









DēLonghi Group

Capital Market Day 2024

May 28th, 2024















- 1 SETTING THE SCENE
- 2 HOME COFFEE
- 3 NUTRITION

COFFEE BREAK

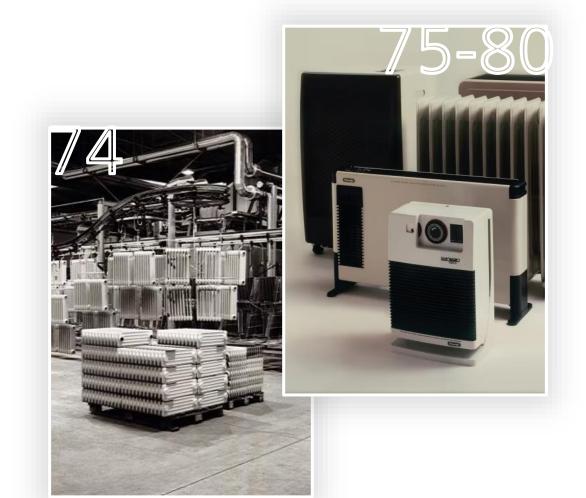
- 4 PROFESSIONAL COFFEE
- 5 OUR MEDIUM TERM GOALS
- 6 SUSTAINABILITY BY DE' LONGHI GROUP
- 7 Q&A

50 years of evolution



The beginning

The first product created by De' Longhi is an oil-filled radiator



Product diversification:

the range expands, from radiators through electric fan heaters to catalytic stoves

The global launch

The De' Longhi brand is launched globally through major sponsorships



The Group launches
Pinguino, the
iconic product
supported by a TV
campaign

Key steps to set up a global firm

Public listing on Milan's stock exchange

Kenwood

and Ariete

acquisition

Historic partnership with Nespresso

DēLonghi Group

Building market leadership

De' Longhi
establishes itself as
the market leader
in the superautomatic
espresso machine



Braun joins the Group, specifically its household products





From product to consumer's experience

In the US,
De' Longhi
acquires
nutribullet,
global leader
in the personal
blenders
segment



Business
combination
between
La Marzocco
and Eversys

The Group today

Brand portfolio

Household Brands
De'Longhi
Kenwood
Braun
nutribullet
Ariete

Professional Brands
Eversys
La Marzocco
Off. Flli Bambi
Modbar

Made by De' Longhi

- Factories
 Household
 business
- Factories
 Professional
 business
- Over 1000 suppliers
- More than 35 distribution centres and 7 logistic HUBS

Key financial figures*

Revenues

adj Ebitda

Positive NFP

Above

€3,3bln

Above €500M

Above €300M

Innovation



Over the last 5y more than €300 M invested in R&D More than 500 engineers

People



+ 10.000 employees



Over 50 Countries

Profitability Ratio*

ROCE

ROE

FCF yield % (before DVD and M&A)

Approx.

30%

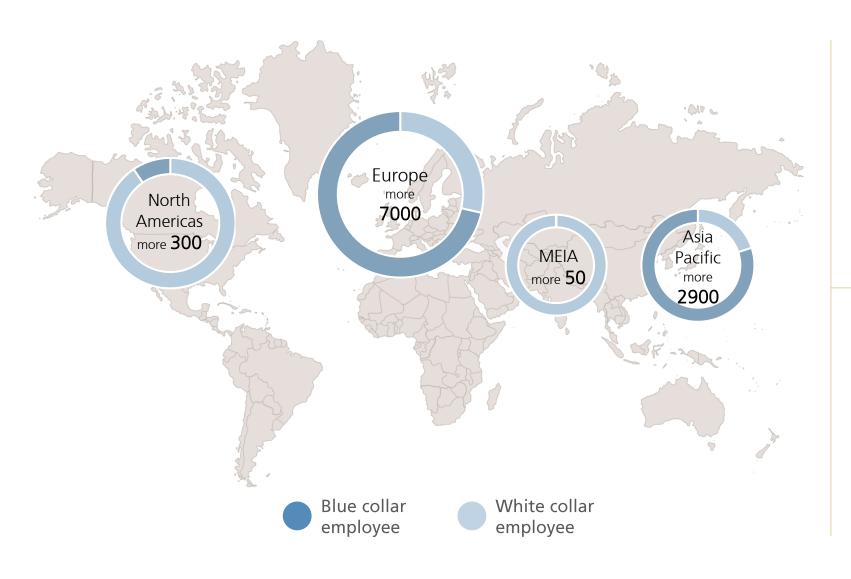
Approx.

15%

Approx.

10%

We are Everyday Makers



More than 10.500 employees

36% ca.

of De' Longhi's employees are White collar

64%ca.

of De' Longhi's employees are Blue collar

Our Leadership Team



Giuseppe de' Longhi Chairman and Executive Director



Fabio de' Longhi Vice-Chairman & CEO



Silvia de' Longhi Chief Corporate Service Officer



Nicola Serafin Group's General Manager



Stefano Biella Chief Financial Officer



Paul Accornero
Chief Commercial
Officer



Guido Bernardinelli La Marzocco's CEO



Marco Cenci Chief Planning & Control Officer



Aparna Sundaresh Chief Marketing Officer



Debora Guma Chief Information Officer



Roberto Ceschin Chief People Officer



Matteo Pecci Chief Operations Officer



Martin Strehl Eversys's CEO

The innovation is part of our DNA

Group research centres

Italy, Germany, UK, US and China, as well as cross-brand structures and Design teams dedicated to specific business segments



Innovation Partnerships

Multiple partnerships and research activities with top universities worldwide

Patents

Over **1.000**



A portfolio of more than 1000 patent families

Espresso pioneers, resulting in innovative solutions Nutrition explorers, leading to clever solutions



ActiveBlade



PowerBell Plus



iTexture Control

Investment in R&D

In the last 5 years, the Group invested* more than €300 M€ to improve its products and innovation processes

Extensive internal expertise in core technologies, systems and processes, that led to Multiple products awards





Total Group ca. 2,4% on sales

Manufacturing Excellence



100% of Professional Coffee machines produced internally

HANDCRAFTED APPROACH

Over 80% of Household Coffee products produced internally (100% Fully-Auto and Pump machines)

SUPERIOR KNOW HOW IN THE INDUSTRY

Over 40% of the Others categories produced internally (above 90% Kitchen Machine - Hand Blender)

MIX BETWEEN INTERNAL **COMPETENCES AND CO-SUPPLY STRATEGY**

Factories: **Switzerland** Italy



Factories: Italy Romania China

DēLonghi Group

The evolution of the key financial metrics



Revenues



From 1bln to over 3bln €

Adj Ebitda



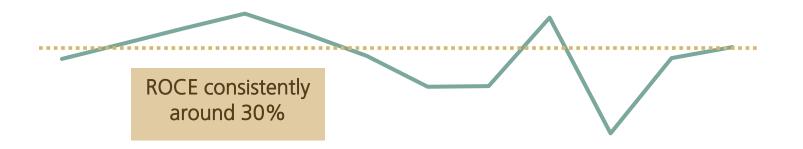
over 500Mln €

DēLonghi Group

Profitability Ratios

The Group has demonstrated consistency in delivering a robust set of ratios throughout time





15% ca

ROCE 30% ca

2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2023*

Key factors for the De' Longhi's achievements

From Comfort & Traditional Kitchen to Coffee & Nutrition

Expanding geographical coverage

Establishing as a global market leader

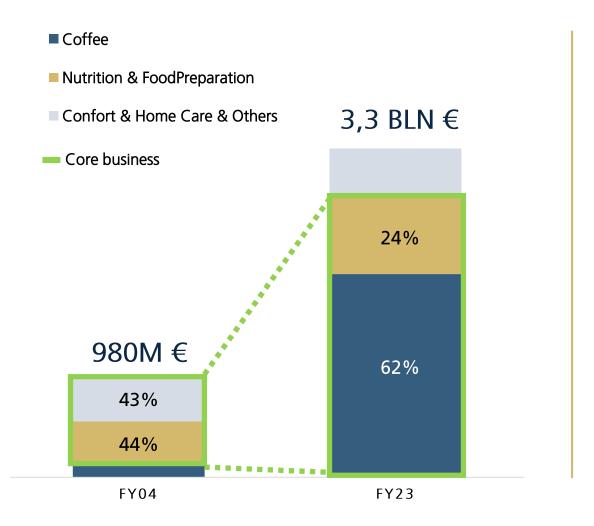
Fostering sustainable choices

Global communication campaign

From Appliances to Consumer experiences

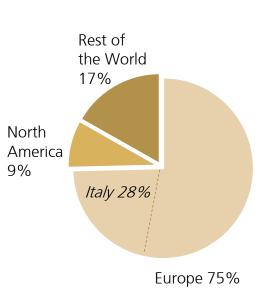
Strategic acquisitions

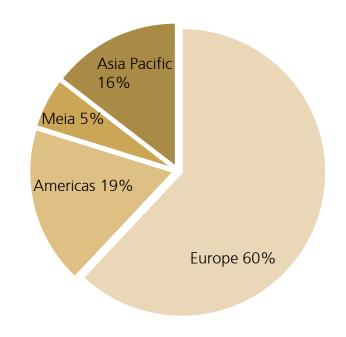
From Comfort & Traditional Cooking to Coffee & Nutrition



Over the years, the Group has successfully shifted its focus from traditional cooking and comfort to a global lifestyle approach, becoming a leader in the coffee and nutrition categories.

Expanding geographical coverage





2004

ca 22 commercial subsidiaries across the world

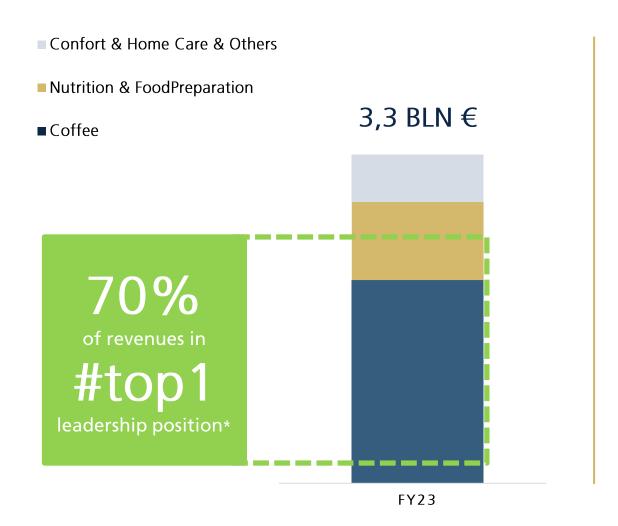
2023

Over 45 commercial subsidiaries across the world

The Group has expanded its worldwide reach, diversified its product offerings, and strengthened its market leadership in both established and emerging regions.

More balanced geographical relevance, thanks to North America organic growth and acquisitions.

Establishing as a global market leader



De' Longhi's primary focus is to establish its products as premium and market leaders.

Organic growth and acquisitions were developed in order to accomplish those purposes.

