SUSTAINABILITY

REPORT

SUSTAINABILITY REPORT **2025**

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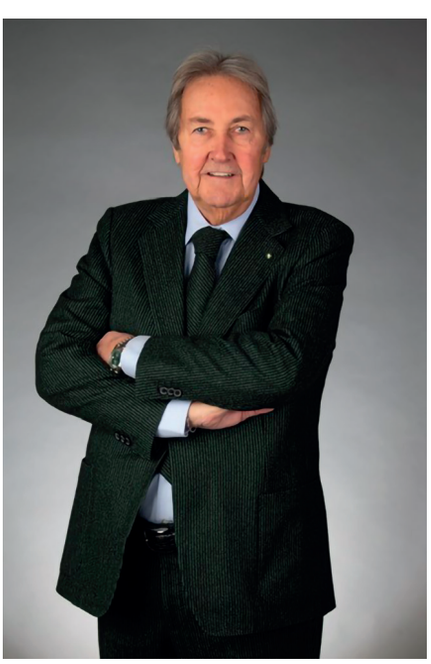
Chairman's Letter

Dear Readers,

2025 was confirmed as a year of profound challenges for Everel Group and for the entire electrical and electromechanical components supply chain. In a macroeconomic context marked by growing uncertainties, we have maintained our firm commitment to a sustainable, innovative business model oriented toward the common good, while having to face moments of great complexity.

On the reference markets front, the European household appliances sector — our main customer base — has shown contradictory signals. After several years of significant decline, the first months of 2025 recorded a cautious recovery in demand for large household appliances in Italy, with the washing segment leading the way and the sector's industrial production growing compared to the same period in 2024. However, the situation remains structurally fragile: European producers have lost market share over the last decade, eroded by the growing presence of Asian players operating with pricing logic incompatible with our standards of cost, quality and social responsibility. Adding to this scenario, with particular intensity starting in spring 2025, was the issue of trade tariffs. The so-called 'Liberation Day' on April 2 introduced significant tariffs on European imports to the United States, with subsequent fluctuations and a partial suspension that did not dispel the underlying uncertainty. For European manufacturing supply chain companies, the effect is not limited to direct exports to the USA: it is transmitted through the entire value chain, slowing orders from major European OEMs and compressing our customers' purchase plans.

To face this context, we continued the restructuring and revitalisation process started the previous year, which unfortunately involved a necessary action of workforce reduction. On the industrial front, we are working to maximize the efficiency of existing products and lines. We have also ordered a new automatic line for the assembly of switches, our iconic product, on which we continue to develop new variants. Particular attention is dedicated to the study of new electronic components, with the aim of adapting ever more to market evolutions and new trends. In order to provide a new strategic line for the company's development, a strengthening of the senior management teams in the Research and Development, Commercial and Administration areas has been initiated: a signal of our willingness to invest for the future, even during the most difficult phases.



As regards our sustainability journey, 2025 was a year of consolidation. Strengthened by the EcoVadis Bronze recognition obtained in 2024 and reconfirmed in 2025 and by the transformation into a Benefit Corporation, we continue to monitor and improve our environmental and social impact, in the awareness that sustainability is not only a responsibility but a strategic lever for generating value in the long term for all stakeholders. This Report is the concrete testimony of this commitment: data, initiatives, objectives and progress, with the transparency that a Benefit Corporation owes to itself and to the communities in which it operates.

I hope you all enjoy our report.

Enrico Zobele

President, Everel Group S.p.A. Società Benefit

Letter to Stakeholders

Dear Readers,

for over four years, Everel Group's commitment in the environmental, social and governance fields has been a cornerstone of our strategic vision, as well as a fundamental lever for consolidating our competitiveness in the long term. Sustainability, for us, is not only a declared value, but an operational principle that guides our daily decisions and orients our evolutionary path, even — and especially — in the most complex phases.

2025 was a year marked by significant challenges for our sector and for the Group: a difficult market context, persistent geopolitical tensions and growing competitive pressures required demanding choices. In this framework, the sustainability journey was not a luxury, but a strategic compass: it helped us maintain direction, strengthen coherence between our values and our actions, and build the foundations for a solid and responsible recovery.

The past year confirmed the signals that already emerged during 2024. The Omnibus Package, introduced by the European Commission in the first quarter of 2025, significantly modified the scope of application of the Corporate Sustainability Reporting Directive (CSRD), postponing and reducing the severity of the criteria for the reporting obligation of SMEs and unlisted entities. Despite this regulatory evolution, Everel is determined to continue the sustainability journey undertaken, with the conviction that transparency and structuring with respect to ESG issues represent a strategic investment for the future, regardless of legal obligations.

Also during this year, Everel Group confirmed its EcoVadis Bronze certification, consolidating the recognition already obtained in 2024, which places us in the top 35% of companies in our category. This result is the fruit of the constant commitment of our people and the heads of the Green Team and represents much more than a certificate for us: it is a compass for continuous improvement.

Starting from the improvement insights provided by the EcoVadis assessment, we have initiated a structured work of Governance strengthening as evidence of our commitment in the ESG field, within which we plan to work on the revision and updating of company policies and the formalization of procedures and practices already consolidated in our operations. This will be a continuous process that will also extend throughout 2026, with the objective of making our commitment increasingly measurable, credible and communicable to all stakeholders.

On the environmental front, 2025 represented a year of concrete and significant achievements, the result of a constant commitment toward increasingly responsible and efficient resource management. The operational sustainability committee made significant progress in the projects of the sustainability plan aimed at reducing waste and scrap throughout the production cycle. Particular attention was dedicated to the recovery and management of plastic and metal scrap deriving from Everel production, with interventions oriented both to process optimization and to the enhancement of waste and non-waste materials.

At the same time, the journey also involved the daily organizational dimension, through initiatives aimed at reducing common waste such as paper consumption and the use of single-use plastic bottles. A change that was not limited to procedures alone, but that focused above all on the diffusion of greater environmental awareness and on the active involvement of all the Group's people.

On the social front, 2025 saw Everel invest with renewed determination in skills development, the enhancement of internal talent and the strengthening of a corporate culture shared among the various plants of the Group. The most significant project of the year was 4Everel4Tomorrow, the Talent Program dedicated to the growth of young talents under 35 from all corporate functions. Through training, field experiences and strategic project work presented to the Board, the program contributed to developing managerial skills, business vision and a culture of innovation and sustainability.

2025 taught us that sustainability is not a linear path, but requires adaptation, courage and consistency. Looking to 2026, we are committed to consolidating the results achieved, continuing to strengthen our documentary structure and ESG governance, and continuing to invest in our people and in reducing our environmental impact. Being a Benefit Corporation is not a goal, but a daily responsibility: toward our collaborators, our customers, the communities in which we operate and the planet we share.

We invite you to read our 2025 Sustainability Report carefully, in which you will find a summary of the results achieved, the challenges faced and future prospects. We trust that you can appreciate the determination with which we face this journey, the fruit of the constant commitment and active participation of all our people.

Enjoy the reading.

Thomaz Zobele

Vice President & Sustainability Manager,
Everel Group S.p.A. Società Benefit

Everel
THE WORLD
IN A CLICK

1 US

Everel Group: components for everyday life

1.1

Everel Group SpA Società Benefit

Registered office - Via Cavour 9, 37067 Valeggio sul Mincio, Verona
Countries of operation - Italy, Romania, Germany

The history of Everel Group began in 1903, when one of the Group's historic brands took its first steps in a sector that would transform the world: **electronic and electromechanical components.** Since then, more than a century of experience has enabled the company to build and consolidate a solid base of **industrial expertise** recognized internationally.

Every day, Everel products quietly enter the lives of millions of people. **From switches and motors** that power and control the operation of small and large appliances for domestic and professional use, to **ventilation systems** that promote comfort and well-being indoors: different solutions, united by the same focus on **technical precision and reliability**, which have allowed Everel Group to become a **strategic partner** of leading companies in the home appliances, HVAC, gardening & outdoor, cleaning & steam and healthcare sectors.

The company's ambition goes beyond product excellence. In a global context increasingly characterized by rapid technological, social and environmental transformations, Everel is fully aware of its role in **contributing to a more sustainable future**. With this commitment, starting in 2021 the company launched a **structured sustainability strategic planning process**, with the aim of **measuring and transparently communicating its economic, social and environmental impacts**, strengthening the integration of these dimensions into business decisions and processes. This commitment reached its fullest expression in 2024, when Everel became a **Benefit Corporation**, formalizing its intention to pursue **common benefit objectives** alongside economic results.

Notwithstanding the recent complexities of the international geopolitical landscape, Everel Group firmly believes that **sustainability is the key to future competitiveness** and is working to integrate it deeply into its business model. By sharing innovation with customers, partners and employees, and thanks to the daily **commitment of its people**, the company intends to strengthen its position in the global market, **contributing to building a more sustainable, innovative and responsible tomorrow.**

History

1.2

Today, just as in the past, Everel continues to look to the future **with the same spirit of innovation and the same passion** that have characterised its work from the very beginning. The company faces new global challenges in the knowledge that its history represents a valuable heritage, but that the future is yet to be written.

1903

THE EVEREL GROUP'S HISTORIC BRAND

Dreefs is the brand with which the Group's history began. The brand, established in Germany, produces electromechanical selectors and switches for household appliances.

1909

THE ITALIAN ELECTROTECHNICAL REVOLUTION

In the early 1900s, Augusto Cometti produced the first pieces of molded electrotechnical porcelain in Italy, marking the beginning of the history of Fabbrica Materiale Elettrico A. Cometti of Caprino Veronese. From there, the company would grow until its merger with Molveno SPA in 1978, creating Molveno Cometti S.p.A.

1960

NEW LIGHT FOR OUR PRODUCTS

In the province of Milan, Engineer Cesare Gallone introduced the electrical connection system. Signal Lux was born.

1968

ONE MORE MOTOR

GIEM, a company specializing in toaster heating elements, 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 units.

2024

EVEREL GROUP BECOMES A BENEFIT COMPANY

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

2023

EVEREL GROUP DOES NOT STOP

Everel Group acquired a new production line operating in the ventilation market. The Slovenian branch of Germany's EBM-Papst, acquired in 2023, produces small electric motors and fans for ovens, refrigerators, washing machines and freezers. Everel acquired the product line relating to motors for domestic and professional ovens, moving production and machinery to the Valeggio site.

2021

OUR APPROACH TO SUSTAINABILITY

The strategic sustainability planning journey began and the first reporting of economic, social and environmental impacts took place.

1998

THE HEADQUARTERS IN VALEGGIO

The Italian headquarters moved to Valeggio sul Mincio, near Verona, next to the picturesque and historic Parco Sigurtà.

1987

EVEREL GROUP IS FOUNDED

Everel Group was founded as a global brand that invests in technology and automation to meet a dynamic and increasingly demanding market. Everel Group is characterized by a constantly evolving journey that intertwines the stories of different companies and brands. Strategic acquisitions have enabled the company to expand its product portfolio, increasing its geographic presence and its offering of innovative solutions.

Mission and values 1.3

Everel's **Mission** is to **create shared value**, turning every 'click' into an **opportunity for innovation and sustainable growth**. The company's products stand out for their **quality, design and attention to detail**, the result of **constant research and open dialogue with customers**. The Group has enthusiastically embraced the challenge of sustainability, promoting a culture of 'open innovation' to generate ideas and solutions that respect the environment and society.

The corporate compass is guided by **solid principles: quality excellence and safety** in every action, **openness to innovation** to remain pioneers in the sector, and the **building of authentic ties** with customers, employees and the community. These are the foundations of Everel's daily commitment, driving it toward the ambition of generating value for all those who stand alongside it.

Our values

1 SIMPLICITY AND TRANSPARENCY

Simplicity and transparency are core principles around which the company builds all its relationships. This translates into **direct communication, reduced complexity** and a constant commitment to stakeholders to build **lasting relationships of trust**.

2 HISTORY AND HERITAGE

Tradition, expertise accumulated over time and **deep connections** with the local area are the **values** that give the company its identity. More than a century of history has made it possible to build a heritage of **technical and relational knowledge** that is preserved, enhanced and represents the solid foundation on which to graft innovation and growth.

3 DESIGN AND ORIGINALITY

Everel designs product solutions that stand out for **functional discretion** and usefulness, without ever giving up their originality. Design is not only aesthetics, but a means of solving complex problems with elegant and intuitive solutions. Each component is designed to **integrate harmoniously into its context of use** and respond to the **specific needs** of each application sector.

4 COLLABORATION AND OPEN-MINDEDNESS

Everel firmly believes that true innovation is born from encounters between people and the **sharing of different experiences**. Collaboration is not only a working method, but a mindset: it means listening, **exchanging views**, welcoming different perspectives and **building better solutions together**.

5 PAYING ATTENTION TO DETAIL

The company focuses on **attention to detail** and customization because it believes that excellence lies in **precisely responding** to each customer's specific needs, transforming **high quality standards** into unique and unrepeatable solutions.

6 SUSTAINABILITY

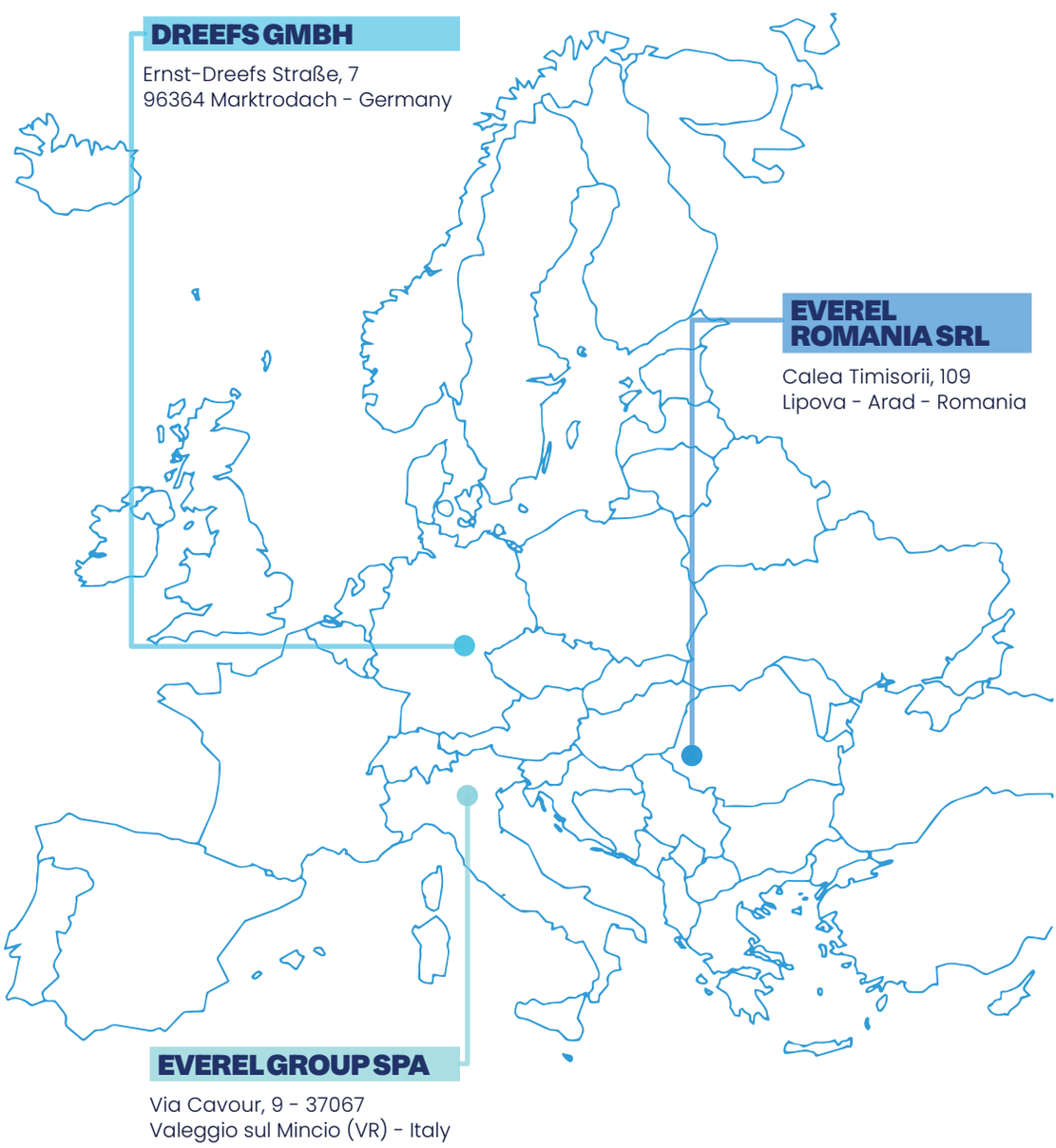
For Everel, the challenge of sustainability is not an obligation, but **an opportunity for responsible growth**. This means being an active part of the virtuous circle of the **circular economy**: reducing waste, optimizing the use of resources and designing products with their entire life cycle in mind.

A global innovation ecosystem

1.4

With roots deeply anchored in the economic history of the local area and a Group identity consolidated since 1987, Everel is now recognized as a benchmark player in the sector, synonymous with resilience and the ability to innovate continuously, with several international-level customers and partners.

The beating heart of the Group consists of three interconnected production sites, where each location plays a crucial role in the value creation process.



Note: 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 (Italy), Lipova (Romania) and Marktrodach (Germany)

The synergy between the sites makes it possible to optimize production processes, ensure product quality and respond flexibly to the needs of different customers.

Everel Group Spa Società Benefit /
Valeggio sul Mincio (Italia)

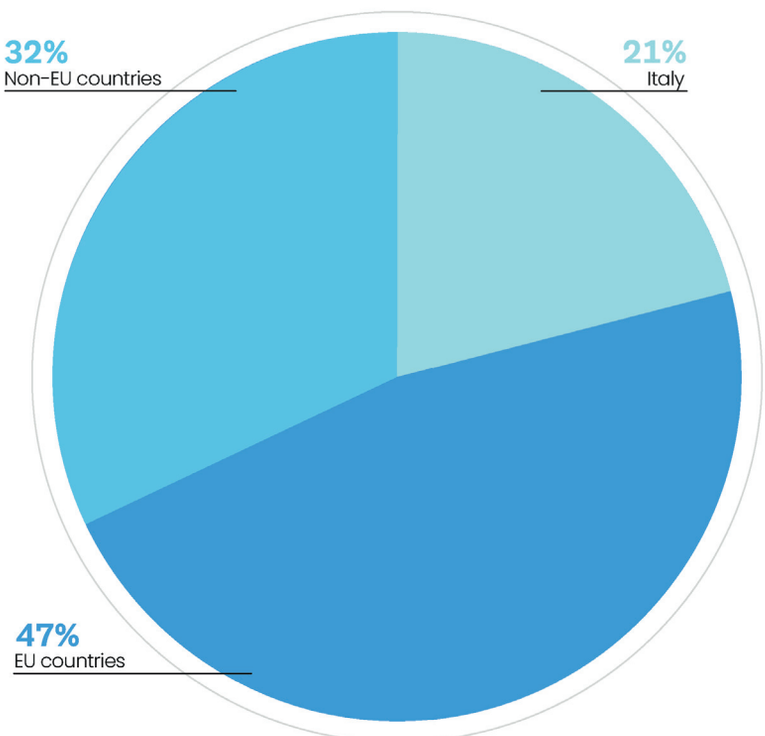
The heart of the Group, where strategic functions, Research & Development and production of electromechanical components are concentrated.

Dreefs GmbH /
Marktrodach (Germania)

The center of excellence for the production of metal components. The Dreefs site supplies electrical contacts that are essential for production activities in Italy and Romania, ensuring product quality and reliability.

Everel Romania Srl /
Lipova (Romania)

A cutting-edge production hub specialized in electromechanical components and solutions for the automotive sector. Switches, motors, ventilation systems and indicator lights are produced here, ensuring high standards of quality and efficiency.



Revenue share by geographic regions

Italy
EU countries
Non-EU countries

Highlights

General Group Data

8
REGISTERED TRADEMARKS

5
ESTABLISHED BRANDS

20
COMMERCIAL BRANCHES

300
CUSTOMERS

222
SUPPLIERS

9
PRODUCT LINES

4
PATENTS

462
PEOPLE

46
COUNTRIES REACHED

1.4.1

Our brands: a heritage of excellence

Everel Group stands out for a portfolio of historic and prestigious brands, each with its own identity and specialization, but all united by a commitment to quality and innovation.

Molveno, represents Italian excellence in plastic molding and switch production.

Dreefs,the longest-standing brand, synonymous with precision and reliability in the production of metal components.

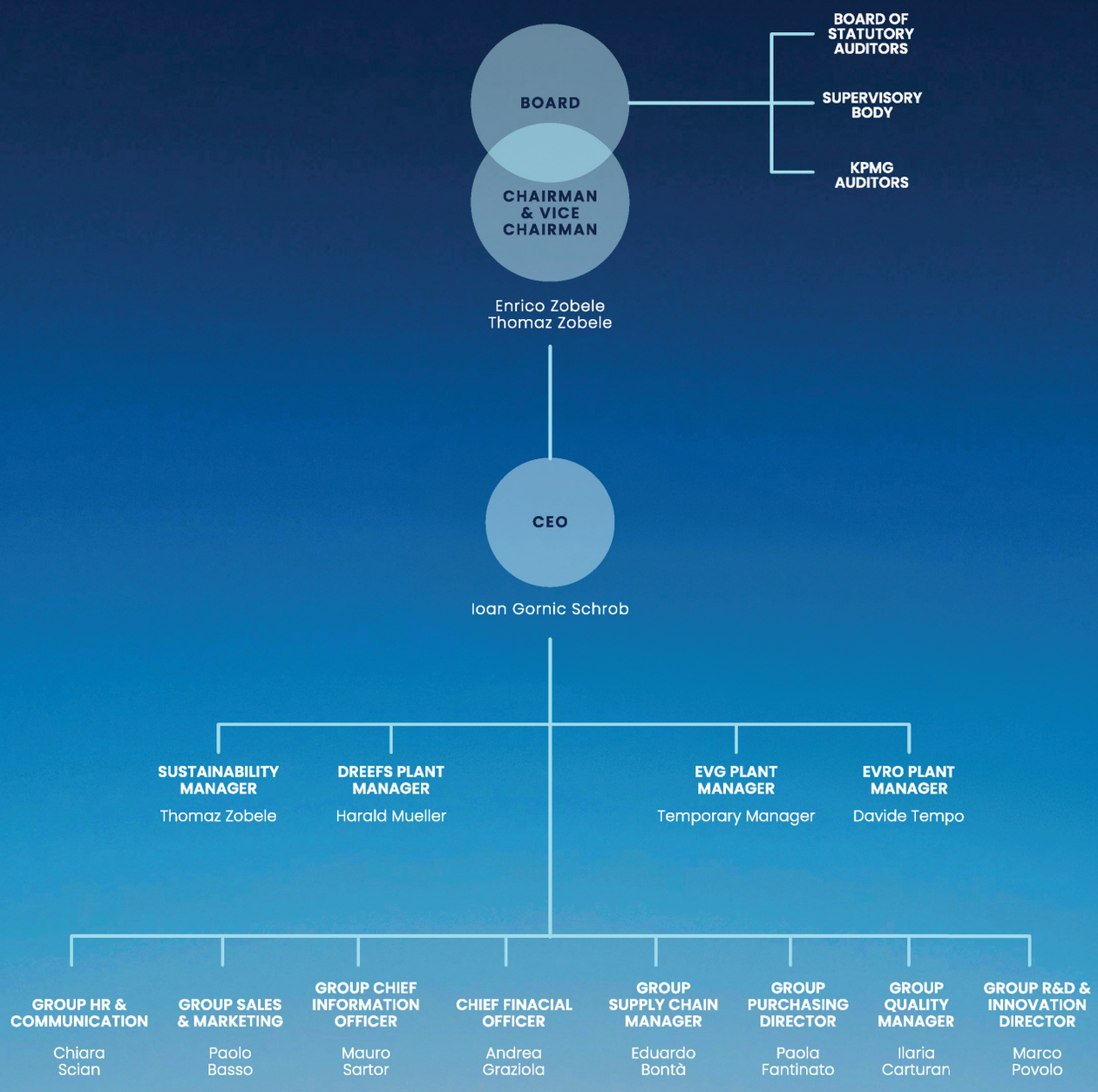
Signa-Lux, a brand specialized in switches and indicator lights.

Giem, an established leader in the production of motors and fan units.

The **Everel** brand completes the Group's offering, with highly customizable switches, selectors and changeover switches.

1.5

Governance System and Organizational Model



Corporate governance includes the set of principles, tools, rules and relationships that define the management and control of the company, ensuring decision-making processes that are consistent with stakeholder expectations and interests.

Everel Group SpA is a joint-stock company whose 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 standing members and two alternate members

the ***Supervisory Body*** / internal non-executive function / 2 members and one internal member

the ***Auditing Firm*** / external non-executive function

the ***Executive Committee (first line)*** /Executive Function

the ***Sustainability Committee*** / Executive or Advisory Function

The administration and control system is composed as follows:

- the ***Board of Directors*** is the corporate strategic management body;
- the ***Auditing Firm***, appointed by the BoD, is the body responsible for the statutory audit of the accounts and accounting control;
- the ***Board of Statutory Auditors*** is the company's internal control body responsible for monitoring compliance with the law and the Articles of Association, adherence to the principles of sound management, and the adequacy of the organisational, administrative and accounting structure adopted by the company, as well as its effective operation;
- the ***Supervisory Body***, in accordance with the Legislative Decree 231 management and control system, is responsible for determining risks and methods for managing issues related to safety and the environment..

