



Marmon Foodservice Technologies

A Berkshire Hathaway Company

MARMON FOODSERVICE TECHNOLOGIES

2023 ESG REPORT

Innovating today for a better,
sustainable tomorrow in foodservice

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Message for Stakeholders

Dear Stakeholders,

I am very pleased to present to you our first Environmental, Social, and Governance (ESG) Report 2023, which provides a consolidated overview of our actions and performance across all our operations worldwide. The ESG Report 2023 not only demonstrates our strong commitment to the principles of sustainable development that we integrate into our daily operations, but also our willingness to promote transparent and holistic ESG disclosure to our stakeholders.

At Marmon Foodservice Technologies, we are leveraging our decades of experience and culture of innovation to help the foodservice industry become safer, cleaner and more efficient than ever before. At the same time, we are working toward a sustainable future, remaining mindful of and committed to our people, ensuring their safety and well-being, supporting their growth and development, and also society overall.

In 2023, we set our greenhouse gas emission reduction targets through the Science Based Targets Initiative, committed to reduce absolute Scope 1 and Scope 2 greenhouse gas emissions by 54.6% and Scope 3 emissions by 32.5% by 2033, a target that defines and impacts our entire business model, including our global supply chain, operating procedures, training and investment plan.

In addition, we support our employees to continuously improve their skills by providing a variety of training courses that enhance their professional knowledge and capability, including health and safety, proper waste disposal and hazard prevention. Furthermore, we focus on the quality of our work, producing products that are rigorously tested to ensure their suitability for direct food contact in accordance with relevant standards. Our products are also independently certified for food preservation safety, ensuring that food remains fresh and safe for consumption

In addition, we have developed a robust governance system, including due diligence and a code of conduct, that is designed not only to make our operations compliant with regulatory requirements, but also to create an operation that can serve as an example of ethical entrepreneurship and corporate responsibility.

In the future, we aim to increase our efforts by focusing on achieving our carbon emission targets by implementing various solutions throughout our value chain. We also aim to continue and expand our social conservation efforts by providing an inclusive and respectful workplace where everyone can reach their potential.

We are confident that our actions will make us a stronger company, enabling us to fulfill our mission to deliver sustainable operating profit growth, while maintaining the highest ethical standards and operating in an environmentally and socially responsible manner.

We are proud to share with you our progress on sustainable development within our 2023 Report.



Craig Heetland

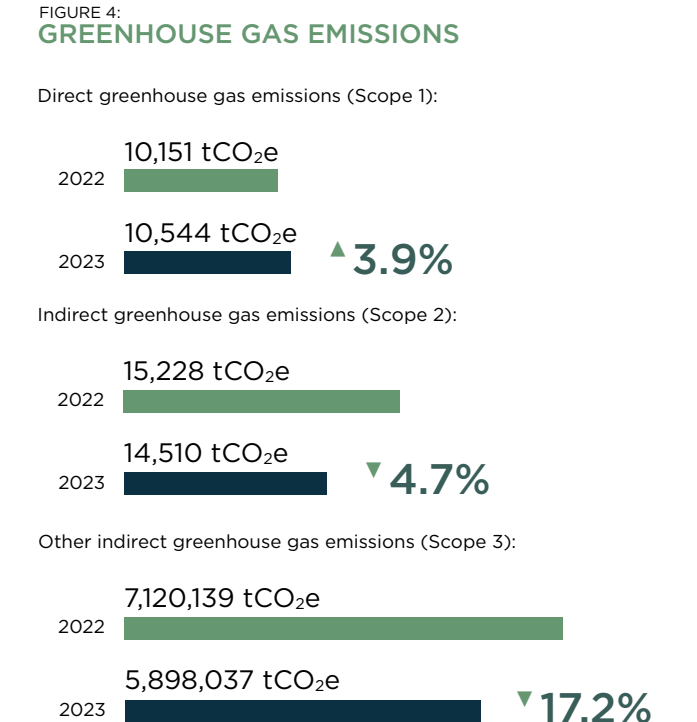
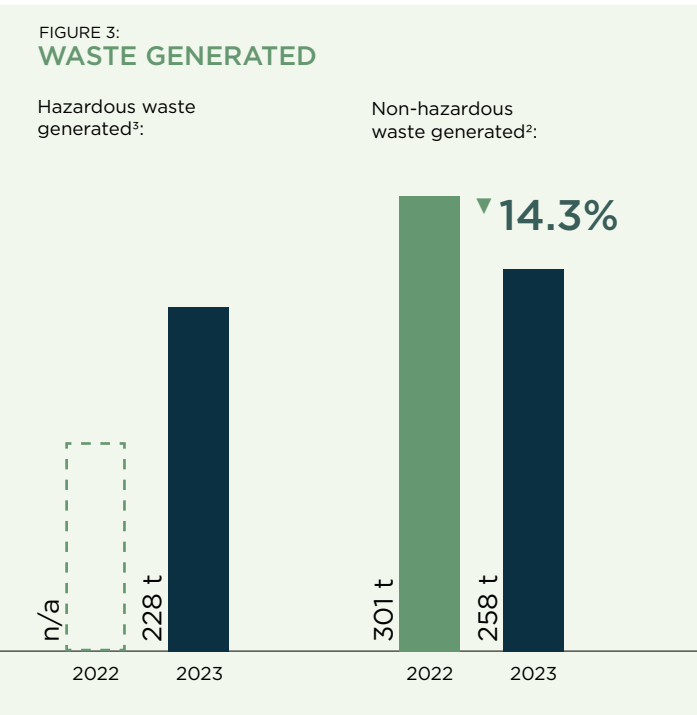
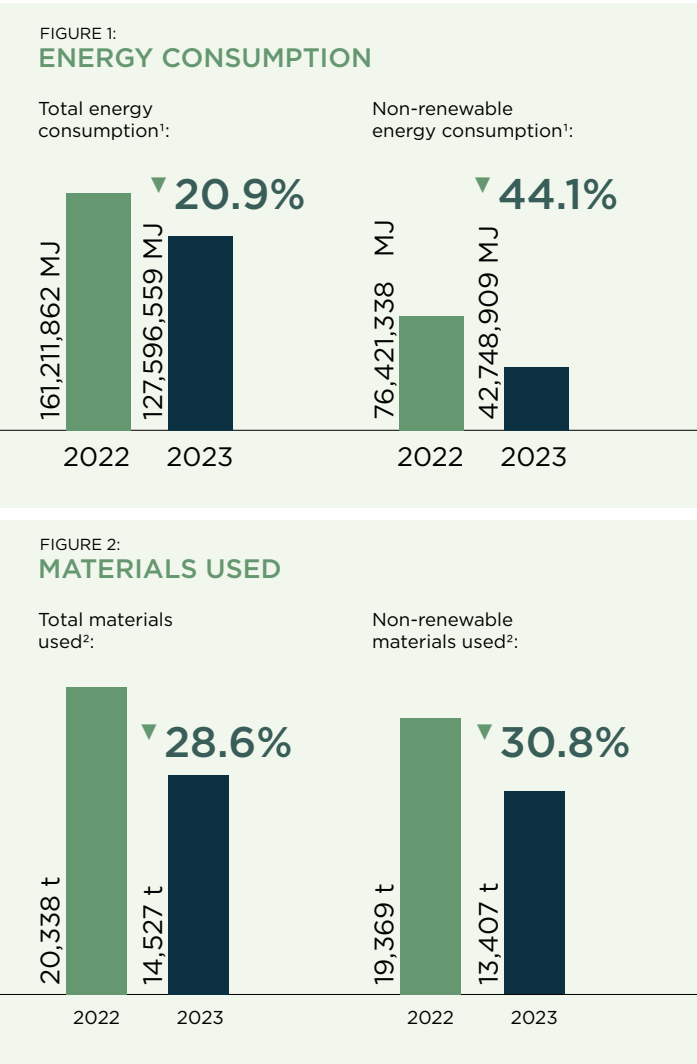
Marmon Foodservice Technologies Group President

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2023 | Key ESG
Indicators at a
Glance

Environment



Society

HUMAN RESOURCES

85,520

Hours of training provided

100%

Of staff received annual career & performance review

19

(increased by 9 vs 2022)

Zero

(figure for 2022 not available)

Total Recordable Work-Related Injuries:

Total Recordable Work-Related Injuries for workers who are not employees:

¹The given data refers to Marmon Link, Marmon Renew, Marmon Foodservice Technologies in USA and Mexico, Marmon Foodservice Technologies s.r.o., Catequoip, Angelo Po Grandi Cusine Spa, Angelo Po France, Angelo Po Iberica S.L.U., Cornelius Tianjin Co. Ltd, Cornelius Australia Pty. Ltd., Marmon Food & Beverage Technologies India Private Limited, Marmon Cornelius (Singapore) Pte. Ltd.

²The given data refers to Marmon Link, Cornelius Latin America, Marmon Foodservice Manufacturing s.r.o., Cornelius Deutschland GmbH, Cornelius Tianjin Co. Ltd, Angelo Po Grandi Cucine Spa, Angelo Po Grandi Cucine Spa, Marmon Food & Beverage Technologies India Private Limited, Marmon Cornelius Singapore Pte. Ltd.

³The given data refers to Marmon Foodservice Technologies in USA and Mexico, Marmon Foodservice Manufacturing s.r.o. and Cornelius Tianjin Co. Ltd.

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1. About Marmon Foodservice Technologies



1.1 Profile

THE WORLD’S MOST INSPIRING FOODSERVICE EQUIPMENT

At Marmon Foodservice Technologies, we provide industry-leading food and beverage equipment through complete foodservice lifecycle solutions. With over 300 years of foodservice experience, we have a legacy of quality and safety that makes us the trusted choice for brands across the foodservice industry.

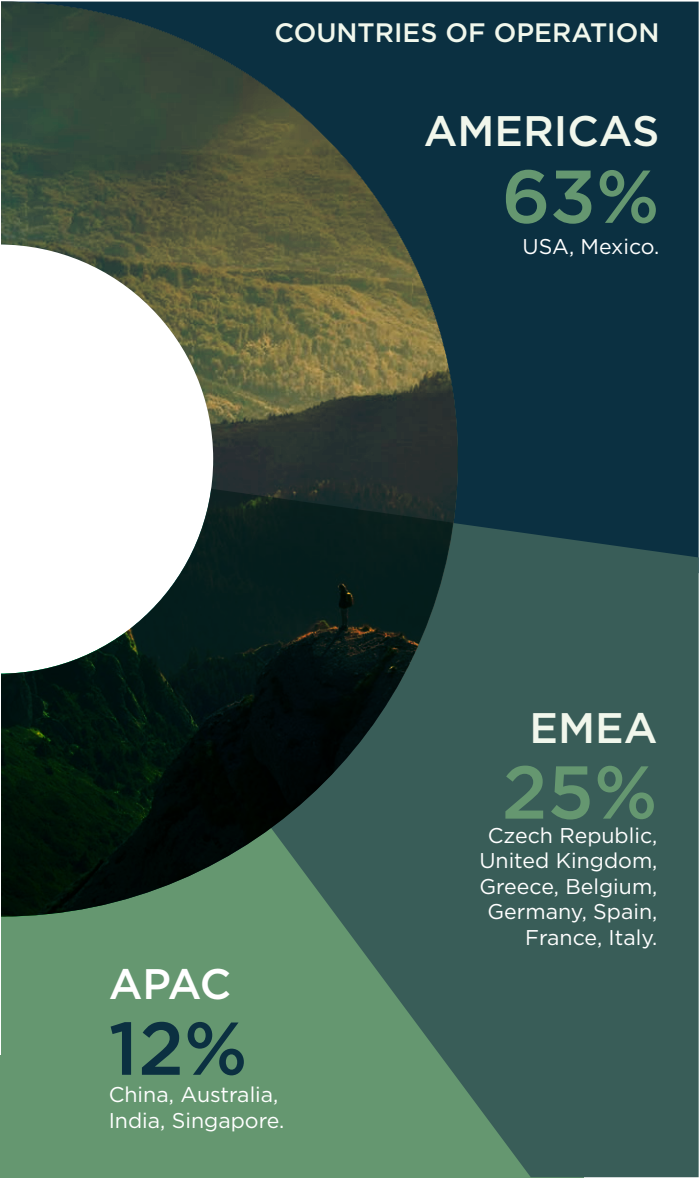
From industry-leading food and beverage equipment to full life-cycle foodservice solutions, our strong portfolio of food technology brands includes category leaders and trusted industry veterans consistently recognized for technological advancements and innovative foodservice solutions.

We put our expertise to work for foodservice retailers, other commercial environments and brand owners.

GLOBAL PRESENCE

<div>Employees:</div> <div>2,152</div>	<div>Operational Sites:</div> <div>10</div>
<div>Offices:</div> <div>24</div>	<div>Warehouses:</div> <div>24</div>

Headcount split



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BRANDS

Operations of Marmon Foodservice Technologies are implemented through nine brands, each specializing in a particular type of product:



Cooking and refrigeration equipment

From horizontal and vertical cooking lines to chilling systems to prepare for food storage, Angelo Po delivers solutions of superior quality to help achieve outstanding performance.



Fast-food equipment and accessories

Serving fast food professionals with ‘best of the best’ technical service expertise and equipment knowledge.



Beverage dispensing and cooling

The world’s leading supplier of beverage dispensing and ice equipment, tailoring systems to the most demanding environments to provide the perfect pour every time.



Beverage merchandising

The industry-leading beverage merchandising supplier of glides and displays developed to drive impulse sales in the food and beverage retail environment.



Repair parts and technical support

Marmon Link offers the single biggest selection of replacement parts, technical support and customer service to keep you up and running. From the beginning of your equipment’s life cycle through the end, Marmon Link connects purchase to performance.



Beverage equipment remanufacturing

A global leader in beverage equipment remanufacturing helping operators save money by providing like-new equipment at a reduced cost.



Toasting, holding, slicing, dispensing, grilling, frying, timing and smallwares

Efficient solutions created by people with real experience in the kitchen who are passionate about making it easier and simpler to make great-tasting food.



Commercial refrigeration

A respected brand of professional refrigeration solutions that combine innovations and high performance with technology that reduces energy consumption.




Commercial refrigeration

Combines sleek design with customizable features to produce quality refrigeration equipment with flexibility, energy efficiency, ergonomics and connectivity.

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Marmon Foodservice Technologies mission is to provide sustainable operating income growth, while maintaining the highest ethical standards and operating in an environmentally and socially responsible way.

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VALUES

Our work is guided by the following values, which provide a robust framework for growth and enable us to consistently deliver high-quality services and products:

Trust

Long-standing and awarded customer relationships

Tested to receive the most stringent certifications

Owned by Marmon Holdings, Inc. which is wholly owned by Berkshire Hathaway Inc.

Simplicity

Multi-category expertise from one source

Product bundling across brands creates better pricing

Global footprint and infrastructure results in consistent solutions

Expertise

Decades of subject matter expertise across categories and services

Industry leaders in front of house⁴ and back of house⁵ integration

Global presence provides extensive access to market research

Stewardship

Real-time data reduces waste and downtime

Improved speed to serve

Increased accuracy, quality, and consistency

Lowest cost of ownership

Partnership

Foster collaborative, long-standing relationships

Align and focus our resources on your priorities

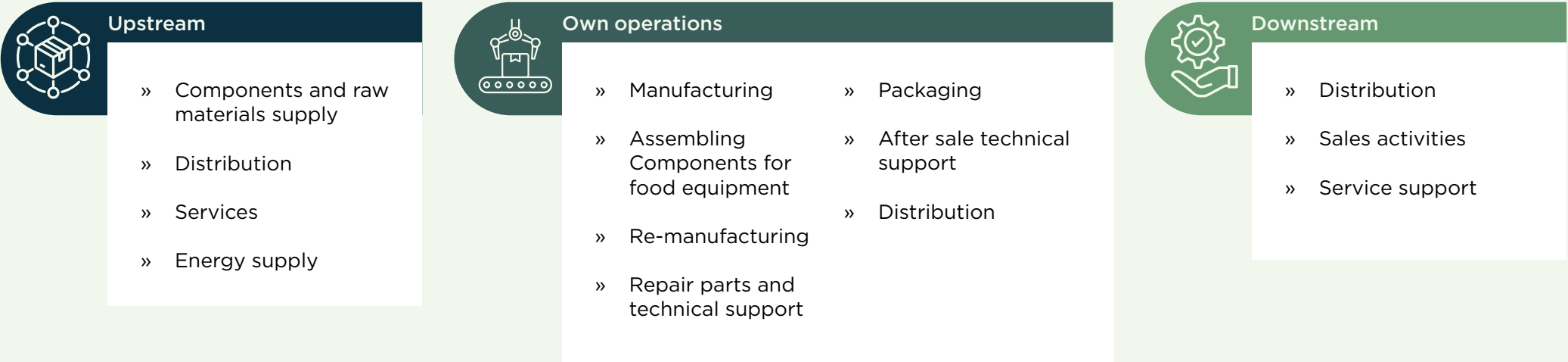
Design equipment that improves your customer engagement

Meet your revenue goals on time and in full

⁴Front of house is the customer-facing part of the operation. This includes the dining room, bar, and other areas where customers interact with staff.
⁵Back of house refers to the kitchen and other behind-the-scenes areas such as the kitchen, dishwashing area, and storage spaces.

