

**RHEAVENDORS INDUSTRIES S.p.A.
(Rhea Vendors Group S.p.A.)**

For 65 years, Rhea has been designing and producing customized vending machines, and stands out for its top-level design, cutting-edge technology and Made in Italy excellence.

Rhea's history begins in 1960, when the Majer foundry, which supplied Alfa Romeo, Vespa and Olivetti, built the first chewing-gum ball dispenser, an icon of the 1960s. The entrepreneurial ability of the founder Aldo Doglioni Majer focused on vending machines and Rhea is the leading Italian manufacturer of machines for hot and cold drinks and snacks. Over the years, attention to design and innovation, the ability to customize, together with the constant search for quality, have allowed it to create cutting-edge solutions and establish itself internationally as an excellence of Made in Italy.

From a player in the vending world to a pioneer in the use of automatic distribution in the new retail, hôtellerie and out of home sectors, Rhea has confirmed its vocation over the years to interpret and anticipate a constantly evolving market with solutions that revolutionize the concept of hospitality, increasing the value of the coffee break experience.

Sustainability has always been one of the founding pillars of the company, understood both as respect for the environment, but also and above all for people. Following this principle, Rhea shares the value of creating and maintaining safe opportunities and promoting an inclusive labor market. Its daily commitment is to do business in a sustainable way, transferring the values of each person in the company into the product, so that it can contribute to improving the quality of life of those who use it, offering a unique consumer experience. Sustainable development, responsible use of raw materials, absolute compliance with regulations on environmental impacts and training and information of employees on environmental aspects are the basic principles of the environmental policy pursued by Rhea.

Attention to the environment:

- With correct and wasteless use of resources and raw materials;
- Continuous updating on environmental constraints to ensure compliance;
- Constant training for all employees on environmental issues;
- Collaborate with customers and suppliers to implement good practices for sustainability;
- Minimize existing risks and environmental impacts deriving from the activity (climate, pollution, availability of resources and biodiversity, external suppliers).

Safety in the workplace:

- Ensure worker satisfaction through continuous improvement of working conditions, respecting the principles of social responsibility and enhancing its human resources through attention to aspects related to personal safety and workplace safety.

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Respect for social sustainability and fundamental work requirements:

- Adoption of the Code of Ethics drawn up in 2020 and constantly updated (last revision: March 2025);
- Punctual application of the CCNL and national legislation regarding work requirements;
- Non-application of discrimination based on ethnicity, sex, religion, political or trade union affiliation;
- UNI PdR 125:2022 certification specific to the topic of gender equality and dedicated policy regarding Diversity and Inclusion.

And that's because Rhea recognizes its employees and collaborators as the most important corporate asset;

Product and process quality:

- Strong inclination to product innovation, ensuring an excellent level of quality, strong attention to recyclability and in general to the product life cycle;
- Regulatory compliance of the product constantly monitored through notified bodies and accredited laboratories/of third party;
- Monitoring of processes and products to improve efficiency and compliance;
- Development of skills and involvement;
- Close collaboration with strategic suppliers;
- Over twenty years of certification in accordance with UNI EN ISO 9001:2015 for international compliance.

The commitment of the Board of Directors is therefore aimed at ensuring:

- Satisfaction of stakeholders and shareholders;
- Listening to the Customer and market evolution;
- Continuous improvement of processes;
- Financial resources to improve environmental conditions and workplace safety;

The Board of Directors is committed to taking on an increasingly active role in promoting and guiding all activities that influence quality, worker health and safety, the environment and the achievement of process and product performances necessary to always be competitive in the vending sector.

The importance of the individual role of all Rhea employees and collaborators in maintaining and improving the Company management system is emphasized.

Honesty, seriousness, correctness, care and dedication, in a word respect, both in the relationships between collaborators and in those with customers, partners or suppliers become principles that are an integral part of the daily business reality, and of which every person at Rhea is a proud ambassador.

June 2025


The Board of Directors
Rheavendors Industries S.p.A

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