
**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 May 2026

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)

Indicate by check mark whether the registrant files or will file annual reports under cover of Form 20-F or Form 40-F.

Form 20-F Form 40-F

EXHIBIT INDEX

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

<u>Exhibit</u>	<u>Description</u>
99.1	<u>Notice of Shareholders' Meeting dated April 11, 2026</u>
99.2	<u>Explanatory Report on the items on the agenda – Shareholders' Meeting dated April 11, 2026</u>
99.3	<u>Sustainability Report for the financial year 2025</u>
99.4	<u>Report of the Audit Committee on the activities carried out in the financial year 2025</u>
99.5	<u>Report of the Nominating and Corporate Governance Committee for the financial year 2025</u>
99.6	<u>Report of the Compensation Committee on the Company's Remuneration Policy and Practices for the financial year 2025</u>
99.7	<u>Substantiated Proposal of the Audit Committee</u>
99.8	<u>Slate of Candidate Directors</u>

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.

Stevanato Group S.p.A.

Date: May 11, 2026

By: /s/ Franco Stevanato

Name: Franco Stevanato

Title: Chief Executive Officer

Convening Notice

to the Ordinary and Extraordinary General Meeting of Shareholders

on May 26, 2026

Shareholders of Stevanato Group S.p.A. (“**Stevanato**” or the “**Company**”) are invited to attend the ordinary and extraordinary 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 26, 2026 at 4:00 p.m. CEST (10:00 a.m. EDT)**, on single call, to discuss and resolve on the following

Agenda

Ordinary session

1. Approval of the financial statements for the financial year ended on December 31, 2025; 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, 2025; presentation of the consolidated non-financial statements (Sustainability Report) for the financial year ended on December 31, 2025; 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 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. Appointment of the external auditor entrusted with 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, 2026, December 31, 2027, and December 31, 2028; determination of the relevant remuneration; related resolutions.
6. Authorization for the purchase and disposal of ordinary and class A treasury shares; related resolutions.

Extraordinary session

1. Amendments to Articles 7.6, 16 and 23 of the By-laws; 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:

- (i) 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;
- (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 May 1, 2026, 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 Depository 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 (*via teleconference*), either in person 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 the Shareholders' Meeting

(via teleconference) personally (or, if legal entities, by the legal representative or other attorney), 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 the Shareholders' Meeting personally (or, if legal entities, by the legal representative or other attorney) in order 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 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 21, 2026, 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 21, 2026, 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 25, 2026, 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 the 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 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 US laws 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) a *curriculum 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 28, 2026 (third day before the Record Date), at 11:59 p.m. CEST (5:59 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 stevanogroup@pec.stevanogroup.com.

For the sake of completeness, please note that slates of candidate directors received by the Company after April 28, 2026, 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 2026 <https://ir.stevanogroup.com/shareholders-meetings>:

- 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, 2025;
- Stevanato's consolidated financial statements for the financial year ended on December 31, 2025;
- Directors' Report for the financial year ended on December 31, 2025;
- Report of the external auditor PricewaterhouseCoopers S.p.A. on Stevanato's draft financial statements for the financial year ended on December 31, 2025;
- Sustainability Report for the financial year ended on December 31, 2025;
- 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, 2025;
- Substantiated proposal of the Audit Committee on the appointment of the external auditor entrusted with 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, 2026, December 31, 2027, and December 31, 2028, and determination of the relevant remuneration;
- the text of the By-laws including the proposed amendments to Articles 7.6, 16 and 23.

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



Stevanato Group S.p.A.
Ordinary and Extraordinary Shareholders' Meeting
on May 26, 2026

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 and extraordinary meeting of the Company’s shareholders convened, on single call, on May 26, 2026, at 4:00 p.m. CEST (10:00 a.m. EDT), by notice published on April 11, 2026 (the “**Convening Notice**”), to discuss and resolve on the following agenda:

Ordinary session

1. Approval of the financial statements for the financial year ended on December 31, 2025; 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, 2025; presentation of the consolidated non-financial statements (Sustainability Report) for the financial year ended on December 31, 2025; 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 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. Appointment of the external auditor entrusted with 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, 2026, December 31, 2027, and December 31, 2028; determination of the relevant remuneration; related resolutions.
6. Authorization for the purchase and disposal of ordinary and Class A treasury shares; related resolutions.

Extraordinary session

1. Amendments to Articles 7.6, 16 and 23 of the By-laws; 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, who are 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**”), who are 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.

In particular, this Explanatory Report aims at providing Class A Shareholders, Registered Shareholders and Beneficial Shareholders (collectively, the “**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.

* * *

Ordinary session

- 1. Approval of the financial statements for the financial year ended on December 31, 2025; 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, 2025; presentation of the consolidated non-financial statements (Sustainability Report) for the financial year ended on December 31, 2025; 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 180 days 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, 2025, approved by the Board of Directors on April 10, 2026, which show net profits amounting to Euro 13,530,074.

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 subsidiaries, in the financial year ended on December 31, 2025:

- Stevanato’s consolidated financial statements for the financial year ended on December 31, 2025, approved by the Board of Directors on April 10, 2026;
- Sustainability Report for the financial year ended on December 31, 2025, approved by the Board of Directors on April 10, 2026, following the favorable opinion of the Audit Committee issued on April 9, 2026;
- Directors’ Report for the financial year ended on December 31, 2025, approved by the Board of Directors on April 10, 2026; and
- Report of the external auditor, to be issued by PwC by May 1, 2026 (*i.e.*, the Record Date).

As provided for by the Charters of the Audit Committee, the Compensation Committee, and the Nominating and Corporate Governance 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 Stevanato:

- Report of the Audit Committee for the financial year ended on December 31, 2025, approved by the Audit Committee on April 9, 2026;
- Report of the Nominating and Corporate Governance Committee for the financial year ended on December 31, 2025, approved by the Nominating and Corporate Governance Committee on April 7, 2026;
- Report of the Compensation Committee for the financial year ended on December 31, 2025, approved by the Compensation Committee on April 8, 2026.

Stevanato's draft financial statements for the financial year ended on December 31, 2025, 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 2026, at the address <https://ir.stevanatogroup.com/shareholders-meetings>, in accordance with applicable legal provisions (and, in any case, by the Record Date of May 1, 2026).

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, 2025, in the draft presented by the Board of Directors, which show net profits amounting to Euro 13,530,074;*
- *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, 2025;*
- *having examined Stevanato's Sustainability Report for the financial year ended on December 31, 2025;*
- *having examined the Reports presented by the Audit Committee, the Compensation Committee, and the Nominating and Corporate Governance Committee;*
- *taking into account the favorable opinion on Stevanato's Sustainability Report for the financial year ended on December 31, 2025 issued by the Audit Committee on April 9, 2026;*

resolves

1. *to approve Stevanato's financial statements for the financial year ended on December 31, 2025, which report net profits amounting to Euro 13,530,074 (thirteen million five hundred thirty thousand seventy-four);*
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, 2025 presented by the Board of Directors;*
4. *to acknowledge Stevanato's Sustainability Report for the financial year ended on December 31, 2025 presented by the Board of Directors, following the favorable opinion of the Audit Committee;*
5. *to acknowledge the Reports presented by the Audit Committee, the Compensation Committee, and the Nominating and Corporate Governance Committee”.*

2. Allocation of annual net profits and distribution of dividends to the shareholders; related resolutions.

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, 2025, within the applicable limitations of law.

In particular, Italian law provides that an amount corresponding to one twentieth of a company's annual net profits must be allocated to the legal reserve, until the legal reserve reaches 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, 2025, the Company's operations resulted in net profits of Euro 13,530,074.

In light of the foregoing, taking into account that Stevanato's legal reserve is already equal to one fifth of the Company's share capital, we propose to earmark for distribution to the shareholders an amount of the Company's net profits and – for the remaining portion – the extraordinary reserve, as resulting from the Company's financial statements for the financial year ended on December 31, 2025, 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 below).

Therefore, assuming that the Company continues to hold the current number of 29,838,842 treasury Class A shares at the Dividend Record Date, all the net profits resulting from the Company's financial statements for the financial year ended on December 31, 2025, equal to Euro 13,530,074, as well as a portion of the extraordinary reserve, equal to Euro 1,212,126, for an overall amount of Euro 14,742,199, would be used for the proposed distribution of dividends to shareholders.

Based on the resolution of the Board of Directors of April 10, 2026, and pursuant to Article 28.4 of the By-laws, we propose to set on June 11, 2026 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, the *ex-dividend* date will fall on June 11, 2026 (Ex-Date), whereas it is expected that the dividends will be paid to the holders of Class A and ordinary shares as from July 29, 2026 (*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 26, 2026.

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

"The Shareholders' Meeting

resolves

- 1. to earmark for distribution to the shareholders an amount of the Company's net profits and – for the remaining portion – the extraordinary reserve, as resulting from the Company's financial statements for the financial year ended on December 31, 2025, corresponding to a gross dividend in cash of Euro 0.054 (fifty-four thousandths) 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;*
- 2. 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 (Dividend Record Date) and the ex-dividend date (Ex-Date) on June 11, 2026;*

3. *to set the date for payment of the dividends, before withholding tax, if any, in execution of the resolutions no. 1 and 2 above, as from July 29, 2026 (Dividend Payment Date);*
 4. *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 26, 2026;*
 5. *to grant mandate to the Board of Directors and, on its behalf, severally, to each of its members to carry out all the activities related, consequent to or connected with the implementation of the resolutions 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 members of the Board of Directors; appointment of the Chairman 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 to 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 the 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 next whole number in the case of a 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, 2026, December 31, 2027 and December 31, 2028 – 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.

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).

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 set at April 24, 2026 and, in any case, by the Record Date of May 1, 2026, 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 2026 at the address <https://ir.stevanatogroup.com/shareholders-meetings>.

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 included in the slate obtaining the highest number of votes will be elected to the Board of Directors. If different slates obtain the same number of votes, a new vote on those slates will be held at the Shareholders' Meeting.

The number of members of the Board of Directors shall be determined based on the number of candidates indicated in the slate of candidate directors that obtains 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 is at least equal to the minimum number provided for in those Articles are not elected to the Board of Directors, the candidates who do not comply with those 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 and ensuring that the directors are appointed in compliance with the requirements under Articles 15 and 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.

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.

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

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, 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 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 this respect, it should be noted that the Company's shareholders' meeting held on May 23, 2025, established, for each director, for the relevant term of office of one financial year, a gross compensation equal to Euro 176,000 (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 Board of Directors' 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 as members of the Audit Committee, pursuant to Article 19.4 of the By-laws, a further compensation determined in the overall gross amount of Euro 30,000 for the Chairman and of Euro 15,000 for each other member of the Audit Committee, for the relevant term of office of one financial year.

On April 8, 2026, the Company's Compensation Committee approved a recommendation for the Board of Directors regarding the compensation to be granted to the members of the Board of Directors and of the Audit Committee who will be appointed by the Shareholders' Meeting. Such recommendation considered the outcomes of a benchmark analysis conducted in 2025 on a set of comparable companies and, *inter alia*, the following further items:

- it is market standard in the US market to implement appropriate adjustments to the compensation of the members of the board of directors on a biennial basis;
- the analysis of the standard level of time commitment required of the members of the Board of Directors and, in equal extents, of each of the Board's internal committees since the Company's listing 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 is 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 to confirm the compensation approved for the previous term of office and therefore:

- a) to establish for each director, as compensation for the office of member of the Board of Directors, and without prejudice to the 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, 2026, a gross total compensation of Euro 176,000, to be paid as follows:

- as to the gross amount of Euro 76,000, in cash, in twelve equal monthly instalments;
 - as to the residual gross amount of Euro 100,000, 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 ECB 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, 2026 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, 2026, 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 for the Chairman of the Audit Committee and of Euro 15,000 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, 2026, 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 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, 2026, a gross total compensation of Euro 176,000 (one hundred seventy-six thousand), to be paid as follows:*
 - *as to the gross amount of Euro 76,000 (seventy-six thousand), in cash, in twelve equal monthly instalments;*
 - *as to the residual gross amount of Euro 100,000 (one hundred thousand), 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 ECB 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, 2026 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, 2026, 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 (thirty thousand) for the Chairman of the Audit Committee and of Euro 15,000 (fifteen thousand) 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, 2026, to be paid in twelve equal monthly instalments".*
5. **Appointment of the external auditor entrusted with 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, 2026, December 31, 2027, and December 31, 2028; determination of the relevant remuneration; related resolutions.**

Stevanato's shareholders are required to appoint, based on the substantiated proposal submitted by the Audit Committee, an external auditor to carry out the tasks and activities provided for under Italian and US laws and regulations for a period of three financial years, and to determine the external auditor's remuneration for the entire term of office.

These tasks and activities include: (i) auditing and quarterly review of the Company's consolidated financial statements, prepared in accordance with the International Financial Reporting Standards (IFRS) (as issued by the International Accounting Standards Board (IASB)), to be conducted according to the International Standards on 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 established 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 maintenance 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; and (ix) auditing and review activities pursuant to Section 404 of the Sarbanes-Oxley Act, with reference to the companies of the Stevanato Group.

With respect to Stevanato, on May 24, 2023, pursuant to Article 2409-bis of the Italian Civil Code and Articles 13 et seq. of Italian Legislative Decree no. 39 of January 27, 2010, the shareholders' meeting of the Company appointed PwC as the Company's external auditor for the auditing of the Company's financial statements and consolidated financial statements, and for 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.

Since such appointment will expire on the date of the Shareholders' Meeting, the shareholders shall appoint a new external auditor for the performance of the tasks and activities referred to above for the financial years ending on December 31, 2026, December 31, 2027, and December 31, 2028, and establish the relevant compensation.

In this regard, the Audit Committee – based on a comparative assessment of the audit firms that submitted offers for appointment as Stevanato's external auditor, evaluating such firms' (i) audit plan and independence, (ii) corporate and sector expertise, (iii) organizational structure, (iv) market reputation, and (v) fees – proposes to the shareholders to appoint PricewaterhouseCoopers S.p.A. as external auditor for the financial years ending on December 31, 2026,

December 31, 2027, and December 31, 2028, in accordance with the terms and conditions of the offers submitted by PwC on December 16, 2025 and April 8 2026 (the “Offer”).

In particular, consistently with the Offer, the Audit Committee proposes to grant to PwC, in consideration for the performance of the tasks and activities summarized above, an annual compensation amounting, as far as the Company is concerned, to Euro 916,700 for the financial year 2026, Euro 747,300 for the financial year 2027 and Euro 747,300 for the financial year 2028, plus any applicable VAT and expenses.

Further details on the tasks and activities to be performed by the external auditor, on the terms and conditions of the Offer as well as on the comparative assessment carried out by the Audit Committee are contained in the substantiated proposal of the Audit Committee, available on the Company’s website, section Corporate Governance – Shareholders’ Meeting 2026 at the address <https://ir.stevanatogroup.com/shareholders-meetings>.

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

“The Shareholders’ Meeting

- *pursuant to Article 13, paragraph 1, of Legislative Decree no. 39 of 27 January 2010;*
- *based on the offer presented by PricewaterhouseCoopers S.p.A. on December 16, 2025, and on the substantiated proposal presented by the Audit Committee;*

resolves

1. *to appoint PricewaterhouseCoopers S.p.A., as the Company’s external auditor for the auditing of the Company’s statutory 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, 2026, December 31, 2027, and December 31, 2028;*
2. *to grant to PricewaterhouseCoopers S.p.A., in consideration for the performance of the auditing of the Company’s statutory and consolidated financial statements and the further tasks and activities referred to under resolution no. 1 above, the annual compensation amounting, as far as the Company is concerned, to Euro 916,700 for the financial year 2026, Euro 747,300 for the financial year 2027, and Euro 747,300 for the financial year 2028, plus any applicable VAT and expenses, as specified in the offer presented by PricewaterhouseCoopers S.p.A. on December 16, 2025”.*

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 number of treasury shares to be purchased shall not exceed one fifth (*i.e.*, 20 per cent) of the overall number of shares comprising 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 shareholders' meeting, which shall also establish the relevant modalities of such dispositions.

Upon resolution of the shareholders' meeting of May 23, 2025, the Board of Directors was authorized, for the period elapsing from the date of that 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 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 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.

As of the date of this Explanatory Report, Stevanato holds in treasury no. 29,838,842 Class A shares, equal to approximately 9.85 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 the Company's interest in ensuring that the Board of Directors is at all times vested with the authority to purchase Stevanato's shares and dispose of the shares held in treasury with flexibility for all transactions and purposes deemed to be advantageous for the Company, taking into account 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 23, 2025, 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, 2026, 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 (subject to, where appropriate, prior 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 from time to time 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 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, as well as of the "Restricted Share Plan Stevanato Group S.p.A. 2026—2030" and of the "Performance Share Plan Stevanato Group S.p.A. 2026—2030" approved by the Board of Directors on December 18, 2025, 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

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, 2026, for the purposes referred to under item 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 (subject to, where appropriate, prior 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 from time to time 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 carry out all the activities that may be necessary, instrumental or otherwise connected thereto”.*

Extraordinary session

1. Amendments to Articles 7.6, 16 and 23 of the By-laws; related resolutions.

Pursuant to Italian law, the By-laws may be amended by a resolution approved by the extraordinary shareholders' meeting.

The By-laws in force – adopted by Stevanato's shareholders' meeting on July 1, 2021, ahead of the listing the Company's ordinary shares on the NYSE – were most recently amended following the completion of the delegated share capital increase in March 2024.

The proposed amendments to Articles 7.6, 16, and 23 of the By-laws have been submitted by the Board of Directors, upon the recommendation of the Nominating and Corporate Governance Committee, for the reasons set out below.

Amendments to Article 7.6 of the By-laws

The proposed amendments to Article 7.6 of the By-laws are aimed at facilitating the exercise of the corporate rights attached to the shares held by the Holder of Record on behalf of the Beneficial Shareholders—who are not entitled to exercise such rights in their own name—through service providers appointed, either on a specific or on a general basis, not only by the Holder of Record but also by the Company, to the extent that such exercise complies with all applicable laws and regulations.

Amendments to Article 16 of the By-laws

The proposed amendments to Article 16 of the By-laws are aimed at introducing the possibility for the outgoing Board of Directors to submit a slate of candidates for the appointment of the new members of the Company's Board of Directors.

This possibility is consistent with the candidate identification process already in place at the Company level, particularly within the Nominating and Corporate Governance Committee, as well as with common practice among companies listed on US markets. Moreover, it enhances transparency and accountability in the directors' nomination process and supports the Company's alignment with best market practices in the appointment and composition of the Board of Directors, thereby advancing the long-term interests of the Company, its shareholders, and stakeholders.

Consistently with this approach, following such amendment to Article 16 of the By-laws, qualified Class A Shareholders, Registered Shareholders or Beneficial Shareholders (through the entitlement procedures provided for in the By-laws) holding at least 5% of the total voting rights attached to the Company's shares will retain the right to submit a slate of candidate directors only if the outgoing Board of Directors has not submitted its own slate.

It is proposed that any slate submitted by the Board of Directors be published on the Company's website, in accordance with applicable legal and regulatory requirements, at least ten days prior to the relevant record date. If the Board of Directors does not submit a slate, shareholders may submit their own slates of candidate directors up to three days prior to the relevant record date.

In any event, in compliance with Italian law, the shareholders attending at the shareholders' meeting retain the right not to appoint the candidates proposed either by the Board of Directors or by the shareholders through the slates.

Indeed, if no slate obtains the majority of the votes cast at the meeting, the shareholders' meeting will appoint the directors based on proposals submitted by any Class A Shareholders, Registered Shareholders, or Beneficial Shareholders (through the entitlement procedures provided for in the By-laws), including proposals made during the meeting itself, without applying the slate mechanism.

