

SUSTAINABILITY REPORT **2025**



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LETTER TO STAKEHOLDERS



Dear Readers,

2025 proved to be a challenging year, characterised by a constantly evolving economic and geopolitical landscape, with increasing regulatory pressures and a growing focus on environmental and social issues. Against this backdrop, Smeg has resolutely continued on its chosen path, remaining steadfast in the principles that have always defined our identity: quality, innovation, design and responsibility.

We believe that sustainability is not a separate sphere from business, but a key strategic lever for generating long-term value.

Over the course of the year, we have made tangible progress: we have continued to work on improving our environmental performance and we have embarked on a process that will lead to the formalisation of a strategic sustainability plan, with the aim of integrating environmental, social and governance criteria in an increasingly structured manner into our decision-making processes, product development and stakeholder relations.

Another cornerstone of our identity remains our strong connection to the local area: this commitment is reflected in our dedication to promoting Italian craftsmanship and our desire to actively contribute to the sustainable development of the communities in which we operate.

Looking ahead, we are aware of the challenges that lie ahead. The green transition, with changes in consumer expectations and technological innovation will require increasingly swift and responsible decisions. As we move forward, we will continue to invest in research and development, with the aim of designing products that are increasingly efficient, durable and environmentally friendly.

We are committed to continuing on a path of sustainable growth, creating shared value for all our stakeholders. This report serves as a tool for transparency and dialogue, through which we aim to account for the results achieved and the path that the Smeg Group continues to follow in the field of sustainability..

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 fifth 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**

2025 to 31 December 2025, 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.

Guide to reading the document

The Sustainability Report 2025 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.

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.

The first three sections of the document outline the Group’s approach to sustainability, describing the materiality assessment process, which was carried out with the involvement of internal and external stakeholders; they also describe the business model adopted and the governance structure of the parent company (Chapter 3).

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 2025 Sustainability Report structure

CONTENTS		LETTER TO STAKEHOLDERS		FOREWORD	
CHAPTER 1	CHAPTER 2	CHAPTER 3	CHAPTER 4	CHAPTER 5	CHAPTER 6
TECHNOLOGY WITH STYLE	RESPONSIBILITY FOR PEOPLE AND THE PLANET	BUSINESS CONDUCT	PEOPLE	THE ENVIRONMENT	PRODUCTS
Presentation of the Group, its history and the specific characteristics of the sector in which it operates.		Description of the business model and how sustainability is integrated within it.		Details on the Group's sustainability performance in the three priority areas, with a focus on the entire value chain.	
ANNEXES TO THE REPORT			METHODOLOGICAL NOTE AND TECHNICAL INSIGHTS		

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.

In closing, the “Annexes to the report” section gives more detail on the quantitative information reported in response to the disclosures of the GRI Standards covered by the document, and provides 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 further information regarding this report and the Group'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 with a clear aim: to highlight the distinctive features of Italian design, including creativity, originality and high product quality.

"Technology with style" is the perfect expression of our brand identity, meeting the needs of contemporary living through the creation of domestic appliances characterised by a sober yet elegant style, through which

the company embodies its unique soul, thanks to an unceasing commitment to achieving cutting-edge industrial design and the numerous collaborative initiatives undertaken with internationally renowned architects and designers.

Some **key events** in the Group's history are provided below, with a particular emphasis on the most significant moments which, over the past 30 years, have characterised the Group's commitment to sustainably developing its business.

The stages of the Smeg Group's history

The stages of sustainability in the Smeg Group

YEAR

1948

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

YEARS

1950-1960

- **1956:** Metalworking is accompanied by the production of the first cooking appliances.
- **1963:** Start of the production of washing products (washing machines and dishwashers).

YEARS

1970-1980

- **1971:** Production of the first built-in cooking appliances (ovens and hobs).
- **1979-1982:** Smeg sponsors the Ferrari team, which races with Gilles Villeneuve.
- **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.

The stages of the Smeg Group's history

The stages of sustainability in the Smeg Group

YEARS

1990-2000

- **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.
- **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 manufacturing 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.

YEARS

2010

- **2013:** Launch of the Smeg500 model.
- **2014:** Launch of the line of small domestic appliances inspired by the iconic FAB fridge lines.
- **2016:** Launch of the partnership with Dolce&Gabbana
- **2019:** Acquisition of La Pavoni S.p.A., a historic Milan-based manufacturer of coffee machines founded in 1905.

- **2011:** ISO 45001 certification obtained for Apell.
- **2012:** Realisation of a photovoltaic system for Smeg Belgium.
- **2016:** Eliminated industrial outlet to surface waters at Guastalla.
- Start of the collaboration with the Reggio Emilia section of LILT for the prevention of oncological diseases.
- **2018:** Implementation of a photovoltaic system at the Apell site.
- **2019:** Implementation of photovoltaic system for Smeg UK.

The stages of the Smeg Group's history

The stages of sustainability in the Smeg Group

YEARS

2020

- **2020:** Start of the collaboration with Luigi Lavazza S.p.A. for the development of co-branded coffee machines.
- Launch of the cookware collection designed by deepdesign.
- **2022:** Acquisition of the company FRI.MED S.r.l.
- 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.

- **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 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:** Collaboration with the CNR to carry out a study of the CO₂ sequestration capacity of the vegetation around the SMEG headquarters.
- 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).
- Installation of charging infrastructure for electric vehicles in the company parking area at the Guastalla site.

The stages of the Smeg Group's history

The stages of sustainability in the Smeg Group

- **2024:** 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 Politecnico di Milano for the development and application of a Life Cycle oriented framework to assess and improve the environmental performance of the Group's production sites.
- New LCA study on the Galileo oven in collaboration with the University of Modena and Reggio Emilia.
- Group Code of Ethics is updated.

YEAR

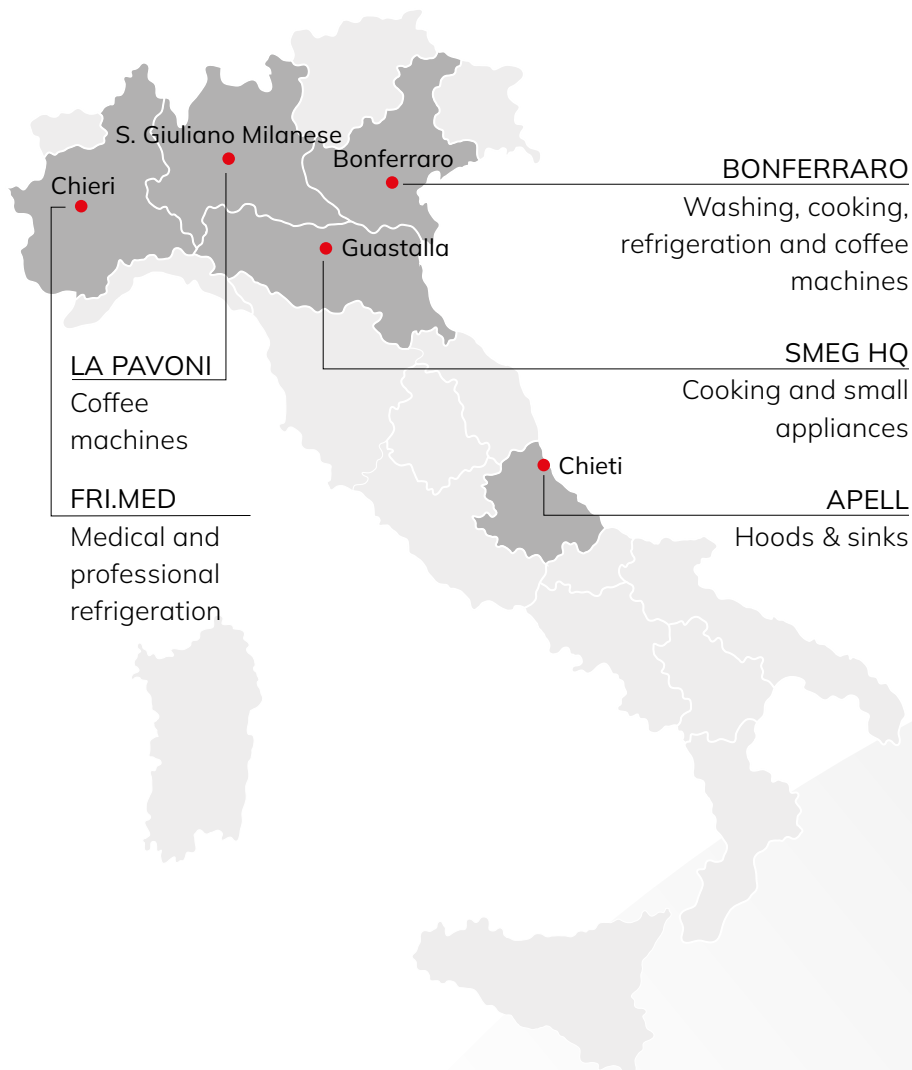
2025

- The collaboration between Porsche and Smeg results in the exclusive Porsche x Smeg 917 Salzburg Limited Edition collection.
- Two Smeg appliances - the electric barbecue and the soda maker - are awarded the 2025 Good Design Award, a prestigious accolade presented by the Chicago Athenaeum Museum of Architecture and Design, which has been a benchmark for excellence in contemporary design for over 70 years.
- The EMC02 semi-professional espresso machine wins the prestigious Red Dot Design Award 2025 in the Product Design category.
- The Smeg COF01 combi steam oven receives an Honourable Mention at the 2025 Compasso d'Oro International Award (Expo 2025 Osaka).

- Participation in Futura Expo 2025, Italy's leading trade fair dedicated to sustainability, the circular economy and the green transition.
- Fifth time participating in the CDP Climate Change questionnaire, obtaining the score B - Management.
- Launch of the Ecodesign project, developed in collaboration with the Politecnico di Milano.

Production is done in **five plants in Italy. The Parent Company is based in Guastalla (RE), where cooking products and some small appliances are developed; 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”), works in the coffee machine sector; the company **FRI.MED S.r.l.** (hereinafter “FRI.MED”), based in Chieri (TO), specialises in the design and manufacture of professional equipment for the hospital, industrial, biomedical and pharmaceutical sectors.

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ITALIAN COMMERCIAL DISTRIBUTION COMPANIES (REGIONS)

Abruzzo, Emilia-Romagna, Friuli-Venezia Giulia, Lazio, Lombardia, Toscana, Veneto.

A GLOBAL BRAND

Vision, intuition, international outlook: the brand is famous globally as a representative 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 4 and 21 active commercial distribution companies.

The Group is also present in major cities around the world with a network of Smeg Stores and showrooms.



NETWORK OF PARTNER
DISTRIBUTORS IN
VARIOUS MARKETS

Eastern Europe, Switzerland, Mediterranean countries, Middle East, Africa, Asia, 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), New Zealand (2025), United Arab Emirates (2025).

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



SMEG STORES/
SHOWROOMS

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

2

RESPONSIBILITY FOR PEOPLE AND THE PLANET

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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 **core values** of the Smeg Group — social responsibility, integrity, trust, transparency, collaboration and teamwork — underpin the **business model** and translate into **two strategic priorities**: product excellence and the 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 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



THE 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 manufacturing companies of a **Quality, Safety and Environmental Management System**, certified against the **international standards ISO 9001², ISO 13485³, ISO 45001⁴ and ISO 14001⁵**.

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**.

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.

² All of the Group's manufacturing companies hold ISO 9001 certification.

³ The ISO 13485 certification is held by SMEG, Bonferraro and FRI.MED.

⁴ The ISO 45001 certification is held by SMEG, Bonferraro and Apell.

⁵ The ISO 14001 certification is held by SMEG, Bonferraro, Apell and FRI.MED.

- **Major Domestic Appliances** encompass a broad selection of refrigeration, cooking, washing, built in and free standing products;
 - The range of **small appliances**, launched in 2014 and inspired by the design language of the iconic FAB fridge, is now divided into four main categories: breakfast products, food preparation products, cooking products and coffee products.
2. The **Smeg Professional division**, introduced as a business line around 40 years ago, is devoted to meeting the needs of professionals in the **catering sector**. This product range includes **professional dishwashers** dedicated to bars and restaurants, as well as **professional ovens** specifically for pastry making, bread

making and catering. The technological expertise of this division in the design and development of products allows the creation of innovative solutions while ensuring the utmost workplace comfort;

3. The **SMEG Instruments** division develops and produces instrument washer disinfectors and glassware washers for the **hospital, dental and laboratory sectors**, offering advanced cleaning and disinfection solutions meeting high health and safety standards. The business operates primarily in the two main sectors of healthcare and life sciences. With the aim of strengthening the Group's presence in the medical sector, in 2022 FRI.MED was acquired, specialising in medical refrigeration sector and - in general - in the hospital, industrial, biomedical and pharmaceutical sectors.



THE SMEG GROUP IN NUMBERS

Governance



SCORE CDP 2025

€ 3.8 mln

in product and process INVESTMENTS
to reduce environmental impacts

€ 873.7 mln

in ECONOMIC VALUE DISTRIBUTED,
of which 76% to suppliers

People

2,663

EMPLOYEES (+3.5 % compared to 2024),
with 96.4% on permanent contracts

96%

TOTAL RETRIBUTION RATIO OF WOMEN
COMPARED TO MEN at the Group's
manufacturing companies (workers)

967

WOMEN EMPLOYEES
(+4% compared to 2024)

52%

Employees in the
30-50 AGE GROUP
(+2% compared to 2024)

28,792

TRAINING HOURS
delivered to employees of Group companies
(+24% compared to 2024)

Environment

191,474.99 GJ
ENERGY CONSUMPTION
(of which 29% from renewable sources)

78%
of electricity consumed comes
from renewable sources
(53% purchased, 25% self-
generated)

10,448.12 tonCO₂eq
SCOPE 1 + SCOPE 2 (location-based)
EMISSIONS generated (-1% compared to 2024)

98%
WASTE SENT FOR RECOVERY
for manufacturing companies

3,188,501.94 tonCO₂eq
SCOPE 3 EMISSIONS generated ⁶

2,000
TREES PLANTED
in the forests of Normandy as part of the ReforestAction
project under the Contrat Climat scheme

⁶ This figure is not comparable to 2024 due to the extension of the scope of the calculation.

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.





As part of its **responsible supply chain management**, the Group applies the **Company Procedure “Procurement of External Materials and Services”** for procurement of raw materials, components and services. This procedure defines the roles and responsibilities of the company departments involved in the processes of supplier selection, evaluation, qualification and management.

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 **Purchasing Department** works in close collaboration with the **Group Quality Assurance Manager**, who is responsible for sending specific information questionnaires to suppliers, designed to assess sustainability requirements. Specifically, the **FR95 Questionnaire**, intended for suppliers of goods, and the **FR137 Questionnaire**, intended for suppliers of services, are used. Both tools include **evaluation criteria** relating to the **environmental and social aspects** of sustainability. In 2025, for the Group's manufacturing companies, about 51% of new suppliers were selected using environmental and social criteria. The questionnaires enable the Group to communicate, in a structured manner, the minimum requirements expected of its business partners and to gather

information relating to documentation, procedures and organisation, with the aim of ensuring high standards of quality and compliance throughout the entire 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, an **environmental management system** (UNI EN ISO 14001) and a **safety system** (UNI ISO 45001) relative to the products to be supplied, the Supplier Committee⁷ may simplify the process and directly certify the supplier⁸.

With regard to **suppliers with whom contracts are already in place**, the Group is committed to carrying out **environmental audits** at suppliers' premises, in order to **assess and monitor** their level of responsibility in relation to environmental protection. The checks focus, amongst other things, on the following **areas of analysis**:

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

As part of its efforts to address social responsibility issues throughout the supply chain, the Smeg Group utilises the **Sedex**⁹ platform. The manufacturing companies within the Smeg Group are therefore subject to audits in accordance with the **ETI Code**, to which companies participating in Sedex adhere. Audits are carried out in accordance with **SMETA** methodology, which involves assessing suppliers against standards relating to working conditions, health and safety, environmental management and corporate ethics. The Group uses the Sedex platform as a tool for collecting

⁷ The Supplier Committee, a standing body of Smeg S.p.A., comprises the Procurement, Quality, Legal and Sustainability departments, and is responsible for the assessment and qualification of the Group's suppliers.

⁸ Said simplification is not possible in the case of toll manufacturing on finished products.

⁹ Sedex (an acronym for **Supplier Ethical Data Exchange**) is a leading global platform for sustainable and ethical supply chain management. It enables companies to share data on human rights, health, safety and the environment, based on SMETA (Sedex Members Ethical Trade Audit) audits.

and sharing information on ethical and social issues, providing a structured and comparable overview of its suppliers' performance. In particular, the SMETA report is required for **key suppliers based in China**.

In 2025, the Group's supply chain involved 906 suppliers (904 in 2024) who collaborated with the five manufacturing 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 2025, the procurement spending by the operating companies reached 252 million euro ¹⁰, of which approximately 76% (75% in 2024) went to suppliers based in Italy. The remaining percentage is accounted for by European and non-European suppliers.

¹⁰ The total spending on procurement does not include the expenses incurred for investments (tangible and non-tangible assets).



SUSTAINABILITY FOR THE SMEG GROUP

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**.

The analysis was completed in 2025, with **the identification of material impacts, risks and opportunities**, which are presented in this section of the Sustainability Report.

The assessment was carried out in accordance with the sustainability reporting standards introduced by the **Corporate Sustainability Reporting Directive** (CSRD) and the **European Sustainability Reporting Standards** (ESRS).

Process steps

The double materiality analysis process was carried out in accordance with the following key steps:

1. Context analysis, both internal and external, during which the following were analysed:

- the key sustainability issues for the Group's sector, as identified in sector reports by leading rating agencies (e.g., S&P Global Ratings) and international organisations (e.g., the World Economic Forum);
- the current positioning of the Smeg Group's sustainability reporting in relation to a group of competitors and comparables, through a benchmarking exercise;

- the activities carried out directly by the Smeg Group and by the main players along the upstream and downstream value chain (see the section entitled "*The Group's value chain*");
- internal documentation provided by the Group.

2. Identification of impacts, risks and opportunities

Based on an analysis of the relevant context, the potential impacts arising across the Group's value chain were identified, as well as the risks and opportunities stemming from such impacts and/or external dependencies. Each IRO identified was linked to one or more sub-themes or sub-sub-themes defined by the ESRS.

During this process, the characteristics of each impact were defined, determining whether it was:

- concrete (an impact that has already occurred) or potential (an impact that may occur but has not yet occurred);
- positive (an impact that contributes to sustainable development) or negative (an impact that causes harm to individuals, the community or the environment, and thus undermines sustainable development).

The time horizon for each impact was also defined (short term: in line with the reporting period (1 year); medium term: up to a maximum of 5 years; long term:

more than 5 years) and whether or not the impact had implications for human rights, in which case different materiality criteria were applied compared to those used for other impacts (see the section 'Methodological approach'). A time horizon has also been defined for the identified risks and opportunities.

3. **Involvement of a panel of internal and external stakeholders** deemed to be representative in terms of their knowledge of the company's operations and/or the new sustainability reporting requirements. In particular, the process involved senior management (HR, Sales, Procurement, Operations, General Affairs, Finance), employees, suppliers, customers and insurance/financial institutions. An expert stakeholder was involved both in the process of mapping the IROs and during the evaluation phase.
4. **Assessment** of the significance of the identified impacts, risks and opportunities; for further details, please refer to the section entitled "Methodological approach", which explains the assessment scales, how the results are aggregated and the significance thresholds for the assessed impacts. Specifically, 11 complete responses were received from senior management, 17 from employees, 9 from suppliers, 5 from customers and 2 from financial institutions.
5. **Definition of thematic ESRS standards and material topics**, based on the IROs identified as material in the analysis. Please refer to the section entitled 'Material Topics' for further details.
6. **Approval of the double materiality analysis by the Sustainability Committee.** On 23 September 2025, the Sustainability Committee approved the findings of the materiality assessment carried out, in order to define the content of its Sustainability Report and proceed with the ESG reporting process for FY25.

Methodological approach

Material impacts

The materiality of the mapped impacts was determined using an assessment system based on two variables: severity and likelihood of occurrence. Specific metrics were established. In particular, severity was determined using a rating scale ranging from 1 (*impact not significant*) to 5 (*impact very significant/severe*), for each positive and negative impact respectively, whilst probability was assessed using a scale from 1 (*impossible/extremely rare*) to 5 (*highly probable*). Probability was taken into account only for potential impacts, both positive and negative; actual impacts were conventionally assigned the highest probability level.

The assessment phase involved various members of senior management (HR, Sales, Procurement, Operations, General Affairs) and different categories of stakeholders (employees, suppliers, customers and the expert stakeholder).

In terms of both the severity and likelihood of impacts - assessments of which were provided by both senior management and stakeholders - the overall rating was calculated as the average of the two assessments, each of which was in turn calculated as the average of the assessments within each category.

Following the consolidated analysis, an impact was classified as material on the basis of an integrated assessment of the severity and likelihood parameters, as well as any potential impact on human rights. In particular, an impact was considered material if at least one of the following conditions was met:

- the existence of an impact on human rights and a severity level of 2.5 or higher;
- severity and probability values both equal to or greater than 2.5;
- severity of 3.5 or higher and a probability of between 1.5 and 2.5;
- severity of 4.5 or higher and probability of less than 1.5.



Financial materiality

The analysis of risks and opportunities was carried out using a qualitative approach involving senior management, a select group of financial institutions and an expert stakeholder. These parties were asked to assess the impact of the identified risks and opportunities, using a framework based on two variables: magnitude (defined as the level of benefit in the case of opportunities or the level of harm in the case of risks) and probability of occurrence. Specifically, the impact was assessed on a scale ranging from 1 (*insignificant*) to 5 (*very significant or extremely serious*), for each opportunity and each risk respectively. In this analysis too, probability was assessed on a scale from 1 (*impossible/extremely rare*) to 5 (*highly probable*).

For each risk or opportunity, and for each of the two parameters considered (magnitude and probability), the final value was determined by taking the average of the assessments provided by senior management and stakeholders, and then calculating the overall average of the assessments from both groups.

Following the consolidated analysis, the materiality of a risk or opportunity was determined on the basis of a joint assessment of the parameters of magnitude and probability. In particular, a risk or opportunity was considered material if at least one of the following conditions was met:

- values for magnitude and probability both equal to or greater than 2.5;
- a magnitude of 3.5 or greater and a probability of between 1.5 and 2.5;
- a magnitude of 4.5 or higher and a probability of less than 1.5.

Thematic materials derived from material impacts

As stated in the first paragraph “*Process steps*”, through the analysis of assessments provided by management and stakeholders regarding the identified impacts, the relevant **ESRS topics** for the Smeg Group have been identified, which set out the issues to be addressed in line with the new CSRD regulations and ESRS standards. This materiality is based on the significance of the IROs that have been mapped and analysed. An ESRS sub-theme (or sub-sub-theme) is considered material if at least one of the IROs associated with it is relevant.

In line with the provisions of the previous Sustainability Report and with a view to

continuing the reporting process in accordance with the GRI Standards 2021, the analysis of **material issues** took into account only **material impacts**, excluding financial risks and opportunities (financial materiality).

Based on the findings, the **priority macro-themes** were identified and the relevant aspects were reorganised into a thematic classification.

This approach has shaped the structure of this Sustainability Report and guided the selection of the GRI disclosures included in the report.

In particular, this analysis identified **7 environmental themes, 9 social themes and 1 governance theme**, which are set out - with links to the ESRS themes - in the table below.

Material topics 2025	ESRS Topic	ESRS Sub-topic	ESRS Sub-sub-topic
Environment			
Action for the climate	E1 - Climate change	Climate change mitigation	/
Energy and energy efficiency of products	E1 - Climate change	Energy	/
Air, water and soil pollution	E2 - Pollution	Air pollution	/
		Water pollution	/
		Soil pollution	/
		Microplastics	/
Management of water resources	E3 - Water and marine resources	Water	Water withdrawal
			Water discharge
Protection of biodiversity	E4 - Biodiversity	Factors having a direct impact on biodiversity loss	Climate changes
			Pollution
Circular economy and sustainability and efficiency of resources	E5 - Circular economy	Cash outflows relating to products and services	/
Waste	E5 - Circular economy	Waste	/

Material topics 2025	ESRS Topic	ESRS Sub-topic	ESRS Sub-sub-topic
Social			
Occupational health and safety	S1 - Internal workforce	Working conditions	Good health and well-being
Employee training and development	S1 - Internal workforce	Equal treatment and equal opportunities for all	Training and skills development
Diversity and equal opportunity	S1 - Internal workforce	Equal treatment and equal opportunities for all	Gender equality and equal pay for equal work
			Diversity
	S4 - Customers and end users	Social inclusion of consumers and/or end-users	Non-discrimination
			Access to products and services
Safeguarding human and workers' rights	S1 - Internal workforce	Working conditions	Secure employment
			Fair wages
		Equal treatment and equal opportunities for all	Work-life balance
			Measures to combat violence and harassment in the workplace
Attention to and collaboration with the supply chain	S2 - Workers in the value chain	Working conditions	Good health and well-being
		Other employment-related rights	Child labour
			Forced labour
Support for the community	S3 - Affected communities	Economic, social and cultural rights of communities	Impacts on the local area
Data security and protection	S4 - Customers and end users	Impacts relating to information for consumers and/or end-users	Confidentiality
Product safety and quality	S4 - Customers and end users	Personal safety of consumers and/or end-users	Good health and well-being
			Personal safety
Communication and responsible marketing	S4 - Customers and end users	Impacts relating to information for consumers and/or end-users	Access to (quality) information
		Social inclusion of consumers and/or end-users	Responsible business practices
Governance			
Ethics, integrity and compliance	G1 - Business conduct	Corporate conduct	Management of supplier relations, including payment practices

COMMUNICATING WITH STAKEHOLDERS

The Group's commitment to fostering a corporate culture focused on creating shared value with its stakeholders is reflected in a structured process for identifying and managing relationships with its key stakeholders.

