



# Sustainability Report 2024





# Contents

LETTER TO STAKEHOLDERS.....	1
INTRODUCTION.....	2
COMMITMENT OF PROMETEON TO SUSTAINABILITY.....	2
PROMETEON AT A GLANCE.....	3
UNITED NATIONS GLOBAL COMPACT.....	4
UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS.....	6
PROMETEON TYRE GROUP SUSTAINABILITY PLAN AND THE SDGs.....	7
GLOBAL REPORTING INITIATIVE.....	10
MANAGEMENT MODEL.....	10
GOVERNANCE AND BUSINESS ETHICS.....	11
SUSTAINABILITY STRATEGY AND CONTRIBUTION TO VALUE CREATION.....	12
THE ORGANIZATION AND ITS REPORTING PRACTICES.....	12
GOVERNANCE SYSTEM.....	15
MEMBERSHIP IN ASSOCIATIONS.....	18
FOCUS: EUROPEAN TYRE AND RUBBER MANUFACTURERS ASSOCIATION.....	22
SUSTAINABILITY COMMITTEE.....	26
HEADQUARTER SUSTAINABILITY COMMITTEE.....	27
BRAZIL SUSTAINABILITY COMMITTEE.....	29
TURKEY SUSTAINABILITY COMMITTEE.....	38
EGYPT SUSTAINABILITY COMMITTEE.....	45
ANALYSIS OF MATERIALITY.....	51
RISK FACTORS AND UNCERTAINTY.....	54
EXTERNAL RISKS.....	56
STRATEGIC RISKS.....	59
OPERATIONAL RISKS.....	60
RISKS RELATED TO INFORMATION SYSTEMS AND NETWORK INFRASTRUCTURE ...	61
BUSINESS INTERRUPTION RISKS.....	62
SOCIO-ENVIRONMENTAL RESPONSIBILITY RISKS.....	62
CORPORATE SUSTAINABILITY REPORTING DIRECTIVE ROADMAP.....	64
MEETING REGULATORY OBLIGATIONS.....	64
DOUBLE MATERIALITY PRINCIPLE.....	65

DOUBLE MATERIALITY FOR PROMETEON TYRE GROUP .....	66
DOUBLE MATERIALITY: FINANCIAL MATERIALITY .....	70
DOUBLE MATERIALITY 2024: RESULTS FOR PROMETEON .....	73
OUR POLICIES AND OPERATING PROCEDURES .....	80
PROMETEON TYRE GROUP'S APPROACH TO TAXATION .....	95
REPORTING PROCEDURE – WHISTLEBLOWING POLICY .....	97
COMMUNICATION AT THE SERVICE OF THE END-USERS .....	100
PROMETEON TYRE GROUP ON SOCIAL MEDIA.....	110
PROMETEON TYRE GROUP'S SOCIAL MEDIA STRATEGY IN 2024 .....	110
SOCIAL DIMENSION .....	119
OUR PEOPLE .....	120
EMPLOYEES AROUND THE WORLD .....	120
DIVERSITY MANAGEMENT .....	129
NEW IDENTITY AND MINDSET .....	131
PROMETEON'S NEW HQ BUILDING.....	134
LOCAL ACTIVITIES .....	141
EMPLOYER BRANDING AND TALENT ACQUISITION.....	145
ITALY - HEADQUARTER INITIATIVES.....	145
BRAZIL INITIATIVES.....	148
TURKEY INITIATIVES.....	151
EGYPT INITIATIVES.....	153
TALENT DEVELOPMENT AT GLOBAL AND LOCAL LEVEL .....	158
OFF-SITE 2024 & TEAMBUILDING.....	176
LOCAL LEARNING & EDUCATION.....	183
LOCAL LEARNING & DEVELOPMENT INITIATIVES.....	184
LOCAL TRAINING KPIs.....	196
GLOBAL LEARNING KPIs.....	198
INTERNAL COMMUNICATION AND COMMUNITY .....	203
BRAZIL .....	204
TURKEY .....	206
EGYPT.....	208
ITALY - HEADQUARTERS .....	210
THE WELLBEING OF OUR EMPLOYEES.....	215



REWARDS.....	215
WELFARE .....	218
SUPPLEMENTARY PENSION PLANS, SUPPLEMENTARY HEALTH PLANS AND OTHER SOCIAL BENEFITS .....	223
INTERNATIONAL MOBILITY .....	224
OCCUPATIONAL HEALTH, SAFETY AND HYGIENE.....	225
MANAGEMENT MODEL AND SYSTEM .....	225
SAFETY CULTURE .....	226
SAFETY TRAINING.....	229
HEALTH, SAFETY AND ENVIRONMENT ACTIVITIES .....	229
PERFORMANCES .....	230
FATALITIES .....	233
HEALTH AND SAFETY INVESTMENTS.....	233
HEALTH AND SAFETY TARGETS.....	233
INDUSTRIAL REALATIONS .....	234
LABOR AND SOCIAL SECURITY LAWSUITS.....	235
UNIONIZATION LEVELS AND INDUSTRIAL ACTIONS .....	235
INITIATIVES FOR EXTERNAL COMMUNITIES .....	237
BRAZIL .....	238
TURKEY .....	239
EGYPT .....	240
SOS CHILDREN'S VILLAGES AROUND THE WORLD AND PROMETEAON .....	242
ENVIRONMENTAL DIMENSION.....	247
PROMETEAON TYRE GROUP ENVIRONMENTAL STRATEGY .....	247
ENVIRONMENTAL MANAGEMENT SYSTEM .....	247
SCOPE OF REPORTING .....	248
ENVIRONMENTAL PERFORMANCES .....	249
ENERGY .....	250
ENERGY TRANSITION PLAN .....	256
GHG AND CLIMATE TRANSITION PLAN.....	259
SOx and NOx EMISSIONS .....	265
WATER .....	266
WASTE.....	270

WASTE DATA HIGHLIGHTS.....	272
SOLVENTS .....	276
MATERIALS.....	278
FOCUS: NEW MATERIALS.....	282
FOCUS: ISCC+ .....	284
BIODIVERSITY .....	285
END-OF-LIFE TYRES .....	287
ECONOMIC DIMENSION.....	295
THE DISTRIBUTION OF VALUE FOR OUR STAKEHOLDERS .....	296
SHARING OF ADDED VALUE.....	296
OUR SUPPLIERS .....	299
QUALITY CERTIFICATES.....	309
ESG KPIs .....	311
PROMETEON ON THE FIELD: PRODUCTS, CUSTOMERS, SERVICES AND BEYOND.....	312
PRODUCT SAFETY, PERFORMANCE AND ECO-SUSTAINABILITY.....	312
ROAD SAFETY .....	325
HIGH VALUE APPROACH TO FUTURE MOBILITY .....	326
OUR CUSTOMERS.....	327
INFORMATION TO CUSTOMERS.....	330
THE IMPORTANCE OF NETWORKING.....	340
ACTIVITIES OFFERED BY THE NETWORK .....	342
COMPLIANCE WITHIN CUSTOMER RELATIONSHIPS.....	347
STAKEHOLDER DIALOGUE.....	347
PROJECT OF THE MUNICIPALITY OF MILAN TO BUILD AN EXEMPLARY SMART MOBILITY DISTRICT IN TERMS OF SUSTAINABILITY AND INNOVATION .....	348
ESG RATING ASSESSMENT .....	353
NEW SYNERGIES BETWEEN LOGISTICS AND SUSTAINABILITY .....	354
METHODOLOGICAL NOTE .....	356
THE PRINCIPLES FOR DEFINING THE CONTENT AND QUALITY OF THE REPORT .....	356
SCOPE.....	357
DATA COLLECTION AND REPORT VALIDATION PROCESS.....	358
MATERIAL TOPICS DEFINITION.....	359
CALCULATION METHODOLOGY .....	359

RESTATEMENTS OF INFORMATION .....	363
EXTERNAL ASSURANCE .....	364
ANNEXES.....	365
COUNTRY BY COUNTRY REPORTING .....	365
10 PRINCIPLES OF UNITED NATIONS GLOBAL COMPACT CONTENT INDEX .....	368
GRI CONTENT INDEX.....	370



# LETTER TO STAKEHOLDERS



Dear Stakeholders,

"Prometeon Tyre Group is a member of the United Nations Global Compact and a founding member of the Global Compact Network Foundation in Italy, the United Nations program aimed at promoting long-term values of sustainability. This is achieved through the sharing of principles that foster responsible actions, policies, business practices, social and civil behaviors, while also considering the well-being of future generations. This commitment further strengthens our sensitivity and dedication to sustainability. The Sustainability Report presented today has been prepared in accordance with these principles.

Furthermore, the Group considers Sustainability to be a fundamental and cross-cutting pillar across the entire company. This commitment is reflected in specific initiatives outlined in the Group's Social Responsibility Policies for Health, Labor Rights and the Environment, which are inspired by various international regulations, including the SA8000 International Standard. These initiatives are integrated into our strategic model for sustainable growth, structured around four key dimensions: Governance & Business Ethics, Social, Environmental, and Economic management. Over the past few years, our Sustainable Model has been reinforced to enhance resilience and competitiveness, embedding sustainability at the core of our vision. Sustainability is a broad and dynamic concept that requires ongoing dialogue with all stakeholders, including employees, customers, suppliers and institutions, to effectively integrate their expectations into corporate strategies. This approach aims to strengthen our competitive position in the tire industry, enabling us to grow into a larger, more global Company. In parallel with this growth, continuous investment in know-how, technology and new products remains a key driver for value creation.

Additionally, we emphasize the continuous work carried out by the HQ and Regional Sustainability Committees, which have defined specific environmental reduction targets (energy, emissions, water, waste and solvents) to be achieved by 2030, supported by dedicated action and monitoring plans. Our commitment to Carbon Neutrality by 2050 is also reinforced through strategic initiatives undertaken in collaboration with our Shareholders.

By adhering to the Global Reporting Initiative (GRI) reporting standards and implementing projects aimed at enhancing our Sustainability performance, the 2024 ESG Rating confirms our strong market positioning, highlighting a low-risk profile and a high level of management excellence compared to industry competitors. Finally, the annual Sustainability Report is certified by an independent auditing firm (Ernst & Young)."

Nicolas Marchi (Head of Internal Audit, Sustainability & Compliance)

# INTRODUCTION

## COMMITMENT OF PROMETEEON TO SUSTAINABILITY

At the core of Prometeon Tyre Group's business lies a strong commitment to sustainability, which is embedded in every aspect of its operations. The Company embraces a Sustainable Management Model, utilizing governance tools to create long-term value, foster meaningful relationships with stakeholders and drive the development of financial, productive, intellectual, human, natural, social and relational capitals.

Sustainability is not just a strategic priority for Prometeon Tyre Group; it is a fundamental pillar that guides the Company's decisions, actions and ambitions, ensuring that growth and innovation are in harmony with the responsible management of resources and the well-being of people and planet.

The Sustainability Report highlights Prometeon Tyre Group's continuous efforts to address a wide range of challenges, including political, social, environmental and economical ones.

Environmental issues remained a central topic of global discussions in 2024, as industries faced growing pressure to minimize their carbon footprints and implement more sustainable practices. Extreme weather events, linked to climate change, have also disrupted production cycles, especially in regions likely to natural disasters, such as in Asia<sup>1</sup>.

Economically, 2024 has been a year marked by inflation pressure, fluctuating commodity prices and supply chain disruptions. The rising costs of raw materials, including rubber and petroleum-based products, have impacted profit margins across the tire industry.

In conclusion, 2024 has been a year of significant challenges, but also a year that has underscored the resilience and adaptability of our industry. We have navigated political, social, environmental and economic uncertainties and we have worked tirelessly to ensure that our business continues to thrive in an ever-changing landscape. By remaining committed to sustainability, innovation and strong ethical standards, Prometeon Tyre Group is optimistic that the above mentioned difficulties can be transformed into opportunities for growth and success in the future.

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<sup>1</sup> Tire Industry Project, 2024, "Sustainability Driven: Key performance indicators for the tire sector 2019-2023", page 7

## PROMETEEON AT A GLANCE

Prometeon Tyre Group (hereinafter "Prometeon", "the Company", "the Group") is a tire manufacturer focused on the industrial sector, including goods and passenger transportation, agriculture and off-road applications. As one of the leading players in the market, it is the only tire manufacturer worldwide entirely dedicated to these segments.

Prometeon was founded in 2016 as a spin-off from Pirelli Tyre, which holds no shares in the company. Over the years, the Group has consolidated its autonomy, managing the entire process from product development and production to sales. Today, it operates under the ownership of the China National Tire & Rubber Corporation (CNRC), a subsidiary of the Sinochem Group, which holds a 90% stake, while the remaining 10% is owned by the Chinese tire manufacturer Aeolus.

Prometeon is a global company headquartered in Milan (Italy) with four production plants across Egypt, Turkey and Brazil. Supported by a widespread sales network, it operates in 160 countries worldwide.

With a diverse and multicultural workforce representing nearly 40 nationalities, the Group employs approximately 8,000 people. Its strong industrial identity is reflected in the fact that 82% of its workforce consists of blue-collar workers. It is also a dynamic and youthful organization, with millennials making up 55% of its employees.

## UNITED NATIONS GLOBAL COMPACT

### WE SUPPORT



"I propose that you, the business leaders...  
and we, the United Nations,  
initiate a global compact of shared values and principles"<sup>2</sup>

Kofi Annan

Secretary General (1997 – 2006)

Prometeon Tyre Group clearly understands the importance of partnerships between businesses and global organizations like the United Nations in order to address complex challenges such as poverty, inequality and climate change.

As a significant player in the global economy, the Company is committed to contribute to sustainability efforts and strengthening social resilience. Prometeon Tyre Group has decided to reaffirm its commitment to the United Nations Global Compact Network Italy as a Founder Member, actively supporting the Foundation's initiatives both financially and through participation in various events and initiatives such as the "*Climate Ambition Accelerator 2024*".

The present report showcases Prometeon Tyre Group's integrated sustainability model which follows the Ten Principles of the UNGC. The Company is committed not only to upholding ethical standards but also to embedding them into its operational practices. This commitment is reflected in Prometeon's dedication to transparency, accountability and respect for the Ten Principles of the UNGC:



*Principle 1:* businesses should support and respect the protection of internationally proclaimed human rights

*Principle 2:* it requires businesses to ensure that they are not complicit in human rights abuses.

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<sup>2</sup> Kofi Annan, 31<sup>st</sup> January 1999, World Economic Forum in Davos, "*Speech for the presentation of Global Compact to the United Nations*"





*Principle 3:* businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

*Principle 4:* the elimination of all forms of forced and compulsory labour

*Principle 5:* the effective abolition of child labour

*Principle 6:* the elimination of discrimination in respect of employment and occupation.



*Principle 7:* businesses should support a precautionary approach to environmental challenges

*Principle 8:* requires businesses to undertake initiatives to promote greater environmental responsibility

*Principle 9:* encourage the development and diffusion of environmentally friendly technologies.



*Principle 10:* Businesses should take part in fight against corruption in all its forms, including extortion and bribery.

The **10 Principles of UNGC** are rooted in internationally recognized declarations and conventions, such as:

- The Universal Declaration of Human Rights, 1948
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, 1998
- The Rio Declaration on Environment and Development, 1992
- The United Nations Convention against Corruption, 2003.

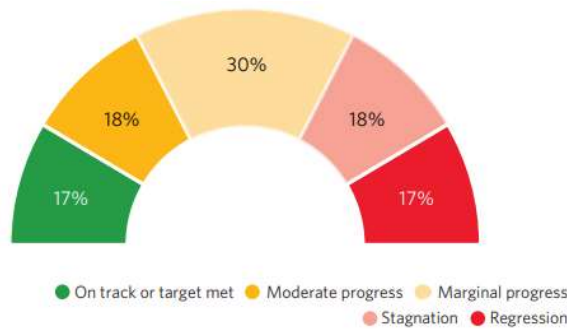
By embracing the Ten Principles of the UNGC in its strategies and fostering a strong culture of integrity, Prometeon Tyre Group shows an unwavering commitment to its responsibilities toward people and planet. This approach goes beyond basic compliance, making sustainability and ethical practices an essential part of the Company's operations.

By building its business approach on these universal principles, Prometeon Tyre Group establishes itself as a responsible leader, creating long-run value for stakeholders and paying the way for a sustainable and successful future for both the organization and the communities it serves.

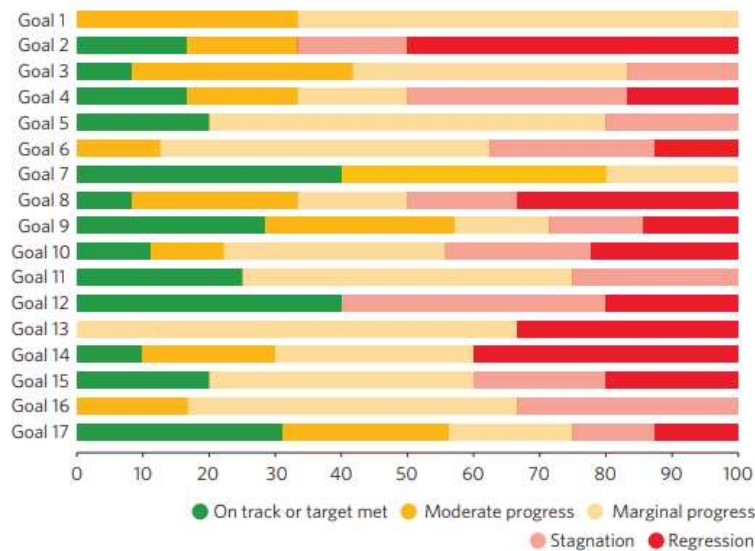


## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The world is alarmingly off track in achieving the 2030 Agenda proposed by The United Nations and this makes essential for every company to act quickly and do more to help reach the Sustainable Development Goals (hereinafter "SDGs"), in order to build a fair and sustainable future for everyone.



*Overall progress across targets based on 2015-2024 global aggregate data*



*Progress assessment for the 17 goals based on assessed targets, by Goal (in percentage)*

From the most recent data showed, only 17% of the SDG targets are on track for reaching the 2030 agenda. Nearly half (48%) are demonstrating minimal or moderate progress. It is relevant to notice that 18% of SDG targets have stalled and 17% of them have fallen below the 2015 baseline levels.<sup>3</sup>

## PROMETEAON TYRE GROUP SUSTAINABILITY PLAN AND THE SDGs

Given the global attention on the SDGs and the concerning distance from achieving these goals by 2030, Prometeon Tyre Group has renewed its strong commitment to this critical topic in 2024.

From Prometeon Tyre Group perspective, these targets serve as a blueprint for building a better and more sustainable future for all, addressing global challenges such as poverty, inequality, climate change and environmental issues.

As a company struggling to lead in SDGs performance, Prometeon concentrated heavily in 2024 on adapting its strategy, initiatives and practices to the overall goals. The Company worked diligently to address all key areas, utilizing every resource available to drive improvement.

Prometeon Tyre Group began its journey toward achieving the SDGs in 2021 by reviewing its targets and Sustainability Plan, introducing new initiatives such as ESG Rating assessments and Sustainability-Linked Loans.

The Sustainability Plan introduced by Prometeon Tyre Group in 2024 highlights a significant and unmistakable link to the following SDGs, as detailed below:



**Support for crisis-affected families** through donation campaigns and financial aid (e.g. 47 tons of essential goods donated for Rio Grande do Sul)



Projects promoting **food security**, (e.g. student daily meal programs in Egypt)

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<sup>3</sup> The United Nations, "The Sustainable Development Goals Report 2024", pages 2-4



Health initiatives such as **vaccination** campaigns, **hypertension prevention** and **mental health awareness** programs (in Brazil) and partnership with Andalusia Hospital for Health Day project (in Egypt)



**Apprenticeship programs** and **children's libraries inauguration** "Little Great Readers" at Homero Thon Municipal School, in Brazil. **Technical training partnerships** for hands-on workshops with Elsewedy Technical Academy, in Egypt



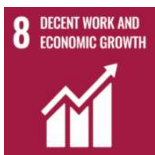
Awareness campaigns **against gender violence** (e.g. "Agosto Lilàs" in Brazil) and initiatives **celebrating and supporting women** in the workplace.



**Water recycling in high-stress areas** such as Alexandria (Egypt), Izmit (Turkey) and Gravataí (Brazil)



Transition to renewable energy, **with 100% renewable electricity supply for Brazilian plants** ( I-REC certificates)



**Ethical labor policies, workplace safety** initiatives and **professional development programs** like apprenticeships and rotational training and technical workshops (in Brazil and in Egypt)



**Investment in R&D** to develop new materials that improve **durability** of truck and agro tyres and virtual models that can **predict tyre performances**. Building of a **new R&D center in Egypt**. **Collaboration with the University of Campinas and chemical companies** to develop new materials, in Brazil.



Diversity&inclusion campaigns such as **Trans Visibility Month** and **LGBTI + Pride Month**.



Urban sustainability projects, green spaces enhancement in Egypt and participation in the **Smart Mobility District** project in Bicocca neighborhood (Milan)



**Waste recovery plans, recycling programs** in Brazil, "Don't Throw Away&Donate" campaign in Turkey and target for **solvent reduction**



**Roadmap toward net-zero emissions by 2040** to align operations with the global target of limiting warming to 1.5°C above pre-industrial levels. UNGC Network Italia **Climate Ambition Accelerator** participation



Water conservation strategies, pollution monitoring and water treatment initiatives like **water collection and treatment project in Brazil** (Gravataí)



**Biodiversity protection**, impact studies on each of Prometeon's plants ensuring that corporate activities do not interfere with local biodiversity.



Ethical business practices, **whistleblowing policy and responsible sourcing** (e.g. Conflict Minerals and Cobalt Sourcing Policy)



**Collaboration with global partners for end-of-life tire management** such as Innovando in Italy, RecicLANIP in Brazil, and LASDER in Turkey. **Cooperation with various associations** and organizations to promote sustainability, such as the partnership with **SOS Villages in Italy and Alexandria** to enhance children lives.

**Partnership with IECD** through the "Seeds of Hope Technical Internship Program", in Egypt, providing students with hands-on technical training

The data included in the current Report are gathered through the Company's information systems, such as HSE-DM (Health, Safety and Environment Data Management), SAP HR (SAP Human Resources), and SAP/HFM (SAP Financial Accounting), ensuring reliability and accuracy in the reporting process.

The Report is organized into four key dimensions that reflect the Ten Principles of the UNGC and are directly connected to the SDGs:

- **Governance and Business Ethics:** an introductory section outlining the Company's Sustainable Management Model, relevant policies and associated activities;
- **Social Dimension:** an area covering the description of welfare initiatives, industrial relations and activities aimed at both the internal and the external communities;
- **Environmental Dimension:** an overview of how environmental aspects and impacts are managed across the Company's plants and Headquarter;

- **Economic Dimension:** the section explores how the added value is distributed, providing insights into the Company's approach to managing relationships and performance with both customers and suppliers.

## GLOBAL REPORTING INITIATIVE

Prometeon Tyre Group continued to base its Sustainability strategy on the Global Reporting Initiative (hereinafter "GRI") standard throughout 2024. The GRI framework provides a structured method for identifying the organization's most significant environmental, social and economic impacts, considering the nature of its business and the effects of its activities and decisions on key stakeholders.

## MANAGEMENT MODEL

The responsible management model of Prometeon Tyre Group runs through the entire value chain. Every operating unit integrates economic, social and environmental responsibility in its own activity, while cooperating constantly with the other units, implementing the Group strategic guidelines.

The main management systems adopted include **ISO 9001, IATF 16949, ISO 14001 and ISO 45001 certifications**. Furthermore, the Company follows the principles of **Standard SA8000®** as a guiding framework for overseeing Social Responsibility within its Affiliates and throughout the supply chain.



## GOVERNANCE AND BUSINESS ETHICS

Strong corporate governance and ethical business practices are fundamental pillars of Prometeon Tyre Group's commitment to sustainability. The Company upholds the highest standards of integrity, transparency and accountability, ensuring that its operations comply with regulatory requirements and stakeholder expectations.

This section outlines Prometeon's governance framework, ethical principles and compliance measures, highlighting the policies and the initiatives that reinforce responsible corporate conduct. Through a structured and rigorous approach, the Group continuously strengthens its governance model to foster long-term value creation and sustainable growth.

# SUSTAINABILITY STRATEGY AND CONTRIBUTION TO VALUE CREATION

Prometeon Tyre Group is a global multi-brand manufacturer of tyres for trucks, buses, agricultural vehicles and OTR applications. The Company designs, develops and engineers products and services tailored to meet customer needs and expectations. It places sustainable value at the core of its operations, integrating these principles into its business strategy and practices.

## THE ORGANIZATION AND ITS REPORTING PRACTICES

Prometeon Tyre Group S.r.l. is a non-listed limited liability company operating in manufacturing and sales of tyres for industry, transport of goods and passengers, AGRO and OTR applications, with headquarters based in Milan (Italy) and a capital stock of € 100.000.000,00. Prometeon Tyre Group is part of Sinochem Holdings Corporation Ltd. Group.

## OUR WORLD | OUR PRESENCE

*Prometeon reaches **over 160** countries with our tyres and mobility solutions.*



*The global presence of Prometeon Tyre Group*

Prometeon Tyre Group's Corporate Sustainability Report is published annually, covering the reporting period from January 1, 2024 to December 31, 2024. This reporting period aligns with



the Company's annual financial statements (please refer to the "*Prometeon Tyre Group Financial Annual Report*" for further details).

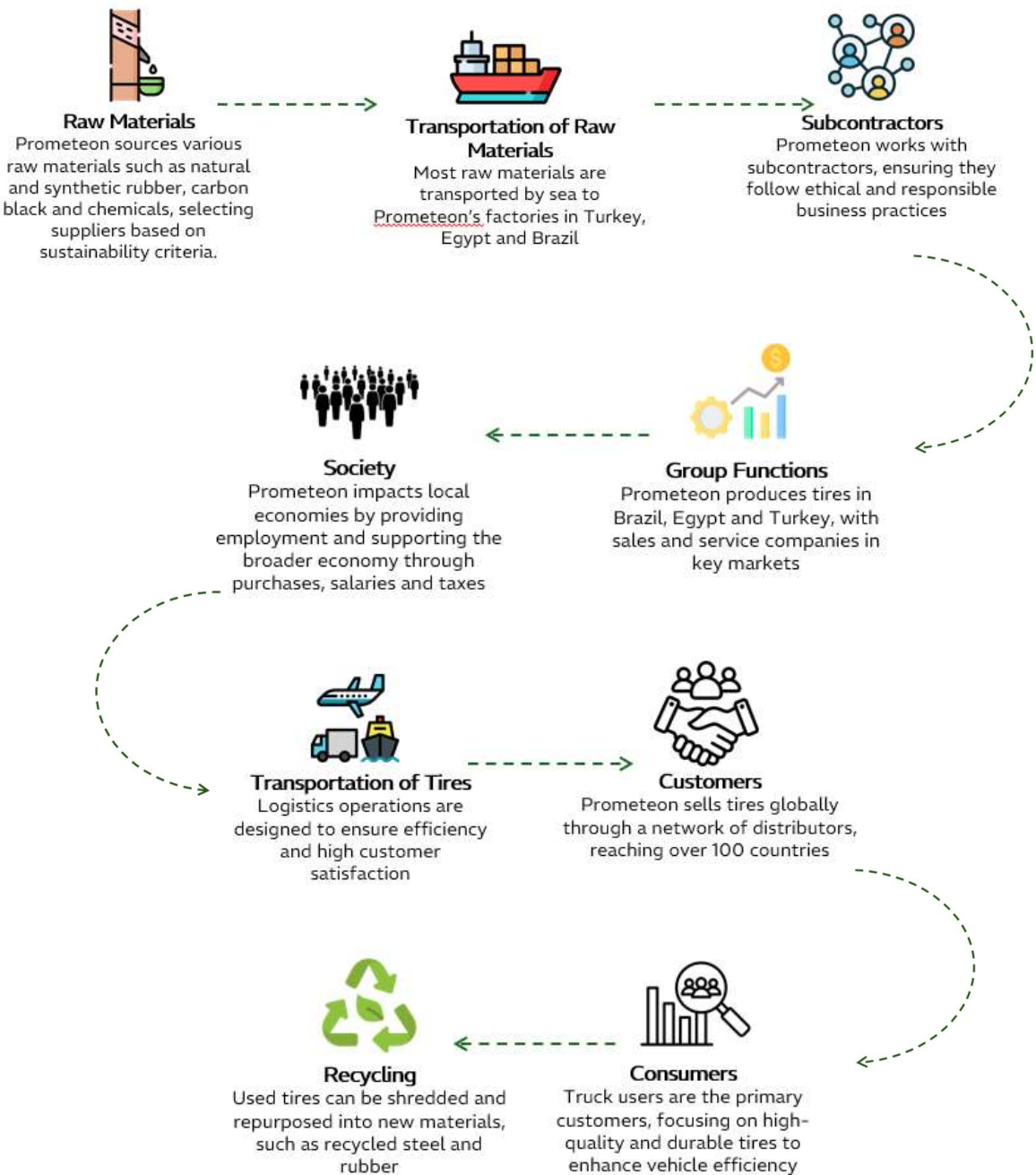
Nicolas Marchi, Head of Internal Audit, Sustainability & Compliance Department, serves as the primary contact for the Corporate Sustainability Report and could be reached at [nicolas.marchi@prometeon.com](mailto:nicolas.marchi@prometeon.com).

Prometeon Tyre Group sources raw materials from suppliers across various countries, with the majority coming from Latin America (29%) and Asia (35%).

All raw materials are transported to the Company's four manufacturing plants in Egypt (Alexandria), Brazil (Santo André and Gravataí) and Turkey (Izmit), where production follows Prometeon's commercial strategy to serve specific geographic markets. In Turkey, most of the production is directed to the European market, while the remaining portion serves the domestic market. In Egypt, the majority of production supplies the domestic market, with the rest distributed across Africa, the Middle East and a small portion reaching Europe. In Brazil, the Santo André plant, as the sole producer of Agro tyres, serves the global Agro market, while both Santo André and Gravataí primarily supply Latin America and North America. Each plant is structured with dedicated areas for material storage, production, quality control and outbound operations, ensuring efficient storage of finished products and proper waste management through recycling and disposal. Once production is complete, finished products are stored in warehouses and prepared for distribution to end users, including dealers in the Replacement channel and Original Equipment manufacturers. At the end of their lifecycle, tyres are collected by consortia or specialized companies for disposal or repurpose, with many of them being recycled or transformed into new products such as playground surfaces, sound barriers, or fitness mats, as detailed in the Economic Dimension section of this report.

## Prometeon's Value Chain: driving sustainability across every stage

The representation below of Prometeon Tyre Group's value chain highlights the Company's commitment to sustainability throughout its operations. From responsibly sourcing raw materials to fostering partnerships with subcontractors, each step reflects attention to minimize environmental impacts and maximize value creation. Notable efforts include promoting recycling initiatives to prolong the lifecycle of tyres and reduce waste, as well as engaging with customers and consumers to emphasize sustainable usage practices.



*Prometeon Tyre Group's Sustainable Value Chain*

## GOVERNANCE SYSTEM

Prometeon Tyre Group's governance system is guided by the highest ethical standards, adhering to principles of integrity, transparency, honesty and fairness in all interactions with stakeholders. Committed to producing safe and high-performance products, the Group prioritizes excellence and competitiveness in the market while also respecting gender equality, human rights and sustainable product development. This ensures the preservation of the environment and the well-being of future generations, fostering eco-friendly growth.

The composition of the Board of Directors ("Board") of Prometeon Tyre Group during year 2024 has changed and as at the 27<sup>th</sup> December 2024, it consists of five Directors, out of which one Chairman. The Board has full authority over the ordinary and extraordinary management of the Company, including major ESG related decisions.

The Board members are appointed by the Quotaholders' meeting until the approval of the financial statements as of 31st December 2024. The five members all together represent the energy and dynamism of youthfulness as well as experience and wisdom of maturity; the Directors' ages vary between 40 and 50 years old. One Director is also part of the Company's top management. Certain Directors also hold managerial or directorship positions in companies of the relevant chain of control. The Chairman does not hold any managerial position within the Company but has been delegated with wide management powers with certain limitations.

With reference to the skills of the members of the Board, it shall be noted that, notwithstanding the change occurred with respect to the composition of the Board during fiscal year 2024, the competences of the Board members with respect to ESG matters and the Company's organizational structure has remained unchanged. Indeed, the General Manager of the Company (which also held the office as Director until 27 December 2024) had specific competences in sustainability with particular focus on ESG.

Moreover, the Deputy General Manager is an active member of the Company's Risk Committee and Sustainability Committee and is responsible for assisting in the management procedures and operations, also supervising the Company's various functions and thus giving concrete support to the Company in order to reach the goals set by Prometeon Tyre Group. In specific, the Deputy General Manager, thanks to his competence in sustainability matters, participates in important meetings and discussions about ESG topics. He also participates actively during the Board of Directors' meetings, especially the one convened to approve the financial statements report and the corporate social responsibility report, as well as in internal meetings and discussions about ESG topics. The presentation and approval of the Sustainability Report also serves as the main training tool for Board members on ESG issues.

Although Prometeon strives to comply with the best practices in terms of corporate governance, not being a listed company, no particular provisions have been implemented so far in relation to gender diversity within the Board of Directors, minorities and stakeholder representation, Board

evaluation. Moreover, the Board members do not receive any remuneration as a consequence of their office, with the exception of those provided for the positions held within the Company.

When called upon to approve the consolidated financial statements, the Board also approves, on a voluntary basis, the sustainability report. For this reason, the Directors receive in a timely manner the sustainability report so that they may revise it and comment prior to its approval.

To ensure that the Board remains continuously informed of critical issues and sustainability topics, an agenda with the relevant items is formed before each Board meeting. Moreover, there is a constant update of the Directors on the Group's critical issues also outside the Board meetings through continuous interaction between executives and Directors.

Through the Deputy General Manager's activities of supervision, the Board of Directors oversees the activities carried out by Prometeon Tyre Group and its subsidiaries. In addition, the inter-organizational control system in place has been built on communication and common policies and procedures. Thereby, the Company's subsidiaries conduct their activities under continuous coordination with Headquarter, without however their autonomy being affected.

The Company has appointed a Board of Statutory Auditors, which consists of three standing statutory auditors and two alternate statutory auditors, and an independent Auditor firm according to applicable provision of law.

In 2017 the Company adopted an organization model (the "Organizational Model") in accordance with the principles outlined in the Italian Legislative Decree no. 231/2001 (the "Decree"). The Organizational Model is updated whenever necessary and primarily when the legislature enacts provisions amending the relevant legislation.

The Organizational Model also provides for the establishment of a Supervisory Board, responsible for monitoring the implementation of, and compliance with, the Organizational Model.

In this regard, the Company has identified the members of the Statutory Auditors as members of the Supervisory Board and has established a whistleblowing channel which enables the stakeholders to anonymously report any actual or alleged violations of laws and policies.

The Company has implemented a Code of Ethics and a Code of Conduct which Directors, auditors, management and employees of the Company, as well as anyone operating in the name and/or on behalf and/or in the interest of the Company or that has business dealings with it, shall comply with in order to prevent situations that could lead to unlawful acts in general, and in particular the crimes pursuant to the Decree. More details on this topic can be found in paragraph "Our Policies" of the current sustainability report's dimension.

As presented under paragraph "Double Materiality for Prometeon Tyre Group" describing the impacts of Prometeon Tyre Group's business activities on people and environment, and, in a voluntary way, also the related financial risks and opportunities linked to sustainability topics on Prometeon itself, having specific communication channels with its stakeholders, in particular those externals (business partners, suppliers, local communities affected by business activities), is of vital importance to the Company. To this end, Prometeon Tyre Group avails different

platforms including the Company intranet and website, social media channels, as well as the whistleblowing channel. Further information can be found in chapter "The Relationship with Our Stakeholders" and paragraph "Reporting Procedure - Whistleblowing Policy" discussed under "Our Policies" chapter of the current report dimension.



## MEMBERSHIP IN ASSOCIATIONS

Inspired by Sustainable Development Goal 17, "Partnerships for the Goals," Prometeon Tyre Group recognizes the essential role of collaboration and cooperation with diverse stakeholders in its business operations. The Company actively engages with associations and non-governmental organizations by participating in various projects and initiatives, striving to promote its commitment to sustainability across economic, social and governance dimensions.

Below, the associations that Prometeon Tyre Group is a member of:

### WE SUPPORT



**The United Nations Global Compact (UNGC)** is a voluntary initiative by the United Nations aimed at encouraging businesses worldwide to adopt sustainable and socially responsible practices and to report on their progress. Prometeon Tyre Group actively participates in the UNGC initiative and is a founding member of the UN Global Compact Network Italia (UNGCI Italia). The Company engages in webinars and surveys offered by both the UNGC and UNGCI Italia to enhance its corporate

social responsibility. Prometeon also submits an annual Communication on Progress to the UNGC, detailing its overall sustainability performance.



**The European Tyre & Rubber Manufacturers Association (ETRMA)** represents the regulatory and industry interests of European tyre and rubber manufacturers at both European and international levels. The association engages in ongoing dialogue with EU and international institutions, national agencies and other industry sectors. Acting as the voice of tyre

and rubber goods producers, ETRMA focuses on representing, promoting and communicating the industry's concerns to policymakers while offering technical support to its members. Details about the Company's collaboration with ETRMA can be found in the section "Focus: ETRMA European Tyre and Rubber Manufacturers Association" of the present report.



### **The European Tyre and Rim Technical Organization (ETRTO)**

is an association open to manufacturers of tyres, rims or valves with production facilities based in Europe. Recognizing the critical role of tyres in road safety, the association actively

collaborates with national and international organizations and legislative bodies to provide technical recommendations. ETRTO's activities are focused on the technical aspects of tyres, rims and valves, particularly regarding their fitting and usage. Key objectives include harmonizing national standards to ensure the interchangeability of pneumatic tyres, rims and valves across Europe, developing related technical legislation, establishing common engineering dimensions, load/pressure specifications and operational guidelines, as well as promoting the free exchange of technical information in these areas.



**FEDERAZIONE GOMMA PLASTICA**

**Federazione Gomma Plastica** represents the Italian rubber, electric cable and related industries, aiming to promote initiatives that foster the industry's growth. It is an association

of companies operating in the production of polymer matrix

products, rubber, plastic materials, and similar sectors, as defined by the Ateco codes assigned by Confindustria. Together with Confindustria and its other associates, Federazione Gomma Plastica contributes to the development of Italian society by supporting an innovative, internationalized and sustainable entrepreneurial system that drives the country's economic, social, cultural and civil progress. Through a delegation from Federazione Gomma Plastica, Assogomma represents the Italian rubber, electric cable and related industries in dealings with public authorities, administrations, organizations and associations both in Italy and abroad on relevant matters.



### **Global Platform for Sustainable Natural Rubber (GPSNR)**

membership aims to enhance research and development of global standards, methods and tools for sustainable production, trade, processing and acquisition of natural

rubber, in line with environmental principles. It also strives to drive improvements in the socioeconomic and environmental performance of the natural rubber value chain. GPSNR provides a collaborative platform for stakeholders across the natural rubber value chain, enabling joint efforts to minimize the ecological and social footprint of natural rubber and to build a strong network of committed participants. As a member of GPSNR, the Company demonstrates its dedication to social rights and environmental sustainability, contributing to the creation of a fair, equitable and sustainable ecosystem. Full compliance with the association's criteria and supply chain standards is a key principle that the Company upholds and actively supports.



The members of **Lastik Sanayicileri ve İthalatçıları Derneği - LASID** (Tyre Manufacturers and Importers Association) consist of leading tyre manufacturers and importers operating in Turkey. The association's primary goals include raising public awareness about the sector and its products, promoting proper and responsible tyre usage, and acting as a bridge between industry and institutions, legislators, and society. LASID addresses industry challenges collectively, providing suggestions and opinions to official authorities and stakeholders regarding necessary administrative and legal regulations. The association also controls the developments in the tyre industry within European Union member states and other countries, keeping both its members and the public informed. Furthermore, LASID actively participates in national and international initiatives aimed at minimizing the environmental impact of tyre production and usage.



**YASED International Investors Association** is the sole non-governmental organization (NGO) representing international companies operating in Turkey. Its mission is to enhance the efficiency and profitability of these companies while improving the country's attractiveness to investors by contributing to a more favorable business and investment environment. The

association aspires to be a leading NGO promoting Turkey's sustainable growth and development through value-added foreign direct investments. With member companies operating in 30 countries and across more than 15 sectors, YASED holds significant influence, particularly in its relations with the government and public authorities. The association plays a key role in shaping sustainable, predictable, and internationally competitive legal and regulatory frameworks. Furthermore, YASED collaborates with public authorities to boost the country's global competitiveness.



**Lastik Sanayicileri Derneği – LASDER (Tyre Manufacturers Association)** was founded by Turkey's leading tyre manufacturers to manage the collection, transportation, and recovery of end-of-life tyres (ELT) from sellers, service

providers, mechanics, and similar organizations across the country. Its objectives include representing the leading companies in the tyre sector, guiding the waste management industry effectively, raising standards through transparent and fair management, and increasing consumer awareness about the importance of waste management and recycling. LASDER actively collaborates with international institutions and organizations, such as the Ministry of Environment, Urbanization, and Climate Change, to propose amendments, additions, or updates to existing legislation based on practical experience. The association works closely with the Ministry to create suitable conditions for implementing potential advancements in waste management and recycling practices.





**The Associação Nacional da Indústria de Pneumáticos - ANIP** represents Brazil's tire and inner tube industry, comprising 11 companies and 21 factories, and works to protect the interests of the sector and international trade. One of its key

initiatives is combating the practice of dumping, where certain companies import products to Brazil at prices lower than those in other markets, a practice condemned by the World Trade Organization (WTO). Additionally, the association is actively involved in identifying and reporting import companies that fail to comply with reverse logistics regulations for the collection and disposal of waste tires. Since 1999, ANIP has been managing the National Program for the Collection and Disposal of Waste Tires. In 2007, it established Reciclanip, an entity exclusively dedicated to carrying out this program across the country.



**The American Chamber of Commerce (AMCHAM BRASIL)** is more than just a traditional chamber of commerce. It brings together Brazilian and international companies in a dynamic

environment that fosters cross-border collaboration and the exchange of knowledge. In addition to offering a portfolio of business products and services, the association plays an active role in shaping public policy in both Brazil and the United States, with a particular focus on foreign trade and business management issues.



**The Centro das Indústrias do Estado de São Paulo (CIESP)** is a non-profit civil organization that represents industrial companies, their parent organizations and associations linked to the production sector, as well as businesses with activities

directly connected to industrial interests. Its mission is to protect and promote the general interests of the industry and its over 8,000 member companies. CIESP studies, discusses, and presents matters relevant to the production sector to federal, state, and municipal authorities. The association provides support and advisory services to its members in various areas, including legal and technical consultancy, economic analysis, foreign trade, infrastructure, industrial technology, social responsibility, sustainable development and credit. Additionally, it facilitates participation in trade fairs, symposiums, business meetings, courses and agreements.

## FOCUS: EUROPEAN TYRE AND RUBBER MANUFACTURERS ASSOCIATION

The European Tyre & Rubber Manufacturers Association (ETRMA) is an international trade association of the tyre and rubber industry representing nearly 4,400 companies in the EU directly employing about 370,000 people. The tyre business volume of ETRMA's member companies accounts for 70% of global tyre sales, and 7 out of the 10 world leaders in the sector are members of the association. With more than 70 tyre manufacturing plants and 20 R&D centers, ETRMA members demonstrate significant manufacturing and research capabilities within the EU and candidate countries.

ETRMA serves as the primary partner to EU institutions in shaping and implementing policies for the tyre industry, working toward a sustainable regulatory framework at the EU level. The association advocates for the regulatory and related interests of European tyre manufacturers, fostering collaboration with legislators to maintain a continuous dialogue with EU and international institutions.

Prometeon Tyre Group obtained full membership in ETRMA in February 2024 and collaborates with the Association on various initiatives to raise awareness among EU institutions and Member States about the importance of market surveillance in ensuring compliance with regulations related to vehicle and tyre safety as well as energy efficiency. The Company actively participates in several working groups addressing various aspects of tyre manufacturing and business, including trade, label regulation, CO<sub>2</sub> and noise emissions, in-vehicle data access, on-board fuel consumption measurement and communication, product and industry health and safety, circular economy and end-of-life tyres (ELT).

Prometeon Tyre Group actively contributed to the Association's efforts in implementing the new EU tyre label regulation in the EU, Turkey and Israel, which came into effect on May 1, 2021. The updated label allows consumers to access detailed tyre information via the European Product Registry for Energy Labelling (EPREL) by scanning the QR code on the label or directly visiting the public website at <https://eprel.ec.europa.eu/screen/product/tyres>.

In 2024, the Company continued its collaboration with the Association to advocate for further enhancements to the label, particularly the inclusion of additional tyre performance information, such as abrasion and mileage, as well as its extension to cover retreaded products.

Furthermore, in 2024, Prometeon Tyre Group continued to support ETRMA in making its contributions and commitment to the twin transition: Green Deal & Digitalization. The new regulatory framework will focus on the following aspects concerning tyre business:

- European climate & environmental agenda
- Road safety
- Tyre wear abrasion
- Circular Economy (retreading label initiative) and Ecodesign
- Deforestation
- Tyre/Road traffic noise

- Access to in-vehicle data
- Euro 7.

Prometeon Tyre Group is dedicated to developing tyres with the lowest possible noise levels in response to the reduction of noise limits for tyres. In accordance with ETRMA's position, the industry emphasizes the need for greater focus on improving the accuracy of noise measurement methods. This is a critical factor for establishing a reliable policy that benefits the entire noise ecosystem, especially since there are currently no requirements addressing noise generated by road pavement.

On June 29, 2023, the new European Deforestation Regulation entered into force. ETRMA closely monitors regulations through a dedicated working group, assisting Prometeon Tyre Group in the implementation of new processes.

To promote collaboration with regulators and enhance its performance in Eco-Design, Prometeon Tyre Group, together with other stakeholders in the tyre industry, has voiced its support for including tyres in the new Eco-Design for Sustainable Products Regulation (ESPR) through the ETRMA working groups. This proposed regulation aims to establish eco-design standards for specific products, with a focus on improving circularity, energy efficiency and other environmental sustainability aspects.

The regulation will establish criteria focused on product durability, reusability, upgradability, and reparability. Additionally, it will assess the presence of substances that obstruct circularity, the proportion of recycled content, and the feasibility of remanufacturing and recycling.

The tyre industry is committed to actively participating in the development of this regulation. This proactive and cooperative approach is driven by the need to avoid the dissemination of misleading information and to assist regulators in creating a unified framework with clear, and universally recognized definitions that can be adopted by all stakeholders.

In view of the new proposal for the End-of-Life Vehicles Regulation, ETRMA is actively working to ensure there is no overlap with the Eco-Design for Sustainable Products Regulation. While the Eco-Design regulation is set to introduce circularity requirements for tyre design, similar measures might also be included in the End-of-Life Vehicles regulation.

As an active participant in ETRMA working groups, Prometeon is dedicated to preventing duplication or conflicts between these regulations. Tyres have been identified as a priority product for the initial phase of the ESPR legislation, as noted in the Joint Research Center's preliminary study. Avoiding overlapping legislation is vital, not only to support the business sector but also to ensure the regulations achieve their intended impact effectively.

In collaboration with ETRMA representatives, Prometeon Tyre Group has been actively working throughout 2024 to establish common guidelines for a reliable Life Cycle Assessment (LCA) procedure. This initiative aims to enable stakeholders to accurately represent the environmental impact of their products' life cycles and to facilitate the sharing and comparison of results.

The work within this group is ongoing and further efforts will be made in the coming year to finalize precise and dependable guidelines for conducting LCA on tyres.

In recent years, the automotive industry has undergone a profound digital transformation, leading to significant changes in tyre manufacturing, mobility and aftermarket services driven by data. In this evolving market, access to vehicle data has become a crucial factor for innovation and the delivery of advanced services. Recognizing the current and future potential of digitalization, tyre manufacturers have leveraged it to create innovative solutions aimed at enhancing road safety and advancing the decarbonization of transport.

The current technical solutions for accessing vehicle data through the Original Equipment connection position vehicle manufacturers as central players in managing data generated by their branded vehicles. Recognizing that only a regulatory framework can create a level playing field for all mobility stakeholders, Prometeon Tyre Group fully supports ETRMA's appeal to the European Commission to establish a sector-specific EU legal framework for accessing in-vehicle data. Such a framework would enable the development and implementation of advanced mobility services, promoting competition and innovation in the emerging mobility services market.

Prometeon has made another significant contribution to the community by supporting the full traceability of tyres throughout their lifecycle through its partnership with the Global Data Service Organization for Tyres and Automotive Components (GDSO).

GDSO, strongly supported by ETRMA, is a Brussels-based association focused on the standardization of tyre data and the management of access to tyre information through manufacturers' databases using a unique Tyre ID (Unique Item Identifier). This system enables secure and decentralized access to tyre manufacturers' databases, providing services built on a global, open, standardized, and secure data platform. Operated under robust and transparent governance, the system aims to support a sustainable and simplified mobility experience.

In 2024, Prometeon expanded the range of sizes available with RFID tags for digital tire identification and the management of tire carcasses at the end of their life.

The Tyre Pressure Monitoring System (TPMS) for commercial vehicles is one of the new requirements introduced in recent years. To meet this requirement, Prometeon Tyre Group collaborated with ETRMA and ETRTO to apply Regulation R141 to commercial vehicles as well. Prometeon continues to develop proprietary technology for a new generation of tire sensors to monitor not only pressure but also temperature and other data in real-time, which can be tracked online.

Another key initiative that Prometeon is collaborating on with ETRMA involves the development of standards and regulations for the implementation of the Vehicle Energy Consumption Calculation Tool (VECTO) with the target to reduce impact on CO2 emissions. This tool is essential for obtaining the vehicle certification for Heavy-Duty Vehicles (HDVs), including their original equipment (OE) tires, as required by the relevant regulations. Prometeon Tyre Group is committed to complying with these rigorous certification procedures to fully meet the requirements of the Monitoring and Reporting Regulation in the near future. The Company has also worked with ETRMA to implement VECTO certification for tires used in buses and trailer vehicles.

Prometeon is committed to contributing to a healthy environment. To achieve this, the Company supports ETRMA's efforts to gain a better understanding of the potential effects of particles generated during normal tire use and wear. This initiative is part of the Tyre Industry Project, which is overseen by the World Business Council for Sustainable Development (WBCSD).

Furthermore, Prometeon Tyre Group actively participates in the current efforts of the EU Tyre Industry to develop a new test method for measuring tire wear levels, with a view towards future labeling initiatives.

In April 2024, the EU Parliament approved Regulation (EU) 2024/1257 (Euro 7) aimed at reducing vehicle pollutant emissions. This new regulation includes requirements to minimize particulate emissions from tire abrasion, recognized as a source of microplastic release into the environment and will enter into force progressively from April 2032 for C3 tyres. The European Tyre Industry is collaborating at the UNECE level (United Nations Economic Commission for Europe) and closely with regulators to develop a reliable and representative test method for abrasion, along with associated thresholds, to be incorporated into a future UNECE regulation.

Evaluating new raw materials and auxiliary products before their use to identify potential health and environmental risks, it is a top priority for Prometeon Tyre Group. These assessments go beyond the restrictive European regulations on hazardous substance management, incorporating international standards and available expertise (such as specifications and databases), thereby fully implementing the principles outlined in the specific "Health, Safety, and Environment" Policy.

The company also collaborates with ETRMA to establish and enhance communication between downstream users and chemical producers, as specifically outlined in Regulation (EC) No. 1907/2006, also known as the "REACH Regulation." Through the Chemical Group (CG), composed of experts from tire companies and internal members, ETRMA liaises with the European Chemicals Agency (ECHA), interacts with member state institutions, and consults external experts to monitor and study chemicals used in the tire industry and address new chemical legislation regarding classifications and emerging issues. Thanks to the Rubber Chemical Monitoring Program, the association anticipates future actions on chemicals and monitors substances under evaluation by ECHA, as well as those that may be restricted. In this context, since 2020, ETRMA's activities have primarily focused on key topics such as 6PPD (an organic chemical used as an antiozonant in rubber tires), cobalt salts, resorcinol, carbon black, and DCBS (a sulfonamide accelerator with excellent anti-scorching properties and delayed onset of cure). ETRMA is also actively working to support a free market by advocating for the elimination of certain local restrictions and promoting the adoption of a harmonized certification framework to reduce the administrative burden in many countries, ideally following the UNECE framework.



## SUSTAINABILITY COMMITTEE

A Sustainability Committee is a body responsible for the sustainability strategy and performance of a business. It is not only a fundamental aspect of good governance in any company but it also plays a crucial role in integrating both business and sustainability priorities, enabling the company to thrive.

The purpose of the committee is to create a unified perspective on ESG, enhancing understanding of three key aspects: environmental, social and governance. The Environmental, Social and Governance Committee (hereinafter "ESG Committee") is dedicated to supporting the Company's ongoing commitment towards environmental stewardship, health and safety, corporate social responsibility and corporate governance.

The main objectives of an ESG Committee are:

1. Highlight the importance of environmental measures, sustainability goals and performance at all levels of the business
2. Provide best practices on the structure, policies and regulations that impact the business
3. Enhance understanding and awareness of corporate governance and social aspects that influence the industry
4. Implement and promote common and practical standards of corporate governance for the business.

Prometeon Tyre Group has established **cross-functional committees** to evaluate and define new activities and key performance indicators (hereinafter "KPIs"). These committees operate both at the Company's headquarter and in its key locations in Brazil, Turkey and Egypt, fostering a unified and strategic approach. The aim is to **develop initiatives** at both **local** and **global levels under the coordination of the Headquarter Committee**. Establishing committees in production plant locations enables local teams to suggest region-specific actions that can later be adapted and scaled in other Countries.

The role of the Headquarter Committee is to verify and support the correct application of the standards and KPIs identified. It is important to note that the Headquarter Committee is also responsible for monitoring the commercial offices in the countries where the Company operates, with the goal of achieving a global presence.

To better coordinate the committees, the Responsible of the Headquarter Committee also participates in local meetings to provide suggestions, while local representatives attend

Headquarter Committee meetings to update the working group on local activities. This collaboration has enabled the Company to **set reduction targets for 2025 and 2030 with the support of all committee members worldwide**. Additionally, in 2024, the Headquarter Committee, with the help of local committees, has **fully implemented an ESG management software** providing consistent calculation methods and ensuring support with carbon footprints track, workplace safety and supply chain sustainability optimization through data-driven insights and automation. This synergy has enhanced the committees' ability to improve their KPIs annually and has facilitated the introduction of new ideas and activities to improve the overall sustainability performance of Prometeon Tyre Group globally.

## HEADQUARTER SUSTAINABILITY COMMITTEE

The Sustainability Committee at headquarter level is responsible for **monitoring the legislative and regulatory landscape that may have impacts at both global and local levels**.

The Committee is also in charge of **defining the energy and climate transition plans, setting targets for energy, GHG, waste, solvents and water withdrawal reduction and renewable and circular material use**. Details are disclosed in the Environmental Dimension of the current Report.

From the legislative point of view, the Headquarter Committee has been fully involved in the activities to guarantee the compliance to the European Union Deforestation Regulation (EUDR) and to the Corporate Sustainability Reporting Directive (CSRD) and in the monitoring of the Carbon Border Adjustment Mechanism (CBAM).

During 2023, the European Parliament released a new regulation for **Deforestation. Regulation (EU) 2023/1115** of the European Parliament and Council, effective June 29, 2023, aims to minimize the EU's contribution to global deforestation and forest degradation. It prohibits placing certain products, including pneumatic tires and natural rubber, on the EU market or exporting them unless they are deforestation-free, comply with the producing country's legislation, and are covered by a due diligence statement.

Natural rubber is among the commodities covered by this regulation, requiring businesses to refine their trade and manufacturing processes to prevent further deforestation.

On 23 December, the Regulation (EU) 2024/3234 of the European Parliament and of the Council of 19 December 2024 amending Regulation (EU) 2023/1115 as regards provisions relating to the date of application was published in the Official Journal. The amendment, formally adopted by the European Parliament on 18 December and the Council on 19 December, introduces a one-year postponement to the European Deforestation Regulation (EUDR), shifting its enforcement date from 30 December 2024 to 30 December 2025 and from June 2025 to June 2026 for SMEs.

Prometeon Tyre Group has already defined an action **plan to fulfill the regulation requirements**, involving all the relevant functions, including Procurement, Supply Chain, Manufacturing, Quality, Internal Audit, Sustainability & Compliance, R&D, ITC, Legal and AFC and appointing an EUDR officer.

The plan includes:

- **Deforestation-Free Strategy:** Define policies to eliminate sourcing from deforested areas
- **Due Diligence Systems:** Ensure traceability, risk assessment, and mitigation measures are in place
- **Staff Training:** Empower employees to adhere to EUDR requirements at all levels
- **Supplier Collaboration:** Foster partnerships to maintain deforestation-free supply chains
- **Monitoring Systems:** Use geolocation and satellite technology to track supplier compliance.

Prometeon is fully **committed to the EUDR compliance** by the new due date.

**Directive (EU) 2022/2464** of the European Parliament and of the Council of 14 December 2022 (CSRD) requires companies above a certain size to disclose information on what they see as the risks and opportunities arising from social and environmental issues, and on the impact of their activities on people and the environment. This helps investors, civil society organizations, consumers and other stakeholders to evaluate the sustainability performance of companies, as part of the European green deal.

Prometeon is required to apply the new rules for the first time in the 2025 financial year, for reports published in 2026.

In advance of this requirement, as a voluntary exercise, **Prometeon has already completed its first double materiality analysis**. See section CORPORATE SOCIAL RESPONSIBILITY DIRECTIVE ROADMAP of this report.

The Headquarter Committee has been fully involved also on the monitoring of the Carbon Border Adjustment Mechanism (CBAM).

On May 17, 2023, the EU implemented **Regulation (EU) 2023/956**, introducing the Carbon Border Adjustment Mechanism (CBAM) as part of the Green Deal. This mechanism adds an environmental cost to imported goods based on their greenhouse gas emissions, aiming to prevent increases in emissions outside the EU from undermining internal reduction efforts.

While CBAM currently applies to specific industries and excludes tires, Prometeon Tyre Group, with the help of the headquarter committee, is **closely monitoring regulatory developments** to ensure readiness for any future changes.

In 2024, the Sustainability committee addressed also the growing concern over microplastics, particularly **Tyre and Road Wear Particles (TRWP)**. These particles, generated by the friction between tires and asphalt during driving, contribute to microplastic pollution in the air, water, and soil, raising significant environmental and health concerns across Europe. Prometeon is



actively collaborating with a leading European university to develop methodologies that better align laboratory results with real-world conditions. Additionally, the Company continues to monitor regulatory developments through its Sustainability Committee to ensure compliance with any new legislation.

## BRAZIL SUSTAINABILITY COMMITTEE

The Sustainability Committee plays a crucial role in proactively managing environmental impacts and addressing stakeholder expectations, given the presence of two production plants in Brazil, Santo André and Gravataí.

Fabiana Santana, the Director of Human Resources LATAM, emphasizes that Prometeon is more than just a company because it is a space where people care for one another, the environment and the future of other generations: *"It is with a heart full of gratitude that I share with you the ESG + Prometeon 2024 Report. More than numbers or initiatives, it tells stories. Stories of how we work together to make a difference, not only within our organization but in the world around us".*

Environmental, Social and Governance are not simply corporate practices, but they can be translated into actions for protecting nature, valuing individuals and enhancing transparency in every decision.

Prometeon Tyre Group in Brazil has taken significant steps during 2024 toward a more sustainable and equitable future, also through the efforts of every employee and the initiatives carried out by the committee.

Below the projects developed by the Brazilian Sustainability Committee from ESG perspective throughout year 2024 (additional initiatives related to trainings and social activities for employees will be further described in the Social dimension of the current report).

### Environmental and HSE initiatives



**I-REC Certification** (International Renewable Energy Certificate) is a globally recognized standard that certifies the use of renewable energy sources. It provides businesses with a reliable way to demonstrate their commitment to sustainability by ensuring that their energy consumption is offset by renewable energy generation. Through this certification, companies can track and validate their transition to greener energy practices. Prometeon Brazil recognized energy consumption as a major source of CO<sub>2</sub> emissions. In 2024, the Company fully supplied energy for Santo André and Gravataí plants from renewable sources, certified by I-REC, reaffirming its commitment to sustainability.



**World Water Day** (22<sup>nd</sup> of March 2024): Prometeon organized initiatives such as water collection and treatment from Arroio Passo dos Ferreiros in Gravataí and the water reuse system in Santo André that saves over 165 million liters annually.



**Environmental Week** (3<sup>rd</sup> – 15<sup>th</sup> of June 2024): activities organized such as tree planting and seedling distribution.



*Brazilian employees during the "Environmental week 2024"*



**HSE Week** (22<sup>nd</sup> – 26<sup>th</sup> of April 2024): The HSE Week featured various activities including safety dialogues, live sessions, interactive events, emergency simulations and dynamic exercises. These initiatives engaged participants and promoted awareness, attracting a total of 2,944 attendees.



*Brazilian employees during "HSE week 2024"*



**Cigarette recycling project** (June 2024): Prometeon Brazil launched a cigarette butt recycling project, arranging collection points across its factories. The recycled material was transformed into corporate gifts by individuals with psychosocial challenges, providing new skills, employment and promoting social reintegration.



*Corporate gifts created during the "Cigarette recycling project 2024"*



**Biodigesters at the Santo André restaurant:** the biodigesters are used to transform organic waste into valuable resources. The system processes waste through anaerobic digestion, producing renewable biogas for cooking and natural liquid biofertilizer to support healthy plant growth.



**SIPATMA week (week of prevention from accidents at work and sensibilization toward environment):** communications, interactive activities and workshops organized in order to raise awareness on the topic.



*Brazilian employees during the "Sipatma Week 2024"*

## Social initiatives



**Solidarity Campaign for Rio Grande Do Sul:** Thanks to the solidarity of its employees, suppliers and distributors, Prometeon Tyre Group achieved remarkable results in its campaign to support families affected by the crisis. The initiative led to impressive numbers:

- **47 tons of donations** were collected, including essential items
- **670 pallets were donated** to serve as shelters for people and animals
- **496 employees** contributed with monetary donations, reaching a total of R\$ 47,110.00. Prometeon tripled this amount, bringing the final sum to R\$ 141,330.00. The funds were then distributed among 23 employees who were directly impacted by the heavy rains
- Additionally, each of these employees received a voucher worth R\$ 7,500 to be used at Loja Colombo for purchasing furniture and/or household appliances.

This campaign reflects the Company's commitment to social responsibility and its dedication to supporting those in need.



**Young Apprentice Program** - Prometeon reaffirms its commitment to social responsibility through a strong apprenticeship program in partnership with important institutions such as CLASA, CIEE and SENAI. The program aims to provide young people with opportunities for professional development and learning.

In 2024, 317 apprentices took part in the program, demonstrating the Company's dedication to fostering the new generation of professionals.



**Project "Little great readers"** (30<sup>th</sup> of October 2024): Prometeon, in partnership with Laranjeira Cultural, inaugurated a children's library at the Homer Thon Municipal School of Early Childhood and Primary Education in Santo André (SP).

The space features a collection of 400 books, 210 items including toys, educational games and furniture designed for reading and playing. Additionally, it offers materials for younger children, such as mats, building blocks and memory games, promoting their motor development. This initiative highlights Prometeon's commitment to education and child development, creating a space that fosters learning and creativity.



**"Janeiro Branco"** (White January): Prometeon carried out various awareness activities on the importance of **mental and financial health**. The initiative included communications, consultations, and workshops, along with live sessions on topics such as "Mental Health at Work" and "Financial Well-Being." The total participants engaged was 3,157, highlighting the Company's commitment to employee well-being and overall health awareness.



*Brazilian employees during "Janeiro Branco 2024" initiative*



**"Marco Amarelo"** (Yellow March): **World Endometriosis Awareness Month**  
As part of the project, Prometeon carried out awareness campaigns to highlight the importance of endometriosis and its impact on women's health. Through various communications and educational initiatives, the Company aimed to inform and engage employees on this significant health issue, reinforcing its commitment to well-being and health education.



**International Women Month** (March) - To celebrate Women's Month, Prometeon has planned special activities, including personalized gifts, an inspiring talk with an image and color consultant on "The Seven Universal Styles" and a raffle for a Personal Color Analysis session.



**World Health Day (8<sup>th</sup> of April 2024)**: To mark World Health Day, Prometeon carried out awareness campaigns emphasizing the importance of health and well-being. Through informative communications, Prometeon reinforced its commitment to promoting a healthier lifestyle among employees and the broader community.



**Hypertension Prevention Campaign (22<sup>nd</sup> - 26<sup>th</sup> of April 2024)**: Prometeon organized a Hypertension Prevention Campaign to raise awareness about the importance of cardiovascular health. The initiative included informative communications, medical examinations, guidance and specialist consultations,



helping employees monitor and manage their blood pressure effectively. The participants were 354, reinforcing Company's commitment to employee health and preventive care.



*Brazilian employees during "Hypertension Prevention Campaign 2024"*



**Vaccination Campaign (6<sup>th</sup> - 9<sup>th</sup> of May 2024):** Prometeon organized a **vaccination campaign to protect employees from H1N1 influenza**. All employees at Prometeon office and the PLD unit in Santo André had the opportunity to receive the vaccine as part of the Company's health and safety initiative. The employees who took part to the initiative were 1,784, reinforcing Prometeon's commitment to preventive healthcare and workplace well-being.



*Brazilian employees during the "Vaccination Campaign 2024"*



**"Maio Amarelo Initiative" (Yellow May):** As part of the "Yellow May" campaign, Prometeon conducted **awareness initiatives to emphasize the importance of traffic safety**. Through informative communications, the Company aimed to educate employees and promote responsible behavior on the roads, reinforcing its commitment to safety and well-being.



**"Junho Vermelho Initiative" (Red June) - Month of Encouraging Blood Donation:** as part of the "Red June" campaign, Prometeon conducted awareness initiatives to emphasize the importance of blood donation. Through informative communications, the Company encouraged employees to participate in donation efforts, reinforcing its commitment to social responsibility and public health.



**Anti-Smoking Campaign (June 2024):** Prometeon promoted an Anti-Smoking Campaign within the month of June 2024, **to raise awareness about the dangers of tobacco usage and supporting employees in quitting smoking.** The initiative included informative communications, workshops on smoking cessation, dependency level assessments and medical consultations and examinations to assist those seeking to quit. The participants were 2,395, reinforcing Prometeon's commitment to health promotion and disease prevention.



**Eye Health Campaign:** Prometeon organized an Eye Health Campaign **to promote vision care among employees.** The initiative included free eye exams, a lecture on eye health and essential care tips, consultations with specialists and interactive workshops. Additionally, employees had access to discounted eyeglasses and lenses, making vision care more accessible. The participants were 1,816, reinforcing the Company's dedication to preventive healthcare and overall well-being.



*Brazilian employee during the "Eye Health Campaign 2024"*



### **"Agosto Lilas" (Purple August) - Month of Awareness Against Violence on Women:**

As part of the "Purple August" campaign, Prometeon conducted awareness initiatives to highlight the importance of combating violence against women.

Through informative communications, the Company aimed to educate employees, foster discussions and reinforce its commitment to social responsibility and gender equality.



### **Health Week (August 2024): Prometeon organized the Health Week within the month of August 2024, an initiative dedicated to disease prevention, early diagnosis and overall well-being for employees.**

The event included medical consultations, examinations, workshops, informational stands, lectures, classes, music sessions and various interactive activities. The participants were 13,586, reinforcing the Company's commitment to promoting a healthier workplace and lifestyle.



### **"Setembro Amarelo" (Yellow September): As part of the "Yellow September" campaign, Prometeon carried out a series of initiatives to raise awareness about mental health and suicide prevention.**

The campaign included informative communications, workshops, interactive activities, lectures and psychological assessments to guide employees toward professional therapy when needed. The participants engaged in the initiative were 1,986, reinforcing Prometeon's commitment to mental well-being and emotional support in the workplace.



*Brazilian employee during the "Setembro Amarelo 2024" initiative*



### **"Outubro Rosa" (Pink October): During the "Pink October" campaign, Prometeon promoted a series of initiatives focused on women's health, empowerment and rights.**

The activities included aesthetic procedures, alternative therapies (such as auriculotherapy and foot reflexology), quick massage sessions, medical consultations and exams, themed decorations, interactive activities and lectures. The participants who attended the initiative were 2,570, reinforcing Prometeon's commitment to raising awareness about women's health and well-being.





*Brazilian women employees attended the “Outubro Rosa 2024” initiative*



**“Novembro Azul”** (Blue November): During the “Blue November” campaign, Prometeon emphasized the importance of men’s health through a variety of initiatives. The program included medical consultations, exams, workshops, barbershop services, rapid health tests, quick massages, physical activities and live music performances. The participants were 5,970, reinforcing Prometeon’s dedication to raising awareness about men’s health and well-being.



**Trans Visibility Month:** As part of the initiative, Prometeon carried out awareness activities to highlight the importance of recognition, respect and inclusion for transgender individuals. Through informative communications, the Company aimed to foster discussions, promote tolerance and reinforce its commitment to diversity and inclusion in the workplace.



**LGBTI + Pride Month** (June 2024): Prometeon shared awareness communications to highlight the importance of this topic. Additionally, a talk has been organized on “Creating a Safe Environment for the LGBTI+ Community.”



*Prometeon Brazil communication campaign for LGBTI + Pride Month 2024*

## TURKEY SUSTAINABILITY COMMITTEE

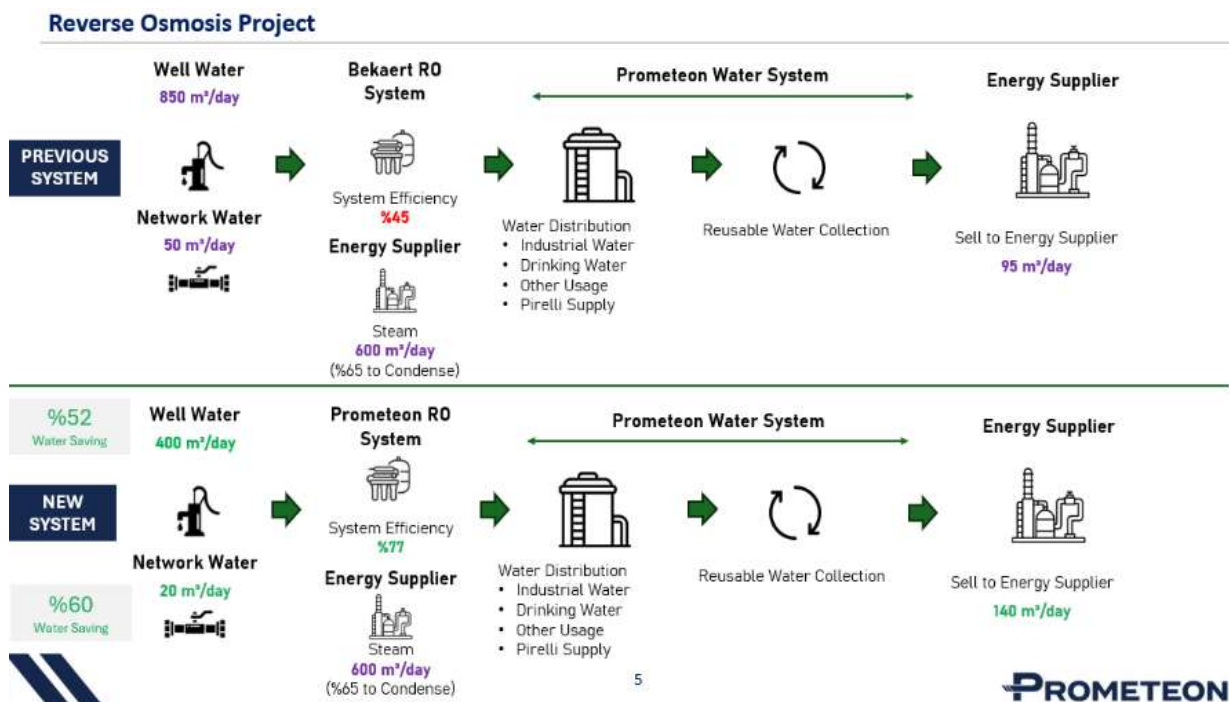
The Sustainability Committee in Turkey was established in September 2022 and restructured in 2023 to ensure a more effective integration of sustainability across all functional areas. These areas include Operations and Manufacturing, R&D and Quality, Social and Training (HR & HSE), Supply Chain (Logistics & Procurement), Corporate Communication (Marketing & Sales), Financial Operations and Mobility Solutions & Digitalization (ICT). Each function has defined its short-medium strategy and long-term sustainability goals during the committee's sessions and meetings within the year 2024.

Below the projects developed by the Turkey sustainability committee from ESG perspective throughout year 2024 (additional initiatives related to trainings and social activities for employees will be further described in the Social dimension of the current report).

### Environmental and HSE initiatives

In 2024, Prometeon Turkey improved its environmental objectives by optimizing equipment for material reuse, enhancing water purification processes, upgrading energy systems, and reducing power consumption in factory operations, all according to its planned roadmap.

Among 2024 initiatives, the reverse osmosis project has led to notable improvements: it reduces water consumption, boosts system efficiency, and increases reusable water sold to the energy supplier from 95 m<sup>3</sup>/day to 140 m<sup>3</sup>/day. This has enhanced Prometeon Turkey's water conservation efforts.



Reverse osmosis project flow



Prometeon Turkey realized also initiatives aimed at reducing emissions and improving supplier management. Key actions included transitioning forklift batteries from lead-acid to lithium-ion to reduce hydrogen emissions have been completed.

The Company has also introduced a classification system for suppliers and has started a CSR self-assessment audit for high-risk suppliers. Sustainable solutions have been prioritized in supplier selection, focusing on reducing environmental risks through material and product choices. The completed actions include digitizing customs documents, integrating smog checks for trucks accessing the warehouse and launching ESG-based supplier awards to encourage responsible practices.

Additionally, the Company prioritized digital transformation and energy efficiency through physical processes such as paper invoices, dealer letters of guarantee and export declarations substitution with electronic systems, reducing paper usage by 90%. Applications to legal authorities and tax forms have been also handled digitally, streamlining processes and increasing efficiency. The adoption of a hybrid working system contributed to energy savings, while the Renewable Energy Venture Capital Investment Fund has been acquired to support clean energy initiatives.

Prometeon Turkey also focused on enhancing energy efficiency and optimizing resource management in ICT, aiming to generate a positive environmental impact. Key actions included replacing outdated laptops, servers and other hardware to reduce energy consumption and uninstalling unused applications to optimize storage and performance. The Company has also initiated efforts to monitor inefficiencies remotely via KEPCWARE and has implemented EUDR traceability for natural rubber, ensuring certification compliance. Furthermore, Prometeon supports productivity initiatives such as MES, HANA, and CRM projects, while contributing to the development of environmentally friendly tyres through digital design tools.

From HSE perspective, Prometeon in Turkey structured the strategy for safety excellence to enhance workplace security, employee well-being and compliance with international standards.

The main committee achievements of 2024 have been focused on immediate improvements, including the establishment of a Central HSE Committee and departmental subcommittees dedicated to communication, training and awareness. Employee health has been a key priority, and the Company enhanced access to physiotherapy, dieticians and psychological counseling, as well as the improvement of periodic health checks. The Company also revised safety procedures and prioritized risk assessments, while strengthening contractor management systems to ensure safer operations.

Prometeon Turkey in 2024 continued the journey toward employee awareness on environment and HSE topics with the organization of specific events such as **HSE week**, **Environmental Day** and **World Water Day**:



*Promotion of the events for environmental awareness in 2024*



*Environmental awareness in 2024 for kids*

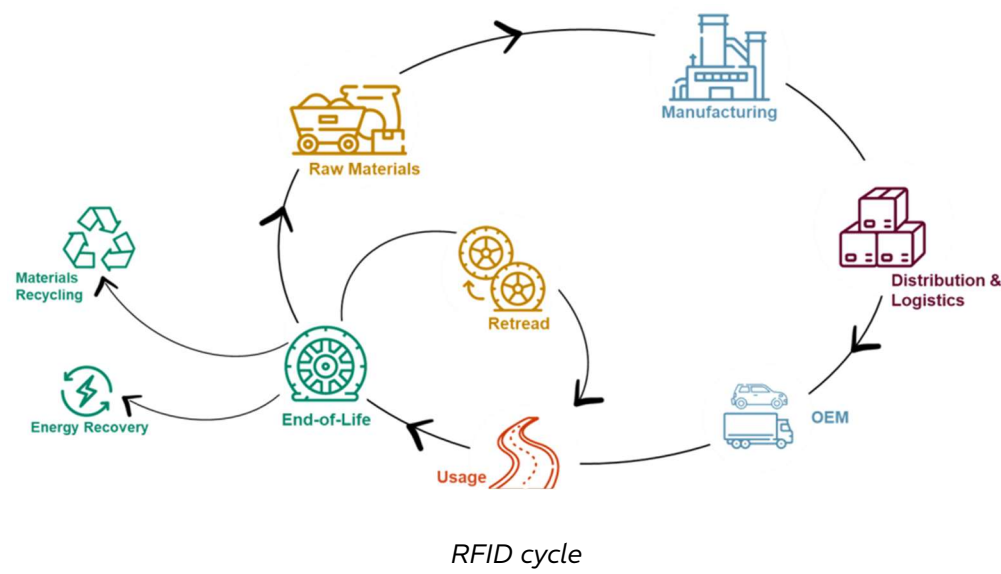
## Quality and R&D initiatives

Prometeon in Turkey has defined a clear strategy for its R&D and Quality Assurance activities, focusing on innovation, sustainability and efficiency.

