

SUSTAINABILITY REPORT 2023



Index

5	Letter from the president
6	Letter to everel stakeholders 2023
8	The Sustainability Manifesto
10	US
11	Everel Group in people's daily life
12	Our history
13	The Group:
16	Our brands
18	Everel Group: a manufacturing process with interdependent structures
20	Our Mission
21	Our values
22	The value chain
28	Our processes, products, services, and applications
33	Reference markets and products applications
39	The external landscape: 2023 key-events
40	The governance system
44	Our risk approach
46	Responsibility and ethics as business drivers
48	The creation and distribution of economic value in EVEREL
50	Partnership for Sustainable innovation
52	Stakeholder engagement
56	The Materiality analysis
60	PEOPLE
61	Person-centered approach
70	Welfare. People First
76	Growth and training

- 81 Promoting employees' well-being
- 87 Engagement tools
- 88 Work safety
- 96 Customer safety
- 98 Social ecosystem

106 ENVIRONMENT

- 108 Responsible materials management
- 115 Responsible waste management
- 124 Responsible process management
- 124 Energy
- 128 Emissions
- 131 Environmental compliance

- 133 Methodological note
- 136 GRI content index



LETTER FROM THE PRESIDENT

Dear Readers,

In 2023 Everel Group faced one of the most challenging years in its history.

Our core markets – the white goods industry and the cooking sector in particular, experienced drastic reductions. On one hand, the anomalous market in 2021 had led our clients to increase production and inventory, which did not translate into equivalent sales the following year, resulting in inventory levels generally higher than the standard. Hopes for a market recovery in spring 2023 were dashed by rising inflation and a persistently tense political climate – including the war in Ukraine and geopolitical tensions between China and Taiwan. Consequently, the market further shrank, with drops ranging between 15% and 25%.

Everel Group had a sales budget of 53 million, which gradually decreased, closing at around 41 million compared to 46 million in 2022, resulting in a significantly negative economic outcome. Several other factors also impacted the company's performance: an exceptional hailstorm on the night of July 25th destroyed the roof and flooded the production department, causing stoppages and slowdowns until September due to difficulties in finding contractors and materials for repairs. In 2023, the acquisition of a branch of the German multinational EBM Papst was completed, along with the transfer of the related production lines to Valeggio. The negotiation faced delays, particularly in the employee training program in Slovenia, leading to inefficiencies.

If we cannot certainly be proud of 2023, including various misjudgments, decisions, and missed actions, we must learn from these mistakes to restore the Company's growth and development. We have nevertheless completed the transfer and commissioning of the new shaded pole motor lines, adding over 13 million in revenue. We are working on improving production efficiency in Valeggio and Lipova with several production divisions. We have accelerated the study of new materials for selectors and motors to enhance our competitiveness and reduce our dependence on copper and metals subject to high speculation. Finally, we have made changes to the First Line to increase skills and experience in support of growth.

The difficulties of the past year have not made us forget the priority and continuity of our sustainability journey, which extended in 2023 to the two German

and Romanian production sites participating in this report. The Green Team has also been expanded to include representatives from these two sites. We continue to execute the 14 projects with an increasing focus on people's well-being and the environment. People are the company's most important value, and their satisfaction requires constant vigilance, especially after the ups and downs of the past year. The acquisition of the new lines led to the hiring of around twenty new employees in Valeggio, and the increase in volumes is leading to new hires in Romania. The new HR manager is constantly monitoring working conditions, desired improvements, and suggestions to make the work environment more in line with today's needs and to retain our teams as much as possible. We are launching a continuous training project; we have resumed the Officina dei Talenti to train new personnel in molding and we are considering similar initiatives in other functions. We are in constant contact with the communities in which we operate, supporting initiatives that improve quality of life and help people. The partnership with the Historie Onlus Foundation has been consolidated, and we continue to support the Arena di Verona Foundation with the 67 Colonne project.

We are ready to embrace new challenges towards our continuous improvement.



Enrico Zobeles
President
of Everel Group Spa

LETTER TO EVEREL STAKEHOLDERS 2023

Dear Readers,

Everel Group's commitment to sustainability is one of our top priorities. We are deeply aware of the importance of adopting responsible practices that not only meet the expectations of our stakeholders but also help preserve our planet and ensure a better future for generations to come. For the past three years, we have translated this awareness into concrete and tangible actions that span our operations.

Throughout 2023, we faced new significant challenges in pursuing our goals, balancing the urgencies of the current economic situation and market uncertainties with the continuity of our social and environmental programs. Some projects, considered less critical, had to be suspended to facilitate the new restructuring plans in the production sites of Valeggio and Lipova. These projects will be resumed in a consistent and updated manner, as detailed in the document. The internal corporate sustainability committee played a crucial role in keeping us on course during these turbulent times.

Our main objective for the year was to extend and include the other group locations not only within the monitoring system but also, and more importantly, within the improvement plan. This required dedicated time to analyze the contexts in which our sites operate and to define shared approaches—albeit specific to each location—to the environmental and social issues that concern us as a Group. In particular, the activities initiated a new process of involving different people and a new push to spread the culture of sustainability. About 13 people are now part of the governance, monitoring, and implementation mechanisms of Everel Group's sustainability projects, joining the 8 members of the Green Team at the headquarters. Each person, responsible for a specific environmental or social activity, guides and engages an operational team, truly spreading sustainability at all levels.

To promote and support this cultural change, we introduced new sustainability communication tools in 2023. These tools, in the form of informative videos on the company intranet, effectively share the projects we are working on internally and open new channels for discussion, dialogue, and participation.

Starting with this report, the sites in Valeggio, Italy, Lipova, Romania, and Marktrodach, Germany, are in-

cluded in the reporting scope and the more detailed sustainability plan. This process will continue to engage us in the coming months and years as we further integrate approaches and procedures.

We thank all stakeholders for their support, trust, and collaboration so far. We understand that the journey to becoming a more sustainable company is long and complex, but it is a mission we are determined to pursue. We will continue to invest resources, develop new solutions, and support initiatives that promote sustainability in all our activities. Your trust and support are essential to ensure our success in this endeavor.

We invite you to carefully read our 2023 Sustainability Report to learn more about our progress, the challenges we faced, and our future strategies. We are confident that you will appreciate our efforts, and we thank you for your continued collaboration in helping us create a better world for all.

Enjoy the reading.



Thomaz Zobeles

Vice President & Sustainability
Manager of Everel Group Spa

The Sustainability Manifesto

Today, more than ever, we are determined to keep our tradition of excellence alive and to continue building relationships based on trust and collaboration. With this spirit, we have created our Sustainability Manifesto. The Manifesto articulates, across the three components of ESG sustainability (Environment, Social, Governance), the priorities on which we intend to focus our strategic commitment to integrate sustainability into all phases of business operations, from resource management to production, distribution, and marketing. Furthermore, in line with the material themes identified in this journey, we commit to pursuing some of the 17 goals defined by the United Nations General Assembly in 2015.



ENVIRONMENT

Innovate and design sustainability. Seek and choose technologies and materials that embody our transition path towards sustainability. We engage in the co-design of our products. We rethink the forms of extraction and use of resources and materials. We commit to changing our impact from negative to positive, adding value to the end-of-life of our products and reducing/reusing the waste from our processes until closing the loops in a circular economy.



SOCIAL

We aim to provide people with opportunities for growth, personal and professional balance, equality, and inclusion. We want to ensure safety, both through our products and for all the people involved in our production cycle.



GOVERNANCE

We innovate and connect the ecosystems we are part of. We aim to become a hub of value between industry excellences and the local sociocultural fabric, and to be incubators of new technologies and opportunities. We seek to plan and measure our sustainability journey.

Creation of shared value

Even 2023, much like the previous one, has been a year marked by geopolitical and economic events that have increased uncertainty and risks in the metalworking industry, influencing its costs, supply chain, market access, and operational stability.

However, we are aware that only a long-term strategic approach, focused on sustainable innovation, can represent the winning response to the ongoing changes in the contemporary industrial landscape.

For this reason, we continue steadfastly towards the progressive integration of economic decisions with an assessment, which aims to become increasingly accurate, of social and environmental impacts and with the definition of objectives to pursue in the medium and long term. These are the fundamental elements of our vision of "creation of shared value over time."

ENVIRONMENT:

- Minimize the environmental impact of Everel's product
- Minimize the environmental impact of packaging
- Zero waste
- Zero wastage
- Energy efficiency

SOCIAL:

- Promote continuous improvement in workers' health and safety
- Promote continuous improvement in product safety
- Promote workers' well-being
- Ensure a fair work environment
- Promote growth paths

GOVERNANCE:

- Build an ecosystem for sustainable innovation
- Promote an ethical and sustainable value chain with suppliers and customers
- Report impacts
- Adhere to the carbon neutrality program
- Become a Benefit corporation



US

- 11 Everel Group in people's daily life
- 12 Our history
- 13 The Group:
- 16 Our brands
- 18 Everel Group: a manufacturing process with interdependent structures
- 20 Our Mission
- 21 Our values
- 22 The value chain
- 28 Our processes, products, services, and applications
- 33 Reference markets and products applications
- 39 The external landscape: 2023 key-events
- 40 The governance system
- 44 Our risk approach
- 46 Responsibility and ethics as business drivers
- 48 The creation and distribution of economic value in EVEREL
- 50 Partnership for Sustainable innovation
- 52 Stakeholder engagement
- 56 The Materiality analysis

Everel Group in people's daily life

Everel Group has been charting its course since 1909 as a company dedicated to the design and manufacture of electronic and electromechanical components. With well-established experience and reputation, we are committed to meeting the needs of a wide range of sectors, including appliances, automotive, HVAC (Heating, Ventilation & Air Conditioning), gardening & outdoor, cleaning & steam, and healthcare, primarily operating in the international Business to Business market. The quality and safety of our products represent the cornerstones of our corporate journey, distinguishing Everel Group as a company with high experience and know-how. These characteristics, combined with the opportunities offered by some of the major ongoing changes, such as those related to technology, social changes, and the growing attention of stakeholders to environmental and social issues, have opened up new development perspectives for us. We are transforming and evolving our business model based on these perspectives. In this context, starting from 2021, we decided to embark on our journey of strategic sustainability planning, reporting our impacts and implementing economic, social, and environmental programs.

Although recent years have been characterized by pro-

found geopolitical upheavals that have increased uncertainty and risks for the industry, we are convinced that only by adopting management strategies, risk mitigation, and attention to the demands of our stakeholders will we be able to maintain competitiveness in the market.

Fundamental to our modus operandi is the awareness of the importance of our products in people's daily life. Our components – switches, selectors, motors and ventilation, subassemblies, encoders, automotive switches, mechatronics, signal lights – are involved in many daily actions through our customers' finished products. This reality underscores our commitment to corporate responsibility, a fundamental value that guides all our actions.

Shared innovation with customers, partners, and collaborators is the driving force behind our approach to environmental and social sustainability. We firmly believe that only through the collaboration and commitment of Everel Group's people can we realize this vision, thus strengthening our success and our position in the global market.

Our history

FOR OVER A CENTURY, SINCE 1903, WE HAVE BUILT TRUSTING RELATIONSHIPS BY CONNECTING DIFFERENT REALITIES. OUR LONG HISTORY IS MARKED BY THE WILLINGNESS TO EXPLORE NEW PATHS, EMBRACE CHALLENGES, AND ADAPT TO THE CHANGES IN THE WORLD AROUND US, WORKING CONSTANTLY TO UNDERSTAND THE NEEDS OF OUR CUSTOMERS AND TO OFFER SOLUTIONS THAT EXCEED EXPECTATIONS.

1903

THE HISTORIC BRAND OF EVEREL GROUP

Our history begins in Germany with Dreefs, a brand that manufactures electromechanical selectors and switches for appliances: this was our starting point, with the aim of becoming a reference point in Europe and around the world.

1909

EVEREL IS BORN AS AN ITALIAN COMPANY

Everel originates as an Italian company, founded by an entrepreneur from Caprino Veronese named Augusto Cometti. The entrepreneur initially establishes a factory for electrical materials. From the 1960s, the company expands and specializes in the production of switches and controls for small and large appliances.

1987

EVEREL GROUP IS BORN

Everel Group is born, a global brand that invests in technology and automation to meet a dynamic and increasingly demanding market. The history of Everel Group is a story of continuous evolution, intertwined with the events of various companies and brands. Strategic acquisitions have played a key role in Everel Group's history, allowing the company to expand its product portfolio, increase its geographical presence, and offer increasingly innovative solutions to its customers.

1998

HEADQUARTER IN VALEGGIO

Our Italian headquarters is established in Valeggio sul Mincio, near Verona, next to the picturesque and historic Parco Sigurtà.

2021

OUR APPROACH TO SUSTAINABILITY

Our strategic sustainability planning journey begins, along with the first reporting of our economic, social, and environmental impacts and programs.

2023

EVEREL GROUP DOESN'T STOP

Everel Group continues its path of strengthening and evolution, acquiring a new production line operating in the ventilation market. The Slovenian subsidiary of the German company EBM-Papst, founded in 1994, acquired in 2023, mainly deals with the production of small electric motors and fans for ovens, refrigerators, dryers, washing machines, and freezers. Everel has specifically acquired the product line related to motors for domestic and professional ovens, relocating production and machinery to the Valeggio headquarters.

The Group

Everel has deep roots in the economic history of its land, a bond that was strengthened with the establishment of the current Everel Group in 1987. Everel's long history is a testament to its adaptability and innovation, through decades of economic and technological changes. Since then, the company has embarked on a constant transformation journey that has led it to become a reference point in the industry, consolidating its position as a market leader. In 2023, the Group's turnover was 41 million euros.

THE GROUP BELONGS TO THE METALWORKING SECTOR OF THE PRIVATE INDUSTRY AND IS COMPOSED OF:

Everel Group SpA

The headquarters and production site in Valeggio sul Mincio (Verona)

Dreefs GmbH

The production site in Marktrodach, Germany

Everel Group SpA Romania Srl

The production site in Lipova - Arad, Romania

EVEREL GROUP INCLUDES AMONG ITS PRODUCTS

5 established brands

Everel, Dreefs, Molveno, Signal Lux, GIEM

7 product lines

which, in order of relevance to the business, are: switches, selectors, motors and ventilation, subassemblies, encoders, automotive switches, mechatronics, signal lights.

36 registered trademarks

89 patents

Our ecosystem:

515 individuals

including 150 at the Italian headquarters in Valeggio, form the team of Everel Group SpA, our great wealth of human potential, creative heritage, and experience.

16 commercial branches

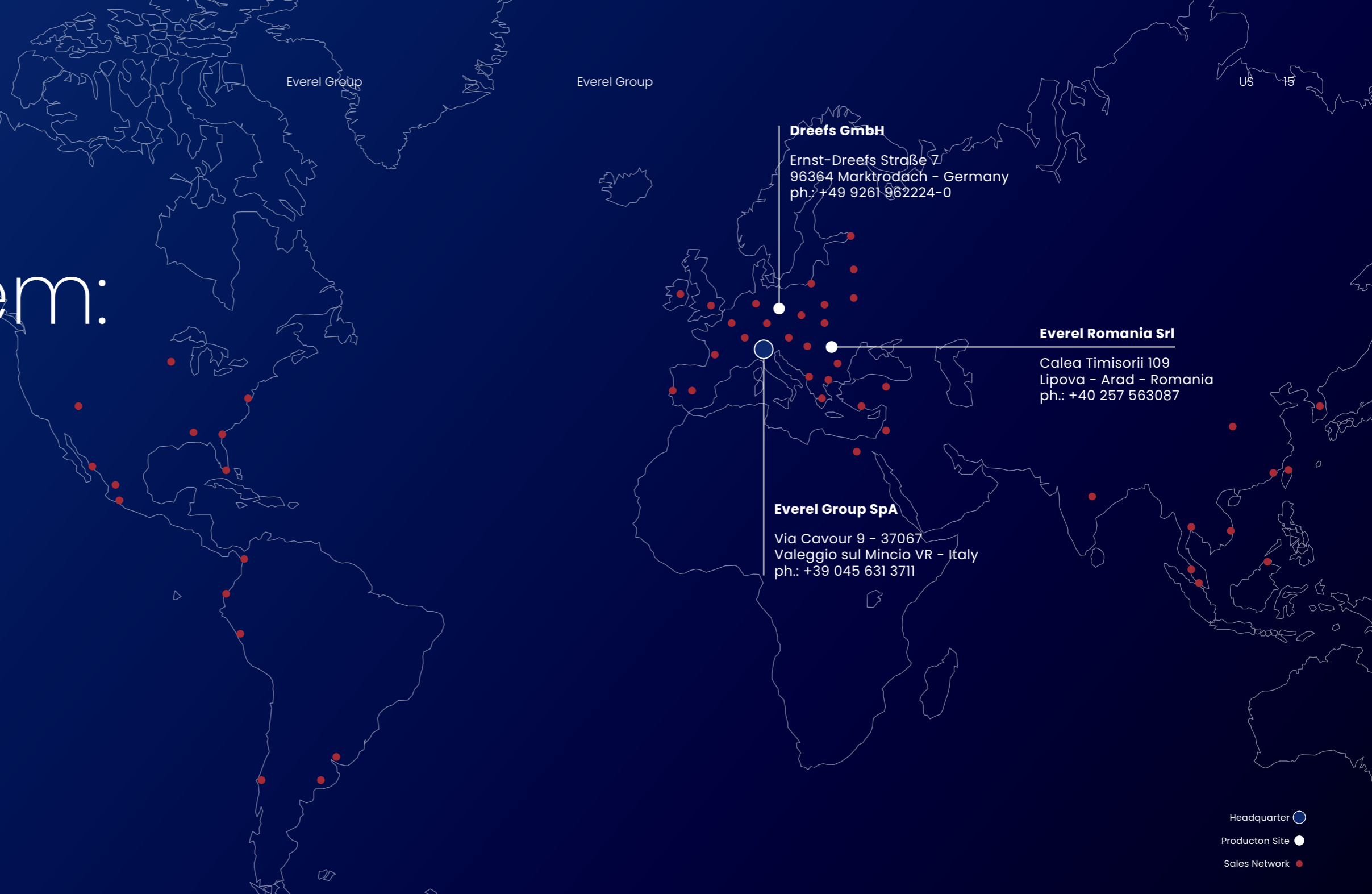
commercial branches, connected to the Italian headquarters, enable Everel Group SpA to have a global market presence in 55 countries, thanks to a synergic network of agents and distributors that ensure quick and timely responses to customer requests.

283 customers

who trust our products.

Over 238 suppliers

participate in our value creation process, of which approximately 57% are based in Italy.



Dreefs GmbH

Ernst-Dreefs Straße 7
96364 Marktrodach - Germany
ph.: +49 9261 962224-0

Everel Romania Srl

Calea Timisorii 109
Lipova - Arad - Romania
ph.: +40 257 563087

Everel Group SpA

Via Cavour 9 - 37067
Valeggio sul Mincio VR - Italy
ph.: +39 045 631 3711

TURNOVER BY GEOGRAPHICAL AREA



Our brands

Dreefs

Dreefs, the oldest brand within Everel group, produces over 440 million stamped and welded parts annually. Dreefs-branded products, primarily used in the cooking sector, include electromechanical selectors and encoders. Founded by Ernst Dreefs in Germany in 1903, the namesake company initially focused on manufacturing switches for lighting control, later transitioning from switches for electrical installations to switches for household appliances. In 1996, the Dreefs brand was acquired by the Siber group and subsequently integrated into Everel Group SpA. The majority of metal components used in our switches are produced at the German facility.

MOLVENO

Molveno specializes in the production of series switches and plastic molding. The brand originated in 1909 when Agostino Cometti founded Italy's first business producing printed porcelain electrical parts in the province of Verona. In the 1960s, the evolution led to the creation of a new product line: switches and controls for small and large appliances (hairdryers, coffee machines, blenders, stoves, washing machines, and refrigerators). To support the growth of this product line, Molveno S.p.A. was established in 1967. The history of "Molveno Cometti" merges with ours in 1987. It's a prestigious brand that we're proud to have incorporated into our offerings.

giem

Founded in the province of Brescia in 1968, GIEM began by producing toasters but soon expanded into manufacturing special motors, known as shaded-pole motors. Over time, GIEM emerged as a leader in supplying fan units, which comprise motors, fans, and electric resistors. Today, Everel Group SpA Solutions relies on GIEM's expertise, particularly for shaded-pole motors, primarily used in bathroom extractors, and the brushless version installed in decentralized Mechanical Ventilation with Heat Recovery (MVHR) units. Fan units (motors with fans and ducting), on the other hand, are applied in domestic ovens, specifically in the cooling area located at the top of the cooking chamber.

SIGNAL LUX

Signal-Lux is a brand of Everel Group specializing in the production of switches and signal lights. The brand's quality and fast delivery times are its distinguishing features. Established in the 1960s in the province of Milan, the company began by designing production systems for bulbs, introducing the electrical connection system to provide the appliance market with complete signaling solutions, hence the name Signal-Lux. Signal-Lux was acquired by Everel Group SpA in 2007.

Everel
SOLUTIONS

Everel-branded products consist of switches, selectors, and commutators, offering a high level of customization and supply flexibility. Everel Solutions products, along with Signal Lux, Molveno, Dreefs, and GIEM, form the product division of Everel Group, which aims to be the preferred solution for Italian and international companies, thanks to continuous investments in research and development.



Everel Group: a manufacturing process with interdependent structures

THE INFORMATION AND INDICATORS REPORTED IN THIS SUSTAINABILITY REPORT, UNLESS OTHERWISE SPECIFIED, REFER TO THE ENTIRE PERIMETER OF EVEREL GROUP WITH ITS THREE LOCATIONS IN VALEGGIO, MARKTRODACH IN GERMANY, AND LIPOVA IN ROMANIA [02-02].



The production structure of Everel Group branches out into three interconnected and interdependent manufacturing facilities:

1 Everel Group SpA

The facility in Italy is located in Valeggio sul Mincio. Covering an area of approximately 60,000 m², of which around 15,000 m² are covered, the facility is owned by the company and serves as the Group's headquarters since 1998. The corporate functions and staff, including governance, sales, procurement, quality management, Research & Development, Innovation E-Lab, Finance and Control Administration, and human resources management, are located at the corporate headquarters. Additionally, the headquarters houses the design and development activities for new products and the production of electromechanical products not intended for the Automotive sector. In 2023, the production line of ventilated motors purchased from the Slovenian subsidiary of the German EBM-Papst was incorporated into the Valeggio headquarters.



2 Everel Romania Srl

The facility in Romania is located in Lipova. Everel Romania specializes in the production of electromechanical components and products for the automotive sector. Production primarily focuses on switches, motors (both Brushless and shaded pole), fan units, signal lights, sockets and plugs, subassemblies, and automotive products such as door locking systems and rotary switches for ventilation control.



3 DREEFS GmbH

The German facility is located in Marktrodach, Bavaria. DREEFS produces metallic components (electrical contacts) essential for the production activities of Everel Group SpA and Everel Group Romania Srl, catering to both the electromechanical and automotive markets.



Our Mission

We aim to create shared value: we do so through every nuance of a “click” and by embracing change

Everel Group has always stood out for the clarity and elegance of its products, characterized by a unique and recognizable design, where every detail is meticulously crafted. This is achieved thanks to the experience accumulated over time and the constant pursuit of innovation and dialogue with customers, in order to anticipate their future needs. Everel has embraced the challenge of sustainability, embarking on a journey of growth both individually and in collaboration with the industry. The goal is to create a culture of “open innovation,” where the company commits to being a catalyst for sustainable ideas and solutions.

Our values

“OUR CORE PRINCIPLES ARE QUALITY AND SAFETY, THE ADOPTION OF OPEN INNOVATION THAT ALLOWS US TO REMAIN AT THE FOREFRONT OF OUR INDUSTRY, AND THE BUILDING OF STRONG AND LASTING RELATIONSHIPS WITH OUR CUSTOMERS, COLLABORATORS, AND THE LOCAL COMMUNITY. THESE ARE THE PILLARS ON WHICH OUR DAILY COMMITMENT IS BASED, GUIDING US IN THE PURSUIT OF PERFECTION AND THE AMBITION TO CREATE VALUE FOR ALL PARTIES INVOLVED.”



Quality and excellence:

Precision in design and execution is a fundamental and non-negotiable principle in our operations. Everel Group draws upon a rich heritage of experience and knowledge that is hard to match, involving every team member in the careful definition of every detail of an idea. This approach enables us to create projects and products that embody quality and excellence, both during the design phase and in the implementation phase.



Safety:

Everel Group SpA develops and manufactures electrical and electronic components and systems. This means introducing products to the market that must be designed and built with the utmost attention to safety, both legislative and otherwise. However, product safety cannot exist without the protection of the health and safety of the workers, which plays a primary role in Everel Group SpA.



