair of the industry. **Drinktec**, which will take place in Munich from September 15 to 19, 2025, represents a unique opportunity to showcase our business to an international audience.

In 2025, we will also launch the new version of our AKIS management software. **AKIS** is a cross-platform, web-based software for managing BBM's after-sales services. Its name stands for Asset, Knowledge Base, and Interventions. It organizes ASSETS (technicians, equipment, vehicles), the KNOWLEDGE BASE (machine documentation and work procedures), and INTERVENTIONS (scheduling and deadlines).

AKIS is accessible to both administrative staff and technicians on the move. It enables users to export documents, generate reports, view scheduled interventions, and monitor expiring assets. The software improves operational efficiency, centralizes data and document management, and enhances

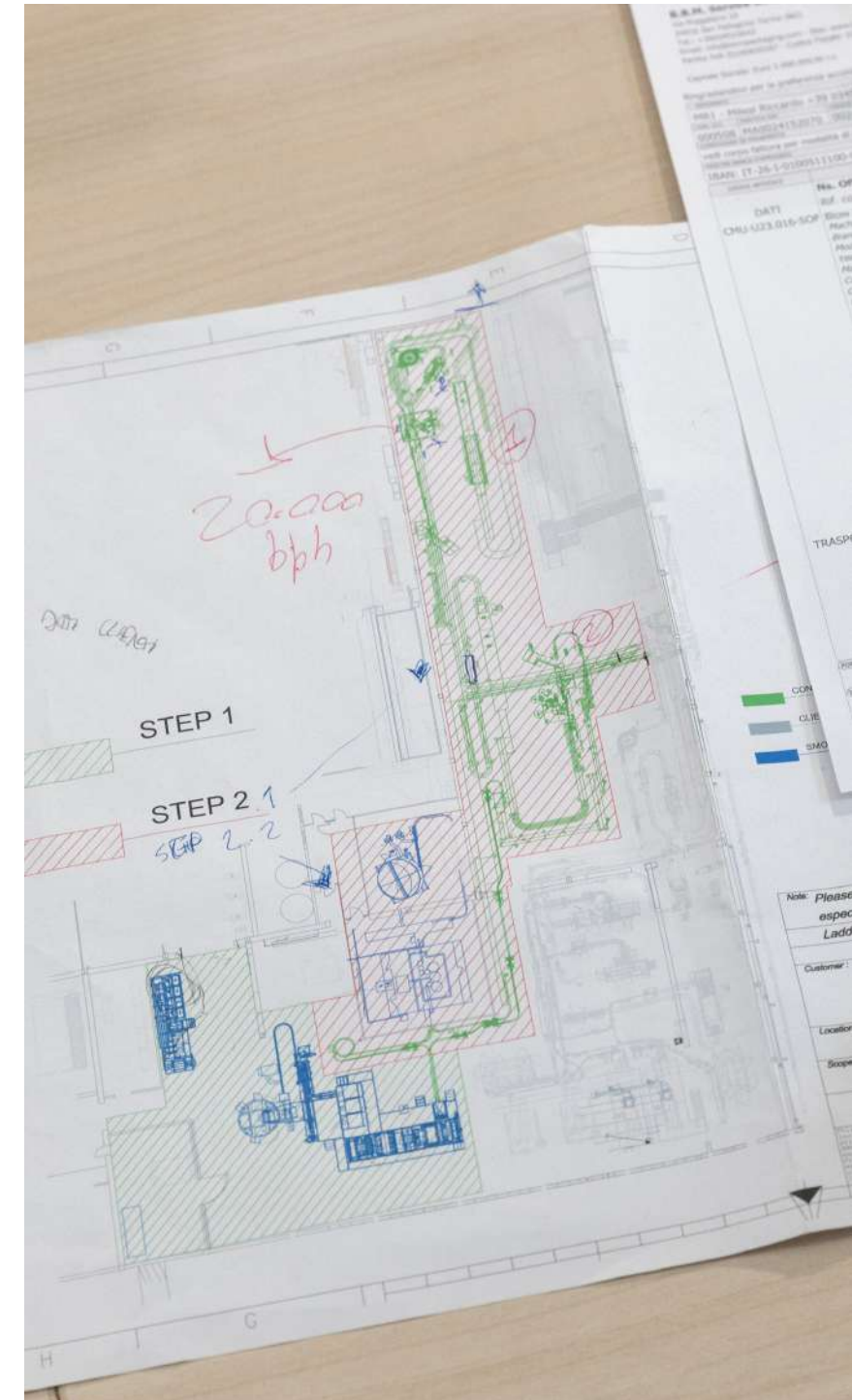


The MES project required a thorough analysis of company processes and the integration of operational needs with technological requirements. Thanks to a clear and intuitive solution, it was possible to improve efficiency, reduce errors, and optimize workflow. This resulted in a significant improvement in business processes. Moving forward, the company will focus on continuous monitoring and updating of the system.

Laura Cavagna,
R&D

Drafting the company regulations was a complex challenge, requiring a balance between the needs of the company and the expectations of employees. The final document was written clearly and understandably for everyone. This initiative brought greater clarity and reduced the risk of misunderstandings, improving business processes. In the future, the company plans to regularly monitor and update the regulations, adapting them to regulatory or organizational changes.

Elisa Arci,
Management Assistant





communication between teams.

BBM is developing AKIS 2, an updated version of the existing AKIS 1 software, designed to enhance its current features. Among the key improvements, AKIS 2 will include the automatic entry of work reports when technicians are on assignment and will further streamline the process by automatically generating job summaries.

The main challenges

The project for the new office building has been postponed due to reasons related to corporate governance and the uncertainty of construction costs, which made it difficult to justify the investment during a period of economic instability. In particular, the decision was made to wait for a normalization of prices in the construction sector before moving forward.

The main sustainability challenges for 2025/2026 will also include optimizing energy efficiency, resource management, and the planning of strategic investments aligned with the company's long-term goals.



20 YEARS
of history and commitment in
the bottling sector

24 MILLIONS
of revenue on total sales,
steadily growing since 2005

8805 DAYS
of labor hours on packaging
systems

105 EMPLOYEES
between BBM Packaging and
Colorsolution

109 COUNTRIES
reached by BBM Service across
all five continents

10.000 SM
the expansion of the
machinery showroom in Lenna

+76%
training hours delivered
compared to the previous year

93% (+9.41%)
resources hired on a
permanent, full-time basis

57% (+1.79%)
employees under 40



2. BBM PROFILE

BBM Packaging is an Italian company with twenty years of experience in the beverage sector. BBM specializes in the turnkey design and supply of multimark bottling and packaging lines, both used and refurbished.

BBM offers a comprehensive 360° service, ranging from competitor analysis and evaluation of the best technical and budget solutions, layout design, equipment supply, safety management, and waste disposal, to after-sales service. BBM's global and innovative approach allows it to work with both major industry brands and small to medium producers, delivering complete projects within guaranteed timelines.

2.1 BBM's "Turnkey" Services

1. Compatible Spare Parts

BBM maintains a large inventory of **compatible spare parts for the main OEMs**. To ensure the spare parts meet high-quality standards, BBM has established a strict quality control process and designed an internal metrology room equipped with state-of-the-art instruments.

2. Used and Refurbished Machinery, to reduce investment costs and make an ecological choice

BBM offers the best selection of **used packaging machinery on the market**, including blow molding machines, fillers, labelers, bundlers, wrap-around cartoners, tray formers, palletizers, and much more. Customers can view the machines and remotely follow

the revision and start-up process or visit BBM's 10,000 square meter showroom in Lenna (Bergamo, Italy). Additionally, BBM designs and builds **custom bottling and packaging machines**: technical solutions tailored to meet the most specific application needs. For example, the UNICOM universal combiner eliminates air conveyors to optimize energy and water consumption, or the manual unwinder allows quick and safe separation of the film core from the rest of the roll.

3. Service and Assistance

With twenty years of experience and a team of over 50 qualified technicians, BBM offers a **complete range of customer support services**: disassembly and transfer of bottling and packaging lines, format change, scheduled maintenance of bottling plants, and training. BBM also provides a packaged hotline remote assistance service.

To deliver highly specialized services, BBM works closely with two key partners, sharing spaces and values:

- **A technical office** specialized in industrial mechanical design, supporting companies without an internal design department;
- **A team of expert technicians** in maintenance, overhaul, and assistance of **blow molding machines**.

This network of expertise allows BBM to offer tailor-made, high-performance solutions, ensuring clients receive comprehensive and continuous support throughout every phase of the production process.





COLORSOLUTION

BBM PAINTING SERVICE

In 2017, BBM acquired a company adjacent to its Lenna facility, specialized in industrial painting. The following year, through an initial expansion of powder coating, the introduction of liquid painting, and a general modernization of the plants, **Colorsolution** was established. Over the past seven years, the new company has grown to employ 30 people across a 3,000 sqm area. With an increasing focus on operator safety and operational sustainability, Colorsolution has specialized 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 or corrosion. Treatments offered include, for example, sandblasting, phosphating washing, and anti-corrosion treatments.

2. Liquid or powder painting

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

4. Third-party assembly, thanks to collaboration with BBM. The companies share their respective know-how and technical expertise in the assembly and pre-assembly of individual parts or finished products. The materials, tested and inspected upon request, are then carefully packed and shipped, arriving ready to feed

the assembly line.

This ongoing commitment to quality and innovation has allowed Colorsolution to consolidate its position in the industrial painting market, offering customized and high-performance solutions.

In 2024, Colorsolution won the ISI-INAIL grant, which will enable the replacement of two pre-CE machines with new cutting-edge equipment.



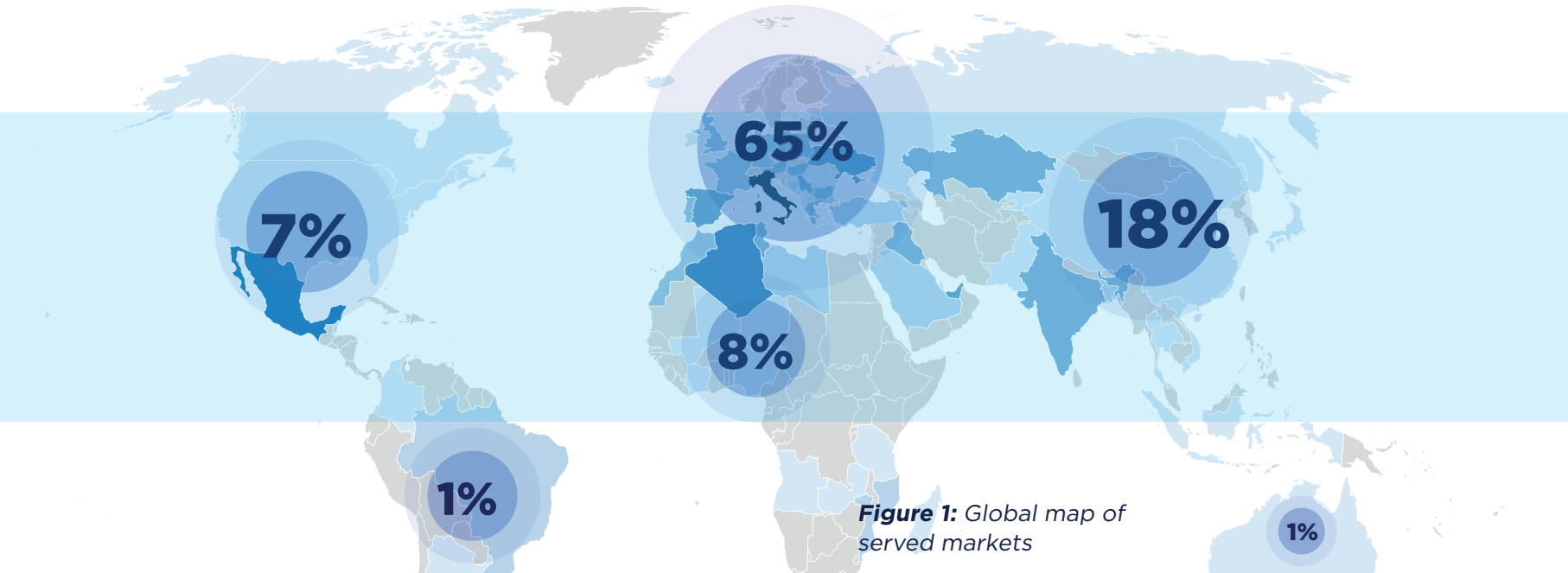


Figure 1: Global map of served markets



2.2 BBM's Mission and Values

BBM Service's mission is clear: to offer complete, customized, and high-quality solutions in the bottling and packaging sector, with a strong focus on innovation, sustainability, and flexibility. Let's take a closer look at these three pillars:

- Innovation** – Our internal technical department is constantly committed to developing innovative and customized solutions for each client. We regularly invest in training our team and introducing advanced technologies that ensure superior precision and quality. We collaborate with research centers and universities and actively participate in industry events to stay up to date with the latest trends.
- Sustainability** – Sustainability is at the core of our business strategy. We focus on the used equipment market, which offers advantages both economically and environmentally. Additionally, we are committed to reducing our environmental impact across our facilities by adopting responsible practices and implementing eco-friendly technologies.
- Flexibility** – BBM Service stands out for its

ability to offer highly customizable solutions tailored to the diverse needs of our clients. Our sales conditions are flexible: machinery can be purchased “as-is,” refurbished and guaranteed, or “Ready to Use” with compatible spare parts kits, ensuring maximum adaptability and customer satisfaction.

Figure 2: Growth of BBM's Revenue Over the Years

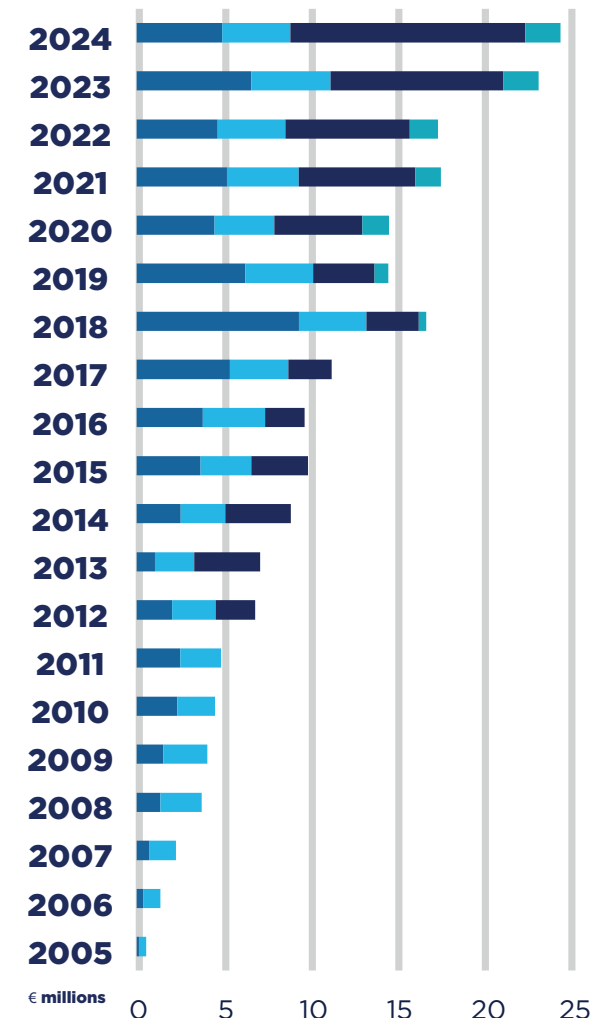
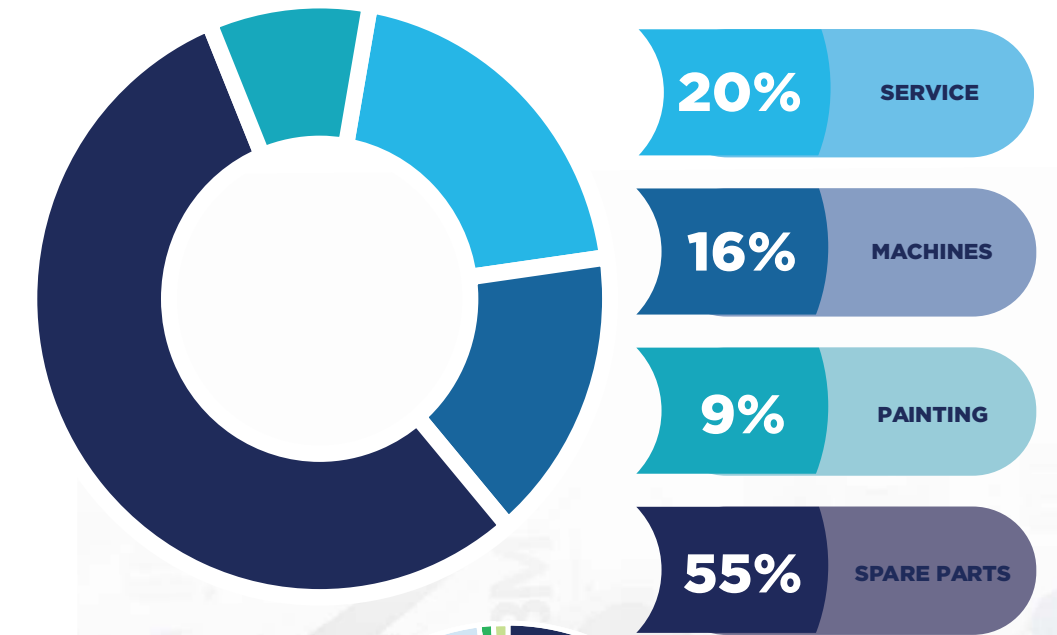


Figure 3: Revenue Breakdown of the BBM Group by Business Area and Customer Sector (2024)





2.3 The History of BBM

BBM was founded in 2005 as a service company specializing in the **assistance and maintenance of machinery in the beverage and packaging sector**, with a particular focus on packaging machines. Thanks to its innovative approach and extensive experience, the company has grown steadily, progressively expanding its offerings to include **the sale of used multimarket bottling lines and compatible spare parts** for the main brands in the sector, establishing itself as a key player in the market.

