WE ARE
Elica is

A helix represents movement, rotation and an instrument for advancement.
Air is life-giving, all encompassing and a fluid and mobile mass.
Elica – Aria Nuova embodies know-how, style and well-being.

The Aria Nuova range of Elica brings a new and fresh approach, providing a home for innovation, flair and vitality. It also brings the purity of clean and natural breathing and opens up unexplored spaces and lifestyles laden with possibilities. The ability to challenge consensus, to seek out opportunities and perseverance have paved the way for Elica’s growth and continue to guide the Group. Working intuitively from its Italian origins and a consolidated technical know-how and aesthetic instinct, Elica has naturally expanded across the globe, bringing its unmistakable Made in Italy quality to international industry.

An openness, collaboration and cross-pollination of divergent environments are at the heart of the relationships which Elica establishes with individuals - both inside and outside the enterprise - facilitating the employment of the best technology available and the most innovative design to create products in harmony with the environment and the rhythms, movement and emotions of the individual. Air envelops us and moves past us and therefore to take care of the air is to take care of oneself. As does a breath of Aria Nuova, Elica improves our well-being.

Products for Cooking

The Elica Group was founded and has developed within the range hood for domestic use sector and is today the global leader with a market share of 13%.
The Group designs, produces and markets kitchen hoods for domestic use and for the Asian market hobs, ovens and sterilisers - both own brand (comprising 39% of sales revenues) and brands for the principal international home and kitchen appliance producers (61% of sales revenues).
The Group brand products are universally recognised as unique items, both in their form and in the highly innovative technological content. The sophistication of the materials used together with a constant focus on maximising efficiency and reducing consumption ensures the quality of the final product. A highly personalised range, co-design, introduction of greatly innovative licensed technologies and high manufacturing and servicing quality distinguishes the Group as a highly qualified partner for supply to Original Equipment Manufacturers (OEM).

For many years, well-known names such as Whirlpool, Electrolux, Indesit Company, Fagor, Bosch-Siemens, General Electric and Mabe have renewed their trust in the Group, safe in the knowledge of receiving cutting-edge technology, a personalised range and a high degree of professionalism.

Motors

The Group designs, produces and markets, under the FIME brand, electric motors for home appliances, range hoods and boilers for domestic use and is the leader on the European market. In the traditional boiler sector, FIME’s market share for motors on the European market is today 78%, while in the steam boilers sector holding 10% of the market.

Thanks to the experience and professionalism acquired over the years, the Elica Group can offer clients electromechanical design for electric motors, fluid-dynamics and electronic design, creating not just motors, but integrated systems for the movement and treatment of air.
Recently, the Group also entered the commercial refrigeration sector, utilising innovative technologies to create energy-saving ventilation systems.
The client portfolio includes the major producers within the sector: Indesit Company, Whirlpool, Electrolux, General Electric, Bosch, Vaillant, Riello, Ariston Thermo Group, Viessmann, Gorenje and V-Zug.
The Elica Group has 9 production sites – in Italy, Poland, Germany, India, China and Mexico. International expansion has always formed a part of the strategic goal to become the only global supplier in the sector capable of offering quality products and services throughout the world. The policy to establish proximity with clients allows a timely response to their demands and to develop an offer focused on the individual needs and styles of the target consumer, thus expanding market share.

The Elica Group has not forgotten its roots and is headquartered in the long-standing offices at Fabriano and in 2012 carried out approx. 54% of total production in Italy, promoting the development of a business culture which is increasingly “glocal” tapping into all of the knowledge which is part of the global production and sales network.

Despite establishing a position as the only global player in the range hood sector, the Elica Group seeks to further expand the Cooking business internationally, through acquiring increasing market share to support its leadership, and continuing both to grow own brand product sales and to support the growth of its OEM clients with local production in all major global markets.

* “Rest of the World” revenues included
Distribution Network

Third party brand products are distributed directly through close relationships with Original Equipment Manufacturer clients which have been developed and consolidated over the years. Brand products are sold through various distribution channels:

→ kitchen manufacturers, some examples in Italy include Boffi, Scavolini, Lube, Veneta Cucine, while abroad including Nobilia, the Nobia Group, the Fournier Group and Bauformat;
→ distributors, which include among their clients home furnishing stores and kitchen studios;
→ large retailers, for example Darty, Brico Depot, Mondo Convenienza, Eldorado, Mediarkt, the Footrot Group, Currys and John Lewis;
→ kitchen studios, specialised kitchen furnishing stores, which are supplied directly in Germany, Russia and Spain.

