UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549
FORM 6-K
REPORT OF FOREIGN PRIVATE ISSUER
PURSUANT TO RULE 13a-16 OR 15d-16
UNDER THE SECURITIES EXCHANGE ACT OF 1934
For the month of April 2025
Commission File Number: 001-40618
Stevanato Group S.p.A.
(Translation of registrant's name into English)
Via Molinella 17 35017 Piombino Dese – Padua Italy (Address of principal executive office)
(Audress of principal executive office)
Indicate by check mark whether the registrant files or will file annual reports under cover of Form20-F or Form 40-F.

Form 40-F $\ \square$

Form 20-F \boxtimes

EXPLANATORY NOTE

This report on Form 6-K (the "report") and the exhibits to this report contain certain forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995 that reflect the current views of Stevanato Group S.p.A. ("we", "our", "us", "Stevanato Group", the "Company" and, together with its subsidiaries, the "Group"). These forward-looking statements include, or may include, words such as "anticipate," "assumes," "believe," "derive," "drive," "estimated," "forecast," "foreseeable," "future," "growing," "increase," "may," "plan," "potential," "remain," "to be," "will," "would," and other similar terminology. Forward-looking statements contained in this report include, but are not limited to, statements about: our future financial performance, including our revenue, operating expenses and our ability to maintain profitability and operational and commercial capabilities; our expectations regarding the development of our industry and the competitive environment in which we operate; the expansion of our plants and sites, and our expectations related to our capacity expansion; the global supply chain and our committed orders; customer demand and customers' ability to destock higher inventories accumulated during the COVID-19 pandemic; the success of our initiatives to optimize the industrial footprint, harmonize processes and enhance supply chain and logistics strategies; our geographical and industrial footprint; and our goals, strategies and investment plans. These statements are neither promises nor guarantees but involve known and unknown risks, uncertainties and other important factors and circumstances that may cause Stevanato Group's actual results, performance or achievements to be materially different from any future results, performance or achievements expressed or implied by the forward-looking statements, including conditions in the U.S. capital markets, negative global economic conditions, inflation, the impact of the conflict between Russia and Ukraine, the evolving events in Israel and Gaza, supply chain and logistical challenges and other negative developments in Stevanato Group's business or unfavorable legislative or regulatory developments. The following are some of the factors that could cause our actual results to differ materially from those expressed in or underlying our forward-looking statements: (i) our product offerings are highly complex, and, if our products do not satisfy applicable quality criteria, specifications and performance standards, we could experience lost sales, delayed or reduced market acceptance of our products, increased costs and damage to our reputation; (ii) we must develop new products and enhance existing products, adapt to significant technological and innovative changes and respond to introductions of new products by competitors to remain competitive; (iii) if we fail to maintain and enhance our brand and reputation, our business, results of operations and prospects may be materially and adversely affected; (iv) we are highly dependent on our management and employees. Competition for our employees is intense, and we may not be able to attract and retain the highly skilled employees that we need to support our business and our intended future growth; (v) our business, financial condition and results of operations depend upon maintaining our relationships with suppliers and service providers; (vi) our business, financial condition and results of operations depend upon the availability and price of high-quality materials and energy supply and our ability to contain production costs; (vii) significant interruptions in our operations could harm our business, financial condition and results of operations; (viii) as a consequence of the COVID-19 pandemic, sales of syringes and vials to and for vaccination programs globally increased resulting in a revenue growth acceleration. The demand for such products may shrink, as the need for COVID-19 related solutions continue to decline; (ix) our manufacturing facilities are subject to operating hazards which may lead to production curtailments or shutdowns and have an adverse effect on our business, results of operations, financial condition or cash flows; (x) our business, financial condition and results of operations may be impacted by our ability to successfully expand capacity to meet customer demand; (xi) the loss of a significant number of customers or a reduction in orders from a significant number of customers, including through destocking initiatives or lack of transparency of our products held by customers, could reduce our sales and harm our financial performance; (xii) we may face significant competition in implementing our strategies for revenue growth in light of actions taken by our competitors; (xiii) our global operations are subject to international market risks that may have a material effect on our liquidity, financial condition, results of operations and cash flows; (xiv) we are required to comply with a wide variety of laws and regulations and are subject to regulation by various federal, state and foreign agencies; (xv) given the relevance of our activities in the healthcare sector, investments by non-Italian entities in the Company, as well as certain asset disposals by the Company, may be subject to the prior authorization of the Italian Government (so called "golden powers"); (xvi) if relations between China and the U.S. deteriorate (including in connection with the current trade policy of the U.S.

government), our business in the U.S. and China could be materially and adversely affected; (xvii) the U.S. government recently imposed tariffs on certain products manufactured in several jurisdictions, including China and the European Union, and has made announcements regarding the potential imposition of tariffs on other jurisdictions. Such tariffs as well as other trade policies that the U.S. government may implement in the future and the restrictive trade measures that other countries may adopt in response thereto, could adversely affect our business by making more difficult or costly to trade goods between different jurisdictions; (xviii) cyber security risks and the failure to maintain the confidentiality, integrity and availability of our computer hardware, software and internet applications and related tools and functions, could result in damage to our reputation, data integrity and/or subject us to costs, fines or lawsuits under data privacy or other laws or contractual requirements; (xix) our trade secrets may be misappropriated or disclosed, and confidentiality agreements with directors, employees and third parties may not adequately prevent disclosure of trade secrets and protect other proprietary information; (xx) if we are unable to obtain and maintain patent protection for our technology, products and potential products, or if the scope of the patent protection obtained is not sufficiently broad, we may not be able to compete effectively in our markets; (xxi) we depend in part on proprietary technology licensed from others, and if we lose our existing licenses or are unable to acquire or license additional proprietary rights from third parties, we may not be able to continue developing our potential products; and (xxii) we are obligated to maintain proper and effective internal controls over financial reporting. Our internal controls were not effective, which may adversely affect investor confidence in us and, as a result, the value of our ordinary shares. This list is not exhaustive. We caution

These forward-looking statements speak only as at their dates. The Company undertakes no obligation to update any forward-looking statement or statements to reflect events or circumstances after the date on which such statement is made or to reflect the occurrence of unanticipated events. New factors emerge from time to time, and it is not possible to predict all of these factors. Further, the Company cannot assess the impact of each such factor on our business or the extent to which any factor, or combination of factors, may cause actual results to be materially different from those contained in any forward-looking statements.

For a description of certain additional factors that could cause the Company's future results to differ from those expressed in any such forward-looking statements, refer to the risk factors discussed in our Annual Report on Form 20-F for the year ended December 31, 2024 filed with the U.S. Securities and Exchange Commission on March 6, 2025.

EXHIBIT INDEX

The following exhibits are furnished as part of this Form 6-K:

Exhibit	<u>Description</u>
99.1	Notice of Shareholders' Meeting dated April 11, 2025
99.2	Explanatory Report on the items on the agenda – Shareholders' Meeting dated April 29, 2025
99.3	Sustainability Report for the financial year 2024
99.4	Report of the Audit Committee on the activities carried out in the financial year 2024
99.5	Report of the Nominating and Corporate Governance Committee for the financial year 2024
99.6	Report of the Compensation Committee on the Company's Remuneration Policy and Practices for the financial year 2024
99.7	Substantiated Proposal of the Audit Committee
99.8	Slate of Candidate Directors

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned, thereunto duly authorized.

Date: May 2, 2025

Stevanato Group S.p.A.

By: /s/ Franco Stevanato

Name: Franco Stevanato
Title: Chief Executive Officer



Published on April 11, 2025

Convening Notice to the Ordinary General Meeting of Shareholders On May 23, 2025

Shareholders of Stevanato Group S.p.A. ("Stevanato" or the "Company") are invited to attend the ordinary shareholders' meeting (the "Shareholders' Meeting") which will be held - in compliance with Articles 10 and 11 of the Company's bylaws (the "Bylaws") - solely *via* teleconference, on May 23, 2025 at 4:00 p.m. CEST (10:00 a.m. EDT), on single call, to discuss and resolve on the following

Agenda

- Approval of the financial statements for the financial year ended on December 31, 2024; presentation of the reports of the directors and of the
 external auditor PricewaterhouseCoopers S.p.A.; presentation of the consolidated financial statements for the financial year ended on December 31,
 2024; presentation of the consolidated non-financial statements (Sustainability Report) for the financial year ended on December 31, 2024;
 presentation of the reports of the Audit Committee, of the Compensation Committee, of the Nominating and Corporate Governance Committee;
 related resolutions.
- Allocation of annual net profits and distribution of dividends to the shareholders; related resolutions.
- Appointment of the Board of Directors: determination of the term of the Board of Directors;; determination of the number of members of the Board of Directors; appointment of the members of the Board of Directors; appointment of the Chairman of the Board of Directors; related resolutions.
- 4. Compensation of the members of the Board of Directors and of the members of the Audit Committee; related resolutions.
- 5. Increase of the compensation granted to PricewaterhouseCoopers S.p.A. in relation to the auditing of the Company's financial statements and consolidated financial statements, and the performance of the further tasks and activities to be conducted by the external auditor in compliance with Italian and US laws and regulations, for the financial years ending on December 31, 2023, December 31, 2024, and December 31, 2025; related resolutions.
- 6. Authorization for the purchase and disposal of ordinary and class A treasury shares; related resolutions.

* * *

I. Right to attend and vote at the Shareholders' Meeting

Pursuant to Article 2355 of the Italian Civil Code and Articles 7.1, 7.6 and 11 of the Bylaws, the right to attend and/or vote at the Shareholders' Meeting is regulated as follows:

 persons, other than Stevanato itself, being registered on the Company's Shareholders' Book (Libro Soci) as holders of class A shares on the Shareholders' Meeting date (such persons, the "Class A Shareholders") are entitled to attend and vote at the Shareholders' Meeting according to the modalities set out in paragraph II.1 below;

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- (ii) persons, other than Stevanato itself, being registered on both the Company's US Shareholders' Register and the Company's Shareholders' Book (Libro Soci) as holders of ordinary shares at the closing of the trading day (according to the New York time zone) falling on the twenty-fifth day preceding the Shareholders' Meeting date (or, in case such day is not a trading day, on the preceding trading day), i.e. on April 28, 2025, at 4:00 p.m. EDT (10:00 p.m. CEST) (such date, the "Record Date"; such persons, the "Registered Shareholders") are entitled to attend and vote at the Shareholders' Meeting according to the modalities set out in paragraph II.1 below;
- (iii) persons, other than Stevanato itself, holding, directly or through brokers or other intermediaries, the beneficial ownership of the ordinary shares deposited at the Depositary Trust Company and registered on both the Company's US Shareholders' Register and the Company's Shareholders' Book (Libro Soci) in the name of Cede & Co. (the 'Holder of Record') at the Record Date (such persons, the "Beneficial Shareholders") are entitled to vote at the Shareholders' Meeting collectively, through the Holder of Record, by giving voting instructions to Computershare S.p.A. ("Computershare IT"), in its capacity as substitute proxy specifically appointed by the Holder of Record, in relation to all or part of the items on the agenda, according to the modalities set out in paragraph II.2 below.

For the sake of clarity, persons being registered on both the Company's US Shareholders' Register and the Company's Shareholders' Book (*Libro Soci*) as holders of ordinary shares, or persons acquiring the beneficial ownership of the ordinary shares, after the Record Date shall not be entitled to attend and vote at the Shareholders' Meeting.

Persons being registered on both the Company's US Shareholders' Register and the Company's Shareholders' Book (*Libro Soci*) after the Record Date but prior to the opening of the Shareholders' Meeting shall be regarded, respectively, as absent from the Shareholders' Meeting and not voting in favor of the resolutions approved by the shareholders at the Shareholders' Meeting for the purpose of challenging such resolutions pursuant to Article 2377 of the Italian Civil Code. However, Beneficial Shareholders being such on the Record Date and obtaining registration on both the Company's US Shareholders' Register and the Company's Shareholders' Book (*Libro Soci*) prior to the Shareholders' Meeting date shall be entitled to challenge the resolutions approved by the Shareholders' Meeting pursuant to Article 2377 of the Italian Civil Code subject to providing proof not to have voted in favor of the relevant resolutions as Beneficial Shareholders.

II. Modalities of attendance and voting at the Shareholders' Meeting

II.1 Class A Shareholders and Registered Shareholders

Class A Shareholders and Registered Shareholders have the right to attend and vote at the Shareholders' Meeting either in person, *via* teleconference, or by a representative appointed, according to the provisions of Article 2372 of the Italian Civil Code, by means of a proxy granted in writing or through a document electronically signed pursuant to Italian Legislative Decree no. 82 of March 7, 2005 (such representative, the "**Proxy**").

Computershare IT is available to serve as Proxy for class A Shareholders and Registered Shareholders and vote at the Shareholders' Meeting on their behalf, in relation to all or part of the items on the agenda, according to the instructions received, at no costs or expenses for Class A Shareholders and Registered Shareholders.

Without prejudice to the shareholders' rights set forth by the applicable law, Class A Shareholders and Registered Shareholders are requested to inform the Company in advance of their intention to attend personally (or, if legal entities, by the legal representative or other attorney) the Shareholders' Meeting *via* teleconference, to appoint a Proxy, or to give voting instructions to Computershare IT.

To this end, the holders of class A shares as of the Record Date and Registered Shareholders will receive, respectively, from the Company or the Transfer Agent and Registrar Computershare Inc. ("Computershare US"), at the address resulting from the Shareholders' Book *Libro Soci*), (i) this notice, (ii) a form to be completed by the Class A Shareholders and Registered Shareholders intending to attend personally (or, if legal entities, by the legal representative or other attorney) the Shareholders' Meeting to provide the participants' relevant personal information (the "Participant Information Form"), and (iii) a form to be completed by the Class A Shareholders and Registered Shareholders in order to appoint Computershare IT or another Proxy to attend and vote at the Shareholders' Meeting on their behalf and

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provide it with voting instructions on the items on the agenda (the "**Proxy Card**"). Instructions for completing and returning, as applicable, the Participant Information Form or the Proxy Card to the Company or Computershare US and joining the Shareholders' Meeting *via* teleconference shall be included therein

Class A Shareholders shall return, as applicable, the Participant Information Form or the Proxy Card, together with the required attachments, to the Company (or, in case Computershare IT is appointed as Proxy, to Computershare IT) preferably by May 19, 2025, at 4:30 p.m. EDT (10:30 p.m. CEST)

Registered Shareholders shall return, as applicable, the Participant Information Form or the Proxy Card, together with the required attachments, to Computershare US by May 19, 2025, at 4:30 p.m. EDT (10:30 p.m. CEST)

Stevanato will provide Class A Shareholders and Registered Shareholders or Proxies attending personally the Shareholders' Meeting with the teleconference access link no later than May 22, 2025, at 4:00 p.m. EDT (10:00 p.m. CEST) by notice sent to the e-mail address included to this purpose in the Participant Information Form or in the Proxy Card submitted by each Class A Shareholder and Registered Shareholder.

In order to be admitted to attend the Shareholders' Meeting, if so requested by the Chairman of the Shareholders' Meeting, Class A Shareholders, Registered Shareholders and Proxies shall identify themselves by presenting an identity document. Proxies shall also present, if so requested by the Chairman of the Shareholders' Meeting, a copy of the Proxy Card or other proxy issued by the relevant Class A Shareholders and Registered Shareholders.

II.2 Beneficial Shareholders

Beneficial Shareholders have the right to give voting instructions to Computershare IT, in its capacity as substitute proxy specifically appointed by the Holder of Record, in relation to all or part of the items on the agenda of the Shareholders' Meeting, at no costs or expenses for them.

To this end, Beneficial Shareholders shall receive by the respective brokers/intermediaries or by the voting service providers appointed by the latter the form to be used to provide Computershare IT with voting instructions in relation to the matters on the agenda at the Shareholders' Meeting (the "Voting Instruction Form"), as well as instructions regarding the completion and transmission of the Voting Instruction Form.

III. Item 3 of the Agenda - Modalities for the submission of slates of candidate directors for the appointment of the Board of Directors

In relation to item no. 3 of the Agenda, please note that, pursuant to Article 16 of the Bylaws, the Shareholders' Meeting shall appoint the members of the Company's Board of Directors based on slates of candidate directors submitted by shareholders.

The right to submit a slate of candidate directors to the Shareholders' Meeting for the appointment of the Board of Directors is reserved to Class A Shareholders, Registered Shareholders, and Beneficial Shareholders holding, individually or jointly with other shareholders submitting each slate, shares carrying at least 5 per cent of the total voting rights attached to all the shares issued by the Company (the "Qualified Shareholders").

Pursuant to Article 7.6 of the Bylaws, Beneficial Shareholders may submit slates of candidate directors to the Shareholders' Meeting through the Holder of Record (in which case the Holder of Record shall submit the slate to the Shareholders' Meeting together with the relevant documentation on behalf of the Beneficial Shareholders) or based on a specific authorization and/or delegation from the Holder of Record (in which case the Beneficial Shareholders shall attach such authorization and/or delegation to the slate submitted to the Shareholders' Meeting).

Each slate of candidate directors submitted by Qualified Shareholders shall include a number of candidate directors ranging from 9 (nine) and 15 (fifteen). Candidate directors shall meet the eligibility and integrity requirements set forth by Article 2382 of the Italian Civil Code and possess adequate skills and expertise to perform the tasks entrusted upon them, as provided for by Article 15.3 of the Bylaws.

Each slate shall also include: (a) at least one third of the candidate directors, rounded up to the higher unit in case of fractional number, meeting the independence requirements provided for in Article 15.4 of the Bylaws (i.e., the

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independence requirements set forth in Article 2399 of the Italian Civil Code); (b) at least 3 (three) candidate directors meeting the independence and competence requirements provided for in Articles 23.3 and 23.5 of the Bylaws (i.e., the independence requirements set forth in article 2399 of the Italian Civil Code and the additional requirements of independence and financial expertise set forth in United States law and NYSE regulations applicable to the Company from time to time); and (c) at least 1 (one) candidate director meeting the additional professionalism requirement provided for in Article 23.4 of the Bylaws (i.e., enrollment in the Italian register of legal auditors).

Each candidate director may only be included in one slate, under penalty of ineligibility.

The following must be attached to each slate of candidate directors, under penalty of inadmissibility: (i) acurriculum vitae of each of the candidate directors; (ii) the statements by which each candidate director accepts his/her candidacy and certifies, under his/her own responsibility, that he/she possesses the eligibility and integrity requirements provided for in Article 15.3 of the Bylaws, the independence requirements provided for in Article 15.4 of the Bylaws, as well as the independence, expertise and competence requirements provided for by Articles 23.3, 23.4 and 23.5 of the Bylaws; (iii) an indication of the identity of the Class A Shareholders, Registered Shareholders or Beneficial Shareholders submitting the slates and the percentage of the Company's voting rights pertaining to the shares held by them.

The slates of candidate directors submitted to the Shareholders' Meeting must be signed by the Qualified Shareholders submitting them or, if legal persons, by their legal representatives or other attorneys.

Qualified Shareholders may submit slates of candidate directors for the appointment of the Board of Directors no later than April 25, 2025 (third day before the Record Date), at 11:59 p.m. CEST (17:59 p.m. EDT), by: (i) filing the above documentation at the Company's registered office at Via Molinella, 17, Piombino Dese - Padova, Italy (for this purpose, please note that submission is permitted on working days between Monday and Friday, from 9:00 a.m. CEST (3:00 a.m. EDT) to 5:00 p.m. CEST (11:00 a.m. EDT)); (ii) sending the above documents by mail or courier to the Company, at the address Via Molinella, 17, 35017, Piombino Dese - Padova, Italy, to the attention of the Legal Department; or (iii) sending the above documentation by certified electronic mail (PEC) to the address stevanatogroup@pec.stevanatogroup.com.

For the sake of completeness, please note that slates of candidate directors received by the Company afterApril 25, 2025, at 11:59 p.m. CEST (5:59 p.m. EDT), or by other means than those indicated above will be considered as not received.

Please also note that if no slate of candidate directors is submitted by Qualified Shareholders, directors will be appointed by the Shareholders' Meeting with no application of the slate voting system.

IV. Shareholders' Meeting materials

In accordance with the applicable law provisions, the following documents will be made available, by the Record Date, to Class A Shareholders and Registered Shareholders, at the Company's registered office, at Via Molinella, 17, 35017 Piombino Dese - Padua (Italy), and, also to Beneficial Shareholders and the public, on the Company's website, section Corporate Governance - Shareholders' Meeting 2025: https://ir.stevanatogroup.com/shareholders-meetings?year=2025.

- this Convening Notice;
- Explanatory Report on the matters on the agenda of the Shareholders' Meeting, including full texts of the resolutions to be proposed to the Shareholders' Meeting;
- Stevanato's draft financial statements for the financial year ended on December 31, 2024;
- Stevanato's consolidated financial statements for the financial year ended on December 31, 2024;
- Directors' Report for the financial year ended on December 31, 2024;
- Report of the external auditor PricewaterhouseCoopers S.p.A. on the Stevanato's draft financial statements for the financial year ended on December 31, 2024;
- Sustainability Report for the financial year ended on December 31, 2024;
- Reports of the Audit Committee, of the Compensation Committee, and of the Nominating and Corporate Governance Committee for the financial year ended on December 31, 2024;

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• Substantiated proposal of the Audit Committee on the adjustment of the compensation granted to PricewaterhouseCoopers S.p.A. in relation to the auditing of the Company's financial statements and consolidated financial statements, and the performance of the further tasks and activities to be conducted by the external auditor in compliance with Italian and US laws and regulations, for the financial years ending on December 31, 2023, December 31, 2024, and December 31, 2025.

The aforementioned documents may be examined at the Company's registered office only if so permitted by the applicable laws.

* * *

The Executive Chairman of the Board of Directors

Franco Stevanato

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Stevanato Group S.p.A.

Ordinary Shareholders' Meeting

on May 23, 2025

Explanatory report on the items on the agenda

This report (the "Explanatory Report") was drafted by the board of directors of Stevanato Group S.p.A. (respectively, the "Board of Directors" and "Stevanato" or the "Company") in relation to the ordinary meeting of the Company's shareholders convened, on single call, on May 23, 2025, at 4:00 p.m. CEST (10:00 a.m. EDT), by notice published on April 11, 2025 (the "Convening Notice"), to discuss and resolve on the following agenda:

- 1. Approval of the financial statements for the financial year ended on December 31, 2024; presentation of the reports of directors and of the external auditor PricewaterhouseCoopers S.p.A.; presentation of the consolidated financial statements for the financial year ended on December 31, 2024; presentation of the consolidated non-financial statements (Sustainability Report) for the financial year ended on December 31, 2024; presentation of the reports of the Audit Committee, of the Compensation Committee, of the Nominating and Corporate Governance Committee; related resolutions.
- 2. Allocation of annual net profits and distribution of dividends to the shareholders; related resolutions.
- 3. Appointment of the Board of Directors; determination of the term of the Board of Directors; determination of the number of members of the Board of Directors; appointment of the members of the Board of Directors; appointment of the Board of Directors; related resolutions.
- 4. Compensation of the members of the Board of Directors and of the members of the Audit Committee; related resolutions.
- 5. Increase of the compensation granted to PricewaterhouseCoopers S.p.A. in relation to the auditing of the Company's financial statements and consolidated financial statements, and the performance of the further tasks and activities to be conducted by the external auditor in compliance with Italian and US laws and regulations, for the financial years ending on December 31, 2023, December 31, 2024, and December 31, 2025; related resolutions.
- 6. Authorization for the purchase and disposal of ordinary and Class A treasury shares; related resolutions

(the "Agenda" and the "Shareholders' Meeting").

This Explanatory Report was drafted to the benefit of (i) the holders of Class A shares and of ordinary shares registered on the Company's US Shareholders' Register and/or on the Company's Shareholders' Book (*Libro Soci*) in the shareholders' name, being entitled to attend and vote at the Shareholders' Meeting as specified in the Convening Notice (respectively, the "Class A Shareholders" and the "Registered Shareholders"), and of (ii) the holders of the beneficial ownership of the ordinary shares deposited with the Depositary Trust Company and registered on the Company's US Shareholders' Register and on the Company's Shareholders' Book (*Libro Soci*) in the name of Cede&Co. (the "Holder of Record"), being entitled to give voting instructions to Computershare S.p.A., in its capacity as substitute proxy specifically appointed by the Holder of Record, in relation to all or part of the items on the Agenda, as specified by the Convening Notice (the "Beneficial Shareholders"), and includes certain information concerning the items on the Agenda and the proposals submitted to the Shareholders' Meeting.

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In particular, this Explanatory Report aims at providing Class A Shareholders, Registered Shareholders and Beneficial Shareholders with the information necessary - together with the reports of the Board of Directors, of the Committees and of the external auditor PricewaterhouseCoopers S.p.A. ("PwC") referred to below – to fully and effectively exercise the respective voting rights.

Please note that Stevanato's ordinary shares are exempt from the proxy rules of the United States Securities Exchange Act of 1934, as amended, and that this Explanatory Report does not constitute a proxy statement or a solicitation of proxies.

* * *

1. Approval of the financial statements for the financial year ended on December 31, 2024; presentation of the reports of the directors and of the external auditor PricewaterhouseCoopers S.p.A.; presentation of the consolidated financial statements for the financial year ended on December 31, 2024; presentation of the consolidated non-financial statements (Sustainability Report) for the financial year ended on December 31, 2024; presentation of the reports of the Audit Committee, of the Compensation Committee, of the Nominating and Corporate Governance Committee; related resolutions.

Pursuant to Italian law and to the Company's by-laws (the "By-laws"), Stevanato's shareholders shall annually resolve, at the ordinary shareholders' meeting, on the approval of the Company's individual financial statements for the previous financial year, within a six months term from its ending.

Therefore, we submit to Stevanato's shareholders, for their examination and approval at the Shareholders' Meeting, the Company's draft financial statements for the financial year ended on December 31, 2024, approved by the Board of Directors on April 10, 2025, which show net profits amounting to Euro 33.824,844.00.

Moreover, in compliance with the applicable Italian law provisions, we present to Stevanato's shareholders, for their examination and acknowledgment, the following documents containing more information on the Company's draft financial statements, as well as on the Company's current and prospective situation and on the activities carried out by Stevanato, individually and through its controlled companies, in the financial year ended on December 31, 2024:

- Stevanato's consolidated financial statements for the financial year ended on December 31, 2024, approved by the Board of Directors on April 10, 2025:
- Sustainability Report for the financial year ended on December 31, 2024, approved by the Board of Directors on April 10, 2025, following the favorable opinion of the ESG Committee issued on April 8, 2025;
- Directors' Report for the financial year ended on December 31, 2024, approved by the Board of Directors on April 10, 2025; and
- Report of the external auditor, to be issued by PwC by April 28, 2025 (.e., the Record Date).

As provided for by the Charters of the Audit Committee, the Compensation Committee, and the Corporate Governance and Nominating Committee, we also present to Stevanato's shareholders, for their examination and acknowledgment, the following documents containing more information on the activities carried out by the mentioned Committees, as well as on the current directors' and managers' compensation structure and policy and on the current corporate governance system of the Company:

Report of the Audit Committee for the financial year ended on December 31, 2024, approved by the Audit Committee on April 9, 2025;

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- Report of the Nominating and Corporate Governance Committee for the financial year ended on December 31, 2024, approved by the Nominating and Corporate Governance Committee on April 9, 2025;
- Report of the Compensation Committee for the financial year ended on December 31, 2024, approved by the Compensation Committee on April 7, 2025

Stevanato's draft financial statements for the financial year ended on December 31, 2024, together with the other above mentioned documents, will be made available to Class A Shareholders and Registered Shareholders, at the Company's registered office, at Via Molinella, 17, 35017 Piombino Dese – Padua (Italy), and, also to Beneficial Shareholders and the public, on the Company's website, section Corporate Governance – Shareholders' Meeting 2025, at the address https://ir.stevanatogroup.com/shareholders-meetings?year=2025, in accordance with applicable legal provisions (and, in any case, by the Record Date of April 28, 2025).

Based on the above, Stevanato's shareholders are asked to approve the following resolution:

"The Shareholders' Meeting

- having examined Stevanato's financial statements for the financial year ended on December 31, 2024, in the draft presented by the Board of Directors, which show net profits amounting to Euro 33,824,844.00;
- having examined the Directors' Report;
- having examined the Report of the external auditor PricewaterhouseCoopers S.p.A.;
- having examined Stevanato's consolidated financial statements for the financial year ended on December 31, 2024;
- having examined Stevanato's Sustainability Report for the financial year ended on December 31, 2024;
- having examined the Reports presented by the Audit Committee, the Compensation Committee, and the Corporate Governance and Nominating Committee;

resolves

- to approve Stevanato's financial statements for the financial year ended on December 31, 2024, which report net profits amounting to Euro 33,824,844.00;
- 2. to acknowledge the Directors' Report presented by the Board of Directors;
- 3. to acknowledge Stevanato's consolidated financial statements for the financial year ended on December 31, 2024 presented by the Board of Directors;
- 4. to acknowledge Stevanato's Sustainability Report for the financial year ended on December 31, 2024 presented by the Board of Directors, following the favorable opinion of the ESG Committee;
- 5. to acknowledge the Reports presented by the Audit Committee, the Compensation Committee, and the Corporate Governance and Nominating Committee."
- 2. Allocation of annual net profits and distribution of dividends to the shareholders; related resolutions.

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Pursuant to Italian law, Stevanato's shareholders shall resolve, at the Shareholders' Meeting, on the allocation of the Company's net profits resulting from the financial statements for the financial year ended on December 31, 2024, within the applicable limitations of law.

In particular, Italian law provides that an amount corresponding to one twentieth of the company's annual net profits must be allocated to the legal reserve, until the legal reserve does not reach one fifth of the company's share capital.

In addition, the Shareholders' Meeting may resolve to distribute to shareholders all or part of the reserves the distribution of which is not prohibited by Italian law.

As indicated in paragraph 1 above, based on the financial statements for the financial year ended on December 31, 2024, the Company's operations resulted in net profits of Euro 33,824,844.00.

In light of the foregoing, we propose to the shareholders to:

- earmark an amount of the Company's net profits, as resulting from the Company's financial statements for the financial year ended on December 31, 2024, equal to Euro 106,617.00 to the legal reserve;
- earmark for distribution to the shareholders an amount of the Company's net profits, as resulting from the Company's financial statements for the financial year ended on December 31, 2024, corresponding to a gross dividend in cash of Euro 0.054 for each outstanding Class A and ordinary share of the Company, net of the treasury shares that will be held by the Company as of the Dividend Record Date (as defined hereinafter);
- earmark the residual amount of the Company's net profits, as resulting from the Company's financial statements for the financial year ended on December 31, 2024, to the reserve named "extraordinary reserve".

Therefore, assuming that the Company continues to hold the current number of 29,943,911 treasury Class A shares at the Dividend Record Date, the amount of net profits to be used for distribution of dividends to shareholders would be equal to Euro 14.736.526.

In such connection, based on the resolution of the Board of Directors of April 10, 2025, and pursuant to Article 28.4 of the By-laws, we propose to set on June 5, 2025, the date for identifying the holders of the Class A shares of the Company and the registered holders and the beneficial holders of the ordinary shares of the Company entitled to receive payment of the dividends which the Shareholders' Meeting should resolve to distribute (the "Dividend Record Date").

Therefore, assuming that the Shareholders' Meeting approves the proposals set out above, theex-dividend date will fall on June 5, 2025 (Ex-Date), whereas it is expected that the dividends will be paid to the holders of Class A and ordinary shares as from July 17, 2025 (Dividend Payment Date).

Dividends will be paid to registered holders and beneficial holders of ordinary shares through the Transfer Agent and Registrar Computershare, Inc., in US dollars, based on the ECB daily foreign exchange EUR/USD reference rate as of the date of the Shareholders' Meeting, i.e. May 23, 2025.

Based on the above, Stevanato's shareholders are asked to approve the following resolution:

"The Shareholders' Meeting

resolves

- earmark an amount of the Company's net profits, as resulting from the Company's financial statements for the financial year ended on December 31, 2024, equal to Euro 106,617.00 to the legal reserve;
- 2. to earmark for distribution to the shareholders an amount of the Company's net profits, as resulting from the Company's financial statements for the financial year ended on December 31, 2024, corresponding to a gross

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dividend in cash of Euro 0.054 (zero point zero fifty-four) for each outstanding Class A and ordinary share of the Company, net of the treasury shares that will be held by the Company as of the Dividend Record Date;

- 3. to earmark the residual amount of the Company's net profits, as resulting from the Company's financial statements for the financial year ended on December 31, 2024, to the reserve named "extraordinary reserve";
- 4. to set the date for identifying the holders of the Class A shares of the Company and the registered holders and the beneficial holders of the ordinary shares of the Company entitled to receive payment of the aforementioned dividends on June 5, 2025 (Dividend Record Date), with the ex-dividend date (Ex-Date) falling on June 5, 2025;
- 5. to set the date for payment of the dividends, before withholding tax, if any, in execution of the resolutions no. 2 and 4 above, as from July 17, 2025 (Dividend Payment Date);
- 6. to provide that dividends will be paid to registered holders and beneficial holders of ordinary shares of the Company as of the Dividend Record Date in US dollars, based on the ECB daily foreign exchange EUR/USD reference rate as of the date of the Shareholders' Meeting, i.e. May 23, 2025;
- 7. to grant mandate to the Board of Directors and, on behalf of the latter, severally, to each of its members to carry out all the activities related, consequent to or connected with the implementation of the resolutions no. 5 and 6 above."
- 3. Appointment of the Board of Directors: determination of the term of the Board of Directors; determination of the number of members of the Board of Directors; appointment of the Board of Directors; related resolutions.

As provided for under Italian law and the By-laws, at the Shareholders' Meeting, Stevanato's shareholders shall appoint the members of the Company's Board of Directors and determine their number and term of office.

Pursuant to Article 15 of the By-Laws, the Board of Directors is composed of a number of members ranging from a minimum of 9 and a maximum of 15. Directors shall remain in office for a period not exceeding three financial years and their term of office shall expire on the date of the shareholders' meeting convened to approve the financial statements for the last financial year of their office.

Directors shall meet eligibility and integrity requirements set forth in Article 2382 of the Italian Civil Code and possess the skills and expertise to perform the tasks entrusted to them. Furthermore, one third of the members of the Board of Directors, rounded up to the higher unit in case of fractional number, must possess the independence requirements set forth in Article 2399 of the Italian Civil Code.

Pursuant to Article 23 of the By-laws, members of the Audit Committee must meet the independence requirements set forth in Article 2399 of the Italian Civil Code and the additional requirements of independence and financial expertise set forth in US laws and New York Stock Exchange ("NYSE") regulations applicable to the Company. At least one member of the Audit Committee must be enrolled in the Italian register of legal auditors.

At the Shareholders' Meeting, Class A Shareholders and Registered Shareholders shall have the right to propose the appointment of the members of the Board of Directors for the period of one, two or three financial years -i.e. for the period elapsing from the date of the shareholders' meeting to the date of the approval of the financial statements of the Company ending, respectively, on December 31, 2025, December 31, 2026 and December 31, 2027 – and vote accordingly.

Pursuant to Article 16 of the By-laws, the Shareholders' Meeting shall appoint the members of the Board of Directors on the basis of slates of candidates submitted by shareholders.

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The right to submit a slate of candidate directors to the Shareholders' Meeting for the appointment of the Board of Directors is reserved to Class A Shareholders, Registered Shareholders and Beneficial Shareholders holding, individually or jointly with other shareholders submitting each slate, shares carrying at least 5 per cent of the total voting rights attached to all the shares issued by the Company.

Pursuant to Article 7.6 of the By-laws, Beneficial Shareholders may submit slates of candidate directors to the Shareholders' Meeting through the Holder of Record (in which case the Holder of Record shall submit the slate to the Shareholders' Meeting together with the relevant documentation on behalf of the Beneficial Shareholders) or based on a specific authorization and/or delegation from the Holder of Record (in which case the Beneficial Shareholders shall attach such authorization and/or delegation to the slate submitted to the Shareholders' Meeting).

Contents and modalities for submission of slates of candidate directors are set out in the Convening Notice.

Following the deadline for submission of slates of candidate directors for the appointment of the Board of Directors as of April 25, 2025 and, in any case, by the Record Date of April 28, 2025, all the slates submitted by the shareholders in compliance with Article 16 of the By-laws and the provisions of the Convening Notice will be made available to the shareholders on the Company's website, section Corporate Governance – Shareholders' Meeting 2024 at the address https://ir.stevanatogroup.com/shareholders-meetings?year=2025.

At the Shareholders' Meeting, each shareholder shall have the right to vote for one of the slates of candidate directors submitted by the shareholders in compliance with Article 16 of the By-laws and the provisions of the Convening Notice.

Upon completion of the voting process, all candidate directors indicated in the slate obtaining the highest number of votes will be elected to the Board of Directors. In case more slates obtain the same number of votes, a new vote on the slates obtaining the same number of votes will be held at the Shareholders' Meeting.

The number of members of the Board of Directors shall be determined in the same number of candidates indicated in the slate of candidate directors that will obtain the highest number of votes.