Innovation:

Since 2021, Everel Group has been investing in the field of innovation, reinterpreting this word through the redefinition of its corporate philosophy. For us, the innovation process goes beyond simply creating new products. Our goal is to become active promoters of innovation, collaborating with partners and stakeholders, anticipating market trends, and promoting the search for environmentally friendly alternative technologies. We are committed to providing the market with competitive and sustainable products and solutions, making the most of the opportunities offered by innovation and maintaining a responsible and future-oriented approach.



Collaboration with customers:

We firmly believe in the importance of listening to the needs and perspectives of our customers and partners. This allows us to fully understand the challenges they face and to collaborate with them to develop innovative, more sustainable, and personalized solutions that truly meet their specific needs.



People at the center:

We are firmly convinced that the true asset of a successful company lies in the people who make it up: it is them, with their skills, passion, and commitment, who constitute the driving force of a business that aims to last over time. For this reason, we constantly work to develop an inclusive work environment, where diversity is valued, and where everyone can contribute to collective success with their unique experiences and perspectives.

THE VALUE CHAIN

Economic, environmental, and social impact of operations

The value chain represents the complete flow of production, distribution, and marketing of products, highlighting how each phase contributes to the overall value. In the context of sustainability, we assess not only the economic aspects but also the environmental and social ones throughout the entire chain. This involves evaluating all actions that can lead to reducing the environmental impact of operations, the responsible use of resources, an ethical workforce management, and the promotion of production and distribution practices that are compatible with the well-being of people and the planet.

Procurement

The primary procurement markets for Everel are located in the EMEA region (85%) and the APAC region (14%).

Inbound logistics

Production/Operations

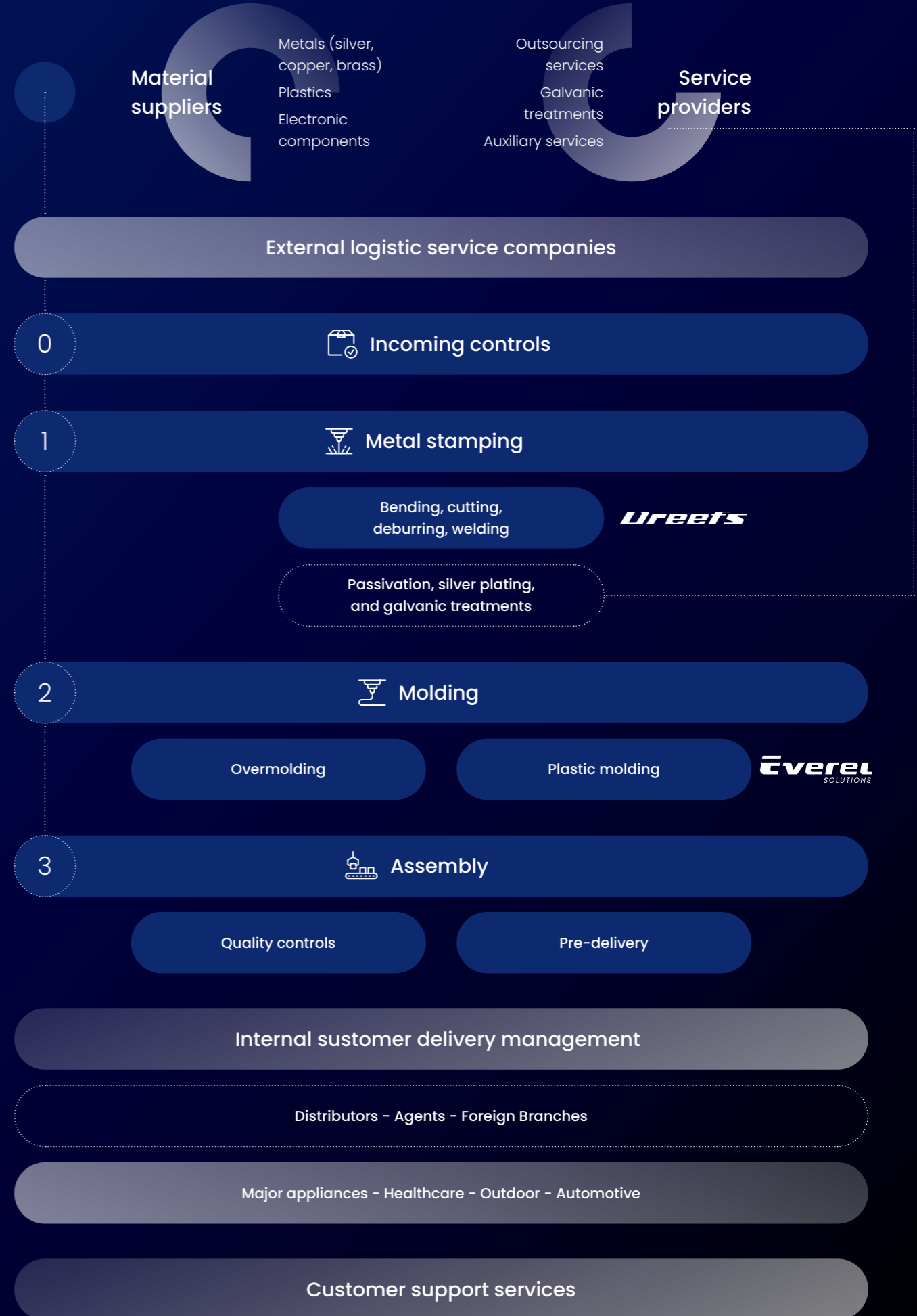
Everel Group's production structure branches into three interconnected facilities:

- 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

Product in use/After Sales



Suppliers

The wide and complex range of products sold (switches, selectors, signal lights, power connectors, encoders, motors, and fans) translates into an equally wide variety of merchandise purchased. Everel Group primarily purchases raw materials (brass strips, copper and special alloy tapes, copper and silver wires, plastic polymers) for its products, but also various types of components,

especially electronic ones, for the functional control of its manufactured goods. Everel Group's suppliers increased from 227 to 238 in 2023, and a further increase is expected in 2024 due to the acquisition of the new motor production line.

APPROACH TO RISK IN THE SUPPLY CHAIN

In Everel Group SpA, we assess through a risk-based analysis which of the purchased products may contain risks related to the Conflict Minerals issue, regulated by the European Union to promote responsible sourcing practices of minerals from high-risk areas or areas affected by armed conflicts. For example, we know that many alloys used in Everel Group SpA products may contain tin and that certain components definitely have a gold coating.

For supplies for which we are certain or have doubts about the presence of minerals subject to the 'Conflict Minerals' regulation, we ask suppliers to complete a CMRT - Conflict Minerals Reporting Template (a template attesting to the origin of the minerals used) and/or a statement in which the supplier declares to monitor their supply chain on this issue. In our compliance statement, we include our statement on conflict minerals and, if expressly requested by the customer, we also provide the CMRT template for the product categories we supply. The majority of suppliers requested for environmental compliance also inform about the presence or absence of minerals to be declared, as this information is expressly required in our environmental specifications towards suppliers. In some product categories (electronics, PCBs, soldered components, etc.), the presence of minerals subject to embargo has been detected, so the CMRT is necessary to ensure their origin. Everel Group started tracking this data explicitly in 2018, collecting about 50 responses to the request and 31 CMRTs for the first time. In 2023, 28 CMRTs were collected.

The supplier base of the Group is also characterized by significant variety, linked to the complexity of the finished product and business processes, and can be grouped into two main categories:

- **Material suppliers** -> provide the raw materials necessary for the operation of processes (Granules, Master/Colorants, Metals and alloys, PCB - Printed Circuit Board, Electronics, Packaging, Semi-finished products - rotors, shafts, springs)

- **Service suppliers** -> provide services necessary for the maintenance of business processes and legislative compliance, but not directly related to the quality or characteristics of the finished product.

The organization of the supply chain and procurement is managed centrally at Everel Group through operational processes that range from receiving orders and/or requests from customers to product delivery.

Supply Chain

Even the alignment of logistical processes across the Group's 3 facilities is centrally managed within Everel Group, aiming for standardization and continuous improvement.

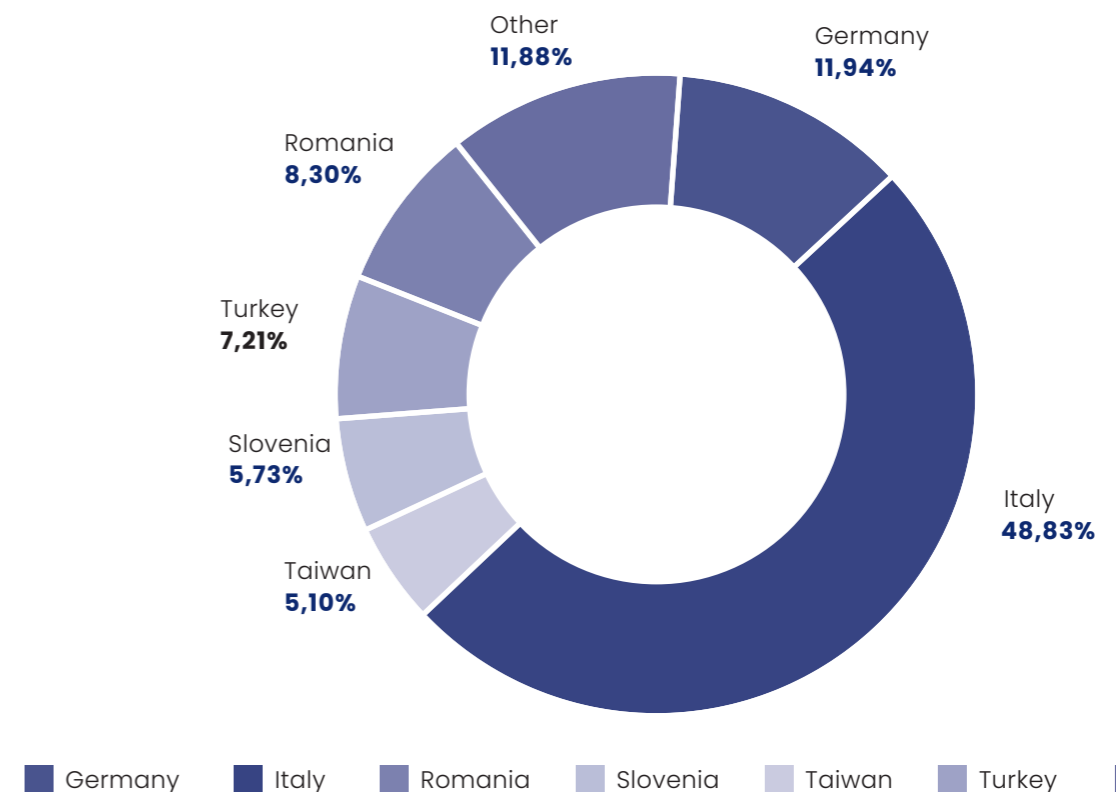
The operational processes managed within the Supply Chain include:

- Customer Service for over 400 clients in Europe, Asia, and America
- Production Planning for the 3 facilities
- Material Planning for production components, in collaboration with the Purchasing department
- Stock level and material storage, as well as Inbound and Outbound processes

These processes operationally support the production of the various facilities, enabling specialized management according to the production lines in this way:

- **DREEFS GmbH:** The majority of the metallic components used for our switches, selectors, and automotive components are produced, which are necessary for the production plants in Romania and Italy.
- **Everel Romania Srl:** primarily produces Motors and Fans (fan groups), Encoders, Sub Assemblies, Signalers, and components for the Automotive sector.
- **Everel Group SpA:** specialized in automated assembly and high-tech molding, it also produces most of the Switches and Selectors in our portfolio.

COUNTRIES OF ORIGIN OF OUR MATERIALS



The main procurement markets are located in Europe, the Middle East, and the Far East. Specifically, considering the revenue data, even in 2023, 87.7% of the purchased goods were invoiced in EMEA countries (Europe, Africa, and the Middle East), of which approximately 50% in Italy, while almost all of the remaining purchases, about 11%, were made in countries belonging to the APAC area (Australia and the Pacific Area).






Approach to a sustainable supply chain

Although with modified timing compared to the initial planning, we intend to move forward with and complete the mapping and rationalization of our supply chain, by introducing efficiency and sustainability criteria in the selection of new suppliers, and we aim to carry out an assessment of the minimum requirements that suppliers will have to meet, in terms of adherence to sustainability criteria.

For the issue related to the management of environmental impacts, the following criteria will be considered as guiding principles:

-  possession of an environmental certification (ISO14001, ISO50001, EMAS);
-  statement of Organization and Product Carbon Footprint;
-  web pages or newsletters dedicated to environmental issues;
-  environment-related activities made public by organizations;
-  long-term goals for reducing their environmental impacts.

For the issue related to the management of social impacts, the following have been considered:

-  adoption of an Ethical Code or organizational model compliant with Legislative Decree 231 or corresponding European/national regulations;
-  social certifications (Legal Compliance Rating, SA8000, ISO45001);
-  web pages or newsletters dedicated to corporate sustainability and volunteering;
-  initiatives undertaken (activities carried out, welfare programs, collaborations with non-profit organizations, etc.);
-  long-term goals in the social sphere.

Other practices, such as sustainability balance sheet reporting activities or adherence to questionnaires (CDP, Ecovadis), have instead been considered as cross-cutting activities, indicating a commitment to both the social and environmental aspects.



Our processes, products, services, and applications

At Everel Group, customization, quality, and product safety are the fundamental bases of our entire production process. It is through the combination of established know-how, adaptability, and a constant commitment to ensuring the highest quality that we establish ourselves as a benchmark of excellence in the market. However, we do not stop there: looking to the future, we drive towards innovation, embracing the challenge of finding solutions that have a positive impact on both the environment and society. We are committed to the constant pursuit of new ideas and approaches that integrate environmental and social considerations into our way of operating, in line with the values of sustainability and responsibility that guide our actions.

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.

1

RAW MATERIAL ARRIVAL INCOMING CHECKS

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 Romania srl)

Injection plastic molding (Everel Spa)

Introduction of metal material

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

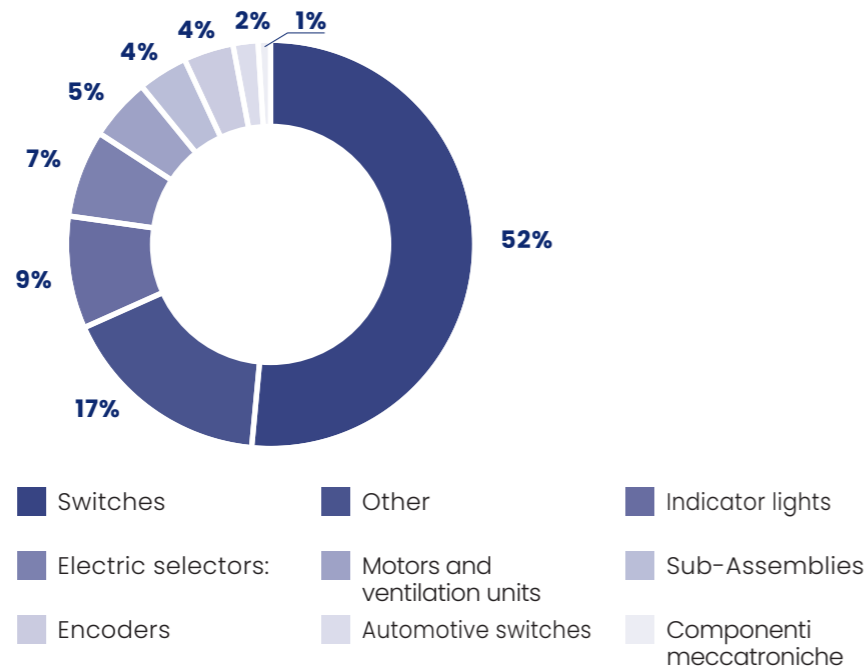
Product production phases

SHIPPING TO CUSTOMERS

Product lines

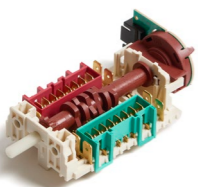
Everel Group's products benefit from a high level of customization, a characteristic that enables the organization to meet the diverse requirements of customers through competitive products in the market. Since 2023, management has focused on external growth by acquiring a business line within the "ventilation" family. This acquisition expands the range of motors in cooking and professional applications, creating conditions to increase the customer portfolio and the opportunity to offer additional products to new clientele.

GROUP PERCENTAGES ON PRODUCTS 2023



SWITCHES:

These are electrical control devices used to establish or interrupt electrical continuity in a circuit, the clicks that turn on and off most of the objects we use in everyday life. There are many types, including rocker switches, push buttons, waterproof switches, rotary switches, microswitches, slide switches, phone switches, and automotive switches.



ELECTRIC SELECTORS:

These are rotating switching devices with multiple contacts, allowing for selection between various operating conditions of a device, such as different functions of an electric oven and various cooking modes (static, ventilated, grill, etc.).



ENCODERS:

These are rotary signal switches, which do not directly interrupt the load circuit's electrical power supply (like "standard" switches) but handle low-voltage signals used as input for an electronic board (e.g., fully electronic and programmable ovens).



MOTORS AND VENTILATION UNITS:

Everel Group develops and produces small electric motors, both induction (shaded poles) and electronically controlled (BLDC). The typical application of these motors is in domestic ventilation (e.g., air extractors) or household appliances (e.g., cooling of the door on a domestic oven). In addition to the motors themselves, Everel Group also provides ventilation groups, which are assemblies consisting of a motor, fan, and duct/support. In 2023, Everel acquired two new lines of motors. Compared to the motors already in the range (shaded pole with diameters of 58 and 52), these latest ones have higher power and consequently larger dimensions than the current ones. The EM42 line is mainly used in kitchen ovens, positioned in the cooking chamber, where it rotates when the "ventilated" function is selected. The K42 line, instead, is intended for use in professional ovens and refrigerators, food warmers, and medical devices.



INDICATOR LIGHTS:

These are the luminous "indicators," consisting of small assemblies that mount a lamp (LED, halogen). Their function is to visually indicate the status of the equipment (e.g., on/off, but not only).



SUB-ASSEMBLIES:

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

AUTOMOTIVE SWITCHES:

Everel Group produces special versions of rotary switches used for controlling HVAC (Heating, Ventilation, and Air Conditioning) systems, used in vehicle air conditioning systems. Furthermore, Everel Group has developed series of custom products defined as door contact modules: these modules are systems used on vehicles equipped with sliding doors and consisting of two parts (a fixed one located on the vehicle pillar and a movable one mounted on the sliding door) and are used to carry signals and electrical power to the door itself.



MECHATRONIC COMPONENTS:

Everel Group solutions are increasingly realized through the integration of electromechanical components (various types of switches and encoders) with customized electronic boards, aimed at expanding the functionality of the assembly. An example could be user interfaces for advanced range hoods (touch controls), rotary switches that integrate display systems, or actuators with wireless connectivity for switch operation.

Quality and safety of our products

The sector in which Everel Group operates is dynamic and constantly evolving. The additional activities of verifying compliance with international standards applicable to its items are an obligation that Everel Group self-imposes to ensure compliance with products in all areas and, in particular: in terms of safety, environmental, and prohibited substances.

Everel Group has long been equipped with certified management systems in accordance with quality standards ISO 9001 – since 1997 –, in terms of automotive quality IATF 16949, and ISO 14001 certified environmental management system obtained in 2021.

All Everel Group switches are tested and approved according to the highest industry standards: EN61058-1, UL61058-1, some switches use materials that comply with the EN60335 GWT NO FLAME standard (<2sec). The indicator lights are approved according to the VDE0710 standard, most Encoders and selectors comply with the EN61058 standard, and finally, motorized and ventilation units are approved according to the EN60335-1 standard.

In addition to the product safety regulations in the strict sense, environmental compliance regulations for products and raw materials have played a fundamental role for many years, with particular reference to hazardous and prohibited substances, such as the REACH and RoHS directives, important also for monitoring and managing the supply chain.

An increasing number of customers, especially appliance multinationals, add customized lists of Prohibited Substances (SVHC) to REACH and RoHS, which Everel Group SpA incorporates to be able to provide its products.

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



Reference markets and products applications

Emerging megatrends

Our customers are the most important international manufacturers of large and small household appliances, heating and ventilation appliances, gardening appliances, from the automotive and health industries.

These industrial sectors are undergoing profound transformations related to emerging megatrends:

- **Automation and the adoption of advanced robotics** are transforming production processes
- **The Internet of Things (IoT), Artificial Intelligence (AI), and 3D printing** in manufacturing processes are leading to increased flexibility and optimization of production, as well as customization for users
- **Servitization:** More companies are shifting from a product sales model to a service offering model
- **Environmental sustainability:** There is growing pressure to reduce environmental impact through the adoption of sustainable practices such as material recycling, energy efficiency, and the use of low-emission technologies

The sectors we work for are:



LARGE APPLIANCES

Through the supply of switches, indicator lights, selectors, encoders, and much more, we are the partner that ensures customization. Thanks primarily to a consolidated know-how, every time a washing machine or dishwasher program needs to start, start is pressed on the oven display, or the refrigerator is turned on; activating the hob or extractor hood, Everel Solutions is there.



AUTOMOTIVE

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



HEATING AND VENTILATION

At Everel Group, for indoor environments, we create solutions for heating and ventilation, two crucial factors in ensuring comfort at home, in workspaces, and leisure areas, through the quality of temperature and air. Everel electric motors, for example, are used in wall fans, smoke extractors, and generally in the mechanical ventilation of domestic, work, and community environments.



HEALTHCARE

Everel products such as switches (in their various construction types), indicator lights, and other types of user interfaces are also used in electromedical equipment.



MACHINERY

Wherever there is a need for a point of contact or to operate machinery, Everel Group SpA Solutions offers solutions capable of meeting various types of needs, through the use of switches or its custom touch interface systems. A typical application is switches on the control panel of industrial pumps.



SMALL APPLIANCES

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

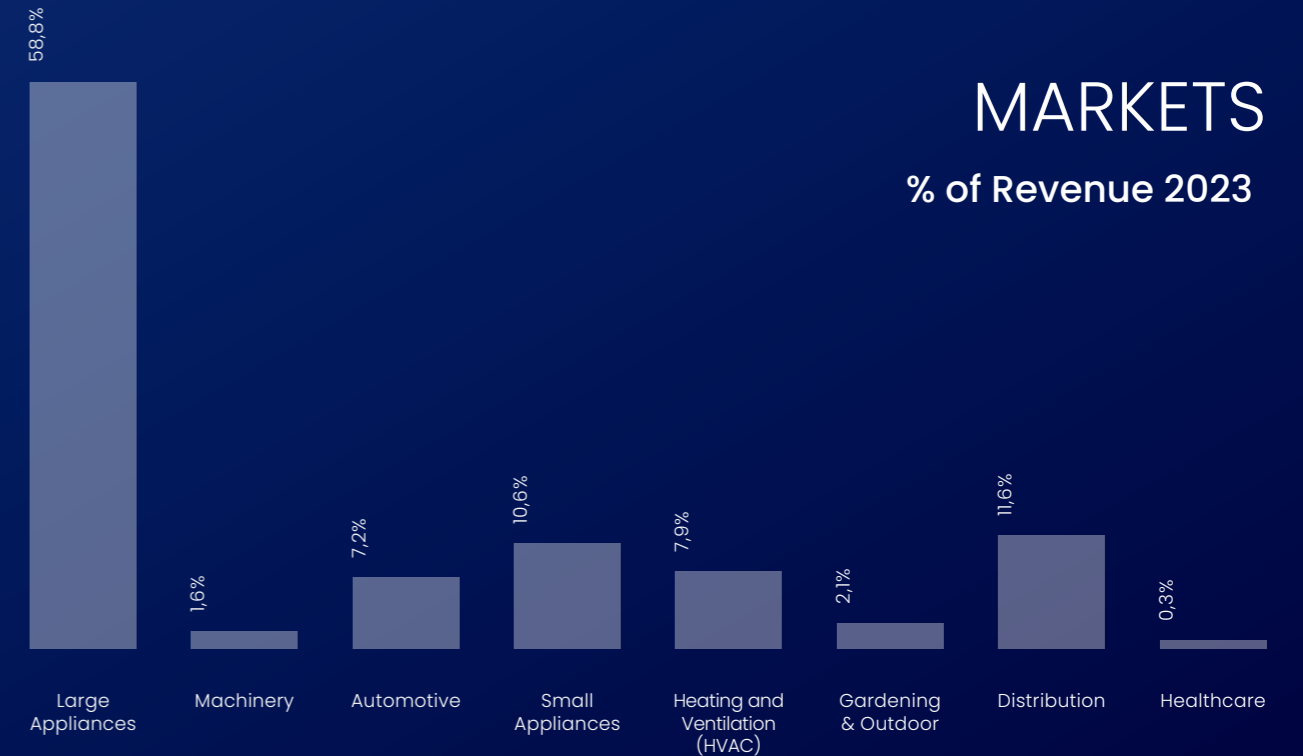


GARDENING & OUTDOOR

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

MARKETS

% of Revenue 2023



Customers

We have always believed that only through dialogue and collaboration with our customers can excellent and cutting-edge products and solutions emerge.

