OUR BLEND FOR THE FUTURE

A blend that connects the entire supply chain

Sustainability Reporting 2025

CIMBALI GROUP

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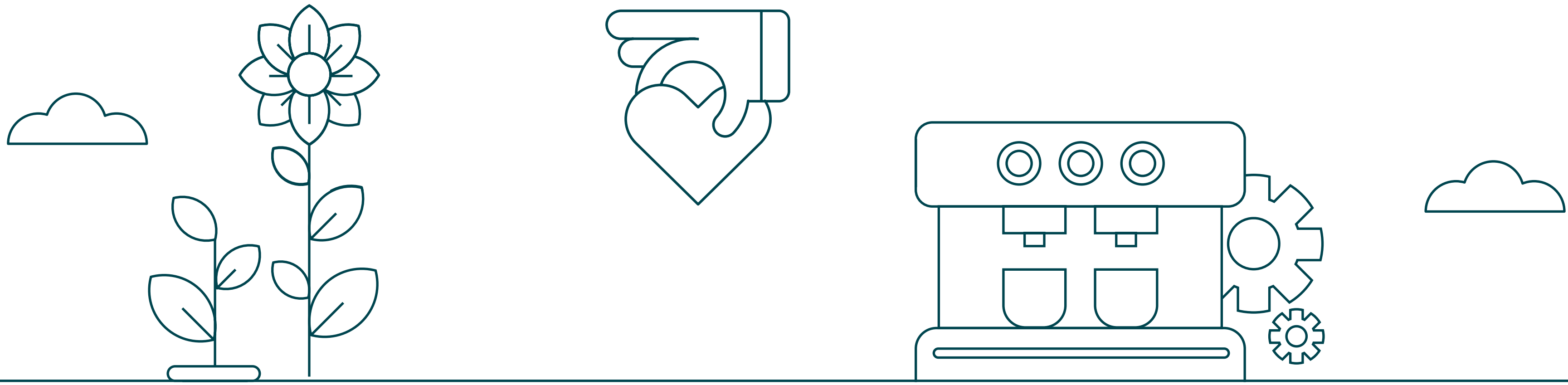
OUR BLEND FOR THE FUTURE

A blend that connects the entire supply chain

2025 Sustainability Reporting

CIMBALI GROUP

Summary



A blend that connects the entire supply chain

Day after day, our blend is enriched with new energy and expertise, thanks to the contribution of everyone across our supply chain: from the supplier of components for our machines to the barista who chooses to work with us.

Different people, backgrounds, and professional skills come together to create a unique and distinctive harmony, one that moves the Group towards an increasingly lighter environmental footprint and a positive impact on society.

Letter to Stakeholders

Letter from the President

Ours is a family business spanning four generations. For over a century, what has guided us has never been solely what we produce, but **how** we choose to produce it: with respect for people, for the environment in which we operate, and for those who will come after us.

And this is precisely what **Cimbali Group's 2025 Sustainability Reporting** sets out, a story I am pleased to share with you today.

It is a document that offers a transparent snapshot of exactly where we stand, the progress achieved and the new areas which require continued focus, while outlining the direction in which we intend to move: a company capable of generating long-term value without losing sight of its responsibilities.

My grandfather, Giuseppe Cimbali, instilled within me a handful of simple principles which in today's world are ever more crucial not to take for granted: passion, honesty, and dedication to work. Today, we bear a responsibility, to carry them forward and to translate them into concrete choices, because we must leave behind a healthy company, a thriving working environment and culture, and a way of doing business to be proud of.

For us, sustainability is exactly this: a path of continuous improvement that encompasses the management of resources, respecting the supply chain whilst caring for our people.

Our priorities focus on three areas:

- **Sustainability of the value chain**
- **Caring for people and corporate culture**
- **Transparent and responsible governance**

From improving energy efficiency at our production sites to fostering a more inclusive working environment, each initiative represents a step forward in building corporate value in harmony with the world around us.

We are aware of the work that still lies ahead, but equally of the strength of our foundations. We want the quality of our products to reflect the quality of our way of doing business, both now and in the years to come.

I thank all of you, colleagues, partners and customers, it is your contribution and trust which make this journey possible, for present and future generations.

Maurizio Cimbali
President Cimbali Group

Letter from the Managing Director

2025 was a complex year for the market, characterised by alternating phases that required us to adapt and take clear decisions. It is precisely in the most challenging times that an organisation's strength becomes evident, in its ability to remain true to its goals and to turn challenges into opportunities for growth.

The data presented in this **Sustainability Report** demonstrate how we responded, with practicality, with coherence, and with the conviction that industry know-how along with the ability to operate at the highest level, are essential and indispensable prerogatives along this journey.
Here are some of the most significant data points:

→ **Energy and resources: consume less, consume better**
- The Group's electricity mix is **81.4% renewable**
- **-6.7% natural gas consumption** at the Binasco site, thanks to the installation of heat pumps and radiant strips

→ **Product: Innovate while respecting the planet**
Thanks to a next-generation thermal platform, the **LaCimbali M40** achieves a **55% energy saving** compared with the previous model, with a 50% reduction in consumption in ready-to-use mode and **94.4% of its materials being recyclable**. With the M40, we demonstrate that energy efficiency, material sustainability and ease of maintenance can coexist without compromising performance. In doing so, we are driving a transformation not only in terms of product, but also in the culture of the sector, anticipating regulations and guiding the market towards change.

→ **People: Listen to grow together**
The **Great Place to Work**® climate survey enabled us to identify both our strengths and the areas where further investment is needed. Five subsidiaries have already achieved certification, and cross-functional working groups are now developing initiatives to progressively extend these results across the Group.

→ **Coffee Culture: Sharing our identity through knowledge**
The **MUMAC** museum welcomed more than 6,100 visitors, and the **MUMAC** Academy trained over 3,900 professionals during the year. At Cimbali Group, spreading coffee culture is our way of giving back to the industry some of the knowledge that we have built over more than a century of history, while nurturing a community of informed and passionate professionals.

These results lay the groundwork for a commitment that will continue into 2026: a journey in which each and everyone's individual contribution and initiative will ensure that Cimbali Group continues to be both resilient and responsible, capable of growing for the benefit of today's generation and for those to come.
Thank you, first of all, for this journey and for your daily commitment, and thank you to our partners for their ongoing dialogue, attentive listening and continued support.

Frédéric Thil
Managing Director, Cimbali Group

Executive Summary

A blend that protects the planet

- **Energy consumption:** thanks to the installation of heat pumps and radiant strips, Cimbali Group SpA has recorded a 6.7% reduction in natural-gas consumption compared with 2024.
- **Energy mix: 81.4% of the total electricity** used by the Group comes from renewable sources, of which 63% is purchased with a Guarantee of Origin, and 18.4% is self-produced photovoltaic energy.
- **Circular economy:** Life-cycle assessment (LCA) remains a key tool for monitoring the environmental impacts of products. This activity, managed by a dedicated internal team, supports the adoption of sustainable solutions from the earliest stages of new-product design.

A blend that promotes well-being:

- **Workplace climate:** the Great Place to Work® survey was launched, leading to the certification of five foreign branches (the United Kingdom, Germany, Switzerland, Spain and China).
- **Social initiatives:** the **MUMAC Summer Camp was** organised for employees' children and for the local community.
- **Responsibility in the supply chain:** ESG monitoring of suppliers covered **68% of the value of purchases** (67 suppliers).

A blend that inspires integrity

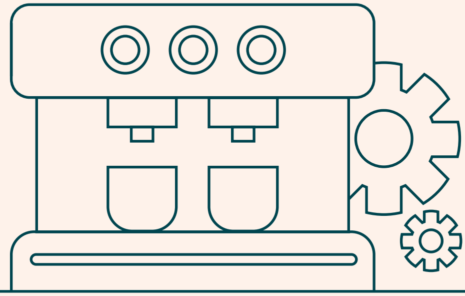
- **Integrity in management:** the **training programme** launched in 2024 to implement ethics policies continued, and the effectiveness of the whistleblowing **channel** in preventing wrongdoing and safeguarding corporate transparency was confirmed.
- **Governance and materiality:** the Group has updated its **double materiality** analysis by integrating stakeholder mapping and identifying new material topics, including the health and safety of its workforce and **cybersecurity**.

A blend that spreads culture

- **Museum recognition:** in 2025, **MUMAC** was officially recognised as a **corporate museum** by the Lombardy Region, consolidating its role as an ambassador of industrial culture and Made in Italy.
- **Outreach and Academy:** through the **MUMAC Academy**, more than **3,900 people** have been trained, promoting a conscious coffee culture and fostering greater awareness of the sustainable use of resources.

General information

Criteria for drafting



General criteria for drafting

This document represents the Cimbali Group's second sustainability reporting exercise aligned with the **European Sustainability Reporting Standards (ESRS).**

Its contents have been prepared according to the ESRS developed by the European Financial Reporting Advisory Group (EFRAG) in 2023 and adopted by the European Union under the **Corporate Sustainability Reporting Directive (CSRD).**

The CSRD was implemented in Italy by **Legislative Decree 125/2024**, and subsequently amended by Law no. 118, 8th August 2025. Despite recent provisions which negate the requirement of the Group to comply with said reporting obligation for the 2025 financial year, Cimbali Group has made the decision to continue the process which commenced in 2024, targeted at the progressive aligning with ESRS provisions, with the aim of increasing the level of compliance and overall working standards, ensuring ever greater transparency and strength of data provided, as well as ensuring the refinement of its data collection process.

In preparing this document and in order to sustain an indicative and prospective reference, the Group considered the ESRS revised and published by EFRAG in December 2025, currently in a provisional version and not yet definitively adopted, in order to anticipate the primary evolutions of the regulatory framework and promote a gradual convergence towards future reporting requirements, with a view to continuous improvement.

It outlines the main initiatives and projects undertaken to address environmental, social, human rights, and governance topics, with the aim of offering stakeholders a transparent, complete, and accurate view of the company's strategies, activities, performance and results in terms of economic growth and business development.

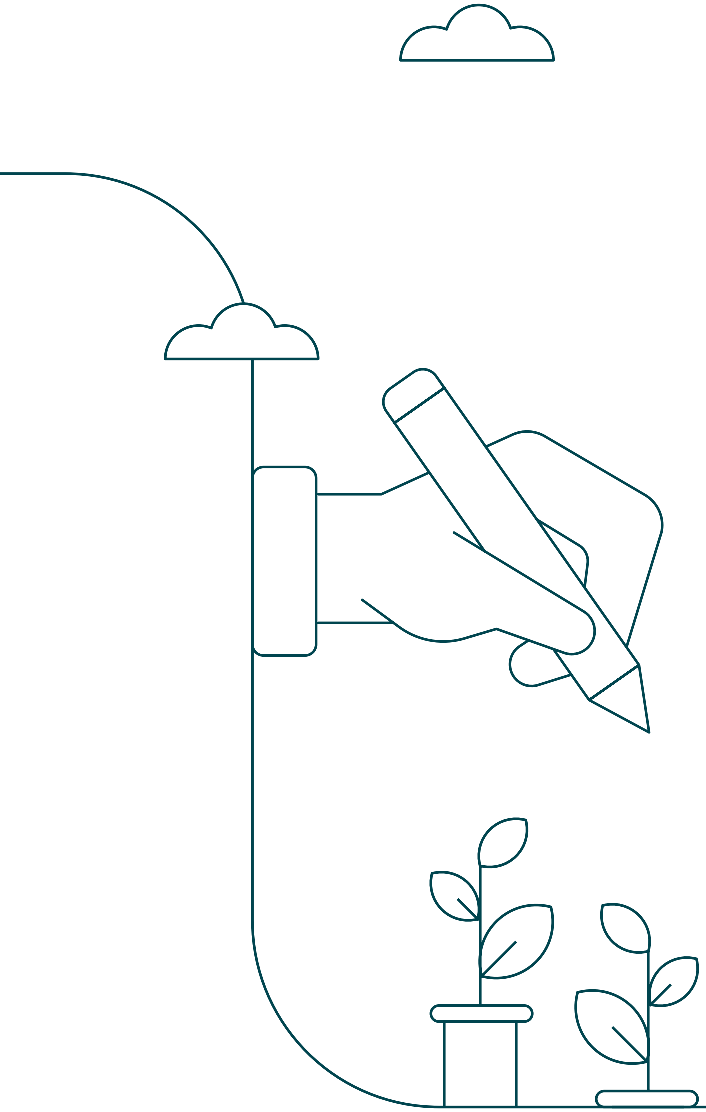
In line with the financial statement, the reporting scope includes Cimbali Group SpA and all the Group subsidiaries consolidated using the full method. Any limitations in the disclosure scope of material topics, impacts, risks, and opportunities are noted in the document with dedicated notes.

In comparison to the information presented within the 2024 Sustainability Report, a change in scope is noted due to the closure of Casadio HBS Srl in November 2025, following its merger with Ciden Srl.

The Group's entire value chain was considered in the reporting process. For each relevant impact, risk and opportunity identified through the double materiality analysis, the relevant segment of the value chain was examined in detail, distinguishing between upstream effects, linked to internal operations, and downstream effects.

Cimbali Group reserves the right to omit specific information relating to intellectual property, know-how, or innovation results when necessary, in accordance with regulatory requirements.

Furthermore, the Group has not made use of the exemption allowing the omission of information regarding upcoming developments or matters under negotiation.



Information in relation to specific circumstances

Please note that any changes or errors when compared to previously reported information is highlighted within the relevant chapters. If any of the metrics presented within this document are subject to uncertainty, the corresponding levels of uncertainty are clearly indicated within the relevant sections.

Revised comparative data is also highlighted within the following chapters. Where comparisons with the previous year are provided, the information is made available.

Information regarding policies, actions, metrics and objectives is provided within the relevant thematic ESRS and is structured to reflect how the company manages its material impacts, risks and opportunities, highlighting, where applicable, those aspects of each topic for which these elements have been defined.

Specifically, it should be noted that:

→ Company **policies** are reviewed regularly to ensure that they remain both relevant and effective. This ongoing commitment helps the organisation to operate ethically and responsibly, with a strong focus on human rights, social responsibility, environmental protection and compliance with leading international standards;

→ The **metrics** are accompanied by contextual information and, where relevant, by any significant changes compared with previous reporting periods. Where available, data is also presented for three consecutive years to support comparability over time;

→ The **objectives** identified by the company are not presented in dedicated sections but are instead integrated consistently throughout the disclosure, in relation to the identified IROs. It should also be noted that the Group has not yet defined specific objectives for all topics and, in accordance with the relevant regulations, is currently working to establish said objectives as part of its future strategies. This approach is intended to guide corporate management in line with the identified impacts, risks and opportunities, enhance sustainability performance and strengthen the traceability of progress over time.

Governance

Role of the administrative, management and control bodies

Cimbali Group has implemented a system of internal regulations that define a corporate governance model based on the distribution of responsibilities and a balanced relationship between management and oversight. Governance is structured around shared rules that inspire and guide strategy and operations. This approach ensures consistency between behaviours and strategies, appropriately considering risks and opportunities within the decision-making processes. The corporate culture is widespread at all levels and skills are valued, helping to raise awareness among internal resources and collaborators of the significant role of the Group in creating value for the community.

Board of Directors and Board of Statutory Auditors

The **Board of Directors (BoD)** of Cimbali Group is composed of seven members: the Chair, two CEOs and four Directors. Women represent 29% of the board, as is the percentage of independent directors.

Nome	2025	2024	2023
Percentage of women on the Board of Directors	29%	29%	33%

The Board of Directors is responsible for guiding the company and defining its primary strategic directions, including those relating to sustainability. Specifically, the Board sets the Group's strategic and management guidelines, oversees the performance of ordinary activities and monitors significant developments within the market.

Furthermore, it defines the corporate governance system and examines the fundamental internal control procedures, with reference to the identification of risk to which the Group is exposed.

The roles of Chair and Chief Executive Officer are separate in order to safeguard the interests of all stakeholders, ensuring optimal management of the Group thanks to the impartiality of the Chair of the Board of Directors.

Given the centrality of this role, the position of Chair of the Board of Directors at Cimbali Group is entrusted to Maurizio Cimbali, Cavaliere del Lavoro and guardian of the balance of the corporate structure.

Name	Age	Gender	Office	Executive / Non-Executive	Independence[3]	Office start date	Term of office (fiscal years)	Internal council committees
Maurizio Cimbali	>50	M	CHAIR	Executive	Not independent	29/05/2025	3 years	-
Federico Carlo Alessandro Cimbali	>50	M	CHIEF EXECUTIVE OFFICER	Executive	Not independent	29/05/2025	3 years	-
Fabrizia Cimbali	<50	F	CHIEF EXECUTIVE OFFICER	Executive	Not independent	29/05/2025	3 years	President of the Ethics & Sustainability Governance Board Committee
Guido De Vivo	>50	M	DIRECTOR	Non-Executive	Independent	29/05/2025	3 years	-
Valentina Orena	>50	F	DIRECTOR	Non-Executive	Not independent	29/05/2025	3 years	President of the Ethics & Sustainability Governance Board Committee
Fabio Enzo Fenzi	>50	M	DIRECTOR	Non-Executive	Not independent	29/05/2025	3 years	-
Paolo Morosetti	>50	M	DIRECTOR	Non-Executive	Independent	29/05/2025	3 years	-

Information provided to the administrative, management and supervisory bodies and sustainability topics addressed

The **Board of Statutory Auditors** is responsible for supervising the administration of the Group, ensuring compliance with all laws and bylaws. It examines the financial statements, verifies the correct keeping of the accounts and can carry out inspections. Furthermore, it checks the adequacy of the internal control system and the organisational structure of the company. The composition of the Group's Board of Statutory Auditors is shown below.

Name	Age	Gender	Office	Office start date	Term of office
Angelo Gervaso Colombo	>50	M	CHAIR	25/06/2024	3 years
Michele Ghiringhelli	>50	M	STATUTORY AUDITOR	25/06/2024	3 years
Pietro Carena	>50	M	STATUTORY AUDITOR	25/06/2024	3 years

All members of the Board of Directors and the Board of Statutory Auditors completed a training course on the topic of sustainability in 2024, which continued during 2025 to ensure correct supervision and evaluation of the activities that involve the Group in this area.

Cimbali Group has started working to define a clear governance model, with well-defined roles and responsibilities for the administrative, management and control bodies, with the aim of monitoring, managing and controlling the impact, risk and opportunities related to sustainability.

Ethics & Sustainability Governance Committee

Establishment, Composition and Regulation

In 2024, the Board of Directors of Cimbali Group SpA approved the creation of the Ethics & Sustainability Governance Committee. This committee was established to ensure strategic oversight and active involvement of senior management with regarding to all sustainability matters.

The Committee is composed of two members of the Board of Directors, appointed by the Board of Directors resolution of 29 May 2025.

The functioning powers and responsibilities of the Committee are set out within the Regulations of the Ethics & Sustainability Governance Committee, approved by the Board of Directors on 17 September 2024.

Functions and Responsibilities

The Committee has an investigative, proactive and advisory role in supporting the Board of Directors. It meets whenever the Board is required to take decisions or make assessments concerning the integration of sustainability principles into corporate strategy and operations, as well as in its engagement with stakeholders.

The primary responsibilities assigned to the Committee during the year 2025 included:

- Double materiality analysis: involvement in reviewing the impacts, risks and opportunities identified as material, ensuring their consistency and alignment with the company's strategy, while providing the Board with the elements needed to support sustainability-related decisions;
- Sustainability Plan: Review the progress of the sustainability plan, supporting the Board in evaluating strategies and actions with environmental, social and governance impacts;
- Sustainability Reporting: conducts a preliminary review of all sustainability reporting that is presented annually to the Board for information;
- Advisory function: provides views and perspective on specific sustainability matters at the request of the Board.

The Committee also monitors developments within the regulatory framework and the Group's sustainability journey, assessing and sharing strategic progress and emerging issues with the Board of Directors, so as to provide the Board with the elements needed to support decision making within its remit.

Remuneration policies and sustainability

The remuneration paid to the Board of Directors and the Board of Statutory Auditors is defined taking into account the skills, professionalism and experience required to carry out the necessary tasks, as well as the characteristics and size of the Company and the reference sector. In accordance with the current regulatory and statutory provisions, these fees are decided entirely at the Shareholders' Meeting.

The remuneration of the Chair and the CEOs includes both a fixed component and a variable component. The latter is defined on the basis of the Group's economic and financial results and, at present, does not include variable components or incentive systems linked to environmental, social or governance (ESG) sustainability objectives, nor to specific considerations linked to climate.

The compensation of non-executive Directors and of the members of the Board of Statutory Auditors consists exclusively of a fixed component.

Executive Management

Cimbali Group has defined a sustainability governance model, detailing specific tasks and responsibilities

Cimbali Group has defined a sustainability governance model, detailing specific tasks and responsibilities. The Group has embarked upon an organisational development journey that has led to the establishment of a dedicated **Sustainability function**. This function is responsible for coordinating teams tasked with defining, implementing, and measuring the Group's initiatives within the areas of ethics and governance, value chain, people, and culture.

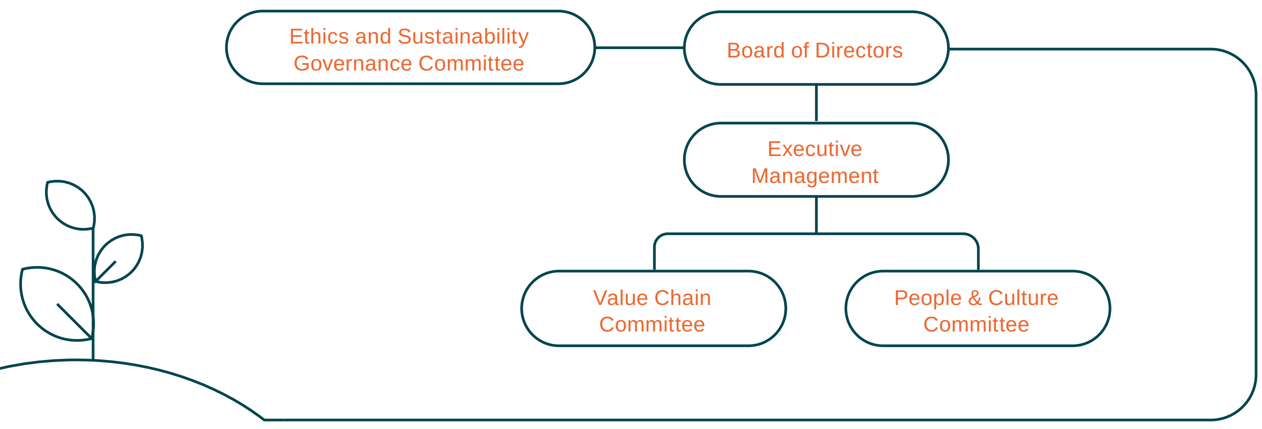
For sustainability to become an increasingly integral part of the business model, alongside the Ethics & Sustainability Governance Committee, two operational Committees have been established with the aim of ensuring effective management of activities relating to the Value Chain and People & Culture areas. These Commi©ttees are responsible at Group level and have the task of monitoring the plans, with respect to the identified strategies, as well as deciding, where necessary, corrective actions, removing obstacles in order to achieving these objectives. The Committees are convened by the Sustainability Manager both periodically and in the case of a specific need.

The **People & Culture Committee** is composed of the General Management and the People & Organisation, Communication & Sustainability, Health, Safety and Environment, MUMAC and MUMAC Academy functions.

The **Value Chain Committee** is composed of the General Management and the Research & Development, Marketing, Operations, Business, Services, Quality and Administration-Finance-&-Controlling functions.

The Committees involve not only the Company Management and the Sustainability Manager, but also the Function Directors and the **Global Sustainability Champions**. The latter, embedded within the various functions, possess expertise and responsibility for a specific topic and ensure that proposals and the necessary operational activities to be submitted to the Committees are properly prepared. Among other things, they deal with the collection and monitoring of data and information for reporting, materiality analysis, coordination and implementation of stakeholder engagement activities and action plans.

The shared responsibility model for sustainability involves all of the Group's Companies and People. In particular, the local units, both in Italy and abroad, have been actively involved from the beginning through the appointment of **Local Sustainability Champions**. These are responsible for collecting local data for reporting.



Risk management and internal controls on sustainability reporting

The Group is committed to ensuring that its sustainability reporting satisfies the principles of transparency, relevance and reliability.

To achieve this goal, it has adopted a **shared responsibility approach**, involving internal experts based on their specific expertise on sustainability topics.

The sustainability reporting control process has been developed along two main paths:
- Clear definition of roles and responsibilities for each information request, in line with internal skills;
- Gradual transition towards the integration of data collection into internal systems, to ensure greater efficiency and reliability.

Sustainability reporting governance: roles and responsibilities

The Group has structured its reporting process by assigning specific roles to the various parties involved:

- **Local Sustainability Champions:** they are identified within the teams of the individual companies belonging to the Group and are responsible for the provision, completeness and accuracy of data at a local level;
- **Global Sustainability Champions**: sustainability thematic experts based at company headquarters that are responsible for collecting data from all Group companies, drafting information requests and engaging with local teams and internal functions to ensure completeness, accuracy and comparability of information, also collecting and archiving the evidence required to verify the information;
- **Group Function Directors**: approve the information requests prepared by the Global Sustainability Champions within their given areas of expertise;
- **General Manager**: has the ultimate responsibility for the review and approval of the sustainability reporting.

A key function is performed by the **Sustainability Manager**, who coordinates the annual planning of sustainability reporting, defining activities detailed within the stakeholder engagement plan, whilst supervising the entirety of the process.