In this context, the Group updated its map of priority stakeholder categories, also identifying the main dialogue channels activated to ensure effective, cohesive and consistent 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.

The infographic below sets out the priority stakeholder categories identified, together with the channels of communication most frequently used by the departments responsible for engaging 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	

3

BUSINESS CONDUCT

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Chapter presentation



REFERENCE SDG



GRI INFORMATION REPORTED

GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-12, GRI 2-13, GRI 2-14, 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 405-1, GRI 418-1



MATERIAL TOPICS

- Ethics, integrity and compliance
- Safeguarding human and workers' rights
- Data security and protection
- Support for the community
- Attention to and collaboration with the supply chain



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

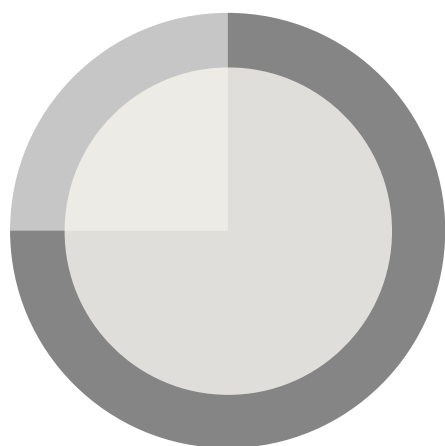
GOVERNANCE AND RESPONSIBLE MANAGEMENT

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 to ensure 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)**¹¹ endowed with independent powers of initiative and control, and being 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").

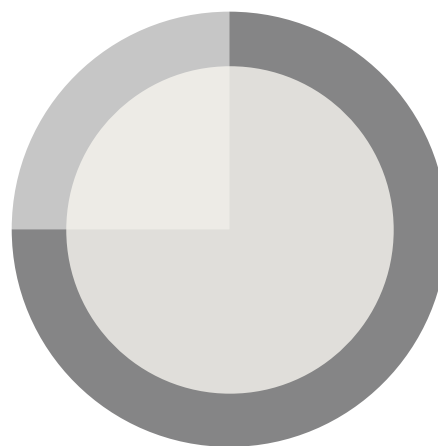
Specifically, the BoD - appointed in 2024 and in office until the approval of the statutory financial statements as of 31.12.2026 - is composed of 4 members, of which 2 are independent directors.

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

¹¹ Present in all the Group's manufacturing companies.

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 updated; it now comprises, in addition to the Chair of the Board of Directors and an independent director, the following members:

- the **Chief Operating Officer** (COO);
- the **Sales Manager**;
- the **HR Corporate Manager**;
- the **Sustainability Coordinator**;
- **other management figures** from other manufacturing companies of the Group as well as from various departments.

The Board of Directors is responsible for setting the strategic guidelines and objectives relating to the Group's sustainable development. The Sustainability Committee meets on a quarterly basis and provides a forum for the members of the Board of Directors who sit on the committee to examine the impact of sustainability issues. Thus, 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 the company's sustainability performance.

In 2024, the internal operational team - which includes the Sustainability Coordinator -

was further strengthened, with the task of developing and coordinating sustainability projects in collaboration with other departments, in particular the Finance and Communications departments. The sustainability team reports quarterly to the Sustainability Committee on developments and progress in ESG activities.

With regard to sustainability reporting, the Board of Directors is responsible for reviewing and approving the content, whilst the Sustainability Committee is involved in approving the double materiality analysis. During the financial year under review, the Parent Company continued to encourage its subsidiaries to adopt a shared approach to improving the Group's sustainability performance, by strengthening the processes involved in preparing the Sustainability Report and assessing the carbon footprint of the Group's direct and indirect activities, with the involvement of both the other manufacturing companies and the sales branches, in Italy and abroad.

The aim is therefore to gradually strengthen **harmonisation of sustainability oversight at Group level**, by encouraging the involvement of branches and fostering a company-wide culture of sustainability.

Finally, mention should also be made of the **Privacy Committee**, a standing body of Smeg S.p.A. comprising the Legal, HR and IT departments, tasked with coordinating matters relating to the protection of personal data, and the **Supplier Committee**, also a permanent body of Smeg S.p.A. comprising the Purchasing, Quality, Legal and Sustainability departments, responsible for the assessment and qualification of the Group's suppliers.

TRANSPARENCY AND ETHICS

Moral integrity, trust, transparency, sharing of information, knowledge, skills, 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**¹² is the main reference for the values, principles and rules of conduct which guide the Group's operations; it is addressed to all Group employees and is shared externally with the main stakeholders. Indeed, the Group requires all its stakeholders - suppliers, business partners, customers and public authorities - to adhere to principles of integrity, legality and transparency, compliance with which is an essential prerequisite for the establishment and continuation of working relations.

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**.

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 manufacturing companies. Within this model, the predicate offences under Legislative Decree 231/01 are classified into groups and sub-groups based on the similarity of the ways in which they are committed.

Specifically, Model 231 identifies so-called "sensitive areas"¹³, 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.

¹² The Code of Ethics is available to the public at www.smeg.com, under the Legal area.

¹³ A corporate process is defined as "sensitive" when it involves at least one activity within 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.

For those sensitive areas identified, specific **control principles**¹⁴ and relative application measures are defined in order 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 aware¹⁵.

 The Group also provides a dedicated **internal reporting channel**, accessible to all subsidiaries and Group stakeholders, for

reporting breaches or suspected breaches of the provisions of the Code of Ethics and the 231 Model. 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

¹⁴ In alignment with Confindustria Guidelines.
¹⁵ It should be noted that, upon receipt of a report, the Supervisory Body is required to begin examining it within a maximum of 7 days and to provide a response within a period not exceeding 3 months.

The Group's approach to taxation

In line with the principles of integrity, fairness and transparency enshrined in the Code of Ethics, the Smeg Group adopts a responsible approach to tax management, characterised by full compliance with current regulations and a cooperative relationship with the tax authorities.

As regards the Italian subsidiary companies, those which are 100% controlled¹⁵, together with Smeg S.p.A., operate under a tax consolidation agreement signed in June 2008.

This agreement enables the Group's tax affairs to be managed centrally, allowing for the offsetting of tax results between participating companies and the optimisation of the tax burden in accordance with applicable legislation.

The existing tax consolidation agreement is valid for financial years 2023-2025 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.

With regard to its foreign subsidiaries, the Group has entered into a "Advance Pricing Agreement for companies with international operations" with the Italian Revenue Agency ("AdE") aimed at setting out the criteria for determining transfer pricing applicable to transactions with Group companies operating in different tax jurisdictions¹⁷.

During 2025, the Group also examined in greater detail the issue of **Pillar Two** (Global Minimum Tax), an OECD-led initiative that introduces an obligation for multinational groups to ensure a minimum effective tax rate of at least 15% in each jurisdiction in which they operate. In this context, the Smeg Group has carried out specific checks regarding the tax actually paid and, based on the analyses conducted, no further corrective measures or tax adjustments were required.

The Group's tax strategy is therefore a direct consequence of the tax consolidation agreement entered into between the Italian companies and the advance pricing agreement signed with the Italian Revenue Agency for international activities, ensuring a structured approach to tax risk management and consistent adherence to the principles of compliance and cooperation with the relevant authorities.

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

Safeguarding human rights

In accordance with the principles set out in the Group's Code of Ethics, Smeg recognises and safeguards fundamental human rights, promoting a working environment characterised by dignity, respect and equal opportunities. In particular, the Group upholds the principle of non-discrimination and condemns all forms of harassment in the workplace, safeguarding trade union rights and the health and safety of workers, as well as ensuring reasonable working hours and pay levels, fair and respectful treatment of individuals, the promotion of training, and the protection of confidentiality.

The initiatives and policies adopted to protect workers, whether direct or indirect employees, are described in greater detail in Chapter 4, with reference to full respect for human rights and current labour legislation.



With reference to the **supply chain**, all suppliers are required to acknowledge 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.

¹⁶ Every Italian company except the manufacturing company FRI.MED, and the commercial companies Verinox S.r.l. and Inea S.r.l.

¹⁷ The agreement is unilateral and has no effect on local collection agencies in the various countries in which the Group operates.

The Code of Ethics stipulates that every employment relationship must be governed by **a formal and transparent contract**, and that employees and contractors must be provided with clear and comprehensive information regarding the rights, duties and responsibilities arising from the contractual relationship.

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.

In this context, the manufacturing companies have also completed the process of aligning themselves with EU Directive 2022/2555 (NIS 2), strengthening their cybersecurity controls, cyber risk management processes, and incident prevention and response measures, in line with the requirements of European legislation.

The Group is committed to ensuring the utmost transparency regarding the processing of personal data, providing dedicated and easily accessible privacy notices that enable users to understand the purposes and methods of use of their data.

A dedicated e-mail address is indicated in each privacy policy, through which data subjects may exercise their data protection rights, such as requests to access, correct or delete information, as well as to withdraw consent for processing.

Finally, it should be noted that, during 2025, there were no incidents of breach, theft, loss or unauthorised disclosure of personal data relating to customers or employees.



SHARED VALUE

In 2025, the Smeg Group generated sales of around Euro 963.5 million, 85.8% of which came from exports and the remaining 14.2% from sales in Italy, an **increase** (+5.4%) compared to sales in 2024.

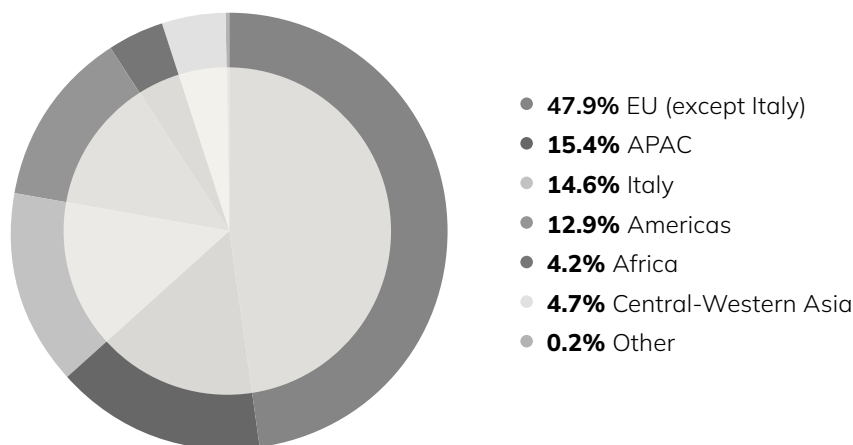
From the point of view of the type of products, 56% of turnover¹⁸ is attributed to major domestic appliances followed by small domestic appliances with a share of 35% of the consolidated turnover.

In 2025, **investment in industrial activities continued**, alongside investment in R&D, with

the aim of further strengthening the production structure, developing new production lines and promoting product innovation. Added to these investments are ones aimed at achieving **greater efficiency whilst respecting the environment and safety in the workplace.**

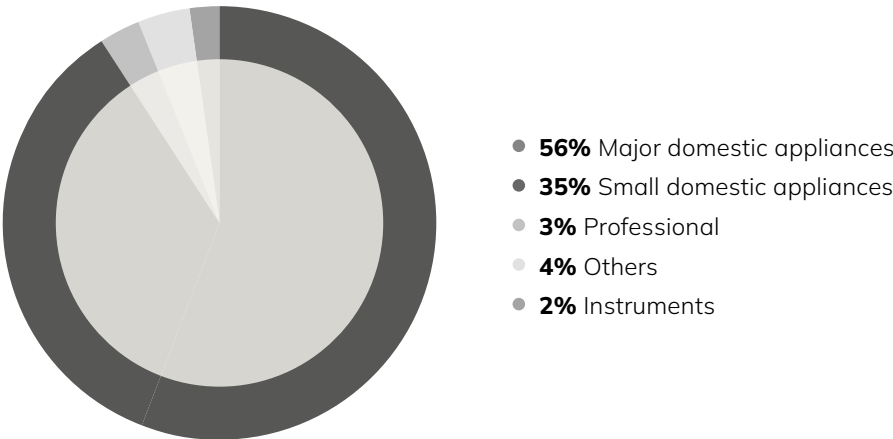
In particular, the drive towards ever-higher safety standards throughout the entire production chain has led the Smeg Group to invest continuously in the latest technologies, enabling it to carry out increasingly thorough and reliable safety tests.

GROUP TURNOVER IN 2025, BY GEOGRAPHICAL AREA



¹⁸ Also included are rebates.

GROUP TURNOVER IN 2025, BY DIVISION



Some of the investments made in 2025 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 manufacturing companies invested a total amount of approximately 3.8 million euro to reduce their environmental impact. These measures are primarily associated with the modernisation of production facilities and the installation and expansion of photovoltaic systems at production sites.

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. This analysis shows both the portion redistributed to stakeholders and the portion reinvested or retained within the Group ¹⁹.

In 2025, 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 (88% in 2025 against 89% in 2024).

The distribution of economic value shows that the largest share (76%) goes to suppliers of goods and services, followed by the share allocated to employees (19%) and that allocated to both the public sector (3%) - via income tax and other taxes - and to investors (1%).

Retained economic value, calculated as the difference between economic value generated and economic value distributed, represents the financial resources reinvested within the Group to support growth, strengthen financial stability and promote the creation of value over time for the benefit of stakeholders. In 2025, this amount will account for approximately 12% of the economic value generated and will contribute to maintaining the Group's operational efficiency and supporting its long-term sustainable development.

¹⁹ The detailed reclassification of the 2025 profit and loss account into generated, distributed and retained economic value is presented in the "Annexes to the report" section.

Economic value directly generated by the Group and distributed to the main categories of stakeholders 2025

ECONOMIC VALUE DISTRIBUTED

88%



- 76% Suppliers
- 19% Employees
- 1% Investors
- 3% Public administration
- 1% Other (financiers, territory and local communities)

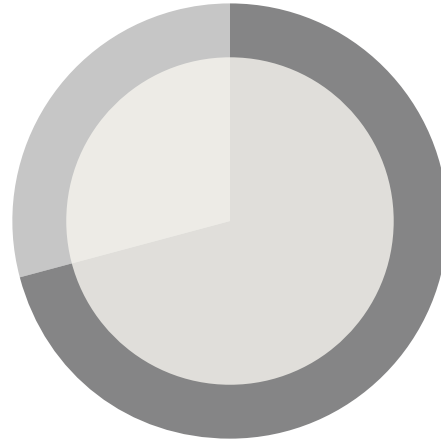
RETAINED ECONOMIC VALUE

12%



Again in 2025, various Group companies²⁰ supported charitable initiatives in favour of various associations and contexts, both nationally and internationally.

DONATIONS IN 2025, BY GEOGRAPHICAL AREA



- 71% Manufacturing companies
- 29% Commercial companies

An active role for the territory

As a business with an established presence at the local, national and international levels, the Smeg Group promotes responsible development in the regions where it operates, contributing to the social, employment, cultural and environmental growth of the communities in which it operates. **Social responsibility** forms an integral part of the Group's business model and is reflected in ongoing dialogue with stakeholders, in accordance with the internationally recognised principles of **solidarity, transparency and the protection of fundamental rights**.

²⁰ Included are all the manufacturing companies and commercial distribution companies: Smeg Australia, Smeg Belgium, Smeg Germany, Smeg Nordic, Smeg Portugal, Smeg France, Smeg Netherlands, Smeg Spain, Smeg Poland, Smeg Russia, Smeg South Africa, Smeg UK, Smeg Canada, and Smeg USA.



This commitment also takes the form of financial support, sponsorship and partnerships with associations and institutions, with the aim of generating positive and lasting impacts on local communities.

In particular, the Parent Company's commitment is 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 initiatives, including support for the San Girolamo di Guastalla nursery school with an adjoining crèche, in order make childcare easier for the Parent Company's personnel and allow the community to maintain its school, with services provided in line with 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).

SMEG's active role in the territory is also manifested through its membership to several European, 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 14 September 2025 - Fifth Edition

The Guastalla Half Marathon is an event dedicated to sport, shared experiences 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. In 2025, now in its fifth year, the initiative was further strengthened by a significant donation to the Italian Red Cross - Guastalla Branch, which enabled the purchase and fitting out of a new ambulance for emergency services, making a tangible contribution to the expansion of the fleet of vehicles available to the local community. The event comprised **two competitive races** (21 km and 10 km), and two non-competitive races (10 km and 5 km), alongside the "Kids Run" for children.

The initiative involved all of the Smeg Group's international branches, which took an active part via a dedicated digital platform. Thanks to this tool, employees were able to register and take part in the event from anywhere, and record their running times, thereby helping to establish an overall Group ranking. A total of 1,300 employees took part, with 1,100 at the head office and 200 at international branches, reflecting the strong sense of unity that characterises the Group.

Each location promoted non-competitive running or walking events involving its employees, with the aim of strengthening the sense of corporate belonging and supporting initiatives that benefit local areas and communities.



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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

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



REFERENCE STAKEHOLDERS

- Employees



POLICIES, PROCEDURES AND OTHER RELEVANT DOCUMENTS

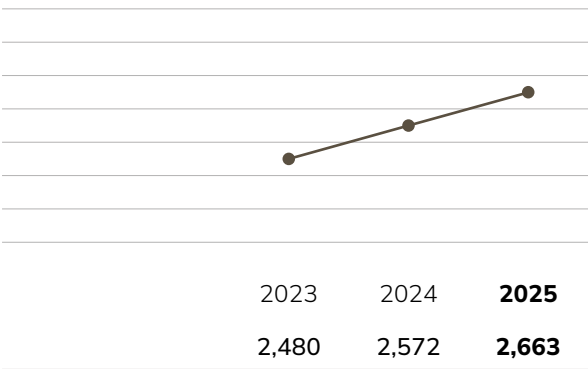
- Code of Ethics
- Model 231
- Whistleblowing Policy
- Quality, Environment and Safety Policy

THE GROUP'S HUMAN RESOURCES

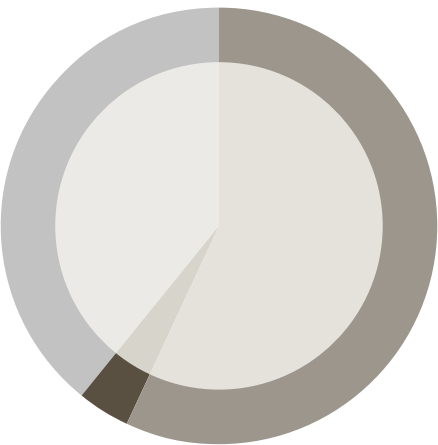
People management, for the Group, is based on a model that promotes the **active and responsible involvement** of all resources in company processes, favouring relationships marked by **transparency, dialogue** and **constructive confrontation**. Central to this approach is the enhancement of individual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

In 2025, the Group had **2,663 direct employees**²¹ (+3.5% compared to 2024), 57% of which were employed at manufacturing companies in Italy.

EVOLUTION OF THE WORKFORCE IN THE THREE-YEAR PERIOD 2023-2025 (DIRECT EMPLOYEES OF THE GROUP)



BREAKDOWN OF THE COMPANY WORKFORCE BY COMPANY TYPE AND GEOGRAPHICAL AREA (2025)

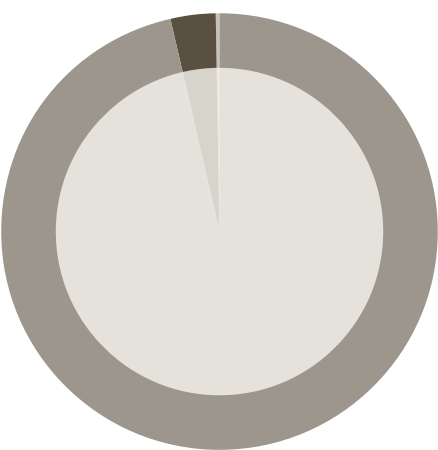


- 57% Manufacturing companies
- 4% Commercial distribution companies (Italy)
- 39% Commercial distribution companies (Outside Italy)

²¹ This figure includes all Italian (production and commercial distribution) and non-Italian (commercial distribution) companies.

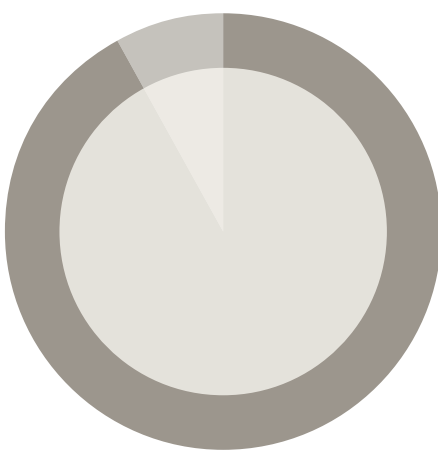
96.4% of personnel are employed under a **permanent open-ended contract**, as in 2024, and 92% have a full-time contract.

GROUP EMPLOYEES,
BY CONTRACT TYPE (2025)



- **96.4%** Permanent contract
- **3.4%** Temporary contract
- **0.2%** Hourly contracts

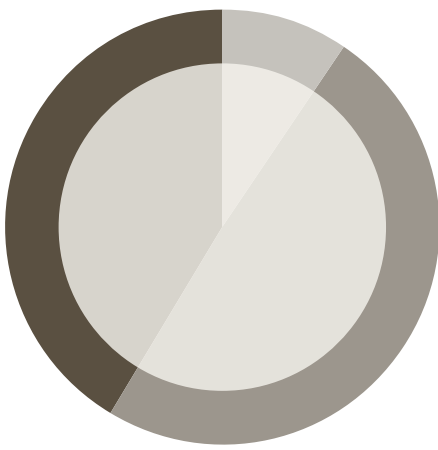
GROUP EMPLOYEES,
BY JOB TYPE (2025)



- **92%** Full time
- **8%** Part time

The Group's employees are divided into the following **professional categories**: **Managers**²² (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 (2025)



- **10%** Managers
- **49%** White collars
- **41%** Workers

²² 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 dialogue with trade union representatives and enhancing internal dialogue. This approach 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.

In this context, a Company-Level Collective Bargaining system has been established for the manufacturing companies; since the early 1990s, this has included a performance-related bonus in part linked to environmental protection targets, as well as health and safety at work.

For manufacturing companies, the National Collective Agreement was renewed at the end of 2025 and remains in force until 2028. As regards the supplementary company agreement, which expired on 31 December 2025, it is expected to be renewed in 2026.

For Bonferraro S.p.A. and Apell S.p.A., the supplementary company agreement was signed at the end of October 2024, covering the three-year period 2025-2027, and provides for a performance bonus for all employees.

In Italy, with reference both to the manufacturing companies and to the commercial distribution companies, all employees are covered by collective bargaining agreements.

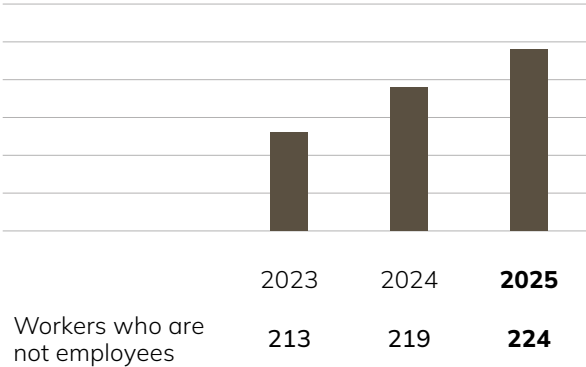
In regards to non-Italian companies (in and outside of Europe), only a few companies, in accordance with local legislation, apply the collective bargaining agreements in force in the relative countries.

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 2025, following on from 2024, there was a slight increase in the use of temporary agency work, a practice that primarily serves to ensure flexibility in production cycles.

Specifically, agency workers are mainly employed in manufacturing companies (64% in 2025).

