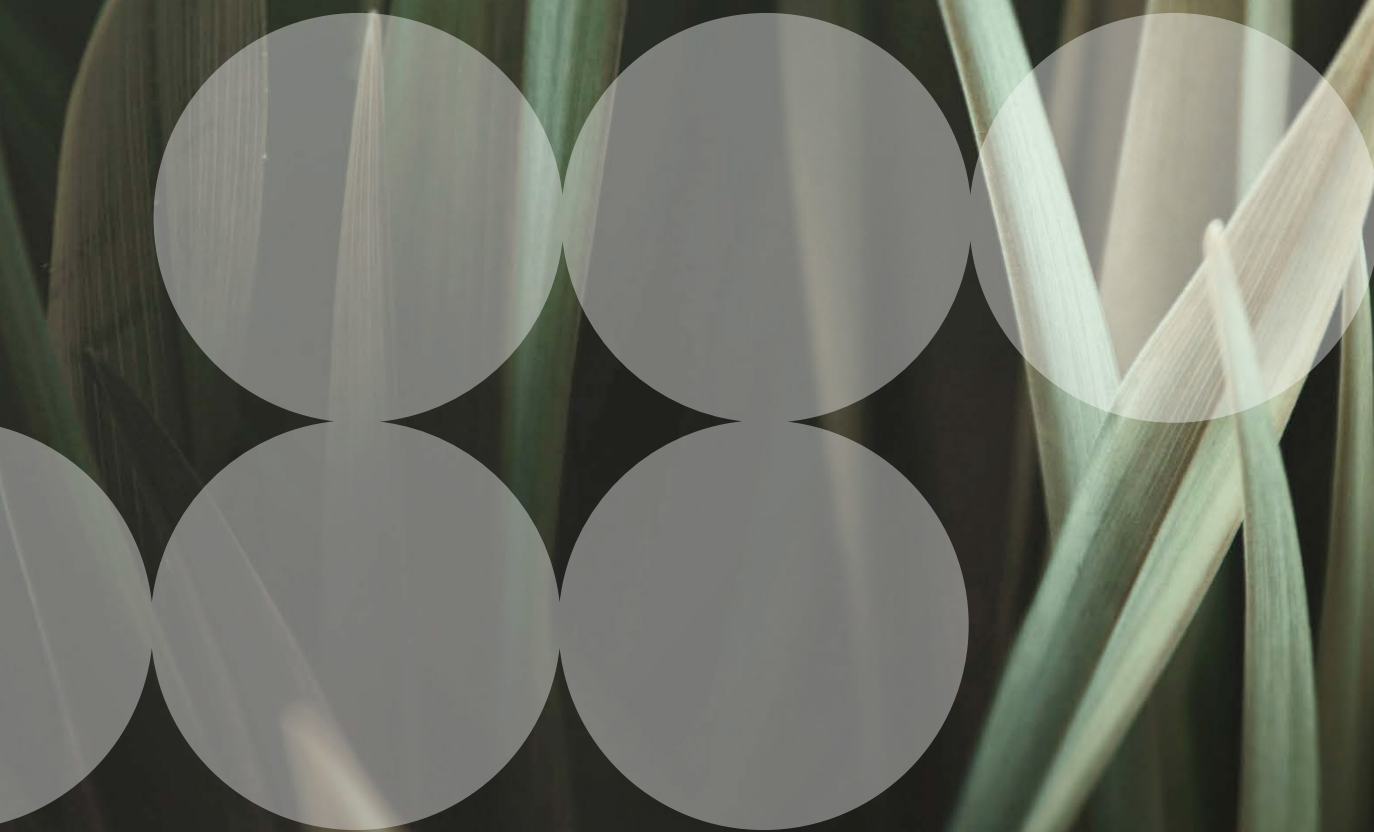
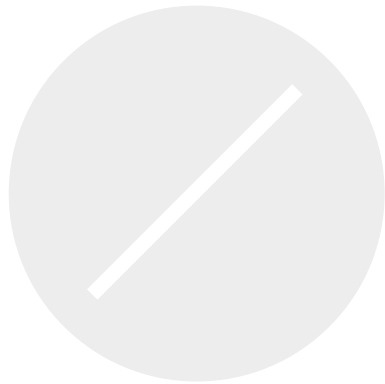


SUSTAINABILITY REPORT 2024



CONTENTS



LETTER AND FOREWORD 5

| | |
|------------------------|---|
| Letter to stakeholders | 5 |
| Foreword | 6 |



TECHNOLOGY WITH STYLE 10

| | |
|-------------------------------------|----|
| More than 75 years of Made in Italy | 11 |
| A global brand | 17 |



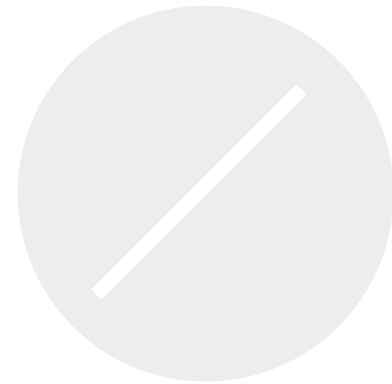
RESPONSIBILITY FOR PEOPLE AND THE PLANET 18

| | |
|--------------------------------------|----|
| Designing beauty: the business model | 19 |
| Sustainability for the Smeg Group | 26 |
| Responsible management | 30 |
| Communicating with stakeholders | 33 |



OUR APPROACH TO BUSINESS 36

| | |
|-------------------------|----|
| Transparency and ethics | 38 |
| Risk management | 44 |
| Shared value | 46 |



PEOPLE 52

| | |
|-----------------------------|----|
| The Group's human resources | 54 |
| Talent acquisition | 62 |
| Skills development | 64 |
| Health and safety at work | 67 |

ENVIRONMENT 72

| | |
|---|----|
| Impact along the value chain | 74 |
| Carbon footprint and environmental impact | 76 |
| Preservation of natural diversity | 98 |

PRODUCTS 104

| | |
|--------------------------------------|-----|
| Procurement and use of raw materials | 106 |
| Design and beauty | 110 |
| Quality, safety and compliance | 118 |
| Customer relations | 125 |

ANNEXES TO THE REPORT 128

| | |
|---------------------|-----|
| More information | 129 |
| Methodological Note | 173 |
| GRI Content Index | 177 |



LETTER TO STAKEHOLDERS



Dear Readers,

Again this year the Smeg Group wants to make its stakeholders aware of the organisation's growing commitment to sustainability.

The Smeg Group was established with its roots based around the value of Quality and continues to grow in the same way. This value has always distinguished and guided us, transforming and evolving over time, but always remaining a constant in our business model.

The value of Quality is, in fact, present at all times, from the birth of a product, through the purchasing experience and customer care during the use phase, to the end of the product's life. In each of these stages, the value of Quality also translates into attention and commitment to the environmental, social and economic sustainability aspects involved.

And it is in the firm belief that a commitment to sustainability is intrinsic to Quality, that the Smeg Group continues on its path to become increasingly aware of its impact on the environment and people, and of its ability to bring about constant improvement.

The Smeg Group, although aware of the increasingly challenging economic and social context, continues its work to establish new objectives, continuing in its commitment to transparency, which has accompanied us since the start of the reporting project.

Chairman
Vittorio Bertazzoni

FOREWORD

The Smeg Group (hereinafter also the “Group”), of which Smeg S.p.A. is the parent company (hereinafter also “SMEG”, the “Company” or the “Parent Company”), has prepared and published this fourth edition of its Sustainability Report on a voluntary basis.

The Group, in accordance with the principles of **balance and completeness of information** defined by GRI Standard 1 - Foundation (2021) of the Global Reporting Initiative, utilises this Sustainability Report to offer its

stakeholders the environmental, social, economic and governance information most pertinent to its business, explaining the positive and negative impacts generated¹. Reporting is based on the material topics that emerged from the materiality analysis, conducted with the involvement of internal and external stakeholders. The Group has adopted the GRI Standards (version 2016, as amended) as the reference reporting standards for this report, in accordance with the reporting option, “**With reference to**”.

The qualitative and quantitative information reported refers to the period from **1 January 2024 to 31 December 2024**, providing a comparison, where possible, with figures from the previous two year period to enable readers to **compare** the Group’s sustainability performance over time.

The contents set out in the document refer to the entire Group: the entities included within the **reporting boundary** of the Sustainability Report are detailed in the Methodological Note (see

“*Annexes to the Report*”). Any scope limitations, with reference to the various material topics covered by the document and to the individual items reported, are appropriately indicated both in footnotes and in the body of the report, and within the Methodological Note at the end of the document.


¹ The independent international “Global Reporting Initiative” (GRI) has defined a set of reference standards for reporting on the sustainability performance of public and private organisations. The GRI standards are currently recognised as the leading international reference standards: the standards are both universal and specific, i.e., relating to specific economic, environmental and social aspects. The latest version of the GRI Universal Standards was published in October 2021, reorganised to pave the way for the upcoming regulatory developments that will affect sustainability reporting on a European level. For the Topic Specific Standards, the most recent versions - depending on the specific standard - are 2016, 2018 and 2020.

Guide to reading the document

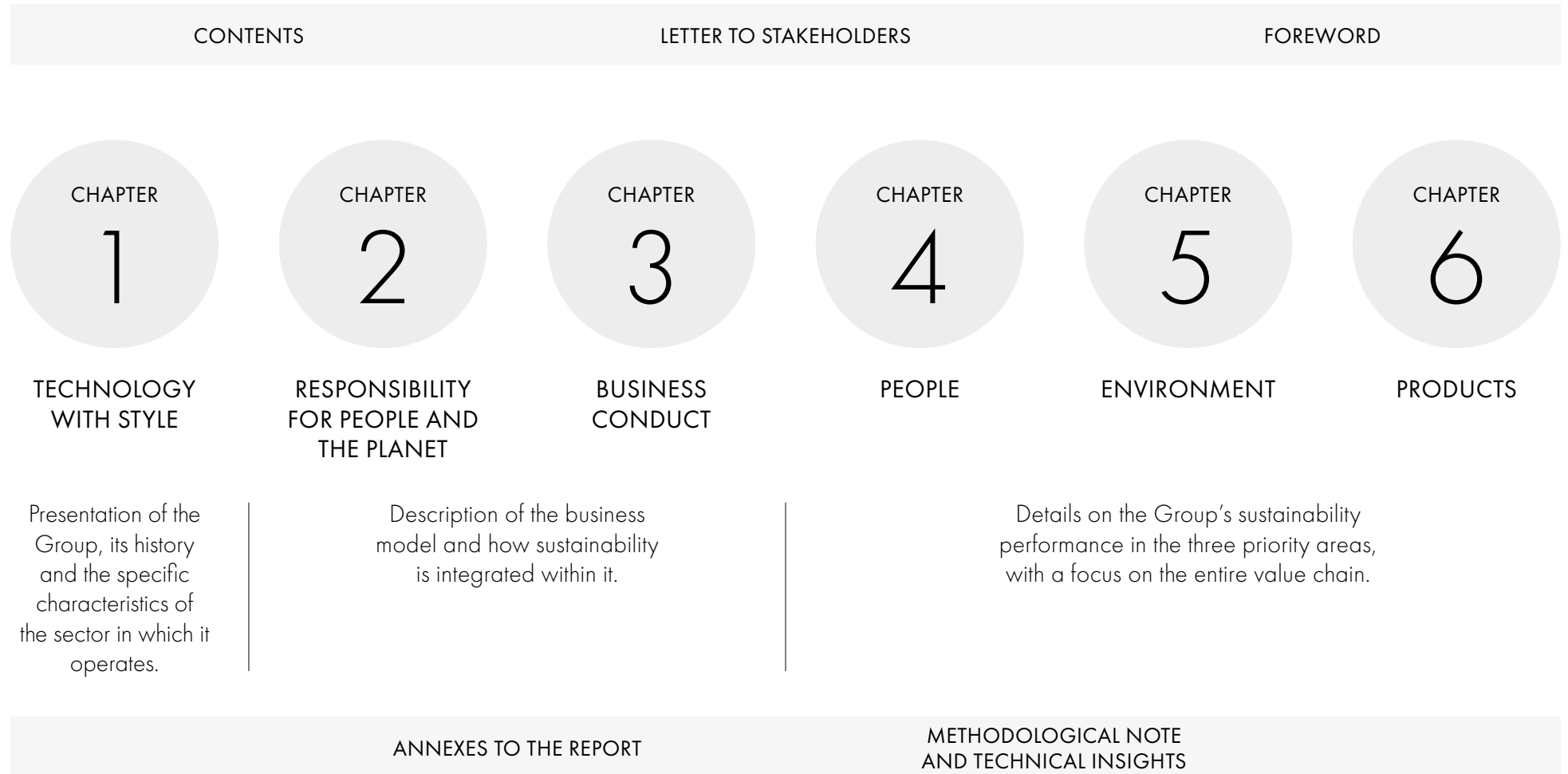
The Sustainability Report 2024 was structured with the aim of highlighting the Group's commitment to an increasingly integrated and conscious management of its business, inspired by the principles, values and objectives of sustainability.

The first three sections of the document illustrate the Group's approach to sustainability, with particular reference to the business model adopted and the governance structure of the Parent Company (Chapter 2). This section also describes the **materiality analysis** process carried out with the involvement of internal and external stakeholders.

The largest section of the document (Chapters 4-6) is devoted to reporting on **environmental, social and product sustainability performance**. It was prepared using a **transversal** approach, including the entire value chain of the Group, in line with the principles of completeness and consistency of the GRI framework.

 Information regarding the Smeg Group's supply chain is accompanied by the icon shown here.

The 2024 Sustainability Report structure



Starting from Chapter 3, a detailed technical page is provided at the beginning of each chapter, showing the following information:

- the material topics covered by the chapter;
- the GRI information reported;
- the SDGs of reference, to which the Group contributes directly or indirectly;
- reference stakeholders in relation to the topics covered by the chapter;
- the policies and other documents adopted by the Group in order to ensure the topics are managed appropriately.

Concluding the document are the “Annexes to the Report”, which give more detail on the quantitative information reported in response to the disclosures of the GRI Standards covered by the document, and provide methodological details to facilitate an understanding of the data collected and presented.

The selection of the indicators reported in this Sustainability Report, both general and topic-specific (“topic-specific”), has been made on the basis of the materiality of the topics identified, taking into account their relevance to the Group and the possibility of ensuring adequate collection and communication of the relevant information, in both qualitative and quantitative terms.

The Sustainability Report is published on the Smeg Group's corporate website and can be downloaded at the following link: <https://www.smeg.com/company/sustainability>

For more information regarding this report and SMEG’s commitment to sustainability, contact sustainability@smeg.it.

1

TECHNOLOGY WITH STYLE

| | |
|--|----|
| More than 75 years of Made in Italy | 11 |
| A global brand | 17 |



MORE THAN 75 YEARS OF MADE IN ITALY

A family business founded in 1948, SMEG owes its name to the acronym of its original name: "Smalterie Metallurgiche Emiliane Guastalla". For over 75 years, the company has combined innovation and design, combined with strategic diversification of its products.

"Technology with style" reflects our brand identity, responding to the needs of contemporary living through the creation of domestic appliances characterised by a sober yet elegant style, with a soul,

thanks to an unceasing commitment to cutting-edge industrial design and the numerous collaborative initiatives undertaken with internationally renowned architects and designers.

This distinctive identity goes beyond aesthetics: it is an authentic expression of the company's roots and the passion that drives it. In fact, it translates into a precise ambition: to enhance the distinctive features of Italian design such as inventiveness, originality and high product quality.

Some key events in the Group's history are provided below, with a particular emphasis on the most significant moments which, over the past 25 years, have characterised the Group's commitment to sustainably developing its business.

The stages of the Smeg Group's history

YEAR

1948

- Vittorio Bertazzoni Sr. founds Smeg in Guastalla (RE), his home town.

YEARS

1950

- Metalworking is accompanied by the production of the first cooking appliances.
- 1955: Presentation of the first cooker bearing the Smeg name, called Elizabeth.

YEARS

1960

- Start of the production of washing products (washing machines and dishwashers). In 1963, Smeg launches LEDA, its first washing machine.

YEARS

1970

- 1970: World première of the first dishwasher with a capacity for 14 place settings.
- 1971: Production of the first built-in cooking appliances (ovens and hobs).
- 1977: Creation of the new company logo by designer Franco Moria Ricci.
- 1979-1982: Smeg sponsors the Ferrari team, which races with Gilles Villeneuve.

The stages of sustainability in the Smeg Group

YEARS

1980

- 1982-1985: Start of the production of food service products and sanitary disinfection equipment.
- 1985: Collaboration with architect Guido Canali for ovens and hobs.
Launch of the Smeg Instruments division, dedicated to the hospital, biomedical and dental sector.

YEARS

1990

- 1991: Collaboration with architect Mario Bellini for ovens and hobs.
- 1995: Collaboration with architect Renzo Piano for ovens, hobs, fridges and domestic greenhouses.
- 1997: Launch of the iconic FAB28 Fridge.

YEARS

2000

- 2002: Inauguration of the new SMEG headquarters, designed by architect Guido Canali.
- 2008: Collaboration with industrial designer Marc Newson.

- 1996: Implementation of the qualification procedure for suppliers of materials and services.
- 1997: ISO 9001 certification obtained for the Guastalla and Bonferraro sites and, later, for the other production companies in the Group.
- 1999: ISO 14001 certification obtained for the Guastalla site.

- 2000: ISO 14001 certification obtained for Bonferraro.
- 2005: OHSAS 18001 certification obtained for the Guastalla site, later replaced by ISO 45001.
- 2007: Domotica Award in 2007 for the Guastalla facility, declared as one of the most innovative in Italy for intelligent consumption management and as an example of sustainable development.
ISO 45001 certification obtained for Bonferraro.
- 2009: Adoption of the Model pursuant to Italian Legislative Decree no. 231/01 and of the Code of Ethics.
ISO 14001 certification obtained for Apell.

The stages of the Smeg Group's history

YEARS

2010

- 2012: Launch of FAB denim (the first line of fridges entirely covered in denim).
- 2013: Launch of the Smeg500 model.
- 2014: Launch of the line of small domestic appliances inspired by the iconic FAB fridge lines.
- 2016: Start of the collaboration with Dolce&Gabbana.
- 2019: Acquisition of La Pavoni S.p.A., a historic Milan-based manufacturer of coffee machines founded in 1905.

YEARS

2020

- 2020-2023: Development of the ISAAC project 'Innovative Smeg Appliances for Cooking', to develop Smeg-compatible product solutions with a high level of sustainability
- 2020: Start of the collaboration with Luigi Lavazza S.p.A. for the development of co-branded coffee machines.
- 2021: For the tenth time, Smeg receives the international "Good Design Award" for industrial design, awarded by the Chicago Athenaeum Museum of Architecture and Design.

The stages of sustainability in the Smeg Group

- 2011: The use of nickel sulphate and wet enamels is eliminated with the consequent elimination of potential pollutants (Guastalla site). ISO 45001 certification obtained for Apell.
- 2012: Realisation of a photovoltaic system for Smeg Belgium.
- 2016: Eliminated industrial outlet to surface waters at Guastalla. Removal of the lime filter on emissions from the enamel kiln at Guastalla. Start of the collaboration with the Reggio Emilia section of ILLT for the prevention of oncological diseases.
- 2018: Implementation of a photovoltaic system at the Apell site.
- 2019: Implementation of photovoltaic system for Smeg UK.
- 2020: Establishment of the Sustainability Committee
- 2021: Appointment of a Sustainability Coordinator, preparation of the Group's first Sustainability Report and completion of the Group's first carbon footprint analysis. First participation in the CDP Climate Change questionnaire. Membership of the Forestale Kilometroverde consortium of Parma. Survey of the vegetation present at the SMEG facility. ISCC certification obtained for use of Tritan™ Renew. Smeg is ranked first in its category in the "TOP JOB - BEST EMPLOYERS 2021" study conducted by the German Institute for Quality and Finance (ITQF) and second in the ranking for "Italy's Best Employer for Women 2021".
- 2022: Second time participating in the CDP Climate Change questionnaire, obtaining the score C - Awareness. Collaboration with the CNR to carry out a study of the CO₂ sequestration capacity of the vegetation around the SMEG headquarters.

YEAR

2024

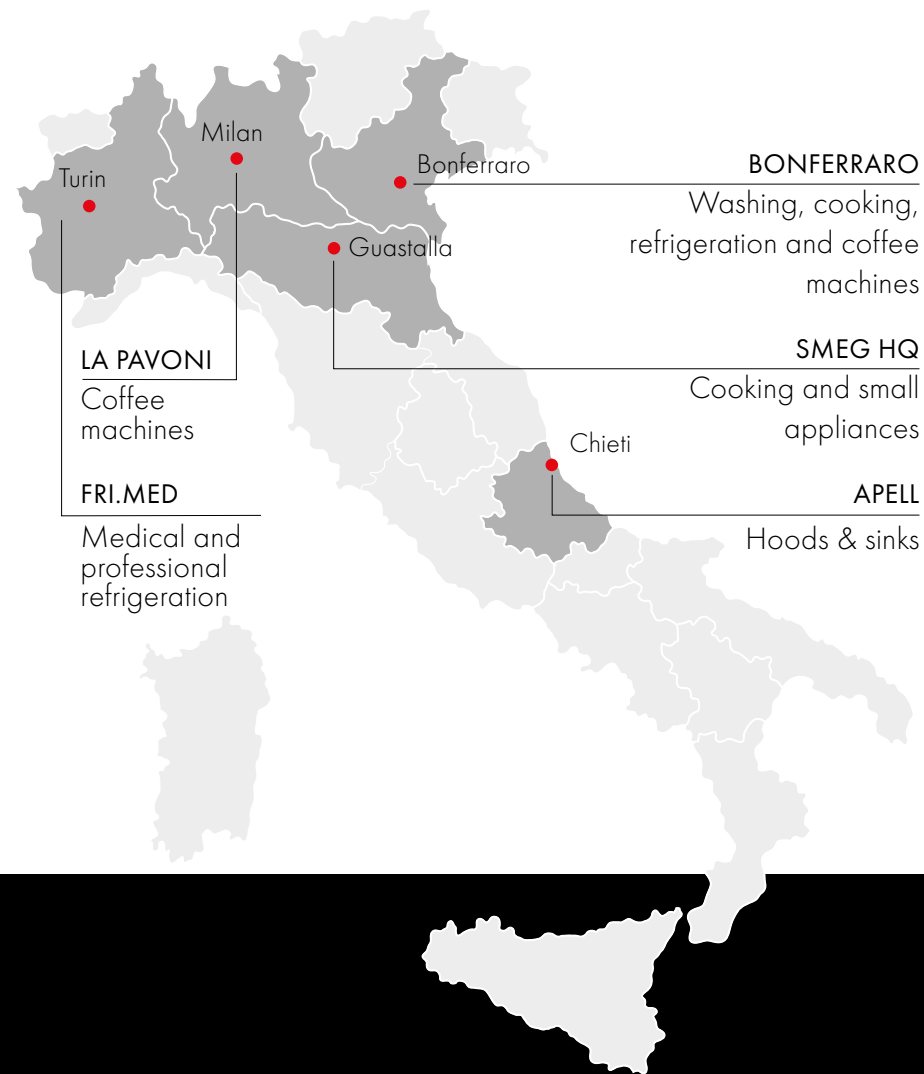
- 2022: Launch of the Galileo Platform.
Acquisition of FRIMED.
Launch of new line of coloured refrigerators in collaboration with Veuve Clicquot.
- 2023: House of Coffee is born, a unique, multi-sensory space dedicated to products that meet every need of coffee lovers.
Launch of the Dolce&Gabbana Blu Mediterraneo collection

- Eight Smeg appliances receive the Good Design Award 2024, the longest-running and most prestigious award in the industry awarded by the Chicago Athenaeum Museum of Architecture and Design.
- Renovation of the Smeg Store in Guastalla (open since 1985).

Completion of an LCA study on the packaging of some Small and Major Domestic Appliances in collaboration with the Politecnico di Milano.

- 2022-2023: Construction and commissioning of the first photovoltaic plant at the Guastalla site.
Construction and commissioning of photovoltaic plant at Bonferraro.
- 2023: Construction of a second photovoltaic plant at the Guastalla site.
Installation of a new photovoltaic system for Smeg UK.
Realisation of a photovoltaic plant at Te.Se.C S.r.l.
Renewal of ISO 14001 certification for FRI.MED (obtained in 2008, pre-acquisition).
Third time participating in the CDP Climate Change questionnaire, obtaining the score B - Management.
Installation of charging infrastructure for electric vehicles in the company parking area at the Guastalla site.

- Second photovoltaic plant goes into operation at the Guastalla site.
- Photovoltaic plant at Te.Se.C. S.r.l. begins operating.
- Expansion of Apell photovoltaic plant.
- Installation of charging infrastructure for electric vehicles at the Bonferraro site.
- Birth of the Smeg Wood, a peri-urban forestation project, thanks to the planting of 766 trees of different species.
- SPIRAL project: collaboration with Milan Polytechnic for the development and application of a Life Cycle oriented framework to assess and improve the environmental performance of the Group's production sites.
- Fourth time participating in the CDP Climate Change questionnaire, obtaining the Score C - Awareness.
- New LCA study on the Galileo oven in collaboration with the University of Modena and Reggio Emilia.
- Group Code of Ethics is updated.



Production is done in **five plants in Italy**, the sites of the Group’s five production companies. Using the latest technology, their certified production departments ensure that the products have essential qualities such as durability, safety, flexibility of use, energy efficiency and appeal.

The Parent Company is based in Guastalla (RE), in the locality of San Girolamo, where cooking products are manufactured; the company **Bonferraro S.p.A.** (hereinafter “Bonferraro” is based in Bonferraro di Sorgà (VR) and focuses on the manufacture of washing, cooking, refrigeration products and coffee machines; the company **Apell S.p.A.** (hereinafter “Apell”) is based in San Giovanni Teatino (CH) and produces hoods and sinks; the company **La Pavoni S.p.A.** (hereinafter “La Pavoni”), which is based in San Giuliano Milanese (MI), works in the coffee machine sector. Finally, the most recent addition to the Group is **FRI.MED S.r.l.** (hereinafter 'FRI.MED'), based in Chieri (TO); FRI.MED specialises in the design and manufacture of professional equipment for the hospital, industrial, biomedical and pharmaceutical sectors.

 ITALIAN COMMERCIAL DISTRIBUTION COMPANIES (REGIONS)

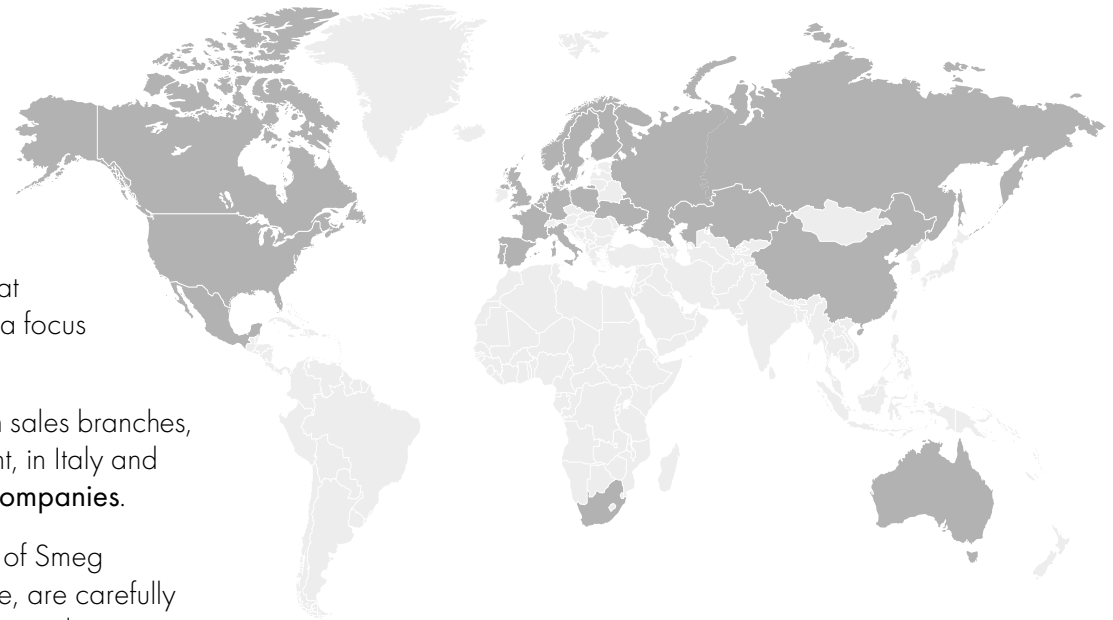
Abruzzo, Lazio, Tuscany, Veneto, Lombardy, Emilia-Romagna, Friuli-Venezia Giulia.

A GLOBAL BRAND

Vision, intuition, international outlook: the brand stands out globally as an example of **Made in Italy excellence**, thanks to a corporate culture that places extreme emphasis on quality and high technological content, with a focus on energy saving.

The Group's presence is strong both nationally and internationally through sales branches, representative offices and a widespread network of distributors. At present, in Italy and abroad, there are respectively 7 and 19 active **commercial distribution companies**.

The Group is also present in major cities around the world with a network of Smeg Stores and showrooms. These spaces, where design plays the leading role, are carefully developed to reflect the brand's distinctive identity and style. Inside, iconic products are showcased and important partnerships with other Italian companies recognised for their excellence on the global stage are highlighted.



NETWORK OF PARTNER DISTRIBUTORS IN VARIOUS MARKETS

Eastern Europe, Iceland, Middle East, Mediterranean countries, North and Southern Africa, Asia, New Zealand, Canada, Central America and South America.

FOREIGN COMMERCIAL DISTRIBUTION COMPANIES (COUNTRIES)

France (1988), United Kingdom (1989), Belgium (1989), Spain (1991), Germany (1996), Netherlands (2002), Portugal (2006), Russia (2007), United States (2007), South Africa (2008), Ukraine (2008), Australia (2011), Kazakhstan (2012), Poland (2014), Mexico (2015), Nordic (Sweden - 2005, Denmark - 2010, Finland and Norway - 2017), Singapore (2018), Canada (2022), China (2022).

The year in brackets refers to the year that the branch was established.

SMEG STORES/SHOWROOMS

Guastalla, Reggio Emilia, Modena, Milan, Rome, Trieste, Malmo, Stockholm, Copenhagen, Monaco, Hamburg, Berlin, Dusseldorf, Frankfurt, Stuttgart, Amsterdam, Puurs, Rouen, Paris, Lyon, Abingdon, London, Barcelona, Montcada, Lisbon, Warsaw, Moscow, Saint Petersburg, Yekateringburg, Krasnodar, Novosibirsk, Almaty, Kyiv, New York, Johannesburg, Durban, Cape Town, Sydney, Melbourne, Brisbane, Adelaide, Wagga Wagga, Hobart, Perth, Mexico City, Singapore.

2

RESPONSIBILITY FOR PEOPLE AND THE PLANET

| | |
|---|----|
| Designing beauty: the business model | 19 |
| Sustainability for the Smeg Group | 26 |
| Responsible management | 30 |
| Communicating with stakeholders | 33 |



DESIGNING BEAUTY: THE BUSINESS MODEL

Creating products that combine user safety, a high technological content, distinctive and innovative design, and respect for the environment, aimed at a discerning clientele that recognises the importance of elegance and quality.

The Group's founding values are responsibility towards the community, integrity, trust, transparency, sharing and teamwork. These are concretely reflected in the business model, which is articulated around the two strategic guidelines represented by product excellence and protection of the environment and people:

- **Product excellence:** The Group is committed to designing and manufacturing household appliances that combine **safety, advanced technology and distinctive design**. The products are designed for discerning customers who recognise the **value of elegance, quality and reliability**. Ensuring maximum customer satisfaction is a priority objective for the Smeg Group.
- **Protection of the environment and people:** The Group pays great **attention to environmental protection and the protection of worker health and safety**. Environmental sustainability and social responsibility are central elements of its industrial strategy. The Group also works with respect for local communities, promoting **sustainable development** that takes into account the needs of present and future generations.

The Group's growth strategy is based on a continuous drive for innovation, listening to users' needs and ensuring its products are aesthetically pleasing. This approach translates into **four fundamental pillars** that guide its actions and make its products **true icons of style, functionality and sustainability**.

The following infographic illustrates the above-mentioned pillars, as well as the distinctive features of the Group's business model.

Business model

CORNERSTONES

1. Distinctive design

A focus on design as a central element of product identity, also developed through collaborations with internationally renowned architects and designers, to offer aesthetic and innovative solutions.

2. Technological innovation

Continuous search for cutting-edge technological solutions at product and process level.

3. Quality and user safety

Constant commitment to ensuring high quality products that meet the highest international standards, with a focus on user safety and durability.

4. Sustainability and social responsibility

Environmentally-friendly, energy-efficient design and protection of worker health and safety, with an ethical and responsible view of industrial development.

The Group pursues the continuous improvement of its management and production processes through the adoption by the production companies of a **Quality, Safety and Environmental Management System**, certified against the **international standards ISO 9001, ISO 13485¹, ISO 45001² and ISO 14001³**. To support research and development activities, a Laboratory Management System conforming to UNI CEI EN ISO / IEC 17025 is also utilised. These tools enable the Group to:

- **Guarantee regulatory compliance and, when possible, exceed existing requirements**, through the adoption of effective prevention and protection measures, to reduce environmental risks and protect the health and safety of the people and communities in which it operates;
- **Minimise environmental impact** throughout all production stages and product life cycles;
- Promote a widespread **culture of responsibility** among employees and along the supply chain, with a constant focus on quality, environmental protection and occupational safety.

¹ The ISO 13485 certification is held by SMEG, Bonferraro and FRI.MED.

² The ISO 45001 certification is held by SMEG, Bonferraro and Apell.

³ The ISO 14001 certification is held by SMEG, Bonferraro, Apell and FRI.MED.

Production specifically involves the following **3 divisions**:

1. **the domestic division** covers the production of major and small domestic appliances. Over the years, the home appliances division has also been involved in important collaborations (so-called “special projects”), relating to customisations/co-branding operations.
 - The Major Domestic Appliances line encompass a broad selection of refrigeration, cooking, washing, built-in and free-standing products;
 - The Small Domestic Appliances line was launched in 2014, when the Group decided to differentiate its business by introducing products that could satisfy consumer needs in terms of quality and technology, with special attention paid to design as a distinctive element. Inspired by and reinterpreting the iconic FAB fridge, there are now four main product macro-categories in the Small Domestic Appliances line: breakfast products, food preparation products, cooking products and coffee products.
2. **the Smeg Professional** division, introduced as a business line around 35 years ago, is devoted to meeting the needs of professionals in the **catering** sector. This product range includes **professional dishwashers** for bars and restaurants, as well as **professional ovens** specifically for pastry making, bread making and catering, as well as **professional refrigerators**. The technological expertise of this division in the design and development of products allows the creation of innovative solutions ensuring utmost comfort in the workplace;
3. **the Smeg Instruments** division develops instrument washer disinfectors and glassware washers for **hospitals, dental clinics and laboratories**, offering automated cleaning and disinfection solutions, with state of the art health and safety technology. The two macro-sectors in which Smeg Instruments operates are medical and *Life-sciences*. In this regard, with the aim of strengthening the Group's presence in the medical sector, in 2022 FRI.MED was acquired, specialising in medical refrigeration and - in general - in the hospital, industrial, biomedical and pharmaceutical sectors.

THE SMEG GROUP IN NUMBERS

Governance



CDP SCORE 2024

€ 2.2 m

INVESTMENTS in products and processes to reduce environmental impacts

€ 838.4 m

ECONOMIC VALUE DISTRIBUTED, of which 78% to suppliers

People

2,570

EMPLOYEES

96.3% of which have a permanent, open-ended contract (+4% compared to 2023)

53%

Employees in the 30-50 AGE GROUP (+3% compared to 2023)

107%

TOTAL RETRIBUTION RATIO OF WOMEN COMPARED TO MEN at the Group's production companies (white collars)

23,071

TRAINING HOURS delivered to employees of Group companies (+8% compared to 2023)

929

WOMEN EMPLOYEES (+8% compared to 2023)

Responsibility for people and the planet

Environment

188,863.42 GJ

ENERGY CONSUMPTION
(of which 27% from renewable sources)

-32%

ENERGY WITHDRAWN FROM THE GRID for the Guastalla site, thanks to energy efficiency measures and the expansion of the photovoltaic system

10,510.24 tonnes CO₂eq

SCOPE 1 + SCOPE 2
(location-based) EMISSIONS generated
(-5.4% compared to 2023)

Creation

SMEG
FOREST

(planting of 766 plants in Sorbolo Mezzani (PR))

98%

WASTE SENT FOR RECOVERY
for manufacturing companies

2,660,809 tonnes CO₂eq

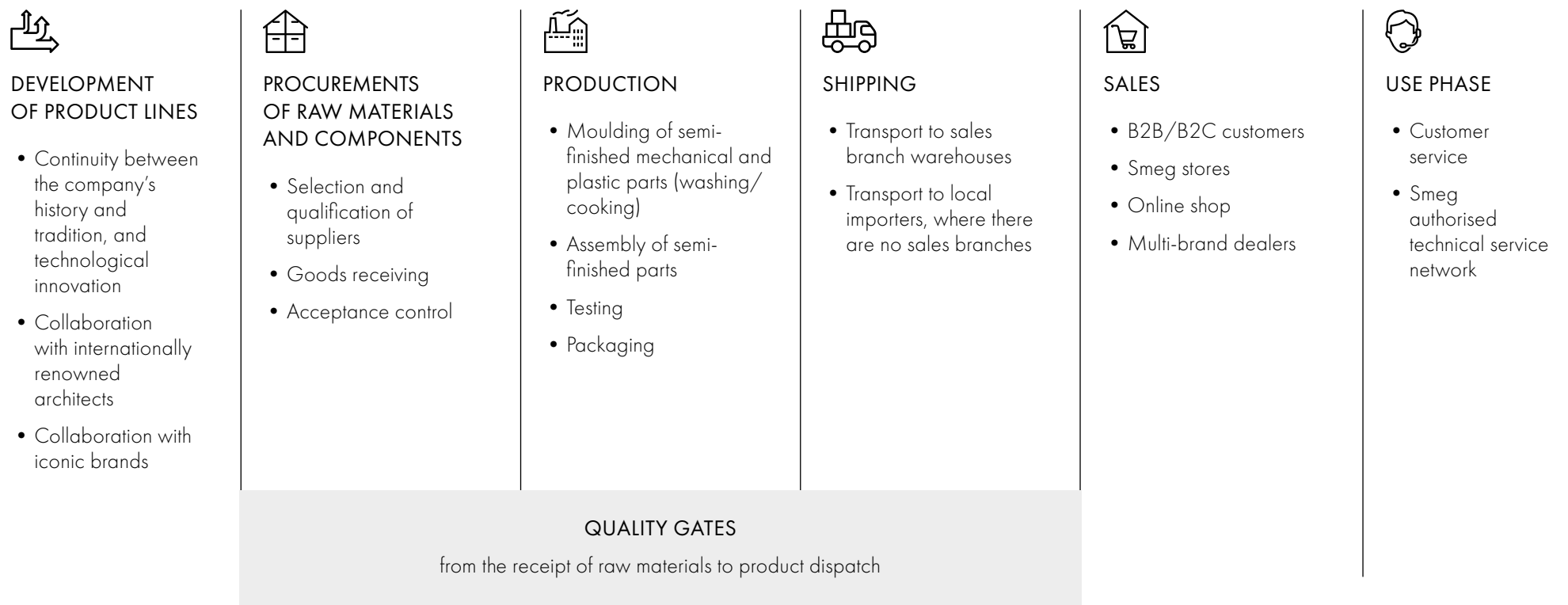
SCOPE 3 EMISSIONS generated
(+3.3% compared to 2023)


The Group Value Chain

From the conception and development of product lines, through the sourcing of raw materials and production processes, and through to customer use, the Group's entire value chain is driven by three distinctive elements: the centrality of **Made in Italy**, the constant focus on **quality** and a **high degree of adaptability**.

This combination allows the Group to respond quickly to market needs, introducing innovative, distinctively designed and sustainable solutions.

The following infographic illustrates the Smeg Group's entire value chain.



 With a view to responsible supply chain management, when procuring raw materials and components, the Group utilises its **Corporate Procedure "Acquisition of externally sourced materials and services"**, which clearly defines the roles and responsibilities of the corporate functions involved in the selection, evaluation, qualification and management of suppliers.

The process starts with structured market research, carried out by the Procurement Department on the basis of specifications provided by various internal departments, including:

- the **Design Department**, for the technical designs and specifications of components and semi-finished products;
- **Acceptance Control**, for specifications already defined in relation to the different product families;
- the **Production Department and the Plant Technical**

Services Department for technical information about the systems, machinery and equipment.

During this phase, the Procurement Department works in close cooperation with the **Group Quality Assurance Manager**, who is responsible for sending an **information questionnaire** to suppliers. This tool makes it possible to communicate the fundamental requirements expected by the Group and to gather documentary, procedural and organisational information, with the aim of ensuring compliance and quality throughout the supply chain.

Based on the information received, if the supplier has implemented an adequate, efficient and reliable quality management system based on the standard UNI EN ISO 9001, as well as appropriate management systems for environment (UNI EN ISO 14001) and safety (UNI ISO

45001) relative to the products to be supplied, the Procurement Department may simplify the process and certify that supplier directly⁴.

In 2024, the Group's supply chain involved 904 suppliers (980 in 2023) who collaborated with the five production companies to provide the following types of supplies:

- raw materials and components for production;
- plants/installations, machinery and equipment for production;
- materials and services related to maintenance;
- materials and equipment for offices;
- consultants, certification bodies and laboratory test providers.