Further provisions of Article 16 of the By-laws concerning the composition of the slates, the voting mechanism and the appointment of directors - whether through the slate voting system or based on proposals submitted by shareholders, including during the shareholders' meeting - remain substantially unchanged, save for certain clarifications and amendments required to reflect the changes described above.

Amendments to Article 23 of the By-laws

The proposed amendments to Article 23 of the By-laws are intended to (i) grant to the Board of Directors greater flexibility in appointing members of the Audit Committee, by providing that the Committee shall consist of at least three members, without a fixed maximum number; (ii) clarify that the term of office of the Audit Committee members shall coincide with the full term of the Board of Directors in which they are appointed; and (iii) align the references to Article 16 of the By-laws with the proposed amendments to that Article.

It is specified that the proposed amendments to the By-laws do not entitle shareholders who do not participate in their approval at the Shareholders' Meeting to exercise any withdrawal right.

Below is an illustration of the proposed amendments, as well as a comparison of the articles for which amendments are proposed, showing both the current text and the proposed text. Text proposed for deletion is indicated with strikethrough, and text proposed for insertion is indicated in bold.

The full text of the By-laws as it would result from the approval of the proposed amendments is available on the Company's website, section Corporate Governance – Shareholders' Meeting 2026 at the address <https://ir.stevanatogroup.com/shareholders-meetings>.

By-laws in force	By-laws amended
Article 7 Shares – Shareholders' register - Entitlement to exercise corporate rights	Article 7 Shares – Shareholders' register - Entitlement to exercise corporate rights
[OMISSIS]	[OMISSIS]
7.6 If the ordinary shares of the Company are traded on the NYSE, the entitlement to exercise corporate rights is governed as follows: a) all the entities registered as direct holders of the ordinary shares, and therefore registered in the US Register and in the Shareholders' Register are entitled on their own by virtue of the aforementioned registration and can therefore exercise all corporate rights in the forms provided for by law and by these By-laws;	7.6 If the ordinary shares of the Company are traded on the NYSE, the entitlement to exercise corporate rights is governed as follows: a) all the entities registered as direct holders of the ordinary shares, and therefore registered in the US Register and in the Shareholders' Register are entitled on their own by virtue of the aforementioned registration and can therefore exercise all corporate rights in the forms provided for by law and by these By-laws;

<p>b) all the Beneficial Owners who are not registered as direct owners of the shares in the US Register or in the Shareholders' Register, not being entitled to exercise the corporate rights in their own name, can exercise all corporate rights, including participation and voting in the shareholders' meeting, (i) collectively, through the Holder of Record registered both in the US Register and in the Shareholders' Register or a person specifically appointed by the Holder of Record, or (ii) individually, through the same Holder of Record or a person who was specifically appointed by, or received specific authorization and/or delegation from, the Holder of Record, in compliance with all applicable laws and regulations;</p> <p>No obligation to update the US Register and the Shareholders' Register results from the exercise of corporate rights by the Beneficial Owners, in the name of the Holder of Record, either collectively or individually.</p>	<p>b) all the Beneficial Owners who are not registered as direct owners of the shares in the US Register or in the Shareholders' Register, not being entitled to exercise the corporate rights in their own name, can exercise all corporate rights, including participation and voting in the shareholders' meeting, (i) collectively, through the Holder of Record registered both in the US Register and in the Shareholders' Register or a person specifically appointed by the Holder of Record and/or by the Company, or (ii) individually, through the Holder of Record or a person who was specifically appointed by the same and/or by the Company, or received specific authorization and/or delegation from, the Holder of Record and/or by the Company, in compliance with all applicable laws and regulations.</p> <p>No obligation to update the US Register and the Shareholders' Register results from the exercise of corporate rights by the Beneficial Owners, in the name of the Holder of Record, either collectively or individually.</p>
[OMISSIS]	[OMISSIS]
<p style="text-align: center;">Article 16</p> <p style="text-align: center;">Appointment of the Board of Directors</p>	<p style="text-align: center;">Article 16</p> <p style="text-align: center;">Appointment of the Board of Directors</p>
[OMISSIS]	[OMISSIS]
<p>16.2 If the ordinary shares are traded on the NYSE, the directors will be elected on the basis of slates submitted by shareholders, in accordance with the following procedure.</p>	<p>16.2 If the ordinary shares are traded on the NYSE, the directors will be elected on the basis of slates submitted by shareholders in accordance with the following procedure.</p>
<p>16.3 The right to submit a slate for the appointment of the Board of Directors is reserved to shareholders who hold, individually or jointly with other submitting shareholders, Shares representing at least 5 (five) percent of the total voting rights attached to the Shares issued by the Company. Each shareholder may only submit one slate. The ownership of the number of Shares necessary for the presentation of the slate is determined having regard to the entries on the Shareholders' Register and the US Register on the date on which the slates are filed at the registered office, without prejudice to the provisions of article 7.6 above.</p>	<p>16.3 Without prejudice to the provisions of article 16.13 below, the outgoing Board of Directors shall have the right to submit a slate of candidates for the election of the Board of Directors. The slate, if submitted by the Board of Directors, shall be published on the Company's website and in accordance with any applicable legal and regulatory provisions at least 10 (ten) days prior to the Record Date.</p> <p>16.34 The right to submit a slate for the appointment of the Board of Directors is reserved to Without prejudice to the provisions of article 16.13 below, in the event that the outgoing Board of Directors has not submitted a slate of candidates pursuant to article 16.3 above, the shareholders and/or Beneficial Owners who hold, individually or jointly</p>

	<p>with other submitting shareholders and/or Beneficial Owners, Shares representing at least 5 (five) percent of the total voting rights attached to the Shares issued by the Company, shall have the right to submit a slate of candidates for the election of the Board of Directors. Each shareholder or Beneficial Owner may only submit one slate. The ownership of the number of Shares necessary for the presentation of the slate is determined having regard to the entries on the Shareholders' Register and the US Register on the date on which the slates are slate is filed at the registered office, without prejudice to the provisions of article 7.6 above. The submission of any slate by the Beneficial Owners shall take place through the entitlement procedures provided for in these By-laws, mutatis mutandis, for their participation in and voting at the shareholders' meeting.</p>
<p>16.4 The slates are filed at the Company's registered office, in accordance with the procedures indicated in the notice of call, at least 3 (three) days before the Record Date and are published by the Company in compliance with any applicable legal and regulatory provisions.</p>	<p>16.45 The slates are submitted by the shareholders and/or Beneficial Owners pursuant to article 16.4 above, if any, shall be filed at the Company's registered office, in accordance with the procedures indicated in the notice of call, at least 3 (three) days before the Record Date and are published by the Company in compliance to on the Company's website and in accordance with the modalities provided for any applicable legal and regulatory provisions within the Record Date.</p>
<p>16.5 The slates indicate a number of director candidates ranging from 9 (nine) to 15 (fifteen). Director candidates must meet the eligibility and integrity requirements set out in article 15.3 above. Each slate must also include:</p> <p>(a) at least one third of the director candidates, rounded up to the higher unit in case of a fractional number, who meet the independence requirements provided for in article 15.4 above; (b) at least 3 (three) director candidates who meet the independence and competence requirements provided for in articles 23.3 and 23.5 below; and (c) at least 1 (one) director candidate who meets the additional professionalism requirement provided for in paragraph 23.4 below. Each candidate may only stand for election in one slate, under penalty of ineligibility.</p>	<p>16.56 The slates submitted by the Board of Directors or by the shareholders and/or Beneficial Owners indicate a number of director candidates ranging from 9 (nine) to 15 (fifteen). Director candidates must meet the eligibility and integrity requirements set out in article 15.3 above. Each slate must also include: (a) at least one third of the director candidates, rounded up to the higher unit in case of a fractional number, who meet the independence requirements provided for in article 15.4 above; (b) at least 3 (three) director candidates who meet the independence and competence requirements provided for in articles 23.3 and 23.5 below; and (c) at least 1 (one) director candidate who meets the additional professionalism requirement provided for in article 23.4 below. Each candidate may only stand for election in one slate submitted by the shareholders and/or Beneficial Owners pursuant to article 16.4 above, under penalty of ineligibility.</p>
<p>16.6 The following must be attached to each slate, under penalty of inadmissibility: (i) the <i>curriculum</i></p>	<p>16.67 The following must be attached to each slate, under penalty of inadmissibility: (i) the <i>curriculum</i></p>

<p><i>vitae</i> of each of the director candidates; (ii) the declarations with which each of the director candidates 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 above, the independence requirements provided for in article 15.4 above, as well as the independence, professionalism and competence requirements provided for by articles 23.3, 23.4 and 23.5 below; (iii) an indication of the identity of the shareholders or Beneficial Owners who have submitted the slates and the percentage of the voting rights pertaining to the Shares held by them; (iv) any other or different statement, information and/or document required by the provisions of any applicable legislation.</p>	<p><i>vitae</i> of each of the director candidates; (ii) the declarations with which each of the director candidates 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 above, the independence requirements provided for in article 15.4 above, as well as the independence, professionalism and competence requirements provided for by articles 23.3, 23.4 and 23.5 below; (iii) in the event that the slate is submitted by the shareholders and/or Beneficial Owners pursuant to article 16.4 above, an indication of the identity of the shareholders or Beneficial Owners who have submitted the slates and the percentage of the voting rights pertaining to the Shares held by them; (iv) any other or different statement, information and/or document required by the provisions of any applicable legislation.</p>
<p>16.7 Each shareholder may vote for only one slate of candidates. The vote of each shareholder relates to the slate and, therefore, to all the candidates indicated therein, without the possibility of variations, additions or exclusions.</p>	<p>16.78 Each shareholder and/or Beneficial Owner may vote for only one slate of candidates. The vote of each shareholder and/or Beneficial Owner relates to the slate and, therefore, to all the candidates indicated therein, without the possibility of variations, additions or exclusions.</p>
<p>16.8 The number of members of the Board of Directors is determined by the number of candidates indicated in the slate that obtained the highest number of votes.</p>	<p>16.89 The number of members of the Board of Directors is determined by the number of candidates indicated in the slate that obtained the highest number of votes (provided that such votes represent at least the majority of the votes pertaining to the Shares participating in the shareholders' meeting).</p>
<p>16.9 Upon completion of the voting process, the candidates on the slate that obtained the highest number of votes will be elected. If more than one slate has obtained the same number of votes, a new vote will be held during the same shareholders' meeting; only the slates that reported the same number of votes shall take part in the vote.</p>	<p>16.910 Upon completion of the voting process, the candidates on the slate that obtained the highest number of votes will be elected (provided that such votes represent at least the majority of the votes pertaining to the Shares participating in the shareholders' meeting). If more than one slate has obtained the same number of votes, a new vote will be held during the same shareholders' meeting; only the slates that reported the same number of votes shall take part in the vote.</p>
<p>16.10 If, at the end of the vote, one or more director candidates are elected directors who do not meet the eligibility and integrity requirements set out in article 15.3 above, such candidates will be excluded and, where necessary to ensure the correct composition of the Board of Directors pursuant to article 15 above, replaced pursuant to article 16.12 below.</p>	<p>16.1011 If, at the end of the vote, one or more director candidates are elected directors who do not meet the eligibility and integrity requirements set out in article 15.3 above, such candidates will be excluded and, where necessary to ensure the correct composition of the Board of Directors pursuant to</p>

	article 15 above, replaced pursuant to article 16.12 16.13 below.
16.11 If, at the end of the vote, no directors are elected who meet the independence requirements set out in article 15.4 above and/or the independence, professionalism and competence requirements set out in articles 23.3, 23.4 and 23.5 below at least in the minimum number indicated in those articles, the candidates who do not comply with those requirements, who are indicated as last in the slate from which they are taken, will be excluded and, where necessary to ensure the correct composition of the Board of Directors pursuant to article 15 above and the Audit Committee pursuant to article 23 below, replaced pursuant to article 16.12 below.	16.11 12 If, at the end of the vote, no directors are elected who meet the independence requirements set out in article 15.4 above and/or the independence, professionalism and competence requirements set out in articles 23.3, 23.4 and 23.5 below at least in the minimum number indicated in the same articles, the candidates who do not comply with said requirements, who are indicated as last in the slate from which they are taken, will be excluded and, where necessary to ensure the correct composition of the Board of Directors pursuant to article 15 above and the Audit Committee pursuant to article 23 below, replaced pursuant to article 16.12 16.13 below.
16.12 In cases in which (a) no slates are submitted by the shareholders, (b) only one slate is submitted and it does not obtain the relative majority of votes, (c) the number of directors elected on the basis of the slates presented by the shareholders, also due to the exclusions determined pursuant to articles 16.10 and 16.11 above, is less than 9 (nine), (d) the entire Board of Directors does not have to be renewed or (e) it is not possible, for any reason, to appoint the Board of Directors according to the procedures provided for in article 16.2 and following, the 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 article 15 below and the Audit Committee pursuant to article 23 below.	16.12 13 In cases in which (a) no slates are submitted by the outgoing Board of Directors or by the shareholders and/or Beneficial Owners , (b) only one slate is or more slates are submitted and the same does not one of them obtain the relative majority of votes pertaining to the Shares participating in the shareholders' meeting , (c) the number of directors elected on the basis of the slates presented by the outgoing Board of Directors or by the shareholders and/or Beneficial Owners , also due to the exclusions determined pursuant to articles 16.10 and 16.11 and 16.12 above, is less than 9 (nine), (d) the entire Board of Directors does not have to be renewed or (e) it is not possible, for any reason, to appoint the Board of Directors according to the procedures provided for in article 16.2 and following above , the directors will be appointed by the shareholders' meeting without applying the slate voting mechanism, on the basis of proposals submitted by any shareholder or Beneficial Owner (through the entitlement procedures provided for in these By-laws), including during the meeting itself , without prejudice to the obligation to ensure the correct composition of the Board of Directors pursuant to article 15 below and of the Audit Committee pursuant to article 23 below.
16.13 Directors cease to hold office in the cases provided for by law and by these Articles.	16.13 14 Directors cease to hold office in the cases provided for by law and by these Articles.
16.14 If, during the term of office, one or more directors cease to hold office, the Board of Directors shall replace them with directors who meet the eligibility and integrity requirements referred to in	16.14 15 If, during the term of office, one or more directors cease to hold office, the Board of Directors shall replace them with directors who meet the eligibility and integrity requirements referred to in

<p>article 15.3 above and where necessary to ensure the correct composition of the Board of Directors pursuant to article 15 and of the Audit Committee pursuant to article 23 below, the independence requirements referred to in article 15.4 above and/or the independence, professionalism and skills requirements provided for in articles 23.3, 23.4, and 23.5 below. To that end, the provisions of article 2386, paragraph 1 of the Italian Civil Code shall apply, without prejudice to article 2386, paragraphs 2 and 3, of the Italian Civil Code in the event of termination of the majority of directors appointed by the shareholders' meeting and the provisions of article 2409-<i>octiesdecies</i>, paragraph 4, of the Italian Civil Code and article 23.7 in relation to the substitution of the members of the Audit Committee.</p>	<p>article 15.3 above and where necessary to ensure the correct composition of the Board of Directors pursuant to article 15 above and of the Audit Committee pursuant to article 23 below, the independence requirements referred to in article 15.4 above and/or the independence, professionalism and skills requirements provided for in articles 23.3, 23.4, and 23.5 below. To that end, the provisions of article 2386, paragraph 1 of the Italian Civil Code shall apply, without prejudice to article 2386, paragraphs 2 and 3, of the Italian Civil Code in the event of termination of the majority of directors appointed by the shareholders' meeting and the provisions of article 2409-<i>octiesdecies</i>, paragraph 4, of the Italian Civil Code and article 23.7 in relation to the substitution of the members of the Audit Committee.</p>
<p>16.15 If, following the loss by a director of the independence requirements referred to in article 15.4 above and/or the independence, professionalism and skills requirements set out in articles 23.3, 23.4 and 23.5 below, the Board of Directors and/or the Audit Committee are no longer correctly constituted pursuant to article 15 above and article 23 below, the director for whom those requirements have ceased to apply shall cease to be a director and will be replaced pursuant to article 16.14 above.</p>	<p>16.16 If, following the loss by a director of the independence requirements referred to in article 15.4 above and/or the independence, professionalism and skills requirements set out in articles 23.3, 23.4 and 23.5 below, the Board of Directors and/or the Audit Committee are no longer correctly constituted pursuant to article 15 above and article 23 below, the director for whom the aforementioned requirements have ceased to apply shall cease to be a director and will be replaced pursuant to article 16.1416.15 above.</p>
<p>[OMISSIS]</p>	<p>[OMISSIS]</p>
<p style="text-align: center;">Article 23</p> <p style="text-align: center;">Composition of the Audit Committee - Appointment, termination and replacement of members</p>	<p style="text-align: center;">Article 23</p> <p style="text-align: center;">Composition of the Audit Committee - Appointment, termination and replacement of members</p>
<p>23.1 The Audit Committee is composed of 3 (three) members, appointed by the Board of Directors.</p>	<p>23.1 The Audit Committee is composed of at least 3 (three) members, appointed by the Board of Directors.</p>
<p>23.2 The members of the Audit Committee shall remain in office for three financial years and may be re-elected.</p>	<p>23.2 The members of the Audit Committee shall remain in office for three financial years the entire duration of the term of the Board of Directors in which they are elected and may be re-elected.</p>
<p>[OMISSIS]</p>	<p>[OMISSIS]</p>
<p>23.7 In the event of death, resignation, revocation or lapse of a member of the Audit Committee, the Board of Directors shall promptly replace him/her by selecting him/her from among the other directors</p>	<p>23.7 In the event of death, resignation, revocation or lapse of a member of the Audit Committee, the Board of Directors shall promptly replace him/her by selecting him/her from among the other directors</p>

who meet the independence, professionalism and skills requirements set forth in the articles 23.3, 23.4 and 23.5 above. If it is not possible to replace a member of the Board of Directors, the Board of Directors shall promptly take action in accordance with article 16.14 above.	who meet the independence, professionalism and skills requirements set forth in the articles 23.3, 23.4 and 23.5 above. If it is not possible to replace a member of the Board of Directors, the Board of Directors shall promptly take action in accordance with article 16.14 16.15 above.
23.8 If one or more members of the Audit Committee lose the requisites of independence, professionalism and skills referred to in articles 23.3, 23.4 and 23.5 above, they shall be removed from office. In this case, where possible, the Board of Directors will replace the removed members by selecting replacement candidates among the other directors possessing the aforementioned independence, professionalism and skills requirements. Otherwise, article 16.14 above will apply.	23.8 If one or more members of the Audit Committee lose the independence, professionalism and skills requirements referred to in articles 23.3, 23.4 and 23.5 above, they shall be removed from office. In this case, where possible, the Board of Directors will replace the removed members by selecting replacement candidates among the other directors possessing the aforementioned independence, professionalism and skills requirements. Otherwise, article 16.14 16.15 above will apply.