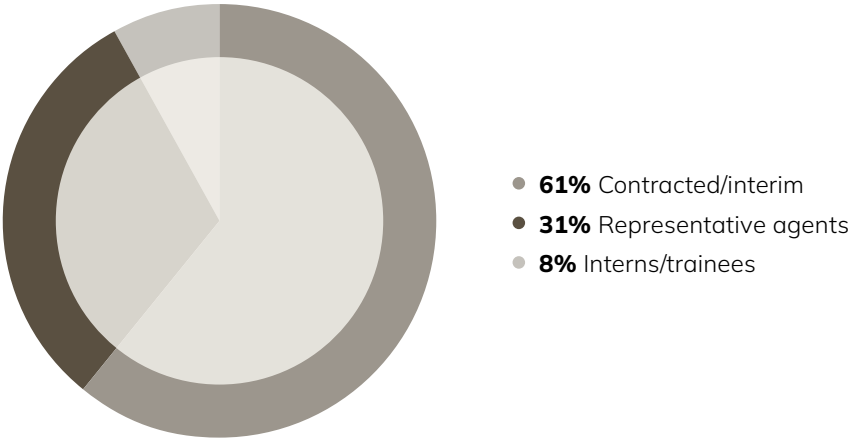
EVOLUTION OF THE COLLABORATION WITH WORKERS WHO ARE NOT EMPLOYEES IN THE THREE-YEAR PERIOD 2023-2025 (SMEG GROUP)



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 (mainly employed by Italian commercial distribution companies), as well as young people who work in the Group as interns, both in the context of school and extra-curricular. These experiences enable participants to play an active role in company life and to gain an insight into the world of work through training and vocational programmes.

WORKERS WHO ARE NOT EMPLOYEES, BY CONTRACT TYPE (2025)



Diversity and equal opportunity

In line with the principles set out in the Code of Ethics, updated in 2024 with a particular focus on **the protection of human rights**, the Group guarantees equal conditions and opportunities for all employees, promoting an inclusive working environment based on respect for individual rights. In this context, no form of discrimination, isolation, exploitation or harassment is tolerated. Each employee is protected regardless of ethnicity, language, skin colour, religion, political opinion, nationality, age, gender, sexual orientation, marital status, disability, physical appearance or socio-economic status.

Through the reporting system established under the **Whistleblowing** regulations, 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, it should be noted that the Group's companies are embarking on a process of aligning themselves with the forthcoming European regulations on **Diversity & Inclusion**, with particular attention to the **principle of equal pay**. This issue is already being examined in initial internal analyses as part of the Sustainability Report and will be explored in greater depth over the coming months, in line with developments in the regulatory framework and with the aim of enhancing transparency, fairness and organisational accountability.

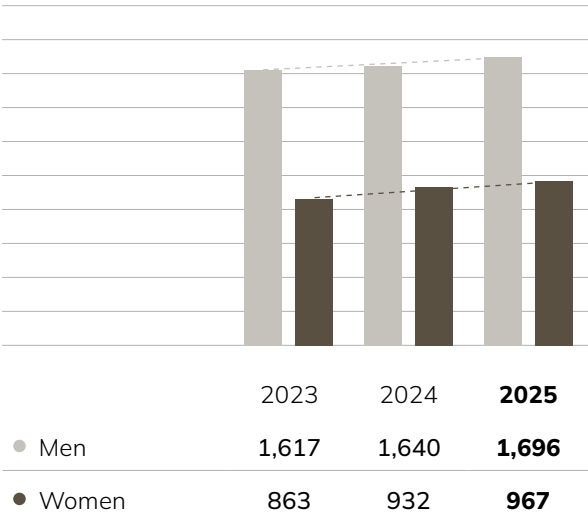
Diversity aspects: gender

With 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.

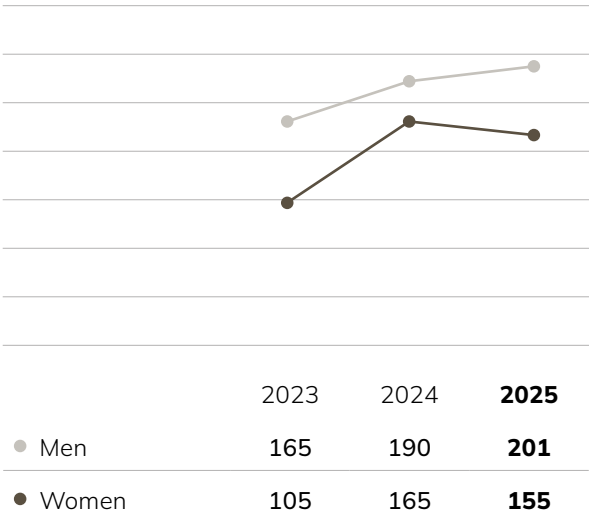
However, the technological evolution of production processes - thanks to the introduction of automation, servo systems and ergonomic solutions - has progressively expanded employment opportunities for women, favouring a more balanced distribution of roles within the production environment.

With reference to the **female gender**, the number of hires recorded in the reporting year shows **155 resources hired**, or 43%, during **2025** at the Group level, against 111 departures, or 44% of the total number of departures recorded during the year throughout the Group.

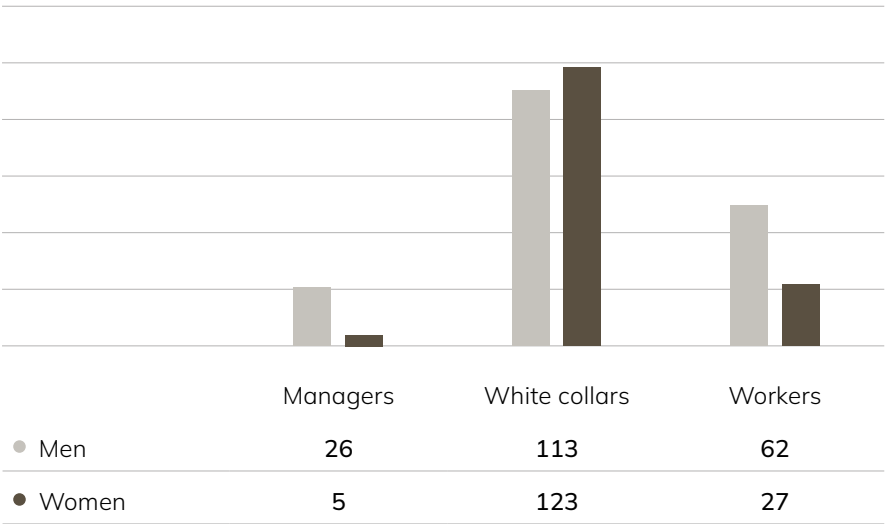
EVOLUTION OF THE COMPANY WORKFORCE IN THE THREE-YEAR PERIOD 2023-2025, BY GENDER (SMEG GROUP)



NEW HIRES IN THE THREE-YEAR PERIOD 2023-2025, BY GENDER (SMEG GROUP)



NEW HIRES IN 2025, BY GENDER AND PROFESSIONAL CATEGORY (SMEG GROUP)



Analysing the recruitment figures for 2025 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 52% of new hires. This figure is higher than that observed in the categories of Managers (16%) and Workers (30%), showing a higher incidence of women in clerical positions.

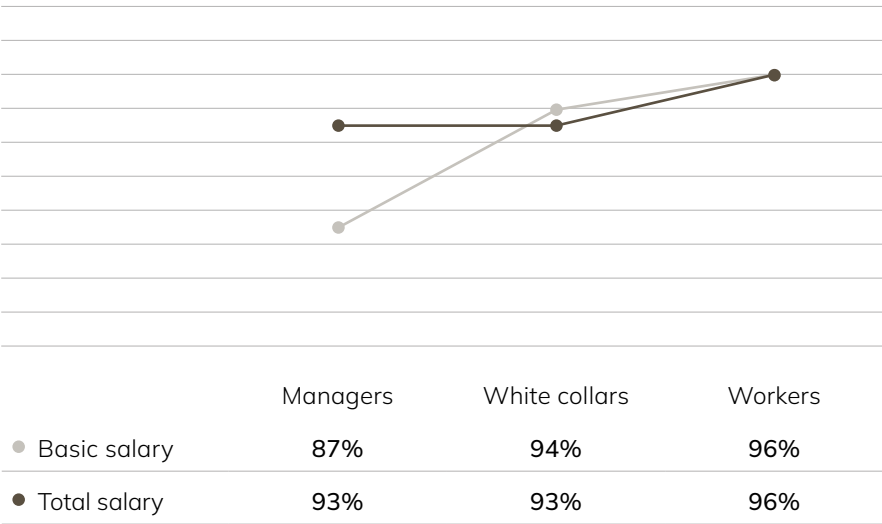
The Company has embarked upon an analysis path aimed at identifying the possible presence of a **gender pay gap**, adopting a gradual

approach and beginning the reporting process starting with Parent Company data.

In 2024, the analysis was extended to all **manufacturing companies in the Group**, allowing for a more comprehensive and comparable view of the remuneration situation from a gender perspective, with the process also continuing in 2025 to ensure continuous monitoring and improvement.

Below is a breakdown of the data by professional category.

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



The results show that, for the White-collar and Workers categories, the situation is broadly balanced, with a slightly wider gap in the White-collar category while the gap is more marked in the Managers category.

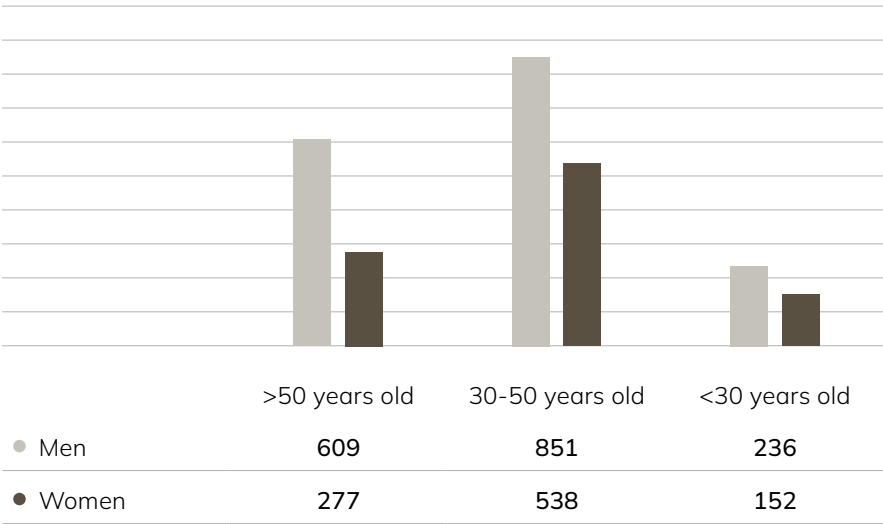
The Group reaffirms its commitment to continuing its efforts in the areas of monitoring,

pay transparency and the advancement of women's careers, with a particular focus on those areas where there are currently no women in management roles, with a view to achieving ever greater pay equity and equal opportunities across the entire consolidated group.

Diversity aspects: age

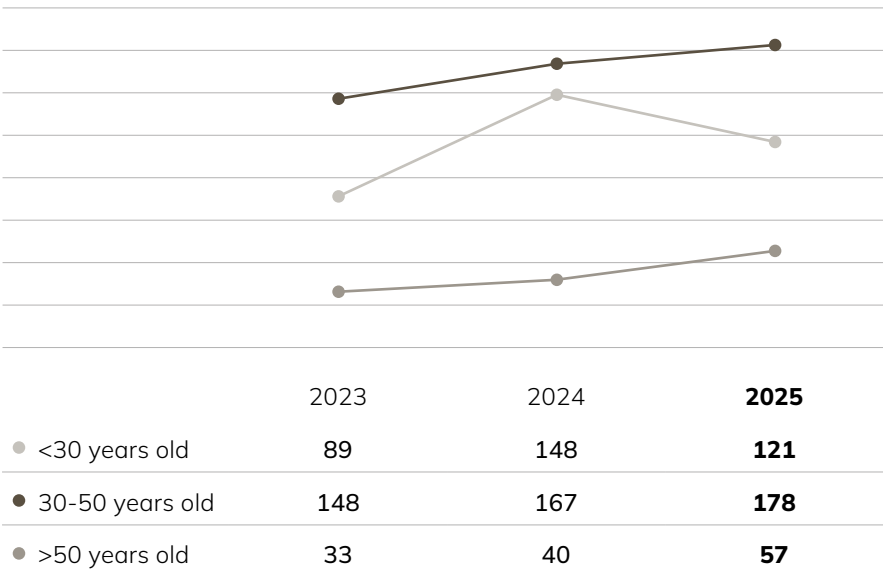
With reference to age, on the other hand, at the Group level in **2025**, the corporate population is mainly concentrated in the **30-50 age bracket** (52%).

DIRECT GROUP EMPLOYEES, BY AGE GROUP AND GENDER (2025)



In **2025**, at the Group level, there was an **increase in new hires**, in the 30-50 and over-50 age groups.

NEW HIRES IN THE THREE-YEAR PERIOD 2023-2025, BY AGE GROUP (SMEG GROUP)



Diversity aspects: vulnerable groups²³

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 2025, a total of **249** Group **personnel** were counted among the **protected categories** (175 in 2024).

Well-being and quality of life

Initiatives aimed at improving employee 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 view, the Group is committed to offering its employees a wide range of benefits, including health care and insurance cover in the event of disability or invalidity. The adoption, management and specific characteristics of these benefits are defined independently by individual Group companies, which may also propose supplementary measures according to the local context.

Notable initiatives promoted across the Group's various companies include: fuel and grocery vouchers offered by INEA S.r.l., the implementation by Smeg France of a pension savings scheme that can also be funded through the conversion of unused paid leave days, the 24/7 employee well-being advice and support services provided by Smeg Australia, and the benefit of insurance cover for major medical expenses provided by Smeg Mexico.

In support of **work-life balance**, mention should be made of the introduction in the Parent Company of a **flexible hours policy**, to improve the sustainability of travel time and the quality of working life.

Also note that SMEG has adopted 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 CCNL regarding 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 aimed at promoting employee well-being, SMEG promotes the **protection of the physical health** of its staff, with a particular focus on the prevention and management of osteoarticular and musculoskeletal conditions, given the nature of the company's operations.

With this in mind, **ergonomic solutions have been introduced to 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 practices and methods** are being disseminated, aimed at promoting greater individual awareness and encouraging healthy behaviour in everyday working life.

²³ 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".

To support these initiatives, a partnership was established in 2024 with the **Italian Centre for Osteopathy in Parma**, in collaboration with the company's occupational health doctors, with the aim of teaching correct posture and techniques to help reduce work-related physical discomfort, thereby promoting a preventive approach to musculoskeletal health.

By 2025, the initiative had grown to a significant scale and is appreciated for the benefits it brought to individual and organisational well-being.

Starting in 2024 Bonferraro launched a training programme focused on developing **assertive communication and anxiety management**, with the aim of promoting individual and organisational well-being.

During 2025, the programme was further updated, with a particular focus on the following areas: safety as a shared value, at both a personal and organisational level; prevention, well-being and quality of work; communication and interpersonal dynamics; and the role of the safety officer as a role model and point of reference for staff.

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**. The partnership with LILT has been confirmed for the 2025-2026 period.

Thanks to this synergy, SMEG offers its employees free screening sessions directly on site, and on a voluntary basis.

The prevention campaigns promoted in 2025 covered:

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

With regard to the **partnership with AVIS - the Italian Blood Donors' Association**, established in 2023 with the aim of promoting a culture of blood donation among employees, note that the partnership has been confirmed for the two-year period 2025-2026. The initiative involves 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 network of health volunteers.

TALENT ATTRACTION

The Group's recruitment process is designed to attract candidates with technical skills relevant to the role and values that align with the corporate culture. Particular attention is paid to candidates who can thrive within a dynamic organisation that is open to internationalisation and innovation, and which is built on individual and collective commitment, teamwork, and sustainable, balanced growth.

The Group's **Employee Value Proposition** is characterised by organisational strength, an international outlook and the breadth of the company's offering, providing opportunities for development across various production sectors and business areas, with a particular focus on creating dedicated pathways for the Group's younger staff.

Talent Attraction

COLLABORATIONS WITH MAJOR ITALIAN UNIVERSITIES ²⁴

- University career days
- PhD / internship projects at SMEG, Bonferraro S.p.A., Apell S.p.A.
- Opportunity to have professional experiences for interns / employees from the headquarters at foreign locations

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.

²⁴ 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 and Verona.

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 in solutions favouring a better work-life balance has been noted.

In response to this need, **Smart Working** was introduced in 2022 as one of the working arrangements available within the Group. Some of the most successful experiences were subsequently formalised through **Long Distance Working Agreements (LAD)**.

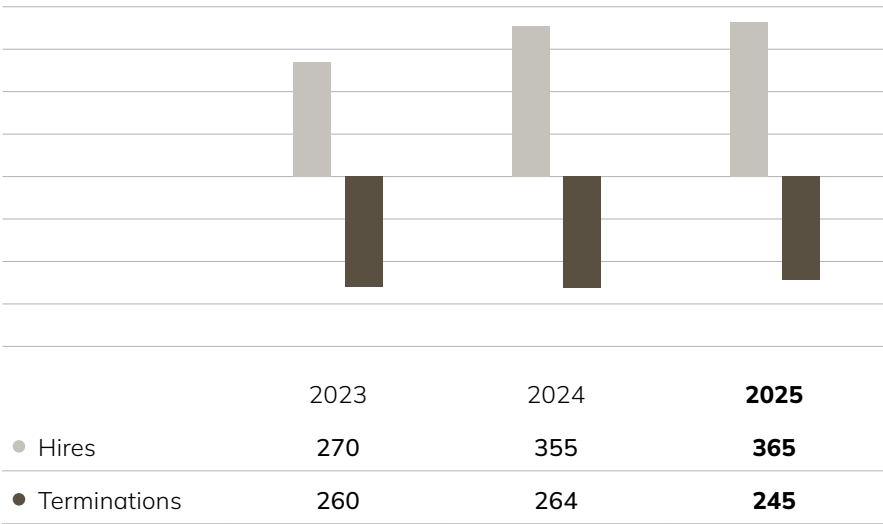
In **2025**, at Group level, **356 hires** were made, a **0.3% increase over 2024**. During

the year, 52% of new hires concerned the Group's foreign sales companies, while the remaining 48% were for manufacturing and commercial companies operating in Italy, reflecting the commitment to strengthen the Group's presence in both the international and domestic markets.

The **incoming turnover rate** ²⁵ in the reporting year is **approximately 13%** (12% with reference to newly hired men and 16% when considering newly hired women).

In 2025, 245 people left the company ²⁶, resulting in an outbound turnover rate ²⁷ of approximately 9% (8% among men and 11% among women).

NEW HIRES AND DEPARTURES IN THE THREE-YEAR PERIOD
2023-2025 (SMEG GROUP)



²⁵ Calculated as the ratio of new hires in 2025 to Group personnel as of 31.12.2025

²⁶ The calculation of contract terminations in 2025 also includes people whose employment contract with a Group company expired on 31.12.2024. Not included, however, are personnel whose contract ended on 31.12.2025 (who will, therefore, be included in the number of people leaving the company in 2025).

²⁷ Calculated as the ratio of departures in 2025 and Group personnel as of 31.12.2025

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 managed independently by the individual

companies. In addition, **transversal training programmes** are 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.

Smeg Corporate Training Europe-Italy 2025

Again in 2025 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.

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

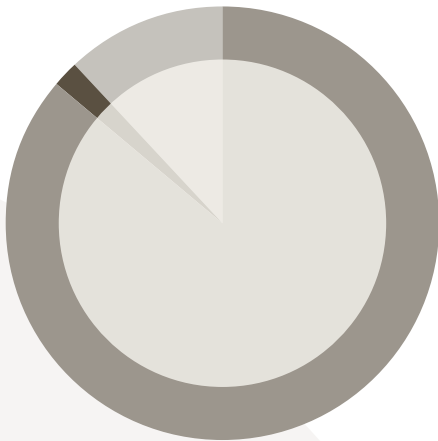
Some of the **main training programmes** - both mandatory and optional - provided by the Group during the year included::

- Training on **Ecodesign**, launched in 2025 and aimed at project managers, planners, designers and other roles across the organisation, with the aim of promoting and fostering a design culture based on

the principles of ecodesign. The initiative, organised in collaboration with the **Politecnico di Milano**, had a corporate dimension, with staff from various companies within the Group taking part. A second phase of the training programme is planned for 2026; this will be more specialised and will focus more specifically on designers;

- **SAP Project - Academy**, the second edition of which took place in 2025, coinciding with the introduction of the SAP system, and was organised in collaboration with Umana. The Academy was organised with the aim of training young talent to be gradually integrated into the Group's workforce, in support of the roll-out of the new ERP system.
- 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;
- 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.

TRAINING ON HEALTH, SAFETY AND THE ENVIRONMENT IN THE THREE-YEAR PERIOD 2020-2025 (SMEG S.P.A.)



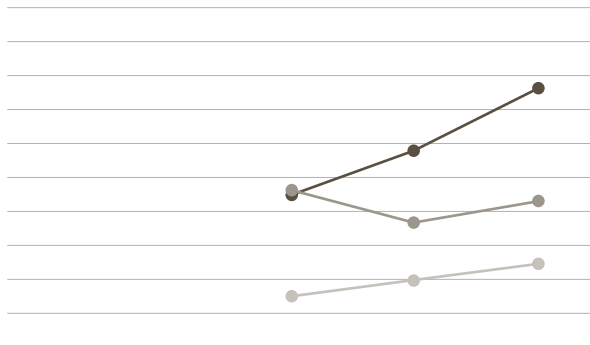
- **9,427** Manufacturing companies
- **240** Commercial distribution companies (Italy)
- **1,278** Commercial distribution companies (Outside Italy)

10,945

Total hours of training on occupational health and safety

Overall, during **2025, 28,792 hours of training** were provided to employees of Group companies - or 10.81 average hours of training (8.98 average hours in 2024) considering the Group's active employees as at 31.12.2025.

TOTAL HOURS OF TRAINING IN THE THREE-YEAR PERIOD 2023-2025, BY PROFESSIONAL CATEGORY (SMEG GROUP)

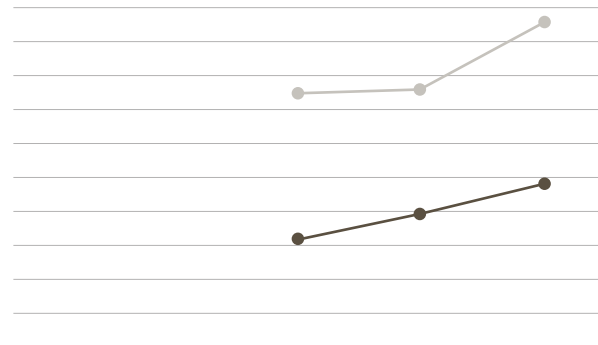


	2023	2024	2025
● Managers	3,116	3,971	4,926
● White collars	8,973	11,572	15,247
● Workers	9,270	7,348	8,619

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. In 2025, the **Management by Objectives (MBO)** system became more structured, accompanied by greater organisational awareness and a clearer definition of the variables that make up the objectives. Whilst the content remains

TOTAL HOURS OF TRAINING IN THE THREE-YEAR PERIOD 2023-2025, BY GENDER (SMEG GROUP)



	2023	2024	2025
● Men	14,952	15,200	19,173
● Women	6,407	7,871	9,620

largely unchanged, the system is evolving towards a more structured model, focused on performance evaluation and strengthening the robustness of processes.

Lastly, all personnel in the Parent Company, based on the Corporate Collective Bargaining Agreements in force, have access to **variable remuneration referred to as a Performance Bonus**, 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 representative.

The objectives associated with this instrument include, for example, those relating to the adoption and effective implementation of standards and best practices in the field of occupational health and safety and accident prevention. The initiative aims to raise awareness amongst all staff of the importance of safeguarding personal integrity and to promote the development of a corporate culture focused on maintaining 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 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 45001²⁸.

The management system is 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**.

Health and safety provisions are also incorporated into the **Group Code of Ethics**

and the **Model 231**, ensuring consistent and shared governance at all levels of the organisation.

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.

- Employer and any delegates;
- Prevention & Protection Service Manager (SPP);
- Prevention & Protection Service Officers (ASPP);
- Workers' Health & Safety Representative (RLS)²⁹;
- Company Doctors;
- Directors and Supervisors;
- Emergency team officers (first aid, evacuation, fire prevention, etc.).

The main occupational hazards and most significant sources of risk associated with the Group's activities are assessed via the

²⁸ With the exception of La Pavoni and FRI.MED, all of the Group's manufacturing companies hold the ISO 45001 certification.

²⁹ 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.

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 training** on the tools available to report risk situations and to propose improvements in safety standards at workstations.

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.

The Group has confirmed its commitment 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 and promote a safe and healthy work environment.

This objective is a strategic priority and is also incorporated into the assessment criteria for the Performance Award.

In this context, it is worth noting that in 2025 **SMEG S.p.A. achieved the "zero accidents" target in the workplace**, a result that demonstrates the effectiveness of the prevention policies and measures implemented and reinforces the Group's commitment to the continuous improvement of health and safety performance.

In the reporting year, with reference to the Group's manufacturing companies and direct employees, 15 accidents occurred - of which 5 during travel.

At the commercial distribution companies, in the course of the year, 1 accident was recorded ³⁰.

In the case of foreign commercial distribution companies, 17 injuries occurred ³¹ (15 in 2024), mainly due to handling heavy objects in warehouses, testing and repairing products, falls and cut injuries, and forklift use.

