

POLICY SUSTAINABILITY CIMBALI GROUP



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AUTHOR: SUSTAINABILITY MANAGER
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PURPOSE AND SCOPE OF APPLICATION

The Cimbali Group recognises sustainability as a key element of its strategy for long-term development and value creation. This Policy sets out the Group's principles and commitments in the ESG (environmental, social and governance) areas.

The principles and priorities set out in this Policy have been defined taking into account the results of the double materiality analysis conducted by the Group, which considers both the impacts of the Group's activities on the environment and society, and the risks and opportunities that ESG factors may present for the business.

This Policy applies to all Group companies, employees, contractors, business partners and, where relevant, suppliers.

REFERENCES

The Policy is based on the Code of Ethics, the Organisational Model 231, the People Policy, the Environment and Safety Policy, the Quality Policy and the Supplier Code of Conduct of Cimbali Group SpA, the principles of which are adopted by all Group companies. The Policy is also based on key international standards and guidelines, including the United Nations Global Compact Principles, the ISO 26000 guidance on social responsibility and the Sustainable Development Goals (SDGs).

THE GROUP'S COMMITMENT

The Group's commitment is structured around the three pillars of its sustainability strategy: Value Chain Sustainability, People & Culture, and Ethics & Governance of Sustainability.

VALUE CHAIN SUSTAINABILITY

Energy and greenhouse gas emissions

The Group is promoting a programme to decarbonise its products, services and value chain by monitoring consumption and emissions, improving energy efficiency and increasing the use of renewable energy sources.

Water resources

The Group adopts a responsible approach to water resource management, monitoring water consumption and committing to responsible management through the implementation of measures to reduce water consumption.

Air pollution

The Group is committed to improving the monitoring and management of environmental impacts arising from emissions into the air of substances other than greenhouse gases, and from other atmospheric emissions such as odours, noise, light pollution, road congestion and traffic resulting from its direct operations.

Materials and waste

The Group is committed to reducing the environmental impact of its activities through the responsible management of waste and hazardous materials, by monitoring waste generation, minimising waste and promoting reduction, reuse and recycling.

Product Use

The Group monitors and manages the environmental impacts associated with product use, in particular energy consumption, by measuring these impacts and designing more efficient products that consume less energy than other solutions on the market, in line with decarbonisation targets.

End-of-life

The Group incorporates the principles of the circular economy into its design process, selecting recyclable materials and adopting solutions that facilitate disassembly, scheduled maintenance, reparability and reconditioning of products, with a view to optimising their end-of-life management.

Customer health and safety

The Group is committed to reducing the exposure of consumers and end-users to health and safety risks by manufacturing reliable, defect-free products and ensuring that maintenance is carried out correctly.

PEOPLE & CULTURE

Health and safety

The Group ensures safe working environments for all employees by identifying and assessing the risks inherent in business activities and promoting targeted preventive measures, such as specific training, prevention programmes and the use of suitable personal protective equipment.

Working Conditions

The Group promotes fair working conditions, ensuring adequate pay and working hours, as well as fostering a healthy work-life balance.

Development and Training

The Group supports the professional growth of its employees through structured training programmes, supporting every stage of their career, from skills and performance assessment to professional development.

Inclusion

The Group promotes equal opportunities and prevents discrimination and harassment.

Social dialogue

The Group encourages open and constructive dialogue, whilst respecting local contexts.

Human Rights

The Group rejects all forms of child labour, forced labour and exploitation.

ETHICS & SUSTAINABILITY GOVERNANCE

Integrity

The Group operates in accordance with principles of integrity in business conduct, preventing bribery and fraud.

Conflicts of Interest and Anti-Corruption

The Group is committed to preventing and managing any conflict of interest transparently and to preventing all forms of corruption, ensuring that employees and contractors always act in accordance with the company's responsibilities and do not put private interests before those of the company.

Anti-Money Laundering

The Group has put in place structured procedures to prevent illegal transactions and money laundering, through internal controls and the monitoring of transactions.

