

# 2024

# SUSTAINABILITY REPORT







# Chairman's Letter

Dear Readers,

2024 was a year of ups and downs for the Everel Group. On the one hand, we achieved a significant increase in turnover – from 41 to 55,1 million euros – thanks to the contribution of the new motor line acquired the previous year from EBM Papst. On the other hand, the challenges associated with this production, which were much greater than anticipated by EBM itself, led to heavy losses, mainly due to the use of much more personnel than expected. Traditional production (switches, selectors, etc.) also suffered significant declines in efficiency. The geopolitical context certainly did not help, with the ongoing war in Ukraine penalising sales both in Ukraine itself and in Russia.

The white goods market has been sluggish, with lower than expected volumes, particularly in Germany, and the further consolidation caused by Beko's acquisition of Whirlpool has increased uncertainty for the time being. Let us not forget the initial statements by the American President on tariffs, a key issue in the first half of 2025, and the Chinese aggression which, having been blocked at least partially in the USA, is now flooding Europe with dumped products. In this context, Everel is nevertheless continuing with a major review of its production in order to recover 100% productivity and is seeking new opportunities for expansion and improvement of its product range. As regards the Group's commitment to sustainability, 2024 was a year of continuity with the initiatives and projects launched in previous years, but also saw the achievement of significant milestones. Everel took a fundamental step forward in its social responsibility journey by officially becoming a Benefit Corporation.

This choice represents a concrete and forward-looking commitment to combining economic growth objectives with the desire to generate a positive impact on people and the planet. For us, being a Benefit Corporation means adopting high standards of transparency, responsibility and sustainability, constantly monitoring our social and environmental impact and clearly communicating the progress we have made.

With this evolution, Everel Group embraces a business model that goes beyond mere profit, placing shared value and the well-being of the community in which it operates at the centre. 2025 will be the year in which we will continue to pursue this vision with determination, strengthening our contribution to a more equitable, sustainable and responsible future. Furthermore, also in 2024, we initiated and completed the EcoVadis assessment process, obtaining Ecovadis Bronze certification, an international recognition that places

us among the top 35% of eligible companies and once again demonstrates our concrete and structured commitment to ESG issues. The results achieved, which are the fruit of the constant commitment of our people and the Green Team managers, represent a new starting point for Everel, which intends to continue on its path of continuous improvement in the ESG area in the coming years, in the belief that sustainability is not only a responsibility but also a strategic opportunity to generate long-term value for all stakeholders.

*I hope you enjoy reading.*



**Enrico Zobe**  
Il Presidente



# Letter to Stakeholders

Dear Readers,

For over three years, Everel Group's commitment to the environment, society and governance has been a cornerstone of our strategic vision and a key driver of our long-term competitiveness. For us, sustainability is not just a stated value, but an operating principle that guides our daily decisions and shapes our path forward. We live in an era marked by profound changes and a growing sense of urgency regarding major global challenges. In this context, we are now even more aware that climate change, natural resource scarcity, geopolitical tensions, the energy transition and social inequalities are forcing companies to rethink their production and organisational models: integrating sustainability into strategies and business models is no longer an option, but a fundamental condition for creating shared and lasting value. During 2024, Everel Group continued with determination on the path taken in previous years, consolidating the goals achieved and giving new impetus to our sustainability strategy. A key element of 2024 was the refinement of the process of expanding the scope of reporting to include all Group companies. At the same time, we continued with various projects, many of which had been launched in previous years, enhancing their impact and laying the foundations for the development of new projects in line with our future strategic objectives and regulatory developments. None of this would have been possible without the daily commitment of our employees, who contribute with passion and expertise to the Group's journey towards achieving its sustainability goals. In anticipation of the entry into force of the European CSRD (Corporate Sustainability Reporting Directive) and the related new reporting standards, ESRS (European Sustainability Reporting Standard) which, for Everel, would have become mandatory from 2026, at the end of 2024 the Group began a review of its reporting methods in order to prepare in the best possible way for the transition from the GRI Standards to the ESRS. This approach would have led to the structuring of a report that is interoperable between the two standards. However, in March 2025, during the preparation of this report, regulatory developments contained in the Omnibus Package made it necessary to temporarily put our initially planned approach on hold. We have therefore decided to maintain the GRI reporting standard for the 2024 report and to use the VSME Standard (Voluntary Sustainability Reporting Standard for non-listed micro, small and medium-sized undertakings), which is not currently affected by the changes required by the Omnibus Package, as our European reference. Aware of the profound changes required by European legislation, in 2024 we embarked on a journey that will continue throughout 2025 and will involve the adoption of new methods of data collection and validation, the revision of corporate sustainability policies, updating governance systems and defining new KPIs and targets, with the aim of ensuring increasingly accurate, comparable

and useful reporting for all our stakeholders. Also significant was the renewal of the materiality analysis, a fundamental tool for systematically identifying the strategic priorities on which to focus future actions. In fact, to ensure greater compliance with regulatory requirements and a more comprehensive identification of material issues, a double materiality assessment was conducted, capable of integrating a dual perspective: on the one hand, the environmental, social and governance impacts of the Group's activities; on the other, the risks and opportunities that ESG issues may pose to the continuity and resilience of the business. This new vision has led to a comprehensive redefinition of material areas and has affected the very structure of our sustainability plan, which will be further updated in 2025. Our goal is to build an increasingly integrated, dynamic and impact-oriented strategy that can effectively respond to stakeholder expectations and changes in the operating environment. These adjustments are not mere formalities, but a concrete reflection of our desire to evolve proactively, anticipating change, adopting international best practices and contributing transparently to a culture of shared responsibility. We therefore invite you to carefully read our 2024 Sustainability Report, which provides a detailed summary of the results achieved, the challenges faced and the prospects for the future. We are confident that you will appreciate the transparency and determination with which we are pursuing this path, which is the result of the constant commitment and active participation of our people. We would like to thank you for your trust, collaboration, and ongoing dialogue, which push us to do better and better.



**Thomaz Zobebe**

Vice President & Sustainability Manager







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# Everel Group: components for everyday life

Since 1909, Everel Group has been designing and manufacturing electronic and electromechanical components that quietly enter our lives, enhancing the quality and safety of countless products.

Going from our switches and motors that bring household appliances to life, to the ventilation systems that ensure comfort in rooms, and the automotive components that make our journeys safer, our products are an integral part of everyday life.

Our consolidated experience and commitment to quality have enabled us to become a reliable partner for leading companies in key sectors such as household appliances, automotive, HVAC, gardening, cleaning and healthcare. However, we do not rest on our laurels; we are aware of our role in contributing to a more sustainable future.

In a rapidly changing world, where technology, social change and environmental awareness are increasingly important, Everel Group has chosen to embark on a path of transformation. Starting in 2021, we have initiated strategic sustainability planning, with the aim of measuring and communicating our economic, social and environmental impacts. And as a further confirmation of this commitment, in 2024 Everel Group became a Benefit Corporation, formalising our willingness to pursue goals of common benefit.

Despite geopolitical challenges, we are convinced that sustainability is the key to our future competitiveness. Far beyond mere regulatory requirements, we are committed to integrating sustainability into our business model. Through innovation shared with customers, partners and employees, and through the commitment of our people, we want to strengthen our position in the global market, contributing to the well-being of people and the planet.



# Our history

today, as yesterday, we continue to look to the future with the same spirit of innovation and passion that have distinguished us from the very beginning. we are prepared to face new challenges the world brings us, knowing that while our history is a valuable heritage, our future is still waiting to be shaped.

## 1903

### THE HISTORICAL BRAND OF THE EVEREL GROUP

Dreefs is the brand with which our history begins. The brand, which originated in Germany, produces electromechanical selectors and switches for household appliances.

## 2024

### EVEREL GROUP BECOMES A BENEFIT COMPANY

Everel Group took a significant step towards a more sustainable future by becoming a Benefit Corporation. This evolution reflects our commitment to integrate social and environmental responsibility at the heart of our business model.

## 2023

### EVEREL GROUP DOES NOT STOP

Everel Group acquires a new production line operating in the ventilation market. The Slovenian subsidiary of the German EBM-Papst, which was founded in 1994 and acquired in 2023, is mainly engaged in the production of small electric motors and fans for ovens, refrigerators, dryers, washing machines and freezers. Everel acquired the product line of motors for domestic and professional ovens, moving production and machinery to the Valeggio site.



# 1909

## EVEREL WAS FOUNDED AS AN ITALIAN COMPANY

Everel was founded as an Italian company, by an entrepreneur from Caprino Veronese named Augusto Cometti. The entrepreneur initially founded an electrical material factory. Starting in the 1960s the company specialised in the production of switches and controls for small and large household appliances.

# 1960

## NEW LIGHT FOR OUR PRODUCTS

In the province of Milan, engineer Cesare Gallone introduces the electrical connection system. Thus, Signal Lux is born.

# 1968

## AN EXTRA ENGINE

GIEM, a company specializing in heating elements for toasters, owes its name to the initials of its founders, Giacomo Zamboni and Emilio Gnutti (GI and EM). Founded in Cazzago San Martino, in the province of Brescia, in April 1968, today the brand produces shaded pole motors and fan assemblies.

# 2021

## OUR APPROACH TO SUSTAINABILITY

We begin our strategic sustainability planning and initial reporting of our economic, social and environmental impacts and programmes.

# 1998

## THE HEADQUARTER IN VALEGGIO

Our Italian headquarters are established in Valeggio sul Mincio, near Verona, next to the evocative and historic Sigurtà Park.

# 1987

## EVEREL GROUP IS FOUNDED

Everel Group is a global brand that invests in cutting-edge technology and automation to meet the evolving needs of a highly competitive market. Everel Group is characterised by a constantly evolving path, intertwining the fortunes of different companies and brands. Strategic acquisitions have played a key role in Everel Group's history. In doing so, the company expanded its product portfolio, increasing its geographical presence and offering increasingly innovative solutions to its customers.



# A global innovation ecosystem

With roots in the region's economic history and an established Group identity since 1987, Everel is synonymous with resilience and innovation. Our continuous evolution has enabled us to establish ourselves as a key player in the engineering sector, with a turnover of €55 million in 2024.

The beating heart of our Group consists of three strategic production sites:

## Everel Group Spa

our headquarters in Valeggio sul Mincio (Italy)

## Dreefs GmbH

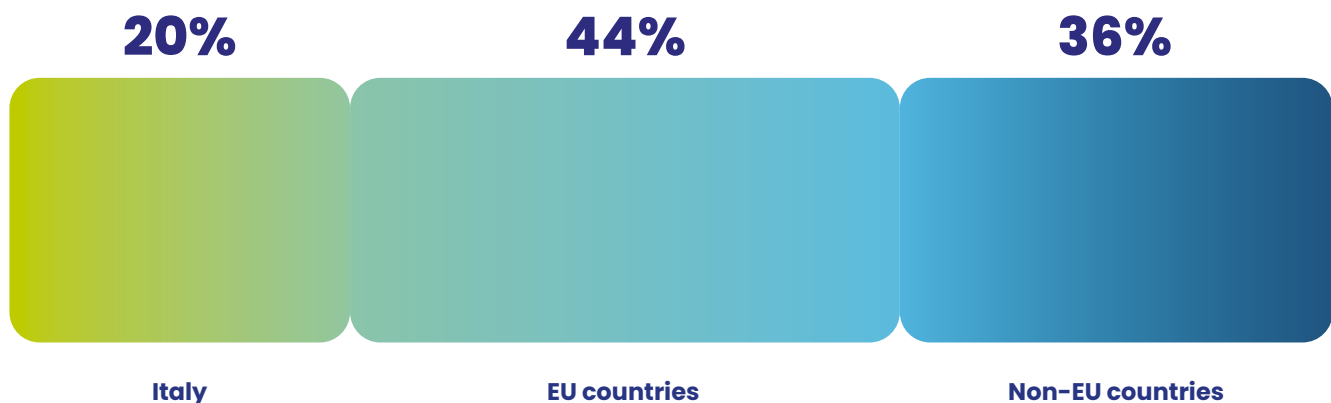
our site in Marktrodach (Germany)

## Everel Romania Srl

our site in Lipova (Romania)

This international presence allows us to combine local excellence and global vision.

### TURNOVER BY GEOGRAPHICAL AREA





## 7 product lines

the result of a constant commitment to research and development

Our offer is characterised by 5 established brands and 7 product lines, the result of a constant commitment to research and development. As evidence of our innovative capacity, we continue to hold 8 patents and 9 internationally registered trademarks, although there has been a drop in numbers since 2023 due to the expiry and closure of some patents and trademarks.

Our most valuable asset is the 560 people who make up our global team, which is distributed across our various locations. Thanks to a network of 20 sales branches, we reach 49 countries, serving 305 customers and working with 240 suppliers, 55% of which are in Italy.

## 5 established brands

## 8 patents

## 9 registered trademarks

## 560 people

who make up our global team, which is distributed across our various locations

## 240 suppliers

55% of which are in Italy

## 305 customers

## 20 sales branches

## 49 reached country

We are a dynamic, constantly evolving ecosystem, where passion for innovation is combined with a commitment to sustainability.





# Our Compass: Mission and Values

Our Mission is to create shared value,  
turning every 'click' into an opportunity for  
innovation and sustainable growth.

We distinguish ourselves by the elegant design and attention to detail of our products, the result of continuous research and open dialogue with customers.

We have enthusiastically embraced the challenge of sustainability, promoting a culture of 'open innovation' to generate ideas and solutions that respect the environment and society.





## OUR COMPASS IS GUIDED BY SOLID PRINCIPLES

Quality excellence and safety in every action, openness to innovation to remain pioneers in the industry, and building authentic bonds with customers, employees and the community. These are the foundations of our

daily commitment, driving us towards perfection and the ambition to generate value for all those who work with us.

## OUR GROUP VALUES ARE:



### Simplicity and transparency

Simplicity and clarity are key principles around which the company builds its relationships

### History and Heritage

Tradition, history, expertise, and connections: these are the values that make the difference



### Design and originality

We design product solutions that stand out for their discretion and usefulness without compromising our originality

### Collaboration and open-mindedness

We believe that true innovation is the combination of two factors: collaboration between people and sharing experiences

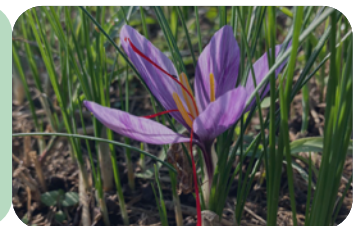


### Paying attention to details

We focus on precision and customization because we believe that this is the only way we can truly be unique

### Sustainability

We have accepted the challenge of being sustainable: this means participating in and fueling the virtuous cycle of the circular economy



Everel Group believes that a company's success is measured not only in terms of profit, but also by the positive impact it generates on society and the environment. For this reason, in 2024, we have decided to take an important step and become a Benefit Company, as a natural evolution of our commitment to sustainability, knowing that this commitment is an ongoing journey.



# Business Model and Value Chain

## OUR BRANDS: A HERITAGE OF EXCELLENCE

Everel Group is distinguished by a portfolio of historic and prestigious brands, each with its own identity and specialisation, but all sharing a commitment to quality and innovation.

**Dreefs**, our longest established brand, with roots dating back to 1903, is synonymous with precision and reliability in the production of metal components. With over 440 million stamped and welded parts per year, Dreefs is a benchmark for the cooking industry with its electromechanical selectors and encoders.

The logo for Dreefs, featuring the brand name in a stylized, italicized red font.

**Molveno**, founded in 1909, represents Italian excellence in plastic moulding and switch production. Its history, intertwined with that of Everel Group since 1987, testifies to its ability to anticipate the needs of the household appliances market.

The logo for Molveno, featuring a blue square icon with a white 'M' followed by the brand name in a bold, black, sans-serif font.

**GIEM**, founded in 1968, has established itself as a leading manufacturer of motors and fan assemblies. The know-how developed over time by this brand is fundamental to our ventilation and cooling solutions, which are used in a wide range of applications, from bathrooms to domestic ovens.

The logo for GIEM, featuring the brand name in a red, lowercase, sans-serif font with a stylized graphic element.

**Signal-Lux**, acquired in 2007, is our specialised brand of switches and signal lights. Its reputation is based on product quality and quick delivery.

The logo for Signal-Lux, featuring a red and black circular icon with a white 'S' followed by the brand name in a bold, black, sans-serif font.

**The Everel** brand completes the group's offer with highly customisable switches, selectors and changeover switches. The integration of these brands, thanks to continuous investment in research and development, makes the Everel Group a strategic partner for Italian and international companies.

The logo for Everel SOLUTIONS, featuring the brand name in a blue, sans-serif font with 'SOLUTIONS' in a smaller, blue, sans-serif font below it.







## An integrated production network

Our manufacturing strength is based on a network of three interconnected factories, where each location plays a crucial role in the value creation process.

This synergy between our sites allows us to optimise production processes, guarantee the quality of our products and respond flexibly to our customers' needs.

The information and indicators reported in this Sustainability Report, unless otherwise stated, refer to the entire Everel Group perimeter with its three sites in Valeggio sul Mincio (Italy), Lipova (Romania) and Marktrodach (Germany)







## Valeggio sul Mincio, Italy

The beating heart of the Group, where the strategic functions, R&D and production of electromechanical components are concentrated. In 2023, the integration of EBM-Papst's ventilated motor line further expanded our competencies



## Marktrodach, Germany

Our centre of excellence for the production of metal components. The Dreefs site provides essential electrical contacts for production activities in Italy and Romania, ensuring the quality and reliability of our products.



## Lipova, Romania

An advanced production centre, specialized in electromechanical components and solutions for the automotive sector. Here we produce switches, motors, ventilation systems and signal lights, guaranteeing high standards of quality and efficiency.



# The value chain

Every Everel product is the outcome of a complex and multifaceted path, where every step contributes to creating value for our customers and society. Our value chain is an integrated system involving suppliers, employees, customers and partners, in a virtuous cycle of innovation and sustainability through which we transform ideas into concrete solutions.

## PROCUREMENT

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Everel's main supply markets are located in the EMEA region (93,6%) and the APAC region (6,3%).

## EXTERNAL LOGISTIC SERVICE COMPANIES

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## INBOUND LOGISTICS

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## PRODUCTION / OPERATIONS

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Everel Group's production structure branches into three interconnected facilities:

- **DREEFS GmbH**, a german facility where metallic components are produced.
- **Everel Group SpA**, a facility located in Valeggio sul Mincio, housing the group functions and where product design and development activities are carried out, along with the production of most switches and selectors, automated assembly, and high-tech molding.
- **Everel Romania Srl**, a facility located in Lipova, where Everel Romania handles the production of electromechanical components and products intended for the automotive sector.

## INTERNAL CUSTOMERS DELIVERY MANAGEMENT

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## OUTBOUND LOGISTICS

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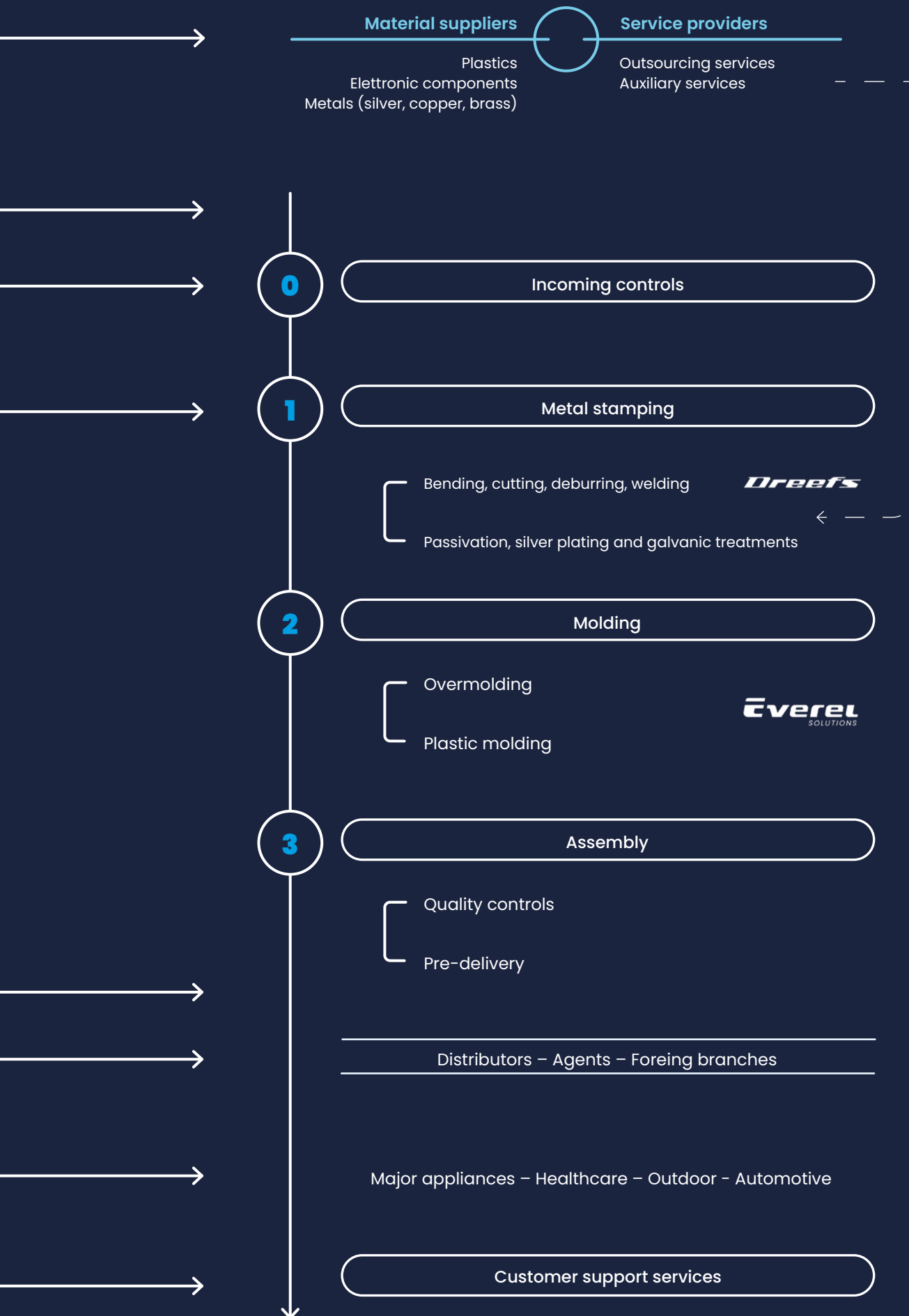
## SALES / MARKETS

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## AFTER SALES

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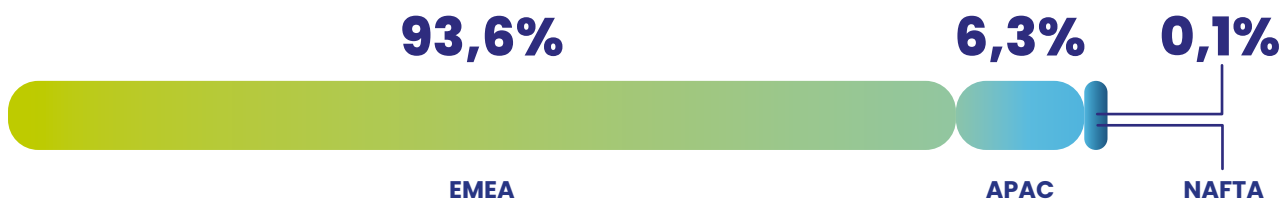
## Suppliers

The variety and complexity of our offering, which ranges from switches and selectors to beacons, power connectors, encoders, motors and fans, is reflected in an equally varied and diverse supply chain. For the manufacture of our products, we mainly purchase high quality raw materials, such as precision strips of brass, copper and special alloys, copper and silver capillary wires, and plastic technopolymers, while we use a wide range of components, especially electronic

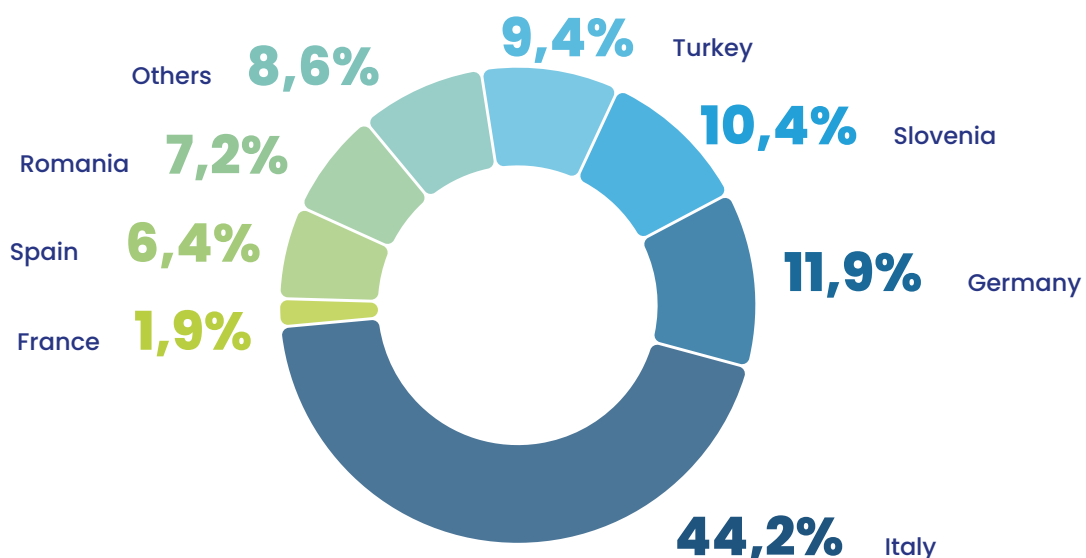
ones, to ensure the functional control of our products.

The main supply markets are located in Europe, Turkey and the Far East. In particular, evaluating purchasing statistics, in 2024 93.6% of incoming goods were invoiced in EMEA countries (Europe, North Africa and the Middle East), and of these almost 45% in Italy. By contrast, the share of purchases from APAC (Asia Pacific) was limited to just over 6%.

### 2024 REVENUE SHARE BY GEOGRAPHIC REGIONS



### 2024 REVENUE SHARE BY COUNTRY



Like most manufacturing companies, the Everel Group's supplier base is divided into the two macro-categories of Direct Material Suppliers (i.e. raw materials and components used and processed in our plants to obtain our finished products) and Indirect and Service Suppliers (i.e. all materials and services required to maintain our business processes but not directly used in our finished products).

In our organisation, the commercial management of the supplier base is centralised.



This approach offers us several advantages, not only in terms of economic improvement and efficiency, but also in terms of better management of supplier relations.

Thanks to this organisational model, in fact, we can standardise purchasing processes, reduce costs and improve transparency, pursuing consistent and advantageous procurement strategies for the benefit of all our plants.

## Approach to risk and sustainable supply chain

Our approach to risk in the supply chain is key to ensuring the sustainability and resilience of our operations. We are aware that our supply chain is exposed to various challenges, including climate change, economic instability and social issues. To address these risks, we have implemented a risk management system that includes:

### Supplier assessment

before introducing a new supplier to our Vendor List, we carry out a comprehensive assessment to ensure that each new partner meets our sustainability and social responsibility standards. This includes signing our Quality Agreements and Code of Ethics. In addition, we consider the quality and cost aspects of the products offered.

### Diversification

In order to reduce our reliance on a small number of suppliers and mitigate the associated risks, we are committed to the diversification of our supply chain;

### Continuous monitoring

we use monitoring tools to track supplier performance and market conditions, enabling us to react quickly to any problems. In our vendor rating system, we also measure suppliers in environmental and sustainability aspects (possession of certifications, implementation of sustainability and environmental responsibility policies, etc.) and reward the most virtuous ones;

### Environmental compliance

all our suppliers are required to comply with applicable laws and the requirements of our customers' environmental specifications. We reduce the risks related to chemical and environmental safety by asking them to fill out and sign, for each product we purchase, an Environmental Compliance Statement that we prepare and constantly update. For example, to mention some of the aspects we consider, we check for the presence of hazardous substances (defined, for example, in the Reach and RoHS regulations, TSCA, Proposition 65), the presence of embargoed minerals and rare and precious metals from war zones (Conflict Minerals), the presence and type of flame retardants in plastic polymers and electronic components in order to anticipate the restrictive policies in place in the European Community. Supplier declarations are validated by analysing the additional documentation provided (e.g. safety data sheets, material composition) and by carrying out sample tests on our finished products at accredited third-party laboratories;

### Collaboration

we work closely with our suppliers to promote sustainable practices and share knowledge, helping to build a more robust and responsible supply chain;

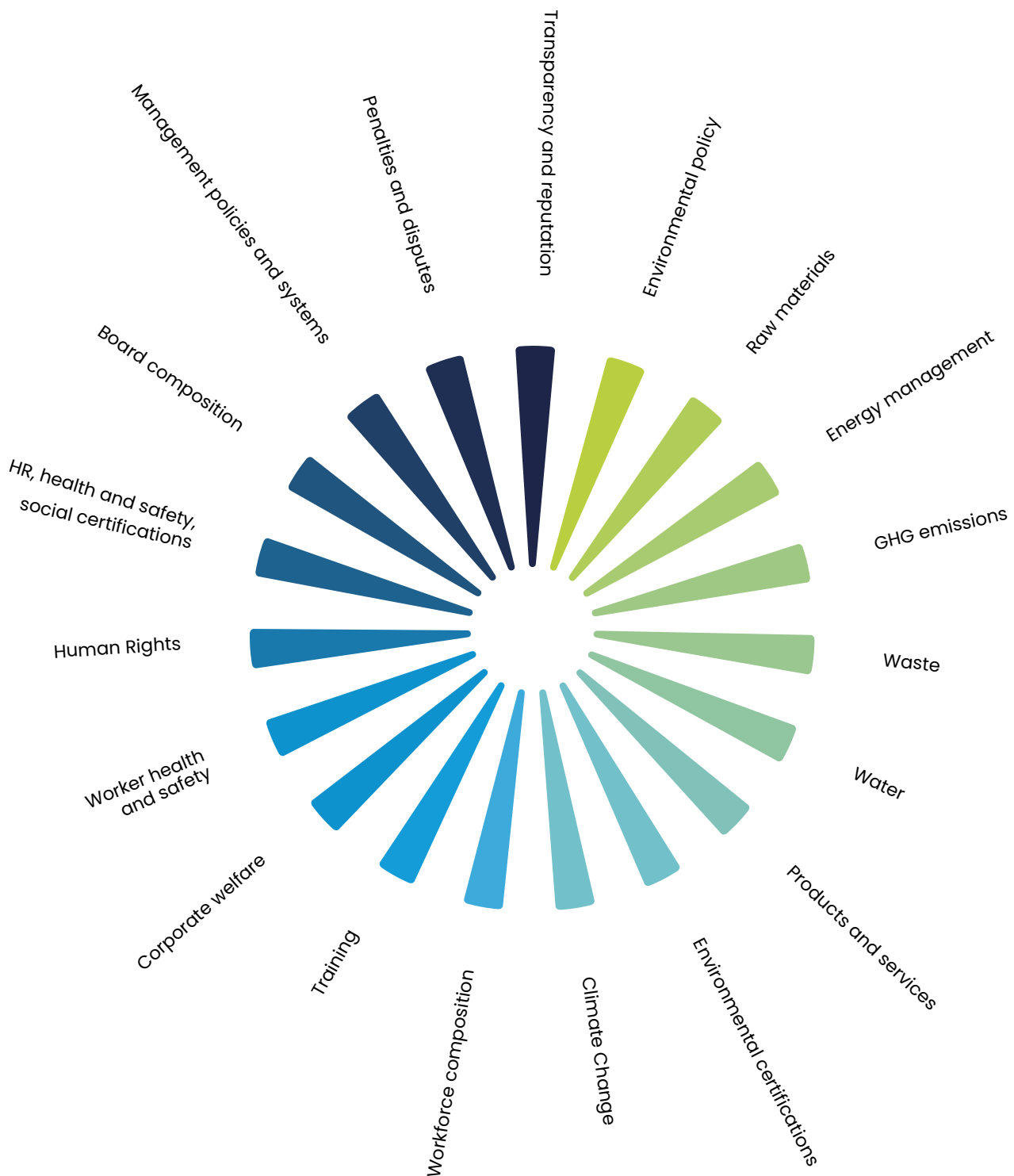
### Training and awareness

we want to invest not only in training our employees but also - where possible - in training our suppliers on sustainability and risk management issues, to ensure that everyone is aligned with our goals.