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

"The Shareholders' Meeting

resolves

1. *to amend Articles 7.6, 16 and 23 of the Company's By-laws according to the text set out under item 1 of the Explanatory Report – Extraordinary Session, hereby authorizing each director, severally, to provide for the legal publications of this resolution, with the power to make any further modifications or additions that may be required for the registration in the Companies' Register".*

* * *

Piombino Dese, April 11, 2026

The Executive Chairman of the Board of Directors

Franco Stevanato



 Stevanato Group

|

Sustainability Report 2025

Contents

Letter to Stakeholders.....	4	4. Innovation and Product Responsibility.....	25
Methodological Note.....	5	4.1 • Stevanato Group Products, Technologies, and Services.....	25
1. Stevanato Group.....	7	4.1.1 • Biopharmaceutical and Diagnostic Solutions.....	26
1.1 • At a Glance.....	7	4.1.2 • Engineering.....	28
1.2 • Organizational Details.....	9	4.2 • Research & Development and Innovation.....	29
1.3 • Mission, Vision, and Values.....	14	4.2.1 • R&D for Drug Containment Solutions (DCS).....	30
1.4 • Company Structure and Main Corporate Functions.....	15	4.2.2 • R&D for Drug Delivery Systems (DDS).....	31
1.5 • Ethics, Integrity, and Compliance.....	16	4.2.3 • R&D for Engineering.....	33
2. Sustainability.....	18	4.2.4 • Analytical Services.....	37
2.1 • Approach to Sustainability.....	18	4.3 • Product Quality and Responsibility.....	38
2.2 • Certifications and Awards.....	21	5. Human Capital.....	39
2.3 • Participation in Organizations and Associations.....	23	5.1 • Stevanato Group's Human Resources.....	39
3. Economic Value Creation.....	24	5.2 • Employee Management and Development.....	42
3.1 • Stakeholder Value Creation.....	24	5.3 • Occupational Health & Safety.....	46
		6. Supply Chain and Procurement.....	48
		6.1 • Responsible Supply Chain & Procurement.....	48

Contents

7. Environment.....	51
7.1 • Stevanato Group's Commitment to the Environment.....	51
7.2 • Energy Consumption and GHG Emissions.....	51
7.3 • Water Management.....	55
7.4 • Waste Management.....	57
8. Local Communities.....	59
8.1 • Local Communities Engagement.....	59
Annex.....	61
GRI Content Index.....	64
Independent Audit Report.....	70

Letter to Stakeholders

Over our 75-year history, we have earned a reputation for high quality and reliability that has enabled us to become a partner of choice for more than 700 companies globally.

We have secured a leadership position within the drug product development and delivery value chain through our investment in research and development and the expansion of our global footprint and capabilities.

Our priority is to provide flexible solutions that preserve the integrity of pharmaceutical products and enable our customers to deliver safe and effective treatments to patients while reducing time to market, total cost of ownership and supply chain risk. We achieve this by developing our products and solutions in close collaboration with our customers, leveraging our scientific research capabilities, technical expertise, and engineering and manufacturing excellence to meet the quality and performance requirements of pharmaceutical and biotech customers.

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. We operate in attractive, growing end markets with favorable secular tailwinds. Innovation across the industry continues to advance patient care and we remain mission critical to the delivery of innovative biologics. Biologics are expected to remain our fastest growing end market and a key driver to top-line growth and margin expansion as we continue to move up the value chain. In Latina and Fishers, we expect to increasingly benefit from improved utilization, efficiencies, and operating leverage, as we support our customers with quality and reliability.

Notwithstanding a dynamic and uncertain political and economic context, we keep to support our stakeholders and we are committed to embedding sustainability in our strategic plan, policies and practices.

To accomplish this, we have 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 2025, we progressed in our regenerative business innovation journey as shown in such Sustainability Report on a voluntary basis. With regard to the environment, we progressed in our plan and measurement including Scope 3 in alignment with Science-Based Target initiative and its reduction targets. According to such GHG emissions reduction plan, we progressed mainly in respect to efficiency-related initiatives and sourcing of renewables-based electricity.

In addition, we improved our waste management practices with an increase in the amount of waste recovered and diverted from landfills. With regard to the people we aim to foster a workplace of Merit, Inclusion & Belonging, we improved in our gender balance program on females holding senior positions. With reference to the Governance area, we strengthened and further improved our sustainable corporate model.

With regard to Ratings, we significantly improved our disclosure with an overall Best-in-Class positioning among peers. On Ecovadis, we've been awarded with Silver Medal and score 75/100 placing us among the top 15% of all companies assessed. On S&P's CSA, we are in leading position, as well as in Carbon Disclosure Project (CDP).

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 continuously working to improve processes, to innovate on technologies and eco-designed products & packaging, and sustainable solutions. Our team is dedicated to delivering on our promise by working collaboratively to drive continuous improvement, acting as an example of our Values and Guiding Principles. Therefore, 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

Methodological Note

This Sustainability Report clearly outlines Stevanato Group's environmental, social, and economic achievements in a transparent and structured manner for the 2025 financial year (January 1–December 31) and aligned with the Company's financial reporting, and it shows the commitment and initiatives undertaken by the Group toward its goal of sustainable development. The annual reporting cycle provides internal and external stakeholders with a summary of Stevanato Group's business performance, results, and impacts in relation to material sustainability in the 2025 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 is aligned with the [2025 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 for some of Group's commercial entities/sites, only part of the data has been included in the environmental, health, and safety data due to the limited scope¹.

Stevanato Group reports sustainability information with reference to the Global Reporting Initiative (GRI) Standards 2021. For more details on the 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 published in this document and described in Chapter 2.

¹ Limitation of scope with part of the data for Stevanato Group International a.s., Ompi of Japan Co., Ltd., Medirio SA, and Stevanato Group India Private Limited. The main environmental data for such entities are included.

The discussion of materiality in connection with the sustainability material assessment is not an indication that such information or topics are necessarily material under U.S. federal securities laws or the rules and regulations of the U.S. Securities and Exchange Commission (SEC).

Quality criteria and reporting scope information were defined according to GRI principles and encompassed positive 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 established in 2021 and updated in 2025, in line with 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 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 2025 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 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. in April of 2026. The process of seeking external assurance involved a preliminary evaluation based on different providers and relative core competencies and resulted in the selection and approval of PricewaterhouseCoopers Business Services S.r.l. as an external auditor.

Stevanato Group commissioned this external auditor to provide a limited assurance report, "limited assurance engagement," in accordance with the criteria in 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 and belonging data and policies in accordance with the GRI Standards. Stevanato is aware of US 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 the New York Stock Exchange (NYSE), Stevanato continues to review the implications of the EO. Our Inclusion & Belonging policies will not apply to Stevanato's U.S. employees to the extent that this would conflict with the EO or other applicable laws, regulations, or orders.

1. Stevanato Group

1.1 • At a Glance

PROCESS & PRODUCT	656,828 GJ OF ELECTRICITY CONSUMPTION INCLUDING 61% FROM RENEWABLE SOURCES	10,223 TONS OF WASTE INCLUDING 94.0% OF RECOVERED WASTE
	ECODESIGN OF SUSTAINABLE PRODUCTS	6 DIFFERENT ISO CERTIFICATIONS
VALUE CHAIN	59.9/100 OVERALL ECOVADIS SCORE OF RATED SUPPLIERS OVER 100 NEW KEY SUPPLIERS HAVE BEEN ASSESSED	

PEOPLE AND GOVERNANCE

6,010 EMPLOYEES GLOBALLY

24.0% OF FEMALE DIRECTORS AND MANAGERS

143+ THOUSANDS OF TRAINING HOURS IN 2025

INITIATIVES TO PROMOTE HEALTH AND SAFETY AT A GLOBAL LEVEL

AUDIT COMMITTEE AT THE BOARD LEVEL,
RESPONSIBLE ALSO FOR ESG RELATED TOPICS

CODE OF ETHICS AND ETHICAL
CONDUCT RELATED **POLICIES**

€1,2 BILLION TOTAL VALUE GENERATED IN 2025
81% OF GENERATED VALUE DISTRIBUTED

13 WORLDWIDE PRODUCTION SITES
APPROXIMATELY 70 COUNTRIES SERVED

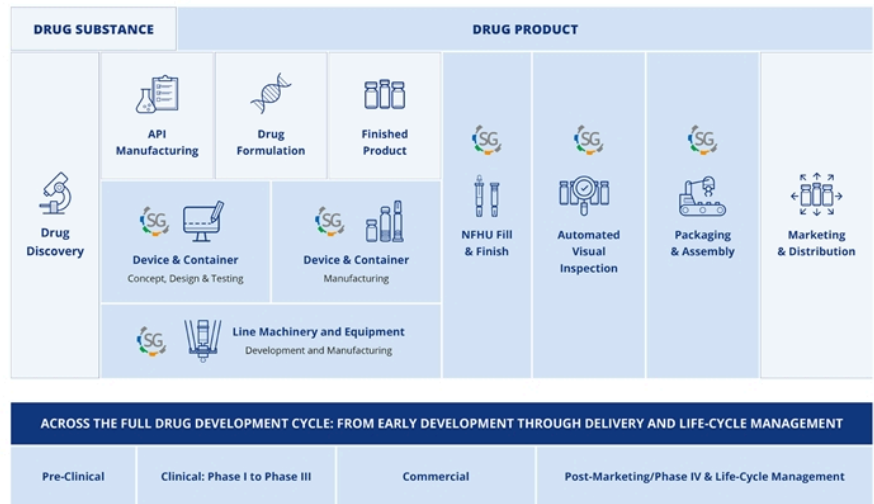
OVER **75** YEARS OF HISTORY, GLOBAL PARTNER OF CHOICE TO BIOPHARMA

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 [2025 Annual 20-F Filing](#).

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 more than 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

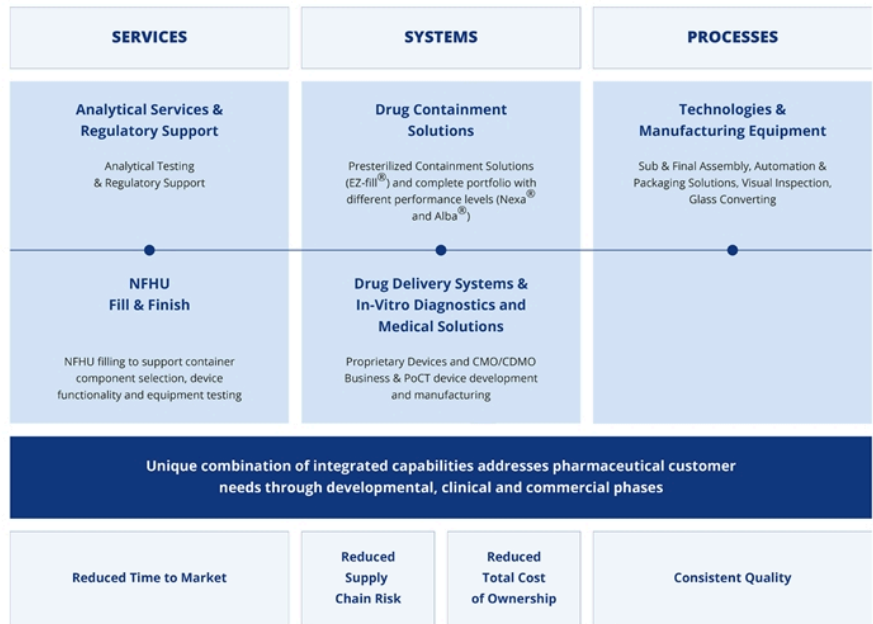


the development, clinical, and commercial stages. The chart above illustrates Stevanato Group's presence across the pharmaceutical chain, with its impacts along the value chain marked with the symbol "SG."

The chart to the right 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 its 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 (DCS). The Group's end markets include broader sectors, such as biologics, where Stevanato sees demand for its products and services. For further information about Stevanato Group's value chain, see item 4. "Information on the Company" and section b. of the "Business Overview" in the [2025 Annual 20-F Filing](#).

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 [Press Releases - Stevanato Group](#).



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:

BIOPHARMA AND DIAGNOSTIC SOLUTIONS SEGMENT

Drug Containment Solutions	Drug Delivery Systems	IVD Solutions	Analytical & Testing Services
<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;">  Platforms for Syringes </div> <div style="text-align: center;">  Platforms for Vials </div> </div> <div style="text-align: center; margin-top: 10px;">  Platforms for Cartridges </div>	<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;">  Autoinjectors </div> <div style="text-align: center;">  Pen Injectors </div> </div> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <div style="text-align: center;">  On-body Delivery Systems </div> <div style="text-align: center;">  CMO/CMDO Capabilities </div> </div>	<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;">  Medical Solutions </div> <div style="text-align: center;">  IVD Consumables </div> </div> <div style="text-align: center; margin-top: 10px;">  Point-of-Care Devices </div>	<div style="text-align: center;">  Analytical & Testing Services </div> <ul style="list-style-type: none"> Primary Container Compatibility and Functionality with Drug Product Drug Delivery System Testing Developmental NFHJ Fill & Finish Service Consultancy (Regulatory, Compliance Support, Test Method Development & Transfer) Tailored Services

Offering Proprietary "High-Value Solutions" Across Business Lines

ENGINEERING SEGMENT 

Assembly & Packaging



- Sub-assembly and Final Assembly for Drug Delivery Devices, Medtech and IVD
- Highly Automated Modular Platforms
- Single Point of Contact for Packaging Processes

Visual Inspection



- Semi-automatic and Automatic Inspection Machines
- Diversified Portfolio
- Artificial Intelligence Platform for Automated Visual Inspection

Glass Converting



- Fully Automated High-speed Precision Glass Converting Lines
- Extensive Dimensional and Cosmetic In-line Controls

After Sales



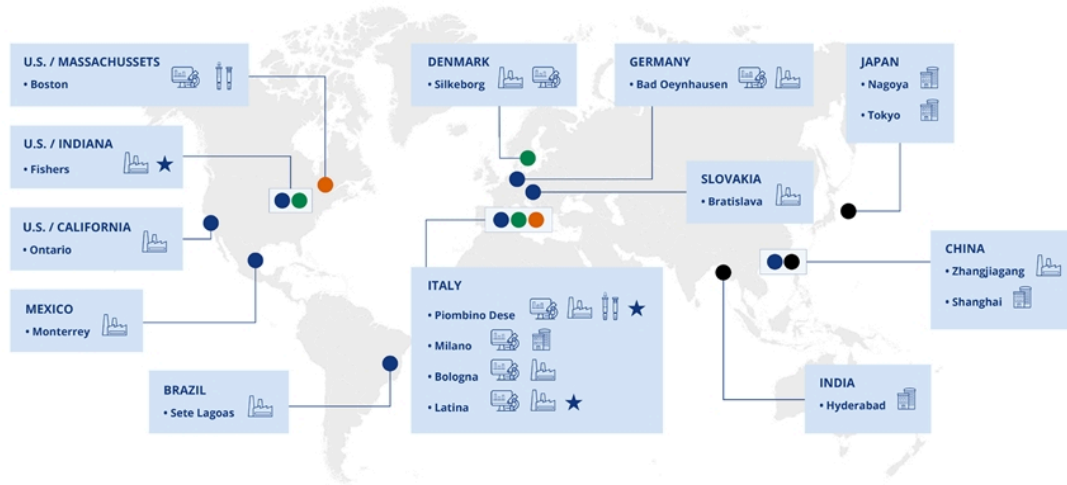
- Advanced After-sales Services
- Global Service Based on Technical Expertise and Interactive Tools

Highly Automated and Advanced Equipment for both in-house Use and Sale to Customers

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 "Scope of Consolidation" section of the [2025 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



● DCS AND DDS
● ENGINEERING
● COMMERCIAL
● ANALYTICAL & TESTING SERVICES
★ EZ-FILL® SITE
🧪 NHFU F&F
🔬 R&D
🏭 PRODUCTION SITE
🏢 OFFICE
Source: Internal Data

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

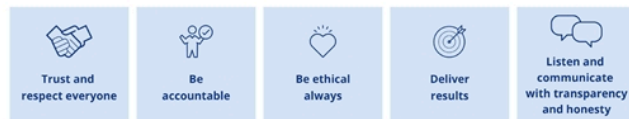
We cooperate deeply with our partners all over the world, providing our know-how, resources, and enthusiasm to turn every project into an achievement.

Vision

Create 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 toward achieving its mission.



Environmental, Social, and Governance (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 leaders 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 • 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 [2025 Annual 20-F Filing](#).

Stevanato Group has adopted a corporate governance standard that sets the rules for the appropriate management of the Group, separating ownership from operating activities. The Group is led by an experienced, highly motivated Board increasing 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. With regard to the composition of the Board of Directors, it is important to note that eight members are independent directors. As of December 31, 2025, 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 the applicable rules and regulations of the SEC and the NYSE corporate governance rules, as well as all Italian law requirements with respect to its composition, expertise

requisites, functioning, and independence.

A more detailed analysis of the governance structure indicates that four 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 three committees: **the Nominating and Corporate Governance Committee, the Business & Strategy Committee, and the Compensation 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 objectives of the Audit Committee is to assist the Board in supporting Stevanato Group's ongoing commitment to issues relating to environmental, social, and governance (ESG) 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 [2025 Annual 20-F Filing](#).

As of December 31, 2025, all members of the Board of Directors were over the age of 50 years, while 73% were males and 27% were females.

Board of Directors on 12.31.2025	Role
Sergio Stevanato	Chairman of the Board Emeritus
Franco Stevanato	Executive Chairman and Chief Executive Officer
Madhavan Balachandran	Independent Director
Fabrizio Bonanni	Independent Director
William John Federici	Independent Director
Karen Anne Flynn	Independent Director
Sue-Jean Lin	Independent Director
Elisabetta Magistretti	Independent Director
Donald Eugene Morel Jr.	Independent Director
Luciano Santel	Independent Director
Alvise Spinazzi	Director

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 across all major regions worldwide, with the organization structured by business units to better address the specific needs of our customers, as reported in the Company chart (update: December, 2025), 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 Stevanato Group's 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 of 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 2025, all the above-mentioned policies were confirmed by the Board of Directors, including any changes from the previous year. Stevanato Group complies with all applicable laws and regulations to protect its rights and interests. In 2025, 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. The whistleblowing procedure was updated, and a new platform was implemented according to EU Directive 2019/1937. As of December 31, 2025, no incidents of corruption had been reported through the Whistleblowing Platform. With regard to human rights, three complaints related to alleged discrimination were ongoing in 2025 in the U.S.; the Company continues to take all appropriate actions with regard to these complaints.

The Italian entities in the Group (i.e., Stevanato Group S.p.A., Nuova Ompi S.r.l., and Spami S.r.l.) have an Organizational, Management, and Control model pursuant to Legislative Decree No. 231/01.

The above-mentioned Italian companies in the Group proceeded with the renewal of the Supervisory Body, which will expire in 2026, pursuant to the aforementioned Legislative Decree responsible for monitoring compliance and operating and updating the model.

According to internal procedures, if reports concerning Legislative Decree 231/01 are received through the Whistleblowing Platform, the Whistleblowing Committee promptly informs the Supervisory Body. 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."

In 2025, 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.

For an overview of Stevanato Group's risk management, see item 3.D. "Risk Factors" of the [2025 Annual 20-F Filing](#).

2. Sustainability

2.1 • Approach to Sustainability

Stevanato Group aims to ensure its long-term success based on its ability to respond to trends and risks related to Environmental, Social and Governance (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 which is aligned with the United Nations' Sustainable Development Goals.

The Company seeks to create a regenerative business innovation 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 further in GHG emissions reduction plan, included Scope 3 GHG emissions, in line with the Science

Based Targets initiative and its target. Main contribution it is in respect to efficiency-related initiatives and sourcing of renewables-based electricity. In addition, the Group took action aligned with climate science and has committed to set near-term emissions reductions in line with the Science-Based Target initiative to reduce GHG emissions according to its trajectory and respective targets. 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 to reduce, reuse, replace, and recycle while engaging also with suppliers and partners along the value chain. Stevanato Group has also introduced new sustainability practices as part of its corporate sustainability and circular innovation measures, with a particular emphasis on

identifying alternative materials, renewable-based energy, and innovative processes that provide more sustainable solutions. As part of its corporate sustainability and circular innovation measures, Stevanato Group dialogued with customers on a sustainable version of secondary packaging for syringes, focusing on biopolymers and recycled plastic as well as packaging and process improvements to reduce related emissions and other sustainable measures.