During 2024, the procurement spending by the operating companies reached 243 million euro⁵, of which approximately 75% (78% in 2023) went to suppliers

based in Italy. The remaining percentage is accounted for by European and non-European suppliers.

Relations with suppliers are based on criteria of trust, quality, competitiveness, professionalism and respect for the rules of fair competition. Details regarding how the social and environmental impacts of suppliers are managed is given in Chapters 4 and 5, below.

In 2024, the Group started updating the FR95 Questionnaire, used for the qualification of new suppliers, by adding questions focussed on environmental and social issues. In 2024, for the Group's production companies, about 51% of new suppliers were selected using environmental and social criteria. For the coming year, the Group aims to strengthen the evaluation and selection criteria relating to the environmental and social performance of its suppliers.

⁴ Said simplification is not possible in the case of toll manufacturing on finished products.

⁵ The total spending on procurement does not include the expenses incurred for investments (tangible and non-tangible assets).

SUSTAINABILITY FOR THE SMEG GROUP

Sustainability is a **core value in the Group's strategy**: through the progressive assessment and integration of the environmental, social and governance aspects most pertinent to the Group and its stakeholders, the company aims to develop increasingly innovative technological solutions in order to maximise the efficiency of its processes and contribute to the sustainable development of the territories in which it operates.

The Group has identified product innovation and the ability to anticipate market developments as the main drivers for strengthening and raising the quality level of its offerings (see Chapter 6 'Products'). In pursuing its strategic objectives, the Group combines customer focus with a constant commitment to protecting the health and safety of workers, as well as the environment, recognising these areas as pillars of its sustainable development model.



The priority impact areas for the Smeg Group

When defining strategies and objectives on sustainability, it is essential to identify the priority areas in environmental, social and economic/governance terms that have the most impact on the Group and its stakeholders.

With this aim, a materiality analysis of the Smeg Group was carried out in 2023, aimed at identifying and prioritising sustainability issues considered significant for the Group and its stakeholders. The Sustainability Committee and the Executive Board confirmed, also for 2024,

the strategic relevance of the materiality analysis conducted in 2023, recognising it as an essential tool for identifying the company's ESG priorities.

The themes that emerged from the analysis, defined as “**material**” topics, are those most crucial to multiple stakeholders, as they are able to influence their expectations and decisions regarding the organisation, and at the same time, have significant environmental, social or governance-related impacts on the Group’s business activities. The materiality analysis done for 2023 followed a **structured process** based on the **investigation steps** described below.

First of all, a desktop analysis was conducted focusing on **internal documentation** and the relevant context to identify the main sustainability megatrends. This analysis was done by reviewing the documents produced by the main standard setters and international sustainability frameworks, publicly-available documents, articles and statistics, in order to identify the main issues potentially relevant to the Group.

From this first phase, 24 key topics emerged. These were then grouped **into 5 macro-areas of relevance**: Identity and governance; Product responsibility; Economic responsibility; Environmental responsibility; Social responsibility.

Having created a short-list of potentially material topics, the Group decided to involve various internal and external stakeholders to assess each topic's **level of relevance**. Specifically, the following actions were taken:

- a **questionnaire was sent to the Group's Top Management** (Executives and Managers of the production companies and sales branches), in which they were asked to assess the proposed topics by assigning a relevance score based on a scale from 0 ("Not significant") to 5 ("Strategic") in order to obtain a representation from the Group point of view;
- a **dedicated questionnaire was sent to a selected sample of stakeholders** covering the following categories: employees, strategic suppliers and B2B customers. In this case too, recipients were asked to give a relevance rating on a scale from 0 ("Not significant") to 5 ("Strategic") in order to obtain the stakeholder point of view.

With reference to Top Management, 80 Executives and Managers from across the globe (64 from Italy and 16 from branches outside Italy) were involved, representing the various

corporate functions and with a **response rate of approximately 90%**.

With regard to the sample of stakeholders involved, a total of 63 people were contacted, made up of employees, suppliers and B2B customers. Around **83% responded to the questionnaire**.

Based on the evaluations expressed by top management and stakeholders, the median of the overall scores was calculated. Those issues which received a score equal to or higher than both the median value for Top Management and the median value for the stakeholders were classified as material topics for the Group and, therefore, were placed in the top right quadrant of the matrix.

In fact, the matrix consists of the plan defined by the two axes which represent the level of relevance of the various aspects by considering, respectively, the Group's point of view (x-axis) and the stakeholders' point of view (y-axis).

The materiality matrix produced as a result of the investigation was discussed and validated by the Sustainability Committee which confirmed

the materiality of the 12 topics (see "Responsible Management").

In this regard, it should be noted that the topics, "Made in Italy", "Action for the climate" and "Waste", despite not being identified as material topics by the scores assigned to them by respondents to the two questionnaires, were nonetheless assessed by the company's management team as being of strategic interest to the Group and, therefore, were integrated into the material topics.

In addition, during 2024, **the Group initiated a structured process aimed at identifying and assessing the impacts, risks and opportunities (IROs) related to ESG factors**, with the aim of defining the Group's dual materiality.

This process, consistent with the continuous evolution of internal sustainability practices, was conducted in accordance with the sustainability reporting standards introduced by the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). The analysis is currently in progress and will be completed in 2025, identifying the most relevant impacts, risks and opportunities.

The Group's materiality matrix



PRODUCT RESPONSIBILITY

- 1 Circular economy
- 2 Energy efficiency of products
- 3 Product safety and quality
- 4 Smart appliances and product connectivity
- 5 Made in Italy

SOCIAL RESPONSIBILITY

- 6 Support for the community
- 7 Talent acquisition and development
- 8 Safeguarding human and workers' rights
- 9 Diversity and equal opportunity
- 10 Occupational health and safety
- 11 Employee training and education

ENVIRONMENTAL RESPONSIBILITY

- 12 Action for the climate
- 13 Waste
- 14 Management of water resources
- 15 Energy
- 16 Sustainability and efficiency of resources

ECONOMIC RESPONSIBILITY

- 17 Attention to and collaboration with the supply chain
- 18 Research and innovation
- 19 Sustainable finance

IDENTITY AND GOVERNANCE

- 20 ESG governance
- 21 Ethics, integrity and compliance
- 22 Data security and protection
- 23 Risk management
- 24 Communication and responsible marketing

Topics beyond the materiality threshold (median) defined by taking into account all the topics

Topics of strategic interest for the Group, present in the previous materiality analysis but not in the 2022 update

RESPONSIBLE MANAGEMENT

The Corporate Governance model adopted by the Parent Company is the traditional type and consists of the following bodies:

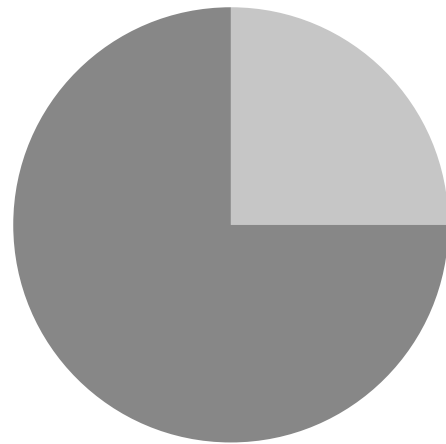
- the Board of Directors (BoD), which has strategic policy-making powers for the proper and efficient management of the Company;
- the Chief Executive Officer (CEO);
- the Board of Statutory Auditors, as a control body, composed of 1 chair, 2 standing auditors and 2 substitute auditors;
- a Supervisory Board (SB)[◊] vested with independent powers of initiative and control, and responsible for supervising the functioning, observance and regular updating of the Organisation

and Management Model pursuant to Italian Legislative Decree no. 231/2001 (hereinafter, the "Model 231").

Specifically, the BoD - appointed in 2024 and in office until the approval of the statutory financial statements as of 31.12.2026 - is composed of 4 members, of which 2 are independent directors.

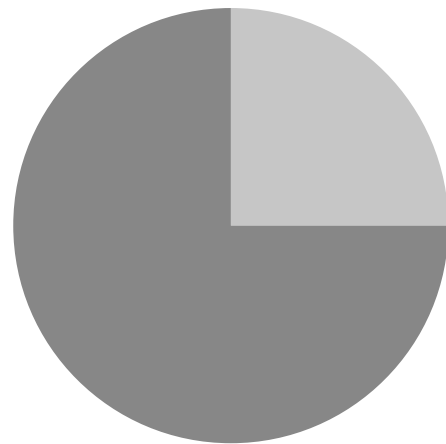
[◊] Present in all the Group's production companies.

COMPOSITION OF THE SMEG BOARD OF DIRECTORS, BY GENDER



- 75% Men
- 25% Women

COMPOSITION OF THE SMEG BOARD OF DIRECTORS, BY AGE GROUP



- 75% >50 years old
- 25% 30-50 years old

The progressive integration of sustainability into the business is also achieved through the formalisation of an internal governance structure which provides for specific mandates and responsibilities to be conferred with regard to environmental and social matters.

Specifically, in 2020, upon the CEO's initiative, the Sustainability Committee was established, to guide sustainability issues and initiatives related to business operations.

In 2024, the composition of the Sustainability Committee was reviewed, and the following are the current members:

- the **Chief Operating Officer (COO)**, who is responsible for integrating the new projects into existing operations;
- the **Sales Manager**, who focuses on product innovation and the business strategy;
- the **HR Corporate Manager**, with extensive knowledge of the Group's human resources;
- the **Sustainability Coordinator** who provides the team with technical expertise;
- **other management figures** from other production companies of the Group as well as from various departments (including legal, product management, finance and marketing departments).

In 2024, the internal SMEG operations team - which includes the Sustainability Coordinator - was also strengthened. It is in charge of managing sustainability projects and regularly reports on their progress to the Sustainability Committee.

The Board of Directors is kept up to date by its members who are on the Sustainability Committee, with regards to progress of projects undertaken in the social and environmental sphere, as well as on the development of reporting on the company's sustainability performance.

Of the members of the BoD, approximately 50% actively participate in sustainability activities. In particular, the Chairman is the person with the highest responsibility for sustainability issues.

In consultation with the other members of the Board of Directors, the Chairman defines the Group's strategic sustainability objectives and

guides the Group's efforts to generate a positive impact through its operations and business relationships, both directly and indirectly.

From the point of view of sustainability reporting, the BoD is responsible for verifying and approving the content of any reports. During the year in question, the Parent Company continued its awareness-raising activities at its subsidiaries regarding the implementation of a shared initiative to improve the Group's sustainability performance. This was possible, first of all, thanks to the development of processes associated with the preparation of the Sustainability Report and the assessment of the carbon footprint of the Group's direct and indirect operations, providing for more direct engagement with both other production companies (more organised from the point of view of data and information collection), and Italian and foreign sales branches.

Nevertheless, the Group recognises that embarking on a path as challenging as this one

presents certain obstacles along the way, in particular with regard to companies outside Italy where the specifics of the local situation need to be dealt with and which can, sometimes, require a greater effort to achieve full harmonisation at the governance level and in terms of strategic direction.

At the same time, an initial mapping of the level of progress achieved in monitoring the individual entities, with respect to sustainability, has highlighted some situations of elevated sensitivity and attention, which are also seen in the specific initiatives described in the chapters which follow.

Our goal is, therefore, to move towards a **greater level of harmonisation in overseeing sustainability efforts at the Group level**. This will be achieved through a progressive and consistent engagement with the various branches in order to promote and share a culture of sustainability across the board.

COMMUNICATING WITH STAKEHOLDERS

The Group's desire to strengthen a corporate culture oriented towards the creation of shared value with its stakeholders was confirmed in the stakeholder engagement activity conducted during 2023, for the purposes of materiality analysis. (see section "Sustainability for the Smeg Group").

In this context, the Group updated its map of priority stakeholder categories, also establishing the main dialogue channels activated to ensure effective and structured management of relations.

The process through which key stakeholders were identified was based on three main criteria:

- the level of **interest and dependence** potentially manifested by said parties for the Group's activities;
- the degree of **influence** exerted on strategic and operational decisions;
- the existence of **contractual or regulatory obligations** in relations with such persons.

In 2024, during the dual materiality analysis launched to identify ESG impacts, risks and opportunities relevant to the Group, the same

stakeholder categories already identified as priorities in 2023 were again involved, and confirmed again at this stage as the most relevant to the organisation.

This approach ensured consistency and continuity in the dialogue, fostering a shared and inclusive assessment of sustainability issues.

The following infographic shows the priority stakeholder categories thus identified - which are confirmed with respect to the results from the mapping exercise carried out last year - as well as the channels of interaction most frequently used by the departments responsible for communicating with each of them.

The Group's stakeholders and communication channels

B2C CUSTOMERS

- Website (E-Commerce) and social media channels
- Smeg Stores
- Technical support
- Customer service
- Press Office and PR
- Trade fairs and events
- Digital Applications

B2B CUSTOMERS

- Website and social channels
- Visits to the customer's site or to the Smeg Group
- Discussions with relevant organisational structures
- Business meetings
- COP Climate Change questionnaire

CREDIT/INSURANCE INSTITUTIONS

- Website and social channels
- Day to day dialogue with relevant organisational structures
- Periodic meetings with relevant organisational structures

COMMUNITY AND REGION/PUBLIC ADMINISTRATION

- Website and social channels
- Organisation of events
- Participation in trade fairs and events organised by third parties
- Participating in trade and institutional discussions

EMPLOYEES

- Website and social channels
- HR portal
- Internal communication programmes
- Dialogue with company Unitary Trade Union Representatives
- Training courses
- Dedicated channel and email address for 231 reports

SUPPLIERS

- Website and social channels
- Discussions with relevant organisational structures
- Activities relating to the supplier evaluation and qualification process
- Technical visits and periodic meetings (face-to-face or held virtually)
- Audit

UNIVERSITIES AND RESEARCH CENTRES

- Website and social channels
- Curricular internships
- Participation in Open Day initiatives
- Collaborative studies and research projects

TRADE ASSOCIATIONS

- Website and social channels
- Periodic meetings and gatherings

smeg



3

BUSINESS CONDUCT

| | |
|-------------------------|----|
| Transparency and ethics | 38 |
| Risk management | 44 |
| Shared value | 46 |





Chapter presentation



REFERENCE
SDG



GRI
INFORMATION REPORTED

GRI 2-23, GRI 2-26, GRI 2-27, GRI 2-28,
GRI 201-1, GRI 207-1, GRI 207-2, GRI 207-3,
GRI 207-4, GRI 3-3, GRI 205-2, GRI 205-3,
GRI 418-1



MATERIAL
TOPICS

- Ethics, integrity and compliance
- Safeguarding human and workers' rights
- Data security and protection



REFERENCE
STAKEHOLDERS

- Employees and Suppliers
- B2B Customers and private customers



POLICIES, PROCEDURES AND OTHER
RELEVANT DOCUMENTS

- Code of Ethics
- Model 231
- Whistleblowing Policy
- Privacy Policy

TRANSPARENCY AND ETHICS

Integrity, trust, transparency, sharing of information, knowledge, skills and work experience, teamwork, solidarity and responsibility towards the territory: these are the founding values of the Group's corporate culture.

Proper application of these values in the Group's daily activities is guaranteed by the adoption of corporate documents and procedures which provide **a clear, shared vision of the principles and rules of conduct** which need to be observed in order to comply with applicable legislation and in

order to safeguard the interests of stakeholders.

The **Code of Ethics**¹ is the main reference for the values, principles and rules of conduct on which the Group's operations are based; it is addressed to all Group employees, without exception, and is shared externally with the main stakeholders. In fact, the Group requires all the entities it works with - suppliers, business partners, customers and the Public Administration - to adhere to **principles of integrity, legality and transparency**. These principles

are enshrined in the Code of Ethics, compliance with which is an indispensable condition for the initiation and continuation of any cooperative relationship. To guarantee this shared commitment, these obligations are formalised through specific contractual clauses.

Similarly, new employees are presented with the Code of Ethics at the time of hire, together with company documentation, as a founding element of the organisation's culture and values.

The adoption of the Code of Ethics serves multiple purposes:

- to establish a **standard of conduct** aimed at preventing the commission of offences connected with the Smeg Group's operations or in any case in the interest or to the advantage of the Group;
- the identification of suitable **internal control measures and instruments** in order to monitor compliance with the Code itself;
- the creation of **value**.

¹ The Code of Ethics is available to the public at www.smeg.com, under the Legal area.

In 2024, the Group's Code of Ethics was updated with a focus on **Diversity and Inclusion** with respect to its employees.

The Code of Ethics is an integral part of the **Model 231** adopted by the Parent Company and its production companies. Within the scope of the aforementioned document, predicate crimes have been classified - into groups and sub-groups on the basis of the affinity in the respective implementation methods - in application of Italian Legislative Decree no. 231/01

Specifically, Model 231 identifies so-called "sensitive areas"², that is, company processes that involve activities potentially exposed to the commission of the aforementioned offences, or for which, despite there not being a direct risk of offences being committed, controls are adopted for the purpose of prevention.

For sensitive areas identified, specific **control principles**³ have been defined, with consequent application measures for the same, to ensure that:

- each operation, transaction and action is verified, documented, consistent and congruous;
- each company process is managed by several parties;
- each control is documented by a reporting system.


The **Supervisory Board (SB)** is entrusted with responsibly and impartially monitoring compliance with the Code of Ethics and Model 231. At the same time, all recipients of these documents are required to report to the Supervisory Board any violation, or suspected violation, of the provisions contained therein of which they become aware.

In the course of 2024, the Supervisory Board carried out specific training activities on predicate offences, with a special focus on those potentially related to the quality and purchasing functions, as well as those related to tender relations.

² A corporate process is defined as "sensitive" when it involves at least one activity in the context of which a crime could be committed. Also considered sensitive is any process within which, despite there not being a direct risk of offences being committed, controls are adopted for the purpose of prevention.

³ In alignment with Confindustria Guidelines.



 In addition, a special **internal information channel**, also accessible to suppliers and partners of the Group, is available for reporting violations or suspected violations of the relevant provisions. This channel may also be used to communicate any other irregularities, malfunctions or suspicious behaviour that may constitute an offence attributable to employees, business partners, suppliers or third parties involved in the Group's activities. In addition, individuals in senior positions are required to send, every six months, information flows containing any reports of violations of the Code of Ethics and Model 231.

This control system is part of the process of integrating the Model 231 with the provisions of Legislative Decree No. 24 of 10 March 2023 (implementing EU Directive 2019/1937), through the adoption of the "Whistleblowing Policy" - which guarantees the confidentiality and protection of the whistleblower - and a dedicated channel for reporting problems, risks and potential wrongdoing, including in the field of anti-corruption.

Next steps

| | STATUS |
|--|--------------------------------------|
| Greater simplification of business processes, in alignment with the specificities of individual Group companies. | ● |

● On track ● Work in progress

The Group's approach to taxation

As enshrined in the Code of Ethics, transparency and completeness of information are two of the values that inspire the Group's work, translating into the performance of institutional activities, the management of financial resources used and the consequent reporting and/or accounting.

Relationships with tax authorities are based on the principles of **correctness** and **cooperation**.

As regards the Italian subsidiary companies, those which are 100% controlled⁴, together with Smeg S.p.A., operate under a tax consolidation agreement signed for the first time in June 2008,

which allows them to:

- offset any tax losses incurred by a company covered by the tax consolidation agreement with the taxable profits made by other companies covered under the same agreement;
- deduct from the consolidated taxable income, under certain conditions, interest payables that are non-deductible from the taxable income of the individual company because they exceed the limit established in Article 96 of the TUIR (Italian Consolidated Income Tax Act);
- deduct from the consolidated taxable income any excess notional return on new equity transferred by the

consolidated companies to the Parent Company (Allowance for Corporate Equity - ACE).

The existing tax consolidation agreement is valid for financial years 2023, 2024 and 2025 and is tacitly renewed at the end of each three year period, unless revoked. Italian companies that have not signed the tax consolidation agreement follow the standard tax regulations as distinct tax entities from the Group.

As for subsidiary companies outside Italy, the Group has signed an "Advance tax agreement for enterprises with international activities" with the Italian Revenue Agency (Agenzia delle Entrate or "AdE") to regulate their relationship with the Italian authority⁵.

This agreement establishes, taking into account the Group's structure and the risks faced by each entity as well as the activities provided by the parent company to the subsidiary companies outside Italy, the best methods for determining the most appropriate free competition prices in order to evaluate the transactions with the various Group companies operating under different tax regimes.

The Group's fiscal strategy is a direct result of the consolidated tax agreement signed by the Group's Italian companies and the agreement signed with the Italian Revenue Agency which governs relations with foreign subsidiaries.

⁴ Every Italian company except the manufacturing company FRI.MED, and the sales companies Verinox S.r.l. and Inea S.r.l.

⁵ The agreement is unilateral and has no effect on local collection agencies in the various countries in which the Group operates.

Within the Parent Company, tax activities are managed by directly involving the following governance bodies and executive parties:

- BoD;
- CFO;
- Administration and Finance Department.

Each company is in constant contact with their external tax consultants in order to verify correct and timely compliance with the relevant tax regulations, as well as with the agreements signed by the Parent Company and by other companies in the Group.

The Group also makes use of external consultants who are specialists in the field of taxation in the regimes in which the Group operates. These consultants help

the Group identify the tax risks to which it is most exposed and help define the activities to carry out in order to mitigate these risks in the most effective way possible.

All of the Group's annual financial statements are also audited by an external auditor, which for the Parent Company and the largest subsidiaries is a major company in the sector. In countries where the audit is required by law, the independent auditor also reviews the tax calculation and main tax aspects.

The external audit process provides an opportunity to review current, emerging and potential tax risks, and to share and define the most appropriate and effective policies to mitigate them.


As regards the transfer pricing agreement for transactions with entities outside of Italy, the Company periodically notifies the Italian Revenue Agency of any changes made since the date of the agreement, and makes available a series of documents provided for in the agreement in order to allow for the verification of compliance with the parameters agreed upon with the Italian Revenue Agency, according to the terms and procedures set forth in the agreement.

More information regarding the Group's tax reporting is given in the Annexes to the report (see "Insights").

Safeguarding human rights

Starting with the Group's Code of Ethics, the following universal human rights are recognised and safeguarded: non-discrimination and condemnation of any form of harassment in the workplace, the protection of trade union rights, health and safety in the workplace, appropriate working hours and remuneration, the dignified and respectful treatment of workers, the promotion of training, safeguarding the confidentiality of information.

Chapter 4 sets out in detail the initiatives promoted by the Group to protect its employees, whether direct or indirect, in full compliance with human rights and labour regulations.

 As far as the **supply chain** is concerned, all suppliers are required to read and fully accept both the Group's Code of Ethics and Model 231. Particular attention is paid to the absolute prohibition of any form of irregular, undeclared, forced or child labour, as well as to any behaviour that may constitute a violation of the dignity and fundamental rights of the person.

The Code of Ethics states that every employment relationship must be governed by **a formal and transparent contract**. Employees and collaborators must receive complete and clear information on the rights, duties and responsibilities arising from the contractual relationship. A more in-depth analysis of the documentation shared with suppliers can be found in Chapters 4 and 5, with reference to social and environmental aspects, respectively.

The Group requires suppliers and partners to **adopt behaviour that complies with the law**, is ethical and is consistent with the main international standards on the fair treatment of workers. Any conduct that deviates from these principles constitutes a serious breach of the contractual duties of fairness and good faith, compromising trust and may constitute grounds for immediate termination of the existing relationship.

As far as customers are concerned, be they companies (B2B) or private consumers, **personal data protection** is considered not only a regulatory obligation, but a central and indispensable value in the responsible conduct of the Group's business.

The Group is committed to ensuring the utmost transparency and to providing all useful information so that users can effectively protect their privacy and learn about the

use of their personal data through the provision of privacy notices accompanying each personal data entry form.

A dedicated e-mail address is indicated in each privacy policy, through which data subjects may exercise their data protection rights (e.g. request changes to information, withdraw consent to processing, or access their data).

In the event of an event involving a personal data breach, the Group undertakes to promptly notify the Personal Data Protection Authority of the incident and to actively cooperate in identifying and resolving any critical issues arising from the event.

It should be noted that, during the two-year period 2022-2023, there were no incidents of breach, theft, loss or unauthorised disclosure of personal data relating to customers or employees.

In 2024, a number of Italian Smeg Group companies suffered an IT attack, which caused an anomaly in the network processes, impairing the normal operation of the company systems. The Smeg Group, as manager of the IT infrastructure, immediately activated security protocols, temporarily suspending production, logistics and personnel management activities as a precautionary measure in order to ensure a safe and effective recovery.

The Company promptly notified the Personal Data Protection Authority of the data breach event and kept it informed of the remediation activities implemented; these were deemed suitable by the Authority, which therefore ordered the procedure to be archived.

RISK MANAGEMENT

The Smeg Group's activities and related strategic decisions are based on an approach characterised by **responsibility** and **caution**, which has proved effective in managing the specific risks associated with the Group's operating environment. This approach is not limited to financial aspects, but also extends to prevention, safety and hygiene in the workplace and environmental protection.

In-depth knowledge of the industry, combined with **constant and constructive dialogue with stakeholders**, enables the Group to identify risks, both current and future, at an early stage, with an integrated view that spans the short and long term.

In particular, the main risks linked to sustainability aspects are managed through the use of dedicated tools, including the Code of Ethics, which represents a reference point for

the entire organisation for values and behaviour. These are flanked by Model 231 and the Integrated Quality, Safety and Environmental Management System, which have the task of identifying the corporate functions responsible for monitoring and managing reputational and operational risks, in relation to their respective areas of activity.

The main risk categories identified by the Group are listed below.

Risks associated with sustainability issues

IDENTITY AND GOVERNANCE

- Risks of sanctions and reputational damage resulting from the occurrence of one or more offences covered by Model 231 within the Parent Company or a company adopting the Model, or from non-compliance with the principles defined in the Code of Ethics in all Group companies.
- Risks related to the lack of any formalised control for sustainability management.

PRODUCT RESPONSIBILITY

- Decreased sales and increased sanction/compensation costs due to non-compliance with product health and safety standards and/or accidents involving end users.
- Reputational damage, as well as costs related to sanctions, if private customer and consumer information is improperly disclosed by the company or third parties.

ENVIRONMENTAL RESPONSIBILITY

- Lower revenues or higher costs due to the interruption of production capacity due to extreme weather events (e.g. floods) that may damage Smeg Group production facilities and undermine business continuity.

- Lower revenues or higher costs due to reduced production capacity because of the interruption of the supply and/or distribution chain as a result of extreme weather events (e.g. floods).
- Loss of competitiveness and reputation due to lack of action to reduce its environmental impact and failure to set climate targets.
- Loss of competitiveness caused by the production of less carbon-intensive products, with particular reference to greater energy efficiency, in terms of higher production costs and/or lower revenues due to the necessary increase in the selling price on the market.
- Risk of instability of supply chains and thus profit margins, due to the Smeg Group's dependence on the availability of non-renewable natural resources (e.g. metals, minerals), which are increasingly subject to depletion.
- Sanction risks and/or increased disposal costs for the entire supply chain as a consequence of the possible evolution of the current European regulations on electronic waste (WEEE) - especially those containing precious metals such as gold, copper and silver.

SOCIAL RESPONSIBILITY

- Reputational risks and increased costs related to sanctions in the event of non-compliance with occupational health and safety regulations or in the event of occupational diseases and/or major accidents.
- Reduced business performance and productivity, as well as increased talent turnover and reduced attractiveness for candidates, due to lack of investment in employee training and engagement and the consequent decrease in skills and knowledge.
- Increased costs associated with the prevention and management of damage resulting from unauthorised access to employees' personal information and/or the disruption of related business activities.
- Financial and/or reputational risks arising from Smeg Group's joint and several liability with respect to third party companies to which operational activities, such as logistics, are fully entrusted in the event of non-compliance (e.g. non-payment of workers).
- Economic sanctions and reputational damage associated with exploitation and violation of health and safety regulations, which can lead to injuries and illnesses for workers in the value chain.

SHARED VALUE

In 2024[◊], the market for small and large household appliances showed signs of recovery compared to 2023, thanks to slowing inflation and stabilising production costs. Large household appliances maintained **moderate growth** (+0.6% in value), driven by tax incentives related to energy efficiency, while small appliances benefited from a strong recovery in demand, particularly for food preparation products.

Built-in products showed the best performance (+3.6% in value), both in terms of price (+2.7%) and volume (+0.9%) increases. Freestanding products, on the other hand, declined in value (-1.6%) due to price reductions (-3.1%), despite growth in volume (+1.5%).

The washing segment was the most significant (39.5% of the market), with 0.9% growth in value and 1.6% in volume. Dishwashers

(+4.1% in value) and tumble dryers (+1%) stood out, while washing machines declined in value (-1.3%) due to falling prices.

The refrigeration sector grew by 0.5% in value and 1.8% in volume, but with falling prices (-1.5%).

The cooking sector recorded moderate growth (+0.3% in value), held back by the decline in cooker hoods (-1.8%), despite slight increases in hobs and ovens.

As far as the small household appliances sector is concerned, the 'food preparation' segment recorded the best performance (+10% in value), driven by products such as kitchen machines (+25.5% in value, +6.4% in volume, +17.9% in price), coffee machines (+9% in value, +7.3% in volume), deep fryers, kettles (+3.1% in value, +12.7% in volume) and scales (+4.1% in value, +8.5% in volume).

[◊] The data that follows has been re-analysed starting from the analysis of market trends in 2024 by GfK

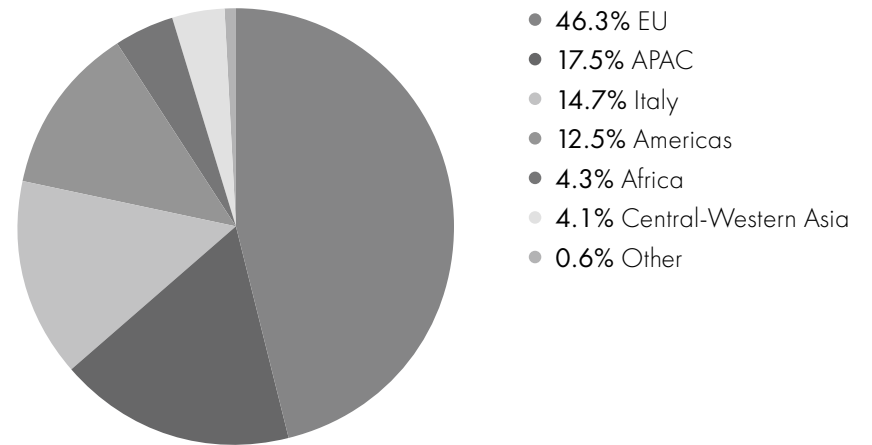
In 2024, the Smeg Group generated sales of around Euro 914.1 million, 85.5% of which came from exports and the remaining 14.5% from sales in Italy, an **increase** (+6.9%) compared to sales in 2023.

As regards product type, 59% of turnover⁷ is attributed to major domestic appliances, followed by small domestic appliances with a share of 31% of the consolidated turnover.

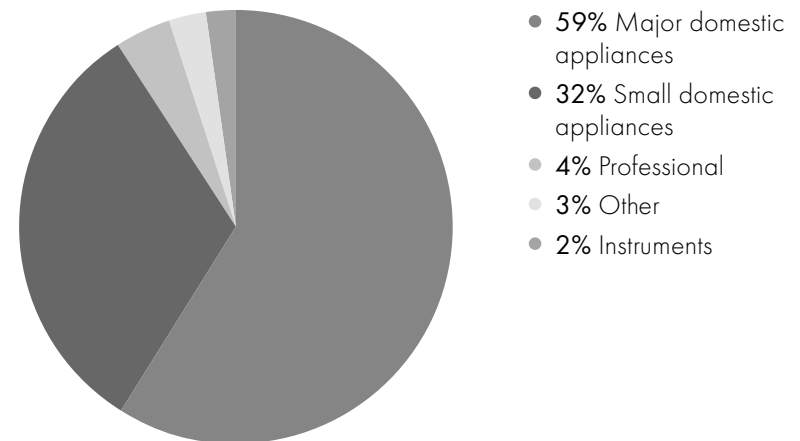
Investments in industrial activities, as well as in R&D, continued in 2024 with the aim of increasingly consolidating the production structure, creating new products and innovating. Added to these investments are ones aimed at achieving **greater efficiency whilst respecting the environment and safety in the workplace**.

Specifically, the drive towards ever better safety levels along the production chain has led the SMEG Group to invest, year after year, in the most advanced technologies and to carry out ever more stringent and ever more reliable safety tests.

GROUP TURNOVER IN 2024, BY GEOGRAPHICAL AREA



GROUP TURNOVER IN 2024, BY DIVISION



⁷ Rebates are included.

Some of the investments made in 2024 are summarised below. They highlight the Group's desire to reduce the generation of negative impacts and to amplify the positive ones.

For example, with regard to environmental responsibility, the production companies invested a total amount of approximately 2,264,000 euro to reduce their environmental impact. These investments were mainly focused on the transition to certified renewable energy resources and on the expansion of photovoltaic systems at production locations.

In order to transparently represent the Group's ability to create value for the benefit of key stakeholders, balancing economic sustainability and stakeholder expectations, an outline of the economic value generated is presented below. The analysis shows both the portion redistributed to stakeholders and the portion reinvested or retained within the Group⁸.

In 2024, in line with the previous year, the contribution of the economic value distributed by the Group to stakeholders against the total economic value generated stayed the same (89% in 2024 against 90% in 2023).

Analysis of the **distribution of economic value** shows that the most significant portion (78%) went to suppliers of goods and services. This is followed, in order of importance, by the resources allocated to employees (18%) and those paid both to the public administration (2%) - through the payment of income and other taxes - and to investors (1%).

The economic value retained, calculated as the difference between the economic value generated and the economic value distributed, represents the financial resources reinvested within the Group. These resources are intended to support economic growth, strengthen capital strength and foster the creation of value over time for stakeholders. This amount, which in 2024 was 11% of the economic value generated, should be considered the amount which, each year, is allocated to maintaining the Group's efficiency and its consequent long-term sustainable development.

Economic value directly generated by the Group and distributed to the main categories of stakeholders 2024

Economic value distributed

89%



⁸ The detailed reclassification of the 2024 profit and loss account into generated, distributed and retained economic value is presented in the "Annexes to the Report" section.

Again in 2024, various Group companies⁹ supported charitable initiatives in favour of various associations and contexts, both nationally and internationally.

**DONATIONS IN 2024,
BY COMPANY TYPE**



- 65% Production companies
- 35% Foreign commercial companies

An active role for the territory

As an economic player with a local, national and international impact, the Group is actively committed to supporting the social, economic, employment and environmental development of the areas in which it operates, contributing to the **well-being of local communities**. The Group takes its responsibilities to the community seriously, guided by the values of **solidarity** and **dialogue with stakeholders**, in full compliance with internationally recognised standards for the protection of fundamental rights.

Its initiatives in local areas take the form of sponsorships and donations to local projects and associations, which aim to improve the social, environmental and cultural aspects of the relevant communities.

In particular, the Parent Company's commitment can be seen in the following areas, where the link between business and the social, territorial, cultural and artistic spheres is clearly visible:

- support for charitable organisations, both national and international;
- participation in projects to restore and add value to the area's artistic, cultural and architectural heritage;
- sponsorship of social-cultural activities, including, by way of example: support for a local nursery school with an adjoining crèche, in order to make childcare easier for the Parent Company's personnel and allow the community to maintain its school, and the provision of services connected to working hours and the production calendar (including in summer);
- collaboration with associations involved in sports and youth activities;
- support for charitable organisations, both national and international;
- the development of important campaigns in support of local hospitals, through the donation and funding of apparatus and technological equipment for diagnosis and prevention, as well as the sponsorship of research activities on rare diseases and cancers in collaboration with the Reggio Emilia Oncohaematology Centre (CORE).

⁹ Included are all the production companies and commercial distribution companies: Smeg Australia, Smeg Belgium, Smeg Germany, Smeg Nordic, Smeg Portugal, Smeg France, Smeg Netherlands, Smeg Poland, Smeg Russia, Smeg South Africa, Smeg UK, Smeg Canada, and Smeg USA.

The partnership with **TEDxReggioEmilia** continued with the “CORAGGIO” event held on 7 December 2024 at the Ariosto Theater in Reggio Emilia, with a discussion focused on exploring courage.

In the summer of 2024, a special bonus was awarded to employees of the Smeg Ukraine subsidiary, as a sign of solidarity with respect to the complicated situation in which the country finds itself.

SMEG’s active role in the territory is also manifested through its membership to several national and local associations, including:

- **Unindustria Reggio Emilia** (Confindustria);
- **APPLiA Italia**, the industry association that handles relations with Italian and European institutions and other sector stakeholders. The association participates in technical and legal round tables of national and internal committees and contributes to economic studies and scenario analyses. Along with Confindustria, it also helps to develop new industrial policies to strengthen the competitiveness and sustainable development of manufacturers in the sector and of Italy’s economic system in general.
- **APPLiA EU** - European industry association, of which SMEG has been a member since 2018, which comprises various work

groups focused on specific thematic areas. SMEG participates in many of these groups through its personnel, each one of whom is responsible for monitoring their own specific area of expertise.

- **EFCEM Italia**, the Association of Catering and Hospitality Equipment representing companies in the professional sector;
- **KILOMETROVERDEPARMA**, a project adhered to by SMEG in 2021 as an ordinary member. More information is given in Chapter 5 (see “Preservation of natural diversity”);
- **Fondo Ambiente Italiano** (FAI), the Italian Environment Fund, which SMEG sponsors.

Guastalla Half Marathon 15 September 2024 - Fourth Edition

A day in pursuit of sport, shared experience and solidarity organised by SMEG with support from the Municipality of Guastalla, with the aim of **raising awareness about cancer prevention and treatment**. The proceeds generated from the registration fee are donated to associations that provide care and treatment to cancer patients, carry out cancer prevention activities, and promote sport among young people.

The event consisted of **two competitive races** (21 km and 10 km), with prizes for the first 5 women and the first 5 men overall, and **two non-competitive races** (10 km and 5 km) to be run at leisure with friends or family without keeping an eye on the time.

There was also the 'Kids run' for all children aged 3 and up, who had the opportunity to test their speed on a fun 50-metre course and the chance to take home fun gifts.

The Smeg Group's international subsidiaries also participated in the initiative, organising local activities on the same day, inspired by the Guastalla Half Marathon.

Each location promoted non-competitive running or walking events involving its employees, with the aim of strengthening the sense of corporate belonging and contributing to raising funds to be donated to charity.



4

PEOPLE

| | |
|-----------------------------|----|
| The Group's human resources | 54 |
| Talent acquisition | 62 |
| Skills development | 64 |
| Health and safety at work | 67 |





Chapter presentation

REFERENCE SDG



GRI INFORMATION REPORTED

GRI 2-7, GRI 2-8, GRI 2-30, GRI 3-3, GRI 401-1, GRI 401-2, GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-8, GRI 403-9, GRI 403-10, GRI 404-1, GRI 405-1, GRI 405-2, GRI 406-1

MATERIAL TOPICS

- Talent acquisition and development
- Safeguarding human and workers' rights
- Occupational health and safety
- Diversity and equal opportunity
- Employee training and education

REFERENCE STAKEHOLDERS

- Employees
- Suppliers

POLICIES, PROCEDURES AND OTHER RELEVANT DOCUMENTS

- Code of Ethics
- Model 231
- Whistleblowing Policy
- Quality, the Environment and Safety Policy
- Supplier qualification procedure
- Smeg Group Privacy Policy

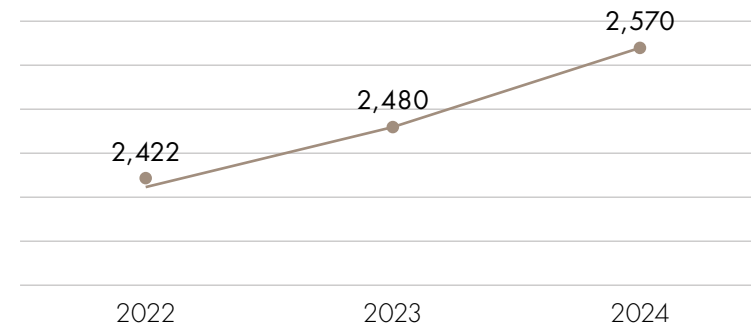
THE GROUP'S HUMAN RESOURCES

People management, for the Group, is based on a model that promotes the **active and responsible involvement** of all resources in company processes, encouraging relationships marked by **transparency, dialogue** and **constructive confrontation**. Central to this approach is the enhancement of individual potential and the empowerment of each employee, consistent with the principles and values expressed in the Code of Ethics.

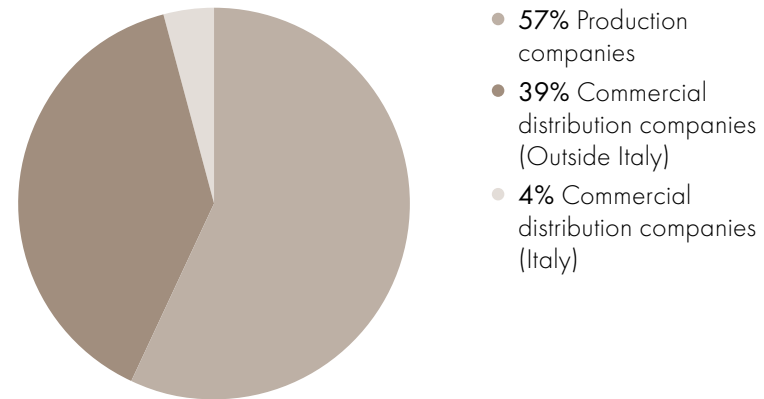
From an organisational point of view, the **Human Resources** function of the Parent Company plays a central coordinating role, ensuring the alignment of personnel management policies and practices among the various Group companies.

