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9M 2025 – Highlights



In Q3 2025, organic revenue grew by 14.0%, exceeding the guidance provided in August. This strong performance further improved the EBITDA margin, which reached its highest level in the past seven quarters.

+8.4%
Org. Revenue growth

- Reported revenue reached €463.7 million, up 7.1% versus 9M 2024 (+8.4% org.).
- All regions contributed to Q3 2025 organic growth supported by improving market conditions and the company's strong execution in capturing business opportunities.
- HVAC remained the primary growth driver, posting over 14% organic growth in Q3 2025, underpinned by sustained positive trends across DCs, Commercial, and Residential segments.
- Following a **soft Q2**, affected by temporary factors, the **Refrigeration** segment **rebounded strongly** in Q3, achieving ~13% organic growth.

19.8% Adj. EBITDA margin

- Adj. EBITDA margin equal to 19.8% (19.6% reported).
- Q3 2025 EBITDA margin was ~21% benefitting both from the operating leverage, the positive dynamics in raw materials procurement prices and the accretive contribution from Kiona.
- R&D investments-to-revenue ratio confirmed at target level: >5%.

15_{m€}

Net debt

- Strong cash generation reduced Net Debt from 50.2m€ at FY 2024 to 14.8m€ currently, with 9M 2025 net operating CF doubling versus 9M 2024.
- Net of the IFRS 16 impact (30.3m€), the company would be net cash positive.



9M 2025 - Results



KPIs				
m€	9M 2024	9M 2025	Δ%	
Revenue	432.9	463.7	7.1%	
Revenue (constant FX)	432.9	469.3	8.4%	
EBITDA	78.7	91.0	15.6%	
EBITDA Adj.	79.4	91.9	15.7%	
EBITDA adj. /Revenue	18.3%	19.8%		
Net Profit	39.7	42.3	6.6%	
Capex	22.0	14.2	(35.5%)	

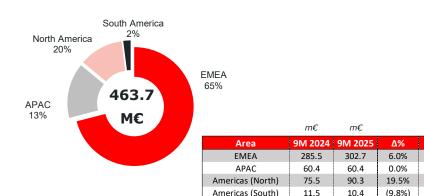
- Revenue +7.1%: In percentage terms, Q3 marked a further acceleration. All the region contributed: EMEA, North America, and APAC each delivered double-digit organic revenue increases. 3.7m€ negative FX impact due mainly to the weakness of the USD.
- EBITDA Adj. +15.7%: Net of a number of non-recurring reorganization costs, the EBITDA margin stood at 19.8%, marking a solid improvement on both 9M 2024 (18.3%) and on H2 2025 (19.3%). Margin expansion is supported by a favorable raw material trend, operating leverage and Kiona accretive profitability. >5%R&D expenses on revenues ratio confirmed.
- **Net Profit +6.6%**: Positive performance despite the absence of extraordinary items that benefitted 9M 2024 as well as negative FX effect. Tax rate stood at 23.1%, substantially in line with 9M 2024.
- Capex: Capex was lower than last year, which had represented a record high in 2024.



9M 2025 – Revenue breakdowns



Breakdown by region



• EMEA – Q3 2025 results supported by the continuous positive momentum in the HVAC segment, already reported in Q2 2025, and by a strong recovery in the Refrigeration sector (+10% organic growth).

Total Revenue

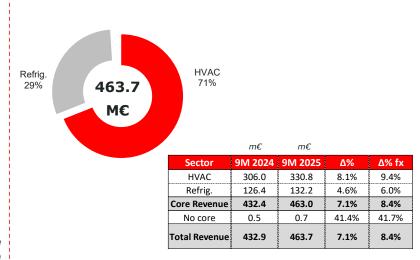
432.9

463.7

7.1%

- APAC Q3 2025 marked another solid quarter (+10% org.) following +17% achieved in Q2 2025. The growth was fueled by excellent results in North APAC (in particular China and India). Performance in South APAC remained mixed.
- Americas (North) North America delivered another robust quarter (~30% organic growth rate), in spite of high comps, supported by sustained momentum in the data centre segment and a positive performance in the commercial sector.
- Americas (South) Positive Q3 2025 organic performance, achieved despite the ongoing economic uncertainty in Brazil.