With regard to the people we aim to foster a workplace of Merit, Inclusion & Belonging, we improved in our gender balance program on females holding senior positions. Finally, with reference to the Governance area, we strengthened and further improved 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 Stevanato Group through dedicated ESG-related committees at both Board and Management levels, with the Head of ESG leading the whole process since the beginning as head of the ESG & Sustainability function, coordinating efforts of functions and sites across the Group.

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. Such Materiality Analysis was approved by Board of Directors as reported in Methodological Note. 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 2025 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, that were identified based on an industry benchmark. Stevanato Group adopts practices that encourage dialogue and involvement with all stakeholder categories, as 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 table.

The methods and frequency of stakeholder involvement vary according to the issues and opportunities subject to discussion during the year.

Stevanato Group adopts practices that encourage dialogue and involvement with internal and external stakeholder categories as reported in this table:

Stakeholder	Engagement and Interaction Flow
Employees	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Regular meetings • Quality assessment audits/visit
Customers	<ul style="list-style-type: none"> • Regular meetings • Surveys/market research • Continuous dialogue through communication channels • Company website • Participation at trade fairs
Community and local authority	<ul style="list-style-type: none"> • Projects to support social initiatives • Meetings with representatives of local institutions
Universities and research centers	<ul style="list-style-type: none"> • Site visits • Partnerships with key universities and schools in Italy and abroad
Regulators and authorities	<ul style="list-style-type: none"> • Discussion meetings with representatives of institutions
Shareholders and Board of Directors	<ul style="list-style-type: none"> • Meetings organized throughout the year

2.2 • Certifications and Awards

Legal Entity (Country) ²	ISO 15378	ISO 13485	ISO 9001	ISO 45001	ISO 14001	ISO 50001
Nuova Ompi (IT-PD)	✓	✓	✓	✓	✓	
Nuova Ompi (IT-LT)	✓		✓	✓	✓	
Nuova Ompi (IT-Cisterna)	✓	✓	✓	✓	✓	
Medical Glass (SK)	✓		✓	✓	✓	
Ompi North America (MX)	✓		✓	✓	✓	
Ompi of China (CN)	✓		✓	✓	✓	
Ompi do Brasil (BR)	✓		✓	✓	✓	
Balda Medical (DE)	✓	✓	✓	✓	✓	✓
Ompi of America (U.S.)	✓	✓	✓	✓	✓	

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 14001

Environmental Management Systems

ISO 50001

Energy Management Systems

² 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 Farmacêuticas 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.

Legal Entity (Country) ²	ISO 15378	ISO 13485	ISO 9001	ISO 45001	ISO 14001	ISO 50001
Balda C. Brewer (CA-U.S.)		✓	✓			
EMEA TEC (IT), U.S. TEC (U.S.)		✓	✓			
Spami (IT)			✓			
SG Denmark (DK)			✓			



In 2025, Stevanato Group has been awarded the prestigious EcoVadis Silver Medal, reaching the outstanding score of 75/100. This places the Company in the top 15% of all companies assessed, just a few steps away from the Gold Medal—since Stevanato is ranked in the 92nd percentile.

EcoVadis is a globally recognized organization that evaluates companies based on their ESG performance.

² 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 Farmacêuticas 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.

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.

In 2025, Stevanato did not participate in any political-related and lobbying activities, and Stevanato had no monetary contributions to political-related and lobbying groups.



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 of Profit and Loss (P&L) statements for global Group operations in accordance with GRI disclosure.

Stevanato's operational activities create value for a wide variety of stakeholders, including the following:

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

Direct economic value generated and distributed (€/000) [GRI 201-1]	2025	2024
(A) Total economic value generated by Stevanato Group	1,191,776	1,126,623
(B) Economic value distributed by Stevanato Group	959,886	926,445
Operating costs - remuneration to suppliers	572,093	560,371
Remuneration to personnel	331,279	309,015
Remuneration to lenders	6,944	14,349
Remuneration of the public administration	49,275	42,552
Donations	296	189
(A-B) Economic value retained by Stevanato Group	231,889	200,177
Amortization & depreciation	87,345	78,036
Loss on receivable	1,221	2,616
Provisions and reserves	3,492	1,758
Net profit	139,831	117,766

In 2025, the economic value distributed by Stevanato Group totaled €960 million.

The difference between the value created and distributed was €232 million.

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 the 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 they 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 toward specific biopharmaceutical requirements.

Using 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 in the figure to the right:

EZ-fill®	Alba®	Highly concentrated biologics, mAbs and RNA-based drugs, and intravitreal injections 	Breakthrough solution employing a plasma treatment on standard silicone coating providing a near-to-zero number of particles and superior coating stability even in aggressive conditions. Alba® cartridges under initial assessment.
	Nexa®	Biologics and high-value vaccines 	Superior cosmetic quality and improved mechanical resistance thanks to proprietary, highly automated process expertise around No Metal-to-Glass (NMTG) and No Glass-to-Glass (NGTG) critical unit operations.
	LDP	Biologics, vaccines and diluents 	Significantly reduce corrosion and delamination risk resulting from interaction with aggressive formulations with high pH.
	Fina®	Standard solution for parenterals 	The global solution with a robust process validation for high volume production and characterized by high quality consistency.

Drug Delivery Systems

In recent years, Stevanato Group has strategically expanded its Drug Delivery Systems (DDS) offerings 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 the following:



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, autoinjectors, 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. In 2026, we announced the introduction of **Deora***, a fixed-dose pen injector, as the latest internally developed device added to our portfolio.



AUTOINJECTORS

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 process development to delivery of the final product, packaged, and sterilized as needed, including point-of-care devices and in-vitro diagnostic consumables.

Analytical & Testing Services

As a branch of research and development, Stevanato Group Technology Excellence Centers (TECs) focus on the following:

- investigating the physical-chemical properties of primary packaging materials and components and studying the interactions between drug containment solutions and injectable drug products;
- providing laboratory services for engineering characterization and design verification of pharmaceutical packaging, medical devices, and components comprising combination products;
- supporting customers in screening and selecting the most suitable container system solution for their injectable drug product platforms.

Stevanato Group relies on a multidisciplinary team of highly skilled scientists. 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 semiautomated and fully automatic equipment.
- Stevanato Group designs and manufactures medical-device assembly and packaging equipment suitable for various stages, from device characterization with small-scale production to high-speed commercial assembly and packaging solutions. The technology is suitable for pen injectors, autoinjectors, wearable devices, and nasal sprays, and it 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 troubleshooting assistance in different areas of support: mechanical, electrical, automation, and vision.
- Stevanato Group also supports customers with a comprehensive portfolio of services, including training, production support, and maintenance assistance, as well as products, such as spare parts and retrofit kits, enabling them to manage the entire life cycle of their equipment efficiently.

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 [2025 Annual 20-F Filing](#).

The R&D department operates in close collaboration with Stevanato Group's business segments to enable cross-functional integration and maximize value creation across the product life cycle. The R&D strategy is structured around three fundamental pillars that define priorities, guide technology development, and ensure alignment with the Company's long-term growth strategy. These pillars represent the reference framework for all Group R&D divisions, with each R&D initiative explicitly mapped to one or more pillars to ensure strategic coherence and measurable impact.

With respect to product innovation and development, Stevanato Group systematically integrates sustainability principles into its R&D programs, starting from the earliest phases of development. Sustainability considerations are embedded in the technical requirements defined at project initiation and translated into design inputs for engineering activities. This approach ensures that material selection, product architecture, and manufacturing concepts are evaluated and optimized with sustainability objectives in mind from the outset, rather than as downstream design constraints.

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, developing, and manufacturing 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 Drug Containment Solutions are offered in standard bulk or pre-sterilized, ready-to-use formats. The team is also responsible for the identification and development of Stevanato Group solutions for biologics needs, such as GLP-1s, mAbs, ADCs, 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 technical requirements specifications.

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 the materials post-sterilization cycle.

As part of its corporate sustainability and circular innovation measures, Stevanato Group regularly dialogues 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 biocircular 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 resource consumption and emissions associated with the life cycle of the product while ensuring the same level of quality. Hence, Stevanato Group could be International Sustainability and Carbon Certification (ISCC+) ready, as in the past, in compliance with the mass balance approach, which helps maintain trust among customers and throughout the value chain.

The Group remains committed to innovation, and Stevanato Group's next-generation **EZ-fill Smart®** is expected to offer low-temperature vaporized hydrogen peroxide (VHP) sterilization, a more environmentally friendly 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.

Over the past few years, Stevanato Group has 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 reduce the environmental impact of glass-based 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 to minimize 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 has cooperated for years with universities in Venice, Naples, and Padua in Italy and the University of Colorado in the U.S. One research paper was published in October in collaboration with the University of Colorado.

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 continues to develop and expand its Drug Delivery Systems (DDS) portfolio. This work focuses on usability, safety, performance, manufacturability, and sustainability. Key programs include the Alina® pen injector, the Aidaptus® autoinjector in collaboration with Owen Mumford, and the Vertiva® on-body delivery system.

During 2025, R&D activities focused on the consolidation of such a portfolio, including product enhancement, material qualification, compliance updates, and design improvements across the entire spectrum of products. The team contributed to strengthening manufacturability and supporting sustainability-oriented design choices.



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 customizations from dosing and color selection to a more customized industrial design based on the needs of the pharmaceutical client.

In 2025, development activities focused on the refinement of existing platform variants, advancement of verification, and validation work for a design iteration optimized for high-volume production.



Aidaptus®

Aidaptus® is an innovative disposable autoinjector 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.

Throughout 2025, Stevanato Group supported industrialization activities for this platform, including design verification activities, the development of new test methods, and the execution of industrialization activities at our German site.



Vertiva®

Vertiva® is an on-body delivery system (OBDS) composed of a reusable controller and a single-use pod with a pre-loaded cartridge available in 3 mL or 10 mL volumes. The reusable part extends the 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, improved overall efficiency, and extended battery lifetime.

In 2025, work continued with design improvements and the further development of sterilization concepts. Additional engineering refinements supported energy management enhancements and material considerations aligned with eco-design circular-economy principles. R&D also progressed early-stage innovation activities within the broader DDS portfolio, contributing to concept development, usability evaluation, and additional material assessments to support future pipeline expansion.

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, reliability, and smart, 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 a guideline 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, particularly to process excellence and 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 the company 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 up-front verification.

MAVIS® Platform

The next generation in high-performance inspection results, MAVIS® is designed to inspect up to 400 pieces per minute, and it meets market requirements for flexibility, gentle container handling, easy maintenance, and control, all with 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 reduces the overall total cost of ownership and the 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 AI, 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 targets the issue of false rejects and aims to make the process more efficient and reduce waste. AI 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 to 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 the unique capability of matching customers' needs in relation to 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. 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 designs.

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 made significant strides in innovation during 2025, 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.

Consumption mapping

New generation machines are equipped with consumption monitoring systems for electricity and all technical fluids (compressed air, fuel, combustion gas, and process water). These measurements allow for the precise characterization of machine behavior, related environmental impacts, and much more effective infrastructure sizing.

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 45 people located in Piombino Dese (Italy) and Boston, MA (U.S.), and they have broad experience in chemistry, engineering, physics, materials, and pharmaceutical sciences. TECs investigate the physicochemical and mechanical properties of primary packaging materials and components, and the functional characterization of drug delivery devices.

Their research and expertise focus on the following:

- By studying the interaction between drug containment solutions and drug products, we provide valuable data to customers for defining the optimal drug containment or delivery solution. This allows us to engage with our clients earlier in the development phase of their drugs and position ourselves well to become suppliers for their containment solution and, potentially, their drug delivery systems and related process equipment. The containment and delivery solution we provide is an integral part of the drug product itself, and it is a mandatory inclusion in regulatory filings before commercialization. We also assist our customers in this phase of their

drug product development by providing 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 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 that supports collaboration with 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 while avoiding market recalls and maximizing the quality and integrity of the Group's products. With ISCC+ certification readiness, the Group can create 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 the certification standards (refer to section 2.2). In particular, the readiness for ISCC+, which is a globally recognized certification system for recycled and biocircular materials, could allow compliance with social and environmental sustainability criteria. This certification could help to ensure compliance with checks at every point in the supply chain to establish integrity and clear evidence of sustainable material 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 regenerative business innovation.

Every employee in Stevanato Group, at all levels, is accountable and strives to ensure the continuous improvement and effectiveness of the Stevanato Group Quality Management

System and the 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 is part of the regulatory filings required to approve drug product marketing and commercialization. Hence, the quality and dependability of drug containment and delivery solutions are critical to obtaining commercialization and marketing approval from regulatory agencies. 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 2025, 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

Values are the behavioral compass of Stevanato Group and the roots of our leadership in excellence. We foster a culture that respects Inclusion & Belonging and encourages individual contributions while rewarding merit and measurable achievements. The Group's policies focus on ensuring fair treatment in terms of compensation, benefits, and career development and embrace Merit, Inclusion & Belonging 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 inclusiveness 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.
- **Talent management and succession planning:** Adopting a proactive and integrated approach to talent management, ensuring that the right capabilities are nurtured to support business growth and innovation. Succession planning is a cornerstone of this strategy, enabling us to identify and develop future leaders while safeguarding organizational continuity.
- **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 inclusion at all levels and locations.

Our Values serve as common ground and a compass for the Group's Human Capital Management strategy³ and 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,

³ 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 December 31, 2025			as of December 31, 2024		
	Male	Female	Total	Male	Female	Total
Director	86.8%	13.2%	1.3%	84.6%	15.4%	1.4%
Manager	72.8%	27.2%	4.4%	73.6%	26.4%	4.1%
Non-Managerial Positions	59.1%	40.9%	94.3%	59.2%	40.8%	94.5%
Total	60.0 %	40.0%	100.0%	60.2%	39.8%	100.0%

anti-discrimination, professionalism, transparency, market abuse prevention, diligence and commitment in daily 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 Inclusion & Belonging. It also adheres to work hours consistent 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, 2025, Stevanato Group had 6,010 employees. The majority were in non-managerial positions at 5,669, followed by 265 managers and 76 directors. In 2025, considering categories of directors and managers, the female managerial positions on total managerial positions were 24.0%. Gender divisions are summarized in

the table above. The Group acknowledges that belonging 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 belonging 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

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

Employee Category	as of December 31, 2025				as of December 31, 2024			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Director	0.0%	63.2%	36.8%	1.3%	0.0%	60.3%	39.7%	1.4%
Manager	0.4%	75.5%	24.2%	4.4%	1.3%	73.6%	25.1%	4.1%
Non-Managerial Positions	23.3%	59.5%	17.2%	94.3%	22.6%	60.5%	16.9%	94.5%
Total	22.0%	60.2%	17.8%	100%	21.4%	61.1%	17.6%	100%

gender, age, ethnicity, disability, sexual orientation or religion, in all of its sites.

The Group prioritizes merit, inclusion, and belonging, starting with the talent acquisition process, and follows guidelines to ensure that CVs represent both male and female profiles, thereby guaranteeing a balanced interview team.

The Group is committed to a journey toward growing inclusion 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 2025, 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 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 (88.0% 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 2025 was 2.3%.

Of the total headcount of female employees, 4.5% had part-time status as of December 31, 2025. 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, 2025, 75% 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 that drives 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 Merit, Inclusion & Belonging, 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 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.

Talent and Performance Management: A Strategic Priority

At Stevanato Group, we recognize that the management of performance and the development of talent are fundamental assets for sustaining long-term success. Our commitment goes beyond operational excellence; it is rooted in the belief that empowering people and fostering their growth drive innovation, resilience, and value creation. By aligning individual performance with organizational objectives and investing in continuous learning, we ensure that our workforce remains engaged, agile, and prepared to meet the challenges of a rapidly evolving global landscape.

Among the HR processes managed at the corporate level, the Learning & Development (L&D) team oversees the Annual People Development Cycle (APDC), which mainly involves globally

office workers and is made up of three milestones: performance appraisal, talent review, and succession planning. Performance appraisal begins with a goal-setting phase at the beginning of the year, in which goals can be entered into the dedicated system by either managers or employees themselves, and are subsequently approved by the manager. The definition of goals follows the SMART-ER methodology and is aligned with the responsibilities of the role, as well as with the Company's strategic priorities.

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 toward 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. In addition to goal setting, attention is also given to the developmental journey, which emerges from a dialogue between employees and their managers. Its purpose is to identify professional aspirations and develop the competencies and skills needed to support the achievement of career goals. During the year, a mid-year discussion also takes place, in which the manager and employee review the progress of activities to date. This provides an opportunity for open and honest communication based on facts, fostering improvement, development, and growth.

At the end of the year, managers evaluate their team members on the goals previously set, a questionnaire on potential (connected to the talent definition), and five values considered to be behavioral compasses that reflect how company values are lived and applied in the professional sphere. Beyond the opportunity to self-evaluate their goals, collaborators also carry out self-evaluations on Values, 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 phase consists of Talent Identification, aimed at aligning what is meant by a "talented" employee and driving the process throughout the organization, followed by Talent Acceleration, which equips talents with the skills and experiences necessary for growth within the Company. 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.

Learning Initiatives: Supporting the Development of Stevanato Group Employees

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 team manages and coordinates training and development activities at the corporate level.

A key process managed by the L&D department pertains to training 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 2025, the Group provided 22,930 hours of employee training related to EHS and required by law, and 79,711 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 41,082 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 143,723 hours of training during 2025.

In this context, the Company recognizes that managers are one of the most important assets for the success and sustainability of the Group. For this reason, we dedicated time and resources to delivering a customized program at the corporate level: the Managerial Development Training Program. It consisted of a three-day global training initiative involving the worldwide population of people managers, over 300 participants, covering the modules of leading people, leading organizations, and leading change.

The program was aimed at strengthening leadership skills and creating a common, globally aligned framework for people managers, as the ability to navigate these critical areas is essential for driving success within their teams and across the organization.

During the Managerial Development Training Program, several references were also made to the importance of the APDC process to reinforce the importance of this yearly cycle and the power of transparent conversation between managers and collaborators in a cross-culture environment.

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 and service 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.

Values and Customer Centricity: Reinforce Stevanato Group Culture

At Stevanato Group, company values are considered the behavioral compass of the Company, so much so that the five corporate values were recently revamped, accompanied by a global activity plan to promote our new values identity to be launched in January 2026. Company values also form the foundation of any learning and development initiative.

In 2025, the platform through which the Annual People Development Cycle is managed has been streamlined to be even more intuitive and effective and has been enriched with new elements.

Furthermore, during 2025, the Group continued the program aimed to foster and strengthen a customer-centric mindset through the training of a primarily productive population to raise awareness among an increasing number of people on the importance of a customer-centricity approach.

Connected to the training initiative, and with the aim of shifting the mindset and building a culture of continuous learning –from traditional training delivery to continuous learning– the design and structuring of a new educational hub was initiated.

It encompasses the following:

- company programs, which have a strategic impact and are mandatory for specific target populations globally;
- business units/function programs, consisting of on-demand training pathways designed to address specific business needs of a given area or group;
- individual boost initiatives, a training offer aimed at supporting individual development and including training catalogues.

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. In 2025, the Company engaged some 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 and driving the transformation toward Best-in-Class Operations Management. The program consists of key building blocks, with the education and training pillar supporting professional growth and fostering a culture of continuous improvement, in alignment with the SG STEPS journey. In 2025, 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 as follows 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 well-being (e.g., several sites have emotional well-being programs with psychological support provided by a dedicated professional);
- GoFluent (launched in 2025, this is a language learning platform available 24/7 and designed to strengthen language skills, offering digital content and conversation classes in 18 languages. Between the platform's launch in 2025 and the year-end, a total of 1,534 people were registered).

