

ESG EXECUTIVE REPORT—2024



MISSION

**To help
people
live better
through
the power
of regular
exercise**



VISION

**To enable
100 million
people
worldwide
to live the
Technogym
experience**



ESG RATINGS

MSCI

In 2024, Technogym was upgraded to an A rating (from BBB) by MSCI ESG Research, which provides ESG ratings for global public and selected private companies on a scale from AAA to CCC, based on their exposure to industry-specific ESG risks and their ability to manage those risks in relation to their peers.



ECOVADIS

Technogym has earned a Gold Medal, an award given to the top 5% of companies assessed by EcoVadis, a globally recognized provider of trusted business sustainability ratings. This marks an improvement from the Silver Medal received in 2023. It reflects the quality of the company's sustainability management system and demonstrates a commitment to promoting transparency throughout the value chain.



CDP

CDP, formerly known as the Carbon Disclosure Project, is a not-for-profit that helps organizations, such as investors, companies, cities, states and regions, disclose their environmental impact by evaluating governance, strategies, targets & performance, risk, opportunity, impact & dependency management, supply chain engagement and other quantitative metrics. CDP scores responses on a scale from F to A. Last year Technogym obtained a C on the Climate Change Questionnaire.



INTRODUCTION

For 40 years, Technogym has been promoting Wellness, the lifestyle launched by Nerio Alessandri that combines regular exercise, healthy eating and a positive mental approach, **to improve the quality of life of each person.**

Wellness is a deeply Italian lifestyle, rooted in the Roman ideal of *mens sana in corpore sano*. It evolves the concept of fitness, traditionally focused on aesthetics and physical form, into a more holistic vision that appeals to a much wider audience, encompassing fitness, sports and health.

For this reason, wellness represents an opportunity for all stakeholders—from individuals to businesses to governments—to **help build long-term, sustainable socio-economic development.**



This is why Technogym's approach to sustainability is closely aligned with the corporate mission to **improve people's quality of life through wellness**. The strong connection between corporate strategy and sustainability has always guided Technogym's choices and actions, in order to meet people's health needs—needs that are intrinsically linked to protecting the environment.

Technogym's commitments and results are mainly linked to:

- Responsible innovation and design
- Environment
- People
- Working for wellness
- Wellness lifestyle for all
- Wellness for communities



RESPONSIBLE INNOVATION AND DESIGN

RESEARCH AND DEVELOPMENT

over 200

Professionals including engineers, sports physiologists, designers and software developers. The R&D team collaborates with external medical practitioners, physiotherapists, architects, athletes and sports trainers

DESIGN PHASE

100%

Of projects tested during the design phase

INTELLECTUAL PROPERTY

420

+33 in 2024

Patents

800

+70 in 2024

Designs

440

+12 in 2024

National and international trademarks





SUPPLIERS

over 900

Suppliers

68%

Of suppliers based in Italy

32

vs. 17 in 2023

ESG audits conducted on suppliers

24%

vs. 13% in 2023

Of total purchases [€] covered by ESG Audits

ENVIRONMENT

ENVIRONMENT

100%

Of electricity used in the production facilities comes from certified renewable sources

50%

Of products eligible for the refurbishment process were reconditioned, extending their lifecycle in line with a growing focus on circular economy

13

Products with Human-Powered Technology (cardio equipment that does not require connection to the power grid)

90%

Of the weight of materials in Technogym packaging is FSC and PEFC certified, in order to reduce the environmental impact of packaging waste

over 80%

Of the waste generated has been recovered



PEOPLE

PEOPLE

over 60

Nationalities are represented
among Technogym's employees

32%

Of Technogym's employees
with 10+ years at the company

over 43,000

Hours of training delivered in 2024,
reinforcing the group's strategic approach
in promoting professional growth
and the continuous improvement of its resources

over 4,000

Hours of training on health and safety issues

WORKING FOR WELLNES

WORKING FOR WELLNESS

In line with its wellness philosophy, Technogym has always placed human resources, their health and professional growth at the core of its action and strategies. The corporate welfare program "Working for Wellness", which Technogym has offered to its employees for years, includes a unique work environment like Technogym Village, **numerous initiatives on training and health and a wide range of services for all employees.**