Process: Main risks, challenges and support strategies

Within the context of sustainability reporting, the Group recognises that this process may be exposed to various risk factors. These include the potential **incompleteness** or **lack of integrity of the data** collected, as well as the **accuracy of results** derived from estimates and methodological assumptions. Additional challenges may relate to the **availability and reliability of information along the value chain**, both upstream and downstream, depending on the maturity and competence of the stakeholders involved within this process.

Furthermore, implementing a structured reporting process presents several challenges in itself, including the development of the necessary skills in order to meet the required standards, understanding information requests, particularly in relation to the new requirements, and managing the timeframes for collecting, validating and consolidating the relevant information.

To address these challenges, the Group has decided to engage external consultancy support, focusing primarily on two key areas:
- the structuring of the process, the definition of roles and responsibilities, with particular focus on the initial planning phases;
- professional support in drafting the reporting, identifying potential gaps, and strengthening the expertise of internal specialists.

To support the development of skills, before the start of reporting, the Sustainability Manager organises training sessions. Within these sessions, the calendar of activities and timing, the principles of reporting standards and the guidelines for responding to information requests are shared. At the end of each reporting cycle, feedback sessions are also organised to collect suggestions and to improve the process for subsequent cycles.

In addition, the Group has requested external consultancy for the preparation of the inventory of greenhouse gas emissions, ensuring the completeness and accuracy of the data. In parallel, the Group is conducting an analysis of the data necessary for sustainability reporting that are not currently present in the internal management systems, with the aim of assessing their integration into the company flows.

Strategy

Strategy, business and value chain

Cimbali Group operates within the manufacturing sector, producing machinery for the beverage industry (NACE code 2893). This sector is characterised by specific impacts, risks and opportunities linked to procurement, design, production and marketing activities, all of which were considered in the double materiality analysis.

The parent company, Cimbali Group SpA, operates in the production and sale of **espresso coffee machines, grinder-dosers and equipment for public establishments**.

The other companies of the Group carry out activities that are either complementary to or supportive of the Group's core business.

The company has a history and heritage of passion, tradition and coffee culture since 1912, driven by a constant search for innovative solutions, attention to detail and a strong focus on design. With over 110 years of history, the Group today includes the brands **LaCimbali, Faema, Slayer, Casadio** and **Keber**, operating through three production plants in Italy and one in the United States.

The core of the Group's production activity is concentrated within Italy, with two plants, Binasco (Milan) and Cappella Cantone (Cremona), which produce an average of over 200 coffee machines per day, reflecting the craftmanship and excellence of Made in Italy. Since 2017, following the acquisition of the Slayer brand, Cimbali Group has had a third production plant in Renton (SEMCO), in the United States. In 2019, the Group incorporated Macine Keber Srl, a company in Dolo (Venice), specialised in the design and production of grinders for various brands in the Italian and international coffee sector.

The Group works on the development of products that aim to minimise environmental impact throughout the entire life cycle. New products are designed with a high level of attention to reduction of energy consumption and the reuse, recycling and recovery of materials, in addition to extending their useful life. Design considerations also include scheduled maintenance, repairability and the possible reconditioning of coffee machines.

Two new products were introduced in 2025:

- **LaCimbali Supera** is the new modular platform of fully automatic machines that brings together technology, design and user interaction to deliver a personalised and engaging consumer experience. Designed and manufactured in Italy, it adapts to a wide range of settings — from QSRs to hotels, from coffee chains to convenience stores, and even petrol stations — expressing and enhancing each brand's identity. Flexible and scalable, it combines automation with artisanal quality, ensuring ease of use and professional-level results, even in self-service mode;
- **Ermes Dual** is the new dual-purpose grinder-doser designed to meet the needs of today's professional baristas, who demand quality, functionality, precision and versatility. The grinder-doser allows seamless switching from espresso to filter-coffee grinding, thanks to a burr-distance detection system that ensures consistent and accurate results.

The Group's commitment to advancing the culture of espresso coffee and to promoting the territory is demonstrated through the foundation in 2012 of **MUMAC**, the Coffee Machine Museum, the first and largest permanent exhibition dedicated to the history, world and culture of an entire Made in Italy sector, in 2014 of **MUMAC Academy**, the Group's coffee machine academy, a training, dissemination and research center, and in 2016 of **MUMAC Library**, a historical coffee library recognised at the level of the National Library System for the specific theme and for the importance of some of the volumes which it contains

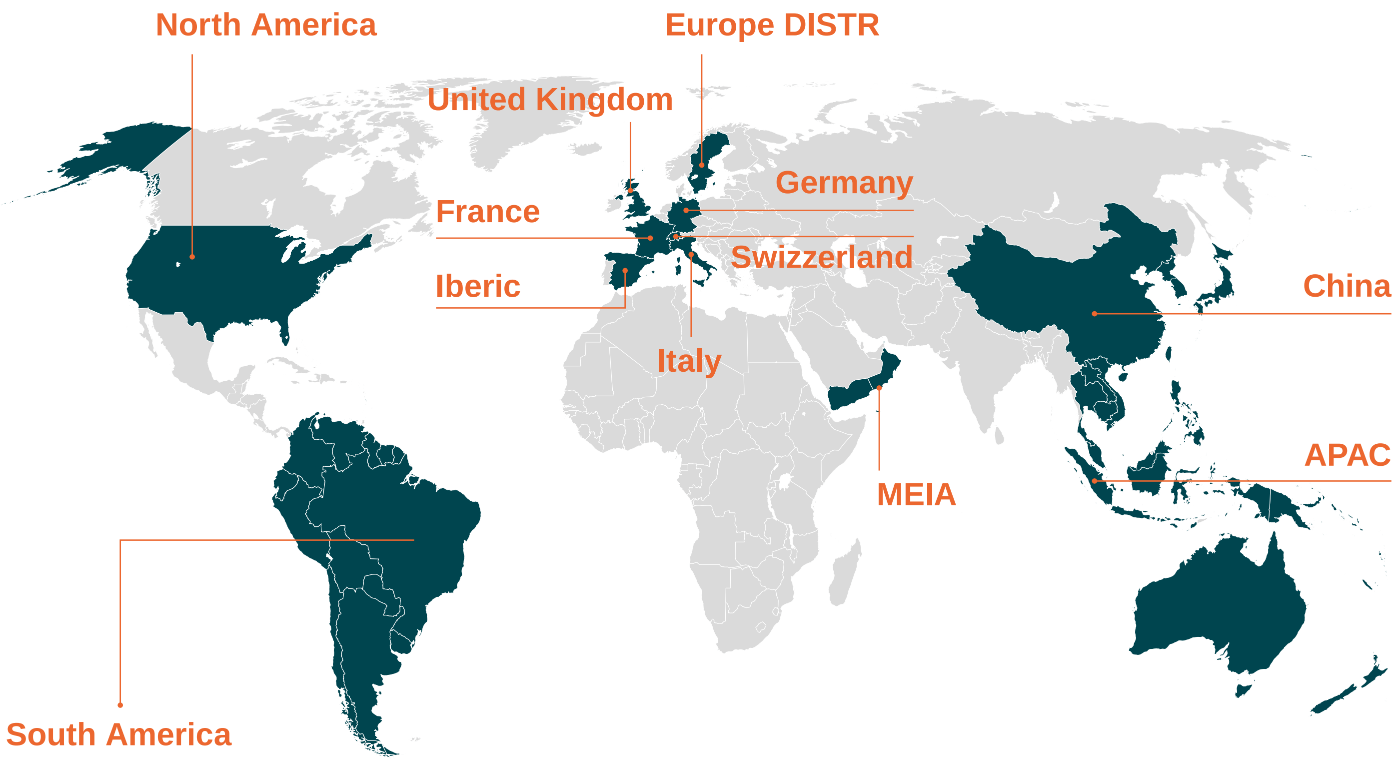
Business model

Cimbali Group is specialised in the design and production of professional espresso coffee machines and equipment dedicated to the coffee shop, both for professional use (main share of the business) and for domestic use.

The company operates four production plants and has an extensive after-sales service network that uses its own commercial branches and third-party distributors. The Group markets its products in all the main geographical areas of the world, the Italian market represents 16% of consolidated turnover, while the rest of the world accounts for 84%, supported by 13 branches and over 700 distributors.

In line with the market trend, the traditional machines sector represents the majority share of the turnover and the super-automatic machines sector records growth, highlighting greater business opportunities for the Group. Finally, the grinder-dosers sector represents a marginal share with growth potential for the coming years.

The image on the right shows the largest markets served by Cimbali Group.



Cimbali Group is not involved in the fossil fuel industry, the production of chemicals, controversial weapons or the cultivation and production of tobacco.

Value chain

01. Upstream supplier procurement activities

Cimbali Group's value chain is formed by a solid supplier network, composed of light industry manufacturing companies specialised in the production of components. The network of suppliers, mainly local and national, help to reduce the environmental impact, while generating value for local communities, supporting the Group's sustainability objectives.

02. Internal activities

The Group invests significantly in research and development to improve the innovation and efficiency of its products, while maintaining high standards of quality and safety. Internal production is characterised by a strong commitment to reliability, efficiency and quality, with particular attention to product safety.

03. Downstream commercialisation and after-sales activities

The commercialisation of products under the LaCimbali, Faema, and Casadio brands takes place through an internal sales network, commercial branches, distributors, and third-party agents in territories where there are no direct branches present. In China and the United States, agency activities are managed by Cimbali Shanghai and Cimbali USA respectively. For Slayer branded products, produced by SEMCO, commercialisation is carried out by Cimbali Group SpA and its branches, ensuring broad international distribution.

After-sales assistance is a crucial aspect for Cimbali Group, which guarantees timely and qualified support to customers through dedicated personnel and dealers, depending on the reference market.

Stakeholders' interests, views and beliefs

Cimbali Group adopts a proactive approach in engaging stakeholders along its entire value chain, recognising the importance of building solid and transparent relationships to generate long-term value.

This is a central aspect of its operations, as it allows the creation of opportunity for mutual collaboration, improves the management of risk and opportunities while responding to the expectations of all interlocutors.

The Group promotes high-calibre dialogue between all stakeholders, from employees to suppliers, gathering views and beliefs, in order to best identify emerging trends helping to improve all of its working practices.

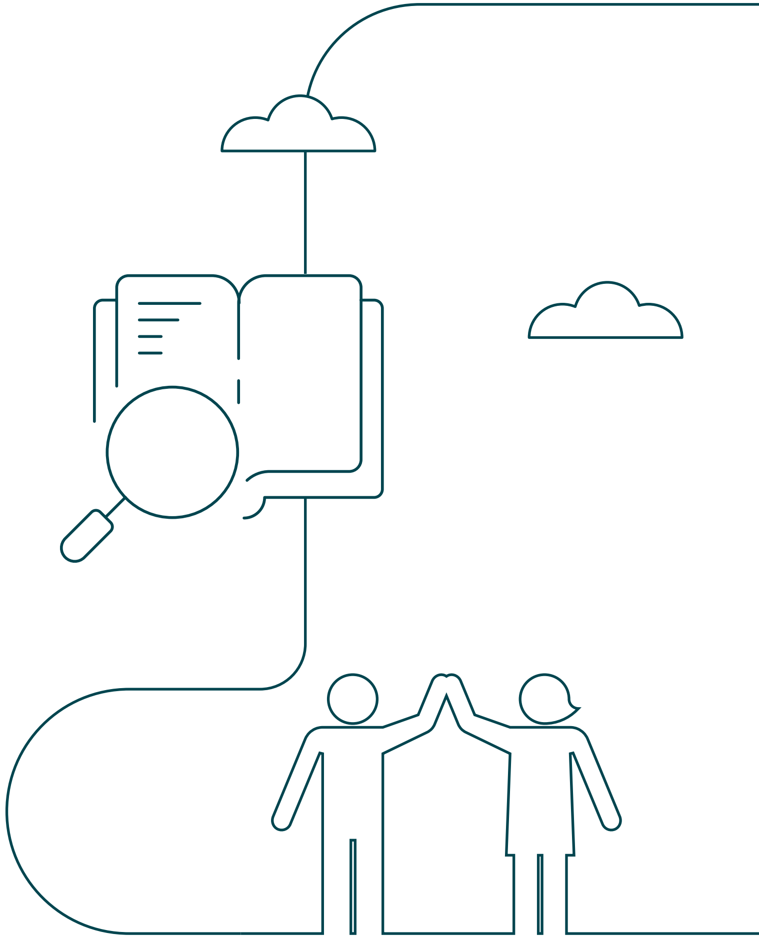
Engagement of impacted stakeholders

To best understand and to manage its relationships with stakeholders in a structured manner, the company has adopted a systematic approach in order to **engage with impacted stakeholders**, meaning those who may experience positive or negative, actual or potential impacts arising from the company's activities across the entire value chain.

As a preliminary step, Cimbali Group identified and mapped all impacted stakeholders by assessing, for each one, the **level of power and influence** that they exert over the organisation's decisions and activities, as well as their **level of interest**, understood as the degree of involvement or importance they attribute to the organisation.

This analysis enabled us to classify stakeholders into four categories, allowing us to define different engagement methods aligned with the level of relevance of each group:

- **Stakeholders to be proactively and continuously engaged**, in order to understand their needs and actively manage their expectations;
- **Stakeholders to be kept satisfied**, through regular monitoring and communication activities, with the aim of mitigating potential risks and ensuring that their interests are adequately considered.
- **Stakeholders to be accounted for**, kept well informed and involved in relevant matters, providing opportunities for contribution in low-risk areas while strengthening their potential role as ambassadors in support of the company's reputation;
- **Stakeholders to be monitored and kept informed**, for whom a more limited level of involvement and basic communication is expected, mainly focused on sharing the most relevant developments.



The following table provides a **summary of the main stakeholder-engagement activities**, highlighting for each group the methods adopted, the frequency, the level of involvement and the purposes of the dialogue:

Stakeholders		Power–Influence Matrix	Engagement Methods	Engagement Frequency	Level of Engagement	Engagement Purposes
Customers and Consumers	Major Clients Distributors	Proactive Engagement Showing Consideration	Trade Shows	Ad hoc / as needed	Inform	Presenting new developments and generating commercial opportunities
			Meeting update and on-site conventions	Ad hoc / as needed	Engage	Maintaining and developing relationships
			Off-site conventions	Half-yearly	Engage	Maintaining and developing relationships
			Listening questionnaires	Ad hoc / as needed	Consult	Collecting feedback and guiding corporate decisions and investments
			Website and social media	Monthly	Inform	Informing, communicating updates and strengthening the brands
			Newsletter (e.g., sustainability-report communication)	Quarterly	Inform	Informing, communicating updates and strengthening the brands
			Training through MUMAC Academy (see page 79-80)	Monthly	Inform	Training on products and coffee culture
	End Users Final Consumers Coffee lovers (coffee community)	Keeping Satisfied	Trade Shows	Ad hoc / as needed	Engage	Building interest and relationships
			Specific events (e.g., sponsorships)	Ad hoc / as needed	Engage	Building interest and relationships
			Training through MUMAC Academy (see page 79-80)	Monthly	Engage	Spreading knowledge and building relationships
			Cultural events through MUMAC (e.g., public openings and talks/conferences; see page 77-78)	Monthly	Engage	Building interest and relationship

Stakeholders		Power–Influence Matrix	Engagement Methods	Engagement Frequency	Level of Engagement	Engagement Purposes
Suppliers	**Suppliers**	Proactive Engagement Showing Consideration	Code of Conduct (see page 60-61)	Ad hoc / as needed	Inform	Communicating minimum standards and ensuring compliance through document signing
			Regular meetings with the Purchasing and Quality teams	Half-yearly	Negotiate	Defining commercial agreements and operational collaboration methods
			Trade shows	Ad hoc / as needed	Co-design	Exploring new technologies and opportunities and conducting scouting activities
			Audits	Ad hoc / as needed	Monitor	Monitoring the production process, capabilities and quality standards, and addressing any supply issues
			Self-assessment questionnaire (Synesgy) and specific ESG requests (see page 62-63)	Yearly	Consult	Assessing suppliers' maturity on ESG topics
			Newsletter (e.g., sustainability-report communication)	Ad hoc / as needed	Inform	Informing and communicating updates
Own workforce	**Top Management**	Proactive Engagement	Regular strategic meetings	Weekly	Collaborate	Aligning objectives, making strategic decisions and monitoring corporate performance
	Management	Showing Consideration	Regular meetings	Monthly	Consult	Ensuring coherence between strategy and operations
	Workers' representatives	Showing Consideration	Regular meetings with the People & Organization function	Weekly	Negotiate	Ensuring alignment and management of agreements
			Local meetings with trade-union representatives	Ad hoc / as needed	Negotiate	Ensuring discussion and closure of agreements
	Sustainability Working Group	Showing Consideration	Regular meetings of the Value Chain and People & Culture committees (see page 14)	Quarterly	Collaborate	Guiding the sustainability plan
			Regular operational meetings	Ad hoc / as needed	Co-design	Translating the sustainability plan into specific actions

Stakeholders		Power–Influence Matrix	Engagement Methods	Engagement Frequency	Level of Engagement	Engagement Purposes
Own workforce	Other employees	Showing Consideration	Code of Ethics and People Policy (see page 52-53)	Ad hoc / as needed	Inform	Informing about corporate values and promoting correct behaviours and responsibility
			Listening questionnaires (e.g., climate survey; see page 54)	Yearly	Engage	Measuring employee perception and improving the corporate climate
			Informative town hall	Half-yearly	Engage	Informing about updates, corporate strategies and results, fostering questions, participation and dialogue
			Welfare-support initiatives (e.g., Summer Camp; see page 55)	Ad hoc / as needed	Engage	Migliorare qualità vita-lavoro e motivazione dei dipendenti
			Newsletter (e.g., sustainability-report communication)	Ad hoc / as needed	Inform	Informing and communicating updates
			Newsletter for event invitations (e.g., MUMAC events)	Ad hoc / as needed	Engage	Engaging employees and fostering a sense of belonging
			Training through MUMAC Academy (see page 79-80)	Monthly	Engage	Training on products and coffee culture and strengthening corporate culture
			Training for emergency-response and first-aid teams (voluntary applications)	Ad hoc / as needed	Engage	Training volunteers for the safe management of corporate emergencies
			Training for MUMAC and Academy event ambassadors (voluntary applications)	Ad hoc / as needed	Engage	Training volunteers to represent the company, fostering participation and a sense of belonging
	New hires	Showing Consideration	Onboarding (Welcome to Cimbali)	Ad hoc / as needed	Inform	Fostering integration, understanding of corporate culture and knowledge of the various company functions
	Potential new employees and future generations	Monitoring	Career days and off-site visits to schools and universities	Ad hoc / as needed	Inform	Promoting the company, presenting professional and training opportunities and attracting talent
			Company visits and project work	Ad hoc / as needed	Co-design	Promoting the company and strengthening employer branding
			Educational workshops and visits to MUMAC for local schools	Ad hoc / as needed	Engage	Engaging local schools and strengthening the connection between the company and the local community

Stakeholders		Power–Influence Matrix	Engagement Methods	Engagement Frequency	Level of Engagement	Engagement Purposes
Governance bodies	**Board of Directors**	Proactive Engagement	Regular meetings	Ad hoc / as needed	Consult	Defining corporate strategies, approving key decisions, monitoring performance and ensuring governance
	Ethics & Sustainability Governance Committee	Proactive Engagement	Regular meetings (see page 13)	Ad hoc / as needed	Consult	Expressing opinions on sustainability directions and objectives
Local community		Showing Consideration	Social, cultural and sports-support initiatives (e.g., local sponsorships)	Ad hoc / as needed	Collaborate	Supporting social, cultural and sporting development and strengthening positive relationships and reputation
Collaboration Partners	**Trade associations (e.g. Assolombarda - ANIMA)**	Monitoring	Industry working groups and committees	Monthly	Collaborate	Representing the company's positions to influence the market
	Cultural institutions (e.g. FAI - Scala...)	Showing Consideration	Events, working groups, joint cultural initiatives and support for strategic cultural projects	Ad hoc / as needed	Collaborate	Promoting culture, strengthening corporate reputation and creating shared value
	Schools and Universities	Proactive Engagement	Research projects	Ad hoc / as needed	Collaborate	Promoting innovation, learning and academic collaboration
Media	**Magazines and industry journalists**	Keeping Satisfied	Press conferences, media relations and invitations to events and initiatives	Ad hoc / as needed	Engage	Sharing information, content and updates and spreading awareness
Financing institutions and banks		Showing Consideration	Alignment meetings on financial management	Quarterly	Engage	Informing about financial management and potential funding projects, and identifying opportunities in green finance
Public Administration		Showing Consideration	Alignment meetings on financial management	Ad hoc / as needed	Engage	Promoting institutional dialogue and collaboration

Cimbali Group has established a high quality, dedicated channel for receiving and managing reports concerning significant conduct, events and/or misconduct. The channel is accessible to all stakeholders and ensures full confidentiality for the whistleblower, enabling the disclosure of information regarding behaviours or omissions in the workplace that could compromise the Group's integrity.

For further details see the paragraph “Whistleblowing Procedure” (page 73).

Integrating engagement into business processes

Engaging impacted stakeholders supports the company's processes for identifying, assessing and managing impacts, risks and opportunities associated with its activities. The outcomes of these engagement activities ensure a **significant contribution to internal decision-making**, including the evaluation of sustainability matters that are material to the company.

Throughout 2025, direct engagement activities were carried out in order to best support the **double materiality analysis**.

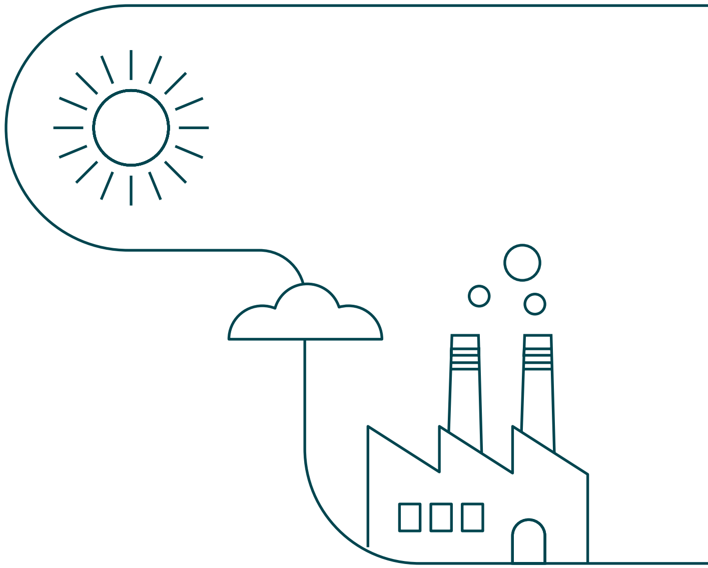
The first activity was focused on gathering information with regards to **fluctuations in green coffee prices** in relation to climate change, with the aim of assessing the potential indirect impact on Cimbali Group's business arising from postponed investments in coffee machines and grinders. Following a review of the scientific literature on this subject, several in-depth interviews were carried out with a number of Area Managers who were in part responsible for the coffee-roasting market. They indeed confirmed the significance of the identified impact.

The second activity involved a sample of distributors representing all of the geographical areas in which Cimbali Group operates, with the aim of assessing how environmental issues, particularly **energy consumption and the circular economy**, influence purchasing decisions. Analysis of the feedback collected enabled the identification of potential business opportunities related to these themes and allowed stakeholders' views to be integrated into the definition of the company's strategic priorities.

The outcomes of said engagements were presented to the Ethics & Governance Committee during one of its sessions and subsequently shared with the Board of Directors, where they were integrated into the presentation of the results of the double materiality analysis. A dedicated in-depth briefing was carried out to ensure that all members were fully informed with regards to the processes that led to the identification of the relevant issues.

Significant impacts, risks and opportunities and their interaction with the business strategy and model

Information regarding the interactions between the relevant impacts, risks and opportunities and the company's strategy and business model is presented both in the paragraph "Disclosure obligations of ESRSs subject to Corporate Sustainability Reporting" (from page 86) and in the relevant thematic ESRSs, which examine these interactions in greater depth in relation to the specific topics addressed.



Double Materiality Analysis

Description of the process for identifying and assessing relevant impacts, risks and opportunities

Cimbali Group is aware of the importance of identifying the topics relevant to its stakeholders and of adequately structuring the content of this document to meet their information needs. To this end, it has undertaken for the second time a **double materiality analysis process**, aimed at assessing business impacts (positive and negative), identifying and managing risk and opportunities, as well as defining the contents of sustainability reporting. In progression from the previous year, the analysis was further updated and refined to more accurately reflect the evolution of the company's context and changes in the external environment. The assessment was therefore carried out using **industry benchmarks** and **comparisons with major competitors**, and was based on specific information, preferably quantitative, to better minimise potential subjective interpretations. The analysis considered both the direct impacts arising from the company's activities, products and services, and the indirect impacts generated through collaboration with third parties. In addition, the time horizon covered not only the short term but also medium- and long-term perspectives, and **stakeholder concerns**, including silent ones such as natural ecosystems, were integrated into the process.

With reference to EU Directive 2022/2464 regarding the Corporate Sustainability Reporting Directive (CSRD), the analysis considered two complementary perspectives: **impact materiality**, which concerns the identification and assessment of the impact that the Group has (or could have) on the environment and people, and **financial materiality**, which focuses on the risk and opportunities that influence the Group's financial flows.