In 2024, the Group had **2,570 direct employees**¹ (+3.6% compared to 2023), 57% of which were employed at production companies in Italy.

EVOLUTION OF THE WORKFORCE IN THE THREE-YEAR PERIOD 2022-2024 (DIRECT EMPLOYEES OF THE GROUP)



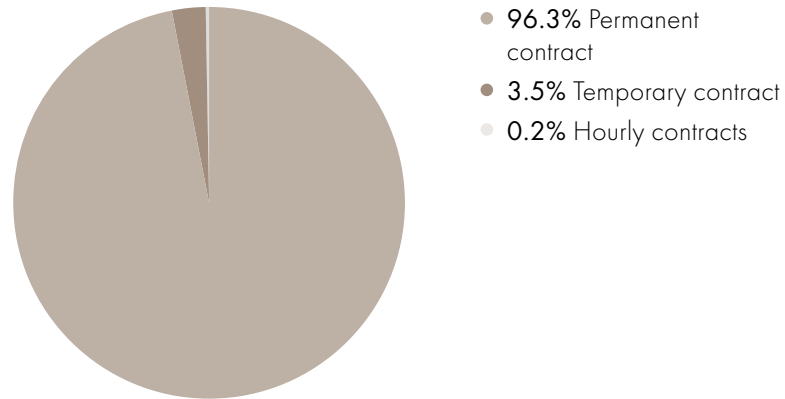
BREAKDOWN OF THE COMPANY WORKFORCE BY COMPANY TYPE AND GEOGRAPHICAL AREA (2024)



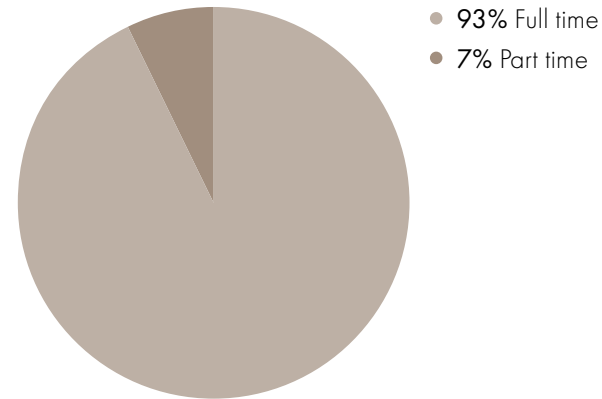
¹ This figure includes all Italian (production and commercial distribution) and non-Italian (commercial distribution) companies.

96.3% of personnel are employed under a **permanent open-ended contract**, as in 2023, and 93% have a full-time contract (92% in 2023).

GROUP EMPLOYEES, BY CONTRACT TYPE (2024)

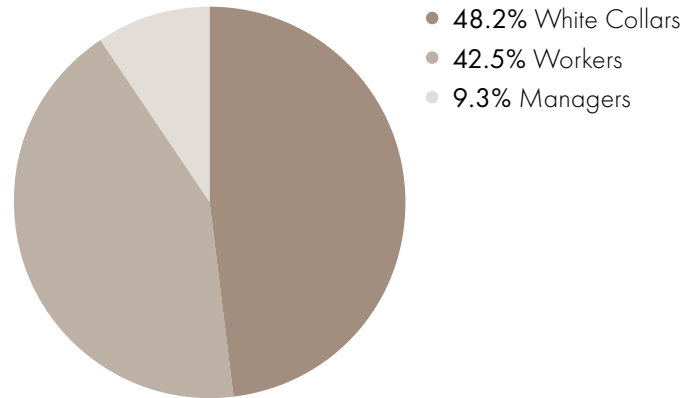


GROUP EMPLOYEES, BY JOB TYPE (2024)



The Group's employees are divided into the following **professional categories**: **Managers**² (Directors and Middle Managers), **White Collars** (office workers) - the largest category in the corporate workforce - and **Workers** (blue collar workers).

GROUP EMPLOYEES, BY PROFESSIONAL CATEGORY (2024)



² This refers to all employees who have a strategic responsibility within the organisation.

Over time, the Group has confirmed the centrality of people within its strategy, promoting constructive cooperation relations with trade union representatives and enhancing internal dialogue. This commitment has made it possible to strengthen and protect the corporate culture, values and identity, consolidating the sense of belonging and contributing to a cohesive and responsible working environment.

Falling within this framework was the activation of a level of **Company Collective Bargaining**, for the manufacturing companies. This is what has made it possible to maintain the performance bonus, introduced in the early 1990s, which is also linked to achieving objectives relating to safeguarding the environment and occupational health and safety (for more information, see “Skills development”).

In particular, at Smeg S.p.A. and Bonferraro S.p.A., second-level bargaining has been utilised since the 1960s/70s, allowing contractual provisions to be implemented that were only later included in the relevant national collective labour contract (CCNL), thanks to the industrial relations historically present in the company.

As regards the Parent Company, the current Corporate Collective Bargaining Agreement is valid until the end of 2025.

With regard to the company Bonferraro S.p.A., a new company contract was signed in 2024, valid until 2027. In this context, a performance bonus was introduced for all employees of the company.

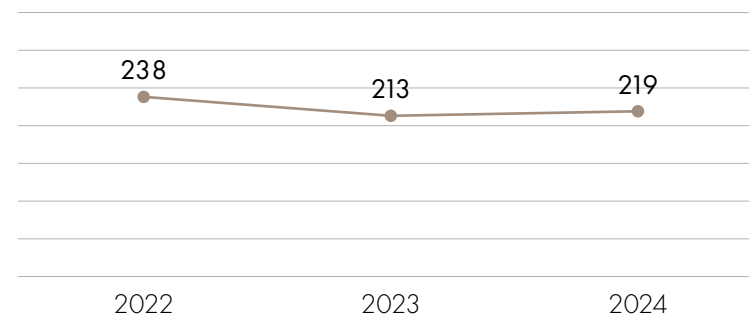
In Italy, with reference both to the production companies and to the commercial distribution companies, all employees are covered by collective bargaining agreements. In regards to non-Italian companies (in and outside of Europe), only a few companies, in accordance with local legislation, apply the collective bargaining agreements in force in the relative countries.

In addition to its direct employees, Group companies also make use, to varying degrees, of the collaboration of non-employee workers, mainly through temporary contracts or representative agents.

In 2024, in slight contrast to 2023, there was an increase in the use of temporary work, a modality that continues to respond both to the need of guaranteeing flexibility in production cycles and the need to cope with the natural generational change, largely due to retirements.

Specifically, agency workers are mainly employed in production companies (58% in 2024).

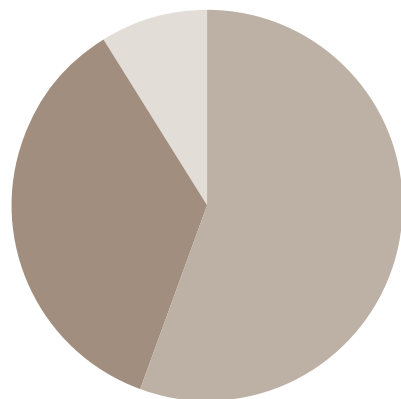
EVOLUTION OF THE COLLABORATION WITH WORKERS WHO ARE NOT EMPLOYEES IN THE THREE-YEAR PERIOD 2022-2024 (GROUP)



It should also be noted that a significant portion of employment relationships initially begun through temporary contracts evolve over time into permanent contracts, also thanks to the concrete opportunities for professional growth offered by the Group and the enhancement of internal resources.

Non-employee workers also include representative agents, active at the Italian commercial distribution companies, as well as younger resources who undertake internships or apprenticeships, both curricular and extra-curricular, making a concrete contribution to company life and approaching the world of work through a training and professionalising experience.

WORKERS WHO ARE NOT EMPLOYEES, BY CONTRACT TYPE (2024)



- 55.7% Agency/interim
- 35.6% Representative agents
- 8.7% Interns/trainees



Diversity and equal opportunity

The Group guarantees **equal conditions and opportunities for all workers**, promoting an inclusive environment that respects individual rights. Consistent with the principles expressed in the Code of Ethics, no form of discrimination, isolation, exploitation or harassment is tolerated. Every person is protected regardless of ethnicity, language, skin colour, religious belief, political opinion, nationality, age, gender, sexual orientation, marital status, disability, physical appearance or socio-economic status.

In 2024, the **Code of Ethics** was updated with a focus on **the protection of human rights**, further strengthening the Group's commitment to a fair and responsible working environment.

Through the reporting system established under the **Whistleblowing Policy** adopted by SMEG and the Group's manufacturing companies, a tool is available to employees, as well as to all those who have a professional relationship with a Group manufacturing company, for reporting any discriminatory episodes or behaviour that is detrimental to themselves or others.

At the same time, some Group companies have introduced **specific safeguards** to deal more effectively with unethical and unprofessional behaviour. These include Smeg South Africa, a company with a presence in a country characterised by a *common law* system, which introduced a **Sexual Harassment Policy** to strengthen the protection of workers against all forms of harassment or discrimination based on sex or gender, supplementing the Group's Code of Ethics with operational guidelines for the timely and effective handling of reports.



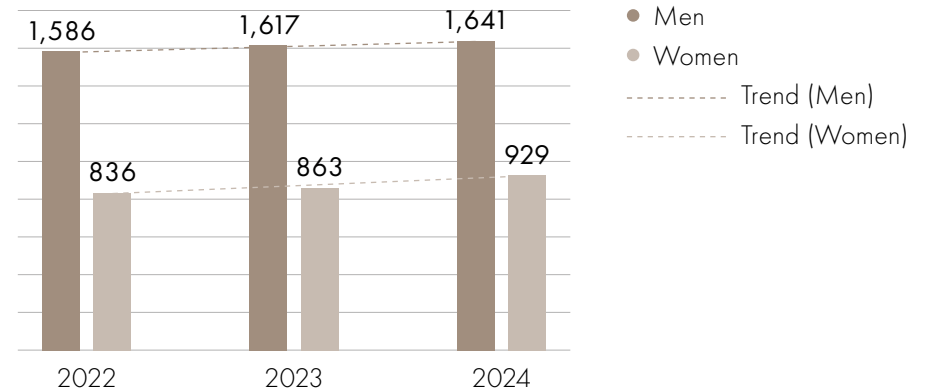
Diversity aspects: gender

With particular reference to the gender dimension, the prevalence of male personnel within the Group partly reflects the historical tradition of the manufacturing sector, where production activities have long been carried out mainly by men.

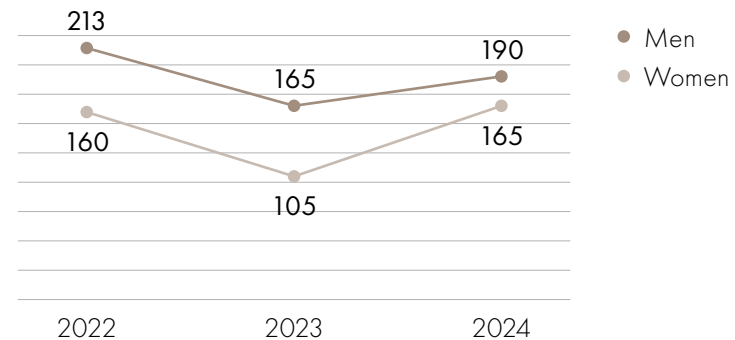
However, the technological evolution of processes - through the introduction of automation, servo systems and ergonomic solutions - has progressively expanded employment opportunities for women, favouring a more balanced distribution of roles within the production environment.

With reference to the **female gender**, the number of hires recorded in the reporting year shows **165 resources hired**, or 46%, during **2024** at the Group level, against 100 departures, or 38% of the total number of departures recorded during the year throughout the Group.

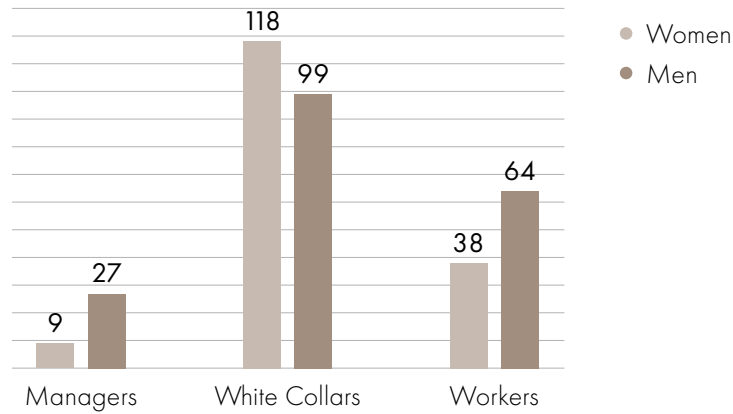
EVOLUTION OF THE COMPANY WORKFORCE IN THE THREE-YEAR PERIOD 2022-2024, BY GENDER (SMEG GROUP)



NEW HIRES IN THE THREE-YEAR PERIOD 2022-2024, BY GENDER (SMEG GROUP)



NEW HIRES IN 2024, BY GENDER AND PROFESSIONAL CATEGORY (SMEG GROUP)



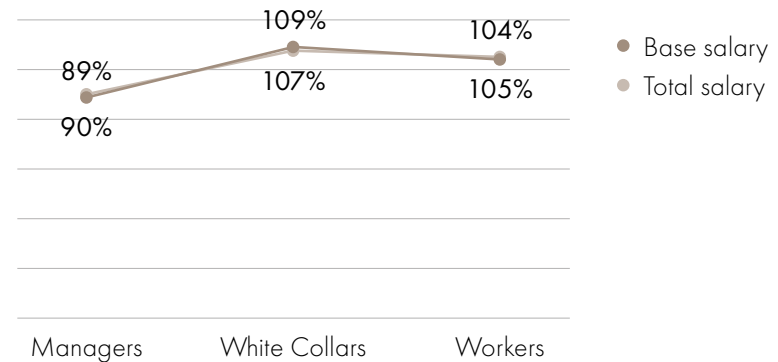
Analysing the recruitment figures for 2024 within the Group's three main job categories, it can be seen that the percentage of female hires is highest in the *White Collars* category, where they account for 54% of new hires. This figure is higher than that observed in the categories of *Managers* (25%) and *Workers* (37%), showing a higher incidence of women in clerical positions.

Beginning in 2022, the Company started an **analysis path** aimed at identifying the possible presence of a **gender pay gap**, adopting a gradual approach and beginning the reporting process starting with Parent Company data.

In 2024, the analysis was extended to all **production companies in the Group**, allowing for a more comprehensive and comparable view of the remuneration situation from a gender perspective.

Below is a breakdown of the data by professional category.

RATIO OF BASE SALARY AND REMUNERATION OF WOMEN TO MEN, BY PROFESSIONAL CATEGORY (PRODUCTION COMPANIES)



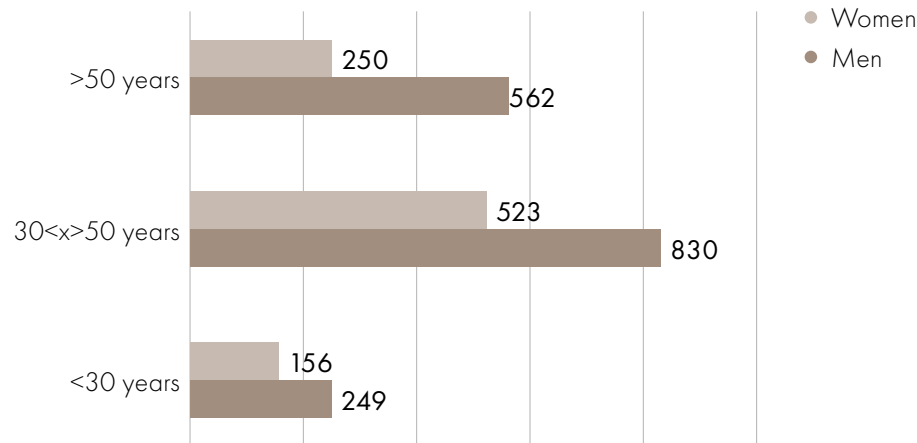
The results show that - for the *White Collars* and *Workers* categories, the situation is substantially **equal**, with a slight prevalence of women's pay, reflecting the **effectiveness of collective bargaining mechanisms in ensuring pay equity** and thus denoting the complete absence of a gender pay gap.

As far as the *Managers* category is concerned, a marginal pay gap is observed, with reference to both basic salary and total remuneration.

Diversity aspects: age

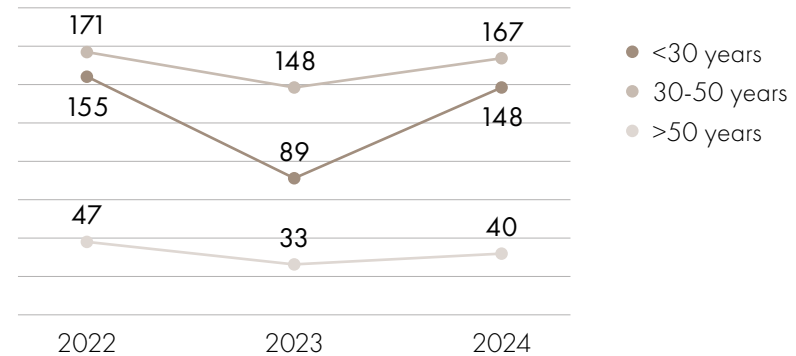
With reference to age, on the other hand, at the Group level in 2024, the corporate population is mainly concentrated in the **30-50 age bracket** (53%).

DIRECT GROUP EMPLOYEES, BY AGE GROUP AND GENDER (2024)



In 2024, at the Group level, there was an **increase in new hires**, for each age group.

NEW HIRES IN THE THREE-YEAR PERIOD 2022-2024, BY AGE GROUP (SMEG GROUP)



Diversity aspects: vulnerable categories³

The Group actively promotes the **inclusion of protected categories**, recognised as such by relevant national legislation, guaranteeing equal opportunities, protection and enhancement within daily work activities.

In 2024, a total of **175 Group personnel** were counted among the **protected categories** (159 in 2023), of which 82 belonged to the Workers professional category.

In the context of Smeg South Africa, the concept of vulnerability takes on a specific declination. Indeed, local legislation recognises as **Employment Equity (EE) Candidates** workers belonging to ethnic groups historically disadvantaged during the Apartheid period. In accordance with South African legislation, the Group company is required to meet numerical targets set for the inclusion of EE resources in its workforce, thus contributing to socio-occupational rebalancing and promoting equity in the country.

³ In line with the definition given in GRI Standard 405-1 Diversity of governance bodies and employees, the term “vulnerable groups” means “people who live with some sort of condition or who have some specific physical, social, political or economic condition. This condition or characteristic places the group at a higher risk of suffering a burden, or at a risk of suffering a disproportionate burden of the social, economic or environmental impacts of the organisation’s operations. Vulnerable groups can include children and the youth, the elderly, people with disabilities, ex-combatants, the internally displaced, refugees or returning refugees, HIV/AIDS-affected households, indigenous peoples, and ethnic minorities”.

TALENT ATTRACTION

The process of selecting new resources is based on the Group's strategic objective of attracting candidates with technical skills suited to the role to be filled, as well those who hold values in line with those promoted and shared within the corporate context. The focus is on individuals who can fit into a dynamic

organisation, oriented towards internationalisation, innovation, individual and group commitment, teamwork and sustainable, harmonious growth.

The main distinguishing features of the Group's **Employee Value Proposition** include the solidity and breadth of its organisational

structure, its international outlook and the richness of the company's offerings, which allow employees to develop their skills in a multitude of production areas, product lines and business areas. This attractiveness is fostered and developed through multiple channels dedicated primarily to younger resources.

In order to strengthen its attractiveness at the local level, the Group has set up **collaborations** with **local employment agencies**, with the aim of facilitating the matching of labour supply and demand. At the same time, a growing interest, particularly on the part of white-collar staff and younger resources, in solutions favouring a better work-life balance has been noted.

In response to this need, an **experimental Smart Working project** was started in 2022, which has yielded very positive results. Some of the most successful experiences were subsequently **formalised** through **Long Distance Working Agreements (LAD)**, today the most widespread modality within the Group for activities compatible with remote work.

Talent attraction



COLLABORATIONS WITH MAJOR ITALIAN UNIVERSITIES⁴

- University career days
- PhD / internship projects at Smeg S.p.A, Bonferraro S.p.A., Apell S.p.A.
- Opportunity to have professional experiences for interns / employees from sites outside Italy in the headquarters



AWARDING SCHOLARSHIPS

To combine specific research activities and internship activities that, in some cases, have made a significant contribution to the development of Smeg Group products and processes.

⁴ Collaborations with the Politecnico di Milano, Politecnico di Torino, Università Commerciale Luigi Bocconi, Università di Modena e Reggio Emilia, Università di Parma, Alma Mater Studiorum - Università di Bologna and Università di Padova e di Verona.

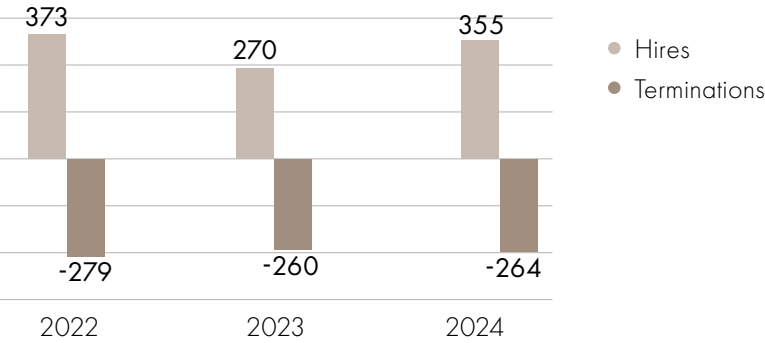


In 2024, at Group level, **355 hires** were made, a **31% increase over 2023**. During the year, 57% of new hires concerned the Group's foreign sales companies, while the remaining 43% were for production and sales companies operating in Italy, reflecting the commitment to strengthen the Group's presence in both the international and domestic markets.

The **incoming turnover rate⁵** in the reporting year is **approximately 14%** (12% with reference to newly hired men and 19% when considering newly hired women).

In 2024, 264 people left the company⁶, resulting in an **outbound turnover rate⁷** of approximately 11% (10% among men and 12% among women).

NEW HIRES AND DEPARTURES IN THE THREE-YEAR PERIOD 2022-2024 (SMEG GROUP)



⁵ Calculated as the ratio of new hires in 2024 to Group personnel as of 31.12.2023, which is assumed to be a representation of the company's workforce at the start of 2024.

⁶ The calculation of contract terminations in 2024 also includes people whose employment contract with a Group company expired on 31.12.2023. Not included, however, are personnel whose contract ended on 31.12.2024 (who will, therefore, be included in the number of people leaving the company in 2025).

⁷ Calculated as the ratio of contract terminations in 2024 to Group personnel as of 31.12.2023, which is assumed to be a representation of the company's workforce at the start of 2024.

SKILLS DEVELOPMENT

The development of the business organisation necessarily requires the **valorisation of people**. With this in mind, the Group promotes moments dedicated to **training and structured professional growth paths**, with the aim of strengthening both **transversal skills** (soft skills) and technical skills (hard skills).

As far as employees of foreign sales subsidiaries are concerned, training is provided directly on-site and managed independently by the individual companies. However, transversal **training programmes** are also in place, aimed at spreading the Parent Company's corporate culture throughout the subsidiaries, fostering a shared knowledge of the product and production processes. To this end, **experiential training** is carried out for new employees in the sales offices, who receive **initial training** or **periodic refresher training**, for example in the context of the Smeg Corporate Training Europe-Italy programme.

Some of the **main training programmes** - both mandatory and optional - provided by the Group during the year included:

- Training on the matter of environmental protection, with reference to introductory courses on environmental sustainability, waste management, and the implementation of circular economy models, and on Life Cycle Assessment in accordance with ISO 14040:2006 and ISO 14044:2018;
- Health, safety and accident prevention training. General and specific training in accordance with Italian Legislative Decree 81/2008 is provided for all employees. Furthermore, first aid training is also provided for certain people. Finally, depending on the duties involved with each role, specific training is provided on topics such as the correct manual handling of loads and the correct use of forklift machinery;

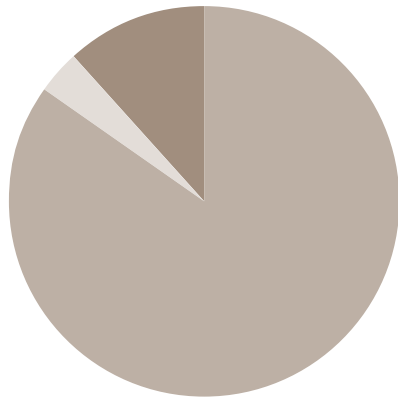
Smeg Corporate Training Europe-Italy 2024

Again in 2024 two days of initial training were held at the main site in Guastalla (RE) for all new employees of the Group's European branches and of the Parent Company. The two-day programme is rich in stimuli, inspiration and ideas designed to help new hires to fully appreciate and embrace the company's values.

The organisation of this event represents an important opportunity for discussion between the various entities that make up the Group and for personnel to be actively involved.

- Refresher courses on the continuously evolving industry technical regulations;
- Training on governance, Model 231, Code of Ethics, anti-corruption and anti-trust;
- Training on new products or new models of products already on the market;
- Courses on the use of SAP and information and management systems.

HOURS OF TRAINING PROVIDED IN 2024 ON OCCUPATIONAL HEALTH AND SAFETY



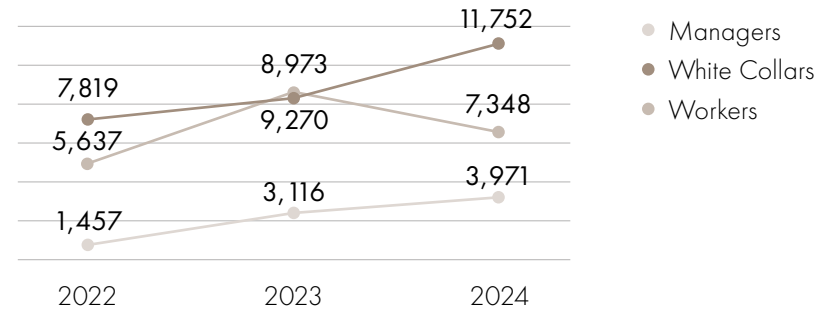
- 9,807 Production companies
- 407 Commercial distribution companies (Italy)
- 1,339 Commercial distribution companies (Outside Italy)

11,553

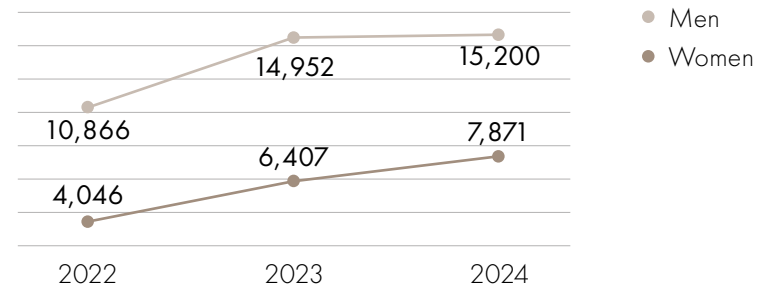
Total hours of training on occupational health and safety

Overall, during **2024, 23,071 hours of training** were provided to employees of Group companies - or 8.98 average hours of training (8.61 average hours in 2023) considering the Group's active employees as at 31.12.2024.

TOTAL HOURS OF TRAINING IN THE THREE-YEAR PERIOD 2022-2024, BY PROFESSIONAL CATEGORY (SMEG GROUP)



TOTAL HOURS OF TRAINING IN THE THREE-YEAR PERIOD 2022-2024, BY GENDER (SMEG GROUP)



People development is also supported through the implementation of **programmes of job rotation and job development**, activated both at company level and, in some cases, on an international scale between the various Group companies. These initiatives are aimed in particular at younger and/or recently recruited resources, with the aim of fostering their acquisition of soft skills, knowledge of different organisational contexts and integration into company processes.

The Group is also committed to ensuring **fair, equal, and rewarding remuneration** for personnel. At some Group companies a **Management by Objectives (MBO)** system is in place which, for certain functions - mainly commercial/managerial roles-, involves variable remuneration linked to the achievement of pre-set qualitative and quantitative goals. The 2024 MBO plan continued along the same lines as the 2023 plan.

Lastly, all personnel in the Parent Company, based on the Corporate Collective Bargaining Agreements in force, have access to a **variable remuneration called a Performance Bonus**, similarly linked to the results achieved by the Company based on common objectives defined and shared on a contractual basis with the company joint trade union representation. Examples of objectives related to this instrument include the results of the strong implementation and management of rules and good practices on the

matter of occupational health and safety and accident prevention, to raise awareness among personnel of the importance of working together to protect personal integrity and the development of a corporate culture based on the safeguarding of a safe and healthy working environment.



HEALTH AND SAFETY AT WORK

Within the Group's **company culture**, the **protection of health and safety at work** represents a **fundamental and indispensable value**. This commitment translates into a systemic and proactive approach aimed at continuous improvement of health and safety conditions in working environments. With this in mind, targeted actions have been implemented, consistent with the principles of the **Integrated Quality, Environment and Safety Management System**, certified according to the international standard ISO 45001⁸.

The management system has been implemented in Group companies through a structured programme of **periodic audits**, conducted both by internal staff and by independent third parties. This method has generated concrete benefits, including an **improvement in the quality of the working environment**, a **reduction in accident-related costs**, and an **increase in staff motivation**, with positive effects on the **indicators of operational effectiveness and efficiency**.

With respect to health and safety provisions, note that these are also included in the Group's Code of Ethics and the Model 231.

Within the Group's production sites, the **Management System for Worker Health and Safety** envisages the presence of the following **responsible persons**, in charge of managing and monitoring aspects related to health protection and risk prevention in the workplace.

- Prevention & Protection Service Manager (SPP);
 - Prevention & Protection Service Officers (ASPP);
 - Workers' Health & Safety Representative (RLS)⁹;
 - Company Doctors;
 - Directors and Supervisors;
 - Emergency team officers (first aid, evacuation, fire prevention, etc.).
- Employer and any delegates;

⁸ With the exception of La Pavoni and FRI.MED, all of the Group's production companies hold the ISO 45001 certification.

⁹ There are a dozen or so trade union representatives at Smeg S.p.A.. From these, as provided for by law, three Workers' Health & Safety Representatives (RLS) are elected, who meet at scheduled formal meetings and on several other informal occasions. These meetings all represent opportunities to share relevant information about workers' health and safety. Furthermore, dialogue with employees is further ensured thanks to frequent informal meetings with the SPP and the Production Manager, during which goals, results and initiatives are shared.

The main occupational hazards and most significant sources of risk associated with the Group's activities are assessed via the **Risk Assessment Document (RAD)**, which is constantly **updated** both to adapt to any changes to legal obligations and to better meet specific internal needs. Supplementary assessments and additional activities are performed in reference to more critical situations such as, for example, people with physical restrictions or people who take longer to learn (for example, people who speak a different language).

Any new risks associated with the various tasks are also assessed and identified through medical check-up - done in the presence of a company doctor - at least once a year in each department, production or otherwise, as provided for by an internal protocol.

The **health protocol**, drawn up by the Company Doctor, provides for careful **monitoring** of the health status of workers, with particular regard to personnel employed in production departments.

To this end, the Company Doctor, Department Heads and the Prevention & Protection Service Manager (RSPP) meet weekly to review the suitability judgements issued and assess the possible reallocation of workers with health problems.

To support these activities, periodic **ergonomic evaluations** of workstations are also carried out, with the aim of preventing musculoskeletal disorders and improving the physical well-being of workers.

All employees, including external workers, receive **appropriate information and training** on the tools available to report risk situations and to propose improvements in safety standards at workstations.

Each employee has the possibility of directly contacting the Prevention and Protection Service Manager (RSPP) through a dedicated e-mail address, which is active to collect any hazard reports.

At the Bonferraro plant, there is also an online platform accessible from smartphones, which allows employees to enter reports or suggestions aimed at strengthening the safety culture and improving operating conditions.

In order to address and to limit the unavoidable risks to which people in production departments are exposed, every person has access to suitable Personal Protective Equipment (PPE) (for example, safety shoes, protective gloves, eye protection, ear defenders, and specific equipment for laboratory personnel). The correct use of these devices is monitored periodically.

Every year the Group is committed to achieving the **objective of "zero accidents" and "zero occupational diseases"** by taking all technically and economically feasible measures to prevent the occurrence of such events. This objective is a strategic priority, also demonstrated by the inclusion of the issue of safety at work among the evaluation criteria for the performance bonus.

To further strengthen this commitment, there is an obligation for the Employer to report to the Board of Directors on safety performance and actions taken, on a six-monthly basis.

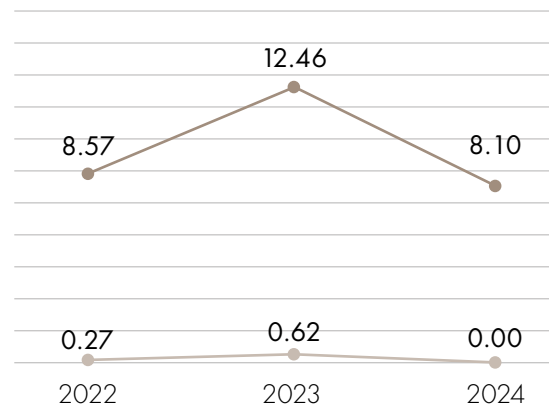
In the reporting year, with reference to the Group's production companies and direct employees, 12 accidents occurred - of which 1 during travel.

At the commercial distribution companies, no accidents occurred during the year, as in the previous year.

In the case of foreign commercial distribution companies, 15 injuries occurred¹⁰ (28 in 2023), mainly due to handling heavy objects in warehouses, testing and repairing products, falls and cut injuries, and forklift use.

Below is the general trend of accident rates¹¹ recorded in the three-year period with reference to Group employees.

ACCIDENT RATES IN THE THREE-YEAR PERIOD 2022-2024 (SMEG GROUP)



- Rate of recordable work-related injuries
- Rate of work-related injuries with serious consequences (excluding any deaths)

Lastly, with reference to occupational diseases, note that in 2024 a report of suspected occupational disease was filed at Smeg S.p.A. and is currently being investigated, while, with reference to the remaining Group companies, no cases of occupational disease were recorded.

Well-being and quality of life

Programmes aimed at improving people's well-being and quality of life are a strategic tool for the Group to strengthen the sense of belonging and consolidate mutual trust within the organisation.

With this in mind, the Group is committed to offering its employees a wide range of **benefits**, including health care, parental leave and insurance cover in the event of disability or invalidity. The adoption, management and specific characteristics of benefits are defined independently by individual Group companies, which may also propose supplementary measures according to the local context. These include public transport concessions at Smeg France, dental insurance at Smeg USA and consultancy, and free of charge and anonymous medical or legal support services at Smeg Australia.

¹⁰ At Smeg Australia, Smeg France, Smeg Mexico.

¹¹ The indices were calculated on the basis of 1,000,000 hours worked.

In support of **work-life balance**, mention should be made of the introduction in the Parent Company of an incoming and outgoing **flexibility policy**, designed in particular for employees with travel distances of over 20 km, in order to improve the sustainability of travel time and the quality of working life.

Mention should be also be made of the adoption, also in Bonferraro, of a flexible entry and exit scheme, with the same objective as the Parent Company.

The Parent Company provides its employees with a **dedicated digital platform on corporate welfare**, accessible through the HR portal, which allows them to take advantage of numerous services and benefits in line with the provisions of the reference CCNL¹² on flexible benefits.

Through the portal it is possible to:

- activate educational, health, welfare, tourist, sports and transport reimbursements;
- purchase or use direct payment services, including shopping vouchers, gift cards, sports activities, travel, holidays, supplementary pension and supplementary health care;

- convert performance bonuses, in whole or in part, into welfare vouchers, where required by tax law.

With a view to **balancing work and private life**, the Parent Company also guarantees part-time work opportunities at higher percentages than those established by the relevant collective agreement, thus reinforcing its commitment to work-life balance.

With regard to initiatives in favour of employee well-being, it should be noted that SMEG is committed to **promoting the physical health of its employees**, with a specific focus on the prevention and management of osteoarticular and musculoskeletal pathologies, given the manufacturing nature of the company's business.

With this in mind, **ergonomic solutions have been adopted in production processes**, in order to improve working conditions and reduce the risks associated with incorrect postures or repetitive movements. At the same time, **preventive postural methods** are being disseminated, aimed at promoting greater individual awareness and encouraging healthy behaviour in everyday working life.

In support of these initiatives, a collaboration was set up with the **Centro Italiano Osteopatia di Parma**, in synergy with the relevant Company Doctors. Within the framework of this initiative, and with the support of some volunteer staff, an experimental cycle of osteopathy sessions was started.

The project aims to teach correct postures and useful techniques to reduce subjective work-related physical discomfort, promoting a preventive approach to musculoskeletal health.

Currently, the initiative is in the experimental phase and scientifically validated data and results are being collected in order to evaluate its effectiveness.

The trial will continue in 2025, with the intention of deciding whether to extend the project in a more structured and continuous manner at the Group level.

In 2024, Bonferraro started a project in cooperation with a company specialising in **postural gymnastics**: a course was started for internal staff, with the aim of promoting the prevention of musculoskeletal disorders through targeted exercises.

¹² Maximum limit of 4% of full-time workforce.

Bonferraro also promoted **training on assertive communication and anxiety management**: two training modules were organised for a large group of employees with organisational roles. The courses included both theoretical content and practical exercises to provide concrete tools for managing effective communication and emotional burdens, with a view to improving the working climate and internal collaboration. At the same time, SMEG has also promoted **healthy lifestyles in terms of food**. In cooperation with CIRFOOD, healthy food standards are promoted within the corporate environment.

As part of its corporate welfare initiatives, at the end of 2023, SMEG introduced a financial contribution to support employees who have enrolled their children in the nursery and kindergarten in the hamlet of San Girolamo di Guastalla (Reggio Emilia). The support takes the form of a reimbursement of school fees and after-school activities.

Also worthy of note is the **programme for prevention and early diagnosis** of certain diseases active since 2016, promoted in collaboration with the Reggio Emilia section of the **LILT - Italian Anti-Tumor League**.

Thanks to this synergy, SMEG has been able to offer its employees free screening sessions directly on site, at the Guastalla plant infirmary, and on a voluntary basis.

The prevention campaigns promoted in 2024 covered:

- breast cancer,
- skin cancer,
- metabolic disease,
- and cardiovascular diseases.

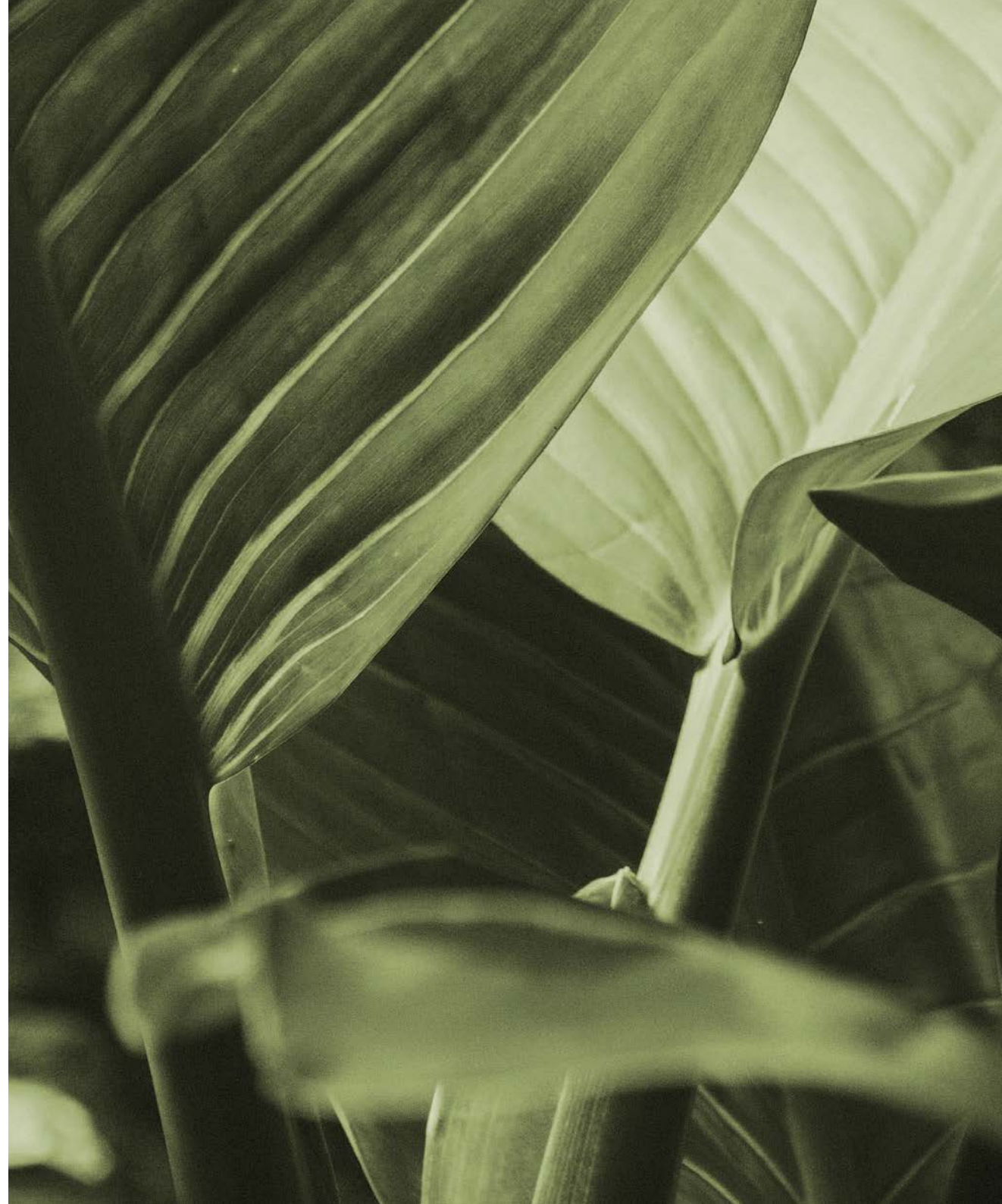
To reinforce its commitment to raising awareness, SMEG also cooperates with the Susan G. Komen Italia organisation, with the aim of promoting **breast cancer prevention** among its employees, through information campaigns and dedicated screening activities.