The achievements of 2024 are linked to prioritization of product innovation and sustainable practices. Key actions included the development of Rolling Resistance A-Class Tyres and the introduction of thin bladders to minimize environmental impact. Prometeon Turkey also implemented Real Dynamic Curing technology to optimize production processes and launching systems to reuse textile and mono-wire bead scraps.

Digitalization efforts are underway with RFID technology, digital operator checklists and the accreditation of its Indoor Test Lab for sustainable test management. Operational

enhancements include the deployment of new buffing machines to support waste recycling services and automated defect recognition systems to streamline quality assurance.





## Social initiatives



Prometeon in Turkey is dedicated to embedding sustainability into employee mindset by enhancing activities for them and the stakeholders: the Company aims to create a healthier, more inclusive and environmentally conscious workplace.

The main achievements of 2024 have been concentrated on improvements to employee well-being, sustainability awareness and operational processes. Wellness initiatives include launching physiotherapy, dietician and psychological consultancy services, along with a well-being project to support employees and their families in areas such as mental health, nutrition and sports.

Sustainability efforts involved the project of integrating eco-friendly products into workplace celebrations, hosting awareness campaigns like blood donation and incorporating sustainability training into first-day employee orientation programs. To enhance operational safety and preparedness, the Company has implemented contractor management software and conducted emergency training and evacuation drills.

Additionally, over 21,000 hours of training have been performed to develop soft skills, technical expertise and leadership capabilities across all levels.



**LEARNING & DEVELOPMENT**

- Kaizen Program 3rd Wave
- Quality Core Tools & IATF Internal Auditor Program
- First Aid Training
- ISO Standards Awareness & Internal Auditor Trainings
- Language
- Advanced Level MS Office & Excel
- SalesPRO
- PerformancePRO
- 1-1 Feedback Sessions
- 1-1 Coaching
- Mentoring & Reverse Mentoring Program
- Digital Transformation Projects
- First 100 Days of Management
- Advanced Driving Techniques
- Talent Programs
- Sustainability Training to Top Management
- Prometeon Behaviors
- BC Sustainability Trainings
- Global Compliance Trainings



*Learning & Development Journey*

This unified approach highlights Prometeon's dedication to create a workplace that is not only efficient and innovative but also deeply committed to the well-being of its people and the planet. The effort has been recognized with the inclusion of Prometeon in the Top Employer Turkish Companies also in 2024, renewing the success obtained in 2023.



*Certificate of Prometeon Turkey Top Employer 2024*

The initiatives of this Committee were also dedicated to developing significant and deep relations among employees, through various activities such as aggregation moments (Breakfast and Barbecue days), tournaments (bowling and football), theatre and music club, cooking workshop, International Women day celebration, Diversity&Inclusion webinars, yoga practice in the office.



*Turkey employees' aggregation moments*

CSR activities, such as partnerships with TEGV, remain a vital part of the Company's sustainability strategy and it has been achieved a donation of 4200Kg of electronic devices, granting access to education to 20 children.



*Prometeon Turkey donation activities promotion*

In Turkey, Prometeon's commercial strategy integrates sustainability into its operations, focusing on strengthening its brand, enhancing customer engagement and promoting environmentally conscious practices.

The main achievements of 2024 have been focused on initiatives that can improve communication and operational efficiency while fostering sustainability awareness. Efforts included promoting retread technology by supporting dealer certification (ECE R109) and completing 14,000 tyre retreads. Customer engagement has been strengthened through training sessions on tyre lifecycle management, with **49** sessions involving 400 participants. Digital tools have been leveraged to track tyre movements and integrate renewable materials into marketing activities. Additionally, the Company supported CSR initiatives, such as partnerships with TEGV and universities and improved customer satisfaction through summits, and cooperative activities.



## EGYPT SUSTAINABILITY COMMITTEE

Prometeon Egypt integrates sustainability into its business strategy, striving to generate a positive impact on the environment, society and local communities. Committed to long-term environmental balance, the Company fosters innovation and sustainable growth.

The Sustainability Committee, established in September 2022, integrates expertise from HR, HSE, Procurement, Marketing and Manufacturing. This cross-functional team is important to define clear goals and implement sustainable initiatives.

Prometeon Egypt's sustainability efforts for 2024 have been focused on expanding green spaces, reducing emissions, enhancing resource efficiency and promoting employee well-being. Looking ahead to 2025, the Company remains committed to balancing operational excellence with environmental and social accountability, ensuring a sustainable future.

Below the projects developed by the Egypt sustainability committee throughout year 2024 (additional initiatives related to trainings and social activities for employees will be further described in the Social dimension of this report).

### Environmental initiatives

Prometeon Egypt prioritized 100% compliance with green policies and practices as a cornerstone of its sustainable growth strategy.

The Company secured environmental approvals for all factory expansions and new projects, ensuring adherence to regulations and conducting impact assessments. This proactive approach not only met but exceeded industry standards, reinforcing Prometeon's leadership in environmental responsibility and commitment to a cleaner future.



The achievement of the ISO 14001 certification, with zero non-conformities, highlighted Prometeon Egypt's dedication to environmental excellence.

This internationally recognized certification reflects the company's efforts to reduce environment negative impacts, optimize resource efficiency and integrate sustainability across all operations.



Prometeon in Egypt has been also committed to tackle the growing challenge of electronic waste. Through a strategic partnership with Tadweer Misr, the Company actively engaged in e-waste recycling, not only reducing the environmental impact of obsolete electronics but also contributing to the circular economy. This initiative ensured that valuable resources were reclaimed, while harmful substances were safely disposed of, minimizing Company's environmental footprint. As part of the

Presidential National Initiative "Go Green", which focuses on e-waste awareness and recycling, the project operates under the supervision of the Ministry of Environment & Waste Management Regulatory Authority. In recognition of its efforts, E-Tadweer Misr, the initiative's executing partner, has expressed its gratitude to Prometeon for its participation, highlighting the successful recycling of 340 kilograms of electronic waste.



## CERTIFICATE OF APPRECIATION

As part of THE PRESIDENTIAL NATIONAL INITIATIVE **GO GREEN FOR E-WASTE AWARENESS AND RE-CYCLING**  
under supervision of THE MINISTRY OF ENVIRONMENT & WASTE MANAGEMENT REGULATORY AUTHORITY.  
E-TADWEER MISR EXECUTING PARTNER express their gratitude to **PROMETEON** for joining the initiative and  
recycling an amount 340 kilos of electronic waste



*Tadweer Misr partnership*

Prometeon Egypt increased also its green areas reaching a total 18.000 m2 in 2024. The initiative included the plantation of 500 species of trees and flowers, enhancing biodiversity and absorbing roughly 14 metric tons of CO<sub>2</sub> annually.



*Prometeon green areas in Egypt*

In Egypt, Prometeon remains committed to delivering high-quality Health, Safety, and Environment (HSE) trainings to ensure the well-being and safety of all employees. In 2024, the Company successfully conducted 21,769 training hours, far exceeding its target of 13,200 hours. These sessions covered a range of critical safety and risk topics, including Risk and Safety Competence, Compliance and Standards and Targeted Training Initiatives.

### Social initiatives

Prometeon Egypt supported the Blood Donation Campaign as part of its Occupational Health Initiatives, contributing to global health efforts to generate a positive impact on the community.

The initiative encouraged employees to participate in addressing the critical need for blood donations, reinforcing the Company's commitment to corporate social responsibility. By actively promoting engagement, the campaign contributes to saving lives, improving healthcare access and fostering a culture of giving and community involvement. This initiative highlights Prometeon Egypt's dedication to enhancing the well-being of both employees and the broader community.

In addition, Prometeon Egypt organized Health Awareness Day to promote a healthy workplace by offering medical educational sessions on various health topics. These sessions aim to empower employees with knowledge and tools to maintain their well-being, covering areas such as preventive care and stress management. Additionally, specialized clinics provide medical services and consultations. Over 400 employees have participated, gaining valuable insights into nutrition, mental health, and lifestyle management.

The Company also completed the renovation of the on-site clinic, improving the overall medical equipments to meet the latest healthcare standards.



*On-site clinic of Prometeon in Egypt*

The renovation of the site included also the Rest Area, that has been renewed adopting sustainable materials.



*On-site rest area of Prometeon Egypt*

Concentrating on the social events for the employee, the Committee in Egypt organized the 30<sup>th</sup> Anniversary Celebration of Prometeon Egypt plant.



*30<sup>th</sup> Anniversary of the Egypt's plant Celebration*

At the beginning of 2024, the Committee supported the organization of the Annual Convention, serving as an opportunity to reflect on the key achievements of the past year and outline the key priorities for the upcoming year.



This event allows new generations of employees to meet with top management, presenting themselves and their ideas, which fosters a culture of communication and engagement.



*Egypt Annual Convention in 2024*

Summer and winter trips for employees have been organized also within the year 2024, to ensure the achievement of employee engagement and wellbeing and it has been organized also a celebration day for the employees' sons or daughters to celebrate students who get the highest scores in schools or universities.



*Egypt summer 2024 trips for employees*



*Family Day with sons and daughters of the employees*

Prometeon supports the SOS Villages Initiative as part of its Social Responsibility and Community Engagement efforts. In collaboration with SOS Villages in Alexandria, the Company provides resources to assist children and commemorate International Environment Day 2024. This initiative focuses on fostering community engagement and enhancing environmental awareness among younger generations through creative and impactful activities.



*Supporting SOS Villages in Alexandria*



In Egypt, Prometeon has been awarded the prestigious TOP EMPLOYER 2024 certification for the first time, a globally recognized certificate for excellence in Human Resources practices. The Top Employer certification process evaluates HR policies and practices across key areas, including Strategic Vision, Work Environment, Talent Acquisition, Learning & Development and Diversity & Inclusion. This rigorous benchmarking involved 2,200 employers from nearly 120 countries and regions worldwide. In Egypt, only 23 companies achieved the "Top Employer" status. Earning this certification reflects the Organization's dedication to fostering a superior work environment and achieving excellence in all HR practices that support our employees' growth and well-being.



## ANALYSIS OF MATERIALITY

In 2022, Prometeon conducted an analysis of the environmental, economic, and social impacts characterizing the Company's activities, in line with the stipulations made in the latest version of the Global Reporting Initiative Sustainability Reporting Standards (briefly "GRI Standards"), updated in 2021. The same methodology was also adopted for the 2024 materiality analysis, updated in light of regulatory developments throughout the year. The identification of materiality issues for the company is linked, according to the Standard's requirements, to the identification of current and potential significant impacts generated or likely to be generated by the company on the economy, the environment, and people, including impacts on human rights, through all of the organization's activities and business relationships. These impacts include negative and positive impacts, short-term and long-term impacts, intentional and unintentional impacts, reversible and irreversible impacts.

The dedicated working group set up at corporate level, in collaboration with a team of external professionals to support it, structured the materiality analysis process in four different phases:

1. Understanding the context in which the Group operates: analysis of the sector in which Prometeon operates, taking into consideration different categories of sources, both internal and external to the Company.
2. Identification of Prometeon's actual and potential impacts: actual impacts are impacts that have occurred over time, while potential impacts could occur in the future.
3. Evaluation of the significance and materiality of impacts: all impacts have been assessed through a process of evaluation of the degree of significance developed in line with the criteria indicated by the Standard.
4. Prioritization of the most significant impacts for reporting purposes: the most significant impacts for Prometeon were prioritized and the impacts considered most relevant guided the identification of the material issues included in this Sustainability Report.

The following table shows a list of the themes found to be material following the identification and aggregation of material impacts. Each material theme has been associated with the relevant GRI Disclosures and, for each theme, the appropriate reporting boundary has been defined.

<i>Material Topics</i>	<i>Impacts</i>	<i>Positive/Negative</i>	<i>Actual/Potential</i>	<i>Significance</i>
Energy consumption and the fight against climate change	Negative impacts on climate change	Negative	Actual	Very relevant
	Increased energy consumption	Negative	Actual	Very relevant
Management of pollutant emissions	Impact of air pollution on health and the environment	Negative	Actual	Very relevant
Waste management and circular economy	Health and environmental impacts of waste	Negative	Potential	Relevant
	Climate change mitigation through waste utilisation	Positive	Potential	Relevant
Use of sustainable materials and responsible procurement	Deterioration of raw materials	Negative	Actual	Very relevant
Protection of water resources	Increased water stress	Negative	Actual	Relevant
Protection and development of human capital	Lack of worker protection for non-transparent recruitment practices	Negative	Potential	Relevant
	Human capital development	Positive	Actual	Relevant
Diversity and inclusion	Discrimination in the working environment	Negative	Potential	Relevant
Protection of human and labour rights	Violation of human rights	Negative	Potential	Relevant
	Exploitation of child labour	Negative	Potential	Relevant
Health and safety at work	Health and safety of direct and indirect workers	Negative	Potential	Very Relevant
Responsible business management	Impacts of corrupt behaviour	Negative	Potential	Relevant
Value generation and distribution	Creation of economic value for the territory and stakeholders	Positive	Potential	Relevant
Innovation	Climate change mitigation with research and innovation activities	Positive	Actual	Relevant
Biodiversity	Loss of natural and animal biodiversity in the areas where Prometeon Tyre Group conducts production activities	Negative	Potential	Relevant

*Materiality analysis according to GRI*



In general, an impact may be actual or potential, negative or positive, short or long-term, intentional or unintentional, reversible or irreversible.

Actual impacts are those that have already occurred, while potential impacts are those that may occur but, at the time of analysis, have not yet occurred.

The assessment of each positive impact has considered the Company's direct and indirect contribution to the Sustainable Development Goals (SDGs) in line with the commitment made and taking into account the management tools put in place to monitor the targets set. With regard to the assessment of potential negative impacts, all policies, procedures and activities implemented by the company to prevent and mitigate the identified negative impact were considered.

The prioritization activity allowed the company to determine the material issues for reporting. At the methodological level, the main negative and positive impacts identified were prioritized and evaluated according to their degree of severity and likelihood of occurrence, respectively. The significance of an actual negative impact is determined by its severity while, the significance of a potential negative impact is determined by the severity and likelihood of the impact.

Specifically, the severity of an impact was assessed by taking into consideration three aspects:

1. **Scale:** how severe the impact is and the external context in which the impact occurs, including geography;
2. **Scope:** how widespread it is and can be measured in terms of its impact on the value chain;
3. **Irremediable character**<sup>4</sup>: how difficult it is to repair the damage generated by the impact.

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<sup>4</sup> Irremediability character was considered only for the assessment of negative impacts as indicated by the GRI 2021 Standard.



## RISK FACTORS AND UNCERTAINTY

The Company oversees Enterprise Risk Management in light of the current macroeconomic outlook, business complexity, financial market instability, and evolving legislation across the countries where the Group operates. The goal is to maintain an overview of risk positions across functions and countries.

Risk mapping encompasses all internal and external aspects related to the business (commercial, procurement & supply chain, macro-economic facets), regulatory features (insurance, tax, general regulations), and values (ethics, social-environmental) at the Group level, with continuous monitoring activities in place. Identified risks undergo qualitative-quantitative assessments, leading to the establishment of governance and management structures as well as the preparation of mitigation or remediation plans and investments. Risk analysis activities result in defining risk reduction or elimination actions pursued within each country/function and implemented by identified process owners.

The objective is to monitor, assess, and manage risks effectively, protecting the Company's value and goals across all Group Companies. This includes preventing and neutralizing potential risks systematically and structuring strategies accordingly or leveraging additional opportunities by aligning business strategy with identified events. The Prometeon Risk Model systematically assesses three categories of risks:

1. **External Risks:** Risks associated with the external environment in which the Company operates, over which the Company has no control. This category includes risks related to macroeconomic trends, demand & supply changes, competitors' strategies, technological innovation, new regulations, and country-specific financial, security, political, and environmental risks, as well as impacts linked to climate change.
2. **Strategic Risks:** These are risks inherent to the business, and proper management of these risks can provide a competitive advantage or, conversely, lead to failure in achieving planned objectives. This category includes risks related to markets, materials procurement, product innovation and development, production processes, human resources and financial risks.
3. **Operational Risks:** These risks arise from the organizational structure, processes, and Group systems, where assuming such risks do not confer any competitive advantage. Included within this category are risks associated with Information Technology, Business Continuity, Loss Prevention, Health, Safety & Environment, Legal & Compliance, and Security.

Transversal to the listed risks is Corporate Social Responsibility, Environmental, and Business Ethics Risks. These risks pertain to non-compliance with local and international laws/regulations, best practices, and corporate policies concerning human and labor rights, environmental standards, and business ethics, and can arise from the organization as part of the value chain or supply chain. These risks are primarily linked to the countries where the Company has an industrial presence.



*Risks matrix*

Additionally, the framework is applied as needed. For example, risk assessments are performed for projects to be undertaken following the specified scheme. The objective is to analyze and prevent potential risks that the Group may encounter and to define specific action plans accordingly.

Risks are reported to the Top Management to ensure that identified risks, along with relevant information, are periodically shared and discussed during the risk committee meetings. A monthly report is prepared for and provided to the shareholders.

Enterprise Risk Management activities are specifically conducted by the Headquarters and Local Regional Risk Committees. These committees discuss and analyze information while considering risks mapped with functions, and ensure:

- The classification criteria of the risk are appropriate;
- The completeness and accuracy of the basic information reported;
- The action plans are defined, updated, and executed in a timely manner;
- Major business risk events are accurately reported.

The Risk Committees handle information related to risk mapping/monitoring and may conduct detailed investigations based on the information obtained. The reports overseen by the Risk Committees include:

- Category risk (External, Strategic, Operational);
- Risk type;
- Name of the event;
- Date of occurrence or acknowledgement;
- Detailed description;
- Probability evaluation and legal opinion, if any;
- Impact evaluation in million €, if possible;
- Litigation.

Moreover, starting in 2023, Enterprise Risk Management results at Prometeon Tyre Group are reported to the Board of Directors for oversight and governance.

## EXTERNAL RISKS

### Risk related to macroeconomic outlook

Post-pandemic, due to the current contingency situations around the world, the market is characterized by significant volatile conditions and high energy prices. In addition to the global context, specific elements of individual economies also have to be considered, such as the hyperinflation in Turkey, currency shortage in Egypt, and political changes as elections occurring in countries where the Group is present. Further elements of uncertainty and instability persist with reference to geopolitical tensions, particularly the continuous crises caused by the Russia-Ukraine and Israeli-Palestinian conflicts. These conflicts, along with their associated political concerns, have far-reaching implications, affecting not only the market dynamics but also the operational strategies of the Company.

### Country risk

The Company is committed to adopting a local4local strategy where appropriate to meet local demand with competitive industrial and logistical costs. This approach aims to enhance competitiveness and enable the Group to navigate protectionist measures such as customs barriers, technical prerequisites, product certification, and administrative costs & antidumping related to importation. The Group continuously monitors the general politico-economic situation, tax regimes, and associated risks from political, economic/financial, and security perspectives in the countries where it operates, aiming to implement timely measures to

mitigate potential impacts of any local changes. Additionally, an investment for volume optimization is planned to support the local-for-local approach.

### **Risks related to world-wide geopolitical conflicts situations**

Russia-Ukraine crisis continues and remains uncertain, with international sanctions affecting Russia's economic growth, currency market, and financial system. This situation is driving up prices for energy, metals, and agricultural commodities, impacting the Eurozone's price pressure and growth prospects. These uncertainties may disrupt normal market dynamics and business operations.

Similarly, the Israeli Palestinian conflict persists and influencing global markets and could affect logistics, sales, and energy costs. The conflict's escalation is causing severe economic and financial repercussions and increasing political attention in the Middle East, potentially involving more countries.

The Risk Committee is monitoring these crises, and the Company has established mitigation measures and a contingency plan for identified risks.

### **Risks associated with the evolution of long-term demand**

Mobility is experiencing significant changes due to advancements in technology (such as smart mobility, electrification of propulsion, driving automation, and digital connectivity) and regulatory shifts aimed at enhancing sustainability. The Company continuously monitors these developments by analyzing global and local studies and data, and by participating in national and international webinars and conferences. Additionally, the Company is involved in various category associations to better understand potential market orientation and sector impacts.

### **Risks linked to climate change**

Climate change is an undeniable reality that brings significant alterations to the ecosystems of our planet. It leads to phenomena such as the expansion of arid climate zones, presenting serious risks to the wellbeing of all species on Earth, as well as regulatory concerns, including potential impacts on business and associated costs. For instance, these risks are likely to adversely affect human living conditions in various aspects, including economic, social, and cultural life.

Prometeon monitors uncertainties to implement suitable prevention and mitigation measures, protecting its business from potential financial and operational risks. Additionally, the company is dedicated to developing sustainable products with minimal environmental impact throughout their life cycle.

Moreover, specific attention is directed towards water management, as it is the most essential resource for life on Earth. The Company has established strategies and targets aimed at ensuring the efficient and responsible use of water in both production processes and the

workplace. Prometeon is dedicated and committed to continuous improvement in this area, considering both internal and external risks. For instance, regarding local water resources at production sites, topics related to water scarcity, drought, and legal restrictions have been identified. The Company has developed and anticipated dedicated alternative projects and action plans, along with related investments, to address these challenges.

To adhere to the biodiversity strategy and protect natural components, the Company follows each aspect of sustainable regulations related to nature protection and resilience. For instance, in addition to managing water resource reduction, the Company monitors soil contamination, pollution, and fire prevention for plants and headquarters as part of risk assessment. For further details, please refer to the chapters "Biodiversity" and "New Materials" under the Environmental dimension of the current report and to the chapter "Prometeon Tyre Group and Its Commitment for Climate Change" under the Economic dimension.

### **Risks related to raw materials**

Considering the global macroeconomic situation and its impact on the cost of finished products, along with the significant volatility observed in recent years, synthetic rubber, natural rubber, and oil-related raw materials will likely continue to be sources of uncertainty. To protect the Company's assets and profitability, various measures are being considered under different scenarios, such as increasing sales prices or implementing internal cost efficiency strategies. These strategies may include using alternative raw materials, changing sources or suppliers, improving process quality, and reducing waste levels.

Additionally, the Company is involved in international associations that focus on research into green raw materials and sustainable products. Consequently, the adoption of renewable, sustainable, and non-polluting raw materials has become a formal principle of the Company. Continuous research and development are ensured by the participation in dedicated working groups led by associations of which the Company is a member.

### **Risks linked to competitive positioning**

The Company operates in a market characterized by the presence of numerous competitors, some of which possess substantial financial resources and well-established industrial capabilities, along with brands that enjoy significant international or local recognition. Prometeon is the only tyre company exclusively focused on the Industrial sector (transportation of goods and passengers), as well as the Agro and OTR segments. The Company's payoff, "Tyre solutions for professionals," underscores its commitment to being the "Partner of choice."

Responsibility and trust granted by stakeholders form the foundational backbone of the Company. Continuous innovation and dedication are daily pursuits that strengthen the Company's connection with its consumers. For example, constant research and investment are

central to technology development, enabling the creation and production of innovative offerings, products, and services.

## **STRATEGIC RISKS**

### **Exchange rate risk**

The Company faces exchange rate risk due to its manufacturing and commercial activities in various geographic areas, where receivables and payables are denominated in foreign currencies. Operations and profitability can be influenced by changes in exchange rate volatility between currencies, as the assets and liabilities of local companies operating in non-euro currencies are converted into euros. The Company continuously monitors currency fluctuations and related exchange rate risk exposures.

Prometeon has an industrial presence in countries such as Brazil, Egypt, and Turkey, which experience currency fluctuations. To mitigate these impacts, specific actions and projects have been designed and implemented to neutralize the economic and financial effects.

### **Credit risk**

Credit risk refers to the potential loss resulting from the failure of counterparties to fulfill their commercial and financial obligations as stipulated in agreements. To mitigate this risk, the Company has established a dedicated procedure for defining credit limits assigned to customers, monitoring expected cash flows and taking necessary recovery actions. Additionally, supplementary instruments are employed, such as various types of guarantees (authorization required), a master agreement with an insurance company for global credit risk coverage, and periodic reviews and renewals to ensure alignment with the business model and macroeconomic outlook.

### **Risks associated with human resources**

The Company addresses the risk of losing key personnel or critical know-how by developing retention plans based on macroeconomic conditions and salary benchmarks, updated regularly. Skill and know-how mapping, incentive plans, and non-compete agreements are tailored to activities' risk profiles. Additionally, a talent program is planned to motivate and retain valuable employees.

## **OPERATIONAL RISKS**

### **Risks related to environmental issues**

The Company's activities and products are governed by a multitude of environmental laws that differ across the countries where it operates. Given the current trend, these regulations are likely to become increasingly stringent due to growing concerns within the international community about environmental sustainability. It is anticipated that progressively stricter laws will be introduced, addressing various social and environmental aspects such as atmospheric emissions, waste generation, soil impact, and water usage. To stay ahead of these developments, the Company continuously monitors changes in related laws and regulations through participation in industry associations, webinars, and consultation with experts in this field. This proactive approach enables the Company to study and analyze regulatory trends in advance and make informed investments where necessary, ensuring preparedness for future challenges and compliance requirements.

On a European level, the recent Regulation on Deforestation-Free Products ensures that EU products do not contribute to forest degradation and loss, thereby supporting the resilience of the biodiversity strategy. This regulation allows EU companies to produce certified products that comply with environmental laws already enforced by EU member states. Furthermore, due diligence is required and evaluated. The Company is closely monitoring the requirements of the Regulation to comply with the necessary measures. Risk assessment on this topic is regularly reviewed.

### **Employee health and safety risks**

The Company incurs charges and costs for measures necessary to ensure full compliance with health and safety regulations in the workplace. For instance, following the pandemic contingency, the Company has adopted and continue with hybrid working model. With respect to activities performed at the production plant, dedicated procedures are established, and related training is periodically carried out to ensure the health and safety of all employees. Risks in this field are monitored.

### **Defective product risk**

All tyres produced undergo thorough quality analysis before being placed on the market, with the entire production process subject to specific quality requirements and assurance procedures. Specific procedures are developed and defined for proper management of these processes. However, as with all manufacturers of consumer goods, Prometeon could face liability actions related to potential product defects and may be required to conduct product recall campaigns. Although no significant cases have been detected recently, the Company has dedicated insurance coverage for such events.



## Litigation risks

The Company may encounter disputes related to commercial, trade, fiscal, legal, or labour law in the course of its activities. Prometeon identifies and implements the necessary measures to prevent, avoid, and mitigate any potential consequences and adverse impacts resulting from such proceedings.

## RISKS RELATED TO INFORMATION SYSTEMS AND NETWORK INFRASTRUCTURE

Information and Communication Technology (ICT) systems play a crucial role in supporting business processes, evolution, and development. An analysis and assessment of ICT security has been planned and initiated to detect any security gaps and define specific corrective actions aimed at enhancing the Company's overall security. These measures are intended to protect information assets and upgrade security systems against unauthorized access and data management.

By improving both processes and technologies, these efforts also prepare the Company for future audit activities and ensure compliance with international standards and related regulations. Special attention has been given to technological obsolescence, particularly concerning infrastructure renewal, as it may pose risks of breakdowns and accidents that could significantly impact business and production activities. Dedicated remediation plans have been developed to mitigate these risks.

With hybrid working model, new cyber security risks and issues related to the capacity and resilience of technological systems have emerged. These risks are closely monitored, and periodic meetings are held between the ICT security function and the Risk Committee to share updates and initiatives regarding these matters.

Additionally, significant emphasis has been placed on cyber security awareness. Information sessions, such as phishing campaigns, along with training and updates on major cyber security risks, have been provided to users.

## BUSINESS INTERRUPTION RISKS

Given Prometeon's international operations and global presence, the Group faces various risk scenarios that could lead to prolonged interruptions in business activities, significantly impacting operational capabilities and results. These risks include natural or accidental events (such as fires, floods, earthquakes), breakdowns in plants, wilful misconduct (including vandalism and sabotage), and/or utilities supply interruptions. Such events can cause severe property damage and disrupt production, particularly when they affect critical value chain activities or high-volume or specific product production sites.

Prometeon continuously monitors its vulnerability to catastrophic natural events (such as floods, hurricanes, and earthquakes) and estimates potential damage and business continuity disruptions based on the probability of occurrence for all buildings, especially production sites. Security measures, business continuity plans, and insurance policies are implemented to address property damage and mitigate any business interruptions that may affect production sites.

## SOCIO-ENVIRONMENTAL RESPONSIBILITY RISKS

### Risks related to social and environmental responsibility and business ethics

Enterprise risk management encompasses an enterprise-wide approach to identifying, analyzing, and monitoring risks across various domains related to the Company's daily activities. This includes environmental, social, economic/financial, and business ethics risks directly or indirectly attributable to the Company. The assessments and monitoring activities address possible and potential political, financial, environmental, and social risks, including those related to human rights and labor laws.

The Company continuously monitors the application of internal regulations concerning financial and social (with a particular focus on human and workplace rights), environmental, and business ethics standards at its offices and sites. This monitoring is executed through periodic control activities and audits conducted by the Internal Audit Department. Additionally, in alignment with its sustainability principles, Prometeon has implemented a program of second-party audits along the supply chain via third-party companies.

Annual audit inspections are conducted on raw material suppliers, such as those providing natural rubber, carbon black, and chemicals, etc. to ensure compliance with established standards and mitigate risks associated with outsourced activities. The Company evaluates the conformity of its products and services by monitoring and assessing the performance of its suppliers. The objective is to evaluate their level of sustainability and compliance throughout the entire supply chain by examining the policies and procedures that enable these suppliers to

engage in responsible and sustainable procurement practices. To extend due diligence further, Prometeon has also decided to carry out audits on its cobalt and mineral suppliers.

### **Ethical risk assessment**

To enhance and fortify the Governance & Business Ethics Dimension and further develop sustainability policies at the group level, a self-inspection for ethical risk assessment was conducted in 2024. This assessment focused on bribery and corruption and involved responsible personnel from various regions and countries within the Company. Assessing and managing the ethical risks that the Company may face is crucial to preventing reputational damage and financial losses. The results of this assessment are useful in identifying current areas requiring improvement, related developments, action plans to be implemented, and raising awareness of the ethical culture. Ethical risks, if identified, will be proactively managed to mitigate or eliminate their potential negative impacts.

The assessment specifically examined topics such as the Code of Ethics, Code of Conduct, Whistleblowing procedures, Gift Policy, Sponsorship, Consultancies services selection and engagement process, etc. Information and practices regarding acknowledgment, procedural and authorization applications, as well as awareness initiatives including publication channels, were taken into consideration. The 2024 assessment concluded with full participation from responsible personnel across different regions and countries, and no anomalies were detected.



## CORPORATE SUSTAINABILITY REPORTING DIRECTIVE ROADMAP

Prometeon Tyre Group has taken a significant step forward in its sustainability journey by beginning the preparation for being compliance with the Corporate Sustainability Reporting Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 (CSRD).

This proactive approach demonstrates Prometeon's commitment to transparency, accountability and the integration of its business practices with evolving global standards. The CSRD represents a transformative shift in sustainability reporting, requiring companies to integrate environmental, social and governance factors into their core strategies while demonstrating measurable impact.

Prometeon's early preparation is not only ensuring regulatory compliance but also reinforcing its position as a responsible and forward-thinking organization. This initiative highlights the Group's dedication to meeting stakeholder expectations and contributing to a more sustainable future.

### MEETING REGULATORY OBLIGATIONS

Prometeon Tyre Group is fully updating its practices in accordance with the new CSRD, which succeeds Directive 2014/95/EU. This new framework introduces stricter non-financial reporting requirements to enhance transparency and accountability in corporate sustainability disclosures.

The CSRD mandates that companies report on environmental, social and employee-related matters, as well as human rights and anti-corruption measures. These disclosures must also incorporate data required by the Taxonomy Regulation, further strengthening sustainability reporting.

The CSRD was formally adopted after key legislative milestones. The European Parliament approved it on November 10, 2022, followed by its formal adoption by the European Commission on November 28, 2022. The final text was published in the Official Journal of the European Union on December 14, 2022.

Within the current regulatory framework, the directive will be implemented in different phases: large public interest entities must be compliant in 2024, followed by other large companies in 2025. By 2026, listed SMEs, non-complex credit institutions and captive insurance companies will be included, with non-EU companies with substantial EU operations expected to comply by 2028.

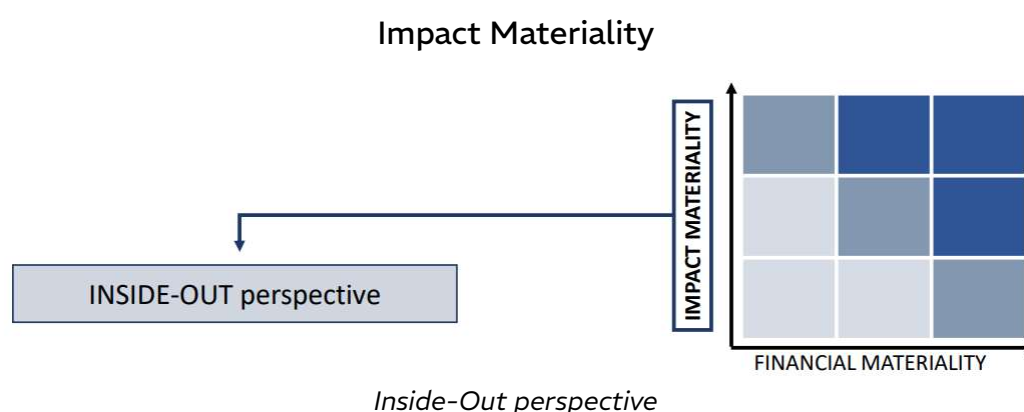
Prometeon recognizes the importance of these enhanced reporting requirements and it is committed to redefine its processes to meet these standards. By doing so, the Company not only ensures compliance but also demonstrates its dedication to sustainability, transparency and responsible business practices.

## **DOUBLE MATERIALITY PRINCIPLE**

The European Sustainability Reporting Standards (ESRS), developed by EFRAG under the direction of the European Commission, aim to improve non-financial reporting by establishing an overall sustainability disclosure requirement. Adopted in July 2023, the ESRS are based on the principle of double materiality, which combines two perspectives. The first is impact materiality, focusing on the company's effects on people and the environment. The second is financial materiality, which examines how sustainability risks and opportunities influence the company's financial performance, operations and position over time. Under ESRS 1, companies are required to disclose all material sustainability information after conducting a double materiality analysis. Additionally, some mandatory disclosures, particularly related to climate change, must be provided regardless of materiality assessments.

## DOUBLE MATERIALITY FOR PROMETEON TYRE GROUP

Prometeon acknowledges the importance of these standards, which ensure transparency and accountability by addressing both the external impacts of sustainability issues and their internal financial implications. This framework strengthens the Company's accordance with regulatory expectations and stakeholder demands. As a voluntary exercise, Prometeon has already completed its first double materiality analysis, by adding to the impact materiality assessment (performed last year) the new assessment related to the implication of financial risks and opportunities linked to sustainability topics.



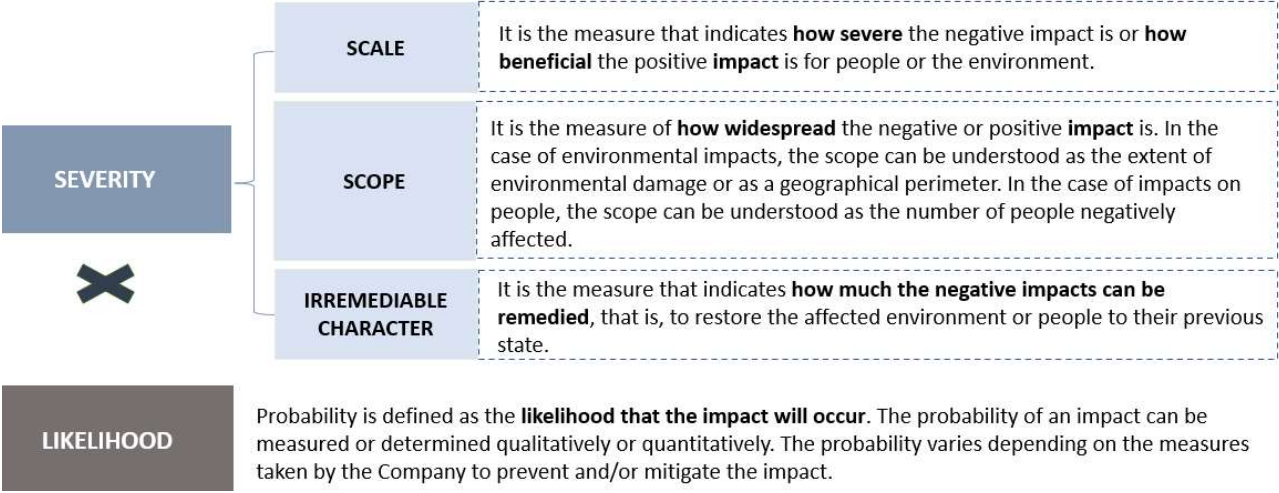
Prometeon Tyre Group applies the principle of impact materiality to identify and assess the positive, negative, potential and actual impacts of its operations and value chain on people and environment. This "inside-out" perspective ensures that the Company evaluates how its activities influence external stakeholders and ecosystems. To carry out this assessment, Prometeon analyzes sustainability reports from competitors, sector trends, key reporting standards, sustainability ratings and legislative pressures. It also considers geographical contexts and media analyses to better understand the environment in which the Company operates. This approach enables the identification of a preliminary list of impacts generated by Prometeon's activities.

The process further involves analyzing internal Company documents and validating the identified impacts to ensure their accuracy and relevance. This method highlights Prometeon's commitment to addressing its external responsibilities and contributing to sustainable development.

### Impact Materiality - Evaluation methodology

Prometeon Tyre Group applies a structured methodology to evaluate impact materiality, focusing on the effects of its activities on people and environment. The evaluation considers

the severity of the impact, its geographic or demographic reach and the difficulty of reversing or mitigating any negative effects. These factors are combined with the likelihood of the impact occurring, taking into account the measures implemented by the Company to prevent or reduce risks.



### Evaluation methodology

Prometeon evaluates the scale of impact as part of its materiality assessment to determine the significance of its effects on people and environment. Impacts are categorized from "None," indicating no recognizable effect, to "Absolute," representing critical and extensive influence. This approach ensures that Prometeon identifies and prioritizes actions based on the severity of both positive and negative impacts, supporting informed and responsible decision-making.

The diagram shows a table with two columns: "Description" and "Additional Information". The rows represent different levels of impact: Absolute, High, Medium, Low, Minimal, and None. To the left of the table, a text box states: "For the assessment of impacts, it is necessary to understand the Scale of the impacts." This text box is connected to the table by a line, indicating that the scale is used for the assessment of impacts.

Description	Additional Information
<b>Absolute</b>	<b>Positive Definition:</b> the benefit is significant, with a very high effect and scale for people or the environment. <b>Negative Definition:</b> the negative influence is significant, with a very high effect and scope for people or the environment.
<b>High</b>	<b>Positive Definition:</b> the benefit has a high impact in terms of people or the environment. <b>Negative Definition:</b> the negative influence has a high impact in terms of people or the environment.
<b>Medium</b>	<b>Positive Definition:</b> the benefit has a medium effect on people or the environment. <b>Negative Definition:</b> the negative influence has a medium effect on people or the environment.
<b>Low</b>	<b>Positive Definition:</b> the benefit occurs at a low level. <b>Negative Definition:</b> the negative influence occurs at a low level.
<b>Minimal</b>	<b>Positive Definition:</b> the benefit occurs minimally. <b>Negative Definition:</b> the negative influence occurs minimally.
<b>None</b>	<b>Positive Definition:</b> the benefit is not recognizable. This topic has no impact on society and the environment. <b>Negative Definition:</b> the negative influence is not recognizable. This topic has no impact on society and the environment.

### Evaluation methodology: impact scale



Prometeon evaluates impact severity based on geographical reach and value chain coverage, classifying it into six levels:

- 1) **Global/Total:** Affects a vast number of people globally with significant environmental impact (>66% of the value chain, >5 countries)
- 2) **Widespread:** Impacts a large population across multiple regions (33%–66% of the value chain, >5 countries)
- 3) **Medium:** Influences specific groups within a medium-scale area (33%–66% of the value chain, <5 countries)
- 4) **Concentrated:** Limited to a specific group or location with a localized impact (<33% of the value chain, >5 countries)
- 5) **Limited:** Affects a small number of people or areas with minor impact (<33% of the value chain, 2–5 countries)
- 6) **None:** No significant effect on people or the environment (<33% of the value chain, 1 country).

This classification helps guide sustainability decision-making and impact assessment.

For the assessment of impacts, it is necessary to understand the **Scope** of the

Description	Additional Information	Value chain	Geographical dispersion
<b>Global/Total</b>	<b>Positive Definition:</b> The benefit concerns a very large number of people globally, has a global scope, or causes a significant environmental contribution. <b>Negative Definition:</b> The negative influence concerns a very large number of people globally, has a global scope, or causes a significant environmental contribution.	>66% of the value chain	
<b>Widespread</b>	<b>Positive Definition:</b> The benefit concerns a large number of people, is widespread over a broad geographical perimeter, or causes an environmental contribution. <b>Negative Definition:</b> The negative influence concerns a large number of people, is widespread over a broad geographical perimeter, or causes an environmental contribution.	>33% and <66% of the value chain	> 5 countries
<b>Medium</b>	<b>Positive Definition:</b> The benefit concerns some people, affects a medium geographical perimeter, or the environmental contribution. <b>Negative Definition:</b> The impact concerns some people, affects a medium geographical perimeter, or the environmental contribution.	>33% and <66% of the value chain	< 5 countries
<b>Concentrated</b>	<b>Positive Definition:</b> The benefit concerns a concentrated/specific group of people, the geographical perimeter, and the environmental contribution. <b>Negative Definition:</b> The impacts concern a concentrated/specific group of people, the geographical perimeter, and the environmental contribution.	<33% of the value chain	> 5 countries
<b>Limited</b>	<b>Positive Definition:</b> The benefit is limited to a few people or a small environmental contribution or affects a limited geographical perimeter. <b>Negative Definition:</b> The negative influence is limited to a few people or a small environmental contribution or a limited geographical perimeter.	<33% of the value chain	Between 2 and 5 countries
<b>None</b>	<b>Positive Definition:</b> The benefit does not affect people or the environment. <b>Negative Definition:</b> The negative influence does not affect people or the environment.	<33% of the value chain	1 country

*Evaluation methodology: impact scope*

Prometeon evaluates also the irremediability of impacts as part of its materiality assessment to understand how difficult it is to address or reverse negative effects (this is not applicable to positive impacts). This evaluation ranges from impacts that can be easily remedied in a short time to those that require significant effort over many years or are entirely irreversible. By incorporating this dimension, the Company prioritize actions that reduce long-term or permanent harm, ensuring a more responsible approach to its activities and their consequences.

The assessment of the impact must include its irremediability character.	Description	Additional Information
	Irreversible	The impact cannot be undone.
	Very difficult to remedy or long term	Remedying the impact is very difficult or requires a long process (more than five years).
	Difficult to remedy or mid-term	Remedying the impact is difficult or requires a medium-term process (two to five years).
	Remediable with effort (time and cost)	The impact is remediable, but it requires an effort in terms of time and costs.
	Easy to remedy in the short term	Remedying the impact is easy in the short term (one year).
	Very easy to remedy	The impact is easy to counteract and remedy the resulting damage.

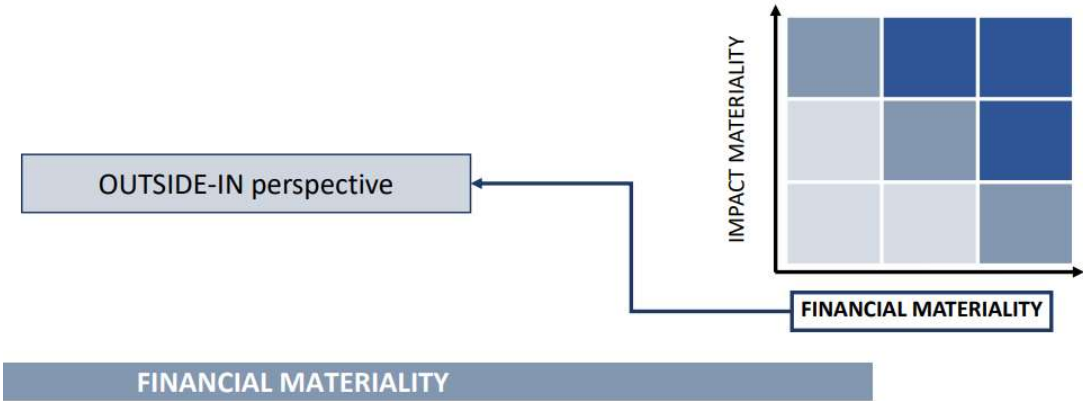
*Evaluation methodology: irremediability*

In the end, Prometeon evaluates the probability of impacts occurring as part of its materiality methodology. This probability can be measured qualitatively or quantitatively and considers the measures implemented by the Company to prevent or mitigate potential effects. The assessment ranges from "Guaranteed," where the impact or benefit is highly likely or frequent, to "Unlikely," where the probability of occurrence is minimal or rare. By incorporating probability into its evaluations, Prometeon ensures an understanding of potential risks and benefits, enabling it to prioritize mitigation strategies effectively:

Description	Additional Information
Guaranteed	<b>Positive Definition:</b> It is very likely that the benefit will occur or occur frequently. <b>Negative Definition:</b> It is very likely that the negative impact will occur or occur frequently.
Very likely	<b>Positive Definition:</b> It is very likely that the benefit will occur or be recurrent. <b>Negative Definition:</b> It is very likely that the negative impact will occur or be recurrent.
Likely (recurrent but not frequent)	<b>Positive Definition:</b> The benefit is possible whether it occurs or almost never occurs. <b>Negative Definition:</b> The negative impact is possible but not common.
Possible (could occur, but uncommon)	<b>Positive Definition:</b> The benefit is possible or almost likely to occur. <b>Negative Definition:</b> The negative impact is possible or almost likely to occur
Unlikely (almost never)	<b>Positive Definition:</b> It is unlikely that the benefit will occur or it almost never occurs. <b>Negative Definition:</b> It is unlikely that the negative impact will occur or it almost never occurs.

Evaluation methodology: probability

## DOUBLE MATERIALITY: FINANCIAL MATERIALITY



Outside-In perspective

As anticipated above, as a preliminary and voluntary exercise, Prometeon evaluates financial materiality to identify risks and opportunities related to sustainability that could significantly impact the Company's financial position, cash flow and cost of capital over the short, medium, or long term. These considerations stem from environmental, social and governance factors that influence the Company's business operations and value chain.

The evaluation process includes mapping business relationships, dependencies on natural, social, human resources and sustainability-related actions implemented by the Company. Prometeon also conducts a preliminary identification of financial risks and opportunities linked to sustainability and validates these findings to ensure a global understanding of their financial implications. This approach enables Prometeon to integrate sustainability into its financial strategies and decision-making processes, considering the three key components: revenues, external investments and operating costs.

This framework helps Prometeon analyze how sustainability-related risks and opportunities impact its financial health and cash flow dynamics, ensuring informed decision-making and long-term resilience.

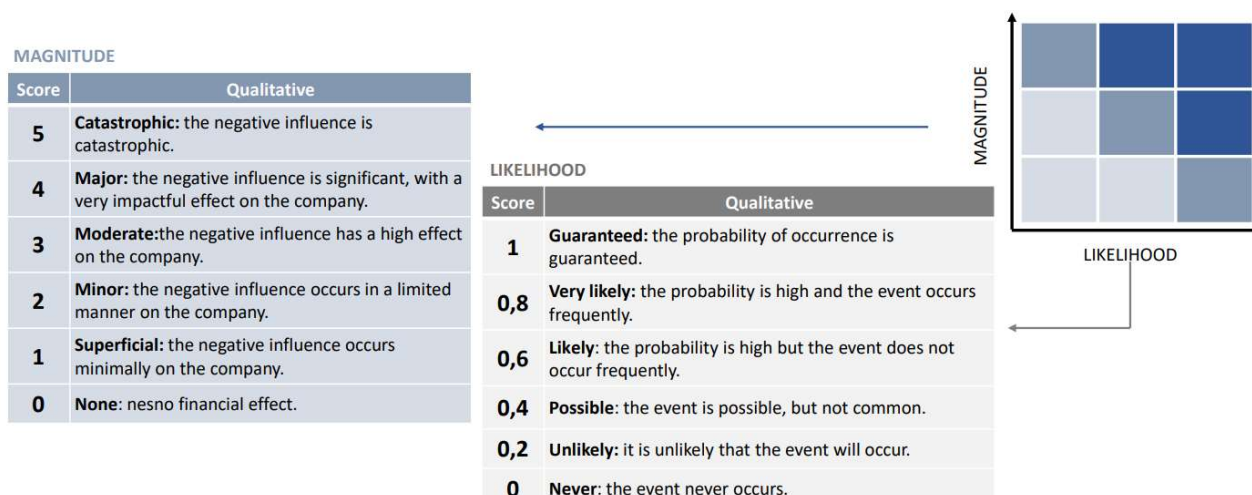
### **Risk Identification Process and evaluation methodology**

Prometeon follows a structured process to identify material risks and opportunities by considering three key factors. First, it evaluates risks or opportunities arising from impacts generated by the Company's activities. Second, it examines risks or opportunities linked to actions taken by the Company to address sustainability issues, including efforts to mitigate negative effects or enhance positive impacts. Lastly, it assesses dependencies and relationships that may influence the Company's ability to access resources or rely on essential relationships under acceptable conditions.

The analysis also incorporates different forms of capital essential to Prometeon's operations, including natural, human, intellectual, relational, financial and productive capital. Each type of capital plays a critical role in supporting business continuity, fostering innovation, and maintaining operational resilience in accordance with sustainability objectives. This approach ensures that risks and opportunities are thoroughly identified and addressed in Prometeon's strategic planning.

## Financial Materiality - Evaluation methodology

Prometeon's financial materiality assessment evaluates risks and opportunities by considering two key factors: magnitude and probability. Magnitude measures the severity of a financial impact, ranging from minor to catastrophic, while probability assesses the likelihood of an event occurring, from unlikely to guaranteed. By combining these variables within a matrix, Prometeon ensures a thorough understanding of potential financial risks and their implications, supporting informed decision-making and effective risk management strategies



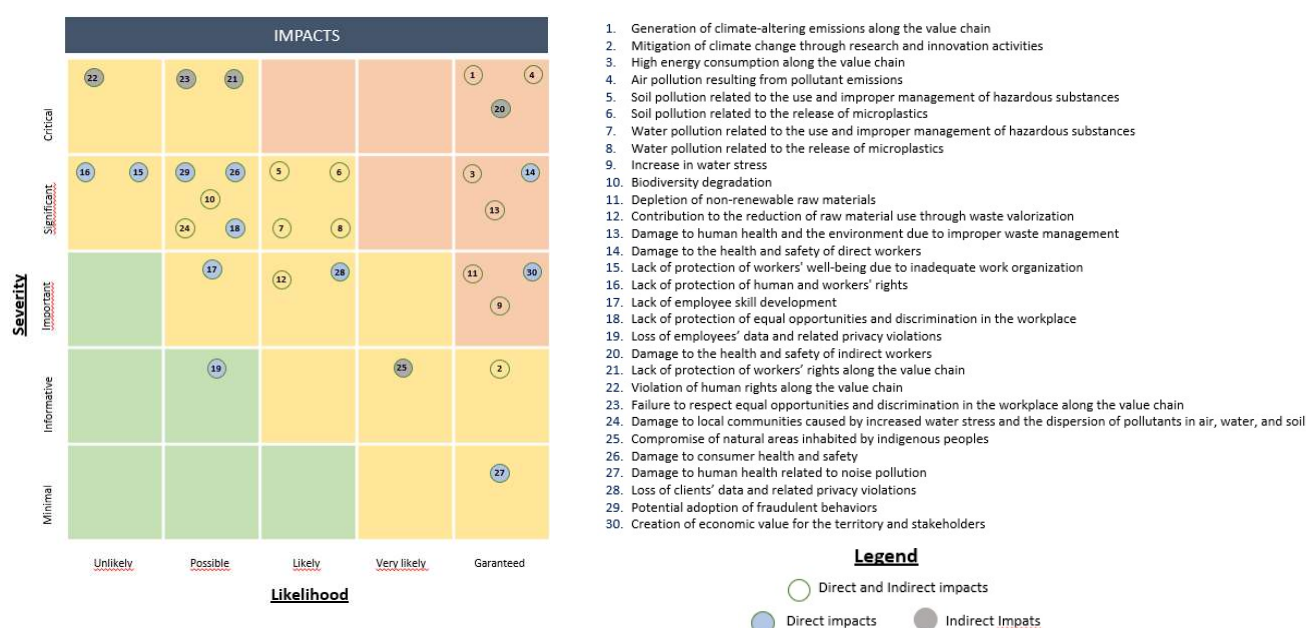
*Evaluation methodology*

## DOUBLE MATERIALITY 2024: RESULTS FOR PROMETEON

### Results of impact materiality

Prometeon's analysis of Impact Materiality evaluates both direct and indirect impacts across its value chain, focusing on their severity and probability of occurrence. Direct impacts include greenhouse gas emissions, high energy consumption, water pollution, biodiversity degradation and human health concerns linked to improper waste management. Indirect impacts address challenges such as stress on local communities, noise pollution, privacy violations and broader socioeconomic effects.

The company uses a matrix to assess the gravity of these impacts, ranging from critical to minimal, alongside their likelihood of occurrence, from improbable to guaranteed. This evaluation allows Prometeon to identify and prioritize the most significant risks and opportunities. Issues such as climate change mitigation, pollution and resource efficiency are given higher priority to ensure the Company actively mitigates critical impacts while enhancing positive contributions.

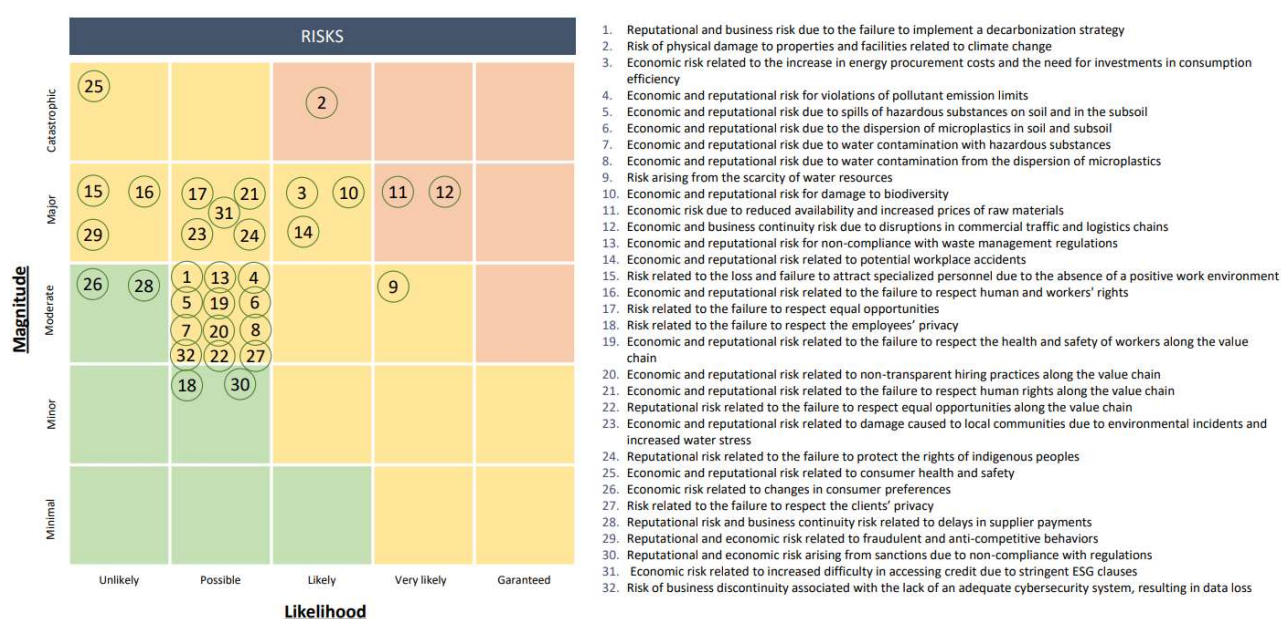


*Impact Materiality outputs for Prometeon Tyre Group*



## Results of financial materiality

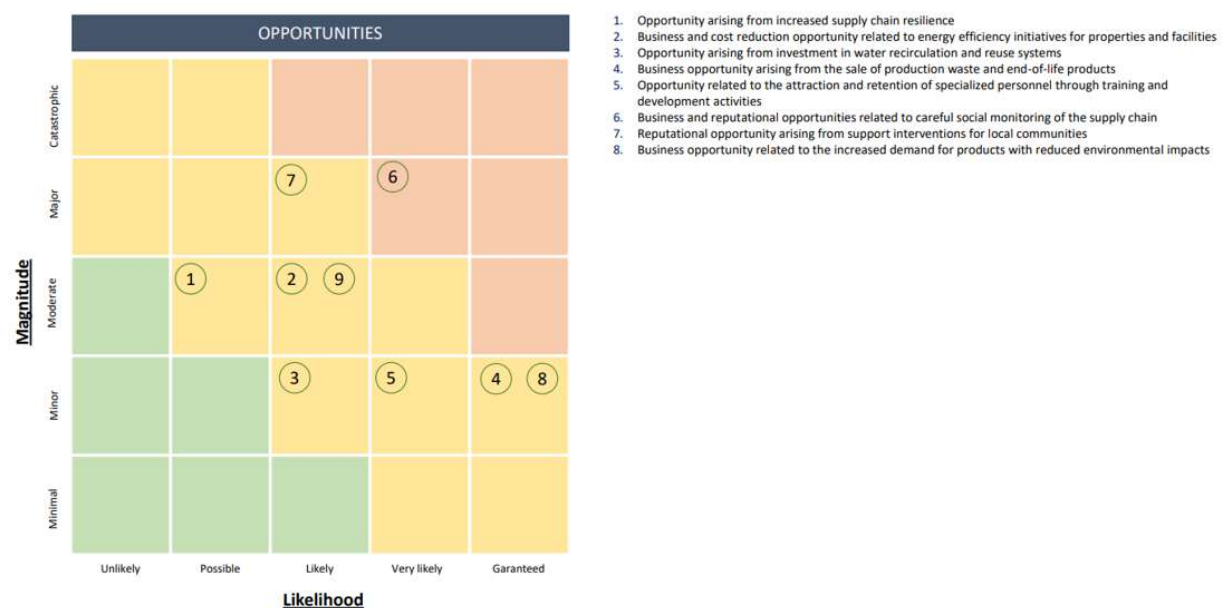
Prometeon's Financial Materiality Assessment evaluates both risks and opportunities, analyzing their magnitude and probability to prioritize areas of strategic focus. The risks identified are diverse, encompassing environmental, social and governance factors. Key environmental risks include the economic and reputational consequences of failing to implement decarbonization strategies, increased energy costs and insufficient waste management practices. Social risks are tied to health and safety incidents, privacy violations and inequities in the workplace, while governance-related risks highlight the importance of compliance with regulatory requirements and maintaining cybersecurity.



### Financial Materiality outputs for Prometeon Tyre Group – Risks



Conversely, the assessment also identifies significant opportunities. Environmental opportunities center on improving supply chain resilience, reducing energy costs and investing in recycling and reuse initiatives. Social opportunities focus on attracting and retaining qualified talent through dedicated training initiatives and community support programs. Governance opportunities, instead, focus on strengthening transparent business practices, ensuring ethical conduct, and fostering a culture of accountability across the organization.



Financial Materiality outputs for Prometeon Tyre Group - Opportunities

This structured evaluation enables the Company to mitigate critical risks while capitalizing on opportunities that enhance sustainability, resilience and value creation.

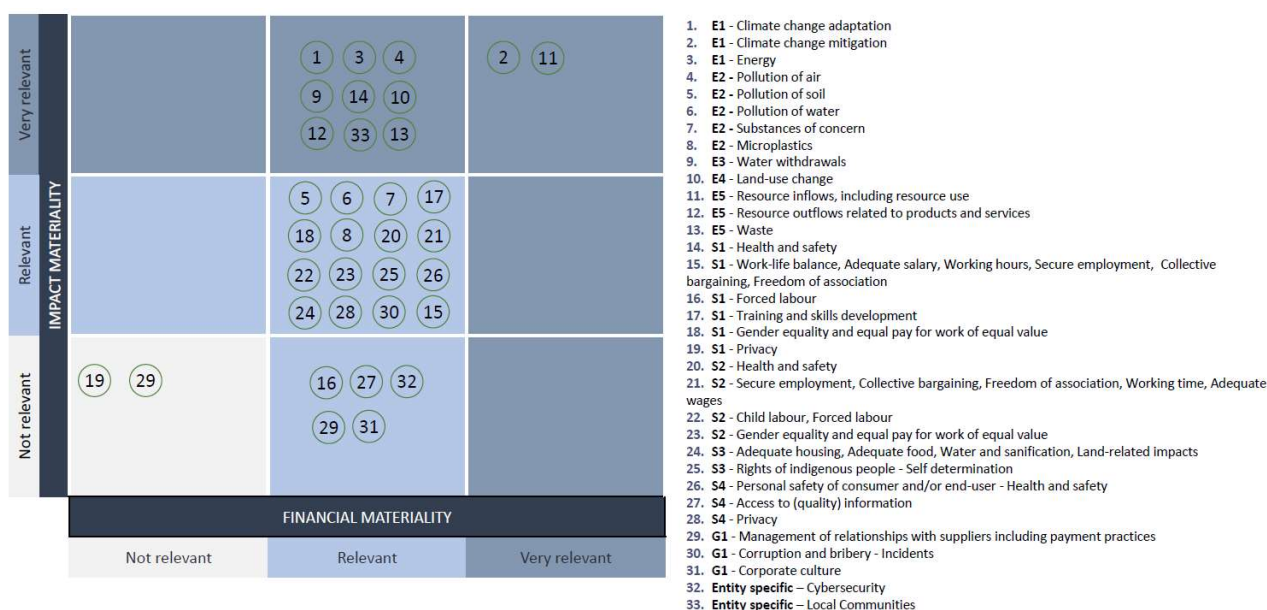
### Impacts, risks and opportunities from the analysis

The analysis of impacts, risks and opportunities focuses on both environmental and social dimensions within the value chain. Key areas of concern include climate change, pollution, biodiversity and resource usage. These topics highlight potential reputational, economic and operational risks that arise from inadequate mitigation or adaptation strategies, while also emphasizing business opportunities linked to resilience, efficiency and innovation.

For social aspects, issues such as working conditions, equality and workers’ rights were identified as critical. These represent not only potential risks, such as legal violations or reputational damage, but also opportunities for fostering a sustainable and equitable workplace environment.

The identified impacts and their relevance underline the importance of integrating sustainability into business strategies to mitigate risks and leverage opportunities, ensuring both operational continuity and long-term value creation.

The double materiality matrix provides a well-rounded conclusion to the analysis, effectively categorizing material topics into relevant areas of financial and impact materiality. The findings illustrate a strong connection between critical environmental, social and governance factors and their implications on both business performance and societal outcomes. Topics such as climate change adaptation, pollution and resource management stand out as highly relevant across both dimensions, emphasizing their immediate and long-term significance.



Double materiality matrix

These are the main environmental impacts the Company is addressing, focusing on climate change, pollution, resource use and biodiversity.

	Topic	Sub-topic	Impact	Impact relevance	Risk/Opportunity	Relevance R/O
ENVIRONMENT	E1 - CLIMATE CHANGE	Climate change adaptation	Generation of climate-altering emissions along the value chain	VERY RELEVANT	Reputational and business risk due to the failure to implement a decarbonization strategy	RELEVANT
					Opportunity arising from increased supply chain resilience	RELEVANT
		Climate change mitigation	Mitigation of climate change through research and innovation activities	VERY RELEVANT	Risk of physical damage to properties and facilities related to climate change	VERY RELEVANT
		Energy	High energy consumption along the value chain	VERY RELEVANT	Economic risk related to the increase in energy procurement costs and the need for investments in consumption efficiency	RELEVANT
					Business and cost reduction opportunity related to energy efficiency initiatives for properties and facilities	RELEVANT

### Impacts – Environment ESRS E1

	Topic	Sub-topic	Impatto	Rilevanza impatto	Rischio/Opportunità	Rilevanza R/O
ENVIRONMENT	E2 - POLLUTION	Pollution of air	Air pollution resulting from pollutant emissions	VERY RELEVANT	Economic and reputational risk for violations of pollutant emission limits	RELEVANT
		Pollution of soil Substances of concern	Soil pollution related to the use and improper management of hazardous substances	RELEVANT	Economic and reputational risk due to spills of hazardous substances on soil and in the subsoil	RELEVANT
		Pollution of soil Microplastic	Soil pollution related to the release of microplastics	RELEVANT	Economic and reputational risk due to the dispersion of microplastics in soil and subsoil	RELEVANT
		Pollution of water Substances of concern	Water pollution related to the use and improper management of hazardous substances	RELEVANT	Economic and reputational risk due to water contamination with hazardous substances	RELEVANT
		Pollution of water Microplastic	Water pollution related to the release of microplastics	RELEVANT	Economic and reputational risk due to water contamination from the dispersion of microplastics	RELEVANT

### Impacts-Environment ESRS E2

	Topic	Sub-topic	Impact	Impact relevance	Risk/Opportunity	Relevance R/O
ENVIRONMENT	E3 - WATER AND MARINE RESOURCES	Water Water withdrawals	Increase in water stress	VERY RELEVANT	Risk arising from the scarcity of water resources	RELEVANT
					Opportunity arising from investment in water recirculation and reuse systems	RELEVANT
	E4 - BIODIVERSITY AND ECOSYSTEMS	Direct impact drivers of biodiversity loss Land-use change	Biodiversity degradation	RELEVANT	Economic and reputational risk for damage to biodiversity	RELEVANT
	E5 - RESOURCE USE AND CIRCULAR ECONOMY	Resource inflows, including resource use	Depletion of non-renewable raw materials	VERY RELEVANT	Economic risk due to reduced availability and increased prices of raw materials	VERY RELEVANT
					Economic and business continuity risk due to disruptions in commercial traffic and logistics	VERY RELEVANT
		Resource outflows related to products and services	Contribution to the reduction of raw material use through waste valorization	RELEVANT	Business opportunity arising from the sale of production waste and end-of-life products	RELEVANT
		Waste	Damage to human health and the environment due to improper waste management	VERY RELEVANT	Economic and reputational risk for non-compliance with waste management regulations	RELEVANT

### Impacts – Environment ESRS E3, E4, E5

Social factors, including labor rights, health and safety, and equality, reveal interconnected risks and opportunities tied to workforce well-being and community engagement.

	Topic	Sub-topic	Impact	Impact relevance	Risk/Opportunity	Relevance R/O
SOCIAL	S1 - OWN WORKFORCE	<b>Working conditions</b> <i>Health and safety</i>	Damage to the health and safety of direct workers	VERY RELEVANT	Economic and reputational risk related to potential workplace accidents	RELEVANT
		<b>Working conditions</b> <i>Work-life balance, Adequate salary, Working hours, Secure employment, Collective bargaining, Freedom of association</i>	Lack of protection of workers' well-being due to inadequate work organization	RELEVANT	Risk related to the loss and failure to attract specialized personnel due to the absence of a positive work environment	RELEVANT
		<b>Other work-related rights</b> <i>Forced labour</i>	Lack of protection of human and workers' rights	RELEVANT	Economic and reputational risk related to the failure to respect human and workers' rights	RELEVANT
		<b>Equal treatment and opportunities for all</b> <i>Training and skills development</i>	Lack of employee skill development	RELEVANT	Opportunity related to the attraction and retention of specialized personnel through investments in training and development activities	RELEVANT
		<b>Equal treatment and opportunities for all</b> <i>Gender equality and equal pay for work of equal value</i>	Lack of protection of equal opportunities and discrimination in the workplace	RELEVANT	Risk related to the failure to respect equal opportunities	RELEVANT
		<b>Other work-related rights</b> <i>Privacy</i>	Loss of employee data and related privacy violations	NOT RELEVANT	Risk related to the failure to respect the privacy of employees and customers	NOT RELEVANT

### Impacts-Social ESRS S1

	Topic	Sub-topic	Impact	Impact relevance	Risk/Opportunity	Relevance R/O
SOCIAL	S2 - WORKERS IN THE VALUE CHAIN	<b>Working conditions</b> <i>Health and safety</i>	Damage to the health and safety of indirect workers	RELEVANT	Economic and reputational risk related to the failure to respect the health and safety of workers along the value chain	RELEVANT
		<b>Working conditions</b> <i>Secure employment, Collective bargaining, Freedom of association, Working time, Adequate wages</i>	Lack of protection of workers' rights along the value chain	RELEVANT	Economic and reputational risk related to non-transparent hiring practices along the value chain	RELEVANT
		<b>Other work-related rights in the value chain</b> <i>Child labour &amp; Forced labour</i>	Violation of human rights along the value chain	RELEVANT	Economic and reputational risk related to the failure to respect human rights along the value chain	RELEVANT
		<b>Equal treatment and opportunities for all</b> <i>Gender equality and equal pay for work of equal value</i>	Lack of protection of respect equal opportunities and discrimination in the workplace along the value chain	RELEVANT	Economic and reputational risk related to the failure to respect equal opportunities along the value chain	RELEVANT
			-	-	Business and reputational opportunities related to careful social monitoring of the supply chain	VERY RELEVANT

### Impacts – Social ESRS S2

	Topic	Sub-topic	Impact	Impact relevance	Risk/Opportunity	Relevance R/O
SOCIAL	S3 - AFFECTED COMMUNITIES	<b>Communities' economic, social and cultural rights</b> <i>Adequate housing, Adequate food, Water and sanitation, Land-related impacts</i>	Damage to local communities caused by increased water stress and the dispersion of pollutants in air, water, and soil	RELEVANT	Economic and reputational risk related to damage caused to local communities due to environmental incidents and increased water stress	RELEVANT
		<b>Rights of indigenous peoples</b> <i>Self-determination</i>	Compromise of natural areas inhabited by indigenous peoples	RELEVANT	Reputational risk related to the failure to protect the rights of indigenous peoples	RELEVANT
	S4 - CONSUMERS AND END-USERS	<b>Personal safety of consumers and/or end-users</b> <i>Health and safety</i>	Damage to consumer health and safety	RELEVANT	Economic and reputational risk related to consumer health and safety	RELEVANT
			Damage to human health related to noise pollution	RELEVANT		
		<b>Information-related impacts for consumers and/or end-users</b> <i>Access to (quality) information</i>	-	-	Economic risk related to changes in consumer preferences	NOT RELEVANT
			-	-	Business opportunity related to the increased demand for products with reduced environmental impacts	RELEVANT
		<b>Information-related impacts for consumers and/or end-users</b> <i>Privacy</i>	Loss of clients' data and related privacy violations	RELEVANT	Risk related to the failure to respect the clients' privacy	RELEVANT

### Impacts – Social ESRS S3, S4

Governance-related issues, particularly corporate conduct and cybersecurity, underline the need for ethical practices and robust systems to mitigate reputational and operational risks.

	Topic	Sub-topic	Impact	Impact relevance	Risk/Opportunity	Relevance R/O
GOVERNANCE	G1 - BUSINESS CONDUCT	Management of relationships with suppliers including payment practices	-	-	Reputational risk and business continuity risk related to delays in supplier payments	NOT RELEVANT
		Corruption and bribery Incidents	Potential adoption of fraudulent behaviors	RELEVANT	Reputational and economic risk related to fraudulent and anti-competitive behaviors	RELEVANT
		Corporate culture	-	-	Reputational and economic risk arising from sanctions due to non-compliance with regulations	NOT RELEVANT
					Economic risk related to increased difficulty in accessing credit due to stringent ESG clauses	RELEVANT
ENTITY SPECIFIC	ENTITY-SPECIFIC	Entity specific topic Cybersecurity	-	-	Risk of business discontinuity associated with the lack of an adequate cybersecurity system, resulting in data loss	RELEVANT
		Entity specific topic Local Communities	Creation of economic value for the territory and stakeholders	VERY RELEVANT	Reputational opportunity arising from support interventions for local communities	RELEVANT

### Impacts - Governance

This analysis underscores the necessity of addressing key ESG areas through strategic decision-making to balance financial viability with sustainable impact. By prioritizing these topics, the organization positions itself to navigate emerging challenges, leverage opportunities, and enhance its role as a responsible and forward-looking enterprise. The matrix ultimately serves as a critical tool to guide sustainability initiatives and ensure alignment with global standards and stakeholder expectations.





## OUR POLICIES AND OPERATING PROCEDURES

The Sustainable Management Model throughout the value chain is reflected in the main Prometeon Tyre Group Policies and Operating Procedures. Following the approval, the new or amended Policies and Operating Procedures are made available to the internal and external stakeholders, through the Company's Intranet and the Corporate Website, in English and, when needed, in local languages. Implementation of the Policies and Operating Procedures is entrusted to department directors who are responsible for ensuring their correct application within their respective department. Through the implementation and observance of its Policies and Operating Procedures, Prometeon Tyre Group ensures the remediation of negative impacts caused by its business activities, which are discussed under paragraph "Analysis of Materiality and Identified Risks" in the present chapter of the report.

All stakeholders pertaining to both external (business partners, suppliers, shareholders, locals living in the areas where the Company conducts business activities) and internal (employees) communities have the possibility to communicate to the Company their concerns regarding the business conduct of Prometeon Tyre Group. For detailed information, please refer to the dedicated paragraph below and to the "Focus: Whistleblowing Operating Procedure" paragraph discussed below in this section of the present chapter.

Prometeon Tyre Group acts in full compliance with laws and regulations applicable in the countries where the Company conducts business activities. During 2022, 2023 and 2024 no cases of non-compliance have emerged. For detailed information, reference should be made to the "Compliance within Customer relationships" paragraph in the Economic Dimension section of the present Report.

Report on the Company's sustainability activities is prepared on an annual basis and approved, together with the consolidated financial statements, by the Board of Directors. Detailed information on the role of the highest governance body in sustainability reporting is discussed under the paragraph "Prometeon Tyre Group Business Strategy, Integrity and Transparency". The application of the following Policies and Operating Procedures is continuously considered mandatory within the scope of Company's sustainability activities.

Such policies are available to all internal and external stakeholders through, respectively, the Company Intranet and the Corporate Website, reachable at the address [https://www.prometeon.com/IT/it\\_IT/sustainability/governance](https://www.prometeon.com/IT/it_IT/sustainability/governance) and where the majority of them can be consulted in the "Governance" section:

- the "Code of Ethics"

- the "Code of Conduct"
- the "Organizational Model 231"
- the "Anti-Corruption Compliance Program"
- the "Prometeon Tyre Group Equal Opportunity Statement"
- the "Global Human Rights" Policy
- the "Global Antitrust and Fair Competition" Policy
- the "Competition Compliance Manual"
- the "Group Regulations"
- the "Political Involvement and Lobbying" Policy
- the "Compliance with limitation on relationships issued by authorities" Policy
- the "Whistleblowing Operating Procedure"
- the "Global Privacy" Policy
- the Operating Procedure Regarding Personal Data Breach
- the Operative Instruction on Internal Risks Monitoring
- the "Health, Safety and Environment" Policy
- the "Social Responsibility Policy for Occupational, Health, Safety and Rights, and Environment" Policy
- the "Corporate Social Responsibility" Policy
- the "Sustainable Natural Rubber" Policy
- the "Conflict Minerals and Cobalt Sourcing" Policy
- the "Sustainable Procurement" Policy
- the "Global Quality" Policy
- the "Conflict of Interest" Policy
- the "Social Media" Policy
- the "Tax Governance" Operating Procedure
- the "Global Tax" Policy
- the "Tax Monitoring" Operating Procedure
- the "Transfer Pricing Policy"
- the "Intercompany pricing policy for financial transactions"
- the "Gift made, Gift Received and Donations" Operating Procedure"
- the "Prometeon Tyre Group Risk Management approach policy"
- the "Global Travel Policy"
- the "Entertainment Expenses Operating Procedure"
- the "Global Corporate Security Policy"
- the "Travel Security Policy"
- the "Events Security requirements Operating Procedure"
- the "Global Access Operating Procedure"
- the "Global Talent Acquisition Operating Procedure"
- the "Procedimiento Operativo de prevención y actuación ante situaciones de acoso"

The **"Code of Ethics"** identifies the general principles of integrity, transparency, impartiality, fairness and honesty inspiring the conduct of business. It indicates the objectives and the values



informing business activity in relation to the main stakeholders with which Prometeon Tyre Group interacts on daily basis. This document provides all the Company affiliates with cogent and uniform guidelines for the professional practices to be followed by anyone who works for or on behalf of Prometeon Tyre Group or has business dealings with it, including agents and other intermediaries ("Recipients of the Code of Ethics").

In June 2023 the Code of Ethics was updated. In particular, the principle of impartiality, aimed at rejecting all favorable treatments and inequalities, as well as an explicit commitment of the Company to oppose all forms of harassment and violence in the workplace have been included.

