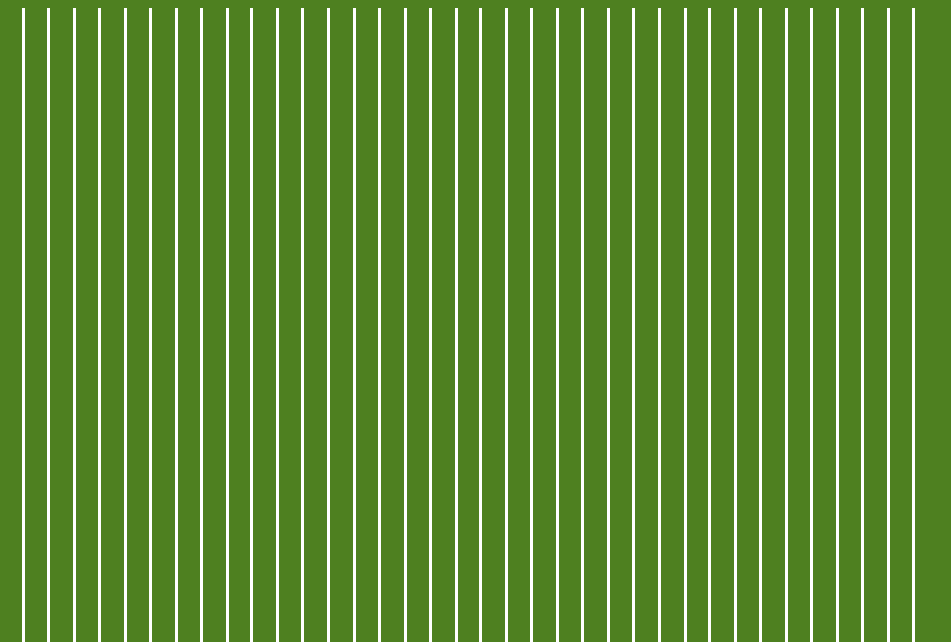


CONSOLIDATED SUSTAINABILITY REPORT

2025





Recharging people, Recharging Earth

Contents

General
information

Governance
and Stakeholder
Engagement

Planet

Product

People

GENERAL INFORMATION



About the report

Parent company

Coffee Address Holding SIA
(Registration number 40203047754)

Companies in the Group

- Coffee Address UAB (Registration number 111435033) acquired on 14 March 2017, Parko 39, Avižieniai, Vilnius r., Lithuania, LT-14198
- Coffee Address OU (Registration number 10260239) acquired on 14 March 2017, Osmussaare tee 5/ Taevakivi 1, Tallinn, Estonia, 13811
- Coffee Address SIA (Registration number 40003174017) acquired on 14 March 2017, Mūkusalas street 42, Riga, Latvia, LV-1004,
- Payment Systems SIA (Registration number 40203144617) established on 21 May 2018, Kauguru street 6, LV-1046, Riga, Latvia, LV-1046
- Eur Comtur SRL (75%) (Registration number J40/16595/1991) acquired on 29 April 2025, Str. Cluceru Sandu, No. 2, Sector 2, Bucharest, Romania

Scope of sustainability report

Consolidated sustainability report that covers Coffee Address Holding and all its subsidiaries (hereinafter also “Coffee Address Group”).
The scope of this sustainability report is the same as for the financial statements.

Period

This report covers the period from January 1 to December 31, 2025.
Eur Comtur SRL in Romania was acquired at the end of April 2025; therefore, data for this entity is included only from the date of acquisition and do not cover a full reporting year.

Date of publication of previous sustainability report

April 29, 2024

Regulatory requirements

This Sustainability Report has been prepared on a voluntary basis. The company is not subject to mandatory sustainability reporting requirements under the Corporate Sustainability Reporting Directive (EU) 2022/2464 (CSRD) for the reporting period.

Reporting Guidelines

This Sustainability Report has been prepared using the EFRAG Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME) as a reference and guiding framework, providing a proportionate and practical structure for sustainability reporting.
The report reflects principles-based application of the VSME framework and does not aim to fully apply all disclosure requirements.

Limitations

This sustainability report includes certain limitations related to data availability and scope, reflecting the Group’s current reporting maturity and the voluntary nature of the disclosures.

Report includes limited information on the following requirements:

- electricity consumption for coffee and snack vending machines estimated based on technical specifications and consumption information provided by the manufacturers
- heat energy consumption is not directly available for certain premises therefore estimated based on applicable heat energy tariffs and utility billing information.

Additionally, this sustainability report does not cover data for Payment Systems SIA, due to the company’s unique operational structure, where it employs only one individual, making the collection and reporting of sustainability data not applicable for this entity.

Eur Comtur SRL (Romania) was acquired by the Group at the end of April 2025. Sustainability data for this subsidiary are therefore included only from the date of acquisition and relate to a partial reporting period. The scope of reported data is limited to information available during the reporting period, without reflecting a full-year dataset.



Recharging people, Recharging Earth



In 2025, we continued to build our business with a clear understanding that long-term success goes hand in hand with responsibility. Sustainability is no longer something we approach as a separate initiative - it has become a natural part of how we operate and make decisions every day.

This year also brought changes in the regulatory environment. Based on earlier expectations, Coffee Address was preparing to fall within the mandatory scope of the Corporate Sustainability Reporting Directive (CSRD). However, following the Omnibus I Simplification Package, the scope has been narrowed, and we are no longer required to report under CSRD. Despite this, we have chosen to continue Sustainability reporting on a voluntary basis. We believe this helps us stay transparent, maintain focus, and continue developing in a structured and responsible way.

The most significant new initiative in 2025 was the launch of our organic product line. This is a step we are proud of, as it reflects both our values and the expectations of our customers, while supporting our broader approach to more sustainable sourcing.

2025 was an important year for the Group's development as well. At the end of April, we acquired a company in Romania, expanding our presence into a new market. As sustainability practices were not yet part of their daily operations, our main focus this year has been on integration and building a solid foundation. Naturally, this has had an impact on our overall Group results.

Our Baltic operations have continued to move forward steadily, maintaining the progress and practices we have established over the past years. At the Group level, however, the addition of Romania - still at an early stage of its sustainability journey - has influenced our consolidated performance. We believe it is important to present this openly and with the right context.

Sustainability is a continuous process, and not always a linear one. What matters most is that we keep moving forward, learning, and improving along the way. We remain committed to strengthening our approach and ensuring that sustainability continues to support our long-term development.

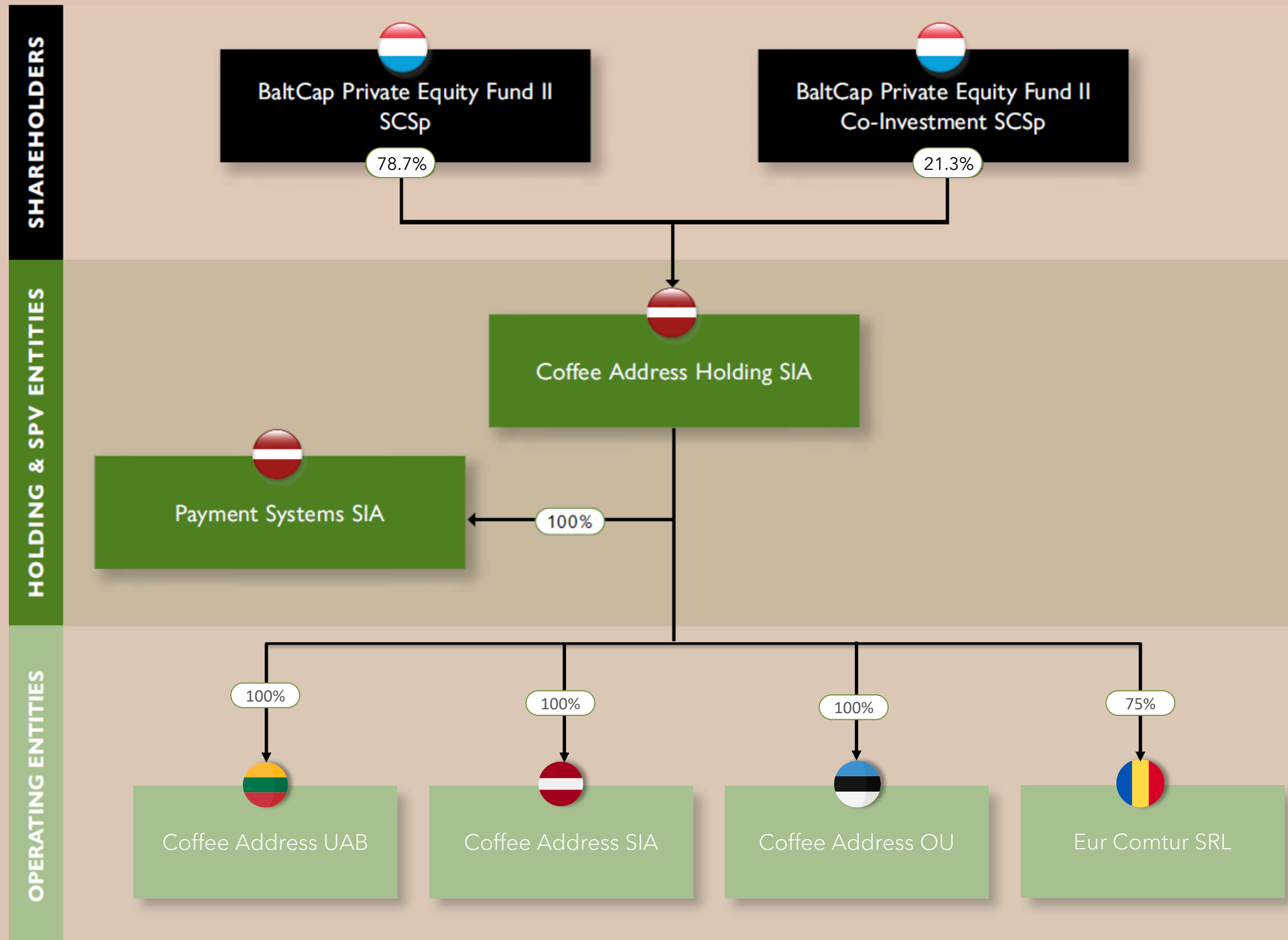
Viktorija Meikšāne
CEO, Coffee Address Holding

About Coffee Address

Coffee Address Group is the leading provider of premium self service coffee and convenience food solutions across the Baltic region. Building on this strong market position, the Group has recently taken its first strategic steps beyond the Baltics, marking an important milestone in its geographic expansion.

The Group consists of the parent company, Coffee Address Holding SIA, and five operating subsidiaries: Coffee Address UAB in Lithuania, Coffee Address OÜ in Estonia, Coffee Address SIA and Payment Systems SIA in Latvia, and most recently Eur Comtur S.R.L. in Romania, which was acquired at the end of April 2025.

The Group's origins date back to 1993, when three independent companies were established in Lithuania, Latvia, and Estonia. In February 2017, these businesses were acquired and consolidated under a single holding structure by BaltCap Private Equity Fund, creating the foundation for the Group's current integrated platform and accelerated growth strategy.



Business activities and value chain

COFFEE ADDRESS GROUP OPERATES IN THE THREE MAIN BUSINESS SEGMENTS:

Vending segment

Both indoor and outdoor vending segment, constitutes the largest portion of sales activities. Operating under the brand names of Lavazza, Illy and Coffee Address, machines are placed across a wide range of public and private venues, offering bean-to-cup coffee drinks and snacks.

Retail and convenience segment

Retail and convenience segment is focused on providing complete private label coffee solutions (high-capacity bean-to-cup fresh milk automatic machines, service, ingredients and product management support) to the leading retail and convenience chains in Baltics.

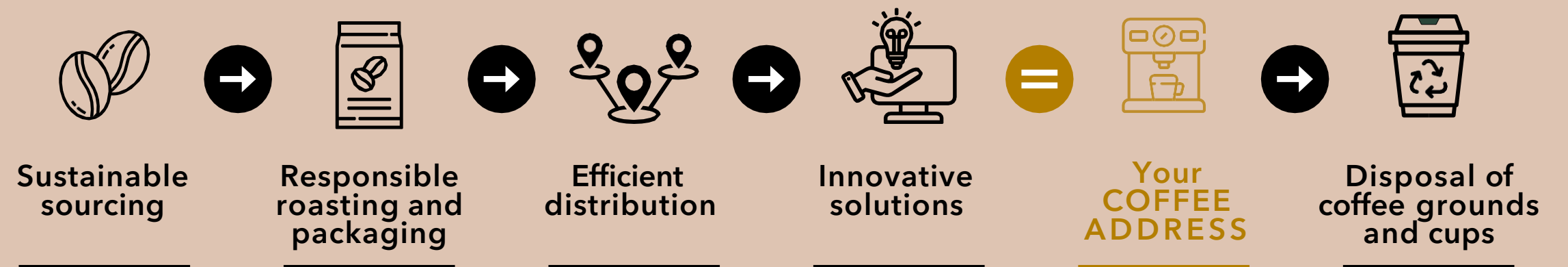
Office Solutions segment

Office Solutions segment caters to the needs of large offices, delivering tailored coffee solutions that enhance the workplace environment.



