

# AMPLITER

Ampliter Srl

20141 Milano, Italia  
Via Ripamonti 131/133  
Tel. +39 02 84268350  
Fax +39 02 84268369

Messrs.  
Amplifon S.p.A.  
Via Ripamonti, 133  
20141 Milano (MI)

Milan, 26<sup>th</sup> March 2025

**Subject: Filing of the list of candidates for the Board of Directors of Amplifon S.p.A. - Ordinary Shareholders' Meeting to be held on April 23<sup>rd</sup>, 2025 at 10.30 a.m. CET, in single call, with the following agenda: "Appointment of Board of Directors, after determining the number of members".**

Dear Sirs,

The Undersigned, Susan Carol Holland, born in Milan on 27/05/1956, in her quality as Sole Director of Ampliter S.r.l., a company with registered offices in Via Ripamonti 133, 20141, Milan, Italy, registered with the Milan Chamber of Commerce – registration n. 97248020154 – owner of 95.105.392 shares of Amplifon S.p.A. which represent 42,010% of the company's share capital and 59,093% of the company's share capital in voting rights,

**hereby submits,**

on behalf of Ampliter S.r.l., the list of candidates to be appointed members of the Amplifon S.p.A.'s Board of Directors, as foreseen in the Agenda of the Shareholders' Meeting of the latter.

Pursuant to and in accordance with Article 15 of Amplifon's Articles of Association, the following documents are hereby submitted as attachments to the present:

1. the list with the candidates for the appointment of member of Amplifon S.p.A.'s Board of Directors;
2. the declarations made by each candidate in which he/she accepts the candidacy and the possible appointment, and in which he/she states that he/she satisfies the requirements for taking the office;
3. the declaration of the candidates holding the requisites of independency;
4. the *curriculum vitae* of each candidate;
5. the list, prepared by each Director candidate, showing the positions he/she holds as a director or statutory auditor;
6. the certificates issued by the centralized management system proving that Ampliter S.r.l. possesses a number of shares with voting rights in excess of 1% of Amplifon S.p.A.'s share capital.

Following the above,

**Hereby require**

# AMPLITER

That it be submitted to the convened Shareholders' meeting the following proposal:

- to determine in "9" the number of directors of the Board of Directors, and
- to determine the overall yearly remuneration for the Board of Directors to be distributed among the members by the Board of Directors itself that equals Euro 1,530,000.00.

Best regards.

AMPLITER S.r.l.



Susan Carol Holland

**List of candidates****for the appointment of the Board of Directors of Amplifon S.p.A.**

|    | <u>Last Name</u> | <u>First Name</u> |
|----|------------------|-------------------|
| 1. | Holland          | Susan Carol       |
| 2. | Vita             | Enrico            |
| 3. | Tamburi          | Giovanni          |
| 4. | Costa            | Maurizio          |
| 5. | Grieco           | Maria Patrizia    |
| 6. | Pozza            | Lorenzo           |
| 7. | Cortese          | Nina              |
| 8. | Bedin            | Nicola            |
| 9. | Fiore            | Francesca         |

Ampliter S.r.l.



Susan Carol Holland

**DECLARATION  
OF ACCEPTANCE OF THE OFFICE OF DIRECTOR AND  
FULFILMENT OF THE LAW REQUIREMENTS**

The undersigned Susan Carol Holland, born in Milan (MI), on 27 May 1956, resident in Milan (MI), Tax ID number HLLSNC56E67F205Q,

**WHEREAS**

- A) The Shareholders' Meeting of Amplifon S.p.A. is convened on 23 April 2025, at 10:30 a.m., in single call, to discuss and resolve, among others, on the appointment of members of the Board of Directors for the 2025-2027 three-year period and, therefore, until the Shareholders' Meeting that will be called to approve the financial statements for the year ending 31 December 2027;
- B) is aware of the requirements that the current regulations and the articles of association require for taking the office of Director of Amplifon S.p.A.

**Now therefore**

under his/her full and exclusive responsibility, in full accordance with the law and the articles of association

**DECLARES**

to accept the presentation of his/her candidacy and possible appointment to the Board of Directors of Amplifon S.p.A., being aware of the requirements that the current regulations and the articles of association prescribe for taking this office, and to this end, under his own responsibility,

**STATES**

To fulfil all the requirements set by law and the Articles of Association for taking this office and, in particular, without limitation:

- the absence of causes for ineligibility, forfeiture, and incompatibility under Art. 2382 of the Italian Civil Code and other applicable provisions of special laws;
- meeting the integrity requirements of the combined provisions of Art. 147-quinquies, paragraph 1 of Italian Legislative Decree no. 58 of 24 February 1998, as subsequently amended and supplemented (known as "**Testo Unico della Finanza**" or "**TUF**") and or article 2 of the Italian Decree of the Ministry of Justice no. 162 of 30 March 2000;
- to NOT fulfil any of the independence requirements of the combined provisions of Art. 147-ter, fourth paragraph and 148, third paragraph of TUF, and



*Courtesy translation for reference purposes only*

- to NOT fulfil any of the independence requirements of Article 2 of the Corporate Governance Code for listed companies promoted by the Borsa Italiana S.p.A., in the edition of January 2020;
- that she does not hold offices as director or statutory auditor to the same extent or exceeding the extent set forth by applicable law and/or by the Articles of Association and/or as defined by Amplifon S.p.A. in applying the Corporate Governance Code for listed companies.

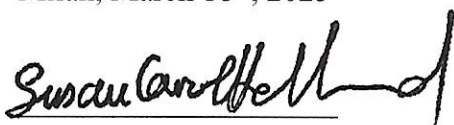
The undersigned also declares that he/she has been informed pursuant to Article 13 of European Regulation 2016/679 (the so-called 'GDPR'), and accepts that his/her personal data will be processed by Amplifon S.p.A. as the data controller, including by means of IT tools, for purposes related to the procedure for appointment as a Director of Amplifon S.p.A. and to comply with the requirements of the law, such as, by way of example, publication on the Amplifon S.p.A.'s website, pursuant to Article 6 letters b) and c), GDPR. Your personal data will be stored in the IT systems used by the Data Controller for a period of time equal to the period of prescription of the rights enforceable by the Data Controller, as applicable from time to time. Nevertheless, at any time you can exercise all the rights set forth in Articles 13-21 of the GDPR, in details access, deletion, correction, integration and limitation of use of data, revocation of consent. These rights may be exercised in the manner indicated in the GDPR by sending an email to [privacygroup@amplifon.com](mailto:privacygroup@amplifon.com). Each data subject may lodge a complaint with the Italian Data Protection Authority ('*Garante per la protezione dei dati personali*') if they believe that their rights have been violated under the GDPR, according to the procedures indicated on the website of the *Garante per la protezione dei dati personali* accessible at: [www.garanteprivacy.it](http://www.garanteprivacy.it).

The Data Protection Officer ('DPO') of Amplifon S.p.A. is its Chief Legal Officer, he and can be contacted at the e-mail address [privacygroup@amplifon.com](mailto:privacygroup@amplifon.com).

The undersigned undertakes to promptly notify the Board of Directors of Amplifon S.p.A. of any changes in the content of this declaration and to make, if needed, a new substitute statement.

In witness whereof

Milan, March 18<sup>th</sup>, 2025

  
Susan Carrelli

***CURRICULUM VITAE***  
***SUSAN CAROL HOLLAND***

**SURNAME:** Holland  
**FIRST NAME:** Susan Carol  
**DATE OF BIRTH:** May 27<sup>th</sup>, 1956  
**PLACE OF BIRTH:** Milan - Italy

**STUDIES**

1970-'71: Berchet Lyceum (Milan - Italy)  
1972-'74: Atlantic College (Wales)  
1974-'75: Lausanne University, Psychology  
1975-'79: Keele University (UK), Psychology & Sociology  
1979-'82: Milan University – Specialisation in Speech Therapy

**WORK EXPERIENCE**

**1982 – '83**

Policlinico – Milan (Italy)  
Speech Therapist

**1983 - 1991**

Amplisystem (Amplifon Personal Computer Div.)  
Marketing Assistant

**1988**

Appointed Member of the Board of Directors of Amplifon S.p.A.

**1993**

Appointed Deputy Chairman of the Board of Directors of Amplifon S.p.A.

**2011**

Appointed Chairman of the Board of Directors of Amplifon S.p.A.

**2020**

Appointed Chairman of the Amplifon Foundation ONLUS

**POSITIONS HELD IN OTHER LISTED, FINANCIAL, BANKING, INSURANCE OR LARGE COMPANIES:**

|                 |               |
|-----------------|---------------|
| AMPLIFIN S.r.l. | Chairman      |
| AMPLITER S.r.l. | Sole Director |
| AMPLIARE S.r.l. | Chairman      |



**DECLARATION  
OF ACCEPTANCE OF THE OFFICE OF DIRECTOR AND  
FULFILMENT OF THE LAW REQUIREMENTS**

The undersigned Enrico Vita, born in Fabriano (AN), on 16 February 1969, resident in Milan (MI),  
Tax ID number VTINRC69B16D451Y,

**WHEREAS**

- A) The Shareholders' Meeting of Amplifon S.p.A. is convened on 23 April 2025, at 10:30 a.m., in single call, to discuss and resolve, among others, on the appointment of members of the Board of Directors for the 2025-2027 three-year period and, therefore, until the Shareholders' Meeting that will be called to approve the financial statements for the year ending 31 December 2027;
- B) is aware of the requirements that the current regulations and the articles of association require for taking the office of Director of Amplifon S.p.A.

**Now therefore**

under his/her full and exclusive responsibility, in full accordance with the law and the articles of association

**DECLARES**

to accept the presentation of his/her candidacy and possible appointment to the Board of Directors of Amplifon S.p.A., being aware of the requirements that the current regulations and the articles of association prescribe for taking this office, and to this end, under his own responsibility,

**STATES**

To fulfil all the requirements set by law and the Articles of Association for taking this office and, in particular, without limitation:

- the absence of causes for ineligibility, forfeiture, and incompatibility under Art. 2382 of the Italian Civil Code and other applicable provisions of special laws;
- meeting the integrity requirements of the combined provisions of Art. 147-quinquies, paragraph 1 of Italian Legislative Decree no. 58 of 24 February 1998, as subsequently amended and supplemented (known as "**Testo Unico della Finanza**" or "TUF") and or article 2 of the Italian Decree of the Ministry of Justice no. 162 of 30 March 2000;
- to NOT fulfil any of the independence requirements of the combined provisions of Art. 147-ter, fourth paragraph and 148, third paragraph of TUF, and



*Courtesy translation for reference purposes only.*

- to NOT fulfil any of the independence requirements of Article 2 of the Corporate Governance Code for listed companies promoted by the Borsa Italiana S.p.A., in the edition of January 2020;
- that he does not hold offices as director or statutory auditor to the same extent or exceeding the extent set forth by applicable law and/or by the Articles of Association and/or as defined by Amplifon S.p.A. in applying the Corporate Governance Code for listed companies.

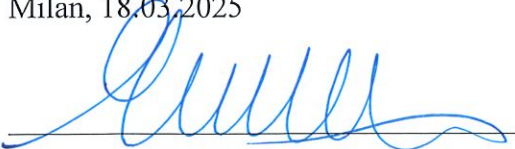
The undersigned also declares that he/she has been informed pursuant to Article 13 of European Regulation 2016/679 (the so-called 'GDPR'), and accepts that his/her personal data will be processed by Amplifon S.p.A. as the data controller, including by means of IT tools, for purposes related to the procedure for appointment as a Director of Amplifon S.p.A. and to comply with the requirements of the law, such as, by way of example, publication on the Amplifon S.p.A.'s website, pursuant to Article 6 letters b) and c), GDPR. Your personal data will be stored in the IT systems used by the Data Controller for a period of time equal to the period of prescription of the rights enforceable by the Data Controller, as applicable from time to time. Nevertheless, at any time you can exercise all the rights set forth in Articles 13-21 of the GDPR, in details access, deletion, correction, integration and limitation of use of data, revocation of consent. These rights may be exercised in the manner indicated in the GDPR by sending an email to [privacygroup@amplifon.com](mailto:privacygroup@amplifon.com). Each data subject may lodge a complaint with the Italian Data Protection Authority ('*Garante per la protezione dei dati personali*') if they believe that their rights have been violated under the GDPR, according to the procedures indicated on the website of the *Garante per la protezione dei dati personali* accessible at: [www.garanteprivacy.it](http://www.garanteprivacy.it).

The Data Protection Officer ('DPO') of Amplifon S.p.A. is its Chief Legal Officer, he and can be contacted at the e-mail address [privacygroup@amplifon.com](mailto:privacygroup@amplifon.com).

The undersigned undertakes to promptly notify the Board of Directors of Amplifon S.p.A. of any changes in the content of this declaration and to make, if needed, a new substitute statement.

In witness whereof

Milan, 18.03.2025



*Courtesy translation for reference purposes only.*

## CURRICULUM VITAE

Born in Fabriano, Italy, on February 16th, 1969 Board Member of Amplifon since 2015, elected from the majority list presented by Ampliter S.r.l. With a bachelor's degree in Mechanical Engineering from the University of Ancona, he started his career in 1995 at Indesit Company (previously Merloni Elettrodomestici). He worked for the group for 20 years, taking on roles with increasing responsibility in Italy and abroad. Most notably, he was Plant Manager at the facility in Turkey, Director of Research & Development for the Cooling department, and Supply Chain Officer for the group. In 2007, he took on the role of Managing Director for commercial activities in the UK and Ireland. After three years, he returned to Italy initially to take up the position of Chief Commercial Officer, and lastly Chief Operating Officer, with responsibility for all commercial, marketing and after-sales operations. In March 2014, he joined Amplifon as Executive Vice President for the EMEA region (Europe, Middle East and Africa). In March 2015 he was appointed Chief Operating Officer, extending his responsibility for the three regions the company operates in (EMEA, Americas and APAC), as well as undertaking corporate marketing, IT and supply chain responsibilities. In October 2015, the Board of Directors appointed him the new Chief Executive Officer for the group. Other relevant appointments: Since May 2018 he has been an Independent Director for Ariston Thermo S.p.A.