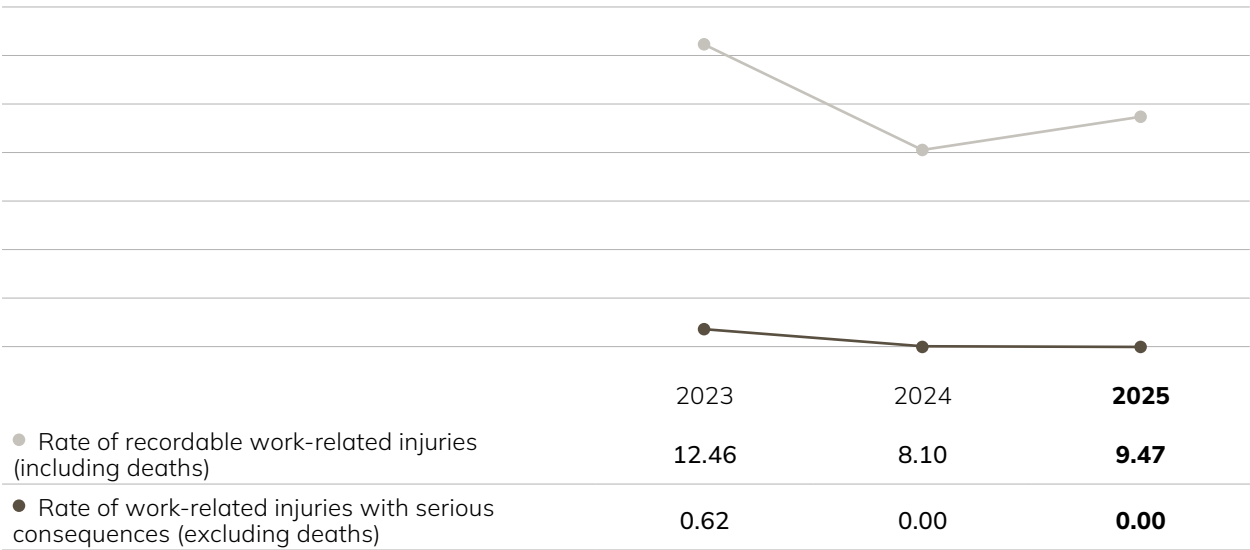
Below is the general trend of accident rates ³² recorded in the three-year period with reference to Group employees.

³⁰ At TESEC S.r.l.

³¹ At Smeg Belgium, Smeg UK, Smeg Australia, Smeg France.

³² The indices were calculated on the basis of 1,000,000 hours worked.

ACCIDENT RATES IN THE THREE-YEAR PERIOD 2023-2025
(SMEG GROUP)



Finally, it should be noted that during the reporting year, and across all Group companies, no cases of occupational diseases were recorded.



5

ENVIRONMENT

Carbon footprint and environmental impact	70
Preservation of natural diversity	88



Chapter Presentation



REFERENCE SDG



GRI INFORMATION REPORTED

GRI 3-3, GRI 302-1, GRI 302-3, GRI 302-4, GRI 303-1, GRI 303-2, 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
- Energy and energy efficiency of products
- Circular economy and sustainability and efficiency of resources
- Waste
- Management of water resources
- Air, water and soil pollution
- Protection of biodiversity



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

CARBON FOOTPRINT AND ENVIRONMENTAL IMPACT

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 the objective of improving its efficiency in the use of resources (energy, raw materials and water) and ensuring responsible waste management.

At all of the Group's manufacturing 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 translates its commitment to environmental protection through actions intended to:

- respect and, when possible, exceed current regulations, implementing prevention and protection measures to reduce environmental risks and protect local communities;
- reduce environmental impacts through product life cycles: from design and procurement to the use of energy and water resources, through to distribution, whilst minimising waste, emissions and water discharge;

- promoting innovative technologies that improve production efficiency and reduce consumption;
- designing products and production facilities in compliance with environmental requirements;
- increase 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 plants³³ are also subject to the Single Environmental Authorisation (AUA), with regard to atmospheric emissions, water 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, the following commitments are worth noting:

- with regard to the parent company, maintaining a ratio of built-up area to total area of less than 30% thanks to the presence of extensive green spaces;
- the use and expansion of photovoltaic systems (see "Photovoltaic systems");
- continuous improvement in the waste

³³ With the exception of La Pavoni.

recovery rate, which stands at over 97% at the parent company.

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 launched 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, emissions, waste and water - 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 2023 of the climate contract, and the development of various measures intended 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, 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.

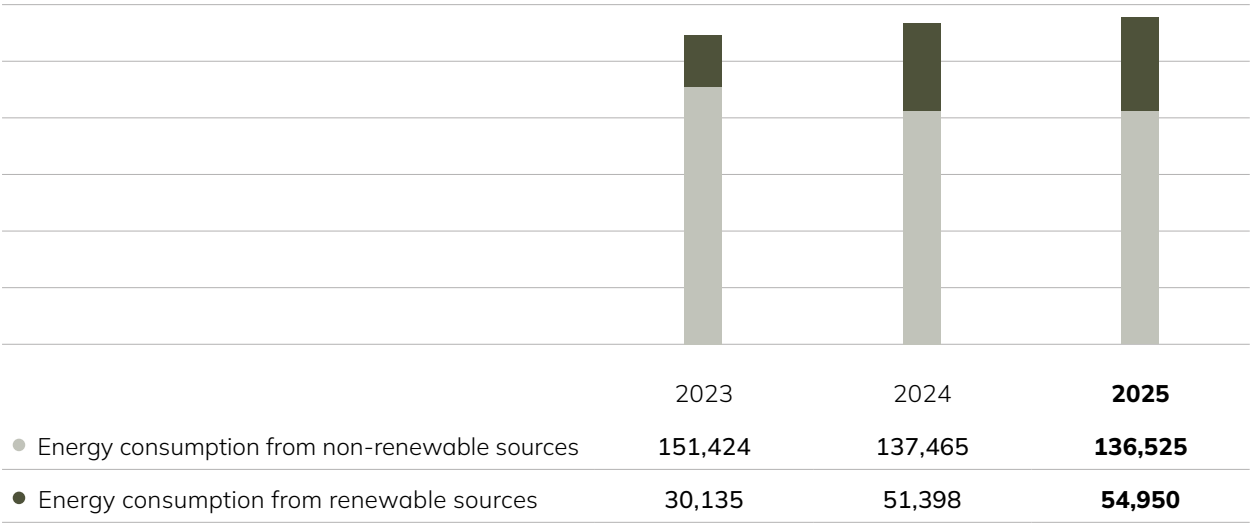
- The sectoral agreement sets out specific targets for the sector and related KPIs to monitor progress towards these targets, including, for example, the reporting of the repairability index for washing machines and dishwashers.

Smeg France's commitment to the environment also extends to further actions. Smeg France supports the Wings of the Oceans charity, which is dedicated to raising awareness about ocean conservation and collecting plastic waste along the French coastline, and has also equipped two of the charity'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

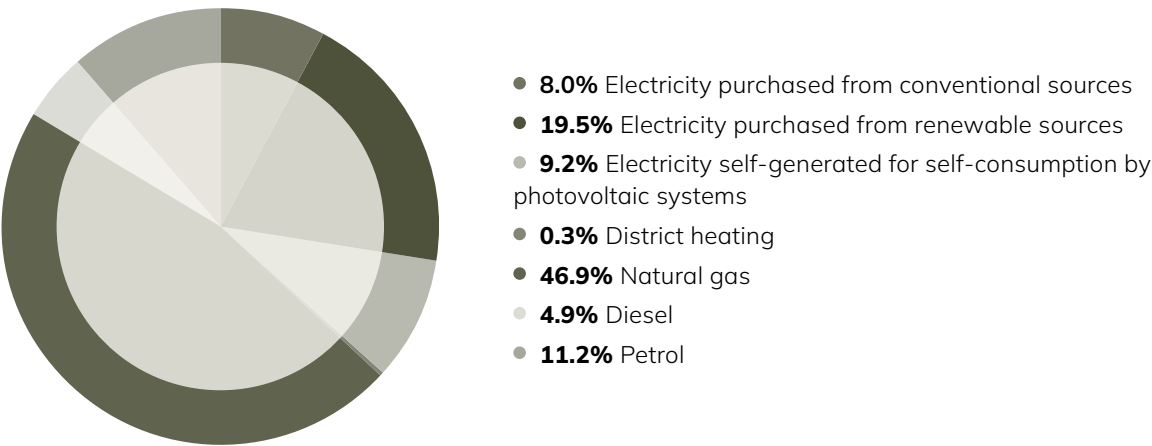
In 2025, the Group’s total energy consumption was equal to 191,474.99 GJ (188,595.54 GJ in 2024), of which 29% from renewable sources (27% in 2024). Energy intensity³⁴ is 0.00019, down from the 2024 value (0.00020).

GROUP ENERGY CONSUMPTION, BY TYPE OF CONSUMPTION, OVER THE THREE-YEAR PERIOD 2023-2025 (GJ)



The main energy sources used by the Group are:

THE GROUP’S ENERGY MIX (2025)

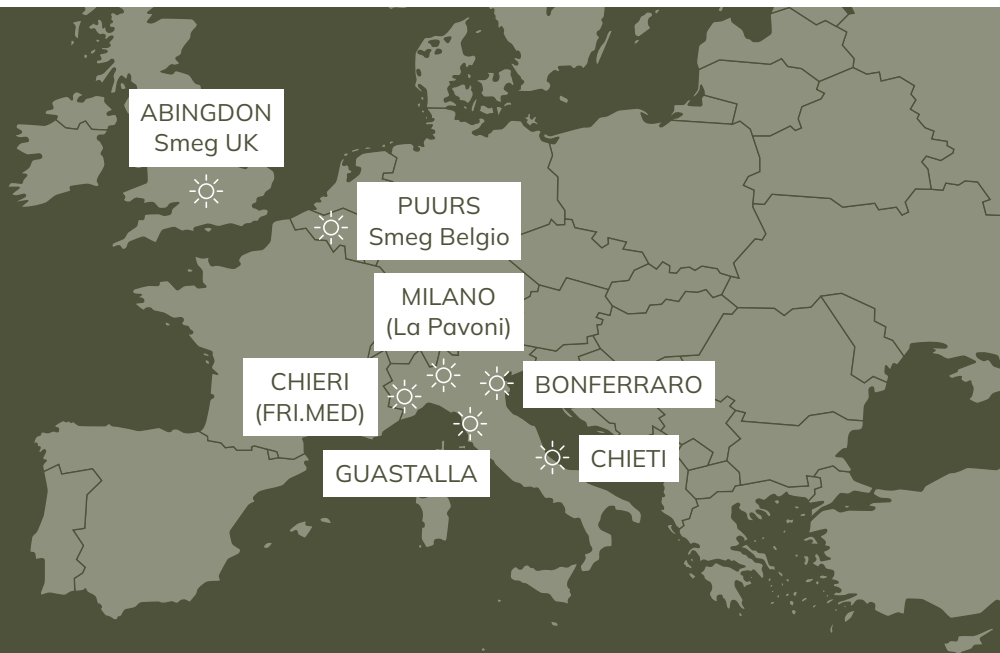


³⁴ Calculated using the following formula: [Total energy consumption (GJ)] / Revenue from sales and services (€)].

- **Methane gas:** used in the production process (in particular to operate the enamelling kiln) and for indoor air conditioning. A pressure-reducing valve was installed at the Guastalla site in order to optimise consumption. In 2022, the manufacturing 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:** used in the production process, for lighting and for air conditioning in the

summer. Photovoltaic systems have been installed at the Group's production sites and certain commercial companies outside Italy (Smeg Belgium and Smeg UK): part of the energy produced is used by the company with the remainder directed to the grid.

The remaining electricity needs of the manufacturing 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

In recent years, a number of companies have invested in the installation and expansion of solar power systems. As regards manufacturing companies, the total installed capacity in Guastalla has reached 2,583 kWp thanks to new plants that came online in 2023 and 2024. Together with energy efficiency projects, this made it possible in 2024 to reduce energy purchased from the grid by 32% compared to 2021, when no photovoltaic system had yet been installed at the Guastalla site.

The Bonferraro site also installed a 1.6 MWp system in 2022, which came into operation in 2023 and covers around 28% of its electricity requirements; this was expanded by a further 500 kWp in 2025, enabling the proportion of

energy generated and self-consumed from photovoltaic sources to increase by around 10%.

In 2024, the solar power system at the Apell site was also expanded, reaching a capacity of 476 kWp and increasing self-consumption to 35%.

FRI.MED also has a photovoltaic system that covers around 39% of its energy 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 Guastalla in 2024. In addition, there are photovoltaic systems at Smeg Belgium (since 2012) and Smeg UK (since 2019, with a second system installed during 2023).

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

- 78% of electricity consumed comes from renewable sources (specifically 53% purchased, 25% self-generated from 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. In 2025, a **Group Energy Manager** was appointed, with the task of coordinating the various companies in order to define and achieve shared energy targets at Group level. The various initiatives carried out at production sites and some commercial distribution companies include:

- **Regular maintenance of plant** and production machinery to maintain high performance and reduce associated energy consumption. Note the introduction of three new high-efficiency presses, which will be used in the moulding stages and operating since September 2025.
- **Relamping:** replacement of existing lighting fixtures with LED systems at the SMEG production sites in Bonferraro and Apell, both in outdoor areas and within production departments, as well as the introduction of LED lamps, presence sensors and timers (including at some overseas branches) to optimise energy consumption.
- **Monitoring of electricity consumption**, e.g. of transformer substations, at the

SMEG and Bonferraro plants, to identify anomalies and improve process efficiency.

- **Optimising operating times** of systems, by adjusting air-conditioning schedules.
- **Improving the energy efficiency of air-conditioning systems**, for example through revamping projects (including the air-conditioning system in the Data Processing Centre, in 2025) to improve cooling efficiency and reduce associated energy consumption, alongside management and technological measures such as permitted temperature limits, optimisation of system usage, highly energy-efficient systems and analysis of measures for heat recovery.
- **Gradual replacement of older heating plants** - a plan that involves replacing the plants and upgrading the distribution systems, with continuous performance monitoring to ensure that their efficiency is constantly monitored. Bonferraro has launched a comprehensive refurbishment project, due for completion in 2025, for the plant's heating and cooling system, which is used both to supply the production departments and to provide air conditioning for the premises.
- **Reducing the environmental impact of the company's vehicle fleet** - the gradual electrification of the company fleet through the introduction of hybrid or electric vehicles and development of charging points. For example, the Guastalla and Bonferraro sites provide employees with free charging points for electric or plug-in hybrid cars, powered by energy generated on-site by the factory's solar panel system, whilst Smeg UK offers 26 charging points for electric cars, accessible to both staff and customers. Smeg Singapore offers its employees a car-sharing service: it is estimated that this initiative saves around 480 litres of petrol per year.

- **Optimisation of charging for industrial electric vehicles** - Installation of timers to synchronise charging with the energy generated by the solar panel system, maximising self-consumption and reducing the amount of energy fed into the grid.
- **Employee awareness** - Ongoing efforts by the Group to encourage behaviour aimed at reducing waste and optimising energy consumption.

Green
Factories
Project

The growing focus on sustainability and changes to the regulatory framework (e.g. the National Integrated Energy and Climate Plan, PNIEC) require companies to adopt structured approaches to improving their environmental performance, including the application of LCA methodology at an organisational level. In this context, a partnership was launched in 2025 between SMEG and the Politecnico di Milano, with the aim of analysing and improving the environmental performance of the Guastalla production site, assessing its environmental impacts, identifying potential opportunities to reduce these impacts, and developing replicable models for calculating the environmental footprint that can also be applied to other production sites.

Next steps

STATUS

Progressive transition of commercial companies in Italy and outside Italy to energy supplies from renewable sources	On track
Search for solutions to store/recover electricity produced by the photovoltaic systems, for example, by establishing energy communities in collaboration with the Municipalities involved	Work in progress
Installation of timers to manage the recharging of electric company vehicles (e.g. forklifts) to optimise self-consumption of the energy produced	On track
Development of replicable models for calculating environmental footprints and identifying efficiency measures for production sites.	Work in progress
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, heat pumps and a continuous monitoring system	On track
Replacement of lighting fixtures with LED systems in the plant, laboratories and offices	On track

Calculating direct and indirect emissions

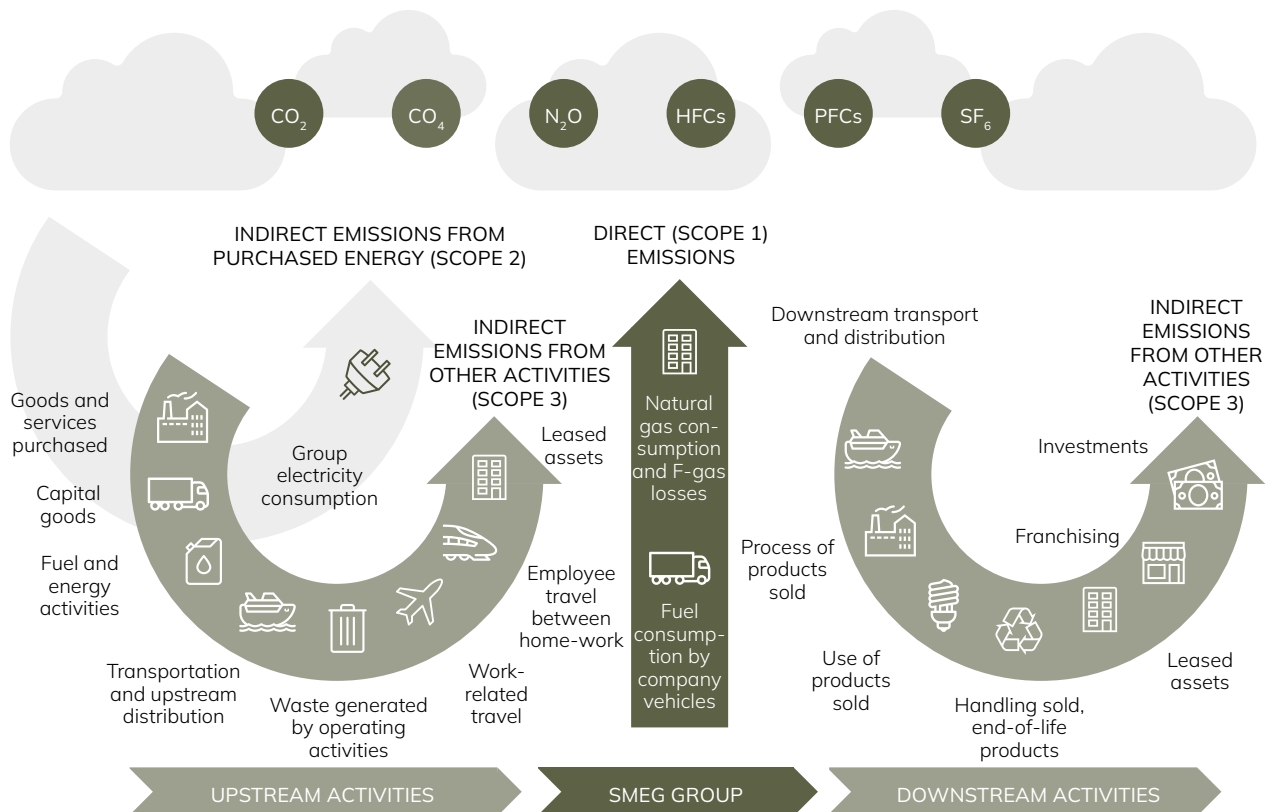
Beginning with the consumption listed above, it has been possible to reconstruct the Group's carbon footprint. For the Group, the measurement of direct and indirect emissions represents the first step in the process of establishing strategies to reduce emissions related to company activities.

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

- direct GHG emissions (**Scope 1**) resulting from the consumption of natural gas

(methane) and fuel for the company's vehicle fleet, diesel for the generator assembly and refrigerant gas leaks;

- indirect GHG emissions (**Scope 2**), attributable to the consumption of electricity purchased from third parties, with a gradual transition to electricity from certified renewable sources, with the aim of reducing emissions associated with electricity consumption and achieving 100% of electricity supply from renewable sources.
- indirect (**Scope 3**) GHG emissions generated by all the activities upstream and downstream of the Group's value chain.

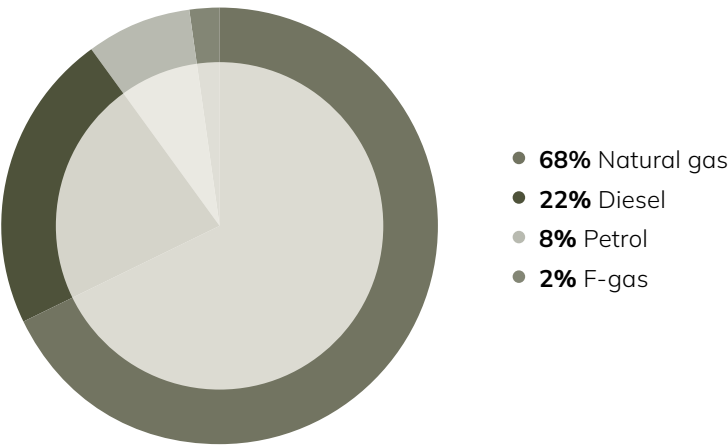


In 2025, the Group generated a total of 6,673.28 tonnes of CO₂eq in direct emissions (Scope 1) - with an emissions intensity³⁵ of 0.0000069 tonnes of Co₂eq/€-, that is +1,4% compared to the 6,584.24 tonnes of CO₂eq in 2024.

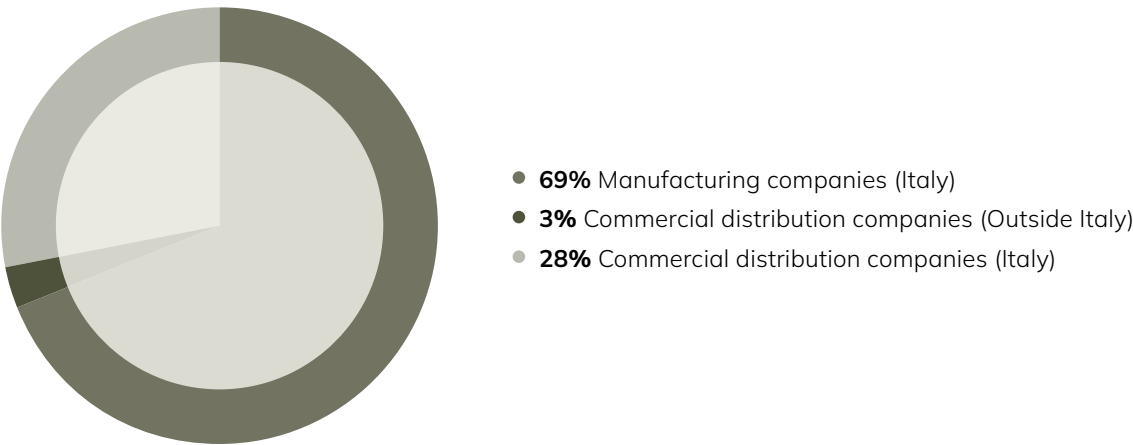
With reference to the production of indirect emissions (Scope 2), during the year the Group generated 3,774.84 tonnes of CO₂eq

(calculated with location-based methodology) - that is -3,9% compared to the 3,926.00 tonnes of CO₂eq in 2024 - and 1,899.62 tonnes of CO₂eq (calculated with market-based methodology) - or -20,7% compared to the 2,395.37 tonnes of CO₂eq in 2024 - with respective emissions intensities of 0.0000039 tonnes of CO₂eq/€ and 0.0000020 tonnes of CO₂eq/€.

