

PRESS RELEASE

EGLA BOARD OF DIRECTORS APPROVES THE 2026–2030 SUSTAINABILITY PLAN

A structured pathway integrating ESG principles into the business model, translating vision into measurable objectives and concrete actions across **Environmental, Social and Governance** dimensions, with a 2026–2030 roadmap supporting long-term responsible growth

Baranzate (MI), December 22, 2025 – The Board of Directors of **EuroGroup Laminations S.p.A. (“EuroGroup Laminations”, “EGLA” or the “Company”)** – a global leader in the design, production and distribution of laminations and cores for E-Motors, Generators and Transformers – has approved the 2026–2030 Sustainability Plan, in line with industry best practices and leading industrial benchmarks.

Marco Arduini, Chief Executive Officer of EGLA, commented: *“With the approval of the 2026–2030 Sustainability Plan, we are taking a further important step in integrating ESG principles into the Group’s industrial strategy. For EGLA, sustainability represents a structural driver of long-term growth and competitiveness, as well as a key element in value creation for all stakeholders. The Plan strengthens our positioning in strategic sectors such as e-mobility and the energy transition, supporting the Group’s development through a long-term vision”.*

Valerio Mazzeschi, ESG Manager of EGLA, added: *“Through clearly defined targets, measurable KPIs and a structured roadmap, the Plan enhances the responsible management of the supply chain and the empowerment of people, with initiatives focused on health and safety, inclusion, training and engagement, supported by dedicated governance overseeing sustainability-related risks and opportunities”.*

The Plan represents a strategic milestone in the Group’s evolution, translating the sustainability vision into measurable objectives and concrete initiatives across the **Environmental, Social and Governance** dimensions, in alignment with the **United Nations Sustainable Development Goals (SDGs)** and supported by a time-based roadmap with **targets set for 2026–2030**. Its development is the result of a structured and conscious process, based on an in-depth analysis of ESG performance, the involvement of key legal entities and the identification of **objectives, initiatives** and **KPIs** fully integrated into EGLA’s business model.

Environment: Measuring, Reducing and Transforming Climate Impact

Recognizing the central role of climate change for the future of the manufacturing system, EGLA has launched a structured pathway to measure, manage and reduce greenhouse gas emissions, adopting the **GHG Protocol as its methodological reference and including Scope 1, Scope 2 and Scope 3 emissions**.

The emissions analysis highlighted the strategic relevance of energy consumption and the value chain, guiding the identification of key decarbonization levers. In this context, the Plan identifies **SDG 13 – Climate Action** as a priority objective.

With regard to operational activities (Scope 1 and Scope 2), EGLA has set ambitious targets to be achieved by 2030, including:

- reaching **30% renewable energy** in the Group’s energy mix;
- **reducing building heating fuel consumption by 70%** through the adoption of alternative solutions such as heat pumps;
- **replacing 60% of the company car fleet** with low-emission vehicles;
- extending **LED technology to 80% of lighting systems** across production sites;
- obtaining **ISO 50001 certification** for 50% of Group companies, weighted by energy consumption.

With respect to indirect emissions (Scope 3), the Plan strengthens engagement with the supply chain by organizing two annual working groups with suppliers to identify low-carbon solutions by 2027, as well as developing **Life Cycle Assessment (LCA)** analyses by 2030.

In line with SDG 12 – Responsible Consumption and Production, EGLA also promotes circular economy principles by introducing a minimum requirement of 25% recycled content for a portion of aluminum and steel supplies, with the aim of further reducing emissions along the value chain.

Social: People at the Heart of Sustainable Growth

The Sustainability Plan recognizes **people as a central driver of the Group's competitiveness and long-term development**. In the areas of equality, inclusion and diversity enhancement (SDG 5 and SDG 10), EGLA commits to achieving **UNI/PdR 125:2022** Gender Equality certification by 2030 for at least two Italian Group companies, strengthening dedicated policies and monitoring processes.

The protection of occupational health and safety represents a cornerstone of the Plan (SDG 3 and SDG 8). Key objectives include:

- an **annual 30% reduction in the number of workplace accidents** compared to the 2024 baseline, with the goal of achieving zero accidents by 2027;
- the organization of at least **one annual event dedicated to legal and safety topics**, such as a Safety Week.

The Plan also provides for enhanced employee listening and engagement through the introduction of an **Employee Satisfaction Survey**, with the objective of involving 38% of the workforce by 2027.

To support mental and physical well-being, EGLA will launch, in the medium term, three Group-wide initiatives dedicated to **welfare and well-being programs, involving at least 30% of employees** and monitoring effectiveness and satisfaction on an annual basis by 2030. This is complemented by investment in ESG training, with the activation of two dedicated courses per year by 2027.

Governance: Transparency, Accountability and Risk Oversight

A robust and structured governance framework is essential for the effective implementation of a strategy aimed at improving corporate sustainability performance across all dimensions.

In line with SDG 8 and SDG 12, EGLA intends to **strengthen supply chain risk monitoring by committing to assess 70% of strategic suppliers based on ESG** criteria by 2027, fostering transparent and responsible relationships. The Group will also define a **Social Investment Policy** (SDG 1 and SDG 10), supporting two initiatives per year with positive social impact by 2027.

To enhance internal coordination, the Plan provides for an update to the composition of the sustainability working group, including the Purchasing function, with the organization of 10 meetings per year by 2027 (SDG 17). Finally, in the area of data protection and information security (SDG 9), EGLA aims to obtain **TISAX** (Trusted Information Security Assessment eXchange) **certification** for 30% of its corporate sites by 2030.

The Board of Directors has also **appointed, on an interim basis, Matteo Perna, current Group CFO of EGLA, as the Company's Investor Relations Officer**. He will be supported by an external specialized firm, CDR Communication.

This press release is available on the Group's website eglagroup.com, in the Investors/Press Releases section, and on the authorized storage system IInfo (www.linfo.it).

FOR FURTHER INFORMATION

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ABOUT EGLA: EuroGroup Laminations is world leader in the design, production and distribution of Laminations and Cores for E-Motors Generators. The Group's business is organized along two segments: (i) E-mobility solutions, dedicated to the design and productions of the motor core of electric motors used in electric vehicle traction as well as a wide range of non-traction automotive applications; and (ii) Industrial & Infrastructure solutions, dedicated to the design and manufacturing of products used in various applications including, among others, industrial applications, home automation, HVAC equipment, wind energy, logistics and pumps. EGLA is also active in the business of transformers. With registered office in Baranzate (MI) EuroGroup Laminations recorded revenues of approximately € 869 million in 2024, has a workforce of approximately 3.800 employees, 8 production plants in Italy and 7 abroad (2 in Mexico, 2 in China, 1 in the United States, 1 in India and 1 in Tunisia); an Order Book for the E-mobility solutions with an estimated value of approximately € 4.2 billion and a pipeline of orders under discussion at approximately € 2.5 billion.