Finally, in 2023, a new **collaboration with AVIS - Associazione Volontari Italiani del Sangue** was established to promote the culture of blood donation among employees. The initiative, which continued in 2024, involved employees on a voluntary basis, with training sessions on suitability and how to donate, helping to strengthen the link between the company and the local voluntary health network.

5

ENVIRONMENT

| | |
|---|----|
| Impact along the value chain | 74 |
| Carbon footprint and environmental impact | 76 |
| Preservation of natural diversity | 98 |



Chapter presentation

REFERENCE SDG



GRI INFORMATION REPORTED

GRI 3-3, GRI 302-1, GRI 302-3, GRI 302-4,
GRI 303-1, GRI 303-3, GRI 303-4, GRI 303-5,
GRI 304-1, GRI 304-4, GRI 305-1, GRI 305-2,
GRI 305-3, GRI 305-4, GRI 305-5, GRI 305-7,
GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4,
GRI 306-5

MATERIAL TOPICS

- Action for the climate
- Waste
- Energy
- Sustainability and efficiency of resources

REFERENCE STAKEHOLDERS

- Suppliers
- Employees
- Community and region/
Public Administration

POLICIES, PROCEDURES AND OTHER RELEVANT DOCUMENTS

- Quality, the Environment and Safety
Policy
- Code of Ethics
- Model 231

IMPACT ALONG THE VALUE CHAIN

One of the Group's core values is its constant commitment to **environmental protection and preservation**: this attention can be seen in its rigorous monitoring of the impacts it creates, with a view to continual improvement in the efficient use of resources (raw materials, energy, water) and virtuous waste management.

At all of the Group's production companies, with the exception of La Pavoni, an **Environmental Management System** is in place, certified in accordance with ISO 14001. With respect to people and the environment and in assuming responsibility towards customers, employees, suppliers and the wider community, the Group's commitment can be seen through actions aimed at:

- complying with and going beyond current regulations, taking all prevention

and protection measures to reduce environmental risks and protect local communities;

- reducing environmental impacts at every stage of the production and product life cycle: during the design and procurement phases, in the consumption of energy, water and non-renewable resources in general, and in distribution, minimising waste production, atmospheric emissions and water discharges;
- promoting new technologies that improve production efficiency and reduce consumption;
- designing products and production facilities in compliance with environmental requirements;
- increasing the sense of responsibility and awareness of workers and suppliers towards

issues associated with Quality, Safety and the Environment by integrating it into daily tasks.

The production plants¹ are also subject to the Single Environmental Authorisation (AUA), with regard to atmospheric emissions, effluent discharge and noise pollution.

Over the past ten years, measures have been implemented to improve plant efficiency and simplify production processes, resulting in a **reduction of environmental impacts**. In particular, at the Guastalla site, the elimination of pickling, purification, and hot gluing has reduced heat and formaldehyde emissions to zero, while the renovation of the plastics presses at the Bonferraro plant has contributed to the reduction of associated electricity consumption. With specific regard to the Parent Company, the following commitments are noted:

¹ With the exception of La Pavoni.

- the maintenance of a 'built-up area over total area' ratio of less than 30%, thanks to the many green areas that improve landscaping and contribute to the reduction of the carbon footprint;
- the use and expansion of photovoltaic systems (see "Photovoltaic systems");
- the percentage of recycled waste has been kept at over 97% in recent years.

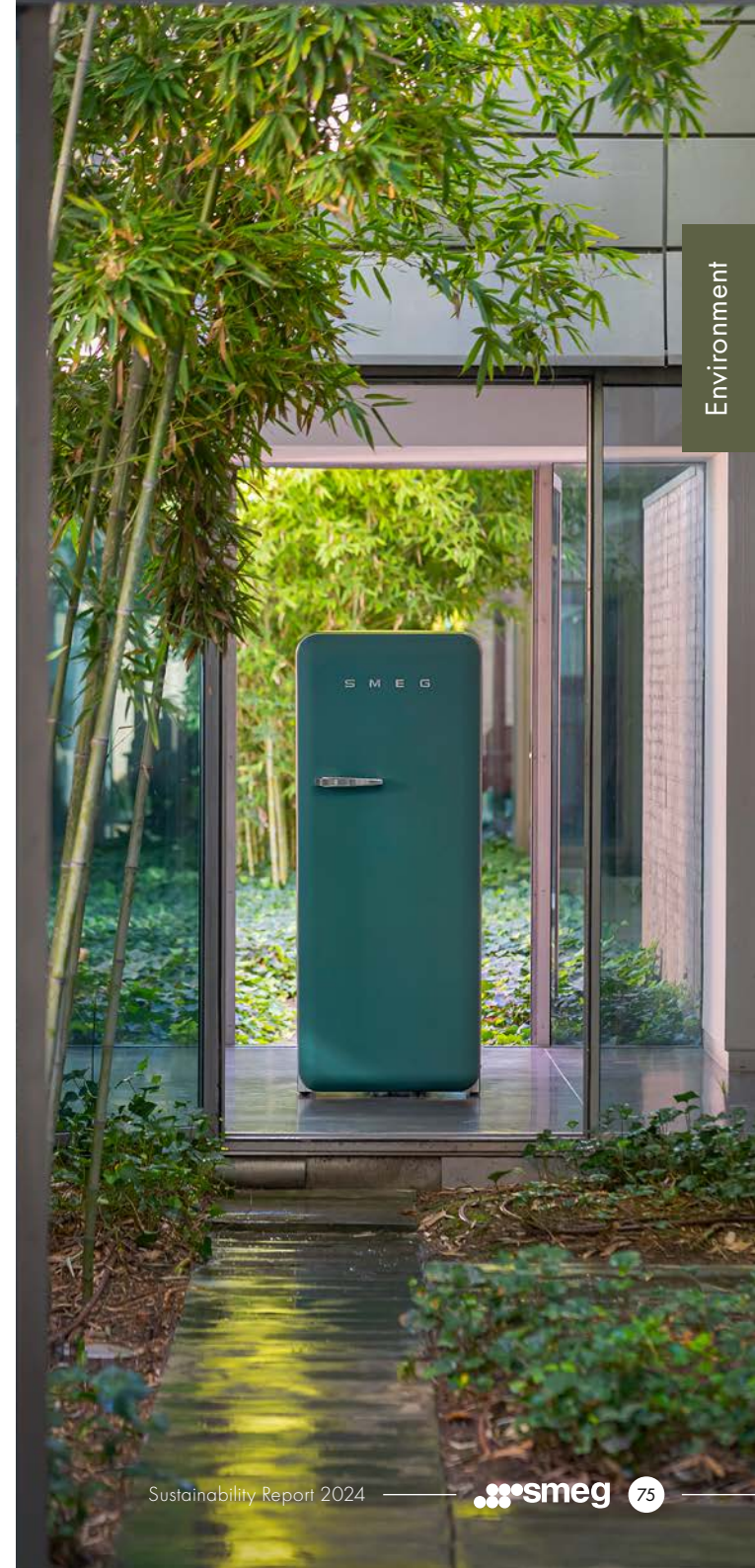


With reference to the Group's indirect environmental impacts, it should be noted that all contracted suppliers are required to comply with current environmental protection and waste management regulations. During audits performed by SMEG at supplier companies, their **responsibility towards environmental protection** is analysed in depth. Some elements of this analysis look into whether the company is subject to any environmental authorisations, whether the use of energy and raw materials is done on the basis of criteria of rationality and efficiency, whether the supplier has implemented a certified environmental management system, and whether the supplier has prepared a programme to improve the environmental impacts generated by their operations.

During the selection process, if the supplier is certified according to recognised standards (e.g. ISO 14001), some sections of the information questionnaire may be omitted. In the absence of certification, however, detailed investigations into environmental issues and a formal commitment by the supplier on these aspects are required. For each criterion, a score is assigned, and then analysed for final qualification of the supplier.

In addition, **audits** are conducted at supplier companies, in which their environmental responsibility is investigated through specific elements of analysis, including:

- the presence of environmental authorisations,
- efficiency in the use of energy sources and raw materials,
- the adoption of certified environmental management systems,
- the existence of environmental policies and improvement programmes.



CARBON FOOTPRINT AND ENVIRONMENTAL IMPACT

Ever more concrete alignment with the principles of environmental sustainability requires a constant commitment from every member of the organisation. For this reason, **environmental projects** have been initiated over the years, both in Italy and abroad, with the aim of actively contributing to the global strategy against climate change and the protection of the planet.

Measuring impacts on key environmental matrices - energy, water, emissions, waste - is the first step towards greater awareness and, above all, towards **strategic management** oriented towards the establishment of clear, measurable and achievable objectives and targets.

Smeg France's Climate Contract

Smeg France's commitment to a robust approach to sustainability can be seen in the renewal in June 2023 of the climate contract, an agreement that set out the various measures that the company took in 2024 in order to contribute to achieving the Sustainable Development Goals.

Specifically, there are two parts to the climate contract:

- The general contract set high-level goals common to all signatory organisations, focusing on the promotion of products and services with a low environmental impact (climate, resources and biodiversity), the reduction of commercial communication of environmentally harmful products, the adoption of responsible production and consumption practices, employee training and awareness-raising on the ecological transition, and the promotion and active support of the latter.
- The sector contract defined specific objectives for the sector and related indicators (KPIs) to measure their achievement. These included communicating the reparability index of washing machines and dishwashers, increased promotion of energy-efficient products and a 10% increase in advertising on products with an extended reparability guarantee. Other KPIs were related to raising awareness about responsible consumption in commercial communications, promoting the Smeg digital catalogue via QR codes, reducing the impact of printed paper, encouraging the use of renewable energy by employees (e.g. by installing electric charging stations and renewing the car fleet with hybrid/electric vehicles), adopting recycling practices in offices and eliminating disposable cups in offices starting on 1 January 2024.

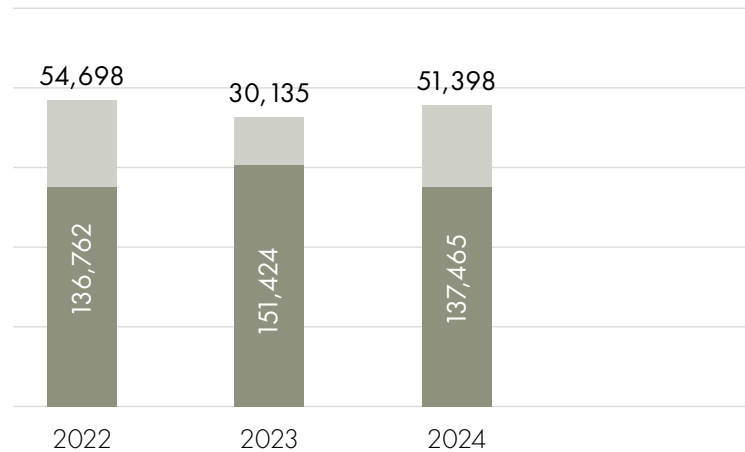
Smeg France's commitment to the environment also extends to further actions.

Smeg France is a "mécènes" of the Wings of the Oceans association whose aim is to raise awareness about protecting the oceans by carrying out plastic collection actions on the coasts of France; Smeg France has contributed to the supplies used on the association's boats, with Smeg products. Since 2017, it has been the official supplier of Energy Observer and the EO1 ship, a solar- and hydrogen-powered vessel that sails the world's oceans as an energy ambassador for the energy transition.

Direct and indirect energy consumption

In 2024, the Group's total energy consumption was equal to 188,863.42 GJ (181,558.82 GJ in 2023), of which 27% from renewable sources (17% in 2023). Energy intensity² is 0.00020, down from the 2023 value (0.00021).

GROUP ENERGY CONSUMPTION, BY TYPE OF CONSUMPTION, OVER THE THREE-YEAR PERIOD 2022-2024 (GJ)

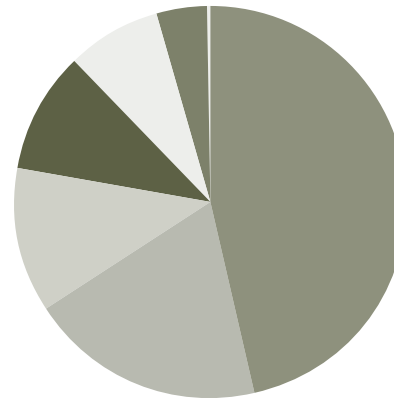


- Energy consumption from renewable sources
- Energy consumption from non-renewable sources

² Calculated using the following formula: [Total energy consumption (GJ) / Revenue from sales and services (€)].

The main energy sources used by the Group are:

THE GROUP'S ENERGY MIX (2024)



- 46.6% Natural gas
- 19.3% Electricity purchased from renewable sources
- 12.1% Diesel
- 9.9% Electricity purchased from conventional sources
- 8% Electricity self-generated for self-consumption by photovoltaic systems
- 3.9% Petrol
- 0.2% District heating

- **Methane gas** for use in the production process - in particular to operate the enamelling kiln - and for indoor air conditioning. With reference to the site at Guastalla, in order to optimise consumption, a reducer cabin has been installed to improve production process efficiency. In 2022, the production companies and Te.Se.C S.r.l. signed a gas supply contract which provides for the emissions generated by the related consumption to be offset by cancelling Verified Emission Reduction (VER) certificates.
- **Electricity** for the production process, lighting, and air conditioning of indoor spaces in summer. It should be noted that there are photovoltaic systems at the Group's production sites and at some foreign commercial companies (Smeg Belgium and Smeg UK). The energy generated is partly utilised by the companies, with the remainder returned to the grid.

The remaining electricity needs of the production companies are covered by a consortium of supply companies. Furthermore, supply contracts for electricity from certified renewable sources, with Guarantees of Origin being issued, have been signed.

Photovoltaic systems



With reference to the production companies, in Guastalla, in February 2023 the photovoltaic plant installed in 2022 began operating with power of 1,862 kWp, which, combined with the existing 28 kWp plant, made it possible to benefit from electricity with total nominal power of around 1,890 kWp in 2023. During 2023,

a second photovoltaic system was installed to fully cover the remaining available space on the roofs of the buildings with a capacity of approximately 690 kWp, which was commissioned in 2024. Considering all these expansions, total installed capacity on the roofs is 2,583 kWp. In 2024, the synergy between energy efficiency measures and the completion of the photovoltaic plant made it possible to reduce the acquisition of energy from the grid by 32%, compared to 2021, when no photovoltaic system had yet been installed at the Guastalla site.

The installation of a latest generation photovoltaic system was completed in 2022 at Bonferraro (1.6 MWp), which entered into operation in May 2023. Thanks to the current photovoltaic system, the location is able to produce and utilise around 28% of its total electricity needs. An expansion of a further 500 kWp is planned for 2025, which will increase the share of energy produced and self-consumed from photovoltaic sources by around 10%.

Also note that during 2024, the photovoltaic plant at Apell's headquarters was expanded, doubling the previous energy production to 476 kWp and making it possible to increase self-consumption to 40%.

FRI.MED also has a photovoltaic system that contributes around 39% of its needs. With regard to commercial companies, the installation of a photovoltaic system was also completed at the Te.Se.C. S.r.l. premises in 2023, which began operating in 2024. The presence of photovoltaic systems at Smeg Belgium (since 2012) and Smeg UK (since 2019, with a second system installed during 2023) should also be noted.

Considering the above, at Group level in the year under review:

- 73% of the electricity consumed comes from renewable sources (21% self-generated by solar panels);
- District heating is used at Te.Se.C S.r.l., Smeg Nordic and Smeg Russia;
- Fuel (diesel, petrol and methane) is used for the company's fleet of cars and generators.

Energy efficiency at Group locations

The implementation of energy-efficiency initiatives, with regard to its direct operations, will enable the Group to reduce the emission impacts of its activities, as well as to generate long-term economic savings associated with the reduction in energy consumption.

The following initiatives have been taken at production sites and some commercial distribution companies:

- **Optimisation of plant and system running hours** - in the spring and autumn months, the cooling systems are turned on later/turned off earlier;
- **Regular maintenance of plants and systems** - a programme of regular maintenance is followed for systems and production machinery to ensure constantly high performance;
- **Relamping** - specifically, the Parent Company completed the replacement of existing lighting fixtures with LED lighting, both in outdoor areas and production departments. Similar measures have also been implemented at Apell and Bonferraro. LED bulbs were also introduced in the offices, along with motion-detection sensors to optimise the use of energy for indoor lighting. LED lamps are also used in other companies, such as Smeg Belgium, Smeg Netherlands, Smeg UK and Smeg Singapore.
- **Projects to reduce electricity consumption from transformer substations** - at the SMEG and Bonferraro plants, electricity consumption from transformer substations is monitored via a dedicated management system. In the event of anomalies, management implements targeted actions to improve process efficiency.
- **Climate control system efficiency** - in 2023 SMEG S.p.A. analysed efficiency measures, aimed primarily at recovering the heat generated by the air-conditioning process rather than electrifying the air-conditioning systems in the various rooms. An evaluation of the revamping of the air-conditioning system in the CED (Data Processing Centre) room at the Executive Offices with more efficient cooling devices is planned for 2025. Inea S.r.l., from 2022, has advised all offices of the minimum and maximum office temperatures to use when cooling and heating and has delayed the date on

which air conditioning systems are turned on. Outside Italy, Smeg Singapore has adopted an energy efficient air-conditioning system, which saves around 20% compared to previous, less efficient models.

- **Progressive replacement of older central heating systems** - In 2014, SMEG started to replace older central heating systems and update the distribution systems. The performance of the central heating systems is monitored by a specific management system that ensures continuous control of their efficiency. Bonferraro has also launched a project to fully upgrade its heating system, which in 2024 saw the replacement of old condensing boilers with thermal power plants to supply both production departments and air conditioning in internal spaces.
- **Actions to reduce the environmental impact caused by the use of the company's fleet of vehicles** - Various initiatives have been completed in this regard, starting with the

progressive replacement of traditional fuel vehicles with hybrid or electric alternatives. At the end of 2024, the maintenance department was equipped with a new full electric vehicle for use on short-haul routes. However, the transition to an electric fleet of vehicles is facing certain significant barriers, including the significant charging times required for medium to long-distance journeys and the low range of this kind of vehicle.

At Smeg UK (Abingdon and Portsmouth offices) the company fleet consists exclusively of plug-in hybrid or electric vehicles and there are also 26 electric car charging points, accessible to both staff and customers.

In 2023, at the Mont Saint Aignan location Smeg France installed two charging stations with a total of 6 access points, for hybrid and electric vehicles, and in 2024 replaced four diesel vehicles with 2 electric and 2 hybrid vehicles.

Smeg Singapore offers its employees a car-sharing service to be used during the lunch break and at the end of the working day: it is estimated that this initiative saves around 480 litres of petrol per year.

Lastly, it should be noted that the Parent Company installed timers to manage the battery charging system of industrial electric vehicles (such as forklifts, small trains and tractors). Thanks to these tools, it was possible to **optimise the self-consumption of the energy produced** by the company's photovoltaic system, matching production needs to the solar production profile, with the aim of minimising the amount of renewable energy fed into the grid.

Added to these initiatives are the constant efforts to **raise awareness among employees** to promote energy-saving practices and encourage people to think about saving and optimising their energy use.



Next steps

| | STATUS |
|--|--------|
| Progressive transition of commercial companies in Italy and outside Italy to energy supplies from renewable sources | ● |
| Search for solutions to store/recover electricity produced by the photovoltaic systems, for example, by establishing energy communities in collaboration with the Municipalities involved | ● |
| Installation of timers to manage the recharging of electric company vehicles (e.g. forklifts) to optimise self-consumption of the energy produced | ● |
| Expansion of the Bonferraro photovoltaic plant by 500 kWp to be realised in 2025 | ● |
| Implementation and completion of the energy efficiency operation to replace the central heating system at Bonferraro with new boilers equipped with a heat recovery system, high efficiency pumps and a continuous monitoring system | ● |
| Replacement of lighting fixtures with LED systems in the Bonferraro plant, laboratories and offices | ● |

● On track ● Work in progress

The impacts related to logistics

Incoming transportation and distribution activities managed by production sites mainly concern the procurement of raw materials, semi-finished products, components, finished products and packaging phases.

Generally, goods purchased from Italian suppliers are transported by road or through intermodal transport solutions³. Goods arriving from abroad, depending on their origin, may reach the production plants in specific containers, after having been transported by ship, rail or road. On this subject, note that the Group is gradually opting for more sustainable methods of transportation, favouring:

- transport by sea for certain routes historically served by land or intermodal methods

(e.g., from Spain and the United Kingdom);

- intermodal options for routes previously only done by land (such as Northern Europe and the United Kingdom).

In particular, with regard to the Parent Company, road transport is preferred for inbound raw materials and components from Central Eastern Europe (Germany and Romania), while the intermodal option is adopted for goods arriving from Hungary and Poland. Procurement from non-European suppliers (Far East), both of components and finished products, is mainly by sea, and then continues by road or in intermodal mode depending on the final destination once the relevant port is reached.

Air transport is used for spare parts shipments from the Company to European subsidiaries, only when

strictly necessary. However, during 2024, the effects of geopolitical instability on shipping routes forced an increased use of this method.

Finished products continue to be **distributed** to the sales branches in different ways depending on the final destination and how quickly customers need to receive the goods, with preference afforded to sea or intermodal travel where possible, in particular to the islands. Particular attention is paid to optimising load capacity: for example, pallets for small appliances are made with a fully compact base, offering a 10-15% increase in load capacity and a consequent reduction in the number of vehicles required for transport.

Once the warehouses of the sales branches have been reached, said branches are directly responsible for managing **relations in the**

relevant local territory. In those markets where there is no sales branch, a similar function is performed by local importers (for example, in the United Arab Emirates, New Zealand and South Korea).

For **e-commerce-related** shipments, the Group mainly relies on freight companies able to deliver goods to the end customer on time, either at home or via pick-up points.

In Italy, transportation is mainly done by road, due to various structural difficulties connected to intermodal means of transport and in such a way as to be able to ensure quick delivery.

³ Intermodal transport is a method of transferring goods using standardised “load units” that can easily be moved from one vehicle to another to reach their destination. It is generally implemented to allow the hybrid rail-road transport mode.



Quantifying the emissions resulting from these operations is an important starting point for the Group in order to monitor the issue in a progressively more robust and systematic manner, moving in the direction of ever **greater optimisation of deliveries and shipments**, and towards the choice of less environmentally damaging modes of transport, with particular reference to carriage by sea and rail. The details regarding the level of Scope 3 emissions linked to inbound and outbound logistics activities is given in “Calculating direct and indirect emissions”.

In 2023, **management software** was introduced to support logistics, designed to align issue and delivery dates quarterly with the procurement plans of the various Group companies. The system allows orders to be managed on the basis of predefined priority criteria (e.g. seniority of request). The adoption of this tool has helped to improve the quality of demands from the markets, reducing the risk of sudden changes to production plans and the consequent negative impact on logistics.

Implementation of the **Transport Management System (TMS)** software continued in 2024, with testing scheduled for 2025. The aim is to improve transport management in Italy, both planning of transport and deliveries and monitoring of related costs. Based on the results of the trial, the software will possibly be expanded to include the European branches.

Waste

The Group has always paid **particular attention to waste management** seeking, first and foremost, to decrease the amount of waste produced and, at the same time, to limit as much as possible the use of disposal.

All waste must be correctly classified, transported and disposed of as stipulated by the regulations in force and indicated in the documents that make up the environmental management system. To this end, the Group has adopted software to collect and monitor waste management data; it also employs intermediaries to identify the most suitable solutions for the recovery and/or disposal of materials.

Special attention is paid to the **recovery** of the following materials at the Group's production sites:

- mechanical processing waste (sheet metal or steel scrap);
- plastic or glass waste and scraps (e.g. oven/kitchen door components);
- recovery of packing materials such as cardboard, wood and plastic.

For each of these types of waste, **detailed waste sorting** is carried out throughout the entire production process. In fact, waste management⁴ is integrated at all stages of production, starting with the assembly lines - with the aim of separating waste correctly before it is resold or handed over to authorised recycling companies.

To this end, at SMEG, dedicated containers for separate waste collection are located along all assembly lines with the aim of making it more widespread. The containers are collected by an operator using a trolley and

transferred to a temporary storage area.

Another example is the initiative at the Bonferraro site related to the volumetric reduction of polystyrene, which makes it possible to obtain a compact and recyclable material, while also reducing the impact of transport. Non-recoverable waste, on the other hand, is analysed by an accredited laboratory to determine its EWC code⁵ and, as appropriate, hazard class. Since July 2023, an **ecological island** will also be operational to improve waste management, in particular the separation of plastics and polystyrene.

It should also be noted that, within FRI.MED, special attention is paid to the **recovery** of production waste: small sheet metal scraps and offcuts are in fact picked up by the operators, stored in

special containers and reused at a later stage for the creation of reinforcements or channels used during assembly on the product range.

For hazardous waste, on the other hand, an annual analysis of the waste is first carried out, then an authorised treatment facility is identified, and lastly, the facility's authorisations and carriers are checked before confirming the take-back. To that end, waste that is potentially subject to shipment under the ADR (European Agreement concerning the International Carriage of Dangerous Goods by Road) is identified and catalogued and, given the type and quantity of waste subject to ADR produced and shipped to date, an ADR consultant was appointed to handle this waste.

⁴ For more information on waste management, please refer to the final part of this section.

⁵ European Waste Code.

As for **packaging**, SMEG strives to use reusable materials wherever possible, such as in the case of cable housing or the returnable packaging used for front panels.

To reduce plastic waste, at the company cafeterias at the Guastalla and Bonferraro sites the decision was made to stop serving drinks in plastic bottles and instead install two **centralised water dispensers** and in the break rooms for both production departments and offices. At the same time, all employees have been provided with a reusable flask. The company Inea S.r.l. also took the step to install water dispensers to reduce plastic use.

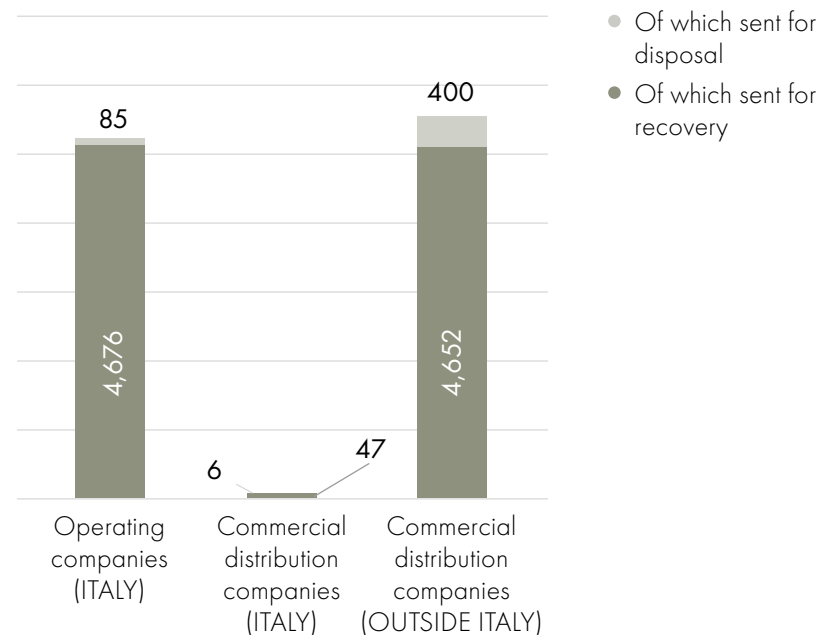
As for waste generated at commercial companies, this comes mainly from packaging, office activities and waste electrical and electronic equipment (WEEE). In particular, printer toner is handled by specialised disposal companies, while WEEE⁶ collected from customers is handled in accordance with the relevant regulations.

Smeg Australia, at the Ingleburn site, employs a cardboard baler, a plastic baler and a machine to melt polystyrene for recycling and to minimise general waste. These materials are subsequently handled by third-party recycling companies that collect them and processes them at their respective facilities.

At Smeg France, products at the end of their life are stored in the company's warehouse until they are collected by an authorised third-party company. The company has also introduced a repair service for end-of-life products (small domestic appliances) in order to reduce the number of products replaced and, consequently, disposed of. Moreover, Smeg France also

set itself the goal of obtaining the **QualiRépar** certification. This aims to encourage customers to repair their electrical and electronic appliances to extend their life, putting the principles of the circular economy and more sustainable and responsible consumption into practice. In 2024, Smeg France began handing over damaged products from its main customer to the **ENVIE** association. This association collects damaged products with the aim of sorting them, repairing them and then reselling them when possible (either as finished products or as spare parts).

WASTE PRODUCED (TONNES), BY DISPOSAL METHOD (2024)



⁶ Please refer to Chapter 6, section 'Eco-design', for an in-depth look at end-of-life product management and disposal activities at the national level in Italy, carried out in cooperation with Erion WEEE.

Similarly, Smeg Portugal has implemented specific measures to manage damaged products. Specifically, these are first analysed by the Logistics and Finance Department to see whether they can be repaired or used in other ways (donation, marketing or sales activities at lower prices) and only if they cannot be used in any other way are they sent for disposal. This last option implies the need to inform the appropriate environmental and tax authorities in Portugal through a detailed list broken down by type of all the products to be disposed of. The products are then collected by the partner duly contracted by the company which, in turn, provides a waste disposal declaration.

At the Group level, 9,866.10 tonnes of waste were produced in 2024 (9,484.53 tonnes in 2023), of which over 92% was non-hazardous and 95% was sent to recovery, 4% was sent to landfill and 1% was incinerated. 48% of waste was produced by the Group's production companies.

Details on the composition of the waste produced are provided in the Annexes to the report (see "Insights").

Specifically, in the production companies, the continued focus on waste management has led, over the last 10 years, to a minimisation of the quantities of waste sent to a generic disposal facility and

a proper handling of production waste, maintaining a trend of waste sent for recovery⁷ of over 98%.

In the year covered by this report, the Company continued to search for intermediaries who are capable of optimising the value of waste products, such as waste plastics, compost and electronic components.

In particular, it should be noted that in 2022 SMEG, as part of the 'Continuous Improvement' project, launched an initiative to reduce production waste, which was strengthened in 2023. The project involved mapping the main product categories and initiating

micro-projects aimed at **reducing waste, costs and environmental impact**. The analysis showed that two thirds of waste was problematic in nature, in particular enamel, glass and user interface cards. Corrective actions included revising the enamelling process, design changes, checks on non-conforming materials and action with respect to critical suppliers. In addition, the 'zero-cart' project for waste recovery was implemented and glass handling was improved, with particular attention to movement, to avoid further damage.

⁷ In line with the Consolidated Law on the Environment, this means "any operation whose main aim is to give waste a useful role by replacing other materials which would have otherwise been used to perform a particular function or to prepare them to perform such a function".

Mention is also made of the issue of range rolling, which involves about one third of the models each year and requires careful end-of-series planning. Since 2022, this activity has been managed in a more structured way thanks to a dedicated team in charge of recovering obsolete components, optimising the consumption of end-of-series materials and updating operational procedures.

The receipt of goods also verifies that supplies are consistent with actual needs. The Group also pays attention to the recovery of materials used in testing and has set up a working group dedicated to new products, tasked with identifying any issues in the final

production stages, to prevent generating waste.

Calculating direct and indirect emissions

Beginning with the consumption listed above, it has been possible to reconstruct the Group's **carbon footprint**. For the Group, the measurement of direct and indirect emissions represents the first step in the process of identifying and planning suitable strategies for the reduction and offsetting of emissions directly and indirectly related to the company's activities.

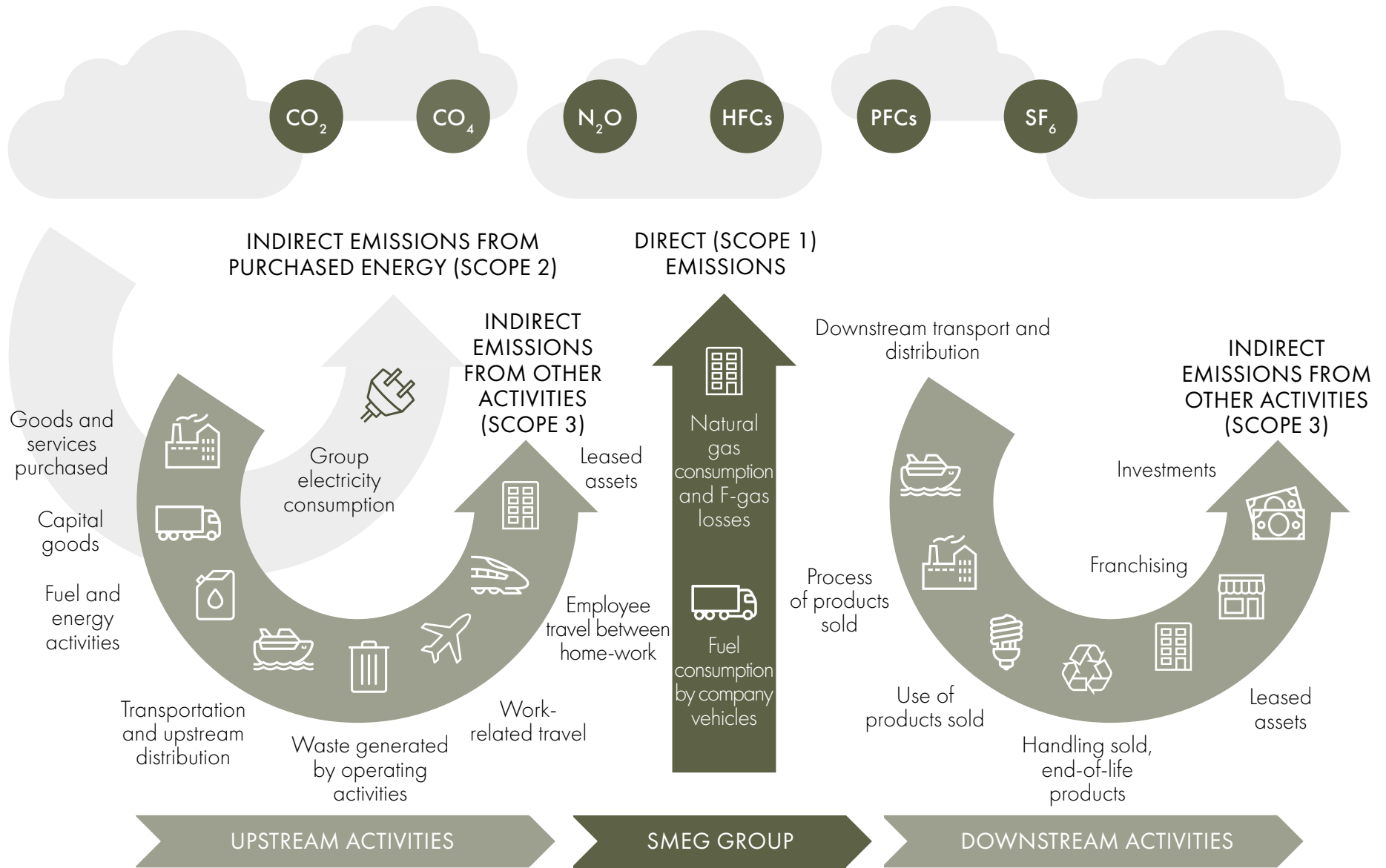
Reference, in particular, is made to the direct and indirect emissions of greenhouse gases (GHGs),

for which the following emissions sources have been identified:

- the direct (**Scope 1**) GHG emissions generated by the consumption of natural gas (methane), in particular, in the operation of the enamelling kiln, by the consumption of fuel by the company's fleet of vehicles, by the escape of refrigerant gases used in the operation of air conditioning systems, and by the consumption of diesel for electricity generators;
- the indirect (**Scope 2**) GHG emissions, traced to the consumption of electricity acquired from third parties. As of 2022, the production

companies, and some commercial distribution companies, signed supply contracts for electricity from certified renewable sources, supported by Guarantees of Origin. This decision helps to reduce the greenhouse gas emissions associated with electricity. The Group's goal is to meet 100% of its electricity supply needs from renewable sources.

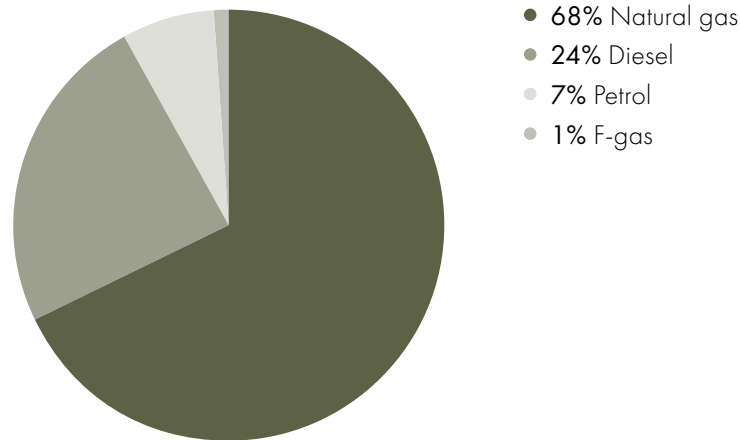
- the indirect (**Scope 3**) GHG emissions generated by all the activities upstream and downstream of the Group's value chain.



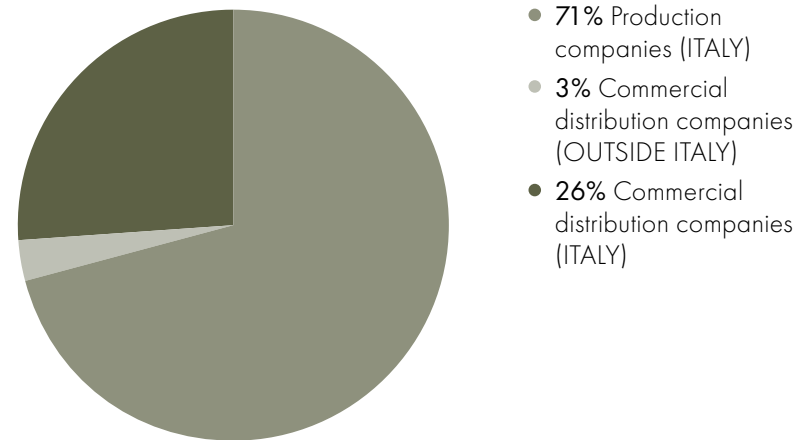
In 2024 the Group generated a total of 6,584.24 tonnes of CO₂eq in direct emissions (Scope 1) - with an emissions intensity⁸ of 0.0000070 tonnes of CO₂eq/€ - up by 0.99% compared to the 6,519.63⁹ tonnes of CO₂eq recorded in 2023.

With reference to the production of indirect (Scope 2) emissions, during the year the Group generated 3,926.00 tonnes of CO₂eq (calculated using the location-based methodology), down 14% compared to the 4,587.87 tonnes of CO₂eq recorded in 2023 - and 2,395.37 tonnes of CO₂eq (calculated using the market-based methodology), -54% compared to the 5,195.89 tonnes of CO₂eq in 2023 - with respective emissions intensities of 0.0000042 tonnes of CO₂eq/€ and 0.0000025 tonnes of CO₂eq/€.