We directly serve leading customers in the home and house appliances, automotive, and HVAC industries with customized solutions. Management is entrusted to a sales team, supported by the R&D department, which collects customer requests and proposes the most suitable technological solutions. In this context, the sales team also supports established clients in the realization of new projects and the development of new ideas.

The daily management of administrative and operational activities is overseen by a dedicated international customer service, ensuring shipment management and constant customer support. Through a well-established network of agents and a global distributor network, we also provide assistance to smaller customers compared to the main Key accounts, supporting them in identifying the most suitable product solution for their application, ensuring its supply in different geographic areas. The markets in which we operate are currently undergoing an unprecedented transformation. We are witnessing a rapid transition towards increasingly efficient

and intelligent technologies and solutions, emphasizing innovation and process optimization. However, this evolution is accompanied by significant challenges, including persistent geopolitical instability in recent years, environmental impacts resulting from industrial activities, and the growing need to comply with increasingly stringent regulations at the national and international levels.

It is clear that our industry is called to deep reflection and decisive action to address these challenges responsibly and sustainably. We recognize the importance of adopting eco-sustainable practices and technologies that minimize the environmental impact of our operations, protecting natural resources and contributing to the fight against climate change.

We are aware that only through a proactive and future-oriented approach to these aspects can we ensure our long-term competitiveness and success.



The external landscape: 2023 key-events

In 2023, the household appliance and automotive sectors were impacted by various political and economic events that had significant implications for their respective industries. Some of these events include:

1. Energy crisis and increase in oil prices:

Geopolitical events, regional tensions, and other factors contributed to growing instability in the global energy market. This led to an increase in oil and fuel prices, directly impacting production costs and prices.

2. Supply chain disruptions:

The COVID-19 pandemic continued to affect global supply chains in 2023. Further disruptions or slowdowns in the production and distribution of key components created significant challenges for automotive and household appliance companies, slowing production and affecting product availability.

3. Transition to electric vehicles:

In many parts of the world, the transition to electric vehicles was accelerated in 2023, driven by government policies aimed at reducing greenhouse gas emissions and improving air quality. This transition posed both challenges and opportunities for the automotive industry, with companies adapting to meet the growing demand for electric vehicles and charging infrastructure.

4. Stricter environmental regulations:

In response to growing concerns about climate change and air pollution, many countries introduced or strengthened environmental regulations in 2023. These new regulations influenced the production and marketing strategies of automotive and household appliance companies, encouraging the adoption of more efficient and sustainable technologies.

5. Consumer trends:

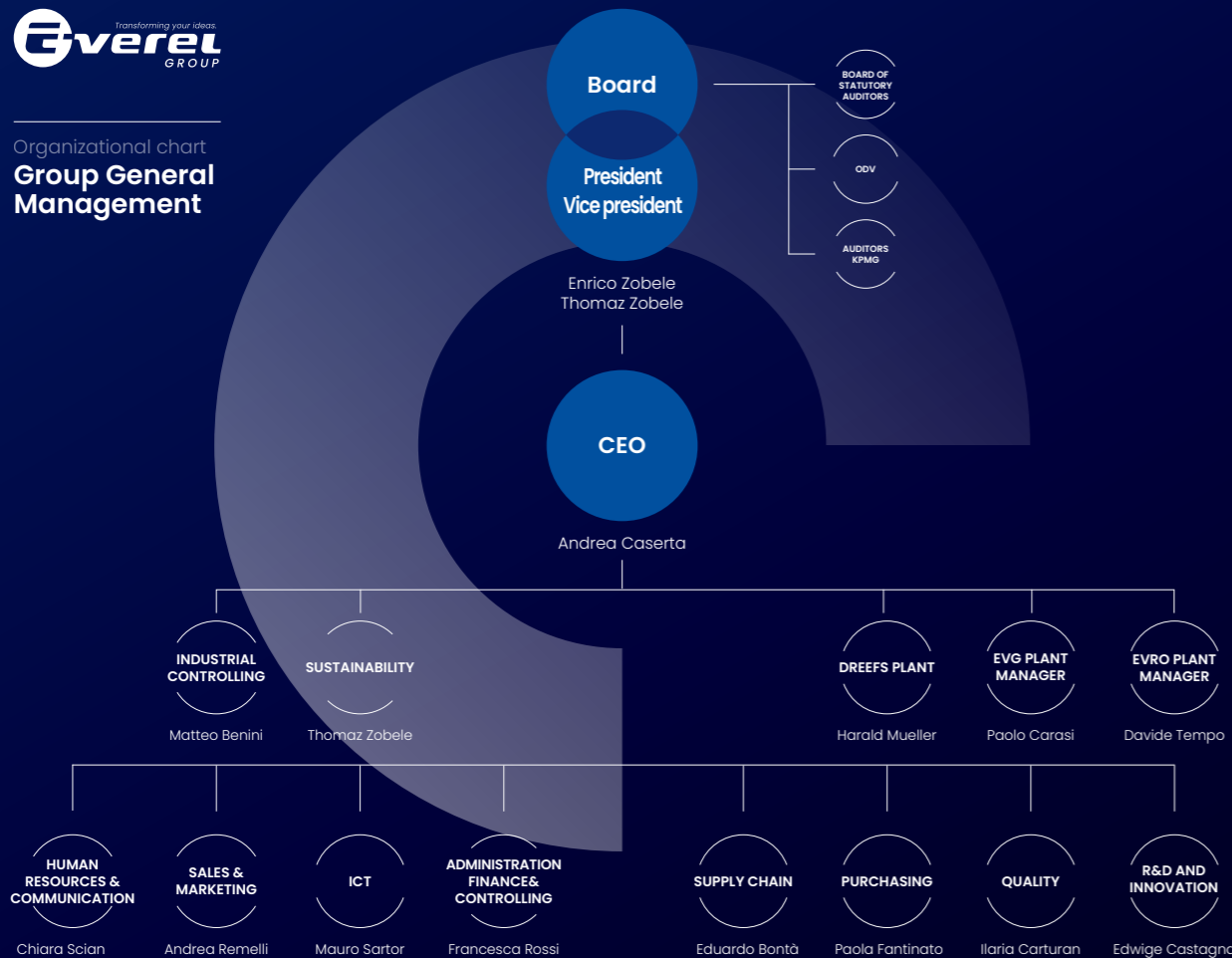
Consumer preferences continue to evolve, with increased focus on sustainability, connectivity, and customer experience. Automotive and household appliance companies must adapt to these trends by offering products that meet the needs and expectations of modern consumers.

Overall, these political and economic events have created a competitive and rapidly evolving environment for the household appliance and automotive industries, with companies needing to be flexible and innovative to remain competitive and sustainable in the long term.

The governance system



Organizational chart
Group General Management



Everel Group SpA is a joint-stock company. The main governing bodies are:

- Shareholders' Assembly
- Board of Directors
- Board of Statutory Auditors
- Supervisory Body (SB)
- Audit Firm
- Executive Committee (first line)
- Sustainability Committee

The Shareholders' Assembly appoints the members of the board of directors, who serve a three-year term. The current composition of the Board of Directors was approved by the Shareholders' Assembly on May 28, 2019. Criteria used for the nomination and selection of board members include shareholders' opinions, skills, and independence.

The administration and control system is composed of:

- Corporate management is exercised by the Board of Directors.
- The legal audit of accounts and accounting control are carried out by an Audit Firm appointed by the Board of Directors.
- Worker supervision functions are performed by a Board of Statutory Auditors.

In compliance with the management and control system Legislative Decree 231, the company has established a Supervisory Body to determine risks and management methods related to safety and the environment.

The Board of Directors elected on April 26, 2022, consists of five members: Enrico Zobele, Thomaz Zobele, Massimo Forlani, Andrea Caserta, and Carlo Bagnoli. The Board of Directors is vested with the broadest powers for the ordinary and extraordinary management of the company and has the authority to carry out all acts it deems appropriate for the implementation and achievement of the corporate purposes, excluding only those reserved by the bylaws for the shareholders' meeting.

The chairman of the board represents the company in court with the power to initiate legal and administrative actions for all levels of jurisdiction, revocation, and cassation, and to appoint attorneys and attorneys for litigation.

The Board of Directors defines the Group's strategic lines, Industrial Plans, company and Management objectives. The CEO adopts tools and methodologies to address, coordinate, and monitor targets for both timing and results, which are reviewed and updated quarterly or based on specific needs. The Board of Directors may appoint one or more managing directors from among its members or confer special assignments to individual directors, even with the power of attorney, establishing their duties and remuneration in accordance with the law, as well as any guarantees.

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

The Everel Group Code of Ethics establishes general principles and binding rules of conduct for all parties interacting with the company, supplementing what is already provided for by regulations.

The Organization, Management, and Control Model

The Organization, Management, and Control Model pursuant to Legislative Decree 231/2001 aims to prevent and, if necessary, manage the risks and offenses outlined in the decree. It deals with, for example, corporate offenses, offenses against public administration, homicide or serious injuries, environmental offenses, computer crimes, and corruption. The management model was implemented at the Group level in 2005.

The Sustainability Plan

The Sustainability Plan, formulated throughout 2021 and continued into 2022, encompasses the initial guidelines to promote the integration of sustainability into the company's strategy and operations. In 2021, the Board of Directors planned a global sustainability program to identify the company's main impacts in economic, environmental, and social matters.

The delegation of responsibility for managing the organization's impacts on the economy, environment, and people occurred with the appointment of the Sustainability Manager.

The Sustainability Manager

The Sustainability Manager is responsible for:

- Identifying and reporting to senior management the risks, areas, and improvement projects related to sustainability;
- Preparing the Sustainability Report;
- Proposing to the executive committee the sustainability strategy and its annual objectives plan;
- Coordinating and monitoring the progress of various projects.

The new governance system

In 2023, the sustainability governance system was restructured, dividing it into:

- An executive committee, composed of a President, Vice President/Sustainability Manager, and Chief Executive Officer with strategic-decision-making roles;
- An operational committee composed of project managers responsible for managing the objectives of the sustainability plan, representatives from all major company functions, with delegated responsibilities for implementing and monitoring the Group's sustainability plan. [02-13].

The working Groups in Romania and Germany

Furthermore, working groups were appointed in Everel Group's foreign offices in Romania and Germany to support the cultural dissemination of sustainability and the implementation of Group projects.

Training and in-depth activities

In 2023, training and in-depth activities on sustainability topics were also provided to committee members, totaling 186 hours, distributed as follows:

40
HOURS
ROMANIA

6
HOURS
GERMANY

140
HOURS
VALEGGIO



Organizational chart
Green Team



Our risk approach

EVEREL GROUP'S APPROACH TO RISK GOES BEYOND ECONOMIC AND FINANCIAL RISKS, WHICH ARE WELL MANAGED. THE COMPANY HAS INDEED ANALYZED ITS MAIN ECONOMIC, SOCIAL, AND ENVIRONMENTAL IMPACTS, CONSIDERING VARIOUS FACTORS, INCLUDING [02-25]:



Raw material consumption

Raw material consumption poses a risk, both in terms of availability and its contribution to the systematic extraction of substances from the earth's crust and the physical degradation of ecosystems (The natural step, 2012). The materials used by Everel Group SpA within its industrial processes consist of raw materials.



Hazardous and non-hazardous waste

Waste production and process waste have an impact on local management. The company generates both hazardous and non-hazardous waste. The main non-hazardous waste is primarily related to plastic waste and packaging. The main hazardous waste includes used oils and containers contaminated with hazardous substances such as fats or paints. The potential for reuse, regeneration, and second life of waste characterizes Everel Group SpA's production.



Electricity

Energy consumption: the main energy carrier used in Everel Group SpA is electricity. Electricity is used to power machinery, lighting systems, predominantly LED, and the air conditioning system. Methane gas is used exclusively for heating during the winter period in the Valleggio and Markrodach plants. In Lipova, heating is powered by diesel. The current trend of economic costs in terms of emissions leads Everel Group to adopt the dictates of the energy transition, namely the transition from the current state of energy production sources, based mainly on the use of non-renewable sources, to a more efficient and less polluting mix of renewable energies.



Health and Safety of workers

Risks related to the Health and Safety of workers, which, given the sector of belonging and its historical context, require constant attention and a continuous improvement approach. The issue also encompasses the well-being of workers as potential drivers of positive impacts on individuals, directly and indirectly involved in economic activity, and on the local community.



Innovation and product safety

The necessary and continuous drive for product innovation and safety. Given the ongoing updates in technological and regulatory fields, Everel Group considers the sustainable development programs of its clients and other stakeholders in its value chain.



Geopolitical and economic situations

Risks related to the supply chain in terms of monitoring geopolitical and economic situations constantly evolving, significantly accelerated by the outbreak of the global pandemic first and by the war in Ukraine later. The Group sources raw materials and components from a wide range of suppliers and relies on services and products provided by other companies external to the Group itself. Everel has demonstrated since 2020 the ability to cope with impactful phenomena without blackout given the proven capacity to accelerate the double sourcing path for certain product categories.

Responsibility and ethics as business drivers

Everel Group places at the core of its mission the creation of value for all involved parties, recognizing the importance of stakeholders within the fabric of the organization. It is aware that sustainability and business prosperity are closely dependent on a responsible and ethical approach in all its activities. Thoughtful management of this issue is a priority for Everel Group. Through ongoing commitment, the company aims to progress along a path of continuous improvement. This commitment translates concretely into the definition of tailored policies, aimed at ensuring a positive impact on all involved actors.

We acknowledge the importance of establishing strong and lasting relationships with customers, employees, suppliers, and surrounding communities. Ethics and responsibility guide every action and decision undertaken, creating an environment where innovation and collaboration thrive. Looking to the future, we are committed to maintaining high standards of integrity and transparency, steadfastly pursuing business excellence and positively contributing to the well-being of people and the environment in which we operate.

The main business ethics management structure is represented by the Ethical Code present in Everel Group since 2013 and updated in 2018, drafted in accordance

with the model D.lgs 231.

The starting and ending point at Everel Group are the People: the company's collaborators, who adhere to a structured and shared Ethical Code, the customers and suppliers, with whom continuous relationships are developed over time. Finally, institutional and non-institutional entities, with which various relationships intersect at various levels of the company. In this way, the company addresses the social needs of the territory and resolves environmental issues.

Therefore, Social Responsibility permeates the Company itself, with ethical implications closely related to the strategic business vision. The Ethical Code defines the fundamental principles of the company and the behavioral norms to follow to respect them. They are constituted through the following themes:

- equity, equality, protection of the individual, impartiality, and moral legitimacy;
- proper corporate governance, accounting transparency, and internal controls;
- confidentiality and treatment of data and information;
- honesty and diligence;
- environmental protection and health protection;
- safety, health, and integrity of personnel.

Within internal management, respect for and adherence to these principles are promoted through specific training plans, which are an integral part of onboarding procedures reserved for all new employees and designed as moments of internal updating. Externally, Everel Group's Ethical Code is shared with all suppliers at the beginning of each business relationship and is published on the organization's website, www.Everelgroup.com.

In order to allow all Group personnel to report behaviors that are not in line with the Ethical Code, Policies and Procedures, or current regulations, the Code provides for a reporting system at the Group level, managed by the Oversight Body, which meets periodically every 3 months [02-26].

Conflicts of interest

Everel Group adopts behavior and control principles aimed at avoiding possible conflicts of interest through the implementation of Model 231 and the corporate Ethical Code.

All employees must therefore avoid any situation of conflict of interest between personal or family economic activities and duties performed in Everel Group, which may affect their independence of judgment and choice. If an employee finds themselves in a situation that may constitute a conflict of interest, they must promptly report it to their superior, who will inform the CEO for the functions under their responsibility. In the event that the conflict directly involves the CEO, they will promptly

inform the Board of Directors so that assessments can be made and appropriate measures taken. Examples of conflicts of interest may include, but are not limited to:

- having economic and financial interests (ownership of shares, professional positions, etc.), even through family members, with clients, suppliers, or competitors;
- accepting money, gifts, or favors of any kind from individuals, companies, or entities intending to enter into business relationships with Everel Group;
- carrying out work activities, even by family members, at clients, suppliers, or competitors.

Violations

For the current year, no violations regarding active and passive corruption, anti-competitive behavior, discrimination, and non-compliance with socio-economic laws and regulations have been identified at Everel. Therefore, the company has not taken any actions to manage any violations.

The creation and distribution of economic value in EVEREL

Everel's economic value directly generated and distributed

Exploring how value creation has translated into tangible benefits for various stakeholders, mechanisms through which the EVEREL Group distributes the generated value have been examined, aiming to highlight the company's path in pursuing not only value creation but also ensuring fair distribution for the improvement of all.

In 2023, the Everel Group achieved consolidated revenues of 41 million, showing a decrease compared to the previous year (-12.8%). The volume decrease is approximately 30% compared to the previous year, and no price increases were applied during 2023 to offset the rising costs of materials to avoid further volume losses.

The significant decline in orders is mainly attributed to the overall reduction in demand in the household appliance sector. In fact, the global cyclical downturn worsened in the fourth quarter of 2022, continuing to manifest its effects throughout 2023.

Partly, the damages to the Valeggio production site caused by the atmospheric event during the summer period also contributed to the volume decline due to delays and production slowdowns in the subsequent months.

The 2023 consolidated net result is negative at € -3.2 million (-7.8% of turnover) compared to a positive result of € +0.2 million (+0.1% of turnover) as of December 31, 2022.

The international scenario gradually deteriorated throughout 2023 due to supply constraints and significant inflationary pressures. Overall performance is fairly in line with the losses of the Group's reference sector, which recorded a decline of -4%.

Regarding the Everel Group, the acquisition of strategic assets at the Valeggio headquarters and its related motor business completed in December 2023 will undoubtedly play a leading role. This acquisition will bring additional turnover of over ten million from 2024 and the possibility to enter new markets. An expansion is expected in sectors that have so far only been marginally touched, such as HVAC, refrigeration, washing, and the professional sector.

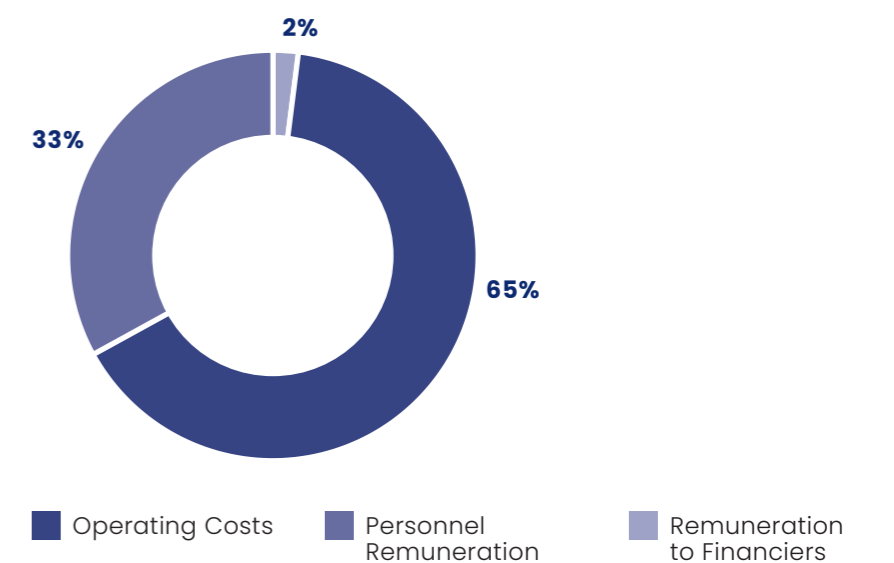
The Everel Group's strategy remains focused on continuous improvement of operational efficiency and cost control, with ongoing attention to new product and application opportunities.

Economic performance includes the economic value directly generated and distributed by the organization (economic value generated and distributed - EVG&D), aimed at indicating the generation of economic value for the main corporate stakeholders.

The latter is then distributed to: financiers, mainly credit institutions; personnel costs, including salaries and benefits; Public Administration (in the form of taxes and duties owed); investments in the community (NGOs, donations, etc.).

The distributed economic value amounts to 44.94 million. The distributed economic value is divided into: € 29.52 million for the company's operating costs; € 14.72 million for the payment of salaries and benefits to employees; € 144 thousand are payments made to the Public Administration in the form of taxes and duties and € 76 thousand are donations and sponsorships to local entities. The retained economic value of the Everel Group in 2023 is therefore € 3.07 million, including depreciation and write-downs.

DISTRIBUTED ECONOMIC VALUE



Partnership for Sustainable innovation

Co-designing together with customers and partners

From the analysis of the needs and trends of the main customers and partners, Everel Group has redefined its approach to product development and innovation, recognizing the importance of co-designing with customers and partners for the development of new solutions, also from the perspective of environmental sustainability. In this way, Everel Group has the opportunity to be an active participant in the transformation process of the supply chain and the reference sector of the electronic components produced by the company.

The focus of Everel Group's innovation strategy shifts from a perspective of responding to customer needs to one of proposal and co-design, allowing for the expansion of collaboration to different types of stakeholders, such as universities and research centers, and on different topics, such as the environmental impacts of materials and processes.

The development of Everel Group is a multifaceted process made possible by the variety of products and types of innovation projects conducted. Everel is capable of developing completely customized solutions that involve standard components and dedicated electro-mechanical design, also integrating internal design and development of electronic boards. This capability allows Everel Group SpA to transition from an electro-mechanical supplier to a provider of mechatronic solutions. Increasingly, the definition of these solutions is based on close interaction with customers, analysis of their needs, and - where possible - co-design activity with the customer's R&D department.

E-LAB: Laboratory of ideas

Everel Group SpA intends to pursue an approach of open innovation, a new paradigm emphasizing the need to address current and future challenges through the use of ideas and knowledge within and outside the company. For this reason, Everel Group SpA has developed, in collaboration with E-lab over the past three years, an intense activity of building networks, relationships, partnerships, and research and training activities to promote a culture of shared innovation by collaborating with other actors such as start-ups, universities, research centers, and other industrial partners.

The E-lab journey has been of fundamental importance for Everel Group, opening new doors and perspectives for business, innovation, and sustainability. Therefore, it has been considered important to proceed with its natural integration into the company's mechanisms, especially the corporate R&D function.

Among the activities carried out by E-Lab, the following are highlighted: research on alternative and environmentally friendly plastic materials, research on new product functionalities, and the study of new forms of interaction with sensors. E-Lab also carries out Observatory activities, promoting and supporting the "culture of innovation" across the entire company.

This is achieved through:

- Research activities and dissemination of news, scientific articles, images, videos, events, and building thematic reports useful for creating new perspectives. The dissemination takes place through the weekly sending of a newsletter within the company's intranet.
- Project activities with specific purposes thanks to the development of new partnerships.
- Monthly and bimonthly meetings for updates and alignment with the Board of Directors, Green Team, and representatives of different business areas.

Activities 2023

OPEN INNOVATION ACTIVITIES

4 INNOVATIVE CONCEPTS

5 START-UP SCOUTING

1 SAVINGS AND OPTIMIZATION

RESEARCH ACTIVITIES

2 INNOVATIVE CONCEPTS

6 PARTICIPATION IN TRADE FAIRS

INNOVATION CULTURE

10 MEETINGS WITH THE INNOVATION TEAM

6 MEETINGS WITH SECONDARY LINES AND PRODUCTION

2 EXTERNAL WORKSHOPS

2 INTERNAL WORKSHOPS

INTERNAL AND EXTERNAL NETWORKING AND COMMUNICATION

50 NEWSLETTERS SENT (TREND AND INNOVATION TOPICS)

6 COMMUNICATION CONCEPT

6 ACTIVE COMMUNICATION CHANNELS

Stakeholder engagement

We are a diverse entity, deeply rooted in the local territory yet, at the same time, with a strong inclination towards internationalization. With this spirit, in defining our sustainable development strategy, we place the relationship with all our stakeholders at the center.

We have always involved our employees, customers, and suppliers, but today we aim to build deeper and more meaningful relationships with all the actors in our ecosystem, to create a more sustainable future for everyone.

In 2021, Everel formalized the mapping of our stakeholders, using the AA-1000SES standard. We classified stakeholders according to new perspectives:

- Type and level of applicable responsibility (legal, financial, or operational).
- Influence suffered: the ability to influence our performance and affect the real possibility of achieving, or not, the sustainability objectives we have set.
- Generated influence: the level of influence that we ourselves generate externally with our activities or operations.
- Proximity: entities with which our organization interacts most, including internal stakeholders, those with whom we establish lasting relationships, those on whom we depend for daily operations, and those living near the operational headquarters.