2.4 The Val Brembana

The Val Brembana, located in the province of Bergamo, is a mountainous area that stretches along the Brembo River, characterized by significant natural resources and a strong tradition in the bottling sector, particularly mineral water. Its economy has long been tied to this industry, which represents one of the fundamental pillars for local growth and employment. Over the years, the valley has become a true hub for the sector, hosting **numerous companies specialized in bottling and beverage distribution**. The abundance of high-quality water resources has fostered the development of a district that is today among the most important nationally and internationally in the mineral water sector. This stimulating environment has contributed to the success and growth of BBM, which now operates with a global vision while maintaining a strong connection to the territory and its roots.



Figure 4:
BBM Timeline

2005

BBM Service was founded by the three partners: Boffelli, Bonzi, and Milesi.

2008

BBM expanded by purchasing a production facility building totaling 600 square meters.

2009

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

2011

Acquired the Lenna facility to set up the showroom dedicated to machinery refurbishment.

2012

DB Project was founded, specializing in engineering and creating technical solutions for clients.

2015

BBM celebrated its 10th anniversary with the slogan Service, Machines & Much More.

2017

Colorsolution was founded.

2021

Expansion of the Lenna site over two floors, totaling 3,400 sqm. Introduction of the slogan “By your side in packaging.”

2023

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

2024

Gold Medal from EcoVadis for sustainability and the first Gender Equality Certification.



2.5 BBM Locations

San Pellegrino Terme

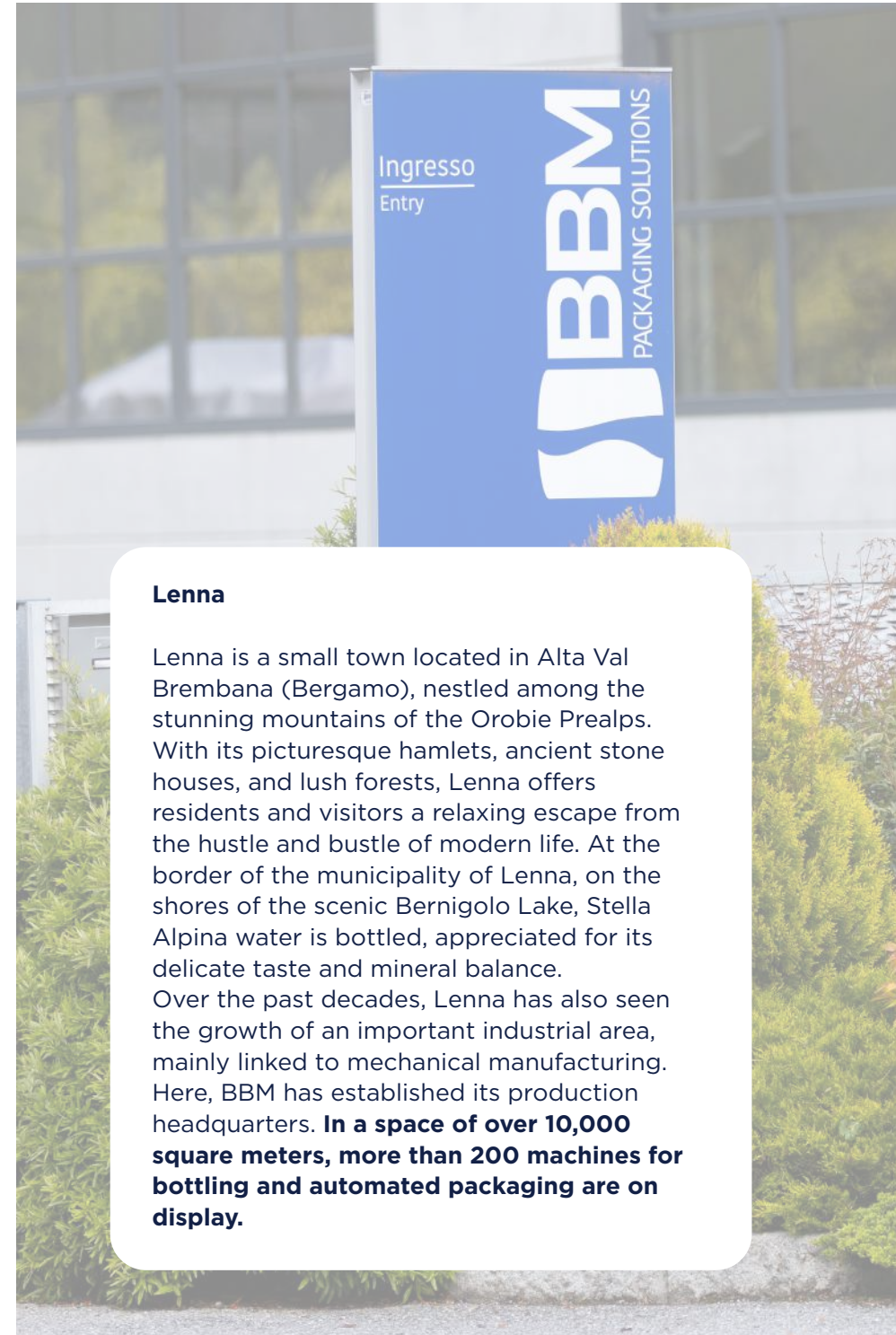
San Pellegrino Terme, located in Val Brembana, is a place famous since ancient times for its thermal waters. The history of this small town is closely tied to its mineral water, known for its therapeutic properties. Already in the 19th century, the waters of San Pellegrino were appreciated for their healing power, attracting visitors and tourists. In 1899, “San Pellegrino S.p.A.” was founded. Over time, the town developed a tourism and spa vocation, becoming an important wellness center. Today, San Pellegrino water is one of the most recognized brands in the world, a symbol of excellence and quality.

The decision to establish our registered office in this location was driven by its proximity to a well-established production district and the opportunity to tap into a network of highly specialized local skills in the sector.



Lenna

Lenna is a small town located in Alta Val Brembana (Bergamo), nestled among the stunning mountains of the Orobie Prealps. With its picturesque hamlets, ancient stone houses, and lush forests, Lenna offers residents and visitors a relaxing escape from the hustle and bustle of modern life. At the border of the municipality of Lenna, on the shores of the scenic Bernigolo Lake, Stella Alpina water is bottled, appreciated for its delicate taste and mineral balance. Over the past decades, Lenna has also seen the growth of an important industrial area, mainly linked to mechanical manufacturing. Here, BBM has established its production headquarters. **In a space of over 10,000 square meters, more than 200 machines for bottling and automated packaging are on display.**





3. THE APPROACH TO SUSTAINABILITY

BBM's commitment to sustainable development is realized on multiple levels, integrating ESG values into every operational and strategic area.

In 2024, sustainability management continues to be overseen by the Board of Directors, composed of the three founders—Boffelli, Bonzi, and Milesi—who have established a comprehensive governance system and corporate policies.

The Board is supported by an **internal working group** made up of representatives from various company departments, including HSE, research and development, marketing, and human resources. These key members have set up specialized committees that handle crucial issues such as the whistleblowing channel, gender equality, and GDPR implementation. Each committee manages specific and complex areas that require close collaboration across departments, ensuring an integrated and responsible approach. This organizational model enables BBM to address sustainability challenges in a coordinated way, promoting an inclusive and transparent corporate culture.

The aforementioned working groups rely on a set of key documents, including the Code of Ethics, the Corporate Code of Conduct, and the Strategic Plan for Gender Equality, which are detailed further in the chapter "Ethics and Governance."

BBM promotes sustainability through two main channels: on one hand, it integrates sustainable values directly into its products and services, adopting a business model oriented towards remanufacturing and

waste reduction; on the other hand, **it applies responsible practices in the internal management of its facilities**, adopting eco-friendly solutions and reducing the environmental impact of daily operations.

Internally, BBM has implemented various initiatives such as introducing branded cups instead of disposable plastic cups, installing water dispensers to reduce plastic use, and digitizing processes to nearly eliminate paper.

A **revamping** of the photovoltaic system in San Pellegrino Terme is planned, aiming to increase the energy produced in the field and therefore self-consumed by the company, pending the completion of office upgrades.

Regarding **waste management**, our technicians oversee strict separate waste collection, both onsite and at clients' locations, rigorously following EER regulations.

Sustainable mobility is also a priority, with a fleet composed of the latest generation low-emission vehicles.

Moreover, since 2024, BBM has joined the **DHL Green program**, a global initiative by Deutsche Post DHL Group aimed at reducing the environmental impact of logistics and transportation operations. The main goal is to achieve more sustainable logistics through a series of strategies and projects designed to reduce CO2 emissions and promote eco-friendly practices—more information can be found in the dedicated Supply Chain chapter.

Thanks to these virtuous practices, in 2024 BBM received the **Ecovadis Gold Medal**, a platform that assesses corporate sustainability worldwide. **This recognition places BBM among the top 5% of companies with the best sustainability performance evaluated by the platform.**





BBM IS A PIONEER IN REMANUFACTURING

From an excerpt of DOLDI, M. L. *Bottling Lines? Remanufactured by BBM*, Imbottigliamento, November 2023, pp. 62-65

BBM adopts an advanced approach within the circular economy, integrating the practice of **Remanufacturing** alongside the traditional 3Rs (Reduce, Reuse, and Recycle). Remanufacturing involves **recovering and refurbishing machines and components that have not yet reached the end of their useful life**. In doing so, BBM extends the lifespan of equipment, bringing it back to the market with sometimes superior performance compared to the original product, while simultaneously reducing waste, the use of natural resources, and the carbon footprint.

BBM's business model focuses on the recovery and regeneration of used but still functional bottling lines through overhaul and modernization operations. **Many machines, despite being decommissioned, can be put back into circulation with appropriate intervention, thanks to the build quality that ensures their durability over time.**

BBM performs a thorough audit on each machine, deciding based on its condition what needs to be replaced or maintained to make the machine market-ready. **Beyond the functional aspects, machines are also aesthetically refurbished, restoring them to their original appearance.**

An important aspect of Remanufacturing is that it

allows meeting new technological requirements. For example, machines are upgraded to improve energy efficiency, such as blow molding machines that, by adjusting to new pressure standards, can be optimized to reduce consumption. BBM also offers consulting services to combine used and new machines within bottling lines.

Remanufacturing not only aligns with sustainability logic but also addresses a practical need for many companies that would otherwise face long waiting times for new machine purchases.

Moreover, refurbished machines **typically cost less** than new ones while maintaining equivalent performance.

This approach makes BBM's business model particularly advantageous from multiple perspectives: economic, ecological, and competitive.



CASE HISTORY

The revamping of an “aging” SIDEL SBO10 blow molding machine

Founded in 1925, **Fimi Beverages** is a family-owned company that has grown into a major beverage producer. Located in Agies Paraskies, Heraklion, Crete, Fimi boasts modern equipment for bottling juices and soft drinks, with a production capacity of 4.5 tons per day for glass and PET bottles.

When FIMI decided to upgrade its production line, the SIDEL SBO10 blow molding machine proved to be the ideal choice. Originally designed in 1994 to produce between 6,000 and 8,000 bottles per hour, the machine underwent a complete revamping that allowed FIMI to sustainably improve its production efficiency, packaging two bottle formats: 330 ml and 1500 ml.

The revamping process of the SIDEL SBO10 blow molding machine involved several key phases: from a **full maintenance** overhaul to thread conversion, provision of new molds, and installation of a preform inverter.

Once the maintenance was completed, the machine was transported to Greece and installed by BBM technicians in the requested formats in about ten days. Despite the machine’s age, the expertise of our technicians brought it back to life, making it operate like new. This project was a sustainable choice thanks to the purchase of a used and refurbished machine.

This collaboration is a perfect example of how BBM can help its customers improve their production efficiently and sustainably.



CASE HISTORY

Milk packaging with a refurbished cluster packing machine

BBM Service supplied **NÖM**, an Austrian dairy company, with a refurbished used cluster packing machine for milk packaging in 1×3 and 2×2 formats.

The solution, which included a custom divider for rapid format change, enabled a production capacity of 12,000 bottles per hour with high efficiency and flexibility.

Committed to sustainability, NÖM chose this solution to reduce environmental impact, reaffirming its dedication to eco-friendly practices.

Following the success of the first installation, NÖM ordered a second, even faster line with a capacity of 22,000 bottles per hour, **demonstrating trust in BBM as a partner for sustainable packaging solutions.**





3.1 Commitment to the Community

At the core of BBM’s corporate culture is the creation of a workplace that fosters support for the community, realized through collaborations with research centers and universities, as well as work-study programs with high schools. In particular, in 2024 BBM collaborated with and established partnerships with the following schools and research centers:

- **Università degli Studi di Bergamo**
- **Laboratorio Prove Bavaro Srl**
- **Istituto Turolto**
- **Liceo Mascheroni**
- **ITS Jobs Academy**
- **ITS Lombardia Meccatronica**
- **ABF San Giovanni Bianco**
- **Università degli Studi Guglielmo Marconi - Sede di Milano**
- **Istituto Tecnico “Enrico Mattei”**

Over the years, BBM has also established collaborations with local institutions, national agencies, and industry associations, strengthening its ties with the territory and weaving together common interests to promote the development of communities and the specific sector in which the organization operates:

- **Confindustria Bergamo**
- **Bergamo Sviluppo**
- **Form-App**
- **Fondimpresa**
- **Agenzia delle Entrate**
- **Camera di Commercio**
- **INPS**
- **INAIL**
- **Banche**
- **Fondo COMETA**
- **Metasalute**

- **Fondi privati del TFR**
- **Centro per l'Impiego Zogno**
- **AXA Assicurazioni**
- **Zurich Assicurazioni**

3.2 Sustainability Goals for the 2025-2027 Period

BBM Service Srl continues its journey towards environmental sustainability and technological innovation. The goals for the upcoming three-year period reflect a steadfast commitment to improving energy efficiency, promoting sustainable practices, and implementing innovative solutions. Below is an overview of the key objectives:

1. Environmental Sustainability and Infrastructure

- **Relocation of the San Pellegrino Terme office to a low environmental impact building (energy class A), equipped with:**
 - o Photovoltaic system for solar energy use.
 - o Heat pumps for heating and cooling, reducing or eliminating the use of methane gas and other fossil fuels.The project involves renovating an existing building instead of constructing a new one, 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, contributing to the reduction of greenhouse gas emissions.

2. Technological Innovation and Automation

- **Digitalization of operations:**
 - o Enhancement of the MES to monitor and track production processes in real time.
 - o Completion of the WMS project to optimize warehouse management.
 - o Expansion of the e-commerce platform, launched in 2024, for the sale of compatible spare parts, improving

- accessibility and speeding up procurement times.
 - o Adoption of a CRM system to centralize and streamline customer interaction management.
 - o Purchase of a 3D printer for in-house production of components and rapid prototyping of compatible spare parts, complementing the precision devices in the metrology room, recently upgraded with an optical machine equipped with state-of-the-art sensors.
 - o Update of proprietary AKIS software for automating the input of work sheets and the creation of job reports.