Establishing as a global market leader









#1

#1

#1

#1

#1

De' Longhi Epresso coffe machines* KENWOOD
Kitchen machines*
& food-preparation

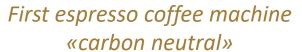
Braun Hand blenders* nutribullet
Personal blenders*

LA MARZOCCO:

Semi automatic professional coffee makers*

Fostering sustainable choices







Our machines focus on coffee valorisation by enabling sustainable behaviour



Our appliances allow customers to reduce food waste and encourage the use of fresh products

Next De' Longhi Group's priorities

Expanding Coffee at home

Capitalising on brands awareness and products innovation

Effective cost optimization

Riding Nutrition wave Surfing professional coffee premiutization

M&A accretive acquisitions

Home Coffee

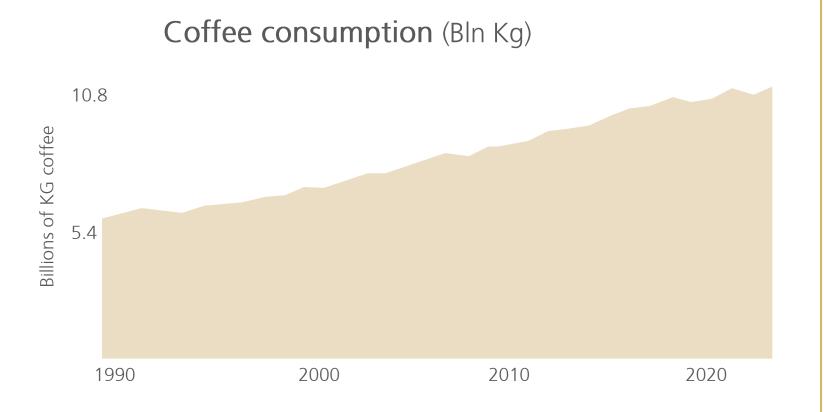
Coffee market growth drivers

How De' Longhi has been leading the pack

Taking it to the next level



Coffee consumption has increased significantly



The rise in consumer education and the emphasis on quality in the café industry have lifted the coffee quality standard and consumer expectation.

Changing perspectives on coffee across time



1st Wave: The traditional coffee

Coffee is known as commodity coffee and it was used as a morning drink to recharge batteries.

Period: beginning to mid twentieth century

2nd Wave A shift from commodity to branded chains

Coffee becomes a lifestyle product, with social aspects

Period: mid to end twentieth century





3rd Wave A shift from branded chains to specialty coffee

Along with barista training and professionalism, coffee bean origin and quality became more important.

Period: beginning twentyone century 4th Wave
The expansion from coffee to coffee beverages

Technology is used to take coffee experiences to the next level, variety of coffee and beyond (such as cold brew, myxology...)

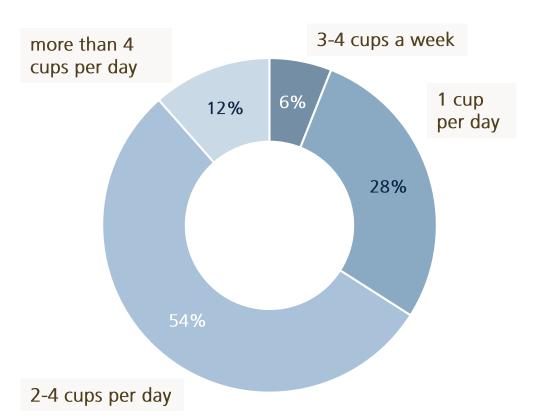
Period: now



Coffee has become part of our daily routine

Coffee has changed its role – it is no more a commodity – it's an experience both in and out of home!

Frequency of drinking coffee



AROMA and IN-CUP results are the core essence and spirit of the coffee experience

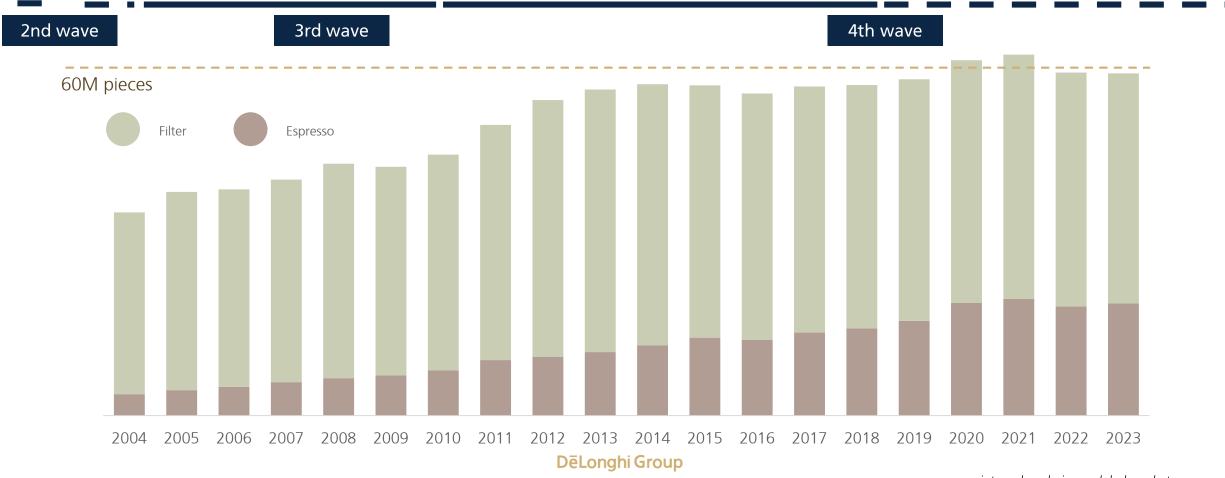
A majority of coffee drinkers agree that the best cup of coffee is made from freshly ground beans and are interested in testing new varietals

Consumers are interested in knowing and learning more about coffee:

- Country of origin of the coffee
- Type of coffee beans and blends
- Freshness of the coffee beans
- Level / degree of roasting

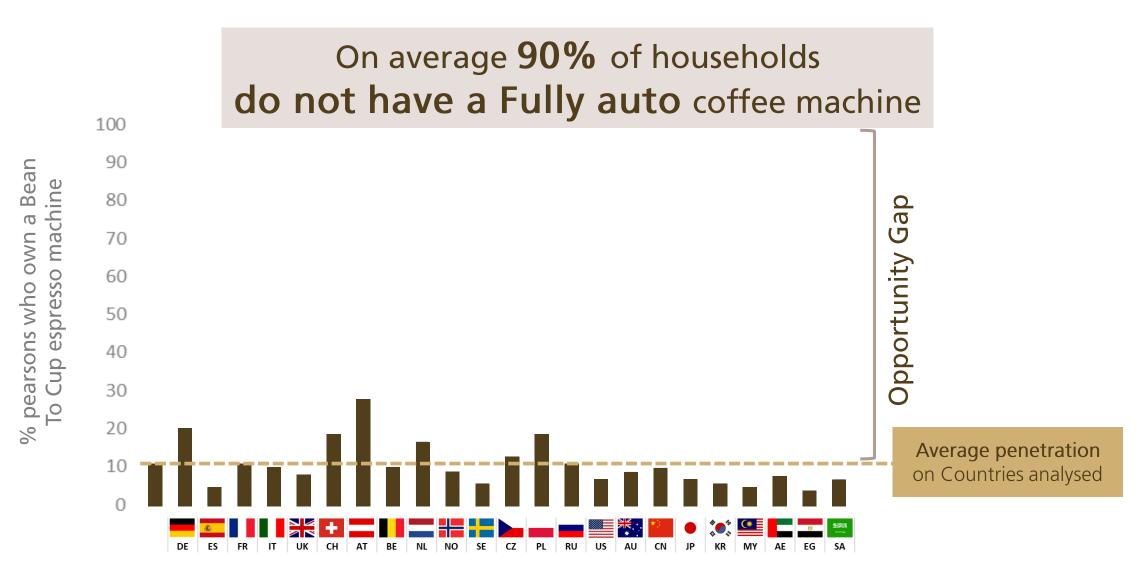
Coffee at home has been expanding

The market for espresso makers has grown, as consumers have became more sophisticated and Espresso coffee expansion is outpacing total market growth



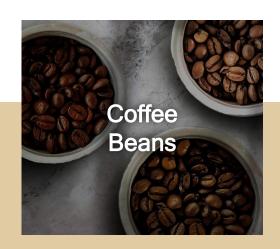


Household penetration is still low



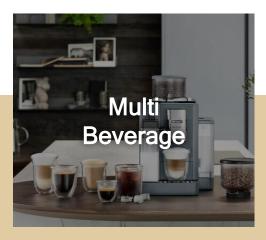
From «Espresso machine» to «multi-beverage coffee machine»

Coffee consumer tendencies have changed over time, generations and culture.