The process for identifying and assessing impacts, risks and opportunities (IRO) was carried out through a series of sequential activities designed to ensure that the definition of the IROs accurately reflected both the company's internal dynamics and the changes that had occurred in the external context:

- **Context analysis**
  A context analysis was carried out across the entire value chain, with particular attention to the internal and external changes that occurred during the year and their potential impact on sustainability matters;

- **Identification of current and potential IROs**
  The activity was divided into two sequential phases. The first consisted of **interviews with internal experts** in order to gather evidence on the IROs identified in the previous year, to identify any new IROs that had emerged following recent changes, and to assess whether further investigation through stakeholder-engagement initiatives, was required. This phase resulted in the reformulation of certain IROs, the identification of new ones, and the definition of the stakeholder-engagement activities to be undertaken. For further details, see the section "Integrating Engagement into Company Processes" (page 24).

  The second phase consisted of **in-depth interviews with company managers**, aimed at formulating final recommendations based on the evidence collected and the results of the stakeholder-engagement activities. This phase made it possible to define the complete list of IROs (**the IRO long list**) to be submitted for final evaluation.

- **Evaluation of IROs by Top Management**
  The consolidated list of IROs was presented to top management during a dedicated workshop. They were subsequently asked to complete a questionnai-

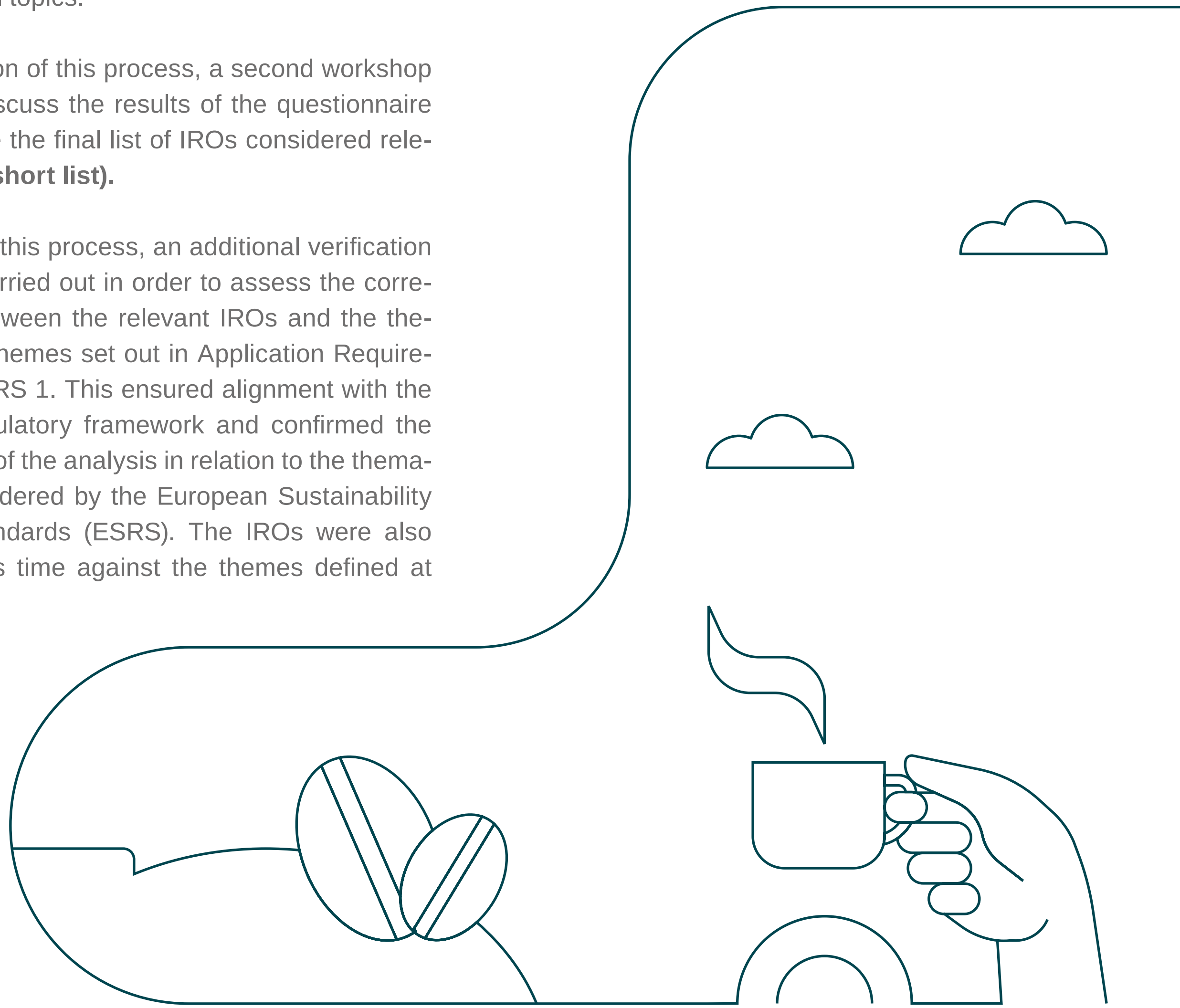
re to **assess the significance of the IROs**, focusing on specific variables for positive impacts (magnitude, including size and scope), negative impacts (in addition to size and scope, the irremediable nature), and potential impacts (likelihood of occurrence). The assessment of risks and opportunities focused on magnitude, considering potential effects from financial, reputational, business-continuity and regulatory-compliance perspectives, and on the likelihood of occurrence.

For both dimensions of materiality, the magnitude and assigned probabilities were entered into a matrix to classify the IROs according to their significance, with the aim of identifying those exceeding a pre-established materiality threshold. The threshold was defined by taking into account top management's assessments as well as the distribution of IROs within the matrices. A uniform materiality threshold was applied across impacts, risks and opportunities, corresponding to the medium-high and high significance areas of the assessment matrices.

For both dimensions of materiality, the magnitude and assigned probabilities were entered into a matrix to classify the IROs according to their significance, with the aim of identifying those exceeding a pre-established relevance threshold. The threshold was defined by considering top management's assessments and the distribution of IROs within the matrices, and was applied uniformly across impacts, risks and opportunities. It corresponded to the medium-high and high significance classes, thereby ensuring a consistent and comparable methodological approach to determining material topics.

Upon conclusion of this process, a second workshop was held to discuss the results of the questionnaire and to approve the final list of IROs considered relevant **(the IRO short list).**

At the close of this process, an additional verification activity was carried out in order to assess the correspondence between the relevant IROs and the themes and sub-themes set out in Application Requirement 16 of ESRS 1. This ensured alignment with the applicable regulatory framework and confirmed the completeness of the analysis in relation to the thematic areas considered by the European Sustainability Reporting Standards (ESRS). The IROs were also mapped at this time against the themes defined at Group level.



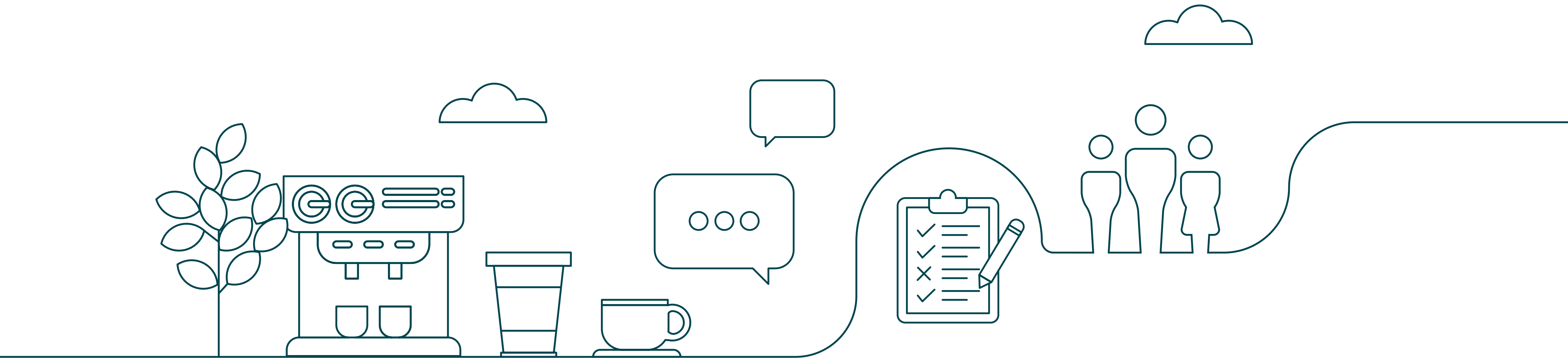
Following the double materiality analysis, the Group identified the following relevant impacts, risks and opportunities (IROs):

Strategic Area	ESRS	Subtopic	Cimbali Group topics	IRO typology	IRO Short Version	IRO Description	Time horizon	Value chain
Sustainability of the value chain	E1 – climate change	Climate change mitigation - Energy	Decarbonisation of products, services and the value chain	Current negative impact	Climate change – emissions	Contribution to climate change through the production of emissions into the atmosphere due to the company's activities along the entire value chain	Short, Medium, Long	Upstream, Own operations, Downstream
				Risk	Volatility in coffee consumption and quality and demand for Cimbali Group products	Business contraction due to the postponement or cancellation of investments in coffee machines and grinders, resulting from fluctuations in the price of green coffee caused by climate change	Medium, Long	Own operations
				Opportunity	Machine energy efficiency	Maintaining and increasing attractiveness to customers who are more sensitive to energy consumption, leading to higher turnover thanks to the sale of coffee machines with lower energy use than other models on the market	Short, Medium, Long	Downstream
				Risk	Decarbonisation plan	Loss of business opportunities and competitiveness due to insufficient alignment with customer expectations on decarbonisation	Short, Medium, Long	Own operations
				Opportunity	Energy efficiency of offices and sites	Reduction of internal energy costs through energy-efficiency improvements at offices and sites, and/or increased efficiency in production processes	Short, Medium, Long	Own operations
	E5 – use of resources and circular economy	Resource inflows, including resource use - Resource outflows related to products and services - Waste	Circular economy	Potential positive impact	Reduction of virgin raw materials	Reduction in the use of virgin raw materials through the incorporation of recycled materials in the design of coffee machines and grinders, including their packaging	Short, Medium, Long	Upstream
				Potential positive impact	End-of-life optimisation	Optimising the end-of-life of coffee machines and grinders by selecting recyclable materials and adopting design solutions that facilitate disassembly	Short, Medium, Long	Downstream

Strategic Area	ESRS	Subtopic	Cimbali Group topics	IRO typology	IRO Short Version	IRO Description	Time horizon	Value chain
Sustainability of the value chain	E5 – use of resources and circular economy	Resource inflows, including resource use - Resource outflows related to products and services - Waste	Circular economy	Risk	Regulatory compliance in the circular economy	Increased costs related to regulatory compliance in the circular economy	Medium, Long	Own operations
				Opportunity	Repairable product design and scheduled maintenance services	Maintaining and increasing attractiveness, with a consequent rise in turnover, through design choices aligned with circular-economy principles that ultimately facilitate scheduled maintenance, repairability and the reconditioning of coffee machines	Short, Medium, Long	Own operations
				Opportunity	Ecodesign-oriented design	Opportunities for differentiation and competitive positioning, resulting in increased revenue, through the implementation of life-cycle assessment methodologies for components and products, and alignment with ecodesign requirements	Short, Medium	Own operations
			Responsible waste management	Opportunity	Responsible waste management	Reduction in waste-management costs achieved by decreasing the volume of waste generated through procurement and management choices aimed at minimising waste	Short, Medium	Own operations
	S2 – workers in the value chain	Working conditions - Equal treatment and opportunities for all - Health and safety - Other work-related rights	Ethical supply chain	Risk	Non-compliance with the Code of Conduct	Reputational and business-continuity risk, resulting in loss of revenue, linked to socially irresponsible practices by suppliers that fail to comply with the ethical principles set out in the Cimbali Group Code of Conduct	Short, Medium, Long	Upstream
	S4 – consumers and end users	Personal safety of consumers and/or end users	Customer centricity: Protecting customer health and safety	Risk	Product regulatory compliance regarding quality and safety	Increased costs associated with regulatory compliance on product quality and safety (e.g., food-safety standards such as PFAS)	Short, Medium	Own operations

Strategic Area	ESRS	Subtopic	Cimbali Group topics	IRO typology	IRO Short Version	IRO Description	Time horizon	Value chain
Cimbali Group People & Culture	S1 – own workforce	Working conditions - Equal treatment and opportunities for all - Health and safety - Other work-related rights	Centrality of our people	Current positive impact	Inclusion & diversity	Creation and dissemination of a culture of inclusion, with full respect for differences in gender, ethnicity, religion, sexual orientation, disability and other personal characteristics	Short, Medium, Long	Own operations
				Current positive impact	Diversity in leadership	Greater capacity for innovation, creativity, stakeholder understanding, innovation capacity, resilience and adaptability to change thanks to the diversity of perspectives and approaches that diverse leadership (e.g. by gender, age, background and skills, etc.) can bring	Short, Medium, Long	Own operations
				Current positive impact	Wellbeing and work flexibility	Maintaining and increasing the company's attractiveness through transparent, fair and inclusive selection processes, and a working environment that promotes diversity and supports the psychological and physical well-being of employees	Short, Medium, Long	Own operations
				Opportunity	Attractiveness of own workforce	Maintaining and increasing the company's attractiveness through transparent, fair and inclusive selection processes, and a working environment that promotes diversity and supports the psychological and physical well-being of employees	Short, Medium, Long	Own operations
			Health and safety	Potential negative impact	Health and safety of own workforce	Accidents and occupational diseases arising from exposure to inherent risks linked to the nature of the company's activities	Short, Medium, Long	Own operations
	Specific entity	N.A.	Spreading culture	Current negative impact	Promotion of coffee culture	MUMAC's cultural and social impact on local, provincial, regional, national and international communities	Short, Medium, Long	Upstream, Own operations, Downstream
				Current positive impact	Cultural and social responsibility	Diffusion of knowledge of the history and evolution of coffee machines and coffee culture through the activities of MUMAC and the MUMAC Academy	Short, Medium, Long	Upstream, Own operations, Downstream

Strategic Area	ESRS	Subtopic	Cimbali Group topics	IRO typology	IRO Short Version	IRO Description	Time horizon	Value chain
Cimbali Group People & Culture	**Specific entity**	N.A.	Spreading culture	Opportunity	MUMAC Academy Training	Improved image and reputation as a sustainable company, distinguishing it within the sector and contributing to increased turnover, through the MUMAC Academy's training activities on global quality-coffee culture and on the sustainable use of resources such as electricity, water, milk and coffee	Short, Medium, Long	Own operations
Ethics and Sustainability Governance	**Specific entity**	Corporate culture	Cybersecurity	Risk	Cybersecurity	Business-continuity risk arising from potential cyber-attacks on the Group's IT and network systems	Short	Own operations
	G1 – business conduct	Corporate culture	Integrity in business management conduct	Current positive impact	Ethical culture and human rights	Dissemination of an informed and responsible culture of ethics and human rights by the Cimbali Group towards its stakeholders (customers, suppliers, other business partners, public administrations and institutions)	Short, Medium, Long	Upstream, Own operations, Downstream



In comparison to the previous reporting period, the materiality analysis highlighted several changes. In particular, the topic of workforce health and safety emerged as a significant risk, identifying a potential negative impact. This topic was reconsidered in light of its widespread relevance among the companies analysed and the high level of informational interest for users of the reporting, as its omission could potentially influence stakeholders' assessments and decisions. Accordingly, the reporting includes a description of the primary controls and measures adopted to manage and mitigate this impact. Conversely, the risk associated with **active and passive corruption**, previously considered significant, has been reassessed as non-material due to the controls already in place, specifically, dedicated training activities, and the absence of recorded cases. Nonetheless, in order to ensure absolute disclosure, the Group will provide additional information on the actions implemented to prevent and detect allegations or incidents of active and passive corruption, as well as detail of the related response and investigation procedures, including training activities and associated metrics.

Furthermore, a new specific risk for the organisation has been identified, relating to potential **cyber-attacks** on the Group's information and network systems. Its relevance was assessed by taking into account the evolution of the applicable legislative and regulatory context.

Finally, considerations relating to **regulatory-compliance costs** were examined in greater depth. In addition to the risks already identified in the area of product quality and safety, a further risk linked to compliance with regulatory requirements on the circular economy was introduced as relevant, in order to maintain continuous attention on new European provisions and their potential implications for the Group.

It should be noted that, following the double materiality analysis and in consideration of the Cimbali Group's business model, and in continuity with the 2024 reporting, it was not deemed necessary to report the following topics:

- **Pollution (ESRS E2),** due to the production process, as it does not normally involve the release of pollutants into the air, water or soil. Furthermore, the Group's workers do not have direct contact with dangerous or extremely dangerous substances that could ultimately generate a negative impact in terms of pollution;
- **Water and marine resources (ESRS E3),** as they are used only for civil purposes, for health uses in canteens, toilets and changing rooms, for heating, to supply drinks dispensers for employees and visitors and coffee machines used for training, for cooling environments, for testing activities, such as softened water;
- **Biodiversity (ESRS E4),** as, at the current state of the art, there are no direct correlations between production activities and the loss of biodiversity, the condition of ecosystems and the state of species;
- **Affected communities (ESRS S3),** as no impacts, risk or opportunities have been identified relating to the sub-themes identified by the standard. However, the impact upon the territory has been reported within the specific information for the entity.

Furthermore, Cimbali Group has decided to supplement its reporting with **specific additional disclosures** on the topics **"Spreading the Coffee Culture"** and **"Cybersecurity".** These disclosures will cover the activities of MUMAC and the MUMAC Academy, as well as the Group's IT-security initiatives. The disclosures follow the regulatory framework, detailing the policies adopted to manage the related sustainability issues, the actions implemented and the associated metrics. The effectiveness of these policies and actions is continually monitored through qualitative objectives (defined as targets), in line with the nature of the activities concerned.

Disclosure obligations

For the list of disclosure obligations included by reference, please refer to the detailed table "Disclosure obligations of ESRSs subject to Corporate Sustainability Reporting" (from page 86).

A blend that protects the planet

Decarbonisation, circular economy, responsible waste management. These are the key pillars of a commitment that sees us increasingly engaged in reducing the impact of our operations, globally and across the entire value chain.

From improving energy efficiency at our sites to reducing the consumption of our products, we are implementing many concrete initiatives where technology enables us to use resources more responsibly.

FOCUS 2025

One internal team dedicated to the Life Cycle Assessment (LCA) of all products

Alignment with the new European standard **EN 50730** for measuring the energy consumption of coffee machines

81.4% of the Group's electricity comes from **renewable** sources (**100%** in Italy)

Sustainability of the value chain

Climate change

ESRS E1

MATERIAL TOPICS	DESCRIPTION OF IMPACT, RISK, OPPORTUNITY	TIME HORIZON	VALUE CHAIN
Decarbonisation of products, services and the value chain	Greenhouse gas emissions	Short, Medium, Long	Upstream, Own operations, Dpwnstream
	Volatility in coffee consumption and quality, and demand for Cimbali Group products	Medium, Long	Own operations
	Machine energy efficiency	Short, Medium, Long	Dpwnstream
	Decarbonisation plan	Short, Medium, Long	Own operations
	Energy efficiency of offices and sites	Short, Medium, Long	Own operations

Time horinzon

Short | Medium | Long

Value chain

Upstream | Own operations | Dpwnstream

The double materiality analysis identified a current negative impact with regards to climate change in terms of greenhouse-gas emissions across the entire value chain, attributable to the Group's own operations as well as upstream and downstream processes. In parallel with this, the Group identified an opportunity to mitigate this impact internally through energy-efficiency measures at its offices and production sites, aimed not only at reducing energy consumption and associated emissions but also at containing operating costs.

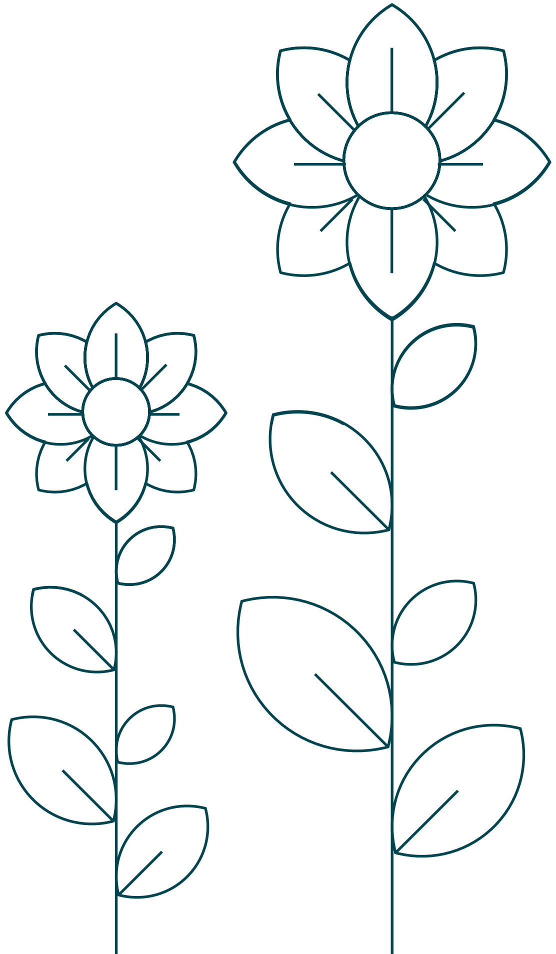
Furthermore, an indirect risk related to the effects of climate change on the market environment was also assessed as significant. Specifically, fluctuations in coffee prices, influenced by extreme weather events, could lead to a contraction in business, impacting investment decisions and the demand for coffee machines and grinder-dosers.

The analysis also highlighted an opportunity linked to the development and marketing of machines with higher energy efficiency, a feature that will help reduce environmental impact while also strengthening the Group's competitiveness among customers who are increasingly sensitive to climate-related topics.

Strategy

Transition plan – climate change mitigation

Cimbali Group is currently working on the development of a transition plan. Furthermore, it has launched several concrete initiatives to reduce its overall environmental impact. These represent the first steps towards a structured transition pathway, aimed at aligning with the global objectives of the Paris Agreement.



With an unwavering commitment to reducing emissions, the company has focused on adopting evermore sustainable energy practices through the installation of photovoltaic panels at several of its production plants, with the aim of increasing energy autonomy while significantly reducing CO_2 emissions from energy consumption. In addition, the purchase of guarantees of origin have supported energy requirements, reducing Scope 2 emissions while supporting the transition to an ever more sustainable energy system. The Group has also continued to integrate sustainability criteria into its research and development processes, investing in energy-saving technologies in order to reduce environmental impact during the product use phase.

Further details on the actions taken to mitigate climate change are provided in the "Actions" section (page 36-37).

Policies

Environment and safety policy

Policy	Environment and safety policy
Purpose	Prevent and reduce environmental impact and ensure health and safety at work
Scope	Cimbali Group SpA - Ciden Srl
Persons in charge	Employers
Reference link	https://www.cimbaligroup.com/en/the-group/sustainability/

Through its Environment and Safety Policy, Cimbali Group is committed to reducing the environmental footprint of its processes through energy efficiency measures as well as initiatives aimed at mitigating the effects of climate change.

Cimbali Group SpA has also obtained the **UNI ISO 14001** certification for the **environmental management system**, demonstrating its constant commitment to sustainability topics and its attention to responsible environmental management.

The implementation of these commitments and principles is the responsibility of Cimbali Group Management, which takes great care to act in accordance with the company strategy and its objectives.

All levels of the Organisation are committed and dedicated to providing the necessary resources to ensure full compliance, carefully monitoring results while promoting continuous improvement of performance.

Actions

Mitigazione dei cambiamenti climatici ed energia

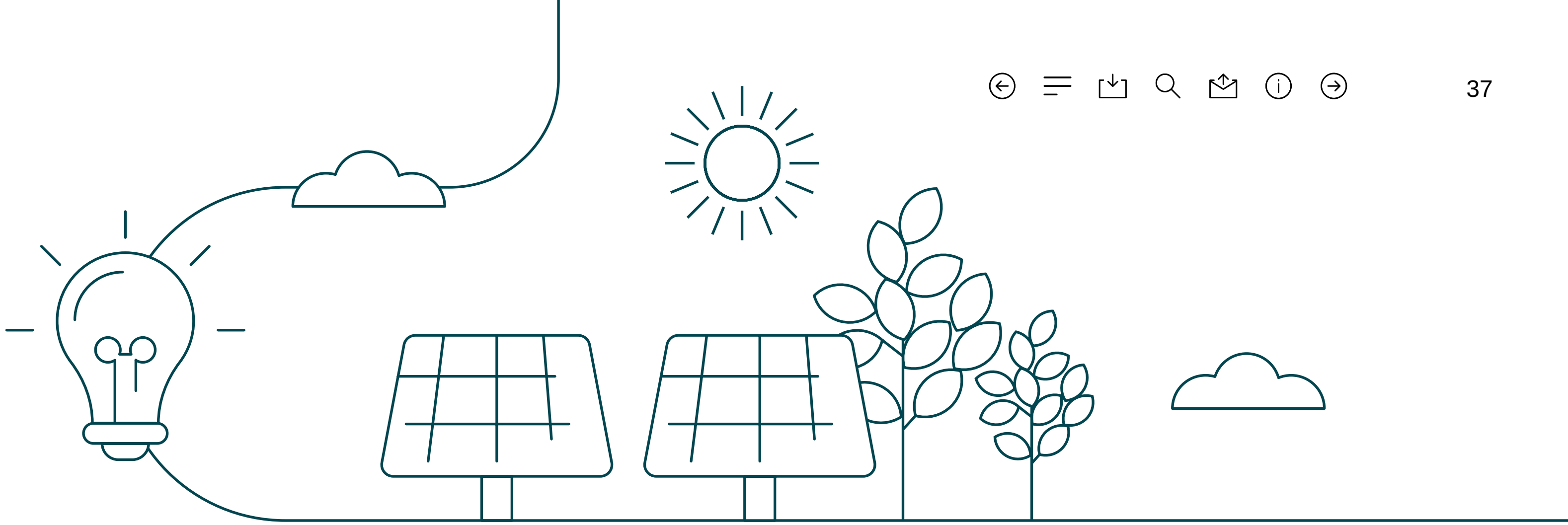
Cimbali Group has planned and undertaken several actions in order to mitigate the impact of climate change, with a particular focus on decarbonisation and nature-based solutions. The actions include prevention, mitigation and remediation measures in order to reduce atmospheric emissions resulting from the consumption of fossil fuels during production activities, carefully considering the entire value chain.