Through these initiatives, we strive to build a supply chain that not only minimises risk, but also contributes to a more sustainable future for all.

This is why in 2024 we completed the preparation of an ESG questionnaire to be sent to suppliers with the aim of mapping and assessing our current supply chain in terms of its consistency with sustainability principles.





We have set ourselves the goal of sending the questionnaire in the course of 2025 – and measuring it in this way – to an initial representative panel of suppliers, selected on the basis of purchasing turnover criteria (specifically, with a turnover of more than 20,000 Euro/year) and meeting criteria of strategicity and business continuity.

In the following years and by 2027, we will extend the mapping and evaluation to the entire supplier base determined according to the criteria described above.

Not only that, for the future we want to use this type of survey to select all new suppliers: we truly believe that in this way we can make an important contribution with our procurement policies to improving the environmental impact, transparency, awareness and responsibility in our supply chain, creating long-term value for companies and consumers.



## Supply chain

The alignment of the logistical processes of the Group's three plants is also managed centrally within the Everel Group, striving for standardisation and continuous improvement, although the operational processes are spread across the different plants.

The operational processes managed within the Supply Chain are:



### Customer Service

for more than 300 customers in Europe, Asia and America



### Production Planning

for the 3 plants



### Material Planning

for production components with the collaboration of Purchasing



### Stock Level and Warehousing

of materials and Inbound and Outbound processes

Questi processi supportano operativamente la produzione dei diversi stabilimenti, che permettono una gestione specializzata secondo la Business Line in questo modo:

- **DREEFS GmBh:** manufactures most of the metal components that are used for our switches, selectors and automotive components and supplies the plants in Romania and Italy.
- **Everel Romania Srl:** manufactures electromechanical components and products for the automotive sector.
- **Everel Group SpA:** manufactures electromechanical components and the new line of electric motors.



# Our processes, products, services and applications

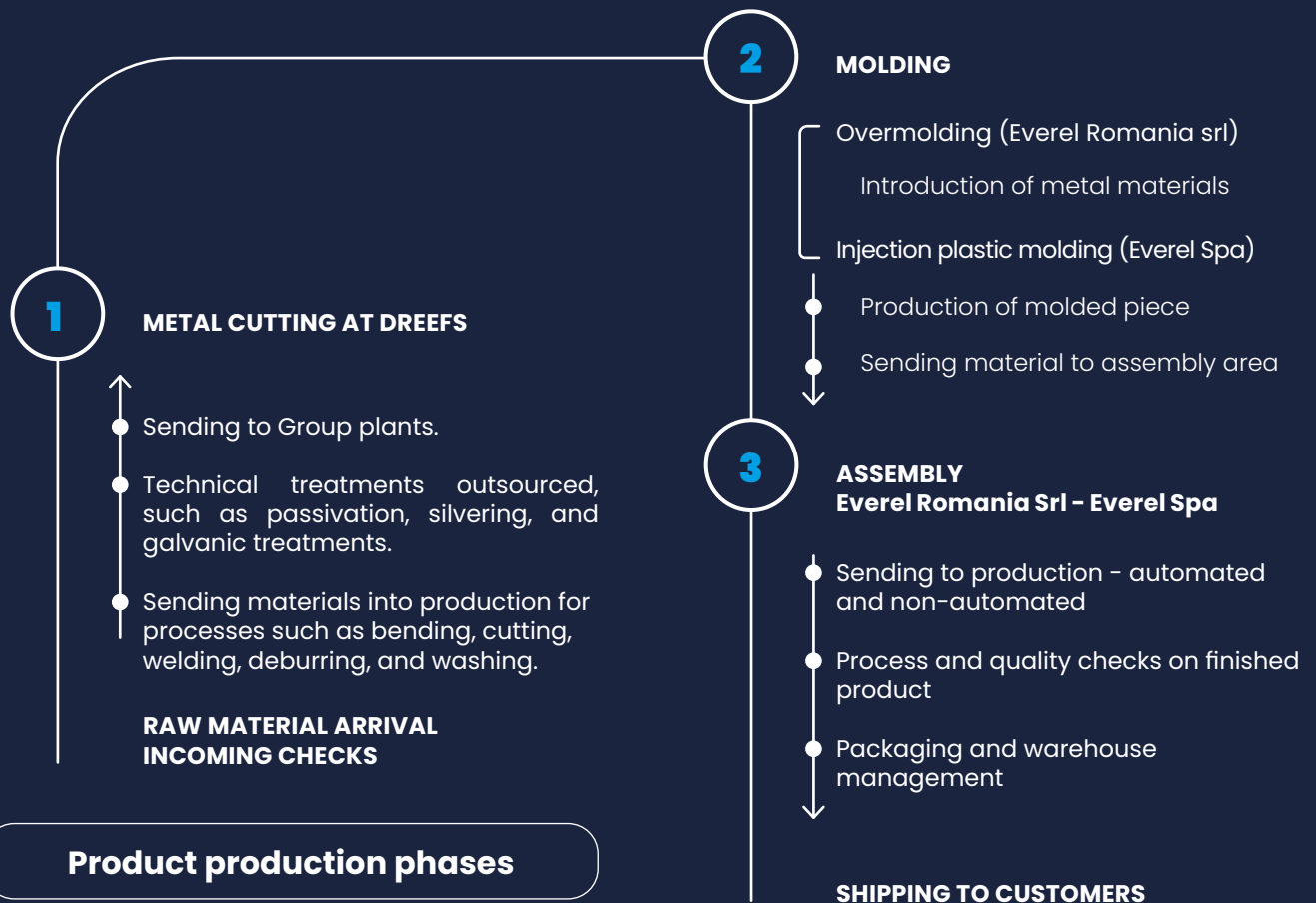
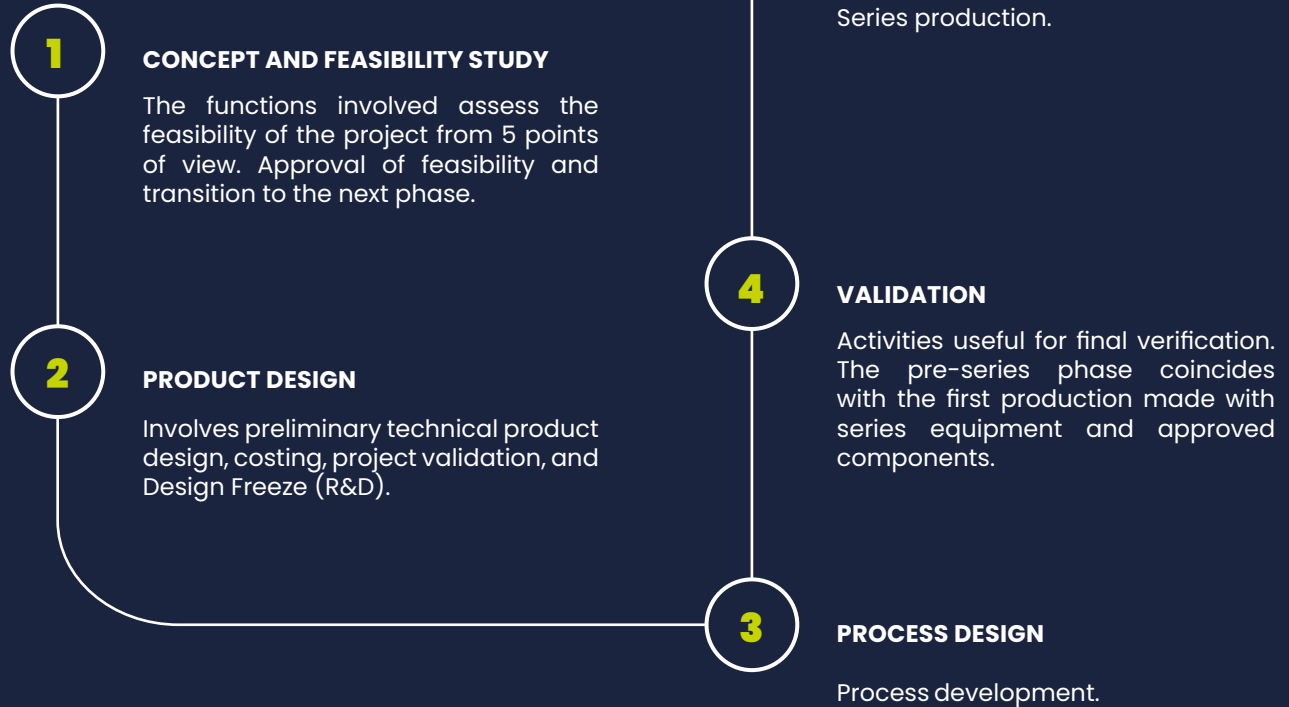
Every component we produce is the result of a perfect balance between customisation, impeccable quality and guaranteed safety.

Everel Group is distinguished by a manufacturing approach focused on excellence. Our secret is a wealth of established expertise, together with extraordinary adaptability and an unwavering commitment to the highest standards.

But our vision does not stop there. We are projected into the future, driven by a passion for innovation. We want to be agents of positive change, developing solutions that respect the environment and contribute to the well-being of society. Our research is continuous: we explore new ideas and approaches, with the will to increasingly integrate the principles of sustainability into every aspect of our business.



## Product development phases



## Product production phases



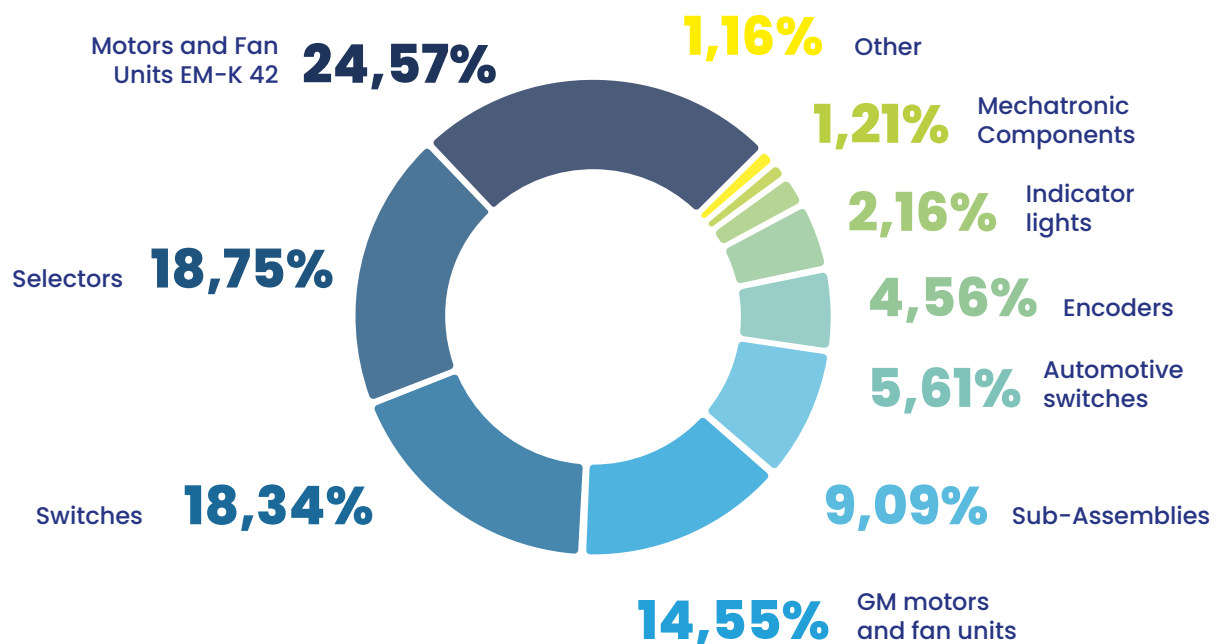
## Product lines

At Everel Group, customisation is not merely an optional extra – it is at the core of our business. We understand that every customer is unique, with specific needs that require tailor-made solutions. Therefore, we are committed to providing customised products designed to exceed expectations and ensure maximum competitiveness in the market.

In 2023, Everel Group acquired a business line specialising in ventilation. This new line, which was brought on stream in 2024, allowed us to expand our motor range, opening up new opportunities in the cooking and professional sectors. The strategic objective was to strengthen our position in the existing market, expanding the product portfolio to offer our current and potential customers. This acquisition was therefore a further demonstration of our ability to adapt and anticipate market needs.

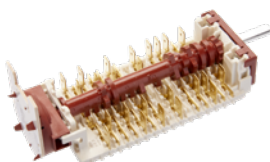
We are also ready to take on new challenges and opportunities as they arise, continuing to invest in innovation and customisation in order to offer our customers increasingly high-performing and competitive solutions.

### 2024 TURNOVER PRODUCT LINE



#### Switches

electrical control devices used to establish or interrupt electrical continuity in a circuit, the clicks that turn on and off most of the objects we use in our daily lives. There are many types, in particular: rocker switches, push-button, waterproof, rotary, microswitch, slide, phone, automotive.



#### Electric selectors

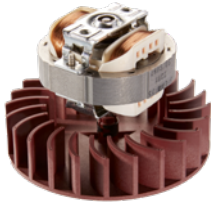
rotary switching devices, equipped with multiple contacts, which allow you to choose between various operating conditions of an appliance, such as the different functions of an electric oven and the various cooking modes (static, ventilated, grill, etc.).





## Encoders

rotary signal switches, i.e. they do not directly interrupt the electrical circuit supplying the load (like 'standard' switches) but handle low voltage signals used as input for an electronics board (e.g. fully electronic and programmable ovens).



## Motors and fan units

Everel Group develops and manufactures small electric motors, both induction (shielded poles) and electronically controlled (BLDC). The typical application of these motors is in domestic ventilation (e.g. air extractors) or in household appliances (e.g. door cooling on a domestic oven). In addition to the motors themselves, Everel Group also supplies fan assemblies, i.e. assemblies consisting of motor, fan and conveyor/support. In addition, two new motor lines have recently been acquired: compared to the motors already in the range (shaded pole diameter 58 and 52), these have a higher power output and consequently larger sizes than the current ones. The products in the EM42 line are mainly used in kitchen ovens; they are placed in the cooking chamber and can be seen turning when the 'ventilated' function is selected. The K42 line, on the other hand, is designed for application in professional ovens and chillers, food warmers and medical devices.



## Indicator lights

luminous 'indicators', consisting of small assemblies that mount a lamp (LED, halogen). Their function is to visually indicate the status of the equipment (e.g. On/Off but not only).



## Sub-assembly

Everel also develops and supplies sub-assemblies, typically developed according to customer specifications, which incorporate different components and functions (switches, motors, electronic boards) into an integrated system (the "sub-assembly").



## Automotive switches

Everel Group manufactures special versions of rotary switches used to control HVAC (Heating, Ventilation and Air Conditioning) systems used on vehicle air conditioning systems. In addition, Everel Group has developed custom product series defined as door contact modules: these modules are systems used on vehicles equipped with sliding doors and consist of two parts (one fixed located on the vehicle mount and the other movable mounted on the sliding door) and are used to bring signals and electrical power to the door itself.



## Mechatronic components

Everel Group solutions are increasingly realised through the integration of electromechanical components (switches and encoders of various types) with customised electronic boards, which extend the functionality of the assembly. Examples include user interfaces for hoods designed for advanced products (touch controls), rotary switches that integrate visualisation systems (displays), or actuators with wireless connectivity for operating switches.



# Target markets and product applications

The background of the page is a blurred industrial scene. In the upper left, a robotic arm with various sensors and cables is visible. In the lower half, there are two rows of dark, rectangular components, possibly electronic modules or connectors, arranged in a grid-like pattern. The overall color palette is a muted blue-grey.



# Megatrend

The application sectors of our products, and particularly the one related to manufacturing of components (such as switches and selectors) for

household appliances, automotive and HVAC, are influenced by a number of mega trends that are redefining their future. Here are the main ones:

## Digitisation and Industry 4.0

**Advanced automation:** The adoption of robotics, artificial intelligence and advanced control systems is transforming manufacturing processes, increasing efficiency and reducing costs. This translates into production lines that are more flexible and able to adapt quickly to market needs.

**Internet of Things (IoT):** The integration of sensors and connected devices enables real-time monitoring of machines and processes, optimising maintenance and production management. In this specific case, this means 'smart' components that can communicate data on operating status, enabling predictive maintenance.

**Big data and analysis:** The collection and analysis of large amounts of data allow patterns to be identified and processes to be optimised, improving quality and productivity.

## Sustainability and energy transition

**Circular economy:** Increasing environmental awareness drives companies to reduce waste and use recycled or recyclable materials. This impacts the choice of materials for switches and selectors, with a predilection for environmentally friendly solutions

**Electrification:** The increasing demand for electric vehicles and energy-efficient heating/cooling systems is transforming the industry. This requires specific components, such as high-voltage switches and energy management system selectors.

**Reducing carbon footprint:** Companies are increasingly required to reduce CO2 emissions, both in production processes and in the products themselves

## Customisation and on-demand production

**Flexible production:** The ability to adapt quickly to customer requirements and to produce small customised batches is becoming increasingly important. This requires flexible and modular production systems

**3D printing:** 3D printing makes it possible to produce prototypes and customised components quickly and cost-effectively

## New materials and production technologies

**Advanced materials:** The use of composites, light alloys and smart materials enables improved performance and durability of components.

**Innovative production technologies:** The use of technologies such as laser welding, cold forming and advanced surface treatments makes it possible to improve the quality and precision of components

## Demographic changes and new skills

**Skilled labour shortage:** The difficulty in finding qualified personnel in the metal sector requires investment in training and retraining.

**New skills:** Digitalisation and automation require new skills in IT, robotics and data management.

These changes are transforming the approach of our customers, creating new opportunities and challenges for companies. The ability to adapt to these changes is crucial for success in the future.



# Markets

The world moves, lights up, heats up and cools down also thanks to Everel Group's solutions. We are the invisible partners that help make everyday actions possible, from the simplest gestures to the most complex operations. The sectors we work for are:

## Healthcare

Everel Group products such as switches (in their various designs), beacons and other types of user interfaces are also used on electro-medical equipment.

## Large household appliances

We supply switches, beacons, selectors and encoders for washing machines, ovens, refrigerators and other large household appliances. When you need to start the washing machine, set the oven temperature, turn on the refrigerator: behind each of these actions, there is our technology.

## Small appliances

At Everel Group we design and manufacture switches, encoders, sub-assemblies and mechatronic products to bring coffee machines, hair dryers, irons and vacuum cleaners and other small appliances to life, developed to make life easy in domestic and professional environments.

## Machinery

Wherever there is a need for a point of contact or to operate a machine, Everel Group offers solutions to meet different types of requirements, through the use of switches or its customised user interface systems. A typical application is that of switches on the control panel of industrial pumps.

## Automotive

Our components are also used in the automotive sector. In particular, Everel Group is a reference in the market for contract modules for sliding doors, typically used on light commercial vehicles for the transport of goods and/or people. These systems are supplied to major car manufacturers.

## Heating and ventilation

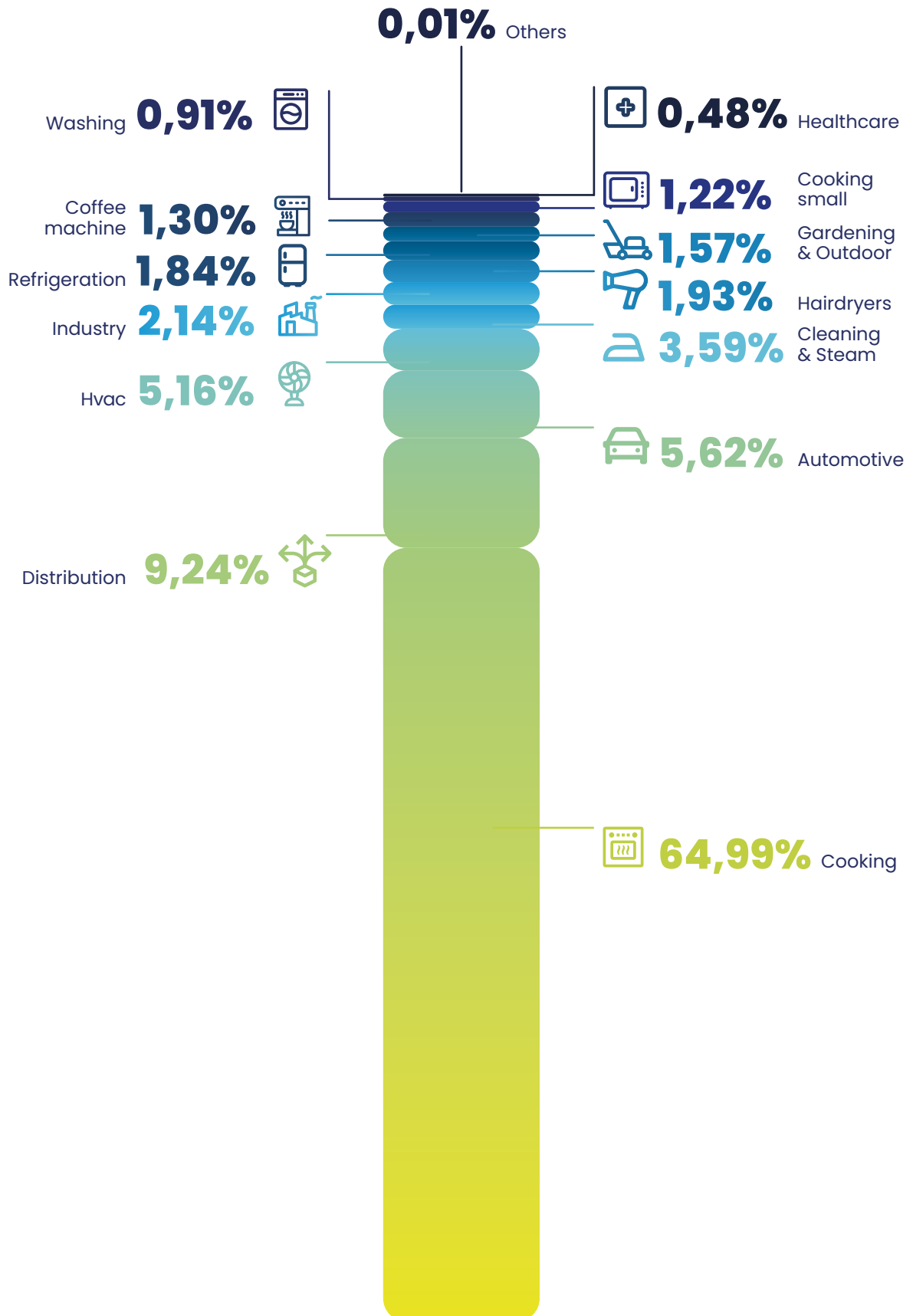
At Everel Group, we create heating and ventilation solutions for indoor environments, two crucial factors in ensuring comfort in the home, work and leisure environments through temperature and air quality. Everel Group's electric motors, for example, find application in wall fans, smoke extractors, and in general in the mechanical ventilation of home, work and community environments.

## Gardening & Outdoor

The expertise developed and consolidated over time has led us to imagine ideal solutions not only for domestic, but also for industrial and outdoor environments. We create solutions designed to be waterproof and resistant to all weather events, with the aim of ensuring the best possible operation of products such as pressure washers, garden care equipment (lawn mowers) and other similar applications.







## MARKETS % OF TURNOVER 2024





# Products and their applications

	 Gardening & Outdoor	 Hvac	 Automotive	 Machinery
Electric selectors	*			
Encoders				
Indicator lights	*	*		*
Automotive switches			*	*
Switches	*	*	*	*
Sub-assembly				
Mechatronic components				
Motors and ventilation units		*		*





Small  
Appliances



Large  
Appliances



Healthcare



Distribution

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## Customers

At every stage of our journey, we have placed our customers at the centre, working to understand their needs and to offer solutions that exceed their expectations. This commitment has allowed us to build a lasting relationship of trust, based on transparency, reliability and the ability to anticipate their needs.

Our mission is to be strategic partners for world leaders in the home and house appliances, automotive and HVAC sectors. We offer customised solutions, the result of constant dialogue between our sales team and our R&D department. This approach allows us to fully understand our customers' needs and propose state-of-the-art technological solutions.

We don't just supply products, we build lasting relationships, supporting our customers in developing new projects and ideas. A dedicated international customer service team takes care of day-to-day administrative and operational tasks, ensuring efficient shipping and continuous support.

For smaller customers, we use an established network of agents and distributors globally. This allows us to reach a wide range of customers, offering them customised solutions and constant support.

The markets in which we operate are evolving rapidly, with an increasing focus on efficient and intelligent technologies. However, this transformation is accompanied by significant challenges, such as geopolitical instability, the environmental impact of industrial activities and the need to comply with increasingly stringent regulations.

We are aware that our industry must face these challenges in a responsible and sustainable manner. We are committed to reducing the environmental impact of our activities by adopting environmentally sustainable practices and technologies. We believe that only through a proactive and future-oriented approach can we ensure our competitiveness and long-term success.





# The external scenario: events in 2024

**2024 proved to be another crucial year, marked by geopolitical events and economic trends that profoundly affected these sectors.**

In an era of rapid and interconnected change, the main application sectors in which we operate, and in particular the production of components for household appliances and the automotive industry, face a number of complex challenges. Geopolitical tensions, with ongoing conflicts in Ukraine and the Middle East, triggered a series of cascading repercussions. Unstable energy and raw material markets have led to price fluctuations, making it difficult for companies to plan and manage production costs. Rising costs of metals and plastics, essential materials for the production of electronic components, put a strain on companies' profit margins. In parallel, the energy transition and the increasing focus on sustainability are transforming the industry. Electrification in the automotive industry is accelerating, creating unprecedented demand for advanced electronic components. Companies are being called upon to invest in more sustainable technologies and recyclable materials to comply with ESG policies and meet the needs of an increasingly conscious market.

However, the global economic environment presents significant challenges. Persistent inflation and high interest rates are affecting consumer demand, particularly for durable goods such as appliances and cars. This reduction in demand, combined with rising financing costs, is putting pressure on companies' profit margins.

Despite these challenges, the industry is undergoing a technological transformation. The adoption of artificial intelligence and automation in production processes is improving efficiency and reducing costs.

Furthermore, 2024 was a global election year, and this brings with it political uncertainty that directly affects industries. Protectionist policies and changes in regulations limit access to foreign markets and create new trade barriers.

In this complex scenario, adaptability and innovation are crucial. Companies that know how to invest in sustainable technologies, diversify their supply chains and respond to the needs of a changing market will be able to overcome the challenges and seize the opportunities of the future.

