

Dear Stakeholders,

2025 marks a significant turning point for CIAM—a milestone that represents not only an evolution, but also a new level of awareness in the way we create value.

In a complex and constantly changing economic environment, we have chosen to take a step forward in transparency and accountability by presenting our first Integrated Report. This document authentically reflects the way we do business, bringing together performance, responsibility, and future ambitions within a vision that places people at its core and aims to generate shared and lasting growth.

Despite the uncertainties affecting global markets, CIAM has demonstrated remarkable resilience, adaptability, and strategic foresight, closing the 2025 financial year with a 6% increase in revenue compared to the previous year. This achievement represents far more than a financial result alone. It reflects the strength of our business model, the trust of our customers and partners, and the daily commitment of the people who contribute to the company's success.

It is the result of deliberate choices, targeted investments, and our determination to strengthen our intellectual capital, transforming research and innovation into the driving force behind development that is not only competitive, but also sustainable.

Our identity remains deeply rooted in our local area, at our Petriggiano di Assisi production facility, where Italy's manufacturing tradition meets state-of-the-art industrial processes.

This heritage finds both continuity and broader expression in CIAM Milano, our experiential showroom on Via Pastrengo, where artisanal craftsmanship engages with cutting-edge technologies and leading figures from the international design community, transforming every challenge into solutions that seamlessly combine aesthetics and functionality.

As a natural extension of this growth journey, our horizons have expanded beyond national borders, taking on a new international dimen-

sion with the opening of CIAM USA in Miami. This strategic hub for the Americas strengthens our logistics and customer support capabilities while further promoting the excellence of Italian design within the Ho.Re.Ca. sector.

The Group's growth continued through the acquisition of Caméléon Concept, a long-standing French premium partner, creating new synergies by combining Italian manufacturing excellence with internationally recognized expertise.

A major milestone was reached in September 2025 with the establishment of CIAM INDUSTRIE, a holding company based in Umbria that currently represents an ambitious and well-structured industrial project, capable of bringing together complementary expertise and shared strategic vision.

Today, the Group operates as an integrated system comprising 11 brands and 470 employees, across more than 60,000 square metres of facilities located in Assisi, Milan, Padua, Brianza, Paris, San Francisco and Miami. This growth is not merely quantitative but qualitative, built on the complementarity of skills and the ability to deliver comprehensive solutions in sectors with the highest added value.

This structure supports an intensive Research & Development activity, which reached new milestones in 2025 with the introduction of patented technologies such as Crystal Sense, Defrost Line, Re-Clima, and YRIS, alongside 4MODE and NO-ICE, helping to reduce energy consumption while preserving product quality.

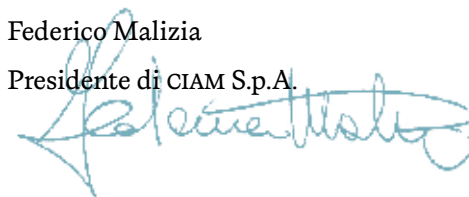
The integration of Artificial Intelligence and advanced environmental control systems has become a tangible tool for reducing waste, optimizing resource use, and contributing to the protection of Natural Capital.

It is within this vision that our continuous improvement journey takes shape: an approach that combines expertise, innovation and responsibility in the design and manufacturing of our solutions, helping to redefine the aesthetics and functionality of the Ho.Re.Ca. sector through a model focused on efficiency, quality and innovation.

Through this Integrated Report, we share not only the results we have achieved, but also the direction we have chosen to follow, fully aware that our progress is built every day through the contribution of our employees, partners, and stakeholders, to whom I extend my sincere gratitude.

Federico Malizia

Presidente di CIAM S.p.A.



33

Million euros of economic value generated

5,57

Million euros EBITDA

217

CIAM Employees, 84% on permanent contracts

85%

Production self-sufficiency

-41%

Reduction in electricity-related emissions

103

Suppliers compliant with environmental and social standards



WHO WE ARE

CIAM is an Italian company that, for over forty years, has been designing and manufacturing innovative solutions that combine design and technology for the hospitality and foodservice industry.

Our story began in Umbria, in Petignano di Assisi, where a passion for innovation and artisanal craftsmanship came together to create products that furnish and enhance spaces around the world.

Today, CIAM is recognized as a benchmark for those seeking quality, reliability, and customization. Every project starts by listening to our clients' needs and evolves through the expertise of a team that believes in the value of collaboration and continuous growth.

With a showroom in Milan and an office in Miami, CIAM brings the excellence of Italian design beyond national borders, weaving together innovation, aesthetics, and functionality in every solution.

Our modern headquarters is the beating heart of a company that has remained firmly rooted in its origins while embracing an international vision.



OUR VALUES

WE BELIEVE IN THE
STRENGTH OF TEAMWORK
AND AUTHENTIC
RELATIONSHIPS

In the clarity of communication and the sharing of ideas, in the roots that connect us to our territory and our history, in the essence that drives us to eliminate waste and focus on what truly matters, and in the infinite as a continuous search for new possibilities.

