

2022 Company Report

[Our Group](#)

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2022 Company Report

Our Group — Sustainability Report — Methodology

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Projecting bridges to our future

Dear Stakeholders,

Looking back at 2022, which has come to an end, I want to take the opportunity to retrace the moments that shaped such an intense year of events and achievements.

Our solutions for thermal comfort – the way our customers welcome us to their homes – continued to be one of the main drivers of Ariston Group's success. As per our vision, we remained committed to championing sustainable comfort and invested heavily in technological innovation, to further enrich our renewable and high-efficiency portfolio. Over the years we have been working hard to steadily increase our production capacity for heat pumps and in 2022 we renewed our electric heat pump platform across all our core European markets, releasing improved efficiency and low-noise performance products that leverage low Global Warming Potential refrigerants. Furthermore, while electrification is confirmed as the main pillar of the European building decarbonisation strategy and remains at the core of our efforts, we have been supporting the energy transition also through the development of hydrogen, high-efficiency and hybrid solutions; and we have invested in digitalization and the IoT, upgrading our products with advanced connectivity features, to reduce consumption while further enhancing the user experience.

The decision to join forces with CENTROTEC Climate Systems – the biggest acquisition announced in Ariston Group's history and which marks

a fundamental milestone on this year's path – is fully consistent with our pledge to thrive in this area: in particular, Wolf brought to the group its role as a pioneer in natural refrigerants, high-efficiency, ultra-low noise heat pumps, while Brink brought domestic ventilation, crucial for nearly Zero Emission Buildings, and the air-handling solutions allow the Group to expand its portfolio into critical climate comfort technologies. Ariston Group's international footprint – another key element in our investment statement – has also benefited from this deal, with our European presence further consolidating and Germany becoming the lead market from 2023 onwards.

Another year of sound financial performance represents an indisputable indicator that our vision Sustainable Comfort for Everyone is robust. In 2022 Ariston Group reported revenues for 2.4 billion Euro (+ 19.7%) driven by the increasing demand for renewable solutions: during a year disrupted by a series of events that spanned from the regrettable outbreak of the Ukrainian conflict to energy and raw material scarcity and high inflationary trends, we were able to further grow our turnover – once again, an all-time high! And considering pro-forma the acquisition closed on 2 January 2023, Ariston Group starts the new year as a 3.1-billion-Euro net revenue group.

Over our 93-year history we have achieved ambitious targets. As major challenges loom on the horizon, we prepare to turn them into opportunities, continuing to raise the bar of our aspirations and performance.

Paolo Merloni
Executive chairman



As we acknowledge the past achievements, we are already setting new and bolder objectives for ourselves, to project bridges to our future. Ariston Group's sustainable growth remains our absolute priority and we will deploy all the resources needed to generate value for our stakeholders in the long term. In particular, we will focus on continuing to sustain our financial performance by leveraging our solutions and our services, we will invest further in the consolidation of our global scale and we will work to increasingly mitigate and enhance our environmental and social impact – a purpose that dates back to the Ariston Group founder's industrial culture and that we will never abandon. 2023 will be critical to our ESG strategy: the plan we launched back in 2017 ended last year and – as Ariston Group approaches its 100th anniversary – we are releasing our strategic plan to 2030 "Road to 100", renewing our commitment through the set of environmental, social and governance targets that will shape the agenda of our future development.

I will never tire of saying that these remarkable results – which are fully consistent with our growth ambitions – would not be possible without the contribution of our global community of people, whose extraordinary competencies, dedication and passion are the ultimate essence of Ariston Group's success, nor without the solid organisational structure that we have adopted and that sustains our business focus.

To all our people, the Ariston Group people, as well as to all our customers and partners, my heartfelt thanks.

A handwritten signature in blue ink, appearing to read "Paolo Merloni".

How to read the document

Ariston Group's Sustainability Report sets out key commitments and results achieved for the reporting period January-December 2022. More specifically, the document purports to provide a comprehensive description of **qualitative** and **quantitative information** which outline the Group's effort in the sustainability field.

In order to facilitate the reading of this report by the Group's stakeholders, the document is structured around three macro-sections which are illustrated below.



| | | |
|------------------------------|---|--|
| Our Group | Our Group | Presents the Group focusing on its core business, historical milestones, key numbers and brands composing its portfolio |
| Sustainability Report | European Taxonomy | Sheds light on Ariston Group's contribution to the European Taxonomy 's first two objectives of mitigation and adaptation to climate change, in terms of Taxonomy-aligned economic activities |
| | Road to 100 | Describes the path towards Road to 100 , the Group's 2030 ESG Plan. 2022 marks the end of the first phase of the sustainability journey (Road to 2022) and the renewal of the Group's sustainability strategy |
| | <i>Road to 100 engagement areas</i> | Provides a snapshot of the Road to 100 main 2030 objectives and ambitions for each material topic of the Group |
| | 1. Solutions What we produce and sell | <ul style="list-style-type: none"> Sustainable energy solutions Smart homes for sustainable living |
| | 2. Operations How we produce and sell | <ul style="list-style-type: none"> Resources productivity and circularity Responsible supply chain |
| | 3. People & Communities The impact on communities we operate in | <ul style="list-style-type: none"> Excellent employee experience & engagement Education for the future |
| | 4. Customers The impact on our business stakeholder | <ul style="list-style-type: none"> Beyond customer proximity Trustworthy quality excellence |
| | 5. Governance Safeguard the way we do business | <ul style="list-style-type: none"> Long-sighted sustainable governance |
| Methodology | Note on methodology | Explains the methodology used for the creation of the document, along with reporting scope and standard followed |
| | Technical appendix | Provides a thorough overview on all reported standards and disclosures both from a quantitative and qualitative perspective |
| | GRI content index | Increases the usability of reported information and helps stakeholders navigate disclosures and see the information at a glance |

A photograph of four people lying in a grassy field, smiling up at the camera. From left to right: a young girl with long brown hair, a young boy with short brown hair, another young girl with long blonde hair, and a person wearing a blue and white striped shirt. They are all smiling and looking upwards.

Our group 2022

OUR VISION

Sustainable comfort for everyone

Our purpose is to provide everyone, in every corner of the world, with high-quality heating and hot water solutions, while protecting the environment.



OUR MISSION

To be the world's preferred partner in delivering energy efficient and renewable solutions for heating and hot water

To be able to understand the consumers' needs and to satisfy them worldwide, with leading brands and an extensive offer of products and services in the thermal comfort, burners and components sectors.



A global company with strong local roots

64 operating companies
and 5 representative offices
in 42 countries, 25 production
sites, 25 centres of competences
and R&D in 5 continents.



WHO WE ARE AND WHAT WE DO

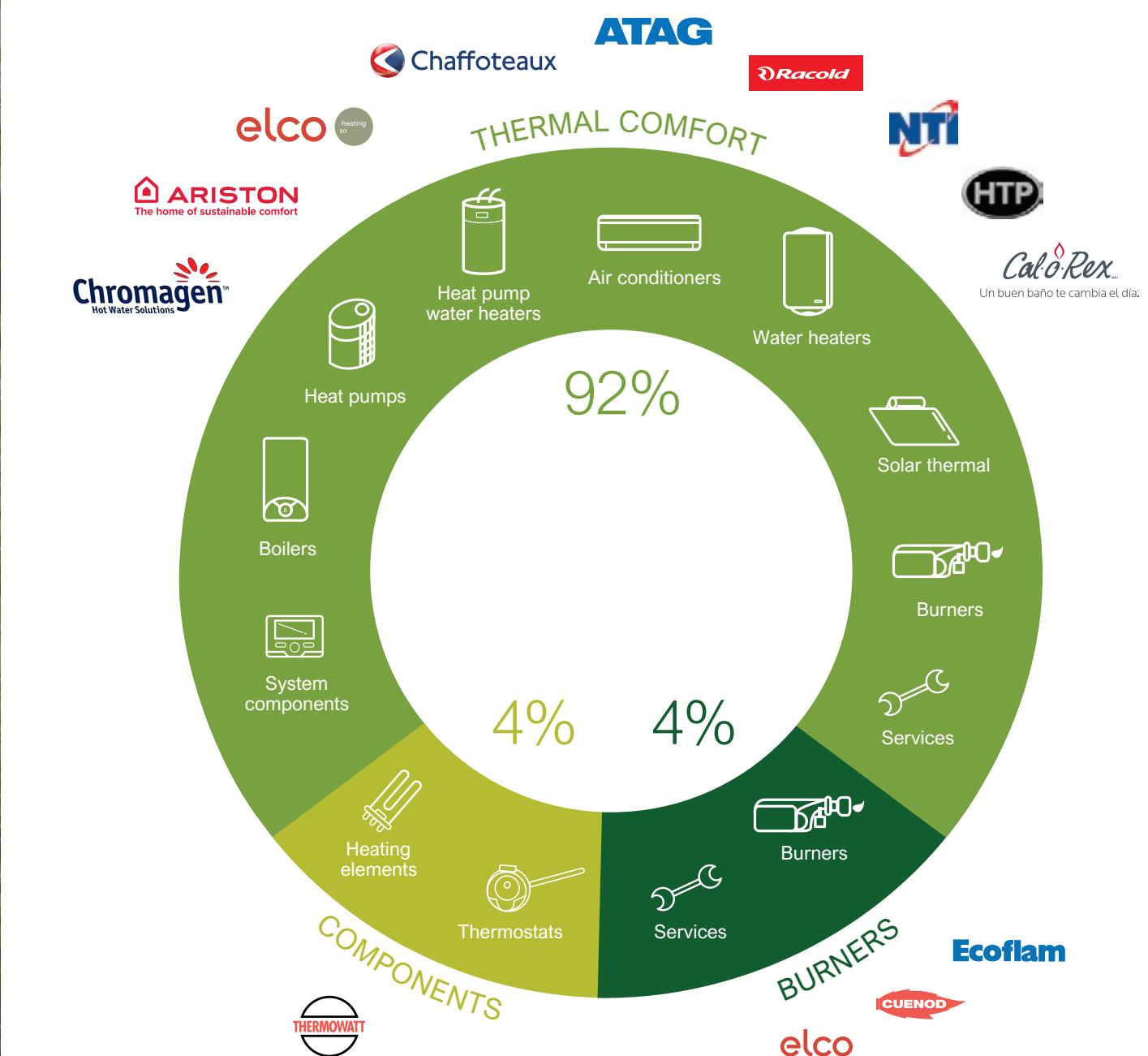
Ariston Group

A global leader in thermal comfort and energy efficiency

All over the world, Ariston Group is synonymous with **comfort, energy efficiency and respect for the environment**, thanks to its renewable and high efficiency products, its plants in compliance with the most advanced production standards and excellent pre- and after-sales customer support services. The Group has now a **leadership position in the global thermal comfort market** for residential and commercial spaces.

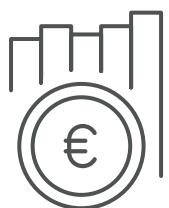


Ariston Group operates in three different sectors, offering an **extensive range of products, systems and services** mainly under the global brands Ariston and ELCO, and operating iconic brands such as Calorex, NTI, HTP, Chaffoteaux, ATAG, Chromagen, Racold as well as Thermowatt and Ecoflam in the components and burners business.



2022 HIGHLIGHTS

The Group by numbers



2.37

Billion euro in sales



8

Million products per year
(and 34 million components)
sold in over 166 countries in the world



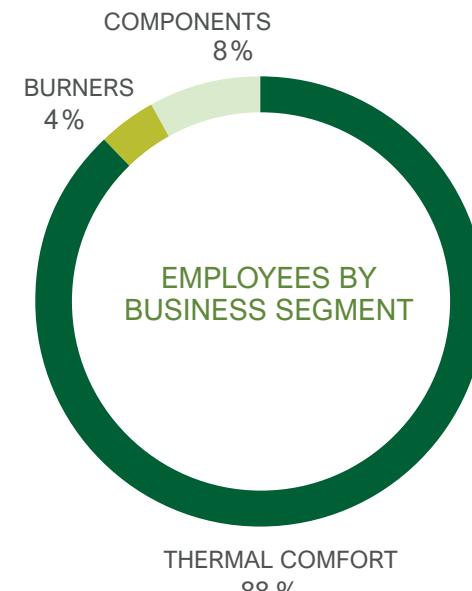
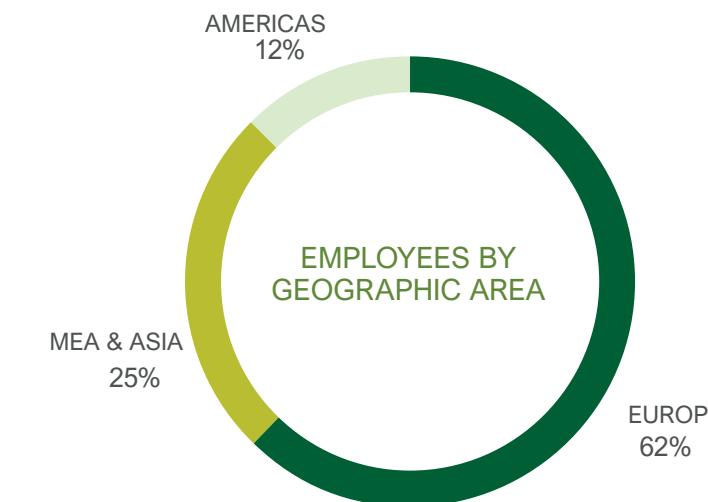
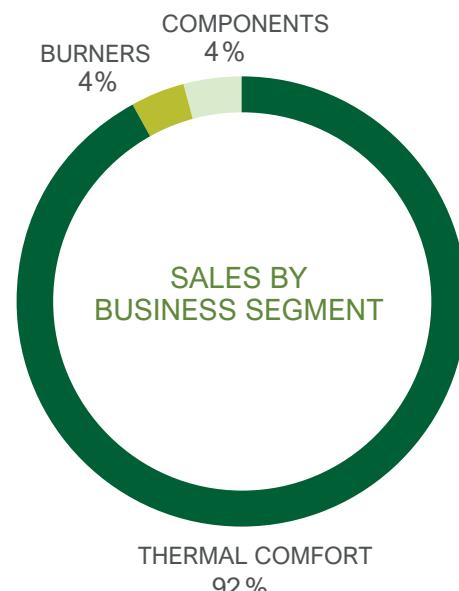
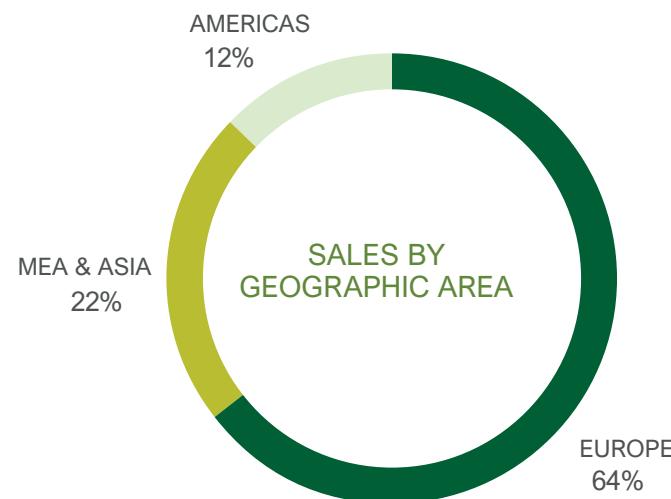
7,975

Employees
Local people hold 88%
of managerial positions.



25

centres of competence for
product R&D in 15 countries

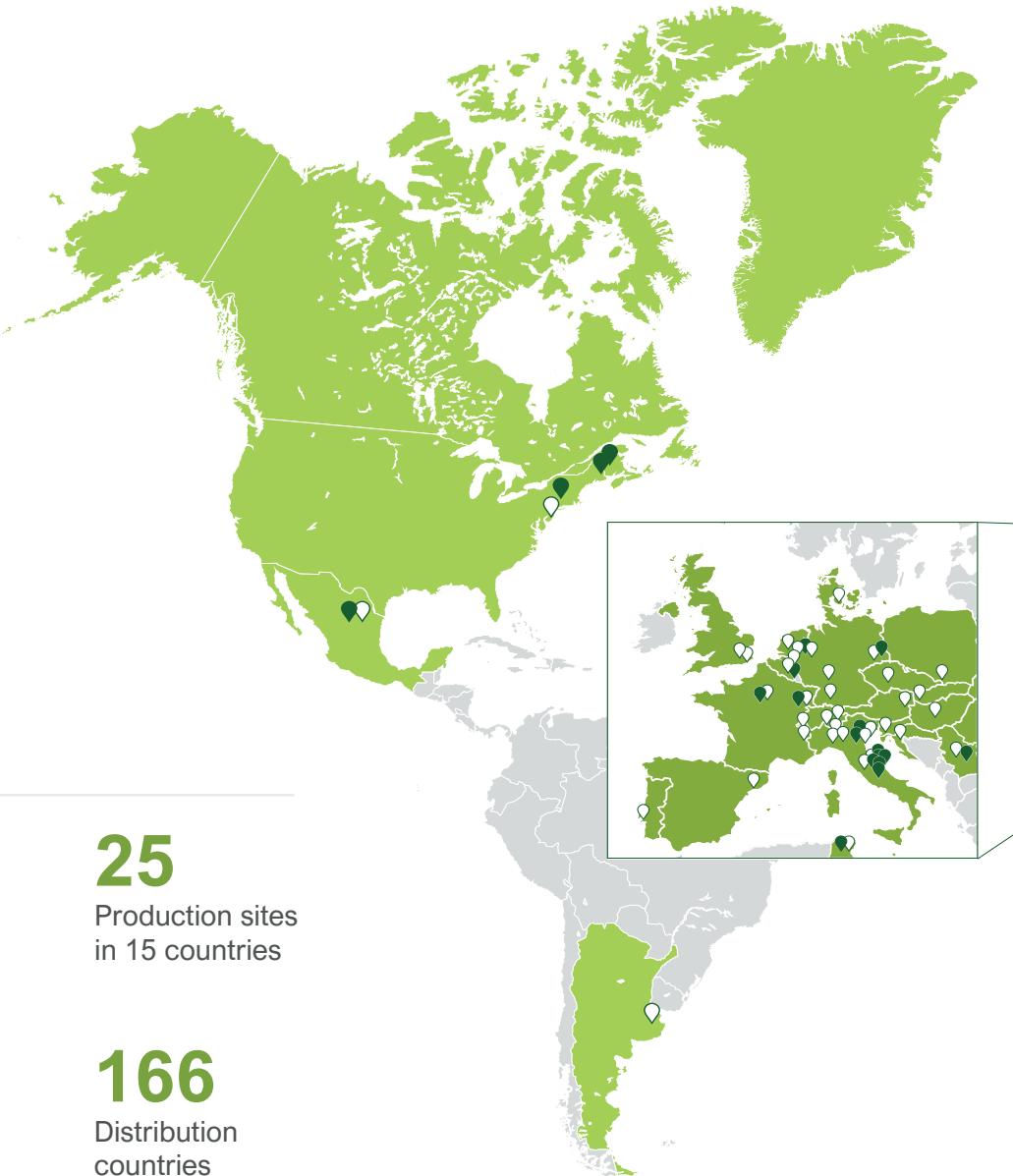


Global vision, local action

*Ariston Group is the world's partner in **renewable and energy efficient thermal comfort**, with a strong and long-established presence in Europe, and a growing exposure to North America and the emerging economies of Asia, Middle-East and Africa.*

