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EXTRAORDINARY AND ORDINARY SHAREHOLDERS' MEETING OF ELICA S.p.A.

- **Amendment to Article 26 of the By-Laws approved, introducing the Corporate Sustainability Reporting Officer;**
- **2024 Separate Financial Statements and Consolidated Sustainability Statement approved;**
- **Distribution of a dividend of Euro 0.04 per share approved;**
- **Remuneration Policy and Report approved;**
- **Purchase and disposal of treasury shares authorised;**
- **Shareholders' Meeting Regulation update approved.**

Fabriano, April 29, 2025 - The Extraordinary Shareholders' Meeting of Elica S.p.A. approved the amendment of Article 26 of the By-Laws, which provides for the possible appointment of a Corporate Sustainability Reporting Officer, in accordance with Article 154-bis, paragraph 5-ter of the CFA, as introduced by Legislative Decree No. 125/2024 transposing EU Directive 2464/2022 (Corporate Sustainability Reporting Directive, CSRD) into the Italian legal system.

The Shareholders' Meeting held in ordinary session today, then passed resolutions on the following Agenda items:

Financial Statements for the year ended December 31, 2024; Directors' Report, Consolidated Sustainability Statement; Board of Statutory Auditors' Report and Independent Auditors' Report. The Shareholders' Meeting noted the consolidated results for 2024 and also approved the proposed amendment to the Shareholders' Meeting Regulation.

2024 Consolidated financial highlights

Revenue: Euro 452.1 million (-4.5% vs FY 2023, -4.1% organic).

Adjusted EBITDA¹: Euro 31.4 million (Euro 48.1 million in FY 2023), with a margin on revenues of 6.9% (10.2% in 2023).

Adjusted EBIT²: Euro 8.1 million (Euro 24.3 million in FY 2023), with a margin on revenues of 1.8% (5.1% in 2023).

Net Profit³: Euro 9.3 million, compared to Euro 11.3 million in 2023, due in part to the sale of the Indian shareholding and the contribution of the Patent Box.

Group Net Profit: Euro 7.9 million. The Minorities profit was Euro 1.5 million.

Adjusted Net Financial Position⁴: net debt of Euro 46.8 million (excluding IFRS 16 effect for Euro 10.2 million).

Allocation of the result for the year

The Shareholders' Meeting also approved the distribution of a dividend of a unitary amount of Euro 0.04 for each of the 63,322,800 ordinary shares outstanding, net of the treasury shares held at the coupon date and gross of statutory withholdings.

The dividend will be paid on July 9, 2025, with July 7, 2025 as the date of coupon No. (13) and July 8, 2025 as the record date.

Remuneration Policy and Report

The Shareholders' Meeting of Elica S.p.A., noting the content of this report, (i) approved the remuneration policy for the year 2025 presented in Section I, in accordance with Article 123-ter, paragraph 3-bis of Legislative Decree No. 58/1998 and (ii) expressed a favourable opinion on the remuneration paid in 2024 as indicated in Section II, in accordance with Article 123-ter, paragraph 6 of Legislative Decree No. 58/1998. The report was filed on March 28, 2025 and is available to the public on the company website (Shareholders' Meeting section), and on the 1Info authorised storage mechanism at www.1info.it.

¹ The indicated value was adjusted for the extraordinary negative effects from the reorganisation transactions and SG&A costs for Euro 2.0 million, the costs incurred for the Cooking brand transformation activities for Euro 1.2 million and other accessory charges, principally concerning the sale of the stake in Elica India PB for Euro 0.3 million.

² The value was adjusted considering the extraordinary effects in line with EBITDA.

³ The indicated value includes the net positive impacts, for Euro 6.4 million, from the sale by Elica of the 4.78% stake held in Elica PB India to Whirlpool of India Limited and, for Euro 2.7 million, the valuation of the remaining 1.59% share still held by Elica.

⁴ The value indicated is net of the IFRS 16 effect, of the impact of the measurement at amortised cost under IFRS 9 on Bank loans and borrowings as presented in the balance sheet and of the payables for the purchase of investments, as outlined in the NFP table.

Authorisation of the purchase and utilisation of treasury shares, following revocation of the previous authorisation for the portion not executed.

The Shareholders' Meeting also approved the authorisation, subject to revocation of the authorisation previously granted, to purchase and dispose of treasury shares, pursuant to Article 2357 and 2357-ter of the Civil Code, in order to provide the Company with an important instrument of strategic and operative flexibility.

Today's authorisation concerns the purchase of ordinary company shares up to a maximum of 20% of the share capital, therefore 12,664,560 ordinary shares and runs for a period of 18 months from the date of the Shareholders' Meeting resolution, while the authorisation to utilise such shares is without time limit. The Board of Directors proposes that the purchase price per ordinary share shall be fixed as: (a) not below a minimum of 95% of the official price recorded of the share in the trading session before each transaction (b) not above a maximum (i) Euro 7 and (ii) 105% of the official price of the share in the trading session before each transaction. It is expected that the purchases will be carried out at price conditions in line with that established by Article 3 Delegated Regulation 2016/1052 in enactment of Regulation (EC) 596/2014 and in any case in compliance with the applicable regulations and conditions and the limits fixed by Consob in relation to accepted industry guidelines, where applicable. The Board of Directors (or delegated parties thereof) in concluding the individual treasury share buy-back operations must comply with the operational conditions established by the market concerning the purchase of treasury shares of Consob, in addition to the applicable legal and regulatory provisions, including the Regulations as per Regulation 596/2014, Delegated Regulation 2016/1052 and the EU and national executing regulations, and in particular in compliance with Article 132 of the CFA, Article 144-bis, paragraph 1, letter b) of the Issuers' Regulation or as per the relative applicable regulation, in order to ensure equal treatment among shareholders. For further details, reference should be made to the relevant Board of Directors' Report, available at <https://corporate.elica.com/it/governance/assemblea-degli-azionisti>.

As of today, the Company holds 3,982,537 treasury shares.

Updating of the Shareholders' Meeting Regulation.

Finally, the Shareholders' Meeting updated the Shareholders' Meeting Regulation to reflect recent changes in the By-Laws regarding the conduct of Shareholders' and Board meetings. The updated regulation will be made available on the Company's website.

The summary voting statement, referring to today's Shareholders' Meeting in both ordinary and extraordinary session, will be made available on the website pursuant to Article 125-*quater*, CFA.



Declaration pursuant to Article 154-bis, paragraph two, CFA

The Executive Officer for Financial Reporting, Mr. Emilio Silvi, declares, pursuant to Article 154-bis, second paragraph, of Legislative Decree No. 58/98, that the accounting information contained in this press release corresponds to the documented results, books and accounting records.

Elica is an Italian company that sits at the forefront of the design and production of home appliances for cooking. It boasts over 50 years of history and global leadership in kitchen extractor systems. It is the European benchmark in electric motors for home appliances and boilers. It employs around 2,600 staff between its headquarters in Fabriano and seven facilities in Italy, Poland, Mexico and China. These are the figures that tell the story of Elica, which is constantly guided by Chairperson Francesco Casoli. The company's results are inspired by values that have always guided every one of its projects, products, and activities: design that combines aesthetics and performance for an extraordinary cooking experience, art as a model for creative processes and working methods, and innovation for technology that brings out the very best in product functionality.