DIRECT (SCOPE 1) EMISSIONS BY THE GROUP IN 2025



INDIRECT (SCOPE 2 - LOCATION-BASED) EMISSIONS BY THE GROUP, BY TYPE OF COMPANY (2025)

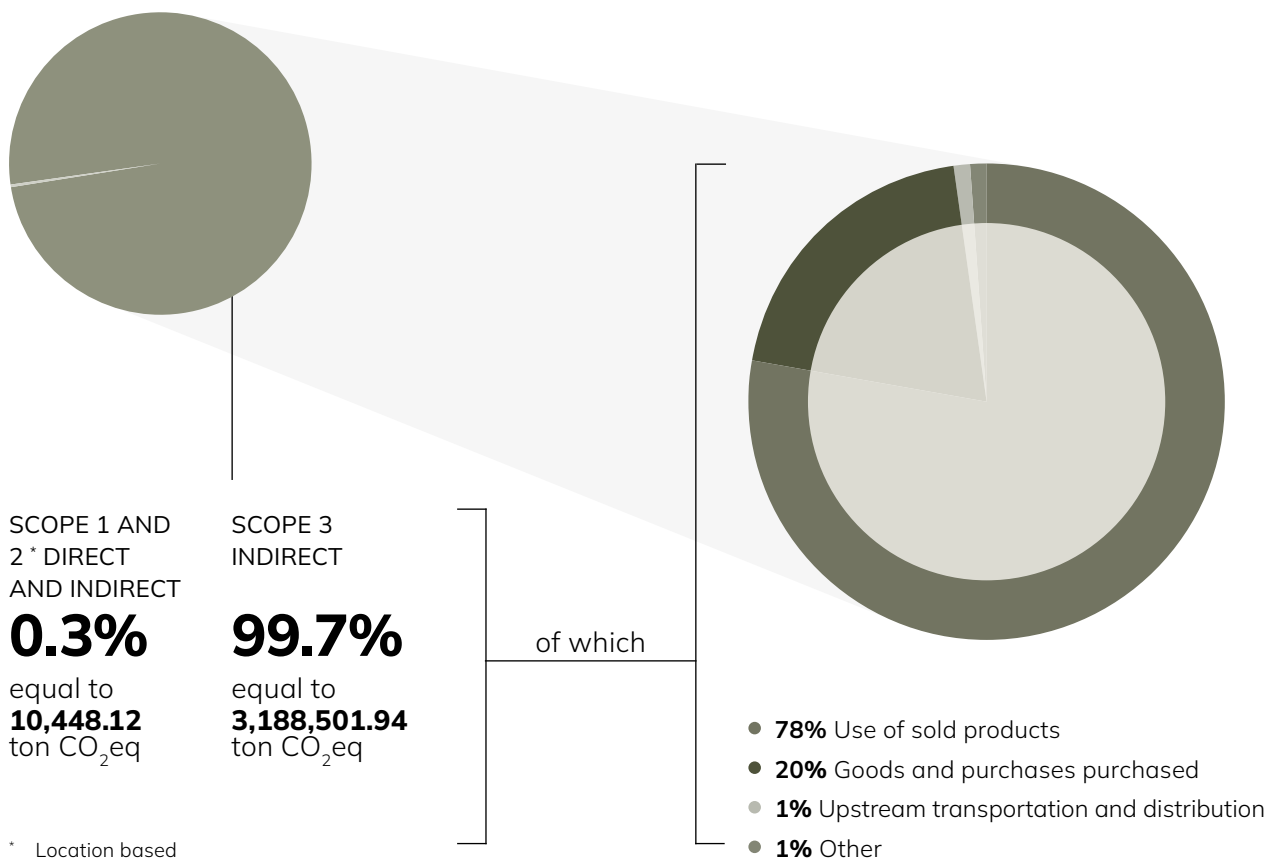


³⁵ Emission intensity is calculated by comparing the total emissions generated (ton CO₂eq) with the revenue from sales and services for the year under review (€).

Finally, indirect emissions (Scope 3) in 2025 came to 3,188,501.94 tonnes of CO₂eq (2,660,809 tonnes of CO₂eq in 2024). Scope 3 emissions are shown to have the greatest impact on total GHG emissions generated by the Group, representing more than 99,7% 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 (77.9%) and the goods and services purchased (20.3%). 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 2023, 2024 and 2025 and subject, as of 2022, to an independent third-party verification, is given below.

Emissions category		Carbon footprint (ton CO ₂ eq)		
		2025 ³⁶	2024	2023
Scope 1	Direct emissions	6,673	6,584	6,520
Scope 2	Indirect emissions (Market-based)	1,900	2,395	5,196
Scope 3	Cat. 1 Purchase of goods and services	646,538	610,199	513,169
	Cat. 2 Capital goods	16,528	12,398	8,208
	Cat. 3 Fuel and energy activities	1,786	2,010	2,042
	Cat. 4 Transportation and upstream distribution	31,943	26,302	24,517
	Cat. 5 Waste generated by operating activities	322	294	296
	Cat. 6 Work-related travel	1,865	3,251	1,548
	Cat. 7 Employee travel between home-work	4,295	4,322	4,142
	Cat. 9 Downstream transport and distribution	659	496	479
	Cat. 11 Use of sold products	2,483,941	2,001,256	2,021,782
	Cat. 12 Handling sold, end-of-life products	348	281	445
	Cat. 13 Leased assets ³⁷	277	-	-
Total carbon footprint		3,197,075	2,669,789	2,588,343

The results of the Carbon Footprint 2024 were also reported in the CDP Climate Change 2025 questionnaire. The results of the Carbon Footprint 2025 analysis will be included in the CDP Climate Change 2026 questionnaire ³⁸:

this is the fifth time the questionnaire will be completed and assists the Group in ensuring transparency in the reporting of its impacts and managing issues relating to climate change.

³⁶ Please note that for the year 2025, the scope of calculation has been expanded for Scope 3.1 and Scope 3.11.

³⁷ The Scope 3.13 category "Leased assets" was included for the first time in the 2025 Carbon Footprint calculation.

³⁸ The results will be reported in the next edition of the Group's Sustainability Report.

CDP Climate Change 2025



SMEG has been participating in the CDP (Carbon Disclosure Project) Climate Change questionnaire since 2021. 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 and to monitor and report on greenhouse

gas emissions along their value chain. This knowledge requires measuring and reporting one's own carbon footprint and evaluating the measures put in place to meet the challenge of combating climate change. In 2025, Smeg achieved a score of B - Management.

Next steps

STATUS

Definition of a Group climate strategy with identification of measurable objectives and targets

Work in progress

Publication of the outcome of the CDP Climate Change questionnaire

On track



Other atmospheric emissions

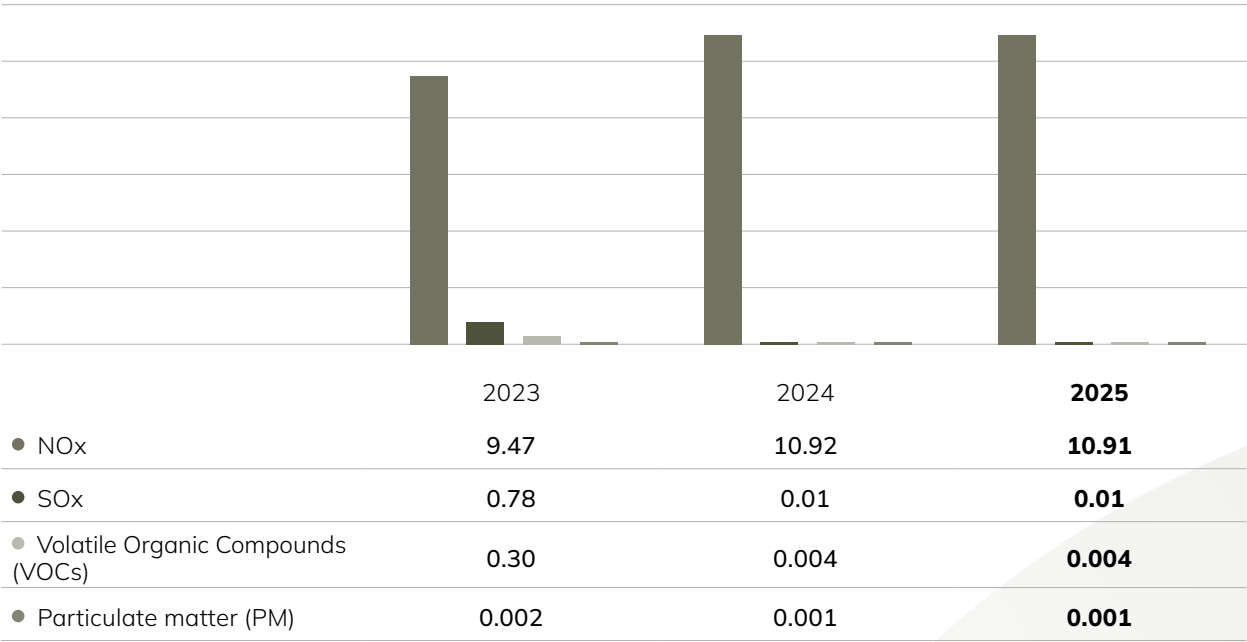
Within production sites, potentially harmful emissions are mainly generated by a number of clearly identifiable sources, such as dust extraction systems, heating plants, and certain processes including testing, insulation, welding and enamelling.

All emissions generated by the activities mentioned above are constantly monitored and

duly authorised (the manufacturing companies, with the exception of La Pavoni, operate under the AUA scheme). Every new plant undergoes preliminary assessments to evaluate its environmental impact in terms of the emissions it generates.

The following graph shows the significant atmospheric emissions for Apell and Bonferraro in the three-year period, 2023-2025.

SIGNIFICANT EMISSIONS, BY TYPE, OVER THE THREE-YEAR PERIOD 2023-2025 (IN KG)



Waste

The Group has always paid particular attention to waste management, with the objective of reducing the amount of waste produced and limiting disposal as much as possible.

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

At our production facilities, particular attention is paid to the recovery of:

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

For these types of materials, careful waste sorting is carried out throughout the entire production process, starting from the assembly lines, in order to ensure they are properly separated before being recycled or handed over to authorised operators.

At the Bonferraro site, a process is in operation to reduce the volume of polystyrene, with a view to facilitating its recycling and reducing the impact of transport. Non-recoverable waste is analysed by an accredited laboratory to determine its EWC code³⁹ 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.

Within FRI.MED, special attention is paid to the recovery of production and packaging waste: small sheet metal scraps are gathered by workers, stored in special containers and reused at a later stage for the creation

of reinforcements or channels used during assembly on the product range. At the same time, certain types of packaging from incoming goods are recovered and reused for packaging finished products and spare parts kits, as well as for storage in the warehouse.

On the other hand, for hazardous waste an annual assessment is carried out, followed by the identification of an authorised processing facility, with verification of the facility's and carrier's authorisations prior to collection. Waste that may be subject to shipment under the ADR (European Agreement concerning the International Carriage of Dangerous Goods by Road) is identified and managed with the assistance of an ADR consultant.

To reduce plastic waste, centralised drinking water dispensers and fountains have been installed in the break areas at the Guastalla, Bonferraro and Inea S.r.l. sites, and reusable water bottles have been distributed to staff.

As for waste generated at commercial companies, this comes mainly from packaging, office activities and waste electrical and electronic equipment (WEEE).

At Smeg Australia, the Ingleburn site is equipped with cardboard and plastic balers and a polystyrene melting machine, with the aim of promoting recycling and reducing general waste; the materials are subsequently collected and managed by third-party recycling companies.

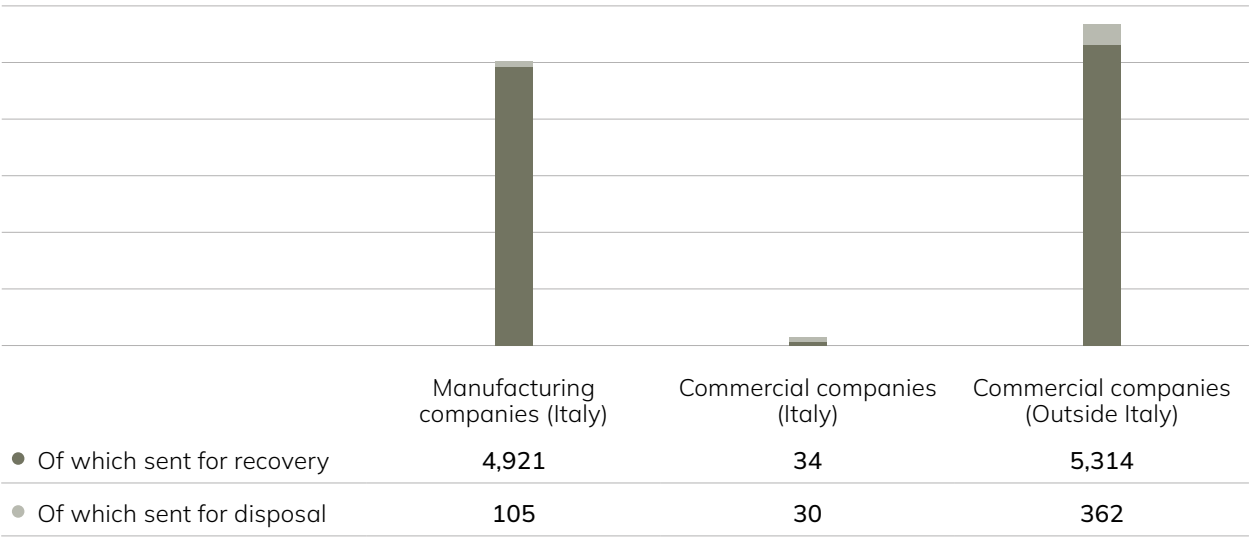
At Smeg France, products at the end of their life are stored in the warehouse until they are collected by an authorised third-party company. The company has also launched a repair service for small household appliances to reduce the need for replacements and waste disposal, and is aiming to obtain QualiRépar certification, which promotes the repair of household appliances to extend their useful life by putting the principles of the circular economy and more responsible consumption into practice.

³⁹ European Waste Code.

Smeg Portugal also follows specific procedures for handling damaged products: they are first assessed to determine whether they can be repaired or reused (for donations, marketing activities or sale at a reduced price) and are only disposed of as a last resort, after notifying the relevant authorities and obtaining the relevant disposal certificate from the designated partner.

At the Group level ⁴⁰, 10,766.04 tonnes of waste were produced in 2025 (9,866.10 tonnes in 2024), of which over 93% was non-hazardous and 95% was sent to recovery, 4% was sent to landfill and 1% was incinerated. 47% of waste was produced by the Group’s manufacturing companies.

WASTE PRODUCED (TONNES), BY DISPOSAL METHOD (2025)



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

Specifically, in the manufacturing 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 recovery⁴¹ of over 98%.

The Company is also continuing its search for intermediaries capable of recycling the waste it produces and is committed to reducing production waste as part of the “Continuous Improvement” project.

Management of product range rotation and supplies has also been optimised to minimise waste, and a dedicated team monitors new products to prevent rejects in the final stage of production.

⁴⁰ Data from La Pavoni, Smeg Canada, Smeg Germany and Smeg USA are not included.

⁴¹ 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”.

Our partnership with Erion for the disposal of WEEE and packaging management

As part of its waste management practices, SMEG participates in the Erion multi-consortium scheme, which operates nationwide to support manufacturers in complying with regulatory obligations relating to extended producer responsibility (EPR).

Through specific supply chain consortia, the Erion system coordinates waste collection, transport, treatment, recovery and reuse activities, ensuring compliance with current legislation and promoting the reintroduction of secondary raw materials (SRMs) into production cycles, in accordance with the principles of the circular economy.

With particular regard to WEEE (Waste Electrical and Electronic Equipment), SMEG works in partnership with Erion WEEE⁴², a consortium responsible for the operational management of obligations relating to the collection and treatment of electronic waste.

Through this agreement, SMEG helps to ensure:

- traceable and compliant management of WEEE throughout the country;
- the proper disposal of end-of-life equipment, including the removal of potentially hazardous components;

- the recovery and utilisation of recyclable materials and critical raw materials, thereby reducing the environmental impacts associated with the end-of-life phase of products

At the same time, in 2025, SMEG entered into a specific agreement with Erion Packaging⁴³ to manage its regulatory obligations regarding packaging and packaging waste.

This cooperative endeavour ensures:

- full compliance with the requirements laid down in national legislation on packaging
- funding and support for the separate collection, recycling and recovery of materials such as paper, cardboard, plastic and wood;
- a structured system for managing end-of-life packaging.

Taken together, the active partnerships within the Erion system represent a key operational tool for SMEG in strengthening responsible management of the end-of-life of products and packaging, combining regulatory compliance obligations with a vision focused on resource recovery and the transition towards increasingly circular models.

⁴² 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.

⁴³ The agreement signed by SMEG and Erion Packaging forms part of a pilot programme aimed at optimising the management chain for packaging waste generated by industrial and commercial premises.

Use of water resources

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 that constantly monitored through the Environmental Management System, including the assessment of risks to prevent potential environmental damage.

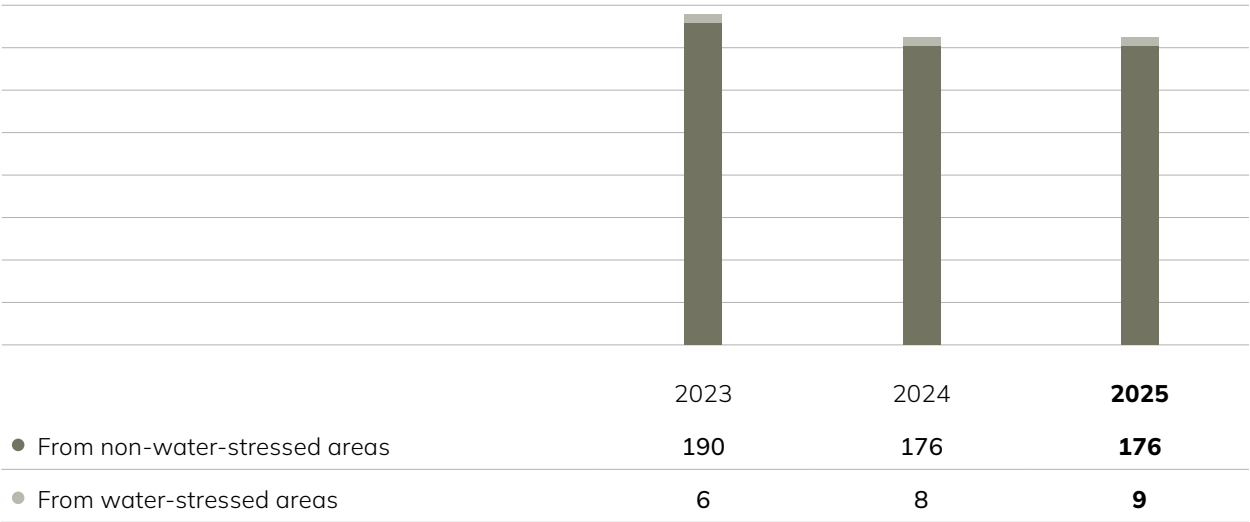
The Group’s water supply is mainly sourced from wells, to support production and irrigation, and from the municipal water supply network for drinking water, catering, sanitary facilities and fire-fighting reserves.

Specifically, SMEG uses water drawn from the municipal supply for domestic and drinking purposes (which is then discharged into the sewer system) and water drawn from wells for production, irrigation and fire-fighting purposes (which is naturally replenished in the groundwater table). In Bonferraro, water drawn from the aquifer is used for testing, irrigation

and domestic purposes, with measures in place to reduce wastage. Consumption is monitored on a monthly basis, whilst the water distribution systems are monitored continuously. At Apell, water for production and sanitary facilities is supplied by two artesian wells used in rotation (which are monitored regularly), whilst the mains water supply serves the offices and part of the factory, with consumption monitored on a monthly basis. At La Pavoni, water usage is restricted to sanitary facilities, fire safety systems and testing of coffee machines, with irrigation optimised to minimise waste. FRI.MED uses only tap water for drinking purposes, with no water used for production, and discharges an amount equivalent to the water drawn; finally, commercial companies draw water mainly from the mains supply, with discharges going into the sewer system.

Specifically, in 2025, the Group’s total water withdrawal was 185.02 ML ⁴⁴ - of which, 5% was carried out in water-stressed areas.

GROUP WATER WITHDRAWAL, OVER THE THREE-YEAR PERIOD 2023-2025 (ML)



⁴⁴ The figure shown does not include volumes for SMEG Canada, SMEG France, SMEG Poland and SMEG USA.

Water discharges from production sites are monitored through quarterly analyses and regular checks. The purification plants at the 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. A specialised company carries out maintenance on a weekly basis.

In 2023, measures and actions were introduced at the Guastalla location to manage and contain any water-related emergencies, including containment systems and annual spill drills. The Bonferraro site carries out regular analyses of its waste water (monthly for discharges into surface waters and annually for the sewerage system), in accordance with the AUA. Industrial waste water is treated using a chemical-physical treatment plant equipped with an automatic final control system, which stops discharge in the event of any faults. Moreover, in order to reduce the risk of a potential non-conformity, continuous pH meters have been installed at the Apell facility, which, in the case that the

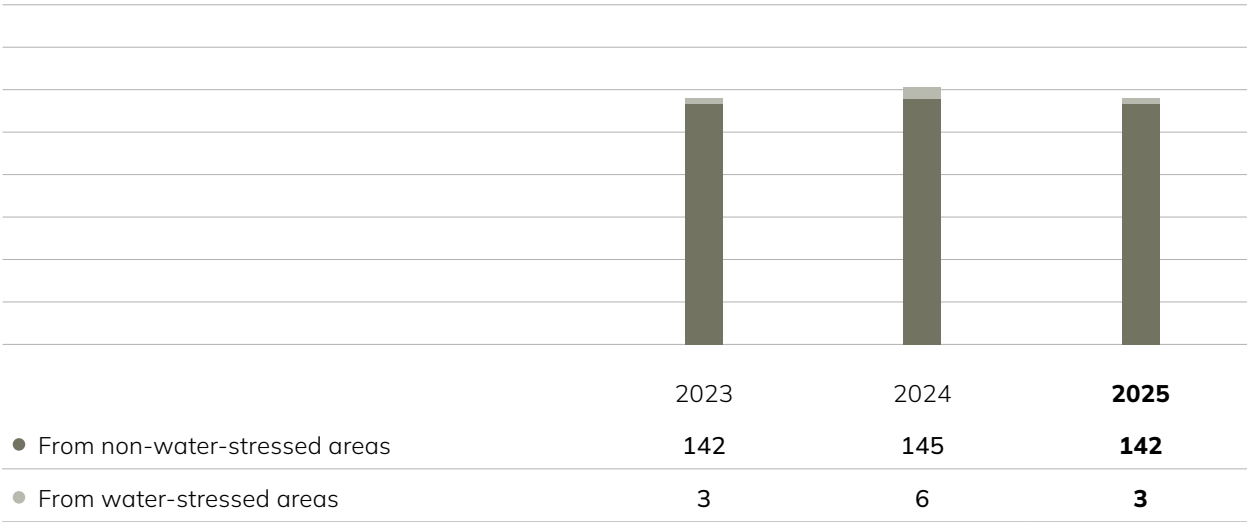
limits set are exceeded, immediately stop the spill and signal the anomaly. This location also has an industrial wastewater treatment plant that involves pre-treatment and storage in tanks. The two types of water (industrial and biological) are further treated with denitrification, total oxidation, clarification, final disinfection, and only then discharged. Waste water meets AUA standards, and the relevant analyses are carried out every six months, with additional sampling, to ensure continuous monitoring of the plant's efficiency.

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

In 2025, a total of 144.81 ML of water was discharged, 6% of which was in water-stressed areas. The amount of water discharge associated with the production sites alone was 69.59 ML in 2025.

The Group's total water consumption ⁴⁵ in the year was equal to 36.17 ML.

WATER DISCHARGES IN THE THREE-YEAR PERIOD 2023-2025 (ML)



⁴⁵ The total water consumption is calculated by the difference between the Group's total water withdrawal and total water discharge.

The impacts related to logistics

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

Goods purchased from Italian suppliers are mainly transported by road or with inter-modal transport solutions⁴⁶, whilst goods arriving from abroad may be transported by sea, rail or road. Procurement from non-European suppliers, whether of components or finished products, with particular attention paid to shipment planning, takes place mainly by sea, followed by transport by road or inter-modal transport depending on the final destination. Air freight, which has a greater environmental impact, is restricted to the shipment of spare parts to European branches and only when strictly necessary.

Finished products are distributed to sales branches using a variety of methods, depending on the final destination and customers' time requirements, utilising road, sea or inter-modal transport where possible; priority is given to solutions with a lower environmental impact, such as inter-modal transport for routes that were previously handled exclusively by road (such as those from Northern Europe). Particular attention is

also paid to reducing environmental impact through forward planning of requirements, ongoing coordination between warehouses and logistics operators, and load optimisation. 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.

The Group monitors emissions arising from logistics operations in order to manage this issue in an increasingly robust and systematic manner, with a view to optimising deliveries and shipments by prioritising transport methods with a lower environmental impact. 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 2025, work continued on the implementation of the Transport Management System (TMS) software, aimed at optimising the planning and monitoring of transport operations and associated costs in Italy, with possible expansion to European branches in the future. Also in 2025, a partnership was established with the Università Cattolica of Milan with the aim of evaluating options for consolidating European logistics in order to optimise loads, reduce handling and increase the overall efficiency of the Group's logistics operations.

⁴⁶ 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.

PRESERVATION OF NATURAL DIVERSITY

The Group's activities, such as the manufacture, repair and sale of household appliances, can affect biodiversity throughout the value chain through impacts relating, for example, to the use of natural resources, the generation of GHG emissions, air, water and soil pollution, and the production of waste.

With reference to direct impacts on biodiversity, note that Smeg S.p.A. headquarters are set in natural surroundings, with a park measuring 380,646 m², with only 23.9% built on, in line with the parent company's goal of maintaining a "built-up to total area" ratio of less than 30%, creating a balance between production structures and the surrounding area. There is a **protected area**⁴⁷ 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 park** is home to 1,614 trees of 35 different species; for every tree felled, two are planted in its place, with a focus on protecting native species (e.g. poplar and field maple) and local wildlife such as pheasants, hares, magpies and carp.