Production sites

| | |
|--------------|------------------|
| Belgium | Namur |
| Canada | Saint John |
| China | Qingxi Town |
| | Wuxi (2) |
| France | Chartres |
| | Vieux-Thann |
| Germany | Pirna |
| Israel | Haifa |
| Italy | Nazareth |
| | Albacina |
| | Arcevia |
| | Cerreto |
| | Follina |
| | Genga |
| | Osimo |
| | Resana |
| Mexico | Saltillo |
| Netherlands | Lichtenvoorde |
| Russia | Saint Petersburg |
| Serbia | Svilajnac |
| South Africa | Johannesburg |
| Tunisia | Tunisi |
| U.S.A. | New Bedford |
| Vietnam | Hanoi |



64

Operating companies
and 5 representative
offices in 42 countries

25

Production sites
in 15 countries

25

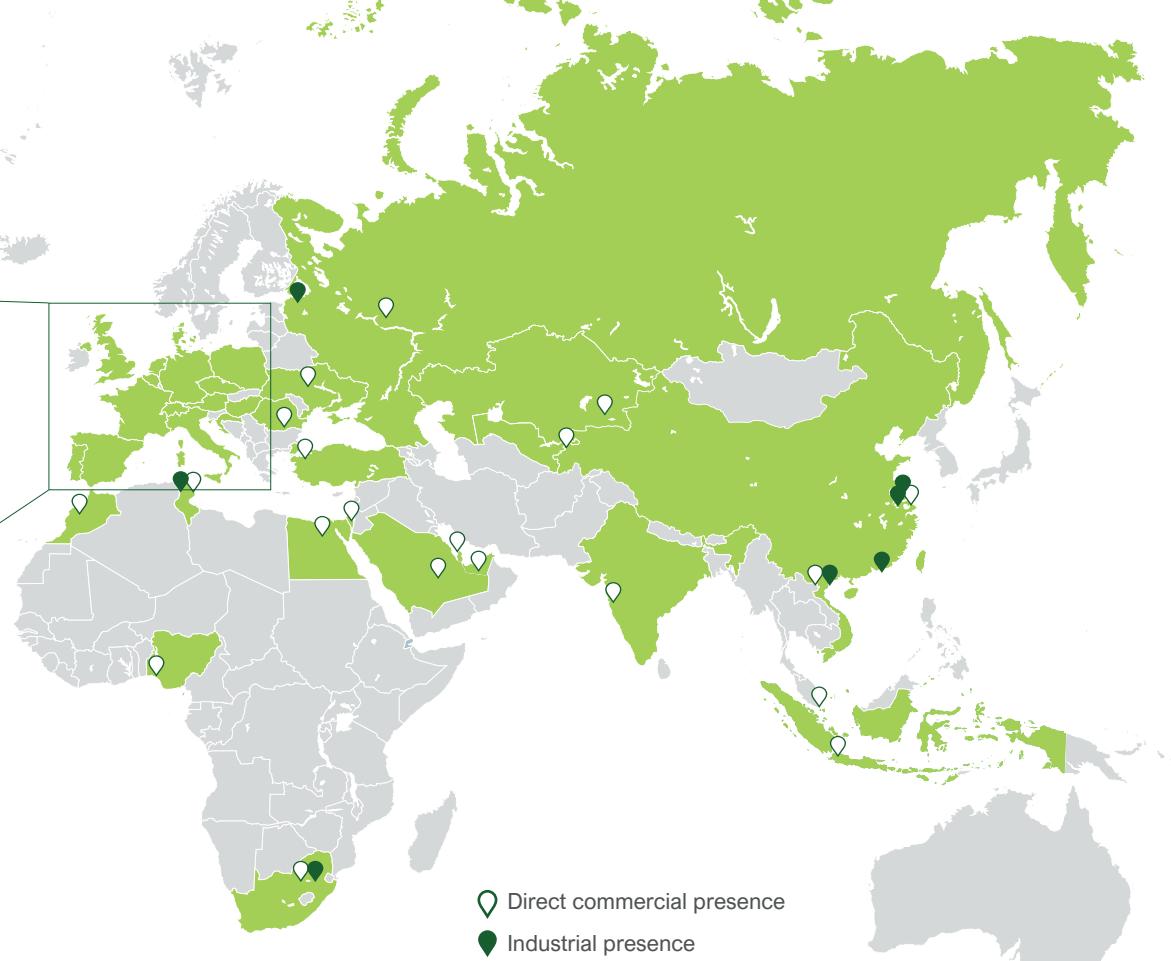
Centres of competences
and R&D in 15 countries

166

Distribution
countries

Companies & Representative Offices

| | | | | | |
|----------------|--------------|-----------|----------------|----------------|--------------|
| Argentina | Buenos Aires | Indonesia | Jakarta | Saudi Arabia | Riyadh |
| Australia | Malvern | Israel | Tel Aviv | Serbia | Svilajnac |
| Austria | Vienna | Italy | Shaar Haamakim | Singapore | Singapore |
| Bahrein | Manama | | Arcevia | Slovakia | Bratislava |
| Belgium | Anderlecht | | Fabriano | South Africa | Johannesburg |
| Canada | Saint John | | Follina | Spain | Barcelona |
| China | Shanghai | | Milan | Switzerland | Aarburg |
| Croatia | Zagreb | | Resana | | Manno |
| Czech Republic | Prague | | Varese | | Vilters |
| Denmark | Risskov | | Almaty | Tunisia | Tunisi |
| Egypt | Cairo | | Saltillo | Turkey | Istanbul |
| France | Massy | | Casablanca | Ukraine | Kiev |
| | Paris | | Kerkrade | UAE | Dubai |
| | Vieux-Thann | | Lichtenvoorde | United Kingdom | Basildon |
| | Bocholt | | Naarden | | High Wycombe |
| | Frankfurt | | Lagos | U.S.A. | New Bedford |
| | Hechingen | | Kracow | | Wilmington |
| | Pirna | | Sintra | Uzbekistan | Tashkent |
| | Budapest | | Bucarest | | Hanoi |
| | Pune | | Moscow | Vietnam | |



Our history



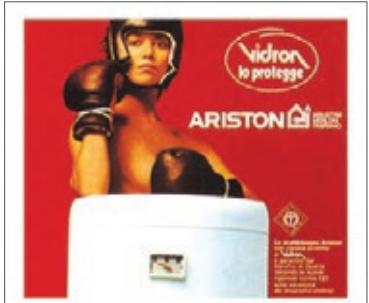
Aristide Merloni founds the Industrie Merloni in the Marche Region, in Italy, starting the production of weighing scales.



Already a market leader in water heating, during the Eighties the Company enters the heating sector and starts producing boilers. By setting up subsidiaries in Eastern Europe and Asia, it consolidates its global leadership in heating and water heating. In the Nineties, the Company acquires Racold, the largest water heating company in India, and opens its first wholly owned factory in China.

1930
1960s
1970s

In the Sixties the Company starts the production of gas cylinders and electric water heaters. In a period of intense growth during the Seventies, the Company creates the Ariston brand, consolidating its leadership in the Italian water heater segment while expanding into Western Europe's main markets.



1980s
1990s

The Company pursues a remarkable growth by acquiring a number of historical companies and brands such as Chaffoteaux, ELCO, Cuenod and Ecoflam, thus becoming one of the global leaders in the water and space heating industry, with an extensive range of products, systems and services.



In 2011, by acquiring Cipag SA and Domotec AG, the Company confirms its leadership in Switzerland in the production, distribution and maintenance of water heating systems. In 2013, it finalises the acquisition of DhE, an Italian leader in the sector of heating components; it also enters into a joint venture for selling high-efficiency heating systems in Uzbekistan.

2011
2013
2014
2015

In 2014 the Company acquires ATAG Heating, a Dutch highend brand in the heating industry, and Heat Tech Geysers, the second player in the South African market for water heaters. In the same year, it also inaugurates a new factory plant in Vietnam. In 2015 the Company opens a new branch, Ariston Thermo Indonesia, debuts on the Danish market with the acquisition of Gastech-Energi A/S and acquires SPM, French manufacturer of burners and components.



The Company reaches an agreement with Whirlpool for the reindustrialisation of the Albacina site, to establish a competence centre dedicated to advanced renewable thermal comfort technologies. Brand wise, the Company launches "The Ariston Comfort Challenge", the first Ariston global campaign expressing the Group's core values: innovation, comfort, energy sustainability and efficiency.

2016
2017



The Company continues to sustain its growth through the acquisition of NTI, the brand leader in Canada and one of the leaders in the USA in the condensing boiler segment. In the same year, it achieves significant results as its historical Arcevia and Osimo plants win the coveted World Class Manufacturing bronze medal.

2018
2019



The Company celebrates the 90th anniversary since its foundation, an occasion to underline the Company's values. In such a significant and difficult year due to the Covid 19 pandemic, it launches a series of CSR activities to support local communities. In the same year, it signs an agreement with Politecnico di Milano and Fondazione Politecnico di Milano to further strengthen the collaboration on the development of thermal comfort sustainable solutions.

2020
2021
2022



2022 starts with the closing of the acquisition of Chromagen. In the same year, Ariston Group announces the biggest deal in its history: the acquisition of CENTROTEC Climate Systems, pioneer in the development of new-generation high-efficiency heat pumps with natural refrigerants (R290) and low noise emissions, successfully operating in domestic heat-recovery ventilation and air-handling and with a solid positioning in Europe, particularly in Germany.





Ariston Group completes the acquisition of Chromagen – a company headquartered in Israel with two subsidiaries in Australia and Spain, as well as a solid network of distributors across about 35 countries worldwide – through a transaction that, on an equity value basis, valued it at around 130 NIS million, paid in cash. Ariston Group acquires 100% of the shares and voting rights of the entity active in Israel, consolidating its presence in the market, plus the shares owned by Kibbutz Shaar Haamakim in Australia, thus entering a relevant market for hot water.

Ariston Group attends the 2022 AHR Expo in Las Vegas (USA) with a dedicated booth showcasing its heating and hot water products.



Ariston launches Nimbus NET R32, the new heir to water heat pump range designed to improve efficiency through the use of low GWP R32 refrigerant gas, while enabling top performances through connectivity features and leveraging on the innovative Energy Manager Technology.

Ariston Net app renewes itself and releases an updated feature, a new version of the Monthly Energy Report that via artificial intelligence allows for daily, monthly, and yearly consumption monitoring while providing insights and advices on consumption behaviours to encourage energy saving.

Ariston Group releases its 2021 Sustainability Report, measuring the Group's achievements against 2022 targets and starting to disclose its 2030 ESG engagements and commitments, shaped on the material topics that external and internal stakeholders helped identifying.



Ariston Group executes the final call option in regards of HTP Comfort Solution LLC, the US based Company active in high-efficiency heating and water heating whose 51% was acquired in 2017, now named Ariston Thermo USA LLC. As a result, the Group owns the 100% of its shares.

JAN
FEB

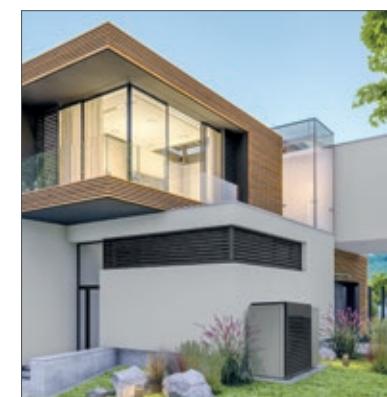
MAR
APR

MAY
JUN



Ariston Group announces the acquisition of 100% of the share capital of CENTROTEC Climate Systems – the biggest deal in the Group's history, increasing its ESG focus, enriching its medium and high end offer of sustainable heating systems and further consolidating its positioning in Europe.

Ariston Group brings global expertise on water heating solutions to South Africa by introducing its iconic global brand Ariston, to replace local brand Heat Tech that had been part of the group stable for the past eight years.



Ariston Group global brand Elco launches the new AEROTOP SX heat pump – an air-to-water heat pump standing out for its high-efficiency performance, extremely low noise emissions as well as its high quality design features.

JUL
AUG

SEP
OCT

NOV
DEC

Ariston Group participates to Expo 2020 Dubai, hosting a two-day convention in the Italian Pavilion during the week dedicated to the excellence of Marche Region, to highlight the Group's success milestones and showcase the newest Ariston high-quality products including renewable solutions and electric storage water heaters.

Ariston introduces the latest update to its Ariston NET pro platform, now featuring in its portfolio Active Care – a dedicated service that through artificial intelligence enables the service centres to predict a fault and intervene before it occurs, minimizing consequences while ensuring continuous comfort.

Ariston Group's brand ELCO is honored with internationally renowned If Design Award and Red Dot Design Award, assigned to both AEROTOP SG Electrical Heating Heat Pump and THALION S Thermally Driven Heat Pump.

Ariston Group's components brand Thermowatt participates to the 42nd edition of Mostra Convegno Expocomfort 2022, taking place in Milan, introducing TMEC Wi-Fi, the latest SMART Wi-Fi solution designed to maximize comfort and energy efficiency.

As part of its 2030 agenda, Ariston Group started the **Decarbonization Project**, aiming at reducing the Group's carbon emissions by 2030 and involving different steps: defining the carbon footprint baseline and the Group's ambitions, identifying the levers of decarbonisation and setting the action plan. The strategy has been strengthened by engaging with the supply chain, in order to realize concrete and positive impacts, and with internal stakeholders, through educational sessions to spread awareness.



Ariston Aures range drops on the Vietnamese market, bringing instant thermal comfort to the next level by favouring reliability and efficiency while prioritizing safety and distinguishing for peculiar design features.

Ariston Group participates in the Word Hydrogen Congress, in Rotterdam, to present its views on green hydrogen, considered as an important ally in the process of accelerating the building sector's decarbonisation through a wider mix of energy sources and technologies.

As part of its multi-energy approach, which focuses on electrification while, in parallel, leveraging on multiple technologies to accelerate the decarbonisation of the building sector, Ariston Group presents the innovative Thermally Driven Heat Pump – a technology exploiting a specific thermodynamic cycle that uses heat to trigger thermal compression and turning out to be particularly suitable for residential retrofit.

2022 highlights

Brands and products

Brands of excellence,
high performance
and low consumption products





Ariston gives more homes access to advanced sustainable comfort solutions using less energy and effort, so we can all enjoy life at home and on our planet.



Ariston is the global specialist in water heating and heating. It provides people all over the world an extensive range of innovative and energy-conscious products designed to improve and simplify home life being distinctive on:

Renewable & high-efficiency

Enduring quality

Care of home and planet

Global **expertise**, worldwide **leadership**

Ariston is a specialist in water heating and heating that offers a wide range of high quality renewable and energy efficient products and solutions all around the world to provide sustainable comfort to all families.



CONNECTIVITY

Ariston solutions are simply smarter. Heating, water heating and conditioning systems can be controlled remotely through Apps and smartphones. Connectivity is an advanced way to have domestic comfort under control, to optimise energy consumption and to rely on prompt support. The Ariston Net App serves as an energy consultant, allowing users to save up to 25% energy, by boosting efficiency and increasing awareness on their consumption habits



HOT WATER

In the water heating segment, we have successfully diversified our historical leadership in electric storage water heaters into new product families, building up expertise and global leadership in the category. We design, produce and market a comprehensive portfolio: from electric to gas to renewable, from small to medium to large capacity, from instant to storage water heaters. We introduced Lydos Hybrid, a hybrid water heater which enables to save up to 50% of energy vs B class technologies and heat-pump water heater, the first class-A energy efficient technology. We are among the pioneers of leveraging on electric storage water heaters as a way to deliver demand response services.



HEATING

In the area of heating solutions, we are a leading player with an extensive portfolio of solutions boasting high efficiency and renewable technologies. Driven by innovation, we have recently invested in next-generation heating heat pump, innovative gas absorption heat pumps as well as hydrogen-ready boilers, and we are currently focusing on developing direct-to-consumer digital platforms to foster a more direct relationship with our end-users. Recently launched solutions include the Nimbus S net R32 which enables to significantly lower CO₂ emissions thanks to the R32 natural refrigerant. Also, the One+ series enables to lower the environmental impact and is certified to function on a mixed blend of up to 20% of hydrogen.



The premium heating solution provider of a first class service aimed at meeting the needs of consumers throughout the life cycle of its systems and products.



*Powered by **solutions!***

Since 1928 ELCO has been a leading European brand offering smart solutions and technologies designed to meet the needs of any domestic and commercial project, ensuring maximum energy saving.

High-quality consulting, products, systems and services

For decades ELCO has been at the forefront of heat pumps, condensing boilers, solar technologies and burners, condensing boilers and solar technologies, installing over 1.7 million heating systems throughout Europe.



ENVIRONMENTAL FOCUS

With the ELCO HEX³ technology, Elco is able to reduce harmful NOx emissions to an absolute minimum. The NOx output is at a market leading low average of 24 mg/kWh. The sophisticated design of the heat exchangers also leads to the minimization of CO₂ emissions, while ensuring extraordinary efficiency. Scanning the QR Code, it is possible to discover the information about HEX³ technology and why it is so important to take NOx emissions into account.



DOMESTIC HEATING SOLUTIONS

ELCO's heat pump range is one of the quietest on the market and provides excellent efficiency performances up to A+++. In the outdoor monoblock segment, ELCO has a significant high-end offering with the electrically driven heat pumps AEROTOP SG, SX and the THALION S, the first flue-less thermally driven heat pump. ELCO condensing gas boilers provide best-in-class, efficiency (A, A+) and emission performances, and can be integrated with renewable sources.



COMMERCIAL HEATING SOLUTIONS

ELCO's range of commercial heat pumps is the solution of choice for sustainable comfort. The excellent energy performance of the ELCO heat pumps and also of the ELCO hybrid systems ultimately helps to reduce the global impact of greenhouse gases to build a greener future.



SERVICE & CONNECTIVITY

ELCO's first-class service team provides 365 days a year, 24 hours a day, 7 days a week technical support to ensure that customers' heating systems work reliably and efficiently for their entire life cycle. The connected systems can be monitored constantly to identify problems before failures occur. The customer can control heating and hot water remotely thanks to the easy-to-use mobile app.