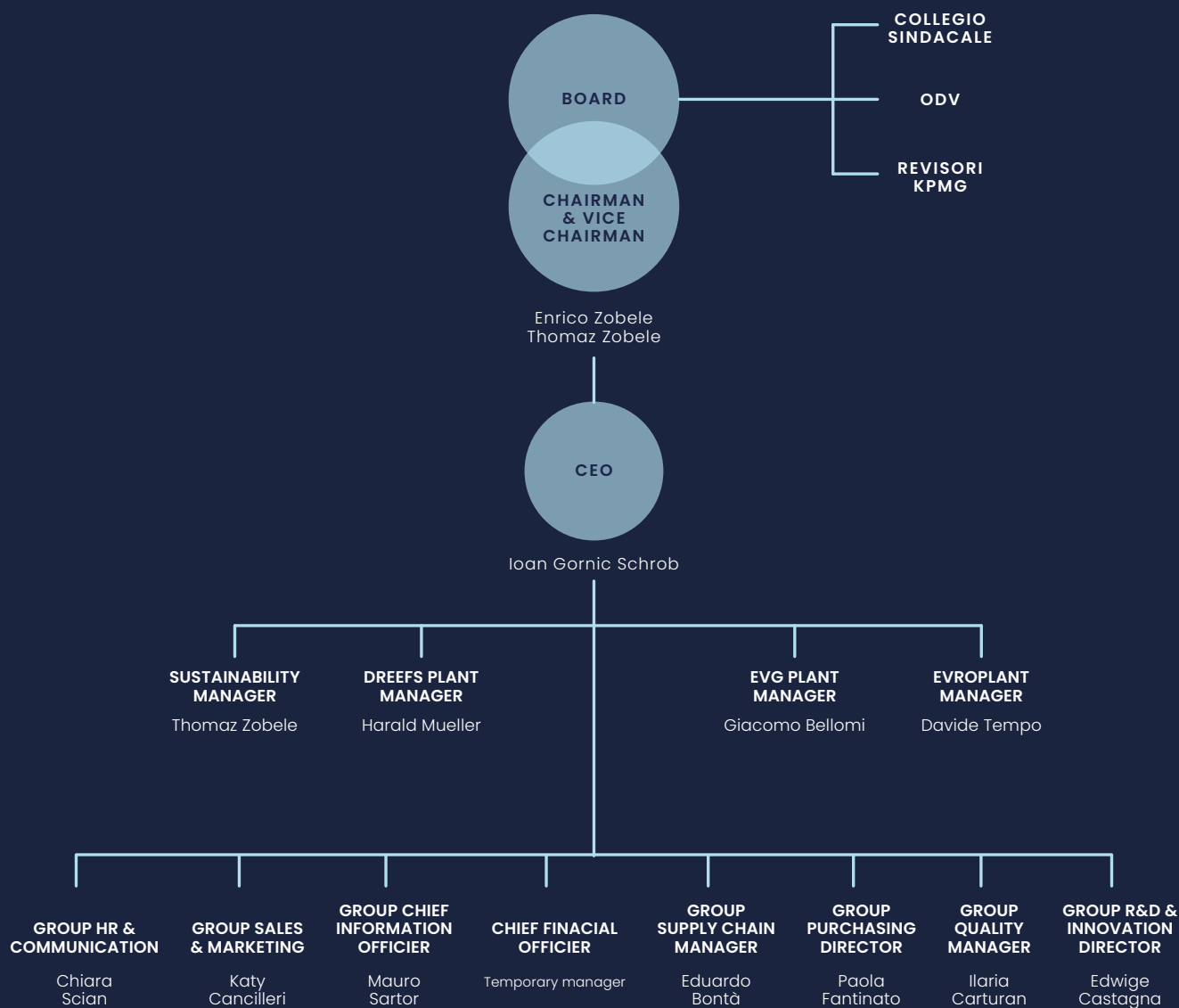


# The Governance System



Organization chart

## GROUP GENERAL MANAGEMENT





## EVEREL GROUP SPA IS A PUBLIC LIMITED COMPANY

The main governing bodies are:

- the Shareholders' Meeting (Internal non-executive function);
- the Board of Directors (Internal executive function);
- the Board of Statutory Auditors (Internal non-executive function); 3 full members and two alternates;
- the Supervisory Board (Supervisory Board) (Internal non-executive function); 2 members and one alternate;
- the Auditing Company (external non-executive function);
- the Management Committee (first line) (Executive Function);
- the Sustainability Committee (Executive or Advisory Function).

The system of administration and control is composed as follows:

- the Board of Directors is the company's strategic management body;
- the Independent Auditors, appointed by the Board of Directors, is the body responsible for auditing the accounts and auditing the financial statements;
- the Board of Statutory Auditors is the body entrusted with supervisory functions relating to workers;
- the Supervisory Board, in accordance with the management and control system pursuant to Legislative Decree 231, is the body in charge of determining risks and how to manage issues related to safety and the environment.

**The Shareholders' Meeting appoints the members of the Board of Directors, which remains in office for 3 years.**

The current composition of the Board of Directors was approved by the Shareholders' Meeting on 26/04/2022. The criteria used for the nomination and selection of the members of the Board of Directors are shareholder opinions, expertise and independence. The Board of Directors consists of five members: Enrico Zobebe, Thomaz Zobebe, Massimo Forlani, Ioan Gornic Schrob and Carlo Bagnoli. The board is vested with the broadest powers for the ordinary and extraordinary management of the company and has the authority to perform all acts it deems appropriate for the implementation and achievement of the company's purposes, excluding only those reserved by the articles of association for the shareholders' meeting. The chairman of the board represents the company in legal proceedings, with the power to bring judicial and administrative actions and petitions for all levels of jurisdiction, revocation and cassation, and to appoint lawyers and attorneys at law for this purpose.

The Board of Directors defines the Group's strategic guidelines, Industrial Plans, company and management objectives. The CEO adopts tools and methodologies to direct, coordinate and monitor targets by both timing and results, which are reviewed and updated on a quarterly basis or as required. The Board of Directors may appoint from among its members one or more managing directors or confer special assignments to individual directors, also with the power to delegate, fixing their powers and remuneration in accordance with the law, as well as any securities.

Over the years, the Everel Group has implemented an integrated organisational model that ensures effective management of the business and, at the same time, the oversight of all issues relevant to the Group, including the approach to ethics and responsibility.

Starting in 2021, the Board of Directors has planned a comprehensive sustainability programme aimed at identifying the company's main economic, environmental and social impacts.

In addition, the Shareholders' Meeting appoints the members of the Board of Statutory Auditors (three full and two alternate members) and their expected annual remuneration, for the three-year period



2022-2024. It also appoints the members of the Supervisory Board (a Chairman, a Vice-Chairman and an employee of the company with the role of internal contact person to support the activities of the Board) and their remuneration for the three-year period 2022-2024. The Shareholders' Meeting also appoints the independent auditors, based on the appointment proposals received from several auditing companies, which are followed by a reasoned report by the Board of Statutory Auditors, again for the three-year period 2022-2024. During the Shareholders' Meeting held on 26.04.2022, the Shareholders' Meeting resolved on the appointments, therefore, of the members of the Board of Directors, the Board of Statutory Auditors and the Supervisory Board, as well as conferring the audit assignment to KPMG S.p.A.

## Sustainability Governance

The delegation of responsibility and management of the organisation's impact on the economy, the environment and people took place with the appointment of the Sustainability Manager.

The Sustainability Manager is responsible for:

- identifying and reporting sustainability risks, areas and improvement projects to top management;
- drafting the Sustainability Report;
- proposing the sustainability strategy and the corresponding annual target plan to the management committee;
- coordinating and monitoring the progress of the various projects;
- filling the role of Impact Manager, a figure entrusted with ensuring that the company, as a Benefit Company, constantly operates in line with its aims of common benefit, encouraging the generation of positive social and environmental value.

The sustainability governance system is divided into:

- an Executive Committee, consisting of the Chairman, Vice-Chairman/Sustainability Manager and Managing Director with a strategic-decision-making role;
- an Operating Committee composed of project managers responsible for managing the objectives of the sustainability plan, representing all the main corporate functions, with delegated authority to implement and monitor the sustainability plan at Group level.

Working groups were also appointed for the Everel Group's foreign offices in Romania and Germany to support the cultural dissemination of sustainability and the implementation of Group projects.

The Everel Group's Code of Ethics enshrines the general principles and rules of conduct that are binding for all parties interacting with the company, supplementing what is already provided for at regulatory level.

The Organisational, Management and Control Model, as set out in Legislative Decree 231/2001, aims to prevent and, where necessary, address the risks and offences outlined in the Decree. It deals, for

**Updates between the Sustainability Manager and the Operating Committee take place weekly, and with the Management Committee monthly**



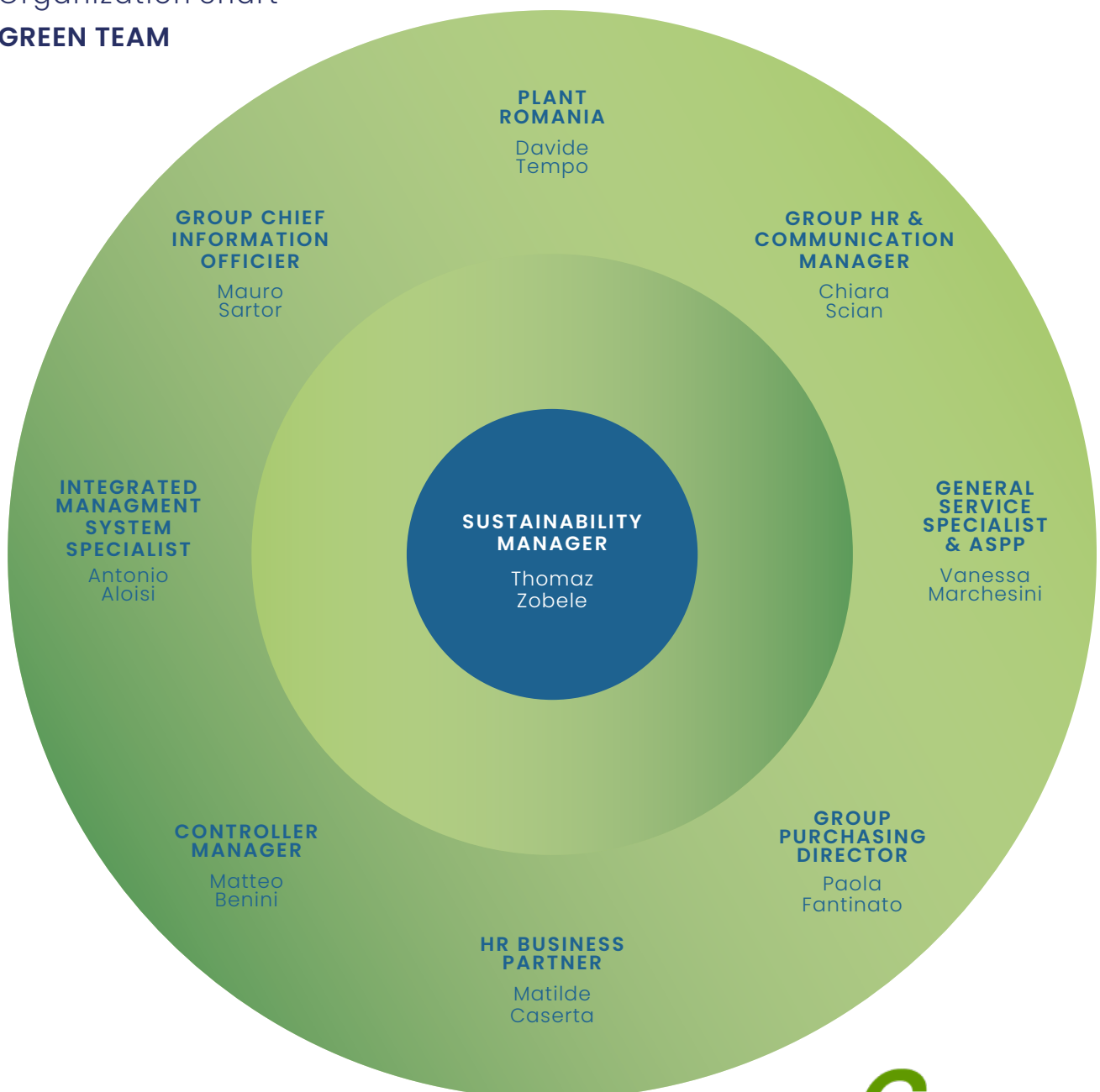
**318 h** training for the team in Italy

**200 h** training for the team in Romania

example, with corporate offences, offences against the public administration, murder or grievous bodily harm, environmental offences and computer crimes, and corruption. The management model was implemented at Group level in 2005.

Also in 2024, training and in-depth analysis of sustainability issues were dedicated to a total of 518 hours, divided into 318 hours for the team in Italy and 200 hours for the team in Romania.

## Organization chart GREEN TEAM





# Everel becomes a Benefit Corporation

In 2024 Everel Group took a significant step towards a more sustainable future by becoming a Benefit Corporation.

This evolution reflects our commitment to integrate social and environmental responsibility into the core of our business model.

Our transition to a Benefit Corporation was not just a formality, but a thoughtful choice to align our core values with the needs of the modern world. In addition to the traditional goal of generating profits, we are now committed to pursuing common benefit purposes, operating responsibly and transparently towards all our stakeholders: people, communities, environment, cultural and social assets.



## IN PARTICULAR, EVEREL GROUP HAS IDENTIFIED THE FOLLOWING AREAS OF COMMON BENEFIT:

### Sustainable Production

We are committed to using recovered and recycled materials in our production processes, reducing the environmental impact of our operations. We constantly work to eliminate polluting materials and reduce our dependence on fossil fuels by promoting more sustainable alternatives. We aim to reduce CO2 emissions and energy consumption by investing in renewable sources and environmentally friendly technologies.

### Awareness-raising and Well-being

We actively promote awareness of environmental sustainability, both within our company and among our stakeholders.

We are committed to improving the well-being of our employees and the communities in which we operate by creating a safe, inclusive and sustainable working environment.

These aims are pursued through management that balances the interests of shareholders with those of the people who may benefit from the business. These common benefits are pursued by the company, within the terms and limits that are technically feasible, within the scope of its activities inherent to its corporate purpose.

As a Benefit Corporate, we are committed to reporting annually on our progress towards sustainability goals, ensuring maximum transparency towards our stakeholders. This reporting allows us to assess our impact, identify areas for improvement and strengthen our commitment to a more sustainable future.

These shared benefits are in line with our strategic approach to sustainability initiated in 2021.

To learn more, read our latest article on the subject:

<https://www.everelgroup.com/en/everel-group-becomes-a-benefi/>



# Ecovadis certification

Everel Group has been paying special attention to the analysis and management of sustainability issues in its daily operations for several years now. This commitment, formalised in 2021 with the implementation of an internal structure for the management of ESG issues and the publication of the first sustainability report, has remained a priority for the company in recent years, which has worked actively to spread, expand and integrate sustainability

initiatives and practices within its business.

With this inspiration, during 2024, Everel Group decided to embark on a structured path to achieve Ecovadis certification. The choice of Ecovadis as an assessment system reflects Everel's willingness to adopt a globally recognised framework to measure its ESG efforts and give substance to its sustainability performance in a transparent and comparable manner.

## Environment

with a focus on greenhouse gas emissions, energy consumption, biodiversity, water management, materials, chemicals, waste and product life cycle;

## Labour Practices and Human Rights

focusing on employee health and safety, working conditions, social dialogue, human rights, forced labour, diversity, equity, inclusion and career and training management;

The Ecovadis certification process focuses on analysing company performance in **four key areas** interconnected with sustainability issues:

## Sustainable Procurement

which focuses on suppliers' environmental

## Ethics

which assesses issues such as corruption, anti-competitive practices and responsible and transparent information management;

Within each of these areas, the assessment method involves the analysis of **three elements**:

**Policies**, which include corporate policies, objectives, targets and governance with regard to sustainability, as well as adherence to external sustainability initiatives and principles;

**Actions** concretely implemented by the company, such as procedures, training, resources and processes certified by third parties;

**Results**, based on information reporting (quality and transparency of KPIs) and stakeholder engagement activities.





At the beginning of 2025, Everel completed the Ecovadis procedure for the first time, achieving a **total score of 64/100** at the end of the assessment process, placing itself in the 77th percentile and in the **top 35% of eligible companies**, thereby achieving **Ecovadis Bronze Certification**.

For each key element identified here, a score from 1 to 100 is assigned, and the weighted average of these scores determines the result for each of the four main areas and, finally, the company's overall score.

Looking specifically at the results for each assessment area, Everel Group achieved the following scores:

### Environment – 62/100

with recognised strengths in policies on energy consumption, greenhouse gas emissions, materials and waste management, and UNI EN ISO 14001 certification

### Labour Practices and Human Rights – 67/100

with evidence of comprehensive policies on most labour and human rights issues, adherence to the UN Global Compact, and significant employee initiatives such as training courses, satisfaction surveys, development and mentoring programmes for women, and grievance mechanisms.

### Ethics – 69/100

with policies on bribery, fraud and conflict of interest, and strong internal measures such as approval procedures for sensitive transactions and corruption and information security risk assessments.

### Sustainable Procurement – 48/100

with strengths in policies on labour practices and human rights, and the integration of social and environmental terms into supplier contracts.

This result represents an important starting point for Everel Group, which intends to continue on its path of continuous improvement in the ESG area. The company is committed to strengthening its sustainability performance, with the aim of increasing its Ecovadis score in the coming years and further consolidating its role as a responsible and sustainable company.



## Our approach to risk

The Everel Group's approach to risk goes beyond economic and financial risks, which are well managed. In fact, the company has analysed its main economic, social and environmental impacts that consider several factors, first and foremost the analysis of direct and indirect impacts inherent to business activities, including:

### Energy consumption

The main energy source used in Everel Group SpA is electricity. Electricity is used to power the machinery, the lighting systems, mainly LED, and the air-conditioning system. Methane gas is used exclusively for heating during the winter in the Valeggio and Markrodach plants. In Lipova, heating is fueled by oil. The current trend of economic costs in terms of emissions leads Everel Group to implement the dictates of the energy transition, i.e. to switch from the current state of energy production sources, which are mainly based on the use of non-renewable sources, to a more efficient and less polluting mix of renewable energies.

### The necessary and constant push in terms of innovation and product safety

As Everel Group is continually updating in the technological and regulatory fields, it takes into account the sustainable development programmes of its customers and others in its value chain.

### The production of waste and process waste

The company generates both hazardous and non-hazardous waste, with an impact on local management. Most of the waste produced is non-hazardous material, mainly plastic and packaging waste. Hazardous waste, on the other hand, mainly comprises used oil and containers contaminated with substances such as grease or paint. Everel Group stands out for its focus on the reuse, regeneration and valorisation of waste, promoting 'second life' solutions in its production processes.

### The consumption of raw materials

It appears to be a source of risk in several respects, both in terms of the availability of resources and the impact related to the systematic extraction of substances from the earth's crust and the contribution to the physical degradation of ecosystems (The Natural Step, 2012). In addition, there are potential risks associated with rising raw material costs, especially for oil and plastic synthesis materials, a central resource in the company's production processes. Everel Group monitors the dynamics of its supply chain, continually studying and researching possible alternatives to improve the environmental impact on resources.



## People's safety and well-being

In view of the specific characteristics and historical nature of the sector, attention to the health and safety of workers is a strategic priority, to be pursued through constant commitment and a continuous improvement approach. The issue also includes aspects related to workers' wellbeing as a possible driver of positive impacts on those directly involved in the company's business. With this in mind, the focus on the subject of employee welfare allows the company to actively monitor and manage possible risks related to its workforce and potential future complexities in the labour market.

## Global warming

Climate change, and in particular global warming, is one of the major systemic risks globally, with significant impacts on the environment, economy and society. Rising average temperatures lead to more frequent and intense extreme weather phenomena, such as heat waves, droughts and floods, which can compromise business continuity and the integrity of supply chains. The physical risk related to global warming is then flanked by the transitional risk related to changing regulations, technologies and market behaviour. Everel Group assesses and manages these risks through actions and initiatives of internal sustainability projects.

## Cybersecurity

The intensification of digitisation of production, management and administrative processes has significantly broadened the area of cyber risk exposure for businesses, making cybersecurity a crucial area for business continuity and organisational resilience. Increasingly sophisticated and frequent cyber-attacks can compromise the privacy, integrity and availability of corporate data, generating significant consequences in economic and reputational terms. Everel constantly monitors possible threats, implements up-to-date protection measures and raises staff awareness of the importance of digital security.

## Supply chain risks

They refer both to the monitoring of constantly changing geopolitical and economic situations, accelerated with the outbreak of the global pandemic and the war in Ukraine, and to the attention to regulatory developments related to sustainability, especially in the European landscape, which could change operational and logistical activities along the supply chain and impact the resilience of it. The Group purchases raw materials and components from a large number of suppliers and depends on services and products provided to it by other companies outside the Group. Since 2020, Everel has demonstrated the ability to cope with critical events without operational disruptions by accelerating double sourcing strategies on specific product categories. The company continues to closely observe developments in the global geopolitical environment in order to anticipate and manage any changes in a timely manner and be in line with regulatory developments.



# The Strategic Sustainability Plan

## The Sustainability Manifesto

Our sustainability vision is made explicit in the Sustainability Manifesto: the Manifesto outlines, in the three components of ESG sustainability (Environment, Social, Governance), the priorities on which we want to focus our strategic commitment to integrate sustainability in all phases of company operations, from resource management to the production, distribution and marketing of products. Furthermore, in line with the material themes identified in this journey, we are committed to pursuing some of the 17 goals defined by the United Nations General Assembly in 2015.







## ENVIRONMENT

Innovate and design sustainability. Seeking and choosing technologies and materials that realise our transition path towards sustainability. We engage in the co-design of our products. We rethink the ways we extract and use resources and materials. We are committed to changing our impact from negative to positive, valuing the end-of-life of our products and reducing/re-using waste from our processes until we close cycles in a circular economy.

## SOCIAL

We want to give people opportunities for growth, personal and professional balance, equality and inclusion. We want to be safe, both through our products and for all the people who are part of our production cycle.

## GOVERNANCE

We innovate and connect the ecosystems we are part of. We want to become a valuable hub between the sector's excellence and the local socio-cultural fabric, and to be incubators of new technologies and opportunities. We want to plan and measure our path of sustainability.

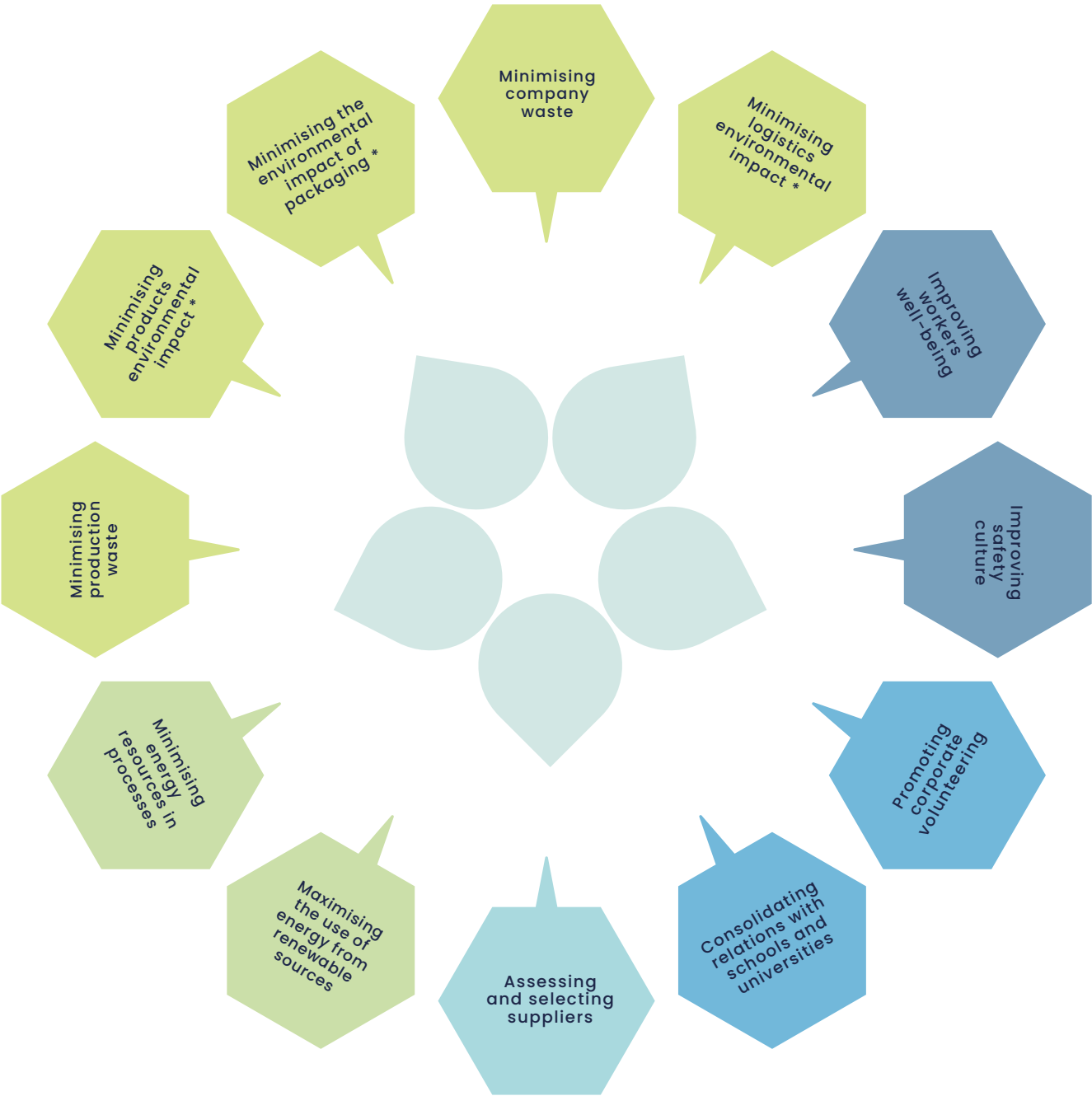
## The creation of shared value

The years we are going through see an extremely unstable and changing scenario in geo-political and economic terms; all of which has a major impact on costs, the supply chain, market access and operational stability. On the other hand, it is clear to us that the only way to be competitive is to continue to implement a long-term strategic approach focused on sustainable innovation. The explanation of this approach is based on our values; through the analysis of material impacts, risks and opportunities, we have defined sustainability pillars in which the strategic objectives we intend to pursue for the 'creation of shared value over time' are made explicit.

It was decided to reorganise the strategic objectives by topic, with some differences from what was presented in previous reports, in order to bring the structure of the strategic sustainability plan closer to the ESRS standards and to make the perimeter and order of magnitude of the individual projects affecting the listed objectives more homogeneous. This activity, as well as the dual materiality analysis, is an integral part of the path that the company took in 2024 to achieve greater structuring and formalisation of its commitment to ESG.



SUSTAINABILITY OBJECTIVES



ENVIRONMENT → ● Climate change  
→ ● Resource use and circular economy

GOVERNANCE → ● Sustainable and ethic supply chain

SOCIAL → ● Territory  
→ ● Own workforce

\*There are currently no projects launched for these strategic objectives



# Stakeholder Engagement

Everel strives to build strong and lasting relationships with its stakeholders, even on complex issues. To do so, the company is committed to listening to needs, building new relationships and defining dedicated dialogue tools

We are an articulated reality, rooted in the local territory but, at the same time, characterized by a strong tendency towards internationalisation. With this spirit, in defining our sustainable development strategy, we place the relationship with all our stakeholders at the centre.

We have always involved our employees, customers and suppliers, but today we want to build deeper and more meaningful relationships with all players in our ecosystem, to create a more sustainable future for all. Therefore, in 2021 at Everel we formalised our stakeholder mapping, using the AA1000SES standard.

We classified stakeholders according to new perspectives:

- **Type and level of applicable responsibility** (legal, financial or operational)
- **Influence incurred:** the ability to influence our performance and affect whether or not we actually achieve the sustainability goals we set ourselves.
- **Influence generated:** the level of influence we generate externally with our activities or operations.
- **Proximity:** subjects with whom our organisation interacts most, including internal stakeholders, those with whom we establish lasting relationships, those on whom we depend for day-to-day operations, and those who live close to our operations.

By adopting these new perspectives to the stakeholders we interface with, we have codified how we engage and dialogue with each group and sub-group. Everel strives to build strong and lasting relationships with its stakeholders, even on complex issues. To do so, the company is committed to listening to needs, building new relationships and defining dedicated dialogue tools.



CATEGORY	SUBGROUP	CURRENT ENGAGEMENT TOOLS	ENGAGEMENT CONTENT
<b>Employees</b>	Head of department	<ul style="list-style-type: none"> <li>• Reporting</li> <li>• Regular updates</li> <li>• Approval of budgets/projects</li> <li>• Representation</li> </ul>	<ul style="list-style-type: none"> <li>• Objectives/strategies</li> </ul>
	Office Operational	<ul style="list-style-type: none"> <li>• Policies and procedures</li> <li>• Training</li> <li>• Everel4you (counselling desk)</li> <li>• Survey</li> <li>• Internal communication (newsletter and intranet)</li> </ul>	<ul style="list-style-type: none"> <li>• Duties</li> <li>• Product/process</li> <li>• Code of Ethics</li> <li>• General improvement/well-being</li> <li>• Safety and the environment</li> </ul>
	Interns + new recruits	<ul style="list-style-type: none"> <li>• Specific training</li> <li>• Induction plans (welcome kit)</li> </ul>	<ul style="list-style-type: none"> <li>• Duties/product/process</li> <li>• Code of Ethics</li> </ul>
	Potential new recruits	<ul style="list-style-type: none"> <li>• Employer branding</li> <li>• Social media</li> <li>• University open day</li> <li>• Talent workshop</li> </ul>	<ul style="list-style-type: none"> <li>• Company presentation</li> </ul>
<b>Customers</b>	Large and small manufacturers Distribution/agents	<ul style="list-style-type: none"> <li>• Technical update meetings</li> <li>• Meetings and calls</li> <li>• Workshops</li> <li>• Portals</li> <li>• Technical support</li> <li>• Support</li> </ul>	<ul style="list-style-type: none"> <li>• Technical development</li> <li>• Quality</li> <li>• Deliveries</li> <li>• Business continuity</li> <li>• Continuity</li> <li>• Safety</li> </ul>
	Potential new customers/markets	<ul style="list-style-type: none"> <li>• Social media</li> <li>• Events and trade fairs</li> <li>• Workshops</li> <li>• Media/TV/Press</li> </ul>	<ul style="list-style-type: none"> <li>• Experiences</li> <li>• Market/positioning</li> <li>• Continuity</li> <li>• Innovation</li> </ul>
<b>Suppliers</b>	Primary Alternatives Raw materials Small/large Components Services Automotive	<ul style="list-style-type: none"> <li>• Environmental specifications</li> <li>• Questionnaires</li> <li>• Visits/audits</li> <li>• RFQ</li> <li>• Alternative proposals</li> <li>• NDA</li> <li>• Internal/external training</li> <li>• Dedicated training workshop</li> <li>• Development</li> </ul>	<ul style="list-style-type: none"> <li>• Environmental compliance</li> <li>• Product/process compliance</li> <li>• Offer</li> <li>• Innovation</li> <li>• Training on the basic product in service</li> <li>• Training on attributes provided</li> <li>• Environmental and social sustainability</li> </ul>
<b>Trade unions</b>		<ul style="list-style-type: none"> <li>• Regular meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Contracts</li> <li>• Health and safety</li> <li>• Welfare</li> </ul>
<b>Certification bodies/ Legislation</b>		<ul style="list-style-type: none"> <li>• Certifications</li> <li>• Audits</li> <li>• Updating of standards</li> <li>• Training courses</li> </ul>	<ul style="list-style-type: none"> <li>• Reporting</li> <li>• Non-compliance</li> <li>• Daily improvement</li> </ul>
<b>Universities and Research</b>		<ul style="list-style-type: none"> <li>• Open days</li> <li>• Internships</li> <li>• Technology scouting</li> <li>• Technical meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Innovation</li> <li>• Training</li> <li>• Human capital</li> </ul>



CATEGORY	SUBGROUP	CURRENT ENGAGEMENT TOOLS	ENGAGEMENT CONTENT
<b>Competitors</b>		<ul style="list-style-type: none"> <li>• Desk</li> <li>• Social media</li> </ul>	<ul style="list-style-type: none"> <li>• Technologies</li> <li>• Common methods</li> <li>• Image</li> </ul>
<b>Community</b>	Families Associations Schools Business activities Communities	<ul style="list-style-type: none"> <li>• Worker mediation</li> <li>• Direct contact</li> <li>• Events</li> <li>• Programming activities</li> <li>• Press and media releases</li> </ul>	<ul style="list-style-type: none"> <li>• Welfare</li> <li>• Focus on sustainability issues</li> <li>• Participation in local activities</li> </ul>
<b>Institutions</b>	Legislative bodies ASL (local health authorities) RSPP (prevention and protection service manager)	<ul style="list-style-type: none"> <li>• Mandatory communication</li> <li>• Directives</li> <li>• Advising</li> <li>• Lobbying</li> <li>• Round tables</li> </ul>	<ul style="list-style-type: none"> <li>• Forms</li> <li>• Reports</li> <li>• Standards and directives</li> <li>• Health and safety</li> </ul>
<b>Environment</b>		<ul style="list-style-type: none"> <li>• Choice of sources (materials/countries)</li> <li>• Anticipating directives on hazardous materials</li> <li>• Reducing impact: complying with limits, limiting emissions, increasing efficiency)</li> <li>• Enquiries from customers</li> <li>• Price trends</li> </ul>	<ul style="list-style-type: none"> <li>• Reducing risk</li> <li>• Savings</li> <li>• Anticipating legislation</li> <li>• Availability of raw materials</li> </ul>



# The dual materiality analysis: impacts, risks and opportunities

Materiality analysis is an essential process for Everel Group, implemented as early as 2021, in order to identify the most significant ESG issues. These aspects not only guide sustainability reporting, but also constitute a strategic reference for the definition of short-, medium- and long-term goals and actions, thus contributing to the integration of sustainability into the company's business model.