Different Beans and Roasts



Cold coffee

Espresso Cocktails and Mocktails



Non-Dairy Beverages

Other personalization

Home Coffee

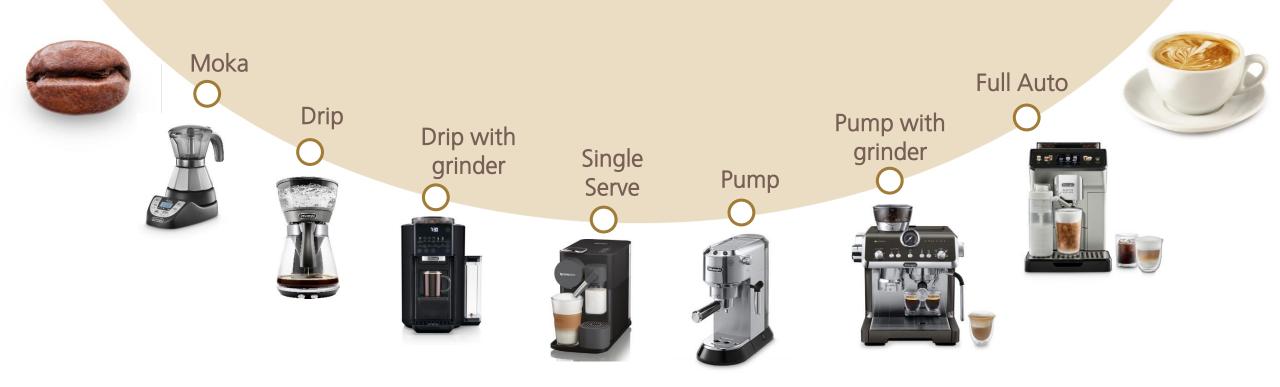
Coffee market growth drivers

How De' Longhi has been leading the pack

Taking it to the next level



De' Longhi is the only brand that covers all consumer needs and coffee segments



Leading-edge innovation

Design & Quality & Technology

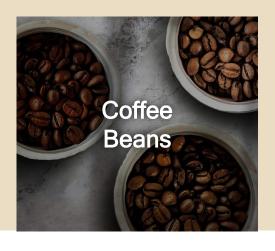
Building the coffee experience at home

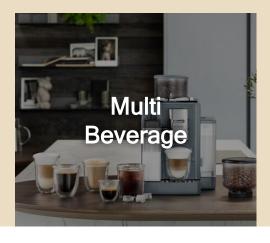
Investing in outstanding communication





Leading-edge innovation







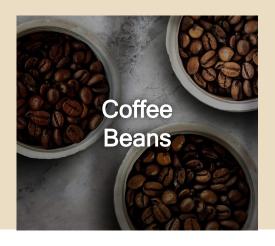
Younger and Wider Target Audience

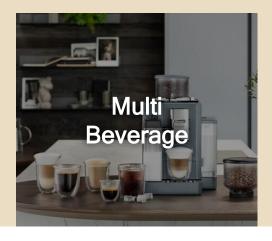
Multiple Moments of use

Additional reason-why for purchase or trade up

Coffee consumer tendencies have changed over time, generations and culture

Leading-edge innovation







Our latest products are all designed to leverage and amplify these trends







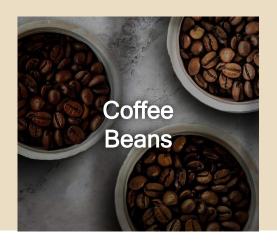


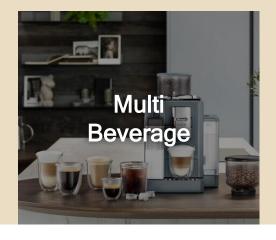






Leading-edge innovation







Our latest innovations are all designed to leverage and amplify these trends



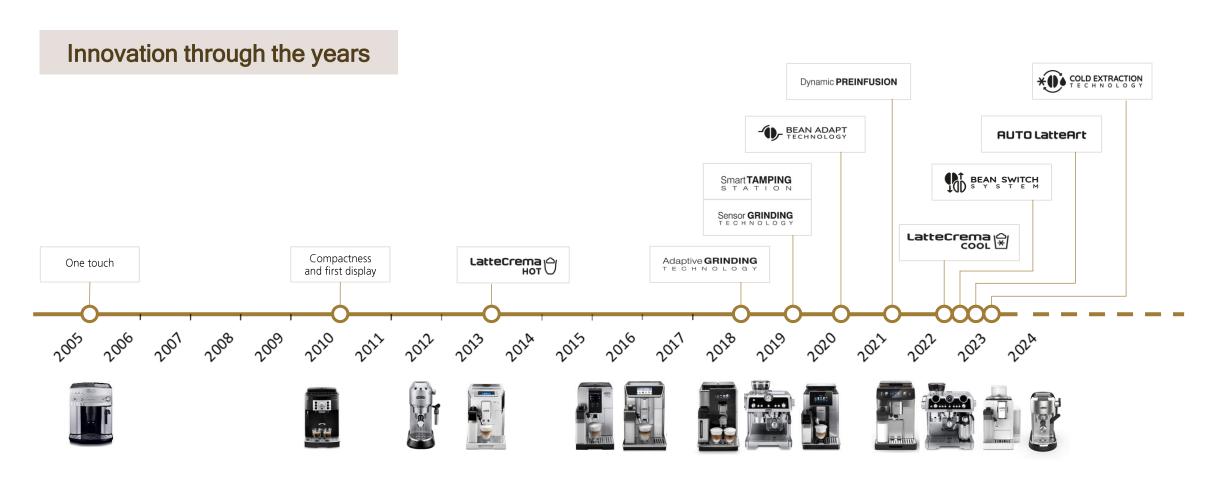


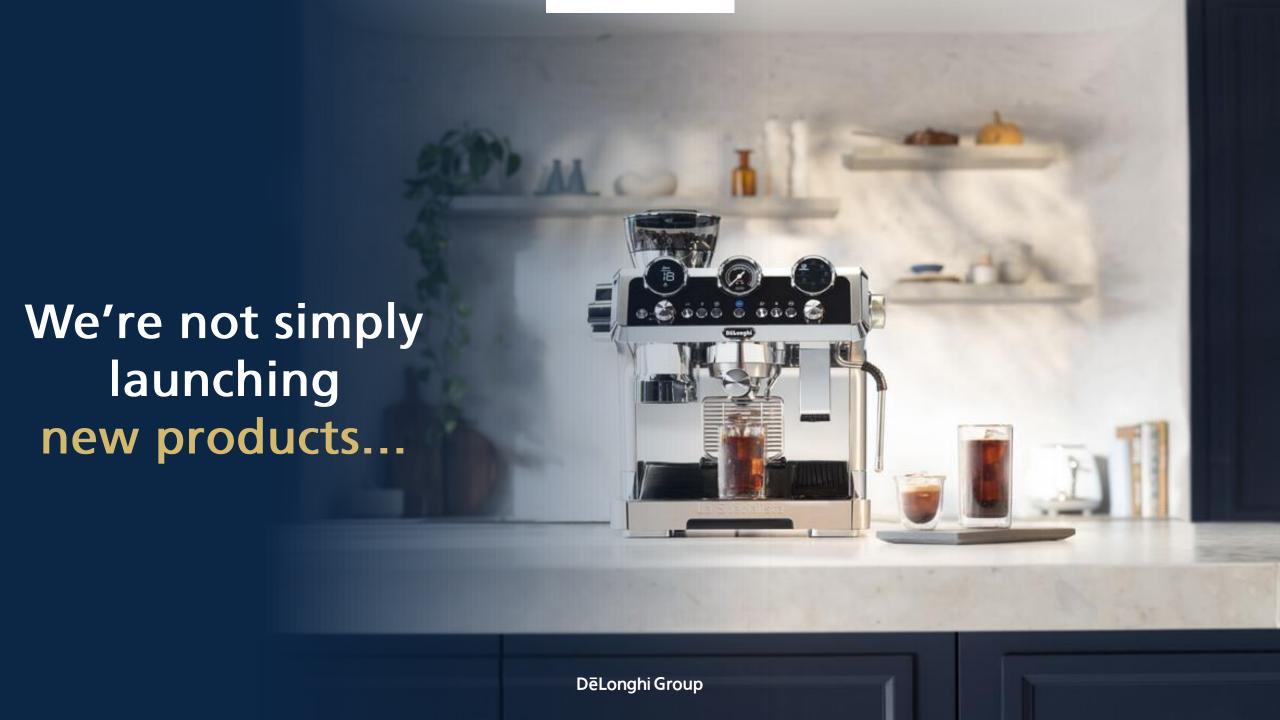






Leading-edge innovation







Design & Quality & Technology



Design & Quality & Technolcoty



Building the coffee experience at home

Key consumer category drivers: Fully-Auto*

- #1 To get a better coffee at home
- #2 To have a variety of drinks
- #3 To personalize my coffee

Key consumer drivers for selecting a De' Longhi's Fully-Auto*

- #1 De' Longhi guarantees a good quality
- #2 De' Longhi has a good reputation
- #3 De' Longhi was recommended to me

*De'Longhi fullautomatic early buyers survey, 2024

From espresso to coffee experience





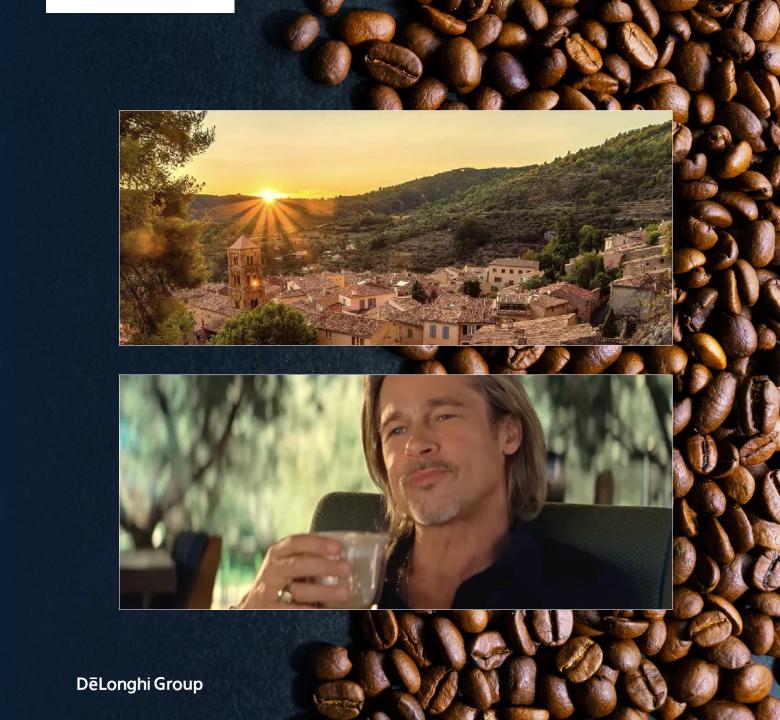
Plenty of customisation choices and receipts to elevate the consumer service level

Ambassador Campaign renewed

Growing Brand Awareness and Mental Availability

Building Emotional Connection

Amplifying Premiumness and Brand Value Perception



Home Coffee

Coffee market growth drivers

How De' Longhi has been leading the pack

Taking it to the next level





Address emerging trends beyond the espresso category, introducing new technologies and solutions

Strengthen mid-to-high end leadership and increase premiuness position in the Fully-auto category

Leverage the Nespresso partnership, which is still driving espresso at home expansion

Strengthen our position in the pump segment trough the expansion of the "La Specialista range"

Capitalize on the low penetration of espresso, both in existing and emerging markets



Our goals

EXPAND PENETRATION ACROSS ALL COFFEE SEGMENTS



FOCUS ON INNOVATION, CONSUMER EXPERIENCE AND EMERGING COFFEE CONSUMPTION TRENDS

Target '24-'26 Cagr

HOME COFFEE MAKERS CAN GROW AT MID TO HIGH SINGLE DIGIT

Nutrition

Consumer preferences are fast evolving

The Group is reframing growth strategy

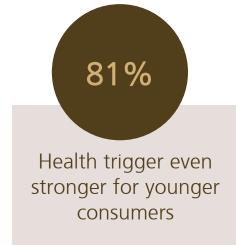
Future-fit value creation plan

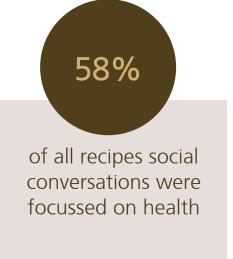




Health IS the biggest motivation









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Freshness & Quality: unmet needs



Becoming more important

The price of food I buy in the shops

Freshness

83%

Knowing exactly what I'm eating

78%

Cooking food from scratch

Food waste

74%

Control over quality & freshness is the second biggest reason to cook at home

Top 3 concerns:

