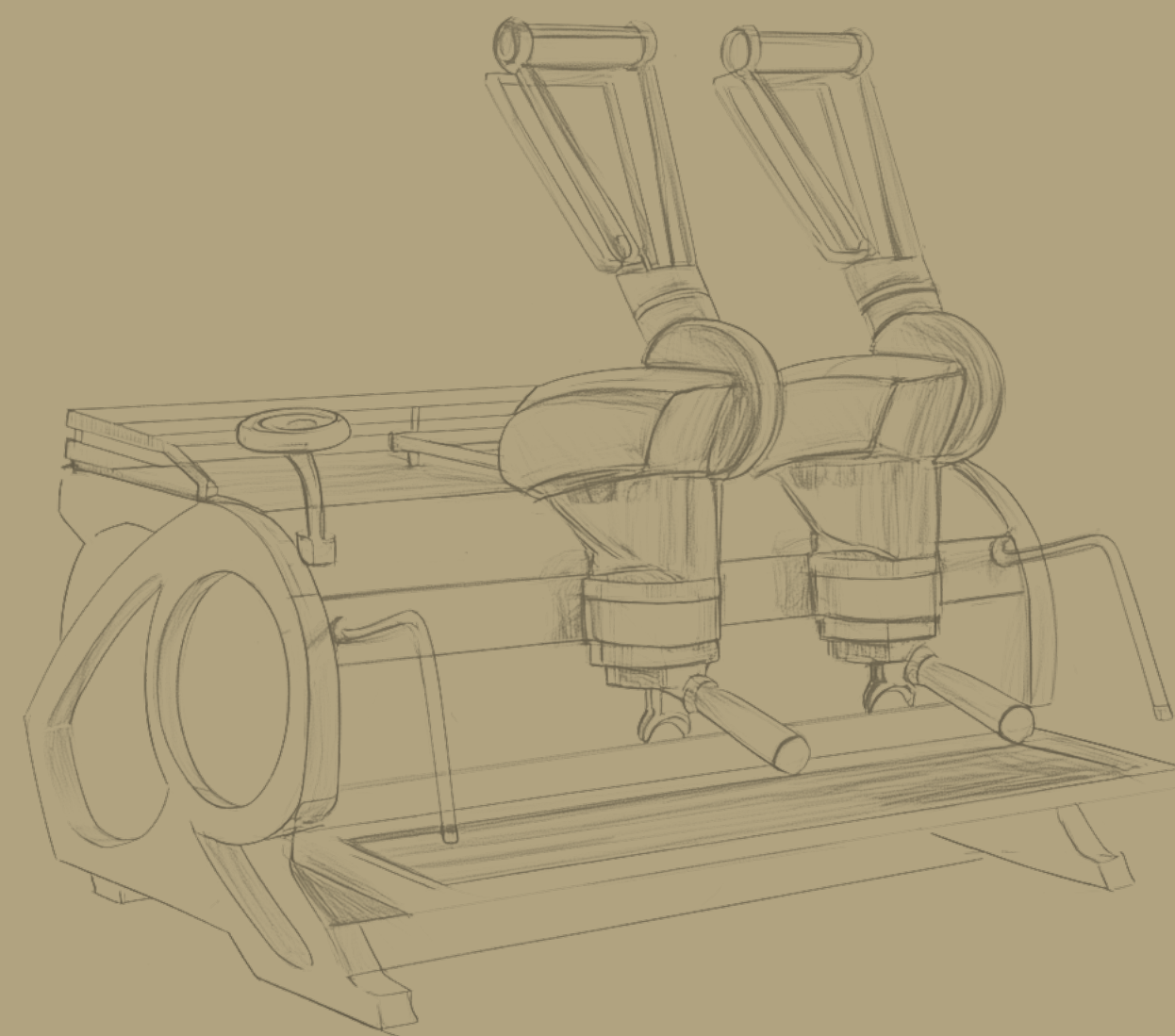
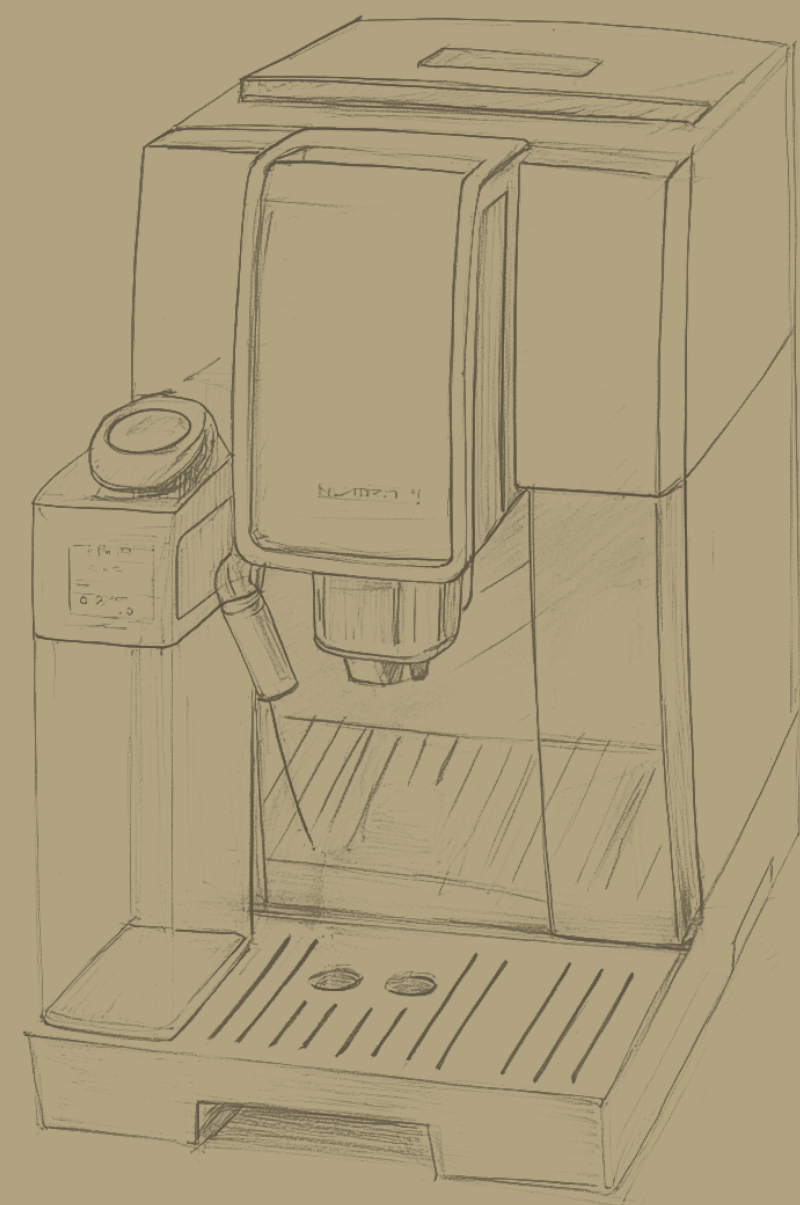
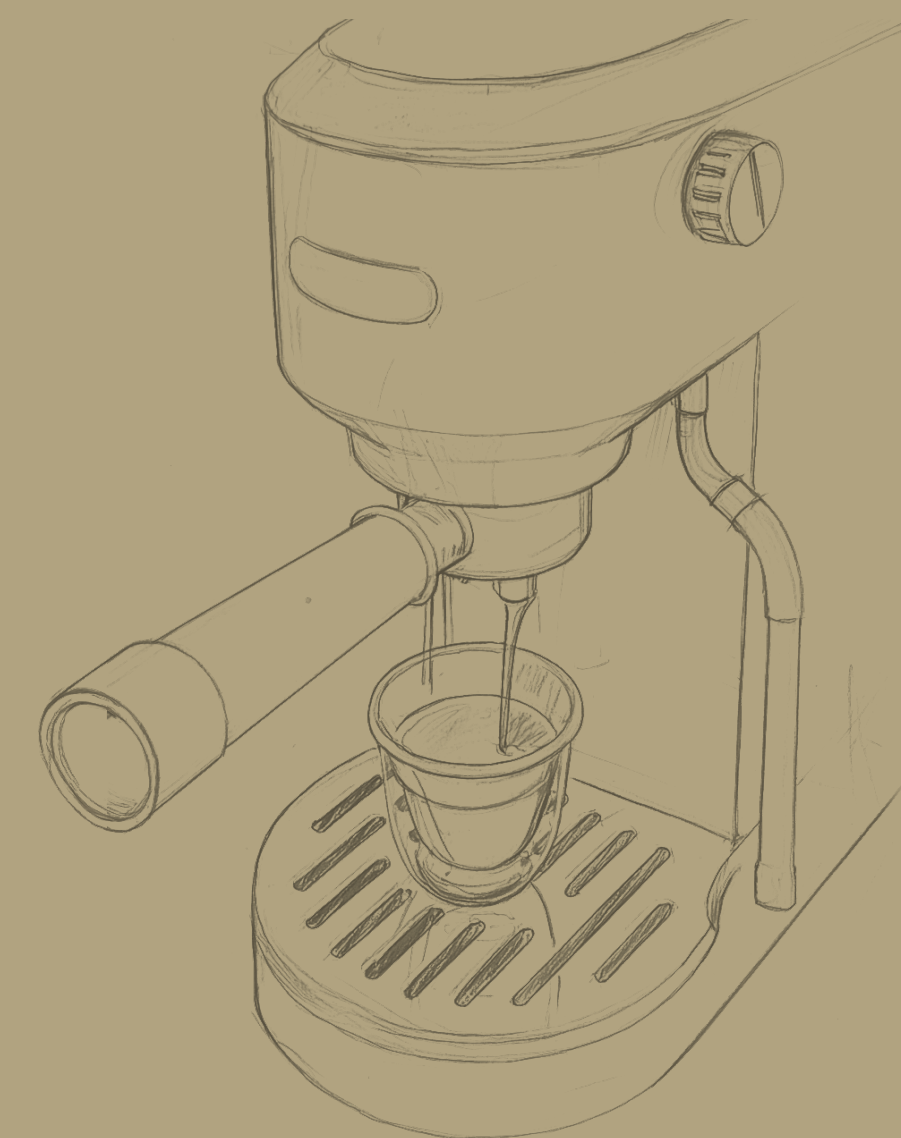