Milan, 18.03.2025



*Courtesy translation for reference purposes only.*

**POSITIONS HELD**  
**AS A DIRECTOR OR STATUTORY AUDITOR**

| <b>SOCIETA'</b>                  | <b>RUOLO</b>                |
|----------------------------------|-----------------------------|
| <b>Amplifon S.p.A.</b>           | <b>DIRECTOR</b>             |
| <b>Ariston Thermo Group</b>      | <b>INDEPENDENT DIRECTOR</b> |
| <b>Four Life Investments srl</b> | <b>MANAGING DIRECTOR</b>    |

Milan, 18.03.2025





**DECLARATION  
OF ACCEPTANCE OF THE OFFICE OF DIRECTOR AND  
FULFILMENT OF THE LAW REQUIREMENTS**

The undersigned Giovanni Tamburi, born in Roma (RM) on 21 April 1954, resident in Bogogno (NO), Tax ID number TMBGNN54D21H501H,

**WHEREAS**

- A) The Shareholders' Meeting of Amplifon S.p.A. is convened on 23 April 2025, at 10:30 a.m., in single call, to discuss and resolve, among others, on the appointment of members of the Board of Directors for the 2025-2027 three-year period and, therefore, until the Shareholders' Meeting that will be called to approve the financial statements for the year ending 31 December 2027;
- B) is aware of the requirements that the current regulations and the articles of association require for taking the office of Director of Amplifon S.p.A.

**Now therefore**

under his full and exclusive responsibility, in full accordance with the law and the articles of association

**DECLARES**

to accept the presentation of his candidacy and possible appointment to the Board of Directors of Amplifon S.p.A., being aware of the requirements that the current regulations and the articles of association prescribe for taking this office, and to this end, under his own responsibility,

**STATES**

To fulfil all the requirements set by law and the Articles of Association for taking this office, and in particular, without limitation:

- the absence of causes for ineligibility, forfeiture, and incompatibility under Art. 2382 of the Italian Civil Code and other applicable provisions of special laws;
- meeting the integrity requirements of the combined provisions of Art. 147-quinquies, paragraph 1 of Italian Legislative Decree no. 58 of 24 February 1998, as subsequently amended and supplemented (known as "**Testo Unico della Finanza**" or "**TUF**") and of article 2 of the Italian Decree of the Ministry of Justice no. 162 of 30 March 2000;



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- to fulfil the independence requirements of the combined provisions of Art. 147-ter, fourth paragraph and 148, third paragraph of TUF, and to fulfil the independence requirements of Article 2 of the Corporate Governance Code for listed companies promoted by the Borsa Italiana S.p.A., in the edition of January 2020 - without prejudice to the fact that, for the sake of clarity, I hereby specify to have continuously held the office of director of Amplifon S.p.A. since 2013 - as shown in the annexed specific statement.
- that he does not hold offices as director or statutory auditor to the same extent or exceeding the extent set forth by applicable law and/or by the Articles of Association and/or as defined by Amplifon S.p.A. in applying the Corporate Governance Code for listed companies.

The undersigned also declares that he/she has been informed pursuant to Article 13 of European Regulation 2016/679 (the so-called 'GDPR'), and accepts that his/her personal data will be processed by Amplifon S.p.A. as the data controller, including by means of IT tools, for purposes related to the procedure for appointment as Director of Amplifon S.p.A. and to comply with the requirements of the law, such as, by way of example, publication on the Amplifon S.p.A.'s website, pursuant to Article 6 letters b) and c), GDPR. Your personal data will be stored in the IT systems used by the Data Controller for a period of time equal to the period of prescription of the rights enforceable by the Data Controller, as applicable from time to time. Nevertheless, at any time you can exercise all the rights set forth in Articles 13-21 of the GDPR, in details access, deletion, correction, integration and limitation of use of data, revocation of consent. These rights may be exercised in the manner indicated in the GDPR by sending an email to [privacygroup@amplifon.com](mailto:privacygroup@amplifon.com). Each data subject may lodge a complaint with the Italian Data Protection Authority ('*Garante per la protezione dei dati personali*') if they believe that their rights have been violated under the GDPR, according to the procedures indicated on the website of the *Garante per la protezione dei dati personali*, accessible at: [www.garanteprivacy.it](http://www.garanteprivacy.it).

The Data Protection Officer ('DPO') of Amplifon S.p.A. is its Chief Legal Officer, he and can be contacted at the e-mail address [privacygroup@amplifon.com](mailto:privacygroup@amplifon.com).

The undersigned undertakes to promptly notify the Board of Directors of Amplifon S.p.A. of any changes in the content of this declaration and to make, if needed, a new substitute statement.

In witness whereof

Milan, March 20, 2025



## CURRICULUM VITAE

Degree in Economics and Business from the University La Sapienza of Rome (110 with Honours).

January 1992 – today

### **Tamburi Investment Partners S.p.A.**

Founder, Chairman and Chief Executive Officer of T.I.P. – Tamburi Investment Partners S.p.A., a diversified independent industrial group listed on the Euronext STAR Milan segment of Borsa Italiana S.p.A., which holds equity interests in numerous excellent companies, with a current capitalisation of approximately 1.6 billion.

TIP has made investments – directly and through the “club deal” formula – that to date have an estimated value of more than 6 billion euros. It is currently the largest Italian investor with an entirely private capital in this segment, with a particular focus on the sectors of manufacturing, fashion/luxury/design and services (retail, tourism and old age) in companies that had, in 2024, an aggregate turnover of more than 25 billion and approximately 100,000 employees.

TIP is a “Public Company” that has more than 100 families of Italian entrepreneurs in its capital, including some of the most prestigious institutional investors internationally and the management team, with Giovanni Tamburi as its main shareholder.

October 1980 - December 1991 **Euromobiliare (Midland Bank Group)**

In the last years of the period considered: Director and Deputy General Manager of the parent company Euromobiliare S.p.A., director of Banca Euromobiliare S.p.A. and other group companies. General Manager of Euromobiliare Montagu S.p.A., the group's investment/merchant bank.

September 1977 - September 1980 **Bastogi Group** - Assistant to the General Manager.

February 1975 - July 1977 **S.O.M.E.A. S.p.A.** - Financial Analyst

Main other positions currently held: Member of the Board of:

- Alpitour S.p.A. (Vice Chairman)
- Azimut Benetti S.p.A.
- Amplifon S.p.A.
- Beta Utensili S.p.A.
- Interpump Group S.p.A. (Vice Chairman)
- Dexelance S.p.A.
- Itaca Equity Holding S.p.A.





*Courtesy translation for reference purposes only.*

- OVS S.p.A. (Vice Chairman)
- Neos S.p.A.
- Roche Bobois Groupe SA (Member of the Supervisory Board).  
Chairman also of: Asset Italia S.p.A., Clubitaly S.p.A.,  
Investindesign S.p.A. and member of the Board of Directors of  
Fondazione Altagamma.  
Sole director of Lippiuno S.r.l., Gruppo IPG Holding S.p.A. and  
TXR S.r.l.

Institutional roles (in the past): Member of the government commission for Law 35/92 established by the Ministry of Budget and Economic Planning (Privatisation Commission).  
Member of the Advisory Board for Privatisations of the Municipality of Milan in 1992-93.

Academic roles (in the past): Contract Professor of Corporate Finance at LIUC – University of Castellanza, both in the normal university course and in the master's course, between 1992 and 2004.  
Contract Professor of Extraordinary Finance Transactions in the master's course of LUISS – Libera Università Internazionale degli Studi Sociali in Rome, between 1993 and 2003.

Award of the 2019 Premio Parete prize, awarded each year at the Bocconi University of Milan to prominent figures in the business world who embody the values of excellence, entrepreneurialism and optimistic laboriousness.

Author or co-author of several publications on corporate finance, including: “Fare Sistema in Italia”, “Prezzi & Valori – L’enterprise value nell’era digitale”, “Asset Italy”, “Comprare un'azienda, come e perché”, “Privatizzare, scelte, implicazioni e miraggi”, “Metodi e Tecniche di Privatizzazione”, “Privatizzazione e Disoccupazione, i Poli di Sviluppo Locale”, “Privatizzare con il Project Financing”, “Azionariato dei dipendenti e Stock Option”, “Finanza d’impresa” e “Corporate Governance”.

Milan, March 20, 2025



*Courtesy translation for reference purposes only.*

### Declaration of independence

I, the undersigned, Giovanni Tamburi, born in Rome (RM), on 21 April 1954, and resident in Bogogno (NO), Tax ID Number TMBGNN54D21H501H, with reference to my candidacy as Director of Amplifon S.p.A. (the "Issuer"), under Art. 148, paragraph 3, of Italian Legislative Decree 24 February 1998, no. 58 ("TUF"), as referred to in Art. 147-ter, paragraph 4, of the TUF, and Article 2 of the Corporate Governance Code for listed companies promoted by the Borsa Italiana S.p.A. in January 2020, fully aware of the civil and criminal responsibilities that I take on with this declaration,

declare

for the purposes of the relevant verifications of independence to be carried out by the competent bodies of the Company, as follows:

- (i) I am not in the situation referred to in Article 2382 of the Italian Civil Code<sup>1</sup>;
- (ii) I am not in the situations referred to in Article 148, paragraph 3, b), TUF (*"spouses, relatives and the like up to the fourth degree of kinship of the directors of the company, spouses, relatives and the like up to the fourth degree of kinship of the directors of the companies it controls, the companies it is controlled by and those subject to common control"*);
- (iii) I am not in the situations referred to in Article 148, paragraph 3, c), TUF (*"persons who are linked to the company, the companies it controls, the companies it is controlled by and those subject to common control or to directors of the company or persons referred to in paragraph b) by self-employment or employee relationships or by other relationships of an economic or professional nature that might compromise their independence"*);
- (iv) I am not a significant shareholder<sup>2</sup> of the Issuer;
- (v) I am not, nor have I been in the previous three financial years an executive director<sup>3</sup> or an employee of: (a) the Issuer, of a subsidiary having strategic importance, a company under joint control with the Issuer; (b) a significant shareholder of the Issuer;
- (vi) I do not have, and did not have during the previous three financial years, directly or indirectly, (for example through subsidiaries, or through companies of which I am an executive director, or as a partner of a professional or a consulting firm), a significant<sup>4</sup>

<sup>1</sup> Cfr. Article 2382 of the Italian Civil Code: "whoever is banned, prohibited, in bankruptcy, condemned to a punishment entailing the interdiction, also temporarily, from public offices or the incapacity to exercise managerial offices shall not be appointed as Director, and if appointed he/she shall be revoked".

<sup>2</sup> **Significant shareholder:** "the person who directly or indirectly (through subsidiaries, trustees or third parties) controls the company or is able to exercise significant influence over it or who participates, directly or indirectly, in a shareholders' agreement through which one or more persons exercise control or significant influence over the company" – Cfr. Corporate Governance Code – Definitions.

<sup>3</sup> **Executive director:** "the chair of the company or a subsidiary with strategic importance, when delegated to manage or develop corporate strategies; directors who are recipients of managerial powers and/or hold managerial positions in the company or in a subsidiary with strategic importance, or in the parent company when the position also concerns the company; directors who are part of the company's executive committee and, in companies that adopt the "two-tier" model, directors who are part of the body with managerial responsibilities (for Italian companies that adopt the so-called "modello dualistico", members of the management board)".

<sup>4</sup> **Significant commercial, financial or professional relationship:** shall be deemed "significant" a commercial, financial or professional relationship if the relevant consideration paid affects, for more than one year (a) more than 5% of the turnover of the company, entity or professional firm of which the director of the company has control or of which he is an executive





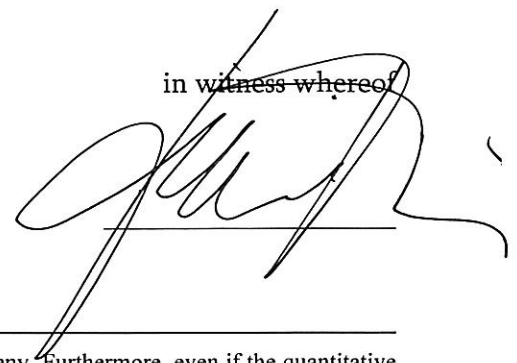
*Courtesy translation for reference purposes only.*

commercial, financial or professional relationship: (a) with the company or its subsidiaries, or with their executive directors or top management<sup>5</sup>; (b) with a subject who, also together with others through a shareholders' agreement, controls the company; or, if the controlling is a company or another entity, with its executive directors or top management;

- (vii) I do not have, and did not have during the previous three financial years, from the Issuer, its subsidiaries or the parent company, a significant remuneration other<sup>6</sup> than the "fixed" remuneration for the position held within the board of a director and for the membership in the committees recommended by the Code of Corporate Governance or required by law, including participation in incentive plans linked to company performance, including stock option plans;
- (viii) I have covered continuously the role of Director of the Issuer from 2013 and until the present date;
- (ix) I do not hold the office of executive director in another company in which an executive director of the Issuer holds the office of director;
- (x) I am not a shareholder or director of a company or entity belonging to the network of the independent auditing firm of the Issuer;
- (xi) I am not a close relative of a person who is in any of the situations described above (iv), (v), (vi), (vii), (viii), (ix) and (x), meaning that (a) the spouse not legally separated and the cohabiting partner, (b) the children and parents (provided they belong to the same household), (c) the children of the cohabiting partner and (d) cohabiting family members.

