Corporate Social Responsibility in a Nutshell - from 2021 Sustainability Report

ECONOMIC SUSTAINABILITY

ELICA'S ROADMAP

- Offer **INNOVATIVE PRODUCTS AND DESIGN SOLUTIONS** to create lasting and sustainable value for all stakeholders.
- Attract new **CAPITAL** through **SUSTAINABLE INVESTMENTS.**
- Constantly engage our **STAKEHOLDERS** on **SUSTAINABILITY ISSUES.**

HIGHLIGHTS

541,3 (+19,6% ON 2020) € m
Total Group revenues

57,1 (+35,2% ON 2020) € m
Adjusted EBITDA

512 € m
Economic value distributed by the Group

278 No.
Cooking Business Unit patents

250 No.
Cooking Business Unit design patents

71 No.
Motors Business Unit patents

3 No.
Motors Business Unit design patents

10,7 € m
Research and Development expenditure

6/6 (100%)
ISO 9001:2015 certified sites

ENVIRONMENTAL SUSTAINABILITY

ELICA'S ROADMAP

- Use **ENERGY CARRIERS** efficiently.
- **REDUCE CO_2 EMISSIONS** from our production processes.
- Increase the share of **RENEWABLE** energy used in our operations.
- Assess our suppliers on **ENVIRONMENTAL** and **SOCIAL** sustainability criteria.
- Develop **ENERGY-EFFICIENT** and **ENVIRONMENTALLY FRIENDLY** products.

HIGHLIGHTS

1.153 tCO_2 EQ.
CO_2 emissions saved through the use of photovoltaic systems

146 tCO_2 EQ.
CO_2 emissions saved through energy efficiency projects implemented at production sites

109 tCO_2 EQ.
CO_2 emissions saved through the introduction of new product packaging solutions and reduced use of paper in user manuals

99,5%
of waste produced is NOT HAZARDOUS

93,2%
of waste produced is sent for RECOVERY

2.154 No.
of reports for the prevention of environmentally damaging events analysed

6/6 (100%)
ISO 14001:2015 certified sites

SOCIAL SUSTAINABILITY

ELICA'S ROADMAP

- Extend ISO 45001:2018 Management System to all production sites.
- Ensure **FAIR TREATMENT** by rewarding **MERIT.**
- Collaborative **INNOVATION** through the world of **ART,** stimulating **INCLUSIVITY** and **CREATIVITY.**

HIGHLIGHTS

87,5%
Permanent employees

42%
Female Board members

50%
Female managers in top management (reporting directly to the C.E.O.)

39,7%
Female employees

16,8 No.
AVERAGE TRAINING HOURS per capita

35%
Training hours on HSE topics

2,4
Workplace accident frequency index

8.134 No.
of reports for the prevention of occupational Safety analysed

4/6 (67%)
ISO 45001:2018 certified sites

Cultural and social initiatives for employees and the areas in which the Group operates