3. Quality Certifications

- Obtain **MOCA certification** for product-contact spare parts by 2025, and ISO 9001 certification by 2026.
- Maintain **UNI PDR 135 Gender Equality certification**, with renewed training and inclusion programs.

4. Operational Efficiency and Logistics Automation

- Installation of vertical automated warehouses with an additional capacity of 100 cubic meters to automate and speed up order management.
- Update and consolidation of the AKIS management software with new features to improve efficiency in the technical assistance department.

5. Training and Human Capital

- Strengthen employee training courses, particularly:
 - o Courses dedicated to the commercial office.
 - o Specialized courses on technical topics, such as maintenance of blow molding machines and safety regulations for bottling and packaging machinery.
- Promote personal development initiatives for employees, including a pediatric choking first aid course for young parents.

6. Social Responsibility and Supplier Sustainability

- Continue implementing the ESG system for the evaluation and qualification of suppliers, monitoring environmental, social, and governance sustainability criteria.

BBM continues its determined path toward a more sustainable future, aiming not only to improve operational efficiency but also to reduce environmental impact and enhance the well-being of its employees and customers. This growth in sustainability goes hand in hand with the expansion of our operations both in Italy and abroad, culminating in our **participation at Drinktec 2025** in Munich. From September 15 to 19, we will have the opportunity to present our innovative solutions to an international audience, further consolidating our global presence.





BBM, SPORT AND OTHER SOCIAL INITIATIVES

In 2024, BBM and Colorsolution further strengthened their commitment to the community as part of their corporate social responsibility, supporting various sports and cultural associations through sponsorships. Among the numerous initiatives supported:

- **Toscana Factory Team**, which manages the Team Corratec cycling team—one of the youngest professional teams in the world, with an average age of 24.7 years.
- **ASD Coppa Val Brembana**, organizer of an annual provincial youth football tournament.
- **RedBlack Roller Team**, dedicated to promoting speed skating.
- **LKA Kart Racing**, a sports club that introduces drivers of all ages to the world of karting.
- **Tennis Club di San Pellegrino Terme**, supporting the development of local tennis.
- **Atletica Val Brembana (Corrida San Lorenzo)**, known for its commitment to athletics and for collaborating with parishes and schools to spread a passion for sports among youth.
- **Zognese Calcio**, a football club based in Zogno.
- **Pedale Brembillese**, a youth cycling team for children aged 6 to 16..
- **Teletho Moto Club Racing**, based in San Pellegrino Terme, which focuses on training new motorcycle racers.
- **Bushi Karate**, offering courses in both traditional and sport karate for children and adults.

BBM was also a key partner of the **Honda RedMoto Racing Enduro Team**, Honda's official team competing in major national and international enduro championships. Since 2018, the team's racing division has been based in San Pellegrino Terme, where a group of expert technicians develops high-performance racing bikes.

In May 2024, BBM also took part for the second consecutive year in Soccer Factory, a football tournament dedicated to businesses in the Val Brembana.

BBM further supported several charity sporting events, including:

- The **10 Hours of Sport and Solidarity**, held in San Pellegrino Terme with a charitable purpose.
- The **“Alpini” Solidarity Walk in San Pellegrino Terme**, a non-competitive event whose proceeds benefit the “Amici della Pediatria” (Friends of Pediatrics) association.
- The 40th Edition of the **Roncobello - Laghi Gemelli Run**, organized by the Roncobello Pro Loco, celebrating sports and local tradition.

The company's sponsorship activities also extend to social causes, such as: **Cuore di Donna**, an association promoting women's health and disease prevention **Fondazione Italiana Linfomi**, which supports research and assistance for lymphoma patients.

In the cultural and tourism sectors, BBM supports

initiatives such as **Turismo di San Pellegrino Terme**, **Lenna Eventi**, **Piazza x Tocc**, and **Visit Dossena**—organizations that enrich the local communities of San Pellegrino Terme, Lenna (BBM's headquarters), Piazza Brembana, and Dossena, all located in the Val Brembana area.

Finally, BBM makes annual charitable contributions, including donations to **Telethon**, supporting medical research and fundraising campaigns.





4. MATERIALITY ANALYSIS WORKSHOP

Materiality Analysis is a strategic process used by companies to identify and assess the most relevant (material) issues for their business, both in terms of economic impact and importance to stakeholders. This process helps determine the environmental, social, economic, and governance topics that can influence the company's ability to create value over the short, medium, and long term.

The materiality analysis carried out by the BBM working group enabled the identification, in an initial phase, of the most significant environmental, social, and governance impacts for the company and its stakeholders through an internal and contextual assessment.

BBM developed its first materiality matrix in 2022. In

line with the adopted reporting standards, the process used to identify and prioritize material sustainability topics was structured in several phases:

Phase 1 – Mapping of the company's main stakeholders through a benchmarking analysis and in consideration of its role in the local area and the significant impact of its activities on the community. The company identified the following categories of key stakeholders:

1. **Workers**
2. **Customers**
3. **Suppliers and partners**
4. **Industry associations**
5. **Communities and society**
6. **Universities and research centers**

7. Public authorities, regulators, and legislators

• **Phase 2 – Identification of the company's relevant sustainability impacts:** Through a benchmarking analysis—which considered peers and competitors, industry studies, and sustainability frameworks—a comprehensive overview of topics relevant to the company was developed. This overview reflects the most significant impacts of the company on the economy, the environment, and people.

• **Phase 3 – Materiality workshop:** The results of the benchmarking analysis were discussed during a materiality workshop involving Top Management and key company departments. Participants were asked to assess topics across three areas: environmental responsibility, social responsibility, and economic responsibility & governance.

• **Phase 4 – Stakeholder engagement:** For the 2024 revenue reference year, BBM chose to involve its top 5 suppliers and top 5 customers, in addition to other key stakeholders, such as:

Confindustria Bergamo – BBM has long been an associated company and actively collaborates with Confindustria and its “Services” division for consulting and training activities, including on sustainability topics. **University of Bergamo** – BBM has a long-standing collaboration with the institution and its students, offering both curricular and extracurricular internships, as well as consultancy and training initiatives, thanks to the “Bergamo Tecnologica” program promoted by the Chamber of Commerce and other projects led by the Engineering campus in Dalmine. **Nuova CPA S.r.l.** – BBM relies on this company for consulting and training, especially regarding occupational health and safety. **AXA Assicurazioni S.p.A.** – Provider of BBM's main insurance policies. **CSTA** – Responsible for specialized services in company safety, construction sites, and

compliance with industrial regulations. **EST** – Conducts environmental chemical analyses on behalf of BBM. **ZURICH** – Main insurance provider for BBM's vehicle fleet.

• **Phase 5 – Development of the materiality matrix:** The outcome of the materiality workshop was processed and, as shown below, led to the creation of BBM's third Materiality Matrix.

After developing the materiality matrix, BBM Service undertakes several **follow-up actions**. First, it defines priorities and develops action plans to address the most relevant identified topics. These topics are then integrated into the company's strategy and day-to-day operations, with the goal of improving efficiency and meeting stakeholder expectations.

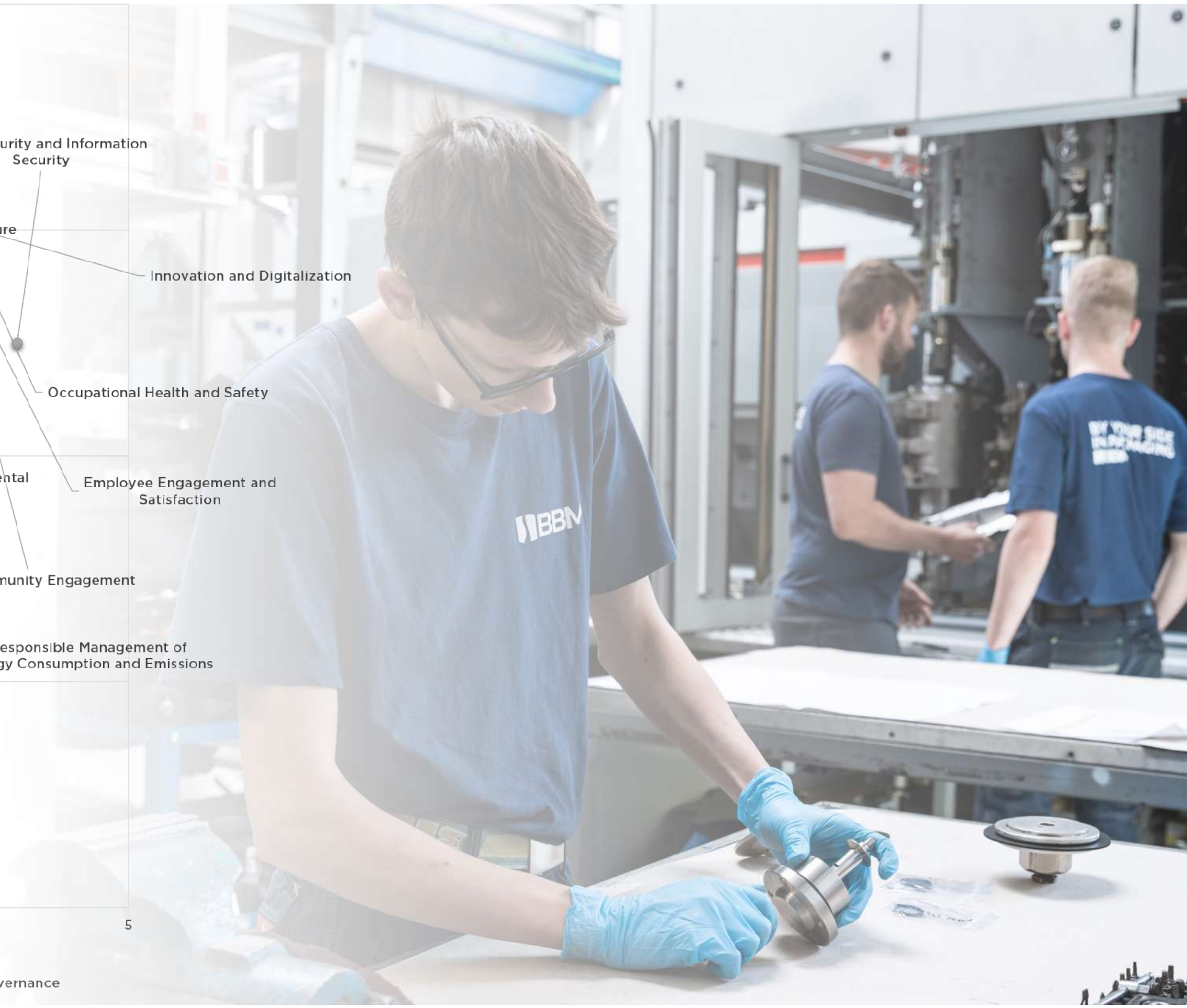
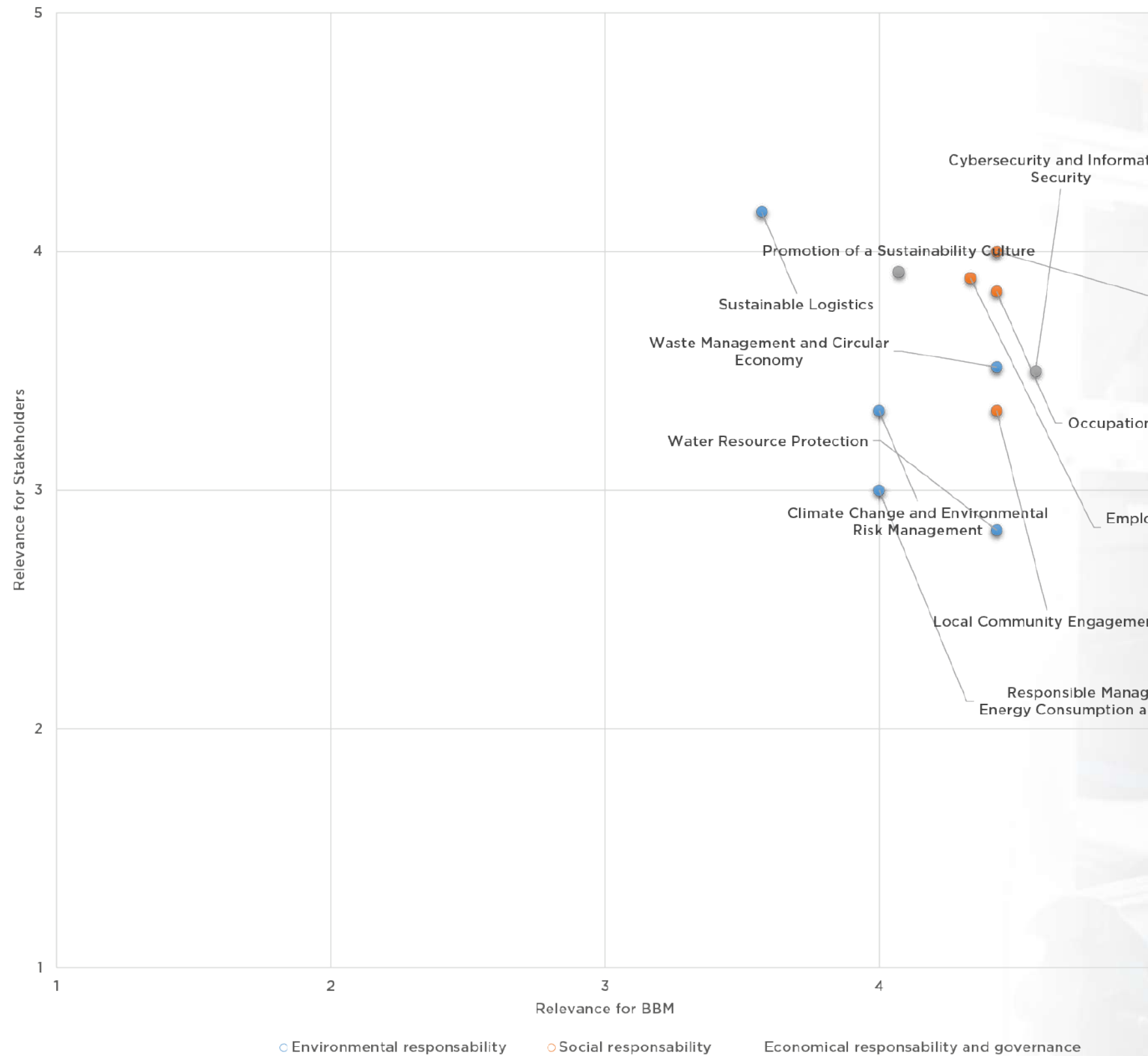
BBM conducts **annual** reviews of the materiality analysis to adapt to market and social context changes, ensuring that priorities remain relevant over time. The results are communicated to maintain transparency and reinforce the company's commitment to sustainability and responsible growth.

Support

For the development of the materiality analysis in 2023, BBM Service benefited from the valuable support of students from the “Sustainable and Global Supply Chain Management” course within the Industrial Engineering program at the University of Bergamo – Dalmine campus. BBM's materiality analysis was the subject of an in-depth study and project work carried out by the student team as part of their course requirements. The insights and work produced by this group proved to be highly valuable and are still considered valid for the current year.



	TOPIC	IMPACT	NATURE		TOPIC	IMPACT	NATURE
Environmental responsibility	Responsible Management of Energy Consumption and Emissions	Negative impact on air pollution due to (direct and indirect) GHG emissions and other emissions resulting from operational activities	Current negative	Social responsibility	Employee Engagement and Satisfaction	Positive impact due to the promotion of a corporate culture that values diversity and fosters inclusion within the organization, breaking down barriers—especially those related to gender inequality	Potential positive
	Water Resource Protection	Negative impact in terms of the release of pollutants into groundwater or surface water, which could affect the quality of local water resources	Potential negative		Local Community Engagement	Positive impact resulting from support for Local Communities: social participation and commitment, community development projects, and involvement in charitable activities	Current positive
	Climate Change and Environmental Risk Management	Negative impact due to the lack of risk management for external natural/accidental events (e.g. landslides, heavy rainfall)	Potential negative		Innovation and Digitalization	Positive impact resulting from investment in research and innovation, enabling BBM to offer cutting-edge products and services, improving operational efficiency, sustainability, and customer quality	Current positive
	Sustainable Logistics	Positive impact due to the selection of suppliers that follow sustainable practices, helping to reduce the environmental impact across the entire production chain	Current positive		Cybersecurity and Information Security	Negative impact resulting from breaches in IT security and the loss of customers' sensitive information, with the risk of serious repercussions on stakeholder trust, potential legal sanctions, and market share loss	Potential negative
	Waste Management and Circular Economy	Negative impact in terms of waste production and generation, which may result from inefficient production processes and the use of non-recyclable materials, contributing to environmental pollution and leading to additional disposal costs.	Current negative	Economical responsibility	Promotion of a Sustainability Culture	Positive impact due to the identification, management, and monitoring of sustainability topics, also through a clear definition of ESG roles and responsibilities within the company	Current positive
		Positive impact due to the recovery and revamping of old third-party machinery	Current positive			Positive impact due to transparent communication with stakeholders, providing clear and transparent reports on the company's environmental and social impacts, while actively involving stakeholders	
Social responsibility	Occupational Health and Safety	Negative impact on workers' health and safety due to the risk of accidents during work activities and the occurrence of diseases caused by unhealthy or hazardous operational processes	Potential negative				
		Negative impact related to injuries of traveling personnel due to the difficulty in ensuring compliance with health and safety standards at customer sites	Potential negative				
	Employee Engagement and Satisfaction	Positive impact due to the promotion of stimulating career paths and skills development within the organization through training activities and fostering a feedback culture Positive impact resulting from promoting a balance between employees' work and personal lives, supporting well-being and satisfaction	Current positive				





5. GOVERNANCE AND ECONOMIC RESPONSABILITY

The chapter dedicated to Corporate Governance at **BBM Service S.r.l.** outlines the principles and structures that guide our corporate management, ensuring transparency, accountability, and sustainability in decision-making processes. Various aspects of governance will be analyzed in separate thematic sections, covering the functioning of the Board of Directors, ethics and integrity, control mechanisms, value chain, gender equality, and data security.