DēLonghi Group

Sustainability MANIFESTO



switch On
a responsible day
2025 EDITION

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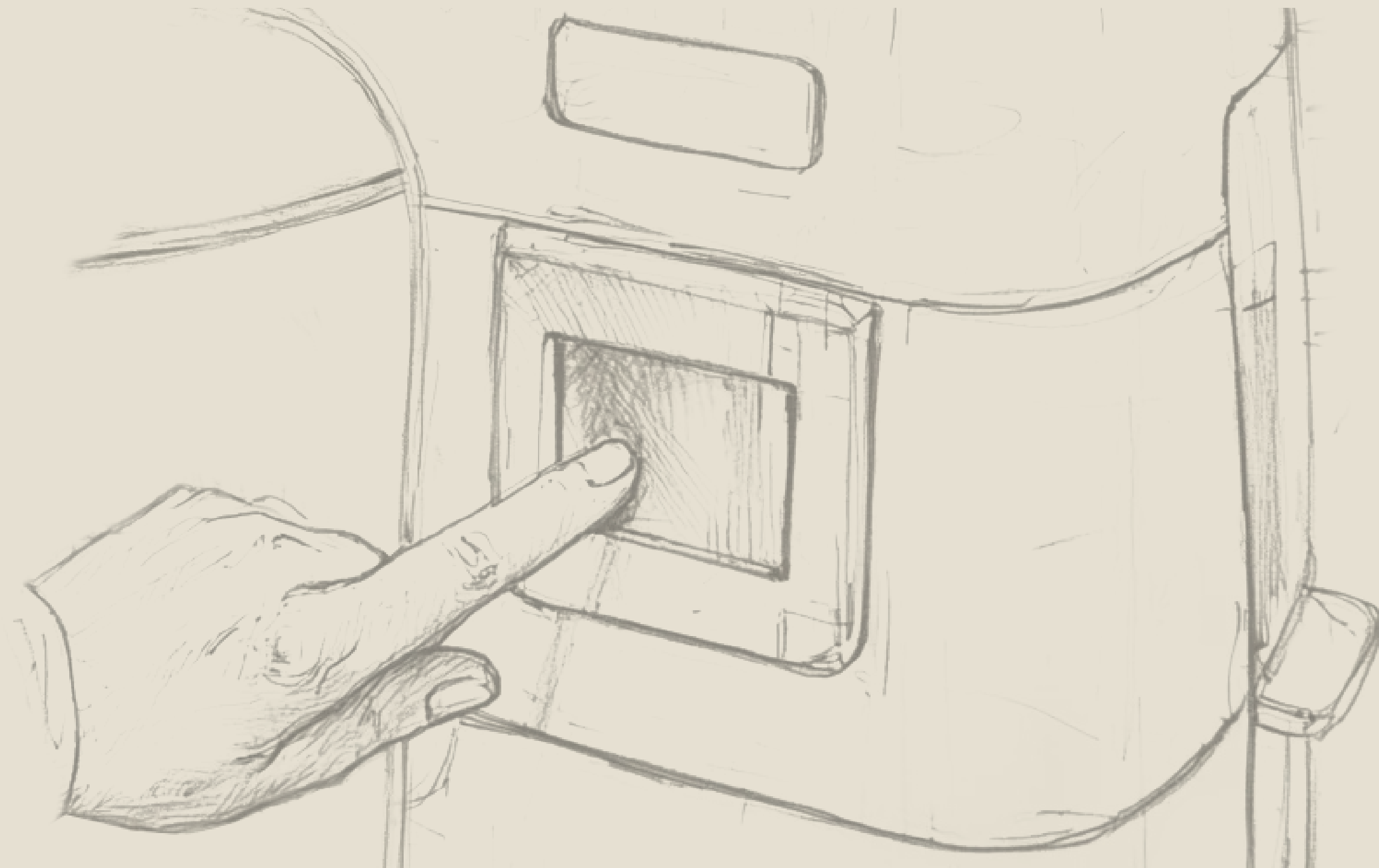
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Switch on