The **Board of Directors (BoD)** consists of **five members**: Enrico Zobele (Chairman and shareholder), Thomaz Zobele (Vice Chairman, Sustainability Manager and shareholder), Massimo Forlani (shareholder), Ioan Gornic Schrob (CEO) and Davide Tempo (Everel Romania Plant Manager), the latter appointed by co-option by the BoD to replace outgoing member Carlo Bagnoli. The BoD is vested with **full powers to manage** the company in every respect, in both ordinary and extraordinary activities. It may carry out any action deemed necessary to achieve the corporate objectives. **The chairman of the board has legal representation of the company** and may initiate legal actions and administrative proceedings at all judicial levels, including appeals and cassation.

The Board of Directors also defines the **Group's strategic guidelines and the objectives** of the company and Management. The CEO directs, coordinates and monitors targets in terms of both timing and results, with review and updating taking place **quarterly** or as needed. The BoD may appoint one or more managing directors from among its members or assign special duties to individual directors, including with delegation powers, establishing their responsibilities and remuneration in accordance with the law. The BoD also approves the annual sustainability report.

The **Shareholders' Meeting** appoints the **members of the Board of Statutory Auditors** and the members of the Supervisory Body. The Meeting also appoints the auditing firm, based on proposals for the assignment of the engagement, followed by a reasoned report from the Board of Statutory Auditors.

Organizational Model

Over the years, Everel Group has implemented an **integrated organizational model** that ensures effective business management and, at the same time, **oversight of all matters relevant to the Group**, including its approach to **ethics and responsibility**. The main structure for managing business integrity and transparency consists of the Organization, Management and Control Model and the related Code of Ethics, both updated in November 2023 and drafted pursuant to Legislative Decree 231. The Organization, Management and Control Model is intended to **prevent** and, where necessary, **manage the risks** and offences provided for by the decree (former Legislative Decree 231/2001).

They are structured around the following topics:

- fairness, equality, protection of the person, impartiality and moral legitimacy;
- proper corporate administration, transparency of accounting and internal controls;
- confidentiality and processing of data and information;
- honesty and diligence;
- environmental protection and health protection;
- safety, health and integrity of personnel.

Internally, respect for these principles is promoted through **specific training plans integrated into onboarding procedures** for all new employees and provided as **ongoing update opportunities**. During 2025, training on the Code of Ethics for production-area personnel was also completed. Finally, to enable all Group people to report conduct that does not comply with the Code of Ethics, Policies, Procedures or applicable legislation, the Code itself provides for a **reporting system managed by the Supervisory Body**.

Conflicts of interest

Everel Group adopts principles of conduct and control to **prevent conflicts of interest** through the implementation of the **231 Organizational Model** and the corporate **Code of Ethics**.

All employees must avoid any situation in which personal or family economic activities may interfere with company duties, compromising independence of judgment and decision-making. Should an employee find himself in such a situation, he must promptly report it to their supervisor, who will inform the Chief Executive Officer for the functions under their responsibility. If the conflict directly concerns the Chief Executive Officer, they will immediately notify the Board of Directors for the appropriate assessments and measures.

Whistleblowing and violations

Everel promotes an **ethical and responsible work environment**, inviting the reporting of any violations or suspected violations of the Code of Ethics according to dedicated procedures. In line with whistleblowing legislation (Legislative Decree no. 24 of 10 March 2023), the company has set up a secure and confidential reporting channel on its corporate website, available to employees, collaborators, suppliers, customers and other stakeholders, to report violations of the Code of Ethics, the Organizational Model 231 and national and European provisions arising in the work context with Everel Group. The company ensures maximum confidentiality, appropriate management of communications and protection of the whistleblower from any retaliation, considering the system a key tool for strengthening ethical culture and trust.

During 2025, Everel Group **did not identify any violations relating to active and passive corruption, anti-competitive conduct, discrimination or non-compliance with laws and regulations** of a socioeconomic nature. The absence of such violations testifies to the effectiveness of the internal control systems and the **company's constant commitment to ensuring respect for the ethical and regulatory principles** that guide its activities. Consequently, no corrective actions or measures were necessary to manage any irregularities, confirming the compliance of company operations with the relevant ethical and legal standards. Furthermore, no significant monetary or non-monetary sanctions were recorded during the reporting period.

Cybersecurity

The increasing **digitalization** of processes and operating activities has significantly expanded companies' **exposure to cyber risk**, making **cybersecurity** an essential element for **business continuity and corporate resilience. Cyberattacks**, which are increasingly sophisticated and frequent, can compromise the **privacy, integrity and availability of data**, generating significant economic and reputational consequences. Everel manages this aspect through **constant monitoring of threats,** the implementation of **updated protection measures** and **awareness-raising actions for personnel** on the importance of digital security.

In February 2025 the company suffered a cyberattack, managed with the utmost promptness according to a **structured incident response procedure**. Immediate **communications were made to the competent authorities** and the necessary **containment and recovery measures** were activated. The event resulted in a **partial operational suspension** lasting approximately one week, limited to the Valeggio site only, to allow for security measures, verification, and full restoration of the systems. Throughout the entire process, **data protection and service continuity** at the other Group sites **were maintained as absolute priorities.**

Value chain

1.6

PROCUREMENT

Everel's main supply markets are located in the EMEA region (93.18%) and the APAC region (6.65%).

INBOUND LOGISTICS

PRODUCTION / OPERATIONS

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

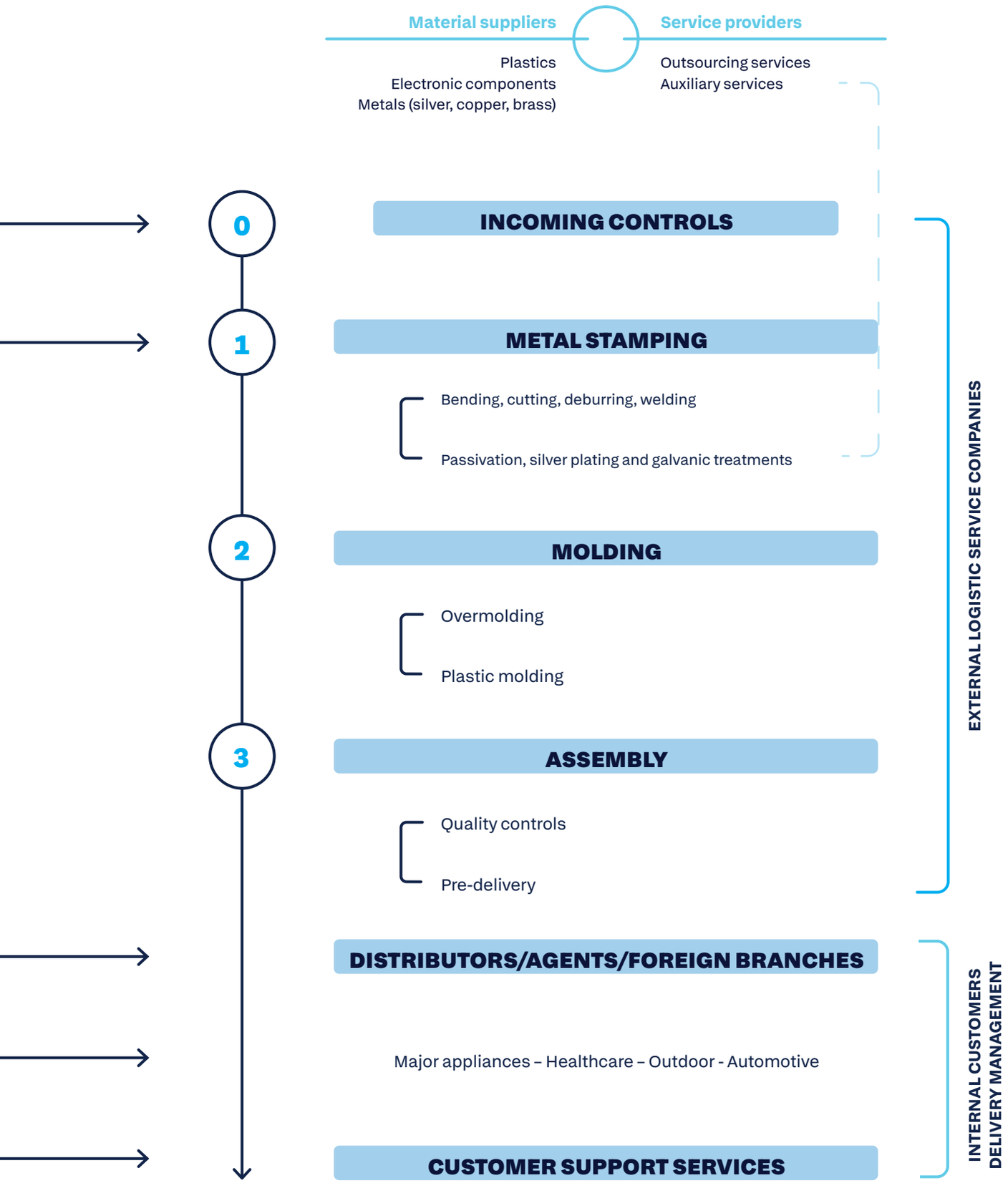
- **DREEFS GmBh**, a german facility where metallic components are produced.
- **Everel Group SpA**, a facility located in Valeggio sul Mincio, housing the group functions and where product design and development activities are carried out, along with the production of most switches and selectors, automated 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.

OUTBOUND LOGISTICS

SALES / MARKETS

AFTER SALES

Everel products are created through a structured process in which each phase contributes to creating value for customers and society. The value chain is an integrated system involving suppliers, employees, customers and partners in a virtuous cycle of innovation and sustainability, transforming ideas into concrete solutions.


Material suppliers
Plastics
Electronic components
Metals (silver, copper, brass)
Service providers
Outsourcing services
Auxiliary services
0
INCOMING CONTROLS
1
METAL STAMPING
Bending, cutting, deburring, welding
Passivation, silver plating and galvanic treatments
2
MOLDING
Overmolding
Plastic molding
3
ASSEMBLY
Quality controls
Pre-delivery
EXTERNAL LOGISTIC SERVICE COMPANIES
DISTRIBUTORS/AGENTS/FOREIGN BRANCHES
Major appliances – Healthcare – Outdoor - Automotive
CUSTOMER SUPPORT SERVICES
INTERNAL CUSTOMERS
DELIVERY MANAGEMENT

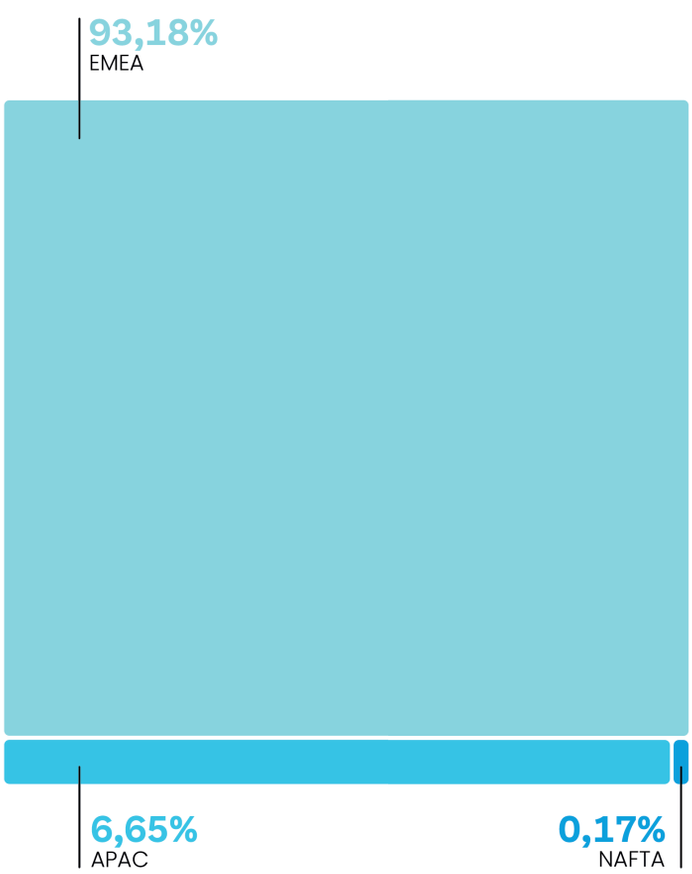
Suppliers

1.6.1

The variety of Everel's offering, which includes switches, selectors, indicator lights, power connectors, encoders, motors and fans, is reflected in an articulated and diversified supply chain. For production, the company purchases high-quality raw materials such as precision brass, copper and special-alloy strips, fine copper and silver wires, and plastic technopolymers, and uses a wide range of components, mainly electronic, to ensure functional product control.

Generally, the company's Supplier Base is divided into two main categories: **direct material suppliers** (raw materials and components for finished products) and **indirect and service suppliers** (materials and services for business processes not directly incorporated into products).

The main supply markets are located in Europe, Turkey and the Far East. In particular, in 2025, 93.18% of inbound goods were invoiced in EMEA countries, and of these more than 47% in Italy. Purchases originating from other parts of the world (APAC and NAFTA) were limited to just over 6.8%.



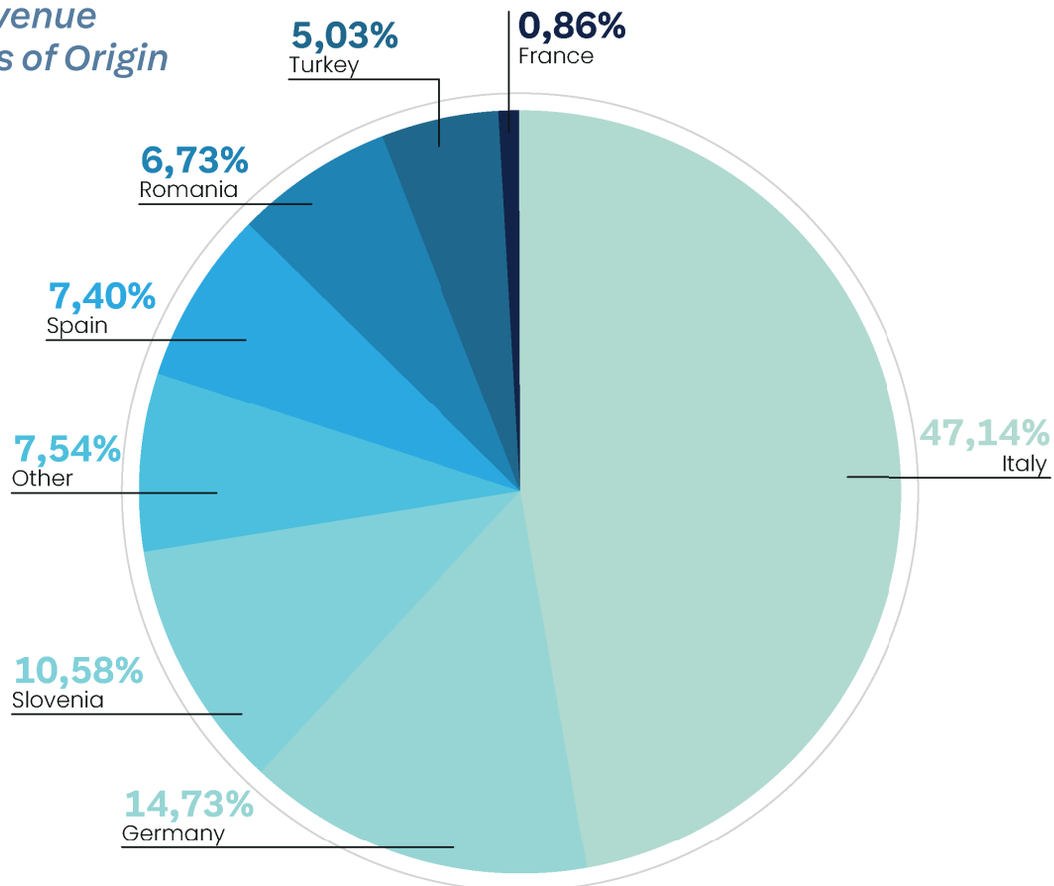
Share of Inbound Goods Revenue by Geographical Area

EMEA

APAC

NAFTA

Share of Revenue by Countries of Origin of Materials



The company adopts a **centralized management model for suppliers and logistics processes** across the three plants. This approach offers significant advantages: **it improves economic efficiency, standardizes purchasing processes**, reduces costs, increases transparency and **optimizes supplier relationship management**. Centralization also enables consistent procurement strategies for the benefit of all Group plants, while maintaining operations at the various sites.

The operational processes managed centrally mainly concern:

- ***Customer Service*** for more than 300 customers in Europe, Asia and America
- ***Production Planning*** for the 3 plants
- ***Material Planning*** for production components in collaboration with Purchasing
- ***Stock level*** and storage of materials and ***Inbound and Outbound processes***
- ***Shipping***

Processes

1.6.2

Everel Group stands out for a **production approach based on excellence**, where each component produced is the result of a balance between **customization, quality and safety**.

The company's vision is founded on **consolidated expertise, adaptability** and commitment to **high standards**, with a constant eye to the future guided by **passion for innovation** and the goal of being a protagonist of positive change. Through continuous research, Everel aims to **develop solutions that respect the environment and contribute to social well-being**, progressively integrating sustainability principles into every aspect of its activities.

PRODUCT DEVELOPMENT PHASES

1

CONCEPT AND FEASIBILITY STUDY

The functions involved assess the feasibility of the project from 5 points of view. Approval of feasibility and transition to the next phase.

2

PRODUCT DESIGN

Involves preliminary technical product design, costing, project validation, and Design Freeze (R&D).

3

PROCESS DESIGN

Process development.

4

VALIDATION

Activities useful for final verification. The pre-series phase coincides with the first production made with series equipment and approved components.

5

SERIAL PRODUCTION AND MONITORING

Series production.

PRODUCT PRODUCTION PHASES

Raw material arrival incoming checks

1

METAL CUTTING AT DREEFS

Sending materials into production for processes such as bending, cutting, welding, deburring, and washing.

Technical treatments outsourced, such as passivation, silvering, and galvanic treatments.

Sending to Group plants.

2

MOLDING

Overmolding /Everel Spa

- Introduction of metal materials

Injection plastic molding /Everel Spa

- Production of molded piece
- Sending material to assembly area

3

ASSEMBLY
Everel Romania Srl - Everel Spa

Sending to production - automated and non-automated

Process and quality checks on finished product

Packaging and warehouse management

Shipping to customers

Product lines

1.6.3

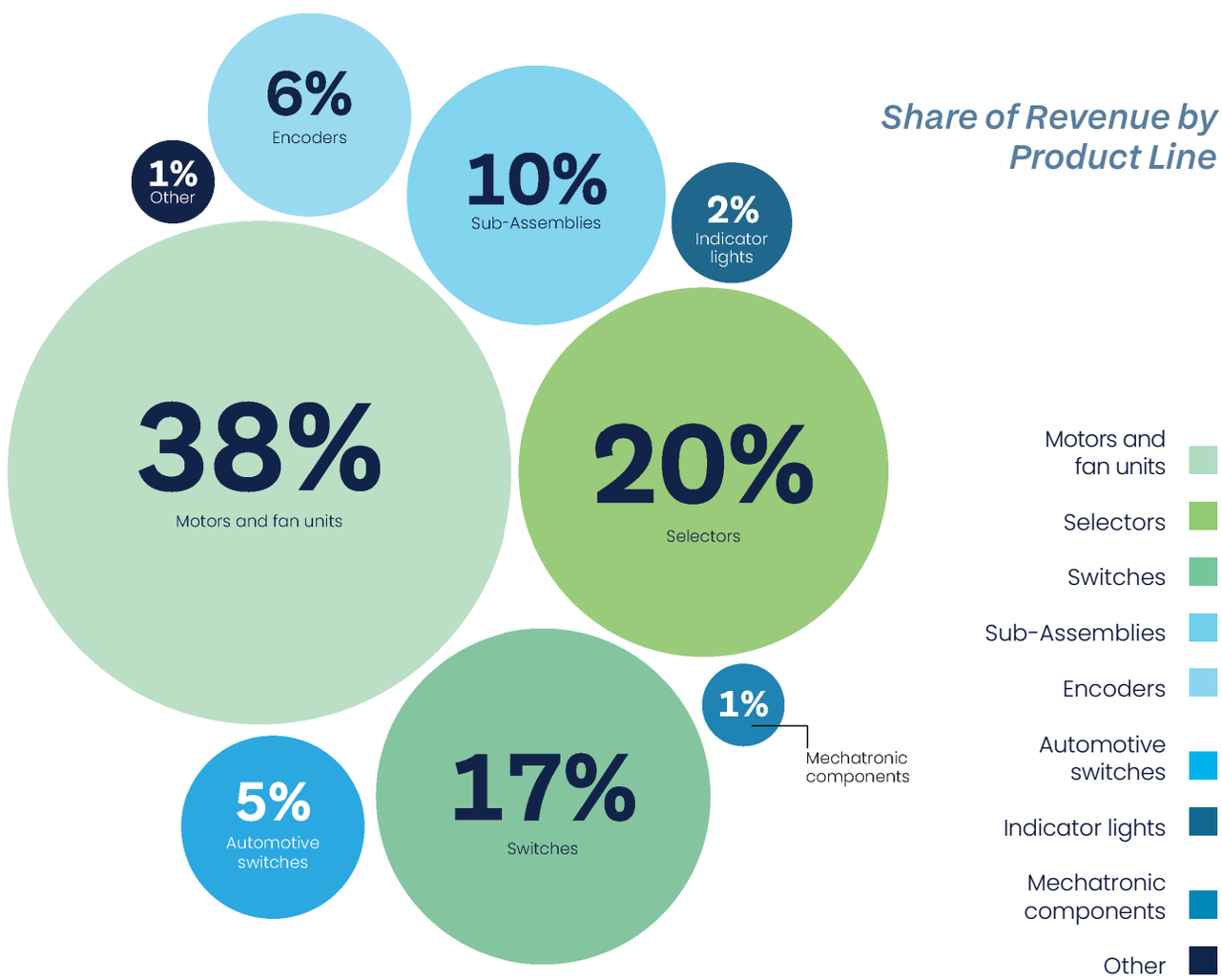
For Everel Group, customization is at the heart of the offering: the company recognizes that every customer has unique needs and is committed to providing tailor-made solutions that exceed expectations and ensure maximum competitiveness on the market.

During 2025, a number of **production reorganizations** were carried out as part of the **strategy to optimize logistics flows among the Group's plants**. Specifically, the **machinery related to the Touch circuit breaker series was transferred to Romania**.

At the same time, the **relocation of the K42 motor line**, acquired in 2023, to the plant in Romania began, with the transfer of **approximately 20% of the production capacity related to manual processes**.

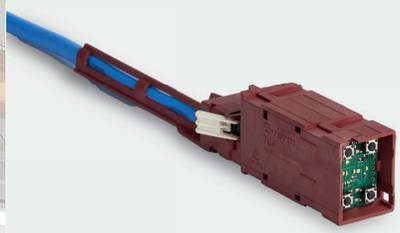
This reorganization reflects the Group's approach aimed at **balancing operational efficiency, production flexibility, and competitiveness** in its target markets.

The company continues to invest in innovation and customization to address new challenges and offer customers increasingly high-performing solutions.



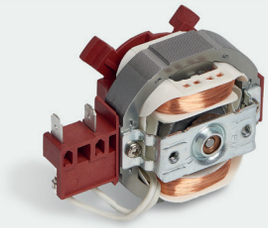
Products

Products Lines



Mechatronic components

Everel Group's solutions increasingly integrate electromechanical components (switches and encoders) with customized electronic boards to expand the functionality of the assembly. Examples include touch user interfaces for cooker hoods and rotary switches with integrated displays.



Motors and fan units

Everel develops and produces small induction electric motors (shaded-pole) and electronically controlled motors (BLDC), used mainly in domestic ventilation and household appliances. Specifically, it supplies induction motors for domestic ovens and professional applications, including ovens and refrigeration systems, where they perform ventilation functions. Completing the range, Everel also manufactures complete ventilation units, integrating the motor, fan and ducting according to the application requirements.

Indicator lights

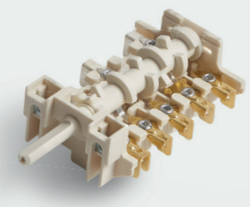
These are indicator lamps consisting of small assemblies with LED or halogen lamps, which visually signal the status of equipment (e.g., on/off).

Automotive switches

Everel develops and produces customized switching solutions and contact modules for automotive applications, focusing mainly on systems for sliding doors for the transmission of signals and power.

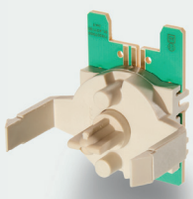
Sub-Assemblies

Everel develops and supplies customized sub-assemblies according to customer specifications, integrating different components and functions such as switches, motors and electronic boards into a single system.



Electrical selectors

These are rotary switching devices with multiple contacts that allow different operating conditions of an appliance to be selected (e.g., cooking mode of an electric oven).



Encoders

These are rotary switches that do not directly interrupt the power supply circuit, but manage low-voltage signals (like switches) used as input for electronic boards (e.g., fully electronic and programmable ovens).

Switches

These are electrical devices that establish or interrupt continuity in a circuit, the clicks that turn everyday objects on and off. There are several types: rocker, push-button, waterproof, rotary, microswitches, slide, for phones and for automotive applications.

Markets

1.6.4

The world moves, lights up, heats and cools also thanks to the solutions offered by Everel. The company is the invisible partner that makes everyday actions possible, from the simplest gestures to the most complex operations.

The main sectors served are:

LARGE HOUSEHOLD APPLIANCES

Everel supplies switches, indicator lights, selectors and encoders for washing machines, ovens, refrigerators and other large household appliances.