VALUE CHAIN

Activities and business relationships in the value chain



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MEMBERSHIPS

We aim to build strong relationships and constructed networks where we operate, sharing knowledge and perspectives with peers. Angelo Po Grandi Cucine Spa, is an active member of:

- APPLiA Italia, which brings together over 120 companies operating in Italy in the professional equipment sector for the catering and hospitality industry. The sector is at the forefront of research, development and production of innovative and highly sustainable equipment.
- EFCЕМ Italia, the Association of Catering and Hospitality Equipment Manufacturers, is the part of APPLiA that deals with regulatory and institutional expertise for all product lines (from food preservation to food processing, cooking and distribution, dishwashing and laundry washing and treatment). EFCЕМ Italia carries out advocacy activities, through EFCЕМ Europe, towards the European Commission to develop and prepare the work for energy labeling of professional products.

Furthermore, Cornelius Tianjin Co. Ltd joins the Tianjin Economic and Technological Development Zone Safety Production Association. This association focuses on:

- Safety production training and education
- Academic exchanges
- Demonstration and evaluation of safety production technology conditions
- Consulting services
- Promotion of safety technology
- Consultation and services for safety equipment and work safety supplies



Also, Cornelius Tianjin Co. Ltd joins the Tianjin Association for Quality (TAQ) which is a professional, non-profit social organization legally established by enterprises and institutions committed to quality management and innovation.

It operates under the supervision and management of the Tianjin Civil Affairs Bureau and receives business guidance from the Tianjin Industry and Information Technology Bureau.

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Celebrating over 100 years
of creating the world’s most inspiring foodservice equipment.



1980



Angelo Po establishes an additional plant in **Ascoli Piceno, Italy** adding manufacturing capability for professional refrigeration equipment, upright cabinets, and counters for the professional catering sector.

2016



From a local family to a global leader
A new industrial group
The Marmon Group acquires Angelo Po.

Angelo Po and Sagi join together in this new reality dedicated to integrated systems for professional catering.



The Marmon Group
A Berkshire Hathaway Company



1934

Earl Prince creates the Multi-Mixer to mix multiples One in a Million Malts and sells the Multi-Mixer to soda shops everywhere.

1998



The Marmon Group
A Berkshire Hathaway Company

The Marmon Group acquires Prince Castle.



PRINCE CASTLE LLC
WORLDWIDE



SILVER KING
A Marmon Group/Berkshire Hathaway Company



2000

Marmon and Prince Castle acquire Catequip and Catserv, a distribution and service business based in France.



1950s

The dawn Pre-Mix dispensing
Cornelius innovates the first pre-mix system for dispensing soft drinks.

1969



A market shift from pre-mix to post-mix
80% of the carbonated beverage dispensers in operation are post-mix.

2000s



Cornelius introduces McDonald's ABS an innovative drive-thru beverage dispensing point of sales.

2014

The Marmon Group acquires Cornelius.



2019

3Wire rebrands as Marmon Link



MARMONLINK
Connecting purchase to performance

2021

Marmon Link begins global expansion.

By leveraging existing infrastructure and customers in Latin America, Europe, the Middle East, and Asia-Pacific regions, Marmon Link strives towards the goal of providing exceptional and comprehensive after-sales service to Marmon Foodservice Technologies equipment owners around the world.



1996



The Visi-Slide® launches.
The industry standard Visi-Slide launches and the organization begins operating under the sole name of Display Technologies.

2013



Display Technologies introduces the Innovation Lab.
The Marmon Group acquires Display Technologies.



2014

The Marmon Group purchases IMI MCR, Inc. as part of the Cornelius acquisitions. The remanufacturing business becomes its own segment and the name is changed to Cornelius Renew, Inc.

2020



MARMON Foodservice Technologies
A BERKSHIRE HATHAWAY COMPANY

As part of the transition to Marmon Food Technologies, Cornelius Renew Inc. change its name to Marmon Renew.



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2.1 ESG Statement

Marmon Holdings, Inc. companies are committed to sustainable development as an integral part of their operations. A common Environmental, Social, and Governance (ESG) Statement has been developed for all subsidiaries that outlines a responsible approach to ESG factors and provides a roadmap of initiatives and actions to create positive shared value. In this context, Marmon Foodservice Technologies, as a subsidiary, fully adopts and applies all Marmon Holdings, Inc. corporate policies and procedures referred to within this report.

We focus on the health, safety and education of our employees, the food industry in which we operate, climate stability and biodiversity, and motivate our global teams and partners to achieve our goals. We have made significant progress on our sustainable development journey and recognize the potential for further action. We are confident that our commitment and actions will make us stronger, enable us to fulfil our mission and ultimately make a positive impact on our world and our future.

ENVIRONMENTAL

Throughout our history, we have taken pride in our ability to provide innovative solutions to multiple industry groups that address and provide for the world’s needs. We are committed to applying this innovative approach to our environmental and sustainability initiatives, with our global team utilizing processes and technologies across our business units to benefit our organization, the communities in which we work and serve, and the environment.

To further our sustainability initiatives, we are committed to:

- Integrating climate change, natural resource use, air quality, and waste management considerations into governance and risk management processes.
- Auditing facilities on a regular basis to ensure environmental regulatory compliance and assess environmental progress.
- Developing operating guidelines for our business units to reduce energy use, increase efficiencies, and reduce waste.
- Tracking greenhouse gas emission data to identify trends and areas of improvement.
- Implementing procedures to reduce our net carbon footprint, including utilizing energy from renewable sources, such as wind and solar.
- Communicating our progress towards our goals and commitments.

Across our portfolio of operating companies, we are focused on operating sustainably to help meet the goals of our customers and enhance the communities in which we operate.

Our environmental sustainability efforts are spearheaded by Marmon Holdings, Inc. Sustainability Officer who is responsible for ensuring adherence to our standards and achieving our goals. The Sustainability Officer reports directly to Marmon Holdings, Inc. Chief Legal Counsel.



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SOCIAL

Since our founding, we have always been a highly ethical organization that strives to respect and value all our people and their contributions. We aim to become an employer of choice in every community we call home, and we strive to help our people realize their full potential throughout their careers with Marmon Foodservice Technologies while growing our businesses. We believe each member of the team brings a unique and important set of experiences, talents, and ideas. These differences make us more innovative. More vibrant. Stronger. We strive to make everyone feel welcome, valued, and empowered to share their contributions. This culture of full engagement will increase access to opportunities and enable us to attract, retain, and develop the talent that is vital to our success, as well as benefit our customers and communities in which we operate, serve, and our employees live.

We are committed to valuing and respecting differences in our workforce including, but not limited to, age, race, ethnicity, national origin, gender, gender identity, sexual orientation, religion, socioeconomic status, veteran status, language, and disability status.

Our active work in this area includes appointment of a Diversity Officer to lead focused efforts to promote and embed inclusion across the organization. Marmon Holdings, Inc. Senior Leadership Team solidly supports initiatives already under way, including formation of Employee Resource Groups and a focus on recruiting for leadership roles both internal and external candidates who are women, people of color, LGBTQ+, and other underrepresented communities. We are committed to increasing equity, diversity, inclusion, and promoting a more socially responsible world.



GOVERNANCE

It is our policy to strictly comply with all laws and regulations that apply to our activities and operations. Each employee is required to adhere to the highest ethical standards, strictly abide by all applicable laws and regulations, and exercise great care not to take or authorize any actions that may create even the appearance of illegal conduct or other impropriety.

In accordance with our mission to maintain the highest ethical standards, we abide by policies and procedures to ensure fair, ethical, and honest business practices and compliance with all applicable laws, maintaining strict controls, policies, and procedures to ensure ethical behavior in areas including:

- Corporate Governance
- Code of Conduct
- Safety
- Environmental
- Human Rights
- Conflict Minerals
- Global Anti-Corruption
- Modern Slave & Human Trafficking
- Supplier Code of Conduct
- Privacy/Data

Our corporate governance standards are spearheaded by Marmon Holdings, Inc. Chief Compliance Officer, who is responsible for ensuring adherence to these standards of ethics and conduct. The Chief Compliance Officer reports directly to Marmon Holdings, Inc. Chief Legal Counsel.

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2.2 Stakeholder engagement

Our objective is to maintain continuous and effective communication with our stakeholders. To this end, we are committed to retaining effective engagement through ongoing consultation. Our aim is to build mutual relationships based on trust, open and transparent communication.

Key stakeholders are defined as individuals or groups whose interests are or could be affected – positively or negatively – by the business’ activities and its direct and indirect business relationships throughout our value chain. In this context, we conducted a stakeholder mapping to assess the influence, importance, and level of impact of each stakeholder group. We then sought their participation via an online survey to assess our significant environmental, social, and economic impacts, including human rights impacts.

We engage with our key stakeholders, both internal and external, via several communication channels on a regular basis, as shown below:

- Employees
- Shareholders, Investors and Capital Providers
- Customers
- Non-Governmental Organizations
- Suppliers, Business Partners
- Local Communities
- Business Community

STAKEHOLDER GROUPS, WAYS AND FREQUENCY OF COMMUNICATION

Stakeholder Group	Ways of Communication	Communication Frequency
Employees	<ul style="list-style-type: none"> • Feedback channels/documents for employees • Regular meetings and updates • Website • Social Media • Open communication policy of each Manager with his/her team • Communication through the Company’s intranet • Ethics hotline 	Regularly
Shareholders, Investors and Capital Providers	<ul style="list-style-type: none"> • Website • Presentations to analysts • Financial report • Social Media 	Whenever required
Customers	<ul style="list-style-type: none"> • Direct customer communication with the customer service center • Conferences, bodies and business associations • Website • Social Media 	Continuous
Non-Governmental Organisations	<ul style="list-style-type: none"> • Corporate publications and articles • Consultation with state and institutional representatives at national and/or regional level • Conferences and consultation events • Financial report • Social Media 	Whenever required
Suppliers, Business Partners	<ul style="list-style-type: none"> • Regular contacts/visits with/to suppliers and affiliates • Social Media • Supply chain department 	Regularly
Local Communities	<ul style="list-style-type: none"> • Partnerships • Social Media 	Whenever required
Business Community	<ul style="list-style-type: none"> • Conferences, bodies and business associations • Website • Social Media • Corporate publications and articles 	Whenever required

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2.3 Materiality Analysis

In Marmon Foodservice Technologies, we focus on sustainable development topics related to our business activity and the economic, environmental, and social impacts we create (inside-out approach).

Within this context, in 2024, we conducted for the first time and for the purposes of this 2023 ESG Report, a materiality analysis using the methodology of the GRI 2021 standards, in order to prioritize material topics that present or are likely to present the most significant positive and negative economic, environmental, and social impacts, including human rights impacts throughout the value chain (impact materiality).

Materiality analysis is a key tool that contributes to the formulation of our Sustainable Development Strategy. It is a dynamic process, continuously evolving and carried out regularly to remain relevant, reflecting the focus areas of all stakeholders.

The materiality analysis for the 2023 reporting period included the following 4 phases:

Impacts identification

Phase 1

Understanding operating framework

- Understanding the business model and business relationships, as well as the external environment, through reviews of available related materials.
- Understanding stakeholders: Understanding key stakeholders, through reviews of available relevant material.

Impacts assessment

Phase 2

Impacts identification

- Identification of the positive and negative (actual and potential) impacts of Marmon Foodservice Technologies on the economy, environment and society including impacts on human rights. As they emerged from its operations and value chain, in order to ensure that all possible aspects that impact or may have an impact on the Company are taken into account.

Impacts prioritization

Phase 3

Impacts assessment

- The assessment and prioritization of the identified impacts was carried out based on their severity, as well as their likelihood of occurrence. This process involved the participation of Senior Management⁷.

Criteria for assessing positive (actual and potential) impacts:

- Scale, i.e. how beneficial the impact is or could be.
- Scope, i.e. how widespread the impact is.
- Likelihood of impact, i.e. what is the probability that the impact will occur.

Criteria for assessing negative (actual and potential) impacts:

- Scale, i.e. how grave the impact is.
- Scope, i.e. how widespread the impact is.
- Irremediable character, i.e. how hard it is to counteract or make good the resulting harm.
- Likelihood of impact, i.e. what is the probability that the impact will occur.

Impacts prioritization

Phase 4

Impacts prioritization













- The Company then assessed the individual topics using appropriate thresholds. This consolidated information was validated by the senior management to ensure the completeness and accuracy of the material topics identified.
- It is noted that this ESG Report analyses the Marmon Foodservice Technologies' approach and performance in terms of impact materiality.

⁷ The materiality analysis survey was not carried out with the involvement of external stakeholders.

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2.3 Materiality Analysis

MATERIAL TOPICS FOR THE ESG REPORT					
Strategic pillar	Material topic	Main impact	Impact type	Actual/Potential	Associated UN Sustainable Development Goals
1.	Climate <i>(incl. Climate stability and Air)</i>	From the reduction of Scope 1 Scope 2 and Scope 3 greenhouse gas emissions through energy efficiency measures and the use of renewable energy, working with suppliers and distributors who use electric, hybrid and biofuel vehicles, providing eco-driving training and consolidating shipments rather than individual orders.	+	Actual	   
		Due to the generation of direct and indirect greenhouse gas emissions from the Company's operations and production units, from the production and distribution of components and products by suppliers and from the workplace of employees which is not fully covered by a certified ISO 14001 environmental management system.	-		
		Due to the generation of direct and indirect non-greenhouse gas emissions from activities (i.e. energy consumption and operational needs) that affect outdoor and indoor air quality, distribution of components and noise pollution.	-		
2.	Biodiversity <i>(incl. Waste, Recourse intensity)</i>	From the reduction of resource depletion (renewable and non-renewable) through recycling initiatives on hazardous and non-hazardous solid waste categories, which will increase the supply of recycled raw materials, product life extension, repair and refurbishment initiatives and the use of reusable parts from non-repairable products, which will reduce the demand for raw materials.	+	Actual	
		From the prevention of solid waste generation through recycling initiatives on hazardous and non-hazardous solid waste categories, product life extension, repair and refurbishment initiatives and the use of reusable parts from non-repairable products.	+		
		Due to the depletion of input resources because of the lack of "circular" criteria in material sourcing, the use of natural resources in the manufacturing process of products and extended reuse - repair product policies along the group, and the depletion of energy sources from the use of fossil fuels for the transport of input materials and products.	-		
3.	Health & Safety	From the improvement of physical, mental and social well-being, including the safety aspects of the Company's operations, through the application of the EHS Handbook, which covers the various safety programs and policies, the application of the H&S Management System and the certification of facilities according to ISO 45001.	+	Actual	 
		Due to the occurrence of occupational accidents in assembly plants, and because the employees' workplace is not fully covered by a certified ISO45001 H&S management system.	-		
4.	Education	Positive impacts from the development of employee skills through educational plans, trainings on technical and administrative fields, H&S, diversity, and other learning schemes for individuals affected by changes on corporate policies.	+	Actual	   
5.	Food	Positive impacts through activities/products, such as refrigerators, that improve stakeholders' accessibility, physical, social and economic, to sufficient, safe and nutritious food which meets their dietary needs and food preferences for an active and healthy life.	+	Potential	

The actions taken to address the actual and potential negative impacts, as well as the actions taken to enhance the actual and potential positive impacts on the material topics, are further analyzed in the following chapters.