Breakdown by sector



- HVAC: Excellent Q3 2025 performance (~14% org. growth) across the board, driven by continued growth in the Data Centre sector, alongside sustained momentum in the Commercial segment and strong acceleration in the Heat Pumps market in Europe.
- Refrigeration: Q3 2025 delivered a low-teens organic growth, supported by a clear recovery in the EMEA following the easing of temporary factors affecting Q2 2025 performance. The sector also posted very positive results across other regions, with APAC emerging as the fastest-growing geography.

Δ% fx

6.0%

3.4%

23.1%

(1.9%)

8.4%

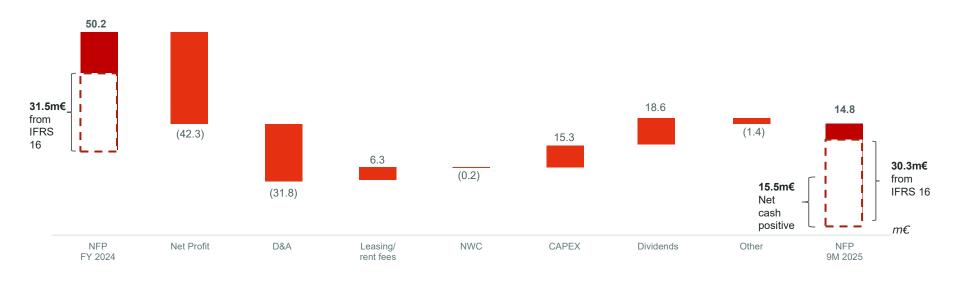
From EBITDA to Net Profit



<i>K</i> €	9M '24	9M '25	Δ%	Higher D&A due primarily to 2024 record
EBITDA	78,710	90,994	15.6%	capex level.
D&A	-28,579	-31,835		
EBIT	50,131	59,159	18.0%	
Financial (charges)/income	-5,291	-4,320		Alexander of automorphisms well-took to
FX gains/losses	2,397	-791		 Absence of extraordinary item related to CFM minority, which positively impacted on
Gain/Losses from FV on liabilities for options on minorities	3,373	-165		9M 2024.
Companies cons.with equity method	1,737	1,038		Negative FX trend.
EBT	52,346	54,921	4.9%	· · · · · · · · · · · · · · · · · · ·
Taxes	-12,128	-12,667		
Minorities	-495	89		• 23.1% tax-rate. Substantially in line with 9M
Group net profit	39,723	42,343	6.6%	2024

9M 2025 – NFP Bridge





• Once again, a strong cash generation. thanks to excellent operating results and an optimized management of the NWC. This resulted in a further reduction in the Net Debt, which led the company to report, excluding the IFRS 16 effects, a net cash positive position.

Closing Remarks



Q3/9M 2025 Results Another Strong Quarter: Q3 2025 once again delivered very positive results, slightly exceeding guidance. All business segments and geographies contributed to the performance, with double-digit organic growth in both HVAC and Refrigeration, as well as across EMEA, APAC, and North America.

- **Profitability at Multi-Quarter High:** The EBITDA margin increased significantly, reaching its highest level in the past seven quarters. This improvement reflects continued operating leverage, favorable raw material trends, and the sustained positive contribution from Kiona.
- **Robust Cash Generation:** Cash flow remained solid, with net operating cash flow doubling compared to 9M 2024. This strong performance positioned the company as net-cash positive (excluding IFRS 16).

Scenario

- CAREL's strong Q3 and 9M 2025 results confirm the Group's ability to deliver consistent growth and profitability even in a complex market environment. These results highlight the effectiveness of CAREL's international diversification, broad and innovation-driven product portfolio, and balanced presence across multiple verticals.
- While the macroeconomic backdrop remains challenging, characterized by ongoing geopolitical
 tensions and moderate market volatility, the Group continues to demonstrate resilience and agility,
 positioning itself to capture opportunities and sustain solid performance going forward.

