



GRUPPO CIMBALÌ

Our blend for the future

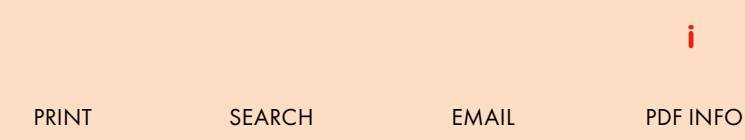
SUSTAINABILITY REPORT 2022





GRUPPO CIMBALI

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OUR BLEND FOR THE FUTURE

Here at Cimbali Group, sustainability is a fundamental shared commitment; it is integrated into our business model as the key to generating value. Today, looking to tomorrow.

Our blend for an increasingly sustainable future is the perfect synergy of three ingredients: People, Product, Planet.

To enhance our collaborators, reduce the environmental impact of our machines and to optimise emissions from both processes and plants, for the benefit of society and the planet.





LETTER FROM THE PRESIDENT

Sustainability isn't a choice but a necessity for both the individual and the business sector.

The environmental and social challenges we face require highly reactive and concrete solutions, which ultimately prompt a change of pace within our operation and which outline a definable route to ambitious yet achievable targets.

Our commitment to sustainability is deeply-rooted within the Cimbali Group's history, as the entrepreneurial spirit of my grandfather Giuseppe, our founder, like that of subsequent generations that have guided the company and still guide it today, have prioritised the well-being of the people, local communities and the environment.

A priority and culture that ensures that we continue to innovate whilst going that extra mile. Thanks to our ability to combine the values that have continually guided us, like the profound know-how and culture of coffee to our inborn drive for innovation. We are profoundly aware of our responsibilities toward both society and the planet. Sustainable innovation is the engine that drives our growth and our market leadership position.

This second Sustainability Report, relating to the Financial Year 2022, illustrates not only the commitments undertaken by the

Group and the targets that we must reach, but above all the initiatives and intermediate goals achieved this year thanks to the work and determination of our 800 plus partners globally, to whom I extend a heartfelt thank you.

We have grown upon this journey: **sustainability has increasingly become an integral part of our business model and of our growth process, however this is definitely not enough.** We are committed to working alongside our stakeholders throughout the chain to implement a common process of sustainable development, aware of the fact that long-term success will depend upon the responsible management of resources and the positive impact that we can have on society and on the planet.

This past year was part of an historic time of great uncertainty featuring social, economic and political instability. This critical context was further aggravated by climate change. This requires the company to look to the future and take a forward-thinking position, always responsive, adaptable and flexible.

For this reason, we have accelerated the decarbonisation processes with significant investments in photovoltaics, renewable

energy and the energy efficiency of our products. We have developed a leadership model to promote increased dialogue between management and employees, so that listening and information become the key instruments in a corporate culture aimed at increasingly greater inclusivity between male, female employees and the Cimbali Group in a place in which diversity - age, gender, ethnicity and culture - is increasingly a source of enrichment.

We are strongly determined to continue upon this journey, conscious of the challenges and difficulties along the way, because we wholeheartedly believe in the contribution that the Cimbali Group - a family company, Italian, yet also international - can make to the market, the chain, society and people by taking increasingly innovative and brave decisions.

My personal thanks go to everyone who has accompanied us along this path with dedication and responsibility, and to all our stakeholders who help us chart the course, encourage us and support us towards our common goals.

Ad maiora!

Maurizio Cimbali



LETTER FROM THE GROUP MANAGING DIRECTOR

The Cimbali Group, market leader within the coffee machine sector, is fully conscious of its role in promoting business sustainability and responsible management. For this reason, we want to be a force for positive change within our industry and the coffee supply chain, balancing the creation of economic value with an innate respect for the environment and social welfare.

The journey to increasingly integrate sustainability within our business model is guided by four pillars of intervention - People, Product, Planet and Partnership - on which we at the Cimbali Group have also concentrated our efforts throughout 2022. Listening to stakeholders is an increasingly important benchmark for implementing new models and processes. Understanding the needs, expectations and concerns of our stakeholders actually enables us to develop further sound strategies that fully encompass a wide range of interests.

Continually valuing our people has gone hand in hand with a 14% growth in personnel compared with last year, including 30% women, an overall increase in all training activities and a rise in the inclusion of differently-abled and disadvantaged employees. Our social commitment continues to constitute one of our strategic guideli-

nes. Our partnership with the Giro d'Italia was the opportunity to renew our support for an international non-profit organisation, specialised in large-scale distribution schemes of bicycles to help reduce poverty in developing countries worldwide.

Our commitment to both products and services has seen an increase in our offering, thanks to ongoing investment in technological innovation, especially within the development of solutions capable of increasing energy efficiency with clear advantages for the reduction of emissions for our customers.

In addition, the Cimbali Group is making great efforts to reduce environmental impact, tackling the challenge of climate change. We made the decision to exclusively buy energy from renewable sources and invest in the expansion of the current photovoltaic system to increase the amount

of self-produced renewable energy. Although these initiatives are already yielding positive results, with a 16% reduction in greenhouse gas emissions compared with last year, we are aware of the many steps we still have to take in order to further improve energy efficiency and continue on the journey towards decarbonisation.

In this second Sustainability Report, the Cimbali Group is proud to share the challenges faced, actions undertaken and the results that have been achieved to date, **within a dynamic process of change which has taken us one further step toward expanding our vision of the future.** The journey is long and we will continue, with determination and ambition, to work on making a difference whilst building a sustainable future together, each and every one of us.

Enrico Bracesco



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GROUP PROFILE

Cimbali Group is an Italian multinational specialised in the design and production of professional espresso coffee machines and equipment dedicated to coffee shops/cafeteria.

The company has symbolised passion, tradition and a unique coffee culture since 1912, consistently striving to deliver innovative solutions and attention to detail with a particular focus on powerful design.

With over 110 years of history behind it, the Group today includes the La Cimbali, Faema, Slayer, Casadio, and Keber brands and operates through four production factories in Italy with a further factory in the United States.

The core of Cimbali Group's production activity is concentrated within Italy, in the three factories of Binasco (Milan), Ghi-

salba (Bergamo) and Cappella Cantone (Cremona), which together produce in excess of 200 coffee machines every day, each of which embodies the design and passion of the "Made in Italy" culture. Since 2017, with the acquisition of the American brand Slayer, Cimbali Group has incorporated a fourth production plant in Renton, in the United States. While in 2019, the Group incorporated Keber, a company based in Dolo (Venice), expert in the design and production of grinders for brands operating within the Italian and international coffee sector.

110
years of history

200
coffee machines
produced every day

CIMBALI DISTRIBUTION NETWORK



130
countries



12
branches



700
distributors



MISSION

The mission of Cimbali Group is to be a leader within the sector, recognised for its ability to progress and to evolve its offering with a strong commitment to sustainable development, contributing with projects and initiatives with a positive impact on the environment and society.

Through its products and services, the company aims to advance via innovation and attention to detail - with focus to design - and the highest quality of coffee in the cup, enabling professionals to express their talent to the fullest.

Internally, Cimbali Group aims to enhance and develop human capital in a context that is increasingly directed towards teamwork, integration and synergy. The

company works to promote the diffusion and culture of espresso coffee externally through its Mumac company museum and its Mumac Academy training centre. Finally, collaboration with authoritative and prestigious partners, such as universities, research institutes, bodies and associations, represents a further tool for conveying coffee culture in the various territories in which Cimbali Group operates.

VALUES

PASSION

PEOPLE

INNOVATION

CUSTOMER
ORIENTATION

EXCELLENCE
WITHIN OUR FIELD

Are the values that guide Cimbali Group, a unique way of thinking and working. These are our values, what we believe in, where we want to go and how we will get there. Adherence to these values and the

related expected behaviours guide the daily actions of the company and its people, inspiring them and guiding them in achieving.

GROUP BRAND



La Cimballi

guaranteeing elegance, Italian style and perfection of quality espresso coffee. Each technology and innovative solution of the La Cimballi brand is designed to enhance and improve the performance of the product, becoming one with the professional so as to simplify every action and activity to always obtain the highest quality, authentically Italian coffee experience.



Faema

iconic brand in the espresso coffee machine sector, characterised by unique design and innovation. Faema is technology at the service of the barista: in its renewed concept, the Faema brand becomes a baristas "Art Machine" for the pleasure of experimenting, giving professionals the opportunity to express themselves and their art of preparing coffee in a special relationship with the machine and the customer.



Slayer

Slayer has been manufacturing high-end specialty coffee machines in Seattle for over 15 years. The brand is strongly oriented towards enhancing quality in the cup and wants to create a connection with the community of baristas, roasters and coffee lovers. Thanks to an innate drive toward innovation, Slayer differentiates itself in a concrete and tangible way, allowing bartenders to obtain the best result in the cup.



CASADIO
BOLOGNA - 1950

Casadio

a brand of Cimballi Group born in Bologna in 1950, in the heart of the Italian mechanical engineering district; it carries the city's symbol of Neptune's trident featured in the famous fifteenth-century fountain. With over 70 years of experience, it has become a brand that continues to be chosen for its reliability and authenticity. Thanks to a recent rebranding, Casadio has a modern and attractive identity. Casadio machines are designed to be customised based around the intended destination/room so as to become one with the environment in which they are placed, in perfect harmony with every context.



keber

Keber

for over 30 years Keber has been designing, developing and producing professional steel grinders for the main players in the coffee market, from producers to spare parts dealers, up to distributors and roasters. Driven by a passion for authentic craftsmanship and the continuous search for innovative solutions, the brand continues to be chosen thanks to the high cutting-edge technological content of its products, a broad portfolio and the ability to tailor the product development, based on of the customer's needs and specific requests.

ECONOMIC VALUE GENERATED AND DISTRIBUTED

Commencing in the first quarter 2022, with the easing of the pandemic situation, there has been a gradual recovery of commercial activity in all main markets, with a significant increase in the Order Backlog.

The domestic market recorded a turnover of €37,920,458 in 2022, an increase of 16.06% on the previous year and the incidence of Italian turnover on the total is 17.27%. The foreign market recorded a turnover of €181,643,708 in 2022, an increase of 25.81% on the previous year and the incidence of foreign turnover on the total is 82.73%.

Production value

The Production Value as of 31 December 2022 is equal to €234,579,071, an increase of 28.7% compared to the previous year (€182,225,958).

EBITDA at 31 December 2022 amounting to €22,007,738, increased by 14.8% compared to the previous year (€19,159,719).

37.920.458
euros of turnover in 2022
+16% vs. 2021

Consolidated P&L	2022	2021
Production Value (A)	234,579,071	182,225,958
EBITDA	22,007,738	19,159,719
Net income	8,452,078	8,035,713

The distribution of production value

Regarding the item relating to SUPPLIERS, the impact on the Production Value increased from 61.6% (2021) to 65.7% in 2022,

both by virtue of the increase in turnover in the reference year and due to the increase in raw material prices in the supply chain.

The increase in PERSONNEL costs (in absolute value equal to €7,321,060 - equivalent to 16% compared to 2021) is,

mainly, attributable to both the increase in production volumes as well as the dimensional growth of the Group in all the main Organisational functions.

Consolidated P&L		2022	2021
Production value	How it was distributed:	234,579,071	182,225,958
Suppliers (i.e. Production materials, Services)		154,093,029	112,208,194
Personnel (Employees)		53,110,377	45,789,317
Financial party (vs. Banks)		448,021	281,764
Taxes (vs. Treasury)		3,900,927	3,154,854
	Residual value for Shareholders*	23,026,717	20,791,829

* Figure before provisions and depreciation.



GROUP APPROACH TO SUSTAINABILITY

GOVERNANCE

The governance of Cimbali Group is based on shared rules that inspire and direct strategies and activities. The strategic plan guarantees respect for values, principles and ethical behaviours within an industrial model that delivers sustainable growth.