If, upon completion of the voting process, one or more candidate directors who do not meet the eligibility and integrity requirements set forth in Article 15.3 of the By-laws are elected as directors, such candidates will be excluded.

Moreover, if, upon completion of the voting process, a number of candidate directors meeting the independence requirements set forth in Article 15.4 of the By-laws and/or the independence, professionalism and competence requirements set forth in Articles 23.3, 23.4 and 23.5 of the By-laws that are at least equal to the minimum number provided for in said Articles are not elected to the Board of Directors, the candidates who do not comply with said requirements and are indicated as last in the slates from which they are taken will be excluded.

In the event (a) no slates of candidate directors are submitted by the shareholders to the Shareholders' Meeting, (b) only one slate of candidate directors is submitted and such slate does not obtain the relative majority of votes, (c) the number of directors elected on the basis of the slates submitted by the shareholders, also due to subsequent exclusions, is less than 9, directors will be appointed by the Shareholders' Meeting without applying the slate voting mechanism, without prejudice to the obligation to ensure the correct composition of the Board of Directors pursuant to the Article 15 of the By-laws and of the Audit Committee pursuant to Article 23 of the By-laws.

Pursuant to Article 17.3 of the By-laws, at the Shareholders' Meeting, shareholders may also appoint the Chairman of the Board of Directors from among the directors elected as indicated above, provided that, unless so appointed, the Chairman of the Board of Directors shall be appointed by the members of the Board of Directors.

Therefore, shareholders submitting a slate of candidate directors for the appointment of the Board of Directors shall have also the right to propose to appoint one of the candidate directors indicated therein as Chairman of the Board of Directors. In this case, shareholders voting for the slate will be voting also for the appointment of the candidate director indicated therein as Chairman of the Board of Directors.

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In any event, at the Shareholders' Meeting, Class A Shareholders and Registered Shareholders shall have the right to propose the appointment of the Chairman of the Board of Directors from among the directors being elected and vote accordingly.

4. Compensation of the members of the Board of Directors and of the members of the Audit Committee; related resolutions.

Pursuant to Italian law and Article 19 of the Company's By-laws, Stevanato's shareholders shall establish the compensation of the directors to be appointed by the Shareholders' Meeting for their office as members of the Board of Directors and/or members of the Audit Committee.

It should be noted that, without prejudice to the remuneration that will be established by the Shareholders' Meeting, the Board of Directors may provide an additional compensation for directors entrusted with specific functions, which may consist of a fixed part and/or a variable part, related to the achievement of certain objectives, or of the right to subscribe for ordinary shares or other financial instruments of the Company at a given price.

Alternatively, shareholders may determine an aggregate amount for the compensation of all directors, including those entrusted with specific functions, to be allocated by the Board of Directors.

In any event, the members of the Board of Directors shall also be entitled to reimbursement of expenses incurred in the performance of their duties.

Therefore, at the Shareholders' Meeting, following appointment of the members of the Board of Directors, Stevanato's shareholders shall establish the compensation of the Company's directors for their office as members of the Board of Directors and/or members of the Audit Committee, for the entire term of office.

In such respect, it should be noted that the Company's shareholders' meeting held on May 22, 2024, established, for each director, for the relevant term of office of one financial year, a gross compensation equal to Euro 148,000.00 (with the exception of Mr. Franco Moro), to be paid – partially in cash and partially in Company's shares – in accordance with the modalities better detailed in the explanatory report on the items on the agenda of such shareholders' meeting, to which reference is made.

In the same shareholders' meeting, the shareholders resolved to grant the directors to be appointed by the Board of Directors, thereafter, as members of the Audit Committee, pursuant Article 19.4 of the By-Law, a further compensation determined in the overall gross amount of Euro 25,000.00 for the Chairman and of Euro 15,000.00 for each other member of the Audit Committee, for the relevant term of office of one financial year.

That being said, on February 27, 2025 and April 7, 2025, the Compensation Committee of the Company approved a recommendation for the Board of Directors relating to the establishment of the compensation for the members of the Board of Directors and of the Audit Committee to be proposed to the Shareholders' Meeting. Such recommendation considers the outcomes of a benchmark analysis conducted on a set of comparable companies and the following further items:

- Save for the increase in the compensation of the members of the Audit Committee, the compensation of the members of the Board of Directors has not undergone any changes since the listing of the Company on the NYSE (occurred in July 2021);
- It is market standard in the US market to implement appropriate adjustments to the compensation of the Board of Directors members on a biennial basis;

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- The analysis of the standard level of time commitment required to the Board of Directors and, in equal extents, to each of Board's internal committees over the past four years has flagged the necessity to establish the related compensation in a manner more adequate to the characteristics of the Company, as a listed entity under the form of foreign private issuer (FPI) on the US market, and of the relevant corporate group (the "Stevanato Group");
- Such characteristics bring about deep complexity and significant commitment from the directors and, in particular, from the members of the Audit Committee;
- Generally, in the context of the US market, the compensation of the members of the Board of Directors are mainly focused on a remuneration based on shares rather than cash.

Based on the above, considering the recommendation of the Compensation Committee, we propose to the shareholders:

- a) to establish for each director, as compensation for the office of member of the Board of Directors, and without prejudice for the Board of Director right of the Board of Directors to establish an additional compensation for the directors entrusted with specific functions, a fixed compensation, for the period elapsing from the date of the Shareholders' Meeting to the date of the Company's shareholders' meeting approving the Company's financial statements for the financial year ending on December 31, 2025, a gross total compensation of Euro 176,000.00, to be paid as follows:
 - as to the gross amount of Euro 76,000.00, in cash, in twelve equal monthly instalments;
 - as to the residual gross amount of Euro 100,000.00, in kind, through the assignment of a number of Company's ordinary shares to be determined by the Board of Directors by dividing such amount by the average closing market price of the Company's ordinary shares during the 30 calendar day period preceding the Shareholders' Meeting, based on the average Euro/USD exchange rate during such period; provided that (i) such compensation in kind shall not be paid to directors ceasing for any reason to hold office before the date of the shareholders' meeting approving the Company's financial statements for the financial year ending on December 31, 2025 and (ii) the number of ordinary shares so determined shall be transferred to the directors on the business day following the date of the shareholders' meeting approving the Company's financial statements for the financial year ending on December 31, 2025, within the limits of the authorization to the disposal of such ordinary shares which shall be granted to the Board of Directors pursuant to the resolution envisaged in the next item 6 of this Explanatory Report;
- b) to grant to the directors that will be appointed by the Board of Directors, following the Shareholders' Meeting, as members of the Audit Committee, pursuant to Article 19.4 of the Company's By-laws, an additional compensation in the gross total amount of Euro 30,000.00 for the Chairman of the Audit Committee and of Euro 15,000.00 for each other member of the Audit Committee, for the period elapsing from the date of the Shareholders' Meeting to the date of the Company's shareholders' meeting approving the Company's financial statements for the financial year ending on December 31, 2025, to be paid in twelve equal monthly instalments.

Based on the above, Stevanato's shareholders are asked to approve the following resolution:

"The Shareholders' Meeting

resolves

1. to establish, for each director, without prejudice to the right of the Board of Directors to establish an additional compensation for the directors entrusted with specific functions under Article 2389 of the Italian Civil Code and

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Article 19.1 of the Company's By-laws, for the period elapsing from the date of this meeting to the date of the Company's shareholders meeting approving the financial statements for the financial year ending on December 31, 2025, a gross total compensation of Euro 176,000.00 (one hundred seventy-six thousand/00), to be paid as follows:

- as to the gross amount of Euro 76,000.00 (seventy-six thousand/00), in cash, in twelve equal monthly instalments;
- as to the residual gross amount of Euro 100,000.00 (one hundred thousand/00), in kind, through the assignment of a number of Company's ordinary shares to be determined by the Board of Directors by dividing such amount by the average closing market price of the Company's ordinary shares during the 30 calendar day period preceding the date of this meeting, based on the average Euro/USD exchange rate during such period; provided that: (i) such compensation in kind shall not be paid to directors ceasing for any reason to hold office before expiration of the date of the shareholders' meeting approving the Company's financial statements for the financial year ending on December 31, 2025 and (ii) the number of ordinary shares so determined shall be transferred to the directors on the business day following the date of the shareholders' meeting approving the Company's financial statements for the financial year ending on December 31, 2025, within the limits of the authorization to the disposal of such ordinary shares which shall be granted to the Board of Directors pursuant to the resolution adopted in relation to the next item 6 of the Agenda;
- 2. to grant to the directors that will be appointed by the Board of Directors as members of the Audit Committee, pursuant to Article 19.4 of the Company's By-laws, an additional compensation in the gross total amount of Euro 30,000.00 (thirty thousand/00) for the Chairman of the Audit Committee and of Euro 15,000.00 (fifteen thousand/00) for each other member of the Audit Committee, for the period elapsing from the date of the Shareholders' Meeting to the date of the Company's shareholders' meeting approving the Company's financial statements for the financial year ending on December 31, 2025, to be paid in twelve equal monthly instalments."
- 5. Increase of the compensation granted to PricewaterhouseCoopers S.p.A. in relation to the auditing of the Company's financial statements and consolidated financial statements, and the performance of the further tasks and activities to be conducted by the external auditor in compliance with Italian and US laws and regulations, for the financial years ending on December 31, 2023, December 31, 2024, and December 31, 2025; related resolutions.

Stevanato is required to appoint an external auditor to carry out the various tasks and activities provided for by Italian and US laws and regulations for a period of three financial years.

These tasks and activities include: (i) auditing and quarterly review of the Company's consolidated financial statements, prepared in accordance with International Financial Reporting Standards (IFRS) (as issued by the International Accounting Standards Board (IASB)), to be conducted according to the International Standards of Auditing (ISA Italia) (as issued by the International Auditing and Assurance Standards Board (IAASB)); (ii) review of the financial statements included in Form 20-F prepared in accordance with SEC regulations to be conducted in accordance with the auditing standards set out by the Public Company Accounting Oversight Board (PCAOB); (iii) auditing of the financial statements of Stevanato and of the Italian companies controlled by Stevanato; (iv) verification of the proper keeping of the company accounts and the correct recording of operating events in the accounting records of Stevanato and of its Italian controlled companies; (v) auditing of the financial statements of the non-Italian companies controlled by Stevanato prepared in accordance with local regulations, when required; (vi) auditing of the reporting packages prepared for the purpose of the opinion on the Company's consolidated financial statements; (vii) activities preparatory to the signing of tax returns in accordance with Italian law; (viii) review and auditing of the Company's internal control system in compliance with US law (Sarbanes-Oxley Act (SOX)) requirements.

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As regards Stevanato, on May 24, 2023, the shareholders' meeting of the Company appointed PwC as Company's external auditor for the auditing of the Company's financial statements and consolidated financial statements, and the performance of the further tasks and activities relevant to Stevanato to be conducted by the external auditor in compliance with Italian and US laws and regulations, for the financial years ending on December 31, 2023, December 31, 2024, and December 31, 2025, at the terms and conditions of the offer submitted by PwC on February 7, 2023.

In particular, the mentioned offer envisaged an annual compensation amounting, as far as the Company alone is concerned, to: Euro for 591,000.00 the financial year 2023; Euro 595,000.00 for the financial year 2024; and Euro 621,000.00 for the financial year 2025, plus any applicable VAT and relevant expenses, including for the auditing and verification activities that PwC is required to carry out, pursuant to Sec. 404 of the Sarbanes-Oxley Act, on the internal controls over the financial reporting process for the consolidated financial statements with respect to different companies belonging to the Stevanato Group (the "SOX Services").

The costs for such tasks and activities – carried out by PwC and other audit firms belonging to PwC's international network – were borne by Stevanato until the shareholders' meeting held on May 22, 2024.

Subsequently, it seemed to be more appropriate, on grounds of relevance and in light of the companies within PwC's network that actually carry out the above auditing and verification activities, that part of such costs would be borne by the Stevanato's subsidiaries to which they related, instead of by Stevanato, without prejudice to the scope of the overall audit activities carried out to the benefit of the Stevanato Group.

Consequently, on December 11, 2023, PwC submitted an offer to the Company to amend the terms and conditions of the audit appointment previously in force, envisaging an annual compensation amounting, as far as the Company alone is concerned and as a result of the different allocation of costs mentioned above, to: Euro for 538,000.00 the financial year 2023; Euro 437,000.00 for the financial year 2024; and Euro 383,000.00 for the financial year 2025, plus any applicable VAT and expenses.

Therefore, on May 22, 2024, the shareholders' meeting of the Company, based on the proposal of the Audit Committee, resolved to amend the economic terms and conditions of the appointment previously granted to PwC in line with the offer submitted on December 11, 2023 by the latter.

That being said, on February 5, 2025, PwC submitted an offer to the Company relating to the increase of the compensation provided for the current audit appointment, considering the complexity and the amount of resources that the auditing and verification activities relating to Stevanato and Stevanato Group have proven to require as compared to what was originally estimated, especially in relation to SOX Services.

In particular, said offer provides for an increase in the compensation due to PwC – for the auditing of the Company's financial statements and consolidated financial statements, as well as the further tasks and activities to be conducted by the external auditor in compliance with Italian and US laws and regulations, performed and to be performed in the financial years 2023, 2024, and 2025 – by an additional fixed amount of Euro 255,000.00 (plus VAT), save for any extraordinary events, such as, for example, extraordinary transactions and/or acquisitions and/or other changes that may result in a significant change in the scope of activities to be performed by PwC.

More details on the terms and conditions of said offer, as well as on the assessment carried out by the Audit Committee are included in substantiated proposal of the Audit Committee, available on the Company's website, section Corporate Governance – Shareholders' Meeting 2025 at the address https://ir.stevanatogroup.com/shareholders-meetings?year=2025.

Based on the above, Stevanato's shareholders are asked to approve, upon substantiated proposal presented by Audit Committee, the following resolution:

"The Shareholders' Meeting

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- pursuant to Article 13, par. 1, of Legislative Decree no. 39 of 27 January 2010;
- based on the offer presented by PricewaterhouseCoopers S.p.A on February 5, 2025, and on the substantiated proposal presented by the Audit Committee:

resolves

1. To increase the compensation granted to the audit firm PricewaterhouseCoopers S.p.A., as set by the resolution adopted by the shareholders' meeting held on May 24, 2023, and subsequently amended by the resolution adopted by the shareholders' ordinary meeting held on May 22, 2024, by granting to the same PricewaterhouseCoopers S.p.A., for the auditing of the Company's financial statements and consolidated financial statements, as well as the performance of the further tasks and activities to be conducted by the external auditor in compliance with Italian and US laws and regulations, an additional compensation of Euro 255,000.00 (plus VAT) for the financial years 2023, 2024, and 2025, as further detailed in the offer submitted by PricewaterhouseCoopers S.p.A. on February 5, 2025, and summarized above."

6. Authorization for the purchase and disposal of ordinary and Class A treasury shares; related resolutions.

Pursuant to Italian law, the purchase of treasury Class A and ordinary shares must be authorized by Stevanato's shareholders, who shall establish the methods, the maximum number of shares to be purchased, the duration (not exceeding eighteen months) for which the authorization is granted, and the minimum and maximum purchase price.

In any case, Stevanato may not purchase treasury Class A and ordinary shares for a consideration exceeding the limits of the distributable net profits and reserves resulting from the latest Company's financial statements approved by the shareholders' meeting, provided that the nominal value of the treasury shares to be purchased shall not exceed one fifth (i.e., 20 per cent) of the Company's share capital, taking into account also any Stevanato's shares held by the subsidiaries.

Furthermore, it is provided that, upon purchase of treasury shares, (i) a negative reserve shall be entered and maintained in the Company's financial statements for an amount equal to the value attributed to the treasury shares, (ii) the voting rights connected to such shares shall be suspended as long as they are held in treasury and (iii) the dividends and reserves distributions pertaining to such treasury shares shall be allocated proportionally to the other shares.

Similarly, the Board of Directors may dispose of the shares held in treasury only upon authorization of the shareholder's meeting, which shall also establish the relevant modalities of such dispositions.

Upon resolution of the shareholders' meeting of May 22, 2024, the Board of Directors was authorized, pursuant to Articles 2357 and 2357-ter of the Italian Civil Code, for the period elapsing from the date of that shareholder meeting to the date of the shareholders meeting approving the Company's financial statements for the financial year ending on December 31, 2024, to:

purchase up to a maximum number of Class A and ordinary shares equal to one per cent (1%) of the shares into which Stevanato's share capital is divided (including the treasury shares at any time held by the Company), through one or more transactions to be executed on or off market at the price, terms and conditions, and according to the modalities, that from time to time the Board of Directors deems more appropriate in the Company's interests, provided that (i) the purchases shall be made at a price not being more than ten per cent (10%) higher or lower than the closing market price of the ordinary shares on the trading day preceding the day of each relevant transaction, (ii) the relevant transactions must be carried out in compliance with all applicable Italian and US or NYSE law and regulatory provisions, and, following any such purchases, (iii) the overall value of the shares held in treasury shall

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not exceed the amount of the distributable net profits and reserves resulting, from time to time, from the last financial statements approved by the shareholders' meeting of the Company; and

dispose of a maximum number of 1.000.000 Class A or ordinary shares held in treasury (prior, where appropriate, conversion of the Class A shares into ordinary shares), in compliance with all applicable Italian and US or NYSE law and regulatory provisions, through one or more transactions to be executed on or off market at the price, terms and conditions, and according to the modalities, that the Board of Directors deems from time to time more appropriate in the Company's interests.

As of the date of this Explanatory Report, Stevanato holds in treasury no. 29,943,911 Class A shares, equal to approximately 9.88 per cent of the Company's share capital.

In light of the above and, especially, of the time-limits to which the aforementioned authorizations are subject and of the Company's interest that the Board of Directors be at any time vested with the authority to purchase Stevanato's shares and dispose of the shares held in treasury with flexibility and for all transactions and purposes deemed to be advantageous for the Company, in consideration of the foreseeable necessities of the latter, we propose to the shareholders to grant to the Board of Directors a new authorization to purchase Company's shares and dispose of the shares in treasury, at the same terms and conditions set forth by the shareholders' meeting of May 22, 2024, for another period of one financial year.

Therefore, we submit to the Shareholders' Meeting the request to authorize the Board of Directors, for the period elapsing from the date of the Shareholders' Meeting to the date of the shareholders' meeting approving the Company's financial statements for the financial year ending on December 31, 2025, to:

- purchase, within the time period referred to above, up to a maximum number of Class A and ordinary shares equal to one per cent (1%) of the shares into which Stevanato's share capital is divided (including the treasury shares at any time held by the Company), through one or more transactions to be executed on or off market at the price, terms and conditions, and according to the modalities, that from time to time the Board of Directors deems more appropriate in the Company's interests, provided that (i) the purchases shall be made at a price not being more than ten per cent (10%) higher or lower than the closing market price of the ordinary shares on the trading day preceding the day of each relevant transaction, (ii) the relevant transactions must be carried out in compliance with all applicable Italian and US or NYSE law and regulatory provisions, and, following any such purchases, (iii) the overall value of the shares held in treasury shall not exceed the amount of the distributable net profits and reserves resulting, from time to time, from the last financial statements approved by the shareholders' meeting of the Company; and
- dispose, within the time period referred to above, of a maximum number of 1,000,000 Class A or ordinary shares held in treasury (prior, where appropriate, conversion of the Class A shares into ordinary shares), in compliance with all applicable Italian and US or NYSE law and regulatory provisions, through one or more transactions to be executed on or off market at the price, terms and conditions, and according to the modalities, that the Board of Directors deems more appropriate in the Company's interests.

The requested authorizations shall be granted to the Board of Directors for the purposes of (i) carrying out extraordinary transactions (such as the transfer, exchange, contribution or other act of disposal of such shares for, *inter alia*, the acquisition of shareholdings in other companies, of business operations, of real estate assets or other transactions instrumental to the pursuit of industrial projects or, in any event, of the corporate purpose of the Company), (ii) fulfilling the obligations deriving from option contracts or other agreements concerning the Company's shares, (iii) assigning the shares to directors or employees of the Company or of its subsidiaries as compensation in kind or as benefit, bonus or other premium or incentive, without limitations (also in execution of the "Restricted Stock Grant Plan Stevanato Group

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S.p.A. 2023 - 2027" and of the "Performance Stock Grant Plan Stevanato Group S.p.A. 2023 - 2027" approved by the Board of Directors on December 15, 2022, or any other stock option or incentives plans which should be approved by the Board of Directors), and (iv) supporting the market liquidity of the Company's shares.

Upon purchase of Company's shares and as long as such shares are held in treasury, the Company shall enter and maintain in its financial statements a negative reserve for an amount equal to the value attributed to the treasury shares and shall not be allowed, in its capacity as holder of such shares, to vote at the shareholders' meeting and to receive dividends, reserves or other rights being distributed, which shall be allocated proportionally to the other shares.

Based on the foregoing, Stevanato's shareholders are invited to resolve as follows:

"The Shareholders' Meeting

- having examined the proposal presented by the Board of Directors under point 6 of the Explanatory Report;

resolves

- 1. to authorize the Board of Directors, pursuant to Articles 2357 and 2357-ter of the Italian Civil Code, for the period elapsing from the date of this meeting to the date of the Company's shareholders' meeting approving the financial statements for the financial year ending on December 31, 2025, for the purposes referred to under point 6 of the Explanatory Report, to:
 - purchase up to a maximum number of Class A and ordinary shares equal to 1% (one per cent) of the shares into which Stevanato's share capital is divided (including the treasury shares at any time held by the Company), through one or more transactions to be executed on or off market at the price, terms and conditions, and according to the modalities, that from time to time the Board of Directors deems more appropriate in the Company's interests, provided that (i) the purchases shall be made at a price not being more than ten per cent (10%) higher or lower than the closing market price of the ordinary shares on the trading day preceding the day of each relevant transaction, (ii) the relevant transactions must be carried out in compliance with all applicable Italian and US or NYSE law and regulatory provisions, and, following any such purchases, (iii) the overall value of the shares held in treasury shall not exceed the amount of the distributable net profits and reserves resulting, from time to time, from the last financial statements approved by the shareholders' meeting of the Company; and
 - dispose of a maximum number of 1,000,000 (one million) Class A or ordinary shares held in treasury (prior, where appropriate, conversion of the Class A shares into ordinary shares), in compliance with all applicable Italian and US or NYSE law and regulatory provisions, through one or more transactions to be executed on or off market at the price, terms and conditions, and according to the modalities, that the Board of Directors deems more appropriate in the Company's interests;
- 2. to grant the Board of Directors with all powers needed or useful in order to execute the resolutions as per the points above and carrying out all the activities that may be necessary, instrumental or otherwise connected thereto."

* * *

Piombino Dese, April 10, 2025

The Executive Chairman of the Board of Directors

Franco Stevanato

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Stevanato Group Sustainability Economic Value Innovation Human Capital Supply Chain Environment

Letter to Stakeholders

For more than 75 years, Stevanato Group has delivered exceptional performance to meet market and customer needs, thanks to our unique value proposition of integrating our core competencies across our business lines. The passion and commitment of all of us led our Group to become a leading provider of mission-critical containment, delivery, and diagnostic solutions for the pharmaceutical, biotechnology, and life sciences industries. Since our founding, the delivery of innovation has been a fundamental characteristic of our Group, and we embed science and technology in what we do every day to bring life-changing medicines to patients.

Our goal is to be the global partner of choice to biopharma customers for the full spectrum of end-to-end solutions, from drug development through life-cycle management. Our commitment is to cooperate deeply with our partners all over the world, providing our extensive know-how, resources and enthusiasm to achieve the most successful results possible for our customers in everything we do. We want to create a reliable ecosystem to empower our customers and their ability to produce safe, easy-to-use and cost-effective treatments to improve patients' lives. We strive to support our stakeholders and we are

committed to embedding sustainability in our strategic plan, policies and practices. We are committed to achieving a more sustainable and equitable future for our employees, our customers, and the communities that we serve. To accomplish this, we have developed a sustainability strategy structured in three pillars:

- Sustainable processes and products;
- · Sustainable value chain;
- People and governance.

The main goal is to pursue a regenerative business innovation journey while asserting our position as an interdependent and responsible member of the community in line with the United Nations' Sustainable Development Goals.

In 2024, we progressed in our regenerative business innovation journey as shown in our fourth Sustainability Report on a voluntary basis. With regard to the environment, we advanced in our plan and we took action aligned with climate science and we have committed to set near-term emissions reductions in line with the Science-Based Target initiative. According to such GHG emissions reduction plan, we progressed mainly in respect to efficiency-related initiatives and sourcing of

renewables-based electricity. We improved our waste management practices with an increase in the amount of waste recovered and diverted from landfills. With regard to the people and our aim to foster a diverse workplace, we improved in our gender balance program on females holding senior positions. With reference to the Governance area, we continue to strengthen and maintain our sustainable corporate model.

Local Communities

We confirm our goal is to continue growing and supporting customers throughout our regenerative business innovation while making a positive impact everywhere we work and do business. We are working to improve processes, to innovate on technologies and ecodesigned products and packaging. Our team is dedicated to delivering on our promise by working collaboratively to drive improvement, acting as an example of our Values and Guiding Principles. We are pursuing this important journey with confidence and determination toward an increasingly sustainable and responsible future.

Franco Stevanato, Chairman and CEO

Stevanato Group S.p.A. Via Molinella 17, 35017 Piombino Dese · Padova · Italy Stevanato Group Sustainability Economic Value Innovation Human Capital Supply Chain Environment Local Communities

Methodological Note

This Sustainability Report clearly outlines Stevanato Group's environmental, social and economic achievements in a transparent and structured manner for the 2024 financial year (January 1 - December 31) aligned with the Company's financial reporting, and shows the commitment and initiatives undertaken by the Group towards its goal of sustainable development.

The annual reporting cycle provides internal and external stakeholders with a representation of Stevanato Group's business performance, results and impact in relation to the main sustainability topics in the 2024 financial year.

This document represents the Sustainability Report of the companies belonging to Stevanato Group S.p.A. and its subsidiaries (hereinafter also referred to as "the Company," "Stevanato," the "Stevanato Group," or "the Group"). The list of entities included is aligned with the 2024 Annual 20-F Filing.

The Sustainability Report includes data about the parent company Stevanato Group S.p.A. and its subsidiaries, which are directly or indirectly consolidated on a line-by-line basis. Note that some Group companies or sites

that are not operational, have not been included in the Environmental, Health & Safety data due to the limitation of scope¹. Stevanato Group reports sustainability information with reference to the Global Reporting Initiative (GRI) Standards 2021. For more details on GRI Standards, please see the "GRI Content Index" section. The contents of the Sustainability Report were selected based on the results of a materiality analysis, as published in this document and described in Chapter 2. The discussion of materiality in connection with this sustainability material assessment is not an indication that such information or topics are necessarily material under U.S. federal securities laws or rules and regulations of the U.S. Securities and Exchange Commission.

Quality criteria and reporting scope information was defined following GRI principles and encompassed positive

1 Not included: Stevanato Group International a.s., Ompi of America Inc (Environmental data only), Ompi of Japan Co., Ltd., Medirio SA, Perugini S.r.l., Stevanato Group N. A. S de R.L de CV, and the Cisterna site (Environmental data only). In the fourth quarter of 2024, the liquidation process of Stevanato Group N.A. S. de R.L de CV was completed with the cancellation from the local business resisters.

and negative impacts, comparability, accuracy, timeliness, clarity and verifiability. Specifically, the information included in this report was taken from both the Group's IT system and the sustainability reporting package.

To properly manage the reporting process, a Sustainability Reporting Procedure was set up in 2021 and updated in 2024, in line with the GRI Standards 2021, which illustrates how to prepare the Group's Sustainability Report, including the timing, tools, roles and responsibilities of the functions and individuals. To ensure the responsiveness and proper application of the procedure, the reporting process was extensively discussed and agreed upon by the working group.

The information presented in this report refers to 2024 and includes a comparison with the previous year. Any information restated from previous reporting periods is indicated appropriately, where necessary, throughout the report. The information collected and reported is based on measurable data. To provide an accurate overview of the Group's performance and help ensure data reliability, the use of estimates has been limited as much as possible. If they are provided, they have been made using the best

Stevanato Group Sustainability Economic Value Innovation Human Capital Supply Chain Environment Local Communities

methods available and are properly identified. This report presents both positive and negative aspects equally with a comment on the results when appropriate. This report was approved by the Board of Directors of Stevanato Group S.p.A. on April 2025.

The process for seeking external assurance involved a preliminary evaluation based on different providers and relative core competencies and resulted in the selection and approval of PricewaterhouseCoopers S.p.A as an external auditor. Stevanato Group commissioned this external auditor to provide a limited assurance report "limited assurance engagement" in accordance with the criteria indicated by the ISAE 3000 Revised Standard, which is attached at the end of this document. It contains a description of what has been assured and on what basis, including the assurance standard used, the level of assurance obtained, any limitations of the assurance process, and the relationships between the organization and the assurance provider.

For further information and suggestions regarding Stevanato Group's Sustainability Report, please contact: sustainability@stevanatogroup.com

Stevanato Group presents its inclusion & belonging data and policies in accordance with GRI Standards. Stevanato is aware of U.S. executive order 14173 (the "EO") signed in January 2025, under which the U.S. Office of Federal

Contract Compliance Programs must, among other things, immediately cease promoting diversity and allowing or encouraging U.S. federal contractors and subcontractors to engage in workforce balancing based on race, color, sex, sexual preference, religion, or national origin.

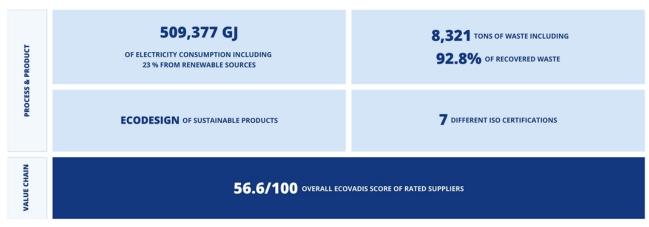
As a foreign private issuer listed on NYSE, Stevanato is currently reviewing the implications of the EO. Our inclusion & belonging policies will not apply to Stevanato's U.S. employees to the extent this would conflict with the EO or other applicable law, regulation or orders.



<u>Stevanato Group</u> Sustainability Economic Value Innovation Human Capital Supply Chain Environment Local Communities

1. Stevanato Group

1.1 • At a Glance



7

23.6% OF FEMALE DIRECTORS AND MANAGERS
S OF TRAINING HOURS IN 2024
AND SAFETY AT A GLOBAL LEVEL
CODE OF ETHICS AND ETHICAL CONDUCT RELATED POLICIES
13 WORLDWIDE PRODUCTION SITES APPROXIMATELY 70 COUNTRIES SERVED

8

Human Capital

1.2 • Organizational Details

Stevanato Group S.p.A., an Italian multinational company, is a leading global supplier of drug containment, delivery and diagnostic solutions to the pharmaceutical, biotechnology and life sciences industries.

Headquartered in Piombino Dese (Padua, Italy), Stevanato Group is a joint stock company. For further information about the Stevanato Group's ownership structure, see item 7.A. "Major Shareholders" in the 2024 Annual 20-F.

In 1949, Giovanni Stevanato founded Soffieria Stella, a specialty glass manufacturer in Zelarino, near Venice. Soffieria Stella, the precursor to Stevanato Group, operated until 1959 when Stevanato Group was established in Piombino Dese (Padua). For 75 years, Stevanato Group has evolved from an Italian glassware manufacturer to a leading global provider of integrated solutions for the healthcare industry. Stevanato Group delivers an integrated, end-to-end portfolio of products, processes and services that address customer needs across the entire drug life cycle at each of the



ACROSS THE FULL DRUG DEVELOPMENT CYCLE: FROM EARLY DEVELOPMENT THROUGH DELIVERY AND LIFE-CYCLE MANAGEMENT

Pre-Clinical Clinical: Phase I to Phase III Commercial Post-Marketing/Phase IV & Life-Cycle Management

development, clinical and commercial stages. The chart above illustrates Stevanato Group's presence across the pharmaceutical chain, with its impacts along the value chain are those activities marked with the symbol "SG".

The chart shows our integrated solutions for pharma and healthcare. One of Stevanato Group's main priorities is to provide flexible solutions that preserve the integrity of pharmaceutical products and enable customers to deliver safe and effective treatments to patients while reducing time to market, total cost of ownership and supply chain risk. Stevanato Group achieves this by developing products in collaboration with customers and leveraging its scientific research capabilities, technical expertise, engineering and manufacturing excellence to meet their quality requirements.

Stevanato Group divides its market into two categories: direct markets and end markets. Direct markets include products or product categories in which Stevanato directly participates, such as drug containment solutions. The Group's end markets include broader sectors, such as biologics, where Stevanato sees demand for its products and services. For further information about the Stevanato Group's Value Chain, see item 4. "Information on the Company" and Section b. "Business Overview" in the 2024 Annual 20-E Filling.

Stevanato Group has forged many business relationships from collaborations on the development of new technologies and products. For insights into the most relevant business relationships please visit <u>Press Releases</u>
<u>-Stevanato Group</u>.



<u>Stevanato Group</u> Sustainability Economic Value Innovation Human Capital Supply Chain Environment Local Communities

Direct Markets

Business Segment

Biopharmaceutical and Diagnostic Solutions

Engineering

Direct Market

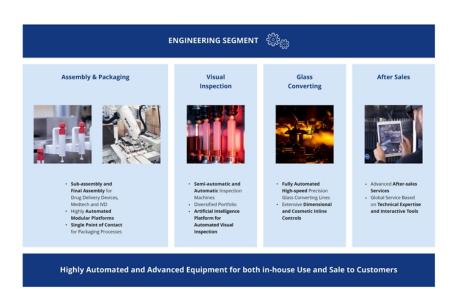
Drug Containment Solutions Drug Delivery Systems In-Vitro Diagnostic Solutions Engineering

End Market

Biologics Vaccines Insulin Small Molecules & Generics Molecular Diagnostics Other Stevanato Group operates in the following segments:



Offering Proprietary "High-Value Solutions" Across Business Lines



The Group is a global company with locations in many countries and continents: Stevanato Group's global presence, together with proprietary, standardized manufacturing systems and processes, allows the Group to provide consistent product and service standards to its customers around the world. For a more detailed overview of the countries in which the Group's subsidiaries operate, see the section "Scope of Consolidation" in the 2024.

Annual 20-F Filing. To read our story, visit Stevanato's corporate website: Our Heritage - Stevanato Group.

STEVANATO GROUP TODAY, 700+ CUSTOMERS SERVED WORLDWIDE

OUR PRESENCE ACROSS 13 MANUFACTURING SITES



1.3 • Mission, Vision and Values

Stevanato Group's Vision, Mission and Values provide a framework to guide the Company's pursuit of business goals with an ethical and transparent mindset and focus on fostering innovation.

Mission

We cooperate deeply with our partners all over the world, providing our know-how, resources and enthusiasm to turn every project into an achievement.

Vision

Creating a reliable ecosystem to empower our partners and their ability to produce safe, easy-to-use and cost-effective treatments to improve patients' lives.

Values

Our vision is based on five core values, that are linked together to ensure harmonious interaction. Together, they provide the foundation for leadership rooted in excellence.











Guiding Principles

The adoption of the Guiding Principles leads the Group towards achieving its Mission.











ESG & Sustainability

Stevanato Group strives to support our stakeholders while making a positive impact for the benefit of all, including society and the planet.

At Stevanato Group, our employees understand that as a leader in the pharmaceutical industry, we maintain a responsibility to implement sustainable and socially-responsible practices in the places where we live and work.

1.4 • The Company Structure and Main Corporate Functions

The composition of the Group, including its parent company Stevanato Group S.p.A. and subsidiaries, is described in section C. Organizational Structure – item 4. "Information on the Company," of the 2024 Annual 20-F

Stevanato Group has adopted a corporate governance standard that sets the rules for the appropriate management of the Group, separating ownership from the operating activities. The Group is led by an experienced, highly motivated Board leading to more objectivity and independence, and an executive team with a proven track record of operational excellence. The Board meets at least four times per year to make key decisions on specific topics. Regarding the composition of the Board of Directors, seven members are independent directors. As of December 31, 2024, the Board of Directors was composed as follows.

Stevanato Group S.p.A. adopted a one-tier corporate governance system, that includes a Board of Directors and an Audit Committee. The Audit Committee complies with applicable rules and regulations of the SEC and NYSE corporate governance rules as well as Italian law requirements with respect to its composition, expertise

requisites, functioning and independence. A more detailed analysis of the governance structure indicates that six committees are made up of Board members tasked with certain roles and responsibilities as defined in their respective charters. Thus, in addition to the Audit Committee there are the following five committees: the Nominating and Corporate Governance Committee, the Business & Strategy Committee, the Compensation Committee, the ESG Committee and the Succession Planning Committee. The members of the different committees described in this document share the same term of office with the Board of Directors and provide insight and suggestions, without prejudice to the Board's competence and decision-making responsibility. In addition, one of the primary objectives of the ESG Committee is to assist the Board in supporting Stevanato Group's ongoing commitment to issues relating to environmental, social and governance matters. For a complete overview of the features and duties of each committee, please refer to item 6. "Directors, senior management and employees" of the Company's 2024 Annual 20-F Filing.