Guidance

Taking this into account, the Group expects a substantial continuity with the trends observed in the previous period As a result, fourth-quarter reported revenues are expected to be broadly in line with those recorded in the third quarter of the year (meaning a substantial growth on Q4 2024)

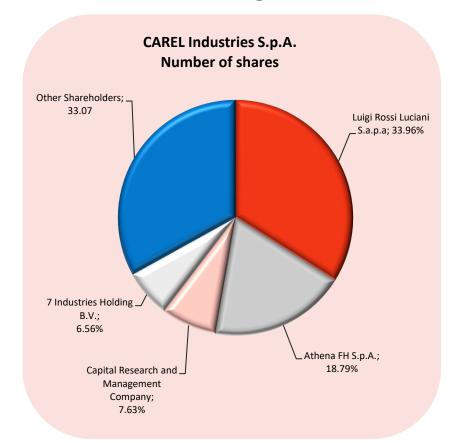
CAREL

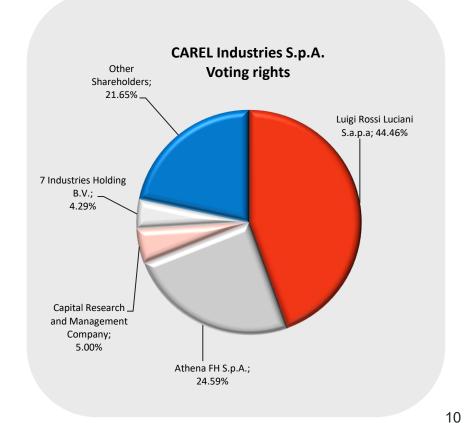


Annexes

Shareholding structure (>3% voting rights)







Income statement and Balance Sheet



Income statement

K€	9M 2025	9M 2024	Delta %
Revenues	463,694	432,897	7.1%
Other revenues	3,898	3,766	3.5%
Operating costs	(376,598)	(357,952)	5.2%
EBITDA	90,994	78,710	15.6%
Depreciation and impairments	(31,835)	(28,579)	11.4%
EBIT	59,159	50,131	18.0%
EBT	54,921	52,346	4.9%
Taxes	(12,667)	(12,128)	4.4%
Net result of the period	42,254	40,219	5.1%
Non controlling interest	(89)	495	(118.0%)
Group net result	42,343	39,723	6.6%

Balance sheet

K€	9M 2025	FY 2024	Delta %
Fixed Capital	489,676	508,920	(3.8%)
Working Capital	68,464	76,909	(11.0%)
Employees defined benefit plan	(7,106)	(7,390)	(3.9%)
Net invested capital	551,034	578,438	(4.7%)
Equity	451,063	441,535	2.2%
Non currrent liabilities			
on put and call options	85,151	86,714	(1.8%)
Net financial position (asset)	14,820	50,190	(70.5%)
Total	551,034	578,438	(4.7%)



Company Profile

Leading provider of advanced control solutions for HVAC/R



Growing key markets

- HVAC: Industrial, Residential, Commercial
- **Refrigeration**: Food Retail and Food Service

Leadership in premium niches

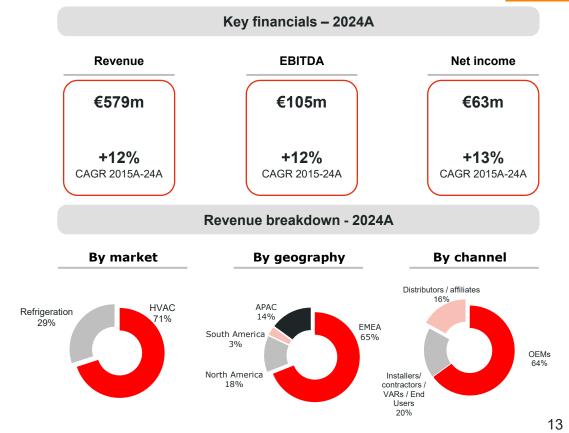
- Control solutions
- High Efficiency applications

Innovation focus

- 6 main R&D centers (Europe x3, China and US 2x)
- >5%¹ of Revenues invested in R&D

Global footprint

• 15 production plants (6x Italy, 2xCroatia, Poland, 2x Germany, China, 2xUS and Brazil)



Source: Company information

Note: 1) avg. 2015A-24A

Note: financial data refer to consolidated accounts of CAREL Industries S.p.a. 2015-2022 IFRS. Comparability might be affected by change in consolidation perimeter

CAREL

We operate in attractive niches across a wide rang

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of end-markets...