In order to guarantee consistency between behaviours and strategies, **Cimbali Group has adopted a system of internal rules that configures a corporate governance model based on the division of responsibilities and a balanced relationship between management and control.** In this way, risks and opportunities are appropriately taken into consideration within decision-making processes, the corporate culture is disseminated at all levels and skills are valorised, increasing the awareness among internal resources and collaborators that the Group plays a significant role for the community in the creation of value.

The roles of the President and the CEO are

separate, so as to safeguard the interests of all stakeholders, ensuring, thanks to the impartiality of the President of the Board of Directors, optimal management of the Company. Because of the centrality of the role of President of the Board of Directors, in Cimbali Group this role is entrusted to Maurizio Cimbali, Knight of Labour (Cavaliere del Lavoro) and guardian of the balance of the corporate structure.

The Board, chaired by Mr Cimbali, intervenes directly in the most important decisions, except when the law or the company bylaws reserve particular activities for the Shareholders' Meeting. In particular, the Board of Directors determines the strategic

lines of management and top management of the company and the group, periodically verifying the progress of ordinary management and dictating the pace of the most significant changes. It defines the corporate governance system and examines the fundamental internal control procedures, with particular reference to the identification of the risks to which the Group is exposed.

The composition of the Board of Directors reflects the values of the Group. Inside the Board, there is attention to gender equality and to average age of members, in order to preserve the historical importance of the Group, whilst guaranteeing attention to innovation and progress.

Name	Age	Gender	Role
Maurizio Cimbali	> 50	M	President and Director
Federico Cimbali	< 50	M	Managing Director
Fabrizia Cimbali	< 50	F	Managing Director
Guido De Vivo	> 50	M	Director
Valentina Orena	> 50	F	Director
Fabio Fenzi	> 50	M	Director

Documents that guide our actions

Model 231

The adoption of the Organisation and Management Model allows the Group to **prevent risks linked to the onset of offences**. An organisational model has been adopted in line with the provisions of Legislative Decree 231 of 8 June 2001 (the "Legislative Decree 231/2001").

The prevention "Protocols" are reported within the Model, i.e., a set of rules and principles of behaviour and control deemed suitable to govern the "sensitive areas" in which a risk of potential commission of crimes has been detected, a prerequisite of administrative responsibility pursuant to Legislative Decree 231/2001.

In particular, the Company has adopted Protocols in reference to the following activities: Management of supplies, Management of consultancy, Management of personnel selection, Management of expense reimbursements, Management of budget formation, Management of financial resources, Management of tenders and Management of investments.

The control and supervision of the correct application of the Model and the Protocols is the responsibility of the Supervisory Body, made up of two external members who cooperate with regard to Compliance function.

Reports relating to any violations of the Model or resulting from behaviour that differs from the rules of conduct adopted

take place anonymously and in accordance with the regulatory provisions on whistleblowing via an ad hoc channel. In this regard, it should be noted that no episode of relevance for the purposes of the Model has been recorded since 2021.

The Model is constantly updated by the Compliance function, most recently updated on 8 November 2022.

Code of ethics

In accordance with national and supranational legislation, to ensure full implementation of the Organisation and Management model, the Group has also adopted a Code of Ethics, which refers to:

- the United Nations Bill of Rights, the European Union Bill of Rights, the Italian Constitution;
- the "core labour standards" contemplated in the ILO (International Labour Organisation) conventions, the OECD (Organisation for Economic Co-operation and Development) Guidelines for Multinational Enterprises, the United Nations Global Compact, the principles of Social Accountability 8000 and the Bill of Corporate Values of the European Institute for Social Reporting;
- existing best practice regarding code of ethics.

This document, which intends to represent the style of conduct **at the basis of the management of the Group business**, was undertaken as a set of organisational values and behaviours that direct the

activities of people in achieving strategic objectives, and include missions and general principles and rules of behaviour which all subjects involved in the Group's activity must comply with.

Among topics covered are: the protection of physical and cultural integrity, equal opportunities and the prevention of harassment and violence in the workplace, the management of any conflict of interest and the protection of privacy are of particular importance.

It contains a ban on any type of corruption, including bribes or gifts, for any part of contractual payments or commission payment arrangements that are not directly reported.

The Supervisory Body is responsible for implementing the Code of Conduct and is required to liaise with the competent functions to stimulate adequate training courses and resolve any interpretative doubts and situations of ethical dilemma, imposing any sanctions that may become necessary, in accordance with the disciplinary system provided for by the applicable CLAs or by the reference contracts stipulated with the relevant counterparties.

Furthermore, Cimballi Group ensures protection from intimidation or retaliation to those who, in good faith, report alleged or obvious violations of the Code, reprimanding offenders utilising the applicable disciplinary action procedures.



SUSTAINABILITY STRATEGY

Since 2021 Cimbalì Group has focused on 4 areas: People, Product, Planet, Partnership.

Partnership represents a transversal area of intervention to underline the Group's desire to interact with the reality of the supply chain to achieve its goals.

Cimbalì Group in its strategy has decided to contribute to four Sustainable Development Goals (SDGs), working on 11 material topics considered as priorities:

4 SUSTAINABLE DEVELOPMENT GOALS



PEOPLE

Decent work and economic growth

Safety, training and development of workers



PRODUCT

Responsible consumption and production

Optimisation of all products in terms of sustainability, quality, safety and excellence



PLANET

Climate action

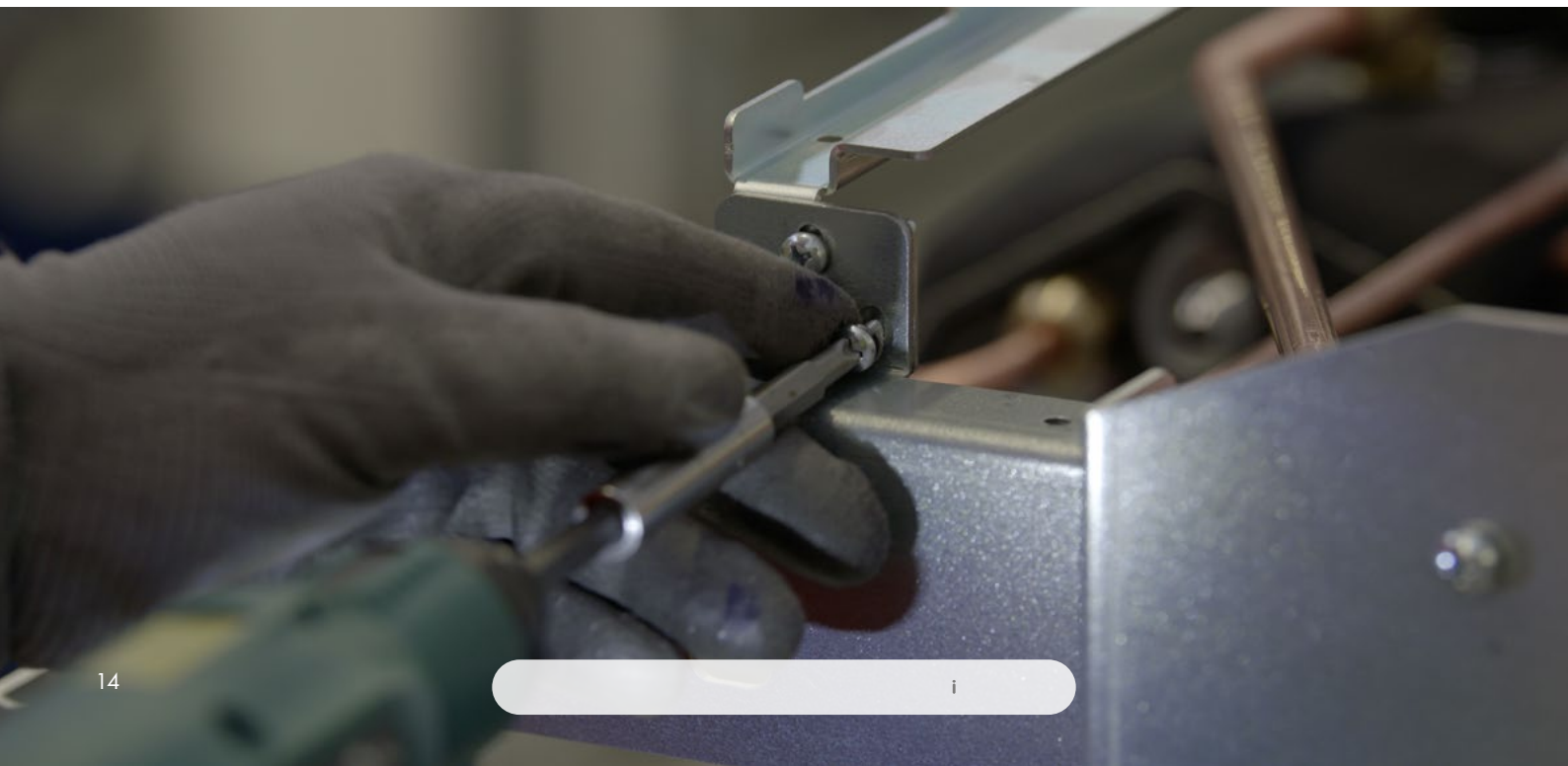
Initiatives aimed at promoting adaptation and mitigating the effects of climate change







PARTNERSHIP






Partnerships for the goals




Definition of alliances and collaborations in order to share common goals







Material topic	Material topic description	2023 Goals	2023 Under goals	Contribution to the SDGs
Sustainability governance				
Transparency and certifications	<p>Continuous improvement in the disclosure of information on socio-economic-environmental impacts, the activities undertaken and the company policies to mitigate them. The achievement of certifications, issued by independent organisations, demonstrates the company's commitment to the quality, sustainability and safety of its products and processes.</p>	<p>Improve the disclosure of information on the socio-economic-environmental impacts, the activities undertaken and the company policies to mitigate them.</p>	<p>Updating of material topics and broadening of the boundaries of stakeholder assessment activity.</p>	 
		<p>Create greater awareness and promote an ethical approach to business.</p>	<p>Obtaining recognition for improving sustainability performance from third-party and independent bodies (achieving Ecovadis score>67).</p> <p>Training on policies and suitable measures to guarantee the development of activities in compliance with the law (organisational model 231) and on the code of ethics (training for all employees).</p>	
Sustainable supply chain	<p>Adoption of procurement practices and policies to ensure that suppliers respect workers' rights, implement responsible production and consumption practices towards the environment and natural resources, and act in an ethical and transparent manner.</p>	<p>Measure and improve the socio-economic-environmental impacts of suppliers.</p>	<p>Monitoring of supply chain sustainability performance (80% coverage of the number of suppliers by turnover).</p>	 



Material topic	Material topic description	2023 Goals	2023 Under goals	Contribution to the SDGs
People&Partnership				
Diversity&Inclusion	Adoption of policies and practices that promote an inclusive and respectful work environment, in which all people, regardless of their diversities, feel valued, respected and involved.	Develop promotional initiatives on the topics of disability, equity and inclusion.	Activating of inclusive working practices (increase the percentage of women in the company in both managerial and non-managerial positions).	 
Education and culture	Development of policies and practices for the valorisation of talents and the personal and professional growth of employees, and the promotion of a corporate culture based on continuous learning, collaboration, innovation and sharing of common values and objectives.	Develop tools for the attainment of skills, knowledge, abilities and corporate culture.	Activating of job rotation and mentorship programs (>40 people engaged).	
		Increase the training offer related to sustainability topics.	Training through the Mumac Academy on sustainability topics.	
		Increase the assets of the Mumac Library and digitise the archive.	Increasing the number of volumes of the Mumac Library (+50 volumes).	
			Improving use of the archive.	
Health and safety	Promotion and consolidation of good health and safety risk prevention and management practices in all working environments.	Constantly improve worker safety conditions.	Well-being promotion (participation in at least 1 well-being promotion campaign).	
		Improve the effectiveness of the Integrated Health and Safety Management System in line with international standards.	Zero injuries, accidents and occupational illnesses.	
Social commitment	Active participation and creation of initiatives that contribute to realising positive impacts on society and environment to achieve sustainable development goals.	Develop community service policies and practices.	Activating collaborations for civic engagement and donations.	