The **"Code of Conduct"** represents the operational declination of the principles, objectives and values of the Code of Ethics, identifying, by way of example, "do's" and "don'ts" referring, in particular to relations with Public Administrations, internal subjects and third parties and with the market.

The year 2024 witnessed once again the interactive training course on the Code of Ethics and Code of Conduct, edited by Compliance Department and Learning & Development Departments and made available to all newly hired globally. Thanks to this training, the awareness and knowledge of employees of the principles stated in these documents are raised and strengthened.

Moreover, in order to strengthen blue collar's awareness on these Policies and Operating Procedures, in 2023, in Brazil, Team Leaders of the factories were given a training organized by the Internal Audit, Sustainability & Compliance Department. For further details please refer to "Talent Development" paragraph discussed under "Social Dimension". In 2024 this project was also implemented in Egypt. In particular, all Team Leaders in the factory received a training from the local Corporate & Compliance Legal Assistant Manager on the following Policies and Operating Procedures: Code of Ethics, Code of Conduct, Anticorruption Compliance Program, Social Media Policy, Political Involvement and Lobbying Policy, Conflict of Interest Policy and Whistleblowing Operating Procedure.

During the training session, a document (so-called "Pocket Guide"), describing the main content of each Policy and Operating Procedure and including a QR CODE linking to the full version of the explained documentation, was distributed to all participants.

Subsequently, each Team Leader cascaded the training to his/her own team with the aim of covering 100% of the factory population.

The **"Whistleblowing Operating Procedure"** was enacted in September 2018, in implementation of the Company Code of Ethics and Code of Conduct, as well as of the applicable national and international regulations, and it was lastly updated in December 2022 in compliance with the European Directive 1937/2019.

The training on the Code of Conduct and Whistleblowing Operating Procedure was also conducted in 2024 in Brazil, Egypt, and Turkey by the Internal Audit, Sustainability & Compliance Department. The sessions were delivered to blue-collars using the so-called "multiplier"

approach, meaning that the Internal Audit, Sustainability & Compliance Department first trained the Supervisors, who then passed on the training to the blue-collar workers.

The Operating Procedure defines communication channels for reporting violations, suspected violations and inducements to commit violations of any laws and regulations, principles enshrined in the Code of Ethics and the Code of Conduct, internal control principles, company rules and Policies/Operating Procedures and/or any other act or omission that may lead directly or indirectly to financial or image damage for the Company. Reporting can be done, also anonymously, through the Online Whistleblowing Platform available on the Company Website and Intranet and which comply with legal requirements and security standards or by contacting the Internal Audit, Sustainability & Compliance Department. In both cases confidentiality of communication is guaranteed.

The “**Group Anti-Corruption Compliance Program**”, available in English and in Italian on the Prometeon Tyre Group’s Intranet and Website, was adopted in 2017. Such a program is the corporate reference for the prevention of corruptive practices and sets out a collection of principles and rules aimed at preventing or reducing the risk of corruption. The Company is committed to fight *“corruption in any guise or form, or in any jurisdiction, or even in places where such activity is admissible in practice, tolerated, or not challenged in the courts”*.

With reference to Italian employees, specific trainings are regularly carried out with regard to the Legislative Decree 231/2001 and related Prometeon Organization, Management and Control Model (the “Model 231”), including anticorruption matters. Such trainings are planned to the whole Italian corporate population in case of amendments of the **Model 231** and are supplied for new employees every six months.

In December 2023 the Company updated its Model 231 due to the occurred legislative and Company organizational structure changes. In addition, in order to facilitate users' access to the Model 231, Prometeon Tyre Group has made available a “Legal design tool” that allows users to navigate it in a simple and intuitive manner.

Likewise, specific training has been implemented in Spain in connection with the applicable Ley Orgànica 1/2015, which is the Spanish equivalent of the Italian Legislative Decree 231/2001. The Ley Organica 5/2010 introduced criminal liability for legal entities in Spain through Article 31 bis of the Spanish Criminal Code. According to such Article, companies are accountable for offences committed on their behalf or for their benefit by employees, managers or representatives. However, as for 231 Decree, a company can be exempt from liability if it has adopted an effective Organizational and Management Model and has appointed a Supervisory Body, ensuring its commitment to preventing and detecting criminal activities within its structure.

In order to comply with Article 31 bis of the Spanish Criminal Code, the Organizational and Management Model was adopted by Prometeon Tyre Group España y Portugal, S.L.U (hereinafter, “Prometeon Spain”) in March 2018 and reviewed in September 2020.

Furthermore, a Supervisory Body, composed by an external and an internal member, was also appointed. Prometeon Spain's Supervisory Body, supported by HQ Compliance

Department, carries out a periodic analysis of the information flows in order to ensure that internal policies and procedures are complied with internally

In Brazil, there is an Attachment to the Anti-Corruption Compliance Programme in compliance with the Anticorruption Brazilian Law N° 12.846/2013 and Decree N° 11.129/2022. In 2024, we hosted the 1st Compliance Week LATAM which featured a live training session titled "Business Ethics: our role in the fight against corruption".

It is noted that during 2022, 2023 and 2024 no cases of corruption have ever been detected within the Company.

Referring to the contribution made to the External Community, Prometeon Tyre Group has adopted internal procedures defining the roles and responsibilities of the function involved and the operational process of planning, achieving, monitoring and controlling of results of initiatives supported. Prometeon's procedure specifies that initiatives may not be promoted for the benefit of beneficiaries in respect of whom there is direct or indirect evidence of failure to abide by the human rights, workers, the environment, or business ethics. Prometeon Code of Conduct and Code of Ethics set forth in their turn that the Company *"does not give contributions, advantages, or other benefits to political parties or trade union organizations, or to their representatives or candidates, without prejudice to its compliance with any relevant legislation"*.

In terms of prevention and control, the audits carried out by Internal Audit, Sustainability & Compliance Department at Group affiliates include monitoring of crime risks, among which also the risk of corruption and fraud figure.

In particular, in April 2023, Prometeon Tyre Group adopted the "Gifts made, Gifts received and Donations Operating Procedure" that defines the rules on the management of gifts made, gifts received, donations and contributions by employees, executives and any third parties acting in the name and on behalf of Prometeon Tyre Group ("Prometeon Personnel"). As a general rule, it is forbidden for Prometeon Personnel to make/accept any gifts to/from third parties, except gifts received in the context of holidays and habits and provided that they are customary gifts and can be qualified as being of modest value (modest value meaning gifts with a maximum value of Euro 100.00 or Euro 250.00 in case of gifts collected in a single package). In the event that a gift is received outside the context of habits and holidays and/or exceeds the modest value, the recipient may refuse it or promptly notify the Compliance Department and send the gift to the Human Resources Department, which provides for its reallocation within the Company (e.g. through draws) and/or externally (e.g. in favor of charities).

With regard to donations, the procedure requires due diligence to be carried out on the identity of beneficiaries to verify the actual existence and operativity of the entity and the lack of any actual and/or potential connection and/or conflicts of interest between the Company and the beneficiaries with the support of Administration Finance & Controlling, Internal Audit, Sustainability & Compliance and Human Resources Departments. After to the donation, beneficiaries are required to prove how the resources provided and/or contributions made were actually used.

This procedure reflects Prometeon's commitment to maintaining ethical standards and transparency in its operations while preventing potential conflicts of interest.

Moreover, in December 2023 Prometeon Tyre Group adopted the **"Entertainment Expenses Operating Procedure"**, applicable to Italy only and available on the Company's Intranet. This document sets out the rules on the management of entertainment expenses made by managers, employees and collaborators. The Entertainment expenses are the expenses by which Prometeon provides free of charge goods and/or services to third parties who are commercially interested in the Company and towards whom there are promotional and/or public relations purposes. In particular, the procedure identifies the management process of the entertainment expenses towards individuals and the Public Administration.

This document aims to ensure transparency, compliance, and proper oversight of entertainment-related expenditures, aligning with Prometeon's commitment to ethical and accountable business practices.

In 2018 Prometeon Tyre Group issued its **"Prometeon Tyre Group Equal Opportunities Statement"**. The Company has been and remains firmly committed to complying with the principles of equal opportunities in the workplace, without any form of discrimination on the basis of gender, marital status, sexual orientation, religious or political beliefs, union membership, color, ethnic origins, nationality, age or disability. Moreover, the Company seeks the active support of all Group employees in putting the principles into practice.

As laid down in the **"Global Human Rights Policy"**, the Company's activities are based on respect for global human rights, **which are a non-negotiable fundamental value of its culture and corporate strategy**, in line with the sustainability model foreseen in the international standard SA8000.

Prometeon Tyre Group promotes respect for human rights and adherence to applicable international standards with its partners and stakeholders and bases its governance model on the recommendations contained in the United Nations Guiding Principles on Business and Human Rights, implementing the "Protect, Respect and Remedy" Framework. Additionally, the Company is open to cooperation with governmental, non-governmental, sectorial and academic bodies for the development of global policies and principles aimed at protecting human rights. The latest developments, activities carried out and the performance achieved by the Company are regularly shared with stakeholders, primarily through Prometeon Tyre Group's annual report and the corporate website.

Prometeon Tyre Group's adherence to the UNGC and inspiration for the SDGs are indeed the result of the Company's loyal commitments to both the promotion and protection of respect for universal human rights and to openness to cooperation. The Policies and principles adopted by the Company are not just in line with the Ten Principles of the UNGC, but also instrumental for achieving the SDGs set under the agenda 2030. In particular, the "Code of Ethics", the "Prometeon Tyre Group Equal Opportunities Statement" and the "Global Human Rights Policy", combined with the Company's enthusiasm for cooperation, are of significant importance to

Prometeon Tyre Group in offering its humble contribution to achieve the SDGs for *"Decent Work and Economic Growth"*, *"Reduced Inequalities"* and *"Partnerships for the Goals"* by 2030.

Prometeon Tyre Group **pursues and supports compliance with internationally proclaimed human rights**. The Company's sustainable development strategies pursue various objectives, including continuous improvement in the environmental and occupational health and safety conditions affected by its own activities, in firm compliance with and support of the "Universal Declaration of Human Rights", the "International Labour Organization's Declaration on Fundamental Principles and Rights at Work", the "Rio Declaration on Environment and Development" and "the "United Nations Convention against Corruption". The Company's firm belief is that, through the application of the policy, Prometeon Tyre Group can offer a humble contribution to global commitment for ensuring present and future generations' conditions and tools for a better quality of life.

Prometeon Tyre Group is committed to comply with the rules laid down by domestic and international laws and regulations put in place to protect free competition. The Company recognizes and promotes fair and loyal competition as a key element for the development of both its own business and the market in general. The **"Global Antitrust and Fair Competition Policy"** defines the principles which must be followed by all the Company employees and persons who operate on behalf of Prometeon Tyre Group in carrying out business activities.

In matter of antitrust and fair competition, in 2022 Prometeon Tyre Group issued a **"Competition Compliance Manual"** with the purpose of helping employees to understand basic competition law issues and what is expected to in order to comply with the laws.

In 2022, an administrative proceeding was instituted against Prometeon Tyre Group in Brazil by the Administrative Council for Economic Defense (CADE) for an alleged anticompetitive behavior affecting tyre resale market in several regions of Brazil. On 07/12/2023, CADE General Superintendence issued an opinion recommending dismissal of the investigation. On 28<sup>th</sup> June 2024 the administrative proceeding was archived.

In 2024, the Turkish Competition Board conducted a preliminary investigation against some companies operating in the field of tyre production and distribution in the automotive sector, pursuant to Article 40 of the Law No. 4054. As a result of the preliminary investigation, in November 2024 a full-fledged investigation started against Turkish subsidiary of Prometeon Tyre Group to determine whether a violation of Article 4 of Law No. 4054 occurred.

In 2024 the HQ Internal Audit, Sustainability & Compliance Department, in order to strengthen Prometeon Tyre Group employees' s compliance with existing internal processes and antitrust applicable regulations and best practices, , implemented a "Global Anti-trust Program" (the "Program").The Program consisted of three phases: (I) risk mapping and analysis, through interviews with heads of function globally; (II) documentary analysis of all the relevant key Company Policies and Operating Procedures and drafting of additional documentation; and (iii) training.

With reference to the last phase, 5 training sessions of 2.5 hours each, were conducted globally in local languages (Italian, English, German, Polish, Portuguese, Spanish and Arabic) by lawyers

with expertise in antitrust matters. A training session in Turkish will be conducted in January 2025.

Training sessions were targeted at those specific Prometeon Tyre Group's Departments where antitrust risks are inherent, such as Sales & Marketing.

Integrity and Transparency are two fundamental ethical principles governing Prometeon Tyre Group's conduct, success and capacity to generate long-term growth. In December 2022 the Company issued the "**Political Involvement and Lobbying Policy**", updated in December 2023, with the aim of setting out its commitments regarding political involvement and responsible lobbying. In accordance with the policy, the Company does not spend corporate funds for political purpose (e.g., contribute to candidates, political parties and political committees) and therefore does not have any related political recipients or objectives. At the same time, Prometeon supports the citizens' civic commitment, including participation in the political democratic process. In particular, employees engaging in personal political activity must do so strictly as private citizens (e.g., not on behalf of Prometeon or in such a way as to create the perception that it is carried out on behalf of Prometeon), not during paid work hours, without using Company resources and guaranteeing that conflicts of interest with the Company are avoided and/or duly identified and handled.

Referring to lobbying activities, when the best interest of the Company is at stake, Prometeon may engage in discussions with public decision makers through Prometeon's employees, consultants or associations, in accordance with applicable laws. Lobbying activity must be exercised in the interest of Prometeon with the consequence that should be encountered a real or potential conflict of interest situation, the Company must be immediately informed in order to apply the relevant existing policy and to avoid the persisting of the conflict.

Prometeon shall not take part in any political lobbying and commits to disclose lobbying expenditures, when required by relevant applicable regulations.

Concerning the "**Compliance with limitations on relationships issued by authorities Policy**", Prometeon Tyre Group is committed to the utmost promotion and protection of respect for Universal Human Rights, Global Peace and Justice. In line with its commitment, the Company complies with the provisions issued by national, international and supranational authorities such as the United Nations, European Union, and the United States of America on the limitations of relationships with governments and/or natural and legal persons based in countries where gross human rights violations and armed conflicts are currently taking place, such as Syria, Sudan, North Korea, Iran and Cuba. Therefore, Prometeon Tyre Group is not engaged in business activities with the aforementioned countries and subjects thereof. Moreover, Prometeon Tyre Group constantly verifies and monitors, and support its subsidiaries to verify and monitor the integrity of its clients and collaborators also in the non-sanctioned countries or in those countries subject to less invasive restrictions, to ensure that the business is always operated in compliance with applicable sanction and export control laws. In fact, before starting business relationships, the Company verifies, also through digital platforms, if the entity itself and the entity's legal representatives are included in any sanction lists. Only in the event of a negative

outcome of the analysis, HQ Compliance Department give green light to proceed with the registration of the client.

For the purposes of ensuring compliance thereof, the functions involved are also requested to verify – before the contracting phase – the presence or absence of restrictions on the type of product/service offered or to be purchased in the country in which the sale/purchasing is to take place. The Chief Financial Officer of each company within the Prometeon Tyre Group must ensure compliance with any restrictions that may have an impact on the management of banking and treasury services (e.g. termination or suspension of payments to an entity/country) and must report any breach or suspected breach of the provisions of the Policy without delay to the HQ Compliance Department and to the Chief Financial Officer of the Group for the necessary and appropriate audits and resulting actions, without prejudice to the civil, administrative and criminal liability of the entity that has carried out the violation of such requirements.

European Union, OFAC, United Nations and other national and international authorities at worldwide level have imposed sanctions against Russia in response to the invasion of Ukraine on 24 February 2022 and the annexation of Ukraine's Donetsk, Luhansk, Zaporizhzhia and Kherson regions. In particular, new targeted restrictive measures (individual sanctions), economic sanctions and visa measures have been issued in addition to the existing measures already imposed on Russia since 2014, following the annexation of Crimea and the non-implementation of the Minsk agreements. At the same time, new sanctions have been imposed against Belarus in response to its involvement in the invasion of Ukraine.

In particular, up to now the European Union has adopted fifteen packages of sanctions in such respect. The Company regularly analyzes the European and international applicable legal framework, carefully identifying the risks arising from every transaction involving the Russian Federation and Belarus and adopted an “enhanced due diligence” approach in order to neutralize the risks, avoiding every possible negative impact for the Prometeon Tyre Group.

Furthermore, in 2023 the Compliance Department also carried out, in the context of a “Sanctions and Export Compliance Program”, a risk assessment and a gap analysis aimed at identifying and mapping risks related to international sanctions and export control. The risk assessment activity represents the basis for the adoption of a “Global Sanctions and Trade Compliance Manual”, through which Prometeon reaffirms its commitment to ensuring that all Group entities, subsidiaries and individuals comply with applicable economic sanctions and export control laws in all jurisdictions in which they operate.

In addition, as part of this program, in 2024 a new digital tool has been adopted and is being set up in order to monitor and neutralize third parties' risks related to international sanctions and export control.

In 2022, 2023 and 2024 Prometeon was not involved in any proceedings or investigations as a consequence of sanctions and export controls laws' violations.

With reference to **Privacy**, the year 2024 saw consolidation of the Cybersecurity and Privacy Committee, which meets every three months in order to manage properly any issues related to



these matters. In Brazil, during 2024 the Record of Processing Activities was duly updated according to Brazilian Data Protection Law No. 13.709/2018.

In Turkey, activities aimed at strengthening compliance with the Turkish Data Protection Law No. 6698 have been carried out in 2024. Furthermore, meetings with consultants with in-depth knowledge of the subject are held on a monthly basis.

Please note that during 2022, 2023 and 2024, Prometeon was not involved in any proceedings, investigations or inspections by data protection authorities, either within the European Union or elsewhere.

The **"Operating Procedure Regarding Personal Data Breach"** defines the implications of personal data breaches in order to allow Prometeon Tyre Group S.r.l. and its controlled companies (branches and subsidiaries) in Europe to set an effective and consistent approach on how to manage personal data breach cases.

As regards **Enterprise Risk Management**, the year 2024 witnessed further consolidation of the **Risk Committee** created at the end of 2021 in order to identify, monitor and assess risks which could affect the Company's value and goals achievement. The aim of the Committee is to ensure that risks identified within all the Group Companies are managed properly, through prevention and neutralization of such risks in a systematic and structured way or rather seizure of advantages of potential additional opportunities by aligning business strategy with event identified. The **"Operative Instruction on Internal Risks Monitoring"** published in 2022 states the instructions regulating composition of both HQ and Local Risk Committees, frequency of the meetings and activities that should be performed by the committees. At HQ level, the Group Risk Committee discusses and analyzes the information and reports provided by the Local Risk Committee. More precisely, risks are categorized in 3 typologies (external, strategic, and operational) and, for each risk identified, event probability, impact, related provisions and remediation plans have to be studied. In other words, the Risk Committee activities allow the Group to have an overview of risk position across the functions and countries. The activities related to the Risk Committee were kept fully operative in 2024.

The Risk Committee reports monthly to the main shareholders on the most relevant risks according to the requirements and criteria defined by the same shareholders. The alignment of the activities carried out in the Risk Committee and the Board is ensured thanks to the presence of the General Manager in both bodies. For further information please refer to *"Risk Factors and Uncertainty"* paragraph discussed under the present Dimension.

The **"Health, Safety and Environment Policy"** lays the Company's foundations for ensuring the well-being and protection of people's health, safety and environment in conducting and developing business activities.

Prometeon Tyre Group pursues and supports international compliance with human rights. Publishing its **"Corporate Social Responsibility Policy"**, Prometeon Tyre Group has internally diffused and at the same time communicated its guarantee for a correct balance between sustainability and industrial development, reaffirming the Company's firm belief to its

commitment to help ensuring that present and future generations will enjoy the conditions and possess the tools necessary for a better quality of life.

Even if Prometeon Tyre Group, as a tyre manufacturer, does not own either natural rubber plantation or processing plants, it is committed to promoting, along the entire natural rubber supply chain, a sustainable, transparent, traceable and responsible production and transformation process, that: (i) takes care of people, respecting human rights and ensuring workers' health, safety and welfare; (ii) takes care of environment, protecting ecosystems and preserving forests and resources; and (iii) respects local laws and applicable international regulations, standards and best practices. In this regard, in November 2018 Prometeon Tyre Group adopted the **"Sustainable Natural Rubber Policy"**, that in 2023 has been integrated with the "policy framework" required by Global Platform for Sustainable Natural Rubber (**"GPSNR"**) and approved by the latter. In February 2024, the updated Policy was approved by the General Manager and made available on Prometeon Tyre Group Website and Intranet (for further details on this Policy please refer to *"Sustainability Committee HQ – GPSNR Adherence and Implementation"* discussed under the present dimension).

It is noted that the current problems concerning global peace, justice, and rule of law as well as ending all forms of violence and torture against children and adult people remain as one of the most difficult challenges to overcome for creating a sustainable world and ensuring a bright future for all of us. The Ten Principles of the UNGC and the SDGs require urgently from Global Business Community to take concrete steps and implement efficient solutions. As the cause at stake is directly related to the fundamental values of both the humanity and Prometeon Tyre Group, the Company is endeavoring to achieve the SDG for "Peace, Justice and Strong Institutions" through cooperation with national, international and supranational authorities.

Prometeon Tyre Group shares international concerns about the conflict in the Democratic Republic of Congo (**"DRC"**) and adjoining countries (so- called **"Conflict Region"**) and is working to ensure that the mining of Tin, Tungsten, Tantalum or Gold (so-called **"Conflict Minerals"**) and Cobalt that end up in its products does not contribute to human rights violations, financial crimes, as well as the financing of armed conflicts in the Conflict Region.

Indeed, the Company recognizes the existence of significant risks which are also associated to negative impacts regarding the extraction, trade, handling and export of Conflict Minerals and Cobalt from the Conflict Region.

Regarding Cobalt, although it is not formally defined as a **"Conflict Mineral"**, its extraction contributes to the violation of human rights in many areas of the world, therefore the Group has decided to treat cobalt as a **"Conflict Mineral"**.

In this regard, in December 2023 Prometeon updated the **"Conflict Minerals and Cobalt Sourcing Policy"** adopted in 2018, in order to publicly declares its commitment to: (i) promote the responsible mineral sourcing practices from Conflict Region; (ii) support the aims and objectives of the U.S. Securities and Exchange Commission rules and regulations related to the supply of Conflict Minerals and Cobalt; (iii) ensure that the sourcing of Conflict Minerals and Cobalt within its supply chain happens through responsible mineral sourcing practices; (iv)

ensure that Conflict Minerals and Cobalt used in its products and originating from the Conflict Region have been certified as “conflict free”.

In particular, Prometeon expects its suppliers to undertake reasonable due diligence along their supply-chain to assure that the Conflict Minerals and Cobalt are only being sourced from mines and smelters outside the Conflict Region or, if sourced within the Conflict Region, which have been certified as “conflict free” by an independent third party. Suppliers must immediately inform Prometeon should they believe that any product provided, or expected to be provided, to Prometeon is not “conflict free”. When evidence arises that Conflict Minerals and Cobalt are being sourced from Conflict Region and/or that they are not “conflict free”, Prometeon reserves the right to immediately suspend and/or terminate the relationship with the related supplier. Prometeon Tyre Group annually schedules audit on suppliers of raw materials to verify their level of compliance with Group requirements.

During the year, no business transactions have been carried out with any supplier operating in Democratic Republic of Congo.

Prometeon Tyre Group complies with the laws and regulations of the countries in which it operates, applies to the highest social, economic, ethical and environmental standards, and ensures its commitment to identifying and mitigate risks associated with its procurement process.

In this regard, in December 2023 the Company, in order to increase overall sustainability along supply chain and to meet international standards on supply chain management, adopted the “**Global Sustainable Procurement Policy**”, applicable to Prometeon Tyre Group S.r.l and its subsidiaries. The Sustainable Procurement Policy sets out principles and guidelines that both Prometeon Tyre Group and its suppliers must adhere to throughout their supply chain.

The “General Conditions for the Purchase of Raw Materials, Semi-Finished Products and Auxiliary Materials” have been updated accordingly.

The Company sets Quality at the heart of its “Global Footprint Industrial Strategy” through the recently reviewed “**Global Quality Policy**” and ensures the implementation of this approach, for example through:

- a cooperative mindset in order to enable quality excellence
- the synergy with partners driven by the principles of internationalism, multiculturalism and networking
- the commitment to continuous innovation of products, services, processes and systems
- the promotion of a corporate and sustainable culture and vision oriented towards Governance and business ethics, Social, Environmental and Economic dimensions
- the protection of people’s health, safety and wellbeing in the workplace, as well as the safeguard of the environment throughout the best practices
- specific learning and development activities aimed to empower and strength internal competences.

Moreover, in Brazil, the Company continued with the implementation of the project “**Culture Evolution**”, which is based on three main pillars: **Safety, Quality and Compliance**, with the aim to plan and deliver a sustainable future. To achieve it, Prometeon Tyre Group is engaging the teams on Culture Evolution journey, reinforcing the way to do things.

As mentioned above, Safety (*please refer to Social Dimension in this report*), Quality (*please refer to Economic Dimension of this report*) and Compliance are the key pillars to keep the workplace and employees safe, and products and services well recognized, keeping the image and brand with flawless reputation.

Compliance is based on the principle that the Company's processes, within a good Corporate Governance process, and the actions of employees, must be ethical, in line with procedures and laws. Specifically, the Compliance project has been organized by the end of 2020 and implemented in 2021, guiding employees in the behavior that should be adopted in the performance of activities, seeking adherence to the Code of Ethics and Group policies demonstrating the Company's image of ethics and transparency, internally and externally.

As mentioned above, Safety (*please refer to Social Dimension in this report*), Quality (*please refer to Economic Dimension of this report*) and Compliance are the key pillars to keep the workplace and employees safe, and products and services well recognized, keeping the image and brand with flawless reputation.

To ensure that decisions taken at any level are not influenced by personal interests and/or relationships and are made in the exclusive interest of Prometeon Tyre Group, in February 2022 a “**Conflict of Interest Policy**” was issued and communicated to all stakeholders through the publication in the Company's Intranet and Website.

The Policy sets out specific procedures aimed at preventing the occurrence and correct management of potential or existing conflict of interest situations concerning the employees, suppliers and other business partners. In accordance with the Policy, all employees are requested to disclose any existing or potential conflict of interest. Moreover, commercial agreements with suppliers or customers are to be signed or renewed solely on the basis of objective criteria, including the quality, price and reliability of the business partner in question.

According to the Group's Code of Conducts, Code of Ethics and Conflict of Interest Policy any situation that could generate a potential or actual conflict of interest must be communicated to the Head of Internal Audit, Sustainability & Compliance Department and/or the Group Chief Human Resources Officer.

Upon receipt of a disclosure by any employee or contractor regarding a conflict of interest, the Head of Internal Audit, Sustainability & Compliance Department and the Group Chief Human Resources Officer will consult and evaluate the effective existence of a conflict of interest.

Furthermore, directors should inform the Board and the Board of Statutory Auditors of any conflict of interest with the Company and/or with the representatives of the Public Administration, specifying its nature, details and seriousness.

Should a conflict of interest be detected, the corrective actions are implemented by the Company and, in consideration of its nature and seriousness, a report to the Board is made. According to such principles, no Conflict of Interest was reported to the Board of Directors throughout 2024.

In September 2022 Prometeon issued the **"Social Media Policy"** aimed to provide guidance on how employees are expected to use Company's and personal social media accounts while working for Prometeon to the extent that such use may affect its business. In fact, whether on one hand Prometeon recognizes the benefits which may arise from an appropriate use of social media, at the same time it is also aware of the risks connected with an improper use of them, including disclosure of confidential information and intellectual property details, damage to Prometeon's reputation and the risk of legal claims. The Policy states the rules applying to the use of social media to minimize these risks.

With reference to training activities, in 2024 the HQ Compliance Department made available to the whole corporate population a digital training dedicated to "Conflict of Interest" and "Social Media" Policies. The HQ Learning & Development Department constantly monitors the training attendance by all employees, including the newly hired.

In March 2023 the Company issued the **"Prometeon Tyre Group Risk Management Approach Policy"**, aimed at describing the Company insurance risk management approach, which is based on a direct involvement in all negotiations with insurers and reinsurers. The Policy is applicable to the Group.

In October 2023, in line with specific business needs, market conditions, and inflation impact, the **"Global Travel Policy"**, whose main purpose is to establish general rules and principles for travel undertaken by Prometeon Tyre Group employees, was updated.

Regarding the prevention of tax evasion, Prometeon Tyre Group established - according to the Company Code of Ethics - organizational mechanisms aimed at preventing infringements by its employees and external staff of the rules and principles of transparency, propriety and fairness, and checks that these rules are complied with and implemented.

In line with the **"Group Tax Policy"**, the Group conducts all of its business in an honest and ethical manner. Prometeon Tyre Group takes a zero-tolerance approach to facilitation of tax evasion under the laws of any jurisdiction in which Prometeon Tyre Group operates.

The Company is committed to act professionally, fairly and with integrity in all its business dealings and relationships wherever it operates, as well as to implement and enforce effective systems to counter tax evasion facilitation.

In December 2022 the Company issued the **"Transfer Pricing Policy"**, that outlines the methodologies and the underlying principles governing all the types of the intercompany transactions carried out by Prometeon Tyre Group. In particular, the Policy aims at guaranteeing that entities involved in intercompany transactions are remunerated in line with their functional and risk profile, in compliance with the Organization for Economic Co-operation and

Development arm's length principle, pursuant to the "OECD Transfer Pricing Guidelines for Multinational Enterprises and Tax Administrations".

At the same date, the Company updated the "**Intercompany Pricing Policy for Financial Transactions**", whose main purpose is to define a methodology for the definition of the economic and contractual conditions applicable on all financial transactions performed amongst Group companies, with the aim to ensure the application of the arms' length principle and the fulfillment of tax requirements of all Group companies.

The Company has always been committed to protecting tangible and intangible assets, human lives, information and its reputation from acts of negligence and malice. In this regard, during the year 2024, Prometeon Tyre Group implemented a series of Policies and Operating Procedures related to security matters.

In particular, in March 2024, the Company issued the "**Global Corporate Security Policy**", with the purpose of providing a framework and a guidance on the minimum security requirements to be followed within each Prometeon site and facilities, in order to maintain security and mitigate any criminal risks that may arise, and the "**Global Corporate Security Policy**" that provides guidelines that each employee of the Company must observe when accessing all Group's facilities.

At the same date, the Company adopted the "**Events Security requirements Operating Procedure**", that specifies the requirements for assessing risks at events held at Prometeon and the guidelines for implementing adequate measures to protect Prometeon's assets during such events.

Moreover, in order to provide guidelines on how to respond to "critical events", the Company has adopted the "**Critical Events Operating Procedure**".

At the end, in August 2024 the Company issued the "**Travel Security Policy**", to be read in conjunction with the mentioned "**Global Travel Policy**", to ensure a protocol of actions aimed at minimizing the exposure of Prometeon's employees to any risks during their business trip, and to provide the necessary support in case of safety and security needs.

Prometeon is an equal opportunity employer and does not discriminate in employment with regard to race, color, religion, national origin, citizenship status, ancestry, age, sexual orientation, marital status, physical or mental disability, military status or any other characteristic protected by law. In May 2024, Prometeon Tyre Group through the "**Global Talent Acquisition Operating Procedure**" provided an overview of the guidelines and criteria that the Company is required to adhere to throughout the talent acquisition process.

In addition, during the year 2024, the Company worked on the drafting of the "**Diversity, Equity and Inclusion Policy**", which will be approved and published in 2025.

In July 2024, through the issuance of the "Procedimiento Operativo de prevención y actuación ante situaciones de acoso", Prometeon Tyre Group España y Portugal S.L.U expressed its commitment to create and keep a safe and harassment-free workplace, showing zero tolerance towards this type of behaviors. The Operating Procedure describes the procedure for reporting,

managing and preventing harassment situations in the workplace, in compliance with the requirements of the Organic Law 3/2007 of 22 March 2007 on the effective equality between men and women and the provisions of the applicable collective agreement. The Operating Procedure applies to the Spanish company only and represents a derogation from the Global Operating Procedure OP-3 2019 on Whistleblowing. Following its issuance, a training session was organized in July 2024 to explain the main contents of the document to those responsible for guaranteeing its practical implementation at local level.

## PROMETEON TYRE GROUP'S APPROACH TO TAXATION

In line with the "OECD Guidelines"<sup>5</sup> (to which the Company adheres), Prometeon believes that a coherent and responsible approach to Tax is an essential element of its sustainable business development. Consistently, Prometeon tax governance, outlined by the Group Tax Policy, is aimed to set up a tax governance system with the purpose of:

- promote a general tax culture within the Group
- mitigate possible tax risks
- enhance control over the Group tax situation
- outline guidelines to be followed, assign the related roles and responsibilities, as well as define the authorization processes in order to ensure:
  - i) compliance with the relevant local and international tax laws and regulations
  - ii) transparency, honesty and fairness in managing tax activities
  - iii) complete and accurate fulfilment of tax obligations
  - iv) adequate information flows towards management and stakeholders
- ensure that the tax affairs are managed in an efficient, effective and sustainable manner
- establish a collaborative, constructive and transparent approach towards local tax authorities, in order to develop and sustain a fair and honest relationship and prevent possible tax disputes.

The Group tax strategy is defined by the HQ Tax Department, in accordance with the Board of Directors' vision.

The HQ Tax Department oversees and coordinates each local Tax Departments, defining applicable guidelines and supporting them (or the local CFO/Administration Department) in managing tax matters.

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<sup>5</sup> "OECD Transfer Pricing Guidelines for Multinational Enterprises and Tax Administrations", January 2022 Edition and any subsequent updates



In order to assure visibility and information, enhance the control over the Group tax situation, timely identify any tax risk and activate any necessary actions, the local Tax Departments, CFO and Administration Department are responsible for:

- formalize computation results in a dedicated form in order to represent the situation related to corporate income taxes and deferred taxes and analyze and explain any discrepancy compared to the previous tax situation. In particular, it has to be outlined any tax efficiency/inefficiency achieved, reporting related explanations and identifying any possible action of improvement
- share the year-end tax calculation with in-charge tax advisors, in order to assess its consistency with applicable tax laws and regulations, as well as the accuracy of the computation
- send the tax calculation form to HQ Tax Department and HQ Financial Statements Department
- account for tax items in compliance with approved computations and deadlines provided for both local financial statements and reporting package sent to HQ
- verify that the transfer pricing documentation complies with local applicable laws and regulations and report to HQ Tax Department any possible local obligation (requested by law) or suggested by tax advisors
- draft the Transfer pricing report and transmit to HQ Tax Department on a yearly basis
- report to the HQ Tax Department the profitability situation related to cross-border infra-group transactions on a quarterly basis (except for the Brazilian, Turkish and Egyptian subsidiaries which shall perform and share the profitability computation on monthly basis)
- monitor that prices applied to intra-group transactions are “market prices” and consistent with the applicable local transfer pricing policies and report to HQ Tax Department
- assure the traceability and availability of the intercompany prices applied and resulting profitability for at least 5 years (or for the extended period provided by the local Statute of Limitations), in case of tax audits or incoming requests by the tax administrations
- promptly notify by e-mail the HQ Tax Department of any other ad hoc tax information or request received by the local Tax Authorities, as well as of any possible exceptions or missed deadlines related to tax return preparation and submission and/or tax payments, along with resulting payable fines /delay interest
- monitor, with the support of in charge tax advisors or in-house tax attorney tax laws and regulations changes, non-routine operations planned/started by the Company and changes in accounting records, in order to promptly detect significant impacts on corporate income tax or other current and deferred taxes. In case a significant change or a non-routine operation occurs or is expected to occur within the next 12-month period, it shall be promptly reported to HQ Tax Department
- monitor, with the support of tax advisors in charge, the availability of tax credits, tax exemptions or tax incentives allowed by local tax rules and/or Government Regulations. In case of any potentially available benefit, inform and get approval from HQ Tax Department ahead of using /accounting for such tax incentives/exemptions or credits

- manage relationships with tax or Customs authorities, in coordination with the HQ Tax Department, which shall be timely and fully briefed, with a collaborative, transparent and fair attitude
- provide full, accurate and truthful answers to the authorities' queries, in case of audits by the competent authorities, through the coordination of in charge tax advisors. In addition, inform immediately the HQ Tax Department, that may require further details and provide instructions to be followed during the audit
- not conclude any agreement and not sue with tax authorities without HQ Tax Department's prior authorization.

## REPORTING PROCEDURE – WHISTLEBLOWING POLICY

Prometeon Tyre Group has established a whistleblowing procedure to address reports of breaches, suspected breaches and inducements to breaches of laws, regulations and principles outlined in the Code of Ethics. This includes concerns related to equal opportunities, discrimination, mobbing, corporate policies and any action or omission that could cause financial, reputational, or operational harm to the Group.

In accordance with Directive UE 2019/1937 and best practices, in 2023, the Company launched a new digital whistleblowing platform, called "*Whistlelink*", replacing the previous email channel ([ethics@prometeon.com](mailto:ethics@prometeon.com)). The platform, accessible 24/7 via the Company's intranet and website, enhances the independence, reliability and confidentiality of the reporting process. It supports multiple languages and allows employees, customers, suppliers and other external stakeholders to report unethical, illegal, or inappropriate behaviors. *Whistlelink* is referenced in all contracts with providers and customers, ensuring accessibility and transparency.

For Italian employees, reports related to Legislative Decree 231/2001 can also be directed to the Supervisory Body via a dedicated email ([odv.ptg@prometeon.com](mailto:odv.ptg@prometeon.com)). Additionally, concerns may be submitted by regular mail.

Prometeon guarantees the confidentiality of whistleblowers' identities and complies with the highest privacy and security standards. Whistleblowers are protected from retaliation and discrimination. All concerns are thoroughly assessed and investigated by the Internal Audit, Sustainability & Compliance Department, which involves relevant corporate functions for verification and implements necessary disciplinary or legal actions when reports are substantiated.

During 2024 the Whistleblowing procedure was activated 68 times. Each report was reviewed, and the Company remains committed to addressing concerns effectively and transparently, in full compliance with applicable regulations.

	2024	2023
Total reports	68	52
of which confirmed	30	31
of which filed not confirmed and/or closed being absolutely generic	25	21
of which on going	13	0
Countries of origin of the reports ascertained	UK, LATAM & MACC, Mexico, Hungary, Italy, Egypt, Turkey, Poland, USA, China	UK, Italy, Egypt, Turkey, Germany, Brazil
Matters alleged in the reports ascertained	Management misbehaviours, complaints on business process, bribery	Management misbehaviours, complaints on business process, bribery
Outcomes of cases investigated	Undertaken appropriate actions, including both disciplinary actions and corrective interventions in order to improve the processes and strengthen the internal control system and resignation/removal	Undertaken appropriate actions, including both disciplinary actions and corrective interventions in order to improve the processes and strengthen the internal control system and resignation/removal

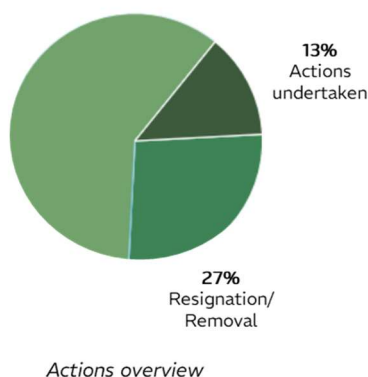
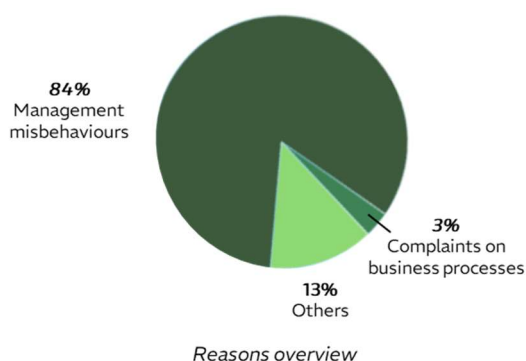
Whistleblowing recap for 2024 and 2023



Whistleblowing countries for 2024

In detail:

- The 68 reports referred to 11 different countries/regions, including the UK, LATAM & MACC, Mexico, Hungary, Italy, Egypt, Turkey, China, USA, and Poland, as shown above
- 5% of the reports (3 cases) were submitted via email address [ethics@prometeon.com](mailto:ethics@prometeon.com)
- 85% of the reports (58 cases) were submitted via the *Whistlelink* Platform
- 10% (7 cases) were directed to management, which involved informing the Internal Audit, Sustainability & Compliance Department according to corporate rules
- 35% of the reports (24 cases) were signed, while 65% (44 cases) were anonymous. Of the 24 signed cases, 9 were reported by external stakeholders and 15 by internal stakeholders.



Regarding the 68 reports for which analyses were completed with the involvement of relevant corporate functions, it has been determined, based on the activities conducted and the documentation provided during the assessment, that:

- Reported facts were confirmed in 30 cases, while in 25 cases, the reported matters were generic and assessed as unfounded or not substantiated.
- The 30 confirmed cases mainly involved management misconduct, complaints about business processes and other types of misbehaviors. Appropriate actions have been taken, including disciplinary measures and corrective interventions to improve processes and strengthen the internal control system
- Investigations and analyses are still ongoing for the remaining 13 cases.

The Internal Audit, Sustainability & Compliance Department periodically reported the reports received, and the progress of the analyses conducted to the management.



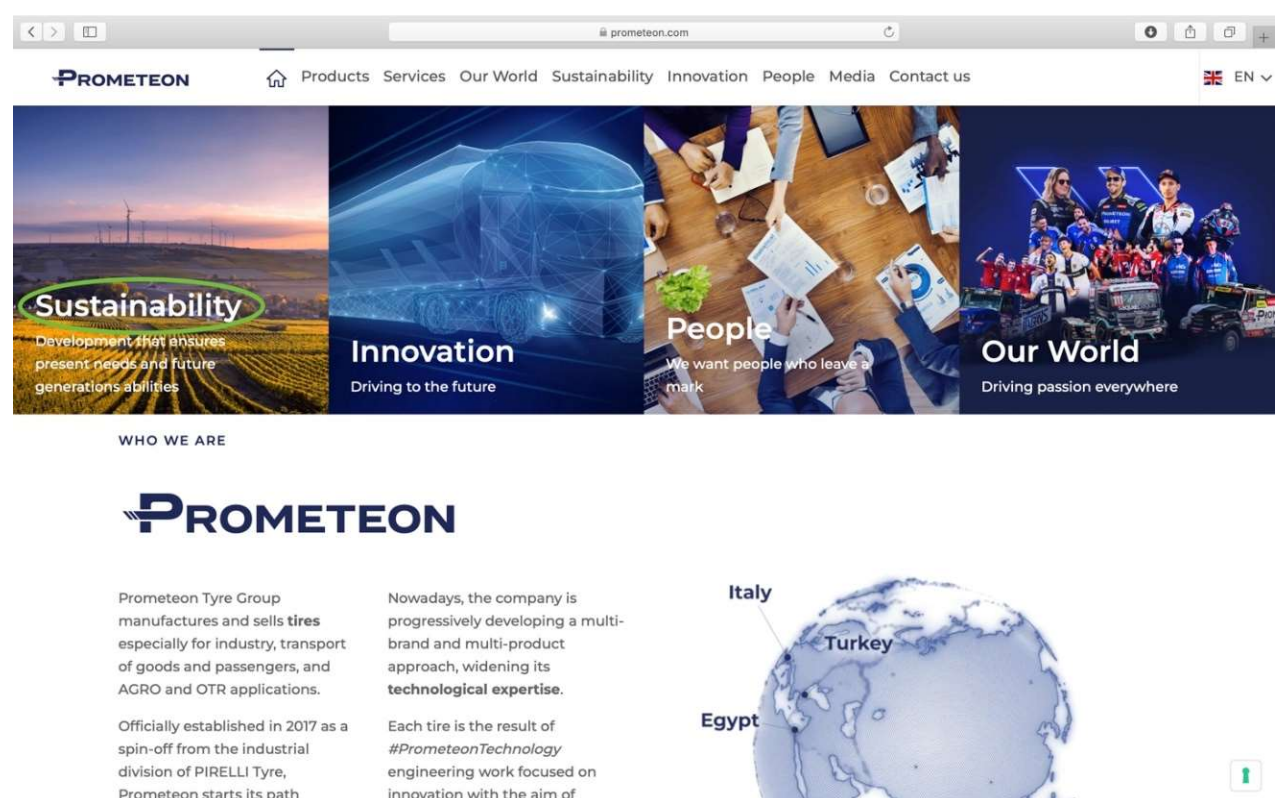
## COMMUNICATION AT THE SERVICE OF THE END-USERS

Prometeon Tyre Group's communication with its stakeholders is built on three fundamental pillars: clarity, consistency and engagement. The Company stands out for its dynamic approach to information sharing, continuously updating customers, distributors and end-users on products and initiatives through a diverse range of channels. From traditional media - such as national daily newspapers and trade magazines - to new digital media, including social media platforms like LinkedIn, Instagram and Facebook, every tool is carefully selected to ensure direct and effective dialogue.

Media relations play a crucial role in Prometeon's communication strategy: the Company regularly issues press releases on corporate and product-related topics, engaging both industry-specific and general press outlets. Furthermore, communication serves as a strategic driver for promoting the company's ESG initiatives, aiming to inspire the global industrial community toward a more responsible business model.

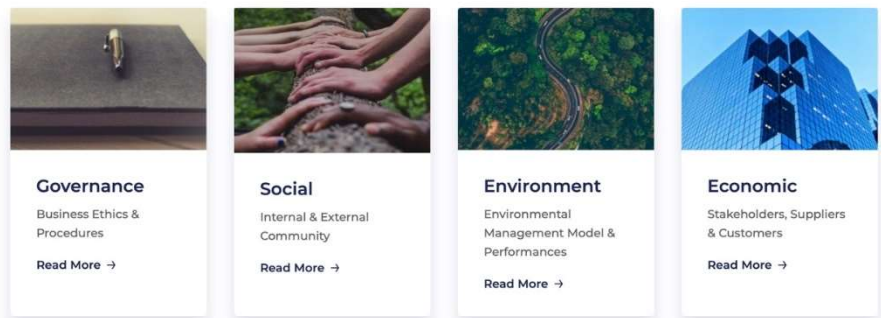
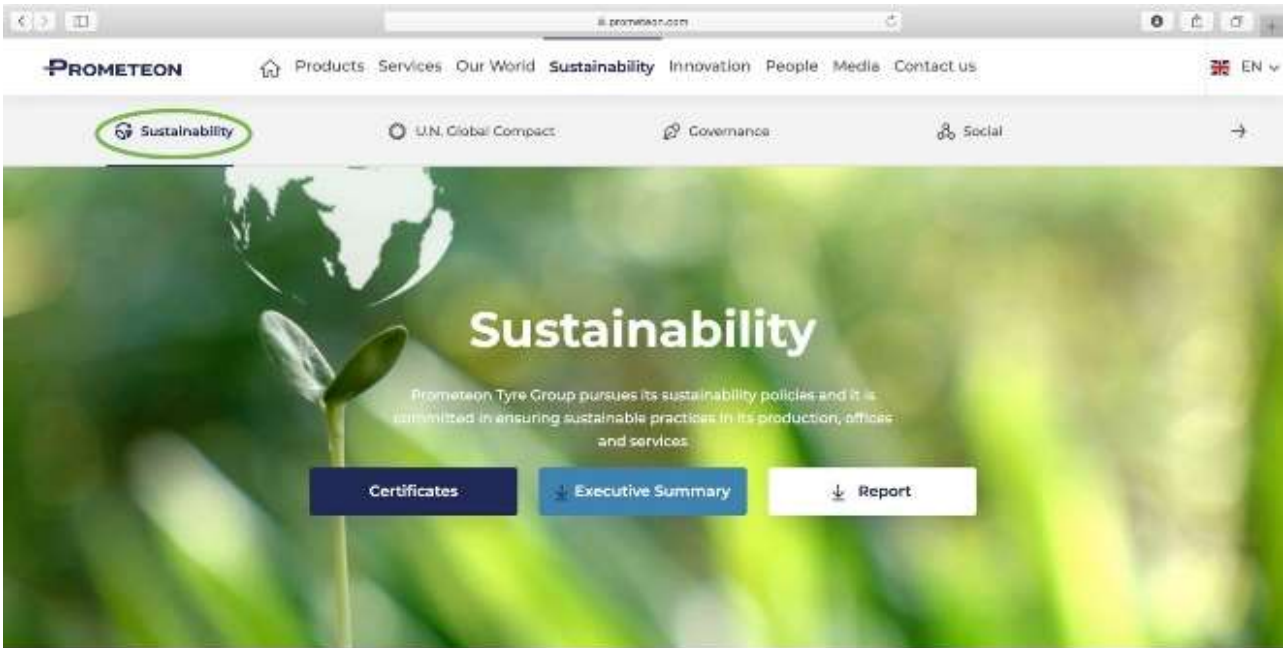
To further reinforce and strategically manage external communications, in 2024, the Company took a significant step forward by establishing a Communications & Institutional Relations Department. The unit is focused on increasing Prometeon's share of voice in the market, while raising awareness of Prometeon brand and enhancing Company's reputation. This involves developing and executing communication and institutional relations strategies, along with structured plans to ensure the corporate identity is managed consistently, following the three core principles of clarity, consistency and engagement.

Since 2021, the official corporate website of Prometeon Tyre Group ([www.prometeon.com](http://www.prometeon.com)) has served as a key touchpoint for all stakeholders. Developed by an in-house team with diverse expertise, the platform is designed to enhance user experience by providing seamless access to information about the Company, its people, its product and services portfolio and its commitment to sustainability.



Prometeon website homepage

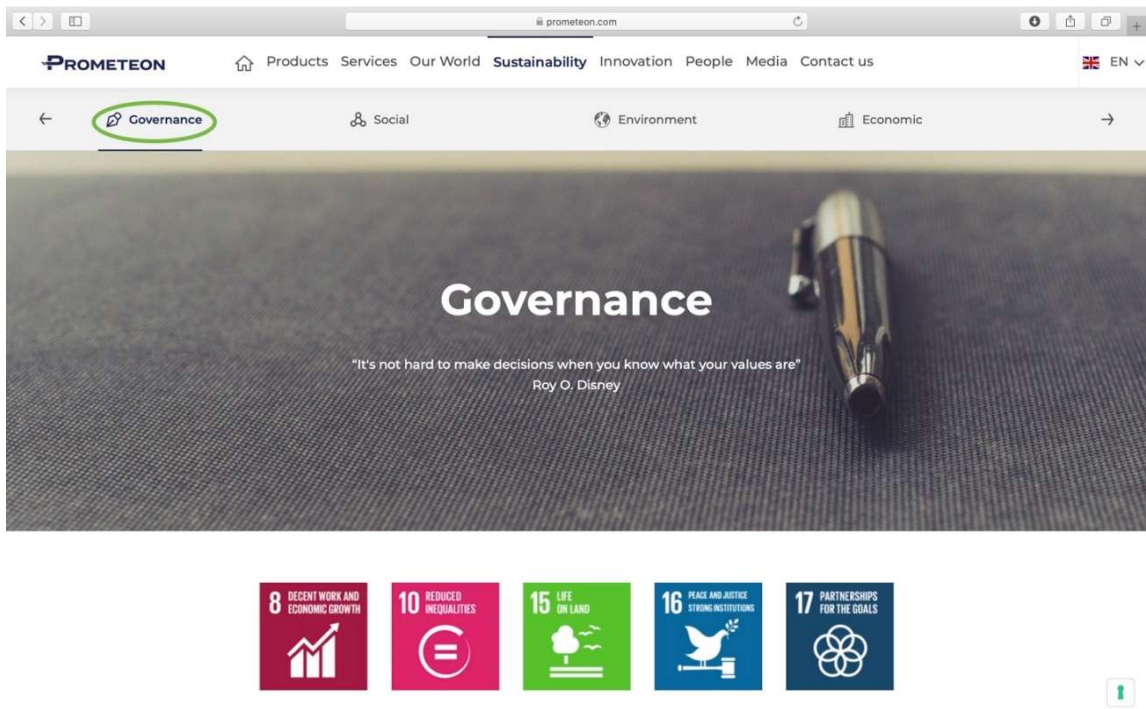
In the Sustainability section, the graphics, layout and content highlight the Company's commitment to the UN Global Compact (UNGC) and support to the Sustainable Development Goals (SDGs). The section also features Company's Governance and Business Ethics by publishing all its Sustainability Policies, environmental KPIs and details on Prometean Tyre Group's activities for both internal and external communities.



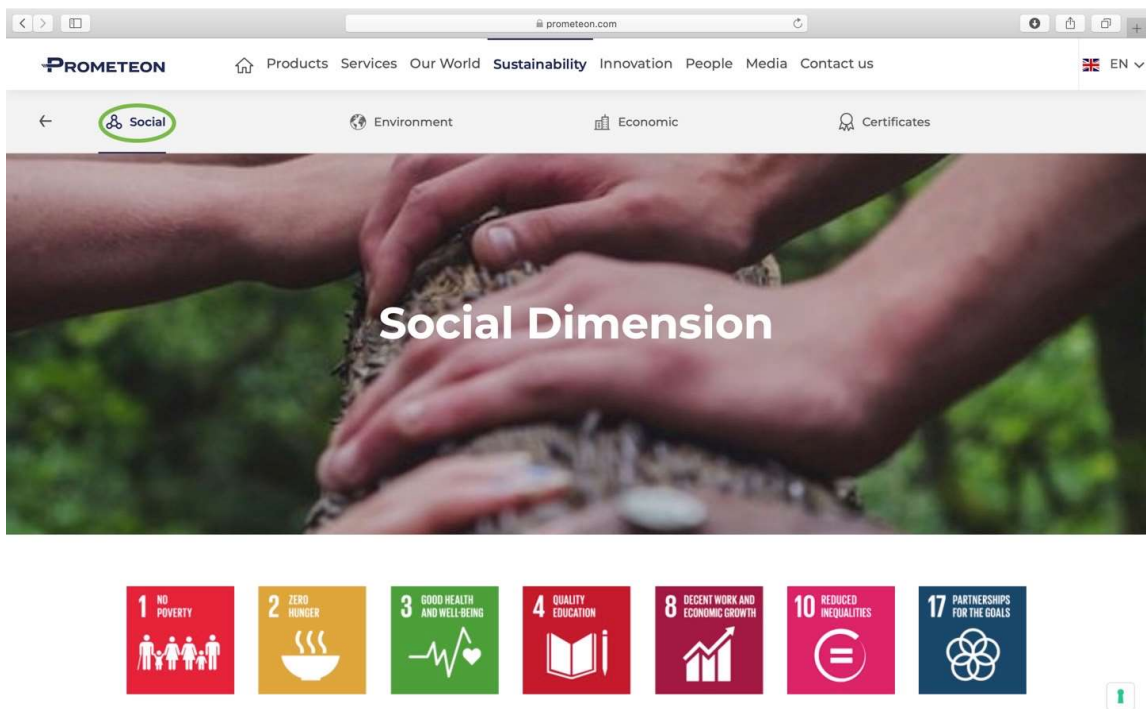
Section "Sustainability" on the website



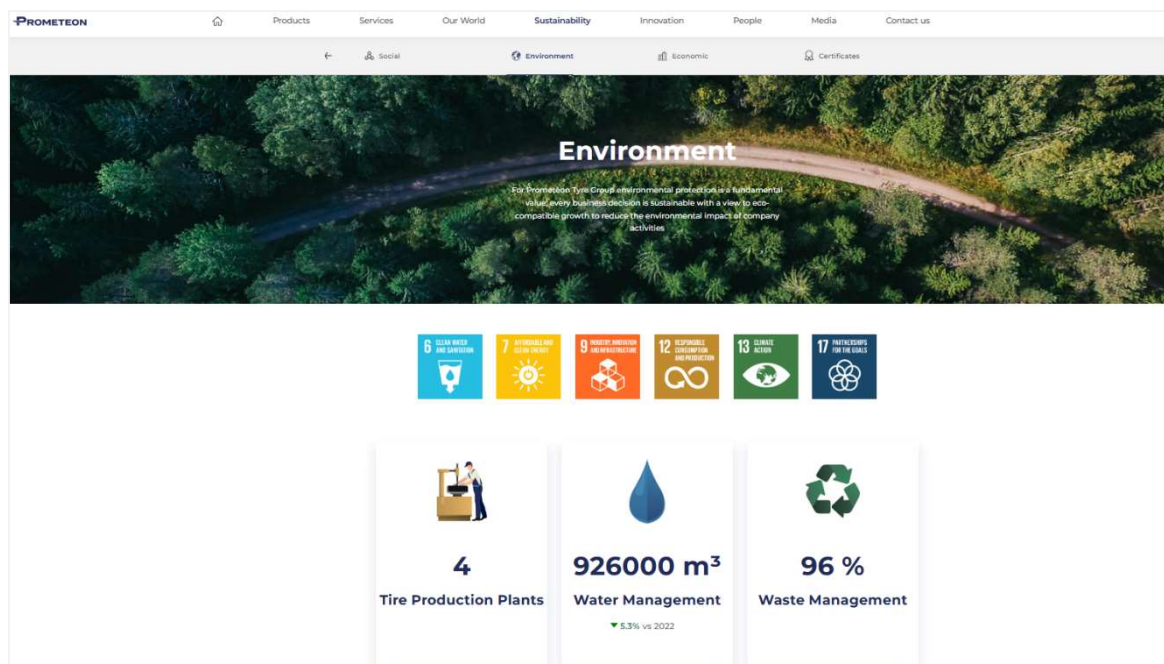
Navigating onto the page dedicated to Sustainability, the users can easily land on the subsections specifically focused on every dimension of the current report.



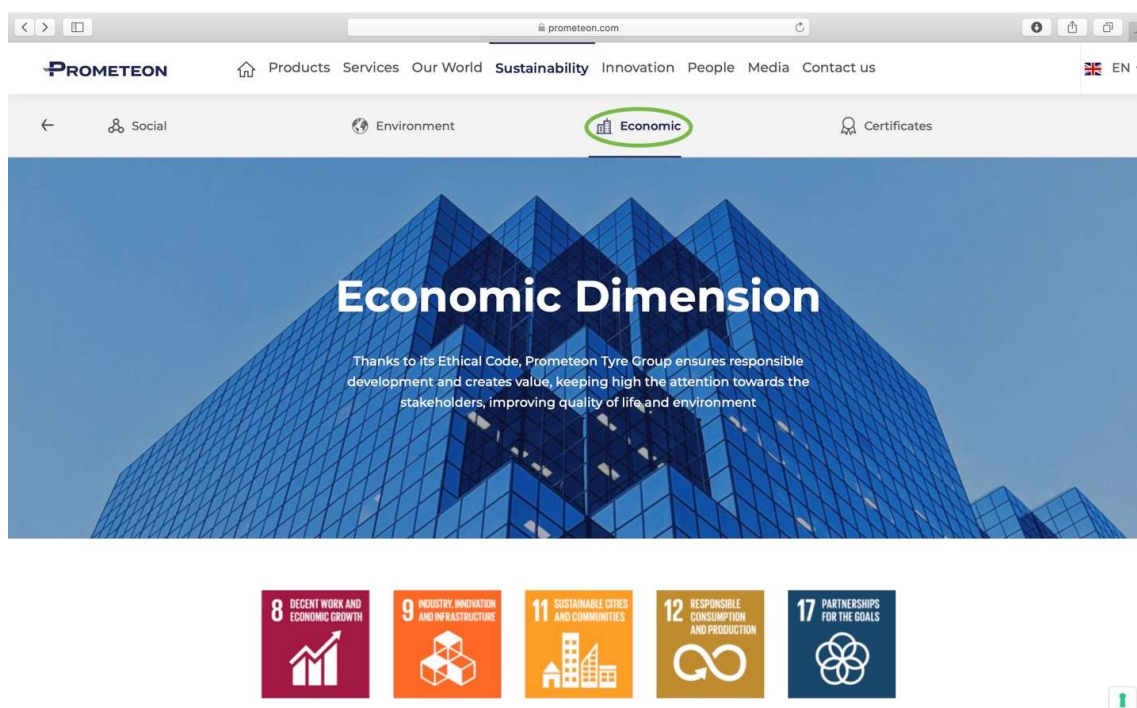
*"Governance" subsection on the website*



*"Social" subsection on the website*

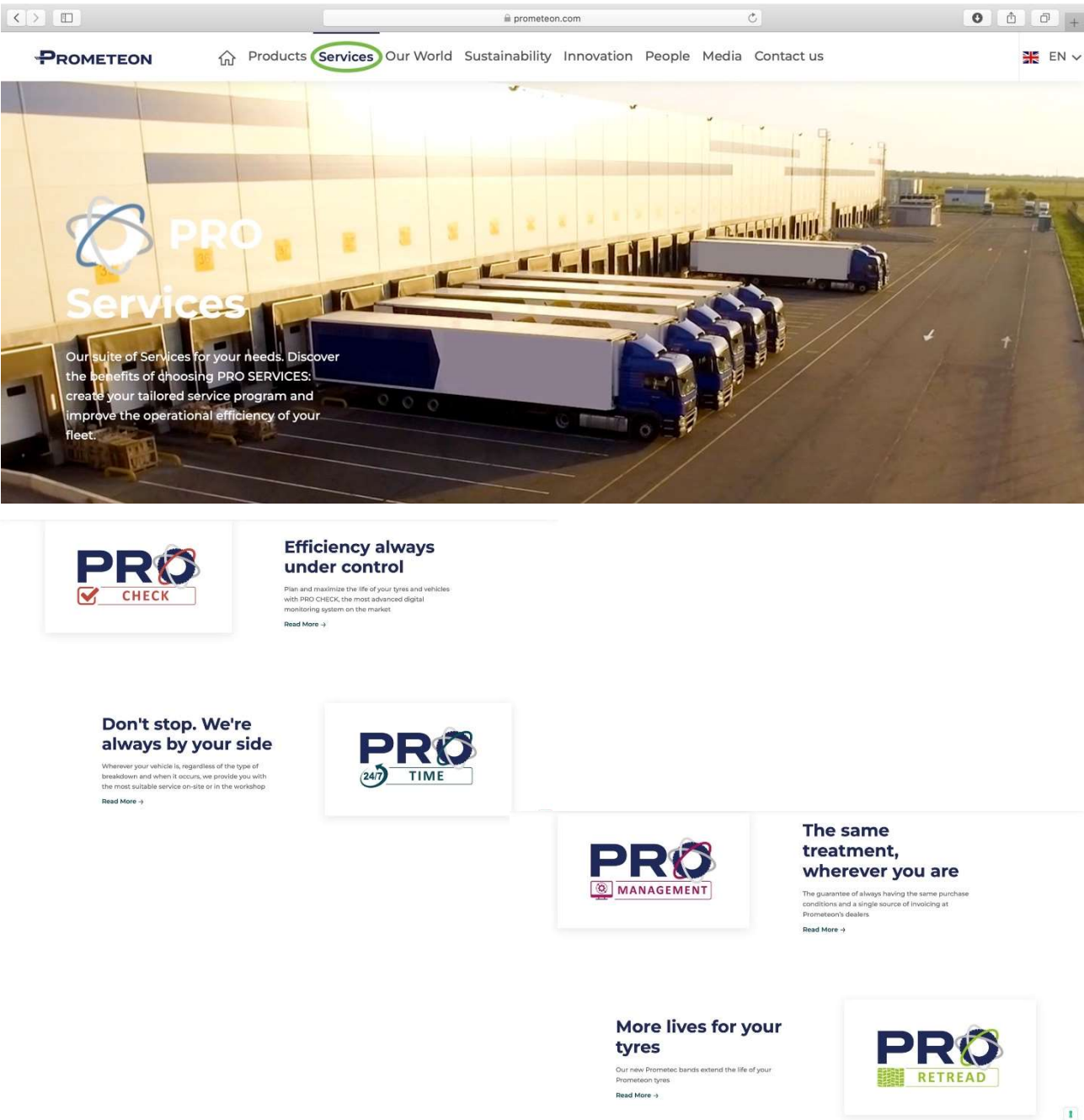


*"Environment" subsection on the website*



*"Economic" subsection on the website*

The product pages are designed to deliver clear information about the tyre range, product features and performance. The PRO Services section highlights Prometeon's role as a Solution Provider for Professionals, showcasing its specialized services and industry expertise:

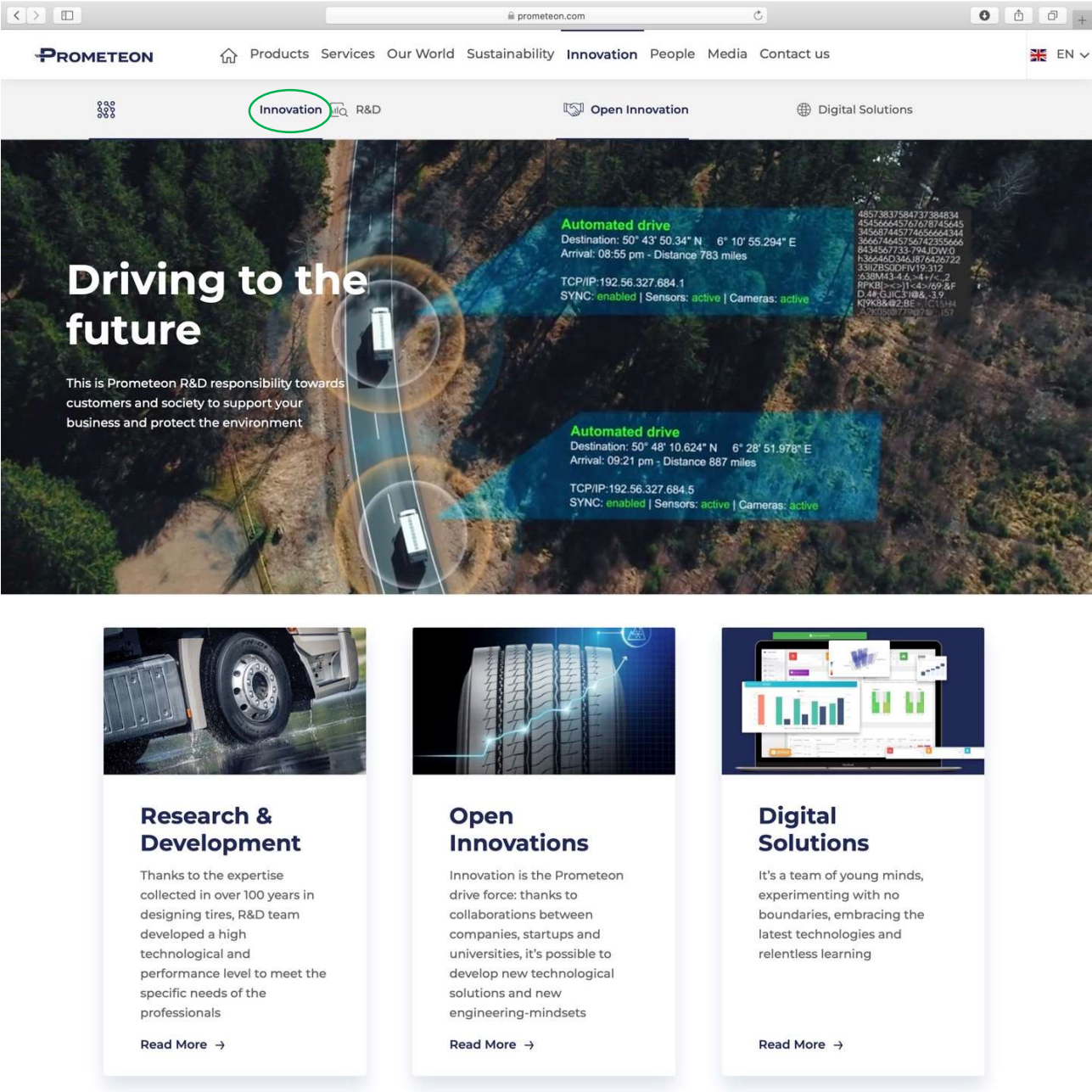


*"PRO Services" section on the website*



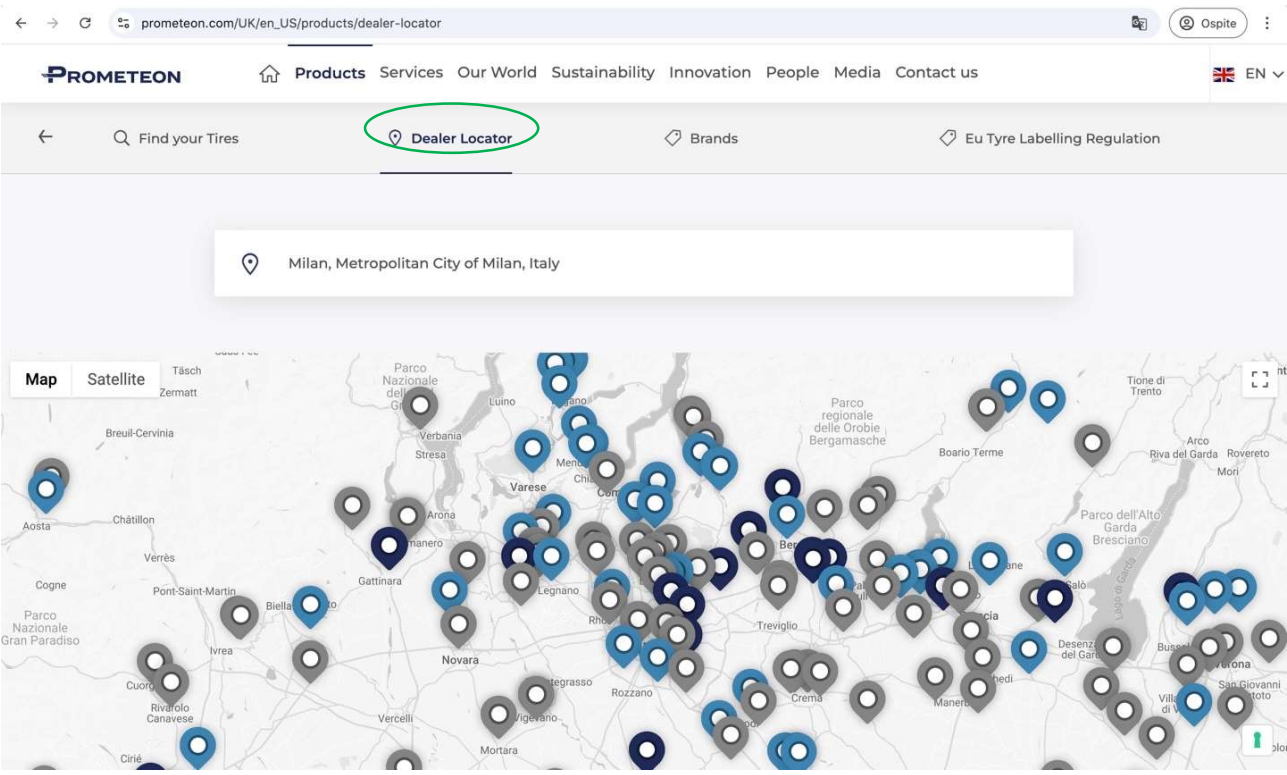
The PRO Services section is declined in the areas of PROCheck, PROTime, PROManagement and PRORetread, as mentioned above.

Meanwhile, the Innovation section delves into key topics such as advanced simulations, collaborations with universities and developments in the digital landscape



"Innovation" section on the website

Visitors can easily find the nearest tyre dealer offering Prometeon Tyres, through the dealer locator tool developed on the website.



*“Dealer locator” subsection on the website*

Users can explore each product in detail through the dedicated "Products" page and the "Find Your Tires" tool.

PROMETEON

[Products](#) [Services](#) [Our World](#) [Sustainability](#) [Innovation](#) [People](#) [Media](#) [Contact us](#)

EN

←

Find your Tires

Dealer Locator

Brands

Eu Tyre Labelling Regulation

Truck

Agro

OTR

Application

Axle

Dimensions

Regional

Urban

Special Use

(S) Steer

(D) Drive

(T) Trailer

(M) Multiaxle

3PMSF

M + S

G02 ECO PRO DRIVE

G02 ECO PRO MULTIAXLE

H02 PROFUEL STEER

R02 PROFUEL STEER

H02 PROFUEL DRIVE

R02 PROFUEL STEER 22.5

R02 PROFUEL DRIVE 22.5

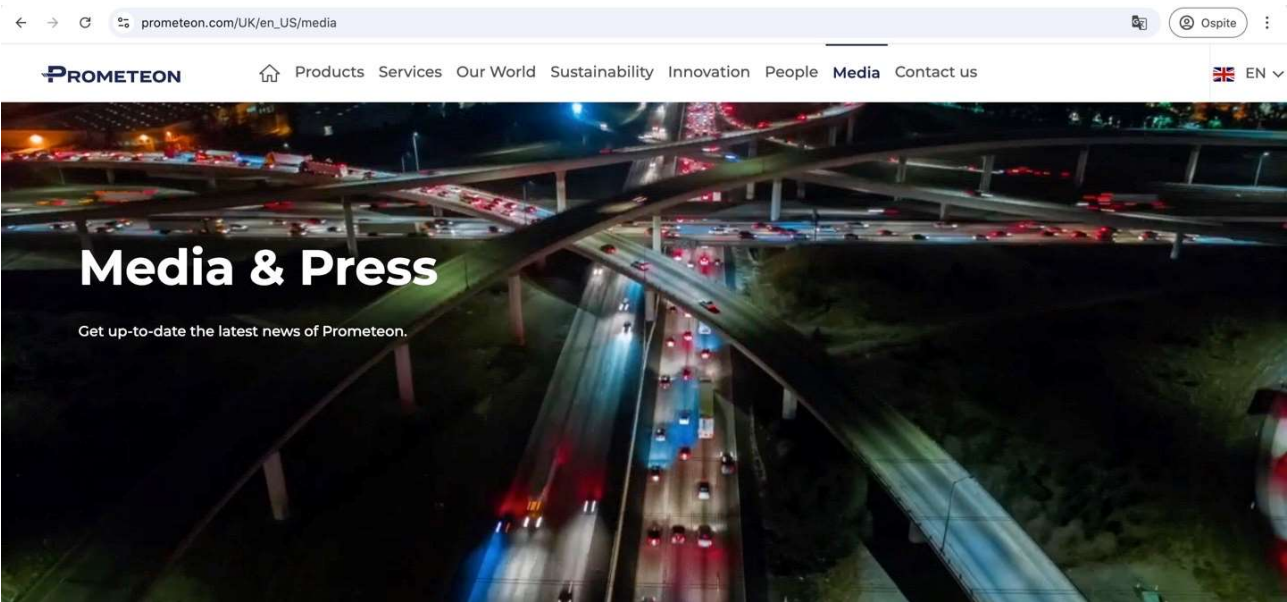
R02 PRO TRAILER

R02 PROFUEL DRIVE

H02 PRO TRAILER

*"Find your tires" subsection on the website*

All the news related to the Company are published in the media section of the corporate website:



## Our Videos



*"Media and Press" section on the website*



## PROMETEAON TYRE GROUP ON SOCIAL MEDIA



### PROMETEAON TYRE GROUP'S SOCIAL MEDIA STRATEGY IN 2024

In 2024, Prometeon Tyre Group strategically focused its social media presence on **LinkedIn, Instagram and Facebook** to enhance engagement and brand visibility.

Operating under the profile "**Prometeon Tyre Group**," the company manages a wide network on Facebook, featuring **11 localized country pages** for Brazil, Argentina, Turkey, Egypt, Mexico, AFME, Italy, Germany, the United Kingdom, Poland, and Spain.

To ensure greater consistency in brand messaging and support the global introduction of **Prometeon-branded tyres**, a new communications strategy has been implemented for **Facebook and Instagram** in 2024:

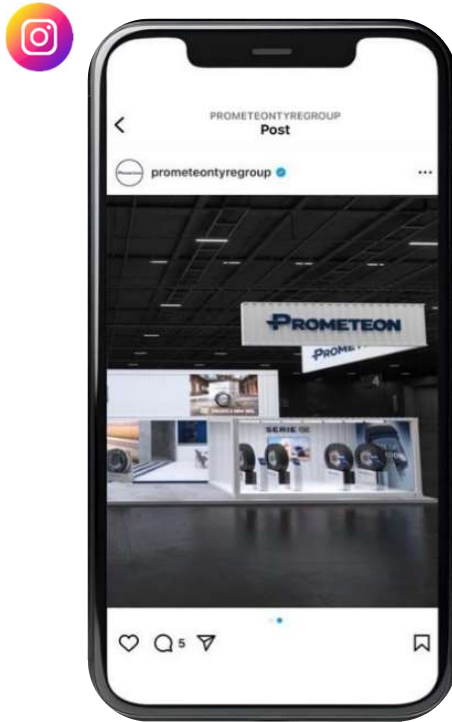
- **Facebook** serves as the primary platform for communicating **products and services**, while also spotlighting **local events and initiatives** relevant to each market where the Company operates
- **Instagram** is dedicated to **international campaigns and sponsorships**, reinforcing Prometeon's global presence.

This strategy aims to **strengthen corporate brand awareness** and foster engagement with both followers and a wider audience by highlighting Prometeon's approach to products, services and corporate initiatives.