In 2024, Everel started a process of updating its group-wide materiality analysis, in line with the new

provisions of the Corporate Sustainability Reporting Directive (CSRD) and the ESRS Standards. In this context, a Dual Materiality Analysis was conducted, aimed at examining and assessing environmental, social and governance (ESG) issues relevant to the company, adopting an approach that integrates two interconnected perspectives: the company's impacts on the environment and society; and the risks and opportunities that these factors may generate on the company's economic performance.

## "Inside-out" perspective (impact materiality)

This perspective requires the company to focus on the impacts, both positive and negative, actual and potential, arising from the management of ESG issues and their effect on stakeholders. The objective is to identify and analyse how the company's activities and processes affect the environment and people across the entire value chain, ensuring responsible, sustainable management.

## "Outside-in" perspective (financial materiality)

This perspective requires the company to analyse the risks and opportunities associated with managing ESG issues that could significantly affect its financial performance. In particular, it examines the impact that external ESG factors may have on business development, capital strength, financial performance and cash flows, with a perspective that spans the short, medium and long term.

The main objective of this analysis was to provide an overall assessment of the ESG aspects that influence, directly or indirectly, the company's economic activity along the entire value chain. It should be noted that, as this is the first year of approaching reporting with this approach, the analysis conducted represents a simplification compared to the due diligence process required within the CSRD framework. However, in carrying out this analysis, several sources were integrated, including some PESTAL analysis activities carried out internally and various reports on aspects of the global approach to environmental and social risks, in order to optimally estimate the results of these processes. It will be considered in the future, consistent with regulatory developments in the area of reporting, whether to develop these results in more detail.

The process of identifying and assessing impacts, risks and opportunities therefore followed a structured approach, consisting of several steps. Firstly, a detailed mapping of Everel's value chain was conducted in order to identify the main areas of impact and related criticalities along the entire product life cycle. This analysis made it possible to identify and classify the impacts, as well as the risks

and opportunities, associated with the company's various activities and operations, both upstream and downstream in the chain. The result of this process led to the formalisation of a comprehensive list of all impacts and risks/opportunities generated during the various phases of the Everel Group value chain, from the extraction and procurement of raw materials to end-of-life management and product disposal. Specifically, the main phases considered are divided into: Raw Materials, Suppliers, Inbound Logistics (inbound), Operations, Support Processes, Outbound Logistics (outbound), Sales and Product Use. Once the various impacts and risks/opportunities were identified, they were assessed using a structured approach. The reference framework adopted for this analysis is the ESRS 1 – General Requirements standard, which defines the essential criteria and principles for estimating the sustainability issues raised.

To quantify in a structured manner the overall weight of each impact, risk and opportunity identified in the analysis process, a Materiality Index was subsequently developed, based on the specific assessment parameters. This method made it possible to assign a relative value to each aspect that emerged, facilitating the prioritisation of the most relevant elements for the



company and guaranteeing an evaluation consistent with reference standards.

Lastly, through the definition of materiality thresholds, the company was able to determine the set of impacts, risks and opportunities that are currently material, thus obtaining a solid update with respect

to the previous materiality analysis, also with a view to integrating the management of these aspects into corporate strategies and decision-making processes. Since the assessment of impacts in the dual materiality analysis did not undergo any obvious changes compared to the materiality analysis, the stakeholder engagement carried out in 2022 was considered valid.

A summary of the main results of the Dual Materiality Analysis is presented below in order to give an overview of the most significant ESG issues for Everel Group.

## ESRS Environment

TOPIC	MATERIAL IMPACTS (descending order of Materiality Index )	DESCRIPTION
<b>Environment – ESRS EI</b>	Non-owned logistics (Scope 3 emissions)	<b>Negative current indirect.</b> Refers to emissions due to the logistics of third-party means of transport throughout the supply chain (suppliers and customers).
	Energy from non-renewable sources	<b>Current negative direct.</b> Refers to the exploitation of fossil (non-renewable) resources to support the energy needs of the company's production and office operations.
	Energy consumption (emission Scope 1-2)	<b>Direct current negative.</b> Refers to emissions due to the energy consumption of plants, production processes and the company's administrative offices.
	Reduction of GHG emissions	<b>Direct potential positive.</b> Refers to all activities aimed at researching and adopting solutions to reduce GHG emissions related to energy consumption, waste and logistics.
	Waste (Scope 3 emissions)	<b>Direct current negative.</b> Refers to emissions related to the creation and disposal of waste materials from the production cycle and internal processes.
<b>Environment – ESRS E5</b>	Purchase of plastic raw materials	<b>Negative actual direct.</b> Refers to the supply and the use of resources for the synthesis of plastic material used in components and parts of the finished product.
	Reduction in resource use	<b>Direct potential positive.</b> Refers to the reduction in the use of resources and raw materials through initiatives and production solutions related to the recovery and reuse of waste.
	Purchase of metallic raw materials	<b>Current negative indirect.</b> Refers to the supply chain of brass, copper, silver and aluminium used in components and parts of the finished product.



TOPIC	MATERIAL IMPACTS (descending order of Materiality Index )	DESCRIPTION
<b>Environment – ESRS E5</b>	Purchase of electronic components	<b>Negative actual indirect.</b> Refers to the supply chain of electronic components and sensors needed for the operation of the finished product.
	Packaging waste	<b>Current negative direct.</b> Refers to the creation of packaging waste from suppliers and product handling.
	Production waste	<b>Direct current negative.</b> Refers to waste and scrap arising from internal production processes and its disposal.
	Product end-of-life	<b>Current direct/indirect negative.</b> Refers to impacts related to the disposal of products and materials at end-of-life.
	Packaging (inflow)	<b>Direct/indirect current negative.</b> Refers to the purchase of plastic and cardboard packaging (and the associated use of resources) for the handling of components and finished products.
	Alternative materials	<b>Direct potential positive.</b> Refers to the study and research in the design phase of alternative materials to reduce the environmental impact of the end product, especially as a replacement for plastic.

TOPIC	RISKS/OPPORTUNITIES MATERIALS (descending order of Materiality Index)	DESCRIPTION
<b>Environment – ESRS E1</b>	Self-production/supply of energy from renewable sources	<b>Opportunity.</b> Refers to the consumption of electricity self-produced by photovoltaic plants and/or from certified renewable sources.
	Non-compliance with emissions regulations (logistics)	<b>Transition risk.</b> Refers to the possibility of new regulations on emissions due to logistics, which could slow down or impose blockages on personnel and goods handling operations
	Global warming	<b>Chronic/acute physical risk.</b> Refers to possible disruption of operations or economic damage caused by extreme weather events or unsustainable climate conditions.



TOPIC	RISKS/OPPORTUNITIES MATERIALS (descending order of Materiality Index)	DESCRIPTION
<b>Environment – ESRS E1</b>	Energy consumption efficiency	<b>Opportunities.</b> Refers to activities to reduce electricity consumption of internal processes and plants.
	Transition and efficiency incentives	<b>Opportunity.</b> Refers to incentives at national and international level related to investments in energy infrastructure and sustainable activities.
<b>Environment – ESRS E5</b>	Process efficiency (waste and scrap)	<b>Opportunity.</b> Refers to the reduction of waste and scrap created during production processes and the use of secondary raw materials, i.e. waste and scrap regenerated and re-introduced into the production cycle.
	Increased resource costs (oil-plastics)	<b>Risk.</b> Refers to the rising costs of oil and plastic synthesis materials due to regulations, conflicts and scarcity of the resource.
	Increased logistics costs (duties)	<b>Transition risk.</b> Refers to the imposition of duties/sanctions on logistics related to emission regulations, especially at the import stage.
	Scarcity of raw materials and components (electronics)	<b>Risk.</b> Refers to the limited availability of materials, rare earths and base metals to produce components and sub-components, with the resulting possibility of price increases.
	Product innovations (ecodesign)	<b>Opportunities.</b> Refers to ongoing research and study for the incorporation of sustainability criteria such as modular design and circularity into design.

THEME	IMPACTS MATERIALS (descending order of Materiality Index )	DESCRIPTION
<b>Social – ESRS S1</b>	Workers' welfare (welfare)	<b>Positive current direct.</b> Refers to all policies, initiatives and services aimed at creating a healthy and positive working environment that respects work-life balance and promotes the mental and physical well-being of employees.
	Training and skills development	<b>Direct current positive.</b> Refers to the promotion of training and development paths and activities for people in order to develop personal and professional skills, also arising from the needs of the sector context.
	Work-life balance	<b>Direct current positive.</b> It concerns initiatives, services for employees and time flexibility policies aimed at facilitating and encouraging a better work-life balance.



THEME	IMPACTS MATERIALS (descending order of Materiality Index )	DESCRIPTION
<b>Social – ESRS S1</b>	Psychophysical well-being of employees	<b>Direct current positive.</b> Refers to initiatives dedicated to physical health (prevention, physical activity, etc.) and psychological health implemented by the company for its employees.
	Diversity, equality and inclusion	<b>Current Positive Direct.</b> Refers to the identification of diversity in the company and the activation of initiatives for the inclusion and enhancement of diversity and equal rights and opportunities for each person.
	Employee health and safety	<b>Direct potential negative.</b> Mainly concerns potential accidents due to operations in the production departments and on the premises.
<b>Social – ESRS S2</b>	Health and safety of workers in the chain	<b>Negative potential indirect.</b> Concerns the possibility of accidents and injuries of workers along the value chain, especially on the value chain, especially on the supplier and construction site side.
	Rights of workers in the chain	<b>Potential negative indirect.</b> Refers to possible violations of basic rights of workers in the chain, such as ensuring decent working conditions and forced/minorized labour.
<b>Social – ESRS S4</b>	Safety of the final product	<b>Current direct positive.</b> Concerning the maintenance of high standards and compliance with regulations in of product safety in use.

TOPIC	RISKS/OPPORTUNITIES MATERIALS (descending order of Materiality Index)	DESCRIPTION
<b>Social – ESRS S1</b>	Employee dissatisfaction	<b>Risk.</b> Concerning loss of productivity and/or increased turnover rate due to employee dissatisfaction, linked to a worsening of the perceived wellbeing in the company from a relational, economic and professional growth point of view.
	Creation of a widespread safety culture	<b>Opportunities.</b> Refers to the strengthening of the internal dissemination of integrated policies and practices aimed at creating a culture and awareness of security issues in all spheres (physical and digital).
	Structuring training plans for employees	<b>Opportunities.</b> It refers to the possibility of activating more structured training paths in order to cultivate talent and increase the organisation's innovativeness and competitiveness, as well as to increase employee satisfaction and motivation levels.



TOPIC	RISKS/OPPORTUNITIES MATERIALS (descending order of Materiality Index)	DESCRIPTION
Social – ESRS S1	Attractiveness towards talents and future employees	<b>Opportunities.</b> Refers to the improvement of the company's attractiveness with reference to the increase in benefits, services offered and the general well-being of its employees.
	Labour shortage	<b>Risk.</b> Refers to a drop in production capacity linked to a shortage of manpower and the potential shortage in the labour market of specific skills and expertise.
	Benefits and conventions	<b>Opportunities.</b> It refers to the activation and enhancement of economic benefits and conventions for employees.

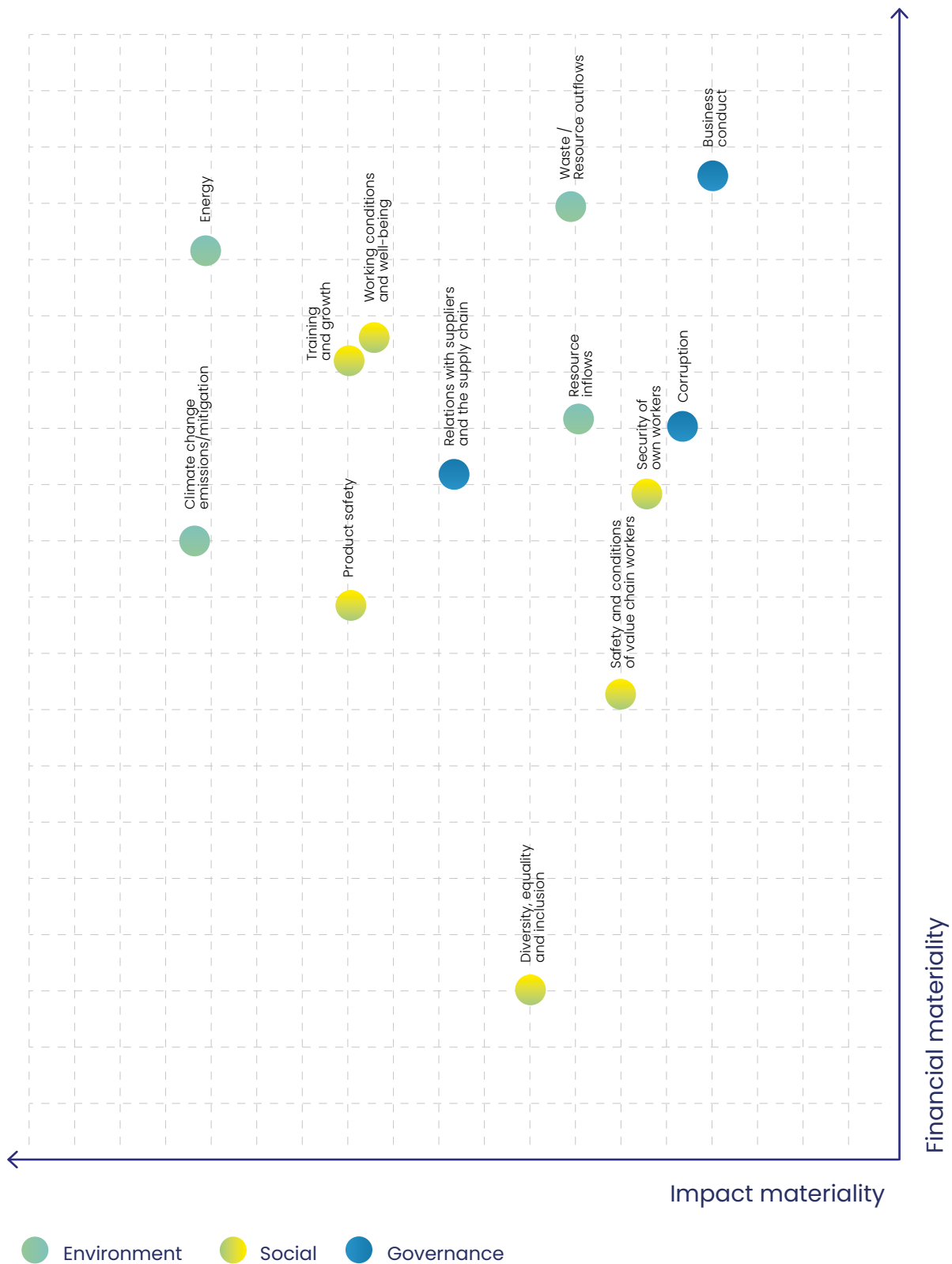
THEME	IMPACTS MATERIALS (descending order of Materiality Index )	DESCRIPTION
Governance – ESRS G1	Supply chain selection according to sustainability criteria	<b>Direct potential.</b> Refers to the application of ESG criteria in the selection of and relations with suppliers and the implementation of a system for monitoring and evaluating sustainable performance along the supply chain.
	Corruption and money laundering	<b>Direct potential negative.</b> Relates to the possibility of corruption and money laundering incidents that compromise the reputation of the company and the transparency of business management.

TOPIC	RISKS/OPPORTUNITIES MATERIALS (descending order of Materiality Index)	DESCRIPTION
Governance – ESRS G1	Cyber attacks	<b>Risk.</b> Refers to a possible compromise of the security of sensitive data and the privacy of employees and partners that could lead to reputational damage, legal sanctions, as well as operational costs for business disruptions.
	Lack of supply chain flexibility and resilience	<b>Transition risk.</b> Concerns possible difficulties of the supply chain to adapt to sustainability-related regulatory requirements, with negative financial effects related to supply disruptions.
	Environmental damage (suppliers)	<b>Risk.</b> Concerns the reputational effects on the company due to potential environmental damage caused by suppliers within their operational processes.



Successively, all the impacts, risks and opportunities identified, together with the relative Materiality Indexes, were organised and grouped within thematic macro-areas. This categorisation was carried out by taking into consideration both the macro-areas derived from the list of impacts, risks and opportunities previously identified, and by comparing the set of themes defined within ESRS 1, paragraph RA16.

In this way, it was possible to ensure a clearer, more immediate and at the same time coherent vision of the sustainability macro-themes relevant to Everel Group, through the updating of the materiality matrix, which was reformulated with respect to the evidence that emerged in the analysis process and according to the parameters of the approach pursued, thus improving the understanding of the interconnection between the various ESG aspects and their impact on the company's activities (Matrix of Dual Materiality).





## The creation and distribution of economic value

In 2024, the Everel Group generated consolidated revenue of €55.1 million, showing significant growth in sales compared to the previous year

**+34,3%**

Exploring how value creation is translated into tangible benefits for the various stakeholders, the mechanisms through which the Everel Group distributes the value it generates were examined, aiming to highlight the company's path in pursuing not only the creation of value, but also ensuring its fair distribution for the betterment of all.

Partial price increases were applied in 2024 to offset increases in purchasing material costs, without penalising the loss of volume.

Growth in the global economy remained weak: economic activity remained robust in the US but lost momentum in other advanced economies. International trade, however, was not particularly positive due to heightened geopolitical tensions, as well as the announced tightening of US trade policy. Oil prices, like natural gas prices, remain volatile and subject to upward pressure.

In 2024 the global economic scenario is still weak, in Europe the negative effects of inflation and monetary policy with high interest rates, which are only decreasing from the second half of the year, are weighing heavily. Average inflation reached 1.1% per NIC (national consumer price index), down from 5.7% in 2023 (source: ISTAT)

Overall, the phase of weakness in turnover in industry in the strict sense will be accentuated in 2024, with an annual decline of -4.3%, more marked than in the previous year (-0.7%).

For the durable goods market, in which Everel's business resides, monitored by the Findomestic Observatory, it was a mediocre year with a 4.2% growth in value. But the Everel Group's core market is the MDA (Major Domestic Appliance) and in particular the Oven segment; according to GfK's annual consumer data, this segment recorded an increase in turnover of 0.5% and a corresponding price increase of 1.1%. Compared to the average, however, Everel's two main customers, one owning 21% and the other 11% of the domestic oven market, both experienced a sharp drop in volume, the former by -9% and the latter by -23% respectively.

Growth prospects for the year 2025 remain weak and uncertain, with an estimated maximum of 2-3 percentage points. The real recovery, also according to the major home appliance players, is expected in 2026.

As far as the consumer data for Large Home Appliances is concerned, the Cooking segment (which accounts for 31% of the value of the Large Home Appliances market), shows the lowest growth in value (+0.3%), due to sales volumes, while prices remain stable at 2023 levels.

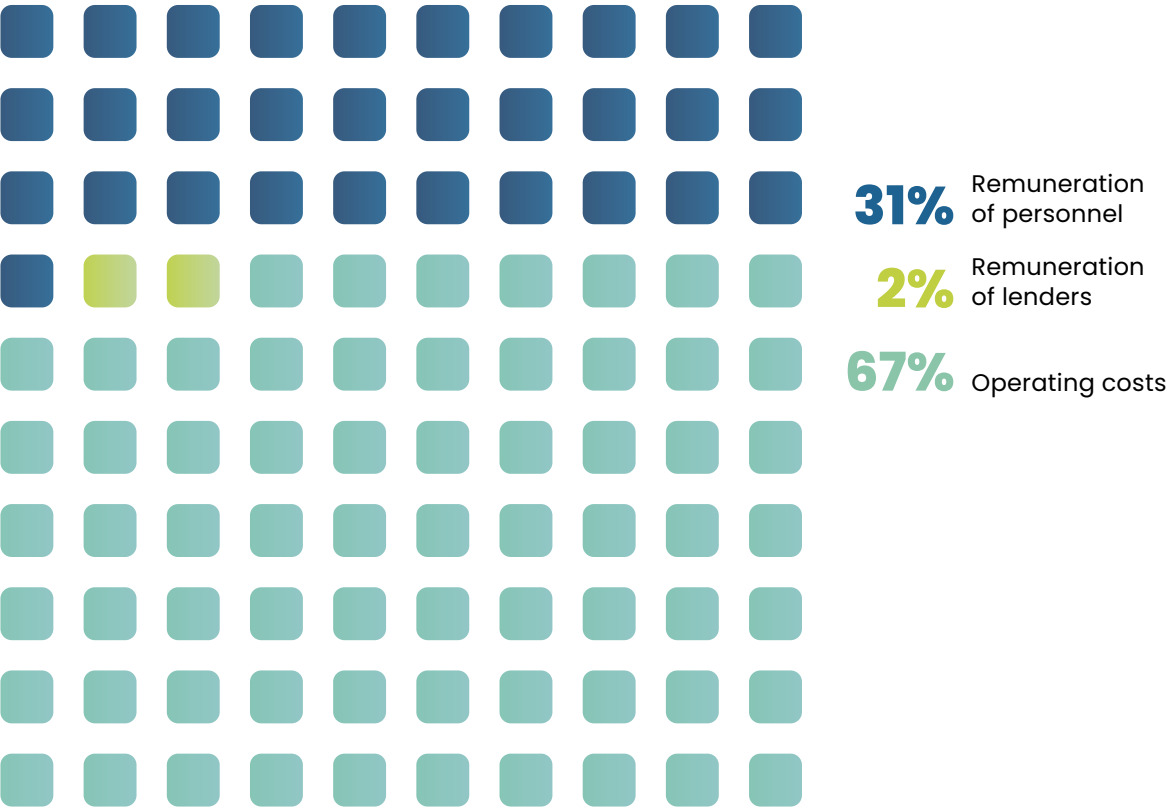


For Everel Group in 2024, the commissioning of the newly acquired industrial assets for the production of EM42 motors from the German EBM-papst group, which was completed at the end of 2023, undoubtedly played a major role; the contracts signed in particular with two historical customers, as well as others, led to a significant increase in sales realised in the year, thanks to this new business line.

The Everel Group’s strategy remains focused on the continuous improvement of operational efficiency and cost control, with a continuous focus on new product and application opportunities. Economic performance includes the economic value directly generated and distributed by the organisation (economic value generated and distributed - EVG&D), to indicate the generation of economic value for the company’s key stakeholders.

The economic value distributed is €56.26 million and is divided into: €37.57 million relating to the company’s operating costs; €17.72 million relating to the payment of wages and benefits to employees; €966 thousand is the remuneration of lenders (mainly credit institutions).

The retained economic value of Everel Group in 2024 is therefore **€ 3.77 mln** and includes depreciation and amortisation.









# Environment

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# A Sustainable Future: Our Commitment to the Planet

The goal is to achieve zero carbon emissions by 2050.

Aware of our planet's limited resources and the urgent need to reverse trends of environmental decline, at Everel we recognise our responsibility to address current and future environmental challenges..

Therefore, we are committed to actively promoting the transition to a greener economy, doing our part to mitigate the impact of climate change and contribute to a low-carbon economy by adopting sustainable practices in our operations. Our goal is to progressively reduce the use of fossil fuels and use natural resources responsibly, thus helping to mitigate the negative effects of the climate crisis.

Everel's long-term goal, consistent with what the European Union has defined through the European Green Deal and the European Climate Act, which came into force in July 2021, is to achieve zero carbon emissions by 2050.

We are convinced that the development and implementation of new technologies and sustainable production processes are not only essential for environmental protection, but also offer significant competitive advantages. Improved efficiency and reduced operating costs are just some of the benefits of a sustainable approach.

Our policy for environmental aspects is the Quality, Environment and Safety Policy, which addresses issues related to day-to-day decisions to ensure a compliant product as well as a safe, sustainable and efficient working environment. Within the policy we are committed to minimising and, where possible, preventing our environmental impacts, avoiding pollution and optimising business processes. Priority aspects include the promotion of a circular economy model, aimed at valorising waste generated by production processes, and the reduction of waste by optimising the consumption of energy and raw materials, with the aim of limiting CO<sub>2</sub> emissions. The policy also promotes full compliance with current environmental legislation and an ongoing commitment to involving workers in environmental matters, making them aware of their role and contribution to ensuring a safe and sustainable working environment. The policy is made available to internal stakeholders via the company intranet.





## The company's strategy

is therefore focused on efficiency and responsible management of processes and resources, with the aim of limiting the loss of value of materials and ensuring the highest levels of environmental compliance.

In particular, Everel is committed to implementing the following actions:

### **Monitoring the impacts of production processes:**

We mainly focus on electricity consumption and emissions produced, in order to set a concrete path towards Carbon Neutrality by 2050.

### **Promoting the circular economy:**

We value efficiency and responsible resource management, in order to limit the impact of material value losses.

### **Ensuring environmental compliance:**

We ensure compliance with environmental regulations and adopt best practices to minimise our impact.

We are determined to pursue this vision, working with conviction for a more sustainable and equitable future for all.

Our strategic approach to reducing environmental impacts includes action and target setting in the following areas:

## Energy

## Emissions

## Environmental compliance

## Responsible material management

## Responsible waste management





## Energy

At the heart of our processes, energy is not only a key input for production, but also a catalyst for radical change. Energy efficiency and the orientation towards the adoption of renewable sources are no longer options, but fundamental aspects for an industry that seeks sustainable growth. The current geopolitical context, marked by increasing instability and an unprecedented energy crisis, has made the need to focus on sustainable energy even more urgent. Dependence on fossil fuels, besides being detrimental to the environment, exposes us to geopolitical risks and price fluctuations that can undermine economic stability. In this scenario, investing in energy efficiency and renewables is a strategic choice to ensure energy security, reduce costs and strengthen business resilience.

**Our industry, by its very nature, is energy intensive.**

However, this reality presents us with an opportunity to take action towards a transition to a more responsible production model. Optimising processes, reducing waste and investing in state-of-the-art technology not only decreases environmental impact, but can result in lower operating costs and improved market competitiveness.

At Everel, we recognise energy as vital to our operations and a critical factor in creating a more sustainable future. This is why, starting in 2020, we have embarked on a journey of mapping our energy consumption, with the aim of achieving optimal energy efficiency without compromising the sustainable growth of our business. The strategy we intend to pursue involves:

### **Minimise energy in processes:**

We are committed to optimising our production processes to minimise energy consumption, through the adoption of innovative technologies and practices.

### **Maximise the use of energy from renewable sources:**

We are moving towards an increasing use of renewable energy sources, such as solar and wind power, to reduce our dependence on fossil fuels and minimise our environmental impact.

We are convinced that the transition to a sustainable energy model is a challenge that requires everyone's commitment. At Everel, we are ready to do our part by adopting responsible practices and promoting innovation in the energy sector.



