

ANTONELLA SCAGLIA

PERSONAL INFORMATION

Date and place of birth: 1968, July 11th – Genoa (Italy)
Nationality: Italian
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WORK EXPERIENCE

SERVICE SECTOR

<p>November 2015 – January 2023</p>	<p>IMQ Group S.r.l. Via Quintiliano 45 – 20138 Milano P. IVA: 09276860963</p> <p>Group CEO - IMQ group The IMQ group represents one of the most important Italian players in the field of conformity assessment (certification, testing, audit, inspection), also present in other specialized businesses such as experimental engineering services aimed at the Automotive sector as well as services related to Cyber Security and Sustainability. The group is composed of a Holding (IMQ Group), with strategic management and operational coordination functions, and thirteen operating companies (five in Italy and eight abroad). As CEO of IMQ Group, I was responsible for the overall governance of the group and, therefore, for defining and implementing its strategic, industrial and financial plans. In particular, in accordance with the group's Governance rules, I hold specific positions within the group companies (IMQ S.p.A, CSI S.p.A., IMQ Intuity S.r.l., IMQ Minded Security S.r.l.).</p> <p>Group data 2022: Consolidated revenues: 128 Mio € - 900 employees - over 500 contracted people</p>
<p>The development of IMQ group</p>	<p>The Development Project that was implemented starting from 2015 on has been focused on three main directions:</p> <ol style="list-style-type: none">1) To become a group in all aspects2) Internationalization3) Expanding the range of services offered to the market. <p>The achievement of the set objectives passed through:</p> <ul style="list-style-type: none">- the setting up of a holding company, the parent company IMQ Group S.r.l., which by exercising strategic management and operational activities coordination allows the group to address the market by following a single strategic plan- the redefinition of the organizational structure, with the merger by incorporation of some small controlled companies and the concentration of each individual type of service in a single company- review of operating processes- the definition of a new Governance

- the extension and strengthening of the presence abroad with the establishment of new subsidiaries: IMQ Poland; IMQ Gulf; IMQ CSI Deutschland; IMQ UK and the acquisition of Tecnocea in Spain
- the definition of a M&A plan for the growth of the group.

The path taken by the group was therefore characterized by an important element of innovation.

The transformation was conducted by developing and consolidating an extensive concept of economic, social and environmental responsibility.

It can be said that the "red tread" of the group's development was the "sustainability", of human resources, with a continuous investment in them [Training, Welfare, Health & Safety Protection, Employment, Remuneration Policies (Stability Plans, MBO and LTI)], of the working environment, with targeted measures (Shielding of buildings, Photovoltaic Systems, Protocols for Energy Saving, Circular Economy), of market positioning, with the adjustment of the services to be offered to customers: the group's range of services is continuously expanded in order to support customers in their innovation processes.

Some of the services offered in the "sustainability" area are listed below.

- Product Life Cycle Assessment (LCA)
- Ecodesign
- Carbon Footprint and Water Footprint
- Sustainability Report according to GRI standards (*)
- DNSH (Do No Significant Harm) certificates in accordance with the Regulation on European Taxometry EU 2020/852
- Gender Equality Certification according to the reference document UNI/PdR 125/2022.

(*): the IMQ group will issue its first Sustainability Report in 2023

Note: The group companies are accredited for most of the services offered to the market. Accreditation is the attestation of the competence, independence and impartiality of the certification, inspection, and verification bodies. In a regulated context, it is the mechanism that enables a conformity assessment body to certify that some products/organizations meet specific mandatory requirements.

The keywords of group evolution were therefore "innovation, sustainability and digitization". The latter proved to be a "fantastic booster" of growth and competitiveness for the group; however, the pervasiveness of digitization introduced new risks, that were mitigated by important investments in information security.

To strengthen the IMQ group in the areas of intervention mentioned above, three specialized companies were acquired:

- in 2020, it were acquired two Italian companies operating in the Cyber Security sector: Minded Security S.r.l and Intuity S.r.l., now IMQ Minded Security S.r.l. and IMQ Intuity S.r.l.;
- in 2022, it was acquired an Italian company operating in the field of environmental consultancy and energy engineering: eAmbiente, now IMQ eAmbiente.

Intuity S.r.l.

Founded in 2016, it is a reference at a national level for IT security analysis and risk assessment, characterized by a People Centric approach, which recognizes the centrality of man in the challenge for cyber security.

Minded Security S.r.l.

Founded in 2007, it represents an international reference point in the sector of Software Security. Today it combines the latest security research with the latest testing techniques to guide customers to implement the roadmap for 'software security by design'.

eAmbiente S.r.l.