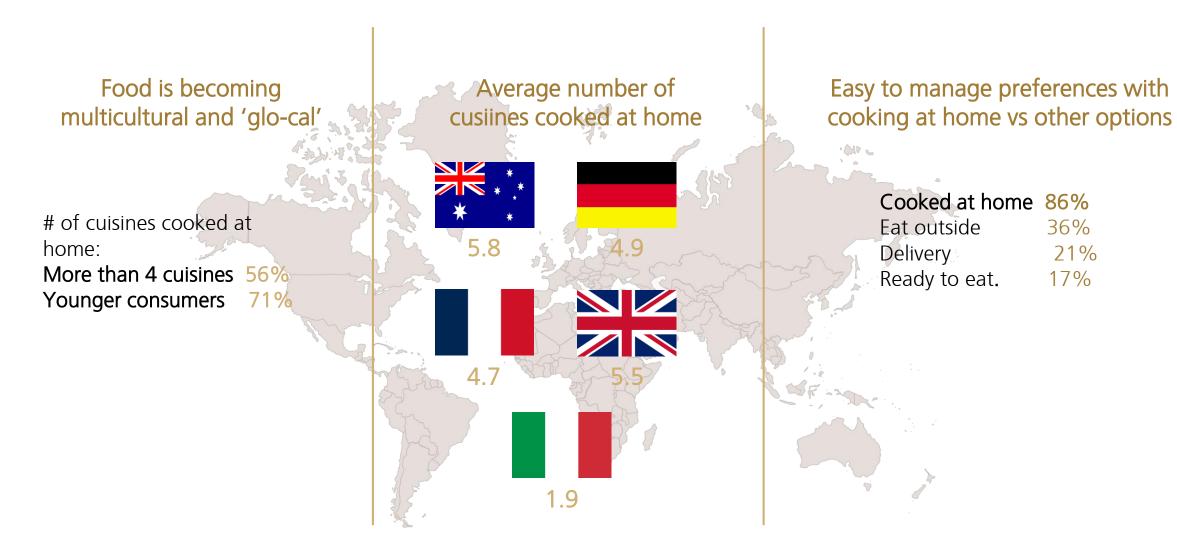
Hyper processed

Added sugars

Saturated fat

Sustainability
Biggest link to quality 66%
Kind to planet 64%
Freshness 50%

Variety and Versatility is key





Young consumers Cook with a phone or tablet

59%

Search – Information

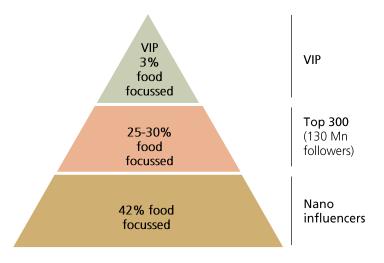
How to Keto, intermittent, gluten free



SOCIAL

Trendy topics Mediteranian, vegan, vegetarian

2 Mn



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Shrinking space and wallet 2\3 people think space is too less or would like more space 36% 35% 34% 33% 33% 31% 24% 24% 23% **Drawer Space Cabinet Space Counter Space** More than big enough/big enough Fits my current needs but would like more A bit too small/far too small DēLonghi Group

Cost conscious while eating out

TOTAL POP 81%

Gen Z

65%

81%

Millennials 82%

Gen X

Nutrition

Consumer preferences are fast evolving

The Group is reframing growth strategy

Future-fit value creation plan





nutribullet.

nutribullet: it's that simple

Category captain

N #1
Global Personal Blender
Brand in the World

Over
100 M
units sold
worldwide

"Go To" Brands for Gen Z









Quick, Easy , On the go

Expand consumer insights

Win in Full Size and Portable blending



Adjacent Categories

Opportunities to Win in adjacent category



nutribullet.

Expanding across categories

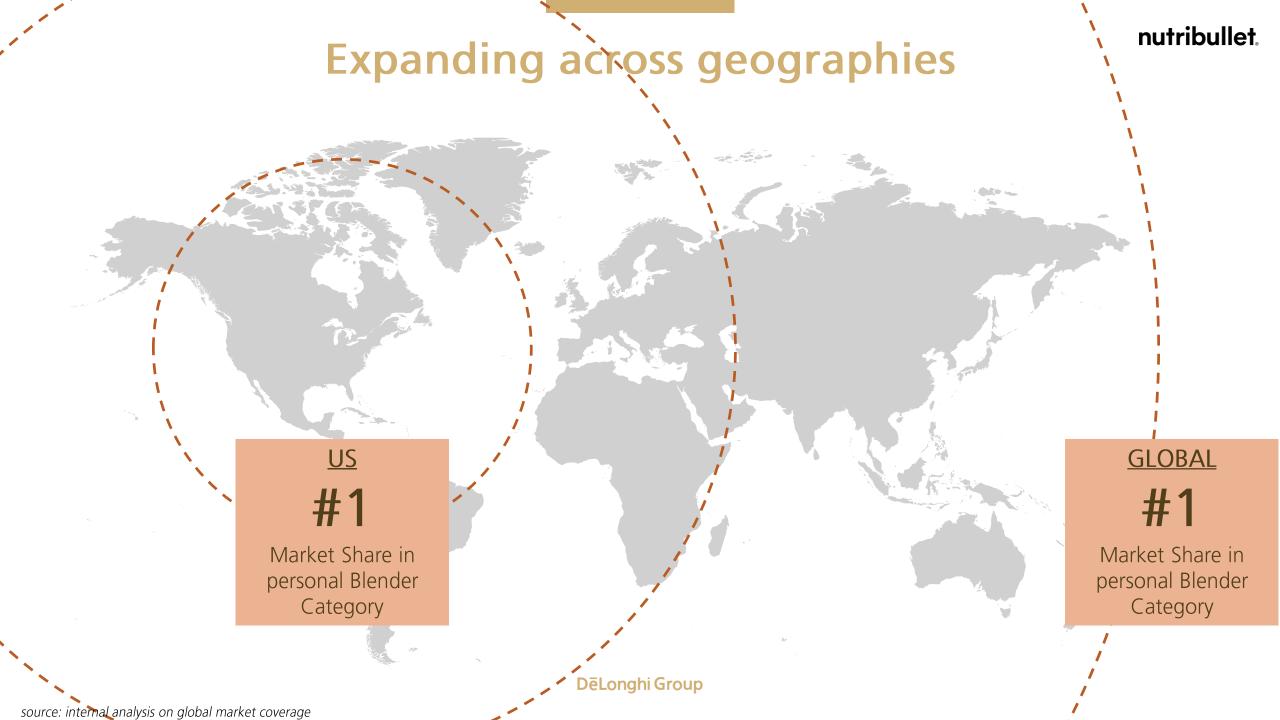


Juicers



Air Fryers





nutribullet.

Expanding across geographies: early signs of success

AUSNZ



Successful nutribullet®
Portable launch,
exceeding forecast and
beating competitors

BENELUX



nutribullet® & magic bullet® awarded Best Buys by Benelux Consumer Association

THE UK



Consumer Love demonstrated by TRUSTPILOT 5 stars

BRAUN



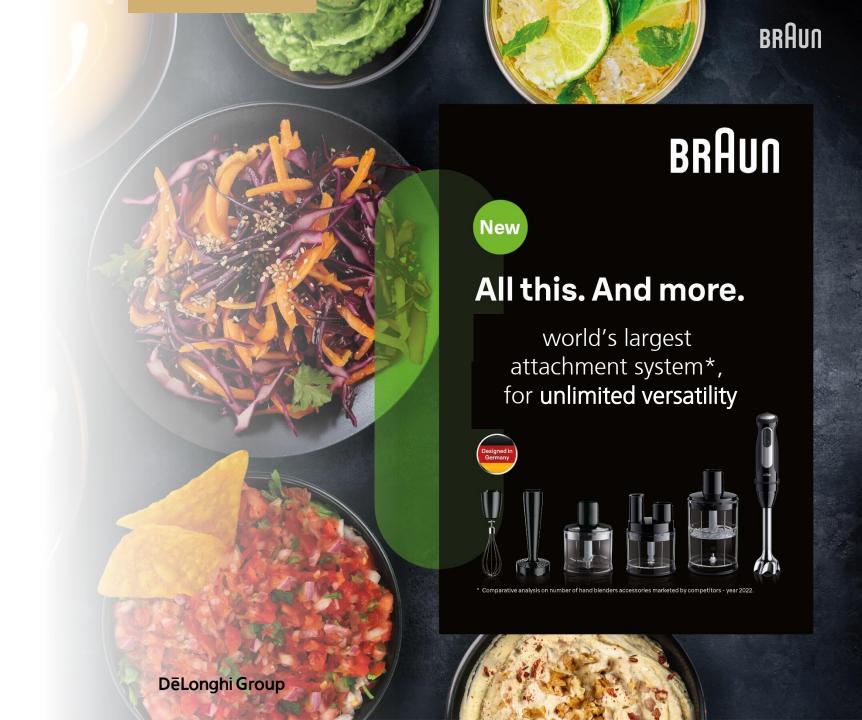


UNLIMITED VERSATILITY

Attract new consumers
Expand current consumers

BRAUN
Lead and grow
the Category

MORE than a hand blender



^{*}Comparative analysis on number of hand blenders accessories marketed by competitors - year 2022.

KENWOOD





















#6 to #3 Food Processor 2023 and to #2 in Europe in just one year

FASTEST growing brand in 2024

Multipro GO +4pp Mkt share on total food processors

- Viral TitkTok video campaign with influencers 20M views and 34M on instagram
- IT FR DE UK



Nutrition

Consumer preferences are fast evolving

The Group is reframing growth strategy

Future-fit value creation plan





Optimise portfolio in line with consumer preferences

Drive innovation to resolve consumer pain points and evolve category boundaries

Social by Design: Scale up influencer and affiliate marketing

Leverage CRM and connected machines to cross-sell and drive expandability

Scale up e-commerce, reviews program and DTC selling models

DēLonghi Group



Our goals

PLAY OUR BRAND PORTFOLIO WITH SHARP CATEGORY FOCUS



FOCUS ON INNOVATION, MARKETING DATA DRIVEN AND NEW APPROACH TO THE CONSUMER EXPECTATIONS

Target '24-'26 Cagr

NUTRITION CAN GROW AT LOW TO MID SINGLE DIGIT

DēLonghi Group







Professional Coffee

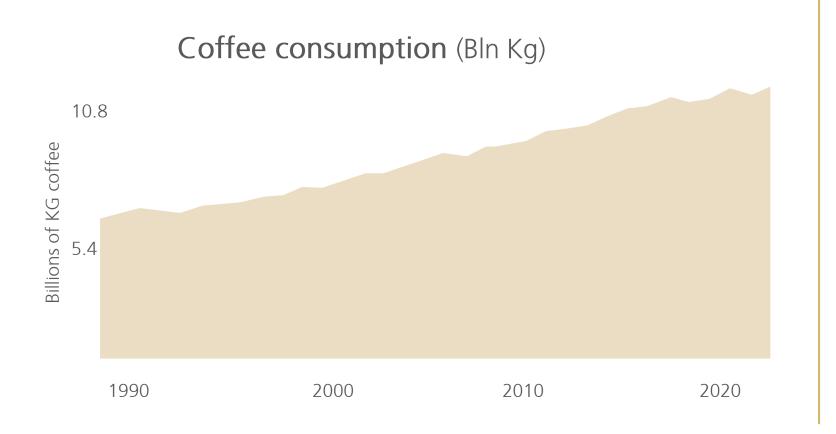
The market's growth and consistent enhancement in coffee quality

La Marzocco and Eversys's role in leading the market

Combining capabilities for leveraging opportunities

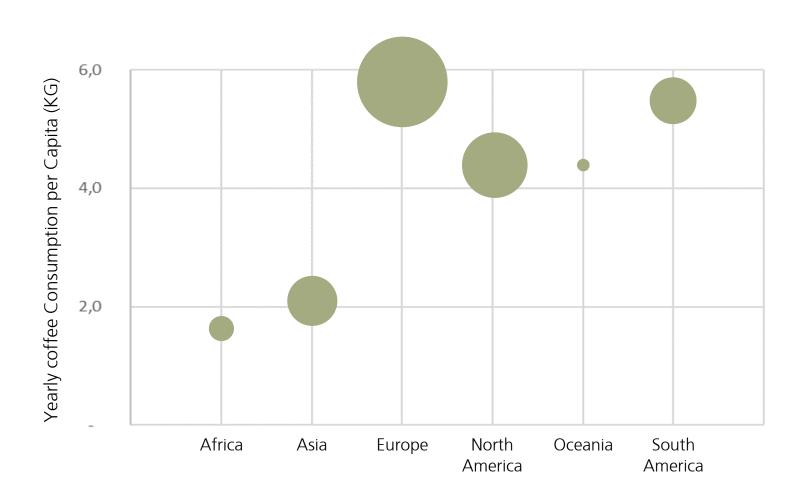


Coffee consumption has increased significantly



Population
expansion, rising
per capita income,
and a growing
middle class
enhance coffee
volume and quality
everywhere