Material topic	Material topic description	2023 Goals	2023 Under goals	Contribution to the SDGs
Product&Partnership				
Energy saving (products)	Design and production of products that reduce or use energy more efficiently, thanks to continuous innovation.	Implement and develop technologies capable of making machines increasingly intelligent, connected and capable of minimising energy consumption.	Reduction in energy consumption of new machines compared to reference models.	
Circular economy (products and processes)	Design and production of products that reduce the use of virgin raw materials, increasing the use of recycled materials, and reducing waste of resources. Minimise environmental impact through the reduction, reuse, recycling and recovery of materials and products.	Develop products with greater eco-efficiency.	Assessing the environmental impact of the products (at least 50% of the products in the range).	 
			Developing benchmark activities to evaluate the environmental impact of some specific components.	
			Carrying out user behaviour or disposal studies to understand the impact of product use and on its useful life and usability.	
			Increase the use of recyclable and recycled materials.	Completing the assessment on product recyclability (100% of products in the range).
			Increasing the percentage of Recyclability rate (>93%) and Recycled Content rate (>41%).	
Extend product life.	Identifying a second life for products through reconditioning activities of some components (85% machine components reused).			



Material topic	Material topic description	2023 Goals	2023 Under goals	Contribution to the SDGs
Transparency and certifications	<p>Continuous improvement in the disclosure of information on socio-economic-environmental impacts, the activities undertaken and the company policies to mitigate them.</p> <p>The achievement of certifications, issued by independent organisations, to demonstrate the company's commitment to the quality, sustainability and safety of its products and processes.</p>	Obtain certifications, issued by independent organisations, to demonstrate the company's commitment to the quality, sustainability and safety of products and processes.	Obtaining certification from independent organisations on products and processes.	
Planet&Partnership				
Energy saving (processes)	Reduction of energy used and improvement of energy efficiency in production, administrative and service processes.	Implement the three-year energy saving plan 2022-24 in order to reduce CO ₂ emissions identified by the Carbon Footprint.	<p>Carbon Footprint processing.</p> <hr/> <p>Expanding the photovoltaic system (at least 40% of energy needs).</p> <hr/> <p>Reducing and compensating all SCOPE 1-2 emissions for the parent company.</p>	 
Sustainable mobility (home-work trips)	Identification of alternative mobility solutions to the car for employee commuting to reduce traffic congestion, pollutant emissions and costs incurred by employees.	Evaluate the implementation of further sustainable mobility solutions.	Evaluating new proposals to manage employee home-work travel.	

CONTINUOUS IMPROVEMENT PROCESS

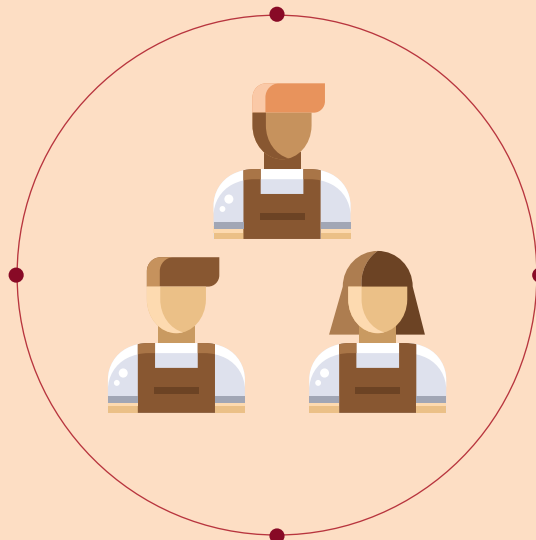


*From October 2022.

Since 2020, Cimballi Group has built and organised a sustainability team to coordinate and implement activities in this area. The group is made up of representatives of the various company functions, who contribute to:

Promote the integration of sustainability into all company projects

Develop the information to be reported in the sustainability report

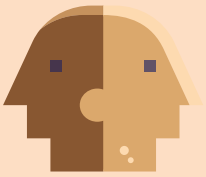


Design, manage and monitor sustainability initiatives and related KPIs

Prioritise the most significant impacts to be reported



SUSTAINABILITY HIGHLIGHTS 2022



PEOPLE

EMPLOYEES

835
employees
worldwide

27%
of female
representation
among employees

87
new employees with
permanent contracts
of which 30% are women

23
internship in Italy
of which 40%
are women

53
disadvantaged
workers employed
in the Group in 2022

+16
in positions held by
persons with disability

TRAINING

143
people involved
for the Mumac
Academy Master

+9,000
hours of training and
training-on-the-job in
the Group, including
2,530 hours of health
and safety training

10
principles
that guide the new
Leadership Model

COMMUNITY

821 km
travelled
to support World
Bicycle Relief



PRODUCT

-42%
in overall consumption
for the M200 model
compared to the
previous model

93%
recyclable materials
for M200

85%
of products subjected
to recyclability
analysis

40%
of coffee waste
in the Faemina
drip trays

90%
of the impact of
resources in the LCA
of a coffee machine
(coffee, milk and water)

30%
of suppliers
surveyed on social
and environmental
sustainability topics
through the Synesgy
platform

220
suppliers located
in Italy



PLANET

11%
of electricity
self-produced through
the photovoltaic system

100%
of electricity
coming from
renewable sources
(from October 2022)

-16%
in GHG emissions (tCO₂eq) compared to 2021,
mainly associated with the purchase of electricity
from renewable sources

ESG PERFORMANCE EVALUATION

The Group continues to participate in the monitoring of sustainability performance through the ECOVADIS platform, an international system for evaluating company performance with regard to

sustainability topics which provide a parameterised score specific to company type. The 2022 assessment concluded with the awarding of the Silver Medal.



MATERIALITY ANALYSIS

Stakeholder engagement for Cimbalì Group is an integral part of understanding and running a company in a sustainable manner.

The engagement of stakeholders therefore becomes a strategic element in pursuing the Sustainable Development Goals of the 2030 Agenda.

Furthermore, as also indicated by the GRI standards, the comparison with them is central to determine the material topics of

greatest relevance in the development of the sustainability strategy.

Below is a detail of the activities that Cimbalì Group has launched this year to consolidate an active dialogue with all stakeholders:

STAKEHOLDER MAP

EMPLOYEES



OTHER ORGANISATIONS AND ASSOCIATIONS



GRUPPO CIMBALÌ

CLIENTS



TERRITORIAL COMMUNITIES



SUPPLIERS



Stakeholder category	Engagement activities	Stakeholders engaged
Employees	Periodic meetings to align on the most relevant topics	Top management and sustainability team
	Engagement in evaluating and prioritising the most significant impacts to be reported	Top management and sustainability team
	Collection of information to be reported in the sustainability report	Sustainability team
	Engagement in redefining the leadership model	Top management and group of employees
	Engagement and listening in identifying and encouraging behaviours that support the principles of the leadership model (SPEAK UP survey)	All employees
	Participation for new hires in a cultural training program ("Welcome in Cimbali")	New hires
	Engagement in defining new standards or workstations on production lines	All employees engaged in the activity
	Participation in initiatives with social impact (e.g., Safety Race and Pedal to Empower)	Optional employee participation
Engagement in collecting product feedback	All employees engaged in the activity	
Clients	Listening to requests and needs arising from the market	Main clients
	Engagement in evaluating and prioritising the most significant impacts to be reported	
	Sharing of company performance on sustainability topics via the ECOVADIS platform	
	Collaborations on specific projects with social impact	
Suppliers	Engagement in evaluating and prioritising the most significant impacts to be reported	70% of the value of the supplies
	Support in assessing the level of sustainability via the SYNESGY platform	30% of suppliers
	Engagement and sharing of the sustainability strategy	31 suppliers (70% of the value of supplies)
Territorial Communities	Development of activities for the benefit of territorial communities	Local schools and associations
Other Organisations and Associations	Collaboration to spread coffee culture	Museums, associations and educational institutions



For this edition of the Sustainability Report, the Group has also decided to focus the reporting process more on those topics and aspects that are significant and relevant not only for Cimballi Group, but also for our stakeholders. To this end, a process of identifying key stakeholders and a process

of identifying and defining relevant sustainability topics, were launched to explain how the Group manages them, thus communicating the Group’s approach to sustainability in a structured and strategic way.

The stakeholder assessment activity had the identification of stakeholders directly connected to the Group as its guideline. With this in mind, for the year 2022, the Group has made the decision to focus on two specific stakeholder groups:



Supplier

This category has already been identified during 2021 as key stakeholders capable of significantly contributing to the Group’s goal of creating value in synergy with its stakeholders. The greater engagement of suppliers represents one of the goals set for 2022. **31 stakeholders were involved, representing 70% of the value of the supplies.**



Big Clients

The engagement of big clients refers to the particular attention that Cimballi Group wants to pay to the topic of sustainability of the entire coffee supply chain, from production to consumption.

The above groups are those considered most significant for defining the role of promoter of global sustainability issues connected to the coffee supply chain but are not exhaustive. One of the peculiarities that guided the Group’s reflections on its positioning on sustainability topics is, in fact, the awareness of its role within a more complex supply chain that starts from the production of the coffee itself in the places of origin and reaches up to daily consumption at cafes by millions of consumers. What emerges is the need for a more detailed analysis of the Group’s stakeholders which will be conducted in 2023, together with a broader involvement of employees for a

possible redefinition of the material topics. Cimballi Group has developed specific questionnaires to collect and analyse stakeholders’ expectations, which were accompanied by more detailed qualitative interviews:

- In the **questionnaire for stakeholder engagement**, in addition to some general questions, the main topics of interest for the Group and the main interlocutors were indicated. The analysis of the results allowed a comparison on the most important topics and to verify the level of “alignment” or “misalignment” between internal relevance and external expectations on these topics,

overlapping them with the corporate strategy, with organisational action and with the processes with which the company is responding to the expectations of its interlocutors. The analysis will contribute to the review and definition of priorities of the topics to plan sustainability activities for the future;

- **The interviews** made it possible to identify areas of deviation between the company strategy and the expectations of the stakeholders. Furthermore, they highlighted possible initiatives that can be implemented through active collaboration.

DEFINITION OF MATERIAL TOPICS

For the second edition of the Sustainability Report, Cimbali Group has resumed the list of material topics identified in 2021, assigning priorities, identifying objectives and measuring the actions taken.

For the evaluation of the relevant issues for Cimbali Group, as in 2021, the sustainability team involved worked under the guidance of sector experts. A similar procedure was also applied to the stakeholders, via the provision of the questionnaire, in order

to obtain, a comparable overall result defining a map of priorities.

In detail, the Group's work will have to focus on the following three topics, identified as priorities, by comparing internal goals and stakeholders' goals: Health and Sa-

fety, Energy saving and Sustainable supply chain.

To support ever greater transparency, interviews conducted with the managers of the three functions involved have been included in the Report.





METHODOLOGICAL NOTE

The Sustainability Report is the main tool with which Cimbali Group intends to communicate the results of its sustainable development path, and represents the means of transparent communication and dialogue with stakeholders. The document drawn up in 2021 was the first complete tool that addressed the topic of sustainability and therefore represents the starting point of a Group narrative on its path of constant improvement in a sustainable perspective.

For this reason, a series of activities have been prepared during 2022 aimed at improving and expanding the reporting topics, but also at evaluating the achievement of the goals, and from time to time defining new targets to be achieved.

The international reference models and tools that inspire this second edition of the Cimbali Group Sustainability Report are:

- **United Nations Sustainable Development Goals (SDGs)**

People, Product, Planet and Partnership are the pillars of intervention that the Group aims to address with its sustainability strategy. Each area corresponds to the SDGs considered priorities for the group.

References to the SDGs are reported within this section and included in the document.

- **Global Reporting Initiative Standards (GRI Standard) of the Global Reporting Initiative (GRI)**

The 2022 Report was prepared with reference to the 2021 GRI Standards, which provide an inclusive picture of a company's material topics, their impact and how they are managed.