As of December 31, 2024, all members of the Board of Directors were over the age of 50 years, while 91% were

Board of Directors at 12.31.2024	Role
Sergio Stevanato	Chairman of the Board Emeritus
Franco Stevanato	Chairman and Chief Executive Officer
Franco Moro	Director
Alvise Spinazzi	Director
Fabrizio Bonanni	Independent Director
Fabio Buttignon	Independent Director
Madhavan Balachandran	Independent Director
Donald Eugene Morel Jr.	Independent Director
William Federici	Independent Director
Karen Flynn	Independent Director
Luciano Santel	Independent Director

Stevanato Group

Sustainability

Economic Value

Innovation

Human Capital Supply Chain

Environment

Local Communities

male and 9% were female.

The Company's main corporate and business functions represent a significant investment for Stevanato Group and are essential to its operations and strategy. The purpose of the Group is to create long term value through our facilities, which are located in three primary regions, EMEA, APAC and the Americas, to be closer to the customers and enhance the level of service worldwide as reported in the Company chart (update: December 2024), which is available in the ESG section of the corporate website.



1.5 • Ethics, Integrity and Compliance

To maintain a sustainable, transparent corporate model, high ethical conduct standards and a culture of ethical behavior and integrity have been adopted.

These are essential for business success and indispensable assets in terms of the Company's reputation. The Group is committed to embedding sustainability values into its policies and practices.

The documents, corporate policy, and statements described below define Stevanato Group's main commitments to responsible business conduct. Please note that all disclosed documents have been approved by the Stevanato Group Board of Directors and are available on the corporate website.

The Code of Ethics defines the guidelines and criteria of conduct for all recipients and aims to ensure compliance with regulations in force to prevent improper acts or behavior and to help protect the legitimate interests of customers, employees, shareholders, business and financial partners, communities and stakeholder groups.

The Code of Ethics has been disseminated in all of Stevanato Group's companies. The provisions contained in the Code of Ethics have been reported via specific internal policies and procedures that ensure compliance with the principles and guidelines of the Code of Ethics.

For further details on the Code of Ethics and other policies, please refer to the following links:

- Code of Ethics
- Anti-Bribery and Anti-Corruption Policy
- Related Party Transactions Policy
- Anti-Discrimination Policy
- Whistleblowing Policy
- Supplier Code of Conduct

The Code of Ethics and the Anti-Discrimination Policy cover internationally recognized human rights that are disclosed directly throughout the documentation.

In 2024, the Anti-Bribery and Anti-Corruption Policy, and the Anti-Discrimination Policy were modified according to the new Whistleblowing Policy while Related Party Transactions Policy was modified according to organizational changes approved by Board of Directors. Stevanato Group acts in compliance with all applicable laws and regulations, to protect its rights and interests. In 2024, no significant instances of non-compliance with laws and regulations were registered.

Stevanato Group maintains a whistleblowing procedure to manage the reporting of violations and irregularities concerning the Code of Ethics. Such whistleblowing procedure was updated and new platform implemented according to EU Directive 2019/1937. As of December 31, 2024, no report in regards of incidents of corruption was reported through the whistleblowing platform. In regards to Human Rights, three complaints related to alleged discrimination were ongoing during 2024 in the U.S., and the Company continues to take all appropriate actions with regard to each of these complaints.

The Italian entities of the Group (i.e., Stevanato Group S.p.A., Nuova Ompi S.r.I., Spami S.r.I.) have an Organizational, Management and Control model as per Legislative Decree no. 231/01. The above-mentioned Italian companies have proceeded with the renewal of the Supervisory

Body, which will expire in 2025, pursuant to the aforementioned Legislative Decree responsible for monitoring compliance, operating and updating the Model. A communication channel is operative with the e-mail address odv.stevanatogroup@stevanatogroup.com, which only members of the Supervisory Board may access to receive reports of any violations or suspected violations of the Model from internal and external subjects.

For its foreign companies, the Group is currently working to strengthen management systems to ensure compliance with local laws in consideration of the provisions of the Model of Organization, Management and Control 231.

Regarding business relationships, Stevanato Group has established a Supplier Code of Conduct that is shared with its suppliers. For more information, see section 6.1 Responsible Supply Chain & procurement".

No reports and/or complaints were received regarding non-compliance with laws or regulations or legal action taken regarding anti-competitive behavior, anti-trust or monopoly violations either in or out of court in 2024.

For an overview of Stevanato Group's risk management, see item 3.D. "Risk Factors" of the 2024 Annual 20-F Filing.

2. Sustainability

2.1 • Approach to Sustainability

Stevanato Group aims to ensure its longterm success based on its ability to respond to trends and risks related to ESG matters that make up the complex context in which the Group operates. Sustainability is a primary means to improve such opportunity and risk management, while fostering higher efficiency, cutting-edge innovation and strategic decisions on technologies, products, processes and value chain definition. Stevanato Group pursues a sustainable development journey as per its materiality analysis aligned with the United Nations' Sustainable Development Goals. The Company seeks to create a regenerative business model while remaining an interdependent and responsible member of the community.

To address ESG trends and risks, Stevanato Group developed a sustainability strategy structured in three pillars:

- Sustainable processes and products, to minimize any potential negative environmental impacts;
- Sustainable value chain, to collaborate with partners on improving societal and environmental impacts;
- People and governance, to establish and maintain a sustainable and transparent corporate model.

To help safeguard the environment, Stevanato Group progressed in the execution of plan to reduce Greenhouse Gas (GHG) emissions in line with the Science Based Targets initiative mainly in respect to efficiency-related initiatives and sourcing of renewables-based electricity. In addition, the Group took action aligned with climate science and committed to set near-term emissions reductions in line with Science-Based Target initiative. Furthermore, Stevanato Group has progressed in waste management with a greater quota of waste recovered with

second life applications.

As part of its corporate sustainability and circular innovation measures, Stevanato continued to analyze selected products and packaging from a life cycle perspective while advancing eco-design solutions and the Group engaged in dialogue with customers about sustainable packaging solutions utilizing bio-circular polymers, recycled plastics and process improvements to reduce related emissions.

Local Communities

With regard to the people and our aim to foster a diverse and inclusive workplace, we improved in our Gender Balance program on females holding senior positions. Finally, with reference to the Governance area, we continue to strengthen and maintain our sustainable corporate model with regular measures of impacts using the GRI Standards as a framework for transparency and accountability.

The management of sustainability is distributed across the Group through dedicated committees and involves managers, with the ESG Manager leading the process since the beginning as the head of the sustainability function.

Stevanato Group conducted a Materiality Analysis process in accordance with the requirements of GRI Standards 3:2021 to identify the material topics that represent the most significant impacts on the economy, environment, and people, including impacts on their human rights. The process of determining material topics was informed by the organization's ongoing identification and assessment of impacts. In particular, the process of defining material topics followed four steps:

- Understanding the organization's context through scenario and benchmarking analysis of the main potential ESG trends, risks and opportunities;
- Identifying actual and potential, positive or negative impacts, starting from the previous context and benchmarking analysis:
- · Assessing the significance of the impacts;
- Prioritizing the most significant impacts grouped into topics.

Each impact was assessed and rated on a significance dimension, and the weighted average of grouped impacts on topics was used to calculate a comprehensive score for each topic. The resulting most relevant topics above a given threshold, in line with the context and sustainability

strategy of Stevanato Group are:

- 1. Product quality and responsibility
- 2. Research & Development and innovation
- 3. GHG emissions
- 4. Energy consumption
- 5. Occupational Health & Safety
- 6. Business ethics, governance and compliance
- 7. Human capital management and development
- 8. Economic performance and value creation
- 9. Responsible supply chain and procurement
- 10. Waste management
- 11. Employee well-being
- 12. Human rights
- 13. Water management
- 14. Local communities' engagement

The Group's 2024 Sustainability Report was prepared based on a structured reporting practices formalized by the Sustainability Reporting Procedure according to GRI Standards 2021.

It defines and outlines how the Group's Sustainability Report should be prepared at the operational level in line with the Sustainability Reporting Guidelines issued by GRI.

Such procedure includes the timing, tools, roles and responsibilities of the functions and individuals' roles in the working group (approximately 100 individuals across

the Group). It also ensures the engagement and proper application of all procedures. Finally, it is important to note that the process required correct and compliant GRI Key Performance Indicators (KPIs) associated with the functions involved and was coordinated by the Process Owner, as assigned by the Board of Directors.

The Group has adopted flexible and diversified practices to share present and future Group development strategies with its main stakeholders, which are listed in the following page. The main stakeholders were identified based on an industry benchmark. Stevanato Group adopts practices that encourage dialogue and involvement with all stakeholder categories. Engagement is considered an essential element of the Group's sustainability strategy and is directly correlated with the Group's medium and long-term success.

The main channels of dialogue and interaction are summarized in the following page. The methods and frequency of stakeholder involvement vary according to the issues and opportunities subject to discussion during the year.

Stakeholder	Engagement and Interaction Flow
Employees	Projects and/or initiatives for company welfare Company Intranet Internal newsletter Insertion schemes for new employees Company meetings to discuss results and future objectives Training programs Round table discussions with unions
Suppliers	Regular meetings Quality assessment audits/visit
Customers	Regular meetings Surveys/market research Continuous dialogue through communication channels Company website Participation at trade fairs
Community and local authority	Projects to support social initiatives Meetings with representatives of local institutions
Universities and research centers	Site visits Partnerships with key universities and schools in Italy and abroad
Regulators and authorities	Discussion meetings with representatives of institutions
Shareholders and Board of Directors	Meetings organized throughout the year



2.2 • Certifications and Awards

Legal Entity (Country¹)	ISO 15378	ISO 13485	ISO 9001	ISO 45001	ISO 14001	ISO 50001	ISO 17025
Nuova Ompi (IT-PD)	~	~	~	~	~		
Nuova Ompi (IT-LT)	~		~	~	~		
Nuova Ompi (IT-Cisterna)	~	~	~	~	~		
Medical Glass (SK)	~		~	~	~		
Ompi of America (U.S.)	~	~	~	~	~		
Ompi North America (MX)	~		~	~	~		

1 Legal Entities: Stevanato Group S.P.A., Nuova Ompi S.R.L., Medical Glass A.S., Ompi N. A. S. DE R. L. DE C. V., Ompi Do Brasil Indústria e Comércio de Embalagens Farmaceuticas LTDA, Ompi Pharmaceutical Packing Technology (China) CO., LTD., Ompi of America INC., Balda Medical GMBH, Balda/C. Brewer, S.P.A.M.I. S.R.L., Stevanato Group Denmark A/S, US TEC – Ompi of America INC., EMEA TEC – Nuova Ompi S.R.L. and EMEA TEC Analytics - Nuova Ompi S.R.L.

ISO 15378

Primary packaging material for medicine products – specific requirements for the application of ISO 9001:2015 with reference to Good Manufacturing Practice (GMP)

ISO 13485

Medical devices - Quality Management Systems

ISO 9001

Quality Management Systems

ISO 45001

Occupational Health and Safety Management System

ISO 1400

Environmental Management Systems

ISO 50001

Energy Management Systems

ISO 17025

General Requirements for the Competence of Testing and Calibration Laboratories

Legal Entity (Country¹)	ISO 15378	ISO 13485	ISO 9001	ISO 45001	ISO 14001	ISO 50001	ISO 17025
Ompi of China (CN)	~		~	~	~		
Ompi do Brasil (BR)	~		~	~	~		
Balda Medical (DE)	~	~	~	~	~	~	
Balda C. Brewer (CA-U.S.)		~	~				
Spami (IT)			~				
SG Denmark (DK)			~				
EMEA TEC (IT)		~	~				~
U.S. TEC (U.S.)		~	~				





For the second consecutive year, Stevanato Group received the Certificate of Resilience from Biocon.
Biologics.— a leading biosimilars company. During their Symposia 2024 – Annual Supplier Conference, Stevanato Group was recognized for its resilience in ensuring supply continuity, even under adverse conditions. At the event, Stevanato participated in a panel discussion on "Circular Economy & Biopharma Supply Chain Management" sharing its strategic commitment to a sustainable development of business with its Circular Economy innovation on packaging and products.

2.3 • Participation in Organizations and Associations

Stevanato Group participates in initiatives organized by trade associations and organizations, facilitating the exchange of ideas and knowledge.













3. Economic Value Creation

3.1 • Stakeholder Value Creation

The creation and distribution of direct economic value produced by Stevanato Group and the impact on key stakeholder categories.

This section, reported on an accrual basis, includes the basic components from Profit and Loss (P&LI) statements for the global Group operations in accordance with GRI disclosure. Stevanato's operational activities create value for a wide variety of stakeholders, including:

- Suppliers (operating costs);
- Personnel (wages and benefits as total payroll);
- Lenders (financial charges);
- Public administration (such as taxes);
- Communities (e.g. donations).

In 2024, the economic value distributed by Stevanato Group totaled more than $\ensuremath{\mathfrak{C}}$ 926 million. The difference

Direct economic value generated and distributed (€/000) [GRI 201-1]	2024	2023
(A) Total Economic value generated by Stevanato Group	1,126,623	1,092,619
(B) Economic value distributed by Stevanato Group	926,445	866,552
Operating costs - Remuneration to suppliers	560,371	528,215
Remuneration to personnel	309,015	286,203
Remuneration to lenders	14,349	8,010
Remuneration of the public administration	42,552	43,863
Donations	189	261
(A-B) Economic value retained by Stevanato Group	200,177	226,067
Amortization & Depreciation	78,036	78,480
Loss on receivable	2,616	
Provisions and reserves	1,758	1,897
Net Profit	117,766	145,690

between the value created and distributed equaled more than $\ensuremath{\in} 200$ million.

Stevanato Group Sustainability Economic

4. Innovation and Product Responsibility

4.1 • Stevanato Group Products, Technologies and Services

Stevanato Group serves the pharma value chain with its two business segments: the Biopharmaceutical and Diagnostic Solutions, and Engineering. For a detailed representation of the Group offering please refer to Chapter 1.

Stevanato Group refers to premium products in the Biopharmaceutical and Diagnostic Solutions segment as its high-value solutions. High-value solutions are products, processes and services for which the Group holds intellectual property rights or has strong proprietary know-how, and are characterized by technological and procedural complexity and high performance. High-value solutions can deliver significant benefits to customers in terms of performance including faster time-to-market, reduced total cost of ownership, and lower supply chain risk while providing added value to customers, and improving patient treatment and safety.



4.1.1 • Biopharmaceutical and Diagnostic Solutions

Drug Containment Solutions

Stevanato Group has a vast range of commercially available drug containment solutions geared towards specific biopharmaceutical requirements.

Through the EZ-fill® pre-sterilized platform, the Group can streamline its customers' operations, reduce complexity in the aseptic filling process, and improve quality, allowing a reduction of the total cost of ownership.

The EZ-fill* configuration is available across all the product performance levels included in the Company's drug containment solutions portfolio.

A summary overview of the main performance levels is provided here:

	Alba*	Protein-based drugs (Biologics)	Breakthrough solution employing a plasma treatment on standard sillicone coating, creating a barrier that ensures exceptional stability and long-lasting performance along drug shelf-life—especially in auto-injectors. Alba® vials and cartridges under initial assessment.
	Nexa [®]	High-value drugs	Superior cosmetic quality and improved mechanical resistance thanks to proprietary, highly automated process expertise around NMTG and NGTG critical unit operations.
EZ-fill®	LDP	Vaccines and diluents	Innovative borosilicate glass vials significantly reduce any corrosion and delamination risk.
	Fina®	Injectables	A robust process validated for high volumes and characterized by high-quality consistency and customization.
	Nexa Flex™	High-value drugs	Presterilized polymer syringe. Extremely versatile (COP or COC), with outstanding cosmetic quality, ultralow content of subvisible particles and high degree of break resistance.

Drug Delivery Systems

In recent years, Stevanato Group has strategically expanded its Drug Delivery Systems (DDS) offering to include capabilities and services as an integrated solutions provider. The Company is well-positioned to help its pharmaceutical partners commercially launch drug products with a delivery device that meets the needs of patients. Stevanato Group focuses on two main areas with regard to DDS: contract manufacturing, and proprietary and licensed devices.

Through Contract Manufacturing, Stevanato Group provides customers with scalable manufacturing solutions for their drug delivery system programs. Customers can rely on:



A flexible and versatile offering, covering different stages of device development up to the final product.



High-quality production standards with an ISO 13485 and ISO 15378 certified Quality Management System and FDA-inspected facilities, ensuring compliance and reliability.



A worldwide presence, with manufacturing in Europe and the U.S. and a global purchasing network, fostering efficiency through shorter supply chains.



Ongoing exploration of sustainable materials and dedicated efforts toward more sustainable manufacturing practices, aligned with Stevanato Group's commitment to environmental responsibility.

Proprietary and licensed devices include **pen injectors**, **auto-injectors** and **on-body delivery systems**.



PEN INJECTORS

Alina* is a variable multi-use pen injector suitable for fixed-dose therapies, based on Axis-D technology, exclusively licensed from pen injector device expert Haselmeier (a medmix Brand). It is suitable for a broad range of therapeutic areas including diabetes and weight management.



AUTO-INJECTORS

Together with Owen Mumford, Stevanato Group is providing Aidaptus*, an intuitive disposable auto-injector solution that offers flexibility and speed-to-market for customers. Aidaptus will be manufactured by both Owen Mumford and Stevanato Group.

ON-BODY DEVICES

Vertiva® is a semi-reusable cartridge-based On-Body Delivery System composed of two parts: a single-use injection unit and a multi-use, smart controlling unit. It is optimized for the administration of complex drug regimens from mid-high volume cartridges.

IVD Solutions

As a one-stop solution provider and manufacturer, the Group offers an integrated process, from product development to delivery of the final product, packaged, and sterilized as needed, including point-of-care devices, in-vitro diagnostic consumables, and medical device solutions.

Analytical Services

As a branch of Research and Development, Stevanato Group Technology Excellence Centers (TECs) focus on:

- Investigating the physical-chemical properties of primary packaging materials and components and studying the interactions between drug containment solutions and drugs.
- Providing laboratory services for engineering characterization and design verification
 of pharmaceutical packaging, medical devices, and components comprising combined
 products.
- Supporting customers in selecting the most suitable packaging for their active drug substances and product platforms.

Stevanato Group relies on a multidisciplinary team of highly skilled professionals, including, scientists, engineers, pharmaceutical chemists, and biotechnologists. Their knowledge and experience cover a range of specialized areas including drug containment solutions and drug delivery devices.

4.1.2 • Engineering

Stevanato Group's vast portfolio of technologies and equipment includes state-of-the-art solutions for Life Science companies.

- The Group specializes in fully automated glass converting machines, that are suitable for transforming glass tubes into vials, cartridges, syringes, and ampules.
- The Group also provides flexible visual inspection solutions for containers filled with any drug, from transparent drugs to suspensions and from liquid to gels, powders, or lyophilized drugs. Its portfolio ranges from benchtop to semi-automated and fully automatic equipment.
- Stevanato Group designs and manufactures medical devices assembly and packaging
 equipment suitable for various stages, from device characterization with small-scale
 production up to high-speed commercial assembly and packaging solutions. The
 technology is suitable for devices, such as pen injectors, auto-injectors, wearable devices,
 and nasal sprays, and includes packaging solutions for cartoning, case packing, and
 palletizing modules, with integrated serialization and tamper-evident units compliant with
 the latest requirements.
- All Stevanato Group equipment in operation is supported by a global after-sales
 organization: a 24/7 support service, that ensures continuous assistance to help customers
 resume production promptly as needed. Customer productivity is a top priority, and we
 offer a team of support specialists who are available to provide expert trouble-shooting
 assistance in different areas of support: mechanical, electrical, automation, and vision.

4.2 • Research & Development and Innovation

Stevanato Group believes that one of its greatest challenges and opportunities ahead is to continue growing and supporting its customers through regenerative business innovation while making a positive impact that benefits all.

Investment in research and development is a fundamental component of Stevanato Group's growth and continued success as reported in 2024 Annual 20-F Filling.

The R&D department works alongside Stevanato Group's business segments to drive cross functional synergy and maximize value creation. Our R&D strategy is based on three fundamental pillars that focus and align the R&D team with the Company's broader growth strategy. These pillars serve as the guidelines for the Group's R&D divisions with each R&D project designed to contribute to and support one or more of these pillars.

With regard to R&D and innovation products, Stevanato Group is committed to introducing sustainability concepts in its programs starting at the beginning of projects. Dedicated check lists for each new product/project are implemented and monitored to ensure that sustainability is embedded in the development of new products. For instance, this approach is applied at the concept design stage, at the materials selection stage and in determining how to extend the lifetime of the product or allow its reuse.

Drug Containment Solutions	Develop solutions to maximize drug stability, potency and purity
Drug Delivery Systems	Focus on patient centricity , sustainability and digitalization
Process Excellence & Digitalization	Innovate Stevanato Group and customers' manufacturing processes to deliver improved outputs and reduced waste and risks

4.2.1 • R&D for Drug Containment Solutions (DCS)

Stevanato Group's DCS team is dedicated to designing and developing syringes, vials, and cartridges that provide higher drug compatibility between the primary packaging and the drug products (i.e, with the lowest particle generation, reduced or even no extractable release, and metal-free options). The team is also responsible for the identification and development of Stevanato Group solutions for biologics needs, such as GLP-1s, mAbs and RNA-based drugs.

The DCS team strives to ensure compatibility between our primary packaging and the Group's proprietary and licensed devices, as well as the devices selected from customers, through appropriate testing and proper applicability of the drug delivery systems to the glass primary packaging options. Stevanato Group has also introduced new sustainability practices as part of its corporate sustainability and circular innovation measures, with an emphasis on identifying alternative materials and processes that provide more sustainable sterilization techniques while maintaining the overall performance of materials post-sterilization cycle.

As part of its corporate sustainability and circular innovation measures, Stevanato Group dialogues regularly with customers on a sustainable version of secondary packaging focused on biopolymers and recycled plastic, as well as packaging and process improvements to reduce related emissions and other sustainable measures. Stevanato Group aims to reduce emissions and the use of fossil resources. Ready-To-Use drug containers require single-use polymers for pharmaceutical secondary packaging (Nest and Tub), to help ensure sterility and processability. Indeed, a bio-circular version of polystyrene and polypropylene that is used to produce secondary packaging of syringes has been identified. The raw material for producing polymers is obtained from renewably sourced feedstocks derived solely from waste.

This reduces fossil resources consumption and emissions associated with the life cycle of the product while ensuring the same level of quality. Hence, Stevanato Group could be ISCC+

certification ready, as done in the past, in compliance with the mass balance approach, which helps support continued trust among customers and throughout the value chain.

Since its presentation on the market, Stevanato Group's EZ-fill Smart* is expected to offer a more environmentally friendly sterilization method than traditional Ethylene Oxide (EtO) sterilization, which can result in improved safety. It is intended to improve sustainability and increase packaging efficiency using biopolymers and recycled plastic.

In 2024, Stevanato Group concluded the Life Cycle Assessment (LCA) of some of its DCS product platforms. This rigorous process plays a pivotal role in making informed, data-driven decisions aimed at reducing the environmental impact of products. By pinpointing critical areas and designing future processes, the Group can quantify the potential benefits of sustainability initiatives and select the most promising ones.

In addition, Stevanato Group investigated how to improve the environmental impact of glassbased end-of-life drug containment solutions while identifying improved circular end-of-life solutions and creating upcycling solutions for glass-based products. In the past, Stevanato Group won first prize in an open innovation competition.

The Company's R&D department partners with the regulatory department to assess the impact of the Plastic Packaging Waste Regulation on the existing product portfolio and on the new products to be developed.

To minimize the use of secondary packaging, evaluations have been performed to develop new packaging formats, with the main goal of increasing the number of hosted glass containers within the same packaging volume, and minimizing related emissions.

Stevanato Group is actively collaborating with the scientific community and universities to advance its scientific insight into the Group's current and prospective product lines, as well as to provide its customers with the latest know-how on specific products. In certain research areas, including the chemical, physical, and morphological characterization of glass surfaces and drug interactions, Stevanato Group is cooperating with universities in Venice, Naples and Padua in Italy and the University of Colorado, U.S.



4.2.2 • R&D for Drug Delivery Systems (DDS)

In addition to the activities related to drug containment solutions, Stevanato Group's R&D department is also developing and expanding Stevanato Group's Drug Delivery Systems (DDS) portfolio. This includes developing innovative delivery solutions focused on usability, safety, performance and manufacturability. Some of the main projects include the Alina* pen injector and the Vertiva* on-body delivery system. Stevanato Group is also collaborating with Owen Mumford, an expert in the field of auto-injectors, for the industrialization and marketing of the Aidaptus* device.

Alina®

Alina® is a disposable, multi-use, and variable-dose pen injector platform for subcutaneous administration of injectable therapies. The platform is compatible with established therapeutic regimens and innovative drug therapies beyond diabetes and weight management. Alina® offers a range of customization from dosing and color selection to a more customized industrial design based on the needs of the pharmaceutical client. In 2024, the DDS team worked to expand the platform including new variants in the program.



Aidaptus®

Aidaptus* is an innovative disposable auto-injector suitable for helping pharmaceutical companies reduce risks during drug development and life cycle management, as it accommodates both 1 mL and 2.25 mL syringes with minimal part changes, automatically adapting to different drug fill volumes. The minimal change parts required for the different pre-filled syringes reduces manufacturing complexity, thus offering sustainability advantages. An added value for patients is that the simple, easy-to-use device allows them to self-administer their therapy.



Vertiva®

Vertiva* is an on-body delivery system (OBDS) composed of a smart, reusable controller and a single-use pod with a pre-loaded cartridge available in 3 mL or 10 mL volumes. The reusable part extends product's lifespan to multiple uses and reduces product waste to support a more sustainable device solution. The device enables controlled self-administration of therapy while reducing unnecessary hospital stays. With the ability to deliver micro-precision basal doses and full-content bolus injections, Vertiva* is a highly flexible and customizable platform suitable for a wide range of therapies. Many developments have reduced the system's energy consumption, improving overall efficiency and extending battery lifetime.

On sustainability and circular innovation measures, an environmental assessment of OBDS was conducted to identify key hot spots for improvement, aiming to reduce GHG emissions, energy consumption, and water usage. In 2024, a new sterility concept was developed to eliminate the need for device terminal sterilization, reducing the use of Ethylene Oxide (EtO) in the product.

4.2.3 • R&D for Engineering

The Engineering department analyzes internal and external expectations to clearly guide product development in the following directions: high performance, quality and reliability, and smart and connected equipment.

The Engineering quality management system is designed to ensure that the manufacturing process can evaluate and accommodate the requirements of pharmaceutical companies. Good Automated Manufacturing Practice (GAMP), issued by the International Society for Pharmaceutical Engineering (ISPE), is used as a guidelines for the design and qualification of equipment.

Every piece of machinery/equipment is developed and manufactured as a project, with tailored project management tools employed to oversee each phase and mitigate risks effectively. The Engineering division also contributes to the three R&D pillars, in particular, to process excellence & digitalization.

The following are the main projects under Engineering R&D that are essential for promoting innovation and contributing to Stevanato Group's continued success by differentiating it from its peers.

Inspection



Inspection Digital Twin

This product is a virtual simulation of the machine vision inspection process that aims to optimize and develop vision inspection recipes completely offline. In this way, the development is performed without any interruption to machine operations and grants upfront verification.

MAVIS™ Platform

The next generation in high performance inspection results, Mavis" is designed to inspect up to 400 pieces per minute, and meets market requirements for flexibility, gentle container handling, easy maintenance and control, all in a compact footprint. The platform comprises MAVIS" syringes, a model to inspect syringes, and the MAVIS" Combi, for inspecting multiple container types on the same machine.

Flexible Software (SW)

The Group developed a visual inspection SW platform offering improved performance, usability, and flexibility. This platform decreases the overall total cost of ownership and false rejection rate.

Stevanato Group also utilizes hardware components and computers within Inspection Equipment to maximize computing power, while reducing the required space and overall number of devices.



Artificial Intelligence Platform

The Group has invested in the development of SG Vision Al. a platform based on trained neural network models. This platform aims to empower customers' capabilities in labeling items and improving final pharmaceutical visual inspection performance at their sites. The initiative is targeted at addressing the issue of false rejects and aims to make the process more efficient, with less waste. Al analyzes the actual image of the product under inspection, relying on the features and criteria of accepted and rejected products learned during the training phase, thereby identifying the likelihood of the product belonging to one of these categories. It helps the inspection system be more robust to the variability in the product and/or variability coming through the process, compared with standard vision inspection systems. In 2024, the Group introduced neural network models into various processes, from forming processes to predictive maintenance tools and production optimization platforms. The benefits included a reduction in false rejects, thereby reducing overall wastage and making production more sustainable.

Assembly



Digital Twin

The Group has a unique capability of matching the customers' needs for manufacturing requirements enabling them to reuse existing production facilities for new purposes. This customization is achieved by adapting the existing design using digital twin technologies. The digital twin technology enables a reduction in material consumption when commissioning new machinery by testing on virtual machines instead of physical ones. This also helps identify design challenges and avoid reworking machine design.

Manufacturing Intelligence (ColleQX)

ColleQX was developed in cooperation with a pharmaceutical company to create the best solution for data collection and analysis. Enhanced data quality can help highlight essential preventive maintenance activities and performance improvements.

The system's goal is to integrate existing data sources not only to display overall equipment effectiveness (OEE) but also to suggest methods to enhance the production process. It enables a streamlined shop floor with decision support for various job functions, including operators, technicians, and specialists, utilizing data from actual production. Moreover, the system is ready to enter even the glass production line sector, providing a booster tool for continuous improvement teams.

Glass Converting and Manufacturing Processes



Lines Development to improve costs, productivity and sustainability

Stevanato Group is developing new manufacturing lines to reduce capital expenditures and industrial costs, increase productivity, and improve in-line quality control. The Engineering Segment has made significant strides $% \left(1\right) =\left(1\right) \left(1\right)$ in innovation during 2024, focusing on mitigating the carbon footprint impact of its equipment manufacturing, particularly in the realm of glass modification reliant on fossil fuels. The Company has been exploring alternative technologies to traditional manufacturing processes, such as laser-based innovations. Laser technology offers precision and efficiency, reducing energy consumption and material waste while maintaining the high quality and reliability that characterize Stevanato Group's products. This has involved collaborations with research institutions, engaging with experts in material science, and fostering partnerships with startups.

Ready-To-Use (RTU) Vials

The EZ-fill Smart* platform is the Company's latest development in the advancement of RTU vials. All the equipment for Stevanato Group's EZ-fill Smart* platform is designed and manufactured in-house. The platform leverages greater manufacturing automation to increase productivity and reduce human error. Additionally, EZ-fill Smart* features no glass-to-glass and no glass-to-metal contact, which improves the quality and integrity of the vials throughout the product life cycle.

Expanding Manufacturing Intelligence Platform (ColleQX-based) to Glass Converting and Visual Inspection

Stevanato Group is expanding its ColleQX-based Manufacturing Intelligence Platform, initially developed for assembly processes, to include glass converting and visual inspection machines. ColleQX is a data collection and analysis platform that enhances production efficiency through real-time insights, helping to monitor equipment performance, identify areas for improvement, and enable predictive maintenance. This expansion will provide operators and technicians with deeper visibility into critical processes, ensuring consistent quality and optimizing resource use, thereby reflecting Stevanato Group's commitment to smart technologies and operational excellence.

4.2.4 • Analytical Services

Stevanato Group's Technology Excellence Centers (TECs) employ more than 40 people located in Piombino Dese (Italy) and Boston, MA (U.S.) and they possess broad experience in chemistry, engineering, physics, materials and pharmaceutical sciences. Their research and expertise focus on the following:

- Studying drug interactions with the drug containment solutions (primary packaging and add-on components) to generate technical and scientific data to help customers define the optimal drug containment or delivery solution for drug treatments. The containment and delivery solution is an integral part of the drug product itself and is included as part of the regulatory fillings. We also provide the analytical and scientific support required to obtain the relevant regulatory authorizations.
- The design, development, validation, and execution
 of engineering and verification testing of medical
 devices and combination products. The TECs have
 implemented innovative tools to support the
 understanding of phenomena (e.g., mathematical
 modeling) that have been or will be used to de-risk the
 development initiatives of the new product platforms
 within Stevanato Group. Furthermore, the TECs have
 continued to support the strategic collaboration with

worldwide academia, contract research organizations, and public or private institutions to identify the next-generation technologies (products and processes) associated with medical devices and combination products. More recently, alongside university partners, we have begun studying the interaction between specific drug product formulations and primary containers.



4.3 • Product Quality and Responsibility

As a commitment to the production of high-quality products, Stevanato Group has adopted a Group Quality Policy aiming to collaborate with its customers throughout the life cycles of their products, from concept development to commercialization and post-sales support. This policy reflects the Group's dedication to delivering high-quality products, advanced technologies, and services that fulfill and anticipate its customers' needs and ISCC+ certification readiness, which can allow a chain of custody for the processing of sustainable materials along the value chain

The Group is committed to creating high-quality systems, processes and services that enhance the integrity of medicines. To ensure product quality, Stevanato Group meets certification standards, please refer to section 2.2. In particular, the readiness for ISCC+, as a globally recognized certification system for recycled and bio-circular materials, could allow the compliance with social and environmental sustainability criteria. This certification could help to ensure compliance, with checks at every point in a supply chain to establish integrity and clear evidence of sustainable materials processing. In addition, this certification could enhance our product portfolio as the Group broadens its sustainable development practices when the market is ready to pursue a regenerative business innovation.

Every employee in the Stevanato Group, at all levels, is accountable and strives to ensure the continuous improvement and effectiveness of Stevanato Group Quality Management System and Stevanato Group Quality Policy to maximize the quality and integrity of the Group's products. Drug containment, diagnostic, and delivery solutions have often come from years of collaboration with customers to develop the optimal method for containing a drug product

and delivering it to the patient community. The customized solutions provided vary depending on the characteristics and chemical composition of the pharmaceutical products, logistical needs (e.g., transport and shelf-life), factors such as the designated patient community (potentially including the geographic location), and specific regulatory requirements.

The containment and delivery solution provided is an integral component of the drug product itself and part of the regulatory filings required to approve drug product marketing and commercialization. Hence, the quality and dependability of drug containment and delivery solutions is critical to obtaining commercialization and marketing approval from regulatory solutions. As a result, it is often the case that drug product containment and delivery solutions cannot be changed without amending the regulatory filings that have been specifically approved by the relevant regulatory agency.

In 2024, Stevanato Group neither initiated a recall from the market nor received any formal communication from a third party regarding initiating a recall from the market due to our product.

5. Human Capital

5.1 • Stevanato Group's Human Resources

Economic Value

Values and Guiding Principles are the cornerstone of harmonious interactions at Stevanato Group and the roots of our leadership in excellence. We foster a culture that respects Diversity, Equity & Inclusion and encourages individual contributions, rewarding merit and measurable achievements. The Group's policies focus on ensuring fair treatment in terms of compensation, benefits, and career development and embrace gender diversity as the first step of the journey.

Stevanato Group's human capital management strategy endeavors to build a strong team and foster the Group's sustainable growth through the following key areas of intervention:

 Talent attraction and acquisition: Attracting talent through competitive offers in terms of career and self-development for all candidates, while ensuring fairness and inclusivity in the selection process.

- People development: Offering paths to learning and development that nurture and retain talent and support the Group's growth. Training courses that bolster technical, managerial, and organizational skills to support employees' continuous improvement and tools that assess employee performance help individuals constantly evolve and pursue their personal objectives.
- Engagement and reward: Implementing clear policies to reward merit and measurable achievements in a transparent, equal and fair way while guaranteeing welfare programs that support employee well-being and promoting a social environment that creates a sense of belonging, valuing diversity at all levels and locations.

Our Values and Guiding Principles serve as common ground and a compass for the Group's Human Capital

Management strategy².

These Values and Guiding Principles, along with a focus on customer centricity, are the essence of our corporate culture, which the Group is committed to disseminating and promoting through dedicated training and communication campaigns.

The Group is guided by legislation and international principles and is committed to maintaining a climate of trust and respect that promotes inclusion and team spirit. The Code of Ethics sets out the standards of conduct identified by the Group.

All stakeholders shall respect the Guidelines that represent the Company's pillars of business: legality, fairness, antidiscrimination, professionalism, transparency, market abuse prevention, diligence and commitment in daily

² See section 1.3 Mission, Vision and Values for further details.

GRI 405-1: Number of employees by professional category and gender %

Employee category	as of Dec	ember 31, 202	as of December 31, 2023			
	Male	Female	Total	Male	Female	Total
Director	84.6%	15.4%	1.4%	85.7%	14.3%	1.4%
Manager	73.6%	26.4%	4.1%	74.7%	25.3%	3.9%
Non-Managerial Positions	59.2%	40.8%	94.5%	58.8%	41.2%	94.8%
Total	60.2%	39.8%	100.0%	59.7%	40.3%	100.0%

work execution, corruption prevention, privacy, health and safety, integrity, sustainability and environmental safety.

As a multinational organization, the Group manages people of different nationalities, genders, and cultures, all of whom work together in a climate of mutual respect. The objective is to promote an inclusive approach that encourages creativity and innovation, contributing to the development of multicultural human capital with different backgrounds and characteristics.

