# OFFICIAL RULES

## 1. Introduction

At Pelliconi, innovation is not an abstract concept: it is something tangible that takes shape every day in our plants, laboratories, and offices around the world.

With the Made in Pelliconi award, we want to identify, highlight, and celebrate practical initiatives, pilot projects, and solutions that have already been tested or implemented in the field thanks to the dedication of our people.

Have you developed a pilot project? Have you successfully tested a new method in your department? Did you have the courage to test a solution in the field, even if it did not work out as planned? Your project is "Made in Pelliconi": submit your application now!

## 2. Who can participate (eligibility)

**Who it is for:** the call is open to everyone in the Pelliconi Group, regardless of plant, country, job function, or hierarchical level (production line, offices, laboratories, HQ).

**How to apply:**

- **As a team:** recommended for cross-functional or department projects (indicating a project leader and the team members).
- **Individually:** if the initiative was led and carried out by a single person.

**Application language:** since Pelliconi is a global and multilingual company, you can submit your application in the language you prefer. Texts will be translated automatically for the Jury to ensure equal opportunities for all participants!

**The role of the Ambassador (innovation talent scout)**

In addition to applying directly, you can actively participate in the program as a project Ambassador. Ambassadors act as key contact points and promoters of innovation within their department or plant. Ambassadors are responsible for:

- Identifying and highlighting valuable projects and experiments that might otherwise go unnoticed.
- Encouraging and assisting colleagues in preparing their applications, supporting them in collecting relevant materials (e.g., photos, videos, or impact data).
- Promoting a culture of intrapreneurship in their workplace.

## 3. Eligible projects and categories

You can only submit projects and initiatives that are already completed or currently being implemented or tested (not theoretical ideas). You can choose one of the following three categories:

**1. SMART OPERATIONS & TECH**

*Have you digitalized your daily work or made it more efficient?*

This category is for practical projects that have digitalized or improved the efficiency of our operations. If you took action to optimize daily work, this is your place. What can you submit in this category?

- **Digitalization and AI:** digital solutions, automations or tools introduced to simplify or speed up a procedure.
- **Process optimization:** tangible improvements on the line or in departments (e.g. layout changes, setup time reduction) that reduced waste, downtime, energy consumption, etc.
- **Quality and safety:** new lab tests, traceability procedures, or practical measures to make workplaces safer, more comfortable and sustainable.

**2. PEOPLE, SYNERGY & COURAGE**

*Have you changed how you collaborate, shared skills, or tested a bold idea?*

Innovation is not just about technology, it is about people too. This category rewards implemented practices and working methods that removed barriers between departments, crossed geographical borders, or represented bold experiments. What can you submit in this category?

- **Better way of working and synergies:** new team routines, simplified administrative processes, or new collaborations between departments (e.g. Quality + Sales) or plants in different countries.
- **Knowledge sharing:** new methods adopted to train colleagues or spread key skills across the team.
- **Bold experiments ("Dare to try"):** courageous pilot projects launched in real life. Practical initiatives that did not reach the expected result also qualify, as long as they provided important insights for other projects or key learnings to help the company avoid future mistakes.

**3. CUSTOMER CENTERED INNOVATION**

*Have you done anything that creates new value for our customers?*

The end customer is always at the heart of our work at Pelliconi. This category brings together projects, prototypes and services already developed and tested that create tangible value for the market and for consumers. What initiatives can you submit in this category?

- **Prototypes and product/packaging innovation:** new product concepts, materials or closures for which a prototype or industrial trial has already been made.
- **Customer service improvement:** new services, support portals or customer support processes you've already implemented or tested.
- **Market and consumer insights:** pilot projects launched to respond to a specific market trend or to engage customers in a new way.

**Unsure about the category?** If you do not know which category fits your project, select *"I don't know which category to choose"*. Our Evaluation Committee will review the content of your project and, if needed, move it to the most suitable category before the final evaluation, ensuring you get the best chance of success.

## 4. Eligibility requirements and conditions

- **Practicality / Concreteness:** theoretical presentations are not required; instead, proof is needed that the initiative has been launched, tested, or implemented in practice.

- **Timeframe:** only initiatives whose testing/implementation started after 1 January 2025 are eligible.