DIRECT (SCOPE 1) EMISSIONS BY THE GROUP IN 2024



INDIRECT (SCOPE 2 - LOCATION-BASED) EMISSIONS BY THE GROUP, BY TYPE OF COMPANY (2024)

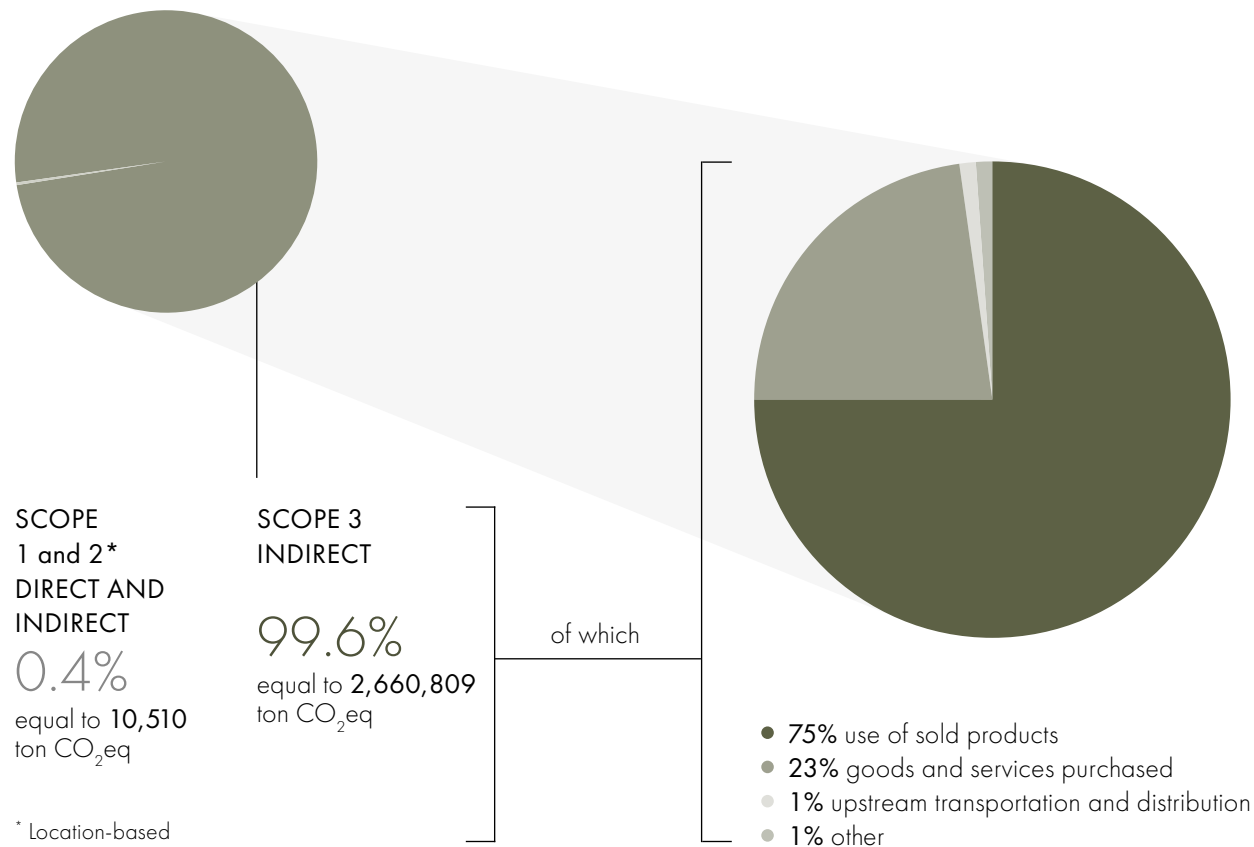


⁸ Emissions intensity is calculated by comparing total emissions generated (tonnes of CO₂eq) with revenue from sales and services for the year under review (€).

Finally, indirect (Scope 3) emissions were 2,660,809 tonnes of CO₂eq (2,576,627.37 tonnes of CO₂eq in 2023), up 3.3% compared to the previous year. Scope 3 emissions are shown to have the greatest impact on total GHG emissions generated by the Group, representing more than 99.6% of the Group's carbon footprint.

In more detail, the following categories, in line with the specific nature of the Group's business, have a particularly large impact on the total Scope 3

emissions figure: **the product use phase (75%)** and the **goods and services purchased (23%)**. Specifically, the use phase is the one with the most impact for companies like those in the Smeg Group, which produce durable goods that need energy in order to operate. To minimise the emissions relating to this category, the Group focuses on improving the energy efficiency of products to be placed on the market in order to reduce their energy consumption and, consequently, the emissions generated (see Chapter 6).



The Group’s GHG inventory, done in 2022, 2023 and 2024 and subject, as of 2022, to an independent third-party **verification**, is given below.

| Emissions category | | Carbon footprint (tonnes of CO ₂ eq) | | | |
|-------------------------------|-----------------------------------|---|------------------|-------------------|-----------|
| | | 2024 | 2023 | 2022 ⁹ | |
| Scope 1 | Direct emissions | 6,584 | 6,520 | 7,091 | |
| Scope 2 | Indirect emissions (Market-based) | 2,395 | 5,196 | 2,665 | |
| Scope 3 | Cat. 1 | Purchase of goods and services | 610,199 | 513,169 | 309,491 |
| | Cat. 2 | Capital goods | 12,398 | 8,208 | 10,481 |
| | Cat. 3 | Fuel and energy activities | 2,010 | 2,042 | 2,288 |
| | Cat. 4 | Transportation and upstream distribution | 26,302 | 24,517 | 21,835 |
| | Cat. 5 | Waste generated by operating activities | 294 | 296 | 401 |
| | Cat. 6 | Work-related travel | 3,251 | 1,548 | 281 |
| | Cat. 7 | Employee travel between home-work | 4,322 | 4,142 | 4,806 |
| | Cat. 9 | Downstream transport and distribution | 496 | 479 | 5,308 |
| | Cat. 11 | Use of sold products | 2,001,256 | 2,021,782 | 1,975,150 |
| | Cat. 12 | Handling sold, end-of-life products | 281 | 445 | 452 |
| Total carbon footprint | | 2,669,789 | 2,588,343 | 2,340,248 | |

The results of the Carbon Footprint 2023 were also reported in the **CDP Climate Change 2024** questionnaire, to which the Group responded for the fourth time, demonstrating the transparency of reporting its impacts and its management of the issues it faces regarding climate change. The results of the Carbon Footprint 2024 analysis will instead be reported in the CDP Climate Change 2025 questionnaire¹⁰.

⁹ Data restated in the Sustainability Report 2023 following recalculation of the data from 2022 to include the emissions generated by the company FRI.MED

¹⁰ The results will be reported in the next edition of the Group’s Sustainability Report.

CDP Climate Change 2024



SMEG first signed up to the CDP (Carbon

Disclosure Project) Climate Change questionnaire in 2021 and continued to take part in the survey in subsequent editions. The questionnaire was created with the aim of helping companies increase their awareness of how to manage the risks and opportunities connected to climate change effectively and of where greenhouse gas emissions are generated along their value chain.

Underlying this awareness is the need to measure and report on one's own carbon footprint and the safeguards put in place to meet the challenge of combating climate change.

Participation in the 2024 questionnaire returned SMEG a C - Awareness score as a result.

Next steps

| | STATUS |
|---|--------|
| Definition of a Group climate strategy with identification of measurable objectives and targets | ● |
| Publication of the outcome of the CDP Climate Change questionnaire | ● |

● On track ● Work in progress

Other atmospheric emissions

Within the production sites, potentially harmful emissions are mainly generated by a few clearly identifiable sources:

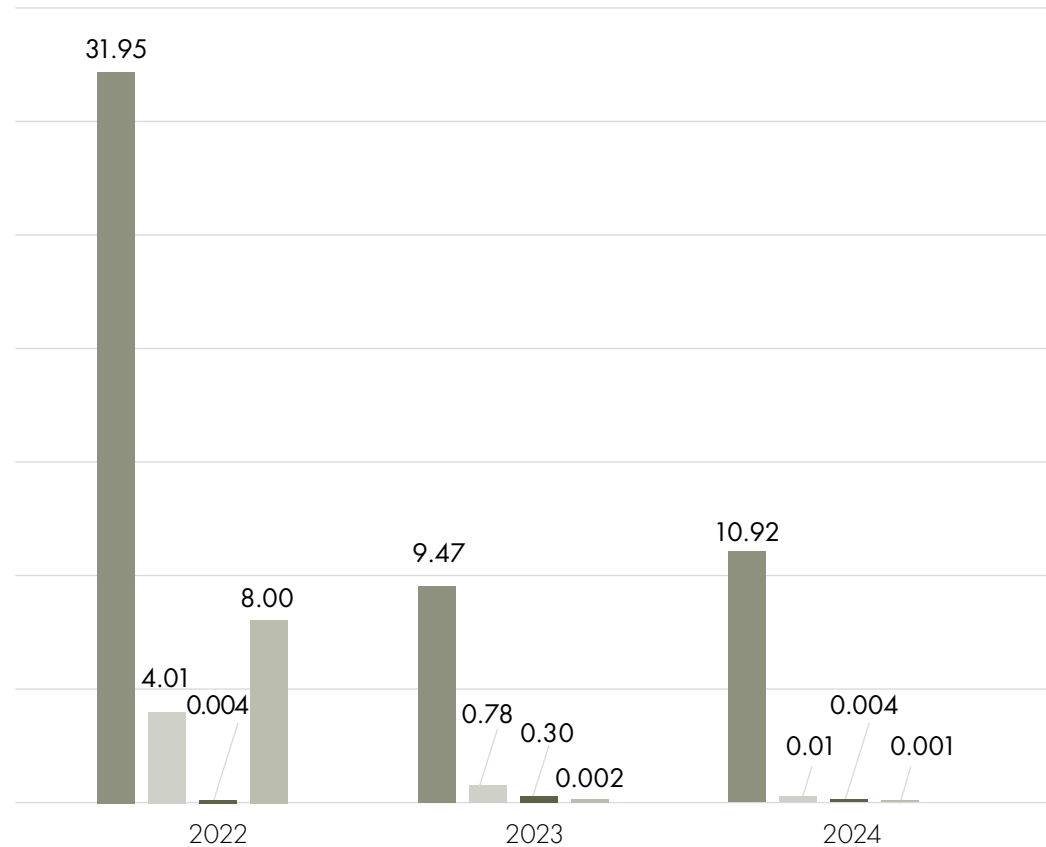
- the extraction of dust, which includes particulate matter (or "emery") generated by the grinding and polishing of steel;
- boiler rooms used to heat the different areas;
- test benches;
- insulation and welding processes;
- polyurethane foaming process;
- soundproofing process;
- enamelling process, for which, since 2014, all systems in the enamelling department have been progressively replaced, with a significant reduction in atmospheric emissions.

All emissions from the aforementioned activities are **constantly monitored and duly authorised**, with periodic checks performed by the appropriate bodies, generally on an annual basis, with the exception of the six-monthly requirement applicable to enamelling kiln emissions.

Specifically, all of the production companies, with the exception of La Pavoni, operate under the single environmental authorisation scheme (Autorizzazione Unica Ambientale, AUA)¹¹ in accordance with current legislation. The AUA establishes the list of atmospheric emissions to be monitored, and how frequently. In addition, all buildings and workplaces are equipped with ventilation systems to maintain healthy conditions. Prior to the installation of each new system, preliminary checks are carried out to evaluate the impact in terms of emissions generated by the system's operations.

The following graph shows the significant atmospheric emissions for Apell and Bonferraro in the three-year period, 2022-2024.

SIGNIFICANT EMISSIONS, BY TYPE, OVER THE THREE-YEAR PERIOD 2022-2024 (in kg)



- NOx
- SOx
- Volatile Organic Compounds (VOCs)
- Particulate matter (PM)

¹¹ Single Environmental Authorisation (AUA)

Use of water resources

The water supply for Group companies is mainly provided through the following distinct types:

- **drawn from wells** to support production and for normal irrigation use;
- **drawn from mains water** for drinking water and catering at the SMEG and Bonferraro cafeterias, for toilet facilities and for the fire-fighting reserve at the Guastalla location (approx. 1,500 m³ holding tank, kept at a constant level).

The Group's environmental policy aims to reduce the environmental impact relating to the use of water across every production phase and every phase of a product's life, in line

with what is constantly monitored through the **Environmental Management System**, including the continuous assessment of risk factors to prevent any potential environmental damage.

Specifically, SMEG water supply draws from the mains water for sanitation and drinking water, and from wells for irrigation and fire prevention. Water drawn from the mains water supply is entered back into the public drainage system, while water drawn from wells is returned to the environment via evaporation, surface runoff and groundwater leaching.

In the specific case of Bonferraro, a preference is given to solutions that prevent water taken from the aquifer from being wasted. Water is drawn from groundwater

reserves via the wells and used at a production level to test equipment, irrigate green spaces, and for sanitation purposes.

Consumption is measured on a monthly basis while plant integrity and water distribution are continuously monitored.

In the case of Apell, the water needed for the production process and for toilet facilities is drawn from 2 artesian wells in an alternating manner. The groundwater levels of the artesian wells are measured every four years, while a pumping test is conducted with special equipment to determine the wells' capacity to recover to optimum levels. This assessment indicates the potential capacity of each well in cubic metres.

The general meters are also monitored on a monthly basis (sum of the 2 wells), as are the systems that use the water resource, allowing timely action to be taken in the event of any increase in consumption or any dispersion. The monthly trend of total consumption is shown by the comparison between the number of pieces produced and the cubic metres of water used. Potable mains water is, however, used for sanitary facilities in offices and part of the plant.

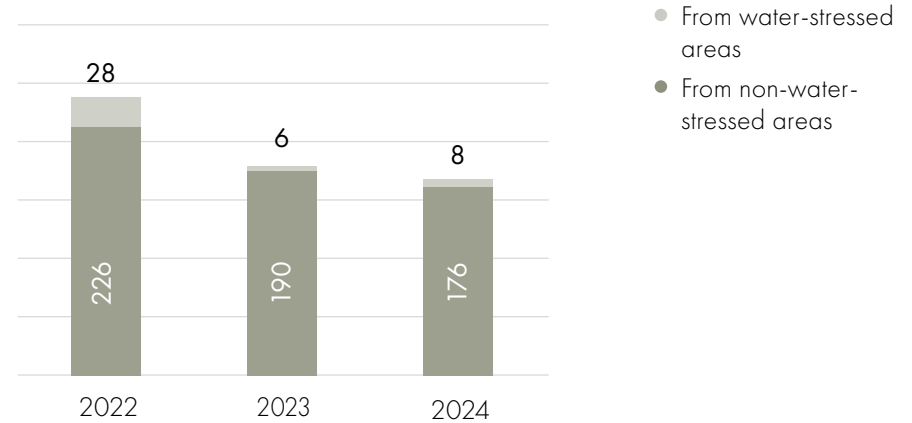
As regards La Pavoni, the use of water resources is limited to that required to meet legal obligations (specifically the need for water reserves in the event of a fire) and use by employees. A small proportion of the water is used to test the coffee machines.

FRI.MED instead uses only one type of water resource, namely sanitary water (drinking water supplied by a third party via a municipal system), which is not utilised in production processes. Consequently, water discharged back into the system is substantially equal to the amount of sanitary water used.

In the case of commercial distribution companies, both Italian and foreign, water withdrawals are carried out mainly through municipal waterworks and the quantities withdrawn are subsequently returned to public sewers.

Specifically, in 2024, the Group's total water withdrawal was 183.75 ML¹² - of which, 4% was carried out in water-stressed areas - a decrease of 6% compared to the quantities withdrawn in the previous year.

GROUP WATER WITHDRAWAL, OVER THE THREE-YEAR PERIOD 2022-2024 (ML)



¹² The figure does not include values from the companies SD Lazio, Smeg Canada, Smeg France, Smeg Mexico, Smeg Nordic, Smeg Poland, Smeg Spain and Smeg USA.

Effluents generated by the production sites are **constantly monitored** through quarterly analyses and more specific assessments carried out periodically. The purification plants at various locations - with the exception of the SMEG site in which discharges into the public drains/sewage system are analysed - are checked daily by internal personnel. On a weekly basis, though, maintenance of the entire equipment is done by specialist personnel from outside the company.

2023 saw the introduction of measures (such as the adoption of containment devices to prevent or limit damage) and actions

(an annual simulation to plan for specific spill scenarios, for example) at the Guastalla site aimed at managing and limiting the occurrence of emergency situations involving water resources.

At the Parent Company's headquarters, with the elimination of the sheet metal degreasing process completed in 2014, the industrial effluents that derived therefrom were also eliminated, so the related purification plant was decommissioned and the industrial discharge into surface water was eliminated; therefore, there are no industrial discharges containing potentially hazardous substances requiring specific treatment.

Bonferraro performs periodic¹³ analyses on wastewater, in alignment with AUA guidelines. The site has a chemical-physical purification system through which the industrial water is suitably treated before being discharged to surface water: the system also includes, among other things, a final automatic quality check with a turbidity meter, thanks to which the discharge is blocked in the event of an anomaly.

Moreover, in order to reduce the risk of a potential non-conformity, continuous pH meters have been installed at the Apell facility, which, as soon as the set limits are exceeded, immediately stop the spill and signal the anomaly. Here,

too, there is a purification system through which the industrial water is pre-treated and, subsequently, collected in an equalisation/accumulation tank. The two types of water (industrial and biological) are further treated following a process of denitrification, total oxidation, clarification, final disinfection, and then discharged.

For La Pavoni, the amounts of water discharged into the sewage system mostly correspond to the volumes of water drawn for civil purposes and for the provision of the fire-fighting reserve.

¹³ Monthly for discharge to surface water and annually for discharge to public sewers.

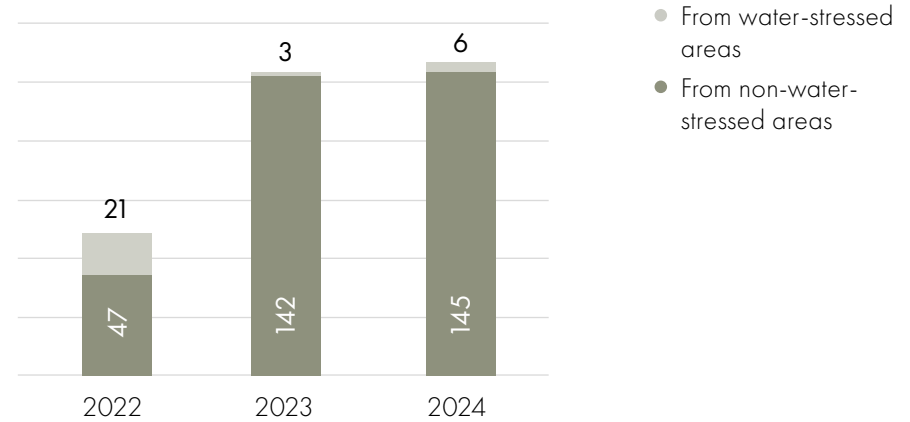
Water is only partially used for testing coffee machines but potentially harmful chemical substances are never used.

Lastly, the effluents of the Italian and foreign sales branches are mainly civil and in some cases related to the activities of the local warehouse.

In 2024, a total of 151.71 ML of water was discharged, 4% of which was in water-stressed areas. Compared to 2022, in the last two reporting years all water discharges, including civil discharges, have been taken into account. The amount of water discharge associated with the production sites alone was 73.54 ML in 2024.

The Group's total water consumption¹⁴ in the year was equal to 32.05 ML.

WATER DISCHARGES IN THE THREE-YEAR PERIOD 2022-2024 (ML)¹⁵



¹⁴ The total water consumption is calculated by the difference between the Group's total water withdrawal and total water discharge.

¹⁵ The data for 2022 only included industrial water discharge from the production companies only.

PRESERVATION OF NATURAL DIVERSITY

Household appliance manufacturing, repair and sales activities can affect biodiversity along the value chain through changes in land, water and sea use; exploitation of natural resources; contribution to climate change through the generation of GHG emissions; air, water and soil pollution; solid waste generation; and biological alterations due to the presence of invasive species.

With reference to the direct impacts on biodiversity, it should be noted that Smeg S.p.A.'s headquarters are set in natural surroundings, featuring a park measuring 380,646 m² of

which only 23.9% has been built on - in line with the Parent Company's goal to maintain a "built-up area to total area" ratio of less than 30% - taking care to **blend the buildings into and harmonise them with the surrounding natural setting**, creating a buffer between the production activities and the civil context beyond its borders.

There is a protected area¹⁶ within the company's boundary, which covers a total of 190,485 m², corresponding to the green areas and the drainage canal that runs through the facility.

The **company's natural park** is home to

1,614 trees belonging to 35 different species. Whenever a tree has to be felled, the Company ensures that two other specimens of the same species are planted. This makes it possible to transplant and maintain indigenous tree species, such as, for example, the poplar, field maple, cypress poplar and prunus, and protect the local fauna, including pheasants, hares, magpies and carps; the latter can be found in the Zenzalino drainage canal. Each tree is tagged and registered and, through the analysis carried out with the CNR (see the box below for more detail), the surface areas of the shrubs, lawns and agricultural crops were calculated.

¹⁶ 2021 ISTAT agricultural census.

Again in 2022, the new **company garden** was completed, with many trees being planted as well as hedges and beds of perennial shrubs and herbaceous plants. The heart of the garden are its plants: over 1,000 specimens of trees, shrubs, climbers, herbs and perennial flowers of 15 different species offer a rich and constantly changing ecosystem. The choice of plants

was geared towards maximising biodiversity, seasonal flowering and environmental resilience.

This green space not only improves the microclimate and contributes to the absorption of CO₂, but also offers a place to relax and regenerate for people working in the company, promoting psychophysical well-being through contact with nature.

The biodiversity orchard

Within the company park, in the south-eastern area, the Biodiversity Orchard initially inaugurated in 2021 has been expanded and enhanced. It houses a double row of vines and a selection of fruit trees of ancient varieties: apple, pear, cherry, fig, plum, mulberry and hazelnut trees, to support the protection of agricultural biodiversity.

To encourage the presence of pollinators and support wildlife, a 60 square metre flowerbed dedicated to pollinators was created, consisting of over 300 seedlings of 12 low-maintenance herbaceous and perennial species.

The selected varieties ensure a continuous alternation of flowering, creating a stable and self-sufficient habitat. This intervention enriches the ecological complexity of the site, favouring the balance between the different components of the ecosystem and increasing the regenerative capacity of the landscape. At the same time, it represents a space to reflect and learn, strengthening the link between the company, nature and people's well-being.

PLAN OF THE SMEG SITE



In order to detect the presence of **local flora and fauna** at risk of extinction, SMEG repeated the analysis carried out through the online platform made available by the International Union for Conservation of Nature's (IUCN) Red List¹⁷. Specifically, the Red List identifies the following threat levels for animal and plant species: "Least Concern" (LC); "Near Threatened" (NT); "Vulnerable" (VU); "Endangered" (EN); "Critically Endangered" (CR); "Extinct in the Wild" (EW); "Extinct" (EX).

The analysis conducted by SMEG revealed the following results¹⁸:



The IUCN Red List also tracks the growth or decline of the animals and plants recorded. Specifically, with reference to the species present in the park at Guastalla, approximately 31% of those analysed through the study described above show a stable population trend, while about 28% are in decline. Trends for 38% of the analysed species are not known, and 3% of the analysed species (*Ficus Carica*) appear to show a growth trend in the relative population.

In order to contribute to the preservation of regional nature areas, in 2021 SMEG also joined - as an ordinary member - the **KILOMETROVERDEPARMA** initiative. Created in 2015 and operational in 2020, this initiative has been driven by a group of virtuous companies in the region, both public and private. This project aims to contribute to reforestation in the Province of Parma, thus generating a positive impact on the environment and local community. Smeg S.p.A made available a plot of land available for planting in Sorbolo Mezzani (PR). In 2023, a well was constructed in the reference area and, subsequently, during 2024, the **Smeg Forest** was born.

¹⁷ The IUCN Red List of Threatened Species was established in 1964 and is now considered the world's most comprehensive source of information on the global extinction risk status of animal, fungi and plant species.

¹⁸ With reference to plant species, of the 35 plant species surveyed in the SMEG park, the analysis conducted did not provide any information for 14 species (not catalogued in the IUCN Red List, or for which the assessment was not possible due to insufficient data, as indicated by the Red List acronym "DD").



The Smeg Forest

This initiative is part of the regional project "Let's put down roots for the future", promoted by the Emilia-Romagna Region to encourage urban forestation and the expansion of green areas in cities. 766 plants of different species were planted, distributed over an area of 11,000 square metres. This intervention will enrich the urban landscape, improving environmental quality and contributing significantly to the ecological balance of the area. The choice of plant species was carefully designed to include native varieties, flowering plants and fruit trees, with the aim of providing shelter and nourishment for the local fauna, as well as improving air quality.

The native species already planted include Maple, Ash, Oak, Poplar and Lime, which will form a solid and lasting tree structure. Flowering plants such as wild cherry and mulberry trees will add colour to the landscape with seasonal blooms and offer valuable fruits for the fauna, while shrubs such as hazelnut, dog rose, privet and viburnum will further enrich the biodiversity of the undergrowth. This mix of vegetation will not only promote the absorption of air pollutants, but also create microhabitats essential for multiple animal species.

The project is not limited to just initial planting: a long-term maintenance plan is also in place to ensure the healthy and sustainable growth of the forest. According to estimates by the Consortium *KilometroVerdeParma*, over the next fifty years the *Smeg Forest* will sequester over 700 tonnes of CO₂.

"The creation of a forest is not just an act of planting, but a lasting commitment to the protection of our planet. It is a gesture of love and respect that transcends the present and moves us towards a greener, more sustainable future for all. Our contribution to this important project of peri-urban forestation in the local area is a concrete way of demonstrating our corporate sustainability policy beyond the perimeter of the company itself, aiming to promote responsible and environmentally friendly development; the forest will become a natural habitat for birds, insects and small mammals, promoting biodiversity and the ecological balance of the area. We are convinced that investing in nature is an investment in the future, as it contributes to preserving the environment and ensuring a better quality of life for present and future generations" (Vittorio Bertazzoni, SMEG chairman).



Smeg France has also taken action to improve and recover local biodiversity. In particular, in line with the provisions defined in the *Contrat Climat* signed in 2023 (for more details see the “Carbon footprint” section), as part of the **ReforestAction** project¹⁹ the company has helped to plant more than 6,725 trees in the forests of Normandy, France, which are estimated to absorb 300 tonnes of CO₂ over the next 30 years. In 2025, a new programme will continue with the planting of an additional 2,000 trees.

The survey of the vegetation present at the SMEG facility (Guastalla)

In 2022, SMEG activated a collaboration with the CNR²⁰ to monitor the environmental impact of the vegetation around the plant, in particular **the annual CO₂ absorption capacity of the surrounding vegetation** (sequestration of CO₂ from the atmosphere), of **accumulation of CO₂ in its own biomass** (roots, trunk, branches and leaves) and of **the removal of gaseous pollutants** (ozone) and of **inhalable particulate matter** (PM10) from the atmosphere.

Using the US calculation model i-Tree Eco v6.1.40, adapted to the Italian context, it was calculated that the vegetation currently present at the Smeg S.p.A. plant has the capacity to sequester 99.7 tonnes of CO₂ from the atmosphere each year. The results also showed that the same plants annually purify the air, **removing 693 kg of pollutants** from the atmosphere, most of which are ozone (383 kg) and PM10 (156 kg), contributing to environmental and human health.

The study also highlighted the important role of plants in maintaining local biodiversity and reducing run-off water, amounting to 335 m³ per year, by contributing to the management of intense and localised rainfall related to increasingly frequent extreme weather events. The most effective species in this respect are *Populus nigra v. italica* (approximately 200 m³/year), *Platanus x hybrida* (34 m³/year) and *Quercus robur* (32 m³/year). In addition, hedges, ornamental meadows and herbaceous crops make an important contribution to air quality mitigation, absorbing 95.4 tonnes of CO₂ annually, bringing the total annual CO₂ mitigation in the SMEG area to 195 tonnes.

¹⁹ An association that, for the past 10 years, has worked to preserve, restore and create forests across the world. Every forest project is carefully selected in accordance with the criteria defined by the organisation and the trees planted are monitored long-term in order to ensure they are conserved.

²⁰ The “Phytoremediation and environmental mitigation” research group at the Institute for the Bioeconomy at the National Research Council in Bologna (Consiglio Nazionale delle Ricerche di Bologna).



PRODUCTS

| | |
|--------------------------------------|-----|
| Procurement and use of raw materials | 106 |
| Design and beauty | 110 |
| Quality, safety and compliance | 118 |
| Customer relations | 125 |





Chapter presentation

REFERENCE SDG



GRI INFORMATION REPORTED

GRI 3-3, GRI 301-1, GRI 301-2, GRI 416-2,
GRI 417-1, GRI 417-2, GRI 417-3

MATERIAL TOPICS

- Sustainability and efficiency of resources
- Product safety and quality
- Research and innovation
- Energy efficiency of products

REFERENCE STAKEHOLDERS

- B2B customers
- B2C customers
- Trade associations
- Universities and research centres

POLICIES, PROCEDURES AND OTHER RELEVANT DOCUMENTS

- Quality, the Environment and Safety Policy
- Quality Gates
- Eco-design strategies for the packaging of small and major domestic appliances
- Conformity requirements when having products approved
- List of substances prohibited or whose use is restricted
- Supplier qualification procedure
- Quality Agreement/Supplier Agreement

PROCUREMENT AND USE OF RAW MATERIALS

The main raw materials, components and processes purchased by the Group's production sites fall into three macro-categories:

- **Metals**, such as stainless steel and sheet metal;
- **Electronic and electromechanical components**, such as electronic boards;
- **Moulded components** (already customised according to specific production requirements) and machining.

To these categories are added further purchases, including:

- Plastic;
- Polystyrene, used as reinforcement, together with wood, for product packaging;
- Glass;
- Cast-iron and chrome-plated wire grilles;

Finally, residual materials include:

- Wood;
- Paper, used for manuals;
- Cardboard, used in packaging;
- Multi-material materials, such as wiring consisting of copper wire, silicone or PVC sheaths, metal and plastic connectors.

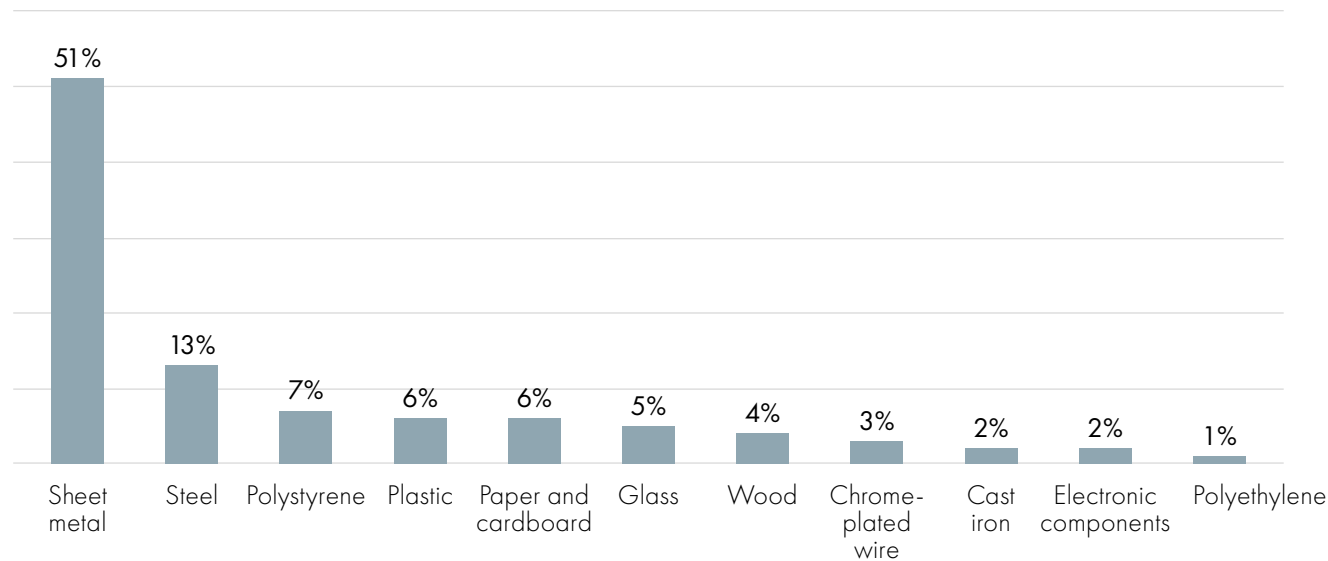
The following graph shows the percentage distribution, by type of material, of the quantities used in the reference year, considering all of the production companies.



For the gradual replacement of some plastic components in small household appliances, the Group uses Tritan™ Renew, a recycled copolyester material. In this regard, the Smeg Group holds ISCC¹ certification (International Sustainability & Carbon Certification), the

process of which has involved not only the Group, but also all the suppliers who process and handle this material, so as to guarantee **total transparency** throughout the entire molecular recycling and production process.

MATERIALS USED BY PRODUCTION COMPANIES, BY WEIGHT (%) IN 2024



¹ Internationally recognised sustainable materials certification system. This certification is awarded for the traceability of recycled materials on the basis of mass balance accounting principles and it guarantees compliance with superior sustainability requirements.

Tritan™ Renew

Tritan™ Renew is produced through the innovative **molecular recycling** process, which reuses single-use plastic waste - instead of fossil-based resources - to create new materials.

This technology can break down plastic waste into its base elements, to create materials to be reused in production processes. By replacing traditional fossil-based resources with recycled material, plastic waste is removed from landfill channels, reducing greenhouse gas emissions over time.

Tritan Renew offers the same levels of performance, quality and safety that distinguish Smeg products while being made from more sustainable and reliable materials: it can in fact contain certified recycled material in varying percentages², and the reused plastic is durable, **BPA, BPS and GMP-free** and safe for food contact.



Discover here which Smeg products are made with Tritan™ Renew

² Smeg S.p.A. chose Tritan™ Renew containing 50% certified recycled material.

The Group is continuing its search for **more sustainable solutions for packaging**, also in cooperation with universities and research centres, as well as with specialised suppliers (more details in the 'Design and Beauty' section). Packaging is a fundamental component of the product, and it is important to preserve its quality and avoid damage due to stress during transport.

In recent years, the process of making substantial packaging changes, especially in relation to the small appliances division, has led to the following improvements:

- elimination of all polyethylene (PE) bags that are not strictly necessary;
- replacement of non-disposable PE bags with cellulose viscose bags. The replacement project has also been expanded to small domestic appliance accessories;

- replacement of the protective polypropylene (PP) layer of the gift boxes with water-based paint;
- replacement of polystyrene with cardboard or cellulose pulp made from recycled material.


In the Major Domestic Appliances segment, in 2023 the “**EPS-Ban**” project was launched to comply with the ban on expanded polystyrene (EPS) for product packaging, established in Australia, which will take effect in 2025. The project aims to replace all EPS components in the packaging used for hobs, ovens and kitchens with corrugated cardboard, while retaining the components made from wood and the final shrink-wrapping process. Smeg plans to initially implement the project solely for products sold in Australia, but is nonetheless laying the foundations for a future roll-out to all Smeg products. In fact, starting in July 2025 the use of

cardboard instead of polystyrene will be made mandatory for the packaging of products under 25 kg (such as gas hobs and induction hobs), and from July 2026 for products under 45 kg.

The development of specific specifications has allowed the Group to optimise the final dimensions of the packaged product by creating specific platforms by type of product. Specifically, for major domestic appliances there is one platform for ovens and another for cookers. Both provide for the shrink-wrapping of products and the main packaging structure, without the need for cardboard boxes.

For both small and large appliances, work has begun on **reducing the paper** used in manuals, preferring the use of more detailed manuals online (accessible via QR codes), but keeping more concise manuals with safety and essential usage

information accompanying the product. This process has offered a progressive reduction in the number of pages in the user manuals, which has led to the establishment of the 'slim' version for all small appliance manuals, as well as for most large appliances. Products from the professional and instruments divisions are currently excluded.

 Finally, in order to ensure greater traceability and consequent quality - both internally and externally in relations with suppliers - a **material-of-origin mapping project** was initiated in 2022.

This aspect particularly regards components/materials covered by food contact regulations³ yet also enables every possible defect in incoming materials to be traced, thus providing the ability to analyse the trends in quality delivered by suppliers.

³ Regulation (EC) no. 1935/2004.

Next steps

STATUS

- Continuation of the project to replace plastic with Tritan™ Renew material ●
- Use of recycled FSC Mix paper (the supply agreement was signed in 2022) for all production companies in the Group ●
- Further expansion and diversification of the Supplier Database to increase the efficiency, reactivity and resilience of the entire supply chain ●
- Greater involvement of suppliers in order to avoid, wherever possible, the use of hazardous substances in the materials and components purchased ●
- Expansion of the FR95 questionnaire to formalise the qualification of new suppliers taking into account environmental and social criteria ●

● On track ● Work in progress



DESIGN AND BEAUTY

A strong focus on design and aesthetics, together with the search for the highest standards of technological innovation, have always been the guidelines for the Group's development of new products. The combination of **design and technical expertise** represents a competitive advantage and a hallmark of Smeg products, thanks to the influences provided by the iconic aesthetic lines signed by internationally renowned architects (such as Renzo Piano) and the technical expertise gained by the Group over the years. The desire to meet the expectations of the market, as well as to respond to new emerging trends and search for solutions that improve the performance of existing products, are the driving forces behind Smeg innovation, to which is added a fundamental component in the pursuit of environmental and economic sustainability of products: technology.

In fact, SMEG is working to improve product durability, above all through **collaborations** established with **universities and research centres**, including Politecnico di Milano and, specifically, its Department of Design and Department of Chemistry, Materials and Chemical Engineering (for more information, see "Eco-design").

The **Galileo Platform** is undoubtedly among the Group's most recent and significant innovation, research and development projects that have resulted in new products.



The Galileo Platform

A combination of innovation, design, creativity and tradition whose name brings to mind the genius and revolutionary ideas of the scientist Galileo Galilei.

Unique in its field and introducing a new concept of a new generation of multi-function intelligent ovens that combine various technologies: electric, grill, steam, microwave and low- temperature cooking with an additional pyrolytic function for the automatic cleaning and sanitising process.

This product that represents the combination of three domestic appliances (a traditional oven, a microwave oven and a 100% steam oven) offers an advantage in terms of fewer resources used and a consequent lower number of products to ultimately dispose of.

In more detail, the project is based on the following 5 pillars:

- innovation and smart cooking as the foundation of the multicooking technology;
- high technical performance, through the implementation of an innovative fluid-thermodynamic heating and cooking system;
- product design guaranteed by using the aesthetic lines most representative of the Smeg style;
- high quality experience for the end user, thanks to the availability of professional accessories and algorithms combined with a user-friendly interface;
- product sustainability, extremely energy-efficient solutions (class A++) and destined to last.

The heart of the product is the cavity or “muffle”: new welding technologies have in fact made it possible to obtain a watertight cavity, subsequently enamelled in the internal production process, which guarantees the coexistence of the three types of cooking (electric, microwave and steam). The latter can be used simultaneously in a single cooking process (vertical, or multitech approach), or in sequence, that is, in separate cooking steps, freely using the different technologies (horizontal, or multistep approach).

Thanks to these characteristics, the new line of ovens can ensure:

- optimal and healthy cooking, enhancing the specific characteristics of the food and maximising the quality of the food preparation process;
- optimised energy consumption, reduced by up to 25% compared to traditional cooking, also through the optimisation and guided customisation of recipes, and the possibility to reduce cooking times thanks to the combined use of the three different technologies;
- an improved user experience, through the integration of emerging connectivity solutions for home appliances with advanced sensor technology;

During 2024 a feasibility study on smart cooking was begun, based on artificial intelligence, to enable the user to enjoy a fully automatic cooking experience.

Furthermore, product innovation is, in part, also achieved with reference to the **connectivity of products** and to their improved usability by the end user.

For several years now, the company has been working on the theme of smart appliances: additional components that improve product use, such as the possibility of digitally consulting the manuals or saving recipes via QR codes on the products, capable of collecting product information and making it all available to the user.

Product digitalisation has also made it possible to remotely track the operation of certain products through IoT (Internet of Things) technology, laying the foundations for the further development of aspects concerning product maintenance done remotely and repair, the optimisation of energy consumption and continuous process improvement.

Finally, innovation is also synonymous with **greater accessibility**, aimed at providing a product experience that is increasingly inclusive of the diversity found in end customers.

Products, technological innovation and accessibility

Most cooker hobs currently available on the market are made using induction technology. This does, on the one hand, satisfy the need to save energy but, on the other hand, it also introduces difficulties from a product accessibility and product usability point of view.

For example, the commands to turn on and turn off the induction cooker hob generate the same sound which prevents the two different functions from being distinguished and recognised audibly.

With this in mind, SMEG has recently completed the development of a silicone mat, with recessed knobs, designed to simplify the use of the induction hob by people with visually impairments and/or who have more than one disability (hearing and visual impairment). This product, which is now available on the market, represents just one example of how accessibility criteria are integrated right from the design phase.

This design solution was deemed compliant and validated by the Italian National Institute for the Evaluation of Aids and Technologies (Istituto Nazionale Valutazione Ausili e Tecnologie, INVAT) for two Smeg products in the “hobs” range.

Parallel to this, a study was launched to develop a similar product for ovens: a silicone cover that can be overlaid onto the front panel of ovens in the three-knob (displayless) range which features enlarged-print characters for partially sighted people and raised symbols that can be read by the blind.

Eco-design

Environmental requirements play an important role in the design of Smeg products. The greatest attention is paid to the use of materials favouring the choice of easily recyclable components such as steel, glass and aluminium. At the same time the Group is considering, with increasing interest, the opportunities connected with the **disassembly and recovery of components** at a product's end of life.

For the Group, adopting eco-design principles means **progressively extending the life of a domestic appliance**, simplifying its maintenance and striving to progressively improve its energy efficiency and technical performance in order to reduce its impact throughout its entire life cycle.

Special simulations are in fact carried out on home appliances through intensive and accelerated tests that simulate an average product life of 10 years in a more limited time period (a few months).

As part of a wider vision oriented towards sustainability and the extension of product life cycles, SMEG has launched a project dedicated to the recovery, repair and regeneration of obsolete electronic boards in household appliances. The aim is to breathe new life into these components by reintegrating them into dated appliances that need their electronic board replaced.

At the same time, the company is working to improve the efficiency of collecting boards replaced by technicians during service and maintenance. This is accompanied by a search for packaging solutions designed not only to protect the components during transport, but also to be reused by the technicians themselves during operations at the user's premises, with a view to a circular economy.

Furthermore, the **use of modular elements** is increasingly important. In fact, the Group is taking a design approach - which is in the planning stage - which will allow finished products to be easily disposed of in order to have them converted into secondary raw materials. One example of this is the minimisation of the use of glue, which leads to a greater use of screws making disassembling product components much easier, and another example is the use of glass that can be manually extracted in every oven.