By adopting these new perspectives on the entities we engage with, we have always codified the methods of involvement and dialogue with each group and subgroup.

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

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

CATEGORY	SUBGROUP	CURRENT ENGAGEMENT TOOLS	ENGAGEMENT CONTENT
Trade unions		<ul style="list-style-type: none"> Regular meetings 	<ul style="list-style-type: none"> Contracts Health and safety Welfare
Certification bodies/ Legislation		<ul style="list-style-type: none"> Certifications Audits Updating of standards Training courses 	<ul style="list-style-type: none"> Reporting Non-compliance Daily improvement
Universities and Research		<ul style="list-style-type: none"> Open days Internships Technology scouting Technical meetings 	<ul style="list-style-type: none"> Innovation Training Human capital
Competitors		<ul style="list-style-type: none"> Desk Social media 	<ul style="list-style-type: none"> Technologies Common methods Image
Community	Families Associations Schools Business activities Communities	<ul style="list-style-type: none"> Worker mediation Direct contact Events Programming activities Press and media releases 	<ul style="list-style-type: none"> Welfare Focus on sustainability issues Participation in local activities
Institutions	Legislative bodies ASL (local health authorities) RSPP (prevention and protection service manager)	<ul style="list-style-type: none"> Mandatory communication Directives Advising Lobbying Round tables 	<ul style="list-style-type: none"> Forms Reports Standards and directives Health and safety
Environment		<ul style="list-style-type: none"> Choice of sources (materials/countries) Anticipating directives on hazardous materials Reducing impact: complying with limits, limiting emissions, increasing efficiency) Enquiries from customers Price trends 	<ul style="list-style-type: none"> Reducing risk Savings Anticipating legislation Availability of raw materials



The Materiality analysis:

The Materiality analysis is a process that allows Everel to identify the most relevant sustainability issues. These issues are used to guide sustainability reporting, as well as the development of short, medium, and long-term strategies.

Everel's Sustainability Committee conducted the materiality analysis at the corporate level, focusing on Everel Spa, extending the analysis to the entire Group during the year 2023.

To define the internal relevance of sustainability issues, in 2021 Everel involved an external group of experts and conducted the following activities:

- A focus group with the Sustainability Committee
- In-depth interviews with all business functions
- A survey directed at all employees
- Three meetings to delve into identified themes
- Two meetings to identify opportunities and threats related to relevant issues
- One meeting to define priorities and configure the materiality matrix
- To define external relevance, in 2021 Everel evaluated the following factors:
 - Material topics of reference used by other industry players (SASB sector benchmark) and by a panel of competitors and customers.
 - Environmental impacts generated by Everel's value chain and its products, using the Simplified Life Cycle Assessment methodology (The Natural Step).
 - Scientific and industry literature on sustainability impacts.
 - Results of a survey on the relevance of sustainability issues identified by Everel to external stakeholders, with responses from 50 individuals.

Over the past year, Everel has conducted activities to review material issues in terms of impact. Specifically,

for the material topics identified during the last reporting period, the following were evaluated:

- The type of impact (positive or negative)
- The main area of influence (economic, environmental, social, and/or human rights)
- The causes (whether direct or indirect)
- The magnitude of potential benefits or damages
- The type of repercussions (potential or actual)
- The geographical scope of repercussions
- The effort required, where possible, to repair damage caused by a negative impact
- The frequency of occurrence
- Whether the issue is subject to regulatory coercion or not

Finally, actions to manage and limit negative impacts and/or to prepare and amplify possible positive impacts were described. The result of this activity allows for updating the materiality matrix, enabling the reinterpretation of material issues also in terms of the intensity of the actual or potential impact generated.

THE MATERIALITY ANALYSIS OF EVEREL GROUP, WHICH TAKES INTO ACCOUNT THE SIGNIFICANCE OF THE GENERATED IMPACTS, THE FUTURE CHALLENGES OF THE INDUSTRY, AND THE INTERESTS OF OUR STAKEHOLDERS, IDENTIFIED 10 PRIORITY THEMES:



1 Partnership for sustainable innovation: how Everel's innovation processes and openness to developing shared projects with suppliers, customers, research centers, universities, startups, the third sector, etc., can identify elements of sustainable innovation.



2 Sustainable material management: intervening in the product life cycle to activate circular economy dynamics, such as reducing waste and inefficiency, materials, resources, and energy, and promoting attention to production conditions with raw materials.



3 Worker safety: ensuring the extension of health and safety interventions beyond legal obligations, also addressing psychological, economic, and relational aspects.



4 Product and customer safety: building a proactive/anticipatory attitude towards safety directives and paying attention to the production conditions of raw materials.



5 People's well-being: Constant attention to balancing personal and professional life, growth paths, and attention to inclusion and integration issues.



6 Environmental Compliance: Ensuring a proactive/anticipatory approach to national, European, and global environmental directives with a focus on milestones and objectives.



7 Sharing: continuous information, dissemination, engagement, and awareness activities on ethics and environmental and social sustainability issues towards internal and external stakeholders.



8 Ethics: how we oversee fundamental corporate ethics issues, such as legality, fairness, and anti-corruption.

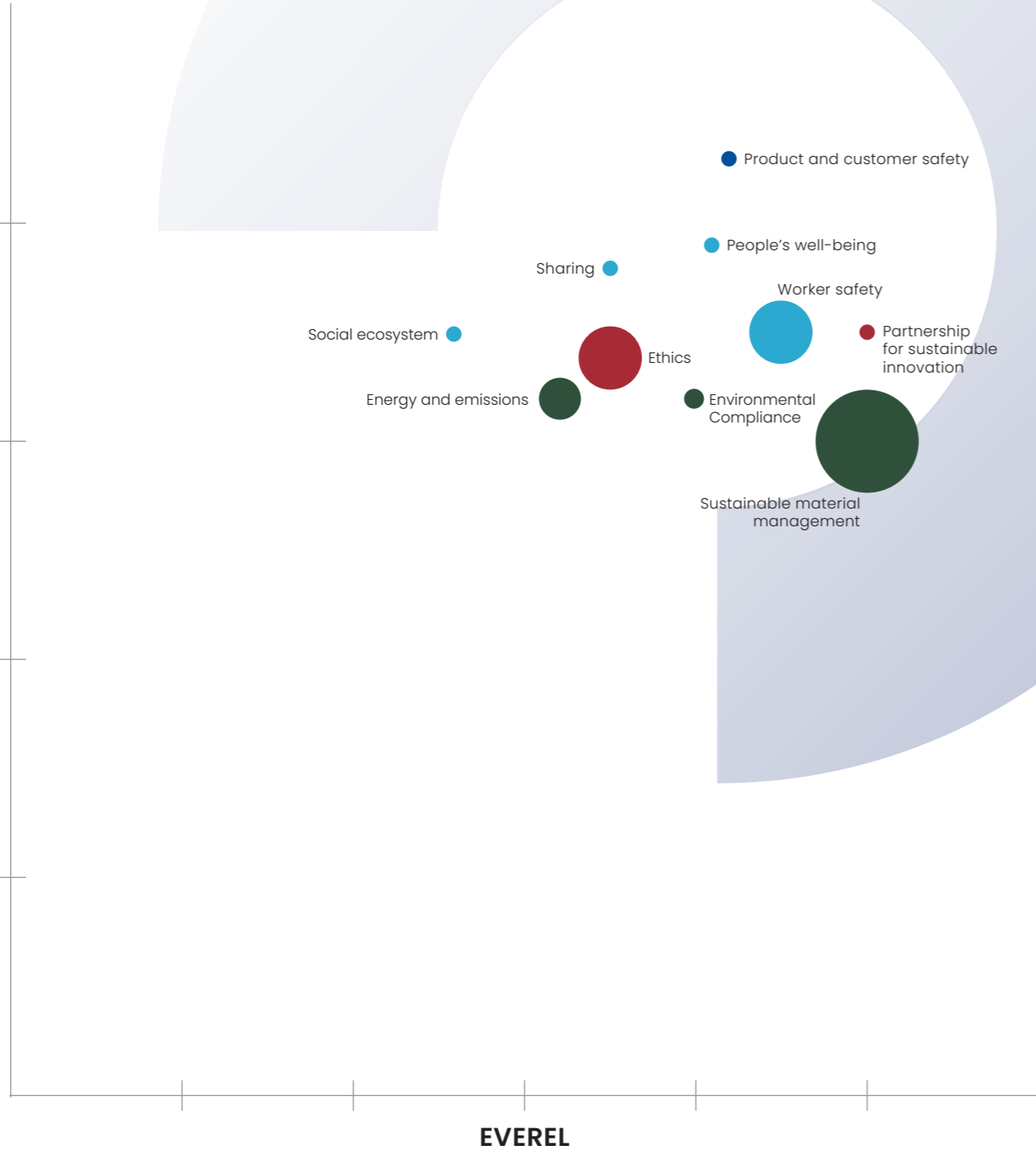


9 Energy and emissions: responsibly managing energy resources through commitments to reduce greenhouse gas emissions and initiatives for climate change mitigation and adaptation.



10 Social ecosystem: enhancing relationships with local social, cultural, and institutional fabrics through active participation in value initiatives and safeguarding the sustainability of the supply chain.

STAKEHOLDER



- Environment
- Governance
- Product
- Social

People

- 61 Person-centered approach
- 70 Welfare. People First
- 76 Growth and training
- 81 Promoting employees' well-being
- 87 Engagement tools
- 88 Work safety
- 96 Customer safety
- 98 Social ecosystem

Person-centered approach

It is the beacon that guides our actions and decisions.



We are aware that when we focus on people, we not only help them grow and realize their potential and our corporate success, but we also create a stronger and more resilient social fabric. We know that the true wealth of a successful company lies in its ability to develop the potential of the people who are part of it because every individual has unique talents and aspirations that deserve to be cultivated and encouraged in building a work environment attentive to their professional and personal well-being. We recognize that at the heart of resilience and corporate success are people: every team member, at all levels, contributes vitally to our collective growth. Through active engagement and a clear definition of goals and outcomes, we ensure that every voice is heard and valued.

To face the challenges of our time, including pandemics, global conflicts, and economic instability, our Group is committed to being a beacon of stability and support. In this context of uncertainty, our organization aspires to be a second family for its members, a place where personal and professional growth is promoted and supported. We are committed to ensuring the safety, satisfaction, and well-being of our people by focusing

on effective retention strategies and a careful generational turnover plan. This approach not only strengthens our internal team but also allows us to navigate through storms with determination and hope. Our commitment to corporate sustainability translates into concrete practices: alongside indispensable topics such as health and safety, we are committed to implementing training and professional development programs, initiatives for employee well-being and satisfaction, and strategies aimed at creating an inclusive and welcoming work environment. In this journey towards sustainability and success, our goal is clear: to create a work environment that is a source of inspiration, security, and growth for all.

We are aware that in a profoundly transforming world of work, these aspects gain strategic importance in attracting and retaining qualified personnel; taking care of people is an investment for the future.

People management

At Everel, we manage personnel with attention to all phases of an employee's journey: from initial recruitment, to onboarding, to development and growth programs. The goal is to ensure an inclusive, ethical, transparent, and well-being-generating path, aware that creating a high level of engagement and empowerment requires focusing on the uniqueness of individuals.

We consider the following as factors generating well-being for people: **recruiting conditions; people management; welfare; engagement; training and growth paths; and attention to guaranteeing the value of diversity and equal opportunities.**

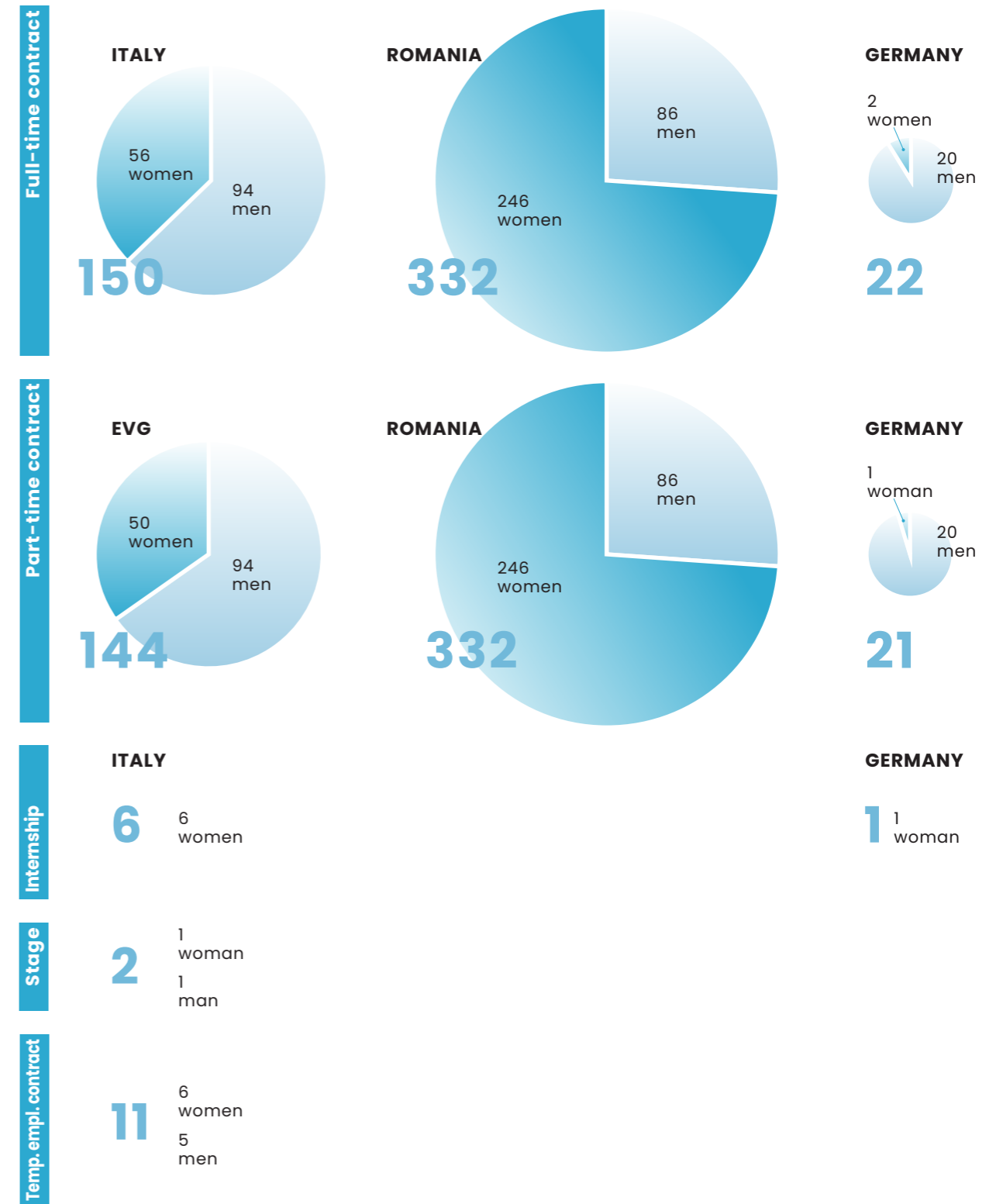
At Everel, the Human Resources function in each Plant is made up of specialists in recruitment, training, management, and administration of personnel, and operates in perfect synergy with all the group's locations, promoting a work environment based on the sharing of policies, best practices, and corporate values. This international collaboration translates into a unified approach to talent management, professional development, and employee well-being. Through digital platforms and periodic meetings, we share experiences, successes, and challenges, ensuring that every initiative is aligned with the group's global sustainability objectives.



THE TOTAL NUMBER OF EMPLOYEES AT EVEREL GROUP AS OF DECEMBER 31/12/2023, WAS 515, WITH A PRESENCE OF 206 MEN AND 311 WOMEN (EXCLUDING THE BOARD OF DIRECTORS)

EMPLOYEES BY CONTRACT TYPE YEAR 2023

GRI 2.7 EMPLOYEES BY CONTRACT TYPE



Employees by contractual type over the three-year period Italy Plant	2023			2022			2021		
	ITALY PLANT								
	Men	Women	Tot	Men	Women	Tot	Men	Women	Tot
Permanent employees	94	56	150	96	56	152	91	60	151
Fixed term employees	0	0	0	2	2	4	2	1	3
Full time employees	94	50	144	98	52	150	96	56	149
Part time employees	0	6	6	0	6	6	0	5	5
Internship	1	1	2	3	4	7	2	2	4
Agencies	5	6	11	0	0	0	19	5	24
TOTAL EMPLOYEES	161			156			154		

Employees by contractual type over the three-year period Romania Plant	2023			2022			2021		
	ROMANIA PLANT								
	Men	Women	Tot	Men	Women	Tot	Men	Women	Tot
Permanent employees	86	246	332	85	248	333	112	318	430
Fixed term employees	0	0	0	0	0	0	0	0	0
Full time employees	86	246	332	85	248	333	112	318	430
Part time employees	0	0	0	0	0	0	0	0	0
Internship	0	0	0	0	0	0	0	0	0
Agencies	0	0	0	0	0	0	8	12	20
TOTAL EMPLOYEES	332			333			430		

Employees by contractual type over the three-year period Germany Plant	2023			2022			2021		
	GERMANY PLANT								
	Men	Women	Tot	Men	Women	Tot	Men	Women	Tot
Permanent employees	20	2	22	21	2	23	21	2	23
Fixed term employees	0	0	0	0	0	0	0	0	0
Full time employees	20	1	21	21	1	22	21	1	22
Part time employees	0	1	1	0	1	1	0	1	1
Internship	0	0	0	0	0	0	0	0	0
Agencies	0	0	0	0	0	0	0	0	0
TOTAL EMPLOYEES	22			23			23		

The people of Everel Group

100% of the Group's employees in Italy have permanent contracts and are covered by the National Collective Labor Agreement for the Metalworking Industry (CCNL Metalmeccanico), which in 2023 saw a 6.6% salary increase across all levels. There were 6 part-time workers and 2 internship contracts. Temporary work was used throughout 2023 mainly due to the needs related to the implementation of the new production line and is typically a method used with the aim of integrating new staff into the workforce. Part-time contracts are evaluated based on specific requests and needs, such as the need to balance work and private life and family requirements. Internships are tied to work initiation projects for young people, organized in collaboration with universities or local employment centers.

Regarding Romania, the contractual reference is the Labor Code. The Romanian government approved a decision in 2023 to define the gross base minimum wage, with a 10% increase. Staff variation in the Romanian plant follows production needs, as evidenced by the decline between 2021 and 2022, driven by the production peak in 2021 that later stabilized. Departed personnel were repositioned in other local entities with the support of Everel's HR team.

In a macroeconomic context characterized by uncertainty and continuous change, the HR Department is increasingly called upon to contribute to corporate success by engaging in strategic activities such as personnel selection, retention, and ongoing engagement of resources. Effective personnel selection becomes increasingly strategic, extending beyond onboarding to include induction pa-

thways and frequent post-hire interviews. External recruitment is preceded by an analysis of the current workforce to verify the possibility of leveraging internal personnel, aiming for continuous growth and development. When internal recruitment is not feasible, external selection processes are initiated.

Selection is mostly conducted by highly specialized internal group specialists, trained to support resources correctly even after their onboarding. Interviews are conducted in multiple stages, with an initial "motivational" interview followed by a technical interview involving the responsible function heads. For operational staff, there is sometimes an opportunity to visit the production plant during the selection stages, with the aim of absolute transparency and to provide an understanding of daily activities within the production area. During the selection of managerial roles, evaluation test sets are sometimes used to support the process, aiming to recruit personnel in line with the technical and managerial skills required for the role and in harmony with the company's culture and values.

The HR team has defined an initial system of indicators to monitor selection activities, including quantifying the number of CVs evaluated, the number of motivational and technical interviews conducted, the type of channel used for the selection process, the average duration of the selection process, and the number of closed and open selections.





Germany branch

No selections have been carried out for this Plant



In Romania, a high turnover trend is more physiological compared to the Italian context. This is partly due to the socio-economic and competitive context of the metalworking sector, with the Lipova industrial area being an automotive sector characterized by high competition, especially concerning the recruitment of younger personnel. In this context, Everel Group aims for the gradual development of welfare systems and inclusive recruiting, as well as employment pathways focused on enhancing personal well-being, thus increasing attractiveness and retention. In Germany, the workforce remains mostly stable over the years, with highly specialized individuals who constitute a pool of invaluable technical skills.

To conclude, we can say that, despite market peaks and fluctuations, 2023 was a year of stabilization. Our goal for 2024 is to increase the number of hires, as the new production line and market trends are expected to create a need for additional personnel.

Interviews and Recruiting Days

To make the second technical interview as efficient as possible, the HR team carefully handles the initial motivational interviews to immediately identify candidates who are most aligned with the search targets. The data related to interviews that result in hires are particularly positive in the Romanian context due to the more dynamic labor market, especially regarding operational positions in the production department.

In 2023, two recruiting days were held dedicated to the search and hiring of individuals to be trained for the integration of two lines acquired from a German multinational. About 30 people participated in this activity, 7 of whom completed the training program and were hired. The recruiting days represent a revision of the Talents Workshop experience conducted in previous years, due to different organizational needs now focused on Everel's assembly department rather than the molding department.

The 2023 workforce is larger than that of 2022 when considering temporary workers in Valeggio who do not appear in the totals on page 6 of this chapter. Perhaps we should highlight here that this increase is due to temporary workers. This required the onboarding and training of a new team of specialized operators. Turnover at the Valeggio site has decreased (overall turnover in 2022 was 43.59%), with a focus on hiring young individuals. In Romania, there was a balance between hires and departures throughout the year, and female employment is strategic, representing about 75% of the employed population.

TURNOVER TABLES

GRI 401-1			
EVG			
Year 2023	OVERALL Turnover	NEGATIVE Turnover	POSITIVE Turnover
average	2,00%	1,00%	1,00%
TOTAL YEAR	28,39%	13,55%	14,84%
EVRO			
Year 2023	OVERALL Turnover	NEGATIVE Turnover	POSITIVE Turnover
average	3,94%	1,98%	1,95%
TOTAL YEAR	47,22%	23,77%	23,46%
DREEFS			
Year 2023	OVERALL Turnover	NEGATIVE Turnover	POSITIVE Turnover
average	0,38%	0,38%	0,00%
TOTAL YEAR	4,55%	4,55%	0,00%

PERFORMANCE INDICATORS

ARRIVALS	2023		
EVG			
By type	Office workers	Manual workers	Total
	8	15	23
By gender	Males	Females	Total
	13	10	23
By age group	18-30	30-50	Over50
	9	12	2

DEPARTURES	2023		
EVG			
By type	Office workers	Manual workers	Total
	12	7	19
By gender	Males	Females	Total
	13	6	19
By age group	18-30	30-50	Over50
	8	6	5

ARRIVALS	2023		
EVRO			
By type	Office workers	Manual workers	Total
	7	69	76
By gender	Males	Females	Total
	29	47	76
By age group	18-30	30-50	Over50
	27	39	10

DEPARTURES	2023		
EVRO			
By type	Office workers	Manual workers	Total
	17	60	77
By gender	Males	Females	Total
	27	50	77
By age group	18-30	30-50	Over50
	30	36	11

ARRIVALS	2023		
DREEFS			
By type	Office workers	Manual workers	Total
	0	0	0
By gender	Males	Females	Total
	0	0	0
By age group	18-30	30-50	Over50
	0	0	0

DEPARTURES	2023		
DREEFS			
By type	Office workers	Manual workers	Total
	0	1	1
By gender	Males	Females	Total
	1	0	1
By age group	18-30	30-50	Over50
	0	1	0



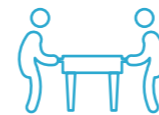
Welfare. People First

For Everel Group, Welfare represents a fundamental pillar for ensuring employee satisfaction and well-being, as well as for promoting the company's growth and stability. We are aware that, in an increasingly competitive labor market, companies that focus on the well-being of their employees are destined to emerge as industry leaders.

First and foremost, investing in employee Welfare allows us to attract and retain qualified talent. Additionally, a well-structured Welfare program can help improve the organizational climate and foster a sense of belonging and trust among employees. This, in turn, promotes a

more positive and collaborative work environment, increasing productivity and reducing company turnover. For this reason, through constant dialogue with the union council, we have expanded the number of Welfare benefits provided by the contract over time.

To continuously improve the work environment, Everel Valeggio personnel are offered:



Relaxation area with foosball and meeting zones



Free drinking water supply



Pool car service



Everel Station:
Computer and internet access service for production colleagues



Company restaurant:
Catering to the dietary needs and allergies of employees



Vending machine with fresh meals available 24/7 for employees

Further improvements are planned for 2024 to make the relaxation area a comfortable place to truly feel "on break" and to create moments of fun and interaction with colleagues. Additions will include a ping-pong table, sofas and tables for seating, and a small library

operating on a "bring a book – take a book" basis. A goal for 2024 is also to extend the activities offered to workers in the area of psycho-physical well-being, such as a Pilates course open to everyone.

