

# 2025 SUSTAINABILITY POLICY

LET'S MOVE  
FOR A BETTER WORLD





# Foreword

Technogym's approach to sustainability is hugely consistent and has strong synergies with the corporate mission of the Company and the Group. Our aim is to disseminate the Wellness Lifestyle globally with a view to promoting regular physical exercise and healthy lifestyles and improving people's quality of life. Wellness, the corporate philosophy of Technogym, is key to defining the strategic objectives of the Company and the Group. It reflects our commitment to building shared value with all stakeholders.

The close correlation between business strategy and sustainability is what guides the Group in its decisions and actions which are designed to meet the health needs and demands of ordinary people. The wellbeing of end users, and therefore of the community as a whole, is central to the Group's objectives, and it starts at the product design phase. We maintain this focus throughout the lifetime of the product, from production through to marketing and after-sales support.

This combination of factors makes our business model unique, and fosters our strategic alignment with the United Nations Sustainable Development Goals (SDGs).

## SCOPE OF APPLICATION AND METHODOLOGICAL APPROACH

The Sustainability Policy aims to demonstrate to all stakeholders the values, objectives, commitments and governance of Technogym and the Group in relation to sustainability. Together with applicable laws and regulations, it must be applied in all the territories and countries where Technogym operates, permeating the culture of the business based on the principles of conduct already set out in the Code of Ethics and other company policies and strategies.

When drafting the Sustainability Policy, Technogym adopted the following approach:

- › analysis of the pertinence of the **17 Sustainable Development Goals** (SDGs) to the Technogym value chain and of how the Company's choices can contribute to these goals being met;
- › identification of strategic objectives structured in the form of commitments up to 2025, and subsequent definition of the **2025 Sustainability Policy**.

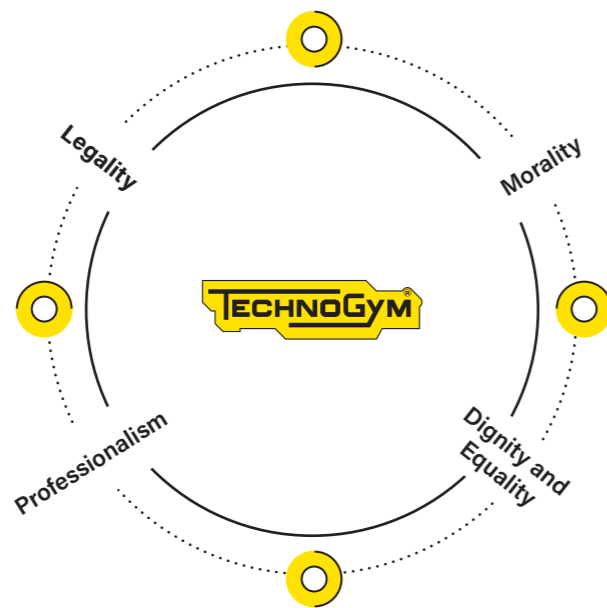
## OUR MISSION: PROMOTING WELLNESS

Our mission is to "create innovative and immersive products and solutions to help people achieve their own Wellness through health and exercise education. The belief in Wellness as a social responsibility guides and unites us."