Focus is also being directed towards expanded polystyrene (EPS): European legislation is moving towards restricting the use of EPS, as has already occurred in some countries outside the European Union⁴. Operating in several markets, the Group aims to

adopt a standardised solution for the use of EPS.

Finally, to improve the ecological footprint of products, as well as to scrupulously comply with European directives and regulations - in particular the RoHS (Restriction of Hazardous Substances) Directive, 2011/65/EU⁵ and the REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) Regulation⁶ no. 1907/2006 - comfortably meeting the minimum values set by law, the Company has implemented an internal regulation - the **List of substances which are prohibited or whose use is restricted**⁷ - which further expands the restrictions on the use of substances which are considered potentially harmful. This internal regulation provides guidance in selecting new materials or

replacing existing ones in products, as well as guidance in the purchase of machinery and plants and systems used in the production process.



The list and established limits are also shown in the technical drawings in order that suppliers are aware of the requirements in place. Specifically, with regard to paints, an enamel - RoHS and REACH compliant and nickel-free - is used which is free of toxic components. Like the other materials used, this enamel is also subject to specific checks to ensure it is safe for use from this point of view and in some cases, external laboratories are used for support.

Several studies were conducted during 2024:

- research on ceramic coatings of frying pans and saucepans

- in order to eliminate PFAS;
- the removal of chrome plating from products, and replacement with new PVD treatments with a lower environmental impact

In consideration of developments to the European regulatory scenario, SMEG is **involved in discussions with the main trade associations** in order to contribute to the definition of more detailed criteria regarding the eco-design of products, even if this results in a downgrading of the product's energy class. Also central are the **collaborations with universities and research centres** to develop solutions with a lower environmental impact in order to enrich the company's know-how on circular economy and eco-design issues.

⁴ For example, an Australian law is due to come into effect in 2025.

⁵ The RoHS Directive provides for strict restrictions on the use of hazardous materials and substances such as lead, cadmium, mercury, hexavalent chromium VI, polybrominated biphenyls (PBBs) and polybrominated diphenyl ethers (PBDEs).

⁶ REACH is a system governing the management of chemical substances, the regulation of which is intended to ensure a high level of protection of human health and the environment.

⁷ Updated twice a year.

Eco-design collaborations with universities

Together with the Politecnico di Milano (Department for Design and Department for Chemistry, Materials and Chemical Engineering), the Company has developed the project, “The application of design methods and tools for the environmental sustainability of packaging for small and major domestic appliances”, which involved a research phase carried out between March and November 2022. The project’s goal was to map and quantify the environmental impacts connected to the packaging of small domestic appliances and major domestic appliances, deepening the knowledge relating to the sustainability of packaging. On the basis of the Life Cycle Analysis (LCA) methodology, the packaging of the following products was considered: the BLF01XXEU Blender and the SO6302TX Oven (60cm built-in oven).

The project led to specific Life Cycle Design (LCD) guidelines being drawn up for the design of environmentally sustainable packaging, which will guide the Group's decisions on packaging. The strategies covered by the guidelines, in line with eco-design principles, are:

- to minimise the consumption of materials;
- to optimise the biocompatibility of resources;
- to optimise the life of products;
- to extend the useful life of materials;
- to minimise the consumption of energy;
- to minimise the toxicity and harmfulness of resources;

An intervention priority is defined for each strategy. This is done on the basis of the results of the LCA analysis and allows the most significant actions to be identified to improve the environmental performance of the appliance.

In 2023, a second phase of the analysis began, which focused on the implementation of the design recommendations in order to identify improved alternatives in terms of the sustainability of the materials and components used.

A further LCA analysis ascertained the best environmental performance of the redesign and validated the adopted design guidelines, supporting the integration of LCA and LCD tools within the corporate structure and promoting greater professional awareness of the adoption of sustainability criteria in design.

During the same period, together with the Politecnico di Milano, the Company also developed the “Integration of Life Cycle Thinking Methods and Tools into the Design of a Countertop Oven” project, with the aim of developing company know-how on innovation and product development, to support new technical skills that promote the implementation of solutions consistent with the circular economy model.

The results achieved provided a deeper understanding of the main design strategies to consider when integrating environmental criteria into product development, as listed in order of priority below:

- minimise energy consumption during use;
- optimise the conservation of resources;
- minimise the consumption of materials;
- minimise the toxicity and harmfulness of resources;
- extend the useful life of materials;
- optimise the life of products.

The second phase of the process focused on a more in-depth application of the Life Cycle Design approach, with the aim of providing a practical tool able

to support the design of products with a low environmental impact in the oven category.

Based on the outcome of the previous LCA analyses, an Ecodesign Manual was produced, containing specific guidelines to stimulate the development of eco-efficient design solutions viable not only in terms of sustainability but also from an economic and commercial perspective.

In May 2024, a new LCA analysis was conducted in collaboration with the University of Modena and Reggio Emilia to better understand the impact of the Omnichef oven, top of the range of the Galileo platform. The analysis, which considers the entire product life cycle through its four main phases (Production and upstream processes, Transport - from manufacturer to retailer and from retailer to end-user, Use for baking and bakery, End of life) will be concluded in 2025.

With particular reference to improving the energy efficiency of products, concrete application of eco-design principles can be seen in the following approaches and results:

- **Energy class:** the continuous study of materials, production techniques and technologies enabling the products to be as efficient as possible, with the aim of achieving increasingly higher energy classes, and therefore reducing consumption;
- **“Tolerance” approach:** internal specifications have been developed setting out tolerances and acceptability limits for energy consumption during the product development stage, which are more stringent than the applicable regulations currently in force. Internal procedures are therefore defined for surveillance testing of serial production, measuring energy consumption and comparing it with the declared values.

With reference to ovens, the following applications of eco-design principles

in products have improved energy efficiency:

- **90cm oven cavity:** this cavity achieves a class A+ ranking thanks to an important study on sheet metal thickness, welding, and heat dispersion;
- **New oven with class A++:** the development of the new Galileo Platform made it possible to achieve the ambitious target of class A++, for the first time.

Another point of attention, in terms of the energy efficiency of products, is refrigerators. The energy classes (currently G to D) were completely overhauled to raise the level by two classes in every type of refrigerator (reaching class B). This change requires the addition of a vacuum panel in the foaming phase which, if, on the one hand, can guarantee greater energy efficiency, leads to, on the other hand, difficulties in disassembly and the proper recycling of the product.

Cooperation with Erion WEEE for WEEE disposal

More than 54 million tonnes of WEEE, Waste Electrical and Electronic Equipment, are produced worldwide every year. Specifically, there has been a 21% increase in such waste over the last five years, and the amount is expected to reach 74 million by 2030.

WEEE contains raw materials that, if properly collected and treated, can be reused in production cycles in the circular economy. At the same time, however, they are also composed of pollutants, which require careful and regulated management through governance entrusted directly to the producers.

In fact, SMEG collaborates with Erion WEEE⁸, a consortium that in Italy manages the take-back and treatment of WEEE according to high environmental standards at the national level, with the aim of guaranteeing recycling-oriented management, recovering and maximising the value of Secondary Raw Materials, reintroducing them into new production cycles according to the principles of the circular economy.

⁸ Erion WEEE guarantees and supports - in the interest and on behalf of its Members - the implementation of all legal requirements for the proper handling of WEEE, in compliance with the rules laid down in Italian Legislative Decree 49/2014

Next steps

| | STATUS |
|---|--------|
| Achievement of class A++ for Galileo ovens | ● |
| Completion of the LCA analysis on packaging | ● |

● On track ● Work in progress



QUALITY, SAFETY AND CONFORMITY

In the Smeg Group, the **utmost quality and safety** is guaranteed for the appliances it sells thanks to constant monitoring of all production processes. In addition, the adoption of a **Quality Management System**, certified to ISO 9001⁹ and ISO 13485¹⁰ has allowed, through specific procedures, control activities to be carried out through all the phases of product design, production and after-sales.

With the aim of ensuring its customers receive safe products free of defects and non-conformities, the Group continuously invests in the quality and safety of its products along the entire value chain, **from design and development to the selection of materials, production, and finished product testing**, paying close attention to the technical training of the resources involved.

In addition, each year, specific funds are allocated to the testing of consolidated products,

in order to ascertain their continued conformity over time. The drive towards increasingly high safety standards along the production chain has led the Group to **invest, year after year, in the most advanced technologies** and to carry out ever more stringent and ever more reliable safety tests.

With an eye to consistent progress, the **'Continuous Improvement'** project was launched in 2022.

⁹ Certification obtained by all of the Group's production companies.

¹⁰ The Quality Management System for Medical Devices for which the operating companies, Smeg S.p.A., Bonferraro S.p.A. and FRI.MED S.r.l. have been certified.

The “Continuous Improvement” project

The project focuses on implementing a company approach and philosophy which is increasingly oriented towards customers and workers in terms of:

- Better quality of Smeg products, understood as reliability and durability over time;
- Improvement in the workplace safety indices relating to operational activities within factories (for more information, see “Work in safety”);
- Reduction in waste by reducing the materials sent to the assembly lines ensuring that the flow concerns only the quantities actually needed (for more information, see “Carbon footprint”);

- Greater energy efficiency indirectly resulting from the outputs listed above.

In this sense, the project is organised into a three-pronged line of action: at the individual project level, from the production processes point of view, from the external point of view (in terms of managing the supply chain and the TCR¹¹ Field Trend). For each line of action, specific KPIs for monitoring and continuous improvement can be collected and analysed.

The execution of this project - managed by the Company’s Quality Team - also involves awareness-raising activities for employees, with training/educational sessions that involve an average of

around 300/400 workers at the Group. These sessions were aimed at sharing the main quality aspects with attendees, which included a discussion of current market dynamics, the reduction of waste and health and safety aspects in a working environment, as well as to collect any feedback from the people involved. The same sessions also attended by departmental managers.

¹¹ Technical Call Rate, i.e., the data relating to calls made by users to technical support during the product warranty period regarding technical problems relating to a product placed on the market. This data is an objective indicator of the progress over time of the quality of products: with the “Continuous Improvement” project, an improvement is expected to be seen in this indicator in the coming years.

Specific verification and review activities are foreseen in the development of new projects, which must pass through product or process “Quality Gates”. Carried out at the end of each production process, these controls also allow information to be gathered regarding incidents related to the safety of the production process, which are then analysed to identify the root causes and to integrate corrective measures into product development.

In addition, for each quality gate there are specific **check-lists**, defined in line with an internal procedure, in order to specifically regulate each verification phase, defining the responsibilities, needed skills and actions to be performed.

With reference to the Domestic Division, quality gates are organised as described below.


The control phases along the production process



In the initial product development stage, the Group’s Technical Departments collaborate with the in-house R&D/ Approval and Performance Laboratories to verify compliance with the requirements of internationally applicable standards and those related to the specific project set out by the Group.

In the advanced stages of design - or in some cases during development, for specific components - a reliability test is conducted by the relevant laboratory to assess the reliability of the product’s quality and durability over time, according to defined standards and procedures. Additionally, in order to assess and ensure compliance with all essential product safety requirements, specific “test reports” must also be issued by third parties.

At the same time, just before pilot production and in preparation for the approval of official mass production, the new incoming components are subjected to routine preliminary checks to filter out and prevent any potential defects that may cause interruptions in the production process.

 In the case of components/ materials subject to the MOCA specification (i.e., materials and objects in contact with foodstuffs), prior to confirming procurement by the identified supplier, specific contamination and release tests are conducted at authorised external laboratories to ensure full conformity with internal specifications and the relevant mandatory standards.

The “pre-series” is therefore developed: in order to test the entire process and the capacity to develop products that meet the requirements, the design and product validation process is compared with this additional important gate. The pre-series products and related manufacturing process are checked by the Quality Department and other technical departments, based on which a specific analysis report is published.

This report is what triggers the so-called “failure list” based on which the Quality Department defines the improvement actions necessary to obtain final and definitive approval for mass production. This additional verification stage, together with the sharing of the results of the previously implemented reliability tests, as well as any feedback from sample products assigned to field tests¹², provides additional feedback on the reliability of the device in order to secure its final validation.

The manufacturing stage is similarly subject to specific quality gates, carried out directly on the product. Each mass production is in fact subjected to strict controls in its entirety, which are then recorded to confirm the conformity of every single serial number associated with the product.

Sampling is carried out on mass production at each facility every day, and checks are performed for

statistical purposes in accordance with predefined checklists.

In particular, the following checks/ tests are foreseen, with specifics linked to the characteristics of each piece of equipment (be it washing, cooking, refrigeration), which make it possible to prevent problems related to the safety and functionality of the products, which are recorded in the event of an issue:

- functional check;
- aesthetic check;
- electrical safety check;
- gas seal and flow test;
- microwave leak check;
- hydraulic circuit leak check.

Product shipping depends on the successful outcome of the checks on mass production, and in the case of failure and subsequent non-registration, the products are retained for the necessary reclamation.

All the instruments used to carry out the necessary checks on products are periodically calibrated, also with assistance from recognised external bodies, and recorded in a special register.

For production done outside Italy, which is the case for most of the products in the Small Domestic Appliances range, stringent checks are performed on the basis of specific documents prepared by the Group. An Acceptance Quality Limit (AQL) is defined for each of the defects found during testing, which, depending on the specific batch, determines the number of pieces to be checked and the number of acceptable defects for each AQL.

¹² These are products intended for test users.

Lastly, specific quality gates are in place for the finished product warehouse, from where the products are distributed to the different branches and geographical markets. A traceability system has, in fact, been implemented for all products that pass through the warehouse, which are registered by means of a *barcode* assigned to each serial number, making it possible to record and monitor the outcomes of the multiple testing stages to which the product has been subjected. This system therefore allows the tracking of the entire product history, including data relating to its production, testing, shipments made, and even its eventual return.

The focus on quality also extends to the business relationships established with suppliers of raw materials and components.



Suppliers and quality control



During the procurement phase, in order to guarantee the quality and safety of the final product and reduce environmental and social impacts along the value chain, the Procurement Department works together with the Group Quality Assurance Manager. The latter sends suppliers an **information questionnaire** to gather data about:

- organisational and structural set-up;
- the aspects related to the administrative liability of the company or entity (for example, any presence of a Code of Ethics, the adoption of Model 231, the willingness to subscribe to the Group's Code of Ethics);
- the knowledge of and the compliance with the applicable quality, occupational safety and environmental legislation, focusing specifically on the strict application of the RoHS Directive¹³, the Packaging and Packaging Material Directive¹⁴, the MOCA Directive on food contact materials¹⁵ and the provisions on other banned substances and conflict minerals from Congo and neighbouring countries;

- the presence of structured and certified management systems with reference to the areas mentioned in the previous point¹⁶. If a supplier does not have a certified management system, it must complete an additional section of the questionnaire to indicate the existence of an approved policy, the appointment of a person responsible for handling issues, and willingness to undergo audits or collaborate in improvement projects. Based on the answers, the Purchasing Department decides whether to carry out a visit to the supplier. If, on the other hand, the supplier has ISO 9001 certification or has already been qualified by a Group company, it can be directly qualified, simplifying the process¹⁷.

Furthermore, working in collaboration with Quality Assurance, the Purchasing Department proposes the **Group Quality Agreement** to a selection of the most critical and strategic suppliers. This Agreement clearly and explicitly defines:

- the required quality objectives;
- the relative calculation and control methods;
- any countermeasures in the event of failure to achieve the agreed objectives;
- the general warranty terms to be ensured by the supplier in the event of non-conformities and disputes by the Group.

The quality of qualified suppliers is periodically monitored by Acceptance Control and Quality Assurance, analysing the supplies of the last 12 months. Any problems are discussed with Procurement and Plant Management to define corrective actions, which in the most serious cases can lead to termination of the contract. The Acceptance Control Manager verifies the implementation and effectiveness of the measures through visits and checks at the suppliers.

¹³ Directive 2011/65/EU.

¹⁴ Dir. 94/62/EC, 2008/98/CE, ISPM No. 15.

¹⁵ Reg. EC 1935/2004, Reg. EC 2023/2006.

¹⁶ Quality management system certified in accordance with ISO 9001 or other recognised standard; environmental management system certified in accordance with ISO 14001, EMAS Regulation or other recognised standard; safety management system certified in accordance with OHSAS 18001/ISO 45001, BSI 8800 or other recognised standard.

¹⁷ Said simplification is not possible in the case of toll manufacturing on finished products.

The extreme attention paid to the quality of the production processes and the products highlights the Group’s commitment to guarantee the highest safety in the use of the product by the end customer, as expressed by the suggestions for use and the warnings provided in the manual supplied with the product (for more information, see “Customer relations”).

One element of particular consideration is the alignment with current European regulations concerning **vulnerable consumers**, which also includes minors. With this in mind, the Group has extended the safeguards adopted in order to respond to the provisions regarding “Child Appealing Appliances” - which lays out certain safety requirements to ensure that domestic

appliances cannot be mistaken as toys - as well as to other markets where no comparable precautions are currently in place.

By way of example, in Scandinavian markets, a child lock is envisaged for oven doors, a component already available in Smeg products. Further attention is also paid to the temperature of surfaces in order to prevent a child from being injured in the event they accidentally touch an appliance.

In 2024, in line with the previous two-year period, no cases of non-conformity were reported regarding the impacts on the health and safety of customers in connection with the use of a Smeg product.

Next steps

| | STATUS |
|---|--------------------------------------|
| Continuation of awareness-raising activities linked to the “Continuous Improvement” project | ● |

● On track ● Work in progress

THE MANAGEMENT OF RELATIONSHIPS WITH CUSTOMERS

A further central element in the Smeg Group's approach is the creation of a solid and direct bond of trust with its customers, in order to promptly grasp emerging needs in the target markets and constantly improve the Group's performance.

The main types of customers with which it interfaces are:

- **B2B customers** (including electrical retailers, kitchen specialists, online players, homeware stores, and building companies);
- **B2C customers** (through e-commerce and the network of Smeg stores).

Various dialogue channels allow interaction with customers to be managed. In particular, Smeg has its own **Customer Service** service, through which it provides information on products and services offered.

Among the communications channels used are catalogues (especially digital ones, with a view to reducing the use of printed paper), newsletters, the corporate website, social media, select press publications for each country and commercials to promote product campaigns.

In addition, the Group provides

its customers with **after-sales service**, managed by a network of specialised companies (the **Smeg Authorised Service Network**). This network is responsible for processing and managing service requests relating to the operation or maintenance of products, managing the conventional warranty, and also the supply of spare parts and consumables.

Smeg authorised technicians are constantly updated on the latest product innovations and technological advances, and therefore ensure utmost professionalism and efficiency in solving any technical problems that arise.

The **manuals** for both small domestic appliances and major domestic appliances contain all the necessary information on how to use the product properly, including in the presence of children, and how to obtain the best performance from the product, and how to maintain and eventually dispose of the product at the end of its life.

In 2024 there were no cases of non-conformity with the regulations on product information and labelling of Smeg products and services.

There is also an **increasing focus on ensuring best use of the product** by the end customer, not only to improve the user experience but also to ensure the user is always aware of the impact generated by the product and how it can best be used to effectively prolong its useful life and efficiency. With specific reference to food-related product lines (such as ovens), the Group has introduced several solutions in terms of both communication and product operation aimed at reducing food waste. For example, several recipes developed for different food categories are published on the website, in addition to cooking suggestions allowing food to be stored for longer or raising awareness about reusing leftovers.

For certain product types, special functions have also been designed to ensure improved preservation of food quality over time, thus allowing a reduction in waste: examples include the blast chiller, which by cooling food rapidly, prolongs its quality over time, steam cooking, which allows cooking of pre-cooked foods by regeneration, and the vacuum drawer, which slows down the rapid deterioration and oxidation of food without altering its characteristics.

Next steps

| | STATUS |
|---|--------|
| Further strengthen relationships with end customers by improving the services offered, both directly at Smeg Stores and through social media channels | ● |
| Monitor the possible technological development of the service made available to customers through telematic problem management solutions | ● |

● On track ● Work in progress





ANNEXES TO THE REPORT

| | |
|---------------------|-----|
| More information | 129 |
| Methodological Note | 173 |
| GRI Content Index | 177 |



INSIGHTS

The tables are presented by chapter of reference and they follow the numerical order of the GRI information reported.

CHAPTER 2

COMPOSITION OF SMEG S.P.A. BOARD OF DIRECTORS

| Office | Role | Independence ¹ | Gender | Age group |
|-------------------------|---------------|---------------------------|--------|---------------|
| Chairman | Executive | | M | 30 - 50 years |
| Chief Executive Officer | Executive | | M | > 50 years |
| Independent director | Non-executive | X | F | > 50 years |
| Independent director | Non-executive | X | M | > 50 years |

GRI 2-9 Governance structure and composition

GRI 405-1 Diversity of governance bodies

¹ Definition of “independence” pursuant to art. 148 of the Consolidated Law on Finance, according to which a director is defined as independent if they are not related to other directors and are not linked to the Company or Group by employment or self-employment relationships, or by relationships of a financial or professional nature that may compromise their independence.

| COMPOSITION OF SMEG S.P.A. BOARD OF STATUTORY AUDITORS | | | |
|--|------------|--------|------------|
| Office | Role | Gender | Age group |
| Chairman | Standing | M | > 50 years |
| Statutory auditor | Standing | M | > 50 years |
| Statutory auditor | Standing | M | > 50 years |
| Statutory auditor | Substitute | M | > 50 years |
| Statutory auditor | Substitute | M | > 50 years |

GRI 2-9 Governance structure and composition
 GRI 405-1 Diversity of governance bodies

| Spending with local suppliers (Euro/000) ² | 2024 | 2023 | 2022 |
|---|---------|---------|---------|
| Total spending on procurement | 243,052 | 258,644 | 297,778 |
| Of which to local suppliers | 181,918 | 201,222 | 162,412 |
| Percentage of spending on local suppliers | 75% | 78% | 55% |

GRI 204-1 Proportion of spending on local suppliers

² The reference applies to production companies only.

CHAPTER 3

| (Euro/000) | 2024 | 2023 | 2022 |
|--|----------------|----------------|----------------|
| Economic value generated (consolidated) | 940,774 | 881,180 | 953,336 |
| Economic value distributed to suppliers (operating costs) | 650,976 | 607,945 | 664,706 |
| Economic value distributed to staff (staff costs) | 150,688 | 140,055 | 133,908 |
| Economic value distributed to lenders (interest and other financial charges) | 5,745 | 7,161 | 4,001 |
| Economic value distributed to investors (dividend distribution) | 10,000 | 15,000 | 15,000 |
| Economic value distributed to the public administration (income tax for the year and non-income taxes) | 20,589 | 18,647 | 29,428 |
| Economic value distributed to the territory and local communities (external donations) | 492 | 723.53 | 330.59 |
| Economic value distributed | 838,489 | 789,531 | 847,374 |
| Economic value retained (Economic value generated - Economic value distributed) | 102,285 | 91,648 | 105,962 |

GRI 201-1 Direct economic value generated and distributed

| SMEG S.p.A. Board Members | 2024 | 2023 | 2022 |
|--|---|------|------|
| Members of the governance body to whom all anti-corruption policies and procedures <u>have been communicated</u> | All members of the BoD are provided with the Group Code of Ethics | | |
| Percentage of total members of governance bodies | | 100% | |
| Members of the governance bodies <u>that have received</u> anti-corruption training | 0 | 0 | 0 |
| Percentage of total members of governance bodies | 0% | 0% | 0% |

GRI 205-2 Communication and training about anti-corruption policies and procedures

| Employees (Group) | 2024 | 2023 | 2022 |
|--|--|------|------|
| <u>Managers</u> to whom all anti-corruption policies and procedures <u>have been communicated</u> | All managers are provided with the Group Code of Ethics | | |
| Percentage of total Managers | 100% | | |
| <u>Managers</u> who have received anti-corruption training | 11 | 0 | 6 |
| Percentage of total Managers | 5% | 0% | 3% |
| <u>White Collars</u> to whom all anti-corruption policies and procedures <u>have been communicated</u> | All white collars are provided with the Group Code of Ethics | | |
| Percentage of total White Collars | 100% | | |
| <u>White Collar</u> who have received anti-corruption training | 0 | 0 | 0 |
| Percentage of total White Collars | 0% | 0% | 0% |
| <u>Workers</u> to whom all anti-corruption policies and procedures <u>have been communicated</u> | All workers are provided with the Group Code of Ethics | | |
| Percentage of total Workers | 100% | | |
| <u>Workers</u> who have received anti-corruption training | 0 | 0 | 0 |
| Percentage of total Workers | 0% | 0% | 0% |

GRI 205-2 Communication and training about anti-corruption policies and procedures

| Business partners | 2024 | 2023 | 2022 |
|---|---|------|------|
| <u>Business partners</u> (specify type) to whom all anti-corruption policies and procedures <u>have been communicated</u> | All contracted partners receive communication of the Group Code of Ethics | | |
| Percentage of total business partners | 100% of contracted partners | | |

GRI 205-2 Communication and training about anti-corruption policies and procedures

| (Euro/000) | 2024 | | | |
|--|---------|---------|----------------|----------------|
| Consolidated reporting, by geographic area of reference ³ | Italy | Europe | Outside Europe | Total |
| Tangible assets other than cash and cash equivalents | 528,174 | 117,709 | 63,720 | 709,603 |
| Revenue from sales to third parties | 303,181 | 378,089 | 232,804 | 914,074 |
| Revenue from intragroup operations | 558,608 | 1,472 | 3,368 | 563,448 |
| Profit/loss before tax | 63,100 | 8,010 | 3,836 | 74,946 |
| Corporate income tax paid on a cash basis | 6,098 | 2,751 | 581 | 9,430 |
| Corporate income tax accrued on profits/losses ⁴ | 14,524 | 2,569 | 1,114 | 18,207 |

GRI 207-4 Country-by-country reporting

| (Euro/000) | 2023 | | | |
|--|---------|---------|----------------|----------------|
| Consolidated reporting, by geographic area of reference ⁵ | Italy | Europe | Outside Europe | Total |
| Tangible assets other than cash and cash equivalents | 511,249 | 122,523 | 178,176 | 811,947 |
| Revenue from sales to third parties | 291,317 | 362,082 | 203,908 | 857,307 |
| Revenue from intragroup operations | 495,624 | 595 | 4,649 | 500,867 |
| Profit/loss before tax | 56,343 | 3,245 | -2,413 | 57,175 |
| Corporate income tax paid on a cash basis | 5,160 | 2,390 | 1,491 | 9,041 |
| Corporate income tax accrued on profits/losses ⁴ | 13,329 | 2,011 | 271 | 15,611 |

GRI 207-4 Country-by-country reporting

| (Euro/000) | 2022 | | | |
|---|---------|---------|----------------|----------------|
| Consolidated reporting, by geographic area of reference | Italy | Europe | Outside Europe | Total |
| Tangible assets other than cash and cash equivalents | 546,501 | 132,088 | 202,094 | 880,684 |
| Revenue from sales to third parties | 320,443 | 381,991 | 228,141 | 930,574 |
| Revenue from intragroup operations | 613,820 | 1,750 | 979.29 | 616,550 |
| Profit/loss before tax | 84,302 | 13,529 | 3,159 | 100,990 |
| Corporate income tax paid on a cash basis | 34,160 | 3,481 | 1,589 | 39,230 |
| Corporate income tax accrued on profits/losses ⁴ | 21,080 | 3,384 | 1,388 | 25,852 |

GRI 207-4 Country-by-country reporting

³ The relevant tax regimes are: Italy; Germany; Spain; Belgium; France; the United Kingdom; Holland; Portugal; Sweden; Norway; Denmark; Russia; the United States; Ukraine; South Africa; Kazakhstan; Australia; Poland; Mexico; Singapore; China; Canada (reporting starting from FY 2023).

⁴ The difference between accrual taxes and cash taxes is defined by the normal tax regulations applicable in each country in which the Group operates.

⁵ The relevant tax regimes are: Italy; Germany; Spain; Belgium; France; the United Kingdom; Holland; Portugal; Sweden; Norway; Denmark; Russia; the United States; Ukraine; South Africa; Kazakhstan; Australia; Poland; Mexico; Singapore; China; Canada (reporting starting from FY 2023).

CHAPTER 4

Annexes to the report

| 2024 | | | | | | | | | | | | |
|------------------------------------|-----------------------------|------------|--------------|---|-----------|-----------|---|------------|--------------|--------------|------------|--------------|
| Active employees as of 31 December | Operating companies (ITALY) | | | Commercial distribution companies (ITALY) | | | Commercial distribution companies (OUTSIDE ITALY) | | | Smeg Group-3 | | |
| Type of contract | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Open-ended | 1,017 | 415 | 1,432 | 49 | 40 | 89 | 525 | 428 | 953 | 1,591 | 883 | 2,474 |
| Fixed-term | 21 | 8 | 29 | 3 | 4 | 7 | 24 | 30 | 54 | 48 | 42 | 90 |
| Zero hour contracts | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 4 | 5 | 2 | 4 | 6 |
| Total | 1,039 | 423 | 1,462 | 52 | 44 | 96 | 550 | 462 | 1,012 | 1,641 | 929 | 2,570 |

GRI 2-7 Employees

| 2024 | | | | | | | | | | | | |
|------------------------------------|-----------------------------|------------|--------------|---|-----------|-----------|---|------------|--------------|--------------|------------|--------------|
| Active employees as of 31 December | Operating companies (ITALY) | | | Commercial distribution companies (ITALY) | | | Commercial distribution companies (OUTSIDE ITALY) | | | Smeg Group | | |
| Type of contract | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Full-time | 1,014 | 321 | 1,335 | 51 | 28 | 79 | 538 | 436 | 974 | 1,603 | 785 | 2,388 |
| Part-time | 25 | 102 | 127 | 1 | 16 | 17 | 12 | 26 | 38 | 38 | 144 | 182 |
| Total | 1,039 | 423 | 1,462 | 52 | 44 | 96 | 550 | 462 | 1,012 | 1,641 | 929 | 2,570 |

GRI 2-7 Employees

| 2023 | | | | | | | | | | | | |
|------------------------------------|-----------------------------|------------|--------------|---|-----------|-----------|---|------------|------------|--------------|------------|--------------|
| Active employees as of 31 December | Operating companies (ITALY) | | | Commercial distribution companies (ITALY) | | | Commercial distribution companies (OUTSIDE ITALY) | | | Smeg Group | | |
| Type of contract | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Open-ended | 992 | 388 | 1,380 | 50 | 42 | 92 | 526 | 393 | 919 | 1,568 | 823 | 2,391 |
| Fixed-term | 22 | 10 | 32 | 3 | 4 | 7 | 21 | 25 | 46 | 46 | 39 | 85 |
| Zero hour contracts | 1 | 0 | 1 | 0 | 0 | 0 | 2 | 1 | 3 | 3 | 1 | 4 |
| Total | 1,015 | 398 | 1,413 | 53 | 46 | 99 | 549 | 419 | 968 | 1,617 | 863 | 2,480 |

GRI 2-7 Employees

| 2023 | | | | | | | | | | | | |
|------------------------------------|------------------------------|------------|--------------|---|-----------|-----------|---|------------|------------|--------------|------------|--------------|
| Active employees as of 31 December | Production companies (ITALY) | | | Commercial distribution companies (ITALY) | | | Commercial distribution companies (OUTSIDE ITALY) | | | Smeg Group | | |
| Type of contract | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Full-time | 988 | 288 | 1,276 | 53 | 29 | 82 | 541 | 394 | 935 | 1,582 | 711 | 2,293 |
| Part-time | 27 | 110 | 137 | 0 | 17 | 17 | 8 | 25 | 33 | 35 | 152 | 187 |
| Total | 1,015 | 398 | 1,413 | 53 | 46 | 99 | 549 | 419 | 968 | 1,617 | 863 | 2,480 |

GRI 2-7 Employees

| 2022 | | | | | | | | | | | | |
|------------------------------------|------------------------------|------------|--------------|---|-----------|-----------|--|------------|------------|--------------|------------|--------------|
| Active employees as of 31 December | Production companies (ITALY) | | | Commercial distribution companies (ITALY) | | | Commercial distribution companies (OUTSIDE ITALY) ⁶ | | | Smeg Group | | |
| Type of contract | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Open-ended | 996 | 381 | 1,377 | 47 | 43 | 90 | 506 | 385 | 891 | 1,549 | 809 | 2,358 |
| Fixed-term | 20 | 10 | 30 | 3 | 2 | 5 | 13 | 15 | 28 | 36 | 27 | 63 |
| Zero hour contracts | - | - | - | - | - | - | 1 | - | 1 | 1 | - | 1 |
| Total | 1,016 | 391 | 1,407 | 50 | 45 | 95 | 520 | 400 | 920 | 1,586 | 836 | 2,422 |

GRI 2-7 Employees

| 2022 | | | | | | | | | | | | |
|------------------------------------|------------------------------|------------|--------------|---|-----------|-----------|--|------------|------------|--------------|------------|--------------|
| Active employees as of 31 December | Production companies (ITALY) | | | Commercial distribution companies (ITALY) | | | Commercial distribution companies (OUTSIDE ITALY) ⁶ | | | Smeg Group | | |
| Type of contract | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Full-time | 998 | 287 | 1,285 | 50 | 28 | 78 | 508 | 373 | 881 | 1,556 | 688 | 2,244 |
| Part-time | 18 | 104 | 122 | - | 17 | 17 | 12 | 27 | 39 | 30 | 148 | 178 |
| Total | 1,016 | 391 | 1,407 | 50 | 45 | 95 | 520 | 400 | 920 | 1,586 | 836 | 2,422 |

GRI 2-7 Employees

⁶ It should be noted that the 2022 figures were restated in the Sustainability Report 2023 due to adjustments in the calculation methods, which were imprecise.

| 2024 | | | | | | | | | | | | |
|--|-----------------------------|-----------|------------|---|----------|-----------|---|-----------|-----------|------------|-----------|------------|
| Active workers who are not employees as of 31 December | Operating companies (ITALY) | | | Commercial distribution companies (ITALY) | | | Commercial distribution companies (OUTSIDE ITALY) | | | Smeg Group | | |
| | Type of contract | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Contracted/interim | 71 | 23 | 94 | 1 | 0 | 1 | 18 | 9 | 27 | 90 | 32 | 122 |
| Representative agents | 25 | 4 | 29 | 23 | 2 | 25 | 17 | 7 | 24 | 65 | 13 | 78 |
| Interns/trainees | 5 | 0 | 5 | 0 | 0 | 0 | 7 | 7 | 14 | 12 | 7 | 19 |
| Other workers who are not employees | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 101 | 27 | 128 | 24 | 2 | 26 | 42 | 23 | 65 | 167 | 52 | 219 |

GRI 2-8 Workers who are not employees

| 2023 | | | | | | | | | | | | |
|--|-----------------------------|-----------|------------|---|----------|-----------|---|-----------|-----------|------------|-----------|------------|
| Active workers who are not employees as of 31 December | Operating companies (ITALY) | | | Commercial distribution companies (ITALY) | | | Commercial distribution companies (OUTSIDE ITALY) | | | Smeg Group | | |
| | Type of contract | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Contracted/interim | 97 | 54 | 151 | 0 | 0 | 0 | 16 | 12 | 28 | 113 | 66 | 179 |
| Representative agents | 0 | 0 | 0 | 19 | 2 | 21 | 0 | 0 | 0 | 19 | 2 | 21 |
| Interns/trainees | 2 | 3 | 5 | 0 | 0 | 0 | 3 | 5 | 8 | 5 | 8 | 13 |
| Other workers who are not employees | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 99 | 57 | 156 | 19 | 2 | 21 | 19 | 17 | 36 | 137 | 76 | 213 |

GRI 2-8 Workers who are not employees

| 2022 | | | | | | | | | | | | |
|--|-----------------------------|-----------|------------|---|----------|-----------|---|-----------|-----------|------------|-----------|------------|
| Active workers who are not employees as of 31 December | Operating companies (ITALY) | | | Commercial distribution companies (ITALY) | | | Commercial distribution companies (OUTSIDE ITALY) | | | Smeg Group | | |
| | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Type of contract | | | | | | | | | | | | |
| Contracted/interim | 97 | 45 | 142 | 1 | - | 1 | 22 | 10 | 32 | 120 | 55 | 175 |
| Representative agents | - | - | - | 23 | 1 | 24 | - | - | - | 23 | 1 | 24 |
| Interns/trainees | 7 | 7 | 14 | - | - | - | 10 | 14 | 24 | 17 | 21 | 24 |
| Other workers who are not employees | - | - | - | - | - | - | 1 | - | 1 | 1 | - | 1 |
| Total | 104 | 52 | 156 | 24 | 1 | 25 | 33 | 24 | 57 | 161 | 77 | 238 |

GRI 2-8 Workers who are not employees

| Employees covered by collective bargaining, by type of company (%) | 2024 | 2023 | 2022 |
|--|------------|------------|------------|
| Operating companies (ITALY) | 100% | 100% | 100% |
| Commercial distribution companies (ITALY) | 100% | 100% | 100% |
| Commercial distribution companies (OUTSIDE ITALY) | 45% | 36% | 38% |
| Total | 78% | 75% | 76% |

GRI 2-30 Collective bargaining agreements

| Hires | 2024 | | | | | | | | | | | |
|----------------------------|-----------------------------|-----------|------------|---|----------|-----------|---|------------|------------|------------|------------|------------|
| | Operating companies (ITALY) | | | Commercial distribution companies (ITALY) | | | Commercial distribution companies (OUTSIDE ITALY) | | | Smeg Group | | |
| Age group | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| <30 years | 52 | 29 | 81 | 1 | 2 | 3 | 26 | 38 | 64 | 79 | 69 | 148 |
| 30<x>50 years | 34 | 22 | 56 | 3 | 2 | 5 | 53 | 53 | 106 | 90 | 77 | 167 |
| >50 years | 5 | 1 | 6 | 1 | 1 | 2 | 15 | 17 | 32 | 21 | 19 | 40 |
| Total | 91 | 52 | 143 | 5 | 5 | 10 | 94 | 108 | 202 | 190 | 165 | 355 |
| Incoming turnover rate (%) | 9% | 12% | 10% | 9% | 11% | 10% | 17% | 23% | 20% | 12% | 18% | 14% |

GRI 401-1 New employee hires and employee turnover

| Hires, by gender and professional category (Smeg Group) | 2024 | | | |
|---|------------|------------|------------|----------------------------------|
| | Men | Women | Total | % of Women out of category total |
| Managers | 27 | 9 | 36 | 25% |
| White Collars | 99 | 118 | 217 | 54% |
| Workers | 64 | 38 | 102 | 37% |
| Total | 190 | 165 | 355 | 46% |

GRI 401-1 New employee hires and employee turnover

| Terminations | 2024 | | | | | | | | | | | |
|----------------------------|-----------------------------|-----------|-----------|---|----------|-----------|---|-----------|------------|------------|------------|------------|
| | Operating companies (ITALY) | | | Commercial distribution companies (ITALY) | | | Commercial distribution companies (OUTSIDE ITALY) | | | Smeg Group | | |
| Age group | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| <30 years | 17 | 7 | 24 | 1 | 2 | 3 | 18 | 20 | 38 | 36 | 29 | 65 |
| 30<x>50 years | 20 | 7 | 27 | 3 | 3 | 6 | 53 | 36 | 89 | 76 | 46 | 122 |
| >50 years | 30 | 13 | 43 | 1 | 2 | 3 | 21 | 10 | 31 | 52 | 25 | 77 |
| Total | 67 | 27 | 94 | 5 | 7 | 12 | 92 | 66 | 158 | 164 | 100 | 264 |
| Outgoing turnover rate (%) | 6% | 6% | 6% | 9% | 16% | 12% | 17% | 14% | 16% | 10% | 11% | 10% |

GRI 401-1 New employee hires and employee turnover

| Hires | 2023 | | | | | | | | | | | |
|----------------------------|-----------------------------|-----------|-----------|---|----------|----------|---|-----------|------------|------------|------------|------------|
| | Operating companies (ITALY) | | | Commercial distribution companies (ITALY) | | | Commercial distribution companies (OUTSIDE ITALY) | | | Smeg Group | | |
| Age group | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| <30 years | 30 | 12 | 42 | 3 | 0 | 3 | 22 | 22 | 44 | 55 | 34 | 89 |
| 30<x>50 years | 25 | 10 | 35 | 1 | 4 | 5 | 61 | 47 | 108 | 87 | 61 | 148 |
| >50 years | 9 | 2 | 11 | 0 | 0 | 0 | 14 | 8 | 22 | 23 | 10 | 33 |
| Total | 64 | 24 | 88 | 4 | 4 | 8 | 97 | 77 | 174 | 165 | 105 | 270 |
| Incoming turnover rate (%) | 6% | 6% | 6% | 8% | 9% | 8% | 19% | 19% | 19% | 10% | 13% | 11% |

GRI 401-1 New employee hires and employee turnover

| Hires, by gender and professional category (Smeg Group) | 2023 | | | |
|---|------------|------------|------------|----------------------------------|
| | Men | Women | Total | % of Women out of category total |
| Managers | 13 | 5 | 18 | 28% |
| White Collars | 102 | 88 | 190 | 46% |
| Workers | 50 | 12 | 62 | 19% |
| Total | 165 | 105 | 270 | 39% |

GRI 401-1 New employee hires and employee turnover

| Terminations | 2023 | | | | | | | | | | | |
|----------------------------|-----------------------------|-----------|------------|---|----------|----------|---|-----------|------------|------------|-----------|------------|
| | Operating companies (ITALY) | | | Commercial distribution companies (ITALY) | | | Commercial distribution companies (OUTSIDE ITALY) | | | Smeg Group | | |
| Age group | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| <30 years | 17 | 5 | 22 | 0 | 1 | 1 | 12 | 17 | 29 | 29 | 23 | 52 |
| 30<x>50 years | 33 | 9 | 42 | 1 | 1 | 2 | 52 | 37 | 89 | 86 | 47 | 133 |
| >50 years | 35 | 11 | 46 | 0 | 1 | 1 | 16 | 12 | 28 | 51 | 24 | 75 |
| Total | 85 | 25 | 110 | 1 | 3 | 4 | 80 | 66 | 146 | 166 | 94 | 260 |
| Outgoing turnover rate (%) | 8% | 6% | 8% | 2% | 7% | 4% | 15% | 17% | 16% | 10% | 11% | 11% |

GRI 401-1 New employee hires and employee turnover

| Hires | 2022 | | | | | | | | | | | |
|----------------------------|-----------------------------|-----------|------------|---|----------|-----------|---|------------|------------|------------|------------|------------|
| | Operating companies (ITALY) | | | Commercial distribution companies (ITALY) | | | Commercial distribution companies (OUTSIDE ITALY) | | | Smeg Group | | |
| Age group | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| <30 years | 58 | 31 | 89 | 1 | 2 | 3 | 25 | 38 | 63 | 84 | 71 | 155 |
| 30<x>50 years | 34 | 18 | 52 | 5 | 4 | 9 | 63 | 47 | 110 | 102 | 69 | 171 |
| >50 years | 7 | 3 | 10 | - | - | - | 20 | 17 | 37 | 27 | 20 | 47 |
| Total | 99 | 52 | 151 | 6 | 6 | 12 | 108 | 102 | 210 | 213 | 160 | 373 |
| Incoming turnover rate (%) | 10% | 14% | 11% | 11% | 14% | 12% | 22% | 27% | 24% | 14% | 20% | 16% |

GRI 401-1 New employee hires and employee turnover

| Hires, by gender and professional category (Smeg Group) | 2022 | | | |
|---|------------|------------|------------|----------------------------------|
| | Men | Women | Total | % of Women out of category total |
| Managers | 27 | 9 | 36 | 25% |
| White Collars | 99 | 118 | 217 | 54% |
| Workers | 64 | 38 | 102 | 37% |
| Total | 190 | 165 | 355 | 46% |

GRI 401-1 New employee hires and employee turnover

| Terminations | 2022 | | | | | | | | | | | |
|----------------------------|-----------------------------|-----------|------------|---|----------|-----------|---|-----------|------------|------------|------------|------------|
| | Operating companies (ITALY) | | | Commercial distribution companies (ITALY) | | | Commercial distribution companies (OUTSIDE ITALY) | | | Smeg Group | | |
| Age group | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| <30 years | 15 | 6 | 21 | 1 | 1 | 2 | 14 | 20 | 34 | 30 | 27 | 57 |
| 30<x>50 years | 23 | 6 | 29 | 5 | - | 5 | 47 | 41 | 88 | 75 | 47 | 122 |
| >50 years | 41 | 24 | 65 | 3 | 2 | 5 | 20 | 10 | 30 | 64 | 36 | 100 |
| Total | 79 | 36 | 115 | 9 | 3 | 12 | 81 | 71 | 152 | 169 | 110 | 279 |
| Outgoing turnover rate (%) | 8% | 10% | 8% | 16% | 7% | 12% | 16% | 19% | 18% | 11% | 14% | 12% |

GRI 401-1 New employee hires and employee turnover

| Employees covered by the occupational health and safety management system (production companies) ⁷ | 2024 |
|---|--------------|
| Total number of employees | 1,384 |
| Number of employees covered by such a system | 1,384 |
| Percentage of employees covered by such a system | 100% |
| Number of employees covered by such a system <u>subject to an internal audit</u> | 1,384 |
| Percentage of employees covered by such a system subject to an internal audit | 100% |
| Number of employees covered by such a system <u>subject to an independent audit</u> | 1,384 |
| Percentage of employees covered by such a system subject to an independent audit | 100% |

GRI 403-8 Workers covered by an occupational health and safety management system

| Workers who are not employees covered by the occupational health and safety management system (production companies) ⁷ | 2024 |
|---|------------|
| Total number of outside workers | 80 |
| Number of workers who are not employees covered by such a system | 100 |
| Percentage of workers who are not employees covered by such a system | 80% |
| Number of workers who are not employees covered by such a system <u>subject to an internal audit</u> | 80 |
| Percentage of workers who are not employees covered by such a system and which is subject to an internal audit | 100% |
| Number of workers who are not employees covered by such a system <u>subject to an independent audit</u> | 80 |
| Percentage of workers who are not employees covered by such a system subject to an independent audit | 100% |

GRI 403-8 Workers covered by an occupational health and safety management system

⁷ The data refer only to Group production companies that have an Occupational Health and Safety Management System which is ISO 45001 compliant (the companies La Pavoni and FRI.MED are therefore not yet included).

| Employees covered by the occupational health and safety management system (production companies) ⁷ | 2023 |
|---|--------------|
| Total number of employees | 1,346 |
| Number of employees covered by such a system | 1,346 |
| Percentage of employees covered by such a system | 100% |
| Number of employees covered by such a system <u>subject to an internal audit</u> | 1,346 |
| Percentage of employees covered by such a system subject to an internal audit | 100% |
| Number of employees covered by such a system <u>subject to an independent audit</u> | 1,346 |
| Percentage of employees covered by such a system subject to an independent audit | 100% |

⁷ See references on p. 141.