EverelPrivé platform

In 2023, a welfare platform called EverelPrivé was introduced in Valeggio, providing employees and their families with access to discounts, cashback, and gift cards at various local and online stores. Points were loaded onto the platform as a small birthday benefit and for professional milestones and/or anniversaries, also aiming to incentivize the digitalization of welfare.

Eighty employees, more than half of the staff at Valeggio, registered on this platform.

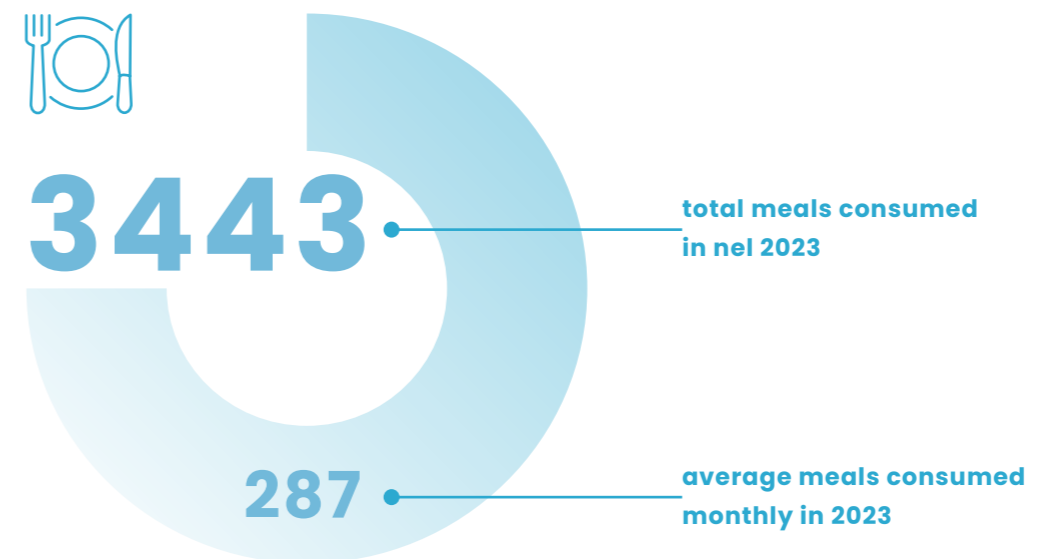


Company Canteen with time-saving technology

In 2022, a new service was introduced to support the JoyFood company restaurant. JoyFood is a service that allows employees to pre-order their meals and conveniently pick them up from a designated fridge. This service makes lunch breaks flexible and enables production department staff to have a meal even during evening and night shifts. After a slow start, the service saw a significant increase in usage in 2023.

Additionally, JoyFood offers free expert advice on following a healthy and balanced diet and selecting the right dishes for one's needs every day.

This initiative has been particularly appreciated by workers in the production area.



In 2023, a **workshop open to all** employees was organized, where, through the intervention of the **occupational doctor and a nutritionist**, principles concerning well-being and health combined with proper nutrition

were disseminated. Particular focus was given to how these topics relate to shift workers and their physiological rhythms.

Everel Romania Benefits

The benefits system offered to Everel employees in Romania includes:



Meal voucher distribution
to all employees from the first day of work, usable at local food establishments.



Completely renovated and equipped canteen



The opportunity to participate in sports activities for employees residing in Lipova.



Personnel transportation service
(essential due to limited accessibility to the facility and a low percentage of employees with personal vehicles).



Health insurance:
Everel was the first company to introduce this benefit locally, covering over 500 medical analyses and certain types of hospitalization. The insurance is provided to 100% of employees with different levels for office staff and workers.



Monthly efficiency bonus for achieving over 94% efficiency and zero absences
85% of employees received this bonus.

In 2023, a **workshop open to all** employees was organized, focusing on basic **financial education topics**.

Improving the well-being of Everel personnel is a Group-level objective based on the principle of continuous improvement. We aim to structure a Group policy with the intention of considering and maintaining the specificities of different contexts and countries in defining local welfare.



Growth and training

The value for people and the company

In the dynamic context of the business world, the growth and training of individuals are fundamental elements that converge toward a common goal: generating value both for the well-being of the workers and for the company's success. In this context, Everel Group aims to increasingly focus attention and effort on supporting the professional development of its employees. Managing the growth of individual skills, teams, and the organization as a whole requires a solid and continuously evolving corporate structure. Through a gradual but constant process of organizing and implementing innovative training programs, the company aims to ensure that every employee can reach their full potential, thereby contributing to the collective success of the organization.

Until 2023, the Valeggio, Lipova, and Dreefs sites had separate training plans. The company's goal is to align the processes in Romania and Dreefs with the training activities and plans of Valeggio.

Although there are differences among the various plants, the development and training process was set on a biennial basis and involved an initial needs analysis conducted by the HR team in collaboration with the function manager, taking into account the requests of each individual collaborator. This allows for the simultaneous identification of needs expressed by the manager regarding the evolution path of their collaborators and the training needs identified by the collaborator themselves as necessary.

For 2023, the group's training interventions were divided into 7 clusters:



1. Social Innovation

This category is dedicated to training activities related to strategic innovation, corporate social responsibility, and sustainability.



2. Environment, Health, and Safety

This cluster includes all mandatory and non-mandatory courses related to safety, health, and the environment.



3. Language Development

This category provides courses related to the development of language skills.



4. Digital Development

This category focuses on implementing IT literacy and the digitalization of processes and people.



5. Corporate Identity

This category includes onboarding programs, training on the code of ethics and organizational model, quality system training, privacy training, and, more generally, any type of onboarding, induction, and on-the-job training activities.



6. Managerial/Soft Skills

This category is dedicated to the development of transversal skills aimed at improving personal and managerial soft skills.



7. Technical Training

This cluster includes all courses that develop the set of technical skills required to correctly perform one's role.

Furthermore, growth paths at Everel are supported by a feedback and evaluation system. In 2023, the MBO system, based on both company and personal objectives, involved 22 people at the Italian site, accounting for 13.5% of the staff, and 6 people at the Romanian site, accounting for 1.8%.

E-learning Platform

During 2023, an **e-learning platform** was piloted, offering a diverse range of courses on **soft skills, managerial competencies, and personal development**. Access to the platform was provided to all employees in Italy and partially to employees in Romania. The pilot received positive feedback but also highlighted areas for improvement, as the platform was not specifically tailored for workers in the metalworking sector. Therefore, it was decided to scout for content platforms more relevant to

the sector, aiming to integrate both soft and hard skills into a single system within this production context.

Specifically for the Romanian site, starting in 2023, a plan for tracking training activities was structured, aligned with the Group's practices and considering the specificities of the context.

OVERALL IN 2023 WERE PROVIDED:



21.001 hours of training

- 30 hours of training per employee in Valeggio
- 47 hours of training per employee in Lipova

TRAINING HOURS ON SUSTAINABILITY TOPICS:



186 total hours

- 140 hours for the Green Team in Valeggio
- 40 hours for the Team in Romania
- 6 hours for the Team in Germany

Training

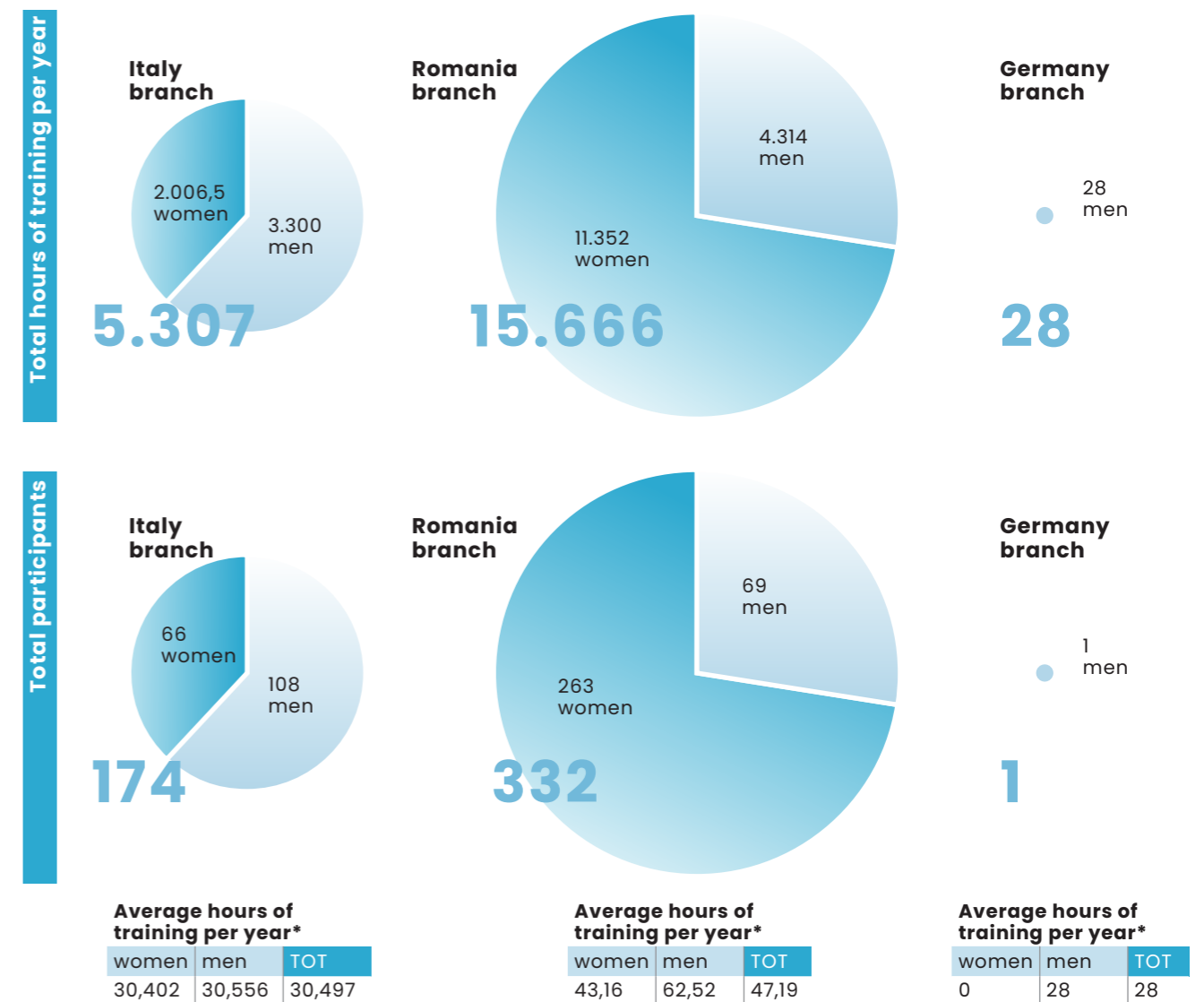
Despite the market trend indicating a complex period, the company's goal is to continue focusing on increasing the skills and growth of Everel Group employees, creating a common approach for the plants in Italy, Romania, and Germany.

In particular, the challenges we aim to address to improve the training experience and its results in terms of professional growth will focus on the following aspects:

- Making the processes of collecting training needs increasingly innovative and automated through the use of the "Training Hub" tool, a platform that allows detailed tracking of training activities and provides reports for KPI reporting in the training field.
- Increasing and making more structured the sharing of training programs among the various plants, with the creation of an annual corporate plan.

TRAINING HOURS BY GENDER FOR 2023:

GRI 404-1 AVERAGE HOURS OF TRAINING PER EMPLOYEE PER YEAR



Data as of 31/12/2023

GRI 404-1 AVERAGE HOURS OF TRAINING PER EMPLOYEE PER YEAR					
Hours of training by gender 2023					
ITALY BRANCH					
	Executives	Middle Managers	Office Staff	Workers	Total
Total hours of training per year	226	592	2970	1520	5307
Total participants	5	14	62	93	174
Average hours of training per year	45,2	42,2	47,8	16,3	30,4
ROMANIA BRANCH					
	Executives	Middle Managers	Office Staff	Workers	Total
Total hours of training per year	24	268	1455	13.919	15.666
Total participants	1	7	25	299	332
Average hours of training per year	24,0	38,2	58,2	46,5	47,1
GERMANY BRANCH					
	Executives	Middle Managers	Office Staff	Workers	Total
Total hours of training per year	0	0	28	0	28
Total participants	0	0	1	0	1
Average hours of training per year	0	0	28	0	28

Promoting employees' well-being

Employees who feel supported and valued are more motivated, engaged, and productive.

Implementing an effective employee well-being plan in the workplace offers significant benefits for both individuals and the organization, while also positively impacting local economies and surrounding communities. Employees who feel supported and valued are more motivated, engaged, and productive. This results in greater job satisfaction, better employee retention, and a more positive company atmosphere overall.

On the other hand, companies that invest in employee well-being enjoy a range of competitive advantages: besides improving the overall health of workers, a work environment focused on well-being can attract top talent and enhance the company's reputation. This leads to greater trust from customers and investors, thereby contributing to the long-term growth and success of the organization.

Everel is a dynamic environment characterized by a young workforce; in fact, over 55% of employees are under 50 years old. In this context, investing in well-being support becomes even more crucial.

For this reason, Everel has defined three medium to long-term macro-objectives in this area to implement concrete and measurable projects.

PILLAR	TOPIC	GOALS	YEAR	INITIATIVE/TARGET
PEOPLE	Employee well-being	 Promoting the well-being of employees	2025	Promoting a plan for continuous improvement of the working environment
		 Promoting opportunities for growth	2030	Increasing the number of hours and the content of annual training content
		 Ensuring a fair working environment	2025	Implementing the diversity and inclusion management policy



PROMOTION AND CONTINUOUS IMPROVEMENT OF THE WORKING ENVIRONMENT

THE PROMOTION OF WORKERS' WELL-BEING IS REALIZED through a plan of continuous improvement of the working environment.

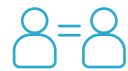
In this context, the commitment is to implement periodic monitoring of satisfaction in the workplace and well-being in a broader sense through surveys and dedicated tools. These activities aim to listen to employees' feedback to make improvements and increase engagement.

Surveys were already conducted in 2022 to explore areas for improvement regarding internal communication and health and well-being. We intend to continue this approach to achieve continuous improvement based on feedback and comparison. A **new Group survey** will be rescheduled to address not only communication and health and well-being but also more specific topics such as **well-being and satisfaction in the workplace** and work-life balance.



PROMOTING GROWTH PATHS

We aim to promote professional growth through a more structured development and training paths, focusing on both hard and soft skills. Periodic checks are also planned to assess their effectiveness.



PROMOTION OF DIVERSITY AND INCLUSION

ENSURING A FAIR WORKING ENVIRONMENT through the implementation of a diversity and inclusion management policy.

Everel Group is committed to promoting an inclusive and diverse work environment where every individual has the opportunity to contribute to the best of their abilities. This not only reflects the company's core values but also contributes to creating a fairer and more sustainable work environment for everyone. The company specifically commits to ensuring gender, origin, and age diversity protection by implementing targeted actions and strategies for inclusion.

Since 2022, the company has adhered to the **equal opportunities charter** and committed to defining and planning initiatives on this topic. This commitment not only promotes a fair and respectful work environment but also enriches the company itself through a variety of perspectives and skills. Diversity is seen as a valuable resource that fuels innovation, creativity, and collaboration.

The themes of diversity, equal opportunities, and rejection of any form of discrimination and xenophobia are included in the Ethical Code and in the management model pursuant to Legislative Decree 231. These documents affirm the organization's commitment to guaranteeing fundamental human rights, implementing preventive measures against child exploitation, policies against forced labor, and harassment. A procedure for reporting and denouncing episodes of discrimination in the workplace is provided within the model.

In line with this approach, inherent in the management of the company, Everel has 310 out of 515 employees (excluding the Board of Directors) who are female, corresponding to 60.15% of the company's population. The parameters related to female presence in managerial positions and in the organizational field reflect these values as well. In the production field, particularly at the Lipova site, there is a clear predominance of female staff, mainly due to the historical nature of the sector for the tasks performed, typically not related to the heavy metalworking industry. In 2023, at the Italian Plant, two new female figures joined the front line. In the production field, after a growth path, an operator from the assembly department has taken on the role of shift supervisor. This was also made possible thanks to the awareness raised in 2022 through initiatives such as the Pink Plant project, a training program dedicated to the female population of Everel to develop the skills of female workers. Diversity in terms of age shows a predominance of 54.65% of staff in the 31-50 age group, resulting from a certain stability of workers in this age bracket. Finally, another type of diversity considered and monitored is that related to different nationalities, with thirteen in Everel Valeggio; 15.3% of employees are of foreign origin.





Carta per le pari opportunità e l'uguaglianza sul lavoro

Since 2022, Everel has adhered to the Equal Opportunities and Equality at Work Charter in order to openly and collectively validate its commitment to safeguarding an environment where everyone is allowed to express their identity. This commitment enables the company, on one hand, to compare its commitment with similar organizations, thus having an updated benchmark, and on the other hand, to have a monitoring tool useful for improving internal management.



BOD:

Enrico Zobele, Thomaz Zobele, Massimo Forlani, Andrea Caserta e Carlo Bagnoli



2023											
Diversity in bodies	Italy plant			Romania plant			Germany plant				
BOD and Executives	Women	Men	tot	Women	Men	tot	Women	Men	tot		
	0	5	5	1	3	4	0	0			
	18-30	31-50	Over 50	tot	18-30	31-50	Over 50	tot	18-30	31-50	Over 50
0	1	4	5	0	2	2	4	0	0	0	
Middle Managers	Women	Men	tot	Women	Men	tot	Women	Men	tot		
	5	9	14	3	4	7	1	1	2		
	18-30	31-50	Over 50	tot	18-30	31-50	Over 50	tot	18-30	31-50	Over 50
0	8	6	14	0	5	2	7	0	0	2	2
Office Staff	Women	Men	tot	Women	Men	tot	Women	Men	tot		
	25	32	57	18	5	23	1	1	2		
	18-30	31-50	Over 50	tot	18-30	31-50	Over 50	tot	18-30	31-50	Over 50
8	29	20	57	3	19	1	23	0	0	2	2
Workers	Women	Men	tot	Women	Men	tot	Women	Men	tot		
	33	59	92	225	77	302	0	18	18		
	18-30	31-50	Over 50	tot	18-30	31-50	Over 50	tot	18-30	31-50	Over 50
15	35	42	92	29	182	91	302	0	4	14	18

DIVERSITY IN GOVERNING BODIES AND AMONG EMPLOYEES

	2023		
	Women	Men	
BOD and Executives	10%	90%	
	< 30	30-50	>50
	0%	20%	80%
Middle Managers	Women	Men	
	41%	59%	
	< 30	30-50	>50
	0%	61%	39%
Office Staff	Women	Men	
	44%	56%	
	< 30	30-50	>50
	15%	57%	28%
Workers	Women	Men	
	33%	67%	
	< 30	30-50	>50
	12%	38%	50%

Engagement tools

Tools and initiatives for people

We strongly believe that an approach based on engagement and sharing of responsibility is essential for a company's growth journey. We firmly believe that when employees feel involved and empowered, the entire company benefits. Internal communication plays a central role in this context, as it contributes to improving engagement, sharing, and transparency, which are fundamental elements for generating well-being in the workplace and integral to Everel's values.

Over the past few years, we have structured the company's intranet to contain sections updated daily, with the aim of keeping people informed about objectives, changes, and relevant communications. These aspects are particularly important in periods characterized by high instability like the one we are currently experiencing.

In this regard, in 2023, some update meetings were held by the Management to transparently share information on market trends and organizational changes. For the future, we plan to increase these meetings through a structured program and the opening of a listening channel called the "Ideas Box," which aims to encourage all team members to actively contribute with innovative proposals, thus strengthening the sense of belonging and the possibility to positively impact company dynamics.

This initiative, aimed at improving internal communication, has been positively received by employees, as it allows them to be constantly informed about news and to feel an integral part of the company's decision-making process. Furthermore, it promotes transparency and a sense of belonging.

Still, in relation to engagement activities, we have:

- Promoted internal sharing of Group objectives and sustainability activities to spread a greater culture of sustainability.
- In Valeggio, the "sustainability pills" format has been developed, consisting of video interviews related to sustainability projects, promoted monthly by the internal project manager who effectively and simply described the ongoing activities.
- A similar program has also been developed in Romania, but through the development of graphic and video material to be presented on screens in the office.

The company newsletter program has been temporarily suspended to define clearer objectives in order to make internal communication more effective, as suggested in the survey on this topic.

The Teams channel has been strengthened throughout 2023 to promote the dissemination of intranet content through thematic clusters: general, organization, social responsibility, health, safety and environment, and information security.



Work safety

The “Zero Accident Mindset” approach

Everel is aware of the risks that its production process may pose to the health and safety of workers. The company has always placed the utmost attention on this issue, with the aim of continuously mitigating hazards.

Recognizing the centrality of this topic both for the long history of the sector to which it belongs and for stakeholders' expectations, Everel has embarked on an ambitious journey in recent years. The company has decided to gradually exceed the minimum requirements set by regulations, aiming to achieve a corporate mindset oriented towards the Zero Accident perspective at all levels.

This approach, known as the **Zero Accident Mindset**, represents a concrete commitment by Everel to ensure a safe working environment free from accidents. This vision not only protects the health and safety of employees but also contributes to promoting a corporate culture based on responsibility and operational excellence.

The management of health and safety issues in the workplaces of Everel Group entails the Chief Executive Officer acting as the employer, while the Plant Manager assumes the role of the delegated manager.

Valeggio site

The prevention and protection service also includes the competent doctor and an external prevention and protection service manager (RSPP). In 2023, the role of an internal ASPP (person in charge of prevention and protection service) was identified and trained to support the RSPP in managing operational activities within the plant. Worker cooperation and involvement processes are supported by the RLS - Worker Representative for Safety, in office since January 2023.

Periodic internal and/or external audits are conducted to identify non-compliances and subsequent corrective actions. These activities serve the dual purpose of increasing safety awareness and culture and providing a basis for constant updating of the DVR (Risk Assessment Document), the document that tracks all risks associated with employees' various activities and tasks [GRI 403.2].

From periodic audits, any training and informational needs are also identified, which are then applied in detailed operational procedures accompanied by targeted training [GRI 403.2; 403.7].

A series of indicators have been defined and monitored to track the effectiveness of the introduced corrective actions [GRI 403.7]. [GRI 403.1; 403.8].

Internal audits are aimed at assessing any improvement suggestions from workers.

Communication processes regarding health and safety are conducted through an internal platform accessible to all employees (this element is only present at the Valeggio plant), while worker participation occurs through the organization of periodic meetings aimed at continuous improvement. [GRI 403.4].



OVERALL, IN 2023, EVEREL VALEGGIO PROVIDED A TOTAL OF

764,5 h

ON SAFETY-RELATED TOPICS

The company organizes eye examinations for employees based on the findings of the occupational health physician, as required by law. In 2023, spirometric tests were conducted on all production workers. The Competent Doctor is essential in identifying potential work-related pathologies and in recommending the best preventive measures [GRI 403.3]. Historically, until 2023, Everel has had no reports of occupational diseases. Therefore, the situation remains under control, also thanks to intensive collaboration processes with the competent doctor [GRI 403.10].

For the Valeggio site, in 2023, 1 case of minor injury was recorded. There were no injuries in areas under Everel's control that are not employees. The workplace injury rate is 4.046.

EVG	
a. for all employees:	
The number of deaths due to work-related accidents	0
Death rate due to work-related accidents	0
The number of work-related accidents with serious consequences	0
Rate of work-related accidents with serious consequences	0
The number of recordable work-related accidents	0
Rate of recordable work-related accidents	1
Main types of work-related accidents	Distortion trauma
Number of worked hours	247.148,63h
b. . for all non-employee personnel, but whose work and/or workplace is under the control of the organization	
I. THE NUMBER OF DEATHS DUE TO WORK-RELATED ACCIDENTS	
Death rate due to work-related accidents	0
II. THE NUMBER OF WORK-RELATED ACCIDENTS WITH SERIOUS CONSEQUENCES	
II. RATE OF WORK-RELATED ACCIDENTS WITH SERIOUS CONSEQUENCES	0
The number of recordable work-related accidents	0
Rate of recordable work-related accidents	0
iv. Main types of work-related accidents	None
v. Number of worked hours	

Lipova site

The production facility in Romania has a local HSE (Health, Safety, and Environment) manager, supported by an external RSPM (Prevention and Protection Service Manager), and produces a periodic Safety and Environmental Report and its action plan, which is shared every 6 months with the Oversight Body in Italy. Additionally, although not required by law, an internal audit is conducted to allow for a better definition of internal risks and the definition and development of an improvement plan.

