



ETNA
COFFEE TECHNOLOGIES



ETNA SUSTAINABILITY REPORT

2025

**SIMPLY
UNSTOPPABLE**

ETNA-CT.COM



Official company name: ETNA Coffee Equipment b.v.

Chamber of Commerce registration: 56359446

Website: <https://www.etna-ct.com/en/>

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FOREWORD

We are delighted to welcome you to the world of ETNA Coffee Technologies, where passion for coffee goes hand in hand with a deep-rooted dedication to technology and sustainability. As proud representatives of our company, we take you on a journey through our values and forward-thinking approach to coffee machines.

At ETNA Coffee Technologies, we are committed not only to delivering quality coffee machines, but also to making a positive impact on the world around us. We feel it is important to share the true story behind our coffee machines with you.

We focus on four main sustainability themes: the environment, corporate social responsibility, origin and circularity. We are continuously working to achieve our goals within these themes. For example, our coffee machines are designed with minimal environmental impact in mind, from raw material selection to manufacturing. Our circular Triple R approach – reduce, repair, reuse – is an important foundation for how we innovate and shape our business model. We strive for a responsible approach that both values our customers and protects the planet we live on. We value fair trade and a healthy and pleasant working environment, we support local initiatives and we strive for a transparent supply chain.

On behalf of the entire ETNA Coffee Technologies team, we invite you to be part of our mission. Together, we can enjoy excellent coffee while actively contributing to a world that we will be proud to pass on to future generations.

With kind regards,

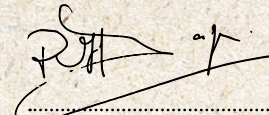
The ETNA Coffee Technologies management

A handwritten signature in black ink, appearing to read "Linda van de Maat".

Linda van de Maat
Director of Operations

A handwritten signature in black ink, appearing to read "Richard Vogelzang".

Richard Vogelzang
Director of Technology

A handwritten signature in black ink, appearing to read "Peter Jager".

Peter Jager
Director of Commerce
& Finance

A handwritten signature in black ink, appearing to read "Maurits de Jong".

Maurits de Jong
Director Research
& Development



**WE BELIEVE IN THE
DEVELOPMENT OF
COFFEE MACHINES WITH
A LONG SERVICE LIFE**

SIMPLY UNSTOPPABLE

ETNA
COFFEE TECHNOLOGIES

ETNA
COFFEE TECHNOLOGIES



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WE LOOK
FORWARD TO
THE **FUTURE**



OUR TRUE STORY

We believe it is important to be honest about sustainability. Communicating about sustainable initiatives can be complicated. From a marketing perspective, short and powerful claims tend to be preferable. At the same time, the line between sustainability and greenwashing can be very thin.

When we talk about 'our true story', we mean that all our claims are backed up with a transparent explanation. We provide this explanation in this documents such as this annual report and in-depth (online) articles or white papers. We would like to invite you, our readers, to take a critical look with us Is it clear enough to you what we mean and do you find our explanation sufficiently transparent?

Our ambition is to offer you the most sustainable option for fully automatic tabletop coffee machines. We believe that we are well on our way to achieving this, but perhaps even more so, we also believe that we still have a lot to discover and change in order to reach that ambition. Are we the most sustainable alternative right now? We don't know because we don't have enough information about our industry peers to make a well-founded comparison. It is our ambition to work on the areas that are important to us in the coming years and to quantify and prove what the results are. We sincerely hope that our peers will do the same, so that we can make a proper comparison and encourage each other to achieve increasingly sustainable solutions.

OUR PURPOSE AND CORE VALUES

The foundation of who we are and how we work. Sustainability is not a separate issue at ETNA. It's in our thinking, our actions and our choices. Our purpose and core values show what we stand for and how we create value every day, for customers, partners and the world around us.

OUR PURPOSE

We create robust, reliable & responsible coffee equipment for consumers around the world to offer exceptional support, facilitating enjoyable experiences.

OUR CORE VALUES

Robust

- We develop products that last
- We stand for quality and continuity
- We are a stable and strong organisation

Reliable

- We design and manufacture reliable machines
- We deliver what we promise
- We act predictably and transparently

Responsible

- We take responsibility for our impact
- We make sustainability a top priority in our choices
- We act carefully, quickly and responsively

This is how we translate our purpose and values into concrete value in practice. For our customers and partners, this means reliable performance, sustainable solutions and a stable, transparent collaboration. For society, it means that we actively work to reduce our impact and strengthen our positive contribution.



**OUR PURPOSE AND
CORE VALUES ANCHOR
SUSTAINABILITY INTO
ALL OUR BUSINESS
OPERATIONS**

SIMPLY UNSTOPPABLE FROM 1856 TO NOW

1856
Breda



1983
Uft



1999
ETNA business split into kitchen appliances and professional coffee machines



2012
ETNA Coffee Technologies



2015
ETNA Dorado Compact Espresso and Instant



2020
ETNA MilkBase



1893
ETNA brand name and logo



1992
Launch of coffee machines



2010
Doetinchem



2013
ETNA Dorado product line



2018
ETNA Dorado Touch 7"



2018
Braumann IP

2022
New logo and corporate identity



2024
ETNA fire



2025
Packaging without EPS



100% CARBON-NEUTRAL ASSEMBLY

2022
ETNA Dorado Premium 10"



2023
ETNA Sagitta



2024
Introduction of eco mode



TIMELINE

- 1856** Established as an iron foundry in Breda
- 1893** 'ETNA' brand name and logo were introduced and used for the first time
- 1983** ETNA moved to Ulft
- 1992** ETNA started developing and building professional coffee machines
- 1999** Business split into ETNA Coffee Equipment b.v. and ETNA Kitchen Appliances
- 2010** ETNA moved to current site in Doetinchem
- 2012** Relaunch of ETNA Coffee Equipment under new management: ETNA Coffee Technologies
- 2013** Introduction of ETNA Dorado product line; Espresso Medium, Instant Small, Medium and Large and the FreshBrew Large
- 2015** Introduction ETNA Dorado Compact Espresso and Instant
- 2018** Introduction ETNA Dorado Touch 7"
- 2018** IP acquisition of Braumann brewing unit and Braumann grinder
- 2020** Introduction of ETNA MilkBase
- 2022** Introduction of ETNA Dorado Premium 10" / Sustainability becomes part of the business strategy
- 2022** New logo and corporate identity
- 2023** Introduction ETNA Sagitta
- 2024** ETNA fire / Introduction of eco mode / Introduction of sustainability vision 'Fair coffee, fair machine' at ETNA Dealer Days
- 2025** ETNA starts to replace EPS with cardboard / 100% carbon-neutral assembly

ENVIRONMENT



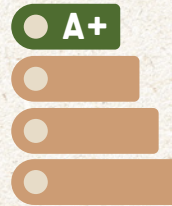
CARBON NEUTRAL

We are working to **continually reduce** our CO₂ emissions. We offset the amount we cannot reduce by providing financial support to create **nature areas** in the local region.



WASTE MANAGEMENT

We use separate waste streams and **fully recyclable** packaging materials.