GRI 403-8 Workers covered by an occupational health and safety management system

| Workers who are not employees covered by the occupational health and safety management system (production companies) ⁷ | 2023 |
|---|-----------|
| Total number of outside workers | 46 |
| Number of workers who are not employees covered by such a system | 46 |
| Percentage of workers who are not employees covered by such a system | 100% |
| Number of workers who are not employees covered by such a system <u>subject to an internal audit</u> | 46 |
| Percentage of workers who are not employees covered by such a system and which is subject to an internal audit | 100% |
| Number of workers who are not employees covered by such a system <u>subject to an independent audit</u> | 46 |
| Percentage of workers who are not employees covered by such a system subject to an independent audit | 100% |

GRI 403-8 Workers covered by an occupational health and safety management system

| Employees covered by the occupational health and safety management system (production companies) ⁷ | 2022 |
|---|--------------|
| Total number of employees | 1,376 |
| Number of employees covered by such a system | 1,376 |
| Percentage of employees covered by such a system | 100% |
| Number of employees covered by such a system <u>subject to an internal audit</u> | 984 |
| Percentage of employees covered by such a system subject to an internal audit | 72% |
| Number of employees covered by such a system <u>subject to an independent audit</u> | 904 |
| Percentage of employees covered by such a system subject to an independent audit | 66% |

⁷ See references on p. 141.

GRI 403-8 Workers covered by an occupational health and safety management system

| Workers who are not employees covered by the occupational health and safety management system (production companies) ⁷ | 2022 |
|---|------------|
| Total number of outside workers | 463 |
| Number of workers who are not employees covered by such a system | 463 |
| Percentage of workers who are not employees covered by such a system | 100% |
| Number of workers who are not employees covered by such a system <u>subject to an internal audit</u> | 104 |
| Percentage of workers who are not employees covered by such a system and which is subject to an internal audit | 22% |
| Number of workers who are not employees covered by such a system <u>subject to an independent audit</u> | 94 |
| Percentage of workers who are not employees covered by such a system subject to an independent audit | 20% |

GRI 403-8 Workers covered by an occupational health and safety management system

In the tables below, which show data for GRI indicator 403-9, the rates of recordable occupational accidents, accidents with serious consequences and deaths are calculated on a 1,000,000 hours worked basis.

| Employed workers | 2024 | | | |
|--|------------------------------|---|---|---------------|
| | Production companies (ITALY) | Commercial distribution companies (ITALY) | Commercial distribution companies (OUTSIDE ITALY) | Smeg Group |
| Number of hours worked | 1,560,385 | 167,717 | 1,603,457 | 3,331,559 |
| Number of recordable work-related injuries | 12 | 24 | 15 | 51 |
| of which during commutes ⁸ | 1 | 0 | 1 | 2 |
| Rate of recordable work-related injuries | 7.69% | 1.43% | 9.35% | 15.31% |
| Number of work-related injuries with serious consequences (excluding deaths) | 0 | 0 | 0 | 0 |
| Rate of work-related injuries with serious consequences (excluding deaths) | 0% | 0% | 0% | 0% |
| Number of deaths resulting from work-related injuries | 0 | 0 | 0 | 0 |
| Rate of deaths resulting from work-related injuries | 0% | 0% | 0% | 0% |

GRI 403-9 Work-related injuries

| Workers who are not employees | 2024 | | | |
|--|------------------------------|---|---|------------|
| | Production companies (ITALY) | Commercial distribution companies (ITALY) | Commercial distribution companies (OUTSIDE ITALY) | Smeg Group |
| Number of hours worked | 146,944 | 928 | 71,762 | 219,633 |
| Number of recordable work-related injuries | 0 | 0 | 0 | 0 |
| of which during commutes | 0 | 0 | 0 | 0 |
| Rate of recordable work-related injuries | 0% | 0% | 0% | 0% |
| Number of work-related injuries with serious consequences (excluding deaths) | 0 | 0 | 0 | 0 |
| Rate of work-related injuries with serious consequences (excluding deaths) | 0% | 0% | 0% | 0% |
| Number of deaths resulting from work-related injuries | 0 | 0 | 0 | 0 |
| Rate of deaths resulting from work-related injuries | 0% | 0% | 0% | 0% |

GRI 403-9 Work-related injuries

⁸ In line with GRI 403-9 Work-related injuries, accidents that happen while en route (in this and subsequent tables) are only considered in those cases in which transport has been organised by the organisation, for example through the use of a company car or if the organisation makes a corporate shuttle service available.

| 2023 | | | | |
|--|------------------------------|---|---|---------------|
| Employed workers | Production companies (ITALY) | Commercial distribution companies (ITALY) | Commercial distribution companies (OUTSIDE ITALY) | Smeg Group |
| Number of hours worked | 1,585,614 | 167,210 | 1,457,306 | 3,210,130 |
| Number of recordable work-related injuries | 12 | 0 | 28 | 40 |
| of which during commutes ⁸ | 2 | 0 | 2 | 4 |
| Rate of recordable work-related injuries | 7.57% | 0% | 19.21% | 12.46% |
| Number of work-related injuries with serious consequences (excluding deaths) | 0 | 0 | 2 | 2 |
| Rate of work-related injuries with serious consequences (excluding deaths) | 0% | 0% | 1.37% | 0.62% |
| Number of deaths resulting from work-related injuries | 0 | 0 | 0 | 0 |
| Rate of deaths resulting from work-related injuries | 0% | 0% | 0% | 0% |

⁸ See references on p. 144.

GRI 403-9 Work-related injuries

| 2023 | | | | |
|--|------------------------------|---|---|--------------|
| Workers who are not employees | Production companies (ITALY) | Commercial distribution companies (ITALY) | Commercial distribution companies (OUTSIDE ITALY) | Smeg Group |
| Number of hours worked | 239,673 | 4,649 | 196,796 | 441,117 |
| Number of recordable work-related injuries | 2 | 0 | 1 | 3 |
| of which during commutes | 0 | 0 | 0 | 0 |
| Rate of recordable work-related injuries | 8.34% | 0% | 5.08% | 6.80% |
| Number of work-related injuries with serious consequences (excluding deaths) | 0 | 0 | 0 | 0 |
| Rate of work-related injuries with serious consequences (excluding deaths) | 0% | 0% | 0% | 0% |
| Number of deaths resulting from work-related injuries | 0 | 0 | 0 | 0 |
| Rate of deaths resulting from work-related injuries | 0% | 0% | 0% | 0% |

GRI 403-9 Work-related injuries

| Employed workers | 2022 | | | |
|--|------------------------------|---|---|------------|
| | Production companies (ITALY) | Commercial distribution companies (ITALY) | Commercial distribution companies (OUTSIDE ITALY) | Smeg Group |
| Number of hours worked | 1,988,133 | 156,728 | 1,588,573 | 3,733,434 |
| Number of recordable work-related injuries | 13 | 2 | 17 | 32 |
| of which during commutes ⁸ | 0 | 0 | 1 | 1 |
| Rate of recordable work-related injuries | 6.54% | 12.76% | 10.70% | 8.57% |
| Number of work-related injuries with serious consequences (excluding deaths) | 1 | 0 | 0 | 1 |
| Rate of work-related injuries with serious consequences (excluding deaths) | 0.50% | 0% | 0% | 0.27% |
| Number of deaths resulting from work-related injuries | 0 | 0 | 0 | 0 |
| Rate of deaths resulting from work-related injuries | 0% | 0% | 0% | 0% |

⁸ See references on p. 144.

GRI 403-9 Work-related injuries

| Workers who are not employees | 2022 | | | |
|--|------------------------------|---|---|------------|
| | Production companies (ITALY) | Commercial distribution companies (ITALY) | Commercial distribution companies (OUTSIDE ITALY) | Smeg Group |
| Number of hours worked | 356,109 | 2,086 | 56,956 | 415,151 |
| Number of recordable work-related injuries | 3 | 0 | 0 | 3 |
| of which during commutes | 0 | 0 | 0 | 0 |
| Rate of recordable work-related injuries | 8.42% | 0% | 0% | 7.23% |
| Number of work-related injuries with serious consequences (excluding deaths) | 0 | 0 | 0 | 0 |
| Rate of work-related injuries with serious consequences (excluding deaths) | 0% | 0% | 0% | 0% |
| Number of deaths resulting from work-related injuries | 0 | 0 | 0 | 0 |
| Rate of deaths resulting from work-related injuries | 0% | 0% | 0% | 0% |

GRI 403-9 Work-related injuries

| 2024 | | | | | | | | | | | | |
|--|-----------------------------|--------------|---------------|---|-------------|-------------|---|--------------|--------------|---------------|--------------|---------------|
| Hours of training, by professional category and gender | Operating companies (ITALY) | | | Commercial distribution companies (ITALY) | | | Commercial distribution companies (OUTSIDE ITALY) | | | Smeg Group | | |
| | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Managers (N) | 65 | 8 | 73 | 2 | 4 | 6 | 104 | 57 | 161 | 171 | 69 | 240 |
| Total hours of training (H) | 1,051 | 103 | 1,154 | 4 | 8 | 12 | 1,167 | 1,638 | 2,805 | 2,222 | 1,749 | 3,971 |
| Average hours of training (h) | 16.17 | 12.88 | 15.81 | 2.00 | 2.00 | 2.00 | 11.22 | 28.74 | 17.42 | 12.99 | 25.35 | 16.55 |
| White Collars (N) | 277 | 150 | 427 | 31 | 40 | 71 | 349 | 392 | 741 | 657 | 582 | 1,239 |
| Total hours of training (H) | 4,964 | 1,805 | 6,769 | 128 | 306 | 434 | 2,130 | 2,419 | 4,549 | 7,222 | 4,530 | 11,752 |
| Average hours of training (h) | 17.92 | 12.03 | 15.85 | 4.13 | 7.65 | 6.11 | 6.10 | 6.17 | 6.14 | 10.99 | 7.78 | 9.49 |
| Workers (N) | 697 | 265 | 962 | 19 | 0 | 19 | 97 | 13 | 110 | 813 | 278 | 1,091 |
| Total hours of training (H) | 5,194 | 1,497 | 6,691 | 206 | 0 | 206 | 356 | 95 | 451 | 5,756 | 1,592 | 7,348 |
| Average hours of training (h) | 7.45 | 5.65 | 6.95 | 10.84 | - | 10.84 | 3.67 | 7.31 | 4.10 | 7.08 | 5.73 | 6.73 |
| Total employees | 1,039 | 423 | 1,462 | 52 | 44 | 96 | 550 | 462 | 1,012 | 1,641 | 929 | 2,570 |
| Total hours of training | 11,209 | 3,405 | 14,614 | 338 | 314 | 652 | 3,654 | 4,152 | 7,806 | 15,200 | 7,871 | 23,071 |
| Total average hours of training | 10.79 | 8.05 | 10.00 | 6.50 | 7.14 | 6.79 | 6.64 | 8.99 | 7.71 | 9.26 | 8.47 | 8.98 |

GRI 404-1 Average hours of training per year per employee

| 2023 | | | | | | | | | | | | |
|--|-----------------------------|--------------|---------------|---|-------------|-------------|---|----------------|--------------|---------------|--------------|---------------|
| Hours of training, by professional category and gender | Operating companies (ITALY) | | | Commercial distribution companies (ITALY) | | | Commercial distribution companies (OUTSIDE ITALY) | | | Smeg Group | | |
| | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Managers (N) | 63 | 7 | 70 | 5 | 2 | 7 | 96 | 54 | 150 | 164 | 63 | 227 |
| Total hours of training (H) | 598 | 30 | 628 | 0 | 8 | 8 | 713 | 1,767 | 2,480 | 1,311 | 1,805 | 3,116 |
| Average hours of training (h) | 9.49 | 4.29 | 8.97 | 0.00 | 4.00 | 1.14 | 7.43 | 32.72 | 16.53 | 7.99 | 28.65 | 13.73 |
| White Collars (N) | 268 | 143 | 411 | 30 | 44 | 74 | 337 | 352 | 689 | 635 | 539 | 1,174 |
| Total hours of training (H) | 4,442 | 1,481 | 5,923 | 58 | 92 | 150 | 1,738.5 | 1,161.5 | 2,900 | 6,238 | 2,735 | 8,973 |
| Average hours of training (h) | 16.57 | 10.36 | 14.41 | 1.93 | 2.09 | 2.03 | 5.16 | 3.30 | 4.21 | 9.82 | 5.07 | 7.64 |
| Workers (N) | 684 | 248 | 932 | 18 | 0 | 18 | 116 | 13 | 129 | 818 | 261 | 1,079 |
| Total hours of training (H) | 6,870.5 | 1,647 | 8,518 | 62 | 0 | 62 | 470 | 220 | 690 | 7,403 | 1,867 | 9,269.5 |
| Average hours of training (h) | 10.04 | 6.64 | 9.14 | 3.44 | - | 3.44 | 4.05 | 16.92 | 5.35 | 9.05 | 7.15 | 8.59 |
| Total employees | 1,015 | 398 | 1,413 | 53 | 46 | 99 | 549 | 419 | 968 | 1,617 | 863 | 2,480 |
| Total hours of training | 11,910 | 3,158 | 15,068 | 120 | 100 | 220 | 2,921.5 | 3,148.5 | 6,070 | 14,952 | 6,407 | 21,358 |
| Total average hours of training | 11.73 | 7.93 | 10.66 | 2.26 | 2.17 | 2.22 | 5.32 | 7.51 | 6.27 | 9.25 | 7.42 | 8.61 |

GRI 404-1 Average hours of training per year per employee

| Hours of training, by professional category and gender | 2022 | | | | | | | | | | | |
|--|-----------------------------|--------------|---------------|---|-------------|-------------|---|--------------|--------------|---------------|--------------|---------------|
| | Operating companies (ITALY) | | | Commercial distribution companies (ITALY) | | | Commercial distribution companies (OUTSIDE ITALY) | | | Smeg Group | | |
| | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Managers (N) | 59 | 5 | 64 | 3 | 2 | 5 | 85 | 39 | 124 | 147 | 46 | 193 |
| Total hours of training (H) | 939 | 158 | 1,097 | - | - | . | 272 | 88 | 360 | 1,211 | 246 | 1,457 |
| Average hours of training (h) | 15.91 | 31.60 | 17.13 | - | - | - | 3.20 | 2.26 | 2.90 | 8.23 | 5.35 | 7.55 |
| White Collars (N) | 261 | 137 | 398 | 29 | 43 | 72 | 300 | 346 | 646 | 590 | 526 | 1,116 |
| Total hours of training (H) | 3,957 | 1,552 | 5,509 | 125 | 125 | 250 | 1,001 | 1,059 | 2,060 | 5,083 | 2,736 | 7,819 |
| Average hours of training (h) | 15.16 | 11.33 | 13.84 | 4.31 | 2.91 | 3.47 | 3.34 | 3.06 | 3.19 | 8.62 | 5.20 | 7.01 |
| Workers (N) | 696 | 249 | 945 | 18 | - | 18 | 135 | 15 | 150 | 849 | 264 | 1,113 |
| Total hours of training (H) | 4,072 | 1,040 | 5,112 | 86 | - | 86 | 415 | 24 | 543 | 4,573 | 1,064 | 5,637 |
| Average hours of training (h) | 5.85 | 4.18 | 5.41 | 4.78 | - | 4.78 | 3.07 | 1.60 | 2.93 | 5.39 | 4.03 | 5.06 |
| Total employees | 1,016 | 391 | 1,407 | 50 | 45 | 95 | 520 | 400 | 920 | 1,586 | 836 | 2,422 |
| Total hours of training | 8,967 | 2,750 | 11,717 | 211 | 125 | 336 | 1,688 | 1,171 | 2,859 | 10,866 | 4,046 | 14,912 |
| Total average hours of training | 8.83 | 7.03 | 8.33 | 4.22 | 2.78 | 3.54 | 3.25 | 2.93 | 3.11 | 6.85 | 4.84 | 6.16 |

GRI 404-1 Average hours of training per year per employee

| Active employees as of 31.12 | 2024 | | | | | | | | | | | |
|-------------------------------------|-----------------------------|------------|--------------|---|-----------|-----------|---|------------|--------------|--------------|------------|--------------|
| | Operating companies (ITALY) | | | Commercial distribution companies (ITALY) | | | Commercial distribution companies (OUTSIDE ITALY) | | | Smeg Group | | |
| | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Professional category, by age group | | | | | | | | | | | | |
| Managers (N) | 65 | 8 | 73 | 2 | 4 | 6 | 104 | 57 | 161 | 171 | 69 | 240 |
| <30 years | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 2 | 6 | 4 | 2 | 6 |
| 30<x>50 years | 22 | 6 | 28 | 1 | 4 | 5 | 55 | 48 | 103 | 78 | 58 | 136 |
| >50 years | 43 | 2 | 45 | 1 | 0 | 1 | 45 | 7 | 52 | 89 | 9 | 98 |
| White Collars (N) | 277 | 150 | 427 | 31 | 40 | 71 | 349 | 392 | 741 | 657 | 582 | 1,239 |
| <30 years | 47 | 33 | 80 | 2 | 1 | 3 | 41 | 74 | 115 | 90 | 108 | 198 |
| 30<x>50 years | 126 | 79 | 205 | 18 | 24 | 42 | 204 | 241 | 445 | 348 | 344 | 692 |
| >50 years | 104 | 38 | 142 | 11 | 15 | 26 | 104 | 77 | 181 | 219 | 130 | 349 |
| Workers (N) | 697 | 265 | 962 | 19 | 0 | 19 | 97 | 13 | 110 | 813 | 278 | 1,091 |
| <30 years | 133 | 46 | 179 | 2 | 0 | 2 | 20 | 0 | 20 | 155 | 46 | 201 |
| 30<x>50 years | 341 | 108 | 449 | 13 | 0 | 13 | 50 | 13 | 63 | 404 | 121 | 525 |
| >50 years | 223 | 111 | 334 | 4 | 0 | 4 | 27 | 0 | 27 | 254 | 111 | 365 |
| Total | 1,039 | 423 | 1,462 | 52 | 44 | 96 | 550 | 462 | 1,012 | 1,641 | 929 | 2,570 |

GRI 405-1 Diversity of employees

| Active employees as of 31.12 | 2024 | | | | | | | | | | | |
|--|-----------------------------|-----------|-----------|---|----------|----------|--|-----------|------------|------------|-----------|------------|
| | Operating companies (ITALY) | | | Commercial distribution companies (ITALY) | | | Commercial distribution companies (OUTSIDE ITALY) ⁹ | | | Smeg Group | | |
| | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Protected categories, by professional category | | | | | | | | | | | | |
| Managers | 1 | 1 | 2 | 0 | 1 | 1 | 9 | 9 | 18 | 10 | 11 | 21 |
| White Collars | 5 | 0 | 5 | 0 | 1 | 1 | 13 | 53 | 66 | 18 | 54 | 72 |
| Workers | 44 | 22 | 66 | 0 | 0 | 0 | 9 | 7 | 16 | 53 | 29 | 82 |
| Total | 50 | 23 | 73 | 0 | 2 | 2 | 31 | 69 | 100 | 81 | 94 | 175 |

⁹ For the purposes of calculating the people falling into the protected categories, in 2024, 54 “Employee Equity Candidates”, i.e. those people who come from certain ethnic backgrounds which were previously disadvantaged during the years of Apartheid, were considered for Smeg South Africa.

GRI 405-1 Diversity of employees

| 2023 | | | | | | | | | | | | |
|-------------------------------------|-----------------------------|------------|--------------|---|-----------|-----------|---|------------|------------|--------------|------------|--------------|
| Active employees as of 31.12 | Operating companies (ITALY) | | | Commercial distribution companies (ITALY) | | | Commercial distribution companies (OUTSIDE ITALY) | | | Smeg Group | | |
| Professional category, by age group | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Managers | 63 | 7 | 70 | 5 | 2 | 7 | 96 | 54 | 150 | 164 | 63 | 227 |
| <30 years | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 2 | 2 |
| 30<x>50 years | 23 | 5 | 28 | 3 | 1 | 4 | 50 | 42 | 92 | 76 | 48 | 124 |
| >50 years | 40 | 2 | 42 | 2 | 1 | 3 | 46 | 10 | 56 | 88 | 13 | 101 |
| White Collars | 268 | 143 | 411 | 30 | 44 | 74 | 337 | 352 | 689 | 635 | 539 | 1,174 |
| <30 years | 35 | 32 | 67 | 5 | 2 | 7 | 39 | 65 | 104 | 79 | 99 | 178 |
| 30<x>50 years | 131 | 74 | 205 | 17 | 28 | 45 | 194 | 220 | 414 | 342 | 322 | 664 |
| >50 years | 102 | 37 | 139 | 8 | 14 | 22 | 104 | 67 | 171 | 214 | 118 | 332 |
| Workers | 684 | 248 | 932 | 18 | 0 | 18 | 116 | 13 | 129 | 818 | 261 | 1,079 |
| <30 years | 129 | 41 | 170 | 2 | 0 | 2 | 26 | 1 | 27 | 157 | 42 | 199 |
| 30<x>50 years | 345 | 97 | 442 | 12 | 0 | 12 | 65 | 11 | 76 | 422 | 108 | 530 |
| >50 years | 210 | 110 | 320 | 4 | 0 | 4 | 25 | 1 | 26 | 239 | 111 | 350 |
| Total | 1,015 | 398 | 1,413 | 53 | 46 | 99 | 549 | 419 | 968 | 1,617 | 863 | 2,480 |

GRI 405-1 Diversity of employees

| 2023 | | | | | | | | | | | | |
|--|-----------------------------|-----------|-----------|---|----------|----------|---|------------|------------|------------|------------|------------|
| Active employees as of 31.12 | Operating companies (ITALY) | | | Commercial distribution companies (ITALY) | | | Commercial distribution companies (OUTSIDE ITALY) ¹⁰ | | | Smeg Group | | |
| Protected categories, by professional category | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Managers | 1 | 1 | 2 | 0 | 0 | 0 | 15 | 9 | 24 | 16 | 10 | 26 |
| White Collars | 4 | 2 | 6 | 0 | 2 | 2 | 109 | 100 | 209 | 113 | 104 | 217 |
| Workers | 49 | 25 | 74 | 2 | 0 | 2 | 49 | 7 | 56 | 100 | 32 | 132 |
| Total | 54 | 28 | 82 | 2 | 2 | 4 | 173 | 116 | 289 | 229 | 146 | 375 |

¹⁰ For the purposes of calculating the people falling into the protected categories, in 2023, 55 “Employee Equity Candidates”, i.e. those people who come from certain ethnic backgrounds which were previously disadvantaged during the years of Apartheid, were considered for Smeg South Africa.

GRI 405-1 Diversity of employees

| Active employees as of 31.12 | 2022 | | | | | | | | | | | |
|-------------------------------------|-----------------------------|------------|--------------|---|-----------|-----------|---|------------|------------|--------------|------------|--------------|
| | Operating companies (ITALY) | | | Commercial distribution companies (ITALY) | | | Commercial distribution companies (OUTSIDE ITALY) | | | Smeg Group | | |
| Professional category, by age group | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Managers | 59 | 5 | 64 | 3 | 2 | 5 | 85 | 39 | 124 | 147 | 46 | 193 |
| <30 years | - | - | - | - | - | - | - | 2 | 2 | - | 2 | 2 |
| 30<x>50 years | 24 | 3 | 27 | 1 | 1 | 2 | 47 | 32 | 79 | 72 | 36 | 108 |
| >50 years | 35 | 2 | 37 | 2 | 1 | 3 | 38 | 5 | 43 | 75 | 8 | 83 |
| White Collars | 261 | 137 | 398 | 29 | 43 | 72 | 300 | 346 | 646 | 590 | 526 | 1,116 |
| <30 years | 29 | 33 | 62 | 3 | 5 | 8 | 37 | 70 | 107 | 69 | 108 | 177 |
| 30<x>50 years | 131 | 69 | 200 | 17 | 25 | 42 | 178 | 210 | 388 | 326 | 304 | 630 |
| >50 years | 101 | 35 | 136 | 9 | 13 | 22 | 85 | 66 | 151 | 195 | 114 | 309 |
| Workers | 696 | 249 | 945 | 18 | - | 18 | 135 | 15 | 150 | 849 | 264 | 1,113 |
| <30 years | 145 | 45 | 190 | 1 | - | 1 | 27 | 3 | 30 | 173 | 48 | 221 |
| 30<x>50 years | 332 | 94 | 426 | 14 | - | 14 | 77 | 11 | 88 | 423 | 105 | 528 |
| >50 years | 219 | 110 | 329 | 3 | - | 3 | 31 | 1 | 32 | 253 | 111 | 364 |
| Total | 1,016 | 391 | 1,407 | 50 | 45 | 95 | 520 | 400 | 920 | 1,586 | 836 | 2,422 |

GRI 405-1 Diversity of employees

| Active employees as of 31.12 | 2022 | | | | | | | | | | | |
|--|-----------------------------|-----------|-----------|---|----------|----------|---|-----------|-----------|------------|-----------|------------|
| | Operating companies (ITALY) | | | Commercial distribution companies (ITALY) | | | Commercial distribution companies (OUTSIDE ITALY) ¹¹ | | | Smeg Group | | |
| Protected categories, by professional category | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Managers | 1 | - | 1 | - | - | - | 4 | 1 | 5 | 5 | 1 | 6 |
| White Collars | 5 | 2 | 7 | - | 2 | 2 | 16 | 30 | 46 | 21 | 34 | 55 |
| Workers | 48 | 28 | 76 | 2 | - | 2 | 23 | 8 | 31 | 73 | 36 | 109 |
| Total | 54 | 30 | 84 | 2 | 2 | 4 | 43 | 39 | 82 | 99 | 71 | 170 |

¹¹ For the purposes of calculating the people falling into the protected categories, in 2022, 55 “Employee Equity Candidates”, i.e. those people who come from certain ethnic backgrounds which were previously disadvantaged during the years of Apartheid, were considered for Smeg South Africa.

GRI 405-1 Diversity of employees

| Direct collaborators with Production Companies ¹² | | 2024 | |
|--|--------------|--------------|--|
| Gender pay gap, by professional category ¹³ | Basic salary | Remuneration | |
| Managers | 89% | 90% | |
| White collars | 109% | 107% | |
| Blue collars | 104% | 105% | |

GRI 405-2 Ratio of basic salary and remuneration of women to men

| Direct collaborators of Smeg S.p.A. | | 2023 | |
|--|--------------|--------------|--|
| Gender pay gap, by professional category ¹⁴ | Basic salary | Remuneration | |
| Managers | 104% | 104% | |
| White collars | 88% | 82% | |
| Blue collars | 111% | 100% | |

GRI 405-2 Ratio of basic salary and remuneration of women to men

| Direct collaborators of Smeg S.p.A. | | 2022 | |
|--|--------------|--------------|--|
| Gender pay gap, by professional category ¹⁵ | Basic salary | Remuneration | |
| Managers | 106% | 111% | |
| White collars | 83% | 82% | |
| Blue collars | 97% | 90% | |

GRI 405-2 Ratio of basic salary and remuneration of women to men

¹² The data shown refer to the Group's manufacturing companies, namely SMEG S.p.A, Bonferraro S.p.A, Apell S.p.A, La Pavoni S.p.A and FRI.MED S.r.l. Note that there are no men in managerial positions at one of the five companies and no women in managerial positions at two other production companies of the Group.

¹³ The calculation considered active employees as of 31 December 2024.

¹⁴ The calculation considered active employees as of 31 December 2023.

¹⁵ The calculation considered active employees as of 31 December 2022.

CHAPTER 5

| Energy consumption, by energy sources(GJ) - Smeg Group | 2024 | 2023 | 2022 |
|--|-------------------|-------------------|-------------------|
| Electricity | 70,102.27 | 67,930.67 | 75,473.75 |
| Of which from conventional sources | 18,703.81 | 37,795.52 | 20,776.02 |
| Of which from renewable sources (purchase of electricity from certified renewable sources) | 36,352.24 | 20,040.00 | 51,487.95 |
| Of which from renewable sources (self-produced and self-consumed from photovoltaics) | 15,046.22 | 10,095.15 | 3,209.78 |
| District heating | 449.74 | 255.30 | 268.86 |
| Natural gas | 87,865.76 | 79,708.16 | 97,025.72 |
| Diesel for generators | 105.12 | 217.25 | 36.06 |
| Fuel (automotive and company fleet) | 30,340.53 | 33,447.44 | 18,655.05 |
| Diesel | 7,447.08 | 23,244.22 | 14,081.93 |
| Petrol | 22,864.26 | 10,203.22 | 4,573.12 |
| Total energy consumption | 188,863.42 | 181,558.82 | 191,459.45 |
| Of which from renewable sources | 51,398.46 | 30,135.15 | 54,697.74 |
| Energy intensity (GJ/€K) | 0.00020 | 0.00021 | 0.00021 |

GRI 302-1 Energy consumption within the organisation

GRI 302-3 Energy intensity

| Water withdrawal (ML) ¹⁶ | 2024 | | | |
|---|-----------------------------|---|---|---------------|
| | Operating companies (ITALY) | Commercial distribution companies (ITALY) | Commercial distribution companies (OUTSIDE ITALY) | Smeg Group |
| From non-water-stressed areas | 103.45 | 2.05 | 70.47 | 175.97 |
| Surface water | - | - | 0.42 | 0.42 |
| Groundwater (aquifer) | 75.49 | - | - | 75.49 |
| Sea water ¹⁷ | - | - | 0.01 | 0.01 |
| Water produced ¹⁷ | - | - | 0.03 | 0.03 |
| Third-party water resources (Municipal water service providers) | 27.96 | 2.05 | 70.01 | 100.02 |
| From water-stressed areas | - | 0.22 | 7.56 | 7.78 |
| Sea water ¹⁸ | - | - | 1.00 | 1.00 |
| Third-party water resources (Municipal water service providers) | - | 0.22 | 6.56 | 6.78 |
| Total water withdrawal | 103.45 | 2.27 | 78.03 | 183.75 |

GRI 303-3 Water withdrawal

¹⁶ Domestika S.r.l.'s volumes are included in Apell's withdrawals; data from SD Lazio, Smeg USA, Smeg Poland and Smeg Canada are not included.

¹⁷ SMEG Singapore.

¹⁸ Smeg South Africa.

| Water withdrawal (ML) ¹⁹ | 2023 | | | Smeg Group |
|---|-----------------------------|---|---|---------------|
| | Operating companies (ITALY) | Commercial distribution companies (ITALY) | Commercial distribution companies (OUTSIDE ITALY) | |
| From non-water-stressed areas | 119.19 | 2.06 | 68.68 | 189.92 |
| Surface water | - | - | 0.35 | 0.35 |
| Groundwater (aquifer) | 90.33 | - | - | 90.33 |
| Sea water ¹⁷ | - | - | 0.01 | 0.01 |
| Water produced ¹⁷ | - | - | 0.03 | 0.03 |
| Third-party water resources (Municipal water service providers) | 28.86 | 2.06 | 68.29 | 99.21 |
| From water-stressed areas | 0.00 | 0.19 | 5.41 | 5.60 |
| Groundwater (aquifer) | - | - | - | 0.00 |
| Third-party water resources (Municipal water service providers) | - | 0.19 | 5.41 | 5.60 |
| Total water withdrawal | 119.19 | 2.25 | 74.08 | 195.52 |

GRI 303-3 Water withdrawal

¹⁷ See references on p. 155.

¹⁹ The volumes of Domestika S.r.l. are included in the withdrawals of Apell S.p.A.; data from SD Lazio S.r.l., Smeg Canada, Smeg France, Smeg Mexico, Smeg Nordic, Smeg Poland, Smeg Spain and Smeg USA are not included. In the case of INEA S.r.l. and Smeg UK, the 2023 data have been estimated on the basis of information taken from previous invoices.

| Water withdrawal (ML) ²⁰ | 2022 | | | |
|---|-----------------------------|---|---|---------------|
| | Operating companies (ITALY) | Commercial distribution companies (ITALY) | Commercial distribution companies (OUTSIDE ITALY) | Smeg Group |
| From non-water-stressed areas | 84.10 | 0.88 | 140.63 | 225.62 |
| Groundwater (aquifer) | 62.70 | - | - | 62.70 |
| Sea water ¹⁷ | - | - | 9 | 9 |
| Water produced ¹⁷ | - | - | 27 | 27 |
| Third-party water resources (Municipal water service providers) | 21.41 | 0.88 | 104.63 | 126.92 |
| From water-stressed areas | 20.80 | 0.90 | 5.97 | 27.66 |
| Groundwater (aquifer) | 18.60 | - | 0.00 | 18.60 |
| Third-party water resources (Municipal water service providers) | 2.20 | 0.90 | 5.97 | 9.06 |
| Total water withdrawal | 104.90 | 1.78 | 146.60 | 253.28 |

GRI 303-3 Water withdrawal

¹⁷ See references on p. 155.