Chaffoteaux

Chaffoteaux has always been and will continue to be committed to simplifying the work of professionals by developing an evolutionary offer integrating all sources of energy. Chaffoteaux features a reliable offer, guaranteeing the best of eco-performing and hybrid heating and hot water solutions.



CONNECTIVITY

ChaffoLink is a technological revolution that allows end users to remotely control their heating system and adapt energy consumption to their needs. For professional installers and maintenance companies, it offers 24/7 access to the equipment, enabling telediagnostics and fault prediction.

RENEWABLE ENERGY SOLUTIONS

Arianext M and Arianext S heating heat pumps and Aquanext heat pump water heaters offer top energy performance, excellent noise comfort and significant energy savings. Arianext M Hybrid heating heat pumps and Aquanext Opti Hybrid heat pump water heaters are hybrid solutions that combine the advantages of renewable and conventional energy sources.

RESIDENTIAL WALL HUNG BOILERS

Chaffoteaux offers a complete range of residential wall hung boilers, to fulfill the needs in individual and collective housing. The Ultra and NOx ranges offer high performance, user friendliness and sustainable innovation for a unique heating experience.

ELECTRIC WATER HEATERS

Chaffoteaux is dedicated to providing affordable, low maintenance and efficient solutions, offering continuously innovation. Thanks to a rigorous control and the quality of its components, it offers the best technology for a new generation of water heaters.



Reborn Everyday With Hot Water

One of India's largest water heating solution provider delivering water heaters for more than 60 years. Delighting customers by providing water heating solutions with a customer-centric approach.

ELECTRIC WATER HEATERS

Racold's Electric Water Heaters available in Instantaneous, Micro Storage and Storage are energy efficient, innovative and best in class. By driving superior performance, high durability and safety, Racold's Electric Water Heater range has been setting benchmarks in Indian water heating Industry.

SOLAR WATER HEATERS

Solar Water Heaters convert sunlight into heat using a solar thermal collector to heat water. This is a onetime investment and lifetime savings as its payback period is less than 3 years. We provide customized solutions for industrial, residential, health care, educational and special applications.



TANKLESS INSTANT WATER HEATERS

These tankless instant water heaters provide hot water on demand continuously and with consistent warmth. That's the reason they are also categorized as No Wait Water Heaters. Additionally, they can be operated with multiple outlets simultaneously.

GAS WATER HEATERS

Racold's gas water heaters are "hot on technology". They offer advanced features like dual safety, child lock, 85% heating efficiency, digital display and auto protection.

HEAT PUMP WATER HEATERS

A Heat Pump Water Heater is the most advanced water-heating solution with a reverse Carnot-cycle and uses a refrigerant to trap the heat from air, which is transferred to water inside the Heat Pump, thus heating the water. Heat pumps allow you to save up to 70% of your electricity bill, and is available for domestic and commercial applications.



Un buen baño te cambia el día.[®]

Calorex reinforces its leadership day by day, developing efficient and environmentally friendly technologies. More than 75 years being the preferred brand in Mexico, always providing the highest level of comfort for any lifestyle. Calorex stands out in the market due to the durability of its products, energy savings and world-class quality standards.



WATER HEATING SOLUTIONS

With a wide portfolio of products, Calorex is the best option in Mexico to cover any hot water need, regardless of the amount or lifestyle that requires it. Thus simplifying the life of Mexicans who always seek the best. In 2020 a new range of innovative and environmentally friendly electric water heaters was incorporated into the Calorex portfolio; and in 2022, a more energy efficient and technologically advanced line of gas WH was launched.

SERVICE

Calorex has the best user support service in Mexico. More than 100 service centers throughout the country, always ready to provide assistance, maintenance and original spare parts to whoever needs it.

TECHNOLOGY AND CONNECTIVITY

Calorex has revolutionized the market with unique solutions and technologies that simplify the lives of Mexican families. From an exclusive app to program your water heater with a smartphone, to new products with intelligent and intuitive functions that give total control, so that whoever owns a Calorex can easily enjoy maximum comfort and the highest energy savings.

COMMERCIAL WATER HEATER SOLUTIONS

Calorex is a specialist in commercial and industrial solutions to supply hot water to any project with a wide range of products, covering all kinds of needs and requirements. Our specialists analyze and design custom made projects to provide the best solution to any need, gyms, laundries, restaurants, etc.



As one of North America's first companies offering a condensing gas boiler, NTI has a proven record of delivering highly efficient and reliable boilers for residential and light commercial applications. NTI has consistently enhanced and improved its products while expanding its offering to consistently deliver industry-leading technology. Continuous innovation, attention to customer need and leading edge technical support underpin its success – "Products you need from people who care"



RESIDENTIAL GAS CONDENSING BOILERS

With the industry's broadest range of high-efficiency gas boilers, NTI offers a tremendous selection of technologies, features and price points to meet any need.

COMMERCIAL GAS CONDENSING BOILERS

NTI has developed a range of high-efficiency commercial gas condensing boilers utilizing multiple heat exchanger technologies, offering a choice of fire tube and water tube options, ranging in power from 300 to 2400 MBH (88 – 700 kW).

COMBI-FURNACES

NTI continues its tradition of creating innovative and unique solutions with its new combi-furnace. Offering the combination of Forced Air and Hydronic heating, plus Domestic Hot Water in a single system, it reduces installation costs and environmental impact while delivering top thermal comfort and performance.

WATER HEATERS SYSTEM

NTI delivers high-quality and efficient water heating solutions with a full line of stainless-steel indirect tanks (20 to 119 gallons), and a line of high-efficiency condensing gas water heaters designed for high-volume water heating applications.



HTP produces a wide range of highly efficient products and system components for space heating and water heating. Using the most durable components in the industry, HTP constructs long lasting products that help customers save energy and money.



HEATING BOILERS

HTP's heating boilers provide ultimate comfort and the best overall efficiency ratings while keeping maintenance and operating costs to a minimum. These boilers are the solution to domestic and commercial needs while saving money and energy.

WATER HEATING

HTP has many water heater options available to suit both commercial and residential applications: Tank Type, Gas, Electric, Hybrid and Hot Water Supply Boilers. HTP has the most advanced and eco-friendly water heating solutions.

WHOLE HOME SYSTEMS

HTP's combination appliances save homeowners money as they are built to save on operating costs and to reduce overall installation costs. The HTP combination appliances take up less space than traditional heating and water heating appliances.

DOMESTIC HEAT PUMPS

Full range of heat pumps for heating, water heating and cooling, both for new build and renovation. Driven by decreasing the worldwide energy consumption and CO₂-emission, based on energy efficiency, easy installation and silenceness.

CONTROLS

Range of controls from single domestic use to multiple boiler installations with zone controls. ATAG One^{Zone} is the latest innovation that controls the room temperature of up to 6 independent rooms via remote control with tablet, desktop or smartphone.



DOMESTIC BOILERS

Domestic boilers from 20 to 51 kW based on high efficiency and low energy costs. Equiped with the ATAG innovation – the Economizer – a second heatexchanger re-using the heat of the flue gasses. Maximum output with minimum emission.

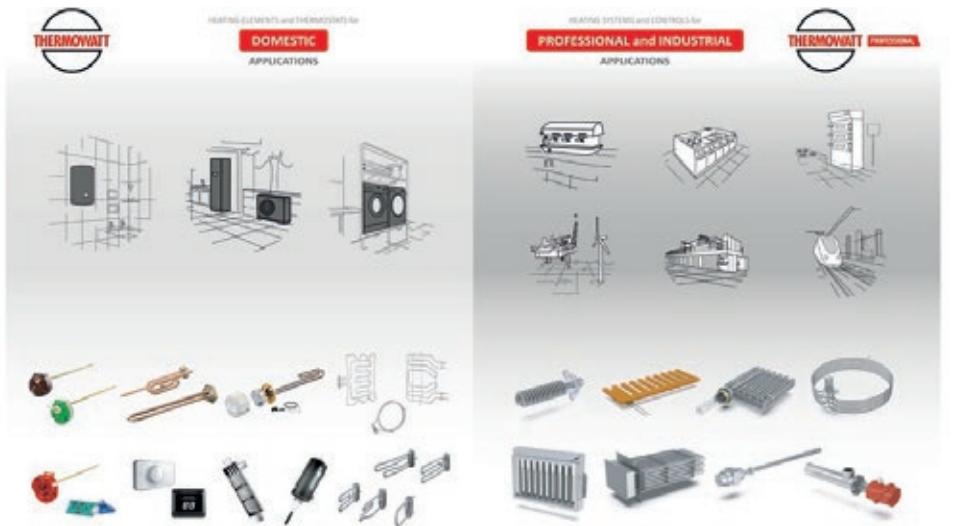
SOLAR SYSTEMS

ATAG solar systems transform light into heat via thermal solar technology used for water heating: Solar-energy transferred into water heating. The assortment consists of boilers, cylinders and flat plate solar panels.

Components



For more than 50 years, Thermowatt has delivered high quality and innovative components for the electric appliances industry, helping its customers build unique and effective product portfolios.



Heating elements and thermostats for:

DOMESTIC APPLIANCES

- Washing Machines
- Ovens
- Dishwashers
- Dryers

ELECTRIC WATER HEATING

- Storage Water Heaters
- Instantaneous Water Heaters
- Commercial Water Heaters
- Solar Water Heaters

PROFESSIONAL APPLIANCES

- Catering Equipment
- Professional Laundry
- Coffee Machines
- Refrigeration

INDUSTRIAL APPLICATIONS

- Plastic Moulding
- Industrial Processes
- Oil & Gas
- Chemical and Pharmaceuticals

Burners



Innovation and reliability, energy and care for the environment.
The best technologies applied to a range of burners from 11 kW to 80 MW.



ELCO

Continuously looking for new technological solutions, ELCO produces high performance burners for heating and industrial use with an extremely wide range of models available from 11 kW to 80 MW. The offer includes high quality pre and post-sales services in order to build a lasting relationship with the customers.

ECOFLAM

Ecoflam offers customized products and combustion technologies suitable for any type of fuel and application. The flexibility of Ecoflam combustion technologies has allowed the development of a range of performing, reliable and highly customizable products with power output available up to 34 MW.

CUENOD

With more than 120 years of experience in designing and manufacturing burners, Cuenod is still evolving its technologies to offer performance, safety and reliability, while guaranteeing environmental protection and high comfort for the users. All this makes CUENOD the ideal partner in the residential and commercial heating market.

SPECIAL PRODUCTS

The Burners Division provides innovative and customized solutions for any application. The growing attention to issues related to the environment has also led to the development of advanced low NOx combustion technologies and products suitable to work with alternative fuels, such as biofuel, biogas and hydrogen.

Note on methodology

HOW THIS DOCUMENT WAS CREATED

The fifth edition of Ariston Group's Sustainability Report reaffirms its commitment to transparently provide to all stakeholders the Group's results, initiatives, challenges and objectives reached and set in relation to environmental, social and economic aspects.

The information contained in this document refers to **fiscal year 2022** (from the 1st of January to the 31st of December). The information is to be read in conjunction with the ESG strategic targets the Group has set in view of 2030. Information regarding long-term targets and objectives is available in more detail in the Road to 100 Report.

The Sustainability Report has been prepared following the **GRI Standards 2021**, "with reference" option. While the GRI Content Index provides a picture of all indicators relied on for the purposes of reporting, full detail around quantitative data can be found in the Technical Appendix.

The document has been built around the **9 material topics** defined through the materiality analysis, which identifies a materiality threshold above which a topic is deemed sufficiently important to be reported on. Specifically, the Group has identified those topics that are useful to represent the economic, environmental and social impacts generated and incurred by the organisation and, therefore, able to influence the decisions of its stakeholders and corporate strategies. These impacts were then subject to a technical assessment, aimed at measuring their **significance**. Each was measured according to its scope, scale, irremediable character and likelihood of occurrence.

The collection of information and data reported in the Sustainability Report took place in collaboration with all of Ariston Group's functions, each for the activities within its competence, activating an information flow coordinated and supervised by the Group ESG Director and subjected to the ESG Committee's approval.

For further information, please contact the ESG team (esg@ariston.com) or visit [Ariston Group](#).

Technical appendix

ABOUT THIS APPENDIX

This Technical Appendix is produced to supplement the Ariston Group Sustainability Report 2022 as it provides details of the methodology and quantitative data. This Appendix has been prepared in accordance with the GRI Standards: with reference option.

This document contains:

- **GRI 2 General Disclosures 2021** which require to provide information about reporting practices; activities and workers; governance; strategy, policies, and practices; and stakeholder engagement. This information gives insight into the profile and scale of the organisation and provides a context for understanding its impacts. From GRI 2-1 to GRI 2-30
- **Economic Topic Specific Standards (200)** which address the flow of capital among different stakeholders, and the main economic impacts of an organisation throughout society. From GRI 201 to GRI 206
- **Environmental Topic Specific Standards (300)** which concern an organisation's impacts on living and non-living natural systems, including land, air, water and ecosystems. From GRI 302 to GRI 306
- **Social Topic Specific Standards (400)** which concern labor practices and decent work, human rights, society and product responsibility. From GRI 401 to GRI 418

The Sustainability Report is available to order or download from <http://www.aristongroup.com>
For any clarification please refer to the following e-mail address: esg@ariston.com

GRI content index

| | |
|-------------------------|--|
| Statement of use | Ariston Group has reported the information cited in this GRI content index for the period 01/01/2022 - 31/12/2022 with reference to the GRI Standards. |
| GRI 1 used | GRI 1: Foundation 2021 |

| GRI STANDARD | DISCLOSURE | LOCATION | NOTES |
|--|--|---|----------------|
| GRI 2: General Disclosures 2021 | 2-1 Organizational details | Ariston Group | Fully reported |
| | 2-2 Entities included in the organization's sustainability reporting | The entities included within the Sustainability Report are the same of the consolidated financial statements and include the economic, social and environmental results of all the companies of Ariston Group operating worldwide | Fully reported |
| | 2-3 Reporting period, frequency and contact point | Data refers to fiscal year ending on 31.12.2022 | Fully reported |
| | 2-4 Restatements of information | The data referring to the years prior to 2022 have not changed compared to those published in the previous edition | Fully reported |
| | 2-5 External assurance | The Sustainability Report 2022 has not been subject to external assurance | Fully reported |
| | 2-6 Activities, value chain and other business relationships | § Our Group | Fully reported |
| | 2-7 Employees | See sheet 2-7 | Fully reported |
| | 2-8 Workers who are not employees | See sheet 2-8 | Fully reported |
| | 2-9 Governance structure and composition | § Strengthening the Group's Sustainability Governance Model; § Guaranteeing a Diversely Composed Board; § Towards a Sustainable Governance | Fully reported |
| | 2-10 Nomination and selection of the highest governance body | § Strengthening the Group's Sustainability Governance Model | Fully reported |
| | 2-11 Chair of the highest governance body | § Strengthening the Group's Sustainability Governance Model | Fully reported |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | § Strengthening the Group's Sustainability Governance Model | Fully reported |
| | 2-13 Delegation of responsibility for managing impacts | § Strengthening the Group's Sustainability Governance Model | Fully reported |
| | 2-14 Role of the highest governance body in sustainability reporting | § Strengthening the Group's Sustainability Governance Model | Fully reported |
| | 2-15 Conflicts of interest | See Annual Report 2022 dedicated section | Fully reported |

| GRI STANDARD | DISCLOSURE | LOCATION | NOTES |
|--|---|--|--------------------|
| GRI 2: General Disclosures 2021 | 2-16 Communication of critical concerns | Critical concerns are communicated to the Board through the Internal Audit function and Audit Committee. Fewer than 45 cases have been reported of non-compliance with the Code of Ethics, misconduct and corruption, the outcome of which did not have a significant economic impact. | Fully reported |
| | 2-17 Collective knowledge of the highest governance body | The Board approves the ESG Strategy and Plan which includes the materiality analysis and all the milestone activities to be implemented to achieve the targets and the information therein contained which include the materiality analysis and ESG risks analysis. Its members also regularly take part in sustainability related events and conferences. | Partial disclosure |
| | 2-18 Evaluation of the performance of the highest governance body | See Annual Report 2022 dedicated section | Fully reported |
| | 2-19 Remuneration policies | See Annual Report 2022 dedicated section | Partial disclosure |
| | 2-20 Process to determine remuneration | See Annual Report 2022 dedicated section | Fully reported |
| | 2-21 Annual total compensation ratio | See Annual Report 2022 dedicated section | Partial disclosure |
| | 2-22 Statement on sustainable development strategy | § Projecting bridges to our future | Fully reported |
| | 2-23 Policy commitments | In the assessment and management of economic, environmental and social risks, Ariston Group adopts an approach based on the precautionary principle. Links to the Group's ESG commitments can be retrieved at: https://www.aristongroup.com/en/download-area . The Group's ESG policies are approved by the Board of Directors and disseminated through mailings, acknowledgement and acceptance, the company intranet, trainings and awareness-raising. | Partial disclosure |
| | 2-24 Embedding policy commitments | § Enterprise Risk Management; § 231 Organisational Model | Partial disclosure |
| | 2-25 Processes to remediate negative impacts | § Enterprise Risk Management; § Whistleblowing System; Code of ethics | Partial disclosure |
| | 2-26 Mechanisms for seeking advice and raising concerns | § Whistleblowing System | Fully reported |
| | 2-27 Compliance with laws and regulations | The company Gastech Energy committed a breach of antitrust law for total value fine 8DKK before being part of Ariston Group and for this reason they reimbursed Ariston according to the Seller according to Share Purchase Agreement. The payment was settled in 2022. | Fully reported |
| | 2-28 Membership associations | § Ariston Group in European and International discussions; See sheet 2-28 | Fully reported |