MACHINERY

Wherever there is a need for a contact point or to operate machinery, Everel offers versatile solutions using switches and customized user-interface systems. A typical application is switches on industrial pump control panels.

HEATING & VENTILATION

Everel develops solutions for heating and ventilating indoor environments, ensuring comfort in domestic, work and recreational spaces through control of temperature and air quality. The company's electric motors are used in wall fans, smoke extractors and mechanical ventilation systems.

Products and their applications

	Gardening & Outdoor	Heating & Ventilation	Automotive
Selectors	*		
Encoders			
Indicator lights	*	*	
Automotive switches			*
Switches	*	*	*
Sub-assembly			
Mechatronic components			
Motors and fan units		*	

AUTOMOTIVE

Everel components are used in the automotive sector, where the company is a market benchmark for sliding-door contact modules, typically used on light commercial vehicles for transporting goods and people.

SMALL HOUSEHOLD APPLIANCES

Everel designs and produces switches, encoders, sub-assemblies and mechatronic products for coffee machines, hairdryers, vacuum cleaners and other small appliances intended for domestic and professional environments.

HEALTHCARE

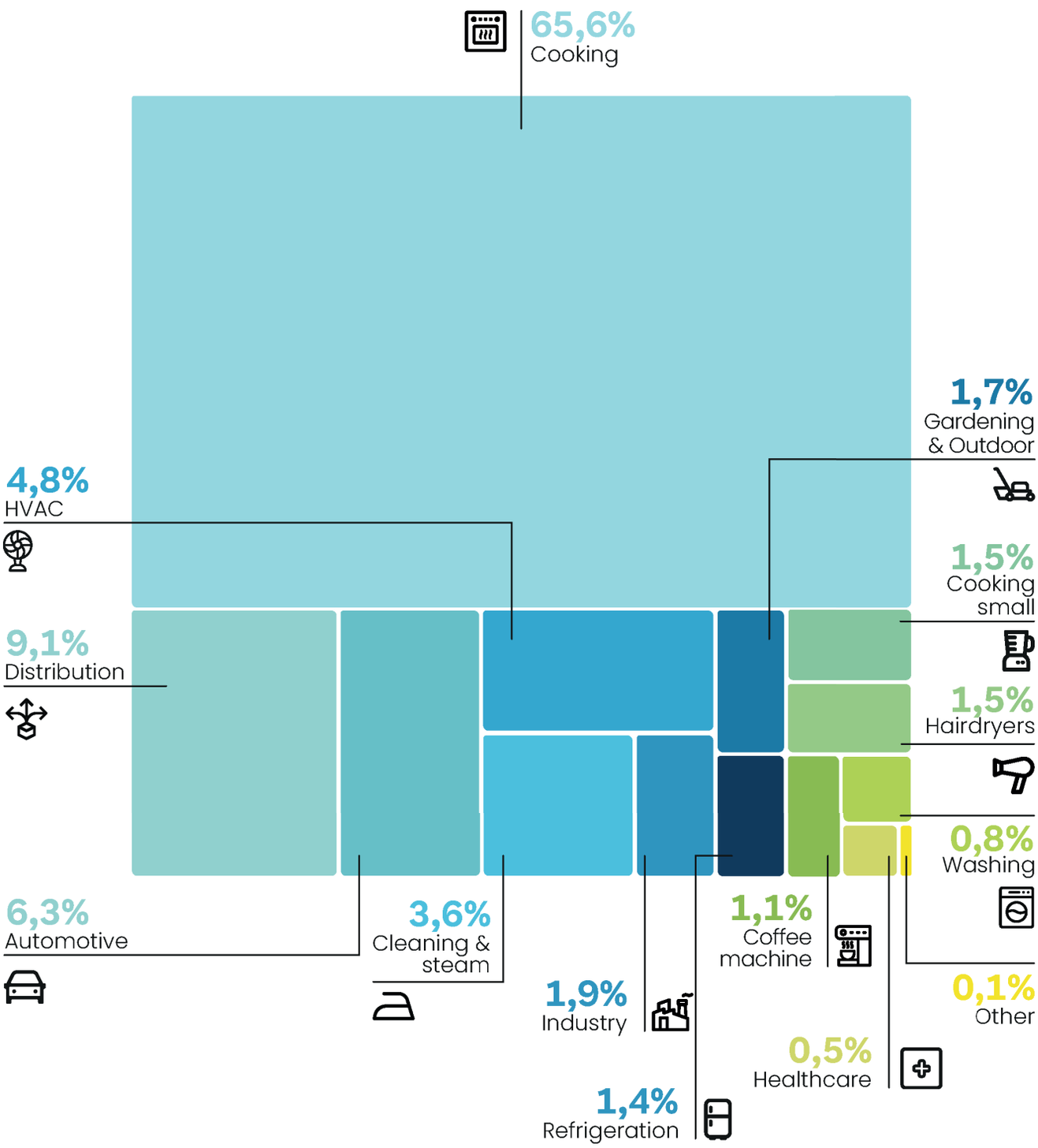
Everel products, including various types of switches, indicator lights and user interfaces, are also used in electromedical equipment.

GARDENING & OUTDOOR

Expertise consolidated over time has enabled Everel to develop ideal solutions not only for domestic environments, but also for industrial and outdoor settings. The company designs waterproof and weather-resistant components to ensure optimal performance in products such as pressure washers, garden-care equipment and other similar applications.

Machinery	Small household appliances	Large household appliances	Healtcare	Distribution
	*	*		*
		*		*
*	*	*		*
*				
*	*	*	*	*
	*	*		*
	*	*		*
*	*	*		*

Share of Revenue by Markets (%)



Customers

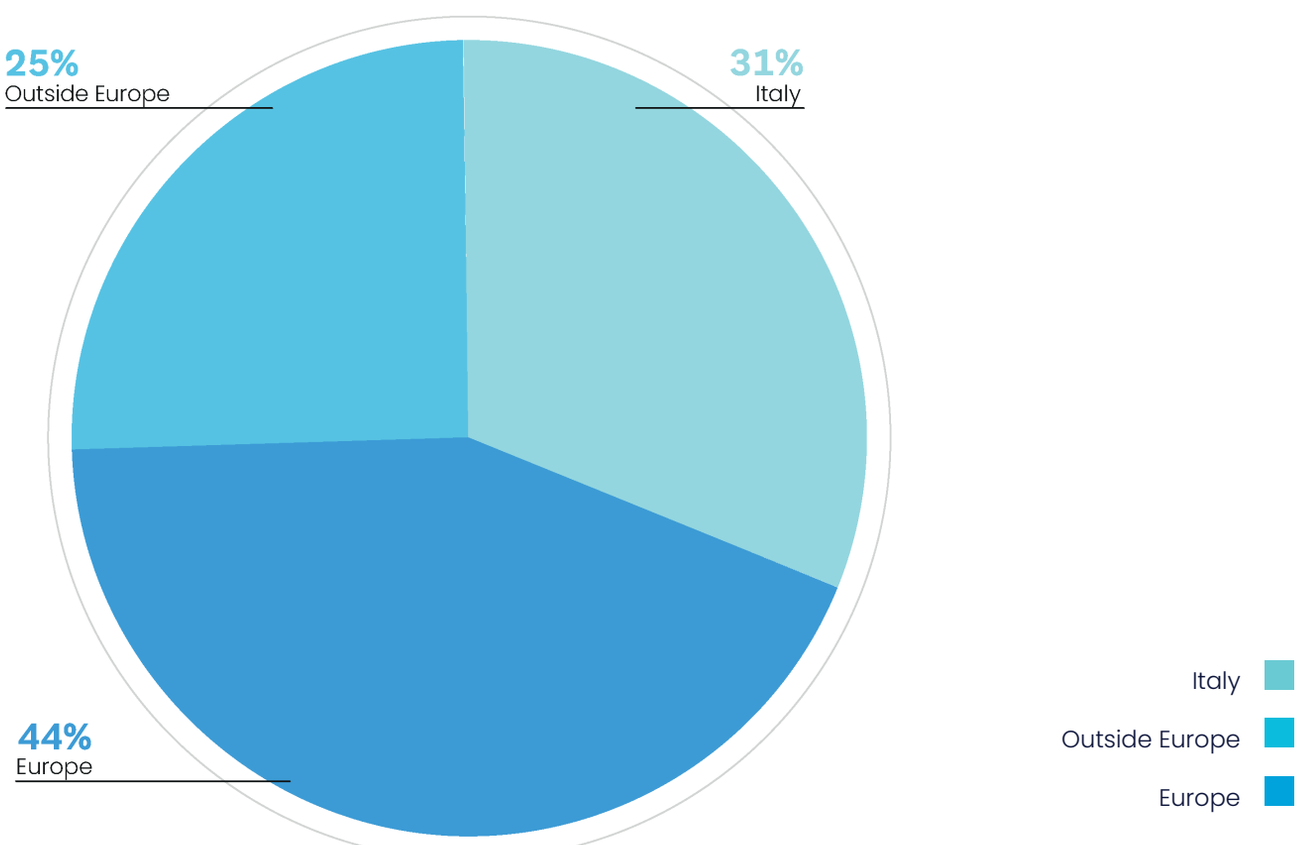
1.6.5

Everel Group places customers at the center, building lasting relationships based on trust, transparency and the ability to anticipate their needs.

The company does not merely supply products but supports customers 360° in **developing ideas and projects** through an international customer service team that manages administrative, operational and logistics activities.

Everel's customers are **distributed globally**, with a consolidated presence in the main international markets, where Italy accounts for 31% of the customer base, Europe for 44% and non-European markets for the remaining 25%. The company serves a **diversified portfolio of partners**, from large industrial groups to small and medium-sized businesses, operating through a territorial coverage strategy that combines direct management with a **widespread network of local agents and distributors**.

Main Customers by Geographical Area



The external scenario: events in 2025

1.7

During 2025, Everel Group operated in a macroeconomic context still **marked by uncertainty and rapid, interconnected transformations**, which affected the propensity to consume and pricing dynamics along the value chain. Geopolitical tensions prolonged the critical effects already observed in previous years, with repercussions on raw-material markets, cost volatility and international logistics management.

Increased competition

In this scenario, one of the most critical elements was the **intensification of competitive pressure at international level** in the household appliance sector. This phenomenon was mainly driven by the entry into the market of **Asian operators** which, benefiting from the support provided by public incentive policies, have implemented **significantly competitive pricing strategies**, marketing products at price levels substantially lower than the benchmark prices prevailing in the European market. This dynamic had **direct effects on the sector's revenue and commercial conditions**, causing **margin reduction** and increased competition on several levels. The impact was in fact felt both in the supplier market, including Everel, and in the customer market, which suffered the consequences of the entry of new operators with highly competitive commercial proposals. This phenomenon **altered established market balances, making strategic planning** in terms of volumes and production mix composition **more complex**.

Resource volatility

This pressure was compounded by marked **volatility on the raw-materials front**: toward the end of the year, market turbulence led to a sharp increase in the costs of certain inputs, including **silver**, whose rise was fueled by a prolonged structural deficit between demand and supply. Strong **growth in industrial demand**, driven by the expansion of sectors such as artificial intelligence, photovoltaics and electric mobility, encountered **mining supply that is struggling to keep pace**, thereby generating price tensions, **with cascading effects on the cost of the finished product** and, ultimately, on prices for the end consumer. The increase in prices, combined with more cautious demand, helped fuel inflation and reduce consumption, further strengthening market sensitivity to the issue of "value for money".

Operating costs: energy and logistics

On the operating cost front, the price of **energy** in 2025 remained broadly stable compared with trends recorded in recent years, while going through short periods of fluctuation linked to external factors; similarly, **logistics costs** also remained at relatively constant levels, despite global geopolitical episodes, such as security crises in the Middle East and the Red Sea area, which at times caused partial increases.

Sustainability and regulatory instability

In parallel with market dynamics, the **European regulatory framework** on sustainability also underwent **significant changes**. 2025 in fact marked a phase of simplification of the planned reporting obligations: the European Commission presented and approved the **"Stop-the-Clock" directive**, aimed at postponing the application of certain reporting obligations and recalibrating the timing of some provisions on supply-chain due diligence. The choice is motivated by the need to **reduce complexity and administrative burdens**, and to give institutions and companies time to align timelines, scope and standards, while confirming sustainability as a strategic priority.

Digital transformation and the spread of Artificial Intelligence

On the technological front, digital evolution continued to represent a **structural driver of change: artificial intelligence** further established itself as a key element of innovation, with increasingly growing applications especially in the business context. In the EU, about one company in five reports using AI technologies on a daily basis (Eurostat, 2025) and, at the same time, the regulatory framework (AI Act) began to roll out the first guidelines, prompting companies to **invest in skills and training and updating programs** aimed at developing awareness, skills and the capacity to **use digital tools responsibly**.

Shortage of technical skills

Finally, alongside economic, regulatory and technological dynamics, a crucial challenge remains linked to **people and the labor market: the shortage of technical skills** and highly qualified profiles continues to be a relevant issue, especially in the manufacturing sector. This difficulty in finding and retaining specialist know-how makes efforts aimed at training, upskilling and work organization even more strategic, as fundamental elements for supporting companies' competitiveness and responsiveness in a constantly evolving context.

Approach to risk

1.8

Everel's approach to risk management is based on an **integrated and preventive vision** that goes beyond purely economic and financial aspects, which are already extensively overseen, and methodically considers also the **environmental and social impacts** linked to the Group's activities.

The adopted principle involves **identifying risk factors along the entire value chain**, assessing their direct and indirect nature, and their possible effects on operational continuity, reputation and the ability to create value over the medium to long term. From this perspective, Everel combines **continuous monitoring** of the context (markets, geopolitical and regulatory scenarios) **with an analysis of operational exposures** (raw materials, waste, health and safety, product innovation) and the **study of systemic risks** (such as those related to climate change). Management of these issues translates into concrete safeguards: **control and diversification of procurement**, search for lower-impact alternatives and solutions, continuous process improvement, **prevention and response plans for critical events, and training and awareness-raising for people**.

This approach makes it possible not only to **forestall critical issues** and guide corporate choices toward a more **sustainable transition**, but also to fully meet stakeholder expectations. Indeed, Everel does not want to limit itself to producing and supplying components, but aims to be a **360° risk reducer for its customers**.

The main factors in risk management

Use and consumption of raw materials

Production of waste and process scrap

Energy consumption

People's safety and well-being

Product innovation and safety

Cybersecurity

Supply-chain risks

Global warming

1.9

Creation and distribution of economic value

Exploring the Group's value-creation dynamics, this section examines the mechanisms through which Everel distributes the value generated with a view to ensuring its fair and shared allocation among the main stakeholders.

In 2025 the Everel Group recorded consolidated revenue of 50.5 million euros, showing a decrease in revenue compared with the previous year (-8,3%). The contraction in revenue reflects both a reduction in sales volumes, linked to the slowdown in demand in some key markets, and the disappearance of the extraordinary effect that had supported growth in 2024 thanks to the integration of the new motor lines.

During the year, the **Italian economy maintained a moderate growth trajectory** on more solid foundations than in previous years. Real GDP grew by 0,5%, a slight slowdown compared with +0,7% in 2024, supported mainly by domestic demand, while foreign demand continued to subtract value, penalized by the persistent weakness of the main European markets. Inflation, measured on the NIC index, stood at 1,5%, slightly up on 2024 but at levels well below the peaks of 2022.

The international picture remained heterogeneous. In the United States, GDP slowed to about +1.8% (from +2.8% in 2024), while the euro area showed signs of widespread weakness, with German manufacturing contracting (-0.6%) and near-zero growth in France. **Persistent geopolitical uncertainties**, including the Russia-Ukraine conflict and tensions in the Middle East, **continued to fuel raw-material volatility** and affect global supply chains.

The Major Domestic Appliances (MDA) market, an area of particular importance for Everel, **confirmed substantial resilience** in 2025 despite the less favorable economic environment, stabilizing at an annual value of approximately 4,1 billion euros (-0,3% compared with 2024), with unchanged volumes and average prices slightly down by 1-2%. A relevant structural change was the further advance of the e-commerce channel, which reached 48% of MDA sales in the first quarter. In addition, on the demand side, consumer preference for products with high energy efficiency, smart features and environmental sustainability characteristics strengthened.

The domestic cooking segment, which represents about 30% of the Italian MDA market and is the main segment for Everel, **showed a generalized contraction in 2025**: -0,6% for ovens and cookers, -2,7% for hobs and -11% for extractor hoods. The negative dynamics were driven by weak demand, strong promotional pressure and a reduction in average selling prices. The two main oven manufacturers, which hold about one third of the market, continued to lose volumes in 2025 as well, prolonging the contractions already recorded in the previous year. These trends had a direct impact on the components supply chain, with negative effects on margins, accentuated by the increase in the costs of some strategic raw materials, particularly copper and silver, and by growing competitive pressure in the sector.

The Small Domestic Appliances (SDA) market, on the other hand, **offered more encouraging signals**, with further growth of +3-4% in value compared with the +6,5% already recorded in 2024. Home-care and personal-care segments

drove demand thanks to a product mix oriented toward higher-end ranges and technological innovation. The medium- to long-term outlook for this market remains favorable, with an expected average annual growth rate above 5% in the 2025-2030 period.

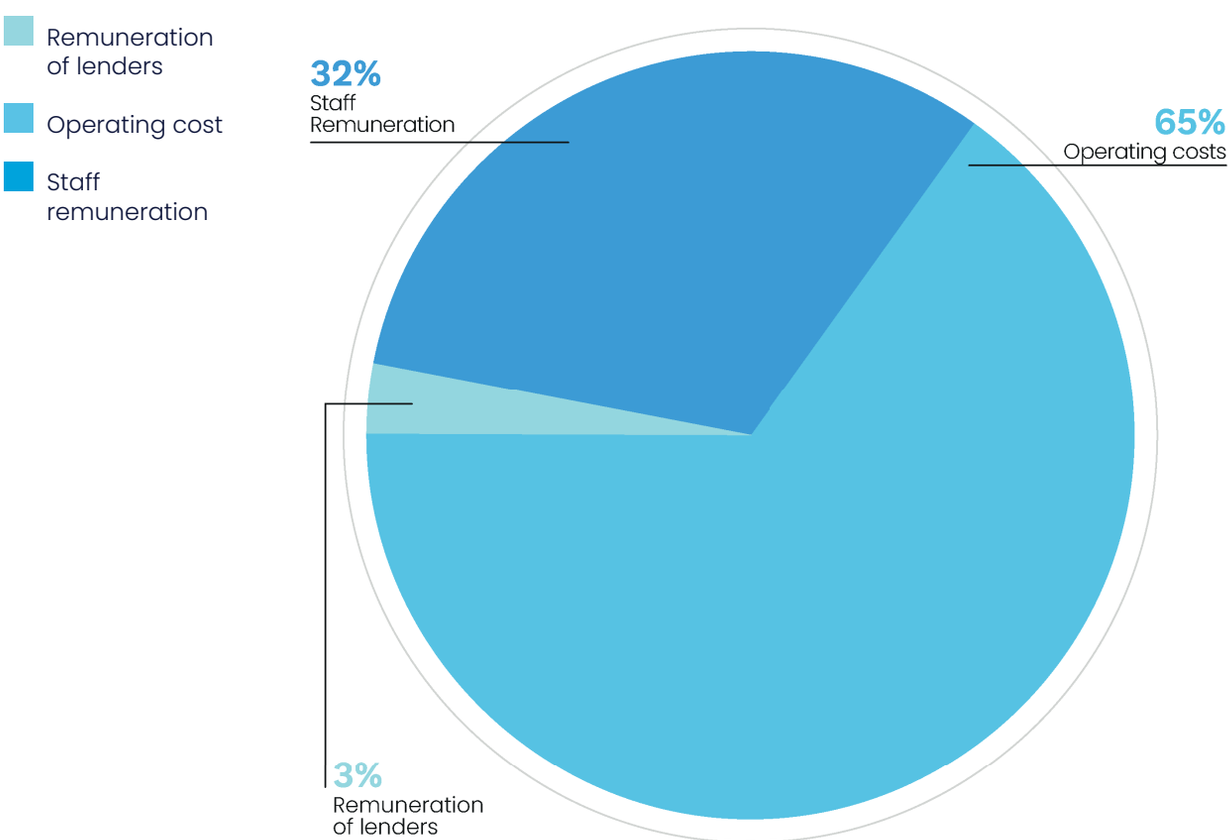
In this context, Everel intensified its production-efficiency and cost-control efforts, while continuing strategic investments to increase production capacity, improve line quality and efficiency, strengthen its commercial presence in key markets and mitigate risks linked to commodity volatility.

2025 represented a year of consolidation for the Group: on the one hand, the resilience of domestic demand and of some key markets supported activity; on the other, price pressure, rising costs and weakness in the cooking segment required careful and proactive management. Everel responded with determination, maintaining its strategic focus on operational efficiency, product innovation, sustainability and internationalization, with the aim of preserving solid growth over the medium term.

The distributed economic value amounts to €50,19 million and is divided into: €32,60 million relating to the company's operating costs; €16,28 million relating to the payment of wages and benefits to employees; €1,3 million representing remuneration of lenders (mainly credit institutions).

The economic value retained by the Everel Group in 2025 therefore amounts to €2,58 million and includes depreciation, amortization and impairment losses.

Distributed Economic Value (%)



Everel Benefit Corporation

1.10

Verona saffron in bloom, grown in the company garden at the headquarters in Valeggio sul Mincio. In 2025, 18 grams were harvested. This initiative is managed by the Agriculture Group of the Historie ETS Foundation.

What it means to be a Benefit Corporation

1.10.1

Introduced into the Italian legal system in 2016, the legal form of Benefit Corporations represents an **evolution of the traditional for-profit business model**: they are neither social enterprises nor a natural evolution of the non-profit sector, but companies that explicitly declare **social and/or environmental objectives** in their articles of association, successfully integrating sustainability into governance and business operations.

This vision makes it possible to align the corporate mission with the creation of shared value, protecting its continuity even in the event of leadership changes or generational transitions. As a result, Benefit Corporations are more **resilient to market transformations and external pressures**, strengthening their contribution to a fairer society with lower environmental impact.

To become a Benefit Corporation, a company must follow a process detailed as follows:

- Formalizing its **Common Benefit Objectives (CBO)** within the articles of association, by means of a notarial deed.
- Defining the **timing and methods for achieving these objectives**.
- **Reporting its environmental and social impacts** according to standards recognized by third parties, ensuring transparency and continuity in communication through an annual report.

The legislation also provides for the appointment of an Impact Officer, responsible for ensuring that the company constantly operates in line with its common benefit purposes, encouraging the generation of positive social and environmental value. In Everel Group this role is held by Thomaz Zobele, Vice Chairman and Sustainability Manager.

The Common Benefit Objectives *1.10.2*

In addition to the traditional objective of generating profits, Everel therefore undertakes to pursue **common benefit objectives**, operating in a **responsible** and **transparent** manner towards all stakeholders: people, communities, the environment, cultural and social assets.

In particular, the following areas of action have been formulated:

1

SUSTAINABLE PRODUCTION

- Everel is committed to **using recovered and recycled materials** in its production processes, minimising as much as possible the environmental impact of operational activities.
- Everel constantly strives to **eliminate polluting materials and reduce its dependence on fossil fuels**, promoting more sustainable alternatives.
- Everel aims to **reduce its CO2 emissions and energy consumption**, investing in renewable sources and low-environmental-impact technologies.

2

AWARENESS-RAISING AND WELLBEING

- Everel actively promotes **awareness of environmental sustainability**, both within the company and among stakeholders.
- Everel is committed to **improving the wellbeing of its employees and the communities** in which the company operates, creating a safe, inclusive and sustainable work environment.

These objectives are pursued through management that **balances the interest of shareholders with that of the parties benefiting from the company's activities**, within technically feasible limits and within the scope of activities related to the corporate purpose. These benefit purposes are also fully integrated with the vision, **objectives and strategic approach to sustainability** launched by the company in 2021 and are therefore monitored, measured and reported according to the KPIs and Targets of the Sustainability Plan.

During 2025, the Common Benefit Objectives were pursued through these specific activities:

COMMON BENEFIT OBJECTIVES	2025 ACTIVITIES
USE IN PRODUCTION OF RECOVERED AND RECYCLED MATERIAL	• Reduction of waste from motor mounting brackets (Valeggio) • Recovery of waste from semi-finished-product machines (Valeggio) • Optimization of the use of plastic regrind (Valeggio)
ELIMINATION OF POLLUTING MATERIALS AND REDUCTION IN THE USE OF OIL	• Reduction of kg of paper consumed in operations (Valeggio) • Reduction of kg of plastic consumed (Valeggio) • Reduction of kg of ink/toner consumed (Valeggio)
REDUCTION OF CO_2 EMISSIONS	• Measurement of Group CFP Scope 1 and 2 (not certified) • Renewal of membership in the Carbon Disclosure Programme
REDUCTION OF ENERGY CONSUMPTION AND USE OF RENEWABLE SOURCES	• Reduction of compressed-air leaks (Valeggio) • Efficiency improvement of the main production lines (Valeggio)
DIRECT AWARENESS-RAISING TOWARD GREATER ENVIRONMENTAL SUSTAINABILITY WITH CONSEQUENT IMPROVEMENT OF THE WELL-BEING OF PERSONNEL AND THIRD PARTIES	• Participation in We - Women Empowerment Hub (Valeggio) • Continued training activities for employees • “4Everel4Tomorrow” the Everel Talent Program (Valeggio) • Continuity of the psychological support service - Everel4you (Valeggio)

The Global Compact 1.11

The **United Nations Global Compact** is the world's largest voluntary initiative dedicated to corporate sustainability, encouraging companies around the world to **converge towards an economic, social and environmental framework designed to promote a healthy and sustainable world economy** that ensures everyone has the opportunity to share in its benefits, aligning business with shared values and the Sustainable Development Goals (SDGs). To this end, the Global Compact requires participating companies to share, support and apply within their sphere of influence a **set of fundamental principles**, relating to human rights, labour standards, environmental protection and anti-corruption.