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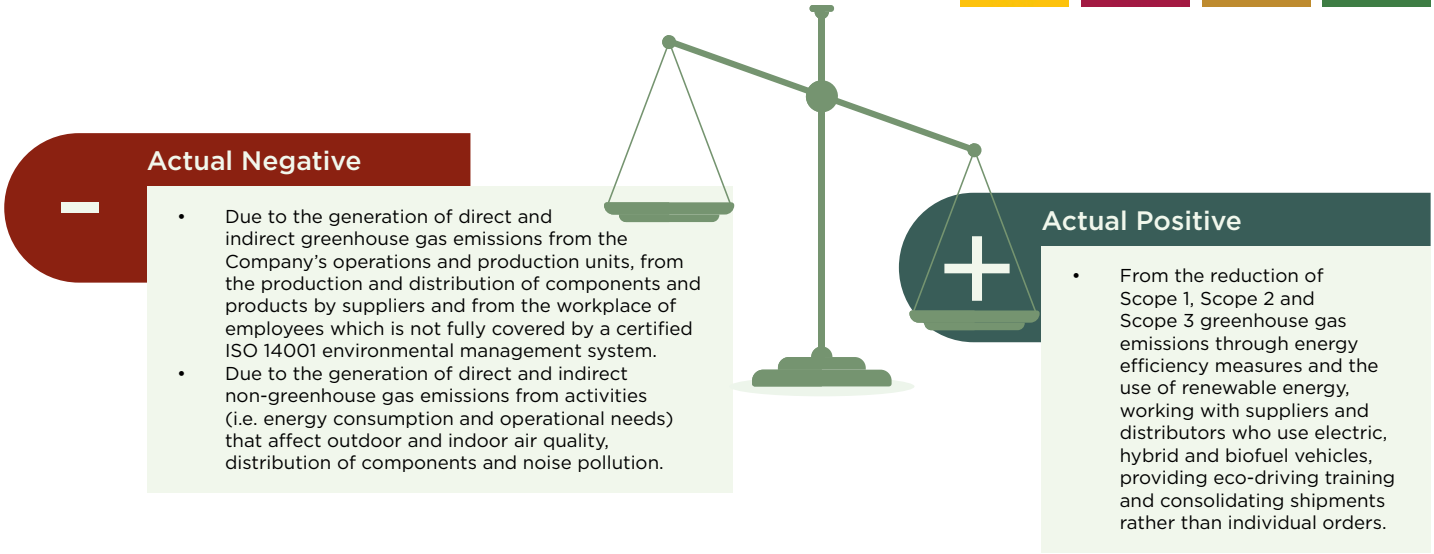
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3. Environment

Building a greener tomorrow with verified targets



3.1 Climate MATERIAL TOPIC



At Marmon Foodservice Technologies, we are committed to contributing to the climate neutrality of Europe by 2050, in alignment with the objectives set forth in the Paris Agreement and the European Green Deal. In line with this commitment, we are working to reduce the greenhouse gas emissions released into the environment.

Our Environmental Policy guides our pursuit of a range of sustainability initiatives, including decarbonization planning, the collection of annual greenhouse gas emission data, and the implementation of environmental and safety compliance measures at each facility.

Furthermore, the Sustainability Team is responsible for developing sustainability goals and pathways to decarbonization in collaboration with business units. Additionally, the team aims to partner with

individuals from each subsidiary and/or location to identify ways to reduce carbon emissions, meet customer and supplier needs, and enhance our overall environmental impact.

To this end, we have set the following greenhouse gas emissions targets, which have been validated by the SBTi (Science Based Targets Initiative) and are aligned with the 1.5°C trajectory:

- Reduce absolute Scope 1 and Scope 2 greenhouse emissions 54.6% by 2033 from a 2021 base year⁸.
- Reduce absolute Scope 3 greenhouse emissions from purchased goods and services and use of sold products 32.5% within the same timeframe.

⁸ The target boundary includes land-related emissions and removals from bioenergy feedstocks.

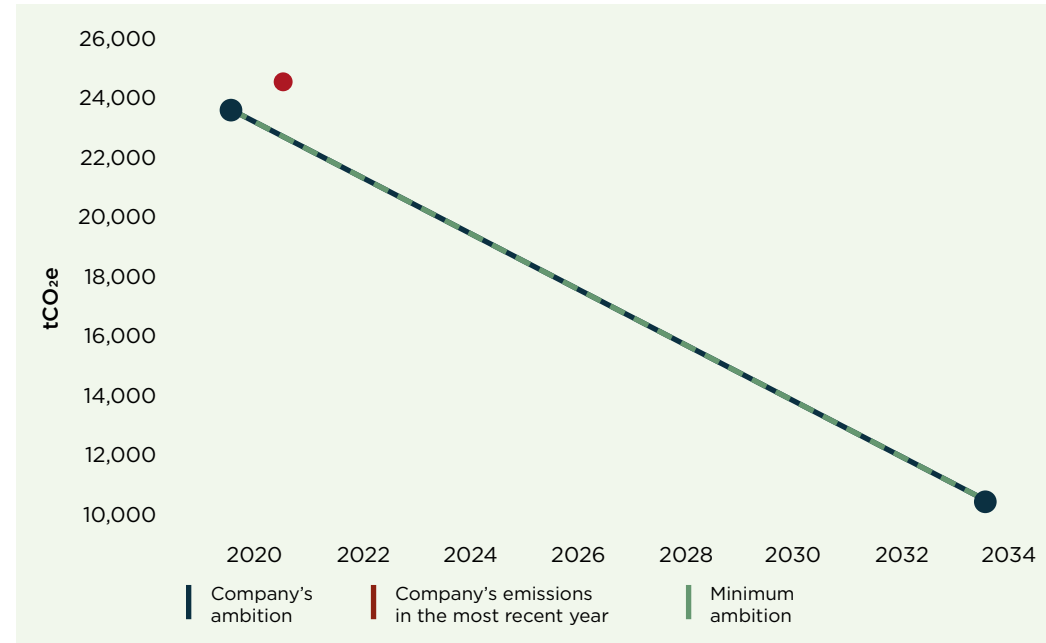


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The following figures illustrate the above targets:

FIGURE 5:
Reduction of absolute Scope 1 and Scope 2 greenhouse gas emissions by 2033



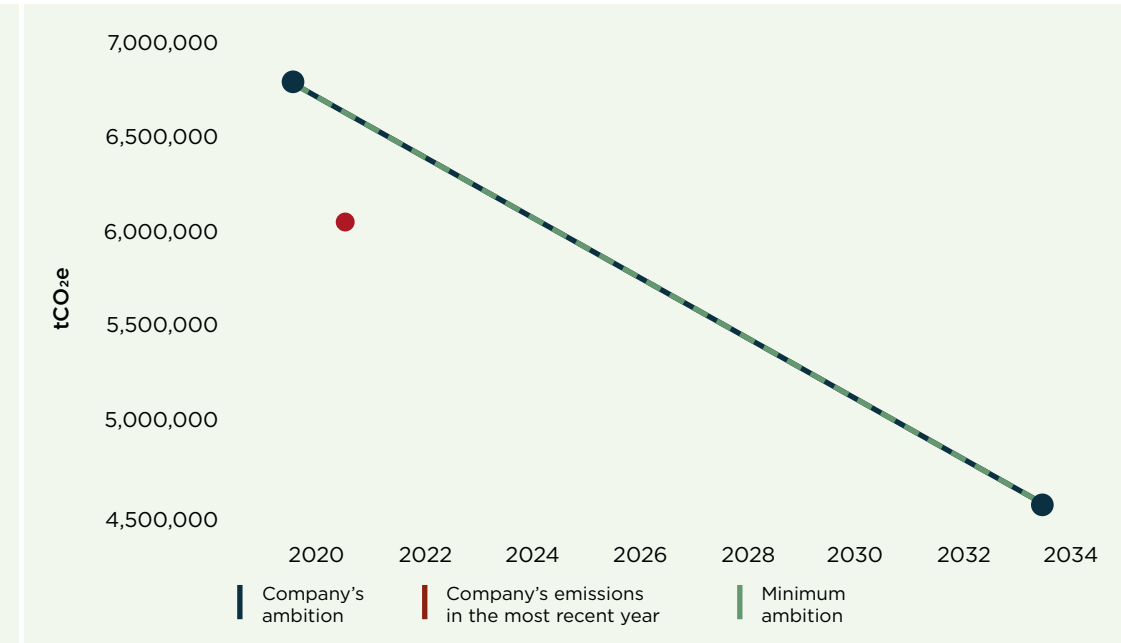
In this context, we expect our suppliers to continuously work to better understand their environmental impact and to collaborate on projects to reduce greenhouse gas emissions. In 2023, we held Sustainability Strategic Partner Information Sessions, during which we shared our expectations for greenhouse gas inventory data collection, sharing and reduction, and support resources to help suppliers achieve their goals.

Particularly, Marmon Foodservice Technologies requests greenhouse gas emissions data from its customers and suppliers to enable the Company to meet its sustainability commitments. This data will be used to pursue SBTi greenhouse gas emission reduction targets, respond to customer data requests, comply with regulatory requirements, and drive mutual value between the Company and its stakeholders.

Moreover, we have developed and use the following tools and practices:

- Arc by Arcadia (formerly Urjanet): Atrius' online tool that connects electronic utility bill accounts to the Atrius platform to provide real-time energy consumption data.
- Origami⁹: Risk Management platform maintained by legal department that will be used for greenhouse gas data collection.
- Atrius⁹: The online platform that captures, calculates, and stores real-time and historical greenhouse gas emission data. This software is maintained by the Sustainability Team.

FIGURE 6:
Reduction of absolute Scope 3 greenhouse gas emissions by 2033



- Sustainability Survey: A survey or questionnaire that includes any request for information from customers or suppliers that requests disclosure of a business's environmental, social, or governance policies. This also includes any third-party ranking or grading system such as EcoVadis, CDP, etc.

Furthermore, facilities of Angelo Po Grandi Cucine SpA and Cornelius Tianjin Co. Ltd. are ISO 14001 certified. In line with this, we are taking steps to enhance energy efficiency in its office spaces and other building facilities, seeking out the most effective practices to implement. With regard to its plants, it has adopted relevant procedures and Standard Operating Procedures (SOPs) are in place regarding the reduction of energy consumption.

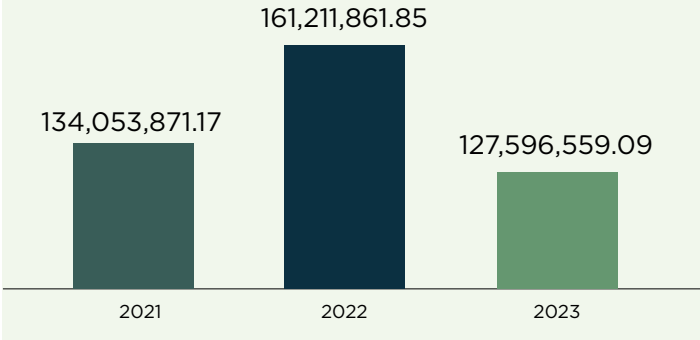
⁹In 2024 and beyond, Origami and Atrius will both be replaced by Watershed (which will hold historic/2023 data).

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ENERGY CONSUMPTION

FIGURE 7:
Energy consumption (MJ)

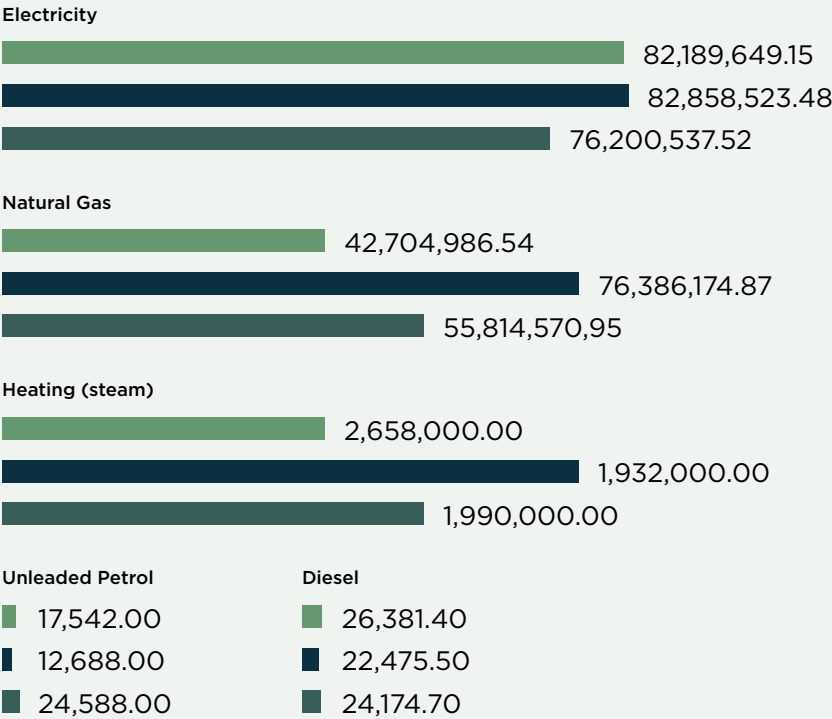


The total energy consumption for 2023 of the Marmon Foodservice Technologies amounted to 127,596,559.09 MJ, showing a decrease of 20.85% compared to 2022.

In particular, fuel consumption (natural gas, diesel and unleaded petrol) from non-renewable energy sources decreased by 44.06%, while electricity consumption decreased by 0.80% compared to 2022.

The reduction in energy consumption was mainly due to Marmon Link in Reynosa, Mexico, as the 2023-2024 winter was the fourth warmest on record, resulting in lower natural gas consumption, primarily for heating.

FIGURE 8:
Energy segmentation (MJ)



GREENHOUSE GAS EMISSIONS

FIGURE 9:
Direct and indirect greenhouse gas emissions (tCO₂e)

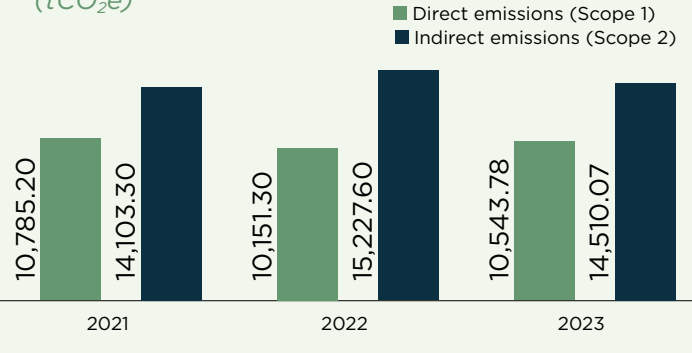
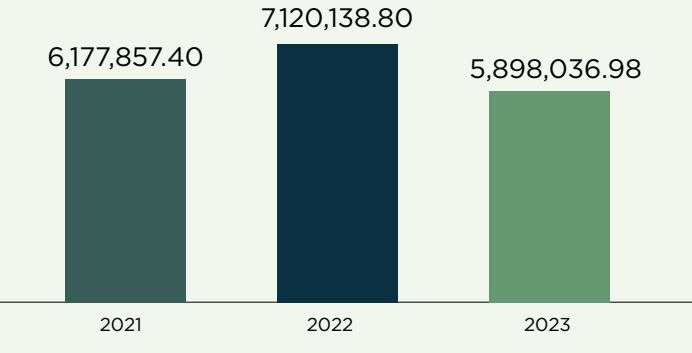


FIGURE 10:
Other indirect greenhouse gas emissions (tCO₂e)



In 2023, Scope 1 emissions for Marmon Foodservice Technologies amounted to 10,543.78 tCO₂e increased by 3.86% compared to 2022. Respectively, Scope 2 (location based) emissions amounted to 14,510.07 tCO₂e in 2023 presenting a reduction of 4.71%.

Scope 3 emissions for the 2023 amounted to 5,898,036.98 tCO₂e , a 17.16% decrease compared to 2022. All the above fluctuations were due to operational reasons.



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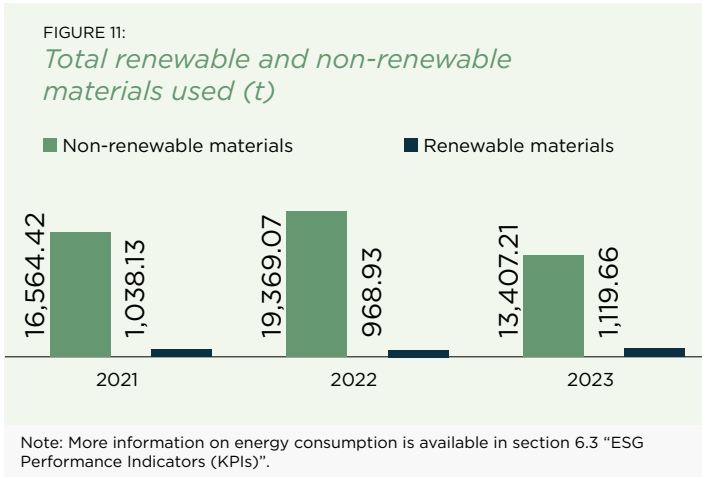
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3.2 Biodiversity

MATERIAL TOPIC



USE OF MATERIALS



As a listed Company, Berkshire Hathaway Inc. is subject to the Conflict Minerals Laws and is required to file a Conflict Minerals Report with the U.S. Securities and Exchange Commission (SEC) in a timely manner. In order to comply with these regulations, we conduct due diligence to identify the source of Conflict Minerals that are necessary for the functionality or manufacture of our products.

We are dedicated to pursuing a sustainable approach to production. Our aim is to minimize the utilization of natural resources throughout our value chain, reduce the use of toxic materials. Furthermore, we conduct a Reasonable Country of Origin Inquiry (RCOI) in good faith to ascertain whether the conflict minerals used in our products originate from any of the covered countries. To guarantee compliance with the Conflict Minerals Law, we also require our suppliers to conduct an RCOI on their materials and provide us with the countries of origin of the supplied Conflict Minerals.