A RESPONSIBLE DAY



How many times have we wished there was a button or switch, that we could push to change our surroundings? We work hard to insert that button in every product made by De' Longhi Group. It is the button you push when you make coffee with one of our machines, or the one you push on the household appliances that accompany us day after day towards a more sustainable future.

That same button exists within each of us and lights up our social conscience, our sense of responsibility towards others, and our desire to work well in order to live better.

Now is the time for change, and De' Longhi Group wants to be a facilitator of conscious choices, as well as an enabler of responsible behaviour.

Because like all things, sustainability is a routine. Even a set of small gestures can make a difference. So let's light up the future together.

OUR COMMITMENTS

De' Longhi Group's way to drive sustainable change.

'Switch on' is more than a metaphor for us. It's a concrete approach to sustainability that transforms good intentions into real action. Through our three overarching commitments, driven by our 2024-26 Sustainability Plan, we want to trigger a systemic change that goes beyond individual gestures. Each one is a lever that we push to generate tangible impact: reducing our carbon footprint, reimagining product design, spreading awareness across our entire ecosystem.

This way, sustainability can be translated into concrete actions and plans, reflecting our dedication to progress.

TURNING A GLOBAL PROMISE INTO ACTION

In 2015, world leaders pledged to pursue a better future by defining 17 critical Sustainable Development Goals (SDGs). Today, our commitments aim to bring 4 of these milestones closer.



Progressing Over Emissions

Let's change our way of doing business by decarbonising our operations and value chain.



Designing Tomorrow

Let's embed sustainability in our products through design, materials and manufacturing.



Caring Together

Let's foster conscious choices and responsible behaviours by engaging our people, our consumers and communities.

Progressing Over Emissions



De' Longhi Group is dedicated to combating climate change through ambitious emissions reduction strategies across operations. Our efforts focus on integrating renewable energy into our plants and offices, from installing photovoltaic panels to acquiring guarantees of origin that ensure the sustainability of our energy sources. Recognising that meaningful environmental change requires bold collective action, we actively engage our entire value chain, working to spread virtuous practices and build a more sustainable business ecosystem for generations to come.

OBJECTIVES MET IN 2024

WASTE RECOVERED, REUSED AND RECYCLED	RENEWABLE ELECTRICITY USED IN THE GROUP'S PLANTS	ENERGY INTENSITY PER UNIT PRODUCED	UNI EN ISO 14001 CERTIFICATION ON ALL GROUP'S PLANTS
97 %	100 %	-20 % <small>2022 BASELINE</small>	100 % <small>*EXCLUDING LA MARZOCCO</small>

OBJECTIVES FOR THE FUTURE

SCOPE 1 & 2 EMISSIONS REDUCTION BY 2034	SCOPE 3 EMISSIONS REDUCTION BY 2034	NET ZERO BY
-58,8 %	-35 %	2050

SCIENCE BASED TARGETS

We're relying on climate science to guide our journey towards a meaningful reduction in emissions and a more responsible business model.



SUSTAINABLE GROWTH

SCIENCE BASED TARGETS INITIATIVE

DECARBONISATION

THE INITIATIVE

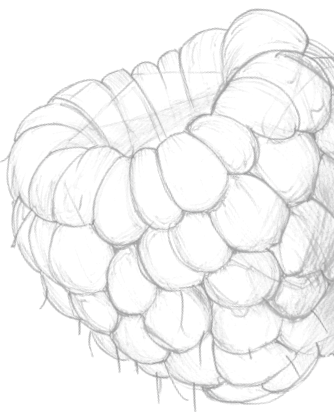
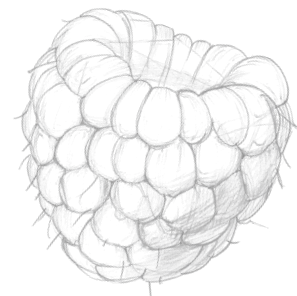
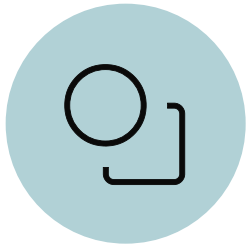
In line with our commitment to global climate goals, in 2025 we adhered to SBTi (Science Based Targets initiative), aligning our emissions reduction targets with the latest climate science. SBTi is a corporate climate action organisation that enables companies and financial institutions worldwide to play their part in combating the climate crisis. By setting absolute reduction targets on direct and indirect emissions, we aim to significantly reduce our carbon footprint and contribute meaningfully to the global fight against climate change.

THE TARGETS

De' Longhi Group set ambitious targets on Scope 1 and 2 emissions, with the aim of achieving a reduction of 58,8% in emissions by 2034, aligning with the 1.5°C scenario. Relative to Scope 3, the Group set an emissions reduction target in line with the well-below 2°C scenario (WB2D), aiming to achieve an emissions' reduction of 35% by 2034.

Our commitment goes beyond the short-term, and the Group has set the goal of achieving net zero by 2050.

Designing Tomorrow



At De' Longhi Group, we are committed to integrating a life-cycle perspective into product development by embedding our company-specific Eco-Design Guidelines at every stage of the design process. Our holistic approach focuses on minimising environmental impact across the most critical phases—product usage, material consumption, distribution, and end-of-life. For us, eco-product innovation means reducing our environmental footprint by introducing new technologies, optimising their impact across the supply chain, and encouraging more sustainable consumer behaviours. To drive this transformation, we have developed a collaborative approach that actively involves all stakeholders who can contribute. Every product we create is thoughtfully designed to improve life while ensuring that progress does not come at the expense of the environment and future generations.