Refrigeration

Industrial

Residential

Commercial

Food Retail

Food Service





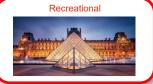




















...through a one-stop-shop portfolio of components and platforms



Programmable controls

HMI and unit terminals

Parametric controls

Adiabatic humidifiers and evaporative coolers

Isothermal humidifiers



Electronic controls easily programmable and customizable



User interfaces for units and systems



Entry level electronic controllers



Pressure water atomizers



Steam production systems

Heat recovery units

Dampers

Power solutions

Sensors and protection devices

Electronic expansion valves & drivers



Heat exchangers for AHU



Dampers and other AHU components



Electrical panels



Temperature/humidity and air quality sensors



Electronic valves for the modulation of refrigerant flow

Speed controllers & inverters

Speed control devices for BLDC compressors

Compressors¹

Remote management, monitoring systems, IoT

Services







BLDC compressors



Solution for local / remote management monitoring and optimization

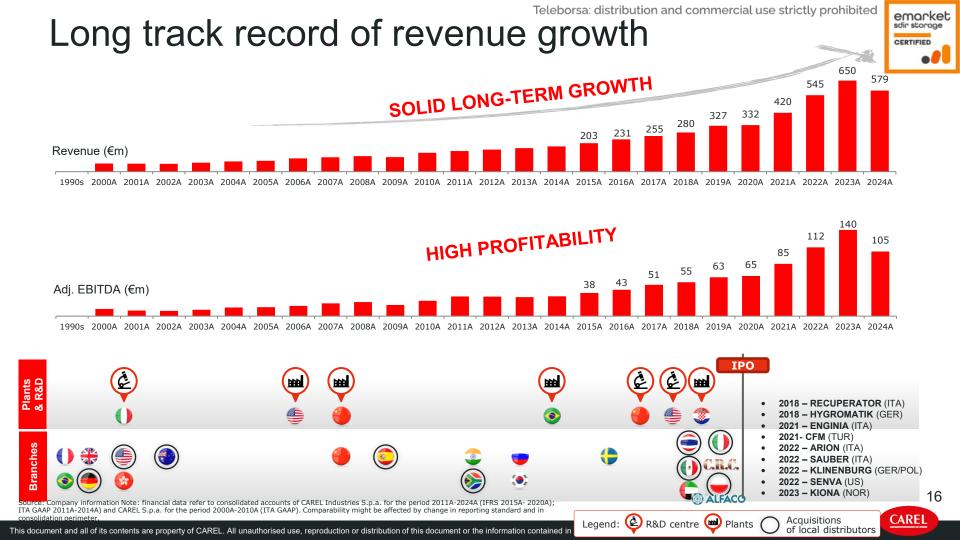


Innovative services based on the IoT capabilities

Distinctive ability to meet customers' demand for tailored integrated solutions using standard platforms

Source: Company information Note: 1) developed with partners

CAREL



Well-articulated strategies to continue the growth track record



HVAC to consolidate its market leadership

Refrigeration to increase market share

Increase focus on Services

Innovation

Disciplined bolt-on M&A

- Consolidation of HVAC market leadership
- Growth in Refrigeration driven by technology leadership
- Upselling and cross-selling
- Global penetration
- Connectivity, IoT and AI capabilities already developed
- Advanced monitoring and optimization services to end customers to represent one of CAREL's organic growth drivers
- Maintain innovation leadership
- Deliver strong profitability
- Leveraging the current production capacity, further enhancing flexibility
- Develop talent
- Disciplined bolt-on M&A activity focused on complementing corebusiness in Europe, on expanding in US and APAC and on adjacent capabilities, leveraging on solid balance sheet

CAREL general strategy for 2023-2026 will be oriented to the research for new innovative technological solutions with a major focus on energy saving, transition to natural refrigerants, widening high-efficiency solutions offer and geographical expansion