It places a strong emphasis on **key strategic areas**, including:

- **International trade fairs** and dealer conventions
- **New product launches** and sponsorships
- **Employer branding** and client testimonials
- **Safety and technical guidance** for end-users
- **Sustainability-focused content**

Through this approach, Prometeon continues to build a cohesive and impactful digital footprint, reinforcing its leadership in the industrial and commercial tyre sector.



*Prometeon stand at the Hannover Fair 2024*



*Parma Calcio sponsorship 2024*

In 2024, the official Prometeon Facebook and Instagram profiles reached approximately 5.8 million accounts, significantly expanding the brand's visibility to a broader audience. To strengthen brand identity and messaging across social media, all posts were supported by the hashtags #PrometeonFamily, #Prometeons, #PrometeonFuture and #PrometeonTyreGroup.

## Focus on LinkedIn

**PROMETEON TYRE GROUP**  
We move goods, people and emotions.  
Fabbricazione di autoveicoli - Milan - 85K follower - 5K-10K dipendenti

[Invia messaggio](#) [Già segui](#) [...](#)

Home **Chi siamo** Post Lavoro Persone

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**Panoramica**

Prometeon Tyre Group manufactures and sells tires especially for industry, transport of goods and passengers, and AGRO and OTR applications. Officially established in 2017 as a spin-off from the industrial division of Pirelli Tyre, Prometeon starts its path producing and selling Pirelli branded tires. Nowadays, the company is progressively developing a multi-brand and multi-product approach, widening its technological expertise. Each tire is the result of #PrometeonTechnology engineering work focused on innovation with the aim of offering the right solution to our customers.

There are more than 7,500 people in the #PrometeonFamily. The Company operates across the globe and it is driven by principles of internationalism and multiculturalism. 57% of our people are millennials, from more than 25 different countries and the average age is 38 years. We work together, embracing this great diversity as an integral part of our culture in Prometeon.

**Sito Web**  
<https://www.prometeon.com/>

**Settore**  
Fabbricazione di autoveicoli

**Dimensioni dell'azienda**  
5.001-10.000 dipendenti  
2.909 utenti associati 

**Data di fondazione**  
2017

**Settori di competenza**  
Truck, Bus, Agro e OTR Tyres

### *Prometeon LinkedIn profile*

In 2024 Prometeon has further enhanced its LinkedIn strategy, building on previous years' efforts with a greater focus on corporate communications, including employer branding and storytelling of key company facts.

This strategy focuses on corporate positioning, leveraging an institutional tone of voice to enhance Prometeon's presence and messaging. To ensure consistency and impact, a structured editorial plan has been developed, emphasizing high-value content that reinforces Company's identity and strategic vision while maintaining a clear, professional and cohesive communication approach.

The 2024 strategy for Prometeon's LinkedIn channel was focused on achieving the following goals:

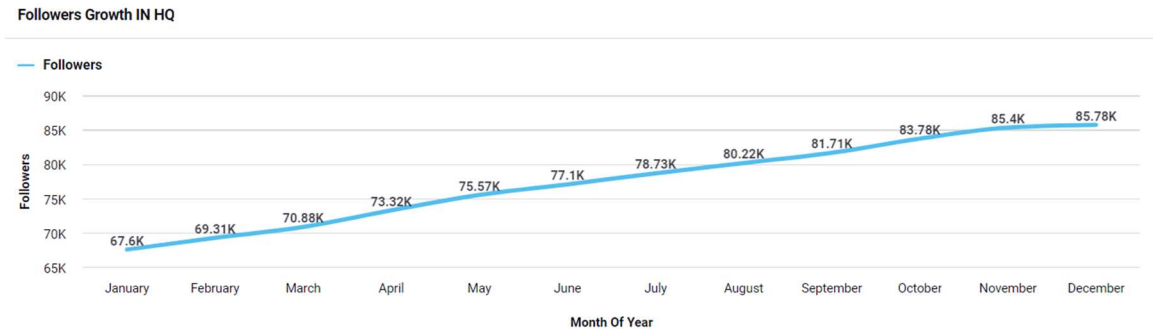
- Define a specific and channel-appropriate editorial plan
- Enhance Company's corporate visibility
- Increase channel engagement
- Strengthening Company's positioning

The 2024 strategy for Prometeon’s LinkedIn channel was focused on achieving the following goals:

- Define a specific and channel-appropriate editorial plan
- Enhance Company's corporate visibility
- Increase channel engagement
- Strengthening Company's positioning

Below are the 2024 strategy outcomes, reviewed based on the channel’s key performance indicators:

- Follower growth - In 2024, Prometeon's LinkedIn profile saw remarkable organic growth, reaching over 86,000 followers by year-end — all achieved without any investment in promoted content. The average monthly follower trend recorded steady daily growth of around +2%, demonstrating continuous organic engagement with Prometeon Tyre Group’s profile.



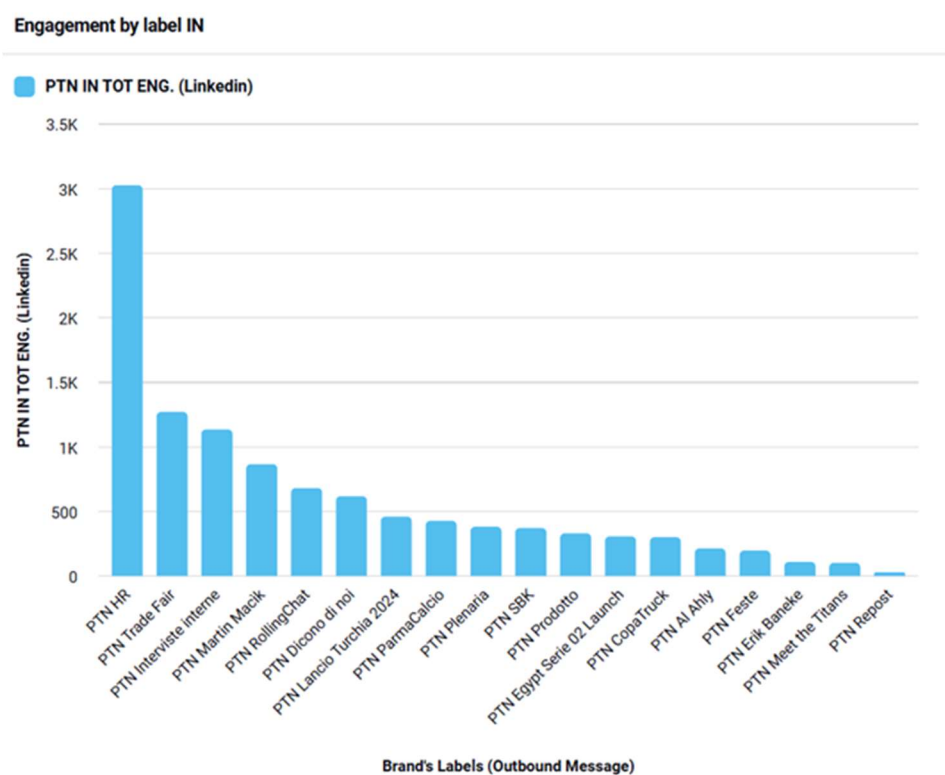
Monthly follower growth synthesis

- Content and Engagement - In 2024, the total number of posts published on the Prometeon LinkedIn page increased by 82.14% compared to the previous year, with an average of nearly 10 posts per month. This was accompanied by a remarkable 173.7% increase in the overall engagement rate, indicating a significant rise in interactions such as likes, shares and comments. These achievements were entirely organic, without media investment in advertising on LinkedIn channel, highlighting a highly positive response and growing interest from Prometeon’s follower base.

	2024	2023	Increased involvement rate (%)
Published contents	153	84	82%
Users Engagement	22,510	8,220	174%

Synthesis of volume published contents and user engagement

- Content focus - In 2024, most publications on the Prometeon LinkedIn page focused on institutional content, including announcements about the new HQ offices and interviews with top management. This was followed by posts on product launch events, featuring interviews collected during these and other initiatives, participation in trade fairs and content related to sponsorship. Additionally, the editorial plan introduced a new “About Us” section, highlighting press coverage of Prometeon’s activities, further enriching channel’s content and enhancing corporate communication.

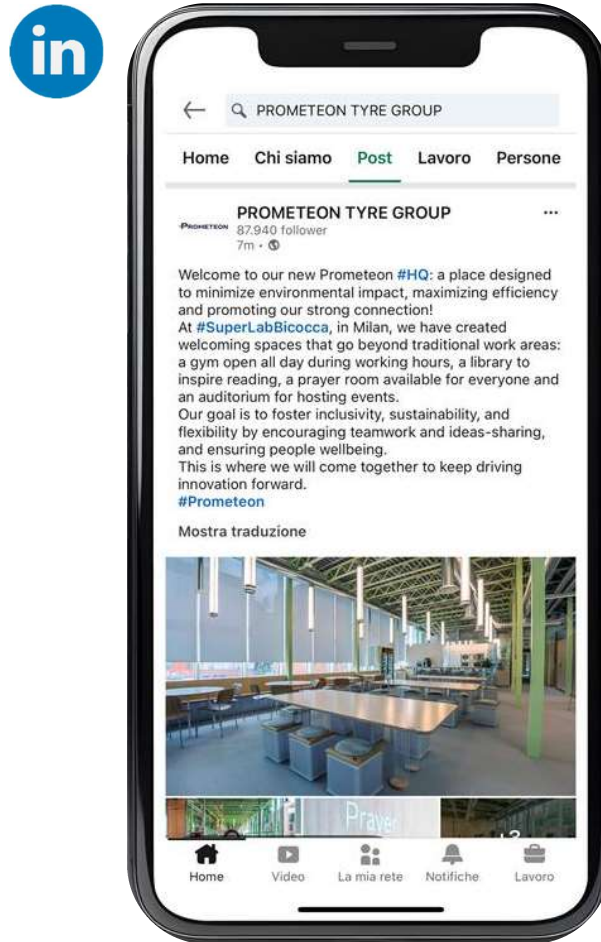


Engagement synthesis by topic

## LinkedIn Top Engaging Content of 2024

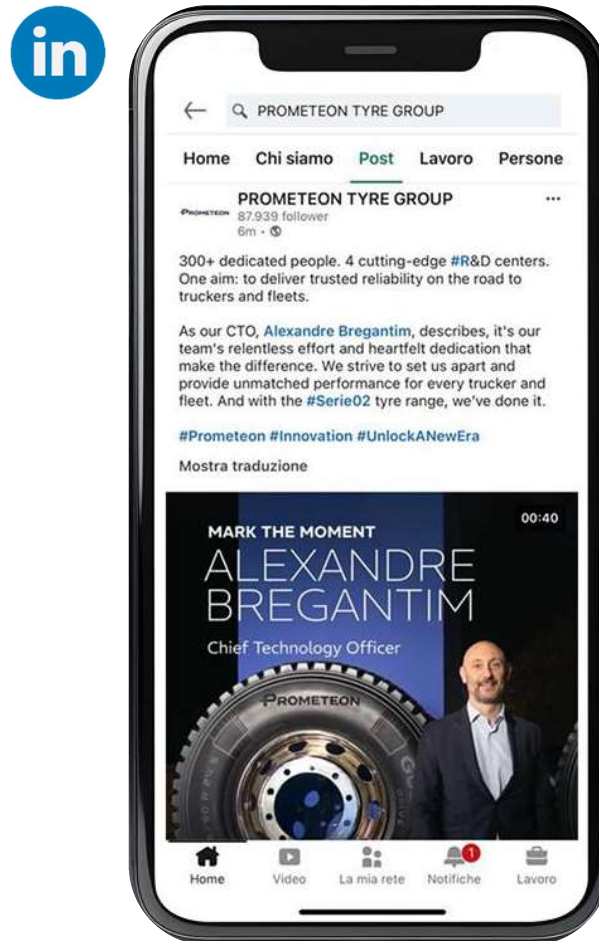
The following section highlights the LinkedIn posts that generated the highest levels of engagement among followers in 2024, showcasing the content that resonated most with the audience.

- 1 The post announcing the inauguration of the new headquarters at the Superlab building in Milan (Bicocca district):



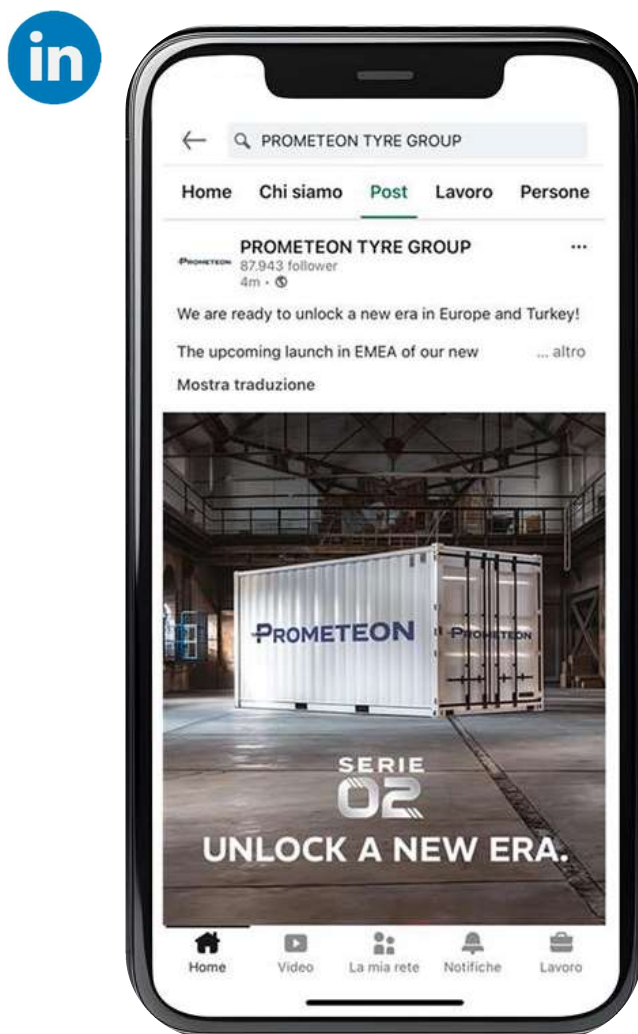
*LinkedIn post for the new headquarters' announcement*

- 2 The interview with Alexandre Bregantim, Prometeon's Chief Technical Officer, held during the launch event in Egypt for the new Serie02 Prometeon-branded tyres dedicated to the Africa and Middle East region:



*LinkedIn post with Chief Technical Officer interview*

- 3 The teaser post for the launch event in Turkey of the Series 02 Prometeon-branded tyres for Europe and Turkey markets:



*Linkedin post for the Serie 02 Turkey event*



## Linkedin “Rolling together” web series

A highlight of the 2024 LinkedIn content was the web series “*Rolling Together*”, launched in December to showcase the new HQ spaces at Superlab Bicocca. This creative project features a “Prometeon tyre” as the main character, initially unable to roll but regaining its abilities through experiences in the Superlab and the support of Prometeon colleagues.

The four-episode series not only highlight Prometeon’s products but also emphasizes key Company values such as transparency, collaboration and teamwork, embodying the “*Rolling Together*” spirit.



*Rolling Together - Episode 1  
“Superlab”*



*Rolling Together - Episode 2 “Training to  
roll”*



*Rolling Together - Episode 3 “The  
unexpected”*



*Rolling Together - Episode 4 “That’s  
Prometeon”*



## SOCIAL DIMENSION

Prometeon Tyre Group recognizes that social sustainability is founded on a strong and continuous commitment to people - employees, partners, and the communities where the Company operates. Acknowledging that its success is closely linked to the well-being, inclusion and development of those who contribute to its growth, Prometeon actively fosters a workplace culture rooted in respect, safety, equal opportunities, and personal and professional development.

The Company places people at the center of its sustainability strategy, promoting a work environment where diversity is valued, individual contributions are recognized, and collaboration is encouraged. Through structured policies, programs and initiatives, Prometeon works to create an inclusive and supportive culture that allows every individual to fully express their potential, while ensuring that the highest standards of ethics, fairness, and transparency guide all internal and external interactions.

This section highlights Prometeon Tyre Group's key initiatives aimed at promoting diversity and inclusion, safeguarding employee well-being and contributing to the broader society through ethical business practices, community engagement and support for local development projects. These actions reflect the Company's holistic approach to social sustainability, which integrates people care, community empowerment, and sustainable growth into a single, comprehensive strategy - fully in accordance with Prometeon's global values and its commitment to creating long-term positive impact.

## OUR PEOPLE

People are the greatest asset of Prometeon Tyre Group. The Company is committed to fostering a diverse, inclusive and equitable workplace, ensuring that every individual has the opportunity to grow and thrive.

The following data provides an overview of our workforce, including geographical distribution, gender and other key metrics. These insights reinforce the Company's commitment to transparency and the ongoing development of its people's strategy.

### EMPLOYEES AROUND THE WORLD

Prometeon Tyre Group employees at December 31, 2024 expressed in Full Time Equivalent ("FTE") amounts to 7,636 resources (vs. 7,741 in 2023), with a decrease of 105 resources compared to the previous year.

The following data shows a detailed breakdown of Prometeon Tyre Group's 2024 workforce, providing key insights into employee distribution by location, gender and other demographic factors.

Below is the breakdown of employees by geographic area and gender for the years 2024, 2023 and 2022.

	2024			2023			2022		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
HQ - EUROPE	126	289	415	122	260	382	111	229	340
AMERICAS	235	3,928	4,163	221	4,000	4,221	220	4,258	4478
MEA - AFME	98	2,946	3,044	94	3,035	3,129	82	2,968	3050
APAC	4	10	14	3	6	9	2	10	12
<i>Total</i>	463	7,173	7,636	440	7,301	7,741	415	7,465	7,880

*Breakdown of employee by geographic area and gender – 2024, 2023 and 2022*

Below is the breakdown of employees by gender for the years 2024, 2023 and 2022.

	2024				
	Female	Male	Other	Not Disclosed	Total
<i>Number of employees</i>	463	7.173	0	0	7.636
<i>Number of permanent employees</i>	441	6.568	0	0	7.009
<i>Number of temporary employees</i>	23	605	0	0	628
<i>Number of full-time employees</i>	415	6.647	0	0	7.062
<i>Number of part-time employees</i>	48	526	0	0	574
<i>Number of non-guaranteed hours employees</i>	0	0	0	0	0

*Breakdown of employees by gender – 2024*

	2023				
	Female	Male	Other	Not Disclosed	Total
<i>Number of employees</i>	440	7.301	0	0	7.741
<i>Number of permanent employees</i>	417	6.402	0	0	6.819
<i>Number of temporary employees</i>	23	899	0	0	922
<i>Number of full-time employees</i>	426	7.287	0	0	7.713
<i>Number of part-time employees</i>	14	14	0	0	28
<i>Number of non-guaranteed hours employees</i>	0	0	0	0	0

*Breakdown of employees by gender – 2023*

	2022				
	Female	Male	Other	Not Disclosed	Total
<i>Number of employees</i>	415	7,465	0	0	7,880
<i>Number of permanent employees</i>	392	6,728	0	0	7,120
<i>Number of temporary employees</i>	23	737	0	0	760
<i>Number of full-time employees</i>	403	7,448	0	0	7,851
<i>Number of part-time employees</i>	12	17	0	0	29
<i>Number of non-guaranteed hours employees</i>	0	0	0	0	0

*Breakdown of employees by gender – 2022*

Below is the breakdown of employees by geographic area for the years 2024, 2023 and 2022.

	2024				
	HQ - EUROPE	AMERICAS	MEA - AFME	APAC	Total
<i>Number of employees</i>	415	4,163	3,044	14	7,636
<i>Number of permanent employees</i>	401	3,832	2,762	14	7,009
<i>Number of temporary employees</i>	14	331	282	0	627
<i>Number of full-time employees</i>	411	3,635	3,002	14	7,062
<i>Number of part-time employees</i>	4	528	42	0	574
<i>Number of non-guaranteed hours employees</i>	0	0	0	0	0

*Breakdown of employees by geographic area – 2024*

	2023				
	HQ - EUROPE	AMERICAS	MEA - AFME	APAC	Total
<i>Number of employees</i>	382	4,221	3,129	9	7,741
<i>Number of permanent employees</i>	369	3,899	2,543	8	6,819
<i>Number of temporary employees</i>	13	322	586	1	922
<i>Number of full-time employees</i>	377	4,198	3,129	9	7,713
<i>Number of part-time employees</i>	5	23			28
<i>Number of non-guaranteed hours employees</i>					

*Breakdown of employees by geographic area - 2023*

	2022				
	HQ - EUROPE	AMERICAS	MEA - AFME	APAC	Total
<i>Number of employees</i>	340	4,478	3,050	12	7,880
<i>Number of permanent employees</i>	325	4,051	2,732	12	7,120
<i>Number of temporary employees</i>	15	427	318	0	760
<i>Number of full-time employees</i>	336	4,453	3,050	12	7,851
<i>Number of part-time employees</i>	4	25	0	0	29
<i>Number of non-guaranteed hours employees</i>	0	0	0	0	0

*Breakdown of employees by geographic area – 2022*

Below is the breakdown of Headcounts ("HC") not employed directly from Prometion for the years 2024, 2023 and 2022. The "Other" category includes employees of third-party suppliers with whom the Company has service contracts for various activities, such as security, cleaning services, and external apprenticeship programs. EMEA category includes HQ.

2024						
	Intern	Maintenance	Temporary from Agency	Consultant	Other	Total
EMEA	134	123	1	2	844	1,104
AMERICAS	80	467	20	0	105	672
APAC	0	0	0	10	0	10
<b>Total</b>	<b>214</b>	<b>590</b>	<b>21</b>	<b>12</b>	<b>949</b>	<b>1,786</b>

*HC workers who are not employees – 2024*

2023						
	Intern	Maintenance	Temporary from Agency	Consultant	Other	Total
EMEA	99	56	30	20	880	1,085
AMERICAS	78	0	0	94	103	275
APAC	0	0	0	7	0	7
<b>Total</b>	<b>177</b>	<b>56</b>	<b>30</b>	<b>121</b>	<b>983</b>	<b>1,367</b>

*HC workers who are not employees – 2023*

2022						
	Intern	Maintenance	Temporary from Agency	Consultant	Other	Total
EMEA	92	47	55	29	841	1,064
AMERICAS	75	0	0	136	92	303
APAC	0	0	7	0	1	8
<b>Total</b>	<b>167</b>	<b>47</b>	<b>62</b>	<b>165</b>	<b>934</b>	<b>1,375</b>

*HC workers who are not employees – 2022*

Below is the percentage of employees by category, gender and age for the years 2024, 2023 and 2022.

	Executive			Cadre			Staff			Blue Collar			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
<30	0%	0%	0%	0%	0%	0%	8%	14%	21%	1%	20%	21%	2%	18%	20%
30-50	8%	33%	41%	18%	57%	75%	17%	46%	63%	1%	66%	67%	4%	63%	67%
>50	4%	55%	59%	4%	21%	25%	2%	14%	16%	0%	12%	12%	1%	13%	13%
<i>al</i>	12%	88%	100%	22%	78%	100%	27%	73%	100%	2%	98%	100%	6%	94%	100%

*Percentage of employees by category, gender and age – 2024*

	Executive			Cadre			Staff			Blue Collar			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
<30	0%	0%	0%	0%	1%	1%	8%	13%	21%	1%	21%	22%	1%	19%	21%
30-50	8%	39%	47%	19%	56%	75%	18%	45%	63%	1%	67%	67%	4%	63%	67%
>50	6%	47%	53%	3%	21%	24%	2%	14%	16%	0%	11%	11%	0%	12%	12%
<i>al</i>	14%	86%	100%	22%	78%	100%	28%	72%	100%	2%	98%	100%	6%	94%	100%

*Percentage of employees by category, gender and age – 2023*

	Executive			Cadre			Staff			Blue Collar			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
<30	0%	0%	0%	0%	1%	1%	8%	12%	20%	1%	18%	19%	1%	16%	18%
30-50	13%	40%	53%	19%	58%	77%	18%	45%	63%	1%	70%	71%	3%	67%	70%
>50	4%	42%	47%	3%	20%	23%	2%	15%	17%	0%	11%	11%	0%	12%	12%
<i>al</i>	18%	82%	100%	22%	78%	100%	28%	72%	100%	1%	99%	100%	5%	95%	100%

*Percentage of employees by category, gender and age – 2022*

Below is the breakdown of employees by geographic area and type of contract for the years 2024, 2023 and 2022. EMEA region includes HQ headcounts. It should be noted that there are no employees hired through an agency.

	2024			2023			2022		
	Permanent	Temporary	Total	Permanent	Temporary	Total	Permanent	Temporary	Total
EMEA	3,163	296	3,459	2,912	599	3,511	3,057	333	3,390
AMERICAS	3,832	331	4,163	3,899	322	4,221	4,051	427	4,478
APAC	14	0	14	8	1	9	12	0	12
<b>Total</b>	<b>7,009</b>	<b>627</b>	<b>7,636</b>	<b>6,819</b>	<b>922</b>	<b>7,741</b>	<b>7,120</b>	<b>760</b>	<b>7,880</b>

*Breakdown of employees by geographic area and contract – 2024, 2023 and 2022*

Below is the incoming flow of employees by geographic area, age and gender. EMEA region includes HQ.

	Incoming 2024								
	Female				Male				Total incoming
	<30	30-50	>50	Total	<30	30-50	>50	Total	
EMEA	26	22	0	48	399	179	11	589	637
AMERICAS	30	18	2	50	261	280	26	566	616
APAC	0	3	0	3	0	6	1	7	10
<b>Total</b>	<b>56</b>	<b>43</b>	<b>2</b>	<b>101</b>	<b>660</b>	<b>465</b>	<b>38</b>	<b>1,163</b>	<b>1262</b>

*Incoming employees' flow – 2024*

	Incoming 2024								
	Female				Male				Total incoming
	<30	30-50	>50	Total	<30	30-50	>50	Total	
EMEA	2%	2%	0%	4%	32%	14%	1%	47%	50%
AMERICAS	2%	1%	0%	4%	21%	22%	2%	45%	49%
APAC	0%	0%	0%	0%	0%	0%	0%	1%	1%
<b>Total</b>	<b>4%</b>	<b>3%</b>	<b>0%</b>	<b>8%</b>	<b>53%</b>	<b>36%</b>	<b>3%</b>	<b>92%</b>	<b>100%</b>

*Incoming employees' flow in percentage – 2024*

	Incoming 2023								
	Female				Male				Total incoming
	<30	30-50	>50	Total	<30	30-50	>50	Total	
EMEA	27	23	1	51	659	251	14	924	975
AMERICAS	29	25	2	56	242	228	23	493	549
APAC	0	1	0	1	0	1	0	1	2
<b>Total</b>	<b>56</b>	<b>49</b>	<b>3</b>	<b>108</b>	<b>901</b>	<b>480</b>	<b>37</b>	<b>1,419</b>	<b>1,527</b>

*Incoming employees' flow – 2023*











Incoming 2023									
	Female				Male				<i>Total incoming</i>
	<30	30-50	>50	<i>Total</i>	<30	30-50	>50	<i>Total</i>	
EMEA	52%	46%	2%	5%	71%	27%	2%	95%	100%
AMERICAS	52%	44%	4%	10%	49%	46%	5%	90%	100%
APAC	0%	100%	0%	50%	0%	100%	0%	50%	100%
<i>Total</i>	4%	3%	0%	7%	59%	32%	2%	93%	100%

*Incoming employees' flow in percentage – 2023*

Incoming 2022									
	Female				Male				<i>Total incoming</i>
	<30	30-50	>50	<i>Total</i>	<30	30-50	>50	<i>Total</i>	
EMEA	28	21	1	50	469	130	14	613	663
AMERICAS	25	23	0	48	293	303	16	612	660
APAC	0	1	0	1	0	1	0	1	2
<i>Total</i>	27	45	1	99	762	434	30	1,226	1,325

*Incoming employees' flow – 2022*

Incoming 2022									
	Female				Male				<i>Total incoming</i>
	<30	30-50	>50	<i>Total</i>	<30	30-50	>50	<i>Total</i>	
EMEA	56%	42%	2%	7.47% 	76%	21%	2%	92.53% 	100%
AMERICAS	52%	48%	0%	7.31% 	48%	49%	3%	92.69% 	100%
APAC	0%	100%	0%	50% 	0%	100%	0%	50% 	100%
<i>Total</i>	53%	46%	1%	7.46% 	62%	35%	2%	92.54% 	100%

*Incoming employees' flow in percentage – 2022*

Below is the outgoing flow of employees by geographic area, age and gender. EMEA region includes HQ.

Outgoing 2024									
	Female				Male				<i>Total outgoing</i>
	<30	30-50	>50	<i>Total</i>	<30	30-50	>50	<i>Total</i>	
EMEA	15	24	2	41	342	256	45	643	684
AMERICAS	16	31	0	47	199	331	55	585	632
APAC	0	0	0	0	0	1	0	1	1
<i>Total</i>	31	55	2	88	541	588	100	1,229	1,317

*Outgoing employees' flow – 2024*

Outgoing 2024									
	Female				Male				<i>Total outgoing</i>
	<30	30-50	>50	<i>Total</i>	<30	30-50	>50	<i>Total</i>	
EMEA	1%	2%	0%	3%	26%	19%	3%	49%	52%
AMERICAS	1%	2%	0%	4%	15%	25%	4%	44%	48%
APAC	0%	0%	0%	0%	0%	0%	0%	0%	0%
<i>Total</i>	2%	4%	0%	7%	41%	45%	8%	93%	100%

*Outgoing employees' flow in percentage – 2024*

Outgoing 2023									
	Female				Male				<i>Total outgoing</i>
	<30	30-50	>50	<i>Total</i>	<30	30-50	>50	<i>Total</i>	
EMEA	10	20	3	33	268	419	113	800	833
AMERICAS	28	32	0	60	253	419	70	742	802
APAC	0	0	0	0	0	5	1	6	6
<i>Total</i>	38	52	3	93	521	843	184	1,548	1,641

*Outgoing employees' flow – 2023*

Outgoing 2023									
	Female				Male				<i>Total outgoing</i>
	<30	30-50	>50	<i>Total</i>	<30	30-50	>50	<i>Total</i>	
EMEA	31%	60%	9%	4%	33%	53%	14%	96%	100%
AMERICAS	47%	53%	0%	8%	34%	57%	9%	92%	100%
APAC	0%	0%	0%	0%	0%	83%	17%	100%	100%
<i>Total</i>	3%	3%	0%	6%	32%	51%	11%	94%	100%

*Outgoing employees' flow in percentage – 2023*

Outgoing 2022									
	Female				Male				<i>Total outgoing</i>
	<30	30-50	>50	<i>Total</i>	<30	30-50	>50	<i>Total</i>	
EMEA	12	17	1	30	253	147	94	494	524
AMERICAS	18	22	1	41	198	427	58	683	724
APAC	1	1	0	2	1	0	0	1	3
<i>Total</i>	31	40	2	73	452	574	152	1,178	1,251

*Outgoing employees' flow – 2022*

Outgoing 2022									
	Female				Male				<i>Total outgoing</i>
	<30	30-50	>50	<i>Total</i>	<30	30-50	>50	<i>Total</i>	
EMEA	40%	57%	3%	5.73%	51%	30%	19%	94.27%	100%
AMERICAS	43%	54%	3%	5.60%	29%	63%	8%	94.40%	100%
APAC	50%	50%	0%	66.67%	100%	0%	0%	33.33%	100%
<i>Total</i>	42%	55%	3%	5.80%	38%	49%	13%	94.20%	100%

*Outgoing employees' flow in percentage – 2022*

At the end of 2024 the Company employed **7,636** HC, of which **1,385** white collars **(18%)** and **6,251** blue collars **(82%)**.

The total number of employees has decreased by 105 HC compared to the same period of 2023.

The number of Permanent White collars has increased by **53 HC** vs 2023.

Temporary workforce is included and decreased compared to 2023 HC end of period (611 reported in 2024 vs 906 in 2023).

## DIVERSITY MANAGEMENT

Prometeon Tyre Group operates in a multinational context, where individuals embody significant diversity. The conscious and effective management of such diversity generates both a competitive advantage for the Company and a shared social value. Prometeon Tyre Group's commitment to ensuring equal opportunities and promoting diversity in the workplace is formalized within the Group's primary sustainability document: the *Ethical Code*, approved by the Board of Directors and signed by the Chairman. This document has been distributed to all employees in English and published on the Company intranet.

While respecting the cultural specificities of each country in which it operates, all Prometeon Tyre Group subsidiaries adhere to shared corporate values, policies and rules, which are applied at Group level and communicated in English to all employees.

To ensure equal opportunities and mitigate the risk of potential violations, Prometeon Tyre Group provides employees, suppliers and external stakeholders with the possibility to report any suspected breaches anonymously through the Group's Whistleblowing procedure. In 2024, Prometeon Tyre Group continued to monitor and enforce the new Whistleblowing procedure introduced in 2022 (for further details refer to the dedicated paragraph "Reporting Procedure – Whistleblowing Policy" under the Governance & Business Ethics dimension of the current report).

Internationality and multiculturalism represent key pillars of Prometeon Tyre Group's identity. Operating in over 20 countries, the Company considers cultural diversity and inclusion fundamental elements in shaping its corporate identity. This commitment is reflected both in the Code of Ethics and in the principles promoted by the Sustainable Development Goals ("SDGs"), in particular SDG 10 "Reduced Inequalities" and SDG 8 – "Decent Work and Economic Growth", which inspire the Group's vision. In line with these principles, Prometeon Tyre Group is committed to providing equal opportunities to all employees — regardless of gender, culture, religion, or other characteristics — by offering international mobility opportunities and training programs.

Below is the breakdown of employees by gender and age for the years 2024, 2023 and 2022.

	2024			2023			2022		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
<30	122	1,396	1,518	126	1,598	1,724	114	1,381	1,495
30-50	297	4,808	5,105	278	4,859	5,137	270	5,290	5,560
>50	44	969	1,013	36	844	880	31	794	825
<i>Total</i>	463	7,173	7,636	440	7,301	7,741	415	7,465	7,880

*Employees by gender and age – 2024, 2023 and 2022*

	2024			2023			2022		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
<30	26%	19%	20%	29%	22%	22%	27%	19%	19%
30-50	64%	67%	67%	63%	67%	66%	65%	71%	71%
>50	9%	14%	13%	8%	11%	11%	8%	10%	10%
<i>Total</i>	100%	100%	100%	100%	100%	100%	100%	100%	100%

*Employees by gender and age in percentage – 2024, 2023 and 2022*

Prometeon Tyre Group is committed to ensuring equal treatment for all individuals in order to enhance diversity and inclusion and avoid potential discrimination issues among the Company.

As a starting point of this path towards a stronger diversity, equity and inclusion culture within the organization in 2021, the Company focused on gender equality assessment. This initiative aimed to evaluate gender equality using both qualitative and statistical data, identifying concrete actions to support and enhance diversity within the Company. The analysis covered the regions of Brazil, Egypt, Turkey and the Company's headquarters, involving managers and white-collar employees.

The insights gained from this assessment have been instrumental in shaping the Prometeon's ongoing commitment to diversity and inclusion within the years. As a direct outcome of this initiative, the Company has been working on the development of a structured **Diversity, Equity & Inclusion Policy**, aimed at formalizing and strengthening its approach to equal opportunities and set to be published in 2025.

Furthermore, it is important to note that, **in 2024, no incidents of discrimination occurred** within the Company. All whistleblowing reports submitted through the established channels were thoroughly investigated and analyzed. Interviews with the individuals involved were conducted, whenever possible, and the investigations concluded with no evidence of discrimination. This reflects Prometeon's rigorous approach to addressing potential issues and ensuring a workplace free from discrimination.

With regards to the standard salary paid to new hires employees during the first year in the Company, it must be highlighted that the total amount provided to the employees is higher than the minimum prescribed by law and no difference between gender is made. The following procedures and activities to promote equal opportunities have been established as follows:

- introduction of new initiatives aimed at respecting cultural and religious diversity (e.g. different and clearly marked diets in canteens, kitchens typical of different cultures from that of the host country, dedicated prayer room in HQ building in Milan, Italy)
- welfare and work-life balance initiatives (refer to the paragraph "Internal Communication and Community" and "Local activities" of the social dimension of the current report)
- For additional details references to the paragraph "Welfare" of the social dimension of the current report.

## NEW IDENTITY AND MINDSET

Prometeon Tyre Group continued, throughout 2023 and into 2024, the work initiated in 2022 related to the development and enhancement of the Employee Value Proposition.

As part of this ongoing process, a new People Strategy was introduced in 2022, aimed at defining and consolidating the new identity and cultural DNA of Prometeon Tyre Group. The implementation of this strategy continued during 2023 and remained a key focus in 2024, confirming the Company's long-term commitment to fostering a strong corporate culture and enhancing the employee experience across all geographies.

Here below the Company presents its mission, vision, identity and the commitment it makes to all its stakeholders.

**Mission:** *"We are a multibrand manufacturer of Truck, BUS, Agro and OTR tyres, distributed all over the world. We design, develop and engineer products and services to meet customers' needs and expectations"*

- **Vision:** we want to be the most trusted Company for our stakeholders
- **Who we are:** the Partner-of-Choice
- **Our promise:** we care, we commit.

The three main drivers of People Strategy:

- **Best People:** role modelling, robust talent and leadership
- **Great Performance:** business alignment, implementation of a lean organization
- **Winning Mindset:** became the employer of choice, build engaging environment.

In addition, **the new purpose, corporate values and the related behaviors** introduced in 2022, defined through a dedicated declaratory, remained in effect during 2023 and continued to represent a key reference for all employees in 2024.

### PURPOSE

*"Together we make right things happen".*

### VALUES:

- Result-focus
- Passion

- Openness
- Responsibility
- Courage.

## BEHAVIOURS

- Aiming for excellence
- Motivating people
- Enjoying change
- Promoting trust & inclusiveness
- Transforming ideas into reality.

## BEHAVIOURS

Aiming for

## DECLARATORY

**Excellence** is part of our DNA and is deeply present in our culture, upon which we rely to work as a **team**, energetically committing ourselves to short- and long-term **goals**.

Motivating people

**Motivating** people and generating **passion** through **collaboration** among teams, through **active listening** that integrates everyone's different **perspectives**.

Enjoying change

Promote, encourage, and follow a spirit of **accepting and promoting change** and adapting to evolving or limited-information work circumstances. Foster changes as opportunity to grow and strive.

Promoting trust and

Promoting trust by embodying value and **ethical examples** for the whole organization, **stimulating everyone's contribution** through the **integration** of everyone's different

Transforming ideas into

**Making things happen** by having the courage to **take risks** on both **people and ideas**. Being accountable for the implications of one's own choices and fostering a culture of error.

During 2023, building on core values and behaviors, the key competencies of the new Leadership Model were defined. In 2024, these competencies continued to serve as a foundation for leadership development initiatives, supporting the Company's strategic priorities and strengthening the organizational culture.

VALUES	BEHAVIOURS	KEY COMPETENCIES
RESULT DRIVEN	AIMING FOR EXCELLENCE	DRIVING FOR RESULTS (results, quality, ambition)
		PLANNING (structure, plan, define "how")
PASSION	MOTIVATING PEOPLE	INSPIRING ENERGY (engaging leadership, energy, empowerment)
		PEOPLE DEVELOPMENT (caring, continuous people growth, active listening and feedback)
OPENNESS	ENJOYING CHANGE	TRANSFORMATIONAL MINDSET (open minded, adaptability to change, thinking out of the box to propose new perspectives and actions)
		MARKET INSIGHT (curiosity, market acumen, data analysis)
RESPONSIBILITY	PROMOTING TRUST & INCLUSIVENESS	ROLE MODELSHIP (consistency, example, loyalty, trust)
		TEAMWORKING (interdependence, inclusion)
COURAGE	TRANSFORMING IDEAS INTO REALITY	ENTREPRENEURSHIP (proactiveness, try always to add value not only focusing on the execution)
		FAILURE TOLERANCE (decision making, risk taking, learning from failure for oneself and for others)

Values, behaviors and competencies overview

Moreover, in 2023, the indicators for the key competencies were also defined and 16 members of the Leadership Team had the opportunity to complete an assessment based on them. In 2024, these assessments continued to support leadership development and provide valuable insights for future growth.

DRIVING FOR RESULTS	Focus on <b>results, quality and excellence</b> . Ability to <b>face the challenge</b> , to seek and achieve ambitious goals
PLANNING	Achieve goals by leveraging all available assets, integrating skills and resources. Generate effective solutions and <b>define action plans</b> that allow the implementation, <b>balancing short- and medium-term planning</b>
INSPIRING ENERGY	<b>Empowering people</b> , expressing engaging and passionate leadership. Convey <b>positive and generative energy</b> that others perceive as a boost and guide towards action
PEOPLE DEVELOPMENT	Take care and monitor <b>engagement and people development</b> , actively promoting their potential and supporting their growth in the mid-long term. Give autonomy, effectively delegate, provide (receive and promote) accurate, meaningful and mutual feedback.
TRANSFORMATIONAL MINDSET	Managing <b>discontinuity as opportunity for development</b> , encouraging change. Leverage different sources to identify solutions also out of the box. Knowing <b>how to challenge the actual adopting different perspectives</b> aligned with new needs and trends (market, customers, external/internal ecosystem...)
MARKET INSIGHT	Learn about the market, with an open-minded perspective and with the ability to collect data to identify the right solution even in phases of discontinuity. Have the ability to <b>analyse the data quali/quantitative around the marketplace</b> : competitors, customers, suppliers,...
ROLE MODELSHIP	<b>Be an example</b> for others, interpreting the values of the company <b>with consistent behaviors</b> . Interact with others through authenticity, also showing vulnerabilities. Be loyal and know <b>how to develop closeness and trust</b> (with colleagues / collaborators / customers...)
TEAMWORKING	Promote a <b>collaborative and inclusive environment, create team spirit</b> . Respect and enhance the skills and contributions of the others. Unleash collective energy, involve everyone to generate ideas contribution of ideas/ skills and knowhow to generate value through the diversity
ENTREPRENEURSHIP	Have <b>entrepreneurship</b> , proactivity and <b>determination to better in steer the effort</b> , acting in changing business and scenarios. Achieve the results making things happen, with a <b>personal commitment</b> even through ideas, without <b>ever giving up</b> .
FAILURE TOLERANCE	Ability to <b>make decisions even in uncertain settings, taking risks</b> and managing related stress and potential mistakes. Foster an environment where the <b>mistake</b> can be recognized, admitted and not sanctioned, but identified as a <b>learning opportunity for the future</b> .

Key competencies indicators overview



## PROMETEON'S NEW HQ BUILDING

Prometeon's path towards the creation of its new headquarters started in 2023, driven by the ambition to design a unique environment that reflects the company's values while encouraging collaboration, transparency, and innovation. The project was officially unveiled during a town hall meeting in June 2023, marking the beginning of this transformative journey. Construction began between the end of 2023 and the beginning of 2024, with the official inauguration and relocation held in May 2024.



*Promotion of the move to New HQ in Milan in May 2024*

To ensure a smooth transition and actively engage employees in the process, a communication plan was prepared, including a series of preparatory and engagement activities designed to involve employees at every step, such as:

- **Cleaning Weeks** (February, March and April 2024) - these sessions focused on the principles of "Reduce, Reuse, Recycle," encouraging employees to participate in decluttering and organizing efforts, fostering a sense of community and environmental responsibility.



*Promotion of the Cleaning Weeks – 2024*

- **Town Hall Meeting** (second half of April 2024) - the second “Moving Forward Together” town hall was conducted to present a video tour of the new spaces and outline the roadmap for the upcoming move. This meeting aimed at keeping everyone engaged and excited about the new headquarters.



*Promotion of the move to new HQ in Milan - 2024*

- **New HQ Engagement Calls** - functional meetings were organized to delve into office etiquette, the distribution of spaces and key details necessary for the new headquarters. These sessions ensured that all employees were well-prepared for the transition.



*Promotion of the move to new HQ in Milan - 2024*

- **Induction Tours** (May 2024) - One week before the move, the HR team conducted induction tours to explore the new spaces with employees, providing detailed explanations and answering questions. This approach helped employees familiarize themselves with their new workplace.



*Promotion of the move to new HQ in Milan - 2024*

- **Welcome Days** (On May 13<sup>th</sup> and 14<sup>th</sup> 2024) - welcome days were held, featuring breakfast, the gifting of new Prometeon-branded backpacks, free tastings of new lunch options and individual photo sessions for updated professional headshots. These events were designed to create a welcoming and celebratory atmosphere as employees settled into their new workspace.

**PROMETEON**

## WELCOME DAY

**May 14<sup>th</sup> 2024**

Our new home is ready for us!

Please find below some information for your **first day at SUPERLAB**.



**WELCOME COFFEE**

No day starts without a good coffee!  
We look forward to seeing you  
from **8.30 a.m. to 10 a.m. on the first floor.**

**A SURPRISE FOR YOU**

After the welcome coffee, you can go to your **department anchor point** on the **second** or **third floor**.  
There will be a **surprise** waiting for you!





**PHOTO BOOTH**

You will find the photo booth on the **first floor**, in the **Carbon Black room**.  
Please, head there according to the **slot you booked**.\*

**HAVE A TASTE**

From **2 p.m. to 4 p.m.**, you can enjoy and taste **Foorban's** delicious products **at the first floor**.



### Other useful informations:

- Remember to bring **your personal badge**.
- For more information regarding the **Foorban** service, [click here](#).
- For **lunch break** you can start using all the **options** shown in the **office etiquette** presentation.



*Welcome Days event at new HQ in Milan – 13<sup>th</sup> and 14<sup>th</sup> of May 2024*



Regarding the spaces, the new headquarters have been designed with great attention to the needs of Prometeons' employees, embodying a welcoming environment that stimulates ideas co-creation, teamwork and work-life balance. These spaces include a range of amenities to support employee well-being and productivity. A fully equipped gym accessible throughout the workday promotes physical health and wellness, while a dedicated library encourages reading and continuous learning. The auditorium is a versatile space for hosting both internal and external events, enhancing community engagement and knowledge sharing. Additionally, a dedicated prayer room underscores the company's commitment to inclusivity and respect for diverse cultural practices.



*Gym at the new HQ in Milan*



*Library at the new HQ in Milan*



*Prayer Room at the new HQ in Milan*

Set within an industrial, open-space environment, structured as a horizontal skyscraper, the new headquarters provides an inspiring and dynamic atmosphere. Numerous meeting rooms and phone booths cater to various needs throughout the workday, ensuring that employees have space to collaborate and communicate effectively. The meeting rooms are uniquely named after tire components and are fully branded with Prometeon's identity, reinforcing the Company's core values and fostering a sense of community and belonging among employees.



*Coworking areas at the new HQ in Milan*

This thoughtful design reflects Prometeon's dedication to creating an environment that supports innovation, collaboration and transparency, ultimately contributing to a more dynamic and cohesive work culture. By prioritizing the needs of employees and incorporating spaces that promote both professional and personal growth, Prometeon has designed a headquarters that fully reflects its mission and values.



*Employee common area at the new HQ in Milan*





## LOCAL ACTIVITIES

### Europe

In Europe, the new model has been implemented following the main guidelines defined by Headquarter. “Smart Kit@Home” has been structured following three enabling factors with the aim to better support employees’ daily work providing the best conditions to carry out professional activities.

Here below the activities carried out:

- All colleagues enabled to work in Smart Working received IT equipment (monitor, keyboard and mouse)
- Benefits for an ergonomic workstation (professional office chair and table)
- A fixed allowance to cover costs of Mobile Phone (calls and internet line).

### Turkey

In Turkey, for the application of Blended Model which officially started on September 2021 and still on going in 2024, employees working remotely signed an additional agreement contract. Smart kit@home has been provided to all “Prometeons’ smart workers” including ergonomic chair, headphones, mouse, keyboard and monitor.

As part of the Workplace Enabler initiatives, several actions have been introduced. In the Istanbul office, the workspace layout has been redesigned in line with the New Way 2.Work approach. Employees can access a dedicated link to reserve their desks, ensuring flexibility and better space management. Additionally, a new application has been introduced for shuttle reservations, allowing employees to book their seats and track shuttle routes and stops in real time.



*Smart kit example – Turkey*

## Egypt

In Egypt, the implementation of the new model offers employees the opportunity to work remotely, with mandatory remote work (“Smart Working from Home”) every Sunday. The **Smart Working Policy** was introduced at the beginning of 2022 and communicated to all employees, and it continues to be applied in 2024.

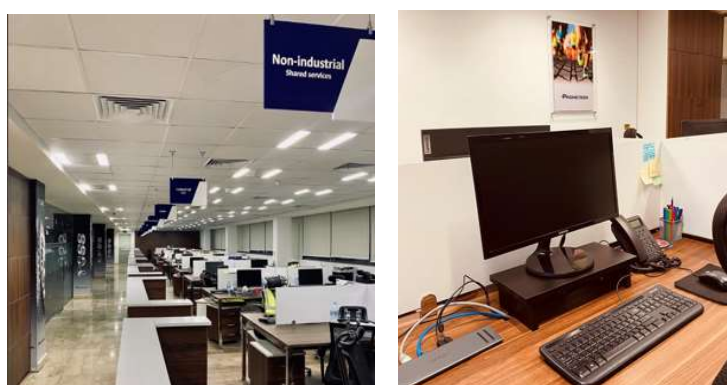
To further support employees, the following tools have also been provided: laptops, mouse, keyboard wireless, headset, mouse pad, notebook & internet Wi-Fi.



*Smart kit example – Egypt*

In addition, in 2024, Prometeon Egypt renovated its admin building and built a new R&D center to improve the workplace of the employees. The admin building now features new workstations for the Supply Chain and Procurement teams, as well as dedicated spaces for the HR, Legal and Finance teams. Furthermore, new meeting rooms were added to facilitate team discussions and collaborations.

The renovation also focused on improving ergonomics with more comfortable workstations and furniture, creating a better environment for employees. The design of space helps improve communication between teams.



*Renovated admin building in Egypt*

The new R&D center provides a dedicated area for research and development, equipped with modern tools and resources to support innovation in the laboratory. It also encourages collaboration between the R&D teams and Quality Department, further enhancing teamwork across the Company. These updates are designed to improve work efficiency, comfort.



*New R&D Center in Egypt*

Moreover, a large fishpond and peacocks were introduced to improve the workplace environment, alongside the creation of dedicated break areas for employees.



*New Fishpond and new area break in Egypt office*

## Americas

In the Americas region, the new working model was introduced in four countries — Brazil, Colombia, Mexico, and Argentina - and has been consistently applied throughout 2022, 2023 and continues in 2024. The working model is based on 60% of the time of the week at the office and 40% remotely and involves 100% of the population eligible to apply smart working conditions. In Brazil, the local policy agreement was signed in October 2020. Employees who adhered to the agreement received a booklet outlining the guidelines to be followed for the correct implementation of "Trabalho Remoto", including specific IT requirements.

Regarding the "Smart Kit @home" in Brazil, employees received an equipment containing IT tools (mouse, keyboard wireless, headset and notebook) that can enable the remote working conditions.



## EMPLOYER BRANDING AND TALENT ACQUISITION

In 2024 in the production sites where the Company operates (Brazil, Turkey and Egypt) and in the offices in HQ and Europe, events, projects and meetings were organized **with the aim to promote Employer Branding initiatives**, as Career Days, Job Fairs and factory tours. These activities have been carried out thanks to the network and partnerships with prestigious universities in different countries. The collaboration with these academic institutions provided young graduates with the opportunity to work alongside the Research & Development and Industrial Technology teams, as well as other departments such as AFC, Marketing, HR, Procurement, and Supply Chain. This experience allowed them to enhance their knowledge and develop new skills within an international environment, supported by a smart working setup.

### ITALY - HEADQUARTER INITIATIVES

At the Headquarter level, Prometeon Tyre Group organized several initiatives throughout 2024, including the renewal of agreements with some of Italy's leading universities, such as Università Bocconi, Politecnico di Milano, Politecnico di Torino, Università Milano-Bicocca, Università Cattolica del Sacro Cuore, Università Statale di Milano, Libera Università di Bolzano, Università degli Studi di Trento, Università degli Studi di Napoli Federico II, Università degli Studi di Brescia, as well as the POLIMI Master in Digital Marketing.

Moreover, during 2024 the Company started new partnerships with Università degli Studi di Modena e Reggio Emilia.

Furthermore, in 2024 Prometeon had the opportunity to attend **2 Career Days**.

The first event was held at Bocconi University, focusing on internships in staff functions such as AFC (Administration, Finance, and Control), Sales & Marketing and related areas. The second event took place at Politecnico di Milano, with an emphasis on international opportunities of internships and technical roles, including R&D, Quality, Manufacturing, Procurement and Supply Chain.

Participating in these career days provided Prometeon with the valuable opportunity to connect directly with high-potential candidates, showcasing the Company's dynamic work environment and growth opportunities. It also allowed Prometeon to highlight its dedication to fostering young talent through internships programs. A key strength of the Company's presence at these events was the inclusion of interns who had previously attended these universities, alongside

the HR and Employer Branding teams. This approach not only underscored Prometeon's investment in developing future leaders but also served as an inspiring example for prospective candidates.

During the 2024 Prometeon had also the opportunity to attend a special Job Fair – characterized by blind interview. The event, titled "It's a Match," was organized at the Politecnico di Milano by the professor of the master's in design the digital strategy. Before the career day, both employers and students filled out a survey with questions about the requirements of the company for candidates and vice versa, along with some general questions. Based on the cross-referenced results, compatibility matches were formed between companies and candidates, allowing them to conduct interviews.

One of the key benefits of these blind interviews was that they enabled a focus on skills and compatibility without the influence of biases related to appearance, background, or other personal characteristics. This approach ensured a more objective and fair assessment, fostering an inclusive recruitment process that prioritized the qualities and potential of each candidate.

Moreover, Prometeon decided within the year 2024 to renew partnerships and collaborations (started in 2023), with other important organizations and institutions such as:

- HR Community
- Ambrosetti
- World Business Forum

Regarding the HR Community, Prometeon participated in the certification process of Best HR Awards by HRC, presenting various projects in the fields of training, international mobility, well-being and work-life balance for employees. Additionally, for the occasion, a manifesto video was created to showcase the pillars of the HR team's People Strategy at Prometeon. The actors in the video were the HR colleagues themselves, who interacted with animated tyres. The HQ HR team achieved the certification, underscoring their commitment to excellence in human resources practices. This certification brought significant benefits, enhancing the company's reputation and credibility in the industry. The manifesto video served not only as an effective tool for presenting HR values but also as an enjoyable and engaging team-building activity for colleagues.



*Prometeon employees within the preparation of HR's video manifesto*

Moreover, in 2024, as part of its commitment to education, Prometeon collaborated with the company We School on the "NO PRESSURE project". This initiative divided in two waves, involved 130 high school classes across Italy and one Italian school in Egypt. The students were assigned challenges related to Prometeon's areas of Sustainability, Procurement, Product Marketing and R&D. For each of these areas, four mentors (senior managers and executives) were involved in two key phases: a Q&A session, where they shared insights into their professional roles and Company activities in November 2024; and a project review session with improvement feedback, held in January 2025. Finally, in February 2025, these mentors evaluated the projects and select four winning classes, one for each area. The benefits of this project include providing students with practical insights into real-world business challenges, fostering innovation and problem-solving skills and enhancing their understanding of various professional areas. Additionally, the involvement of experienced mentors offered invaluable guidance and motivation, making the learning experience both impactful and inspiring.



*"NO PRESSURE" project manifesto*



In 2024, Prometeon invested in enhancing its use of LinkedIn to support its Talent Acquisition objectives. Notably, thanks to the platform and the available job slots, 17% of the Company's open positions were successfully filled through LinkedIn.

Regarding Talent Acquisition, in 2024, in Headquarter, 58 positions were filled in the following Departments:



*Overview of filled positions – 2024*

**BRAZIL INITIATIVES**

In **Brazil**, Prometeon Tyre Group received for the second time, the **TOP EMPLOYER 2024** certification, the most important recognition international level of excellence in Human Resources practices. The Top Employers Institute operates in 119 countries independently and has a process of research and audit of 600 best people management practices. This recognition confirms that the processes within Prometeon's People area have undergone an external audit and were acknowledged for their **high level of development** compared to market standards. Thanks to these efforts, the Company is able to foster a healthy and inclusive work environment, offering positive employee experiences, always guided by the core values of Prometeon Tyre Group: Responsibility, Passion, Courage, Focus on Results and Openness.



*TOP EMPLOYER Certification of Prometeon Brazil – 2024*

During 2024, Prometeon Brazil, for the third consecutive year, have been certified by “Great Place to Work – GPTW”, as an Excellent Place to Work and Prometeon Logistic and Distribution (PLD) has received the seal for the second time.

For the first time, Argentina, Colombia and Mexico were certified, strengthening our connection as one regional Latam team. This recognition is extremely important, as it is based on the employee's perception of what is being done by the Company and represents an opportunity for Prometeon to further improve people's experience, under a vision that brings the comparison with the best practices in the market.

Moreover, in 2024, Prometeon continued to support initiatives to promote the engagement of employees.

Regarding external audiences and the promotion to join the Company, in 2024 several investments have been made offering important job position seeking to bring new and qualified people to #PrometeonFamily.

Here below some posts celebrating recurring dates dedicated to work, business and awards.



*Celebration of the John Deere's Outstanding Supplier Award in Brazil – 2024*

Prometeon Brazil have been also awarded for the fifth time of the “Top of Mind Transport 2024” award.

**Vagas website** - During 2024, the Company worked to provide a new visual identity for the job recruitment platform “Vagas.com”. Moreover, it has been agreed to use employee photos, which are updated every month, to reinforce the pride of the employees belonging to the Company and to show the diversity among Prometeon Tyre Group.



*Employees on Vagas website, in Brazil - 2024*

**Nossa Casa Grupo Prometeon** - In 2024, the program allowing employees to invite their families to visit the factories in Santo André and Gravataí — offering them a first-hand look at their workplace and activities — continued successfully. This much-loved initiative welcomed over 400 employees and family members throughout the year, strengthening the sense of connection and pride within the Prometeon community.



*Employees' families at the factories in Brazil – 2024*

## TURKEY INITIATIVES

During 2024, in Turkey, Prometeon took part in several events aimed at strengthening the Company's Employer Branding, thanks to collaborations with the country's top 10 universities.

Prometeon set its priority on ensuring that participating leaders would play an active role in promoting diversity. As part of this commitment, several top managers actively represented the Company at university career summits, showcasing Prometeon's values and opportunities to future talent.

The Human Resources team participated to the career summits with dedicated Prometeon's stands in the networking areas. Thanks to the presence of the Company, new talents have been attracted by Prometeon and the Human Resources took the occasion to present the Company and its people.

The main topics presented at the stands were the following:

- Engineering & Automation Projects;
- Sustainability & Environment Oriented Approach;
- Career Opportunities;
- Learning & Development;
- Basic Industrial Tyre Information.

Prometeon Turkey also joined various career fairs, such as Yıldız Teknik University with speaker Banu Bilgin (Logistics Manager), Marmara Career Fair with speaker Okan Vural (HR Director), Youthall/Han Spaces İstanbul with speaker Altuğ Kesim (ICT Director), İstanbul Technical University with speaker Mehmet Kaldırım (CFO) and Erdem Balık (RD Reinforcement Process Leader), Boğaziçi University with speaker Murat Harputlu (Manufacturing Director) and İstanbul University/Rising of Women Event with speaker Sevgi Nalbantoğlu (Purchasing Leader) and Ezgiler Maral (RD Product Executive Spec.).

**Factory Visits & Tour** - It is worth mentioning that Prometeon regularly welcomed university students for factory tours. During these visits, the Company provided detailed insights into Prometeon's business environment and core values, thanks to presentations delivered by the Human Resources team. In 2024, Prometeon organized a total of five university visits, offering students the opportunity to tour both the Manufacturing and R&D areas.



*University students within factory visits event in Turkey*

In 2024, Prometeon Turkey welcomed and trained a total of 47 long-term interns — 41 at the Kocaeli Factory and 5 at the Istanbul Office — along with 75 summer interns. The Company also had the opportunity to prepare and involve new teammates, who were entrusted with mentoring the interns and supporting their professional development within the organization, for a period ranging from a minimum of 1 year to a maximum of 2 years. The Long-Term Interns also played a key role in employer branding activities. They introduced Prometeon and its innovations to their personal networks, contributing to the Company's visibility and strengthening its employer branding.

A training program was introduced to support the development of long-term interns, who received training in 2024 in the area of Digital Transformation, PowerAutomate, PowerBI Training, Canva in BusinessLife Training and Advanced Excel Program.



*Intern trainings and experiences in Turkey*

**Global Digital Job Application Platform** - The internal job posting system, initially introduced at the local level in 2023 was rolled out globally. Through this system, employees from all countries can view open positions across different locations and submit their applications.

In Turkey, Prometeon obtained the Top Employer Certification in both 2023 and 2024, achieving a score of 81.51 points. The Company also underwent the audit process for 2025, successfully retaining the certification with an improved score of 91.56 points.



*TOP EMPLOYER Certification of Prometeon Turkey - 2024*

## EGYPT INITIATIVES

In **Egypt**, the Company carried out several initiatives throughout 2024. For the first time, Prometeon Egypt obtained the **Top Employer 2024** certification, the most prestigious international recognition for excellence in Human Resources practices.

This important recognition highlights the Company's commitment to fostering a positive work environment and ensuring excellence across all HR policies and practices that support employees' development and well-being.



*TOP EMPLOYER Certification of Prometeon Egypt – 2024*



Throughout 2024, Prometeon actively strengthened its employer branding strategy, with a particular focus on building strong relationships with university graduates and fostering connections with top academic institutions.

Here below an overview of all the events organized to support these initiatives.

**WC Job Fairs & Employment Days** - Sponsoring 4 job fairs and 2 employment days in universities and governments providing opportunities and career workshops for graduates from different colleges (CVs received from 500 to 3000)



*Employment Days in Egypt – 2024*

**Graduate Projects support** - the Company provided technical support for three academic projects, sharing knowledge and expertise to help students develop their theses. When needed, function managers were also available to work with students and their professors to identify appropriate project topics. In 2024, Prometeon Egypt supported the following projects:

- "AAST Quality "Waste Management", AAST "Green Supply Chain", AAST Quality "Data Analysis"
- **Tomorrow's Young Calibers Internship Graduates Program** - On average, the Company hired 25 interns as part of a structured program featuring an initial 6-month contract, renewable for up to a maximum of 2 years. The program welcomes recent university graduates from a variety of academic backgrounds and is designed to support them in their daily tasks while providing valuable learning opportunities through direct exposure to the Company's operations and business environment.



*Prometeon's interns in Egypt*



**University Education vs Work Applications Summits** - the Company took part in six University Host Axes Board meetings, held twice a year, bringing together multinational companies. These meetings focused on bridging the gap between academic education and the skills and knowledge required in the workplace, while also providing recommendations to enhance university curricula to better align with industry needs.



*University meetings in Egypt - 2024*

**Be PRO-Student University Summer Training Program** - The Company welcomed and trained a total of 160 university students from various fields of study, hosting them across four rounds held during July and August each year. The program, structured into a Business Track and an Industrial Track, spans two weeks and is delivered as a full-day experience, led by Prometeon's internal Ambassadors and trainers.



*Promotion of students' summer training program in Egypt – 2024*

**Universities Students Factory Tours** - the Company hosted a total of five factory tours for university students, with each tour welcoming an average of 15 to 25 participants. During the full-day visits, students were provided with an overview of the Company's history, an

introduction to the various departments, and an explanation of the production process, followed by a guided tour of the factory in operation.

**University Students Projects Support** - technical sponsorship and supporting 4 University Students groups in their subjects Projects in Engineering, business and logistics majors.



*University student projects support in Egypt - 2024*

**Technical Knowledge Transfer Sessions for University Students** - four Technical Exposure Sessions were held to provide undergraduate students with practical insights and applied technical knowledge on specific subjects. These in-factory sessions were conducted by Prometeon's local trainers, offering participants up-to-date expertise on relevant technologies and processes. Each session hosted groups of 20 to 30 students, giving them the opportunity to engage directly with industry professionals and gain hands-on exposure to cutting-edge practices.



*Technical knowledge sessions for University students in Egypt – 2024*

**Schools Students Factory Tour** - the Company hosted a total of four factory tours for school students, with each visit welcoming between 15 and 20 participants. During these full-day visits, students were introduced to the Company's history, its various departments, and the production process. The experience concluded with a guided tour, allowing students to observe live factory operations.

**Professions Intro-Day for School Students** - the Company organized a total of six career orientation days dedicated to school students. During these sessions, students received insights into the tasks and responsibilities associated with specific professions, along with guidance on relevant university programs, courses, and certifications. Each session hosted between 15 and 20 students, offering them the opportunity to explore potential career paths and gain valuable information for their future studies.

**Prometeon Egypt Career-Campus Facebook page** - this ensures an open communication channel with both graduates and undergraduates, allowing for the continuous sharing of projects and updates 24/7 through comments and direct messages. University Facebook and LinkedIn career pages are also used to post and share various projects and company news, either directly from the Company or by resharing content from the Egypt Career-Campus Facebook page.



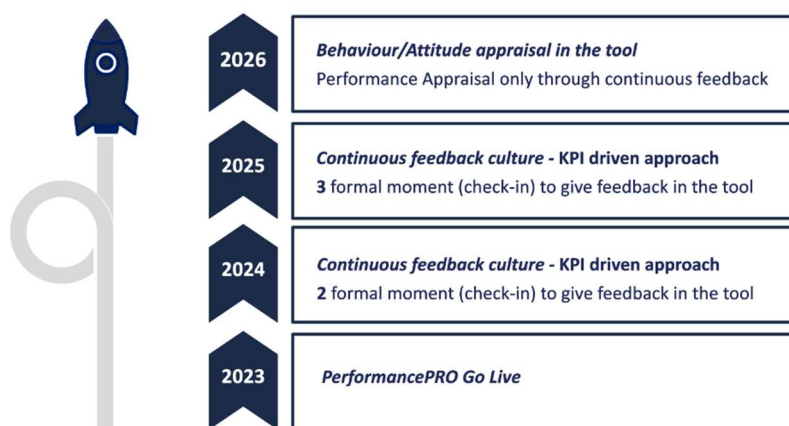
*Prometeon Egypt career campus Facebook page*

## TALENT DEVELOPMENT AT GLOBAL AND LOCAL LEVEL

### Performance Pro

Regarding Talent Development, the journey started in 2023 continued during 2024 with new Performance Management process: **PerformancePRO**. The aim of the project is not limited only to the adoption of a new fully digitized tool for the Performance Management but also to provide the Prometeon population with changing mindset and developing a culture of feedback.

Consistently with the Prometeon people strategy, the end stage of PerformancePRO, set for 2026, is to achieve only one annual behavioral appraisal fostering continuous feedback about the performance appraisal.



*Performance PRO road map*

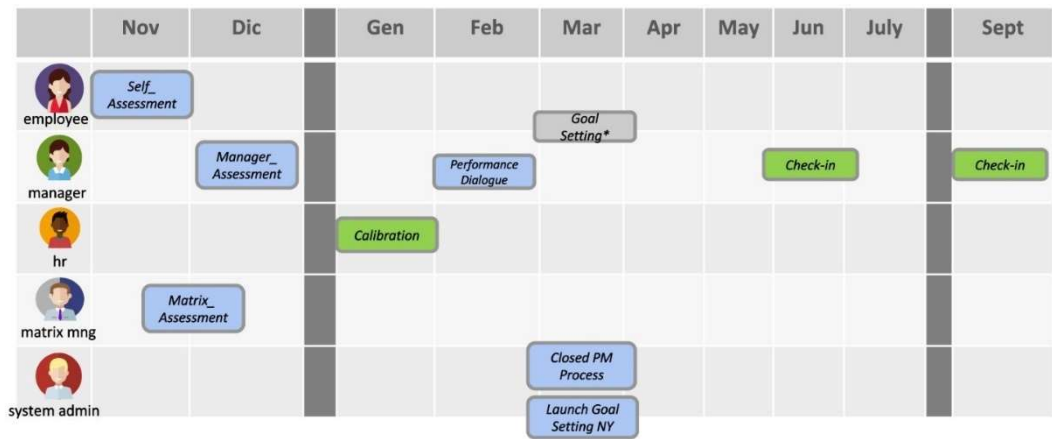
In line with the planned roadmap, to support the achievement of this ambitious goal, two formal **CHECK-IN** moments have been introduced during 2024.

These two steps of the process took place respectively in June and September, have been an opportunity for managers and employees to give and seek feedback within the Performance Management tool.

During the CHECK-INS, the goals assigned at the beginning of the year were discussed, identifying any obstacles, reviewing priorities and making changes if necessary.

Moreover, thanks to 1-to-1 meetings which provided an important chance to exchange feedback, it had been possible to acknowledge what has already been done, thus, to keep motivation high, and to target any development areas.

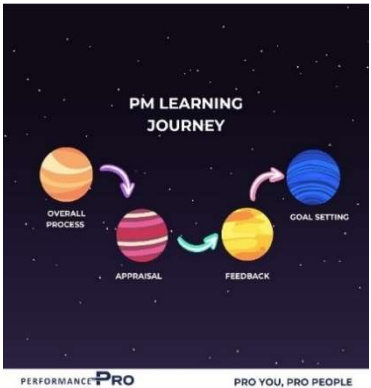
All other PerformancePRO steps followed the same timeline with those carried out last year. While **Goal Setting** was completed in March, **Self-Assessment** and **Manager & Matrix Assessment** were done in December. The process is set to be concluded by February 2025 with the 1-to-1 Performance dialogue and will start again with goal setting and objectives assignment.



Performance PRO implementation timeline

Moreover, the delivery of the adoption plan, defined and started in 2023, was carried out also until March 2024 with the aim to support the implementation of the new Performance Management process and the cultural transformation mentioned above.

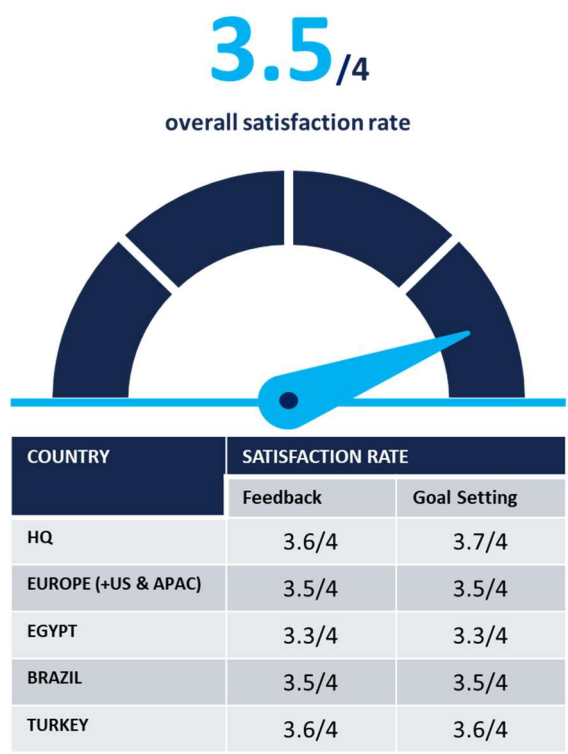
Regarding the training, in 2024 the learning journey with 2 more sessions which respectively with focus on feedback and goal setting. In order to foster the involvement and increase moments of exchange between participants and the trainers, all sessions are carried out in **8 different languages**: Italian, English, Arabic, Turkish, Portuguese, Spanish, Polish, German and French.



Performance PRO learning journey



Moreover, to pursue continuous improvement regarding training activities, at the end of each session, participants have been asked to respond to an evaluation survey. Results of the surveys highlighted that in 2024 overall satisfaction rating was recorded 3.5 out of 4.



Evaluation survey

The session regarding Feedback phase had a focus on:

- The meaning of feedback and its importance in Prometeon’s new performance management;
- How to foster continuous feedback culture;
- SBI (Situation, Behavior, Impact) model of constructive feedback;
- How to handle difficult pushbacks;

The session regarding the Goal Setting was about:

- A deep dive on the goal setting phase;
- How to cascade goals (for managers only);
- Setting SMART (Specific, Measurable, Attainable, Relevant, Time-Based) goals.

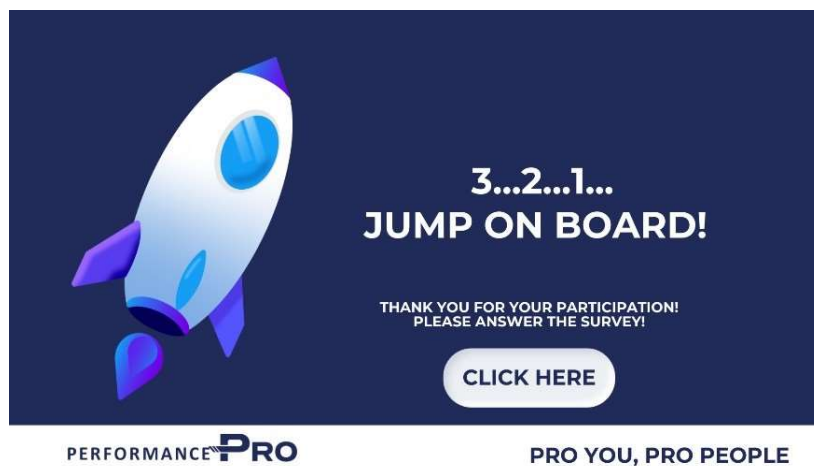
Moreover, short tool desks were organized for all participants to give them immersive experience in the Performance Management system to better manage both Feedback and Goal Setting phases.



Tool desk leaflets

For all new hires, additional sessions have been organized to ensure they are informed about the performance management process, including its pillars and steps.

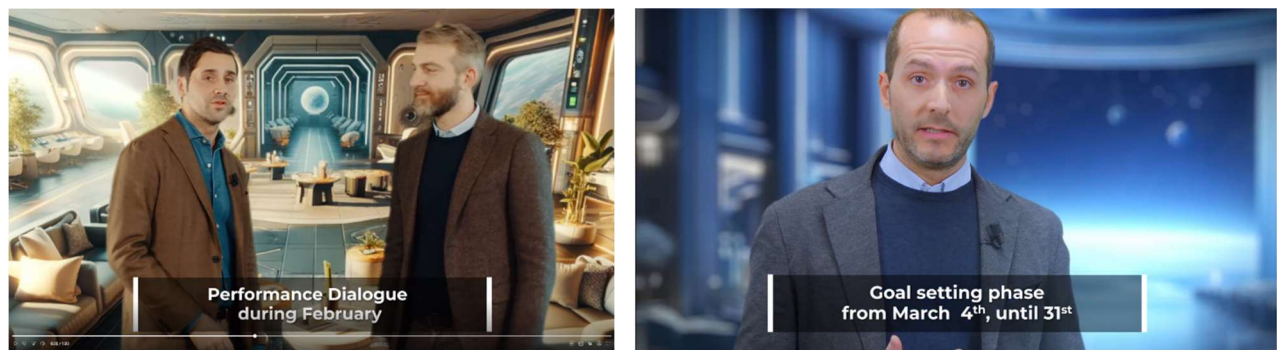
Regarding the communication plan, similarly to training, actions started in 2023 continued in 2024 to increase the engagement of all people involved in the learning process. **PerformancePRO** project has been linked to the image of space and galaxy to use the metaphor of the need to pass from each galaxy to complete the learning path. Furthermore, all communications sent to the employees were designed with elements referring to adventure in space, rockets, galaxy, etc.



Performance PRO image used for communication purposes



Within the context of Performance PRO communication, two videos were shared with employees at global level to announce the approaching Feedback phase in February and the opening of the Goal Setting phase in March.



*Screenshots from Performance PRO announcement videos*

In addition, global communications were sent to all interested parties in the occasion of beginning of each phase of the PerformancePRO across the year.

PERFORMANCE **PRO**PRO YOU, PRO PEOPLE

CHECK-IN STEP

Our **2024 PM journey** is going great!

**From June 3rd to June 21st** we will open the first **CHECK-IN** wave of the year in the PM tool.

A chance for **managers** and **employees** to exchange feedback and have a mid-year review on **2024 goals**.

Don't miss this opportunity of growth and success!

PERFORMANCE **PRO**PRO YOU, PRO PEOPLE

Dear drivers & space crew,

well done!  
We completed the PM 2023.

Now it's time to start a new cycle and set our **GOALS** for **2024**!

GOAL SETTING PHASE  
March 4th - 31st

Ready for the next challenges?  
[CLICK HERE](#)

PERFORMANCE **PRO**PRO YOU, PRO PEOPLE

Dear Prometeons,

we are heading to the end of the **2024 Performance Management** cycle: it's time to start the **ASSESSMENT**.

Here are some **key steps & deadlines** to keep in mind:

SELF ASSESSMENT:  
from November 13th to the 30th

MANAGER & MATRIX ASSESSMENT  
from December 1st to the 31st

DON'T MISS THIS OPPORTUNITY OF GROWTH AND SUCCESS!

*Communications sent to employees announcing the beginning of each phase*

## Sales Pro

2024 witnessed the launch of the **SALES PRO**: the learning path dedicated to Sales, Marketing & Customer Service colleagues to equip them with helpful internal and external knowhow and tools for facing the new challenges of the market within Prometeon rebranding contest.

Thanks to this journey, that is set to last at least till 2026, employees working in Commercial and Marketing Departments will be able to help our brand to position as premium one, spreading Prometeon DNA.



The goals of Sales Campus are:

- promoting a global sale approach;
- fostering knowledge sharing;
- developing a distinctive style to build Prometeon branded sales journey.