WE SUPPORT
UN GLOBAL COMPACT

From 2024, Everel has formally joined the Global Compact, confirming its willingness to **contribute concretely to a more sustainable and inclusive economy**, and making a structured commitment to the **10 Principles** on human rights, labour, environment and anti-corruption.

The 10 Principles of the Global Compact

AREA	#	PRINCIPLE
HUMAN RIGHTS	1	Businesses should support and respect the protection of internationally recognised human rights.
	2	Businesses should ensure they are not complicit, directly or indirectly, in human rights abuses.
LABOUR	3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
	4	Businesses should uphold the elimination of all forms of forced and compulsory labour.
	5	Businesses should uphold the effective abolition of child labour.
	6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.
ENVIRONMENT	7	Businesses should support a precautionary approach to environmental challenges.
	8	Businesses should undertake initiatives to promote greater environmental responsibility.
	9	Businesses should encourage the development and diffusion of environmentally friendly technologies.
ANTI-CORRUPTION	10	Businesses should work against corruption in all its forms, including extortion and bribery.

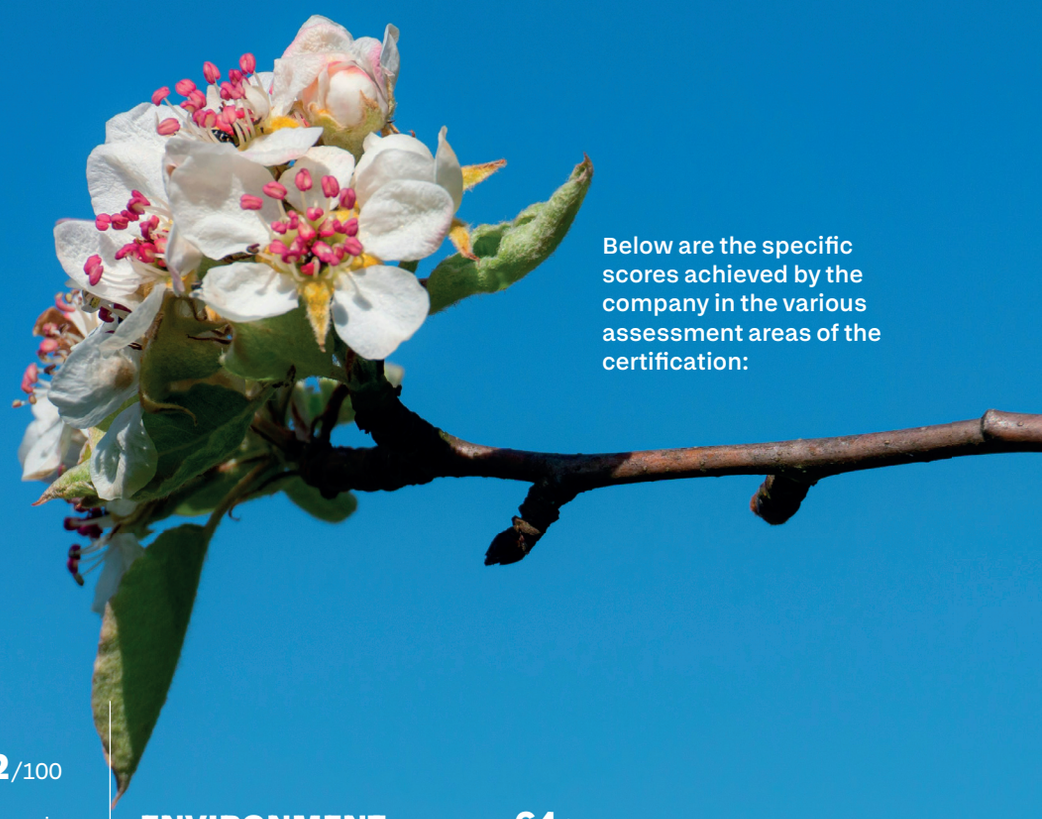
Everel has integrated the ten principles into its sustainability strategy, strengthening its continuous commitment to responsible business management. This integration translates into concrete objectives and actions reported within this same report.

The Group pays particular attention to the environmental principles (7, 8 and 9), which it promotes through innovation and co-design of solutions that are as sustainable as possible, the reduction/reuse of waste and an orientation toward circular-economy models; at the same time, it enhances the principles related to the labour area (3, 4, 5 and 6) by focusing on initiatives dedicated to issues such as safety, well-being, inclusion and equal opportunities, and projects with an impact on the local area. In addition, the company strengthens its integrity and transparency safeguards in line with principle 10, consolidating governance and the measurement of its ESG journey, also in continuity with the 2024 milestone that saw Everel become a Benefit Corporation.

Ecovadis certification

1.12

At the beginning of 2026, Everel completed the reassessment of the analysis criteria required by the **Ecovadis** procedure, undertaken for the first time in 2025. As a result of the process, the company achieved a **score of 66/100, ranking in the top 35%** of eligible companies, thereby maintaining the **EcoVadis Bronze Certification**.



Below are the specific scores achieved by the company in the various assessment areas of the certification:

LABOUR PRACTICES AND HUMAN RIGHTS 72/100

Thanks to a system of tools covering key topics such as health and safety, working conditions and social dialogue, as well as individual development actions, training, health monitoring and flexible working.

ENVIRONMENT 64/100

With strengths in policies and reporting on energy, emissions and waste management, in UNI EN ISO 14001 certification and CDP membership.

ETHICS 65/100

With evidence of a Code of Ethics, anti-corruption policies, information security, periodic risk assessments, internal audits and employee training.

SUSTAINABLE PROCUREMENT 49/100

With strengths in monitoring supplier practices, ESG contractual clauses and initial supplier ESG assessments.

The result achieved represents an important confirmation for Everel Group in continuing its path toward excellence in ESG. The company aims to progressively strengthen its sustainability performance, seeking to improve its Ecovadis score in the years to come and to establish itself increasingly as a responsible and sustainable enterprise.

The Strategic Sustainability Plan 1.13

Everel Group Company Garden Since 2022, Everel has made available a 3,500-square-meter area adjacent to its headquarters, where a garden managed by the agriculture group of the Fondazione Historie ETS has been established. The area is home to saffron, aromatic herbs, fruit trees, and vegetables.

The Sustainability Manifesto *1.13.1*

The Group's sustainability vision is set out in the **Sustainability Manifesto**, which defines the **strategic priorities in the three ESG areas** (Environment, Social, Governance) on which Everel focuses its commitment, integrating sustainability throughout the entire value chain: from resource management to production, through to the distribution and marketing of finished products. Furthermore, in line with the material topics identified, the Group is committed to contributing to the achievement of specific **Sustainable Development Goals** defined by the United Nations.

SOCIAL

We want to give people **opportunities for growth, for a healthy work-life balance, and for equality and inclusion**. We want to ensure safety, both through our products and for everyone involved in our production process.

GOVERNANCE

We innovate and connect the ecosystems of which we are part. We want to become **a value hub between industry excellence** and the local socio-cultural fabric, and be incubators of **new technologies and opportunities**. We want to plan and measure our sustainability journey.

ENVIRONMENT

Innovate and design sustainability. Search for and **choose technologies and materials that realise our transition path towards sustainability.** We are committed to the co-design of our products. **We rethink forms of extraction and use of resources and materials.** We are engaged to **change our impact from negative to positive**, giving value to the end-of-life of our products and reducing/reusing waste from our processes to close the cycles in a circular economy.

Manifesto

The Sustainability Manifesto

THE THREE PILLARS OF SUSTAINABILITY

THE THREE PILLARS OF SUSTAINABILITY		
ENVIRONMENT	**SOCIAL**	**GOVERNANCE**
CLIMATE CHANGE	OWN WORKFORCE	ETHICAL AND SUSTAINABLE VALUE CHAIN
Minimising energy resources in processes	Improving safety culture	Assessing and selecting suppliers
Maximising the use of energy from renewable sources	Improving workers well-being (work environments, equity and growth)	
USE OF RESOURCES AND CIRCULAR ECONOMY	TERRITORY	
Minimising production waste	Promoting corporate volunteering	
Minimising company waste	Consolidating relationships with schools and universities	
Minimising product environmental impact		
Minimizing the environmental impact of packaging		
Minimize the environmental impact of logistics processes		

Sustainability Governance

1.13.2

Responsibility and delegation in managing Everel Group's economic, environmental and social impacts have been formalized through the appointment of the **Sustainability Manager**.

This role involves both strategic and operational responsibilities across several levels:

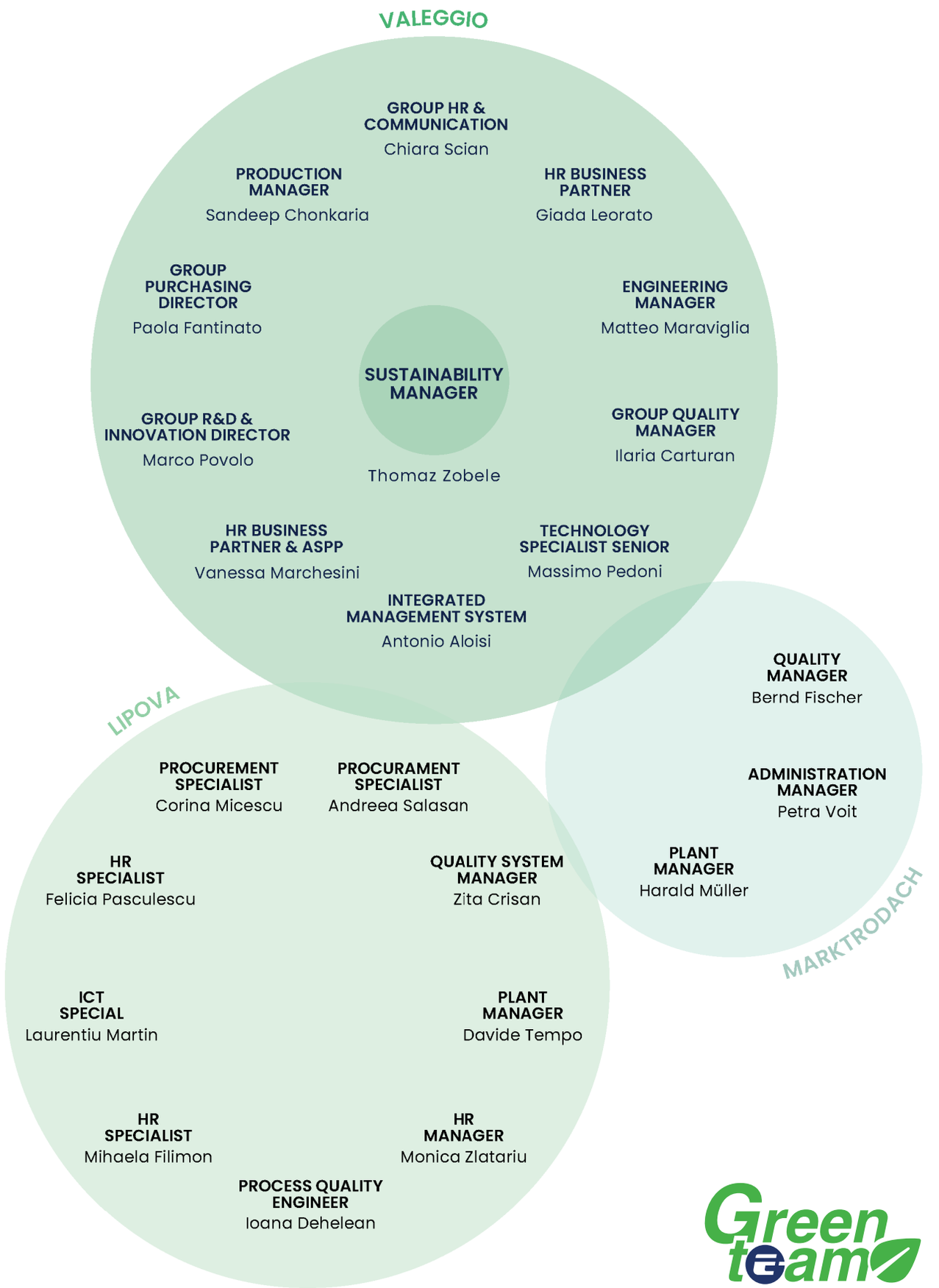
identifies and reports emerging risks, priority areas for action and sustainability improvement projects to top management;
oversees the preparation of the Sustainability Report, ensuring its accuracy and completeness;
proposes the sustainability strategy and the annual plan of related objectives to the executive committee;
coordinates and constantly monitors the progress of the various ongoing initiatives.

In general, the sustainability governance system implemented at Everel provides for a structure divided into:

- a ***Steering Committee***, composed of the Chairman, Vice Chairman/Sustainability Manager and Chief Executive Officer, with a strategic decision-making role;
- an ***Operational Committee*** that brings together the managers of initiatives related to the objectives of the sustainability plan, representing all the main corporate functions. The Committee is delegated to implement and monitor the sustainability plan at Group level.

Working **groups relating to Everel Group's foreign sites** in Romania and Germany have also been created in order to extend the dissemination of sustainability and the implementation of projects.

As regards timing, updates between the Sustainability Manager and the Operational Committee take place **weekly**, while the Steering Committee meets **monthly**.


VALEGGIO
GROUP HR & COMMUNICATION
Chiara Scian
PRODUCTION MANAGER
Sandeep Chonkaria
HR BUSINESS PARTNER
Giada Leorato
GROUP PURCHASING DIRECTOR
Paola Fantinato
ENGINEERING MANAGER
Matteo Maraviglia
SUSTAINABILITY MANAGER
Thomaz Zobele
GROUP R&D & INNOVATION DIRECTOR
Marco Povolo
GROUP QUALITY MANAGER
Ilaria Carturan
HR BUSINESS PARTNER & ASPP
Vanessa Marchesini
TECHNOLOGY SPECIALIST SENIOR
Massimo Pedoni
INTEGRATED MANAGEMENT SYSTEM
Antonio Aloisi
QUALITY MANAGER
Bernd Fischer
ADMINISTRATION MANAGER
Petra Voit
PLANT MANAGER
Harald Müller
MARKTRODACH
LIPOVA
PROCUREMENT SPECIALIST
Corina Micescu
PROCURAMENT SPECIALIST
Andreea Salasan
HR SPECIALIST
Felicia Pasculescu
QUALITY SYSTEM MANAGER
Zita Crisan
ICT SPECIAL
Laurentiu Martin
PLANT MANAGER
Davide Tempo
HR SPECIALIST
Mihaela Filimon
HR MANAGER
Monica Zlatariu
PROCESS QUALITY ENGINEER
Ioana Dehelean

Stakeholder Engagement

1.13.3

Everel is a multifaceted organization, rooted in the local area but at the same time **strongly oriented toward internationalization.** In this spirit, when defining its sustainable development strategy, the Group places the importance of relationships with all stakeholders at the heart of its approach.

While the company has always involved employees, customers and suppliers, today it intends to build **deeper and more meaningful relationships with all actors in its ecosystem**, to contribute to the creation of a more sustainable future. In 2021 Everel formalized stakeholder mapping using the AA1000SES standard and classified stakeholders according to new criteria, mainly related to influence received, influence generated and proximity in terms of interactions.

Applying these perspectives to the parties with which it interacts, Everel identified the **different categories and types of stakeholders** with which it interacts and the engagement methods for each group. On this front, the company is committed to **building solid and lasting relationships** with its stakeholders, even on complex issues, through **active listening to needs, the development of new relationships and the definition of dedicated dialogue tools**.

CATEGORY	SUBGROUP
EMPLOYEES	• Management • Office Operational • Interns and new hires • Potential new hires
CUSTOMERS	• Large and small producers / Distribution agents • Potential new customers/markets
SUPPLIERS	• Primary Alternative • Raw materials • Small/large • Components • Services • Automotive
TRADE UNIONS	
CERTIFICATION BODIES / REGULATIONS	
UNIVERSITIES AND RESEARCH	
COMPETITORS	
COMMUNITY	• Families • Associations • Schools • Commercial activities • Local community
INSTITUTIONS	• Legislative organizations, ASL & RSPP
ENVIRONMENT	

Approach to a sustainable supply chain

FOCUS

Everel's approach to supply-chain management is aimed at ensuring **sustainability and operational resilience** through continuous dialogue and engagement with suppliers, who are key stakeholders. Aware of the challenges related to climate change, economic instability and social issues, Everel Group has implemented a system that provides for **preventive supplier assessment with regard to sustainability and social responsibility standards and criteria**.
These aspects are verified mainly through the signing of **Quality Agreements and the Code of Ethics,** performance monitoring through **Vendor Rating** and verification of **environmental compliance** certifying the absence of hazardous substances (REACH, RoHS, TSCA, Proposition 65 regulations), the absence of embargoed minerals and rare metals from conflict zones (Conflict Minerals) and the presence of critical flame retardants, validated through document analysis and laboratory testing.

The Group also promotes **close collaboration with suppliers to encourage responsible practices along the supply chain** and invest in training and awareness-raising on sustainability and risk management issues, to ensure that everyone is aligned with corporate objectives.

In 2024, Everel completed the preparation of an ESG questionnaire for suppliers, with the aim of mapping and evaluating the supply chain in terms of consistency with sustainability principles.

In particular, the Group identified the **following aspects** as the subject of its survey:

- Environmental policy
- Raw materials
- Energy management
- GHG emissions
- Waste
- Water
- Products and services
- Environmental certifications
- Climate change
- HR, health and safety, and social certifications
- Workforce composition
- Training
- Corporate welfare
- Worker health and safety
- Human rights
- Composition of the governing body
- Policies and management systems
- Penalties and disputes
- Transparency and reputation

In 2025, Everel launched the first round of its questionnaire to its suppliers. The results gathered (a 30% response rate from a survey of around 100 suppliers) enabled the company to **map the current state of the supply chain in terms of sustainability**, revealing a generally good level of compliance with ESG issues, with an overall average score of 21.75 out of 39. The company's aim is to extend this mapping and assessment to its entire supplier base by 2027.

Double materiality analysis: impacts, risks & opportunities

1.14

The materiality analysis is a fundamental strategic tool for Everel Group, implemented since 2021 to identify the most relevant ESG topics. These aspects guide not only sustainability reporting, but also form the basis for defining short-, medium- and long-term objectives and initiatives, supporting the integration of sustainability into the business model.

In 2024, the Group followed a procedure to review the materiality analysis at consolidated level, in accordance with double materiality principles. Therefore, a double materiality analysis was carried out, which involved assessing, along the entire value chain, the relevance for the company of environmental, social and governance (ESG) topics according to two interconnected perspectives: the company's impacts on ESG factors, and the risks and opportunities that these ESG factors may generate for the company's economic performance.

The main results of the Double Materiality Analysis are presented below, providing an overview of the priority ESG topics for Everel Group.

ESRS ENVIRONMENT

TOPIC	IMPACTS materials	DESCRIPTION
ESRS E1	Non-owned logistics (Scope 3 emissions)	**Current indirect negative.** Refers to emissions due to third-party transport logistics along the entire supply chain (suppliers and customers).
	Energy from non-renewable sources	**Current indirect negative.** Concerns the exploitation of fossil resources (non-renewable) to meet the energy needs of the company's production operations and offices.
	Energy consumption (Scope 1-2 emissions)	**Current indirect negative.** Refers to emissions due to the energy consumption of plants, production processes and the company's administrative offices.
	Reduction of GHG emissions	**Potential direct positive.** Refers to all research and adoption activities for solutions aimed at reducing GHG emissions connected to energy consumption, waste and logistics.
	Waste (Scope 3 emissions)	**Current direct negative.** Refers to emissions connected to the creation and disposal of waste materials from the production cycle and internal processes

TOPIC	IMPACTS materials	DESCRIPTION
ESRS E5	Purchase of plastic raw materials	**Current direct negative**. Refers to supplies and the use of resources for the synthesis of plastic material used in components and parts of the finished product.
	Reduction in resources use	**Potential direct positive.** Refers to reducing the use of resources and raw materials through production initiatives and solutions linked to the recovery and reuse of waste.
	Purchase of metallic raw materials	**Current indirect negative**. Refers to the supply chain of brass, copper, silver and aluminum used in components and parts of the finished product.
	Purchase of electronic components	**Current indirect negative**. Concerns the supply chain of electronic components and sensors necessary for the operation of the finished product.
	Packaging waste	**Current direct negative**.Refers to the creation of scrap and waste deriving from packaging from suppliers and from product handling.
	Production scrap	**Current direct negative**. Refers to waste and scrap deriving from internal production processes and their disposal.
	End of product life	**Current direct/indirect negative**. Refers to impacts related to the disposal of products and materials at end of life.
	Packaging (inflow)	**Current direct and indirect negative**. Refers to the purchase of plastic and cardboard packaging (and the related use of resources) for handling components and finished products.
	Alternative materials	**Potential direct positive**. Refers to study and research during the design phase of alternative materials that make it possible to reduce the environmental impact of the final product, especially as replacements for plastic.

TOPIC	RISKS/ OPPORTUNITIES materials	DESCRIPTION
ESRS E1	Self-generation/supply of energy from renewable sources	**Opportunity**. Refers to the consumption of electricity self-generated by photovoltaic systems and/or originating from certified renewable sources.
	Non-compliance with emissions regulations (logistics)	**Transition risk.** Refers to the possibility that new regulations on emissions due to logistics may be issued, which could slow down or impose blocks on the movement of personnel and goods.
	Global warming	**Chronic/acute physical risk.** Refers to possible interruptions of operating activities or economic damage caused by extreme climate events or unsustainable climate conditions.
	Energy-consumption efficiency improvement	**Opportunity.** Refers to activities to reduce the electricity consumption of internal processes and plants.
	Incentives for transition and efficiency improvement	**Opportunity.** Refers to national and international incentives linked to investments in energy infrastructure and sustainable activities.
ESRS E5	Efficiency improvement of production processes (scrap and waste)	**Opportunity**. Refers to reducing scrap and waste created during production processes and to the use of secondary raw materials, i.e., regenerated scrap and waste reintroduced into the production cycle.
	Increase in resource costs (oil-plastic)	**Risk.** Refers to the increase in the costs of oil and plastic-synthesis materials due to regulations, conflicts and resource scarcity.
	Increase in logistics costs (duties)	**Transition risk.** Refers to the imposition of duties/sanctions on logistics linked to emissions regulations, especially during import.
	Scarcity of raw materials and components (electronics)	**Risk.** Refers to the limited availability of materials, rare earths and metals that are fundamental for the production of components and sub-components, with the consequent possibility of price increases.
	Product innovations (ecodesign)	**Opportunity.** Refers to continuous research and study for the inclusion of sustainability criteria such as modular design and circularity in product design.

ESRS SOCIAL

TOPIC	IMPACTS materials	DESCRIPTION
ESRS S1	Worker well-being (welfare)	**Current direct positive**. Refers to all policies, initiatives and services aimed at creating a healthy and positive working environment that respects work-life balance and promotes employees' psycho-physical well-being.
	Training and skills development	**Current direct positive**. Refers to promoting training and personal growth paths and activities in order to develop personal and professional skills, including those arising from the needs of the sector context.
	Work-life balance	**Current direct positive**. Concerns employee initiatives and services and flexible-working policies aimed at facilitating and encouraging greater balance between private life and work.
	Workers' psycho-physical well-being	**Current direct positive**. 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	**Current direct positive**. Refers to identifying diversity within the company and activating initiatives for inclusion and the enhancement of diversity and equal rights and opportunities for every person.
	Employee health and safety	**Potential direct negative**. Mainly concerns potential injuries due to operations in production departments and at sites.
ESRS S2	Health and safety of value-chain workers	**Potential indirect negative**. Concerns the possibility of accidents and injuries to workers along the value chain, especially on the supplier and construction-site side.
	Rights of value-chain workers	**Potential indirect negative**. Refers to possible violations of the fundamental rights of supply-chain workers, such as ensuring decent working conditions and preventing forced/child labor.
ESRS S4	Safety of the final product	**Current direct positive.** Concerns the maintenance of high standards and compliance with regulations relating to product safety in use.

TOPIC	RISKS/ OPPORTUNITIES materials	DESCRIPTION
ESRS S1	Employee dissatisfaction	**Risk**. Concerns loss of productivity and/or an increase in turnover due to employee dissatisfaction, linked to a worsening of perceived well-being in the company from a relational, economic and professional-growth standpoint.
	Creation of a widespread safety culture	**Opportunity.** Refers to strengthening the internal dissemination of integrated policies and practices aimed at creating a culture and awareness of safety issues in every area (physical and digital).
	Structure training plans for employees	**Opportunity.** Refers to the possibility of activating more structured training paths in order to cultivate talent and increase the organization's innovativeness and competitiveness, as well as employee satisfaction and motivation levels.
	Attractiveness to talent and future employees	**Opportunity.** Refers to improving company attractiveness in relation to increasing benefits, services offered and the general well-being of employees.
	Labour shortage	**Risk.** Concerns a decline in production capacity linked to the lack of labor and the potential shortage in the labor market of specific skills and professional profiles.
	Benefits and conventions	**Opportunity.** Refers to the activation and strengthening of benefits and economic agreements aimed at employees.