Coffee Address Group employs 420 employees in four countries with offices in Vilnius, Kaunas, Šiauliai, Panevėžys, Klaipėda, Riga, Tallinn, Bucharest and Cluj. There are more than 16000 indoor, outdoor coffee and snack machines in the market, and over 300000 cups of coffee are served every day.

The value chain encompasses the entire lifecycle of the products and services offered. Key stages of this value chain include:



Together, these stages illustrate a comprehensive approach, ensuring operational excellence and integrity from the procurement of resources to the responsible management of end-of-life materials.

Economic performance in 2025

Revenue	51 562 432 EUR
Net profit	189 465 EUR
Total investments	4 746 105 EUR

Mission, vision and values

The mission, vision, and values of Coffee Address Group form the cornerstone of its identity, reflecting a deep-seated commitment to excellence, innovation, and integrity.

MISSION:

To make an office and on-the-go cup of coffee that we'd like to drink ourselves.

VISION:

We are creating a CEE champion providing self-service premium coffee and convenience food solutions.

VALUES guide every aspect of our business. They are not separate paths but rather three interconnected areas that support the vision.



Communicate, Decide, and Achieve

- Focus to Win
- Success Driven
- Teamwork
- Respect
- Challenge
- Communication Without Borders
- Allow Act and Make Mistakes
- Persistency
- Fast Decisions



Treat Others as We Would Expect to Be Treated

- People-Centric
- Customer-Oriented
- Teamwork
- Taking Personal Responsibility
- Quality
- Reputation
- Transparency

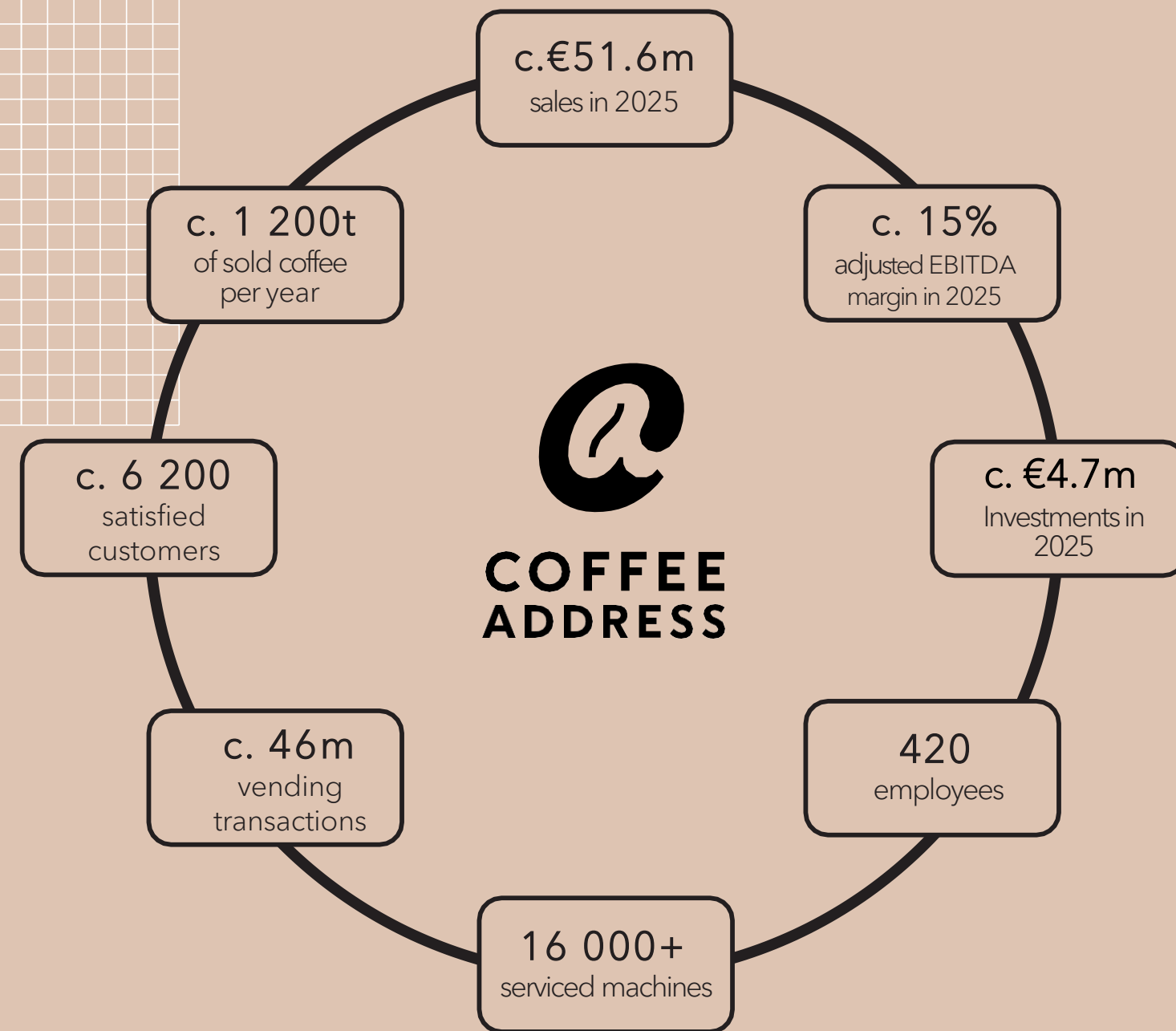


Improve for a Better Tomorrow

- Innovations
- Sustainability
- Tomorrow's Best is Better Than Today's Best
- Continuous Growth

Business model and strategy

KEY FIGURES



KEY SUCCESS FACTORS

- 01 | Strategic network of best locations
- 02 | Attractive solutions and concepts for customers
- 03 | Lean and digitalized internal processes
- 04 | One company in four countries
- 05 | Engaged and motivated employees

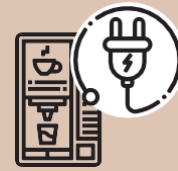
SUSTAINABILITY HIGHLIGHTS



5 280

(2024: 4 213)

CO2 emissions, tCO2e



1 418 kWh

(2024: 1 825 kWh)

Average electricity consumption per coffee vending machine



1 886 kWh

(2024: 2 089 kWh)

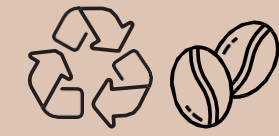
Average electricity consumption per snack vending machine



35%

(2024: 28%)

Recycling rate



32%

(2024: 38%)

Recycled coffee grounds from vending machines



37%

(2024: 41%)

Rainforest Alliance, Fairtrade, UTZ certified or Organic certified coffee



2.89%

(2024: 2.75%)

Vending drinks served in reusable cups



2

(2024: 2)

Work related injuries



22%

(2024: 27%)

Employee Turnover Rate



29 239 740

(2024: 25 247 508)

Steps walked during the Health Month

GOVERNANCE AND STAKEHOLDER ENGAGEMENT



Governance

In enhancing its focus on ethical behavior, diversity, and fair competition, Coffee Address Group is developing key governance policies. While adhering to the Good Corporate Governance, the group is refining its governance structure to support responsible and sustainable growth.

Targets:

Fully embed a comprehensive Code of Conduct across the organization by 2030.

Develop and fully integrate policies on Responsible Energy Consumption, Waste Management, and Circularity by 2030.



In the landscape of corporate governance, Coffee Address Group is dedicated to the principles of transparency, accountability, and ethical practice. Our operations are built upon a governance framework that is thoughtfully designed to guide and control the organization with responsibility at its core. This framework not only aligns with our internal standards but also adheres to the Corporate Governance Code outlined by the Ministry of Justice of the Republic of Latvia, ensuring our commitment to high standards of governance and ethical conduct.

The forthcoming section explores the detailed governance structure that informs the management practices at Coffee Address Group. Having thoroughly evaluated the Corporate Governance Code, this section will present an analysis of operations and their compliance with the Code.

	Principle #	Principle description	Existing CA Compliance	In the process of implementing
Strategy	1	Approved strategy regularly reviewed by the Supervisory Board	An approved strategy in place	Regular annual reviews
Inner culture and ethical behavior	2	Code of Conduct Diversity Policy	Code of Conduct approved Policy on Equal Opportunities and Anti-Harassment of Employees approved by Supervisory Board	Policy on Equal Opportunities and Anti-Harassment of Employees implementation in 2025
Internal control system, risk management and internal audit	3	Internal Control System overseen by Supervisory Board	Group Approval Procedure Monthly Reporting to the Supervisory Board Quarterly Supervisory Board meetings Whistleblowing policy approved by Supervisory Board	Whistleblowing policy implementation in 2025 AML/Sanction screening policy to be introduced in 2026
	4	Risk Management Process	Fraud Risk Assessment performed in 2024	Procurement process documentation and implementation of relevant controls
	5	Internal Audit	Inherent function of the Holding company	To be continued
External auditor	6	External Audit	Regular audits by BIG4 since 2017 Financial, Tax and Legal Factbooks prepared since 2021	To be continued
Appointment of Supervisory and Board members	7	Transparent procedure of electing Supervisory Board members	Clear procedure in Commercial Law and company's Articles of Association	-
	8	Competence of Supervisory Board members	Supervisory Board members have coffee and vending industry expertise, corporate governance and sustainability expertise, investment management and strategic development	-
	9	Independent Supervisory Board members	Ms. Baiba Rubesa Mr. Michael Wagner Ms. Renāte Strazdiņa	-





	Principle #	Principle description	Existing CA Compliance	In the process of implementing
Management Board and Supervisory Board remuneration determination principles	10	Management Board and Supervisory Board remuneration determination principles	Approved by the Shareholder meeting and Supervisory Board meeting, respectively Remuneration policy approved by Supervisory Board	Remuneration implementation in 2025
Decision - making and organization of work of Supervisory Board	11	Clear and understandable work organization of the Supervisory Board	Work is organized according to Article of Association and Group Approval Procedure Minimum 4 meetings per year Meetings run based on prepared agenda and materials	To be continued
	12	Informed and well-balanced decisions by the Supervisory Board	Decisions are made based on pre-read of the prepared materials based on the expertise of the Board members unanimously	To be continued
	12.1	Supervisory Board Committees prepare proposals	Not relevant given amount and complexity of decisions	-
Prevention of Conflict of Interest	13	Awareness of Conflict of Interests	Insider trading procedures and controls Non-compete clause in the management employment agreements Additional approvals for the potential conflict of interest in Group Approval Procedure Policy of interest of conflict approved by Supervisory Board	Policy of interest of conflict implementation in 2025
Shareholder meetings	14, 15, 16	Clear and understandable work organization of the Shareholder meeting	Work is organized according to Article of Association and Group Approval Procedure Minimum 1 meeting per year Meetings run based on prepared agenda and materials	-
Transparency of Company Operations	17	Information distributed to shareholders and other stakeholders	Monthly management reports available to the Supervisory Board and Management Team Quarterly reporting to the shareholders, Bank and bondholders Intranet site for employees	To be continued

Leadership and Executive Expertise

KEY MANAGEMENT TEAM



Viktorija Meikšāne
 CEO, Group
 Coffee Address Holding
 Joined Coffee Address in 2017



Anda Priedīte
 CFO, Group
 Coffee Address Holding
 Joined Coffee Address in 2018



Krīvs Lode
 CEO
 Coffee Address Baltics
 Joined Coffee Address in 2020



Aleksandr Samuchov
 CEO
 Eur Comtur SRL (Coffee Address Romania)
 Joined Coffee Address in 2018



SUPERVISORY BOARD



Baiba Rubesa
 Chairman of the
 supervisory board
 From 2019



Michael Wagner
 Member of the
 supervisory board
 From 2018



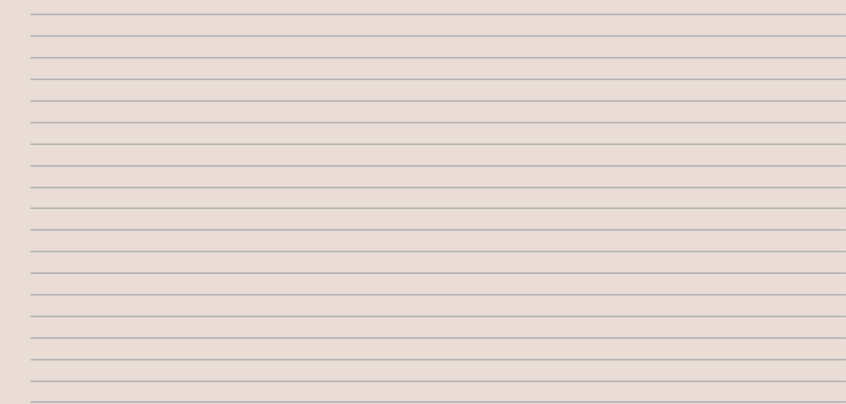
Dagnis Dreimanis
 Member of the
 supervisory board
 From 2017



Renāte Strazdiņa
 Adviser to the
 supervisory board
 From 2022



Sandijs Āboliņš-Ābols
 Member of the
 supervisory board
 From 2017



Stakeholder Engagement

A comprehensive materiality assessment was conducted in 2022 to pinpoint sustainability topics crucial to operations and stakeholder interests, steering efforts towards responsible business practices. This evaluation played a pivotal role in gauging both the immediate and potential influences of operational activities on communities and the environment, while also recognizing positive contributions.