The program comes to life at Technogym Village, a **unique workplace that prioritizes quality of life with services such as the state-of-the-art Wellness Center**, offering a complete program of personalized activities and services, and the T-Restaurant, which serves three different menus daily, prepared with fresh ingredients, free from saturated fats and low in salt. The program also includes an **annual medical check-up and numerous services for families.**

80%
vs. 34% national average

Of active individuals at Technogym

57%
vs. 28.6% national average

Of Technogym employees with
a high level of cardio-metabolic health

92%
vs. 70% of other companies

Of Technogym employees exercise
regularly in their free time



WELLNESS LIFESTYLE FOR ALL

WELLNESS LIFESTYLE FOR ALL

8

Scientific publications with
Technogym products in 2024

29

Classes, conferences, seminars and webinars
held in 2024 to promote exercise and wellness

30

Collaborations with universities and research centers

30,000

Wellness and fitness centers around the world
connected to the Mywellness platform

40,000,000

Users registered on the Mywellness platform



WELLNESSES FOR COMMUNITIES

LET'S MOVE FOR A BETTER WORLD

The social campaign that Technogym has been running for over 10 years, **aiming to motivate people to exercise for their health and a good social cause.**

In March 2024, like every year, the Technogym community around the world was invited to log their activity on the Technogym App, tracked through MOVES, to contribute to a charitable cause: **the MOVES collected are converted every year into donations of Technogym equipment to non-profit organizations or educational institutions.**