Coffee Consumption by Country

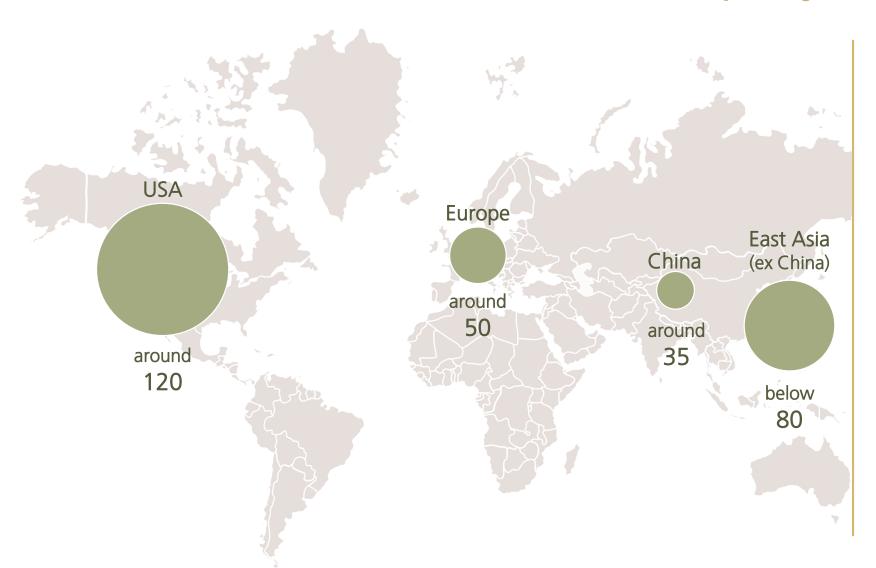


The lifestyle associated with coffee shops has a major impact on the evolution of the coffee industry, spreading the coffee consumption across the world.

Coffee is trending worldwide

Consumption (tons)

Branded Coffee Shops by Region



Modern coffee shops offer an alternative way to socialise between work and home, and they are influencing consumer lifestyles that value convenience, social engagement, and high-quality experiences

Total Coffee shops per M population

The professional coffee market is expected to steadily expand

PROLIFERATION OF CAFÉ SHOPS

Expected High single digit expansion of number of coffee shops in Asia and a low single digit growth in Europe and the US

INCREASE BEVERAGE VARIETIES

Filter coffee is still the most popular in the US, but younger customers prefer espresso-based beverages (as Iced-coffee, Cappuccino).

ENHANCEMENT OF COFFEE EQUIPMENT

Consumers
demanding higher
quality and improved
experiences as their
knowledge and
expectations increase

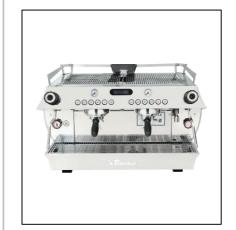
RISE OF COFFEE SHOP SALES

Above 60% of industry leaders think there is plenty of opportunity for business expansion, so improving footfall and beverages

Coffee machine segments

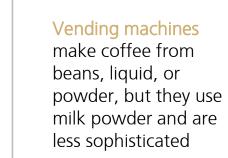


Automatic coffee machines grind beans, portion coffee, and add milk foam. Semi-automatic coffee machines separate bean grinding, espresso brewing and milk heating processes and thus need to be operated by a barista





Machines use capsules/pods to brew coffees and espresso (milk can be added via separate appliance)

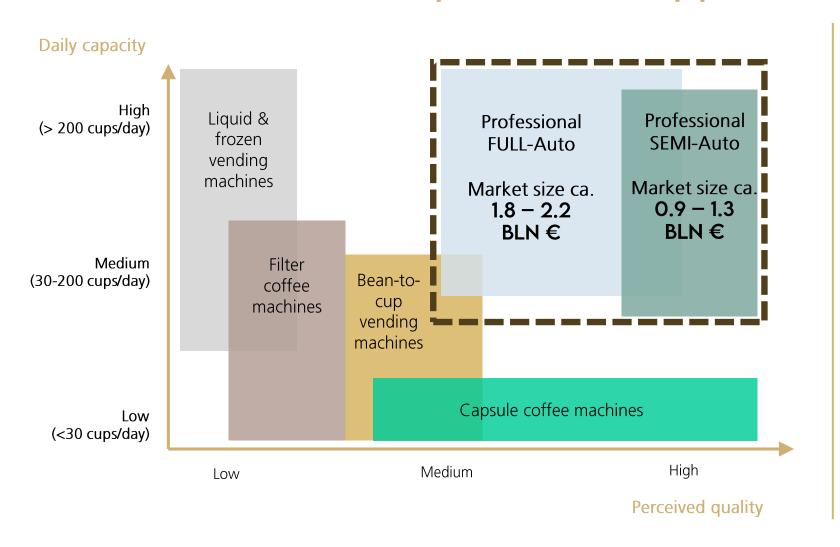






Filter coffee machines brew traditional black coffee from ground beans, using fine (e.g. paper) filters instead of sieves

Group's Market opportunity



Full-Auto and Semi-Auto professional coffee makers have been growing above the industry average

Professional Coffee

The market's growth and consistent enhancement in coffee quality

La Marzocco and Eversys's role in leading the market

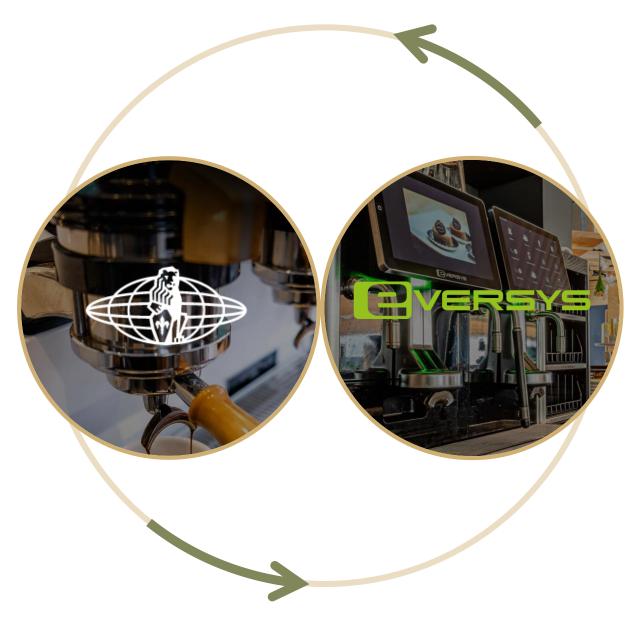
Combining capabilities for leveraging opportunities





Around 30	Offices and Branded Resellers	More than 5
More than 100	Distributors	More than 100
2	Operational Footrpint	1
More than 700	People	About 350
Around 10%	% Spare parts & Service	Around 17%





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EVERSYS

ICONIC DESIGN

LOVED BRAND

INNOVATION IS IN LMZ'S DNA

ADJACENT CATEGORIES

THE HOME OPPORTUNITY

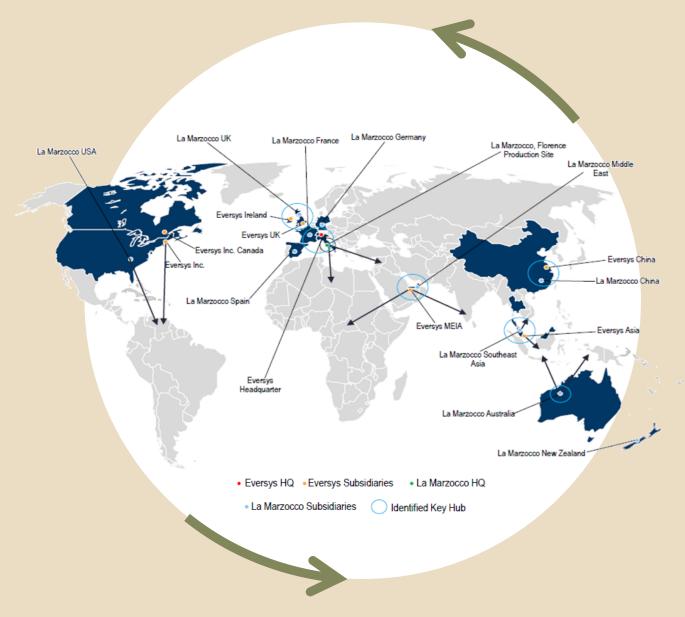
SUPERIOR IN-CUP QUALITY

ADVANCE CORE TECHNOLOGY

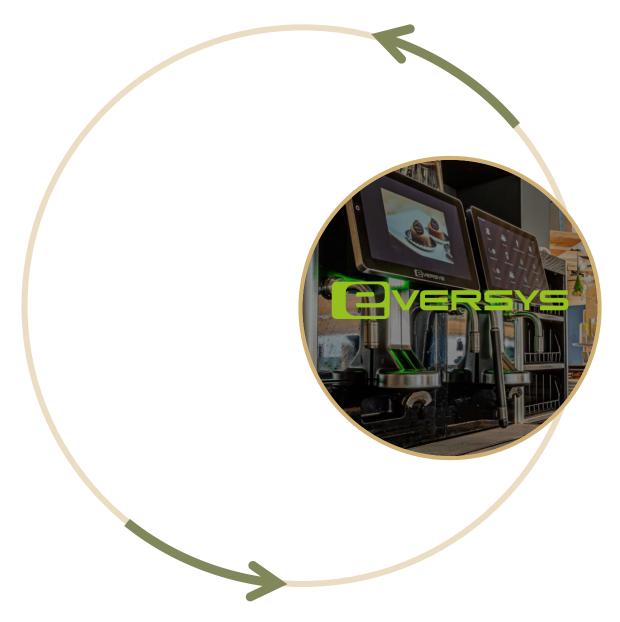
DESIGN TO SIMPLIFY MAINTENANCE

INNOVATIVE SOLUTIONS





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VERSYS Superior In-Cup quality

DēLonghi Group

Consistency

Automated calibration and telemetry ensure precise, high-quality beverages even during peak hours, minimizing errors and waste.



Superior In-Cup quality



Working with Eversys is like having a silent expert by your side, ensuring every cup reflects our passion and dedication to coffee.

Chris Loukakis (World Latte Art Champion 2011)



Eversys machines bring a new level of precision to our craft. They're not just machines; they're our partners in pushing the envelope of coffee excellence.

Dale Harris (World Barista Champion 2017)



Peak times have become more manageable without needing extra staff on shift, as the machine can just step up a gear... without any drop in quality.

Boram Um (World Barista Champion 2023) Telemetry has been a game-changer for many customers, enabling remote software integration that allows for unparalleled control over coffee

Cup Quality (Differentiation)

profiling, milk monitoring,

and water management

Asset Efficiency (Total Cost of Ownership)



125,464

10,037

Design to simplify maintenance

Each Eversys espresso machine is built in modules with a technician's mind set, ensuring rapid access for technical intervention with minimal downtime, quick replacement and reduced maintenance costs.