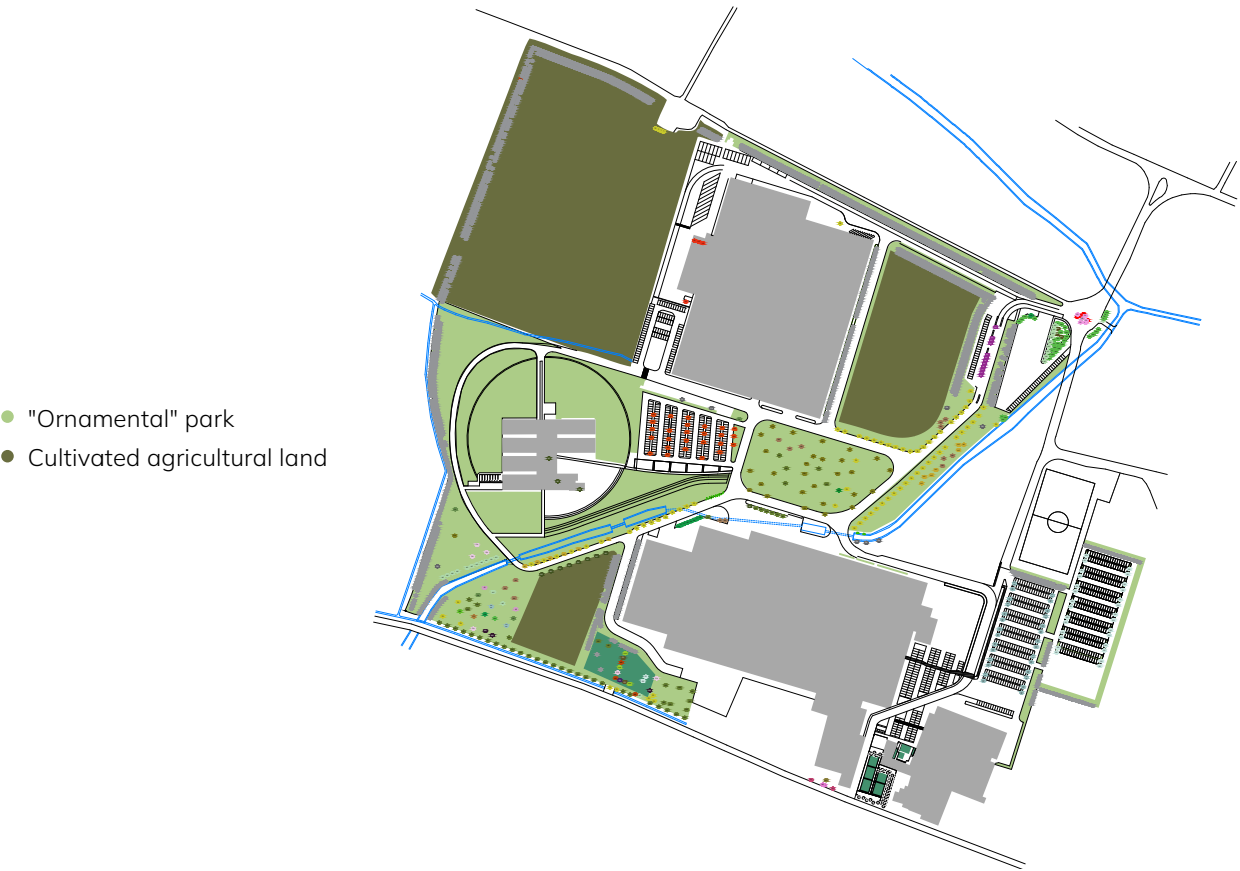
In 2021, the **biodiversity orchard** was opened in the company park, featuring heritage

varieties of fruit trees and a double row of vines, with the aim of safeguarding agricultural biodiversity. A 60 m² flowerbed containing over 300 herbaceous plants attracts pollinators and wildlife, creating a stable and self-sustaining habitat. The area enriches the ecosystem, promotes landscape regeneration and provides a space for learning and well-being.

In 2022, the **company garden** was completed, featuring over 1,000 specimens including trees, shrubs, climbing plants, herbaceous plants and perennial flowers of 15 different species, selected with a focus on maximising biodiversity, seasonal flowering and environmental resilience. This green space improves the microclimate, helps absorb CO₂, and provides a place to relax and recharge, promoting staff well-being. In 2025, as part of the Futura Expo 2025 event (see Chapter 6), an awareness-raising initiative was also carried out with paper containing flower seeds. To promote a practical approach to the circular economy and the reuse of materials, the material used was subsequently recovered to create a company planter outside the canteen in Guastalla, helping to enhance the green spaces.

⁴⁷ 2021 ISTAT agricultural census.

PLAN OF THE SMEG SITE



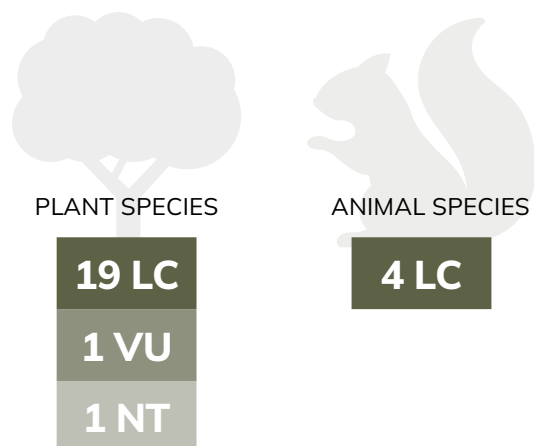
In 2022, SMEG, in collaboration with the CNR ⁴⁸, carried out a survey of the vegetation at the Guastalla site to monitor its environmental impact, specifically the annual capacity of the surrounding vegetation to store CO₂ in its biomass and its capacity to remove gaseous pollutants and inhalable particulate matter from the atmosphere. It was calculated that the plants on site are capable of sequestering approximately 195 tonnes of CO₂ annually, removing 693 kg of air pollutants, and contributing to biodiversity and the management of surface runoff (335 m³/year).

In order to identify the presence of local flora and fauna species considered to be at risk of extinction, SMEG has updated its monitoring using the International Union for Conservation of Nature (IUCN) Red List platform ⁴⁹, which classifies species according to seven risk categories: “Least Concern” (LC); “Near Threatened” (NT); “Vulnerable” (VU); “Endangered” (EN); “Critically Endangered” (CR); “Extinct in the Wild” (EW); “Extinct” (EX).

⁴⁸ 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).

⁴⁹ 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.

The analysis conducted by SMEG revealed the following results⁵⁰:



The IUCN Red List also tracks the growth or decline of the animals and plants recorded. In particular, with regard to the species found in the park at the Guastalla plant, around 32% have stable populations, 20% are in decline and 4% (*Ficus carica*) are increasing, whilst the trend for 44% is unknown.

To support regional reforestation, SMEG joined the KILOMETROVERDEPARMA project in 2021 as a standard member. This initiative aims to contribute to reforestation in the province of Parma, thereby generating a positive impact on the environment and the local community. SMEG has made a plot of land available in Sorbolo Mezzani (PR) for planting; a well was dug in 2023, and in 2024, the SMEG Wood was established (see the information box).

Smeg France has also taken action to improve and recover local biodiversity. In particular, as part of the ReforestAction project's Contrat Climat⁵¹, it has contributed to the planting of over 6,725 trees in the forests of Normandy, France, with a further 2,000 trees planted in 2025.

⁵⁰ With reference to plant species, of the 34 plant species surveyed in the SMEG park, the analysis conducted did not provide any information for 13 species (not catalogued in the IUCN Red List, or for which the assessment was not possible insofar as the data was deficient, as indicated by the Red List acronym "DD").

⁵¹ An organisation that has been active for over 10 years in the creation, conservation and restoration of forests around the world, through carefully selected projects and long-term monitoring of the trees planted.

The Smeg Forest

The SMEG Forest 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. Across an area of 11,000 m², 766 plants - including native species, flowering plants and fruit trees - have been planted with the aim of enhancing the urban landscape, improving air quality, promoting biodiversity and creating

microhabitats for local wildlife. The project is not limited to planting trees; it also includes a long-term maintenance plan and, according to estimates by the KilometroVerdeParma Consortium, the woodland will sequester over 700 tonnes of CO₂ over the next 50 years. In June 2025, the SMEG Forest was awarded PEFC (Programme for the Endorsement of Forest Certification) certification, guaranteeing sustainable and responsible forest management.



6

PRODUCTS

Procurement and use of raw materials	94
Design and beauty	98
Quality, safety and conformity	105
The management of relationships with customers	109



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

- Circular economy and sustainability and efficiency of resources
- Product safety and quality
- Research and innovation
- Energy efficiency of products
- Communication and responsible marketing



REFERENCE STAKEHOLDERS

- B2B customers
- Private 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 steel and sheet metal⁵²;
- 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.

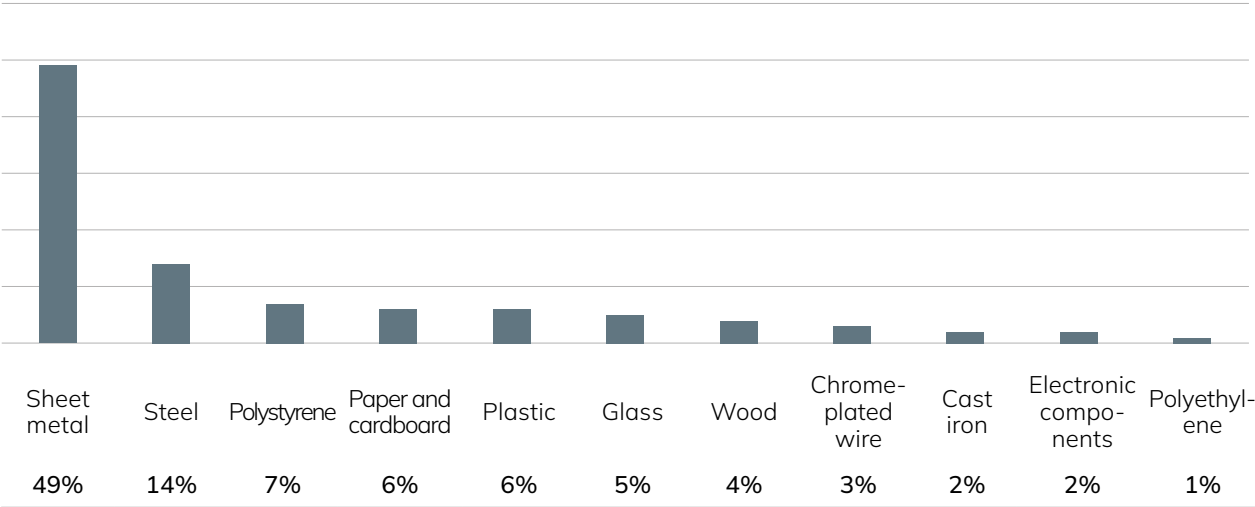
Finally, residual materials include:

- Wood;
- Paper, used for manuals;
- Cardboard, used in packaging;
- Polyethylene;
- 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 weight and type of material, of the quantities used in the reference year, considering all of the manufacturing companies.

⁵² In order to improve its understanding of and oversight over its supply sources, the Group is stepping up its dialogue with suppliers, requesting more detailed information on the characteristics of production processes for the steel and sheet metal it purchases.

MATERIALS USED BY MANUFACTURING COMPANIES, BY WEIGHT (%) IN 2025



As part of its materials management and selection process, Smeg is gradually shifting its focus towards greater use of raw materials with a lower environmental impact and towards the development of packaging solutions designed to reduce that impact, in line with the principles of the circular economy and eco-design.

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 ISCC certification⁵³ (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 a high level of **traceability and transparency** throughout the entire molecular recycling and production process.

Tritan™
Renew

Discover Smeg products made with Tritan™ Renew here



Tritan™ Renew is a high-performance copolyester produced using an innovative **molecular recycling** process, with up to 50% ISCC-certified recycled content.

This technology breaks down plastic waste into its basic components, making it suitable for reuse in manufacturing processes, thereby reducing the consumption of fossil resources and the emissions

associated with the production of virgin plastics.

Tritan™ Renew offers the same levels of performance, quality and safety that characterise Smeg products, whilst being durable, **free from BPA, BPS and BPF** and safe for food contact.

Discover here which Smeg products are made with Tritan™ Renew

⁵³ 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.

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, in fact, a fundamental component of the product, as it must ensure adequate levels of protection and quality throughout the transport and handling stages.

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 which are biodegradable, now expanded to 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;
- use of paper packaging components made from FSC®-certified materials.

For large domestic appliances, in 2023 the **"EPS-Ban"** project was launched to comply with the ban on expanded polystyrene (EPS) for product packaging established in France⁵⁴ and Australia, which will enter into force as of 2025. The project calls for the replacement of 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. The initial part of the project saw the Smeg Group implement these changes for products sold in Australia, 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 was made mandatory for the packaging of products under 25 kg⁵⁵ (such as gas hobs and induction hobs), and from July 2026 for products under 45 kg.

In light of an ever-changing regulatory landscape and the expectation that an increasing number of countries may move towards similar restrictions, Smeg is constantly monitoring regulatory developments and working on the development of alternatives to EPS.

At the same time, the development of specific specifications has allowed the Group to optimise the final dimensions of the packaged product by creating dedicated 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.

To support this initiative, the web app **My Smeg Assistant**⁵⁶ was launched in 2024. By scanning a QR code, end users can access a dedicated digital platform free of charge, which allows them to search for the product and view digital manuals, as well as informative content and videos on the correct use, maintenance and cleaning of household appliances, thereby helping to extend the products' lifespan.

⁵⁴ In France, in 2025, the measure was repealed due to its incompatibility with EU rules and the need to bring it into line with EU Regulation 40/2025 (PPWR).

⁵⁵ In this context, certain exemptions are provided for in cases where the use of EPS is technically necessary to ensure the protection of the product.

⁵⁶ A new version of the My Smeg Assistant web app is scheduled for release in 2026, featuring integrated chatbot functionality that will allow users to access the specific product manual simply by taking a photo of it.

The adoption of digital tools has, in fact, enabled a gradual reduction in the number of pages in user manuals, leading to the creation

of a ‘slim’ version for certain manuals for small household appliances ⁵⁷.

⁵⁷ Specifically the ‘slim’ versions of the user manuals for small electrical appliances, such as kettles and toasters, contain 40% fewer pages in their EU versions than previous editions.

Next steps

STATUS

Continuation of the project to replace plastic with Tritan™ Renew material	On track
Further expansion and diversification of the Supplier Database to increase the efficiency, reactivity and resilience of the entire supply chain	On track
Greater involvement of suppliers in order to avoid, wherever possible, the use of hazardous substances in the materials and components purchased	On track



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, the result of the influences deriving from the iconic aesthetic lines signed by internationally renowned architects (such as Renzo Piano) and the technical and engineering expertise gained by the Group over the years.

The ability to anticipate market trends is now complemented by an approach that is increasingly focused on the environmental and economic sustainability of the product. From this perspective, technology is not merely an enabler of innovation, but a strategic tool for improving the energy efficiency, build quality and durability of household appliances throughout their entire life cycle. In fact, over the years, SMEG has strengthened its commitment to designing ever more durable, repairable and efficient products, in part 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").

It is within this context that the **Galileo Platform**, one of the Group's most recent and significant innovation, research and development projects, can be seen - representing a tangible evolution of the integrated approach combining technological innovation, energy efficiency, build quality and product sustainability.



The Galileo Platform

Among the Smeg Group's most significant product innovation projects, the Galileo Platform embodies a fusion of advanced technology, design and innovation. The name pays tribute to the genius of Galileo Galilei and reflects the introduction of a new concept in next-generation multifunction ovens.

This one-of-a-kind solution combines all the cooking technologies currently in use - electric, steam and microwave - into a single oven. This integration allows the functions of three separate appliances (a conventional oven, a microwave and a steam oven) to be combined into a single appliance, offering benefits in terms of cooking time, the quality of the results, reduced resource consumption and a lower number of products to be disposed of at the end of their life.

The project is based on five main pillars:

- innovation and smart-cooking as the foundation of multicooking technology;
- high technical performance thanks to an advanced fluid-thermodynamic system;
- a design consistent with Smeg's iconic aesthetic;
- an advanced user experience, supported by professional accessories and intuitive interfaces;
- product sustainability, ensured by high energy efficiency (class A++) and a design focused on durability.

The heart of the product is the cavity or "muffle": new construction combined with an automatic welding system in fact make 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 of food, bringing out its specific characteristics;
- optimised energy consumption, reducing energy use by up to 25% compared with traditional cooking;
- an improved user experience, through the integration of next-generation connectivity and sensor solutions.

In 2024, a feasibility study was launched with a view to developing AI-based smart cooking features, with the aim of making the cooking process increasingly automated. The project, which is currently still in the research and testing phase, originated from the development of a prototype based on a chemical sensor (known as an 'electronic nose'), capable of detecting the volatile substances released during food cooking in order to assess its progress.

Building on this initial approach, research was extended to include food recognition, through the integration of a camera-based vision system supported by artificial intelligence algorithms. This development, made possible through collaboration with external technology partners specialising in vision systems and chemical sensors, has improved the overall reliability of the system, both during the initial food identification phase and during the cooking process.

Laboratory trials have yielded positive results even for particularly complex cooking processes, which are normally monitored using dedicated temperature probes.

Another significant project in the field of technological innovation and energy efficiency is the development of a new model of built-in electric barbecue for outdoor use, designed as a sustainable alternative to traditional gas or charcoal solutions.



The built-in outdoor electric barbecue

In 2025, Smeg launched a new product category: the built-in electric barbecue for outdoor use, currently available in three models (single, double and triple plate).

Unlike traditional gas or charcoal solutions, this product is electrically powered and has been designed with a specific focus on optimising energy consumption and controlling cooking performance. Each zone is controlled by low-power heating elements (approximately 1,500 W per plate), which allow for targeted heat distribution and the selective activation of cooking surfaces, thereby avoiding unnecessary energy wastage.

The lid creates a fully enclosed cooking chamber, enabling indirect cooking and improving thermal efficiency. The base and lid are insulated using a double-walled structure filled with insulating material, a design that reduces heat loss, improves cooking consistency and allows for versatile use of the product (barbecue and oven functions), whilst keeping energy consumption low and ensuring high safety standards for the user.

A single circuit board is also being developed for all product configurations, with the aim of simplifying technical management and improving the overall efficiency of the range.

Alongside the technological development of its products, the Group is progressively integrating **digitalisation solutions** designed to enhance the connectivity of household appliances and improve the end-user experience.

For several years now, Smeg has been working on the theme of smart appliances introducing additional (optional) components and functions that improve product use, such as the possibility of digitally consulting the manuals or saving recipes via QR codes on the products, which can collect the information and make it available to the user.

Digitalisation has also made it possible to develop innovative tools, such as sensors

that are independent of and detached from the appliance, which, through IoT (Internet of Things) technology, help to improve the performance of certain appliances. These solutions lay the groundwork for further developments in remote maintenance and product repair, 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.

Technological innovation and product accessibility

The growing popularity of induction technology in hobs offers significant benefits in terms of energy efficiency, but can present certain challenges in terms of the product's accessibility and usability, particularly for people with visual impairments.

To meet these needs, SMEG has developed a silicone mat with recessed knobs, designed to make induction hobs easier to use and improve the visibility of the control functions. The solution, which is currently available on the market, is an example of

accessibility criteria being incorporated right from the design stage and has been certified by the National Institute for the Evaluation of Assistive Devices and Technologies (INVAT) for two models in the hob range.

At the same time, the company has begun developing similar solutions for other product categories, such as ovens, refrigerators and small appliances, with the aim of gradually extending the principles of accessibility and inclusion across its entire range of household appliances.

Eco-design

Environmental requirements play an important role in the design of Smeg products. During the development phase, particular attention is paid to the selection of materials, favouring easily recyclable components - such as steel, glass and aluminium - and increasingly systematic assessment of opportunities for **disassembly** and the recovery of **components at the end of their life**.

The adoption of eco-design principles translates into an approach aimed at **extending the service life of the appliance**, simplifying maintenance tasks and progressively improving technical performance and energy efficiency, verified through intensive and accelerated tests that simulate an average appliance lifespan of approximately 10 years.

As part of a broader circular economy approach, the Group has launched initiatives focused on the recovery, repair and refurbishment of obsolete electronic circuit boards, reincorporating them into devices that require component replacement. At the same time, initiatives are underway to streamline the collection of replaced circuit boards during technical support visits, as well as the development of packaging solutions designed to be reused by technicians during on-site operations at the end customer's premises.

Another area of focus concerns **modular design** and design for disassembly. Right from the design stage, the product is designed to facilitate separation of its components and the recovery of materials: examples include reducing the use of adhesives in favour of mechanical fastening systems (such as screws) and ensuring that the glass panels in the ovens can be removed manually.

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/EU⁵⁸ and the REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals)⁵⁹ Regulation 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**⁶⁰ - 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.

In 2025, work continued on the studies initiated in previous years concerning the elimination of PFAS from the ceramic coatings of frying pans and saucepans and the gradual removal of chrome plating from products.

In particular, the transition to PFAS-free ceramic coatings across the entire range of frying pans and saucepans has been completed, culminating in the launch, in September 2025, of a new range that has completely replaced the previous one.

Meanwhile, work continues on analysing and testing alternative solutions to traditional chrome plating processes, with a focus on PVD (Physical Vapour Deposition) treatments, which have a lower environmental impact and involve reduced use of potentially hazardous substances.

With particular reference to improving the **energy efficiency** of products, the principles of eco-design are put into practice through the following approaches:

- **Energy Class:** ongoing research into materials, production techniques and technologies that enable the achievement of ever-higher energy classes and a consequent reduction in energy consumption;
- **Approach to "tolerance":** adoption of internal specifications that set stricter limits on acceptable energy consumption than those required by regulations, supported by testing procedures and monitoring of mass production to verify the declared values.

⁵⁸ 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).

⁵⁹ 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.

⁶⁰ Updated twice a year.

Eco-design collaborations with universities

As part of its efforts to strengthen its expertise in eco-design and product sustainability, SMEG has, in recent years, established formal partnerships with universities and research centres.

In 2022, in collaboration with the Politecnico di Milano (Department of Design and Department of Chemistry, Materials and Chemical Engineering), a Life Cycle Assessment (LCA) project was developed to analyse the packaging of small and large household appliances, with the aim of mapping and quantifying the environmental impacts throughout the packaging's life cycle⁶¹. The study led to the development of Life Cycle Design (LCD) guidelines aimed at:

- minimisation of materials and energy consumption;
- reduction of the toxicity and harmfulness of resources;
- optimisation of the service life of products and materials.

In 2023, the findings were validated through a redesign implementation phase and integrated into a broader approach to life-cycle thinking,

which was also applied to product development, with the creation of an Ecodesign Manual to support design activities. In 2024-2025, these activities were further consolidated: in collaboration with the University of Modena and Reggio Emilia, an LCA analysis of the Omnichef oven - the flagship model of the Galileo platform - was completed in 2025, taking into account its entire life cycle (manufacture, transport, use and end-of-life). In the same year, the focus on eco-design continued through a structured programme of in-house training, delivered with support of Politecnico di Milano and aimed at diverse groups of staff from various departments within the company. The training sessions explored the topics of Life Cycle Assessment, sustainable material selection and the evolution of a product's carbon footprint, with the aim of fostering a company-wide culture of life cycle thinking and preparing the organisation for future regulatory and market developments, which are becoming increasingly significant for the household appliances sector.

⁶¹ The study examined the packaging of the "Blender BLF01XXEU" and the "SO6302TX built-in oven".



Lorenzo Cagnoni Innovation Award - SHN Plus Technology

In January 2026, at the SIGEP trade fair in Rimini, the Smeg Professional Division will be awarded second prize in the Sustainability category of the Lorenzo Cagnoni Innovation Awards, recognising the most innovative products and solutions in the food service and professional equipment sectors.

The award will be received received for Pura, the 500×500 mm professional hood-type dishwasher, featuring the innovative SHR+ vapour extraction and recovery system. This technology removes 100% of the steam generated during wash cycles, ensuring healthier and more comfortable working environments, even in kitchens with high levels of activity.

The SHR+ system also allows the energy contained in the condensate vapours to be fully recovered and reused to preheat the water entering the boiler. This process reduces the machine's energy consumption by up to 25%, resulting in significant savings on energy costs and an overall improvement in the environmental performance of each wash cycle.

Steam extraction eliminates the build-up of moisture in the workplace, reducing the risk of mould growth and making the installation of external extraction hoods unnecessary, thereby delivering overall cost savings for the operator.

Circular economy practices: Refrigerator made from recycled materials

As part of its efforts to integrate the principles of the circular economy into product development, SMEG has launched a project dedicated to the recovery and recycling of end-of-life refrigerators, made possible through a partnership with a specialist supplier. Through structured WEEE treatment processes, end-of-life refrigerators are dismantled and sent for recovery, enabling the separation of the main material fractions - such as metals,

plastics and glass - which can be reused as secondary raw materials.

This approach helps to reduce the use of virgin resources, limit landfill waste and contribute to reducing environmental impacts throughout the product's life cycle, in line with the Group's commitment to designing its household appliances with an increasing focus on durability, disassembly and recycling.

Next steps

STATUS

Achievement of class A++ for Galileo ovens	On track
Completion of the LCA analysis on packaging	On track

QUALITY, SAFETY AND CONFORMITY

Product quality and safety are central to the Smeg Group, which ensures these aspects are upheld throughout every stage of a household appliance's life cycle, from design and production right through to after-sales service. The **Quality Management System**, certified to the international standards ISO 9001⁶² and ISO 13485⁶³, defines procedures and controls designed to ensure that products comply with the applicable technical and regulatory requirements.