Measurement of greenhouse gas emissions and product life cycle assessment

- As of 2017, the company began to **measure greenhouse gas** (GHG) emissions following the **GHG Protocol**. This process commenced with focusing on both direct (Scope 1) and indirect emissions from purchased energy (Scope 2) and then extended to monitoring emissions along the entire value chain (Scope 3), progressively improving the quality and completeness of the data collected.
- As of 2021, the company has used the **life cycle assessment** (LCA) to analyse the environmental impact of existing products while developing further sustainable solutions. As of 2022, these analyses have been carried out internally by a dedicated team.

Actions to reduce emissions of Scope 1 & Scope 2

- In 2011, the first **photovoltaic systems** were installed at the Binasco via Manzoni (Cimbali Group SpA) and Cappella Cantone (Ciden Srl) sites. The photovoltaic systems were expanded at both sites, in 2018 at the Cappella Cantone site and in 2023 at the Binasco site on Via Manzoni. In 2024, a new photovoltaic system of approximately 1,100 square metres was installed at the Macine Keber Srl plant;
- In 2018, both the Cappella Cantone site and the Binasco site on Via Manzoni were equipped with a geothermal system for heating and cooling the production areas. In 2025, it was decided to decommission the system due to the high maintenance costs associated with the geological characteristics of the terrain and the site's aquifer. As a result, the production areas will be heated and cooled using **air-to-air heat pumps**;
- In 2020, Cimbali Group SpA launched a project to **replace traditional lamps with LED lamps**, which was concluded in 2023;



- As of 2022, Cimbali Group has purchased **Guarantee of Origin (GO) certificates** for the Cimbali Group SpA and Ciden Srl plants, ensuring that the energy used comes only from renewable sources. In 2024, the purchase of guarantees of origin were extended to Macine Keber Srl;
- Throughout 2025, targeted energy efficiency measures were initiated at Cimbali Group SpA. Specifically, the installation of **heat pumps serving production** was completed, used for summer cooling and heating from October onward. Subsequently, a separate heat pump installation was installed for the administrative offices, which will be operational from November 2025. Furthermore, a pilot project was launched **to heat the receiving warehouse** using **radiant strips powered by a dedicated local boiler**, allowing for detachment from the main heating plant. The combined effect of these measures contributed to a 6.7% reduction in natural gas consumption, with a positive impact on the site's direct emissions.

Actions to reduce emissions of Scope 3

- Reduction of emissions associated with the **purchase of goods**: the Group maintains an ongoing dialogue with its suppliers concerning sustainability matters and with regards to the reduction of emission intensity of purchased components, in order to fully support the identification of potential improvement opportunities;
- Reducing emissions associated with **employee commuting**: in 2020, Cimbali Group introduced smart working, which has not only improved employees' work–life balance but has also helped reduce environmental impact by lowering travel requirements and the related emissions. The effectiveness of this measure is monitored annually through a questionnaire on employees' travel habits. In addition, Cimbali Group SpA developed a Home–Work Travel Plan (PSCL) aimed at promoting more sustainable mobility solutions, including the use of public transport, shared-mobility options and alternative forms of transportation;
- Reducing emissions associated with **business travel**: in 2025, a Business Travel Policy was adopted with the aim of establishing global guidelines for business travel. Among the principles set out in this policy, a sustainable approach is promoted for all local, national and international travel, taking into account the environmental impact of journeys, favouring low-carbon modes of transportation;
- Reducing emissions associated with the use of **products sold**: commencing 2021, the Group has measured product-related emissions through LCA studies. These studies show that approximately 80% of environmental impacts are attributable to the energy consumption generated during product use. As a result, Cimbali Group is committed to developing technologies that improve the energy efficiency of its products.

Metrics

Energy consumption and energy mix

The Group's energy supply is made up of a mix of different sources. In particular, the production sites and commercial offices predominately use electricity for lighting, cooling and powering electrical equipment, while heating is mainly guaranteed by the purchase of natural gas (methane).

Total Group energy consumption was recorded as **13,692 MWh** in 2025.

Energy consumption and energy mix (in MWh)	**2023[1]**	**2024[1]**	**2025**
Consumption of coal and coal-derived fuels (in MWh)	-	-	-
Consumption of crude-oil fuels and petroleum products (MWh)	5,614	5,253	5,212
Consumption of natural-gas fuels	3,547	4,421	4,580
Consumption of fuels from other non-renewable sources	-	-	-
Consumption of purchased or acquired electricity, heat, steam or cooling from fossil sources	1,860	665	720
Total energy consumption from fossil sources	**11,020**	**10,339**	**10,512**
Share of fossil sources in total energy consumption	**83%**	**76%**	**77%**
Consumption of renewable-source fuels, including biomass (also covering industrial and municipal biowaste, biogas, renewable hydrogen, etc.)	64	26	25
Consumption of purchased or acquired electricity, heat, steam or cooling from renewable sources	1,865	2,517	2,440
Consumption of self-generated renewable energy without the use of fuels	263	787	715
Total energy consumption from renewable sources	**2,192**	**3,329**	**3,180**
Share of renewable sources in total energy consumption	**17%**	**24%**	**23%**
Total energy consumption	**13,212**	**13,667**	**13,692**

1. The 2024 Scope 1 GHG emissions figure has been revised compared with the value published in the previous Sustainability Reporting, following a methodological refinement.

Electricity consumption

The Group's total electricity consumption amounted to **3,875 MWh** in 2025. Of this, **715 MWh** was self-generated from renewable sources thanks to the installed **photovoltaic systems**.
The energy generated by the Group's plants is to the most part intended for self-consumption, covering **18.4% of the total energy mix**, while a residual amount is sold to the grid. Cimbali Group SpA, self-production from renewable sources decreased compared with the previous year due to a temporary shutdown of the plant. Conversely, Keber Srl recorded a significant increase, attributable to uninterrupted operation throughout 2025.

Electricity purchased from renewable sources amounted to 2,440 MWh, supported by the purchase of Guarantee of Origin (GO) certificates for the Cimbali Group SpA, Ciden Srl and Keber Srl plants, as well as the Cimbali Australia and Cimbali France subsidiaries. This share accounted for **63% of the total electricity mix**. Electricity purchased from **non-renewable** sources totalled 720 MWh, representing **18.6% of the overall mix**.

Overall, 81.4% of the electricity consumed in 2025, came from renewable sources, of which 63% was purchased renewable electricity and 18.4% was self-generated. The remaining 18.6% came from non-renewable electricity sources.

Electricity Mix Used - 2025 (%)

Greenhouse gas emissions

Scope 1 & 2 emissions

Cimbali Group continued to calculate its corporate emissions in line with the Group's consolidated scope throughout 2025, following the GHG Protocol standard. Total Scope 1 and Scope 2 emissions amounted to **2,676 tCO_2e** under the **market-based** methodology, representing a 17% increase compared with 2024 (2,290 tCO_2e).

According to the market-based methodology, **Scope 2 accounts for 6% of the emissions generated by Scope 1 and Scope 2 combined, while Scope 1 represents the remaining 94%**.

Scope 1 emissions

The largest share of emissions is attributable to **Scope 1**, amounting to **2,505 tCO_2e** in 2025 (2,090 tCO_2e in 2024). This impact is to the most part, linked to the use of methane for heating buildings and diesel for the company fleet.

Emissions from fuels used to heat company buildings account for approximately 37% of total Scope 1 emissions. Emissions related to the company fleet represent around 55%, making them the primary source of impact within this category, largely due to diesel consumption.

The remaining share of Scope 1 emissions is attributable to the maintenance of air-conditioning systems, particularly refrigerant-gas refills.
The increase of 19% compared with the previous year is primarily due to higher natural-gas consumption following the commissioning of heating systems for the warehouse and carpentry areas at Keber Srl.

Scope 2 emissions

Scope 2 emissions related to directly consumed electricity amounted to **655 tCO_2e under the location-based methodology** (800 tCO_2e in 2024).

The 18% reduction compared with the previous year is primarily due to lower electricity consumption and changes in the energy mix across the various geographies in which the Group operates.

Using the **market-based** method, emissions amount to **171 tCO_2e** (200 tCO_2e in 2024), confirming a 15% reduction compared with the previous year.

Scope 3 emission

The Group continued to measure and report Scope 3 emissions in 2025, in order to achieve full visibility of emissions across the entire value chain. Cimbali Group

Greenhouse gas emissions (in tCO_2e)	2023	2024[2]	2025
Scope 1 GHG emissions	**1,965**	**2,090**	**2,505**
Scope 1 gross GHG emissions	1,965	2,090	2,505
Percentage of Scope 1 GHG emissions covered by regulated emissions trading systems (%)	0%	0%	0%
Scope 2 GHG emissions	**781**	**200**	**171**
Scope 2 gross GHG emissions (location-based)	1,240	800	655
Scope 2 gross GHG emissions (market-based)	781	200	171
Total Scope 1 + 2 GHG emissions (location-based)	**3,205**	**2,891**	**3,160**
Total Scope 1 + 2 GHG emissions (market-based)	**2,746**	**2,290**	**2,676**

2. The data on Scope 1 GHG emissions for 2024 has been revised compared with that published in the previous Sustainability Reporting, following a methodological refinement.

is working to engage all stakeholders throughout the supply chain to reduce its overall environmental impact. For the calculation of Scope 3 emissions, the most important steps undertaken were:

1. The identification of the categories relevant to the Group;
2. The feasibility of data collection with the direct involvement of the Global Sustainability Champions and the Local Sustainability Champions;
3. The evaluation of the methodologies proposed by the GHG Protocol and the selection of the most appropriate methodological approaches based on the available data, with reference to the technical report “Technical Guidance for Calculating Scope 3 Emissions”.

For the calculation of Scope 3 emissions, 10 out of a total of 15 categories were selected as relevant and applicable after an analysis of the competition and main customers and a significance analysis of all categories, based on aspects such as magnitude, level of influence, sector specificity, stakeholder involvement and data accessibility.

In accordance with the GHG Protocol guidelines, the following table illustrates the methodologies adopted by Cimbali Group for the calculation of emissions and the related databases used to convert the data into emissions (tCO2e), in addition to the weight in percentage of the different Scope 3 categories:

Category	Methodology	Emission Factor Database	Percentage of Scope 3 categories 2024	Percentage of Scope 3 categories 2025
1. Purchased goods and services	*Average-data method e Spend Based Method*	Internal database (LCA) + EcoInvent + DEFRA SPEND BASED SIC	14.3%	17%
2. Capital Goods	*Spend Based Method*	DEFRA SPEND BASED SIC	1%	1%
3. Fuel and energy related activities	*Average-data method*	DEFRA 2025 + IEA 2025	0.2%	0.3%
4. Upstream transport and distribution	*Distance-based method*	DEFRA 2025	1.1%	1%
5. Waste generated by operations	*Average-data method*	DEFRA 2025	0.004%	0.002%
6. Business trips	*Distance-based method e spend based method*	DEFRA 2025 + DEFRA SPEND BASED SIC	0.4%	1%
7. Employee commuting	*Average-data method*	DEFRA 2025	0.3%	0.4%
9. Downstream transport	*Distance-based method*	DEFRA 2025	1.9%	2%
11. Use of products sold	*Average-data method*	IEi 2025	80.8%	78%
12. End-of-life treatment of products sold	*Average-data method*	Ecoinvent 3.12	0.01%	0.1%

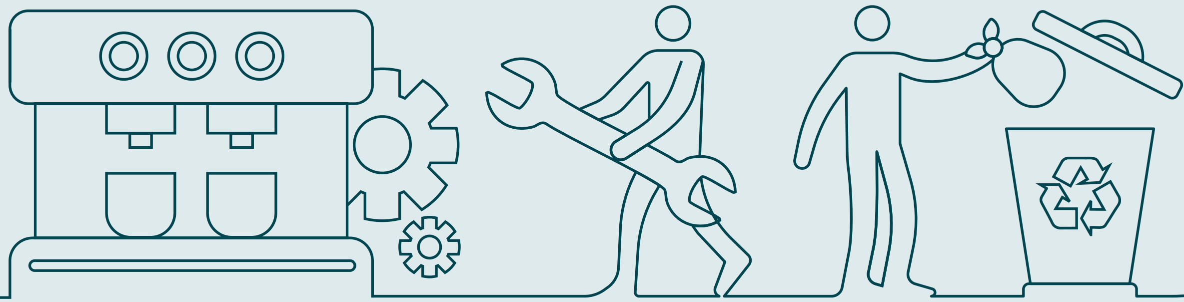
Compared with 2024[3], no significant changes are observed. In particular, Scope 3 emissions account for more than 90% of the Group’s total emissions and are mainly generated by the purchase of goods and services and the use of sold products, which together represent approximately 95% of Scope 3 emissions. Working to improve the materials and energy efficiency of products is therefore the primary lever for reducing emissions. For further details on the actions undertaken to reduce the energy consumption of products, see the ‘Actions’ section (page 37).

3. Data for 2023 is not available as the full Scope 3 calculation is performed from 2024.

Sustainability of the value chain

Resource use and circular economy

ESRS E5



MATERIAL TOPICS	DESCRIPTION OF IMPACT, RISK, OPPORTUNITY	TIME HORIZON	VALUE CHAIN
Circular economy	Reduction of virgin raw materials	Short, Medium, Long	Upstream
	End-of-life optimisation	Short, Medium, Long	Downstream
	Regulatory compliance in the circular economy	Medium, Long	Own operations
	Repairable product design and scheduled maintenance services	Short, Medium, Long	Own operations
	Ecodesign-oriented design	Short, Medium	Own operations
Responsible waste management	Responsible waste management	Short, Medium	Own operations

Time horinzon

Short | Medium | Long

Value chain

Upstream | Own operations | Dpwnstream

With regard to resource use and the circular economy, the double materiality analysis has enabled the identification of two significant impacts across the entire product life cycle: the upstream impact, linked to the use of resources and raw materials, and the downstream impact, related to end-of-life product management through the selection of recyclable materials and the adoption of design solutions that facilitate disassembly, recovery and recycling.

Furthermore, the implementation of life-cycle assessment methodologies for components and products, together with alignment with ecodesign requirements, represents a significant business opportunity for the Cimbali Group, as it enables the integration of circular economy principles into product development and innovation processes. In this context, an additional opportunity has been identified in the design of repairable products and the development of scheduled maintenance services, which support the extension of the useful life of coffee machines. These choices contribute to maintaining and strengthening the Group's market attractiveness, with potential positive effects on revenue.

Alongside these opportunities, a significant risk has been identified relating to the increase in regulatory compliance costs in the circular economy domain, driven by the evolution of the regulatory framework and the growing requirements for sustainable design, material traceability and end-of-life product management.

Finally, the analysis highlighted an opportunity linked to responsible waste management, as procurement and operational choices aimed at minimising waste can help reduce the volume of waste generated and, consequently, the costs associated with its management.

Policies

Environmental and safety policy

Through its environment and safety policy, Cimbali Group is committed to promoting circular economy principles and responsible waste management by improving the efficiency of its production processes and product life cycles, and by reducing waste generation. This is achieved through in-depth life-cycle assessments (LCA) of its products, the use of recyclable materials, and waste management practices that follow the European hierarchy: prevention first, followed by preparation for reuse, recycling, and finally alternative forms of recovery, such as energy recovery.

For further details on the purpose, scope, responsible party and link to the environment and safety policy, see the 'Policies' section in ESRS E1 (page 36).

Actions

Resource inflows and outflows

Cimbali Group works to develop products that minimise environmental impact throughout their entire life cycle.

This objective is pursued through the reduction, reuse, recycling and recovery of materials, as well as by extending the products usable life span.

Each product undergoes an in-depth environmental-impact assessment, **including life-cycle assessments (LCA), recyclability assessments and energy-consumption assessments**. These analyses are carried out in accordance with established protocols and in compliance with international standards **ISO 14040** and **ISO 14044,** as well as the new European standard EN 50730 on the energy consumption of coffee machines.

These analyses support the company's decision-making process, contributing both to the evaluation of technological alternatives and to the assessment of the environmental impacts associated with packaging. They have enabled the Group to develop key capabilities for designing products with a lower environmental impact.

The **LaCimbali M40** is a great example of this. The recyclability assessment delivered a recyclable-content score of 94.4%, representing a 3.8% improvement compared with the previous model. Tested in accordance with the new EN 50730 energy-consumption standard, it demonstrated a reduction in energy consumption of more than 30% during a typical day modelled by the standard, and 47% in ready-to-use mode, compared with the previous model.

In addition to reducing the environmental impact associated with product composition and use, Cimbali Group is also committed to simplifying maintenance and improving service quality. To this end, an internal procedure has been developed to assess product ease of maintenance.

Defined by this procedure, the LaCimbali M40 has shown significant improvements, with intervention times for key maintenance operations reduced by between 30% and 70%.

Furthermore, the Group's commitment to extending product life cycles is supported by the **availability of spare parts**, which enables the repair and reuse of coffee machines and grinders. Specifically, the Group guarantees seven-year availability for high-priority spare parts and four years for low-priority spare parts.

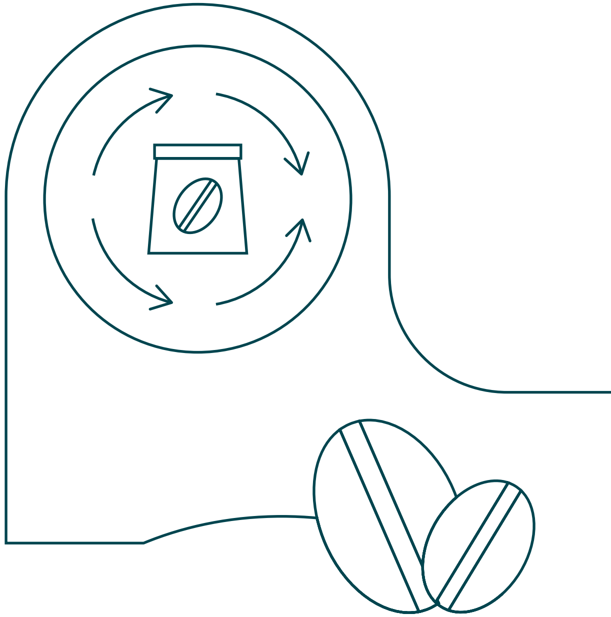
Waste

Cimbali Group has embarked on an ambitious path to optimise waste management, in line with the European hierarchy (prevention, preparation for reuse, recycling, other recovery and disposal) and with the principles of the circular economy.

These principles aim to encourage the relevant functions to consider the social and economic impacts generated throughout the production process. With the introduction of the 'Circular Economy Package', the principle of producer responsibility has been extended to include durable goods. Through the Erion WEEE environmental contribution (eco-contribution), the Group finances the collection and recycling of WEEE in Italy.

For the operational management of waste at both production sites and within after-sales services, the Group has established internal procedures and entered into agreements with qualified intermediaries (e.g., Omnisyst), ensuring full traceability and regulatory compliance. Periodic audits are carried out as part of the ISO 14001 certification process to validate data and monitor environmental performance. Coverage is global for production sites and involves internal functions (HSE, Operations, Supply Chain) as well as external partners, including specialised suppliers and intermediaries.

The time frames for the primary actions are defined within the improvement plans: in the short term (within 12 months), waste-reduction initiatives and the optimisation of collection flows; in the medium term (within three years), an increase in recycling rates; and in the long term (by 2030), the full integration of circular economy principles into product design and management. Monitoring is carried out through performance indicators and regular audits, ensuring transparency and continuous improvement.



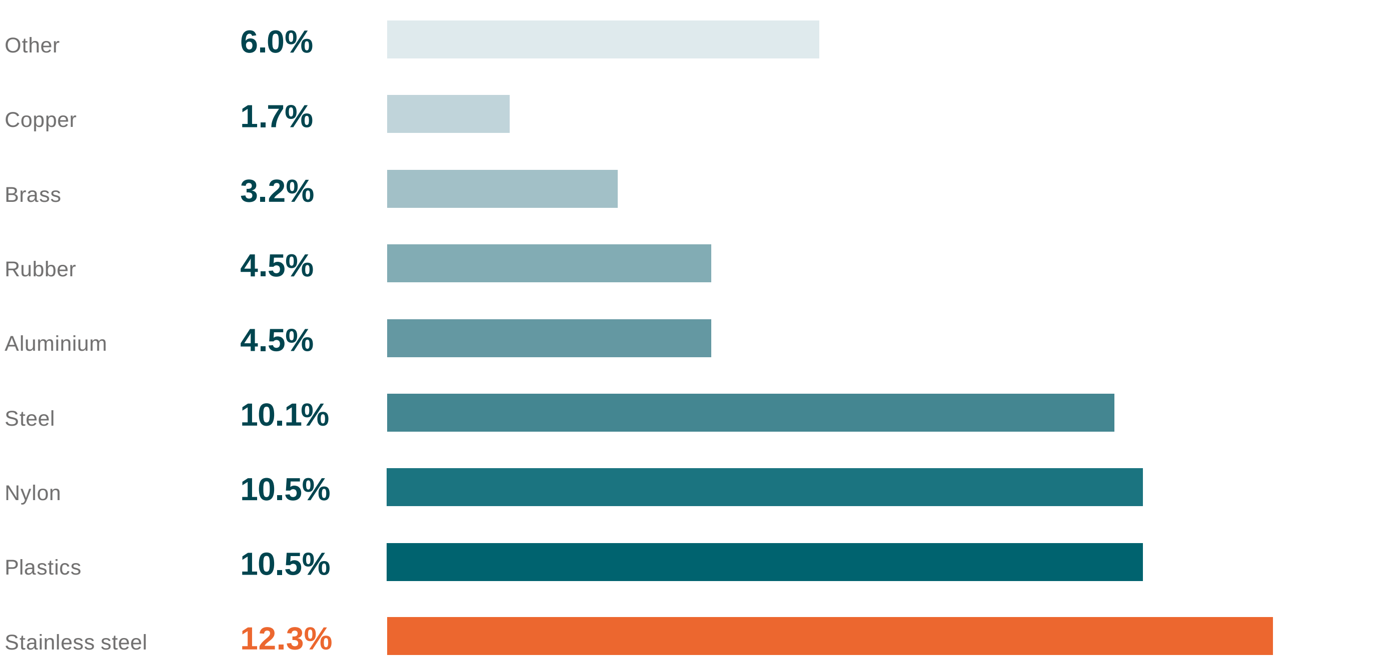
Metrics

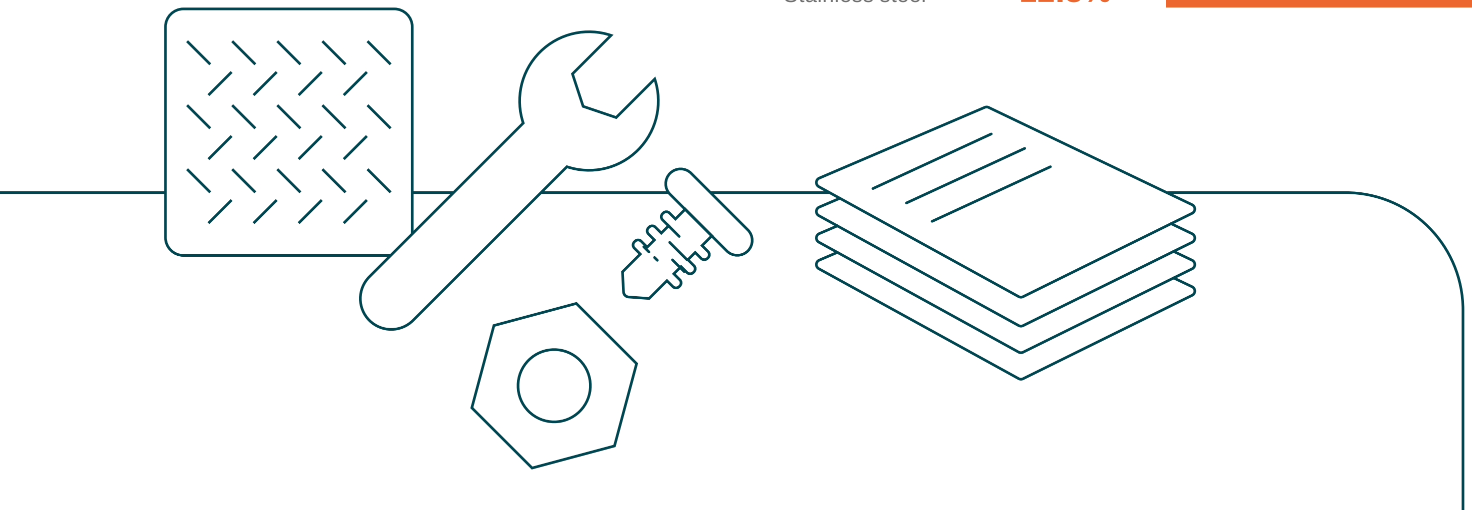
Incoming resource flows

The sourcing of raw materials is a fundamental aspect for the Group. Over the years, Cimbali Group has refined its material-selection and procurement processes, assessing environmental impacts across the entire product life cycle during the design phase.