CAREL

17

Leading provider of advanced energy efficient control solution







1 High-tech leader in attractive niches of the HVAC/R indu



...resulting in leadership positioning

High value applications



...INNOVATION-ORIENTED IN REFRIGERATION

Deep knowledge of final applications is key

39%

European market share in Chillers



SIGNIFICANT ROOM FOR **FURTHER EXPANSION**

Energy efficiency and high performance are critical

In Europe

BREAK-THROUGH

INNOVATIONS

Requirement for tailored and customizable solutions

60% European market share in Roof-tops



In Europe

-50% kWh² HEEZ energy consumption

Higher efficiency³ Rotary DC technology

Solutions accounting for a low percentage of the final equipment value

42% market share

In CRAC for Data Centers(1)



GROWING PRESENCE Globally

Source: Company elaborations as of 31 December 2022 based on Building Services Research and Information Association data as of 31 December 2021 Note: 1) the rest of the market is mainly driven by proprietary solutions 2) tested by third-party laboratory compared to Top-ten EU benchmarks; 3) compared to average semi-hermetic





Attractive market growth supported by secular trends



Secular trends...





GROWING POPULATION Improvement in LIVING STANDARDS increasing demand for HVAC/R



CHANGE IN CONSUMER HABITS

- Focus on WASTE REDUCTION in food sector
- Increase in number of convenience stores/FRESH FOOD



GLOBAL GROWTH

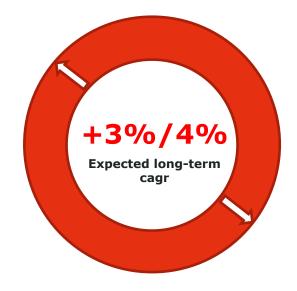
• ECONOMIC ACTIVITY driving demand for HVAC/R



INTERNET **OF THINGS** Increasing adoption of AUTOMATION **TECHNOLOGIES** and **CONNECTED SOLUTIONS**

... supporting attractive market growth

Reference HVAC and refrigeration Market



Source: Company information

CAREL

Growth is driven by market trends and focused strategic actions...





Market trends



SECULAR TRENDS

Increasing the market of the applications addressed by CAREL

Increase in market share



NICHES EXPANSION

Leverage of deep knowledge of final applications to expand to adjacent niches



GEOGRAPHIC EXPANSION

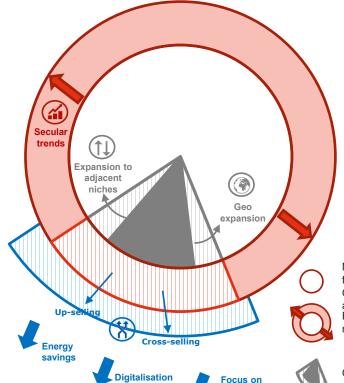
Geographic expansion into new markets

Increase in share of wallet



UP-SELLING / CROSS-SELLING

Increase in the share of wallet of CAREL's products driven by break-through innovations, such as energy saving features, digitalisation and environmental focus



Market of reference for applications CAREL can address Expansion of market of reference



environment

CAREL share of applications market

21





...and favoured by up-selling and cross-selling



FROM PRODUCT PLATFORMS TO INTEGRATED ELECTRONIC SOLUTIONS...

PRODUCT PLATFORMS





From a COMBINATION OF PRODUCTS
FROM DIFFERENT PLATFORMS

To an ECOSYSTEM TO QUICKLY
ADOPT NEW TECHNOLOGIES



...IN THE HVAC AND REFRIGERATION MARKETS





³ Positioning and innovation capability hard to replicate



>5% OF REVENUE¹

Invested annually in R&D

PROPRIETARY SOFTWARE

Vast library of proprietary software modules developed over the past 20 years: maximizing customizations and reducing time-to-market



~12% OF TOTAL WORKFORCE

dedicated to R&D

6 R&D CENTRES

COMBINING 5 DOMAINS

- Hardware & Firmware
- Software
- Mechanics
- Thermodynamycs
- IoT

RESEARCH COLLABORATION

With Tier-1 Universities and Research Institutions





National Research









TECHNOLOGICAL PARTNERS

Cooperation with technology leaders

TOSHIBA





Nov-13 **Electrolux Supplier** Award



Jan-16 AHR Expo Innovation

Award



Apr-17

China Refrigeration Innovation Award













Oct-17



Apr-18 China Refrigeration Award







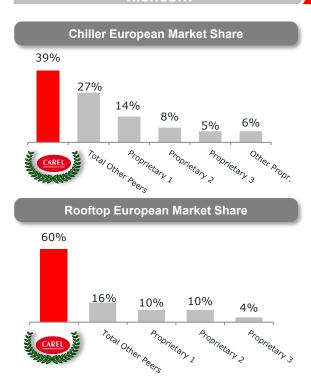


Leadership position in HVAC OEM premium niches...