La Management

The organization is a limited liability company (LLC) with a collegial multi-member administration system. The Board of Directors, in office since January 20, 2005, consists of three members: Giuseppe Ermanno Boffelli (Chairman), Willy Bonzi, and Daniele Bruno Milesi, the company's founding partners, whose initials form the acronym BBM.

The three partners play an active and fundamental role within the company, managing the economic, environmental, and social impacts of the organization. In their respective roles as CEO, Director of the Electronic Systems and Software Department, and Director of the Service Division, the co-founders are committed to ensuring the sustainable development of BBM.

BBM Service S.r.l. is dedicated to promoting corporate governance that integrates principles of sustainability and social responsibility in every aspect of its

operations. Since 2024, the company has formally declared its adherence to the principles promoted by the United Nations Global Compact (UNGC), committing to respect and integrate the Sustainable Development Goals (SDGs) into its corporate strategy.



BBM's 2024 Economic-Financial Report closed with a turnover of €24,196,553.05, marking record peaks. The revenue breakdown was as follows: 55% from spare parts sales, 20% from the service sector, 16% from machinery sales, and 9% from the painting department. These results confirm a significant growth compared to previous years.

These objectives range from the eradication of poverty to environmental conservation, from gender equality to social justice. BBM's governance is oriented towards a transparent and responsible approach, aiming to create lasting value for all stakeholders and proactively address global challenges.

In 2024, BBM made significant investments in several strategic areas. It enhanced the functionality and safety of its Lenna and San Pellegrino facilities by completing structural works and optimizing logistics with new equipment. On the technological front, the **MES** system was implemented for real-time production monitoring, and the **WMS** project was launched for advanced warehouse management, while an **e-commerce** platform was introduced for spare parts sales. Moreover, BBM invested in sustainability, installing a photovoltaic system and committing to green energy starting from 2025. Defibrillators were also introduced at both sites to increase safety. Finally, internal training and innovation were strengthened, with targeted projects aimed at improving user experience and regulatory compliance.

Measures adopted by BBM Service

To ensure that ethical values and integrity are upheld by everyone involved in the company's activities — including employees, suppliers, and other stakeholders — BBM has established a series of **internal codes**, which represent a set of guidelines and practices aimed at regulating behavior. These codes are reviewed and updated annually, ensuring that the company maintains high standards of conduct and responsibility. The codes currently in force are:

Corporate Code of Ethics: A guide that defines all company activities, ensuring transparency and trust in both internal and external relationships.

Corporate Code of Conduct – Suppliers: A guide that defines ethical and behavioral expectations towards suppliers, promoting fair labor practices and compliance with environmental and social regulations.





Corporate Code of Conduct – Anti-Corruption: A set of principles prohibiting any form of corruption, whether direct or indirect, and promoting the adoption of transparency and integrity policies in all business operations.

Corporate Code of Conduct – Gifts: Regulations that establish guidelines regarding the offering or acceptance of gifts and favors by employees or partners, to avoid conflicts of interest.

Corporate Code of Conduct – Discrimination, Harassment, Sexual Harassment, and Mobbing: A document that prohibits any form of discrimination, harassment, or bullying in the workplace, promoting a culture of respect, inclusiveness, and well-being for all employees.

Organizational Structure

BBM has reorganized its corporate organizational chart, introducing targeted training for department managers. The managers continued the work started in 2023 with an **experienced psychotherapist**, who provided consulting on effectively managing team needs and enhancing leadership and communication skills. Upon completion of the training, managers were asked to self-assess their performance in their roles and subsequently discuss with superiors and colleagues through individual interviews.

The training program aimed to create a new **Management Model** to establish a clear and structured framework for company activities and decisions. The model is divided into several areas of responsibility, such as institutional, evaluative, development and learning of people, leadership, conflict prevention and management, among others. Each manager is required to achieve specific goals in these areas and adopt conscious actions.

Following this effort, BBM Service revised and published a new **Corporate Regulation**. This regulation aims to establish internal guidelines and policies governing employee behavior within the company. A section of the Corporate Regulation focuses on mobile personnel, addressing topics such as workplace safety, use of company resources, professional ethics, and the protection of sensitive data.

Value Chain

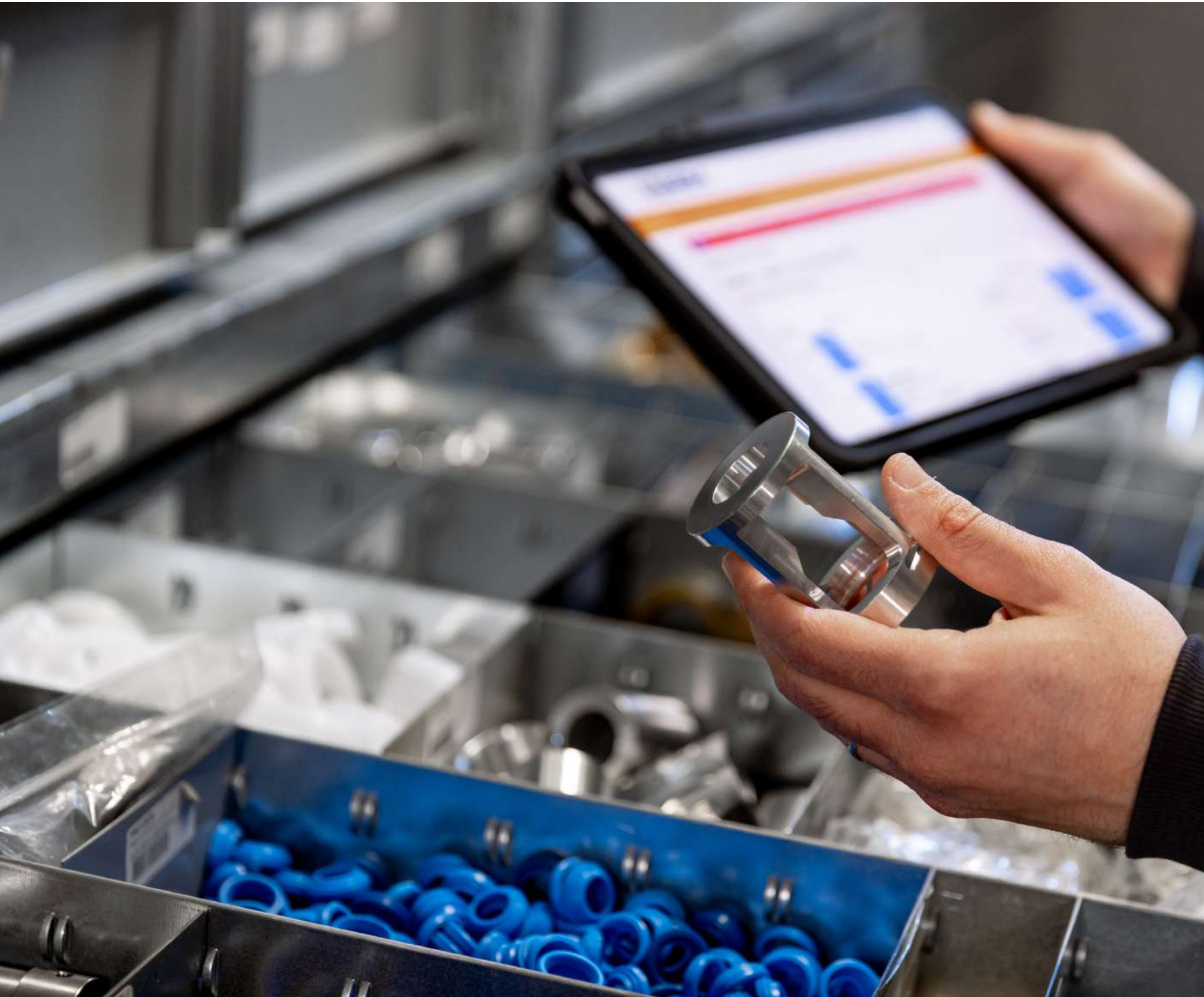
The relationship with suppliers is a fundamental pillar for BBM in building a responsible value chain. Ethical management and integrity are expressed through the **Corporate Code of Conduct – Suppliers**. This code aims to set guidelines and ethical, social, and environmental standards that suppliers must comply with in their activities. It ensures suppliers operate in accordance with laws and regulations, promoting responsible business practices.

In 2024, 81% of procurement spending was directed to local or national suppliers, confirming strong support for the local economy.

Thanks to the establishment of the Quality Office, BBM has developed a close collaboration with its suppliers, fostering open and transparent communication. This approach results in a continuous exchange of information related to product quality, expectations, and requirements, facilitating effective interaction to improve supplier reliability. The quality control manager constantly monitors supplier performance, identifying any deviations or issues and promptly taking corrective actions. For further details on these aspects, please refer to the chapter **“Product Quality and Safety.”**

In 2024, BBM drafted a **Sustainable Procurement Policy**, a set of guidelines and criteria shared with all internal and external collaborators to ensure that purchasing processes are sustain-





nable from an environmental, social, and economic perspective. This policy is an integral part of BBM's commitment to corporate social responsibility and long-term sustainability.

All suppliers with whom BBM maintains commercial relationships are required to comply with and sign this policy, committing to ensure that their business practices align with the company's sustainability objectives. Each supplier must sign a **Commitment and Assumption of Responsibility Form**, a formal document attesting to their understanding and acceptance of the principles established in the Supplier Code of Conduct.

In response to growing environmental challenges, BBM has also adopted green couriers, such as **DHL with GoGreen**, which offer sustainable delivery options to reduce CO₂ emissions.

Furthermore, in recent years, BBM has collaborated with **GLS** on the path towards more sustainable logistics by joining the Climate Protect Program, thus contributing to the offsetting of CO₂ emissions related to shipments.

Gender Equality

In 2024, BBM obtained **Gender Equality Certification**, in line with the UNI/PdR 125:2022 standard, reinforcing its commitment to diversity and inclusion. The company policy is based on promoting a workplace free from discrimination and unconscious bias, valuing female talent. BBM has developed a three-year **Strategic Plan** for gender equality, which includes the implementation of specific measures such as a Procedure for managing gender equality and an internal and external communication plan to raise awareness among all collaborators on the topic. The periodic **Management Review for Gender Equality** aims to evaluate the effectiveness of the initiatives undertaken and identify any areas for improvement.

Data Security

During the year, BBM completed the review and updating of internal and external documentation regarding personal data protection, in compliance with the General Data Protection Regulation (GDPR). Specifically:

- Updating **privacy notices** addressed to customers, suppliers, and collaborators, to ensure greater transparency on data processing methods and the rights of data subjects.
- Reviewing **internal policies** for data processing, strengthening procedures for managing, storing, and protecting sensitive information.
- **Training personnel** on privacy-related topics to raise awareness among all collaborators about the importance of data protection, aiming to minimize the risks of non-compliance.
- Introducing a periodic monitoring system to assess the effectiveness of the measures implemented and promptly identify any areas for improvement.

Reporting

In 2024, BBM implemented a **Whistleblowing** system that allows employees and external collaborators to anonymously report misconduct such as fraud, corruption, or ethical violations. This tool provides a secure channel to promptly address any internal issues, promoting transparency and integrity in all company activities.

In addition to the channel for reporting wrongdoing, BBM established a second **dedicated channel** for reporting gender equality-related discrimination, consistent with its commitment to equality and the prevention of any form of abuse or harassment.

Other initiatives

BBM Service has implemented two key initiatives for the protection of its employees: the HR Procedure and the PPE Procedure.



The **HR Procedure** focuses on personnel management, ensuring transparent processes throughout the employee lifecycle—from hiring and onboarding to training and professional development. It aims to promote fairness, consistency, and open communication between employees and the company.

The **PPE (Personal Protective Equipment) Procedure** is designed to safeguard health and safety in the workplace by establishing clear rules for the distribution, use, and maintenance of protective equipment. This procedure ensures that every employee has access to appropriate PPE based on their specific job duties, and that they are properly trained on how to use it correctly.

Together, these procedures reflect BBM Service’s ongoing commitment to creating a safe, inclusive, and respectful work environment.

2025 Objectives

In 2025, BBM SERVICE S.r.l. aims to obtain the **MOCA certification** (Materials and Articles in Contact with Food), a crucial step to ensure the safety and compliance of materials used in bottling lines. MOCA certification is essential to meet European regulations and strengthen customer confidence in the quality and safety of the products provided.

This certification will serve as a preparatory step towards achieving **ISO 9001 Certification**, the internationally recognized quality management system. The goal of obtaining ISO 9001 by the end of 2025 reinforces BBM’s commitment to continuous improvement and its ability to efficiently and consistently manage and optimize business processes, while maintaining high standards of quality and customer satisfaction.

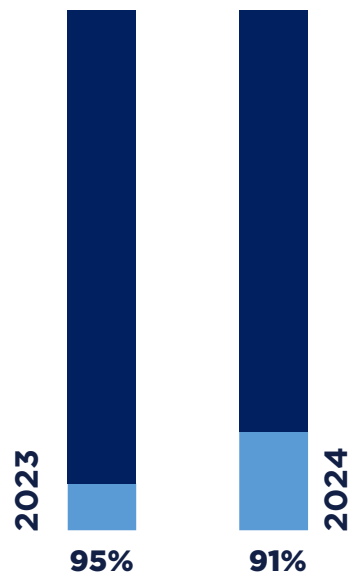


Figure 6 - Proportion of spending allocated to local suppliers





6. SOCIAL RESPONSABILITY

6.1 Attraction, Development, and Management of Talent

For BBM, people have always played a key role in the company’s development. The organization employs **75 people** across its facilities in San Pellegrino and Lenna, marking a slight increase in the workforce compared to the previous year. Of these, 85% are men, and 81% of employees are under the age of 50. 93% of the workforce is employed on a full-time, permanent basis. The entire employee base is covered by collective bargaining agreements. The number of women in the company has grown to 11. For the reporting year, there were no employees with zero-hour contracts.

Table 1 – GRI 2-7 Employees

Breakdown of Personnel by Employment Type (Full-Time vs Part-Time) and Gender		
	2023	2024
Full time	61	68
Men	55	61
Women	6	7
Part time	7	7
Men	3	3
Women	4	4
Employees without guaranteed working hours in their contract*	0	0

BBM employs non-employee workers in its operations (individuals who perform tasks for the organization without holding an employment relationship with it). Specifically, the following section provides details regarding interns.

Additionally, BBM relies on 13 external collaborators who work with the organization and on 6 companies with which it has an active synergy in case of unavailability of internal personnel. The number of companies and external partners with which BBM collaborates is steadily growing, in line with the increasing demand for technical assistance.

Table 2 – GRI 2-8 Non-employees workers at BBM

Number of non-employee workers broken down by professional category and gender		
	2023	2024
Interns		
Men	4	3
Women	2	1
Totale	6	4



It is also specified that in 2024, 13 new employees were hired, including 11 men and 2 women, compared to 9 departures, including 8 men and 1 woman, resulting in a turnover rate of 0.12 — a decrease compared to 2022, the year when reporting began. BBM is implementing **talent retention initiatives**, such as feedback programs with traveling technicians, as well as **talent acquisition** efforts, including meetings held by BBM at technical and vocational schools.