A positive work climate at all Group facilities is ensured through dialogue and the sharing of opinions and ideas. The Company offers the possibility of membership of trade unions and the right to collective bargaining, in compliance with respect for human rights and diversity. It also adheres to work hours in line with regulations and

ensures that its employees' needs are met (e.g., sick leave, etc.). Human resource statistics have been reported using the headcount methodology at the end of the reporting period. For an overview of the distribution of employees by region (Italy, Rest of EU, and extra-EU), please refer to the table reported in the Annex section of this document.

As of December 31, 2024, Stevanato Group had 5,521 employees. The majority were in Non-Managerial Positions at 5,216, followed by 227 Managers and 78 Directors. In 2024, considering categories of Directors and Managers, the female managerial positions on total managerial positions were 23.6%.

Gender divisions are summarized in the table above. The Group acknowledges that diversity and inclusion are vital prerequisites for building an equitable, effective, and successful organization. This is in line with Stevanato Group's Values and Guiding Principles as well as with the Group's strategy to create the best team possible by employing a diverse blend of individual skills, competencies, cultures, personal attitudes, and strengths.

For this purpose, Stevanato Group fosters a culture that values diversity, equity, and inclusion in all the locations in which the Group operates and promotes staff well-being through globally competitive compensation and welfare programs.

The Company is committed to ensuring fair treatment in terms of compensation and benefits, in addition to opportunities for career development, regardless of gender, age, ethnicity, disability, sexual orientation or religion, in all of its sites.

GRI 405-1: Number of employees by professional category and age category %

Employee category	as of December 31, 2024				as of December 31, 2023			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Director	0.0%	60.3%	39.7%	1.4%	0.0%	64.9%	35.1%	1.4%
Manager	1.3%	73.6%	25.1%	4.1%	1.4%	77.4%	21.2%	3.9%
Non-Managerial Positions	22.6%	60.5%	16.9%	94.5%	25.0%	59.6%	15.3%	94.8%
Total	21.4%	61.1%	17.6%	100.0%	23.8%	60.4%	15.8%	100.0%

The Group prioritizes diversity, starting with the talent acquisition process, and follows guidelines to ensure that CVs represent both male and female profiles, thereby guaranteeing a diverse and balanced interview team. The Group is committed to a journey toward growing inclusion, starting with gender diversity, by regularly monitoring progress on gender balance KPIs. In the coming years, this journey will encompass broader forms of inclusion (cultures, religion, disability, etc.).

In 2024, the majority of Stevanato employees were aged between 30 and 50 years of age. In general, the search for new hires in the production area focuses on candidates with a technical and mechanical degrees. For staff positions, the primary background required is

a three-year degree or master's degree in Engineering or Biotechnology, followed by Mathematics, Chemistry and Economics. The above-mentioned company growth program is part of a broader integrated human resources development project supporting Stevanato Group's Vision and business plan. The majority of employees in the Group are employed with permanent contracts (90.2% of the total Group employees). Note that the contract type for each employee is defined by the specific national laws of the country in which the resource is based.

Stevanato Group pays special attention to the needs of its employees, supporting working conditions and flexible hours for those who need them. The total percentage of employees working part-time in 2024 was 2.6%.

Of the total headcount of female employees, 5.3% had a part-time status as of December 31, 2024.

Depending on the countries in which the Group operates and their local laws, working relations are regulated by national or corporate collective labor agreements or existing legislation. As of December 31, 2024, 77% of the Group's employees were covered by collective labor agreements. Employees not covered by collective bargaining agreements are employed under company or individual contracts based on local market standards and practices.

5.2 • Employee Management and Development

To navigate an ever-changing market and fulfill Stevanato Group's mission, the HR Department's primary strategic objective is to build the strongest possible team to support the Company's growth. A cohesive and efficient team is a vital asset, driving success by leveraging the unique talents and strengths of each individual.

Stevanato Group strengthened and refined its existing processes to align with these priorities, establishing a clear path for continuous development and long-term success. We are dedicated to fostering both personal and professional growth, ensuring favorable working conditions, and creating an environment in which diversity and individual performance are recognized and valued. Through our structured performance management process, we provide tailored development pathways that enable employees to realize their full potential by enhancing their skills and knowledge. The management team has defined this as a strategic priority, allocating substantial resources to develop a competent and engaged workforce.

Stevanato Group's remuneration policy underscores our commitment to fairness and transparency. Guided by the principle of meritocracy, we ensure equal opportunity for employees by consistently monitoring of market compensation trends and through alignment with our professional framework, which encompasses technical, professional, and managerial roles. Compensation is determined by a combination of qualitative factors, such as adherence to predefined performance steps and alignment with the Company's values, and quantitative factors, including the achievement of specific KPIs.

By investing in its people and fostering a culture that values individual contributions, the Group is building a resilient and agile team capable of meeting the challenges of today and tomorrow, ensuring the long-term success of our company.

The Annual People Development Cycle



Stevanato Group considers ongoing employee training and development an essential part of the Company philosophy. The continuous development of specialized skills and abilities not only maintains the Group's competitive advantage but also ensures that its customers receive technical solutions in line with their needs, both in terms of quality and innovation. The Learning & Development (L&D) department manages and coordinates training and development activities at the Corporate Level. The Annual People Development Cycle involves mainly workers in office at global level and is made up of three milestones: Performance Appraisal, Talent Review and Succession Planning. Performance appraisals begin with a goal-setting phase, to be done by the managers at the beginning of the year by following the SMART methodology, in line with role-related needs and business needs.

Goal setting defines what can be expected from people and how they can contribute to the achievement of the Company's goals. It provides individuals with a clear vision of the expectations related to their role, in line with Company objectives and priorities, and fosters the creation of a culture oriented towards responsible people development. Over the year, there is continuous monitoring of the progress of the goals to reinforce, and support the efforts made by individuals in the pursuit of those same objectives throughout the year, with priorities and resources modified according to the upcoming changes. The purpose of mid-year discussion is to provide the employee and manager with the opportunity to conduct open and honest communication based on facts, which will facilitate improvement, development, and growth. During this meeting the manager shares a plan with each collaborator, defining what resources and actions are needed to develop the competencies to bridge the professional gaps.

At the end of the year, managers evaluate their team members on (i) the goals previously set, (ii) six Competencies, and (iii) five Guiding Principles. Collaborators also carry out self-evaluations, and this comparison stimulates the discussion during the feedback moment, through an open and transparent dialogue. The purpose is to provide an opportunity to foster motivation and engagement by sharing feedback on yearly performance and setting

expectations for the following months and finally creating a formal occasion to reinforce positive behaviors and correct ineffective ones.

The Talent Review allows the Group's talent to be identified, and the Succession Planning phase leads to identifying and developing the talent pool for key positions that have a significant impact on the mission of the organization. Training is a fundamental process that starts at the very beginning of an employee's professional career. In addition, EHS training is provided during the probation period and repeated according to the frequency and manner prescribed by law. During 2024, the Group provided 20,373 hours of employee training related to EHS and required by law and 88,334 hours of training on the Quality Management System, which is explained in detail in the following section. The Group's remaining training activities classified as "not mandatory" amounted to 36,804 hours and included training in induction, language skills, technical skills, soft skills, job instruction, and training related to corporate initiatives. In total, the Company provided 145,511 hours of training during 2024.

Quality Training

In compliance with ISO Standards and the applicable principle of GMP (Good Manufacturing Practices), Quality Training is provided regularly and mapped for all employees. In relation to GMP, the training includes the risk of contamination and cross-contamination, potential hazards to the end-user and/or patient, and the impact of any deviations from specified procedures, processes, or specifications on product quality or to the end-user. In addition, specific training in microbiological and particulate contamination and the potential risk of contamination to the patient is provided to select employees.

Corporate Initiatives

At Stevanato Group Company Values and Guiding Principles are considered the heart of any Learning and Development Initiative. In 2024, the Annual People Development Cycle (APDC) evaluation process has been enriched with new elements. Dedicated workshops have been run to reinforce the importance of this yearly cycle and the power of a transparent conversation between manager and direct report, also in a cross-culture environment. Furthermore, during 2024, the Group continued the program aimed to foster and strengthen a Customer-Centric Mindset through the involvement of a selected number of Ambassadors that raised awareness and sensitized a bigger population on the importance of a Customer Centricity approach. The program foresees the inclusion of all Stevanato Group employees. The Company recognizes that managers are one of the most important assets for the success and the sustainability of the Group. For this reason, we dedicate time and resources in designing a new customized program that will reinforce leadership competencies at all levels and will equip "people managers" with updated skills, critical to running the new challenges and leading the continuous growth the Group is facing.

Moreover, the Group's Graduate Program offers to recent graduates two job rotations and the development and presentation of a work project.

Finally, "Lean Six Sigma" and "SG STEPS" programs have been developed to further upgrade and improve Stevanato employees' skills:

- Lean Six Sigma is a training program designed to enhance employees' skills and
 competencies, ultimately improving efficiency, speed, and execution quality. The program
 is aligned with the Annual People Development Cycle (APDC), and in 2024, the Company
 engaged approximately 300 selected employees in a structured certification process. This
 program contributes as a key enabler of business benefits, including enhanced safety,
 progressive quality, cost savings, increased productivity, and higher customer satisfaction.
- SG STEPS involves employees at sites, aiming to provide a common model for all processes, driving the transformation towards Best-in-Class Operations Management. The program consists of key building blocks, with the "Education & Training" pillar focused on developing skills and fostering organizational growth to nurture and retain talent, in alignment with the SG STEPS journey. In 2024, employees trained through this program played a crucial role in project execution, providing the benefits of upskilled employees to the Group.

Benefits in Stevanato Group

Stevanato Group is currently implementing benefits policies at all of its sites worldwide. The main topics covered by such policies are the following and vary according to local laws and regulations:

- Maternity and family support (e.g., some countries guarantee a fragility and birth bonus, or an extended maternity leave period);
- · Healthcare;
- Disability (e.g., permits for taking care of disabled/ill minor children, or retention of the job until full recovery in the event of life-threatening illness requiring ongoing treatment);
- · Trade unions (in almost all countries of the Group);
- · Retirement and pensions (in almost all countries of the Group);
- Insurance:
- Flexibility, work-life balance, and wellbeing (e.g., several sites have emotional wellbeing programs with psychological support provided by a dedicated professional).

Partnerships with Training Institutes and Universities

Stevanato Group is strongly committed to discovering and cultivating employees of the future. To this end, the Company promotes close collaborations with schools and universities to establish school-work alternation and internship opportunities, and other forms of collaboration for both hiring and research purposes, research grants and fellowships and joint laboratories. The Group regards these esteemed partnerships as a pivotal element of its sustainability strategy, as they directly improve students' career prospects and their placement in the labor market. Over the years, the Group has initiated various collaborations with schools and universities in the areas where the Company's sites are located. Locally based partnerships are the best way to promote the Company and attract talent. In 2024, a workshop with a U.S.-based university business school was completed to give relevant leadership-related outputs to some of the Group's people managers and senior directors.

5.3 • Occupational Health & Safety

Stevanato Group is committed to operating its business under the principles of ZERO accidents, safe behavior and the highest work environment standards.

Stevanato Group prioritizes the Health and Safety of its employees through physical and mental harm prevention and promotion of employee health.

The Company complies with occupational Health and Safety regulations, a Code of Ethics, and the Group's EHS Policy and Guidelines. Risk assessments are regularly performed to detect and assess workplace hazards, and to engage employees in the development, implementation and performance evaluation of occupational Health and Safety management systems.

Stevanato manages various aspects of health, safety, and environmental impacts through its EHS Policy, management system corporate policies, reference standard procedures, and supporting documents. Stevanato Group companies are mostly ISO 45001:2018 certified (for details, please see section 2.2). At the Group level, EHS is overseen by the headquarters' EHS Group Director, while local site EHS Coordinators ensure the

implementation of Group policies and programs. Each entity establishes a documented training program, allowing employees to acquire the necessary EHS skills. Stevanato provides EHS education and training to all employees (20,373 hours WW in 2024).

Employees and their representatives' participation and consultation in the development, implementation, and evaluation of the occupational Health and Safety management system are obtained through:

- involvement and prior consultation regarding the identification of hazards, risk assessment, control measures, preventive measures and accident analysis;
- involvement in the development and revision of EHS policies, objectives and goals;
- periodical meetings held in accordance with the frequency and method of the local legislation.

Employees are requested to inspect workplaces for potential risks every day, before starting work or a

new job, reporting each hazardous condition via TAG formats. The Improvement Team on Safety, led by the department of Supervisors, addresses follow-up activities and corrective-action tracing, Monthly safety inspections of responsibility areas are performed by Supervisors and Shift Leaders, with checklists periodically reviewed by local Top Management. Formal investigations of incidents with no serious consequences are led by department leaders, with the involvement of Top Management as needed. Corrective actions are taken to avoid repeating accidents, and injuries are reviewed by the HQ EHS dept. HR and the local EHS Coordinator support injured employees' return to work via a re-entry program.

Employees use a TAG system for reporting unsafe acts, behaviors, and near misses, which are clearly posted in working areas or departments. The Improvement Team analyzes reported events weekly, identifying root causes and assessing opportunities for improvement or corrective actions. The Company's medical service periodically visits

GRI 403-9: Occupational Health & Safety Rates and Injuries¹

Work related injuries	2024	2023
Number of recorded work-related injuries	46	75
Number of high-consequence work- related injuries (excluding fatalities)	-	-
Number of fatalities as a result of work- related injury	-	-
Number of worked hours	9,277,389	9,534,140
Rate of recordable work-related injuries ²	4.96%	7.87%
Rate of high-consequence work-related injuries (excluding fatalities)	-	-
Rate of fatalities as a result of work- related injury	-	-
Rate of total injuries occurred at work	4.96%	7.87%

¹ The scope of Health and Safety data includes employees only. In 2024, there were 3 injuries with no high consequences among external workers.

to prescribe medical protocols for residual risks based on a risk analysis of tasks, which are reviewed cyclically.

In some Group entities, employees have access to additional healthcare insurance that includes agreements with third-party providers with reimbursement of expenses and services. Furthermore, in compliance with legislative requirements, all the Group companies provide periodic mandatory medical visits carried out by an assigned doctor, who assesses employee health and job suitability. Stevanato Group companies also organize initiatives aimed at promoting health through diverse, free-of-charge medical care services. Several health promotion campaigns have been carried out to promote awareness and good practices such as flu vaccination campaigns, medical issues and cardiovascular disease prevention campaigns, cancer prevention campaigns, safety training programs, and initiatives promoting a healthy lifestyle. For further details, please refer to the corporate website's ESG section.

The Stevanato Group Program continued in 2024 with eight pillars and included a "zero injuries" long-term safety policy for promoting proper Health and Safety conduct at all levels, supporting a World Class Operations Management (WCOM) transformation that meets the demands of customers at the global level. In 2024, there were 46 work-related injuries at the Group level, with zero high-consequence injury cases; no work-related fatalities were reported.

The most common injuries reported were slips, trips, falls and cuts from handling glass products and equipment. Hazards include slippery surfaces and uneven footing, which are identified and eliminated through the accident investigation procedure.

 $^{{\}bf 2.} The KPI has been calculated with the following formula: (Number of recordable work-related injuries: Number of hours worked) <math>\times$ 1,000,000, equivalent to LTIFR (Lost-Time Injury Frequency Rate).

6. Supply Chain and Procurement

6.1 • Responsible Supply Chain & Procurement

Stevanato Group aims to have an optimized and risk-mitigated supply chain and manufacturing network with a diversified supplier base and ongoing engagement with key partners.

Stevanato Group's supplier selection process and purchasing conditions are inspired by the values and criteria of competitiveness, objectivity, respectability, correctness, impartiality, fair pricing and quality. Procurement processes aim to achieve competitive results for the Group while ensuring fairness and impartiality towards every supplier in possession of the necessary prerequisites.

The contractual relations with Stevanato Group are subject to an initial assessment at the time of purchase and are regularly monitored. The Company has specified analytical purchasing rules that establish the contractual conditions, and govern the purchase of raw materials, semi-finished products, or preparations and services.

Stevanato Group's supply chain is composed of more than 5,200 suppliers, of which more than 600 are equivalent to about 90% of spending. Stevanato Group works incessantly to meet pharmaceutical quality and regulatory industry standards for products and services. To do so, it carries out quality control audits on its suppliers by following specific procedures designed by Stevanato Procurement functions focused on documentation management,

production processes, and other factors. Stevanato Group is also audited by its own corporate customers.

Since 2021, Stevanato Group requires all suppliers to adhere to its Code of Conduct³. Adherence ensures compliance with existing laws, loyalty, professional rigor, and correctness as well as respect for the environment, human rights, and workers' rights. Any conduct that differs from these principles could result in the termination of the business relationship or be a precluding factor for additional collaboration. Stevanato Group requires its suppliers and service providers (in terms of legal compliance) to comply with the statutory requirements of the applicable legal system and with the recognized international standards of ethical

3 The Group mandates suppliers to follow legal and ethical standards, promote equal opportunities, prevent any forms of child labour as per ILO conventions. Regarding employees' safety, the Code highlights the need for suppliers to take responsibility for staff by implementing precautionary measures, preventing accidents and providing H&S training. Finally, suppliers must follow environmental laws and regulations, secure and maintain required environmental permits, operate sustainably, reducing energy use and emissions, promote waste recycling and handle hazardous materials according to the law.

conduct. Hence, Stevanato's procurement practices towards suppliers are continuously reviewed to ensure alignment with the Supplier Code of Conduct and to avoid potential risks and conflicts with ESG requirements.

Since 2021, Stevanato Group has collaborated with EcoVadis on an ongoing basis. With EcoVadis' support, Stevanato Group mapped out and prioritized its supplier base by ESG topics and related risks, including climate-related issues, with the goal of monitoring their environmental and social responsibility throughout the value chain. Through EcoVadis platform, it is provided suppliers with training, education programs, benchmarks and corrective actions plan. In addition, a supplier questionnaire is distributed to suppliers, including an ESG section survey. Based on the collected data, Stevanato Group requests deep dives and corrective actions where necessary.

Stevanato Group has mapped its supplier base, focusing specifically on the most significant suppliers based on expenditures. Moreover, through the EcoVadis program, Stevanato Group has trained its Group's buyers and/or internal stakeholders, as per their roles, on ESG topics and the importance of using EcoVadis platform. By the end of 2024, 229 suppliers (more than 52% of total Supplier Base Spending) had been assessed.

The results of the assessment showed an overall score of 56.6 based on reviews of all 229 suppliers, as shown in the table below. Stevanato Group has higher than average scores across all four areas compared to the EcoVadis benchmark. In addition, 77% of suppliers have a score above 45. Stevanato Group started to require corrective action plans for suppliers with an EcoVadis rating below a pre-determined threshold, which is equivalent to about less than 10% of the suppliers assessed. Moreover, periodic monitoring is conducted for suppliers whose rating exceeds this threshold to ensure ESG oversight.



Score Distribution



Finally, suppliers have been divided by location, taking into consideration their registered offices, and defined as local or not in comparison to Stevanato Group's presence with its sites.

For the drug containment solutions business, the Italian sites were included in the scope of the analysis. According to the analysis, the distribution of their procurement expenses for glass suppliers is linked mostly to Italy, with a value of 49%, followed by the rest of the EU with 44%, and extra-EU, with 7%. For the In-Vitro-Diagnostic (IVD) business, the Company included in the scope of analysis the site in Germany. Of its suppliers, 72% are in Germany, followed by the rest of the EU with 21% and extra-EU with 7%. Finally, for the Engineering Segment, the companies in the scope of analysis included the Italian and Danish sites. Analyzing the Italian site, almost all expenses are connected to Italy with a value of 92%, followed by the rest of the EU, with 6%, and extra-EU with 2%. The majority of Stevanato Group expenses in Denmark are local, with a value of 90%, followed by the rest of the EU, with 9%, and extra-EU with 1%. Combining the two companies, EU purchases represent 99% of the total expenditure.

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7. Environment

7.1 • Stevanato Group's Commitment to the Environment

Stevanato Group relentlessly seeks to reduce any negative environmental impact of its processes and products. Accordingly, the Group aims to deal with climate and nature-related risks through the optimization of natural resource consumption, improved efficiency, and innovative solutions, as reflected in the Group's EHS policy.

To monitor its environmental footprint, Stevanato Group set up a global management system that identifies potential risks, enacting preventive measures and attentive supervision. The Environmental Management System is compliant with ISO 14001; for details, please see

Stevanato Group has identified the possible environmental impact areas of its business through the Materiality Analysis (see section 2.1 Approach to Sustainability), which includes energy consumption, GHG emissions, water management, and waste management. The Group regularly monitors and manages these impact areas to ensure compliance with the ruling legal requirements of the countries in which it operates.

7.2 • Energy Consumption and GHG Emissions

Attention to the environment is one of the priorities of the Sustainability Group Strategy. This includes managing its energy consumption.

According to work conducted as part of the Sustainability Strategy - in particular, on the development of the plan to reduce GHG emissions - Stevanato Group performed energy audits and analyses in order to identify the causes of inefficiency and find solutions. For companies in the drug containment solutions business, the main energy sources are natural gas and electricity, whereas for Drug Delivery Systems, In-Vitro Diagnostic Solutions, and the Engineering segment, the main energy vector is electricity.

Additional consumption derives from diesel and gasoline fuel both for heating and for emergency electrical generators in the drug containment solutions sites in Piombino Dese, Brazil, and Mexico, and for transportation of the Company's logistic vehicles and company cars. To foster sustainable mobility, the Group began upgrading its company fleet to hybrid vehicles in 2021

Stevanato Group has introduced a number of initiatives focused on mitigating energy consumption:

- · Carried out several efficiency measures at sites;
- Progressed on the sourcing of renewable-based electricity through Guarantees of Origin in both Danish and Italian sites;
- Improved lighting systems through investment in LED technologies;
- Installed photovoltaic energy systems that became operational in 2024 in Italy, Mexico, and China.

The table summarizes the organization's annual energy consumption. Energy consumption in 2024 was fairly stable compared with 2023. In 2024, renewable-based electricity was about 23% of total electricity use. Meanwhile, Stevanato Group had a significant increase of the self-produced energy from photovoltaic panels thanks to the installation of panels in the China and Mexico sites. On the next page are the main types of emissions related to the above-mentioned energy sources. In particular, to report greenhouse gas emissions, Stevanato Group has joined the Greenhouse Gas (GHG) Protocol, which distinguishes emissions between Scope 1, direct emissions associated with sources owned or controlled by the Group, and Scope 2, indirect emissions deriving from the consumption of purchased energy.

In compliance with GRI Reporting Standards, emissions are calculated according to location and market

GRI 302-1: Energy consumption within the organization¹

Types of consumption [GJ]	2024 [GJ]	2023 [GJ]
Natural Gas (non-renewable sources)	832,242.5	871,593.2
Diesel (non-renewable sources)	5,557.1	5,914.5
Gasoline (non-renewable sources)	5,180.4	4,433.9
LPG (non-renewable sources)	530.5	601.0
Liquid fuels (non-renewable sources)	11,268.0	10,949.4
Electricity purchased	507,079.2	468,364.0
from renewable sources (with certificate of origin)	114,030.0	56,322.0
from non-renewable sources	393,049.2	412,042.0
Electricity from photovoltaic systems (self-consumed)	2,297.6	68.1
Electricity purchased and internally produced by photovoltaic systems	509,376.9	468,432.2
Thermal energy	541.4	427.9
Total energy consumption	1,353,428.9	1,351,402.6
of which from renewable sources	116,327.6	56,390.1
of which from non-renewable sources	1,237,101.2	1,295,012.5

¹ Conversion factors for all fuels are taken from DEFRA 2024 and 2023.

methodologies using appropriate emission factors. Specifically, emissions are calculated by directly measuring the relevant energy source and the conversion into GHG to determine the value of the ${\rm CO_2}$ equivalent.

The location-based method reflects the average GHG emissions of grids on which energy consumption occurs, using mostly grid-average emission factor data, while the market-based method reflects emissions from electricity that an organization has purposefully chosen. Regarding Scope 2, the market-based method, part of GHG emissions related to electricity were avoided by using renewable-based sources in Italy and Denmark, as defined by GRI Standards.

In sum, in 2024, the Group registered a value for total emissions (Scope 1 and Scope 2 market-based) of 94,011.0 tons of CO_2 , stable if compared to 94,539.2 tons of CO_2 in 2023.

GRI 305-1: Direct greenhouse gas emissions (Scope 1)1

From non-renewable sources	Unit	2024	2023
Natural Gas	t CO ₂ eq.	42,304.0	44,311.8
Liquid Fuels	t CO ₂ eq.	717.8	702.1
Refrigerant Gas	t CO ₂ eq.	482.2	510.9
Total direct emissions by GHG (Scope1)	t CO, eq.	43,504.0	45,524.8

¹ These figures have been calculated using DEFRA 2024 and 2023 emission factors according to the GHG Protocol methodology. The consolidation approach for the Group's emissions is the operational control. Figures refer to CO₂ equivalents when available. Data are presented without consideration of any offsetting instruments.

GRI 305-2: Indirect greenhouse gas emissions (Scope 2) – Emissions calculated according to the "location-based" and "gross market-based" method¹.²

Scope 2	Unit	2024	2023
Electricity – Location-Based	t CO ₂ eq.	47,519.9	43,444.9
Electricity – Market-Based	t CO ₂ eq.	50,507.0	49,014.4

¹ The conversion factors used for Scope 2 - Location-Based method - are taken from TERNA.

² The conversion factors used for Scope 2 – Gross Market-Based method – are taken from European Residual Mix: AIB 2023. When an AIB emission factor is not available, conversion factors are taken from Terna.

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7.3 • Water Management

Water management is a key aspect of the Company's environmental approach and a significant topic noted by Stevanato Group stakeholders in the Materiality Analysis in relation to the following:

- Defining strategies to increase efficiency and reduce water use, especially for the Group's production activities, including water reuse and recycling methods.
- Implementing and monitoring effective measures for the correct management of industrial waste-water discharge, especially discharges containing dangerous substances, in full compliance with current regulations.

Stevanato Group draws 58% of its water from local underground sources, with the remaining 42% coming from the public water supply. Water is used in the production process in the following operations:

- Washing and sanitizing semi-finished glass products for pharmaceutical companies;
- · As a carrier fluid in cooling systems;
- · As a cleaner for hygienic uses;
- · For catering in the Company canteen.

Companies in the DDS, IVD, and Engineering segments use water almost exclusively for hygiene, cleaning, and catering purposes. The water used in these sites

comes from public services. The sites that are ISO 14001 certified are reported in section 2.2. Overall water usage is assessed according to the protocols dictated by certification standards as part of the environmental impact analyses. The data obtained are periodically reviewed by the Group and communicated to local authorities and monitored for environmental performance. The environmental impact is related to water withdrawn and water discharges.

The quality of the water discharged by the Group's sites during normal operations has little impact on external watercourses and treatment sites. However, the amount of water withdrawn by Stevanato and the quantity of its discharges can impact the ecosystem. To minimize the withdrawal of groundwater and its impact on local communities, starting from 2020, the Group modified the water distribution system at its Company headquarters, channeling, filtering and cooling water from the semifinished product sanitizing process (WFI – Water For Injection) so that it can be reutilized. This innovative solution has helped reduce water withdrawal by 10,000 m³/year at the Piombino Dese site. In Mexico and Brazil, water from production processes is treated and made suitable for irrigation and gardening.

Starting in 2020, water withdrawal at production sites has been monitored to assess locally based water stress. The Group utilizes the Water Resource Institute Tool to identify water-stress areas of the organization's water use and water-related impacts and to identify possible measures to manage them

According to the Water Resource Institute Tool, the Group's Latina (Italy), Mexico, and California sites are located in high- and extremely high-water-stressed areas4.

 ${\bf 4}$ For the identification and measurement, reference was made to the interactive map of the Aqueduct Water Risk Atlas.

Water withdrawal data are calculated based on the official figures reported in the water supplier's documentation, which notes the amount of water withdrawn from public service. In order to accurately monitor the volume of water taken from underground sources, a specific water meter has been installed. In 2024, the increase in water withdrawn was mainly related to increased production at high-quality level.

In terms of water discharge, effluents are monitored in accordance with regular and precise chemical analyses, which are regulated by a monitoring and control procedure by the operating unit. Generally, water effluents from the Group's offices and production sites are discharged into the public sewer system based on a specific contract, which also outlines the acceptable limits in compliance with legislation.

The data presented in the following table are the result of measurements, where available, and estimations. Overall, the Company's sites manage water discharge in accordance with local requirements. It is important to note that water discharge from production facilities, which is mainly the result of sanitization, does not have a significant environmental impact.

GRI 303-3 2018: Water withdrawal	As of Dece	mber 31, 2024	As of December 31, 2023		
Unit of Measure: Megaliters	All areas	Areas with water stress	All areas	Areas with	
Groundwater (total)	290.8	48.2	271.9	45.5	
Freshwater (≤1,000 mg/L Total Dissolved Solids)	290.8	48.2	-	-	
Other water (>1,000 mg/L Total Dissolved Solids)	-	-	271.9	45.5	
Third-party water (total)¹	206.8	33.1	172.7	24.7	
Freshwater (≤1,000 mg/L Total Dissolved Solids)	206.8	33.1	172.7	24.7	
Other water (>1,000 mg/L Total Dissolved Solids)	-	-	-	-	
Total water withdrawal	497.6	81.3	444.6	70.2	

¹ Third-party water withdrawal for water-stressed areas is from surface water, with 33.1 Ml as of 31/12/2024 and 24.7 Ml as of 31/12/2023.

Stevanato Group Sustainability Economic Value Innovation Human Capital Supply Chain <u>Environment</u> Local Communities

GRI 303-4 (2018): Water discharge	As of Dece	mber 31, 2024	As of December 31, 2023		
Unit of Measure: Megaliters	All areas	Areas with water stress	All areas	Areas with water stress	
Surface water	21.8	21.8	16.0	16.0	
Third party water	229.1	27.6	191.0	24.0	
Freshwater (≤1,000 mg/L Total Dissolved Solids)	186.8	-	-	-	
Other water (>1,000 mg/L Total Dissolved Solids) - delivered to treatment plant	12.3	12.3	28.5	23.5	
Other water (>1,000 mg/L Total Dissolved Solids) - other	30.0	15.3	162.5	0.5	
Total water discharge	250.9	49.4	207.0	40.0	
Freshwater (≤1,000 mg/L Total Dissolved Solids)	208.6	21.8	-	-	
Other water (>1,000 mg/L Total Dissolved Solids)	42.3	27.6	207.0	40.0	

7.4 • Waste Management

Stevanato Group is dedicated to reducing natural resource consumption related to processes and products over their entire life cycles.

Stevanato Group pays special attention to waste production, respecting all the mandatory regulations in every country in which it operates. As defined in the EHS Policy, the Group strives to minimize the total amount of waste using the best available techniques and reports results to stakeholders. The waste produced by the Group's companies derives from the production processes and comes mainly from warehousing (packaging materials), production (production and quality waste) and ancillary activities, such as maintenance and office work. Sites dedicated to the production of glass primary drug packaging generate several types of waste depending on the manufacturing operations.

Stevanato stresses the importance of circularity in its production process as per the corporate sustainability and circular innovation measures. Its Waste to Value practices

give new purpose to material like glass and plastics scraps that would otherwise become trash. Indeed, Stevanato Group invests in innovative practice solutions to upcycle its waste as it does in its sites in Germany and Slovakia as part of the sites' circular loops.

The Group's waste management process involves collecting and storing waste in designated areas and specific containers according to the type of waste. Volumes are controlled by measuring the masses delivered to the disposal plants. The relevant data are stored in a specific database for each site and shared at the Group level so that it can be monitored by the central EHS department. Waste for disposal is entrusted to third parties that operate in compliance with the relevant contractual or legal regulations. Moreover, to improve its waste management methods, Stevanato Group has begun exploring new opportunities to expand its corporate sustainability and circular innovation measures.

All sites producing drug containment solutions are committed to implementing glass scraps reuse through specialized partners, which convert waste into new raw material. In specific instances where solutions are not found, alternative improvements are pursued. Following this principle, in 2024, the Slovakian site installed a waste treatment line that grinds scraps and selects materials to produce glass granulate to be re-used.

GRI 306-3 (2020): Waste generated ¹	As of December 31, 2024			As of December 31, 2023		
	Recovered	Not Recovered	Total (ton)	Recovered	Not Recovered	Total (ton)
DCS Business	6,760	538	7,298	7,225	749	7,974
DDS, IVD Business	722	14	736	1,084	412	1,496
Engineering Business	237	50	286	171	49	220
Total (ton)	7,719	602	8,321	8,480	1,211	9,691

1 No additional information are provided for confidentiality reasons

In 2024, hazardous waste accounted for 6.5% of the total volume of waste produced, which was almost stable compared to the previous year. Waste production decreased (-14%) in 2024, thanks to improvement in process efficiency and the finalization of refurbishing activities. In 2024, waste recovered and prepared to reuse, recycling, and treatment was 92.8% of the total amount of waste produced.

8. Local Communities

8.1 • Local Communities' Engagement

Stevanato Group has always been closely linked to the land and the communities in which it operates. In Italy, where it has been present for more than 75 years, Stevanato Group has demonstrated its commitment to the local area for decades, reconciling its industrial development by improving the overall quality of people's lives.

As in the past, Stevanato Group is increasing its engagement with its local communities, as evidenced by locally led initiatives through the Group's various sites around the world.

- In Piombino Dese (Italy), as an education initiative, students at a local high school took Yellow Belt courses and certifications on quality and process improvements.
- In China, as an education initiative, an interactive periodic table cabinet was donated to help students with their chemistry studies and inspire future interest in the subject. Additionally, the Company signed a five-



year agreement with the school, becoming their career planning course base.

- In Slovakia, as a social engagement initiative, employees provided Christmas gifts for elderly residents in retirement homes and hospitals.
- In Mexico, as social engagement initiatives, the local staff organized activities for children and families, including creative projects and interactive experiences.

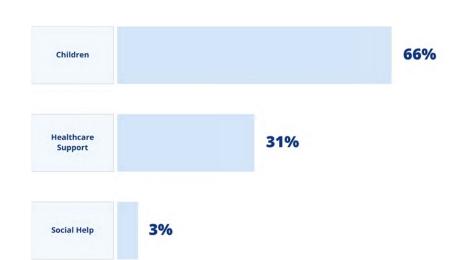
 In Brazil, as a social engagement initiative, employees supported people affected by floods by collecting goods of first aid.

In 2024, Stevanato Foundation focused on the areas of social welfare, social health, education and training, with special attention to children and youth, by implementing a series of initiatives

2024 - Stevanato Foundation **Distribution of Donations**

The main initiatives were as follows:

- · Donated two portable echocardiographs to two local hospitals in northeastern Italy to enhance diagnostic and therapeutic service in cardiology departments;
- Provided equipment to set up a new gymnasium, for disabled children within the SPECIAL OLYMPICS Project;
- · Launched, with a local association, a two-year outof-school care project dedicated to children with autism spectrum disorders which belong to families in socioeconomic distress.
- Finally, the Foundation has given support to primary and secondary schools of Piombino Dese (IT). This includes:
- · after-school activities for children with learning difficulties;
- support for children with disabilities during school
- hours with dedicated teachers;
 support for children facing health or socio-economic challenges, with summer camps during the school summer break.



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Annex

GRI 2-7: Number of employees by type of employment contract¹

Employment contract	as of De	as of December 31, 2024			as of December 31, 2023		
	Men	Women	Total	Men	Women	Total	
Italy	1,883	1,268	3,151	1,863	1,264	3,127	
Permanent	1,681	1,153	2,834	1,553	1,060	2,613	
Temporary	202	115	317	310	204	514	
Rest of EU	746	376	1,122	791	419	1,210	
Permanent	682	352	1,034	738	397	1,135	
Temporary	64	24	88	53	22	75	
Extra EU	694	554	1,248	707	582	1,289	
Permanent	609	501	1,110	625	526	1,151	
Temporary	85	53	138	82	56	138	
Total	3,323	2,198	5,521	3,361	2,265	5,626	

^{1 2024} figures have been adjusted for a calculation improvement.

GRI 2-7: Number of employees by type of job1

Part time / Full time	as of December 31, 2024			as of De	as of December 31, 2023		
	Men	Women	Total	Men	Women	Total	
Italy	1,883	1,268	3,151	1,863	1,264	3,127	
Full time	1,875	1,176	3,051	1,859	1,173	3,032	
Part time	8	92	100	4	91	95	
Rest of EU	746	376	1,122	791	419	1,210	
Full time	726	351	1,077	778	395	1,173	
Part time	20	25	45	13	24	37	
Extra EU	694	554	1,248	707	582	1,289	
Full time	693	554	1,247	707	582	1,289	
Part time	1	-	1	-	-	-	
Total	3,323	2,198	5,521	3,361	2,265	5,626	

¹ The Part-time category includes non-guaranteed hours employees: 1 employee (Man) as of 31 December 2024 in Rest of EU, and 2 employees (Men) as of 31 December 2023 in Rest of EU.