| GRI STANDARD | DISCLOSURE | LOCATION | NOTES |
|--|---|--|--------------------|
| GRI 2: General Disclosures 2021 | 2-29 Approach to stakeholder engagement | § How did we get here? § See sheet 2-29 | Fully reported |
| | 2-30 Collective bargaining agreements | The percentage of total employees covered by national collective bargaining agreement amounts to 100%. In case collective bargaining agreements are not provided, the individual contract incorporates local regulations, guaranteeing the minimum wage. | Fully reported |
| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics | § How did we get here? | Fully reported |
| | 3-2 List of material topics | § How did we get here? | Fully reported |
| | 3-3 Management of material topics | § Enterprise Risk Management; § Towards a sustainable governance | Fully reported |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed | See sheet 202-1 | Fully reported |
| GRI 202: Market Presence 2016 | 202-2 Proportion of senior management hired from the local community | See sheet 202-2 | Partial disclosure |
| GRI 204: Procurement Practices 2016 | 204-1 Proportion of spending on local suppliers | See sheet 204-1 | Partial disclosure |
| GRI 205: Anti-corruption 2016 | 205-2 Communication and training about anti-corruption policies and procedures | See sheet 205-2 | Partial disclosure |
| GRI 206: Anti-competitive behavior | GRI 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | See sheet 206-1 | Fully reported |
| GRI 301: Materials 2016 | 301-1 Materials used by weight or volume | See sheet 301-1 | Partial disclosure |
| | 301-2 Recycled input materials used | See sheet 301-2 | Partial disclosure |
| GRI 302: Energy 2016 | GRI 302-1 Energy consumption within the organization | See sheet 302-1 | Partial disclosure |
| | GRI 302-2 Energy consumption outside of the organization | See sheet 302-2 | Partial disclosure |
| | 302-3 Energy intensity | See sheet 302-3 | Partial disclosure |
| GRI 303: Water and Effluents 2018 | 303-1 Interactions with water as a shared resource | See sheet 303-1 | Fully reported |
| | 303-2 Management of water discharge-related impacts | See sheet 303-2 | Fully reported |
| | 303-3 Water withdrawal | See sheet 303-3 | Partial disclosure |
| | 303-4 Water discharge | See sheet 303-4 | Partial disclosure |
| | 303-5 Water consumption | See sheet 303-5 | Partial disclosure |

| GRI STANDARD | DISCLOSURE | LOCATION | NOTES |
|-----------------------------------|---|--|--------------------|
| 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 | See sheet 304-1 | Fully reported |
| | 304-2 Significant impacts of activities, products and services on biodiversity | See sheet 304-2 | Fully reported |
| | 304-3 Habitats protected or restored | See sheet 304-3 | Fully reported |
| | 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations | See sheet 304-4 | Fully reported |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | § A 360 Degrees Decarbonisation Strategy | Partial disclosure |
| | 305-2 Energy indirect (Scope 2) GHG emissions | § A 360 Degrees Decarbonisation Strategy | Partial disclosure |
| | 305-3 Other indirect (Scope 3) GHG emissions | § A 360 Degrees Decarbonisation Strategy | Partial disclosure |
| | 305-4 GHG emissions intensity | § A 360 Degrees Decarbonisation Strategy | Partial disclosure |
| GRI 306: Waste 2020 | 306-1 Waste generation and significant waste-related impacts | See sheet 305-1 | Fully reported |
| | 306-2 Management of significant waste-related impacts | See sheet 305-2 | Fully reported |
| | 306-3 Waste generated | See sheet 305-3 | Fully reported |
| | 306-4 Waste diverted from disposal | See sheet 305-4 | Fully reported |
| | 306-5 Waste directed to disposal | See sheet 305-5 | Fully reported |
| GRI 401: Employment 2016 | 401-1 New employee hires and employee turnover | See sheet 401-1 | Fully reported |
| | 401-3 Parental leave | See sheet 401-3 | Partial disclosure |

| GRI STANDARD | DISCLOSURE | LOCATION | NOTES |
|--|---|--|--------------------|
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | See sheet 403-1 | Fully reported |
| | 403-2 Hazard identification, risk assessment, and incident investigation | See sheet 403-2 | Fully reported |
| | 403-3 Occupational health services | See sheet 403-3 | Fully reported |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | See sheet 403-4 | Fully reported |
| | 403-5 Worker training on occupational health and safety | See sheet 403-5 | Fully reported |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | See sheet 403-7 | Fully reported |
| | 403-8 Workers covered by an occupational health and safety management system | See sheet 403-8 | Fully reported |
| | 403-9 Work-related injuries | See sheet 403-9 | Fully reported |
| | | | |
| GRI 404: Training and Education 2016 | 404-1 Average hours of training per year per employee | See sheet 404-1 | Partial disclosure |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | See sheet 404-2 | Partial disclosure |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | See sheet 404-3 | Partial disclosure |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | See sheet 405-1 | Fully reported |
| GRI 416: Customer Health and Safety 2016 | 416-1 Assessment of the health and safety impacts of product and service categories | Ariston Group complies with all international and local regulations concerning health and safety impacts of 100% of its products and services | Fully reported |
| | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | There have been no incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period | Fully reported |

| GRI STANDARD | DISCLOSURE | LOCATION | NOTES |
|---|--|--|----------------|
| GRI 417: Marketing and Labeling 2016 | 417-1 Requirements for product and service information and labeling | The Group's procedures require the following types of information for the labelling of its 100% of its products and services: the sourcing of components, the content, particularly with regard to substances that might produce an environmental or social impact, how to use a product safely and how to dispose of it | Fully reported |
| GRI 418: Customer Privacy 2016 | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | See sheet 418-1 | Fully reported |

GRI 2-7 | EMPLOYEES

| a. Employees by gender and region** Head count / Full Time Equivalent (FTE) | 2022 | | | | | 2021 | | | | | 2020 | | | | |
|--|------------|-------|--------|------|-------|--------|-------|--------|------|-------|----------------|-------|--------|------|-------|
| | Female | Male | Other* | N.D. | Total | Female | Male | Other* | N.D. | Total | Female | Male | Other* | N.D. | Total |
| Americas** | 179 | 802 | 0 | 0 | 981 | 213 | 1.085 | 0 | 0 | 1.298 | 162 | 828 | 0 | 0 | 990 |
| Europe** | 1.060 | 3.907 | 0 | 0 | 4.967 | 1.035 | 3.889 | 0 | 0 | 4.924 | 952 | 3.874 | 0 | 0 | 4.826 |
| MEA and Asia** | 514 | 1.416 | 0 | 97 | 2.027 | 415 | 1.221 | 0 | 0 | 1.636 | 411 | 1.217 | 0 | 0 | 1.628 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 1.753 | 6.125 | 0 | 97 | 7.975 | 1.663 | 6.195 | 0 | 0 | 7.858 | 1.525 | 5.919 | 0 | 0 | 7.444 |
| b. Employees by contract gender and region* Head count / Full Time Equivalent (FTE) | Americas** | | | | | 2022 | | | | | MEA and Asia** | | | | |
| | Female | Male | Other | N.D. | Total | Female | Male | Other | N.D. | Total | Female | Male | Other | N.D. | Total |
| Number of permanent/ full-time employees | 176 | 801 | 0 | 0 | 977 | 812 | 3.690 | 0 | 0 | 4.502 | 381 | 1.092 | 0 | 83 | 1.556 |
| Number of permanent/ part-time employees | 2 | 1 | 0 | 0 | 3 | 181 | 113 | 0 | 0 | 294 | 0 | 0 | 0 | 0 | 0 |
| Number of temporary/ full-time employees | 0 | 0 | 0 | 0 | 0 | 60 | 82 | 0 | 0 | 142 | 133 | 324 | 0 | 14 | 471 |
| Number of temporary/ part-time employees | 0 | 0 | 0 | 0 | 0 | 7 | 22 | 0 | 0 | 29 | 0 | 0 | 0 | 0 | 0 |
| Number of non-guaranteed employees | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Regional total | 179 | 802 | 0 | 0 | 981 | 1.060 | 3.907 | 0 | 0 | 4.967 | 514 | 1.416 | 0 | 97 | 2.027 |
| Total | | | | | | | | | | | | | | | 7.975 |
| b. Employees by contract gender and region* Head count / Full Time Equivalent (FTE) | Americas** | | | | | 2021 | | | | | MEA and Asia** | | | | |
| | Female | Male | Other | N.D. | Total | Female | Male | Other | N.D. | Total | Female | Male | Other | N.D. | Total |
| Number of permanent/ full-time employees | 212 | 1.085 | 0 | 0 | 1.297 | 759 | 3.662 | 0 | 0 | 4.421 | 293 | 934 | 0 | 0 | 1.227 |
| Number of permanent/ part-time employees | 0 | 0 | 0 | 0 | 0 | 191 | 112 | 0 | 0 | 303 | 0 | 1 | 0 | 0 | 1 |
| Number of temporary/ full-time employees | 0 | 0 | 0 | 0 | 0 | 74 | 96 | 0 | 0 | 170 | 122 | 286 | 0 | 0 | 408 |
| Number of temporary/ part-time employees | 1 | 0 | 0 | 0 | 1 | 11 | 19 | 0 | 0 | 30 | 0 | 0 | 0 | 0 | 0 |
| Number of non-guaranteed employees | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Regional total | 213 | 1.085 | 0 | 0 | 1.298 | 1.035 | 3.889 | 0 | 0 | 4.924 | 415 | 1.221 | 0 | 0 | 1.636 |
| Total | | | | | | | | | | | | | | | 7.858 |
| b. Employees by contract gender and region* Head count / Full Time Equivalent (FTE) | Americas** | | | | | 2020 | | | | | MEA and Asia** | | | | |
| | Female | Male | Other | N.D. | Total | Female | Male | Other | N.D. | Total | Female | Male | Other | N.D. | Total |
| Number of permanent/ full-time employees | 162 | 827 | 0 | 0 | 989 | 723 | 3.681 | 0 | 0 | 4.404 | 277 | 908 | 0 | 0 | 1.185 |
| Number of permanent/ part-time employees | 0 | 0 | 0 | 0 | 0 | 170 | 110 | 0 | 0 | 280 | 0 | 0 | 0 | 0 | 0 |
| Number of temporary/ full-time employees | 0 | 1 | 0 | 0 | 1 | 51 | 68 | 0 | 0 | 119 | 134 | 309 | 0 | 0 | 443 |
| Number of temporary/ part-time employees | 0 | 0 | 0 | 0 | 0 | 8 | 15 | 0 | 0 | 23 | 0 | 0 | 0 | 0 | 0 |
| Number of non-guaranteed employees | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Regional total | 162 | 828 | 0 | 0 | 990 | 952 | 3.874 | 0 | 0 | 4.826 | 411 | 1.217 | 0 | 0 | 1.628 |
| Total | | | | | | | | | | | | | | | 7.444 |

c. Methodologies and assumptions used to compile the data

Numbers are reported in head count.

d. Report contextual information necessary to understand the data reported under 2-7-a and 2-7-b;

* gender distribution not available for Chromagen - Australia (2022)

** The country categorizations referred to include the following countries:

- Americas: USA, Mexico, Canada, Argentina, Guadeloupe, Peru, Chile, Jamaica, Brazil, Guyana, Venezuela, Martinique, Colombia, Uruguay, Dominican Rep., Dutch Antilles, Ecuador, Guatemala, Paraguay, St.Pier,Miquel., El Salvador, Belize, Bolivia, Barbados, Nicaragua, Costa Rica, Suriname, Aruba.
- Europa: Italy, France, Switzerland, Germany, Spain, Romania, Russian Fed., Netherlands, Poland, United Kingdom, Belgium, Denmark, Hungary, Portugal, Austria, Czech Republic, Greece, Turkey, Croatia, Ukraine, Canary Islands, Serbia, Ireland, Bulgaria, Slovakia, Lithuania, Bosnia-Herz., Albania, Georgia, Belarus, Slovenia, Latvia, Cyprus, Kosovo, Macedonia, Montenegro, Estonia, Liechtenstein, Malta, Norway, San Marino, Moldavia, Finland, Andorra, Luxembourg, Monaco, Sweden
- MEA and ASIA: China, Australia, Israel, Utd.Arab Emir., India, Saudi Arabia, South Africa, Indonesia, Vietnam, Egypt, Morocco, Kazakhstan, Nigeria, Uzbekistan, Tunisia, Libya, Singapore, Oman, South Korea, Bangladesh, Ghana, Kyrgyzstan, Malaysia, Tajikstan, Iraq, Algeria, Thailand, Qatar, Myanmar, Jordan, Armenia, Hong Kong, Philippines, Lebanon, Azerbaijan, Kuwait, Cambodia, Sri Lanka, Mozambique, Tanzania, New Zealand, Senegal, Turkmenistan, Afghanistan, Namibia, Congo, Cape Verde, Mauritius, Botswana, Bahrain, Kenya, Brunei Dar-es-S, Swaziland, Reunion, Lesotho, Guinea, Ivory Coast, Seychelles, Mali, Gambia, Zambia, Uganda, Cameroon, Frenc.Polynesia, Pakistan, New Caledonia, Japan, Yemen, Syria, Mauretania, Ethiopia, Equatorial Gui., Burundi, Nepal, Madagascar, Benin, Fiji, Taiwan, Sudan, Malawi, Angola, Djibouti, Maldives, Liberia, Sierra Leone, Gabon, Laos, Somalia.

GRI 2-8: WORKERS WHO ARE NOT EMPLOYEES

| a. Workers who are not employees | 2022 | | | 2021 | | | 2020 | | | |
|----------------------------------|---|---|--|-----------------|---|--|-----------------|---|--|-----------------|
| | Head count / Full Time Equivalent (FTE) | n. | Contractual relation | Job description | n. | Contractual relation | Job description | n. | Contractual relation | Job description |
| Direct worker | 1020 | Lease staff contract active at 12.22, mainly in Europe and Asia | The type of work performed is that of direct employees | 1032 | Lease staff contract active at 12.21, mainly in Europe and Asia | The type of work performed is that of direct employees | 676 | Lease staff contract active at 12.20, mainly in Europe and Asia | The type of work performed is that of direct employees | |
| Total | | 1.020 | | | 1.032 | | | 676 | | |

b. Methodologies and assumptions used to compile the data

Numbers are reported in head count.

c. Significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods

The significant fluctuations from 2020 is due to the increased presence of workers who are not employees in Italy, Vietnam, China and South Africa.

GRI 2-28 | MEMBERSHIP ASSOCIATIONS CHECK

| Perimeter | Country | Association | Perimeter |
|----------------|----------------|--|---|
| European Union | EU 27 | APPLiA Europe | White goods association, covers electric water heaters (resistance and heat pump) |
| European Union | EU 27 | EHI | Heating industry, with multi-technology and multi-vector approach |
| European Union | EU 27 | EHPA | Heat pump association coverig all heat pump technologies |
| European Union | Italy | APPLiA Italia | Mirror organisation of APPLiA Europe |
| European Union | Italy | Assotermica (Federazione ANIMA) | Mirror orgawnisation of EHI |
| European Union | Italy | Kyoto Club | Organizzazione ambientalista attiva nelle pompe di calore |
| European Union | France | Uniclima | Mirror organisation of EHI |
| European Union | France | GIFAM - Groupement des marques d'appareils pour la maison | Mirror organisation of APPLiA Europe |
| European Union | France | AFPAC - Association Française pour les pompes à chaleur | Mirror organisation of EHPA |
| European Union | France | Coénove | Gas sector association |
| European Union | Germany | BDH - Bundesverband der deutschen Heizungsindustrie | Mirror organisation of EHI |
| European Union | Germany | BWP - Der Bundesverband Wärmepumpe | Mirror organisation of EHPA |
| European Union | Netherlands | NVI - De Nederlandse Verwarmingsindustrie | Mirror organisation of EHI |
| European Union | Netherlands | VWP - Vereniging Warmtepompen | Mirror organisation of EHPA |
| European Union | Spain | Fegeca - Fabricantes de Generadores y Emisores de Calor | Mirror organisation of EHI |
| European Union | Spain | Afec - Asociación de Fabricantes de Equipos de Climatización | Mirror organisation of EHPA |
| European Union | Spain | Sedigas | Gas sector association |
| European Union | Spain | Atecyr - Asociación Técnica Española de Climatización y Refrigeración | Association similar to AFEC, focussed on air conditioning |
| European Union | Portugal | AGEFE - Associação Empresarial dos Setores Elétrico, Eletrodoméstico, Eletrónico | Mirror organisation of APPLiA Europe |
| European Union | Portugal | AFIQ -Associação De Fabricantes E Importadores De Equipamentos De Queima | Mirror organisation of EHI |
| European Union | Austria | VÖK -Vereinigung Österreichischer Kesselleferanten | Mirror organisation of EHI |
| European Union | Austria | Wärmepumpe Austria | Mirror organisation of EHPA |
| European Union | Romania | APPLiA Romania | Mirror organisation of APPLiA Europe |
| European Union | Poland | SPIUG - Stowarzyszenie Producentów i Importerów Urządzeń Grzewczych | Mirror organisation of EHI |
| European Union | Poland | APPLiA Polska | Mirror organisation of APPLiA Europe |
| European Union | Czech Republic | APPLiA Czech Republic | Mirror organisation of APPLiA Europe |
| European Union | Slovakia | APPLiA Slovakia | Mirror organisation of APPLiA Europe |
| European Union | Hungary | MGVE | Association for gas product |
| European Union | Hungary | MAHÖSZ | Hungarian organization of Heat Pump Technology Development |
| Non-EU | Switzerland | Gebäudeklima Schweiz - ImmoClima Svizzera | Mirror organisation of EHI |
| Non-EU | Switzerland | Suisselec | Building equipment suppliers association |
| Non-EU | United Kingdom | HHIC - Heating and Hotwater Industry Council | Mirror organisation of EHI |

GRI 2-29 | APPROACH TO STAKEHOLDER ENGAGEMENT

| Stakeholders | Key topics and concerns raised | Approach to stakeholder management |
|--|---|---|
| Banks and financial institutions | Economic-financial long term sustainability | Press release, Reporting |
| | Profitability | Website, Reporting (Sustainability Report and Management Report) |
| | Global growth | Reporting |
| | ESG Ratings | Reporting, ad hoc responses |
| Customers (Installers, Distributors, Importers, Centre of Technical Assistance, Consumers) | Product development and improvement Innovation and introduction of cutting-edge technology | Technical Committees, Technical issue escalation process |
| | Service effectiveness | Call Center, Website and social network, Internal platform and data about after sales (Athos + Business Intelligence) |
| | Better comfort and decrease in consumption | Online engagement activities of B2B customers (training, online dedicated meetings), Marketing and Communication tools (brochures, online catalogues) |
| | Value creation for the local area | Website |
| Local communities | Respect for the environment | Website, Social network, Reporting |
| | Employment | Initiatives to support the community, CSR activities |
| | Respect for the local culture | Reporting |
| | Legislative compliance | Meetings |
| Local, national and supernational institutions | Value creation for the local area | Publications |
| | Value creation for the local area | Website |
| Media | Clear and prompt communication | Website |
| | Transparency to provide information on business issues | Social network |
| | | Press releases |
| People | Training and professional growth | Intranet and other IT internal tools Global Leadership Program |
| | Respect for cultural diversity | Training meetings |
| | Equal opportunities and meritocracy | Trade Union involvement |
| | Listening and engagement within corporate processes | Team digital collaboration platform Performance evaluation Reporting |
| | | |
| Shareholders | Value creation | Reporting |
| | Global growth | Reporting |
| | Social responsibility | Dedicated meetings |
| | Economic-financial sustainability | Reporting |
| Suppliers | Reliable partnerships | Meetings |
| | Support during the components design phase | Meetings |
| Trade Unions and Trade Association | Respect of health and safety standards | Meetings |
| | Respect of workers' rights | Website |
| | Respect of labour contracts | |

| Stakeholders | Key topics and concerns raised | Approach to stakeholder management |
|--------------------------------|---|--|
| University and Research Center | Research and development on energy efficiency | Dedicated R&D teams |
| | Talent enhancement | Partnership with Universities and Business Schools worldwide |
| | | Partnership with Research Centres |
| Young talents | International development paths | International Career Program, Graduate Programs |
| | Listening skills | |
| | Appropriate training for the development of competences | Dedicated training and digital platform Internship |

GRI 201-1 | DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

| Million Euro | 2022 | 2021 | 2020 |
|--|-------|-------|-------|
| Direct economic value generated* | 2.432 | 2.024 | 1.693 |
| Direct economic value distributed | 2.249 | 1.824 | 1.626 |
| Operational costs | 1.657 | 1.327 | 1.046 |
| Value distributed to employees | 459 | 412 | 387 |
| Value distributed to capital providers | 25 | 8 | 18 |
| Value distributed to Public Administration | 60 | 25 | 42 |
| Value distributed to shareholders** | 46 | 48 | 129 |
| Value distributed to community | 2 | 2 | 3 |
| Held economic value | 192 | 198 | 63 |

The measure of the direct economic value generated and distributed by the Group is reported in accordance with the GRI Reporting Standard. Actual figures have been reclassified as follows:

- direct economic value generated: net revenues, financial incomes and investment incomes/expenses
- direct economic value distributed: operational costs, wages and employees' benefits, payments to capital providers, payments to the public administration and investments to local community, value distributed to shareholders
- economic value

(*) The release of the provisions were reclassified as a reversal of the related cost

(**) Extraordinary distribution from reserves of EUR 100.2 million not included

GRI 202-2 | PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY

| a. % of senior manager hired from a local community | 2022 | | | 2021 | | |
|---|----------------------|---|--|----------------------|---|--|
| | Senior manager hired | Senior manager hired from a local community | % of senior manager hired from a local community | Senior manager hired | Senior manager hired from a local community | % of senior manager hired from a local community |
| Location of operation: Ariston Group | 17 | 17 | 100% | 17 | 17 | 100% |
| Total | 17 | 17 | 100% | 17 | 17 | 100% |

b. Definition used for 'senior management'

The senior management of Ariston Group consists of the people who cover a role in an organisational position from A to E band (from EVP to Director role).

c. Organization's geographical definition of 'local'

With regards to local community, the definition relied on includes individuals either born or who have the legal right to reside indefinitely (such as naturalized citizens or permanent visa holders) in the same geographic market as the operation.

d. Definition used for 'significant locations of operation'

Significant locations of operation include all Group facilities (HQs and local organisations).

