

# De' Longhi S.p.A.

With reference to the Press Release issued by the Company on June 17, 2022, and in compliance with the recommendations of the Code of Corporate Governance, we inform you that, on the proposal of the Chairman and the Vice Chairman, subject to the favorable opinion of the Remuneration and Appointments Committee and the Board of Statutory Auditors, the Board of Directors of 17 June of this year unanimously resolved to recognize to Mr. Massimo Garavaglia, in addition to the remuneration due to him pursuant to the Remuneration Policy approved for the current year by the Shareholders' Meeting of last April 20, 2022 (the "Remuneration Policy"), a monetary bonus of Euro 300,000.00 as recognition for his excellent and effective commitment in the exercise of the office and the offices held, as well as for the dedication shown towards the Company and the Group, also in accepting to continue its activity until the end of August to follow the close of the semester and support the transition period.

In this regard, it should be noted that the granting of the bonus represented an exception to the Remuneration Policy in the presence of exceptional circumstances, permitted by the policy itself, and that the "Procedure on transactions with related parties of the De' Longhi Group (the "OPC Procedure") was not applied in this regard, as the amount of the bonus is a small amount pursuant to the procedure itself. It is also specified that, apart from said bonus, the consensual agreement reached with Mr. Massimo Garavaglia does not provide for the recognition of indemnities and / or other benefits other than those already provided in the event of resignation from the Remuneration Policy. For more information in this regard, please refer to the "Annual Report on the 2022 Remuneration Policy and the Compensation Paid 2021" and the OPC Procedure available on the Company's website at [www.delonghigroup.com](http://www.delonghigroup.com).

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The De' Longhi Group is one of the leading players in the small domestic appliance business dedicated to the world of coffee, cooking and food preparation, air conditioning, heating and home care.

Listed since 2001 on the Italian Stock Exchange MTA, De' Longhi distributes its products, with the De' Longhi, Kenwood, Braun, Ariete, Nutribullet and Magic Bullet brands, in more than 120 markets around the world and has over 10,000 employees. In 2021 it reported revenues of € 3.2 billion, an adjusted EBITDA of € 515 million and a net profit of € 311 million.