ENERGY RATING A+

ETNA follows the European Vending Association (EVA) energy protocol and we always strive for improvements to **minimise energy consumption**

CORPORATE SOCIAL RESPONSIBILITY



STAFF



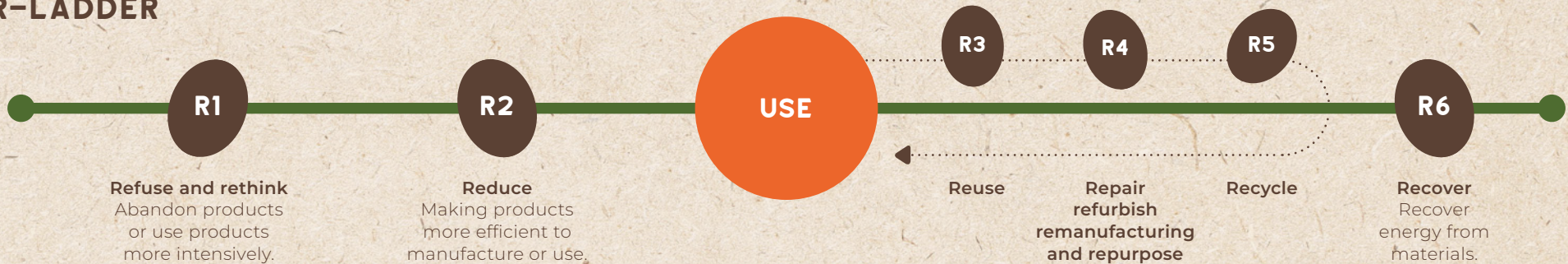
Our employees can count on a **safe working environment**, both physically and socially.

REGION

We support various **local social initiatives**.



R-LADDER



ORIGIN



75%

FOR ALL OF OUR PARTS THAT ARE MADE IN EUROPE

At least 75% of the parts for our machines are assembled or manufactured in Europe.



CODE OF CONDUCT

We have agreed on a **code of conduct** with our suppliers, setting out agreements on environmental requirements, working conditions, child labour and more.



CIRCULARITY



REDUCE

ETNA machines are built with **quality materials**. During the design stage, we think carefully about the amount of used materials and we select **recycled raw materials** wherever possible.



REPAIR

The service life of our machines is at least **eight years**. The machines are easily accessible for repairs if necessary.



Parts are available for at least **10 years** after the machine's purchase.

REUSE

Our dealers are **trained** to refurbish brewers so that they last longer or can be reused.



RECYCLE

At least **95%** of the components are recyclable.

SUSTAINABLE DEVELOPMENT GOALS (SDG)

The 17 Sustainable Development Goals (SDGs) aim to make the world a better place by 2030. They are a global compass for challenges such as poverty, education and the climate crisis. (Source: <https://www.sdgnerland.nl/>)

We use these goals as a guide for our sustainability strategy. Eight of the SDGs have a strong link to the themes we focus on.



SDG 3 | GOOD HEALTH AND WELL-BEING

Our policy on the vitality of our employees is directly linked to this SDG. We strive to contribute to the health and well-being of our employees with initiatives such as offering fruit at work, encouraging sports and paying attention to ergonomics in the workplace.



SDG 5 | GENDER EQUALITY

The ETNA team has a diverse composition and salaries are determined based on the payroll structure of the Metalektro collective labour agreement. We implement our policy with our sponsorship of the De Graafschap Women's 1 football team and our membership of the regional organisation FemmeTech, which promotes women in technology.



SDG 7 | AFFORDABLE AND SUSTAINABLE ENERGY

We contribute to energy availability by using energy generated by solar panels on our premises as much as possible ourselves, which allows us to reduce our energy consumption and develop energy-efficient coffee machines. Especially now that grid congestion is an issue in many more areas, this is also a socially relevant issue in the Netherlands.



SDG 8 | FAIR WORK AND ECONOMIC GROWTH

We develop and assemble our machines at our own site in Doetinchem, the Netherlands. We work in accordance with the applicable collective labour agreement and help to create an innovative environment in the Netherlands. We ask our suppliers to sign a code of conduct.



SDG 9 | INDUSTRY, INNOVATION AND INFRASTRUCTURE

By consciously choosing to manufacture and develop our products in the Netherlands, we contribute to an innovative environment. We work with as many suppliers close to home as possible. This reduces the pressure on infrastructure worldwide. We reduce the pressure on the local infrastructure by offering remote working opportunities and online training courses to our employees. Since 2025, we have been involved in the regional learning community East of AIC4NL to gain and share knowledge about the use of AI vision techniques in our assembly.



SDG 10 | REDUCE INEQUALITY

We choose partners who employ people who would otherwise find it hard to access the labour market (see also SROI; page 38).



SDG 12 | RESPONSIBLE CONSUMPTION AND PRODUCTION

ETNA machines are built to last. Our Triple R strategy – reduce, repair, reuse – focuses on sustainable material use, repairability, and reuse and recycling.



SDG 13 | CLIMATE ACTION

We strive to reduce our site's carbon emissions as much as possible and we investigate where we can have a positive effect on our chain's CO₂ emissions. We offset the CO₂ emissions related to our site in Doetinchem in collaboration with the local Buur maakt Natuur foundation.

SUSTAINABILITY TEAM

To ensure sustainable products and processes, it is important that everyone at ETNA is aware of the goals we want to achieve. That is why colleagues from different disciplines have joined forces to form a Sustainability Team. We would like to briefly introduce them to you.

Patrick represents the R&D department, where machines are designed to last as long as possible. This includes making material choices and considering reparability and recyclability at the end of the machines' service life.

As a Product Manager, **Ben** keeps an eye on what sustainability information and topics are relevant for our partners and end users. For example, you can think of material passports and energy classifications. The team collects this information and presents it in a clear way.

As Director of Operations, **Linda** uses her role and personal drive as a basis for spearheading our sustainability strategy and related activities in the field of sustainability. She specifically focuses on building management, manufacturing and logistics.

Jeroen keeps an eye on things from the Finance department's point of view, creating a reliable foundation for reducing carbon emissions above all. He oversees the collection of figures on travel movements, waste handling and energy consumption.

The **Marketing team** ensures clear and concise communication about our activities. At the same time, they also apply 'reduce' principles to marketing material by thinking about, for example, which printing material we still use, in which edition and which paper is used.

With her HRM expertise, **Frederique** plays a crucial role in terms of corporate social responsibility. She has her finger on the pulse of the organisation to know exactly what is going on with our employees and how we can contribute to their health and vitality.

The colleagues from our **assembly** and warehouse keep us focused when it comes to small but impactful improvements. Such as using more sustainable packaging materials and separating our residual waste.

With his Purchasing Team, **Marcel** purchases as many components close to home as possible. He also ensures that we stay well informed about the developments of more sustainable materials coming onto the market.

Jorn is our specialist in Life Cycle Assessments (LCA) of our machines. Since 2025, we have had software that allows us to carry out LCAs ourselves. As a Planner, Jorn has a good overview of all the components we process as well as the associated processes and logistics flows.

Together, we keep each other on our toes and continuously take steps to improve our sustainability performance. If you have any questions about sustainability or need help with tenders, our Sustainability Team will be happy to help.



From left to right: Patrick Jansen, Jeroen Arentsen, Frederique Grevers, Marcel Wijkamp, Jorn Janssen, Linda van de Maat, Ben Welleweerd



ENVIRONMENT

“ WE WANT TO BE
A RESPONSIBLE COMPANY. ”

7

AFFORDABLE AND
CLEAN ENERGY



9

INDUSTRY, INNOVATION
AND INFRASTRUCTURE



12

RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13

CLIMATE
ACTION





CLIMATE CHANGE: WHAT IS THE EU DOING?

The Paris Climate Agreement is a global agreement of the United Nations signed by almost all countries in the world. Voluntary agreements have been made to slow down global warming by reducing greenhouse gas emissions (with CO₂ as the main gas). The objective is to limit the increase in the global average temperature to below 2°C above pre-industrial levels. The EU is a leading player and signatory to the Paris Agreement and drew up the Green Deal in 2020.