To improve the distribution of Elica Group products globally, a direct sales presence exists in various strategic geographic areas: Europe, the Commonwealth of Independent States, Asia and the Americas. The mission is not just to improve distribution efficiency, but also to improve market share through the creation of a dedicated support structure. A number of these distribute directly to the final consumer, enabling growth and improving knowledge and connection with the markets served.

Europe

The Group holds a 32% volume share of the European domestic range hood market. In addition to the long-standing direct sales structures in Italy (since 1970) and in Poland (since 2005), in 2008 a direct presence was added in Germany following the acquisition of Gutmann, leader in the high-end range hood sector and in 2010 a dedicated organisation was introduced to Spain which allowed a stronger presence within a market experiencing serious difficulties.

CIS

The Elica Group in 2012 decided to strengthen its direct presence in this market, in which it has operated through its brands since 1995, acquiring full control of the subsidiary Elica Trading LLC, which markets own brand products, such as those of Elica, Jet Air and Turbo Air. Elica Trading LLC, incorporated in 2011 and with head offices in St. Petersburg, thanks to its product warehouses and a strong locally-based distribution network, guarantees greater penetration and coverage throughout the Russian market. The Elica Group today can ensure on this market improved quality and efficiency both for the product and the service offered to consumers, thanks to the direct management of a technical assistance network for the final client.

The Americas

The American market accounts for 15% of the global range hood market in volume terms. The Elica Group has capitalised on the opportunities presented by the tentative recovery of this market, achieving in 2012 a market share in the Americas of over 15% in volume terms, both thanks to sales revenue growth of third party brand products (Original Equipment Manufacturers) through a portfolio of major clients such as Mabe, Whirlpool, General Electric, Electrolux and Bosh, and thanks to improved revenues of own brand products. The subsidiary Elicamex, the production and commercial base of the Group in Mexico, produces and markets products both in Latin America and in North America. The trading company Elica Inc., with offices in Chicago, is dedicated entirely to the North American market in which it promotes and distributes the Elica brand.

Asia

In Asia, the Group has been present since 2002 following the joint venture with Fuji Industrial, leader in Japan in the production of range hoods. The agreement led to the creation of ARIAFINA – today a leading brand in the high-end range hoods segment. ARIAFINA designs and markets products created specifically for the Japanese market and boasts a showroom in the centre of Osaka. Since 2010, the Elica Group has been present on the Indian market through a Joint Venture with the Indian company Pralhad Buthada, one of the leading players in the region and with long-standing relationships with the Indian range hoods and home appliance distributors. Elica PB India Ltd. was therefore created, which produces and markets own brand and third party brand range hoods, hobs and ovens for the Indian market. The Group has been present on the Chinese market since 2010 following the acquisition of a majority (today 66.76%) holding in the Chinese company Zhejiang Putian Electric Co. Ltd., which operates under the “Puti” brand, producing and marketing range hoods, gas hobs and kitchenware sterilisers. The Group has therefore entered the largest range hood market – with a product line boasting an established and centrally positioned brand in the distribution network and a high quality production base with strong potential for development. The production site is located in Shenzhou, a major Chinese industrial district for the production of kitchen home appliances. 2012 was the second consecutive year of reduced demand in the home appliance sector in China, which was significantly impacted by the contraction in the real estate sector. In this increasingly difficult market climate, competition among the local players intensified; however the Group quickly responded, not only by increasing its investment in commercial and product development, but also by starting production of electric motors for the local market at the Chinese production sites. Demonstrating the crucial strategic role of a direct presence in this region, in 2012 the Japanese partner Fuji Industrial invested in Zhejiang Putian Electric Co. Ltd, acquiring from Elica a 3.24% share in order to consolidate co-operation and strengthen the partnership with the Group.
The people
Evolution

<table>
<thead>
<tr>
<th>Year</th>
<th>Executives</th>
<th>White-collar</th>
<th>Blue-collar</th>
<th>Others</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>1.2%</td>
<td>22.0%</td>
<td>71.0%</td>
<td>5.8%</td>
</tr>
<tr>
<td>2011</td>
<td>1.2%</td>
<td>23.5%</td>
<td>68.9%</td>
<td>6.4%</td>
</tr>
<tr>
<td>2012</td>
<td>1.6%</td>
<td>23.8%</td>
<td>68.6%</td>
<td>6.0%</td>
</tr>
</tbody>
</table>

