

ESG Executive Report

—

2025

MISSION

**Help people
live better
through
regular
physical
exercise**



VISION

**Offer the
Technogym
experience
to a global
community
of 100 million
people**



ESG RATINGS



ECOVADIS

In 2025, EcoVadis—one of the world’s leading providers of business sustainability ratings—awarded Technogym the **Platinum Medal, its highest level of recognition.**

EcoVadis assesses how effectively companies integrate sustainability principles into their operating and management systems across four key themes: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. With an **overall score of 84/100**, up eight points from last year, Technogym ranks among the **top 1% of companies worldwide** evaluated for ESG performance, confirming its clear commitment to continuous improvement in sustainability.

DOW JONES BEST IN CLASS INDEX

Technogym participated in the S&P Corporate Sustainability Assessment, which evaluates how ESG factors are embedded within corporate strategy, decision-making, and risk management.

Within the Leisure Equipment & Products and Consumer Electronics industry, **Technogym received a score of 54, reflecting its ongoing efforts to strengthen governance, transparency, and the responsible management of environmental and social impacts.**



CDP

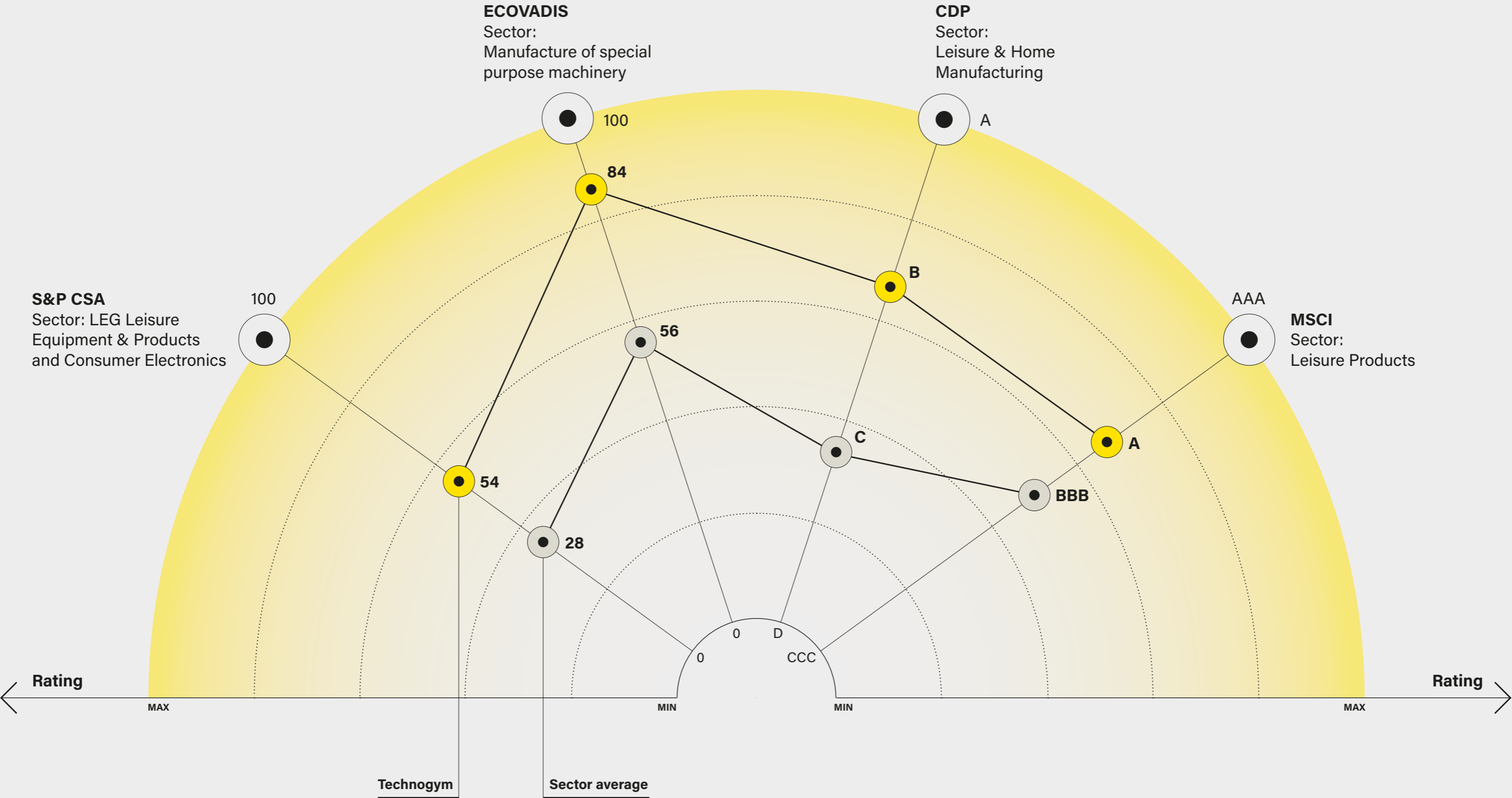
The Carbon Disclosure Project is a global initiative that evaluates corporate transparency and performance in relation to climate change, emissions management, and decarbonization strategies.