The following graph illustrates the **percentage composition of incoming materials** for the Group's Italian production sites, calculated on the basis of the number of purchased components. Excluding unclassified materials, the most represented category is **steel** (24%, of which 12% is stainless steel), followed by **plastics** and **nylon**, which each account for approximately 10% of incoming materials, and then aluminium and rubber (both 4.5%).

Input materials based on the number of components puschased





Outgoing resource flows

Waste

The Group generated approximately **701 tonnes of waste** in 2025, a **12.4%** reduction from 800 tons in 2024.

Non-hazardous waste produced by the company represents the majority of waste (**93.7%**, or 656 tons)[4] since the production of coffee machines is primarily an assembly process; most of the waste generated originates from component packaging (paper, wood and plastic) and from metal scraps produced during the manufacture of Keber grinders. Smaller quantities of process-related waste are also generated, including copper, steel and aluminium scraps, as well as electronic components.

Waste generated by **production sites** accounted for approximately **96%** of total waste in 2025, amounting to **673 tonnes** (773 tonnes in 2024), a 12.9% reduction compared with the previous year.

Offices and foreign branches accounted for the remaining **4%** of total waste, generating **28 tonnes** (27 tonnes in 2024), broadly in line with the previous year.

Type of Group sites	Waste – 2023 (tonnes)	Waste – 2024 (tonnes)	Waste – 2025 (tonnes)
Waste produced by production sites	621	773	673
Waste produced by commercial branch	31	27	28
Total waste produced	**652**	**800**	**701**

The share of **waste sent for recovery operations** amounted to **641.7 tonnes** in 2025 (728.2 tonnes in 2024), while waste destined for disposal operations amounted to **59 tonnes** (71.5 tonnes in 2024).

Waste produced (tonnes)	2024	2025
Total waste generated	**800**	**701**
Waste through recovery operations	**728.2**	**641.7**
Hazardous waste through recovery - recycling operations	0.5	5.8
Non-hazardous waste through recovery and recycling	727.7	635.9
Waste through disposal	**71.5**	**59.1**
Non-hazardous waste through incineration	1.5	12.4
Hazardous waste through incineration	62.5	38.3
Non-hazardous waste destined for landfill	0.5	8.2
Hazardous waste destined for landfill	7.0	0.2

93.7%
of waste is non-hazardous

4. Hazardous waste represents 6.3% of total waste equal to 45 tonnes.


SUPERA
LACIMBALI

A blend that promotes well-being

Every person who works with us and for us deserves our full attention for the fundamental contribution they make to our products and to the essence of the Group.

We are committed to ensuring the health and safety of all those who support our business, to promoting their inclusion and development, and to protecting their rights. We believe in listening to and nurturing talent, knowing that corporate success depends on each individual’s ability to stand out, dare, and shine.

FOCUS 2025

Cimbali Group S.p.A. has renewed its **UNI/PdR 125** certification for gender equality, first obtained in 2023

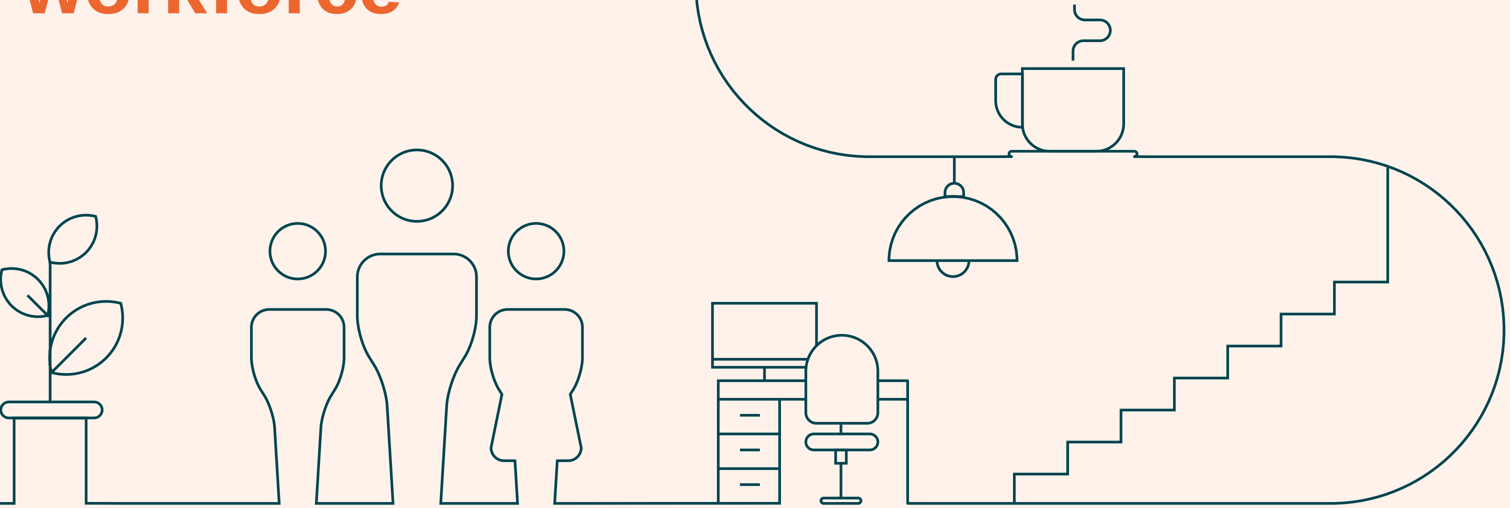
Great Place to Work® climate survey used as a tool for listening and continuous improvement

69% of employees involved in performance reviews and career development processes

Cimbali Group People & Culture

For Own workforce

ESRS S1



MATERIAL TOPICS	DESCRIPTION OF IMPACT, RISK, OPPORTUNITY	TIME HORIZON	VALUE CHAIN
Centrality of our people	Inclusion & diversity		
	Diversity in leadership		
	Wellbeing and work flexibility		
	Attractiveness of own workforce		
Health and safety	Health and safety of own workforce		

Time horinzon

Short | Medium | Long

Value chain

Upstream | Own operations | Dpwnstream

The identification and assessment of relevant IROs were based to a significant extent on the results of the internal climate survey (further information on page 54), which enabled a structured analysis of employees' perceptions in relation to the main areas of the People Policy. In addition, when compared with 2024, specific formulations were revised to ensure greater terminological and conceptual consistency with the pillars of the People Policy (further information on page 52).

The current positive impacts identified relate specifically to the promotion of an inclusive corporate culture that respects diversity, as well as the development of diversity in leadership capable of fostering innovation, organisational resilience and a deeper understanding of stakeholder needs. Additional current positive impacts concern psychological and physical well-being and work flexibility, elements that contribute to employee satisfaction and to a balanced professional and personal life.

Among the significant opportunities identified was the attractiveness of the Group's workforce, supported by fair and transparent selection processes and by an inclusive, safe and well-being-oriented work environment, which can strengthen the Group's ability to attract and retain talent.

A potential negative impact on the health and safety of the Group's workforce was also considered, linked to the risk of accidents and occupational diseases arising from exposure to hazards inherent in the activities performed. These aspects represent a priority area for the Group in terms of prevention, monitoring and the continuous improvement of working conditions. For further details, see the section 'Actions – Health and Safety' (page 55).

Policies

Code of Ethics

Policy	**Code of Ethics**
Purpose	Promote ethical behaviour among people within the Group
Scope	Cimbali Group SpA - Ciden Srl
Persons in charge	Employers
Reference link	https://www.cimbaligroup.com/il-gruppo/sostenibilita/

The Code of Ethics represents a fundamental pillar for the corporate culture and the behaviour of people within the Group.

The Code sets out the ethical principles that guide all of the Group's activities. It draws inspiration from globally recognised documents to ensure an approach aligned with best practices in social responsibility and the protection of workers' rights.

The adoption of this Code not only fulfils compliance requirements but also underscores the Group's commitment to promoting transparent, ethical and responsible corporate conduct, helping to build a work environment that fosters a culture of fairness, meritocracy and well-being. The Code of Ethics therefore represents a concrete commitment to integrity and mutual respect, guiding the decisions and actions of all Group members with a view to long-term, sustainable success.

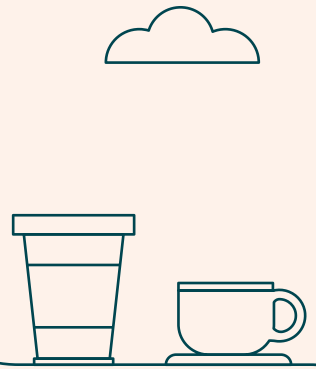
The Code of Ethics states:

"*The Company recognises the individual as the expression and foundation of all its values and, therefore, as the basis of all its activities. To this end, Cimbali Group is committed to enhancing the capabilities of individuals and work teams, safeguarding, without prejudice, the personal and professional dignity of its people.*

This is an unwavering commitment to respecting and embracing diversity, with the aim of creating an environment in which people can express themselves and act with organisational generosity in pursuit of shared goals."

The Group firmly condemns all forms of human rights violations and is committed to operating in full compliance with national and international regulations to prevent and combat such practices. In line with these principles, the Group adopts all necessary measures to ensure that its operations and those of its business partners, are free from any form of exploitation, including forced labour, human trafficking, child labour and any form of discrimination.

Cimbali Group, through the Code of Ethics, reaffirms its commitment to respecting the highest ethical standards, in which it believes and recognises itself. All collaborators of the Group, including directors, employees and anyone who operates under the direction or supervision of all the Group Companies, are required to observe and promote the principles set out in the Code. Furthermore, the Code of Ethics is published on the Company website and accessible to all recipients.



People Policy

Policy	People Policy
Purpose	Create an inclusive, fair and respectful working environment, promoting diversity, equity and inclusion regardless of gender, ethnicity, religion, sexual orientation, disability or other personal characteristics
Scope	All Group companies
Persons in charge	Employers
Reference link	https://www.cimbaligroup.com/en/the-group/sustainability

The People Policy applies to all Group companies and represents the commitment to create an inclusive, fair and respectful work environment in which each Person can express their skills and potential, promoting diversity, equity and inclusion regardless of gender, ethnicity, religion, sexual orientation, disability or other personal characteristics.

Cimbali Group recognises the centrality of the Person within the organisation and promotes a working environment oriented towards teamwork and the integration of people. The Group favours a leadership model that values people, offering development opportunities for all its collaborators.

The company is committed to ensuring a working environment that promotes diversity, equity, inclusion, and gender equality, making these principles fundamental in the organisational culture and in the methods of daily interaction within the Group.

The responsibility of ensuring that these principles are respected and applied is shared by every manager and, more generally, by every Person within the company, so that all company activities are carried out in compliance with ethical and responsible behaviour, in compliance with the inclusive culture and fundamental values of Cimbali Group.

Cimbali Group SpA has obtained the **UNI PDR 125 certification**, an important recognition that attests to its commitment to gender equality and inclusiveness within the organisation

Environment and safety policy

Through its environmental and safety policy, Cimbali Group is committed to protecting the health and safety of all those who work for or on behalf of the organisation, ensuring full compliance with applicable laws while pursuing the goal of **zero accidents**. This commitment is implemented through the careful and continuous identification and assessment of health and safety risks, supported by appropriate management and monitoring of prevention, protection and improvement measures. The Group also promotes the active involvement of its people in the ongoing improvement of workplace safety performance through communication, information, consultation, participation, training and health surveillance.

Cimbali Group has also obtained **UNI ISO 45001** certification for the occupational health and safety management system at the Binasco (Cimbali Group SpA) and Cappella Cantone (Ciden Srl) sites, demonstrating its ongoing commitment to protecting people's health and safety and its focus on risk prevention and the continuous improvement of working conditions. Cimbali Group SpA has dedicated internal personnel and relies on external specialists for the remaining sites, ensuring consistent coverage and expertise across all operating locations.

For further details on the purpose, scope, persons in charge and link to the environmental and safety policy, see the 'Policies' section in ESRS E1 (page 36).

Actions

Processes for engaging the workforce and workers' representatives regarding impacts

The Group launched a **Great Place to Work® climate survey** in 2025, with the aim of gathering structured feedback on the work environment and organisational experience. The initiative forms part of an annual process designed as a continuous listening and improvement tool, supporting the development of human capital and the long-term quality of the working environment. The results of the first survey clearly identified the primary areas of focus and priority actions, including collaboration, innovation and equity. On this basis, two cross-functional communities were established, bringing together people from different functions across both the parent company and its subsidiaries, with the task of designing and validating initiatives to improve the areas identified. This programme is promoted by the Group's General Management and the People & Organisation Department and is supported by a dedicated budget for the progressive implementation of priority initiatives. By 2025, the Group companies that achieved Great Place to Work® certification were Cimbali UK Ltd, Cimbali Group Deutschland, Cimbali Group Switzerland, Cimbali Maquinas Para Café (Spain) and Cimbali Shanghai (PRC).

Employees also participate in **appraisal processes** designed to monitor their activities and performance, ensuring alignment with the Company's leadership model.

Where present, **workers' representatives**, an essential component of the workforce, are involved in union meetings to discuss company performance and organisational decisions. They also take part in working groups on employee appraisal processes, in accordance with union agreements.

The Company organises thematic workshops and manages selection activities, interviews and project work to attract **new talents**. In addition, Cimbali Group collaborates with business schools, universities and employment agencies to strengthen recruitment and training processes.

Equal treatment and opportunities for all

Promotion of merit, transparency, development and active involvement

Cimbali Group is committed to ensuring the satisfaction of its workforce through concrete actions that promote transparency, skills development and consistency in selection, performance recognition and career-advancement processes. **Recruitment** is carried out using objective criteria based on competencies and results achieved, ensuring equal opportunities and the absence of any influence linked to personal characteristics such as age, geographic origin, religion or gender.

Skill development also takes place through the **performance appraisal** process which, in 2025, involved 69% of employees, fostering a structured dialogue between managers and team members on role expectations, results achieved and development prospects. This process is complemented by annual reward systems, including performance bonuses and objective-based incentives, designed to transparently recognise individual contributions, aligning performance with the Group's strategic priorities.

Another tool supporting professional growth is the **internal Job Posting** system, which enables all employees to apply for open positions in a transparent manner and in line with their skills and aspirations. In parallel, the Job Grading programme currently under way allows the Group to evaluate internal positions using objective and comparable criteria, supporting decisions that are consistent with the principles of fair pay and professional development.

Inclusion & Diversity

Cimbali Group recognises the value of initiatives that promote diversity, equity and inclusion, as demonstrated by its organisation of informational workshops and its collaboration with the ValoreD association. Workshops dedicated to these themes serve as key moments of awareness, fostering knowledge-sharing and creating spaces for discussion that strengthen a corporate culture grounded in respect, the valorisation of differences and the fight against bias.

Thanks to its partnership with ValoreD, the Group has also developed initiatives aimed at ensuring equal opportunities for younger generations, particularly in STEM disciplines. These activities provide guidance tools and encourage more equitable access to study pathways and careers that have traditionally seen lower participation by women.

Working conditions

Wellbeing and work flexibility

Cimbali Group recognises the importance of the psychological and physical well-being of its employees and is actively committed to ensuring a working environment that supports a healthy balance between private and professional life.

Throughout 2025, Cimbali Group worked to strengthen its initiatives to support corporate welfare and work–life balance, offering concrete solutions such as flexible working hours, smart working (where feasible) and catering services to help employees manage their time more effectively.

Cimbali Group also offers a comprehensive package of paid leave that goes beyond applicable regulations, including time off for specialist appointments, childcare and personal needs, with the option of part-time work based on individual circumstances. The Company also provides personal leave and study leave to support employees' personal needs and the ongoing development of their skills.

Cimbali Group has also introduced flexible benefit programmes, scholarships for employees' children and health-insurance coverage for all Italian and foreign offices, with the aim of supporting employees in managing their individual health and their family needs.

Among the initiatives launched in 2025, Cimbali Group SpA organised the **MUMAC Summer Camp**, an educational and cultural project designed to give tangible substance to the Group's commitment to social responsibility. Offered primarily free of charge to employees' children and extended at a nominal cost to children from the Binasco area, the camp was organised in collaboration with Sofia Società Cooperativa Sociale, which delivered creative workshops and tailor-made visits to MUMAC and the adjacent Kartell corporate museum. These activities introduced children to the world of design, as well as the history of coffee and Italian industry.

The full-time camp, held over two weeks (one in June and one in September), promoted socialisation, creativity and curiosity among children within the extensive spaces available at MUMAC. It provided concrete support to families and helped strengthen the bond between the Company, its employees' families and the wider community.

In this context, the Company aims to improve the quality of working life, ensuring that employees can balance their professional duties with family responsibilities. This approach helps to reduce stress and increase motivation, fostering a more satisfied and productive workforce.

Cimbali SpA has also developed a sustainable mobility plan to reduce emissions associated with home-to-work travel and has continued to support employees through mobility bonuses aimed at lowering transport cost.

Health and safety

The primary actions aimed at preventing accidents and occupational diseases whilst at work include periodic meetings with managers to monitor and discuss safety issues, regular training courses for workers, including mandatory refresher sessions, and the systematic tracking of accidents and employee reports, in order to support analysis and continuous improvement.

The Company further strengthened its proactive approach to preventing injuries and occupational diseases throughout 2025, by enhancing the monitoring of **leading indicators**[5], alongside traditional ***lagging indicators***[6]. In addition to tracking injuries, unsafe behaviours, hazardous situations and near misses were systematically identified and analysed to support continuous improvement in workplace safety.

GIVING PEOPLE A VOICE: THE #LOOKINGFORCOFFEE

To encourage greater participation and visibility among employees, in 2025 the Group launched the *#LookingForCoffee* initiative: a series of content published on the Company's LinkedIn profile which, through employees' own voices, shares professional experiences, motivations and meaningful aspects of daily life within the Group. The initiative involved three employees in 2025 and two in 2026, inviting them to share authentic stories about their roles and the Company culture, all 'around a good cup of coffee'.
The objective of the initiative was twofold: to highlight the skills, talents and individual contributions of employees by giving them space for expression and recognition, and to attract new talent by showcasing the Company's work culture, values and the real-life experiences of those who are already part of the organisation.

5. They measure what happens before an accident occurs, enabling early identification of risks and timely intervention before they develop into actual incidents. These are proactive indicators, linked to behaviour, working conditions, and day-to-day attention to safety. Cimbali Group specifically monitors near misses, unsafe behaviour, and unsafe conditions.
6. They measure events that have already occurred, highlighting the actual impact of incidents. Cimbali Group specifically monitors accidents and first-aid cases.

Metrics

Characteristics of the company's employees

Cimbali Group operates with total respect for human capital, focusing its efforts on developing people's skills, while continuously improving its performance to ensure healthy and safe workplaces in full compliance with current regulations. As of 31 December 2025, Cimbali Group employed a total of 734 people, of whom 74.4% were men and 25.6% were women.

The Company recorded a net reduction of 84 employees in 2025, compared with the previous year, following a rationalisation of the Group's production sites and an internal reorganisation process that particularly affected foreign branches. This restructuring led to the consolidation of operations into four commercial regions — Europe, Italy, Americas and Global Key Account, and Asia, with the aim of strengthening proximity to markets whilst enhancing the Group's ability to respond effectively to the needs of partners and customers.

Gender	2025	2024	2023
Women	188	229	239
Men	546	588	584
Other	-	1	-
Not disclosed	-	-	-
Totale employees	**734**	**818**	**823**

The following table illustrates the Group's employee base by contract type, together with a breakdown by gender and region. Notably, more than 99% of the Group's employees hold permanent contracts, an improvement compared with the previous year (98%).

Number of employees by contract type, by gender	Women			Men			Other			Total		
	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
Total employees	**188**	**229**	**239**	**546**	**588**	**584**	**0**	**1**	**0**	**734**	**818**	**823**
Permanent contract	187	222	238	546	585	582	0	1	0	733	808	820
Fixed-term contract	1	7	1	0	3	2	0	0	0	1	10	3
Variable hours	0	0	0	0	0	0	0	0	0	0	0	0

Number of employees by contract type, by region	Italy			Rest of the World			Total		
	2025	2024	2023	2025	2024	2023	2025	2024	2023
Total employees	**441**	**495**	**498**	**293**	**323**	**325**	**734**	**818**	**823**
Permanent contract	440	492	496	293	316	324	**733**	808	579
Fixed-term contract	1	3	2	0	7	1	**1**	10	1
Variable hours	0	0	0	0	0	0	**0**	0	5

During 2025, 121 employees left the Group, corresponding to a turnover rate of 16.5%. Over the same period, 37 new hires were made, corresponding to an entry rate of 5.0%. The overall turnover rate, calculated as the sum of incoming and outgoing flows in relation to the average company population, amounts to 21.5%.

Characteristics of non-employee workers

The Cimbali Group's non-employee workforce stands at 43, a slight decrease compared with 2024. Non-employee workers included in the Group's workforce are primarily individuals hired through employment agencies or provided by companies specialising in personnel search, selection, and supply. A residual number of workers are self-employed professionals and interns.

	2025	2024	2023
Total non-employee workers in own workforce	**43**	**49**	**48**
Employment agency workers	36	44	39
Self-employed	1	1	0
Interns	6	4	9

Coverage of collective bargaining and social dialogue

The number of employees covered by collective bargaining agreements in 2025 was 688, representing 94% of employees[7]. For employees not covered by collective bargaining agreements, Cimbali Group determines their working and employment conditions on the basis of national collective bargaining agreements.

Furthermore, it should be noted that 100% of employees in Italy (440) are covered by workers' representatives.

Diversity Metrics

The percentage of women in senior management positions was 27% (8 women) in 2025.

In terms of age group, there is a strong representation of the 30-50 age group (49%), followed by employees over 50 (43%) and then employees under 30 (8%).

Gender distribution of senior management	2025	2024	2023
Women in senior management	8	7	6
Percentage of total senior management	**27%**	**26%**	**21%**
Men in senior management	22	19	23
Percentage of total senior management	**73%**	**74%**	**89%**
Gender “other” in senior management	0	0	0
Percentage of total senior management	**0.0%**	**0.0%**	**0.0%**
Gender not disclosed in senior management	0	0	0
Percentage of total senior management	**0.0%**	**0.0%**	**0.0%**
Total senior management	**30**	**26**	**29**

Distribution of employees by age group	2025	2024	2023
< 30 years old	58	72	66
Percentage of employees < 30 years old	**8%**	**10%**	**8%**
30-50 years old	358	445	346
Percentage of employees 30-50 years old	**49%**	**54%**	**42%**
> 50 years old	318	301	411
Percentage of employees > 50 years old	**43%**	**36%**	**50%**
Not specified	0	0	0
Percentage of employees not specified	**0.0%**	**0.0%**	**0.0%**

Fair salaries

All Group employees, regardless of gender, receive entry-level salaries equal to or higher than the minimum required by law or collective bargaining agreements.

7. Within the European Economic Area (EEA) 100% of employees are covered by collective bargaining agreements.

Social protection

All Cimbali Group employees are assured specific social protection measures, deriving from the regulatory framework within the country in which they operate. These measures can ensure protection against loss of income due to events such as illness, disability, unemployment, parental care or retirement age.

People with disabilities

In consideration of Cimbali Group's commitment to inclusion and the rejection of any form of discrimination, the Company's workforce includes people with disabilities. However, to protect the privacy of these employees, the overall data is not indicated. This allows us to protect not only employees with disabilities recognised as such by traditional institutions, but also to ensure privacy for those who, in this subjective condition, do not feel that they want or have to share this information.

Training and skills development

The percentage of employees participating in periodic performance and career-development reviews throughout 2025 increased significantly, rising from 39.5% in 2024 to 69% in 2025. This improvement is mainly attributable to the introduction of a structured performance-evaluation matrix, extended also to plant personnel, which has substantially broadened the scope of employees involved in performance-management processes.

The average number of training hours per employee in 2025 increased from 9.42 in 2024 to 10.7 in 2025. Training activities focused on providing shorter, increasingly targeted and professionally oriented courses designed for specific employee groups. These initiatives were developed with a higher level of specialisation, with the aim of strengthening technical and professional skills within strategic areas.

Periodic performance and career development reviews	Women			Men			Other			Total		
	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
Percentage of employees who participated in periodic performance and career development reviews	74%	39%	-	68%	41%	-	-	100%	-	69%	39.5%	33.9%
Average training hours per employee	12.8	9.65	12.2	3.11	9.1	11.6	-	-	-	10.7	9.42	11.9

Health and safety

Cimbali Group introduced structured monitoring of occupational health and safety indicators in 2025. The data presented refers exclusively to the 2025 financial year and is not compared with previous periods, as the topic had not previously been identified as material within the dual materiality assessment.

For further details on the analysis results, see the paragraph "Description of the process for identifying and assessing relevant impacts, risks and opportunities" (page 25).