THE MATERIALITY ASSESSMENT UNFOLDED IN FOUR STRUCTURED STEPS:

STEP 1

The first step involved an initial analysis and competitor review, focusing on industry trends and Environmental, Social, and Governance (ESG) practices among peers. This review concentrated on reporting practices, content, and how these aligned with Sustainable Development Goals (SDGs), aiding in the identification of sustainability topics pertinent to the business model and value chain. A comprehensive list of key stakeholders was compiled, and the relevance of identified topics was confirmed through interviews with more than ten internal stakeholders, each queried on 11 specific questions to unearth additional sustainability concerns.

KEY INTERNAL AND EXTERNAL STAKEHOLDERS

	Ways of communication	Current issues / topics that are being communicated
Management board	Interviews Survey	Potential material ESG topics Overall view on ESG
Employees	Interviews Survey	Potential material ESG topics Overall view on ESG
Investor	Interviews Survey	Potential material ESG topics Overall view on ESG
Public organisation on consumer topics	Survey	Material ESG topics Additional comments or suggestions on other relevant topics
Financial sector (Bank)	Survey	Material ESG topics Additional comments or suggestions on other relevant topics
Clients	Survey	Material ESG topics Additional comments or suggestions on other relevant topics
Suppliers	Survey	Material ESG topics Additional comments or suggestions on other relevant topics

STEP 2

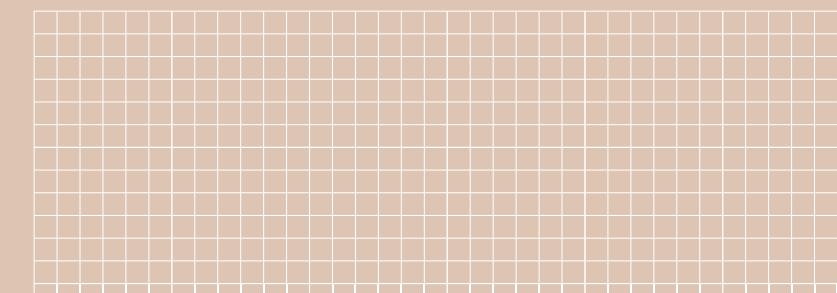
In the second step, Stakeholder Calibration, the list of sustainability topics underwent refinement using insights gained from the initial interviews. An online survey was then crafted to collect perspectives from both internal and external stakeholders. The objective of this survey was to assess the importance of each sustainability topic from both present and future viewpoints, with a focus on identifying those with the greatest impact on operations and overall sustainability goals.

STEP 3

The development of the materiality matrix followed, leveraging the feedback obtained to construct a framework that mirrors the expectations of stakeholders alongside internal evaluations. This matrix ensures congruence with Sustainable Development Goals (SDGs) and the European Sustainability Reporting Standards (ESRS), providing a comprehensive overview of priority sustainability areas.

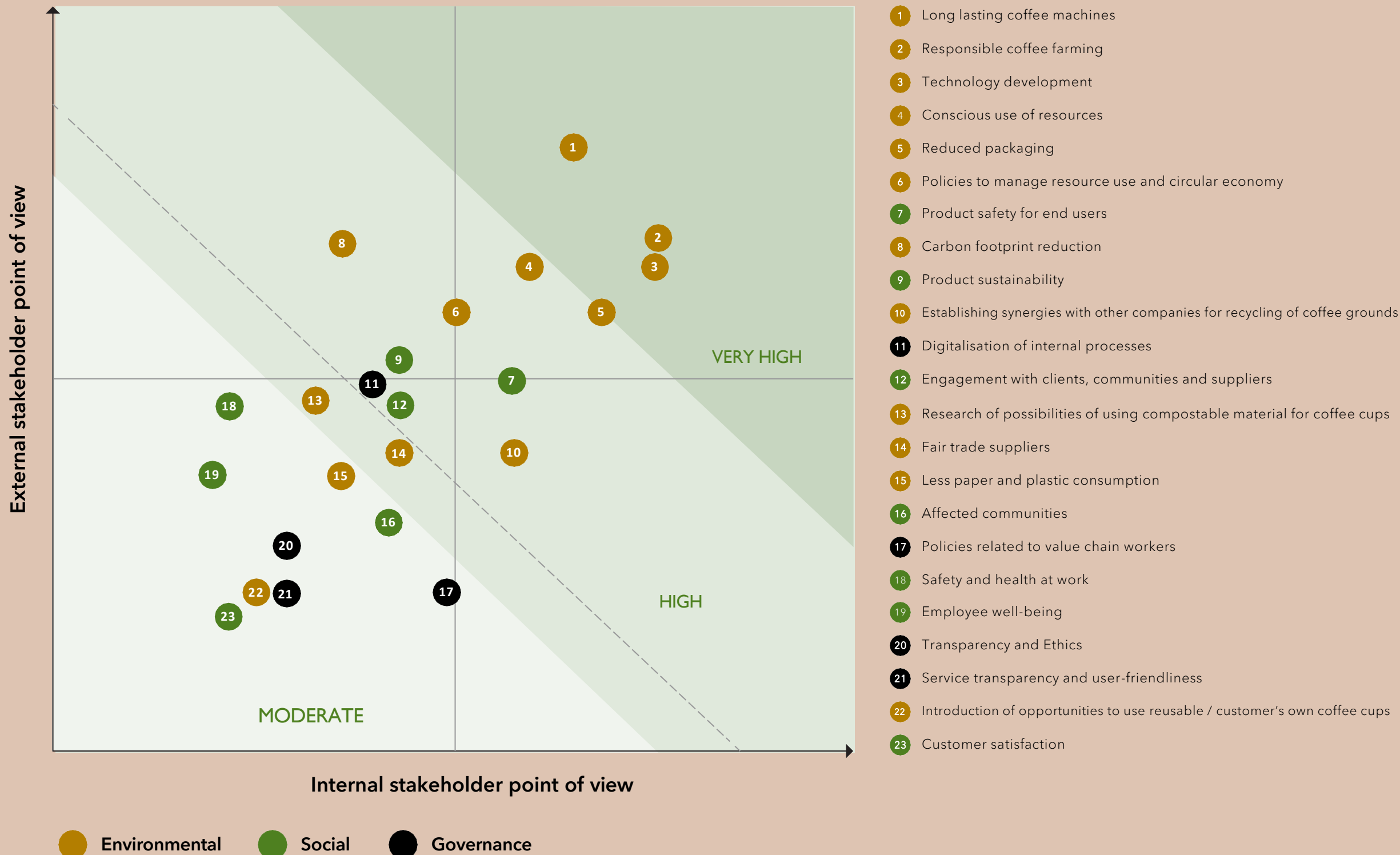
STEP 4

Insights garnered from the materiality assessment informed the ongoing development of sustainability initiatives and reporting frameworks, spotlighting critical areas for future sustainability focus.



Key areas of sustainability

Engagement with stakeholders facilitated the identification and consolidation of crucial sustainability domains. Through meticulous analysis of the information collected, a materiality matrix was formulated, underscoring the sustainability aspects of paramount importance.



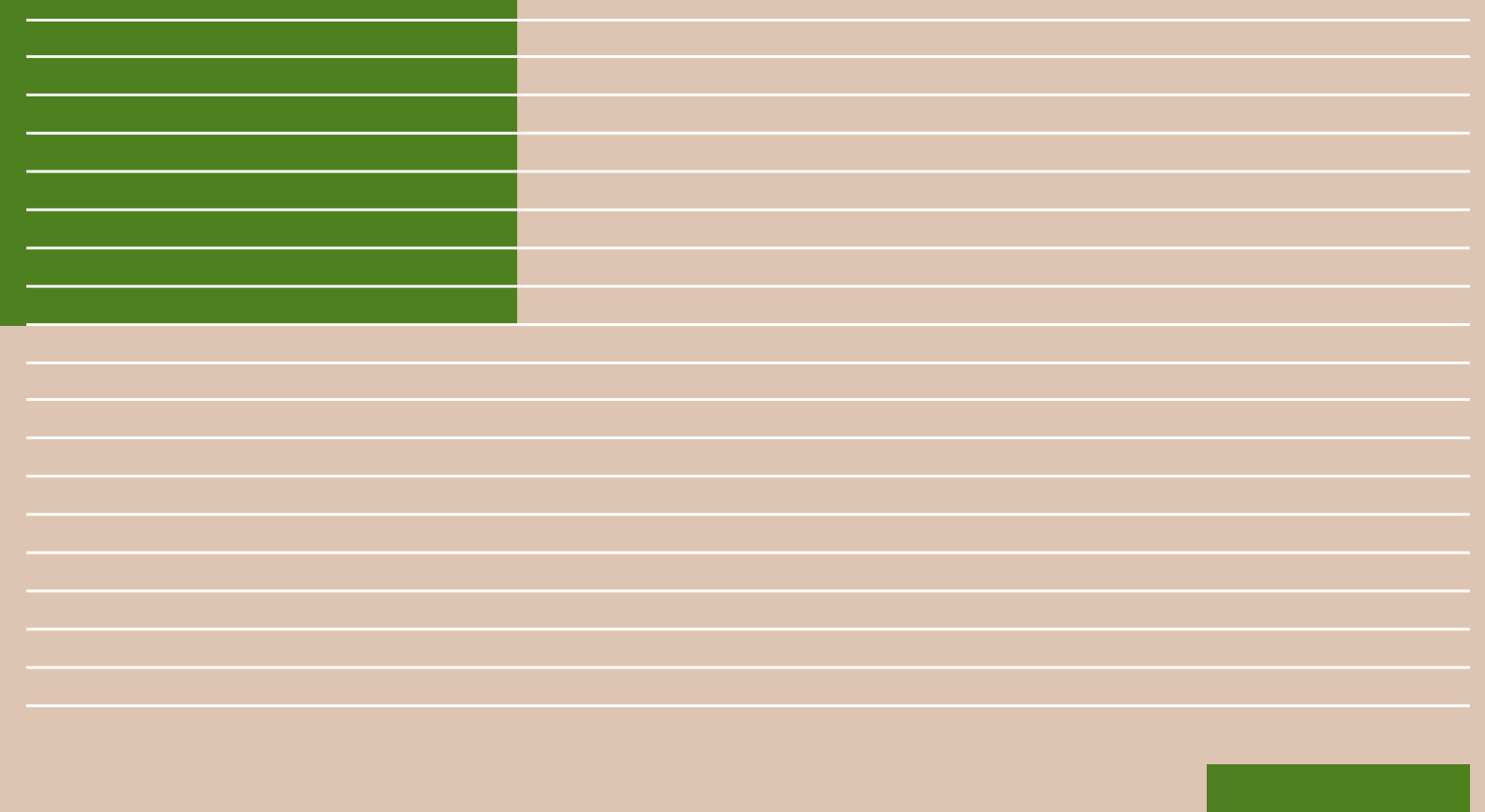
In total, 23 key areas of sustainability were identified. Through a comprehensive analysis, it was determined that the most relevant sustainability topics primarily revolve around the environment. The key sustainability subjects encompass resource utilization, adopting a circular approach to operations, addressing social aspects of product sustainability and safety, as well as calculating and implementing measures to reduce carbon footprint.

The materiality assessment was conducted in the middle of 2022, at a time when some companies had not yet obtained knowledge and understanding of sustainability and its role in company and business. Therefore, not all identified aspects of sustainability are currently integrated into initiatives, projects and sustainability report. In late 2022, a sustainability workshop was held for the Baltic team, introducing the management to key sustainability themes. Participants were grouped into three, each focusing on generating ideas within specific sustainability domains: Planet, Product, and People.

