

Sofidel
INNOV
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A W A R D S

EVERYONE IS AN INNOVATOR

“Everyone is an innovator” – SOFIDEL INNOVATION AWARDS 2025”

1. Recipients

The Sofidel Innovation Awards are open to all permanent and temporary employees of the Sofidel Group, including those in their probation period, provided they are employed at the start of the initiative and remain employed at the time of its closure.

Participation in this prize initiative implies the unconditional and total acceptance of the rules and clauses outlined in this regulation, without any limitations.

Sofidel Group companies cannot, under any circumstances, be held responsible for the non-receipt of communications related to the initiative.

Participants explicitly acknowledge and accept that participation does not require the prior purchase of any product or service produced and/or sold by Sofidel or its affiliated companies.

The award is granted as recognition of the personal merit of the winners and as an encouragement for those who, through their activities, have contributed to the social and environmental impact of the company. Specifically, they have helped the Sofidel Group improve its processes, generating a clear positive impact on the community.

2. Definition

Innovation, in our corporate reality, is any idea, intuition, or solution that allows us to concretely improve what we do: it may be a new way of working, a more efficient process, a technological or organizational idea that simplifies, accelerates, or enhances our work. Innovation can arise from a small change tested in one's own work, from a new proposal never tried before, or from a shared intuition with the team. In a company where we all work together to achieve a common goal, sharing best practices is a duty towards colleagues and an opportunity to build teamwork. The Sofidel Innovation Awards were created to encourage all employees to innovate, to find new or better ways to carry out their work.

Types of innovation admitted:

1. Incremental innovation

Small but concrete improvements, immediately applicable in daily practice, that optimize what already exists.

2. Evolutionary innovation

Broader and more structured changes that evolve a process, product, or service. They require a bit more planning and time.

3. Radical innovation

Completely new ideas, never tried before in the company, that can change the way we work or the value we offer. Often linked to new technologies, organizational models, or innovative services.

4. Replicable innovation

Practices or solutions successfully tested by a single office, in one department of one nation, that can be scaled and adapted to other corporate contexts. It is essential that they are documented and demonstrable, even with qualitative results. Replicable innovation does not concern initiatives already widely disseminated at the corporate level, nor ideas that are already established policies or practices.

3. Initiative themes

The Sofidel Innovation Awards initiative is structured around seven main thematic areas, each designed to encourage innovative ideas and contribute to the continuous improvement within the Sofidel Group.

1. Health & Safety – “Safety First” Award

Encourages ideas that improve health and safety practices in the workplace.
Some examples: new safety protocols, advanced protective equipment, training programs, mental well-being initiatives, etc...

2. Product Improvement – “Product (R)evolution” Award

Celebrates ideas aimed at enhancing existing products or developing new ones to increase customer satisfaction and market competitiveness.
Some examples: additional features, optimized user experience, more sustainable solutions, etc...

3. Process Improvement – “Efficiency Excellence” Award

Aims to enhance business efficiency by reducing time, costs, and operational complexity.
Some examples: automation, new technological tools, optimized operational procedures, etc...

4. Sense of Belonging – “Community Spirit” Award

Encourages initiatives that strengthen employee engagement and well-being, promoting inclusion and collaboration.
Some examples: social events, mentorship programs, improved internal communication systems, etc...

5. **Environmental Impact – “Green Innovator” Award**

Rewards ideas that help reduce the company’s environmental footprint, supporting the transition to sustainable practices.

Some examples: waste reduction, energy efficiency, resource conservation initiatives, etc...

6. **Strategic Vision Award - “Look beyond” Award**

Encourages long-term innovation-focused projects that anticipate future market needs and business evolution.

Some examples: large-scale projects involving multiple business areas, scalable and modular solutions, etc...

7. **Wildcard Wonder – “Up to You!” Award**

An open category for innovative ideas that do not fit into the other areas but add value to the company.

Some examples: creative projects, out-of-the-box solutions, etc...

4. **Participation requirements**

4.1 **Who can participate**

The Sofidel Innovation Awards initiative is open to all Sofidel Group employees, regardless of their role, location, or seniority.