Table 3 – GRI 401-1 New hires and turnover

New hires								
	2023				2024			
Age	<30	30-50	>50	Tot	<30	30-50	>50	Tot
Men	7	2	2	11	9	1	1	11
Women	0	1	0	1	1	1	0	2
Total	7	3	2	12	10	2	1	13

New terminations								
	2023				2024			
Age	<30	30-50	>50	Tot	<30	30-50	>50	Tot
Men	4	2	5	11	5	1	2	8
Women	-	-	-	-	1	0	0	1
Total	4	2	5	11	6	1	2	9

For BBM, training is fundamental because it allows continuous improvement of employees’ skills, ensuring a high quality of service offered. Investing in the professional

growth of personnel enables the company to remain competitive, adopt new technologies, and face market challenges with innovative solutions. Moreover, training promotes employee motivation and engagement, creating a dynamic work environment prepared to meet the needs of customers and the industry.

For this reason, in 2024 BBM continued to invest in training courses for its employees, delivering a total of **1,679 training hours** and recording an increase of 14.25% compared to the previous year. The table below shows the average training hours divided by professional categories and employee gender.

Table 4 – Number of training hours per year per employee, divided by category and gender

Training hours by professional category and gender			
	2025		
	Men	Women	Tot
Executives	19	-	19
Employees	198	172	370
Technicians	1274	0	1274
Interns	16	0	16
Total	1507	172	1679

In addition to the **mandatory workplace safety courses** — such as the training for the use of aerial work platforms, fire prevention and management course, safe forklift operation training, and training for the use of scaffolding — the courses delivered in 2024 included:

- **Management models and tools supporting Management evaluation**
- **BLSD course for defibrillator us**
- **Gender equality training**



- **Advanced blow molding**
- **VAT regime for foreign transactions**
- **Whistleblowing portal**
- **Privacy regulation - GDPR**

BBM invests in the **continuous training** of its employees, also focusing on the learning and acquisition of new technologies. As evidence of this, in collaboration with the University of Bergamo, a training course was delivered in 2024 to the company's designers on new materials and their properties, including the possibility of working with metallic materials for **3D printing**. Additionally, a selected team of specialists involved in the management and design of BBM's institutional website and e-commerce platform received specific training on setting up GA4 platforms, Tag Manager, Looker Studio, and Semrush.

BBM and talent acquisition

BBM has launched a series of targeted initiatives aimed at technical and vocational schools to support talent acquisition and contribute to the training of future professionals. In February 2024, we took part in the Career Day organized by **Jobs Academy** in San Paolo d'Argon, in the province of Bergamo. This event allowed us to present the company to students, share our industry experience, and engage with young talents ready to embark on a career in the sector. The event, structured as a fair, gave each company the opportunity to have a dedicated booth where students could schedule individual interviews and explore available career opportunities.

Subsequently, in April 2024, we participated in the **Bergamo Jobs Festival**, an initiative promoted by **Confindustria Bergamo** and the **Bergamo Territorial School Office**, in collaboration with **Unimpiego Confindustria**. This event gave graduating students from technical and vocational institutes with a technological focus the chance to meet local companies for one-on-one interviews, creating a direct link between the school environment and the job market.

In addition to these participations, BBM has continued its collaboration with numerous local institutions, such as **ABF** of San Giovanni Bianco, the **David Maria Turoldo Institute of**

Zogno, the **"Enrico Mattei" Technical Institute of Rho**, the **University of Bergamo**, the **Guglielmo Marconi University of Rome**, and the **Employment Center of Zogno**.

These collaborations materialize in internship and school-work alternation programs, allowing students to acquire practical skills directly in the field, creating a virtuous circle that enriches both our business activities and the preparation of young people for the job market.

6.2 Equity, Inclusiveness, and Well-being of Our People

Table 5 - GRI 405-1 Diversity in governance bodies and among employees

Employee distribution by category and gender						
	2023			2024		
	Men	Women	Tot	Men	Women	Tot
Executives	3	-	3	3	-	3
Employees	7	9	16	8	9	17
Technicians	48	1	49	53	2	55
Total	58	10	68	64	11	75

Employee distribution by category and age group								
	2023				2024			
	<30	30-50	>50	Tot	<30	30-50	>50	Tot
Executives	-	1	2	3	-	1	2	3
Employees	7	8	1	16	4	11	2	17
Technicians	18	18	12	48	23	22	10	55
Total	25	27	15	67	25	27	15	75





GENDER EQUALITY

THE UNI PDR 125 CERTIFICATION

In July 2024, our company obtained the Gender Equality Certification UNI PDR 125:2022, an important recognition that attests to our concrete commitment to promoting gender equality within our workplace.

The **UNI PDR 125 certification** is a voluntary standard that supports organizations in achieving gender equality through a series of concrete, measurable, and monitorable actions. The aim of this certification is to promote a corporate culture that values the talent of every individual, regardless of gender, and guarantees equal opportunities for all people, particularly in areas such as recruitment, promotion, training, and remuneration.

This achievement fits into a broader context where the European Union has made significant progress in the fight for gender equality. Despite these efforts, Italy continues to lag behind other member states, with a score of about 65 out of 100 on the gender equality index, below the European average. In fact, Italy ranks 87th in the 2024 Global Gender Gap Index, indicating a clear decline compared to previous years.

Aware of these challenges, our country introduced the National Strategy on Gender Equality 2021-2025, which refers to the European Union's Gender Equality Strategy and integrates with the National Recovery and Resilience Plan (PNRR).

Law no. 162 of November 5, 2021, on equal pay is one

of the significant steps aimed at reducing the gender gap in the workplace. Our company has chosen to undertake a strategic path aligned with these regulations, aiming to obtain the PdR 125:2022 certification as a sign of a concrete commitment to overcoming gender disparities.

While recognizing that the metalworking sector has historically been male-dominated, BBM is determined to build a working environment that fosters inclusivity and equity. For example, in recent years we have introduced the **Corporate Code of Conduct**, which guarantees a respectful and inclusive workplace for all employees. We believe that a more equitable and inclusive professional environment stimulates productivity and employee well-being, creating the foundation for the company's success.

With the PdR 125:2022 certification, we commit to continuously improving our gender equality policy, with long-term goals including balance in recruitment and promotion processes, the implementation of diversity and inclusion initiatives, and the adoption of solutions to improve work-life balance.

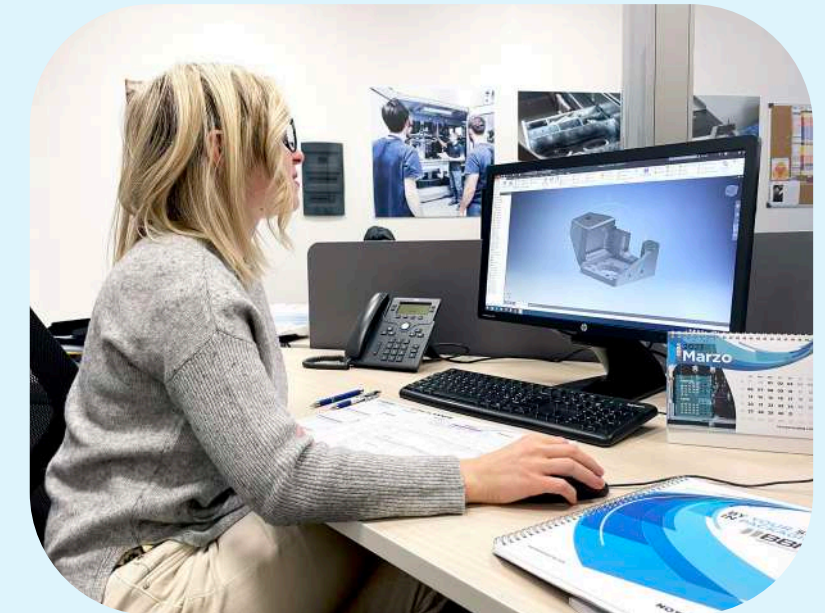
To this end, we have planned a **three-year program with dedicated resources** to ensure the success of these initiatives and to contribute to overcoming the current gender inequalities in our sector.

A fundamental pillar of this journey has been the **implementation of Gender Equality policies**, disseminated through various channels such as the company intranet, the institutional website, and targeted communications. We have promoted awareness of gender equality among all employees, supported by specific training that saw the active participation of our internal **Gender Equality Committee**, established precisely to guide the entire process. The Gender Equality Committee, composed of staff from various departments such as HR, HSE, R&D, and Marketing, has actively worked to promote a global and inclusive vision within the company. The Committee's Chairperson has been appointed as the CEO, emphasizing the strategic importance of gender equality for the company.

In 2024, significant progress was also made in training the Steering Committee, with targeted sessions including one on **inclusive language**, to ensure that all company communications align with the principles of equality. This commitment was not limited to the committee but was extended to all employees through in-person training sessions organized and conducted by the Steering Committee itself. These sessions addressed crucial topics to promote gender equality, ensuring that every collaborator was actively involved in the awareness and training process.

In parallel, the Committee developed specific programs dedicated to **parenting** and caregiver support, demonstrating the company's attention to the family well-being of its employees. Among the initiatives introduced, a **support program for mothers** stands out, which includes the extension of part-time work until the child reaches six years of age, with the aim of facilitating the balance between professional life and family responsibilities.

BBM has also confirmed its commitment to **women's health** by supporting the association Cuore di Donna,



which is dedicated to research against female cancers, and by offering specific health insurance packages for prevention, in collaboration with METASALUTE.

In the context of prevention, BBM joined the project “**Give an Hour of Prevention**,” an initiative that included a series of webinars organized in collaboration with the Italian League for the Fight Against Cancer (LILT). These sessions addressed crucial health topics such as the prevention of female and male cancers, promoting a proactive approach to personal health care.

We are also proud to report that, as of 2024, we have achieved the targets related to important gender equality indicators. In particular, the percentage of women in the direct reporting line to top management and the percentage of women with delegated budget authority for spending and investments met the established goals. These figures highlight a **significant female representation** in leadership roles and strategic company decisions.

Moreover, the **pay gap percentage** for the same job level and equivalent skills showed no disparities, excluding from the calculation any additional payments such as overtime, allowances, and reimbursements. The annual percentage of promotions awarded to women is also in line with expectations.

Our commitment for 2025 includes, among other initiatives, the introduction of an **annual employee climate survey** and the continuous development of the Management Model, with a particular focus on promoting inclusive behaviors and improving work-life balance. Attention to parenting will be further emphasized through the planning of **pediatric airway obstruction courses** and other training dedicated to new parents, aimed at

concretely supporting the well-being of employees with children.

These results are the outcome of consistent commitment and the determination to create an increasingly fair, inclusive, and supportive work environment for everyone, fully respecting diversity and equal opportunities.





Whistleblowing

At the end of 2023, BBM completed the implementation of whistleblowing, a mechanism that allows employees and external parties to confidentially and anonymously report misconduct or irregular practices within the organization. These behaviors may include fraud, corruption, abuse of power, violations of laws or company ethical standards. Whistleblowing provides a **secure, protected, and accessible communication channel** that enables us 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>

Additionally, BBM has created a separate platform dedicated to reporting unlawful or irregular misconduct related to work or **gender equality** (such as abuse, discrimination, harassment, mobbing, etc.). This reporting channel is available at:

<https://whistleblowersoftware.com/secure/bbm-pari-tagenere>

However, in 2024, **we received no reports** of any kind through the whistleblowing portal, indicating that, at present, the company environment remains free of problematic behaviors, in line with our values of integrity and mutual respect.

Innovations for Safety and Efficiency

Aligned with our goal to promote employee well-being and improve business efficiency, in 2024 BBM initiated the overhaul of the AKIS management software.

AKIS is a web-based, multiplatform software that manages BBM's after-sales activities by centralizing and organizing crucial information such as technical documentation, asset management, vehicle maintenance, and work procedures related to customer machines. Accessible both by administrative staff and technicians on the move, AKIS allows exporting documentation, creating detailed reports, viewing scheduled interventions, and monitoring deadlines and renewals. Thanks to this solution, we improve internal communication, simplify resource management, and make after-sales service more efficient and organized.

In 2024, BBM completed two key innovations related to the digitalization and efficiency of business processes: the introduction **of e-commerce** for the sale of compatible spare parts and the adoption of advanced systems for production and warehouse management, namely the Manufacturing Execution System (**MES**) and the Warehouse Management System (**WMS**).

E-Commerce: A Step Towards Digitalization

In 2024, BBM took an important step in digitalizing its services by launching a **B2B e-commerce platform dedicated to the sale of compatible spare parts** for automated bottling and packaging machinery. This platform is designed to simplify and speed up the purchase and quotation request process for our customers and resellers.

The e-commerce not only improves the purchasing experience but also offers a wide range of compatible spare parts for major machinery brands, ensuring high-quality standards. An additional advantage of this platform is the ability to automate and make the entire purchasing process transparent, improving request management and reducing customer waiting times.

This initiative is not only a commercial innovation opportunity but also a significant contribution to digital sustainability, through the adoption of modern technologies that reduce the consumption of paper and physical resources. Our commit-

ment to efficiency and sustainability is at the core of this change.

MES and WMS: Innovation in Production and Warehouse Management

Alongside the e-commerce launch, BBM started implementing two advanced systems: the Manufacturing Execution System (MES) and the Warehouse Management System (WMS). These tools are set to revolutionize the internal management of production and warehousing, aiming to make the entire supply chain leaner, more efficient, and more traceable.

Manufacturing Execution System (MES)

The introduction of MES in 2024 marked a fundamental step to optimize and monitor every stage of the production process in real-time. The system enables more precise management of production activities, improving operational efficiency and the quality of the final product. Moreover, MES helps reduce waste and improve delivery times, positively impacting customer satisfaction. By monitoring each process phase in real-time, the system ensures greater traceability and visibility, guaranteeing that every activity is performed according to planned parameters and timelines.

Warehouse Management System (WMS)

At the same time, BBM is working to implement the WMS, a system dedicated to advanced warehouse management. The WMS is designed to optimize the flow of goods, improve order preparation, and minimize operational errors. Thanks to this system, we can manage inventory more efficiently, improving logistics and reducing order response times.

In the future, WMS will help ensure leaner and more precise logistics, increasing operational efficiency and improving customer service quality. This system supports centralized resource management, enabling

waste reduction, optimization of warehouse flows, and improved production planning.

Overall Benefits

The introduction of these two technological innovations—the e-commerce for compatible spare parts sales and the implementation of MES and WMS—represents a strategic move for BBM. Not only does it improve service quality, but it also makes business processes leaner, more effective, and competitive. These systems support digitalization and automation, reducing operating costs, increasing productivity, and enabling more agile resource management.

Inclusivity

In 2024, BBM increased the workforce of employees belonging to **protected categories**, moving from 4 male employees in 2022 and 2023 to 4 men (including 2 in managerial positions) and 1 woman. This increase reflects our commitment to promoting greater inclusion and diversity within the organization.

BBM's inclusivity goal for 2025 is to evaluate and implement initiatives to improve accessibility, with particular attention to compliance with the Accessibility Act, a Euro-





pean regulation aimed at ensuring that websites and mobile applications are usable by all people, including those with disabilities. BBM, already aware of the importance of creating an inclusive environment, has started moving in this direction with its institutional website. However, this is only the first step of a path that foresees further interventions in line with the regulation and with the aim of fostering digital inclusivity.

6.3 Employee Health and Safety

BBM places **the protection of the health and safety of its employees** at the core of its mission, committing to maintaining a safe and healthy working environment. The company adopts proactive measures to minimize risks and hazardous situations in the workplace, implementing systems aimed at identifying, preventing, and addressing possible safety threats. Every year, funds are allocated for the purchase of new equipment and upgrading of facilities, with the goal of continuously improving operational and working conditions.

In 2024, we made several improvements at our Lenna plant, with significant interventions in terms of both functionality and safety. Access to LOT 5 was completed with the installation of a **new gate** and **paving** of the two access ramps.

We also defined an area dedicated to cleaning with a dry ice blasting machine, installed new electrical panels, renovated the bathrooms, and installed new shelving. The relocation of the small parts area was completed, while optimization and modernization works on the facilities are ongoing. To ensure greater workplace safety, we continued installing **informational signs** displaying the main health and safety regulations at work.

Furthermore, as part of our commitment to the safety and well-being of our team and the community, we installed two **defibrillators**—one at the San Pellegrino Terme office and the other at the Lenna site, inside the offices of Colorsolution Srl. These life-saving devices are accessible not only to our staff but also to people frequenting the surrounding area, which is strategically located near other companies, the popular Val Brembana Cycle Path, and a sports field. Some of our colleagues have already participated in the first training course on the use of defibrillators, an important step to increase safety and preparedness in case of emergency.

