



PASSION, PEOPLE & COFFEE CULTURE

#WEARECIMBALIGROUP





WORK, CONSUME, LOVE, AND LIVE WITH COFFEE

Cimbali Group, with its solutions, inspires those who work, consume, love, and live with coffee, in line with the mission to "innovate and build every day complete systems and connected solutions for the best coffee service and consumption experience, at home, at work, on the go, during leisure time, with efficient and sustainable processes" to be recognized as leaders in the world of solutions connected to the espresso coffee experience, representing its history and designing its future with its brands.

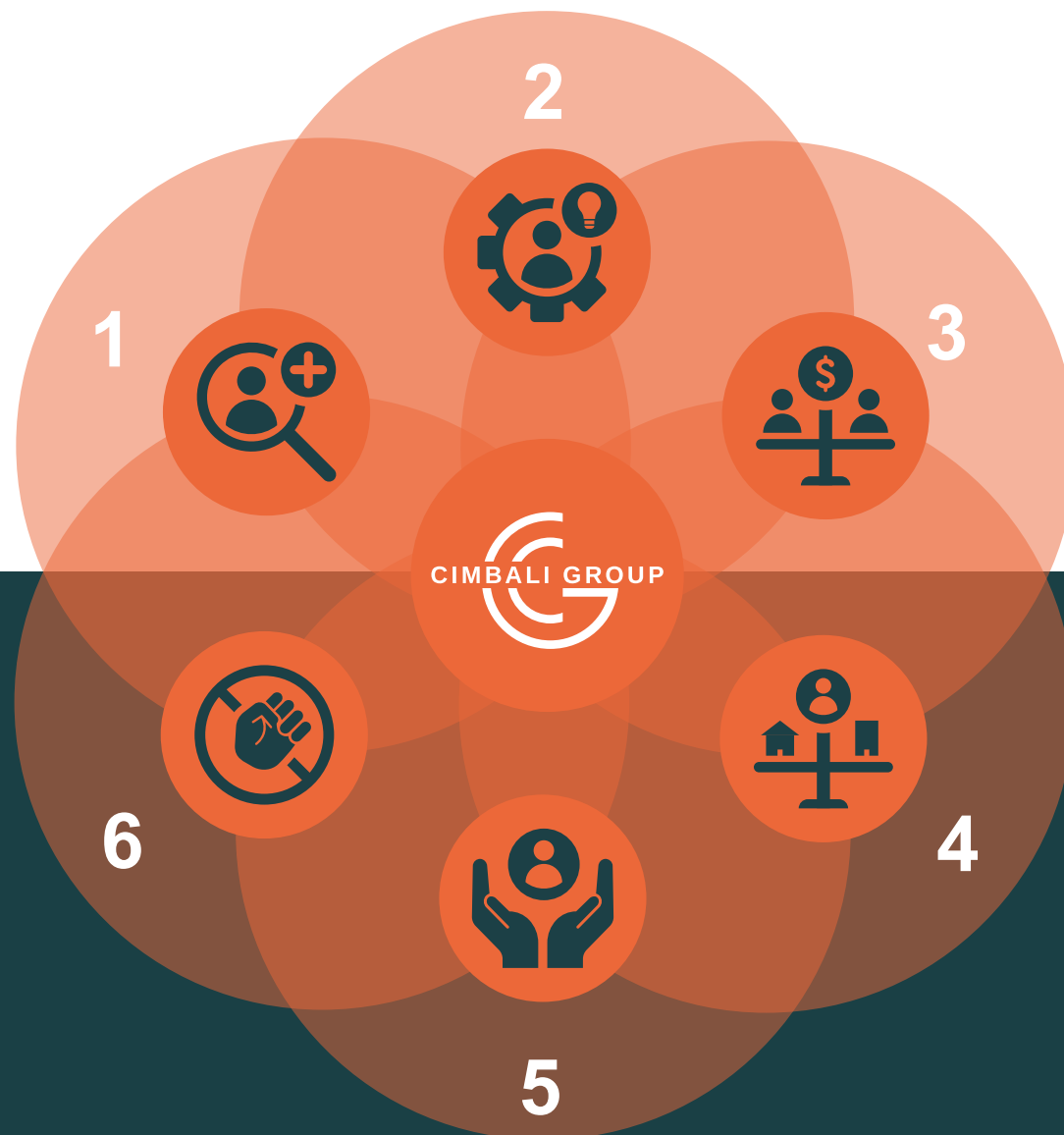
Cimbali Group recognizes the centrality of the Person within the organization in a context oriented towards teamwork and integration with sustainable processes, promoting a model of leadership and behaviors that reflect the fundamental principle of respect and enhancement of the Person, offering development opportunities, recognizing the importance of a work environment that promotes diversity, equity, inclusion, and gender inclusion within the organization.

The **People Policy** represents Cimbali Group's commitment to creating an inclusive, equitable, and respectful work environment where every Person can express their abilities and potential, promoting diversity, equity, and inclusion regardless of gender, ethnicity, religion, sexual orientation, disability, or other personal characteristics. **Cimbali Group** is committed to implementing, monitoring, and constantly improving processes and practices to achieve the goals outlined here. It is the responsibility of each manager and, more importantly, each Person in the Company to ensure that business processes and activities are carried out in accordance with corporate behaviors and practices consistent with these ethical principles and responsibilities.