On 14 July 2021, the European Commission presented the Fit For 55 package, a comprehensive set of measures aiming to achieve the goal of climate neutrality by 2050. The Fit for 55 package is part of the Green Deal and still needs to be approved in the European Parliament.

GREEN DEAL GOALS

- By 2030, we should have reduced carbon emissions by 55% compared to 1990
- By 2050, the entire European Union should be climate neutral
- Economic growth without resource depletion
- No person or region left behind

To achieve this, the EU Climate Law was formally adopted in 2021 as the legal basis of the Green Deal. This law requires all EU Member States to take national measures to achieve the 2050 climate goals.

A SELECTION OF THE EUROPEAN MEASURES

- All packaging must be recyclable by 2030.
- The textile and plastics industries are to stop using microplastics by 2030.
- Consumers must have the right to repair faulty goods.
- Companies must be fined if they incorrectly present themselves as green.
- Buildings need to be renovated to reduce carbon emissions and energy consumption.
- European forests need to be protected and expanded.
- 40% of generated energy must be clean by 2030.
- Investments will be made in four million electric car charging points across Europe to encourage the use of electric cars.

Where relevant, ETNA Coffee Technologies will adhere to and comply with the above measures and include activities related to these measures in its roadmap.



**OUR
ASSEMBLY IS
100% CARBON
NEUTRAL**

ROADMAP



To achieve 100% CO₂-neutral assembly, these four steps are carried out on an ongoing basis.
Internal and external communication is of course an important part of this.



SCOPES

To explain which limits we adhere to for measuring our carbon emissions, we use the three scopes as defined in the Greenhouse Gas Protocol.

SCOPE 1

Direct carbon emissions generated by our own sources within the organisation. This concerns emissions from our own building, transport and manufacturing-related activities. These include our own diesel generators and heating systems, our own trucks and other vehicles and the use of coolant in cooling equipment and air conditioning systems.

SCOPE 2

This includes indirect carbon emissions resulting from the generation of the electricity or heat we purchased or consumed ourselves. The organisation uses this energy internally, but does not generate it internally. It is generated in another location, for example a power plant.

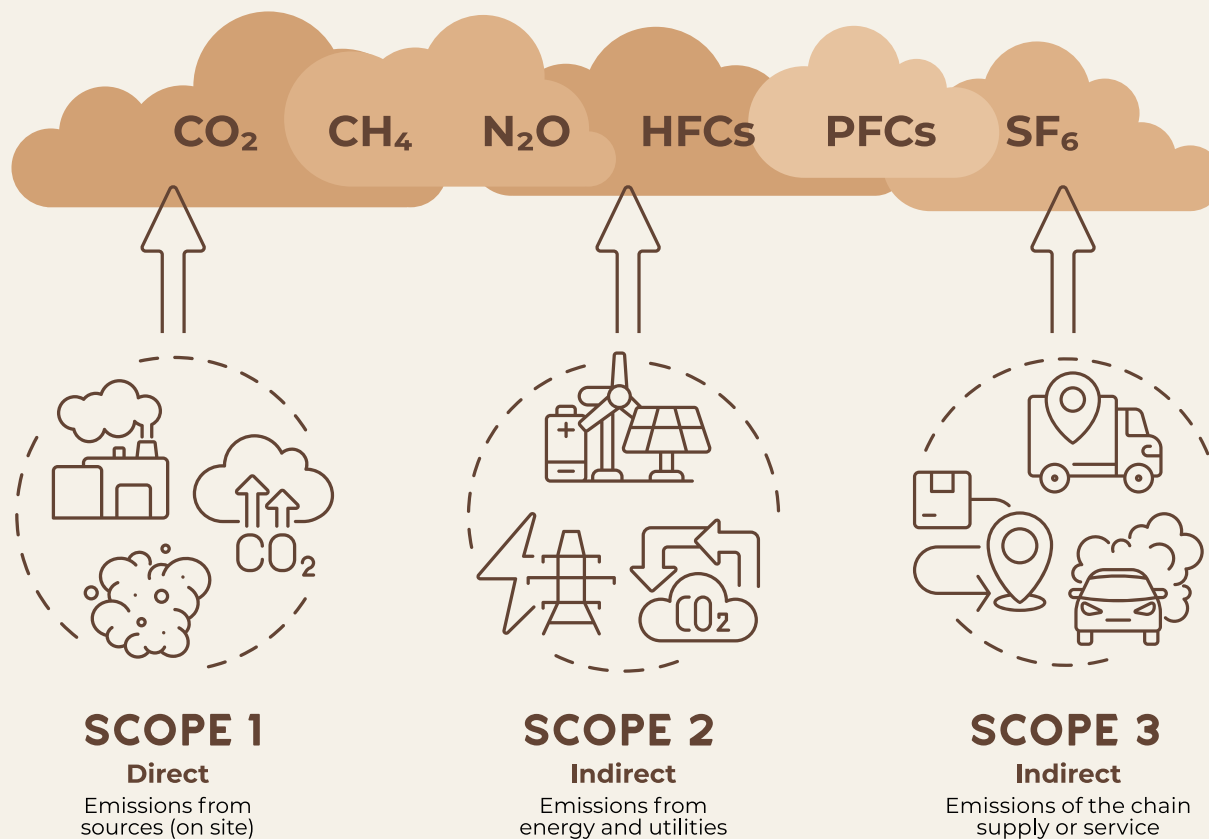
SCOPE 3

Indirect carbon emissions caused by another organisation's business activities. These emissions come from sources that our organisation does not own and can't influence. Some examples are emissions caused by the production or extraction of purchased raw materials and outsourced activities such as freight transport. Scope 3 also includes indirect emissions from business travel in private vehicles and business air travel.

We measure the carbon emissions within scopes 1 and 2. In addition, we measure the business travel of our employees of the Doetinchem site within scope 3, both in private vehicles and by air.



SCOPES OF EMISSION



Scopes defined as in the Greenhouse Gas Protocol



Consumption	Unit	2023	2024	2025
Gas	tonnes of CO ₂	91.05	69.84	64.11
Electricity (purchased)	tonnes of CO ₂	57.72	52.49	54.52

SOLAR PANELS AND GREEN POWER

To reduce carbon emissions caused by the consumption of electricity, 686 solar panels were installed on the ETNA assembly hall's roof in December 2021. ETNA's electricity consumption was measured at 253,403 kWh in 2025, so this system should be able to meet all of ETNA's electricity needs. In reality, the option to feed the generated electricity back into the grid is currently not available due to grid congestion.

As a result, 143,710 kWh of the electricity generated was used directly, and the remaining required electricity was purchased. ETNA leases the premises. Together with the landlord, we are looking at how to be even smarter about our energy management.



ELECTRIC CHARGING STATIONS

ETNA researched the installation of electric charging stations for employees and visitors. Unfortunately, this is currently not available due to grid congestion. We are keeping a close eye on developments in this respect.

WHAT IS GRID CONGESTION?

Grid congestion is a kind of traffic jam on the electricity grid. This traffic jam is caused by the energy transition: the switch from fossil fuels to renewable forms of energy. The energy transition is evolving quickly. All renewable energy is (mostly) fed back into the electricity grid. The supply of electricity used to be a one-way street. It went from the power plant to homes and businesses. With the arrival of renewable energy generation, such as solar energy, this has become a two-way street. The Dutch electricity grid was not originally designed for this. This sometimes leads to voltage problems on the power grid. This means the options of feeding electricity back into the grid and the consumption of more electricity (for example through electrification or urban expansion) is not available.

GRID CONGESTION IN DOETINCHEM

Buildings or developments with a commercial connection (shops, hospitality, businesses, solar farms/roofs, etc.) are currently not being connected. Liander casts a critical eye on when these buildings can be connected.