Leadership positioning in premium niches...

...with no perfect comparable



	CAREL	OEM proprietary solutions	Large diversified competitors	EM / Low cost competitors
Vertical niche approach	/ / /	√ ✓	✓	√ √ √
Innovation pace & knowledge of final applications	///	√	✓✓	√ √
Integrated solutions	/ / /	✓	√ √	✓
Global operations	///	11	///	✓
Flexibility for tailored solutions	///	*	✓	/ / /
Economies of scale	/ / /	✓	/ /	✓

CAREL

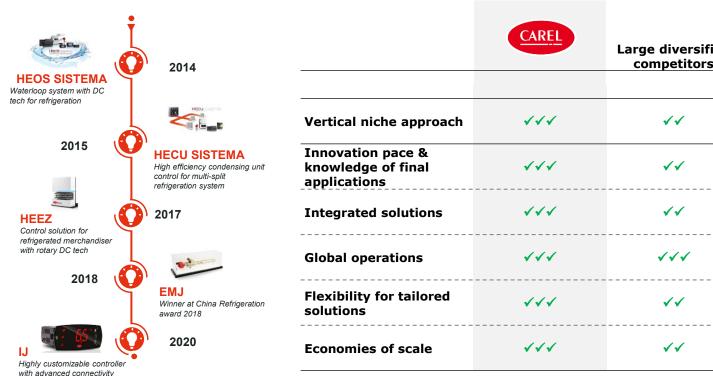


...and leading in innovation in the refrigeration market



Leveraging on HVAC experience...

... CAREL is a leader in innovation



Large diversified EM / Low cost competitors competitors 111 111

Source: Company information and elaborations



Highly efficient global operations serving locally...

Plants 285

98

Employees

Sales force

R&D Centre



GLOBAL PRODUCTION FOOTPRINT

DIRECT AND HIGHLY SKILLED SALES NETWORK

BEST POSITIONED TO CAPTURE GLOBAL GROWTH OPPORTUNITIES

> APAC 14%

South America

3%

North America

18%

NORTH AMERICA

WESTERN EUROPE

Plants 1421 **Employees** 388 Sales force R&D Centre

NORTH APAC



SOUTH AMERICA

(m)

Plant

63 **Employees**

24 Sales force

RoEMEA

Plants 425 **Employees** 123 Sales force

SOUTH APAC



85 employees

85

Sales force

Revenue 2024A breakdown by geography







Commercial subsidiaries



CAREL



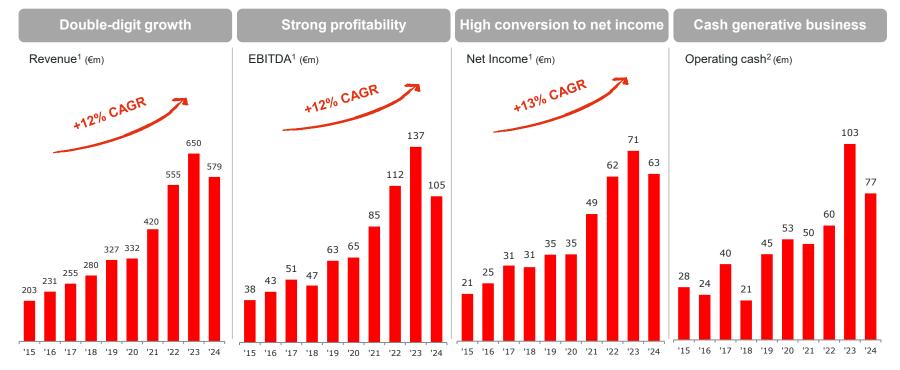
EMEA

65%



Track record of profitable growth





Resulting in a solid balance sheet and strong value creation to shareholders

Source: Company information Note: 2015-2020 IFRS

Note: 1) Including the contribution from M&A and the impact of the non recurring IPO Costs (~8m€ in 2018); 2) Operating cash calculated as cash flow from operations – Net Capex;