Milan, March 20, 2025

in witness whereof



director or partner; or (b) more than 15% of the income of the director of the company. Furthermore, even if the quantitative parameters set out above are not exceeded, a commercial, financial or professional relationship is also considered "significant" if it is capable of affecting the autonomy of judgement and independence of a director of the company in the performance of his duties. In addition, pursuant to the provisions of Recommendation no. 7 of the Corporate Governance Code: *"If the director is also a partner in a professional or a consulting firm, the board of directors assesses the significance of the professional relationships that may have an effect on his or her position and role within the professional or the consulting firm and in any event those pertaining to important transactions of the company and the group it heads, even regardless of the quantitative parameters"*.

<sup>5</sup> **Top management:** "senior managers who are not members of the board of directors and have the power and responsibility for planning, directing and controlling the activities of the company and the group it heads".

<sup>6</sup> **Significant remuneration other:** shall be deemed "significant" the other remuneration received by a director in the previous three financial years if it exceeds 100% of the value of the annual remuneration received by the director. Moreover, even if the above quantitative parameters is not exceeded, shall be deemed "significant" the other remuneration whether it is capable of affecting the autonomy of judgement and independence of a director of the company in the performance of his duties.



*Courtesy translation for reference purposes only.*

**POSITIONS HELD  
AS DIRECTOR OR STATUTORY AUDITOR**

|                  | <b>Charge</b>                   | <b>Company</b>                                       |
|------------------|---------------------------------|--|
| Giovanni Tamburi | Chairman and Managing Director  | Tamburi Investment Partners S.p.A.                   |
|                  | Vice Chairman                   | Alpitour S.p.A.                                      |
|                  | Director                        | Azimut Benetti S.p.A.                                |
|                  | Director                        | Beta Utensili S.p.A.                                 |
|                  | Director                        | Dexelance S.p.A.                                     |
|                  | Vice Chairman                   | Interpump Group S.p.A.                               |
|                  | Director                        | Neos S.p.A.  |
|                  | Vice Chairman                   | OVS S.p.A.   |
|                  | Member of the Supervisory Board | Roche Bobois Groupe SA                               |
|                  | Director                        | Fondazione Altagamma                                 |
|                  | Vice Chairman                   | Alpiholding S.r.l.                                   |
|                  | Chairman                        | Asset Italia S.p.A.                                  |
|                  | Chairman                        | Clubitaly S.p.A.                                     |
|                  | Sole director                   | Gruppo Ipg Holding S.p.A.                            |
|                  | Chairman                        | Investindesign S.p.A.                                |
|                  | Director                        | Itaca Equity Holding S.p.A.                          |
|                  | Sole director                   | Txr S.r.l.   |
|                  | Sole director                   | Lippitre S.r.l.                                      |
|                  | Sole director                   | Lippiuno S.r.l.                                      |
|                  | Chairman                        | Bogogno Golf Club S.r.l.                             |
|                  | Director                        | Golf Club Bogogno – società sportiva dilettantistica |

Milan, March 20, 2025



*Courtesy translation for reference purposes only.*

**DECLARATION  
OF ACCEPTANCE OF THE OFFICE OF DIRECTOR AND  
FULFILMENT OF THE LAW REQUIREMENTS**

The undersigned Maurizio Costa, born in Pavia (PV) on 29 October 1948, resident in Milano, Tax ID number CSTMRZ48R29G388O,

**WHEREAS**

- A) The Shareholders' Meeting of Amplifon S.p.A. is convened on 23 April 2025, at 10:30 a.m., in single call, to discuss and resolve, among others, on the appointment of members of the Board of Directors for the 2025-2027 three-year period and, therefore, until the Shareholders' Meeting that will be called to approve the financial statements for the year ending 31 December 2027;
- B) is aware of the requirements that the current regulations and the articles of association require for taking the office of Director of Amplifon S.p.A.

**Now therefore**

under his full and exclusive responsibility, in full accordance with the law and the articles of association

**DECLARES**

to accept the presentation of his candidacy and possible appointment to the Board of Directors of Amplifon S.p.A., being aware of the requirements that the current regulations and the articles of association prescribe for taking this office, and to this end, under his own responsibility,

**STATES**

To fulfil all the requirements set by law and the Articles of Association for taking this office, and in particular, without limitation:

- the absence of causes for ineligibility, forfeiture, and incompatibility under Art. 2382 of the Italian Civil Code and other applicable provisions of special laws;
- meeting the integrity requirements of the combined provisions of Art. 147-quinquies, paragraph 1 of Italian Legislative Decree no. 58 of 24 February 1998, as subsequently amended and supplemented (known as "**Testo Unico della Finanza**" or "**TUF**") and of article 2 of the Italian Decree of the Ministry of Justice no. 162 of 30 March 2000;
- to fulfil the independence requirements of the combined provisions of Art. 147-ter, fourth paragraph and 148, third paragraph of TUF, and to fulfil the independence requirements of Article 2 of the Corporate Governance Code for listed companies

*WZ*

*Courtesy translation for reference purposes only.*

promoted by the Borsa Italiana S.p.A., in the edition of January 2020 - without prejudice to the fact that, for the sake of clarity, I hereby specify to have continuously held the office of director of Amplifon S.p.A. since 2007 - as shown in the annexed specific statement.

- that he does not hold offices as director or statutory auditor to the same extent or exceeding the extent set forth by applicable law and/or by the Articles of Association and/or as defined by Amplifon S.p.A. in applying the Corporate Governance Code for listed companies.

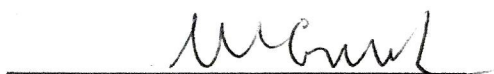
The undersigned also declares that he/she has been informed pursuant to Article 13 of European Regulation 2016/679 (the so-called 'GDPR'), and accepts that his/her personal data will be processed by Amplifon S.p.A. as the data controller, including by means of IT tools, for purposes related to the procedure for appointment as Director of Amplifon S.p.A. and to comply with the requirements of the law, such as, by way of example, publication on the Amplifon S.p.A.'s website, pursuant to Article 6 letters b) and c), GDPR. Your personal data will be stored in the IT systems used by the Data Controller for a period of time equal to the period of prescription of the rights enforceable by the Data Controller, as applicable from time to time. Nevertheless, at any time you can exercise all the rights set forth in Articles 13-21 of the GDPR, in details access, deletion, correction, integration and limitation of use of data, revocation of consent. These rights may be exercised in the manner indicated in the GDPR by sending an email to [privacygroup@amplifon.com](mailto:privacygroup@amplifon.com). Each data subject may lodge a complaint with the Italian Data Protection Authority ('*Garante per la protezione dei dati personali*') if they believe that their rights have been violated under the GDPR, according to the procedures indicated on the website of the *Garante per la protezione dei dati personali*, accessible at: [www.garanteprivacy.it](http://www.garanteprivacy.it).

The Data Protection Officer ('DPO') of Amplifon S.p.A. is its Chief Legal Officer, he and can be contacted at the e-mail address [privacygroup@amplifon.com](mailto:privacygroup@amplifon.com).

The undersigned undertakes to promptly notify the Board of Directors of Amplifon S.p.A. of any changes in the content of this declaration and to make, if needed, a new substitute statement.

In witness whereof

Milan, March 19, 2025





## **MAURIZIO COSTA**

### **Curriculum Vitae**

Maurizio Costa was born in Pavia in 1948, married, with a son, he is mechanical engineer.

He began his professional career in IRI Group and matured later on an experience in management consulting.

Since 1984, in Montedison Group, he served as Senior Director of Strategy and Development at Standa from 1985 to 1988, and General Manager of Standa Group from 1988 to 1992.

He joined Mondadori in 1992 as Head of Business Development. In 1994 he was appointed Managing Director of Elemond Group.

In 1997 he was appointed CEO of Arnoldo Mondadori Editore and since 2003 also the Deputy Chairmanship.

He left Mondadori in March 2013 becoming Deputy Chairmanship of Fininvest S.p.A. and he resigned in July 2014, when he was elected President of FIEG (Italian Association of Newspaper and Magazine Publishers).

From April 2015 to August 2016 he was Chairman of RCS MediaGroup S.p.A.

From October of 2014 to October 2023 he joined the Board of Directors of Mediobanca S.p.A. and the Nomination Committee thereof.

In June 2018 he left the Presidency of FIEG, at the end of the second term , as provided for in the Statute.

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Since May 2007, Costa holds the role of Independent Director of Amplifon S.p.A. of which he is also Chairman of the Compensation and Nominating Committee.

March 2025



*Courtesy translation for reference purposes only.*

### **Declaration of independence**

I, the undersigned, Maurizio Costa, born in Pavia (PV), on 29 October 1948, and resident in Milan (MI), Tax ID Number CSTMRZ48R29G388O, with reference to my candidacy as Director of Amplifon S.p.A. (the "**Issuer**"), under Art. 148, paragraph 3, of Italian Legislative Decree 24 February 1998, no. 58 ("**TUF**"), as referred to in Art. 147-ter, paragraph 4, of the TUF, and Article 2 of the Corporate Governance Code for listed companies promoted by the Borsa Italiana S.p.A. in January 2020, fully aware of the civil and criminal responsibilities that I take on with this declaration,

#### **declare**

for the purposes of the relevant verifications of independence to be carried out by the competent bodies of the Company, as follows:

- (i) I am not in the situation referred to in Article 2382 of the Italian Civil Code<sup>1</sup>;
- (ii) I am not in the situations referred to in Article 148, paragraph 3, b), TUF ("*spouses, relatives and the like up to the fourth degree of kinship of the directors of the company, spouses, relatives and the like up to the fourth degree of kinship of the directors of the companies it controls, the companies it is controlled by and those subject to common control*");
- (iii) I am not in the situations referred to in Article 148, paragraph 3, c), TUF ("*persons who are linked to the company, the companies it controls, the companies it is controlled by and those subject to common control or to directors of the company or persons referred to in paragraph b) by self-employment or employee relationships or by other relationships of an economic or professional nature that might compromise their independence*");
- (iv) I am not a significant shareholder<sup>2</sup> of the Issuer;
- (v) I am not, nor have I been in the previous three financial years an executive director<sup>3</sup> or an employee of: (a) the Issuer, of a subsidiary having strategic importance, a company under joint control with the Issuer; (b) a significant shareholder of the Issuer;
- (vi) I do not have, and did not have during the previous three financial years, directly or indirectly, (for example through subsidiaries, or through companies of which I am an executive director, or as a partner of a professional or a consulting firm), a significant<sup>4</sup>

1 Cfr. Article 2382 of the Italian Civil Code: "whoever is banned, prohibited, in bankruptcy, condemned to a punishment entailing the interdiction, also temporarily, from public offices or the incapacity to exercise managerial offices shall not be appointed as Director, and if appointed he/she shall be revoked".

2 **Significant shareholder**: "the person who directly or indirectly (through subsidiaries, trustees or third parties) controls the company or is able to exercise significant influence over it or who participates, directly or indirectly, in a shareholders' agreement through which one or more persons exercise control or significant influence over the company" – Cfr. Corporate Governance Code – Definitions.

3 **Executive director**: "the chair of the company or a subsidiary with strategic importance, when delegated to manage or develop corporate strategies; directors who are recipients of managerial powers and/or hold managerial positions in the company or in a subsidiary with strategic importance, or in the parent company when the position also concerns the company; directors who are part of the company's executive committee and, in companies that adopt the "two-tier" model, directors who are part of the body with managerial responsibilities (for Italian companies that adopt the so-called "modello dualistico", members of the management board)".

4 **Significant commercial, financial or professional relationship**: shall be deemed "significant" a commercial, financial or professional relationship if the relevant consideration paid affects, for more than one year (a) more than 5% of the turnover of the company, entity or professional firm of which the director of the company has control or of which he is an executive director or partner; or (b) more than 15% of the income of the director of the company. Furthermore, even if the quantitative parameters set out above are not exceeded, a commercial, financial or professional relationship is also considered "significant" if it is capable of affecting the autonomy of judgement and independence of a director of the company in the performance of his duties. In addition, pursuant to the provisions of Recommendation no. 7 of the Corporate Governance





*Courtesy translation for reference purposes only.*

commercial, financial or professional relationship: (a) with the company or its subsidiaries, or with their executive directors or top management<sup>5</sup>; (b) with a subject who, also together with others through a shareholders' agreement, controls the company; or, if the controlling is a company or another entity, with its executive directors or top management;

- (vii) I do not have, and did not have during the previous three financial years, from the Issuer, its subsidiaries or the parent company, a significant remuneration other<sup>6</sup> than the "fixed" remuneration for the position held within the board of a director and for the membership in the committees recommended by the Code of Corporate Governance or required by law, including participation in incentive plans linked to company performance, including stock option plans;
- (viii) I have covered continuously the role of Director of the Issuer from 2007 and until the present date;
- (ix) I do not hold the office of executive director in another company in which an executive director of the Issuer holds the office of director;
- (x) I am not a shareholder or director of a company or entity belonging to the network of the independent auditing firm of the Issuer;
- (xi) I am not a close relative of a person who is in any of the situations described above (iv), (v), (vi), (vii), (viii), (ix) and (x), meaning that (a) the spouse not legally separated and the cohabiting partner, (b) the children and parents (provided they belong to the same household), (c) the children of the cohabiting partner and (d) cohabiting family members.

Milan, *March 19, 2015*

in witness whereof




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Code: "If the director is also a partner in a professional or a consulting firm, the board of directors assesses the significance of the professional relationships that may have an effect on his or her position and role within the professional or the consulting firm and in any event those pertaining to important transactions of the company and the group it heads, even regardless of the quantitative parameters".

**5 Top management:** "senior managers who are not members of the board of directors and have the power and responsibility for planning, directing and controlling the activities of the company and the group it heads".

**6 Significant remuneration other:** shall be deemed "significant" the other remuneration received by a director in the previous three financial years if it exceeds 100% of the value of the annual remuneration received by the director. Moreover, even if the above quantitative parameters is not exceeded, shall be deemed "significant" the other remuneration whether it is capable of affecting the autonomy of judgement and independence of a director of the company in the performance of his duties.