During 2025, a total of 16 injuries were recorded among employees, 3 at production sites and 13 at sales offices, along with one injury involving a non-employee at the Cimbali Group SpA production site. Analysis of the cases shows that all events were non-serious and primarily linked to operational activities and technical assistance at customer sites. The most frequent causes included machine handling, slips, musculoskeletal strains and accidental events during technical interventions. All injuries, including low-severity and first-aid cases, were analysed and resulted in the adoption of corrective and preventive measures. The Company also strengthened its monitoring of leading indicators to enhance prevention and reduce the risk of future incidents.

There were no fatal accidents during the reporting period.

The Group continuously monitors cases of occupational diseases to ensure the identification of any workplace-related factors that may have contributed to their onset. Two cases were recorded in 2025. The necessary corrective actions have already been implemented for both, with the aim of preventing recurrence and further strengthening employees' health and safety conditions.

	Employees	Non-employees
	2025	
Total Number of Work-Related Fatalities Due to Injuries and Occupational Diseases	**-**	**-**
Of which: number of work-related fatalities due to injuries	-	-
Of which: number of work-related fatalities due to occupational diseases	-	-
Number of recordable work-related injuries	16	1
Rate of recordable work-related injuries	**13.9**	**14.3**
Number of recordable work-related occupational diseases	2	-
Number of lost days due to work-related injuries, occupational diseases and work-related fatalities	949	22

Work-life balance

20% of eligible employees made use of family leave throughout 2025. Although a slight difference is observed between women (26%) and men (19%), both groups show broadly similar levels in the participation of family-leave provisions.

Percentage of eligible employees who have taken family leave

	2025	2024	2023
Women	26%	28%	Not available
Men	19%	31.5%	Not available
Other	-	100%	Not available
Not disclosed	-	-	Not available
Total	**20%**	**31%**	Not available

Incidents, Complaints, and Severe Impacts of Human Rights

Four reports were submitted through the whistleblowing channel throughout 2025, and the Group promptly initiated verification activities to assess any potential cases of discrimination.

Number of reports submitted through the whistleblowing procedure

	2025	2024	2023
Reports	4	3	n/a

The investigations carried out found no evidence of discriminatory conduct. In line with a preventive approach and with the objective of further strengthening the corporate culture, the Group has planned specific training initiatives for 2026 focused on equal treatment, inclusion and the prevention of all forms of discrimination.

No serious human-rights incidents were identified within the Group's workforce, including cases of forced labour, human trafficking or child labour. As a result, no fines, sanctions or compensation measures were applied during the reporting period.

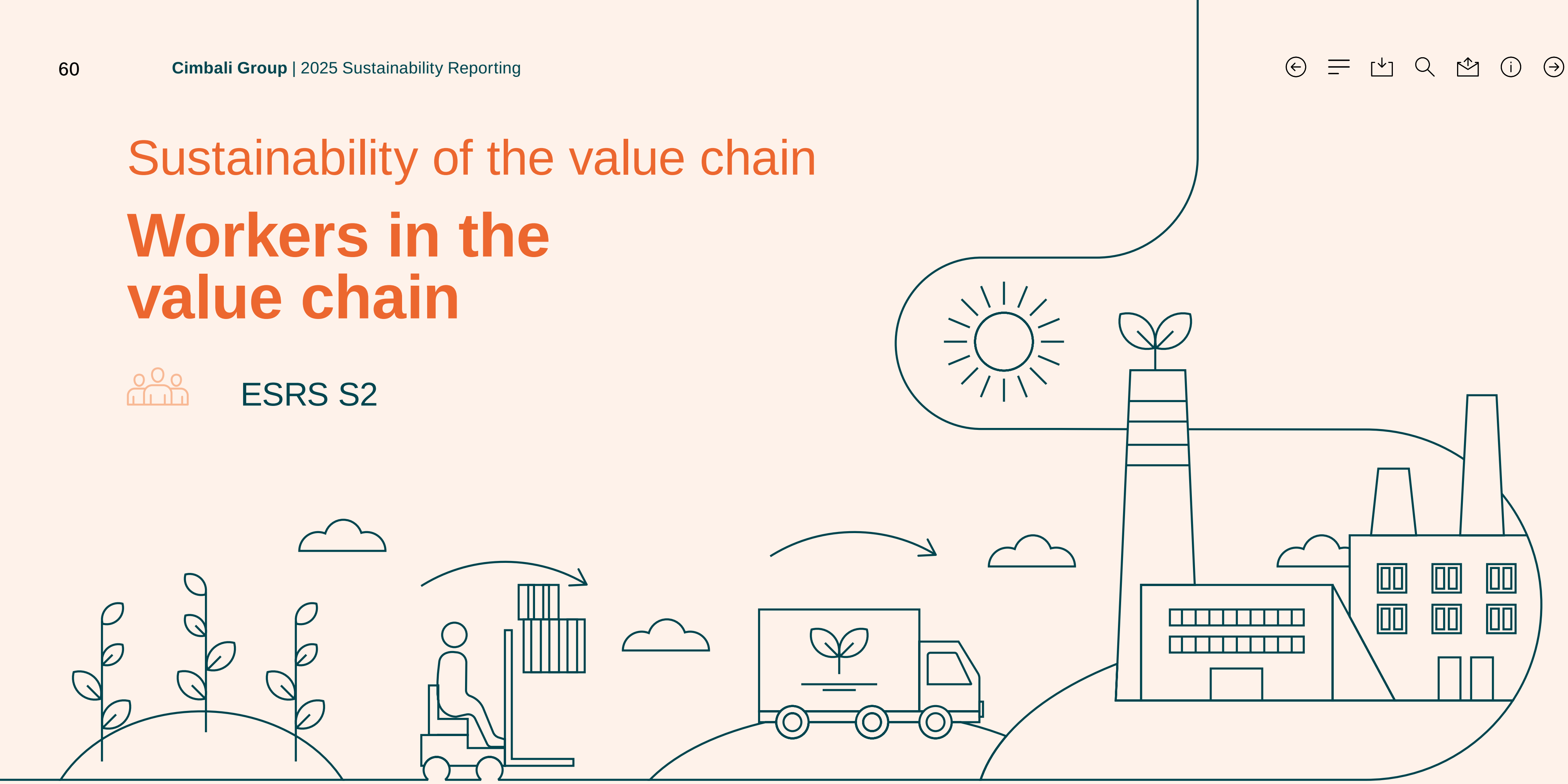
Cases of forced labour, human trafficking or child labour

	2025	2024	2023
Reported cases	0	0	0

Sustainability of the value chain

Workers in the value chain

ESRS S2



MATERIAL TOPICS	DESCRIPTION OF IMPACT, RISK, OPPORTUNITY	TIME HORIZON	VALUE CHAIN
Ethical supply chain	Non-compliance with the Code of Conduct	Short, Medium, Long	Upstream

Time horinzon

Short | Medium | Long

Value chain

Upstream | Own operations | Dpwnstream

The identification and assessment of relevant IROs for workers in the value chain were carried out through a targeted analysis of the Group's supply chain, beginning with an examination of suppliers' geographic origins and their potential exposure to social risks. This assessment enabled a well-informed evaluation of the risk profiles associated with suppliers' working practices, considering the regulatory and socioeconomic conditions of the countries in which they operate.

The analysis shows that the Group's suppliers are predominantly local, with 92.5% based in Italy and the remaining 7.5% located abroad. This configuration helps limit exposure to significant social risks, also in light of the higher regulatory standards and stronger worker-protection frameworks in place in the main supplier countries.

Despite this, a significant reputational and business-continuity risk has been identified, with potential negative impacts on revenue, linked to the possible adoption of non-socially responsible practices by suppliers, particularly in relation to human rights and the working conditions of workers along the value chain. Any behaviour that is non-compliant could adversely affect the Group's reputation and undermine the stability of commercial relationships.

These aspects represent a key area of focus for the Group, which is working to develop prevention, monitoring and continuous-improvement measures aimed at promoting responsible behaviour throughout the supply chain.

For further details on the actions taken to manage this risk, see the "Actions and metrics" section (page 62-63).

Policies

Supplier Code of Conduct

Policy	Code of Conduct
Purpose	Establish the rules and principles of conduct to be followed by the Group's suppliers
Scope[8]	Cimbali Group SpA - Ciden Srl
Persons in charge	Employers
Reference link	https://www.cimbaligroup.com/en/the-group/sustainability/

The Cimbali Group Supplier Code of Conduct establishes the rules and principles of conduct that must be followed by all suppliers involved within the Group's activities, in order to ensure that business practices are in line with the Group's high ethical and professional standards. This Code applies to all suppliers of Cimbali Group SpA, Ciden Srl and Casadio HBS Srl, including those of materials, technologies, logistics and other services, and covers the entire product cycle, from design to distribution and after-sales assistance.

The Code of Conduct indicates:

“*Cimbali believes it is a fundamental duty to manage the company's business in an ethical and responsible manner. Treating Stakeholders with honesty and integrity reflects the values, principles and ethical behaviours of an industrial model capable of planning and supporting sustainable development along the entire supply chain. The same behavioural models on topics such as human rights, health and safety in the workplace and environmental protection are also transferred and required to the supply chain and are the basis for the selection and evaluation of Suppliers.*”

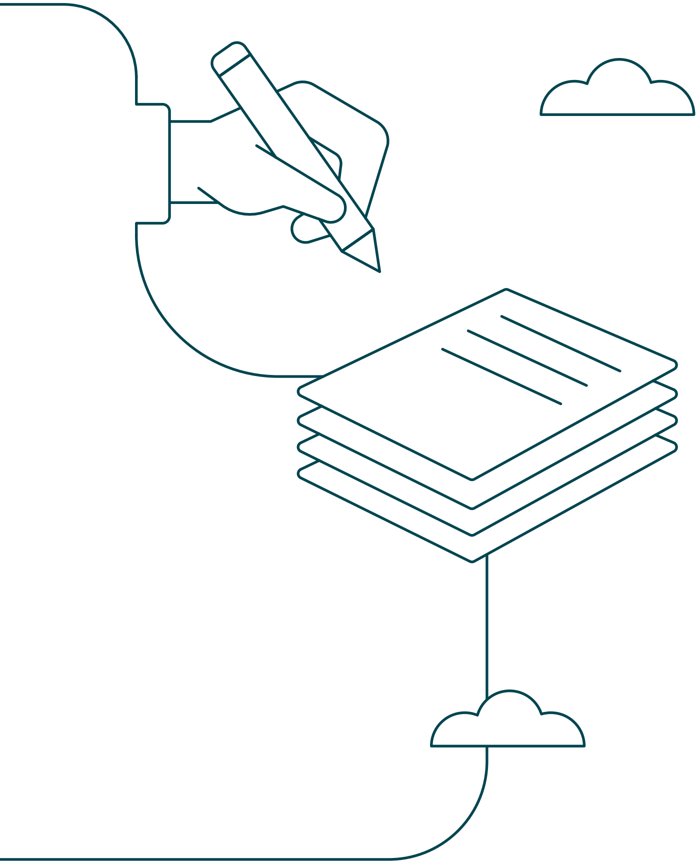
The Code of Conduct in the Human Rights at Work section states that the Company is committed to respecting all ILO (International Labour Organisation) standards, including forced labour and human trafficking. Suppliers must not use involuntary labour, such as forced, debt or prison labour, or any other form of "modern slavery". In addition, workers must enjoy full freedom and not be subject to conditions that limit their legitimate freedom, including human trafficking. Finally, the use of child labour in any form that could compromise the health, development or access to education of the children involved is prohibited.

8. Macine Keber Srl and Semco do not fall within the scope of the policy in question, although most of their suppliers are the same as those used by the Group's other production plants.

Actions and metrics

The Code of Conduct is sent to all suppliers, who are required to confirm acceptance of these terms in way of a signature of commitment.

The company expects its suppliers to respect the Group's ethical values, manage and reduce risk related to human rights violations, in order to avoid contributing to negative impacts on these rights in the international contexts in which they operate.



Cimbali Group's commitment to building a supply chain that is attentive to ESG topics is also reflected in the active and careful management of its supplier base, which is monitored not only for its business performance, but also for compliance with environmental, social and governance sustainability parameters.

In 2024, Cimbali Group adopted a Code of Conduct for its suppliers. One of the key objectives of the Code is to guarantee a high standard of ethical conduct by suppliers, as also demonstrated by the inclusion of specific provisions on "conflict minerals".

At the end of 2025, the Code of Conduct has been sent to 180 suppliers (direct material suppliers), with a current adherence rate of 33%[9], corresponding to 59 suppliers who have already signed the document. This process is not limited to the simple distribution of the Code, but includes the request to sign as a sign of adherence and commitment to the principles contained therein.

	2025	2024
Number of suppliers who have signed the supplier Code of Conduct	59	59
Supplier Code of Conduct Subscription Rate (%)	33	33

Throughout 2026, Cimbali Group will continue its commitment to raising awareness and encouraging suppliers, with the aim of improving the current participation rate by also covering smaller suppliers.

Cimbali Group further strengthened its collaboration with CRIBIS in 2025, with which it already cooperates on value-chain risk-management analysis. The partnership centres on the Synesgy platform, which assesses the ESG performance of industrial supply chains at both national and international level. As part of this process, suppliers are required to complete a **questionnaire** designed to **gather information on environmental, social and governance matters**.

The questionnaire has been completed by 67 suppliers, covering approximately 68% of the total value of purchases in 2025. This represents an increase of 36 participating suppliers compared with 2024.

	2025	2024	2023
Number of Suppliers Assessed on ESG Criteria	67	31	15

9. The Code of Conduct compliance rate serves as an indicator of human-rights due diligence within the supply chain, as signing the document signifies acceptance of its principles. The Code of Conduct also sets out environmental, human-rights and labour requirements, which suppliers formally commit to by signing it.

Once the questionnaires have been collected, Cimbali Group will analyse the detailed reports to monitor the sustainability of relevant suppliers with the aim of developing adequate improvement plans for unsuitable suppliers in order to reach the level required by Cimbali Group.

By the end of 2025, no suppliers were subject to formal corrective-action plans or improvement programmes. Any future initiatives will be defined on the basis of the ESG assessment results collected through the Synesgy platform.

The partnership with CRIBIS will continue throughout 2026, with the addition of a **supply chain risk-analysis tool** integrated into the Synesgy platform. Cimbali Group is also finalising its **Vendor Rating** process, which is scheduled for completion in 2026. This system will incorporate suppliers' ESG parameters as prerequisites for a positive evaluation.

No on-site audits specifically dedicated to sustainability were carried out at supplier facilities in 2025. However, during supplier visits, environmental and social aspects are also assessed as part of the broader evaluation process. Beginning in 2026, the Vendor Rating process currently under development will integrate ESG criteria and introduce structured verification activities, including dedicated on-site sustainability audits.

Cimbali Group, in order to raise awareness among its partners, actively fuels discussions by addressing social topics such as training, approach to schools, research and protection of talent, career development within companies and valorisation of diversity and inclusion.

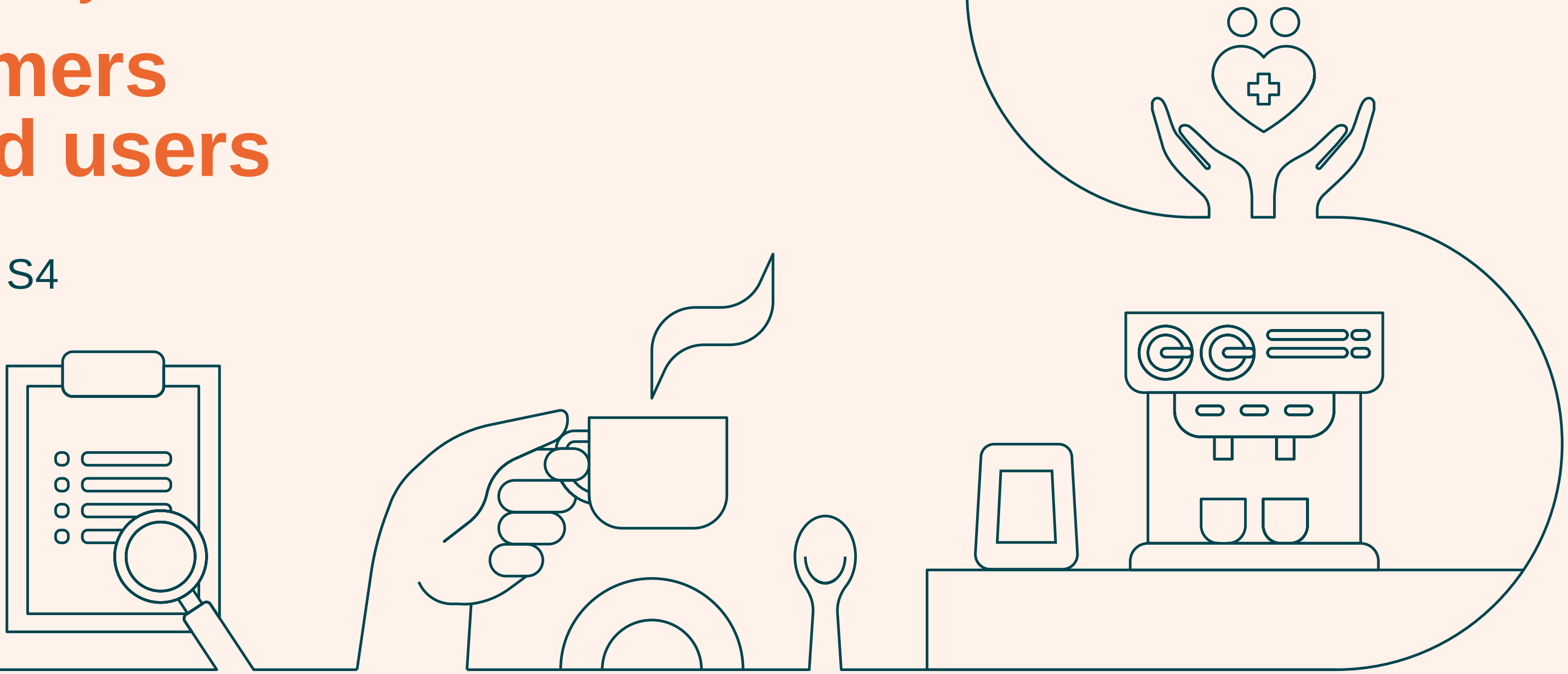
The group of direct partner suppliers of Cimbali Group is extremely receptive and motivated and includes multiple entities, each with its own motivations and its own toolbox of knowledge and skills: thanks to its role as supply chain leader, the Group aims to guide the virtuous paths of sustainable growth.

In this context, ideas for improvement are also sought through elements of business sustainability, beginning with the optimisation of production processes, packaging, up to the reduction and responsible waste management.

Sustainability of the value chain

Consumers and end users

ESRS S4



MATERIAL TOPICS	DESCRIPTION OF IMPACT, RISK, OPPORTUNITY	TIME HORIZON	VALUE CHAIN
Customer-centric approach: Protection of customer safety and health	Regulatory compliance of products in terms of quality and safety	Short, Medium	Own operations

Time horinzon

Short | Medium | Long

Value chain

Upstream | Own operations | Dpwnstream

As part of the double materiality analysis, Cimbali Group has preliminarily identified the stakeholders relevant to the category of consumers and end users, distinguishing between:

- **End consumer**
  person who buys and consumes coffee prepared with the products sold by Cimbali Group.
- **End user**
  person who uses or is intended to use the products sold by Cimbali Group (e.g. baristas).

The analysis confirmed the presence of a significant risk to the Group, already identified in 2024, linked to rising costs associated with regulatory compliance on product quality and safety. This risk stems from the increasing complexity and continuous evolution of the regulatory framework. Beyond the costs required to ensure compliance with existing regulations, the Group also assessed the additional expenses associated with ongoing regulatory updates and the resulting adjustments to design, procurement and production processes. The primary regulations monitored include Regulation (EC) No. 1935/2004, which governs materials and articles intended to come into contact with food, as well as the proposed restriction of per- and polyfluoroalkyl substances (PFAS) under the REACH Regulation, which may affect the availability and selection of materials used in products and the related compliance costs.

Managing this risk remains a key area of focus for the Group, which is committed to ensuring full compliance with the highest quality and safety standards in order to protect users and end consumers.

Policies

Quality policy

Policy	Quality policy
Purpose	Anticipate customer needs with innovative and quality products
Scope	Cimbali Group SpA - Ciden Srl
Persons in charge	Employers
Reference link	https://www.cimbaligroup.com/en/the-group/sustainability/

Through its Quality Policy, Cimbali Group aims to anticipate customer needs with innovative and quality products, to offer excellent service, enhance and develop human capital, in a context oriented to both towards teamwork and integration.

The innovation that Cimbali Group pursues in the development of its products translates into characteristics such as multifunctionality and ease of use, the refinement of materials, attention to design and ergonomics and, crucially, the adoption of cutting- edge technologies.

The Group looks to pursue and guarantee over time an increase in customer satisfaction, the improvement of its products and services, attention to the expectations of the owners and shareholders, of collaborators and of the communities in which it operates, through the following guidelines:

- Design and manufacture products that meet customer expectations and needs in terms of quality, performance, reliability and service;
- Use equipment and resources suitable for ensuring compliance with and maintenance of established requirements, ensuring production effectiveness and efficiency;
- Ensure compliance with legislative provisions and mandatory regulations applicable to its processes, products and services.

The Group's Quality Policy does not include a specific commitment to human rights, as these matters are not directly relevant to its consumers and/or end users.

Cimbali Group has also obtained UNI ISO 9001 certification for the quality management system at the Binasco (Cimbali Group SpA) and Cappella Cantone (Ciden Srl) sites, demonstrating its ongoing commitment to ensuring high quality standards for products and services and to promoting the continuous improvement of company processes.

Actions and metrics

Personal Safety of Consumers and End Users

Ensuring that our products can be used safely is the Group's core objective. To this end, in the development process, there are two specific lines of analysis to ensure compliance with these two requirements:

- **Analysis of materials and objects in contact with food (MOCA):** in line with the main European directives and Italian regulations, from the initial design phase, particular attention is paid to all those materials that for their purposes will come into contact with food substances. It is on said components that tests are carried out in specialised laboratories.
  During the production process, compliance with the Good Manufacturing Practices is guaranteed in accordance with EU Reg. 2023/2006 in order to guarantee cleanliness and prevent contamination during the assembly phase. To prevent contamination of MOCA materials, specific protocols have been defined. A fundamental step is represented by the tests that are conducted using water at high temperature and under strong pressure, in order to avoid the presence of foreign substances.
- **Electrical and mechanical safety analysis:** the total production process is subject to rigorous functional tests and electrical safety tests. Each year, the Group takes part in a third-party audit protocol to ensure and verify that the approved components are correctly assembled.

To ensure full compliance in terms of quality and safety, the entire product certification process is completed before the products are able to be marketed and sold. All Cimbali Group products are certified, obtaining the following quality marks:

- **KOREA CERTIFICATION**
- **EUROPE SECURITY**
- **US SECURITY**
- **CANADA SAFETY**
- **US + CANADA SAFETY**
- **US FOOD SAFETY**

The Group is also committed to solely purchasing components from qualified suppliers capable of producing the necessary documentation, such as declarations of conformity, test reports and material certificates. For components in contact with food, compliance with the regulations in force at both Italian and international level is verified and, to protect the customer, the renewal of the declaration of conformity is periodically requested.

Furthermore, Cimbali Group is committed to continuously monitoring regulatory developments relevant to the sector, ensuring full compliance with current requirements and anticipating future changes. Active collaboration with component suppliers is essential to guaranteeing that the solutions adopted consistently meet quality standards and emerging regulations.

No cases of non-compliance with regulations or voluntary codes relating to the Group's products were identified throughout 2025. This result reflects the attention devoted to safeguarding the health and safety of consumers and end users and confirms the achievement of the zero-non-compliance objective, which remains a constant commitment for the Group.

	2025	2024	2023
Product-related non-conformities concerning the health and safety of consumers and end users	0	0	0


FAEMA
ITALIAN DESIGN, MILAN SOUL, GLOBAL FLAVOUR.
Since 1945
80 Years of Milan Spirit.
FAEMA.COM

A blend that inspires integrity

The principles defined in our Code of Ethics inspire and guide the Group's governance model at every level, forming a shared framework of rights and duties that extends across all aspects of our supply chain.

Ethics, transparency, respect, and integrity in corporate conduct are values that permeate every daily activity and that we promote with conviction, forming the foundation of our commitment to sustainability.

FOCUS 2025

Corporate training programme for implementing ethics and integrity policies

Whistleblowing channel for collecting and managing reports of significant facts and wrongdoing

0 cases of corruption

Ethics and Sustainability Governance

Business conduct

ESRS G1

MATERIAL TOPICS	DESCRIPTION OF IMPACT, RISK, OPPORTUNITY	TIME HORIZON	CATENA DEL VALORE
Integrity in business management conduct	Ethical culture and human rights		

Time horinzon

Short | Medium | Long

Value chain

Upstream | Own operations | Dpwnstream

The double materiality analysis identified a current positive impact with regards to corporate conduct, linked to the dissemination of a conscious and structured culture of ethics and respect for human rights promoted by Cimbali Group among its stakeholders, including customers, suppliers, other business partners, public administrations and institutions.

Building upon the analysis carried out in 2024, the Group reaffirms the central role of ethical culture and human-rights protection as key elements of its governance model and of its approach to relations with all stakeholders.

Governance

Role of the administrative, management and control bodies

The role of the Administrative, Management and Control bodies in relation to the Corporate Culture and Corporate Conduct of Cimbali Group SpA is defined within **Model 231** and **Code of Ethics**, representing the reference documents for guiding and promoting corporate conduct in accordance with the Group's values, regulations and strategic objectives.