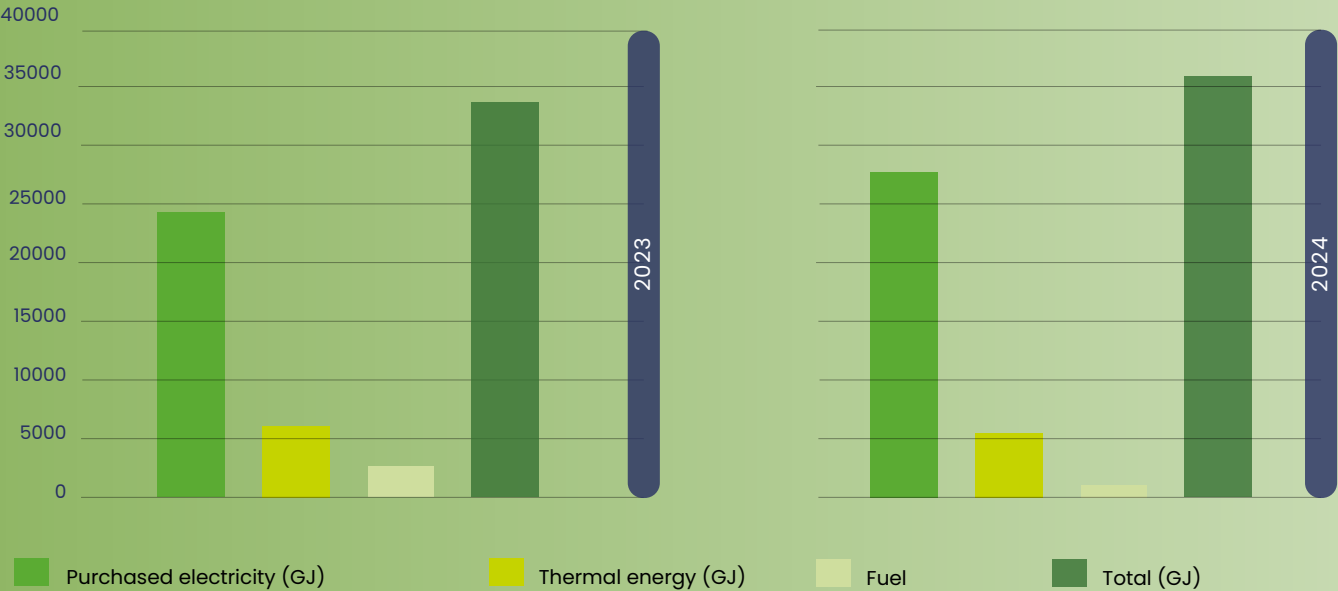
# Consumption

Historical consumption profiles are as shown in the table below:

EVEREL GROUP by type of source	2023	2024
Purchased electricity (GJ)	24.017,36**	27.933,08
Thermal energy (GJ)*	6.516,14**	6.091,91
Fuel (GJ)	2.617,64**	1.668,20
of which from renewable sources		
Total (GJ)	33.151,14	35.693,19

\*Thermal Energy: Natural gas + heating fuel  
\*\* Data updated and corrected from the 2023 report

## Everel Group Energy Consumption





energy consumption everel group (GJ)	2023	2024
ELECTRICITY (GJ) PURCHASED	24.017,36*	27.933,08
NATURAL GAS (GJ)	5.410,39*	5.284,87
HEATING FUEL (GJ)	1.105,73	1.117,85
<b>TOTAL</b>	<b>30.533,48</b>	<b>34.335,80</b>

\* Data updated and corrected from the 2023 report

## Energy intensity EVEREL GROUP

TOTAL ENERGY CONSUMPTION	10.001 MWh
NET REVENUE	55.106.000 €
ENERGY INTENSITY (MWh/€)	0,000181 MWh/€
ENERGY INTENSITY (kWh/€)	0,181 kWh/€

In 2024, Everel's total energy consumption was 10,001 MWh, corresponding to 35,693 GJ. The energy intensity, calculated as the ratio of total consumption in kWh to net revenue (amounting to €55,106,000), is 0.181 kWh per € revenue. This indicator reflects the organisation's energy efficiency in relation to its economic performance and will be monitored in subsequent years to assess its evolution.

With this in mind, among the targets formalised in early 2025, a KPI was introduced to monitor energy intensity, calculated as the ratio of total energy consumption to first industrial cost. The choice of using the first industrial cost, instead of net revenue, allows for greater standardisation of the KPI, thus making it more comparable between different plants despite production differences.



ENERGY CONSUMPTION BY TYPE OF SOURCE	2023	2024
ELECTRICITY (GJ)	13.284,35	16.441,38
NATURAL GAS (GJ)	3.291,73	3.289,21
FUEL (GJ)	1.259,34*	1.265,24
TOTAL	17.835,42	20.995,83

Valeggio Site

\* The value indicated for Fuel (GJ) for the year 2023 has been revised and corrected from the previous report.

The energy sources used at Everel Valeggio are electricity, natural gas (methane) and hydrocarbons for automotive use. The energy vectors used in the company in the process are electricity itself, heated fluids, cooled fluids and compressed air. The energy efficiency projects aim, in EVG, to reduce process energy use by 6.3% by 2027; in EVRO, to mitigate the energy increase due to the new production set-up; and in DREEFS, to keep consumption constant. In general, the targets were reformulated from the 2023 Report following a review at the beginning of 2025 of Everel's entire strategic sustainability plan.

To reach these goals, it was defined to act mainly on the reduction of internal electricity consumption for heating the presses, and for conditioning the moulds, by monitoring energy consumption.

Starting in 2021, various energy efficiency initiatives and projects have been implemented, both on production lines whose consumption is now monitored in real time, and on buildings. At the same time, energy diagnoses have been conducted to identify the areas of greatest criticality and define targeted interventions to optimise consumption. In continuation of this path, the possibility of installing a photovoltaic field will be explored in the coming years or, alternatively, the purchase of certified green energy through a supplier or by setting up or joining a purchasing group will be evaluated.

Valeggio's plant energy consumption trend shows an overall increase of 18% in 2024 compared to 2023. In fact, in 2024 there was a slowdown in activities related to efficiency processes due to an internal reorganisation procedure that saw the need to reschedule intended activities for 2025.



In addition, in 2024 Everel Group ramped up the new electric motor production business acquired from EBM in Slovenia; started up in September 2023, the new line resulted in a significant increase in electrical power input. During 2024, the ramp-up of this business required the company to activate the continuous production cycle for approximately 6 months, which resulted in a significant increase in power and heat consumption throughout the week.

### Romania Site

ENERGY CONSUMPTION BY TYPE OF SOURCE	2023	2024
ELECTRICITY (GJ)	8.704,00*	9.288,00
HEATING FUEL (GJ)	1.105,75*	1.117,85
FUEL (GJ)	1.358,30*	402,96
<b>TOTALE</b>	<b>11.168,05</b>	<b>10.808,81</b>

\* Data updated and corrected from the 2023 report

Lipova's energy consumption trend shows an overall reduction of 3% in 2024 compared to 2023; this reduction is mainly attributable to the significant drop in fuel consumption (-70%), despite the fact that there was an increase in electricity consumption basically related to the internal transfer of machinery.

### Germany site

ENERGY CONSUMPTION BY TYPE OF SOURCE	2023	2024
ELECTRICITY (GJ)	2.029,01	2.203,7
NATURAL GAS	2.118,66*	1.995,66
<b>TOTAL</b>	<b>4.147,67</b>	<b>4.199,36</b>

\* Data updated and corrected from the 2023 report

In 2024, the German site preserved a trend for energy sources in line with that recorded in 2023, showing no significant deviations from the previous year.





# Emissions

Everel has embarked on its journey to contribute to the fight against climate change, with the aim of becoming a Net-Zero company in the long term. This implies a gradual reduction of GHG emissions associated with Scope 1, 2 and 3 to near-zero levels, offsetting any remaining emissions through targeted initiatives.

Aware of the role that climate-changing emissions play in the rise of global temperatures, Everel recognises the urgency of acting in line with the principles of the 2030 Agenda and what has been established internationally. In particular, the energy sector – heavily dependent on fossil fuels – represents one of the main sources of CO<sub>2</sub>. Therefore, the company's strategy is geared towards a more efficient use of resources and a gradual transition to renewable energies.

Since 2021, Everel has been analysing and mapping its emissions in order to identify the main areas of environmental impact. This work has made it possible to define concrete actions to promote the adoption of more sustainable technologies, encouraging more responsible energy management. We are aware that we still have a complex and challenging path ahead of us, but we are committed to contributing to the transition towards a production model with a lower environmental impact.

To date, Everel has adopted an approach to assessing the environmental impact of its activities by identifying the main sources of greenhouse gas emissions and distinguishing between direct (Scope 1) and indirect (Scope 2) emissions.

Scope 1 direct emissions include the use of fuels such as methane gas, any fluorinated gas leaks from air conditioning and refrigeration systems, and emissions from company vehicles. Scope 2 emissions, on the other hand, come mainly from the consumption of purchased electricity. The calculation of Scope 2 emissions is performed using the "Location Based" and "Market Based" approaches.

## GHG emissions



**Location Based:**

GHG emissions associated with the use of electricity, expressed in tCO<sub>2</sub>e, were obtained using an average emission factor, calculated on the basis of the national energy mix with respect to the country in which the company operates.

**Market Based:**

Greenhouse gas emissions associated with electricity use, expressed in tCO<sub>2</sub>e, were obtained using an emission factor associated with local energy suppliers. This approach allows the amount of energy from renewable sources purchased directly by the company to be taken into account. The provenance of this energy must be certified by issuing a certificate of origin (GO guarantees of origin). For the calculation of GHG emissions, an emission factor of zero is used for that portion of electricity that comes from renewable sources. Consumption not covered by guarantees of origin are multiplied by a 'residual mix' emission factor, which takes into account emissions from the national mix net of supplies from renewable energy sources.

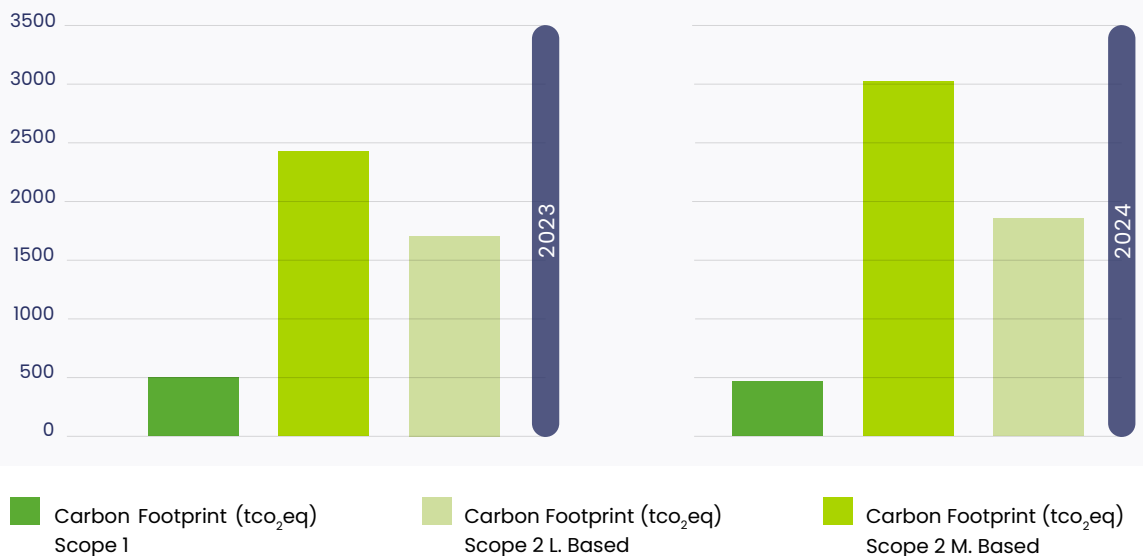
<sup>1</sup> The emission factors used for the quantification of Aim 1 emissions are taken from Defra, while for Aim 2 emissions, location and market based, they are taken from AIB European Residual Mixes 2023.

The analysis performed did not reveal any additional significant sources for these two areas. In this way, the total emissions expressed in tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub>eq) were calculated, relative to the company's carbon footprint related to Scope 1 and 2<sup>1</sup>.

CARBON FOOTPRINT (tCO <sub>2</sub> EQ)		2023	2024
SCOPE 1	-	545,92	508,94
SCOPE 2	M. BASED	2.739,09*	3.275,15
SCOPE 2	L. BASED	1.883,29*	2.002,86

\* Data updated and corrected from 2023 report

## Emissioni GHG Gruppo Everel





The Everel Group’s emissions trend in 2024 compared to 2023 shows a 7% reduction in Scope 1 due to investments made, while there was a 6% increase in Scope 2 Location based and 20% increase in Scope 2 Market based. The increase in Scope 2 emissions is substantially due to the Valeggio site and the increased energy requirements of the new production line.

ITALY SITE

CARBON FOOTPRINT (TCO2EQ)	VALEGGIO		2023	2024
	SCOPE 1	-	256,11	282,14
	SCOPE 2	M. BASED	1.686,93	2.286,13
	SCOPE 2	L. BASED	1.082,31	1.249,67

As concerns the Valeggio site, there is an increase in emissions in 2024 compared to 2023; this trend, as regards Scope 1, was determined by a physiological fluctuation of gas consumption proportional to the average colder temperatures in 2024 in the winter period; the most significant increase is related to Scope 2 M. Based, with an increase of 36% compared to 2023, and L. Based, with an increase of 15% compared to 2023. This trend was caused by an increase in electricity consumption due to the start-up of the engine line.

ROMANIA SITE

CARBON FOOTPRINT (TCO2EQ)	LIPOVA		2023	2024
	SCOPE 1	-	170,84	112,09
	SCOPE 2	M. BASED	666,63*	548,35
	SCOPE 2	L. BASED	594,70	548,07

\* Data updated and corrected from the 2023 report

Our Lipova site in 2024 achieved a good emission reduction performance. The recorded trend indicates for Scope 1 a 34% reduction compared to 2023; for Scope 2 M. Based there was an 18% reduction compared to 2023, while for L. Based there was an 8% reduction compared to 2023. This trend is related to a number of factors: from the replacement of some electric moulding presses to the installation, in September 2024, of a photovoltaic plant that will allow, when fully operational, to produce almost 600MW/year. We estimate that the plant’s contribution could result in an



11% reduction in Scope 2 emissions, which corresponds to an approximately 9% reduction in the total carbon footprint for the Romanian site with approximately 50 tonnes of CO<sub>2</sub> equivalent emissions avoided.

## GERMANY SITE

CARBON FOOTPRINT (TCO <sub>2</sub> EQ)	DREEFS		2023	2024
	SCOPE 1	-	118,97	114,71
	SCOPE 2	M. BASED	385,53	440,67
	SCOPE 2	L. BASED	206,28	205,12

As far as the plant in Germany is concerned, the analysis of emissions shows no significant change in the carbon footprint compared to the previous year.





# Environmental Compliance

In a global context in which awareness of environmental issues is constantly growing, environmental compliance assumes a crucial strategic role for companies. We understand that non-compliance with laws and regulations not only exposes companies to the risk of legal or administrative sanctions but can also generate significant operational losses and irreparable damage to corporate reputation. The B2B market is showing an increasing focus on environmental compliance, driven by growing awareness and strict regulations promoted by institutions at all levels. In this dynamic scenario, Everel does not just comply with standards, but aspires to anticipate trends and integrate environmental compliance into every aspect of its operations.

At Everel, environmental compliance management is structured on two distinct but interconnected levels:

The Health, Safety and Environment Manager manages environmental compliance regarding process management (atmospheric emissions, waste management, authorisations, etc.). Compliance involves analysing the environmental aspects and deadlines imposed by current legislation on waste, plant compliance, atmospheric emissions and all other environmental aspects that, however important, are scarcely impacted by production site activities.

The quality function, on the other hand, is responsible for product-related environmental compliance. Product compliance involves analysing European legislation and customer requirements and ensuring that the environmental profile of supplied products conforms to what is required. Everel takes a proactive approach to the issue in order to further reduce its impacts or qualify the environmental profile of its products.

Everel implements an environmental impact management approach, consistent with the methodologies of the ISO 14000 family of standards. This is based on process analysis with a life cycle approach. In addition, Everel Group has been ISO 14001 certified since 2022. Concurrently, several internal projects have been initiated to evaluate new materials, assess production waste, optimise processes and calculate the organisation's Carbon Footprint.

**The Health, Safety and Environment Manager**

**product-related environmental compliance**



## Quality and Safety: our constant commitment

### Safety is our priority

In a dynamic industry like ours, compliance is not an optional extra, but an essential commitment. Everel Group stands as a guarantor of quality and safety, going beyond standard requirements to offer its customers products that excel in every area.

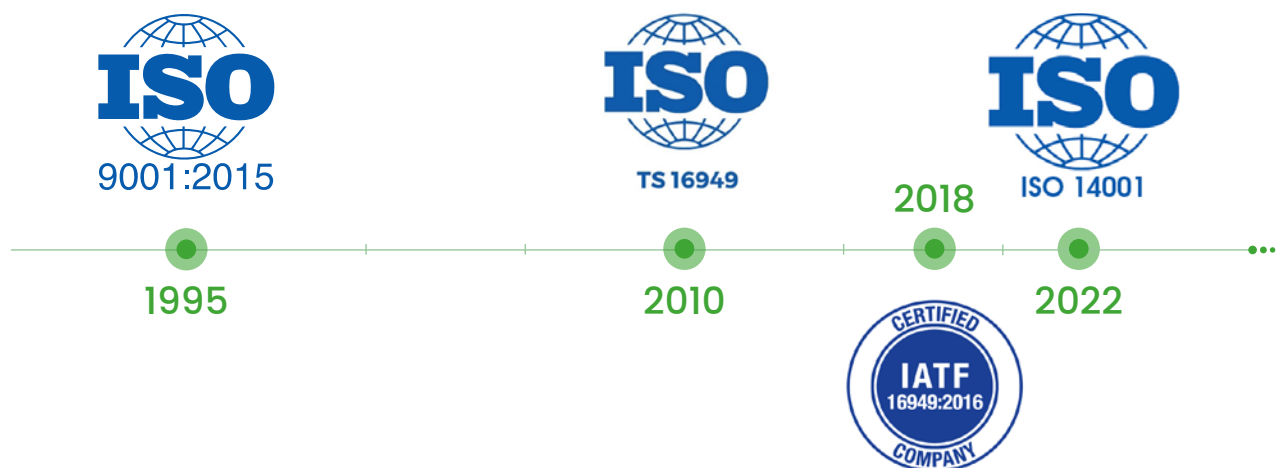
Our dedication to quality is evidenced by the certifications we have obtained: ISO 9001 since 1995, IATF 16949 for the automotive sector as well as the aforementioned ISO 14001 for environmental management. These standards are the solid foundation on which we build our excellence.

Each of our products undergoes rigorous testing and approval, conforming to the highest industry standards: EN61058-1, UL61058-1, EN60335 GWT NO FLAME, VDE0710, EN61058, EN60335-1. Safety is our priority.

Our responsibility extends to environmental protection. Compliance with REACH and RoHS regulations, and attention to our customers' SVHC lists, are an integral part of our commitment to sustainable production.

Your trust is our goal. That is why, every day, we strive to exceed expectations by offering products that combine quality, safety and sustainability.

All our certifications are available at [www.evergroup.com](http://www.evergroup.com)





# Responsible materials management

Our planet is facing a critical challenge: a development model that, in its growing inequality and continuous need for resources, is eroding the health of the environment. Climate change, loss of biodiversity and relentless pollution are major issues which degrade vital resources and directly affect our collective well-being. In this global scenario marked by profound instability, the complexities that lie ahead are becoming more acute, demanding bold and innovative responses.

At Everel, we are aware of the pressing need to adopt processes that maximise efficiency, reducing consumption and waste wherever possible. Minimising our environmental footprint requires the adoption of cutting-edge technologies, inherently sustainable production processes and a proactive synergy with every actor involved in our ecosystem.

Aware of this urgency, Everel has embarked on a significant transformation journey starting in 2021. Our primary focus is the in-depth analysis of the materials that form the core of our production processes with the aim of identifying concrete opportunities to reduce and mitigate the environmental impacts generated by our business.

## Everel has a wide and diverse product range

The wide range of solutions offered by Everel results in a complex and diversified management of materials, ranging from ferrous and non-ferrous metals to technical polymers and advanced electronic components.

In Everel's design philosophy, the careful selection and management of materials is a fundamental pillar. Every choice is guided by the need to ensure flawless technical performance in line with strict product specifications. In parallel, we pay scrupulous attention to compliance with mandatory environmental regulations, such as REACH and RoHS, and specific lists of banned substances, ensuring the safety and sustainability of our products.

In addition to the mechanical, thermal and technological properties intrinsic to materials – such as, for example, the crucial processability in injection moulding for plastics – electrical safety characteristics are of paramount importance for Everel products. Dielectric strength, flammability and self-extinguishing properties are indispensable parameters that guide our material selection.

Plastics, a central element in Everel's production process, form the backbone of our products. These are not simple polymers, but advanced technopolymers. Starting with a high-performance polymer base, such as polyamide, these materials are skilfully integrated and reinforced with mineral and non-mineral fillers. This compounding process is essential for enhancing mechanical properties, improving thermal resistance and imparting optimum flame resistance properties, ensuring the durability, reliability and safety that are the hallmarks of Everel solutions.



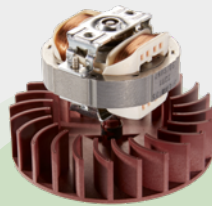


## RAW MATERIALS: Types for different products



### Switches

Engineering polymers for the bodies, copper and its alloys (bronzes and brasses of various specifications) for the contacts, steel for the springs.



### Electric motors

Copper for windings, iron laminations for stator packs, aluminum for die-cast rotors, electronic components for drivers.



### Sub-Assemblies

Consist of a combination of other products and predominantly use engineering polymers to integrate components and functions.

In 2024, the group used the following material categories at its three sites:

ITEMS	METAL COMPONENTS	PLASTIC COMPONENTS	METALS AND ALLOYS	PACKAGING	PLASTIC (RAW MATERIAL)	CHEMICAL PRODUCTS
Electronic materials; sourced components that do not fall into other categories	Springs, small parts, rotors, metal assemblies, metal shafts ...	Externally sourced plastic molded parts	Copper contacts, steel, zinc, various types of alloys	Plastic, wood, paper packaging	Granules	Sprays, greases, oils, dyes, lubricants, etc. ...



consumption of raw materials: (Tonnes)

EVEREL GROUP	2023	2024	DEVIATIONS 2023/2024
ITEM	134	205	53%
METAL COMPONENTS	938	1.038	11%
PLASTIC COMPONENTS	49	39	-20%
METALS AND ALLOYS	779	1.089	40%
PACKAGING	411	552	34%
PLASTIC-RAW MATERIAL	723	685	-5%
CHEMICAL PRODUCTS	13	23	73%
EVEREL ITALY	2023	2024	DEVIATIONS 2023/2024
ITEM	50	115	130%
METAL COMPONENTS	399	1.358	240%
PLASTIC COMPONENTS	19	12	-36%
METALS AND ALLOYS	21	184	778%
PACKAGING	124	228	84%
PLASTIC-RAW MATERIAL	314	278	-12%
CHEMICAL PRODUCTS	10	17	71%
EVEREL ROMANIA	2023	2024	DEVIATIONS 2023/2024
ITEM	84	90	7%
METAL COMPONENTS	539	518	-4%
PLASTIC COMPONENTS	30	27	-9%
METALS AND ALLOYS	79	66	-16%
PACKAGING	287	324	13%
PLASTIC-RAW MATERIAL	409	407	0%
CHEMICAL PRODUCTS	3	6	90%
EVEREL GERMANY	2023	2024	DEVIATIONS 2023/2024
METAL COMPONENTS	0	1	-
METALS AND ALLOYS	679	839	24%

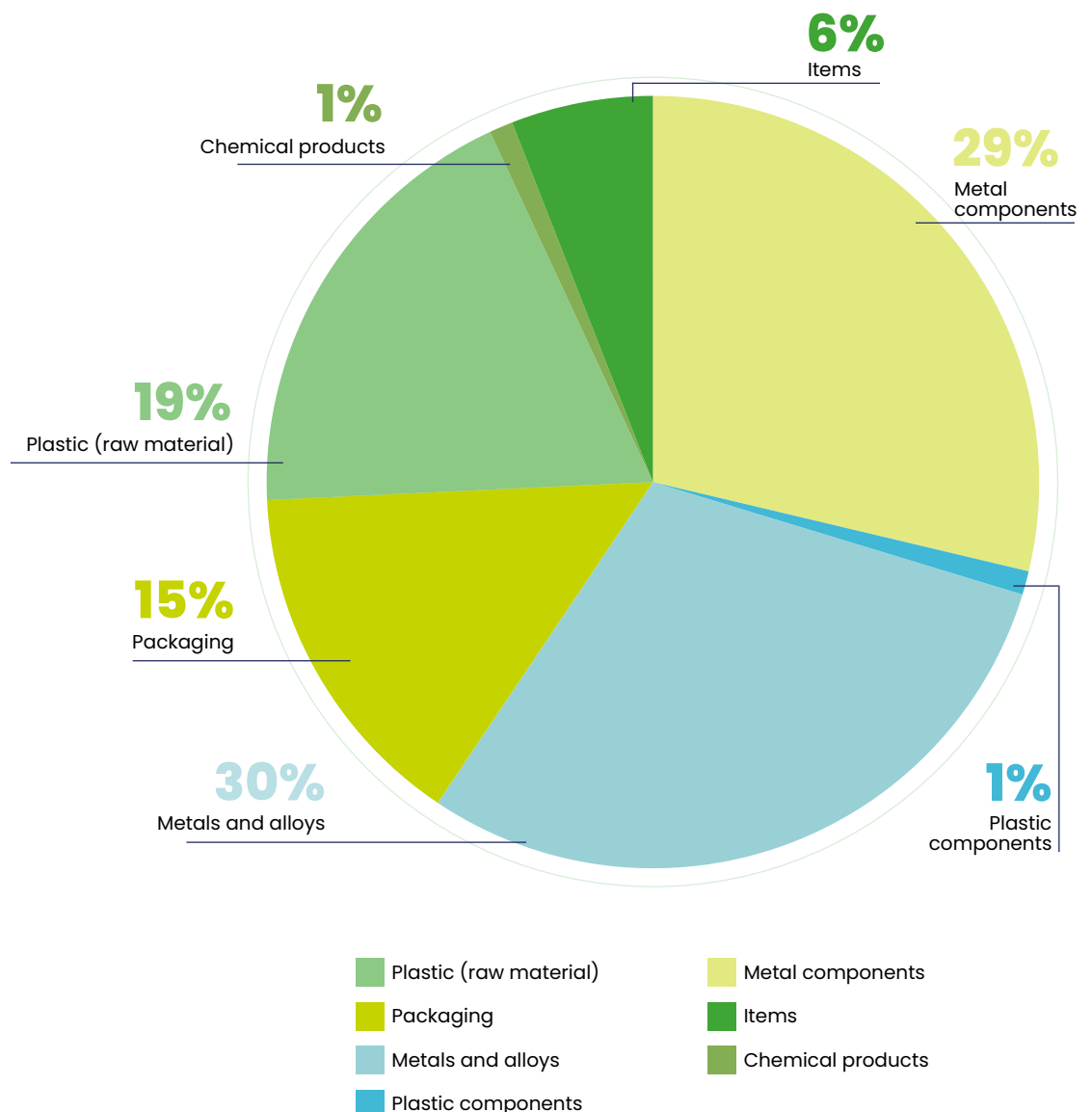


In terms of material quantities, after the decrease in 2023 compared to 2022, mainly due to the reduction in orders recorded in all plants due to the economic and geo-political context, in 2024 we had an increase in raw materials mainly related to the Valeggio site. For the Valeggio site, in fact, there was a particular increase in the metals and alloys and metal components categories following the commissioning in 2024 of the new product line acquired in September 2023. This line, in fact, involves the use of copper coils, stators, rotors, shafts, etc. and other metal components that have a significant weight.

In particular, the increase in the consumption of metal components (about 1100 t) is attributable exclusively to the motor line, since the main components of the same are iron, steel and aluminium. Similarly, the increase in the consumption of metal alloys is also attributable to the same cause, as copper coils are another central component of the motors, and the increase in the use of packaging, about 200t of it.

There are also physiological reductions due both to market fluctuations and the internal reorganisation that saw the transfer of production lines to the Romania site.

**Below are the percentages of the Group's total raw materials in 2024.**





# Responsible waste management

We aspire to a substantial reduction in the amount of waste generated at source, a goal we want to integrate into our operational and design strategies. At the same time, we firmly believe in the intrinsic value of materials, even those that could be considered waste. For this reason, we encourage reuse practices, both internally in our production processes and externally by exploring partnerships with local realities. Our philosophy is to extend the life cycle of materials as long as possible, turning potential waste into new resources. Our business goals, therefore, are not limited to minimising waste production, but push towards creating synergies with the local industrial fabric. We see local companies as strategic partners to give a ‘second life’ to our discarded materials, triggering a virtuous circle that benefits the environment and the entire community. In the year 2024 for the Valeggio site, approximately 138 tonnes of waste were produced, a reduction of 9.4% compared to 2023. Furthermore, of the 138 tonnes of waste, approximately 98% was destined for recovery.

At Everel, waste management represents a concrete commitment to a circular economy and environmental responsibility.

## Waste (kg)

EVG (FACTORY ITALY)			2023	2024
GENERATED	HAZARDOUS	Exausted oils / emulsions	9.385	2.421
		Packaging contaminated by hazardous substances	279	1.450
		Metal packaging that contains solid hazardous materials	74	40
		Absorbent materials, filter materials, rags and PPE, contaminated with hazardous substances	608	580
	TOT		10.346	4.583
	NON-HAZARDOUS	Iron/steel	74.900	39.960
		Non-ferrous material waste	5.650	13.107
		Plastic waste	25.400	28.960
		Other wastes	560	0
		Paper packaging	10.420	11.480
		Plastic packaging	5.330	7.380
		Wood packaging	6.320	6.760
		Mixed material packaging	1.820	1.330
		Electronic material	12.419	25.198
	TOT		142.819	134.175
	TOT		153.165	138.758



EVG (FACTORY ITALY)		2023	2024
RECYCLED	HAZARDOUS	7.567	3.378
	NON-HAZARDOUS	142.259	134.175
	<b>TOT</b>	<b>149.826</b>	<b>137.553</b>
DISPOSED	HAZARDOUS	2.779	1.205
	NON-HAZARDOUS	560	0
	<b>TOT</b>	<b>3.339</b>	<b>1.205</b>

In the Valeggio plant there was a 9% decrease in the quantity of waste in 2024, despite the increase in production volumes compared to 2023. With regard to "non-ferrous waste", this is mainly waste related to oil-contaminated plastic material; the increase in this type of waste is directly linked to the increase in production waste, as a result of the increase in production in 2024 compared to the previous year.

In the year 2024, approximately 99 tonnes of waste were produced at the Lipova site, with a reduction of 6% towards 2023. Of the 99 tonnes produced, 98% went to recovery.