References to the GRI Standards are reported within the document and in the final **table GRI Content Index (page 62-63)**.



OUR BLEND FOR THE PEOPLE



Our People are at the core of our vision of the future. We actively demonstrate this by driving recruitment, investing in individual development paths and by working towards a better work-life balance for all of our employees.

Concrete actions and development paths that attract new talent, stimulate participation and create an inclusive environment where diversity is a valued resource.

In our blend for the future,
people are a fundamental ingredient.



835
employees
worldwide



+19
nationalities



42
average age



1/3
of board of directors'
roles are held
by women

20%
female representation
in managerial roles
globally

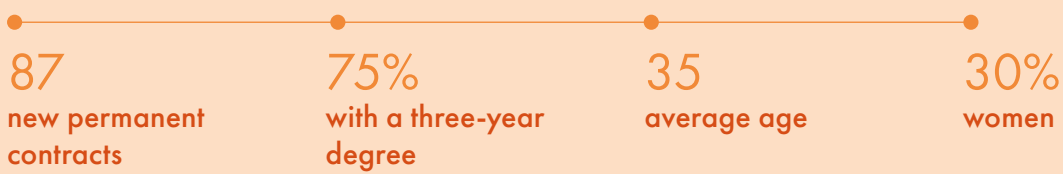
27%
female
representation
among employees



PEOPLE



NEW HIRES



DEVELOPMENT



INCLUSIVITY



Cimbali Group understands fully that it's people represent an essential resource for growth and innovation. Therefore, the company has set dual objectives: To strengthen the participation and motivation of all employees and to attract new talent into the business.

In December 2022, there were 835 people working within Cimbali Group, an increase of 104 people compared to the end of 2021. Overall, 89% of collaborators were hired with permanent contracts and female representation was 27%, thanks to the increase in female personnel hired in 2022.

835
employees
+104 vs. 2021



As required by law, Cimbali Group produces a biannual 'equality between men and women' report, that provides a snapshot of the treatment of women and men within the company, from a salary, profession and working condition perspective. The

biennial report contains, in addition to the number of hirings and the state of the professions of men and women, also the areas of training, professional promotion, levels, category or qualification changes, actions also on other mobility phenomena, on the

intervention of the redundancy fund, on dismissals, on early retirement and retirement; all information on the salary actually paid. Elements that allow the Group to affirm that there are no practices of wage discrimination based on gender.



DIVERSITY & INCLUSION

People at the core of the code of ethics

Cimbali Group updated its code of ethics in 2022, reiterating the centrality of People.

The Group ensures that corporate conduct takes place in full compliance with ethics and transparency, which guarantees the protection of physical and cultural integrity, the enhancement of collaborators and the development of their skills, the highest standards in terms of prevention and safety. The Group ensures the inclusion of personnel with disabilities, an element also provided for by Italian legislation, both through direct hiring and by agreement with bodies that facilitate their inclusion or recognition of any disability that may have occurred.

Without prejudice to the centrality of the Code of Ethics, in all company practices,

in compliance with the different regulations within the countries in which the Group operates, the recruiting processes are fully inclusive and offer the same access conditions by gender, disadvantaged categories, “without distinction of sex, race, religion, political opinion, personal and social conditions”. In particular, **it is a specific commitment of the People & Organisation function to ensure that diversity, including gender, is represented in the short-list of applications for each position.** During 2022, 53 disadvantaged workers were employed, encouraging the inclusion of categories that have difficulty being included within the job market.

53
disadvantaged workers
started for employment
in 2022

Work life balance

Attention to work-life balance was an aspect that saw Cimbali Group invest significantly during 2022.

When compared to the paid leave provided for by collective agreements, the Group ensures additional tools that facilitate work-life balance and parental care, such as additional paid leave, including leave for care of minors, as well as leave for medical visits. Furthermore, the catering service at the Binasco office is essen-

tially free for all employees.

The salary levels in Cimbali Group exceed those provided for by the collective agreement, and also provide for an annual company bonus, which is due to all employees, and which allows the distribution of the income produced by the

Company. Awareness that the increase in the cost of living has eroded the purchasing power of collaborators also **determined the company’s decision to introduce ‘mobility bonuses’** (paid in July 2022).

Diversity day

On 21 June 2022 Cimballi Group participated in a Diversity Day organised at the University of Milan-Bicocca. Diversity Day is an integrated project that promotes and facilitates the employment of people with disabilities and those belonging to protected categories.

Cimballi Group believes that a work environment in which each individual feels appreciated for who they are constitutes not only a great moral responsibility, but also a source of competitive advantage. **Having a diverse workforce representative of today's society and promoting an inclusive culture are the foundations for creating a working environment**

where people can grow in harmony and improve.

Cimballi Group strongly believes that internal diversity is a point of strength, and gives the possibility to deal in an innovative way with situations and challenges taking advantage of different points of view, experiences and approaches. This has a positive return on both company inno-

vation and problem solving, aspects that have a favourable impact on company processes and performance. Furthermore, recognising, understanding and ensuring space for diversity helps people to feel appreciated, understood and work with greater participation, making the individual, and consequently, the entire Group, grow.

STEM Career Day

For Cimballi Group, promoting gender equality and inclusion, focusing on the importance of developing scientific-technological skills, as well as the dissemination of STEM subjects (Science, Technology, Engineering and Mathematics) for tomorrow's professionals, is one of the priorities to pursue in the coming years.

The initiatives to promote STEM professions are allowing many female students to get to know the Group better both for the professional development opportuni-

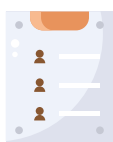
ties offered and for the transversality of the roles sought. **The goal of Cimballi Group is to increase the number of women with a STEM university background**

in the company to support their careers, reducing the gender gap.

THE RESULTS



10
job offers published



330
contacts collected



25
interviews following career day



70%
under 28



Valore D

Cimbali Group collaborates with Valore D, the first association that promotes gender balance and an inclusive culture.

Cimbali Group participates by taking part in the training courses provided by Valore D to support the professional growth of junior and middle managers female roles, as well as in the Mentorship course organised among the companies belonging to the association.

Elle active! with Elle

In 2022, Cimbali Group was present for a fourth time at Elle Active!, the forum of Elle magazine, which encourages women to achieve their professional goals.

Within the calendar of events of this edition, Cimbali Group was the protagonist of the masterclass **"Behind the scenes of a cup of coffee: taste, quality and technology"**: an insight into the technical careers within the coffee sector, an unexplored world that can prove truly unexpected and full of opportunities for all genders. A

"Cimbali Group: human connection" mentoring session was also organised: one-on-one meetings with newly graduated women to offer both professional advice and concrete opportunities by the company's management, facilitating their entry into work or improve their job position with continuous training and development.



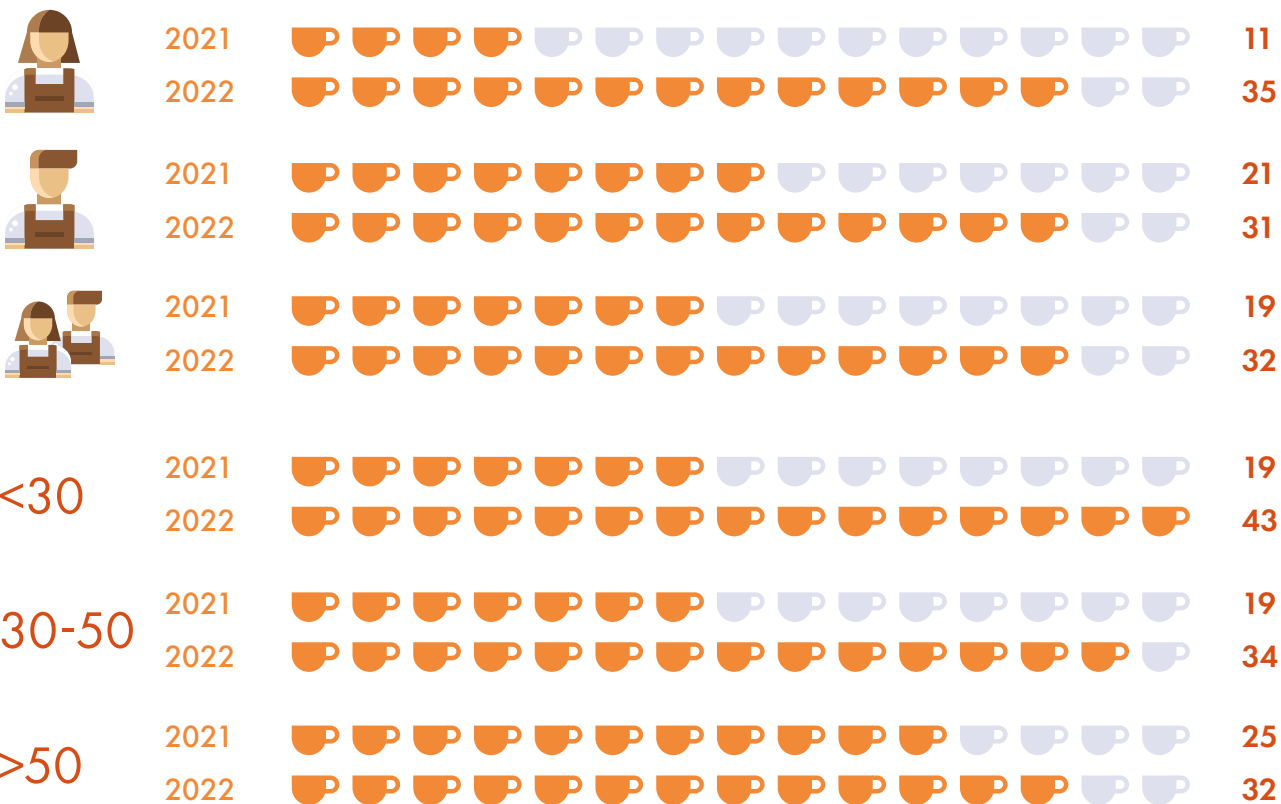
EDUCATION AND CULTURE

Training and Digital Campus

For Cimballi Group, training plays a central role in updating the skills and promoting the professional development of all employees. For 2022 the total number of hours dedicated to training and training-on-the-job in the Group was 9,363 hours.

For headquarters employees, training hours amounted to 7,432. On average each employee dedicated 32 hours to their training:

AVERAGE NUMBER OF TRAINING HOURS PER EMPLOYEE (H)



In December 2022, the **Cimballi Group Digital Campus** was launched with the partner OfCourseMe, thanks to which the Digital Campus essentially becomes an online training hub designed to encourage the culture of continuing education. Available to all Group employees, the platform offers content from dozens of companies that provide training, in all the languages present in the Group and in various for-

mat, from micro-training to courses held by universities, to podcasts. The contents range from technical topics - such as programming languages, insights into soft skills, the technicalities inherent in the development of a strategic plan and photography courses - to how to use Instagram effectively.

The objective is to make training more international and digital, with the aim

of promoting an ever-increasing culture of integration.

A specific playlist was created to increase skills on ESG topics, for the first access to the platform, in regards to the four strategic pillars: People, Product, Planet and Partnership.



Leadership model review

Internal growth - 2022 saw the management team fully committed to redesigning a Leadership Model that puts the Group's Vision, Mission and Purpose at the forefront.

The project, called "Lead Up", was carried out in collaboration with the Innovation Leadin' Lab of the Politecnico di Milano, facilitating a number of round table sessions which involved the management

teams participating in initially individual activities focused on the future vision of the Group followed by then working in groups to precisely translate the corporate vision and purpose. An immediate outcome of

the work carried out was the identification of ten key principles of the current new Leadership Model, which place People at its centre.