OUR SCALE OF HARMONY

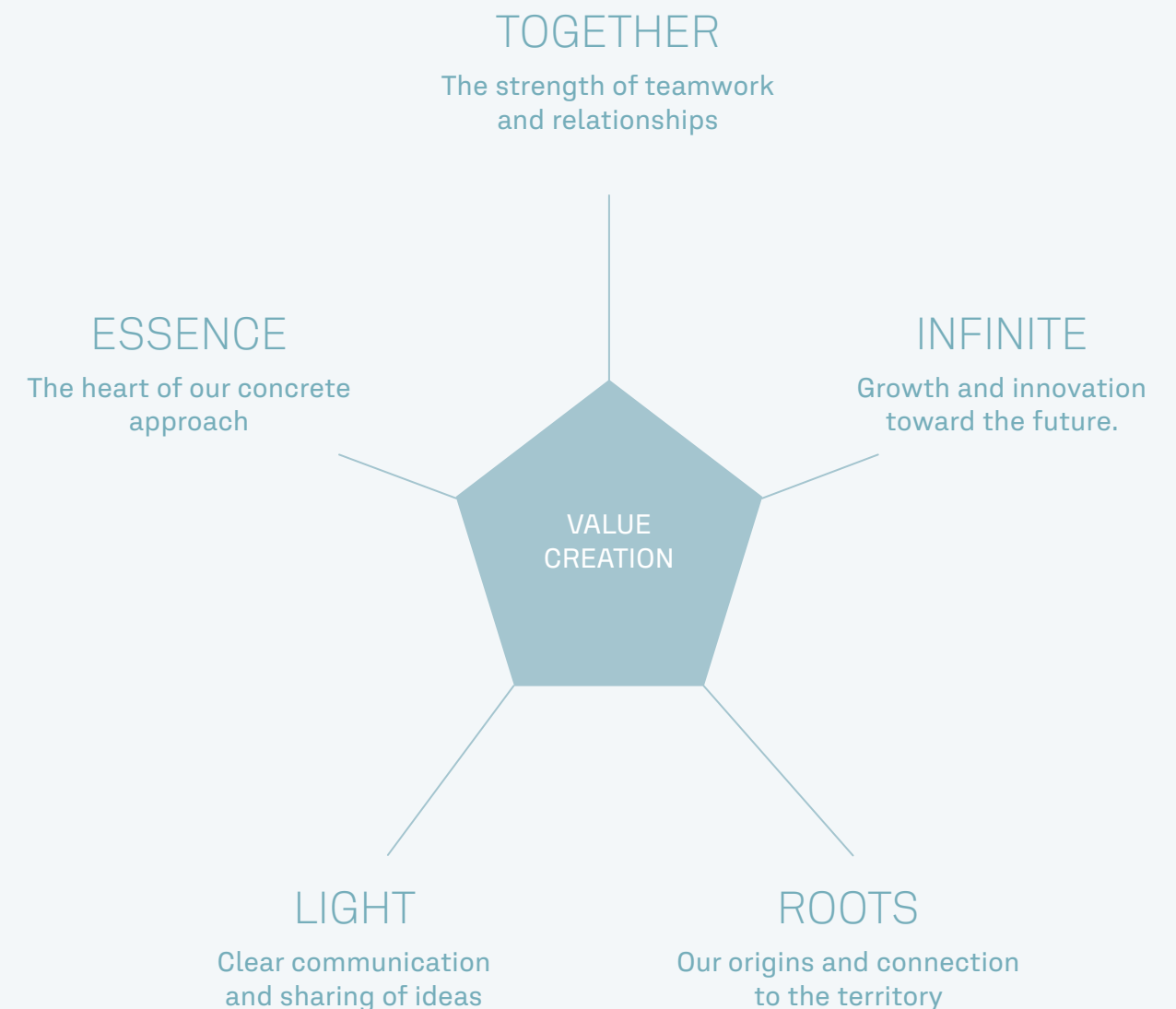
CIAM's corporate culture is built upon a system of values that guides every action and decision we make: the Scale of Harmony. Like the notes of a harmonious melody, these values are deeply interconnected and represent the very essence of CIAM's identity, serving as a reference point for the Company's growth, innovation and responsible development.

We believe in the strength of teamwork and authentic relationships; in the power of clear communication and knowledge sharing; in the roots that connect us to our local communities and heritage; in the essence that drives us to continuously improve the use of resources and focus on what truly matters; and in the concept of the infinite as an ongoing pursuit of new opportunities and possibilities.

People are at the heart of everything we do. We are committed to recognising merit and talent, fostering employee well-being and a strong sense of belonging, and promoting transparency and effective planning. We also believe that careful consideration of environmental, social and economic impacts is fundamental to driving sustainable innovation and long-term value creation.

Like a harmonious melody born from the synergy of different musical instruments, we bring together diverse perspectives, creating a unity greater than the sum of its parts.

These five values—**Together**, **Light**, **Roots**, **Essence**, **Infinite**—intertwine and reinforce one another, shaping a unique corporate culture capable of generating value for people, the territory, and all stakeholders.



STAKEHOLDER ENGAGEMENT

CIAM is committed to raising awareness among its employees, collaborators and stakeholders regarding the risks associated with its operational activities, enabling them to act responsibly and consciously while actively contributing to the achievement of the Company's short-, medium- and long-term objectives.

Employees and stakeholders are engaged through:

- Information, training and awareness-raising initiatives on the Integrated Management System and its implementation throughout the Organization
- Promotion of a proactive mindset, fostering a culture of sharing and continuous improvement to enhance awareness of each individual's role and responsibilities
- Ongoing communication with customers, suppliers, contractors and the relevant public authorities and regulatory bodies