Positions held as Director or Statutory Auditor

The undersigned Maurizio Costa, born in Pavia (PV) on 29 October 1948,  
resident in Milano, Tax ID number CSTMRZ48R29G388O,

declares

that he does not hold any positions as director or statutory auditor.

March 19, 2025

In witness whereof

Maurizio Costa

**DECLARATION  
OF ACCEPTANCE OF THE OFFICE OF DIRECTOR AND  
FULFILMENT OF THE LAW REQUIREMENTS**

The undersigned Maria Patrizia Grieco, born in Milan (MI) on 1 February 1952, resident in Milan (MI), Tax ID number GRCMPT52B41F205J,

**WHEREAS**

- A) The Shareholders' Meeting of Amplifon S.p.A. is convened on 23 April 2025, at 10:30 a.m., in single call, to discuss and resolve, among others, on the appointment of members of the Board of Directors for the 2025-2027 three-year period and, therefore, until the Shareholders' Meeting that will be called to approve the financial statements for the year ending 31 December 2027;
- B) is aware of the requirements that the current regulations and the articles of association require for taking the office of Director of Amplifon S.p.A.

**Now therefore**

under his full and exclusive responsibility, in full accordance with the law and the articles of association

**DECLARES**

to accept the presentation of his candidacy and possible appointment to the Board of Directors of Amplifon S.p.A., being aware of the requirements that the current regulations and the articles of association prescribe for taking this office, and to this end, under his own responsibility,

**STATES**

To fulfil all the requirements set by law and the Articles of Association for taking this office, and in particular, without limitation:

- the absence of causes for ineligibility, forfeiture, and incompatibility under Art. 2382 of the Italian Civil Code and other applicable provisions of special laws;
- meeting the integrity requirements of the combined provisions of Art. 147-quinquies, paragraph 1 of Italian Legislative Decree no. 58 of 24 February 1998, as subsequently amended and supplemented (known as "**Testo Unico della Finanza**" or "**TUF**") and of article 2 of the Italian Decree of the Ministry of Justice no. 162 of 30 March 2000;

*Courtesy translation for reference purposes only.*

- to fulfil the independence requirements of the combined provisions of Art. 147-ter, fourth paragraph and 148, third paragraph of TUF, and to fulfil the independence requirements of Article 2 of the Corporate Governance Code for listed companies promoted by the Borsa Italiana S.p.A., in the edition of January 2020 - without prejudice to the fact that, for the sake of clarity, I hereby specify to have continuously held the office of director of Amplifon S.p.A. since 2016 - as shown in the annexed specific statement.
- that she does not hold offices as director or statutory auditor to the same extent or exceeding the extent set forth by applicable law and/or by the Articles of Association and/or as defined by Amplifon S.p.A. in applying the Corporate Governance Code for listed companies.

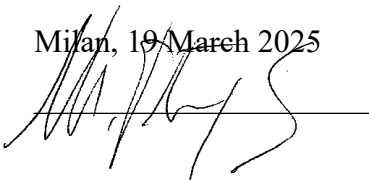
The undersigned also declares that he/she has been informed pursuant to Article 13 of European Regulation 2016/679 (the so-called 'GDPR'), and accepts that his/her personal data will be processed by Amplifon S.p.A. as the data controller, including by means of IT tools, for purposes related to the procedure for appointment as Director of Amplifon S.p.A. and to comply with the requirements of the law, such as, by way of example, publication on the Amplifon S.p.A.'s website, pursuant to Article 6 letters b) and c), GDPR. Your personal data will be stored in the IT systems used by the Data Controller for a period of time equal to the period of prescription of the rights enforceable by the Data Controller, as applicable from time to time. Nevertheless, at any time you can exercise all the rights set forth in Articles 13-21 of the GDPR, in details access, deletion, correction, integration and limitation of use of data, revocation of consent. These rights may be exercised in the manner indicated in the GDPR by sending an email to [privacygroup@amplifon.com](mailto:privacygroup@amplifon.com). Each data subject may lodge a complaint with the Italian Data Protection Authority ('*Garante per la protezione dei dati personali*') if they believe that their rights have been violated under the GDPR, according to the procedures indicated on the website of the *Garante per la protezione dei dati personali*, accessible at: [www.garanteprivacy.it](http://www.garanteprivacy.it).

The Data Protection Officer ('DPO') of Amplifon S.p.A. is its Chief Legal Officer, he and can be contacted at the e-mail address [privacygroup@amplifon.com](mailto:privacygroup@amplifon.com).

The undersigned undertakes to promptly notify the Board of Directors of Amplifon S.p.A. of any changes in the content of this declaration and to make, if needed, a new substitute statement.

In witness whereof

Milan, 19 March 2025



## CURRICULUM VITAE

### CV MARIA PATRIZIA GRIECO

#### Non-Executive Director

Maria Patrizia Grieco has been the Chairperson of the Board of Directors of Anima Holding since March 2023. She has been also Chairperson of Assonime (the association of the Italian joint stock companies) since June 2021.

From May 2020 to March 2023 she was the Chairperson of the Board of Directors of Banca Monte dei Paschi di Siena and from May 2014 to May 2020 she was the Chairperson of the Board of Directors of Enel, the Italian company world leader in the utilities sector.

After graduating in Law from the University of Milan, she started her career in 1977 at Italtel, where in 1994 she became chief of the Legal and General Affairs directorate. In 1999 she was appointed General Manager with the task of reorganizing and repositioning the company, and in 2002 she became Chief Executive Officer.

Subsequently, she held the positions of Chief Executive Officer of Siemens Informatica, Partner of Value Partners and Chief Executive Officer of the Group Value Team (today NTT Data).

From 2008 to 2013 she was Chief Executive Officer of Olivetti, where she also held the role of Chairperson from 2011. She has been a member of the Board of Directors of Fiat Industrial, CIR and Endesa S.A. and currently serves on the Board of Ferrari and Amplifon.

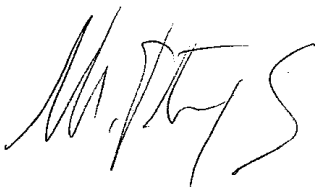
Mrs. Grieco is also a member of the Board of Directors of Bocconi University.

Maria Patrizia Grieco was Chairperson of the Italian Corporate Governance Committee from 2017 to 2021. During her mandate, the new Corporate Governance Code for Italian listed companies was issued.

In the framework of the G20 Italy, she was Chair of the "Integrity & Compliance" Task Force of the B20 Italy, which provided pragmatic solutions that embraced the renewed concepts of integrity and compliance, to create a better future through inclusion and positive impact.

She was also a member of the G20 Business Advisory Board for the Italian Presidency, led by The European House - Ambrosetti. The Board supported the Italian Prime Minister providing contributions to the G20 agenda.

Milan, 19 March 2025



### Declaration of independence

I, the undersigned, Maria Patrizia Grieco, born in Milano (MI) on 1 February 1952, and resident in Milan (MI), Tax ID Number GRCMPT52B41F205J, with reference to my candidacy as Director of Amplifon S.p.A. (the "Issuer"), under Art. 148, paragraph 3, of Italian Legislative Decree 24 February 1998, no. 58 ("TUF"), as referred to in Art. 147-ter, paragraph 4, of the TUF, and Article 2 of the Corporate Governance Code for listed companies promoted by the Borsa Italiana S.p.A. in January 2020, fully aware of the civil and criminal responsibilities that I take on with this declaration,

declare

for the purposes of the relevant verifications of independence to be carried out by the competent bodies of the Company, as follows:

- (i) I am not in the situation referred to in Article 2382 of the Italian Civil Code<sup>1</sup>;
- (ii) I am not in the situations referred to in Article 148, paragraph 3, b), TUF (*"spouses, relatives and the like up to the fourth degree of kinship of the directors of the company, spouses, relatives and the like up to the fourth degree of kinship of the directors of the companies it controls, the companies it is controlled by and those subject to common control"*);
- (iii) I am not in the situations referred to in Article 148, paragraph 3, c), TUF (*"persons who are linked to the company, the companies it controls, the companies it is controlled by and those subject to common control or to directors of the company or persons referred to in paragraph b) by self-employment or employee relationships or by other relationships of an economic or professional nature that might compromise their independence"*);
- (iv) I am not a significant shareholder<sup>2</sup> of the Issuer;
- (v) I am not, nor have I been in the previous three financial years an executive director<sup>3</sup> or an employee of: (a) the Issuer, of a subsidiary having strategic importance, a company under joint control with the Issuer; (b) a significant shareholder of the Issuer;
- (vi) I do not have, and did not have during the previous three financial years, directly or indirectly, (for example through subsidiaries, or through companies of which I am an executive director, or as a partner of a professional or a consulting firm), a significant<sup>4</sup>

<sup>1</sup> Cfr. Article 2382 of the Italian Civil Code: "whoever is banned, prohibited, in bankruptcy, condemned to a punishment entailing the interdiction, also temporarily, from public offices or the incapacity to exercise managerial offices shall not be appointed as Director, and if appointed he/she shall be revoked".

<sup>2</sup> **Significant shareholder:** "the person who directly or indirectly (through subsidiaries, trustees or third parties) controls the company or is able to exercise significant influence over it or who participates, directly or indirectly, in a shareholders' agreement through which one or more persons exercise control or significant influence over the company" – Cfr. Corporate Governance Code – Definitions.

<sup>3</sup> **Executive director:** "the chair of the company or a subsidiary with strategic importance, when delegated to manage or develop corporate strategies; directors who are recipients of managerial powers and/or hold managerial positions in the company or in a subsidiary with strategic importance, or in the parent company when the position also concerns the company; directors who are part of the company's executive committee and, in companies that adopt the "two-tier" model, directors who are part of the body with managerial responsibilities (for Italian companies that adopt the so-called "modello dualistico", members of the management board)".

<sup>4</sup> **Significant commercial, financial or professional relationship:** shall be deemed "significant" a commercial, financial or professional relationship if the relevant consideration paid affects, for more than one year (a) more than 5% of the turnover of the company, entity or professional firm of which the director of the company has control or of which he is an executive

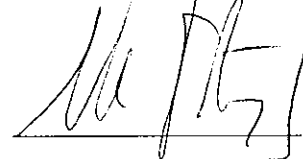
*Courtesy translation for reference purposes only.*

commercial, financial or professional relationship: (a) with the company or its subsidiaries, or with their executive directors or top management<sup>5</sup>; (b) with a subject who, also together with others through a shareholders' agreement, controls the company; or, if the controlling is a company or another entity, with its executive directors or top management;

- (vii) I do not have, and did not have during the previous three financial years, from the Issuer, its subsidiaries or the parent company, a significant remuneration other<sup>6</sup> than the "fixed" remuneration for the position held within the board of a director and for the membership in the committees recommended by the Code of Corporate Governance or required by law, including participation in incentive plans linked to company performance, including stock option plans;
- (viii) I have covered continuously the role of Director of the Issuer from 2016 and until the present date;
- (ix) I do not hold the office of executive director in another company in which an executive director of the Issuer holds the office of director;
- (x) I am not a shareholder or director of a company or entity belonging to the network of the independent auditing firm of the Issuer;
- (xi) I am not a close relative of a person who is in any of the situations described above (iv), (v), (vi), (vii), (viii), (ix) and (x), meaning that (a) the spouse not legally separated and the cohabiting partner, (b) the children and parents (provided they belong to the same household), (c) the children of the cohabiting partner and (d) cohabiting family members.

Milan, 19 March 2025

in witness,whereof



director or partner; or (b) more than 15% of the income of the director of the company. Furthermore, even if the quantitative parameters set out above are not exceeded, a commercial, financial or professional relationship is also considered "significant" if it is capable of affecting the autonomy of judgement and independence of a director of the company in the performance of his duties. In addition, pursuant to the provisions of Recommendation no. 7 of the Corporate Governance Code: *"If the director is also a partner in a professional or a consulting firm, the board of directors assesses the significance of the professional relationships that may have an effect on his or her position and role within the professional or the consulting firm and in any event those pertaining to important transactions of the company and the group it heads, even regardless of the quantitative parameters"*.

<sup>5</sup> **Top management:** "senior managers who are not members of the board of directors and have the power and responsibility for planning, directing and controlling the activities of the company and the group it heads".

<sup>6</sup> **Significant remuneration other:** shall be deemed "significant" the other remuneration received by a director in the previous three financial years if it exceeds 100% of the value of the annual remuneration received by the director. Moreover, even if the above quantitative parameters is not exceeded, shall be deemed "significant" the other remuneration whether it is capable of affecting the autonomy of judgement and independence of a director of the company in the performance of his duties.



*Courtesy translation for reference purposes only.*

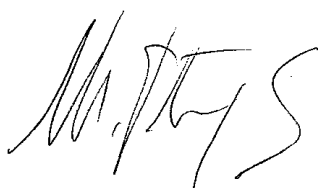
**POSITIONS HELD**  
**AS DIRECTOR OR STATUTORY AUDITOR**

- Chairman of the Board of Directors of Anima Holding S.p.A.
- Member of the Board of Directors of Ferrari N.V.
- Member of the Board of Directors of Amplifon S.p.A.

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- President of Assonime (Association of Italian Joint-Stock Companies)
- Member of the Board of Directors of Bocconi University

Milan, 19 March 2025

A handwritten signature in black ink, appearing to be 'M. P. S.' or similar, written in a cursive style.

**DECLARATION  
OF ACCEPTANCE OF THE OFFICE OF DIRECTOR AND  
FULFILMENT OF THE LAW REQUIREMENTS**

The undersigned Lorenzo Pozza, born in Milan (MI) on 11 October 1966, resident in Milan (MI),  
Tax ID number PZZLNZ66R11F205E,

**WHEREAS**

- A) The Shareholders' Meeting of Amplifon S.p.A. is convened on 23 April 2025, at 10:30 a.m., in single call, to discuss and resolve, among others, on the appointment of members of the Board of Directors for the 2025-2027 three-year period and, therefore, until the Shareholders' Meeting that will be called to approve the financial statements for the year ending 31 December 2027;
- B) is aware of the requirements that the current regulations and the articles of association require for taking the office of Director of Amplifon S.p.A.