Furthermore, we are continuously improving the use of materials in all of our facilities. In Brno, Czech Republic, material flow was poorly organized with no pull system in place and materials were moved, stored and picked with great effort, causing delays and inefficient processes. To resolve this situation, we reorganized the warehouse layout and implemented the Kanban system in production, introduced milk run¹⁰ frequent routes for delivering components from the warehouse to production.

As a result, we achieved significant benefits compared to 2022 to our material handling process, such as:

- Picking accuracy improved by 20%.
- Inventory accuracy improved to 99% (from 95%).
- Improved efficiency by 18%.
- Massive reduction in material delivery delays from warehouse to production.

Our suppliers are responsible to maintain sufficient knowledge of input materials and components in order to ensure they were obtained from permissible sources, in compliance with all relevant laws and regulations. If required by applicable law, suppliers must implement appropriate policies and procedures regarding conflict minerals and exercise due diligence with the sourcing of these minerals. Suppliers may be required to demonstrate evidence of compliance with these requirements.

¹⁰ Milk run is a delivery method used to transport mixed loads from various suppliers to one customer.

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WASTE

Reducing waste is a core value of how we operate and an essential part of our daily processes. Within this context, we act with a sustainable mindset by promoting circular practices that add value throughout the value chain to better manage waste-related impacts. To better calculate waste generation, we put in place specific management programmes and rules within the company, and we expect our stakeholders to comply with these regulations and plans.

Furthermore, we effectively manage the waste and pollutants generated by our activities in line with the most environmentally friendly options, including end-of-life interventions. We are committed to pursuing a sustainable approach to production. Our aim is to minimize the utilization of natural resources throughout our value chain, reduce the use of toxic materials and effectively manage the waste and pollutants generated by our activities in line with the most environmentally friendly options, including end-of-life interventions.

We are committed to measuring the waste quantities produced as a key parameter in identifying and reducing waste. To this end, we have implemented specific processes to collect and monitor relevant data. These processes may include:

- Online data entry.
- Maintaining a centralized database.
- Real-time weighbridge measurement.
- Annual external data validation.

Our database management system also allows us to define whether our data collection and monitoring processes extend beyond our own waste production to include waste generated upstream and downstream in their value chain.



HAZARDOUS AND NON-HAZARDOUS SUBSTANCES

We are committed to ensuring the safety of our employees, particularly those who come into contact with hazardous and non-hazardous substances. All waste material must be handled in accordance with the provisions of national organizations and initiatives such as the Resource Conservation and Recovery Act (RCRA) laws and regulations under the supervision of the U.S. Environmental Protection Agency (US EPA) which has the authority to control hazardous waste from cradle to grave.

Our policies comply with all applicable rules and regulations. In our day-to-day operations, we are taking a number of concrete steps to maintain adherence while enhancing waste management processes. These actions include:

- Training in the proper management of the waste generated.
- Waste collection according to the degree of hazard.
- Labelling of containers located throughout facilities to indicate the type of waste they contain.

All employees involved in the handling and disposal of waste, whether classified as “hazardous” or “non-hazardous”, must adhere to the following basic principles:

- In the event of handling process waste, employees are required to wear the appropriate personal protective equipment.
- Only place the waste in containers that have been designated for that waste. It is not permitted to dispose of any waste or chemical by pouring it in a sink, floor drain, on the ground, or in any other unauthorized manner.
- Waste containers must be kept always closed.
- The container must be in good condition. If the container is damaged or shows signs of leaking, contact waste treatment to have it replaced.

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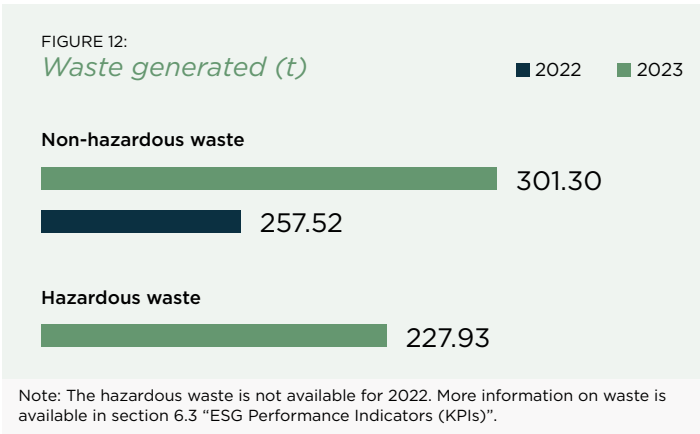
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6.3 ESG Performance Indicators (KPIs)

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WASTE MANAGEMENT



We have also established a hazardous waste management program which analyses our strategy for the correct use and reduction of waste, and more specifically the generation, collection, storage, transport and disposal of all hazardous waste within the company.

In particular, the ordinance on the Proper Management of Hazardous Waste imposes compliance obligations on our stakeholders regarding the responsible management of hazardous substances.

At Marmon Foodservice Technologies, we believe that we can all contribute to this direction, so we expect all parties involved in the value chain to take measures to prevent or reduce the environmental impact of their operations by taking measures to ensure the proper management of the generation, collection, storage, transport, use and disposal of hazardous waste.

We have established a procedure that applies to our manufacturing sites and aims to protect and enhance the ecological environment, prevent and control solid waste pollution, ensure public health, maintain ecological security, promote ecological construction, and facilitate sustainable economic and social development.

Furthermore, our solid waste management program encompasses the analysis of procedures for the optimal handling of industrial solid waste, hazardous waste, construction waste, catering waste, the classification of household waste and electronic waste. These processes form part of our comprehensive sustainable materials plan, which aims to enhance the efficiency towards handling solid waste across our entire value chain. In terms of industrial solid waste, this mainly includes copper, brass, stainless steel (304), stainless iron (430), aluminum alloy, iron, aluminum, waste machinery, wire harnesses, plastics, waste cardboard, waste wooden pallets, waste wood, etc.

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In this direction, we are also implementing a proper water management system through the optimisation of water use processes, with the aim of reducing waste rates. We also strive to recycle and reuse water by implementing circular economy practices to improve water reuse rates while maintaining water quality standards.





To this end, we have established partnerships with organisations (Elise Group) that aim to reduce waste by carefully sorting products, an action that brings us closer to a cleaner and more responsible business world. We are constantly trying to reduce the amount of waste we produce by adopting specific practices such as:

- Using reusable bottles and water coolers reducing single-use plastics
- Installing waste bins in offices and facilities to ensure proper sorting with the aim of reducing waste and reusing of products.



PRODUCTS END OF LIFE

Considering old electrical products can contain hazardous substances so correct disposal of old appliance will help prevent potential negative consequences for the environment and human health. Old appliances may contain reusable parts that could be used to repair other products, and other valuable materials that can be recycled to conserve limited resources.

REQUIREMENT	GUIDE
Marking Waste from Electrical and Electronic Equipment (WEEE) symbol on the product	Marking on nameplate/product  
Providing the end of life disposal statement on the manual	Correct disposal of this product   Markings that indicate that a specific product should not be disposed with other household wastes throughout the European Union

In 2023, the available waste generation data covered only a small portion of the company’s activities; we will be able to disclose our global waste generation quantities in future reports.

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4. Society

Empowering people through smart practices



4.1 Human Resources

The people of Marmon Foodservice Technologies are the foundation of our business and therefore we are committed to developing innovative practices that the Human Resources department can adopt in order to provide employees at all levels and across the organization with the expertise they require to perform their roles effectively.

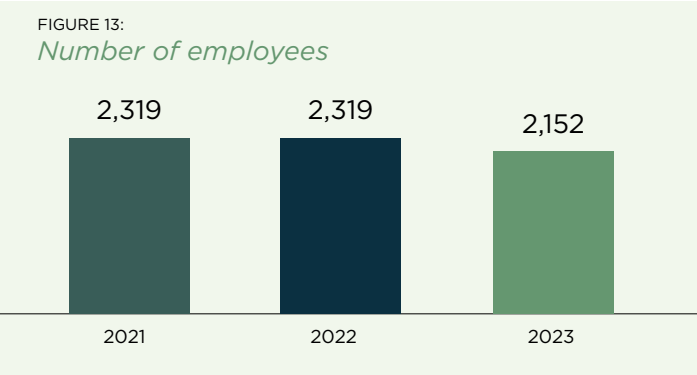
To this end, we have created a Human Resources Policy and Practices Manual, which is available to

all stakeholders. It provides an overview of our organizational procedures and addresses any queries they may have about Marmon Foodservice Technologies.

In 2023, Marmon Foodservice Technologies employed 2,152 people, representing a 7.20% decrease from the prior year due to 167 impacted employees as a result of restructuring in Cornelius Latin America. The majority of employees are located in the Americas (63.55%, 1,367 employees) and women account for 28.34% (610 employees) of total employees.

Furthermore, 99.30% of the human resources (2,136 employees) are permanent employees. During the reporting year, 78 contingent workers who are not employees of Marmon Foodservice Technologies, were engaged to perform entry-level activities at our front-line warehouses and manufacturing operations.

FIGURE 13:
Number of employees



Year	Number of employees
2021	2,319
2022	2,319
2023	2,152

Note: More information on employee data is available in section 6.3 "ESG Performance Indicators (KPIs)".

INCLUSION FOR ALL


We value the diversity of our employees' backgrounds, cultures and perspectives. We are committed to fostering an inclusive work environment where diverse talent is recruited, promoted and developed. We integrate our inclusive best practice into the core processes of our operations, actively promoting continuous improvement.

In order to achieve this, we promote Inclusion initiatives with the objective of ensuring the fair treatment of all employees. We aim to provide comprehensive training and development opportunities for all employees, recognizing and leveraging differences in language and culture on a global scale and fostering an environment where individuals can fully realize their potential. Furthermore, by promoting respectful workplace training, the Company ensures that employees are aware of its commitment to maintaining a respectful and inclusive workplace, which is fully aligned with its core values and the Group's ethical standards.


The Company demonstrates its commitment to strengthening inclusion efforts by providing an internal platform, which aims to create global connectivity and a sense of belonging among our employees. Our inclusion strategy has been developed to focus on three pillars as part of our Phase 1 approach: Improved sense of belonging, commitment to respectful workplace, and driving social impact through community, outreach, and engagement.

To support our plan, we have launched and developed the following employee resource groups:


- mVET** (Marmon's Veterans Network)
- mWIN** (Marmon's Women's Inclusion Network)
- mPRIDE** (Marmon's LGBTQ+ Network)
- SOMOS Marmon** (Marmon's Hispanic and Latino Network)
- mbEN** (Marmon's Black Employee Network)




Veterans
Network




Hispanic & Latino
Network



PRIDE
Network



Black Employees
Network



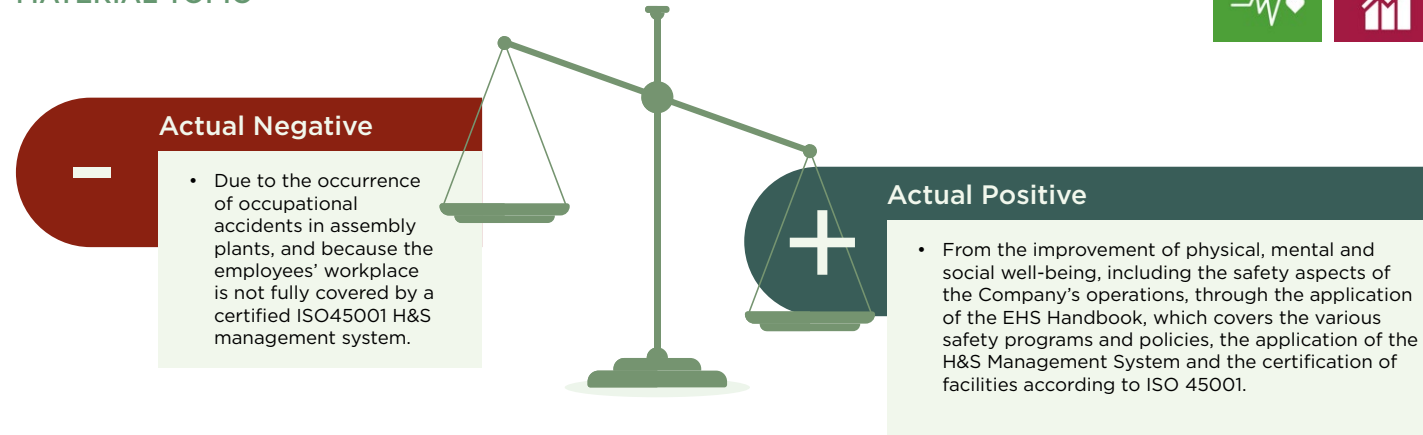
Women's Inclusion
Network

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4.2 Health and Safety

MATERIAL TOPIC



The health and safety of our employees is of the utmost importance to us. We have developed a set of Environmental Health & Safety (EHS) Procedures and Commitments which set out the procedures and actions that contribute to a safe working environment.

We are committed to achieving high performance in this area, with a focus on compliance with legal requirements and the implementation of a series of actions in this direction:

- Continuous improvement of EHS performance to protect the environment and provide a safe and secure workplace.
- Control and reduction of hazards and business risks.
- Creation of solutions to improve EHS aspects.
- Compliance with all applicable EHS regulations.

MANAGEMENT AND SECURITY SYSTEM

In line with our integrated management and safety system, we have implemented specific health and safety commitments and procedures for all personnel working in or visiting the company. This is in accordance with the ISO 45001:2018 certification we have obtained for our Occupational

Health and Safety Management System (System). In line with the procedures set out in the System (company policy on safety practices), all individuals working on site, including employees, contractors, visitors and those working remotely or travelling, are covered by the System.

HAZARDS IDENTIFICATION AND STAKEHOLDER RELATIONSHIPS

The organization's core values include a commitment to EHS. We take a proactive approach to managing potential risks, such as design changes, process improvements, tooling and equipment changes, etc. This not only ensures the safety of our employees but also that of external personnel. In particular, we enter into a construction safety agreement with contractors, with the objective of ensuring awareness of safety issues and the elimination of incidents.

We foster a positive and productive relationship with our stakeholders, ensuring they are kept informed of the latest developments in health and safety. Consequently, subcontractors, partners and suppliers are required to adhere to the basic EHS principles and to update their contracts in accordance with the revised EHS standards.



HEALTH SERVICES PROVIDED

We have provided comprehensive training for occupational physicians and technicians at three levels (company, department, and workstation), as well as first aid stations and professionals, protective equipment, sanitary facilities, and an EHS policy communicated to employees. An occupational health physician visits and checks each employee periodically, depending on the risks they face at work. We have also established partnerships with volunteer fire brigades, mainly in the production units, as well as evacuation coordinators (both guides and support personnel).

We strongly encourage and promote preventive and routine care. In the majority of cases, the organization's healthcare facilities are primarily subsidized through the health insurance system. This system also provides annual physical checks for all employees with the objective of maintaining an optimal level of health.

Additionally, a pre-employment medical examination must be completed within a maximum of three months of the employee's start date. Furthermore, we encourage return-to-work examinations following maternity leave, absence due to occupational illness, absence of at least 30 days due to an accident at work and absence of at least 60 days due to a non-occupational illness or accident.

The objective of these measures is to provide a balanced working environment following an incident by ensuring that the job to which the employee is returning or the redeployment position to which they are assigned is compatible with their health status. We also encourage the examination of proposals for modifying or adapting the position to be taken by the employee or for reclassifying the employee, in accordance with recommendations made by the occupational physician during the pre-resumption visit.

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HEALTH AND SAFETY EDUCATION

Our company places a strong emphasis on the continuous training of our employees in matters of EHS. By implementing these procedures, we are not only enhancing the competencies of our employees, but also taking a proactive stance in raising awareness and fostering a culture of safety in the workplace. We recognize the importance of providing effective training to new employees during their first period of employment and aim to demonstrate the correct way of working safely.

In addition, each new employee receives a comprehensive safety orientation that covers the company’s safety policy, general safety rules and procedures, and the contact details of the relevant personnel to address any concerns, questions or assistance needs. This includes the immediate supervisor, who is the primary point of contact in case of an incident. A different safety topic is discussed with the entire group every two months as a refresher and to re-emphasize safety in the workplace.

Furthermore, we develop and implement training plans for all employees, regardless of their level, in accordance with the safety priorities of each department.