A goal for 2025 is to extend defibrillator training courses, involving other companies in the Lenna industrial park. This will broaden the network of preparedness and ensure greater



safety for the entire working community in the area.

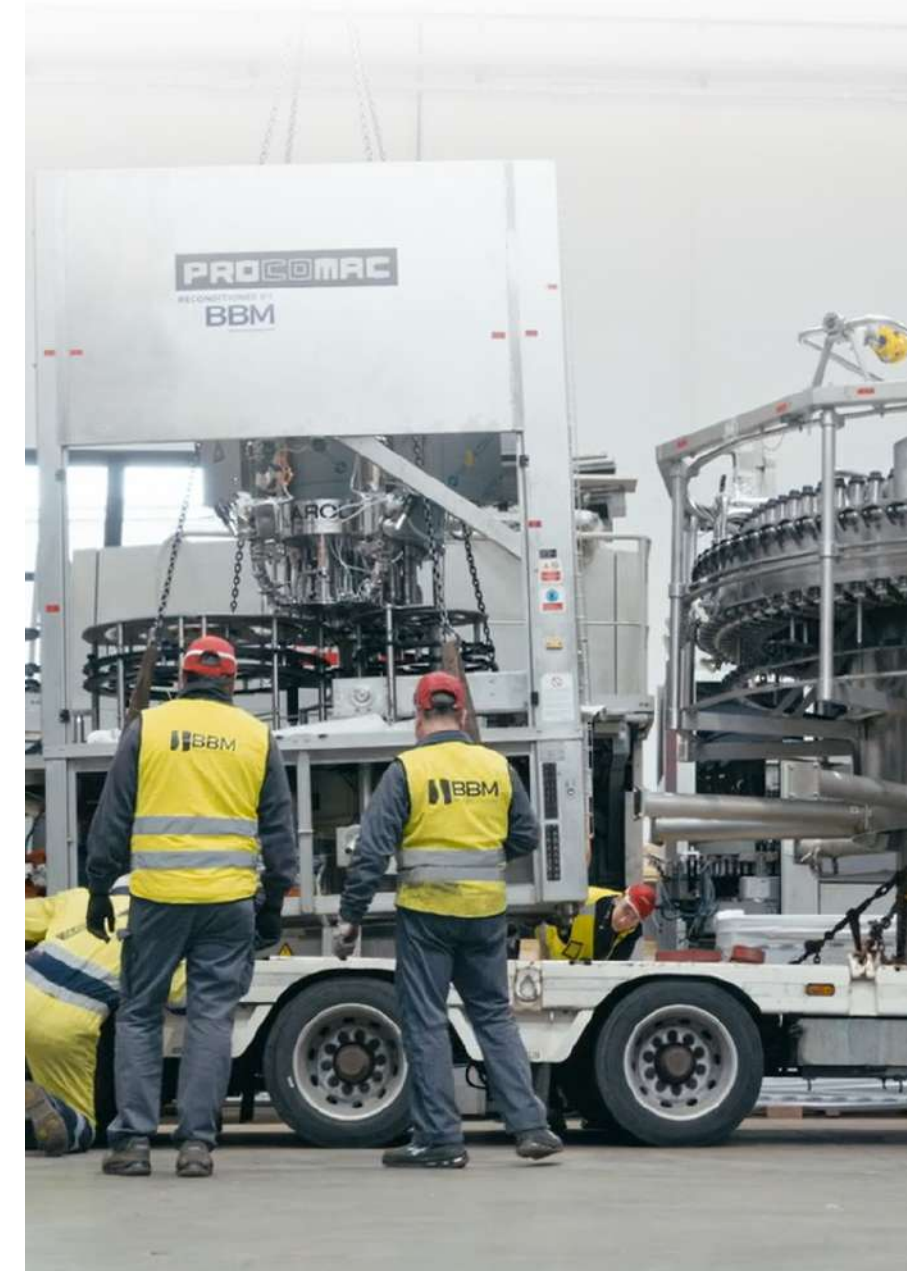
The company regularly updates the Risk Assessment **Document for Workers' Health and Safety** at its San Pellegrino Terme and Lenna facilities. This document is reviewed to examine all risk or hazard situations present in the workplace and to adopt the necessary measures to mitigate them. Additionally, BBM provides **regular Health and Safety training courses** to all personnel. In 2024, a total of 641 training hours were delivered, marking an increase of 101% compared to the previous year.

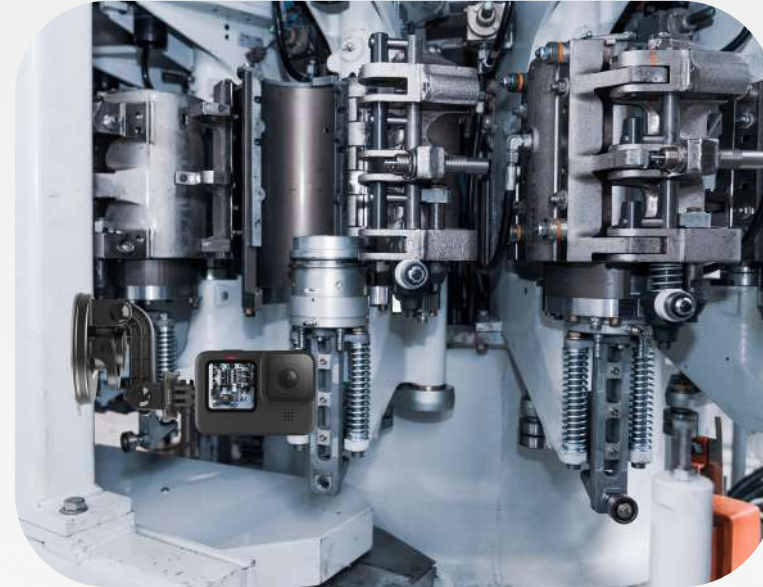
BBM recognizes the importance of closely monitoring the situation and adapting the training program based on the specific needs of its employees, consistently maintaining high workplace safety standards. Safe working conditions for employees are also essential during work performed at customer sites. BBM firmly believes in ensuring the safety of its employees, visitors, and other stakeholders involved in the company's activities. BBM has developed “**Near Miss**” models to monitor and record activities that could pose health and safety risks to workers and potentially lead to injuries or occupational diseases, intervening immediately with corrective actions to minimize the likelihood of occurrence.

In 2024, there were **three recorded workplace accidents** among employees during 115,222 hours worked, an increase compared to two accidents recorded in 2023 during 112,253 hours worked. **No cases of occupational diseases** were recorded in either 2023 or 2024. Similarly, there were no accidents or illnesses among non-employee workers of BBM during the two years under analysis. Although the number of accidents increased, the number of lost days due to injury decreased.

We are aware that the increase in accidents recorded in 2024 cannot be justified solely by increased activity. Every workplace accident represents a step backward in terms of safety, and for this reason, we constantly strive to minimize risks. Despite the absence of occupational diseases, we continue to closely monitor every aspect of safety, adop-

ting preventive measures and improving equipment to ensure an increasingly safe working environment. **Our goal for 2025 is to invest even more in training, awareness, and equipment** so that every collaborator can work in optimal conditions and free from health risks.





BBM IS PARTNER IN SAFETY ON LINES

BBM Service confirms itself as a benchmark in the **safety** sector for packaging and bottling lines. The company offers a range of devices designed to minimize risks for operators while simultaneously improving efficiency and compliance with safety standards.

Among the main products is the **manual unwinder**, a device designed to separate the residual core from the film rolls used in bundling machines, drastically reducing the risk of cutting injuries.

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

Moreover, BBM has developed an innovative **pantograph** for the automatic handling of cartons entering the cartoning machine. This device raises and lowers the cartons to the height of the work surface, avoiding ergonomic risks associated with manual lifting and bending by the operator. By fully automating carton feeding, the pantograph reduces injury risks and increases safety during processing.

Another crucial aspect for BBM concerns **laser markers**, tools used in the bottling sector to mark PET, glass, and other material containers with vital information such as production date, batch number, and barcodes. Without proper protections, laser markers can pose a serious health risk to operators, including burns or permanent eye damage. BBM offers customized solutions to ensure that the markers are

protected by enclosures that absorb laser beams and prevent their diffusion, complying with safety regulations.

In addition to supplying protective devices, BBM also provides **specialized consultancy** services to help companies optimize plant safety. In particular, the company performs technical audits of plants, assessing compliance with current safety regulations and suggesting improvements to reduce risks. The **protections** designed by BBM are made with high-quality materials, such as black anodized aluminum, which absorb laser rays and prevent accidental exposure.

With the aim of ensuring a safe and compliant work environment, BBM also provides **training for the safe use of personal protective equipment (PPE) and consultancy on the placement of safety signage**. Thanks to its expertise, BBM positions itself as a reliable partner for all safety-related needs in packaging and bottling lines, helping to reduce risks and improve production efficiency.



THE PILLARS OF BBM QUALITY

BBM Service provides compatible spare parts for bottling and packaging machinery used for water, beverages, and food products. To ensure that spare parts comply with high-quality standards, the company has established a **rigorous quality control process** and designed an internal metrology room equipped with state-of-the-art instrumentation. I pilastri della qualità BBM:

- **Rigorous quality control procedure**, thanks to the presence of an internal metrology room and a dedicated quality control officer.
- **Collaboration with excellent partners**: carefully selected suppliers who conduct in-depth analyses on aftermarket items, in addition to our internal tests. All suppliers are continuously monitored through a vendor-rating process.
- **Preparation of internal compliance reports**.

Two main types of materials are used in the processes: metals (aluminum, stainless steel, and other types of steel) and polymers. For each strategic supplier, particularly those providing custom mechanical parts, a record is created and assigned a rating based on returns and non-conformities to monitor the quality of the material received. Moreover, BBM has developed an internal procedure whereby all goods entering the warehouse undergo inspection.

BBM METROLOGY ROOM

An ideal environment to achieve the highest levels of quality and productivity. BBM has built a highly specialized internal metrology room. This environment is climate-controlled with regulated temperature and



is equipped with the necessary instruments for high-precision dimensional inspection. Among the instruments available are: large digital calipers, external and internal digital micrometers, bore gauges, durometers, surface roughness testers, profile projectors, digital microscopes, and other devices for measuring part parameters.

Reverse engineering

Reverse engineering is the process of analyzing a product to understand its structure and design principles, often with the goal of reproducing it in compliance with applicable intellectual property laws. Reverse engineering can be used to improve or correct an existing product. Using the FARO Technologies Quantum Max measuring arm, BBM performs complete measurements on the customer's machine, enabling faithful reproduction of spare parts, including those no longer commercially available. The arm ensures exceptional speed and precision, facilitating 3D inspections and rapid defect identification, even on large or complex-shaped parts.

ZEISS Scanning Coordinate Measuring Machine (CMM)

BBM's metrology room boasts a ZEISS Duramax scanning coordinate measuring machine, a leader in precision measurement. Thanks to advanced scanning technology, computer-assisted precision, and high-resolution measurement, the machine offers an unparalleled system in its category.

ZEISS Optical Machine

Recently, the ZEISS optical machine was put into operation, equipped with a high degree of automation and advanced sensors for even faster and more precise measurement of components distributed by BBM. Thanks to the combined action of these two



machines, BBM offers 360-degree inspection of parts, optimizing measurement of medium to large surfaces and complex parts with the first machine, and small components and small parts with the second.

In the case of compatible aftermarket material, the company commits to performing tests in a certified laboratory where parts undergo chemical and destructive analyses to guarantee quality equal to or higher than the original. In case of **non-compliance**, a procedure is activated that involves compiling a Non-Conformity Report, detailing the problems encountered and tracking the related production phases. Traveling technicians receive a form to report any internal non-conformities (NCI), which must be completed during maintenance if defects occur on spare parts.

To monitor customer satisfaction, BBM administers **online questionnaires** collecting feedback and ratings on the services and solutions offered. This allows the tracking of sales and support performance and results, with a view toward continuous improvement.

Some of the feedback received includes:

“Professionalism and availability distinguish BBM in the compatible spare parts business.”

“Quick response to needs.”

“Extreme seriousness in problem-solving.”

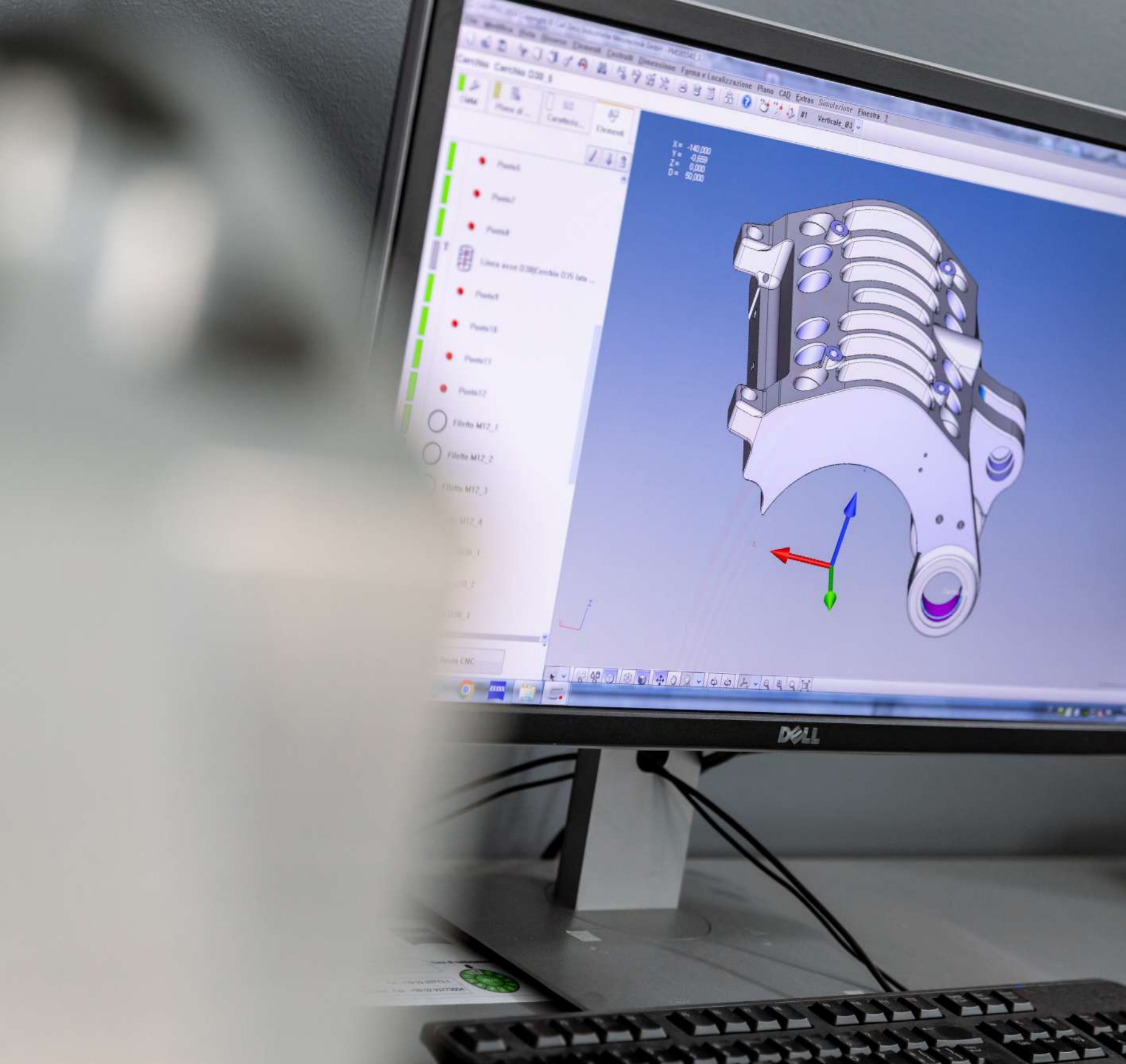
New Instrumentation and Training

Recently, BBM acquired a **TESA** height gauge, which will be physically delivered in March to be

added to the metrology room instrumentation.

Furthermore, the quality team has expanded with two new members. Regarding certifications, BBM is working to obtain **MOCA certification** and is also considering the possibility of obtaining **ISO 9001 certification**, a process to be discussed next year.

Finally, instruments such as a **dynamometer** for verifying the elastic constant of springs—both compression and tension—and non-destructive testing with penetrant liquids to exclude cracks in the most critical metal parts have been added. A dot peen marker was also introduced to engrave an identification number on compliant parts, improving traceability over time.