OBJECTIVES MET IN 2024

DIGITIZED USER MANUALS	EXPANDED POLYSTYRENE (EPS) FREE PACKAGING	PRODUCTS DEVELOPED WITH ECO-DESIGN APPROACH	NEW FULLY AUTO AND PUMP COFFEE MAKERS WITH ENERGY CLASS A AND ABOVE
31 %	72 %	23 %	100 %

OBJECTIVES FOR THE FUTURE

PRODUCTS DEVELOPED WITH ECO-DESIGN APPROACH	RECYCLED PLASTIC IN PRODUCTS	REDUCTION OF KgCO ₂ e ON PILOT PACKAGING
100 %	30 %	-20 %

THE IMPACT OF ECO-DESIGN

Through Eco-Design, we are making sure that our products impact the environment as little as possible – in every step of their life cycle.



ECO-DESIGN
GUIDELINES

LIFE CYCLE
ASSESSMENT
(LCA)

INNOVATION

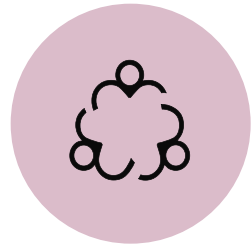
THE COLLABORATION

Developed with Politecnico di Milano, our Handbook of Guidelines to Design Low Environmental Impact De'Longhi Group Products represents a knowledge-based approach to design sustainable products. Through extensive desk research, expert interactions, and collaborative workshops, we've created a comprehensive framework that translates eco-efficient strategies into practical tools guiding our entire product development process.

THE LIFE CYCLE ASSESSMENT

We apply Eco-Design principles using Life Cycle Assessment (LCA) to prioritise and balance different sustainability strategies. This method helps us generate innovations that genuinely reduce environmental impact, recognising that some Eco-Design approaches can reinforce each other. By focusing on the entire product lifecycle - from raw materials acquisition to disposal - we ensure a holistic approach to minimising environmental footprint.

Caring Together



De' Longhi Group is dedicated to raising awareness and promoting sustainable lifestyles through education and engagement across our entire network. By leveraging the sustainable value of our products, we aim to inspire meaningful change that extends beyond our immediate business, connecting employees, consumers, and communities in a shared commitment to responsible practices

OBJECTIVES MET IN 2024

AVERAGE TRAINING HOURS	UNI EN ISO 14067:2018 LCA CERTIFICATION	COMPANY HYBRID CAR FLEET	GROUP DONATIONS POLICY
25,3	RIVELIA COFFEE MAKER	43%	✓

OBJECTIVES FOR THE FUTURE

WOMEN IN MANAGERIAL POSITIONS	ISO:45001 CERTIFICATION	DEVELOP AND IMPLEMENT PRODUCT INCLUSIVENESS GUIDELINES
30%	100% <small>OF GROUP PLANTS</small>	1 PILOT PROJECT

A CONSCIOUS CULTURE

We're actively encouraging responsible practices within our organisation, helping consumers make informed choices, and connecting with communities to spark global change.



EMPLOYEES

CONSUMERS

COMMUNITIES

OUR WORKPLACE

Our power lies in people. We create a stimulating work environment to attract, motivate and develop the potential of our individuals. A safe and healthy place animated by ambition, but also by passion, competence and the desire to work as a team, respecting the diversity and potential of each individual.

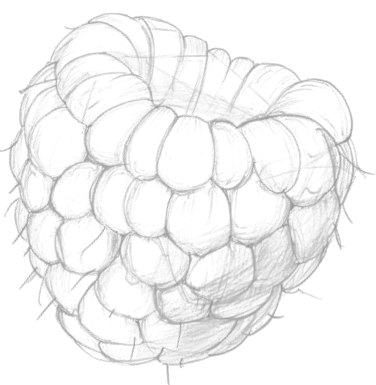
OUR PRODUCTS

We empower consumers through products designed for low consumption and responsible use. By promoting the use of imperfect food and minimization of waste, we're

fostering a more conscious consumer approach.

OUR REACH

Our commitment extends to supporting communities by promoting circularity, materials recovery and reuse. Collaborations with partners across the value chain, as well as with local universities to drive scientific research, are crucial for research and innovation. We focus on initiatives aligned with our strategy that deliver value to communities, consumers and our people.

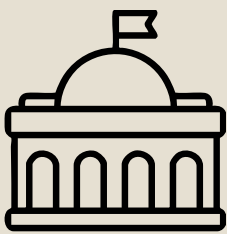


SUSTAINABILITY GOVERNANCE

From board-level committees to cross-functional teams, our sustainability governance involves multiple layers of the organisation, each playing a crucial role in developing our sustainability strategy.



Board of Directors



Plays a central role in defining sustainability strategies and identifying the short/long-term objectives pursued by the Group.

Control and Risks, Corporate Governance and Sustainability Committee (CCR)



Supports the Board of Directors with specific preparatory, propositional, and consultative functions regarding sustainability.

Group Sustainability Council



Endorses and supports, via Group’s Top Management and Sustainability Director, the defined strategy.

Leadership Team



Drives action plans and ensures effectiveness through executive review, in relation to sustainability.