²⁰ The volumes of the company Domestika S.r.l. are included in the consumption of the company Apelli; the same case occurs for the company Elettrodomestici Bonferraro S.r.l. which leases at the Bonferraro location; the data of the companies SD Lazio S.r.l., Smeg Nordic and Smeg USA are not reported.

| Water discharge (ML) ²¹ | 2024 | 2023 | 2022 |
|---|---------------|---------------|--------------|
| From non-water-stressed areas | 144.93 | 141.91 | 71.52 |
| Surface water | 49.03 | 52.83 | 31 |
| Third-party water resources (Municipal water service providers) | 95.86 | 89.08 | 15.53 |
| From water-stressed areas | 6.78 | 2.90 | 20.8 |
| Surface water | - | - | 20.8 |
| Third-party water resources (Municipal water service providers) | 6.78 | 2.90 | - |
| Total water discharge | 151.71 | 144.81 | 67.33 |

GRI 303-4 Water discharge

²¹ With respect to 2022, for reporting years 2023 and 2024 we considered all water discharge, including civil discharge. For 2022, the reference is to solely the production companies, with the exception of La Pavoni which has no industrial water discharges.

| Water consumption (ML) | 2024 | | | Smeg Group |
|--------------------------------------|-----------------------------|---|---|--------------|
| | Operating companies (ITALY) | Commercial distribution companies (ITALY) | Commercial distribution companies (OUTSIDE ITALY) | |
| From non-water-stressed areas | 29.91 | 0.00 | 1.13 | 31.04 |
| Water withdrawal | 103.45 | 2.05 | 70.47 | 175.97 |
| Water discharge | 73.54 | 2.05 | 69.34 | 144.93 |
| From water-stressed areas | - | 0.00 | 1.00 | 1.00 |
| Water withdrawal | - | 0.22 | 7.56 | 7.78 |
| Water discharge | - | 0.22 | 6.56 | 6.78 |
| Total water consumption | 29.91 | 0.00 | 2.13 | 32.04 |

GRI 303-5 Water consumption

| 2023 | | | | |
|--------------------------------------|-----------------------------|---|---|--------------|
| Water consumption (ML) | Operating companies (ITALY) | Commercial distribution companies (ITALY) | Commercial distribution companies (OUTSIDE ITALY) | Smeg Group |
| From non-water-stressed areas | 47.71 | 0.00 | 0.30 | 48.01 |
| Water withdrawal | 119.19 | 2.06 | 68.68 | 189.92 |
| Water discharge | 71.48 | 2.06 | 68.37 | 141.91 |
| From water-stressed areas | 0.00 | 0.00 | 2.70 | 2.70 |
| Water withdrawal | 0.00 | 0.19 | 5.41 | 5.60 |
| Water discharge | 0.00 | 0.19 | 2.71 | 2.90 |
| Total water consumption | 47.71 | 0.00 | 3.00 | 50.71 |

GRI 303-5 Water consumption

| 2022 | | | | |
|--------------------------------------|-----------------------------|---|---|---------------|
| Water consumption (ML) | Operating companies (ITALY) | Commercial distribution companies (ITALY) | Commercial distribution companies (OUTSIDE ITALY) | Smeg Group |
| From non-water-stressed areas | 37.58 | 0.88 | 138.55 | 177.01 |
| Water withdrawal | 84.10 | 0.88 | 140.63 | 225.62 |
| Water discharge | 46.53 | - | 2.08 | 48.61 |
| From water-stressed areas | 0.00 | 0.90 | 3.52 | 4.41 |
| Water withdrawal | 20.80 | 0.90 | 5.97 | 27.66 |
| Water discharge | 20.80 | - | 2.45 | 23.25 |
| Total water consumption | 37.58 | 1.78 | 142.07 | 181.42 |

GRI 303-5 Water consumption

| Species recorded | IUCN Red List Assessment | Population trend | Species recorded | IUCN Red List Assessment | Population trend |
|--------------------------------|--------------------------|------------------|------------------------|--------------------------|------------------|
| FLORA | | | FAUNA | | |
| <i>Acer campestre</i> | LC | Stable | <i>Phasianus</i> | LC | Decline |
| <i>Acer platanoides</i> | LC | Unknown | <i>Lepus europaeus</i> | LC | Decline |
| <i>Aesculus hippocastanum</i> | VU | Decline | <i>Pica pica</i> | LC | Stable |
| <i>Betula utilis</i> | LC | Decline | <i>Cyprinus carpio</i> | LC | Decline |
| <i>Carpinus betulus</i> | LC | Stable | | | |
| <i>Celtis australis</i> | LC | Stable | | | |
| <i>Fagus sylvatica</i> | LC | Unknown | | | |
| <i>Ficus carica</i> | LC | Growth | | | |
| <i>Fraxinus excelsior</i> | NT | Decline | | | |
| <i>Juglans regia</i> | LC | Unknown | | | |
| <i>Lagerstroemia indica</i> | LC | Stable | | | |
| <i>Liquidambar styraciflua</i> | LC | Stable | | | |
| <i>Magnolia grandiflora</i> | LC | Stable | | | |
| <i>Morus nigra</i> | DD | Unknown | | | |
| <i>Populus nigra</i> | DD | Unknown | | | |
| <i>Populus tremula</i> | LC | Unknown | | | |
| <i>Prunus avium</i> | LC | Stable | | | |
| <i>Prunus domestica</i> | DD | Unknown | | | |
| <i>Prunus serrulata</i> | LC | Unknown | | | |
| <i>Pyrus calleryana</i> | LC | Unknown | | | |
| <i>Quercus cerris</i> | LC | Unknown | | | |
| <i>Quercus robur</i> | LC | Decline | | | |
| <i>Quercus rubra</i> | LC | Stable | | | |
| <i>Salix babylonica</i> | DD | Unknown | | | |
| <i>Tilia platyphyllos</i> | LC | Decline | | | |

GRI 304-4 Red List species and national conservation list species with habitats in areas affected by operations

| | 2024 | | | |
|---|------------------------------|---|---|------------------|
| Direct and indirect emissions (tonnes of CO ₂ eq) | Production companies (ITALY) | Commercial distribution companies (ITALY) | Commercial distribution companies (OUTSIDE ITALY) | Smeg Group |
| Direct (Scope 1) emissions | 4,940.35 | 236.23 | 1407.67 | 6,584.24 |
| Natural gas | 4,247.51 | 84.00 | 136.13 | 4,467.64 |
| Diesel ²² | 622.86 | 140.77 | 843.97 | 1,607.61 |
| Petrol | 39.47 | 11.46 | 404.49 | 455.41 |
| FGas | 30.50 | 0.00 | 23.09 | 53.59 |
| Intensity of direct (Scope 1) emissions | - | - | - | 0.0000070 |
| Indirect (Scope 2 - location based) emissions²³ | 2,792.56 | 116.93 | 1,016.51 | 3,926.00 |
| Electricity | 2,792.56 | 100.33 | 1,010.67 | 3,903.56 |
| District heating | 0 | 16.60199545 | 5.84114028 | 22.44 |
| Intensity of indirect (Scope 2 - location-based) emissions | - | - | - | 0.0000042 |
| Indirect (Scope 2 - market-based) emissions | 947.75 | 153.60 | 1,294.03 | 2,395.37 |
| Electricity | 947.75 | 137.00 | 1,288.18 | 2,372.93 |
| District heating | 0 | 16.60199545 | 5.84114028 | 22.44 |
| Intensity of indirect (Scope 2 - market-based) emissions | - | - | - | 0.0000025 |
| Total direct and indirect (Scope 2 - location-based) emissions | 7,732.91 | 353.16 | 2,424.18 | 10,510.24 |
| Intensity of direct and indirect (Scope 2 - location-based) emissions | - | - | - | 0.0000112 |
| Total direct and indirect (Scope 2 - market-based) emissions | 5,888.09 | 389.83 | 2,701.70 | 8,979.62 |
| Intensity of direct and indirect emissions (Scope 2 - market based) | - | - | - | 0.0000095 |

²² Includes the consumption of diesel for generators.

²³ To fully adhere to the GRI Standards, Scope 2 emissions were calculated using both the location-based and market-based approaches. While the location-based methodology considers the average GHG emission intensity of the networks on which energy consumption occurs using mainly the network average emission factor data, the market-based methodology considers the emissions from electricity that an organisation has intentionally chosen by contract (or lack thereof).

GRI 305-1 Direct (Scope 1) GHG emissions
 GRI 305-2 Energy indirect (Scope 2) GHG emissions
 GRI 305-4 Emissions intensity

| Direct and indirect emissions (tonnes of CO ₂ eq) | 2023 | | | |
|---|------------------------------|---|---|------------------|
| | Production companies (ITALY) | Commercial distribution companies (ITALY) | Commercial distribution companies (OUTSIDE ITALY) | Smeg Group |
| Direct (Scope 1) emissions | 4,691.77 | 203.61 | 1,624.25 | 6,519.63 |
| Natural gas | 3,946.23 | 66.40 | 44.96 | 4,057.59 |
| Diesel ²² | 569.14 | 126.64 | 945.29 | 1,641.07 |
| Petrol | 45.34 | 10.57 | 572.43 | 628.33 |
| F-Gas | 131.07 | 0.00 | 61.57 | 192.63 |
| Intensity of direct (Scope 1) emissions | - | - | - | 0.0000076 |
| Indirect (Scope 2 - location based) emissions²³ | 3,555.50 | 124.75 | 907.62 | 4,587.87 |
| Electricity | 3,555.50 | 112.32 | 907.31 | 4,575.13 |
| District heating | 0.00 | 12.42 | 0.32 | 12.74 |
| Intensity of indirect (Scope 2 - location-based) emissions | - | - | - | 0.0000054 |
| Indirect (Scope 2 - market-based) emissions | 3,912.05 | 166.40 | 1,117.44 | 5,195.89 |
| Electricity | 3,912.05 | 153.98 | 1,117.12 | 5,183.15 |
| District heating | 0.00 | 12.42 | 0.32 | 12.74 |
| Intensity of indirect (Scope 2 - market-based) emissions | - | - | - | 0.0000061 |
| Total direct and indirect (Scope 2 - location-based) emissions | 8,247.27 | 328.36 | 2,531.87 | 11,107.50 |
| Intensity of direct and indirect (Scope 2 - location-based) emissions | - | - | - | 0.000013 |
| Total direct and indirect (Scope 2 - market-based) emissions | 8,603.82 | 370.01 | 2,741.69 | 11,715.52 |
| Intensity of indirect (Scope 2 - market-based) emissions | - | - | - | 0.000014 |

²² See references on p. 161.

²³ See references on page 161.

GRI 305-1 Direct (Scope 1) GHG emissions

GRI 305-2 Energy indirect (Scope 2) GHG emissions

GRI 305-4 Emissions intensity

| Direct and indirect emissions (tonnes of CO ₂ eq) | 2022 ²⁴ | | | |
|---|------------------------------|---|---|------------------|
| | Production companies (ITALY) | Commercial distribution companies (ITALY) | Commercial distribution companies (OUTSIDE ITALY) | Smeg Group |
| Direct (Scope 1) emissions | 5,305.49 | 386.79 | 1,284.71 | 7,090.70 |
| Natural gas | 4,649.65 | 277.27 | 646.74 | 5,573.66 |
| Diesel ²² | 576.43 | 100.94 | 376.27 | 1,053.64 |
| Petrol | 40.57 | 8.58 | 261.70 | 310.85 |
| F-Gas | 73.13 | - | 79.42 | 152.55 |
| Intensity of direct (Scope 1) emissions | - | - | - | 0.0000076 |
| Indirect (Scope 2 - location based) emissions²³ | 5,333.48 | 203.39 | 1,226.86 | 6,776.48 |
| Electricity | 5,333.48 | 203.39 | 1,226.86 | 6,763.73 |
| District heating | - | - | 12.75 | 12.75 |
| Intensity of indirect (Scope 2 - location-based) emissions | - | - | - | 0.0000073 |
| Indirect (Scope 2 - market-based) emissions | 1,059.74 | 276.11 | 1,329.44 | 2,665.30 |
| Electricity | 1,059.74 | 276.11 | 1,316.69 | 2,652.55 |
| District heating | - | - | 12.75 | 12.75 |
| Intensity of indirect (Scope 2 - market-based) emissions | - | - | - | 0.0000003 |
| Total direct and indirect (Scope 2 - location-based) emissions | 10,638.97 | 590.18 | 2,603.74 | 13,867.18 |
| Intensity of direct and indirect (Scope 2 - location-based) emissions | - | - | - | 0.000015 |
| Total direct and indirect (Scope 2 - market-based) emissions | 6,399.52 | 662.90 | 2,693.57 | 9,755.99 |
| Intensity of indirect (Scope 2 - market-based) emissions | - | - | - | 0.00001 |

GRI 305-1 Direct (Scope 1) GHG emissions
 GRI 305-2 Energy indirect (Scope 2) GHG emissions
 GRI 305-4 Emissions intensity

²² See references on p. 161.

²³ See references on page 161.

²⁴ The data relating to 2022 were restated in the Sustainability Report 2023 as part of the recalculation conducted as part of the acquisition of the company FRI.MED in 2022.

| Other atmospheric emissions, by type ²⁵ | 2024 | 2023 | 2022 |
|--|-------|-------|-------|
| NOx | 10.92 | 9.47 | 31.95 |
| SOx | 0.01 | 0.78 | 4.01 |
| Volatile Organic Compounds (VOCs) | 0.004 | 0.30 | 0.004 |
| Particulate matter (PM) - dust | 0.001 | 0.002 | 8.00 |
| NaOH | 3.5 | 0 | 20.74 |

GRI 305-7 Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions

²⁵ The data included in the table refer to Apell S.p.A. and Bonferraro S.p.A.

| 2024 | | | | |
|--|-----------------------------|---|---|-----------------|
| Waste generated, by type of waste (tonnes) ²⁶ | Operating companies (ITALY) | Commercial distribution companies (ITALY) | Commercial distribution companies (OUTSIDE ITALY) | Smeg Group |
| Hazardous waste | 57.0 | 6.70 | 720.87 | 784.57 |
| Chemical products | 0.10 | | | 0.10 |
| Oils for hydraulic circuits | 9.70 | | | 9.70 |
| WEEE | 17.45 | | | 17.45 |
| Construction and demolition waste | 9.76 | | | 9.76 |
| Refrigerants | 0.00 | 6.70 | 716.56 | 723.26 |
| Other | 19.98 | | 4.31 | 24.30 |
| Non-hazardous waste | 4,703.82 | 46.62 | 4,324.07 | 9,073.79 |
| Steel | 1,375.05 | | 170.00 | 1,545.05 |
| Paper | 480.97 | 5.08 | 22.49 | 508.54 |
| Cardboard | 229.86 | 6.20 | 212.68 | 448.74 |
| HDPE (High Density Polyethylene) | | 15.56 | 1.50 | 17.06 |
| Sheet metal | 1,221.87 | | 8.58 | 1,230.45 |
| LDPE (Low Density Polyethylene) | 14.70 | | 0.90 | 15.60 |
| Wood | 309.70 | 2.40 | 22.75 | 334.85 |
| PET (Polyethylene terephthalate) | | 0.60 | 23.33 | 23.93 |
| PP (Polypropylene) | | | 2.00 | 2.00 |
| Chemical products | 1.47 | | | 1.47 |
| PS (Polystyrene) | 107.25 | 1.20 | 1.20 | 109.65 |
| Glass | 82.62 | 0.70 | 0.00 | 83.32 |
| Plastic waste | 158.04 | | | 158.04 |
| Plastic packaging | 98.17 | | | 98.17 |
| Mixed material packaging | 215.32 | | | 215.32 |
| Biodegradable waste | 105.35 | | | 105.35 |
| Mixed | | | 250.99 | 250.99 |
| WEEE | | | 3,402.75 | 3,402.75 |
| Other | 303.45 | 14.88 | 212.63 | 530.24 |
| Total waste produced | 4,760.82 | 53.32 | 5,051.97 | 9,858.36 |

GRI 306-3 Waste generated

²⁶ Data from La Pavoni, Smeg Germany and Smeg USA are not included.

| Waste generated, by type of waste (tonnes) ²⁶ | 2024 | | | Smeg Group |
|--|-----------------------------|---|---|-----------------|
| | Operating companies (ITALY) | Commercial distribution companies (ITALY) | Commercial distribution companies (OUTSIDE ITALY) | |
| Hazardous waste | 57.00 | 6.70 | 720.87 | 784.57 |
| Incineration | 1.30 | - | - | 1.30 |
| Landfill | 6.33 | - | 2.00 | 8.33 |
| Recycling | 49.37 | 6.70 | 718.87 | 774.94 |
| Non-hazardous waste | 4,703.82 | 46.62 | 4,323.35 | 9,073.79 |
| Incineration | 1.50 | - | 86.00 | 87.50 |
| Landfill | 75.57 | 5.95 | 312.31 | 393.83 |
| Recycling | 4,626.75 | 40.67 | 3,925.04 | 8,592.46 |
| Total waste produced | 4,760.82 | 53.32 | 5,044.23 | 9,858.36 |
| Of which sent for recovery | 4,676.12 | 47.37 | 4,643.92 | 9,367.41 |
| Of which sent for disposal | 84.70 | 5.95 | 400.31 | 490.95 |

GRI 306-3 Waste generated
 GRI 306-4 Waste diverted from disposal
 GRI 306-5 Waste directed to disposal

²⁶ See references on p. 165.

| 2023 | | | | |
|--|-----------------------------|---|---|-----------------|
| Waste generated, by type of waste (tonnes) ²⁷ | Operating companies (ITALY) | Commercial distribution companies (ITALY) | Commercial distribution companies (OUTSIDE ITALY) | Smeg Group |
| Hazardous waste | 63.98 | 8.70 | 954.10 | 1,026.78 |
| Chemical agents | 4.32 | - | - | 4.32 |
| Solvents | 0.10 | - | - | 0.10 |
| Refrigerants | - | 8.70 | - | 8.70 |
| WEEE | - | - | 954.10 | 954.10 |
| Other | 59.56 | - | - | 59.56 |
| Non-hazardous waste | 4,497.51 | 48.35 | 3,911.76 | 8,457.62 |
| ABS | 169.89 | - | - | 169.89 |
| Steel | 993.74 | - | 150.00 | 1,143.74 |
| Biodegradable waste | 146.24 | - | 1.10 | 147.34 |
| Paper | 457.65 | 4.18 | 23.98 | 485.81 |
| Cardboard | 304.91 | 6.20 | 246.53 | 557.64 |
| HDPE | - | 15.56 | 1.00 | 16.56 |
| Mixed | 2.49 | 0.66 | 203.47 | 206.62 |
| Sheet metal | 1,269.79 | - | 12.50 | 1,282.29 |
| LDPE | 30.68 | - | 0.80 | 31.48 |
| Wood | 257.96 | 1.30 | 24.77 | 284.03 |
| Multi-material | - | 1.30 | - | 1.30 |
| PET | - | 0.60 | 15.02 | 15.62 |
| Plastic | 103.82 | 0.14 | - | 103.96 |
| PP | - | - | 2.00 | 2.00 |
| Chemical products | 1.99 | - | - | 1.99 |
| PS | 89.46 | 1.20 | 13.25 | 103.91 |
| Commercial industrial waste | - | - | 10.00 | 10.00 |
| Ordinary industrial waste | - | - | 48.00 | 48.00 |
| Glass | 114.49 | 0.70 | - | 115.19 |
| WEEE | - | 15.20 | 622.34 | 637.54 |
| Other | 554.40 | 1.30 | 2,537.00 | 3,092.70 |
| Total waste produced | 4,561.48 | 57.05 | 4,865.86 | 9,484.39 |

GRI 306-3 Waste generated

²⁷ The data do not include La Pavoni, Smeg Germany, Smeg Mexico, Smeg Nordic, Smeg Netherlands, Smeg Singapore and Smeg USA.

| Waste generated, by type of waste (tonnes) ²⁷ | 2023 | | | |
|--|-----------------------------|---|---|-----------------|
| | Operating companies (ITALY) | Commercial distribution companies (ITALY) | Commercial distribution companies (OUTSIDE ITALY) | Smeg Group |
| Hazardous waste | 63.98 | 8.70 | 954.10 | 1,026.78 |
| Incineration | 5.00 | - | - | 5.00 |
| Landfill | 15.10 | - | - | 15.10 |
| Recycling | 43.87 | 8.70 | 954.10 | 1,006.67 |
| Non-hazardous waste | 4,497.51 | 48.35 | 3,911.76 | 8,457.62 |
| Incineration | 4.00 | - | 70.00 | 74.00 |
| Landfill | 73.64 | 7.46 | 214.39 | 295.49 |
| Recycling | 4,419.87 | 40.88 | 3,627.38 | 8,088.13 |
| Total waste produced | 4,561.48 | 57.05 | 4,865.86 | 9,484.39 |
| Of which sent for recovery | 4,463.74 | 49.58 | 4,581.48 | 9,094.80 |
| Of which sent for disposal | 97.74 | 7.46 | 284.39 | 389.59 |

GRI 306-3 Waste generated
 GRI 306-4 Waste diverted from disposal
 GRI 306-5 Waste directed to disposal

²⁷ See references on p. 167.

| 2022 | | | | |
|--|-----------------------------|---|---|------------------|
| Waste generated, by type of waste (tonnes) ²⁸ | Operating companies (ITALY) | Commercial distribution companies (ITALY) | Commercial distribution companies (OUTSIDE ITALY) | Smeg Group |
| Hazardous waste | 75.04 | 7.80 | 942.63 | 1,025.47 |
| Chemical agents | 0.89 | - | - | 0.89 |
| Metals | 0.71 | - | - | 0.71 |
| Refrigerants | - | - | 941.93 | 941.93 |
| Waste from the use of painting | 0.003 | - | - | 0.003 |
| Other | 73.44 | 7.80 | 0.70 | 81.94 |
| Non-hazardous waste | 5,254.15 | 126.45 | 4,403.24 | 9,783.84 |
| Chemical agents | 0.24 | - | - | 0.24 |
| Cardboard | 831.19 | 56.80 | 174.76 | 1,062.75 |
| Glass | 140.89 | 0.70 | 0.99 | 142.58 |
| HDPE | 4.26 | 22.61 | 0.25 | 27.12 |
| LDPE | 18.37 | 2.05 | 3.40 | 23.82 |
| Metals | 2,978.49 | 1.52 | 15.36 | 2,995.37 |
| Paper | 0.50 | 9.11 | 26.36 | 35.97 |
| PET | 22.00 | 0.59 | 13.02 | 35.61 |
| PP | 26.75 | - | 0.02 | 26.77 |
| PS | 133.76 | 1.18 | 7.80 | 142.75 |
| Steel | - | - | 163.48 | 163.48 |
| Paints and glazes | 0.67 | - | - | 0.67 |
| Wood | 3.31 | - | 29.73 | 33.04 |
| Other | 1,093.72 | 31.89 | 3,968.07 | 5,093.68 |
| Total waste produced | 5,329.19 | 134.25 | 5,345.87 | 10,809.31 |

GRI 306-3 Waste generated

²⁸ Data from Smeg USA is not included.

| Waste generated, by type of waste (tonnes) ²⁸ | 2022 | | | |
|--|-----------------------------|---|---|------------------|
| | Operating companies (ITALY) | Commercial distribution companies (ITALY) | Commercial distribution companies (OUTSIDE ITALY) | Smeg Group |
| Hazardous waste | 75.04 | 7.80 | 942.63 | 1,025.47 |
| Landfill | 6.36 | - | - | 6.36 |
| Recycling | 68.67 | 7.80 | 942.63 | 1,019.11 |
| Non-hazardous waste | 5,254.15 | 126.45 | 4,403.24 | 9,783.84 |
| Incineration | 10.50 | - | 49.63 | 60.13 |
| Landfill | 71.81 | 16.88 | 173.41 | 262.11 |
| Recycling | 5,171.84 | 109.57 | 4,180.20 | 9,461.60 |
| Total waste produced | 5,329.19 | 134.25 | 5,345.87 | 10,809.31 |
| Of which sent for recovery | 5,240.51 | 117.37 | 5,122.83 | 10,480.71 |
| Of which sent for disposal | 88.68 | 16.88 | 223.04 | 328.60 |

GRI 306-3 Waste generated
 GRI 306-4 Waste diverted from disposal
 GRI 306-5 Waste directed to disposal

²⁸ See references on p. 169.

CHAPTER 6

| Materials used (kg) ²⁹ | 2024 | 2023 | 2022 |
|---|----------------|----------------|----------------|
| Renewables | | | |
| Wood | 796,521 | 865,903 | 956,840 |
| of which from recycling | 0 | 0 | 0 |
| Total renewable materials | 796,521 | 865,903 | 956,840 |
| Total recycled renewable materials | 0 | 0 | 0 |

(Continue on the next page)

²⁹ The 2023 data relate to all of the production companies. The 2022 data relate to all of the production companies with the exception of FRI.MED S.r.l., which was acquired in 2022. The 2021 data relate to Smeg S.p.A. and Bonferraro S.p.A. only.

| Materials used (kg) ³⁰ | 2024 | 2023 | 2022 |
|---|-------------------|-------------------|-------------------|
| Non-renewables | | | |
| Polystyrene | 1,360,814 | 1,315,847 | 1,474,938 |
| of which from recycling | 0 | 0 | 0 |
| Steel | 2,448,910 | 2,853,277 | 5,056,200 |
| of which from recycling | 0 | 0 | 0 |
| Plastic | 1,181,490 | 1,327,155 | 1,127,300 |
| of which from recycling | 370 | 370 | 0 |
| Sheet metal | 9,721,815 | 9,289,283 | 13,399,218 |
| of which from recycling | 0 | 0 | 0 |
| Glass | 970,500 | 988,478 | 2,982,300 |
| of which from recycling | 2,729 | 2,606 | 0 |
| Paper and cardboard | 1,095,467 | 1,059,272 | 1,230,122 |
| of which from recycling | 101,997 | 13,413 | 0 |
| Electronic components | 385,705 | 315,245 | - |
| of which from recycling | 0 | 0 | - |
| Cast iron | 393,109 | 371,421 | 645,036 |
| of which from recycling | 0 | 0 | 0 |
| Chrome-plated wire | 605,986 | 632,853 | - |
| of which from recycling | 0 | 0 | - |
| Polyethylene | 116,266 | 135,283 | 78,977 |
| of which from recycling | 0 | 0 | 0 |
| Rubber | 500 | 0 | 2,900 |
| of which from recycling | 0 | 0 | 0 |
| Total non-renewable materials | 18,320,562 | 18,288,114 | 25,994,091 |
| Quantity of recycled materials | 105,096 | 16,388 | 0 |
| Total materials used | 19,117,083 | 19,154,017 | 26,950,931 |
| % of renewable materials out of total materials used | 4.2% | 4.5% | 4% |
| % of recycled materials out of total materials used | 0.6% | 0.1% | 0% |

³⁰ The 2023 and 2024 data relate to all of the production companies. The 2022 data relate to all of the production companies with the exception of FRI.MED, which was acquired in 2022.

GRI 301-1 Materials used by weight or volume
 GRI 301-2 Recycled input materials used

METHODOLOGICAL NOTE

The Sustainability Report, which covers the period from 1 January 2024 to 31 December 2024 (where possible, data to 2023 and 2022 has been provided), is a voluntary exercise for SMEG.

This document was prepared by referring to the reporting principles and standards - Universal and Topic Specific - **GRI Sustainability Reporting Standards (GRI Standards)** in accordance with the option, "With Reference to", issued in 2016 by the Global Reporting Initiative and subject to subsequent updates.

The following versions of the GRI Standards have, in fact, been adopted for this Report:

- GRI Universal Standards (2021);
- GRI 207 - Tax (2019);

- GRI 303 - Water and effluents (2018);
- GRI 306 - Waste (2020);
- GRI 403 - Occupational health and safety (2018).

In order to make it easier to find information within the document, the GRI Content Index is shown on pages 177-184.

Key reporting concepts and principles

By accepting what is defined by GRI 1 - Foundation (2021), the contents of the Sustainability Report have been prepared by taking account of the following fundamental concepts:

- **Material topics** (see paragraph, "Materiality analysis", below);

- **Due Diligence** (see "Transparency and ethics", paragraph, "Safeguarding human rights");
- **Stakeholders** (see "Communicating with stakeholders").

Although this report has been prepared in accordance with the reporting option with reference to the GRI Standards, which has as requirements exclusively the publication of a GRI Content Index (see "GRI Content Index"), the presentation of a declaration of use and the notification to the GRI of a report being issued, Smeg has also chosen to present information aligned to the fundamental reporting principles in order to achieve a high standard of sustainability reporting.

The reporting principles envisaged

by the GRI Standards to which SMEG aspires, are:

- **Accuracy, balance, clarity, completeness and comparability** of the qualitative and quantitative information reported;
- **Reporting on priority impact areas for Smeg** (see Chapter 2, "Sustainability for Smeg" section);
- **Timeliness** in publishing the sustainability information (this document is the fourth Sustainability Report prepared by Smeg on an annual basis).

With reference to the principle of 'verifiability' for the information in the report, Smeg has not yet submitted the document to external assurance. Note that the carbon footprint calculation was verified by an independent third party.

Materiality assessment

The description of the process which led to the Smeg Group’s materiality matrix - the subject of this Report - can be found in Chapter 2, under “Sustainability for the Smeg Group”. The materiality assessment identifies the most relevant issues for the Group and its stakeholders in social, environmental, economic and governance terms.

Reporting scope

As of 31 December 2024, the Group was composed of 31 companies:

- 5 production companies: Smeg S.p.A., Bonferraro S.p.A., Apell S.p.A., La Pavoni S.p.A., FRI.MED S.r.l.;
- 7 commercial distribution companies in Italy (Inea S.r.l., Domestika S.r.l., SD Lazio S.r.l., SD Toscana S.r.l., Elettrodomestici Bonferraro S.r.l., Verinox S.r.l, Te.Se.C. S.r.l.);
- 19 commercial branches

operating outside Italy.

Disclosure GRI 405-2 Ratio of basic salary and remuneration of women to men is calculated with reference to the five production companies only. Any further variations to this reporting scope, intended to provide stakeholders with additional information or specific clarifications, are duly indicated in the various sections of the document.

Reporting process

Preparing this document involved all the corporate functions that manage the Group’s social, environmental and economic impacts, at the Parent Company as well as at every subsidiary in Italy and outside Italy.

The data and information presented is derived from direct surveys, and where data could not be found or estimates were made, this has been duly noted in the document.

Calculation methodologies

With reference to the environmental data, the following methodological details are specified:

Energy consumption was calculated using the “Greenhouse gas reporting: conversion factors” provided by DEFRA (UK Department for Environment Food & Rural Affairs) for the years 2024, 2023 and 2022. With the priority of reducing, as much as possible, the impact of their activities on global warming, the Group’s production sites and the other Group subsidiaries have, in recent years, begun implementing a model to map and quantify greenhouse gas emissions:

- under their direct control, as a clear consequence of company operations (direct (Scope 1) emissions of CO₂eq);
- resulting from the generation of electricity and district heating that Group companies

purchase (indirect (Scope 2) emissions of CO₂eq);

- which, despite being generated by other operators in the Group’s value chain, are still linked to its operations (indirect (Scope 3) emissions of CO₂eq).

The methodological approach adopted is inspired by the ISO 14040 series of standards for life cycle assessment (LCA) studies, standard ISO 14064 for the creation of inventories of greenhouse gas emissions generated by organisations and the Greenhouse Gas Protocol (GHG Protocol).

The calculation methodologies adopted to quantify the contribution of the different emission sources, and the main sources consulted to identify the emission factors used for said purpose, are briefly described below:

- Direct (Scope 1) GHG emissions: to calculate the emissions of climate-

altering gases connected to the consumption of natural gas, petrol and diesel, and those generated by the escape of F-Gas at various Group production plants and commercial distribution companies, reference was made to the “Greenhouse gas reporting: conversion factors” provided by DEFRA (the United Kingdom’s Department for Environment Food & Rural Affairs) for the years 2024, 2023 and 2022;

- Indirect (Scope 2) GHG emissions: the emissions were calculated, using the location-based approach and the market-based approach, by multiplying the electricity purchased from the national electricity grid by the emission factors provided by:
 - “Greenhouse gas reporting: conversion factors” provided by DEFRA (the United Kingdom’s Department for Environment Food & Rural Affairs) for

2022, 2023 and 2024;

- Climate Transparency (2022 Report);
- US Env Protection Agency (EPA) eGrid;
- Association of Issuing Bodies (AIB) 2024, 2023 and 2022;
- Australian Government
 - Department of Climate Change, Energy, the Environment and Water
 - Australian National Greenhouse Accounts Factors
- Singapore Energy Market Authority (EMA) - Electricity Grid Emissions Factors;
- IEA - Kazakhstan 2022 Energy Sector Review;
- “Data on CO₂ and Greenhouse Gas Emissions” by Our World in Data.
- Indirect GHG emissions (Scope 3): in order to calculate the Group’s upstream and downstream greenhouse gas emissions in

the value chain, based on the categories identified as most relevant to Smeg’s business (see “Calculating direct and indirect emissions”), reference was made to:

- Scope 3.1: the emission factor for each component and raw material was extracted from the Ecoinvent database; the emission factor for the finished products was reconstructed using a specific calculation software used, maintaining the Ecoinvent database as the basis for the calculation;
- Scope 3.2: database DEFRA, specifically *UK Government GHG Conversion Factors for Company Reporting 2021 database, SIC multipliers*;
- Scope 3.3: Well-to-Tank (WTT) emission factors for the generation, transportation and distribution of fuels and energy are derived from DEFRA 2024;

- Scope 3.4: from the Ecoinvent database, emission factors were associated with each transport category with reference to upstream logistics, taking into account tonnes transported and kilometres travelled in the calculation;
- Scope 3.5: emission factors from the Ecoinvent database to assess the type of waste, the end-of-life scenario and the evaluation of the transportation to the disposal site with lorries 7.5-16t lorries;
- Scope 3.6 e 3.7: DEFRA 2024 and Ecoinvent database for each category of transport means;
- Scope 3.9: a 7.5-16 t lorry was assumed for e-commerce distribution, and a car or van for B&M, depending on the size of the product purchased (Ecoinvent emission factors);

- Scope 3.11: the emission factor of the country where the product was sold, and where it is assumed it is also used, was assessed (Ecoinvent database);
- Scope 3.12: at the continental level, statistics from the Global E-waste Monitor 2024 related to the disposal model were accepted. The specific DEFRA 2024 emission factors for the types of product considered were then applied.

With reference to data regarding the **social sphere**, note that to obtain the rate of recordable work-related injuries, rate of accidents with serious consequences, and death rate, a value of 1,000,000 hours worked was used as the basis.

GRI CONTENT INDEX

The table below represents the GRI Content Index highlighting the GRI Standards and related disclosures (or indicators) reported in this Sustainability Report.

The table provides a specific reference to the pages of the document where the indicators are discussed.

In alignment with the GRI Standards, the “Comments / Omissions” column also specifies any omissions, explanations and comments regarding the coverage of the disclosures.

| | |
|--|--|
| Statement of use of GRI Standards | The Smeg Group has reported the information cited in this GRI Content Index for the period running from 1 January 2024 to 31 December 2024, with reference to the GRI Standards (Option, “With reference to”). |
| GRI 1 used | GRI 1: Foundation 2021 |

| GRI Standard | Disclosure | Page | Comments / Omissions |
|--|--|--------------------|----------------------|
| GENERAL DISCLOSURES | | | |
| GRI 2: General Disclosures 2021 | 2-1 Organisational details | Pages 16-17 | |
| | 2-2 Entities included in the organisation's sustainability reporting | Page 174 | |
| | 2-3 Reporting period, frequency and contact point | Pages 9, 174 | |
| | 2-4 Restatements of information | Pages 91, 135, 163 | |
| | 2-6 Activities, value chain and other business relationships | Pages 19-23, 74-75 | |

| GRI Standard | Disclosure | Page | Comments / Omissions |
|--------------|--|----------------------|---|
| | 2-7 Employees | Pages 52-57, 134-135 | |
| | 2-8 Workers who are not employees | Pages 136-137 | |
| | 2-9 Governance structure and composition | Pages 30, 129-130 | |
| | 2-10 Nomination and selection of the highest governance body | Page 31 | |
| | 2-11 Chair of the highest governance body | Page 31 | |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | Pages 31-32 | |
| | 2-13 Delegation of responsibility for managing impacts | Pages 31-32 | |
| | 2-14 Role of the highest governance body in sustainability reporting | Pages 31-32 | |
| | 2-15 Conflicts of interest | Pages 38-40 | |
| | 2-18 Evaluation of the performance of the highest governance body | Pages 31-32 | |
| | 2-22 Statement on sustainable development strategy | Pages 31-32 | |
| | 2-23 Policy commitments | Pages 40-43, 58, 123 | |
| | 2-25 Processes to remediate negative impacts | Pages 28-32 | |
| | 2-26 Mechanisms for seeking advice and raising concerns | Page 40 | |
| | 2-27 Compliance with laws and regulations | | In 2022-2023, no significant cases of non-compliance with the laws and regulations concerning environmental and social-economic matters were confirmed. In 2024, SMEG was sanctioned by the French Antitrust Authority, along with other major players in the sector, for implementing vertical agreements between manufacturers and distributors in the household appliance sector supported by the Authority. |
| | 2-28 Membership associations | Page 50 | |
| | 2-29 Approach to stakeholder engagement | Pages 33-34 | |
| | 2-30 Collective bargaining agreements | Pages 56, 137 | |

| GRI Standard | Disclosure | Page | Comments / Omissions |
|-------------------------------------|--|--------------------------|--|
| MATERIAL TOPICS | | | |
| GRI 3: Material topics 2021 | 3-1 Process to determine material topics | Pages 27-29 | |
| | 3-2 List of material topics | Page 29 | |
| ECONOMIC PERFORMANCE | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Pages 44-45 | |
| GRI 201: Economic performance 2016 | 201-1 Direct economic value generated and distributed | Pages 22, 46-48, 131 | |
| PROCUREMENT PRACTICES | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Pages 25, 74-75, 106-108 | |
| GRI 204: Procurement practices 2016 | 204-1 Proportion of spending on local suppliers | Page 130 | |
| ANTI-CORRUPTION | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Pages 38-40, 44-45 | |
| GRI 205: Anti-corruption 2016 | 205-2 Communication and training about anti-corruption policies and procedures | Pages 38-40, 131-132 | |
| | 205-3 Confirmed incidents of corruption and actions taken | | In 2024, in line with previous years, no reports were received in relation to non-conformity in terms of ethics and/or corruption, whether active or passive, within the Group and/or within its business relationships. |
| TAXES | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Page 48 | |
| GRI 207: Tax 2019 | 207-1 Approach to tax | Pages 41-42 | |
| | 207-2 Tax governance, control, and risk management | Pages 41-42, 44-45 | |
| | 207-3 Stakeholder engagement and management of concerns related to tax | Pages 41-42 | |
| | 207-4 Country-by-country reporting | Page 133 | |

| GRI Standard | Disclosure | Page | Comments / Omissions |
|-----------------------------------|---|------------------------|----------------------|
| MATERIALS | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Pages 106-109, 171-172 | |
| GRI 301: Materials 2016 | 301-1 Materials used by weight or volume | Pages 106-109, 171-172 | |
| | 301-2 Recycled input materials used | Pages 106-109, 171-172 | |
| ENERGY | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Pages 23, 48, 76-81 | |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the organisation | Pages 76-81, 154 | |
| | 302-3 Energy intensity | Pages 77, 154 | |
| | 302-4 Reduction of energy consumption | Pages 23, 79-80 | |
| WATER AND EFFLUENTS | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Pages 74, 94-97 | |
| GRI 303: Water and effluents 2018 | 303-1 Interactions with water as a shared resource | Pages 94-97 | |
| | 303-3 Water withdrawal | Pages 94-97, 155-159 | |
| | 303-4 Water discharge | Pages 94-97, 155-159 | |
| | 303-5 <i>Water consumption</i> | Pages 94-97, 155-159 | |
| BIODIVERSITY | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Pages 98-103 | |
| GRI 304: Biodiversity 2016 | 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | Pages 98-103 | |
| | 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations | Pages 98-103, 160 | |

| GRI Standard | Disclosure | Page | Comments / Omissions |
|---|--|---------------------------------|----------------------|
| EMISSIONS | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Pages 23, 76-83, 87-93, 174-176 | |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | Pages 23, 87-93, 161-163 | |
| | 305-2 Energy indirect (Scope 2) GHG emissions | Pages 23, 87-93, 161-163 | |
| | 305-3 Other indirect (Scope 3) GHG emissions | Pages 23, 87-93 | |
| | 305-4 GHG emissions intensity | Page 89 | |
| | 305-5 Reduction of GHG emissions | Pages 77-81 | |
| | 305-7 Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions | Pages 92-93, 164 | |
| WASTE | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Pages 23, 84-87 | |
| GRI 306: Waste 2020 | 306-1 Waste generation and significant waste-related impacts | Pages 84-87 | |
| | 306-2 Management of significant waste-related impacts | Pages 23, 84-87 | |
| | 306-3 Waste generated | Pages 165-170 | |
| | 306-4 Waste diverted from disposal | Pages 165-170 | |
| | 306-5 Waste directed to disposal | Pages 165-170 | |
| SUPPLIER ENVIRONMENTAL ASSESSMENT | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Pages 24-25 | |
| GRI 308: Supplier environmental assessment 2016 | 308-1 New suppliers that were screened using environmental criteria | Pages 24-25 | |
| EMPLOYMENT | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Pages 59-63 | |
| GRI 401: Employment 2016 | 401-1 New employee hires and employee turnover | Pages 59-63, 138-140 | |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | Pages 69-71 | |

| GRI Standard | Disclosure | Page | Comments / Omissions |
|---|---|----------------------------|----------------------|
| OCCUPATIONAL HEALTH AND SAFETY | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Pages 42-43, 45 | |
| GRI 403: Occupational health and safety 2018 | 403-1 Occupational health and safety management system | Pages 67-69 | |
| | 403-2 Hazard identification, risk assessment, and incident investigation | Pages 67-69 | |
| | 403-3 Occupational health services | Pages 67-69 | |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | Pages 67-69 | |
| | 403-5 Worker training on occupational health and safety | Pages 67-69 | |
| | 403-6 Promotion of worker health | Pages 67-69 | |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Pages 67-69 | |
| | 403-8 Workers covered by an occupational health and safety management system | Pages 141-143 | |
| | 403-9 Work-related injuries | Pages 144-146 | |
| | 403-10 Work-related ill health | Pages 67-69 | |
| TRAINING AND EDUCATION | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Pages 64-66 | |
| GRI 404: Training and education 2016 | 404-1 Average hours of training per year per employee | Pages 147-149 | |
| DIVERSITY AND EQUAL OPPORTUNITY | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Pages 58-61 | |
| GRI 405: Diversity and equal opportunity 2016 | 405-1 Diversity of governance bodies and employees | Pages 61, 129-130, 150-152 | |
| | 405-2 Ratio of basic salary and remuneration of women to men | Page 153 | |

| GRI Standard | Disclosure | Page | Comments / Omissions |
|--|---|---------------|---|
| NON-DISCRIMINATION | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Pages 42-43 | |
| GRI 406: Non-discrimination 2016 | 406-1 Incidents of discrimination and corrective actions taken | Page 58 | |
| SUPPLIER SOCIAL ASSESSMENT | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Pages 24-25 | |
| GRI 414: Supplier social assessment 2016 | 414-1 New suppliers that were screened using social criteria | Pages 24-25 | |
| CUSTOMER HEALTH AND SAFETY | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Pages 125-126 | |
| GRI 416: Customer health and safety 2016 | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | Pages 124 | |
| MARKETING AND LABELLING | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Pages 44-45 | |
| GRI 417: Marketing and labelling 2016 | 417-1 Requirements for product and service information and labelling | | Over the three-year reporting period, 100% of Smeg products were treated or assessed with respect to information and labelling compliance requirements. |
| | 417-2 Incidents of non-compliance concerning product and service information and labelling | Pages 125-126 | |
| | 417-3 Incidents of non-compliance concerning marketing communications | | In 2024 no cases of non-compliance concerning marketing communications were reported |
| CUSTOMER PRIVACY | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Pages 42-43 | |
| GRI 418: Customer privacy 2016 | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | Page 43 | |

| GRI Standard | Disclosure | Page | Comments / Omissions |
|---|-----------------------------------|----------------------------|----------------------|
| ENERGY EFFICIENCY OF PRODUCTS | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Pages 110-117 | |
| MADE IN ITALY | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Pages 11-17 | |
| SAFEGUARDING HUMAN AND WORKERS' RIGHTS | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Pages 40, 42-43, 54, 67-69 | |
| SUSTAINABILITY AND EFFICIENCY OF RESOURCES | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Pages 106-109, 112-115 | |
| RESEARCH AND INNOVATION | | | |
| GRI 3: Material topics 2021 | 3-3 Management of material topics | Pages 19-21, 26, 110-116 | |

