

FEDRIGONI

Board Diversity and Composition Policy

Introduction

Fedrigoni's governance follows the traditional model, consisting of the Board of Directors and the Board of Statutory Auditors. The Fedrigoni Board believes that diverse and complementary viewpoints are essential to enhancing resilience and agility.

Board Composition

Separation of powers: The roles of Chairperson and CEO are separate. The Chairperson is a non-executive and independent director.

Relevant experience: at least one-third of Board members must have relevant professional experience in our industry sector, as defined by the GICS Level 1 Sector classification

Diversity: Operating in an increasingly volatile and uncertain environment, the Group recognizes the need for global competitiveness, which entails complex supply and demand dynamics, ESG challenges across geographies, and a diversity of employee and customer perspectives.

The Board will strive to include members that ensure:

- Diversity of skills, experiences, and education, including backgrounds in industry and finance, and education in STEM, economics, arts, and humanities;
- Diversity in nationality and ethnicity, aiming to ensure representation across different cultures;
- Gender diversity, aiming to increase the number of female directors

Independence: The independence requirements applicable to our Board are outlined in the Board Independence Statement available on our corporate website.

Board mandate: Non-executive and independent directors must declare the number of mandates they hold in other publicly listed companies, which must not exceed four in total (including Fedrigoni). Board members are elected individually, and each mandate lasts three years.

How our Board works

Meeting **attendance** is required for at least 2 out of a minimum of 4 meetings per year. Attendance via digital platforms is allowed.

Board performance is self-assessed by each Board Member every two years, in respect to the activity of the last 12 months. This evaluation process is facilitated by an external qualified third party.

Any amendments to the bylaws must be approved by shareholders at a duly convened extraordinary meeting in the presence of a notary public.

FEDRIGONI
Fedrigoni SpA

Registered office
Piazzale Lodi 3
20137 Milano, Italy
T +39 02 55308151

Operating office
Via Enrico Fermi 13/f
37135 Verona (VR), Italy
T +39 045 8087888
F +39 045 8009015

Share capital
€ 40.000.220 i.v.
VAT number
VAT Code IT Business register
Milano Monza Brianza Lodi
n. 01664630223

fedrigoni.com

Directing and
controlling by
Fiber JVCo S.p.A.



FEDRIGONI

Limitations on directors' liability are applied in accordance with applicable legal requirements.

Reporting

Board data and information are annually updated and publicly reported in the Sustainability Report available on the company's website.

Approved by the Board of Directors of Fedrigoni S.p.A. on April 21, 2026

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