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, as well as other forms of collaboration for 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, Stevanato 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.

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 the 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 (22.930 hours WW in 2025).

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

- 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;
- periodic meetings held in accordance with the frequency and method of 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 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,

GRI 403-9: Occupational Health & Safety Rates and Injuries⁴

Work-related Injuries	2025	2024
Number of recorded work-related injuries	69	46
Number of high-consequence work-related injuries (excluding fatalities)	-	-
Number of fatalities as a result of work-related injury	-	-
Number of worked hours	10,105,928	9,277,389
Rate of recordable work-related injuries ⁵	6.83%	4.96%
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	6.83%	4.96%

⁴ The scope of Health and Safety data includes employees only. In 2025, there were 6 injuries with no high consequences among external workers.

⁵ The KPI has been calculated with the following formula: (Number of recordable work-related injuries: Number of hours worked) x 1,000,000, equivalent to LTIFR (Lost-Time Injury Frequency Rate).

including preventive actions for repetitive strain injury (RSI), and injuries are reviewed by the HQ EHS department. 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. Alternatively, the communication tool for reporting is dedicated software that is being introduced in the Company's SYN.

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 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. Several health promotion campaigns have been carried out to promote awareness and best 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 2025 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 2025, there were 69 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.

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 toward every supplier in possession of the necessary prerequisites.

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

Stevanato Group's supply chain is composed of more than 5,000 suppliers, of which more than 600 are equivalent to about 90% of spending. Stevanato Group works relentlessly to meet the evolving 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. For key suppliers, on-site audits are also performed. Stevanato Group is also audited by its own customers.

Supplier engagement is considered an essential element of the Group's sustainability strategy and is directly correlated to its medium-and long-term success. Since 2021, Stevanato Group has required all suppliers to adhere to its Code of Conduct* for oversight of ESG topics in the value chain.

* 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.

Adherence to the code helps to ensure compliance with existing laws, regulations, and other standards, as well as respect for the environment, human rights, and workers' rights. Any conduct that differs from those set forth in our Code of Conduct could potentially result in the termination of the business relationship or be a precluding factor for additional collaboration. Stevanato Group requires its suppliers and service providers to comply with applicable laws and regulations and with recognized international standards of ethical conduct. Thus, Stevanato's procurement practices with its suppliers are continuously reviewed to ensure alignment with the Code of Conduct and to avoid potential risks and conflicts with ESG requirements.

Since 2021, Stevanato Group has been collaborating with EcoVadis on an ongoing basis to strengthen its supplier sustainability practices and monitor its environmental and social responsibility throughout the value chain. With the support of EcoVadis, Stevanato Group has assessed its supplier base by prioritizing ESG topics and related risks, including climate-related issues, and applying a threshold, corrective-action plans when necessary, and ESG requirements within the purchasing process.

This process enables the Company to effectively monitor and address dependencies, impacts, risks, and opportunities (IROs) across the value chain. Both the sustainability and procurement departments play a key role in their implementation. In particular, the procurement department actively engaged local buyers at each site, encouraging their suppliers to join the EcoVadis program. Buyers regularly meet with suppliers to assess performance and, when necessary, implement corrective actions if evaluations fall below the threshold defined by the Company.

In 2025, the onboarding of at least five suppliers into the EcoVadis program was established as a KPI for all local buyers, reinforcing ESG integration within the supply chain and driving continuous improvement in supplier sustainability performance. Through the EcoVadis platform, suppliers are offered training, education programs, benchmarks,

and corrective-action plans. In addition, a supplier questionnaire is distributed to suppliers, including an ESG section survey. Based on the collected data, Stevanato Group requests more comprehensive data 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 the EcoVadis platform. By the end of 2025, 337 suppliers (more than 61% of the total supplier base spending) were requested to participate in the EcoVadis questionnaire, which is aimed at assessing them on ESG topics.

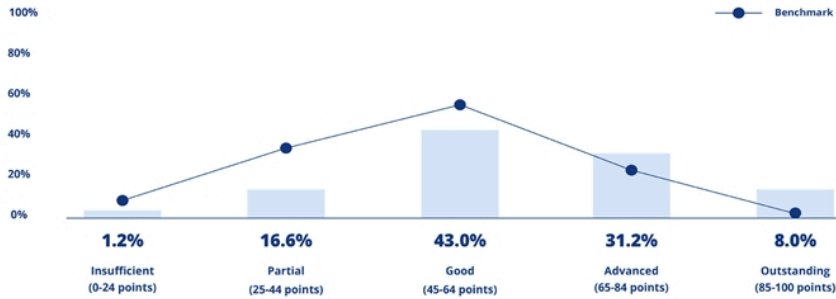
Supplier assessment through the EcoVadis platform has the following objectives:

- obtaining a clear set of environmental and social KPIs;
- defining effective action plans in case of an assessment evaluated under a specific threshold.

The results of the assessment showed an overall score of 59.9 based on reviews of all 337 suppliers, as shown in the table in the following page. Stevanato Group has higher than average scores across all four areas compared to the EcoVadis benchmark. In addition, 82% 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 7% of the suppliers assessed. Moreover, periodic monitoring is conducted for suppliers whose ratings exceed this threshold to ensure ESG oversight.

Score Distribution

<p>Numbers of partners</p> <p>337</p> <p>Benchmark: All companies rated by Ecovadis</p>	<p>Overall</p> <p>59.9</p> <p>+10.3 compared with benchmark</p>	<p>Environment</p> <p>62.7</p> <p>+12.5 compared with benchmark</p>	<p>Labor & Human Rights</p> <p>61.4</p> <p>+9.2 compared with benchmark</p>	<p>Ethics</p> <p>57.2</p> <p>+10.3 compared with benchmark</p>	<p>Sustainable Procurement</p> <p>53.2</p> <p>+12.1 compared with benchmark</p>
--	--	--	--	---	--



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

For the Drug Containment Solutions business, 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 outside the EU, with 7%.

For the IVD business, the Company included in the scope of analysis the site in Germany. Of its suppliers, 68% were in Germany, while 18% were in the rest of the EU, while 15% were outside the EU.

Finally, for the Engineering segment, the companies in the scope of analysis included the Italian and Danish sites. Based on the analysis of the Italian site, almost all expenses were connected to Italy, with a total of 92%, followed by the rest of the EU at 6% and outside the EU at 2%. The majority of Stevanato Group expenses in Denmark were local, with a total of 90%, followed by the rest of the EU at 10%, while expenses outside the EU were marginal. Combining the results, EU purchases represented 98% of the total expenditure.

7. Environment

7.1 • Stevanato Group's Commitment to the Environment

Stevanato Group seeks to reduce any potential negative environmental impact of its processes and products as part of the ESG & Sustainability Group Strategy. Accordingly, the Group aims to deal with climate-change 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 section 2.2). Stevanato Group has identified the possible environmental impact areas of its business through 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 applicable legal requirements of the countries in which it operates. It should be noted that the environmental data of Stevanato Group has been restated thanks to improved measurement of consumption at sites. This allows greater comparability and consistency at the Group level.

7.2 • Energy Consumption and GHG Emissions

Attention to the environment is one of the priorities of the ESG & Sustainability Group Strategy. This includes managing its energy consumption while aiming to increase renewable-based sources.

According to work conducted as part of the ESG & Sustainability Strategy—in particular, on the development of the plan to reduce GHG emissions—Stevanato Group performed energy audits and analyses 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 at the Drug Containment Solutions sites in Piombino Dese, Brazil, and Mexico and for transportation of the Company's logistical vehicles and Company cars. To foster sustainable mobility, the Group began upgrading its 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, including multiple energy conservation measures (ECMs), mainly targeting energy-intensive assets;
- progressed on sourcing renewable-based electricity through Energy Attribute Certificates in multiple sites, demonstrating a strong commitment to decarbonization;
- launched a centralized energy monitoring program to improve oversight and control of energy performance across sites, supported by the deployment of additional sub-metering and energy measurement devices to enable more accurate energy data collection;
- conducted energy audits at Fishers, Mexico, and China facilities to identify opportunities for energy savings and efficiency improvements.

The table summarizes the organization's annual energy consumption.

Energy consumption in 2025 increased, mainly due to the increase in business activities. In 2025, renewable-based electricity accounted for about 61% of total electricity use. Meanwhile, Stevanato Group had a significant increase in self-produced energy from photovoltaic panels at the China and Mexico sites.

GRI 302-1: Energy consumption within the organization⁷

Types of consumption [GJ]	2025 [GJ]	2024 [GJ]
Natural gas (non-renewable sources)	1,048,545.2	926,950.5
Diesel (non-renewable sources)	5,974.7	5,557.1
Gasoline (non-renewable sources)	4,602.1	5,180.4
LPG (non-renewable sources)	544.1	530.5
Liquid fuels (non-renewable sources)	11,120.9	11,268.0
Electricity purchased	649,248.0	598,560.4
From renewable sources (with certificate of origin)	395,611.2	114,030.0
From non-renewable sources	253,636.8	484,530.4
Electricity from photovoltaic systems (self-consumed)	7,579.9	2,297.6
Electricity purchased and internally produced by photovoltaic systems	656,827.9	600,858.0
Thermal energy	496.1	541.4
Total energy consumption	1,716,990.1	1,539,618.0
of which from renewable sources	403,191.1	116,327.6
of which from non-renewable sources	1,313,799.0	1,423,290.3

⁷ Conversion factors for all fuels are taken from DESNZ 2025 and 2024. It should be noted that environmental data of the Stevanato Group have been restated thanks to new measurement improvements of consumptions at sites. This allows greater comparability and consistency at the Group level.

GRI 305: Scope 1, 2, and 3 GHG emissions^a

	Unit	2025	2024
Natural gas	t CO2 eq.	53,318.1	47,118.1
Liquid fuels	t CO2 eq.	718.6	717.8
Refrigerant gas	t CO2 eq.	625.1	482.2
Total Scope 1 GHG emissions^a	t CO2 eq.	54,661.9	48,318.1
Scope 2 GHG emissions - location-based¹⁰	t CO2 eq.	59,846.8	56,151.6
Scope 2 GHG emissions - market-based¹¹	t CO2 eq.	35,384.9	61,881.9
Total Scope 1 and 2 (market-based) GHG emissions	t CO2 eq.	90,046.8	110,200.0

GRI 305: Scope 1, 2, and 3 GHG emissions^a

	Unit	2025	2024
Total Scope 3 GHG emissions	t CO2 eq.	679,584.8	612,942.8
Category 1: purchased goods and services	t CO2 eq.	485,271.1	445,644.6
Category 2: capital goods	t CO2 eq.	88,196.2	66,453.0
Category 3: fuel- and energy-related activities	t CO2 eq.	18,619.3	20,861.7
Category 4: upstream transportation and distribution	t CO2 eq.	22,413.9	22,483.6
Category 5: waste generated in operations	t CO2 eq.	157.0	162.9
Category 6: business travel	t CO2 eq.	4,885.2	2,141.5
Category 7: employee commuting	t CO2 eq.	10,217.0	9,385.7
Category 8: upstream leased assets	t CO2 eq.	1,797.3	1,902.0
Category 9: downstream transportation and distribution	t CO2 eq.	10,018.4	9,092.3
Category 10: processing of sold products	t CO2 eq.	1,133.0	923.3
Category 11: use of sold products	t CO2 eq.	34,671.3	33,550.0
Category 12: end-of-life treatment of sold products	t CO2 eq.	202.3	264.5
Category 13: downstream leased assets	t CO2 eq.	1,930.1	0.5
Category 15: investments	t CO2 eq.	72.7	77.2
Total GHG emissions - location-based	t CO2 eq	794,093.4	717,412.6
Total GHG emissions - market-based	t CO2 eq	769,631.6	723,142.8

The table in the previous page shows the main types of emissions related to the above-mentioned energy sources. In particular, to report greenhouse gas emissions, Stevanato Group follows Greenhouse Gas (GHG) Protocol guidelines, distinguished in Scope 1, 2, and 3. In addition, GHG emissions are calculated according to location and market methodologies using appropriate emission factors.

In sum, in 2025, Stevanato Group registered a value for total emissions (Scope 1, 2 and 3) of 794,093.4 tons of CO₂e of location-based and 769,631.6 of market-based. Whereas, Scope 1 & 2 market-based counts for 12% and Scope 3 88% out of total. In particular, Scope 1 & 2 market-based registered at 90,046.8 tons of CO₂e in 2025 with a decrease of 18.3% compared to 2024 year.

Whilst, main categories of Scope 3 are purchased goods and services, and capital goods.

* Figures refer to CO₂ equivalents when available. It should be noted that environmental data of the Stevanato Group have been restated thanks to new measurement improvements of consumptions at sites. This allows greater comparability and consistency at the Group level.

* These figures have been calculated using DESNZ 2025 and 2024 emission factors according to the GHG Protocol methodology. The consolidation approach for the Group's emissions is the operational control. Data are presented without consideration of any offsetting instruments.

** The conversion factors used for Scope 2 – Location-Based method – are taken from Terna Confronti Internazionali 2022.

** The conversion factors used for Scope 2 – Gross Market-Based method – are taken from European Residual Mix: AIB 2024. When an AIB emission factor is not available, conversion factors are taken from Terna.

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:

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

Stevanato Group draws 38% of its water from local underground sources, with the remaining 62% 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 utilities. The sites that are ISO 14001 certified are reported in section 2.2. Overall water use was 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, communicated to local authorities, and monitored for environmental performance. The environmental impact is related to water withdrawn and water discharged.

The quality of the water discharged by the Group's sites during normal operations has little impact on external water courses 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 in 2020, the Group modified the water distribution system at its Company headquarters, channeling, filtering, and cooling water from the semi-finished product sanitizing process water for injection (WFI) 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.

Since 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 areas ¹².

¹² 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. To accurately monitor the volume of water taken from underground sources, a specific water meter was installed. In 2025, the increase in water withdrawal was mainly related to increased production at a 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 at the operating unit. Generally, water effluents from the Group's offices and production sites are discharged into the public sewer system based on the terms of a specific contract, which also outlines acceptable limits in compliance with legislation.

The data presented in the following tables are the results 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 ¹³	As of December 31, 2025		As of December 31, 2024	
	All areas	Areas with water stress	All areas	Areas with water stress
Unit of measure: megaliters				
Groundwater (total)	291.6	45.7	290.8	48.2
Freshwater (≤1,000 mg/L total dissolved solids)	291.6	45.7	290.8	48.2
Other water (>1,000 mg/L total dissolved solids)	-	-	-	-
Third-party water (total)	480.0	144.2	335.2	112.0
Freshwater (≤1,000 mg/L total dissolved solids)	480.0	144.2	335.2	112.0
Other water (>1,000 mg/L total dissolved solids)	-	-	-	-
Total water withdrawal	771.6	189.9	626.0	160.2

¹³ It should be noted that environmental data of the Stevanato Group have been restated thanks to new measurement improvements of consumptions at sites. This allows greater comparability and consistency at the Group level.

GRI 303-4 (2018): Water discharge ¹³ Unit of measure: megaliters	As of December 31, 2025		As of December 31, 2024	
	All areas	Areas with water stress	All areas	Areas with water stress
Surface water	110.9	110.9	76.6	76.6
Third-party water	307.4	19.5	273.6	27.6
Freshwater ($\leq 1,000$ mg/L total dissolved solids)	271.7	-	231.2	-
Other water ($> 1,000$ mg/L total dissolved solids) - delivered to treatment plant	10.1	10.1	12.3	12.3
Other water ($> 1,000$ mg/L total dissolved solids) - other	25.6	9.4	30.0	15.3
Total water discharge	418.3	130.4	350.1	104.2
Freshwater ($\leq 1,000$ mg/L total dissolved solids)	382.6	110.9	307.8	76.6
Other water ($> 1,000$ mg/L total dissolved solids)	35.7	19.5	42.3	27.6

¹³ It should be noted that environmental data of the Stevanato Group have been restated thanks to new measurement improvements of consumptions at sites. This allows greater comparability and consistency at the Group level.

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 the 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 materials like glass and plastic 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, Italy, 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 volume delivered to disposal sites. 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 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 are committed to implementing scrap reuse through specialized partners, which convert waste into new raw material. In specific instances where solutions are not found, alternative improvements are pursued.

GRI 306-3 (2020): Waste generated ¹⁴	As of December 31, 2025			As of December 31, 2024		
	Recovered	Not Recovered	Total (ton)	Recovered	Not Recovered	Total (ton)
DCS Business	8,656	561	9,217	7,326	630	7,957
DDS, IVD Business	705	12	717	722	14	736
Engineering Business	253	36	289	237	50	287
Total (ton)	9,614	609	10,223	8,285	695	8,979

¹⁴ No additional information are provided for confidentiality reasons. It should be noted that environmental data of the Stevanato Group have been restated thanks to new measurement improvements of consumptions at sites. This allows greater comparability and consistency at the Group level.

In 2025, waste increased of 14% at 10,223 ton in 2025 as per business growth. In particular, waste recovered and prepared to reuse, recycling, and treatment improved at 94% of the total.

In 2025, hazardous waste accounted for 6.0% of the total volume of waste produced, which improved compared to the previous year.

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. Moreover, the site launched a new SG Technical School edition, offering young local talents a month of intensive training in manufacturing fundamentals and specialized roles.
- In Slovakia, as a social engagement initiative, employees continued to provide Christmas gifts to elderly residents in retirement homes and hospitals. Safety shoes were donated for charity purposes with a second-life use.
- In Mexico, as a social engagement initiative, the local staff organized various activities for

children and families, including creative projects and interactive experiences.

These activities allowed children to explore real-world professions through practical learning, fostering curiosity, and inspiring future aspirations.

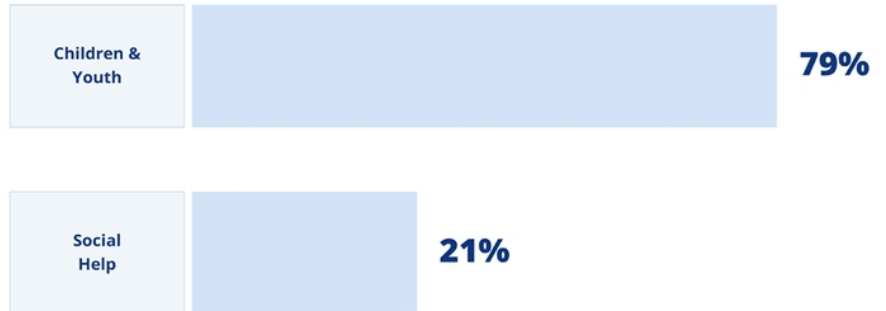
- In the United States (Indiana), as a social engagement initiative, employees successfully collected and donated 431 pounds (196 kg) of food to help families in the local community.

In 2025, the Stevanato Foundation continued its mission, focusing on the areas of social welfare, social health, education, and training, with special attention to children and youth, by implementing a series of initiatives.

2025 – Stevanato Foundation Distribution of Donations

The main initiatives were as follows:

- **Contributed to the implementation of the “ArDire 2” project**, an artistic expression initiative (film dubbing project) dedicated to young patients at the Pediatric Hospice, aimed at supporting them through the challenging journey of palliative care.
- **Provided wheelchairs to local sports associations** for basketball and tennis to enable the inclusion of young people with disabilities in sports activities.
- **Built playground areas with safety equipment** for an “Inclusion Day” event, which was an initiative to encourage children from local sports clubs to play with children with disabilities.
- **Provided a vehicle to a local charity association** for transporting children from disadvantaged socioeconomic backgrounds to school and for providing mobility to vulnerable individuals in accessing essential services.