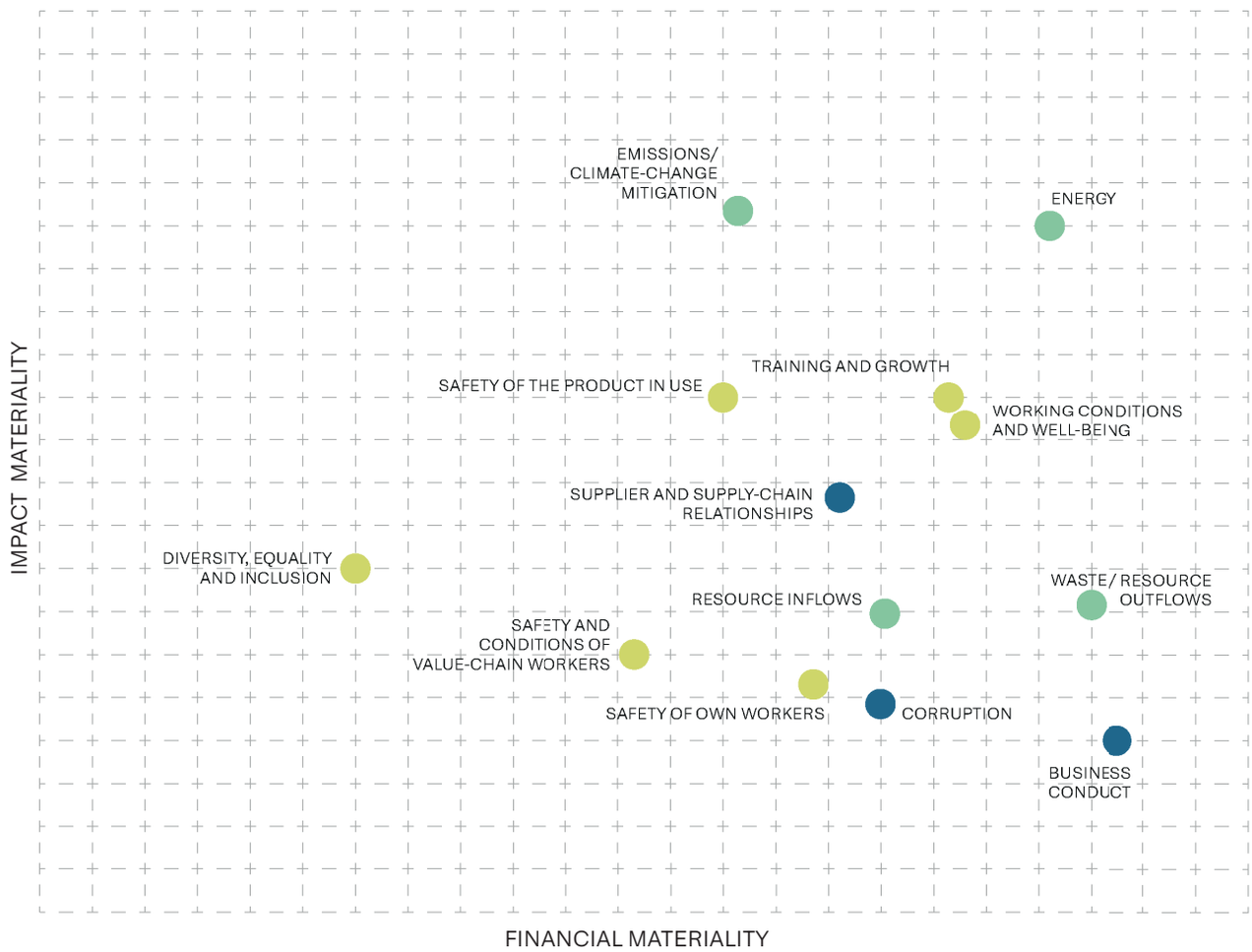
ESRS GOVERNANCE		
TOPIC	**IMPACTS** materials	**DESCRIPTION**
ESRS G1	Supply-chain selection according to sustainability criteria	**Potential direct positive**. Refers to the application of ESG criteria in supplier selection and relationships and to the implementation of a system for monitoring and assessing sustainable performance along the supply chain.
	Corruption and money laundering	**Potential direct negative**. Concerns the possibility of episodes of corruption and money laundering occurring that could compromise the company's reputation and the transparency of business management.

TOPIC	RISKS/ OPPORTUNITIES materials	DESCRIPTION
ESRS G1	Cyberattacks	**Risk**. Refers to a possible compromise of the security of sensitive data and the privacy of employees and partners that could result in reputational damage, legal sanctions, as well as operating costs due to interruptions of business activities.
	Lack of flexibility and resilience of the supply chain	**Transition risk.** Concerns possible difficulties for the supply chain in adapting to regulatory requirements linked to sustainability, with negative financial effects connected to supply disruptions.
	Environmental damage (suppliers)	**Risk.** Concerns reputational effects on the company due to potential environmental damage caused by suppliers within their operating processes.

The identified impacts, risks and opportunities were subsequently organized into **thematic macro-areas**. This classification was carried out considering the categories emerging from the analysis performed.

This approach made it possible to obtain a **clear, concise and consistent view** of the sustainability macro-topics relevant to Everel Group. **The materiality matrix** was therefore updated based on the evidence collected and the methodological parameters adopted, improving the understanding of the interconnections among the various ESG aspects and their impact on business activities.

Double materiality Matrix



Environment

Social

Governance

2 ENVIRONMENT

Our commitment to responsible resource management

2.1

In a context characterized by **increasingly relevant environmental challenges**, Everel considers environmental sustainability a **central element of its strategic and operational choices**. The company is committed to contributing to the transition toward a low-emission economy by **promoting the responsible use of resources**.

In line with European climate objectives, Everel is steering its pathway toward **reducing its carbon footprint**, while recognizing that **technological innovation and process efficiency** are fundamental levers both for environmental protection and for improving competitiveness.

The management of environmental aspects is guided by the **Quality, Environment and Safety Policy**, which defines principles and responsibilities for preventing environmental impacts, reducing waste and optimizing energy and raw material consumption. In this area, particular attention is dedicated to the development of **circular economy practices** and full compliance with applicable regulations, as well as to the active involvement of people, who are considered a key element for the continuous improvement of environmental performance. The policy is made available to internal stakeholders through the company intranet.

Environmental compliance *2.1.1*

The growing integration of environmental criteria into corporate strategies makes **compliance a central element** of rigorous and responsible management. Compliance with regulations is not only an obligation, but an essential condition for ensuring operational continuity and safeguarding reputation: any non-compliance may in fact result in sanctions, inefficiencies and negative impacts on the company's image.
In the B2B market, this focus is increasingly pronounced, also in response to a constantly evolving European regulatory framework. In this context, Everel adopts an approach that goes beyond simple compliance, with the aim of anticipating emerging requirements and integrating environmental management into its processes.

Environmental compliance governance is structured around two complementary areas

The **Health, Safety and Environment function** oversees compliance of production processes, managing aspects such as atmospheric emissions, waste and permits through structured monitoring of environmental aspects and regulatory deadlines.

The **Quality function** is responsible for product environmental compliance, ensuring alignment with European regulations and customer requirements, with an approach focused on the continuous improvement of the environmental profile of the solutions offered.
The management of environmental impacts is based on a structured approach, consistent with the principles of the ISO 14000 family of standards.

At the same time, the company has launched initiatives aimed at reducing impacts, including the assessment of new materials, the recovery of scrap, process optimization and calculation of the organization's **Carbon Footprint**, strengthening a **pathway of continuous improvement and sustainable value creation**.

The environmental strategy *2.1.2*

The corporate strategy is focused on **efficiency and the responsible management of processes and resources**, with the aim of minimizing the loss of value of materials and ensuring the highest levels of environmental compliance.

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

Monitor the impacts of production processes

We focus mainly on electricity consumption and the emissions produced, in order to establish a concrete pathway toward reducing climate-altering gases.

Promote the circular economy

We value efficiency and the responsible management of resources in order to limit the impact associated with losses in material value.

Ensure environmental compliance

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

The **company strategic approach to reducing environmental impacts** involves action and the definition of objectives in the following areas:

- **Energy**
- **Emissions**
- **Environmental compliance**
- **Responsible materials management**
- **Responsible waste management**

Energy

2.2

Energy represents a **strategic factor for Everel's activities**, both as an essential element of production processes and as a lever for improving operational efficiency. In a context characterized by growing concern over energy costs and sustainability, the **conscious management of energy consumption** plays a central role in ensuring **operational continuity and competitiveness**.

Within this framework, Everel primarily directs its actions toward **optimizing energy efficiency through the continuous improvement of processes, waste reduction and the adoption of technical solutions** aimed at containing consumption. At present, efficiency is the priority lever for reducing environmental impact and improving industrial performance.

Since 2020, the company has launched a structured process for **monitoring and analyzing energy consumption**, with the aim of identifying the **main areas for action** and supporting decisions based on real data. This approach makes it possible to identify improvement opportunities and act in a targeted manner on the most energy-intensive processes.

At the same time, Everel maintains constant attention to the evolution of the energy context and to opportunities linked to alternative solutions; from a medium- to long-term perspective, the company is committed to assessing and progressively increasing the use of **renewable energy sources**, in line with the evolution of its operating model and sustainability objectives.

Energy Consumption by Source Type (Everel Group)

	2023	2024	2025	CHANGE % 2024-2025
ELECTRICITY (GJ)	24.017,36	27.932,28	22.791,67	**-18,4%**
SELF-GENERATED PHOTOVOLTAIC ELECTRICITY (GJ)	-	475,49	1.615,00	**+239,7%**
NATURAL GAS (GJ)	5.410,39	5.284,87	5.910,28	**+11,8%**
HEATING FUEL (GJ)	1.105,75	1.117,85	1.162,37	**+4,0%**
FUEL (GJ)	2.617,64	1.668,20	1.511,60	**-9,4%**
TOTAL	**33.151,14**	**36.478,69***	**32.990,92**	**-9,6%**

* Data updated and corrected compared with what was stated in the 2024 report

At consolidated level, the Group's energy consumption in 2025 shows an **overall reduction of 9,6% compared with 2024**, decreasing from 36.479 GJ to 32.991 GJ. The main drivers of this reduction are, on one hand, **grid electricity consumption**, which decreased by approximately 18% thanks to a **combination of improved energy efficiency and the photovoltaic** system installed at the Lipova site becoming fully operational, whose output has more than tripled compared with 2024, raising the share of energy produced from renewable sources from 1,7% to 6,6% of the Group's total electricity consumption and the share of renewable energy in the Group's total energy consumption to 4,9%, and, on the other hand, a **reduction in production volumes** compared with those recorded in previous years. Natural gas consumption instead increased by 12%, attributable to consumption in Valeggio and Dreefs, while fuel for the company fleet decreased by 7% and heating consumption remained substantially stable (+4%). **The Group's overall performance is positive and consistent with the energy transition trajectory that has been initiated.**

Energy Consumption across the Group's Sites

	2023	2024	2025	CHANGE % 2024-2025
VALEGGIO (ITALY)	17.835,42	20.995,83	17.914,37	**-14,7%**
LIPOVA (ROMANIA)	11.168,05	11.283,50*	10.652,71	**-5,6%**
MARKTRODACH (GERMANY)	4.147,67	4.199,36	4.423,84	**+5,3%**
TOTAL	**33.151,14**	**36.478,69**	**32.990,92**	**-9,6%**

*** Data updated and corrected compared with what was stated in the 2024 report**

The energy-efficiency projects aim, at the Valeggio plant, to reduce the use of energy in the process by 6,3% by 2027; at the Romanian site, to mitigate the energy increase resulting from the new production setup; and at the German plant, to keep consumption constant.

The **main energy sources** used at Everel Valeggio are electricity, natural gas (methane) and hydrocarbons for vehicles. **The energy carriers used in the company's processes are electricity, heated fluids, chilled fluids and compressed air.**

The **Lipova** site also has a **photovoltaic system installed in 2023**. The system, consisting of 896 photovoltaic modules with a total installed capacity of 492.80 kWp in direct current and 400 kW in alternating current through 8 inverters, is **intended for the self-generation of renewable electricity to support the site's production activities.** The initiative is part of the Group's broader progressive decarbonization pathway, contributing to emissions reduction. The objectives relating to a further increase in the share of energy from renewable sources are currently being defined, pending completion of the technical and economic analyses needed to ensure their robustness and feasibility.

Overall, all targets were reformulated compared with the 2023 Report following a **review of Everel's entire strategic sustainability plan carried out at the beginning of 2025**. To achieve these values, it was decided to act on **reducing internal electricity consumption** for press heating and mold conditioning, while **monitoring energy consumption**. Since 2021, various energy-efficiency initiatives and projects have in fact been implemented, both on **production lines**, whose consumption is now monitored in real time, and on buildings.

At the same time, **energy audits have been conducted to identify the most critical areas**, enabling targeted consumption-optimization measures to be defined.

Energy Intensity (Everel Group)

	2024	2025
TOTAL ENERGY CONSUMPTION (MWH)	10.001,00	8278,48
NET REVENUE	55.106.000 €	50.501.000 €
ENERGY INTENSITY (MWH/R)	0,000181 MWH/€	0,000164 MWH/€
ENERGY INTENSITY (KWH/R)	0,181 KWH/€	0,164 KWH/€

In 2025, Everel's total energy consumption amounted to 8.278,49 MWh, corresponding to 29.802,55 GJ. **Energy intensity**, calculated as **the ratio between total consumption in kWh and net revenue** (equal to €50.510.000), was 0,164 kWh per euro of revenue. This **indicator reflects the organization's energy efficiency in relation to its economic performance** and will be monitored in subsequent years to assess its evolution and define improvement targets.

Valeggio

Energy Consumption by Source Type (Valeggio - Italy)

	2023	2024	2025
ELECTRICITY (GJ)	13.284,35	16.441,38	13.108,30
NATURAL GAS (GJ)	3.291,73	3.289,21	3.715,68
FUEL (GJ)	1.259,34	1.265,24	1.090,38
TOTAL	**17.835,42**	**20.995,83**	**17.914,37**

-14,7
% TOTAL ENERGY CONSUMPTION COMPARED WITH 2024

In 2025, total energy consumption amounted to 17.914 GJ, **a reduction of 14,7% compared with 2024 consumption**, realigning with 2023 levels. The most substantial reduction, exceeding 20% compared with 2024, was recorded in electricity consumption; fuel consumption also decreased significantly (-13,8%). Natural gas consumption moved in the opposite direction, increasing by 13% compared with 2024 levels.

This result is attributable to the convergence of several factors during the year. From a production standpoint, it was affected by the **decommissioning of certain energy-intensive**, low-output lines that were operating in 2024, together with a **significant contraction** in production volumes compared with previous years. In parallel, **energy-efficiency activities** continued through a coordinated set of measures, including **the optimization of the main high-volume production lines and the improvement of Overall Equipment Effectiveness (OEE).**

OEE INCREASED FROM 63% TO
70%

OEE is an indicator that measures the overall effectiveness of production equipment by integrating three dimensions: machine availability, production speed and output quality. Shortly, it expresses **how much a production line exploits its potential:** a higher value reflects a greater ability to operate continuously, quickly and with a low scrap rate. **In 2025, OEE increased from 63% to 70%,** helping to reduce downtime and increase production output. This improvement also had a direct impact on the energy profile, making it possible to reduce the energy used per unit of product and, consequently, the site's overall energy intensity.

-40
% COMPRESSED-AIR LEAKS

A structured program was also launched to **identify and reduce compressed-air leaks**, one of the most significant and least efficient energy sources in the industrial environment. In 2025, the activity made it possible to **eliminate approximately 40% of leaks by year-end, with estimated potential savings of around 1.000 GJ/year.** The initiatives involved the engineering, maintenance and production functions transversally, promoting an integrated approach to energy management.

Overall, the pathway undertaken in 2025 demonstrates a commitment to continuous improvement, aimed at optimizing production performance and reducing the energy footprint. The activities launched will continue in 2026, with the aim of consolidating the results achieved and completing the planned efficiency measures.

Lipova

Energy Consumption by Source Type (Lipova - Romania)

	2023	2024	2025
ELECTRICITY (GJ)	8.704,00	9.287,20	7.454,12
SELF-GENERATED PHOTOVOLTAIC ELECTRICITY (GJ)	-	475,49	1.615,00
HEATING FUEL (GJ)	1.105,75	1.117,85	1.162,37
FUEL (GJ)	1.358,30	402,96	421,22
TOTAL	**11.168,05**	**11.283,50**	**10.652,71**

-5,6
% TOTAL ENERGY CONSUMPTION COMPARED WITH 2024

The trend in energy consumption at the Lipova plant shows an **overall reduction of 5,6% compared with 2024**. The most relevant energy carrier is electricity, which overall **decreased by approximately 7,1% compared with the previous year** and by approximately 20% in the share of electricity drawn from the grid, thanks to the full operation of the photovoltaic system, which produced more than 622 MWh in 2025. The remaining energy consumption can be described as moderately stable, with a slight increase compared with 2024, in the order of 4%, both for heating fuel and for fuel consumed by the company fleet.

Despite the reduction in consumption, the plant's energy intensity indicator, expressed as the ratio of electricity consumed to industrial cost, showed a 10% increase compared with the baseline value of 0,41, standing at 0,45. This figure is fully in line with, and represents an improvement on, the target set for 2025 (0,46), as it reflects the increase in production activities at the individual site, compared with previous years, resulting from the **internal transfer of processes from the Valeggio plant to the Lipova plant.**

The trend in the indicator is therefore primarily attributable to this reallocation (insourcing), which led to an **increase in internal production activities**. It should be noted that this operation was aimed at **vertical integration of processes and a reduction** in **intra-group transport**, generating benefits in terms of optimising logistics, loading and unloading operations and the associated costs (both energy-related and in terms of Full-Time Equivalents), whilst entailing a redistribution of energy consumption amongst the Group's sites.

Regardless of the effects related to the reallocation, several **efficiency initiatives** were also implemented at the Lipova plant during the year.

In the lighting area, **timers and twilight sensors** were introduced in indoor and outdoor areas, with the aim of reducing waste connected with unnecessary lighting. Although these measures cannot be fully monitored, their impact can be estimated and they contribute to an overall reduction in consumption.

Optimization measures were also adopted in the management of Food & Beverage vending machines, including rationalizing the number of active units and **introducing programmed switch-on systems**. These actions significantly reduced operating hours, contributing, albeit marginally, to improving the site's energy efficiency.

For the Lipova plant as well, the objective is to consolidate an approach aimed at continuous improvement. The initiatives implemented, also in view of an evolving production perimeter, constitute an initial basis for further developments in subsequent years.

Marktrodach

Energy Consumption by Source Type (Marktrodach - Germania)

	2023	2024	2025
ELECTRICITY (GJ)	2.029,01	2.203,70	2.229,24
NATURAL GAS (GJ)	2.118,66	1.995,66	2.194,60
TOTAL	**4.147,67**	**4.199,36**	**4.423,84**

During 2025, the German site maintained a substantially stable trend in energy consumption compared with 2024, with a limited overall increase of 5%. Electricity consumption remained at the previous year's levels, while a slight increase was recorded in natural gas consumption for heating.

Emissions

2.3

Everel has embarked on a pathway aimed at contributing to the reduction of **greenhouse gas emissions**, with the long-term goal of achieving carbon neutrality. This commitment involves a **progressive reduction in emissions across the entire value chain** (Scopes 1, 2 and 3) and, where necessary, the offsetting of residual emissions.

Aware of the role of climate-altering emissions in climate change, the company is committed to **operating in line with the main international references, promoting more efficient use of energy resources** and, over time, a gradual evolution toward solutions with lower environmental impact.

Since 2021, Everel has launched a **structured activity to analyze and monitor its emissions**, with the aim of mapping impact sources and defining improvement actions. This pathway provides the basis for developing concrete initiatives and progressively steering the production model toward greater sustainability.

To date, in order to assess the environmental impact of its activities, Everel has adopted an approach that has made it possible to identify the main sources of greenhouse gas emissions, distinguishing between **direct emissions (Scope 1) and indirect emissions (Scope 2)**. Direct Scope 1 emissions include the use of fuels such as methane gas, any leaks of fluorinated gases from air-conditioning and refrigeration systems, and emissions generated by company vehicles. Scope 2 emissions, on the other hand, derive mainly from the consumption of purchased electricity. **Scope 2 emissions are calculated using both the "Location Based" and "Market Based" approaches**.

Market Based

This approach makes it possible to take into account the amount of energy from renewable sources purchased directly by the company. The origin of this energy must be certified through the issuance of a certificate of origin (Guarantees of Origin, GO). For the calculation of GHG emissions, an emission factor of zero is used for the portion of electricity that comes from renewable sources. Consumption not covered by guarantees of origin is multiplied by a "residual mix" emission coefficient, which takes into account emissions associated with the national mix net of supplies from renewable energy sources.

Location Based

Greenhouse gas emissions associated with the use of electricity, expressed in tCO2e, were obtained using an average emission factor calculated on the basis of the national energy mix for the country in which the company operates.

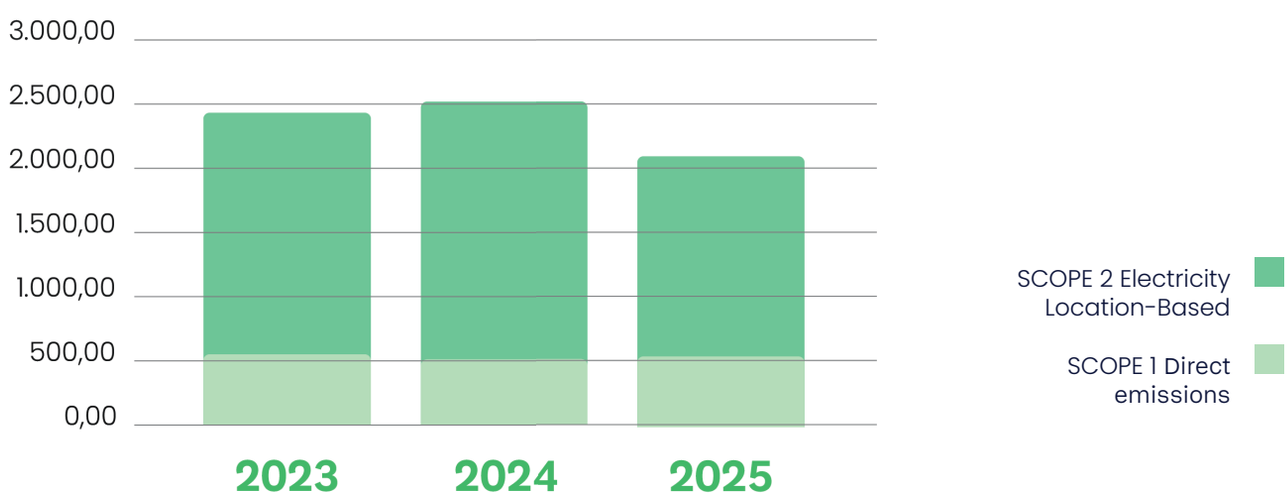
GHG Emissions (Everel Group)

CARBON FOOTPRINT (tCO_2eq)		METHOD	2023	2024	2025
SCOPE 1	DIRECT EMISSIONS	-	545,92	508,94	526,68
SCOPE 2	ELECTRICITY	MARKET-BASED	2.739,09	3.275,15	2.600,54
SCOPE 2	ELECTRICITY	LOCATION-BASED	1.883,29	2.002,86	1.562,13
TOTAL		MARKET-BASED	**3.285,01**	**3.784,09**	**3.127,22**
TOTAL		LOCATION-BASED	**2.429,21**	**2.511,80**	**2.088,81**

Change % compare with the previous year

SCOPE 1	-		**-6,8%**	**+3,5%**
SCOPE 2	MARKET-BASED		**19,6%**	**-20,6%**
SCOPE 2	LOCATION-BASED		**6,3%**	**-22,0%**

GHG Emissions Everel Group (tCO_2eq)



The trend in greenhouse gas emissions of the Everel Group in 2025 shows **a significant reduction compared with the previous year**: while Scope 1 remained substantially stable, Scope 2 Location-based decreased by 22%, and Scope 2 calculated using the Market-based approach decreased by approximately 21%.

This dynamic is attributable to the **convergence of multiple factors** that contributed, with different intensities and methods, to containing the Group's overall emissions footprint. First, the **energy-efficiency initiatives** implemented at the various plants helped improve emissions performance by acting both on **process optimization and on waste reduction**. At the same time, the **contraction in production volumes** that characterized 2025 also had an impact, leading to a direct reduction in energy consumption and, consequently, in emissions associated with the operating activities of the various plants. In addition, from a methodological perspective, the availability of **emission factors specific** to Germany and Romania made it possible to refine the calculation of emissions, improving the representativeness of the data.

GHG Emissions (Valeggio – Italy)

CARBON FOOTPRINT (tCO_2eq)		METHOD	2023	2024	2025
SCOPE 1	DIRECT EMISSIONS	-	256,11	282,14	208,77
SCOPE 2	ELECTRICITY	MARKET-BASED	1.686,93	2.286,13	1.669,38
SCOPE 2	ELECTRICITY	LOCATION-BASED	1.082,31	1.249,67	873,52
TOTAL		MARKET-BASED	**1.943,04**	**2.568,27**	**1.957,72**
TOTAL		LOCATION-BASED	**1.338,42**	**1.531,81**	**1.161,87**

GHG Emissions (Lipova – Romania)

CARBON FOOTPRINT (tCO_2eq)		METHOD	2023	2024	2025
SCOPE 1	DIRECT EMISSIONS	-	170,84	112,09	115,31
SCOPE 2	ELECTRICITY	MARKET-BASED	666,63	548,35	482,49
SCOPE 2	ELECTRICITY	LOCATION-BASED	594,70	548,07	448,22
TOTAL		MARKET-BASED	**837,47**	**660,44**	**597,80**
TOTAL		LOCATION-BASED	**765,54**	**660,16**	**563,53**

GHG Emissions (Marktrodach - Germany)

CARBON FOOTPRINT (tCO_2eq)		METHOD	2023	2024	2025
SCOPE 1	DIRECT EMISSIONS	-	118,97	114,71	123,02
SCOPE 2	ELECTRICITY	MARKET-BASED	385,53	440,67	448,67
SCOPE 2	ELECTRICITY	LOCATION-BASED	206,28	205,12	240,39
TOTAL		MARKET-BASED	**504,50**	**555,38**	**571,69**
TOTAL		LOCATION-BASED	**325,25**	**319,83**	**363,40**

Materials and design: quality, safety and performance

2.4

The current environmental context is characterized by increasingly complex challenges linked to **climate change, pressure on natural resources and biodiversity loss**. In this scenario, it becomes essential to rethink production models, moving toward **greater efficiency and reduced impacts**.