According to Romanian legislation, for the training of colleagues (new and old employees), we proceed as follows: The training period is considered working hours. Worker training in occupational health and safety is divided into three phases:

- a) general introductory training upon hiring by the HSE Specialist in health and safety for 2 hours, 8 hours in fire prevention, and 4 hours on environmental topics.
- b) on-the-job training conducted upon hiring by the line manager for 2 hours on job instructions and another 8 hours in fire prevention.
- c) periodic training for all by the department head for 2 hours every 3 months on health and safety.

Overall, in 2023, Everel Romania provided a total of X hours on safety-related topics.

OVERALL, IN 2023, EVEREL ROMANIA PROVIDED A TOTAL OF

7332 h

ON SAFETY-RELATED TOPICS



Germany site

In the German plant, an external company is responsible for monitoring and controlling occupational health and safety and providing occupational health services. Internally, there are two health and safety managers who receive training updates every five years. Three employees have received specific first aid training, with biennial updates.

The plant's injury rate is 0.

EVEREL 4 YOU

Since 2020, Everel established, initially at the Valeggio site, a listening service called "Everel 4 you"; the service involves the intervention of a clinical expert who is present at the company one day a week, offering the opportunity to undergo a 4-session psychological support program paid for by the company, with the possibility of continuing privately thereafter. Everel4you is designed for those seeking a moment of dialogue and listening, with the aim of finding concrete solutions for personal and professional improvement. This initiative, conceived as a way to support the improvement of health status and psychological well-being, also represents a tool for personal growth for Everel employees and continues to be a central service for them.

The activity continued in 2023. In 2023, 13 people used the service, totaling 18 hours of sessions.

In Romania, following Everel 4 you's approach, an on-demand psychological service is available. The aim going forward will be to provide a more structured service also for the Lipova plant.

Zero accident mindset

In line with our aim to achieve a zero accident mindset, we have set our medium-term goal.

GOALS AND TARGETS

PILLAR	TOPIC	GOAL	YEAR	INITIATIVE/TARGET
PEOPLE	Worker safety	Zero accident mindset	2025	Continuous improvement of safety culture

Improving safety culture within the plant involves a series of interconnected activities.

In 2023, non-compulsory training on health and safety topics was provided at the Valeggio plant for employees working through smartworking, lasting 4 hours for the 61 individuals involved.



The “Near miss”

An initiative undertaken since 2022 involves raising awareness among workers and implementing a system for reporting “near miss” incidents, or narrowly avoided accidents. This methodology delves deeply into risk perception and workers’ habits of considering safety in their activities.

In 2023, a control file was implemented to include any injuries/near misses and non-conformities, providing a comprehensive overview of all safety-related actions to be implemented. Each activity is assigned an owner responsible for completing it within the set deadline. The

ASPP ensures that all points listed in the file are properly addressed.

In 2023:

- For the Valeggio site, 11 Near Miss incidents were recorded, for which corrective and/or improvement actions were identified and implemented.
- For the Lipova site, no Near Miss incidents were recorded.

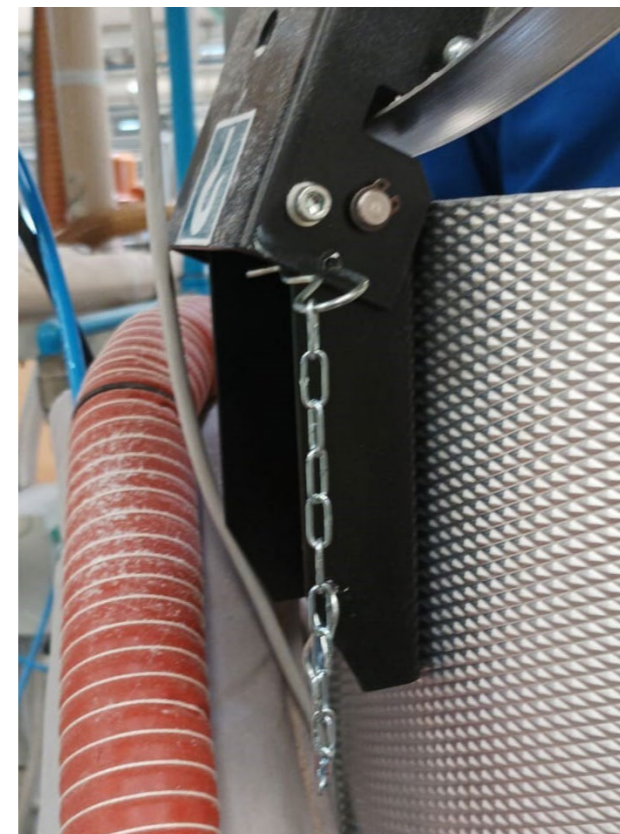
“Near Miss” example: Before: While retrieving granules from the bottom of the octabin and subsequently filling the furnace, the operator slightly crushed their left pinky finger with the upper lid of the furnace.

Before



After: Corrective action taken: A modification to the hopper hinge was implemented by adding a mechanical stopper that prevents the lid from closing while open.

After

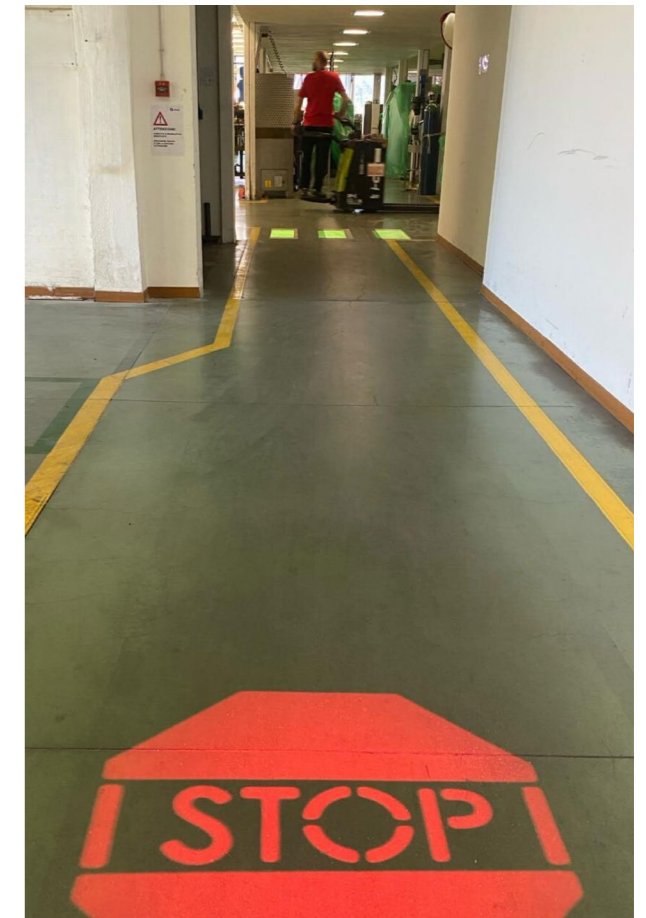


Internal traffic management

Another activity within the framework of continuous structural improvement in the health and safety of workers concerns the internal traffic management within the production facility.

Clarity regarding internal traffic limits and procedures enhances safety for visitors and employees and reduces the risk of accidents involving moving vehicles. To this end, the following activities were implemented at the Valeggio plant in 2023:

- Renewal of multilingual external signage and signage additions for stop signs and identification of warehouse loading and unloading areas.
- Installation of an electronic speed bump to monitor truck speed upon entry, preventing collisions between trucks and pedestrians.
- Implementation of LED ground systems in the motan area and island 3 (identified as critical areas), signaling approaching forklifts to pedestrians. This system aims to reduce the risk of collisions between pedestrians and forklifts.



Our commitment to continuous improvement in health and safety remains central, with a focus on increasing alignment across all Group locations. Additionally, for 2024, there is a planned program for further training

and awareness for all supervisors in risk/prevention/culture of health and safety. Finally, the structuring of a Group survey on health and safety is envisaged.

Customer safety

Safety parameters

Everel develops and manufactures electrical and electronic components and systems. This means introducing products to the market that must be designed and built with the utmost attention to safety requirements, both legislative and non-legislative. Everel's products are part of millions of people's daily lives. Safety parameters are a priority that Everel aims to constantly improve to fulfill its responsibility to end users and maintain an excellent position with its customers. Indeed, Everel's customers have been making increasingly specific requests regarding safety parameters, prohibited substances, and environmental issues for several years now.

All Everel products are designed, developed, and produced with reference to methodologies imposed by certified quality systems and international standards.

Given the type of product, the main risk to consider is undoubtedly electrical, regulated by international directives and related standards.

This set of rules and directives constitutes an essential part of the product specification and its requirements, which not only drives development but also production monitoring to ensure consistency and continuity of product conformity. An increasing number of customers, especially multinational appliance companies, are adding their own customized lists of prohibited substances (SVHC) to REACH and RoHS (which now represent a minimum requirement), which Everel incorporates to provide its products.

Based on the foregoing, Everel's effort to ensure that its products are suitable for protecting the health and safety of customers involves specific phases and activities.

CERTIFICATION



Everel products are designed, developed, and validated with reference to sector regulations and directives. The results of these validation tests are documented in an appropriate Technical File, which forms the basis for CE marking of our products. The quality and safety of our products are also guaranteed by certifications obtained from third-party entities such as IMQ, VDE, TUV. Our products are also UL certified, a necessary requirement for product entry into the US market.

MANUFACTURING AND PRODUCTION



Attention to the quality and safety of our products is ensured not only by analysis and control of the design and development phases but also by continuous monitoring of product and production process. Periodic and thorough audits verify important characteristics of plastic materials, such as flame resistance or resistance to high temperatures, and other relevant safety properties.

MARKETING AND SALES



Everel's design and production efforts to maintain high safety standards for its products are an important sales driver. Safety and environmental certifications for all products are readily available on the company website. Everel also provides guidance on their proper use and monitors and tracks any non-conformity cases through constant dialogue with its customers.

USE AND SERVICE



Everel's product is typically a component (or subassembly) mounted on equipment brought to market by the customer (e.g., an appliance). Everel provides all necessary information for the preparation of documentation for the end customer (typically user manuals and maintenance manuals) so that the equipment can be used with maximum safety.



Everel's goal for the future is to adopt an anticipatory approach and continuously monitor regulations and standards in product safety for customers and end users, thereby increasing its capacity.

Social ecosystem

“Sustainable” initiatives

As part of our new approach to sustainability, we are committed to implementing initiatives that allow us to contribute to building a social innovation ecosystem.

GOALS AND TARGETS

TOPIC	GOAL	YEAR	INITIATIVE/TARGET
Social ecosystem	Contributing to building a social innovation ecosystem	2022	Partnership with Historie Onlus for the management of the company garden and institutionalisation of corporate volunteering
		2025	Relationships with schools in the area.
		2030	Participating/organising sustainability events to increase network membership and spread awareness of the topic



Two years of collaboration with Historie Onlus

Garden and relationships



The “Company Garden,” a 3,500 square meter plot adjacent to the Valeggio headquarters (Italy), which is suitable for growing vegetables, medicinal plants, and fruit trees, was established in 2022 through a partnership with the Historie Onlus Foundation. A lasting relationship aimed at the ethical and sustainable growth of the area through shared concrete projects, such as the establishment of the company garden, a corporate volunteering day, and a special lunch break.

The team dedicated to Historie’s social agriculture projects began stopping for lunch three times a week in the wooden hut in the Everel gardens. Already equipped with air conditioning and toilets, it has now been furnished with a refrigerator and a dishwasher, allowing the group to stay with all the comforts.

Thanks to the contribution of Historie’s Kitchen team, the idea of “**Zero Kilometer Lunch**” was developed, an experience initiated in 2023 among Everel employees, a different way of having lunch together. From June to September, weekly, a group of Everel employees could have their lunch break in the green space of the garden and enjoy dishes prepared by Historie with local and fresh ingredients.



Harvest of Saffron



With October 2023 and the first cold weather, the welcome blooming of saffron has returned to the Everel garden managed by the boys and girls of Historie. In 2022, saffron bulbs were harvested from the Vanoni headquarters and planted in the Everel gardens. However, 2023 was an excellent harvest of these delicate and precious flowers, and it was possible to donate doses of saffron harvested, dried, and packaged by Historie as a Christmas gift to all employees at the Valeggio headquarters.



In addition to the saffron harvest, the work of plowing and baulking the parts of the land intended for horticultural production continued to facilitate the winter harvest of cabbages. In 2024, another objective of the project is to provide a sales counter for garden products by Historie for Everel employees.



Social eating promotion



December is the month of Christmas, gifts, and of course... toasts. And this year, Everel has decided to raise the glass in a slightly different way, organizing a special toast at home, in their own kitchen. In collaboration with the Historie Onlus foundation, they opted for an unconventional catering service: the new "social eating" service. A name that sounds good and promises to combine the pleasure of food with the joy of socializing between the two entities.



PROJECT BOTANICAL GARDEN 2.0 FOR 2024

- New vegetable/fruit crops
- Zero-KM product sales stand for employees

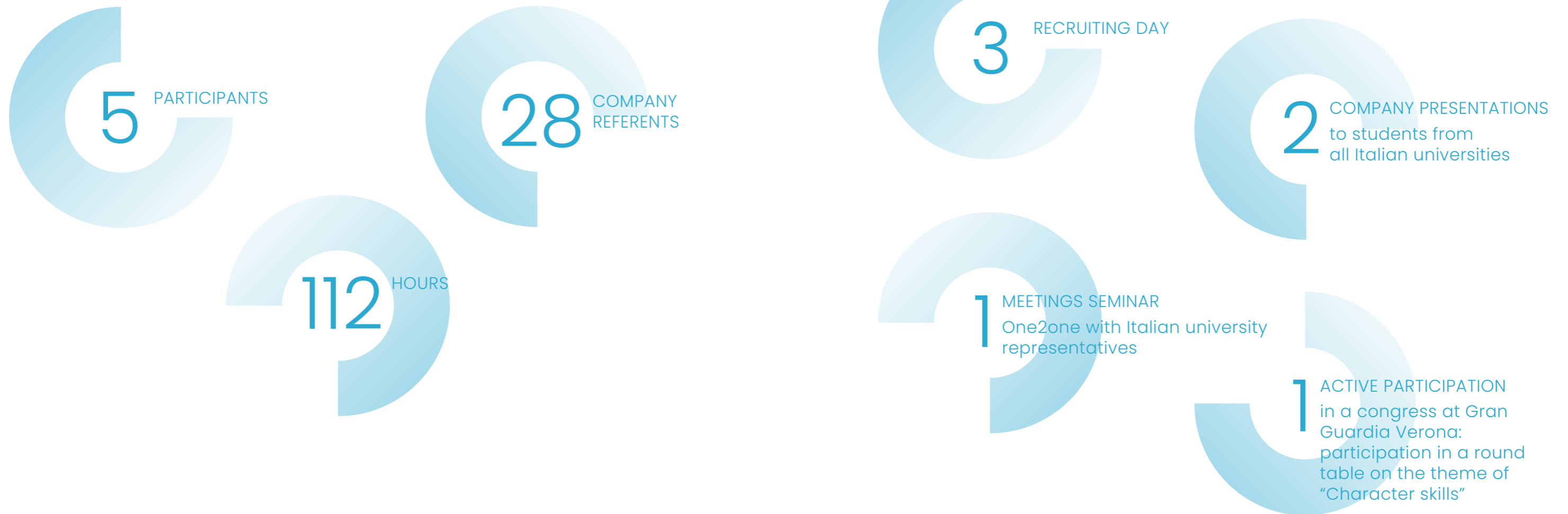


Relations with schools and research centers

For 2023, for the Italian headquarters, we have decided to strengthen and structure the “relationships with schools and universities” project started in 2022. In particular, we planned a PCTO (Paths for Cross-Curricular Skills and Guidance) program during the months of May and June 2023. The program involved two local schools: the Bolisani Technical Institute in Villafranca and the Carlo Anti High School in Verona, with 5 young students from 3rd and 4th year of high school from various fields of study who had the opportunity to enter a productive business reality and see all its facets. 28 company collaborators were involved as references and representa-

tives of their role and function. Their goal was to convey the meaning of their work and highlight its dynamics. The program was structured so that students could learn about all of Everel’s processes, accompanied by the company’s HR team to carry out a skills analysis. During 2023, Everel established a relationship with one of the technical schools in the area: the Salesian Technical Institute in Bardolino. Everel was present at the preliminary-pedagogical meetings at the school. Our goal for 2024 is to host technical PCTOs with students from this school.

MAY-JUNE PERIOD



University:

2023 was also an important year for consolidating the partnership with the Emblema Foundation, which focuses on nurturing the relationship between the academic and business worlds.

Everel decided to be the main sponsor of the “Placement Exchange” 2023 program, taking part as a protagonist in various events:



LIPOVA

The initiatives towards the territory carried out by the plant in Romania

1 VISIT OF STUDENTS TO EVRO DURING THE "LA SCUOLA DIVERSA" WEEK - 14.03.2023

28 fourth-year students from the Atanasie Marienescu High School in Lipova, with their teacher, visited the factory under the guidance and organization of 10 employees, including managers, clerks, and workers. The meeting with the school aimed to promote and make known the reality of Everel, its production lines, and its products to the youth of Lipova.



2 SUPPORT FOR THE PROJECT "CONIGLIETTO CON IL CUORE - ASSOCIAZIONE MANI CHE AIUTANO" - 10-13.04.2023

Beneficiaries: 100 needy families in Lipova
 EVRO Participants: 20 employees including managers, white-collar workers, and blue-collar workers
 Partners: The Municipality of Lipova / The Romanian Red Cross We contributed to the preparation, purchase, and distribution of social packages for Easter 2023. Photos and posters available.

3 PARTICIPATION IN THE "COMPANIES AND INSTITUTIONS CUP" FOOTBALL TOURNAMENT - 10-11.06.2023

EVRO Participants: 11 employees (team)

4 PARTICIPATION IN THE "DAYS OF LIPOVA" EVENT - THE MOST IMPORTANT SOCIO-CULTURAL EVENT IN THE AREA - 15-17.09.2023

EVRO Participants - approx. 150 people

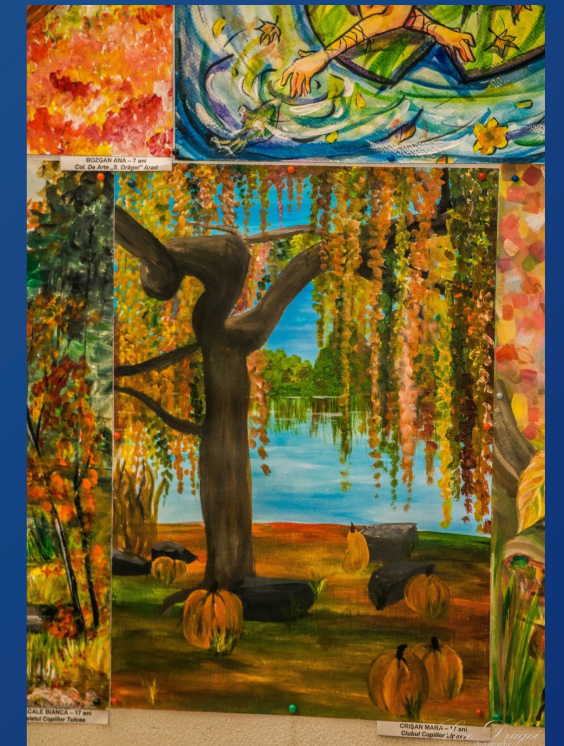


6 VOLUNTEERING "BABBO NATALE CON IL CUORE - ASSOCIAZIONI MANI CHE AIUTANO" 6-18.12.2023

Beneficiaries: 100 needy families in Lipova
 EVRO Participants: 20 employees including managers, white-collar workers, and blue-collar workers
 Partners: The Municipality of Lipova / The Romanian Red Cross We contributed to the preparation, purchase, and distribution of social packages for Christmas 2023.

5 PARTICIPATION AS THE MAIN PARTNER IN THE INTERNATIONAL EVENT "I COLORI DELL'AUTUNNO" ORGANIZED BY THE MINISTRY OF PUBLIC EDUCATION WITH THE ASSOCIATION OF CHILDREN OF LIPOVA - 25.11.2023

The event focused on the theme of the future and sustainable development from the children's perspective, with recreational, educational, and artistic activities on the theme of trees in the autumn season. Participants: 100 children from Romania and other European and Asian countries
 EVRO Participants - 10 employees including managers, white-collar workers, and blue-collar workers



Environment

- 108 Responsible materials management
- 115 Responsible waste management
- 124 Responsible process management
- 124 Energy
- 128 Emissions
- 131 Environmental compliance

We have limited resources on this planet, and we must learn to manage them in the best possible way. The well-being of people and future generations depends on an urgent shift in the current trends of environmental decline.



We recognize the crucial importance of our responsibility in addressing current and future environmental challenges, and for this reason, we are committed to actively promoting the transition towards a greener economy.

We commit to progressively reducing the use of fossil fuels and responsibly using natural resources. This commitment aims to mitigate the negative effects of the climate crisis and preserve our planet for future generations.

We are convinced that pursuing the development and implementation of new sustainable technologies and production processes also brings competitive advantages and, at the same time, improves efficiency and reduces operational costs. We firmly believe that innovation and co-design are fundamental to combine

product development with environmental protection. Therefore, we are committed to increasingly comprehensively evaluating our environmental impact, adopting the necessary practices to achieve the goals we have set for ourselves. We are determined to pursue this vision and work with conviction towards a more sustainable and equitable future for all.

The company perspective is to value efficiency, responsible management of processes and resources to minimize material value losses and ensure the highest levels of environmental compliance.

Everel is also committed to monitoring the impacts of the company's internal production processes, which are mainly attributable to the use of electricity and emissions produced, in order to set its course towards Carbon Neutrality by 2050.

THE OBJECTIVES DEFINED ARE DIVIDED INTO FOUR AREAS:

Responsible materials management

Responsible waste management

Energy and emissions

Environmental compliance

Responsible materials management

Context

The increasingly unequal and resource-intensive development model leads to environmental decline through climate change, loss of biodiversity, and other forms of pollution and resource degradation, also affecting people's well-being.

Moreover, in the current historical period characterized by profound instability, we know that the challenges we face are even more complex.

The use of natural resources such as energy, water, and raw materials requires the implementation of new approaches and processes that can increase usage efficiency to reduce consumption and minimize waste. Reducing environmental impact requires adopting cleaner technologies, sustainable production processes, and collaboration with all stakeholders.

To address these challenges, Everel has undertaken a significant journey starting in 2021, focusing on **analyzing the materials used** in its transformation and production processes. In particular, the methods to reduce the total amount of plastic needed for production cycles have been studied. This analysis has allowed us to evaluate the margins for reducing and/or mitigating the impacts generated by the company's activities. In pursuing this approach, Everel is inspired by the principles of the circular economy; an approach that not only helps **reduce** the environmental impact of industrial activities but also offers innovation opportunities. For us, it is a first step towards a future where resources will be used efficiently and responsibly, ensuring the protection of ecosystems and the well-being of present and future generations.

Everel has a wide and diversified range of products

The variety of products offered by Everel necessitates the use and management of different types of materials, including metals (ferrous and non-ferrous), polymers, and electronic components.

The selection and management of materials used in product manufacturing are among the most important aspects of product design. The selected material must ensure the necessary technical performance to meet product specifications while simultaneously complying with environmental regulations (REACH, RoHS, specific lists of prohibited substances). Moreover, for Everel products, in addition to mechanical, thermal, and technological characteristics (such as injection molding properties for plastics), electrical safety properties are crucial, including dielectric strength, flammability, and self-extinguishing qualities. **Plastic, as the main material in Everel's production process, represents the "body" of our products.** The plastic material is composed of engineering polymers, which are high-performance polymer-based materials (e.g., polyamide) that are subsequently integrated and reinforced with various mineral and non-mineral fillers to enhance mechanical properties and improve thermal and flame resistance characteristics.