Source: <https://besluitvorming.doetinchem.nl/Documenten/2023-37-Netcongestie-Doetinchem.pdf>



ENVIRONMENT

Energielabel utiliteitsbouw

Registratienummer: 946536187 | Datum registratie: 06-10-2022 | Geldig tot: 07-09-2032 | Status: Definitief

Dit gebouw heeft energielabel **A+++++**

Isolatie	Installaties	Verbetering aanbevolen?
Gevels: [Bar chart]	Verwarming: HR-107 ketel	[Bar chart]
Gevelpanelen: [Bar chart]	Warm water: Elektrische boiler	[Bar chart]
Daken: [Bar chart]	Ventilatie: Natuurlijke toevoer met mechanische afzuiging	[Bar chart]
Vloeren: [Bar chart]	Koeling: Compressiekoeling	[Bar chart]
Ramen: [Bar chart]	Verlichting: 12,4 W/m² gemiddeld geïnstalleerd vermogen	[Bar chart]
Buitendeuren: n.v.t.	Zonnepanelen: 192.080 Wp	[Bar chart]

Dit gebouw wordt verwarmd via een aardgasaansluiting

Aandeel hernieuwbare energie: 133,1 %

Over dit gebouw	Opnamedetails
Adres Expeditieweg 6 E 7007CM Doetinchem sax-ic: 002000000108 <i>Dit energielabel betreft meerdere adressen, zie bijlage.</i>	Naam Casper Melrik Examennummer 88181281
Bouwjaar 2003	Certificaathouder Inspectieprofs, hvdn Bouwvisie Inspectieprofs
Compactheid 0,95	Inschrijfnummer SKGKOB 012250
Gebruiksoppervlakte 841 m²	KvK-nummer 70998620
Gebruiksfuncties 69,4% Kantoor	Soort opname Basisopname
Gebruiksovereenkomst 30,6% Bijeenkomst	Certificerende instelling SKGKOB

ENERGY LABEL OF THE ETNA BUSINESS PREMISES

From refrigerators to large commercial buildings, almost everything that consumes energy has to have an energy label. The energy label for commercial buildings indicates how energy efficient a building is. It also shows which energy-saving measures are still possible.

The less fossil energy a building consumes, the better its energy label will be. An energy label G is the poorest score. The best score is an A++++ energy label for commercial buildings. As the picture on the energy label shows, our building is classified as A++++.

BREEAM® NL Code for a Sustainable Built Environment
www.dgbc.nl | www.breem.nl

Gebouwdeel

BREEAM-NL In-Use certificaat

Hiermee wordt verklaard dat:
Expeditieweg 6A t/m 6F te Doetinchem te Doetinchem

is beoordeeld op basis van het schema:
BREEAM-NL In-Use Utiliteitsbouw v6.0.0
door een BREEAM-NL Assessor voor:
Retail Bouw Nederland

Certificaatnummer: 3624-BIU-2021

Asset 40,01%
★★★★☆☆
Good
22 april 2024
Altyddatum

Beheer -
☆☆☆☆☆☆
Unclassified
Oscar Elshout
BREEAM-NL Assessor
Greenbuildingcoach
Lidtoehoudende organisatie

22 april 2027
Maakmal geldig tot

Uits: Anneraam van Doorn, Dutch Green Building Council

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THE ETNA BUILDING IS BREEAM CERTIFIED.

BREEAM-NL has been the certification method for a sustainably built environment since 2009. This methodology is used to assess projects' integral sustainability, not just in terms of energy, but across the board.





INTERNAL TRANSPORTATION

All internal means of transport are electric. All forklifts, reach trucks and pallet trucks are also electrically powered. None of our internal means of transport run on fossil fuels (petrol, gas or diesel).



LED LIGHTING

We opened a second production hall in January 2020. At that time, all fluorescent lighting in both production halls was replaced with LED lighting. The office spaces are also fully equipped with LED lighting.

CARBON EMISSIONS

The scope overview is shown below.

Scope 1 category	Unit	2023	2024	2025
Gas consumption	tonnes of CO ₂	91.05	69.84	64.11
ETNA company bus consumption	tonnes of CO ₂	8.38	7.86	8.76
Water consumption	tonnes of CO ₂	0.08	0.06	0.11

Scope 2 category	Unit	2023	2024	2025
Electricity consumption (purchased)	tonnes of CO ₂	57.72	52.49	54.52

Scope 3 category	Unit	2023	2024	2025
Upstream				
Commuting	tonnes of CO ₂	58.3	61.54	76.95
Business trips	tonnes of CO ₂	18.54	19.90	25.05
Waste	tonnes of CO ₂	27.03	33.51	28.47
Total emissions		261.37	245.20	257.97



COMMUTING

What are our employee commuting carbon emissions? And how can we reduce them? These are the questions we measure each year with an internal survey.

ETNA encourages its employees to commute by bicycle with a bicycle plan. A canopy has also been installed so that ETNA employees can safely park their bicycles and charge their electric bicycles.

Means of transport	2023 results		2024 results		2025 results	
	In general: total number of employees: 60		In general: total number of employees: 66		In general: total number of employees: 70	
	Total CO ₂	CO ₂ (%)	Total CO ₂	CO ₂ (%)	Total CO ₂	Employee (%)**
Distribution of emissions in tonnes of CO₂						
Car	54.1	92.8	57.1	92.8	75.6	54.8
100% electric car*	-	-	-	-	0.4	7.8
Carpooling	2.7	4.6	2.9	4.6	0.0	4.7
Scooter/Moped	0.8	1.4	0.8	1.4	0.9	0.5
Bicycle	0.7	1.2	0.7	1.2	0.0	27.1
Public transport	0.0	0.0	0.0	0.0	0.1	5.1
Total	58.3	100.0	61.5	100.0	77.0	100.0

* included in the measurement for the first time in 2025

** percentage of employees using this means of transport

Methodology change 2025: CO₂-attribution for cycling and carpool adjusted, as emissions are not double-counted and cycling has negligible direct emissions.



BUUR MAAKT NATUUR

ETNA is affiliated with the Buur maakt Natuur foundation. The Buur maakt Natuur foundation is committed to buying agricultural land and returning it to nature.

As a partner of Buur maakt Natuur, we offset the company's residual carbon emissions after our carbon reduction measures.

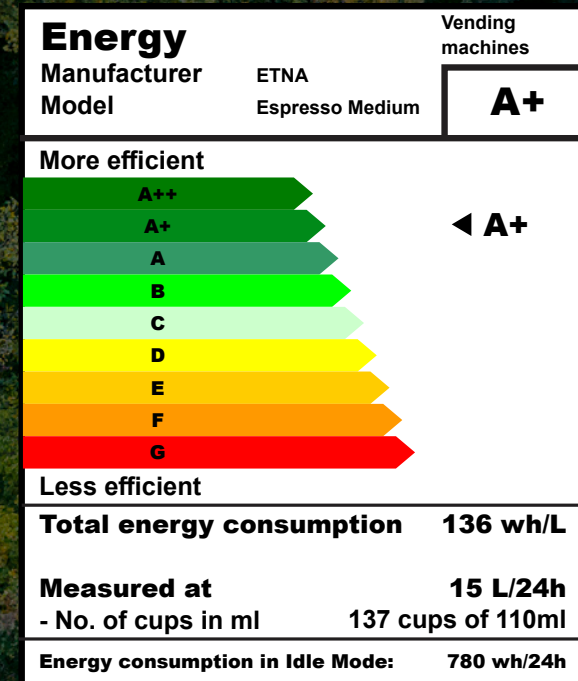
WASTE MANAGEMENT

Our assembly site has separate waste streams and uses recyclable packaging material. We try to use multi-trip packaging to deliver components as much as possible. For example, the Braumann brewers and Braumann grinders are delivered in wooden packaging that is returned. Paper, plastic films, metals and residual waste are collected and disposed of separately. We also reuse packaging materials from suppliers where possible to ship parts to our customers.