Innovative solutions

NEW TECHNOLOGIES

R&D leads the pack in professional espresso technology on:

- Cold brew
- Milk system
- Brewing
- Cleaning

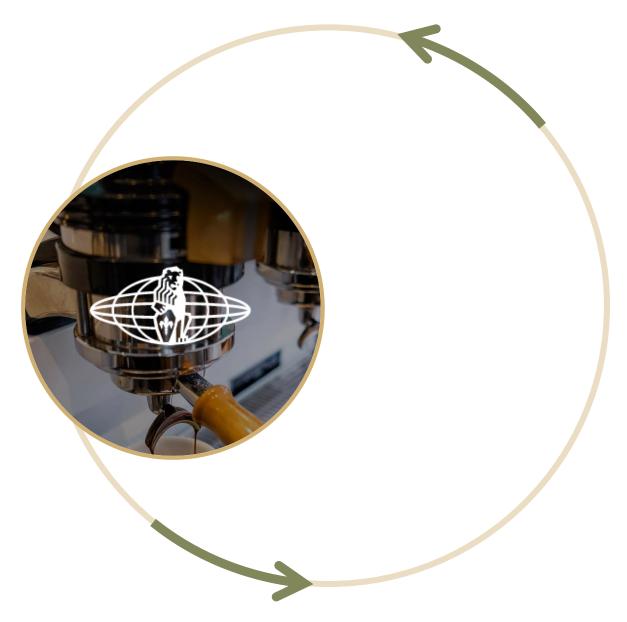
IoT

Developed ecosystem of IoT partners covering payments, under-counter solutions, self-service coffee, etc.

TELEMETRY

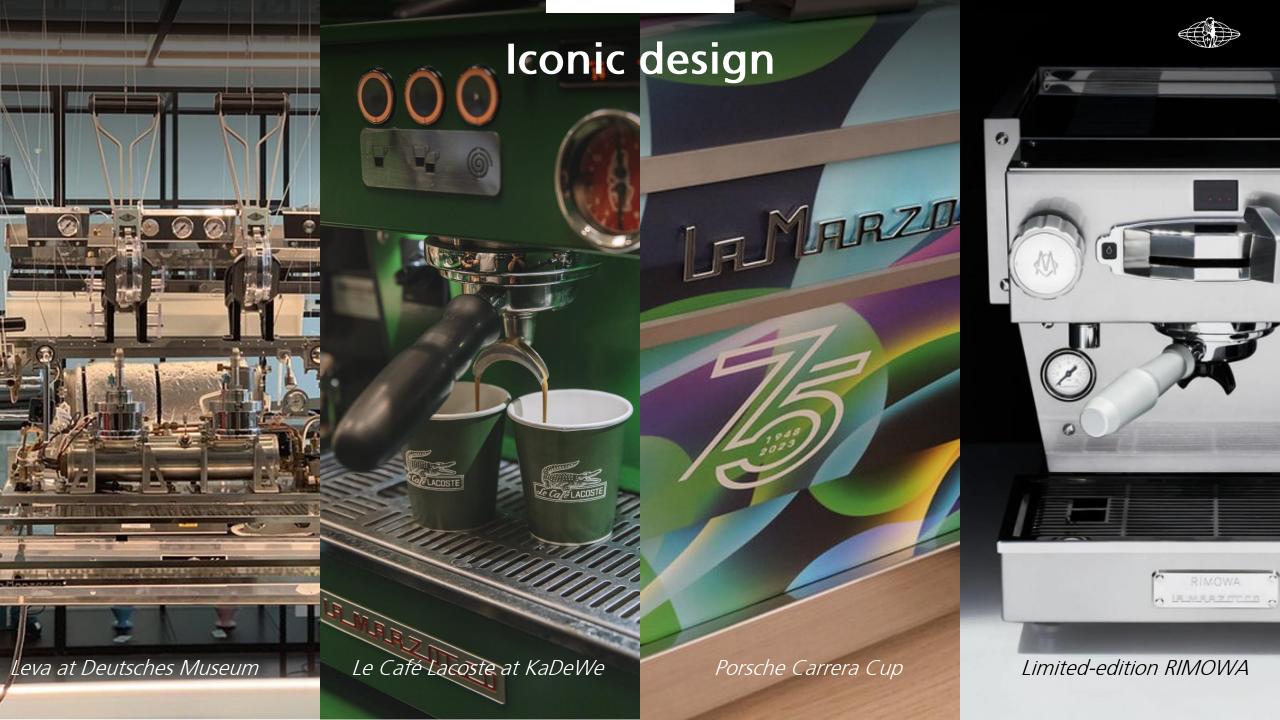
Industry Leadership, tracking more than 33 million beverages monthly





DēLonghi Group







Loved brand



Triathlon legend Jan Frodeno



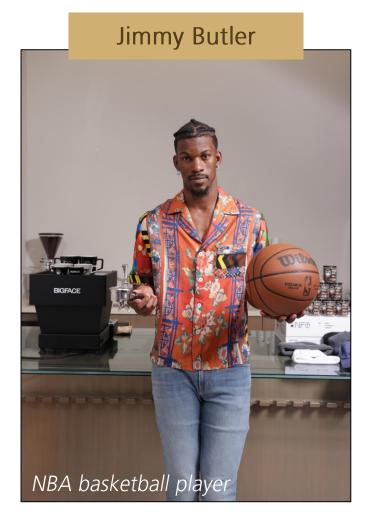
Source: reddit

"It's quite temperamental, this, but I love it... It's the best," Beckham tells Beckham docuseries, as he ushers him into his kitchen at the beginning of episode two.



Loved brand







Innovation is in La Marzocco's DNA

Smart saturation

Strada X automatically saturates the espresso puck at a low pressure set by a pump that feeds consistent pressure into the machine. It uses data from internal flow meters to sense the exact moment it should increase the pressure.

Straight-in porta filters

Straight-in portafilters speed extraction and reduce barista stress and espresso puck damage, decreasing one of the most repetitive tasks in espresso preparation.

Patented anti-static technology

It uses an electric field to neutralise the static charge caused by grinding, allowing coffee to fall directly from the burrs into the portafilter. Adjacent categories

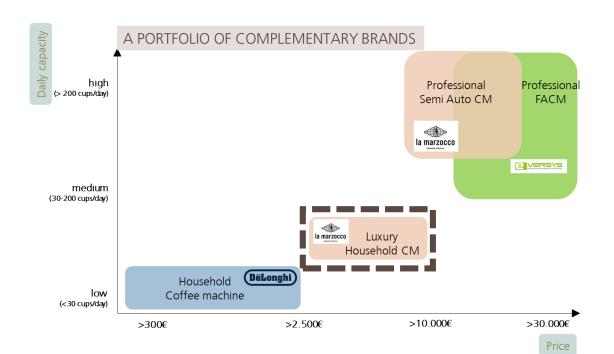
Brand awareness, technical competence, production know how are among the factors that enable La Marzocco to move into adjacent areas.

Just the addressable grinder market is worth around over € 300 M





A significant opportunity in a developing area, leveraging brand knowledge and know-how to serve the luxury home market



Professional Coffee

The market's growth and consistent enhancement in coffee quality

La Marzocco and Eversys's role in leading the market

Combining capabilities for leveraging opportunities





Exploit combined business opportunities, collaborating on partnerships and commercial propositions

Take advantage of the Group's size for achieving economies of scale in sourcing and supply chain

Joint technological know how for developing new innovative solutions, as the cold coffee trend

Riding the Home opportunity and exploring adjacent category potential



Our goals

COFFEE SHOP GROWTH AND EQUIPMENT IMPROVEMENT



SUPERIOR IN-CUP QUALITY, TECHNOLOGICAL EXPERTISE, ICONIC DESIGN

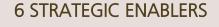
Target '24-'26 Cagr

PROFESSIONAL COFFEE CAN GROW AT HIGH SINGLE DIGIT TO LOW TEENS

DēLonghi Group

Our medium term goals





Beyond 3 years up to 5 years

Ensure long term vision and development strategy

Talent Development

Sustainability

Innovation

Digital Transformation

Media and market activation

.....

Operational Excellence

3 years Business Plan

3 SPECIFIC WORKSTREAMS

Across 3 years



Focus and investments on dedicated workstreams

Professional Coffee

Ecommerce acceleration **NUTRIBULLET** International expansion

YEARLY PLAN

By year

Plan developed by regions, brands and products categories (DēLonghi)

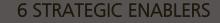
BRAUN

KENWOOD nutribullet.



.....





Ensure long term vision and development strategy

Talent Development

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Sustainability

Digital Transformation

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3 years **Business** Plan

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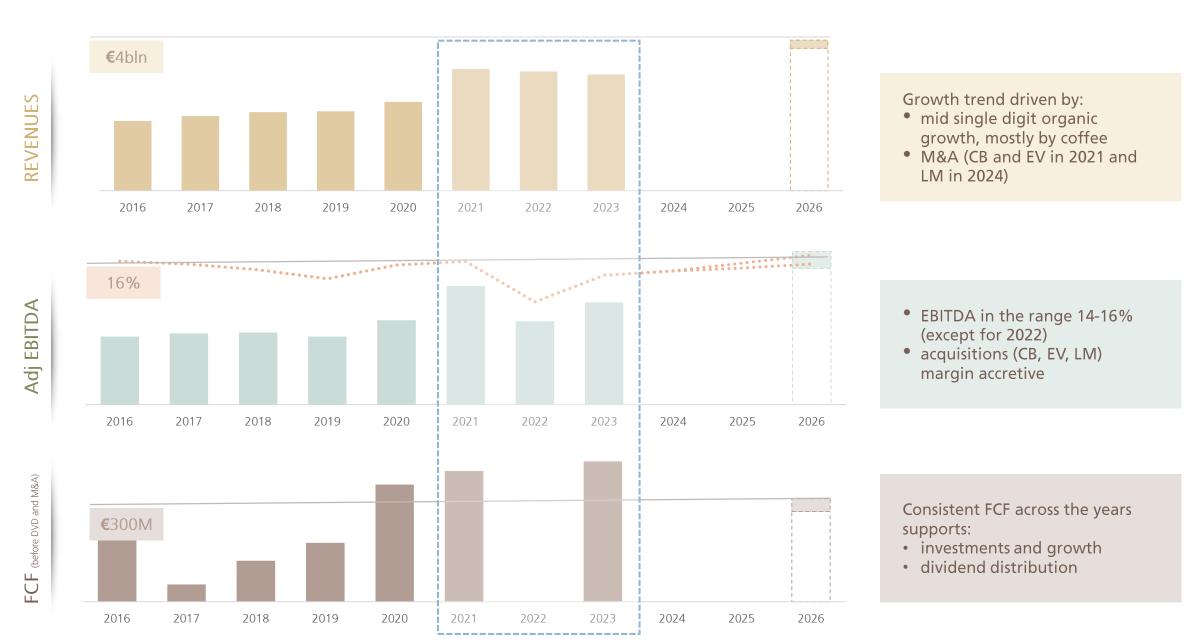