GRI 401-1: Incoming employees by age group and gender (n° and %) in 2024¹

Incoming employees						
by age	Men	%	Women	%	Total	%
<30 years old	193	5.8%	128	5.8%	321	5.8%
30 – 50 years old	217	6.5%	150	6.8%	367	6.6%
>50 years old	50	1.5%	28	1.3%	78	1.4%
Total	460	13.8%	306	13.9%	766	13.9%

¹ in the GRI 401-1 related data, the age of employees is calculated based on the date of when hire/exit occurred.

GRI 401-1: Incoming employees by gender and region (n° and %) in 2024

Incoming employees				
by region	Italy	Rest of EU	Extra EU	Total
Men	222	84	154	460
%	6.7%	2.5%	4.6%	13.8%
Women	111	27	168	306
%	5.1%	1.2%	7.6%	13.9%
Total	333	111	322	766
%	6.0%	2.0%	5.8%	13.9%

GRI 401-1: Incoming employees by age group and gender (n° and %) in 2023

Incoming employees						
by age	Men	%	Women	%	Total	%
<30 years old	393	11.7%	198	8.7%	591	10.5%
30 – 50 years old	407	12.1%	228	10.1%	635	11.3%
>50 years old	80	2.4%	31	1.4%	111	2.0%
Total	880	26.2%	457	20.2%	1,337	23.8%

GRI 401-1: Incoming employees by gender and region (n° and %) in 2023

Incoming employees				
by region	Italy	Rest of EU	Extra EU	Total
Men	542	142	196	880
%	16.1%	4.2%	5.8%	26.2%
Women	249	68	140	457
%	11.0%	3.0%	6.2%	20.2%
Total	791	210	336	1,337
%	14.1%	3.7%	6.0%	23.8%

GRI 401-1: Outgoing employees by age group and gender (n° and %) in 2024

Outgoing employees						
by age	Men	%	Women	%	Total	%
<30 years old	186	5.6%	121	5.5%	307	5.6%
30 – 50 years old	250	7.5%	201	9.1%	451	8.2%
>50 years old	71	2.1%	53	2.4%	124	2.2%
Total	507	15.3%	375	17.1%	882	16.0%

GRI 401-1: Outgoing employees by gender and region (n° and %) in 2024

Outgoing employees				
by region	Italy	Rest of EU	Extra EU	Total
Men	206	131	170	507
%	6.2%	3.9%	5.1%	15.3%
Women	107	71	197	375
%	4.9%	3.2%	9.0%	17.1%
Total	313	202	367	882
%	5.7%	3.7%	6.6%	16.0%

GRI 401-1: Outgoing employees by age group and gender (n° and %) in 2023

Outgoing employees						
by age	Men	%	Women	%	Total	%
<30 years old	218	6.5%	135	6.0%	353	6.3%
30 – 50 years old	289	8.6%	219	9.7%	508	9.0%
>50 years old	67	2.0%	44	1.9%	111	2.0%
Total	574	17.1%	398	17.6%	972	17.3%

GRI 401-1: Outgoing employees by gender and region (n° and %) in 2023

Outgoing employees				
by region	Italy	Rest of EU	Extra EU	Total
Men	245	136	193	574
%	7.3%	4.0%	5.7%	17.1%
Women	123	69	206	398
%	5.4%	3.0%	9.1%	17.6%
Total	368	205	399	972
%	6.5%	3.6%	7.1%	17.3%

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GRI content index

Statement of use	Stevanato Group has reported the information cited in this GRI content index for the period January 1 to December 31 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION	Page NO. / Notes
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	2-3 Reporting period, frequency and contact point	Methodological Note	p. 5-6
	2-4 Restatements of information	Methodological Note	p. 5-6
	2-5 External assurance	Methodological Note	p. 5-6
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	2-6 Activities, value chain and other business relationships	Organizational Details	p. 9-13
		Responsible Supply Chain & Procurement	p. 47-49
	2-7 Employees	Stevanato Groups' Human Resources	p. 39-41
		Annex	p. 59-61

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	3-2 List of material topics	Approach to Sustainability	p. 18-20
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GRI 201: Economic Performano 2016	201-1 Direct economic value generated and distributed	Stakeholder Value Creation	p. 24
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GRI 3: Material Topics 2021		Responsible Supply Chain & Procurement	p. 47-49
GRI 204: Procurement Practice	204-1 Proportion of spending on local suppliers	Responsible Supply Chain & Procurement	p. 47-49

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GRI 3: Material Topics 2021		Ethics, Integrity and Compliance	p. 16-17
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Ethics, Integrity and Compliance	p. 16-17
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethics, Integrity and Compliance	p. 16-17
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GRI 3: Material Topics 2021		Energy Consumption and GHG Emissions	p. 50-52
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Consumption and GHG Emissions	p. 50-52
	Water management		
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GRI 3: Material Topics 2021		Water Management	p. 53-55
	303-1 Interactions with water as a shared resource	Water Management	p. 53-55
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	Water Management	p. 53-55
GKI 303: Water and Effluents 2018	303-3 Water withdrawal	Water Management	p. 53-55
	303-4 Water discharge	Water Management	p. 53-55
	GHG emissions		
CDI D. Mantarial Tarrian 2004	3-3 Management of material topics	Approach to Sustainability	p. 18-20
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	305-1 Direct (Scope 1) GHG emissions	Energy Consumption and GHG Emissions	p. 50-52
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	Waste management		
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	306-1 Waste generation and significant waste-related impacts	Waste Management	p. 55-56
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ania 11-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1	3-3 Management of material topics	Approach to Sustainability	p. 18-20
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Stevanato Group

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GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health & Safety	p. 45-46
	403-5 Worker training on occupational health and safety	Occupational Health & Safety	p. 45-46
	403-6 Promotion of worker health	Occupational Health & Safety	p. 45-46
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety	p. 45-46
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GRI 3: Material Topics 2021		Ethics, Integrity and Compliance	p. 16-17
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Ethics, Integrity and Compliance	p. 16-17
	Local communities' engagement		
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
aki a. materiai Topics 2021		Local Communities' Engagement	p. 57-58

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GRI 413: Local Comm	uunities 2016	413-2 Operations with signification local communities	ant actual and potent	ial negative impacts	GRI Content Index		In 2024, no significant actual or potential negative impacts on local communities were registered.
			Product quality	and responsibility			
GRI 3: Material Topics 2021		3-3 Management of material topics		Approach to Sustainability		p. 18-20	
				Product Quality and Responsibility		p. 38	
GRI 416: Customer H Safety 2016	ealth and	416-2 Incidents of non-complia impacts of products and service		nealth and safety	Product Quality and Resp	onsibility	p. 38
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Independent Audit Report





Stevanato Group Sustainability Economic Value Innovation Human Capital Supply Chain Environment Local Communities

Independent Audit Report



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Global footprint with operating units and commercial offices in 9 countries.

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STEVANATO GROUP S.P.A.

REPORT OF THE AUDIT COMMITTEE TO THE SHAREHOLDERS ON THE ACTIVITIES CARRIED OUT IN THE FINANCIAL YEAR 2024





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On May 28, 2021, following the approval of the by-laws (the "By-Laws"), Stevanato Group S.p.A. (the "Company" or "Stevanato") adopted the one-tier system of corporate governance pursuant to articles 2409-sexiesdecies and subsequent of the Italian Civil Code (the "Civil Code"), which provides for the Company's direction and internal control activities to be carried out, respectively, by the Board of Directors and by the Audit Committee (Comitato per il controllo sulla gestione; the "Committee") established within the Board of Directors.

According to the provisions of law, the Committee shall supervise the adequacy of the Company's organizational structure, the internal control system and the administrative and accounting system, as well as its suitability to present fairly the Company's management facts, and perform the additional tasks entrusted to it by the Board of Directors, with particular regard to the relations with the audit firm in charge of the statutory audit (the "Audit Firm").

Pursuant to the By-Laws, and following the listing of the Company's ordinary shares on the New York Stock Exchange ('NYSE" and the "Listing"), the Committee shall also exercise the role of the "Audit Committee" pursuant to US laws and regulations and the NYSE Listing Rules applicable to the Company.

In accordance with such provisions, on June 16, 2021, the Board of Directors adopted the Committee's charter (the **Charter**"), which provides that the Committee shall carry out, *inter alia*, the supervision and control of (i) business processes and procedures, with particular regard to the internal control and market information processes and to the risk management policies adopted by the Company; (ii) the financial information provided by the Company; and (iii) the activity and independence of the Audit Firm. On January 26, 2023 the Audit Committee revised the Charter, confirming its content without modifications.

Special functions are also assigned to the Committee by the Charter and by the policy on transactions with related parties approved by the Board of Directors on July 2, 2021 (the "Related Parties Policy"), with regard to, *inter alia*, (i) the appointment and determination of the compensation to be granted to the Audit Firm, (ii) the design of the policy and procedures for employees' reporting of objectionable facts (so-called "whistleblowing procedures"), and (iii) the approval of transactions to be entered into with related parties and of amendments to the Related Parties Policy. On May 5, 2024 the Audit Committee modified the Related Parties Policy according to organizational changes and the updated version has been published on the Company website.

This report – prepared in accordance with the Italian law and submitted to the Shareholders' Meeting convened for 23 May 2025– provides a brief description of the supervisory activities carried out by the Committee in the period from January 1, 2024 to December 31, 2024 (2024 financial year ending date) (the "Report").

*** *** ***

1. COMPOSITION AND MEETINGS OF THE COMMITTEE.

On May 247, 2024, the Board of Directors appointed as members of the Committee Mr. William Federici, Mr. Fabio Buttignon and Mr. Luciano Santel.

All of the Committee members meet the requirements of independence set out in Article 2399 of the Civil Code, as well as the additional independence and financial competence requirements set out by the US and NYSE regulatory provisions applicable to the Company.

In such respect, the Board of Directors determined that Mr. William Federici, Mr. Fabio Buttignon and Mr. Luciano Santel are "audit committee financial experts" as defined by the SEC rules and meet the financial experience requirement set forth by the NYSE Listing Rules. Moreover, in accordance with article 2409-octies decies, paragraph 3, of the Civil Code, Mr. Fabio Buttignon is a certified accountant and, therefore, is enrolled with the Italian Registry of Statutory Auditors established at the Ministry of Economy and Finance pursuant to Legislative Decree no. 39/2010.

On May 24, 2024, the Committee appointed Mr. William Federici as Chairman.

In 2024, seven meetings of the Committee were held, attended by, in addition to the members of the Committee, the following persons:, the former Chief Executive Officer (Mr. Franco Moro), and the new Chief Executive Officer (Mr. Franco Stevanato), the Chief Financial Officer (Mr. Marco Dal Lago), the Chief Information Officer (Mr. Lorenzo Bendinelli), the General Counsel, Senior Vice President, Company Secretary (Mr. Douglas J. Bruno), the Senior Vice

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President Investor Relations (Ms. Lisa Miles), the Internal Auditor (Ms. Andrea Damian), the Senior Director, Group Planning & Control (Mr. Diego Benatti), the Consolidation and Administration Manager (Ms. Silvia Stella), the Treasury Director (Mr. Giuliano Dalla Cia), the Tax Director (Mr. Marco Toniolo), the HR Internal Communication Coordinator / AFC Project Manager (Ms. Elisabeth Marin), the Director Legal (Ms. Leila Petrelli), the Compliance Manager (Claudia Costa), as well as the auditors responsible for the auditing of the Company's financial statements of appointed at the Shareholder meeting of May 24, 2023, by the Audit Firm PricewaterhouseCoopers S.p.A. (Mr. Luca Meneguz and Mr. Scott Cunningham).

Below is attached a table with an indication of the number of meetings attended:

Partecipants	Number of meetings	Percentage of attendance
William Federici	7	100
Fabrizio Bonanni	5	71,4
Fabio Buttignon	7	100
Luciano Santel*	2	28,6
CEO**	7	100
СБО	7	100
CIO	3	42,8
General Counsel, Senior Vice President, Company Secretary	7	100
Investor Relations Senior Vice President	7	100
Internal Auditor	7	100
Senior Director, Group Planning & Control	7	100
Consolidation and Reporting Manager	7	100
Treasury Manager	1	14,3
Tax Director	1	14,3
HR Internal Communication Coordinator / AFC Project Manager	7	100
Legal Manager	7	100
Compliance Manager	4	57,1
PwC S.p.A.	7	100

^{*}Luciano Santel was appointed as Audit Committee Member on May 24, 2024 - replacing Fabrizio Bonanni - and attended all of the 2024 Audit Committee meetings held after his appointment.

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** Franco Moro no longer served as CEO effective Jun 30, 2024.

The members of the Committee also took part in the following meetings of the Board of Directors (during the reporting period of this Report), as well as in the meetings of the other Committees of which they are members, namely:

- Mr. William Federici at ten (10) Board of Directors meetings, two (2) ESG Committee meetings and seven (7) Business & Strategy Committee meetings; and
- Mr. Fabrizio Bonanni at ten (10) Board of Directors meetings, five (5) meetings of the Nominating & Corporate Governance Committee and seven (7) meetings of the Business & Strategy Committee; and
- Mr. Fabio Buttignon at ten (10) Board of Directors meetings and two (2) ESG Committee Meeting; and
- Mr. Luciano Santel at four (4) Board of Directors meetings, three (3) meetings of the Nominating & Corporate Governance Committee and three (3) meetings of the Business & Strategy Committee.

2. GENERAL OBSERVATIONS.

The Committee obtained adequate information on the activities carried out by the Company, on the general economic performance and the foreseeable development of its operations, as well as on the financially most significant transactions carried out by the Company in the financial year 2024, including those carried out through companies directly or indirectly controlled (these companies, together with the Company, the "Group"), by (i) participating in the meetings of the Board of Directors, (ii) periodically meeting the Company's executive directors, the Chief Financial Officer and the other managers mentioned in the previous paragraph, the Audit Firm, and (iii) examining the documentation submitted to, or specifically requested, by the Committee.

3. SUPERVISORY ACTIVITIES ON THE ADEQUACY OF THE ORGANISATIONAL STRUCTURE OF THE COMPANY AND OF THE GROUP.

In accordance with the provisions of article 2409-octies decies, paragraph 5, of the Civil Code, the Committee supervised, within its duties and responsibilities, the adequacy of the organizational structure of the Company.

Through a series of meetings with the Executive Chairman of the Company, the Chief Executive Officer, the Chief Financial Officer, the Chief Information Officer, the Group Planning and Control Director, the General Counsel, the Consolidation and Reporting Manager, the Internal Audit Manager, the Committee carried out an assessment of the organizational structure of the Company and the Group, paying particular attention to the adequacy and effective functionality of the various operational and control functions and to the adequacy of risk management mechanisms.

Following the recent growth of the Company and, particularly, the Listing process, the organizational structure of the Company and the Group underwent significant changes, the implementation of which the Committee has constantly monitored.

Among the most significant changes in the Group's organizational structure implemented in the financial year 2024, also considering the continuous implementation of the regional structure, we point out the following:

- the appointment of Mr. Franco Stevanato as CEO in 2024;
- the appointment of the Chief Operations Officer a new role within the Group;
- the organizational reshape within the CTO organization;

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- the reorganization of the area of EMEA region for DCS plants and in Fishers (Indiana- USA) plant;
- the appointment of the Senior Director, Corporate Sales and Projects- a new role within the Group, due to the regional organization;
- the reorganization of the Drug Delivery System function and IVD Function;
- the appointment of the Senior Procurement Director;
- the reshaping of the controlling department;
- the appointment of Data Protection Officer according to the EU Reg. 679/2016 a new role within the Group.

The Company has also continued the reorganization based on a central corporate structure and 3 regions: EMEA, Americas, and APAC.

- 4. SUPERVISORY ACTIVITIES ON THE ADEQUACY OF THE INTERNAL CONTROL AND RISK MANAGEMENT SYSTEM OF THE COMPANY AND THE GROUP.
- 4.1. SUPERVISION OF THE ADEQUACY OF THE INTERNAL CONTROL SYSTEM.

Currently, the Company's control structure consists of:

- controls operating at the group or subsidiary level, such as: definition of the delegated powers, the segregation of duties, formalization of internal policies relating to business processes and allocation to various employees of the access rights for the use of the information technology systems adopted in each Group company;
- controls operating at the process level, such as: internal procedures, operating rules, authorization flows, reconciliations, management reviews, etc. This category includes controls concerning operational processes relating to the financial reporting and the financial statements closing process, as well as controls carried out by specific business functions. From time to time, these controls may be qualified as:
 - preventive, i.e. intended to prevent unintentional errors or fraud that could result in significant errors that would have a significant impact on financial reporting (material misstatement); or
 - monitoring / investigative (detective), i.e. designed to verify that any errors or fraud have not occurred / have not been implemented; and
 - manual, if personally executed by an operator; or
 - automatic, if designed within the IT applications supporting business activities.

The Company's internal control system comprises the following high-level roles:

- the governing body, which delegates responsibility and provides resources to management for achieving the objectives of the organization, maintains oversight of compliance with legal, regulatory, and ethical expectations, set the tone of the top and related culture promoting ethical behaviour and accountability, engages with stakeholders to monitor their interests and communicate transparently on the achievement of objectives:
- management level (first and second line roles) with the accountability for executing the controls identified to mitigate risks related to
 day-by-day activities included in the processes they are responsible. Moreover, the management is responsible for establishing and maintaining
 appropriate structures and processes for the management of operations and risks (including internal control), ensuring compliance with legal,
 regulatory, and ethical values. These functions, among others, include Compliance, Legal & Corporate Affairs, Quality, HSE & Sustainability)

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• internal audit, which provides independent and objective assurance and advice to management and the governing body on the adequacy and effectiveness of governance and risk management (including internal control) to support the achievement of organizational objectives and to promote and facilitate continuous improvement, on the basis of a risk-based approach. Internal audit cooperates with external assurance providers, such as external auditors providing additional assurance in order to meet legislative and regulatory expectations to protect the interests of stakeholders.

The Committee monitored the adequacy and effectiveness of the internal control system through periodic meetings and discussions with the Chief Executive Officer, the Chief Financial Officer, the Internal Audit Manager, as well as the Audit Firm and the Management of AFC, IT and Legal areas.

Since the Company became a U.S. listed company, and therefore subject to the reporting requirements of the Sarbanes-Oxley Act, management has been working on the compliance of the internal control system over financial reporting. Activities have included, considering adequate priorities, the following areas: i) risk assessment and scoping activities aimed at identifying risks relevant for the Group; ii) formalization of risk and control matrices for the identified companies and processes, including the definition of Information Technology General Controls for the systems considered relevant for the disclosure of our financial statements; and iii) implementation of adequate monitoring activities, including testing activities to verify the effectiveness of the established internal control framework.

In light of the material weaknesses identified based on the assessment performed as of December 31, 2023, during 2024, under the oversight of the Audit Committee, the Company's management continued to carry out and improve the remediation plan previously designed with the aim to foster the internal control culture, complete the remedial actions already in place and implement the desired remedial actions. More specifically, over the past period, the company has strengthened its Accounting, Finance, Compliance, Internal Audit, and IT & Security functions by hiring experienced professionals and establishing dedicated teams, thereby enhancing its organizational structure and internal expertise. Internal controls have been reinforced through the implementation of tailor-made remedial actions, the establishment of a SOX Steering Committee, and ongoing support from expert consultants. Additionally, extensive training programs have been conducted to ensure compliance with regulatory requirements, while through the digital transformation initiative the Company set the objective to further automate controls on financial reporting and improve the effectiveness of internal controls.

As of 31 December 2024, the internal control system has been assessed regarding its effectiveness based on the criteria established in Internal Control-Integrated Framework (2013) issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO). Notwithstanding the progress made in our remediation plan, the assessment revealed some material weaknesses in the structure of the internal control system, mainly related to the experience of the control owners, the formalization and documentation of controls, the general information technology processes and controls (in particular with regard to the program change management controls and user access controls) and the segregation of duties.

In particular, the identified material weaknesses have been reported and discussed with the Audit Committee and disclosed in "ITEM 15 – CONTROLS AND PROCEDURES" at page 149 and following in the 20-F, filed on March 6, 2025.

The Audit Committee has not identified any other significant issues to report.

4.2. SUPERVISORY ACTIVITIES ON THE ADEQUACY OF THE RISK MANAGEMENT SYSTEM.

Currently, the Company has in place a formalized risk management process with reference to the legal and financial risks. The Company's overall risk management and control system has been enhanced and will be continuously improved as per the activities with regard to SOX projects.

Pending the definition of a more structured risk management system, the Committee has examined the most important operations carried out by the Group during the reporting period of this Report and assessed the risks associated with them and their management.

The Committee examined in particular:

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- I. The impairment test on goodwill and other indefinite-life intangible assets carried out by the management, according to the principles established by the International Accounting Standard Board (IASB) in IAS 36 "Impairment of Assets".
- II. The Internal audit charter as drafted by the internal audit function, as stated in the charter the Internal Audit team's mission is to be a professional partner to business management and support the sustainable implementation of Stevanato Group's long term value creation strategy by:
 - developing a broad understanding of risks and controls;
 - supporting the improvement of organization's operations;
 - incorporating companies' Guiding Principles and Values into all activities;
 - · acting as an assurance services and advisory services partner, when appropriate.

Through its activities, the Internal Audit Function aimed at strengthening the effectiveness of the Organization's governance, internal control risk management framework and related processes.

- III. The new release of the Related Party Transaction Policy following the reconstitution of the compliance function and the abolition of the Process and Procedure function The Committee expressed a favorable opinion and recommended the policy approval to the Board of Directors.
- IV. Appointment of Supervisory Body pursuant to Legislative Decree no. 231/2001. The Committee members received an update regarding the expiration of the Supervisory Body and the proposal of renewal of the Supervisory Body including in the current composition the Compliance Manager. The Committee expressed a favorable opinion and recommended the appointment of such Supervisory Body.
- V. The agreement update related to Italian Joint taxation Agreement with Stevanato Holding S.r.l.. The Committee expressed a favorable opinion and recommended the Agreement approval to the Board of Directors.

4.3. SUPERVISION OF THE PROCESSES OF VERIFYING THE COMPLIANCE OF THE ACTIVITIES OF THE COMPANY AND THE GROUP WITH APPLICABLE REGULATIONS.

Compliance of the Company's and the Group's activities with applicable regulations is ensured by the controls carried out by the Compliance Manager, Internal Audit, Legal & Corporate Affairs functions indicated in paragraph 4.1 above as well as by the Supervisory Body (*Organismo di Vigilanza*) established pursuant to Italian Legislative Decree no. 231/2001.

It must be highlighted that the Company has adopted an organizational and management model aimed at preventing the commission of offences that may involve a liability of the Company pursuant to Legislative Decree no. 231/2001 (the "Model 231"). Model 231 consists of:

- a general section containing a description of the contents of Legislative Decree no. 231/2001, the system of attribution of powers adopted by
 the Company, the communication and training plans in place in respect to Model 231, the sanctions provided in case of commission of
 offences relevant for Legislative Decree no. 231/2001, and the principles of operation of the Supervisory Body;
- several special sections, one for each category of offences relevant for Legislative Decree no. 231/01, containing a description of such offences, of the business processes which are to be considered "sensitive" in relation to the risk that offences relevant for Legislative Decree no. 231/2001 are committed, and the general principles of conduct in relation to individual offences;
- two annexes containing a description of (i) the control protocols, provided for each "sensitive activity", aimed at limiting the risk that offences relevant for Legislative Decree no. 231/2001 are committed, and (ii) the flow of information which must be provided to the Supervisory Body.

The crime-risk assessment process defined by Model 231 considers, for each type of crime provided for by the aforementioned Legislative Decree no. 231/2001, the business processes (so-called "sensitive activities") in which there

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is a risk of commission of such offences. For each process, the model requires identification of the functions involved and among them the responsible one, an assessment of the crime-risk on the basis of criteria such as the probability and severity of the occurrence of the relevant offences and on the basis of the controls provided for the process considered. The identification and analysis of "sensitive activities" - which is carried out in event of substantial changes of both organizational and regulatory nature - implies the direct involvement of all managers and employees who, with reference to the specific process, have significant decision-making and management autonomy.

Model 231 also provides for a system of information flows and a planning of control activities allowing the Supervisory Body to promptly verify the state of effectiveness and implementation of Model 231 and the adequacy, over time, of the crime-risk assessment process.

During calendar year 2024, according to the Annual Plan of Activities and Controls - Year 2024, the Supervisory Body carried out several audit concerning the operation of Model 231, by interviewing the management of the Company directly involved on the topics investigated and by examination of documentation made available.

In-depth studies were carried out on the "risk-crime areas" pursuant to Legislative Decree no. 231/2001 identified by the Model 231 and focused on the following crimes:

- audit on the system of delegations and powers of attorney and of the internal authorization levels;
- audit on "intra-group relationships" with particular reference to service activities;
- audit on the sensitive process pursuant to Legislative Decree 231/01 linked to trademarks and patents in relation to crimes relating to copyright and those against industry and commerce;
- audit of some of the sensitive activities pursuant to Legislative Decree 231/01 relating to the "Human Resources" in relation to the corruption and corporate crimes;
- audit of the area of risk of crime linked to "privileged information" in relation to art.25-sexies of Legislative Decree 231/01 on market abuse crimes;
- meeting with the Internal Audit function on the results of the audit activities related to the corporate and tax crimes (referred to art25-ter and 25-quinquiesdecies of Legislative Decree 231/01).

With reference to the information flows, the Supervisory Body sent to head of the relevant function the "Form for the periodic reporting of relevant events", collecting relevant feedback. The feedback received from the Supervisory Body did not highlight any noteworthy reports.

With regard to further compliance control processes, it is pointed-out that, during 2024, the Company has adopted a new Whistleblowing Policy and new platform implemented according to EU Directive 2019/1937 to greater ensure the confidentiality of the person reporting the issue and the information received, as well as its validity.

The Anti-Bribery Anti-Corruption, Anti-Discrimination policy and the Model 231 were modified according to the new Whistleblowing. In November 2024 Company has adopted the Privacy Master Policy in order to define and to formalize, the roles and responsibilities linked to the Privacy Governance Organization of Stevanato Group and appointing the Data Protection Officer. Considering the Group organization, the principles and guidelines set out by the Privacy Master Policy are, for Group Company based in EU strictly based on the EU Regulation 2016/679 ("General Data Protection Regulation", hereinafter GDPR) for company based extra-EU are inspired by the requirements provided by the GDPR, which can be considered the best practice.

5. SUPERVISION OF THE ADMINISTRATIVE AND ACCOUNTING SYSTEM OF THE COMPANY AND OF THE GROUP - CONTROL OF THE COMPANY'S FINANCIAL INFORMATION.

The Committee reviewed, and assessed, in reliance on external and internal experts, including the Audit Firm, and the management of Stevanato Group, the adequacy of the financial information closing process and of the accounting-administrative system, and the reliability of the latter to fairly represent in all material respects the financial position and results of operations of Stevanato.

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The Committee took also note of the opinions issued by the Company's Chief Executive Officer and Chief Financial Officer with regard to the adequacy and effective application of the administrative and accounting procedures in the preparation of the financial statements and consolidated accounts for the financial year ended on December 31, 2024.

Moreover, the Committee reviewed the financial results for the first quarter 2024, the financial results for the second quarter of 2024 and the first half of 2024, the financial results for the third quarter of 2024, and the financial results for the fourth quarter of 2024 and entire financial year 2024, as well as the documentation relating to the publication of such results, including financial guidance. The documentation in question – prepared by the management and reviewed by the Audit Firm – was presented to the Committee by the Chief Financial Officer and the Consolidation and Reporting Manager. The Forms 6-K and 20-F filed with the SEC, consisting of the notes to the consolidated financial statements and the management discussion and analysis (MD&A), respectively, reviewed or audited by the Audit Firm and reviewed by the Senior Vice President, General Counsel and Company Secretary - were also reviewed by the Committee.

The Committee reviewed also the press releases, commentary and presentations issued or made by the Senior Vice President Investor Relations and reviewed by the Senior Vice President, General Counsel and Company Secretary in order to assess their consistency with the Forms 6-K filed with the SEC

Following their examination, also based on the on the controls carried out by, and on the discussions with, the Audit Firm, the external legal counsels, and the management of Stevanato, the Committee considered appropriate to recommend to the Board of Directors the approval of the results for (i) the first quarter of 2024; (ii) the second quarter of 2024 and the first half of 2024 (iii) the third quarter of 2024 and (iv) on the fourth quarter 2024 and the full year 2024, and of the Forms 6-K and 20-F respectively, as well as the related press releases prepared commentary and presentations.

6. AUDIT ACTIVITIES AND INDEPENDENCE OF THE EXTERNAL AUDITOR.

On May 24, 2023, the Ordinary Shareholders' Meeting of the Company appointed PricewaterhouseCoopers S.p.A. as the Company's External Auditor for the auditing of the Company's and the consolidated Financial Statements, and the performance of the further tasks and activities relevant to Stevanato to be conducted by the External Auditor in compliance with Italian and US laws and regulations, for the financial years ending on December 31, 2023, December 31, 2024, and December 31, 2025, in accordance with the terms and conditions of the offer submitted by PricewaterhouseCoopers S.p.A. on February 7, 2023.

In particular, the mentioned offer envisaged an annual compensation amounting, as far as the Company alone is concerned, to: Euro for 591,000.00 the financial year 2023; Euro 595,000.00 for the financial year 2024; and Euro 621,000.00 for the financial year 2025, plus any applicable VAT and expenses.

Such compensation convers the auditing and verification activities that PricewaterhouseCoopers S.p.A. is required to carry out, pursuant to Sec. 404 of the Sarbanes-Oxley Act, on the internal controls over the financial reporting process for the consolidated financial statements with respect to different companies belonging to the Stevanato Group.

The costs for such tasks and activities – carried out by PwC and other audit firms belonging to PwC's international network – were borne by Stevanato until the shareholders' meeting held on May 22, 2024.

Following several exchanges with PricewaterhouseCoopers S.p.A., in the course of the last financial year it seemed to be more appropriate, on grounds of relevance and in light of the companies within PwC's network that actually carry out the above auditing and verification activities, that part of such costs are borne by the Stevanato's subsidiaries to which they relate, instead of by Stevanato, without prejudice to the scope of the overall audit activities carried out to the benefit of the Stevanato Group.

Consequently, on December 11, 2023, PricewaterhouseCoopers S.p.A. submitted an offer to the Company to amend the terms and conditions of the audit appointment previously in force

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In particular such offer covered the performance of the following auditing activities for the financial years 2023, 2024 and 2025 to the benefit of Stevanato alone:

- statutory audit of the financial statements of Stevanato (including periodic verification of regular bookkeeping, in accordance with Legislative Decree no. 39/2010);
- (ii) statutory audit of the consolidate financial statements of Stevanato Group;
- (iii) audit of the financial statements included in Form-20 prepared in accordance with the regulations issued by the SEC;
- (iv) audit of the internal controls over the consolidated financial reporting process of the Stevanato Group pursuant to section 404 of the Sarbanes-Oxley Act (the "SOX Services"), limited to the activities that will be carried out on Stevanato, Nuova Ompi S.r.l. and Spami S.r.l.;
- (v) review of the consolidated interim financial statements for the years 2023 (limited to the quarterly financial results as of 30 June 2023 and 30 September 2023), 2024 and 2025, in accordance with PCAOB AS 4105 Reviews of Interim Financial Information;
- (vi) with reference to financial year 2023, SOX Services limited to the audits to be carried out on SG Denmark and Ompi N.A. S de RL de CV, and to financial years 2023 and 2024, SOX Services limited to the audits to be carried out on Balda C. Brewer Inc. and Ompi of America Inc., together with the full-scope audit with materiality threshold of the consolidation packages of the these subsidiaries.

The annual compensation to be paid in connection with the performance of the of the auditing activities was equal to Euro 538,000.00 for the financial year 2023, Euro 437,000.00 for the financial year 2024, and Euro 383,000.00 for the financial year 2025, plus VAT and other applicable expenses.

As set forth by both the Italian Legislative Decree no. 39/2010 and the SEC and PCOAB provisions, and in compliance with the Charter of Stevanato's Audit Committee, at the meeting of April 9, 2024, the Audit Committee expressed a positive opinion on the offer presented by PwC on December 11, 2023.

In light of the above, pursuant to Article 13 of Italian Legislative Decree no. 39/2010, the shareholders' meeting held on May 22, 2024, on a substantiated proposal of the Audit Committee, resolved to (a) amend the engagement granted to PwC by means of the resolution adopted by the shareholders' meeting held on May 24, 2023 and, consequently, (b) amend the annual compensation granted to PwC by means of the aforementioned shareholders' meeting's resolution, in accordance with the terms and conditions better detailed above.

That being said, and without prejudice to the above, on February 5, 2025, PwC submitted an offer to the Company for the purpose of the increase of the compensation provided for in connection with the current audit appointment, considering the complexity and the amount of resources that the auditing and verification activities relating to Stevanato and Stevanato Group have proven to require as compared to what was originally estimated, especially in relation to SOX Services.

In particular, said offer envisages a fixed increase of the compensation due to PwC equal to additional Euro 255,000.00 (plus VAT) for the auditing of the Company's financial statements and consolidated financial statements, as well as the further tasks and activities to be conducted by the external auditor in compliance with Italian and US laws and regulations, performed and to be performed in the financial years 2023, 2024, and 2025 - save for any extraordinary events, such as, for example, extraordinary transactions and/or acquisitions and/or other changes that may result in a significant change in the scope of activities to be performed by PwC.

Said offer also provides for a reduction in the compensation due to the company belonging to the PwC network performing the auditing and verification activities on the financial statements of the subsidiary Ompi N.A. S. de R.L. de C.V. in relation to 2024 (respectively, "PwC Mexico" and "Ompi Mexico"), considering the cessation of the obligation to carry out the statutory audit over the financial statements of Ompi Mexico. As a result of this reduction, the relevant

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fee due is reduced from Euro 65,000.00 to Euro 52,000.00 and, although the statutory auditing and verification activities for the financial years 2024 and 2025 will be performed by PwC Mexico, the aforementioned fee will be invoiced by PwC to the Company as such activities relate to the auditing of the Company's consolidated financial statements.

In compliance with the provisions of Legislative Decree No. 39/2010, as well as the SEC and PCAOB regulations applicable to the Company, and in accordance with the Audit Committee Charter, the Audit Committee expressed a positive opinion on the offer submitted by PwC on February 5, 2025 the Audit Committee issued the Substantiated proposal of the Audit Committee for the shareholders to resolve upon item 5 on the agenda for the Ordinary Shareholders' Meeting of the Company: "Increase of the compensation granted to PricewaterhouseCoopers S.p.A. in relation to the auditing of the Company's financial statements and consolidated financial statements, and the performance of the further tasks and activities to be conducted by the external auditor in compliance with Italian and US laws and regulations, for the financial years ending on December 31, 2023, December 31, 2024, and December 31, 2025; related resolutions.

In particular, the Audit Committee considered it advisable that Stevanato accepts the offer submitted by PwC on February 5, 2025, as the increase of the compensation requested by PwC in connection with the auditing activities summarized above is adequate in light of the complexity of the activities to be carried out by the external auditor, the effort required, and the relevant responsibilities

In light of the foregoing, pursuant to Article 13 of the Italian Legislative Decree no. 39/2010, as resolved at the Audit Committee's meeting of February 4. 2025, we submit to you, in relation to item 5 of the agenda of the Ordinary Shareholders' Meeting convened on May 22, 2024, the proposal to:

increase the compensation granted to the audit firm PricewaterhouseCoopers S.p.A. by means of the resolution adopted by the shareholders' meeting held on May 24, 2023, as amended by means of the resolution adopted by the shareholders' ordinary meeting held on May 22, 2024, granting to the same PricewaterhouseCoopers S.p.A., for the auditing of the Company's financial statements and consolidated financial statements, as well as the performance of the further tasks and activities to be conducted by the external auditor in compliance with Italian and US laws and regulations, a further compensation equal to Euro 255,000.00 (plus VAT) for the financial years 2023, 2024 and 2025, as better detailed in the offer submitted by PricewaterhouseCoopers S.p.A. on January 5, 2025 and summarized above.

In light of the appointments of the Audit Firm and of the companies belonging to its network made by the Group and of the independence confirmation statement issued by the Audit Firm, the Committee did not find any critical issue in respect to the independence of the latter.

The Committee examined the activities carried out by the Auditor Firm and, in particular, the methods and the auditing approach used for the different significant areas of the financial statements and the audit plan and discussed with the Audit Firm the issues related to business risks and all topics connected to the Listing process.

The Committee was also informed of the audit procedures carried out by the Audit Firm in relation to the accounting system and to the fair presentation of the accounting records, from which no findings or anomalies arose.

7. OMISSIONS AND OBJECTIONABLE FACTS - OPINIONS ISSUED.

During the reporting period of this Report, also based on the controls carried out by, and on the discussions with, the Audit Firm, the external legal counsels, and the management of Stevanato, the Committee found no violations of applicable laws or regulations, irregularities, omissions or other objectionable acts made by the Company, by other Group companies or their directors or employees to be reported to the shareholders' meeting.