ENERGY RATING OF COFFEE MACHINES

ETNA follows the European Vending Association (EVA) energy protocol and we always strive for improvements to minimise energy consumption. We do this by delivering all ETNA coffee machines in activated eco mode as standard, which saves a lot of energy during their service life. Another example are the well-insulated open boilers in our instant and fresh brew coffee machines. This insulation greatly reduces heat loss.



The coffee machines' energy ratings can be found on our ETNA Dealer Portal.



LIFE CYCLE ANALYSIS

In order to gain insight into where the greatest environmental impact occurs in our chain, we started to draw up a life cycle assessment (LCA) in 2025. An LCA is a method to map the environmental impacts of a product, service or process over its entire life cycle. In our case, we're going to do that on the environmental impact of our coffee machine. These include energy consumption, CO₂ emissions, water consumption and the depletion of raw materials.

With this information, we can make more sustainable design choices in the future, compare products or materials with each other, formulate substantiated sustainability claims or identify opportunities for improvement in the chain.

We will first map this out for our best-selling machine, the Dorado line. Using the Umberto software module, we started looking in detail at the extraction of raw materials, production, transport and use and waste disposal of this machine. In the future, we want to do this on our other models as well.



ORIGIN

“ WE STRIVE FOR A TRANSPARENT
SUPPLY CHAIN. ”

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION





75%

OF OUR PARTS ARE MADE IN EUROPE*

ETNA is a development and assembly company and therefore purchases many components and parts. We aim to have at least 75% of the parts for our machines produced within Europe.

SUPPLIER CODE OF CONDUCT

We have agreed a code of conduct with our suppliers, which describes what we expect from them.

Important principles are:

- Respectful collaboration
- No child labour in the chain
- No discrimination
- Fair trade practices

* based on country of origin declaration



CORPORATE SOCIAL RESPONSIBILITY

“OUR EMPLOYEES CAN COUNT ON A SAFE, HEALTHY WORKING ENVIRONMENT.”

7 AFFORDABLE AND CLEAN ENERGY 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	13 CLIMATE ACTION 
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SAFE AND HEALTHY WORKING ENVIRONMENT

Part of ETNA's sustainability strategy is to demonstrate socially engaged entrepreneurship. We pay attention to our employees and our immediate surroundings. Our employees can count on a safe and healthy working environment, both physically and socially.

DIVERSITY AT ETNA

The full ETNA team consisted of 70 employees in 2025. This corresponds to 65.3 FTE (as at 31 December 2024). By offering part-time work and flexible working hours, we give a wider target group the opportunity to fill a position, such as people who want to combine their care for children or other loved ones with their job.

BICYCLE PLAN

Employees have access to the bicycle plan, which allows them to purchase a bicycle on attractive terms. It encourages cycling to and from work and for recreational use.

PERIODIC MEDICAL CHECK-UP

Every three years, we offer employees the opportunity to have a Periodic Medical Check-up. This (voluntary) check-up gives employees insight into their physical condition, pays attention to a healthy lifestyle and monitors employees' stress levels. Employees receive individual feedback, and as the employer, ETNA receives general feedback. Based on this general feedback, we will carry out further optimisations to support our employees' vitality as much as possible. The PMO is planned for 2026.

SPORTS CLUB MEMBERSHIP

ETNA is a member of Bedrijfsfitness Nederland. This platform allows us to cover part of employees' sports club membership fees and entitles employees to a tax benefit on those membership fees. This makes exercising (more) particularly attractive for employees.

VITALITY WEEK

National Vitality Week takes place every year. The aim this week is to make the working population of the Netherlands aware of the importance of their own vitality. This week, ETNA is organising accessible activities for all employees. In 2025, an activity was scheduled every day. These ranged from a challenging boot camp to a soothing chair massage. We also enjoyed a well-thought-out healthy food theme lunch, led by the team of De Graafschap Vrouwen. We also organised a lunch walk at 't Knapper-slag, an initiative by Buur maakt Natuur that we support. Employees were also able to take part in an ergonomic chair check and healthy snacks were offered. Everyone was invited to participate in all these accessible activities.

JOINT SPORTING ACTIVITIES

A sports event calendar is drawn up each year with (at least) four events employees can take part in as a team. Mainly running, cycling and mountain biking events are scheduled. Last year, a group of colleagues also participated in the 'Fittest company of the Achterhoek region'. Participating employees will be given an ETNA sports outfit they can keep.





LOCAL SOCIAL INITIATIVES

DOETINCHEM INNOVATION HUB

The Innovation Hub is a collaboration of four companies: Rensa Family, Wopereis Group, Hosokawa Micron and ETNA Coffee Technologies. The Doetinchem Innovation Hub enables graduates and trainees to complete a challenging work placement, giving them the unique opportunity to take a look at the three other organisations. They have the option to take additional training courses and receive additional guidance to get the most out of their work placement or graduation assignment.

SCHOOLS COLLABORATION

In addition to the Doetinchem Innovation Hub, we are also in touch with various schools, such as Graafschap College, HAN, University of Twente and Prakticon. We offer students work placements in different ETNA departments.

MINI MANNA FOUNDATION

The Mini Manna Foundation is an independent social enterprise founded in Doetinchem in 2007 to support a large group of residents with insufficient income to make ends meet. They now also have branches in Ulft and Winterswijk. In the 15 years since it was founded, the Mini Manna Foundation has developed into one of the leading organisations in the fight against poverty. The foundation has become a place of inclusive day programmes, reintegration and participation, all based on the motto 'driven by the target group for the target group'. We are happy to contribute to this initiative. The coffee beans that our factory grinds during the adjustment of the coffee machines are donated to the Mini Manna Foundation.

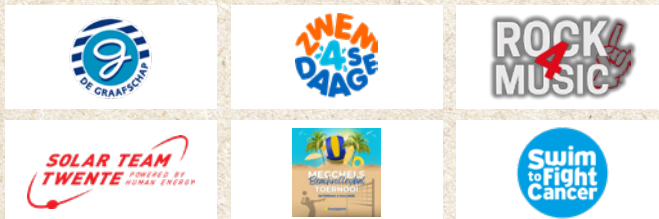




SPONSORSHIP

We put our employees and the local community first. In order to meet this goal, we support social initiatives brought forward by our employees every year. We assess sponsorship requests based on themes such as health & vitality, equal opportunities, sustainability and technology. We focus primarily on initiatives in our region and believe it is important that our sponsorship is in line with our 'Simply Unstoppable' pay-off.

In 2025, for example, we sponsored the Graafschap Women's 1 football team, Zwem4daagse Gendten, which enables children to experience the pleasure of swimming, the Rock4music festival, which brings music to children with a chronic illness, Solar Team Twente, the beach volleyball tournament in Megchelen and Swim2fightcancer.





SOCIAL RETURN

Social return means creating employment for people who would otherwise find it difficult to access the labour market.

1. Employment rate
2. Supported employment
3. Social activities

EMPLOYMENT RATE

When recruiting and selecting new employees, we aim to take an inclusive approach that focuses on the strengths of each candidate who presents themselves. We believe that diversity and inclusion helps us to perform better and to attract the right talent. Our goal is to create a work environment in which every employee feels valued and comfortable.