THE 10 KEY PRINCIPLES OF THE NEW LEADERSHIP MODEL



Generate a shared and innovative managerial culture



Ensure a result-oriented working environment



Drive resources via internal and external clients



Strive for excellence in performance (own and others)



Ensure that we are excellent coaches



Assume and transfer decision-making responsibility



Further raise expectations and nourish them



Motivate and engage colleagues, transforming critical situations into challenges



Ensure cross-functionality and team-building



Participate in branding

The birth of the new Leadership Model led to the design and implementation of a series of relevant projects aimed at affirming what was defined in such a way as to make the underlying assumptions permeate through to daily life:



All the Company's managers periodically participate in a **Management Committee**;



A questionnaire is distributed every six months to give all Group employees a voice. **This activity, called "Speak up" aims to improve internal listening.** The questionnaire is an opportunity to think about how the dynamics are experienced in the various Group companies and in the different functions, in the belief that it is behaviours that determine the mood,

culture and results that are experienced in the company. The survey resulted in a collection of information on relationships between colleagues and managers, faced with daily challenges and the real motivations to do better. **The result of the activity materialised in the "Practical guide to the results of Speak-Up".**

Coffee technician wheel

With the aim of sharing skills to grow the sector and enhancing the work of technicians and their contribution to the entire industry, Cimbali Group launched - on the occasion of the Coffee Technicians Guild Summit, held in Italy at the end of November - the Coffee Technician Wheel. It is **an educational tool that combines sensory elements with technical parameters relating to the correct setting and management of equipment** and was created to respond to the need to give

an all-round vision of the specialised technician's training path and with a specific focus on quality.

The Coffee Technician Wheel allows you to better understand which variables influence the quality of a cup of espresso coffee as it can be used as a compass for the technician to obtain certain sensory characteristics, extracting and enhancing the organoleptic components of the coffee. Each area indicates a parameter on

which to act: starting from the choice of the blend up to the last step of the dispensing process, when dispensing from the coffee machine takes place. This product is the result of Cimbali Group's long experience in the technical field, in Italy and abroad, of work that has involved various company functions, representing a collective effort that testifies to the complexity of the world of coffee.



MUMAC ACADEMY

Mumac Academy, the Cimbali Group’s Coffee Machine Academy, is the point of reference for professionals in the sector. It offers a wide range of training courses aimed at both employees and young talented future professionals in the barista/café world.

In 2022, over 5,090 people were trained by Mumac Academy in 210 days of courses.

5,095
trained people
210
days of courses

Training aimed at Cimbali Group employees

In 2022, over 130 Cimbali Group employees participated in 49 days of courses through the Mumac Academy Master, an internal training project divided into 12 modules covering many topics relating to coffee, products and technologies.

A highly specialised training that allowed for in-depth knowledge of the entire coffee supply chain to better address an increasingly complex and evolving global scenario.

+130
employees
49
days of courses

THE MUMAC ACADEMY MASTER COURSE INCLUDES 52 HOURS OF TRAINING



Coffee beans
4 hs



Supply chain
4 hs



Water
4 hs



Tasting
4 hs



Brewing
4 hs



Espresso coffee
4 hs



Tea
4 hs



HACCP
4 hs



Bar management
4 hs



Traditional
6 hs



Doser-grinders
4 hs



Fully-automatic
6 hs

Training at Hospitality schools

Mumac Academy has developed training proposals for Hospitality schools and Professional Training Centres on coffee, espresso, latte art and sensorial analysis. Educational courses dedicated to young future professionals within the sector, capable of offering training suited to the needs of the working environment, thanks to a theoretical and practical approach, and customisable based on the type of students and the teachers' overall requirements. The lessons offer concrete support to the teaching activity by delving into topics related to bars and coffee in general.

Furthermore, **Mumac Academy promotes the Junior Espresso Masters competition in collaboration with illycaffè**, the café competition dedicated to Hospitality and Catering secondary schools. The project is a positive example of the commitment of the two companies in supporting schools and training young professionals entering the coffee sector. The competition, which in this edition had over 1,000 trained participants, gives fifth grade students the opportunity to integrate their training programs through professional courses on different aspects of the coffee sector and demonstrate their skills in

the field. The prizes up for grabs consist of an internship and a scholarship for the two winning students and a La Cimbali machine or three grinder-dosers, plus a supply of illy coffee, for the institutes.

1,000
trained students thanks
to MUMAC Academy

Training of professionals and coffee lovers

Mumac Academy is striving to be the first SCA (Specialty Coffee Association) Premier Training Campus in Italy with an internal trainer certified for the delivery of the Coffee Sustainability Program. The training course explains and delves into the topic of sustainability in the coffee sector from an economic, social and environmental perspective, through a broader view of the coffee supply chain and the main challenges that the sector is facing.

The course is designed for anyone connected to the coffee industry, for those who have worked in this sector for a long time or for those who are approaching it, professionally or otherwise: baristas, small farmers, large producers, sales workers, green coffee buyers, café owners, roasters, traders, technicians, NGO workers etc.

Climate change, agronomy of coffee plantations, price fluctuations, working conditions in farms, certifications and the

importance of research and development within the sector are just some of the topics covered during the course, which aims to convey a simple message: sustainability in coffee is a unique challenge, certainly complex, yet possible. This path provides all the foundations and the right approach to successfully face this challenge.

HEALTH & SAFETY

Cimbali Group has a Health and Safety Management system applied to Italian production sites. The system is developed according to the ISO 45001 standard and certified by TUV.

The recently acquired sites (Keber and Slayer) are currently excluded from the scope of application. The zero accidents at work target has been achieved with regards to commuting

accidents, while three minor accidents occurred during 2022, two involving workers and one among employees.

0
commuting accidents
in 2022



Priority material topics – Health, Safety Environment Manager interview

The health and safety topic is the most important for the Group and its stakeholders: how has Cimballi Group integrated this aspect into its sustainability strategy?

“

Safety has always been a priority for Cimballi Group

Safety has always been a priority for Cimballi Group. If People, Product, Planet and Partnership are the 4 main areas of intervention of the group, the company’s commitment to the continuous improvement of worker safety conditions represents a concrete way to give value to the first P which is our People.

Operationally, this commitment translates into an integrated process approach, which sees the topics of health and safety of workers as an integral part of production

choices and the definition of company investments.

In December 2022 we shared this experience as part of the “Kaizen Experiences” project, an inter-company training course in which companies belonging to different sectors compare their experiences in the Kaizen field. Inside the prestigious spaces of Mumac, we hosted colleagues from production companies in Northern Italy, showing them precisely this aspect of integration.



What are the main activities introduced by Cimballi Group during 2022?

“

2022 has been a year of rebirth

After a long period where by Health and Safety was heavily influenced by the pandemic, 2022 has been a year of rebirth on many fronts. In the production area, great focus was given to the ergonomics of workstations. 6 years after the start of the first re-layout project, we wanted to start over from the S30 production line, which represented the starting point of the change in 2016.

The organisation of working methods has now been revised to further enhance the ergonomics of the workstations and to make the materials increasingly accessible during the assembly phases. To better understand the needs of those working on the production line, these were directly involved in the process.

During the pandemic emergency, when production activities were reopened, the company invested in an innovative “Active Personal Protective Device” to help the users maintain adequate distance.

Today the aim is to convert this equipment into a trolley-pedestrian detection system to reduce the risk of human-machine interference in warehouse areas. An applicability test was started with good initial results.

New product handling systems at the end of the line have also been installed at the Binasco and Ghisalba sites, customised to the needs of the product and the user.

What are the goals for the future?

“

The focus will be on the redistribution of production

For 2023 the focus will be on the redistribution of production across the various sites. We are reopening the site in Via Archimede in Binasco for the production of grinder-dosers, thus also changing the

production mixes in the other sites.

Production and safety topics therefore are concentrated on setting up new spaces and increasing lines while maintaining and improving safety standards.



Health & Safety training

Cimbali Group believes that training is a priority area of intervention for accident prevention. Indeed, 2,530 hours of training were provided in 2022.

The main points of Cimbali Group training are:

- **State - Regions Agreement:** the agreement defines which topics must be covered for the mandatory training of the worker; the obligation of training is defined according to Legislative Decree 81/2008;
- **Environment and Safety:** defines more specific topics (e.g., PES - PAV training for the regulatory update of the Italian Electrotechnical Centre regarding live work; training strictly linked to the risks relating to some tasks). Cimbali Group organises specific training for welders and testers, in which the topic of chemical risk and electrical risk is analysed in depth;
- **Emergency management:** we refer to all courses such as, for example, First Aid and Fire Fighting, these courses also include a training phase for the application of certain practices (e.g., use of fire extinguishers and first aid manoeuvres or procedures);
- **Training for equipment:** forklifts, working at heights, use of third category PPE, etc.

2,530

hours of training provided on health and safety issues

Vaccination campaign

Cimbali Group has confirmed its commitment and attention to the health of its collaborators by launching a new health promotion campaign.

Cimbali Group has signed an agreement in 2022 for **the supply and administration of the flu vaccine**. The vaccination campaign took place on a voluntary basis and was extended to all collaborators of the various Group offices: Via Archimede, Via Manzoni, Cimbali Group Service, Ci-

den, Casadio HBS and Keber. The vaccination campaign follows the indications of the Ministry of Health disclosed through the circular "Prevention and control of influenza: recommendations for the 2022-2023 season".

In addition to the health promotion campaigns carried out periodically, it is possible for workers to join the **Company Supplementary Assistance Fund** as well as a health assistance fund (Cassa Sanitaria).

Safety Race

In 2022 Cimbali Group participated in Safety Race, with Escape Team Vigevano and JP Sicurezza, the first running event in Italy dedicated to workplace safety. All proceeds were donated to support victims

at work, persons with disabilities and their families through the National Association of Mutilated and Invalid Workers (ANMIL).





SOCIAL COMMITMENT

10 years of Mumac: promoting our culture and sustainability

Innovation, design and sustainability are the beating heart of the companies past, present and future. With a keen focus on corporate social and cultural responsibility the idea was born, in 2012, to create a museum in order to both protect and showcase our Italian heritage, represented by an entire sector of “Made in Italy”, and to express our gratitude toward our home country.

Thus, Mumac, the Cimbali Group Coffee Machine Museum, was born. On the occasion of the museums tenth anniversary, renovations were undertaken through the exhibition area, accommodating new collectible machines. The museum reorgani-

sation project was developed according to five key principles that enhance the virtuous encounter between the technological cutting edge of the machines and the overall pleasure of coffee: responsibility, harmony, inclusivity, usability and interaction.

10th
anniversary
Mumac Museum

THE DRIVERS OF THE RENOVATION PROJECT



RESPONSIBILITY

The principle according to which we intervene: socially, at a territorial and relational level; culturally, toward the varying demographic who access the museum; environmentally, reusing existing material as much as possible, which have been reworked with an upcycling perspective. The formal choices of the exhibition elements, the definition of the infographic, sleek black walls and displays, substantiate the expressive language given to the room that enacts contemporaneity.



INCLUSIVITY

The orientation which, in a context of “Design for All”, has led to broadening our gaze toward the needs of visitors with difficulty in accessing the contents available at multiple levels of reading and in-depth analysis, based on curiosity, time and to the specialisation of the visitor.



INTERACTION

Guiding the visitor throughout their visit. Evident from outside of the museum, where a large white cup has been installed welcoming the visitors, inviting them to interact with said object. Furthermore, the exhibition space has been integrated with a rich array of QR codes which enable visitors to deepen their knowledge of coffee machines through descriptions, archive photographs and videos, curiosities and details kept in the Mumac Library.

Launch of the Circular Economy project on a museum scale

From a desire to recover materials, which could not be reused internally, the idea of finding a partner who could give new life to disused materials was born. The choice of collaboration fell to NSBVN (Non Si Butta Via Niente), an innovative start-up and benefit corporate, the first national platform for sharing and recycling both museum displays and inventory. The project:

- is inspired by the principles of circular economy - reuse and recycling - to give value to disused installations and waste materials at the end of their life cycle, thus innovating the exhibition sector, which is temporary by nature
- and not inclined to embrace environmental sustainability topics;
- is a system that promotes the transformation of installations created for temporary events into new materials or donations for the cultural system, closing the circle of sustainability by creating both new installations and potentially entire new exhibitions for museums;
- is aimed at making furniture, exhibitions, audio, video and lighting systems, various types of objects, and used materials available for rental by exhibition companies;
- deals with recycling waste from exhibitions to create recycled materials, inclusive and accessible products and sustainable exhibitions.

