

A man with a beard, wearing a light-colored button-down shirt and a blue lanyard, is shown in profile. He is holding a clipboard and a pen, appearing to be working in a server room. In the background, there are rows of server racks with glowing lights. A semi-transparent blue horizontal band is overlaid across the middle of the image, containing the text '5. GOVERNANCE AREA'.

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 WASTEE) and the development of high-security models recognized internationally.

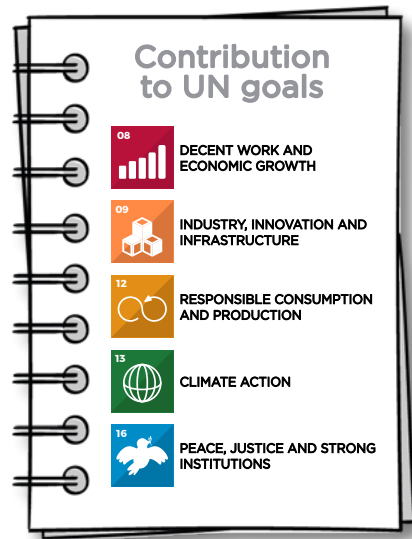
**INITIATIVES TO IMPROVE
ENERGY EFFICIENCY, SUCH
AS HYBRID SYSTEMS
AND SMART SHUTDOWN
TECHNOLOGIES,**

**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.