Commitments’ Leading Teams



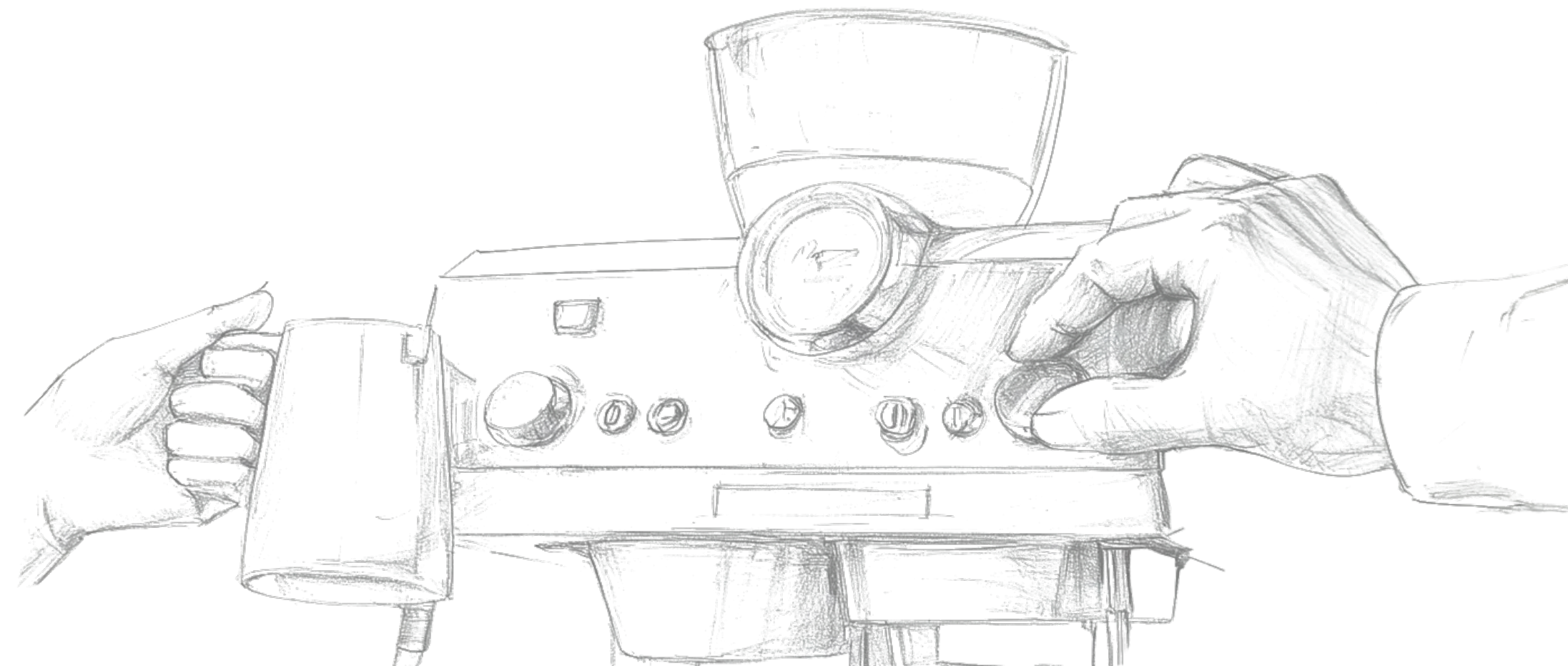
Implement the sustainability plan’s initiatives through cross-functional teams.



OUR BRANDS

For the brands of the De' Longhi Group, sustainability is a guiding principle that influences every aspect of our actions. We are committed to manufacturing excellence and to creating products that not only meet consumer needs, but also empower them to adopt a healthy lifestyle and sustainable consumption habits.

We have holistically integrated sustainability topics into our Group strategy to generate a positive and lasting impact for both the company and all our stakeholders. Our commitment takes shape in reducing our carbon footprint, designing durable and environmentally friendly solutions, raising awareness about the origin of materials, and supporting the fight against food waste.



HOUSEHOLD



nutribullet®

KENWOOD

BRAUN

Ariete

PROFESSIONAL



EVERSYS

AN INTERVIEW WITH THE CEO

“I would like to express my heartfelt gratitude to all of the De’ Longhi Group’s people for the commitment and passion they dedicate to their work every day, in order to reach the sustainability targets and achieve excellent results.”



Fabio de’ Longhi,
De’ Longhi Group’s President and CEO



What does sustainability represent for the Group?

Over the years, the Group has integrated sustainability as a fundamental element of the business strategy, evidence of our commitment to making sustainability one of our success drivers by combining financial, economic, and ESG objectives. Our sustainability strategy embraces the following guidelines:

1. Continuing with decarbonisation along our value chain – this is even more significant given our SBTi commitment;
2. Incorporating sustainability into our products through design, materials, and manufacturing in accordance with circular economy principles;
3. Fostering awareness, conscious choices and responsible behaviours by engaging our people, our consumers and external communities.

How will sustainability be integrated into De’ Longhi Group’s products?

In ever-changing regulatory conditions, I believe a manufacturing company’s mission should be to exceed regulatory standards by producing low-environmental impact products while also ensuring a superior consumer experience. This conviction led to the development of the Handbook of Guidelines to design sustainable De’ Longhi products, veritable Eco-Design guidelines conceived with the support of the academic world, which now serve the Group in developing new eco-efficient products that combine environmental and economic benefits. Ten 2023 experimental projects that implemented the Eco-Design Guidelines achieved excellent outcomes. Our benchmark for measuring the environmental impact of products improved by almost 20% compared to versions before the Guidelines were implemented.

How might the relationship with the consumer change?

For any sustainable business approach, it is critical to take a step back and consider the changing ways businesses and consumers engage. This relationship does not end with the purchase; it continues throughout the product’s use, with consequences for durability, repairability, and end-of-life disposal. The market reflects this evolution: consumers, particularly younger generations, are more likely to purchase environmentally friendly products. As described by Prof. J. Stiglitz during the conference held in Treviso, youth prefer not only to buy eco-friendly products, but also to work for companies that incorporate sustainability into their production processes and strive to have a positive social and environmental impact.

COMMITMENT	INITIATIVE	TARGET VALUE	TARGET YEAR
<div>Progressing Over Emissions</div>	Carry out a biodiversity risk assessment on Group's plants aimed at assessing the impacts of our operations on biodiversity	On/off	2026
<div>Progressing Over Emissions</div>	Minimization of waste sent to landfill generated by all production plants	97% of waste reused, recycled or recovered	2025
<div>Progressing Over Emissions</div> <div>Designing Tomorrow</div>	Refurbishment of commercial returns and DOA (Dead on Arrival) in Europe	3 key product categoriescovered by a pilot project	2026
<div>Progressing Over Emissions</div> <div>Designing Tomorrow</div>	Increase of the number of products with digitalized user's manuals	50%	2025
<div>Progressing Over Emissions</div> <div>Designing Tomorrow</div>	Increase the percentage of products with Expanded Polystyrene (EPS) free packaging	90%	2028
<div>Progressing Over Emissions</div> <div>Designing Tomorrow</div> <div>Caring Together</div>	Increase the use of electricity coming from renewable sources (both self-produced and purchased) in production plants	100% of renewable electricity used from Group plants	2024

Note that the Sustainability Plan targets refer to all Group companies, with the exception of La Marzocco, as it was acquired after the plan's approval.