Annex

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

Employment contract	as of December 31, 2025			as of December 31, 2024		
	Men	Women	Total	Men	Women	Total
Italy	2,079	1,379	3,458	1,883	1,268	3,151
Permanent	1,794	1,208	3,002	1,681	1,153	2,834
Temporary	285	171	456	202	115	317
Rest of EU	722	362	1,084	746	376	1,122
Permanent	645	320	965	682	352	1,034
Temporary	77	42	119	64	24	88
Extra EU	806	662	1,468	694	554	1,248
Permanent	716	608	1,324	609	501	1,110
Temporary	90	54	144	85	53	138
Total	3,607	2,403	6,010	3,323	2,198	5,521

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

Part time / Full time	as of December 31, 2025			as of December 31, 2024		
	Men	Women	Total	Men	Women	Total
Italy	2,079	1,379	3,458	1,883	1,268	3,151
Full Time	2,068	1,294	3,362	1,875	1,176	3,051
Part Time	11	85	96	8	92	100
Rest of EU	722	362	1,084	746	376	1,122
Full Time	706	338	1,044	726	351	1,077
Part Time	16	24	40	20	25	45
Extra EU	806	662	1,468	694	554	1,248
Full Time	805	662	1,467	693	554	1,247
Part Time	1	-	1	1	-	1
Total	3,607	2,403	6,010	3,323	2,198	5,521

GRI 401-1: Incoming employees by age group and gender (n° and %) in 2025¹⁵

Incoming employees						
by age	Men	%	Women	%	Total	%
<30 years old	358	9.9%	279	11.6%	637	10.6%
30 – 50 years old	407	11.3%	282	11.7%	689	11.5%
>50 years old	73	2.0%	38	1.6%	111	1.8%
Total	838	23.2%	599	24.9%	1,437	23.9%

¹⁵ 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 2025

Incoming employees				
by region	Italy	Rest of EU	Extra EU	Total
Men	381	116	341	838
%	10.6%	3.2%	9.5%	23.2%
Women	228	52	319	599
%	9.5%	2.2%	13.3%	24.9%
Total	609	168	660	1,437
%	10.1%	2.8%	11.0%	23.9%

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

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%

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: Outgoing employees by age group and gender (n° and %) in 2025

Outgoing employees						
by age	Men	%	Women	%	Total	%
<30 years old	180	5.0%	138	5.7%	318	5.3%
30 – 50 years old	289	8.0%	204	8.5%	493	8.2%
>50 years old	84	2.3%	52	2.2%	136	2.3%
Total	553	15.3%	394	16.4%	947	15.8%

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 2025

Outgoing employees				
by region	Italy	Rest of EU	Extra EU	Total
Men	184	140	229	553
%	5.1%	3.9%	6.3%	15.3%
Women	116	66	212	394
%	4.8%	2.7%	8.8%	16.4%
Total	300	206	441	947
%	5.0%	3.4%	7.3%	15.8%

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 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
GRI 2: General Disclosures 2021	2-1 Organizational details	Back Cover	-
		Organizational Details	p. 9-13
	2-2 Entities included in the organization's sustainability reporting	Methodological Note	p. 5-6
	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
		Independent Audit Report	p. 70-71
	2-6 Activities, value chain and other business relationships	Organizational Details	p. 9-13
		Responsible Supply Chain & Procurement	p. 48-50
	2-7 Employees	Stevanato Groups' Human Resources	p. 39-41
Annex		p. 61-63	

GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Company Structure and Main Corporate Functions	p. 15-16
	2-22 Statement on sustainable development strategy	Letter to Stakeholders	p. 4-5
	2-23 Policy commitments	Ethics, Integrity, and Compliance	p. 16-17
	2-27 Compliance with laws and regulations	Ethics, Integrity, and Compliance	p. 16-17
	2-28 Membership associations	Participation in Organizations and Associations	p. 23
	2-29 Approach to stakeholder engagement	Approach to Sustainability	p. 18-20
	2-30 Collective bargaining agreements	Stevanato Group's Human Resources	p. 39-41
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Approach to Sustainability	p. 18-20
	3-2 List of material topics	Approach to Sustainability	p. 18-20
Economic performance and value creation			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Stakeholder Value Creation	p. 24
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Stakeholder Value Creation	p. 24
Responsible supply chain and procurement			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Responsible Supply Chain & Procurement	p. 48-50
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Responsible Supply Chain & Procurement	p. 48-50

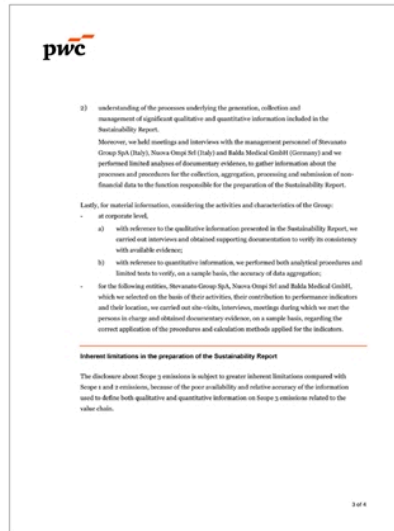
Business ethics, governance and compliance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Ethics, Integrity, and Compliance	p. 16-17
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Ethics, Integrity, and Compliance	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
Energy consumption			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Energy Consumption and GHG Emissions	p. 51-54
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Consumption and GHG Emissions	p. 51-54
Water management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Water Management	p. 55-57
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management	p. 55-57
	303-2 Management of water discharge-related impacts	Water Management	p. 55-57
	303-3 Water withdrawal	Water Management	p. 55-57
	303-4 Water discharge	Water Management	p. 55-57
GHG emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Energy Consumption and GHG Emissions	p. 51-54

GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy Consumption and GHG Emissions	p. 51-54
	305-2 Energy indirect (Scope 2) GHG emissions	Energy Consumption and GHG Emissions	p. 51-54
	305-3 Other indirect (Scope 3) GHG emissions	Energy Consumption and GHG Emissions	p. 51-54
Waste management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Waste Management	p. 57-58
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management	p. 57-58
	306-2 Management of significant waste-related impacts	Waste Management	p. 57-58
	306-3 Waste generated	Waste Management	p. 57-58
Human capital management and development			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Stevanato Group's Human Resources	p. 39-41
		Employee Management and Development	p. 42-45
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Annex	p. 61-63
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Company Structure and Main Corporate Functions	p. 15-16
		Stevanato Group's Human Resources	p. 39-41
Employee well-being			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Employee Management and Development	p. 42-45

GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Management and Development	p. 42-45
Occupational Health & Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Occupational Health & Safety	p. 46-47
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health & Safety	p. 46-47
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health & Safety	p. 46-47
	403-3 Occupational health services	Occupational Health & Safety	p. 46-47
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health & Safety	p. 46-47
	403-5 Worker training on occupational health and safety	Occupational Health & Safety	p. 46-47
	403-6 Promotion of worker health	Occupational Health & Safety	p. 46-47
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety	p. 46-47
	403-9 Work-related injuries	Occupational Health & Safety	p. 46-47
Human rights			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		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
		Local Communities Engagement	p. 59-60
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	GRI Content Index	In 2025, 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 Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product Quality and Responsibility	p. 38
Research & Development and Innovation: topic not covered by topic-specific GRI standards			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Research & Development and Innovation	p. 29-37

Independent Audit Report



Headquarters

Via Molinella, 17
35017 Piombino Dese,
Padova, Italy

**Global footprint with operating units and commercial
offices in 10 countries.**

Visit our website to contact us.
stevanatogroup.com



STEVANATO GROUP S.P.A.

**REPORT OF THE AUDIT COMMITTEE
TO THE SHAREHOLDERS
ON THE ACTIVITIES CARRIED OUT
IN THE FINANCIAL YEAR 2025**

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 August 4, 2025, the Audit Committee revised the Charter following the merger of the ESG Committee into the Committee..

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. In 2025 the Audit Committee carried out the annual review of the Related Parties Policy confirming the contents, 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 26 May 2026– provides a brief description of the supervisory activities carried out by the Committee in the period from January 1, 2025, to December 31, 2025 (2025 financial year ending date) (the “**Report**”).

*** *** ***

1. COMPOSITION AND MEETINGS OF THE COMMITTEE.

On May 23 May 2025, the Board of Directors appointed as members of the Committee Mr. William Federici, Mr. Luciano Santel Ms. Elisabetta Magistretti and Ms. Sue-Jean Lin.

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. Luciano Santel, Ms. Elisabetta Magistretti and Ms. Sue-Jean Lin 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-octiesdecies, paragraph 3, of the Civil Code, Ms. Elisabetta Magistretti 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.

In 2025, the Committee appointed Mr. William Federici as Chairman.

**Report of the Audit Committee to the Shareholders
On the Activities Carried Out in the Financial Year 2025**

In 2025 six meetings of the Committee were held, attended by, in addition to the members of the Committee, the following persons: the 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 Chief Communication and Investor Relations Officer (Ms. Lisa Miles), the Internal Auditor Senior Director (Ms. Andrea Damian), the Senior Director, Group Planning & Control (Mr. Diego Benatti), the Consolidation and Administration Senior Director (Ms. Silvia Stella), the Treasury Senior Director (Mr. Giuliano Dalla Cia), the Tax Senior Director (Mr. Marco Toniolo), the CEO Chief of Staff/Internal Communication Manager (Ms. Elisabeth Marin), the Director Legal (Ms. Leila Petrelli), the Compliance Director (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, Davide Silvestrelli and Mr. Scott Cunningham).

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

Participants	Number of meetings	Percentage of attendance
William Federici	6	100
Fabio Buttignon*	4	66,6
Luciano Santel	6	100
Elisabetta Magistretti**	2	33,3
Sue-Jean Lin**	2	33,3
CEO	6	100
CFO	6	100
CIO	5	83,3
General Counsel, Senior Vice President, Company Secretary	6	100
Chief Communication and Investor Relations Officer	6	100
Internal Auditor Senior Director	6	100
Senior Director, Group Planning & Control	4	66,6
Consolidation and Reporting Senior Director	6	100
Treasury Senior Director	1	16,6
Tax Senior Director	2	33
CEO Chief of Staff/Internal Communication Coordinator	1	16,6

Legal Director	6	100
Compliance Director	5	83,3
PwC S.p.A.	6	100

**Fabio Buttignon no longer served as Audit Committee and BoD Member effective from May 2025

**Ms. Elisabetta Magistretti and Sue-Jean Lin were appointed as Audit Committee Member on May 23, 2025, and attended all of the 2025 Audit Committee meetings held after his appointment.

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 six (6) Board of Directors meetings, and seven (7) Business & Strategy Committee meetings; and
- Mr. Fabio Buttignon at three (3) Board of Directors meetings and three (3) ESG Committee Meeting; and
- Mr. Luciano Santel at five (5) Board of Directors meetings, three (3) meetings of the Nominating & Corporate Governance Committee and seven (7) meetings of the Business & Strategy Committee; and
- Ms. Elisabetta Magistretti at four (4) Board of Directors meetings; one (1) ESG Committee Meeting and five (5) meetings of the Business & Strategy Committee; and
- Ms. Sue-Jean Lin at four (4) Board of Directors meetings, one (1) ESG Committee Meeting, five (5) 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 2025, 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-octiesdecies, 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 Senior Director, the General Counsel, the Consolidation and Reporting Senior Director, the Internal Audit Senior Director, 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.

The most relevant organizational change for 2025 has been the shift from a Regional Organization to a Business Unit Organizational Model, which occurred in April 2025. Alongside centralized Corporate functions and Shared Services that are designed to provide a centralized support and to foster integration, the new organization established three Business Units (DCS, DDS&IVD, Engineering) with full Profit and Loss responsibility. This shift impacted the entire organization and included the introduction and appointment of new roles, as well as related departments reorganization, that are not mentioned here in the details for the benefit of simplification. At the moment of the reorganization, the first reporting line to the CEO was comprised of:

- President, DCS Business Unit and Shared Services – new role in the organization
- President, DDS&IVD Business Unit – new role in the organization
- President, Engineering Business Unit – new role in the organization
- Chief Business & Strategy Officer – new role in the organization
- Chief Communication and Investor Relations Officer – new role in the organization
- Chief Human Resources Officer – role already present in the organization
- Chief Financial Officer – role already present in the organization

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,

**Report of the Audit Committee to the Shareholders
On the Activities Carried Out in the Financial Year 2025**

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)
- 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 Senior Director, 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, 2024, during the course of 2025, under the supervision of the Committee, Company management continued to execute and further enhance the previously designed remediation plan, with the objective of fostering a strong internal control culture, completing the corrective actions already in progress, and implementing the desired remediation initiatives.

In particular, during 2025 the Company effectively implemented the design of controls for processes deemed relevant from both a business process and IT perspective, thereby consolidating the overall internal control framework to be adopted. The majority of design deficiencies were remediated through the introduction of automated workflows and increased focus on the adequacy of supporting documentation for management review and approval controls. Similarly, the reassessment of the segregation of duties model was completed, resulting in a reinforced framework from both an organizational and IT perspective, aimed at improving the quality of system-generated information and the effectiveness of internal control activities. In addition, dedicated training programs were completed, together with targeted support activities for control owners, with particular focus on proper documentation of control activities, review attributes, and the controls necessary to ensure the accuracy and completeness of relevant information used. The Committee was regularly updated on the progress of the remediation activities through the establishment of an Internal Controls Steering Committee, which met on a monthly basis with the involvement of key internal stakeholders governing the internal control framework, top management, external consultants, and the external auditor.

As of December 31, 2025, the internal control system was evaluated for effectiveness based on the criteria set forth in the *Internal Control – Integrated Framework (2013)* issued by the *Committee of Sponsoring Organizations of the Treadway Commission (COSO)*. Despite the progress achieved, the assessment activities identified the existence of certain material weaknesses in the internal control system, primarily attributable to a control environment that is not yet fully effective, also due to the not yet sufficient level of experience of certain personnel involved in the operation of internal controls. Additional deficiencies were identified with respect to the formalization and documentation of controls in certain areas, including manual journal entries and the period-end close controls at the individual entity

level, as well as controls over information systems, particularly related to program change management and user access controls.

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 152 and following in the 20-F, filed on March 4, 2026.

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:

- 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. 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 in the current composition. The Committee expressed a favorable opinion and recommended the appointment of such Supervisory Body.

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 Director, 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 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 2025, the Supervisory Body carried out several audits 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.

According to the Annual Plan of Activities and Controls - Year 2025 Supervisory Body carried out audit on the following sensitive processes and “risk-offence areas”:

- audit of the sensitive process related to **procurement**;
- audit of the sensitive process related to the management of **M&A transactions**;
- audit of the sensitive process related to **relations with suppliers**;
- audit of the risk-offence area related to the **financial statements’ preparation process**;
- meeting with the **Internal Auditor** on the results of control activities concerning corporate and tax offences pursuant to Articles 25-ter and 25-quinquiesdecies of Legislative Decree 231/2001.

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, the Company, during 2025, continued its efforts in the implementation, monitoring, and training activities related to the Policies adopted at Group level, such as Whistleblowing Policy, Anti-Bribery Anti-Corruption, Anti-Discrimination policy, Privacy Master Policy, Model 231.

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.

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, 2025.

Moreover, the Committee reviewed the financial results for the first quarter 2025, the financial results for the second quarter of 2025 and the first half of 2025, the financial results for the third quarter of 2025, and the financial results for the fourth quarter of 2025 and entire financial year 2025, 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 2025; (ii) the second quarter of 2025 and the first half of 2025 (iii) the third quarter of 2025 and (iv) on the fourth quarter 2025 and the full year 2025, 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 591,000.00 for 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 covers 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. beginning in 2023 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. 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:

- (i) 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 consolidated 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;

**Report of the Audit Committee to the Shareholders
On the Activities Carried Out in the Financial Year 2025**

- (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 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 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.

On October 29, 2025, PwC submitted partial review of performance activities for US company (to be performed by PwC Italy) with consequential review of the remuneration. In addition, PwC provide a review of fee or Ompi N.A.S. de R.L.to € 52.000.

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 2025.

8. SUPERVISION OF RELATED PARTY TRANSACTIONS.

**Report of the Audit Committee to the Shareholders
On the Activities Carried Out in the Financial Year 2025**

In preparation for the Listing and with regard to the form F-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 includes 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 2025 the Company updated the identification of related parties, , 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 2025, 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 2025 (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, 2026

On behalf of the Management Control Committee

The Chairman – William Federici

STEVANATO GROUP S.P.A.

**NOMINATING AND CORPORATE
GOVERNANCE COMMITTEE'S REPORT
FOR 2025**

Introduction

This Nominating and Corporate Governance Committee's Report (hereinafter "**the Report**") covers the period 1 January 2025 – 31 December 2025 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 (*società 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 23, 2025, for a period of one fiscal year. 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 2025, the Board of Directors has been convened n. 9 times.

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 23, 2025, we appointed the Lead Independent Director. On May 24, 2024 we established a Succession Planning Committee. On August 4, 2025, the ESG Committee was merged into the Audit Committee and the Succession Planning Committee was merged into the Compensation 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, Elisabetta Magistretti, Sue-Jean Lin 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. Santel Mr. Federici, Ms. Magistretti and Ms. Lin 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, Ms. Magistretti 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 2025, the Audit Committee has been convened n. 6 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 2025, 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 Karen Flynn.

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 2025, the Nominating and Corporate Governance Committee has been convened 4 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, Sue-Jean Lin, Elisabetta Magistretti 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 2025, the Business & Strategy Committee has been convened 7 times.

ESG Committee

On June 16, 2021, we established an ESG Committee. The ESG Committee on August 4, 2025, was merged into the Audit Committee. In its last composition in 2025 the ESG Committee consisted of Karen Flynn (as chair), Elisabetta Magistretti and Sue-Jean Lin.

The ESG Committee was 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 2025, the ESG Committee, before the merger has been convened 4 times.

Succession Planning Committee

On May 24, 2024, we established a Succession Planning Committee. The Succession Planning on August 4, 2025, was merged into Compensation Committee. In its last composition in 2025 the Succession Planning Committee consisted of Franco Stevanato (as chair), Madhavan Balachandran, Fabrizio Bonanni and Donald Eugene Morel Jr.

The Succession Planning Committee was 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 2025, the Succession Planning Committee, before the merger, has been convened 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 23, 2025

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 (*amministratori 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 (*direttori 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.

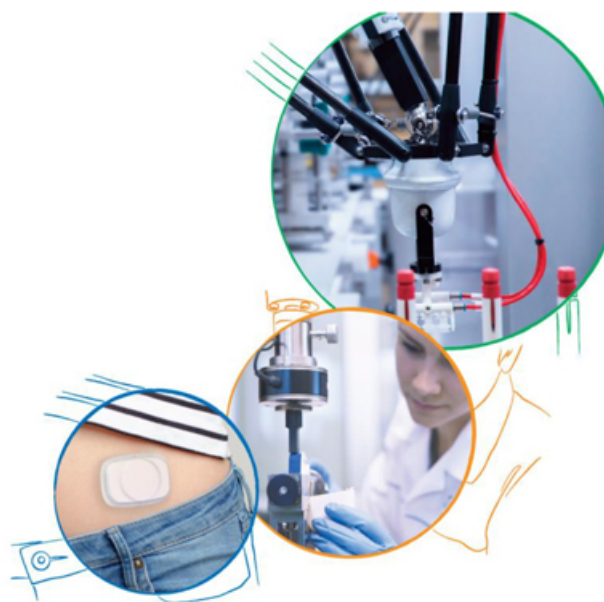
Under Italian law and pursuant to our articles of association, directors may be removed from office at any time by the shareholders' meeting. A director that is removed without cause may have a claim for damages against the Company.