EVRO (ROMANIA PLANT)			2023	2024
GENERATED	HAZARDOUS	Exhausted oils / emulsions	960	1.100
		Packaging contaminated by hazardous substances	810	680
		Metal packaging that contains solid hazardous materials	0	40
		Absorbent materials, filter materials, rags and PPE, contaminated with hazardous substances	865	580
	<b>TOT</b>		<b>2.635</b>	<b>2.400</b>
	NON-HAZARDOUS	Iron/steel	1.095	17.685
		Non-ferrous material waste	2.071	0
		Plastic waste	38.065	14.380
		Other wastes	4.067	2.489
		Paper packaging	29.190	24.350
		Plastic packaging	7.570	6.610
		Wood Packaging	6.820	20.630
		Mixed material packaging	0	0
		Electronic material	13.440	10.560
	<b>TOT</b>		<b>102.318</b>	<b>96.704</b>
	<b>TOT</b>		<b>104.953</b>	<b>99.104</b>



EVRO (ROMANIA PLANT)		2023	2024
RECYCLED	HAZARDOUS	2.635	1.340
	NON-HAZARDOUS	102.318	96.224
	<b>TOT</b>	<b>104.953</b>	<b>97.564</b>
DISPOSED	HAZARDOUS	0	1.340
	NON-HAZARDOUS	0	200
	<b>TOT</b>	<b>0</b>	<b>1.540</b>

In 2024, approximately 10 tonnes of waste were generated at the Dreefs site, a reduction of 43% compared to 2023; in addition, all waste was sent for recycling. The difference between wood waste in 2023 and 2024 is due to a management anomaly at the Lipova site, which resulted in a report following an inspection concerning the disposal of wood pellets and plastic. The anomaly was resolved and the system adjusted to proper management.

DREEFS (FACTORY GERMANY) <sup>2</sup>			2023	2024
GENERATED	HAZARDOUS	Exhausted oils / emulsions	0	0
		Packaging contaminated by hazardous substances	0	0
		Metal packaging that contains solid hazardous materials	0	0
		Absorbent materials, filter materials, rags and PPE, contaminated with hazardous substances	0	240
	<b>TOT</b>		<b>0</b>	<b>240</b>
	NON-HAZARDOUS	Iron/steel	14.490	5.720
		Non-ferrous material waste	0	0
		Plastic waste	0	0
		Other wastes	0	0
		Paper packaging	1.992	3.290
		Plastic Packaging	1.140	880
		Wood packaging	0	0
		Mixed material packaging	0	0
		Electronic material	0	0
	<b>TOT</b>		<b>17.622</b>	<b>9.890</b>
	<b>TOT</b>		<b>17.622</b>	<b>10.130</b>
RECYCLED	HAZARDOUS			240
	NON-HAZARDOUS			9.890
	<b>TOT</b>		<b>0</b>	<b>10.130</b>
DISPOSED OF	HAZARDOUS		0	0
	NON-HAZARDOUS		0	0
	<b>TOT</b>		<b>0</b>	<b>0</b>



Overall, Everel Group in 2024, while increasing production, produced approximately 247 tonnes of waste, a reduction of 10% towards 2023. Of the total waste produced in 2024, 99% was destined for recycling; furthermore, of the total waste, 98% was non-hazardous.

<sup>2</sup> Waste in Germany is generated infrequently and often the quantities delivered during the current year are also generated during the previous year. For this reason, the figure shown is an estimated figure.

The trend of waste produced and managed during 2024, in relation to the entire Group, shows that, despite the increase in some types of waste due to the new engine line becoming fully operational, there has been an approach aimed at optimising management, which has led to a reduction in waste, and at enhancing the value of waste in view of circularity. Everel's commitment in this direction will remain constant and aimed at seeking further areas of improvement.

EVREREL GROUP			2023	2024
GENERATED	HAZARDOUS	Exhausted oils / emulsions	10.345	3.521
		Packaging contaminated by hazardous substances	1.089	2.130
		Metal packaging that contains solid hazardous materials	74	172
		Absorbent materials, filter materials, rags and PPE, contaminated with hazardous substances	1.473	1.400
	TOT		12.981	7.223
	NON-HAZARDOUS	Iron/steel	90.485	63.365
		Non-ferrous material waste	7.721	13.107
		Plastic waste	63.465	43.340
		Other wastes	4.627	2.489
		Paper packaging	41.602	39.120
		Plastic Packaging	14.040	14.870
		Wood packaging	13.140	27.390
		Mixed material packaging	1.820	1.330
		Electronic material	25.859	35.758
	TOT		262.759	240.769
	TOT		275.740	247.992
RECYCLED	HAZARDOUS		10.202	4.958
	NON-HAZARDOUS		244.577	240.289
	TOT		254.779	245.247
DISPOSED	HAZARDOUS		2.779	2.545
	NON-HAZARDOUS		0	200
	TOT		2.779	2.745



# Reducing plastic waste

The Lipova plant has already been implementing a series of actions aimed at reducing plastic waste for several years. In fact, the company's printing process is the cause of significant plastic waste indices due to:

## Insight / Romania

Technological waste (sprue and pizza) of the machine

Waste due to process inefficiency

Waste due to non-compliance

The main areas of intervention implemented by the Lipova plant are:

Manual grinding recovery

Improvement of material recovery plant efficiency

Reduction of waste production

In 2024, the plant realised an overconsumption of plastic scrap, related to moulding activity, of 3.36 % (calculated as total moulding scrap in relation to the moulding production value). This value was lower than the target of 5.37%, attesting to the strong focus on process optimisation.

The main activities that led to this result include:

The Improvement of grinding control

The Strengthening of adherence during part inspection

The Strengthening of version change and preventive maintenance teams

Stabilised moulding processes for greater consistency and reduced material losses



## Towards the reduction of consumption

As part of its efforts to optimise plastic material utilisation in the moulding area, the Lipova plant has initiated a structured improvement activity focused on minimising bleed waste in the moulding area. The activity will take place in 2025 and will start with more accurate and detailed monitoring to distinguish between necessary and unnecessary purging.

Examples of unnecessary purging include material discarded due to excessive purging during machine start-up, excessive purging after colour changes or non-standard interventions leading to avoidable material losses.

Based on this data-driven approach, improvement opportunities will be identified, targeting the elimination of unnecessary purges through improved process controls and timely mould maintenance interventions. It is expected that this initiative can significantly reduce excess material consumption, thus directly contributing to our sustainability goals.

# Zero Waste Project

As early as 2023, the Zero Waste project had already brought important results in terms of process efficiency and digitisation. The goal for 2024, which has been realised, was to draw up an Anti-Waste Policy to minimise material waste within the workplace by raising employee awareness. The policy is made available to internal stakeholders via the company intranet.

For the Valeggio plant in 2023, monitoring of paper waste in the offices was implemented and a waste reduction activity was carried out, saving 10,000 printouts. During 2024, paper consumption remained more or less constant, as most digitisation activities were implemented in 2023. Activities in the production departments are being mapped to identify new actions to reduce waste.

Also, for the Lipova plant, waste monitoring and measurement had been implemented in 2023, and waste reduction activities had been carried out with the elimination of payroll printouts (4,000 sheets/year) and with programming activities to digitise bills of materials and prototype drawings.

In 2024, paper consumption remained constant thanks to the measures already taken in 2023. New initiatives for process optimisation and waste reduction are also being evaluated for the



## KPIs and Targets for Environment Projects

In order to have a more punctual planning of the Group's sustainability actions, for the 'Environment' pillar projects, KPIs were defined through which to track the progress of activities over time and for each KPI, in addition to the baseline (value in 2024), targets have been estimated for 2025, 2026 and 2027.

PROJECT	KPI	BASELINE (2024)	TARGET		
			2025	2026	2027
MINIMISE PRODUCTION WASTE	Kg plastic waste / Kg plastic consumed (%)	14,3% EVG 3,5% EVRO	13% EVG 3,4% EVRO	11,5% EVG 3,3% EVRO	10% EVG 3,2% EVRO
	Kg metal waste / Kg metals consumed (%)	2,4% EVG 3,9% EVRO	2% EVG 3,7% EVRO	1,5% EVG 3,5% EVRO	1% EVG 3,1% EVRO
MINIMISING COMPANY WASTE	Reduction in kg of paper consumed (%)	1.369 kg	-3%	-5%	-7%
	Reduction kg plastic used (%)	149,84 kg	-10%	-20%	-25%
	Reduction kg ink (%)	Not available	Tbd (2025)	Tbd (2025)	Tbd (2025)
MINIMISING ENERGY RESOURCES IN PROCESSES	Electricity consumed (GJ) / First industrial cost	0,79 EVG 0,41 EVRO 0,34 DREEFS	0,76 EVG 0,46 EVRO 0,34 DREEFS	0,75 EVG 0,45 EVRO 0,34 DREEFS	0,74 EVG 0,44 EVRO 0,34 DREEFS
MAXIMISING THE USE OF ENERGY FROM RENEWABLE SOURCES	Energy consumed from renewable sources / Total energy consumed	Not available	TBD (2025)	TBD (2025)	TBD (2025)



## Management of material issues within Environment Projects

Within this section, we would like to give brief evidence of the level at which the strategic action of the Governance pillar responds to Impacts, Risks and Opportunities (IRO), that is how individual projects cover the material issues raised in the dual materiality analysis.

PROJECT	IMPACTS	RISKS/OPPORTUNITIES
MINIMISING PRODUCTION WASTE	<ul style="list-style-type: none"> <li>• Production waste [current negative]</li> <li>• Waste (Scope 3 emissions) [present negative]</li> </ul>	<ul style="list-style-type: none"> <li>• Efficiency of production processes (waste and scrap) [opportunity]</li> <li>• Global warming [risk]</li> </ul>
MINIMISING COMPANY WASTE	<ul style="list-style-type: none"> <li>• Reducing resource use [potential positive]</li> <li>• Waste (Scope 3 emissions) [current negative]</li> </ul>	<ul style="list-style-type: none"> <li>• Production process efficiency (waste and refuse) [opportunity]</li> <li>• Global warming [risk]</li> </ul>
MINIMISING ENERGY RESOURCES IN PROCESSES	<ul style="list-style-type: none"> <li>• Energy from non-renewable sources [negative actual]</li> <li>• Energy consumption (Scope 1-2 emissions) [negative actual]</li> <li>• Reducing GHG emissions [current positive]</li> </ul>	<ul style="list-style-type: none"> <li>• Energy consumption efficiency [opportunity]</li> <li>• Global warming [risk]</li> </ul>
MAXIMISING THE USE OF ENERGY FROM RENEWABLE SOURCES	<ul style="list-style-type: none"> <li>• Energy from non-renewable sources [current negative]</li> </ul>	<ul style="list-style-type: none"> <li>• Self-production/supply of energy from renewable sources [opportunity]</li> <li>• Incentives for transition and efficiency [opportunity]</li> </ul>



# People

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# People at the Centre: Our Commitment to Growth

Our belief is that Everel's true driving force lies in human capital: nurturing individual talents and aspirations is vital to our growth and to creating a more cohesive company

We recognise that each team member, with their uniqueness, is a fundamental pillar for our development. We encourage active participation and strive to set clearer goals to ensure that every voice can contribute to our journey.

In the face of global turbulence, Everel aims to be a point of stability and real support for its employees. We aspire to be a welcoming and stimulating environment, a fertile ground where personal and professional development flourish. The safety, satisfaction and well-being of our employees are a priority and drive our retention strategies and generational renewal.

Our commitment to sustainable management is materialised in tangible actions: from health and safety protection to continuous learning paths, from wellness initiatives to building an open and inclusive work environment. In a metamorphosing working landscape, these aspects take on crucial strategic value in attracting and retaining valuable resources.

Once again in 2024, the Company has confirmed its commitment to building a positive, inclusive and skill-development-oriented work environment, focusing on professional growth, motivation and active listening to its resources, as well as collaboration between the various production sites to align projects, initiatives and share best practices.

An indispensable element of the corporate culture remains dialogue. Everel promotes continuous two-way communication, creating the conditions for a transparent relationship between the organisation and its employees. This takes place both through the constant sharing of objectives, performance and company projects, and by offering employees the opportunity to express opinions, suggest improvements and actively contribute to the growth of the working environment.







## Employee Management

Our aim is to ensure an inclusive, ethical, transparent and welfare-generating path, being aware that in order to get people engaged it is necessary to focus on the uniqueness of the individual.

At Everel, the Human Resources function is made up of people specialised in personnel selection, training, management and administration in each Plant and operates in synergy with all the Group's locations, promoting a working environment based on shared practices and corporate values.

In 2024, particular attention was dedicated to the development of young resources, through structured paths of growth and empowerment. The identification and promotion of high-potential profiles, supported by coaching programmes and the development of technical and transversal skills, has made it possible to strengthen human capital internally, reducing the need to resort to the labour market for profiles that are difficult to find. This approach has generated a positive impact both in terms of organisational effectiveness and the motivation and satisfaction of the employees involved.

At the same time, in 2024, in the face of the many searches activated, great attention was given to the selection process. In the recruitment stages, the selection staff, adequately trained on diversity and gender equality issues, aware of the importance of assessing candidates according to parameters linked to the actual alignment with the role sought, and the negative impact that stereotypes and prejudices can have on the selection process, has made a commitment to ensure that all applications are assessed exclusively on the basis of skills and qualifications.

The induction process for each individual resource is facilitated by structured induction and on-the-job coaching plans, defined jointly by the Human Resources function and the line of business involved. For existing staff, the identification of growth and development paths designed ad hoc is strategic, with the aim of filling any gaps and developing technical, managerial and transversal skills deemed strategic.

Through digital platforms and regular meetings, experiences, successes and challenges are shared to implement continuous improvement and ensure that the initiatives undertaken are aligned with the group's global sustainability objectives.

**At Everel, employee management is implemented by paying attention to each stage of the employment path: from the initial search, to the entry, to the development and growth programme**



# Everel Group people

The total number of Everel Group direct employees as at 31/12/2024 was 560, with 213 men and 347 women (Excluding the Board of Directors).

EMPLOYEES BY CONTRACT TYPE		EVEREL GROUP		
TOTAL EMPLOYEES AS AT 31/12 (EXCLUDING BOARD OF DIRECTORS)		MEN	WOMEN	TOTAL
PERMANENT EMPLOYEES		209	346	555
FIXED-TERM EMPLOYEES		4	1	5
FULL-TIME EMPLOYEES		213	338	551
PART-TIME EMPLOYEES		0	9	9
INTERNSHIPS		1	0	1
TEMPORARY EMPLOYEES		6	13	19
TOTAL OF DIRECT EMPLOYEES*		213	347	560

\*Total employees excluding internship and temporary employees.

The following tables provide a summary of the individual Group companies.

EMPLOYEES BY CONTRACT TYPE		YEAR 2024								
		EVG			EVRO			DREEFS		
TOTAL EMPLOYEES AS AT 31/12; EXCLUDING BOARD OF DIRECTORS		MEN	WOMEN	TOT	MEN	WOMEN	TOT	MEN	WOMEN	TOT
PERMANENT EMPLOYEES		89	70	159	99	274	373	21	2	23
FIXED-TERM EMPLOYEES		4	0	4	0	1	1	0	0	0
FULL-TIME EMPLOYEES		93	62	155	99	275	374	21	1	22
PART-TIME EMPLOYEES		0	8	8	0	0	0	0	1	1
INTERNSHIPS		1	0	1	0	0	0	0	0	0
TEMPORARY EMPLOYEES		6	13	19	0	0	0	0	0	0



EMPLOYEES BY CONTRACT TYPE over the three-year period establishment Italy (EVG)	2024			2023			2022		
	MEN	WOMEN	TOT	MEN	WOMEN	TOT	MEN	WOMEN	TOT
PERMANENT EMPLOYEES	89	70	159	94	56	150	96	56	152
FIXED-TERM EMPLOYEES	4	0	4	0	0	0	2	2	4
FULL-TIME EMPLOYEES	93	62	155	94	50	144	98	52	150
PART-TIME EMPLOYEES	0	8	8	0	6	6	0	6	6
INTERNSHIPS	1	0	1	1	1	2	3	4	7
TEMPORARY EMPLOYEES	6	13	19	5	6	11	0	0	0
<b>TOTAL OF DIRECT EMPLOYEES*</b>	163			150			156		

EMPLOYEES BY CONTRACT TYPE over the three-year period establishment Romania (EVRO)	2024			2023			2022		
	MEN	WOMEN	TOT	MEN	WOMEN	TOT	MEN	WOMEN	TOT
PERMANENT EMPLOYEES	99	274	373	86	246	332	85	248	333
FIXED-TERM EMPLOYEES	0	1	1	0	0	0	0	0	0
FULL-TIME EMPLOYEES	99	275	374	86	246	332	85	248	333
PART-TIME EMPLOYEES	0	0	0	0	0	0	0	0	0
INTERNSHIPS	0	0	0	0	0	0	0	0	0
TEMPORARY EMPLOYEES	0	0	0	0	0	0	0	0	0
<b>TOTAL OF DIRECT EMPLOYEES*</b>	374			332			333		

EMPLOYEES BY CONTRACT TYPE over the three-year period establishment Germany (DREEFS)	2024			2023			2022		
	MEN	WOMEN	TOT	MEN	WOMEN	TOT	MEN	WOMEN	TOT
PERMANENT EMPLOYEES	21	2	23	20	2	22	21	2	23
FIXED-TERM EMPLOYEES	0	0	0	0	0	0	0	0	0
FULL-TIME EMPLOYEES	21	1	22	20	1	21	21	1	22
PART-TIME EMPLOYEES	0	1	1	0	1	1	0	1	1
INTERNSHIPS	0	0	0	0	0	0	0	0	0
TEMPORARY EMPLOYEES	0	0	0	0	0	10	0	0	0
<b>TOTAL OF DIRECT EMPLOYEES*</b>	23			22			23		

\*Totale dipendenti ad esclusione del personale in stage e somministrazione



**In 2024, the workforce increased overall, a fact motivated by the need to manage a greater share of turnover and to conclude the process of hiring personnel for the production lines for electric motors in Italy**

It is noteworthy that the Italian workforce has seen a significant increase in female personnel, contributing to a gradual convergence in the gender balance. Romania continues to have a predominantly female workforce, which is also projected to grow in 2024.

In December 2024, there were 163 workers in EVG, up from the figure of 31/12/2023. Of these, 98% have permanent contracts. In 2024, eight workers were also employed on part-time contracts, and one internship was activated.

The contract in force for the workers is the metal industry contract, which in June 2024 saw an increase in minimum wage of 6.9%.

The trend of temporary work is also on the rise, with 19 temporary workers as of 31 December 2024, placed with the aim of continuing the implementation of the production lines, which will become fully operational in 2024. This contractual formula also continues to be often used as a tool for the initial hiring of personnel within the production and logistics area.

Part-time contracts, which increased compared to the year 2023, are used to meet requests to reconcile work and family needs.

Internships are activated thanks to cooperation with universities and schools, not only local but also foreign, and are mostly linked to 'alternating school-work' projects or the request by university students to carry out work experience aimed at writing their thesis and obtaining their degree.

In Romania, the 2024 workforce is also up on the previous year. The contractual reference here is the Labour Code. As of July 2024, a government contractual increase came into force, which led to a 12% increase in minimum wage levels. The increase in personnel is justified by the shift of some production from Italy to Romania.

In Germany, staff fluctuations are slight and mostly related to replacements of existing staff. In 2024, wages in Germany increased by 3.3% due to an industry collective bargaining agreement to which our company belongs.

In order to cope with the numerous requests for personnel, due not only to new production requirements but also to an increase in turnover, selection activities have become increasingly strategic. For this reason, in 2024, relations with employment agencies and recruiting companies were intensified, to support the activity of internal specialised staff. The activation of an external selection is preceded by an analysis of the personnel in force, with the aim of verifying the possibility of drawing on internal personnel, with a view to continuous growth and development. Where this is not possible, external selection paths are activated.

Selection is mostly conducted through the activity of internal specialists, who are highly specialised and trained to properly support the resources even after they are hired. Interviews are conducted in several stages, a first 'motivational' interview and a second technical interview, attended by the heads of the functions involved. Operational personnel are sometimes given the opportunity to visit the production plant during the selection phases, in the interests of absolute transparency, and with the aim of gaining an understanding of the actual day-to-day activities within the production area. During the selection phases of managerial figures, sets of evaluation tests are sometimes used to support the process, with the aim of recruiting personnel in line with the technical and managerial skills required by the role and in harmony with the company culture and values.





In order to make the second technical interview as functional as possible, the HR team organises the first motivational interviews with the aim of immediately identifying the candidates who are most in line in terms of motivation, values and approach with respect to the search criteria.

The HR team, as early as 2023, has defined a system of indicators to monitor selection activities and to quantify the number of assessed CVs, the number of motivational and technical interviews carried out, the type of channel used for the selection process, the average duration of the selection process and the number of closed and open selections.

In Italy, the duration of the selection process was reduced in 2024. While more interviews were held, the duration was shortened from 60 days in 2023 to 45 days in 2024. A similar situation is also to be found in Romania, where the average selection duration was reduced by 34 days compared to 2023. Here, the drastic reduction is due to the fact that clerical staff, who are more difficult to recruit externally, did not change much in 2024. On the other hand, the large number of open selections in the production area was completed in a short period of time, also due to the availability in the market of many workers who had left countless production facilities close to our plant. It was also a year marked by the return to Lipova of many former workers, who, after spending some time outside our organisation, expressed the desire to be integrated back into our workforce as positions became vacant in the plant. This was an added value for our production as they brought solid skills back in-house. The reduction in selection time described here shows how, in an ever-changing environment, speed of reaction to the need for job placement is strategic and how well the company has adapted to this need.

HR team and interviews

Indicators for the personnel selection process – Year 2024

	OPEN SELECTIONS*			CLOSED SELECTIONS			EXTERNAL SEARCH**			INTERNAL ROLE CHANGE***		
	EVG	EVRO	DREEFS	EVG	EVRO	DREEFS	EVG	EVRO	DREEFS	EVG	EVRO	DREEFS
	45	184	2	41	184	2	18	4	2	3	3	0
TOTAL	231			227			24			6		

\* All open selections in the year, including even those open and put on standby without placement.  
\*\* Open positions that are closed with candidates from outside the organization.  
\*\*\* Open positions that are closed by a successful internal placement.



	EVG	EVRO	DREEFS
TOTAL NO. OF INTERVIEWS*	176	434	6
NO. MOTIVATIONAL HR INTERVIEWS**	101	206	6
NO. TECHNICAL INTERVIEWS***	75	228	6
AVERAGE ANNUAL SELECTION DURATION (DAYS)	44,8	6	60

\* No. of total interviews (is the sum of the other two)

\*\* No. of interviews held by HR only (1st Step/1st Interview)

\*\*\* No. of interviews with candidates who passed the first step, and then presented to the lines



# 2024 Turnover

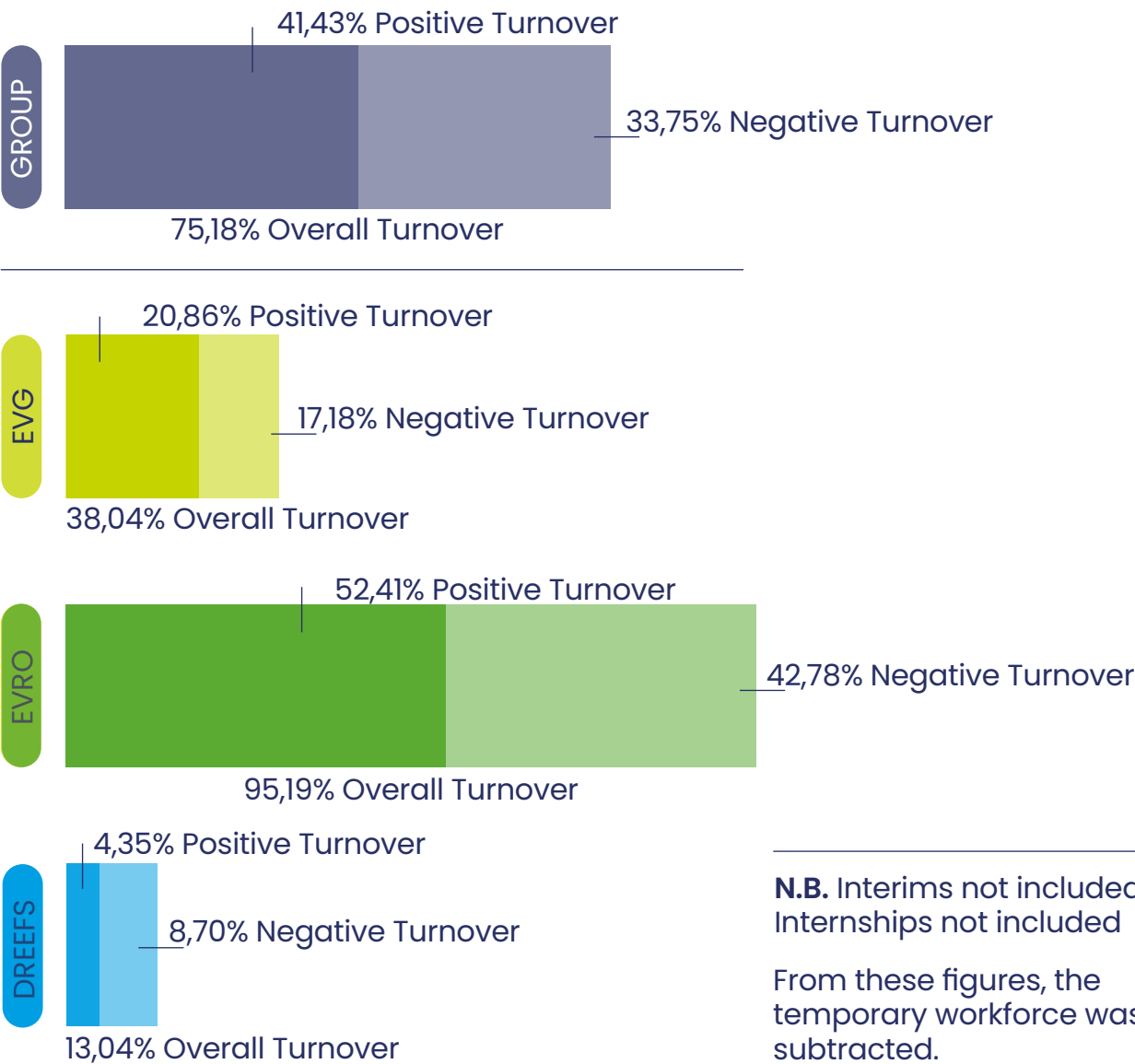
In **Italy**, the entrants mainly involved employees in production for the start-up of the new production line, and the number of female entrants equaled that of men.

In **Romania**, the high turnover is more physiological than in the Italian plant, partly due to the local socio-economic context and partly due to competition within the engineering sector and, in particular, the automotive sector, which is highly developed in the Lipova industrial zone. Also for this reason, in this scenario, Everel Group is dedicated to the gradual development of welfare systems and inclusive recruiting, as well as the promotion of personnel welfare, thus aiming at greater attractiveness and loyalty.

In **Germany**, the workforce remains mostly stable over the years: here, we find highly specialised figures and a pool of unmissable technical skills.

For 2025, a slight reduction in the workforce at group level is expected, also in the face of greater efficiency achieved at production level and new automations introduced.

**In 2024, turnover increased at both Valeggio and Lipova. There were as many entrants as exits at both Valeggio and Lipova.**



**N.B.** Interims not included; Internships not included

From these figures, the temporary workforce was subtracted.



Turnover Indicators

EVG

HIRINGS				
BY JOB TYPE	EMPLOYEES	OPERATORS	TOTAL	
	10	24	34	
BY GENDER	MEN	WOMEN	TOTAL	
	17	17	34	
BY AGE GROUP	18-30	31-50	>50	TOTAL
	11	15	8	34

DEPARTURES				
BY JOB TYPE	EMPLOYEES	OPERATORS	TOTAL	
	14	14	28	
BY GENDER	MEN	WOMEN	TOTAL	
	23	5	28	
BY AGE GROUP	18-30	31-50	>50	TOTAL
	3	13	12	28

EVRO

HIRINGS				
BY JOB TYPE	EMPLOYEES	OPERATORS	TOTAL	
	7	189	196	
BY GENDER	MEN	WOMEN	TOTAL	
	63	133	196	
BY AGE GROUP	18-30	31-50	>50	TOTAL
	90	73	33	196

DEPARTURES				
BY JOB TYPE	EMPLOYEES	OPERATORS	TOTAL	
	8	152	160	
BY GENDER	MEN	WOMEN	TOTAL	
	51	109	160	
BY AGE GROUP	18-30	31-50	>50	TOTAL
	78	55	27	160

DREEFS

HIRINGS				
BY JOB TYPE	EMPLOYEES	OPERATORS	TOTAL	
	0	2	2	
BY GENDER	MEN	WOMEN	TOTAL	
	2	0	2	
BY AGE GROUP	18-30	31-50	>50	TOTAL
	0	0	2	2

DEPARTURES				
BY JOB TYPE	EMPLOYEES	OPERATORS	TOTAL	
	0	1	1	
BY GENDER	MEN	WOMEN	TOTAL	
	1	0	1	
BY AGE GROUP	18-30	31-50	>50	TOTAL
	0	1	0	1



# Welfare

## People first

At Everel, we believe that the well-being of our employees is an indispensable pillar for the sustainable growth of the company and the prosperity of the community in which we operate. We understand that in an increasingly competitive job market, companies that pay more attention to the well-being of their employees will be able to attract qualified talent and thus emerge as industry leaders.

We are committed to fostering a working environment that goes beyond mere compensation, embracing initiatives that support the physical and mental health, work-life balance, and economic and social well-being of every member of our team. Such initiatives can also help improve the organisational climate and foster a sense of belonging and trust among employees. Through a holistic approach, we aim to create a working environment in which people feel valued, supported and motivated to give their best, thus contributing to collective success and a fairer and more prosperous future for all.

Driven by this conviction, over time we have expanded the number of welfare benefits.



## Benefits Everel Valeggio

During 2024, improvements were also made to the relaxation area adjacent to the company restaurant, in accordance with the objectives. These improvements expanded the possibilities for taking a break and fostering team relationships with colleagues. At the end of 2024, we also worked on the launch of the company library: an area within the relaxation room where employees can enjoy reading moments, with the possibility of borrowing books made available. This initiative will be officially opened in the course of 2025. The entire relaxation area was also enhanced through the purchase of sofas and new tables adjacent to the windowed area.