The content of Sales Campus program focuses on the following topics:

- **Marketing & Products:**
  - Basic tyre knowledge & Prometeon product range;
  - Prometeon product range & Serie02;
  - Pricing policy;
  - Customer Relationship Management (CRM) and use of the B2B platform;
- **Manufacturing, Quality & Supply Chain:**
  - Production process overview;
  - Claim management;
  - Planning-distribution-warehousing processes;
- **Finance & Reporting:**
  - Credit management policy;
  - Profitability;
- **Soft Skills & Brand Identity:**
  - New Mindset;
  - Brand & Role Identity;
  - Sales Skills.

80% of the contents are internally driven, through the expertise and the know-how of Prometeon employees from Marketing, Manufacturing, Quality, Supply Chain, AFC and Brand Departments. Indeed, 14 master trainers among HQ departments and 71 local trainers were identified to respectively design all the technical courses and deploy & deliver the courses.

The selection of these trainers was based on the criteria of active listening, ability to facilitate technical training, good interpersonal skills and fluency in English. Moreover, their role includes to be responsible for technical skills development in local language, codesign with HQ to customize content based on country/region and business needs and to become the local point of contact for contents' delivery. For the purposes of soft skills training, a global external partner was chosen for the 3 modules, 8 hours each.

The Go Live session of Sales PRO was held in February with the launch of a video to announce the starting of the project and the opening of the sales assessment, to understand better training needs, development areas and points of strength of sales managers (99) and sales people (291).



*Image from Go-Live session of Sales Campus announcing the beginning of the project*

Following this first step of 2024, 26 training editions of 35 hours/each in 8 different languages, for a total of 14 525 training hours have been delivered.

Moreover, to monitor the delivery of the training plan implemented satisfaction surveys were conducted after each session.



*Images from Sales Pro training sessions*

## Reward Training

In 2024 the HR Compensation & Benefits team launched the new **Salary Review** management process within the Compensation Module of SuccessFactors (same tool used for the Performance Management Process).

At the organizational level, the new management process consisted in a significant change, as historically, this activity was handled by the Heads of Functions and Departments. With the introduction of the new process, responsibility has been shifted to all managers (i.e., everyone with at least one direct white collar employee reporting) with a hierarchical upward approval process.

Therefore, to support this transformation at a global level and to provide them with the skills and tools they need to effectively manage the new Salary Review process, **Reward Training** program has been developed with two key objectives:

- Training on Total Reward & Job Architecture Topics, to provide an in-depth understanding of total reward concepts and role structure, which are essential for effective Salary Review management process;

- Managing Personnel Themes, focusing on the practical management of these concepts for direct reports and collaborators, ensuring that managers are well equipped to apply the new policies and procedures.

The training program has been divided into two different modules:

- **Module 1:** Job Architecture
- **Module 2:** Salary Review Process.



*Leaflets used for communication purposes of reward training modules*

In addition, there were organized single editions of the Success Factor tool (compensation module) to ensure that all people involved are properly trained in the use of compensation software.

The learning path was launched in February 2024 first for HR population (Regional HR Directors, HR Business Partners, Compensation & Benefits teams and Head of HR) and then in March 2024 for all the managers at a global level.



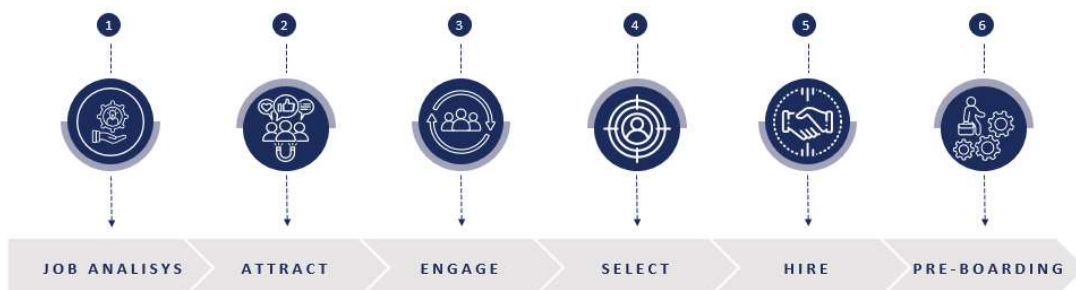


*Reward Training session held in Milan*

Moreover, the training contents had been customized in 8 languages (Italian, English, Arabic, Turkish, Portuguese, Spanish, Polish, German and French) to ensure maximum understanding and applicability.

### Talent Acquisition Training

Furthermore, 2024 saw also the launch and implementation of new Global Talent Acquisition process in line with Prometeon People Strategy and other Talent management processes within the Company - such as Performance Management and Job Architecture – ensuring consistency, transparency, efficiency and quality. Within this context, following the launch of the new Global Talent Acquisition Procedure, a learning path dedicated to the new process was designed to support the adoption and enablement of managers.



*Talent Acquisition Learning Path*

The learning path was divided into 2 modules:

**Module 1: Talent Acquisition Process (1.5 hours)** where an in-depth analysis and a comprehensive explanation of the new Talent Acquisition process, detailing each step to clarify roles and responsibilities of the people involved and align expectations was provided.



*Talent Acquisition Process leaflet*

**Module 2: Behavioral Interview Training** which provided managers with a global methodology for selecting the best candidates during the selection process.



*Behavioral Interview Training leaflet*

The training program was designed to guide managers and HR people through the transition, equipping them with the skills and tools needed to effectively manage the new talent acquisition process.



In total, 28 training sessions were held for the first module and 26 sessions held for the second module at a global level, delivered in local languages. In addition, there were sessions dedicated specifically to HR colleagues and the Leadership Team.



*Image from Talent Acquisition training session held in Milan*

## Compliance Training

To reinforce the values that make Prometeon a transparent and responsible workplace, in 2024 the Company continued to invest in Compliance Training.

The year witnessed the continuation of the **Code of Ethics & Code of Conduct** training to all new hires. Moreover, new e-learning courses about the **Conflict-of-Interest Policy** and **Social Media Policy** were launched as well.

The Code of Ethics & Code of Conduct is a document drawn up by the Company to collect within it the set of social and moral rules that Prometeon considers its own which all employees, business partners and other stakeholders are required to comply with. Prometeon or work with Prometeon must comply. The values upheld by these rules consist in Prometeon's identity, and, for this reason, it is the manifesto of the ethical principles of the Company. In specific, it is based on the key concepts of transparency, honesty and fairness.

The Conflict of Interest outlines the procedures for identifying, disclosing, and managing situations where personal interests could interfere with professional duties. It ensures transparency and integrity by requiring employees to avoid actions that could compromise their objectivity.

The Social Media Policy is aimed at providing guidance on how employees are expected to use the Company's and personal social media accounts while working for Prometeon to the extent

that such use may affect the business of Prometeon. This Policy applies to all Prometeon employees, including those employed by the subsidiaries and branches, and consultants and covers all forms of social media platforms and applications where users can create and share content and/or take part in online networking.

Human Resources, Compliance and Internal Audit Departments worked together to spread the content of these document to all the Prometeons. To this end, sponsors from each functions were identified to directly engage and encourage colleagues to do the training through customized communications and small gamification actions.



### TREINAMENTOS DE COMPLIANCE



Olá, das suas mentoras  
Como estão indo os treinamentos?

Nossa **Jornada para Excelência** está nos levando adiante!

Realize os cursos e nos ajude a fazer da Prometeon um **ambiente de trabalho** onde fazemos as **coisas certas acontecerem**.

Você tem até **06 de Dezembro de 2024** e para **concluir os treinamentos** deve realizar o **download das duas políticas**.

Você pode acessar o treinamento diretamente com a opção **Single Sign One**, clicando no botão dedicado, conforme mostrado à direita.



**ACESSAR O TREINAMENTO** ➔



Para informações adicionais, veja a **sessão dedicada** em nossa intranet global ou confira o **manual do usuário** em anexo.

**JUNTOS, FAZEMOS AS COISAS CERTAS ACONTECEREM.**



### COMPLIANCE TRAININGS



Hi everyone!  
We are Samuele and Francesca!  
Your **sponsors** for the **Compliance Trainings**!

Take part in our **Road to Excellence**!

Let's join the courses to reinforce the **values** that make our company a **transparent and responsible workplace**.

You have time until **November 10th 2024** to complete the trainings.

You can access directly to the training with the **Single Sign One** option, by clicking on the dedicated button as shown right.



**JOIN THE COURSES!** ➔



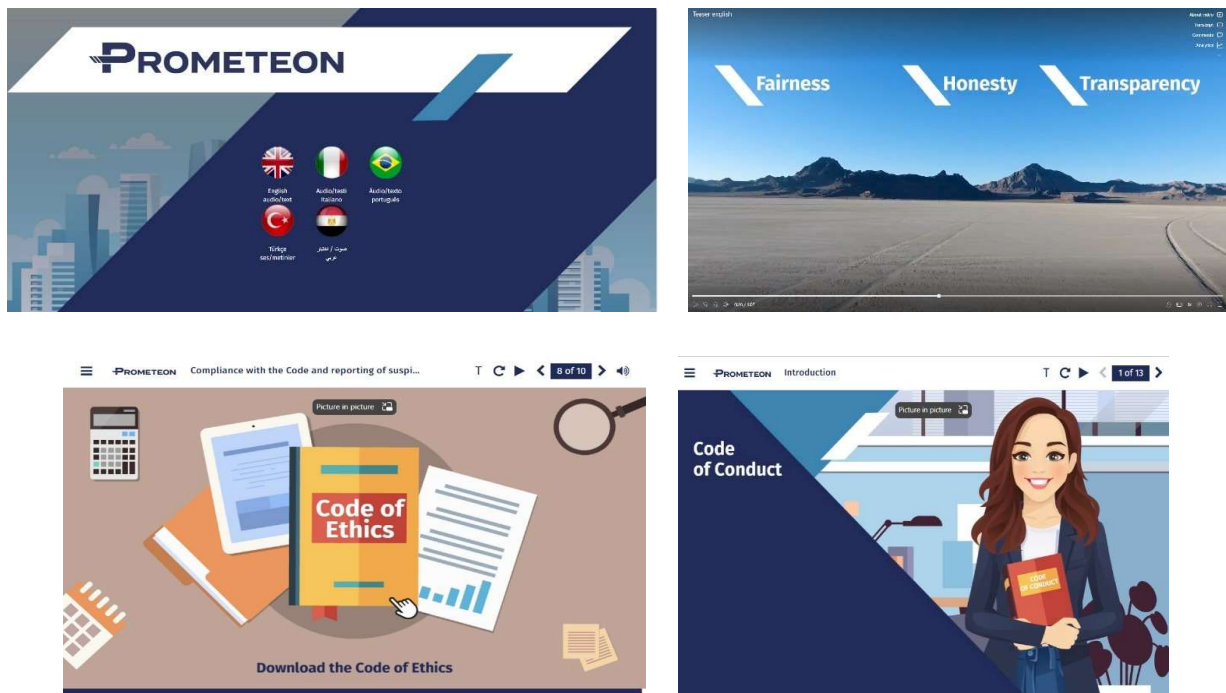
For more info, look at the **dedicated section** on our Global Intranet or check out the attached **platform user guide**.

**TOGETHER WE MAKE THE RIGHT THINGS HAPPEN**

Internal communication leaflets announcing compliance trainings

Regarding the training, in 2024, the e-learning course involved for the Code of Ethics & Code of Conduct all new hires and for the Conflict of Interest and the Social Media Policy the entire white-collar employee population of Prometeon, with a total of **1.300 people** and **98% participation rating**.

In specific, the Code of Ethic & Code of Conduct training consisted of 2 modules of 20 minutes each. One dedicated to the Code of Ethics and the other one to the Code of Conduct. To promote understanding of the contents and participation, the training was available in Italian, English, Portuguese, Turkish and Arabic.



*Screenshots from Code of Ethics and Code of Conduct e-learning courses*

Moreover, the Conflict of Interest and the Social Media Policy trainings consisted in 2 different e-learning pills with English voiceover narration and subtitles available in 8 different languages: Italian, English, Portuguese, Turkish, Arabic, Spanish, German and Polish.



*Screenshots from Conflict of Interest Policy e-learning course*

Moreover, several actions were also carried out to spread the contents of Compliance Training and Sustainability to Blue Collars in factories in Brazil, Egypt and Turkey as well. In particular, **“Train the Trainer”** sessions on Code of Ethics & Code of Conduct as well as Sustainability in Prometeon were carried out by the Internal Audit & Sustainability and/or Compliance team.

Then, the trained Supervisors of the factories held internal training on the contents to blue collar employees reporting to them. The full completion of this cascading operation, in order to cover the entire Blue-Collar population, is scheduled for 2025.

Moreover, during the training mentioned above it has to be noted that also the Whistleblowing procedure has been explained again in order to guarantee a yearly remind regarding the use of the complaint channel available for all, employees, suppliers, customers and all other stakeholders.





*Train the Trainer sessions*

Furthermore, Prometeon launched an **Antitrust training** initiative across all its countries, organized by the Compliance department in collaboration with legal external partners. This program engaged 450 individuals from the Sales, Marketing, and Customer departments, as well as the Heads of HR and AFC. The training sessions began in December and are scheduled to be completed by the first months of 2025.



*Image used for communication purposes of Antitrust Training*

This initiative aims to enhance awareness and understanding of antitrust laws among employees, ensuring compliance and ethical conduct in all business practices. By involving a diverse group of participants from different departments, the initiative fosters a culture of compliance and shared responsibility. Additionally, the training helps mitigate legal risks and promotes fair competition, ultimately contributing to the company's reputation and long-term success.

## Z-Hero Gravity Project– Digital Transformation

**Z-HERO GRAVITY** project, a significant digital transformation and digital workplace initiative focusing on the MS365 suite (SharePoint, OneDrive, Teams, etc.) was launched in 2024 as well. The aim of the initiative is to transform and improve the working processes by using the full potential of digital tools.

The project began with the DigitalPRO town hall in July, during which it was officially announced emphasizing the importance of the digital transformation journey for the Company's future.



*The Group Deputy Chief Information Officer at the announcement ceremony of the project*

Right after this event, the Digital Workplace survey was launched to all white-collar employees with the aim of identifying the “heroes” —key employees who would lead the implementation and adoption of the new technologies – of the project to a bottom-up election process by their own colleagues.



## You are a Hero!

### Guess what?

You're about to become a **key change agent** in the Prometeon's journey to improve our Digital Workplace.

### Why?

In the recent Digital Workplace survey, you were named by your colleagues as their **go-to person for digital innovation**.

### How?

As a Hero, you'll be involved in a special 4-week **learning path** with 5 work sessions.

Soon you'll receive the invitation to the **Kick off meeting** and you'll be added to the Teams group.

We can't wait to have you in the heroes' team, together on a journey of trust!



*"Hero" communication sent to employees within Z-HERO GRAVITY project*

In the light of the survey results, **24 Heroes** were identified across countries and departments. These colleagues were included in a training path consisting of 5 sessions dedicated to them during which, helped by external partners, they brought real work cases and microprocesses that could be improved and made more agile by using the full potential of MS365.



*Z-HERO GRAVITY project road map*

At the end of this path, in October, again through the results of the above survey, **340 Tutors** were then identified - always proportionally between country and business functions - to form working groups for which the heroes will be responsible for transmitting and cascading the best practices learned during the lessons. Sessions with tutors began between November and December are set to be completed in January / February 2025, with the aim to create a more efficient and collaborative digital work environment, enhancing productivity and communication within the Company.



## OFF-SITE 2024 & TEAMBUILDING

In 2024 several off-site and teambuilding activities have been organized.

### Leadership Team Off-Site 2024

In February, a two days off-site training for the Leadership Team was organized to:

- Align the Leadership Team with strategic priorities and support the definition and implementation of action plans;
- Develop a new mindset and widespread level of commitment to implementation of the planned changes and execute the strategy;
- Define ways to align the entire Prometeon population with the Company goals for the new Performance Management Cycle.

During these two days the Leadership Team had the opportunity to delve into the **5 Chairs Method** by Louise Evans. This approach allowed them to reflect on their behaviors and learn how to manage interactions more effectively.

The workshop began with an introduction to the five chairs:

1. **The Red Chair**, representing the "Attack" mode, where individuals react aggressively or defensively
2. **The Yellow Chair**, symbolizing the "Self-Doubt" mode, where individuals feel insecure or uncertain
3. **The Green Chair**, standing for the "Wait" mode, encouraging patience and reflection before reacting
4. **The Blue Chair**, representing the "Detect" mode, where individuals observe and analyze situations calmly
5. **The Purple Chair**, symbolizing the "Connect" mode, promoting empathy, understanding, and collaboration.

Throughout the activities, each team member identified which "chair" they tended to occupy in stressful situations and learned how to move towards a more constructive chair. Practical exercises and group discussions helped them recognize their emotional triggers and choose more effective, collaborative responses.

The outcome was a more cohesive and self-aware team, capable of communicating more effectively and supporting each other. This approach not only improved group dynamics but also provided practical tools for addressing daily challenges with greater emotional intelligence and leadership.



*A visual of "5 chairs" used during the training*

## Global HR Conference

Moreover, in July 2024, the first global HR Conference was hosted at the Company HQ in Milan, involving all the HR team of HQ and the first line of HR & Organization department of each Country.

During the 2 days spent together the HR colleagues had the opportunity to attend the Hulympics – Human Olympic Games, the games of HR – having the goal to let the HR people think about the role of the function and how to evolve themselves in an ever-changing world.

Through speakers, workshops and laboratories they will have the opportunity to be inspired by new boundaries to face, news limits to define, innovative strategies to share.

In general, these activities were aimed at increasing the sense of teamwork and trust among the people of the groups involved and to foster thinking on topics such as collaboration and the importance of the individual's contribution.



*Attendees of the first global HR Conference in Milan*

## Global AFC Conference

"Chief Future Officer: Growing our Values" conference for the Administration, Finance and Controlling (AFC) team was organized in July 2024. The event was held in a special location outside the office with the aim of designing and reflecting on AFC Strategy for 2025. The conference included keynote sessions from senior leaders discussing the future vision and strategic goals for the AFC Department, aligning these goals with Prometeon's core values and ensuring commitment from all team members. Moreover, interactive workshops and breakout sessions allow smaller groups to brainstorm and develop actionable plans. The conference also aimed at creating a collaborative environment where the AFC team can build stronger relationships while enjoying an engaging outdoor setting.



*Pictures taken at the Global AFC Conference*

## Teambuilding Activities

As regards teambuilding activities, during 2024, several events were organized:

In January, the HQ Procurement team, participated to an escape room challenge. Divided into smaller groups, they tackled puzzles and riddles, enhancing their collaboration and problem-solving skills. The immersive experience fostered effective communication, teamwork, and strategic thinking, ultimately strengthening the team's cohesion.



*HQ Procurement team at escape room challenge*

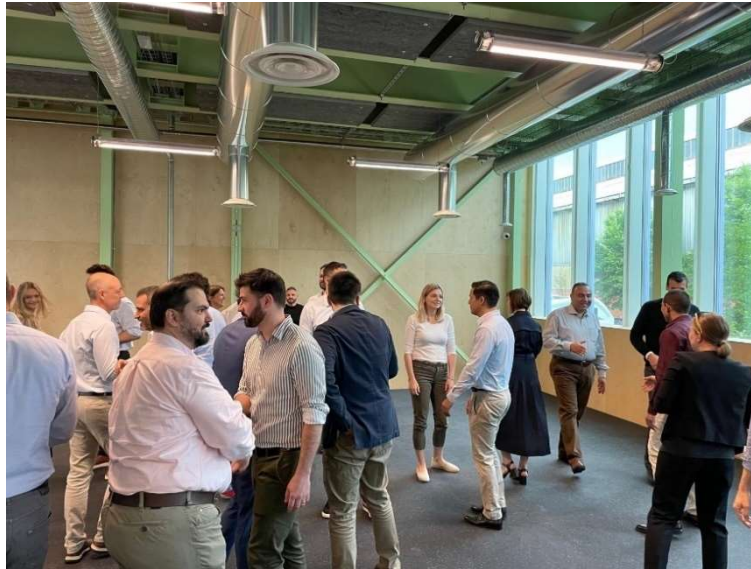
During the plenary meeting of the Italian Market held in Naples, the team participated to a dragon boat race. The event set in the beautiful Bay of Naples, involved teams paddling in sync to compete. This activity emphasized teamwork, communication, and coordination, strengthening team bonds and fostering a spirit of collaboration.



*Employees from Italian Market at the plenary meeting in Naples*



A Lego-building activity for the Finance team was organized in May. The initiative involved groups in constructing models based on verbal instructions, which enhances their communication, teamwork, and strategic thinking skills. The session ended with presentations and a reflection on how these skills apply to their daily work.



*Finance team members at the Lego-building activities*

In July, HQ and Global Marketing teams organized a cooking class team-building activity to enhance communication and collaboration. The event concluded with a tasting session and a debrief to reflect on the experience and its application to the workplace.



*HQ and Global Marketing teams at cooking class team building activity*

The first Prometeon Day was held in Milan at the beginning of the year, involving all HQ and Italy colleagues, Managing Directors and CEOs of each Region and Country. For all other employees a link has been sent at global level to give the opportunity to all of them to connect remotely and attend the event. The event was a good opportunity for all Prometeon population to hear top management discussing about the Company's achievements, challenges for the future from people & market perspective, and delve into Project P, the Prometeon rebranding journey.



*Internal communication on Prometeon Day*

In July, the Prometeon Week was organized in Italy with the participation of all HQ and Italy colleagues, Managing Directors, Managing Directors, CEOs and direct reports of each Region and Country, fostering a sense of unity and purpose. The week started with the second edition of Prometeon Day held in an exceptional setting—a cinema hall. This unique venue provided an ideal environment for presenting updates on the Company's performance and progress as a brand-name company. For all other employees a link has been sent at global level to give the opportunity to all of them to connect remotely and attend the event. The day concluded with a dinner at restaurant 4cento, offering an opportunity for colleagues to connect and celebrate their collective successes.



*Picture from Prometeon Day held in cinema hall*

Moreover, after the Plenary in Milan, the HQ, Country and Region Leadership Teams together with their direct reports had the opportunity to spend few days at Varignana. The main activity carried out was a team building, that brought together 120 participants for a unique film-making exercise under the theme "Our Future is..." in Prometeon context. Divided into ten groups, each consisting of about 12 members, participants were challenged to create short films reflecting various aspects of Prometeon's vision, values, and future direction. With the support of trainers each group conceptualized, scripted, and produced their short films, delving into creative storytelling and collaborative discussions. The event culminated in a spectacular gala dinner and an awards ceremony, where the films were showcased and celebrated.



*Varignana film making team building activity*





*Varignana film making team building activity*

## LOCAL LEARNING & EDUCATION

During 2024, at **HQ** and Italy level, the Company provided several training activities to ensure the continuous development of Prometeon Tyre Group's population. Internal and external training sessions were held to increase and strengthen employees' technical and soft skills, such as:

- **Presentation Skills**, with a focus on enhancing employees' ability to effectively communicate and present ideas in a clear and engaging manner
- **Better Way Forward**, a training initiative aimed at developing strategic thinking and problem-solving skills to drive the company towards continuous improvement, with a focus on the Supply Chain Department
- **Project Management**, a training program to provide useful tools and techniques for planning, executing, and managing projects efficiently, with an emphasize on R&D, Quality and Manufacturing Departments
- **Excel**, training on advanced excel functions and data analysis to improve productivity and decision-making
- **Focus Group for Employees Under 30-35**, to younger employees in discussions to gather and share insights to better understand their needs.

Moreover, during the first half 2024 English and Italian courses through digital e-learning platform were carried out as well, giving all employees the opportunity to their language skills and abilities through one-on-one lessons.

## LOCAL LEARNING & DEVELOPMENT INITIATIVES

In **Turkey** during 2024 approximately 28k hours of training were delivered, including onboarding programs, technical skill development, soft-skill courses and awareness webinars.

Training needs are identified with the help of skill matrix approach and every year employees' competencies are reviewed together with department managers.

During the year, all learning and development activities are managed through digital systems and solutions except mandatory documents that are required to be collected in paper forms.

In line with development requirements of the program, all employees of Prometeon Turkey organization have been involved in "**Behaviors Training**". Training contents designed scope of competencies related to Prometeon values and behaviors set. Otherwise, storytelling module followed by behavioral training.

Moreover, to support organizational development, the Country Top Leadership team completed the Team Coaching process, transforming the group potential into performance by navigating change to enable them to work more positively and productively together. After the completion of the process **Mentoring – Reverse Mentoring Program**, which is a continuation of the Team Coaching, has started. The Country leaders had a chance to sit both sides of the table, becoming both mentors and mentees. The selection process of mentors and mentees **was carried out through** applications made by volunteering employees. The first group was created by eliminating applications based on performance scores and years of experience according to the specified criteria. Those who could not participate in the program this year will have this opportunity in 2025.

At the same time, in parallel with organizational development, 1 to 1 individual coaching sessions were organized for roles Manager and Directors. After completing the Manager Development program, people focused on their own and unique development areas and thus with the aim to do faster progress with their coaches.

Seven types of development programs were realized in 2024, to support all levels of positions in their competencies, such as new-commers, high performed specialists, high performing Managers, recently promoted leaders and blue-collar management specialists.

What's more, 2nd wave of Kaizen Program has been completed and 3rd wave has started in 2024. New Kaizen Leaders completed their projects and made presentations to other colleagues and their managers. They will be keep going this journey as new Mentors of Kaizen, adding value to the Company in many ways with the ROI ratings of the projects they managed.

To inform and raise awareness among all Prometeon Turkey community on the Company's current agenda, Global Sustainability Projects were shared with all employees through various online and on-site training sessions. HQ Sustainability & Internal Audit team shared sustainability related initiatives and projects related to governance & business ethics, environment, social and economic areas answering questions coming from colleagues in Turkey.

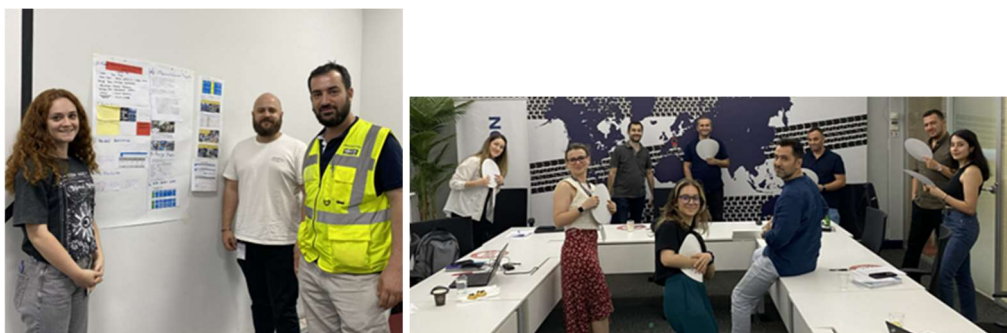
In parallel, training was carried out also by internal trainers to blue collar employees. Moreover, a survey was conducted to understand the needs of sustainability training program and subsequently tailor-made training program was organized for Country Top Management and employees.



*Images from sustainability training held by HQ Sustainability Department employees in Turkey*

In Turkey, university students had the chance to work full-time or part-time in all Departments inside the Company in line with their academic path. Moreover, employees have been supported in the technical skills both with the aim to improve themselves and the Organization. From excel to hydraulics, project management to problem solving, approximately 100 topics of technical training have been organized within the year.

In 2024, approximately 41k hours of training have been realized for Blue Collar employees, including onboarding programs, health and safety topics and technical courses needed to improve their job and skills<sup>[1]</sup>.



*White-collar and blue-collar training sessions in Turkey*



*Images from various white-collar and blue-collar training sessions in Turkey*

In **Europe**, several new trainings have been put in place all over Europe, both technical (e.g. Quality, Finance, and Sales trainings) and soft. These initiatives had the aim to improve employees' skills, their satisfaction and possibility to create career paths.

In **Egypt**, the Company undertook a comprehensive training initiative aimed at enhancing the skills and competencies of the full population. Carried out a total of **62K training hours** and conducted across various categories, including **Health, Safety, and Environment (HSE), On-the-Job Training, Technical Training, International Certifications, and Soft Skills Development**.

The training needs were primarily identified through two key tools: the Soft Skills Catalogue and the Departmental Competency Matrix. These tools helped to pinpoint skill gaps across departments, ensuring that the training provided was targeted and aligned with both individual and organizational needs. The focus on closing these competency gaps was critical for improving performance, safety standards, and overall workforce efficiency.

By addressing both technical and non-technical skills, these training activities contributed to building a more skilled, adaptable, and well-prepared workforce, in line with global best practices.

- ✓ **Post Graduate Studies of MBAs & DPAs & Technical Diplomas & International Certification courses:** Through Cooperation with University of Arab Academy for science and technology & maritime transport in enrollment of Egypt employees, to help leverage their business acumen & business knowledge. We have 12 Egypt Employees graduated from class 2024/2022 for MBA certification in different majors



*Images taken during graduation ceremonies from post graduate studies in Egypt*

- ✓ **HSE Trainings & Awareness White Collars & Blue Collars populations:** From different training providers providing trainees with practical skills and awareness knowledge and information needed to identify different hazards not only in workplace but in personal life & homes and how to react with some of them as example: **Fire Fighting & Loss Prevention Trainings and First Aid & CPR & First Aid Training;**
- ✓



*Image from HSE training in Egypt*

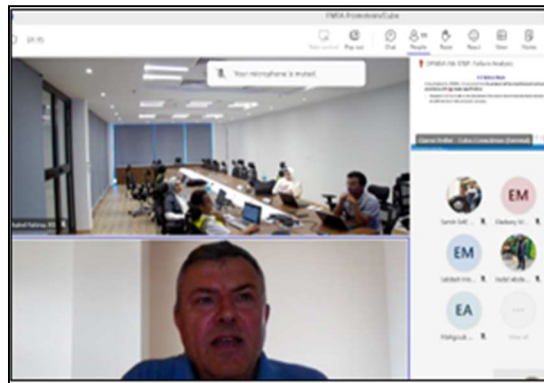


- ✓ **Defensive Driving Training Sessions:** 2 consecutive full days of theoretical and practical knowledge to help company car owners for a better safe driving experience;



*Pictures from defensive driving training sessions*

- ✓ **Quality Trainings & Awareness White Collars & Blue Collars Populations:** From different training providers, different trainings focusing on providing technical knowledge and professional applications of different areas under quality as an example: VDA 6.3 automotive Knowledge & VDA 6.3 Process Auditor, and ISO17025 Labs Internal Auditor;



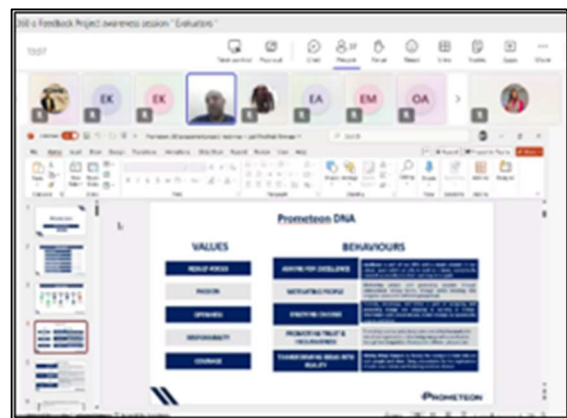
*Quality & Audit Requirements Trainings*

- ✓ **Professional & Core-Technical Trainings & Soft Skills for White Collars & Blue Collars Population:** By the support of external training vendors , many Technical & Soft skills training sessions were carried out, and mainly aimed to enhance the capabilities of both white-collar and blue-collar employees. These programs focused on key areas such as **analytical thinking, problem solving, and public speaking**, designed to equip employees with essential tools to excel in their respective roles. Additionally, sessions on **VUCA (Volatility, Uncertainty, Complexity, and Ambiguity) leadership** helped participants adapt to and thrive in dynamic, fast-paced work environments;



*Pictures from professional & core technical and soft skill training for white-collar and blue-collar employees*

- ✓ **Managers & Leadership Team development plans with the implementation of 360 feedback assessment.**
- ✓



These training courses were tailored to bridge the gap between technical expertise and interpersonal skills, fostering a holistic workforce capable of navigating modern business challenges.



In Brazil, many new competencies were developed and improved, following different learning paths which have been carried out in 2024.

- ✓ **Behavioral Trainings:** Focused on developing employees' behavioral skills such as communication, teamwork, conflict resolution, and leadership. The Performance PRO Program stands out, aiming to develop Prometeon's administrative and corporate teams in key performance management competencies. In 2024, there were over 630 participants. In addition, we continued leadership training through the Líder PRO program and trained our young talents in essential skills for starting their careers in the job market.



*Images taken during behavioral trainings sessions held in Brazil*

- ✓ **Engagement Trainings:** Focused on increasing employee engagement and motivation while promoting a positive organizational culture. Highlights include the training sessions and lectures held throughout 2024, covering topics such as Health, Quality of Life, Diversity & Inclusion, among others;



*Image from engagement training*

Throughout 2024, in Brazil, Prometeon conducted **Institutional Trainings** aimed at aligning employees with the Company's mission, vision, and values, fostering a deeper understanding of the organizational culture. Furthermore, we maintained our employee integration program with in-person and virtual sessions carried out through the online platform "APRENDE".



*Images taken during the institutional training*

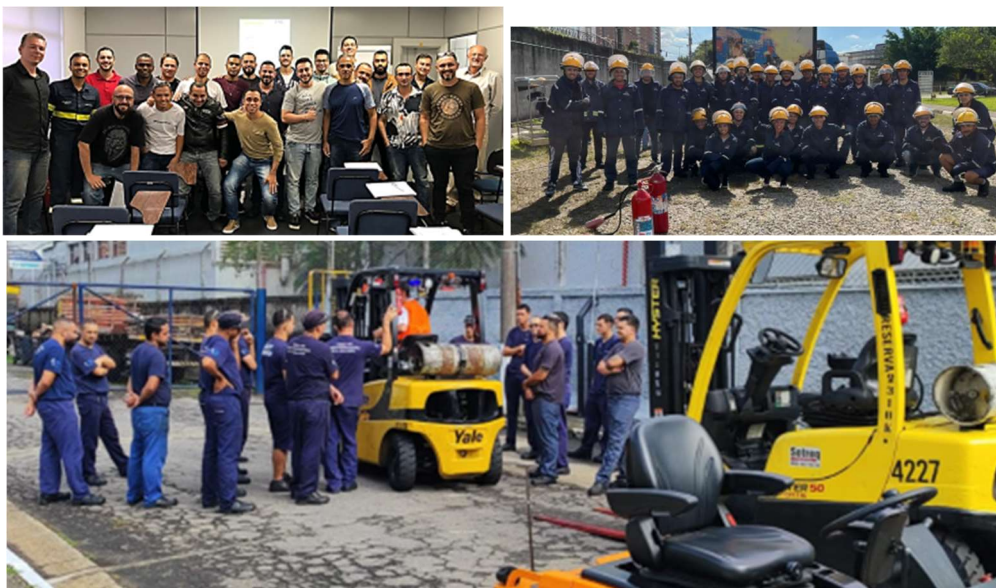


- ✓ **Maintenance Trainings:** Aiming to develop the technical skills necessary for the maintenance of equipment and facilities, these trainings were targeted at a specific team responsible for the care of our company's equipment. Notably, in 2024, we held our First Maintenance Congress, with over 100 participants across 2 days of events.



*Images from Brazil maintenance trainings*

**Operational Trainings:** during 2024, these latest have been the trainings with the major volume of training hours and thus with the objective to prepare employees for daily and operational tasks at the organization. It has to be noted that this specific training can be considered as on-the-job training.



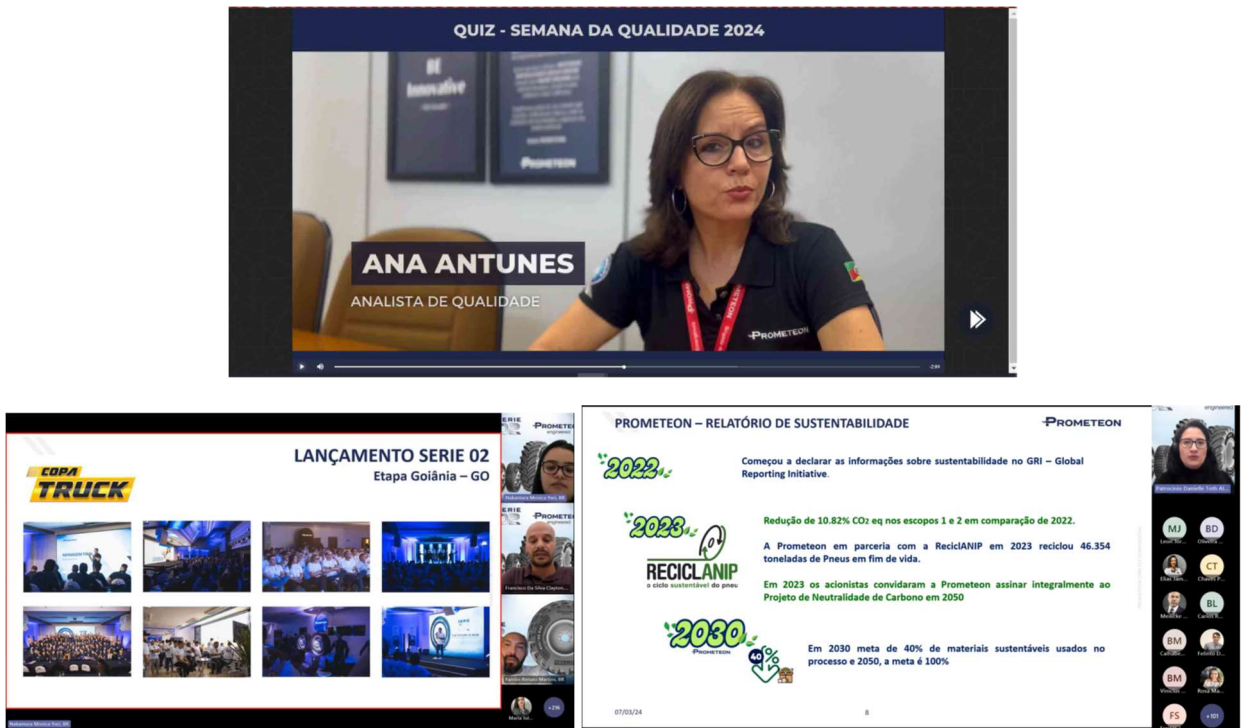
*Images from Brazil operational trainings*

The **Technical Trainings** carried out by the Company in 2024 were organized to develop specific technical skills necessary for specialized functions.



*Pictures taken during technical trainings in Brazil*

In November 2024, Prometeon held the Quality Week, highlighting the importance of excellence in every stage of work. Through workshops, lectures, interactive activities, and a quiz with over 600 participants on the APRENDE platform, the event reinforced the principles of quality management. The week reaffirmed everyone's commitment to quality as a key driver of excellence.



*Screenshots from various online courses held during the Quality Week 2024*



Employees from Commercial and Marketing areas participated in training sessions focused on developing a new mindset to lead change and enhance sales skills. Key topics included project management, Canvas and UX, profitability, brand identity and role, as well as knowledge about tires and Prometec's product line, including the Series 02. Pricing policy, storytelling, and best practices for non-storage were also addressed, reinforcing the team's technical and strategic expertise.



*Employees from Commercial and Marketing Departments at the soft skill training*



*Employees from Commercial and Marketing Departments at the soft skill training*

**Compliance:** To foster an increasingly robust ethical organizational culture in our company, Prometeon aims primarily to guide all employees on the Corporate Policies and the Company's Whistleblower Channel throughout the year, encouraging everyone to learn more about the topic and apply it in their daily routines.

In August 2024, Prometeon held Compliance Week! During the campaign, topics requiring each of us to commit to integrity and respect for others were shared, whether in relationships with clients and partners or internally with colleagues. Among the activities, there was a lecture on the role of each employee in the fight against corruption.



*Pictures from Brazil compliance training*

## LOCAL TRAINING KPIs

**HQ & Italy:** during 2024, Prometeon Tyre Group and in particular Human Resources Department decided to organize several training sessions in order to support the professional growth of its employees. Here below the KPIs defined for Headquarter and Italy<sup>6</sup>:

	<i>Target</i>	<i>Actual</i>	<i>Delta</i>
Training hours per person (included engagement activities)	16	30	14
% coverage of training initiatives per employee (min. 2 hours per person)	220 (70%)	332 (111%)	112 (41%)

*HQ Italy local training KPIs target vs actual*

**Egypt:** during 2024 the KPIs regarding training for employees have been carried out as it follows:

	<i>Target</i>	<i>Actual</i>	<i>Delta</i>
Company Overall Training Hours	57,000	76,000	19,000
Training Hours per Month	4,750	6,300	1,550
Training Hours per Day	238	315	77
Employees Covered from Total HC	100%	100%	0

*Egypt local training KPIs target vs actual*

<sup>6</sup> The tables above refer to LOCAL TRAINING KPIs used globally by production sites and HQ according to IATF 1649 based on the ISO 19001:2015 standard.

The IATF standard has different requirements than the GRI standards, therefore, in accordance with this, calculations were performed including:

- on-the-job trainings;
- internal engagement initiatives (not training in the strict sense);
- including in the trained population external people, such as interns or consultants who are fully in our workforce.



**Brazil:** in the country in 2024, Prometeon decided to provide the following training and related hours to employees.

	<i>Target</i>	<i>Actual</i>	<i>Delta</i>
Training hours per person (included engagement activities)	45	63	18
% coverage of training initiatives per person (min. 1 training per person)	90%	113%	23%

*Brazil local training KPIs target vs actual*

**Turkey:** at local level, in 2024, Human Resources Department organized to provide the following training hours the employees working for Prometeon in Turkey.

	<i>Target</i>	<i>Actual</i>	<i>Delta</i>
Average training days per person	5.60	5.39	-0.21
% coverage of training initiatives x person (minimum 1 day per person)	95%	100%	0.05

*Turkey local training KPIs target vs. actual*

## GLOBAL LEARNING KPIs

As regards Long Term Incentive KPIs, with reference to the ESG KPIs for the compensation of the LTI, the Company carried out in 2024 training related to this topic. Regarding the KPIs set for the achievement of the LTI yearly and with the 3 years plan, Prometeon decided to set a KPI dedicated to the training which are not mandatory by law and considered for the calculation of the compensation. For this reason, in 2024 the Company overachieved the target for the training as follows (% of people trained at worldwide level):

- 2021: 87%;
- 2022: 88%;
- 2023: 99%;
- 2024: 98%

### Not Mandatory Trainings

Average hours of training provided to employees during the reporting period, by geographic areas, gender and occupational categories respectively in 2024, 2023 and 2022 are as shown below:

	<i>Male</i>	<i>Female</i>	<i>Total</i>
EMEA	30	49	31
AMERICAS	13	26	13
APAC	6	3	5
<i>Total</i>	21	37	22

*Breakdown of 2024 average hours of non-mandatory training provided to employees by areas and gender*

	<i>White Collars</i>	<i>Blue Collars</i>	<i>Total</i>
EMEA	48	26	31
AMERICAS	28	12	13
APAC	5	0	5
<i>Total</i>	41	17	22

*Breakdown of 2024 average hours of non-mandatory training provided to employees by area and occupational categories*

	<i>White Collars</i>	<i>Blue Collars</i>
Male	40	17
Female	42	23

*Breakdown of 2024 average hours of non-mandatory training provided to employees by gender and occupational categories*

	<i>Male</i>	<i>Female</i>	<i>Total</i>
EMEA	31	33	32
AMERICAS	10	24	11
APAC	11	7	9
<i>Total</i>	<i>20</i>	<i>28</i>	<i>20</i>

*Breakdown of 2023 average hours of non-mandatory training provided to employees by areas and gender*

	<i>White Collars</i>	<i>Blue Collars</i>	<i>Total</i>
EMEA	39	29	32
AMERICAS	31	8	11
APAC	9	0	9
<i>Total</i>	<i>36</i>	<i>17</i>	<i>20</i>

*Breakdown of 2023 average hours of non-mandatory training provided to employees by area and occupational categories*

	<i>White Collars</i>	<i>Blue Collars</i>
Male	37	17
Female	34	12

*Breakdown of 2023 average hours of non-mandatory training provided to employees by gender and occupational categories*

	<i>Male</i>	<i>Female</i>	<i>Total</i>
EMEA	26	12	26
AMERICAS	27	24	27
APAC	-	-	-
<i>Total</i>	26	22	26

*Breakdown of 2022 average hours of non-mandatory training provided to employees by areas and gender*

	<i>White Collars</i>	<i>Blue Collars</i>	<i>Total</i>
EMEA	29	25	26
AMERICAS	31	25	27
APAC	0	0	0
<i>Total</i>	30	25	26

*Breakdown of 2022 average hours of non-mandatory training provided to employees by area and occupational categories*

	<i>White Collars</i>	<i>Blue Collars</i>
Male	32	25
Female	24	14

*Breakdown of 2022 average hours of non-mandatory training provided to employees by gender and occupational categories*

## Mandatory and Not Mandatory Trainings

As far as the average hours of training mandatory by law including also the sustainability training carried out in 2024 are concerned, the number and percentage of employees who participated to the below-mentioned training activities based on gender and employment category are summarized as in the following tables<sup>7</sup>

	<i>Male</i>	<i>Female</i>	<i>Total</i>
EMEA	40	57	41
AMERICAS	52	40	51
APAC	6	3	5
<i>Total</i>	<i>46</i>	<i>48</i>	<i>46</i>

*Breakdown of 2024 average hours of mandatory training and sustainability training provided to employees by areas and gender*

	<i>White Collars</i>	<i>Blue Collars</i>	<i>Total</i>
EMEA	56	35	41
AMERICAS	33	53	51
APAC	5	0	5
<i>Total</i>	<i>48</i>	<i>46</i>	<i>46</i>

*Breakdown of 2024 average hours of mandatory training and sustainability training provided to employees by area and occupational categories*

	<i>White Collars</i>	<i>Blue Collars</i>
Male	48	46
Female	47	52

*Breakdown of 2024 average hours of mandatory training and sustainability provided to employees by gender and occupational categories*

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<sup>7</sup> Starting from 2023, Prometeon is committed to collect and show the overall data of the training provided worldwide (voluntary and not), excluding hours of training on the job.

The tables below show 2023 data.

	<i>Male</i>	<i>Female</i>	<i>Total</i>
EMEA	60	58	60
AMERICAS	46	51	47
APAC	7	7	7
<i>Total</i>	<i>52</i>	<i>54</i>	<i>53</i>

*Breakdown of 2023 average hours of mandatory training and sustainability training provided to employees by areas and gender*

	<i>White Collars</i>	<i>Blue Collars</i>	<i>Total</i>
EMEA	66	58	60
AMERICAS	39	48	47
APAC	7	0	7
<i>Total</i>	<i>56</i>	<i>52</i>	<i>53</i>

*Breakdown of 2023 average hours of mandatory training and sustainability training provided to employees by area and occupational categories*

	<i>White Collars</i>	<i>Blue Collars</i>
Male	57	52
Female	53	56

*Breakdown of 2023 average hours of mandatory training and sustainability provided to employees by gender and occupational categories*



## INTERNAL COMMUNICATION AND COMMUNITY

Prometeon Tyre Group consistently demonstrates a strong commitment to fostering a positive and inclusive work environment by actively promoting local initiatives dedicated to its internal community and employees. The Company strongly believes that employee well-being, engagement and professional development are fundamental pillars for long-term success.

Through a wide range of programs and activities, Prometeon supports not only the personal and professional growth of its people but also the creation of a collaborative, inclusive and dynamic workplace culture. Whether through health and safety campaigns, diversity and inclusion projects, or employee engagement events, these initiatives reflect Prometeon's ongoing effort to cultivate a work environment where every individual feels valued, supported and empowered to contribute to the Company's success.

The Company's attention to local initiatives highlights the importance of addressing specific regional needs while ensuring that Prometeon's global values—Responsibility, Passion, Courage, Focus on Results and Openness—are embedded in all internal activities. This local-global approach helps strengthen a sense of belonging, reinforces corporate culture and supports the development of a resilient and engaged internal community.

The following section provides an overview of the activities carried out in 2024 across Brazil, Turkey, Egypt and Headquarters. These initiatives are further detailed in the section dedicated to Local Sustainability Committees, within the Governance dimension of the current report.

## BRAZIL

In 2024, Prometeon Tyre Group significantly emphasized initiatives dedicated to health, safety, environmental sustainability, diversity and inclusion, particularly in Brazil. These initiatives, which are further detailed in the Governance dimension of the current report, reflect the Company's strong commitment to fostering employee well-being, promoting environmental responsibility and supporting an inclusive workplace culture.

A wide variety of activities took place throughout 2024, reflecting both global awareness campaigns and topics of local importance. These included **World Water Day**, where Prometeon showcased innovative water-saving projects at its Brazilian plants and **HSE Week**, which involved employees through interactive activities, live sessions and emergency drills aimed at promoting safety awareness.

Environmental initiatives also played a key role, including the **Cigarette Butt Recycling Project**, which combined environmental preservation with social impact by transforming waste into corporate gifts produced by individuals with psychosocial challenges. Additionally, Prometeon Brazil transitioned its entire energy matrix to **100% renewable sources**, certified through IREC, significantly reducing its CO<sub>2</sub> emissions.

The Company also actively promoted employee health and well-being through numerous initiatives, including **Health Week**, **vaccination drives**, **eye health checks** and awareness programs addressing **mental health**, **hypertension prevention** and the importance of **early disease detection**. Throughout 2024, Prometeon organized campaigns connected to various awareness months, such as **Pink October** for women focus disease and awareness and **Blue November** for men disease prevention, both of which featured consultations, workshops and interactive sessions.



*Pink October event in Brazil – 2024*



*Blue November event in Brazil - 2024*

Diversity and inclusion were at the heart of Prometeon's agenda, with dedicated initiatives for **Trans Visibility Month**, **LGBTI+ Pride Month**, **Black Consciousness Month**, and the **International Day for the Elimination of Racial Discrimination**, reinforcing the Company's commitment to fostering a culture of respect and belonging.

These efforts extended to celebrating special occasions, such as **International Women's Month**, which featured tailored activities including lectures, personal styling sessions, and employee recognition programs. The year concluded with a **Christmas initiative**, where Prometeon volunteers distributed nearly 5,000 Christmas kits to employees and their children at the Gravataí and Santo André plants.



*Christmas aggregation event in Brazil - 2024*

## TURKEY

In Turkey, throughout 2024, Prometeon carried out a variety of social and employee engagement initiatives designed to foster a sense of community, well-being and inclusion across its workforce. These activities covered a wide range of topics, from **health and wellness** to **cultural and social events**, creating opportunities for employees to connect, learn and celebrate together.

Among these initiatives were the **Happy Hours – Breakfast & Barbecue Days**, held quarterly in the factory garden, where employees gathered in an informal setting to enjoy time together. Team spirit and collaboration were also encouraged through **Bowling, Backgammon and Football tournaments**, organized both at the Istanbul Headquarters and the factory, with small prizes awarded to top participants.



*Barbecue event in Turkey – 2024*



*Backgammon tournament in Turkey – 2024*



Cultural enrichment played a key role, with the launch of **ProClub**, a music and theater club formed by volunteer employees. With guidance from external trainers, the theater team successfully completed its first performance, while the music club continued to develop their talents in the Company's dedicated music studio.

On **International Women's Day**, employees took part in an **Ecological Plant Workshop**, where they explored sustainable living practices and planted their own plants with the support of Kokopelli City. Proceeds from the workshop kits supported **self-sufficient school garden projects**, contributing to a greener future.

To promote **diversity and inclusion**, Prometeon hosted an **Inclusion & Diversity Webinar**, featuring an expert external consultant, aimed at raising awareness on these critical topics. Employees and their families also participated in a **Cooking Workshop**, fostering creativity and connection beyond the workplace.

Employee well-being was further supported through initiatives such as **Office Yoga**, where employees in the Istanbul office learned practical yoga techniques to improve posture and relaxation in an ergonomic work environment, guided by trainers from Wellbees.

For **National Sovereignty and Children's Day** on April 23<sup>rd</sup>, 2024, the Company engaged employees' children with a **costumed "My Hero" competition** and a painting activity, creating a fun and inclusive family celebration.

Health and well-being remained a central focus, with a series of **Health Webinars** covering topics such as **healthy nutrition, heart health, and disease prevention**. In addition, a **new well-being app** was launched in Turkey, offering employees access to articles and videos across eight core well-being themes, as well as consultations with psychologists, dietitians and fitness trainers. The app also allows employees to create challenges and clubs to further strengthen their sense of community. On-site services were also enhanced, with a **psychologist, dietician and physiotherapist** available at the factory to support employees' individual needs.

Finally, key awareness events such as **HSE Week** and **World Water Day** were celebrated, reinforcing Prometeon's commitment to health, safety, and environmental sustainability through dedicated activities and communications.

## EGYPT

Throughout 2024, Prometeon Egypt organized a wide range of initiatives and activities aimed at enhancing employee engagement, strengthening internal cohesion and promoting health, well-being, and cultural awareness. These initiatives, reflecting the Company's commitment to valuing its people and fostering a positive work environment, covered celebratory events, health campaigns, training sessions and opportunities for dialogue and connection across all levels of the organization.

Among the key moments of the year was the **Prometeon Egypt 30-Year Anniversary Celebration** held in May 2024, marking three decades since the construction of the Egyptian plant. During the event, employees who had dedicated 30 years to the Company were honored with certificates of appreciation, personally presented by the CEO. The celebration also included a factory tour for top management, showcasing recent renovations and improvements, highlighting Prometeon's continued investment in modernization and growth.

The **Prometeon Egypt Annual Convention 2024** served as another important occasion, bringing together employees at the start of the year to reflect on past achievements and define future priorities. This event also provided an important platform for new generations of employees to introduce themselves, share ideas and engage directly with senior leadership, further promoting a culture of open communication and collaboration.

Prometeon Egypt also honored **traditional, social, and religious occasions**, recognizing their importance in Egyptian culture. Throughout 2024, employees received gifts marking key celebrations such as sweets for the Prophet's Birthday, nuts during Ramadan, and cakes for Eid Al-Fitr, as well as greeting cards for Eid Al-Adha. Additionally, through the Company's **ID card program**, employees were granted discounts on healthcare services, fashion, beauty products, mobile accessories, entertainment, educational services, food outlets, and restaurants, enhancing both their well-being and purchasing power.

To further strengthen employee engagement, Prometeon Egypt continued its tradition of **organizing summer and winter trips**, offering employees the chance to enjoy time together, reinforcing team spirit and a sense of unity. Similarly, gatherings with employees and the workers' union were held, including a **special celebration recognizing the children of employees** who achieved top academic results, reinforcing employee loyalty and pride in belonging to Prometeon.

The Company also celebrated **International Women's Day** in March 2024, recognizing the contributions of female employees with the distribution of personalized gifts as a token of appreciation and respect.





*International Women's Day gift for women employees in Egypt -2024*

**Employee health and safety** remained a priority throughout the year. Prometeon Egypt hosted a **Health Day** in partnership with **Andalusia Hospital**, where approximately 310 employees attended awareness sessions on key health topics and took part in medical checkups covering areas such as dental care and cardiovascular health. This initiative promoted a proactive approach to well-being and encouraged preventive healthcare practices.



*Health Day event in Egypt – 2024*

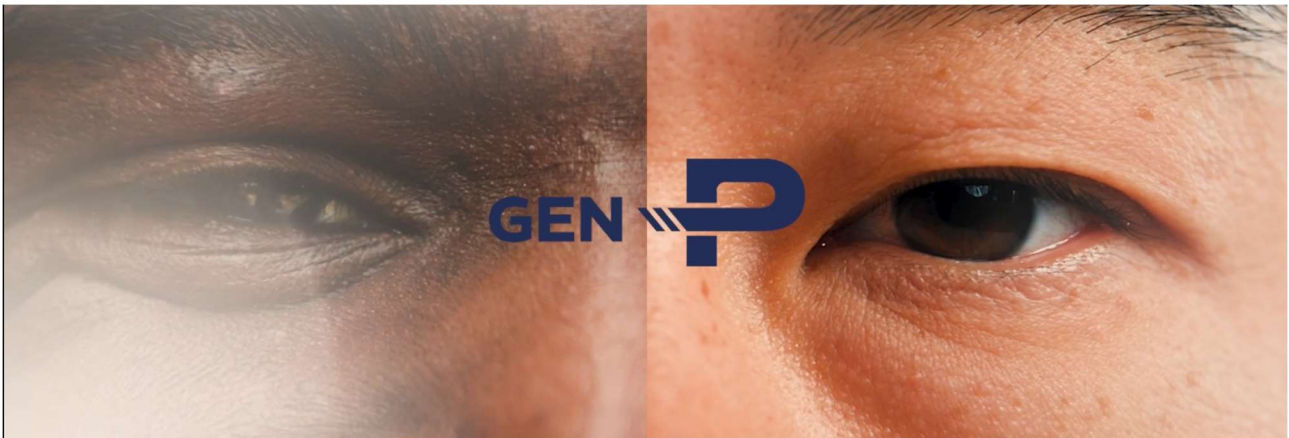
Further strengthening health and safety awareness, Prometeon Egypt also organized a **First Aid Training Program** in collaboration with **Saudi German Hospital**, part of the Company's medical network. Conducted over three sessions to ensure broad participation, the program equipped employees with lifesaving first aid skills while also introducing them to the hospital's facilities and services, reinforcing the Company's commitment to workplace safety and employee well-being.

All these initiatives - which demonstrate Prometeon Egypt's ongoing dedication to fostering an engaged, healthy, and inclusive workplace - are further detailed in the section dedicated to Local Sustainability Committees, within the Governance dimension of this report.

## ITALY - HEADQUARTERS

Throughout 2024, Prometeon Headquarters organized a diverse range of engagement and cultural initiatives, reinforcing the Company's commitment to fostering a strong internal community, promoting its corporate values and enhancing employee involvement. These activities, which brought together employees from different functions and levels, created valuable opportunities for dialogue, collaboration, and shared experiences, supporting both cultural evolution and engagement.

One of the most significant milestones of the year was the launch of **Generation Prometeon (GenP)** during **Prometeon Day** in July 2024. This new communication plan was designed to embed Prometeon's values and leadership model into daily interactions, marking the beginning of a new era for the Company — not only in terms of corporate culture and internal voice, but also in connection with brand identity and product evolution. GenP, which will continue in 2025, aims to create a unified way of presenting Prometeon globally, ensuring all employees become brand ambassadors and actively contribute to shaping the Company's image.



*GenP project promotion – 2024*

Employee engagement was further enriched by **lotteries and Wheel of Fortune activities**, made possible through Prometeon's various entertainment and sports sponsorships. These initiatives allowed employees to participate in exclusive events and experiences, including the prestigious **Azzurri Partner Cup** at Coverciano in September 2024. Colleagues competed in a football tournament alongside teams from other **FIGC partner companies**, where **Prometeon's team** proudly took home the **Fair Play Award**.

**PROMETEON**  
RUOTA DELLA FORTUNA

**PORSCHE EXPERIENCE  
FRANCIACORTA**



**18 Dicembre 2024 @Bagnana (BS)**

**VINCI UN'ESPERIENZA UNICA!**  
UNA STRASCINATA CIRCINATA DA FANTASMA E ADRENALINA AL  
PORSCHE EXPERIENCE CENTER IN FRANCIACORTA.  
DOVE AVRAI L'OPPORTUNITÀ DI GUIDARE SU PISTE ALL'AVANGUARDIA  
ED IMMERSERTI COMPLETAMENTE NEL MONDO PORSCHE!  
**IN PALIO 35 POSTI PER I PROMETEONS**  
SEGUIMMO I NOSTRI DETTAGLI ORGANIZZATIVI

**I VINCITORI SARANNO  
SORTEGGIATI TRA I  
PARTECIPANTI,  
IN BOCCA AL LUPO!**

**CLICCA QUI PER  
PARTECIPARE!**  
**VALIDO FINO ALLE 15  
DEL 13 DICEMBRE 2024**

Promotion of engagement experience among employees in HQ

**PROMETEON**  
RUOTA DELLA FORTUNA

**AZZURRI PARTNER CUP**



**14 settembre 2024 @Coverciano (FI)**

**SEI PRONTO/A A SCENDERE IN CAMPO INDOSSANDO  
IL NOME DI PROMETEON?**  
UNISCTI ALLA SQUADRA E NON RINUNCIARE! TOCCA NOME DI SQUADRA LE ALTRE AZIENDE  
SPONSOR DELLA NAZIONALE ITALIANA  
**IN PALIO 13 POSTI PER I NOSTRI GIOCATORI E GIOCATRICI**  
PRESTIAMO LA NOSTRA SQUADRA AL FANTASMA PER IL PRIMO TROFEO DELLA NAZIONALE  
E SOSTENIAMO LA NOSTRA NAZIONALE ITALIANA  
SEGUIMMO I NOSTRI DETTAGLI ORGANIZZATIVI

**I VINCITORI SARANNO  
SORTEGGIATI TRA I  
PARTECIPANTI,  
IN BOCCA AL LUPO!**

**CLICCA QUI PER  
PARTECIPARE!**  
**VALIDO FINO ALLE 18  
DEL 18 AGOSTO 2024**

"Azzurri Partner Cup" promotion



*Employees involved in the "Azzurri Partner Cup"*

Internal events also played a central role in promoting employee involvement. Throughout 2024, **the Milan Headquarters** hosted numerous events featuring **guest speakers and interviews** with sports icons, such as **SBK champions** and **Parma Calcio players**, alongside thought leaders in leadership, personal development, and HR topics, including **Simon Sinek**, **Welby Altidor** and **Ricardo Sunderland**. These sessions offered employees valuable insights, fostering personal growth and strengthening the connection between Prometeon's values and broader professional and cultural themes.



**MEET & GREET**  
WORLD SBK CHAMPIONS



**18 settembre 2024 @SUPERLAB - Auditorium, ore 15:30**

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Siamo tornati con nuovi eventi e sorprese!  
Sei pronta/o a incontrare i celebri piloti della **SuperBike**?

I campioni **Toprak Razgatlioglu**, **Andrea Locatelli**,  
**Jonathan Rea** e **Andrea Iannone** ti aspettano!

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**Affrettati, i posti sono limitati!**

 **PARTECIPA**

L'evento è riservato esclusivamente ai Prometeons  
Riceverai conferma della tua partecipazione via email

**WE MOVE GOODS, WE MOVE PEOPLE, WE MOVE EMOTIONS**

*SBK champions Meet&Greet event in Prometeon HQ*





*Welby Altidor session at Prometeon HQ auditorium*



*Employees involved in live session at Prometeon HQ auditorium*

For the first time at HQ level, Prometeon also organized **Quality Week 2024**, a global initiative traditionally celebrated in countries with production plants, which took place in November. The event featured a series of functional and cross-functional workshops, combining technical insights with broader strategic discussions, thanks to contributions from both internal and external speakers. Under the slogan **"From Compliance to Performance,"** Quality Week encouraged employees to go beyond regulatory compliance and actively pursue excellence and continuous improvement. The initiative also fostered collaboration and knowledge sharing, enhancing technical competencies while reinforcing Prometeon's commitment to innovation and quality culture.



*Prometeon employees involved in the Quality Week 2024*

The **Meet the Titans** series also continued in 2024, following the success of its launch in 2022 and continuation in 2023. Hosted at **Teatro Lirico** in Milan, the series evolved into a **regular event**, open not only to employees but also to the public, offering free access to the performances. During these events, **Prometeon's General Manager** interviewed prominent figures from the world of **sports and entertainment**, sharing **inspiring stories** that reflect the Company's core values. These evenings also gave employees a valuable opportunity to come together and experience **Prometeon's culture** through storytelling and real-life examples.

To close the year, Prometeon honored its Italian heritage by gifting all Headquarters employees with a traditional Panettone to celebrate Christmas 2024, adding a personal and cultural touch to the year's end.

All these initiatives, which exemplify Prometeon's ongoing investment in **employee engagement**, **cultural enrichment**, and **internal community building**, are further detailed in the section dedicated to **Local Sustainability Committees**, within the **Governance** dimension of this report.



*Promotion of Prometeon HQ Christmas 2024 gift*



# THE WELLBEING OF OUR EMPLOYEES

## REWARDS

The remuneration strategy of Prometeon Tyre Group is aimed at guaranteeing a fair and attractive reward package, considering the individual performance, the internal equity, the market practices, the macroeconomic and social environment in continuous evolution.

A fair and attractive remuneration is a key pillar to attract, retain and motivate key people, and, at the same time, to promote a conduct aligned with the corporate culture and values.

Prometeon adopts a **total reward strategy** that includes several tools to compensate its employees who are motivated through a competitive **base salary**, a short-term **variable incentive** evaluated and paid on annual basis, a long-term variable incentive for top management roles and a **welfare offer** that can balance personal and professional needs.

Furthermore, Prometeon total reward strategy previews career plans, **training** and **development** opportunities and **international assignments** possibilities, all aimed to foster professional growth.

The **Compensation and Benefits processes** for the Company **Top Management** is directly managed by the Headquarter Human Resources and Organization Department, specifically by the Global Compensation & Benefits function.

In July 2022, Prometeon Board of Directors approved the *"2022 Prometeon Tyre Group Executives Remuneration Policy"*, a set of principles for a remuneration strategy aimed to attract, motivate, and retain Group Management Team, and support the accomplishment of company strategic objectives, the long-term value creation, and the alignment of Executives interest with company and shareholders perspective.

The policy is proposed by the General Manager to the Board of Directors that approves it.

It describes the main component of remuneration of the company Global Executives: fixed base salary, variable remuneration (short-term and long-term incentive plans), benefits and other reward components.

It provides a reward structure pursuing the correct balance of the monetary component of remuneration and the enhancement of the non-monetary component, always ensuring the remuneration competitiveness on the labor market.

In particular, the salary market benchmarks are provided by the external consultancy company Willis Towers Watson, based on the role covered, the level and the responsibilities of each executive, referring to the following market surveys:

- 1) General Manager and Strategic Management: "European Western Europe Manufacturing Peer Group" by grade and role at median (P50) level.

- 2) Key Management and Other Executives: “Local Executives Market” at Median (P50) level.

The remuneration of the Executive population **is reviewed** annually during the *Executives Salary Review Process*, **conducted** by the HRO department at the HQ level.

The increase of base salary or variable incentive level is decided based on two elements: market positioning and performance rate, this last as result of *Performance Management process*. The General Manager is responsible to validate any changes of the remuneration of Executive population and should inform the Board of Director regarding the remuneration of Strategic Management that is established in line with Prometeon Executives Remuneration Policy.

In 2024, the ratio between the annual total remuneration<sup>8</sup> of the most paid employee and the median of all other employees’ annual total remuneration was 140<sup>9</sup>. Looking at the global employees’ remuneration average, the median of Company employees decreases of 16.8%<sup>10</sup>, while the most paid employee remuneration has increased of 139%.

The data for 2024 have been heavily influenced by:

- the payment of the 3 years LTI plan (2021-2023) in April 2024 for Executives. Excluding the LTI, the ratio between the annual total remuneration of the highest-paid employee and the median annual total remuneration of all other employees’ would be 48
- the fact that Prometeon operates in countries experiencing hyperinflation and depreciation of local currencies such as Egypt and Turkey.

The 2021-2023 long-term incentive plan, dedicated to a selected group of Executives, had been paid as cash component in 2024, based on the achievement of Company KPIs related to Profitability, Revenue, Financial Health, and Company sustainability.

Moreover, in 2024, a new LTI plan has been launched with a rolling approach to foster alignment between the management interests and those of shareholders, in creating company value and achieving strategic company objectives. The plan is also intended to enhance engagement and stability through management retention. Beginning with this scheme, Prometeon Tyre Group will be introducing a “rolling” mechanism structured across a series of three-year performance periods (“**cycles**”), which will start in 2022, 2023 and 2024. Every year, a new cycle - covering the 3 subsequent years – will begin, with each cycle generating a potential award that is equal to 33% of the individual opportunity range of the overall LTIP.

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<sup>8</sup> Total Annual Remuneration includes Base Annual Gross Salary, Variable Incentives (short- and long-term variable plans). Variable incentives are considered as Actual paid during the reference year, taking into account pro-rata calculation linked to the effective presence in the company. The ratio considers the remuneration of employees in all countries where Prometeon Tyre Group is present. The ratio includes Blue Collars located in Egypt, Turkey, and Brazil, where the cost of living, the inflation and the exchange rate fluctuations have an import impact on salary situation

<sup>9</sup> The calculation is impacted by the exchange rate evolution

<sup>10</sup> The calculation excludes seasonal workers and does not include amounts paid to employees for welfare and the calculation is impacted by the exchange rate evolution

The Board of Directors of Prometeon has decided to maintain an ESG objective for the company executives, in order to enhance management commitment in focusing on Prometeon sustainability objectives.

The Company sustainability KPIs considered in the long-term incentives for 2022-2024 period are related to:

- Suppliers third party audit
- Training
- Waste reduction

The Training ESG KPI used in the long-term incentives for 2022-2024 is also one of the KPIs considered for the Premio di Risultato (PDR) paid to Italian not Executives, agreed with unions on a yearly basis. For year 2024 the maximum achievable amount was 2.500€.

Regarding the **non-Executives population**, Blue Collar salary level and increase is handled in line with CLA negotiation in each country, while White Collars employees are subject to an annual *Salary Review Process* that takes place every year, following the Performance Management closing, and in line with the Global Remuneration Policy for white collars, that has been drawn up in 2023.

In this document the guiding principles of Prometeon's remuneration strategy are stated such as: equal opportunity, fairness and internal/external consistency, that are adopted to guarantee competitiveness and the respect of Company's values.

The main purposes of the policy are:

- to provide a reward structure, always ensuring the remuneration competitiveness on the labor market, and which reflects a balanced pay mix between the monetary component of remuneration (fixed and variable remuneration) and the enhancement of the non-monetary component (benefits and welfare) intended to meet the needs and improve the well-being of employees and their families.
- promote employee engagement and strengthen the sense of belonging, through instruments that encourage direct participation in achieving objectives and company performance.

An external provider has been selected to provide salary benchmarks data to assure that a proper compensation package is offered according to the breadth, complexity and strategic nature of the role held by each employee, anchoring value to the reference local market.

The salary benchmarks are updated on an annual basis. In the case of high inflation, a most frequent update is considered to take into account the inflation's impact on the job market.

The salary increase is defined based on the following variables: remuneration fairness compared to local market, performance rate, inflation of the country and available budgets.

The non-Executives salary review process is managed by the local Human Resources Department, following the guidelines and timing established by HQ Compensation & Benefits.

Starting from 2024, the salary review process was digitalized and managed through SuccessFactors compensation module for all Prometeon white collar across countries. This new tool guarantees a common process with a more transparent and traceable approach.

## WELFARE

The welfare initiatives that Prometeon Tyre Group attempt to its employees vary from country to country, in accordance with the specific needs identified in the social contexts in which the affiliates operate.

Each country implements the Group guidelines with a local approach: the affiliates adopt activities, tools and welfare processes aimed at creating collaborative environments and to provide adequate support for the needs of personal life, respecting local regulatory, social and cultural specificities.

A significant focus is always dedicated to the **employee's experience**, meaning the day-to-day life of employees in and outside the office. The objective is to facilitate the sharing of information, administrative tasks, and a better balance between personal and professional life, in particular supporting health care, familiars, employees' free time and flexibility on the job.

Employee experience is more and more important in contexts where employees are performing their role in the new **Hybrid model**, switching between presence in the office and smart working.

Prometeon has implemented and regulated in each country, based on local requisitions and practices, an hybrid model, internally called **New Way 2.Work** (here in after "NW2.W") and the reward initiatives are constantly evolving to support this new context.

In terms of welfare, one of the main focuses of Prometeon Tyre Group is a continuous contribution to support to Health, Social and Medical needs of employees and their relatives.

The Company maintains and updates, in line with local market practices and requirements, various supplemental medical benefit plans. These healthcare schemes vary from country to country in terms of allocation levels and the types of coverage provided. The social benefits recognized by Prometeon Tyre Group (including life insurance, invalidity/disability insurance and travel insurance) are furthermore recognized to all employees, regardless of the type of contract whether permanent, temporary or part-time, in compliance with company policies and local trade union agreements.

**In Italy**, in addition to Italian public health system, Prometeon Tyre Group ensures to all employees a high level of **health care coverage** through a medical insurance that covers medical

checks, including dental care and hospitalization for employees and their relatives in addition to **Italian public health system**.

Moreover, all employees can access to specialistic medical examinations in Milan Bicocca **Polyclinic** and the related costs are completely covered.

Starting on January 2022, the health additional coverage offered by the Company to all non-Executive employees has been renegotiated and a new package offered by Generali through AON is available for all Italian employees; family members can be included with a monthly contribution in charge to employees. This additional coverage offers higher caps and coverage compared to what is provided by the related National Collective Agreement.

In line with the hybrid model and to support employees working from home in their daily spending, the **Ticket Restaurant program** is in place and a lunch voucher with a 9-euro value is assigned for each working day, including if the daily working activity is performed at home. When in the office, the employees can choose between a selection of restaurants and taking advantage of the ticket restaurant program. Ticket restaurants can be used in the main chains of restaurants, supermarkets, and food shops.

At Headquarter level the Company offers scholarship to employees and their children for high school and Universities which are given based on their results of the school year.

Concerning **Retirement - Social Security**, the Company supports its employees who decide to allocate to the Social Insurance Fund (*Fondo Gomma Plastica*) the deferred compensation (*Trattamento di Fine Rapporto*) giving them a proportional amount which is directly deposited in the Social Insurance Fund account.

As every year, to recognize the seniority and the loyalty of its employees Prometeon Tyre Group, the Company assigned **Seniority Bonus Awards** that are previewed to celebrate 20, 25, 30, 35, 40 and 45 years of company seniority. The award consists of an additional monthly salary in November payroll plus a company gift delivered during a celebration moment with colleagues.



*Official communication of Seniority Awards with images taken at the ceremony held in Italy*

Prometeon Tyre Group maintains a continuous focus on the work-life balance of its employees, with initiatives aimed to improve the quality of professional and personal life.

In July 2024 a net amount of 450€ has been granted to each employee to be spent on **Welfare** services and products. The welfare services, available through a dedicated website, include scholarships and books reimbursement, culture and sport, vouchers for supermarkets, shops and public transportation pass. Moreover, it is possible also to allocate the welfare amount to the Retirement fund.

Starting from 2024, to promote sustainable mobility, the company has introduced reimbursement for all employees who have an urban (100€) or extra-urban (200€) annual subscription.

To support parenting, the Company decided to implement and regulate two different solutions: 100% salary integration for maternity leave (*maternità facoltativa*) and 10 additional days for paternity leave.

Global inflation continuously rose in 2024 higher than seen in several decades with an extended impact worldwide. Prometeon Tyre Group reacted with different approaches: in hyper-inflation countries, such as Argentina, Egypt and Turkey, constant increases during the year have been applied to employee's base salary, in order to maintain the purchase power updated.

**In Brazil**, Prometeon Tyre Group provides for its employees a **health plan** that covers most medical examinations and services such as providing, in case of hospitalization, a private room. Employees are covered by medical insurance which provides for healthcare coverage either at local or at national level, through an accredited network of doctors, clinics, and hospitals. In addition to that employees can also benefit from a **dental care** plan which offers coverage through an accredited network of doctors, clinics and hospitals at national level.

Employees can use a drugstore card to pay **purchases of medicines** which are partially reimbursed by the Company. Moreover, employees and their relatives can ask for an allowance regarding the purchase of optics and orthotics that need to be justified by a medical prescription mentioning the medical necessities. These services are guaranteed to all employees, including retired employees of Santo André plant, which can benefit from the health plan for another 12 months after their retirement.

Along with Social Security Plan, which is mandatory by law, in Brazil, Prometeon Tyre Group offers to its employees the possibility to have access to an **additional private retirement plan** named *Previdência Privada*. The aim is to complement the old-age pension after the termination of the employment relationship. The subscription of the employee to the Private Retirement Plan is on a voluntary basis, the participation is encouraged by a contribution that the Company adds to the monthly contribution paid by the employee.

In Brazil, employees can benefit from the "shuttle bus" services provided by the Company, which makes round trips through previously defined lines and, in alternative, employees can ask for Collective Transport Ticket from the Company, which is a right provided by the present legislation.



Employees benefit from the **canteen** on site at Santo André and Gravataí plants while employees working in the Commercial Department benefit from "meal card", through which they pay for up to 20% of the cost.

Furthermore, a several options of gym membership is offered to employees and their dependents through the partner company **Gympass** with affordable monthly fees.

To support the employees who have just become mothers, **childcare** is offered for their children up to 6 years of age and part of the monthly fee paid by Prometeon.

In **Egypt**, Prometeon Tyre Group offers to its employees, their spouses and, starting on July 2020, one child, and starting on July 2021 another child a **private medical insurance** which is completely at Company charge. The employees have also the possibility to have optional benefit which enrolls their children under the umbrella of the coverage at a competitive price. Private health insurance includes medical examination, hospitalization, medications, dental and eye care. A **life insurance** is granted to both Blue and White Collars employees, covering death and disabilities caused by injuries suffered from work accidents.

In **Egypt**, the **Company retirement** plan foresees a one-shot bonus for all employees at their retirement moment.

Employees working in Alexandria benefit from the canteen, where hot meals are served for both Blue and White collar. For employees (both Blue and White collar) who cannot go to the canteen due to work, it is also possible to have a "Fruit basket" and in Cairo employees are entitled to meal allowance. The Company worked on restaurant meal improvements, trying to enhance employee satisfaction, process simplification and control, and diversification of menus served to employees. Moreover, the operation method had been digitalized and supported by a new IT system and meal provision had been assigned to one of the most reputable catering companies in Egypt.