In the same period, the Committee was not notified or made aware, pursuant to article 2408 of the Civil Code or otherwise, of any complaints or reports from directors, shareholder, employees of the Company or the Group or third parties in relation to irregularities, omissions, or other objectionable facts.

No opinion required under legal, regulatory or market regulations and/or the Charter was issued by the Committee during the financial year 2024.

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8. SUPERVISION OF RELATED PARTY TRANSACTIONS.

In preparation for the Listing and with regard to the formF-1 to be filed with the SEC, the management performed an assessment to identify any potential parties related with the Group. The above-mentioned form - which include the Company's identified related parties and of the significant transactions - was reviewed and verified by the Audit Firm and by the external legal counsel.

During year 2024 the Company updated the identification of related parties, also with the support of the external legal counsel, and the Company's management oversaw the transactions and the commercial relationships with third parties in order to detect any other potential related party. Such process was controlled also by the Audit Firm, to the extent required by its duties and responsibilities, to ensure the completeness of the monitoring activities performed by the management.

Information on the main related party transactions carried out in the financial year 2024, as well as a description of their characteristics and their effects on the financial position and results of Stevanato, were adequately disclosed and illustrated in the notes to the consolidated financial statements and to the financial statements of Stevanato for the financial year 2024 (as part of the note "Disclosure on transactions with related parties"), as well as in the report of the Directors for the same financial year.

During the reporting period of this Report, the Committee was not made aware of any further transactions with related parties, nor did it receive information in this regard from the Executive Directors, the CFO or other managers of the Company or the Group, or the Audit Firm.

April 9, 2025

On behalf of the Management Control Committee

The Chairman - William Federici

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STEVANATO GROUP S.P.A.

NOMINATING AND CORPORATE GOVERNANCE COMMITTEE'S REPORT FOR 2024

Introduction

This Nominating and Corporate Governance Committee's Report (hereinafter "the Report") covers the period 1 January 2024—31 December 2024 and is voluntarily prepared according to the Nominating and Corporate Governance Committee's Charter.

Corporate Governance recommendations and practices

As a "foreign private issuer," as defined by the SEC, we are permitted to follow home country corporate governance practices instead of certain corporate governance practices required by NYSE applicable to U.S. domestic issuers.

If we cease to be a "foreign private issuer" under the NYSE rules and the Exchange Act, as applicable, we will take all action necessary to comply with applicable NYSE corporate governance rules.

Because we are a foreign private issuer, our directors and senior management are not subject to short-swing profit and insider trading reporting obligations under Section 16 of the Exchange Act. They will, however, be subject to the obligations to report changes in share ownership under Section 13 of the Exchange Act and related SEC rules.

The provisions of the Italian Civil Code regulating companies that are listed on a regulated market *(coietà che fanno ricorso al mercato di capitale di rischio)* apply to the Company. As described in more detail below, these rules differ in a number of ways from those applicable to U.S. domestic companies under NYSE listing standards, as set forth in the NYSE Listed Company Manual.

Board of Directors

The Italian Civil Code provides for three alternative corporate governance systems: (i) the traditional model (comprising a board of directors and a board of statutory auditors), (ii) the two-tier board system (comprising a management board and a supervisory board) or (iii) the one-tier board system (comprising a board of directors and an audit committee).

In May 2021, we adopted the one-tier corporate governance system, which provides for a Board of Directors and an Audit Committee. The board of directors is appointed by the shareholders' meeting and the Audit Committee is, in turn, appointed by the board of directors from among its members (as appointed by the shareholders' meeting).

The board of directors is generally responsible for managing the affairs of the company. The Board may therefore undertake all transactions considered necessary, useful or appropriate in achieving the company's corporate purpose except only for such actions as are reserved to the ordinary or extraordinary shareholders' meeting by applicable law or the articles of association.

Within the limits prescribed by Italian Law, the Board may delegate its general powers to an executive committee and/or managing director to handle the day-to-day management consistent with the guidelines set by the board of directors. The Chairman of the board of directors, any deputy chairman as well as any managing director are authorized to represent and bind the company in their capacity as legal representatives. The board of directors and any managing director may also delegate the power to carry out certain acts within the scope of their respective authority.

Our board of directors consists of 11 directors (including the members of the Audit Committee) and has been appointed by the ordinary shareholders' meeting on May, 22, 2024 for a period of one fiscal year. The appointment made by the shareholder meeting was for 12 directors but during 2024 one position became vacant*. Members of the board of directors who are also employees are entitled to applicable severance pay benefits (TFR) under Italian law. No other service contracts and/or agreements exist between members of the board of directors, us and/or our subsidiaries, providing for benefits and/or compensation to our directors upon termination of employment.

During 2024, the Board of Directors has been convened n. 10 times.

*Ms Paola Vezzaro, appointed as director at the ordinary shareholder meeting on May 22, 2024 unexpectedly passed away on November 25, 2024.

Foreign Private Issuer Status

As a foreign private issuer whose shares are listed on the NYSE, we have the option to follow certain Italian corporate governance practices rather than those of NYSE, except to the extent that such laws would be contrary to U.S. securities laws and provided that we disclose the practices we are not following and describe the home country practices we are following. We rely on this "foreign private issuer exemption" with respect to the following NYSE Corporate Governance Standards:

- Section 303A of the NYSE Listed Company Manual, which requires that a majority of the board be independent (although all of the members of the audit committee must be independent under the Exchange Act);
- Section 303A.05 of the NYSE Listed Company Manual, which requires boards to have a compensation committee consisting entirely of
 independent directors; and
- Section 303A.03 of the NYSE Listed Company Manual, which requires an issuer to have regularly scheduled meetings at which only
 independent directors attend.

Except as stated above, we comply with the rules generally applicable to U.S. domestic companies listed on NYSE. We may in the future decide to use other foreign private issuer exemptions with respect to some or all of the other NYSE listing requirements. Following our home country governance practices, as opposed to the requirements that would otherwise apply to a company listed on NYSE, may provide less protection than is accorded to investors under NYSE listing requirements applicable to domestic issuers.

Committees of the Board of Directors

On May 28, 2021, we established an Audit Committee while on June 16, 2021, we established a Compensation Committee, a Nominating and Corporate Governance Committee, an ESG Committee and a Business and Strategy Committee. On May 6, 2022 we appointed the Lead Independent Director. On May 24, 2024 we established a Succession Planning Committee. Each of these committees and the Lead Independent Director are governed by a charter that is consistent with applicable Italian Law and SEC and NYSE corporate governance rules, and which is available on the Investors section of our website at https://www.stevanatogroup.com/en/. The information contained on, or that can be accessed through, our website does not form part of the Report.

Audit Committee

Our Audit Committee currently consists of William Federici, Fabio Buttignon and Luciano Santel. Mr. Federici serves as the chairman of the Audit Committee. Our board determined that all members of our Audit Committee meet the requirements for financial literacy under the applicable rules and regulations of the SEC and the NYSE corporate governance rules.

Our board determined that Mr. Buttignon, Mr. Santel and Mr. Federici are audit committee financial experts as defined by the SEC rules and have the requisite financial experience as defined by the NYSE corporate governance rules. Further, Mr. Buttignon is a certified accountant and, in such capacity, is enrolled with the Italian Registry of Statutory Auditors.

Our board determined that each member of our Audit Committee is "independent" as such term is defined under Italian Law, it being understood that a director cannot qualify as independent (and, therefore, cannot be an audit committee member) if any of the following applies: (i) being interdict, incapacitated, bankrupt, or convicted of an offense that implies the interdiction, even temporary, from public offices, or the inability to exercise managerial

offices; (ii) being the spouse, relatives and relatives-in-law within the fourth degree of directors of the company, the directors themselves, the spouse, relatives and relatives-in-law within the fourth degree of directors of the companies controlled by the concerned company, of the companies that control it and of those subject to common control; and (iii) being linked to the company or to the companies controlled by it or to the companies that control it or to those subject to common control by an employment relationship or by an ongoing relationship of consultancy or paid work, or by other relationships of a financial nature that compromise their independence.

Our Audit Committee is compliant with applicable rules and regulations of the SEC and NYSE corporate governance rules as well as Italian Law requirements with respect to its composition, expertise requisites and functioning.

The Audit Committee is responsible for, among other things, assisting the board in the oversight of:

- · the accounting and financial reporting practices of the Company as well as the integrity of the financial statements;
- · the adequacy of the Company's organizational structure, internal control system, and administrative and accounting systems;
- the Company's risk assessment and risk management processes to ensure such processes are effective;
- supervise compliance with legal and regulatory requirements including as required by the rules and regulations of the SEC, by preparing the
 report of the Audit Committee to be included in the Company's annual proxy statement;
- · the independence and qualifications of the Company's registered public accounting firm.

The Audit Committee meets regularly and in a manner that the Audit Committee may deem fit and, at least once every ninety calendar days. Periodically, the Audit Committee also meets with our independent auditor and members of our management.

During 2024, the Audit Committee has been convened n. 7 times.

Compensation Committee

Although not required under Italian law, on June 16, 2021, we established a compensation committee. This committee currently consists of Madhavan Balachandran (as chair), Karen Flynn, Donald Eugene Morel and Luciano Santel.

The Compensation Committee is responsible for, among other things:

- analyzing, discussing and making recommendations to the board of directors on remuneration policies for directors and senior management and review their appropriateness;
- within the terms of the agreed policy and in consultation with the board chairman determining the total individual remuneration package of each executive director:
- assessing, reviewing and recommending for approval by the board, the CEO's annual remuneration package and performance objectives based on the evaluation of the CEO's performance;
- · reviewing and approving any significant changes to the overall compensation program and incentive plans.

Pursuant to Italian Law, the shareholders' meeting determines the base compensation of the members of the board of directors. After consultation with the Audit Committee, the board of directors may determine the compensation of executive officers, including the CEO. If the articles of association so provide, the shareholders' meeting may determine an aggregate amount for the remuneration of all directors, including executive officers.

During 2024, the Compensation Committee has been convened n. 6 times.

Nominating and Corporate Governance Committee

Although not required under Italian law, on June 16, 2021, we established a Nominating and Corporate Governance Committee. This committee consists of Franco Stevanato (as chair), Fabrizio Bonanni, , Donald Eugene Morel Jr. and Luciano Santel.

The Nominating and Corporate Governance Committee is responsible for, among other things:

- · reviewing the structure, size and composition (including the skills, knowledge, experience and diversity) of the board of directors;
- · identifying and appointing independent board of directors candidates to fill independent Board vacancies as and when these arise;
- keeping under review the leadership needs of the organization, both executive and non-executive, with a view to ensuring the continuing ability
 of the organization to compete effectively in the marketplace;
- constantly reviewing corporate governance rules and practices and ensuring that corporate governance codes that apply to the Company are
 observed:
- formulating succession plans for directors and the CEO.

If, during the term of their office, one or more directors resign, the other directors must replace them by a resolution approved by the Audit Committee, provided that the majority of the board still comprises directors appointed by the company's shareholders. The coopted directors remain in office until the next shareholders' meeting. If at any time more than half of the members of the board of directors appointed by the shareholders' meeting resign, the remaining members of the board of directors (or the audit committee if all the members of the board of directors have resigned or ceased to be directors) must promptly call an ordinary shareholders' meeting to appoint the new directors and until such time as the new directors are appointed, the resigning directors remain in office.

During 2024, the Nominating and Corporate Governance Committee has been convened n. 5 times.

Business & Strategy Committee

On June 16, 2021, we established a Business and Strategy Committee. This committee consists of Donald Eugene Morel Jr. (as chair), Sergio Stevanato, Franco Stevanato, , Madhavan Balachandran, Fabrizio Bonanni, Karen Flynn, William Federici, Franco Moro and Luciano Santel.

The Business and Strategy Committee is responsible for, among other things:

- · periodically reviewing and making recommendations on medium and long-term strategies and strategic plans to be pursued;
- · reviewing the annual business plan, budget and capital structure of the Group before onward submission to the Board for approval;
- meeting with management periodically to monitor the Company's progress against its strategic goals and to discuss, review and recommend to
 the Board any such matters or issues which relate to the strategic planning of the Group;
- ensuring the board of directors is regularly appraised of the Company's progress with respect to implementation of any approved strategy.

During 2024, the Business & Strategy Committee has been convened n. 7 times.

ESG Committee

On June 16, 2021, we established a ESG Committee. Our ESG Committee consists of Madhavan Balachandran (as chair), Fabio Buttignon and Karen Flynn.

The ESG Committee is responsible for, among other things:

- assisting the Company in setting ESG strategies, including by reviewing, challenging and overseeing the content of and approach to strategy concerning ESG matters;
- supervising compliance of ESG disclosure and ensuring a sustainability strategy is considered by the Board as part of the overall business strategy of the Group;
- bringing to the attention of the board of directors emerging ESG matters and reviewing, challenging and approving annual sustainability KPIs
 and related targets in line with the agreed sustainability strategy;
- putting systems in place to monitor ESG Matters and reviewing compliance with material regulation and legislation on ESG/sustainability issues, and any public ESG/sustainability-related commitments voluntarily subscribed to by the Group.

During 2024, the ESG Committee has been convened n. 4 times.

Succession Planning Committee

On May 24, 2024, we established a Succession Planning Committee. Our Succession Planning Committee consists of Franco Stevanato (as chair), Madhavan Balachandran, Fabrizio Bonanni and Donald Eugene Morel Jr.

The Succession Planning Committee is responsible for, among other things:

- · reviewing and evaluating the Company's senior leadership team and key identified positions;
- ensuring establishment and implementation of talent management processes to create and maintain succession pipeline for senior leadership team and key identified positions;
- · reviewing and identifying organizational criticalities and key factors for succession planning;
- · identifying and addressing any critical missing capabilities at the Company; and
- · establishing and maintaining succession plans, and providing periodic reports to Board.

During 2024, the Succession Planning Committee has been convened n. 2 times.

Lead Independent Director

On May 6, 2022 the Charter of the Lead Independent Director has been approved by the Board of Directors and Fabrizio Bonanni has been appointed as Lead Independent Director on May 24, 2024.

The Lead Independent Director is responsible for, among other things:

- consult with the Board chairman as to an appropriate schedule of Board meetings, seeking to ensure that the Independent Directors can perform their duties responsibly and in a manner consistent with the operations of the Company and its group;
- advise the Board chairman as to the information necessary or appropriate for the Independent Directors to effectively and responsibly perform their duties and provide feedback on the quality, quantity and timeliness of information submitted by management;
- call meetings of the Independent Directors, as appropriate, and serve as chairman of said meetings;
- provide Independent Directors with adequate opportunities to meet and discuss issues in meetings of the Independent Directors, and encouraging participation by fostering an environment of open dialogue and constructive feedback among Independent Directors, as appropriate;
- serve as principal liaison between the Independent Directors and the Board chairman and between the Independent Directors and Senior Management;

Duties of Directors and Conflict of Interests

Under Italian law, the primary duty of directors is to carry out all activities as are necessary for the achievement of the corporate purpose in accordance with applicable law and the articles of association.

In particular, directors have a general duty to act with care, without self-interest and on a well-informed basis.

The applicable standard of conduct is determined, on a case-by-case basis, taking into account the characteristics of the corporation, the specific tasks and responsibilities conferred to the single directors, and the personal skills of the latter.

In addition, directors have numerous specific duties and obligations, such as, inter alia:—keeping the corporation's books, records and other databases (including the shareholders' register) in such a manner that the corporation's rights and obligations may be ascertained from the interested parties at all times;—preparing the corporation's annual accounts according with the applicable accounting principles and filing them with the Companies' Register on time;—registering the corporation with the Companies' Register and keeping the registered information up to date;—convening annually or when necessary or required by the shareholders the general meetings of the corporation; and—monitoring the own funds and financial position of the corporation and initiate the actions or procedures contemplated by the law in case of (i) losses entailing the reduction of the own funds of the corporation below the threshold of two thirds of the share capital or (ii) income, asset or financial unbalances having certain characteristics.

The board of directors may delegate certain powers to one or more managing directors (uministratori delegati), determine the nature and scope of the powers delegated to each director and revoke such delegation at any time. The managing directors must report to the board of directors and the audit committee at least every 180 days on the company's business and the main transactions carried out by the company or by its subsidiaries.

Directors having any interest in a proposed transaction must disclose such interest to the board of directors and to the audit committee, even if such interest is not (or is deemed not to be) in conflict with the interest of the company in the same transaction. The interested director is not required to abstain from voting on the resolution approving the transaction, but the resolution must state explicitly the reasons for, and the benefit to the company of, the approved transaction. In the event that these provisions are not complied with, or that the transaction would not have been approved but for the vote of the interested director, the resolution may be challenged by a director or by the audit committee if the approved transaction is (or is likely to be) prejudicial to the company. If the director carrying an interest in the transaction is the CEO and the transaction falls within his/her competence, he/she will in any case have to abstain from carrying out the transaction on behalf of the Company and will defer authority to the board of directors.

Terms of Directors and Officers

The board of directors is elected by the ordinary shareholders' meeting of the Company, for the period established at the time of election but in any event for no more than three fiscal years. A director may be reappointed for successive terms.

The board of directors—may also appoint one or more general managers (directori generali), who must report directly to the board of directors and confer powers for single acts or categories of acts to employees of the company or third-party representatives.

Under Italian law and pursuant to our articles of association, directors may be removed from office at any time by the shareholders' meeting. A director that is removed without cause may have a claim for damages against the Company. Directors may resign at any time by written notice to the board of directors and to the chair of the audit committee.

Stevanato Group S.p.A.

Nominating and Corporate
Governance's Report for 2024

The board of directors, subject to the approval of the audit committee, must appoint substitute directors to fill vacancies arising from removals or resignations to serve until the next ordinary shareholders' meeting.

If at any time more than half of the members of the board of directors appointed by the shareholders' meeting of the Company resign, the remaining members of the board of directors (or the audit committee if all the members of the board of directors have resigned or ceased to be directors) must promptly call an ordinary shareholders' meeting to appoint the new directors and until such time as the new directors are appointed, the resigning directors remain in office



Report on remuneration policy and practices



Stevanato Group Remuneration Policy approach

1. Introduction

To attract and retain people fully committed to the vision and purpose of Stevanato Group and able to support the success of our customers, it is fundamental to pay appropriately and fairly, balancing the interests of shareholders and employees, as well as all other stakeholders.

Remuneration policies and practices contribute to the long-term interests of Stevanato Group ("Group") and enable the Group to reward performance in line with the Mission, Vision and Values.

The Group's ambition is to motivate and develop people of the highest caliber and potential, and to build the Best Team, creating added value and delivering the best result for the customer. In this perspective, the remuneration policy, through dedicated compensation and welfare programs, aims at fostering a culture that values diversity, innovation and excellence.

The object of this year's report is to describe the framework and the drivers of the compensation policy and practices of Stevanato Group. To this purpose, the Compensation Committee, established on June 16, 2021, worked in close cooperation with Group management, to define a remuneration policy that will continuously evolve to ensure its adherence to market best practices, Group's life cycle and strategic priorities.

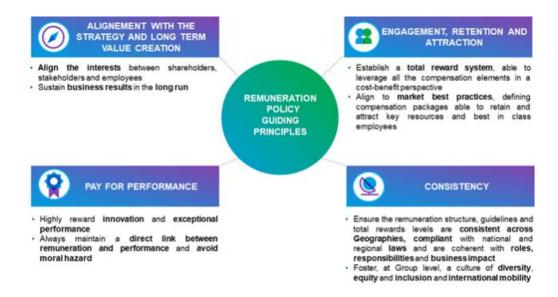
In particular, the report provides information on the (a) balance between fixed and variable compensation, (b) bonus opportunity ranges for key positions, (c) qualitative description of the principal strategic objectives included in the bonus scheme, and (d) ESG performance areas included in the bonus scheme.

The Committee, in line with market best practices, has availed itself of the services of the external advisor Mercer, a global leader of HR consulting, with extensive experience in Executive Remuneration.

2. Approach to Remuneration Policy

The purpose of Stevanato Group's Remuneration Policy is to support successful business performance through an engaged and motivated team, attracted to the organization by a consistent and differentiated employment offering delivered at an affordable and sustainable cost, in line with business goals and long-term company's objectives.

Stevanato's Remuneration Policy is based on the following key pillars:



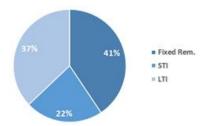
3. Stevanato Group Remuneration Practices

The remuneration structure envisages an appropriate combination and balance of all the incentive levers and components (base salary, short term incentive plan, long term incentive plan, benefits), to design compensation packages consistent with different clusters of the population, roles and complexity of the positions.

Total remuneration packages are subject to periodical review to ensure internal consistency, as well as adequacy and competitiveness compared to the markets for positions of similar levels of responsibility and complexity.

a. Pay Mix

The average pay mix target of the Chairman & Chief Executive Officer and C-level roles of Stevanato Group shows the balance between the fixed and variable remuneration, which includes a predominant focus on the variable remuneration, especially linked to long-term strategic objectives.



b. Base Salary (Fixed Remuneration)

Base Salary is determined and allocated based on pre-defined criteria.

It reflects the role and the responsibilities assigned, taking into consideration skills, contribution and experience required for the position.

The overall amount and weight of Base Salary must be sufficient and appropriate to remunerate the role and is periodically reviewed with respect to a predefined reference market.

c. Variable Remuneration

The variable component of Stevanato Group's remuneration framework consists of:

- Short Term Incentive Plan
- Long Term Incentive Plan

Short Term Incentive Plan is a cash-based plan that aims at motivating and rewarding the achievement of annual financial and non-financial objectives, within the framework of long-term sustainable performance.

Key performance indicators, foreseen in the annual bonus scheme, vary depending on the organizational layer and the responsibilities of the participants. There is a mix of financial metrics (such as revenues, ebitda margin, Free Cash Flow and CAPEX) and non-financial metrics (such as strategic objectives linked to business plan priorities, ESG performance areas, Human Capital Management priorities and operating metrics in the areas of quality, production, sales, customer satisfaction).

The scorecard of the senior executive positions – Chairman & CEO and C-Level roles – are mainly focused on financial metrics (80% of the scorecard) linked to the most relevant strategic priorities for 2025: i) Adjusted EBITDA margin; ii) Revenues; iii) Free Cash Flow; iv) Net CAPEX. The remaining 20% of the scorecard is based on individual KPIs which are focused on the following areas: (i) Strategic Projects; (ii) Costumer & Market; (iii) People; (iv) ESG.

Short Term Incentive Plan envisages a cap to the maximum award and pre-defined performance and payout curves. In case of achievement of the challenging level of overperformance, the maximum payout for Chairman & CEO and C-Level roles can reach up to 180% of the target bonus.

Target bonus opportunity for eligible positions is defined according to the level of accountabilities, contribution to company results, and consistent with practices of the reference market. The STI target pay opportunity for the Chairman & Chief Executive Officer and C-level roles range from a minimum of 50% to a maximum of 80% of the base salary.

Long Term Incentive Plan aims at strengthening the link between variable compensation, company performance, and shareholder return over a multi-year period. To this end, at the December 15th 2022

meeting, the Board of Directors, following the proposal of the Compensation Committee, approved the Long Term Incentive Plan 2023-2027. The Plan is aimed to reinforce the alignment of the long-term incentive compensation element with the corporate strategy and US most common practices, as well as ensure the attraction and retention of key managers. The Plan provides for the grant to be made in part with Performance Share ("PSP") and in part with Restricted Shares ("RSP").

The Plan, for the Performance Shares part, envisages pre-defined pay for performance curves and a cap to the maximum award that can be earned in terms of the number of shares.

The PSP has a vesting period of three years with a cliff vesting schedule while the RSP vest on annual installments during the three years vesting period.

The number of shares individually granted at the beginning of the vesting period is defined according to the level of accountabilities and business impact of each eligible position and consistent with practices of the reference market. The LTI target pay opportunity for the Chairman & Chief Executive Officer and C-level roles range from a minimum of 35% to a maximum of 180% of the base salary.

d. Benefits

As an Employer of Choice, Stevanato Group provides comprehensive and competitive Employee Benefits (such as pension schemes, healthcare plans, and company car) as part of the Total Rewards package. Benefits provide substantial guarantees for the well-being of staff during their active career, as well as their retirement.

4. Stock Ownership and Retention Guidelines

The Chairman & Chief Executive Officer is required to hold at least 5 times his base salary while the C-level roles are required to hold at least 2 times their respective base salary. Executives are expected to meet the applicable guideline no more than 5 years after first becoming subject to it, and they are expected to continuously own sufficient shares to meet the guideline once attained.

5. Stevanato Group's Commitment to Diversity, Equity & Inclusion (DE&I)

Stevanato Group is committed to ensuring fair treatment in terms of compensation and benefits, as well as in terms of opportunities and career development, regardless of gender, age, ethnicity, disability, sexual orientation, religion, as well as any other traits.

One important ambition of the Group is to foster a culture that values DE&I in all the locations in which the Group operates, promoting staff well-being through dedicated compensation and welfare programs to be competitive globally.

Stevanato Group confirms this commitment also through the inclusion of specific targets on DE&I within the Short-Term Incentive scorecard of the top management, and where progress is regularly monitored.



Stevanato Group S.p.A.

Ordinary Shareholders' Meeting

on May 23, 2025

Item 5 of the Agenda - Increase of the compensation granted to Pricewaterhouse Coopers S.p.A. in relation to the auditing of the Company's financial statements and consolidated financial statements, and the performance of the further tasks and activities to be conducted by the external auditor in compliance with Italian and US laws and regulations, for the financial years ending on December 31, 2023, December 31, 2024, and December 31, 2025; related resolutions.

Substantiated proposal of the Audit Committee

Dear Shareholders.

following the listing of the ordinary shares of Stevanato Group S.p.A. ("Stevanato" or the "Company") on the New York Stock Exchange, Stevanato is required to appoint an external auditor to carry out the various tasks and activities provided for by Italian an US laws and regulations, for a period of three financial years.

These tasks and activities include: (i) auditing and quarterly review of the Company's consolidated financial statements, prepared in accordance with International Financial Reporting Standards (IFRS) (as issued by the International Accounting Standards Board (IASB)), to be conducted according to the International Standards of Auditing (ISA Italia) (as issued by the International Auditing and Assurance Standards Board (IAASB)); (ii) review of the financial statements included in Form 20-F prepared in accordance with SEC regulations to be conducted in accordance with the auditing standards set out by the Public Company Accounting Oversight Board (PCAOB); (iii) auditing of the financial statements of Stevanato and its Italian subsidiaries; (iv) verification of the proper keeping of the company accounts and the correct recording of operating events in the accounting records of Stevanato and of its Italian subsidiaries; (v) auditing of the financial statements of the non-Italian Stevanato's subsidiaries prepared in accordance with local regulations, when required; (vi) auditing of the reporting packages prepared for the purpose of the opinion on the consolidated financial statements; (vii) activities preparatory to the signing of tax returns in accordance with Italian law; (viii) review and auditing of the Company's internal control system in compliance with US law (Sarbanes-Oxley Act (SOX)) requirements.

That being said, as regards Stevanato, on May 24, 2023, the Ordinary Shareholders' Meeting of the Company appointed PricewaterhouseCoopers S.p.A. ("PwC") as Company's external auditor for the auditing of the Company's financial statements and consolidated financial statements, and the performance of the further tasks and activities relevant to Stevanato to be conducted by the external auditor in compliance with Italian and US laws and regulations, for the financial years ending on December 31, 2023, December 31, 2024, and December 31, 2025, at the terms and conditions of the offer submitted by PwC on February 7, 2023.

In particular, the mentioned offer envisaged an annual compensation amounting, as far as the Company alone is concerned, to: Euro for 591,000.00 the financial year 2023; Euro 595,000.00 for the financial year 2024; and

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Euro 621,000.00 for the financial year 2025, plus any applicable VAT and expenses, including for the auditing and verification activities that PwC is required to carry out, pursuant to Sec. 404 of the Sarbanes-Oxley Act, on the internal controls over the financial reporting process for the consolidated financial statements with respect to different companies belonging to the group headed by Stevanato ("Stevanato Group").

The costs for such tasks and activities - carried out by PwC and other audit firms belonging to PwC's international network - were borne by Stevanato until the shareholders' meeting held on May 22, 2024.

Following exchanges with PwC in the course of the last financial year, it seemed to be more appropriate, on grounds of relevance and in light of the audit firms within PwC's network that actually carry out the above auditing and verification activities, that part of such costs are borne by the Stevanato's subsidiaries to which they relate, instead of by the Company, without prejudice to the scope of the overall audit activities carried out to the benefit of the Stevanato Group.

Consequently, on December 11, 2023, PwC submitted an offer to the Company to amend the terms and conditions of the audit appointment previously in force.

In particular, such offer covered the performance of the following auditing activities for the financial years 2023, 2024 and 2025 to the benefit of Stevanato alone:

- statutory audit of the financial statements of Stevanato (including periodic verification of regular bookkeeping, in accordance with Italian Legislative Decree no. (i)
- statutory audit of the consolidated financial statements of Stevanato Group; (ii)
- audit of the financial statements included in Form-20 prepared in accordance with the regulations issued by the SEC; (iii)
- audit of the internal controls over the consolidated financial reporting process of the Stevanato Group pursuant to section 404 of the Sarbanes-Oxley Act (the (iv) "SOX Services"), limited to the activities that will be carried out on Stevanato, Nuova Ompi S.r.l. and Spami S.r.l.;
- limited review of the consolidated interim financial statements for the years 2023 (limited to the quarterly financial results as of 30 June 2023 and 30 September 2023), 2024 and 2025, in accordance with PCAOB AS 4105 Reviews of Interim Financial Information;
- with reference to financial year 2023, SOX Services limited to the audits to be carried out on SG Denmark and Ompi N.A. S de RL de CV, and to financial years 2023 and 2024, SOX Services limited to the audits to be carried out on Balda C. Brewer Inc. and Ompi of America Inc., together with the full-scope audit with materiality threshold of the consolidation packages of the these subsidiaries.

The annual compensation to be paid to PwC in connection with the performance of the auditing activities relating to Stevanato summarized above, was equal to:

- Euro 538,000.00 for the financial year 2023; (i)
- Euro 437,000.00 for the financial year 2024; and (ii)
- (iii) Euro 383,000.00 for the financial year 2025.

plus VAT and other applicable expenses.

Stevanato Group S.p.A. Via Molinella, 17 · 35017 Piombino Dese, Padova, Italy stevanatogroup.com Ph. +39 049 931 8111

F. +39 049 936 6151 Cap. Soc. 22.231.562,00 l.v. · C.f. e P. IVA: 01487430280 / VAT code: IT01487430280 · R.I. Padova n. 01487430280 · REA n. 164290



As set forth by both the Italian Legislative Decree no. 39/2010 and the SEC and PCOAB provisions, and in compliance with the Charter of Stevanato's Audit Committee, at the meeting of April 9, 2024, the Audit Committee expressed a positive opinion on the offer presented by PwC on December 11, 2023.

In light of the above, pursuant to Article 13 of Italian Legislative Decree no. 39/2010, the shareholders' meeting held on May 22, 2024, on a substantiated proposal of the Audit Committee, resolved to (a) amend the engagement granted to PwC by means of the resolution adopted by the shareholders' meeting held on May 24, 2023 and, consequently, (b) amend the annual compensation granted to PwC by means of the aforementioned shareholders' meeting's resolution, in accordance with the terms and conditions better detailed above.

That being said, and without prejudice to the above, on February 5, 2025, PwC submitted an offer to the Company for the purpose of the increase of the compensation provided for in connection with the current audit appointment, considering the complexity and the amount of resources that the auditing and verification activities relating to Stevanato and Stevanato Group have proven to require as compared to what was originally estimated, especially in relation to SOX Services.

In particular, said offer envisages a fixed increase of the compensation due to PwC equal to additional Euro 255,000.00 (plus VAT) for the auditing of the Company's financial statements and consolidated financial statements, as well as the further tasks and activities to be conducted by the external auditor in compliance with Italian and US laws and regulations, performed and to be performed in the financial years 2023, 2024, and 2025 - save for any extraordinary events, such as, for example, extraordinary transactions and/or acquisitions and/or other changes that may result in a significant change in the scope of activities to be performed by PwC.

Said offer also provides for a reduction in the compensation due to the company belonging to the PwC network performing the auditing and verification activities on the financial statements of the subsidiary Ompi N.A. S. de R.L. de C.V. in relation to 2024 (respectively, "PwC Mexico" and "Ompi Mexico"), considering the cessation of the obligation to carry out the statutory audit over the financial statements of Ompi Mexico. As a result of this reduction, the relevant fee due is reduced from Euro 65,000.00 to Euro 52,000.00 and, although the statutory auditing and verification activities for the financial years 2024 and 2025 will be performed by PwC Mexico, the aforementioned fee will be invoiced by PwC to the Company as such activities relate to the auditing of the Company's consolidated financial statements.

In compliance with the provisions of Legislative Decree No. 39/2010, as well as the SEC and PCAOB regulations applicable to the Company, and in accordance with the Audit Committee Charter, the Audit Committee expressed a positive opinion on the offer submitted by PwC on February 5, 2025.

In particular, the Audit Committee considered it advisable that Stevanato accepts the offer submitted by PwC on February 5, 2025, as the increase of the compensation requested by PwC in connection with the auditing activities summarized above is adequate in light of the complexity of the activities to be carried out by the external auditor, the effort required, and the relevant responsibilities.

In light of the foregoing, pursuant to Article 13 of the Italian Legislative Decree no. 39/2010, we submit to you, in relation to item 5 of the agenda of the Ordinary Shareholders' Meeting convened on May 23, 2025, the proposal to increase the compensation granted to the audit firm PricewaterhouseCoopers S.p.A. by means of the resolution adopted by the shareholders' meeting held on May 24, 2023, as amended by means of the resolution adopted by the shareholders' ordinary meeting held on May 22, 2024, granting to the same

stevanatogroup.com Ph. +39 049 931 8111 F. +39 049 936 6151 Stevanato Group S.p.A.
Via Molinella, 17 - 35017 Piombino Dese, Padova, Italy
Cap. Soc. 22.231.562,00 l.v. · C.f. e P., IVA: 01487430280 / VAT code: IT01487430280 · R.I. Padova n. 01487430280 · REA n. 164290



PricewaterhouseCoopers S.p.A., for the auditing of the Company's financial statements and consolidated financial statements, as well as the performance of the further tasks and activities to be conducted by the external auditor in compliance with Italian and US laws and regulations, a further compensation equal to Euro 255,000.00 (plus VAT) for the financial years 2023, 2024, and 2025, as better detailed in the offer submitted by PricewaterhouseCoopers S.p.A. on February 5, 2025 and summarized above.

* * *

Piombino Dese, April 9, 2025.

The Chairman of the Audit Committee

William Federici

stevanatogroup.com Ph. +39 049 931 8111 F. +39 049 936 6151 Stevanato Group S.p.A.
Via Molinella, 17 · 35017 Piombino Dese, Padova, Italy
Cap. Soc. 22.231.562,00 i.v. · C.f. e P. IVA: 01487430280 / VAT code: IT01487430280 · R.I. Padova n. 01487430280 · REA n. 164290

STEVANATO HOLDING S.R.L.

TO STEVANATO GROUP S.P.A. VIA MOLINELLA, 17, 35017 PIOMBINO DESE – PADOVA ITALY

Piombino Dese, April 24, 2025

RE: SLATE OF CANDIDATE DIRECTORS FOR THE APPOINTMENT OF THE BOARD OF DIRECTORS OF STEVANATO GROUP S.P.A.

The undersigned Sergio Stevanato, in his capacity as Chairman and legal representative of Stevanato Holding S.r.l. ("Stevanato Holding").

provided that:

- the Ordinary Meeting of Shareholders of Stevanato Group S.p.A. (respectively, the "Shareholders' Meeting" and the "Company") was convened on May 23, 2025 to resolve, inter alia, upon the appointment of the members of the Company's Board of Directors (the "Board of Directors"), the determination of the term of the Board of Directors, the determination of the number of members of the Board of Directors, and the appointment of the Chairman of the Board of Directors, by notice published on April 11, 2025 (the "Convening Notice");
- pursuant to Article 16 of the Company's By-laws (the "By-laws"), the Shareholders' Meeting shall appoint the
 members of the Board of Directors based on slates of candidate directors submitted by shareholders holding,
 individually or jointly with other shareholders submitting each slate, shares carrying at least 5 per cent of the
 total voting rights attached to all the shares issued by the Company;
- Stevanato Holding holds no. 223,293,976 Class A shares of the Company, which as of the date hereof represent 73.73% of the Company's share capital and grant Stevanato Holding with approx. 93.10% of the total voting rights attached to the Company's shares (taking into account the treasury shares held by the Company),

pursuant to Article 16 of the By-laws and the provisions of the Convening Notice, on behalf of Stevanato Holding,

hereby submits

the following slate of candidates for the office of director of the Company:

	SLATE OF CANDIDATE DIRECTORS		
	CANDIDATES	CANDIDATES' STATEMENTS	
1.	FRANCO STEVANATO	Eligibility and integrity requirements set forth under Article 2382 of the Italian Civil Code:	

Piombino Dese (PD) – Via Molinella n. 17 CAP 35017

Capitale sociale sottoscritto € 100.000,00 Lv.