Participation in CDP reflects **Technogym’s commitment to measuring, managing, and reducing its environmental impact**, as well as to providing transparent and comparable information on environmental performance. In 2025, Technogym achieved **a score of B** in the Climate Change questionnaire, demonstrating a proactive and coordinated approach to climate-related issues, greenhouse gas emissions, and environmental risks..

MSCI

Once again in 2025, as in previous years, Technogym was assessed by Morgan Stanley Capital International ESG Ratings, one of the world’s leading ESG rating providers for institutional investors, maintaining **an A rating.**

ESG RATINGS



INTRODUCTION

For over 40 years, Technogym has promoted Wellness: the lifestyle concept introduced by Nerio Alessandri in the 1990s and combining regular physical exercise, healthy nutrition, and a positive mental approach with the goal of improving quality of life.

Wellness is a lifestyle deeply rooted in Italian culture, inspired by the ancient Roman principle of *mens sana in corpore sano*—a healthy mind in a healthy body. It transforms the concept of fitness, traditionally associated with aesthetics and physical appearance, into a more holistic vision that addresses a much broader audience to encompass health, sports, fitness, performance, and overall wellbeing.

In line with our mission, in 2025 Technogym formally committed to the United Nations Global Compact. This step represents a natural evolution of the company's identity, raising ethical and operational standards and aligning its growth strategy with the UN Sustainable Development Goals.

In this context, Wellness is not just an individual choice, but a strategic driver for all stakeholders—from citizens to institutions—to foster long-term, sustainable socio-economic development.



For this reason, Technogym's approach to sustainability is closely aligned and consistent with its corporate mission to improve people's quality of life through Wellness. This close correlation between business strategy and sustainability has always guided Technogym's decisions and actions, with the aim of addressing people's health needs, which are intrinsically linked to the protection of the environment.

Technogym's commitments and results are primarily linked to:

- Environment
- People
- Community



ENVIRONMENT

ENVIRONMENT

2050

Net Zero Commitment.

2MWh

Capacity of the photovoltaic system installed at the Technogym Village.

100%

Of electricity used at our manufacturing facilities comes from certified renewable sources.

13

Of our products feature Human Powered technology (cardio equipment requiring no electricity).

35%

Of our products have been refurbished, helping extend their life cycle and supporting the circular economy.

90%

Of the materials used in Technogym packaging, by weight, are FSC- and PEFC-certified, reducing the environmental impact of packaging waste.

50%

Of the materials used in the Sand Stone collection's Speckled Stone finish are recycled and include 2–3% natural mica, creating an effect that resembles natural stone.



TECHNOGYM VILLAGE'S 2 MW PHOTOVOLTAIC PLANT

Spanning approximately **17,000 square meters**, this system is one of the most significant investments Technogym has made to enhance energy independence and reduce its environmental impact.

Thanks to solar power generation, the system can **cover up to 100% of the Technogym Village's total electricity needs**, including both production facilities and offices.

This new photovoltaic plant makes a tangible contribution to **reducing CO₂ emissions**, strengthening Technogym's decarbonization efforts and reinforcing the company's commitment to increasingly efficient and responsible industrial models..



PEOPLE

PEOPLE

60+

Nationalities represented
across Technogym's workforce.

32%

Of Technogym employees
with over 10 years of seniority.

30%

Of Technogym's workforce
is made up of women.

50,000+

Hours of training delivered, confirming the group's strategic approach to promoting professional development and the continuous improvement of its workforce.

3,900+

ore di formazione su temi di salute e sicurezza.

TECHNOGYM CERTIFIED AS TOP EMPLOYER ITALY 2026



This recognition by the **Top Employers Institute** acknowledges our ongoing commitment to creating a high-quality work environment grounded in **training, development, wellbeing, and motivation.**

Being recognized as a Top Employer is not only a milestone for us, but above all an incentive to continue growing and striving for excellence every day. Because we firmly believe that the true value of Technogym begins with **our people.**



LET'S MOVE
FOR A BETTER
WORLD

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FOR A BETTER
WORLD

WORKING FOR WELLNESS

WORKING FOR WELLNESS

Technogym's commitment to promoting Wellness throughout society begins with its own people, regarded as the company's most valuable resource. We created the W4W (Working for Wellness) program designed to enhance the quality of the workplace and support a holistic, 360-degree Wellness lifestyle.