**Now therefore**

under his full and exclusive responsibility, in full accordance with the law and the articles of association

**DECLARES**

to accept the presentation of his candidacy and possible appointment to the Board of Directors of Amplifon S.p.A., being aware of the requirements that the current regulations and the articles of association prescribe for taking this office, and to this end, under his own responsibility,

**STATES**

To fulfil all the requirements set by law and the Articles of Association for taking this office, and in particular, without limitation:

- the absence of causes for ineligibility, forfeiture, and incompatibility under Art. 2382 of the Italian Civil Code and other applicable provisions of special laws;
- meeting the integrity requirements of the combined provisions of Art. 147-quinquies, paragraph 1 of Italian Legislative Decree no. 58 of 24 February 1998, as subsequently amended and supplemented (known as "**Testo Unico della Finanza**" or "**TUF**") and of article 2 of the Italian Decree of the Ministry of Justice no. 162 of 30 March 2000;

*Courtesy translation for reference purposes only.*

- to fulfil the independence requirements of the combined provisions of Art. 147-ter, fourth paragraph and 148, third paragraph of TUF, and to fulfil the independence requirements of Article 2 of the Corporate Governance Code for listed companies promoted by the Borsa Italiana S.p.A., in the edition of January 2020 - without prejudice to the fact that, for the sake of clarity, I hereby specify to have continuously held the office of director of Amplifon S.p.A. since 2016 - as shown in the annexed specific statement.
- that he does not hold offices as director or statutory auditor to the same extent or exceeding the extent set forth by applicable law and/or by the Articles of Association and/or as defined by Amplifon S.p.A. in applying the Corporate Governance Code for listed companies.

The undersigned also declares that he/she has been informed pursuant to Article 13 of European Regulation 2016/679 (the so-called 'GDPR'), and accepts that his/her personal data will be processed by Amplifon S.p.A. as the data controller, including by means of IT tools, for purposes related to the procedure for appointment as Director of Amplifon S.p.A. and to comply with the requirements of the law, such as, by way of example, publication on the Amplifon S.p.A.'s website, pursuant to Article 6 letters b) and c), GDPR. Your personal data will be stored in the IT systems used by the Data Controller for a period of time equal to the period of prescription of the rights enforceable by the Data Controller, as applicable from time to time. Nevertheless, at any time you can exercise all the rights set forth in Articles 13-21 of the GDPR, in details access, deletion, correction, integration and limitation of use of data, revocation of consent. These rights may be exercised in the manner indicated in the GDPR by sending an email to [privacygroup@amplifon.com](mailto:privacygroup@amplifon.com). Each data subject may lodge a complaint with the Italian Data Protection Authority (*'Garante per la protezione dei dati personali'*) if they believe that their rights have been violated under the GDPR, according to the procedures indicated on the website of the *Garante per la protezione dei dati personali*, accessible at: [www.garanteprivacy.it](http://www.garanteprivacy.it).

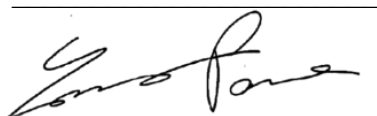
The Data Protection Officer ('DPO') of Amplifon S.p.A. is its Chief Legal Officer, he and can be contacted at the e-mail address [privacygroup@amplifon.com](mailto:privacygroup@amplifon.com).

The undersigned undertakes to promptly notify the Board of Directors of Amplifon S.p.A. of any changes in the content of this declaration and to make, if needed, a new substitute statement.

In witness whereof

Milan,

March 18, 2025





# PROF. LORENZO POZZA

20122 Milan – Corso Vittorio Emanuele II, 28

Tel. + 39.02.76.07.66.00

Date and place of birth: Milan (Italy), October 11<sup>th</sup>, 1966

E-mail: [lorenzo.pozza@wepartner.it](mailto:lorenzo.pozza@wepartner.it)



## AREAS OF EXPERTISE

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>• Company and asset valuation</li> <li>• Transactional services in M&amp;A</li> <li>• Litigation support</li> </ul> | <ul style="list-style-type: none"> <li>• Debt restructuring</li> <li>• Italian and International (IAS / IFRS) accounting standards</li> </ul> |
|--|---|

## PROFESSIONAL ACTIVITIES

- **Wepartner S.p.A.** Milan (Italy), Corso Vittorio Emanuele II, 28.  
Consulting firm - founding partner and advisor for both listed companies and not, in Italy and abroad. Main activities:
  - valuation of companies, equity participations and intangible assets (trademarks, licenses etc.);
  - valuation for Purchase Price Allocation and Impairment Test;
  - asset contribution expertise, fairness opinion;
  - feasibility assessment of business plans during leveraged buy-out operations (art. 2501 bis Italian civil code);
  - feasibility assessment of restructuring plans in legal processes (artt. 67, 161 and 182 bis bankruptcy code);
  - business restructuring advisor;
  - transactional advisor in M&A operations (merger, carve-outs, splits, etc.);
  - opinions on financial accounting matters and on the application of both the Italian and the International accounting principles (IAS/IFRS);
  - technical expert in criminal and civil proceedings and in National and International Arbitration processes concerning, among others, financial statements and valuation issues.
- Chartered Accountant, Statutory Auditor and consultant of many firms, both listed and private, operating in the industrial, retail, financial, insurance and banking sector.
- Board of Director Member and Statutory Auditor of several listed and unlisted companies.
  - Most relevant offices (past and present) in listed companies:
    - Amplifon
    - Ariston Thermo
    - Assicurazioni Generali
    - Casa Damiani
    - Edison
    - Gas Plus
    - GreenItaly1 (SPAC)
    - Telecom Italia
    - Terna
  - Most relevant offices (past and present) in private companies:
    - Angel Capital Management
    - Banca Farmafactoring

- Bracco
- H3G
- Houlihan Lokey
- Merloni Holding
- Offices in charity foundations like: Compagnia di San Paolo, Fondazione Snam, IFOM.
- Supervisory Body Member (ex law n. 231/2001) of several listed and unlisted companies – Most relevant offices: Mylan (listed), Organon, Schering Plough Italia (now MSD), Essex Italia, Sicuritalia Servizi di Sicurezza.

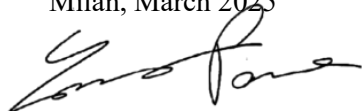
## ACADEMIC ACTIVITIES

- Dec. 2013: qualified Full Professor in the national academic competition.
- Associate Professor of Business Administration at Bocconi University. He hold / held the following positions:
  - Professor of accounting of the Bachelor of Science Program;
  - Supervisor of the international accounting standards course of the Master of Science Program;
  - Supervisor of the course of “corporate valuation and business combination accounting” of the Specialized Master Program in Accounting, Auditing and Control (MAAC);
  - Director of the Specialized Master Program in Corporate Tax Law (MDT);
  - Director of the Master of Science Program in Law and Business Administration (CLELI – LS);
  - Director of the Specialized Master Program in Accounting and Auditing (MiAA).
- OTHER OFFICES
  - In the Italian Accounting Standard Board (OIC), he hold / held the following positions:
    - member of the International Accounting Standards Working Group;
    - member of the Academic Panel.
  - Appointed by the Minister of Economy and Finance as Member of the Supervisory Board of Banca di Monastier e del Sile Credito Cooperativo and of Banca Padovana, under extraordinary administration.
  - Monitoring Trustee appointed by the Minister of Economy and Finance in the non-performing loans securitizations when the State guarantee occurs (GACS).
  - Appointed by the Archbishop of Milan as member of the Economic Affairs Commission of the Diocese (CAED)
- EDITORIAL ACTIVITIES
  - Member of the editorial board of the “La Rivista dei Dottori Commercialisti” (professional accounting journal).
  - Member of the editorial board of the journal “La Valutazione delle Aziende”, led by Professor Luigi Guatri, former Chancellor of Bocconi University.
- PUBLICATIONS
  - Author of research papers on accounting and company valuation. Most relevant publications are listed in the appendix.
- Awards and honors received in the academic field:
  - Research award received by the Chancellor of Bocconi University in 2012.
  - *Honorable mention* received by *the Family Business Review* as best article publisher in that journal in 2008, for the article “*Earnings management in family firms: evidence from R&D cost capitalization in Italy*”.

**PROFESSIONAL AND ACADEMIC QUALIFICATIONS**

- **Italian Auditing Register, Rome (Italy)** **1995**  
Statutory Auditor.
- **Italian Accounting Register, Milan (Italy)** **1991**  
Chartered Accountant.
- **Bocconi University, Milan (Italy)** **1990**  
Graduate Degree in Business Administration, final mark: 110/110 cum laude (top grade with honor).

Milan, March 2025





## PUBLICATIONS APPENDIX

- *IFRS Introduction and Cost of Capital in the Financial Industry*, forthcoming.
- *Le stime di fair value secondo i criteri analitici e di mercato: il riconoscimento del Tax Amortization Benefit*, in *Rivista dei Dottori Commercialisti*, n. 1, 2021.
- *Il trattamento contabile della remissione del debito negli accordi di ristrutturazione ex art. 182 bis L.F.*, in *Rivista dei Dottori Commercialisti*, n. 1, 2018.
- *Compliance e rischi aziendali*, in *La Corporate Compliance: una nuova frontiera per il diritto?* (edited by Guido Rossi), Giuffr  Editore, 2017.
- *Il Tax Amortization Benefit sugli Intangibili*, in *La fiscalit  delle valutazioni d'azienda* (edited by S. Corbella), Giuffr  Editore, 2016.
- *Modello 231 e Sistema di controllo interno: aree di sovrapposizione e profili di differenziazione*, in *La Responsabilit  Penale degli Enti: Dieci proposte di riforma* (edited by F. Centonze e M. Mantovani), Il Mulino, 2016.
- *"The swinging control": gli strumenti finanziari partecipativa nelle ristrutturazioni del debito e gli effetti sul controllo nel passaggio dallo IAS 27 all'IFRS 10*, in *La Valutazione delle Aziende*, n. 75, 2014.
- *IFRS 10 v. IAS 27: Novit  o sostanziale continuit ?*, in *La Valutazione delle Aziende*, n. 72, 2014.
- *Il controllo delle valutazioni di conferimento di azienda nelle SRL: obbligo o facolt *, in *Rivista dei Dottori Commercialisti*, n. 2, 2014.
- *L'incremento della percentuale di partecipazione nel quadro del Principio Contabile Internazionale n. 28*, in *Rivista dei Dottori Commercialisti*, n. 1, 2014.
- *La valutazione delle immobilizzazioni immateriali*, in *Valutazioni e Analisi di Bilancio* (edited by Gianluca Lombardi Stocchetti), Pearson, 2013.
- *Impairment test a "geometria variabile": riflessioni sui criteri di formazione delle cash generating unit*, in *Rivista dei Dottori Commercialisti*, n. 3, 2013.
- *Audit quality and bank risk under heterogeneous regulations*, presented at the 36  European Accounting Association Annual Congress, Paris, 2013.
- *Income smoothing through accounting policies in family-controlled companies*, in *Corporate Governance: an international review*, Volume 19, Issue 6, 2011.
- *Purchase Price Allocation under IFRS 3: an analysis of the information content for analysts and investors*, presented in 33  European Accounting Association Annual Congress, Istanbul, 2010.
- *Alla ricerca della dimostrabilit  nelle valutazioni degli intangibili: la stima del royalty rate*, in *Rivista dei Dottori Commercialisti*, n. 3, 2009.
- *Earnings management in family firms: evidence from R&D cost capitalization in Italy*, in *Family Business Review*, Volume 21, Issue 1, 2008.
- *Capitalization of R&D costs and earnings management: evidence from Italian listed companies*, in *The International Journal of Accounting*, Volume 43, Issue 3, 2008.
- *Purchase Price Allocation: the information content of separately recognized intangible assets in the London Stock Exchange*, presented in 31  European Accounting Association Annual Congress, Rotterdam, 2008.
- *IAS 36 – Impairment of Assets: il test di impairment nella valutazione delle partecipazioni*, in *Rivista dei Dottori Commercialisti*, n. 1, 2006.
- *The role of national standard setters in the standard developing process: the Italian experience*, in *Globalization of Accounting Standard* (edited by J. Godfrey), Elgar Publishing, 2006.
- *IFRS 3 – Business Combinations: il puzzle dello step-up sul controllo*, in *La Valutazione delle Aziende*, n. 36, 2005.

- *Le Business Combinations in Italia: rappresentazioni alternative ed effetti sugli indici di performance*, in Rivista dei Dottori Commercialisti, n. 3, 2005.
- *Pianificazione, Eva e Valore – Relazioni e meccanismi di feed-back: il caso Telecom Italia*, in La Valutazione delle Aziende, n. 32, 2004.
- *Gli intangibili in bilancio: comunicazione e rappresentazione*, Egea, Milan, 2004.
- *La misurazione della performance d'impresa: tendenze in atto, problematiche e prospettive*, in La Valutazione delle Aziende, n. 26, 2002.
- *La valutazione delle partecipazioni con il metodo del patrimonio netto: alcuni problemi aperti*, in Rivista dei Dottori Commercialisti, n. 2, 2002.
- *La misurazione della performance d'impresa: strumenti e schemi*, Egea, Milan, 2000.

Courtesy translation for reference purposes only.