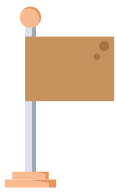
Mumac’s collaboration with NSBVN has, to date, resulted in the availability for rental of some historic coffee machines available in stock and currently not on display for other events or temporary exhibitions via their portal and in the construction of an ad hoc project for the recovery of materials from previous disused installations available in our warehouse.

Corporate culture week

Mumac, in its tenth anniversary, participated in a series of events - promoted by Confindustria and Museimpresa - tasked with delving deeper into topics relating to corporate culture and in 2022 reached its twenty-first edition.

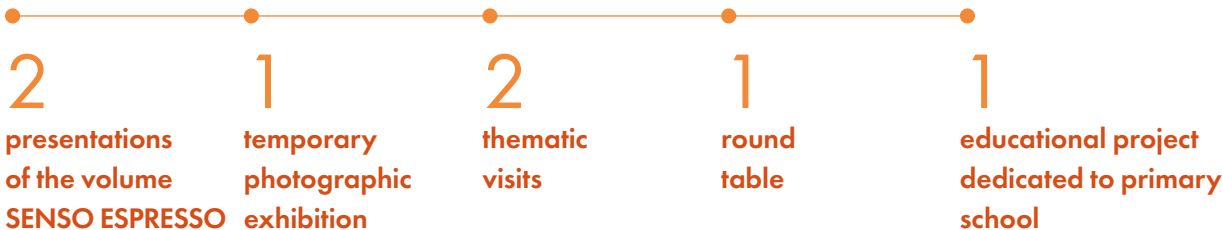
Seven initiatives organised by Mumac under the theme launched by Confindustria “At business school”: 2 presentations of the volume “SENSO ESPRESSO. Coffee. Style. Emotions.”, 1 temporary photographic exhibition, 2 thematic visits,

1 round table and 1 educational project dedicated to primary school proposed jointly by Mumac, Cimbali Group, and Kartell Museo.



7

initiatives organised by Mumac





Collaboration between museums, school and territory

The collaboration between Mumac and Kartell Museo has resulted in a journey of learning about museums that children carry out with curators and teachers. Through guided tours and meetings, tailor-made for each group, the two museums led young visitors to discover a number of related themes, offering concrete answers to the questions: "What is a museum?", "Why does it exist?", "What does it do?", Mumac and Kartell Museo have highlighted themes of invention, design,

social history and sustainability and gave the children a vision of the museum site in all of its complexity.

The educational experience was based on the idea of combining the guided tour of the museum premises with a further moment of in-depth study, debate and play, in a laboratory nature, to be held in the classroom. The pilot project took place between November-December 2022 and classes II, III, IV and V of the Binasco primary school participated with the involvement

of the school management and teaching staff in the planning, to jointly identify themes and objectives in compliance with the school curriculum and the interests of the different classes and ages of reference. The project was born with the aim of connecting the museums of Mumac and Kartell Museo di Noviglio, a few hundred meters away from each other in the southwest Milan suburb, with the local primary schools through thematic guided tours and multidisciplinary laboratory activities.



Giro d'Italia 2022 with World Bicycle Relief

Giro d'Italia 2022 saw the return of Faema with three-year sponsorship of this important cycling competition as an official partner. In each shopping village, open to the public during the star-

ting stages of the Giro, a Technogym Ride was positioned to offer a unique customer experience to all those who wanted to cycle inside the stand and at the same time contribute to the non-profit association

World Bicycle Relief supported by Cimballi Group. Every kilometre virtually pedalled ensured a financial donation: 821 km were covered in total, some 61 hours of pedalling.

Corporate Golden Donor of the FAI and participation in the FAI Spring Days

Since 2015, Cimballi Group has joined the Corporate Golden Donor program of the FAI (Italian Environment Fund), the non-profit national foundation for the protection and enhancement of Italian art, nature and landscape. Furthermore, **Cimballi Group made available the Mumac spaces for the 2022 FAI Spring Days**

with two extraordinary openings, with the museum accessible to the local area whilst contributing to fundraising for the FAI. In the two days of openings ("contingent" due to Covid restrictions) **350 visitors participated, with approximately 3,000 euros of raised.**

3,000
euros of funds raised
and 350 visitors with
the FAI Spring days

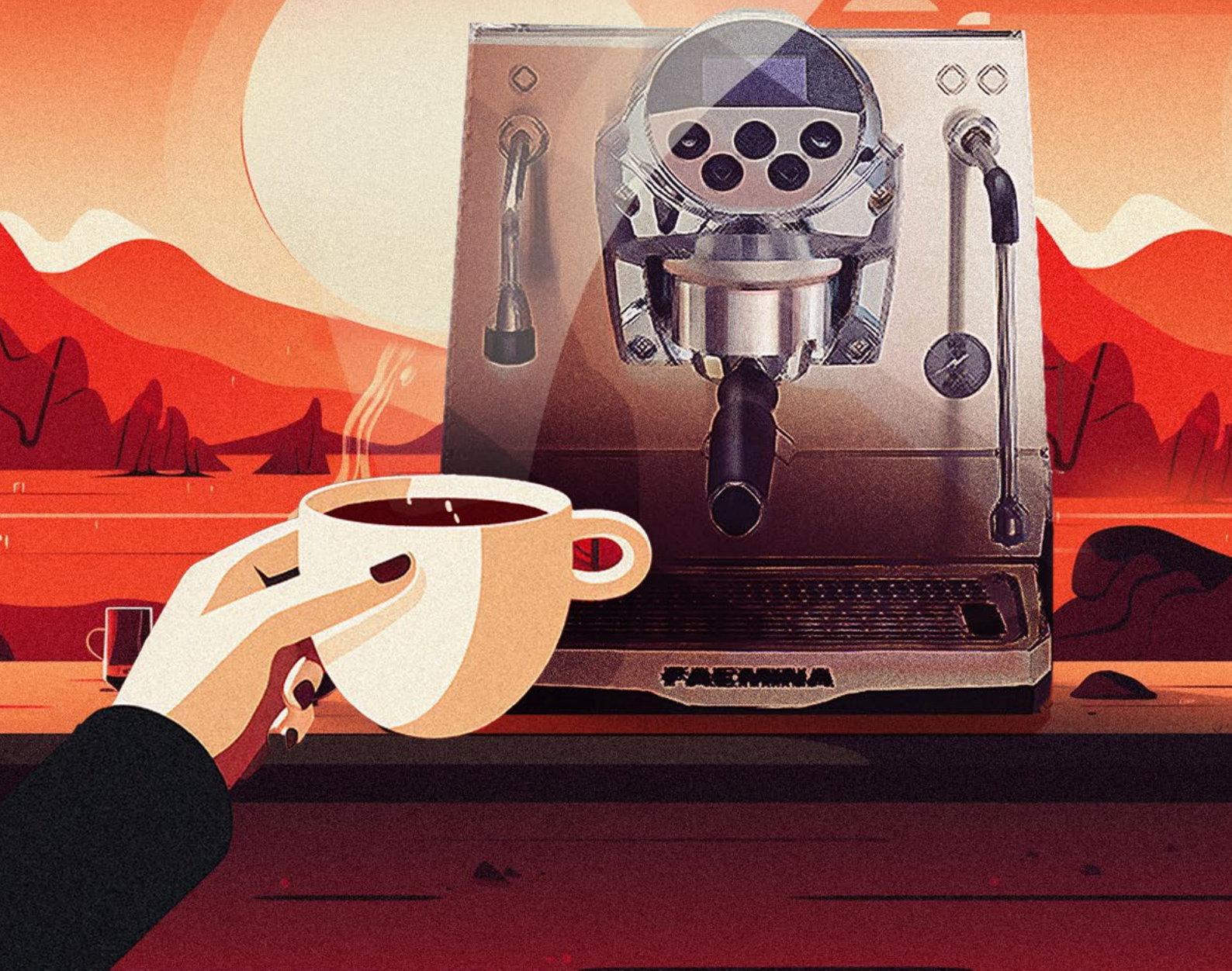
Brands for Sustainability

In 2022 Cimballi Group joined the Brands for Sustainability (B4S) network. B4S was born during the Madrid Climate Conference (COP25) as an alliance between companies for the promotion of issues related

to sustainability and social responsibility. The first project - **Forest Plastic** - in partnership with Earthworm, is developed in Brazil, working on critical challenges related to the circular economy and adapta-

tion to climate change. The project aims to reduce the flow of plastic into the Amazon River and promotes proper working conditions for recyclers through the construction of a local entrepreneurial ecosystem.

OUR BLEND FOR OUR PRODUCTS



Reducing our environmental impact clearly involves reducing the energy consumption of our products, designing solutions in line with the principles of the circular economy, developing a sustainable supply chain whilst raising consumer awareness.

On this journey, technology is our greatest ally in developing increasingly efficient solutions with minimal environmental impact throughout the life cycle of the product.

In our blend for our future, we look to ensure space for an ever-increasing product range, created within a circular vision.



-42%

in overall consumption for the M200 compared to the previous model



93%

recyclable materials for M200



85%

products subjected to recyclability analysis



40%

coffee waste in the Faemina drip trays



90%

of the impact of resources in the LCA of a coffee machine (coffee, milk and water)



30%

of suppliers surveyed on social and environmental sustainability topics through the Synesgy platform



220

suppliers located in Italy



PRODUCT

ENERGY SAVING (PRODUCTS)

Aside from resources required, when analysing the life cycle of a coffee machine, the greatest impact is undoubtedly energy consumption during use. With reference to climate change, energy absorbed covers approximately 90% of the impact. Ever aware of this, Cimbali Group is working to develop new technologies capable of reducing or utilising energy more efficiently, thanks to continuous innovation.

Energy saving technologies

- **Independent boilers:** technology that allows to set different temperatures for each group and to turn off the groups in times of low use.
- **Energy Saving:** technology that allows the machine's performance to be reduced, consuming less energy. The machine is ready, however, to quickly return to maximum operating levels.
- **Automatic on/off:** technology that allows to set the on/off times and any closing day, keeping the machine on only during actual use.
- **Insulated boiler:** technology that allows to reduce heat losses.



Priority material topics - Testing Validation Manager interview

The topic of product energy saving is among the most relevant for the Group and the stakeholders: how has Cimbali Group integrated this aspect into its sustainability strategy?

“

Cimbali Group aims to develop products and solutions with low energy consumption

Cimbali Group aims to develop products and solutions with low energy consumption, while maintaining high performance. M200 exemplified the pursuit of this objective: a high-performance product was created, with significantly lower energy consumption than the reference model. Furthermore, we have presented various efficiency scenarios to communicate how to use our technologies to achieve ef-

fective energy savings. For example, we recommend turning off the machine during hours of non-use. In fact, turning the machine off for 8 hours a day allows for a saving of 20% and the restart time is just 10 minutes. The use of the energy saving mode and the possibility of turning off the individual boilers help us to work towards this direction.

What are the main activities introduced by Cimbali Group during 2022?

“

Cimbali Group has adopted digital twins in the product development process

First of all, Cimbali Group has adopted digital twins in the product development process, which allow the design of new solutions to be optimised, maximising efficiency and therefore reducing energy consumption. Furthermore, internal procedures have been built and drawn up for measuring the energy consumption of machines and a digital archive has been created for data and test reports. Cimbali Group has also intro-

duced Life Cycle Assessment analyses into its internal processes, in order to evaluate the environmental impact of each product throughout its life cycle: from the extraction of raw materials, to the manufacturing of components, to the production of machines, use of the same in the field, up to and including disposal (following a cradle-to-grave approach).

What are the goals for the future?

“

We have equipped ourselves with the necessary tools to undertake the right process

The work undertaken is allowing us to document and understand the current state of the art in order to define in an objective and structured way the starting point from which, when defining the specifications of the

new projects, the improvement targets will then be defined. We have equipped ourselves with the necessary tools to undertake the right process in which improvements will be objectified and constantly monitored.