In 2025, the program was further expanded with the introduction of an on-site corporate laundry service—operating twice a week with on-site collection and delivery—and the launch of physiotherapy services, offering employees the opportunity to book sessions at preferential rates.

Through the W4W program, Technogym supports multiple aspects of employees' personal wellbeing by providing access to benefits such as special rates, tax preparation services, supplementary health insurance, summer programs, and other initiatives.

574

vs. 570 in 2024

Free medical check-ups completed by employees.

37.4

vs. 40.7

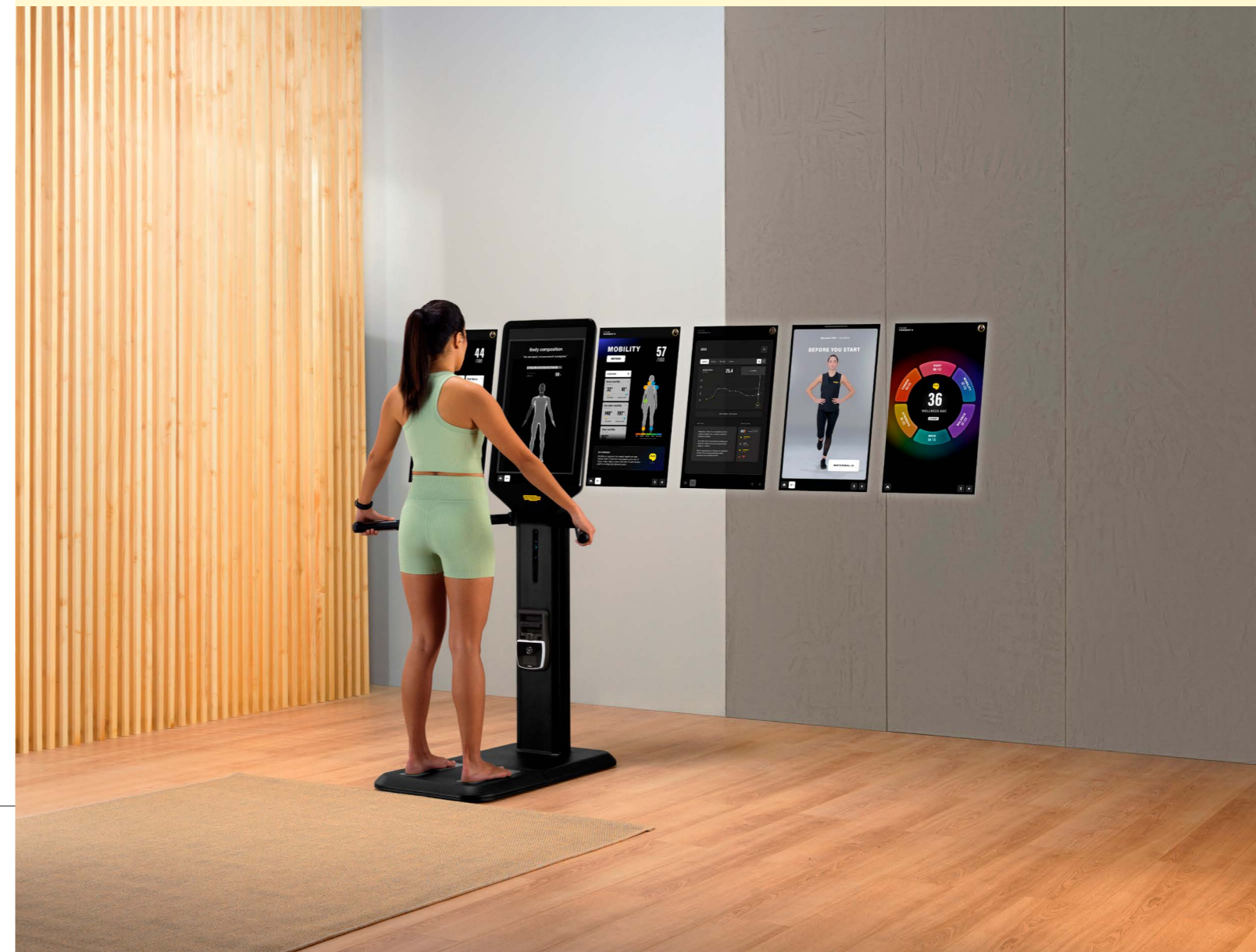
chronological age

On average, Technogym employees' functional age is three years younger than their chronological age.