Directors may resign at any time by written notice to the board of directors and to the chair of the audit committee. 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.

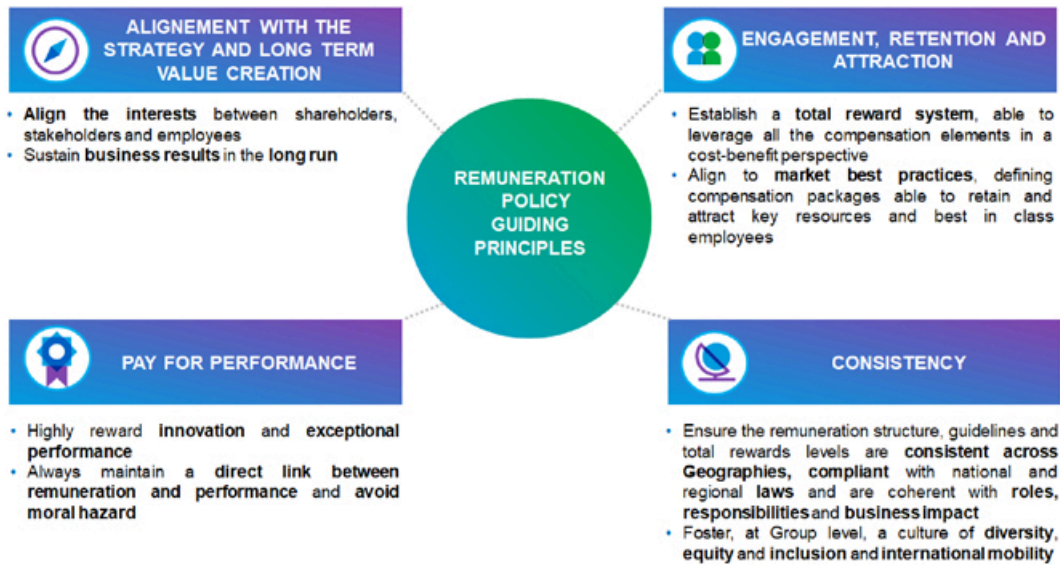
In particular, the report provides information on the (a) balance between fixed and variable compensation, (b) bonus opportunity ranges for key positions, (c) qualitative description of the principal strategic objectives included in the bonus scheme.

The Committee, in line with market best practices, has availed itself of the services of the external advisor Mercer, a global leader in 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:



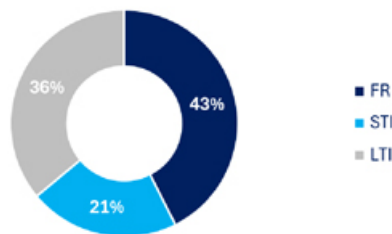
3. Stevanato Group Remuneration Practices

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 Leadership Team 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 at the Group level, and at Business Units level depending on the role accountability, (such as Revenues, EBITDA Margin, Free Cash Flow and CAPEX) and non-financial metrics (such as strategic objectives linked to business plan priorities, Sustainability 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 Leadership Team roles – are mainly focused on financial metrics (75% of the scorecard) linked to the most relevant strategic priorities for 2026: i) Adjusted EBITDA margin; ii) Revenues; iii) Free Cash Flow; iv) Net CAPEX. The remaining 25% of the scorecard is based on individual KPIs which are focused on the following areas: (i) Strategic Projects; (ii) Customer & Market; (iii) People and Sustainability.

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 Leadership Team roles can reach up to 187,5% of the target bonus.

Target bonus opportunity for eligible positions is defined according to the level of accountability, contribution to company results, and consistent with practices of the reference market. The STI target pay opportunity for the Chairman & Chief Executive Officer and Leadership Team roles range from a minimum of 50% to a maximum of 60% 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 18th 2025 meeting, the Board of Directors, following the proposal of the Compensation Committee, approved the Long Term Incentive Plan 2026-2030. 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 accountability 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 Leadership Team roles range from a minimum of 150% to a maximum of 260% 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 selected executive 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 S.P.A.

**AUDIT COMMITTEE'S SUBSTANTIATED PROPOSAL
FOR THE APPOINTMENT OF THE EXTERNAL AUDITOR
PURSUANT TO ARTICLE 13 OF ITALIAN LEGISLATIVE
DECREE NO. 39/2010**

To the Shareholders of Stevanato Group S.p.A. (the “**Company**”; the Company and its subsidiaries, collectively, the “**Group**”), with registered offices in Piombino Dese (PD), Italy, Via Molinella, 17.

WHEREAS:

- A. Since July 16, 2021, the Company has been listed on the New York Stock Exchange (NYSE);
- B. Following the Shareholders’ Meeting for the approval of the financial statements as of December 31, 2025, the current appointment of the External Auditor pursuant to Article 2409-bis of the Italian Civil Code and Articles 13 et seq. of Italian Legislative Decree No. 39 of January 27, 2010, will expire;
- C. Article 13, paragraph 1, of Italian Legislative Decree No. 39 of January 27, 2010, provides that: “[...] *the Shareholders’ Meeting, upon substantiated proposal of the supervisory body, shall appoint the statutory auditing firm and determine the fee payable to the statutory auditor or the statutory auditing firm for the entire duration of the appointment and any criteria for adjusting such fee during the appointment*”;
- D. The Company intends to assign all statutory audit engagements for the Group’s companies to the External Auditor appointed to carry out the Group’s statutory audit, thereby enabling, on the one hand, greater effectiveness and efficiency in the performance of audit activities, as well as potential beneficial synergies, and, on the other hand, facilitating the assumption of responsibility over the entire Group, as provided for by current legislation on statutory audit.

CONSIDERED THAT:

- (i) Through the Group Chief Financial Officer, duly mandated by the Board of Directors, the Company’s Audit Committee received two separate offers for the statutory audit of the accounts for the financial years ending December 31, 2026, to December 31, 2028, expiring on the date of the Shareholders’ Meeting convened for the approval of the Company’s financial statements for the financial year ending December 31, 2028;
- (ii) The offers were submitted by:

Offer date	Offeror
First version: November 14, 2025 Second version: December 17 , 2025	EY S.p.A., Via Meravigli, 12 – Milano (“ EY ”)

First version: November 14, 2025 Second version: December 16, 2025 Third Version: April 8, 2026	PricewaterhouseCoopers S.p.A., Piazza Tre Torri 2, Milan ("PwC")
---	---

- (iii) Both offerors are registered in the Register of Statutory Auditors pursuant to Article 7 of Italian Legislative Decree No. 39 of January 27, 2010;
- (iv) Both offers contain a commitment by the offerors to meet the independence and objectivity requirements set forth in Article 10 of Italian Legislative Decree No. 39 of January 27, 2010; and
- (v) For the purposes of verifying and constantly monitoring the absence of conflicts of interest that could jeopardize the appointment as statutory auditor, both offerors have:
 - Submitted the list of names of their partners/associates as well as the members of their respective management bodies;
 - Invited the Company to promptly notify any changes in its corporate structure and that of its subsidiaries, parent companies, or jointly controlled companies.
 - For the financial years included in the engagement, the offers provide for the performance of the following activities: With regard to the consolidated financial statements, prepared in accordance with IFRS:
 - Statutory audit pursuant to Article 14 of Italian Legislative Decree No. 39 of January 27, 2010;
 - Quarterly review (without issuing an audit opinion thereon);
 - Review of the consolidated financial statements included in Form 20-F, prepared in accordance with SEC regulations;
 - With regard to the Italian companies included in the Group (*i.e.*, Stevanato Group S.p.A., Nuova Ompi S.r.l., and Spami S.r.l.):
 - Statutory audit of the financial statements pursuant to Article 14 of Italian Legislative Decree No. 39 of January 27, 2010;
 - Verification, pursuant to Article 14, paragraph 1, letter b), of Italian Legislative Decree No. 39 of January 27, 2010, of the proper maintenance of the company accounts and the accurate recording of operating events in the accounting records;

- Activities preparatory to the signing of tax returns in accordance with Article 1, paragraph 5, of Italian Presidential Decree No. 322 of July 22, 1998;
- With regard to the non-Italian companies included in the Group (*i.e.*, Stevanato Group International A.S., Medical Glass A.S., Ompi N.A. S. de R.L. de C.V., Ompi Pharmaceutical Packing Technology Co. Ltd., Ompi do Brasil Comércio de Embalagens Farmacêuticas LTDA, Balda Medical GmbH, Stevanato Group Denmark A/S, Balda C. Brewer Inc., Balda Precision Inc., Ompi of America Inc., and Stevanato India Private Ltd.):
 - Mandatory audit, where required, of financial statements prepared in accordance with local regulations;
 - Audit (complete or limited to specific financial statement areas) of reporting packages prepared for the purposes of the opinion on the consolidated financial statements;
- (vi) Internal control system review for Sarbanes-Oxley (SOX) purposes for companies included in the scope for a full integrated audit for SOX purposes with issuance of the integrated audit opinion. Both offerors shall conduct the statutory audit activities in accordance with (a) the International Standards on Auditing (ISA Italia) as adopted by Resolution of the Italian State Accountant General (*Ragioniere Generale dello Stato*) of December 23, 2014 (in compliance with Article 11 of Italian Legislative Decree No. 39 of January 27, 2010) for the purposes of performing the statutory audit activities and (b) the auditing standards issued by the PCAOB for the purposes of performing audit activities on the financial statements included in Form 20-F;
- (vii) Based on the offers examined, the External Auditor's fees for each financial year included in the engagements – in addition to out-of-pocket and/or incidental expenses, contributions (Social Security Fund, Consob, or other supervisory authorities, where applicable), VAT, and any adjustments based on changes in the ISTAT index – are estimated as follows:

Offeror	Estimated hours /Fees in EURO		
	FY 2026	FY 2027*	FY 2028*
PwC	17.330/1.563.000	14.240/1.313.000	14.240/1.313.000
EY	14.800/1.605.000	13.300/1.425.000	13.000/1.400.000
* The fees have been determined based on the reliability of the internal control system			

- (viii) As a result of the analysis of the offerors' professional and organizational profiles conducted - specifically with regard to: (i) audit plan and independence, (ii) corporate/sector expertise, (iii) organizational structure, (iv) market reputation, and (v) fees – the Company's Audit Committee prepared the following table summarizing the evaluation process. For each offer received by the Company, the table indicates the Qualitative Synthetic Rating (“**QSR**”, on a scale of Insufficient/Sufficient/Good/Outstanding) for each evaluation area and the overall assessment of each candidate:

				<i>PwC</i>	<i>EY</i>
	Evaluation Areas		Examined skills	QSR	QSR
1	Audit Plan	1.1	Risk assessment procedures	3	3
		1.2	Audit approach adopted	3	3
		1.3	Information technology tools used	4	3
		1.4	Hours planned/seniority of the staff involved	4	3
2	Corporate and/or sectoral competencies	2.1	Previous knowledge of the company and/or group from previous audit assignments	4	3
		2.2	Previous experience in the audit and capital market sector	4	4
		2.3	Previous knowledge of the Pharma industry gained in other areas	4	4
		2.4	Previous knowledge of the Pharma industry's accounting principles	4	4
		2.5	Availability of adequate IT tools, financial instruments, valuation and impairment testing	4	4
3	Organizational structure	3.1	Individual, associated, network structure	4	4
		3.2	Local, regional, national, international presence	4	4
4	Market Reputation	4.1	Network membership and client portfolio (for audit firms)	4	4

		4.2	<i>Curriculum</i> (for individual only)	n/a	n/a
5	Proposed Fees	5.1	Budget Detail (hours/activities) and pricing	4	3
		5.2	Adequacy and consistency of fees (including estimated costs) in relation to the subject matter of the assignment	4	3
6	Overall Evaluation			54	49

- (ix) On the basis of the information acquired, there are no elements that could compromise the independence of the offerors for the purposes of Article 10 of Italian Legislative Decree No. 39 of January 27, 2010, nor are there any grounds for conflict of interest on their part;
- (x) The scope of the engagement as defined in the two offers examined appears to be substantially homogeneous.

In light of the foregoing, the Company's Audit Committee, as a result of the comparative assessment conducted in both qualitative and quantitative terms, and for the purpose of formulating its substantiated proposal for the appointment of the External Auditor for the financial years ending December 31, 2026 to December 31, 2028, hereby proposes to the Company's Shareholders – subject to acceptance of the fees for the entire duration of the appointment, together with the *criteria* for their adjustment during the term of office, as set forth in the relevant offer – that the engagement for the Company's statutory audit of the accounts for the financial years ending December 31, 2026 to December 31, 2028 be assigned to **PricewaterhouseCoopers S.p.A.**, Piazza Tre Torri 2, Milan, in accordance with the offers submitted by PwC on December 16 2025 and April, 8 2026; provided that:

- The fees payable to PwC, for the statutory audit activities relating to the Company alone, amount to:
 - For FY 2026: EUR 916,700 (for a total of 11,770 hours);
 - For FY 2027: EUR 747,300 (for a total of 9,420 hours);
 - For FY 2028: EUR 747,300 (for a total of 9,420 hours);

- The amounts indicated above do not include VAT, out-of-pocket expenses, and secretarial expenses, to be invoiced on the basis of costs incurred within the limit of 7% of the fees (excluding travel and subsistence expenses incurred for site visits in Italy and

abroad), nor the supervisory contribution payable to Consob or other Supervisory Authorities, which may be required for such appointments following the entry into force of new regulatory provisions issued by the competent Authorities;

- The fees indicated above relate to the engagement for: (i) the audit for statutory and SOX purposes of the statutory financial statements and the consolidated financial statements; (ii) the verification that the company accounts are properly maintained; and (iii) the activities relating to the signing of tax returns for the Company, as well as the review of the reporting packages for the purposes of the consolidated financial statements for the Company, Ompi of America Inc. (full audit of Group reporting package-Group auditor procedures), and Balda C. Brewer Inc. (specific scope of the Group reporting package);
- The External Auditor that the Shareholders' Meeting elects to appoint, including on the basis of this substantiated proposal, shall also assume the role of Group's External Auditor, with the application of fees as set forth in the relevant offer;

Piombino Dese, April 9, 2026.

The Chairman of the Audit Committee
William Federici

STEVANATO HOLDING S.R.L.

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

Piombino Dese, April 24, 2026

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 26, 2026 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, 2026 (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 i.v.

Codice fiscale e Partita I.V.A 05099030289

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

		<ul style="list-style-type: none"> - <i>professionalism and skills required to perform the tasks entrusted to the Company's Directors.</i>
2.	SERGIO STEVANATO	<ul style="list-style-type: none"> - <i>Eligibility and integrity requirements set forth under Article 2382 of the Italian Civil Code;</i> - <i>professionalism and skills required to perform the tasks entrusted to the Company's Directors.</i>
3.	MADHAVAN BALACHANDRAN	<ul style="list-style-type: none"> - <i>Eligibility and integrity requirements set forth under Article 2382 of the Italian Civil Code;</i> - <i>professionalism and skills required to perform the tasks entrusted to the Company's Directors;</i> - <i>independence requirements set forth under Article 2399 of the Italian Civil Code;</i> - <i>independence requirements set forth under the United States law and the New York Stock Exchange regulations applicable to the Company;</i> - <i>financial literacy requirements set forth under the United States regulations and the New York Stock Exchange regulations applicable to the Company.</i>
4.	WILLIAM FEDERICI	<ul style="list-style-type: none"> - <i>Eligibility and integrity requirements set forth under Article 2382 of the Italian Civil Code;</i> - <i>professionalism and skills required to perform the tasks entrusted to the Company's Directors;</i> - <i>independence requirements set forth under Article 2399 of the Italian Civil Code;</i> - <i>independence requirements set forth under the United States law and the New York Stock Exchange regulations applicable to the Company;</i> - <i>financial literacy requirements set forth under the United States regulations and the New York Stock Exchange regulations applicable to the Company;</i> - <i>accounting or related financial management expertise required under the United States regulations and the New York Stock Exchange regulations applicable to the Company.</i>
5.	KAREN FLYNN	<ul style="list-style-type: none"> - <i>Eligibility and integrity requirements set forth under Article 2382 of the Italian Civil Code;</i> - <i>professionalism and skills required to perform the tasks entrusted to the Company's Directors;</i> - <i>independence requirements set forth under Article 2399 of the Italian Civil Code;</i> - <i>independence requirements set forth under the United States law and the New York Stock Exchange regulations applicable to the Company;</i> - <i>financial literacy requirements set forth under the United States regulations and the New York Stock Exchange regulations applicable to the Company.</i>
6.	SUE JEAN LIN	<ul style="list-style-type: none"> - <i>Eligibility and integrity requirements set forth under Article 2382 of the Italian Civil Code;</i> - <i>professionalism and skills required to perform the tasks entrusted to the Company's Directors;</i> - <i>independence requirements set forth under Article 2399 of the Italian Civil Code;</i> - <i>independence requirements set forth under the United States law and the New York Stock Exchange regulations applicable to the Company;</i> - <i>financial literacy requirements set forth under the United States regulations and the New York Stock Exchange regulations applicable to the Company;</i> - <i>accounting or related financial management expertise required under the United States regulations and the New York Stock Exchange regulations applicable to the Company.</i>
7.	ELISABETTA MAGISTRETTI	<ul style="list-style-type: none"> - <i>Eligibility and integrity requirements set forth under Article 2382 of the Italian Civil Code;</i> - <i>professionalism and skills required to perform the tasks entrusted to the Company's Directors;</i> - <i>independence requirements set forth under Article 2399 of the Italian Civil Code;</i> - <i>independence requirements set forth under the United States law and the New York Stock Exchange regulations applicable to the Company;</i> - <i>financial literacy requirements set forth under the United States regulations and the New York Stock Exchange regulations applicable to the Company;</i> - <i>accounting or related financial management expertise required under the United States regulations and the New York Stock Exchange regulations applicable to the Company.</i>

		<ul style="list-style-type: none"> - enrolled in the Italian Register of Legal Auditors (<i>Registro dei revisori legali</i>) established at the Ministry of Economy and Finance pursuant to Italian Legislative Decree no. 39/2010.
8.	DONALD EUGENE MOREL JR.	<ul style="list-style-type: none"> - 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.
9.	LUCIANO SANTEL	<ul style="list-style-type: none"> - 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.	PETER SOELKNER	<ul style="list-style-type: none"> - 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.
11.	ALVISE SPINAZZI	<ul style="list-style-type: none"> - 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, 2026; 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;
2. 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.

STEVANATO HOLDING S.R.L.



A handwritten signature in blue ink, appearing to read 'Stevanato S', is written over a horizontal line.

(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. _____ Franco Stevanato _____,
born in _____ Venice _____ (_____ VE _____)
on _____ 27.12.1973 _____, ID Card/Passport no. _____ [REDACTED] _____, with
reference to:

- the General Meeting of the Shareholders of Stevanato Group S.p.A. (the "Company") convened on May 26, 2026 (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, 2026, 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-laws,

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 (**) (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 (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 (***) (5);

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.

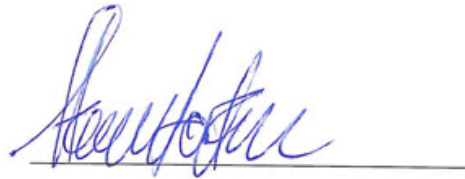
⁵ All nominees for the office of member of the Audit Committee of the Company must meet such requirements.

- 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⁾;
- 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 ⁽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 submitted.

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

_____ Piombino Dese _____, April 11, 2026.



(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.