In light of the insights from the materiality matrix and the outcomes of the sustainability workshop, since 2022 attention has been focused on six key sustainability aspects:

- Conscious use of resources,
- Carbon footprint reduction,
- Engagement with clients, communities and suppliers,
- Safety and health at work,
- Employee well-being and
- Transparency & Ethics.

PLANET



Efforts are concentrated on minimizing environmental footprints through waste management, energy-saving measures, and the adoption of circular economy principles. Initiatives include transitioning to sustainable materials, enhancing recycling programs, and exploring energy-efficient solutions across operations.

Targets:

Complete transition to plastic-free cups across all services by 2030.

Implement 100% recycling of coffee grounds from vending machines by 2030.

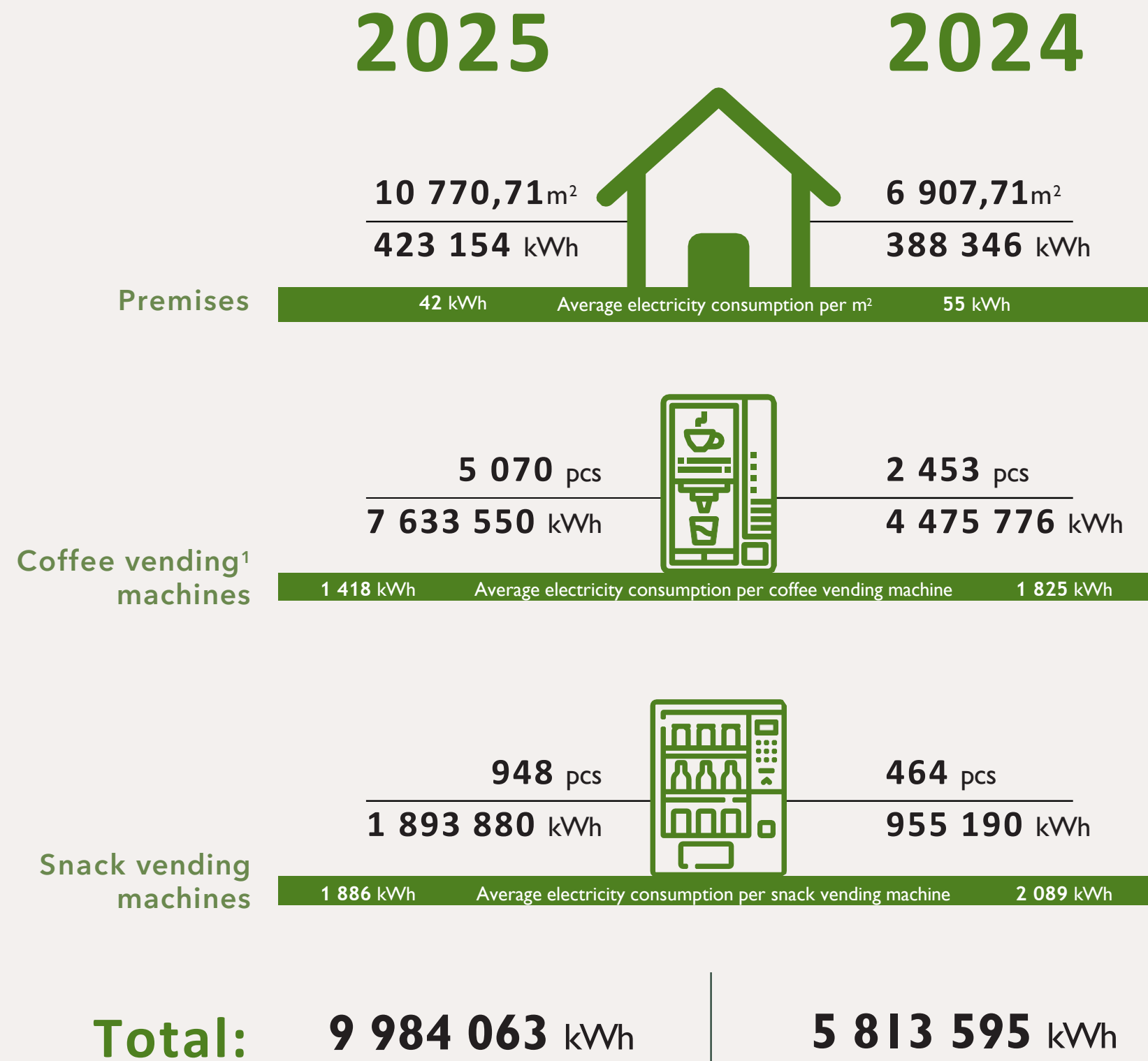
Achieve over 90% waste diversion from landfills through enhanced recycling efforts by 2030.



Energy consumption

ELECTRICITY CONSUMPTION

Electricity stands out as a critical resource, encompassing consumption across all premises, including offices, facilities, and both indoor and outdoor snack and coffee vending machines.



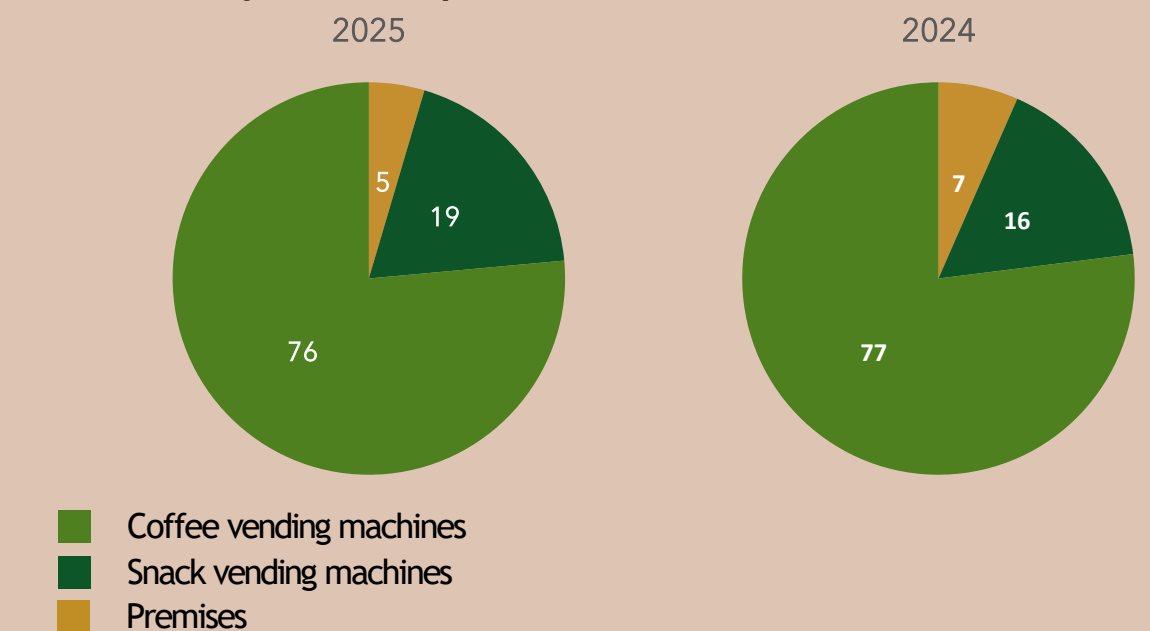
¹The number of coffee vending machines and the electricity consumption figures represent publicly available machines only.

In 2025, electricity consumption increased year-on-year, mainly reflecting the inclusion of a newly acquired business at the end of April 2025.

Total electricity consumption in the Baltic operations increased moderately compared to the previous year. Electricity use reached 5.91 million kWh, compared to 5.81 million kWh in 2024, representing an increase of approximately 2%. This change was primarily driven by the continued expansion of the public vending machine network, which increased by 3% during the year.

Electricity consumption in premises and snack vending machines in the Baltics remained generally stable compared to 2024. Electricity use associated with snack vending machines decreased slightly, reflecting updated electricity consumption assumptions, while the operational footprint of premises remained unchanged.

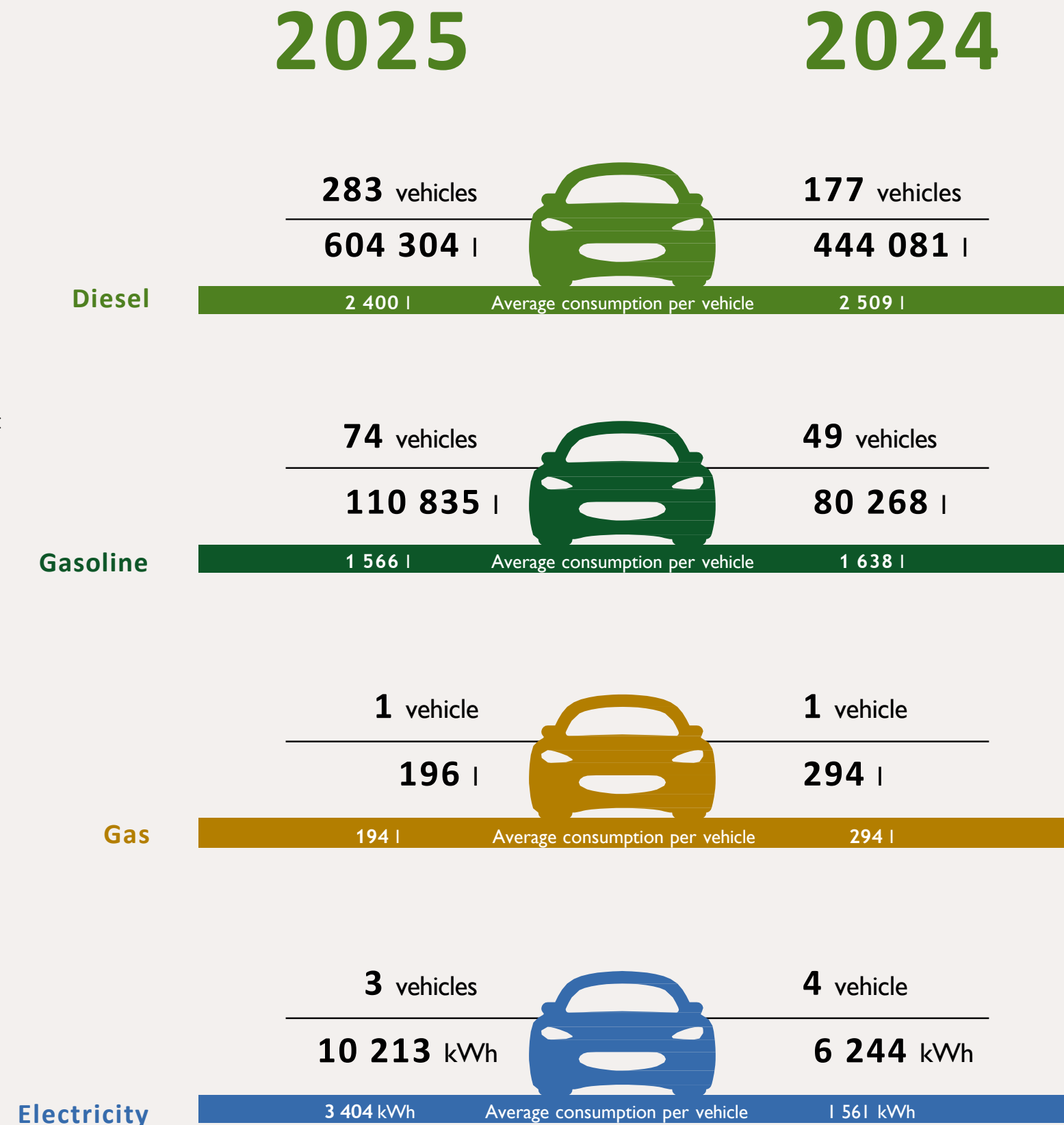
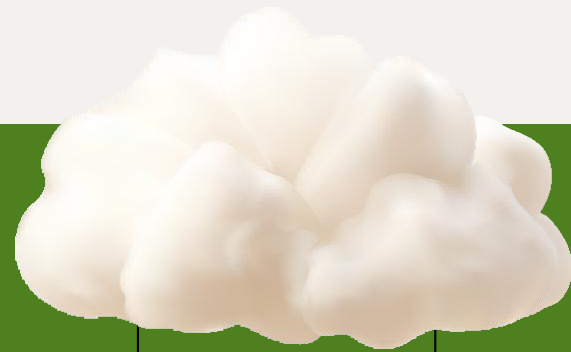
Electricity consumption, % from total



Energy consumption

VEHICLE ENERGY CONSUMPTION

Fuel and electricity serve as crucial resources, powering the fleet of vehicles dedicated to servicing our machine park. This mainly includes traditional fuel vehicles and also an electric vehicle.