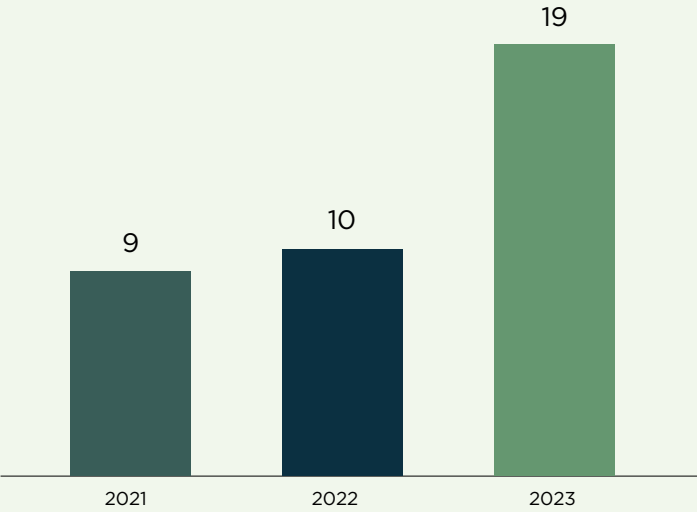
The basic vocational training program includes an introduction to the following procedures for new employees: The training program includes an overview of the company, human resources and related policies, company policies and objectives, quality, environmental and health and safety awareness, key environmental factors, key health and safety hazards and related potential risks, ISO9001, ISO14001 and ISO45001 standards, relevant legal knowledge and basic knowledge of safe operations.

The Human Resources Department is responsible for the annual implementation and preparation of the training plan. The 2024 annual training plan includes a series of training courses on electrical authorization, handling of refrigerants, chemical risk for technicians, ergonomics (for employees whose responsibilities include exclusively office work), first aid and road risk.

HEALTH AND SAFETY PERFORMANCE

All employees and workers who are not employees were covered by the Occupational Health and Safety System which is internally audited. In 2023, there were 19 injuries to permanent employees compared to 10 in previous year, an increase of 90%, the related rate of recordable work-related injuries (IR) amounted to 32.6% from 17.2%. The injuries resulted from cuts, bruises, muscle strains, fractures, falls, discomforts and road accidents. Also, there were no injuries of workers who are not employees.

FIGURE 14:
Recorded work-related injuries



Note: More information on recorded injuries is available in section 6.3 “ESG Performance Indicators (KPIs)”.



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4.3 Education

MATERIAL TOPIC



Actual Positive

- From the development of employee skills through educational plans, trainings on technical and administrative fields, H&S, diversity, and other learning schemes for individuals affected by changes on corporate policies.

We believe in the potential of our employees. To harness this potential, we have created a personal and professional development program designed to provide targeted development solutions. This program, the Performance Matrix Tool, helps the organization to understand the potential, the strengths and weaknesses of its employees, place them in the respective sections more accurately and subjectively, and carry out internal distribution procedures based on their skills and performance.

Thus, the management team can help employees to be more productive in a hierarchical level to which they belong.

Furthermore, Marmon Foodservice Technologies offers to all employees a four-week onboarding period for new hires, as well as comprehensive training in workplace respect, safety, compliance and ethics. Also, specific training is provided for hourly roles, including on-the-job training, lean training, 6s training, and continuous improvement training.

Office employees receive targeted selection hiring training, compliance training, and respectful workplace training. They also have access to thousands of eLearning courses for all roles. The Company also offers a tuition reimbursement program, as well as workshops on leadership development, skill development and learning challenge events.

We are committed to investing in our people and fostering a learning environment that supports professional and career development. Training sessions are provided across our organizational divisions based on the interest and departmental needs such as the “Hazard Communication Standard” training on the control and management of chemicals and hazardous materials and personal protective equipment, primarily for individuals in manufacturing roles. As part of this training program, employees are provided with detailed data sheets for each hazardous chemical used in the workplace, including information on handling, disposal and the safe use of these materials.

Marmon Foodservice Technologies also applies KAIZEN projects for continuous improvement, learning and skill enhancement through corrective actions on operational procedures that aim to:

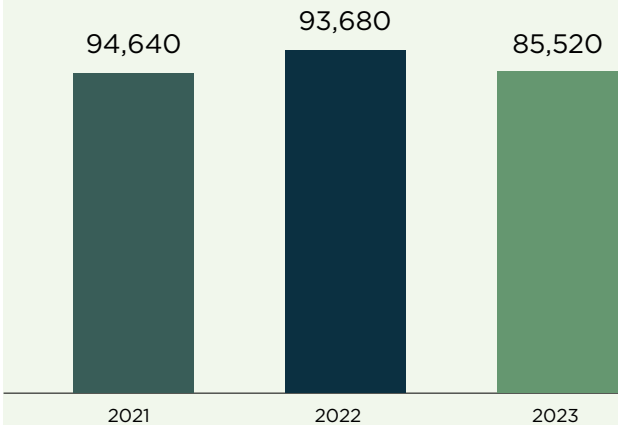
- Reduce and facilitate transportation and movement.
- Reduce waiting time.

- Simplify workspace.
- Prevent errors.

In addition to our commitment to continuous education, we conduct an annual career and performance review for the entire workforce. This allows us to communicate constructive feedback, explore new opportunities and identify areas for improvement, with the goal of achieving the potential of each employee.

In 2023, 2,138 full-time employees joined 85,520 hours of several trainings compared to 93,680 hours in 2022, a decrease of 8.71% due to reduction of full-time employees, but the average training hours for both years amounted to 40 for each employee, which constitutes the standard practice. In the future, more information will be available on employee training per gender, employee category and corporate function.

FIGURE 15:
Training hours



Note: Training data referred to full-time employees. More information on recorded injuries is available in section 6.3 “ESG Performance Indicators (KPIs)”.

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4.4 Food
MATERIAL TOPIC



Potential Positive



- Through activities/products, such as refrigerators, that improve stakeholders' accessibility, physical, social and economic, to sufficient, safe and nutritious food which meets their dietary needs and food preferences for an active and healthy life.

Marmon Foodservice Technologies plays a vital role in ensuring food quality and safety in the industry through the manufacturing of commercial food and beverage equipment and supplies. We are dedicated to providing solutions that ensure the safety and freshness of food for consumers. We are committed to continuously improving our products to meet this need. To achieve this, we have established policies that guide the development of our equipment, with the aim of enhancing the comprehensive management and safety of our products.

Specifically, Marmon Foodservice Technologies monitors and aligns with the legal and regulatory framework regarding the challenges of safe machine production (including the RoHS Directive EU 2015/863 and REACH) and obtains CE Marking certifications for its products. Our objective is to ensure the correct management and production of food-related machinery, which is manufactured and maintained in accordance with specific procedures to guarantee food safety at extreme temperatures.

In this regard, we manufacture products (refrigerators, ovens, grills, slicers) that undergo rigorous testing to ensure suitability for direct food contact in accordance with the relevant standards.

Furthermore, our products are assessed for their construction materials and resistance to extreme temperatures, regardless of whether they contain hazardous substances such as polyfluoroalkyl (PFAs). Also, our products are certified by independent sources for their safety in the food preservation sector, ensuring that food remains fresh and safe for consumption. Additionally, we regularly test and certify the safety of electrical equipment and machine specifications under the supervision of relevant organizations and bodies.

Our products are designed to enhance food safety and ensure the optimal preservation of food items that are particularly susceptible to spoilage due to extreme temperatures. In the context of refrigerators and freezers, our solutions play a pivotal role in safeguarding food quality and extending product life. They effectively delay spoilage, suppress enzyme activity, prevent microbial growth, and retain nutrients and flavors. Moreover, our cutting-edge product range incorporates technology that inhibits bacterial growth by providing unparalleled strength, rigidity and insulation with a foamed-in-place CFC-free (chlorofluorocarbons) polyurethane insulation, guaranteeing the highest quality.

Within this framework, to better satisfy customer demand, enhance component traceability, and continuously improve product quality, we developed an auto visual inspection workstation in Cornelius Tianjin, China. Specifically, we monitor the status of each finished good on the production line. Currently, we use a scanner gun to read QR codes on critical components, while inspectors manually check the wire harness ribbon fix and clamp fastener status. As a result, we have reduced quality complaints caused by leakage from loose clamps and improved the traceability of critical parts such as compressors and motors. Additionally, this process allows inspectors to save time and focus on critical tasks.

In our future ESG reports we will provide further information on our food safety initiatives and efforts to ensure quality food is accessible to all.



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5. Governance
Behaving ethically for a culture
of trust

5.1 Corporate Governance

PROHIBITED BUSINESS PRACTICES POLICY AND
CODE OF BUSINESS CONDUCT AND ETHICS

We have a “Prohibited Business Practices Policy (Policy) and Code of Business Conduct and Ethics (Code)” that applies to all officers, directors and employees. The requirements set forth in these documents also apply to any of our agents, consultants, representatives, sales agents, resellers, distributors, joint venture partners, customs/import brokers, freight forwarders, contractors or other third parties in their capacity as our representatives.

The Group President of the Company is responsible for the enforcement of and compliance with the Policy and Code, including their distribution to senior management and each employee, agent or manager who is likely to communicate, interact or do business with government officials.

This policy and all related documents consist part of all employee handbooks and provided to each member of senior management in English and in the local language of each entity. In addition, a review and explanation of this policy and all related documents is included as part of the training of each manager of a Marmon subsidiary.

In this context, we offer training to employees and intermediaries, where possible in the native language of the audience, otherwise in English with translation.

Each person shall comply with this Policy, strictly adhere to all applicable laws and regulations, and exercise great care not to take or authorize any action that could create even the appearance of illegal conduct or other impropriety. Therefore, we do not engage in, authorize or tolerate any business practice that does not comply with this policy.

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Professional Conduct

Marmon Foodservice Technologies employees are encouraged to apply the following standards and guidelines in their daily business conduct:

- Exercise the basic virtues of respect, dignity, kindness, courtesy and good manners in all work relationships.
- Recognize and avoid behaviors that others may find offensive, including the way we speak and relate to each other, and the materials we bring into the workplace, both printed and electronic.
- Use reasonable efforts to protect Company assets from loss, theft or other misuse and to ensure their efficient use.
- Trust each other to exercise sound judgement in the use of business and information systems.
- Respect the property of Marmon Foodservice Technologies, including its intellectual property and confidential information.
- Maintain the strict confidentiality of confidential proprietary information generated and gathered in the course of our business.
- Respect the right and obligation of each employee, officer and director to raise concerns about ethical matters in the course of our duties without retribution or retaliation.
- Give all employees, officers and directors an equal opportunity to have their questions, concerns and situations fairly considered, while recognizing that being treated fairly does not always mean being treated equally.
- At all times endeavor to deal fairly and in accordance with ethical business practices with customers, suppliers, competitors, the public and each other.
- Never take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair or deceptive practice.

- Exercise good judgement in the exchange of business courtesies, meals and entertainment by avoiding activities that could create even the appearance that decisions might be compromised.
- Provide full disclosure and recuse ourselves from discussions and decisions when our business judgement appears to conflict with a personal interest.

We are committed to preventing any form of modern slavery (servitude, human trafficking and/ or forced or compulsory labor) from occurring in our business or supply chain. To achieve this, we comply with the requirements of:

- The UK Modern Slavery Act 2015
- The Uyghur Forced Labor Prevention Act
- The California Transparency in Supply Chains Act
- Australia: The Modern Slavery Act 2018
- EU Forced Labor Regulation

Due Diligence

We have developed and maintained documented anti-bribery and anti-corruption due diligence procedures that enable our employees to evaluate and consider the reasons for seeking assistance and the compliance risks posed by business partners, including reputation and relationships.

Within this framework, we conduct appropriate and thorough documented due diligence on intermediaries prior to engaging them. We are committed to monitoring, assessing and managing the compliance risks associated with the use of intermediaries throughout the life of the relationship, not just during the onboarding process, by regularly updating the due diligence on intermediaries.

We also confirm through due diligence whether intermediaries have an adequate compliance training program in place. Where this is not the case, we undertake to provide compliance training to the intermediary using a risk-based approach. The process includes periodic refresher training for intermediaries.



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Fair competition

We strive to ensure compliance with all relevant legislation designed to maintain fair competition and protect consumers from unfair business practices. At the same time, we have established a strict ethical and responsible operational framework, which prohibits the following practices:

- Agreeing with competitors on prices or rigging or fixing bids.
- Agreeing with competitors to allocate customers, territories or markets or not to compete in certain geographic areas.
- Agreeing with competitors to boycott a supplier or customer.
- Discussing competitively sensitive information (e.g., prices, costs, bids, market allocation), costs, bids, market allocation) with competitors.
- Entering into a business agreement or pursuing a strategy with the sole purpose of harming a competitor.

Prohibited Transactions

We require compliance with all applicable economic and trade sanctions and embargo programs under United States law, United Nations resolutions and the laws and regulations of other countries to which we are subject.

We monitor applicable sanctions programs and other trade restrictions to ensure that our policies remain current, moreover our employees consult Marmon Holdings, Inc Chief Compliance Officer to confirm compliance with applicable requirements.

Prohibited offers or payments

This policy prohibits bribes, kickbacks and favors to government officials to obtain an improper advantage or benefit, such as obtaining or retaining business or a government contract, obtaining a tax benefit or reduction in value-added tax (VAT) or corporate income tax, or obtaining a permit or license. In particular, our employees must not offer or pay anything of value to managers, employees or agents of customers or prospective customers to induce them to direct business to the Company.

In addition, employees must exercise caution when offering meals, gifts or other business courtesies. Providing modest business courtesies in a commercial setting to build goodwill may be permissible, but providing or offering lavish business courtesies with the intent or expectation of obtaining more favorable business terms or opportunities that would not otherwise be available is strictly prohibited. To ensure compliance, we also do not improperly give, authorize, promise or offer anything of value to a government official. Similarly, no employee or intermediary may authorize a third party to improperly offer or promise anything of value to a government official.

Political contributions and charitable and educational contributions cannot be made to obtain or retain business for another person or entity or to obtain an improper advantage. We conduct and document appropriate risk-based due diligence prior to making a charitable or educational contribution outside the United States to determine whether there are any “red flags” that may increase the anti-corruption compliance risk associated with the contribution.

Also, no political contributions should be made outside of the United States without:

- The receipt of written legal advice by local counsel concerning the legality of the contribution under local law.
- The receipt of written legal advice from United States counsel concerning the legality of the contribution.
- Prior written approval of Marmon Holdings, Inc. Chief Compliance Officer.



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Anti-Corruption and Anti-Money laundering

Money laundering laws indicate the engagement in transactions with the knowledge that the proceeds are derived from illegal activity as a criminal offence. It is our policy to do business only with persons or entities who share our commitment to compliance and whose funds are derived from legitimate sources.

In all countries where we do business, our employees will take appropriate risk-based measures to prevent and detect money laundering and to avoid potential criminal liability and reputational risk associated with such activity. In addition, employees will conduct reasonable due diligence on individuals or entities to ensure that they are engaged in legitimate business activities. Furthermore, we regularly assess and monitor the effectiveness of our compliance program, including investigating instances where violations of compliance policies have been detected and, where possible, implementing improvements to prevent such violations in the future.

We regularly assess and review our operations and compliance risks and document an annual risk assessment that captures the compliance risk areas that are applicable to our activities. Also, we update that risk assessment as the risk profile and adopt additional policies and procedures, as appropriate, so that we maintain an effectively designed compliance policy.

We have anti-corruption, trade and sanctions compliance policies that are electronically available to employees in their native language, in an easily searchable and accessible format, and that can be easily and regularly updated. We are also considering the use of data analytics to understand which compliance policies are most frequently accessed, based on our risk assessment.

In addition, we are ensuring that compliance personnel charged with administering the anti-corruption, sanctions and trade compliance program receive specialized training to enable them to perform their duties effectively.

CONFLICT OF INTEREST

Marmon Foodservice Technologies employees should always act in the best interests of the Company and avoid situations that present a potential or actual conflict between their interests and the interests of the Company.

A conflict of interest occurs when an individual’s private interest, whether financial or otherwise, interferes, or reasonably appears to interfere, in any way with the interests of the Company. For example, a conflict of interest may arise when an employee, officer or director takes an action or has an interest that may make it difficult for him or her to perform his or her job objectively and effectively. Written policies and procedures cannot address every potential conflict, so employees must use good judgment in identifying and responding appropriately to actual or apparent conflicts.

In this context, employees must disclose and receive advance written approval from Marmon Holdings, Inc. Chief Compliance Officer for all conflicts of interest, including, but not limited to, the following:

- Involvement, whether for remuneration or not, in any entity that is a present or prospective competitor, customer, supplier or business counterparty of the Marmon Foodservice Technologies.
- Transactions or business activities involving a relative (defined as a person connected with another by blood or affinity, including marriage) or someone with whom the employee has a personal relationship, including prospective employment.

Employees may never take business opportunities for personal gain that arise using corporate property, information or position. They are also prohibited from using corporate property, information or position for personal gain.

ETHICS AND COMPLIANCE HOTLINE

Any employee who has a question as to whether certain conduct may be illegal, unethical, improper or in violation of corporate policies and procedures must report such concerns promptly. Employees should report their concerns to their supervisor and/or Chief Compliance Officer. If permitted by local law, anonymous reports may also be made through Berkshire’s Ethics and Compliance Hotline or Berkshire’s web reporting site, which is located at www.brk-hotline.com.