WELLNESS AGE

Technogym promotes employee wellbeing through initiatives focused on movement, active lifestyles, and healthy nutrition. To objectively monitor people's Wellness, Technogym developed the Wellness Age—an indicator that measures an individual's biological and functional age, reflecting their actual level of physical performance and overall health in comparison with their chronological age. The index is calculated using dedicated algorithms based on functional scores, weighted by age and gender. Wellness Age is not a set number and can be improved

through training, healthy lifestyles, and personalized training programs. An analysis of Technogym employees who completed annual medical check-ups showed that, compared with an average chronological age of 40.7 years, the average Wellness Age was 37.4 years. This means that, on average, Technogym employees are biologically more than three years younger than their chronological age. This confirms and reflects the positive impact of the initiatives promoted by Technogym to actively support the health, wellbeing, and healthy lifestyles of its employees.



At the Technogym Village, employees can also enjoy the **Technogym Restaurant**, the company's in-house dining service, at preferential rates and inspired by the philosophy "*Eat Well, Eat Wellness*".

The service called **T-Take Home** has also been available since 2019, allowing employees to order dinner via app and bring it home to enjoy with their families.

In addition, through our long-standing collaboration with Caritas, renewed every day through the collection of uneaten meals from the Technogym Restaurant, Technogym continues to reinforce the social value of its presence in the local community.

6,000+

Meals donated to Caritas in Cesena.



SUPPLY CHAIN

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900+

Suppliers

71%

Suppliers based in Italy

53

vs. 17 in 2023

ESG audit conducted on suppliers

18%

vs. 11% in 2023

Of total purchasing value (in €)
covered by ESG audits

OLYMPIC & PARALYMPIC PARTNERSHIP

10 OLYMPIC GAMES

For over 20 years, Technogym has been Official Supplier of the Olympic and Paralympic Games. Across the last 10 editions, the company has equipped all athlete training centers and collaborated with Organizing Committees to **leave a lasting cultural legacy for sport for all.**

Milano Cortina 2026 marked Technogym's tenth Olympic Games and was also an opportunity for the brand to leave a lasting legacy for local communities through two socially impactful projects coordinated by the Wellness Foundation:

- Milano Wellness City 2030
- Cortina in Wellness

MILANO WELLNESS CITY 2030

This initiative aims to make Milan the world's first Wellness City by promoting a new culture of wellbeing throughout the city in partnership with institutional stakeholders including the Municipality of Milan and the local health authority, and through collaboration with a high-level, multidisciplinary working group that includes: Fondazione Milano Cortina, Assolombarda, Fondazione Cariplo, Federalberghi Milano, Humanitas University, Bocconi University, San Raffaele Hospital, Politecnico di Milano, Fondazione Veronesi, AC Milan, Olimpia Milano, Fondazione Politecnico di Milano, Human Technopole, and Corriere della Sera..

CORTINA IN WELLNESS

This initiative aims to promote healthy lifestyles among the local population through engagement and active participation of a wide range of local stakeholders to transform Cortina into a leading Wellness Destination, integrating the area's heritage with a new culture of wellbeing.



LET'S MOVE MILANO & CORTINA

For over 20 years, Technogym has stood alongside the Olympic Movement, creating a powerful communication platform to inspire people through the values of sport and regular physical exercise, rooted in Technogym's social mission "Let's Move for a Better World."

From this long-term vision, the social campaign Let's Move Milano & Cortina was launched on December 11, 2025, to engage athletes and citizens and inspire everyone to move for a better, healthier world.

During the Milano Cortina 2026 Winter Games, athletes training in the Technogym Centers at the Olympic Villages and competition venues contributed to the collection of MOVEs—Technogym's unit of measurement for movement.

Technogym is leaving a tangible legacy for the cities of Milan and Cortina through the donation of outdoor training facilities for use by local communities.



WELLNESS VALLEY

In 2003, building on the experience and expertise gained at a global level in the fields of Wellness and health, Nerio Alessandri launched the Wellness Valley project with the ambition of making Romagna **the world's first district dedicated to Wellness and quality of life.**

The project brings together a wide range of local stakeholders—public authorities, the healthcare sector, schools, fitness and sports organizations, tourism operators, and businesses—with the dual objective of **improving residents' quality of life as well as fostering economic development through the promotion of Wellness-related products and experiences.**

In 2025, during the annual Wellness Valley Meeting, the sixth Wellness Valley Report, developed by the Wellness Observatory, was presented. The data show that Romagna is well above the national average across all indicators related to wellbeing and quality of life. The study's findings demonstrate that:

57.4%
vs. 49.2% national average

Active adult population in Romagna

14.9%
vs. 27.2% national average

Sedentary adult population in Romagna

8.3%
vs. 15.9% national average

People over 65 at risk of disability in Romagna

17.6%
vs. 22.5% national average

Overweight adolescents (11–15) in Romagna