Furthermore, in Egypt, transportation between the City of Alexandria and the Company premises is organized, minibus for Blue Collars, microbus for White Collar employees. The service covers every shift and is not available in Cairo, as most of the employees working there use their own car; for this reason, the Company provides a monthly allowance to reimburse the fuel expenses.

Prometeon Tyre Group also contributes to summer and winter employees' travel, supporting average 25% of the cost and install the rest in 12 equal installments, and providing the service through a travel agency contracted by the Company.

In **Turkey**, a Private Health Insurance ensure to employees and their family the access to health care in hospitals within the scope of ambulatory, patient treatment and a check-up package for employees up to the age of 35 years.

The Private Pension System guarantees a Company contribution that can reach the 100% of the employee's contribution and thus after 5 years enrollment.

A new well-being application has been launched this year called WellPro. Thanks to this mobil application, articles and videos on the 8 main topics of wellbeing, support from psychologists, dietitians and sports trainers, and the opportunity to create challenges and clubs among employees are offered. Moreover, in the factory infirmary there are psychologists, dietitians and physiotherapists to support all employees with their needs.

To support family welfare, a dedicated plan contributes to the expenses of scholarship for employees' children enrolled in first school, high school and university. Specific allowances are previewed for events like childbirth, marriage, maternity and family fatality.

White collar employees can profit from of a "flexible benefits" program that consists in the possibility to choose different welfare services offered by the Company. The program includes also the option of not benefiting from private health insurance made by the Company for his/her family and to allocate all the money to an individual retirement plan offered and managed by the Company.

The Company assigned "points" to the employees instead of gifts for various occasions such as New years' eve, Mother's Day etc, with the accruing of the points employees will be able to purchase various goods through the online welfare system "HEDIYEMO".

Moreover, all employees in Turkey can benefit of the following services: canteen for all employees working in Izmit plant and in Istanbul; employees have a prepaid card, with this card they can eat in a partner restaurant located in the shopping center next to the offices, meals are borne by the Company. The Company provides also services of transportation to and from the Company, in Izmit, shuttle buses are provided to all employees to go from the city to the factory and Istanbul to go and get back from the office.

Employees working in a hybrid model receive a meal card for remote workdays.

Employees who are working hybrid are also provided with office equipment: chairs, earphones, keyboard, monitor and mouse.

Employees with 5, 10, 15, 20, 25, and 30 years of service are awarded plaques and various gifts during a ceremony every December. Wristwatches, gift cheques, additional premiums etc.

Salary increases are made twice a year for white collar employees in order to support the employees' purchasing powers that is impacted by strong inflation Turkey is facing and this is in line with blue collars treatment.

In **Europe** (e.g. UK, Germany, Poland), the Company offers to its managers, their spouses and children, a private medical insurance and, accident insurance to Managers, Sales population, and frequent travelers, who face higher risk in terms of travels.

In **Germany** Prometeon also offers a **private pension insurance to all its employees**. Prometeon Tyre Group acknowledges the importance of taking care of its employees through salary, medical care options, and paid vacation time. Therefore, the Company has decided to offer an additional retirement plan that will help employees now and in their retirement years. This

initiative is aimed at enhancing retention and is considered an excellent tool for attracting and retaining valuable employees, contributing to a more financially sound future.

In the **UK**, the pension plan covers a minimum of 3% of the annual salary of employees, with the company increasing the pension to double (to 6%) of their contributions. In Poland and Spain, the Company provides retirement plans for its employees. In both countries, the contributions for the plan are fully covered by the Company.

In **Poland**, the Company offers to its Managers and Employees, depending on their seniority, a private medical insurance and Accident insurance extendable to their spouse and children. In Poland, we also offer a PPO which is a pension savings program. Employees who have been with the company for up to three years receive an extra 100 PLN per month paid directly to their savings account. Employees with a service period between three and five years are entitled to a monthly payment of 200 PLN. For those with more than five years of service, the payment increases to 300 PLN per month.

In **USA**, the Company currently provides a wide range of insurance benefit programs including medical, dental, vision, disability and life insurances available to you on your first day of employment. Should you elect to participate in the medical/dental/vision programs, you will be required to make a bi-weekly contribution through payroll deduction. The Company also offers you participation in its 401k plan from your start date. The first 6% of employee contributions will be matched by the company at a rate of \$.50 for each \$1.00 contributed.

## SUPPLEMENTARY PENSION PLANS, SUPPLEMENTARY HEALTH PLANS AND OTHER SOCIAL BENEFITS

Prometeon Tyre Group has defined contribution and benefit funds, the benefit plans at Group level are:

- **Health plans:** accident insurance for Company users and the management, full medical tests for the management twice a year, life insurance also for the family (e.g. dental plans, optic, vaccine, etc.), invalidity/disability insurance, additional parental leave and pharmacy discount
- **Social benefits:** canteen, internal polyclinic based in Milan Headquarter (instrumental examination, therapies etc.), family support as scholarships, summer camps for employees' children, flexible working hours, plenary meeting, funeral expenses support, social security complementary subsidy, and educational school kit (granted to kids up to 14 years old). The Company makes available to employees a dedicated internal website: benefits, discounts with many external partners and providers like a company nursery at discounted prices as well as schoolbooks with discounts for the employees' children.

Moreover, in-house doctor visits and private retirement plan and local pension plan are calculated yearly according to the annual salary, saving schemes.

The Company also maintains various supplemental medical benefit plans at its affiliates according to local requirements. These healthcare schemes vary from country to country in terms of allocation levels and the types of coverage provided. The social benefits recognized by Prometeon Tyre Group for employees (including life insurance, invalidity/disability insurance and additional parental leave) are generally recognized to all employees, regardless of the type of contract whether permanent, temporary or part-time, in compliance with company policies and local trade union agreements.

## INTERNATIONAL MOBILITY

International mobility in Prometeon Tyre Group is highly promoted with the aim to enhance cultural and value integration, sharing of experience and professional development, an approach that the Company considers crucial to create and maintain value for the long term.

Prometeon International Mobility Policy has been standardized and shared within all the affiliates, with common treatment rules at Group level that enable uniform management for expatriate employees.

The policy guarantees the application of a fiscal neutrality principle as well as specific benefits in order to support expatriates and their relatives ensuring the application of an equitable and appropriate remuneration package thus facilitating the international mobility within the Group.

At the end of 2024, the active International Assignment in Prometeon Tyre Group were 24. International Assignments have decreased (-6) compared to the previous year.

Movements taken place in 2024 are as following:

1. 3 Localization after expat ( 2 in Italy from Brazil and 1 in Italy from Egypt)
2. 9 returns in home country ( 1 in Turkey from Italy , 1 in Italy from Poland , 2 in Brazil from Turkey, 1 in Italy from China, 1 in Italy from Germany, 1 in Italy from UK, 1 in Turkey from Egypt and 1 in Egypt form Turkey) )
3. 6 New Expat: 2 from China to Italy, 1 from Egypt to China, 1 From Egypt to Turkey, 1 from Italy to US, 1 from Brazil to Italy.



## OCCUPATIONAL HEALTH, SAFETY AND HYGIENE

### MANAGEMENT MODEL AND SYSTEM

Prometeon Tyre Group's approach to managing occupational health, safety, and hygiene responsibly is founded on the principles and commitments articulated in the Group's "Ethical Code". These are further elaborated in the **"Health, Safety and Environment" Policy**, issued in 2017 and available on the Group's intranet, as well as in the **"Global Human Rights" Policy** and the **"Quality" Policy**. Specifically, the "Health, Safety and Environment" Policy details the Company's dedication to:

- ✓ manage its activities regarding health and safety protection at work in compliance with the laws and all the commitments entered into, as well as according to the most qualified management international standards
- ✓ pursue objectives of "no harm to people", by implementing actions for early identification, assessment and prevention of risks for health and safety at work aimed at a continuous reduction in the number and severity of injuries and occupational illnesses, activating health surveillance plans in order to protect workers from specific risks associated with their business duties
- ✓ develop and implement emergency management programs to prevent and avoid harm to persons
- ✓ define, monitor and communicate to its Stakeholders specific objectives of continuous improvement of health and safety at work
- ✓ empower, train and motivate its employees to work safely involving all levels of the organization in an ongoing program of training and information, aimed at promoting a culture of safety at work
- ✓ promote information and awareness-raising on health and safety issues
- ✓ provide ongoing and concrete support aimed at facilitating the work-life balance
- ✓ manage its supply chain responsibly by including issues of health and safety at work in the supplier selection criteria, the contractual clauses and the audit criteria, also requiring suppliers to implement a similar management model in their supply chain

- ✓ make available to all its Stakeholders a channel (the “Whistleblowing Policy-Reporting Procedure” published on Prometeon Tyre Group’s website and intranet) dedicated to reporting, even anonymously, of any situations that constitute or may constitute a risk for the protection of the health, safety and well-being of people (reference is made to the Paragraph “Focus: Reporting Procedure-Whistleblowing Policy” of this Report).

The **occupational safety management system** was established in accordance with centrally developed procedures and guidelines. This framework ensures a unified approach to communication, alignment, and effective management across the Group.

In 2024, the HSE Incident Management Standard was revised, issued, and implemented across all manufacturing sites. This updated standard provided clearer guidelines on injury classification and reporting, enhancing the accuracy and consistency of injury data.

The Company uses an ISO 45001:2018 certified occupational health and safety management system, accredited by ANAB. RINA Services and TUV Austria evaluated the conformity of Prometeon Tyre Group's system in 2024, as they did the previous year.

Periodic meetings are held at each productive unit with employee representatives (Health & Safety Committee, HQ and local Health, Safety and Environment Departments, and the local unit manager) to review activities done and planned and share workplace risk assessment results.



## SAFETY CULTURE

**“The Zero Accidents Target”** is an important corporate goal. The Company believes that leaders play a key role in risk prevention and that their behavior should set an example for all employees. From an industrial perspective, this goal is pursued through investments in the technical improvement of work conditions while also emphasizing the cultural and behavioral aspects for all Company members.



It is important to follow safety protocols while being aware of individual responsibilities toward oneself, others, and their families. This method, combined with ongoing communication between management and workers, has contributed to a reduction in injury rates.

In particular, beyond reinforcing and consolidating safety culture concepts based on behavior, there has been a further development in the focus on Leading Indicators. These indicators measure the preventive measures that should be implemented and the methods for doing so, as opposed to Lagging Indicators, which are reactive measures such as the number or frequency of accidents.

The **Safety Culture** was communicated through periodic newsletters such as the **Safety Bulletin**, and significant events were published regularly via traditional internal communication channels.

The **"Zero Harm" Program** (Brazil) focuses on improving governance on safety, organizational structure, clarity of tasks and roles, empowering workers, enhancing communication, sharing objectives, and motivating staff. These initiatives aim to create a psychosocially healthy work environment where employees feel valued and psychosocial risks are effectively managed.



*Official leaflet of Brazil Zero-Harm Program*

Furthermore, in 2024, as part of the Company's commitment to foster a strong safety culture, **Life Saving Rules** program was launched Turkey. The initiative defines **10 critical safety rules** designed to prevent fatalities and serious injuries by addressing high-risk activities in the workplace.



## PROMETEON'DA HAYAT 10'DA!



TEHLİKELERİN VE RİSKLERİN  
FARKINDA OLUN,  
GÜVENLİK UYARILARINA  
VE İŞARETLERİNE UYUN.



ÇALIŞIRKEN VE HAREKET  
HALİNDEYKEN  
CEP TELEFONU VE  
MULTİMEDYA  
CİHAZLARI KULLANMAYIN.



TANIMLI ALANLAR  
DIŞINDA  
SİGARA İÇMEYİN.



SÜRÜCÜ VE YAYA  
GÜVENLİĞİ  
KURALLARINA UYUN!



ÇALIŞMA TALİMATI  
HARİCİNDE İŞLERE  
MÜDAHALE ETMEYİN.



GÖREVİNİZ İÇİN  
TANIMLANMIŞ  
KİŞİSEL KORUYUCU  
DONANIM VE EL ALETLERİNİ  
KULLANIN.



GEREKLİ OLDUĞU  
DURUMLARDA  
ÇALIŞMA İZNİ ALIN.



BAKIM ÇALIŞMASI  
ÖNCESİNDE  
ENERJİ KAYNAKLARINI  
KAPATIN.



HAREKETLİ/DÖNER  
EKİPMAN ÇALIŞMA  
BÖLGESİNE/ALANINA  
GİRMEYİN.



MAKİNE EMNİYET  
SİSTEMLERİNİ DEVRE DIŞI  
BIRAKMAYIN,  
ÇALIŞIR OLDUKLARINDAN  
EMİN OLUN.

# PROMETEON

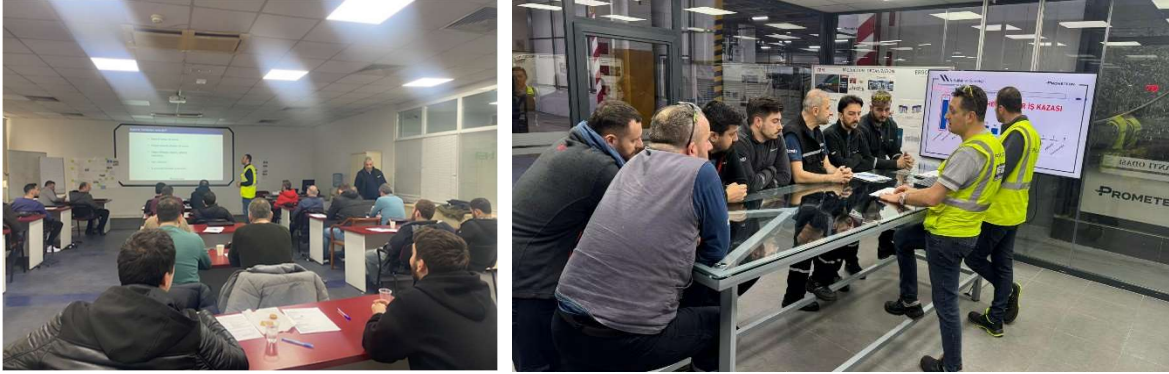
Official leaflet of Turkey Life Saving Rules

The Life Saving Rules serve as clear, non-negotiable guidelines that all employees and contractors must follow to ensure a safer working environment. To reinforce compliance and awareness, the program includes **training sessions**, **leadership engagement**, and **continuous monitoring** to drive behavioral change and accountability.

## SAFETY TRAINING

Prometeon Tyre Group offers safety training locally at each of its companies. Additionally, there are activities and projects conducted globally that involve multiple countries, aiming to align culture and vision while working towards the Company's improvement targets.

In 2024, the Company continued to organize safety training for all employees, with a focus on new employees.



*Images taken during HSE training sessions held at Izmit factory*

## HEALTH, SAFETY AND ENVIRONMENT ACTIVITIES

In accordance with the Company's policies and aligning with the SDGs **"3 Good Health and Well-Being"** and **"8 Decent Work and Economic Growth"**, Prometeon Tyre Group aims to promote a healthy lifestyle and increase awareness of environmental and workplace safety.

The Group has established specific guidelines and procedures for implementing management systems, and utilizes a web-based Health, Safety and Environment Data Management (HSE-DM) system. This system, developed and managed by the Health, Safety and Environment Department, enables monitoring of HSE performance and the preparation of various reports for management and operational purposes.

The HSE-DM system collects all the information on accidents, significant first aid, near miss and unsafe behavior occurred at the factories, Group fitting units, equities and logistics units managed directly by the Company (accident analysis, corrective action taken etc.). If the dynamics of a particular case are significant, all the plants are provided with the information via Safety Alert system and urged to conduct an internal audit as to whether conditions similar to the ones that caused the injury at their plants and define in case any possible corrective

measures. By using this system, every site has access to the solutions adopted by other plants and can apply the best choices.

## PERFORMANCES

The performances reported below pertain to 2022, 2023, and 2024, covering the same scope of Group consolidation.

The following tables present the number and percentage of workers who are covered by ISO 45001 occupational health and safety management standard certification. This includes both employees of Prometeon Tyre Group and non-employees whose work and/or workplace is controlled by the Company.

	2022	2023	2024
Number and percentage of employees who are covered by such a system	7,528 96%	7,350 95%	7,208 94%
Number and percentage of employees who are covered by such a system that has been internally audited	7,528 96%	7,350 95%	7,208 94%
Number and percentage of employees who are covered by such a system that has been audited or certified by an external party	7,528 96%	7,350 95%	7,208 94%
<i>Total number of employees</i>	<i>7,880</i>	<i>7,741</i>	<i>7,637</i>

### *Number and percentage of employees covered by an HSE Management System*

	2022	2023	2024
Number and percentage of workers who are covered by such a system;	1,334 97%	1,349 99%	1,776 99%
Number and percentage of workers who are covered by such a system that has been internally audited;	1,334 97%	1,349 99%	1,776 99%
Number and percentage of workers who are covered by such a system that has been audited or certified by an external party;	1,334 97%	1,349 99%	1,776 99%
<i>Total number of workers who are not employees</i>	<i>1,375</i>	<i>1,367</i>	<i>1,786</i>

### *Number and percentage of workers who are not employees covered by an HSE Management System*

All four manufacturing sites where significant activities related to workers' health and safety take place are certified under the ISO 45001 occupational health and safety management standard. The Company Headquarters and R&D Center in Italy, along with commercial branches and subsidiaries in Europe, are currently outside the scope of this certification. However, plans are in place to achieve ISO 45001 certification for the HQ and R&D Center in Italy by 2026.

In 2024, the Company recorded 197 work-related injuries among Prometeon employees, marking a significant reduction from the 250 injuries reported in 2023. Of these, two were classified as high-consequence injuries, resulting in more than six months of sick leave. While our ultimate goal remains zero injuries, these results demonstrate meaningful progress. Notably, the Total Recordable Injury Frequency Rate (TRIFR) dropped from 16,56 in 2023 to 13,36 in 2024 (19% improvement), as shown in the table below.

	2022	2023	2024
The number of hours worked	15.192.804	15.095.757	14.749.495
The number of recordable worked-related injuries, including fatalities	225	250	197
of which accidents while travelling <i>(only if the transport had been organized by the Company and the movements have taken place within working hours)</i>	0	0	0
The number of high-consequence work-related injuries <i>(recovery time days &gt; 6 months, including fatalities)</i>	4	4	2
The number of work related fatalities	0	0	0
The rate of recordable worked-related injuries	14,81	16,56	13,36
The rate of high-consequence work-related injuries	0,26	0,26	0,14
The rate of worked-related fatalities	0	0	0

#### *Work-related injuries of Prometeon employees*

	2022	2023	2024
The number of hours worked	2.904.000	2.887.104	3.772.032
The number of recordable worked-related injuries, including fatalities	2	4	3
of which accidents while travelling <i>(only if the transport had been organized by the Company and the movements have taken place within working hours)</i>	0	0	0
The number of high-consequence work-related injuries <i>(recovery time days &gt; 6 months, including fatalities)</i>	0	0	0
The number of work related fatalities	0	0	0
The rate of recordable worked-related injuries	0,69	1,39	0,80
The rate of high-consequence work-related injuries	0	0	0
The rate of worked-related fatalities	0	0	0

#### *Work-related injuries of workers who are not employees*

The significant improvement in workplace safety in 2024 was driven by a targeted approach focusing on sites with higher injury rates. To enhance health, safety, and environmental (HSE) performance, the Company launched several key initiatives and programs.

A dedicated HSE roadmap was established, outlining strategic actions to strengthen our safety culture and risk prevention efforts. This roadmap included:

- **Leadership Coaching and Training** – Enhancing managers’ and supervisors’ ability to drive a strong safety culture through dedicated coaching and development programs.
- **Increased HSE Inspections and Audits** – Conducting more frequent site inspections and audits to proactively identify and mitigate risks.
- **Department-Specific HSE Committees** – Establishing committees within each department with clear goals and responsibilities to drive accountability and engagement.
- **Behavior-Based Observation (BBO) Program Expansion** – Strengthening our BBO program to reinforce safe behaviors and address at-risk actions through continuous feedback.
- **Topic-Specific HSE Workshops** – Organizing focused training sessions on critical safety topics to enhance employees' awareness and competence.

These initiatives collectively contributed to the overall reduction in injuries, reinforcing our commitment to continuous improvement in workplace health and safety.

In 2024, there were zero reported cases of work-related ill health, as shown in the tables below:

	2022	2023	2024
The number of cases of recordable work-related ill health	4	0	0
The number of fatalities as a result of work-related ill health	0	0	0

*Work related ill health cases of Prometeon employees*

	2022	2023	2024
The number of cases of recordable work-related ill health	0	0	0
The number of fatalities as a result of work-related ill health	0	0	0

*Work-related ill health cases of workers who are not employees*



## FATALITIES

From 2022 to 2024, there were no fatal accidents involving Prometeon Tyre Group employees or contractors working at the Company's operational sites.

## HEALTH AND SAFETY INVESTMENTS

Over the nine-year period from 2016 to 2024, the Group invested approximately €25.6 million in health and safety projects, including €2.8 million in 2024 alone.

These investments primarily focused on enhancing safety at manufacturing sites, with key improvements in machine guarding, ergonomics, and mobile equipment safety.

## HEALTH AND SAFETY TARGETS

The Company is committed to maintaining a **fatality-free workplace** as a fundamental priority. Ensuring the health and safety of our employees remains at the core of our operations, with a strong focus on risk prevention and continuous improvement.

To further strengthen our safety performance, we have set ambitious targets. Our primary short-term objective is to achieve a **20% year-over-year reduction** in the Total Recordable Injury Rate (TRIR). This continuous improvement approach aligns with our broader, long-term goal of reaching a **TRIR below 5 by 2027**, positioning us among the best-in-class safety performers in the industry, based on U.S. benchmarks.

To achieve these targets, we will continue implementing proactive safety initiatives, reinforcing leadership engagement, and fostering a culture of accountability and risk prevention across all sites.

## INDUSTRIAL REALATIONS

Prometeon Tyre Group's approach to **Industrial Relations** is founded on respect for constructive dialogue, fairness, and clearly defined roles. Ensuring and upholding free trade union activities is a core value embedded in the Company's Human Capital Management System. Relations and negotiations with trade unions are managed locally by each affiliate, in compliance with national laws, collective bargaining agreements at the national and/or company level, and the prevailing customs and practices in each country.

The general guidelines are defined by the headquarters and subsequently shared at the local level, ensuring that local departments follow the instructions provided by the headquarters. At local level, these activities are supported by the central department, which coordinates the activities and ensures that the aforementioned principles are observed throughout the Group.

Industrial Relations play an active role in the Company's commitment to health and safety, fostering strong collaboration between unions and workers. As of December 2024, 81% of Prometeon Tyre Group's employees are covered by representative bodies that, together with the Company, regularly monitor and address current issues, as well as develop awareness and intervention programs aimed at enhancing workplace safety and protecting employees' well-being.

Prometeon acts in compliance with statutory and contractual obligations governing overtime, time off, association and negotiation, equal opportunities and nondiscrimination, bans on child and forced labor.

The governance framework for protecting Human and Labor Rights is defined in Prometeon Tyre Group's Code of Ethics and its 'Global Human Rights' Policy, along with the 'Health, Safety, and Environment' Policy and the 'Social Responsibility Policy for Occupational Health, Safety, Rights, and Environment.' These documents are publicly available and have been communicated to employees in both English and local languages

Prometeon Tyre Group's approach has always been characterized **by compliance** with all legal and/or **contractual requirements** concerning **working hours**, the use of **overtime** and the right to regular **days of rest**. These requirements are often the subject of agreements with **trade unions**, in line with the regulatory context of each country. There are no restrictions on workers' right to use their total number of holidays and the period is generally agreed between the employee and the Company.

In addition to the trade union dialogue and coordination between Headquarter and local functions, Prometeon Tyre Group verifies the application of the law, rules and regulations of each country at its affiliates through periodic audits organized and performed on multi-annual basis by the Internal Audit, Sustainability & Compliance Department.

## LABOR AND SOCIAL SECURITY LAWSUITS

Prometeon Tyre Group is strongly committed to preventing and resolving labor and social security disputes whenever possible, including through settlement procedures. To support this effort, the Company has established a Risk Committee to assess the status of ongoing lawsuits and evaluate all possible resolution measures, with the ultimate goal of maintaining a low level of conflict within the organization.

## UNIONIZATION LEVELS AND INDUSTRIAL ACTIONS

The Company is not able to measure exactly the consolidated percentage of union membership at Group level, due to the fact that this information is not legitimately available in all countries where Prometeon Tyre Group operates.

However, it is estimated that over **81% of Prometeon Tyre Group employees are trade union members**. This figure is associated with the historical, regulatory and cultural differences between each country.

In 2024, collective agreements were renewed in Italy, Brazil, Turkey and Egypt, introducing significant updates, as outlined below.

### Italy

- **Production bonus:** new bonus scheme agreed linked to welfare, including also sales force and blue collars
- **Lunch Ticket:** increase in the daily meal voucher amount (Flexy Card) for all eligible employees
- **Parental leave:** paternity leave is doubled from 10 to 20 days and the indemnity for maternity leave is fully covered by the Company on top to social security one, guaranteeing full salary for the entire period
- **Mobility:** the company supports employees using annual public transportation subscriptions by covering one-third of the total cost

### Brazil

- **Flexible Work Arrangements:** shift options (6x1, 5x1, 3x3, 3x1) and remote work policies for administrative employees
- **Wage Adjustments and Economic Benefits:** salary adjustments based on inflation, night shift premium, retirement bonus, salary supplement for leave and profit-sharing plan

- **Working Conditions and Safety:** job stability for injured workers, mandatory safety training, accident reporting, conflict mediation and protection for pregnant workers
- **Benefits & Well-being:** health plan, childcare allowance, transportation support and job stability for employees approaching retirement.

### Turkey

- **Salary increase:** annual base salary adjustment split between the first and second half of 2025
- **Benefits & Well-being:** enhanced provisions for 2025 and 2026
- **Attendance monitoring:** implementation of the absenteeism tracking system and the Bradford Factor methodology
- **Health & Safety Compliance:** Implementation of HSE (Health, Safety and Environment) measures and disciplinary actions related to health and safety issues.

### Egypt

- **Salary increase:** base salary increases scheduled for 2024, 2025, and 2026, with defined minimum thresholds
- **Shift allowance:** increase in shift allowance effective January 2024, with specific percentage adjustments based on shift types
- **Merit-Based salary adjustment:** increase in merit allowance based on performance evaluations, with specific amounts assigned to different performance levels
- **Production incentives:** introduction of new segments for production incentives
- **Saving funds:** increase in the annual saving pool, with specific contributions from the Company and the employees.

## INITIATIVES FOR EXTERNAL COMMUNITIES

Prometeon Tyre Group is committed to playing an active and responsible role not only within the Company but also in the broader communities where it operates. Throughout 2024, Headquarters, Brazil, Turkey and Egypt implemented a wide range of social responsibility initiatives, aimed at building a positive impact and supporting local communities through concrete actions.

These initiatives reflect Prometeon's ongoing commitment to contributing to social well-being, fostering inclusive development and supporting projects that promote education, environmental sustainability, health and social inclusion. By engaging with local communities, supporting non-profit organizations and encouraging employee volunteering, Prometeon works to build stronger relationships with its surrounding environments, creating shared value that benefits both the community and the Company.

The following section provides an overview of the key community engagement initiatives carried out in 2024 by Prometeon's Headquarters and across its operations in Brazil, Turkey and Egypt, further demonstrating how the Company integrates social responsibility into its global sustainability strategy.

Some of the local initiatives have already been described in the section dedicated to Local Sustainability Committees, within the Governance dimension of this report, where the role of these committees in promoting sustainability at the regional level is further explored.

## BRAZIL

In Brazil, Prometeon Tyre Group reinforced its commitment to social responsibility throughout 2024 by implementing several initiatives aimed at supporting local communities, fostering education and creating opportunities for young talent. These efforts reflect Prometeon's broader mission to act as a responsible corporate citizen, addressing both emergency situations and long-term social development goals.

The year 2024 began with severe summer rains that caused devastating floods across Rio Grande do Sul. In response, Prometeon launched the **Solidarity Action**, mobilizing employees, suppliers and resellers to contribute essential supplies for affected families. The campaign resulted in the collection of 47,240 tons of donations, including clothing, blankets, water, food, diapers, mattresses, and cleaning products. All donated items were delivered through Prometeon's partner carriers to the Gravataí City Hall Social Fund, ensuring proper distribution to those in need. In addition to material donations, 496 employees contributed to a cash fundraising campaign, raising R\$47,110, an amount that was tripled by Prometeon, bringing the total donation to R\$141,330.

Prometeon also continued to invest in **educational and cultural initiatives**. On October 30, 2024, in partnership with Laranjeira Cultural, the Company inaugurated the **Little Great Readers Library** at the **Homero Thon Municipal School** in Santo André (SP). The new space offers 400 books, 210 educational items including toys and games, as well as specially designed furniture to foster reading and playing activities. The library also includes materials for early childhood development, such as rattles, building blocks, and memory games, supporting both cognitive and motor development for younger children.



*Little Great Readers Library at the Homero Thon Municipal School in Brazil*



In addition, Prometeon reaffirmed its commitment to creating opportunities for young people through its Young Apprentice Program, which continued to play a key role in 2024. Developed in partnership with renowned institutions such as Clasa, CIEE, and SENAI, the program offers professional development and hands-on experience to young talents preparing to enter the workforce. During 2024, a total of 317 apprentices gained valuable experience within the Company, supporting their personal growth and career development.

These initiatives describe how Prometeon Brazil integrates social responsibility into its business strategy, combining immediate support actions with long-term educational and professional development programs to foster a more inclusive and sustainable future.

## TURKEY

In Turkey, throughout 2024, Prometeon Tyre Group continued to demonstrate its commitment to Corporate Social Responsibility through a series of initiatives aimed at supporting education, environmental sustainability and community well-being.

As part of the **"Don't Throw Away & Donate"** campaign, organized **in collaboration with TEGV-NGO**, Prometeon facilitated the provision of **quality education for 20 children** by collecting and recycling electronic waste, turning environmental action into educational opportunities.

In addition, Prometeon encouraged employee engagement in charitable causes through the Wellbees Step Challenge, where 43 employees collectively walked over 7.6 million steps to promote a healthy lifestyle. As a result, a donation was made to UNICEF, funding the education of one child.

Education support also extended to earthquake-affected areas, with a book donation campaign for a primary school library in Hatay. Employees contributed books, which were used both as Christmas tree decorations at the workplace and subsequently donated to the school.

Prometeon also strengthened its long-standing partnership with TEGV Fireflies, a mobile education project providing educational opportunities to children in areas affected by the earthquake. As a tire donor, Prometeon ensured the safe mobility of the Fireflies education truck, helping it reach more children and continuing its valuable mission across the region.

## EGYPT

In Egypt, throughout 2024, Prometeon Tyre Group reinforced its commitment to supporting local communities, with a particular focus on youth development, education and social inclusion, through a series of impactful initiatives that reflect the Company's ongoing Corporate Social Responsibility efforts.

One of the most significant milestones of the year was the official inauguration of the **Youth Building Centre in Alexandria** in June 2024, a project initiated in 2017 and fully supported by Prometeon. Designed to serve both employees and their families as well as the local community, the centre offers dedicated spaces for sports, recreational activities, and educational programs, creating a welcoming environment where families and children can gather, play, and learn.



*Inauguration of Youth Building Center in Alexandria, Egypt in June 2024*

Prometeon Egypt also continued to play an active role in enhancing technical education, addressing the skills gap between education and industry needs. In 2024, the Company strengthened its collaboration with IECD through the **"Seeds of Hope Technical Internship Program,"** hosting and training six students in the Electrical Maintenance department over a two-month period, providing them with PPE, meals, and transportation.

In addition, Prometeon Egypt maintained its support for the **Technical Education Dual System Project at Al-Amerya Industrial Secondary School**, equipping students with hands-on technical training directly aligned with market needs. The project, which features a fully equipped maintenance and mechanical workshop provided by Prometeon, welcomed 60 students in 2024, offering practical training, transportation, uniforms, personal protection equipment, accident

insurance, daily meals, and monthly allowances, all in accordance with Ministry of Education requirements.

Prometeon also formalized a new strategic partnership with **Elsewedy Technical Academy (STA)**, one of Egypt's most reputable dual technical academies. Through this collaboration, Prometeon hosts 24 students per year from El Sadat Industrial School, supporting them throughout a three-year learning path that combines theoretical education with practical, on-the-job training. The program offers rotational training across Electrical Maintenance departments, safety sessions, and technical workshops, equipping students with the skills and knowledge necessary to successfully enter the workforce. Each year, approximately 20 students graduate with an Electrical Industrial Diploma, ready to contribute to Egypt's evolving industrial landscape.

Additionally, Prometeon Egypt upheld its commitment to social welfare through its ongoing **partnership with SOS Children's Villages in Alexandria**. This collaboration, launched in 2021 and fully aligned with Prometeon Headquarters' global initiative, continued in 2024, providing essential household appliances and furniture to support the daily lives of children living in the village.

These initiatives, further detailed in the section dedicated to Local Sustainability Committees, within the Governance dimension of this report, highlight Prometeon Egypt's holistic approach to community engagement, combining education, youth development, and social support to create long-term positive impact in the communities where it operates.



## SOS CHILDREN'S VILLAGES AROUND THE WORLD AND PROMETEAON

As a commitment to the external community, in 2021 Prometeon Tyre Group, at Headquarter level started a new partnership with an NGO called SOS Villaggi dei Bambini Italia known at international level as SOS Children's Village which operates globally. The first SOS Children's Village was founded by Hermann Gmeiner in Tyrol, Austria, in 1949. The organization was committed to helping them by building loving families and supportive communities. With the generous support of donors, child sponsors, partners and friends, Gmeiner's vision of providing loving care in a family environment for children without parental care and of helping families stay together so they can care for their children, has grown steadily over six decades.

Today, SOS Children's Villages is active in 136 countries and territories around the world, helping hundreds of thousands of children each year through alternative care, family strengthening, schools, health centers, and other community-based work. Children all over the world are growing up without the care, protection and guidance they need. SOS Children's Villages is there, working with children, young people and families to tackle this global issue on a local level.

The mission of SOS Children's Village is to build families for children in need, helping them shape their own futures, and sharing with them the development of their communities. Over the last 70 years, SOS Children's Villages has supported 4 million children through alternative care and family strengthening.

With this activity the Company supported **SOS Villaggi Bambini Italia** helping them to sustain children and family in need.

In April 2024, Prometeon demonstrated its commitment to social responsibility by taking part in the **Milan Relay Marathon**, a charity event that offered companies the opportunity to combine sports and solidarity. On this occasion, **Prometeon chose to support SOS Villaggi dei Bambini Italia, donating the entire registration fee to the organization.** This initiative reflects Prometeon's ongoing dedication to promoting positive social impact and supporting vulnerable children and families through concrete actions.

Furthermore, two other charity initiatives were organized during 2024, involving Prometeon's employee. The first initiative took place in July 2024, where over 30 dedicated employees volunteered their time and effort to set up tents for the NGO's summer camp in Caldonazzo (Trento). Their collective efforts ensured that more than 80 tents were ready to provide a beautiful and welcoming environment for children in need, creating a memorable and impactful experience for the young participants.



*Prometeon employees volunteering at the Caldonazzo summer camp in July 2024*



*Prometeon employees volunteering at the Caldonazzo summer camp in July 2024*



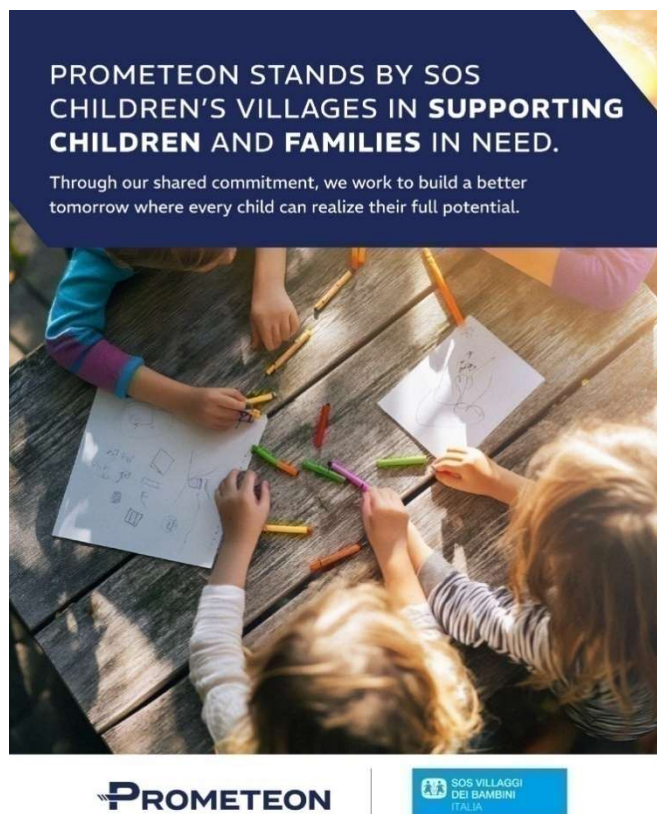
In November, Prometeon continued its support by organizing a second initiative focused on improving one of the NGO's facilities. Employees participated in clearing out and painting a room, transforming the space into a brighter and more functional area for the organization's activities.



*Prometeon employees volunteering at the NGO's facilities in Milan in November 2024*

Through these initiatives, Prometeon reinforced its dedication to fostering a supportive and engaged workforce while making a positive impact. The employees' involvement in these charitable activities underscored the company's values of empathy, collaboration and social responsibility and provided an enriching and rewarding experience for all those involved.

Moreover, to continue to give support to this NGO, Prometeon Tyre Group decided also for 2024 to renovate the sending of the e-card for the year end period which has been furnished and customized by SOS Villaggi dei Bambini Italia and thus with the aim to share the commitment of Prometeon with SOS Villaggi dei Bambini Italia as per the constant donations made by the Company. Communication has been sent at a global level to all white collars and for the blue collars the e card has been printed and hung in the factory. Moreover, the e-card has been sent also to suppliers, stakeholders, banks and customers.



*Prometeon e-card in collaboration with SOS Villaggi dei Bambini for the year 2024*





## SOS Children's Villages - Egypt – Alexandria



Prometeon Tyre Group Egypt developed a new partnership with SOS Children's Villages Egypt in 2022, focusing in particular on the village of Alexandria. This collaboration became even more significant after it was announced that the Cairo village would be closed, with all

children relocating to Alexandria, increasing the need for resources and assistance at that facility.

In 2023, Prometeon Egypt further strengthened its involvement with SOS Children's Villages, responding to priority needs identified during regular site visits. One of the key requests concerned suitable winter clothing for the children, driven by unexpectedly colder winters caused by climate change - a challenge for which the village was not adequately prepared. In addition, with the arrival of children from the Cairo village, there was an urgent need to furnish additional housing to accommodate the growing community.

To meet these requirements, in October 2023, Prometeon Egypt equipped new homes for 102 children, providing kitchen equipment, beds, sofas, fans, and other essential items, ensuring that the living spaces were comfortable and fully functional.

In addition to these tangible contributions, Prometeon's Human Resources team also spent a full day at the village, creating memorable moments with the children through games, celebrations, and playful activities, while also distributing sweets and toys. This day of connection and joy reflected Prometeon's broader commitment to fostering positive relationships and a sense of care for the children.

Furthermore, during a site visit, it was possible to meet the children along with their house mother. These special women, each responsible for caring for nine children per house, have chosen to dedicate their lives entirely to the village. By foregoing the possibility of building their own personal families, they live within the village itself, fully committing themselves to providing education, care, and affection to the children, creating a nurturing environment where they can grow up feeling loved and supported.

The **collaboration continued throughout 2024**, with Prometeon once again contributing to improve the **daily lives** of the children living in the village. During the year, the Company provided **essential household appliances and furniture**, helping to ensure that the children's living spaces were comfortable, functional and well-equipped to meet their everyday needs.



## ENVIRONMENTAL DIMENSION

This chapter provides a comprehensive overview of Prometeon Tyre Group's environmental strategy, management systems and performances for the year 2024.

The roadmap for reducing our impact and mitigating risks is also disclosed, with a focus on transition plans and the use of renewable and circular materials.

### PROMETEON TYRE GROUP ENVIRONMENTAL STRATEGY

Prometeon's strategy includes a climate transition plan. Our plan is aligned with the Paris Agreement and guided by the **Science Based Targets initiative (SBTi)**. The plan focuses on reducing GHG emissions across Scope 1, 2, and 3, **targeting net-zero by 2040**. Key initiatives include renewable energy adoption, sustainable product innovation, and circular economy practices. Governance of the plan is integrated into our corporate strategy, overseen by the Sustainability Committee. Progress is tracked using specific KPIs, which are disclosed annually in our sustainability report.

### ENVIRONMENTAL MANAGEMENT SYSTEM

Prometeon Tyre Group is committed to sustainable operations and all production sites have implemented an Environmental Management Systems certified under **ISO 14001**. These certificates are issued by Certification Bodies accredited by the US ANSI National Accreditation Board (ANAB) and CISQ, the Italian member of IQNET, the largest international network of Certification Bodies.

Our Turkish factory has also implemented an Energy Management System certified under ISO 50001.

The Group actively **monitors environmental performance at each manufacturing site, R&D center and at the HQ central office through a centralized, web-based Environmental Data Management System (Sphera Cloud Corporate Sustainability - SCCS)**. This system is managed by Internal Audit & Sustainability dept. in conjunction with Health, Safety, and Environment to ensure consistent oversight across all sites.

Furthermore, through our Enterprise Risk Management program, all environmental risks are closely monitored and assessed by the Risk Committee. Regular updates ensure that the General Manager and Board of Directors are well-informed on key developments in environmental sustainability.

## SCOPE OF REPORTING

The performances described here are related to the year 2024 and compared with the two previous years 2022 and 2023.

2016, the year of the Prometeon Tyre Group spin-off as Pirelli Industrial, is set as the initial reference for energy consumption and GHG emissions to assure a consistent benchmark for the group performances.

KPIs and Targets are set for both short and long terms to better manage and monitor the Company progress towards climate neutrality and sustainable use of resources.

Energy consumption, Greenhouse gas emissions, water withdrawals and discharge, waste management, use of solvents are collected and monitored with our SCCS Environmental Data Management System and reported both as absolute values and as intensity values.

The reporting scope includes **all our four factories, the new HQ in Milan (from Aug 2024), the R&D center in Cinisello Balsamo (Milan) and the factories' R&D covering more than 97,5% of total group energy consumption and emissions.**

Operational control consolidation approach, as defined under the GHG Protocol, has been adopted.

Regarding GHG emissions, scope 1 and 2 are fully disclosed in the aforementioned perimeter and the Company is **actively working to implement scope 3 upstream and downstream accounting**. Both Location and Market based data are reported.

Starting from this year, Prometeon is also reporting as Group in the **CDP** platform.

## ENVIRONMENTAL PERFORMANCES

The following sections provide a comprehensive overview of Prometeon Tyre Group's environmental performances for the year 2024.

Important results have been achieved.

In 2024, the total electrical consumption of Brazilian factories was fully covered by **International Renewable Energy Certificates (I-REC)**, bringing the **renewable share of total electrical energy to 47.8%**.

GHG inventory has been completed for scope 1 and 2 and we are working on scope 3.

The market-based figures showed a reduction of total emissions by 22.9% compared to the previous year.

Water and waste management are under control and solvent use is following the planned reduction path.

The commitment and the targets on growing use of renewable and circular materials is confirmed.



## ENERGY

The Company monitors, manages and reports its energy consumption through four main indicators:

- Absolute consumption, measured in GJ, including the total consumption of electrical energy, natural gas, produced or purchased thermal energy, LPG and any other used combustibles
- Specific consumption, measured in GJ per ton of finished product
- Specific consumption, measured in GJ per EUR of Operating Income
- Specific consumption, measured in GJ per EUR of Revenue

Data are reported with details on sources of energy, showing trends and having as primary reference the values in the base year 2016.

Scope 1	1.152.974 GJ
Scope 2	1.641.618 GJ
<b>TOTAL</b>	<b>2.794.592 GJ</b>

*ABSOLUTE CONSUMPTION Base Year 2016*

The Sustainability Energy Plan implemented before the spin-off of Prometeon from Pirelli set a target of 10,98 GJ per ton of finished product for 2016. With production in that year amounting to 264,732 tons, the target was achieved with a value of 10,56 GJ per ton.

Since then, new **targets** have been set **for energy reduction** as follows:

<i>Base year 2016</i>	<i>2025</i>	<i>2030</i>
-	-23%	-31%
10,56 GJ/ton	8,13 GJ/ton	7,29 GJ/ton

*Energy Intensity targets*

Prometeon Tyre Group has started disclosing energy data in the CDP platform since 2024 (for 2023 reporting year) and data shown in the following tables and charts are aligned with CDP datapoints for an easier comparison.

The total energy consumption for the reporting year 2024 and the two previous years is detailed in the following table.

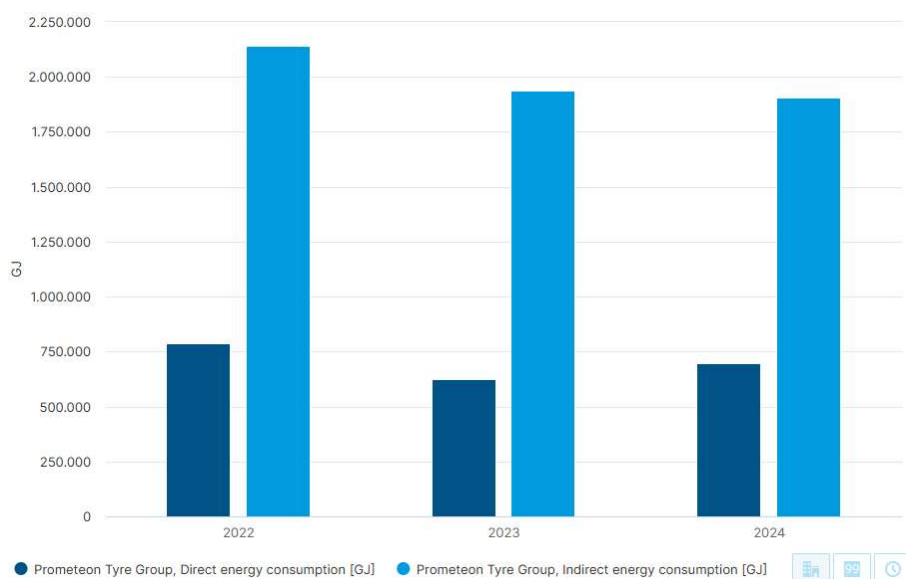
	2022	2023	2024
<b>Scope 1</b>	<b>786.957</b>	<b>624.076</b>	<b>696.921</b>
Natural Gas	760.334	602.560	641.439
Mobile energy non-renewable	26.623	21.516	53.387
Mobile energy renewable fuels	0	0	2.094
<b>Scope 2</b>	<b>2.140.928</b>	<b>1.939.026</b>	<b>1.953.421</b>
Electrical energy (grid mix)	1.278.823	1.110.697	613.668
Electrical energy (CHP, HRSG)	0	13.689	0
Electrical energy (renewable)	0	0	561.034
Steam from CHP, HRSG	862.104	814.640	531.399
Steam from Biomass	0	0	247.320
<b>TOTAL</b>	<b>2.927.884</b>	<b>2.563.103</b>	<b>2.650.342</b>

*Total Energy consumption in GJ*

Direct energy consumption -scope 1 as defined under GHG Protocol- includes natural gas for steam production, LPG and other fuels for mobile energy (own fleet).

Indirect energy consumption -scope 2 as defined under GHG Protocol- includes electrical energy from the grid, from gas turbine HRSG and from certified renewable sources, steam from CHP, from HRSG and from biomass.



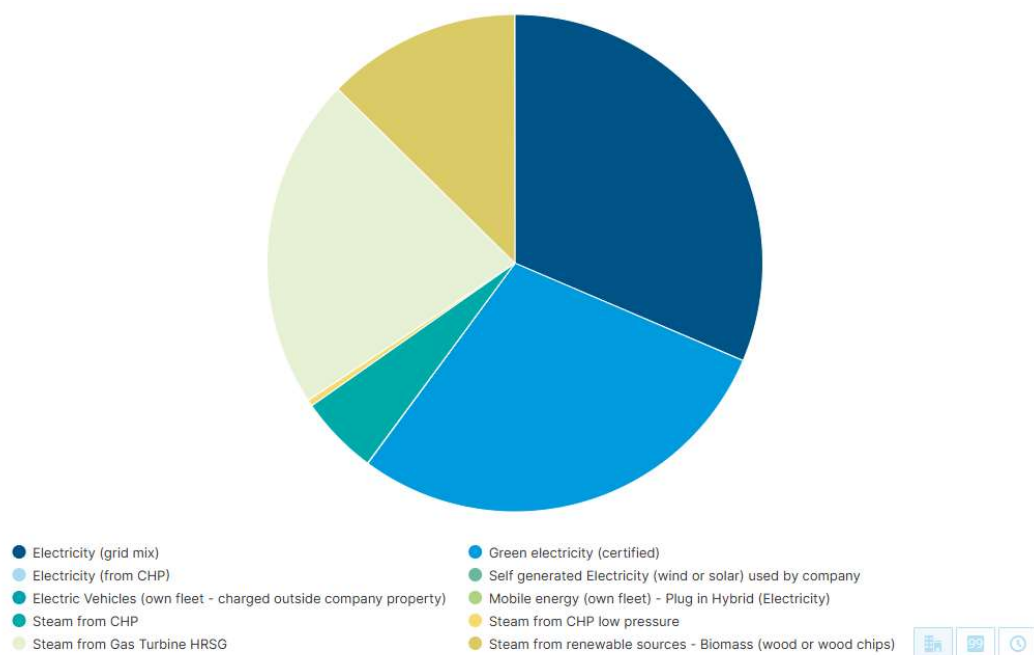


*Direct -scope 1- and Indirect -scope 2- consumption*



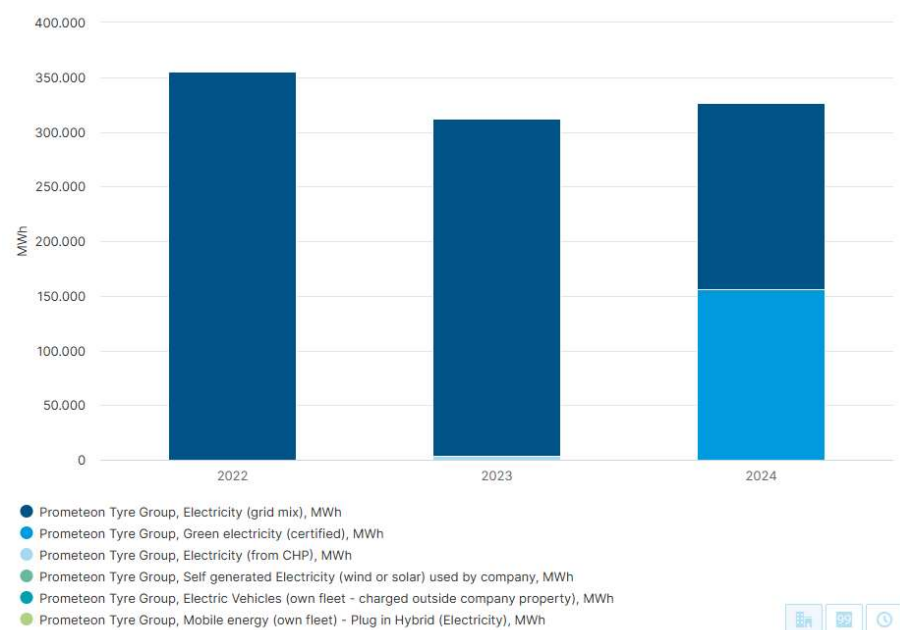
In 2024, the total electrical consumption of our Brazilian factories in Santo André and in Gravataí is fully covered by International Renewable Energy Certificates (I-REC) that certify the renewable origin of the sourced electricity.

Notably, in 2024 41,4% of scope 2 consumption is from renewable sources as shown in the chart below.



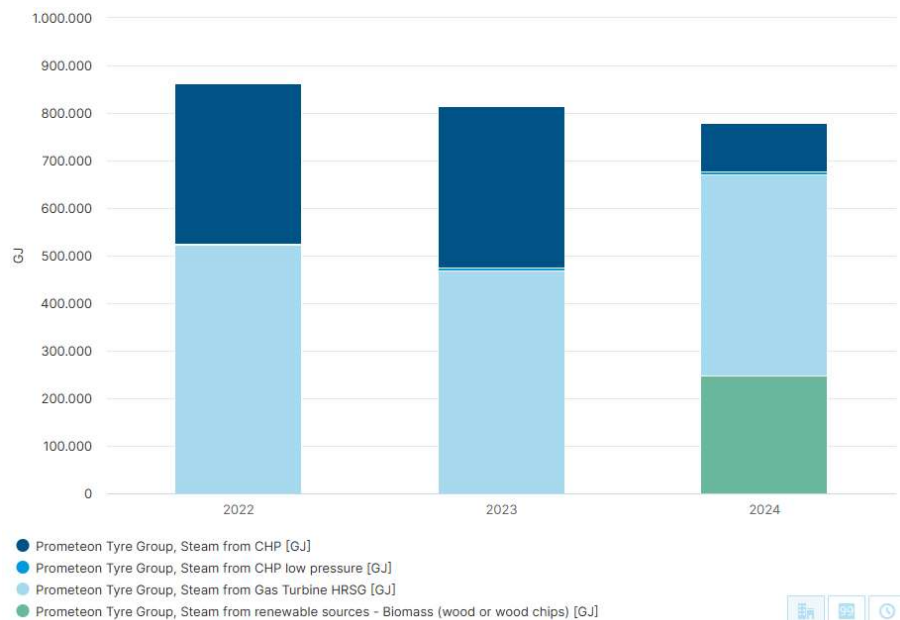
*Indirect -scope 2- consumption by source*

To be noted the sharp growth of **renewable** on total electrical energy at **47,8%** in 2024



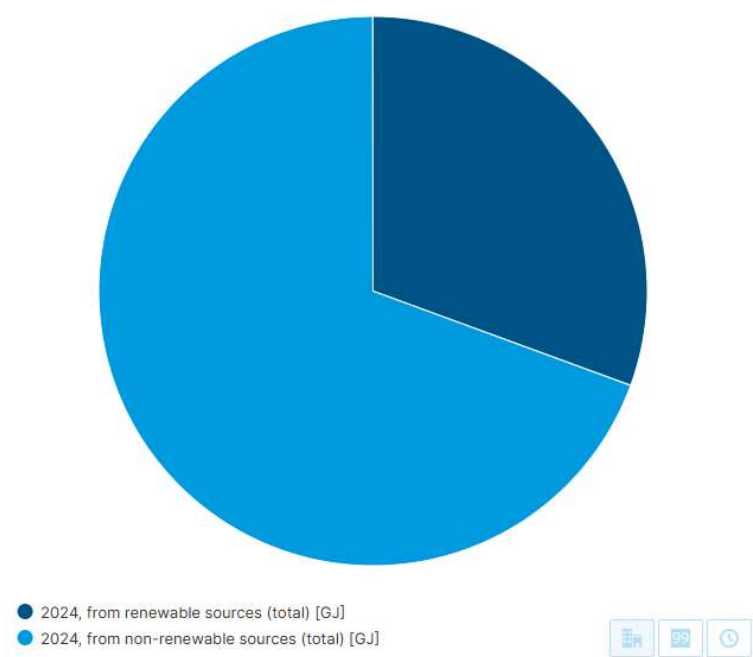
*Electrical energy and its renewable share*

and the substantial use of steam from high efficiency -third parties combined heat and power plants (CHP) and gas turbine heat recovery steam generators (HRSG)- and renewable sources -biomass fuel-



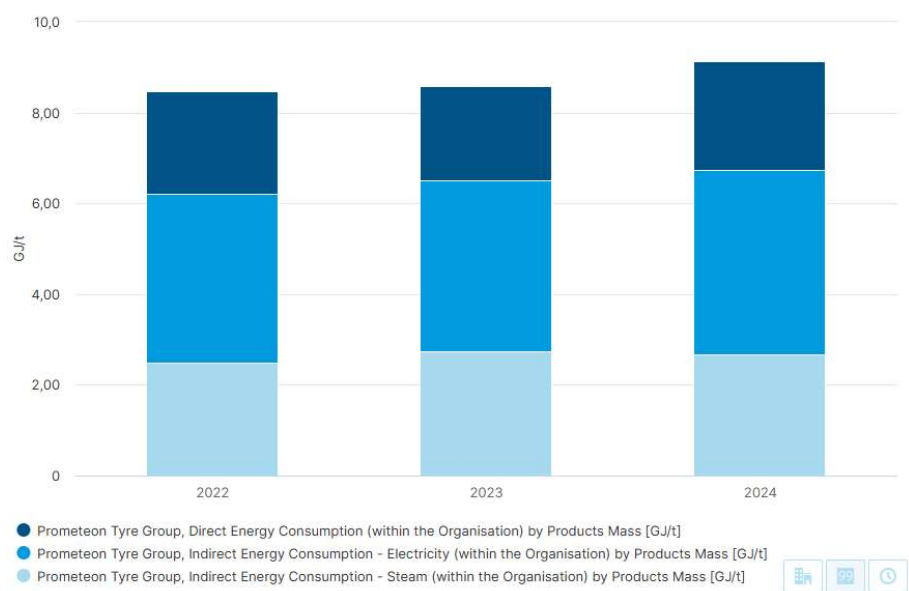
*Steam consumption by source*

with an **overall renewable share of 30,6%.**



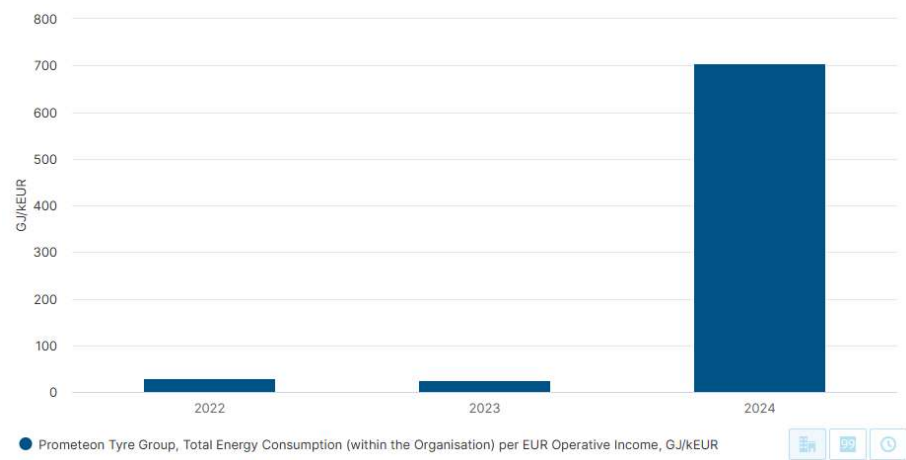
Prometeon renewable energy share

In 2024 the specific consumption per ton of finished product is respectively at 58,9% and at 43,7% of the 2025 and 2030 targets.

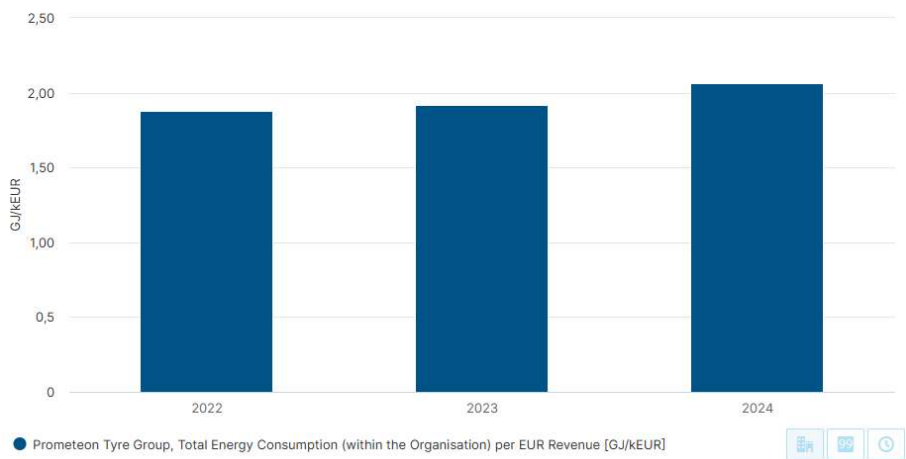


Specific consumption in GJ per ton of finished product

The consumption per EUR of Operating Income and the new added KPI consumption per EUR of Revenue are shown in the following charts.



Consumption per EUR of Operative Income



Consumption per EUR of Revenue

The following table summarises our intensity values.

	2022	2023	2024
GJ/ton	8,48	8,59	9,13
GJ/kEUR Op. Income	28,6	25,2	705,4
GJ/kEUR Revenue	1,88	1,92	2,07

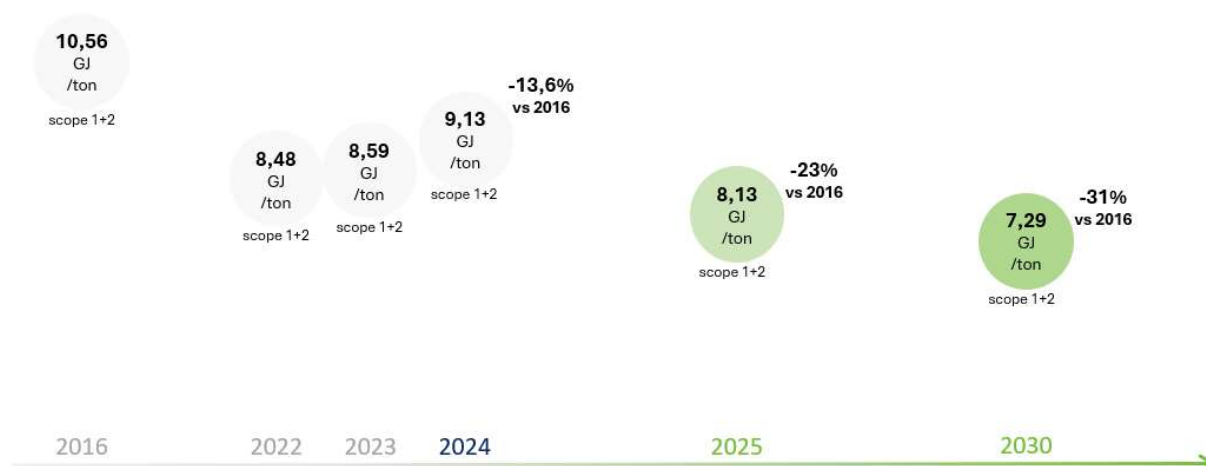
Energy Intensity

## ENERGY TRANSITION PLAN

The Prometeon climate transition plan is rooted in the **reduction of energy consumption**. Many actions have been taken to improve the energy management system, the efficiency of the production and distribution systems, to recover the heat generated for the production and to optimize the processes.

The figures for 2024 show a reduction of specific consumption compared to 2016 of 13,6%.

### Energy Transition Plan



Energy Transition Plan

The progress towards our targets is shown in the following table.

Reduction relative to Base year 2016	% of 2025 target achieved relative to Base year 2016	% of 2030 target achieved relative to Base year 2016
-13,6%	58,9%	43,7%

Energy Intensity targets progress in 2024

Prometeon undertakes initiatives annually to continuously improve energy efficiency. The following table summarizes the most relevant actions in 2024. **The overall effort accounts for**

more than 3,2% of the total location-based emissions in 2024 (see next chapter for details on GHG emissions).

	sub-category	description	number of actions	Investment [kEUR]	Benefit [kEUR/year]	Payback [years]	CO2-e Saving [t CO2-e/year]	Status
<b>Gravatá - Brazil</b>			3	276	148		493	
Energy efficiency in buildings	HVAC	Replacement of gas with biomass generated steam fancoils	1	200	104	4-10	311	Completed
Energy efficiency in production processes	Equipment replacement	Steam traps replacement	1	29	39	4-10	181	Completed
	Cooling technology	Electrical cabinets cooling system replacement	1	47	5	4-10	1	Completed
<b>Santo André - Brazil</b>			2	649	228		1.023	
Energy efficiency in production processes	Waste heat recovery	New insulated tank for boiler deareator	1	341	148	4-10	532	Ongoing
	Steam system	Steam system insulation	1	308	80	4-10	491	Ongoing
<b>Alexandria - Egypt</b>			3	650	263		1619	
Energy efficiency in production processes	Compressed air	Monitoring system	1	120	63	4-10	485	Completed
	Steam boiler	Auxiliary burner and systems for minimum load	2	530	200	4-10	1134	Ongoing
<b>Izmit- Turkey</b>			11	480	438		1.735	
Energy efficiency in buildings	Automation	Heating and fresh air automation	2	145	105	1-3	362	Completed
	Equipment replacement	Fans replacement	1	100	68	1-3	253	Completed
Energy efficiency in production processes	Motors and Drives	Driver application	4	120	128	1-3	477	Completed
	Equipment replacement	Water and vacuum pumps replacement	3	85	116	1-3	431	Completed
	Smart control system	Steam leakage diagnostic system for steam traps	1	30	21	1-3	212	Completed
<b>TOTAL</b>			19	2.055	1.077		4.870	

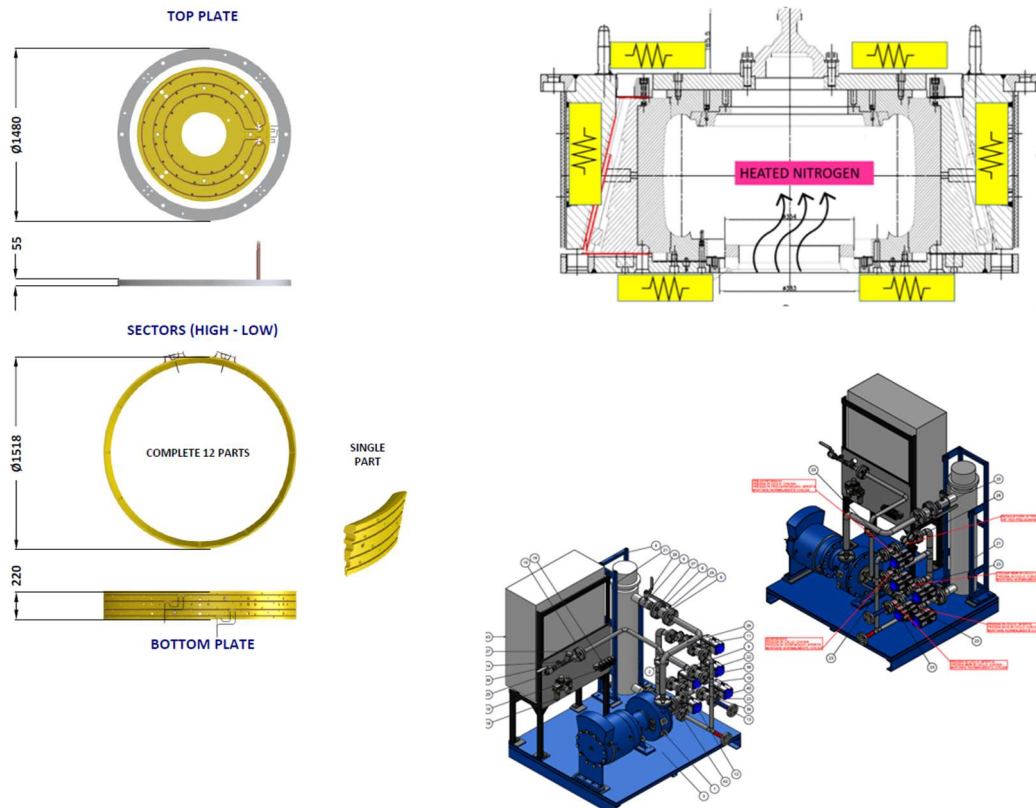
### Energy efficiency actions

Further initiatives to target an even more significant improvement in energy efficiency in the mid-term are focused on technological and process changes.

In **mixing**, a **major change in the line configuration and process improvements** with the purpose of increasing productivity, reducing the cycle time and thus energy consumption are in the trial phase.

In **semifinishing** dept., the **replacement of the open mills with extruders** for compound feeding is progressing. This will improve not only the HSE conditions, but also the energy efficiency with a total estimated reduction at the end of the implementation of more than 12.000.000 kWh/year (more than 3.500 ton CO2-e/year with an average location-based impact factor).

In **curing**, a project to develop **electrical presses** is ongoing. The new solution with resistances and heated nitrogen is designed to improve process control, while eliminating the need for steam and thus the use of fossil fuel.



Equally important to mention, for the new **Headquarter in Milan**, where we moved in the summer of 2024, we have selected a **LEED v4 Gold** certified building (Building Design and Construction: Core and Shell), have installed charging stations for the company bikes and cars and covered **100% of the electrical energy** purchase with **renewable sources certificates**.

These actions and the increasing share of renewable and high efficiency sources of energy create a solid base for the ambition to be carbon neutral by 2040.





## GHG AND CLIMATE TRANSITION PLAN

Prometeon Tyre Group recognizes the importance of having a climate transition plan and has set a roadmap toward net-zero.

In 2024 the Company **completed the full GHG inventory for scope 1 and 2** and implemented a data collection and reporting system that automatically gathers the energy consumption data and calculated the **GWP impact using constantly updated libraries**.

With the implementation of the new Environmental Data Management System, the first step for the formulation of our transition plan has been completed. Scope 1 and scope 2 consumption and impact are now fully measured and progress is tracked. We have expanded the scope of reporting to include the **HQ in Milan, Italy, the R&D Center in Italy, the company cars, VANs and testing Trucks covering more than 97.5% of our scope 1 and scope 2 impact**.

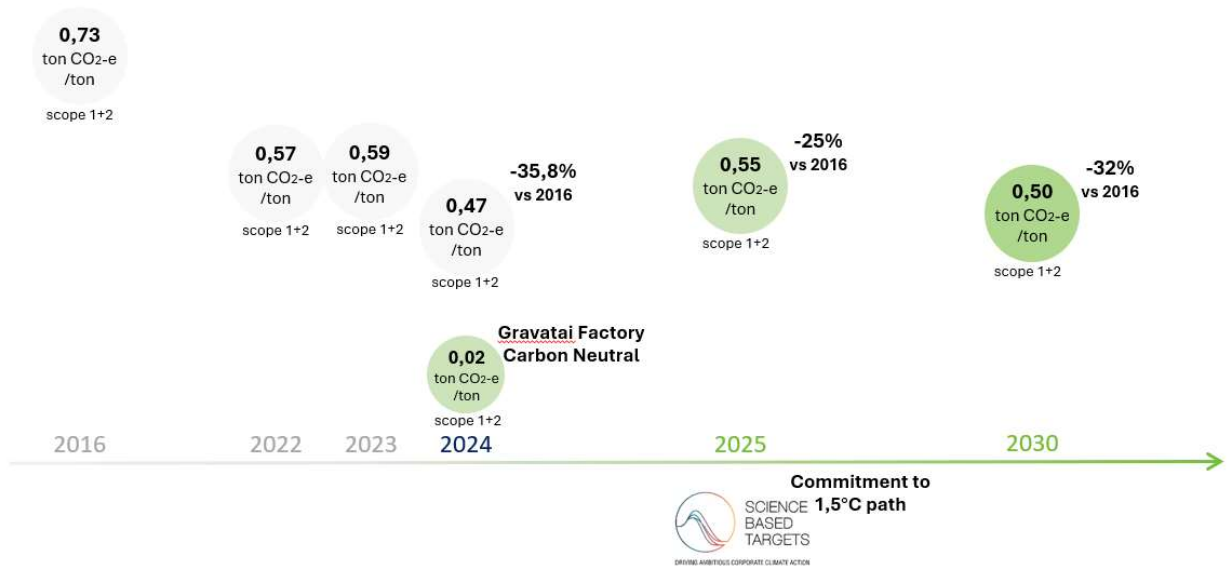
Our transition plan identifies as primary target to be Net-Zero following the **1,5°C path** as per **Science-Based Target initiative -SBTi-** definition by **2040**. This challenging plan imposes a roadmap on two parallel rails: the path for a structured definition of mid-term and long-term science-based targets and prompt actions for impact reduction.

During 2024 Prometeon has successfully completed the **Climate Ambition Accelerator**, a **United Nation Global Compact program** to help businesses advance their climate goals and align their operations with the global target of limiting warming to 1.5°C above pre-industrial levels, as outlined in the Paris Agreement. Such program spans six months and includes workshops, peer-to-peer learning, and expert guidance and is designed to provide companies with the knowledge and tools needed to set and achieve science-based emissions reduction targets, fostering collaboration and innovation in addressing climate change.

Our transition plan has set the **year 2025 to develop the scope 3 inventory** and to commit with SBTi.

While we are completing upstream and downstream emissions inventory, we are already working on addressing the main challenges we have identified in our product LCA. In particular, scope 3 category 1 'purchased goods and services', category 11 'use of sold products' and category 12 'end-of-life treatment of sold products' have been identified as the major contributors and addressed with specific actions.

# Climate Transition Plan



## Climate Transition Plan

The main actions Prometeon has identified and included in the transition plans for our own emissions (scope 1+2) are, aside the year-on-year efficiency on energy consumption to continue promote improvements in the operations, the increase in the renewable energy share and the switch to biomass fuel for steam production.

The provisional targets for GWP Impact are set with reference to year 2016 (location- and market-based values are the same).

Scope 1	61.762 ton CO2-e
Scope 2	130.624 ton CO2-e
<b>TOTAL</b>	<b>192.386 ton CO2-e</b>

GWP100years Base Year 2016

The target for the specific emissions is the base year was set at a value of 0,75 ton CO2-e/ton of finished product. Such target has been met with a value of 0,73 ton CO2-e/ton.

Since then, new provisional **targets** have been set **for specific emissions (market-based)** reduction as follows:

<i>Base year 2016</i>	<i>2025</i>	<i>2030</i>
-	-25%	-32%
0,73 ton CO2-e/ton	0,55 ton CO2-e/ton	0,50 ton CO2-e/ton

*GWP100years targets*

The total GWP impact for the reporting year 2024 and the two previous years is detailed in the following table. Starting for 2024 with the introduction of the renewable energy Certificates and the change in accounting for biomass in Brazil, location-based and market-based emissions have different values and biogenic emissions are reported separately.

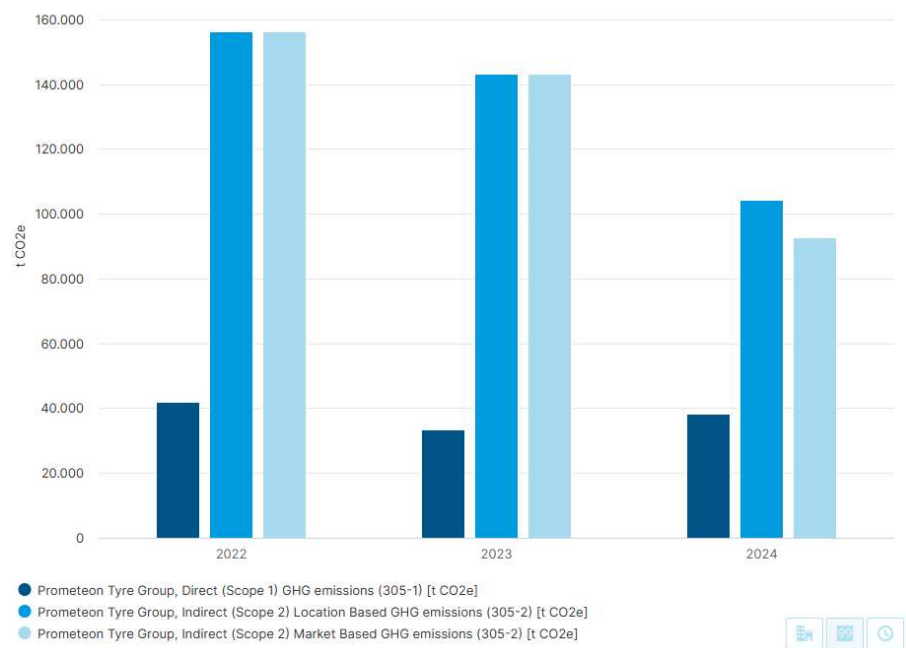
	<i>2022</i>	<i>2023</i>	<i>2024</i>	
			<i>Location-based</i>	<i>Market-based</i>
<i>Scope 1</i>	42.095	33.386	38.189	
<i>Scope 2</i>	156.347	143.189	109.707	97.970
<i>TOTAL</i>	<i>198.442</i>	<i>176.576</i>	<i>147.896</i>	<i>136.159</i>

*GWP100years ton CO2-e*

	<i>2022</i>	<i>2023</i>	<i>2023</i>
<i>Scope 1</i>	0	0	0
<i>Scope 2</i>	0	0	25.412
<i>TOTAL</i>	<i>0</i>	<i>0</i>	<i>25.412</i>

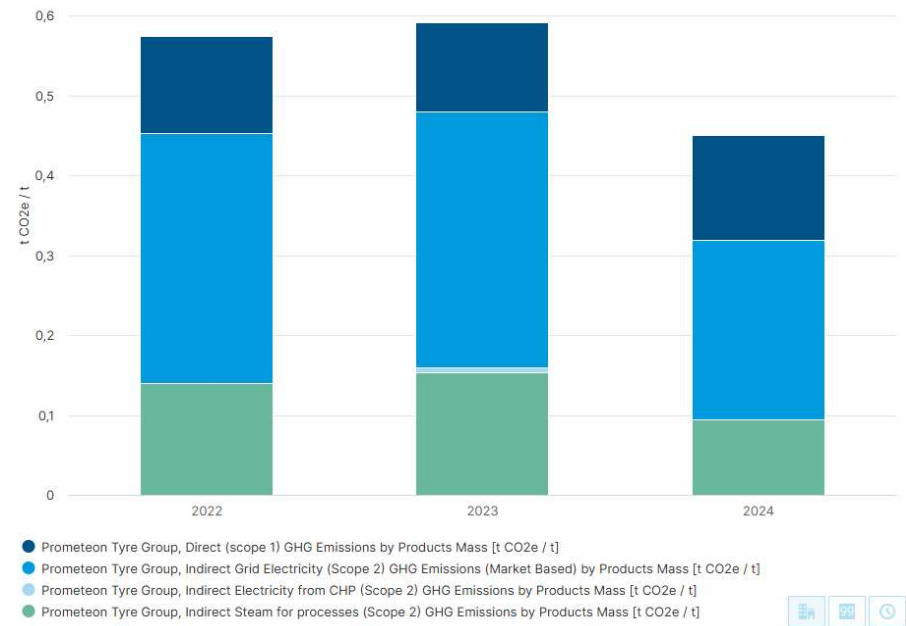
*Biogenic CO2 emissions ton CO2*

The market-based figures for 2024 show a reduction of total emissions compared to the previous year of 40.416 ton CO<sub>2</sub>-e (-22,9%) and a reduction of total emissions compared to the base year of -56.227 ton CO<sub>2</sub>-e (-29,2%).