Note: Data corresponding to 2020 is not available.

GRI 204-1 | PROPORTION OF SPENDING ON LOCAL SUPPLIERS

| a. Percentage of the procurement budget | 2022 | |
|---|---------|-----|
| | Spent % | |
| Location of operation: Group level | | 72% |

b. The organisation's geographical definition of 'local'

Ariston Group defines as "locals" those suppliers who provide goods and services in the same country of the Group legal entity they are supplying.

c. The definition used for 'significant locations of operation'

Group level

Note: Data corresponding to 2021 and 2020 is not available.

GRI 205-2 | COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES

| a. Communication on anti-corruption policies and procedures to governance body members | 2022 | | |
|--|------------------|----------------------|--------------------|
| | Total member (n) | Informed members (n) | % Informed members |
| Governance body members | | | 100% |

| b. Communication on anti-corruption policies and procedures to employees | 2022 | | |
|--|---------------------|------------------------|------------------------|
| | Total employees (n) | Informed employees (n) | Informed employees (%) |
| White Collar | | | 100% |
| Blue Collar | | | 100% |

Note: Globally, employees are notified with proactive communications aimed at disseminating the Code of Conduct and the Organizational Model in compliance with Legislative Decree 231/2001, both of which address anti-corruption.

| c. Communication on anti-corruption policies and procedures to partners | 2022 | | |
|---|----------------------------|-------------------------------|-------------------------------|
| | Total business partner (n) | Informed business partner (n) | Informed business partner (%) |
| Business partner (specify type) | | | 100% |

Note: The Group's Code of Ethics is shared with all business partners.

| e. Training on anti-corruption policies and procedures to employees | 2022 | | |
|---|------------------|-----------------------|---------------------|
| | Total member (n) | Trained employees (n) | % Trained employees |
| White Collar | | | 100% |
| Blue Collar | | | 0% |

Note: With regards to anti-corruption training, a specific module on this topic is included in the "Compliance 231" training which was provided in 2022 to white collars in the Italian operations. Training will be extended to all blue collars in 2023.

Note: Data corresponding to 2021 and 2020 is not available.

GRI 206-1 | LEGAL ACTIONS FOR ANTI-COMPETITIVE BEHAVIOR, ANTI-TRUST, AND MONOPOLY PRACTICES

| a. Legal actions | 2022 | 2021 | 2020 |
|-------------------------|------|------|------|
| Legal actions pending | 0 | 1 | 1 |
| Legal actions completed | 1 | 0 | 0 |
| Total legal actions | 1 | 1 | 1 |

b. Main outcomes of completed legal actions

The company Gastech Energy has been fined by the Anti Trust Authority for a total of 8DKK. The fine was due to a breach of antitrust law which occurred prior to Gastech becoming part of Ariston Group. As it occurred prior to the purchase by the Group, it was reimbursed by the Seller according to Share Purchase Agreement.

GRI 301-1 | MATERIALS USED BY WEIGHT OR VOLUME

| a. Materials used to produce and package the organization's primary products | 2022 | 2021 | 2020 |
|--|-------------|-------------|------|
| Total weight or volume of materials used | 262.250.931 | 240.591.062 | N/A |

| Description of materials used |
|-------------------------------|
| Raw materials only |

| Purchase materials |
|----------------------------------|
| Purchase from external suppliers |

GRI 301-2 | RECYCLED INPUT MATERIALS USED

| a. Percentage of recycled input materials used to manufacture the organization's primary products and services | 2022 | 2021 | 2020 |
|--|------|------|------|
| % of recycled input materials | 35% | 31% | N/A |

Note: The material considered refers only to steel, which anyway represents over 70% of total material purchased to manufacture the primary products.

GRI 302-1 | ENERGY CONSUMPTION WITHIN THE ORGANIZATION

The reporting organization shall report the following information:

- a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.
- b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.
- c. In joules, watt-hours or multiples, the total:
 - i. electricity consumption
 - ii. heating consumption
 - iii. cooling consumption
 - iv. steam consumption
- d. In joules, watt-hours or multiples, the total:
 - i. electricity sold
 - ii. heating sold
 - iii. cooling sold
 - iv. steam sold
- e. Total energy consumption within the organization, in joules or multiples.
- f. Standards, methodologies, assumptions, and/or calculation tools used.
- g. Source of the conversion factors used.

| a. Total fuel consumption within the organization from non-renewable sources, including fuel types used* (GJ) | 2021 |
|---|------------|
| Natural gas | 574.446,95 |
| Diesel | 4.391,42 |
| GPL | 18.871,16 |
| Oil | 1.117,65 |
| Petrol | 186,26 |
| Other fuels | 344,17 |
| Fleet | 99.673,77 |
| Total | 699.031,38 |

*Data on 2020 and 2022 is under definition. Total fuel consumption from renewable sources is not applicable.

| c. Electricity, heating, cooling and steam for consumption* (GJ) | 2021 |
|--|------------|
| Electricity consumption | 346.094,15 |

*Data for heating, cooling, steam consumption cannot be disaggregated from total energy consumption. Data on 2020 is not available and 2022 is under definition.

| e. Total energy consumption within the organization* (GJ) | 2021 |
|---|-----------|
| | 1.045.126 |

*Data on 2020 is not available. Data on 2022 is under definition.

| f. Standards, methodologies, assumptions, and/or calculation tools used |
|--|
| The total energy consumption (fuel, gas, electricity) of production plants has been collected from HSE and/or maintenance referents of each plant, while for all other facilities (offices, warehouses..) it has been estimated starting from facilities SQM and taking into consideration some facilities as representative. Fleet energy consumption has been estimated converting fuel spending provided by leasing companies into consumption. |

| g. Source of the conversion factors used |
|---|
| DEFRA_conversion-factors-2021-full-set-advanced-users version 2.0 Gross calorific values |

GRI 302-2 | ENERGY CONSUMPTION OUTSIDE OF THE ORGANIZATION

The reporting organization shall report the following information:

- Energy consumption outside of the organization, in joules or multiples.
- Standards, methodologies, assumptions, and/or calculation tools used.
- Source of the conversion factors used.

| a. Energy consumption outside of the organization, in joules or multiples. | 2021 |
|--|------------------|
| GJ | 1.425.643.103,58 |

Note: Energy consumption refers to use of sold products, purchased goods and services, upstream transportation and distribution, end of life treatment of sold products, capital goods, downstream transportation and distribution, fuel and energy-related activities, employee commuting, business travel, waste generated in operations. Data on 2020 is not available and 2022 data is under definition.

b. Standards, methodologies, assumptions, and/or calculation tools used.

The calculation of the energy consumption of sold products is based on yearly energy consumption and life expectancy of the products sold, taking into consideration the energy source, the geographic market (mainly for electric products) and the refrigerant type. For products with no yearly energy consumption on ErP label, thermal need and product efficiency have been used to calculate the missing value. For Air conditioning products, data has been taken from ErP label and energy consumption has been calculated by taking 15% of heating yearly consumption and 100% of cooling. The calculation of the energy consumption of the other categories has been estimated from the spending, which has been converted into energy consumption.

c. Source of the conversion factors used.

DEFRA_conversion-factors-2021-full-set-advanced-users version 2.0
Gross calorific values

GRI 302-3 | ENERGY INTENSITY

| a. / b. Energy intensity (GJ) | 2021 |
|--|------|
| Energy intensity (energy consumption within the organisation/euro million) | 526 |

c. Type of material

The energy type included in the energy intensity is electricity, gas and fuel, provided in GJ, per total production pieces of all of the Group's production plants.

d. Calculation

The energy intensity calculation includes the total energy consumption of all the production plants within the organisation. With regards to energy consumption an estimation <1% for 2021, <7% for 2022 (data collection not yet completed) is applied.

GRI 303-1 | INTERACTIONS WITH WATER AS A SHARE RESOURCE

a. Description of how the organization interacts with water

ISO 14001 guidelines are followed by the Ariston Group throughout its operations when it comes to water management. Water is withdrawn from the municipality and wells and is used for cooling, surface treatment in steel manufacturing plants, finished goods testing and for civil use. The water is subsequently released into sewers or directly in the environment, depending on its use and thus responding to different treatment necessities.

b. Description of the approach used to identify water-related impacts

The scope of the assessment are the plants of the Group which are 3rd party certified by BSI for ISO 14001. Data was collected on plant meters, on the whole year 2021 and 2022.

Ariston Group is ISO14001 certified and developed a standard to assess environmental aspects and impacts, the water related one is based on:

- the separation between industrial, civil and rainwater management;
- the sensitivity according to the discharge into a receiving water body with ecological status (quality of the water);
- the legal requirement according to plant authorisation category;
- the involvement of stakeholders according to the attention of the community;
- extension representing the area interested by the impact and
- the reversibility of the impact itself.

According to this assessment, Ariston Group's plants factories are considered as low water-related impact.

c. Description of how water-related impacts are addressed

According to the Group's HSE policy, the Ariston Group pays a high degree of attention to operate in a responsible manner in respect of the environment, avoiding commission of offences, also involuntary, against the environment, in order to ensure continuous improvement. The Group has hence decided to design its management system in accordance with ISO14001 and conduct measurements and assessment, according to the WCM methodology environmental performances. This policy is shared with all the stakeholders and suppliers sign a declaration of commitment.

Ariston Group considers water as a shared resource and reduces its consumption:

- by improving the production processes;
- by reusing water, as an example in the tank sealing quality control station;
- by reducing the use of tap water by withdrawal it from well (83% of the water withdrawal is directly pumped from ground water that is not drinkable).

One plant in semi-desertic area in Mexico where the water consumption is controlled by the authorities. In addition, in some countries like in USA, France and South Africa occasional restriction may be asked by authorities in case of dryness.

d. Explain the process for setting any water-related goals and targets that are part of the organisation's approach to managing water and effluents

All the Group's plants comply with local authorisations and permits.

GRI 303-2 | MANAGEMENT OF WATER DISCHARGE RELATED IMPACTS

| a. i. How standards for facilities operating in locations with no local discharge requirements were determined |
|---|
| All of the Group's plants comply with local requirements to manage discharged water quality and periodical controls are organised to verify said compliance. Any deviation is reported in the HSE action tracker that is controlled during internal audits. Any legal non conformity or water pollution is considered a major environmental incident and immediately reported to top management according to the Group's incident management procedure. |

| a. ii. Internally developed water quality standards or guidelines |
|---|
| The Group did not develop a water quality guideline since all plants are aligned with local criteria and permits. |

| a. iii. Sector-specific standards |
|--------------------------------------|
| No sector-specific standard applies. |

| a. iv. Profile of the receiving waterbody |
|--|
| All of the Group's plants discharge water to public sewer or rivers controlled by competent authorities. |

GRI 303-3 | WATER WITHDRAWAL

| a. Water withdrawal by source (ML) | 2022 | 2021 |
|------------------------------------|-------|-------|
| Total Water withdrawal | 1.025 | 1.067 |
| Surface water | 0 | 0 |
| Groundwater | 835 | 915 |
| Seawater | 0 | 0 |
| Produced water | 0 | 0 |
| Third-party water* | 191 | 152 |

*Municipal water service providers and wastewater treatment plants, public or private utilities, and other organizations involved in the provision, transportation, treatment, disposal, or use of water and wastewater discharges.

| b. Water withdrawal in water-stressed areas by source (ML) | 2022 | 2021 |
|--|------|------|
| Total Water withdrawal | 0 | 0 |
| Surface water | 0 | 0 |
| Groundwater | 0 | 0 |
| Seawater | 0 | 0 |
| Produced water | 0 | 0 |
| Third-party water* | 0 | 0 |

*Municipal water service providers and wastewater treatment plants, public or private utilities, and other organizations involved in the provision, transportation, treatment, disposal, or use of water and wastewater discharges.

| c. Water withdrawal by category (ML) | 2022 | | 2021 | |
|--------------------------------------|-------------|------------------------|-------------|------------------------|
| | freshwater* | other types of water** | freshwater* | other types of water** |
| Total Water withdrawal | 1.025 | 0 | 1.067 | 0 |
| Surface water | 0 | 0 | 0 | 0 |
| Groundwater | 835 | 0 | 915 | 0 |
| Seawater | 0 | 0 | 0 | 0 |
| Produced water | 0 | 0 | 0 | 0 |
| Third-party water* | 191 | 0 | 152 | 0 |

*≤1,000 mg/l total dissolved solids

** >1,000 mg/l total dissolved solids

d. Supporting information

Data for 2022 was extracted from the scorecard of all the ISO14001 certified production plants
Data for 2021 is extracted from the scorecard of all the ISO14001 certified production facilities
Data for 2020 is not representative and therefore not disclosed.

GRI 303-4 | WATER DISCHARGE

| a./b. Water discharge by destination (ML)* | 2022 | | | 2021 | | |
|--|-----------|--------------------|--------------------------------------|-----------|--------------------|--------------------------------------|
| | All areas | Water stress areas | Identification of water stress level | All areas | Water stress areas | Identification of water stress level |
| Water discharge in all areas | 916 | - | N/A | 1.097 | - | N/A |
| Surface water (Cerreto, Genga, Osimo) | 831 | - | N/A | 917 | - | N/A |
| Groundwater | 0 | - | N/A | 0 | - | N/A |
| Seawater | 0 | - | N/A | 0 | - | N/A |
| Third-party water* | 85 | - | N/A | 180 | - | N/A |

*An example of water discharge effected by third parties is when an organization sends water and water discharges to other organizations for their use. In such cases, the organization must separately report the volume of such water discharge.

| c. Water discharge by type (ML) | 2022 | | 2021 | |
|---------------------------------|------------|----------------------|------------|----------------------|
| | Freshwater | Other types of water | Freshwater | Other types of water |
| Water discharge | 916 | 0 | 1.097 | 0 |

| d. Potentially hazardous substances | Reference standard and definition | No. of non-compliant cases | Approach taken to set discharge limits for priority potentially hazardous substances |
|-------------------------------------|---|----------------------------|--|
| Total Hydrocarbons | UNI EN ISO 9377-2:2002 | 0 | 70% of the legal limit |
| Biochemical Oxygen Demand (BOD5) | APHA Standard Methods for the Examination of Water and Wastewater, ed 21st 2005, 5210 D | 0 | 70% of the legal limit |
| Chemical Oxygen Demand (COD) | APHA Standard Methods for the Examination of Water and Wastewater, ed 21st 2005, 5220 C | 0 | 70% of the legal limit |
| Total Phosphorus | APAT CNR IRSA 4110 A2 Man 29 2003 | 0 | 70% of the legal limit |
| Hexavalent Chromium | APAT CNR IRSA 3150 C Man 29 2003 | 0 | 70% of the legal limit |
| Total Chromium | APHA Standard Methods for the Examination of Water and Wastewater, ed 23rd 2017, 3125B | 0 | 70% of the legal limit |
| Cadmium | APHA Standard Methods for the Examination of Water and Wastewater, ed 23rd 2017, 3125B | 0 | 70% of the legal limit |
| Zinc | APHA Standard Methods for the Examination of Water and Wastewater, ed 23rd 2017, 3125B | 0 | 70% of the legal limit |

GRI 303-5 | WATER CONSUMPTION

| Water consumption (ML) | 2022 | 2021 |
|--|------|------|
| a. Total water consumption in all areas | 916 | 1097 |
| b. Water consumption in water stressed areas | - | - |
| c. Water storage (if found to have a significant impact)** | 0 | 0 |

** Said data has been provided for the Wuxi, Wuxi Thermowatt plants in China and for Arcevia in Italy.

Note: Data for 2020 is not available.

GRI 304-1 | OPERATIONAL SITES OWNED, LEASED, MANAGED IN, OR ADJACENT TO, PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS

| a. Operational site | For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | i. Geographic location | ii. Subsurface and underground owned land | iii. Position in relation to the protected area | iv. Type of operation | v. Size of operational site (km ²) | vi. Biodiversity value | vii. Biodiversity value characterized by listing of protected status |
|---------------------|---|------------------------|---|---|-----------------------|--|------------------------|--|
| None | | | | | | | | |

Other significant information

All of Ariston Group's plants comply with local law and environmental permits, without any reference to any protected area. According to UCN Protected Area Management categories, none of the Group's facilities is considered to be located in a protected area or adjacent to a protected area. List of all the facilities may be provided if needed.