Model 231 governs the system for preventing offences relevant to the administrative liability of entities, with reference to the conduct of directors, employees and collaborators acting in the interest or to the advantage of the Group.

The Model sets out a system of organisational rules and protocols designed to prevent the commission of unlawful activities, including corruption, fraud, environmental offences and breaches of occupational health and safety regulations. It establishes a structured internal control framework that ensures compliance with laws and regulations through dedicated procedures, audits and training initiatives targeted at the functions most exposed to the identified risks.

Policies

Organisational Model 231/01

Policy	Organisational model 231/01
Purpose	Prevention and management of conflicts of interest in activities at risk 231
Scope	Cimbali Group SpA
Persons in charge	Supervisory Body (OdV) / Employers for training and implementation profiles
Reference link	https://www.cimbaligroup.com/en/thegroup/sustainability/

The Organisation, Management and Control Model pursuant to Legislative Decree 231/2001 is a fundamental tool for preventing predicate crimes (such as corruption, environmental crimes, fraud and violations of health and safety at work) and strengthening the culture of legality.

Through the mapping of risk activities, the adoption of specific protocols and the monitoring of the Supervisory Body (OdV), the Model contributes to the protection of corporate reputation, regulatory compliance and the dissemination of ethical and responsible behaviours.

The Supervisory Body, which is also responsible for overseeing the implementation of Model 231, participated in targeted training initiatives throughout 2025, addressing the functions most exposed to risk. The aim was to ensure that the Model remains a legally 'living' and operational tool, effectively integrated into company processes.

Code of Ethics

The Cimbali Group Code of Ethics is inspired by international standards in respect to human rights and focuses on the company's behaviour in terms of corruption. Particular attention is paid to employees, suppliers, customers and the local community, with the aim of guaranteeing a working environment free from harassment and discrimination, safe and respectful of privacy and personal data. To ensure that these principles are fully understood and complied with, the company communicates its guidelines to all employees and partners through training sessions, the company website and contractual agreements that require adherence to these principles. The adoption of the Code guidelines has been formally approved by the Board of Directors, ensuring that they cover all of the activities of the organisation and its business relationships.

The Cimbali Group also operates a Supervisory Body, responsible for monitoring compliance with the Code, managing reports of non-compliance and promoting training and ethical awareness. Violations of the Code entail sanctions in accordance with employment contracts and applicable regulations.

For further details on the purpose, scope, persons in charge and the link to consult the Code of Ethics, see the paragraph “Policies” in ESRS S1 (page. 52).

Zero
fines, sanctions or compensation measures

Actions

Business culture

Supervisory Body training on preventive risk management

In addition to the regular health and safety training provided, throughout 2025 the Supervisory Body took part in a dedicated training session addressing the top management roles most involved in managing prevention-related risks (managers, delegates pursuant to Article 16 of Legislative Decree 81/2008 and sub-delegates). The objective was to strengthen awareness of the responsibilities associated with protecting health and safety and to enhance coordination between the company’s prevention system and Model 231.

During the meeting, the general principles of Legislative Decree 231/2001 were reviewed, with a focus on safety-related offences and the conditions under which an organisation may exempt itself from liability. The concept of the ‘guarantor position’ and the role of the delegate were also examined, including the obligations set out in Legislative Decree 81/2008 and the requirements for an effective delegation (clarity of duties, adequate powers and resources, and explicit acceptance).

The training included an examination of concrete case law, illustrating the practical application of theoretical principles and the potential consequences — including personal ones — arising from omissions or shortcomings in the management of safety obligations. The safety organisational chart was also reviewed, with a focus on the allocation of responsibilities among the employer, managers, supervisors, delegates and sub-delegates, as well as on interactions with control functions and the Supervisory Board.

A final section was dedicated to the obligations arising from delegations and sub-delegations, the methods for exercising the powers conferred, and the control tools available to delegates. The discussion also highlighted the delegating party’s residual duty of supervision and the importance of ensuring full traceability of the activities carried out.

Control system

The responsibility of implementation and the application of our commitments to ensuring responsible business conduct, is distributed at Cimbali Group along various levels within the organisation: Board of Directors and Internal Managers (such as special attorneys and area managers). The Board of Directors decides all company policies and approves strategies to ensure responsible conduct. Internal Managers are appointed for each sensitive action or set of operations and the responsibilities for management, coordination and control within the Company are formalised. The Group has initiated a system of delegations and signatory authorities, consistent with the assigned responsibilities of the individual, to ensure that the decision-making process is appropriate to the given position of responsibility.

The implementation of commitments within the organisational strategy, policies and operating procedures occurs through various methods. Among these, are company procedures, which, in describing operating methods relating to the activities carried out, ensure correct and transparent behaviour of the various parties involved.

In relation to external counterparties, relationships with third parties are managed through operating procedures and reliability assessments. The selection occurs considerate of the reputational level and through anti-money laundering controls, in particular using a dedicated platform for managing supplier profiles. In this context, it should be noted that the assignments include standard clauses that guarantee compliance with the Organisation, Management and Control Model pursuant to Legislative Decree 231/2001 (MOG 231/01) and the Code of Ethics.

Whistleblowing procedure

Cimbali Group has implemented and in light of the regulatory changes that have occurred in the field of Whistleblowing, updated, a channel designed to collect and manage reports relating to relevant facts and/or illicit acts.

Reports can be sent via an online platform (https://www.cimbaligroup.com/whistleblowing) or via dedicated addresses for internal (legale@cimbaligroup.com) and external (odv@cimbaligroup.com) reports. All reports are received by a management committee, composed of members of the Legal, HSE and People & Organisation functions; the platform then sends the reporting party an acknowledgement of receipt within seven days.

In order to guarantee independence and transparency within the management of reports, Cimbali Group has established a structured system that ensures that each report is managed by the most appropriate body, avoiding conflict of interest and guaranteeing an impartial analysis.

→ **231 Reports**: these concern violations of the 231 Organisational Model, adopted by the company in accordance with Legislative Decree 231/2001, which regulates the administrative liability of companies for crimes committed in the interest or to the advantage of the company. These reports include possible corporate crimes, corruption, environmental crimes, violations of workplace safety and other illicit conduct that may compromise the integrity of the organisation. Reports of this nature are managed directly by the Supervisory Body (OdV), which has the task of analysing the case, carrying out the appropriate checks and, if necessary, activating the sanctioning procedures or reporting the case to the competent authorities;

→ **Qualified reports**: these involve high-level figures within the company. Reports of this nature are treated with a special procedure to ensure maximum independence and impartiality. Management occurs as follows:

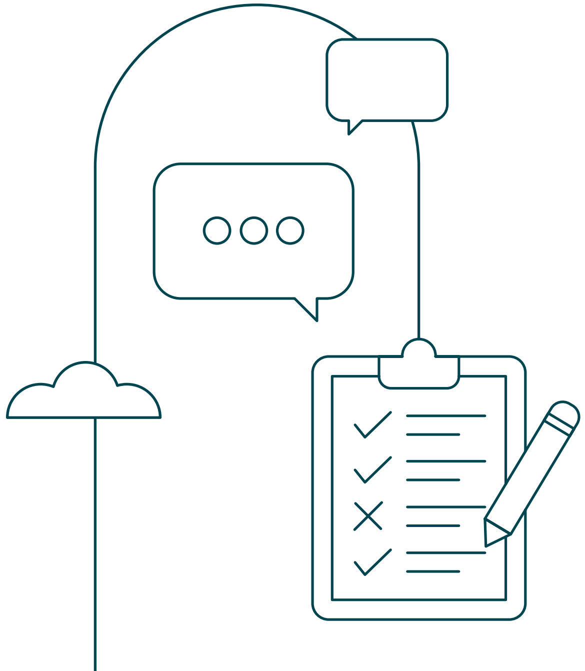
- If the report concerns a member of the Board of Directors, the case is handled by the Chairman of the Board of Directors;
- If the report involves the Chair of the Board of Directors or the entire Board, the analysis is entrusted to the Supervisory Body (SB) to ensure impartiality;
- If the report concerns a member of the Supervisory Body, the Chairman of the SB is responsible for managing the case;
- If the report concerns the Chair of the SB or the entire Supervisory Body, the case is taken over by the Board of Directors;
- If the report concerns the Legal Function of the company, the analysis and management are entrusted to the Supervisory Body.

All other reports are managed by the Legal Function or the People & Organisation Function arm of the management committee.

Following the completion of these checks, the Management Committee prepares a summary report of the investigations carried out and the evidence that emerged. This report is sent to the Board of Directors, which is responsible for adopting final decisions and dictating any corrective actions necessary. The committee then proposes an action plan that may include reporting to the judicial authorities and/or imposing sanctions.

The management committee monitors the implementation of the suggested corrective actions, requesting periodic updates from the responsible functions. A summary report of the reports managed, including the results of the investigations and the conclusions, is provided to the Board of Directors every six months.

In receiving and managing the report, the Management Committee ensures maximum confidentiality and protects the identity of the reporting person and the facilitator, who provides support in the reporting process within the same work context. Confidentiality is also guaranteed for the facilitator's activities, the people involved or mentioned, as well as for the content and documentation of the report.



A blend that spreads culture

Coffee is taste, history, beauty, conviviality, and innovation. These are the shared values we promote every day through the activities of MUMAC and MUMAC Academy.

Two institutions through which our company opens itself to the world, starting from our hometown, to share knowledge and to become, increasingly, a recognised point of reference for organisations, schools, universities, coffee lovers, and industry professionals.

FOCUS 2025

MUMAC as a promoter of **Corporate Cultural Responsibility** (CCR)

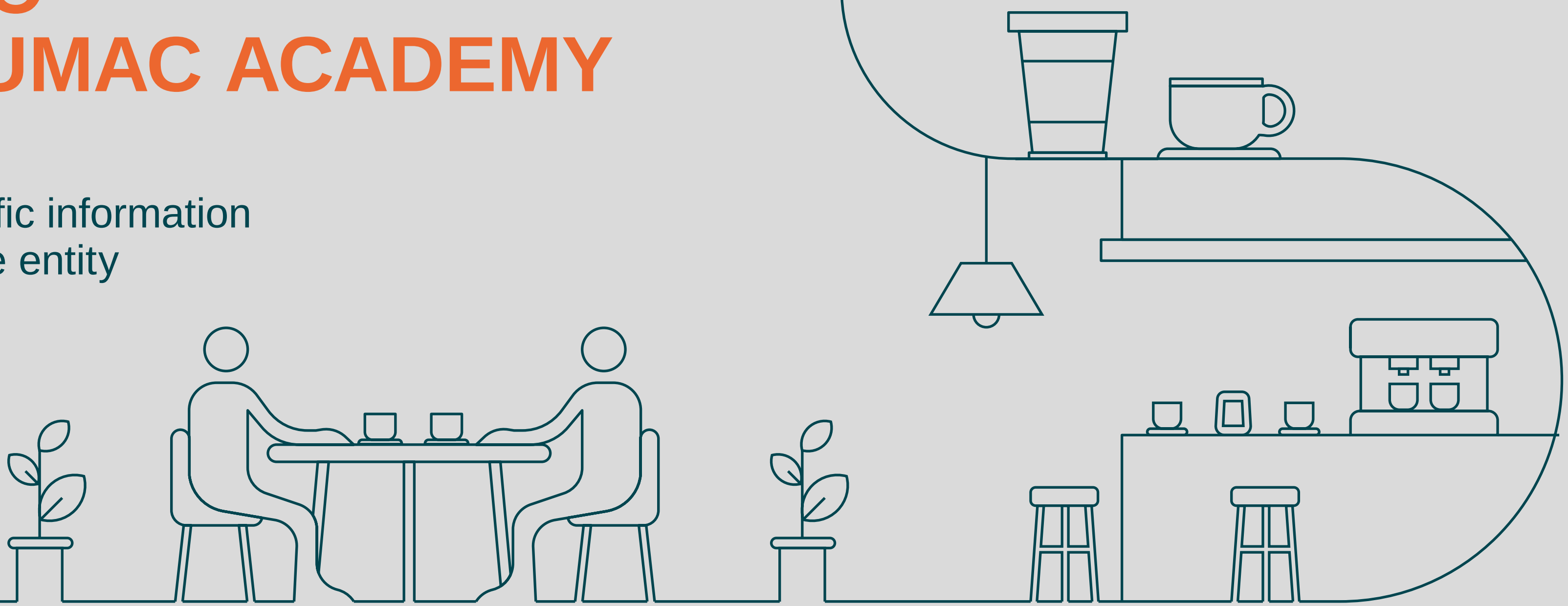
MUMAC Summer Camp as a corporate welfare and local community care initiative

30,000 people trained through the MUMAC Academy since 2014

Cimbali Group People & Culture

MUMAC and MUMAC ACADEMY

Specific information for the entity



MATERIAL TOPICS	DESCRIPTION OF IMPACT, RISK, OPPORTUNITY	TIME HORIZON	VALUE CHAIN
Promotion of Coffee Culture	Promotion of Coffee Culture	Short, Medium, Long	Upstream, Own operations, Dpwnstream
	Cultural and social responsibility	Short, Medium, Long	Upstream, Own operations, Dpwnstream
	MUMAC Academy Training	Short, Medium, Long	Own operations

Time horinzon

Short | Medium | Long

Value chain

Upstream | Own operations | Dpwnstream

MUMAC is the Cimbali Group's corporate museum, dedicated to the history, culture, and evolution of the espresso machine, as well as to coffee as a social, technological, and industrial ritual. The museum preserves, studies, collects, and exhibits the Cimbali Group's corporate heritage, recognising it not only as a material asset but also as an important cultural resource.

MUMAC Academy is the Cimbali Group's international training centre, a hub of excellence committed to promoting coffee culture whilst developing skills across the entire supply chain. Through innovative training programmes and a consultative approach, it supports professionals and businesses in enhancing quality, service, and innovation, contributing to the growth of the global Coffee Community.

With regard to MUMAC and MUMAC Academy specifically, the double materiality analysis confirmed the relevance of issues linked to cultural dissemination. Positive impacts were identified in relation to the promotion of knowledge about the history and evolution of coffee machines and coffee culture through the activities of MUMAC and MUMAC Academy, as well as the cultural and social value generated by MUMAC for the local area and its communities. This latter impact was introduced in the 2025 analysis, reflecting MUMAC's ambition to go beyond the dissemination of coffee culture and position itself as a benchmark for Cultural Corporate Responsibility.

The 2024 analysis also confirmed an opportunity associated with the training activities of MUMAC Academy, which help strengthen the Group's image and reputation as an organisation committed to sustainability and the promotion of a high-quality coffee culture, fostering greater awareness of the sustainable use of resources.

MUMAC

Policies

Regolamento MUMAC

Policy	MUMAC Regulations
Purpose	Regulate the mission, organisation and operation of MUMAC
Scope	MUMAC (Cimbali Group SpA workforce)
Persons in charge	Employers
Reference link	https://www.mumac.it/regolamento

MUMAC was officially recognised as a corporate museum by the Lombardy Region in 2025, and now operates as a contemporary cultural institution capable of bringing together industrial heritage, corporate legacy, design, innovation, sustainability, and training.

MUMAC is not simply a museum; it is an important global ambassador of coffee culture and Made in Italy, interpreting these as expressions of both Italian and international identity. It presents the company not only as an economic entity but also as a cultural and social beacon.
Actively engaged in supporting the local community at multiple levels—local, metropolitan, national, and international—it collaborates with organisations, schools, universities, and other institutions on projects linked to corporate social and cultural responsibility. It is also a partner of major museum associations (such as ICOM, Museimpresa, and MuseoCity), taking part in their activities and organising or promoting cross-sector cultural initiatives both on-site and off-site.

Its mission is to enhance the company's heritage through the permanent exhibition of a collection of professional coffee machines, the preservation of a historical archive, and the ongoing development of a specialised library (the MUMAC Library: Historical Coffee Library). These resources are made accessible

to diverse audiences with a focus on inclusivity, offering a range of experiences for learning, enjoyment, reflection, and knowledge sharing.
The full mission and the contents of its policy, including its general objectives, are set out in the Museum Regulations approved by the Board of Directors in 2014 and subsequently updated and approved in 2024. The document is available on the MUMAC website (https://www.mumac.it/).

Actions and metrics

In line with the UNESCO report The Indicators for Culture in the 2030 Agenda, which identifies Culture as a fundamental component for achieving the Sustainable Development Goals, MUMAC serves as the Group's instrument for strengthening its policies on Corporate Social Responsibility (CSR) and cultural protection. This includes the dissemination of the history of professional espresso coffee machines, the promotion of the excellence of the Group's brands within the Made in Italy framework, and the integration of social, cultural, and environmental sustainability into the company's identity. Through this role, MUMAC becomes a key pillar of the Group's Corporate Cultural Responsibility (CCR), positioning culture as a strategic asset and a driver of long-term value creation.

From this perspective, the primary initiatives of 2025 are:

- **MUMAC Summer Camp:** Corporate welfare project and attention to the local area through the creation of a summer camp dedicated primarily to the children of employees and, for the remaining places, to children from the local area;
- **Membership of the Marchi Storici Association** to support the promotion of historical corporate brands recognised and registered in the Register of National Historical Brands (LaCimbali, FAEMA, E61);
- **Faema 80x80:** photographic exhibition spread over 6 stages, aimed at supporting brand awareness on the occasion of the 80th anniversary of the brand's foundation by spreading knowledge of its heritage compared to the current relevance of the historical brand;
- **MUMAC Book Week:** biannual event aimed at presenting volumes relating to topics of cross-cutting interest (design, the world of coffee, promoting partnerships and the Group's brands);
- **Participation in seminars, talks, university lectures, and round tables** to share the MUMAC case history as an example of corporate CCR;
- **Free openings to the public with roundtable discussions in collaboration with museums, universities, and cultural institutions,** to broaden the dissemination of culture linked to the historical-industrial heritage of coffee machines as an asset for Made in Italy or to social awareness topics;
- **Screening of the Prima Diffusa Performance on December 7,** an initiative aimed at ensuring the cultural heritage linked to the beauty and art of Milan's Teatro alla Scala is available to everyone;
- Digitisation of museum content and historical archives to reduce environmental impact and increase global accessibility.

MUMAC has implemented a monitoring system to continuously evaluate the success of its initiatives, collaborations, and projects.
Among the primary direct metrics, the following stand out:

- The number of openings to the public: 18 throughout 2025, with an average increase of 25% in the number of visitors per event compared to the previous year;
- The number of annual visitors: 6100, with no substantial changes compared to the previous year, with an increasing share of international visitors;
- Monitoring the perception of changes in coffee culture among visitors, through satisfaction questionnaires, direct feedback or collecting comments in a dedicated guest book at the end of the visit;
- The detection of the OTS (Opportunity To See) parameter, which measures the media impact of the museum's activities, with a press review reaching almost 47 million readers in 2025.

	2025	**2024**	**2023**
Number of openings to the public of MUMAC	18	24	21
Number of annual visitors to MUMAC	~6100	~6100	~6000
Number of readers reache by MUMAC press review	47 million	30 million	26 million

Among the primary indirect metrics, the following stand out:

- The number of participants in events and conferences in Italy and abroad held by MUMAC at third-party venues (museums, institutions, and universities), amounting to more than 750 direct in-person contacts throughout 2025 (compared with 500 in 2024);
  The number of visitors to external exhibitions organised by third parties, both nationally and internationally, to which MUMAC has loaned its own pieces (notably the two editions of the Passione Italiana exhibition in São Paulo, Brazil, and Shenzhen, China, and the Design Up exhibition at the ADI Design Museum in Milan): 125,000 visitors;
- The number of visitors attracted through collaborative activities and partnerships, such as support for exhibitions or events (in particular the Retromobile fair in Paris in collaboration with Touring Superleggera, and the exhibition dedicated to the 80th birthday of Eddy Merckx, one of the greatest cyclists of all time, organised by the Ghisallo Cycling Museum): 35,000 visitors.

All of these results are periodically shared with the Board of Directors and the General Manager, underscoring MUMAC's commitment to fulfilling its mission.

MUMAC ACADEMY

Mission and values

MUMAC Academy, the Cimbali Group's Coffee Machine Academy, is a centre of excellence dedicated to promoting a conscious and continuously evolving coffee culture, connecting the various players in the supply chain and fostering excellence at every stage of the process.

A hub for coffee lovers and industry professionals, the Academy offers a wide range of courses at different levels, covering every aspect of the coffee supply chain, from raw-material selection to processing and sensory analysis. These courses are aimed at not only sector professionals but also at Cimbali Group employees and young talents, the future leaders of the coffee world.

Thanks to its vision, which embraces every stage of the supply chain, from green-coffee purchasing to final processing, the Academy stands as a benchmark of expertise and innovation within the industry. Its mission is to guide professionals and companies in making informed decisions about raw materials, the tools required for coffee processing, and the optimal management of resources, as well as the correct use and maintenance of equipment.

Its training programme is designed to address every aspect of the coffee business, with particular emphasis on practical experience and experimentation, combining theory with the most advanced tools for learning and innovation.

The integration of cutting-edge technology and ongoing research into coffee quality forms the foundation of the Academy's training programme.

To foster a culture of high-quality coffee and strengthen professionalism across the sector, MUMAC Academy offers innovative and specialised training courses delivered by leading experts in coffee and technology.

MUMAC ACADEMY
CIMBALI GROUP

Actions and metrics

MUMAC Academy is not only a place for learning but also a point of reference for all stakeholders in the coffee sector. The Academy has developed training programmes for **Hospitality Institutes and Vocational Training Centres**, offering practical and customisable pathways on coffee, espresso, latte art, and sensory analysis to prepare young people for the needs of the industry.

In collaboration with illycaffè, the company promotes the **Maestri dell'Espresso Junior** competition, involving more than 1,000 students each year. Prizes include internships, scholarships, LaCimbali machines, and coffee supplies to support the training of young professionals.

Furthermore, it offers **experiential and educational initiatives** for coffee enthusiasts, with activities ranging from coffee extraction to tasting and roasting, aimed at raising awareness of quality and of the barista's essential role.

MUMAC Academy is committed to sustainability, adopting practices aimed at reducing waste. These include cutting down on paper materials used in courses through the introduction of QR codes, reusing leftover coffee for product testing, and donating milk or plant-based drinks approaching their expiry date to employees or for internal laboratory tests.

Since 2014, MUMAC Academy has trained 30,000 people, delivering more than 18,000 hours of courses both in person and online.

Its training programme goes beyond theoretical instruction, distinguishing itself through a strong focus on innovation and the quality of practical experiences, always delivered by leading experts within the field. MUMAC Academy monitors its objectives using three key metrics:

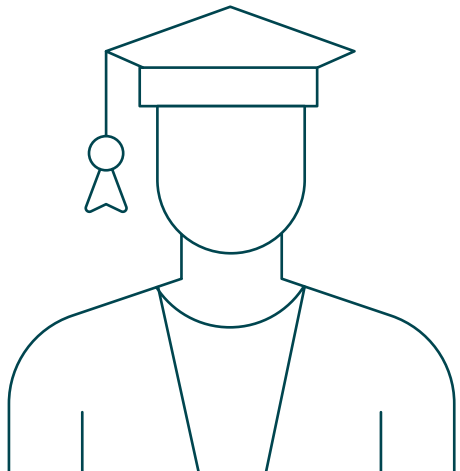
- Training hours: 1,596 in 2025
- The number of training sessions: 3,952 in 2025
- Monitoring participants' perceptions of changes in coffee culture is carried out through a questionnaire designed to measure awareness of the sustainable use of resources. The results show a significant increase in participants' awareness, demonstrating the effectiveness of the courses in promoting sustainable practices. Since the questionnaire was introduced in March 2024, more than 600 responses have been collected. The findings highlight a marked evolution in the perception of sustainability, particularly regarding its impact on participants' professional activities: an increasing number report that they will begin to consider sustainability an essential component of their work.

	2025	2024	2023
MUMAC Academy training hours	1,596	~2,300	~2,300
Number of people trained by MUMAC Academy	3,952	~4,500	~4,500

MUMAC Academy not only promotes the Cimbali Group's products and solutions but also actively contributes to innovation, identifying emerging trends and guiding the development of new products. Through its commitment, the Academy has become a place where culture, education, and research intersect, transforming a passion for coffee into a driving force for the future of the industry.

1,596
training hours in 2025

3,952
people trained




EDISON
La Prima
Diffusa
28.11-07.12.25
Una Lady Macbeth
del distretto di Mcensk
Dmitrij
Šostakovič

Ethics and sustainability governance

Cybersecurity

Specific information for the entity

MATERIAL TOPICS	DESCRIPTION OF IMPACT, RISK, OPPORTUNITY	TIME HORIZON	VALUE CHAIN
Cybersecurity	Cybersecurity		

Time horinzon

Short | Medium | Long

Value chain

Upstream | Own operations | Dpwnstream

The double materiality analysis has identified a significant risk to business with regards to cybersecurity, arising from potential cyberattacks targeting the Group's systems and network infrastructure, in a context marked by constant regulatory change and increasingly sophisticated cyber threats.

The Group is therefore committed to implementing and maintaining appropriate physical, technical, and administrative security measures, proportionate to the level of risk, to protect its systems and safeguard business continuity.

Policies

GDPR Master Policy

Policy	GDPR Master Policy
Purpose	Define the general principles, roles, and model adopted for the processing of personal data
Scope	Cimbali Group S.p.A.
Persons in charge	The Data Controller, the Data Controller's delegate and the Data Processor

The internal reference document is the Data Protection Master Policy (hereinafter the 'GDPR Master Policy') of Cimbali Group S.p.A., updated as of 7 October 2024.