107,000
+15% vs. 2023

Users

1,576

Facilities

130

Nations



LET'S MOVE
FOR A BETTER
WORLD

LET'S MOVE
FOR A BETTER
WORLD

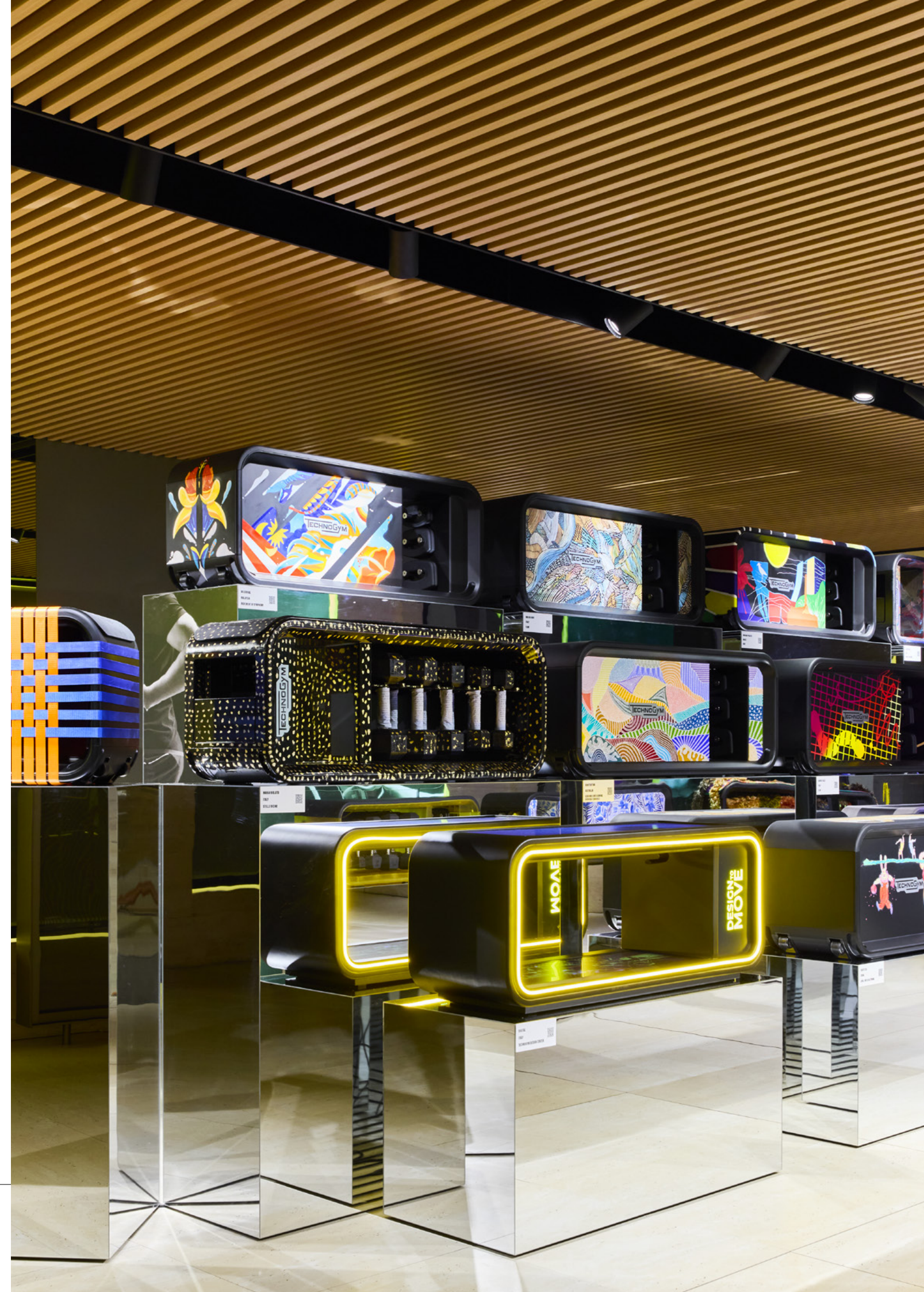
DESIGN TO MOVE

over €300,000

During the Milan Design Week 2024, Technogym organized the Design to Move exhibition to celebrate its 40th anniversary.

The exhibition featured **40 Technogym Benches**, the iconic home workout bench, **reinterpreted by 40 internationally renowned designers and artists**. These designer Technogym Benches were sold at a charity auction in collaboration with Sotheby's.

The proceeds of over €300,000 were entirely donated to UNICEF Italy to fund the **Sport for Development program**, which promotes the values of inclusion and participation through sport, and the **Education program**, which ensures children's access to quality education.





WELLNESS VALLEY

In 2003, building on his experience and expertise in the global wellness and health sector, Nerio Alessandri decided to launch the Wellness Valley project, with the goal of **making Romagna the world's first wellness and quality of life district.**

The project involves numerous local stakeholders—public administrations, the healthcare sector, schools, fitness organizations, sports clubs, tourism operators and businesses—with two objectives: improving the quality of life for residents and fostering **economic development through the promotion of wellness-related products and experiences.**

Today the figures certified by the annual independent report are clear:

55.6%
vs. 48.3% national average

Of the population in Romagna is active

15.6%
vs. 28.1% national average

Of adults in Romagna are sedentary

10.5%
vs. 17% national average

Of over 65 at risk of disability
due to chronic diseases in Romagna

€1.7 billion

Value of the wellness sector in Romagna

50%

Growth of the wellness sector in Romagna, 2011–2022

OLYMPIC AND PARALYMPIC PARTNER

10 EDITIONS

Technogym has been the Official Supplier of the Olympics and Paralympics for over 20 years. In the last nine editions, the company **has equipped all the training centers for Olympic and Paralympic athletes** and has collaborated with the Organizing Committees on projects aimed at leaving a cultural legacy for sport for all.

Milan-Cortina 2026 will not only mark the tenth Olympics for Technogym but also provide the brand with the opportunity to **leave a legacy for the population through two socially significant projects** for the area:

- **Milan Wellness City**, aimed at making Milan the first wellness city by spreading a new culture of well-being throughout the city
- **Cortina in Wellness**, an initiative focused on promoting healthy lifestyles among the local population and transforming Cortina into a Wellness Destination of excellence, integrating the area's heritage with a new culture of well-being