GRI 304-2 | SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS AND SERVICES ON BIODIVERSITY

| a. Description of significant direct and indirect impacts on biodiversity | | | | |
|---|--|--------|------|--|
| <table border="1"> <thead> <tr> <th>Impact</th> </tr> </thead> <tbody> <tr> <td>None</td> <td>Ariston Group is ISO14001 certified and developed a standard to assess environmental aspects and impacts, including the impact on biodiversity. This assessment has been performed on the following risks impacting biodiversity: air emission (VOC, NOx, dust and non listed substances), water discharge, releases to soil, noise, light and electromagnetic emissions. According to this assessment and the geographic location of its facilities out of any protected area, Ariston Group is considered as not impacting biodiversity.</td> </tr> </tbody> </table> | | Impact | None | Ariston Group is ISO14001 certified and developed a standard to assess environmental aspects and impacts, including the impact on biodiversity. This assessment has been performed on the following risks impacting biodiversity: air emission (VOC, NOx, dust and non listed substances), water discharge, releases to soil, noise, light and electromagnetic emissions. According to this assessment and the geographic location of its facilities out of any protected area, Ariston Group is considered as not impacting biodiversity. |
| Impact | | | | |
| None | Ariston Group is ISO14001 certified and developed a standard to assess environmental aspects and impacts, including the impact on biodiversity. This assessment has been performed on the following risks impacting biodiversity: air emission (VOC, NOx, dust and non listed substances), water discharge, releases to soil, noise, light and electromagnetic emissions. According to this assessment and the geographic location of its facilities out of any protected area, Ariston Group is considered as not impacting biodiversity. | | | |
| | | | | |

b. Impacts

| Description | Direct/Indirect | Positive/Negative | I. Species affected | ii. Extent of areas impacted | iii. Duration of impacts | iv. Reversibility or irreversibility of the impacts |
|-------------|-----------------|-------------------|---------------------|------------------------------|--------------------------|---|
| None | | | | | | |

GRI 304-3 | HABITATS PROTECTED OR RESTORED

a. Habitat areas protected or restored

| Habitat name | Size | Geographical Location | Approval |
|--------------------|------------------------|-----------------------|---|
| Saint-Brieuc plant | 200.170 m ² | Ploufragan (France) | Remediation ongoing according to local law. It includes half a year monitoring of the groundwater quality by an accredited laboratory. No significant deviation has been observed in the monitoring report shared with Authorities who did not require any additional action. |

b. Description of existing partnership

No partnership with third parties to protect or restore habitat areas has taken place in the reported period. Said initiatives have been managed directly with the local authorities.

c. Status of each area based on its condition at the close of the reporting period.

Ariston Group is compliant with the remediation plan drawn by authorities.

d. Standards, methodologies, and assumptions used

The scope of habitats and protected areas considered for the sake of this indicator takes into consideration all of Ariston Group's plants.

GRI 304-4 | IUCN RED LIST SPECIES AND NATIONAL CONSERVATION LIST SPECIES WITH HABITATS IN AREAS AFFECTED BY OPERATIONS

a. Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization

| Habitat | Number |
|--------------------------|--------|
| i. Critically endangered | 0 |
| ii. Endangered | 0 |
| iii. Vulnerable | 0 |
| iv. Near threatened | 0 |
| v. Least concern | 0 |
| Total | 0 |

GRI 306-1 | WASTE GENERATION AND SIGNIFICANT WASTE-RELATED IMPACTS

a. Significant and potential impacts related to waste

Ariston Group's waste management model is circular from the procurement of raw materials to the production of the finished good disposed by end users.

Focusing on the production process, waste may be divided in two categories:

- packaging of the raw materials like cartons, plastics bags, wooden pallets, etc. and
- manufacturing scraps which are due to production processes like metal cutting scraps, non-conforming work in progress or the production finished products.

With regards to the product, packaging can contain carton, polystyrene and plastics that are recyclable by local public waste collectors or recycling parks. Ariston provides training and assistance to installers with the objective of implementing periodical maintenance and repair interventions on products to extend their life as much as possible, before scrapping finished product through local public waste recycling parks.

Ariston Group is ISO14001 certified and has developed a standard to assess environmental aspects and impacts; the standard relating to waste is based on:

- its relative importance impact according to the volume trends;
- the sensitivity of the environment according to the percentage of waste disposed;
- the legal requirement according to plant authorisation category;
- the involvement of stakeholders according to the attention of the community;
- the scope of the area interested by the impact and
- the reversibility of the impact itself.

According to this assessment, Ariston Group plants are considered a low waste-related impact company, with a generation lower than 5% of hazardous waste and a revalorisation of 96% of the total waste (for plants operating in Europe).

In Europe, waste is characterised to determine the accurate European Waste Code and its treatment. In 2022, the top 3 waste categories were represented by 78% of metal, 6% of cardboard and 5% of wood.

Criteria for assessing and reporting on whether inputs, activities, and outputs result or could result in significant waste-related impacts

Different criteria have been taken into consideration to assess and report on whether inputs, activities, and outputs result or could result in significant waste-related impacts. Said criteria include:

- the quantity of inputs used to produce the organisation's products or services that will become waste after being used for production;
- the quantity of the output waste produced by the organisation in its activities, or the quantity of the outputs it provides to downstream entities that are destined to become waste once they reach the end of their life;
- hazard characteristics of inputs and outputs;
- the properties of input materials or design characteristics of outputs that limit or prevent their recovery or limit their lifespan;
- known potential threats associated with certain materials once they are removed. For example, the potential threat of marine pollution from the release of plastic packaging into water bodies;
- the types of activities that result in the generation of significant amounts of waste or the generation of hazardous waste.

This applies to the 6 European main production plants (Arcevia, Cerreto D'Esi, Chartres, Genga, Namur, Osimo), located in Italy, Belgium and France.

GRI 306-2 | WASTE BY TYPE AND DISPOSAL METHOD

a. Actions, including circularity measures, taken to prevent waste generation in the organisation's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.

A corporate goal on waste reduction and circularity is defined yearly and is based on the Group's strategy to conform with ISO14001 requirements but also on the performance trends that are discussed at the management review.

Waste reduction projects are prioritised based on the 5R methodology by

- Refusing non necessary packaging and assessing environmental impact of any change through a pre-project risk assessment
- Reducing the waste production by considering byproducts as secondary products, as an example, magnesium oxide is not classified as waste but as a secondary product to be used as raw material, designing high quality products extending its live and designing efficient packaging to reduce damaged products in the supply chain below 88 PPM
- Reusing packaging of components in collaboration with supplier, rework our own non conforming product to reuse tank and other metal components saving 0,4 % of the production, selling wooden pallets for repair and reuse
- Recycling metal, plastics, cartons, electrical components, etc.
- Revalorise by prioritising incineration with energy recovery to disposal processes and continuously perform technological watch to find new treatment channels for non recyclable components like the polyurethane foam ensuring energy efficiency of our boilers.

Plants are part of a waste management consortium by countries, according to EU directive as well as a consortium on electronic product treatment to manage the end of life of our products in France, Belgium and Italy.

b. Description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.

Ariston Group has a procedure to manage indirect suppliers, like waste managers, which include the following steps:

- Prequalification process with questions on waste management, ISO certifications and state accreditation.
- Selection of suppliers for collection, transportation, recovery, and disposal of waste, as well as the supervision of such operations and the aftercare of disposal sites are contracted with third party based on the prequalification.
- Contract signature including the list of the EWC to be treated, the commitment to legal compliance of the full process according to the EU Directive and state accreditations, the ethical declaration on protecting health and safety, respecting human right and a commitment to our HSE policy requiring among other to operate in a responsible manner that respects the environment, avoiding commission of offences, also involuntary, against the environment.
- Evaluation process.
- Internal and third party audits of the respect of this procedure by sampling.

c. The processes used to collect and monitor waste-related data.

Ariston Group's waste management procedure requires, even if it could not be a local legal requirement to register for each plant, the waste volume per EWC, with a double weight control of the transport leaving the plant and being managed by third party, and to monitor for reporting the total volumes of waste, the recycling index and the cost of waste management.

Data are controlled by the HSE central team, internal audit team and shared for management's review.

In addition, according to local law, waste register that is maintained for hazardous and not hazardous wastes is shared with the competent authorities.

GRI 306-3 | WASTE GENERATED

a. Waste generated

| | 2022 | 2021 | 2020 |
|----------------------------|--------|--------|-------|
| Waste generated (t) | 10.055 | 11.607 | 9.402 |
| Of which non-hazardous | 10.822 | 11.043 | 8.945 |
| Of which non-hazardous (%) | 97% | 95% | 95% |
| Of which hazardous | 311 | 565 | 457 |
| Of which hazardous (%) | 3% | 5% | 5% |

b. Contextual information

Data for 2022 has been approximated according to a reduction of 2%. Data has been extracted from the waste register of the six main European production plants (Arcevia, Cerreto D'Esi, Chartres, Genga, Namur, Osimo). Data for 2021 was extracted from the waste register of the six main European production plants. Data for 2020 has been extracted from the waste register of the six main European production plants by European Waste codes and treatment codes, the repartition is approximated based on 2021 repartition.

GRI 306-4 | WASTE DIVERTED FROM DISPOSAL

| a./b./c./d. Weight of waste diverted from disposal (t) | 2022 | 2021 | 2020 |
|--|-------|--------|-------|
| Total weight of waste diverted from disposal | 9.501 | 10.979 | 8.673 |
| Of which hazardous waste | 80 | 229 | 181 |
| <i>Preparation for reuse</i> | 0 | 0 | 0 |
| <i>On site</i> | 0 | 0 | 0 |
| <i>At an external site</i> | 0 | 0 | 0 |
| <i>Recycle</i> | 80 | 229 | 181 |
| <i>On site</i> | 0 | 0 | 0 |
| <i>At an external site</i> | 80 | 229 | 181 |
| Other operation of reuse | 0 | 0 | 0 |
| <i>On site</i> | 0 | 0 | 0 |
| <i>At an external site</i> | 0 | 0 | 0 |
| Of which non-hazardous waste | 9.421 | 10.749 | 8.492 |
| <i>Preparation for reuse</i> | 0 | 0 | 0 |
| <i>On site</i> | 0 | 0 | 0 |
| <i>At an external site</i> | 0 | 0 | 0 |
| <i>Recycle</i> | 9.421 | 10.749 | 8.492 |
| <i>On site</i> | 0 | 0 | 0 |
| <i>At an external site</i> | 9.421 | 10.749 | 8.492 |
| Other operation of reuse | 0 | 0 | 0 |
| <i>On site</i> | 0 | 0 | 0 |
| <i>At an external site</i> | 0 | 0 | 0 |

e. Contextual information

Data for 2022 has been approximated according to a reduction of 2%. The recycling index of the company is of 95%. Data for 2021 has been extracted from the waste register of the six main European production plants. Data for 2020 has been extracted from the waste register of the six main European production plants by European Waste codes and treatment codes, the repartition is approximated based on 2021 repartition.

GRI 306-5 | WASTE DIRECTED TO DISPOSAL

| a./b./c./d. Weight of waste directed to disposal (t) | 2022 | 2021 | 2020 |
|--|------|------|------|
| Total weight of waste directed to disposal | 553 | 628 | 710 |
| Of which hazardous waste | 231 | 335 | 379 |
| <i>Incineration (with energy recovery)</i> | 37 | 6 | 7 |
| <i>On site</i> | 0 | 0 | 0 |
| <i>Offsite</i> | 37 | 6 | 7 |
| <i>Incineration (without energy recovery)</i> | 194 | 329 | 371 |
| <i>On site</i> | 0 | 0 | 0 |
| <i>Offsite</i> | 194 | 329 | 371 |
| <i>Landfilling</i> | 0 | 0 | 0 |
| <i>On site</i> | 0 | 0 | 0 |
| <i>Offsite</i> | 0 | 0 | 0 |
| <i>Other disposal operations</i> | 0 | 0 | 0 |
| <i>On site</i> | 0 | 0 | 0 |
| <i>Offsite+C21</i> | 0 | 0 | 0 |
| Of which non-hazardous waste | 322 | 293 | 331 |
| <i>Incineration (with energy recovery)</i> | 185 | 178 | 201 |
| <i>On site</i> | 0 | 0 | 0 |
| <i>Offsite</i> | 185 | 178 | 201 |
| <i>Incineration (without energy recovery)</i> | 137 | 116 | 131 |
| <i>On site</i> | 0 | 0 | 0 |
| <i>Offsite</i> | 137 | 116 | 131 |
| <i>Landfilling</i> | 0 | 0 | 0 |
| <i>On site</i> | 0 | 0 | 0 |
| <i>Offsite</i> | 0 | 0 | 0 |
| <i>Other disposal operations</i> | 0 | 0 | 0 |
| <i>On site</i> | 0 | 0 | 0 |
| <i>Offsite</i> | 0 | 0 | 0 |

e. Contextual information

Data for 2022 has been approximated according to a reduction of 2%. Data for 2021 has been extracted from the waste register of the six main European production plants. Data for 2020 has been extracted from the waste register of the six main European production plants by European Waste codes and treatment codes, the repartition is approximated based on 2021 repartition.

GRI 401-1: NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

| b. Employee hires | Americas | | | | | 2022 | | | | | MEA and Asia | | | | |
|-------------------|----------|------|-------|------|-------|--------|------|-------|------|-------|--------------|------|-------|------|-------|
| | Female | Male | Other | N.D. | Total | Female | Male | Other | N.D. | Total | Female | Male | Other | N.D. | Total |
| | < 30 y | 14 | 91 | 0 | 0 | 105 | 78 | 168 | 0 | 0 | 246 | 41 | 75 | 0 | 41 |
| 30 - 50 y | 22 | 76 | 0 | 0 | 98 | 127 | 324 | 0 | 0 | 451 | 62 | 180 | 0 | 11 | 253 |
| > 50 y | 6 | 11 | 0 | 0 | 17 | 22 | 72 | 0 | 0 | 94 | 4 | 10 | 0 | 0 | 14 |
| Total Hiring | 42 | 178 | 0 | 0 | 220 | 227 | 564 | 0 | 0 | 791 | 107 | 265 | 0 | 52 | 424 |
| Hiring rate | | | | | | | | | | | | | | | 18% |

| b. Employee hires | Americas | | | | | 2021 | | | | | MEA and Asia | | | | |
|-------------------|----------|------|-------|------|-------|--------|------|-------|------|-------|--------------|------|-------|------|-------|
| | Female | Male | Other | N.D. | Total | Female | Male | Other | N.D. | Total | Female | Male | Other | N.D. | Total |
| | < 30 y | 24 | 311 | 0 | 0 | 335 | 84 | 198 | 0 | 0 | 282 | 26 | 75 | 0 | 13 |
| 30 - 50 y | 29 | 193 | 0 | 0 | 222 | 101 | 315 | 0 | 0 | 416 | 53 | 144 | 0 | 13 | 210 |
| > 50 y | 3 | 15 | 0 | 0 | 18 | 11 | 55 | 0 | 0 | 66 | 2 | 4 | 0 | 0 | 6 |
| Total Hiring | 56 | 519 | 0 | 0 | 575 | 196 | 568 | 0 | 0 | 764 | 81 | 223 | 0 | 26 | 330 |
| Hiring rate | | | | | | | | | | | | | | | 22% |

| b. Employee hires | Americas | | | | | 2020 | | | | | MEA and Asia | | | | |
|-------------------|----------|------|-------|------|-------|--------|------|-------|------|-------|--------------|------|-------|------|-------|
| | Female | Male | Other | N.D. | Total | Female | Male | Other | N.D. | Total | Female | Male | Other | N.D. | Total |
| | < 30 y | 2 | 67 | 0 | 0 | 69 | 58 | 139 | 0 | 0 | 197 | 26 | 34 | 0 | 14 |
| 30 - 50 y | 5 | 66 | 0 | 0 | 71 | 66 | 196 | 0 | 0 | 262 | 40 | 80 | 0 | 14 | 134 |
| > 50 y | 3 | 6 | 0 | 0 | 9 | 18 | 33 | 0 | 0 | 51 | 2 | 3 | 0 | 1 | 6 |
| Total Hiring | 10 | 139 | 0 | 0 | 149 | 142 | 368 | 0 | 0 | 510 | 68 | 117 | 0 | 29 | 214 |
| Hiring rate | | | | | | | | | | | | | | | 12% |

| b. Turnover | Americas | | | | | Europe | | | | | MEA and Asia | | | | |
|---------------|----------|------|-------|------|-------|--------|------|-------|------|-------|--------------|------|-------|------|-------|
| | Female | Male | Other | N.D. | Total | Female | Male | Other | N.D. | Total | Female | Male | Other | N.D. | Total |
| | < 30 y | 23 | 196 | 0 | 0 | 219 | 52 | 92 | 0 | 0 | 144 | 30 | 54 | 0 | 33 |
| 30 - 50 y | 44 | 196 | 0 | 0 | 240 | 95 | 274 | 0 | 0 | 369 | 47 | 150 | 0 | 17 | 214 |
| > 50 y | 5 | 52 | 0 | 0 | 57 | 41 | 172 | 0 | 0 | 213 | 12 | 31 | 0 | 0 | 43 |
| Total | 72 | 444 | 0 | 0 | 516 | 188 | 538 | 0 | 0 | 726 | 89 | 235 | 0 | 50 | 374 |
| Turnover rate | | | | | | | | | | | | | | | 20% |

| b. Turnover | Americas | | | | | Europe | | | | | MEA and Asia | | | | |
|---------------|----------|------|-------|------|-------|--------|------|-------|------|-------|--------------|------|-------|------|-------|
| | Female | Male | Other | N.D. | Total | Female | Male | Other | N.D. | Total | Female | Male | Other | N.D. | Total |
| | < 30 y | 21 | 294 | 0 | 0 | 315 | 33 | 93 | 0 | 0 | 126 | 24 | 43 | 0 | 0 |
| 30 - 50 y | 25 | 178 | 0 | 0 | 203 | 68 | 234 | 0 | 0 | 302 | 47 | 148 | 0 | 0 | 195 |
| > 50 y | 3 | 19 | 0 | 0 | 22 | 25 | 138 | 0 | 0 | 163 | 0 | 9 | 0 | 0 | 9 |
| Total | 49 | 491 | 0 | 0 | 540 | 126 | 465 | 0 | 0 | 591 | 71 | 200 | 0 | 0 | 271 |
| Turnover rate | | | | | | | | | | | | | | | 18% |

| b. Turnover | Americas | | | | | Europe | | | | | MEA and Asia | | | | |
|---------------|----------|------|-------|------|-------|--------|------|-------|------|-------|--------------|------|-------|------|-------|
| | Female | Male | Other | N.D. | Total | Female | Male | Other | N.D. | Total | Female | Male | Other | N.D. | Total |
| | < 30 y | 15 | 60 | 0 | 0 | 75 | 37 | 89 | 0 | 0 | 126 | 28 | 52 | 0 | 0 |
| 30 - 50 y | 27 | 54 | 0 | 0 | 81 | 37 | 176 | 0 | 0 | 213 | 40 | 137 | 0 | 0 | 177 |
| > 50 y | 5 | 29 | 0 | 0 | 34 | 14 | 133 | 0 | 0 | 147 | 1 | 10 | 0 | 0 | 11 |
| Total | 47 | 143 | 0 | 0 | 190 | 88 | 398 | 0 | 0 | 486 | 69 | 199 | 0 | 0 | 268 |
| Turnover rate | | | | | | | | | | | | | | | 13% |