Codice fiscale e Partita I.V.A 05099030289

Iscritta R.E.A. n. PD - 442934

		professionalism and skills required to perform the tasks entrusted to the Company's Directors.
2.	SERGIO STEVANATO	Eligibility and integrity requirements set forth under Article 2382 of the Italian Civil Code: professionalism and skalls required to perform the tasks entrusted to the Company's Directors.
3.	MADHAVAN BALACHANDRAN	Eligibility and integrity requirements set forth under Article 2882 of the Italian Civil Code; professionalism and skills required to perform the tasks entrusted to the Company's Directors; independence requirements set forth under Article 2399 of the Italian Civil Code; independence requirements set forth under the United States law and the New York Stock Exchange regulations applicable to the Company.
4.	FABRIZIO BONANNI	Eligibility and integrity requirements set forth under Article 2382 of the Italian Civil Code; professionalism and skills required to perform the tasks entrusted to the Company's Directors; independence requirements set forth under Article 2399 of the Italian Civil Code; independence requirements set forth under the United States law and the New York Stock Exchange regulations applicable to the Company; financial literacy requirements set forth under the Unites States regulations and the New York Stock Exchange regulations applicable to the Company.
5.	WILLIAM FEDERICI	Eligibility and integrity requirements set forth under Article 2382 of the Italian Civil Code; professionalism and skills required to perform the tasks entrusted to the Company's Directors; independence requirements set forth under Article 2399 of the Italian Civil Code; independence requirements set forth under the United States law and the New York Stock Exchange regulations applicable to the Company; financial literacy requirements set forth under the Unites States regulations and the New York Stock Exchange regulations applicable to the Company; accounting or related financial management expertise required under the United States regulations and the New York Stock Exchange regulations applicable to the Company.
6.	KAREN FLYNN	Eligibility and integrity requirements set forth under Article 2382 of the Italian Civil Code; professionalism and skills required to perform the tasks entrusted to the Company's Directors; independence requirements set forth under Article 2399 of the Italian Civil Code; independence requirements set forth under the United States law and the New York Stock Exchange regulations applicable to the Company; financial literacy requirements set forth under the United States regulations and the New York Stock Exchange regulations applicable to the Company.
7.	SUE JEAN LIN	Eligibility and integrity requirements set forth under Article 2382 of the Italian Civil Code; professionalism and skills required to perform the tasks entrusted to the Company's Directors; independence requirements set forth under Article 2399 of the Italian Civil Code; independence requirements set forth under the United States law and the New York Stock Exchange regulations applicable to the Company; financial literacy requirements set forth under the United States regulations and the New York Stock Exchange regulations applicable to the Company; accounting or related financial management expertise required under the United States regulations and the New York Stock Exchange regulations applicable to the Company.
8.	ELISABETTA MAGISTRETTI	Eligibility and integrity requirements set forth under Article 2382 of the Italian Civil Code; professionalism and skills required to perform the tasks entrusted to the Company's Directors;

		 independence requirements set forth under Article 2399 of the Italian Civil Code; independence requirements set forth under the United States law and the New York Stock Exchange regulations applicable to the Company; financial literacy requirements set forth under the Unites States regulations and the New York Stock Exchange regulations applicable to the Company; accounting or related financial management expertise required under the United States regulations and the New York Stock Exchange regulations applicable to the Company; enrolled in the Italian Register of Legal Auditors (Registro dei revisori legali) established at the Ministry of Economy and Finance pursuant to Italian Legislative Decree no. 39/2010.
9.	DONALD EUGENE MOREL JR.	Eligibility and integrity requirements set forth under Article 2382 of the Italian Civil Code; professionalism and skills required to perform the tasks entrusted to the Company's Directors; independence requirements set forth under Article 2399 of the Italian Civil Code; independence requirements set forth under the United States law and the New York Stock Exchange regulations applicable to the Company; financial literacy requirements set forth under the United States regulations and the New York Stock Exchange regulations applicable to the Company; accounting or related financial management expertise required under the United States regulations and the New York Stock Exchange regulations applicable to the Company.
10.	LUCIANO SANTEL	- Eligibility and integrity requirements set forth under Article 2382 of the Italian Civil Code: - professionalism and skills required to perform the tasks entrusted to the Company's Directors; - independence requirements set forth under Article 2399 of the Italian Civil Code; - independence requirements set forth under the United States law and the New York Stock Exchange regulations applicable to the Company; - financial literacy requirements set forth under the Unites States regulations and the New York Stock Exchange regulations applicable to the Company; - accounting or related financial management expertise required under the United States regulations and the New York Stock Exchange regulations applicable to the Company.
11.	ALVISE SPINAZZI	- Eligibility and integrity requirements set forth under Article 2382 of the Italian Civil Code; - professionalism and skills required to perform the tasks entrusted to the Company's Directors.

The undersigned also submits to the Shareholders' Meeting, on behalf of Stevanato Holding, the proposals to:

- appoint the abovementioned candidate directors as members of the Board of Directors for the period of one financial year, i.e. for the period elapsing from the date of the Shareholders' Meeting to the date of the approval of the financial statements of the Company ending on December 31, 2025; and
- appoint Mr. Franco Stevanato, if elected as director of the Company, as Chairman of the Board of Directors of the Company pursuant to Article 17.3 of the By-laws.

The following documents are attached hereto:

- 1. a curriculum vitae of each candidate director;
- the statements by which each candidate director accepts his/her candidacy and certifies, under his/her own responsibility, that he/she possesses the eligibility and integrity requirements provided for in Article 15.3 of the Bylaws, and, as the case may be, the independence requirements provided for in Article 15.4

of the By-laws, as well as the independence, expertise and competence requirements provided for in Articles 23.3, 23.4 and 23.5 of the By-laws.



(Sergio Stevanato)

STATEMENT

ACCEPTANCE OF NOMINATION FOR THE OFFICE OF DIRECTOR

AND/OR MEMBER OF THE AUDIT COMMITTEE OF STEVANATO GROUP S.P.A.

AND FULFILLMENT OF THE RELEVANT REQUIREMENTS SET FORTH

UNDER THE APPLICABLE LAWS AND BY-LAWS' PROVISIONS

I, the	undersigned Mr./Ms./Dr.	France	o Stevanato		
born i	in	_Venice	(Italy	
on _	27/12/1973	_, ID Card/Passport no		, with	reference to:
	(the "General Meeting")	e Shareholders of Stevanato Gi to resolve upon, <i>inter alia</i> , the date of approval of the Compa	appointment of the	e members of th	e Board of Directors fo
		rectors to be presented by Sters of the Board of Directors fo			
	capacity as nominee for ticle 16.3 of the Company	the office of Director and/or m 's by-laws, hereby	ember of the Aud	it Committee of	f the Company, pursuar
		STATE AND	CERTIFY		
as of	the date hereof,				
6.		and integrity requirements set			
×	not to have been disqu Union other than Italy	alified from holding the office (2);	of company direct	ctor in a Membe	er State of the Europea
0	to meet the independen	nce requirements set forth unde	r article 2399 of th	ne Italian Civil C	Code (**) (3);
		alian Register of Legal Auditor ce pursuant to Italian Legislati			tablished at the Ministr
0		nts of independence set forth u regulations applicable to the Co		tates laws and	regulations and the New
		rector and member of the Audit C		0.00	
		rector and member of the Audit C			
Atle	ast one third of nominees to	the offices of Director and memb	er of the Audit Com	mittee of the Cor	mpany and all nominees f

the office of member of the Audit Committee of the Company must meet such requirements.

At least one nominee for the office of member of the Audit Committee of the Company must meet such requirement.

⁵ All nominees for the office of member of the Audit Committee of the Company must meet such requirements.

	to meet the requirements of financial literacy set forth under the United States regulations and the New York Stock Exchange regulations applicable to the Company (****) (6);
0	to possess the accounting or related financial management expertise required under the United States regulations and the New York Stock Exchange regulations applicable to the Company (****) (*);
*	to be aware that the personal data provided in this Statement will be handled by the Company within the scope and for the purposes for which this Statement is rendered, hereby authorizing its publication in accordance with the applicable provisions of law (8);
6	to accept the nomination for and - if appointed by the General Meeting and/or by the Board of Directors of the Company - the office of Director and/or of member of the Audit Committee of the Company (9).

The undersigned also undertakes to promptly notify the Company of any variations of the information included in this Statement and to provide, at the Company's request, any relevant evidence to prove the accuracy of the information hereby submitted.

Attached is a curriculum vitae (10) and a copy of a current ID Card/Passport.			
Piombino Dese	, April 11, 2025.		
		1	

(Nominee's signature)

⁶ All nominees for the office of member of the Audit Committee of the Company must meet such requirements.

At least one nominee for the office of member of the Audit Committee of the Company must meet such requirement.

⁸ All nominees for the offices of Director and member of the Audit Committee of the Company must provide the Company with such authorization.

⁹ All nominees for the offices of Director and member of the Audit Committee of the Company must accept the nomination.

¹⁰ The curriculum vitae attached to this statement must include all the offices as director, statutory auditor (sindaco) or member of other corporate bodies held by each nominee in other companies.

Franco Stevanato.

Son of Sergio Stevanato, Franco Stevanato graduated in Political Science from the University of Trieste in 1998 and attended an Advanced Management Program at the Kellogg School of Management in 2015.

During his university years, he gained professional experience in the sales department of Saint Gobain in France. Upon completing his studies, he joined the family business, initially taking up a role in sales. Over the years, he has been the key figure and driving force behind the internationalization of the Group and its continuing development from product diversification – via strategic acquisitions and in-house innovations – to enhanced managerial processes and structural improvements. He also contributed to improving the Stevanato Group's corporate governance by building an effective infrastructure to support decision making and promoting a skills-based board that benefits from specialist expertise and meaningful perspective. He has been CEO of the Group from 2010 to 2020 and between 2021 and 2023 he has served as Executive Chairman of the Board. Since May 2024 he has been serving both as CEO and Executive Chairman of the Group.

STATEMENT

ACCEPTANCE OF NOMINATION FOR THE OFFICE OF DIRECTOR

AND/OR MEMBER OF THE AUDIT COMMITTEE OF STEVANATO GROUP S.P.A.

AND FULFILLMENT OF THE RELEVANT REQUIREMENTS SET FORTH

UNDER THE APPLICABLE LAWS AND BY-LAWS' PROVISIONS

born in		Venice	(Italy)
on	20.03.1943	, ID Card/Passport no.		, with	h reference to:
(th	he "General Meeting")	e Shareholders of Stevanato Grou to resolve upon, <i>inter alia</i> , the ap- late of approval of the Company	pointment of the m	embers of the Boar	d of Directors fo
ap		rectors to be presented by Stevers of the Board of Directors for s			
	capacity as nominee for the left 16.3 of the Company	he office of Director and/or men s by-laws, hereby	nber of the Audit C	Committee of the Co	ompany, pursuan
		STATE AND CE	ERTIFY		
as of th	e date hereof,				
X		and integrity requirements set for lism and skills required to perfor			
8	not to have been disqu Union other than Italy	alified from holding the office of (2);	f company director	in a Member State	of the European
	to meet the independen	ce requirements set forth under a	rticle 2399 of the It	talian Civil Code (*	*) (³);
		alian Register of Legal Auditors (ce pursuant to Italian Legislative			ed at the Ministry
0		ats of independence set forth und regulations applicable to the Com		es laws and regulati	ons and the Nev
1 All no	minees for the offices of Di	rector and member of the Audit Com	mittee of the Compa	ny must meet such re	quirements.

² All nominees for the offices of Director and member of the Audit Committee of the Company must meet such requirement.

³ At least one third of nominees for the offices of Director and member of the Audit Committee of the Company and all nominees for the office of member of the Audit Committee of the Company must meet such requirements.

⁴ At least one nominee for the office of member of the Audit Committee of the Company must meet such requirement.

⁵ All nominees for the office of member of the Audit Committee of the Company must meet such requirements.

0	to meet the requirements of financial literacy set forth under the United States regulations and the New York Stock Exchange regulations applicable to the Company (****) (6);
	to possess the accounting or related financial management expertise required under the United States regulations and the New York Stock Exchange regulations applicable to the Company (****) (*);
6	to be aware that the personal data provided in this Statement will be handled by the Company within the scope and for the purposes for which this Statement is rendered, hereby authorizing its publication in accordance with the applicable provisions of law (*);

...

Company - the office of Director and/or of member of the Audit Committee of the Company (9).

to accept the nomination for and - if appointed by the General Meeting and/or by the Board of Directors of the

The undersigned also undertakes to promptly notify the Company of any variations of the information included in this Statement and to provide, at the Company's request, any relevant evidence to prove the accuracy of the information hereby

Attached is a curriculum vito	ee (10) and a copy of a curre	nt ID Card/Passport.			
Piombino Dese	, April 11, 2025.				
		01	4	0	

(Nominee's signature)

⁶ All nominees for the office of member of the Audit Committee of the Company must meet such requirements.

At least one nominee for the office of member of the Audit Committee of the Company must meet such requirement.

⁸ All nominees for the offices of Director and member of the Audit Committee of the Company must provide the Company with such authorization.

⁹ All nominees for the offices of Director and member of the Audit Committee of the Company must accept the nomination.

¹⁰ The curriculum vitae attached to this statement must include all the offices as director, statutory auditor (sindaco) or member of other corporate bodies held by each nominee in other companies.

Sergio Stevanato.

Son of Giovanni Stevanato, founder of the Stevanato Group, Sergio Stevanato has been actively involved in the family business since high-school. He graduated in law from the University of Ferrara in 1969, to then take the leadership of the company. He has spent his whole career in the family business of which he is currently the Emeritus Chairman. In 2007 he was awarded by the President of the Italian Republic the honorary recognition of Knight of Labor (*Cavaliere del Lavoro*) for his achievements as an entrepreneur.

STATEMENT

ACCEPTANCE OF NOMINATION FOR THE OFFICE OF DIRECTOR

AND/OR MEMBER OF THE AUDIT COMMITTEE OF STEVANATO GROUP S.P.A.

AND FULFILLMENT OF THE RELEVANT REQUIREMENTS SET FORTH

UNDER THE APPLICABLE LAWS AND BY-LAWS' PROVISIONS

I, ti	he undersigned Mr. Ma. Dr. Madhavan Balachandray
bor	nin Chennai, India
on	n in Chennai, India 14 January 1951 - Heard Passport no. with reference to:
5	the General Meeting of the Shareholders of Stevanato Group S.p.A. (the "Company") convened on May 23, 2025 (the "General Meeting") to resolve upon, <i>inter alia</i> , the appointment of the members of the Board of Directors for the period ending on the date of approval of the Company's financial statements for the financial year ending on December 31, 2025, and
-	the slate of candidate directors to be presented by Stevanato Holding S.r.l. to the General Meeting for the appointment of the members of the Board of Directors for said period, pursuant to Article 16 of the Company's by-
in m to A	y capacity as nominee for the office of Director and/or member of the Audit Committee of the Company, pursuant rticle 16.3 of the Company's by-laws, hereby
	STATE AND CERTIFY
as of	the date hereof,
¥	to meet the eligibility and integrity requirements set forth under Article 2382 of the Italian Civil Code (*) and possess the professionalism and skills required to perform the tasks entrusted to the Company's Directors (1);
~	not to have been disqualified from holding the office of company director in a Member State of the European Union other than Italy (2);
~	to meet the independence requirements set forth under article 2399 of the Italian Civil Code (**) (*);
	to be enrolled in the Italian Register of Legal Auditors (Registro dei revisori legali) established at the Ministry of Economy and Finance pursuant to Italian Legislative Decree no. 39/2010 (*);
/	to meet the requirements of independence set forth under the United States laws and regulations and the New York Stock Exchange regulations applicable to the Company (***) (*);
Ul no	minees for the offices of Director and member of the Audit Committee of the Company must meet such requirements.

of the Audit Committee of the Company must meet such requirement.

³ At least one third of nominees for the offices of Director and member of the Audit Committee of the Company and all nominees for the office of member of the Audit Committee of the Company must meet such requirements.

⁴ At least one nominee for the office of member of the Audit Committee of the Company must meet such requirement.

⁵ All nominees for the office of member of the Audit Committee of the Company must meet such requirements.

- to meet the requirements of financial literacy set forth under the United States regulations and the New York Stock Exchange regulations applicable to the Company (****) (*);
- to possess the accounting or related financial management expertise required under the United States regulations and the New York Stock Exchange regulations applicable to the Company (****) (*);
- to be aware that the personal data provided in this Statement will be handled by the Company within the scope and for the purposes for which this Statement is rendered, hereby authorizing its publication in accordance with the applicable provisions of law (*);
- to accept the nomination for and if appointed by the General Meeting and/or by the Board of Directors of the Company the office of Director and/or of member of the Audit Committee of the Company (*).

...

The undersigned also undertakes to promptly notify the Company of any variations of the information included in this Statement and to provide, at the Company's request, any relevant evidence to prove the accuracy of the information hereby submitted.

Attached is a curriculum vitae (10) and a copy of a current ID Card/Passport.

Westlake Village

, April 11, 2025.

California USA

(Nominee's signature)

⁶ All nominees for the office of member of the Audit Committee of the Company must meet such requirements.

⁷ At least one nominee for the office of member of the Audit Committee of the Company must meet such requirement.

^{*} All nominees for the offices of Director and member of the Audit Committee of the Company must provide the Company with such authorization.

⁹ All nominees for the offices of Director and member of the Audit Committee of the Company must accept the nomination.

¹⁰ The curriculum vitae attached to this statement must include all the offices as director, statutory auditor (sindaco) or member of other corporate bodies held by each nominee in other companies.

MADHAVAN (Madhu) BALACHANDRAN

Senior executive with broad and deep experience in biotechnology and pharmaceuticals

EXPERIENCE

Boards

- Trustee, Keck Graduate Institute Board of Trustees (2016 to 2021)
- Independent Director, Catalent Inc., a CDMO (2017 to 2024)
- Independent Director, uniQure N.V., a clinical stage gene therapy company (2017 to present)
 Chair of the Compensation Committee
- Independent Director, Stevanato Group, a primary sterile packaging and device company (2018 to present)
 - Chair of the Compensation Committee
- Independent Director, ADRx, a private biotechnology company (2019 to present)
- Independent Director, A2 Biotherapeutics, a private cell therapy company (2019 to present)

Nutcracker Therapeutics Inc.

2020 to 2022

(50 staff, biotech start-up developing mRNA therapies)

· Responsible for CMC and Operations

Amgen Inc.

1997 to 2016 2012 to 2016

Executive Vice President Operations

- Responsible for Amgen's operations (manufacturing, quality, process development, supply chain, and engineering), 5800 staff, gross expense budget of \$2.7b, cost of goods manufactured/year of \$1.7b
- · Senior member of Amgen's CEO team that achieved the following:
 - Set therapeutic area and product strategies
 - Launched an unprecedented 6 new products in 2015
 - Expanded Amgen's business from 50 countries to over 100 countries
 - Developed business and capabilities through multiple partnerships, licenses, and acquisitions
 - Improved Amgen's operating margin from 38% to 52%
- Led global Operations team to achieve enterprise goals:
 - Enhanced resilience of the supply chain and maintained unique record of zero supply shortages
 - Completed an innovative and groundbreaking protein manufacturing operation in Singapore in record time and budget (1/2 the time and 1/5 the capital of a conventional facility of equivalent capacity)
 - Implemented best practices in identifying, challenging, developing, and rewarding talent at all levels leading to effective transfer of responsibility to a new generation of leaders in Operations

Senior Vice President Manufacturing

2007 to 2012

 Responsible for Amgen's commercial manufacturing operations at 7 sites and 11 plants, 4200 staff, gross expense budget of \$1.2b, cost of goods manufactured/year of \$1.5b

- Member of Amgen's highest cross-functional product review board that guides both the commercialization of pipeline products from Phase 2 through licensure and the lifecycle management of commercial products with extensions and entries into new countries
- · Senior member of Operations' leadership team that achieved the following:
 - Developed a strategy for Operations aligned with Amgen's strategy, with an emphasis on operational excellence, developing staff, improving the Quality System, ensuring supply, managing risk, reducing cycle times, and improving economics.
 - Reduced cost of sales as a % of sales by 2%
 - Developed and implemented an Amgen BOD-approved plan to mitigate and diversify supply risk, based on strengthening current operations, investing in technology, managing inventory, and diversifying sources of supply
 - Created within Operations a culture of operational excellence and trained all staff in the techniques of continuous improvement and lean operations, resulting in reduced errors (by 90%) and lower level of product complaints (by 50%)
 - Reduced the amount of product scrap from \$200mm in 2007 to \$25mm in 2009 by improving planning and aligning demand and supply

Vice President Puerto Rico Operations

2002 to 2003

- Responsible for Amgen's largest and most complex manufacturing site with multiple functions including Manufacturing, Quality, Supply Chain, Engineering, Process Development, Human Resources, Finance, Information Systems; 6 plants, 2000 staff
- Led the site during a period of major growth from 400 staff to 2000 staff; 40mm units/year to 100mm units/year; <\$100mm/year gross expenses to >\$400mm/year
- Managed large capital projects leading to licensure in multiple regulatory regions of 2 new bulk manufacturing plants and 3 bulk protein manufacturing technology transfers
- Developed a curriculum in Industrial Biotechnology with the University of Puerto Rico to train
 and prepare students and staff for a career in the industry and meet Amgen's growing needs
 for skilled staff

Vice President Information Systems

2001 to 2002

 Responsible for IT infrastructure and information systems in Operations, Sales and Marketing, administrative functions

Senior Director Engineering and Operations Services

1999 to 2001

 Responsible for Amgen's capital program of \$300mm/year and all facilities maintenance services in Thousand Oaks

Associate Director/Director Engineering

1997 to 1999

- Responsible for Amgen's \$300mm bulk protein manufacturing expansion in Colorado
- Worked with functions across the company and with the FDA to achieve licensure in 3.5 years

Copley Pharmaceuticals Inc. Canton, Massachusetts

1995 to 1996

(\$170mm/year sales, 500 employees, 300 employees in Operations, Hoechst subsidiary) Executive Vice President Operations

· Responsible for production, engineering, supply chain, procurement

 Increased throughput by 25%, decreased failure rate from 6% to 4%, improved safety by 50%, reduced back orders from \$6mm to \$3mm, worked with R&D and \$ales and Marketing to increase speed of launching new products

Burroughs Wellcome Co. North Carolina

1984 to 1995

Vice President Engineering

1993 to 1995

- Responsible for all capital projects, environmental and safety operations, and facility
 maintenance at the Greenville manufacturing and Research Triangle Park research sites
- Completed construction, validation, licensure of grass roots sterile manufacturing plant (\$150mm) within budget and schedule

Director Sterile Products Facility Project

1991 to 1993

- Responsible for all aspects of a new sterile products plant, 360000 sq. ft, incorporating innovations in formulation, filling, freeze drying, sterilizing, and cleaning
- Worked with the FDA (review chemists and field inspectors) on a frequent and regular basis to review progress and address FDA comments resulting in successful FDA inspections in 1995

Director Chemical Manufacturing Division

1989 to 1991

- Responsible for the Chemical Manufacturing Division (5 plants, 150 staff, operated 24 hours/day, 7days/week) that produced all the company's bulk actives
- Worked with R&D to increase the yield of bulk actives by 10% in two years

Department Head Bulk Chemical Manufacturing

1987 to 1989

 Responsible for production of all large volume bulk actives in the Chemical Manufacturing Division

Group Leader Engineering

1984 to 1987

 Managed an engineering group that implemented large capital projects in pharmaceutical manufacturing

Battelle Memorial Institute, Columbus, Ohio

1980 to 1984

Research scientist in a multinational, 6000 employee, research and consulting organization.
 Promoted to Principal Research Scientist in 1983. Worked on a variety of technical projects for private industry and the US Government.

Burroughs Wellcome Co.

1975 to 1980

Started career at Burroughs Wellcome as a Project Engineer. Promoted to Senior Project
Engineer in 1978 and Group Leader in 1979. Managed the chemical engineering group and
implemented projects in pharmaceutical, sterile, and chemical manufacturing.

EDUCATION

MBA, East Carolina University, 1979

MS (Chemical Engineering), State University of New York, Buffalo, 1974 Bachelor of Technology (Chemical Engineering), Indian Institute of Technology (IIT), Bombay, India, 1972

STATEMENT

ACCEPTANCE OF NOMINATION FOR THE OFFICE OF DIRECTOR

AND/OR MEMBER OF THE AUDIT COMMITTEE OF STEVANATO GROUP S.P.A.

AND FULFILLMENT OF THE RELEVANT REQUIREMENTS SET FORTH

UNDER THE APPLICABLE LAWS AND BY-LAWS' PROVISIONS

born i	nFIRENZE_	(ITALY_)
on_	_AUG. 15, 1946	, Passport no		, with reference to:
1	(the "General Meeting")	to resolve upon, inter alia	, the appointment of	e "Company") convened on May 23, 20; f the members of the Board of Directors is statements for the financial year ending
				ing S.r.l. to the General Meeting for t ursuant to Article 16 of the Company's b
	capacity as nominee for icle 16.3 of the Company		or member of the A	audit Committee of the Company, pursua
		STATE A	AND CERTIFY	
as of	the date hereof,			
Χo				ticle 2382 of the Italian Civil Code (*) a entrusted to the Company's Directors (¹);
Χo	not to have been disqu Union other than Italy		office of company d	irector in a Member State of the Europe
Xロ	to meet the independen	nce requirements set forth	under article 2399 o	of the Italian Civil Code (**) (3);
0		alian Register of Legal An nce pursuant to Italian Leg		i revisori legali) established at the Minist 89/2010 (4);
Χo		nts of independence set for regulations applicable to t		d States laws and regulations and the No. 55);
1 411 -	ominage for the officer of D	inactor and member of the A	udit Committee of the	Company must meet such requirements.

3 At least one third of nominees for the offices of Director and member of the Audit Committee of the Company and all nominees for

the office of member of the Audit Committee of the Company must meet such requirements.

4 At least one nominee for the office of member of the Audit Committee of the Company must meet such requirement.

⁵ All nominees for the office of member of the Audit Committee of the Company must meet such requirements.

- XD to meet the requirements of financial literacy set forth under the United States regulations and the New York Stock Exchange regulations applicable to the Company (****) (6);
- to possess the accounting or related financial management expertise required under the United States regulations and the New York Stock Exchange regulations applicable to the Company (****) (7);
- XD to be aware that the personal data provided in this Statement will be handled by the Company within the scope and for the purposes for which this Statement is rendered, hereby authorizing its publication in accordance with the applicable provisions of law (*);
- XD to accept the nomination for and if appointed by the General Meeting and/or by the Board of Directors of the Company the office of Director and/or of member of the Audit Committee of the Company (?).

The undersigned also undertakes to promptly notify the Company of any variations of the information included in this Statement and to provide, at the Company's request, any relevant evidence to prove the accuracy of the information hereby submitted.

Attached is a curriculum vitae (10) and a copy of a current ID Card/Passport.

Los Angeles CA____, April 11, 2025.

(Nominee's signature)

⁶ All nominees for the office of member of the Audit Committee of the Company must meet such requirements.

⁷ At least one nominee for the office of member of the Audit Committee of the Company must meet such requirement.

⁸ All nominees for the offices of Director and member of the Audit Committee of the Company must provide the Company with such authorization.

⁹ All nominees for the offices of Director and member of the Audit Committee of the Company must accept the nomination.

¹⁰ The curriculum vitae attached to this statement must include all the offices as director, statutory auditor (sindaco) or member of other corporate bodies held by each nominee in other companies.

Holding a doctorate in chemistry from the University of Florence, Italy, Fabrizio carried out postdoctoral work in physiological chemistry at the Massachusetts Institute of Technology. He is an alumnus of the Institute for International Management, Northwestern University, J.L. Kellogg Graduate School of Management and of the Executive Program in Manufacturing, Harvard University, Graduate School of Business Administration. He spent 25 years at Baxter International in Italy, Belgium, and the U.S. reaching the positions of corporate vice president Quality System and CVP Regulatory and Clinical Affairs, From 1999 to 2013, he served in senior executive roles at Amgen, including senior vice president, Quality and Compliance and corporate compliance officer, senior vice president, Manufacturing, and executive vice president, Operations. Currently, he is a member of the board of INCOG BioPharma Services. His past board memberships include UCLA's Technology Development Corporation, XBiotech, where he chaired the Audit Committee, Menarini Biotech, and Theranos, where he chaired the Compliance and Quality Committee. He has been a member of the board of directors of Stevanato Group since 2013.

Dopo aver conseguito un dottorato in chimica presso l'Università di Firenze, Fabrizio ha avuto un incarico di post-dottorato in chimica fisiologica presso il Massachusetts Institute of Technology. È alumnus dell'Institute for International Management, Northwestern University, J.L. Kellogg Graduate School of Management e dell'Executive Program in Manufacturing, Harvard University, Graduate School of Business Administration. Ha trascorso 25 anni in Baxter International in Italia, Belgio e Stati Uniti raggiungendo le posizioni di Corporate Vice President Quality System e CVP Regulatory and Clinical Affairs. Dal 1999 al 2013, ha ricoperto ruoli dirigenziali in Amgen, tra i quali: Senior Vice President Quality and Compliance and Corporate Compliance Officer; Senior Vice President Manufacturing and Vice President Esecutivo Operations. Attualmente è membro del Consiglio di Amministrazione di INCOG BioPharma Services. Ha ricoperto precedentemente il ruolo di Consigliere di Amministrazione nella Technology Development Corporation dell'università UCLA, in XBiotech, dove ha presieduto l'Audit Committee, in Menarini Biotech e in Theranos, dove ha presieduto il Compliance and Quality Committee. Dal 2013 è membro del consiglio di amministrazione di Stevanato Group.

STATEMENT

ACCEPTANCE OF NOMINATION FOR THE OFFICE OF DIRECTOR

AND/OR MEMBER OF THE AUDIT COMMITTEE OF STEVANATO GROUP S.P.A.

AND PULFILLMENT OF THE RELEVANT REQUIREMENTS SET FORTH

UNDER THE APPLICABLE LAWS AND BY-LAWS' PROVISIONS

born	in Somerville, NJ, USA
	July 6 1959 . ID Card/Passport no
-	the General Meeting of the Shareholders of Stevanato Group S.p.A. (the "Company") convened on May 23, 2025 (the "General Meeting") to resolve upon. <i>inter alia</i> , the appointment of the members of the Board of Directors for the period ending on the date of approval of the Company's financial statements for the financial year ending on December 31, 2025, and
-	the slate of candidate directors to be presented by Stevanato Holding S.r.l. to the General Meeting for the appointment of the members of the Board of Directors for said period, pursuant to Article 16 of the Company's bylaws.
	y capacity as nominee for the office of Director and/or member of the Audit Committee of the Company, pursuant rticle 16.3 of the Company's by-laws, hereby
	STATE AND CERTIFY
as of	f the date hereof,
X	to meet the eligibility and integrity requirements set forth under Article 2382 of the Italian Civil Code (*) and possess the professionalism and skills required to perform the tasks entrusted to the Company's Directors (*):
X	not to have been disqualified from holding the office of company director in a Member State of the European Union other than Italy (2):
X	to meet the independence requirements set forth under article 2399 of the Italian Civil Code (**) (3);
	to be enrolled in the Italian Register of Legal Auditors (Registro dei revisori legali) established at the Ministry of Economy and Finance pursuant to Italian Legislative Decree no. 39/2010 (*):
X	to meet the requirements of independence set forth under the United States laws and regulations and the New York Stock Exchange regulations applicable to the Company (***) (*):
1 All	nominees for the offices of Director and member of the Audit Committee of the Company must meet such requirements.
	nominees for the offices of Director and member of the Audit Committee of the Company must meet such requirement.

³ At least one third of nominees for the offices of Director and member of the Audit Committee of the Company and all nominees for the office of member of the Audit Committee of the Company must meet such requirements.

⁴ At least one nominee for the office of member of the Audit Committee of the Company must meet such requirement.

⁵ All nominees for the office of member of the Audit Committee of the Company must meet such requirements.



to meet the requirements of financial literacy set forth under the United States regulations and the New York Stock Exchange regulations applicable to the Company (****) (*):

to possess the accounting or related financial management expertise required under the United States regulations and the New York Stock Exchange regulations applicable to the Company (****) (7):



to be aware that the personal data provided in this Statement will be handled by the Company within the scope and for the purposes for which this Statement is rendered, hereby authorizing its publication in accordance with the applicable provisions of law (*):



to accept the nomination for and - if appointed by the General Meeting and/or by the Board of Directors of the Company - the office of Director and/or of member of the Audit Committee of the Company (%).

The undersigned also undertakes to promptly notify the Company of any variations of the information included in this Statement and to provide, at the Company's request, any relevant evidence to prove the accuracy of the information hereby

Attached is a curriculum vitae (10) and a copy of a current ID Card/Passport.

Newtown, PA . April 11, 2025.

(Nominee's signature)

All nominees for the office of member of the Audit Committee of the Company must meet such requirements.

At least one nominee for the office of member of the Audit Committee of the Company must meet such requirement.

⁸ All nominees for the offices of Director and member of the Audit Committee of the Company must provide the Company with such authorization.

⁴ All nominees for the offices of Director and member of the Audit Committee of the Company must accept the nomination.

^{**} The curriculum vitoe attached to this statement must include all the offices as director, statutory auditor (sindaco) or member of other corporate bodies held by each nominee in other companies.

WILLIAM J. FEDERICI

RETIRED SENIOR VICE PRESIDENT AND CHIEF FINANCIAL OFFICER OF WEST PHARMACEUTICAL SERVICES, INC.

Mr. Federici joined West, a NYSE traded US public company, in 2003 as Chief Financial Officer after more than 20 years' experience in public accounting primarily serving the Pharmaceutical Industry. He retired from West in 2018 as Senior Vice President and Chief Financial Officer.



Mr. Federici holds a BA in Economics from Rutgers University, Livingston College attending from 1977- 1981 and an MBA in Professional Accounting from Rutgers University attending from 1981- 1982. He is a member of the American Institute of Certified Public Accountants.

Mr. Federici has been a member of the Board of Directors of Stevanato Group S.p.A., a NYSE listed public company and a Global provider of drug containment, drug delivery and diagnostic solutions for the Pharmaceutical, Biotechnology and Life Sciences Industries, where he has served as Audit Committee Chair since 2021.

Mr. Federici has been a member of the Board of Directors of Zynerba Pharmaceuticals, Inc., a Specialty Pharmaceutical, US public company, where he has served as Audit Committee Board Chair since 2015 through its sale to Harmony Biosciences in October 2023.

Biography for William John Federici

He has been a member of the Board of Directors and a member of the Finance Committee of the American Oncologic Hospital and Affiliates (Fox Chase Cancer Center) since 2015.

From June 2002 through August 2003 Mr. Federici was an audit partner and National industry director for Pharmaceuticals of KPMG LLP, and prior thereto, was an audit partner for Arthur Andersen, LLP.

With his leadership experience in the global pharmaceutical and accounting industries, Mr. Federici brings valuable expertise in financial and audit-related matters.

ACCEPTANCE OF NOMINATION FOR THE OFFICE OF DIRECTOR

AND/OR MEMBER OF THE AUDIT COMMITTEE OF STEVANATO GROUP S.P.A.

AND FULFILLMENT OF THE RELEVANT REQUIREMENTS SET FORTH

UNDER THE APPLICABLE LAWS AND BY-LAWS' PROVISIONS

1. Karen Flyn	undersigned		Mr.Ms/Dr.
born in Kalen O'Sullivan	Plainfield N	AJ WA	
0	D Card/Passport no		, with reference

- the General Meeting of the Shareholders of Stevanato Group S.p.A. (the "Company") convened on May 23, 2025 (the "General Meeting") to resolve upon, inter alia, the appointment of the members of the Board of Directors for the period ending on the date of approval of the Company's financial statements for the financial year ending on December 31, 2025, and
- the slate of candidate directors to be presented by Stevanato Holding S.r.l. to the General Meeting for the
 appointment of the members of the Board of Directors for said period, pursuant to Article 16 of the Company's
 by-layer.

in my capacity as nominee for the office of Director and/or member of the Audit Committee of the Company, pursuant to Article 16.3 of the Company's by-laws, hereby

STATE AND CERTIFY

as of the date hereof.

- to meet the eligibility and integrity requirements set forth under Article 2382 of the Italian Civil Code (*) and possess the professionalism and skills required to perform the tasks entrusted to the Company's Directors (1);
- not to have been disqualified from holding the office of company director in a Member State of the European Union other than Italy (*);
- to meet the independence requirements set forth under article 2399 of the Italian Civil Code (**) (*);
- to be enrolled in the Italian Register of Legal Auditors (Registro dei revisori legali) established at the Ministry of Economy and Finance pursuant to Italian Legislative Decree no. 39/2010 (*);
- to meet the requirements of independence set forth under the United States laws and regulations and the New York Stock Exchange regulations applicable to the Company (***) (*);

All nominees for the offices of Director and member of the Audit Committee of the Company must meet such requirements.

² All nominees for the offices of Director and member of the Audit Committee of the Company must meet such requirement.

³ At least one third of nominees for the offices of Director and member of the Audit Committee of the Company and all nominees for the office of member of the Audit Committee of the Company must meet such requirements.

