

Environmental and Health & Safety Policy

GROUP SUSTAINABILITY COMMITMENTS

De' Longhi Group (hereafter also the "Group", "Company", "De'Longhi") develops its Sustainability Plan, which is an integral part of the Group's three-year Strategic Plan, thereby ensuring the integration of sustainability into all Company decision-making and operational processes.

De' Longhi Group community is committed to design, produce and bring to the market products that are increasingly innovative and tailored to consumers' needs; appliances tested to guarantee the highest safety and quality standards.

The Group pursues the improvement of its consumers' quality of life by offering them useful, reliable and durable products and services, with the target of maximum customer satisfaction.

In line with this, the De' Longhi Group is committed to contributing in making a more sustainable planet and improving people's well-being through innovation in its products; moreover the Group is committed to protecting the environment and the health and safety of people, both in its own operations and throughout its value chain.

The De' Longhi Group's actions are guided by three fundamental commitments:

Progressing Over Emissions: Changing our way of doing business by decarbonizing our operations and value chain.

Designing Tomorrow: Embedding sustainability in our products through design, materials, and manufacturing.

Caring Together: Fostering conscious choices and responsible behaviours by engaging our people, our consumers, and external communities.

These commitments are aligned with the following Sustainable Development Goals of the United Nations:

SDG 3: Ensuring healthy lives and promoting well-being for all ages

SDG 5: Achieving gender equality

SDG 12: Ensuring responsible consumption and production

SDG 13: Taking urgent action to combat climate change and its impacts

SCOPE OF APPLICATION

This policy applies to the Group's stakeholders, including Corporate bodies and their members, employees, collaborators, even if temporary, external consultants, suppliers, customers, contractors, agents and other parties who act in the name or on behalf of the Group companies under a mandate or other contractual relationship.

Operational management is entrusted to the top management and to the relevant corporate functions, which ensure that objectives are pursued, monitored, and reported transparently.

ENVIRONMENTAL AND CLIMATE CHANGE

The De' Longhi Group has adopted a climate action plan focused on reducing its environmental impacts along the entire value chain by building climate resilience that includes:

- A reduction in the carbon footprint.
The Group has set emissions reduction targets validated by the Science Based Targets initiative (SBTi).
- A reduction of fossil fuels in favour of energy efficiency measures and renewable energy sources.
- The adoption of an integrated and holistic approach, across the organization to foster the design of more sustainable products. This can be achieved by adopting the "Eco-Design Guidelines", which focus on recycled materials, energy efficiency, durability, repairability and waste management.
- A reduction of waste sent to landfill in our operations.

The Group is engaged to maintaining its Environmental Management System in accordance with ISO 14001. Building on this foundation, it has committed ISO 45001 certification for its plants, with a clear objective to achieve full certification across all operations. Moreover, the Group is determined to carrying out systematic inspections and audits designed to promote continuous improvement of the System in line with current legislations and best practice.

OCCUPATIONAL HEALTH AND SAFETY

The Group is committed to ensuring high standards of Health and Safety by incorporating its Management System into every aspect of the work, and striving to provide a healthy and safe working environment for each worker, co-worker, and visitor.

Through worker involvement and a consistent and continuous commitment to the promotion of Environmental and Safety Culture, it is indeed possible to improve working conditions, prevent accidents, occupational diseases, and environmental impact.

ENVIRONMENT, HEALTH, AND SAFETY (EHS)

The De' Longhi Group is committed to:

- Having a reliable process for identifying hazards and assessing risks and impacts, setting priorities, prevention, protection actions and appropriate controls for the pursuit of risk minimization, promoting worker and management involvement.
- Analysing the context and stakeholders impacted in the value chain.
- Pursuing compliance with all applicable laws, internal guidelines, procedures and operating instructions implemented at HQ and local levels.
- Involving relevant departments upon detection of nonconformities to ensure timely resolution and appropriate preventive actions.
- Promoting the continuous reduction of the environmental impact of products during their life cycle, from design to production, to usage and disposal.
- Influencing sub-contractors positively to ensure that the impact of their activities is consistent with this policy.
- Promoting stakeholder involvement and capacity building on environmental topics, to foster a culture of shared responsibility across our value chain.
- Collaborating with the Group's employees through consultation with representatives and interested persons on health and safety issues.
- Providing employees with relevant information, appropriate training and operational controls, particularly on health and safety aspects enabling them to carry out their activities in a safely and environmentally responsible manner.
- Foster an environmentally conscious culture and occupational health and safety culture through continued education, promotion of cooperative approach and collective adoption benefiting also of the use of whistleblowing channels, to enable reporting of undesirable or unsafe situations and any other health, safety, and environmental issues.
- Promoting transparency in business activities.

WHISTLEBLOWING, REPORTING CHANNELS

The Whistleblowing Procedure adopted by De' Longhi Group reflects its strong commitment to promoting ethical business practices. In cases involving unlawful conduct or violations of the Group's Code of Ethics, applicable laws, regulations, or internal procedures, including this policy, the Group offers a structured and secure reporting mechanism through the De' Longhi Group Integrity Platform. This platform guarantees the confidentiality of the whistleblower's identity and ensures compliance with relevant regulations, creating a trusted channel accessible not only to employees but also to suppliers and the Group's stakeholders.

The Group underscores the importance of prompt and responsible reporting. Anyone who becomes aware of or suspects a potential violation is encouraged to report it in good faith, relying on factual elements. To protect the whistleblower's anonymity, the platform operates independently from the Group's internal systems, encrypting and securely transmitting information to the Whistleblowing Committee. This specialized group holds a pivotal role in

ensuring the integrity, independence, and effectiveness of whistleblowing processes. With full access to all relevant information and personal data, the committee is empowered to act with the necessary autonomy to oversee and address reported cases appropriately.

GOVERNANCE

This policy is approved by the De' Longhi Group CEO and submitted to "Control and Risks, Corporate Governance and Sustainability Committee (CCR)" for oversight.

REVIEW AND CONTINUOUS IMPROVEMENT

This Policy is regularly reviewed and updated and it is available at the following link:

<https://www.delonghigroup.com/en/sustainability/documents>

The present EHS Policy replaces the former "Environmental" and "Health & Safety" policies previously issued by the De' Longhi Group in 2024 and 2025.

Treviso, November 10, 2025

Effective Date: September 1, 2025

Dr. Fabio de'Longhi

De'Longhi Group's
President and C.E.O.