In this context, the Group invests continuously in testing, monitoring and technical training for its staff⁶⁴, and allocates specific resources each year to verifying the compliance of products already on the market.

To support this approach, the **Continuous Improvement project** was launched in 2022 and has been progressively integrated into business processes, with the aim of enhancing

product reliability and durability, improving safety standards in production activities and reducing waste along assembly lines, thereby indirectly contributing to greater energy efficiency. The project is structured across three levels - individual projects, production processes and external supply chain management (including the monitoring of field trends - TCR Field Trend⁶⁵) - through the definition and analysis of specific performance KPIs. The initiative is also accompanied by structured awareness-raising and training activities for the Group's internal staff, with sessions dedicated to the topics of quality, waste reduction, and health and safety.

In 2025, the **Corporate Product Compliance** division was also established to coordinate, at Group level, activities aimed at ensuring product regulatory compliance across various markets, monitoring regulatory developments and supporting their implementation.

⁶² Certification obtained by all of the Group's manufacturing companies.

⁶³ The Quality Management System for Medical Devices for which the manufacturing companies, Smeg S.p.A. and Bonferraro S.p.A., have been certified.

⁶⁴ As part of training activities, the "Prometeo" project was launched in 2025, with the aim of systematically and comprehensively enhancing and consolidating the company's expertise. In the initial phase, the project involved the development of a structured training programme tailored to the Group's organisational needs, which also involved the Quality Department in the design and delivery of dedicated training modules.

⁶⁵ 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 figure provides an objective measure of how product quality has changed over time. In 2025, thanks to the ongoing Continuous Improvement project, the indicator's value improved, confirming improvement in qualitative performance.

Quality control is further ensured through specific “**Quality gates**”⁶⁶ established at various stages of product development and production⁶⁷. These checks make it possible to assess whether products comply with technical, design and safety requirements, as well as to identify any potential issues before large-scale production begins.

Specifically, the process involves the following activities:

1. **Verification of international standards:** during the initial phase of product development, compliance with regulatory requirements and the technical standards applicable in the various target markets is verified.
2. **Reliability test:** our in-house laboratories carry out reliability and durability tests to assess how the product performs over time and to verify its resistance to the intended conditions of use.
3.  **Verification of food-contact materials:** for materials and components subject to the MOCA regulations, before confirming procurement from the selected supplier, specific contamination and migration tests are carried out at qualified external laboratories to ensure compliance with current regulations.
4. **Pre-production run and verification:** before mass production begins, a pre-production run is carried out to test the production process and verify that the product complies with the design requirements.
5. **Compilation of the failure list:** the results of the checks carried out in the previous stages are analysed by the Quality Department to identify any critical issues and define any corrective actions (failure list).
6. **Manufacturing:** mass production is subject to quality controls and spot checks.

The control phases along the production process



⁶⁶ The quality gates apply to all products across the Smeg divisions. In particular, with regard to the Instruments division, further specific verification and validation stages are planned, in line with the relevant regulatory requirements.

⁶⁷ Each quality gate is governed by a formalised checklist that sets out responsibilities, competencies, assessment criteria and operational procedures.

Before shipping, mass-produced items must also pass quality control checks; if they fail, the affected batches are held back so that the necessary corrective action can be taken. Outsourced production, particularly for the small household appliances range, is also subject to checks based on Acceptable Quality Level (AQL) criteria, which define the sample size and defect acceptance limits.

Finally, specific quality control checks are also carried out at the finished goods warehouse, where a barcode-based traceability system makes it possible to trace the entire history of the product - from production through to testing and distribution - ensuring full traceability throughout the value chain. This focus on quality also extends to relations with suppliers of raw materials and components.

Suppliers and quality control



The procurement phase plays a key role in ensuring the quality and safety of the final product. In this context, the Procurement Department works in close collaboration with the Group Quality Assurance Manager to assess and qualify suppliers using structured control tools, thereby promoting quality control at an increasingly early stage in the supply chain (see section “*Designing beauty: the business model*”).

With regard to monitoring supplier quality, this is carried out using a vendor rating indicator, adopted at the Group’s main plants, which summarises various assessment parameters, including the number of compliant and non-compliant parts, the frequency of anomalies, and other quantitative and qualitative performance indicators. Based on the vendor rating, the Group then determines the appropriate course of action, which may include audits at the supplier’s premises, the implementation of improvement plans or the adoption of specific corrective measures.

At the same time, for suppliers deemed to be the most critical or strategic, the Procurement Department, in collaboration with Quality Assurance, may propose the signing of the **Group Quality Agreement**, in order to clearly define the following:

- 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.

Continuous monitoring of supplier performance enables the Group to take prompt action in the event of critical issues and, in the most serious cases, to implement structured corrective measures, up to and including the possible termination of the contractual relationship. The effectiveness of the measures taken is verified through audits, visits and regular checks at supplier premises.

In 2025, 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

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

STATUS

On track



THE MANAGEMENT OF RELATIONSHIPS WITH CUSTOMERS

The Smeg Group places great emphasis on customer relationship management, focusing on building long-term, transparent and structured relationships with the aim of understanding the evolving needs of its target markets and driving the continuous improvement of the products and services it offers.

The main types of customers with which Smeg interfaces are:

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

Among the communications channels Smeg uses to interact with customers, are catalogues, newsletters, the corporate website, social media, select press publications for each country and commercials to promote product campaigns. Of particular importance is the internal **Customer Service** team, which assists customers with their various enquiries regarding the products and services on offer.

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.

With regard to the **user manuals** for both small and large household appliances, these contain all the information required for the correct use, maintenance and end-of-life disposal of the products. The Group also ensures compliance with regulatory requirements regarding the provision of information to end consumers about the presence of hazardous substances in products, by supplying the information required by the applicable legislation. Also note that in 2025 there were no cases of non-conformity with the regulations on product information and labelling of Smeg products and services.

When it comes to its relationship with end customers, the Smeg Group promotes an approach focused on **raising awareness and providing informed guidance on product use**. With this in mind, the focus is not solely on improving the user experience, but also on raising user awareness of the environmental impact associated with the use of household appliances and on how to use them optimally in order to extend their lifespan and maintain their 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, the company's website features recipes and cooking tips designed to help preserve food more effectively and make the most of leftovers.

In addition, 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.

Smeg at Futura Expo 2025

In 2025, Smeg took part for the first time in Futura Expo, Italy's première sustainability event, which attracted over 30,000 visitors from institutions, businesses, universities and the general public. The event provided an important opportunity for discussion and dialogue on the themes of responsible innovation and the transition towards more sustainable development models.

Smeg's participation took the form of an experiential stand designed around an edutainment approach, with the aim of raising public awareness of sustainability in the kitchen and the responsible use of household

appliances. Through interactive tools and direct engagement - including interactive quizzes, low-waste video recipes and surveys on usage habits - visitors were guided through an educational programme designed to promote good practices, with a particular focus on reducing food waste and the efficient use of household resources.

Smeg's participation in Futura Expo is part of its commitment to promoting a culture of sustainability, which involves not only developing efficient and durable products, but also raising awareness among end users of the importance of their everyday choices.



Next steps

STATUS

Further strengthen relationships with end customers by improving the services offered, both directly at Smeg Stores and through social media channels	On track
Monitor the possible technological development of the service made available to customers through telematic problem management solutions	On track
Incorporation of technical guidance for self-repair into product manuals and the development of video tutorials on how to use the product	On track

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INSIGHTS

Chapter 2

Spending with local suppliers (Euro/000) ⁶⁸	2025	2024	2023
Total spending on procurement	252,325	243,052	258,644
Of which to local suppliers	191,457	181,918	201,222
Percentage of spending on local suppliers	76%	75%	78%

GRI 204-1 Proportion of spending on local suppliers

Chapter 3

Composition of Smeg S.p.A. Board of Directors				
Office	Role	Independence ⁶⁹	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

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

⁶⁸ The reference is to just the manufacturing companies.

⁶⁹ 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.

Euro/000	2025	2024	2023
Economic value generated (consolidated)	989,683	940,774	881,180
Economic value distributed to suppliers (operating costs)	665,315	650,976	607,945
Economic value distributed to staff (staff costs)	165,926	150,688	140,055
Economic value distributed to lenders (interest and other financial charges)	6,286	5,745	7,161
Economic value distributed to investors (dividend distribution)	11,000	10,000	15,000
Economic value distributed to the public administration (income tax for the year and non-income taxes)	25,124	20,589	18,647
Economic value distributed to the territory and local communities (external donations)	562	492	723
Economic value distributed	874,214	838,489	789,531
Economic value retained (Economic value generated - Economic value distributed)	115,469	102,285	91,648

GRI 201-1 Direct economic value generated and distributed

SMEG S.p.A. Board Members	2025	2024	2023
Members of the governance body to whom all anti-corruption policies and procedures have been communicated	<i>All members of the BoD are provided with the Group Code of Ethics</i>		
Percentage of total members of governance bodies	100%		
Members of the governance bodies that have received 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)	2025	2024	2023
Managers to whom all anti-corruption policies and procedures have been communicated	<i>All managers are provided with the Group Code of Ethics</i>		
Percentage of total Managers	100%		
Managers who have received anti-corruption training	38	11	0
Percentage of total Managers	16%	5%	0%
White Collar to whom all anti-corruption policies and procedures have been communicated	<i>All white collars are provided with the Group Code of Ethics</i>		
Percentage of total White Collars	100%		
White Collar who have received anti-corruption training	0	0	0
Percentage of total White Collars	0%	0%	0%
Workers to whom all anti-corruption policies and procedures have been communicated	<i>All workers are provided with the Group Code of Ethics</i>		
Percentage of total Workers	100%		
Workers 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	2025	2024	2023
Business partners (specify type) to whom all anti-corruption policies and procedures have been communicated	<i>All contracted partners receive communication of the Group Code of Ethics</i>		
Percentage of total business partners	100% of contracted partners		

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

Euro/000	2025			
Consolidated reporting, by geographic area of reference ⁷⁰	Italy	Europe	Outside Europe	Total
Tangible assets other than cash and cash equivalents	536,720	124,871	66,571	728,162
Revenue from sales to third parties	318,440	413,518	231,483	963,441
Revenue from intragroup operations	585,658	1,130	2,947	589,735
Profit/loss before tax	72,367	12,647	4,560	89,574
Corporate income tax paid on a cash basis	21,546	3,333	2,008	26,887
Corporate income tax accrued on profits/losses ⁷¹	16,752	3,598	1,414	21,764

GRI 207-4 Country-by-country reporting

Euro/000	2024			
Consolidated reporting, by geographic area of reference ⁷⁰	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 ⁷¹	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 ⁷⁰	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 ⁷¹	13.329	2.011	271	15.611

GRI 207-4 Country-by-country reporting

⁷⁰ 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).

⁷¹ The difference between accrual taxes and cash taxes is defined by the normal tax regulations applicable in each country in which the Group operates.

Chapter 4

2025												
Active employees as of 31 December	Manufacturing 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	1,054	443	1,497	48	48	96	544	430	974	1,646	921	2,567
Fixed-term	12	10	22	3	2	5	34	30	64	49	42	91
Zero hour contracts	0	0	0	0	0	0	1	4	5	1	4	5
Total	1,066	453	1,519	51	50	101	579	464	1,043	1,696	967	2,663

GRI 2-7 Employees

2025												
Active employees as of 31 December	Manufacturing 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	1,041	346	1,387	50	32	82	566	425	991	1,657	803	2,460
Part time	25	107	132	1	18	19	13	39	52	39	164	203
Total	1,066	453	1,519	51	50	101	579	464	1,043	1,696	967	2,663

GRI 2-7 Employees

2024												
Active employees as of 31 December	Manufacturing companies (ITALY) ⁷²			Commercial distribution companies (ITALY)			Commercial distribution companies (OUTSIDE ITALY) ⁷³			Smeg Group		
Type of contract	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Open-ended	1,013	415	1,428	49	40	89	528	429	957	1,590	884	2,474
Fixed-term	21	8	29	3	4	7	24	32	56	48	44	92
Zero hour contracts	1	0	1	0	0	0	1	4	5	2	4	6
Total	1,035	423	1,458	52	44	96	553	465	1,018	1,640	932	2,572

GRI 2-7 Employees

⁷² Please note that the figures relating to Fri.Med. have been restated compared with the 2024 financial statements, in order to reflect methodological corrections and improvements made during the reporting period.

⁷³ Please note that the figures relating to Smeg Germany have been restated compared with the 2024 financial statements, in order to reflect methodological adjustments and improvements made during the reporting period.

2024												
Active employees as of 31 December	Manufacturing companies (ITALY) ⁷²			Commercial distribution companies (ITALY)			Commercial distribution companies (OUTSIDE ITALY) ⁷³			Smeg Group		
Type of contract	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full time	1,010	321	1,331	51	28	79	541	434	975	1,602	783	2,385
Part time	25	102	127	1	16	17	12	31	43	38	149	187
Total	1,035	423	1,458	52	44	96	553	465	1,018	1,640	932	2,572

GRI 2-7 Employees

2023												
Active employees as of 31 December	Manufacturing 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	Manufacturing 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

2025												
Active workers who are not employees as of 31 December	Manufacturing 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
Contracted/interim	84	28	112	2	0	2	18	4	22	104	32	136
Representative agents	18	5	23	21	2	23	19	4	23	58	11	69
Interns/trainees	3	5	8	0	0	0	8	3	11	11	8	19
Other workers who are not employees	0	0	0	0	0	0	0	0	0	0	0	0
Total	105	38	143	23	2	25	45	11	56	173	51	224

GRI 2-8 Workers who are not employees

2024												
Active workers who are not employees as of 31 December	Manufacturing 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
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	Manufacturing 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
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

Employees covered by collective bargaining, by type of company (%)	2025	2024	2023
Manufacturing companies (ITALY)	100%	100%	100%
Commercial distribution companies (ITALY)	100%	100%	100%
Commercial distribution companies (OUTSIDE ITALY)	50%	45%	36%
Total	80%	78%	75%

GRI 2-30 Collective bargaining agreements

2025												
Hires	Manufacturing 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	40	21	61	4	1	5	22	33	55	66	55	121
30<x>50 years	29	19	48	11	16	27	59	44	103	99	79	178
>50 years	12	10	22	3	5	8	21	6	27	36	21	57
Total	81	50	131	18	22	40	102	83	185	201	155	356
Incoming turnover rate (%)	8%	11%	9%	35%	44%	40%	18%	18%	18%	12%	16%	13%

GRI 401-1 New employee hires and employee turnover

2025				
Hires, by gender and professional category (Smeg Group)	Men	Women	Total	% of Women out of category total
Managers	26	5	31	16%
White collars	113	123	238	52%
Workers	62	27	89	30%
Total	201	155	356	44%

GRI 401-1 New employee hires and employee turnover

2025												
Terminations	Manufacturing 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	9	8	17	3	0	3	18	21	39	30	29	59
30<x>50 years	17	2	19	6	2	8	44	50	94	67	54	121
>50 years	21	13	34	3	2	5	14	12	26	38	27	65
Total	47	23	70	12	4	16	76	83	159	135	110	245
Outgoing turnover rate (%)	4%	5%	5%	24%	8%	16%	13%	18%	15%	8%	11%	9%

GRI 401-1 New employee hires and employee turnover

2024												
Hires	Manufacturing companies (ITALY)			Commercial distribution companies (ITALY)			Commercial distribution companies (OUTSIDE ITALY) ⁷⁴			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	57	53	110	94	77	171
>50 years	5	1	6	1	1	2	15	17	32	21	19	40
Total	91	52	143	5	5	10	98	108	206	194	165	359
Incoming turnover rate (%)	9%	12%	10%	9%	11%	10%	18%	23%	20%	12%	18%	14%

GRI 401-1 New employee hires and employee turnover

2024				
Hires, by gender and professional category (Smeg Group)	Men	Women	Total	% of Women out of category total
Managers	27	9	36	25%
White collars ⁷⁴	103	118	221	53%
Workers	64	38	102	37%
Total	190	165	355	46%

GRI 401-1 New employee hires and employee turnover

2024												
Terminations	Manufacturing companies (ITALY) ⁷⁵			Commercial distribution companies (ITALY)			Commercial distribution companies (OUTSIDE ITALY) ⁷⁴			Smeg Group		
Age group	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<30 years	19	7	26	1	2	3	16	18	34	36	27	63
30<x>50 years	21	7	28	3	3	6	51	35	86	75	45	120
>50 years	31	13	44	1	2	3	24	9	33	56	24	80
Total	71	27	98	5	7	12	91	62	153	167	96	263
Outgoing turnover rate (%)	7%	6%	7%	9%	16%	12%	16%	13%	15%	10%	10%	10%

GRI 401-1 New employee hires and employee turnover

⁷⁴ Please note that the figures relating to Smeg Germany have been restated compared with the 2024 financial statements, in order to reflect methodological adjustments and improvements made during the reporting period.

⁷⁵ Please note that the figures relating to Fri.Med. have been restated compared with the 2024 financial statements, in order to reflect methodological corrections and improvements made during the reporting period.

2023												
Hires	Manufacturing 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

2023				
Hires, by gender and professional category (Smeg Group)	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

2023												
Terminations	Manufacturing 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

Employees covered by the occupational health and safety management system (manufacturing companies) ⁷⁶	2025
Total number of employees	1,440
Number of employees covered by such a system	1,440
Percentage of employees covered by such a system	100%
Number of employees covered by such a system subject to an internal audit	1,440
Percentage of employees covered by such a system subject to an internal audit	100%
Number of employees covered by such a system subject to an independent audit	1,440
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 (manufacturing companies) ⁷⁶	2025
Total number of outside workers	129
Number of workers who are not employees covered by such a system	94
Percentage of workers who are not employees covered by such a system	73%
Number of workers who are not employees covered by such a system subject to an internal audit	94
Percentage of workers who are not employees covered by such a system and which is subject to an internal audit	73%
Number of workers who are not employees covered by such a system subject to an independent audit	94
Percentage of workers who are not employees covered by such a system subject to an independent audit	73%

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

Employees covered by the occupational health and safety management system (manufacturing companies) ⁷⁶	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 subject to an internal audit	1,384
Percentage of employees covered by such a system subject to an internal audit	100%
Number of employees covered by such a system subject to an independent audit	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 (manufacturing companies) ⁷⁶	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 subject to an internal audit	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 subject to an independent audit	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

⁷⁶ The data refer only to Group manufacturing companies that have an Occupational Health and Safety Management System which is ISO 45001 compliant (the companies La Pavoni S.p.A. and FRI.MED are therefore not yet included).

Employees covered by the occupational health and safety management system (manufacturing companies) ⁷⁶	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 subject to an internal audit	1,346
Percentage of employees covered by such a system subject to an internal audit	100%
Number of employees covered by such a system subject to an independent audit	1,346
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 (manufacturing companies) ⁷⁶	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 subject to an internal audit	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 subject to an independent audit	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

2025				
Employed workers	Manufacturing companies (ITALY)	Commercial distribution companies (ITALY)	Commercial distribution companies (OUTSIDE ITALY)	Smeg Group
Number of hours worked	1,647,688	173,444	1,662,294	3,483,426
Number of recordable work-related injuries	15	1	17	33
of which during commutes ⁷⁷	5	0	0	5
Rate of recordable work-related injuries	9.10%	5.77%	10.23	9.47%
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

2025				
Workers who are not employees	Manufacturing companies (ITALY)	Commercial distribution companies (ITALY)	Commercial distribution companies (OUTSIDE ITALY)	Smeg Group
Number of hours worked	181,547	1,723	158,218	341,488
Number of recordable work-related injuries	0	0	0	0
of which during commutes ⁷⁷	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

⁷⁷ 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.

2024				
Employed workers	Manufacturing 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 ⁷⁷	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

2024				
Workers who are not employees	Manufacturing 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 ⁷⁷	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

2023				
Employed workers	Manufacturing 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 ⁷⁷	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%

GRI 403-9 Work-related injuries

2023				
Workers who are not employees	Manufacturing 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 ⁷⁵	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

2025												
	Manufacturing companies (ITALY)			Commercial distribution companies (ITALY)			Commercial distribution companies (OUTSIDE ITALY)			Smeg Group		
Hours of training, by professional category and gender	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Managers (N)	69	9	78	5	4	9	112	53	165	186	66	252
Total hours of training (H)	1,258	299	1,557	8	0	8	1675.5	1685.5	3361	2,942	1,985	4,926
Average hours of training (h)	18.23	33.22	19.96	1.6	0	0.89	14.96	31.80	20.37	15.81	30.07	19.55
White Collars (N)	300	164	464	31	46	77	374	400	774	705	610	1315
Total hours of training (H)	7,102	2,461	9,563	127	356	483	2296	2905.6	5201.6	9525	5722.1	15247.1
Average hours of training (h)	23.67	15	20.61	4.1	7.74	6.27	6.14	7.26	6.72	13.51	9.38	11.59
Workers (N)	697	280	977	15	0	15	93	11	104	805	291	1096
Total hours of training (H)	6,119	1,816	7,935	125	0	125	462.25	97	559.25	6706.25	1913	8619.25
Average hours of training (h)	8.78	6.49	8.12	8.33	-	8.33	4.97	8.82	5.38	8.33	6.57	7.86
Total employees	1066	453	1519	51	50	101	579	464	1043	1696	967	2663
Total hours of training	14,479	4,576	19,055	260	356	616	4433.75	4688.1	9121.85	19172.75	9619.6	28792.35
Total average hours of training	13.58	10.1	12.54	5.1	7.12	6.1	7.66	10.10	8.75	11.30	9.95	10.81

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

2024												
Hours of training, by professional category and gender	Manufacturing companies (ITALY) ⁷⁸			Commercial distribution companies (ITALY)			Commercial distribution companies (OUTSIDE ITALY) ⁷⁹			Smeg Group		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Managers (N)	65	8	73	2	4	6	103	58	161	170	70	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	11.33	28.24	17.42	13.07	24.99	16.55
White Collars (N)	277	150	427	31	40	71	354	394	748	662	584	1,246
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	6.02	6.14	6.08	10.91	7.76	9.43
Workers (N)	693	265	958	19	0	19	96	13	109	808	278	1,086
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)	7.49	5.65	6.98	10.84	-	10.84	3.71	7.31	4.14	7.12	5.73	6.77
Total employees	1035	423	1458	52	44	96	553	465	1,018	1,640	932	2,572
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	10.83	8.05	10.02	6.50	7.14	6.79	6.61	8.93	7.67	9.27	8.45	8.97

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

⁷⁸ Please note that the figures relating to Fri.Med. have been restated compared with the 2024 financial statements, in order to reflect methodological corrections and improvements made during the reporting period.

⁷⁹ Please note that the figures relating to Smeg Germany have been restated compared with the 2024 financial statements, in order to reflect methodological adjustments and improvements made during the reporting period.

2023												
Hours of training, by professional category and gender	Manufacturing 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	1767	2480	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	1738.5	1161.5	2900	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)	6870.5	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	2921.5	3148.5	6070	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

2025												
Active employees as of 31.12	Manufacturing 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	69	9	78	5	4	9	112	53	165	186	66	252
<30 years	0	0	0	0	0	0	1	0	1	1	0	1
30<x>50 years	23	7	30	3	4	7	60	43	103	86	54	140
>50 years	46	2	48	2	0	2	51	10	61	99	12	111
White Collars	300	164	464	31	46	77	374	400	774	705	610	1,315
<30 years	58	31	89	4	2	6	46	72	118	108	105	213
30<x>50 years	128	93	221	15	27	42	208	234	442	351	354	705
>50 years	114	40	154	12	17	29	120	94	214	246	151	397
Workers	697	280	977	15	0	15	93	11	104	805	291	1,096
<30 years	112	47	159	0	0	0	15	0	15	127	47	174
30<x>50 years	351	119	470	11	0	11	52	11	63	414	130	544
>50 years	234	114	348	4	0	4	26	0	0	264	114	378
Total	1,066	453	1,519	51	50	101	579	464	1,043	1,696	967	2,663

GRI 405-1 Diversity of employees

2025												
Active employees as of 31.12	Manufacturing companies (ITALY)			Commercial distribution companies (ITALY)			Commercial distribution companies (OUTSIDE ITALY) ⁸⁰			Smeg Group		
Protected categories, by professional category	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Managers	1	1	2	0	1	1	16	12	28	17	14	31
White Collars	4	2	6	0	0	0	33	91	124	37	93	130
Workers	49	22	71	0	0	0	10	7	17	59	29	88
Total	54	25	79	0	1	1	59	110	169	113	136	249

GRI 405-1 Diversity of employees

⁸⁰ Please note that the figures relating to Fri.Med. have been restated compared with the 2024 financial statements, in order to reflect methodological corrections and improvements made during the reporting period.