RAW MATERIALS: TYPES FOR DIFFERENT PRODUCTS

SWITCHES

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

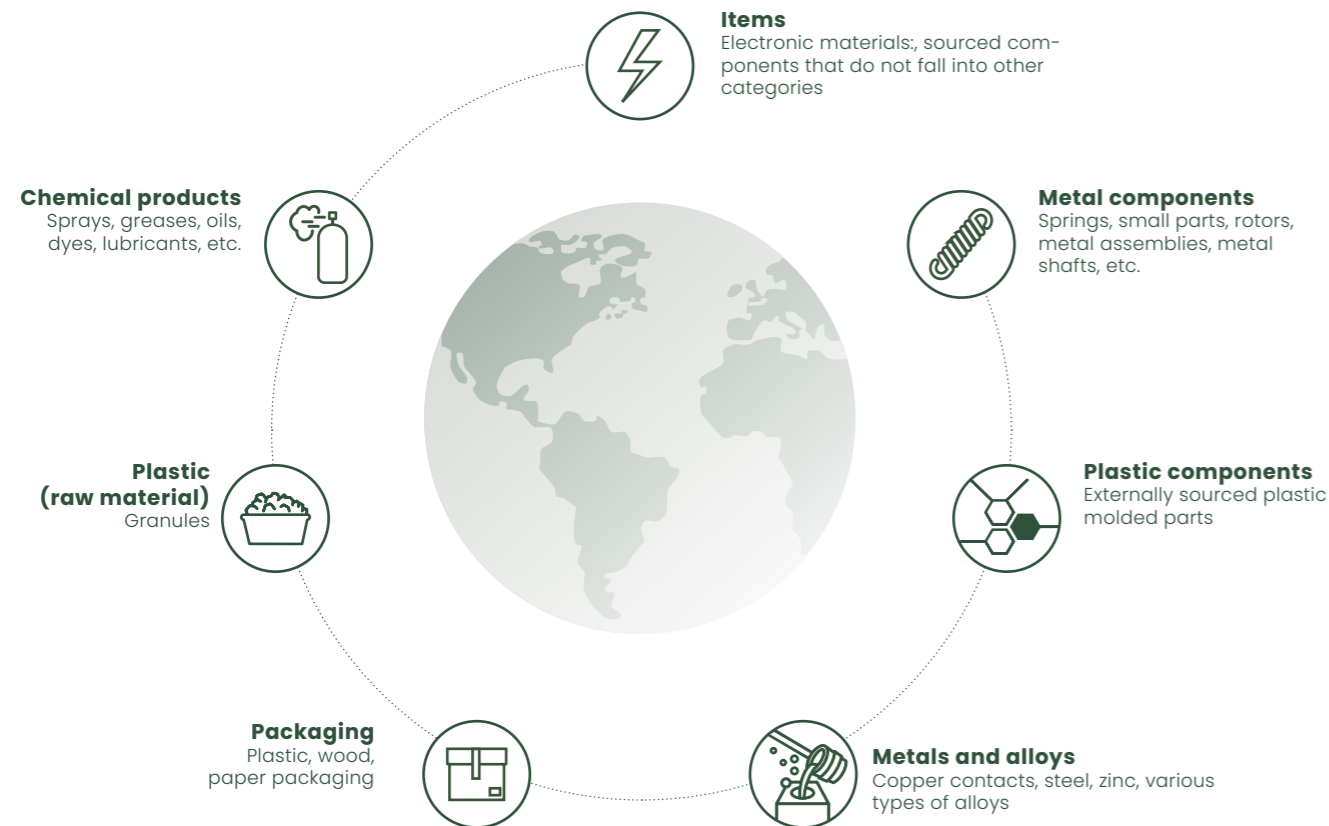
ELECTRIC MOTORS

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

SUB-ASSEMBLIES

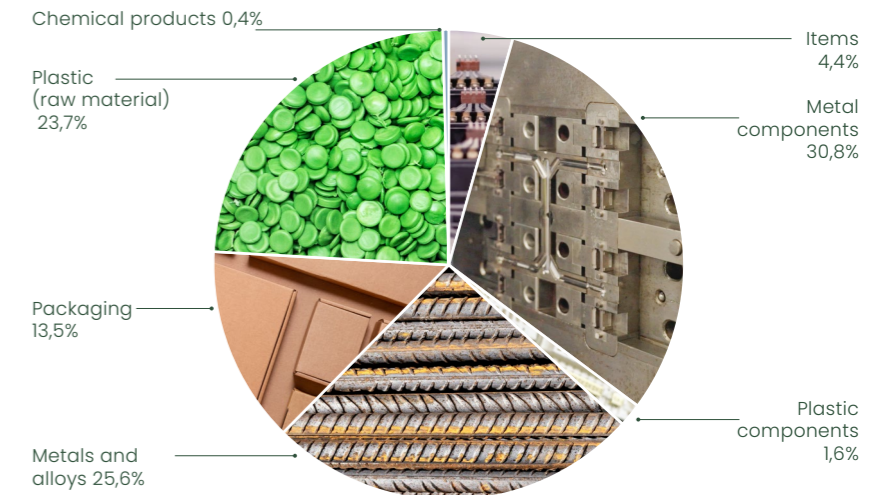
- Consist of a combination of other products and predominantly use engineering polymers to integrate components and functions.

IN 2023, THE GROUP, WITH ITS THREE SITES, UTILIZED THE FOLLOWING CATEGORIES OF MATERIALS:



		2022	2023	
EVEREL GROUP	Consumption (Tonnes)	Items	160	134
		Metal components	953	938
		Plastic components	52	49
		Metals and alloys	846	779
		Packaging	484	411
		Plastic (raw material)	841	723
		Chemical products	15	13
ITALY SITE	Consumption (Tonnes)	Items	54	50
		Metal components	333	399
		Plastic components	15	19
		Metals and alloys	0	21
		Packaging	168	124
		Plastic (raw material)	435	314
		Chemical products	11	10
ROMANIA SITE	Consumption (Tonnes)	Items	106	84
		Metal components	620	539
		Plastic components	37	30
		Metals and alloys	93	79
		Packaging	316	287
		Plastic (raw material)	406	409
		Chemical products	4	3
GERMANY SITE		Metals and alloys	753	679

RAW MATERIALS, ACCESSORY MATERIALS, AND PACKAGING BY WEIGHT



In terms of material quantities, the trend in 2023 compared to 2022 saw a general reduction in volumes for the Italian, Romanian, and German plants; this was mainly due to a reduction in orders. For the Valeggio site, the category named metals and alloys and the category named plastic components increased, following the implementation of the new product line acquired from September 2023. This line indeed requires the use of copper coils, stators, rotors, shafts, etc., and other metal components that have significant weight.

GOALS

EVEREL HAS SET 2 MACRO GOALS FOR THE SHORT, MEDIUM, AND LONG TERM IN THIS AREA, ALLOWING THE ACTIVATION OF CONCRETE AND MEASURABLE PROJECTS.

PILLAR	TOPIC	GOALS	YEAR	INITIATIVE
ENVIRONMENT	Sustainable materials management	Minimising the environmental impact of Everel's products	2026	Continuous monitoring of alternative materials to define truly impactful sustainability criteria
		Minimising the environmental impact of packaging	2026	Given the acquisition of the new production line and the substantial increase in the number of suppliers, it was deemed appropriate to postpone the creation of the sustainable packaging policy to the year 2026

New materials

NEW MATERIALS OBSERVATORY

To find more sustainable alternatives to the plastic currently used in our products, a green polymeric materials observatory was established in 2021, and the scouting activity was carried out by the E-Lab division in the first half of 2023, then merging into the R&D division. Additionally, the Valeggio headquarters conducted a 9-month project that provided an overview of the state of sustainable polymer alternatives compared to the commonly used PA66 in Everel. The project concluded that, as things stand, no alternatives currently meet the technical and production requirements of the company. While committed to monitoring the polymer market and continuing the search for more sustainable solutions, in 2023, the project remained on standby, with plans to resume research in 2024 to verify any new solutions, convinced that the ongoing innovation characterizing many fields will certainly lead in the near future to identifying solutions suitable for the company's technical and production needs.



Reusable packaging

For the Valeggio site, Everel has adopted an approach aimed at increasing sustainability in the design of packaging used in its processes, as all the semi-finished or finished products we produce need protection.

The goal is to work not only on using sustainable materials but also on the methods of disposal and recovery of packaging.

Since 2021, the solution we have adopted involves the use of rigid plastic boxes in which our product is placed to protect it from impacts and contaminants until it is used in the assembly phase on the customer's production line.

Subsequently, the customer returns the empty box to us for reuse, indefinitely until the end of its useful life. This method allows significant savings in packaging material. Everel aims to expand and involve other customers in the application of this virtuous practice: the target objective is to increase the percentage of our sales characterized by sustainable practices of return and reuse of packaging.

In the coming years, we intend to expand the range of products for which this solution is adopted and the customer base with which we adopt this approach. The acquisition of the new motor line will redefine the dynamics and metrics on which the project target was set: in 2024, we will proceed with a new evaluation and a remodulation of the target.

On the other side of the value chain, upstream towards our suppliers, we are already using returnable packaging. This occurs, for example, for purchased contacts and those we produce internally, which we deliver for surface treatments to our specialized suppliers. The containers for copper wires, with which we produce coils for motors, are also reusable. To achieve this goal, we are implementing specific transactions in our information systems for managing the needs of reusable boxes, their movement towards suppliers, production areas, and of course, warehouse storage.

Although the Reusable Packaging Project was put on hold in 2023, it remains an important objective for us, and in 2024, we plan to resume the analysis, including the expansion of the approach to the Lipova plant.

Responsible waste management

Management by the Safety and Environment Manager

(306-03, 306-04, 306-05)

At Everel, waste management, in line with sector regulations, is ensured by the safety and environmental manager; this figure is responsible for identifying waste based on its chemical-physical characteristics and hazards.

In line with our approach, we aim to reduce the amount of waste produced and encourage practices of internal and external reuse of discarded material (potentially waste) with a view to optimizing the material life cycle. The company's objectives, therefore, aim to reduce the waste produced by interfacing with local companies to give the waste, where possible, a second life.



IN 2023, APPROXIMATELY 153 TONS OF WASTE WERE PRODUCED AT THE VALEGGIO SITE, WITH ABOUT 90% DESTINED FOR RECOVERY.

EVEREL (ITALY PLANT)				2022	2023
WASTE (KG)	Generated	Hazardous	Used oils/emulsions	729	9385
			Packaging contaminated with hazardous substances	0	279
			Metal packaging containing hazardous solid materials	0	74
			Absorbent materials, filter materials, rags, and PPE contaminated with hazardous substances	1201	608
		Non-Hazardous	Iron/steel	44440	74900
			Non-ferrous material waste	5429	5650
			Plastic waste	40190	25400
			Other waste	520	560
			Paper packaging	12310	10420
			Plastic packaging	1280	5330
	Wooden packaging	4740	6320		
	Mixed material packaging	2010	1820		
	Electronic material	10484	12419		
	Recycled	Hazardous		1201	7567
		Non-Hazardous		121403	142259
		TOTAL		122604	149826
	Disposed	Hazardous		729	2779
		Non-Hazardous		0	560
		TOTAL		729	3339

For Valeggio, in 2023 there was an increase in the amount of waste, despite the production decline. This increase was particularly due to certain categories of waste.

The increase in the value of used oil, for example, was determined by the need to completely restore the production setup following an intense hailstorm in July 2023. The water that fell on the machines required maintenance interventions and related oil changes; additionally, other extraordinary maintenance interventions were necessary. To reduce oil usage, an investment plan has been underway for several years, which includes replacing traditional presses with hybrid presses and improving the preventive maintenance program.

There was also an increase in iron and steel waste, due to the need to dispose of a series of machines to make space in the area designated for the introduction of new production line machinery.

It is worth noting that plastic waste, on the other hand, decreased due to the production decline. Finally, the waste consisting of contaminated rags was halved thanks to the introduction of washable absorbent rags, whose washing and recovery are managed appropriately by a supplier who recovers the oil.

IN 2023, APPROXIMATELY 105 TONS OF WASTE WERE PRODUCED AT THE LIPOVA SITE, WITH ABOUT 100% DESTINED FOR RECOVERY.

EVEREL (ROMANIA PLANT)				2022	2023
WASTE (KG)	Generated	Hazardous	Used oils/emulsions	740	960
			Packaging contaminated with hazardous substances	330	810
			Metal packaging containing hazardous solid materials		0
			Absorbent materials, filter materials, rags, and PPE contaminated with hazardous substances	280	865
		Non-Hazardous	Iron/steel	2455	1095
			Non-ferrous material waste	4566	2071
			Plastic waste	33358	38065
			Other waste	0	4067
			Paper packaging	34990	29190
			Plastic packaging	5670	7570
	Wooden packaging	1350	6820		
	Mixed material packaging	-	-		
	Electronic material		13440		
	Recycled	Hazardous		0	2635
		Non-Hazardous		82389	102318
		TOTAL		82389	104953
	Disposed	Hazardous		1350	0
		Non-Hazardous		0	0
		TOTAL		1350	0

For the Lipova plant, there has been a decrease in certain types of waste due to reduced sales volumes. The increase in quantities of hazardous waste produced resulted from a recoding operation of EER codes following the attainment of ISO14001 certification, which allowed for more accurate identification of certain wastes generated at the Romanian site. The rise in wooden waste (pallets) is not due to worsened performance but to specific disposals stemming from the consumption of previously well-maintained pallets until the previous year, and to overall improvements in pallet monitoring management.

Regarding plastic waste, there was an increase in 2023 due to the transfer of 50 molds to Romania from the Valeggio plant (as part of a gradual production internalization), resulting in higher plastic material production volumes and consequently increased waste quantities.

WASTE IN GERMANY IS GENERATED INFREQUENTLY, AND OFTEN THE QUANTITIES DISPOSED OF DURING THE CURRENT YEAR WERE ALSO GENERATED IN THE PREVIOUS YEAR. FOR THIS REASON, THE REPORTED DATA IS AN ESTIMATE.

EVEREL (GERMANY PLANT)				2023
WASTE (KG)	Generated	Hazardous	Used oils/emulsions	0
			Packaging contaminated with hazardous substances	0
			Metal packaging containing hazardous solid materials	0
			Absorbent materials, filter materials, rags, and PPE contaminated with hazardous substances	0
		Non-Hazardous	Iron/steel	14490
			Non-ferrous material waste	0
			Plastic waste	0
			Other waste	0
			Paper packaging	1992
			Plastic packaging	1140
			Wooden packaging	0
			Mixed material packaging	0
			Electronic material	0
			Recycled	Hazardous
	Non-Hazardous	0		
	TOTAL	0		
	Disposed	Hazardous	0	
		Non-Hazardous	0	
		TOTAL	0	

To estimate the waste generated in the reporting year for the German site, the total amount of waste was divided by the months elapsed between two consecutive disposals to obtain a distribution of waste generated on a monthly basis, which served as the basis for the report.

THE ENTIRE GROUP'S WASTE

GROUP				2022	2023
WASTE (KG)	Generated	Hazardous	Used oils/emulsions	1469	10345
			Packaging contaminated with hazardous substances	330	1089
			Metal packaging containing hazardous solid materials	0	74
			Absorbent materials, filter materials, rags, and PPE contaminated with hazardous substances	1481	1473
		Non-Hazardous	Iron/steel	46895	90485
			Non-ferrous material waste	9995	7721
			Plastic waste	73548	63465
			Other waste	520	4627
			Paper packaging	47300	41602
			Plastic packaging	6950	14040
			Wooden packaging	6090	13140
			Mixed material packaging	2010	1820
			Electronic material	10484	25859
			Recycled	Non-Hazardous	1201
	Non-Hazardous	203792		244577	
	TOTAL	204993		254779	
	Disposed	Hazardous	2079	2779	

The trend of waste produced and managed during 2023 for the entire Group indicates that there will be an increase in iron and steel waste in the future due to the new

motor line. The intention for the future is to optimize and add value to this area by adopting a circular approach.

Violations

During 2023, a management anomaly was detected at the Lipova site, resulting in a report following an inspection regarding the disposal of wooden pallets and

plastic. The anomaly was resolved, and the system was adjusted for proper management.

ZERO WASTE PROJECT

Everel in the name of circular economy

Since 2021, Everel Group has planned and begun implementing the Zero Waste Project. In the initial phase of mapping the most significant waste type at the production level, plastic waste immediately emerged as the most deserving of intervention, both in terms of quantity produced and environmental impact.

The company's MOLDING process, present in the Valeggio and Lipova plants, was indeed causing significant plastic waste due to:

- ✓ Technological waste (runner and sprue) from the machine
- ✓ Waste due to process inefficiency
- ✓ Waste due to non-compliance

An initial analysis revealed that more material was being used than necessary because proper attention was not given to mixing virgin material with its regrind. The project thus set the goal of reducing waste in the molding department by finding the right ways to value polymeric waste, bringing it, as much as possible, back to conditions similar to the starting material to reintroduce it into the production cycles.

The project then developed in two directions:

- a. **Optimization of the production process** → actions were taken to measure waste during the process, highlighting a critical issue in the internal management of granules, which can be optimized.
- b. **Identification of potential suppliers for plastic material recovery** → suppliers capable of collecting unused plastic material in the process were identified.

Regarding the first point, the Group is working with the aim of minimizing plastic waste.

THE DATA ON PLASTIC WASTE IS CONTINUOUSLY DECREASING IN THE THREE-YEAR PERIOD 2021-2022-2023. HOWEVER, IT SHOULD BE NOTED THAT THIS DECLINE IS PRIMARILY DUE TO THE DROP IN PRODUCTION, WHICH RESULTED IN A DECREASE IN RAW MATERIAL PURCHASES AND IS THEREFORE CLOSELY RELATED TO THE DECLINE IN THE VALUE OF "CONSUMED" MATERIAL.

EVEREL (ITALY PLANT)		2021	2022	2023
Quantity - kg.	Consumed	670.726	460.994	313.840
	Waste	54.426	41.556	25.310
	External Recovery	44.030	28.740	1.370

44.030 kg
TO 1370 kg

42.660 kg
A REDUCTION OF
97%

The activity of reducing plastic waste is clearly visible in the three-year decline of the "relative to external recovery" value, which decreased from 44,030 kg to 1,370 kg, due to the main intervention of increasing the internal recovery capacity of plastic waste (regrind) thanks to the introduction of material mixers in 2023.

The total savings in plastic waste destined for external recovery (and thus waste) over the three years is 42,660 kg, a reduction of 97%.



Additionally, in 2023, a person was hired to monitor and measure materials and waste in the warehouse area. The monitoring activity will be maintained consistently. For 2024, the proposal is to analyze potential material recoveries for metals and the new production line.

Reduction of plastic waste: Lipova plant

The Lipova plant has been working for several years on reducing plastic waste, focusing mainly on three lines:

- ✓ Manual recovery of regrind.
- ✓ Improving the efficiency of material recovery plants.
- ✓ Reducing the production of waste.

2%
SO WASTE

Overconsumption, i.e., the actual plastic consumption exceeding that planned in the product bills of materials, is **2%** at the Lipova plant, so waste is very low.

Based on these analyses, Everel has defined the targets and activities to be implemented in the medium term to minimize the impact of waste:

- Minimize waste production in the process by aiming to implement more efficient production processes that generate less waste. Through continuous measurement, it will be possible to identify the target for reducing main production waste by 2026.
- Maximize the reuse of waste within internal processes. As a long-term goal, Everel Group aims to recover 80% of internal waste by 2030, while the short-to-medium-term goal is to reuse or regenerate internally 30% of processing plastic waste.

ZERO WASTAGE PROJECT

All employees can minimize waste within the workplace.

The Zero Waste Project, to be completed by 2024, aims to map and define an intervention plan to reduce resource waste within offices. The project also has a strong educational and awareness-raising component to actively engage all employees and establish a company policy and guidelines to minimize material waste within the workplace.

For the Valeggio plant in 2023:

- Paper waste in offices was monitored.
- A waste reduction activity was implemented, saving **81,000** prints.

These activities mainly benefited efficiency and process digitalization. The proposal is to expand the scope of the intervention and formalize an anti-waste policy.

For the Lipova plant in 2023:

- Waste monitoring and measurement were carried out.
- A waste reduction activity was implemented, eliminating the printing of payslips (4,000 sheets/year) and planning the digitalization of bills of materials and prototype drawings.

Responsible process management

ENERGY

Context

In the current context, sustainability in the energy sector has become a global priority due to the urgent need to address climate change and reduce greenhouse gas emissions to ensure a sustainable energy context for future generations.

This translates into a growing consensus on the need to gradually phase out fossil energy sources in favor of renewable energies.

For this reason, many countries have set ambitious greenhouse gas reduction targets to combat climate change and are making significant investments in the research and development of clean and sustainable energy technologies.

Governments are adopting policies and regulations to promote the adoption of sustainable energy sources and reduce pollution. Finally, there is great

public awareness of energy sustainability issues, with a growing number of individuals, companies, and institutions committed to reducing their environmental impact by adopting more sustainable energy practices.

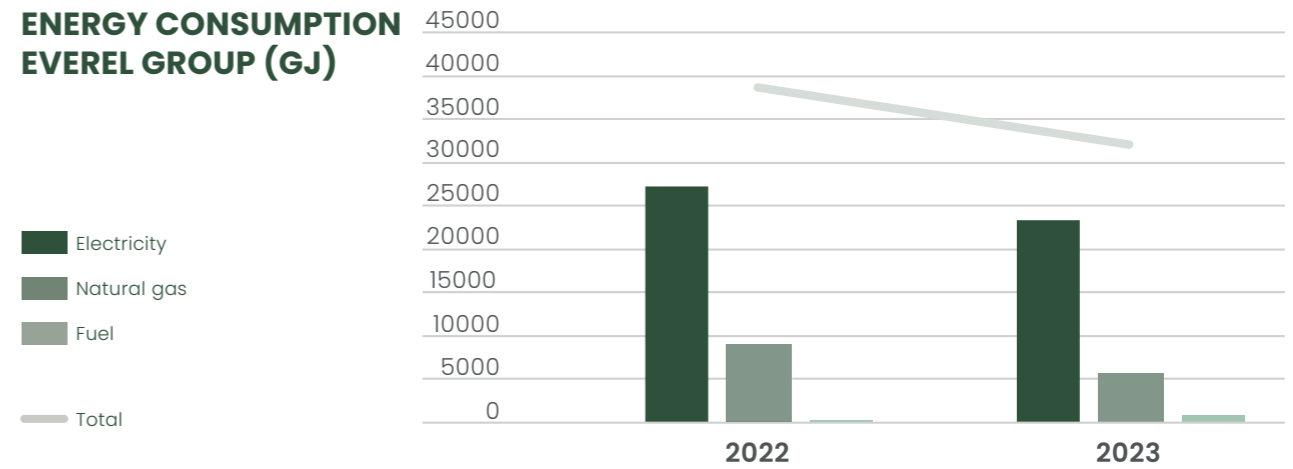
Everel is committed to actively contributing to the realization of a sustainable energy future, consistent with global emission reduction goals and climate change mitigation. Since 2020, the company has mapped energy consumption to achieve optimal energy efficiency without compromising sustainable business growth. We know that this pursuit of efficiency, particularly in our sector, characterized by machinery that requires large amounts of energy to operate, can lead to reduced operating costs and improved market competitiveness.

GOALS AND TARGETS

PILLAR	TOPIC	YEAR	INITIATIVE/TARGET
ENVIRONMENT	Energy efficiency	2030	Minimising energy resources in processes: Reduce energy use in the process by 20%
		2030	Maximising the use of energy from renewable sources: Increasing self-generation and/or purchase of renewable energy by 30%

Management methods

Historical consumption is shown in the table below:



ENERGY CONSUMPTION IN GJ BY SOURCE TYPE	2022	2023
Purchased Electricity	27303,01	23444,07
Thermal energy	9847,73	6389,87
Fuel	-	927,47
of which from renewable source	-	-
TOTAL	37509,66	30761,40

ENERGY CONSUMPTION IN GJ BY SOURCE TYPE	2022	2023
Purchased Electricity (GJ)	27303,01	23444,07
Natural Gas (GJ)	9429,16	6219,03
TOTAL	36732,17	29663,10

Italian site*	2022	2023
Electricity (GJ)	15733,17	13284,35
Natural Gas (GJ)	6271,85	3291,73
Fuel (GJ)	358,92	383,70
TOTAL	22363,94	16959,78

In 2023, there was a decrease in absolute natural gas consumption of about 36%, also due to replacing the previous boiler fleet with a series of condensing boilers. The change in the transmittance index (the ability of a system to transmit heat) was particularly significant due to replacing the factory roof from 0.5 cm fiber cement sheets to

3 cm polyurethane sandwich panels, contributing to the good performance.

In 2023, a particularly intense weather event significantly damaged the roof of the Valeggio production facility, necessitating a complete roof refurbishment with an insulating structure.

ENERGY INTENSITY

TYPE	UNITS OF MEASUREMENT	2022	2023
Methane Gas	smc ("C" shift)	43,2	21,1
Electricity	KWh/machine hour	22,5	27,07

* The conversion between the company's energy consumption and the values in GJ was carried out for this report considering the conversion table published on the ENEA website, causing slight discrepancies with the data published in the 2022 report. For the conversion of thermal energy and fuel consumption values, the following equivalences were considered: 1 smc = 10.69 kWh; 1 liter of diesel = 8.5 kWh; 1 liter of gasoline = 9.6 kWh.