As an accredited apprenticeship company, we welcome trainees of all levels. We have become a member of Doetinchem Innovation Hub to find suitable trainees and ensure proper support for our trainees during their work placement period. Our trainees come from secondary

vocational schools, higher vocational schools and universities. The Innovation Hub is a collaboration of four companies in the Doetinchem area. Every school year, we offer two work placement places to students from Secondary Special Education and Practical Education.

SUPPORTED EMPLOYMENT

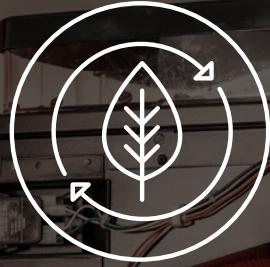
We outsource part of the assembly activities to inclusive-focused company Maak BV and we buy printed circuit boards from Confed. We carefully consider all aspects when we outsource certain activities. On the one hand, we look at the feasibility of limiting time pressures in supported employment. On the other, we take into account the logistical and environmental aspects (such as additional transportation).

SOCIAL RETURN VALUE

Each machine produced represents an SROI value of €52.77 (value applicable in 2025). This value is based on the building block method.



**WE BELIEVE DIVERSITY
AND INCLUSIVITY HELP US
TO PERFORM BETTER**



CIRCULARITY

“ WE WANT TO DEVELOP
RELIABLE PRODUCTS. ”

3 GOOD HEALTH
AND WELL-BEING



5 GENDER
EQUALITY



8 DECENT WORK AND
ECONOMIC GROWTH



10 REDUCED
INEQUALITIES



REDUCE

PACKAGING

We take a conscious approach to the packaging of our products and make choices that are in line with our sustainability policy. The cardboard in our packaging is made largely from recycled, FSC-certified material. The cardboard can be taken for recycling through our dealers.

Our packaging uses EPS to give our coffee machines sufficient protection during transport. There is a misconception that EPS is not a sustainable packaging material.

It is true that unlike cardboard, EPS is more difficult for our dealers to recycle. It has therefore been decided to gradually convert our packaging to EPS-free cardboard variants and to phase out EPS. We will continue this conversion in 2026.



**WE TAKE
A CONSCIOUS
APPROACH TO
THE PACKAGING OF
OUR PRODUCTS**

An aerial photograph of a dense forest. The trees are mostly green, with some showing yellow and orange hues, suggesting autumn. The text is centered in the middle of the image.

**REDUCE
REPAIR
REUSE
RECYCLE**



COMPONENTS OF RECYCLED MATERIALS

Our colleagues in the Research & Development department pay close attention to choosing the components used in our coffee machines. Recycled materials are used wherever possible, and there is no restriction by food contact legislation.



SERVICE LIFE OF ETNA MACHINES

We don't believe in a throw-away society. We believe in machines with a long service life and low service costs. We therefore choose durable, stable components in our machine, which are of high quality and have a long service life. Even with intensive use. An ETNA coffee machine is designed to last at least eight years. In the coffee machine manufacturer's business column, corrective and preventive maintenance throughout the life of the coffee machine has the greatest impact on the environment.

That's why maximising uptime, by preventing breakdowns, is central to our policy:

- Metal cabinet instead of plastic
- Metal Braumann brewing unit and Braumann mill instead of plastic
- Glass Front safety glass
- High-quality pumps and boilers