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Cimbali Group recognizes the centrality of the Person in a context-oriented towards teamwork, integration, respect, and enhancement of the individual, offering development opportunities and recognizing the importance of a work environment that promotes diversity, equity, and inclusion.



Recruiting & Culture

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Development & Engagement

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Parenting, Care & Work-Life Balance

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Work Environment & Well-Being

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Discrimination & Harassment

1 RECRUITING & CULTURE

We are committed to ensuring a **transparent, fair, and inclusive selection process** that evaluates candidates – both internal and external – solely based on their skills, qualifications, and experiences, without any form of discrimination, whether based on **gender, ethnicity, religion, sexual orientation, disability, or other personal characteristics**. We promote a corporate culture based on inclusion, mutual respect, and appreciation of diversity.



*In the **Cimbali Group**, I had an experience during the selection process that engaged and guided me. I had the opportunity to express myself and freely share my values and ambitions with the company. I am confident that the company will be able to rely on these principles in the future as well.*

Eleonora



2 DEVELOPMENT & ENGAGEMENT

We are committed to offering **training and skills development programs** that engage our people throughout their careers, promoting an inclusive culture aimed at overcoming biases related to **gender, ethnicity, religion, sexual orientation, disability, and other personal characteristics**.

We strive to significantly contribute to the future of younger generations, aiming to make the workplace more inclusive and sustainable. In career paths, we ensure equal opportunities and transparency in evaluation processes, fostering dialogue with managers and colleagues while **ensuring diversity, including gender diversity, in career advancement through dedicated mentorship and training programs**.

We aim to engage and motivate our people by actively involving them in information sharing, through meetings and events, by conducting regular surveys, and **encouraging open and constructive discussions among team members to strengthen participation and promote diversity of opinions**.



*Working at **Cimbali Group** means being part of an organization that consistently commits to providing training and skills development throughout our professional journey. The company promotes an inclusive culture that transcends biases related to gender, ethnicity, religion, sexual orientation, and other personal characteristics. I feel like I belong to a community that contributes to the future of younger generations and values diversity through transparent career opportunities and ongoing dialogue with colleagues and managers.*



Massimiliano



3 EQUITY & REWARDING

We are committed to **ensuring the implementation of pay equity practices based on principles** consistent with the roles assigned to individuals within the organization, recognizing the contribution of skills and value, fully respecting local laws where the company operates, to ensure overall compensation that is adequate and fair.

Compensation recognitions and forms of incentives are implemented through formalized processes that **consider annual evaluation processes** and reward the achievement of results (for the company, teams, and individuals), aiming to ensure motivation and retain our people within the company.



*Since I joined **Cimbali Group**, I have felt like a valued part of an organization that appreciates my contribution with well-structured pay equity practices. My compensation accurately reflects the role and skills I bring to the company, and I am reassured that it always complies with local regulations. Incentive policies reward the results I achieve, both personally and as part of the team, which motivates me and makes me feel recognized for my work. I feel appreciated and confident that I can grow here.*

Cristina



4 PARENTING, CARE & BALANCE

We recognize the importance of a **balance between the work and personal lives of our people**, supporting the reconciliation of work duties and family responsibilities. To this end, we promote parental care tools for both maternity and paternity, as well as family care. **We offer flexibility and the ability to adjust schedules to access support services**, in accordance with organizational needs.

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Working at **Cimbali Group**, for me, means having the importance of work-life balance recognized. I am supported in balancing my professional duties with family responsibilities through parental and family care tools. The flexibility in work hours and location allows me to fulfill my family duties while respecting the needs of the organization. This approach makes me feel valued and motivated, giving me confidence that I can grow in an environment that considers and supports my well-being.

Marco

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5 WORKING ENVIROMENT & WELL-BEING

We promote a **safe, healthy, accessible, and inclusive work environment** that fosters collaboration, teamwork, discussion, and innovation. We implement adequate safety measures with constant attention to the well-being of our people. **We adopt work methods that prioritize well-being and, where feasible, incorporate smart working** to ensure both optimal work-life balance and the promotion of sustainable commuting practices, thereby reducing the environmental impact of our business activities.

“Working at **Cimbali Group** means being part of a project that promotes diversity, inclusion, and the creation of corporate well-being. The company has always allowed me to achieve an excellent work-life balance; being able to balance work and personal life enables me to achieve complete well-being.

Gaia



6 DISCRIMINATION & HARASSEMENT

We prohibit any form of discrimination or harassment based on gender, ethnicity, religion, sexual orientation, disability, or other personal characteristics in any company activities.

We provide confidential reporting channels and a rigorous management process to address any cases of discrimination, harassment, bullying, or mobbing, including those related to gender. Additionally, we promote awareness and provide training on diversity, equity, and inclusion issues to educate our people and prevent non-compliant behavior.

In Cimbali Group, I feel protected and I know I can rely on various listening channels, including the availability of anonymous reporting methods.

Sara Emma Noa

