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SHAREHOLDERS' MEETING OF ELICA S.p.A.

- **2023 Separate Financial Statements approved;**
- **Distribution of a unitary dividend of Euro 0.05 per share approved;**
- **Remuneration Policy and Report approved;**
- **Members of the Board of Directors appointed;**
- **Members of the Board of Statutory Auditors appointed;**
- **Purchase and disposal of treasury shares authorised.**

Fabriano, April 24, 2024 – 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, 2023 of Elica S.p.A.; Directors' Report; Board of Statutory Auditors' Report; Non-Financial Report; Independent Auditors' Report. The Shareholders' Meeting also noted the consolidated results for 2023.

2023 consolidated financial highlights

Revenue: Euro 473.2 million, -13.7% (reported) and -12.8% (organic) vs. 2022;
 Adjusted EBITDA: Euro 48.1 million Euro, lower than the Euro 56.6 million in 2022, but substantially in line with the previous year in terms of margin on revenue (10.2% in 2023, compared to 10.3% in 2022);
 Adjusted EBIT: Euro 24.3 million, decreasing on the previous year (Euro 33.0 million in 2022), with a margin on revenue of 5.1%, slightly lower than the previous year (6.0% in 2022);
 Adjusted Net Profit: Euro 13.4 million (Euro 22.5 million in 2022);
 Adjusted Group Net Profit: Euro 11.9 million, down 43.3% on Euro 21.0 million in 2022 (Euro 15.9 million in 2021). The Minorities profit was Euro 1.5 million;
 Adjusted Net Financial Position: Euro -41.3 million (excluding IFRS 16 effect for Euro -12.2 million), compared to Euro -29.9 million at December 31, 2022.

Allocation of the result for the year

The Shareholders' Meeting also approved the distribution of a dividend of a unitary amount of Euro 0.05 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 3, 2024, with July 1, 2024 as the date of coupon No. (11) and July 2, 2024 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 2024 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 2023 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, 2024 and is available to the public on the company website (Shareholders' Meeting section), and on the 1Info authorised storage mechanism at www.1info.it.

Appointment of the Board of Directors and the Chairperson

The Elica Shareholders' Meeting also appointed the Board of Directors, having established its number of members at seven; the newly appointed Board of Directors will remain in office for the years 2024, 2025 and 2026, until the Shareholders' Meeting called for the approval of the 2026 financial statements.

The Directors elected - drawn from slate no. 1, proposed by the majority shareholder FAN S.r.l., owner of 52.81% of the share capital that obtained 99% of the votes of the share capital represented - are: Francesco Casoli, who assumed the position of Chairman; Angelo Catapano; Giulio Cocci; Susanna Zucchelli, Elio Cosimo Catania; Cristina Casoli; and Alice Acciarri.

Of the candidates, Angelo Catapano, Susanna Zucchelli and Alice Acciarri declared that they meet the independence requirements under the Consolidated Finance Act and the Corporate Governance Code. Elio Cosimo Catania declared to meet the independence requirements under the Consolidated Finance Act and the Corporate Governance Code, noting that he exceeded the time limits under paragraph (e) of Recommendation No. 7 of the Code.

At today's date, as far as the Company is aware, none of the Directors hold shares in the Company, with the exception of the Chairperson Francesco Casoli, who holds directly 160,000 shares and indirectly 33,440,445 shares, and Director Cristina Casoli, who directly holds 40,000 Elica S.p.A. shares.

Appointment of the Board of Statutory Auditors

The Shareholders' Meeting of Elica also proceeded to appoint three members of the Board of Statutory Auditors and two alternate auditors, who will remain in office for the years 2024, 2025 and 2026, until the Shareholders' Meeting called for the approval of the 2026 financial statements.

The newly elected Board of Statutory Auditors - drawn from slate no. 1, proposed by the majority shareholder FAN S.r.l., owner of 52.81% of the share capital that obtained 100% of the votes of the share

capital represented - are: Giovanni Frezzotti, who assumes the role of Chairperson; Simona Romagnoli, Statutory Auditor; Paolo Massinissa Magini, Statutory Auditor; Leandro Tiranti, Alternate Auditor; Monica Nicolini, Alternate Auditor.

At today's date, as far as the company is aware, none of the statutory auditors holds shares in the company.

The curriculum vitae of the members of the Board of Directors and of the Board of Statutory Auditors are available on the Company's website, in the Shareholders' Meeting / Elica Corporate section.

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/en/governance/shareholders-meeting>.

As of today, the Company holds 1,371,719 treasury shares.

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



Statement pursuant to Article 154-*bis*, paragraph 2, CFA

The Corporate Financial Reporting Officer Mr. Emilio Silvi declares, pursuant to Article 154-*bis*, second paragraph of Legislative Decree No. 58/98, that this press release corresponds to the underlying accounting documents, records and accounting entries.

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.