4.2 **Exclusions**

Jury members are excluded from participating in the initiative to ensure impartiality and fairness in the evaluation process.

4.3 **How to participate**

Sofidel Group employees can participate in the Innovation Awards initiative through the following methods:

- individual or team participation: employees can participate both individually or form a team of up to 10 members.
- proposal submission: ideas must be submitted via the official landing page: innovationawards.sofidel.com, accessible via PC or smartphone. It is possible to submit more than one idea.
- support from Initiative supporters: to assist with the submission process, employees can request help from designated support figures (detailed later in the regulations) who will guide them through the proposal submission.
- submission period: proposals can be submitted from May 28th 2025 at 4:00 PM CET until September 2nd 2025 at 11:59 PM CET.

5. Ideas submission process

Submissions must be uploaded via the official landing page: innovationawards.sofidel.com

5.1 Accepted formats

The materials may be presented in the following formats:

- documents: PDF (.pdf), Word (.doc/.docx), PowerPoint (.ppt/.pptx)
- images: JPEG (.jpg/.jpeg), PNG (.png)
- videos: MP4 (.mp4), MOV (.mov)

5.2 Submission guidelines

Individual proposal: each proposal must be submitted under the name of a single participant.

Group proposal: in case of group participation, all members' names must be included in the proposal description.

Each proposal must include:

- **Idea title:** a brief and representative name for the project.
- **Category:** the specific category under which the idea is submitted (e.g., "Health & Safety," "Product Improvement," etc.).
- **A clear and concise description of the idea,** explaining the main details of the proposal in an understandable way and highlighting its actual benefits.

Compliance with these guidelines will be a key evaluation criterion and will ensure a fair and accurate assessment by the jury.

5.3 Deadlines

Proposals for the Sofidel Innovation Awards can be submitted from 4:00 PM on May 28th 2025 until 11:59 PM on September 2nd 2025 (CET).

Proposals submitted after the deadline will not be considered for the initiative. We encourage all participants to adhere to the specified timelines to ensure a proper evaluation of their ideas.

5.4 Evaluation criteria

Submitted projects will be anonymized and assessed based on the following criteria:

- **Project Relevance** – Score 0-5
Alignment of the idea with the category chosen during the submission process.
- **Originality** – Score 0-5
The degree of innovation and pioneering aspects of the project, as well as its ability to introduce unconventional ideas and open new horizons within the selected category.
- **Completeness and Depth** – Score 0-5
The level of detail and thoroughness of the submitted documentation.
- **Scalability** – Score 0-5
The adaptability of the proposed idea to different business contexts and its potential global impact within the Sofidel Group.
- **Impact on the Company** – Score 0-5
The project's effectiveness in generating a significant impact on corporate culture and internal dynamics, both at a local and global level.

6. Jury

6.1 Jury Members

Winners will be selected exclusively by the Jury, composed of:

- RICCARDO BALDUCCI (Group Sustainability Director)
- ROBERTO BESSO (Chief Supply Chain Officer)
- ELENA BETTI (Risk Management & Compliance Director)
- SIMONE CAPUANO (Executive VP, Operations & Supply Chain USA)
- DEREK DAFOE (Executive VP, Marketing & Sales USA)
- ANGELO DELLA MAGGIORA (Chief Finance Officer)
- SIMONE DONATI (EU/USA Business Improvement & Innovation Director)
- ALBERTO GIOVANNELLI (Chief Purchasing Officer)
- DAVIDE MAINARDI (Chief Technical Officer)
- MARCELLO MARZANO (Executive VP, Corporate Functions & Services USA)
- FABRIZIO PIERACCINI (Corporate Financial & Treasury Director)
- TOMMASO VALENTE (Human Resources, Organisation & Safety Director)
- MASSIMILIANO VANNUCCHI (Chief Operating Officer)

6.2 Initiative supporters

To support participation, a list of representatives have been identified for each company, who will serve as “Initiative supporters”. The list of supporters is available at the following [LINK](#).

The colleagues designated as supporters for this initiative will provide practical assistance to employees during the proposal submission process on the dedicated platform. Additionally, they will serve as a point of reference for any questions or needs related to the initiative.