COMMITMENT	INITIATIVE	TARGET VALUE	TARGET YEAR
<div>Progressing Over Emissions</div> <div>Designing Tomorrow</div> <div>Caring Together</div>	Deliver activities/training, promoting healthier behaviors and a zero-waste approach inside and outside the company	Travel policy review and cost analysis of employees travelling between offices or sites promoting car sharing and video conferencing	2024
<div>Progressing Over Emissions</div> <div>Designing Tomorrow</div>	Focus on recycled materials in order to increase the circularity and sustainability of new** and/or revamped products	Incorporate recycled material in new** products (e.g. metals)	2025
<div>Progressing Over Emissions</div> <div>Designing Tomorrow</div>	Reduction of packaging environmental impact	Reduction up to 20% of KgCO ₂ e per unit on pilot projects	2026
<div>Progressing Over Emissions</div> <div>Designing Tomorrow</div>	Focus on product energy efficiency projects in order to let products become a true instrument to enable consumers tackle climate change	Increase the energy efficiency of all new projects versus the previous generation	2026
<div>Caring Together</div>	Delivery of educational guidance programs to high school students with a specific focus on STEM for women	On/off	2025
<div>Designing Tomorrow</div>	Carry out a preliminary water footprint assessment	On/off	2026
**New products and new projects as defined by Group New Product Development (GNPD) internal procedure.			

Note that the Sustainability Plan targets refer to all Group companies, with the exception of La Marzocco, as it was acquired after the plan's approval.

COMMITMENT	INITIATIVE	TARGET VALUE	TARGET YEAR
<div>Caring Together</div>	Define and implement a global approach and a communication plan on a new way of working	Improvement of work-life-balance year by year, measured through a specific survey	2026
<div>Progressing Over Emissions</div> <div>Designing Tomorrow</div>	Focus on product energy efficiency projects in order to let products become a true instrument to enable consumers tackle climate change	All new** fully automatic coffee makers and coffee pumps in the EU market at least in energy efficiency class A	2026
<div>Progressing Over Emissions</div> <div>Designing Tomorrow</div> <div>Caring Together</div>	Energy efficiency interventions aimed at making adjustments and/or implement new solutions in order to reduce the energy consumption of the plants/processes	0,06 KWh consumed per testing (40% energy consumption reduction)	2027
<div>Progressing Over Emissions</div> <div>Designing Tomorrow</div>	Improve the longevity, water and energy efficiency of the products by providing scheduled maintenance services and comprehensive support for facilitating repairs	Pilot project on Fully automatic coffee makers in one selected EU country	2026
<div>Caring Together</div>	Increase in the number of women in senior managerial positions	30%* of women in senior managerial positions	2028
<div>Progressing Over Emissions</div> <div>Designing Tomorrow</div>	Focus on recycled materials in order to increase the circularity and sustainability of new** and/or revamped products	Incorporate 30% of recycled plastic over the total plastic used***	2027
<div>*The sustainability of the above achievement is to be considered with +/- 1% acceptable variance and is subject to Company Growth Rate, Company turnover on Manager A position, Promotion & Hiring trends. **New products and new projects as defined by Group New Product Development (GNPD) internal procedure. ***Excluding food-contact plastic.</div>			

Note that the Sustainability Plan targets refer to all Group companies, with the exception of La Marzocco, as it was acquired after the plan's approval.

COMMITMENT	INITIATIVE	TARGET VALUE	TARGET YEAR
<div>Caring Together</div>	Assure the highest standards in terms of health and safety by implementing ISO 45001 certified H&SMS in the Group plants	100% Group's plants certified ISO 45001	2027
<div>Progressing Over Emissions</div> <div>Designing Tomorrow</div> <div>Caring Together</div>	Energy efficiency interventions aimed at making adjustments and/or implement new solutions in order to reduce the energy consumption in the plants	Reduce the energy intensity per unit produced	2027
<div>Caring Together</div>	Take care of the development of our people with a global training program	80% of involved employees on average in the three-year period (2024-2026)	2026
<div>Progressing Over Emissions</div> <div>Designing Tomorrow</div> <div>Caring Together</div>	Energy efficiency interventions aimed at making adjustments and/or implement new solutions in order to reduce the energy consumption of the plants/processes	0,017 KWh per machine calibration (50% energy consumption reduction)	2027
<div>Progressing Over Emissions</div> <div>Designing Tomorrow</div>	Responsible Product Development: integrate Eco Design approach into product development and prioritize the design strategies through LCA when relevant	100% newly** developed products	2028
<div>Caring Together</div>	Deliver activities/training, promoting healthier behaviors and a zero-waste approach inside and outside the company	100% of electric and/or hybrid vehicles in company car fleet	2027
** New products and new projects as defined by Group New Product Development (GNPD) internal			