6.4 Innovation, digitization, and data security

For BBM, innovation is a fundamental pillar upon which the organization's strategy and the definition of its services are based. The company is committed to continuously **upgrading** bottling machinery with the aim of enhancing their capabilities and ensuring significant energy savings.

The adoption of new technologies and **energy-efficient solutions** not only allows BBM to keep its plants constantly up to date but also confirms its commitment to sustainable development, aligned with contemporary environmental challenges. The continuous search for "better, more efficient, faster, and standardized" ways to carry out activities is another key commitment of BBM, supported by periodic investments in new technologies and innovative solutions.

In this context, **digitalization** has played a crucial role: the company has undertaken a comprehensive digital transformation involving all internal and external procedures, minimizing paper usage and promoting its products and services through digital platforms such as the corporate website, e-commerce, LinkedIn, and newsletters. This transition has simplified numerous business processes, improving automation and cataloging of spare parts, enabling more precise component measurements, and streamlining handover operations. As mentioned in previous sections, the digitalization process also applies to internal workflows through the adoption of technologies such as MES/WMS and the enhancement of the AKIS management system.

Thanks to digitalization, data management has become faster, more secure, and integrated, allowing real-time information analysis and more informed decision-making.

BBM Line Control e the IoT technology

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

This system, the result of collaboration with **LogiCo Srl**, collects and analyzes real-time data on machine performance, allowing operators to plan and monitor production directly from their offices. Thanks to Line Control, customers can obtain precise data on productivity, downtime, alarms, and the output of individual machines. The recorded data is sent to the **MES** (Manufacturing Execution System) at the end of each batch, enabling immediate comparison between different production runs and optimizing line management.

This system not only promotes greater efficiency and cost reduction but also enables **advanced production planning**, improving the company's competitiveness. The ability to monitor and intervene in real time allows for the prompt resolution of inefficiencies or delays, ensuring a rapid **return on investment**. Moreover, the capability to integrate Line Control even on machines already in use at customer sites demonstrates BBM's commitment to the continuous evolution and optimization of production processes.

Finally, data security is a fundamental priority for BBM. The Line Control system and other digital tools employed are designed with high **security** standards, ensuring the protection of collected and exchanged information. With a careful and responsible approach, BBM guarantees that innovation and digitalization always comply with safety and privacy regulations, safeguarding customers' sensitive data while enhancing the reliability and transparency of business operations.



The BBM digital catalog

In 2024, BBM made significant investments to improve the **user experience** both for customers browsing the website and for those seeking product information. A key innovation was the introduction of an **advanced filtering system** that allows users to customize and refine their search based on various parameters, including machine condition (new/used), container material (can, PET, glass), machine category, brand, speed, and year of production. This feature makes the site not only easy to navigate but also fast and intuitive, enabling users to quickly find what they are looking for without having to browse through unnecessary pages.

The introduction of filters enhances the site's performance and optimizes the overall experience by reducing search times and increasing efficiency. With these updates, BBM aimed to simplify the product selection process, making access to information quicker and smoother. For 2025, BBM plans to further expand these innovations by introducing an **advanced configurator** that will allow customers to easily select the available options for a machine or a line. This system will provide immediate feedback from the sales team, further improving offer customization and optimizing communication with customers.



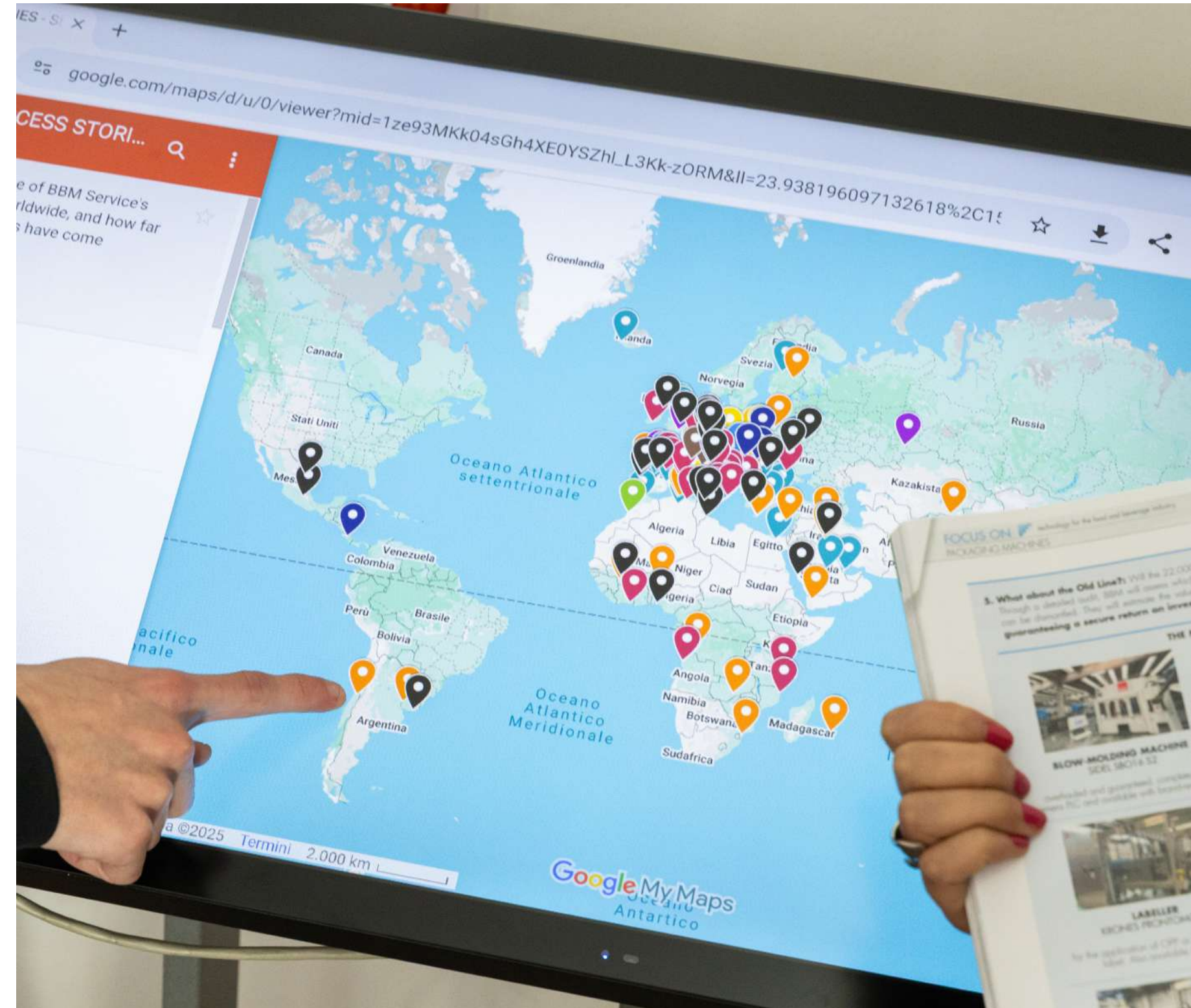
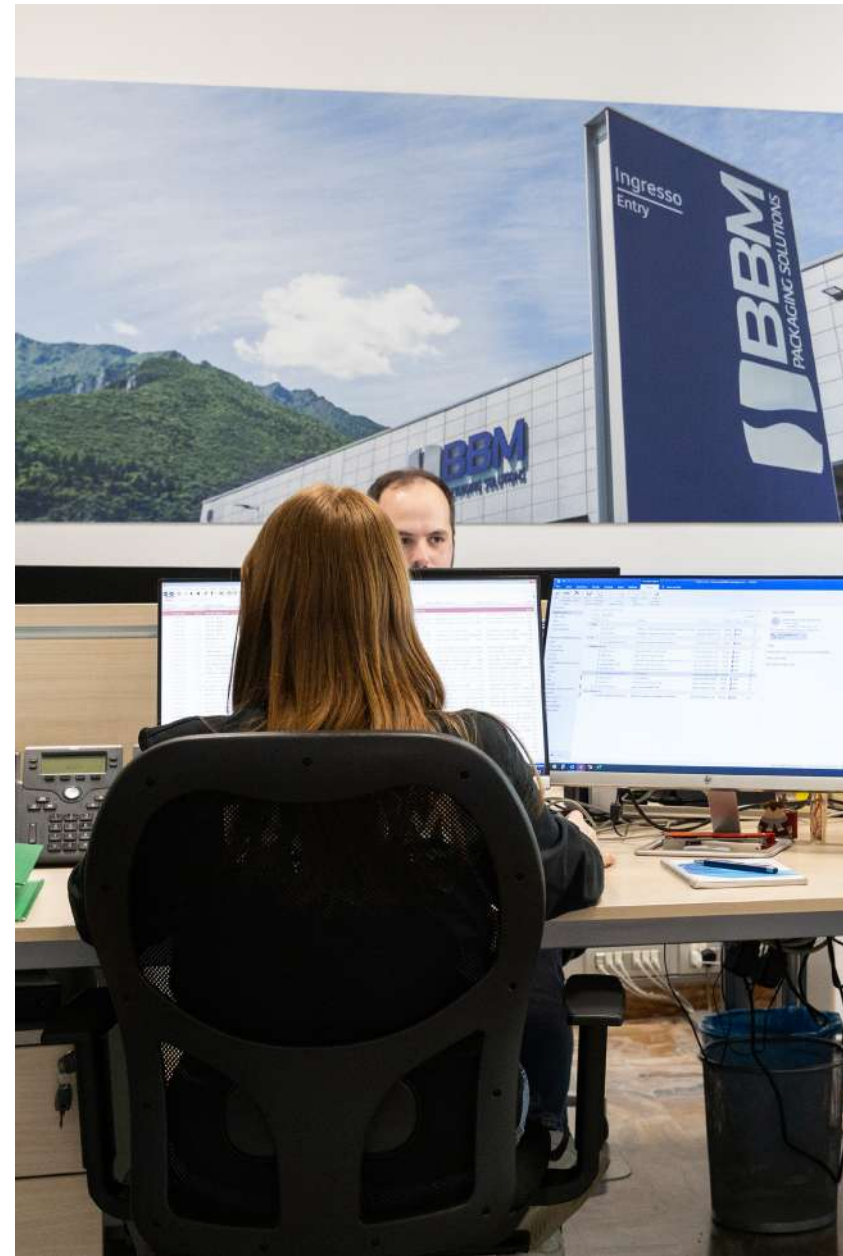
Bringing Our Digital Experience to the Trade Fair

In 2024, BBM began organizing its participation in its first industry trade fair — **Drinktec** — which will take place from September 15 to 19, 2025, in **Munich**. Drinktec is the most important international event for the beverage and packaging industry. On this occasion, BBM will not physically exhibit its products but will focus on the digital experience. Thanks to a range of innovative digital assets, visitors to Drinktec 2025 will be able to easily navigate the spare parts e-commerce platform, virtually visit our metrology lab and quality office, take a digital tour of our facilities, and have full access to our machine catalog—all comfortably from our booth. Using interactive kiosks, LED walls, and video content, BBM will offer a comprehensive and up-to-date overview of its technological solutions, highlighting the ease of use and efficiency of its digital tools.

Data Retention

BBM considers the protection of personal data a fundamental priority. To ensure secure and compliant management of information, the company has adopted a “**Corporate Code of Conduct – Privacy**,” which sets the guiding principles for data protection in accordance with the European Data Protection Directive (EU Regulation 679/2016) and national laws. Throughout 2023 and 2024, BBM did not receive any complaints related to privacy breaches or customer data loss. In 2024, BBM also completed a thorough review of privacy notices, processing records, and all related documentation, in collaboration with legal experts in the field. This update aims to guarantee adequate protection of personal data as well as ensure transparency and trust between the company and all its collaborators, both internal and external. Among the measures taken, the company formalized several actions, including revising notices regarding the use of

personal data of suppliers and customers. Additionally, internal processes for managing, storing, and **protecting sensitive information** were strengthened, and training courses were organized to raise employee awareness about the importance of privacy. A periodic monitoring system was introduced to assess the effectiveness of protection measures and promptly identify possible areas for improvement.





7. ENVIRONMENTAL RESPONSABILITY

In 2024, BBM made significant progress in reducing its environmental impact through a series of interventions and improvements that reflect its ongoing commitment to sustainability. Notably, **substantial results were achieved in terms of energy efficiency**, emissions reduction, and waste management, as evidenced by the reported data.

7.1 Energy efficiency

BBM has strengthened its commitment to renewable energy and energy efficiency, with particular focus on self-production of electricity. **In 2024, the amount of self-produced electricity saw an extraordinary increase of 1147% compared to 2023, rising from just 15 GJ to 187 GJ.**

This remarkable growth is the result of the installation of a high-efficiency photovoltaic system at the Lenna production site, completed in 2023 and fully operational in 2024. This system, made up of high-efficiency Sunpower Performance 6 COM BF photovoltaic panels rated at 500 Wp each, has enabled BBM to produce enough energy **to cover a large portion of the site’s energy needs**. The system is mounted on an ecological “BlackSun” fiber cement fixing structure, which ensures optimal durability without penetrating the existing roof membrane.

During 2024, BBM self-produced 187 GJ of electricity and sold 46 GJ back to the grid, marking an 820% increase compared to the previous year. This demonstrates the effectiveness of the investment in photovoltaic technology, which also allowed a 3.90% reduction in electricity purchased from the national grid. Additionally, the share of renewable energy consumed reached 4.30%, a significant increase from 0.34% in 2023.

Tabella 6 – Energy Consumption

Energy Consumption (GJ)		
	2023	2024
Total fuel consumption		
Natural gas	601	568
Diesel <small>For company vehicles, owned or leased long-term</small>	2632	2462
Total	3233	3030
Total electricity consumption		
Self-produced electricity	15	187
Sold electricity	5	46
Purchased electricity	1179	1133
Total	1194	1320
Total energy consumption	4427	4350
of which, re-nearable energy	15	187
% renewable energy	0,34%	4,30%

The commitment to renewable energy is also supported by other initiatives implemented in previous years, such as replacing traditional lighting with low-energy LED lamps and installing motion sensors in the San Pellegrino and Lenna facilities. These sensors automatically switch off lights when no personnel are present, further reducing electricity consumption.

Moreover, BBM has installed a **radiant underfloor heating system** in the new industrial building in Lenna, powered by a state-of-the-art boiler that uses not only natural gas but also biomethane and hydrogen, preparing the company for the energy transition and reducing carbon emissions associated with heating.

7.2 Emission reduction

BBM has continued to focus on reducing greenhouse gas emissions. **In 2024, direct emissions from combustion (Scope 1) decreased by 6.46% compared to 2023, thanks to a reduction in diesel consumption for company vehicles**, which dropped from 2,632 GJ to 2,462 GJ. Natural gas consumption was reduced by 5.5%, falling from 601 GJ to 568 GJ.

Total Scope 1 emissions, which include both direct emissions from combustion and emissions from refrigerant gas leaks (which were zero), decreased from 218 tCO2eq in 2023 to 204 tCO2eq in 2024. Overall emissions from

Scope 1 and Scope 2 also declined on both a location-based basis, dropping from 319 tCO2eq to 301 tCO2eq, and on a market-based basis, decreasing from 368 tCO2eq to 362 tCO2eq.

Scope 1 and Scope 2 refer to a company’s greenhouse gas (GHG) emissions and are used to measure and classify their origin within the context of environmental reporting.

- Scope 1: Direct emissions from the company (e.g., fuel combustion).
- Scope 2: Indirect emissions from purchased energy (electricity, heating).
- Market-based: Scope 2 emissions calculated based on the choice of energy supplier (e.g., renewable energy).
- Location-based: Scope 2 emissions calculated based on the average emissions of the local grid.

This result was also made possible thanks to the **increased share of renewable energy**, which helped reduce the overall impact of emissions related to the energy used by the facilities.

Other sustainable investments

The company vehicle fleet has also been updated, with the introduction of a speed limit on vehicles to reduce fuel consumption and CO2 emissions. This measure has also had a positive impact on employee safety and the service life of company vehicles. The fleet was expanded to 45 units, with particular attention paid to using increasingly efficient and less environmentally impactful vehicles.