Global expansion, innovation and services



Pursuing additional opportunities improving services offer with IoT and advanced monitoring solutions

Cross-selling and upselling exploiting high-efficiency trends



Consolidation of leadership positions in HVAC
Growth in Refrigeration

Geographical expansion through the introduction of innovative solutions in new geographies

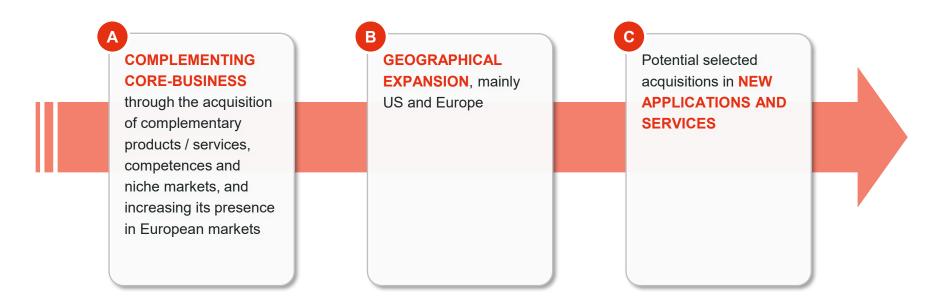


Pursuing external growth through disciplined bolt-on M&A





CAREL has performed detailed analyses and scouting of potential targets, thus promoting an opportunistic approach with a focus on 3 MAIN EXPANSION AREAS:





A&M

M&A - 2023 - Kiona



Kiona

We futurize the property ecosystem.

- Company profile: Kiona is a leading Norway-based Software as a Service ("SaaS")
 provider of property technologies solutions for energy consumption optimization and
 building digitalization in retail & industrial refrigeration, public, commercial and multiresidential facilities.
- Rationale: The transaction serves as a strategic move to further strengthen CAREL's
 positioning as a global leader in the HVAC-R industry, addressing the increasing digitalization
 and shift towards servitization of the sector, as Kiona is expected to materially enhance and
 accelerate the development of CAREL's software and digital services offering.
- Transaction structure: Carel Industries S.p.A acquired 82.4% of Kiona on the 31st of August 2023. The acquisition consideration implies a 100% Enterprise Value of NOK 2.35 billion (c. €210m). Each of the founder & CEO and other minor shareholders retained a significant portion of their stake, which on an aggregate basis accounts for a c. 17.6% minority stake subject to a 3-years lock up period followed by a put and call option scheme.

Industrial fitting:

- ✓ Increasing R&D fire-power in digital solutions by joining CAREL and Kiona teams.
- ✓ Strengthening CAREL capabilities to develop and sell digital services.
- ✓ Opening new commercial opportunities for Kiona
- ✓ Developing technological synergies between the Kiona system at the installation level and the CAREL controls on the HVAC/R units

M&A - 2022 - Senva





- Company profile: SENVA is a US company located in Oregon specialising in the design and manufacture of a wide range of sensors, mainly in the air-conditioning and ventilation sectors, and with a significant presence in indoor air quality.
- Rationale: the acquisition of SENVA is a further step towards the process of external growth
 through complementary products in reference applications that began in 2018. As in the case
 of Arion's acquisition (April 2022), the focus in the sensors segment is key to making
 products more efficient and more connected to their ecosystem, while also facilitating
 the activation of digital services. Furthermore, Numerous synergies can be achieved
 through the integration of CAREL and SENVA
- Transaction structure: Carel Industries S.p.A acquires all SENVA Inc.'s business through a
 SPV held by Carel USA Inc., Carel Industries S.p.A.'s US subsidiary. That acquisition is
 valued at USD 34 million. CAREL will also make an additional payment of up to USD 4 million
 tied to certain EBITDA results, for a total potential acquisition value of USD 38 million.