At least one nominee for the office of member of the Audit Committee of the Company must meet such requirement.

All nominees for the office of member of the Audit Committee of the Company must meet such requirements.

×	to meet the requirements	of financial literacy	y set forth	under the	United States	regulations	and the	New	York
,	Stock Exchange regulation	as applicable to the	Company	(****)(*):					

- to possess the accounting or related financial management expertise required under the United States regulations and the New York Stock Exchange regulations applicable to the Company (****) (*);
- to be aware that the personal data provided in this Statement will be handled by the Company within the scope and for the purposes for which this Statement is rendered, hereby authorizing its publication in accordance with the applicable provisions of law (*);
- to accept the nomination for and if appointed by the General Meeting and/or by the Board of Directors of the Company - the office of Director and/or of member of the Audit Committee of the Company (*).

...

The undersigned also undertakes to promptly notify the Company of any variations of the information included in this Statement and to provide, at the Company's request, any relevant evidence to prove the accuracy of the information hereby submitted.

Attached is a curriculum vitae (30) and a copy of a current ID Card/Passport.

, April 11, 2025.

(Nominee's signature)

⁶ All nominees for the office of member of the Audit Committee of the Company must meet such requirements.

⁷ At least one nominee for the office of member of the Audit Committee of the Company must meet such requirement.

^{*} All nominees for the offices of Director and member of the Audit Committee of the Company must provide the Company with such authorization.

All nominees for the offices of Director and member of the Audit Committee of the Company must accept the nomination.

³⁰ The curriculum vitue attached to this statement must include all the offices as director, statutory auditor (sinulaco) or member of other corporate bodies held by each nominee in other companies.

Karen A. Flynn

PROFESSIONAL PROFILE

Senior level executive with proven track record of leadership and success. Creative and strategic thinker. Commercial, operations general management and governance experience with demonstrated ability to align teams to goals and achieve results. Strong pharmaceutical services background with direct P&L accountability for global business generating annual revenues of up to \$2 Billion business. Board of Directors member for both small cap and Fortune 500 publicly traded companies, collaborating with management and Board to establish strategic objectives and achieve growth ambitions.

WORK EXPERIENCE

Catalent Pharma Solutions

Somerset, NJ

President, BioModalites (interim)

April, 2023 - October, 2023

Led the Plasmids, Cell Therapy, Gene Therapy and Protein Drug Substance businesses for interim period while simultaneously serving on the Board of Directors.

Chief Commercial Officer

October, 2021 - July, 2022

Accountable for the overall commercial/go to market/branding strategy of the company. Responsible for corporate commercial excellence, salesforce operations, marketing and global strategic account management functions. Led strategic initiatives that drove coaching performance, digital evolution of commercial systems, market intelligence, and customer segmentation to achieve top line growth for Catalent and an optimized customer experience.

President, Biologics and Chief Commercial Officer

January, 2020 - October, 2021

Accountable for the P&L of Catalent's global Biologics business and for the comprehensive commercial excellence of the company. Led the Biologics business unit during COVID pandemic – overseeing major capital expansions and growth initiatives, including acquisitions of assets and businesses to expand capacity and breadth of offerings. Revenues of \$2B were achieved for FY21 (ending June 30, 2021), representing annual growth of 89% vs prior fiscal year. Achieved EBITDA growth of 156%.

West Pharmaceutical Services

Exton, PA

Senior Vice President and Chief Commercial Officer

January, 2016 – January, 2020

Accountable for West's revenues and gross profit at standard (approximately \$1.7 Billion in sales). Achieved 7% revenue CAGR. Created a new operating commercial model for the business, transitioning the organization from a regional and product focused structure to a market orientation. Full responsibility for all market facing functions: General Management of four Market Units, inclusive of sales, marketing strategy and product management, technical services, sales operations, laboratory services, quality and regulatory affairs. Key accomplishments include double digit growth of the Asia Pacific markets, double digit growth of Contract Manufacturing business, introduction and major customer adoption of key high value packaging components and delivery devices, development of the West Knowledge Center and e-commerce platform, and launch of West Integrated Solutions. Secured acquisition of South Korean distributor to expand influence in this rapidly growing market.

President, Pharmaceutical Packaging Systems

October, 2014 - January, 2016

Accountable for the largest division of West, with full P&L and global sales of \$1 Billion and Operating Profit of \$220 Million. Achieved sales and profitability growth in excess of budgeted targets at constant currency (>7% sales and >17% OP) with strong focus on emerging markets, sales of high value products, and operational efficiencies. Put into practice new Innovation Management process, Network Optimization program, and Continuous Improvement Office. Implemented new Quality Culture focus worldwide. Led enterprise wide five year strategic planning process for the company, resulting in a transformational change in the structure of West which was enacted in 2016.

President, Americas, Pharmaceutical Packaging Systems

June, 2012 - October, 2014

Full P&L responsibility for the Packaging Systems business in North and South America, including management of finance, operations, supply chain, sales, marketing, quality, R&D, and HR. Responsible for 1500+ employees and \$450+ million in annual revenues. Achieved operating profit improvement of 15% in two years. Implemented global divisional S&OP, SGA/talent planning, and capital budgeting processes, replacing regional models, to improve efficiencies and customer responsiveness. Executive Officer and member of Divisional leadership team. Championed formation of West's WIN (Women Investing and Networking) resource group, which has since expanded to five global locations. Major contributor to divisional five year strategic business plan, including strategic workforce plan, capital plan, and operating budgets.

Vice President, Sales, Americas

May, 2008 - June, 2012

Led the Sales organization in North and South America for injectable packaging division. Grew sales 24% in 4 years. Upgraded negotiating effectiveness through training and implementation of process methodology, resulting in secured multi-year supply agreements and enhanced profit margins. Implemented CRM/Opportunity funnel management – improving global customer relationship management, opportunity visibility, collaboration between Sales and Marketing, and forecast accuracy. Launched Global Key Account Management program with defined structure, organization, program elements, governance, and metrics, resulting in revenue growth for global key customers at a rate twice that of other customers.

Cardinal Health/Catalent Pharma Solutions

Somerset, NJ

Vice President, Global Accounts Team Leader

July 2006 - May, 2008

Sales leader for team of Global Account Directors (corporate level sales professionals). Responsible for approximately \$725 million in revenues for top tier accounts, achieving revenue growth of 9% and exceeding budget by 26%. Effectively led the transition of the Global Accounts Program with analysis of account selection, recruitment of team members, and implementation of strategic planning and management tools.

Vice President, Global Accounts

December, 2004 - July, 2006

July, 2000 - December, 2004

Director, Account Development

Increasing level of responsibility for leading business development and account management activities for a select group of pharmaceutical customers, ranging from virtual to major pharma companies. Developed analyses of customer's business environment, strategy and products, and creatively aligned solutions-oriented offerings to meet their needs. Responsible for negotiating product development, clinical supply, analytical service, and commercial supply agreements. Consistently exceeded account growth objectives, closing more than 20 agreements in 5 years, with \$75 million in new business. Managed a portfolio of on-going business with annual revenues of \$180 million.

West Pharmaceutical Services

Exton, PA

Various technical and commercial roles of increasing responsibility

Akron, OH

The Firestone Tire and Rubber Company Junior Engineer

June, 1984 - March, 1985

June, 1985 - July 2000

BOARD OF DIRECTORS SERVICE

Ascend Advanced Therapies

February, 2025 - Present

Stevanato Group

May, 2024 - Present

Compensation Committee ESG Committee

Business and Strategy Committee

Catalent Pharma Solutions

September, 2022 - January, 2024

Quanterix Corporation June, 2022 – Present

Compensation Committee (Chair) Nom and Gov Committee

Sotera Health November, 2023 – Present

Audit Committee

GermFree Laboratories, LLC December, 2023 – Present

Renumeration Committee (Chair)

Recro Pharma, Inc. September, 2015 – January, 2020

Audit Committee

Compensation Committee member and Chair

EDUCATION

University of Pennsylvania Philadelphia, PA
Master of Science, Engineering May, 1994

Executive Education program – joint technology management curriculum with the School of Engineering and Applied Science and The Wharton School

Boston University Cherry Point, NC
Master of Science, Business Administration January, 1987

University of Notre Dame

Bachelor of Science, Pre-Professional Studies (pre-med)

May, 1984

SELECT PROFESSIONAL ACCOMPLISHMENTS, SERVICE, AND OTHER AFFILIATIONS

The Franklin Institute - Board of Trustees September, 2022 - Present

Hesburgh Women of Impact Mentor

Kellogg School of Management - Women's Senior Leadership Program
Kellogg School of Management – Corporate Governance, Effectiveness and Accountability in the Board Room

Silver Stevie Award for Women in Business Ellen Ann Roberts Business Award

ACCEPTANCE OF NOMINATION FOR THE OFFICE OF DIRECTOR

AND/OR MEMBER OF THE AUDIT COMMITTEE OF STEVANATO GROUP S.P.A.

AND FULFILLMENT OF THE RELEVANT REQUIREMENTS SET FORTH

UNDER THE APPLICABLE LAWS AND BY-LAWS' PROVISIONS

I, the undersigned Ms. Sue-Jean Lin,	
born in Taiwan, Republic of China	
on 29 November 1958, ID Card/Passport no.	with reference to:

- the General Meeting of the Shareholders of Stevanato Group S.p.A. (the "Company") convened on May 23, 2025 (the "General Meeting") to resolve upon, *inter alia*, the appointment of the members of the Board of Directors for the period ending on the date of approval of the Company's financial statements for the financial year ending on December 31, 2025, and
- the slate of candidate directors to be presented by Stevanato Holding S.r.l. to the General Meeting for the
 appointment of the members of the Board of Directors for said period, pursuant to Article 16 of the Company's bylaws

in my capacity as nominee for the office of Director and/or member of the Audit Committee of the Company, pursuant to Article 16.3 of the Company's by-laws, hereby

STATE AND CERTIFY

as of the date hereof.

- X to meet the eligibility and integrity requirements set forth under Article 2382 of the Italian Civil Code (*) and possess the professionalism and skills required to perform the tasks entrusted to the Company's Directors (1);
- X not to have been disqualified from holding the office of company director in a Member State of the European Union other than Italy (2);
- X to meet the independence requirements set forth under article 2399 of the Italian Civil Code (**) (3);
- X to be enrolled in the Italian Register of Legal Auditors (Registro dei revisori legali) established at the Ministry of Economy and Finance pursuant to Italian Legislative Decree no. 39/2010 (4):
- X to meet the requirements of independence set forth under the United States laws and regulations and the New York Stock Exchange regulations applicable to the Company (***) (5);

All nominees for the offices of Director and member of the Audit Committee of the Company must meet such requirements.

² All nominees for the offices of Director and member of the Audit Committee of the Company must meet such requirement.

³ At least one third of nominees for the offices of Director and member of the Audit Committee of the Company and all nominees for the office of member of the Audit Committee of the Company must meet such requirements.

⁴ At least one nominee for the office of member of the Audit Committee of the Company must meet such requirement.

⁵ All nominees for the office of member of the Audit Committee of the Company must meet such requirements.

- X to meet the requirements of financial literacy set forth under the United States regulations and the New York Stock Exchange regulations applicable to the Company (****) (6);
- X to possess the accounting or related financial management expertise required under the United States regulations and the New York Stock Exchange regulations applicable to the Company (****) (*);
- X to be aware that the personal data provided in this Statement will be handled by the Company within the scope and for the purposes for which this Statement is rendered, hereby authorizing its publication in accordance with the applicable provisions of law (8);
- X to accept the nomination for and if appointed by the General Meeting and/or by the Board of Directors of the Company - the office of Director and/or of member of the Audit Committee of the Company (9).

The undersigned also undertakes to promptly notify the Company of any variations of the information included in this Statement and to provide, at the Company's request, any relevant evidence to prove the accuracy of the information hereby submitted.

Attached is a curriculum vitae (10) and a copy of a current ID Card/Passport.



April 11, 2025.

(Nominee's signature)

⁶ All nominees for the office of member of the Audit Committee of the Company must meet such requirements.

⁷ At least one nominee for the office of member of the Audit Committee of the Company must meet such requirement.

⁸ All nominees for the offices of Director and member of the Audit Committee of the Company must provide the Company with such authorization.

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SUE-JEAN LIN , Dallas Fort Worth, Texas,



Sue-Jean Lin is an accomplished global business leader across a diverse set of corporate functions including information technology, finance, cybersecurity, risk management, digital transformation, AI, data & analytics. Sue-Jean brings deep strategic leadership and a demonstrated ability to scale and accelerate higher value. Her career in the life sciences industry spans 35 years where she has driven enterprise growth and business transformation. Sue-Jean is recognized as a trusted advisor to Fortune 500 C-suites, a public company board member and qualifies as a financial expert.

She is the Audit Committee Chair and an independent director of the Arcutis Biotherapeutics (Nasdaq: ARQT), a Governance Fellow with the National Association of Corporate Directors (NACD) and has earned the NACD's CERT Certificate in Cybersecurity oversight. She joined ARQT board in June 2021 when the company was in the late stage of developing innovations in immuno-dermatology products. Today, the company has successfully entered the commercial stage with multiple indications treating skin diseases following FDA approval for ZORYVE.

Sue-Jean, until March 2025, was the Senior Vice President and Chief Information & Transformation Officer at Alcon (NYSE/SIX: ALC), based in Geneva, Switzerland, and was a member of the executive committee of Alcon (ECA). Alcon, with annual sales of \$108 and a market cap of \$45+B, was a business carve-out from Novartis and went public in April 2019. She joined the company in 2018 and led major initiatives to stand up new company, deliver top-tier digital and technologies, ERP, R&D clinical solutions, data lake, Al and analytical capabilities. She managed transformation programs across different functions that contributed more than \$400M year-over-year savings to its financial results. Sue-Jean works closely with the executive team to cultivate a new culture, transform core business models, and continuously improve services for eye care professionals and patients.

Previously, Sue-Jean was a member of the Hill-Rom (now Baxter International) executive leadership, serving in the capacity of Senior President & Chief Information Officer. During her tenure, Hill-Rom doubled its market capitalization through new products, which included the integration of nurse calls system with EHR integration and an innovative Smart+ Bed platform for acute care. Sue-Jean was instrumental in enabling the company's first-ever e-commerce channel supporting patient engagement and improving the effectiveness of biomedical professionals through e-commerce, industrial internet of things (IIoT) and data strategy.

Sue-Jean was Senior Vice President & Chief Information Officer for Allergan (now Abbvie) during a time when the company experienced hyper-growth with its breakthrough innovations in Ophthalmology and Neurosciences. The company later became a world leading medical aesthetic business with its Botox Cosmetic indication. She led major initiatives including a B2B2C model to foster consumer and physician digital engagement. Prior to the CIO role, she was the CFO, VP & Controller for Allergan's Europe, Middle East, Africa and Asia Pacific regions. During her seven-year assignment in the U.K., she drove business turnaround that ultimately quadrupled sales and accelerated margin expansion. Sue-Jean served on Allergan's subsidiary boards in Ireland, United Kingdom and Italy and was responsible for the statutory accounting and tax strategies.

Sue-Jean won the National Orbie Year of CIO award in 2022 in the Global category and was a winner of Dallas Orbie CIO award in 2021 in the Super Global category. She has earned awards from Computerworld, CIO Magazine, UCLA Anderson Business School. She collaborated with the MIT CISR and published several briefings. In 2024, she earned a certification from Stanford University Graduate School of Business in Al and Digital Innovation. In 2022-4, she was the finance committee chair for a non-profit organization, T200.org, mentoring and empowering women in technology.

Sue-Jean has a Bachelor of Science degree in accounting, and a master's degree in business administration (MBA) from the University of Nevada, Reno. She is married and has two children.

ACCEPTANCE OF NOMINATION FOR THE OFFICE OF DIRECTOR

AND/OR MEMBER OF THE AUDIT COMMITTEE OF STEVANATO GROUP S.P.A.

AND FULFILLMENT OF THE RELEVANT REQUIREMENTS SET FORTH

UNDER THE APPLICABLE LAWS AND BY-LAWS' PROVISIONS

I, the u	undersigned Mr./Ms./Dr. ELISABETTA	MAGISTRET	71
born ir	BUSTO ARSIZIO	(VA -	ITALY
on_	uly 21, 1947 ID Card/Passport no.		, with reference to:
tl	the General Meeting of the Shareholders of Stevanato Gi the "General Meeting") to resolve upon, <i>inter alia</i> , the the period ending on the date of approval of the Compa December 31, 2025, and	appointment of the member	s of the Board of Directors for
a	he slate of candidate directors to be presented by Si ppointment of the members of the Board of Directors fo aws,		
	capacity as nominee for the office of Director and/or micle 16.3 of the Company's by-laws, hereby	ember of the Audit Commit	ttee of the Company, pursuant
	STATE AND	CERTIFY	
as of th	he date hereof,		
8	to meet the eligibility and integrity requirements set possess the professionalism and skills required to per		
0	not to have been disqualified from holding the office Union other than Italy (2);	of company director in a M	Member State of the European
0/	to meet the independence requirements set forth unde	r article 2399 of the Italian (Civil Code (**) (3);
0	to be enrolled in the Italian Register of Legal Auditor of Economy and Finance pursuant to Italian Legislative		di) established at the Ministry
8	to meet the requirements of independence set forth u York Stock Exchange regulations applicable to the Co		and regulations and the New

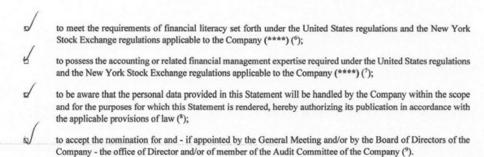
¹ All rominees for the offices of Director and member of the Audit Committee of the Company must meet such requirements.

² All nominees for the offices of Director and member of the Audit Committee of the Company must meet such requirement.

³ At least one third of nominees for the offices of Director and member of the Audit Committee of the Company and all nominees for the office of member of the Audit Committee of the Company must meet such requirements.

⁴ At least one nominee for the office of member of the Audit Committee of the Company must meet such requirement.

⁵ All nominees for the office of member of the Audit Committee of the Company must meet such requirements.



**

The undersigned also undertakes to promptly notify the Company of any variations of the information included in this Statement and to provide, at the Company's request, any relevant evidence to prove the accuracy of the information hereby submitted.

Attached is a curriculum vitae (10) and a copy of a current ID Card/Passport.

Bersto A , April 11, 2025.

(Nominee's signature)

Eliabetta Plagistrelli

⁶ All nominees for the office of member of the Audit Committee of the Company must meet such requirements.

⁷ At least one nominee for the office of member of the Audit Committee of the Company must meet such requirement.

⁸ All nominees for the offices of Director and member of the Audit Committee of the Company must provide the Company with such authorization.

⁹ All nominees for the offices of Director and member of the Audit Committee of the Company must accept the nomination.

¹⁰ The curriculum vitae attached to this statement must include all the offices as director, statutory auditor (sindaco) or member of other corporate bodies held by each nominee in other companies.

Elisabetta Magistretti

Italian Citizen

Degree magna cum laude in Economics at the University "L. Bocconi" in Milan in 1971;

Enrolled as certified public account and auditor;

From 1972 to 2001 in Arthur Andersen, becoming then partner in 1984;

From 2001 to 2006 Senior Executive - Responsible of Administrative Government

Department in Unicredit, becoming, in the same company, Senior Executive -

Responsible of Group Internal Audit Department from 2006 to 2009;

She served as independent non executive Director of Pirelli & C. S.p.A. (from 2011

to 2016) and of Luxottica Group S.p.A. (from 2012 to april 2020)

From 2011 to 2023 non executive director of Mediobanca - Banca di Credito Finanziario S.p.A (independent up to 2020)

At present independent non executive director of Brembo N.V., Smeg S.p.A and Yafa S.p.A.

She is member of the Boards of Statutory Auditors of Unicredit Foundation, and of Fondazione Italiana Accenture, not for profit entities.

April, 2025

ACCEPTANCE OF NOMINATION FOR THE OFFICE OF DIRECTOR

AND/OR MEMBER OF THE AUDIT COMMITTEE OF STEVANATO GROUP S.P.A.

AND FULFILLMENT OF THE RELEVANT REQUIREMENTS SET FORTH

UNDER THE APPLICABLE LAWS AND BY-LAWS' PROVISIONS

born	in DICHMOND VICENTIA USA
on_	August 9, 1957, ID Card/Passport no, with reference to:
	the General Meeting of the Shareholders of Stevanato Group S.p.A. (the "Company") convened on May 23, 2025 (the "General Meeting") to resolve upon, <i>inter alia</i> , the appointment of the members of the Board of Directors for the period ending on the date of approval of the Company's financial statements for the financial year ending on December 31, 2025, and
- 1	the slate of candidate directors to be presented by Stevanato Holding S.r.l. to the General Meeting for the appointment of the members of the Board of Directors for said period, pursuant to Article 16 of the Company's by-
in my to Art	capacity as nominee for the office of Director and/or member of the Audit Committee of the Company, pursuant icle 16.3 of the Company's by-laws, hereby
	STATE AND CERTIFY
as of	the date hereof,
1	to meet the eligibility and integrity requirements set forth under Article 2382 of the Italian Civil Code (*) and possess the profession alism and skills required to perform the tasks entrusted to the Company's Directors (1);
	not to have been disqualified from holding the office of company director in a Member State of the European Union other than Italy (2);
/	to meet the independence requirements set forth under article 2399 of the Italian Civil Code (**) (3);
0	to be enrolled in the Italian Register of Legal Auditors (Registro dei revisori legali) established at the Ministry of Economy and Finance pursuant to Italian Legislative Decree no. 39/2010 (*);
1	to meet the requirements of independence set forth under the United States laws and regulations and the New York Stock Exchange regulations applicable to the Company (***) (5);
	ominees for the offices of Director and member of the Audit Committee of the Company must meet such requirements.
All n	ominees for the offices of Director and member of the Audit Committee of the Company must meet such requirement.
At le	ast one third of nominees for the offices of Director and member of the Audit Committee of the Company and all nominees for ice of member of the Audit Committee of the Company must meet such requirements.

⁴ At least one nominee for the office of member of the Audit Committee of the Company must meet such requirement.
⁵ All nominees for the office of member of the Audit Committee of the Company must meet such requirements.

	to meet the requirements of financial literacy set forth under the United States regulations and the New York Stock Exchange regulations applicable to the Company (****) (6);
/	to possess the accounting or related financial management expertise required under the United States regulations and the New York Stock Exchange regulations applicable to the Company (****) (*);
/	to be aware that the personal data provided in this Statement will be handled by the Company within the scope and for the purposes for which this Statement is rendered, hereby authorizing its publication in accordance with the applicable provisions of law (8);
/	to accept the nomination for and - if appointed by the General Meeting and/or by the Board of Directors of the Company - the office of Director and/or of member of the Audit Committee of the Company (*).

he ur tatem ıbmit	ndersigned also undertakes to promptly notify the Company of any variations of the information included in this ent and to provide, at the Company's request, any relevant evidence to prove the accuracy of the information hereby ted.
ttach	ed is a curriculum vitae (10) and a copy of a current ID Card/Passport.
	April 11, 2025.
	4.
	B. Morrell.
	(Nominee's signature)
	~
All nor	minees for the office of member of the Audit Committee of the Company must meet such requirements.
t leas	t one nominee for the office of member of the Audit Committee of the Company must meet such requirement.

⁹ All nominces for the offices of Director and member of the Audit Committee of the Company must accept the nomination.
¹⁰ The curriculum vitae attached to this statement must include all the offices as director, statutory auditor (sindaco) or member of other corporate bodies held by each nominee in other companies.

Donald E. Morel Jr., PhD Chairman and Chief Executive Officer (retired) West Pharmaceutical Services Inc. (NYSE: WST)

Dr. Morel served as Chief Executive Officer of West from 2002 through 2015 and Chairman from 2003 – 2015. During his tenure revenues tripled and market capitalization increased more than twelve times. West was the top performing healthcare dividend stock on the NYSE over this time period. Prior to being named CEO he served as Chief Operating Officer and President of the Pharmaceutical Systems Division. His career at West started in 1992 as Director of R&D.

From 1984 to 1992 he worked in various positions developing technology for space based remote imaging and the Strategic Defense Initiative. He served as an advisor to NASA on a number of Space Station programs and in 1989 was selected by the Astronaut Office for training as a Mission Specialist. His research has been funded by NASA, the Office of Naval Research, the National Science Foundation, and DARPA.

Dr. Morel completed his undergraduate degree in Engineering at Lafayette College and his graduate studies at Cornell University in Materials Science and Veterinary Medicine and the Darden School of the University of Virginia. He received a D.Sc. (Hons) from Roanoke College.

Dr. Morel serves as a Director of the Stevanato Group SpA (NYSE:STVN). He is Chairman Emeritus of the Board of Trustees of the Franklin Institute in Philadelphia, PA and also chairs the Foundation Board of the American Oncologic Hospital of the Fox Chase Cancer Center and the Travis Manion Foundatio. He is the founder of Progenitor Capital LLC and Chairs the Morel Family Foundation. He currently serves as a Trustee of the Darden school at the University of Virginia.

ACCEPTANCE OF NOMINATION FOR THE OFFICE OF DIRECTOR

AND/OR MEMBER OF THE AUDIT COMMITTEE OF STEVANATO GROUP S.P.A.

AND FULFILLMENT OF THE RELEVANT REQUIREMENTS SET FORTH

UNDER THE APPLICABLE LAWS AND BY-LAWS' PROVISIONS

I, the undersigned Mr. LUCIANO SANTEL, born in VENEZIA (ITALY) on 12th October 1956, with reference to:



- the General Meeting of the Shareholders of Stevanato Group S.p.A. (the "Company") convened on May 23, 2025 (the "General Meeting") to resolve upon, inter alia, the appointment of the members of the Board of Directors for the period ending on the date of approval of the Company's financial statements for the financial year ending on December 31, 2025, and
- the slate of candidate directors to be presented by Stevanato Holding S.r.l. to the General Meeting for the
 appointment of the members of the Board of Directors for said period, pursuant to Article 16 of the Company's bylaws

in my capacity as nominee for the office of Director and/or member of the Audit Committee of the Company, pursuant to Article 16.3 of the Company's by-laws, hereby

STATE AND CERTIFY

as of the date hereof,

- to meet the eligibility and integrity requirements set forth under Article 2382 of the Italian Civil Code (*) and possess the professionalism and skills required to perform the tasks entrusted to the Company's Directors (¹);
- not to have been disqualified from holding the office of company director in a Member State of the European Union other than Italy (2);
- to meet the independence requirements set forth under article 2399 of the Italian Civil Code (**) (*);
- to be enrolled in the Italian Register of Legal Auditors (Registro dei revisori legali) established at the Ministry of Economy and Finance pursuant to Italian Legislative Decree no. 39/2010 (4);
- to meet the requirements of independence set forth under the United States laws and regulations and the New York Stock Exchange regulations applicable to the Company (***) (*);

¹ All nominees for the offices of Director and member of the Audit Committee of the Company must meet such requirements.

² All nominees for the offices of Director and member of the Audit Committee of the Company must meet such requirement.

³ At least one third of nominees for the offices of Director and member of the Audit Committee of the Company and all nominees for the office of member of the Audit Committee of the Company must meet such requirements.

⁴ At least one nominee for the office of member of the Audit Committee of the Company must meet such requirement.

⁵ All nominees for the office of member of the Audit Committee of the Company must meet such requirements.

×	to meet the requirements of financial literacy set forth under the United States regulations and the New York Stock Exchange regulations applicable to the Company (****) (6);
X	to possess the accounting or related financial management expertise required under the United States regulations and the New York Stock Exchange regulations applicable to the Company (****) (*);

to be aware that the personal data provided in this Statement will be handled by the Company within the scope and for the purposes for which this Statement is rendered, hereby authorizing its publication in accordance with the applicable provisions of law (8);

to accept the nomination for and - if appointed by the General Meeting and/or by the Board of Directors of the Company - the office of Director and/or of member of the Audit Committee of the Company (9).

The undersigned also undertakes to promptly notify the Company of any variations of the information included in this Statement and to provide, at the Company's request, any relevant evidence to prove the accuracy of the information hereby

Attached is a curriculum vitae (10) and a copy of a current ID Card/Passport.

Milan, April 11, 2025.

(Nominee's signature)

July Sans

⁶ All nominees for the office of member of the Audit Committee of the Company must meet such requirements.

⁷ At least one nominee for the office of member of the Audit Committee of the Company must meet such requirement.

⁸ All nominees for the offices of Director and member of the Audit Committee of the Company must provide the Company with such

⁹ All nominees for the offices of Director and member of the Audit Committee of the Company must accept the nomination.

¹⁰ The curriculum vitae attached to this statement must include all the offices as director, statutory auditor (sindaco) or member of other corporate bodies held by each nominee in other companies.

Luciano Santel

Laureato in Economia e Commercio presso l'Università Ca' Foscari di Venezia, si è formato presso primarie società di audit internazionali quali Ernst & Young e Arthur Andersen.

Ha lavorato come Direttore Finance in IVG e poi nel gruppo Rossignol. Nel 1996 ha assunto il ruolo di Chief Operating Officer di Retail Brand Alliance (già Casual Corner Group Inc.) dove è rimasto fino al 1999, quando è entrato in Luxottica Group S.p.A. con il ruolo di Vice President International Development. Dal 2001 al 2009 è stato Chief Corporate Officer in Geox S.p.A., mentre nel 2009 ha assunto il ruolo di Chief Executive Officer di Stefanel S.p.A. Ha inoltre ricoperto il ruolo di Amministratore Indipendente e membro del Comitato Controllo e Rischi di Luxottica Group S.p.A. dal 2015 al 2020.

Nel 2013 entra in Moncler con il ruolo di Chief Corporate Officer. Attualmente è Amministratore Esecutivo di Moncler e Chief Corporate & Supply Officer del Gruppo Moncler; è inoltre dirigente preposto ex Art. 154-bis del TUF di Moncler.

Luciano Santel

After graduating in Business Administration at University Ca' Foscari of Venice, he spent his early years in international audit companies like Ernst & Young and Arthur Andersen.

He worked as Finance Director at IVG and then at Rossignol group. In 1996 he became Chief Operating Officer of Retail Brand Alliance (already Casual Corner group Inc.) where he remained until 1999 when he joined Luxottica Group S.p.A. as Vice President International Development. From 2001 to 2009 he was Chief Corporate Officer at Geox S.p.A., whilst in 2009 he became Chief Executive Officer for Stefanel S.p.A. He also served as an Independent Director of Luxottica Group S.p.A. from 2015 to 2020.

In 2013 he joined Moncler as Chief Corporate Officer. He is currently Executive Director of Moncler and Chief Corporate & Supply Officer of the Moncler Group; he is also Manager in Charge pursuant to Article 154-bis of the Consolidated Law on Finance.

ACCEPTANCE OF NOMINATION FOR THE OFFICE OF DIRECTOR

AND/OR MEMBER OF THE AUDIT COMMITTEE OF STEVANATO GROUP S.P.A.

AND FULFILLMENT OF THE RELEVANT REQUIREMENTS SET FORTH

UNDER THE APPLICABLE LAWS AND BY-LAWS' PROVISIONS

I, th	e undersigned Mr./Ms./Dr.	ALVISE SPINAZZI	
born	n in	VENICE-ITALY	(VE
on_	APRIL 13 1973	, ID Card/Passport	with reference to:
-	(the "General Meeting") to resolve	olders of Stevanato Group S.p.A. (the "Company") co upon, <i>inter alia</i> , the appointment of the members of the proval of the Company's financial statements for the	he Board of Directors for
-		be presented by Stevanato Holding S.r.l. to the G Board of Directors for said period, pursuant to Article	
	ry capacity as nominee for the office rticle 16.3 of the Company's by-laws	of Director and/or member of the Audit Committee o s, hereby	f the Company, pursuan
		STATE AND CERTIFY	
as o	f the date hereof,		
X		rity requirements set forth under Article 2382 of the I skills required to perform the tasks entrusted to the Co	
X	not to have been disqualified from holding the office of company director in a Member State of the Europe Union other than Italy $\binom{2}{2}$;		
	to meet the independence requir	ements set forth under article 2399 of the Italian Civil	Code (**) (3);
		ister of Legal Auditors (<i>Registro dei revisori legali</i>) ent to Italian Legislative Decree no. 39/2010 (4);	stablished at the Ministry
	The Committee of the Co	ependence set forth under the United States laws and is applicable to the Company (***) (5);	regulations and the Nev

¹ All nominees for the offices of Director and member of the Audit Committee of the Company must meet such requirements.

² All nominees for the offices of Director and member of the Audit Committee of the Company must meet such requirement.

³ At least one third of nominees for the offices of Director and member of the Audit Committee of the Company and all nominees for the office of member of the Audit Committee of the Company must meet such requirements.

⁴ At least one nominee for the office of member of the Audit Committee of the Company must meet such requirement.

⁵ All nominees for the office of member of the Audit Committee of the Company must meet such requirements.

- to meet the requirements of financial literacy set forth under the United States regulations and the New York Stock Exchange regulations applicable to the Company (****) (*);
- to possess the accounting or related financial management expertise required under the United States regulations and the New York Stock Exchange regulations applicable to the Company (****) (*);
- X to be aware that the personal data provided in this Statement will be handled by the Company within the scope and for the purposes for which this Statement is rendered, hereby authorizing its publication in accordance with the applicable provisions of law (*);
- X to accept the nomination for and if appointed by the General Meeting and/or by the Board of Directors of the Company - the office of Director and/or of member of the Audit Committee of the Company (*).

**

The undersigned also undertakes to promptly notify the Company of any variations of the information included in this Statement and to provide, at the Company's request, any relevant evidence to prove the accuracy of the information hereby submitted

Attached is a curriculum vitae (10) and a copy of a current ID Card/Passport.

Padova, April 11, 2025.

(Nominee's signature)

⁶ All nominees for the office of member of the Audit Committee of the Company must meet such requirements.

⁷ At least one nominee for the office of member of the Audit Committee of the Company must meet such requirement.

⁸ All nominees for the offices of Director and member of the Audit Committee of the Company must provide the Company with such authorization.

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¹⁰ The curriculum vitae attached to this statement must include all the offices as director, statutory auditor (sindaco) or member of other corporate bodies held by each nominee in other companies.

ALVISE SPINAZZI

EDUCATION

FORDHAM UNIVERSITY SCHOOL OF LAW, New York, NY

LL.M. in International Business and Trade Law, May 2000

Selected courses: Corporations, Securities Regulation, Antitrust

Research Assistant to Prof. Valentine Korah (EC Competition Law), spring semester 2000

UNIVERSITY OF PADUA SCHOOL OF LAW, Padua, Italy

Postgraduate Specialization Course in Law of International Commerce and Finance, 1998

UNIVERSITY OF PADUA SCHOOL OF LAW, Padua, Italy

"Laurea in Giurisprudenza" (J.D. equivalent), October 1997 (U.S. G.P.A. equivalent: 3.6)

UNIVERSITY OF GRENOBLE SCHOOL OF LAW, Grenoble, France

Ten-month exchange program with the University of Padua (scholarship), 1993-1994

LEGAL EXPERIENCE

STUDIO LEGALE SAT - SPINAZZI AZZARITA TROI GENITO, Padova, Italy

Partner (2007 - present)

Corporate department: provided assistance to clients in connection with national and international transactions, the negotiation of commercial agreements (including distribution agreements, license agreements, joint-venture agreements). Provided assistance to foreign companies starting-up their business in Italy and to Italian companies starting-up their business abroad

CHIOMENTI STUDIO LEGALE, Milan, Italy

Associate (2002 -2006)

Corporate department: focused on M&A and Private Equity transactions. Provided assistance in connection with several commercial and manufacturing joint-ventures. Drafted and negotiated several transaction documents, including share purchase agreements, shareholders' agreements, letters of intents, license agreements, distribution agreements, etc.

SIMPSON THACHER & BARTLETT, New York, NY

International associate (2001 -2002)

Corporate department: performed legal due diligence, prepared legal memoranda and reviewed transaction documents mostly relating to commercial and M&A transactions

STUDIO LEGALE CARNELUTTI, Milan, Italy

Associate (1998 - 1999)

Drafted pleadings, briefs, and memoranda of law and conducted legal research. Specific matters included: Incoterms '90 (C.I.F. and F.O.B. terms), 1994 Uniform Customs and Practices for Documentary Credits, International Convention on Contracts for the Sale of Goods, conflicts of laws. Focused on corporate (directors liability), civil procedure and commercial arbitration issues. Participated in client meetings.

ADMISSIONS

ITALIAN BAR

Avvocato since 2001

SUPREME COURT OF THE STATE OF NEW YORK

Attorney and Counsellor-at-Law since 2001

OTHER EXPERIENCE

EUROPEAN PARLIAMENT, Luxembourg, Luxembourg

Internship (November 1997 - December 1997)

Task-force Enlargement Office: Conducted research and drafted memoranda concerning the European Community enlargement; drafted a publication concerning the political and commercial relations between Poland and the European Community.

ADDITIONAL INFORMATION

LANGUAGES: Italian (native), French (fluent), English (fluent).

SPORTS: Rowing, running.