The GDPR Master Policy defines the general principles and the organisational model adopted for the protection of personal data, in accordance with Regulation (EU) 2016/679 ('GDPR'). It sets out the roles, responsibilities, security measures, and internal processes relating to the processing of personal data and serves as the framework document for all privacy procedures adopted by Cimbali Group S.p.A.

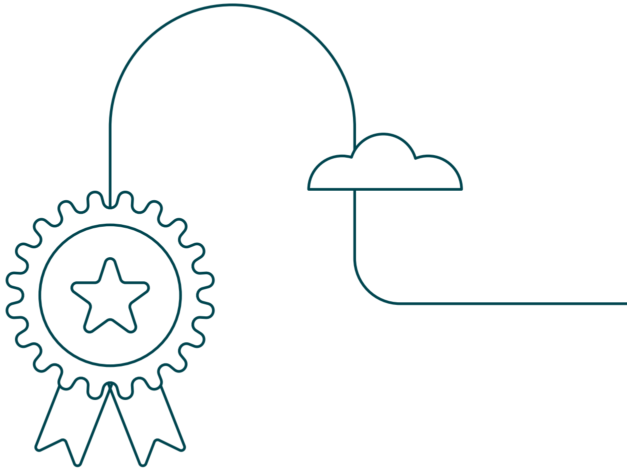
The Data Protection Officer is the General Manager, while the Data Processing Manager is the Head of the Company's IT Department.

Actions and metrics

Cimbali Group operates within a highly digitalised environment in which connected platforms, cloud solutions, remote machine-management systems, and data-analytics tools act as key enablers of product, service, and business-model innovation. At the same time, however, they represent a source of risk in terms of cybersecurity, data protection, and the resilience of digital infrastructure. The increasing integration between machines, corporate information systems, and the digital services provided to customers results in greater exposure to cyber threats, potential unauthorised access, and possible service interruptions.

Furthermore, the Company is subject to a complex European and national regulatory framework governing IT security, the protection of personal data, and the safety of connected products.

Within this complex and highly regulated environment, Cimbali Group has initiated a structured cyber-risk compliance and mitigation process that includes compliance and gap analyses, the definition and implementation of remediation plans, hardware and software updates for connected platforms, the management of transition periods through technical measures



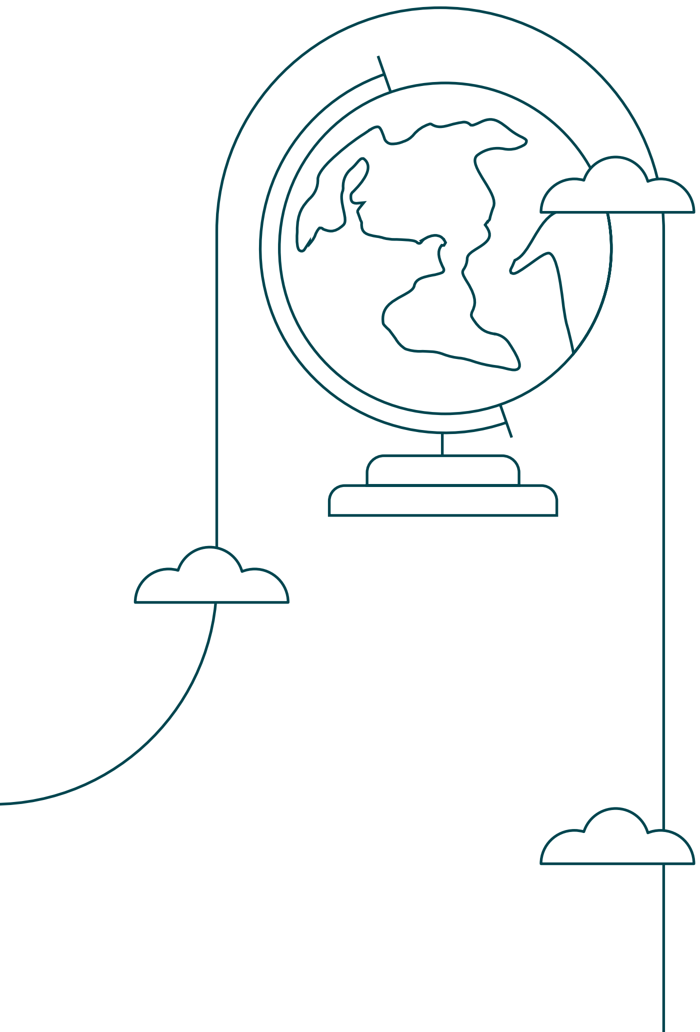
to block or limit connectivity where necessary, the securing of cloud solutions, the development of advanced OTA management tools, and the planning of differentiated compliance roadmaps for platforms and products. These technical measures are complemented by the strengthening of internal policies and incident-management processes, the definition of roles and responsibilities dedicated to cybersecurity, and the implementation of training and awareness initiatives for staff.

These activities enable the Company to responsibly manage the risks associated with cyberattacks, the potential loss or compromise of data, and regulatory non-compliance, ensuring operational continuity and full compliance with the regulations applicable in the markets in which it operates. They also provide greater protection for customers, commercial partners, and all stakeholders involved in the digital services offered by Cimbali Group.

No information-security incidents were recorded during 2025.

Further information

This section presents voluntary information on topics that are not considered material according to the double materiality analysis, but on which the Group has nonetheless chosen to report in order to provide its stakeholders with full transparency regarding the metrics collected and the initiatives undertaken.



Pollution

Air pollution has not been identified as a significant issue for the Group's operations, as no substantial emissions of pollutants into the air, water, or soil are normally expected, and workers are not exposed to hazardous substances capable of generating environmental impacts. Some emissions may nevertheless occur during specific activities, such as welding, the operation of heating systems, company vehicles, or emergency situations such as fires or gas leaks. In addition, indirect emissions may arise from electricity consumption or from activities outsourced to external suppliers, including painting, machining, galvanic treatments, freight transport, and waste disposal through incineration.

At Cimbali Group S.p.A., which is certified to ISO 14001, the core air pollutants measured are nitrogen oxides (NOx/NO_2) and carbon monoxide (CO). In 2025, the concentrations detected at individual emission points ranged from 128.7 to 130 mg/Nm³ for NOx/NO_2 and from 5.5 to 77.1 mg/Nm³ for CO.

Water

The Group's water consumption is mainly associated with civil uses rather than production processes. For this reason, water is not considered a material topic, as it is not linked to significant use within industrial activities. Nevertheless, the Group recognises the importance of water resources and continuously monitors its consumption to ensure their responsible and efficient use.

The Group's total water withdrawal amounted to 26,452 m³ in 2025. Given the nature of its uses, the water withdrawn is not employed in industrial processes and is therefore essentially returned to the system through discharges, which are primarily channelled into municipal sewer networks for subsequent treatment. As a result, total water consumption, defined as withdrawals minus water returned, can be considered zero.

Consistent with the limited use of this resource in production activities, a specific quantitative indicator for the total amount of recycled and reused water has not yet been developed. Nevertheless, the Group is committed to progressively assessing the introduction of dedicated indicators and the potential implementation of optimisation initiatives.

Active or passive corruption

Actions

Training for the prevention of corruption cases

The Supervisory Body organised and delivered a training course in 2025, dedicated to the prevention of corruption, targeting the functions most exposed to the corruption risks identified in the 2024 risk assessment. The initiative aimed to strengthen the culture of legality, enhance awareness of the risks of sanctions, and promote conduct consistent with the principles of Model 231 and the Code of Ethics.

The training focused on the **regulatory framework governing crimes against the Public Administration and corruption**, with reference to **Legislative Decree 231/2001** and the chief offences it covers. **The risk areas identified in the 2024 risk assessment** were examined, with particular attention to sensitive processes such as relations with the Public Administration, procurement, supplier management, commercial activities, sponsorships, and gifts.

The distinction between **active and passive corruption**, extortion, and related offences was clarified, supported by practical examples drawn from real cases and case law. The **role and responsibilities of the recipients of Model 231 i**n preventing corruption risks were also examined in depth, including behavioural obligations and reporting duties.

The session illustrated the **control measures** required by Model 231 and by company procedures, including authorisations, segregation of duties, and the traceability of operations. The correct use of **whistleblowing channels** and the protections afforded to whistleblowers were also highlighted.

Finally, an **interactive discussion** was held using **scenarios and practical cases** to support the understanding of risk situations and the appropriate methods for managing them.

The training intervention concluded with a Q&A session, which enabled an in-depth examination of topics of specific interest to the various company functions involved, and with the sharing of support materials to facilitate the daily application of the principles presented.

Training on corruption prevention forms part of a broader corporate programme aimed at disseminating ethics and integrity policies, thereby contributing to strengthening employee awareness of these issues[10].

Metrics

Cases of active and passive corruption

Cimbali Group reports that no confirmed incidents of corruption were recorded during 2025, and consequently no fines were imposed. The Group also has no ongoing public legal proceedings relating to active or passive corruption.

	2025	2024	2023
Confirmed corruption cases	0	0	0

The Company remains committed to ensuring the highest level of transparency and to fostering an environment in which any non-compliant behaviour can be reported and addressed rigorously.

10. Over 55% of the Group's employees took part in dedicated training activities on corporate ethics. The programmes focused on the principles and objectives of Legislative Decree 231/2001, whistleblowing procedures, the contents of the Code of Ethics, and the promotion of a corporate culture grounded in integrity and transparency.

Disclosure obligations of ESRSs subject to Corporate Sustainability Reporting

In the following table, Cimbali Group has drawn upon the IRO-2 disclosure requirements of ESRS 2, with reference to the aspects reported by the Group.

Disclosure obligation and related datapoints	Obligations under other EU legislation [11] [12] [13] [14]	Disclosure
ESRS 2 GOV-1 Gender diversity on the board, paragraph 21(d)	**SFDR:** Annex I, Table 1, Indicator No. 13 **Benchmark Regulation:** Commission Delegated Regulation (EU) 2020/1816 (5), Annex II	Page 12
ESRS 2 GOV-1 Percentage of independent members of the board of directors, paragraph 21(e)	**Benchmark Regulation:** Commission Delegated Regulation (EU) 2020/1816, Annex II	Page 12
ESRS 2 GOV-4 Due diligence statement, paragraph 30	**SFDR:** Annex I, Table 3, Indicator No. 10	Not available[15]
ESRS 2 GOV-4 Due diligence statement, paragraph 32	**SFDR:** Annex I, Table 3, Indicator No. 10	Not available[15]
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities, paragraph 40(d)(i)	**SFDR:** Annex I, Table 1, Indicator No. 4	Not applicable
ESRS 2 SBM-1 Involvement in activities related to the production of chemicals, paragraph 40(d)(ii)	**SFDR:** Annex I, Table 2, Indicator No. **Benchmark Regulation:** Commission Delegated Regulation (EU) 2020/1816, Annex II	Not applicable
ESRS 2 SBM-1 Participation in activities related to controversial weapons, paragraph 40(d)(iii)	**SFDR:** Annex I, Table 1, Indicator No. 14 **Benchmark Regulation:** Article 12(1) of Delegated Regulation (EU) 2020/1818 (7) and Annex II of Delegated Regulation (EU) 2020/1816	Not applicable
ESRS 2 SBM-1 Involvement in activities related to tobacco cultivation and production, paragraph 40(d)(iv)	**Benchmark Regulation:** Article 12(1) of Delegated Regulation (EU) 2020/1818 and Annex II of Delegated Regulation (EU) 2020/1816	Not applicable
ESRS E1-1 Transition plan to achieve climate neutrality by 2050, paragraph 14	**EU climate law:** Article 2(1) of Regulation (EU) 2021/1119	Page 35

11. SFDR: Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (SFDR) (OJ L 317, 9.12.2019, p. 1).
12. Third pillar: Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and amending Regulation (EU) No 648/2012 (Capital Requirements Regulation) (OJ L 176, 27.6.2013, p. 1).
13. Benchmark Regulation: Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation.
14. EU climate law: Regulation (EU) 2021/1119 of the European Parliament and of the Council of 30 June 2021 establishing the framework for achieving climate neutrality and amending Regulation (EC) No 401/2009 and Regulation (EU) 2018/1999 ('European Climate Law') (OJ L 243, 9.7.2021, p. 1).
15. The Group is in the process of implementing the processes necessary for data collection (valid for all requests where the information is not available).

Disclosure obligation and related datapoints	Obligations under other EU legislation [11 12 13 14]	Disclosure
ESRS E1-1 Companies excluded from Paris-aligned benchmarks, paragraph 16(g)	**Pillar 3:** Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book – Indicators of potential climate-related transition risk: Credit quality of exposures by sector, emissions and residual maturity **Benchmark Regulation:** Article 12(1)(a)-(g) and (2) of Delegated Regulation (EU) 2020/1818	Not applicable
ESRS E1-4 GHG emission reduction targets, paragraph 34(a), (b)	**SFDR:** Annex I, Table 2, Indicator No. 4 **Pillar 3:** Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book – Indicators of potential climate change-related transition risk: alignment metrics **Benchmark Regulation:** Article 6 of Delegated Regulation (EU) 2020/1818	Not available[15]
ESRS E1-5 Energy consumption and energy mix, paragraph 37(a), (b), (c)(i), (c)(ii), (c)(iii)	**SFDR:** Annex I, Table 1, Indicator No. 5	Page 38
ESRS E1-5 Fossil fuel energy consumption disaggregated by source (sectors with high climate impact only), paragraph 38(a), (b), (c), (d), (e)	**SFDR:** Annex I, Table 1, Indicator No. 5 and Annex I, Table 2, Indicator No. 5	Not applicable
ESRS E1-5 Energy intensity associated with activities in sectors with high climate impact, paragraphs 40 to 43	**SFDR:** Annex I, Table 1, Indicator No. 6	Not applicable
ESRS E1-6 Gross emissions of scope 1, 2, 3 and total GHG emissions, paragraphs 44, 52(a), (b)	**SFDR:** Annex I, Table 1, Indicators 1 and 2 **Pillar 3:** Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book – Indicators of potential climate-related transition risk: Credit quality of exposures by sector, issuance and residual maturity **Benchmark Regulation:** Articles 5(1), 6 and 8(1) of Delegated Regulation (EU) 2020/1818	Page 39-40
ESRS E1-6 Gross emissions of scope 1, 2, 3 and total GHG emissions, paragraph 48(a), (48)(b)	**SFDR:** Annex I, Table 1, Indicators Nos. 1 and 2 **Benchmark Regulation:** Articles 5(1), 6 and 8(1) of Delegated Regulation (EU) 2020/1818	Page 39-40
ESRS E1-6 Gross emissions of scope 1, 2, 3 and total GHG emissions, paragraph 49(a), (52)(a)	**SFDR:** Annex I, Table 1, Indicators Nos. 1 and 2 **Benchmark Regulation:** Articles 5(1), 6 and 8(1) of Delegated Regulation (EU) 2020/1818	Page 39-40
ESRS E1-6 Gross emissions of scope 1, 2, 3 and total GHG emissions, paragraph 51	**SFDR:** Annex I, Table 1, Indicators Nos. 1 and 2 **Benchmark Regulation:** Articles 5(1), 6 and 8(1) of Delegated Regulation (EU) 2020/1818	Page 39-40
ESRS E1-6 Gross GHG emissions intensity, paragraphs 53 to 55	**SFDR:** Annex I, Table 1, Indicator No. 3 **Pillar 3:** Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book – Indicators of potential climate change-related transition risk: alignment metrics **Benchmark Regulation:** Article 8(1) of Delegated Regulation (EU) 2020/1818	Not available[15]
ESRS E1-7 GHG removals and carbon credits, paragraph 56(a), 56(b)	**EU Climate Law:** Article 2(1) of Regulation (EU) 2021/1119	Not applicable
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks, paragraph 66	**Benchmark Regulation:** Annex II of Delegated Regulation (EU) 2020/1818 and Annex II of Delegated Regulation (EU) 2020/1816	Not available[15]

Disclosure obligation and related datapoints	Obligations under other EU legislation [11 12 13 14]	Disclosure
ESRS E1-9 Breakdown of monetary amounts by acute and chronic physical risk, paragraph 66(a) ESRS E1-9 Position of significant assets with material physical risk, paragraph 66(c)	**Pillar 3:** Article 449a of Regulation (EU) No 575/2013; points 46 and 47 of Commission Implementing Regulation (EU) 2022/2453; Template 5: Banking book – Indicators of potential physical risk related to climate change: exposures subject to physical risk	Not applicable
ESRS E1-9 Breakdown of the book value of its real estate assets by energy efficiency classes, paragraph 67(c)	**Pillar 3:** Article 449a of Regulation (EU) No 575/2013; point 34 of Commission Implementing Regulation (EU) 2022/2453; Template 2: Banking portfolio – Indicators of potential climate change-related transition risk: loans secured via real estate – Energy efficiency of real guarantees	Not applicable
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities, paragraph 69(a)	**Benchmark Regulation:** Annex II of Delegated Regulation (EU) 2020/1818	Not applicable
ESRS E2-4 Quantity of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and land, paragraph 28(a), 28(b)	**SFDR:** Annex I, Table 1, Indicator No. 8; Annex I, Table 2, Indicator No. 2; Annex 1, Table 2, Indicator No. 1; Annex I, Table 2, Indicator No. 3	Not material
ESRS E3-1 Water and marine resources, paragraph 11	**SFDR:** Annex I, Table 2, Indicator No. 7	Not material
ESRS E3-1 Dedicated policy, paragraph 13	**SFDR:** Annex I, Table 2, Indicator No. 8	Not material
ESRS E3-1 Sustainability of oceans and seas paragraph 14	**SFDR:** Annex I, Table 2, Indicator No. 12	Not material
ESRS E3-4 Total water recycled and reused, paragraph 28(c)	**SFDR:** Annex I, Table 2, Indicator No. 6.2	Not material
ESRS E3-4 Total water consumption in m3 compared to net revenues from own operations, paragraph 29	**SFDR:** Annex I, Table 2, Indicator No. 6.1	Not material
ESRS 2 SBM-3 E4 paragraph 16(a), point (i)	**SFDR:** Annex I, Table 1, Indicator No. 7	Not material
ESRS 2 SBM-3 E4 paragraph 16(b)	**SFDR:** Annex I, Table 2, Indicator No. 10	Not material
ESRS 2 SBM-3 E4 paragraph 16(c)	**SFDR:** Annex I, Table 2, Indicator No. 14	Not material
ESRS E4-2 Sustainable agricultural/land use policies or practices, paragraph 24(b)	**SFDR:** Annex I, Table 2, Indicator No. 11	Not material
ESRS E4-2 Sustainable sea/ocean use policies or practices, paragraph 24(c)	**SFDR:** Annex I, Table 2, Indicator No. 12	Not material
ESRS E5-5 Non-recycled waste, paragraph 37(d)	**SFDR:** Annex I, Table 2, Indicator No. 15	Not material
ESRS E5-5 Rifiuti non riciclati, paragrafo 37, lettera d)	**SFDR:** Annex I, Table 2, Indicator No. 13	Page 46
ESRS E5-5 Hazardous waste and radioactive waste, paragraph 39	**SFDR:** Annex I, Table 1, Indicator No. 9	Page 46
ESRS 2 SBM-3 S1 Risk of forced labour, paragraph 14(f), 14(i), 14(f), 14(ii)	**SFDR:** Annex I, Table 3, Indicator No. 13	Not material
ESRS 2 SBM-3 S1 Risk of child labour, paragraph 14(g), 14(i), 14(g), 14(ii)	**SFDR:** Annex I, Table 3, Indicator No. 12	Not material
ESRS S1-1 Political commitments on human rights, paragraph 20(a), 20(b), 20(c)	**SFDR:** Annex I, Table 3, Indicator No. 9 and Annex I, Table 1, Indicator No. 11	Page 52
ESRS S1-1 Policies on due diligence on matters covered by core conventions 1 to 8 of the International Labour Organisation, paragraph 21	**Benchmark Regulation:** Commission Delegated Regulation (EU) 2020/1816, Annex II	Page 52

Disclosure obligation and related datapoints	Obligations under other EU legislation [11] [12] [13] [14]	Disclosure
ESRS S1-1 Procedures and measures to prevent trafficking in human beings, paragraph 22	**SFDR:** Annex I, Table 3, Indicator No. 11	Page 52
ESRS S1-1 Prevention policy or management system for accidents at work, paragraph 23	**SFDR:** Annex I, Table 3, Indicator No. 1	Page 53
ESRS S1-3 Complaints/complaint handling mechanisms, paragraph 32(c)	**SFDR:** Annex I, Table 3, Indicator No. 5	Page 73
ESRS S1-14 Number of fatalities and number and rate of work-related accidents, paragraph 88(b), 88(c)	**SFDR:** Annex I, Table 3, Indicator No. 2 **Benchmark Regulation:** Commission Delegated Regulation (EU) 2020/1816, Annex II	Page 59
ESRS S1-14 Number of days lost due to injuries, accidents, fatalities or illnesses, paragraph 88(e)	**SFDR:** Annex I, Table 3, Indicator No. 3	Page 59
ESRS S1-16 Incorrect gender pay gap, paragraph 97(a)	**SFDR:** Annex I, Table 1, Indicator No. 12 **Benchmark Regulation:** Commission Delegated Regulation (EU) 2020/1816, Annex II	Not available[15]
ESRS S1-16 Excess pay gap in favour of the CEO, paragraph 97(b)	**SFDR:** Annex I, Table 3, Indicator No. 8	Not available[15]
ESRS S1-17 Incidents related to discrimination, paragraph 103(a)	**SFDR:** Annex I, Table 3, Indicator No. 7	Page 59
ESR S1-17 Failure to comply with the UN Guiding Principles on Business and Human Rights and OECD, paragraph 104(a)	**SFDR:** Annex I, Table 1, Indicator No. 10 and Annex I, Table 3, Indicator No. 14 **Benchmark Regulation:** Annex II of Delegated Regulation (EU) 2020/1816 and Article 12(1) of Delegated Regulation (EU) 2020/1818	Page 59
ESRS 2 SBM-3 S2 Serious risk of child or forced labour in the labour chain, paragraph 11(b)	**SFDR:** Annex I, Table 3, Indicators Nos. 12 and 13	Not material
ESRS S2-1 Political commitments on human rights, paragraph 17(a), 17(b), 17(c)	**SFDR:** Annex I, Table 3, Indicator No. 9 and Annex I, Table 1, Indicator No. 11	Page 61-62
ESRS S2-1 Policies related to workers in the value chain, paragraph 18	**SFDR:** Annex I, Table 3, Indicator Nos. 11 and 4	Page 61-62
ESRS S2-1 Failure to comply with the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines, paragraph 19	**SFDR:** Annex I, Table 1, Indicator No. 10 **Benchmark Regulation:** Annex II of Delegated Regulation (EU) 2020/1816 and Article 12(1) of Delegated Regulation (EU) 2020/1818	Page 61-62
ESRS S2-1 Due diligence policies on matters covered by core International Labour Organisation Conventions 1 to 8, paragraph 19	**Benchmark Regulation:** Commission Delegated Regulation (EU) 2020/1816, Annex II	Page 62-62
ESRS S2-4 Human rights matters and incidents in its upstream and downstream value chain, paragraph 36	**SFDR:** Annex I, Table 3, Indicator No. 14	Page 62
ESRS S3-1 Political commitments on human rights, paragraph 16(a), 16(b),16(c)	**SFDR:** Annex I, Table 3, Indicator No. 9 and Annex I, Table 1, Indicator No. 11	Not material
ESRS S3-1 Failure to comply with the UN Guiding Principles on Business and Human Rights, ILO Principles or OECD Guidelines, paragraph 17	**SFDR:** Annex I, Table 1, Indicator No. 10 **Benchmark Regulation:** Annex II of Delegated Regulation (EU) 2020/1816 and Article 12(1) of Delegated Regulation (EU) 2020/1818	Not material
ESRS S3-4 Human rights matters and incidents, paragraph 36	**SFDR:** Annex I, Table 3, Indicator No. 14	Not material
ESRS S4-1 Consumer and end-user related policies, paragraph 16(a), 16(b), 16(c)	**SFDR:** Annex I, Table 3, Indicator No. 9 and Annex I, Table 1, Indicator No. 11	Page 65

Disclosure obligation and related datapoints	Obligations under other EU legislation [11] [12] [13] [14]	Disclosure
ESRS S4-1 Failure to comply with the UN Guiding Principles on Business and Human Rights and OECD Guidelines, paragraph 17	**SFDR:** Annex I, Table 1, Indicator No. 10 **Benchmark Regulation:** Annex II of Delegated Regulation (EU) 2020/1816 and Article 12(1) of Delegated Regulation (EU) 2020/1818	Page 65
ESRS S4-4 Human rights matters and incidents, paragraph 35	**SFDR:** Annex I, Table 3, Indicator No. 14	Page 66
ESRS G1-1 United Nations Convention against Corruption, paragraph 10(b)	**SFDR:** Annex I, Table 3, Indicator No. 15	Not material
ESRS G1-1 Protection of whistleblowers, paragraph 10(d)	**SFDR:** Annex I, Table 3, Indicator No. 6	Page 71
ESRS G1-4 Fines imposed for violations of laws against active and passive corruption, paragraph 24(a)	**SFDR:** Annex I, Table 3, Indicator No. 17 **Benchmark Regulation:** Annex II to Delegated Regulation (EU) 2020/1816	Not material
ESRS G1-4 Standards for combating active and passive corruption, paragraph 24(b)	**SFDR:** Annex I, Table 3, Indicator No. 16	Not material

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