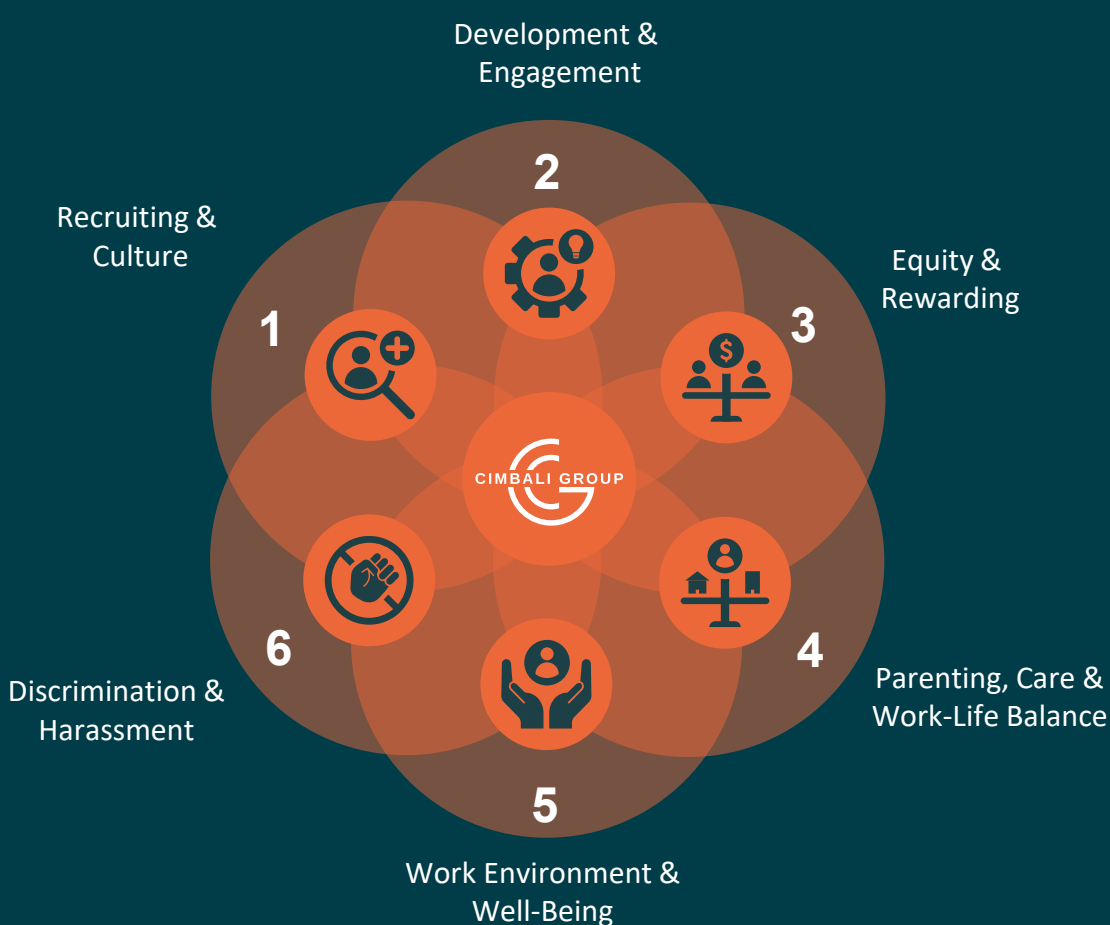




PASSION, PEOPLE & COFFEE CULTURE

#weareCimbaliGroup



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.