M&A – 2022 – Klingenburg





- Company profile: Klingenburg GmbH and Klingenburg International Sp. Z.o.o. are leading producers of a wide range of products used mainly for heat recovery in ventilation and humidification systems, adiabatic cooling and air purification.
- Rationale: The transaction rationale is mainly attributable to the high degree of complementarity between Recuperator and Klingenburg in relation to the respective technologies of specialisation (plate exchangers for Recuperator and rotary for Klingenburg) and to the application areas. Furthermore it will strengthen CAREL's profile as a supplier of complete control solutions with high added value in the conditioning and refrigeration industry, with energy efficiency as one of their main characteristics.
- Transaction structure: The transaction, through which CAREL Industries S.p.A. takes over
 control of Klingenburg GmbH and Klingenburg International Sp. Z.o.o. via the acquisition of
 100% of the share capital of the German and Polish companies, took place in response to
 an Enterprise Value of Euro 12.0 million (adjusted for approximately 2 million deferred capex).

M&A - 2022 - Sauber





- Company profile: Sauber is based in Porto Mantovano (Mantua) and is active
 mainly in the sector of on-field installation and maintenance services for
 HVAC/humidification systems in commercial and residential buildings, with a
 strong focus on energy saving and optimization.
- Rationale: the transaction can be traced back to the implementation of one of the main pillars of CAREL's strategy of strengthening its services area (digital, onfield and consulting) both by internal activities and through acquisitions.
- Transaction structure: Carel takes over control of Sauber through the acquisition of 70% of its share capital. The acquisition of the remaining 30%, the valuation of which is tied to Sauber future results, is governed by a cross-option mechanism between the parties, exercisable in 2025.

M&A - 2022 - Arion





- Company profile: Arion is the joint venture based in Bolgare (Bergamo Province
 - Italy), established in 2015 between CAREL and Bridgeport S.p.A. with the aim of
 developing sensor technology expressly dedicated to the air conditioning and
 refrigeration sectors.
- Rationale: The transaction is consistent with the Group's long-term strategy since the use of increasingly advanced sensors will make the equipment more efficient, more reliable and more connected with the eco-system in which they are inserted, also facilitating the activation of digital services.
- **Transaction structure:** Carel acquired a further 30% of the share capital of Arion reaching a 70% stake.

M&A - 2021 - CFM





- Company profile: a long-standing distributor and partner in Turkey as well as
 a provider of digital and on-field services and complete high added value
 solutions dedicated to OEMs, contractors and end users in the Turkish HVAC
 (Heating, Ventilation and Air conditioning) and Refrigeration market.
- Transaction structure: Carel took control of CFM through the acquisition of 51% of the share capital of the company The acquisition of the remaining 49% of CFM, the valuation of which is tied to CFM future results, is governed by a cross-option mechanism between the parties, exercisable between 2024 and 2027.

M&A – 2021 – Enginia





- Company profile: Enginia has been operating in the AHU sector since 1997 and has grown year after year to become a recognized leader, particularly as regards the manufacture production of dampers for air handling units.
- Rationale: expansion of the product portfolio in the HVAC market, consolidating CAREL's role as a supplier of complete solutions to manufacturers of air handling units through advanced solutions in terms of performance and energy efficiency.
- Transaction structure: Carel, through its subsidiary Recuperator, acquired 100% of the share capital of Enginia.



emarket sdir storage CERTIFIED

M&A – 2018 – Recuperator





- Company profile: Recuperator is an Italy-based company active in the design, production and sale of "air-to-air" heat exchangers.
- Rationale: Integration with Recuperator expands CAREL's product portfolio in the HVAC market, consolidating its role as a supplier of complete solutions to manufacturers of air handling units, providing them with ever better solutions in terms of performance and energy efficiency.
- Transaction structure: The purchase price for the entire share capital of Recuperator is EUR 25.7 million, financed through the use of CAREL's own funds and bank loans

M&A – 2018 – HygroMatik







- Company profile: Hygromatik is based in Henstedt-Ulzburg, near Hamburg. It designs, produces and markets humidifiers and related accessories, in the industrial, commercial and wellness field.
- Rationale: integration with HygroMatik will consolidate
 Carel's positioning in German-speaking countries and
 in northern Europe thanks to the strong penetration of
 the acquired company in these markets and will allow
 for a better positioning in the context of different
 applications, leveraging the strength of the brand, the
 industrial excellence and specialised expertise in the
 field of humidification of one of the main players in the
 sector
- Transaction structure: The purchase price and the related cash-out for the entire share capital of HygroMatik GmbH amounted to EUR 56.1 million, financed through the use of own funds and bank loans,

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