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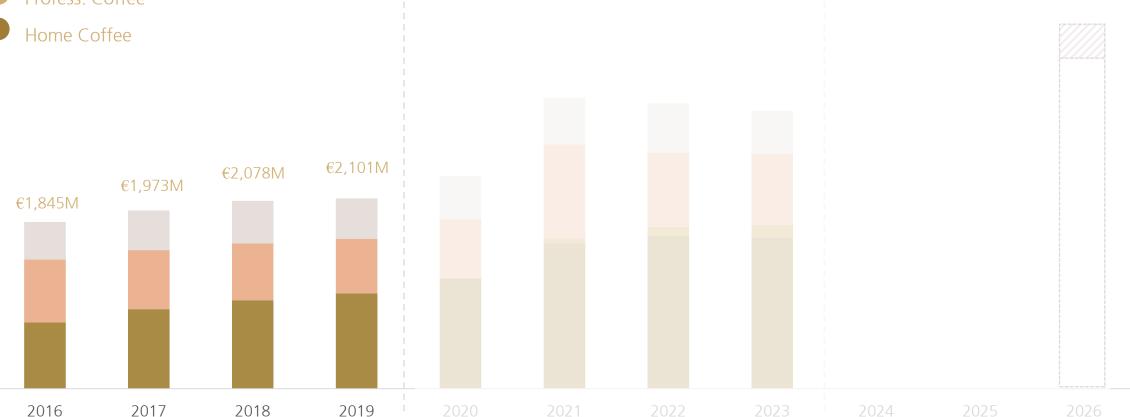
Total Group: evolution of key financial metrics







Others



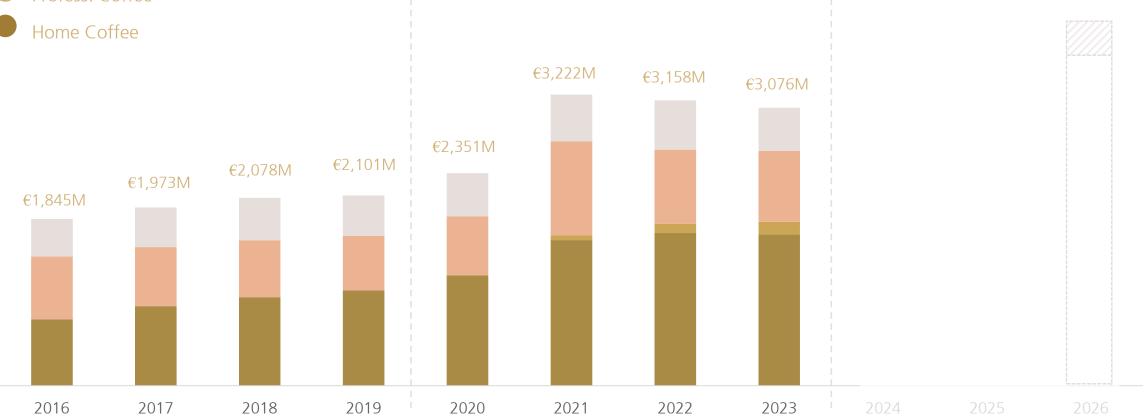
Mid single digit growth, driven by Home Coffee in key geographies

Revenues evolution



Profess. Coffee

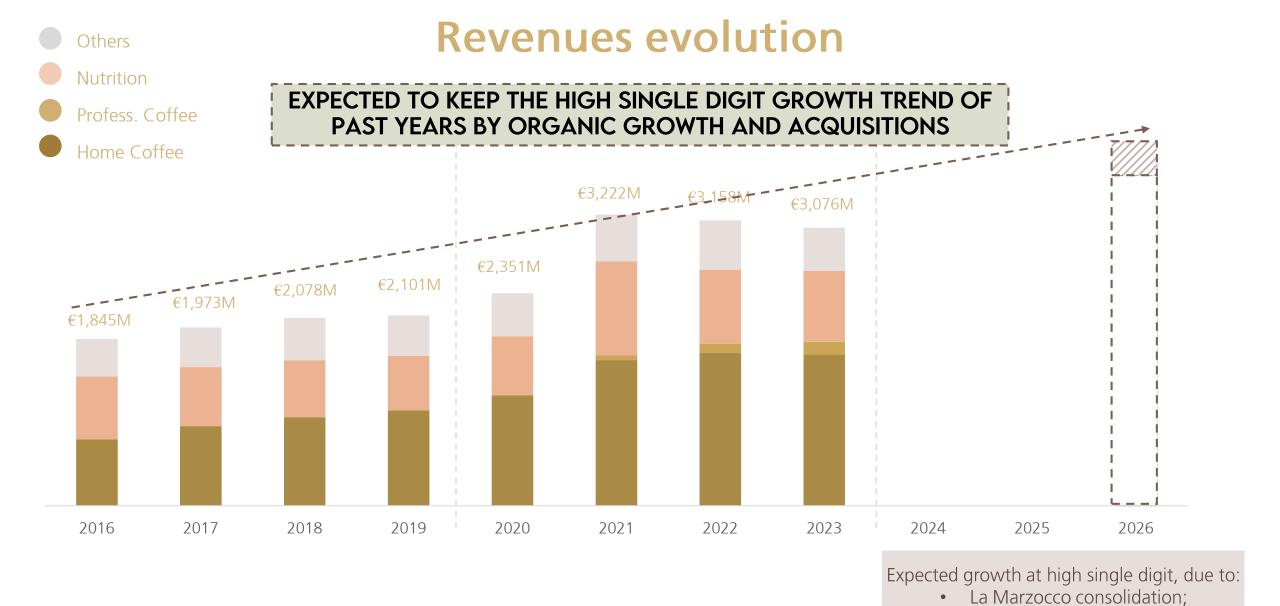




Growth at high single digit rate thanks to:

- mid single digit organic
- acquisition of EV and CB in '21
- 2021 strongly influenced by Covid

DēLonghi Group



DēLonghi Group

Mid single digit organic growth

Total Group: Business performances by Product Segment









Product Segment

Home Coffee

Nutrition

Others

Professional Coffee

CAGR % '24 - '26

Mid to high single digit

Low to mid single digit

Flat to low single digit

High single digit to Low teens

Emerging Trends Grow penetration across all coffee segments

Product innovation to support emerging consumption trends

Consumers' nutrition needs Expand nutribullet in new markets and its range in the core ones Exploit the Braun ironing range potential.

Maintain comfort leadership in select markets.

Joint technological expertise for innovative solutions

Exploit business combination by collaborating on partnerships and commercial.

DēLonghi Group

Medium term profitability evolution



3Y Group's Adj Ebitda margin blocks



VOLUME

Volume growth led by coffee (both home and professional) and nutrition



PRODUCTION COSTS

Production cost normalization (raw materials, electronic components and freights) and efficiencies driven by volumes



CHANGE PERIMETER

Consolidation of La Marzocco, with accretive Ebitda margin



PRICE MIX

Improve the product mix through the premiumization on core categories



OPEX

Long-term projects development to enlarge product ranges both in coffee and nutrition



A&P

Growing investment in advertising and communication to support all products' 'perfect launch' and coffee leadership

A&P investments

Leading beans to cup Products perfect launch TOTAL A&P IN FY26 ABOVE €450 M





Price Mix development

Excerpt from Investor Day 2021



Since 2019, the new commercial policy combined with increased investments in media and communication has generated a positive effect



Price Mix development



Positive trend is continued, as so Price Mix effect, in particular for a further improvement of mix is expected positive for the next three years



Capital Allocation's key factors



CAPEX

Investing in product categories and ranges, digitalization, production capacity and automation



DIVIDENDS

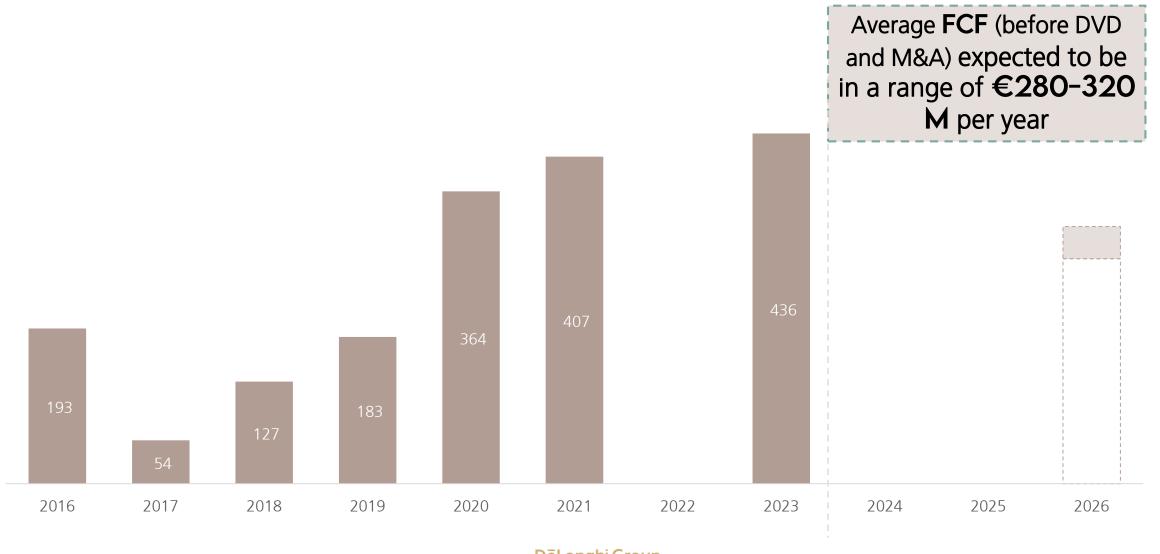
Cash distribution for shareholders' return



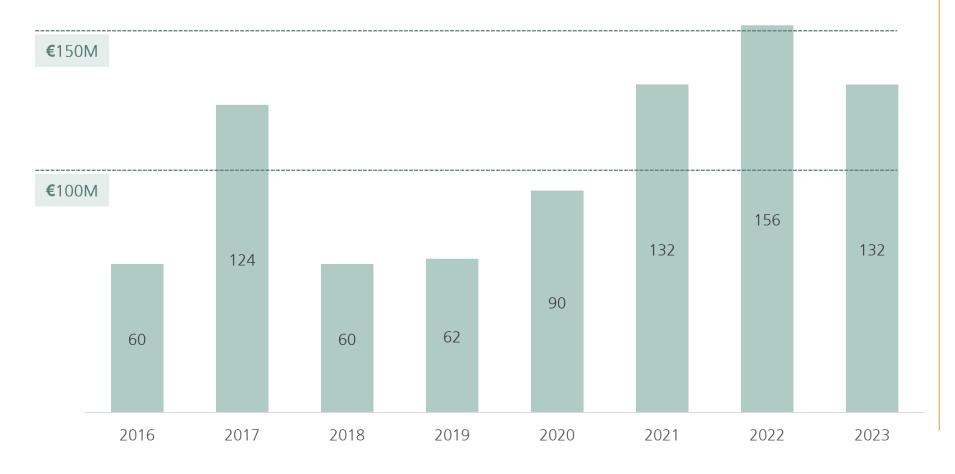
M&A

M&A as a consistent strategy for backing organic growth

Free Cash Flow (before DVD and M&A)