### Declaration of independence

I, the undersigned, Lorenzo Pozza, born in Milano (MI) on 11 October 1966, and resident in Milan (MI), Tax ID Number PZZLNZ66R11F205E, with reference to my candidacy as Director of Amplifon S.p.A. (the "**Issuer**"), under Art. 148, paragraph 3, of Italian Legislative Decree 24 February 1998, no. 58 ("**TUF**"), as referred to in Art. 147-*ter*, paragraph 4, of the TUF, and Article 2 of the Corporate Governance Code for listed companies promoted by the Borsa Italiana S.p.A. in January 2020, fully aware of the civil and criminal responsibilities that I take on with this declaration,

#### **declare**

for the purposes of the relevant verifications of independence to be carried out by the competent bodies of the Company, as follows:

- (i) I am not in the situation referred to in Article 2382 of the Italian Civil Code<sup>1</sup>;
- (ii) I am not in the situations referred to in Article 148, paragraph 3, b), TUF ("*spouses, relatives and the like up to the fourth degree of kinship of the directors of the company, spouses, relatives and the like up to the fourth degree of kinship of the directors of the companies it controls, the companies it is controlled by and those subject to common control*");
- (iii) I am not in the situations referred to in Article 148, paragraph 3, c), TUF ("*persons who are linked to the company, the companies it controls, the companies it is controlled by and those subject to common control or to directors of the company or persons referred to in paragraph b) by self-employment or employee relationships or by other relationships of an economic or professional nature that might compromise their independence*");
- (iv) I am not a significant shareholder<sup>2</sup> of the Issuer;
- (v) I am not, nor have I been in the previous three financial years an executive director<sup>3</sup> or an employee of: (a) the Issuer, of a subsidiary having strategic importance, a company under joint control with the Issuer; (b) a significant shareholder of the Issuer;
- (vi) I do not have, and did not have during the previous three financial years, directly or indirectly, (for example through subsidiaries, or through companies of which I am an executive director, or as a partner of a professional or a consulting firm), a significant<sup>4</sup>

<sup>1</sup> Cfr. Article 2382 of the Italian Civil Code: "*whoever is banned, prohibited, in bankruptcy, condemned to a punishment entailing the interdiction, also temporarily, from public offices or the incapacity to exercise managerial offices shall not be appointed as Director, and if appointed he/she shall be revoked*".

<sup>2</sup> **Significant shareholder:** "*the person who directly or indirectly (through subsidiaries, trustees or third parties) controls the company or is able to exercise significant influence over it or who participates, directly or indirectly, in a shareholders' agreement through which one or more persons exercise control or significant influence over the company*" – Cfr. Corporate Governance Code – Definitions.

<sup>3</sup> **Executive director:** "*the chair of the company or a subsidiary with strategic importance, when delegated to manage or develop corporate strategies; directors who are recipients of managerial powers and/or hold managerial positions in the company or in a subsidiary with strategic importance, or in the parent company when the position also concerns the company; directors who are part of the company's executive committee and, in companies that adopt the "two-tier" model, directors who are part of the body with managerial responsibilities (for Italian companies that adopt the so-called "modello dualistico", members of the management board)*".

<sup>4</sup> **Significant commercial, financial or professional relationship:** shall be deemed "significant" a commercial, financial or professional relationship if the relevant consideration paid affects, for more than one year (a) more than 5% of the turnover of the company, entity or professional firm of which the director of the company has control or of which he is an executive

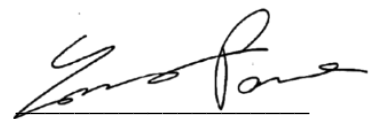
*Courtesy translation for reference purposes only.*

commercial, financial or professional relationship: (a) with the company or its subsidiaries, or with their executive directors or top management<sup>5</sup>; (b) with a subject who, also together with others through a shareholders' agreement, controls the company; or, if the controlling is a company or another entity, with its executive directors or top management;

- (vii) I do not have, and did not have during the previous three financial years, from the Issuer, its subsidiaries or the parent company, a significant remuneration other<sup>6</sup> than the "fixed" remuneration for the position held within the board of a director and for the membership in the committees recommended by the Code of Corporate Governance or required by law, including participation in incentive plans linked to company performance, including stock option plans;
- (viii) I have covered continuously the role of Director of the Issuer from 2016 and until the present date;
- (ix) I do not hold the office of executive director in another company in which an executive director of the Issuer holds the office of director;
- (x) I am not a shareholder or director of a company or entity belonging to the network of the independent auditing firm of the Issuer;
- (xi) I am not a close relative of a person who is in any of the situations described above (iv), (v), (vi), (vii), (viii), (ix) and (x), meaning that (a) the spouse not legally separated and the cohabiting partner, (b) the children and parents (provided they belong to the same household), (c) the children of the cohabiting partner and (d) cohabiting family members.

Milan, March 18, 2025

in witness whereof




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director or partner; or (b) more than 15% of the income of the director of the company. Furthermore, even if the quantitative parameters set out above are not exceeded, a commercial, financial or professional relationship is also considered "significant" if it is capable of affecting the autonomy of judgement and independence of a director of the company in the performance of his duties. In addition, pursuant to the provisions of Recommendation no. 7 of the Corporate Governance Code: *"If the director is also a partner in a professional or a consulting firm, the board of directors assesses the significance of the professional relationships that may have an effect on his or her position and role within the professional or the consulting firm and in any event those pertaining to important transactions of the company and the group it heads, even regardless of the quantitative parameters"*.

<sup>5</sup> **Top management:** "senior managers who are not members of the board of directors and have the power and responsibility for planning, directing and controlling the activities of the company and the group it heads".

<sup>6</sup> **Significant remuneration other:** shall be deemed "significant" the other remuneration received by a director in the previous three financial years if it exceeds 100% of the value of the annual remuneration received by the director. Moreover, even if the above quantitative parameters is not exceeded, shall be deemed "significant" the other remuneration whether it is capable of affecting the autonomy of judgement and independence of a director of the company in the performance of his duties.




## Positions of Lorenzo Pozza

| NAME and SURNAME     | COMPANY                      | POSITION HELD                               |
|----------------------|------------------------------|---|
| <b>Lorenzo Pozza</b> | Amplifon Spa (*)             | Member of the Board                         |
|                      | Angel Capital Management Spa | Member of the Board                         |
|                      | Terna S.p.A (*)              | Statutory Auditor                           |
|                      | Bracco Imaging Spa           | Statutory Auditor                           |
|                      | Houlian Lokey Spa            | Statutory Auditor                           |
|                      | Rudra Spa                    | Member of the Board                         |
|                      | Transalpina di Energia Spa   | Statutory Auditor                           |
|                      | Blastness S.r.l.             | Chairman of the Board of Statutory Auditors |
|                      | Blastness Holding            | Chairman of the Board of Statutory Auditors |
|                      | Edison S.p.A. (*)            | Statutory Auditor                           |
|                      | Officine Maccaferri S.p.A.   | Chairman of the Board of Statutory Auditors |
|                      | BidCo69 S.p.A.               | Chairman of the Board of Statutory Auditors |
|                      | HoldCo 69 S.R.L.             | Chairman of the Board of Statutory Auditors |
|                      | Gas Plus S.p.A. (*)          | Chairman of the Board of Statutory Auditors |
|                      | Appia Holding S.p.A.         | Member of the Board                         |
|                      | PwC S.p.A. (*)               | Chairman of the Board of Statutory Auditors |

(\*) Companies listed on the Stock Exchange

Milan, March 18, 2025



**DECLARATION  
OF ACCEPTANCE OF THE OFFICE OF DIRECTOR AND  
FULFILMENT OF THE LAW REQUIREMENTS**

The undersigned Nina Cortese, born in Milan (MI), on 28 May 1989, resident in Milan (MI), Tax ID number CRTNNI89E68F205G,

**WHEREAS**

- A) The Shareholders' Meeting of Amplifon S.p.A. is convened on 23 April 2025, at 10:30 a.m., in single call, to discuss and resolve, among others, on the appointment of members of the Board of Directors for the 2025-2027 three-year period and, therefore, until the Shareholders' Meeting that will be called to approve the financial statements for the year ending 31 December 2027;
- B) is aware of the requirements that the current regulations and the articles of association require for taking the office of Director of Amplifon S.p.A.

**Now therefore**

under his/her full and exclusive responsibility, in full accordance with the law and the articles of association

**DECLARES**

to accept the presentation of his/her candidacy and possible appointment to the Board of Directors of Amplifon S.p.A., being aware of the requirements that the current regulations and the articles of association prescribe for taking this office, and to this end, under his own responsibility,

**STATES**

To fulfil all the requirements set by law and the Articles of Association for taking this office and, in particular, without limitation:

- the absence of causes for ineligibility, forfeiture, and incompatibility under Art. 2382 of the Italian Civil Code and other applicable provisions of special laws;
- meeting the integrity requirements of the combined provisions of Art. 147-quinquies, paragraph 1 of Italian Legislative Decree no. 58 of 24 February 1998, as subsequently amended and supplemented (known as "**Testo Unico della Finanza**" or "TUF") and or article 2 of the Italian Decree of the Ministry of Justice no. 162 of 30 March 2000;
- to NOT fulfil any of the independence requirements of the combined provisions of Art. 147-ter, fourth paragraph and 148, third paragraph of TUF, and

*Courtesy translation for reference purposes only.*

- to NOT fulfil any of the independence requirements of Article 2 of the Corporate Governance Code for listed companies promoted by the Borsa Italiana S.p.A., in the edition of January 2020;
- that he does not hold offices as director or statutory auditor to the same extent or exceeding the extent set forth by applicable law and/or by the Articles of Association and/or as defined by Amplifon S.p.A. in applying the Corporate Governance Code for listed companies.

The undersigned also declares that he/she has been informed pursuant to Article 13 of European Regulation 2016/679 (the so-called 'GDPR'), and accepts that his/her personal data will be processed by Amplifon S.p.A. as the data controller, including by means of IT tools, for purposes related to the procedure for appointment as a Director of Amplifon S.p.A. and to comply with the requirements of the law, such as, by way of example, publication on the Amplifon S.p.A.'s website, pursuant to Article 6 letters b) and c), GDPR. Your personal data will be stored in the IT systems used by the Data Controller for a period of time equal to the period of prescription of the rights enforceable by the Data Controller, as applicable from time to time. Nevertheless, at any time you can exercise all the rights set forth in Articles 13-21 of the GDPR, in details access, deletion, correction, integration and limitation of use of data, revocation of consent. These rights may be exercised in the manner indicated in the GDPR by sending an email to . Each data subject may lodge a complaint with the Italian Data Protection Authority ('*Garante per la protezione dei dati personali*') if they believe that their rights have been violated under the GDPR, according to the procedures indicated on the website of the *Garante per la protezione dei dati personali* accessible at: [www.garanteprivacy.it](http://www.garanteprivacy.it).

The Data Protection Officer ('DPO') of Amplifon S.p.A. is its Chief Legal Officer, he and can be contacted at the e-mail address

The undersigned undertakes to promptly notify the Board of Directors of Amplifon S.p.A. of any changes in the content of this declaration and to make, if needed, a new substitute statement.

In witness whereof

Milan, 20/03/2025



## CURRICULUM VITAE

Nina Cortese, biotechnologist, was born in Milan on May 28, 1989.

She graduated in **Medical Biotechnology and Molecular Medicine** at the University of Milan in October 2014. From January 2015 to July 2019, she completed a PhD in Immunology and Immunopathology at the IRCCS Humanitas Research Hospital in Rozzano (Milan). After she finished her PhD, until December 2024, she carried out research activities at the same hospital. Her research focused on the role of the immune system in tumor progression.


Nina authored and co-authored several publications in international peer-reviewed scientific journals, including Nature Immunology, Gut, and Cancer Immunology Research.

During her academic career, she was awarded a three-year fellowship from the Italian Association for Cancer Research (AIRC) and an annual fellowship from the Sergio Lombroso Program for Cancer Research.

In early 2025, she started a management development program in Business Administration at SDA Bocconi, School of Management, in Milan.

In witness whereof

Milan, 20/03/2025



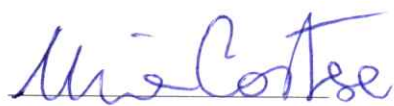


**POSITIONS HELD  
AS A DIRECTOR OR STATUTORY AUDITOR**

AMPLIFIN S.R.L. - Director

In witness whereof

Milan, 20/03/2025



**DECLARATION  
OF ACCEPTANCE OF THE OFFICE OF DIRECTOR AND  
FULFILMENT OF THE LAW REQUIREMENTS**

The undersigned Nicola Bedin, born in Montebelluna (TV) on January 8<sup>th</sup> 1977, resident in Milan, Tax ID number BDNNCL77A08F443R,

**WHEREAS**

- A) The Shareholders' Meeting of Amplifon S.p.A. is convened on 23 April 2025, at 10:30 a.m., in single call, to discuss and resolve, among others, on the appointment of members of the Board of Directors for the 2025-2027 three-year period and, therefore, until the Shareholders' Meeting that will be called to approve the financial statements for the year ending 31 December 2027;
- B) is aware of the requirements that the current regulations and the articles of association require for taking the office of Director of Amplifon S.p.A.

**Now therefore**

under his/her full and exclusive responsibility, in full accordance with the law and the articles of association

**DECLARES**

to accept the presentation of his/her candidacy and possible appointment to the Board of Directors of Amplifon S.p.A., being aware of the requirements that the current regulations and the articles of association prescribe for taking this office, and to this end, under her own responsibility,

**STATES**

To fulfil all the requirements set by law and the Articles of Association for taking this office, and in particular, without limitation:

- the absence of causes for ineligibility, forfeiture, and incompatibility under Art. 2382 of the Italian Civil Code and other applicable provisions of special laws;
- meeting the integrity requirements of the combined provisions of Art. 147-quinquies, paragraph 1 of Italian Legislative Decree no. 58 of 24 February 1998, as subsequently amended and supplemented (known as "**Testo Unico della Finanza**" or "**TUF**") and of Art. 2 of the Italian Decree of the Ministry of Justice no. 162 of 30 March 2000;
- to fulfil the independence requirements of the combined provisions of Art. 147-ter, fourth paragraph and 148, third paragraph of TUF, and to fulfil the independence



*Courtesy translation for reference purposes only.*

requirements of Article 2 of the Corporate Governance Code for listed companies promoted by Borsa Italiana S.p.A., in the edition of January 2020 - as shown in the annexed specific statement.