## 5. Evaluation criteria and voting process

Projects will be evaluated through two complementary channels: the Technical Evaluation Committee (merit evaluation) and the Pelliconi Community (popular vote).

### A. Technical Evaluation Committee (or Evaluation Committee)

The Evaluation Committee will evaluate each application by assigning a score from 1 to 5 for each of the following 5 equally weighted criteria (maximum score: 25 points per jury member):

1. **DEMONSTRABLE IMPACT:** concrete and measurable results (time saved, reduced waste, reduced costs, increased safety, team atmosphere, etc.).
2. **SCALABILITY AND REPLICABILITY:** how easily the solution or practice can be transferred to other departments, plants, or countries in the Pelliconi Group.
3. **CREATIVITY AND RESOURCEFULNESS:** creativity, practical intelligence, and the ability to reuse existing resources on a limited budget.
4. **TEAMWORK AND SYNERGY (Cross-Silos):** level of collaboration, involvement of multiple roles/functions, and overcoming language or cultural barriers.
5. **MATURITY AND COURAGE:** for active projects, the level of stability; for unsuccessful tests or discontinued projects, the value of the learnings and lessons gained by the company.

### B. Community Vote

All members of the Pelliconi Group will be able to explore the submitted projects and vote for their favorite on the dedicated platform. The platform will automatically translate the applications into different languages to ensure full access for every employee. Using the dedicated platform, every employee can choose up to 3 favorite projects.

*Note*: Given the multilingual nature of the program, both juries are asked to focus their evaluation exclusively on the value and content of the project, not on graphic design or language skills.

The assessments expressed by the Technical Evaluation Committee and the results of the Community Vote are final and binding. Pelliconi reserves the right to verify the compliance of applications with the requirements set forth in these Regulations and to exclude, at any stage of the program, incomplete or non-compliant applications, or those incompatible with the values and interests of the Group.

## 6. Project timeline

- **Call for proposals and application phase (October 19 - December 14, 2026):** Submissions open. Teams submit projects by filling out the online form and attaching any "before and after" photos or videos.
- **Community Voting (January 12 - March 1, 2027):** publication of a digital showcase open to all Pelliconi Group employees to view all submitted projects. Everyone at Pelliconi is invited to vote to assign the Pelliconi People's Choice Award.
- **Evaluation Committee assessment:** the Technical Evaluation Committee reviews all applications and selects the winning projects for each category.
- **Pitch coaching and preparation for winning projects (March 2027):** selected teams will receive guidance to prepare their presentation (e.g., defining the outline, story structure, time management, and support with language barriers) to get ready for the final pitch presentation to Pelliconi's Management.
- **Pitch day and award ceremony (April 2027):** winning teams present their results to Management and the Pelliconi Board during the final event.

Pelliconi reserves the right to modify the schedule, procedures, or any other organizational aspect of the Program should it become necessary for organizational, technical, or *force majeure* reasons, providing adequate notice to the participants.

## 7. Awards

The "Made in Pelliconi" program will assign a total of 6 official awards:

### A. Public award / Community Vote (1 award)

- **Pelliconi People's Choice Award:** awarded to the project that receives the most votes from Pelliconi employees across all of the Group's plants and offices.

### B. Technical Evaluation Committee Awards (4 awards)

- **Winner Award: Smart Operations & Tech** – awarded to the project in the Smart Operations & Tech category that received the highest number of points.
- **Winner Award: People, Synergy & Courage** – awarded to the project in the People, Synergy & Courage category that received the highest number of points.
- **Winner Award: Customer Centered Innovation** – awarded to the project in the Customer Centered Innovation category that received the highest number of points.
- **Special Mention of the Technical Evaluation Committee** – awarded at the Technical Evaluation Committee's discretion to a project considered particularly deserving or significant. The Technical Evaluation Committee will provide an official explanation detailing the reasons for this Special Mention.

### C. Best Network Activator Ambassador (1 Award)

- **Recognition for the Ambassador with the most significant contribution:** Awarded to the Ambassador who stands out globally for their commitment and impact in bringing forward and submitting the highest number of projects.