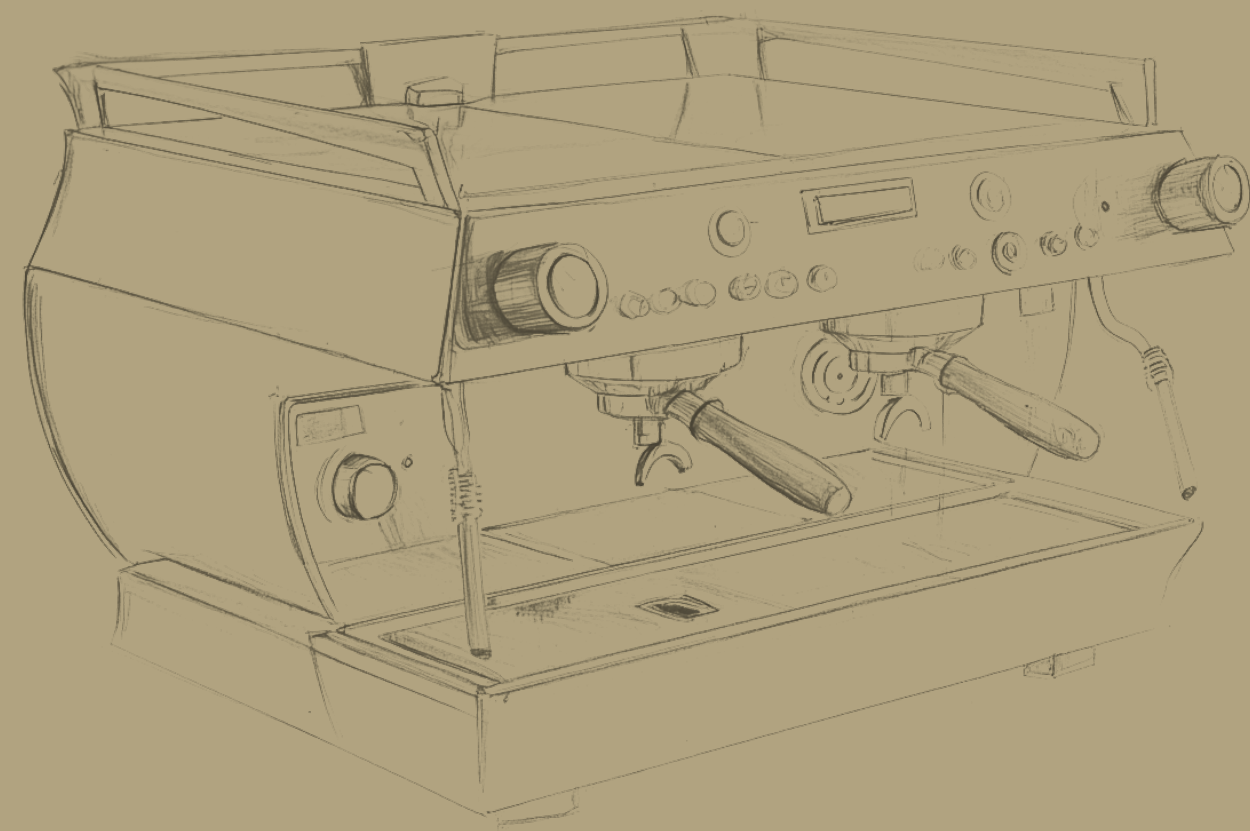
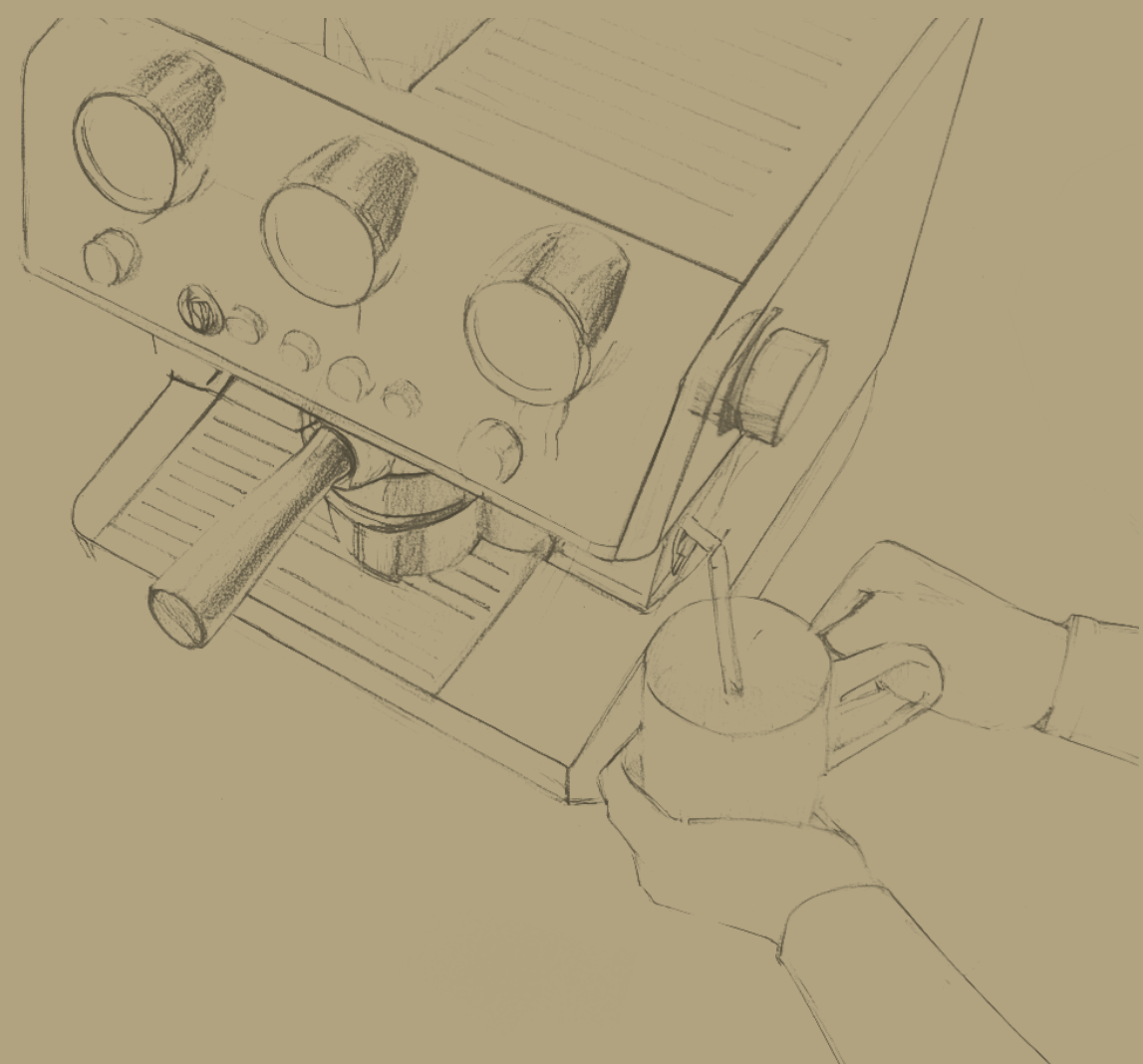
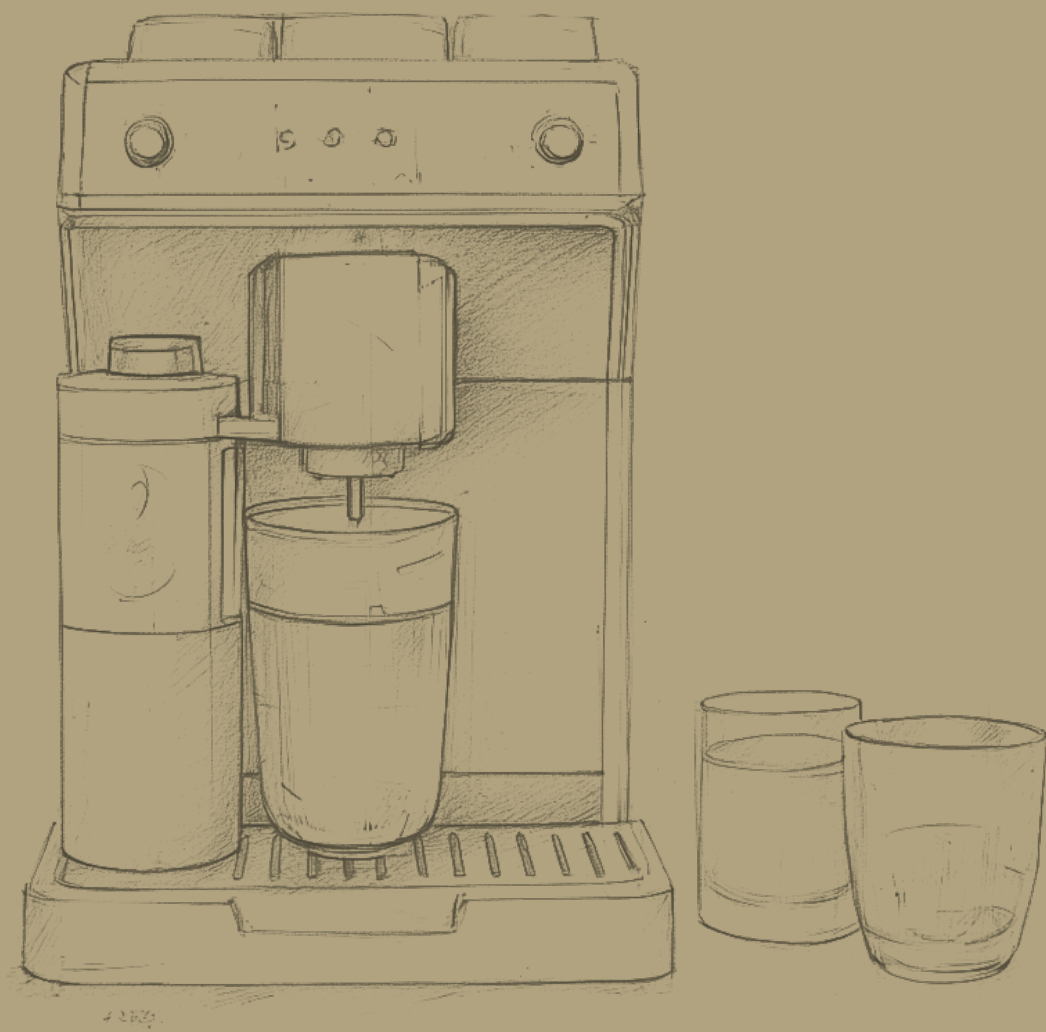
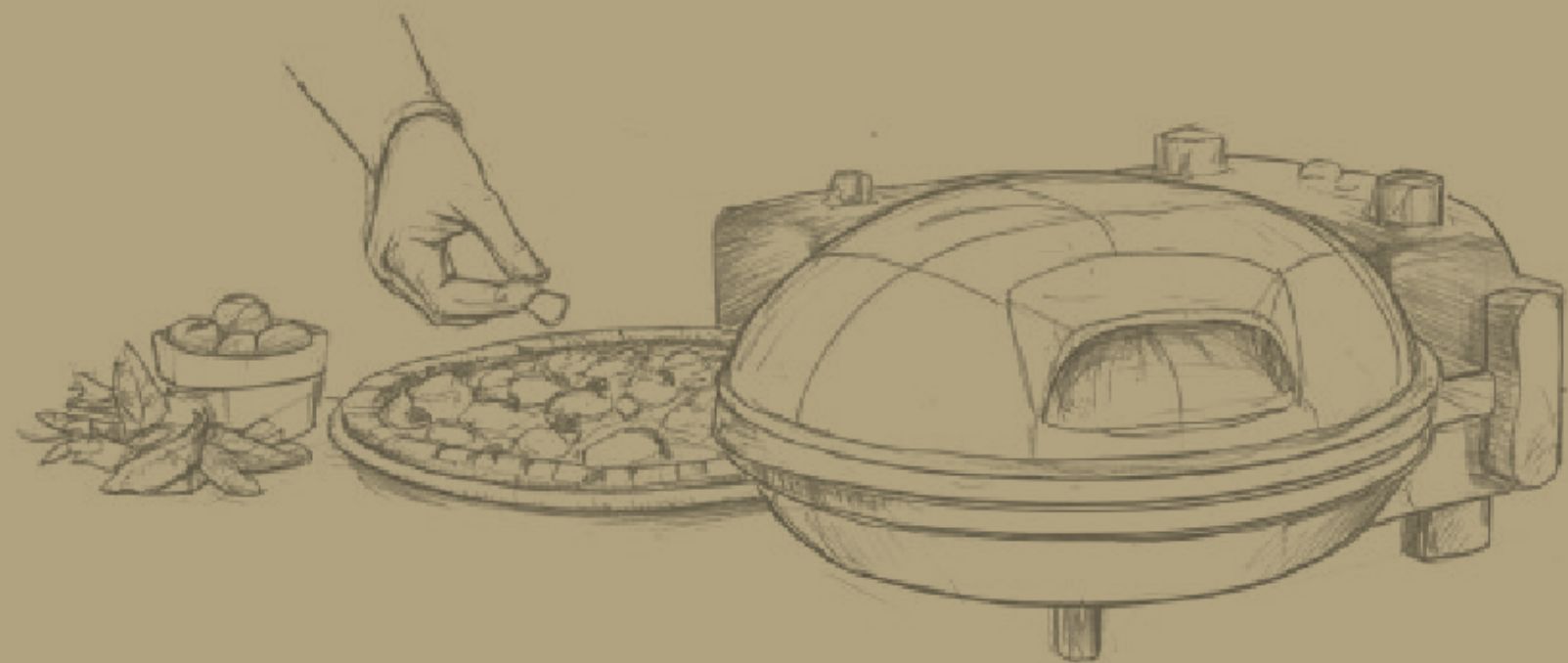
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COMMITMENT	INITIATIVE	TARGET VALUE	TARGET YEAR
<div><div>Progressing Over Emissions</div><div>Designing Tomorrow</div><div>Caring Together</div></div>	Submission of SBTi Targets covering Scope 1, Scope 2 and Scope 3 emissions and definition of an emissions reduction strategy	On/off	2025
<div><div>Designing Tomorrow</div></div>	Water efficiency interventions aimed at making adjustments and/or implement new solutions in order to reduce the water consumption of the plants/processes	0,3 l per testing (50% water reduction consumption)	2027
<div><div>Designing Tomorrow</div><div>Caring Together</div></div>	Develop and implement guidelines for product inclusiveness. Inclusive design may address accessibility, age, culture, economic situation, education, gender, geographic location, language, and race.	One pilot project	2025
<div><div>Progressing Over Emissions</div><div>Designing Tomorrow</div><div>Caring Together</div></div>	Definition of a Group-level strategy aimed at raising consumer awareness on responsible products & resource usage, healthy and sustainable food and food waste	On/off	2026

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DēLonghi Group

Sustainability MANIFESTO



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