Founded in 2003, it offers engineering and consultancy services in the environmental and energy fields, conducts studies and research on issues relating to sustainability.

	<p>Group performance trend. Consolidated Balance sheet. From revenues of 89 Mio EUR with 13% of Ebitda in 2014 up to revenues of 128 Mio EUR with 20% of Ebitda in 2022.</p> <p>Percentage of revenues coming from foreign customers from 10% up to 22%.</p> <div style="display: flex; justify-content: space-around;"> <div data-bbox="478 470 861 672"> <p>RCAVI (k€)</p> <table border="1"> <thead> <tr> <th>Year</th> <th>RCAVI (k€)</th> </tr> </thead> <tbody> <tr><td>2014</td><td>89,677</td></tr> <tr><td>2015</td><td>108,032</td></tr> <tr><td>2016</td><td>106,176</td></tr> <tr><td>2017</td><td>108,280</td></tr> <tr><td>2018</td><td>116,797</td></tr> <tr><td>2019</td><td>112,379</td></tr> <tr><td>2020</td><td>108,180</td></tr> <tr><td>2021</td><td>114,361</td></tr> <tr><td>2022</td><td>128,000</td></tr> </tbody> </table> </div> <div data-bbox="957 470 1356 672"> <p>EBITDA (k€)</p> <table border="1"> <thead> <tr> <th>Year</th> <th>EBITDA (k€)</th> </tr> </thead> <tbody> <tr><td>2014</td><td>12,619</td></tr> <tr><td>2015</td><td>14,654</td></tr> <tr><td>2016</td><td>16,361</td></tr> <tr><td>2017</td><td>19,129</td></tr> <tr><td>2018</td><td>20,816</td></tr> <tr><td>2019</td><td>19,982</td></tr> <tr><td>2020</td><td>22,946</td></tr> <tr><td>2021</td><td>24,292</td></tr> <tr><td>2022</td><td>24,887</td></tr> </tbody> </table> </div> </div>	Year	RCAVI (k€)	2014	89,677	2015	108,032	2016	106,176	2017	108,280	2018	116,797	2019	112,379	2020	108,180	2021	114,361	2022	128,000	Year	EBITDA (k€)	2014	12,619	2015	14,654	2016	16,361	2017	19,129	2018	20,816	2019	19,982	2020	22,946	2021	24,292	2022	24,887
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<p>June 2014 – March 2023</p>	<p>IMQ S.p.A. – Via Quintiliano 43 – 20138 Milano P. IVA: 12898410159</p> <p>President & CEO <i>As President and CEO, I was responsible for the management of the company, which operates in the market of conformity assessment services (testing, inspections and certifications), offering a wide service portfolio and generating revenues of around € 57 million, with 375 employees.</i></p>																																								
<p>January 2015 - March 2023</p>	<p>CSI S.p.A. – Cascina Traversagna 21 – 20030 Senago – Milano P. IVA: 11360160151</p> <p>President <i>As President, I supported the CEO in governing the company, which operates in the market of conformity assessment services (testing, inspections and certifications) as well as in the market of experimental engineering services for the automotive industry, generating revenues of around € 51 million, with 350 employees.</i></p>																																								
<p>September 2020-t March 2023</p>	<p>IMQ Intuity S.r.l. – Via Quintiliano 45 – 20138 Milano P. IVA: 05007320285</p> <p>President <i>As President, I supported the CEO in governing the company, which operates in the market of Cyber Security services, focused on People Centric Security and generating revenues of around € 3 million, with 25 employees.</i></p>																																								
<p>September 2020- March 2023</p>	<p>IMQ Minded Security S.r.l. – Via Quintiliano 45 – 20138 Milano P.IVA: 05756380480</p> <p>President <i>As President, I supported the CEO in governing the company, which operates in the market of Cyber Security services, focused on Software Security by design and generating revenues of around € 3.8 million, with 25 employees.</i></p>																																								

INDUSTRY SECTOR

Note: Nidec ASI, Ansaldo Sistemi Industriali, Asirobicon, Ansaldo Industria are the different names assumed over time by the same company, as a result of changes in the shareholding.