Information security

The Group is committed to ensuring the secure collection, processing and storage of confidential information by adopting appropriate technical and organisational measures, promoting staff training and constantly improving its security systems.

SUSTAINABLE PROCUREMENT POLICY

The Sustainable Procurement Policy sets out the Group's principles and commitments regarding supplier management, with the aim of preventing and mitigating social and environmental risks throughout the supply chain.

In line with the ethical and behavioural principles set out in the Supplier Code of Conduct, the Group promotes respect for human rights, decent working conditions and responsible environmental management practices throughout the supply chain.

In particular, the Group promotes the adoption of sustainable procurement practices aimed at:

- ensuring respect for workers' fundamental rights throughout the supply chain, by promoting decent working conditions, working hours that comply with regulations, and the prevention of all forms of forced or child labour, as well as discrimination and harassment.
- reduce the environmental impact of procurement by selecting suppliers who adopt sustainable practices in resource management, emissions reduction and environmental protection.
- to work with suppliers who operate in accordance with the principles of transparency, integrity and fairness, preventing conflicts of interest and promoting ethical conduct in all business relationships.

The Group subjects its suppliers to a specific assessment covering social, environmental and governance aspects, with the aim of identifying potential risks throughout the supply chain and managing them proactively, thereby ensuring responsible and sustainable procurement decisions.

SUSTAINABILITY GOVERNANCE

Sustainability governance is a key element in ensuring that environmental, social and governance issues are integrated into the Group's strategic decisions and operational activities.

To this end, the "Ethics & Sustainability Governance" Committee has been established within the Board; this body performs investigative, propositional and advisory functions in support of the Board of Directors.

This Committee ensures oversight of sustainability issues, intervening in all situations where the integration of sustainable principles into the Board's strategic decisions is required, as well as in dialogue with stakeholders and in the assessment of regulatory developments and progress made.

To ensure that sustainability becomes an increasingly integral part of the business model, two further operational committees dedicated to the areas of Value Chain and People & Culture operate alongside the Board-level committee.

These bodies, which operate at Group level, monitor the implementation of sustainability plans against strategic objectives, promote corrective actions where necessary and remove obstacles to achieving the expected results, thereby facilitating the spread of a shared culture of sustainability.

RESPONSIBILITY

This Policy is drawn up and updated by the Sustainability function, which coordinates its implementation and promotes its dissemination within the Group.

The Policy is approved by the Chief Executive Officer, who ensures its consistency with strategic guidelines and the corporate governance framework. The Board of Directors is informed of the Policy's contents and oversees its alignment with the Group's strategic guidelines and sustainability commitments.

The various business functions are responsible for implementing the principles and commitments set out in this Policy within their respective areas of responsibility, integrating them into operational and decision-making processes.

REVIEW

The Policy is subject to periodic review to ensure it remains appropriate in light of changes in the regulatory environment, stakeholder expectations and the Group's strategic priorities.

COMMUNICATION

This Policy is made available to employees and relevant stakeholders and is published on the Group's website to ensure maximum transparency and accessibility.

The Group promotes the dissemination of the principles and commitments set out in this Policy through appropriate internal communication activities and, where relevant, to business partners and suppliers.

MONITORING AND REPORTING

The Group monitors the implementation of the principles and commitments set out in this Policy using specific indicators based on the CSRD/ESRS framework (Directive 2022/2464/EU and Delegated Regulation (EU) 2023/2772), and Group-wide data collection and analysis processes.

Information relating to sustainability performance and progress is shared with management and the governing bodies and is incorporated into the Group's periodic reporting processes.

CONSEQUENCES OF BREACHES OF THIS POLICY

Breaches of this Policy may result in disciplinary and/or contractual measures being taken, in accordance with applicable legislation and current company procedures.

Any breaches by suppliers, partners or other third parties may also be dealt with through the measures set out in the relevant contractual agreements.