2024												
Active employees as of 31.12	Manufacturing companies (ITALY) ⁸¹			Commercial distribution companies (ITALY)			Commercial distribution companies (OUTSIDE ITALY) ⁸²			Smeg Group		
Professional category, by age group	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Managers	65	8	73	2	4	6	103	58	161	170	70	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	44	8	52	88	10	98
White Collars	277	150	427	31	40	71	354	394	748	662	584	1,246
<30 years	47	33	80	2	1	3	41	74	115	90	108	198
30<x>50 years	126	79	205	18	24	42	210	245	455	354	348	702
>50 years	104	38	142	11	15	26	103	75	178	218	128	346
Workers	693	265	958	19	0	19	96	13	109	808	278	1,086
<30 years	131	46	177	2	0	2	20	0	20	153	46	199
30<x>50 years	340	108	448	13	0	13	49	13	62	402	121	523
>50 years	222	111	333	4	0	4	27	0	27	253	111	364
Total	1,035	423	1,458	52	44	96	553	465	1,018	1,640	932	2,572

GRI 405-1 Diversity of employees

2024												
Active employees as of 31.12	Manufacturing companies (ITALY)			Commercial distribution companies (ITALY)			Commercial distribution companies (OUTSIDE ITALY) ⁸³			Smeg Group		
Protected categories, by professional category	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
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

GRI 405-1 Diversity of employees

⁸¹ Please note that the figures relating to Fri.Med. have been restated compared with the 2024 financial statements, in order to reflect methodological corrections and improvements made during the reporting period.

⁸² Please note that the figures relating to Smeg Germany have been restated compared with the 2024 financial statements, in order to reflect methodological adjustments and improvements made during the reporting period.

⁸³ 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.

2023												
Active employees as of 31.12	Manufacturing 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	Manufacturing companies (ITALY)			Commercial distribution companies (ITALY)			Commercial distribution companies (OUTSIDE ITALY) ⁸⁴			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

GRI 405-1 Diversity of employees

⁸⁴ 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.

Direct collaborators with Manufacturing Companies ⁸⁵	2025	
Gender pay gap, by professional category ⁸⁶	Basic salary	Remuneration
Managers	87%	93%
White collars	94%	93%
Workers	96%	96%

GRI 405-2 Ratio of basic salary and remuneration of women to men

Direct collaborators with Manufacturing Companies ⁸⁷	2024	
Gender pay gap, by professional category ⁸⁸	Basic salary	Remuneration
Managers	89%	90%
White collars	94%	92%
Workers	89%	90%

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 ⁸⁹	Basic salary	Remuneration
Managers	104%	104%
White collars	88%	82%
Workers	111%	100%

GRI 405-2 Ratio of basic salary and remuneration of women to men

⁸⁵ 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 women in managerial positions at two of the Group's manufacturing companies.

⁸⁶ The calculation considered active employees as of 31 December 2025.

⁸⁷ 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 manufacturing companies of the Group. Please note that the figures relating to FRI.MED have been restated compared with the 2024 financial statements, in order to reflect methodological corrections and improvements made during the reporting period.

⁸⁸ The calculation considered active employees as of 31 December 2024.

⁸⁹ The calculation considered active employees as of 31 December 2023.

Chapter 5

Energy consumption, by energy sources(GJ) - Smeg Group	2025	2024	2023
Electricity	70,232.48	69,834.39	67,930.67
Of which from conventional sources	15,282.86	18,435.93	37,795.52
Of which from renewable sources (purchase of electricity from certified renewable sources)	37,425.62	36,352.24	20,040.00
Of which from renewable sources (self-produced and self-consumed from photovoltaics)	17,524.00	15,046.22	10,095.15
District heating	493.74	449.74	255.30
Natural gas	89,715.62	87,865.76	79,708.16
Diesel for generators	116.19	105.12	217.25
Fuel (automotive and company fleet)	30,916.95	30,340.53	33,447.44
Diesel	9,349.69	7,447.08	23,244.22
Petrol	21,537.13	22,864.26	10,203.22
Total energy consumption	191,474.99	188,595.54	181,558.82
Of which from renewable sources	54,949.62	51,398.46	30,135.15
Energy intensity (GJ/€)	0.00019	0.00020	0.00021

2025				
Water withdrawal (ML) ⁹⁰	Manufacturing companies (ITALY)	Commercial distribution companies (ITALY)	Commercial distribution companies (OUTSIDE ITALY)	Smeg Group
From non-water-stressed areas	104.18	1.74	69.74	175.65
Surface water	-	-	0.96	0.96
Groundwater (aquifer)	76.48	-	-	76.48
Sea water ⁹¹	-	-	0.01	0.01
Water produced ⁹¹	-	-	0.03	0.03
Third-party water resources (Municipal water service providers)	27.70	1.74		29.44
From water-stressed areas	0.00	0.14	9.23	9.37
Sea water	-	-	-	-
Third-party water resources (Municipal water service providers)	-	0.14	9.23	9.37
Total water withdrawal	104.18	1.88	78.97	185.02

GRI 303-3 Water withdrawal

⁹⁰ The figures for Smeg Canada, Smeg France, Smeg Poland and Smeg USA are not included.

⁹¹ Smeg Singapore.

2024				
Water withdrawal (ML) ⁹²	Manufacturing 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 ⁹¹	-	-	0.01	0.01
Water produced ⁹¹	-	-	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 ⁹³	-	-	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

2023				
Water withdrawal (ML) ⁹⁴	Manufacturing companies (ITALY)	Commercial distribution companies (ITALY)	Commercial distribution companies (OUTSIDE ITALY)	Smeg Group
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 ⁹¹	-	-	0.01	0.01
Water produced ⁹¹	-	-	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

⁹² Domestika S.r.l.'s volumes are included in Apell's withdrawals; data from Smeg Canada, Smeg France, Smeg Poland and Smeg USA are not included.

⁹³ Smeg South Africa

⁹⁴ 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 and Smeg UK, the 2023 data have been estimated on the basis of information taken from previous invoices.

Water discharge (ML)	2025	2024	2023
From non-water-stressed areas	140.29	144.93	141.91
Surface water	48.16	49.03	52.83
Sea water ⁹¹	0.01	-	-
Water produced ⁹¹	0.03	-	-
Third-party water resources (Municipal water service providers)	92.09	95.86	89.08
From water-stressed areas	8.40	6.78	2.90
Surface water	-	-	-
Third-party water resources (Municipal water service providers)	8.40	6.78	2.90
Total water discharge	148.69	151.71	144.81

2025				
Water consumption (ML)	Manufacturing companies (ITALY)	Commercial distribution companies (ITALY)	Commercial distribution companies (OUTSIDE ITALY)	Smeg Group
From non-water-stressed areas	34.59	0.00	0.61	35.20
Water withdrawal	104.18	1.74	69.74	175.65
Water discharge	69.59	1.74	69.13	140.45
From water-stressed areas	0.00	0.00	0.97	0.97
Water withdrawal	0.00	0.14	9.23	9.37
Water discharge	0.00	0.14	8.26	8.40
Total water consumption	34.59	0.00	1.58	36.17

GRI 303-5 Water consumption

2024				
Water consumption (ML)	Manufacturing companies (ITALY)	Commercial distribution companies (ITALY)	Commercial distribution companies (OUTSIDE ITALY)	Smeg Group
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	32.05

GRI 303-5 Water consumption

Water consumption (ML)	2023			
	Manufacturing 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

Species recorded ⁹⁵	IUCN Red List Assessment	Population trend
Flora		
<i>Acer campestre</i>	LC	Stable
<i>Acer platanoides</i>	LC	Unknown
<i>Aesculus hippocastanum</i>	VU	Decline
<i>Betula utilis</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>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
Fauna		
<i>Phasianus</i>	LC	Unknown
<i>Lepus europaeus</i>	LC	Decline
<i>Pica pica</i>	LC	Stable
<i>Cyprinus carpio</i>	LC	Decline

GRI 304-4 Red List species and national conservation list species with habitats in areas affected by operations

⁹⁵ Some of the species recorded do not appear on the IUCN Red List; specifically, these are: *Hybiscus syriacus*, *Malus domestica*, *Platanus hybrida*, *Populus nigra* 'Italica', *Prunus avium* 'Plena', *Prunus yedoensis*, *Pyrus domestica*, *Quercus robur* 'Koster' and *Ulmus campestris*.

2025				
Direct and indirect emissions (tonnes of CO ₂ eq)	Manufacturing companies (ITALY)	Commercial distribution companies (ITALY)	Commercial distribution companies (OUTSIDE ITALY)	Gruppo Smeg
Direct (Scope 1) emissions	5062.78	208.44	1402.04	6673.26
Natural Gas	4336.98	71.60	155.20	4563.78
Diesel ⁹⁶	621.27	118.79	751.95	1492.01
Petrol	37.73	18.05	460.26	516.04
FGas	66.80	0.00	34.63	101.43
Intensity of direct (Scope 1) emissions	-	-	-	0.0000069
Indirect (Scope 2 - location based) emissions⁹⁷	2616.72	109.44	1048.66	3774.82
Electricity	2616.72	92.35	1041.71	3750.78
District heating	-	17.09	6.95	24.04
Intensity of indirect (Scope 2 - location-based) emissions	-	-	-	0.0000039
Indirect (Scope 2 - market-based) emissions	717.18	133.50	1048.94	1899.62
Electricity	717.18	116.41	1041.99	1875.58
District heating	-	17.09	6.95	24.04
Intensity of indirect (Scope 2 - market-based) emissions	-	-	-	0.0000020
Total direct and indirect (Scope 2 - location-based) emissions	7679.50	317.88	2450.70	10448.08
Intensity of direct and indirect (Scope 2 - location-based) emissions	-	-	-	0.0000108
Total direct and indirect (Scope 2 - market-based) emissions	5779.96	341.94	2450.98	8572.88
Intensity of direct and indirect emissions (Scope 2 - market based)	-	-	-	0.0000089

GRI 305-1 Direct (Scope 1) GHG emissions
 GRI 305-2 Energy indirect (Scope 2) GHG emissions
 GRI 305-4 Emissions intensity

⁹⁶ Includes the consumption of diesel for generators.

⁹⁷ 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).

2024				
Direct and indirect emissions (tonnes of CO ₂ eq)	Manufacturing companies (ITALY)	Commercial distribution companies (ITALY)	Commercial distribution companies (OUTSIDE ITALY)	Smeg Group
Direct (Scope 1) emissions	4,940.35	236.23	1,407.67	6,584.24
Natural Gas	4,247.51	84.00	136.13	4,467.64
Diesel ⁹⁶	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) emissions ⁹⁷	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	16.60	5.84	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	16.60	5.84	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

GRI 305-1 Direct (Scope 1) GHG emissions

GRI 305-2 Energy indirect (Scope 2) GHG emissions

GRI 305-4 Emissions intensity

2023				
Direct and indirect emissions (tonnes of CO ₂ eq)	Manufacturing 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 ⁹⁶	569.14	126.64	945.29	1641.07
Petrol	45.34	10.57	572.43	628.33
FGas	131.07	0.00	61.57	192.63
Intensity of direct (Scope 1) emissions	-	-	-	0.0000076
Indirect (Scope 2 - location based) emissions⁹⁷	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	1117.44	5,195.89
Electricity	3,912.05	153.98	1117.12	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	1,1107.50
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	1,1715.52
Intensity of direct and indirect emissions (Scope 2 - market based)	-	-	-	0.000014

GRI 305-1 Direct (Scope 1) GHG emissions
GRI 305-2 Energy indirect (Scope 2) GHG emissions
GRI 305-4 Emissions intensity

Other atmospheric emissions, by type ⁹⁸	2025	2024	2023
NOx	10.91	10.92	9.47
SOx	0.01	0.01	0.78
Volatile Organic Compounds (VOCs)	0.004	0.004	0.30
Particulate matter (PM) - dust	0.001	0.001	0.002

⁹⁸ The data included in the table refer to Apell S.p.A. and Bonferraro S.p.A.

2025				
Waste generated, by type of waste (tonnes) ⁹⁹	Manufacturing companies (ITALY)	Commercial distribution companies (ITALY)	Commercial distribution companies (OUTSIDE ITALY)	Smeg Group
Hazardous waste	112.7	8.1	595.4	716.1
Chemical products	62.5			62.5
WEEE	34.2			34.2
Mixed material packaging	1.7			1.7
Refrigerants		8.1	591.6	599.7
Other	14.3		3.8	18.1
Non-hazardous waste	4,913.1	55.5	5,081.4	10,049.9
Steel	725.8		155.0	880.8
Paper	530.8	4.1	21.0	555.8
Cardboard	186.3	5.8	238.6	430.7
HDPE (High Density Polyethylene)		16.0		16.0
Sheet metal		11.6	1.2	12.8
LDPE (Low Density Polyethylene)	17.2		0.8	18.0
Wood	337.1	9.7	358.2	705.0
PET (Polyethylene terephthalate)		0.5	19.1	19.6
PP (Polypropylene)			2.0	2.0
Chemical products	53.8			53.8
PS (Polystyrene)		1.0	1.2	2.2
Glass	111.2	2.0		113.2
Plastic waste	343.1		21.0	364.1
Mixed material packaging	268.7			268.7
Biodegradable waste	73.7			73.7
Mixed	80.0			80.0
Metal waste	2,004.6			2,004.6
WEEE	168.3		3,845.2	4,013.6
Other	12.6	4.8	418.0	435.3
Total waste produced	5,025.7	63.6	5,676.7	10,766.0

GRI 306-3 Waste generated

⁹⁹ Data from La Pavoni, Smeg Canada, Smeg Germany and Smeg USA are not included.

2025				
Waste generated, by type of waste (tonnes) ⁹⁹	Production companies (ITALY)	Commercial distribution companies (ITALY)	Commercial distribution companies (OUTSIDE ITALY)	Smeg Group
Hazardous waste	112,65	8,10	595,39	716,14
Landfill	60,20	8,10	3,00	71,30
Recycling	52,45	-	592,39	644,84
Non-hazardous waste	4.913,07	55,48	5.081,35	10.049,90
Incineration	1,60		107,70	109,30
Landfill	43,25	25,91	251,69	320,85
Recycling	4.868,21	29,57	4.721,96	9.619,74
Total waste produced	5.025,72	63,58	5.676,74	10.766,04
Of which sent for recovery	4.920,663	29,57	5.314,35	10.264,58
Of which sent for disposal	105,052	34,01	362,39	501,45

GRI 306-3 Waste generated

GRI 306-4 Waste diverted from disposal

GRI 306-5 Waste directed to disposal

2024				
Waste generated, by type of waste (tonnes) ¹⁰⁰	Manufacturing 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	9,081.53
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	530.96
Total waste produced	4,760.82	53.32	5,051.97	9,866.10

GRI 306-3 Waste generated

¹⁰⁰ Data from La Pavoni, Smeg Germany and Smeg USA are not included.

2024				
Waste generated, by type of waste (tonnes) ¹⁰⁰	Production companies (ITALY)	Commercial distribution companies (ITALY)	Commercial distribution companies (OUTSIDE ITALY)	Smeg Group
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	4,331.09	9,081.53
Incineration	1.50	-	86.00	87.50
Landfill	75.57	5.95	312.31	393.83
Recycling	4,626.75	40.67	3,932.78	8,600.20
Total waste produced	4,760.82	53.32	5,051.97	9,866.10
Of which sent for recovery	4,676.12	47.37	4,651.66	9,375.15
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

2023				
Waste generated, by type of waste (tonnes) ¹⁰¹	Manufacturing 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	3,911.91	8,457.76
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	0.14	104.10
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	4,866.01	9,484.53

GRI 306-3 Waste generated

¹⁰¹ Data from La Pavoni, Smeg Germany, Smeg Mexico, Smeg Nordic, Smeg Netherlands, Smeg Singapore and Smeg USA are not included.

2023				
Waste generated, by type of waste (tonnes) ¹⁰¹	Production 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

Chapter 6

Materials used (kg)	2025	2024	2023
Renewables			
Wood	867,681	796,521	865,903
of which from recycling	0	0	0
Total renewable materials	867,681	796,521	865,903
Total recycled renewable materials	0	0	0
Non-renewables			
Polystyrene	1,416,207	1,360,814	1,315,847
of which from recycling	0	0	0
Steel	2,994,200	2,488,910	2,853,277
of which from recycling	0	0	0
Plastic	1,203,628	1,181,490	1,327,155
of which from recycling	9,600	370	370
Sheet metal	10,149,185	9,721,815	9,289,283
of which from recycling	0	0	0
Glass	1,054,506	970,500	988,478
of which from recycling	1,600	2,729	2,606
Paper and cardboard	1,267,931	1,095,467	1,059,272
of which from recycling	111,130	101,997	13,413
Electronic components	363,020	385,705	315,245
of which from recycling	0	0	0
Cast iron	472,986	393,109	371,421
of which from recycling	0	0	0
Chrome-plated wire	715,836	605,986	632,853
of which from recycling	0	0	0
Polyethylene	159,307	116,266	135,283
of which from recycling	0	0	0
Rubber	525	500	0
of which from recycling	0	0	0
Total non-renewable materials	19,797,331	18,280,562	18,288,114
Quantity of recycled non-renewable materials	122,330	105,096	16,388
Total materials used	20,665,013	19,077,082	19,154,017
% of renewable materials out of total materials used	4.2%	4.2%	4.5%
% of recycled materials out of total materials used	0.6%	0.6%	0.1%

301-1 Materials used by weight or volume

301-2 Recycled input materials used

METHODOLOGICAL NOTE

The Sustainability Report, which covers the period from 1 January 2025 to 31 December 2025 (where possible, data to 2024 and 2023 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 151-156.

Key reporting concepts and principles

Acknowledging 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");
- **Stakeholder** (see "Communicating with stakeholder").

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 fifth 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 establishment of 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 and governance terms.

Reporting scope

As of 31 December 2025, the Group was composed of 30 companies:

- 5 manufacturing companies: Smeg S.p.A., Bonferraro S.p.A., Apell S.p.A., La Pavoni S.p.A., FRI.MED S.r.l.;
- 4 commercial distribution companies operating in Italy (Inea S.r.l., Smeg Distribuzione S.r.l., Verinox FVG S.r.l., Te.Se.C. S.r.l.);
- 21 commercial branches operating abroad (it should be noted that Smeg New Zealand (SMEG NZ LIMITED) and Smeg Middle East (SMEG Appliances FZCO DMCC) are not included in the reporting scope for the year 2025, as these two subsidiaries were incorporated in 2025 but began operations on 1 January 2026).

Disclosure GRI 405-2 Ratio of basic salary and remuneration of women to men is calculated with reference to the five manufacturing 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 governance/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 2025, 2024 and 2023. 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 2025, 2024 and 2023;
- 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 2023, 2024 and 2025;
- 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 2025
- 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 for the year 2025, 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 2022 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 2025;
 - 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 2025 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 2025 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 2025 to 31 December 2025, 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	16-17	
	2-2 Entities included in the organisation's sustainability reporting	149	
	2-3 Reporting period, frequency and contact point	8, 149	
	2-4 Restatements of information	116, 120, 128, 131, 133	
	2-6 Activities, value chain and other business relationships	19-26	
	2-7 Employees	50-53, 116-117	
	2-8 Workers who are not employees	118	
	2-9 Governance structure and composition	36-37, 113	
	2-10 Nomination and selection of the highest governance body	37	
	2-11 Chair of the highest governance body	37, 113	
	2-12 Role of the highest governance body in overseeing the management of impacts	36-37	
	2-13 Delegation of responsibility for managing impacts	36-37	
	2-14 Role of the highest governance body in sustainability reporting	36-37	
	2-15 Conflicts of interest	38-39	
	2-18 Evaluation of the performance of the highest governance body	36-37	

GRI Standard	Disclosure	Page	Comments / Omissions
	2-22 Statement on sustainable development strategy	36-37	
	2-23 Policy commitments	38-41, 53, 105-107	
	2-25 Processes to remediate negative impacts	27-31	
	2-26 Mechanisms for seeking advice and raising concerns	39	
	2-27 Compliance with laws and regulations		In 2023 and in 2025, no significant cases of non-compliance with the laws and regulations concerning environmental and social-economic matters occurred. 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.
	2-28 Membership associations	46	
	2-29 Approach to stakeholder engagement	32-33	
	2-30 Collective bargaining agreements	52, 119	
MATERIAL TOPICS			
GRI 3: Material topics 2021	3-1 Process to determine material topics	27-31	
	3-2 List of material topics	30-31	
ECONOMIC PERFORMANCE			
GRI 3: Material topics 2021	3-3 Management of material topics	42-44	
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	22, 42-44, 114	
PROCUREMENT PRACTICES			
GRI 3: Material topics 2021	3-3 Management of material topics	24-26, 94-97	
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	113	
ANTI-CORRUPTION			
GRI 3: Material topics 2021	3-3 Management of material topics	38-39	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	38-39, 114	
	205-3 Confirmed incidents of corruption and actions taken		In 2025, 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.

GRI Standard	Disclosure	Page	Comments / Omissions
TAXES			
GRI 3: Material topics 2021	3-3 Management of material topics	40-41	
GRI 207: Tax 2019	207-1 Approach to tax	40-41	
	207-2 Tax governance, control, and risk management	40-41	
	207-3 Stakeholder engagement and management of concerns related to tax	40-41	
	207-4 Country-by-country reporting	115	
MATERIALS			
GRI 3: Material topics 2021	3-3 Management of material topics	94-97, 147	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	94-97, 147	
	301-2 Recycled input materials used	94-97, 147	
ENERGY			
GRI 3: Material topics 2021	3-3 Management of material topics	23, 70-75	
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	70-75, 134	
	302-3 Energy intensity	72, 134	
	302-4 Reduction of energy consumption	23, 74-75	
WATER AND EFFLUENTS			
GRI 3: Material topics 2021	3-3 Management of material topics	85-86	
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	85-86	
	303-2 Management of impacts associated with water discharge	85-86	
	303-3 Water withdrawal	85-86, 134-137	
	303-4 Water discharge	85-86, 134-137	
	303-5 Water consumption	85-86, 134-137	
BIODIVERSITY			
GRI 3: Material topics 2021	3-3 Management of material topics	88-91	
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	88-91	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	88-91, 137	

GRI Standard	Disclosure	Page	Comments / Omissions
EMISSIONS			
GRI 3: Material topics 2021	3-3 Management of material topics	23, 76-81, 149-150	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	23, 76-81, 138-140	
	305-2 Energy indirect (Scope 2) GHG emissions	23, 76-81, 138-140	
	305-3 Other indirect (Scope 3) GHG emissions	23, 76-81	
	305-4 GHG emissions intensity	77	
	305-5 Reduction of GHG emissions	74-75	
	305-7 Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	81, 140	
WASTE			
GRI 3: Material topics 2021	3-3 Management of material topics	23, 82-84	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	82-84	
	306-2 Management of significant waste-related impacts	23, 82-84	
	306-3 Waste generated	141-146	
	306-4 Waste diverted from disposal	141-146	
	306-5 Waste directed to disposal	141-146	
SUPPLIER ENVIRONMENTAL ASSESSMENT			
GRI 3: Material topics 2021	3-3 Management of material topics	24-26	
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	24-26	
EMPLOYMENT			
GRI 3: Material topics 2021	3-3 Management of material topics	53-60	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	53-56, 59-60, 119-121	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	57-58	

GRI Standard	Disclosure	Page	Comments / Omissions
OCCUPATIONAL HEALTH AND SAFETY			
GRI 3: Material topics 2021	3-3 Management of material topics	40-41, 64-66	
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	64-66	
	403-2 Hazard identification, risk assessment, and incident investigation	64-66	
	403-3 Occupational health services	64-66	
	403-4 Worker participation, consultation, and communication on occupational health and safety	64-66	
	403-5 Worker training on occupational health and safety	64-66	
	403-6 Promotion of worker health	64-66	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	64-66	
	403-8 Workers covered by an occupational health and safety management system	122-123	
	403-9 Work-related injuries	124-126	
	403-10 Work-related ill health	64-66	
TRAINING AND EDUCATION			
GRI 3: Material topics 2021	3-3 Management of material topics	61-63	
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	127-129	
DIVERSITY AND EQUAL OPPORTUNITY			
GRI 3: Material topics 2021	3-3 Management of material topics	53-58	
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	55, 113, 130-132	
	405-2 Ratio of basic salary and remuneration of women to men	133	
NON-DISCRIMINATION			
GRI 3: Material topics 2021	3-3 Management of material topics	40-41	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	53	
SUPPLIER SOCIAL ASSESSMENT			
GRI 3: Material topics 2021	3-3 Management of material topics	24-25	
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	24-25	

GRI Standard	Disclosure	Page	Comments / Omissions
CUSTOMER HEALTH AND SAFETY			
GRI 3: Material topics 2021	3-3 Management of material topics	109-111	
GRI 416: Customer health and safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	108	
MARKETING AND LABELLING			
GRI 3: Material topics 2021	3-3 Management of material topics	109-110	
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	109	
	417-3 Incidents of non-compliance concerning marketing communications		Over the three-year reporting period, no cases of non-compliance concerning marketing communications were reported.
CUSTOMER PRIVACY			
GRI 3: Material topics 2021	3-3 Management of material topics	40-41	
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	41	It should be noted that, in 2023 and in 2025, 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. The Group immediately activated security protocols, temporarily suspending production, logistics and personnel management activities as a precautionary measure. It also reported the data breach to the Data Protection Authority and outlined the remedial measures taken, which the Authority deemed adequate; the Authority subsequently closed the case.



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