### Fresh meal dispenser

with 24/24 availability for shift workers, a total of 3700 meals used



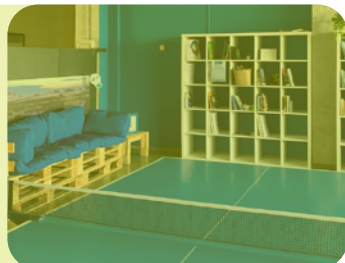
### Office 365 online package

including Word, Excel, Outlook and PowerPoint



### Relaxation area

with table football and seating areas



### Everel Station

computer and internet access service for all the employees



### Company restaurant



### Discount and Cashback platform

"Everel Privé"



### Electric charging stations

for cars



### Locker for receiving personal packages

The free drinking water supply stations were extended through the installation of new columns connected to the water mains, with the aim of encouraging the use of personal water bottles and reducing the consumption of bottles in the dispensers. This has also made it possible to eliminate the plastic water bottles previously placed in various areas of the company, with a consequent reduction in the impacts associated with their use.





## EverelPrivé platform

Starting in 2023, a welfare platform called EverelPrivé was introduced in Valeggio, which gave employees and their families the opportunity to access discounts, cashback and gift cards at different establishments in the area and online. Complimentary points were uploaded to the platform in 2024 as recognition for 20 and 25 years worked in Everel.

In 2023, 80 employees had subscribed to this platform, i.e. more than half of the current staff. In 2024 the subscribers are 138.

The services that were chosen most by employees were:

- Gift Card;
- Catering and Delivery Vouchers;
- Purchase of Technology and Household Appliances;
- Supermarket Purchase Vouchers;
- Pharmacy and Parapharmacy purchase vouchers.

## Meal Dispenser

From 2022 onwards, Valeggio also introduced the possibility of using the JoyFood app. The JoyFood app allows you to book your lunch and have it ready for pick-up and paid for and is particularly interesting at EVG especially for production department staff with evening or night shifts as the canteen service is not available.

In addition, free expert advice is available on JoyFood on how to follow a healthy, balanced diet and choose the right meals for your needs every day.

**3.700**  
Total meals taken  
in 2024

**308**  
Average meals  
consumed monthly  
in 2024



## Everel4Wellness

a pilot project dedicated to people's psycho-physical well-being, with the aim of promoting the importance of movement and the benefits of disciplines that unite body and mind.



Among the initiatives planned for 2024 is 'Everel4Wellness'. The initiative was realised in collaboration with a cultural association, a landmark in the area, which popularises the ancient discipline of yoga.

The programme was developed through three meetings, each dedicated to a different practice: yoga, pilates and myofascial techniques.

Yoga guided participants along a path of harmonisation between body and mind; Pilates offered an opportunity to improve postural control and body awareness; myofascial techniques proposed innovative exercises for releasing muscle tension and improving mobility.

Sessions were held both inside the company premises and outdoors, in the company garden, providing an immersive and rejuvenating experience.

The disciplines that registered the most interest from participants were Yoga and Myofascial practice.

Overall, the initiative was well received, involving 28 women and 1 man.

71% of the participants stated that they perceived concrete improvements in their physical well-being following the meetings, a significant result that represents a first step towards the definition of a structured offer of initiatives dedicated to well-being. This is an important signal that reinforces our commitment to promoting a working environment that is more attentive to the health and quality of life of its people.



# Benefit Everel Romania

The system of benefits offered to employees in Romania continues to be renewed annually and includes:

## Possibility of attending sports activities

for staff residing in Lipova.

## Staff transportation service

The service is essential as it is a benefit commonly offered by all companies in the industry, and is made all the more necessary by the low accessibility to the plant and the low percentage of employees with cars. In addition, the service helps to ensure punctuality, reduce absenteeism, and improve the general well-being of workers by fostering greater business continuity.

## Health insurance

EVRO was the first company to introduce this benefit locally: over 500 medical tests and some types of hospitalization. Insurance is provided for 100% of employees with different levels for white-collar and blue-collar workers.

## Efficiency bonus

disbursed monthly for achieving over 94% efficiency and zero absenteeism.

## Meal voucher disbursement

The disbursement of meal vouchers is an important economic and social benefit for employees. These vouchers provide tangible support for daily purchasing power and favor greater flexibility in managing lunch breaks. In addition, meal vouchers constitute a form of supplementary remuneration that is fiscally advantageous for both the company and the employee, contributing to the overall well-being of staff without significantly affecting labor costs.

Improving the well-being of Everel's people is an established goal according to the principle of continuous improvement. At present, Germany is not involved in these initiatives because a search for benefit opportunities for workers at this location has never been initiated.







# Growth and training

In today's rapidly changing work environment, the professional development and growth of individuals is a strategic imperative that inextricably intertwines the growth of personnel with the progress of the company. In this synergistic vision, Everel Group intensifies its commitment to actively support the professional development of its employees.

**Also, for 2024, the training measures in the group were divided into 7 clusters:**

Promoting the advancement of individual capabilities, team bonding and the development of the entire organisational structure requires a robust and perpetually adapting corporate architecture. Through an ongoing process of designing and implementing training initiatives adapted to needs, the company aims to ensure that each human resource can fully express his or her talents, becoming an essential player in the achievement of common goals.

Despite the differences between the various plants, the development and training process, which is set up biannually, includes an initial needs analysis. This analysis is carried out by the HR team in cooperation with the head of function, and also takes into account the requests of each individual employee. In this way, it is possible to simultaneously detect the needs expressed by the manager with respect to the development path of his or her employees, and the training needs identified by the employee himself or herself as necessary.





1

## Social Innovation

a category dedicated to training activities related to the topic of strategic innovation, corporate social responsibility and sustainability

2

## Environment, Health and Safety

this cluster includes all compulsory and non-compulsory courses on safety, health and the environment

3

## Language Development

this category includes courses related to the development of language skills

4

## Digital Development

this category addresses the implementation of all computer literacy and digitisation processes



# 5

## Corporate Identity

this category includes induction courses, training on the code of ethics and organisational model, quality system, privacy training and, more generally, any type of onboarding, induction and on-the-job training activities

## Managerial / Soft Skills

# 6

a category dedicated to transversal skills development paths aimed at improving personal and managerial soft skills

# 7

## Technical Training

belong to this cluster all courses that develop the set of technical skills required to properly perform one's role

Growth paths at Everel are also supported by a feedback and evaluation system. In 2024, the MBO system, based on company and personal objectives, involved 25 people in EVG, 15,3% of staff, and 7 people in EVRO, i.e. 1,9% of staff.



The training process in 2024 also saw the outline of new paths as a result of the introduction of new personnel; this resulted in a substantial increase in training of approximately 11,000 hours at Group level.

New employees are accompanied in the onboarding phase by structured training programmes integrated with safety-related training and on-the-job training activities.

Italy has also introduced a specific course, designed in e-learning mode, which aims to increase the awareness of the entire company population on the implementation of Everel's Organisational Model, introduced by Legislative Decree 231/2001.

In Italy, training during 2024 was conceived as a useful tool not only for enhancing and improving existing skills, but also as a way to create new skills. In this way, highly specialised training courses were created that involved not only internal but also external trainers.

Given the frequent difficulties in finding specialised figures at various levels and in different organisational roles, the organisation created highly specialised or shadowing training courses, which gave existing workers the opportunity to learn new skills and take on new roles.

The most significant training courses that marked 2024 were:

#### **Molding Academy**

This training programme was inspired by the 'Officina dei Talenti' project, an initiative launched in 2016 with the aim of selecting and training new operators in the moulding department. In May 2024, to coincide with the induction of new operators, the training activities of the 'Officina dei Talenti' programme were updated to meet current needs, leading to the establishment of the 'Molding Academy'.

The initiative, which lasted a total of 450 hours for each operator, involved not only internal trainers but also external professionals from the plastics sector.

The aim was not only to create a solid technical knowledge base to operate correctly, ensuring uniformity of internal procedures, but also to encourage mentoring between shift leaders (part of the teaching staff) and new recruits.

#### **Fmea**

A specific training course was launched for the R&D, Engineering and Quality functions, with the aim of learning and integrating into company processes a structured and effective method for analysing potential failures of products, processes or systems. The training was carried out by a leading company in this field, applying a real case study and giving participants the opportunity to adopt this approach in the management of strategic projects, helping to strengthen the quality of the results.

#### **4Everel4Tomorrow**

A pilot project that created a new development format for Everel's young talent.

The programme involves ten participants under 35, selected from high-potential profiles from different company departments, with the aim of strengthening their technical and transversal skills through a structured and multidisciplinary path. Launched in November 2024 and scheduled for completion in the second half of 2025, the project involves alternating classroom training sessions, led by internal lecturers – including members of management – and external professionals, with experiential and group activities.





A distinctive aspect of the course is the variety of teaching methods adopted: project work, communication-related exercises, visits to the Group's Romanian plant and to production facilities other than our own. A 'Sustainable' Team Building experience is also planned, designed to strengthen cohesion among participants and promote a corporate culture oriented towards collaboration and social responsibility.

Finally, a new e-learning training platform specifically designed for the engineering sector was launched in September 2024, replacing an initial platform launched on an experimental basis in 2022.

Workers at the Italian headquarters can use this tool to view the catalogue of available courses and express interest in a specific course, requesting approval through a request to the direct manager.

The membership of the platform has been reduced. In 2025, it is planned to strengthen the promotion of the tool through targeted communication actions, with the aim of stimulating greater participation and consolidating a culture of continuous training within the organisation.

As far as training in Romania is concerned, two main actions should be noted:

- Delivery of a **communication course** that ended with a **team building activity** involving 18 colleagues transversal to several departments and belonging to various company levels; the aim of the course was to promote collaboration between teams.
- Delivery of **3 wellbeing-themed webinars** that, in detail, touched on the following macro-topics: burnout, proper sleep management for good emotional health and how to manage nervous hunger.

The training in Germany was intended for induction courses for resources newly recruited during the year.

**The content– deal with topics related to business processes, language development and soft skills, favouring integrated learning oriented towards personal and professional growth**





# Safety training

In 2024, a total of 1,173 hours of occupational health and safety training were provided at the Valeggio plant

At Everel, we recognise the vital importance of safety training in creating awareness and promoting the dissemination of our company's safety culture. For this reason, Everel has activated a dedicated training plan, which ensures coverage of all obligations under the regulations and, at the same time, promotes continuous learning on issues crucial to the protection of health in the workplace.

Among the most significant initiatives of the year was the reintroduction of training through virtual reality, on the occasion of the compulsory refresher course for supervisors. This immersive mode was integrated into the specific module dedicated to them, with the aim of making the course not only more engaging and interactive, but also more effective in terms of practical learning.

At the plant in Romania, occupational health and safety training is provided in full compliance with national legislation, in particular with the provisions of Law No. 319/2006 (Occupational Health and Safety Law) and Government Decision No. 1425/2006, which sets out the implementing rules.

In 2024, **11,088 hours of training** were provided, broken down as follows:

- A general training on recruitment (8 hours), which is compulsory for all new employees
- One periodic health and safety training, on a quarterly basis
- Monthly training sessions for the fire-fighting team

Annual health and safety training of 45 minutes per employee is mandatory at the German plant. The total training hours provided amount to 15. Check inconsistency between Vanessa file and HR data

Overall training were provided in 2024:

<div>32.051</div> <div>HOURS OF TRAINING</div>	<div>33h</div> <div>AVERAGE OF HOURS PER EMPLOYEE FOR THE VALEGGIO SITE</div>
<div>+11.000</div> <div>HOURS MORE THAN IN 2023 (+53% VS. 2023)</div>	<div>67h</div> <div>AVERAGE OF HOURS PER EMPLOYEE FOR THE LIPOVA SITE</div>
<div>55h</div> <div>AVERAGE OF HOURS PER EMPLOYEE AT GROUP LEVEL</div>	<div>47h</div> <div>AVERAGE OF HOURS PER EMPLOYEE FOR THE GERMANY SITE</div>



In 2024, training hours on sustainability issues amounted to:

# 318

hours for the  
team in Italy

# 200

hours for the  
team in Romania

As our actions show, the company's goal is to continue to focus on increasing the skills and growth of Everel Group employees by creating a common approach for EVG, EVRO and Dreefs.

In particular, the challenges we intend to pursue to improve the training experience and its outcome in terms of professional growth will focus on the following aspects:

- making the training requirement collection processes increasingly innovative and automated through the use of the 'Training Hub' tool, a platform that allows detailed tracking of training activities and powerful reports for reporting on training KPIs;
- increase and make more structured the sharing of training paths between the various plants, with the creation of an annual corporate plan.

## Indicators

Average hours of training per year per employee by gender

	WOMEN	MEN	TOT
TOTAL HOURS OF TRAINING PER YEAR	18.795	13.257	32.051
TOTAL PARTICIPANTS	357	223	580
AVERAGE TRAINING HOURS PER YEAR	52,6	59,4	55,2



The following tables give an overview by Group company

	EVG			EVRO			DREEFS		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
TOTAL TRAINING HOURS PER YEAR	2.097	3.938	6.035	16.698	8.231	24.929	0	1.088	1.088
TOTAL PARTICIPANTS	83	100	183	274	100	374	0	23	23
AVERAGE TRAINING HOURS PER YEAR	25,3	39,4	33,0	60,9	82,3	66,7	0	47,3	47,3

Average hours of training per year per employee by employee category (2024)

EVG					EVRO					DREEFS				
EXECUTIVES	MIDDLE MANAGERS	OFFICE STAFF	WORKERS	TOTAL	EXECUTIVES	MIDDLE MANAGERS	OFFICE STAFF	WORKERS	TOTAL	EXECUTIVES	MIDDLE MANAGERS	OFFICE STAFF	WORKERS	TOTAL
TOTAL TRAINING HOURS PER YEAR														
99	288	1.317	4.331	6.035	39	317	2.233	22.340	24.929	0	0	0	1.088	1.088
TOTAL PARTICIPANTS														
3	9	57	114	183	1	6	27	340	374	0	0	0	23	23
AVERAGE TRAINING HOURS PER YEAR														
32,8	32,0	23,1	38,0	33,0	39,0	52,8	82,7	65,7	66,7	0,0	0,0	0,0	47,3	47,3

Training per cluster – (sum of hours of all participants)

	EVG	EVRO	DREEFS
SOCIAL INNOVATION	318	200	0
ENVIRONMENT HEALTH AND SAFETY	1.173	11.088	15
LANGUAGE DEVELOPMENT	0	196	0
DIGITAL DEVELOPMENT	223	106	0
CORPORATE IDENTITY	1.755	0	0
MANAGERIAL/SOFT SKILLS	44	288	0
TECHNICAL TRAINING	2.522	13.051	1.073
<b>TOTAL</b>	<b>6.035</b>	<b>24.929</b>	<b>1.088</b>



# Promoting employee well-being

Setting up an effective plan for employee well-being in the workplace provides significant benefits for both individuals and the organisation, as well as having a positive impact on local economies and surrounding communities. Employees who feel supported and valued are more motivated, engaged and productive. This translates into higher job satisfaction, better employee retention and a more positive corporate climate overall.

On the other hand, companies that invest in employee well-being enjoy several competitive advantages: in addition to improving the overall health of employees, a workplace focused on well-being can attract top talent and enhance corporate reputation. This leads to greater trust on the part of customers and investors, thus contributing to the organisation's long-term growth and success.

Everel is a dynamic environment, characterised by a young workforce; in fact, more than 55% of employees are aged 50 years or less. In this context, it becomes even more crucial to invest in supporting well-being.

## **The promotion of employee well-being is realised through a plan for continuous improvement of the working environment.**

In this area, the commitment is to implement periodic monitoring of workplace satisfaction and well-being in a broad sense through dedicated surveys and tools. These activities therefore aim to listen to the voice of employees to make improvements and increase engagement. Surveys were already conducted in 2022 to sound out areas for improvement about internal communication and health and well-being, and we intend to continue this approach in order to implement continuous improvement based on feedback and comparison. A new Group survey will be rescheduled where, in addition to taking up the topic of communication and health and wellbeing, more specific topics such as wellbeing and satisfaction in the workplace and work-life balance will be probed.

## **Ensuring a fair working environment through the implementation of a diversity and inclusion management policy**

Everel Group is committed to fostering an inclusive and diverse work environment where every individual has the opportunity to contribute to the best of their abilities. This not only reflects the company's core values, but also contributes to a fairer and more sustainable working world for all. The company is specifically committed to ensuring that diversity of gender, origin and age is protected by implementing actions and strategies aimed at inclusion.

Diversity is seen as a valuable resource that fuels innovation, creativity and collaboration.

## Promotion and continuous improvement of the working environment

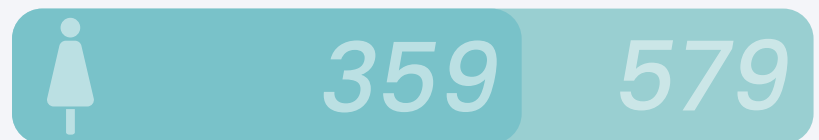
## Promoting diversity and inclusion



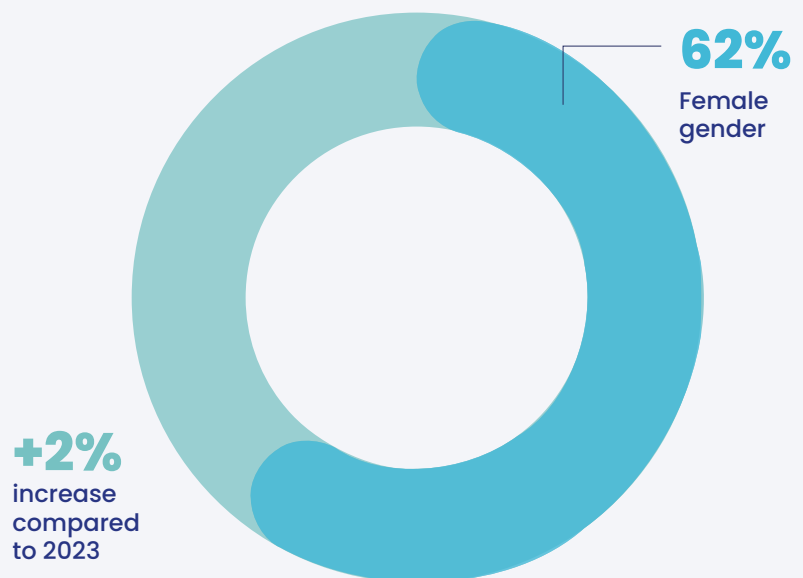
The themes of diversity, equal opportunities and repudiation of any form of discrimination and xenophobia are set out in the Code of Ethics and the Legislative Decree 231 management model. These documents state that the organisation is also committed to guaranteeing fundamental human rights, implementing preventive measures against child exploitation, and policies against forced labour and harassment. The commitment for the future is the implementation, in early 2025, of a group policy on diversity and inclusion.

A procedure for communicating and reporting incidents of discrimination in the work environment is also envisaged within the model.

In line with this approach, ingrained in the management of the company, Everel has 359 out of 579 employees (excluding Board of Directors and interns) of female gender.



Corresponding to 62% of the company population, with an increase of 2% compared to 2023.





The parameters concerning the presence of women in managerial and organisational positions also reflect these values. In the production area, particularly at the Lipova site, we have a clear prevalence of female personnel, mainly due to the sector's historical nature for the tasks performed, which are typically not related to the metalworking industry defined as 'heavy'.

As far as diversity is concerned, there are 15 different nationalities at Everel Valeggio. In this site 17% of employees are of foreign origin.





# Indicators

BOARD OF DIRECTORS:							
Enrico Zobeles, Thomaz Zobeles, Massimo Forlani, Ioan Gornic Schrob e Carlo Bagnoli							
EXECUTIVES: 9, 1 woman and 8 men							
							
MIDDLE MANAGERS: 19, 9 women and 10 men							
							
GENDER RATIO: 0,9							

## DIVERSITY IN ORGANS

BOD	EVG				EVRO				DREEFS			
	WOMEN	MEN	TOTAL		WOMEN	MEN	TOTAL		WOMEN	MEN	TOTAL	
	0	5	5		1	3	4		-	-	-	
	18-30	31 / 50	>50	TOTAL	18-30	31 / 50	>50	TOTAL	18-30	31 / 50	>50	TOTAL
MIDDLE MANAGERS	0	1	4	5	0	2	2	4	-	-	-	-
	WOMEN	MEN	TOTAL		WOMEN	MEN	TOTAL		WOMEN	MEN	TOTAL	
	5	5	10		3	4	7		1	1	2	
	18-30	31 / 50	>50	TOTALE	18-30	31 / 50	>50	TOTAL	18-30	31 / 50	>50	TOTAL
	0	5	5	10	0	5	2	7	0	0	2	2



# OFFICE STAFF

# WORKERS

EVG				EVRO				DREEFS			
WOMEN	MEN	TOTAL		WOMEN	MEN	TOTAL		WOMEN	MEN	TOTAL	
26	31	57		17	10	27		1	1	2	
18-30	31 / 50	>50	TOTAL	18-30	31 / 50	>50	TOTAL	18-30	31 / 50	>50	TOTAL
6	31	20	57	4	23	0	27	0	0	2	2

WOMEN	MEN	TOTAL		WOMEN	MEN	TOTAL		WOMEN	MEN	TOTAL	
52	63	115		254	86	340		-	19	19	
18-30	31 / 50	>50	TOTAL	18-30	31 / 50	>50	TOTAL	18-30	31 / 50	>50	TOTAL
18	41	56	115	42	191	107	340	-	4	15	19

## Diversity in bodies and between employees

	WOMEN	MEN	18-30	31-50	OVER 50
BoD	10%	90%	0%	30%	70%
MIDDLE MANAGERS	47%	53%	0%	53%	47%
OFFICE STAFF	51%	49%	12%	63%	26%
WORKERS	65%	35%	13%	50%	38%

## Promoting growth paths

Our commitment to implementing a plan of training activities, which will continue in 2024, is a concrete expression of our desire to promote professional growth through the structuring of development and training paths, with a focus on both hard skills and soft skills.

Training on role-specific technical content aimed at developing young talents will continue in 2025.





## Engagement tools

One example of this is the Idea Box, which continues to be used and helps to provide food for thought for the organisation.

It is also from this awareness that the plan for quarterly meetings between top management and all employees at headquarters was born in 2024. This is not merely a formal appointment; it is a living moment of confrontation in which transparency, active listening and the sharing of information become daily working tools. Every three months, in fact, employees and management meet at the company restaurant to take stock of business trends, upcoming projects and initiatives.

The internal intranet also continues to provide continuous updates on life in the company. The social channels, through a strategic communication plan structured on a monthly basis at Group level, make it possible to highlight company initiatives, support the brand and provide a continuous update to the various stakeholders with respect to technologies and products.

**In a growing company, it is necessary to create two-way communication tools. through real spaces where people can talk, discuss, ask questions, bring ideas.**



# Worker safety

## The “Zero Accident” Mindset approach

Everel is fully aware of the potential risks associated with its production processes and the importance of protecting the health and safety of workers. For this reason, the company has always paid the utmost attention to these aspects, engaging in continuous improvement of operating conditions and accident prevention.

Recognising the strategic importance of health and safety, both because of the history of the sector in which it operates and because of the legitimate expectations of its stakeholders, Everel has embarked on an ambitious journey in recent years. The aim is to go beyond the minimum regulatory requirements, promoting a corporate culture inspired by the Zero Accident Mindset principle – a vision oriented towards the total elimination of accidents at every level of the organisation.

This approach represents a concrete commitment to a safe working environment, enhancing individual and collective responsibility and strengthening operational excellence as a pillar of the corporate culture.

The governance of occupational health and safety issues within the Everel Group provides for a clear organisation of responsibilities: the Chief Executive Officer formally assumes the role of employer, while the Plant Manager is entrusted with the role of managing director.

The Vallenggio production site adopts the Quality, Environment and Safety Policy as a guiding reference in daily activities. This policy guides operational decisions with the goal of ensuring compliant products, a safe, sustainable and efficient working environment. The document is accessible to all employees, either via company bulletin board or dedicated intranet platform.



### Valeggio site

At the Valeggio production site, Everel's Prevention and Protection Service is composed of an external RSPP (Prevention and Protection Service Manager) and the Competent Doctor, key figures in guaranteeing health protection in the workplace. In support of the RSPP for the operational management of activities within the plant, an ASPP (Prevention and Protection Service Officer) has been active since 2023.

Worker involvement and participation on safety issues is supported by the figure of the RLS (Workers' Safety Representative), appointed in June 2024. This figure plays a key role in fostering dialogue between the company and workers on health and safety.

In addition, the Competent Doctor plays a central role in identifying potential work-related pathologies and defining the most effective preventive measures, actively contributing to the protection of employees' health.

In 2024, an application for recognition as an occupational disease was submitted. The company provided the competent authorities with all the documentation needed to prove the safety conditions adopted in the workplace. Following verifications, the claim was not accepted.

In order to ensure continuous improvement, Everel regularly carries out internal and external audits aimed at identifying any non-conformities and implementing the relevant corrective actions. These audits are an opportunity not only to monitor regulatory compliance, but also to strengthen the safety culture and to constantly update the Risk Assessment Document (DVR), which maps the hazards associated with each activity and task.

Internal audits, in particular, also take on a participatory function, encouraging active listening to input and suggestions from staff. With this in mind, as of 2023, a dedicated tool has been introduced for the structured collection of all reports received from employees and during internal and external audits. This file makes it possible to transparently and systematically monitor the critical issues that have emerged, and the solutions adopted, providing an overall view of the actions taken to ensure a safe working environment. During 2024, a total of 40 reports were recorded, all of which were assessed and followed up by remedial or improvement actions. Of these, 9 near misses were identified.

Precisely with the aim of reinforcing awareness and participation on these issues, in 2024 Everel started an awareness-raising process aimed in particular at supervisors. Dedicated meetings were organised to update them on current safety activities, analyse any criticalities and gather suggestions for improvement.

Starting from this initiative, a regular cadence has been established for such meetings: two annual meetings for the heads of production departments and one for those of offices. This structured approach is intended to strengthen the active role of the supervisors in promoting safety and in the daily supervision of workplaces.

### Example of a "near miss"

The operator was handling three stacked boxes of finished product from the motor line with a pallet truck. While repositioning the stack of pallets on the ground, the load tipped over.

Following the accident, the supervisor verbally reprimanded the operator involved and communicated the incident to all authorised personnel. A procedure was also defined, which provides for the handling of these pallets in a maximum number of 2 pieces if using a forklift truck, maximum 1 piece if using a hand pallet truck.





## The production site in Romania has a structured health, safety and environment (HSE) management system

### Lipova site

Operational responsibility is given to a local HSE Manager, supported by an external RSPP, who is responsible for periodically drawing up a safety and environmental report, including an action plan. This documentation is shared regularly with the Supervisory Board in Italy, ensuring integrated monitoring at Group level.

In 2024, the plant also had five employee safety representatives, in line with local legislation and confirming the active involvement of staff in the management of HSE issues.

To ensure a safe and controlled working environment, daily audits are also carried out that include specific health, safety and environmental checkpoints.

Major initiatives implemented during 2024 include:

- improvement of general lighting within the factory;
- specific training on the use and storage of hazardous substances;
- cleaning and securing electrical substations, with updated first aid schemes;
- installation of additional guards for thermo-etching activities, with Safelock safety system;
- restoration of protections on stator presses, to ensure technical compliance and operational safety.

These actions testify to the company's ongoing commitment to improving working conditions, preventing risks and spreading a shared safety culture.

### Marktrodach site

At the German site, the management of occupational health and safety is entrusted to a specialised external company, which oversees monitoring, controlling and advising on HSE matters, as well as occupational medicine services required by local regulations.

Internally, the plant has a safety manager and three employees trained in first aid, whose qualification is updated every two years in accordance with regulatory obligations.

Among the main actions carried out in 2024 was the installation of protective barriers on a machine, designed to prevent access to the work area during production phases, thus reducing the risk of accidents related to operational interference.

### Accidents

During 2024, a minor accident occurred to an Everel employee at the Valeggio production site. The event highlighted the need for a technical intervention on a machine, for which an improvement action was planned to prevent the recurrence of similar situations. The accident rate was therefore 4.04.

There was also an accident involving a worker from a contracting company, who was engaged in maintenance activities on a plastic moulding press. The operator suffered a burn on his arm, resulting from failure to use the personal protective equipment (PPE) provided by his employer.

Following the event, the information in the DUVRI (Single Document for the Evaluation of Risks from Interference) was updated, with a specific focus on the obligation to use PPE.

In 2024, only one accident, a minor one, was recorded at the German plant, while no accidents occurred at the Romanian plant.



**a. for all employees:**

	SITO VALEGGIO:	SITO DREEFS:
THE NUMBER OF DEATHS AS A RESULT OF ACCIDENTS AT WORK	0	0
RATE OF DEATHS AS A RESULT OF ACCIDENTS AT WORK	0	0
THE NO. OF OCCUPATIONAL ACCIDENTS WITH SERIOUS CONSEQUENCES	0	0
THE RATE OF OCCUPATIONAL ACCIDENTS WITH SERIOUS CONSEQUENCES	0	0
THE NUMBER OF RECORDABLE OCCUPATIONAL ACCIDENTS	1	1
THE RATE OF RECORDABLE OCCUPATIONAL ACCIDENTS	4,04	25,4
THE MAIN TYPES OF OCCUPATIONAL ACCIDENTS	CRUSHING	STUMBLING
THE NUMBER OF HOURS WORKED	247.782,75 H	39.375 H

These results confirm the effectiveness of the measures taken at Group level to protect health and safety at work. The low number of accident events, spread over several operating sites, reflects Everel's ongoing commitment to promoting a safe working environment through the adoption of shared standards, continuous training activities and a culture of prevention spread throughout all levels of the organisation.

**EVEREL 4 YOU**

An initiative designed to promote the psychological well-being of its people. The service provides for the monthly presence in the company of a professional specialised in the clinical field, offering employees a reserved space for listening, discussion and support. The course includes the possibility of accessing four free meetings, entirely supported by the company, with the option for the employee to continue the course privately if they wish. The desk is aimed at those who feel the need for a moment of dialogue, with the objective of fostering personal, relational and professional improvement.