- that he/she does not hold offices as director or statutory auditor to the same extent or exceeding the extent set forth by applicable law and/or by the Articles of Association and/or as defined by Amplifon S.p.A. in applying the Corporate Governance Code for listed companies.

The undersigned also declares that he/she has been informed pursuant to Article 13 of European Regulation 2016/679 (the so-called 'GDPR'), and accepts that his/her personal data will be processed by Amplifon S.p.A. as the data controller, including by means of IT tools, for purposes related to the procedure for appointment as Director of Amplifon S.p.A. and to comply with the requirements of the law, such as, by way of example, publication on the Amplifon S.p.A.'s website, pursuant to Article 6 letters b) and c), GDPR. Your personal data will be stored in the IT systems used by the Data Controller for a period of time equal to the period of prescription of the rights enforceable by the Data Controller, as applicable from time to time. Nevertheless, at any time you can exercise all the rights set forth in Articles 13-21 of the GDPR, in details access, deletion, correction, integration and limitation of use of data, revocation of consent. These rights may be exercised in the manner indicated in the GDPR by sending an email to [privacygroup@amplifon.com](mailto:privacygroup@amplifon.com). Each data subject may lodge a complaint with the Italian Data Protection Authority (*'Garante per la protezione dei dati personali'*) if they believe that their rights have been violated under the GDPR, according to the procedures indicated on the website of the *Garante per la protezione dei dati personali* accessible at: [www.garanteprivacy.it](http://www.garanteprivacy.it).

The Data Protection Officer ('DPO') of Amplifon S.p.A. is its Chief Legal Officer, he and can be contacted at the e-mail address [privacygroup@amplifon.com](mailto:privacygroup@amplifon.com).

The undersigned undertakes to promptly notify the Board of Directors of Amplifon S.p.A. of any changes in the content of this declaration and to make, if needed, a new substitute statement.

In witness whereof

Milan, March 20, 2025



*Courtesy translation for reference purposes only.*

## CURRICULUM VITAE

In 2018, Nicola Bedin founded **Lifenet Healthcare**, where he serves as CEO. The group operates in the healthcare sector, managing hospitals, eye clinics, and outpatient diagnostic centers across Lombardy, Piedmont, Lazio, Tuscany, and Emilia-Romagna.

\*\*\*

From October 2005 to September 2017, he was the CEO of **Gruppo San Donato**, the leading Italian hospital operator. He also served as CEO of **Ospedale San Raffaele** in Milan from May 2012 (when it became part of Gruppo San Donato) until September 2017, leading its financial recovery and relaunch.

From 2015 to September 2017, he was also the CEO of **Università Vita-Salute San Raffaele**.

\*\*\*

From 2016 to April 2019, he was a Board Member of **Italgas**, where he served as Chairman of the Sustainability Committee and was a member of the Control, Risk, and Related Party Transactions Committee.

From 2020 to 2022, he was Chairman of **Snam**, Europe's leading natural gas transportation and storage operator.

\*\*\*

He began his professional career as a financial analyst at **Mediobanca** from 2001 to 2004, before being recruited by Prof. Giuseppe Rotelli as his assistant (and, one year later, as CEO) at Gruppo San Donato.

\*\*\*

He graduated summa cum laude (110/110 e lode) in Business Administration from **Bocconi University**. He spent his fourth year of high school in the United States (**Charter Oak High School**) and later pursued further studies at the **University of Texas** at Austin and the **University of California** at Berkeley during his university years.

\*\*\*

He is currently an Adjunct Professor of Applied Economics at the **University of Pavia**.

Milan, March 20, 2025





Courtesy translation for reference purposes only.

### Declaration of independence

I, the undersigned, Nicola Bedin born in Montebelluna (TV) on January 8<sup>th</sup> 1977 and resident in Milan via privata Siracusa 3, Tax ID Number BDNNCL77A08F443R, with reference to my candidacy as Director of Amplifon S.p.A. (the "**Issuer**"), under Art. 148, paragraph 3, of Italian Legislative Decree 24 February 1998, no. 58 ("**TUF**"), as referred to in Art. 147-ter, paragraph 4, of the TUF, and Article 2 of the Corporate Governance Code for listed companies promoted by the Borsa Italiana S.p.A. in January 2020, fully aware of the civil and criminal responsibilities that I take on with this declaration,

#### **declare**

for the purposes of the relevant verifications of independence to be carried out by the competent bodies of the Company, as follows:

- (i) I am not in the situation referred to in Article 2382 of the Italian Civil Code<sup>1</sup>;
- (ii) I am not in the situations referred to in Article 148, paragraph 3, b), TUF ("*spouses, relatives and the like up to the fourth degree of kinship of the directors of the company, spouses, relatives and the like up to the fourth degree of kinship of the directors of the companies it controls, the companies it is controlled by and those subject to common control*");
- (iii) I am not in the situations referred to in Article 148, paragraph 3, c), TUF ("*persons who are linked to the company, the companies it controls, the companies it is controlled by and those subject to common control or to directors of the company or persons referred to in paragraph b) by self-employment or employee relationships or by other relationships of an economic or professional nature that might compromise their independence*");
- (iv) I am not a significant shareholder<sup>2</sup> of the Issuer;
- (v) I am not, nor have I been in the previous three financial years an executive director<sup>3</sup> or an employee of: (a) the Issuer, of a subsidiary having strategic importance, a company under joint control with the Issuer; (b) a significant shareholder of the Issuer;
- (vi) I do not have, and did not have during the previous three financial years, directly or indirectly, (for example through subsidiaries, or through companies of which I am an executive director, or as a partner of a professional or a consulting firm), a significant<sup>4</sup>

<sup>1</sup> Cfr. Article 2382 of the Italian Civil Code: "whoever is banned, prohibited, in bankruptcy, condemned to a punishment entailing the interdiction, also temporarily, from public offices or the incapacity to exercise managerial offices shall not be appointed as Director, and if appointed he/she shall be revoked".

<sup>2</sup> **Significant shareholder:** "the person who directly or indirectly (through subsidiaries, trustees or third parties) controls the company or is able to exercise significant influence over it or who participates, directly or indirectly, in a shareholders' agreement through which one or more persons exercise control or significant influence over the company" – Cfr. Corporate Governance Code – Definitions.

<sup>3</sup> **Executive director:** "the chair of the company or a subsidiary with strategic importance, when delegated to manage or develop corporate strategies; directors who are recipients of managerial powers and/or hold managerial positions in the company or in a subsidiary with strategic importance, or in the parent company when the position also concerns the company; directors who are part of the company's executive committee and, in companies that adopt the "two-tier" model, directors who are part of the body with managerial responsibilities (for Italian companies that adopt the so-called "modello dualistico", members of the management board)".

<sup>4</sup> **Significant commercial, financial or professional relationship:** shall be deemed "significant" a commercial, financial or professional relationship if the relevant consideration paid affects, for more than one year (a) more than 5% of the turnover of the company, entity or professional firm of which the director of the company has control or of which he is an executive



*Courtesy translation for reference purposes only.*

commercial, financial or professional relationship: (a) with the company or its subsidiaries, or with their executive directors or top management<sup>5</sup>; (b) with a subject who, also together with others through a shareholders' agreement, controls the company; or, if the controlling is a company or another entity, with its executive directors or top management;

- (vii) I do not have, and did not have during the previous three financial years, from the Issuer, its subsidiaries or the parent company, a significant remuneration other<sup>6</sup> than the "fixed" remuneration for the position held within the board of a director and for the membership in the committees recommended by the Code of Corporate Governance or required by law, including participation in incentive plans linked to company performance, including stock option plans;
- (viii) I have not covered the role of Director of the Issuer for more than nine years in the last twelve years;
- (ix) I do not hold the office of executive director in another company in which an executive director of the Issuer holds the office of director;
- (x) I am not a shareholder or director of a company or entity belonging to the network of the independent auditing firm of the Issuer;
- (xi) I am not a close relative of a person who is in any of the situations described above (iv), (v), (vi), (vii), (viii), (ix) and (x), meaning that (a) the spouse not legally separated and the cohabiting partner, (b) the children and parents (provided they belong to the same household), (c) the children of the cohabiting partner and (d) cohabiting family members.

Milan, March 20, 2025

in witness whereof



director or partner; or (b) more than 15% of the income of the director of the company. Furthermore, even if the quantitative parameters set out above are not exceeded, a commercial, financial or professional relationship is also considered "significant" if it is capable of affecting the autonomy of judgement and independence of a director of the company in the performance of his duties. In addition, pursuant to the provisions of Recommendation no. 7 of the Corporate Governance Code: *"If the director is also a partner in a professional or a consulting firm, the board of directors assesses the significance of the professional relationships that may have an effect on his or her position and role within the professional or the consulting firm and in any event those pertaining to important transactions of the company and the group it heads, even regardless of the quantitative parameters"*.

<sup>5</sup> **Top management:** "senior managers who are not members of the board of directors and have the power and responsibility for planning, directing and controlling the activities of the company and the group it heads".

<sup>6</sup> **Significant remuneration other:** shall be deemed "significant" the other remuneration received by a director in the previous three financial years if it exceeds 100% of the value of the annual remuneration received by the director. Moreover, even if the above quantitative parameters is not exceeded, shall be deemed "significant" the other remuneration whether it is capable of affecting the autonomy of judgement and independence of a director of the company in the performance of his duties.

*Courtesy translation for reference purposes only.*

## POSITIONS HELD AS DIRECTOR OR STATUTORY AUDITOR

| Company                             | Position      | Direct ownership |
|-------------------------------------|---------------|------------------|
| BLP S.r.l.                          | sole director | 51%              |
| Società Agricola Cerere S.r.l.      | sole director | 51,28%           |
| Fondazione Piemontese per Oncologia | board member  |                  |

### “Gruppo Lifenet”

|  |                               |       |
|--|-------------------------------|-------|
| INVIN S.r.l.                               | sole director                 | 70%   |
| Lifenet S.p.A.                             | CEO                           | 0,37% |
| CAB S.r.l.                                 | vice chairman of the board    |       |
| Casa di Cura Città di Aprila S.r.l.        | CEO                           |       |
| CeMeDi S.r.l.                              | chairman of the board         |       |
| Flower Holding S.r.l.                      | sole director                 |       |
| I. Salus S.r.l.                            | sole director                 |       |
| Istituto Fanfani S.r.l.                    | chairman of the board and CEO |       |
| Centro Medico Privato Spallanzani S.r.l.   | chairman of the board and CEO |       |
| Chiros S.r.l.                              | chairman of the board         |       |
| Chiros RE S.r.l.                           | sole director                 |       |
| Eyecare Clinic S.r.l.                      | board member                  |       |
| Ospedale di Erba S.r.l.                    | chairman of the board and CEO |       |
| Ospedale Regina Apostolorum S.r.l.         | CEO                           |       |
| Piccole Figlie Hospital S.r.l.             | chairman of the board         |       |
| Poliambulatorio Chirurgico Modenese S.r.l. | chairman of the board         |       |
| Siena Eye Laser S.r.l.                     | chairman of the board         |       |

Milan, March 20, 2025



**DECLARATION  
OF ACCEPTANCE OF THE OFFICE OF DIRECTOR AND  
FULFILMENT OF THE LAW REQUIREMENTS**

The undersigned Fiore Francesca born in Naples on March 27, 1967 resident in Milan, Tax ID number FRIFNC67C67F839S,

**WHEREAS**

- A) The Shareholders' Meeting of Amplifon S.p.A. is convened on 23 April 2025, at 10:30 a.m., in single call, to discuss and resolve, among others, on the appointment of members of the Board of Directors for the 2025-2027 three-year period and, therefore, until the Shareholders' Meeting that will be called to approve the financial statements for the year ending 31 December 2027;
- B) is aware of the requirements that the current regulations and the articles of association require for taking the office of Director of Amplifon S.p.A.

**Now therefore**

under her full and exclusive responsibility, in full accordance with the law and the articles of association

**DECLARES**

to accept the presentation of her candidacy and possible appointment to the Board of Directors of Amplifon S.p.A., being aware of the requirements that the current regulations and the articles of association prescribe for taking this office, and to this end, under her own responsibility,

**STATES**

To fulfil all the requirements set by law and the Articles of Association for taking this office, and in particular, without limitation:

- the absence of causes for ineligibility, forfeiture, and incompatibility under Art. 2382 of the Italian Civil Code and other applicable provisions of special laws;
- meeting the integrity requirements of the combined provisions of Art. 147-quinquies, paragraph 1 of Italian Legislative Decree no. 58 of 24 February 1998, as subsequently amended and supplemented (known as "**Testo Unico della Finanza**" or "**TUF**") and of Art. 2 of the Italian Decree of the Ministry of Justice no. 162 of 30 March 2000;



*Courtesy translation for reference purposes only.*

- to fulfil the independence requirements of the combined provisions of Art. 147-ter, fourth paragraph and 148, third paragraph of TUF, and to fulfil the independence requirements of Article 2 of the Corporate Governance Code for listed companies promoted by Borsa Italiana S.p.A., in the edition of January 2020 - as shown in the annexed specific statement.
- that she does not hold offices as director or statutory auditor to the same extent or exceeding the extent set forth by applicable law and/or by the Articles of Association and/or as defined by Amplifon S.p.A. in applying the Corporate Governance Code for listed companies.