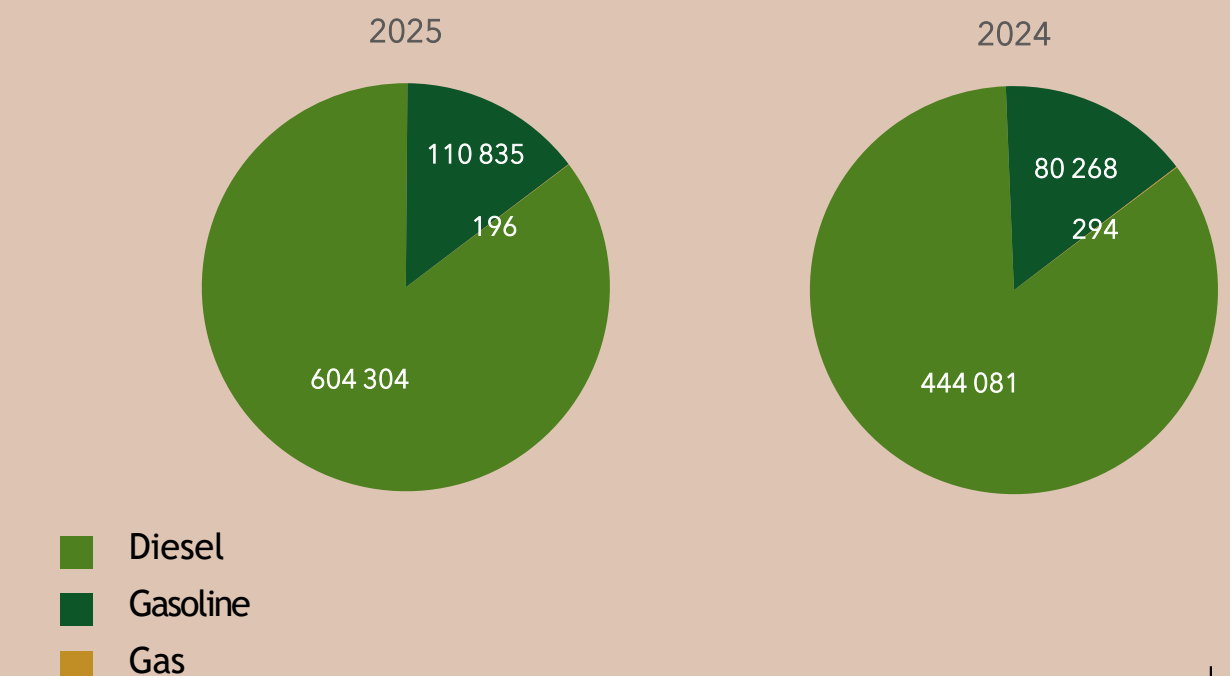


In 2025, fuel consumption across the Coffee Address Group fleet reflected changes in operational scope, including the acquisition of a new company.

In the Baltics, the total vehicle fleet reached 240 vehicles, representing an increase of 10 vehicles compared to 2024. While the overall fleet size grew modestly, the composition shifted, with a reduction in diesel-powered vehicles and an increase in gasoline-powered vehicles. The growth in fleet size was partly related to changes in workforce structure and employment arrangements.

Overall, changes in fuel consumption in 2025 were primarily driven by the expanded fleet and inclusion of newly acquired business, rather than by shifts in driving patterns or vehicle usage intensity.

Fuel consumption, litres



Vending management system

Fuel is a key operational resource, as it powers the Group’s vehicle fleet. To manage and gradually reduce fuel consumption, Coffee Address Group continuously develops and enhances its vending management system as part of its broader IT strategy. The focus is on efficient, data-driven and user-friendly solutions that support scalable operations across markets.

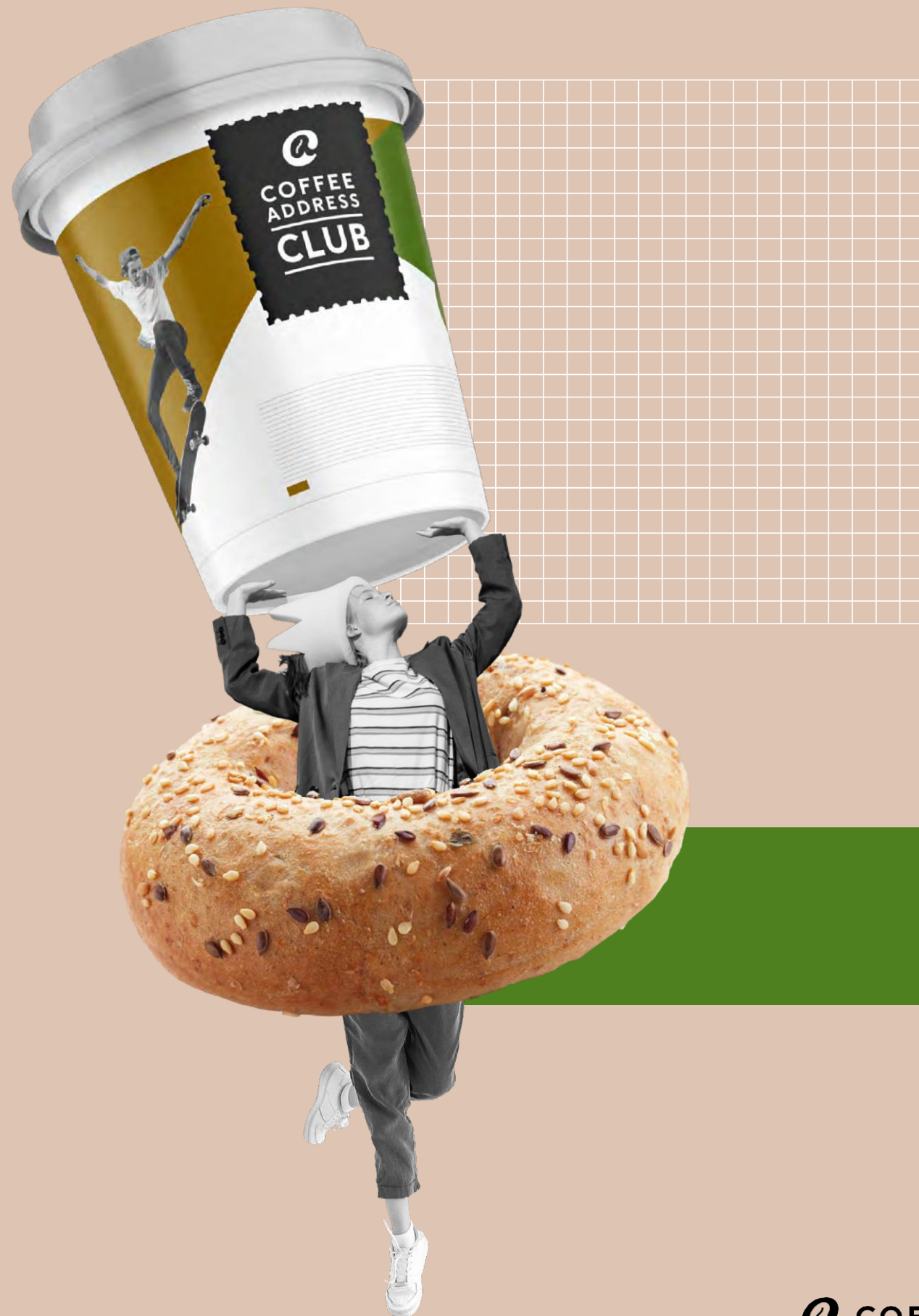
The system integrates advanced data analytics, intelligent forecasting and automation to optimize daily operations. Continuous improvements are made to ensure the system remains aligned with business needs, operational efficiency targets and the Group’s evolving digital landscape.

This system includes three key features:

- 1** | **Planning and dynamic routing**
- 2** | **Equipment management**
- 3** | **Maintenance service**

Automated route planning leverages data-driven logic to optimize service routes and reduce unnecessary trips and refills where possible. Real-time inventory monitoring provides up-to-date stock level visibility across vending machines enabling more targeted planning of replenishment activities. These capabilities support more efficient servicing, improved machine availability and better resource utilization.

While overall vehicle mileage increased in 2025, the vending management system remained a key focus area, with continued attention given to route planning.



Waste management

All business activities generate waste, ranging from common materials such as paper and plastic to more specific waste streams that require dedicated handling and disposal methods. Effective waste management is essential, regardless of the type or volume of waste generated.

Waste produced by Coffee Address Group can be classified into two main categories:

- waste from our offices and facilities, and
- waste resulting from our services.

Office operations primarily generate municipal waste, including paper and plastic packaging. Waste arising from service activities has a more specific profile and includes bio-waste from spent coffee grounds, municipal waste from disposable coffee cups, and used water filtration components from vending and coffee machines, which require appropriate collection and disposal or recycling in line with supplier arrangements and local regulations.



Waste generated by Coffee Address Group offices and facilities¹

	2025	
The total amount of recycled waste ²	198.94	tons
The total amount of non-recycled waste	369.14	tons
The percentage of recycled waste	35.02	%
The percentage of non-recycled waste	64.98	%
The total amount of waste generated³	568.08	tons

Waste generated by Coffee Address services

	2025	2024	
Amount of cups used in coffee vending machines ⁴	42 432 078	28 854 455	quantity
Amount of coffee filled into the coffee vending machines	347.39	250.54	tons
Amount of coffee grounds collected from coffee vending machines	110.78	94.05	tons

¹ Data includes information from all offices and facilities in Lithuania, Latvia, Esontia and Romania.

² Recycled waste - paper, plastic and bio

³ Total waste amount includes municipal waste, biowaste, paper, and plastic waste.

⁴ Amount of used coffee cups in coffee vending machines. Does not include the weight of the coffee cup lids.



RECYCLABLE CUPS

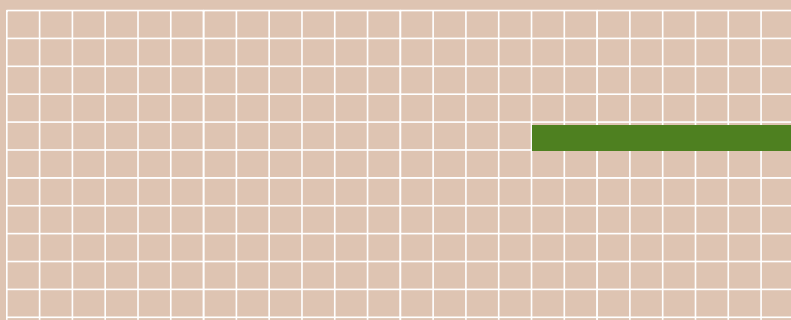
GOAL FOR 2030:

Achieve a complete transition to plastic-free cups across all services, eliminating single-use plastic cup waste.

During 2025, the transition from plastic-lined paper cups to more recyclable alternatives remained an objective for Coffee Address Group. The Group continued to assess potential options suitable for vending machine use, focusing on materials that could improve recyclability while meeting operational and quality requirements.

Throughout the year, several existing and potential suppliers were contacted, and a limited number of sample cups were tested. However, by the end of the reporting period, no solution fully met the Group's technical, functional and sustainability expectations, and no supplier was selected.

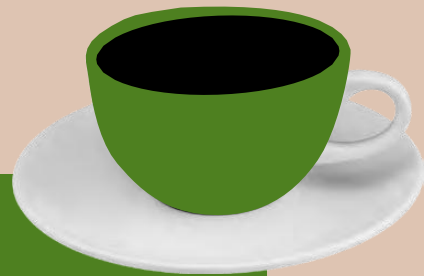
As a result, the use of plastic-lined paper cups remained unchanged in 2025. The identification of viable, more recyclable alternatives continues to be an area of focus, with further progress dependent on market developments, supplier capabilities and product performance requirements. This approach reflects the Group's intention to pursue more sustainable solutions, while acknowledging current practical limitations.



BRING YOUR OWN CUP

GOAL FOR 2030:

Option to use a reusable/regular cup in any vending machine for every customer.



The option to use reusable or regular cups in coffee vending machines has been available across parts of Coffee Address Group's network since 2023, supporting the reduction of disposable cup waste by enabling customers to use their own cups.