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

I, the undersigned Mr./Ms./Dr. _____ Sergio Stevanato _____,
born in _____ Venice _____ (_____ VE _____)
on _____ 20.03.1943 _____, ID Card/Passport no. _____ [REDACTED] _____, with
reference to:

- the General Meeting of the Shareholders of Stevanato Group S.p.A. (the "Company") convened on May 26, 2026 (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, 2026, 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-laws,

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 (**) (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 (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 (***) (5);

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);
- 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 (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 submitted.

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

_____ Piombino Dese _____, April 11, 2026.



(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.

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, _____ the _____ undersigned _____ Mr. _____ Madhavan
Balachandran _____,
born in _____ Chennai, _____ India _____
(_____)
on _____ 14 January 1951 _____, ID Card/Passport no. _____
_____, with reference to:

- the General Meeting of the Shareholders of Stevanato Group S.p.A. (the "**Company**") convened on May 26, 2026 (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, 2026, 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-laws,

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

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 (**) (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 (4);

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.

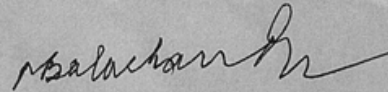
⁴ At least one nominee for the office of member of the Audit Committee of the Company must meet such requirement.

- 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⁾;
- 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⁾;
- 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 submitted.

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

_____, April 11, 2026.



(Nominee's signature)

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

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.

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)
COO

- Responsible for CMC and Operations

Amgen Inc. 1997 to 2016
Executive Vice President Operations 2012 to 2016

- 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 2007

- 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 Sales 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

I, the undersigned Mr./Ms./Dr. WILLIAM FEDERICI
born in SOMERVILLE, NJ, USA
on July 6, 1959, ID Card/Passport no. [REDACTED], with reference to:

- the General Meeting of the Shareholders of Stevanato Group S.p.A. (the "Company") convened on May 26, 2026 (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, 2026, 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-laws,

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 (**) (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 (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 (***) (5);

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⁾;
- 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⁽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 submitted.

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

_____, April 11, 2026.



(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.

Biography for William John Federici

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.

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. _____ Karen Flynn _____,
born in _____ Plainfield, NJ, USA _____
(_____)
on _____ Dec 18, 1962 _____, ID Card/Passport no. _____, with reference
to:

- the General Meeting of the Shareholders of Stevanato Group S.p.A. (the "Company") convened on May 26, 2026 (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, 2026, 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-laws,

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 (**) (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 (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 (***) (5);

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⁾;
- 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⁽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 submitted.

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

_____, April 11, 2026.



(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.

Karen A. Flynn

39 E. Montgomery Ave, Unit 102, Ardmore, PA 19003 • (610) 719-7384 • flynka1984@gmail.com

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

President, BioModalities (interim)

Somerset, NJ

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

Senior Vice President and Chief Commercial Officer

Exton, PA

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
Director, Account Development July, 2000 – December, 2004
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 June, 1985 – July 2000

The Firestone Tire and Rubber Company **Akron, OH**
Junior Engineer June, 1984 – March, 1985

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 Compensation Committee (Chair) Nom and Gov Committee	June, 2022 – Present
Sotera Health Audit Committee	November, 2023 – Present
GermFree Laboratories, LLC Remuneration Committee (Chair)	December, 2023 – Present
Recro Pharma, Inc. Audit Committee Compensation Committee member and Chair	September, 2015 – January, 2020

EDUCATION

University of Pennsylvania <i>Master of Science, Engineering</i> Executive Education program – joint technology management curriculum with the School of Engineering and Applied Science and The Wharton School	Philadelphia, PA May, 1994
Boston University <i>Master of Science, Business Administration</i>	Cherry Point, NC January, 1987
University of Notre Dame <i>Bachelor of Science, Pre-Professional Studies (pre-med)</i>	Notre Dame, IN 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	

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 Ms. Sue-Jean Lin, born in Taiwan, (Republic of China) on 29 November 1958, ID Card/Passport no. [REDACTED] with reference to:

- the General Meeting of the Shareholders of Stevanato Group S.p.A. (the "Company") convened on May 26, 2026 (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, 2026, 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-laws,

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 (**) (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 (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 (***) (5);

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.

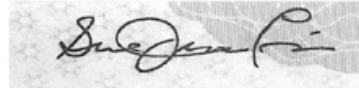
⁵ All nominees for the office of member of the Audit Committee of the Company must meet such requirements.

- ✗ 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⁾;
- ✗ 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⁽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 submitted.

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

_____, April 11, 2026.



(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.

SUE-JEAN LIN
lin.suejean@outlook.com, Dallas Fort Worth, Texas, +1(949) 351-9858
<http://linkedin.com/in/suejeanlin>



Sue-Jean Lin is an accomplished global business leader with a diverse background spanning information technology, finance, cybersecurity, risk management, digital transformation, artificial intelligence (AI), and data & analytics. She is known for her strategic leadership and ability to scale operations and increase enterprise valuation. Over her 35-year career in the life sciences industry, Sue-Jean has consistently delivered business transformation and growth. She is a trusted advisor to Fortune 500 C-suite executives, serves as a public company board member, and qualifies as a financial expert.

Sue-Jean currently serves as Audit Committee Chair and independent director at Arcutis Biotherapeutics (Nasdaq: **ARQT**), having joined in June 2021 during the company's late-stage development of immunodermatology treatments. Under her board leadership, Arcutis advanced to commercial stage operations after receiving FDA approval for ZORYVE, a treatment for chronic skin conditions. In May 2025, she joined the Board of Directors at Stevanato Group (NYSE: **STVN**), a global leader in drug containment and delivery solutions. Sue-Jean is a Governance Fellow with the National Association of Corporate Directors (NACD) and holds certificates in Effective AI Oversight and Cyber-risk CERT Program from Carnegie Mellon University's Heinz College of Information Systems and Public Policy.

Sue-Jean retired in March 2025 from Alcon (NYSE/SIX: **ALC**), where she held the position of Senior Vice President and Chief Information & Transformation Officer (CITO) based in Geneva, Switzerland, and was a member of the executive committee. She joined Novartis in 2018, architecting Alcon's spin-off, spearheading the new people, process. Technology and data foundation to create new Alcon at its IPO at \$45+ billion market capitalization. She led multi-year enterprise transformation and delivered over \$400 million in annual cost savings.

Previously, Sue-Jean was Senior Vice President & Chief Information Officer at Hill-Rom (now part of **Baxter International**). During her tenure, Hill-Rom doubled its market capitalization through innovative product development including integrated nurse call systems and the Smart+ Bed platform for acute care. She played a key role in launching the company's first e-commerce channel, enhancing patient engagement and caregiver effectiveness through digital, IIoT, and data integration.

Earlier in her career, Sue-Jean served as Senior Vice President & Chief Information Officer at Allergan (now part of **AbbVie**) during a period of rapid growth fueled by innovation in Ophthalmology, Neurosciences, and the global expansion of medical aesthetics through Botox Cosmetic. She led digital transformation efforts, including the development of a B2B2C platform for consumer and physician engagement. Prior to her CIO role, she was Vice President, Controller, and CFO for Allergan's Europe, Middle East, Africa, and Asia Pacific regions, where she led a business turnaround that quadrupled sales over seven years.

Sue-Jean was honored with the **National ORBIE Global CIO of the Year Award** in 2022 and the **Dallas ORBIE Super Global CIO Award** in 2021. She has also been recognized by *Computerworld*, *CIO Magazine*, and UCLA Anderson School of Management. Sue-Jean has collaborated with MIT CISR and published several research briefings. In 2024, she earned a certification from the Stanford Graduate School of Business in AI and Digital Innovation. From 2022 to 2024, she served as Finance Committee Chair for **T200.org**, a nonprofit dedicated to mentoring and empowering women in technology.

Sue-Jean holds a Bachelor of Science in Accounting and an MBA from the University of Nevada, Reno. She is married and has two children.

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. ELISABETTA MAGISTRETTI,
born in BUSTO ARSIZIO (VA - ITALY)
on July 21, 1947, ID Card/Passport no. [REDACTED], with reference to:

- the General Meeting of the Shareholders of Stevanato Group S.p.A. (the "Company") convened on May 26, 2026 (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, 2026, 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-laws,

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 (**) (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 (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 (***) (5);

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);
- 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 (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 submitted.

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

Busto A. (VA), April 11, 2026.

for Valeria Magalhães

(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.

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

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, Donald E. Morel Jr. the undersigned Mr./Ms./Dr. (Dr)

born in Richmond, VA USA

on 9 August 1957 ID Card/Passport no. [REDACTED], with reference to:

- the General Meeting of the Shareholders of Stevanato Group S.p.A. (the "Company") convened on May 26, 2026 (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, 2026, 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-laws,

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 ();
- 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 (***);
- 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 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* () and a copy of a current ID Card/Passport.



April 1, 2026.

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 Foundation. 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.

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. Luciano Santel

born _____ in _____ Venice _____
(_____ Italy _____)

on _____ 12th October 1956 _____, ID Card/Passport no. _____, with reference to:

- the General Meeting of the Shareholders of Stevanato Group S.p.A. (the "**Company**") convened on May 26, 2026 (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, 2026, 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-laws,

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 (**) (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 (4);

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.

- 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⁾;
- 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⁾;
- 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 submitted.

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

_____ Milan _____, April 11, 2026.



(Nominee's signature)

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

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.

BIO

(IT)

Luciano Santel, Amministratore Esecutivo

Luciano Santel è Amministratore Esecutivo di Moncler e Chief Corporate & Supply Officer del Gruppo Moncler, con la responsabilità delle funzioni Finance, Legal, Compliance, Risorse Umane, Information Technology (IT), Servizi Generali e Sicurezza, e della Supply Chain. È inoltre Dirigente Preposto ex Art. 154-bis del TUF di Moncler e Amministratore Delegato di Industries.

Sin dal 2013, in qualità di Chief Corporate and Supply Officer, guida il continuo sviluppo e il rafforzamento della struttura corporate del Gruppo.

Dal 2024 è membro del Consiglio di Amministrazione di Stevanato Group in qualità di Amministratore Indipendente. 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.

Dal 2009 al 2013 è stato Chief Executive Officer di Stefanel S.p.A., mentre dal 2001 al 2009 ha ricoperto il ruolo di Chief Corporate Officer in Geox S.p.A. Dal 1999 al 2001 ha lavorato in Luxottica Group S.p.A. con il ruolo di Vice President Group International Development, dopo essere stato Chief Operating Officer di Retail Brand Alliance (già Casual Corner Group Inc.) dal 1996 al 1999.

In precedenza, ha lavorato come Direttore Finance in IVG e nel gruppo Rossignol.

Ha iniziato la propria carriera professionale in primarie società di audit internazionali, tra cui Ernst & Young e Arthur Andersen. Ha conseguito una laurea in Economia e Commercio presso l'Università Ca' Foscari di Venezia.

(EN)

Luciano Santel, Executive Director

Luciano Santel is Executive Director of Moncler and Chief Corporate & Supply Officer of the Moncler Group, overseeing the Finance, Legal, Compliance, Human Resources, Information Technology (IT), General Services and Security departments, as well as the Supply Chain. He is also Manager in Charge pursuant to Article 154-bis of the Consolidated Law on Finance of Moncler and Executive Director of Industries.

Since 2013, in his role as Chief Corporate and Supply Officer, he has led the ongoing development and strengthening of the Group's corporate structure.

Since 2024, he has been a member of the Board of Directors of Stevanato Group as Independent Director. He also served as an Independent Director and member of the Control and Risks Committee of Luxottica Group S.p.A. from 2015 to 2020.

From 2009 to 2013, he was Chief Executive Officer for Stefanel S.p.A., after serving as Chief Corporate Officer at Geox S.p.A. from 2001 to 2009. Between 1999 and 2001, he worked at Luxottica Group S.p.A. as Vice President Group International Development, following his role as Chief Operating Officer of Retail Brand Alliance (formerly Casual Corner group Inc.) from 1996 to 1999.

Earlier in his career, he worked as Finance Director at IVG and in the Rossignol Group.

He began his professional journey in leading international audit firms, including Ernst & Young and Arthur Andersen. He holds a degree in Business Administration from Università Ca' Foscari of Venice.

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. Peter Soelkner,
born in Essen, Germany (_____)
on Feb. 11th, 1966, ID Card/Passport no. [REDACTED], with reference to:

- the General Meeting of the Shareholders of Stevanato Group S.p.A. (the "Company") convened on May 26, 2026 (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, 2026, 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-laws,

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 (**) (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 (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 (***) (5);

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⁾;
- 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⁽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 submitted.

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

Munich, Germany, April 11, 2026.



(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.



PETER SOELKNER


Managing Director & Board Member

With over 30 years of extensive experience in the pharmaceutical and biotech industries, I have a proven track record of building and leading successful teams and forging strategic partnerships across the entire supply and value chain. My leadership has consistently driven innovation, operational excellence, and sustainable growth, positioning companies at the forefront of the industry.

Contact

soelkner@mac.com

+49 170 / 3755 309

 in/peter-soelkner

Education

Master of Business Administration (MBA)

Columbia Business School
New York, USA | 2001

Dipl.-Ing. Chemical Engineering

TU Dortmund University
Dortmund, Germany | 1992

Industry focus areas

- CDMO-Experience
- Drug Discovery & Development
- Clinical Trials
- Biomanufacturing
- Genomics & Personalized Medicine
- Bioinformatics
- Pharmaceutical Marketing & Sales

Managing Director / Co-CEO



Vetter Pharma

06/2008-06/2025

Ravensburg | Germany & San Ramon | CA, USA



Transformed Vetter from €200M to €1.2B in sales and expanded the workforce from 2,000 to 7,000 employees. Spearheaded global sales, marketing, and corporate strategy, driving international growth and achieving top-tier ESG standards.

- Management of Vetter jointly with Thomas Otto
- Full P+L responsibility
- Ongoing development of customer partnerships, service excellence, and specialized workforce
- Focus areas 06/2008 - today:
 - Global Sales & Marketing + Customer Projects
 - Corporate Development & Strategy
 - IT, Legal & Corporate Compliance
- Focus areas 06/2008 - 12/2024:
 - Supply Chain Management
 - HR (05/2014-12/2024)
- Internationalization: Establishment of the Vetter Development Services and Vetter USA Inc. in 2009, establishment of sales offices in Asia Pacific (Singapore 2014 | Tokyo, Japan 2015 | Incheon, South Korea 2016 | Shanghai, China 2019), expansion Vetter Development Services in Rankweil, Austria 2020
- Grew Vetter's total revenues with U.S. customers from 7% to >50%
- Broad diversification of customer portfolio from Biotech Start Ups to all Top 20 Big Pharma and Biotech companies with >124 products FDA and EMA approved
- ESG: Compliance with the U.N. 17-Point Charter, CO2 neutral since 12/2022, currently ECOVADIS Gold Standard, placing Vetter among the top 5% of global companies
- Managing Vetter to a multiple internationally award-winning company (selection over the years):
 - 2013, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024 | CDMO Leadership Awards
 - 2024 | Top Ausbildung Deutschland Award
 - 2023 | EcoVadis Platinum
 - 2023 | Leading Employer Award
 - 2020, 2021, 2022, 2023, 2024 | (Axia) Best Managed Companies Award
 - 2018 | ISPE Facility of the Year Award in the category „Facility of the Future“

PETER SOELKNER

Languages

German
Native

English
Fluent

Panelist

Selected forums

2025

- Handelsblatt Pharma Tagung
- Podcast Guest at Table.Today

2024

- Berlin Falling Walls
- TABLE.media
- Panel discussion BW Bank

2020, 2021, 2022, 2023, 2024

- Bodensee Business Forum

Personal

- *11.02.1966
in Essen | Germany
- Living in Munich & Ravensburg
Germany
- Married
- 23-year-old Son

Interests

- Motorsport
- Skydiving
- Fitness

Vice President Global Key Account Mgmt.

SARTORIUS

Sartorius Stedim Biotech 04/2007 – 05/2008

Göttingen | Germany & Concord | CA, USA



- Responsible for 180 employees and €250M in sales
- Spearheaded integration of new site and ensured technological, procedural, and quality consistency
- Establishment of a cross-functional and interdisciplinary Key Account Management
- Integration of Sartorius' M&A Stedim in the U.S.: spearheaded integration of new site in Concord, CA, USA and ensured technological, procedural, and quality consistency

Exec. Director Key Account Mgmt.



Vetter Pharma

03/2003 – 04/2007

Ravensburg | Germany



- Responsible for 120 employees €200M in sales
- Developed and expanded wide range of strategic partnerships with pharma and biotech organizations
- Managed end-to-end supply chain and achieved "Class A" with interdisciplinary team

Vice President America

SARTORIUS

Sartorius North America Inc.

03/2000 – 02/2003

Long Island | NY, USA



- Management of the sales & marketing organization for the separation technology division in North- and Latin America (>150 employees and >\$100M revenues)
- Responsible for sales & service sites in Toronto, Canada | Long Island, NY, USA | Mexico City, Mexico | Sao Paulo, Brazil | Buenos Aires, Argentina and a co-responsibility for a manufacturing site (filters) on Puerto Rico
- Management of our manufacturing sales representatives' network in the U.S. and Latin America (04/2001 - 02/2003)

PETER SOELKNER

Previous Positions at Sartorius

Director Marketing

Sartorius North America Inc. Long Island | NY, USA

 1/1999 – 02/2000

- Responsibility for all product marketing topics in North America.
- Management of the Team of eight Product Managers and four Marketing Specialists
- Management of the marketing budget and all trade shows and association work (PDA, ISPE etc.)

Product Manager Sterile Filters

Sartorius North America Inc. Long Island | NY, USA

 1/1997 – 12/1998

- Launch of new filter platforms / product lines into the U.S. Pharma- and Biotech market
- Support of the U.S. sales force with sales & marketing materials
- Setting the goals for the sales force for all sterile filter lines
- Liaison between the HQ in Germany and the U.S. team for the product lines

Director Filter Cartridge & Crossflow Development

Sartorius AG

Göttingen | Germany


 04/1995 – 10/1997

- Responsibility for the development of the filter product portfolio for the pharmaceutical and food & beverage business segment
- Developed and transferred three major new product lines from R+D to production
- Multiple patent holder for filters and membrane technology
- Management of a team of approx. 20 scientists, engineers and lab technicians
- Deputy of the Head of R+D for the Separation Technology Division

Engineer Application Development Filtration Technology

Sartorius AG

Göttingen | Germany

 05/1992 – 03/1995

- Developed primarily applications in the food & beverage segment
- Project lead for the first fully automated cold filtered beer line at process scale for a large, international brewery group
- Member of a development team for new beer, wine and mineral water filters

Private Equity Experience & Advisory Boards



Advent International • 03/2023-Present



- Operating Partner • 01/2025 - today
- Industry advisor • 2023 - 2024

Oxford Biomedica • 03/2024-Present



- Vice Chair 06/2025 - today
- Independent non-executive director and board member
- Member of:
 - Audit Committee • 09/2024 – today
 - Nomination Committee • 01/2025 – today
 - Remuneration Committee • 01/2025 - today

Coriolis Pharma • 01/2025-Present



- Independent non-executive director and board member

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 Dr. Alvise Spinazzi,

born in Venezia (VE)

on 13/04/1976, Passport no [REDACTED] with reference to:

- the General Meeting of the Shareholders of Stevanato Group S.p.A. (the "Company") convened on May 26, 2026 (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, 2026, 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-laws,

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 (**) ⁽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 ⁽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 (***) ⁽⁵⁾;

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⁾;
- 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⁽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 submitted.

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

Padova, April 11, 2026.



(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.

ALVISE SPINAZZI

Via Nicolò Tommaseo 69/D, 35131 Padova
Cellulare: 335 619 7350
alvise.spinazzi@studio-sat.it

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.