The year 2023 saw variations in both the absolute value and the "energy intensity" value (kWh/machine). The decrease in the absolute value was due to the drop in production, while the indexed value increased due to the reduction in hours worked against the need to maintain production utilities. Additionally, starting in October 2023, the production setup changed with the introduction of the motor production line, consisting of machines with higher energy density that will increa-

se the indexed value and overall consumption in 2024. The new machines, rich in pneumatic automation, have high air consumption, supplied by compressors. In 2023, we doubled the air compression capacity. Our investment choices align with our long-term goals, and for the new motor line, we selected technologies that ensure significant energy savings. The new solutions will allow for a reduction of about 9,000 kW/year compared to a standard solution.

ROMANIAN SITE*

	2022	2023
Electricity (GJ)	9423,02	8130,70
Thermal energy (GJ)	912,17	798,61
Fuel (GJ)	-	543,76
TOTAL		9473,08

The measurement of the dimensions necessary to have a comparative picture of energy consumption at the Lipova site is still being optimized. The trend in electricity consumption at Lipova shows a 13.7% reduction in energy consumption in 2023 with the same hours worked. The energy efficiency performances in Lipova over the

three years were determined by improvements in the efficiency of machinery and the cooling system, as well as a more effective maintenance system. The progressive replacement of some electric presses and a general reduction in air compressor leaks also contributed.

ENERGY INTENSITY

*The Lipova data over the three years are indexed to stamping machine hours and assembly hours worked. However, 80% of consumption is due to stamping, so the final index is calculated based on stamping machine hours (unlike Valeggio, where the indices are summed).

WORKED HOURS	2022	2023
TOTAL	2.617.505	2.406.869

TYPE	UNITS OF MEASUREMENT	2022	2023
Thermal energy	litri ("C" shift)	7,35	6,80
Electricity	KWh/machine hour	30,76	27,64

GERMANY SITE

	2022	2023
Electricity (GJ)	2146,82	2029,01
Natural Gas (GJ)	2663,71	2299,53
TOTAL	4810,52	4328,55

The reduction in the sizes relative to the energy vectors used is also aligned at the German site, contributing to the Group's performance with a reduction of 5.5% in electricity consumed and a reduction of 13.7% in natural gas used.

ENERGY INTENSITY

TYPE	UNITS OF MEASUREMENT	2022	2023
Methane Gas	smc ("C" shift)	15,62	12,90
Electricity	KWh/machine hour	27,95	30,20



EMISSIONS

GHG emissions

Everel has adopted a proactive strategy to address climate change, aiming to become a Net-Zero company in the long term. This means reducing greenhouse gas emissions, including Scope 1, 2, and 3, to near-zero levels, in line with international goals. Additionally, it plans to neutralize any remaining emissions.

Greenhouse gas emissions are a key point of the 2030 Agenda, as their impact on the greenhouse effect and climate change is significant. The energy sector, in particular, is one of the main sources of such emissions, with significant consequences for the climate and human health.

To address this challenge, it is essential to reduce the use of fossil fuels, the main sources of CO₂, and promote energy efficiency and the adoption of renewable energies, such as solar, wind, and hydroelectric, which do not produce greenhouse gas emissions during their use. Since 2021, Everel has undertaken a process of mapping and identifying the main sources of emissions to identify areas for improvement and implement mitigation measures. This approach has led to more careful resource management and the search for more sustainable technologies, demonstrating the company's commitment to a cleaner and more sustainable energy future.

GOALS AND TARGETS

PILLAR	TOPIC	YEAR	INITIATIVE/TARGET	STATUS
ENVIRONMENT	Carbon neutrality 2050	2023	Extension of carbon footprint calculation at Group level	Reached
		2023	Extension carbon footprint calculation to Scope 3	The extension of the analysis has been postponed and the objective is under review.
		2025	55% reduction in carbon footprint	The target is currently under review in light of new Group CFP reduction analyses.



Management approach

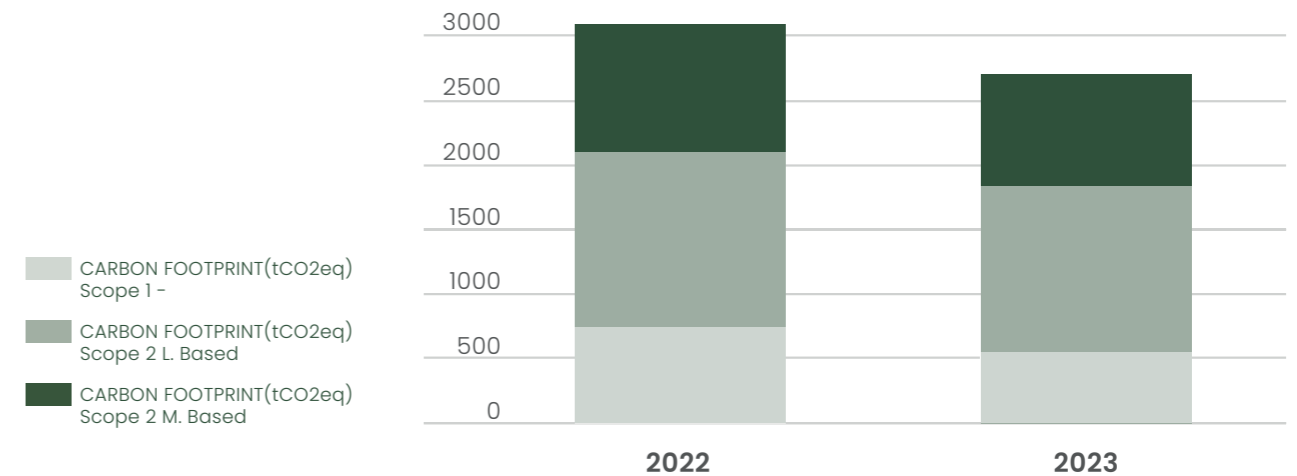
The approach used involved identifying the direct (Scope 1) and indirect (Scope 2) emissions relevant to Everel, allowing for an assessment of greenhouse gas emissions. For Scope 1, the main emission sources include the use of combustible gas such as methane, leaks of fluorinated gases and greenhouse gases from refrigeration and air conditioning systems, and emissions from the use of company vehicles. For Scope 2,

the emission sources are related to electricity use. No additional emission sources related to Scopes 1 and 2 were identified during the analysis.

Once consumption values were obtained, the emission value in terms of tCO₂eq related to Scopes 1 and 2 was calculated, providing a clear view of the company's emissions.

GHG EMISSIONS EVEREL GROUP

GROUP		2022	2023
CARBON FOOTPRINT (tCO ₂ eq)	Scope 1	-	705,15
	Scope 2	M. Based	3127,58
	Scope 2	L. Based	2143,98



ITALY PLANT EMISSIONS

		2022	2023
CARBON FOOTPRINT (tCO ₂ eq)	Scope 1	-	477,23
	Scope 2	M. Based	1997,89
	Scope 2	L. Based	1281,82

Our Valeggio site achieved good performance not only in terms of absolute emission reductions but also in reducing carbon intensity relative to revenue by about 18%.

Efficiency improvements and boiler and machinery replacements resulted in significant Scope 1 emission reductions.

ROMANIA PLANT

			2022	2023
CARBON FOOTPRINT (tCO2eq)	Scope 1	-	88,11	170,84
	Scope 2	M. Based	721,78	663,69
	Scope 2	L. Based	643,91	592,09

Our Lipova site also achieved good reduction performance, not only connected to a production decline but also due to significant equipment replacement and efficiency improvements, as well as cooling system enhancements.

For 2024, an investment in a photovoltaic system is planned, which will produce 600MW/year when fully operational.

Thanks to renewable energy production, our Lipova plant will make a substantial contribution to emission reductions. We estimate that the plant's contribution could result in a 20% reduction in Scope 2 emissions, corresponding to approximately a 19% reduction in the total carbon footprint for the Romanian site, with about 150 tons of CO2 equivalent emissions avoided.

GERMANY PLANT

			2022	2023
CARBON FOOTPRINT (tCO2eq)	Scope 1	-	139,82	118,97
	Scope 2	M. Based	407,91	385,53
	Scope 2	L. Based	218,26	206,28

Air Emissions

Everel holds a single environmental authorization (AUA) for air emissions from plastic production activities. The emitted pollutants include dust, VOCs, SVOCs, aldehydes, phthalic acid, acetic acid, and metals. Air emissions do not represent a significant environmental impact given the processes carried out.



ENVIRONMENTAL COMPLIANCE

Analyzing and measuring the risks of legal or administrative sanctions

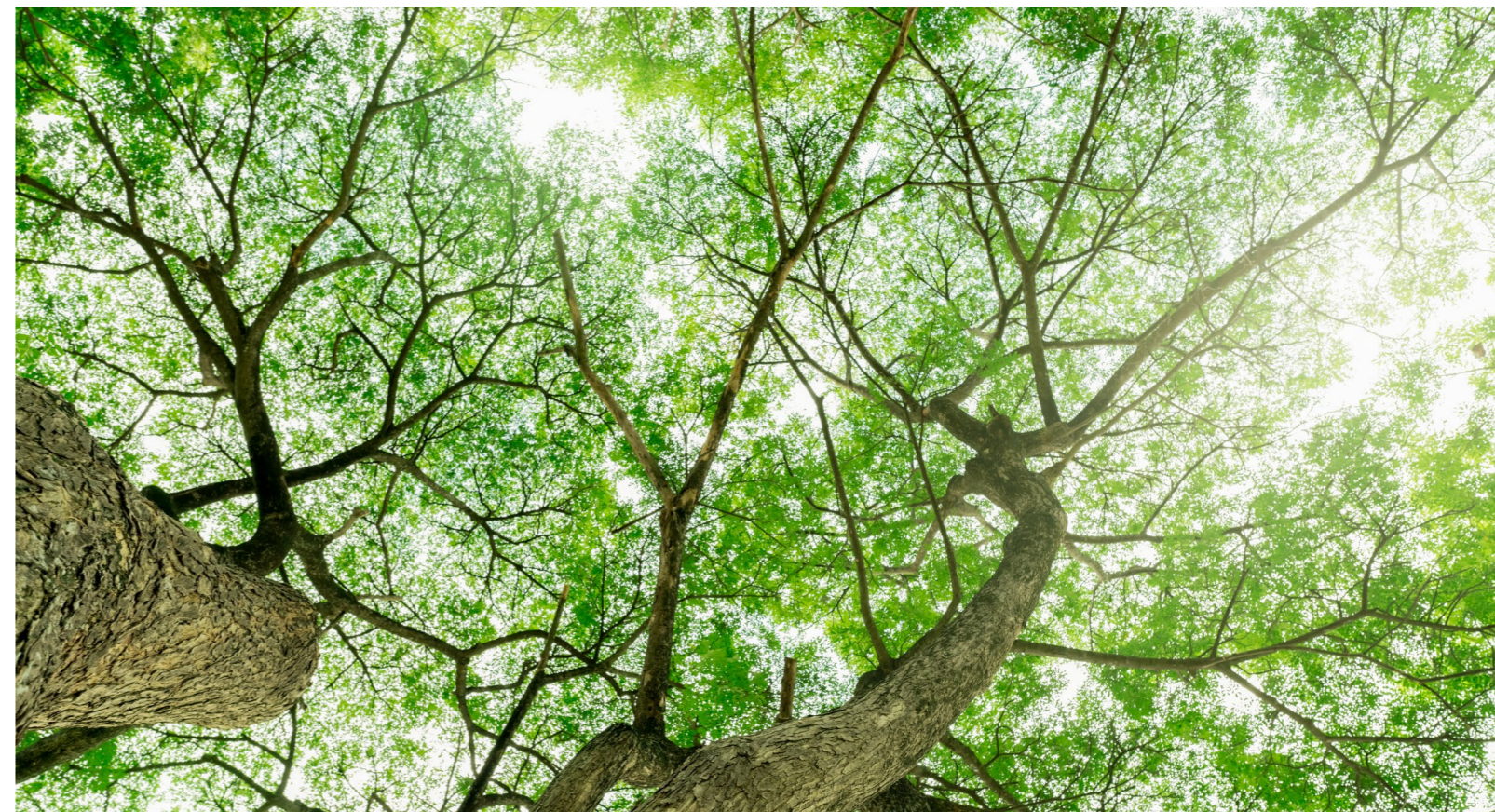
Environmental compliance aims to analyze and measure the risks of legal or administrative sanctions, operational losses, and reputational damage caused by non-compliance with laws or regulations. The B2B market, in particular, has significantly increased its interest and attention to these issues, driven by the growing focus on this topic by all institutions. For this reason, Everel aims to establish itself as a leader in these practices and anticipate trends whenever possible.

At Everel, environmental compliance is managed on two levels:

The Health, Safety, and Environment Manager handles environmental compliance regarding process management (air emissions, waste management, authorizations, etc.). Legislative compliance involves analyzing environmental aspects and deadlines imposed by current legislation on waste, the conformity of the facilities, air emissions, and all other environmental aspects that, although important, are minimally impacted by the activities of the production site.

The Quality function is responsible for product environmental compliance. Product compliance involves analyzing European legislation and customer requirements to ensure that the environmental profile of the supplied products meets the necessary standards. Everel adopts a proactive approach to this issue to further reduce its impacts or enhance the environmental profile of its products.

Through the sustainability planning process, Everel has implemented a new approach to managing environmental impacts, consistent with the methodologies of the ISO 14000 family of standards, based on process analysis with a life cycle approach. Everel achieved ISO 14001 certification in 2022. Parallel to this activity, various projects have been developed, including the evaluation of new materials, the valorization of production waste, process optimization, and the calculation of the Organization's Carbon Footprint.



METHODOLOGICAL NOTE

This document represents the Sustainability Report of EVEREL GROUP SPA, whose composition is specified within the document. The Report is a voluntary non-financial statement and is prepared in accordance with Articles 3 and 4 of Legislative Decree 254/2016. It contains information related to environmental, social, personnel, human rights, and anti-corruption issues in a transparent and comprehensive manner.

EVEREL has voluntarily chosen to adhere, where possible, to the provisions of Legislative Decree No. 254 of December 30, 2016, concerning the disclosure of non-financial information, in implementation of European Directive 2014/95/EU, for the annual publication of its Sustainability Report.

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

This Sustainability Report has been prepared with a strategic approach linked to creating sustainable value for stakeholders. The reporting process will be subject to continuous improvement over the coming years. No changes from previous reports are reported.

The process of identifying the most relevant topics, on which to focus efforts and resources, initiated in 2021, has led to the definition of material topics, understood as "topics that can generate significant economic, social, and environmental impacts" on EVEREL's activities. The data and information presented in this document refer to the 2023 fiscal year (from January 1, 2023, to December 31, 2023).

The scope of the economic, environmental, and social data in this document is aligned across the entire Group (unless otherwise indicated), including the sites in Valleggio (Italy), Lipova (Romania), and Marktrodach (Germany).

For accurate performance representation and to ensure data reliability, the use of estimates has been minimized and, where present, they are appropriately indicated.

A specific table, the "GRI Content Index," identifies each indicator used from the GRI Sustainability Reporting Standards and provides a clear view of the sustainabili-

ty information and content adhering to the same standard. Regarding GRI 303 - Water and Effluents and GRI 403 - Occupational Health and Safety, the updated 2018 versions have been adopted. For GRI 306 - Waste, the updated 2020 version has been adopted.

The content of this Report was approved by the Board of Directors on June 4, 2024, and submitted to the Shareholders' Meeting for their approval and subsequent publication. This Sustainability Report was published in June 2024.

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

POSITIVE IMPACT	TOPICS	DESCRIPTION OF IMPACT AND MITIGATION ACTIVITIES	SPHERE OF INFLUENCE	NEGATIVE IMPACT
•	Partnership for sustainable innovation:	For Everel, partnerships are the driver of sustainable growth. Everel's innovation and openness processes for developing shared projects with suppliers, customers, research centres, universities, start-ups, the third sector, etc. are able to identify elements of sustainable innovation. The projects that Everel has initiated in this regard are: <ul style="list-style-type: none"> • Partner search and networking opportunities with universities • Partner search with innovative start-ups • Analysis of partnership opportunities in the supply chain • Partnership with the region with high positive impact 	<ul style="list-style-type: none"> • Economic • Environmental • Social • Human rights 	••
••	Sustainable materials management	Materials management is one of the highest impact issues for Everel. The company intends to take action in the life cycle of products to activate circular economy dynamics, such as reducing waste and refuse, materials, resources and energy, and promoting a focus on production conditions with raw materials. The projects that Everel has initiated in this regard are: <ul style="list-style-type: none"> • Research and scouting of potential alternative materials to plastic or with reduced environmental impact compared to current plastic • Analysis and management of production waste 	<ul style="list-style-type: none"> • Economic • Environmental • Social 	••••
•	Workers' health and safety	Ensuring the extension of health and safety initiatives beyond legal obligations, also taking care of psychological, economic and relational aspects. The projects that Everel has initiated in this regard are: <ul style="list-style-type: none"> • Everel4you - psychological support • Near miss monitoring and safety prevention and culture initiatives • Activities to increase risk perception through new reporting systems • Health and safety training beyond legal obligations and use of augmented reality 	<ul style="list-style-type: none"> • Economic • Social 	•••
•	Product and customer safety	Ensuring the extension of health and safety measures for our products beyond legal obligations. The projects that Everel has initiated in this regard are: <ul style="list-style-type: none"> • EN61058, UL61058 etc. product certifications and compliance with the relevant standards • Product and process analysis and control at the request of the customer 	<ul style="list-style-type: none"> • Economic • Social 	•••
•	The well-being of individuals	A constant focus on balancing personal and professional life, opportunities for growth and a focus on issues of inclusion and integration. The projects that Everel has initiated in this regard are: <ul style="list-style-type: none"> • Flexible working policies, remote working, welfare • Professional and personal growth opportunities, discussion, listening and engagement activities • Activities to promote diversity and inclusivity policies. • Well-being survey 	<ul style="list-style-type: none"> • Economic • Social • Human rights 	•

POSITIVE IMPACT	TOPICS	DESCRIPTION OF IMPACT AND MITIGATION ACTIVITIES	SPHERE OF INFLUENCE	NEGATIVE IMPACT
•	Environmental compliance	Deliver a pro-active/anticipatory mindset towards national, European and global environmental directives with a focus on milestones and targets. The activity that Everel has initiated in this regard is: <ul style="list-style-type: none"> • ISO 14001 certification 	<ul style="list-style-type: none"> • Economic • Environmental 	
•	Sharing	Ongoing engagement, information, communication and awareness-raising activities on ethical, environmental and social sustainability issues aimed at internal and external stakeholders.		•
•••	Ethics	The way we oversee fundamental issues of business ethics, such as legality, fairness and anti-corruption. The projects that Everel has initiated in this regard are: <ul style="list-style-type: none"> • Definition of the 231 Management Model, an official document containing all rights, duties and responsibilities towards stakeholders. 	<ul style="list-style-type: none"> • Economic • Environmental • Social • Human rights 	•••
••	Energy and emissions	Responsible management of energy resources through a commitment to reducing greenhouse gas emissions and initiatives for climate change mitigation and adaptation. The projects that Everel has initiated in this regard are: <ul style="list-style-type: none"> • Interventions in new production technologies to improve energy efficiency (high-efficiency condensing boilers; heat exchangers for recovering lost energy from compressors; thermal insulation; high-efficiency air conditioning refrigeration unit) • Methodical switching off electrical loads to reduce the company's no-load consumption • Feasibility study for the installation of a 1MWh solar array on the roof of the main hall. 	<ul style="list-style-type: none"> • Economic • Environmental • Social • Human rights 	••••
•	Social ecosystem	Enhancing relations with the local social, cultural and institutional networks through active participation in initiatives of value and overseeing the sustainability of the supply chain. The projects that Everel has initiated in this regard are: <ul style="list-style-type: none"> • Corporate volunteering • Company vegetable garden project • Local schools project (PCTO and entrepreneurship) • Analysis of suppliers according to social and environmental criteria • Selection and evaluation of suppliers according to social and environmental criteria 	<ul style="list-style-type: none"> • Economic • Environmental • Social • Human rights 	•

GRI CONTENT INDEX

Statement of use	EVEREL GROUP S.p.A. a Socio Unico has reported the information cited in this GRI content index for the period 01/01/2023 - 31/12/2023 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Us p. 13
	2-2 Entities included in the organization's sustainability reporting	Methodological note p. 133
	2-3 Reporting period, frequency and contact point	Methodological note p. 133
	2-4 Restatements of information	Methodological note p. 133
	2-6 Activities, value chain and other business relationships	Us (Our Brands, Our processes, products, services, applications) p. 16; 22-23; 29-34
	2-7 Employees	People (People management) p. 62-68
	2-9 Governance structure and composition	Us (the Governance system) p. 40-43
	2-10 Nomination and selection of the highest governance body	Us (the Governance system) p. 41
	2-11 Chair of the highest governance body	Us (the Governance system) p. 41
	2-12 Role of the highest governance body in overseeing the management of impacts	Us (the Governance system) p. 40-43
	2-14 Role of the highest governance body in sustainability reporting	Us (the Governance system) p. 40-43
	2-15 Conflicts of interest	Us (Responsibility and ethics as business drivers - Conflict of interest) p. 46-47
	2-16 Communication of critical concerns	Us (Responsibility and ethics as business drivers) p. 46
	2-22 Statement on sustainable development strategy	Lettera presidente - Lettera CSR manager p. 5-6
	2-23 Policy commitments	Us (Responsibility and ethics as business drivers) People p. 46
	2-25 Processes to remediate negative impacts	Us (Responsibility and ethics as business drivers) p. 46
	2-26 Mechanisms for seeking advice and raising concerns	Us (Our approach to risk) p. 44-45
	2-29 Approach to stakeholder engagement	Stakeholder Engagement p. 52-55
	2-30 Collective bargaining agreements	People (People Management) p. 62-68
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Stakeholder Engagement p. 56-58
	3-2 List of material topics	Stakeholder Engagement p. 57
	3-3 Management of material topics	Stakeholder Engagement p. 56-58

GRI STANDARD	DISCLOSURE	LOCATION
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic performance of the group p. 48-49
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	"Us (Our processes, products, services, applications - Suppliers) p. 24-26 For the purposes of this report, the definition of Local identifies suppliers based in Italy."
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	" Us (Conflict of Interest) p. 47 https://www.everelgroup.com/certificati-e-documentazione-corporate/ "
	205-3 Confirmed incidents of corruption and actions taken	Us (Conflict of Interest) p. 47
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Environment (Responsible materials management) p. 111
	301-3 Reclaimed products and their packaging materials	Environment (Responsible materials management) p. 111
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environment (Energy) p. 125-127
	302-3 Energy intensity	Environment (Energy) p. 125-127
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environment (Emissions) p. 129-130
	305-2 Energy indirect (Scope 2) GHG emissions	Environment (Emissions) p. 129-130
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environment (Emissions) p. 129-130
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Environment (Responsible waste management) p. 116-119
	306-2 Management of significant waste-related impacts	Environment (Responsible waste management) p. 116-119
	306-3 Waste generated	Environment (Responsible waste management) p. 116-119
	306-4 Waste diverted from disposal	Environment (Responsible waste management) p. 116-119
	306-5 Waste directed to disposal	Environment (Responsible waste management) p. 116-119
GRI 307: Environmental Compliance	Disclosure 307-1 Non-compliance with environmental laws and regulations	Environment (Environmental compliance) p. 131
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	People (People management) p. 67-68

GRI STANDARD	DISCLOSURE	LOCATION
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	People (Safety of workers) p. 88-95
	403-2 Hazard identification, risk assessment, and incident investigation	People (Safety of workers) p. 88-95
	403-3 Occupational health services	People (Safety of workers) p. 88-95
	403-4 Worker participation, consultation, and communication on occupational health and safety	People (Safety of workers) p. 88-95
	403-5 Worker training on occupational health and safety	People (Safety of workers) p. 88-95
	403-6 Promotion of worker health	People (Safety of workers) p. 88-95
	403-8 Workers covered by an occupational health and safety management system	People (Safety of workers) p. 88-95
	403-9 Work-related injuries	People (Safety of workers) p. 90
	403-10 Work-related ill health	People (Safety of workers) p. 88-95
	GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee
404-3 Percentage of employees receiving regular performance and career development reviews		People (Growth and training) p. 76-80
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	People p. 84-86
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No incidents related to the principles of equality and non-discrimination have been reported
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	People (Table of Customer Health and Safety) p. 96-97
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	People (Table of Customer Health and Safety) p. 96-97

An **Everel Group S.p.A.** report

A project by
Green Team di Everel Group S.p.A.

Graphic design by
site By site S.p.A.

Printed by
Gestioni Grafiche Stocchiero S.r.l.

Everel Group S.p.A.

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

T. +39 045 6313711
F. +39 045 6313730

info@everelgroup.com
www.everelgroup.com