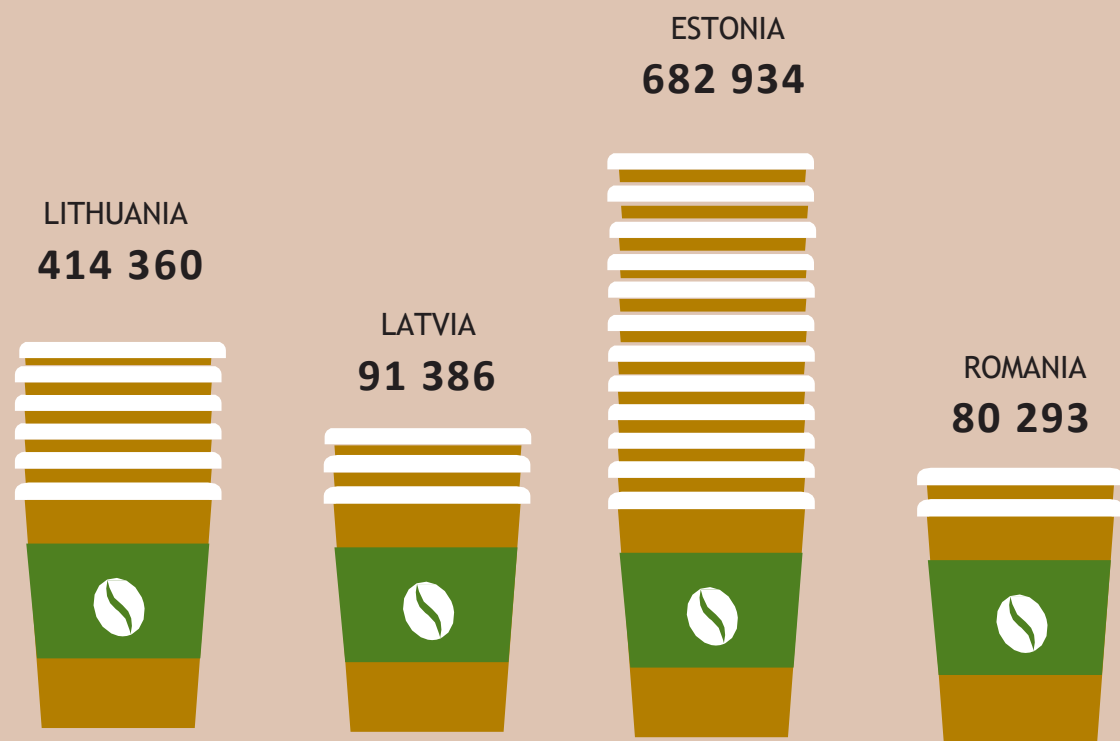
In 2025, the initiative continued, with progress varying across countries. In Latvia, the reusable cup option was available in 13 vending machines, while in Lithuania it was available in 39 machines. In Romania, 19 vending machines were configured to accept only reusable cups, making the use of a personal cup the default option. However, between May and December 2025, a total of 80293 drinks were still served in regular cups.

In Estonia, the initiative expanded significantly in 2025 to 86 vending machines, leading to 9% increase in drinks served in regular cups. Previously, the initiative was limited to 25 vending machines but in 2025, this approach was complemented by the introduction of an additional choice in public vending machines as well.

Overall Customer adoption of reusable cups continues to depend strongly on workplace culture and individual behavior. Uptake tends to be higher among customers with strong sustainability priorities.

VENDING DRINKS SERVED IN REUSABLE CUPS

2,89%
of all vending drinks served in reusable cups



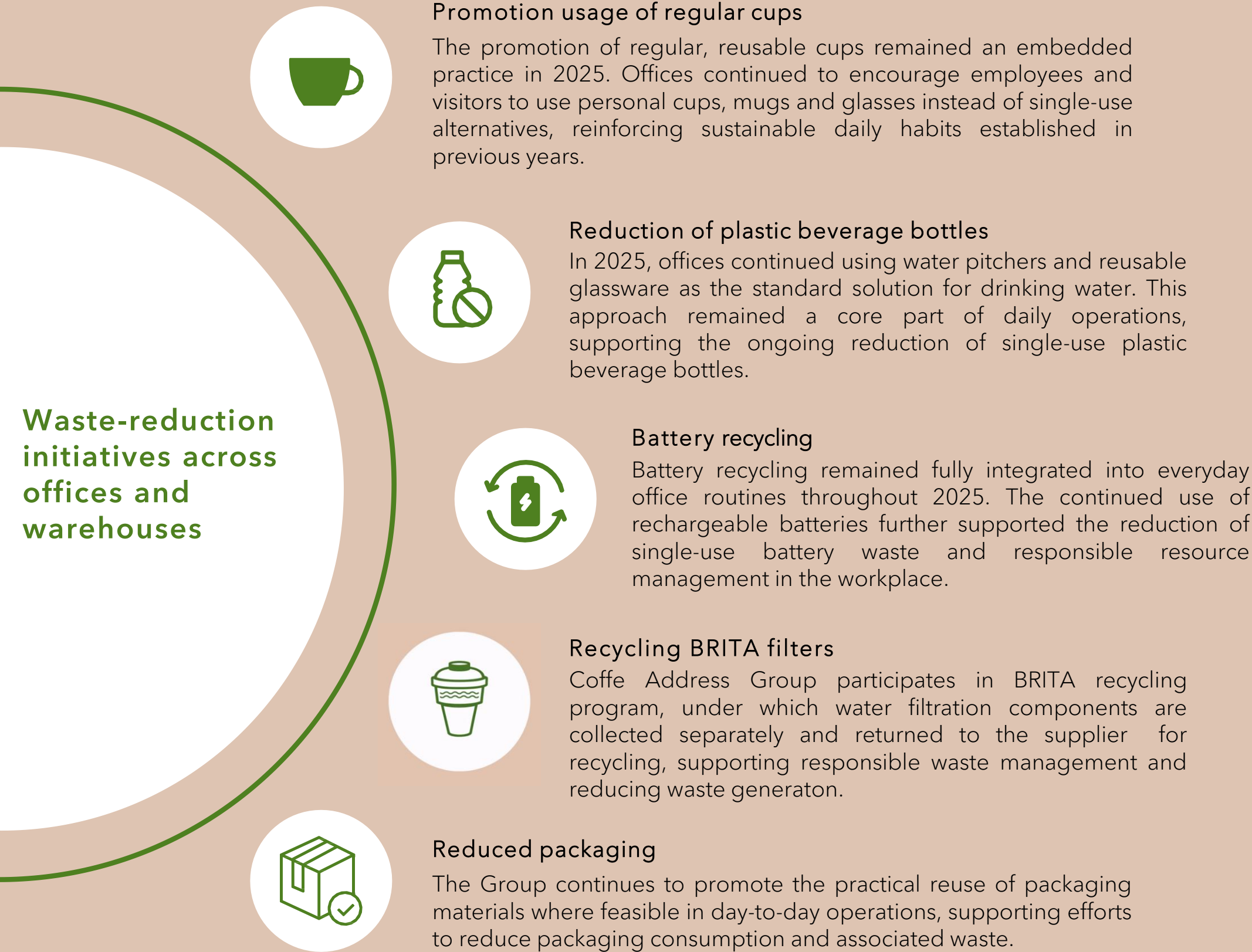
RECYCLING PROGRAMS

GOAL FOR 2030:
Attain over 90% waste diversion from landfills through recycling in all facilities, significantly reducing the environmental impact.

In 2025, Coffee Address Group further embedded recycling practices across all Baltic premises, including offices and warehouses. What began as a progressive strengthening of recycling initiatives in previous years has now become standard practice across the region.

During 2025, efforts shifted from further rollout to maintaining high engagement and correct recycling practices. Regular reminders, short educational prompts and internal communication continued to support employee awareness and reinforce proper separation of recyclable materials. This ongoing engagement remains essential to ensuring the effectiveness of established recycling programs and sustaining correct behavior over time.

Following the acquisition of a new company, Coffee Address Group identified the extension of its recycling program principles and best practices to Romania as a priority for the upcoming years. While no program rollout activities took place in Romania during 2025, the Group plans to build on established approaches from the Baltic operations and support alignment of recycling practices in the newly aquired business.



Integrating circularity into the daily operations of any company is crucial for reducing both the volume of waste that ends up in landfills and operational costs. Work has commenced on projects aimed at embedding principles of the circular economy into everyday practices, highlighting a commitment to sustainability and efficiency.

Objectives for circularity

SPENT COFFEE GROUNDS

GOAL FOR 2030:
Aim for 100% of vending machine coffee grounds to be recycled, thereby minimizing organic waste and fostering the circular economy.

Typically, spent coffee grounds are disposed of with general waste and sent to landfill, where they decompose and emit methane (CH₄) – a greenhouse gas with a significantly higher global warming potential than carbon dioxide (CO₂).

In 2025, Coffee Address Group continued to build on its coffee waste collection and recycling initiative. The program remains aimed at diverting spent coffee grounds away from general waste streams and directing them toward more sustainable treatment options.

Bio-waste collection infrastructure remained in place at key facilities across the Baltic region.

Operators collected spent coffee grounds during routine servicing and transported them to designated facilities, where the grounds are placed in dedicated containers that are managed by bio-waste management providers in each Baltic country.

In 2025, the Group improved the consistency of coffee-ground collection in the Baltics, achieving a 43% recycling rate. Collection in Romania had not yet been implemented during the reporting year.

CUP DEPOSIT SYSTEM

In Estonia, a reusable cup deposit system has been in operation since 2023 as an alternative to single-use cups. The initiative continued in 2025, with approximately 21000 drinks served using deposit cups during the year, representing a substantial increase compared to around 2200 drinks in 2024.

The cup deposit system is based on three key components:

- special cup purchase
- return and refund process, and
- cup collection and washing service.

Customers can purchase a reusable cup from dedicated vending machines, which provides a durable container for beverages. After use, the cup can be returned to designated deposit machines, allowing customers to receive a refund of the deposit. This system encourages cup reuse and reduces reliance on single-use cups. An outsourced service provider manages the collection, washing and redistribution of the cups back into the vending machines, ensuring a closed-loop reuse process.



Scope 1 emissions

The primary greenhouse gas (GHG) emissions associated with Coffee Address Group’s operations include carbon dioxide (CO₂), methane (CH₄), and nitrogen dioxide (NO₂). These emissions stem from two key sources: the fuel utilized by the company’s vehicle fleet and the refrigerants employed in snack vending machines and miromarket fridges.

GHG emissions summary - Scope 1, tCO₂e

		2025		2024	
		Emissions	Total	Emissions	Total
Scope 1	Fuel	1 779	2 197	1 284	2 000
	Refrigerants	418		716	
Outside of scopes	Diesel	85	99	71	81
	Petrol	14		10	

Scope 1 GHG emissions are directly related to the amount of fuel and fugitive emissions from refrigerants.

Based on the calculations performed, total Scope 1 GHG emissions amounted to 2200 tCO₂e in 2025, compared to 2000 tCO₂e in 2024. When compared with 2024, Scope 1 GHG emissions increased by 10% in 2025.

A breakdown by emission source shows that emissions from fuel consumption amounted to 1284 tCO₂e in 2024 and increased to 1779 tCO₂e in 2025. The

increase in fuel-related Scope 1 emissions is directly linked to higher gas consumption, as described in the section “Energy consumption”.

In contrast, fugitive emissions from refrigerants decreased significantly, from 716 tCO₂e in 2024 to 418 tCO₂e in 2025. This reduction is primarily attributable to a lower number of coffee machine renovations during the reporting year, as such activities typically involve refrigerant refilling.

Coffee Address Group focuses on reducing its carbon footprint through initiatives related to energy efficiency, waste reduction and circularity within its own operations. To monitor the impact of these efforts, greenhouse gas (GHG) emissions have been calculated for Scope 1 and Scope 2, covering direct emissions from fuel and refrigerants and indirect emissions from purchased electricity and heating.

GHG emissions calculations are performed using the Mitigate ESG platform, which applies the Greenhouse Gas Protocol methodology, providing a structured and consistent approach to track and manage carbon emissions data across the Group. The calculations cover emissions from operations under the Group’s operational control.

Activity data are based on internal records, including fuel consumption, refrigerant usage, electricity consumption and heating costs. Where direct measurement data were not available, estimates were applied using available information and relevant tariffs.

At this stage, emissions related to Scope 3 are not included in the Group’s carbon footprint calculations.





Scope 2 emissions

For Scope 2 emissions within Coffee Address Group’s operations, the primary greenhouse gas is carbon dioxide (CO₂), arising from purchased electricity and heating used to power and maintain the Group’s premises and vending machine network. Electricity consumption relates to offices, warehouses and coffee and snack vending machines and micromarkets, while heating is required to ensure appropriate working conditions across operational sites.

Scope 2 emissions are calculated using the Mitigate ESG platform, applying a location-based approach in line with the Greenhouse Gas Protocol methodology. Due to the unavailability of supplier-specific emission factors, the assessment is limited to location-based emissions derived from electricity consumption and applicable grid emission factors. Heating-related emissions are calculated using available consumption or cost data and relevant tariffs where direct measurement data are not available.