**Total Employees**

- **2010**: 2,800 employees
- **2011**: 2,964 employees (+5.9%)
- **2012**: 3,033 employees (+2.3%)
The people

Nationality

- AMERICAS: 12.6%
- ASIA: 16.5%
- EUROPE: 70.9%

Gender

- M: 55.1%
- F: 44.9%

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The people
Position

- 1.6% Executives
- 3.9% Managers
- 23.8% White Collar
- 0.5% "Intermittent"
- 68.6% Blue Collar
- 1.6% Temporary

The people
Education

- 17% University Degree
- 36% High School Diploma
- 47% Other Titles
Management

MEMBERS OF THE BOARD OF DIRECTORS

FRANCESCO CASOLI
EXECUTIVE CHAIRMAN
born in Senigallia (AN) on 5/6/1961, appointed by resolution of 27/4/2012

GIUSEPPE PERUCCHETTI
CHIEF EXECUTIVE OFFICER
born in Varese (VA) on 30/10/1958, appointed a Director on 27/4/2012 and an Executive Director on 13/9/2012

GIANNA PIERALISI
EXECUTIVE DIRECTOR
born in Monsano (AN) 12/12/1934, appointed by resolution of 27/4/2012

GENNARO PIERALISI
DIRECTOR
born in Monsano (AN) on 14/02/1938, appointed by resolution of 27/4/2012

STEFANO ROMITI
INDEPENDENT DIRECTOR
AND LEAD INDEPENDENT DIRECTOR
born in Rome (RM) on 17/11/1957, appointed by resolution of 27/4/2012

ANDREA SASSO
DIRECTOR
born in Rome on 24/8/1965, appointed by resolution of 27/4/2012

ELENA MAGRI
INDEPENDENT DIRECTOR
born in Brescia (BS) on 19/7/1946, appointed by resolution of 27/4/2012

MEMBERS OF THE BOARD OF STATUTORY AUDITORS

CORRADO MARIOTTI
CHAIRMAN
born in Numana (AN) on 29/2/1944, appointed by resolution of 27/4/2012

STEFANO MARASCA
STATUTORY AUDITOR
born in Osimo (AN) on 9/8/1960, appointed by resolution of 27/4/2012

GILBERTO CASALI
STATUTORY AUDITOR
born in Jesi (AN) on 14/1/1954, appointed by resolution of 27/4/2012

FRANCO BORIONI
ALTERNATE AUDITOR
born in Jesi (AN) on 23/6/1945, appointed by resolution of 27/4/2012

DANIELE CAPECCI
ALTERNATE AUDITOR

INTERNAL CONTROL & RISK MANAGEMENT COMMITTEE

Stefano Romiti
Gennaro Pieralisi
Elena Magri

APPOINTMENTS AND REMUNERATION COMMITTEE

Stefano Romiti
Gennaro Pieralisi
Elena Magri
INVESTOR RELATIONS MANAGER

LAURA GIOVANETTI
E-MAIL: L.GIOVANETTI@ELICA.COM
PHONE: +39 0732 610727

TOP MANAGEMENT

GIUSEPPE PERUCCHETTI
CHIEF EXECUTIVE OFFICER

GIANGUIDO CERULLO
CHIEF COMMERCIAL OFFICER

ALESSANDRO GASPARRI
CHIEF OF SUPPLY CHAIN

ALBERTO ROMAGNOLI
FINANCE DIRECTOR

PAOLO PATRIZI
PLANNING & CONTROLLING DIRECTOR

ROBERTO DI FIORE
CHIEF OF INDUSTRIAL OPERATION & QUALITY

EMILIO ZAMPETTI
CHIEF OF HUMAN RESOURCES

MARCO CIMINO
PRODUCT DEVELOPMENT HOODS DIRECTOR

ALESSANDRO MORET
WORK CLASS MANUFACTURING DIRECTOR

CLAUDIO MULAZZANI
ICT DIRECTOR

MARCO BONFIGLI
CHIEF OPERATING OFFICER AMERICAS REGION

MANUEL FERNANDEZ
CHIEF OPERATING OFFICER GUTMANN OPERATION

MARCO VIDALI
CHIEF OPERATING OFFICER GREATER CHINA REGION

PRALHAD BUTHADA
CHIEF OPERATING OFFICER INDIA REGION

FRANCESCO PENSIERI
COMMERCIAL DIRECTOR JAPAN & APAC