<p>2013 –2014</p>	<p>Executive Vice President <i>Division General Manager - Motors Generators & Drives Division</i></p> <p>Nidec ASI S.p.A. - Viale Sarca 336 – 20126 Milan (Italy) <i>Design, manufacture and installation of motion and control systems (Power Electronic Converters – Electric Motor and Generators)</i></p> <p>Responsible for Division P&L – 150 Mio € – 600 employees <i>The Division consolidates two business areas, Motors and Generators area and Power Electronics area (L.V. and M.V.).</i> <i>To Division Manager reported the executive management of the two business areas - which operated on three production plants - the Sales Department and the R&D Department.</i> <i>To Division Manager reported also, for the relevant competence area, the activities of foreign subsidiaries in France, Germany and the United States.</i> <i>The Division was active in the following areas: Oil&Gas, Marine, General Industry, Power and Renewable Energy (including Energy Storage).</i></p> <p><i>Member of the Steering Committees defining the company strategic lines for market and products development.</i></p> <p><i>Projects to be noted:</i></p> <ul style="list-style-type: none"> ▪ <i>In May 2013, the Division incorporated the company Answer Drives S.r.l., so including the low voltage business within its competence perimeter.</i>
<p>2007 - 2012</p>	<p>Power Electronics Business Unit Director</p> <p>Ansaldo Sistemi Industriali S.p.A. - Viale Sarca 336 – 20126 Milan (Italy) <i>Design, manufacture and installation of motion and control systems (Power Electronic Converters – Electric Motor and Generators)</i></p> <p>Responsible for Business Unit P&L – 50 Mio € – 133 employees <i>To BU Director reported the Project Management, Engineering, Production and Research & Development Departments.</i></p> <p><i>Delegate with responsibility for Health and Safety at workplace (Legislative Decree 81/08) – Milan plant.</i></p> <p><i>Member of the Steering Committees defining the company strategic lines for market and products development.</i></p> <p><i>Projects to be noted:</i></p> <ul style="list-style-type: none"> ▪ <i>Realization of some new product lines, new models of MV inverters and LV inverters for photovoltaics.</i> ▪ <i>Implementation of new applications such as Shaft Alternators on board ship, Energy Storage.</i> ▪ <i>Definition of a production relocation model and creation of the first group Satellite Factory using the structures of the subsidiary Loire Automation in St. Etienne – France.</i>

<p>2005 – 2007</p>	<p>R&D, Application Engineering, Proposal and Production Director - Area of MV converters</p> <p>Ansaldo Sistemi Industriali S.p.A. - Viale Sarca 336 – 20126 Milan (Italy) <i>Design, manufacture and installation of motion and control systems (Power Electronic Converters – Electric Motor and Generators)</i></p> <p><i>Projects to be noted:</i></p> <p><i>“TVA (Time Value Analysis)” Project:</i></p> <ul style="list-style-type: none"> ▪ <i>Evaluating the inner behaviors and the supplier’s performances in the Supply-Chain process.</i> ▪ <i>Individuating and implementing an approach aimed at the improvement of the Supply Chain performances.</i> <p><i>“Project Structure Revision” Project:</i></p> <ul style="list-style-type: none"> ▪ <i>Assessment of the Factory’s performance as a “supplier”.</i> ▪ <i>Critical issues identification in the contract development process.</i> ▪ <i>Definition of corrective actions and productivity increase, waste and costs reduction with improvement of overall performance.</i> <p><i>“Extension of production capacity of the Drives Plant” Project:</i></p> <ul style="list-style-type: none"> ▪ <i>Assessment of suitability, characteristics and technical-plant capacity of new sites.</i> ▪ <i>Individuating a decentralization approach.</i>
<p>2000 - 2005</p>	<p>R&D and Application Engineering Department Director (from 2004, previously Manager)</p> <p>ASIRobicon S.p.A. - Viale Sarca 336 – 20126 Milan (Italy) <i>Design, manufacture and installation of motion and control systems (Power Electronic Converters – Electric Motor and Generators)</i></p> <p><i>Main tasks:</i></p> <ul style="list-style-type: none"> ▪ <i>Product design and standardization.</i> ▪ <i>Technological innovation.</i> ▪ <i>Functional analysis.</i> ▪ <i>Documentation issue.</i> ▪ <i>Co-operation with sales office in order to provide technical support and economic evaluations for non-standard offers.</i>
<p>1995 - 2000</p>	<p>HW - SW Engineer for Drives</p> <p>Ansaldo Industria S.p.A. (Gruppo Finmeccanica) - Viale Sarca 336 – 20126 Milan (Italy) <i>Design, manufacture and installation of motion and control systems (Power Electronic Converters – Electric Motor and Generators)</i></p> <p><i>Projects to be noted:</i></p> <ul style="list-style-type: none"> ▪ <i>Commissioning of the first NPC inverters in Active Front End configuration.</i> ▪ <i>Problem solving actions in Capegate Iron&Steel (South Africa) and Xinjang Bayi Iron&Steel (China) rolling mills.</i> ▪ <i>Studying, planning and implementation of special functions for increasing the performance of rolling lines (Speed drop compensation functions for twice finishing blocks).</i>
<p>1994-1995</p>	<p>Residual current circuit breakers Engineer</p> <p>ABB Elettrocondutture S.p.A. - Vittuone - MI (Italy) <i>Design, manufacture and installation of electrical and electronics components (from electric circuit breakers to the control panel for automation process)</i></p>

