

Board Independence Statement

1. Our Commitment

Fedrigoni believes that Board independence is fundamental to sound corporate governance. Independent directors provide objective judgment, enhance accountability, and contribute diverse perspectives to strategic decision-making.

2. Definition of Independence

Fedrigoni adopts a definition of independence aligned with international best practices.

A director is considered independent if she meets at least four of the criteria listed below, including at least two of the first three:

1. **No recent executive role:** The director must not have held an executive or managerial position within Fedrigoni during the previous year.
2. **No significant financial benefits:** Neither the director nor their close family members may have received significant payments from Fedrigoni or its subsidiaries during the current financial year, other than ordinary compensation for board service or standardized, non-discretionary programs (e.g., matching-gift schemes).
3. **No family ties with executives:** The director must not be a close family member of individuals who hold executive roles within Fedrigoni or its subsidiaries.
4. **No advisory or consultancy relationships:** The director must not act as an adviser or consultant to Fedrigoni, nor be affiliated with an organization that provides strategic, financial, or managerial services to the Group.
5. **No affiliation with significant business partners:** The director must not be associated with major customers or suppliers whose relationships with Fedrigoni could be considered significant.
6. **No personal service contracts:** The director must not hold personal services agreements with Fedrigoni and must not be part of its senior management.
7. **No ties to not-for-profit organizations receiving significant contributions:** The director must not be linked to non-profit entities that receive material contributions from Fedrigoni.
8. **No recent involvement with the external auditor:** The director must not have been a partner or employee of Fedrigoni's external audit firm in the past year.
9. **No other conflicts of interest:** There must be no additional circumstances that, in the Board's judgement, could compromise the director's independence.



FEDRIGONI

3. Reporting

The list of independent directors is publicly reported in the annual Sustainability Report available on the company's website.

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

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.