GHG emissions summary - Scope 2, tCO₂e

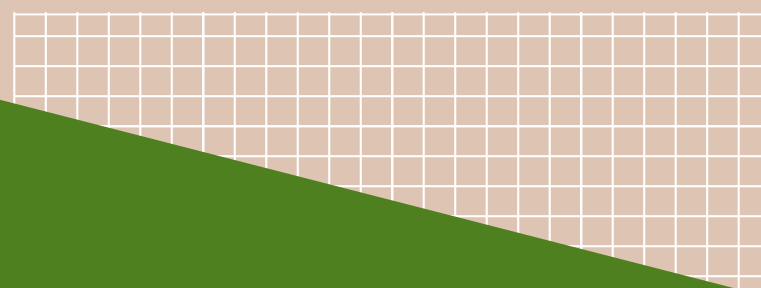
		2025		2024	
		Emissions	Total	Emissions	Total
Scope 2	Electricity	3 009	3 083	2 161	2 213
	Heating ¹	74		52	

¹ The calculation of Scope 2 emissions from heating is based on estimated values where precise consumption data are not available. These estimates are derived from available heating cost information and applicable tariffs, allowing for an approximate assessment of heat consumption and related emissions.

Comparative Scope 2 figures for 2024 were recalculated to reflect updated estimation methodologies for electricity consumption. Recalculations were applied consistently and did not affect heating-related Scope 2 data.

In 2025, electricity-related Scope 2 emissions increased from 2161 tCO₂e in 2024 to 3009 tCO₂e, primarily driven by increased electricity consumption across operations, as described previously in the “Energy consumption” section.

Heating-related Scope 2 emissions increased from 52 tCO₂e in 2024 to 74 tCO₂e in 2025. Heating emissions are based on estimated consumption values derived from invoiced heating costs and applicable tariffs. The increase reflects higher heating demand across facilities, including operations in Romania.





PRODUCT

The product strategy focuses on ethically sourced coffee. It extends to ensuring a sustainable supply chain, with a commitment to partnering with suppliers who meet strict environmental and ethical standards, aiming to minimize the overall environmental footprint.

Targets:

Ensure 50% of coffee purchased is Rainforest Alliance, Fairtrade, and/or organic certified by 2030.

Establish a fully sustainable supply chain, with all key suppliers aligning with our environmental and social standards by 2030.



Engagement with clients, communities and suppliers

Coffee Address Group continued to progress toward offering more sustainable and socially responsible products and services. The product portfolio includes coffee that is with Rainforest Alliance, Fairtrade, UTZ, or organic certification, allowing clients to choose products aligned with their sustainability preferences.

Alongside product choices engagement with clients also focuses on practical measures at point of consumption, including reusable cup options, gradual reductions in packaging where feasible, and improved recycling practices across operations.

Clear and transparent communication with clients and employees supports these initiatives, helping to raise awareness and ensure sustainability actions are communicated accurately and consistently.

COFFEE CERTIFICATION

GOAL FOR 2030:

Ensure that 50% of the coffee purchased within the Coffee Address group is Rainforest Alliance, Fairtrade, UTZ, and/or organic certified.

Coffee certifications such as Rainforest Alliance, Fairtrade, UTZ and organic provide assurance that coffee is produced in line with recognised standards for environmental protection, ethical sourcing, and farmer welfare. These certification schemes promote responsible agricultural practices, including the protection of natural ecosystems, fair wages and working conditions, the prohibition of child labour, and the continuous improvement of farming methods.

In 2024, 40.7% of coffee purchased by the Group was certified under Rainforest Alliance, Fairtrade, UTZ or organic schemes. In 2025, the share of certified coffee decreased to 37.3%, reflecting the acquisition of a new company in Romania at the end of April, where certified coffee was not yet part of the product portfolio. Excluding this impact, certified coffee continued to represent a substantial share of the Group's existing operation, accounting for 41.3% of coffee purchases in 2025.

COMMUNICATION CHANNELS

Customer satisfaction is a top priority, with a variety of engagement channels available, such as the CA Club loyalty app, social media, email, and direct office phone calls. For business clients, a dedicated self-service portal offers the convenience of placing orders, requesting technician services, and accessing statistics. Call centres provide support for vending customers with a range of inquiries. Both new and existing customers are informed about the company's sustainability initiatives, activities, and goals through the website and during sales presentations, ensuring transparency and fostering a deeper understanding of the company's commitment to sustainability.



Organic product line

In 2025, we established an organic product line as part of our response to changing customer expectations and the ongoing development of our product portfolio, reflecting increased attention to ingredient sourcing and production practices.

A premium 100% Arabica organic coffee made from carefully selected beans sourced from non-EU countries. The coffee is roasted and packed in Denmark under strict European quality standards. Supplied as whole beans, it is designed for professional coffee machines and is suitable for premium coffee offerings in fuel stations, offices, and HoReCa environments.

The beans are organically certified, ensuring environmentally responsible cultivation and chemical-free farming practices. The coffee contains no allergens, genetically modified organisms (GMOs), preservatives, or additives. It is packed under a protective atmosphere to maintain freshness and preserve its full aroma.



Sustainable supply chain

GOAL FOR 2030:

Establish a sustainable supply chain where all key suppliers fully align with our sustainability values.

Partner and supplier selection at Coffee Address Group is primarily based on established commercial and operational criteria, including quality, reliability, competitive pricing, and alignment with the Group's business objectives. The Group seeks to engage with partners that operate in compliance with applicable laws and regulations and are not associated with illicit activities or sanctions.

Sustainability is not currently applied as a formal or explicit criterion in supplier selection or evaluation processes. While sustainability topics may be referenced in specific cases where relevant, the Group does not conduct structured sustainability assessments or due-diligence reviews of suppliers at this stage.

Engagement with suppliers remains focused on maintaining stable and efficient operations, with sustainability related aspects addressed on a pragmatic basis and within existing operational frameworks. Given the voluntary nature of the Group's sustainability reporting and current priorities, no formal sustainability evaluation of suppliers is in place.



PEOPLE



The people strategy emphasizes a safe, inclusive, and empowering workplace, prioritizing health, safety, and personal development. Efforts focus on providing comprehensive training, fostering a culture of well-being, and engaging employees in sustainability initiatives.

Targets:

Implement continuous learning opportunities.

Achieve zero work-related injuries, enhancing safety standards and health initiatives across all operations by 2030.



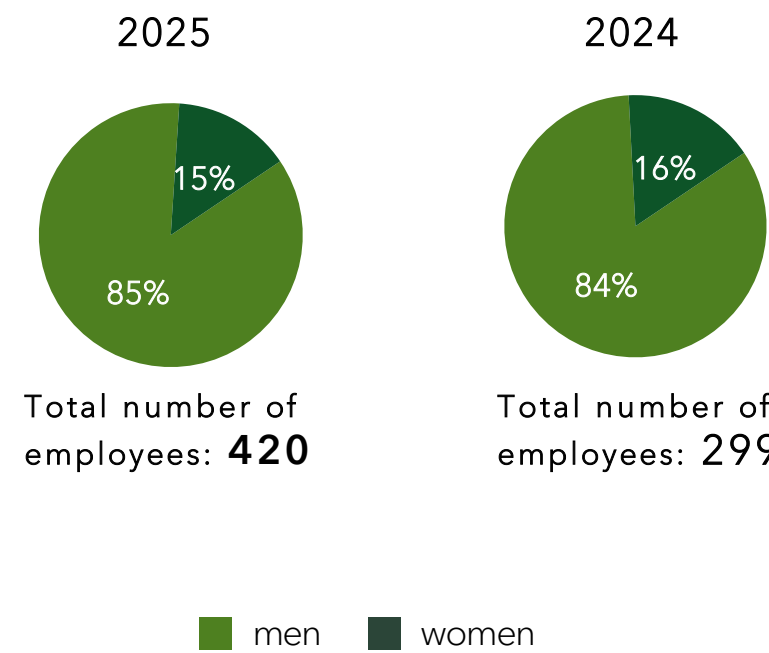
Employee diversity

Employee diversity at Coffee Address Group reflects the operational nature of the business and the geographic scope of its activities. In 2025, the Group employed a total of 420 people across its operations, including the Baltic countries and Romania. In the Baltic countries, the total number of employees decreased slightly compared to 2024, with a net reduction of four employees.

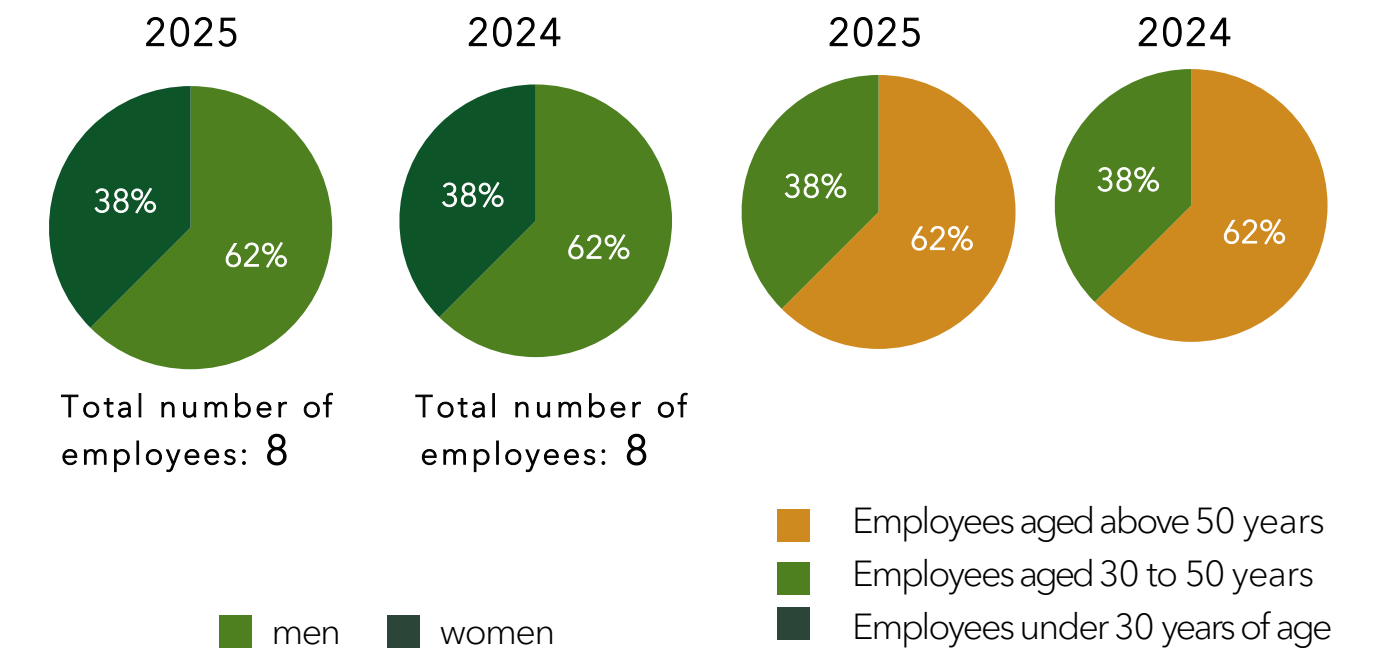
The majority of employees work in operational roles, primarily as equipment operators and technicians. This structure is consistent with the Group's core vending and service activities. Employees represent a broad age distribution, with the largest share falling within the 30 to 50 age group.

In the Baltic countries, employee turnover in 2025 was approximately 20%. The turnover figure represents voluntary employee departures and normal workforce mobility not structural workforce issues. Overall, the employee profile indicates a stable workforce supported by practical measures aimed at maintaining employee wellbeing and engagement.