In this context, we prohibit retaliation of any kind for making such a report in good faith, even if the reported conduct turns out not to be illegal or improper.

SUSTAINABILITY OVERSIGHT

Marmon Holdings, Inc., has an ESG Council that oversees Sustainable Development with each pillar led by the Sustainability Officer (“Environment”); Vice President of Talent, Inclusion & Social Responsibility (“Social”); and Chief Compliance Officer (“Governance”).

Other members of the ESG Council include Marmon Holdings, Inc. Chief Legal Officer, Chief Human Resources Officer, and ESG Specialist. In Marmon Foodservice Technologies, there is a Global Head of Sustainability, a Global Sustainability Project Manager and Global Sustainability Strike Team with members coming from all different entities and brands.

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5.2 Conclusions and Outlook

At Marmon Foodservice Technologies (MFT), the future is a canvas of opportunity, and we are boldly painting it with innovation, sustainability, and purpose. Our unwavering commitment to transforming the foodservice industry drives us to push boundaries, embrace change, and set new global standards.

Over the coming years, we will accelerate our journey toward carbon neutrality, ambitiously targeting a 54.6% reduction in Scope 1 and 2 emissions and a 32.5% reduction in Scope 3 emissions by 2033. By leveraging renewable energy, cutting-edge technologies, and smarter operational practices, we are poised to lead the way to a greener, more resilient future.

Our people are the heartbeat of our mission, and we are dedicated to fostering a vibrant workplace where innovation thrives. Through expanded training programs, leadership development, and diversity-driven initiatives, we will unlock the full potential of our global team, ensuring every voice contributes to our success.

As leaders in governance, we will uphold the highest standards of ethics, transparency, and accountability, serving as a beacon of trust and responsibility for our partners and stakeholders.

MFT’s future is not just about what’s next—it’s about what’s possible. By marrying our legacy of excellence with bold aspirations, we are reshaping the industry, empowering communities, and making sustainability a shared reality. Together, we are building a future that inspires, excites, and endures.

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6. Appendix

6.1 About the ESG Report



This annual ESG Report is the first to be issued by Marmon Foodservice Technologies including its entities¹⁾, published in 12.19.2024. It was preceded by an EHS & Sustainability Report 2022, which only covered the Company's activities in the Americas.

The Report provides information on the activities of Marmon Foodservice Technologies (referred to in this Report as "the Company") in the Americas, EMEA and APAC regions and presents qualitative and quantitative information on its management approach and performance in the area of sustainable development. Marmon Foodservice Technologies aims to inform stakeholders about the economic, environmental, and social impacts it creates or is likely to create, and to help provide a basis for comparison of its sustainable development performance.

The report is published and available on the Company's website, <https://marmonfoodservice.com>

This Report covers the reporting period from 1 January 2023 to 31 December 2023, in line with the period of the 2023 annual financial reports. It has been prepared with reference to the GRI Standards 2021, also taking into account the broader contribution to the UN Sustainable Development Goals (SDGs).

More information on the content and materiality analysis is available on pages 14-15. The GRI Content index is available on page 34.

Since this is the 1st ESG Report there are no restatements of information and the Company has not proceeded with external assurance on the content of the Report. It recognizes the importance of this process and considers external assurance for the following reports.

The Company considers the opinion of all stakeholders on the content of this report to be important. For further information or clarifications, please contact us using the details mentioned next.



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¹⁾Americas: Marmon Link, Marmon Renew, Marmon Foodservice Technologies USA, Marmon Foodservice Technologies Mexico, Cornelius Latin America

EMEA: Cornelius Beverage Technologies, Marmon Beverage Technologies, Cornelius Deutschland GmbH, Marmon Foodservice Technologies Europe GmbH, Marmon Foodservice Technologies UK Ltd., Marmon Foodservice Manufacturing s.r.o., Cornelius Italia Srl., Cornelius Rus LLC., Cornelius Hellas Single Member S.A., Catequip, Angelo Po Grandi Cucine Spa, Angelo Po France, Angelo Po Iberica S.L.U.

APAC: Prince Castle, Inc. (Ningbo), Prince Castle Kitchen (Shanghai) Co. Ltd., Cornelius (Tianjin) Co. Ltd., Cornelius Australia Pty Ltd., Marmon Food & Beverage Technologies India Private Limited, Marmon Cornelius (Singapore) Pte. Ltd.

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6.2 GRI Content Index

STATEMENT OF USE: Marmon Foodservice Technologies has reported the information cited in this GRI content index for the period 01.01.2023 -31.12.2023 with reference to GRI Standards.

GRI STANDARD		DISCLOSURE	LOCATION
GRI 1: Used	GRI 1: Foundation		
General disclosures			
GRI 2: General Disclosures 2021		2-1: Organizational details	Page 5
		2-2: Entities included in the organization's sustainability reporting	Page 33
		2-3: Reporting period, frequency and contact point	Page 33
		2-4 Restatements of information	Page 33
		2-5: External assurance	Page 33
		2-6: Activities, value chain and other business relationships	Page 8
		2-7 (a,b,c): Employees	Pages 23,35
		2-8 (a,b): Workers who are not employees	Pages 23,35
		2-13 (a) : Delegation of responsibility for managing impact	Page 31
		2-14: Role of the highest governance body in sustainability reporting	Page 14
		2-15 (a): Conflicts of interest	Page 31
		2-16 (a): Communication of critical concerns	Page 31
		2-22: Statement on sustainable development strategy	Page 3
		2-23 (a-i, a-ii, e, f): Policy commitments	Pages 28-31
		2-28: Membership associations	Page 9
		2-29: Approach to stakeholder engagement	Page 13
		3-1: Process to determine material topics	Page 14
		3-2: List of material topics	Page 15
GRI 301: Materials 2016		301-1: Materials used by weight or volume	Pages 19, 46-47
GRI 302: Energy 2016		302-1 (a,b,c,d,e): Energy consumption within the organisation	Pages 18, 36-39
GRI 305: Emissions 2016		305-1 (a,b,c,d,e): Direct (Scope 1) GHG emissions	Pages 18, 40-41
		305-2 (a,b,c,d,e): Energy indirect (Scope 2) GHG emissions	Pages 18, 42-43
		305-3 (a,b,c,d,e): Other indirect (Scope 3) GHG emissions	Pages 18, 44-45
GRI 306: Waste 2020		306-2: Management of significant waste-related impacts	Page 20
		306-3 (a): Waste generated	Pages 20, 48-49
GRI 403: Occupational Health and Safety 2018		403-1: Occupational health and safety management system	Page 24
		403-2: Hazard identification, risk assessment, and incident investigation	Page 24
		403-3: Occupational health services	Page 24
		403-5: Worker training on occupational health and safety	Page 25
		403-6: Promotion of worker health	Page 24
		403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 24
		403-8 (a): Workers covered by an occupational health and safety management system	Pages 25,50
		403-9: Work-related injuries	Pages 25,51
GRI 404: Training and Education 2016		404-2 (a): Programs for upgrading employee skills and transition assistance programs	Page 26
		404-3: Percentage of employees receiving regular performance and career development reviews	Page 26

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6.3 ESG Performance Indicators (KPIs)

HUMAN RESOURCES DATA

GRI STANDARDS 2021	Disclosure	2021					2022					2023				
		Women	Men	Other	Not Disclosed	Total	Women	Men	Other	Not Disclosed	Total	Women	Men	Other	No Disclosed	Total
	MARMON FOODSERVICE TECHNOLOGIES															
GRI 2-7	Employees by gender, type of work															
	Total employees	652	1,658	1	8	2,319	646	1,668	1	4	2,319	618	1,533	1	0	2,152
	Permanent	646	1,650	1	8	2,305	633	1,633	1	4	2,271	610	1,525	1	0	2,136
	Temporary	6	8	0	0	14	13	35	0	0	48	8	8	0	0	16
	Non-guaranteed hours	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total full-time and part-time employees	652	1,658	1	8	2,319	646	1,668	1	4	2,319	618	1,533	1	0	2,152
	Full-time	646	1,652	1	8	2,307	639	1,663	1	4	2,307	610	1,527	1	0	2,138
	Part-time	6	6	0	0	12	7	5	0	0	12	8	6	0	0	14
GRI 2-8	Workers who are not employees															
	Workers who are not employees	14	13	0	40	67	8	11	0	74	93	5	14	0	59	78

Note: The workforce segmentation is not available per region. For the calculation of the number of employees, the “headcount” methodology was applied on 31.12 of the respective year.

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6.3 ESG Performance Indicators (KPIs)

MATERIAL TOPIC: CLIMATE

GRI STANDARDS 2021	DISCLOSURE	UNIT OF MEASUREMENT	2021	2022	2023
GRI 302-1	Marmon Link				
	Fuel consumption within the organization from non-renewable energy sources	MJ	2,764,140.82	4,923,101,.61	2,647,135.13
	Natural gas	MJ	2,764,140.82	4,923,101.61	2,647,135.13
	Heating oil	MJ	0	0	0
	Diesel	MJ	0	0	0
	Unleaded petrol	MJ	0	0	0
	Fuel consumption within the organization from renewable energy sources	MJ	0	0	0
	Purchase and consumption of electricity from non-renewable energy sources	MJ	1,738,168.30	4,212,136.80	3,490,034.40
	Purchase and consumption of electricity from renewable energy sources	MJ	0	0	0
	Purchase and consumption of heating	MJ	Not available	Not available	Not available
	Total energy consumption within Marmon Link	MJ	4,502,309.12	9,135,238.41	6,137,169.53
	Marmon Renew				
	Fuel consumption within the organization from non-renewable energy sources	MJ	5,939,390.40	7,249,907.33	6,095,922.22
	Natural gas	MJ	5,939,390.40	7,249,907.33	6,095,922.22
	Heating oil	MJ	0	0	0
	Diesel	MJ	0	0	0
	Unleaded petrol	MJ	0	0	0
	Fuel consumption within the organization from renewable energy sources	MJ	0	0	0
	Purchase and consumption of electricity from non-renewable energy sources	MJ	1,314,028.80	1,503,842.40	1,312,660.80
	Purchase and consumption of electricity from renewable energy sources	MJ	0	0	0
	Purchase and consumption of heating	MJ	Not available	Not available	Not available
	Total energy consumption within Marmon Renew	MJ	7,253,419.20	8,753,749.73	7,408,583.02
	Marmon Foodservice Technologies - USA				
	Fuel consumption within the organization from non-renewable energy sources	MJ	4,838,214.65	5,874,129.52	4,396,625.80
	Natural gas	MJ	4,838,214.65	5,874,129.52	4,396,625.80
	Heating oil	MJ	0	0	0
	Diesel	MJ	0	0	0
	Unleaded petrol	MJ	0	0	0
	Fuel consumption within the organization from renewable energy sources	MJ	0	0	0
	Purchase and consumption of electricity from non-renewable energy sources	MJ	6,149,628.00	7,798,917.60	8,278,477.20
	Purchase and consumption of electricity from renewable energy sources	MJ	0	0	0
	Purchase and consumption of heating	MJ	Not available	Not available	Not available
	Total energy consumption within Marmon Foodservice Technologies US	MJ	10,987,842.65	13,673,047.12	12,675,103.00
	Marmon Foodservice Technologies - Mexico				
	Fuel consumption within the organization from non-renewable energy sources	MJ	11,949,829.20	37,394,800.19	11,607,261.80
	Natural gas	MJ	11,949,829.20	37,394,800.19	11,607,261.80
	Heating oil	MJ	0	0	0
	Diesel	MJ	0	0	0
	zUnleaded petrol	MJ	0	0	0
	Fuel consumption within the organization from renewable energy sources	MJ	0	0	0
	Purchase and consumption of electricity from non-renewable energy sources	MJ	47,478,276.00	50,921,752.00	49,130,024.00
	Purchase and consumption of electricity from renewable energy sources	MJ	0	0	0
	Purchase and consumption of heating	MJ	Not available	Not available	Not available
	Total energy consumption within Marmon Foodservice Technologies MEXICO	MJ	59,428,105.20	88,316,552.19	60,737,285.80

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MATERIAL TOPIC: CLIMATE

GRI STANDARDS 2021	DISCLOSURE	UNIT OF MEASUREMENT	2021	2022	2023
GRI 302-1	Marmon Foodservice Manufacturing s.r.o.				
	Fuel consumption within the organization from non-renewable energy sources	MJ	2,637,619.00	1,712,471.00	1,219,557.00
	Natural gas	MJ	2,637,619.00	1,712,471.00	1,219,557.00
	Heating oil	MJ	0	0	0
	Diesel	MJ	0	0	0
	Unleaded petrol	MJ	0	0	0
	Fuel consumption within the organization from renewable energy sources	MJ	0	0	0
	Purchase and consumption of electricity from non-renewable energy sources	MJ	2,242,189.62	0	0
	Purchase and consumption of electricity from renewable energy sources	MJ	0	2,097,561.28	3,347,857.55
	Purchase and consumption of heating	MJ	Not available	Not available	Not available
	Total energy consumption within Marmon Foodservice Manufacturing s.r.o.	MJ	4,879,808.62	3,810,032.28	4,567,414.55
	Catequip				
	Fuel consumption within the organization from non-renewable energy sources	MJ	300,081.60	392,724.00	420,609.60
	Natural gas	MJ	300,081.60	392,724.00	420,609.60
	Heating oil	MJ	0	0	0
	Diesel	MJ	0	0	0
	Unleaded petrol	MJ	0	0	0
	Fuel consumption within the organization from renewable energy sources	MJ	0	0	0
	Purchase and consumption of electricity from non-renewable energy sources	MJ	354,438.00	231,606.00	214,243.20
	Purchase and consumption of electricity from renewable energy sources	MJ	0	0	0
	Purchase and consumption of heating	MJ	Not available	Not available	Not available
	Total energy consumption within Catequip	MJ	654,519.60	624,330.00	634,852.80
	Angelo Po Grandi Cucine Spa				
	Fuel consumption within the organization from non-renewable energy sources	MJ	27,386,669.98	18,840,616.72	16,319,556.39
	Natural gas	MJ	27,385,295.28	18,839,041.22	16,317,874.99
	Heating oil	MJ	0	0	0
	Diesel	MJ	1,374.70	1,575.50	1,681.40
	Unleaded petrol	MJ	0	0	0
	Fuel consumption within the organization from renewable energy sources	MJ	0	0	0
	Purchase and consumption of electricity from non-renewable energy sources	MJ	12,589,984.80	11,958,199.20	10,675,458.00
	Purchase and consumption of electricity from renewable energy sources	MJ	0	0	0
	Purchase and consumption of heating	MJ	Not available	Not available	Not available
	Total energy consumption within Angelo Po Grandi Cucine Spa	MJ	39,976,654.78	30,798,815.92	26,995,014.39
	Angelo Po France				
	Fuel consumption within the organization from non-renewable energy sources	MJ	Not available	Not available	Not available
	Natural gas	MJ	Not available	Not available	Not available
	Heating oil	MJ	Not available	Not available	Not available
	Diesel	MJ	Not available	Not available	Not available
	Unleaded petrol	MJ	Not available	Not available	Not available
	Fuel consumption within the organization from renewable energy sources	MJ	Not available	Not available	Not available
	Purchase and consumption of electricity from non-renewable energy sources	MJ	54,320.40	49,534.20	52,272.00
	Purchase and consumption of electricity from renewable energy sources	MJ	0	0	0
	Purchase and consumption of heating	MJ	Not available	Not available	Not available
	Total energy consumption within Angelo Po France	MJ	54,320.40	49,534.20	52,272.00