The undersigned also declares that she has been informed pursuant to Article 13 of European Regulation 2016/679 (the so-called 'GDPR'), and accepts that her personal data will be processed by Amplifon S.p.A. as the data controller, including by means of IT tools, for purposes related to the procedure for appointment as Director of Amplifon S.p.A. and to comply with the requirements of the law, such as, by way of example, publication on the Amplifon S.p.A.'s website, pursuant to Article 6 letters b) and c), GDPR. Your personal data will be stored in the IT systems used by the Data Controller for a period of time equal to the period of prescription of the rights enforceable by the Data Controller, as applicable from time to time. Nevertheless, at any time you can exercise all the rights set forth in Articles 13-21 of the GDPR, in details access, deletion, correction, integration and limitation of use of data, revocation of consent. These rights may be exercised in the manner indicated in the GDPR by sending an email to [privacygroup@amplifon.com](mailto:privacygroup@amplifon.com). Each data subject may lodge a complaint with the Italian Data Protection Authority (*'Garante per la protezione dei dati personali'*) if they believe that their rights have been violated under the GDPR, according to the procedures indicated on the website of the *Garante per la protezione dei dati personali* accessible at: [www.garanteprivacy.it](http://www.garanteprivacy.it).

The Data Protection Officer ('DPO') of Amplifon S.p.A. is its Chief Legal Officer, he and can be contacted at the e-mail address [privacygroup@amplifon.com](mailto:privacygroup@amplifon.com).

The undersigned undertakes to promptly notify the Board of Directors of Amplifon S.p.A. of any changes in the content of this declaration and to make, if needed, a new substitute statement.

In witness whereof

Milan, March 18, 2025



**FRANCESCA FIORE**[ffiore@mba1995.hbs.edu](mailto:ffiore@mba1995.hbs.edu)<https://www.linkedin.com/in/ffiorx/>**experience**

|              |  |             |
|--------------|--|-------------|
| 2024 - today | <b>HARVARD GRADUATE SCHOOL OF BUSINESS ADMINISTRATION</b><br>Member of the Alumni Board  | USA         |
| 2022 - today | <b>DELTATRE - Leading sports and entertainment OTT streaming provider</b><br>Non-Executive Director, Chair of the People Committee           | UK          |
| 2021 - today | <b>CLUB DEGLI INVESTORI - Italian Investors' Club</b><br>Member of the Executive Committee   | ITALY       |
| 2019 - today | <b>MONTE TITOLI SpA - Italian Central Securities Depository</b><br>Non-Executive Director, member of the European Audit Committee            | ITALY       |
| 2018 - 2022  | <b>NAVYA SA - French Autonomous Vehicle Solution Provider</b><br>Non-Executive Director, member of the Nomination and Remuneration Committee | FRANCE      |
| 2017 - 2022  | <b>SPENCERSTUART Srl</b><br>Leader of the Technology, Media and Telecommunications practice  | ITALY       |
| 2017 - 2020  | <b>HERA SpA - Italian Multi-utility Company</b><br>Non-Executive Director, member of the Remuneration Committee                              | ITALY       |
| 2015 - 2018  | <b>INVITALIA VENTURES SGR - Venture Capital Fund</b><br>Member of the Investment Committee   | ITALY       |
| 2012 - 2015  | <b>SEAT Pagine Gialle SpA - Italian Media Company</b><br>Non-executive Board Director, member of the Nomination Committee and Risk Committee | ITALY       |
| 2014 - 2016  | <b>VODAFONE GROUP Plc</b><br>Member of the German Supervisory Board  | UK          |
| 2012 - 2015  | Group Terminals Director Europe & Turkey, member of the Vodafone Senior Leadership Team  |             |
| 2008 - 2012  | Director of Terminals Southern Europe  |             |
| 2003 - 2008  | <b>VODAFONE OMNITEL NV</b><br>Supply Chain Management Director, member of the Executive Committee  | ITALY       |
| 2001 - 2003  | Data-VAS Consumer Director   |             |
| 1998 - 2001  | Head of Customer Relationship Management   |             |
| 1995 - 1998  | <b>MCKINSEY &amp; COMPANY Inc.</b><br>Associate   Engagement Manager   | ITALY       |
| 1990 - 1991  | <b>ODI Inc.</b><br>Consultant  | ITALY   USA |
| 2016 - 2018  | <b>UNIVERSITA' DEGLI STUDI DI MILANO - BICOCCA</b><br>Master's degree in Marine Sciences.  | ITALY       |
| 2013 - 2015  | Master's degree in Education and Learning Disabilities.  |             |
| 2004 - 2007  | Bachelor of Arts in Psychology.  |             |
| 1993 - 1995  | <b>HARVARD GRADUATE SCHOOL OF BUSINESS ADMINISTRATION</b><br>Master in Business Administration. Uhlmann award for research in agribusiness.  | USA         |
| 1986 - 1990  | <b>UNIVERSITA' DEGLI STUDI DI NAPOLI FEDERICO II</b><br>Degree in Business Administration and Economics.                                     | ITALY       |

**awards**

Bellisario 2010, AIDDA 2013, Finalist Golden Aurora 2019, InspiringFifty Italy 2021.

**other**

Native Italian, fluent English, conversational French and Spanish. Certified Italian Public Accountant.

I give consent to process my personal data for the recruitment process in accordance with the Regulation of the European Parliament 679/2016.



Milan, March 18, 2025

## **Declaration of independence**

I, the undersigned, Fiore Francesca born in Naples, on March 27, 1967 and resident in Milan, Tax ID Number FRIFNC67C67F839S, with reference to my candidacy as Director of Amplifon S.p.A. (the "**Issuer**"), under Art. 148, paragraph 3, of Italian Legislative Decree 24 February 1998, no. 58 ("**TUF**"), as referred to in Art. 147-ter, paragraph 4, of the TUF, and Article 2 of the Corporate Governance Code for listed companies promoted by the Borsa Italiana S.p.A. in January 2020, fully aware of the civil and criminal responsibilities that I take on with this declaration,

### **declare**

for the purposes of the relevant verifications of independence to be carried out by the competent bodies of the Company, as follows:

- (i) I am not in the situation referred to in Article 2382 of the Italian Civil Code<sup>1</sup>;
- (ii) I am not in the situations referred to in Article 148, paragraph 3, b), TUF (*"spouses, relatives and the like up to the fourth degree of kinship of the directors of the company, spouses, relatives and the like up to the fourth degree of kinship of the directors of the companies it controls, the companies it is controlled by and those subject to common control"*);
- (iii) I am not in the situations referred to in Article 148, paragraph 3, c), TUF (*"persons who are linked to the company, the companies it controls, the companies it is controlled by and those subject to common control or to directors of the company or persons referred to in paragraph b) by self-employment or employee relationships or by other relationships of an economic or professional nature that might compromise their independence"*);
- (iv) I am not a significant shareholder<sup>2</sup> of the Issuer;
- (v) I am not, nor have I been in the previous three financial years an executive director<sup>3</sup> or an employee of: (a) the Issuer, of a subsidiary having strategic importance, a company under joint control with the Issuer; (b) a significant shareholder of the Issuer;
- (vi) I do not have, and did not have during the previous three financial years, directly or indirectly, (for example through subsidiaries, or through companies of which I am an

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<sup>1</sup> Cfr. Article 2382 of the Italian Civil Code: *"whoever is banned, prohibited, in bankruptcy, condemned to a punishment entailing the interdiction, also temporarily, from public offices or the incapacity to exercise managerial offices shall not be appointed as Director; and if appointed he/she shall be revoked"*.

<sup>2</sup> **Significant shareholder**: *"the person who directly or indirectly (through subsidiaries, trustees or third parties) controls the company or is able to exercise significant influence over it or who participates, directly or indirectly, in a shareholders' agreement through which one or more persons exercise control or significant influence over the company"* – Cfr. Corporate Governance Code – Definitions.

<sup>3</sup> **Executive director**: *"the chair of the company or a subsidiary with strategic importance, when delegated to manage or develop corporate strategies; directors who are recipients of managerial powers and/or hold managerial positions in the company or in a subsidiary with strategic importance, or in the parent company when the position also concerns the company; directors who are part of the company's executive committee and, in companies that adopt the "two-tier" model, directors who are part of the body with managerial responsibilities (for Italian companies that adopt the so-called "modello dualistico", members of the management board)"*.

*Courtesy translation for reference purposes only.*

- executive director, or as a partner of a professional or a consulting firm), a significant<sup>4</sup> commercial, financial or professional relationship: (a) with the company or its subsidiaries, or with their executive directors or top management<sup>5</sup>; (b) with a subject who, also together with others through a shareholders' agreement, controls the company; or, if the controlling is a company or another entity, with its executive directors or top management;
- (vii) I do not have, and did not have during the previous three financial years, from the Issuer, its subsidiaries or the parent company, a significant remuneration other<sup>6</sup> than the "fixed" remuneration for the position held within the board of a director and for the membership in the committees recommended by the Code of Corporate Governance or required by law, including participation in incentive plans linked to company performance, including stock option plans;
  - (viii) I have not covered the role of Director of the Issuer for more than nine years in the last twelve years;
  - (ix) I do not hold the office of executive director in another company in which an executive director of the Issuer holds the office of director;
  - (x) I am not a shareholder or director of a company or entity belonging to the network of the independent auditing firm of the Issuer;
  - (xi) I am not a close relative of a person who is in any of the situations described above (iv), (v), (vi), (vii), (viii), (ix) and (x), meaning that (a) the spouse not legally separated and the cohabiting partner, (b) the children and parents (provided they belong to the same household), (c) the children of the cohabiting partner and (d) cohabiting family members.

Milan, March 18, 2025

in witness whereof



<sup>4</sup> **Significant commercial, financial or professional relationship:** shall be deemed "significant" a commercial, financial or professional relationship if the relevant consideration paid affects, for more than one year (a) more than 5% of the turnover of the company, entity or professional firm of which the director of the company has control or of which he is an executive director or partner; or (b) more than 15% of the income of the director of the company. Furthermore, even if the quantitative parameters set out above are not exceeded, a commercial, financial or professional relationship is also considered "significant" if it is capable of affecting the autonomy of judgement and independence of a director of the company in the performance of his duties. In addition, pursuant to the provisions of Recommendation no. 7 of the Corporate Governance Code: *"If the director is also a partner in a professional or a consulting firm, the board of directors assesses the significance of the professional relationships that may have an effect on his or her position and role within the professional or the consulting firm and in any event those pertaining to important transactions of the company and the group it heads, even regardless of the quantitative parameters"*.

<sup>5</sup> **Top management:** *"senior managers who are not members of the board of directors and have the power and responsibility for planning, directing and controlling the activities of the company and the group it heads"*.

<sup>6</sup> **Significant remuneration other:** shall be deemed "significant" the other remuneration received by a director in the previous three financial years if it exceeds 100% of the value of the annual remuneration received by the director. Moreover, even if the above quantitative parameters is not exceeded, shall be deemed "significant" the other remuneration whether it is capable of affecting the autonomy of judgement and independence of a director of the company in the performance of his duties.



*Courtesy translation for reference purposes only.*

**POSITIONS HELD  
AS DIRECTOR OR STATUTORY  
AUDITOR**

Non-Executive Independent Director Deltatre SpA

Non-Executive Independent Director Monte Titoli SpA

A handwritten signature in black ink, appearing to be 'G. Geronzi', written over a large, faint circular stamp.

Milan, March 18, 2025

**COMUNICAZIONE DI PARTECIPAZIONE AL SISTEMA ACCENTRATO**

(Art. 23 del Provvedimento congiunto Banca d'Italia/Consob del 22.2.2008  
aggiornato con atto Banca d'Italia/Consob del 24.12.2010)

**BANCA POPOLARE DI SONDRIO  
SEDE CENTRALE**

Numero d'ordine  
**1**

Data di rilascio **18/03/2025**

Numero progressivo annuo

**44**

Codice Cliente

**6 5 6 9 6**

**AMPLITER SRL**

**VIA GIUSEPPE RIPAMONTI 131/133**

**20141 MILANO MI**

A richiesta di

Luogo di nascita

Data di nascita

Codice fiscale **97248020154**

La presente comunicazione, con efficacia **FINO A TUTTO IL 29/03/2025**  
Monte Titoli del nominativo sopraindicato con i seguenti titoli:

, attesta la partecipazione al sistema

| Codice       | Descrizione del titolo | Quantità   |
|--------------|------------------------|------------|
| IT0005090649 | AMPLIFON SPA           | 93.305.392 |
|              |                        |            |
|              |                        |            |
|              |                        |            |

Sui suddetti titoli risultano le seguenti annotazioni:

La presente certificazione viene rilasciata per l'esercizio del seguente diritto:

per la presentazione della lista del Consiglio di Amministrazione di **AMPLIFON SPA**

L'Intermediario  
**BANCA POPOLARE DI SONDRIO**  
Sede Centrale

**COMUNICAZIONE DI PARTECIPAZIONE AL SISTEMA ACCENTRATO**

(Art. 23 del Provvedimento congiunto Banca d'Italia/Consob del 22.2.2008  
aggiornato con atto Banca d'Italia/Consob del 24.12.2010)

**BANCA POPOLARE DI SONDRIO  
SEDE CENTRALE**

Numero d'ordine

2

Data di rilascio 18/03/2025

AMPLITER SRL

Numero progressivo annuo

45

Codice Cliente

6 5 6 9 6

VIA GIUSEPPE RIPAMONTI 131/133

20141 MILANO MI

A richiesta di

Luogo di nascita

Data di nascita

Codice fiscale 97248020154

La presente comunicazione, con efficacia FINO A TUTTO IL 29/03/2025  
Monte Titoli del nominativo sopraindicato con i seguenti titoli:

, attesta la partecipazione al sistema

| Codice       | Descrizione del titolo | Quantità  |
|--------------|------------------------|-----------|
| IT0005090649 | AMPLIFON SPA           | 1.800.000 |
|              |                        |           |
|              |                        |           |
|              |                        |           |

Sui suddetti titoli risultano le seguenti annotazioni:

VINCOLO IN PEGNO A FAVORE BANCA POPOLARE DI SONDRIO SPA

La presente certificazione viene rilasciata per l'esercizio del seguente diritto:

per la presentazione della lista del Consiglio di Amministrazione di AMPLIFON SPA

L'Intermediario

**BANCA POPOLARE DI SONDRIO**  
Sede Centrale