Everel is aware of its role and of the need to act on **processes to contain consumption and waste**, promoting more sustainable technological and organizational solutions. The objective is to progressively **reduce the environmental footprint**, also through the involvement of the main actors in the value chain.

Since 2021, the company has launched a **structured process to analyze materials used in production processes, with the aim of identifying concrete opportunities for improvement** and for reducing the environmental impacts associated with its activities. This approach represents a first step toward a more conscious and responsible production model.

Everel develops a **wide range of solutions characterized by a significant variety of materials, including metals, engineering polymers and electronic components.** This diversification requires careful and structured management, in which **material selection** is a key element of the design process.

Choices are guided by a dual objective:

to **ensure high technical performance**, in line with product specifications, and to ensure **full compliance with applicable regulations**, including REACH and RoHS, as well as **lists of restricted substances**. This approach makes it possible to combine quality, safety and sustainability.

In addition to mechanical and thermal characteristics, particular attention is dedicated to electrical safety requirements, such as dielectric strength, fire behavior and self-extinguishing properties, which are essential elements for product reliability.

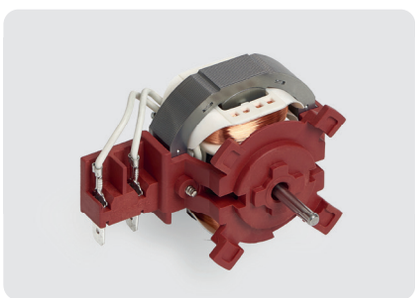
Within the production process, **plastic materials** play a central role. Everel uses advanced engineering polymers, often based on polyamide, suitably modified through compounding processes using specific fillers. This makes it possible to obtain **high-performance materials** capable of ensuring resistance, durability and safety, in line with the standards required by the reference markets.

Raw materials: types for different products

2.4.1

SWITCHES

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



ELECTRIC MOTORS

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

SUB-ASSEMBLIES

Made up of a combination of the other products and mainly use engineering polymers to integrate components and functions

In 2025, the Group mainly used the following categories of materials:

METALS & ALLOYS	METAL COMPONENTS	PLASTIC RAW MATERIAL
Copper contacts, steel, zinc, various types of alloys	Springs, small parts, rotors, metal assemblies, metal shafts	Granules

Raw Material Consumption (tonnes)

EVEREL GROUP	2024	2025
PLASTIC (RAW MATERIAL)	685	628,30
METALS AND ALLOYS	1.089	977,14
METAL COMPONENTS	1.038	1.587,45

VALEGGIO - ITALY	2024	2025
PLASTIC (RAW MATERIAL)	277,57	209
METALS AND ALLOYS	184,35	177,54
METAL COMPONENTS	1.358,30	1.529

LIPOVA - ROMANIA	2024	2025
PLASTIC (RAW MATERIAL)	407	419,30
METALS AND ALLOYS	66	61,86
METAL COMPONENTS	518	796,19

MARKTRODACH - GERMANY	2024	2025
PLASTIC (RAW MATERIAL)	-	-
METALS AND ALLOYS	839	737,74
METAL COMPONENTS	-	-

In 2025, total material consumption in the main production processes amounted to approximately **3.193 t**[1]**, up +13,5% compared with 2.812 t in 2024.** This growth is driven by the **strong expansion of metal components (+52,9%)**, which became the most significant item by weight (49,7% of the 2025 total, compared with 36,9% in 2024). Conversely, a **contraction was observed in plastic (-8,3%) and metals and alloys (-10,3%)**, consistent with the resource-efficiency practices implemented at Everel[2] and with a recomposition of the product mix.

All materials reported are of non-renewable origin and represent the main physical inputs of the production process; the Group does not use materials of renewable origin nor, at present, does it report the share of recycled content that may be present in metals and purchased components. The observed trend, characterized by a reduction in elementary raw materials and an increase in already processed incoming components, reflects a progressive recomposition of procurement categories for the production of higher value-added assemblies in the supply chain.

1 The Group's data is consolidated net of intra-group transactions. In particular, the metals and alloys processed at the Marktrodach plant (737.7 t in 2025; 839 t in 2024) are transferred in their entirety to the plant in Valeggio in the form of metal components,and are therefore excluded from the consolidated total for the item 'Metal components' to avoid double counting of the physical flow.

2 Paragraph: Waste management and resource recovery.

Waste management and resource recovery

2.5

Everel pursues a progressive reduction of waste starting from the design phase and throughout the entire production cycle, with the objective of limiting scrap at source and improving efficiency in the use of resources. This approach is part of a broader **circular economy vision**, in which materials are managed so as to retain their value for as long as possible. From this perspective, the **company promotes reuse and recovery practices**, both within its own processes and through the involvement of external partners. Collaboration with the local area is in fact an important element in identifying solutions capable of **giving materials a second life**, transforming potential waste into new resources and contributing to the creation of virtuous synergies at local level.

This pathway is a **key element** of Everel's environmental strategy, oriented not only toward reducing impacts but also toward **creating value through a more efficient and conscious use of materials**.

Total Waste Everel Group (Kilograms)

			2023	2024	2025
GENERATED	HAZARDOUS	Exhausted oils/emulsions	10.345	3.521	9.218
		Packaging contaminated with hazardous substances	1.089	2.130	1.640
		Metal packaging containing hazardous solid materials	74	172	0
		Absorbent materials, filter materials, rags and PPE contaminated with hazardous substances	1.473	1.400	660
	TOTAL HAZARDOUS		**12.981**	**7.223**	**11.518**
	NON-HAZARDOUS	Iron/steel	90.485	63.365	61.017
		Waste from non-ferrous materials	7.721	13.107	9.172
		Plastic waste	63.465	43.340	54.310
		Other waste	4.627	2.489	0
		Paper packaging	41.602	39.120	30.800
		Plastic packaging	14.040	14.870	3.800
		Wood packaging	13.140	27.390	11.770
		Mixed material packaging	1.820	1.330	990
		Electronic material	25.859	35.758	17.956
	TOTAL NON-HAZARDOUS		**262.759**	**240.769**	**189.815**
TOTAL			**275.740**	**247.992**	**201.333**

			2023	2024	2025
RECYCLED	HAZARDOUS		10.202	4.958	11.518
	NON-HAZARDOUS		244.577	240.289	189.815
TOTAL			254.779	245.247	201.333

Total Waste / Valeggio - Italy (Kilograms)

			2023	2024	2025
GENERATED	HAZARDOUS	Exhausted oils/emulsions	9.385	2.421	7.618
		Packaging contaminated with hazardous substances	279	1.450	1.190
		Metal packaging containing hazardous solid materials	74	132	0
		Absorbent materials, filter materials, rags and PPE contaminated with hazardous substances	608	580	0
	TOTAL HAZARDOUS		10.346	4.583	8.808
	NON-HAZARDOUS	Iron/steel	74.900	39.960	45.500
		Waste from non-ferrous materials	5.650	13.107	8.006
		Plastic waste	25.400	28.960	18.060
		Other waste	560	0	0
		Paper packaging	10.420	11.480	14.770
		Plastic packaging	5.330	7.380	0
		Wood packaging	6.320	6.760	0
		Mixed material packaging	1.820	1.330	990
		Electronic material	12.419	25.198	11.606
	TOTAL NON-HAZARDOUS		142.819	134.175	98.932
TOTAL			153.165	138.758	107.740
RECYCLED	HAZARDOUS		7.567	3.378	8.808
	NON-HAZARDOUS		142.259	134.175	98.932
TOTAL			149.826	137.553	107.740

Total Waste / Lipova-Romania (Kilograms)

			2023	2024	2025
GENERATED	HAZARDOUS	Exhausted oils/emulsions	960	1.100	1.600
		Packaging contaminated with hazardous substances	810	680	450
		Metal packaging containing hazardous solid materials	0	40	0
		Absorbent materials, filter materials, rags and PPE contaminated with hazardous substances	865	580	660
	TOTAL HAZARDOUS		2.635	2400	2710

			2023	2024	2025
GENERATED	NON-HAZARDOUS	Iron/steel	1.095	17.685	15.517
		Waste from non-ferrous materials	2.071	0	1.166
		Plastic waste	38.065	14.380	36.250
		Other waste	4.067	2.489	0
		Paper packaging	29.190	24.350	16.030
		Plastic packaging	7.570	6.610	3.800
		Wood packaging	6.820	20.630	11.770
		Mixed material packaging	0	0	0
		Electronic material	13.440	10.560	6.350
	TOTAL NON-HAZARDOUS		**102.318**	**96.704**	**90.883**
TOTAL			**104.953**	**99.104**	**93.593**
RECYCLED	HAZARDOUS		2.635	1.340	2.710
	NON-HAZARDOUS		102.318	96.224	90.883
TOTAL			**104.953**	**97.564**	**93.593**

-18,8 %

COMPARED WITH TONNES OF WASTE IN 2024

In 2025, **Everel Group[3] generated a total of 201,3 tonnes of waste, a reduction of -18,8%** compared with 248,0 tonnes in 2024 **and -27,0% compared with** 275,7 tonnes in 2023, confirming a constant **waste-reduction trajectory over the entire three-year period.** Compared with 2024, significant reductions were recorded in almost all non-hazardous items, particularly plastic packaging (-74,4%), wooden packaging (-57,0%) and electronic material (-49,8%), while industrial plastic waste increased (+25,3%). The hazardous component, equal to 11,5 tonnes in 2025 (5,7% of the total), increased compared with 2024 (+59,5%) but was substantially aligned with the 2023 level (-11,3%): the increase was mainly driven by exhausted oils and emulsions connected with ordinary replacement cycles for machine-tool working fluids, while absorbent materials, filter materials, rags and PPE contaminated with hazardous substances (-52,9%) and contaminated packaging (-23,0%) decreased significantly.

100 %

OVERALL WASTE RECOVERY RATE

The Group's performance in 2025 indicates a multi-year commitment to **a recovery-oriented waste management strategy:** in 2025, all waste generated — **equal to 201,3 tonnes** — was sent for recycling, corresponding to a **100% recovery rate** for both the hazardous and non-hazardous components. This is a pathway of progressive improvement observed over the entire three-year period, in which the overall recovery rate increased from 92,4% in 2023 to 98,9% in 2024 and to 100% in 2025, confirming a consolidated waste management system **fully oriented toward the principles of the circular economy**.

[3] The Group's consolidated figures for 2025 do not include the plant in Marktrodach (Germany), due to the infrequent delivery of waste, which results in timing discrepancies between the year of generation and the year of disposal; the scope will be progressively harmonised in future reporting cycles.

Consistent with the pathway launched in previous years, in 2025 Everel promoted a series of initiatives aimed at **minimizing production scrap and reducing waste in administrative operations**. The objective is twofold: to **improve efficiency in the use of raw materials**, particularly plastics and metals, within production processes, and to **optimize the use of resources in office activities**.

The projects are also supported by a system of indicators dedicated to monitoring progress: with regard to reducing operational scrap, indicators have been defined based on the ratio between scrap generated and materials consumed, with a 2024 baseline which, for the Valeggio plant, stands at 14,3% for plastic and 2,4% for metals; with regard to **waste reduction**, indicators relating to the consumption of paper, plastic and printing materials have instead been adopted, with a joint baseline for the Valeggio and Lipova sites of 1.369 kg of paper and 149,84 kg of plastic, against progressive reduction objectives defined for the coming years.

Valeggio

As part of the initiatives to **minimize production scrap** at the Valeggio site, the activities carried out in 2025 focused on process optimization and scrap reduction along specific production lines.

In particular, with regard to metals, **improvements were introduced in EM42 motor assembly operations through the optimization of assembly parameters and the use of more precise tools**, making the process more controlled and efficient. At the same time, **scrap management was improved** in the processing of **shafts and rotors** (respectively the transmission shafts and rotating elements that form the core of the induction motors produced by Everel), allowing the **recovery and reuse of components previously discarded** because of non-critical dimensional parameters. In this way it was possible to reduce scrap and contribute to **achieving and exceeding the plant's objectives**, with an indicator measured in December 2025 equal to 1,41%. The initiatives involved the Engineering, Production, Quality and Maintenance functions transversally.

With regard to **plastic scrap**, activities **focused on optimizing the management of regrind material and its reuse in production processes**, with the introduction of operating methods aimed at reducing stock accumulation and encouraging reuse. The measures focused in particular on the product families of HE series selectors and CB, CO/CN, TOUCH and LF series switches. As at 31 December 2025, the plastic waste indicator stood at 12,6 %, an improvement on the baseline of 14,3 % and in line with the target of 13 %. The project, which involved the Production, Quality and Logistics departments, has yielded tangible results, including a 50% reduction in the stock of regrind plastic from approximately 35,5 metric tonnes to 17,2 metric tonnes between the end of 2024 and the end of 2025.

-50 %
STOCK OF REGRIND PLASTIC

Valeggio & Lipova

As part of the initiatives to **reduce organizational waste**, the main actions undertaken in 2025 at the Valeggio and Lipova sites concerned the **optimization of printing processes and the introduction of more efficient equipment**, with positive effects on paper and toner consumption.

In 2025, paper consumption decreased by 19% compared with the previous year, corresponding to approximately 270 kg saved and significantly exceeding the set target. **With regard to toner, the reduction was 12%,** attributable to the efficiency improvement of the printing infrastructure.

At the same time, plastic use was reduced thanks to the elimination of water-cooler bottles and the introduction of dispensers equipped with filtering systems, with estimated savings of more than 90 kg of plastic per year, **equal to a 62% reduction compared with 2024 and well above the defined target.** The project was carried out with the cross-functional contribution of several company functions, in particular ICT and Purchasing, which are responsible for monitoring consumption and managing the printing infrastructure.

-19 %
PAPER CONSUMPTION COMPARED WITH 2024

-62 %
PLASTIC CONSUMPTION COMPARED WITH 2024

Taken together, all these initiatives demonstrate Everel's commitment to a **management model increasingly oriented toward efficiency in the use of resources and waste reduction**, in line with circular economy principles and the company's objectives for continuous improvement in environmental performance.

Quality and safety: our certifications

2.6

In a constantly evolving industrial context, **regulatory compliance represents a fundamental requirement for Everel Group**. The company adopts a rigorous approach to quality and safety, **with the aim of ensuring reliable products that comply with the highest sector standards.**

This commitment is supported by a **consolidated management system, as evidenced by the certifications obtained over time**, including **ISO 9001**, IATF 16949 for the automotive sector and **ISO 14001** for environmental management, which provide a structured reference for the continuous improvement of corporate performance.

All products are subject to thorough checks and tests, in line with the main reference technical standards, including EN61058-1, UL61058-1, EN60335 and EN60335-1, **to guarantee high safety and quality standards**.

Attention to compliance also extends to environmental aspects: compliance with REACH and RoHS regulations and monitoring of **substances subject to restriction (SVHC)** are central elements of the company's approach to responsible production.

Through this integrated quality, safety and sustainability system, Everel is committed every day to meeting customer expectations by offering **reliable solutions consistent with the highest market requirements.**

ISO 9001:2015 — 1995

ISO TS 16949 — 2010

IATF 16949:2016 — 2018

ISO 14001 — 2022

All our certifications are available on the website www.everelgroup.com

KPIs and Targets of the Environment Projects

2.7

In order to plan the Group sustainability actions more precisely, KPIs have been defined for each project to track the progress of activities over time.

Goal achieved | Goal almost achieved | Goal not achieved

PROJECT	KPI	BASELINE 2024	TARGET		
			2025	2026	2027
MINIMIZING PRODUCTION SCRAP	Kg plastic scrap / Kg plastic consumed (%)	14,3% (Valeggio) 3,5% (Lipova)	13% (Valeggio) 3,4% (Lipova)	11,5% (Valeggio) 3,3% (Lipova)	10% (Valeggio) 3,2% (Lipova)
	Kg metal scrap / Kg metals consumed (%)	2,4% (Valeggio) 3,9% (Lipova)	2% (Valeggio) 3,7% (Lipova)	1,5% (Valeggio) 3,5% (Lipova)	1% (Valeggio) 3,1% (Lipova)
MINIMIZING COMPANY WASTE	Reduction in kg of paper consumed (%)	1.369 kg	-3%	-5%	-7%
	Reduction in kg of plastic used (%)	149,84 kg	-10%	-20%	-25%
MINIMIZING ENERGY RESOURCES IN PROCESSES	Electricity consumed (GJ) / First industrial cost	0,79 (Valeggio) 0,41 (Lipova) 0,34 (Marktrodach)	0,76 (Valeggio) 0,46 (Lipova) 0,34 (Marktrodach)	0,75 (Valeggio) 0,45 (Lipova) 0,34 (Marktrodach)	0,74 (Valeggio) 0,44 (Lipova) 0,34 (Marktrodach)
				-20%	-25%

Management of material topics within the Environment Projects

2.8

This section aims to briefly show the extent to which the strategic action of the "Environment" pillar responds to Impacts, Risks and Opportunities (IROs), namely how the individual projects cover the material aspects that emerged during the double materiality analysis.

PROJECT	IMPACTS	RISKS/OPPORTUNITIES
MINIMIZING PRODUCTION SCRAP	• Production scrap **[current negative]** • Waste (Scope 3 emissions) **[current negative]**	• Improvement of production process efficiency (scrap and waste) **[opportunity]** • Global warming **[risk]**
MINIMIZING COMPANY WASTE	• Reduction in resource use **[current positive]** • Waste (Scope 3 emissions) **[current negative]**	• Improvement of production process efficiency (scrap and waste) **[opportunity]** • Global warming **[risk]**
MINIMIZING ENERGY RESOURCES IN PROCESSES	• Energy from non-renewable sources **[current negative]** • Energy consumption (Scope 1-2 emissions) **[current negative]** • Reduction of GHG emissions **[current positive]**	• Improvement of energy-consumption efficiency **[opportunity]** • Global warming **[risk]**
MAXIMIZING THE USE OF ENERGY FROM RENEWABLE SOURCES	• Energy from non-renewable sources **[current negative]**	• Self-generation/supply of energy from renewable sources **[opportunity]** • Incentives for transition and efficiency improvements **[opportunity]**

In the company garden at Everel's headquarters, the insect shelter promotes biodiversity and the presence of pollinating insects, helping to maintain the ecosystem's balance. The project is managed by the Historie ETS Foundation.

3 PEOPLE

People at Everel

3.1

In a constantly fluctuating market, where challenges and opportunities arise rapidly, the key to success lies in **operating efficiently** while promoting not only productivity, but also **inclusion and the active participation of every worker**. It is essential to **support each person's individual and professional growth path**, **strengthening autonomy and personal motivation, while also encouraging the sharing of best practices** across the Group's different plants. This approach helps build a **dynamic and collaborative work environment**, where collective knowledge becomes a valuable shared resource.

During 2025, the company continued to pay particular attention to elements such as **safety culture**, **the enhancement of worker well-being**, and its constant commitment to personal and professional development. In addition to these pillars, it invested decisively in the concept of integration among the various plants, recognizing that true growth stems from dialogue and **synergy between the different production sites**. Processes were launched to **transfer certain technical skills** between the two main production hubs, encouraging colleagues to host one another for periods of shadowing and direct on-the-job training, creating concrete opportunities for **exchange and continuous learning**.

This activity involved not only production line operators, but also maintenance technicians, technologists and department heads. **The shared goal was to standardize operating instructions at group level**, reducing differences between plants and mutually adopting the successes and innovations achieved by colleagues abroad. This pathway fostered the development of **a corporate culture based on collaboration and continuous growth, stimulating learning and strengthening the sense of belonging**, even among geographically distant colleagues.

A significant example of this initiative is **the 4Everel4Tomorrow talent program**, initially created as a development tool for a selected group of talents at the Valeggio site. Among its various training modules, the program included a trip to the plant in Romania, giving young workers from Headquarters the opportunity to meet their counterparts and immerse themselves in local production dynamics. **These experiences enriched the participants' knowledge**, facilitated understanding of the operational and cultural specificities of colleagues abroad, and **strengthened professional ties among the different sites**.

2025 was marked by a **reduction in the company workforce, a context that made strengthening internal communication even more crucial**. The company chose to prioritize **clear, transparent and two-way communication** regarding the economic trends recorded during the year. Numerous plenary meetings were organized at headquarters, **creating opportunities for direct discussion between management and workers.** At the same time, the collection of suggestions and ideas through dedicated boxes was encouraged, enabling everyone to contribute actively to process improvement. Many of the proposals submitted were accepted and translated into new operating practices, **highlighting the value of listening and participation** in a company that wants to grow together with its people.

As of 31/12/2025, Everel Group SpA had 462 direct employees, including 174 men and 288 women (excluding the Board of Directors).

*Employees by contract type across the Group's different sites**

	2025								
	EVG			EVRO			DREEFS		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
PERMANENT EMPLOYEES	71	59	130	81	227	308	22	1	23
FIXED-TERM EMPLOYEES	0	0	0	0	1	1	0	0	0
FULL-TIME EMPLOYEES	71	54	125	80	228	308	22	1	23
PART-TIME EMPLOYEES	0	5	5	1	0	1	0	0	0
INTERNSHIPS	0	0	0	0	0	0	0	0	0
TEMPORARY EMPLOYEES	0	0	0	0	0	0	0	0	0
TOTAL DIRECT EMPLOYEES			**130**			**309**			**23**

* The data excludes members of the Board of Directors, except for 2 EVRO members who, as employees, are included in this table.

Employees by contract type over the three-year period (Everel Group)

	2023			2024**			2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
PERMANENT EMPLOYEES	200	304	504	206	345	551	174	287	461
FIXED-TERM EMPLOYEES	0	0	0	4	1	5	0	1	1
FULL-TIME EMPLOYEES	200	298	498	210	339	549	173	283	456
PART-TIME EMPLOYEES	0	6	6	0	7	7	1	5	6
TOTALE DIPENDENTI DIRETTI*			**504**			**556**			**462**
INTERNSHIPS	1	1	2	1	0	1	0	0	0
TEMPORARY EMPLOYEES	5	6	11	5	12	17	0	0	0

*Total employees excluding interns and agency workers
**The 2024 data have been revised and corrected compared with the 2024 Report

As of 31 December 2025, the Group's overall workforce had decreased compared with previous years. This contraction is attributable to the **market context** that characterized the year and affected production volumes, making it necessary to progressively adjust the organizational structure with a view to economic sustainability.

The Group adopts **an employment model based mainly on permanent employment relationships.** At the Valeggio plant, 5 part-time contracts were active in 2025, equal to approximately 3.8% of the site workforce, mainly involving the female workforce. For the company, part-time work is an **organizational flexibility tool designed to support work-life balance**, respond to workers' individual needs and contribute to overall employee well-being. All personnel are employed under the national collective agreement for the metalworking sector. During 2025, a 1.3% wage adjustment to contractual minimums was established and adopted by the company in line with national provisions.

At the Romanian plant in Lipova, one part-time employment contract is active. The regulatory reference for the plant is the Romanian Labour Code, which is the primary source governing employment relationships in the country. Starting in January, a 9.46% increase in minimum wages was applied, in line with the policy of progressively adjusting base pay.

In Germany, headcount figures are substantially stable; in this case, employees who left the organization were replaced over time. In April, a 2% salary increase was applied, in line with the sector collective bargaining agreement covering the German site.