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MATERIAL TOPIC: CLIMATE

GRI STANDARDS 2021	DISCLOSURE	UNIT OF MEASUREMENT	2021	2022	2023
GRI 302-1	Angelo Po Iberica S.L.U				
	Fuel consumption within the organization from non-renewable energy sources	MJ	Not available	Not available	Not available
	Natural gas	MJ	Not available	Not available	Not available
	Heating oil	MJ	Not available	Not available	Not available
	Diesel	MJ	Not available	Not available	Not available
	Unleaded petrol	MJ	Not available	Not available	Not available
	Fuel consumption within the organization from renewable energy sources	MJ	Not available	Not available	Not available
	Purchase and consumption of electricity from non-renewable energy sources	MJ	50,821.20	61,405.20	58,744.80
	Purchase and consumption of electricity from renewable energy sources	MJ	0	0	0
	Purchase and consumption of heating	MJ	Not available	Not available	Not available
	Total energy consumption within Angelo Po Iberica S.L.U	MJ	508,21.20	61,405.20	58,744.80
	Cornelius Tianjin Co. Ltd				
	Fuel consumption within the organization from non-renewable energy sources	MJ	47,388.00	33,588.00	42,242.00
	Natural gas	MJ	Not available	Not available	Not available
	Heating oil	MJ	Not available	Not available	Not available
	Diesel	MJ	22,800.00	20,900.00	24,700.00
	Unleaded petrol	MJ	24,588.00	12,688.00	17,542.00
	Fuel consumption within the organization from renewable energy sources	MJ	0	0	0
	Purchase and consumption of electricity from non-renewable energy sources	MJ	4,045,356.00	3,840,242.40	3,932,791.20
	Purchase and consumption of electricity from renewable energy sources	MJ	0	0	0
	Purchase and consumption of heating	MJ	1,990,000.00	1,932,000.00	2,658,000.00
	Total energy consumption within Cornelius Tianjin Co. Ltd	MJ	6,082,744.00	5,805,830.40	6,633,033.20
	Cornelius Australia Pty Ltd				
	Fuel consumption within the organization from non-renewable energy sources	MJ	Not available	Not available	Not available
	Natural gas	MJ	Not available	Not available	Not available
	Heating oil	MJ	Not available	Not available	Not available
	Diesel	MJ	Not available	Not available	Not available
	Unleaded petrol	MJ	Not available	Not available	Not available
	Fuel consumption within the organization from renewable energy sources	MJ	Not available	Not available	Not available
	Purchase and consumption of electricity from non-renewable energy sources	MJ	183,326.40	183,326.40	187,815.60
	Purchase and consumption of electricity from renewable energy sources	MJ	0	0	0
	Purchase and consumption of heating	MJ	Not available	Not available	Not available
	Total energy consumption within Cornelius Australia Pty Ltd	MJ	183,326.40	183,326.40	187,815.60
	Marmon Food & Beverage Technologies India Private Limited				
	Fuel consumption within the organization from non-renewable energy sources	MJ	Not available	Not available	Not available
	Natural gas	MJ	Not available	Not available	Not available
	Heating oil	MJ	Not available	Not available	Not available
	Diesel	MJ	Not available	Not available	Not available
	Unleaded petrol	MJ	Not available	Not available	Not available
	Fuel consumption within the organization from renewable energy sources	MJ	Not available	Not available	Not available
	Purchase and consumption of electricity from non-renewable energy sources	MJ	Not available	Not available	1,501,736.40
	Purchase and consumption of electricity from renewable energy sources	MJ	Not available	Not available	0
	Purchase and consumption of heating	MJ	Not available	Not available	Not available
	Total energy consumption within Marmon Food & Beverage Technologies India Private Limited	MJ	Not available	Not available	1,501,736.40

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MATERIAL TOPIC: CLIMATE

GRI STANDARDS 2021	DISCLOSURE	UNIT OF MEASUREMENT	2021	2022	2023
GRI 302-1	Marmon Cornelius (Singapore) Pte. Ltd.				
	Fuel consumption within the organization from non-renewable energy sources	MJ	Not available	Not available	Not available
	Natural gas	MJ	Not available	Not available	Not available
	Heating oil	MJ	Not available	Not available	Not available
	Diesel	MJ	NoVt available	Not available	Not available
	Unleaded petrol	MJ	Not available	Not available	Not available
	Fuel consumption within the organization from renewable energy sources	MJ	Not available	Not available	Not available
	Purchase and consumption of electricity from non-renewable energy sources	MJ	Not available	Not available	7,534.00
	Purchase and consumption of electricity from renewable energy sources	MJ	Not available	Not available	0
	Purchase and consumption of heating	MJ	Not available	Not available	Not available
	Total energy consumption within Marmon Cornelius (Singapore) Pte. Ltd.	MJ	Not available	Not available	7,534.00
	Total energy consumption within the organization				
	Fuel consumption within the organization from non-renewable energy sources	MJ	55,863,333.65	76,421,338.37	42,748,909.94
	Natural gas	MJ	55,814,570.95	76,386,174.87	42,704,986.54
	Heating oil	MJ	0	0	0
	Diesel	MJ	24,174.70	22,475.50	26,381.40
	Unleaded petrol	MJ	24,588.00	12,688.00	17,542.00
	Fuel consumption within the organization from renewable energy sources	MJ	0	0	0
	Purchase and consumption of electricity from non-renewable energy sources	MJ	76,200,537.52	80,760,962.20	78,841,791.60
	Purchase and consumption of electricity from renewable energy sources	MJ	0	2,097,561.28	3,347,857.55
	Purchase and consumption of heating	MJ	1,990,000.00	1,932,000.00	2,658,000.00

Notes:

- Energy consumption data for 2021, 2022 and 2023 were available from: Marmon Link, Marmon Renew, Marmon Foodservice Technologies US, Marmon Foodservice Technologies Mexico, Marmon Foodservice Manufacturing s.r.o., Catequip, Angelo Po Grandi Cucine Spa, Angelo Po France, Angelo Po Iberica S.L.U, Cornelius Tianjin Co. Ltd, Cornelius Australia Pty Ltd, Marmon Food & Beverage Technologies India Private Limited Marmon Cornelius (Singapore) Pte. Ltd. (data available only for 2023).
- The consumption energy data for Marmon Food & Beverage Technologies India Private Limited is approximate and represents units consumed. It should be noted that electricity is not paid separately, but is included in the warehouse charges.
- Marmon Foodservice Technologies uses internal procedures for recording fuel and electricity consumption to monitor energy consumption.
- Due to data availability, 2021 was chosen as the base year for calculating energy consumption.
- Conversion factors, based on DEFRA (UK Department for Environment, Food and Rural Affairs), have been used for the calculation of energy consumption.

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MATERIAL TOPIC: CLIMATE

GRI STANDARDS 2021	DISCLOSURE	UNIT OF MEASUREMENT	2021	2022	2023
	Marmon Foodservice Technologies				
	Direct Emissions (Scope 1)				
	Marmon Link				
	Total direct greenhouse gas emissions	t CO ₂ e	274.10	274.10	129.65
	Biogenic CO ₂ emissions	t CO ₂ e	0	0	0
	Marmon Renew				
	Total direct greenhouse gas emissions	t CO ₂ e	1,404.90	1,646.80	314.13
	Biogenic CO ₂ emissions	t CO ₂ e	0	0	0
	Marmon Foodservice Technologies US				
	Total direct greenhouse gas emissions	t CO ₂ e	2,146.70	2,160.50	3,830.96
	Biogenic CO ₂ emissions	t CO ₂ e	0	0	0
	Marmon Foodservice Technologies MEXICO				
	Total direct greenhouse gas emissions	t CO ₂ e	862.20	881.40	759.20
	Biogenic CO ₂ emissions	t CO ₂ e	0	0	0
	Cornelius Latin America				
	Total direct greenhouse gas emissions	t CO ₂ e	0	0	45.95
	Biogenic CO ₂ emissions	t CO ₂ e	0	0	0
	Marmon Beverage Technologies				
	Total direct greenhouse gas emissions	t CO ₂ e	101.50	98.80	98.80
	Biogenic CO ₂ emissions	t CO ₂ e	0	0	0
	Cornelius Deutschland GmbH				
	Total direct greenhouse gas emissions	t CO ₂ e	147.90	170.90	Not available
	Biogenic CO ₂ emissions	t CO ₂ e	0	0	Not available
	Marmon Foodservice Technologies Europe GmbH				
	Total direct greenhouse gas emissions	t CO ₂ e	96.20	96.20	96.20
	Biogenic CO ₂ emissions	t CO ₂ e	0	0	0
	Marmon Foodservice Technologies UK Ltd				
	Total direct greenhouse gas emissions	t CO ₂ e	9.80	9.80	Not available
	Biogenic CO ₂ emissions	t CO ₂ e	0	0	Not available
	Marmon Foodservice Manufacturing s.r.o.				
	Total direct greenhouse gas emissions	t CO ₂ e	596.40	566.10	905.50
	Biogenic CO ₂ emissions	t CO ₂ e	0	0	0
	Cornelius Italia Srl				
	Total direct greenhouse gas emissions	t CO ₂ e	101.70	101.70	101.70
	Biogenic CO ₂ emissions	t CO ₂ e	0	0	0
	Cornelius Hellas Single Member				
	Total direct greenhouse gas emissions	t CO ₂ e	0.60	0.60	10.70
	Biogenic CO ₂ emissions	t CO ₂ e	0	0	0
	Catequip				
	Total direct greenhouse gas emissions	t CO ₂ e	364.00	232.80	242.90
	Biogenic CO ₂ emissions	t CO ₂ e	0	0	0

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MATERIAL TOPIC: CLIMATE

GRI STANDARDS 2021	DISCLOSURE	UNIT OF MEASUREMENT	2021	2022	2023
	Marmon Foodservice Technologies				
	Direct Emissions (Scope 1)				
	Angelo Po Grandi Cucine Spa				
	Total direct greenhouse gas emissions	t CO ₂ e	1,726.30	958.70	809.40
	Biogenic CO ₂ emissions	t CO ₂ e	2.80	0	0
	Angelo Po France				
	Total direct greenhouse gas emissions	t CO ₂ e	101.70	101.70	0.005
	Biogenic CO ₂ emissions	t CO ₂ e	0	0	0
	Angelo Po Iberica S.L.U				
	Total direct greenhouse gas emissions	t CO ₂ e	101.70	101.70	101.70
	Biogenic CO ₂ emissions	t CO ₂ e	0	0	0
	Prince Castle Kitchen Shanghai				
	Total direct greenhouse gas emissions	t CO ₂ e	192.40	192.40	192.40
	Biogenic CO ₂ emissions	t CO ₂ e	0	0	0
	Cornelius Tianjin Co. Ltd				
	Total direct greenhouse gas emissions	t CO ₂ e	2,258.80	2,258.80	2,606.28
	Biogenic CO ₂ emissions	t CO ₂ e	0	0	0
	Cornelius Australia Pty Ltd				
	Total direct greenhouse gas emissions	t CO ₂ e	9.80	9.80	9.80
	Biogenic CO ₂ emissions	t CO ₂ e	0	0	0
	Marmon Cornelius (Singapore) Pte. Ltd.				
	Total direct greenhouse gas emissions	t CO ₂ e	192.30	192.30	192.30
	Biogenic CO ₂ emissions	t CO ₂ e	0	0	0
	Angelo Po Trading Shanghai Co. Ltd				
	Total direct greenhouse gas emissions	t CO ₂ e	96.20	96.20	96.20
	Biogenic CO ₂ emissions	t CO ₂ e	0	0	0
	Total Direct Emissions (Scope 1)				
	Total direct greenhouse gas emissions	t CO ₂ e	10,785.20	10,151.30	10,543.78
	Biogenic CO ₂ emissions	t CO ₂ e	2.80	0	0

- Notes:
- Due to data availability and completeness, 2021 was chosen as the base year for calculating GHG emissions.
 - The gases included in the calculation of greenhouse gas emissions were CO₂, CH₄, N₂O, NO_x, SO₂
 - Conversion factors based on DEFRA have been used to calculate greenhouse gas emissions.

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MATERIAL TOPIC: CLIMATE

GRI STANDARDS 2021	DISCLOSURE	UNIT OF MEASUREMENT	2021	2022	2023
	Marmon Foodservice Technologies				
	Indirect emissions from energy consumption (Scope 2)				
	Marmon Link				
	Indirect greenhouse gas emissions (Scope 2 location based)	t CO ₂ e	198.40	630.40	406.00
	Indirect greenhouse gas emissions (Scope 2 market based)	t CO ₂ e	Not available	Not available	Not available
	Marmon Renew				
	Indirect greenhouse gas emissions (Scope 2 location based)	t CO ₂ e	249.50	285.70	228.27
	Indirect greenhouse gas emissions (Scope 2 market based)	t CO ₂ e	Not available	Not available	Not available
	Marmon Foodservice Technologies US				
	Indirect greenhouse gas emissions (Scope 2 location based)	t CO ₂ e	1,885.90	2,067,00	1,040.58
	Indirect greenhouse gas emissions (Scope 2 market based)	t CO ₂ e	Not available	Not available	Not available
	Marmon Foodservice Technologies MEXICO				
	Indirect greenhouse gas emissions (Scope 2 location based)	t CO ₂ e	9,070.70	9,514.90	9,254.60
	Indirect greenhouse gas emissions (Scope 2 market based)	t CO ₂ e	Not available	Not available	Not available
	Cornelius Latin America				
	Indirect greenhouse gas emissions (Scope 2 location based)	t CO ₂ e	0.70	11.70	53.30
	Indirect greenhouse gas emissions (Scope 2 market based)	t CO ₂ e	Not available	Not available	Not available
	Marmon Beverage Technologies				
	Indirect greenhouse gas emissions (Scope 2 location based)	t CO ₂ e	1.30	0.60	0.60
	Indirect greenhouse gas emissions (Scope 2 market based)	t CO ₂ e	Not available	Not available	Not available
	Cornelius Deutschland GmbH				
	Indirect greenhouse gas emissions (Scope 2 location based)	t CO ₂ e	76.80	76.80	Not available
	Indirect greenhouse gas emissions (Scope 2 market based)	t CO ₂ e	Not available	Not available	Not available
	Marmon Foodservice Technologies Europe GmbH				
	Indirect greenhouse gas emissions (Scope 2 location based)	t CO ₂ e	76.80	76.80	16.47
	Indirect greenhouse gas emissions (Scope 2 market based)	t CO ₂ e	Not available	Not available	Not available
	Marmon Foodservice Manufacturing s.r.o.				
	Indirect greenhouse gas emissions (Scope 2 location based)	t CO ₂ e	245.60	228.30	257.76
	Indirect greenhouse gas emissions (Scope 2 market based)	t CO ₂ e	Not available	Not available	Not available
	Cornelius Italia Srl				
	Indirect greenhouse gas emissions (Scope 2 location based)	t CO ₂ e	40.70	40.70	2.80
	Indirect greenhouse gas emissions (Scope 2 market based)	t CO ₂ e	Not available	Not available	Not available
	Cornelius Hellas Single Member				
	Indirect greenhouse gas emissions (Scope 2 location based)	t CO ₂ e	3.30	1.90	1.31
	Indirect greenhouse gas emissions (Scope 2 market based)	t CO ₂ e	Not available	Not available	Not available
	Catequip				
	Indirect greenhouse gas emissions (Scope 2 location based)	t CO ₂ e	5.70	3.70	3.40
	Indirect greenhouse gas emissions (Scope 2 market based)	t CO ₂ e	Not available	Not available	Not available
	Angelo Po Grandi Cucine Spa				
	Indirect greenhouse gas emissions (Scope 2 location based)	t CO ₂ e	929.20	1,020.50	2,127.60
	Indirect greenhouse gas emissions (Scope 2 market based)	t CO ₂ e	Not available	Not available	Not available

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MATERIAL TOPIC: CLIMATE

GRI STANDARDS 2021	DISCLOSURE	UNIT OF MEASUREMENT	2021	2022	2023
	Marmon Foodservice Technologies				
	Indirect emissions from energy consumption (Scope 2)				
GRI 305-2	Angelo Po France				
	Indirect greenhouse gas emissions (Scope 2 location based)	t CO ₂ e	6.50	6.00	0.66
	Indirect greenhouse gas emissions (Scope 2 market based)	t CO ₂ e	Not available	Not available	Not available
	Angelo Po Iberica S.L.U				
	Indirect greenhouse gas emissions (Scope 2 location based)	t CO ₂ e	6.10	8.10	2.41
	Indirect greenhouse gas emissions (Scope 2 market based)	t CO ₂ e	Not available	Not available	Not available
	Prince Castle Kitchen Shanghai				
	Indirect greenhouse gas emissions (Scope 2 location based)	t CO ₂ e	178.60	164.10	46.40
	Indirect greenhouse gas emissions (Scope 2 market based)	t CO ₂ e	Not available	Not available	Not available
	Cornelius Tianjin Co. Ltd				
	Indirect greenhouse gas emissions (Scope 2 location based)	t CO ₂ e	688.20	653.30	668.30
	Indirect greenhouse gas emissions (Scope 2 market based)	t CO ₂ e	Not available	Not available	Not available
	Cornelius Australia Pty Ltd				
	Indirect greenhouse gas emissions (Scope 2 location based)	t CO ₂ e	27.20	30.30	32.19
	Indirect greenhouse gas emissions (Scope 2 market based)	t CO ₂ e	Not available	Not available	Not available
	Marmon Food & Beverage Technologies India Private Limited				
	Indirect greenhouse gas emissions (Scope 2 location based)	t CO ₂ e	264.40	264.40	298.80
	Indirect greenhouse gas emissions (Scope 2 market based)	t CO ₂ e	Not available	Not available	Not available
	Marmon Cornelius (Singapore) Pte. Ltd.				
	Indirect greenhouse gas emissions (Scope 2 location based)	t CO ₂ e	9.00	3.70	9.40
	Indirect greenhouse gas emissions (Scope 2 market based)	t CO ₂ e	Not available	Not available	Not available
	Angelo Po Trading Shanghai Co Ltd				
	Indirect greenhouse gas emissions (Scope 2 location based)	t CO ₂ e	138.70	138.70	39.22
	Indirect greenhouse gas emissions (Scope 2 market based)	t CO ₂ e	Not available	Not available	Not available
	Total Indirect emissions from energy consumption (Scope 2)				
	Indirect greenhouse gas emissions (Scope 2 location based)	t CO ₂ e	14,103.30	15,227.60	14,510.07
	Indirect greenhouse gas emissions (Scope 2 market based)	t CO ₂ e	Not available	Not available	Not available