CIRCULARITY

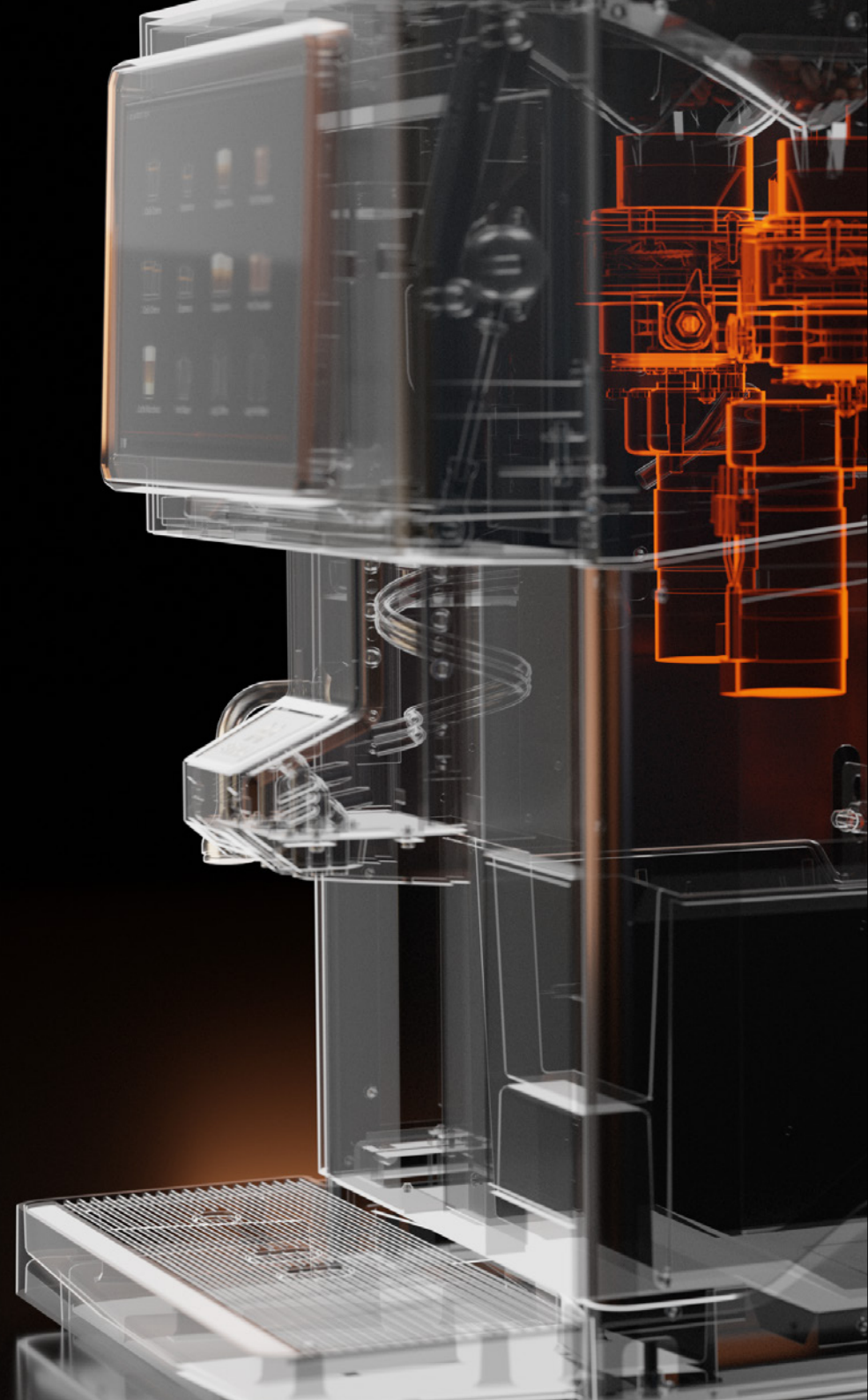
8-YEAR WARRANTY ON THE BRAUMANN BREWING UNIT AND BRAUMANN GRINDER

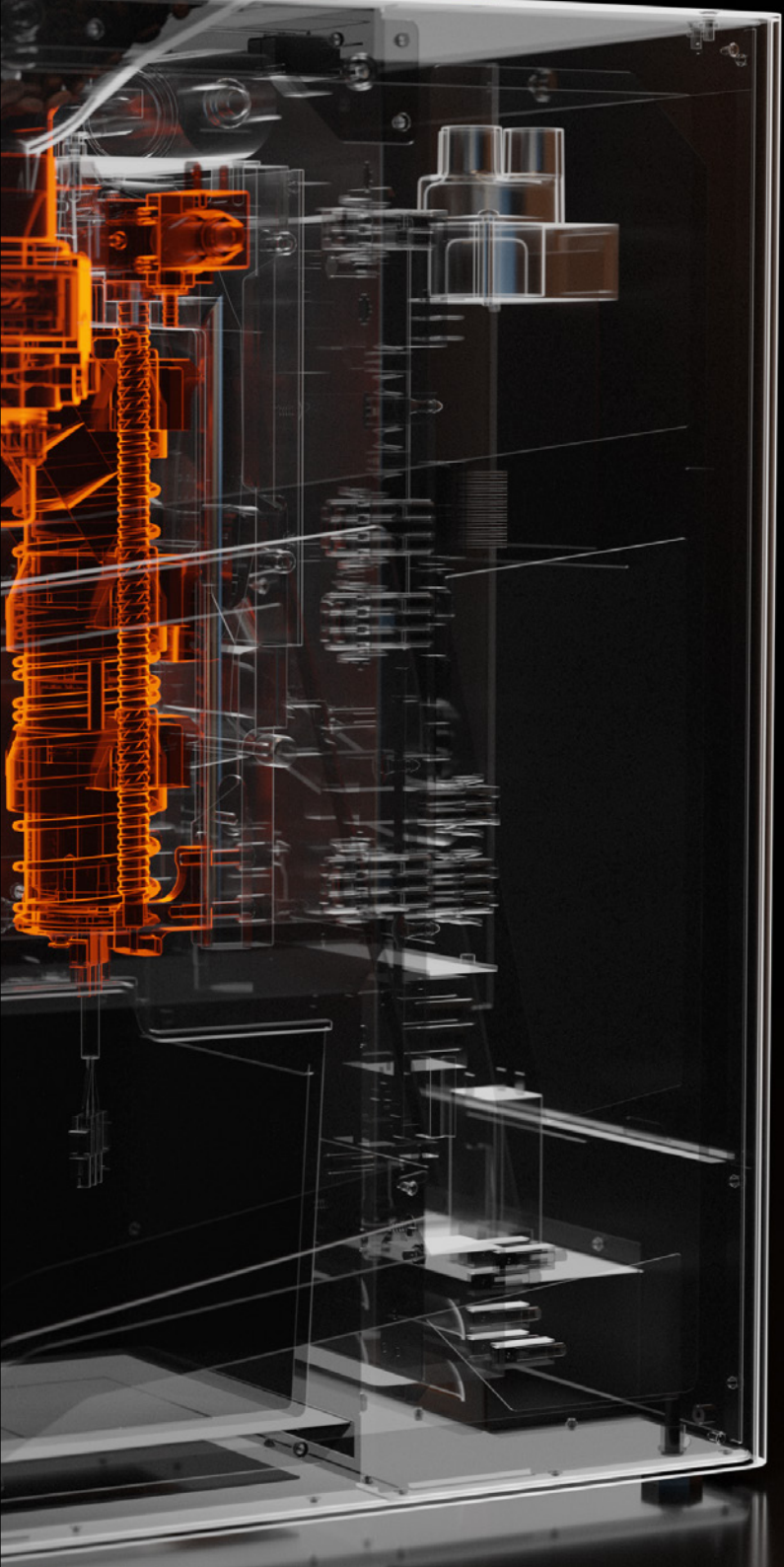
The brewing unit and grinder are key to the machine's reliability and the coffee's quality. With an 8-year manufacturer's warranty on the Braumann brewing unit and Braumann grinder, you don't run any technical risk on these crucial components.

Your advantages of the 8-year warranty on the Braumann brewing unit and Braumann grinder:

- Guaranteed long service life
- Low maintenance costs
- A sustainable solution

The warranty conditions can be found on our ETNA Dealer Portal.





REPAIR

MAINTENANCE AND REPAIRS

The machine is easily accessible for repair. The side walls, rear wall and top plate can be easily dismantled, allowing the technician to get on with the maintenance and repair straight away. Parts remain available for at least ten years after the purchase of the machine. This extends the coffee machine's service life and reduces the environmental impact.





REUSE

BRAUMANN BREWER OVERHAUL

ETNA has been manufacturing Braumann brewing units since 2021. The employees making Braumann brewing units have been trained and certified by our partner Braumann in Switzerland. As our production now also takes place at ETNA, we have taken the next step to extend the service life of our products within the Triple R philosophy: reduce – repair – reuse. We also offer the option of brewing unit overhauls as part of our reuse philosophy.

WHAT DOES AN OVERHAUL INVOLVE?

During an overhaul of a Braumann brewing unit, any parts that are subject to wear are replaced. This maintenance is carried out after around 100,000 – 120,000 drinks, after which the brewing unit can produce the same number of drinks again.

RECYCLE

RECYCLABILITY OF ETNA MACHINES

ETNA takes the recyclability of its machines into account in the design phase. We make sure that as many connections between different materials can be easily separated.

The result of this policy is that our machines have a very high recyclability rate. At least 95% of components are recyclable.

For example: ETNA Dorado Espresso Medium / DES121



Our coffee machines' material passports can be found on our ETNA Dealer Portal.



Recyclability DES121BBAHECNLO							
Material category	Percentage	Material	Recy y/n	Calculate %	Recyclable	Not recyclable	
Plastic	4,19%	ABS, Acrylonitrile Butadiene Styrene	y	100%	4,19%	0%	
	1,52%	EPS, expanded polystyrene	y	100%	1,52%	0%	
	0,19%	PA 6, polyamide (nylon)	y	100%	0,19%	0%	
	0,59%	PA 6.6, polyamide (nylon)	y	100%	0,59%	0%	
	0,03%	PA, polyamide (nylon)	y	100%	0,03%	0%	
	0,99%	PC, polycarbonate	y	100%	0,99%	0%	
	0,26%	PE LD, polyethylene, low density	y	100%	0,26%	0%	
	0,95%	POM, polycetal	y	100%	0,95%	0%	
	1,61%	PP, polypropylene	y	100%	1,61%	0%	
	5,80%	PS, polystyrene	y	100%	5,80%	0%	
	0,60%	Silicone	y	100%	0,60%	0%	
	Metal other	7,09%	Aluminium	y	100%	7,09%	0%
		0,04%	Source	y	100%	0,04%	0%
		0,75%	Brass	y	100%	0,75%	0%
44,79%		Sendzimir/zincor	y	100%	44,79%	0%	
Metal stainless steel	0,47%	Stainless steel 302/AISI 302 (1.4310) (spring steel)	y	100%	0,47%	0%	
	0,16%	Stainless steel 303/AISI 303 (1.4305)	y	100%	0,16%	0%	
	1,18%	Stainless steel 304/AISI 304 (1.4301)	y	100%	1,18%	0%	
	0,05%	Stainless steel 316/AISI 316 (1.4401)	y	100%	0,05%	0%	
	0,05%	Stainless steel 420/AISI 420 (1.4021)	y	100%	0,05%	0%	
	0,57%	Stainless steel 430/AISI 430 (1.4016)	y	100%	0,57%	0%	
	1,64%	Steel	y	100%	1,64%	0%	
Other materials	1,14%	Wood	y	100%	1,14%	0%	
	4,35%	Cardboard	y	100%	4,35%	0%	
	0,25%	Other recyclable	y	100%	0,25%	0%	
	0,12%	Paper	y	100%	0,12%	0%	
	Partly recyclable	2,04%	Cable/cable harness	y/n	70%	1,43%	0,61%
16,04%		Mech assembly 1 recyclable 95	y/n	95%	15,24%	0,80%	
0,31%		Mech assembly 4 recyclable 75	y/n	75%	0,24%	0,08%	
1,26%		PCB, circuit board	y/n	50%	0,63%	0,63%	
Not recyclable	0,22%	Mech assembly 2 non-recyclable 0	n	0%	0%	0,22%	
	0,73%	Other non-recyclable	n	0%	0%	0,73%	
	100%				96,92%	3,08%	

PCB: assumption that 50% by weight can be recycled.