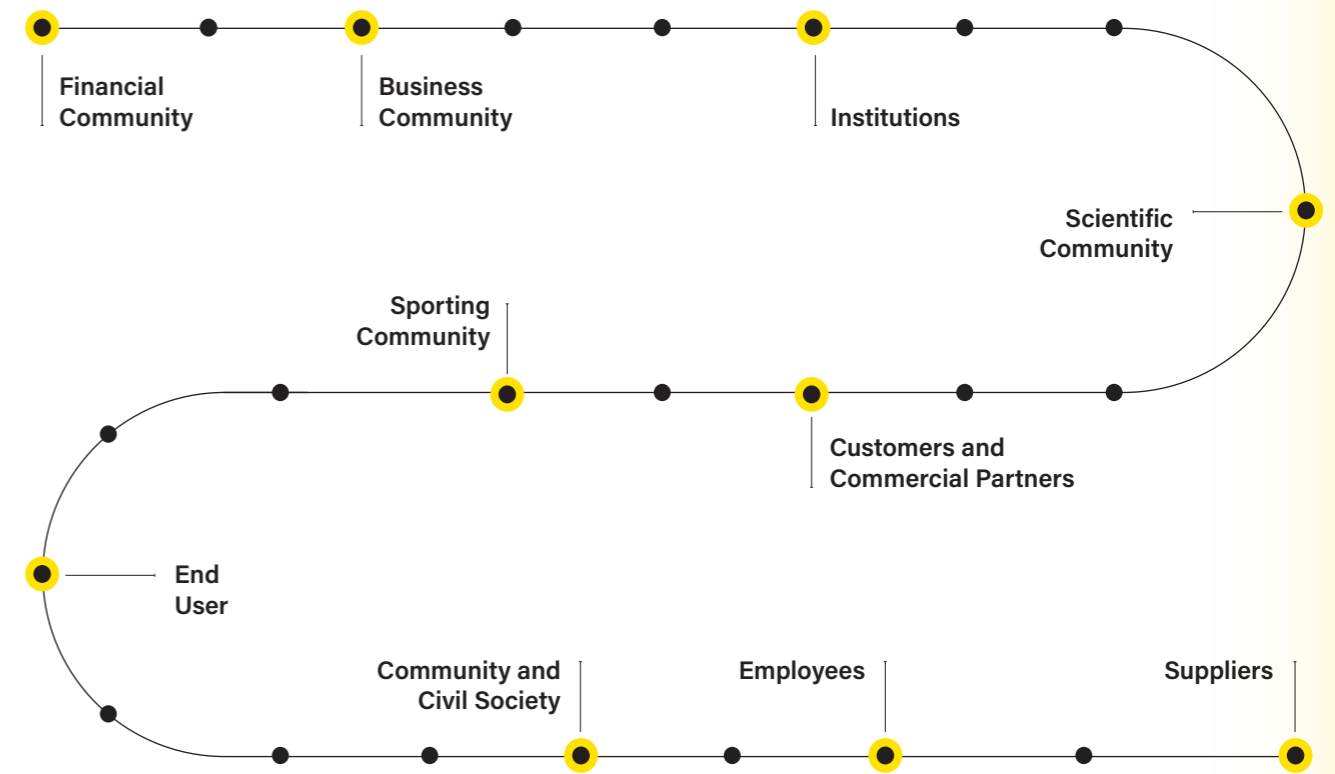
## OUR PRINCIPLES

The Group operates according to principles of legality, honesty, morality, dignity, equality and professionalism, in full compliance with the applicable laws and regulations, conducting its business with the professionalism demanded by the nature of the tasks and functions it performs.

Technogym operates with the utmost respect for and compliance with the value of the individual and the human and workers' rights set out in national and international conventions and declarations, including the United Nations' (UN) Universal Declaration of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental and Principle Rights at Work.



## OUR STAKEHOLDERS



### Employees and partners

Technogym considers its employees to be crucial in achieving its corporate objectives and ensures that the conditions are in place for every person to give of their best. Each employee's personal and professional development journey is aligned with the culture of the business; indeed, training and active participation are deemed fundamental to developing the skill set of and empowering employees and partners. The company promotes respect in the workplace by standing up to all forms of discrimination and ensuring that fundamental human rights are upheld. Technogym incentivises the responsible involvement and participation of employees and partners, including through social dialogue, and guarantees freedom of association.

### Suppliers

Technogym has adopted an approach to supply chain management that favours continuous, two-way learning in order to regularly fulfil the new market demands. This means that long-term relations need to be forged, particularly with suppliers of high-tech components, who make up a supply chain that is largely stable.

The Group's supplier selection and outsourcing process takes into account the company's directives and the public procedures that apply, under current legislation<sup>1</sup>. In light of the above, Technogym undertakes to include in its supplier contracts clauses that compel them to comply with the fundamental principles and, taking into account their respective legal, social, economic and cultural systems, to conform to the rules of the Code of Ethics.

1. ILO Convention no. 105 on the abolition of forced labour, ILO Convention no. 29 on forced labour and the 1956 Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery.

There is an outright ban on any form of forced or compulsory labour, bonded labour, slavery, human trafficking and labour performed under psychological and/or physical coercion.

### Institutions

Corporate officers require relations with public institutions to comply with the Code of Ethics, the Company's Articles of Association, and general and specific laws pertaining in particular to the principles of transparency and efficiency.

### Partners

When the Company takes part in initiatives together with other entities, be this by way of a joint venture with one or more partners or the acquisition of equity interests in companies with other shareholders, relations should be forged only with partners and/or shareholders which have a reliable commercial reputation, which have ethical principles that are comparable with the Company's and which operate in line with the Code of Ethics, taking care to ensure transparency throughout the relationship.

