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## SHAREHOLDERS' MEETING OF ELICA S.p.A.

- **2025 Separate Financial Statements approved and coverage of the loss for the year approved;**
- **Remuneration Policy and Report approved;**
- **Appointment of a director approved;**
- **Purchase and disposal of treasury shares authorised;**

*Fabriano, April 29, 2026* – The Shareholders' Meeting of Elica S.p.A. has met in ordinary session and approved the following matters on the Agenda:

**Financial Statements for the year ended December 31, 2025; Directors' Report, Consolidated Sustainability Statement; Board of Statutory Auditors' Report and Independent Auditors' Report. Presentation of the consolidated financial statements at December 31, 2025.**

### The 2025 consolidated highlights are presented below:

**Revenue:** Euro 460.6 million (+1.9% vs FY 2024; +2.6% organic)

**Adjusted EBITDA<sup>1</sup>:** Euro 27.7 million (Euro 31.4 million in FY 2024) margin on revenues at 6.0% (6.9% in FY 2024);

**Adjusted EBIT<sup>2</sup>:** Euro 4.6 million (Euro 8.1 million in FY 2024) margin on revenues at 1.0% (1.8% in FY 2024);

**Net Result:** Euro -8.3 million (Euro 9.3 million in FY 2024);

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<sup>1</sup> The figure was adjusted considering the negative extraordinary effects related to SG&A reorganisation transactions and consulting fees totaling Euro 3.8 million.

<sup>2</sup> The value was adjusted considering the extraordinary effects in line with EBITDA, in addition to the extraordinary impacts of amortisation, depreciation and write-downs for a total of Euro 4.6 million.

**Group Net Result:** Euro -10.0 million. The Minorities profit was Euro 1.6 million;

**Adjusted Net Financial Position<sup>3</sup>:** net debt of Euro 52.2 million (excluding IFRS 16 effect for Euro -16.1 million).

The Shareholders' Meeting also approved the coverage of the loss through utilisation of "Retained Earnings";

### **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 2026 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 2025 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 27, 2026 and is available to the public on the company website (Shareholders' Meeting section), and on the 1Info authorised storage mechanism at [www.1info.it](http://www.1info.it)

### **Appointment of a Director**

The Shareholders' Meeting also approved the proposed appointment of Luca Barboni as a Director of Elica S.p.A.. Luca Barboni, who will hold office until the date of the Shareholders' Meeting called to approve the financial statements at December 31, 2026, had been appointed by co-option pursuant to Article 2386 of the Civil Code, by the Company's Board of Directors on March 25, 2026. The curriculum vitae of the appointed Director is available on the Company's website [Governance System | Elica Corporate](#). As of today's date, Luca Barboni holds 6,667 shares in the Company.

### **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 of 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

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<sup>3</sup> 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.

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 4,736,431 treasury shares.

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

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#### **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.

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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.