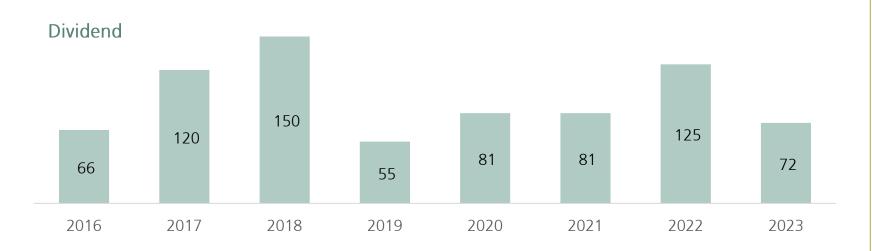
CAPEX investments

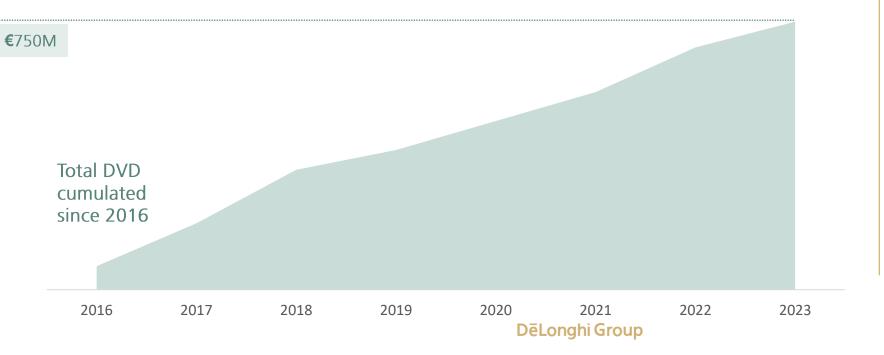


CAPEX for the new perimeter is expected to be at around € 150 M per year, focusing on products innovation, technology upgrade and operational development



Dividends





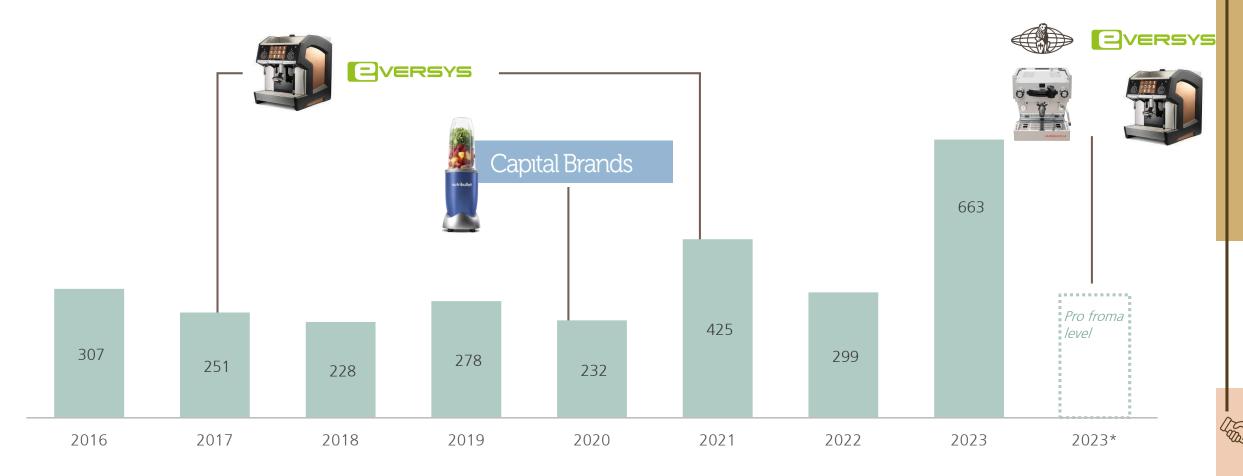
PAY OUT RATIO
at 40% of Net
Earnings, that in the
last years has
supported 3 significan
acquisitions

Threshold can be modified in case of significant changes of the net financial position



Net Financial position

A robust FCF enabled 3 major acquisitions, maintaining a solid financial position





^{*} The Enterprise Value at which the acquisition deal was completed

Key criteria about M&A

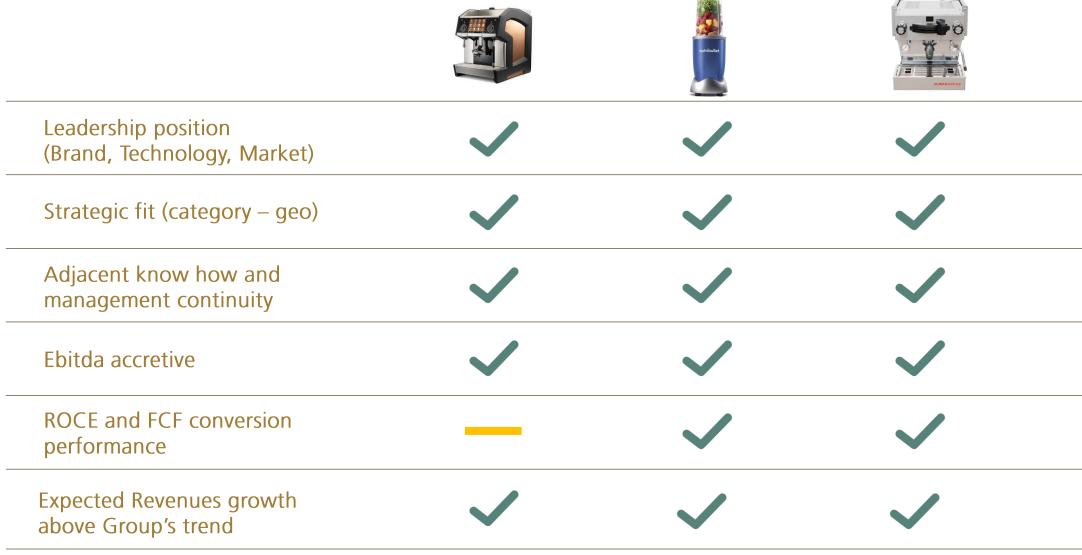
Leadership position (Brand, Technology, Market) Strategic fit: category and geo complementarity Adjacent to Group's know how and management continuity

Ebitda accretive to the Group's average

ROCE and FCF conversion of the target above Group's performance

Expected Revenues growth above Group's trend

Group's last deals







6 STRATEGIC ENABLERS

Beyond 3 years up to 5 years

Ensure long term vision and development strategy

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Innovation

Media and market activation

Sustainability

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Operational Excellence

3 SPECIFIC WORKSTREAMS



Focus and investments on dedicated workstreams

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YEARLY PLAN

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BRAUN

KENWOOD nutribullet.



Strategic Enablers

Operational Excellence



Focus on operational excellence, logistic simplification, procurement optimization and process automation

Sustainability



Integrate sustainability into business processes through the endorsement of three overarching commitments

Media and market activation



Expand media investments in core categories across all key markets and channels

Talent Development



Empower people's development and growth by valuing each individual talent, addressing employees' ambitions and expectations

Innovation



Enhance our innovation capabilities across all the Group to ensure a long-lasting products leadership

Digital Transformation



Accelerate our digital adoption and evolve into a fully digitalized and data-driven company

Sustainability by De' Longhi Group



Our journey started some years ago

2018

1° edition of the 2017 Group's Non Financial Declaration and Sustainability Report



2020

Group efforts supported workers and external communities during pandemic

Stay Safe. Stay Active. Stay Together.

2021

Sustainability as a key enabler of the Medium Term Plan 2021-2023



2023

Sustainability becomes a driver of the 3 Years Plan



Over the years,

we have

increasingly

adopted

sustainable behaviors

> Largest industrial photovoltaic park in Italy

2011







Identification of Sustainability Pillars and BoD Committee responsible for Sustainability

2019

switch On a responsible day

A new chapter in our journey: a proactive approach

2021



Elaboration of the 1° Sustainability Plan and target definition

2022

Rivelia "carbon-neutral"

2024

Our Sustainability Commitments



Decarbonizing our operations and value chain (Science-Based Target)



Sustainable products
through design, materials,
and manufacturing
(Eco-design guidelines)



Fostering awareness, conscious choices & responsible behaviours

Our Sustainability Plan

COMMITMENT AREAS INITIATIVES — Enabling Pillars

Biodiversity risk assessment



Biodiversity risk assessment			Processes	
Minimization of waste sent to landfill			Processes	Partners
Products refurbishment	Products		Processes	Partners
Reduction of packaging's environmental impact	Products			Partners
Reduction of products' environmental impact	Products			Partners
Submission of SBTi Targets and definition of a carbon reduction plan	Products	People	Processes	Partners
Water efficiency	Products		Processes	
Inclusive products guidelines	Products	People		
Enablement of healthy and sustainable lifestyles	Products	People	Processes	Partners
Employees' wellbeing and development		People		
Gender equality		People		
External communities impact		People		
Safe environment			Processes	



Working on a Sustainability Culture

Our People

Diversity, competences, talent development among the key ingredients of people development

The energy we use

Constant increase of energy efficiency and renewable sourcing

The materials we choose

Implementation of eco-design guidelines and ongoing research of sustainable materials

The optimisation we execute

Improve operational efficiency by optimizing resource utilization, minimizing waste and digitalizing operations

The people who inspired us

Fostering conscious choices and responsible behaviour (Inspirational speeches, courses)

The partners we engage

Working on best sustainable practices with suppliers, customers and other stakeholders (Code of Conduct, Audits)

Our People



Talent development

OUR Group
PERFORMANCE
APPRAISAL with a
proactive approach of
learning and a constant
updating of our skills

Talent development



Competences

Global Training Catalogue

Competences



DE&I

OUR COMMITMENT on Diversity Equity & Inclusion that grounds on concrete initiatives related to four focus areas:

- Company Culture
- Processes
- Goals & KPIs
- Targeted Initiatives on Gender Diversity

DE&I

The people who inspired us

We think that every gesture matters towards making a difference

INSPIRING

Inspirational meeting with prof. Joseph Stiglitz



UPSKILLING

Group's platform is designed to foster sustainability education

We are driving our people through a **global learning journey**, to make everyone of us more aware of the **impact** we can have on the world that we live in

The energy we use

In 2023, total emissions market based decreased by 55% compared with 2022, due to **100% grid-sourced electricity** covered by Guarantees of Origin (GO)

In 2023, the **energy intensity** (energy consumed kwh/pieces produced) **decreased from 6.7 to 5.8**



Eco-Design Guidelines

Collaboration

DēLonghi Group



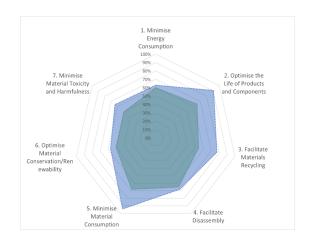






Handbook of Guidelines to Design Low Environmental Impact





Implementation of Eco-Design approach

By implementing this approach, we lessen environmental hazards, improve efficiency, lower costs, and attract environmentally conscious consumers, positioning ourselves for long-term success.

RIVELIA: the 1st CARBON NEUTRAL domestic coffee-machine













Thank you!











Q&A

Disclaimer

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For additional information please visit our website or contact us



delonghigroup.com



Investor Relations:
Samuele Chiodetto
+39 0422 4131
investor.relations@delonghigroup.com