### Customers

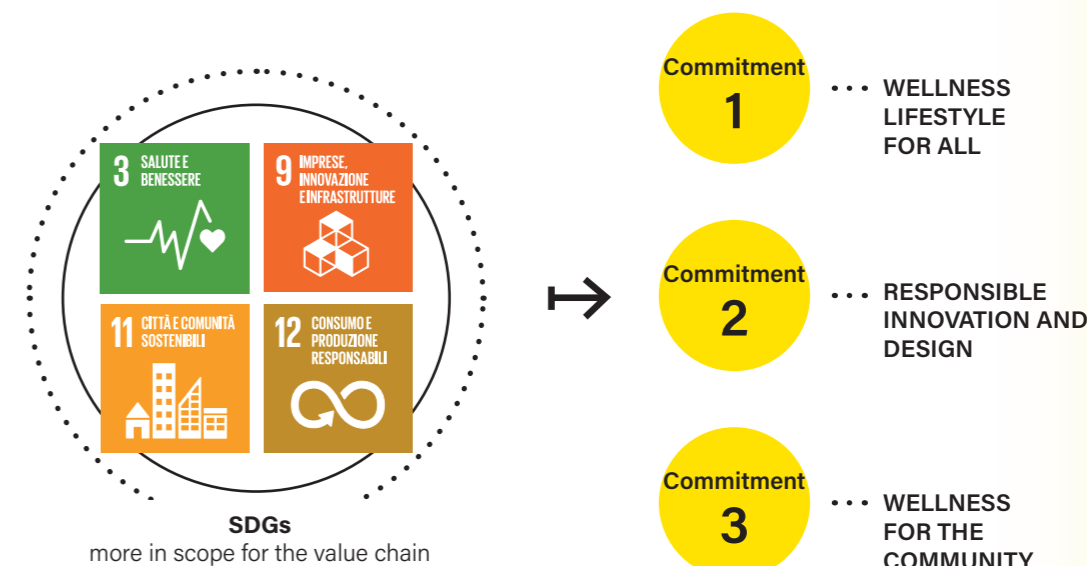
To ensure that customers are handled correctly, in particular that marketing and product development strategies failing to respond to people's needs are avoided, Technogym has ensured over time that a culture of transparency is present at all levels of the business. Customers are an integral part of Technogym's business assets. In order to earn their respect and therefore loyalty, customer relations must be based on criteria of lawfulness and morality, while upholding the principles of professionalism and integrity.

### Environment and Community

Technogym has always been committed to promoting community-conscious corporate initiatives and programmes in order to spread the Wellness culture, learn more about and take more responsibility for the community in which it operates and recognise the importance of protecting and safeguarding the environment. Technogym looks after the wellbeing of the community in which it operates, aiming to have a positive impact there and create shared value. With this in mind, it promotes and supports programmes with social, educational, cultural and technical aims, and develops close ties with schools and universities.

## 2025 SUSTAINABILITY GOALS

In line with its corporate mission of promoting and spreading the Wellness Lifestyle across the globe, Technogym has drawn up three main sustainability commitments, breaking them down into objectives that clearly and manifestly contribute to the sustainable development of the communities in which it operates and to society more generally. Aligning with the UN's SDGs demonstrates the close link between the wellbeing of humans and nature and the presence of common challenges facing every country.



### WELLNESS LIFESTYLE FOR ALL



For over 20 years, Technogym has been promoting wellness as a social opportunity for all stakeholders: citizens, businesses and governments. Using this history of culture and innovation, and in compliance with the United Nations' "Good Health and Well-being" goal, the company is determined to keep helping its stakeholders to achieve wellness by promoting sustainable lifestyles and behaviours for the wellbeing of the community through a range of products and services that use the latest technology, meet the needs of private and professional users, and reach an ever larger number of people

- Our goals:
- > **To promote Wellness** as a social opportunity by encouraging physical exercise as a way of fighting obesity and inactivity;
  - > **To encourage local and global partnerships** aimed at promoting wellness and quality of life;
  - > **To be the world's leading** Wellness Solution Provider.

## RESPONSIBLE INNOVATION AND DESIGN



Our mission to help build a better world based on the health of its people must be accompanied by considerable care and attention for the environment in which we live. That is why, in pursuing the UN's "Responsible consumption and production" and "Industry, innovation and infrastructure" goals, we work to create products and environments in which functionality and aesthetics can co-exist and where seeking out new green solutions, from the planning stage onwards, enables us to act responsibly while not neglecting excellence in design.

Our goals:

- > **To use natural resources responsibly** all along the value chain, applying the latest innovations in research and development;
- > **To produce cutting-edge, well-designed goods**, applying the principles of the circular economy to the design and manufacturing of products;
- > **To establish product lines** with a high aesthetic value but a low environmental impact.

## WELLNESS FOR THE COMMUNITY



Through several concrete projects, such as the Wellness Valley set up in 2003 and the Let's Move for a Better World campaign, which is now on to its seventh edition, we wish to promote the full expression and realisation of wellness as a concept, using our technologies and communication initiatives to help improve the quality of life and wellbeing of the community and the planet. We believe these factors are crucial in order to achieve the UN's goal of "Sustainable cities and communities"

Our goals:

- > **To support the communities** in which Technogym is present and make Wellness accessible to all;
- > **To spread the Wellness Valley worldwide**, taking the specific characteristics of each territory into consideration and developing a wellness community;
- > **To help fitness professionals** to spread wellness throughout their communities;
- > **To encourage entrepreneurial spirit and expertise** all along the supply chain, encouraging local and regional development while complying with and upholding workers' and human rights.

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## SUSTAINABILITY GOVERNANCE

The Control and Risks Committee is the body responsible for overseeing sustainability issues and ensuring Policy measures are implemented across the company, as well as updating the Policy on an ongoing basis. Technogym endeavours to continually improve its Sustainability Policy and implement procedures, rules and instructions aimed at ensuring that the commitments it has made are applied all along the production chain and in the relevant market, as part of a process of ongoing collaboration with all stakeholders. The commitment to sustainable development is transferred to all Group companies and made public.

**Technogym S.p.A.**

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