In 2024, the service was used by 15 people, 10 of whom were women and 5 men.

Since 2020, Everel has activated the "Everel 4 You" listening desk at the Valeggio site



# EVEREL 4 YOU



# Customer safety

**Everel is committed to the development and production of electrical and electronic components and systems for everyday applications, with the aim of offering reliable, safe solutions that meet the highest international standards**

Safety is a fundamental pillar of the company's strategy, not only to comply with current regulations, but also to concretely protect end users and consolidate a position of excellence with customers. The company operates following strict certified quality management systems, adopting design and production methods that guarantee full compliance with applicable electrical and environmental regulations. Every stage, from design to series production, is carefully monitored to ensure continued product compliance and safety performance.

In a context of increasing global attention to sustainability and the impact of chemicals, Everel fully integrates the requirements of the REACH and RoHS directives into its processes, considering them a basic standard. Furthermore, it is ready to accommodate specific requests from its customers, including customised lists of banned substances (SVHC), particularly from large groups in the household appliance sector.

The path towards safety and environmental responsibility is thus translated into an ongoing and structured commitment, involving precise activities and thorough checks, to ensure that every product placed on the market meets the strictest quality, safety and sustainability criteria.

Everel's commitment to ensuring products that are fit for the health and safety of customers is embodied in the practices it implements from manufacturing to customer support.

Quantum  
Artificial Intelligence



## Manufacturing and production

At Everel, product quality and safety are a constant commitment, which is reflected in every step of the production process. The focus is not limited to design and development but continues with continuous monitoring of products and production processes to ensure reliable performance and compliance with technical and regulatory requirements. Through periodic and in-depth audits, certain fundamental characteristics of the plastic materials used, such as flame resistance, resistance to high temperatures and other safety determinants, are verified. These audits make it possible to guarantee the quality of the finished product and to rigorously meet customer expectations and international standards

## Marketing and sales

At Everel, product safety is a central element of the design and production process, also constituting a strong added value in the commercial proposition. The constant commitment to ensuring high safety standards is translated into transparent and accessible communication: all environmental and safety certifications are available on the company website, confirming that products comply with current regulations. Everel does not limit itself to certification alone, but also accompanies customers in the correct use of the products, providing clear indications on application contexts. Furthermore, through an ongoing dialogue with customers, the company systematically monitors and tracks any reports of non-compliance, turning feedback into a valuable tool for further improving quality and reliability.

## Certification

Everel products are designed, developed and subjected to rigorous validation tests in full compliance with industry regulations and directives. The results obtained during validation are collected in a Technical Dossier, a fundamental document for obtaining the CE marking, which certifies that the products comply with European safety requirements. As a further guarantee of quality and reliability, Everel makes use of certifications issued by independent and internationally recognised bodies, such as IMQ, VDE and TÜV. In addition, numerous products are UL certified, an essential standard for marketing in the North American market. These certifications testify to Everel's ongoing commitment to providing safe, reliable solutions that meet customer expectations and global regulations.



## Use and service

Everel products, often components or sub-assemblies integrated in complex equipment such as household appliances, are designed for maximum reliability and safety in end use. In order to support its customers in the correct placing on the market, Everel provides all the necessary technical documentation for use and maintenance manuals, thus contributing to the safety of the entire system in which the component is installed. Looking ahead, Everel intends to further strengthen its commitment through a proactive and systematic approach to monitoring product safety regulations and standards. The aim is to enhance the ability to anticipate regulatory changes and actively lead the industry by offering increasingly safe, compliant and state-of-the-art solutions for customers and end users.



# Social Ecosystem

## EGV

**In 2024, Everel's commitment to collaborations with Foundations, Onlus and Innovative Start-Ups was consolidated**



**Our commitment to the social ecosystem also involved the primary schools of Valeggio sul Mincio.**



In fact, the partnership with the Historie Onlus Foundation has been going on for three years now. Through the realisation of shared projects such as the company vegetable garden and the organisation of specific events, it supports the Everel Group in the promotion of sustainable ethics and diversity.

The company vegetable garden, located at the headquarters and managed by the Foundation, has been further developed, giving rise to new crops, including vegetables, fruit trees and ornamental plants, which are currently still growing.

Between spring and autumn, various seasonal products such as cabbage, courgettes, tomatoes, peppers and aubergines were harvested. These were partly used internally in Historie's kitchens, partly sold at the 'Valore Artigiano' shop and partly used to create the '0 km market' for Everel employees.

The cultivation of saffron, harvested between October and November, also continued. In addition, the cultivation of camomile was started for the first time: the flowers, once dried, were packaged in 35 jars and sold at the Historie shop.

Interconnected with the company's vegetable garden project, 2023 saw the launch of the '0 km lunches' initiative, a project that aims to revise the concept of a break by offering quality healthy meals, partly prepared from the raw materials harvested, and eaten outdoors in the botanical setting of the garden.

Over the course of the year, twelve lunches were organised between May and September, involving a total of 192 participants. The meals, carefully prepared by the Historie Onlus Foundation, transformed the lunch break into a moment of conviviality, well-being and authentic connection with the values of sustainability. Easter was also a special occasion to support an initiative with high social value: Mi-Muovo. A campaign, promoted by Historie and implemented in our Relaxation Room through the sale of chocolate eggs, the proceeds of which went to support the 'Diversity in Motion' project, which promotes sports experiences for the Foundation's guests in a stimulating, inclusive and energetic environment.

Thanks to the collaboration between Everel, the Primary School and the Historie Foundation, "Inclusive Horizons" was born, a virtuous project that aims to transmit the values of inclusion and disability to children through botany. Everel's company garden was once again the protagonist, welcoming a class of 20 children who, after a brief theoretical introduction by an agronomist and a presentation of the company by a colleague from the R&D department, planted small ornamental plants in a pot. Together with the Foundation children, they then decorated the pots and took home a special memento on Mother's Day, combining learning, creativity and inclusion.

During the year, we were able to raise the profile of another entity that deals with inclusion, thus building a new partnership with Fody Fabrics. Fody is a Tuscan benefit company and innovative start-up with a social vocation that valorises textile scraps from production leftovers by offering training and work opportunities to disadvantaged people. Specifically, backpacks were made and used as gadgets during fairs and events and given to employees on their birthdays. This underlines the company's commitment to using partnerships that combine ethics, corporate social responsibility and environmental sustainability.



# EVRO social ecosystem

The plant in Romania has also given ample space to charitable and cultural initiatives.

On 25 April, 25 pupils from the second class of the 'Atanasie Marienescu' high school with their teachers visited the production plant. Ten managers from Management, Health and Safety, HR, Production, Engineering, Planning and Logistics, and Quality contributed to this day. The aim was to bring citizens closer to our reality and to promote the Everel name and its products.

On the occasion of Easter and Christmas, 6 Everel volunteers participated together with the Red Cross and the Municipality of Lipova in the distribution of more than 100 parcels containing basic necessities, partially purchased by our company, to needy families in the village.

In November, 160 children from all over the world took part in an art competition that focused on sustainability, environmental protection and love for the earth, and created paintings and various types of artefacts made also from recycled materials. Prizes were awarded for the best creations, which were then exhibited at the local cultural centre. Our company was one of the partners in this project and, thanks to our donations, gifts were purchased to give to the children who won prizes in the competition. Great pride derived from the fact that among the winning children were also children of some of our employees. Four colleagues contributed to the organisation of this event, providing support during the organisational stages and during the preparation and purchase of the donated material.

In April, more than 20 employees tried their hand at planting 300 small oak trees in the Lipova forests, as promoted by a nationwide reforestation programme.

We were guided in this activity by the local forest ranger, who spent a whole day with us, supporting us in the various land preparation operations. It was a pleasant opportunity to learn about the behaviour of these plants, to contribute to the reforestation of places to be preserved, as well as a moment of team building.

More than 20 employees spent a Saturday in May travelling to rural areas outside Lipova with the aim of collecting various types of waste. More than 300 communal bags of waste were accumulated. This was an initiative strongly desired by Everel and proposed to the Forest Guard, who willingly accepted it and supported the realisation of this special day.

We took part in an event to reward scholastic excellence at which a number of students who distinguished themselves for high performance in various scholastic fields were awarded just before Christmas. Everel sponsored a scholarship awarded to a student from Arad, winner of the National Physics Olympiad.

In the spring, we created a company garden in our garden, in which a number of aromatic plants were cultivated.

## Scuola Diversa

## Project Coniglietto e Babbo Natale con il Cuore

## The Colours of Autumn

## Planting of Small Oaks

## Waste Collection

## Scholarship

## Aromatic Plant Garden



## Social Project KPIs and Targets

PROJECT	KPI	BASELINE	TARGET		
			2025	2026	2027
<b>IMPROVE EMPLOYEE WELL-BEING</b>  (WORKING ENVIRONMENT, EQUITY AND GROWTH)	Increase level of satisfaction	ND	TBD 2025	TBD 2025	TBD 2025
	Participation level (%)	22%	23%	24%	25%
	No. of training hours beyond legal requirements (excluding health and safety) average per employee	33	33	33	34
	Gender equality certification obtained (Italy only) (Y/N)	N	N	S	S
<b>IMPROVING SAFETY CULTURE</b>	Missed accidents	9	12	18	24
	No. of reports	39	45	50	50
	[No. of accidents/ No. of hours worked (%)]*200,000	0,81	0	0	0
	[No. of days lost due to accidents/ No. of hours worked (%)]*200,000	16,14	0	0	0
<b>PROMOTING CORPORATE VOLUNTEERING</b>	No. of visiting students	23 (EVG) 23 (EVRO)	40 (EVG) 30 (EVRO)	60 (EVG) 30 (EVRO)	60 (EVG) 30 (EVRO)
	No. of participants in the garden lunches	47 (EVG)	55 (EVG)	60 (EVG)	70 (EVG)
	Level of adherence to organised initiatives (%)	0	0	40%	50%
	Level of utilisation of volunteer hours with Historie (%)	0	0	40%	50%
	No. of initiatives	0	0	1	1
<b>STRENGTHENING THE RELATIONSHIP WITH SCHOOLS AND UNIVERSITIES</b>	No. of school students involved (internship/PCTO)	2 (EVG)	2 (EVG)	2 (EVG)	2 (EVG)
	No. of university students involved (internships/projects)	1 (EVG) 0 (EVRO)	1 (EVG) 1 (EVRO)	1 (EVG) 1 (EVRO)	1 (EVG) 1 (EVRO)



In order to have a more timely planning of the Group’s sustainability actions, kpi were defined for each project through which to track the progress of activities over time, and for each kpi, in addition to the baseline (value in 2024), targets were estimated at 2025, 2026, and 2027.

# Management of material issues within Social Projects

Within this section we want to give brief evidence of the level to which the strategic action of the Social pillar responds to Impacts, Risks and Opportunities (IRO), that is how individual projects cover the material aspects that emerged during the dual materiality analysis.

PROJECT	IMPACTS	RISKS/OPPORTUNITIES
<b>IMPROVING WORKERS WELL-BEING</b>  WORKING ENVIRONMENT, EQUITY AND GROWTH)	<ul style="list-style-type: none"><li>• Worker well-being [positive potential]</li><li>• Training and skills development [positive potential]</li><li>• Work-life balance [positive actual]</li><li>• Workers’ psychological and physical well-being [potential positive]</li><li>• Diversity, equality and inclusion [potential positive]</li></ul>	<ul style="list-style-type: none"><li>• Employee dissatisfaction [potential]</li><li>• Structuring of training plans for employees [opportunity]</li><li>• Attractiveness towards talent and future employees [opportunity]</li><li>• Workforce shortage [risk]</li><li>• Benefits and conventions [opportunity]</li></ul>
<b>IMPROVING SAFETY CULTURE</b>	Employee health and safety [potential negative]	Creating a widespread safety culture [opportunity]
<b>PROMOTING CORPORATE VOLUNTEERING</b>		
<b>CONSOLIDATING RELATIONS WITH SCHOOLS AND UNIVERSITIES</b>		







# Governance

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# Ethics and Responsibility: Pillars of Our Business Conduct

We believe in the importance of building strong and lasting bonds with our customers, employees, supply chain partners and host communities.

Ethics and responsibility serve as the foundation for our actions and decisions, creating an environment that fosters innovation and transparent sharing.

Everel Group grounds its actions on the goal of creating value that can be shared with all stakeholders. We consider our stakeholders an integral part of our business environment. The development of our business model is closely linked to our desire to operate with a responsible approach that takes ethical aspects into account in our daily choices and practices.

For this reason, managing these aspects is a strategic area for us. We work steadily to improve our processes and intend to define targeted policies that can contribute positively to the interaction with all the players in our ecosystem.

We believe in the importance of building strong and lasting bonds with our customers, employees, supply chain partners and host communities. Ethics and responsibility serve as the foundation for our actions and decisions, creating an environment that fosters innovation and transparent sharing.

Looking to the future, we renew our commitment to high standards of integrity and transparency, striving for operational excellence and actively contributing to the well-being of people and the healthiness of the environment in which we operate.

The primary architecture of our business ethics is based on the Everel Group's Code of Ethics, introduced in 2013 and updated in 2018 in adherence to the model required by Legislative Decree 231. This value compass defines the cardinal principles that guide the company and outlines the behavioural guidelines to ensure compliance.

The focus of all our actions are People: our employees, who are inspired by a structured and internalised Code of Ethics; our customers and suppliers, with whom we build long-term relationships based on mutual trust; and finally, the institutions and other social actors, with whom we cultivate interactions at multiple company levels. In this way, Everel Group is committed to responding to the social needs of the region and taking an active part in solving environmental challenges.



For us, sustainability and responsible conduct is not a mere fulfilment, but a principle that permeates the very essence of the company, with ethical implications intertwined with our strategic vision. The Code of Ethics describes our principles and standards of conduct, articulated through crucial themes such as fairness, equality, impartiality and moral integrity, the protection of fundamental human rights and the implementation of measures to prevent child exploitation and forced labour. Other key themes include: responsible corporate governance, accounting transparency and sound internal controls; confidentiality and protection of data and information; honesty and professional diligence; environmental and health protection; and staff safety, welfare and integrity.

Internally, these principles are promoted and adhered to through dedicated training plans, an integral part of the induction process for each new employee and designed as periodic refresher courses. Externally, the Everel Group Code of Ethics is shared with each new supplier at the beginning of the collaboration and is accessible to all through our corporate website, [www.everelgroup.com](http://www.everelgroup.com). To ensure that any Group member can report conduct that does not comply with the Code of Ethics, company policies, procedures or applicable regulations, the Code establishes a Group-wide reporting system, managed autonomously and confidentially by the Supervisory Board, which meets quarterly to monitor and follow up on any reports.

## The Essence of the Company





# Conflict of Interest

Everel Group pays attention to the avoidance of conflicts of interest, recognising how their occurrence can compromise the integrity and trust that binds the company to its stakeholders. For this reason, we have implemented a robust governance system that is articulated through the adoption of the 231 Organisational Model and a Code of Business Ethics. These tools define principles of behaviour and control mechanisms aimed at warding off any potential conflict situation.

The imperative for every Everel Group employee is to refrain from any circumstance in which personal or family economic or financial interests could collide with the professional responsibilities held. Such conflict, real or potential, could undermine the objectivity of judgement and freedom of choice, which are essential elements for the proper functioning of the organisation. Should an employee find himself in such a situation, he must report it without delay to his direct superior, who will ensure that the information is forwarded to the Managing Director for the functions falling within his competence. In the event that the conflict of interest concerns directly the Managing Director, the timely disclosure shall be addressed to the Board of Directors, the body entrusted with the appropriate evaluations and the adoption of the necessary measures.

In order to clarify the scope of this commitment, we provide by way of example some cases that may constitute a conflict of interest:

## **Economic and financial interests**

Holding, directly or indirectly (including through family members), shareholdings or taking up professional positions with customers, suppliers or companies competing with the Everel Group. This situation could create undue leverage in business decisions.

## **Acceptance of improper benefits**

Receiving money, gifts, favouritisms or any other form of advantage from individuals, companies or entities seeking to do business with Everel Group. Such acceptance may compromise impartiality and fairness in selection and negotiation processes.

## **Outside work activities**

The performance of work activities, even by family members of an employee, at Everel Group's customers, suppliers or competitors. This could generate a mixing of interests and a potential risk of disclosure of confidential information or favouritism.

Transparency and proactivity in managing conflicts of interest are fundamental pillars of Everel Group's corporate culture. Through continuous awareness raising, specific training and strict application of internal procedures, we aim to preserve an ethical working environment, where decisions are always oriented to the best interest of the company and all its stakeholders.





# Whistleblowing

To ensure an ethical and responsible working environment, we encourage the reporting of any violation or suspected violation of our Code of Ethics, following detailed procedures.

In line with the recent legislation on Whistleblowing, implemented by Legislative Decree No. 24 of 10 March 2023, Everel Group has set up a dedicated and secure reporting channel. This mechanism allows employees, collaborators, suppliers, customers and other stakeholders to report any violations of the Code of Ethics, of the Organisational Model 231, as well as of national and European regulatory provisions that may harm the public interest or the integrity of the public administration or private entity, which they have become aware of in the context of working with Everel Group.

Reports must be made in written form via a specially prepared link on our corporate website: [www.everelgroup.com](http://www.everelgroup.com). This link is easily accessible among the 'quick links' on the homepage, ensuring an intuitive and secure reporting process.

We are committed to treating every report with the utmost confidentiality and seriousness, ensuring the protection of the whistleblower from any form of retaliation, in accordance with the law. We firmly believe that an effective reporting system is a fundamental tool to strengthen our ethical culture and to preserve the trust of all those who interact with Everel Group.

**At Everel Group,  
we foster a culture  
of integrity and  
transparency that  
actively involves  
all our stakeholders**

## Violations

For the year 2024, no violations were identified in Everel regarding active and passive corruption, anti-competitive behaviour, discrimination and non-compliance with laws and regulations of a socio-economic nature. Therefore, there are no reported actions taken by the company to deal with possible violations.



## KPIs and Targets of Governance Projects

In order to have a more punctual planning of the Group's sustainability actions, for the 'Governance' pillar projects, KPIs were defined through which to track the progress of activities over time and for each KPI, in addition to the baseline (value in 2024), targets were estimated at 2025, 2026 and 2027.

PROJECT	KPI	BASELINE (2024)	TARGET		
			2025	2026	2027
ASSESS AND SELECT SUPPLIERS	No. of assessed suppliers (annually) / No. of identified suppliers*	0/111	33%	66%	100%
	Average supplier fleet rating	ND	Tbd (2025)	Tbd (2025)	Tbd (2025)
	Local supplier turnover / Total supplier turnover	>50%	>50%	>50%	>50%

\*111 suppliers out of 240 (2024 data) with purchase turnover >20,000 EUR equal to 98 % of purchase turnover - 46 % of total number of suppliers

## Management of material issues within Governance Projects

Within this section, we would like to give brief evidence of the level at which the strategic action of the Governance pillar responds to Impacts, Risks and Opportunities (IRO), that is how individual projects cover the material issues raised in the dual materiality analysis.

PROJECT	IMPACTS	RISKS/OPPORTUNITIES
ASSESSING AND SELECTING SUPPLIERS	<ul style="list-style-type: none"> <li>• Supply chain selection according to sustainability criteria [potential positive]</li> <li>• Health and safety of workers in the chain [potentially negative]</li> <li>• Workers' rights in the value chain [potential negative]</li> <li>• Purchasing of plastic raw materials [negative actual]</li> <li>• Procurement of metallic raw materials [negative actual]</li> <li>• Purchase of electronic components [negative actual]</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of flexibility and resilience in the supply chain [risk]</li> <li>• Environmental damage suppliers) [risk]</li> </ul>



# Methodological Note

This document is the Sustainability Report of Everel SpA, the composition of which is specified in the document. The Report is a sustainability report containing information on environmental, social and personnel issues, respect for human rights and the fight against corruption, in a transparent and comprehensive manner.

The Everel Sustainability Report has been prepared in accordance with the requirements and reporting principles of the GRI Reporting Standards, reporting on a selection of GRI Sustainability Reporting Standards indicators. The document incorporates the October 2021 revision of the GRI Universal Standards, effective for reporting from 1 January 2023.

This Sustainability Report has been prepared with a strategic approach linked to the creation of sustainable value for stakeholders. The reporting process will be subject to continuous improvement over the coming financial years.

In this Report, recalculations have been made of information previously published in the 2023 Sustainability Report. The review of the dimensions reported in the report was carried out during the first quarter of 2025.

GRUPPO EVEREL	2023 original	2023 recalculated	difference
Electricity purchased (GJ)	23444,07	24017,36	573,29
Thermal energy (GJ)	6389,87	6516,14	126,27
Fuel (GJ)	927,47	2617,64	1690,17
<b>TOTAL ENERGY CONSUMPTION (GJ)</b>	<b>30761,41</b>	<b>33151,14</b>	<b>2389,73</b>



**The details of the recalculations are as follows:**

- Total energy consumption (GJ): the calculation method has been updated with retroactive application of the new conversion coefficients
- Fuel - Valeggio and Lipova offices: the consumption of the offices has been recalculated.
- Natural gas - DREEF office: the consumption of the office has been recalculated and included in the thermal energy category.
- Fuel for heating - Lipova office: the consumption of the office has been recalculated and included in the thermal energy category.
- Purchased electricity - Lipova office: electricity consumption has been recalculated.

Impact on sustainability targets: The recalculations do not alter the company's commitment to achieving its climate targets nor do they require any revisions to the decarbonisation strategies already communicated to stakeholders in this report.

Quality controls: All recalculated data has been verified.

Transparency: The comparative data presented throughout the 2024 Report reflect only the recalculated values to ensure methodological consistency and comparability over time.

The process of identifying the most relevant issues on which to focus efforts and resources was conducted according to the double materiality approach, taking into account the methodological principles of the European Sustainability Reporting Standards (ESRS), adopted by Delegated Regulation (EU) 2023/2772, assessing both the materiality of impact, which identifies the significant, positive and negative, current and potential impacts of the organisation on people and the environment, and the financial materiality, which identifies the risks and opportunities that sustainability issues generate for the organisation. This process has led to the definition of material topics for EVEREL and its stakeholders.

The data and information contained in this document refer to the 2024 financial year (from 1 January 2024 to 31 December 2024).

The scope of the environmental and social economic data in this document is aligned with the consolidated financial statements of EVEREL SpA, ensuring consistency and completeness in reporting.

In order to accurately represent performance and ensure data reliability, the use of estimates has been limited as much as possible and, where present, they are appropriately disclosed.

A specific reconciliation table, "GRI Content Index", identifies each indicator used from the GRI Sustainability Reporting Standards and provides a clear overview of the sustainability information and content that complies with the standard itself. With reference to GRI topics 303 - Water and wastewater and GRI 403 - Occupational health and safety, the versions updated in 2018 have been adopted, while with reference to GRI topic 306 - Waste, the version updated in 2020 has been adopted.

For information on the contents of this report, please write to **[sustainability@everel.it](mailto:sustainability@everel.it)**



# GRI content index

Statement of use	EVEREL GROUP S.p.A. a Socio Unico has reported the information cited in this GRI content index for the period 01/01/2024 - 31/12/2024 with reference to the GRI Standards.		
GRI 1 used	GRI 1: Foundation 2021		
GRI STANDARD	DISCLOSURE GRI	VSME European reference for non-listed micro-, small- and medium-sized undertakings	LOCATION
<b>GRI 2: GENERAL DISCLOSURES 2021</b>	2-1 Organizational details	VSME B1	Us p.10
	2-2 Entities included in the organization's sustainability reporting	VSME B1	Methodological Note p. 134-135
	2-3 Reporting period, frequency and contact point		Methodological Note p. 134-135
	2-4 Restatements of information	VSME B1	Methodological Note p. 134-135
	2-6 Activities, value chain and other business relationships	VSME C1	Us (Our brands; Our processes, products services and applications) p. 14 ; 18-19; 24-33
	2-7 Employees	VSME B8	People (Employees Management) p. 90-93
	2-9 Governance structure and composition		Us (The Governance System) p.36-39
	2-10 Nomination and selection of the highest governance body		Us (The Governance System) p.37
	2-11 Chair of the highest governance body		Us (The Governance System) p.37
	2-12 Role of the highest governance body in overseeing the management of impacts	VSME C2	Us (The Governance System) p.38-39
	2-14 Role of the highest governance body in sustainability reporting	VSME C2	Us (The Governance System) p.38-39
	2-15 Conflicts of interest		Governance (Ethics and Responsibility: Pillars of Our Business Conduct) p.131-132
	2-16 Communication of critical concerns	VSME C2	Us (Sustainability Governance) p.38; Governance (Ethics and Responsibility: Pillars of Our Business Conduct) p.132
	2-22 Statement on sustainable development strategy		Chairman's Letter - Letter to Stakeholders Us (The Sustainability Strategic Plan) p. 1-2
	2-23 Policy commitments		Governance (Ethics and Responsibility: Pillars of Our Business Conduct) p.129 -130
	2-25 Processes to remediate negative impact		Governance (Ethics and Responsibility: Pillars of Our Business Conduct) p.129 -132
	2-26 Mechanisms for seeking advice and raising concerns		Governance (Ethics and Responsibility: Pillars of Our Business Conduct) p.132
	2-29 Approach to stakeholder engagement		Us (Stakeholder Engagement) p.49-51
	2-30 Collective bargaining agreements		People (People in Everel Group) p.91-93
<b>GRI 3: MATERIAL TOPICS 2021</b>	3-1 Process to determine material topics		Us (The dual materiality analysis: impacts, risks and opportunities) p.52-58
	3-2 List of material topics		Us (The dual materiality analysis: impacts, risks and opportunities) p.58
	3-3 Management of material topics	VSME C3	Us (The dual materiality analysis: impacts, risks and opportunities) p.53-57; Environment (KPIs and Targets of Environment Projects) p.86-87; People (KPIs and Targets of Social Projects) p.125-126; Governance (KPIs and Targets of Governance Projects) p.133;
<b>GRI 201: ECONOMIC PERFORMANCE 2016</b>	201-1 Direct economic value generated and distributed		Us (The creation and distribution of economic value) p.59-60
<b>GRI 204: PROCUREMENT PRACTICES 2016</b>	204-1 Proportion of spending on local suppliers 204-1 Proportion of spending on local suppliers		Us (Business Model and Value Chain - Suppliers) p. 20 For the purposes of this report, the term 'Local' refers to suppliers based in Italy.
<b>GRI 205: ANTI-CORRUPTION 2016</b>	205-1 Operations assessed for risks related to corruption		Governance (Conflict of Interest) p.131
	205-3 Confirmed incidents of corruption and actions taken	VSME B11	Governance (Violations) p.132
<b>GRI 301: MATERIALS 2016</b>	301-1 Materials used by weight or volume		Environment (Responsible Material Management) p.78-79
<b>GRI 302: ENERGY 2016</b>	302-1 Energy consumption within the organization	VSME B3	Environment (Energy Consumption) p.66-69
	302-3 Energy intensity	VSME B3	Environment (Energy Consumption) p.67
<b>GRI 302: ENERGY 2016</b>	305-1 Direct (Scope 1) GHG emissions	VSME B3	Environment (Emissions) p.71-73
	305-2 Energy indirect (Scope 2) GHG emissions	VSME B3	Environment (Emissions) p.71-73



GRI STANDARD	DISCLOSURE GRI	VSME European reference for non-listed micro-, small- and medium-sized undertakings	LOCATION
<b>GRI 306: WASTE 2020</b>	306-1 Waste generation and significant waste-related impacts	VSME B7	Environment (Responsible waste management) p. 80
	306-2 Management of significant waste-related impacts		Environment (Responsible waste management) p. 84-85
	306-3 Waste generated		Environment (Responsible waste management) p. 80-83
	306-4 Waste diverted from disposal		Environment (Responsible waste management) p. 80-83
	306-5 Waste directed to disposal		Environment (Responsible waste management) p. 80-83
<b>GRI 307: ENVIRONMENTAL COMPLIANCE</b>	Disclosure 307-1 Non-compliance with environmental laws and regulations		Environment (Environmental Compliance) p. 74
<b>GRI 401: EMPLOYMENT 2016</b>	401-1 New employee hires and employee turnover	VSME B8	People (2024 Turnover) p. 96-97
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018</b>	403-2 Hazard identification, risk assessment, and incident investigation		People (Employee safety) p. 117-119
	403-1 Occupational health and safety management system		People (Employee safety) p. 117-120
	403-3 Occupational health services		People (Employee safety) p. 117-120
	403-4 Worker participation, consultation, and communication on occupational health and safety		People (Employee safety) p. 117-120
	403-5 Worker training on occupational health and safety		People (Training and safety) p. 109
	403-6 Promotion of worker health		People (Welfare- Everel 4Wellness) p.101; (Everel 4You) p.120
	403-8 Workers covered by an occupational health and safety management system		People (Employee safety) p. 117-120
	403-9 Work-related injuries	VSME B9	People (Employee safety) p. 119-120
<b>GRI 404: TRAINING AND EDUCATION 2016</b>	404-1 Average hours of training per year per employee		People (Training and safety) p. 110-111
	404-3 Percentage of employees receiving regular performance and career development reviews		People (Training and safety) p. 106
<b>405-1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES</b>	405-1 Diversity of governance bodies and employees	VSME C9 - B8	People (Promoting diversity and inclusion) p. 112-115
<b>GRI 406: NON-DISCRIMINATION 2016</b>	406-1 Incidents of discrimination and corrective actions taken		No incidents relating to the principles of equality and non-discrimination were reported.
<b>GRI 416: CUSTOMER HEALTH AND SAFETY 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories		People (Customer safety) p.121-122
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		People (Customer safety) p.121-122



Report by  
**Everel Group S.p.A.**

Project by  
**Green Team di Everel Group S.p.A.**

Texts by  
**Strategy Innovation S.r.l.**

Graphic concept  
**Atomica Comunicazione S.r.l.**







**Everel Group S.p.A.**

Via Cavour 9 - 37067  
Valeggio sul Mincio (VR) Italia

T. +39 0456313711  
F. +39 0456313730

[info@everelgroup.com](mailto:info@everelgroup.com)  
[www.everelgroup.com](http://www.everelgroup.com)