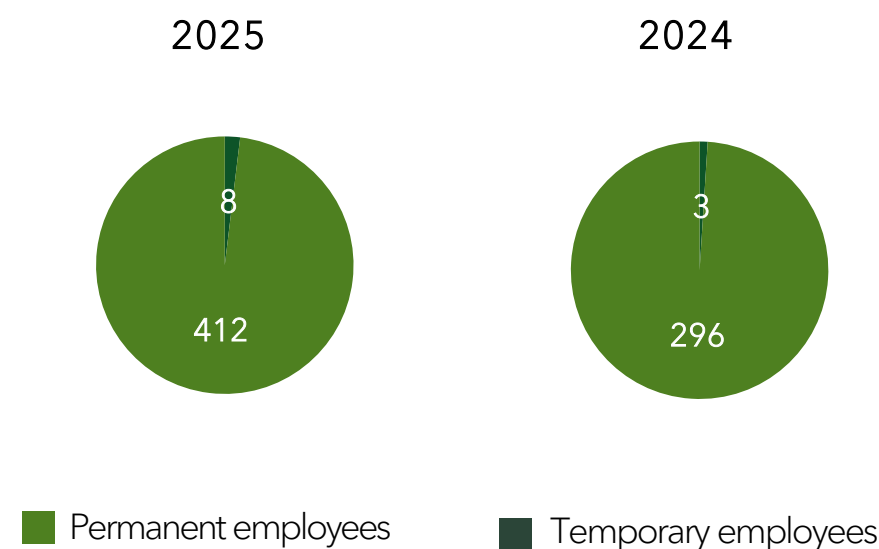
Diversity in employees at Coffee Address Group



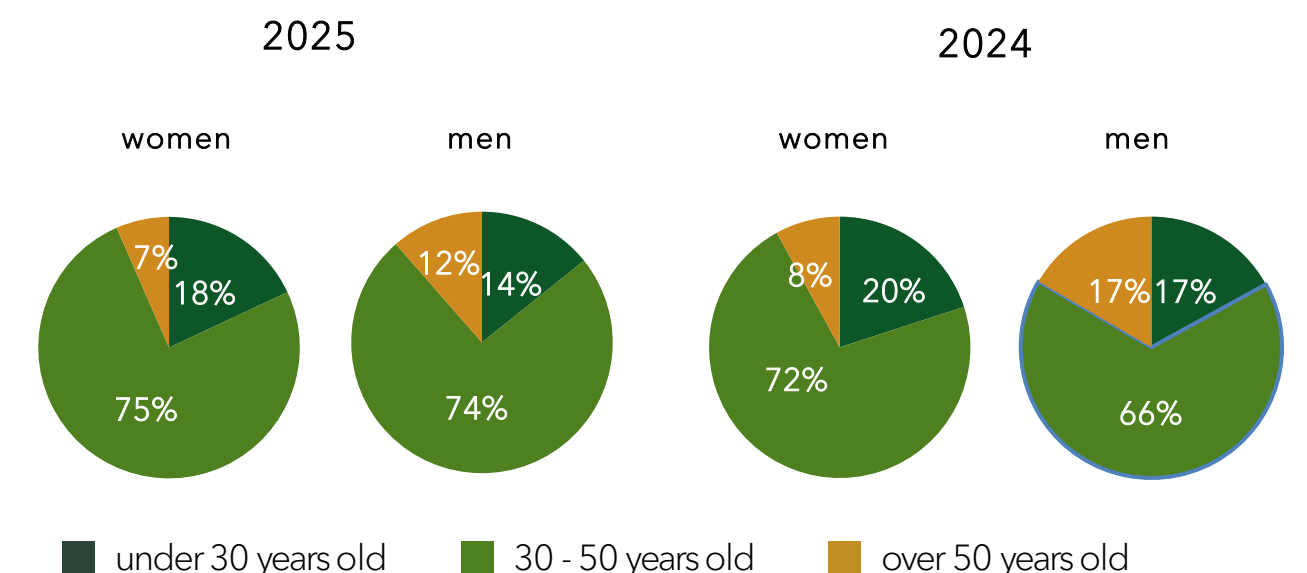
Diversity of Management Team



Employment type at Coffee Address Group



Age diversity



Safety and health

Occupational safety at Coffee Address Group is centered around creating a secure work environment, correct usage of equipment, and strict adherence to safety protocols to safeguard employee health and well-being. Through internal monitoring and risk assessment-driven planning, a detailed labour protection plan has been developed. This plan outlines specific safety measures, implementation timelines, and responsible parties, covering areas like equipment use, fire safety, chemical handling, and personal protective gear. Safety protocols are updated as needed, with all employees required to familiarize themselves with and follow these instructions annually.



Work related injuries

GOAL FOR 2030:

Achieve zero work-related injuries across all operations.

Employee well-being and workplace safety continued to be managed as part of day-to-day operations at Coffee Address Group in 2025. Two work-related accidents were recorded in 2025, both occurring in Lithuania, compared to two accidents reported across the Baltic countries in the previous year.

In both 2024 and 2025 the reported accidents were caused by failure to follow safe work practices during daily operations. Although the number of accidents remained low, the incidents resulted in 119 lost workdays in 2025, compared to 44 in 2024, reflecting higher severity rather than increased frequency.

These cases underline the need for continued focus on operational safety measures, including adherence to existing safety instructions, employee awareness during daily activities, and consistent reinforcement of safe working practices to limit the impact of workplace incidents.

Number of recordable work-related accidents





EMPLOYEE EQUIPMENT

GOAL FOR 2030:

Aim to lead in safety and operational efficiency within the industry by providing comprehensive and modern equipment, thereby ensuring a secure working environment for our workforce.

In 2025, Coffee Address Group reviewed operational activities and equipment used across the Baltic countries to assess consistency, suitability and alignment with day-to-day operational needs. The review supported ongoing efforts to maintain safe working conditions and efficient operations for equipment operators and technicians.

While full harmonization across Baltics was not completed by the end of the reporting year, the review established a structured framework for identifying areas where further alignment and improvements may be considered.

Occupational health and safety system

The occupational health and safety management system at Coffee Address Group is comprehensive, encompassing every employee within the organization, from management to office staff, and from operators to technicians. For each job category, a thorough assessment of workplace risks has been conducted, leading to the development of tailored plans aimed at mitigating these risks. These plans include provisions for mandatory health examinations and their frequency, as well as specifying the personal protective equipment required for each role. The system extends across all aspects of the company's operations, from production to administrative tasks, with particular emphasis on fieldwork and activities deemed to be of higher risk, ensuring a well-rounded approach to health and safety.

Work related risks and hazards

Coffee Address Group actively addresses work-related risks and hazards by conducting regular risk analyses, maintaining open communication between employees and managers, and responding promptly to emergencies or the introduction of new processes. The approach to minimizing risks involves a hierarchy of controls—spanning from preventative measures and technical solutions to administrative actions and the use of personal protective equipment—crafting a well-rounded safety strategy.

The organization encourages employees to report any workplace hazards, offering both direct and anonymous reporting channels, and assures protection against any form of retaliation. Thorough investigations into incidents focus on identifying hazards, assessing risks, and applying corrective actions, complemented by a review of the occupational health and safety management system to foster ongoing enhancement.

Employee well-being

Coffee Address Group recognises employees as a key element of its operational success and places emphasis on engagement, well-being, and day-to-day satisfaction at work. The Group's approach focuses on creating supportive working conditions through practical measures, including employee benefits, opportunities for development, and initiatives that promote physical and mental well-being across operations.

As part of these efforts, Coffee Address Group designates specific periods during the year to focus on employee well-being and social engagement. In May 2025, a Health Month was organised, with activities aimed at raising awareness of healthy lifestyles and supporting employees' physical and mental health. In addition, November was observed as Charity Month, encouraging employee involvement in social and community-oriented initiatives. These themed months provide a framework for engaging employees beyond day-to-day operations and contribute to cooperation, awareness, and a shared sense of participation across the Group.

Alongside these Group-wide activities, local social events are organised at team and community level, reflecting the interests and preferences of different employee groups. Together, these initiatives support employee engagement, strengthen internal connections, and contribute to a positive and inclusive working environment.

HEALTH MONTH

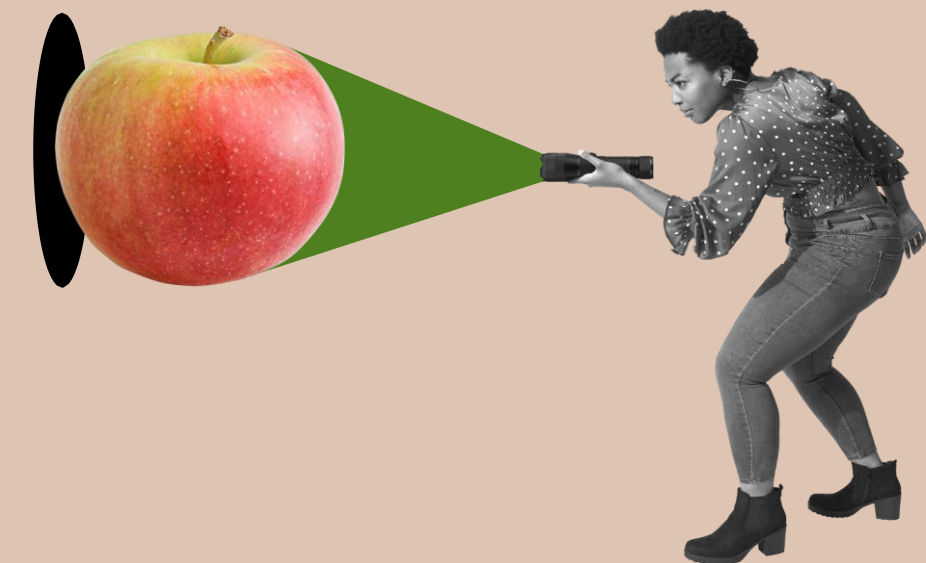
In 2025, Health Month was celebrated across all three Baltic countries with a wide range of activities focused on physical and mental wellbeing. The Step Challenge, powered by YuMuuv, was the most engaging activity of the month, bringing together a total of 98 participants from across the region.

Beyond the step challenge, employees took part in padel sessions, morning exercises, teamwork training, group hikes, healthy shared breakfasts, and a smoothie station in the office. Educational lectures on preventive health check-ups, back pain prevention, and body intelligence in stress reduction were also organized. There was also a joint photo competition "Coffee in My Life", which united colleagues across all three Baltic countries, with everyone invited to submit and vote for their favorite photo.

CHARITY MONTH

November has traditionally been Coffee Address Charity Month. In 2025, we took a unique and heartfelt approach to giving back. Employees across the Baltics joined the initiative by walking a heart-shaped route. For every kilometer that we walked, donations were made to the 'Save the Children' public organization in Lithuania, Clinical University Hospital Foundation in Latvia and Tartu University Hospital Children's Foundation in Estonia, Children's, all of which help support Ukrainian children affected by war.

This initiative beautifully combined physical activity with a greater purpose, showing that even small steps can make a big difference. We are proud of everyone who participated and grateful for the opportunity to turn our efforts into meaningful support for those in need.



Learning and growth

GOAL FOR 2030:

Coffee Address Group aims to ensure that all employees undergo strategic induction training covering areas such as coffee knowledge, driving, sustainability, safety and company culture. In addition, employees have the opportunity to participate in further training to learn new skills or update existing ones.

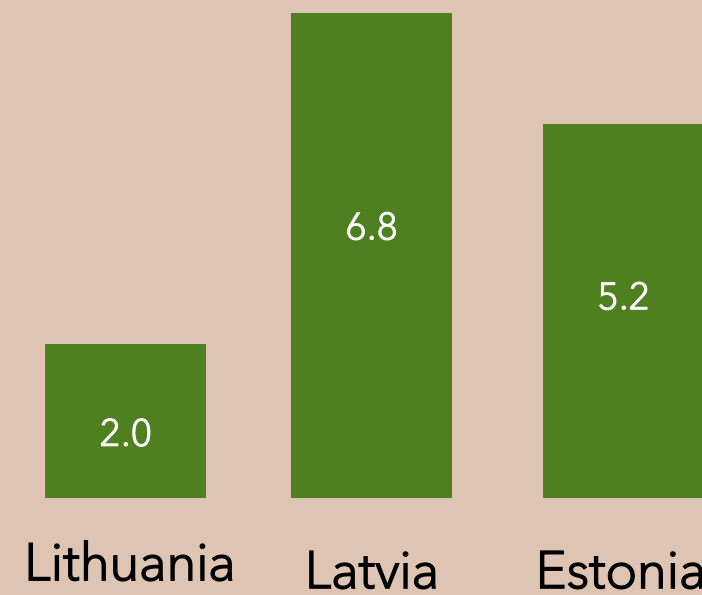
In 2025, Coffee Address Group maintained its established training and onboarding practices across the Baltic operations, with a particular focus on supporting employees in their day-to-day work through practical knowledge sharing. These practices serve as a reference framework for potential future application in Romania; however, they were not implemented there during the reporting year.

The training framework includes:

- An Onboarding Program that introduces the company's history, structure, and values, along with an in-person orientation.
- Safety Training offering tailored courses specific to various roles.
- Technical Equipment Training with hands-on sessions for technical staff on new equipment and machinery, in collaboration with suppliers and manufacturers.

During the year, increased attention was given to the use of artificial intelligence (AI) in daily activities. Internal AI open hours were introduced as an informal forum for employees to share experiences, demonstrate tested tools, and exchange practical use cases. These sessions encouraged peer-to-peer learning and supported the gradual integration of AI solutions into existing work processes.

Training hours per employee in 2025*



**comparable training data for Romania was not collected or *reported during the year.*





Recharging people, Recharging Earth

Name:

Coffee Address Holding, SIA

Contacts:

Address:

Jaunmoku 34, Riga, LV-1046

Web page:

<https://www.coffeeaddress.com/>

Contact person:

Anda Priedīte

CFO, Coffee Address Holding SIA

E-mail:

anda.priedite@coffeeaddress.com