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MATERIAL TOPIC: CLIMATE

GRI STANDARDS 2021	DISCLOSURE	UNIT OF MEASUREMENT	2021	2022	2023
	Marmon Foodservice Technologies				
	Other Indirect Emissions (Scope 3)				
GRI 305-3	Marmon Link				
	Other indirect (Scope 3) GHG emission	t CO ₂ e	522.10	1,390.40	10,364.60
	Marmon Renew				
	Other indirect (Scope 3) GHG emission	t CO ₂ e	4,416.00	4,689.00	6,952.00
	Marmon Foodservice Technologies – USA				
	Other indirect (Scope 3) GHG emission	t CO ₂ e	924,739.40	715,649.00	493,710.90
	Marmon Foodservice Technologies – MEXICO				
	Other indirect (Scope 3) GHG emission	t CO ₂ e	9,070.70	9,514.90	9,254.60
	Cornelius Latin America				
	Other indirect (Scope 3) GHG emission	t CO ₂ e	2,503.80	2,547.40	2,159.60
	Marmon Beverage Technologies				
	Other indirect (Scope 3) GHG emission	t CO ₂ e	29.10	26.00	80.60
	Cornelius Deutschland GmbH				
	Other indirect (Scope 3) GHG emission	t CO ₂ e	13,357.90	11,909.60	15,146.08
	Marmon Foodservice Technologies Europe GmbH				
	Other indirect (Scope 3) GHG emission	t CO ₂ e	1,837.20	407.80	790.10
	Marmon Foodservice Technologies UK Ltd				
	Other indirect (Scope 3) GHG emission	t CO ₂ e	109.70	73.70	104.60
	Marmon Foodservice Manufacturing s.r.o.				
	Other indirect (Scope 3) GHG emission	t CO ₂ e	49,230.50	43,691.20	51,617.10
	Cornelius Italia Srl				
	Other indirect (Scope 3) GHG emission	t CO ₂ e	47.80	47.80	11.50
	Cornelius Hellas Single Member				
	Other indirect (Scope 3) GHG emission	t CO ₂ e	25.70	27.30	25.60
	Catequip				
	Other indirect (Scope 3) GHG emission	t CO ₂ e	885.00	990.00	840.70
	Angelo Po Grandi Cucine Spa				
	Other indirect (Scope 3) GHG emission	t CO ₂ e	868,478.10	887,188.10	883,615.00
	Angelo Po France				
	Other indirect (Scope 3) GHG emission	t CO ₂ e	27.90	27.20	20.00
	Angelo Po Iberica S.L.U				
	Other indirect (Scope 3) GHG emission	t CO ₂ e	17.20	19.10	11.40
	Prince Castle Kitchen Shanghai				
	Other indirect (Scope 3) GHG emission	t CO ₂ e	327.80	288.70	59.90
	Cornelius Tianjin Co. Ltd				
	Other indirect (Scope 3) GHG emission	t CO ₂ e	648,308.80	636,107.9	1,181,877.90
	Cornelius Australia Pty Ltd				
	Other indirect (Scope 3) GHG emission	t CO ₂ e	27.20	30.20	32.19

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MATERIAL TOPIC: CLIMATE

GRI STANDARDS 2021	DISCLOSURE	UNIT OF MEASUREMENT	2021	2022	2023
	Marmon Foodservice Technologies				
	Other Indirect Emissions (Scope 3)				
GRI 305-3	Marmon Food & Beverage Technologies India Private Limited				
	Other indirect (Scope 3) GHG emission	t CO ₂ e	264.40	264.40	298.80
	Marmon Cornelius (Singapore) Pte. Ltd.				
	Other indirect (Scope 3) GHG emission	t CO ₂ e	78.20	74.20	68.40
	Angelo Po Trading Shanghaic Co. Ltd				
	Other indirect (Scope 3) GHG emission	t CO ₂ e	210.30	210.30	0.00
	Total Other Indirect Emissions (Scope 3)				
	Other indirect (Scope 3) GHG emission	t CO ₂ e	6,177,857.40	7,120,138.80	5,898,036.98
	Upstream				
	Purchased goods and services	t CO ₂ e	180,537.70	200,281.10	196,496.10
	Capital goods	t CO ₂ e	0.00	0.00	8.00
	Fuel-and energy-related activities	t CO ₂ e	20,034.20	21,791.80	0.00
	Upstream transportation and distribution	t CO ₂ e	3,512.00	3,725.70	3,755.90
	Waste generated in operations	t CO ₂ e	247.50	249.20	286.43
	Business travel	t CO ₂ e	202.50	214.60	228.20
	Employee commuting	t CO ₂ e	5,027.80	5,349.50	5,012.70
	Upstream leased assets	t CO ₂ e	0.00	0.00	0.00
	Downstream				
	Downstream transportation and distribution	t CO ₂ e	11,330.30	12,827.60	13,064.50
	Processing of sold products	t CO ₂ e	0.00	0.00	0.00
	Use of sold products	t CO ₂ e	5,954,353.70	6,873,313.65	5,674,470.95
	End-of-life treatment of sold products	t CO ₂ e	2,612.40	2,383.60	4,742.04
	Downstream leased assets	t CO ₂ e	0.00	0.00	0.00
	Franchises	t CO ₂ e	0.00	0.00	0.00
	Investments	t CO ₂ e	0.00	0.00	0.00

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MATERIAL TOPIC: BIODIVERSITY

GRI STANDARDS 2021	DISCLOSURE	UNIT OF MEASUREMENT	CATEGORY	2021	2022	2023
GRI 301-1	Materials used by weight or volume					
	Marmon Link					
	Material used					
	Non-renewable materials used	t	Non-renewable	8,566.00	11,787.00	6,152.00
	Renewable materials used (plastic bags and cardboard)	t	Renewable	Not available	Not available	Not available
	Total Material used					
	Total materials used	t	Non-renewable & Renewable	8,566.00	11,787.00	6,152.00
	Cornelius Latin America					
	Material used					
	Non-renewable materials used	t	Non-renewable	1,705.00	2,058.00	1,683.00
	Renewable materials used (plastic bags and cardboard)	t	Renewable	Not available	Not available	Not available
	Total Material used					
	Total materials used	t	Non-renewable & Renewable	1,705.00	2,058.00	1,683.00
	Marmon Foodservice Manufacturing s.r.o.					
	Material used					
	Non-renewable materials used	t	Non-renewable	Not available	21.80	20.50
	Renewable materials used (plastic bags and cardboard)	t	Renewable	Not available	10.00	18.00
	Total Material used					
	Total materials used	t	Non-renewable & Renewable	Not available	31.80	38.50
	Cornelius Deutschland GmbH					
	Material used					
	Non-renewable materials used	t	Non-renewable	1,956.79	2,275.08	1,955.70
	Renewable materials used (plastic bags and cardboard)	t	Renewable	89,03	119,89	120.73
	Total Material used					
	Total materials used	t	Non-renewable & Renewable	2,045.82	2,394.97	2,076.43
	Cornelius Tianjin Co. Ltd					
	Material used					
	Non-renewable materials used	t	Non-renewable	2,944.45	1,902.71	2,315.21
	Renewable materials used (plastic bags and cardboard)	t	Renewable	504.80	295.56	356.17
	Total Material used					
	Total materials used	t	Non-renewable & Renewable	3,449.25	2,198,27	2,671.38
	Catequip					
	Material used					
	Non-renewable materials used	t	Non-renewable	Not available	Not available	Not available
	Renewable materials used (plastic bags and cardboard)	t	Renewable	15.10	9.69	3.85
	Total Material used					
	Total materials used	t	Non-renewable & Renewable	15.10	9.69	3.85

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MATERIAL TOPIC: BIODIVERSITY

GRI STANDARDS 2021	DISCLOSURE	UNIT OF MEASUREMENT	CATEGORY	2021	2022	2023
GRI 301-1	Materials used by weight or volume					
	Angelo Po Grandi Cucine Spa					
	Material used					
	Non-renewable materials used	t	Non-renewable	1,337.10	1,279.40	1,220.60
	Renewable materials used (plastic bags and cardboard)	t	Renewable	38.78	47.20	46.60
	Total Material used					
	Total materials used	t	Non-renewable & Renewable	1,375.88	1,326.60	1,267.20
	Marmon Food & Beverage Technologies India Private Limited					
	Material used					
	Non-renewable materials used	t	Non-renewable	0.08	0.08	0.20
	Renewable materials used (plastic bags and cardboard)	t	Renewable	0.42	0.59	1.31
	Total Material used					
	Total materials used	t	Non-renewable & Renewable	0.50	0.67	1.51
	Marmon Cornelius Singapore Pte. Ltd.					
	Material used					
	Non-renewable materials used	t	Non-renewable	55.00	45.00	60.00
	Renewable materials used (plastic bags and cardboard)	t	Renewable	390.00	486.00	575.00
	Total Material used					
	Total materials used	t	Non-renewable & Renewable	445.00	531.00	635.00
	Marmon Foodservice Technologies					
	Material used					
	Non-renewable materials used	t	Non-renewable	16,564.42	19,369.07	13,407.21
	Renewable materials used (plastic bags and cardboard)	t	Renewable	1,038.13	968.93	1,119.66
	Total Material used					
	Total materials used	t	Non-renewable & Renewable	17,602.55	20,338.00	14,526.87

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6.3 ESG Performance Indicators (KPIs)

MATERIAL TOPIC: BIODIVERSITY

GRI STANDARDS 2021	DISCLOSURE	UNIT OF MEASUREMENT	2022			2023			
			Waste generated	Waste diverted from disposal	Waste directed to disposal	Waste generated	Waste diverted from disposal	Waste directed to disposal	
	Waste by composition, in metric tons								
GRI 306-3	Marmon Foodservice Technologies - USA								
	Hazardous waste	t	Not available	Not available	Not available	72.33	Not available	Not available	
	Electric equipment	t	Not available	Not available	Not available	72.33	Not available	Not available	
	Non-hazardous waste	t	Not available	Not available	Not available	0.00	Not available	Not available	
	Total waste	t	Not available	Not available	Not available	72.33	Not available	Not available	
	Marmon Foodservice Technologies - Mexico								
	Hazardous waste	t	Not available	Not available	Not available	155.18	Not available	Not available	
	Electric equipment	t	Not available	Not available	Not available	155.18	Not available	Not available	
	Non-hazardous waste	t	Not available	Not available	Not available	0.00	Not available	Not available	
	Total waste	t	Not available	Not available	Not available	155.18	Not available	Not available	
	Marmon Foodservice Manufacturing s.r.o.								
	Hazardous waste	t	Not available	Not available	Not available	0.28	Not available	Not available	
	Packaging containing residues of hazardous substances or packaging contaminated with these substances (hazardous waste)	t	Not available	Not available	Not available	0.18	Not available	Not available	
	Absorption agents, filter materials (including oil filters not otherwise specified), cleaning fabrics and protective clothing contaminated with hazardous substances (hazardous waste)	t	Not available	Not available	Not available	0.10	Not available	Not available	
	Non-hazardous waste	t	285.72	Not available	Not available	243.98	Not available	Not available	
	Plastic waste	t	7.65	Not available	Not available	Not available	Not available	Not available	
	Sawdust and shavings of ferrous metals	t	Not available	Not available	Not available	27.29	Not available	Not available	
	Paper and cardboard packaging	t	62.95	Not available	Not available	67.91	Not available	Not available	
	Plastic packaging	t	4.10	Not available	Not available	4.36	Not available	Not available	
	Wooden packaging	t	57.80	Not available	Not available	57.48	Not available	Not available	
	Mixed packaging	t	21.20	Not available	Not available	28.30	Not available	Not available	
	Copper, bronze, brass	t	0.17	Not available	Not available	0.45	Not available	Not available	
	Aluminium	t	0.01	Not available	Not available	Not available	Not available	Not available	
	Zinc	t	0.01	Not available	Not available	Not available	Not available	Not available	
	Iron and steel	t	59.98	Not available	Not available	11.72	Not available	Not available	
	Mixed metals	t	19.17	Not available	Not available	Not available	Not available	Not available	
	Mixed municipal waste	t	52.03	Not available	Not available	46.47	Not available	Not available	
	Bulky waste	t	0.64	Not available	Not available	Not available	Not available	Not available	
	Total waste	t	285.80	Not available	Not available	244.26	Not available	Not available	

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6.3 ESG Performance Indicators (KPIs)

MATERIAL TOPIC: BIODIVERSITY

GRI STANDARDS 2021	DISCLOSURE	UNIT OF MEASUREMENT	2022			2023			
			Waste generated	Waste diverted from disposal	Waste directed to disposal	Waste generated	Waste diverted from disposal	Waste directed to disposal	
	Waste by composition, in metric tons								
GRI 306-3	Cornelius Tianjin Co. Ltd								
	Hazardous waste	t	Not available	0.95	Not available	0.14	0.14	Not available	
	Waste circuit boards	t	Not available	Not available	Not available	0.00	0.00	0.00	
	Waste oil-laden packaging	t	Not available	Not available	Not available	0.01	0.01	0.00	
	Spent engine oil	t	Not available	0.09	0.00	0.11	0.11	0.00	
	Waste plastic empty bottles	t	Not available	0.005	0.00	0.01	0.01	0.00	
	Waste oil-impregnated fittings	t	Not available	Not available	Not available	0.02	0.02	0.00	
	Waste 5 liter iron drum	t	Not available	Not available	Not available	0.00	0.00	0.00	
	Non-hazardous waste	t	15.58	15.58	Not available	13.54	13.54	Not available	
	Waste cardboard	t	15.58	15.58	Not available	13.54	13.54	Not available	
	Total waste	t	15.58	15.67	Not available	13.68	13.68	Not available	
	Marmon Foodservice Technologies								
	Hazardous waste	t	Not available	Not available	Not available	227.93	0.14	Not available	
	Non-hazardous waste	t	301.30	15.58	Not available	257.52	13.54	Not available	
	Total waste	t	301.47	15.67	Not available	485.45	13.68	Not available	

Note: Marmon Foodservice Technologies has calculated the non-hazardous waste in amate. In 2024, non-hazardous will include quantities of red copper, brass, stainless iron, stainless steel, iron, aluminum, plastic waste, cardboard waste, wooden pallet waste, and foam waste. The last four are expected to be more prevalent than others in 2024.

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6.3 ESG Performance Indicators (KPIs)

MATERIAL TOPIC: HEALTH AND SAFETY

GRI STANDARDS 2021	DISCLOSURE	UNIT OF MEASUREMENT	2021	2022	2023
GRI 403-8	Marmon Foodservice Technologies				
	Management system				
	Employees and workers who are not employees but whose work and/or workplace is controlled by the organization				
	Total number	#	2,386	2,412	2,230
	Number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by a H&S management system				
	Number	#	2,386	2,412	2,230
	Percentage	%	100.00	100.00	100.00
	Number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by a H&S management system that has been internally audited				
	Number	#	2,386	2,412	2,230
	Percentage	%	100.00	100.00	100.00
	Number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by a H&S management system that has been audited or certified by an external party				
	Number	#	225	229	220
	Percentage	%	9,43	9,49	9,87

Note: The employees of Angelo Po Grandi Cucine Spa are covered by ISO 140001, which is verified by a third external party.

GRI STANDARDS 2021	DISCLOSURE	UNIT OF MEASUREMENT	2021	2022	2023
GRI 403-9	Marmon Foodservice Technologies				
	Work-related injuries				
	Employees				
	Number of hours worked	#	574,149.45	582,459.13	583,706.85
	Number of fatalities as a result of work-related injury	#	0	0	0
	Rate of fatalities as a result of work-related injury	%	0	0	0
	Number of high-consequence work-related injuries (excluding fatalities)	#	0	1	0
	Rate of high-consequence work-related injuries (excluding fatalities)	%	0	1.7	0
	Number of recordable work-related injuries	#	9	10	19
	Rate of recordable work-related injuries (IR)	%	15.68	17.17	32.55
	All workers who are not employees but whose work and/or workplace is controlled by the organization				
	Number of hours worked	#	7,488	7,488	7,488
	Number of fatalities as a result of work-related injury	#	0	0	0
	Rate of fatalities as a result of work-related injury	%	0	0	0
	Number of high-consequence work-related injuries (excluding fatalities)	#	0	1	0
	Rate of high-consequence work-related injuries (excluding fatalities)	%	0	133.55	0
	Number of recordable work-related injuries	#	0	0	0
	Rate of recordable work-related injuries (IR)	%	0	0	0



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