M200: energy efficiency

The M200 was designed with a focus to reduce energy consumption. Important results were obtained from the technologies implemented. From the comparison with the previous model, in the single boiler version, internal tests demonstrated:

-42%
in overall
consumption

-40%
in initial heating
consumption

-50%
consumption
in Energy Saving mode

An exercise was carried out to calculate the improvement in the reduction of environmental impact by supposing the replacement of the entire inventory of the previous model with M200.

Energy consumption cards have been developed in a context of complete transparency to raise consumer awareness of conscious use. The cards report:

- Energy consumption data, such as energy consumption for initial heating,

in ready to use and energy saving conditions;

- A section dedicated to three possible efficiency scenarios to communicate how the technologies implemented allow effective energy savings.

CIRCULAR ECONOMY (PRODUCTS AND PROCESSES)

Cimbali Group is dedicated to contributing to the conservation of resources by increasing the use of recycled materials. We have set the objective of minimising environmental impact through the reduction, reuse, recycling and recovery of materials and the extension of the useful life of our products.

To express the potential environmental impact of our products in numerical terms, with the aim of constant improvement, we develop recyclability tests and conduct LCA analyses in order.

M200: LCA and recyclability analysis

A Life Cycle Assessment analysis was carried out for the M200. The objective was to evaluate the environmental impacts associated with the machine by examining its entire life cycle. This analysis shows that the impact of resources (coffee, milk and water) encompasses in excess of 90% of the total impact. The second most significant portion of impact is that of the electric-

ity required during the use of the product, followed by the Materials + Manufacture process. The impact of transport and the end of life of the product is negligible.

Analysis on recyclability was also carried out which showed that 93% of materials used are recyclable.

Creation of a biopolymer using coffee grounds

The partnership with Krill Design to enhance coffee grounds continues in 2022: Cimbali Group's work focused on replacing a component of the machine itself. The Faemina drip trays are produced according to the principles of the circular economy, with a compostable mix of or-

ganic materials (60% bio-based polymer base) and coffee waste (40%), thus creating a 100% biodegradable and compostable product. The coffee used for the production of the Rekrill Caffee® biopolymer is collected entirely within the Cimbali Group. In this way the coffee grounds consumed in the company and the ground coffee are transformed from waste into a new resource.

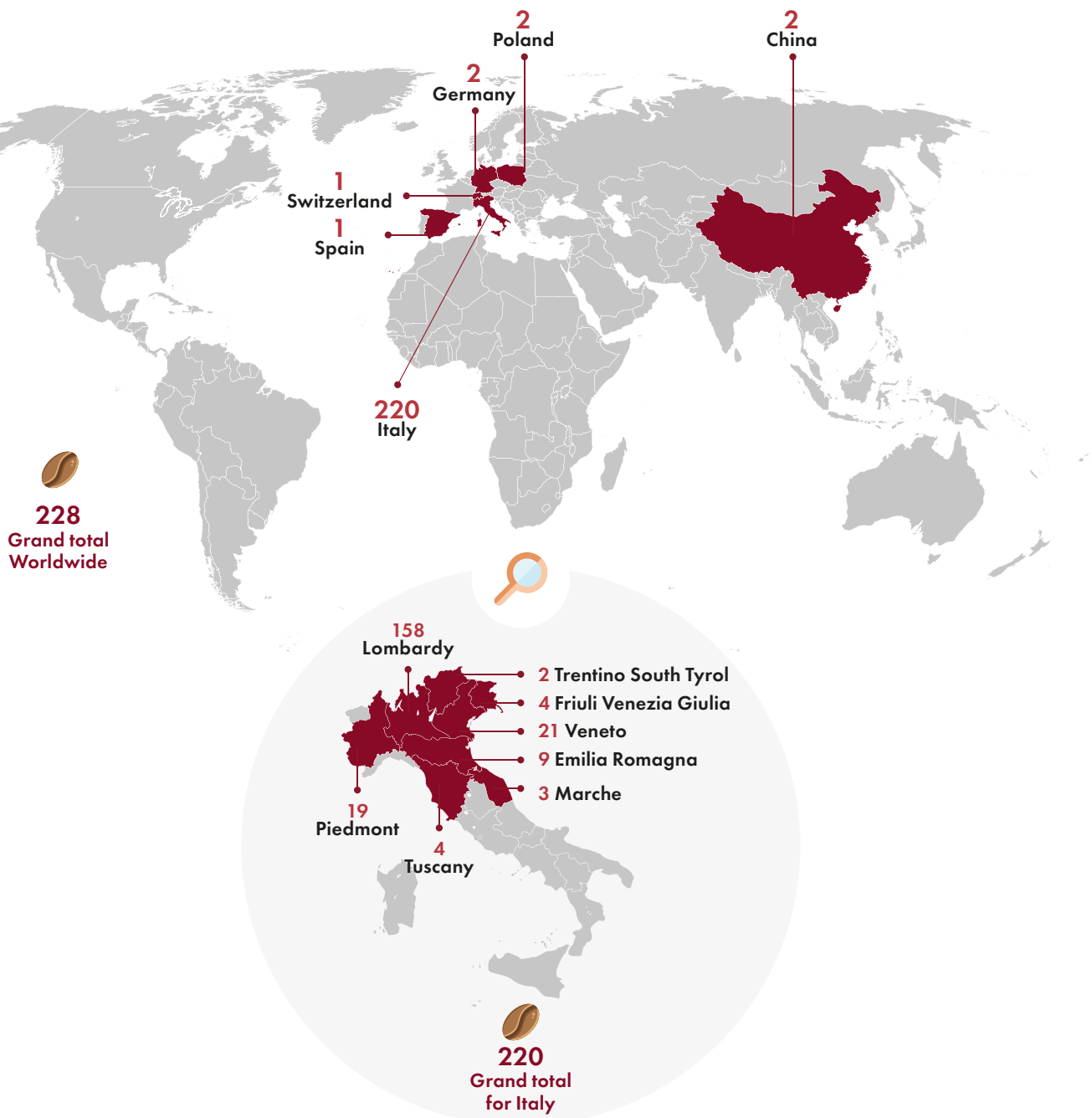
Furthermore, **all Faemina drip trays are produced through an innovative 3D printing process**, which ensures that we do not create more objects than necessary, reducing waste to zero.

Sustainable supply chain

Cimbali Group’s commitment to building a production chain that is attentive to ESG topics also takes the form of active and careful management of its supplier base, which are monitored not only for their business performance, but also with respect to environmental sustainability, social and governance parameters.

Cimbali Group has historically created a network of local suppliers with positive effects on the generation of value for the territory and on the reduction of environmental impact thanks to the minimisation of transport distances.

Distribution of suppliers by geographical area:





Priority material topics - Group Purchasing Manager interview

The topic of the sustainable supply chain is one of the most relevant for the Group and the stakeholders: how has Cimbali Group integrated this aspect into its sustainability strategy?

“

The supplier network is extremely receptive and motivated

The strategy adopted by the Cimbali Group Supply Chain function to raise awareness among its partners is based on the creation of value through two-way communication whose aim is to create shared culture. In every meeting, ideas for improvement are sought and importance is given to contents that can favour the elements of business sustainability, starting from the optimisation of production processes, batches and therefore deliveries, packaging, up to the reduction of waste. However, we do not stop only at the environmental aspect, we fuel the discussion

about training, the approach to schools, the research and retain of talents, the development of careers within companies and the valorisation of diversity and inclusion. The supplier network is extremely receptive and motivated, often dedicated to excellence in some of these aspects. There is still a long way to go, the multiplicity of realities means that not everyone has the same pace and the same knowledge, but thanks to the role of head of the supply chain our group aims to act as a guide towards a sustainable growth direction.



What are the main activities introduced by Cimballi Group during 2022?

“

The aim of Cimballi Group is to work with its suppliers to achieve its own supply chain score on environmental, social and governance topics, to cover at least 80% of managed turnover

During 2022 Cimballi Group activated a new collaboration channel with the CRIBIS company, part of the CRIF Group, with which it already works in the context of risk management analysis related to the Supply Chain sphere. The new scope of partnership refers to the Synesgy platform, which monitors the ESG performance of various industrial chains at a national and international level through a questionnaire to be filled out online. The aim of Cimballi Group is to work with its suppliers to achieve its own supply chain score on environmental, social and governance topics, to cover at least 80% of managed turnover. Once the response is known in general terms, we will proceed with a dedicated in-depth study for those entities that are not adequately trained on the aspects assessed and we will define a proposal for a recovery plan that allows

the supplier to reach a minimum level of acceptability. This second part of the activity will cover the two-year period 2024/2025 and will require a significant effort.

During 2022, for the first time, thirty suppliers were invited to the Group headquarters to share a series of topics that ranged from elements regarding the performance and quality of supplies to specific moments of reflection on sustainability. The event was greatly appreciated and the aim is now to make it a fixed appointment in the annual calendar of Supply Chain management activities. Lastly, in 2022, a collaboration agreement was signed with the FEDABO company for support in the monitoring and efficiency of all activities related to electricity and gas consumption sphere.

What are the goals for the future?

“

For the short and medium term Cimballi Group has various targets

In addition to what has already been indicated, for the short and medium term Cimballi Group has various targets, among which the most significant are: sharing of a new code of conduct for suppliers, the adoption of a specific document for the ma-

agement of materials coming from conflict zones (“Conflict Minerals”), the creation of an online portal for the pre-registration of suppliers, the creation of an advanced vendor rating and the implementation of a predictive risk monitoring system.

OUR BLEND FOR THE PLANET



In recent years we have launched new, innovative systems in order to monitor both energy consumption and to accurately measure emissions.

With this data in hand, we are committed to launching improvement plans, as demonstrated by the adoption of contracts for the supply of 100% renewable sourced electricity and the expansion of the photovoltaic system of one of our offices.

In our blend for our future, reducing emissions across the entire organisation has become an increasingly relevant topic.



11%
of electricity
self-produced through
the photovoltaic system



100%
electricity coming from
renewable sources
(from October 2022)



-16%
in GHG emissions (tCO₂eq)
compared to 2021,
mainly associated with the
purchase of electricity from
renewable sources



PLANET

ENERGY SAVING (PROCESSES)

Carbon Footprint measurement and reduction and compensation activities

Cimbali Group S.p.A.'s consumption reporting and greenhouse gas inventory accounts the consumption estimate and the related direct and indirect greenhouse gas (GHG) emissions connected to its activities for the reference year 2022.

The reporting of emissions was carried out according to the categories of the UNI EN ISO 14064-1:2019 standard and was prepared with the support of AzzeroCO2. The emission classes were then reclassified according to the categories of the GHG Protocol. The inventory was done by adopting the operational control approach, including the Scope 1 and Scope 2 emissions associated with the legal entities reported in the following table in the analysis scope:

Company	Address
Cimbali Group S.p.a.	Via A. Manzoni, 17 - 20082 Binasco (MI)
Cimbali Group S.p.a.	Via Archimede, 3 - 20082 Binasco (MI)
Cimbali Group S.p.a.	Via delle Scienze, 5 - 20082 Binasco (MI)
Cimbali Group S.p.a.	Via Vincenzo Forcella, 7 - 20144 Milano (MI)
Ciden S.r.l.	Via dell'Industria, 2 - 26020 Cappella Cantone (CR)
Casadio Hot Beverage Solutions S.r.l.	Via Provinciale, 59 - 24050 Ghisalba (BG)

All foreign offices, both European and non-European, were excluded from the reporting, as well as the commercial headquarters in Rome and the offices of the subsidiaries of the Macine Keber S.r.l. Group based in Arino di Dolo (VE) and Seattle Espresso Machine Corporation based in Renton (United States).

Energy consumption

The following table shows the energy consumption data of purchased and produced electricity:

	2022	2021
Electricity purchased [kWh]	1,977,017	2,047,697
Electricity produced and consumed [kWh]	255,071	271,687

In the Cappella Cantone and Binasco Via Manzoni factories there are two photovoltaic systems that produce 11% of the total energy consumed.

