

**Antonella Scaglia** – Graduated in electronic engineering at the University of Genoa and a PhD in electrical engineering at the Politecnico di Milano. From June 2014 to March 2023 she was CEO of IMQ, a group that operates in the field of professional services to companies, in particular of conformity assessment services, which over time have been supported by services experimental engineering in the automotive, cyber security and sustainability matters. With the incorporation on November 2015 of the new holding company IMQ Group, Antonella Scaglia was appointed C.E.O. of that company, maintaining the same role in IMQ and then becoming the Chairman of all the Italian operating companies of the group. Before joining the IMQ group, Antonella Scaglia worked in leading manufacturing companies in the electrotechnical/electronic sector; after a first experience as a designer in the ABB Group, she moved to the Ansaldo group, where she gradually held positions of greater responsibility, until being appointed Executive Vice President of the Department "Motors Generators & Drives" of the company Nidec ASI. As part of her work, she also held other positions, such as: member of the Board of Directors of ANIMP - Components Section (from 2012 to 2018); member of the Board of Directors of ANIPLA (for the years 2014- 2015); member of the General Council of Assolombarda (from 2016); member of the Board of Directors of CEI - Comitato Elettrotecnico Italiano (triennio 2019-2021); member of the Action Council "Sustainability and Global Emergencies" of B20 Italy (2021) and member of the Task Force "Digitalization" of B20 Indonesia (2022).

## Paolo Dellachà

CEO



Paolo Dellachà holds a master's degree in Electronic & Management Engineering from the Milan Polytechnic and joined the Group in June 2009 as General Manager. He was appointed Chief Executive Officer in December 2010 and since then has led the Group in its organic expansion and evolution, as well as in several significant transactions, including the formation of the joint venture with ThyssenKrupp (he is currently Deputy Chairman of the Supervisory Board of ThyssenKrupp Nucera – he has been Chairman of the Shareholder Board from 2018 to 2021) and the acquisition of several companies in both Electrode Technologies and Water Technologies businesses. In 2017 he has led the entry of the private equity fund Blackstone in the capital of De Nora as minority shareholder, and in 2020 the exit of Blackstone and the entry of Snam, Italian gas infrastructure company engaged in energy transition, always as minority shareholder. In 2022 he has led the IPO of De Nora.

Before joining the Group, he was General Manager of Sympak Group (processing & packaging technologies for the food industry), where he worked for nine years. Prior to Sympak, he worked in Romaco Group (processing & packaging technologies for the pharmaceutical industry), where he held several positions and ended as General Manager of Romaco Unipac S.p.A.