## 8. Rewards and project recognition

The Made in Pelliconi program aims to give practical recognition to the capacity to innovate in the field.

**For the main categories winners and the Community Vote winner:**

- **Official and financial/material reward:** a dedicated award that will be detailed and presented during the final event.
- **Pitch coaching:** support from experts to prepare the presentation for Company Management and the Board.
- **Global visibility:** presentation of the project at the final event and coverage across Group communication channels.

**For all participants:**

- Visibility and promotion of submitted projects through company communication channels, along with a certificate of participation.

**For the Ambassador with the highest level of engagement:**

- Special recognition and honorable mention for their key role in bringing widespread innovation to light.

## 9. How to apply and useful information

The purpose of the application form is to let you describe the strengths of your project in a simple and direct way. There is no need for a long or formal text: what matters is explaining clearly what the initial challenge was, what practical solution was implemented, and what concrete value was brought to people and the company. To submit your initiative for the Made in Pelliconi award, please fill out the online form available on the Airtable platform.

Pelliconi reserves the right to reject or exclude applications containing unlawful, offensive, discriminatory, defamatory material, or material that is contrary to applicable law or infringes upon third-party rights.

Before starting, please read these simple guidelines:

- **Data protection and confidential information:** when describing your project, focus on how it works overall and the benefits achieved. Avoid including industrial formulas, secret technical details, or data protected by confidentiality agreements with external parties.
- **Language choice:** you can fill out the form in the language you speak or feel most comfortable with. The platform will automatically translate the

text so that colleagues worldwide and the Evaluation Committee can understand and evaluate your project.

- **Single-session completion:** the online form does not allow you to save a draft to finish later. Therefore, we recommend gathering and preparing all information, data, and text in a separate document or notes before opening the form to submit your application.
- **Support and help:** you are not alone when writing your application! If you have questions about how to explain your project or what data to include, you can ask your plant/area Ambassador for help or send an email (exclusively in Italian or English) to *madeinpelliconi@almacube.com*

## 10. Use of image, name, and program content

*By participating in the program, candidates authorize Pelliconi Italia S.p.A. and the companies of the Pelliconi Group to use and disseminate, free of charge, their full name, job title, company name, as well as images, photographs, audio-video recordings, interviews, testimonials, and excerpts of the submitted project, exclusively for the purposes of communication, dissemination, and promotion of the program and innovation initiatives promoted by the Group.*

*The aforementioned content may be used and disseminated through internal and external communication channels, including, but not limited to, corporate websites and intranet, newsletters, events, corporate presentations, reports, press releases, and official Group social media channels.*

*Pelliconi undertakes to use such content with respect for the dignity, image, and reputation of the participants.*

*Participation in the program and acceptance of these Regulations constitute express authorization pursuant to this article, without conferring any right to compensation, royalties, or other consideration to participants.*

## 11. Use of submitted projects and ideas

*Projects, proposals, ideas, solutions, contributions, and materials submitted as part of the program are transmitted by participants exclusively for the purpose of participating in the initiative and for its relevant evaluation.*

*By submitting an application, each participant acknowledges and agrees that Pelliconi and the companies of the Group may examine, analyze, discuss, develop, modify, elaborate upon, implement, and use, directly or through third parties, the content of the applications within the framework of their business, industrial, commercial, organizational, and research and development activities.*

*Participation in the program does not grant candidates any property rights, exclusivity, license, compensation, royalty, additional award, or other financial consideration arising from the use, implementation, or development of the ideas, proposals, or projects submitted, without prejudice to any recognitions, awards, or mentions provided under these Regulations.*

*Participants declare that, to the best of their knowledge, they are legitimately authorized to share the content submitted as part of the program and undertake not to include materials or information whose use could infringe upon intellectual property rights, confidentiality obligations, or other third-party rights.*

*It is understood that participation in the Program does not place Pelliconi under any obligation to implement, develop, or exploit the ideas submitted.*

*Participants acknowledge that ideas, concepts, methodologies, processes, operational improvements, or solutions similar to those submitted may already be under evaluation, development, or use within the Pelliconi Group or may be independently developed in the future. Participation in the program therefore grants candidates no right or claim against Pelliconi in connection with the adoption of solutions identical or similar to those included in their application.*