* Leavings not available for ATMOR China (2022-2021-2020)

* Hirings not available for ATMOR China (2022)

Other supporting information

* gender distribution not available for Chromagen - Australia (2022)

**The country categorizations referred to include the following countries:

- Americas: USA, Mexico, Canada, Argentina, Guadeloupe, Peru, Chile, Jamaica, Brazil, Guyana, Venezuela, Martinique, Colombia, Uruguay, Dominican Rep., Dutch Antilles, Ecuador, Guatemala, Paraguay, St.Pier, Miquel., El Salvador, Belize, Bolivia, Barbados, Nicaragua, Costa Rica, Suriname, Aruba.
- Europa: Italy, France, Switzerland, Germany, Spain, Romania, Russian Fed., Netherlands, Poland, United Kingdom, Belgium, Denmark, Hungary, Portugal, Austria, Czech Republic, Greece, Turkey, Croatia, Ukraine, Canary Islands, Serbia, Ireland, Bulgaria, Slovakia, Lithuania, Bosnia-Herz., Albania, Georgia, Belarus, Slovenia, Latvia, Cyprus, Kosovo, Macedonia, Montenegro, Estonia, Liechtenstein, Malta, Norway, San Marino, Moldavia, Finland, Andorra, Luxembourg, Monaco, Sweden
- MEA and ASIA: China, Australia, Israel, Utd.Arab Emir., India, Saudi Arabia, South Africa, Indonesia, Vietnam, Egypt, Morocco, Kazakhstan, Nigeria, Uzbekistan, Tunisia, Libya, Singapore, Oman, South Korea, Bangladesh, Ghana, Kyrgyzstan, Malaysia, Tajikstan, Iraq, Algeria, Thailand, Qatar, Myanmar, Jordan, Armenia, Hong Kong, Philippines, Lebanon, Azerbaijan, Kuwait, Cambodia, Sri Lanka, Mozambique, Tanzania, New Zealand, Senegal, Turkmenistan, Afghanistan, Namibia, Congo, Cape Verde, Mauritius, Botswana, Bahrain, Kenya, Brunei Dar-es-S, Swaziland, Reunion, Lesotho, Guinea, Ivory Coast, Seychelles, Mali, Gambia, Zambia, Uganda, Cameroon, French Polynesia, Pakistan, New Caledonia, Japan, Yemen, Syria, Mauretania, Ethiopia, Equatorial Gui., Burundi, Nepal, Madagascar, Benin, Fiji, Taiwan, Sudan, Malawi, Angola, Djibouti, Maldives, Liberia, Sierra Leone, Gabon, Laos, Somalia.

GRI 401-3: PARENTAL LEAVE

| Parental leave | 2022 | | |
|---|------|--------|-------|
| | Male | Female | Total |
| a. Total number of employees that were entitled to parental leave, by gender. | 241 | 251 | 492 |
| b. Total number of employees that took parental leave, by gender. | 20 | 12 | 32 |
| c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. | N/A | N/A | N/A |
| d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. | N/A | N/A | N/A |
| e. Retention rates of employees that took parental leave, by gender.** | N/A | N/A | N/A |
| f. Return to work rates of employees that took parental leave, by gender. | N/A | N/A | N/A |

Note: Data for 2021 and 2020 is not available. Please note that in Italy parental leave is regulated by law.

**Not available data

Other supporting information

The scope of data disclosed is Italy.

No information for the computation of Return to work and retention rates is available.

GRI 403-1 | OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM**a. Health and safety management system**

The Organisation has implemented a Group HSE Management System intended to provide an effective HSE management integrated with other management requirements and with WCM methodology to control all potential HSE risks. The HSE management System is certified according with ISO 14001 and ISO 45001 international standards.

b. Workers, activities and workplaces covered by the management system

Ariston Group's HSE Management System applies to all types and sizes of its production and non-production sites and includes requirements for Suppliers, Contractors and Outsourcing services.

GRI 403-2: HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION**a. Processes for identifying and assessing occupational health and safety risks**

A Group Procedure, HSE.PR024Tt - HSE Risks assessment, is in place to:

- provide a systematic approach to the early identification of all risks of workplaces;
- provide consistent risk assessment criteria;
- provide risk mitigation strategies that are efficient in reducing risk to an acceptable level;
- provide methods to monitor the effectiveness of preventive and protective measures.

The process is based on ISO 45001 Standard. If there are local legal requirements that differ from the standard, the stricter requirements shall be applied.

The risk assessment is regularly performed for both routine activities and non-routine activities, that are not generally performed on regular basis or in usual work places, that could create risk of interference and consequent coordination needs, and the activities being performed for the first time.

The overall process allows each site to:

- identify hazards and risk factors that have the potential to cause harm (hazard identification).
- analyse and evaluate the risk associated with that hazard (risk analysis and risk evaluation).
- determine appropriate ways to eliminate the hazard, or control the risk when the hazard cannot be eliminated (risk control).

After consulting with Workers' Representative, the employer conducts the risks assessment and compiles the Risk Assessment Document, in cooperation with Site HSE Coordinator and Industrial Doctor.

The Risk Assessment is reviewed every 3 years, or immediately reworked:

- whenever there are any significant changes in workplace processes, design or organization of work;
- whenever new machinery, substances or procedures are introduced;
- following the development in technology related to prevention and protection;
- whenever there is an injury or incident as a result of hazard exposure;
- when the health surveillance demonstrates that it is necessary.

As a consequence of any changes in the Risk Assessment, the preventive measures are also be updated.

b. Processes available for workers to report hazards and dangerous situations at work, and an explanation of how workers are protected from retaliation;

All employees are encouraged to daily check their working stations and their colleagues' behaviour as well as their own, to identify and report any existing unsafe condition and unsafe act, by utilising two preventive tools: Unsafe Act Tag (HSE.MD003Tt) and Unsafe Condition Tag (HSE.MD020Tt). These tools are used for reporting any anomaly encountered in the workplace. The tags are filled out in duplicates: the first copy is directly attached on the place where the anomaly is founded, the second one is registered, periodically analysed and stored by the HSE Coordinator and a priority approach is applied basing on the outcome of the analysis to establish a proper action plan.

c. A description of the policies and processes available to workers to remove themselves from work situations that are believed to cause work-related injury or illness, and an explanation of how they are protected from retaliation;

A coaching based programme to influence positive changes in behaviours is available to let employees stop whenever they feel to be exposed to situations that can cause work-related injury or illness. The programme, named STOP&THINK, encourages workers to pause and assess their environment for anything that doesn't seem safe. A pocket-sized check-list (STOP&THINK tag) is available to identify potential health and safety issues in the workplace. Even when on a tight timeline, if a hazard is identified, action is taken to correct it before work can continue. When necessary, the appropriate people are called in for assistance.

d. Description of the processes used in order to investigate possible occupational accidents

A Group Procedure, HSE.PR004Tt-00-Incident Management, establishes the criteria for reporting and recording Environment, Health and Safety accidents in order to ensure and facilitate the effective and efficient management of incidents from the moment that one occurs, until it can be investigated and corrective and preventive measures are developed and taken.

A systematic process, appropriate to their significance, is used for the investigation of incidents, which is led by the site HSE coordinator.

The process will include:

- identification and documentation of contributing factors (human, technical, organisational);
- underlying causes of the incident;
- identification of the controls that were intended to prevent it and analysis of any failures in the controls;
- identification of countermeasures to prevent the reoccurrence.

To facilitate the investigation process a "step by step approach" is suggested by using the 5W & 1H Analysis.

This involves approaching a problem/incident by developing a problem statement developed using the following; What, When, Where, Which, Who & How.

GRI 403-3: OCCUPATIONAL HEALTH SERVICES

a. Description of the occupational health services

Employees are referred to a designated healthcare professional or facility that is determined to meet local legal requirements. This professional/facility has the capability to provide clinical services such as medical surveillance and fitness for duty evaluations, medical care for work related injury and illness, substance abuse testing, audiometry, spirometry, biological monitoring, health promotion, and managing healthcare records.

Employee medical records (paper and electronic) are complete, considered confidential and are maintained in the exclusive custody and control of occupational healthcare professionals in accordance with local legal requirements and GDPR (General Data Protection Regulation).

GRI 403-4: WORKER PARTICIPATION, CONSULTATION, AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY

a. Description of processes for participation in occupational health and safety management systems

According to the Group's Procedure HSE.PR009Tt (regarding workers consultation and participation on HSE matters), all managerial and non-managerial workers and worker's representatives are consulted on:

- the HSE Group Policy;
- the needs and expectations of interested parties;
- the significant environmental aspects, related actual or potential environmental impacts associated with their work and the OH&S consequences, actual or potential, of their work activities;
- their contribution to the effectiveness of the HSE management system, including the definition of objectives and plans to achieve them, and the benefits of enhanced environmental and personal performance;
- their demonstration of involvement in the internal and external audit program, and in all applicable controls for outsourcing, procurement and contractors;
- the implications of not conforming with the HSE management system requirements, including fulfilling the Organisation's legal compliance obligations;
- their roles and responsibilities and importance in achieving conformity to the HSE Policy and procedures and to the requirements of the HSE management system, including emergency preparedness and response requirements;
- any changes that affect the HSE system; including any new resources in HSE organisation.

b. Description formal joint management-worker health and safety committees

A formal meeting is organised, at least once a year, involving the Plant Manager or their delegate, the local HSE Coordinator, the occupational physician, the workers' representative and the HR Manager.

The Committee discusses mainly the Risk Assessment Document; the injuries and work-related illnesses trends and the medical surveillance, the criteria for selecting personal protective equipment and for evaluating the effectiveness of preventive and protective measures, the training program for workers.

The meeting is also the opportunity to discuss:

- Codes of behaviour and best practices to prevent HSE risks;
- HSE opportunities for improvement.

Further formal meetings take place with a greater frequency and according to local legislation or in case of any significant changes that can affect the environment and the health and safety of workers.

GRI 403-5 | WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

a. Description of training activities

The suitability of the personnel working on processes is evaluated in the recruitment process, according to the "Recruitment & Selection Process" or in the assignment to new tasks (for employees already in force), according to the "Training Management". This is conducted by the responsible of the departments concerned, with the support of the HR department.

According to the procedure "Training Management", the Organisation:

- has determined the necessary competence of persons doing work under its control that affects its HSE performance and its ability to fulfil its compliance obligations;
- has ensured that these persons are competent on the basis of appropriate education, training or experience, through job interviews, reviewing resumes, documented information of training or diplomas;
- has determined any training needs associated with its environmental aspects and OH&S risk and its HSE management system conform with ISO9001, ISO 45001 and ISO14001;
- where applicable, has taken actions to acquire the necessary competence, and evaluate the effectiveness of the actions taken, by completing the form "Participants List" and direct observation of his performance, it may include a written test.

The Organisation retains appropriate documented information as evidence of competence, such as diplomas, licenses, resumes, and from completion of training, and performance reviews. Training procedures takes into account differing levels of responsibility, ability, language skills and literacy and the risk.

All the training cost is managed by Ariston group and therefore free of charge and during paid working hours.

GRI 403-7 | PREVENTION AND MITIGATION OF OCCUPATIONAL HEALTH AND SAFETY IMPACTS DIRECTLY LINKED BY BUSINESS RELATIONSHIPS

a. Description of the organisation's approach to preventing or mitigating significant negative occupational health and safety impacts

According to ISO 45001 standard, the Ariston Group has established, implemented, controlled and maintains the processes needed to meet HSE management system requirements, and to:

- meet its requirements;
 - address its risks and opportunities;
 - achieve its objectives;
 - manage the OH&S risks, including the management of change;
- by:
- establishing operating criteria for the processes
 - implementing control of the processes, in accordance with the operating criteria.

In particular, the Organisation has implemented and maintained:

- operational controls applicable to its activities in "Control register";
- controls related to purchased goods, equipment and services, according to the "Pre_Project HSE Checklist";
- controls related to contractors and other visitors to the workplace, according to the procedure "Contractors management" and "Access to workplaces";
- documented procedures, to cover situations where their absence could lead to deviations from the HSE Policy and objectives;
- stipulated operating criteria where their absence could lead to deviations from the HSE Group Policy and objectives.

According to the procedure "Change Management" the Organisation has defined how to control planned changes and how to review the consequences of unintended changes, taking actions to mitigate any adverse effects.

The Organisation has ensured that an outsource process is controlled or influenced.

Consistent with a life cycle perspective, the Organisation:

- has established controls, to ensure that its environmental requirements are addressed in the design and development process for the product or service, considering each stage of its life cycle, according to the "Product Development Manual";
- has determined its environmental requirements for the procurement of products and services, according to the "Investment Request Manual";
- has communicated its relevant environmental requirements to external providers, including contractors, according to the procedure "HSE Communication Management";
- has considered the need to provide information about potential significant environmental impacts associated with the transportation or delivery, use, end-of-life treatment and final disposal of its products and services, according to the Working Instruction "Guideline for the environmental impacts assessment".

The Organisation maintains documented information to the extent necessary to have confidence that the process has been carried out as planned.

According to the procedure "Change Management", when determining controls, or considering changes to existing controls, the Organisation has given consideration to reducing the risks according to the following hierarchy:

- elimination;
- substitution;
- engineering controls;
- signage/warnings and/or administrative controls;
- personal protective equipment.

According to the Working Instruction "HSE Risks Assessment", with the Risk Assessment Document the Organisation has documented and kept up-to-date the results of identification of hazards, risk assessments and determined controls.

GRI 403-8 | WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

| a. Health and safety management system | 2022 | | 2021 | | 2020 | |
|--|-------|-----|-------|-----|-------|-----|
| | n | % | n | % | n | % |
| i. Employees covered by the system | 7.975 | 100 | 7.858 | 100 | 7.444 | 100 |
| ii. Non-employees covered by the system | 1.020 | 100 | 1.032 | 100 | 676 | 100 |
| ii. Employees covered by the internally audited system | 7.975 | 100 | 7.858 | 100 | 7.444 | 100 |
| ii. Non-employees covered by the internally audited system | 1.020 | 100 | 1.032 | 100 | 676 | 100 |
| iii. Employees covered by the third-party certified system | 2.762 | 35 | 2.717 | 35 | 2.502 | 34 |
| iii. Non-employees covered by the third-party certified system | 808 | 79 | 747 | 72 | 496 | 73 |

b. Any workers excluded from the coverage of the management system

The HSE management system is build on ISO45001 and ISO14001 standards and is deployed in all the companies of the group according to the Group HSE policy signed by the CEO.

c. Additional information on data compilation

Data were extracted from the management review, employee have an Ariston Group working contract and non-employees is the temporary lease staff in support. Third-party body is BSI who ISO45001 certify Ariston Group, at group level . The last version of the certificate is published on www.aristongroup.com

GRI 403-9 | WORK-RELATED INJURIES

| a. Employees work-related injuries (n) | 2022 | 2021 | 2020 |
|--|---|--|--|
| Recordable injuries | 40 | 44 | 45 |
| Injury rate | 5,16 | 5,31 | 5,86 |
| of which deaths | 1 | 0 | 0 |
| Death rate | 0,13 | 0 | 0 |
| of which with serious consequences | 0 | 1 | 0 |
| Severity index | 0 | 0,121 | 0 |
| Main types of injuries | - Crushing and contusion for contact with moving parts - stab wound for contact with sharpe object/surface | - Crushing and contusion for contact with moving parts - Stab wound for contact with sharp object/surface | - Crushing and contusion for contact with moving parts - Stab wound for contact with sharp object/surface |
| Hours worked (n) | 7.751.474,94 | 8.278.463,42 | 7.683.267,29 |

| b. Non-dependent occupational accidents | 2022 | 2021 | 2020 |
|---|---|--|--|
| Recordable injuries | 24 | 21 | 15 |
| Injury rate | 9,99 | 10,11 | 6,71 |
| of which deaths | 0 | 0 | 0 |
| Death rate | 0 | 0 | 0 |
| of which with serious consequences | 0 | 0 | 0 |
| Severity index | 0 | 0 | 0 |
| Main types of injuries | - Crushing and contusion for contact with moving parts - stab wound for contact with sharpe object/surface | - Crushing and contusion for contact with moving parts - Stab wound for contact with sharp object/surface | - Crushing and contusion for contact with moving parts - Stab wound for contact with sharp object/surface |
| Hours worked (n) | 2.402.012,01 | 2.076.886,53 | 2.235.591,35 |

c. Work hazards that pose a risk of injury with serious consequences

According to ISO45001 standard, Ariston Group has established, implemented and maintained the Group Procedure "HSE Risks Assessment" for the ongoing hazard identification and risk assessment.

The methodology for hazard identification and risk assessment:

- has been defined with respect to its scope, nature and timing to ensure it is proactive rather than reactive;
- has provided for the identification, prioritisation and documentation of risks, and the application of controls, as appropriate.

The Group Procedure for hazard identification and risk assessment takes into account:

- routine and non-routine activities;
- activities of all persons having access to the workplace (including contractors and visitors);
- human behaviour, capabilities and other human factors;
- identified hazards originating outside the workplace capable of adversely affecting the health and safety of persons under the control of the Organisation within the workplace;
- hazards created in the vicinity of the workplace by work-related activities under the control of the Organisation;
- infrastructure, equipment and materials at the workplace, whether provided by the Organisation or others;
- changes or proposed changes in the organisation, its activities, or materials;
- modifications to the OH&S management system, including temporary changes, and their impacts on operations, processes, and activities;
- any applicable legal obligations relating to risk assessment and implementation of necessary controls;
- the design of work areas, processes, installations, machinery/equipment, operating procedures and work organisation, including their adaptation to human capabilities.

All changes or proposed changes in the Organisation, its activities or materials, must pass the operational rigors of HSE review, according to the procedure "Change Management".