Cable and cable harnesses: assumption that 70% of the weight (core material) can be recycled.



OPEN/Wecycle FOUNDATION

ETNA is a member of the OPEN/Wecycle Foundation. This means a removal fee is paid for each machine. This means that all ETNA machines can be recycled correctly at the end of their service life at no cost to the customer. The Stichting OPEN arranges sustainable and environmentally conscious recycling of collected discarded electrical appliances. The electrical appliances are sorted after collection. Some appliances are dismantled manually for reuse or better recycling. Where possible, this activity is handled by people who would otherwise find it difficult to access the labour market. The e-waste is then processed in the best possible way by CENELEC-certified processors. Environmentally hazardous substances such as batteries and capacitors are also disposed of. This means the collected appliances are eventually all recycled into new raw materials.

For more information about the Stichting OPEN, visit stichting-open.org/en/



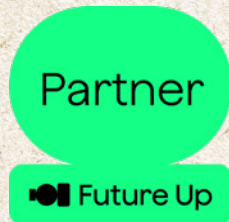
WEEE NEDERLAND B.V.

ETNA is also a member and affiliate of WEEE Nederland b.v. This is currently an important collection and recycling platform, especially in Germany. WEEE stands for Waste from Electrical and Electronic Equipment. WEEE is the common name for the European directive that regulates the collection and recycling of this waste stream.

For more information on WEEE, visit www.WEEE.nl



Wecycle



FUTURE UP

ETNA is a member of Future Up (formerly CSR Netherlands). Future Up drives the transition to a sustainable economy with the largest sustainable business network in the Netherlands. To measure progress towards their ambition, CSR Netherlands has developed the New Economy Index (NEX) to measure how well they are doing every year. This index comprises seven themes: new wealth, the circular economy, biodiversity, real prices, company inclusivity, green energy and transparent chains. Together, these themes form the new economy, which is the focus of CSR Netherlands' work. It also sets the agenda for our partners on the journey to becoming a more sustainable company.

For more information, visit www.futureup.nl/en

**TODAY'S CONSUMERS
EXPECT HIGH QUALITY
COFFEE EVERYWHERE.
CONSISTENTLY
OFFERING THE BEST
COFFEE IS THEREFORE
ESSENTIAL TO US.**



2026 PLAN

“WE INVITE YOU TO BE PART
OF OUR MISSION.”

ENVIRONMENT

- In cooperation with our landlord, the roofing on our property will be replaced and an even higher insulation value will be achieved.
- We are fully switching to EPS-free packaging.
- By using boiler insulation in all espresso machines, the energy consumption of these machines will be reduced even further.

ORIGIN

- Convert various components bought in Asia, e.g. cable harnesses, to a European production site.
- Further investigate which other components can be sourced within Europe.

CORPORATE SOCIAL RESPONSIBILITY

- HR policy aimed at ensuring a safe and healthy working environment for all ETNA employees. We measure the health of our working environment on the basis of absenteeism figures, among other things.
- In 2026, at least 75% of the employees invited will participate in the preventive medical examination (PMO).
- By the end of 2026, the SROI value per machine produced will have increased by 10% compared to 2025.

CIRCULARITY

- Complete life cycle assessments for the majority of our range and have these LCAs validated by an independent body using an EPD (Environmental Product Declaration).
- Minimise part bonding in production. Investigate alternatives that are easier to detach, enabling repair or replacement.

“WE WANT TO BUILD ROBUST, LONG-TERM RELATIONSHIPS WITH OUR PARTNERS AND ADD VALUE TO THEIR BUSINESS THROUGH INNOVATION, CUSTOMISATION AND THE LOWEST TOTAL COST OF OWNERSHIP.”



ACHIEVED IN 2025

	Objective	Implementation*
Environment	Reduce commuting carbon emissions by challenging more colleagues to cycle to work.	In 2025, 27.1% of employees cycled regularly. While we are already very happy with the percentage, CO ₂ emissions from commuting have unfortunately not decreased. In 2026, we will continue to challenge our colleagues to get on the bike.
	Make packaging of accessories, small and compact machines 100% EPS-free, using unbleached cardboard. Prepare conversion of remaining packaging with the aim of 100% EPS-free packaging by 2026.	The specified packaging has been converted to the new variant. Preparations for the conversion of the remaining packaging are in full swing.
	Investigate the possibilities to further reduce our coffee machine's energy consumption with the highest achievable energy rating for our products.	The investigation into the application of insulation to our flow boilers has been completed. And the technical preparations have been made to be able to bring machines with even better energy performance to market in the second half of 2026.
Origin	Investigate whether we can source cable harnesses, which are procured in Asia, in the region.	We have contracted a supplier in Portugal for the sourcing of cable harnesses. In the meantime, we have placed the first orders and will continue our efforts in 2026 to purchase cable harnesses that are still produced in China in Portugal.
	Renewed request of declarations of origin for articles to gain a better insight and achieve our goal of sourcing 80% of articles within the EU.	We are working hard to get suppliers to declare the origin of the item by means of a declaration of origin. This is labour intensive for both us and the supplier. We will continue to work on this in the coming years to keep up with all the changes.

	Objective	Implementation*
Corporate social responsibility	HR policy aimed at ensuring a safe and healthy working environment for all ETNA employees. We measure the health of our working environment based on the absence figures and by conducting interviews about 'growth at and with ETNA'.	Our absence monitoring shows that we had 1.01% short-term absences, 0.59% medium-term absences (8-42 days) and 2.88% long-term absences (more than 43 days). Our external confidential advisor did not receive any reports in 2025.
	Strengthen our vitality plan to increase the sustainable employability of our people. We aim to increase the number of participants in joint sporting activities by 30% in 2025.	In 2025, we successfully strengthened the vitality plan. The number of employees who participated in joint sports activities has increased by 35%.
	We give at least five students a work placement opportunity with ETNA (using the Innovation Hub) and we offer two apprenticeships to pupils in practical education.	In 2025, we had a total of 10 trainees and 2 apprentices from practical training.
	We want to support at least three new charities (social organisations) that our colleagues have brought forward and have a personal connection with.	In 2025, we supported three new charities. These include Sportclub Varsseveld, Wandelnet (Graafschapspad) and Swim to Fight Cancer.
Circularity	Act on refurbishment research and recover reusable parts from used machines.	The study into internal refurbishment of coffee machines has been completed. Structurally, too few machines are returned to create a concrete business case for refurbishing machines and parts. ETNA coffee machines are often refurbished and reused by our dealers themselves, extending their service life to the maximum.
	Research and preparation for calculating and reporting LCAs (Life Cycle Assessments) for our coffee machines.	ETNA has completed the study on Life Cycle Assessments. An LCA software package has been purchased (Umberto) and we have started the first assessments. This will enable ETNA to thoroughly analyse the environmental impact of our products and further improve our use of raw materials and energy consumption.

* For a detailed explanation of the objectives achieved, please refer to the next page.

**OUR AMBITION IS TO OFFER
THE MOST SUSTAINABLE
OPTION FOR FULLY
AUTOMATIC TABLETOP
COFFEE MACHINES**




ETNA



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