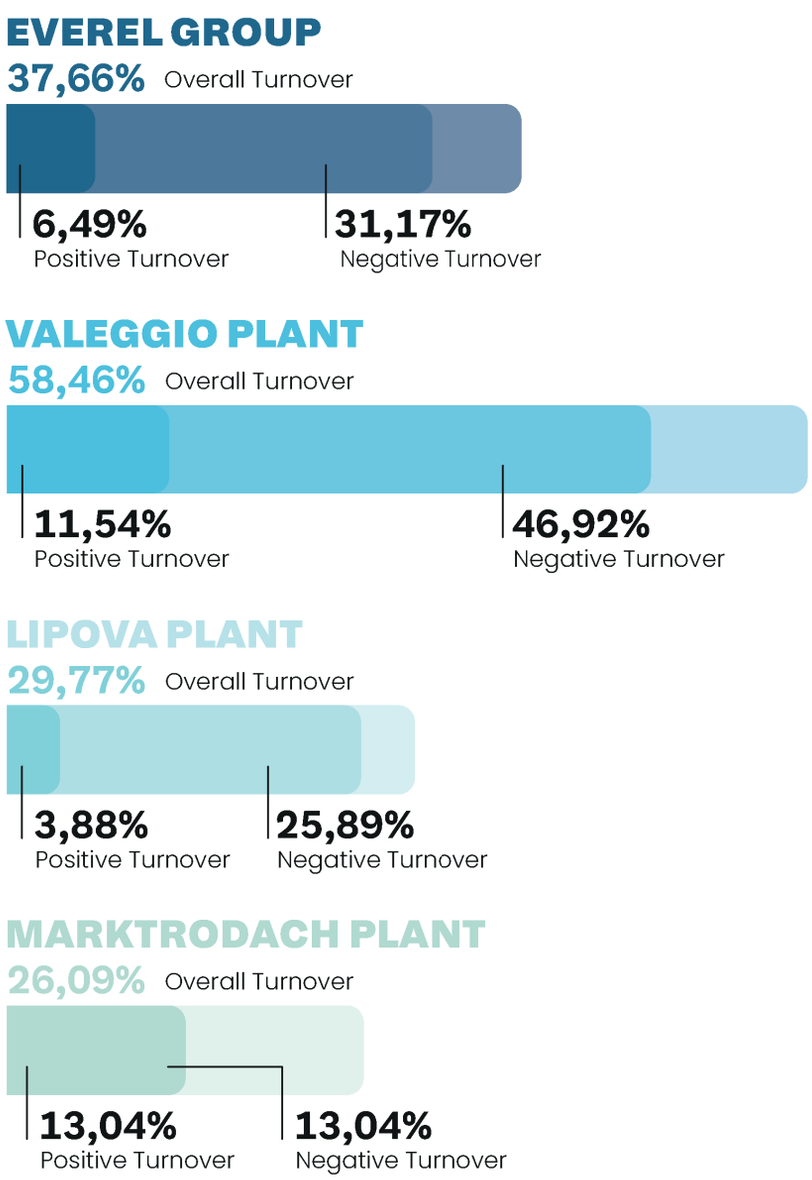
Turnover

3.1.1

For the Valeggio and Lipova plants, turnover during 2025 was characterized by a higher number of exits than entries. This trend is attributable to the progressive **adjustment and efficiency improvement of the organizational structure**, made necessary by changing market conditions that affected production volumes and required a consequent **realignment of the resources employed**.

The data reflect the effects of a reorganization specifically at the Italian plant. Everel managed the process through **structured dialogue with trade-union representatives**, which led to the signing of a shared agreement. The way this complex phase was handled has reaffirmed Everel's commitment to dealing transparently even with sensitive situations such as the one that occurred in 2025.

Against a limited number of new hires, the company prioritized an **approach focused on enhancing and reskilling competencies already present in the workforce**, limiting the use of external recruitment and focusing on internal development paths. **Exits were concentrated mainly among the operational workforce**, a typical phenomenon in manufacturing contexts characterized by the market's natural dynamism.
The plant in Germany, on the other hand, is characterized by **substantial workforce stability over the years**: it is home to **highly specialized profiles that represent a distinctive and difficult-to-replicate pool of skills and technical know-how**.



Note: Internships not included

Hirings & exits (Everel Group)

HIRINGS

	EMPLOYEES	WORKERS	TOTAL
BY JOB TYPE	9	21	**30**

EXITS

	EMPLOYEES	WORKERS	TOTAL
BY JOB TYPE	26	118	**144**

Welfare

3.2

Everel recognizes corporate welfare as a **fundamental strategic lever for promoting people's overall well-being** and strengthening their sense of belonging to the organization. The company's commitment translates into the creation of a work environment that goes beyond remuneration alone, through a range of initiatives designed to **support physical and psychological health, foster work-life balance and improve employees' social well-being.**

The welfare policies adopted are part of a broader strategic vision focused on people. They aim to consolidate an organizational environment capable of fostering motivation, strengthening engagement and increasing retention over the medium to long term, while contributing to the Group's sustainable growth.

"Everel Privè" discount and cashback platform

Since 2023, the use of the Everel Privè welfare platform has continued, giving employees and their families access to discounts, cashback and gift cards at various local and online businesses. **In 2025, there were 94 active users on the platform**, representing more than half of the workforce. 49 workers used at least one offer. The most frequently selected services included:

- Shopping vouchers for pharmacies and parapharmacies;
- Gift Cards;
- Holiday and travel vouchers.

Health insurance

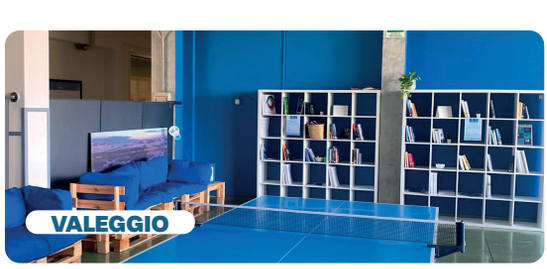
Over 500 medical tests and certain types of hospitalization. The insurance is provided for all employees.

Company restaurant and fresh-meal vending machine available 24/7 for shift workers

The company has an in-house canteen available to all employees and guests. To support shift workers when the cafeteria is not operating, an automatic meal dispenser is also available. **During 2025, the total number of meals used was 17.394.**

Electric vehicle charging stations

Electric vehicle charging stations remained available in 2025, free of charge for employees wishing to use them. The service, already active in previous years, continues to be a concrete incentive for more sustainable forms of mobility. **During 2025, 8 employees benefited from it.**



Relaxation area

Designed as a space dedicated to employee well-being and social interaction, the relaxation area is equipped with features that support both individual relaxation and group activities, including ping-pong tables and table football.

JoyJar - Company locker

A service that allows employees to receive personal purchases at the company site, facilitating delivery management and helping balance life and work commitments. **The service, already active in previous years, was used during the year by 18 employees, for a total of 108 pickups**.

Everel 4 You

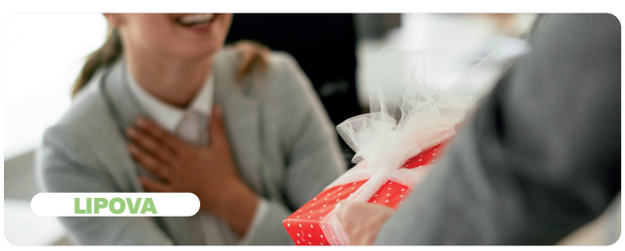
Since 2020, Everel has operated the "Everel 4 You" listening desk at the Valeggio site, an initiative designed to promote the psychological well-being of its people and offer them a space for listening and support. **During 2025, the service was used by 19 people.**

Staff transportation service

The service is essential because it is a benefit commonly offered by all companies in the sector and is made even more necessary by the plant's limited accessibility and the low percentage of employees who own cars. In addition, the service helps ensure punctuality, reduce absenteeism and improve workers' general well-being.

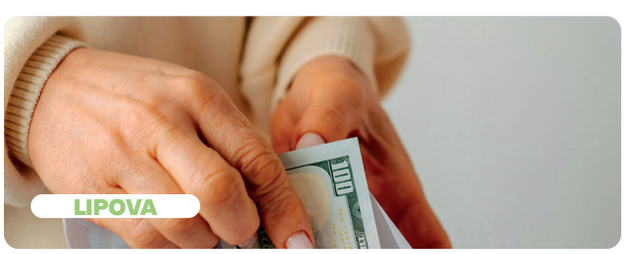
Company library

A project conceived in 2024 and officially launched in 2025. The service provides employees with a selection of books, giving them the opportunity to borrow them or consult them in dedicated spaces such as the company relaxation room, encouraging reading moments even during the lunch break. The initiative was created to promote culture, personal growth and individual well-being. **During the year, 5 workers used this service.**



Efficiency bonus

Paid monthly when efficiency exceeds 94% and there are zero absences.



Meal voucher provision

An economic and social benefit for employees. These vouchers provide concrete support for daily purchasing power and allow greater flexibility in managing lunch breaks. The meal voucher also represents a form of supplementary pay that is fiscally advantageous for both the company and the worker, contributing to personnel well-being.

Growth and training 3.3

In a constantly evolving organizational landscape, **skills development is an essential strategic element** for ensuring continuity and growth. Investing in people and, specifically, in their skills means strengthening the organization's ability to **adapt to change and generate lasting value.** Through targeted training plans, structured opportunities for discussion and integrated professional development tools, Everel intends to **nurture people's motivation**, consolidate retention and support the sustainable growth of its human capital.

2025 was characterized by an important cross-functional project: **4Everel4Tomorrow**, the Talent Program created at the Valeggio HQ as a pilot initiative with the ambition of **structuring an internal development model** that can be replicated over time and is capable of valuing and supporting the **growth of the Group's young talents**.

Alongside this initiative, attention at each site focused on technical-specialist training through a **dual approach**: on one hand, **internal on-the-job training courses** that enabled the development of new operational skills; on the other, **the involvement of highly qualified external trainers** for the acquisition of advanced skills.

This context includes specific programs dedicated to the **molding department**, involving both the Italian and Romanian plants and strengthening technical and operational consistency between the two sites. Everel also continued its commitment to **promoting training paths focused on social innovation**, the dissemination and internalization of the Code of Ethics and Organizational Model 231, **and the constant oversight of safety culture**.

The main production plants recorded an **average of approximately 28 training hours per capita**, evenly distributed across genders. These indicators demonstrate **broad access to training and an inclusive approach** in which development opportunities are extended to the entire company population, contributing to the growth of **both technical and transversal skills**.

Average annual training hours by gender (2025)

	WOMEN	MEN	TOTAL
TOTAL ANNUAL TRAINING HOURS	8.625	6.614	**15.239**
TOTAL PARTICIPANTS	327	190	**517**
AVERAGE ANNUAL TRAINING HOURS	26,4	34,8	**29,5**

In line with the approach adopted in previous years, training initiatives in 2025 were also **organized into 7 thematic clusters:**

1 **SOCIAL INNOVATION**

Includes training initiatives dedicated to strategic innovation, corporate social responsibility and sustainability.

2 **ENVIRONMENT, HEALTH AND SAFETY**

Includes all mandatory and non-mandatory courses relating to the protection of health and safety in the workplace and the management of environmental aspects.

3 **LANGUAGE DEVELOPMENT**

Includes courses aimed at developing and strengthening language skills.

4 **DIGITAL DEVELOPMENT**

Brings together initiatives aimed at computer literacy and the digitalization of company processes.

5 **CORPORATE IDENTITY**

Includes onboarding and induction paths for new hires, training on the Code of Ethics, Organizational Model 231, the Quality System and privacy, as well as any other on-the-job training activities.

6 **MANAGERIAL / SOFT SKILLS**

Includes paths for developing transversal skills aimed at strengthening relational, communication, leadership and team management abilities.

7 **TECHNICAL TRAINING**

Includes all courses focused on developing and updating the specialist technical skills needed for excellence in operational activities.

Average annual training hours by gender at the sites (2025)

	VALEGGIO PLANT			LIPOVA PLANT			MARKTRODACH PLANT		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
TOTAL ANNUAL TRAINING HOURS	1.678	2.183	3.861	6.947	3.476	10.423	0	955	955
TOTAL PARTICIPANTS	52	73	125	275	115	390	0	2	2
AVERAGE ANNUAL TRAINING HOURS	32,30	29,90	30,90	25,26	30,23	26,73	0	477,50	477,50*

* The training hours recorded at the German plant refer to on-the-job training activities; for this reason, the per-capita data is high

Total training hours by cluster

	VALEGGIO PLANT	LIPOVA PLANT	MARKTRODACH PLANT
ENVIRONMENT, HEALTH AND SAFETY	542*	5.684**	24
MANAGERIAL TRAINING	220	0	0
TECHNICAL TRAINING	1.677	4.568	931
CORPORATE IDENTITY	1.039	0	0
SOCIAL INNOVATION	112	100	0
DIGITAL DEVELOPMENT	60	71	0
LANGUAGE DEVELOPMENT	212	0	0
TOTAL	**3.861**	**10.423**	**955**

* Of the 542 hours recorded for the Valeggio plant, 490 were dedicated to Health and Safety

** The high number of training hours recorded at the Romanian site is attributable to local regulatory requirements, which provide for periodic update sessions during the year

With regard to training commitment on sustainability topics, **during 2025 the training hours dedicated to the Green Teams** of the Group's different plants were:

63 HOURS FOR THE TEAM IN ITALY

100 HOURS FOR THE TEAM IN ROMANIA

The 2025 training landscape was characterized by the **consolidation of training paths launched in past years** and the introduction of innovative initiatives intended to represent a qualitative evolution in the approach to skills development. The most significant paths and initiatives of the year included:

Language development

In 2025, a digital platform **dedicated to English-language development** was introduced, with a personalized path based mainly on conversation practice. The training program includes individual online lessons with native-speaker teachers and interactive self-learning tools, enabling organizational flexibility and a high level of content customization based on role and starting level.
The initiative involved 17 employees, for a total of 212 training hours delivered, and is part of a broader strategy to strengthen the language skills needed to operate effectively in an increasingly international and interconnected company context and to support interaction with customers, suppliers and colleagues abroad.

Woman Empowerment Hub: "We - Women Empowerment"

In 2025, Everel joined the local "We - Women Empowerment" project, promoted by a leading player in Italy's open-air hospitality sector and supported by the "Workplace Well-being 2" call of ULSS 9 Scaligera. One Everel employee took part in the initiative, sharing the training experience with colleagues from other local companies. Developed in a workshop-based and experiential format, the initiative was designed to **support professional awareness and women's leadership** through discussion sessions, individual counseling and group activities. Everel's participation in this project signals the company's attention to work-life balance, professional growth and the enhancement of women's contribution in organizational contexts.

Molding Academy

This training path, dedicated to aligning and **strengthening technical skills in plastic molding**, initially involved **13 people** at the Valeggio plant, from both production departments and the quality department, which participates strategically in the process, **for a total of 320 training hours**. At a later stage, the project was also extended to the Lipova plant, involving **12 operators for a total of 336 training hours**, with the aim of **aligning skills and standardizing the Group's plastic molding processes**.
At the same time, at the Valeggio plant, training dedicated to press maintenance was launched through direct mentoring with specialists from the parent company that manufactures the equipment. This path enabled internal maintenance technicians to **acquire in-depth and specific technical skills**, allowing them to intervene independently on ordinary faults and manage **preventive maintenance** activities effectively. The initiative aimed to ***strengthen internal technical autonomy***, reduce machine downtime and consolidate the maintenance team's skills.

Training on Model 231 and the Code of Ethics

In 2025, training and awareness-raising activities on Organizational Model 231 and the company Code of Ethics continued. The course involved the Valeggio workforce with the aim of **strengthening knowledge of the principles of legality and responsibility**, clarifying how the model is applied and promoting behavior consistent with company values. Although these are technical and regulatory topics, the training helped make each person more aware of their role within the organization, **involving 49 people for a total of 54 hours**.

Safety training

Continuous safety training is considered a fundamental tool for preventing risks, **promoting conscious behavior and strengthening safety culture** at all levels of the organization. The company continues to invest regularly in mandatory and refresher training courses, ensuring that every worker receives adequate preparation for the risks associated with their role and duties.

IN 2025, A TOTAL OF THE FOLLOWING HOURS OF TRAINING ON SAFETY WERE DELIVERED

490

TRAINING HOURS AT THE VALEGGIO PLANT

5.684

TRAINING HOURS AT THE LIPOVA PLANT

24

HOURS AT THE MARKTRODACH PLANT

4Everel4Tomorrow Everel Group talent program

FOCUS

Everel Group "4Everel4Tomorrow" talent development program, carried out between December 2024 and October 2025, represents a pillar of the company's social and organizational sustainability strategy. The initiative arose from the need to promote internal growth by identifying, valuing and empowering young talents, with the aim of strengthening the corporate culture and ensuring generational continuity.

The entire path was oriented toward objectives that reflect the values of sustainability and human development: increasing managerial and transversal skills, promoting an integrated vision of company processes, fostering cross-functional collaboration, charting sustainable career paths and preparing new professionals capable of innovating and guiding future developments. These objectives are part of a broader context of corporate social responsibility, in which the growth of people fuels the organization's competitiveness and resilience.

Participant selection was based on transparent and inclusive criteria: young women and men under 35, with a maximum of three years' company seniority. As evidence of the focus on inclusion, 10 participants from all company functions were involved across the organization. The direct involvement of Managers and Department Heads as trainers, tutors and project-work sponsors fostered the creation of a collaborative and intergenerational learning environment, promoting the exchange of knowledge among different experiences and skills.

4Everel Tomorrow
Il Talent Program di Everel Group

The program involved a total of 716 hours and was structured by alternating classroom training, practical on-the-job learning, company visits and project work. Notable activities included:

BUSINESS INSIGHT TRAINING

Training dedicated to in-depth understanding of the processes and activities of each company department, to develop a systemic vision and encourage cross-functional responsibility in operational and strategic choices.

SOFT SKILLS TRAINING

Focus on planning, work organization and effective communication, fundamental skills for ensuring work efficiency, adaptability and the ability to work in multidisciplinary teams.

LANGUAGE TRAINING

A personalised path on a digital platform, aimed at strengthening communication in English and opening up to global markets, with positive effects on the Group's competitiveness.

GREEN TEAM BUILDING

Team-building activity focused on sustainability and inclusion, in collaboration with Fody Fabrics, a benefit company that transforms textile remnants into new products by involving disadvantaged people. During the day, held at the Valeggio site, we created and installed the FodyWall inside the relaxation area.

COMPANY VISITS

Experiences at centers of excellence in the province of Padua and at the Everel Romania plant, designed to compare the best practices achieved by our colleagues abroad and to acquire new knowledge about processes, innovation and digitalization.

PROJECT WORK

Project activities on strategic topics presented to the Board in November 2025, including the introduction of a lean system in the warehouse process (Milkrun Project) aimed at optimizing resources and reducing waste, and market analysis with competitive benchmarking to identify opportunities for sustainable development.

Diversity in the company

3.4

At Everel, diversity is recognized as an **essential value** and a source of enrichment, whether related to gender, culture, age or personal experience. The company promotes an environment in which differences not only coexist, but become a **strategic aspect** for broadening perspectives, stimulating new ideas and fostering the **creation of a dynamic and inclusive work environment**.

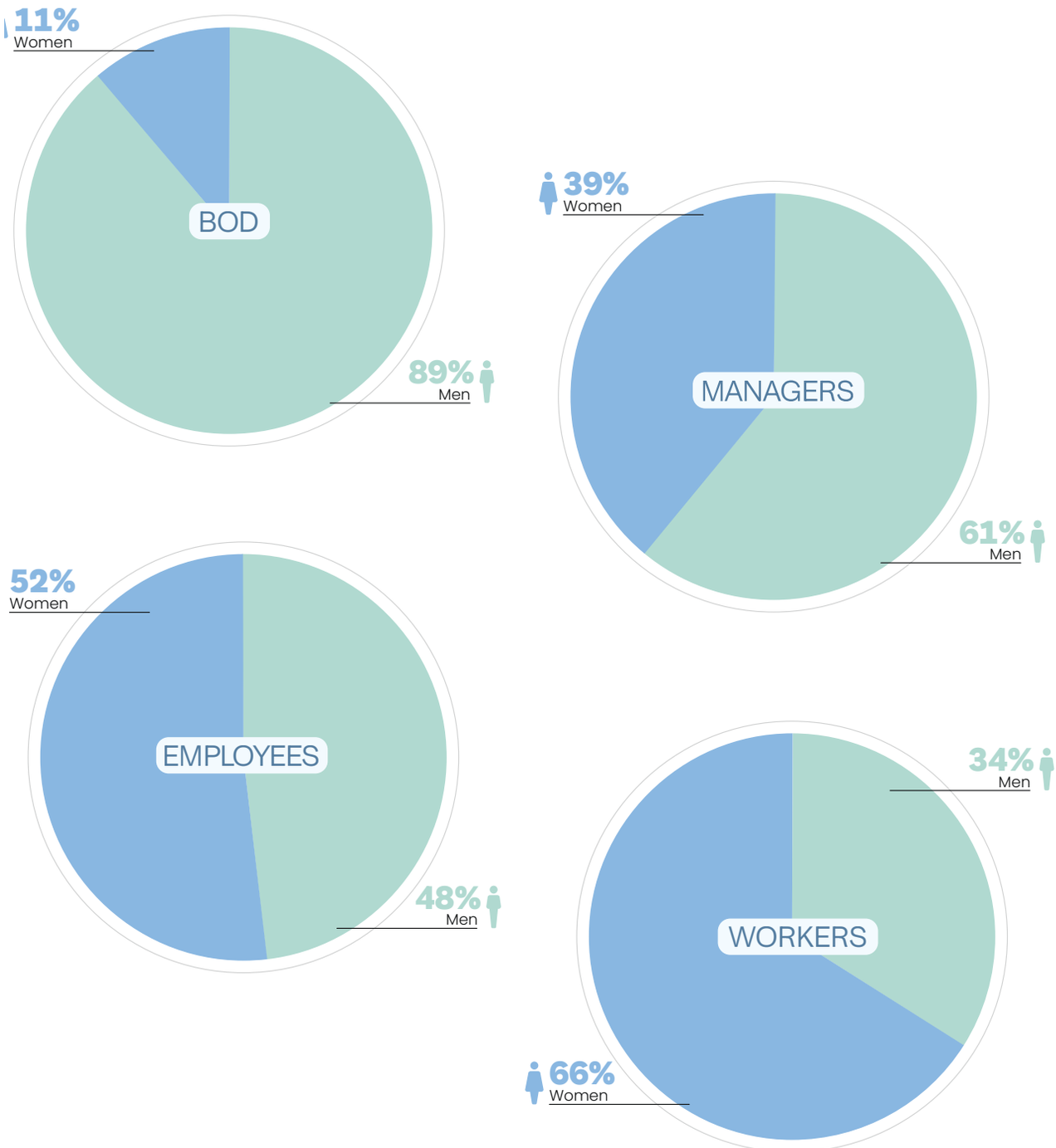
At group level, there continues to be a **significant proportion of female staff**, who accounted for approximately 63% of the total workforce as at 31 December 2025. This data reflects an employment structure characterized by strong female participation and is consistent with the company's commitment to promoting equal opportunities. In production, particularly at the Lipova site, there is a clear prevalence of female personnel, mainly due to the historical nature of the sector and of the activities performed, which are typically not related to the "heavy" metalworking industry.
The Italian site continues to stand out for its **high level of multiculturalism**: 15% of its personnel are foreign nationals. This element demonstrates the presence of a multicultural context that helps enrich the company's human capital and fosters an open and inclusive environment.

Diversity in governance bodies

	VALEGGIO PLANT				LIPOVA PLANT				MARKTRODACH PLANT			
BOARD OF DIRECTORS*	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
	0	2	3	**5**	0	2	2	**4**	-	-	-	-
MIDDLE MANAGEMENT	WOMEN	MEN		TOTAL	WOMEN	MEN		TOTAL	WOMEN	MEN		TOTAL
	3	7		**10**	3	3		**6**	1	1		**2**
	18-30	31-50	50+	TOTAL	18-30	31-50	50+	TOTAL	18-30	31-50	50+	TOTAL
	0	5	5	**10**	0	4	2	**6**	0	0	2	**2**
EMPLOYEES	WOMEN	MEN		TOTAL	WOMEN	MEN		TOTAL	WOMEN	MEN		TOTAL
	20	22		**42**	16	10		**26**	0	2		**2**
	18-30	31-50	50+	TOTAL	18-30	31-50	50+	TOTAL	18-30	31-50	50+	TOTAL
	3	23	16	**42**	6	20	0	**26**	0	0	2	**2**
WORKERS	WOMEN	MEN		TOTAL	WOMEN	MEN		TOTAL	WOMEN	MEN		TOTAL
	36	42		**78**	210	67		**277**	0	19		**19**
	18-30	31-50	50+	TOTAL	18-30	31-50	50+	TOTAL	18-30	31-50	50+	TOTAL
	11	22	45	**78**	20	157	100	**277**	0	5	14	**19**

***BOD:** ENRICO ZOBELE, THOMAZ ZOBELE, MASSIMO FORLANI, IOAN GORNIC SCHROB AND DAVIDE TEMPO

Percentage of employees by gender and age (Everel Group – 2025)



Percentage of employees by age (Everel Group – 2025)

Category	18 - 30	31 - 50	Over 50
BOD	0%	45%	55%
MANAGERS	0%	50%	50%
EMPLOYEES	13%	61%	26%
WORKERS	8%	49%	43%

Worker safety 3.5

The "Zero Accident Mindset" approach *3.5.1*

Everel is fully aware of the potential risks associated with its production processes and recognizes the **protection of workers' health and safety** as an absolute and essential priority. The company has always paid close attention to these aspects, adopting an approach oriented toward continuous improvement of operating conditions and systematic accident prevention.

Recognizing the strategic importance of these topics - both because of the history and characteristics of the manufacturing sector and in response to the expectations of internal and external stakeholders - in recent years Everel has embarked on an ambitious path aimed at going beyond the minimum requirements imposed by current regulations, promoting a corporate culture deeply rooted in the principle of **the Zero Accident Mindset: a strategic and operational vision aimed at the complete elimination of injuries at every level of the organization, where prevention becomes an integral part of daily action**.

The Zero Accident Mindset therefore enhances **individual and collective responsibility, promotes conscious behaviour** and reinforces operational excellence as an identifying pillar of corporate culture, while also contributing to social sustainability.
Governance of occupational health and safety topics within Everel Group is based on an organizational structure with formally defined **responsibilities**: the Chief Executive Officer formally assumes the role of employer in accordance with current legislation, whilst the Plant Manager is appointed as the delegated manager, with direct operational responsibility for day-to-day health and safety management and the implementation of company policies at plant level.

Valeggio site

At the Valeggio production site, Everel's Prevention and Protection Service is structured around several key figures. The system is led by **an external RSPP** (Prevention and Protection Service Manager) and **an Occupational Health Doctor**, supported since 2023 by **an ASPP (Prevention and Protection Service Officer)** with operational duties. A **Workers' Safety Representative (RSL)** is also in place to facilitate dialogue between employees and the company on health and safety issues. Finally, the Occupational Physician contributes to identifying any occupational diseases and defining the related preventive measures.
In 2025, a request for recognition of an occupational disease was submitted, which ended with a negative outcome after the company provided the authorities with documentation certifying the safety measures adopted.