UNIVERSITY FIELD

1998 - 2003	Contract Professor at Politecnico of Milan (from 1998 to 2003) <i>Exercise sessions of the "Industrial Power Electronics and Electric Drives" degree course.</i>
2018 - today	Member of the Steering Committee at University of Trieste, <i>Master Degree in Electrical Engineering</i> <i>The main task of the Steering Committee is to facilitate and promote relations between Universities and the business environment, approaching University training courses closer to the needs of the labor market.</i>

EDUCATION AND TRAINING

July 1st, 1997	Ph.D. in Electrical Engineering <i>Politecnico of Milan, Electrical Engineering Department</i> <i>Thesis title: Systems design through fuzzy logic method: methodological and applied formalization in the field of electrical drives</i> <i>Supervisor: Prof. E. Chiesa. Coordinator: Prof. A. Silvestri</i>
April, 1993	Engineer <i>Università degli Studi of Genoa</i> <i>Qualification to practice as an Engineer</i>
April 7th, 1993	Doctor's Degree in Electronic Engineering <i>Università degli Studi of Genoa</i> <i>Thesis title: Developing a real-time software and its integration on multiprocessor architecture for robotic applications.</i> <i>Supervisors: Prof. G. Parodi (D.I.B.E.), Prof. G. Sciotto (D.I.E.)</i>

PUBLICATIONS

	About 20 scientific publications during my studies at the University and during my working experience in the field of R&D. <i>List available on request.</i>
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OTHER LANGUAGES

- English

OTHER POSITIONS HELD:

2019 - 2021	Member of the Executive Board of CEI - Comitato Elettrotecnico Italiano
2018 - 2020	Member of Board of Directors and Deputy Chairman of SIQURIA S.p.A. <i>SIQURIA - Italian Society for Food Quality and Traceability - Vicolo A. Mattielli 11, 37038 Soave (VR) (a company participated by CSI S.p.A.)</i>
2008- 2013	Member of the Board of Directors of Answer Drives S.r.l. <i>Company of Ansaldo Sistemi Industriali Group</i>

2022	Member of the Digitalization Task Force of B20 Indonesia
2021	Member of the Action Council on Sustainability & Global Emergencies of B20 Italy
	<i>The Business 20 (B20) is the official G20 dialogue forum with the global business community, composed of an average of over 1,000 delegates from the G20 countries, including top executives from the leading multinational corporations. Its purpose is to support the governments of the G20 in addressing the main global challenges by promoting public-private dialogue and collaboration between the business world, governments, organizations and international institutions.</i>

2016 – 2020 from 2021	Member of the General Council of Confindustria-Assolombarda <i>The General Council is a collegial body with "political" organizational functions, which elaborates medium and long-term strategic actions.</i>
from 2021	Member of the Governing Council of Confindustria-Assolombarda <i>The Governing Council is a body that establishes the short-term action of the Association and proposes plans for its activity in the medium to long term.</i>
2013 - 2014	Vice President of Metalworkers Group Board of Assolombarda
2012 - 2018	Member of the Executive Board of ANIMP - Components Section (National Association of Industrial Plant Engineering)
2014 - 2015	Member of the Executive Board of ANIPLA (Italian National Association for Automation)

MISCELLANEOUS

Awarded on December 3rd, 2020	CEO Italian Awards 2020 <i>for the world of "Innovation"</i> <i>Award organizer: Business International and Forbes Italia.</i> <i>Event intended to award the best CEOs and businessmen at the head of companies in Italy that, during 2020, have distinguished for resilience, innovation and sustainability, proving that they have been able to face the challenges and difficulties which have arisen because of the Covid-19 pandemic.</i>
Awarded on March 19th, 2019	Merit and Talent Award 2019 <i>for category "Diversity / Best Practice"</i> <i>Award organizer: Federmanager – ALDAI</i>
Title awarded on October 12th, 2018	"Ambassador of Genoa in the World" <i>Title awarded by the Mayor of Genoa, Marco Bucci, on the solemn Colombian event held at Sala del Maggior Consiglio, Palazzo Ducale, Genoa.</i>

AUTHORIZATION TO PROCESS PERSONAL DATA

Pursuant to art. 13 of Italian Legislative Decree No. 196/2003 and art. 13 of EU Regulation No. 2016/679 (General Data Protection Regulation – GDPR), I hereby consent to the processing of the data I provided in this CV.

March 22nd, 2023

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.