Scope 1 – Direct emissions

In line with the GHG Protocol, Scope 1 measures direct greenhouse gas (GHG) emissions from sources owned or directly controlled by the organisation. Measuring Scope 1 emissions is a critical first step in understanding the impact of our activities on the environment and identifying opportunities to reduce emissions through the adoption of more efficient technologies and the use of renewable energy sources.

Natural gas

The direct emissions generated by the combustion of natural gas are equal to approximately 731.61 tonnes of CO₂eq, compared to 903.07 tonnes of CO₂eq in 2021 (-19%). The reduction is in the most attributable to a warmer winter season compared to the previous year.

-19%
emissions generated by the combustion of natural gas vs. 2021

Fuel for company cars and commercial vehicles

Direct GHG emissions from company cars and commercial vehicles are associated with the combustion of fuel inside the vehicle (Tank to Wheel – TiW). These are equal to 356.42 tonnes of CO₂eq in line with 2021 emissions.

Coolant leaks

Direct emissions also include so-called “fugitive emissions”, which include emissions generated by coolant leaks during the use of air conditioning systems. Therefore, coolant leaks from air conditioning systems were analysed and recorded. Due to a fault in a system, it was necessary to intervene with a top-up of 24.7 kg, equal to 55.71 tonnes of CO₂eq.

Scope 2 – Indirect emissions

In line with the GHG Protocol, Scope 2 measures indirect greenhouse gas (GHG) emissions associated with the energy purchased and consumed by the organisation. The market-based approach has been used to calculate emissions. Since October 2022 there has been a change to the supply contract: the signing of a contract for the supply of energy coming 100% from renewable sources, certified with Guarantee of Origin (GO)*. The emissions connected to the production of purchased electricity are equal to 691.36 tonnes of CO₂, compared to 934.92 in 2021 (-26%). Without the purchase of green energy, the emissions would have been equal to 903.79 tonnes of CO₂.

-26%
emissions connected to the production of electricity vs. 2021

* In order to calculate electricity emissions via a market-based approach, the following was used:
 • a “residual mix” emission factor, consisting of the production mix of the Italian network, minus the green energy sold in Italy through GO, for the months January to September;
 • the supplier’s emission factor, for the months October to December. For green energy purchased through GO, the direct emissions resulting from the production of electricity were considered equal to 0, as this energy is produced from renewable sources.



Distribution of Scope 1 and Scope 2 GHG emissions

The following graph summarises the distributions of total GHG emissions:

	2022	2021	2022 vs. 2021
Scope 1 [tCO₂eq]			
Natural Gas	731.61	903.07	-19%
Fuel	356.42	363.92	-2%
Coolant Leaks	55.71	2.71	+1,956%
Total Scope 1	1,143.74	1,269.7	-10%
Scope 2 [tCO₂eq]			
Grid electricity	691.36	934.92	-26%
Total Scope 2	691.36	934.92	-26%
Totale emissioni	1,835.1	2,204.62	-16%

Reduction of emissions

The preparation of a GHG inventory represents a fundamental prerequisite to allow the identification of opportunities for reducing emissions, through the implementation of more efficient technologies, the adoption of renewable energy, the improvement of energy efficiency and the reduction of the use of fossil fuels.

With these actions **Cimbali Group plays**

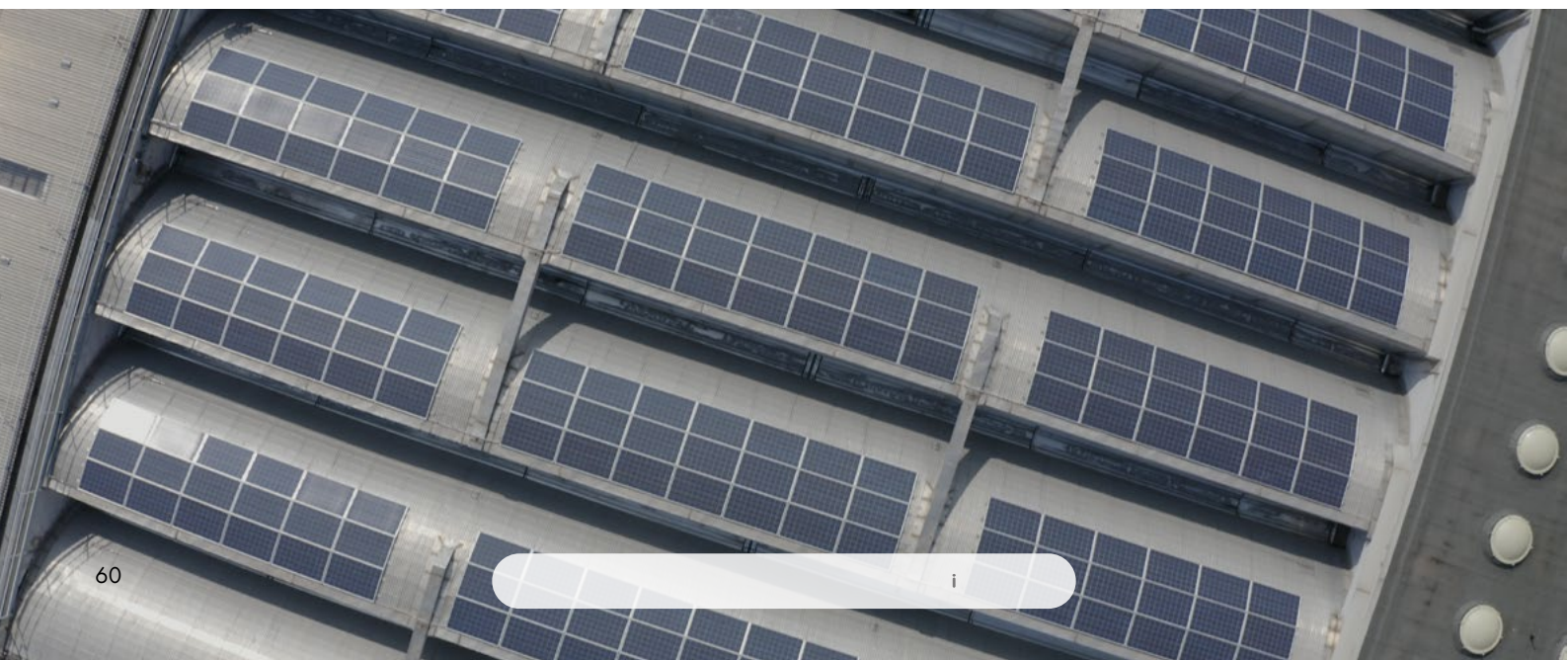
a role in mitigating climate change whilst contributing to the transition towards a low carbon economy.

To achieve these goals, Cimbali Group has implemented the following actions:

- The signing of a new contract for the supply of energy secured from 100% renewable sources;
- The replacement of the lighting fixtures

in the Faema boiler department and the beginning of the re-lamping process of the entire production area of Binasco Via Manzoni, which will end in 2023;

- The development of the expansion of the photovoltaic system of the Binasco headquarters via Manzoni, to be launched during 2023.



Emissions offsetting

Cimbali Group has taken the decision to combine the Scope 1 Scope 2 emissions reduction actions described above with an offsetting project, through the purchase of carbon credits certified according to the BioCarbon standard.

CO₂ offsetting represents a subsequent and complementary action to the reduction, used by Cimbali Group to mitigate emissions that have not yet been reduced by the company's actions. Specifically, the supported project develops in the municipality of La Primavera,

Department of Vichada, in the eastern plains of Colombia, and aims to promote actions to protect the ecosystem and areas of ecological interest that for years have been the subject of extensive grazing. This intended use, in fact, involved the cutting and burning of vegetation, resulting in a

loss of biodiversity and impoverishment of the soil. Reforestation and protection activities will therefore contribute to the sustainable development of the region, generating production and employment alternatives.

SOME OF THE BENEFITS GENERATED



Creation of new forests for commercial or natural use



Reduction of CO₂ in the atmosphere



Creation of jobs and new professional skills



Development of the wood processing chain

This initiative contributes to the achievement of some of the UN SDG goals such as: guarantee the availability and sustainable management of water and sanitation facilities for all (Goal 6); reduce ine-

quality within and between Nations (Goal 10); protect, restore and promote the sustainable use of terrestrial ecosystems, manage forests in a sustainable way, combat desertification, halt and reverse land de-

gradation and halt the loss of biodiversity (Goal 15).

Sustainable mobility (home-work commute)

The aim of the employee home-work commute plan (PSCL) was to analyse the mobility of workers at the Binasco headquarters in order to fulfil legal obligations and identify any areas of intervention to reduce traffic congestion, pollutant emissions and costs incurred by employees. The data at the end of 2021 revealed that the total impact of commuting to work

was 502.63 tonnes of CO₂ emissions. The analysis also highlighted the contribution of the use of smart-working to the reduction of carbon dioxide emissions (-63.49 tCO₂eq). With the aim of ensuring increasingly efficient mobility, with regard to social and environmental goals, **the Group has defined a multi-year plan (PSCL) of**

structured solutions consistent with the analysis. In particular, four areas of action have been identified:

- Promote the use of local public transport (LPT);
- Discourage the use of private cars;
- Promote cycling;
- Reduce demand for overall mobility.



GRI CONTENT INDEX

Cimbali Group has reported the information cited in this GRI content index for the period between 1 January 2022 and 31 December 2022 with reference to the GRI Standards.

GRI content index

Declaration of use Cimbali Group has reported the information cited in this GRI content index for the period between January 2022 and December 2022 with reference to the GRI Standards.

GRI 1 used GRI1: fundamental principles 2021

GRI standard	Information	Page
GRI 2: General information 2021	2-1 Organisational details	pag. 8-9-10
	2-2 Entities included in the sustainability report of the organisation	Cimbali Group S.p.A. and subsidiaries, with the exception of Carbon Footprint (analysis boundaries defined in the reference section)
	2-3 Reporting period, frequency and point of contact	January - December 2022
	2-6 Activities, value chain and other business relationships	pag. 8-9-10
	2-7 Employees	pag. 30-31
	2-11 President of the highest governing body	pag. 12
	2-9 Governance structure and composition	pag. 12-13
	2-22 Declaration on the sustainable development strategy	pag. 2-3-4-5
	2-29 Approach to stakeholder engagement	pag. 22-23-24
GRI 3: Material topics 2021	3-1 Process of determining material topics	pag. 25
	3-2 List of material topics	pag. 14-15-16-17-18

Gri topic standards

GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	pag. 11
GRI 301: Materials 2016	301-1 Materials used according to weight or volume	pag. 52
	301-2 Recycled input materials used	pag. 52
GRI 302: Energy 2016	302-1 Energy consumed within the organisation	pag. 59
	302-4 Reduction of energy consumption	pag. 60
	302-5 Reduction of the energy needs of products and services	pag. 52

GRI standard	Information	Page
GRI 305: Emissions 2016	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	pag. 59
	305-2 Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	pag. 59
	305-5 Reduction of greenhouse gas (GHG) emissions	pag. 60-61
GRI 308: Supplier environmental assessment 2016	308-2 Negative environmental impacts in the supply chain and measures adopted a. Number of suppliers assessed in relation to environmental impacts	pag. 53
GRI 403: Health and safety at work 2018	403-1 Health and safety at work management system	pag. 39
	403-5 Worker training on health and safety at work	pag. 42
	403-6 Promotion of workers' health	pag. 42
	03-7 Prevention and mitigation of health and safety at work impacts within business relationships	pag. 40-41
	403-9 Accidents at work	pag. 39
GRI 404: Training and education 2016	404-1 Average number of training hours per year per employee	pag. 35
	404-2 Employee skills upgrading and transition assistance programs	pag. 35-36-37-38
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity in governance bodies and employees	pag. 30-31-32-33-34
GRI 414: Social assessment of suppliers 2016	414-2 Negative social impacts in the supply chain. Number of suppliers assessed in relation to social impacts	pag. 53

CONTACS

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