The Organisation ensures that the results of these assessments, including the hierarchy of control (eliminate, substitute, add technical means, add organisational means, PPE) are considered when determining controls.

In 2022, the objective of 0 injury is depolyed to reach at least trends to reduce injury rate below 5 injury per million worked hours by

- promoting the signalisation of unsafe condition by workers with a target of 2 notification per worker,
- following up the action plan to mitigate machine risk and ensure conformity to the EU machinery directive or equivalent with a target of 100% of completion in 2023,
- assessing ergonomic risk on workstation were charges are lifted, or repetitive movement executed, with the NIOSH and OCRA methods with a target of 100% of completion,
- performing 100% of the internal audit planned, etc.

d. Actions taken or in progress intended to eliminate other workplace hazards and minimize risks using the hierarchy of controls

According to ISO 45001 standard, the Ariston Group has established, implemented and maintained the procedure "Incident Management" to investigate and analyse incidents in order to:

- determine underlying OH&S deficiencies and other factors that might be causing or contributing to the occurrence of incidents;
- identify the need for corrective action;
- identify opportunities for continual improvement;
- communicate the results of such investigations.

The investigations are performed in a timely manner under the governance of the HSE Director.

The results of incident investigations are documented and maintained.

In 2021, 87% of the 253 actions linked to incident report were completed, as well as 81% of the 3405 unsafe condition identified by workers. Prioritisation is given based on the level of risk (high, medium or low) and action plan based on the root cause and the hierarchy of control.

e. Calculation of severity, incidence and injury rates.

The method used to calculate the rates in the disclosure is *1,000,000

f. Exclusions of certain workers from the disclosure

Group record work-related injuries of employees, lease staff, contractors and visitors. Plants manages it in the HSE Action Tracker without any exclusion.

f. Additional description on the calculation of data and methodologies used

Data extracted from the Ariston Group yearly management review.

Are considered injuries with serious consequences, work-related injuries that result in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months.

GRI 404-1 | AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

| a. Average hours of training provided to employees | 2022 | | |
|--|------|--------|---------------|
| | Male | Female | Total average |
| White collar | 16 | 14 | 15 |
| Blue collar | 4 | 5 | 4,5 |
| Total | 10 | 9,5 | 9,75 |

Note: Data corresponding to 2021 and 2020 is not available.

GRI 404-2 | PROGRAMS FOR UPGRADING EMPLOYEE SKILLS AND TRANSITION ASSISTANCE PROGRAMS

| a./b. List of training programs | | | |
|---------------------------------|-----------------------------------|---|--|
| # | 2022 | | |
| N | Type (Update/ Assistance) | Content | Hours (per edition) |
| 1 | Global Leadership Program | The Global Leadership Program is a learning and development initiative aimed at activating, supporting, and strengthening practices associated with the competences of Ariston Group Leadership Model: LEAD CHANGE, LEAD BUSINESS and, most importantly, LEAD PEOPLE. The feedback culture and the interpretation of the Leader's role as Coach are the thread that run across the different journeys, customised by type of population (in 2022: Middle managers-people Managers) from 25 countries, wishing to address them through behavioural changes that have an impact on our daily actions and on our results. Impact on more than 600 employees. Key methodologies include tailored training sessions, individual business coaching journeys, team learning sessions, webinars and online content. | 11 |
| 2 | My Ariston Group | My Ariston Group is a learning program aiming at supporting the induction of new comers transferring business competences and leveraging on self-responsibility. Main objectives are the following: <ul style="list-style-type: none">- To experience and feel the Corporate culture- To acquire knowledge about our sector and business, focusing on Ariston Group processes and practice- To acquire soft skills useful to promote team working and relational effectiveness- To develop self-awareness and encourage self-leadership development, focusing on professional growth "drivers"- To take awareness of and experience a decision making process within a group- To promote the development of behaviour in line with corporate values having an active role in professional growth opportunities in the company | 40 hours average + project work activities (per edition) |
| 3 | Presentation Effectiveness | The course aims at transferring a set of knowledge and competences to refine and improve style, structure, content and delivery of presentations through the application of effective techniques, practice and live feedbacks. | 16 |
| 4 | Leading People For Growth | The course wants to give support to the newly assigned managers in order to: <ul style="list-style-type: none">- Learn how to LEVERAGE MOTIVATIONS of the employees to maximise his/her commitment to the assigned goal- Recognise the MATURITY LEVEL of individuals, and learn to align with this level as a starting point for their growth path- Use DELEGATION as a development tool and for optimising own workload- Learn how to give structured and evidence-based FEEDBACK. | 20 |
| 5 | Sales Academy (Pilot phase) | This project aims to provide a continuous learning experience to our sales force, to root Ariston Group's way of selling and to deliver useful toolkits in order to facilitate and improve worldwide sales performances. Key methodologies include tailored training sessions, business cases discussions and online content. Impact on 37 employees. | 24 |
| 6 | Leading The Effective Sales Force | The five-days Leading the Effective Sales Force programme is designed to help participants to optimise the performance of theirs sales force and learn how to cut costs while raising sales; how to generate maximum growth by analysing the sales calls, realigning territories, shifting product or market emphases, reallocating time among members of the sales force or adjusting its size; how to motivate salespeople and third-party distribution channels through compensation systems and organisational structures. | 40 |

*For each type of programme, the hours are identified per participant.

| | | | |
|-------|----------------------------------|---|----------------------------|
| 7 | Brand Management | The course has aimed at identifying the foundational building blocks for brand purpose by understanding the target audience and crafting integrated marketing communications; to identify opportunities and threats that affect brand's market position and determine potential strategies to capitalize on opportunities to strengthen the brand's position; to create a brand positioning strategy for the market, and identify various vehicles for marketing communications that would effectively reach the brand's target market; brand assessment and management strategies for the allocation of resources to ensure brand performance is optimised and brand objectives are met. | 60 |
| 8 | Sales Planning & Control | The Sales Planning & Control course wants to provide a common language to the management control functions and Sales and the tools to enhance the company's ability to predict, govern and measure commercial performance. The objective of the course is to provide principles, methodologies, tools and practical examples to integrate commercial and economic performance, identifying the actions that make it possible to maximise the economic effect of the commercial choices. | 36 |
| 9 | Advanced Management Program | IESE's Advanced Management Program (AMP) is designed for top-tier executives who want to boost their ability to navigate complex markets and identify new sources of competitive advantage. In an energising learning forum, they sharpen their grasp on the most critical global trends and discover leadership insights that magnify corporate performance | 160 |
| 10 | Strategic Learning & Development | The course has the goal of providing the new digital skills that the market requires with a strategic view, more and more connected to the business aiming to transform the training in Learning Organisation. | 30 |
| 11 | Finance Group Coaching Journey | A group coaching path dedicated to Finance Organisation in order to make a reflection on oneself, firstly, trying then to align with the team operating principles and purpose in order to work together effectively leveraging on strengths and defining new rules for the team to better work together. | 24 |
| 12 | Coaching | Coaching is a method of achieving set goals. The coach through dialogue helps the coachee to correctly set a goal, to find the best way to achieve the goal and reveal hidden inner potential in a person. The coach does not say how to achieve success, but asks questions through which the coachee himself finds the solution to his own tasks. | 5 |
| 13 | Mentoring | Mentoring is a reciprocal and collaborative at-will relationship that most often occurs between a senior and junior employee for the purpose of the mentee's growth, learning, and career development. Often the mentor and mentee are internal to an organisation, and there is an emphasis on organizational goals, culture, career goals, advice on professional development. | According to mentor-mentee |
| 14 | 360° Program | 360° feedback is a process where an individual (participant or focus) is rated on his/her competencies by people (the raters) who work with him/her. The process aims to: <ul style="list-style-type: none">- Help the focus to understand how his/her behaviours are perceived by people around him/her- Gain a better understanding and awareness of his/her strengths- Have a clear understanding on how to be the best version of yourself, in a perspective of continuous dev, through the achievement of the goals set within the Individual Development Plan (IDP) | 8 people involved |
| 15 | Consumer Insight | Training dedicated to the new professional roles of RPD (Region Product Directors) covered by employees already in the company and to Product Managers in order to support them in acquiring new knowledge and skills to work in synergies with markets. Consumer Insights training main contents are: <ul style="list-style-type: none">- What is CI/objectives and its relevance within the company- How to set up a CI research and which types of research for which business needs- How to read the data | 6 |
| Total | 15 programs | | 472 |

| a./b. List of training programs | | | |
|---------------------------------|----------------------------|--|--|
| # | 2021 | | |
| N | Type (Update/Assistance) | Content | Hours (per edition) |
| 1 | Global Leadership Program | The Global Leadership Program is a learning and development initiative aimed at activating, supporting, and strengthening practices associated with the competences of Ariston Group Leadership Model: LEAD CHANGE, LEAD BUSINESS and, most importantly, LEAD PEOPLE. The feedback culture and the interpretation of the Leader's role as Coach are the thread that run across the different journeys, customized by type of population (in 2021: Executive and Senior Managers) wishing to address them through behavioral changes that have an impact on our daily actions and on our results. Impact on more than 300 employees. Key methodologies include tailored training sessions, individual business coaching journeys, team learning sessions, webinars and online content. | 17 |
| 2 | My Ariston Group | My Ariston Group is a learning program aiming at supporting the induction of new comers transferring business competences and leveraging on self-responsibility. Main objectives are the following: - To experience and feel the Corporate culture - To acquire knowledge about our sector and business, focusing on Ariston Group processes and practice - To acquire soft skills useful to promote team working and relational effectiveness - To develop self-awareness and encourage self-leadership development, focusing on professional growth "drivers" - To take awareness of and experience a decision making process within a group - To promote the development of behaviour in line with corporate values having an active role in professional growth opportunities in the company | 40 hours average + project work activities (per edition) |
| 3 | Presentation Effectiveness | The course aims at transferring a set of knowledge and competences to refine and improve style, structure, content and delivery of presentations through the application of effective techniques, practice and live feedbacks. | 16 |
| 4 | Leading People For Growth | The course wants to give support to the newly assigned managers in order to: - Learn how to LEVERAGE MOTIVATIONS of the employees to maximise his/her commitment to the assigned goal - Recognise the MATURITY LEVEL of individuals, and learn to align with this level as a starting point for their growth path - Use DELEGATION as a development tool and for optimising own workload - Learn how to give structured and evidence-based FEEDBACK. | 20 |
| 5 | Six Sigma | The Training program wants to transfer a scientific method, trough Induction-Deduction process and data driven decisions, as well as to share an experimentation approach to be applied to business process | 40 |
| Total | 5 programs | | 133 |

GRI 404-3 | PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

| a. Employee evaluation (%) | 2022 | | | 2021 | | | 2020 | | |
|----------------------------|------|--------|-------|------|--------|-------|------|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| White collar | 100% | 100% | 100% | N/A | N/A | N/A | N/A | N/A | N/A |
| Blue collar | 0% | 0% | 0% | N/A | N/A | N/A | N/A | N/A | N/A |

Note: Data unavailable for blue collar employees as regular performance reviews are not foreseen. Overall, the data provided in response to this indicator is only available for 2022.

GRI 405-1 | DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

| a. Governance bodies (%) | 2022 | | | 2021 | | | 2020 | | |
|--------------------------|------|--------|-------|------|--------|-------|------|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| < 30 years | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| 30 - 50 | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 9% | 9% |
| > 50 | 82% | 18% | 100% | 75% | 25% | 100% | 73% | 18% | 91% |

| b. Employees (%) | 2022 | | | 2021 | | | 2020 | | |
|------------------|------|--------|-------|------|--------|-------|------|--------|-------|
| | Male | Female | Other | Male | Female | Other | Male | Female | Other |
| White Collar | 34% | 16% | 1% | 34% | 15% | 0% | 33% | 15% | 0% |
| Blue Collar | 43% | 6% | 1% | 45% | 6% | 0% | 46% | 5% | 0% |
| Total | 77% | 22% | 1% | 79% | 21% | 0% | 80% | 20% | 0% |

| b. Employees (%) | 2022 | | | 2021 | | | 2020 | | |
|------------------|--------|---------|--------|--------|---------|--------|--------|---------|--------|
| | < 30 y | 30 - 50 | > 50 y | < 30 y | 30 - 50 | > 50 y | < 30 y | 30 - 50 | > 50 y |
| White Collar | 6% | 33% | 11% | 6% | 32% | 11% | 6% | 32% | 11% |
| Blue Collar | 6% | 28% | 15% | 8% | 28% | 15% | 7% | 29% | 15% |
| *Total | 13% | 61% | 26% | 15% | 60% | 25% | 13% | 61% | 26% |

b. Indicate other diversity indicators, if relevant (such as minorities or vulnerable groups)

In 2022 employees were distributed as follows:
Blue Collars: 3,916
White Collars: 4,059

* Data by age range not available for Chromagen Australia

GRI 418-1 | SUBSTANTIATED COMPLAINTS CONCERNING BREACHES OF CUSTOMER PRIVACY AND LOSSES OF CUSTOMER DATA

| a. Complaints received (n) | 2022 | | | 2021 | | | 2020 | | |
|----------------------------|---|---|--|------|------|------|------|--|--|
| | Complaints received concerning breaches of customer privacy | of which received from external parties | of which received from regulatory agencies | 2022 | 2021 | 2020 | | | |
| | | | | 4 | 1 | 1 | | | |
| | | | | 2 | 0 | 0 | | | |
| | | | | 1 | 0 | 0 | | | |

| b. Leaks, thefts, or losses of customer data (n) | 2022 | | | 2021 | | | 2020 | | |
|--|---------------------------|---------------------------|----------------------------|------|------|------|------|--|--|
| | Total customer data leaks | Total customer data theft | Total customer data losses | 2022 | 2021 | 2020 | | | |
| | | | | 3 | 0 | 0 | | | |
| | | | | 1 | 0 | 1 | | | |
| | | | | 0 | 0 | 0 | | | |

Note: All reported cases have been investigated, remediated, and countermeasure actions have been taken.

Notes

- 1 According to Article 16 of the Regulation, enabling activities contribute substantially to one or more of the environmental objectives by directly enabling other target activities to make a substantial contribution to one or more of those objectives. Such activities play a crucial role in the decarbonisation of the economy by directly enabling other activities to be carried out at a low carbon level of environmental performance.
- 2 The analysis of this substantial contribution criteria was based on the segmentation of the main product families and service sold, which have been broken down into different clusters based on type, specific features, and geographical area of sales. For future analysis, the Group is considering the opportunity to leverage specific information related to the energy efficiency classes of products when they will be publicly available on EPREL (EU Product Database for Energy Labelling) database.
- 3 According to the law n°2020-105 ("Agec Law"), it is applicable, as of 1st January 2023, to producers with an annual turnover of more than 50 million euros and at least 25,000 units of products placed on the French market each year.
- 4 Market substances listed in Annexes I or II to Regulation (EU) 2019/1021 of the European Parliament, Article 2 of Regulation (EU) 2017/852 of the European Parliament and of the Council, Annexes I or II to Regulation (EC) No 1005/2009 of the European Parliament and of the Council, Annex II to Directive 2011/65/EU of the European Parliament and of the Council, Annex XVII and Article 57 of Regulation (EC) 1907/2006.
- 5 To estimate avoided emissions, the Group assumes that efficient product categories are going to gradually replace products with lower efficiency in the installed park, whose average efficiency has been internally assessed. Technological developments that lack visibility have not been considered. The emissions avoided have been calculated assuming an average expected lifetime of the products of 15 years and considering emissions across their entire lifecycle. The estimation of sales projections of the product categories in scope is based on the forecasts from the Group's Strategy Master Plan. Assumptions on average emission factors kgCO₂/kWh are kept constant until 2030 and defined specifically for macro-region and energy type.
- 6 Including Balkans, Switzerland, United Kingdom, Israel, Norway, Ukraine. Excluding Russia.
- 7 The perimeter considered refers to revenues generated in Europe (Including Balkans, Switzerland, United Kingdom, Israel, Norway, Ukraine. Excluding Russia), for both domestic and commercial heating and for water heating products. Renewable technologies refer to heating heat pumps, heat pump water heaters and solar water heaters. Fossil products includes boilers and gas water heaters (both storage and instantaneous). Electric water heaters, air conditioning, accessories and cylinders are excluded from the calculation. The KPI percentage is calculated as the weight of renewable technologies on the sum of renewable technologies and fossil products.
- 8 Demand Response (DR) is a service to the grid based on increases or reduction of the energy consumption of multiple assets (e.g. water heaters), in response to peaks in energy supply or demand. Such technology applies to electric storage water heaters (ESWH).
- 9 A Home Energy Management (HEM) system autonomously monitors, controls and optimises energy flows within the home, in order to minimise customers' energy costs while meeting their preferences (such as comfort, EV use, carbon emission, etc.). Such technology applies to ESWH.
- 10 Heat pump technologies are highly efficient heating options that use hydronic heat emitters, including radiators, conectors and surface heating to provide heating, cooling and hot water for buildings. These systems can be powered by electricity, thermal energy, or hybrid.
- 11 A refrigerant is a substance used to transfer heat. R-32 is a highly efficient and eco-friendly refrigerant that effectively transfers heat. Unlike commonly used refrigerants like R-22 and R-410A, it has a much lower global warming potential (GWP) and a significantly lower environmental impact.
- 12 The F-gas Regulation aims to reduce the consumption and production of high-global warming potential (GWP) F-gases, such as hydrofluorocarbons (HFCs). In addition, the use of lower-GWP alternatives, such as natural refrigerants, is being encouraged.
- 13 Thermally-driven heat pumps are powered by thermal energy, make use of the existing gas infrastructure and can currently be operated with renewable gases like biomethane or biopropane. Efforts are being made to adapt them to work with hydrogen blends or pure hydrogen in the future.
- 14 Hydrogen is a CO₂-neutral energy source. If produced through renewable energy, it will also make it possible to avoid emissions in the production phase.
- 15 Biofuels are fuels derived from biomass, in turn derived from organic mass (plant or algae material or animal waste) and can be produced relatively quickly, enabling a significant reduction in pollution.
- 16 Nitrogen oxides (NOx) emissions stem from fuel combustion. Ariston Group's objective is that of reducing them to the maximum extent possible, to lower their impact on human health and on the environment.
- 17 Economic intensity. Emissions from use of sold products covering at least 67% of Scope 3 total emissions.
- 18 The Quality Excellence Index is a tool leveraged by Ariston Group to assess the capability of the organisation to implement the Quality Roadmap. The Quality Roadmap is a plan of annual initiatives whose completion determines the attribution of a score, which will be accumulated year over year.
- 19 Ariston Holding N.V. (November 2021), Board Rules
- 20 As a result of the redomiciliation, the Company's board of statutory auditors ceased to hold office.

2022 Company Report

Our Group — Sustainability Report — Methodology