Direct -scope 1- and Indirect -scope 2- location- and market-based emissions

This significant improvement is reflected also in the specific emissions index.



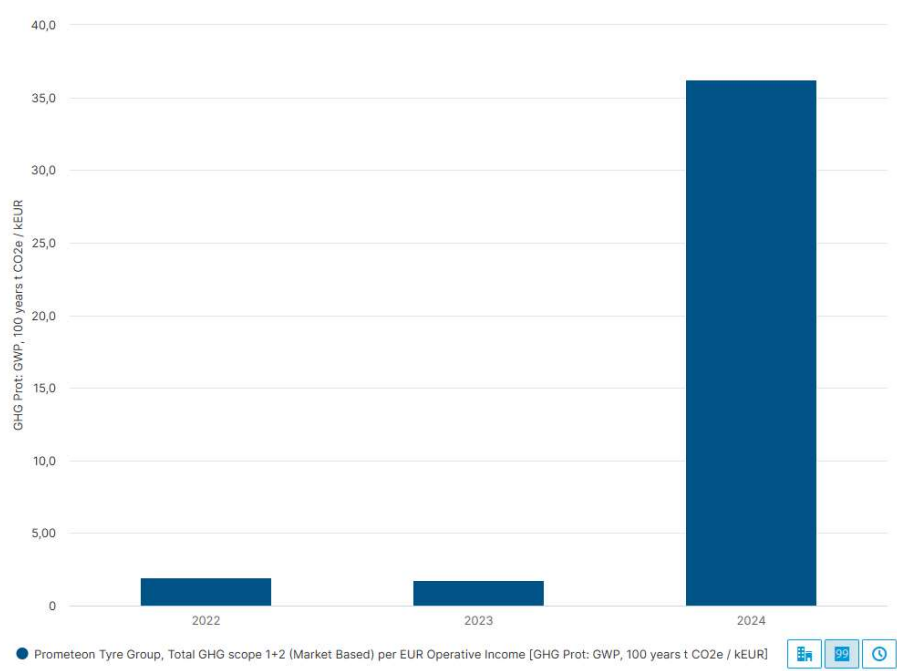
Specific emissions by source in ton CO<sub>2</sub>-e/ton market-based of finished products

The progress towards our targets is shown in the following table. In 2024 Prometeon has already overachieved its target for 2030.

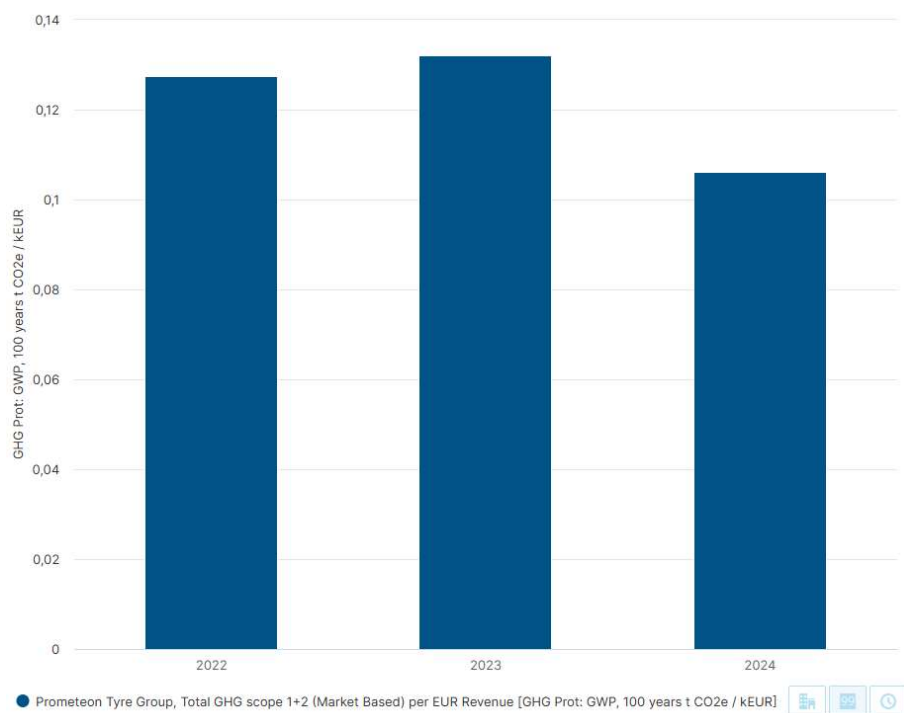
<i>Reduction relative to Base year 2016</i>	<i>% of 2025 target achieved relative to Base year 2016</i>	<i>% of 2030 target achieved relative to Base year 2016</i>
-35,8%	143,0%	111,7%

*Emissions Intensity targets progress in 2024*

The specific GWP100years impacts per EUR of Operating Income and per EUR of Revenue is shown in the following charts.



*Specific emissions by source in ton CO<sub>2</sub>-e/kEUR of Operative Income*



#### *Specific emissions by source in ton CO2-e/kEUR of Revenue*

The following table summarize the specific GWP100years impact per ton of finished product, per kEUR of Operating Income and per kEUR of Revenue.

	2022	2023	2024
ton CO2-e/ton	0,57	0,59	0,47
ton CO2-e/kEUR Operative Income	1,94	1,73	36,24
ton CO2-e/kEUR Revenue	0,127	0,132	0,106

#### *GWP100years Intensity*



## SOx and NOx EMISSIONS

To provide a comprehensive overview of our environmental impact, we also disclose data on emissions of sulfur oxides (SOx) and nitrogen oxides (NOx). Monitoring and reducing these pollutants are crucial components of Prometeon's commitment to sustainability.

	2022		2023		2024	
	SOx	NOx	SOx	NOx	SOx	NOx
Gravatá - Brazil	5,34	58,52	0,08	11,91	0,08	11,91
Santo André - Brazil	1,38	15,68	1,06	12,03	0,06	0,04
Alexandria - Egypt	8,20	19,10	7,50	23,40	7,18	25,40
Izmit - Turkey	-	-	-	-	-	-
<b>TOTAL</b>	<b>14,92</b>	<b>93,30</b>	<b>8,64</b>	<b>47,34</b>	<b>7,33</b>	<b>37,35</b>

*SOx in ton SO<sub>2</sub>-e, NOx in ton NO<sub>2</sub>-e*

The production plant in Izmit, Turkey has no process involving combustion and thus is not emitting any SOx or NOx.

The emissions are calculated based on hourly emissions measurements.





## WATER

Water is one of the planet's most vital resources, and at Prometeon we recognize our responsibility to manage it wisely. From minimizing consumption in our manufacturing processes to implementing advanced water recycling systems, we are committed to reducing our impact on this precious resource while supporting the communities and ecosystems that depend on it.

In the environmental strategy of the Group, the efficient and responsible use of water in production processes and at workplaces is addressed comprehensively with **actions to improve it from design of the machinery and utilities to facility management activities**. Particular attention is paid to the local context of the use of this resource, with action plans identified considering not only the amount consumed by Prometeon Tyre Group but also various external risks concerning local water resources such as water absence, scarcity, and drought.

According to Aqueduct Water Risk Atlas [www.wri.org](http://www.wri.org) our factories in Alexandria, Egypt, in Izmit, Turkey and in Gravataí, Brazil are in areas classified as under water stress.

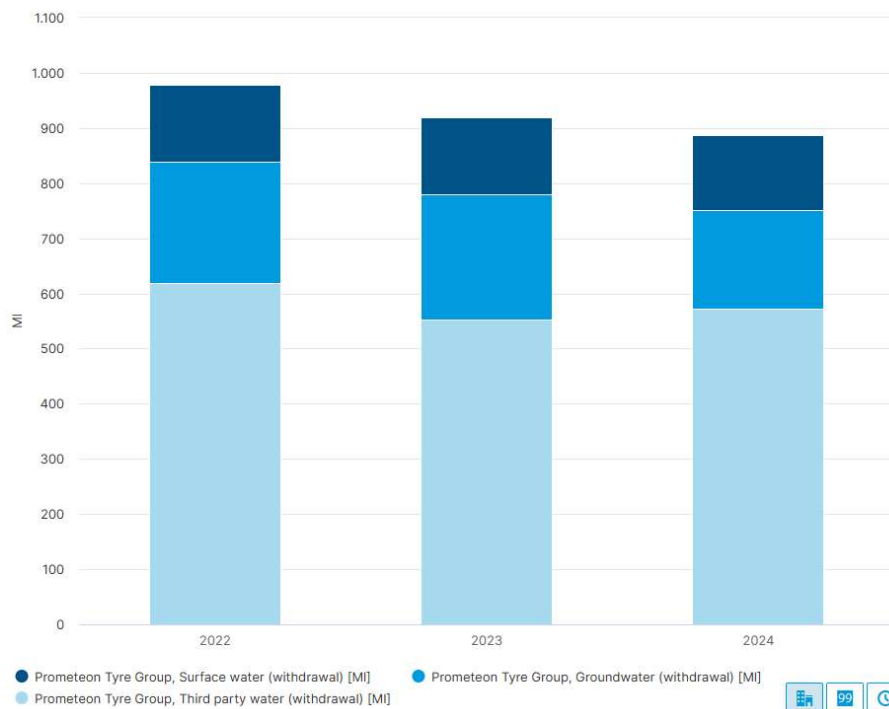
Prometeon addresses this issue not only with the required additional disclosure but also focusing its plans for water efficiency and treatment.

The Company monitors and manages its water footprint through two main indicators:

- Absolute withdrawal, measured in megaliters (Ml)
- Specific withdrawal, measured in m3 per ton of finished product

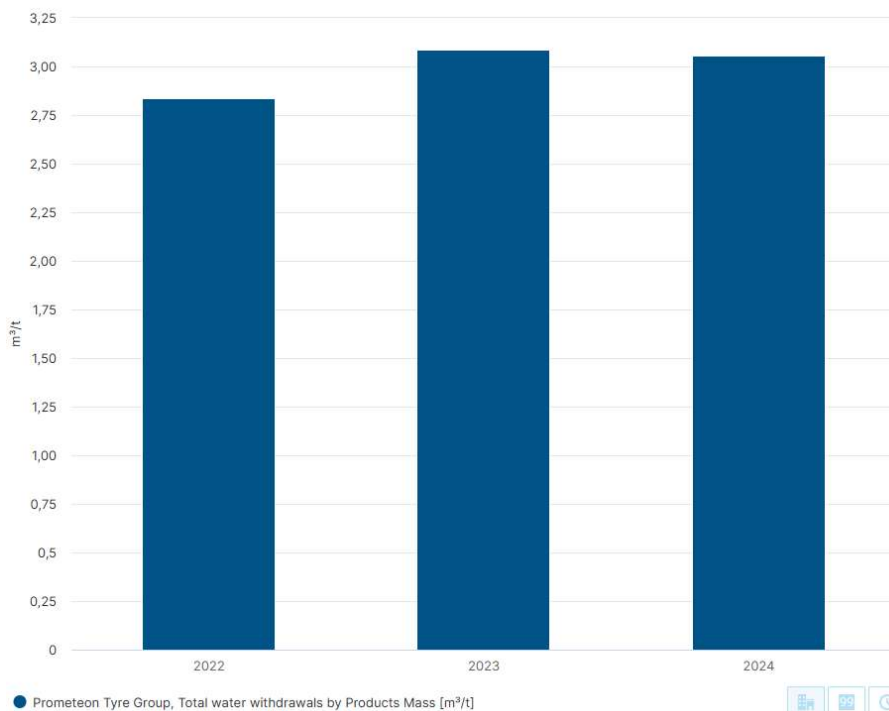
The figures in the following charts and tables show the water data and management performances of the 4 Prometeon factories located in Brazil, Egypt and Turkey. The production plants' performances are monitored on a continuous basis throughout the year as production and is the major driver of water use at the Group level. Other Company premises besides the mentioned factories, i.e. headquarters and R&D center in Italy as well as offices of subsidiaries and commercial branches in Germany, Poland, Spain, Switzerland and the UK are not monitored given the amount of water consumed by these latest is considered irrelevant for reporting purposes compared to the factories.

The **year 2024** recorded an absolute withdrawal of 887 mega liters, that compared to the previous year corresponds to a **decrease of 4,1% of water withdrawal**.



*Total water withdrawal by source*

The 2024 trend of the **specific consumption** is positive with a reduction of 1% compared to 2023, reaching the value of **3,05m3/ton**.



*Total water withdrawal by Products mass m3/ton*

The following table shows the total water withdrawal by source and with a split for the areas with water stress. Minor adjustments to data from previous years are due to the correction of values for harvested rainwater, discharged water for irrigation, and produced water, now accounted for as third-party water.

Water withdrawal by source	2022		2023		2024	
	All areas (Ml)	Areas with water stress (Ml)	All areas (Ml)	Areas with water stress (Ml)	All areas (Ml)	Areas with water stress (Ml)
Surface water (Total)	139	139	139	130	136	111
Freshwater (*)	139	139	139	130	136	111
Other water (**)	-	-	-	-	-	-
Groundwater (Total)	220	220	233	232	178	178
Freshwater (*)	220	220	5	5	178	178
Other water (**)	-	-	227	227	-	-
Seawater (Total)	-	-	-	-	-	-
Freshwater (*)	-	-	-	-	-	-
Other water (**)	-	-	-	-	-	-
Produced water (Total)	-	-	-	-	-	-
Freshwater (*)	-	-	-	-	-	-
Other water (**)	-	-	-	-	-	-
Third-party water (Total)	619	425	553	393	572	404
Freshwater (*)	484	290	553	393	572	404
Other water (**)	135	135	-	-	-	-
<i>Total third-party water withdrawal by withdrawal source</i>						
Surface water	x	425	x	393	x	404
Groundwater	x	-	x	-	x	-
Seawater	x	-	x	-	x	-
Produced water	x	-	x	-	x	-
<i>Total water withdrawal</i>	<i>979</i>	<i>785</i>	<i>925</i>	<i>755</i>	<i>887</i>	<i>694</i>

(\*) fresh water: ≤ 1.000mg/l Total Dissolved Solid

(\*\*) other water: > 1.000mg/l Total Dissolved Solid

### Water withdrawal details

In line with the targets set under the Sustainable Development Goal “6 Clean Water and Sanitation”, the Company is committed to the improvement of water quality by decreasing the proportion of untreated wastewater, increasing recycling and safe reuse of wastewater.

In 2024 a total of 432 mega liters of domestic and industrial wastewater were discharged. 116 mega liters were discharged into surface water bodies, always in quantities that were marginal in relation to the volume of the receiving bodies and without significantly impacting biodiversity. Before being discharged into the final recipient, industrial wastewater – adequately treated as necessary – was periodically subjected to analytical tests that certify substantial compliance with locally applicable statutory limits.

The following tables below show the details of water discharge and water consumption.

	2022		2023		2024	
<i>Water discharge by destination</i>	<i>All areas (Ml)</i>	<i>Areas with water stress (Ml)</i>	<i>All areas (Ml)</i>	<i>Areas with water stress (Ml)</i>	<i>All areas (Ml)</i>	<i>Areas with water stress (Ml)</i>
Surface water	151	x	127	x	116	x
Groundwater	-	x	-	x	-	x
Seawater	-	x	-	x	-	x
Third-party water (total)	304	x	273	x	316	x
Third-party water sent for use to other organization	-	x	-	x	-	x
<i>Total water discharge</i>	<i>455</i>	<i>417</i>	<i>400</i>	<i>360</i>	<i>432</i>	<i>388</i>

	2022		2023		2024	
<i>Water discharge by freshwater and other water</i>	<i>All areas (Ml)</i>	<i>Areas with water stress (Ml)</i>	<i>All areas (Ml)</i>	<i>Areas with water stress (Ml)</i>	<i>All areas (Ml)</i>	<i>Areas with water stress (Ml)</i>
Fresh water ( $\leq 1.000\text{mg/l}$ Total Dissolved Solid)	417	417	153	153	358	358
Other water ( $> 1.000\text{mg/l}$ Total Dissolved Solid)	39	-	247	207	74	30

	2022		2023		2024	
<i>Water discharge by level of tretment</i>	<i>All areas (Ml)</i>	<i>Areas with water stress (Ml)</i>	<i>All areas (Ml)</i>	<i>Areas with water stress (Ml)</i>	<i>All areas (Ml)</i>	<i>Areas with water stress (Ml)</i>
No Treatment	-	x	66	x	-	x
Filtration	182	x	124	x	155	x
Chemical	83	x	23	x	65	x
Biological	190	x	187	x	212	x

#### Water discharge

	2022		2023		2024	
<i>Water consumption</i>	<i>All areas (Ml)</i>	<i>Areas with water stress (Ml)</i>	<i>All areas (Ml)</i>	<i>Areas with water stress (Ml)</i>	<i>All areas (Ml)</i>	<i>Areas with water stress (Ml)</i>
Total water consumption	524	368	525	396	455	306
Change in water storage, if water storage has been identified as having a significant water-related impact	-	x	-	x	-	x

#### Water consumption

The results presented in this section show the responsible use of water, which are not solely due to investments and expenses but also thanks to the awareness raising campaigns that the Company organizes in all its offices and factories.



## WASTE

Tyre production is a complex process that involves the transformation of various raw materials through specialized machinery and techniques under controlled conditions. The production process and its auxiliary activities (e.g., material storage, preparation, and machinery maintenance) naturally generate by-products. These by-products may result from standard processes, deviations from company standards, or material inefficiencies.

While some by-products and residual materials can be reused within Prometeon's facilities for production, storage, or maintenance, others are deemed unusable or potentially harmful to human health and the environment. Such materials are classified as waste and are managed accordingly. Unusable waste is sent to external facilities for recycling, recovery, or disposal, depending on its specific characteristics.

Waste generated at Prometeon can be categorized into the following types:

- Technical waste (quality scrap): Finished and semi-finished products that deviate from company quality standards.
- Ancillary process waste: Materials generated by activities supporting production.
- Construction and maintenance waste: Discarded materials from the upkeep of production plants, machinery, and infrastructure.
- Packaging waste: Residual packaging.
- Urban waste: Waste from food, beverages, and cleaning activities (e.g., canteen and vending machines).
- Civil and industrial wastewater: Water waste generated from human and industrial activities.
- Scrap product waste: Tyres and components discarded due to market claims.
- Other waste: Materials from on-site sanitary activities.

Prometeon is committed to minimizing environmental impacts through a comprehensive waste management strategy that focuses on:

1. **Preventing waste generation:** Streamlining production processes to reduce materials requiring disposal.
2. **Maximizing recovery and recycling:** Identifying treatment channels that prioritize waste recovery, gradually eliminating landfill disposal under the "Zero Waste to Landfill" vision.

3. **Improving packaging management:** Optimizing both incoming packaging from suppliers and outgoing packaging for Prometeon products.

The company has set **targets to recover more than 95% of its waste by 2025 and achieve a 97% recovery rate by 2030**, in alignment with its **Zero Waste to Landfill goal**.

To further control our impact, we have also set and continuously monitor the specific waste generation by products mass. Prometeon aims to **generate less than 60 kg per ton of finished product by 2025 and less than 55 kg per ton of finished product by 2030**.

During the **year 2024** the following **actions** were put in place to continue in our path toward our Zero Waste to Landfill goal. Notably, such actions account for a **reduction of 4,9% of the total process waste in Prometeon**.

	sub-category	description	number of actions	Investment [kEUR]	Benefit [kEUR/year]	Payback [years]	Waste Reduction [ton/year]	Status
<i>Gravatai - Brazil</i>			5	247	100		37,6	
Waste reduction and material circularity	Waste reduction	Process improvement in semifinishing and buidling area	4	143	50	4-10	18,8	Ongoing
	Waste reduction	Process improvement in buidling area	1	104	50	4-10	18,8	Ongoing
<i>Alexandria - Egypt</i>			1	180	66		43,7	
Waste reduction and material circularity	Waste reduction	Weighing scale for metallic fabric	1	180	66	11-15	43,7	Completed
<i>Izmit- Turkey</i>			19	1.140	456		164	
Waste reduction and material circularity	Waste reduction	Process improvement in semifinishing, tyre building and curing	5	97	73	1-3	26,27	Ongoing
	Waste reduction	Process improvement in semifinishing and tyre building and curing 2nd part	3	256	95	4-10	34,33	Ongoing
	Waste reduction	Process improvement in semifinishing and tyre building	6	114	100	1-3	36,14	Ongoing
	Waste reduction	Process improvement in semifinishing and tyre building 2nd part	3	39	42	1-3	15,18	Completed
	Waste reduction	VMI synchro drum	1	600	125	1-3	45,17	Ongoing
	Waste reduction	VMI synchro drum	1	34	21	1-3	7,4	Ongoing
<b>TOTAL</b>			25	1.567	622		245,8	

*Process waste actions*

## WASTE DATA HIGHLIGHTS

Prometeon monitors waste management performance across its four factories in Brazil, Egypt, and Turkey, which account for the majority of waste generated. Other facilities, including the headquarters, R&D center, and regional offices, are excluded from the report as their waste output is negligible in comparison.

Key performance metrics from 2022 to 2024 include:

- Volume of waste diverted from disposal.
- Volume of waste directed to disposal.
- Total hazardous and non-hazardous waste generated.

	2022						
Waste diverted from disposal	Preparation for reuse (ton)		Recycling (ton)		Other recovery operation (ton)		Total (ton)
	onsite	offsite	onsite	offsite	onsite	offsite	
Non-hazardous	-	1.420	-	11.927	-	112	13.459
Hazardous	-	-	-	493	-	-	493

	2023						
Waste diverted from disposal	Preparation for reuse (ton)		Recycling (ton)		Other recovery operation (ton)		Total (ton)
	onsite	offsite	onsite	offsite	onsite	offsite	
Non-hazardous	-	1.616	-	11.919	-	-	13.535
Hazardous	-	-	-	151	-	-	151

	2024						
Waste diverted from disposal	Preparation for reuse (ton)		Recycling (ton)		Other recovery operation (ton)		Total (ton)
	onsite	offsite	onsite	offsite	onsite	offsite	
Non-hazardous	-	1.094	-	12.394	-	334	13.822
Hazardous	-	17	-	107	-	-	124

*Waste diverted from disposal*



2022									
Waste directed to disposal	Incineration (with energy recovery) (ton)		Incineration (without energy recovery) (ton)		Landfilling (ton)		Other disposal operation (ton)		Total (ton)
	onsite	offsite	onsite	offsite	onsite	offsite	onsite	offsite	
Non-hazardous	-	2.683	-	-	-	299	-	211	3.193
Hazardous	-	884	-	760	-	232	-	-	1.876

2023									
Waste directed to disposal	Incineration (with energy recovery) (ton)		Incineration (without energy recovery) (ton)		Landfilling (ton)		Other disposal operation (ton)		Total (ton)
	onsite	offsite	onsite	offsite	onsite	offsite	onsite	offsite	
Non-hazardous	-	2.436	-	-	-	219	-	232	2.887
Hazardous	-	1.181	-	426	-	142	-	-	1.750

2024									
Waste directed to disposal	Incineration (with energy recovery) (ton)		Incineration (without energy recovery) (ton)		Landfilling (ton)		Other disposal operation (ton)		Total (ton)
	onsite	offsite	onsite	offsite	onsite	offsite	onsite	offsite	
Non-hazardous	-	1.744	-	-	-	202	-	-	1.946
Hazardous	-	1.590	-	3	-	114	-	-	1.707

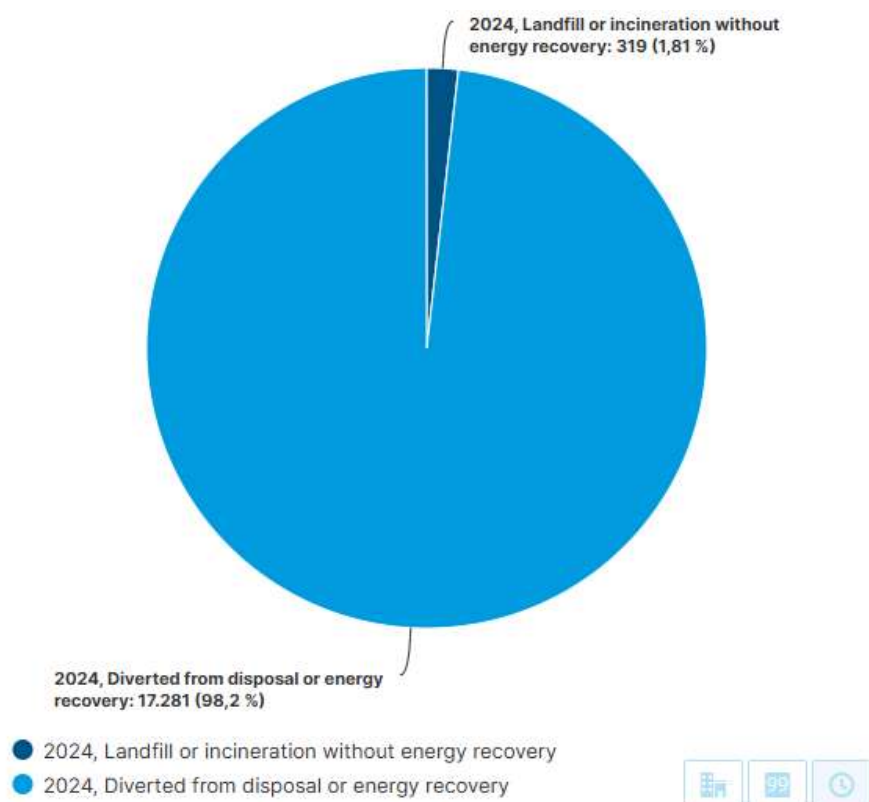
### Waste directed to disposal

	2022	2023	2024
Waste	Weight (ton)	Weight (ton)	Weight (ton)
Non-hazardous	16.652	16.422	15.769
Hazardous	2.368	1.901	1.831
Total	19.020	18.323	17.600

### Total waste generated

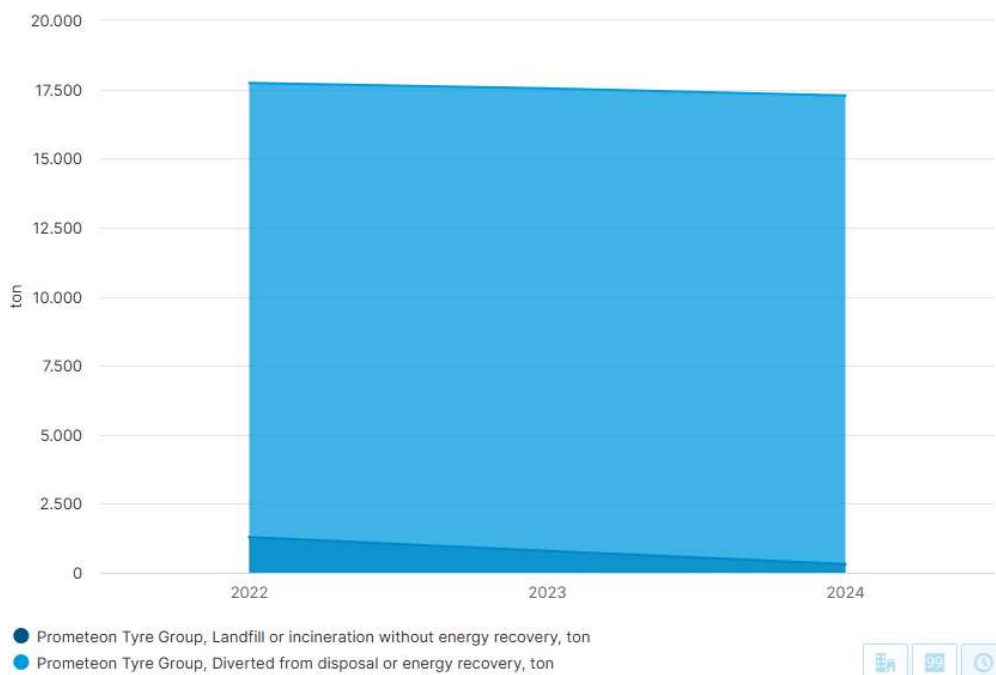
Of the total waste generated, approximately 10,4% was hazardous but successfully recovered.

To better capture the impact of our waste operations, Prometeon has set an additional KPI to monitor and report the waste directed to landfill and incineration without energy recovery on the total generated waste.



Waste recovery rate 2024

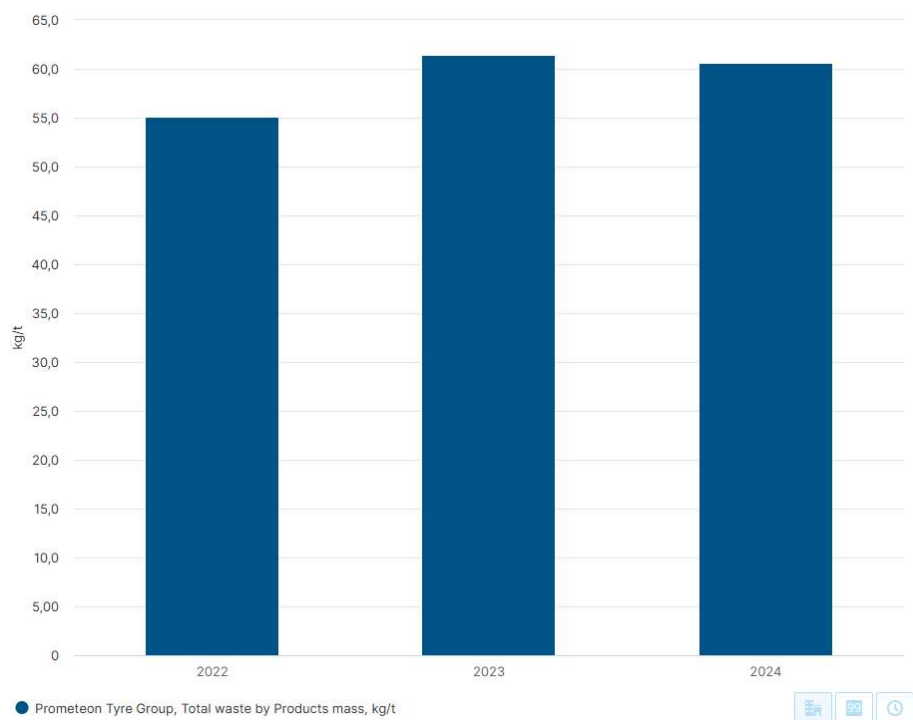
In the graphs below the KPI is reported with an overview over the past 3 years.



Waste recovery

Graphs and tables detailing this data illustrate the company's steady progress in waste management. In 2024, Prometeon achieved a **waste recovery rate of 98,2%, reaching our target set for 2030** to dispose to landfill (or incineration without energy recovery) less than 3% of the generated waste.

Our KPI waste generation by products mass has reached in 2024 the value of 60,6 Kg per ton of finished product, in line with the path toward our set targets.



Waste generation by Products mass (kg/ton)

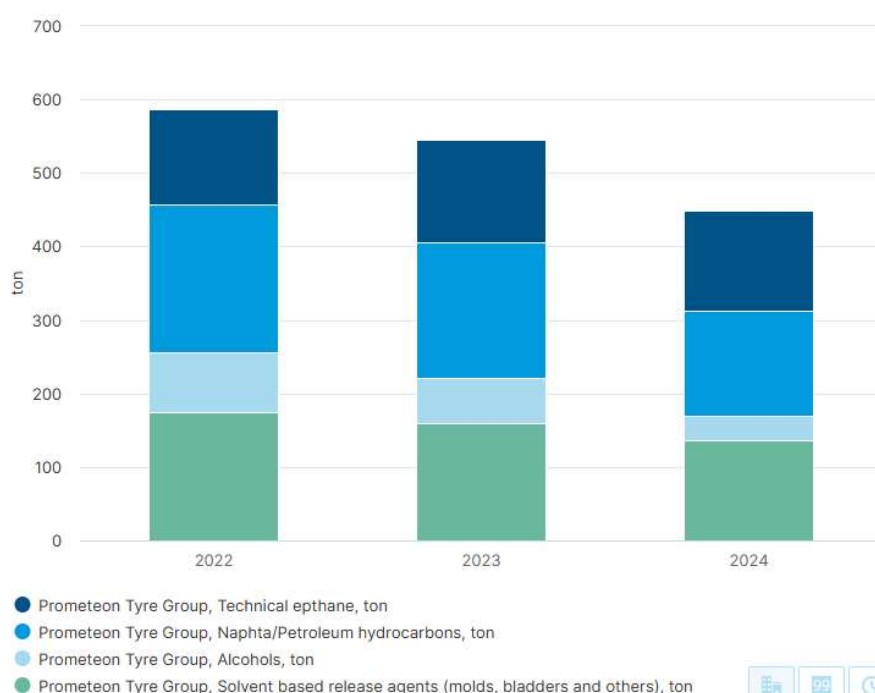


## SOLVENTS

Solvents are primarily used during tyre fabrication processes, mainly to reactivate vulcanized rubber. The Company remains committed to reducing solvent use by optimizing processes and promoting solvent-free technologies wherever feasible.

In 2024, Prometeon achieved a **17,8% reduction in absolute solvent consumption** and a **15,3% reduction in consumption per ton of finished product**. This specific index is particularly relevant to the tyre industry, as it reflects the efficiency of solvent usage relative to production output and serves as a key benchmark for operational performance.

The data presented reflects the total solvent consumption at the Company's four production facilities located in Brazil, Egypt, and Turkey.

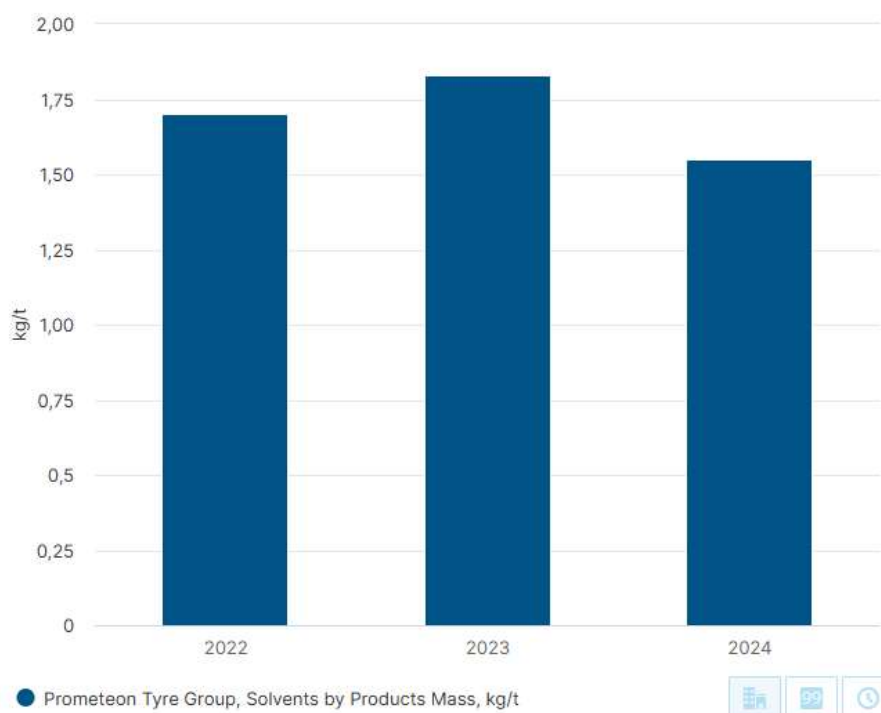


*Total solvent consumption by type*

	2022	2023	2024
Total consumption	587,7	545,5	449,5
Specific consumption kg/ton	1,70	1,83	1,55

*Solvent total and specific consumption*

The be noted the significant improvement in specific consumption.



*Solvent consumption by products mass (kg/ton)*

Prometeon **targets** reducing solvent consumption to 1.5 kg per ton of finished product by 2025 and to 1.3 kg per ton by 2030.



## MATERIALS

R&D Material Department pays great attention to Sustainability, structuring its activities with particular focus on “3R” concept:

- **Reducing** raw materials usage and optimizing processes;
- **Recycling** used materials to be used in new tyres;
- **Rethinking** to new renewable materials and formulations.

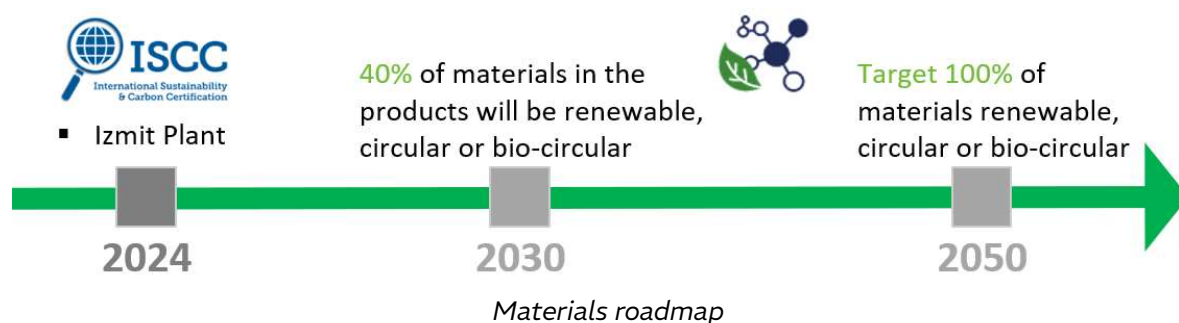


*“3R” concept*

The Company is committed to increasing the use of the following three categories of materials in its products:

- **Circular Materials:** These materials are created by enhancing the circularity of industrial processes. Prometeon Tyre Group is exploring methods to increase synergies across various industrial sectors, improve industrial symbiosis, and boost the volume of recycled materials utilized in its products.
- **Renewable Materials:** Materials from renewable, organic sources that respect the environment and human rights without over-exploiting resources or people in the value chain.

- **Bio-circular materials:** Bio-circular polymers made from monomers derived from used cooking oils or tyre pyrolysis oil. They are a replacement for fossil-sourced polymers or Bio resins are plasticisers deriving from vegetal biomass such as plant seeds (sunflower or canola) or forest-based resins.



Currently, in our production, natural rubber is the main renewable material. Other essential materials like metallic and textile reinforcements, chemicals, carbon black, and synthetic rubber are non-renewable. The total volume and percentage of renewable materials used in 2022, 2023, and 2024 are as follows:

	2022	2023	2024
Renewable Material	33%	32%	33%
Non-renewable Material	67%	68%	67%

*Material Volume Used in Production (%)*

	2022	2023	2024
Renewable Material	123.529	91.384	98.764
Non-renewable Material	250.596	196.166	196.197
<b>Total Material Volume</b>	<b>374.125</b>	<b>287.550</b>	<b>294.961</b>

*Material Volume Used in Production (ton)*

The percentage of recycled input materials used in production is shown in the following table.

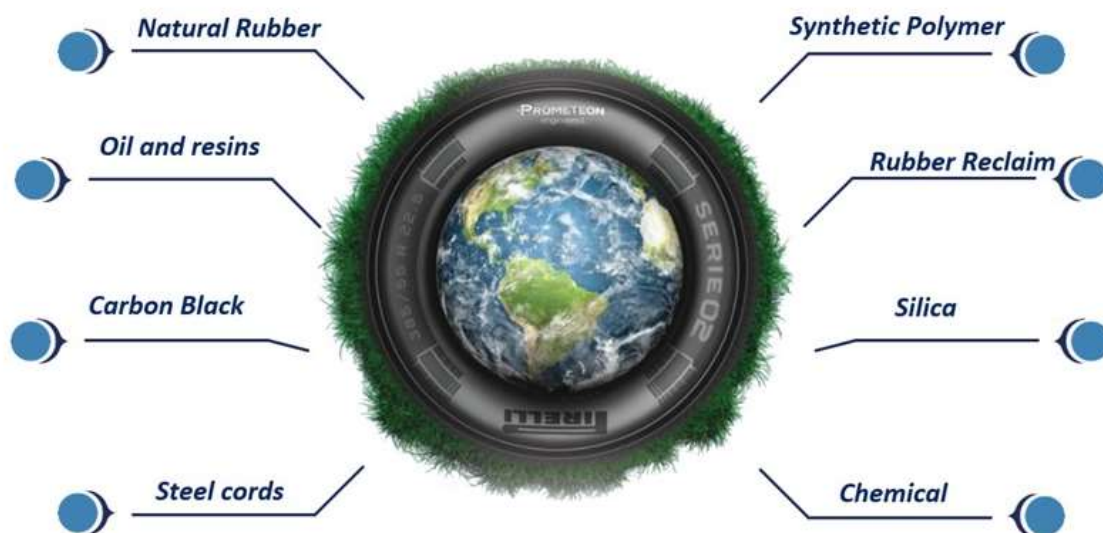
	2022	2023	2024
Recycled materials	<1%	<1%	1,89%

*Recycled Input Materials Used in Production (%)*



In 2024 Prometeon Tyre Group worked on identifying new materials for replacing all the materials currently used in production by gradually switching to renewable or circular materials. The Company aims to **substitute completely the currently used materials by 2050 (and 40% within 2030)** at most as follows:

- **Synthetic Polymers:** **polymers produced from bio-based products**, such as R-OIL -oil obtained from naphtha produced with circular feedstocks, and bio (circular) naphtha obtained from bio (circular) feedstocks-;
- **Carbon Black:** the Company is evaluating to supply carbon black obtained from two sustainable paths:
  - **Circular Carbon Black:** obtained through **pyrolysis of end-of-life tyres**;
  - **Renewable Carbon Black:** obtained from **bio-based oil** produced from organic substances;
- **Organic Based Silica:** obtained through pyrolysis of **rice husk** that are enriched in Silica;
- **Bio-based Oil and Resins:** oil obtained from organic sunstances, such as Soybean Oil and Rapeseed Oil, and Resins produced from other organic substances;
- **Vegetable Fatty Acids and Fatty Acid Salts:** fatty acids and their derivates will be sourced from certified supplier in order to ensure the compliance with Prometeon Tyre Group's sustainability principles;
- **Recycled Steel:** the amount of secondary steel used in production will be increased, enhancing the percentage of circular materials involved in the production;
- **Reclaimed Rubber:** the integration of reclaimed rubber in the production of new tyres will further improve the Company's efforts towards achievement of the overall circularity.



*Areas of actions for renewable and circular materials*

With the increase in accumulation of waste from vulcanized rubber, the dispersion of these materials in the environment becomes more difficult to manage. Considering end-of-life products as an alternative resource of raw material can be a winning solution both in ecological and economic terms, perfectly embracing the basic concepts of sustainable development and circular economy. End-of-Life Tyres (ELTs) represents one of the most important categories of end-of-life products coming from vulcanized polymeric materials. R&D Innovative Materials Department studies projects regarding the re-use of these materials for production purposes maintaining all the characteristics and performances.

Moreover, the Company worked on projects aimed at developing **new materials that improve durability** of truck and agro tyres and virtual models that can predict tyre performances. In Brazil, R&D Department collaborates with the **University of Campinas** and chemical companies.

In line with the Company's research approach, Prometeon Tyre Group pursues organizing workshops with suppliers to develop and test innovative materials. In this context, the Research and Development Department carried out tests on new polymers and fillers in order to measure the balance between different parameters of performance (wet-dry grip and mileage).

- Dedicated RD functions and expertises;
- Increased suppliers awareness and co-developments;
- Contracts with University and with research groups.



*Prometeon R&D centers*

## FOCUS: NEW MATERIALS

Nowadays manufacturing companies pay attention to systems that reduce and eventually eliminate waste and manage raw materials scarcity through the circular use of resources. In other words, the focus is on design by developing tyres for both longevity and optimal performance in terms of sustainability, on continuous innovation to improve production processes by employing new and/or alternative raw materials which sustainably reducing waste, energy consumption, gas emission, material loss, recovering waste-streams and, where technically possible, replacing materials that may challenge significantly the material recycling of the tyres.

The concept goes through along the 'whole' supply chain, including purchasing raw materials to the end-of-life of the products. The key is extending product lifetime and closing material loops by implementing sustainable approach with 3Rs concept – Recycle, Reduce and Rethink & Reinvent.

As far as longevity is concerned, the focus is to design and develop tyres in the ways that facilitate repairment and retreading, thus increasing tyre lifetime and reducing environmental impact not compromising tyres performance in terms of safety and efficiency. Attention has to be put also on the type of materials used in production, therefore focusing on circularity of the materials which means exploring new potential sustainable raw materials, which can be reused and recycled, to replace the actual ones aiming to create fully sustainable products.

With these challenges lie ahead, assessment and innovative concepts together with constructive cooperation and development would be necessary along the whole tyre supply chain in order to foster know-how exchange with professionals, developing the new innovative strategies with stakeholders in line with the market trend and evolution. In these circumstances, the focus of the strategies is on durability, maintenance, repairability and upgradability, i.e. circularity of the whole process, aiming to increase products longevity in terms of performance and products utilization rate, as well as to improve material recycling and energy recovery, therefore to design and produce fully sustainable products as mentioned, aiming to protect human health and reduce environmental impact.

Following this purpose, the Company is introducing new materials in tyres formulations that have lower impact on environment. For example, by using silica obtained from rice husk ash to replace the classic silica produced from quartz sand. Rice husk ash is one of the most common agricultural waste; it is an agricultural waste by product from rice milling in the rice production. Moreover, processes which allow to recover energy by burning this waste have been developed. Additionally, from purification of ashes obtained, it is possible to get excellent silica in terms of purity which can be used in the compounds replacing the classic filler materials.

Another key element in the journey into sustainability is the replacement of raw materials deriving from petroleum with bio-based renewable raw materials. For instance, the Company is reducing the use of oils and resins deriving from petroleum and replacing them with ingredients of natural origin such as soybean oil and pine resin. In this way, new product line with high

percentage of renewable and circular materials has been designed and developed; it will be launched in the next future.

On top of that particular focus is put on one of the main components of the tyres as well – Natural Rubber. Natural Rubber is a completely renewable material, and it is mainly produced only in certain areas of the planet, equatorial zone. Prometeon is committed the conservation of forests and biodiversity by collaborating with suppliers which distribute worldwide internationally, reducing therefore the impact in some areas of the world (Malaysia, Indonesia, Thailand) where natural rubber is normally bought. In addition, the Company has adopted “Local 4 Local” supply chain approach which is focused on local sourcing and shorter supply chains in order to reduce pollution from raw materials transportation and the CO<sub>2</sub> footprint.



### Re-think to Natural Rubber...

- To find alternative suppliers in different part of the world to reduce the impact on one area of the world
- « local 4 local »



*Local 4 local natural rubber supply chain*

Over and above that, another element which would be crucial and has to be sustainably managed is tyre waste as it is not possible to erase totally the generation of tyre waste during the production. For instance, an idea has to be put in this field aiming to improve the production processes performance, prevent waste generation and keep it as low as possible, consequently reducing also the materials to be disposed. In other words, it may impact positively economic and environmental point of view.

## FOCUS: ISCC+

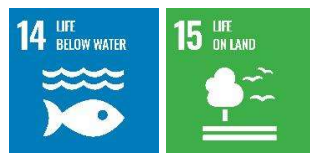
ISCC+ certification is a voluntary scheme applicable to the bioeconomy and circular economy. It allows organizations to demonstrate, through a management system, the **traceability and sustainability of raw materials**.

In 2024, Prometeon successfully completed the process of certifying its management system for the **Turkish factory** and **began purchasing ISCC+ certified raw materials**.



*Prometeon Izmit ISCC+ Certificate*

Please refer to [Valid Certificates – ISCC System](#) for the details of Prometeon's ISCC+ certification.



## BIODIVERSITY

Prometeon Tyre Group pays the utmost attention to ensure that corporate activities do not interfere with the biodiversity characteristic of the contexts in which the Company operates. The double materiality analysis carried out in 2024 saw 'Biodiversity' in the list of Prometeon Tyre Group's material impacts. A specific study was carried out on each of the 4 factories located in Brazil, Egypt and Turkey in order to understand and evaluate whether there is any environmental protection site located nearby the production facilities within a range of less than 5 kilometers. This enables Prometeon to manage biodiversity impacts effectively and avoid mismanagement.

Below, the results of the study for each factory:

- Company Name: Prometeon Tyre Group Industria Brasil Ltda.

Address: Av. Alexandre de Gusmão, 487 – Vila Homero Thon, Santo André – SP, 09111-310, Brazil

The factory has an extension of 151.009,4 m<sup>2</sup>. Based on the analysis carried out it has been found that at 4 km from the factory an area of Environmental Protection is present:

World Protected Area

Área De Proteção Ambiental Haras São Bernardo

Área de Proteção Ambiental

National Type: Designated in 1,987

Managing Authority: FUNDAÇÃO PARA CONSERVAÇÃO E A PRODUÇÃO FLORESTAL DO ESTADO DE SÃO PAULO – SP

- Company Name: Prometeon Tyre Group Industria Brasil Ltda.

Address : Av. Ely Corrêa, 1610 – Dona Mercedes, Gravataí – RS, 94180-212, Brazil

The factory has an extension of 617.012,61 m<sup>2</sup>. Based on the analysis carried out it has been found that at 3 km from the factory an area of Environmental Protection is present:

Área De Proteção Ambiental Do Banhado Grande

Área de Proteção Ambiental

National Type; Designated in 1,998

Managing Authority SECRETARIA DO AMBIENTE E DESENVOLVIMENTO SUSTENTÁVEL DO RIO GRANDE DO SUL – RS

- Company Name: Prometeon Turkey Endüstriyel ve Ticari Lastikler A.Ş.

Adress: Ankara Caddesi Köseköy Mevkii, No:269 Kartepe 41250 KOCAELI

The factory has an extension of 270.800 M2. Based on the analysis carried out it emerged that no areas of Environmental Protection are present in a range of 5 Km.

- Company Name: Prometeon Tyre Egypt Co., S.A.E.

Adress: Km.36 Alexandria Cairo Desert Rd. EL Nahda, Rd. EL Amria, Alexandria, Egypt

The factory has an extension of 300.000 M2. Based on the analysis carried out it emerged that no areas of Environmental Protection are present in a range of 5 Km.



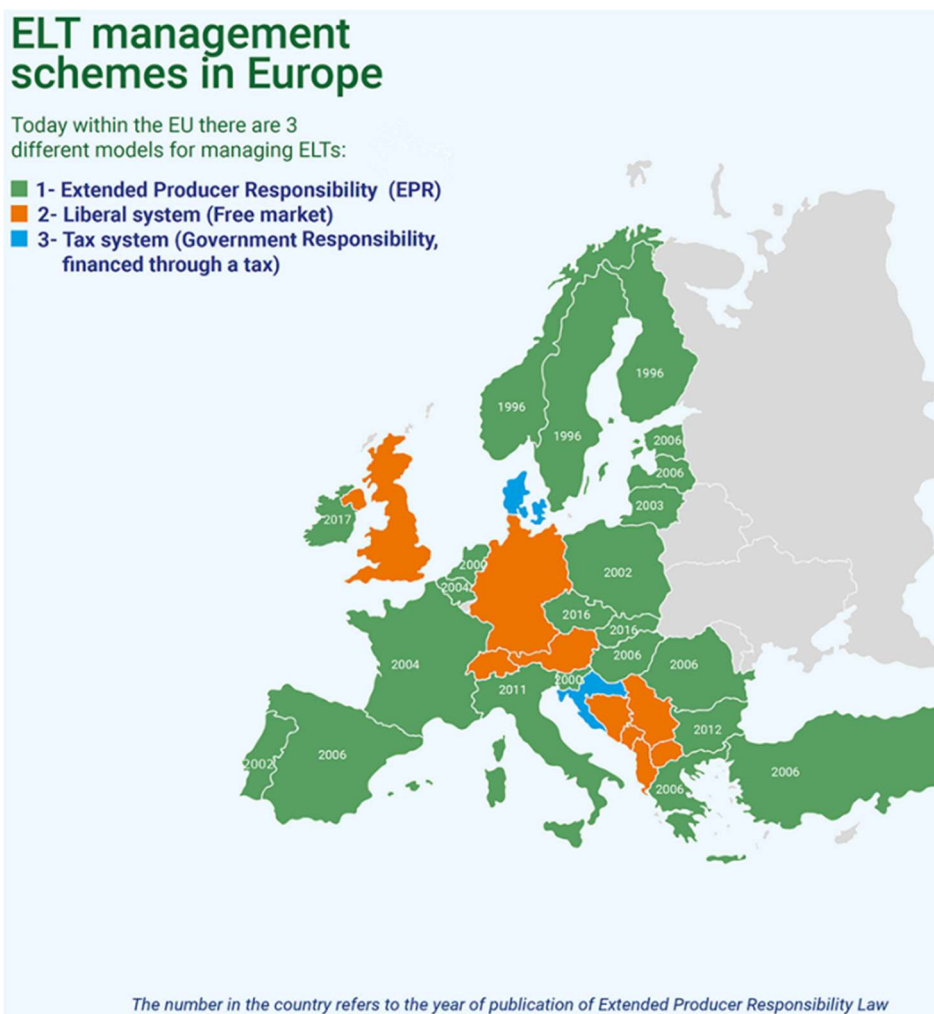


## END-OF-LIFE TYRES

Tyres that are no longer sufficiently safe or efficient to be reused, even if retreaded, are referred as “end-of-life tyres” (here in after referred as ELTs) and they are practically wastes. ELTs can pose a serious threat to the environment and for this reason must be collected and recovered with specific methods, as the rubber of tyre is made of a mix of very high-quality polymers with exceptional chemical-physical characteristics which remain unaltered even in the recycled rubber obtained from it. It is possible to channel ELTs towards one of two different processes: they can be either recycled, a process where it is possible to obtain new materials or recovered as energy.

As a tyre manufacturing company, Prometeon Tyre Group has a particular sensibility for the environment. In line with its sensibility, the Company pays great attention to both the sustainability of all production processes along the entire value chain and to ensure an efficient management of its products’ life cycle in terms of maximizing efficiency in material consumption, waste generation and re-useability, recovery and recyclability of tyres, thus minimizing the negative impact on environment. In this context, regarding product disposal and recyclability, in line with its inspiration for SDG “**9 Industry, Innovation and Infrastructure**”, “**12 Responsible Consumption and Production**”, “**17 Partnerships for the Goals**”, collaborates strictly with many different partners, from suppliers who produce raw materials from ELTs, such as micronized reclaim rubber and recovered carbon black, to organizations and initiatives dedicated to ELT recovery. Thanks to these collaborations, the Company provides tyres with a “second life” and hence contributing to the creation of circular economy as well as reduction of CO<sub>2</sub> emissions. The Company collects its ELTs at worldwide level, respecting and even going beyond the minimum requirements set by local laws and regulations.

In general, the year 2024 saw the continuation of Prometeon’s endeavor for reaching ELT collection and management targets adopted in the previous years. The targets set for ELT management are based also on the requirements stated by different local legislations in countries where the Company operates through its production plants as well as commercial activities. To achieve its ELT management objectives, Prometeon Tyre Group collaborates with other companies as well as consortium and associations operating in ELT management.





*ELT management schemes currently in place in Europe*


As regards **Italy**, ELT management is carried out through partnership with Innovando, a company operating in the field of industrial waste management and member of United Nations Global Compact like Prometeon Tyre Group. The partnership started in 2023 continued in 2024 as well. Thanks to the partnership, the Company kept active and close monitoring on its ELT management compliance operations in Italy, through real-time updates enabled by an advanced ICT platform developed by the service partner. Moreover, in addition to providing data on ELT collection and disposal/recycle/re-use, the platform allows as well to estimate the reduction in the environmental impact associated with the different operations performed on the ELTs. Thanks to all these features of the partnership and technical infrastructure, Prometeon is provided with a high level of compliance as regards its legal obligations regarding ELT management in Italy.

As target for the management of ELT in Italy, in line with obligations set by the national legislation, the Company has the responsibility to collect an amount equal to at least 95% of total weight of tyres inputted into the Italian market during the previous year, like other tyre producers and importers operating in the Country.

Within this context, in 2024, Prometeon Tyre Group overachieved its targets by **collecting more than 11% of the annual target**, thus in full compliance with both its own target and the requirements of the national legislation.

To further increase awareness on ELT management among all stakeholders and to foster the participation of customers and end-users to ELT program in Italy, the Company created a dedicated section publicly accessible on the corporate website dedicated to Italian market as indicated on the following link [https://www.prometeon.com/IT/it\\_IT/pfu](https://www.prometeon.com/IT/it_IT/pfu).



## Need an ELT collection?

- «Need an ELT collection? Go to the platform <https://innovandotech.com/i-system/> click on login or register on the top right
- For any doubts or queries, please contact the Innovando S.r.l. chatbox available at the following link: <https://www.innovandosystem.com/>
- Learn more about Innovando



[Request a pickup](#)
[Assistance](#)
[Learn more](#)

### THE MANAGEMENT OF END-OF-LIFE TYRES

Prometeon and Innovando join forces for a more innovative, digital and sustainable ELT management process.

Striving tirelessly to raise its sustainability performance levels and expand its awareness of the importance of the entire life-cycle management of its products, the Prometeon Tyre Group entrusted the entire End-of-Life Tyres (ELT) management-chain process to the company Innovando, which set it up as a separate system as from 01.01.2023.



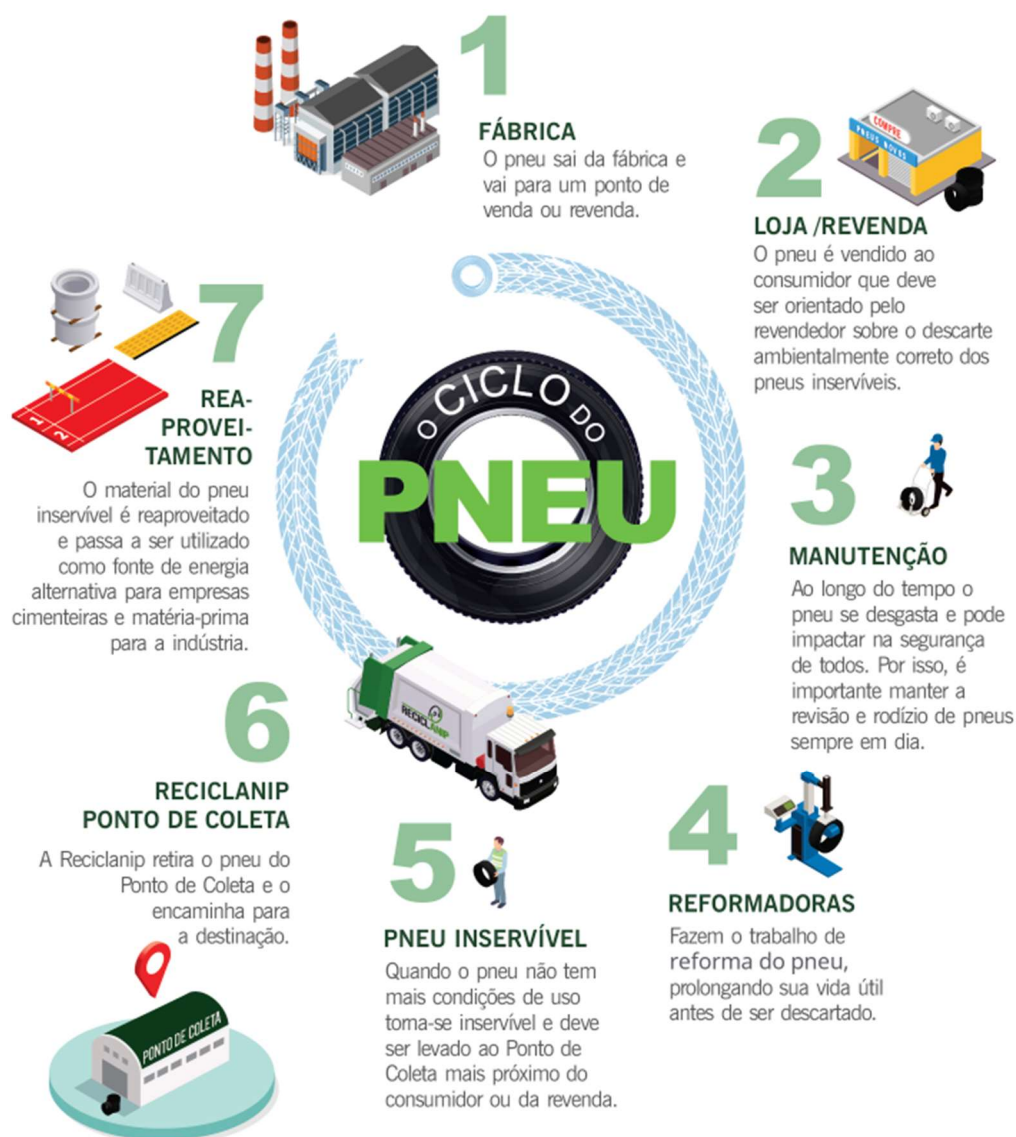



### Need an ELT collection?

Furthermore, the materials that could be recovered and reused in production thanks to the new ELT management would promise a positive contribution to the Company's GHG emission indexes related to Scope 3.

In **Brazil** where without an adequate management, in addition to contamination of surface and underground waters as well as causing wildfires, ELTs can also lead to proliferation of aedes aegypti mosquitoes (which transmits dengue, chikungunya, and zika), with particularly high volumes generated occupying large spaces in cities. In line with the Brazilian legislation which requires tyre manufacturers, importers, distributors and dealers to collect one ELT for each tyre sold in the domestic market, the Company set its ELT target for the Country as recovering ELT equal to 100% of tyres sold in Brazil. To this end, Prometeon Tyre Group collaborates with **RecicLANIP** an initiative created by tyre manufacturers operating in the Country. Thanks to this collaboration, the initiative in 2024 managed about 425.000<sup>11</sup> tons of ELTs collected from various tyre producers operating in the Country.

<sup>11</sup> Estimated data provided by ANIP. The official data consolidation will be made and published later in 2025.



*ReciclanIP leaflet explaining end-of-life tyre management cycle*

In **Turkey**, the Prometeon Tyre Group is member of LASDER, association founded by tyre manufacturers operating in the Country for the collection and recycling of ELT. The institutional mission of the association is not limited to bearing responsibility for ELT management but includes informing the public about tyre sector and products through training sessions. In full compliance with applicable laws and regulations on requirements from the original equipment manufacturers (i.e. tyre producers) the Company set ELT management target as 80% tyres sold to domestic market customers. Thanks to the collaboration and willingness of Prometeon Tyre Group and other tyre manufacturers in Turkey, in 2024 LASDER managed to recycle a total amount about 213.558 tons of ELTs<sup>12</sup>.

<sup>12</sup> Estimated data provided by LASDER since the official data consolidation will be made and published by Ministry of Environment, Urbanization and Climate Change in 2025 summer.





LASDER leaflets for informing the public about the importance of ELT recovery and management

Moreover, in Turkey, in late 2023 the Company started to collaborate with a company that recycles and obtains rubber powder from ELTs with the use of high pressure water. Thanks to this collaboration, in 2024 Prometeon managed further 1690 tons of ELTs in exchange of about 108 tons of rubber powder to be used in production process.



Rubber powder obtained from ELTs recycled with the application of high-pressure water

In addition to the activities carried out in Italy and countries where production facilities are located, Prometeon Tyre Group is committed to the management of ELTs also in other countries where the corporate reality of the Company is limited to commercial business activities rather than productions.

In **Spain**, similarly to Brazil where the local legislation establishes extended responsibility for tyre producers, Prometeon Tyre Group set the ELT target as 100% of amount of product (pieces) sold in the market. To achieve the target set, the Company works with SIGNUS for the collection and management of ELTs in the Country.



*A visual summary of ELT applications by SIGNUS as recycle, civil engineering works and energy recovery*

As regards other countries in the western part of Europe, in line with obligations set by laws and regulations in place in **Belgium** and **France**, non-significant markets for Prometeon's business activities, the Company collaborates respectively with Recytyre and Aliapur.

In **Germany**, as local legislation imposes responsibility of paying a specific tax for ELT management on final consumers, the Company does not have neither an activity nor a responsibility for the issue. However, Prometeon, aware of the necessity to promote circular processes, also in 2024 the Company has continued to work on the definition of internal targets to better manage the ELTs current situation in these countries.

In **Poland**, the current legislation requires tyre manufacturers and distributors to recover a minimum of the 75% and to recycle at least 15% of tonnage of the products sold in the previous year. The Company works with Centrum Utylizacji Opon Organizacja Odzysku S.A.. In 2024 the Company paid fees for recovery and recycle tyres sold in the previous year, remaining compliant with the requirements of local legislation.

In **Hungary**, a market considered not particularly significant for the Company's business activities, Prometeon Tyre Group collaborates with Mohu Group to collect ELT. The legislation obliges the payment of "green tax" for 100% of total sales on kilogram basis. The Company was fully compliant in Hungary where green tax was paid for actual sales volume in 2024. In **Czechia** the Company collaborates with ELTMA. In parallel with its commercial performance in 2024, the Company marked an overachievement by collecting more than 170% of forecast expectations. In **Romania** Prometeon started a new collaboration with European Environment Agency, a public administration body. In these two countries (markets which are not particularly significant for the Company's business activities) Prometeon Tyre Group defines recovery plans on yearly basis that then are executed by the two above mentioned partners. In the mentioned Countries, the Company paid fees based on its actual sales volume for 2024.

In **Colombia**, Prometeon Tyre Group is founding member of Rueda Verde, the Country's first selective collection and environmental management system for ELTs. Thanks to its wide coverage across Colombia through 216 points of collections and presence in more than 100 cities, during 2024 the initiative collected more than 3.5 million pieces of ELT<sup>13</sup>.



*Images used for promotional and informative purposes on Rueda Verde's activities*

<sup>13</sup> Estimated data provided by Rueda Verde. The official data consolidation will be made and published later in 2025.



In **Argentina** where Prometeon has a large and structured commercial presence through a network of more than 120 sales points, the Company, although with no legal obligations, launched a project concerning the ELT management. With commercial incentives based on the amount of ELT collected, the year 2024 saw about **406 tons of ELTs** recovered thanks to collaboration with **Geocycle** and other different companies located in different provinces of the Country.



*Leaflets on Prometeon's multi-brand ELT collection center in Argentina*

As regards other countries where Prometeon Tyre Group has a significant presence, such as Egypt and Mexico where currently applicable laws and regulations do not require tyre companies to collect and manage ELTs, the Company monitors closely developments related to the subject. Within this context, Prometeon Tyre Group actively takes place in surveys and discussions related to the subject, exchanging opinions and, where it is possible, studying what the Company can do about the issue without expecting any specific legal requirements.



## ECONOMIC DIMENSION

Creating sustainable economic value is the main purpose of Prometeon Tyre Group's business activities.

The Economic Dimension of the Annual Sustainability Report highlights Prometeon Tyre Group's role and its contribution to create a sustainable economy and business environment, explaining how it involves various stakeholders.

Beginning with an overview of the economic value generated and distributed throughout the year, the dimension then explores Prometeon's product design and development activities. It examines the criteria shaping these innovations, such as eco-sustainability, safety, and high-value approaches, which collectively form the foundation of future sustainable mobility.

Subsequently, Prometeon's relationships with its customers and its market approach are presented, along with the latest product portfolio, services offered to customers, and marketing activities undertaken during the year.

Finally, the Economic Dimension provides insight into various projects and initiatives launched, executed, and concluded in 2024 by Prometeon in collaboration with both upstream and downstream stakeholders.



## THE DISTRIBUTION OF VALUE FOR OUR STAKEHOLDERS

The very essence of all economic activities consists in value creation and distribution. A sustainable economy is an economic model where economic development is combined with fairness, solidarity and people, environment and life quality lay at the center of the economy. The present paragraph summarizes the economic value created in 2024 and how it is distributed with its business partners, in particular with suppliers. Moreover, the paragraph briefly explains also the main quality standards that shape its business activities.

### SHARING OF ADDED VALUE

In line with inspiration for the SDG “8 Decent Work and Economic Growth”, the Ethical Code of Prometeon Tyre Group ratifies the commitment of the Company to operate to ensure responsible development over the long term, while being aware the bonds and interactions that apply to economic, social and environmental dimensions. This is to wed the creation of value, progress of the Company, the attention given to stakeholders and raising standards of living and quality of the environment.

Added value means the wealth created over a given reporting period, calculated as the difference between the revenues generated and the external costs sustained in the period. Distribution of added value among stakeholders allows the relations between Prometeon Tyre Group and its main stakeholders to be expressed by focusing attention on the socio-economic system in which the Group operates.

		2022	2023	2024
Total net sales	A	1.557.236	1.337.778	1.283.229
Other revenues and income	B	56.866	32.409	45.414
Other financial income		22.812	38.994	46.551
<i>Total generated value</i>		<i>1.636.915</i>	<i>1.409.181</i>	<i>1.375.193</i>

*Direct economic value generated kEUR*

		2022	2023	2024
Operating costs		1.229.069	992.113	966.914
Costs for raw materials	C	913.693	634.144	685.710
Costs for services	D	214.865	205.814	200.121
Costs for the use of third party assets		0	0	0
Changes in inventories good for resale	E	-12.506	-9.151	-9.021
Changes in inventories of raw materials	F	-39.693	42.423	-20.668
Other operating expenses (net of taxes)	G	152.710	118.884	110.771
Value distributed to employees		220.425	219.126	252.858
Personnel costs	H	220.425	219.126	252.858
Value distributed to capital providers		65.646	80.207	100.906
Interest and other financial charges		65.646	80.207	100.906
Value distributed to the Public Administration		41.589	26.923	14.044
Income taxes		41.589	26.923	14.044
Other taxes		0	0	0
Value distributed to shareholders		2	2	2
Dividends distributed		2	2	2
Value distributed to the community		5.742	7.676	16.270
Liberality, sponsorship and membership	I	5.742	7.676	16.270
<i>Total distributed value</i>		<i>1.562.473</i>	<i>1.326.047</i>	<i>1.350.994</i>

*Economic value distributed Keur*

		2022	2023	2024
Profit (or loss) for the year net of dividends		18.029	7.352	-86.000
Gain/Loss on exchange		-78	26.418	21.357
Depreciation / Provisions / Write-downs / Revaluations	L	56.491	49.366	88.843
<i>Total retained value</i>		<i>74.442</i>	<i>83.135</i>	<i>24.200</i>

*Economic value retained kEUR*

		2022	2023	2024
<i>Operative Income A+B-C-D-E-F-G-H-I-L</i>		<i>102.375</i>	<i>101.907</i>	<i>3.757</i>

*Operative Income kEUR*

For further information on the performance of the items that determine the values generated, distributed and retained reported above, please refer to the Consolidated Financial Statements of Prometeon Tyre Group.

## OUR SUPPLIERS

Suppliers play a crucial role in Prometeon Tyre Group's value chain, providing the materials and services essential for tyre production and sales. As a multinational Company operating in over 150 countries, with manufacturing facilities across three different countries and continents, Prometeon partners with a diverse network of suppliers worldwide. The table below presents the Group's purchasing trends, by category, for the years 2024, 2023, and 2022:

	2024	2023	2022
Raw Materials	75%	74%	83%
Consumables Materials	2%	2%	2%
Fixed assets	12%	13%	7%
Logistics	11%	11%	8%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

*Prometeon's purchase trend by category*

The following table shows the trend of purchases at Group level by geographic areas for the years 2024, 2023 and 2022:

	2024	2023	2022
Europa	9%	12%	13%
North America	3%	2%	2%
Latin America	29%	28%	33%
Asia	35%	31%	29%
Africa	14%	13%	10%
Others	10%	14%	13%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

*Prometeon's purchase trend by geographic areas*

Prometeon is committed to its "Local 4 Local" supply chain approach focused on local sourcing and shorter supply chains for reducing CO2 footprint caused by transportation as well as contributing to economic and social development of local communities where the Company has significant operations. "Significant operations" means production, marketing, sales, distribution of tyres and R&D activities considered all together. The Company's significant operations are located in the Countries where the production plants are present, i.e. Brazil, Egypt and Turkey. "Local communities" instead refers to people living and carrying out business activities in the mentioned countries. The following tables present Prometeon's expenditure on local suppliers versus imported ones, expressed in percentage terms, for the procurement of essential

materials for industrial tire production - namely natural rubber, synthetic rubber, carbon black, chemicals, textiles and steel - across the years 2024, 2023 and 2022:

	<i>Procurement Channel</i>	<i>Brazil</i>	<i>Egypt</i>	<i>Turkey</i>	<i>Total Procurement of the Countries with Significant Operations</i>
Carbon Black	IMPORT	27%	0%	100%	40%
	LOCAL	73%	100%	0%	60%
Chemicals	IMPORT	50%	99%	70%	68%
	LOCAL	50%	1%	30%	32%
Metallic reinforc.	IMPORT	53%	100%	44%	64%
	LOCAL	47%	0%	56%	36%
Natural Rubber	IMPORT	52%	100%	100%	78%
	LOCAL	48%	0%	0%	22%
Synthetic Rubber	IMPORT	44%	100%	100%	70%
	LOCAL	56%	0%	0%	30%
Textile reinforc.	IMPORT	75%	100%	0%	73%
	LOCAL	25%	0%	100%	27%

*Local vs. imported materials expenditure (%) – 2024*

	<i>Procurement Channel</i>	<i>Brazil</i>	<i>Egypt</i>	<i>Turkey</i>	<i>Total Procurement of the Countries with Significant Operations</i>
Carbon Black	IMPORT	33%	0%	100%	48%
	LOCAL	67%	100%	0%	52%
Chemicals	IMPORT	47%	100%	65%	65%
	LOCAL	53%	0%	35%	35%
Metallic Reinforc.	IMPORT	50%	100%	27%	55%
	LOCAL	50%	0%	73%	45%
Natural Rubber	IMPORT	56%	100%	100%	82%
	LOCAL	44%	0%	0%	18%
Synthetic Rubber	IMPORT	43%	100%	100%	73%
	LOCAL	57%	0%	0%	27%
Textile Reinforc.	IMPORT	50%	100%	0%	48%
	LOCAL	50%	0%	100%	52%

*Local vs. imported materials expenditure (%) – 2023*



	<i>Procurement Channel</i>	<i>Brazil</i>	<i>Egypt</i>	<i>Turkey</i>	<i>Total Procurement of the Countries with Significant Operations</i>
Carbon Black	IMPORT	45%	0%	100%	52%
	LOCAL	55%	100%	0%	48%
Chemicals	IMPORT	47%	100%	71%	66%
	LOCAL	53%	0%	29%	34%
Metallic reinforc.	IMPORT	10%	100%	19%	34%
	LOCAL	90%	0%	81%	66%
Natural Rubber	IMPORT	56%	100%	100%	78%
	LOCAL	44%	0%	0%	22%
Synthetic Rubber	IMPORT	48%	100%	100%	72%
	LOCAL	52%	0%	0%	28%
Textile reinforc.	IMPORT	49%	100%	0%	43%
	LOCAL	51%	0%	100%	57%

*Local vs. imported materials expenditure (%) – 2022*

The following tables below show the Company's volume of local procurement for natural rubber, synthetic rubber, carbon black, chemicals, textile and steel for the years 2024, 2023 and 2022, which are essential for industrial tyre production:

	<i>Procurement Channel</i>	<i>Brazil</i>	<i>Egypt</i>	<i>Turkey</i>	<i>Total Procurement of the Countries with Significant Operations</i>
Carbon Black	IMPORT	8,086	19	15,306	23,412
	LOCAL	21,281	14,238	-	35,519
<i>Carbon Black Total</i>		29,367	14,258	15,306	58,931
Chemicals	IMPORT	10,342	10,268	10,878	31,487
	LOCAL	9,727	162	5,823	15,712
<i>Chemicals Total</i>		20,069	10,429	16,701	47,199
Metallic reinforc.	IMPORT	13,078	16,039	8,492	37,609
	LOCAL	10,225	-	9,730	19,955
<i>Metallic reinforc. Total</i>		23,303	16,039	18,222	57,564
Natural Rubber	IMPORT	20,080	23,885	30,342	74,307
	LOCAL	24,457	-	-	24,457
<i>Natural Rubber Total</i>		44,537	23,885	30,342	98,764
Synthetic Rubber	IMPORT	5,839	5,968	9,004	20,811
	LOCAL	9,943	0	0	9,943
<i>Synthetic Rubber Total</i>		15,783	5,968	9,004	30,755
Textile reinforc.	IMPORT	1,285	34	-	1,319
	LOCAL	378	-	52	429
<i>Textile reinforc. Total</i>		1,662	34	52	1,748
<i>GRAND TOTAL</i>		134,722	70,613	89,626	294,961

*Local vs. imported procurement volume (ton) – 2024*

	Procurement Channel	Brazil	Egypt	Turkey	Total Procurement of the Countries with Significant Operations
Carbon Black	IMPORT	8,720	-	18,783	27,503
	LOCAL	16,364	12,941	-	29,305
<b>Carbon Black Total</b>		<b>25,084</b>	<b>12,941</b>	<b>18,783</b>	<b>56,808</b>
Chemicals	IMPORT	8,838	10,389	11,491	30,718
	LOCAL	10,469	3	8,631	19,103
<b>Chemicals Total</b>		<b>19,307</b>	<b>10,392</b>	<b>20,122</b>	<b>49,820</b>
Metallic Reinforc.	IMPORT	10,934	14,887	6,073	31,895
	LOCAL	9,367	-	14,947	24,315
<b>Metallic reinforc. Total</b>		<b>20,302</b>	<b>14,887</b>	<b>21,021</b>	<b>56,209</b>
Natural Rubber	IMPORT	18,924	20,923	34,199	74,046
	LOCAL	17,338	-	-	17,338
<b>Natural Rubber Total</b>		<b>36,262</b>	<b>20,923</b>	<b>34,199</b>	<b>91,384</b>
Synthetic Rubber	IMPORT	4,958	5,022	10,657	20,638
	LOCAL	9,843	-	-	9,843
<b>Synthetic Rubber Total</b>		<b>14,802</b>	<b>5,022</b>	<b>10,657</b>	<b>30,481</b>
Textile Reinforc.	IMPORT	1,414	47	-	1,460
	LOCAL	1,214	-	173	1,387
<b>Textile reinforc. Total</b>		<b>2,628</b>	<b>47</b>	<b>173</b>	<b>2,847</b>
<b>GRAND TOTAL</b>		<b>118,384</b>	<b>64,211</b>	<b>104,954</b>	<b>287,550</b>

*Local vs. imported procurement volume (ton) – 2023*

	Procurement Channel	Brazil	Egypt	Turkey	Total Procurement of the Countries with Significant Operations
Carbon Black	IMPORT	19,272	-	20,398	39,670
	LOCAL	21,673	14,915	-	36,588
<b>Carbon Black Total</b>		<b>40,946</b>	<b>14,915</b>	<b>20,398</b>	<b>76,258</b>
Chemicals	IMPORT	11,129	11,684	12,487	35,300
	LOCAL	14,939	-	8,674	23,613
<b>Chemicals Total</b>		<b>26,068</b>	<b>11,684</b>	<b>21,161</b>	<b>58,913</b>
Metallic reinforc.	IMPORT	2,105	16,328	4,954	23,386
	LOCAL	24,103	-	19,265	43,369
<b>Metallic reinforc. Total</b>		<b>26,208</b>	<b>16,328</b>	<b>24,219</b>	<b>66,755</b>
Natural Rubber	IMPORT	30,001	27,624	39,013	96,638
	LOCAL	26,891	-	-	26,891
<b>Natural Rubber Total</b>		<b>56,892</b>	<b>27,624</b>	<b>39,013</b>	<b>123,529</b>
Synthetic Rubber	IMPORT	10,076	7,169	15,422	32,668
	LOCAL	12,150	-	-	12,150
<b>Synthetic Rubber Total</b>		<b>22,226</b>	<b>7,169</b>	<b>15,422</b>	<b>44,818</b>
Textile reinforc.	IMPORT	1,550	59	-	1,609
	LOCAL	1,623	-	620	2,243
<b>Textile reinforc. Total</b>		<b>3,173</b>	<b>59</b>	<b>620</b>	<b>3,852</b>
<b>GRAND TOTAL</b>		<b>175,512</b>	<b>77,780</b>	<b>120,833</b>	<b>374,125</b>

*Local vs. imported procurement volume (ton) – 2022*

The Company is committed to establishing and maintaining the necessary procedures to evaluate and select suppliers based on their quality, social and environmental responsibility. As part of its commitment, Prometeon requests its suppliers to adopt a similar management

model, reinforcing responsible practices throughout the whole supply chain, extending beyond its direct suppliers.