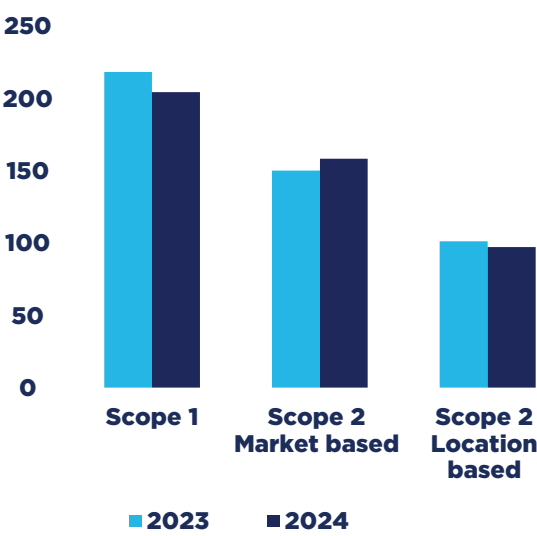


Figure 6 – Scope



BBM PROPOSAL

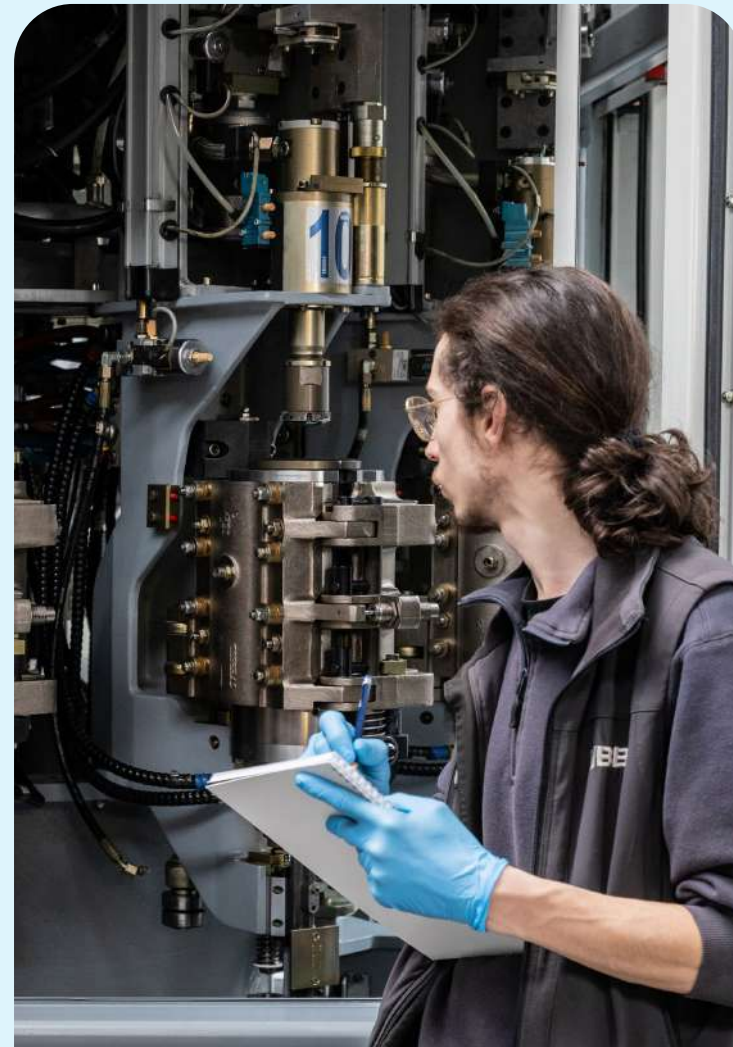
TO CONTAIN CUSTOMERS' CONSUMPTION

In a context of sharp increases in electricity and gas prices, BBM has proposed solutions **to help client companies reduce energy consumption** and operating costs. These include:

- **Air recovery:** Thanks to an integrated and wireless system, it is possible to manage air recovery without replacing the blower manifold. The system automatically adjusts the machine's operation based on the format and speed, with diagnostics and sensor check-ups manageable directly from the control panel. This upgrade is compatible with machines from leading manufacturers, ensuring a customized return on investment.
- **Pressure reduction:** BBM optimizes the pressure needed to blow bottles while maintaining the bottle's size and quality unchanged. By reducing the pressure by even just 1 bar, energy consumption can be decreased by 5%. This intervention allows the system to operate more efficiently, avoiding waste.
- **Ceramic panels:** The new "Ceramic Panels for Oven" improve the heating of preforms through reflective ceramic walls, reducing lamp power and electrical consumption by up to 35%. These self-cleaning panels, applicable to various blow molding machines, guarantee a return on investment within six months. Additionally, they improve bottle quality by preventing neck deformation thanks to reduced mandrel temperature. Installed in companies producing milk and water, they have already

demonstrated energy savings of 48% and 35%, respectively.

BBM also offers an online tool to calculate energy savings and payback time, allowing users to accurately estimate the effectiveness of the interventions.



7.3 Sustainable Water Resource Management

This is a relevant topic, as the company is not involved in direct production activities but focuses on maintenance operations, refurbishment of used equipment, and routine office tasks. Consequently, water consumption within the company is extremely limited. Furthermore, BBM operates in areas with low water stress, according to data from the World Resources Institute's Aqueduct.

However, BBM has implemented innovative technologies to further reduce water use in its internal operations. Among these is the adoption of **technologies that optimize equipment washing**, thus reducing the amount of water used in maintenance processes.

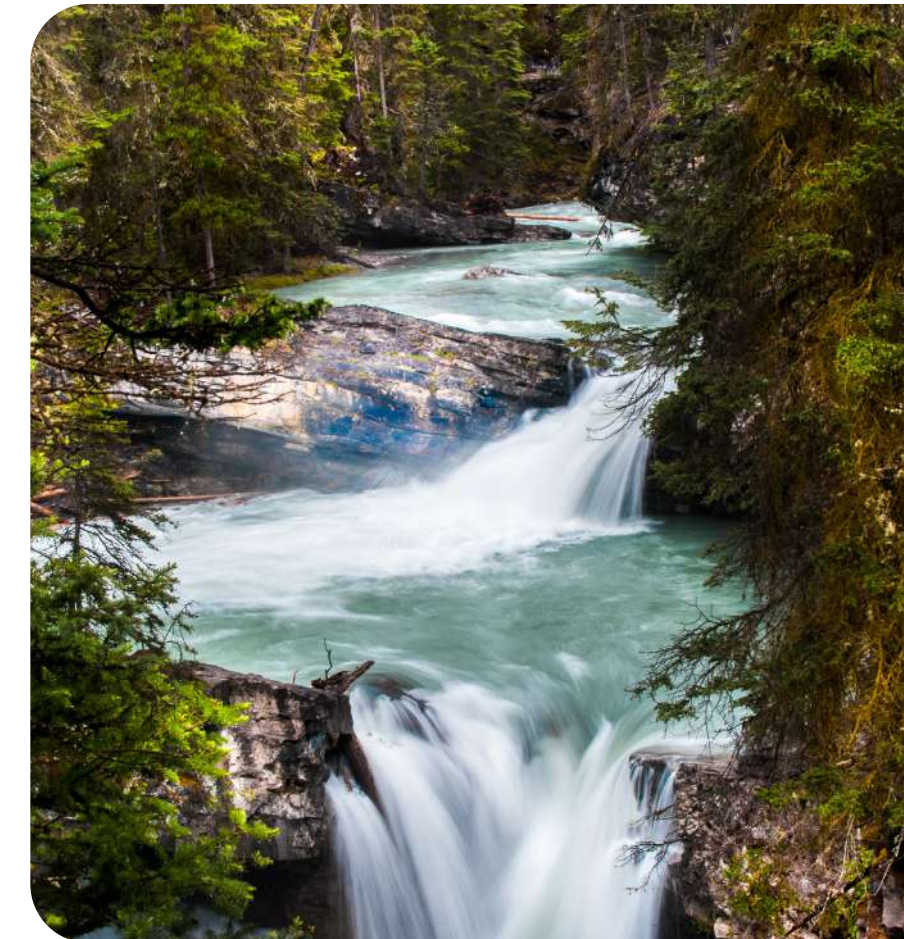
Dry ice cleaning allows equipment to be cleaned without disassembly while also reducing the use of chemicals such as solvents. Additionally, it avoids the disposal of contaminated water, helping maintain a healthy work environment and reducing environmental impact. In line with consumption optimization, BBM has adopted **ultrasonic washers** which, compared to traditional cleaning systems, being closed-loop, reduce water and detergent consumption while maintaining high standards of cleanliness and hygiene. This technology is used for cleaning metal parts, ensuring effective resource management.

Sustainable water resource management is even more important for our main clients, who operate in the bottling sector for water and beverages. For these companies, water use efficiency is crucial, and BBM recognizes its role in supporting them to reduce consumption and optimize filling and packaging processes.

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

Climate Change and Environmental Risk Management

In addition to the direct management of water consumption, BBM is aware of **hydrogeological risks**, especially in light of increasingly frequent extreme weather events. In response, the company has taken out a dedicated insurance policy to protect its buildings from catastrophic events such as earthquakes, floods, and landslides. This policy supplements existing coverage for floods and earthquakes, ensuring adequate protection for 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.





7.4 Circularity and Waste Management

In 2024, BBM has maintained rigorous control over the waste produced as part of its commitment to environmental sustainability and compliance with current regulations. Periodic waste monitoring has been carried out annually and has included the preparation of the **MUD** (Single Environmental Declaration Model). The company has pursued its waste management policies in accordance with EWC (European Waste Catalogue) codes and has continued its commitment to minimizing waste generation, with a particular focus on the circular economy and resource recovery.

Comparison between 2023 and 2024

During 2024, BBM recorded a significant reduction in the total amount of waste generated compared to 2023. This decrease is mainly linked to the conclusion of extraordinary plant dismantling operations at customers' sites, which in 2023 had produced an exceptionally high quantity of waste. However, BBM confirmed its ability to fully recover the waste generated, improving its environmental performance.

In 2023, the organization generated **212.7 tons** of total waste, much of which was related to major plant dismantling and refurbishment operations—activities that constitute a significant part of BBM's operations. A significant portion of this waste was directed towards **recovery**, mainly through regeneration and revamping processes of plants. In 2024, waste production was reduced to **128.5 tons**, all classified as non-hazardous waste and entirely recovered.

Policies and actions implemented in 2024

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

- **Waste reduction:** minimizing waste production by optimizing production processes, both at BBM's production sites and at customer locations.
- **Technological innovation:** evaluation and implementation of innovative technologies to reduce environmental impact, such as the use of dry ice, which helped minimize the use of harmful substances and consequently reduce waste generation.
- **Circular Economy:** BBM continued activities for regenerating used plants, restoring them to "like new" condition and reducing the amount of materials sent to landfill or requiring new raw materials. Additionally, where possible, the company recovered reusable components, thereby reducing overall waste.
- **Signage renewal:** BBM installed specific signage to facilitate proper identification of procedures to follow for correct waste disposal.

A significant aspect is that **in 2024 BBM did not generate any hazardous waste**, demonstrating increased attention to environmental safety. The company also strengthened employee awareness on virtuous practices, such as the progressive goal of becoming a paperless organization.

Table 7 - Waste disposal

Waste composition Produced (tons)						
	2023			2024		
(t)	Generated	Recovered	Disposed	Generated	Recovered	Disposed
Hazardous waste	0,57	-	0,57	-	-	-
Non-Hazardous waste	212,4	212,4	-	128,5	128,5	-
Total	212,97	212,4	0,57	128,5	128,5	-

2024 represents a year of significant improvements in waste management for BBM. Thanks to the adoption of innovative technologies and a commitment to promoting a circular economy, the company succeeded in reducing overall waste production and ensuring that 100% of it was recovered. These results demonstrate BBM's dedication to minimizing its environmental impact and pursuing long-term



CIRCULAR ECONOMY THE RECOVERY OF A KRONES BLOW MOLDER AND THE CONVERSION FROM WATER TO OIL

The conversion of the KRONES Contiform 316 blow molder from a water bottling line to an oil bottling line, carried out by BBM on behalf of the Moroccan company **Les Huileries du Souss Belhassan (HSB)**. This operation demonstrates how **used machinery can be recovered, refurbished, and adapted to meet new production needs**, helping to reduce environmental impact and optimize costs, while promoting sustainability and innovation in the agri-food sector.

In 2019, BBM acquired the KRONES blow molder, a used machine from the Austrian company Waldquelle, as part of a "reconditioning" project aimed at renewing and reusing used equipment, thus reducing the need for new resources and contributing to sustainability through the reuse of existing technologies. The machine was fully overhauled using BBM-compatible spare parts and modified to meet the specific requirements of HSB.

The main modifications included changing the bottle thread type (from Alaska to PCO 29/21) to fit the new oil bottle formats of 500 ml and 1000 ml. Additionally, the machine's performance was upgraded to ensure

high reliability and efficiency.

BBM managed the entire transport and installation process, minimizing downtime and ensuring the machine was ready for use in a short time. Comprehensive after-sales support, including technical assistance and maintenance, guarantees that the machine maintains high operational standards in the long term.

In this context, the recovery and conversion of a used machine not only allowed HSB to acquire high-quality equipment at a lower cost but also supported the company's commitment to sustainability and technological innovation. This example shows how machinery conversion can support the evolution of the agri-food sector, combining economical solutions with sustainable practices.

8. GRI CONTENT INDEX

Below is the summary table of the GRI indicators reported within this Sustainability Report.

GRI 2: GENERAL INFORMATION (2021)			
GRI Indicator		Page	Note
Declaration of use	BBM Service has submitted a report with reference to the GRI Standards for the period from 1 January 2024 to 31 December 2024		
GRI	GRI 1 - Core Principles - 2022 version		
Relevant GRI industry standards	Not applicable		
The organization and its reporting practices			
GRI 2-1	Organizational details	2	
GRI 2-2	Entities included in the organization’s sustainability reporting	2-4	
GRI 2-3	Reporting period, frequency and point of contact	2-5	
GRI 2-4	Review of information	5	
GRI 2-5	External assurance	5	
Activities and workers			
GRI 2-6	Activities, value chain and other business relationships	40-43	
GRI 2-7	Employees	46	

GRI 2-8	Non-employee workers	46	
Governance			
GRI 2-9	Structure and composition of governance	38	
GRI 2-11	President of the highest governing body	38	
GRI 2-15	Conflicts of interest	40	
Strategy, policies and practices			
GRI 2-22	Declaration on the Sustainable Development Strategy	22-31	
GRI 2-23	Policy commitment	39-44	
GRI 2-24	Integration of policy commitments	39-44	
GRI 2-26	Mechanisms for requesting clarification and raising concerns	54	
GRI 2-27	Compliance with laws and regulations	39-44	
Stakeholder Engagement			
GRI 2-29	Approach to stakeholder engagement	32-26	
GRI 2-30	Collective agreements	46	
SPECIFIC STANDARD DISCLOSURE			
GRI Indicator		Page	Note
GRI 3 - Material topics - 2021 version			
GRI 3-1	Process of determining material themes	32-33	
GRI 3-2	List of material topics	34-35	
Material topic: Governance, business ethics and business continuity			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	38-45	
GRI 205: Anti-corruption (2016)			
GRI 205-3	Corruption incidents confirmed and actions taken	54	
Material topic: Waste management and circular economy			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	34, 72-73	
GRI 306: Waste (2020)			

GRI 306-3	Waste generated	72	
GRI 306-4	Waste not sent to landfill	72	
GRI 306-5	Waste sent to landfill	72	
Material topic: Protection of water resources			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	34, 71	
Material topic: Responsible management of energy consumption and emissions			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	34, 68-69	
GRI 302: Energy (2016)			
GRI 302-1	Energy consumed within the organization	68	
Material topic: Climate change and environmental risk management			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	34, 72	
Material topic: People attraction, management and development			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	34, 46-49	
GRI 401: Employment (2016)			
GRI 401-1	New Hires and Turnover	47	
GRI 404: Training and education (2016)			
GRI 404-1	Average hours of training per employee per year	47	
Material topic: Health and safety at work			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	34, 56-59	
GRI 403: Occupational Health and Safety (2018)			
GRI 403-9	Accidents at work	57	
GRI 403-10	Occupational diseases	57	
Material topic: Fair and inclusive work environment and respect for human rights			

GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	34-35, 49-56	
GRI 405: Diversity and Equal Opportunity (2016)			
GRI 405-1	Diversity in governance bodies and among employees	49	
Material topic: Employee engagement and satisfaction			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	34-35, 47	
Material topic: Safety and quality of products and services			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	60-63	
Material topic: Innovation and digitalization			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	35, 64-67	
Material topic: Cybersecurity and information security			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	35, 66	
GRI 418: Customer Privacy (2016)			
GRI 418-2	Substantiated complaints regarding breaches of customer privacy and loss of customer data	66	
Material topic: Supply chain management			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	34, 40-43	
GRI 204: Procurement Practices (2016)			
GRI 204-1	Proportion of expenditure made to local suppliers	40	
Material theme: Promoting the culture of sustainability			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	35; 22-23	

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