To ensure continuous improvement and monitoring, **Everel periodically conducts internal and external audits** to identify nonconformities and adopt the appropriate corrective actions. These tools are used both to verify compliance with regulations and **to strengthen safety culture**, contributing to the continuous updating of the Risk Assessment Document (DVR). Internal audits, in particular, also encourage **worker involvement by valuing their suggestions** and reports. With this in mind, since 2023 a digital tool has been introduced to **collect and monitor identified issues** and the related solutions adopted.

During 2025, a total of 34 reports were recorded, all of which were assessed and followed by corrective interventions or improvement actions. **Among these 10 near misses were identified**.

Precisely with the aim of strengthening the awareness and participation of internal supervisors with respect to specific risks and safety procedures, **RSPP awareness meetings** dedicated to internal supervisors continued during the year. These discussion sessions made it possible to analyze issues that emerged during inspections and near-miss situations, gather ideas for continuous improvement and **actively involve supervisors in ongoing initiatives**, valuing their contribution and operational perspective.
In addition, still with a view to strengthening the plant's safety measures, two other interventions were carried out: **the review of the production layout of certain lines**, aimed at optimizing spaces and making material handling more efficient

and safer, **and the complete renewal of internal floor markings,** with particular attention to the clarity and continuity of pedestrian routes in order to make them more readable and easily identifiable.
In addition, the Italian site adopts the Quality, Environment and Safety Policy as a guiding reference in daily activities and operational decisions, with the aim of ensuring a safe, sustainable and efficient work environment.

Lipova site

The plant in Romania has a structured system for health, safety and environment (HSE) management, entrusted to a **local HSE Manager, 4 workers' safety representatives** - as required by local regulations - and the **support of an external RSPP.** The latter periodically arranges a safety and environment report with an action plan, which is shared with the Italian Supervisory Body, **ensuring Group-level monitoring**. In addition, to ensure a monitored work environment, **daily and monthly audits are carried out** that include specific checkpoints for health, safety and the environment. **In 2025, 2 reports were recorded, including 1 near miss.**

In addition to ongoing risk assessment, the main health and safety initiatives implemented during the year were: **continuous personnel training**, structured into introductory paths for new hires and quarterly periodic sessions for the entire company population, with content focused on safety procedures, emergency management and risk identification; **monitoring of environmental working conditions**, with attention to parameters such as temperature, lighting and noise, in order to prevent accidents and occupational diseases and improve employee comfort; **periodic health surveillance of employees**, aimed at preventing occupational diseases and monitoring the effectiveness of the measures adopted; and finally, **the maintenance and strengthening of the OSH management system**, with regular inspections and systematic maintenance of equipment and machinery.

Marktrodach site

At the plant in Germany, occupational health and safety management is entrusted to a specialized external company that provides **monitoring, HSE consulting and occupational health services** in compliance with local regulations. Internally, the structure can rely on a **safety manager (HSE) and two employees qualified in first aid**, whose training is renewed every two years.

	Everel Group (2025)
REPORTS	36
NEAR MISS	11

Injuries

3.5.2

During 2025, an injury occurred at the Valeggio production site involving a maintenance technician working in the assembly department. While checking the automatic operation of a machine, the worker suffered a crushed finger on his left hand. Following the event, **warning signage was improved, the procedures dedicated to line maintenance were revised and an information session was organized for all maintenance technicians**. In September 2025, following the injury, the plant underwent an inspection by SPISAL, which was provided with all documentation certifying the safety conditions adopted. The dynamics of the accident were analyzed and confirmed, and the procedure ended positively with the case being archived.

Injury indicators (Everel Group - 2025)

NUMBER OF FATALITIES RESULTING FROM WORK-RELATED INJURIES	0
RATE OF FATALITIES RESULTING FROM WORK-RELATED INJURIES	0
NUMBER OF WORK-RELATED INJURIES WITH SERIOUS CONSEQUENCES	0
RATE OF WORK-RELATED INJURIES WITH SERIOUS CONSEQUENCES	0
NUMBER OF RECORDABLE WORK-RELATED INJURIES	1
RATE OF RECORDABLE WORK-RELATED INJURIES	8,70%
MAIN TYPES OF WORK-RELATED INJURIES	CRUSHING
NUMBER OF HOURS WORKED	**229.848,50**

These indicators and the low number of injury events highlight the **effectiveness of the measures adopted by the Group and the company's constant commitment to protecting employee health and safety** and promoting a safe work environment at all levels of the organization.

Customer safety

3.6

Protecting consumer safety and health is a **priority material topic** for Everel, as the company develops and supplies electrical and electronic components for products that daily enter consumers' homes around the world. Ensuring that every component complies with safety, reliability and sustainability requirements is not only a regulatory obligation, but a strategic commitment to our customers, end consumers and stakeholders.

Our approach is based on:

- a **Certified Integrated Management System (Quality and Environment)** covering all stages of the product life cycle, from design to industrialization, from production to delivery, through to monitoring performance in the field;
- an **internal laboratory** that performs technical checks and surveillance tests, thereby enabling continuous control over product robustness in order to quickly identify any safety risks during development or production;
- **continuous monitoring of product environmental regulations** and customer specifications to ensure the sustainability of products placed on the market;
- **transparent communication with customers.**

Everel's approach to customer safety is therefore integrated, measurable and continuously improved to guarantee safe and compliant products for millions of consumers worldwide. **Our commitment is also reflected in monitoring programs, R&D activities and collaboration with customers and suppliers to progressively raise product safety and sustainability standards**.

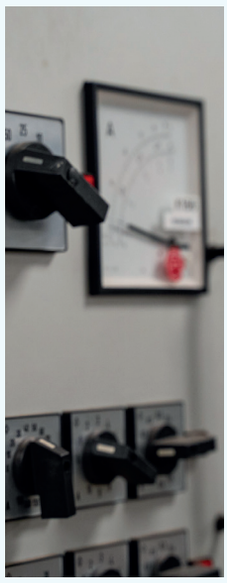
Integrated Management System

Everel ensures full compliance of its products with **safety and quality requirements and regulatory provisions** through a structured system that integrates technical methodologies, systematic controls and independent audits throughout the entire production cycle.

The design process adopted by the organization follows **a risk-oriented approach** that ensures every potential risk for the user is identified and mitigated before the product is introduced to the market.

All technical product and process specifications are translated into operating documents such as procedures, control instructions, testing cycles and acceptance plans, so that design requirements are clearly communicated and applied in daily activities by the functions involved.

100% functional testing of Everel products is an integral part of the production process to ensure compliance with safety and performance requirements, and is supported by sample checks and periodic tests in the Group laboratories
To support continuous improvement, the company carries out periodic audits of the entire management system, production processes and products, verifying the effectiveness of controls, compliance with mandatory and contractual requirements and the implementation of corrective actions.



Internal laboratory

Everel internal laboratory, covering an **area of more than 400 m²** across Italy and Romania, operates according to the **guidelines of the CEI UNI EN ISO / IEC 17025:2018** standard and plays a crucial role in verifying product safety and reliability. Equipped with advanced technical instruments such as the **Glow Wire Tester, Tracking tester, Ball pressure tester, Climatic chambers, Salt spray chamber, High Voltage tester**, and numerous electromechanical life-test stations, it enables the tests required by applicable safety regulations to be performed:

- IEC/UL 61058-1 and IEC/UL 61058-1-1 for switches,
- IEC 60335-1 for motors and timers,
- IEC/UL 60320-1 for inlet/outlet connector sockets.

These tests support both the development phase and the monitoring of already industrialized products, ensuring that every component continues to meet technical specifications over time.

Product environmental compliance

In addition to technical safety, Everel pays **great attention to product-related environmental aspects.** The company ensures compliance with the main European and international regulations, such as:

- REACH, relating to the management of chemical substances and SVHCs;
- RoHS, concerning restrictions on the use of certain hazardous substances in electrical and electronic components.

Many customers, especially multinationals in the household appliance sector, incorporate even more **restrictive lists of prohibited substances** into their specifications, which Everel systematically **adopts and applies in supply chain control and raw material selection.**

These activities are complemented by Conflict Minerals monitoring, in line with European regulations, to ensure that materials are sourced responsibly.

Social Ecosystem 3.7

Valeggio site

As part of the social value generated for the local area, Everel has carried forward a **consolidated partnership with Fondazione Historie ETS for four years**: a lasting relationship based on shared objectives of **ethical and sustainable growth, expressed through concrete projects rooted in the local context**.

Fondazione Historie ETS is a Third Sector organization deeply rooted in the Verona area, created with the mission of **promoting inclusion, autonomy and active citizenship for people with disabilities and social vulnerabilities**, accompanying them along paths focused on quality of life and self-determination. Historie aims to **generate social value** through residential services, as well as day centers dedicated to educational, cultural and relational activities. Its guiding method is "doing together," **an approach that values people's active participation and the building of meaningful relationships.** Among its most important initiatives are **work and occupational projects**, such as the social farm, designed to place the person at the center and enhance individual abilities with the support of qualified operators, volunteers and a **network of collaborations with public and private bodies**.

The collaboration between Everel Group and Fondazione Historie began in 2022 with the project to create a social garden on a 3,500 m2 plot adjacent to the Valeggio site, and then gradually expanded to include volunteering activities and inclusive projects that also involved local schools.

LUNCHES IN THE GARDEN

During 2025, the joint initiative with Fondazione Historie ETS continued, involving the organization of "0 km" lunches hosted in the company garden managed by the Foundation itself. **The initiative involved 30 Everel employees** who, between May and June, **took part in 6 events dedicated** to eating organic meals inside the garden.

"TOGETHER" PROJECT

For the Easter holidays, the TOGETHER project was promoted, a solidarity initiative aimed at employees and **carried out in collaboration with Fondazione Historie ETS**. The initiative gave workers the opportunity to offer a concrete contribution by purchasing Easter eggs. Overall, 32 eggs were sold in **support of the association's activities**. The experience confirms the ongoing commitment of both the company and workers to supporting the local area and the social organizations operating there.

INCLUSIVE HORIZONS

In May, the second edition of the "Inclusive Horizons" project took place, an initiative carried out in collaboration with Fondazione Historie ETS and the G. Murari Comprehensive Institute of Valeggio sul Mincio, with the aim of **raising young people's awareness of disability and promoting a culture of inclusion.** Two third-grade primary school classes visited the company site and, after a brief presentation of Everel's activities, took part in an experiential planting workshop guided by the Foundation's agriculture group. Through a playful and sensory activity, each child planted a basil seedling in a personalized pot, turning a simple gesture into a learning experience that combines sustainability, care and sharing.

PROJECTS WITH SCHOOLS

During 2025, the Valeggio site further **strengthened its collaboration with local schools** by promoting a series of initiatives aimed at bringing the world of education closer to the world of business. These meetings represented an important opportunity **to foster greater knowledge of the company's production reality and the professional opportunities offered by the sector.** The activities carried out aim to maintain constant dialogue with new generations, strengthen ties with the local area and contribute to the growth of local human capital.

FUTURE HORIZONS

The Future Horizons project was created to support local young people at the delicate moment of choosing their educational and professional path, fostering greater awareness of their aptitudes, skills and interests. In December, six third-year lower secondary school classes from the Jacopo Foroni Institute of Valeggio sul Mincio were welcomed, for a total of 120 students.

During the meetings, the company was presented, illustrating how a manufacturing organization works and what role people play within it. The value of technical and transversal skills was highlighted, as well as the connection between study paths and professional opportunities, with the aim of encouraging the students to reflect on their personal inclinations. The plant tour also enabled students to observe production processes directly and identify with different company roles.

INTERNSHIPS/PCTO

In 2025, the Valeggio site hosted two students for internships. These consisted of a PCTO in the IT field, involving a student from a local technical institute, and a curricular internship in administration promoted by the University of Verona. The aim of these paths is to support young people's entry into the world of work and maintain an active link with the local area and new generations. In addition, a working student developed her dissertation using Everel as a case study, with a focus on women's leadership.

Lipova site

COLORS OF AUTUMN

This is an art contest supported by the Romanian plant, focused on sustainability, environmental protection and love for the land. The project was aimed at children, who had the opportunity to create paintings and craft items of all kinds using recycled materials.

AROMATIC PLANT GARDEN

During 2025, care activities continued for the aromatic plant garden inaugurated in 2024 within the company area.

SCHOLARSHIP

The initiative provides for the award of a scholarship to the Olympic robotics team, which achieved excellent results internationally. This recognition aims to value the commitment, technical skills and spirit of innovation demonstrated by the young participants, supporting their educational and professional development path.

PLANTING SMALL OAKS AND WASTE COLLECTION

As part of the **4Everel4Tomorrow** training program, a "green team building" event was held in May 2025. Participants in the Valeggio talent program, together with a group of Romanian colleagues, took part in planting small oaks and collecting waste in the protected reserve of the Lipova forestry guard, contributing to environmental protection and the enhancement of the area. The event strengthened team spirit, communication and cooperation between Italian and Romanian colleagues, while promoting shared values of sustainability and active commitment to the community.

AWARD GRANTED BY THE ARAD CHAMBER OF COMMERCE, INDUSTRY AND AGRICULTURE FOR COMMITMENT TO SUSTAINABILITY

The recognition, awarded in October, values the concrete actions taken in the field of sustainability, rewarding social and environmental responsibility as well as the active involvement of the Lipova plant in the local community. This award underscores constant dedication to responsible practices, the promotion of ecological initiatives and the significant contribution to the sustainable development of the area.

KPIs and Targets of Social Projects

3.8

In order to plan the Group sustainability actions more precisely, KPIs and targets have been defined for each project to track progress over time.

Goal achieved | Goal almost achieved | Goal not achieved

PROJECT	KPI	BASELINE 2024	TARGET		
			2025	2026	2027
IMPROVING WORKER WELL-BEING (WORK ENVIRONMENTS, EQUITY AND GROWTH)	Participation level in initiatives (%)	22%	23%	24%	25%
	Average no. of training hours beyond legal requirements (excluding health and safety) per employee	33	33	33	34
	Obtaining gender equality certification (Italy only) (Y/N)	N	N	Y	Y
IMPROVING SAFETY CULTURE	Near misses	9	12	18	24
	No. of reports	39	45	50	50
	[No. of injuries / No. of hours worked (%)]*200.000	0,81	0	0	0
	[No. of days lost due to injury / No. of hours worked (%)]*200.000	16,14	0	0	0
PROMOTING CORPORATE VOLUNTEERING	No. of visiting students	23 (Valeggio) / 23 (Lipova)	40 (Valeggio) 30 (Lipova)	60 (Valeggio) 30 (Lipova)	60 (Valeggio) 30 (Lipova)
	No. of participants in lunches in the garden	47 (Valeggio)	55 (Valeggio)	60 (Valeggio)	70 (Valeggio)
	Participation level in organized initiatives (%)	0	0	40%	50%
	Use level of volunteering hours with Historie (%)*	0	0	40%	50%
	No. of initiatives	0	0	1	1
CONSOLIDATING RELATIONSHIPS WITH SCHOOLS AND UNIVERSITIES	No. of school students involved (internships/PCTO)	2 (Valeggio)	2 (Valeggio)	2 (Valeggio)	2 (Valeggio)
	No. of university students involved (internships/projects)	1 (Valeggio) / 0 (Lipova) 1 (EVG) / 0 (EVRO)	1 (Valeggio) 1(Lipova)	1 (Valeggio) 1(Lipova)	1 (Valeggio) 1(Lipova)

* volunteering hours will be reassessed during 2026

Management of material topics within Social Projects

3.9

This section briefly highlights the extent 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 double materiality analysis.

PROJECT	IMPACTS	RISKS/OPPORTUNITIES
IMPROVING WORKER WELL-BEING (WORK ENVIRONMENTS, EQUITY AND GROWTH)	• Worker well-being **[potential positive]** • Training and skills development **[potential positive]** • Work-life balance **[actual positive]** • Workers' psycho-physical well-being **[potential positive]** • Diversity, equality and inclusion **[potential positive]**	• Employee dissatisfaction [risk] • Structure training plans for employees [opportunity] • Attractiveness to talents and future employees [opportunity] • Labor shortage [risk] • Benefits and agreements [opportunity]
IMPROVING SAFETY CULTURE	• Employee health and safety **[potential negative]**	• Creation of a widespread safety culture [opportunity]
PROMOTING CORPORATE VOLUNTEERING		
CONSOLIDATING RELATIONSHIPS WITH SCHOOLS AND UNIVERSITIES		

Methodological Note

This document represents the Sustainability Report of Everel Group SpA Società Benefit, whose consolidation perimeter is specified in the document.

Everel, following the entry into force of Directive (EU) 2026/470 (the so-called Omnibus Package I), is not among the entities required to provide sustainability reporting pursuant to Legislative Decree 125/2024 (transposition of the CSRD Directive 2022/2464/EU) and chooses to report in a transparent and comprehensive manner its environmental, social, personnel-related, human rights and anti-corruption performance.

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

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

The process of identifying the most relevant topics, 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 impact materiality, which identifies the significant, positive and negative, current and potential impacts of the organization on people and the environment, and financial materiality, which identifies the risks and opportunities that sustainability issues generate for the organization. This process led to the definition of the material topics for EVEREL and its stakeholders.

The data and information contained in this document refer to fiscal year 2025 (from January 1, 2025 to December 31, 2025).

The perimeter of the economic, environmental and social data in this document is aligned with the consolidated financial statements of Everel Group SpA Società Benefit, ensuring coherence and completeness in reporting.

The carbon footprint of Everel Group has been calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, the GHG Protocol Scope 2 Guidance and the ISO 14064-1:2018 standard, adopting the consolidation approach based on operational control. The perimeter includes the three production sites of Valeggio (Italy), Lipova (Romania) and Marktrodach (Germany). The greenhouse gases considered are expressed in tonnes of CO_2 equivalent, applying the 100-year global warming potentials of the IPCC (AR6).
Scope 1 includes stationary combustion of natural gas and mobile combustion, the latter calculated on the total fuel consumption used in company vehicles. During the reporting period, no refrigerant gas refills were recorded; therefore, fugitive emissions are assumed to be non-material.
Emission factors were selected by prioritizing, for each country, the official national sources: ISPRA for the Italian site, the National Inventory Report (NIR) Romania 2024 (UNFCCC) for the Romanian site and the Umweltbundesamt (UBA) for the German site. Indirect emissions from purchased electricity (Scope 2) are reported according to the dual method provided by the GHG Protocol. The location-based method uses national grid average factors (ISPRA for Italy, UBA for Germany, NIR

for Romania); the market-based method uses the AIB Residual Mix factors in the version available at the date of preparation.
Energy consumption was converted into GJ using calorific values consistent with the emission source of each country. Compared to the previous fiscal year, the conversion factors for Romania and Germany have been updated, aligned with the respective most recent national sources.
Previous fiscal years (2023 and 2024) have not been recalculated and remain reported with the values published in the respective original reports.
For a correct representation of performance and to ensure data reliability, the use of estimates has been limited as much as possible and, where present, they are appropriately flagged.
A dedicated cross-reference table "GRI Content Index" identifies each indicator used from the GRI Sustainability Reporting Standards and provides a clear view of the sustainability information and content adhering to the standard itself. With reference to topics GRI 303 - Water and Effluents and GRI 403 - Occupational Health and Safety, the versions updated to 2018 have been adopted; with reference to topic GRI 306 – Waste, the version updated to 2020 has been adopted.

This Sustainability Report was published in July 2026.

For information on the contents of this report, you can write to sustainability@everelgroup.com

GRI Content Index

STATEMENT OF USE	EVEREL GROUP S.p.A. Società Benefit has reported the information cited in this GRI content index for the period 01/01/2025 - 31/12/2025 with reference to the GRI Standards. European reference is The Voluntary standard for non-listed micro-, small- and medium-sized undertakings (VSME)
GRI 1 USED	GRI 1: Foundation 2021

GRI STANDARDS	DISCLOSURE GRI	VSME	LOCATION
GRI 2: GENERAL DISCLOSURES 2021	2-1 Organizational details	VSME B1	Us p.16
	2-2 Entities included in the organization's sustainability reporting	VSME B1	Methodological Note p.115
	2-3 Reporting period, frequency and contact point		Methodological Note p.115
	2-4 Restatements of information	VSME B1	Methodological Note p.115
	2-6 Activities, value chain and other business relationships	VSME C1	Us (Our brands: a heritage of excellence; Value Chain; Processes; Product Lines; Markets) p. 19 ; 24-25; 28-34
	2-7 Employees	VSME B8	People (People at Everel) p. 88-89
	2-9 Governance structure and composition		Us (Governance System and Organizational Model) p.20-22
	2-10 Nomination and selection of the highest governance body		Us (Governance System and Organizational Model) p.21
	2-11 Chair of the highest governance body		Us (Governance System and Organizational Model) p.21
	2-12 Role of the highest governance body in overseeing the management of impacts	VSME C2	Us (Sustainability Governance) p.51-52
	2-14 Role of the highest governance body in sustainability reporting	VSME C2	Us (Sustainability Governance) p.51
	2-15 Conflicts of interest		Us (Governance System and Organizational Model) p.22
	2-16 Communication of critical concerns	VSME C2	Us (Governance System and Organizational Model) p.23
	2-22 Statement on sustainable development strategy		Chairman's Letter p.VII - Letter to Stakeholders p.VIII
	2-23 Policy commitments		Us (Governance System and Organizational Model) p.22
	2-25 Processes to remediate negative impacts		Us (Governance System and Organizational Model) p.22
	2-26 Mechanisms for seeking advice and raising concerns		Us (Governance System and Organizational Model) p.22

GRI STANDARDS	DISCLOSURE GRI	VSME	LOCATION
GRI 2: GENERAL DISCLOSURES 2021	2-29 Approach to stakeholder engagement		Us (Stakeholder Engagement) p.53
	2-30 Collective bargaining agreements		People (People at Everel) p.88-89
GRI 3: MATERIAL TOPICS 2021	3-1 Process to determine material topics		Us (Double materiality analysis: impacts, risks and opportunities) p.55-59
	3-2 List of material topics		Us (Double materiality analysis: impacts, risks and opportunities) p.55-59
	3-3 Management of material topics	VSME C3	Us (Double materiality analysis: impacts, risks and opportunities) p.55-59; Environment (KPIs and Targets of the Environment Projects) p.83; People (KPIs and Targets of the People Projects) p.113; Approach to a sustainable supply chain p.54
GRI 201: ECONOMIC PERFORMANCE 2016	201-1 Direct economic value generated and distributed		Us (The creation and distribution of economic value) p.39-40
GRI 204: PROCUREMENT PRACTICES 2016	204-1 Proportion of spending on local suppliers		Us (Suppliers) p. 26 For the purposes of this report, the term 'Local' refers to suppliers based in Italy
GRI 205: ANTI-CORRUPTION 2016	205-1 Operations assessed for risks related to corruption		Us (Conflict of Interest) p.22
	205-3 Confirmed incidents of corruption and actions taken	VSME B11	Us (Whistleblowing and violations) p.23
GRI 301: MATERIALS 2016	301-1 Materials used by weight or volume		Environment (Materials and design: quality, safety and performance) p.76
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	VSME B3	Environment (Energy) p.64-69
	302-3 Energy intensity	VSME B3	Environment (Energy) p.66
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	VSME B3	Environment (Emissions) p.70-72
	305-2 Energy indirect (Scope 2) GHG emissions	VSME B3	Environment (Emissions) p.70-72
GRI 306: WASTE 2020	306-1 Waste generation and significant waste-related impacts	VSME B7	Environment (Waste management and resource recovery) p. 77
	306-2 Management of significant waste-related impacts		Environment (Waste management and resource recovery) p. 77-81
	306-3 Waste generated		Environment (Waste management and resource recovery) p. 77-79
	306-4 Waste diverted from disposal		Environment (Waste management and resource recovery) p. 77-79
	306-5 Waste directed to disposal		Environment (Waste management and resource recovery) p. 77-79

GRI STANDARDS	DISCLOSURE GRI	VSME	LOCATION
GRI 307: ENVIRONMENTAL COMPLIANCE	Disclosure 307-1 Non-compliance with environmental laws and regulations		Environment (Environmental compliance) p. 62
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and employee turnover	VSME B8	People (Turnover) p. 90-91
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system		People (Worker safety) p. 105-107
	403-2 Hazard identification, risk assessment, and incident investigation		People (Worker safety) p. 105-107
	403-3 Occupational health services		People (Worker safety) p. 105-107
	403-4 Worker participation, consultation, and communication on occupational health and safety		People (Worker safety) p. 105-107
	403-5 Worker training on occupational health and safety		People (Growth and training) p. 96-99
	403-6 Promotion of worker health		People (Worker safety) p. 105-107
	403-8 Workers covered by an occupational health and safety management system		People (Worker safety) p. 105-107
	403-9 Work-related injuries	VSME B9	People (Worker safety) p. 107
GRI 404: TRAINING AND EDUCATION 2016	404-1 Average hours of training per year per employee		People (Growth and training) p. 96-99
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and employees	VSME C9-B8	People (Diversity in the company) p. 102-103
GRI 406: NON-DISCRIMINATION 2016	406-1 Incidents of discrimination and corrective actions taken		No incidents relating to the principles of equality and non-discrimination were identified
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-1 Assessment of the health and safety impacts of product and service categories		People (Customer safety) p.108-109
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		People (Customer safety) p.108-109

Everel Group S.p.A.
Società Benefit

Via Cavour 9 - 37067
Valeggio sul Mincio (VR) Italy
T. +39 0456313711

F. +39 0456313730
info@everelgroup.com
www.everelgroup.com

Learn more about our commitment to sustainability