



Q8 Publishes Its 2024–2025 Sustainability Report

100% renewable energy, –6.4% reduction in direct emissions in one year, investments in biogas, 40 new hires among young professionals, and local value creation: these are just some of the key achievements reported this year.

Rome, 30 July 2025 – In line with the Q8 Group's long-term vision for a fair, concrete, and measurable energy transition, Q8 Italia presents its **2024–2025 Sustainability Report**, referring to the fiscal year ending March 31, 2025. The document outlines the actions carried out in the areas of **Environmental, Social, and Governance (ESG)**, in alignment with the **United Nations Sustainable Development Goals**, and is voluntarily prepared in accordance with the **GRI Sustainability Reporting Standards** issued by the **Global Reporting Initiative (GRI)** and the **GRI Sector Standard for Oil & Gas**, following the "in accordance" approach.

ENVIRONMENTAL

Throughout the year, Q8 Italia reaffirmed its commitment to climate neutrality, achieving a **6.4% reduction in CO₂ emissions (Scope 1 and 2)** compared to the previous year, as part of its broader goal of reaching Net Zero (Scope 1 and 2) emissions by 2035.

Among the many initiatives carried out in the environmental field, also this year the Company has purchased 100% of its electricity from certified renewable sources. In the fuel retail network and direct sales market, significant progress was made with the expansion of the advanced **biofuel Q8 HVO**, which enables up to 90% CO₂ emission reductions compared to conventional diesel, based on full life cycle analysis and the type of raw material used.

Thanks to **over 170 service stations equipped with electric charging points** along roads and highways, 120,000 EV charges were carried out in the reporting year, totaling approximately **2.6 million kWh**. At the same time, **solar panel installations** continued, now present at **over 300 service stations**, resulting in annual energy savings of around **5 GWh** and helping avoid nearly **2,400 tonnes of CO₂** emissions.

In line with its strategy for energy diversification and transition, the Company acquired **100% ownership of Agriferr and ArMa**, both operating in the production of biomethane and Bio-LNG from agricultural by-products. This strategic move strengthens Q8's presence in the low-emission renewable energy production chain, based on a circular economy model that benefits both the local communities and the national energy transition.



SOCIAL

People remain at the core of Q8's strategy. In continuity with the previous year, Q8 further strengthened its human capital with **40 new hires**, with the **average age of new employees under 28**.

As a reflection of its ongoing commitment to a fair and inclusive work environment, Q8 has obtained **Gender Equality Certification**. This achievement recognizes the company's policies on pay equity, access to growth opportunities, and the promotion of diversity. It marks a further step in strengthening a corporate culture rooted in inclusion and social responsibility.

In addition to well-established and diversified training programs, Q8 delivered **more than 1,900 hours of training on health and wellbeing topics**, in line with the company's values and its People Care Strategy, which promotes physical, psychological, social, financial, and professional wellbeing through a range of initiatives and support services of the people.

Convinced that business must also play a cultural and social role in the community, Q8 supported numerous local projects—some of which were made possible by employee engagement in **corporate volunteering**, contributing to social value creation and stronger community relationships.

To independently assess the social value generated by a sample of these initiatives, an analysis was conducted using the Social Return on Investment (SROI) methodology. **The results showed that for every euro invested by Q8, more than €2.44 in social benefit was created.**

GOVERNANCE

In line with its commitment to ethical and responsible business practices, Q8 continued to ensure that its governance systems remain appropriate for the nature and scale of its operations, by combining regulatory compliance with the implementation of effective policies, established guidelines, and best practices. Once again this year, the company reported **zero cases of corruption, antitrust violations, or customer privacy breaches**.

As part of its continued commitment to the communities in which it operates, Q8 generated and distributed over **€15 billion in economic value, 39% of which was allocated to the Public Administration**, including excise duties.

Innovation, particularly digital innovation, is one of Q8's key strengths. As a **Data-Driven Company**, Q8 leverages data management not simply as a technical tool, but as a strategic pillar of its business.



*“In a global context marked by geopolitical tensions and complex energy challenges, Q8 Italia confirms its commitment to an energy transition based on security, diversification, and technological neutrality,” said **Bashar Alawadhi**, Managing Director of Q8 Italia. “Sustainability must translate into concrete, innovative solutions capable of significantly reducing emissions while ensuring social equity and operational continuity. Only a pragmatic and inclusive approach can help achieve, thanks to the collaboration among all stakeholders, ambitious climate goals and ensure a stable, sustainable energy future.”*

The full report is available at: www.q8.it

Q8 – Company Profile

Q8 is one of the leading players in Italy’s energy sector, supporting the mobility of people and goods. The company operates across the entire downstream value chain, from refining to end-customer distribution, through a nationwide network of approx. 2900 service stations and a logistics system that supports its extensive operations. Q8 is also active—through other group companies—in the production of **advanced biofuels and biogas**, as well as in the **direct sales (Extra-Rete)**, **lubricants**, **marine**, and **aviation fuel** markets. At the heart of Q8’s strategy is the pursuit of business sustainability, combining environmental protection, social development, and economic growth.

Q8 Press Office

ufficiostampa@q8.it

www.q8.it