

A man with a beard, wearing a light-colored short-sleeved shirt and a blue lanyard, is shown in profile from the chest up. He is holding a clipboard and a pen, appearing to be working or reviewing documents. The background is a blurred server room with racks of equipment and glowing lights. A semi-transparent blue horizontal bar is overlaid across the middle of the image, containing the text '5. GOVERNANCE AREA' in white, bold, sans-serif font.

5. GOVERNANCE AREA

5.1 BOARD OF DIRECTORS STRUCTURE, ECONOMIC AND FINANCIAL SOLIDITY

Elcoman’s governance is entrusted to a Board of Directors composed of four members from the founding family. This structure reflects the company’s deeply rooted and identity-driven nature, which has always maintained a close connection between corporate management and generational continuity.



Within the Board, different experiences and expertise coexist: some members bring long-standing professional backgrounds, ensuring stability and long-term strategic vision, while younger members contribute modern perspectives, particularly regarding sustainability, digital innovation, and emerging international market challenges.

This combination ensures a dynamic and forward-looking decision-making process, while remaining faithful to the company’s entrepreneurial tradition and local roots.

Supporting the Board of Directors is the Statutory Auditor, responsible for monitoring the accuracy of administration and the adequacy of accounting and organizational systems.



THE YEAR 2024 CONFIRMED ELCOMAN’S ABILITY TO GROW SUSTAINABLY, MAINTAINING A SOLID BALANCE BETWEEN PROFITABILITY AND INVESTMENT.

FINANCIAL RESULTS DEMONSTRATE THAT ELCOMAN IS A FINANCIALLY ROBUST COMPANY CAPABLE OF GENERATING VALUE WITHOUT COMPROMISING STABILITY.



The company’s financial resources allow it to look confidently toward the future, with the ability to allocate capital toward technological innovation, facility upgrades, and the development of new ESG-aligned solutions.

5.2 RESPONSIBLE SUPPLY CHAIN MANAGEMENT

For Elcoman, sustainability extends beyond company boundaries and encompasses the entire supply chain. Supplier selection follows structured and transparent criteria, supported by ISO 9001-certified procedures.



PARTICULAR ATTENTION IS GIVEN TO CRITICAL COMPONENT SUPPLIERS.



These partners are monitored through technical audits, certifications, and periodic assessments to ensure continuity, safety, and compliance with international standards.

ELCOMAN MANAGES ITS SUPPLY CHAIN WITH A RESILIENCE-ORIENTED APPROACH.



Stable relationships with key partners not only guarantee supply continuity but also represent a strategic asset for managing crises or emerging environmental and social challenges.

5.3 PRODUCT INNOVATION AND SUSTAINABILITY

Elcoman's strategic vision combines innovation and sustainability, driving the development of efficient, low-impact technological solutions.

The Board of Directors promotes continuous updates on industry trends and innovations, integrating research, design, and environmental responsibility into a unified vision.



This approach has led to the creation of new, efficient products inspired by the circular economy (such as Flexpack and WASTE) and the development of high-security models recognized internationally.

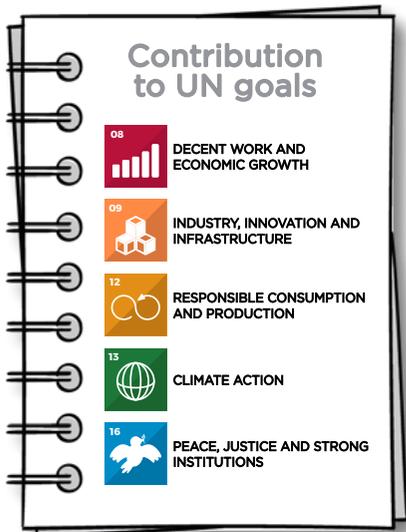
INITIATIVES TO IMPROVE ENERGY EFFICIENCY, SUCH AS HYBRID SYSTEMS AND SMART SHUTDOWN TECHNOLOGIES,

CONFIRM THE COMPANY'S COMMITMENT TO A COMPETITIVE AND SUSTAINABLE FUTURE, ANTICIPATING GLOBAL SOCIAL AND ENVIRONMENTAL CHALLENGES.



5.4 CONTRIBUTION TO UN GOALS AND FUTURE GOALS

Elcoman’s approach to governance demonstrates that corporate decisions are driven not only by economic goals but also by a broader vision that integrates sustainability and social responsibility. The choices made in recent years contribute concretely to several United Nations Sustainable Development Goals (SDGs).



MEDIUM-TERM GOALS:

(SDG 9, SDG 12, SDG 16)

- Establish an internal sustainability committee.
- Enhance supply chain traceability.

(SDG 5, SDG 8, SDG 9, SDG 13)

- Increase female and young representation within the Board and top management.
- Allocate a fixed share of annual profits to sustainable innovation projects.



SHORT-TERM GOALS:

(SDG 8, SDG 9, SDG 12, SDG 13, SDG 16)

- Formalize a corporate sustainability plan.
- Strengthen supplier assessment processes.
- Publish an annual ESG performance report.
- Include sustainability, circular economy, and digitalization training for Board members to strengthen shared strategic vision.

LONG-TERM GOALS:

(SDG 8, SDG 9, SDG 12, SDG 13, SDG 16)

- Achieve full alignment with ESRS (CSRD) standards.
- Position Elcoman as an industry leader in sustainable governance.
- Digitalize the entire production and distribution chain.
- Integrate ESG criteria into managerial evaluation systems.