7. Awards and recognitions

The Sofidel Innovation Awards initiative includes a maximum of 7 prizes, which will be awarded to 7 winners selected from among the employees (individuals or groups) of Sofidel Group companies who have participated in the initiative, following the procedures and deadlines outlined in the regulations.

The jury reserves the right to award prizes to ideas that stand out for their innovative value and positive impact on the company, provided they meet the defined criteria. Categories that do not receive deserving proposals may not have a winner.

The decisions of the jury are final and not subject to appeal.

7.1 Types of prizes

The initiative offers a range of prizes and recognitions, which vary depending on whether the winner is an individual participant or a group. It also includes benefits for all participants.

7.1.1 Prizes for all participants

- Each participant will receive a case of Sofidel product, to be collected according to the instructions provided by their respective company.
- Upon request, participation in an innovation training course to be completed online within 12 months.
- Branded gadgets.

In compliance with tax regulations in various countries, the value of the prizes may be subject to applicable taxation and contributions.

7.1.2 Prizes for Individual Winners

- Sofidel Innovation Awards Card: an Amazon gift card worth €1,000 gross or its equivalent in local currency, non-transferable and to be used by the expiration date indicated on the voucher.
The gross prize value means that it may be subject to taxation, which varies by country according to local tax and social security regulations.

7.1.3 Prizes for Group Winners

- A €2,500 donation to an organization chosen by the winning group, in accordance with the guidelines of the Group Communication Office (e.g., charities, sports associations, or educational institutions).

7.2 Awarding Process

All submissions will be evaluated anonymously, based on the criteria defined in this regulation. The Jury will link contributions to their respective authors only after the winners are announced, ensuring total impartiality in the judgment process.

8. Timeline

8.1 Opening and closing of the initiative

The initiative will begin on May 28th 2025 at 4:00 PM CET and will end on September 2nd 2025 at 11:59 PM CET.

8.2 Winner Announcement

The winners will be announced on October 8th 2025.

9. Rights and obligations

All ideas, projects, and contributions submitted as part of the Sofidel Innovation Awards become the exclusive property of the Sofidel Group. By participating in the initiative, the employee irrevocably and gratuitously assigns to Sofidel all economic and copyright-related rights over the submitted proposals, in any form or application, both present and future, with no time or territorial limits, in accordance with applicable intellectual property laws and regulation.

Sofidel therefore holds the exclusive right to use, develop, modify, implement, and commercially exploit the submitted proposals, including through the registration of patents, trademarks, or other intellectual property rights, with no obligation to consult, recognize,

or provide any additional compensation to the employee, beyond the prizes set forth in this regulation. By participating in the initiative, the employee fully and unconditionally accepts the above provisions.

9.1 Participant obligations and confidentiality

By participating in the initiative, the participant guarantees that the submitted proposal is original, no company's budget has been used and does not infringe upon any third-party rights, including copyrights, patents, trade secrets, or other intellectual or industrial property rights.

In the event of disputes or claims by third parties, the employee agrees to indemnify and hold Sofidel harmless from any liability, costs, or expenses arising from such claims.

Participants also commit to maintaining strict confidentiality regarding the submitted proposals and not disclosing them to third parties, either before or after their submission, without prior written consent from Sofidel.

Any violation of this provision will result in exclusion from the initiative and may lead to legal action for the compensation of any damages suffered by Sofidel.

10. Modifications and Privacy

The Company reserves the right to modify or discontinue the regulations at any time, with prior communication to employees.

Participants' personal data will be processed in compliance with applicable privacy laws, as detailed in the privacy notice pursuant to Article 13 of the General Data Protection Regulation ([GDPR](#)).

The Data Controller is Sofidel S.p.A., with its registered office at Via G. Lazzareschi n. 23 – 55016 Porcari (LU), Italy.

For any privacy-related inquiries, employees may contact: dpo.holding@sofidel.com

11. Contacts

For any questions regarding the initiative, employees can contact their local Human Resources Department, Group Communication Department, or the Initiative Supporters.