In accordance with the "High Value" development strategy, the Company assesses products and services not only in terms of cost but also by considering their overall value. This evaluation includes key factors such as quality, innovation, flexibility, and commitments to economic, social, and environmental responsibility, as well as business ethics. Ultimately, each purchase order is contractually governed by the Sustainability and Business Ethics Clauses.

The self-assessment procedure introduced in 2018 requires new suppliers of raw materials and high value-added (HVA) parts to self-certify their compliance with the fundamental sustainability requirements, respecting key national and international regulations on labor, environmental standards and business ethics. Furthermore, it is important to note that the self-assessment process for all suppliers evaluates and selects them based on their adherence to ESG (Environmental, Social, and Governance) criteria.

In 2024, Prometeon Tyre Group continued its commitment to responsible sourcing by conducting on-site audits in collaboration with a third-party audit company. These assessments aimed to ensure suppliers' compliance with essential social, environmental and business ethics standards. To ensure a thorough evaluation, the Procurement and Internal Audit & Sustainability Departments jointly selected a sample of suppliers across key categories, including natural rubber, chemicals, carbon black and others.

Moreover, in compliance with the requirements and purpose of the "Conflict Minerals and Cobalt Sourcing Policy", introduced in 2021 and reviewed in 2023, Prometeon continued in 2024 to collect data from suppliers dealing with conflict minerals and cobalt. This process aims to ensure that these materials are sourced responsibly and are not linked to conflict-affected areas. (Further details are described under the "Our Policies" paragraph of the Governance & Business Ethics dimension). Prometeon Tyre Group is committed to promote responsible mineral sourcing practices across the overall value chain and to ensure that any contribution to armed conflicts, human rights violations, or unethical business practices is avoided. Based on this principle the Company conducts specific Conflict Minerals surveys on all relevant suppliers following the IPC1755 standard (e.g. CMRT).

Regarding the audit results, for the suppliers who did not meet the required standards, customized action plans are developed with specific deadlines. The plans are subsequently monitored and implemented using different methods based on the severity of the non-compliances.

During 2024, 100% of all new suppliers having collaboration with Prometeon Tyre Group have been evaluated in the area of Environment, Social and Governance.

In 2024, 17 audits on production/sourcing sites of suppliers of raw materials (natural rubber, chemicals, carbon black, cobalt and minerals) have been successfully performed (covering 21%

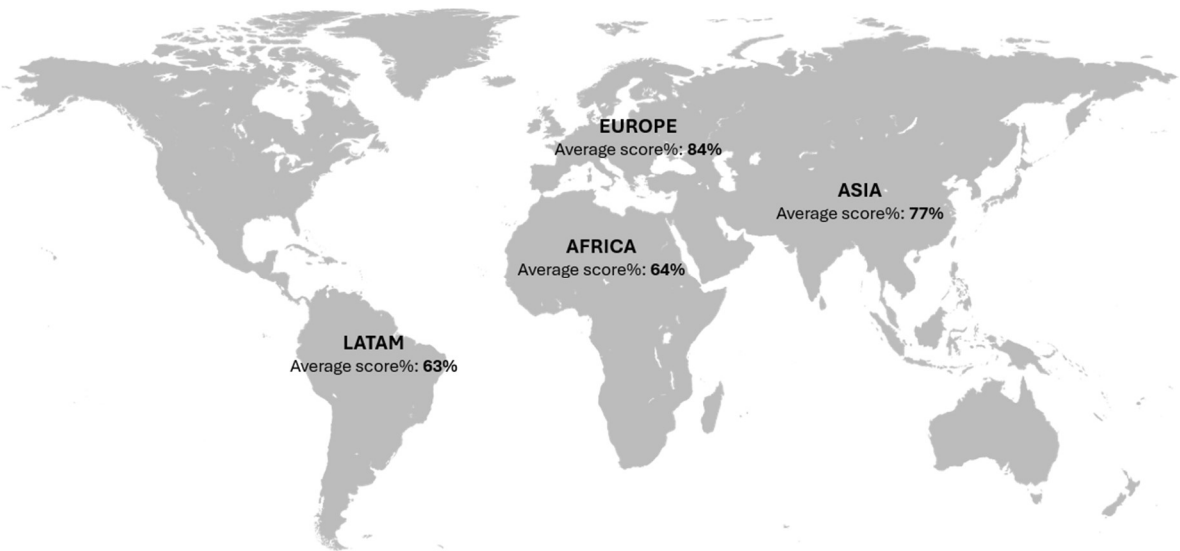
of the total annual spending for raw materials) by the third-party audit company to attest their compliance on social standards and impacts.

Moreover, it should be noted that throughout the year 2024, 0% of suppliers were discontinued due to actual or potential negative social impacts identified during the assessment. Below is a summary of the average score results from the 17 audits conducted in 2024 (for each supplier audit can be carried out on more than 1 factory), used to evaluate the overall sustainability performance of raw material suppliers:

	Checklist MAX Score	Supplier average score	Supplier average %	Non-conformities		
				Minor	Major	Critical
Governance	5	4	75%	1	-	-
Child labour	35	27	80%	1	-	-
Forced labour	45	34	77%	3	-	-
Health and Safety	150	109	74%	30	5	-
Freedom of association	45	32	73%	1	-	-
Human resources/Discrimination	45	33	74%	2	1	-
Disciplinary practices	35	25	74%	2	-	-
Working hours	60	41	74%	2	3	-
Remuneration	45	35	77%	-	-	-
Environment	70	52	76%	1	-	-
Lawfulness and ethics in business	40	30	76%	1	-	-
Relations with the Community	25	19	76%	4	-	-
Supply chain management	30	22	72%	5	-	1
<b>Total</b>	<b>630</b>	<b>463</b>	<b>75%</b>	<b>53</b>	<b>9</b>	<b>1</b>
				<b>Total 63</b>		

*The average score points and % of the 17 audits carried out in 2024*

The average score percentages based on geographic areas are as shown in the table below:



The table below shows the cumulative values for the number of audits and the relevant spending covered by those audits. The percentage of cumulative spending coverage refers to the overall spending for raw material purchase in the year 2020.

	2020	2021	2022	2023	2024
Yearly audits	0	6	18	19	17
Cumulative audits	0	6	24	43	60
Cumulative spending not covered (MEUR)	620	597	339	230	109
Yearly spending covered (MEUR)	0	23	257	109	121
Cumulative spending covered (MEUR)	0	23	281	390	511
Cumulative spending covered %	0%	4%	45%	63%	82%

*Cumulative audits and related spending coverage*

During 2022, 2023 and 2024, Prometeon Tyre Group overachieved its targets regarding the audits on suppliers. The total number of audits in the year 2022, 2023 and 2024 is a KPI for the executives' LTI, overachieved with an actual value of 54 versus a target of 46.

The audit conducted by the third-party audit company is based on the SA8000 standard, covering the topics of Child Labor, Forced Labor, Health & Safety, Freedom of Association, Discrimination, Disciplinary Practices, Working Hours, Remuneration and Supply Chain Management Systems.

In compliance with this standard, each supplier must answer the questions on the corresponding checklist, with each question being scored on a scale from 1 (lowest) to 5 (highest). Each score is accompanied by the auditor's evaluation, and based on it, three types of non-compliance can be identified: minor, major and critical. Based on the results of the audit, the action plan proposed by the third-party audit company, and our commitment to adhering to all ethical standards, a monitoring action is undertaken for each non-conformity, including minor ones. The entire process of monitoring corrective actions is fully managed by the Sustainability and Internal Audit Department.

**Critical non-conformities** occur when there is a violation of workers' fundamental rights. This is the most serious form of non-compliance. On the other hand, **major non-conformities** refer to a systematic violation of a requirement or a significant deviation from the reference standard or Code of Conduct. Lastly, **minor non-conformities** represent an isolated violation or a less significant deviation from the reference standard or Code of Conduct: although it is of lesser importance, it is still required a corrective action, though with less urgency than a major or critical non-compliance.

In the case of minor non-conformity, the Internal Audit and Sustainability Department sends a formal email to the supplier, emphasizing the importance of addressing the issue and setting a deadline of three months from the receipt date. The supplier must respond by providing the necessary documentation and evidence to demonstrate that the non-compliance has been

addressed, and the appropriate corrective actions have been implemented. If the supplier fails to provide feedback within three months from receipt of the request, a second reminder will be sent, to which the supplier must respond within one month. If the supplier continues to remain unresponsive (despite the reminders), the minor non-compliance will automatically be upgraded to a major non-compliance, prompting the organization of a remote audit conducted by the third-party audit company. In the event the supplier continues to be unresponsive, the major non-compliance will be escalated to a critical non-compliance and an onsite audit will be organized, carried out by the third-party audit company.

In the case of major non-conformity, a half-day remote audit will be performed by the third-party audit company. In the event the supplier is unresponsive, the major non-compliance will be escalated to a critical non-compliance and an onsite audit will be organized, carried out by the third-party audit company.

In the case of critical non-conformity, the third-party audit company is required to promptly notify Prometeon Tyre Group. In response, immediate actions will be taken to address the issue, which may include a visit by a Prometeon representative to the supplier's location to conduct an investigation and identify an appropriate solution. If a resolution is found and the non-compliance is effectively addressed, the supplier will be allowed to continue working with Prometeon Tyre Group, though they will be subject to a re-audit onsite the following year to ensure ongoing compliance. However, if the critical non-compliance remains unresolved, the supplier will be disqualified without any possibility to be eligible to do business with Prometeon Tyre Group.

Due to the countries in which the Company operates and to monitor operations at significant risk of child labor, Prometeon Tyre Group, through the Risk Management Committee, ensures that child labor is not practiced under any circumstance or in any type of operation (such as manufacturing plants) in all its key locations and across all the countries where the Company operates. Moreover, to monitor the entire value chain and considering the geographical areas where raw materials are sourced, the Company, through the aforementioned third-party audit, also ensures that the prohibition of child labor is fully respected by its suppliers and the specific locations where they operate. In addition, in line with its commitment to the UNGC and its *"Principle 1: Support and respect the protection of internationally recognized human rights"* and *"Principle 2: Ensure that business practices do not contribute to human rights abuses"*, as well as through the implementation of publicly available policies (including the Global Human Rights Policy, Conflict Minerals and Cobalt Sourcing Policy, Social Responsibility Policy for Occupational Health, Safety and Rights, and Environmental Policy), Prometeon Tyre Group plays an active role in the effective abolition of child labor. Moreover, respecting *"Principle 3: Uphold the freedom of association and the effective recognition of the right to collective bargaining"* the Company verifies that all its workers and those of the suppliers can have the possibility to prevail over their rights (Global Human Rights Policy, Conflict Minerals and Cobalt Sourcing Policy, Social Responsibility Policy for Occupational Health, Safety and Rights, and Environment).

At the contractual stage, the Sustainability and Business Ethics Clauses - including anti-corruption provisions - have been systematically incorporated into contracts and purchase orders for goods, services and works for the past ten years. This applies globally to agreements with private suppliers, public administrations, publicly controlled entities and NGOs.

Specifically, these clauses ensure that suppliers are aware of the principles, commitments and values outlined in Prometeon Tyre Group's sustainability documents, including the Ethical Code, Code of Conduct, Global Human Rights Policy, Health, Safety and Environment Policy, and Anti-Corruption Program - all publicly available on the corporate website.

These documents outline the Company's core principles governing its operations and relationships with third parties. Moreover, suppliers are contractually obligated to affirm their commitment to maintaining these standards:

- not using or supporting the use of child labor and forced labor;
- ensuring equal opportunity, freedom of association and promotion of the development of each individual;
- opposing the use of corporal punishment, mental or physical coercion, or verbal abuse;
- complying with the laws and industry standards concerning working hours and ensuring that wages are sufficient to cover the basic needs of personnel;
- not tolerating any type of bribery in any form or manner and in any legal jurisdiction, even where such practices are effectively permitted, tolerated, or not subject to prosecution;
- assessing and reducing the environmental impact of their own products and services throughout their entire life cycle;
- using resources responsibly with the aim of achieving sustainable development in compliance with the principles of respect for the environment and the rights of future generations;
- establishing and maintaining the necessary procedures to evaluate and select suppliers and sub-suppliers on the basis of their commitments to social and environmental responsibility, regular overseeing compliance with this obligation on the part of the same;
- specifying that the Company reserves the right to verify at any time through activities of audit, either directly or through third parties, that fulfillment of the duties taken on by a supplier has been achieved;

The Sustainability Clauses have been translated into the languages of the regions where suppliers operate, ensuring maximum clarity and transparency regarding the contractual obligations they assume. This applies not only in relation to the Company itself but also to their own operations and interactions with their suppliers.

To ensure the highest level of accountability, Prometeon Tyre Group provides its suppliers with access to the Whistleblowing Reporting Procedure. More details about the platform, which



operates 24/7 and is accessible to all stakeholders, can be found in the "Governance & Business Ethics" section of this report or directly via the following link: <https://prometeontyregroup.whistlelink.com>. This platform is explicitly referenced in contractual clauses and allows suppliers to confidentially report any actual or suspected violations related to the Ethical Code, Code of Conduct, Global Human Rights Policy, Health, Safety and Environment Policy, and Anti-Corruption Program in their interactions with the Company.

Additionally, 2024 marked the introduction of the Supplier Awards, with the first recipients being recognized for their excellence. This initiative was promoted as part of the Sustainable Procurement Policy, issued in late 2023 and applicable to all supplier categories. The program aims to acknowledge suppliers who have demonstrated outstanding performance in providing materials and services, while also promoting innovation, sustainability and continuous improvement.

In its inaugural edition, the Supplier Awards evaluated more than 8,000 suppliers worldwide based on various key performance indicators (KPIs), including a specific focus on sustainability and ESG-related projects. For further details, refer to the "Our Policies" section within the "Governance & Business Ethics" dimension. Suppliers were assessed across five distinct categories:

- ✓ Best Raw Material Supplier (awarded at global level);
- ✓ Best ESG Supplier (awarded at global level);
- ✓ Best Local Logistics Supplier (awarded at local level);
- ✓ Best Global & Local Indirect Goods and Services Supplier (awarded at local level);
- ✓ Best Manufacturing Supplier (awarded at local level).



*Prometeon Supplier Awards gala dinner (Milan, 28<sup>th</sup> of May 2024)*

At the award ceremony, the Chief Procurement Office of Prometeon Tyre Group, Federica Tondini stated: *"With these Awards, we want to recognize the value of our suppliers, who are critical to Prometeon's growth. They have helped us in supply chain management, investing in many cases in joint projects. The relationship we have built with our suppliers demonstrates that it is possible to successfully overcome difficult times generated by global uncertainty, as happened in the past with Covid, with the crisis on Europe's eastern borders, and more recently with the crisis in the Middle East and the flooding in Brazil just a few weeks ago. The award event concludes a year-long journey that has made the relationships between Prometeon and its suppliers even stronger, inspired by the pillars of the Group's strategy: innovation, quality and sustainability"*, emphasizing the importance of the awards.

Prometeon Tyre Group's relationship with suppliers and external collaborators is built on business integrity and equal opportunity for all parties involved in procurement processes, in line with the principles outlined in the Ethical Code.

The Company's policies not only emphasize the full integration of a sustainable supply chain but also reflect a longstanding commitment to addressing the core challenges behind SDG 8 – Decent Work and Economic Growth and SDG 12 – Responsible Consumption and Production. Many of these policies were adopted and implemented even before Prometeon's adherence to the United Nations Global Compact (UNGC) and the integration of Sustainable Development Goals (SDGs) into its strategy.

Sustainable supply chain management is also a fundamental aspect of several key policies, including

- Social Responsibility for Occupational Health, Safety, Rights, and Environment Policy
- Global Health, Safety, and Environment Policy
- Global Human Rights Policy
- Global Quality Policy
- Sustainable Natural Rubber Policy.

## QUALITY CERTIFICATES

The quality certifications, obtained by Prometeon in the past years, have been renewed, as described below:

- **Quality Management System certification ISO 9001:** In 2019, Prometeon Tyre Group received the first certification successfully passing external party audits for Head Quarter and all the operative units. In 2020 the Company had the first re-certification from external surveillance audit. Between 2021 and 2024, the certificate was sustained and renewed successfully passing surveillance external party audits for Head Quarter and all

our operative units, results confirming continual improvement trend for the entire Prometeon Tyre Group.

- **IATF 16949:2016:** Following the evolution of the automotive industry, in 2018 Prometeon Tyre Group, has achieved the certification of the Quality Management System following IATF 16949:2016 (Automotive Quality Management System Standard). In 2019, the Group has sustained the certificate successfully passing surveillance third-party audits. Between 2020 and 2024, Prometeon has sustained the certification, successfully passing surveillance and recertification external audits, which confirms the robustness of the Quality Management Systems in-place and the continual improvement approach adopted by Prometeon Tyre Group.

The standards foreseen in the IATF framework reflects the approach of the global automotive network, **Original Equipment Manufacturers** that require the organization to comply with Basic Working Conditions in the Global Terms and Conditions and the related Supplier Social Responsibility and Anti-Corruption Requirements (*for further details please refer to Environmental Dimension of this report*).

Regarding **Quality**, Prometeon Tyre Group has continually reached and exceeded demanding customer requirements regarding the excellence of product and support activities by means of an integrated approach for development of people and know-how, using cycles of training, compliance control and conformity improvement of the Quality Management system, making it progressively leaner and more focused. In 2023 and 2024, a new information system dedicated for Quality Management was launched and deployed to increase the effectiveness of the activities and coordination among areas.



## ESG KPIs

Prometeon strictly monitors and reports all the ESG KPIs for effective management. Additionally, some KPIs constitute the calculation base for employees' variable compensation in the HQ, executives' LTI plan and ESG-linked loan.

In particular, the HQ employees' variable compensation is related to:

- Training: % of people trained at worldwide level (considering only training not mandatory by law), with a target for year 2024 set at 86% and an actual value of 98%,

the executives' LTI for the years 2022-2024 is related to:

- Training: average % of people trained at worldwide level in the years 2022-2024 (considering only training not mandatory by law), with a target set at 84% (equal to the average of the 1<sup>st</sup> LTI cycle 2021-2023 + 2pp.) and an actual value of 95%
- Waste: Cost of waste on total production cost, with specific internal targets
- Audit on suppliers: number of 3<sup>rd</sup> party audits on suppliers in the years 2022-2024, with a target set at 46 and an actual value of 54,

and the ESG-linked loan issued in the year 2025 is related to:

- Audit on suppliers: number of 3<sup>rd</sup> party audits on suppliers with specific targets
- CO2-e emissions: CO2-e/Operative income, with specific targets.

With the selected KPIs Prometeon intends to cover the most significant aspects of sustainability, including environmental, social and governance issues and focusing on specific themes as supply chain mapping, training to internal stakeholders, waste management and GHG emissions that our Company deems as primary drivers for its development.



## PROMETEON ON THE FIELD: PRODUCTS, CUSTOMERS, SERVICES AND BEYOND

As the only tyre manufacturer focused solely on the commercial sectors, Prometeon Tyre Group has a strong commitment in providing products and services that meet market needs. The goal of the Company is to offer effective solutions to become the partner of choice of its stakeholders. The following paragraphs offer an overview of Prometeon's products and services, research & development activities, the Group's relations with its suppliers and its overall approach towards its business partners and stakeholders.

### PRODUCT SAFETY, PERFORMANCE AND ECO-SUSTAINABILITY

Aligned with the Sustainable Development Goals (SDGs) "9: Industry, Innovation and Infrastructure" and "12: Responsible Consumption and Production," Prometeon Tyre Group is dedicated to developing materials that minimize environmental impact. This includes using materials free from petroleum-based ingredients and incorporating recycled components. The company's product research and development prioritize safety and sustainability, while maintaining the high level of performance of its products unchanged.

Prometeon Tyre Group is committed to excellence, efficiency, transparency, and technological innovation in the development, production, and sale of tyres for Medium and Heavy Commercial Vehicles for goods and passenger transport, Agriculture, and OTR. Prometeon offers a diverse product portfolio that includes the brands PROMETEON, PIRELLI, FORMULA, PHAROS, ANTEO, SESTANTE, ERACLE, and TEGRYS.

The company, which can count on over 100 years of experience in the commercial tyre industry, has developed its own technological expertise.

In 2024 Prometeon Tyre Group has completed its new Research and Development Center in Italy, completely dedicated to Innovation Projects with new cutting-edge indoor machinery, equipped with the latest technical solutions. Moreover, an important additional investment has been approved for the same Research and Development Center: new laboratories are under construction and the project is expected to be concluded by 2027 with tools and facilities to carry out physical and chemical analysis of the materials and compounds used in tyres. The use

of innovative and advanced tools will allow Prometeon to accelerate its innovation path by experimenting with increasingly high-performance and at the same time more sustainable materials.



*Prometeon Tyre Group new R&D Center in Italy*

In 2024, a special ceremony inaugurated the new R&D Center in Egypt for local product research.

With these new investments, the Company's research and development capacity has grown significantly, totaling 4 R&D centers in Brazil, Egypt, Italy, and Turkey. This enables autonomous product development to meet various market demands globally.

Prometeon Tyre Group R&D is based on an Open Innovation approach to develop new knowledge through collaboration with Universities, Startups, and Companies that have consolidated know-how in specific areas of study. Thanks to projects realized jointly, the Company can develop new technological knowledge to improve the performance of commercial vehicle tyres in terms of safety, sustainability, energy saving and environmental impact.

In this context, the Company is actively engaged in the advancement of knowledge aimed at enhancing the environmental quality of the tyre sector and, more broadly, the entire automotive industry. Regarding that, one of the most important projects is associated with Tyre and Road Wear Particles (TRWP), small particles that are produced during drive. The friction between the tyre and the asphalt produces microparticle pollution that remains in the air, water and land for long periods, up to different centuries and affects, throughout ascending the trophic chain, not only the marine and non-marine ecosystems, but also human health. In fact, due to the hazard TRWP represents for the environment and human health, they are one of the central topics under discussion in Europe. In this context, Prometeon Tyre Group is working in partnership with a prestigious Dutch University to find a methodology to allow a correlation

between laboratory trends and outdoor performance to develop innovative techniques to address this challenge.

Maximizing performance with minimum environmental impact is the essential principle laying the foundations of Prometeon Tyre Group product design and development process. Design and development activities have always considered the products' environmental performance, starting from the production process until the very end of the product life cycle. To enhance the overall design and development processes by providing for a more structural, unified and systematical approach, in 2024, Prometeon R&D Department together with Marketing and Quality Departments worked on the review of Corporate Quality Procedure on Management of Product Development Projects. With the review carried out, eco-design requirements through cross-department meetings have been included in preliminary assessment criteria for the development proposals of new projects, thus having the Company officially embedded its sustainable business principles at product design phase and adopted an approach associated with eco-design.

Prometeon Tyre Group's Research and Innovation activities address market needs and prioritize sustainability, which is a significant focus for the Company. All developed themes aim to enhance fundamental research and innovate product performance through:

- the study and acquisition of expertise;
- creation of virtual models;
- implementation of new laboratory survey methodologies;
- development of new instruments for measuring and reproducing phenomena.

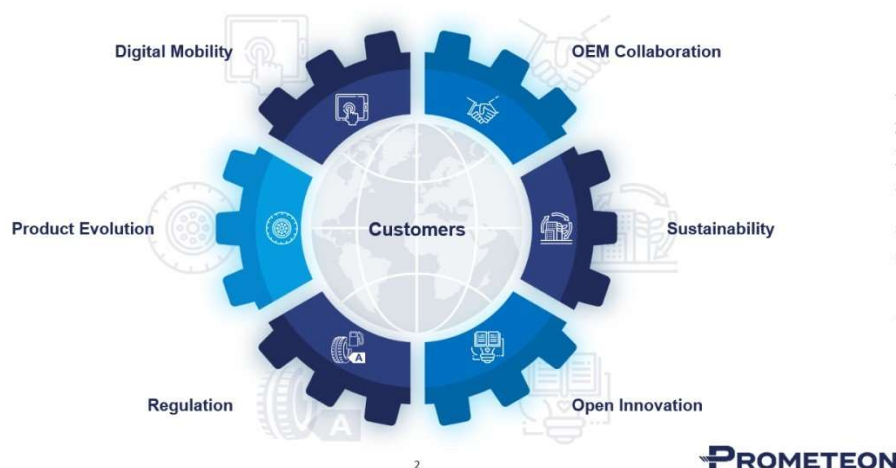
These efforts facilitate the identification of potential innovative solutions and their subsequent integration into the Company's product offerings.

The primary role of the Research and Development (R&D) Department is to develop new products and processes through innovation, based on the following six pillars:

- **collaboration with lawmakers** in order to gather information regarding legislation evolution both at national and international level;
- **business perspective collaboration with OEMs** in order to understand and analyze the development and growth regarding products and technologies, therefore aiming to study analyze and anticipate future market trends;
- **technology evolution of the product** to be up to date with the latest developments in Innovation;
- application of **digital mobility solutions** to tyre business in order to increase the overall safety and performance;
- **open innovation** to foster collaborations with experts in their relevant fields for increasing the Company know how;
- **Sustainability**: Ensuring all activities are conducted respecting nature, caring for society, and promoting continuous innovation



## 6 Pillars for Innovation



### *6 Pillars of Innovation of Prometeon Tyre Group*

During the last years, several projects have been started with a particular focus on the study of sustainable new materials, the recovery of waste and the waste materials coming from different working cycles. In this regard, several collaborations have been agreed with universities that represent excellence in different fields of research.

The recent focus of the industry for the digitization and development of IOT systems has recently highlighted the need to collect and process information from tyre usage enabling through the implementation of algorithms, the best use of both in terms of environmental impact (energy consumption reduction) and safety, allowing a constant and real-time monitoring of conditions of the use of tyres. The optimization of their use and related maintenance can lead to fuel efficiency and longer life, reducing fuel consumption and significantly increasing the life of the tyres with a consequent reduction of the impact on the environment.

The push given by the European Community requiring a substantial reduction in CO<sub>2</sub> emissions has led to an increase of restrictive regulations for vehicle manufacturers. The major vehicle manufacturers have required all their component suppliers to reduce energy consumption. It has to be noted that tyre manufacturers have been firstly involved and required to optimize energy-saving performance without penalizing other essential qualities such as safety and durability.

Moreover, several national entities have promoted incentive actions in the use of low environmental impact vehicles and components, giving a greater push for research and innovation on new materials, new technological solutions, new production processes, new control systems.

Thanks to the focus on sustainable innovation and technological solutions developed in the Research and Development centers of the Company, the new O2 Series of Prometeon is developed based on two key words, Innovation and Sustainability, which represents the

maximum in terms of cost efficiency for professionals in the transport sector and respect for the environment.

The design effort for the current product lines has been managed efficiently, focusing on operating costs to achieve high mileage and "active sustainability". This results in longer tyre life and lower rolling resistance, which subsequently decreases tyre consumption and fuel consumption.

The development activity of the new lines has been focused on formulations containing sustainable materials, on innovative technological solutions and processes that have led to a significant reduction in the weight of tyres, to obtain, with equal safety standards, a very balanced product, able to offer the best performance in full compliance with the principles of sustainability.

Prometeon has launched new product lines focused on energy saving (Profuel) and increasing the durability of products while maintaining the same performance. Specifically, the new H02 Profuel Series aims to enhance the energy efficiency of tyres (Class A). These tyres are designed for sectors where long-haul driving at constant speeds can maximize the positive impact of CO2 reduction.

Based on calculations made with VECTO (the simulation tool developed by the European Commission to determine CO2 emissions and fuel consumption of heavy vehicles), a trailer equipped with 385/55 R 22.5 H02 PROFUEL Steer tyres and 315/70 R 22.5 H02 PROFUEL Drive tyres on the tractor, and 385/55 R 22.5 tyres on the semi-trailer, uses 1.4 liters less fuel per 100 kilometers than a vehicle equipped with the previous product line. For a fleet of 150 lorries, each covering 130 thousand kilometers per year, this translates to 702 tons less CO2 emissions and a fuel cost saving of 465 thousand euros annually (based on an average diesel fuel price of 1.7 €/l).

To maximize the reduction of the tyre's rolling resistance, the R&D Department has decided to implement a combination of various factors, including adjustments in the type of materials used, optimization of the structure, and overall reduction of tyre weight.

For the structure cords made of high strength steel were used giving high flexibility and preventing the spread of corrosion, ensuring the integrity and longevity of the casing. Zero-degree spiral belt cords with new geometry and increased diameter for durability and strength.

Reinforced heel, in combination with the new geometry of the metal wires, gives great flexibility, strength and high load capacity. Innovative belt pack configuration to optimize tyre weight, contain energy dissipation, promote low rolling resistance and fuel consumption containment.

Engineering systems have shown through numerical calculation and virtual simulations that the tread impacts more than 50% of the rolling resistance coefficient due to the materials used and the design. The Company has redesigned the tyre by re-engineering all the materials within it, including compounds and structure, to meet these goals.

Thanks to the know-how of the designers, an innovative concept of tread design, which is a Prometon's patent, has been developed. The aim of this design was to reduce the mobility of the various parts of the design itself maintaining adherence qualities on slippery surfaces and thus thanks to the contribution of innovative materials that maximize road holding while maintaining very low levels of hysteresis, that is low energy consumption during the rolling.

Through an optimized combination of materials and tread patterns, mileage performance has also been preserved on long-haul applications, optimizing tyre life efficiency. This has been possible using a high percentage of silica in the tread compound which required necessarily a new production process of the tyre be able to discharge the electrostatic charges integrating in the tread a conductive insert.

The development of the new Profuel product lines required four years of study, 180 million kilometers of tests on the roads in Italy, Germany and Turkey. 2,500 tires have been tested with a working group of one hundred professionals involved in the project composed by the Research and Development, Marketing, Logistics and Commercial Department. Thanks to the results obtained with the tests on wet, dry and snow, the Profuel attained the winter homologation 3PMSF. Moreover, it must be highlighted that mileage and structural strength tests were conducted, in line with current product lines, as well as all tests related to the required legal approvals.

In addition, all O2 Series tyres are equipped with an internal RFID sensor that allows identification.

### **Product line dedicated to electric vehicles and urban buses**

The aim of the project was the development of a new line of products dedicated for the equipment of latest generation of electric traction vehicles specialized in transport of people in urban areas. Sustainable mobility, especially in urban contexts, is a theme driving to the decision to renew and/or upgrade the fleet vehicles that are used for urban public transport at worldwide level:

The main manufacturers of heavy vehicles are releasing on the market new generation electric traction buses that meet a twofold objective: to increase operating autonomy by using more powerful batteries, but of a heavier weight, and maintain the same passenger capacity as conventional and/or hybrid vehicles and thus lead to an increase of the overall mass of the vehicle.

To meet these needs, tyre manufacturers were required to develop new products/measures with increased load capacities (which were not allowed by international standards at the beginning of the study) and reduced rolling resistance, to limit battery charging cycles.

Starting from the knowledge acquired regarding the advancement of the latest generation of products, the development and design activity has been focused on the research of

combinations for technological solutions properly balanced that could achieve the main performance targets required.

U02 URBAN-e PRO Multiaxle meets the needs of the new generation of electric mobility vehicles: thanks to an increased load capacity, compared to the previous product line, that allows the use of batteries with high autonomy without compromising the number of passengers.

The new product line has a rolling resistance reduced by 10% compared to the previous product and is classified among the best in class with Category B on fuel consumption. U02 URBAN-e PRO Multiaxle helps increase the autonomy of city buses, reduce battery charging cycles for fully electric vehicles and reduce CO2 emissions.

In line with the evolution of hybrid and electric vehicles for urban use, characterized by frequent stop and go, the new product reduces operating costs, as well as offering a higher level of comfort, a uniform wear and reduced generation of noise (69dB in measure 275/70R22.5) and thus with excellent safety performance.

U02 URBAN-e PRO Multiaxle is suitable for all axles. The M+S and 3PMSF markings, together with the Category B in wet grip, ensure a high level of performance even in winter conditions as well. To achieve this performance, Prometeon R&D has redesigned the materials and internal structures of the product. The introduction of the new SWITe technology and the reinforced structure have allowed an increase in load capacity, while improving rebuildability of tyres. To increase the durability of the product subject to strong creeps and impacts against sidewalks, a reinforced sidewall profile and a new compound more resistant to abrasion have been added. To optimize the rolling resistance performance, the design criteria of the newly developed tread patterns, with reduced deformability, were used, applying the concepts contained in the patent application filed.

Such drawing installations should be such as to permit compaction by limiting the mobility/deformation of the longitudinal grooves or transverse anchors in particular loading or driving conditions. Limitation of the deflection energy of the tread contributes to reducing the hysteresis of the tyre. However, to keep in line, the wet sealing performance with the previous product, a particular geometry of the longitudinal grooves that guarantees an enlargement of the cross-section of the same at mid-life promoting water drainage and therefore vehicle controllability, has been adopted (see patent IT201700084726A1).

Furthermore, the new tread geometry has been designed to ensure excellent impact resistance and high traction throughout the life cycle, considering also the high torque transmitted by electric traction engines on tyres. Prometeon has developed this product line in collaboration with the main manufacturers of new generations of urban vehicles working with electric motors or alternative fuels to diesel.

In particular, Prometeon Tyre Group in collaboration with the company E-CO Hev, which produces an innovative electric vehicle without batteries but with a super condenser, is continuing a project on sustainable urban transport in major Italian metropolitan cities. The new

line is available in Category B for fuel consumption and wet grip (best in market class) and Category A (69dB) in external rolling noise.

### **R02 PROFUEL for motorway, regional and urban routes**

For the Regional line, designed for trucks with 17.5", 19.5" and 22.5" tyres operating on motorways, regional, and urban routes, the focus was on reducing fuel or energy consumption and increasing durability. The tread patterns were developed to provide grip and traction in all seasons and on wet and moderately snowy surfaces, and to ensure an optimal distribution of the footprint on the ground for uniform wear and mileage.

The new geometry of the sides and the increase in the thickness of the rubberization, measurable with ISW indicator, give resistance to impacts and contribute to the longer life of the products. The performance improvements of R02 PROFUEL compared to the previous product line are as follows:

- -20% rolling resistance;
- +15% acoustic comfort;
- +10% grip on wet and snow;
- +10% wear regularity.

Calculations using VECTO indicate that the R02 PROFUEL 285/70 R 19.5 tyres used on a 4 2 vehicle can reduce fuel consumption by 0.8 liters per 100 kilometers compared to the previous product line. For a fleet of 50 vehicles, each covering 130 thousand kilometers per year and with diesel fuel priced at 1.7 €/l, this results in 40 tons lower CO2 emissions and an annual saving of 88 thousand € in fuel costs.



*R02 PROFUEL*

## S02 PISTA for Special Use

The Prometeon S02 Pista is part of the new Serie 02, which uses the same technological package of the product line. It is designed to offer great structural integrity in the most extreme off-road use.

Compared to the product it replaces (PS22), the speed of use has increased from 90 km/h to 110 km/h while maintaining the same load capacity. The product has been completely rethought in the tread geometries, which, having to satisfy the greater stresses at higher speeds, when used at cruising speeds of 90-100 km/h, increase its durability and structural resistance. However, this increased resilience does not compromise either traction or the ability to expel mud when used in the most extreme conditions. The S-shaped tread design guarantees progressive contact with the ground, improving comfort and reducing noise when driving on asphalt.

The new Prometeon S02 Pista can also operate with low pressures and with "run flat" and "bead lock" systems, in all types of terrain ranging from asphalt to sand, from earth to grass, from marshy to rough terrain.

Available in size 14.00 R20, it boasts a load capacity of 10 tons in single use, 18 tons in twin wheel configuration. The load index is 164/160K.'

At the beginning of 2024, we participated in the Dakar Rally in Saudi Arabia as the official tyre supplier for the Italtrans team, using our first Prometeon-branded tyre, the 14.00 R20 S02 PISTA. Thanks to the performance of our tyres, Italtrans achieved strong results in this challenging competition, placing seventh. This success opened the door for us to take part in other key events throughout 2024, including the Baja Aragón in Spain (July 2024) and the Rallye du Maroc (October 2024). These competitions served as invaluable preparation for the development of a new tyre for 2025 Dakar Rally.

## G02 ECO (MULTIAXLE and DRIVE)

G02 ECO represents the latest generation of tyres for mixed use service, designed for efficiency by guaranteeing maximum performance – C Fuel Class – and fleet operating cost optimization.

**G02 ECO PRO LINE IS THE PERFECT CHOICE  
FOR TRUCKS WORKING 90% ON-ROAD AND  
10% OFF-ROAD**



Thanks to the new reinforced casing construction G02 ECO offers an increased load capacity that allows to carry up to more than 1 ton.

The tread pattern design and new compound formulation offer excellent grip, traction and wet braking performance, for the maximum driving comfort and handling. The product line saw the use of two Prometeon Patent technologies, designed and developed by Prometeon Tyre Group employees. While the innovative **Bumper Technology**, designed to reduce tread movement and vibrations, promotes regular wear, grip and safety in any condition, the **special waved groove surface** enhances easy self-cleaning and great traction on all surface conditions.



G02 ECO PRO



## **G210 for Egypt**

The G210 is specially designed for heavy-duty regional applications, offering exceptional durability, enhanced integrity, and safety. It features improved resistance to punctures and is built for long-lasting performance, ensuring both durability and retreadability.

## **G02 (MULTIAXLE and DRIVE) for MEA**

The G02 represents the first product line launched under the PROMETEON brand, showcasing the latest generation of tires designed for mixed-use applications. These tires are optimized for exceptional retreadability, superior tear resistance, and outstanding off-road grip, while also offering high levels of acoustic comfort and durability, even on asphalt roads.

## **R02 PROWAY (STEER and DRIVE) for EUROPE**

In 2024, the European range will expand with the new R02 Proway series, specifically designed for regional medium and short-distance transport. The R02 Proway product line is dedicated to versatile applications, offering excellent Total Cost of Ownership (TCO), high mileage, and integrity to deliver the most efficient performance in any condition. The product is designed to emphasize durability and provide uniform wear throughout the tire's lifespan. Additionally, thanks to its design and new compounds, it offers excellent grip performance even on slippery surfaces typical of the winter season. The R02 Proway is compliant with winter regulations (M+S & 3PMSF), ensuring high safety and optimal performance in wet grip class.

The performance improvements of the R02 Proway compared to the previous product line are as follows:

- +10% mileage;
- +10% wet handling;
- +10% grip on wet and snow;
- +10% Integrity;
- +5% load capacity

## **R02 PROWAY M1 (STEER and DRIVE) for TURKEY/MEA**

In 2024, the range for Turkey and generally for more demanding markets with high severity will expand with the new R02 Proway M1 series, where the suffix M indicates a product specifically designed for the MEA region.

Both the tread patterns and the compounds used have been specially developed by our research and development center to meet the needs related to high operating temperatures,

overload conditions, or aggressive pavements in terms of high tread abrasion. In particular, the steer tread design features a redesigned shoulder that provides exceptional wear resistance, while the drive tread has optimized tread blocks that offer different stiffness to improve wear and comfort, resulting in better efficiency in tread block movement. The R02 Proway M1 is compliant with winter regulations (M+S & 3PMSF), ensuring high safety and optimal performance in wet grip class.

R02 PROWAY M1 has optimized footprints with uniform ground contact pressure distribution to enhance regular wear throughout life and additional providing: High mileage; Excellent even wear over the entire life.

The performance improvements of the R02 Proway M1 compared to the previous product line are as follows:

- +20% Integrity and robustness;
- +10% mileage;
- +10% even wear;
- +5% load capacity;

## A stand at NUFAM and the launching Of the new G02 ECO PRO tyre

From 21 to 24 September Prometeon will be attending the Karlsruhe trade fair dedicated to commercial and industrial vehicles. The services, the new Fleet Fit solution, the SuperTruck network, but also the debut of G02 ECO PRO, the On-Off product of the Serie 02 range for "light" uses.



*Press release on the launch of G02 ECO PRO and Prometeon Stand at NUFAM Trade Fair*

## INNOVATION AS KEY FOR A SUSTAINABLE FUTURE

Within its unwavering commitment to innovation and sustainability, Prometeon Tyre Group is pioneering in the field of open innovation, focusing on product development and new business lines to enhance sustainability. This strategic approach allows the Company to leverage cutting-edge virtual modeling technologies that can predict tyre performance with greater accuracy. By reducing the need for physical prototype tyres, Prometeon not only streamlines the development process but also significantly increases the feasibility of creating virtual tyre models. This innovation not only accelerates the product development cycle but also contributes to environmental sustainability by minimizing waste.

To gain a deeper understanding of tyre usage and enhance sustainability, Prometeon is developing state-of-the-art technologies -aimed at monitoring and controlling tyres throughout their life. These technologies are designed to provide continuous insights into tyre performance, enabling more sustainable usage patterns and improving safety for both users and the surrounding environment. By closely monitoring tyre conditions, Prometeon can identify opportunities for optimizing tyre performance, extending tyre life, and reducing the overall environmental footprint.

A significant focus is also placed on business lines that embody the principles of sustainability, emphasizing the recycling and reuse of finished products. On this, the commitment of Prometeon on the retread world is a key aspect. Prometeon is committed to developing solutions that not only meet the current needs of its customers but also anticipate future trends in sustainable mobility. This includes creating tyres that are designed from the outset for recyclability, thus closing the loop in the product lifecycle and contributing to a more sustainable and circular economy.

Prometeon Tyre Group is setting new standards in the tyre industry for innovation, sustainability, and safety. By harnessing the power of open innovation and cutting-edge technology, the Company is not only improving its product offerings but also making a significant contribution to the global effort to achieve a more sustainable future. This holistic approach to sustainability and innovation demonstrates Prometeon's leadership in advancing the tyre industry towards a more environmentally friendly and socially responsible future.

## PROMETEON C02

Scheduled to enter the market in the second half of 2025, C02 is Prometeon's first tyre to be launched with an **A-class rating** for rolling resistance. It has been developed to meet the demands of Prometeon's partner vehicle manufacturers for sustainable tyres for original equipment.



*CO2 Coach Drive*

Featuring extremely low rolling resistance with values below 4.0N/kgN, it will help reduce CO2 emissions and operating costs. It boasts a fuel consumption improvement over the previous line of 0.9 liters less per 100 kilometers (source: VECTO), leading to an annual savings of €102,000 (based on a fleet of 50 vehicles, each covering 130,000 kilometers per year), equivalent to 157 tons of CO2 saved annually. Prometeon CO2 is a sustainability champion with **80 percent of recycled and certified, or renewable-source materials used for its production.**

To meet the increased load requirements of new hybrid and electric vehicles, the load index has been raised to 156/150 M. The products are equipped with RFID technology.

## ROAD SAFETY

As being the fundamental pillar of transport systems, safety is the top priority. As mobility continues to grow and is radically transformed by digitization (the process of converting information from a physical format into a digital one), decarbonization (reduction or removal of carbon dioxide from energy sources) and innovation, the opportunities to further improve safety performance must be seized.

Synergies between **safety and sustainability** measures should be exploited. For example, encouraging the use of zero-emission modes of transport, new and safer forms of mobility may also go together with improved access to mobility for all members of society.

**Mobility** is the cornerstone of freedom of movement of people and goods, which is fundamental to the smooth functioning of society. Transformation that mobility is going through is not limited only to industry itself, but it changes our lives by increasing the competitiveness of the industry, which results in outputs aimed at making mobility more accessible, jobs safer, and ensuring safer, cleaner and more sustainable transportation services.

On the other hand, the pursuit of such goals leads to radical changes in the mobility landscape, disrupting conventional transport business models and industries, bringing not just new opportunities but also new challenges. The commitment of Prometeon Tyre Group is to spread road safety culture through training, awareness-raising campaigns and innovative technological solutions for sustainable mobility.

## HIGH VALUE APPROACH TO FUTURE MOBILITY

Prometeon Tyre Group carefully monitors the evolution of the automotive market and more generally the evolution of mobility. Future mobility trends such as digitalization, electrification, management of shared transport and driving automation, are gaining more and more momentum and will lead to an evolution of the mobility sector whose speed is unprecedented in the sector. The Company constantly studies the opportunities brought by the future mobility trends, and in line with its inspiration for SDGs "**8 Decent Work and Economic Growth**" "**9 Industry, Innovation and Infrastructure**", "**11 Sustainable Cities and Communities**", "**12 Responsible Consumption and Production**", develops and evaluates projects that can enable Prometeon Tyre Group to create a difference in the global effort for making our world sustainable.

## OUR CUSTOMERS

Prometeon Tyre Group is the **only global manufacturer entirely dedicated to the commercial tyres**, covering truck, bus, agricultural, and OTR tyres.

**Sales channels** include **Original Equipment (OE)**, tyres supplied directly to vehicle manufacturers (OEMs), and **Replacement**, tyres for vehicles already in use.

### **Replacement.**

**Main Replacement customers** are:

**Retailers:** Independent tyre specialists who focus on direct fleet operations rather than distribution. They play a crucial role in servicing fleets by providing tyre fitting, management, breakdown assistance, casing management, and retreading, acting as key intermediaries between Prometeon and end customers.

**Distributors:** Tyre distribution professionals and wholesalers who ensure a widespread supply of tyres across the territory. They play a key role in reaching areas not directly covered, enabling a more extensive and efficient distribution network by supplying general retailers and specialized dealers with local delivery services.

**Fleets:** A fleet refers to a group of vehicles operated by companies or organizations for commercial or institutional purposes, such as public and private transport companies providing passenger or goods transportation services. Fleets can range from single-vehicle owner-operators to large enterprises managing hundreds of vehicles. They require tailored solutions to ensure operational efficiency and business continuity

### **Original Equipment (OE).**

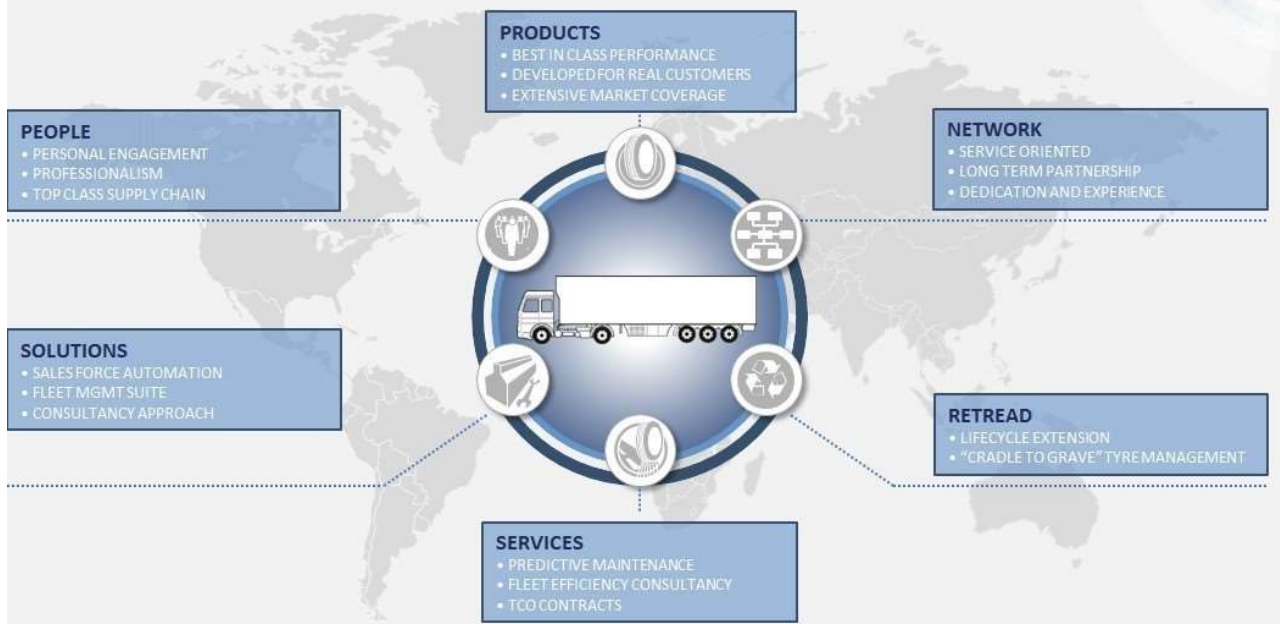
OE customers demand sustainability assessments to evaluate Prometeon's corporate social responsibility. Compliance requirements have become increasingly stringent over the years. Prometeon must set sustainability targets and KPIs for 2025–2030 (refer to the Governance & Business Ethics – Headquarter Committee section for details). All customers require documentation on supply chain audits, sustainability clauses, and contract standards to ensure compliance throughout the value chain.

In 2024, Prometeon focused on complying with OEM sustainability requirements, which are now integral to the bidding process. The Sustainability team created a guide to help complete the SAQ.5 questionnaire. Continuous training sessions are scheduled to support local teams. Additionally, the Company is working to centralize OEM sustainability requests to better manage assessments across multiple platforms

## Customer Focus

Customer Focus is not only a central element of the Ethical Code, but also a principle inspiring and shaping Prometeon Tyre Groups approach to the business. This document outlines the Company positioning and is therefore communicated to all employees.

### CUSTOMER CENTRIC APPROACH



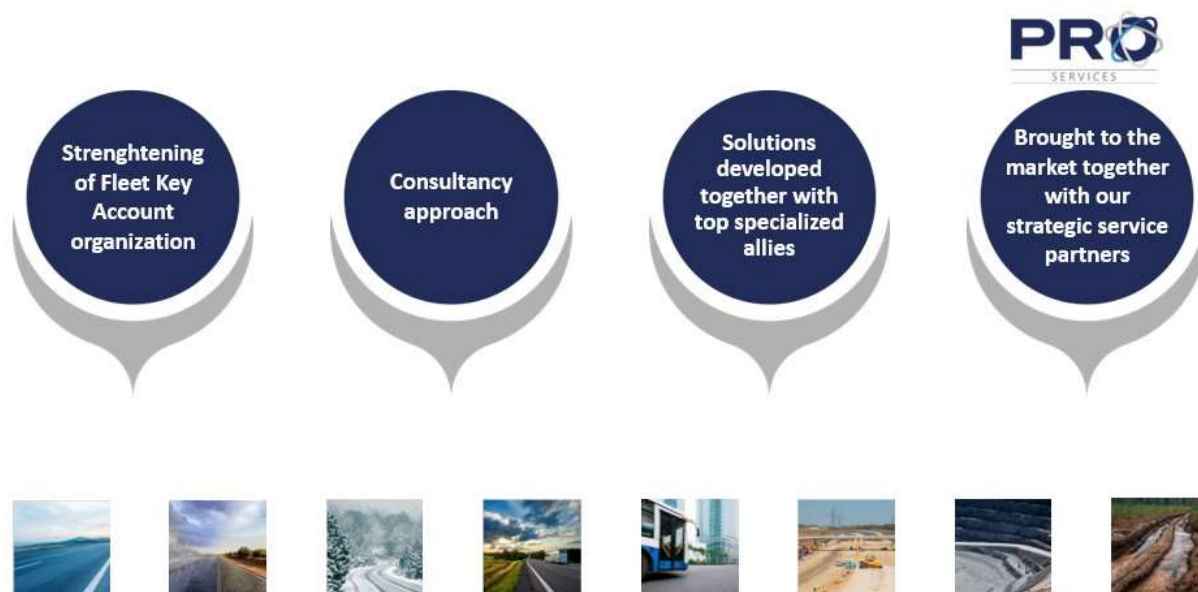
*Prometeon's customer centric approach*

Among the essential elements of the Prometeon Tyre Group approach, the following are highlighted:

- Consideration of the impact of its actions and behavior on the customer;
- Exploitation of every opportunity offered by doing business to satisfy the customer's needs. The company's commitment is to implement services that enhance end-user efficiency and optimize costs while respecting the environment. In this context, during 2024, Prometeon expanded its PRO Services offering geographically to reach the highest possible number of customers worldwide. Specifically, after consolidating the services in Europe, Prometeon extended the PRO Check offer to the MEA, Pacific region, and the USA. PRO Check is an in-house developed tyre inspection and monitoring system.



## FOCUS ON PREMIUM FLEETS SOLUTIONS



### *Pillars of Prometeon's fleet management solutions*

- Anticipation of customer needs;
- Safety, reliability, high performance of products and services offered, in accordance with local regulations and more developed national and international standards applicable, as well as excellence of production systems and processes;
- Information to customers and end-users to guarantee an adequate understanding of the environmental impacts and safety features of Prometeon products, as well as the safest ways of using the product.

The "**General Sales Conditions**" applied by Prometeon Tyre Group subsidiaries are communicated in accordance with the principles mentioned above to all customers.

The Company has also established a clear procedure for providing feedback on customer claims, ensuring immediate intervention with the relevant party.

In 2024, Prometeon Tyre Group released its new version of Customer Relationship Management (CRM) system.

## INFORMATION TO CUSTOMERS

Prometeon Tyre Group ensures that useful information for its customers -dealers and end users- concerning products and services, and the related initiatives is constantly available: from events in the territory, to training activities, product leaflets, and digital updates on the company website and its social channels.

Among the means of **communication with customers** are:

- **Periodic meetings** (dealer conventions and fleet meetings): they are organized on the territory of each country where Prometeon Tyre Group has a commercial presence. These meetings enable the Company to maintain a direct relationship with dealers and fleets, as well as to inform them about our product portfolio and services. Emphasis is placed on the involvement and cooperation of our dealer network to communicate the Company's offerings to end users (fleets) when direct contact is not possible. For example, in Europe, the Company relies on the cooperation of dealers from the SuperTruck Network.
- **Presence in national and international fairs:** In 2024, Prometeon participated with a booth in several local trade fairs across various markets, using these opportunities to produce editorial contents and interviews in both general and trade online and offline media. Below is the list:
  - o **Show Rural Coopavel** (Brasil), 5-9 February 2024
  - o **MAT Show** (US), 21-23 March 2024
  - o **Agrishow** (Brazil), 4-8 April 2024
  - o **Helexpo** (Greece), 11-13 April 2024
  - o **Transpotec Logitec** (Italy), 8-11 May 2024
  - o **Road Transport Expo** (UK), 24-26 June 2024
  - o **IAA** (Germany), 17-22 September 2024
  - o **Fenatran** (Brasil), 4-8 November 2024
  - o **Translogistica** (Poland), 5-7 November 2024
  - o **The 7<sup>th</sup> China International Import Expo** (China), 5 - 10 November 2024.



*Prometeon stand at the 7<sup>th</sup> China International Import Expo*

**IAA deserves a special mention:** in fact, the Prometeon booth gave visitors the chance to discover two important world premieres: the new product for coach transport, Prometeon CO2, the first Prometeon tyre with an A rating for rolling resistance and made with 80 percent of recycled and certified, or renewable-source materials; Prometeon SuperFleet, the new set of tailored fleet management solutions developed to meet the growing needs of a wide range of fleets, offering not only high-quality tyres, but also a range of services and technologies aimed at optimizing efficiency and sustainability.



*Prometeon stand at IAA Transportation 2024*

In addition to the above discussed occasions, in 2024 Prometeon arranged 3 big launch events, which also involved media in addition to Prometeon customers and prospects:

- **April 2024** saw the launch of the Prometeon-engineered Serie02 product range in Brazil. A brand-new range of products for regional applications (R02 line) and for on-off applications (G02 line) highlighting Prometeon's commitment to technology innovation and sustainability.



*Images from Brazil Serie02 Prometeon-Engineered launch event*



- **In May 2024 with Egypt launch event,** Prometeon marked its historic transition to a product brand by staging a special ceremony, which hosted customers and media, in the shadow of the Giza pyramids in Egypt. The first tyres to carry the Prometeon brand have been the G02 ON-OFF and the G210, which inaugurated the production of Prometeon-branded tyres for Egypt, other Middle East nations and Africa in the innovative and increasingly sustainable manufacturing site in Alexandria, which is also the location of the company's fourth research & development facility. This launch coincided with the 30<sup>th</sup> anniversary of Prometeon factory in Egypt, where more than 2,000 people are employed, and which guests had the opportunity to visit through a dedicated guided tour.



*A view from Egypt launch event*

From the media point of view the event generated almost 150 media items dedicated to the event with a coverage of more than 4,6 million reach, and hosting around 40 journalists coming from the AFME Region.



*Prometeon-branded tyres produced for Egypt, Africa and Middle East presented at the launch event*

- **Turkey launch event held in October 2024** in Istanbul marked Prometeon's debut as a product brand in Europe and Turkey with the unveil of the new Prometeon-branded R02 Proway and R02 Proway M1 lines developed for regional applications, continuing the expansion that began with the Egypt launch event.



*Prometeon-branded R02 Proway and R02 Proway M1 lines presented at the event in Turkey*

The launch was celebrated with an important event attended by over 400 guests, including 250 customers and more than 70 journalists from across Europe and Turkey. Participants had the opportunity to visit the Izmit plant, which employs 2,000 people and houses one of the company's Research and Development Centres and recently received the ISCC Plus certification which attests that the materials it uses derive from

bio-based, bio-circular and circular sources. Guests had also the opportunity to explore the wonders of historic Istanbul, and enjoy a unique experience at the Istanbul Park Circuit, where they tested trucks equipped with Prometeon tyres both on the track and off-road, driven by professional motorsport drivers who collaborate with Prometeon in sports competitions: Martin Macík Jr., winner of the 2024 Dakar Rally, Claudio Bellina, participant in the 2024 Dakar Rally with Prometeon tyres, and Bia Figueiredo, winner of the Copa Truck in the Super Truck Elite category of the Copa Truck Championship in 2024

Prometeon participated also to the 37<sup>th</sup> International Truck Grand Prix, the largest event dedicated to trucks in Germany which took place from 11 to 14 July at the Nürburgring, sponsoring the "Prometeon SuperTruck Awards": the prize that rewards trucks with aesthetics and special technologies.



*Prometeon SuperTruck award winners in Working Truck, Historic Truck and Show Truck categories*

On all the aforementioned occasions, the Company focused its efforts on promoting the offerings to raise awareness of Prometeon Tyre Group, highlighting the products and services available to end users through partnerships with our network of dealers.

During 2024 the Company initiated new sponsorships, the list of which already included, among others, Parma Calcio (competing in Serie A - the highest Italian level of football championship - in season 2024/2025) and FIGC (Federazione Italiana Giuoco Calcio). New partnerships announced were with:



- Turkish Football Federation



- the Egyptian Football Club Al Ahly;



- ITALTRANS: during Dakar 2024, the team ranked an excellent 7<sup>th</sup> place in the truck category, using for the first time ever the Prometeon branded tyre 14.00R20 S02 Pista. Considering the results at business and product levels, the partnership was announced also for 2025;



- COPA TRUCK: Prometeon is the official sponsor and tyres supplier of the on-track truck race championship in Brazil and can rely on a special brand testimonial, Bia Figueiredo, competing this championship;



- MM Technology: a Czech company specialized in the construction and customization of trucks for rally competitions. It is also the company whose team competes in numerous major truck rallies with notable success, including winning the 2024 edition of the Dakar Rally. This partnership allowed Prometeon to sponsor the team and its truck, while providing tyres for the Dakar Rally 2025.

These activities support the improvement of Prometeon brand awareness and recognition at worldwide level as well as providing the opportunity to strengthen the relationship with our customers and prospects, beyond daily business interactions thanks to the hospitality activation.

The Group Code of Ethics formulates the general principles of transparency and fairness inspiring the conduct of business. It indicates the objectives and the values informing business activity in relation to the main stakeholders with which Prometeon Tyre Group interacts on a daily basis: investors, environment, financial market, customers and staff. This document provides all the Group's affiliates with cogent and uniform guidelines for the professional practices to be followed by anyone who work for or on behalf of Prometeon Tyre Group or has business dealings with it ("Addressees of the Code") including agents and other intermediaries.

The year also saw an active participation of the Company in several events and webinars on various sustainability issues and sustainability related aspects of "doing business". These occasions provided the Company with the opportunity to raise awareness on Prometeon as a sustainable brand among the public as well as sharing the expertise with community members.

Prometeon Tyre Group participated in 17<sup>th</sup> edition of "Forum Comunicazione" held in Milan in June, an event dedicated to corporate communication of sustainability topics with the aim of promoting, educating and actively involving all stakeholders. At the event, the Company presented its sustainability approach to entire value chain, with emphasis on involvement and management of activities along its supply chain.



*Official leaflet of 2024 Forum Comunicazione*



During summer and autumn, the Group Sustainability Department participated to Sustainability MentorShip program organized in partnership with SDG Leaders. The aim of the program is to raise awareness and to promote sustainability culture by bringing together professionals with expertise in sustainability field with young professionals aspiring to gain an in depth understanding and view of sustainability of the topic through 1-to-1 sessions held on regular basis.



*Official "Mentor" brochure of the Head of Internal Audit & Sustainability*

Moreover, in September, the Head of Internal Audit and Sustainability Department attended "Forum Sostenibilità" held in Naples to give a speech on Prometeon's management of sustainability, with particular focus on "Green Economy", sustainable innovation and sustainability culture.

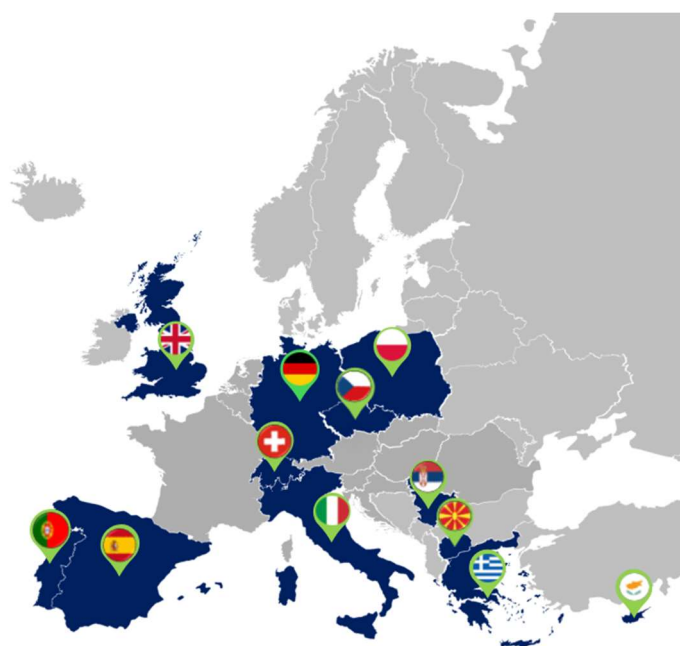


*An image of Prometeon Tyre Group Head of Internal Audit and Sustainability Department during his speech at Forum Sostenibilità*

## THE IMPORTANCE OF NETWORKING

SuperTruck is a network of independent dealers specializing in the business of Truck and Bus, whose promoting partner is Prometeon Tyre Group. SuperTruck dealers share common values:

- **PROFESSIONALISM:** the network is aimed at the best operators, specialized in the Truck and Bus tyres sector.
- **EXPERTISE:** SuperTruck for us means joining different expertise, keeping its own entrepreneurial independence to overcome market changes and daily challenges.
- **EXPERIENCE:** expertise is also the result of experience: our network is the result of dynamism and continuous sharing of knowledge to achieve common synergies.
- **CUSTOMER MADE OFFER:** customers first: we aim to have a network of dealers with a wide specialized product offer, able to give the end users a complete portfolio of services offered through both in-house development and outsourcing.
- **TRUST AND PASSION:** trust and passion are the common marks that our network leaves in all daily activities, giving the best service to fleets and end users.



*SuperTruck Network presence across Europe*

The “networking” among the business community is the key instrument for Trade Marketing to support the sell-out multi-brand retails rather than a simple sell-in strategy. Especially in business-to-business markets like the one of industrial tyres, networking plays a fundamental role in supporting a real enhancement of the offer made to end-users in terms of products and services. Trade marketing and product sell-out are two concepts that link to each other

indissolubly. On the one hand, a true sell-out action on the end-user requires an available, strong and coherent Network, while on the other hand the success of networking activities relies on an ever greater direct and indirect sell-out action. SuperTruck Network was born in Italy in the mid-2019 and currently the Italian Network consists of **145 Points of Sale** of which **59 of SuperTruck Consortium**. In October 2020 the Network expanded beyond the Italian borders, arriving in Poland. Since then, the Network has expanded to other countries, such as Germany, Switzerland, the United Kingdom, Spain, Portugal, Greece and Cyprus, bringing total number of the **Network Points of Sale in Europe** to **381**.

To reinforce the relationship among the Network Members, in October 2024 the **II<sup>o</sup> International SuperTruck Convention** was held in Istanbul. The convention saw the participation of 105 SuperTruck dealers from all the Countries of the Network creating a great opportunity for the exchange of ideas.



*Images from SuperTruck International Convention organized in Turkey*

## ACTIVITIES OFFERED BY THE NETWORK

SuperTruck offers its members various opportunities of operative and technical nature with the aim of providing for the possibility to enhance their business. Supports offered by the network vary depending on the network members' specific needs and their customer portfolios.

### Fleet Support

**"SuperTruck 4You"** a sell-out campaign aimed at end-user promotion with discount coupons to be used on selected service costs on a limited range of tyres. The campaign is dedicated to fleet/hauler customers that will purchase it from SuperTruck dealers.



**"Prometeon SuperFleet"** a solution designed to meet the evolving needs of fleets, alongside SuperTruck, it represents the Prometeon ecosystem, meaning a network of trusted partners designed to address the critical needs of modern fleets, combining advanced technology, comprehensive tyre management and exceptional support services.



to

SuperFleet is composed of four different hubs, with designated core offerings.



Starting with the **SuperFleet Tyre Hub**, it leverages advanced technology to optimize fleet performance through **Smart Tyre Management**. This hub is featured by three different Pro Services: Pro Check and Pro Retread

- **PRO CHECK:** Tyre Monitoring System designed for fleets and retailers, which helps to monitor tyre performance and plan tyre maintenance activities.
- **PRO RETREAD** grants a high value on casing quality and initial investment in new tyres, with an eco-friendly approach, with lower cost per kilometer, lower overall cost, and lower impact on the environment.



The second hub is **the SuperFleet Care Hub**, with comprehensive maintenance and assistance solutions. In this case too, there are different services offered, in particular the 24/7 roadside assistance, effectively reducing the unexpected downtime with a quick response. More in particular:



- **PRO TIME:** a Network of European dealers identified by Prometeon Tyre Group to create an international roadside assistance service offered on a 24 hours/7 days basis, guaranteeing a high-quality service to the fleets.



Part of the Care Hub is also SuperTruck, a network of professional and specialized independent dealers, which offers a complete range of tyres and integrated offer with the service package, by Prometeon.



Next, there is the **SuperFleet Efficiency Hub**.

Prometeon SuperFleet streamlines fleet administration with integrated digital solutions that seamlessly merge with existing management systems, providing comprehensive monitoring and reporting capabilities.

- **PRO MANAGEMENT:** Centralized Invoicing Service that allows fleets to have a single source of billing, finding support at SuperTruck dealers participating in the commercial agreement, guaranteeing with the certainty of commercial conditions and the level of service.



The last hub is the **SuperFleet Empowerment Hub** which wants to elevate fleets performance through the ProServices of Pro Campus.

- **PRO CAMPUS**, through this service, SuperFleet offers continuous training tailored to managers and operators with an emphasis on tyre selection, maintenance and data utilization. Equipped with the latest knowledge and skills, to maintain proper tyre conditions, ultimately Pro Campus helps reducing the risk of unexpected failures and enhances overall fleet performance
- **SOS SuperTruck:** local roadside assistance service, active 24h/7, to guarantee a high-quality service to the fleets operating in Italy.
- **Sales Force fleet scouting priority:** support from the sales force in the search for new fleets. Create the greatest number of opportunities to acquire new fleets and



consolidate the relationship with those in portfolio. Targeted offers of products and services to support fleet needs in triangulation with our dealers.

**New Prometeon Fleet fit:** the solution for the fleets, that supports the commercial development of dealers. "Fleet fit" contract is a complete package of "tyres and services" providing coverage for fleets' yearly needs through:

- annual tyre & service supply;
- customized solutions for fleets' specific needs.

### Training & Technical Support

- **SuperTruck People Next:** SuperTruck supports the dealers' network in the research and selection of personnel. In collaboration with Adecco, this activity has the aim of selecting detailed profiles through specific channels, define the needs of the same reseller. In addition, SuperTruck People Next offers a course with the focus on how to manage a team and the overall management of internal and external human resources through several topics, such as: Personal Leadership, Effective communication and Team managing.



*Images from People Next training sessions*

- **Technical training:** specific technical training for the SuperTruck Dealers, to strengthen skills or implement new work tools, such as industrial tyre technology, safety of the wheels of industrial vehicles, etc... Moreover, in partnership with other companies and experts in their fields, specific training courses are organized for axles alignment, tyre

balancing, repair, mounting/dismounting of truck industrial tyres which develop new individual and group skills as well as boosting employees' confidence in their resources and capabilities, leading to an increased productivity and a better business performance.



*Images from SuperTruck technical training sessions*

## Business Support

**Exclusive Product Line:** products dedicated to the SuperTruck Network.

**Pro Finance:** sell out financing aimed to cover tyres supply for a fleet/trucking company (in partnership with BCC and Santander).



**Logistics Priority:** "virtual" provision of the stock that will remain available only for SuperTruck member orders.

## Partnership & Communication

**POS Materials:** apparel, roll-up, signages and work clothes to promote SuperTruck with in-store communication in the point of sale of dealer.



*SuperTruck merchandising used by point-of-sale employees*

**Shop branding:** support the SuperTruck dealer in branding their points of sale both externally and internally with financial contributions.



*Network member dealer with SuperTruck branding*

These marketing activities help to narrate the SuperTruck **visual identity** and increase **brand awareness**.

**Social media:** we currently have 4 pages on social networks, 2 on Facebook and 2 on LinkedIn. Both on Facebook and LinkedIn, there is an "international" page in which English-language contents of all SuperTruck activities carried out in Europe are published, and an Italian-language page, which focuses on contents that affect the Italian market.



*Various posts shared on SuperTruck Facebook and LinkedIn accounts in 2024*



## COMPLIANCE WITHIN CUSTOMER RELATIONSHIPS

In 2024:

- no cases emerged of non-compliance with regulations or voluntary codes concerning marketing activities, including advertising, promotion and sponsorship;
- no significant final penalties were levied and/or paid relating to infringement of laws or regulations, including those relating to the supply and use of the Group's products and/or services;
- no cases emerged of non-compliance with regulations or voluntary codes concerning information and labelling of products and/or services;
- no cases emerged of non-compliance with regulations or voluntary codes concerning health and safety impacts of products and/or services during their life cycle;
- there were no documented complaints concerning both violation of privacy and/or the loss of personal data;
- no sales related to products sold by Prometeon Tyre Group were banned or disputed.

## STAKEHOLDER DIALOGUE

It engages in a pro-active dialogue with company stakeholders, from employees to communities, clients, end-consumers, suppliers, institutions and non-governmental organizations, to integrate their expectations into Company development strategy (please for further details refer to the Governance & Business Ethics section of this report).



*Diagram showing Prometeon's stakeholders*

## PROJECT OF THE MUNICIPALITY OF MILAN TO BUILD AN EXEMPLARY SMART MOBILITY DISTRICT IN TERMS OF SUSTAINABILITY AND INNOVATION

As far as SDGs "11 Sustainable Cities and Communities", "17 Partnerships for the Goals" are concerned, Prometeon Tyre Group is committed to make every possible contribution aimed at making sustainable everyday life. To this end in late 2019, Prometeon Tyre Group has joined a specific task group formed by the Municipality of Milan. Together with other 9 companies and 2 public entities located in Bicocca which have shown interest and have been involved in the initiative with the aim of transforming Bicocca District, the City's business district.

The participants are Prometeon Tyre Group, prestigious multinational corporations such as Agos, Bicocca Village, BIM, Deutsche Bank, Engie, Gruppo 24 ORE, Prysmian Group, Pirelli, Tecne-Autostrade per l'Italia and public entities, the University of Milano-Bicocca and the National Research Council of Italy (*Consiglio Nazionale delle Ricerche*), all located in Bicocca District and willing to take part in this innovative and ambitious initiative. At the heart of the initiative lays the implementation of sustainable and innovative transport solutions in the district such as the promotion of the use of public transport and the adoption of alternative transport systems such as car and bike sharing.



Participants of Bicocca Mobility Managers Round Table

2024 saw the continuation of the project related to the Smart Mobility District. During the course of the year several meetings were organized to discuss the actual status of studies and activities related to mobility management in the district as well as the next steps to be taken for the purposes of the project.

Regarding mobility management of Bicocca District, the Round Table conducted and shared home-workplace mobility survey for 2024 with Municipality of Milan. Surveys with similar questions were submitted to all stakeholders, including employees of companies and entities taking part in the round table as well as students of the University of Milano-Bicocca.

The project is an integral part of the MUSA -Multilayered Urban Sustainability Action-.an Ecosystem of Innovation Project funded by the Ministry of Universities and Research under the National Recovery and Resilience Plan which identifies the Milan area as a laboratory for testing models of public-private collaboration and integrated innovations that act on multiple fronts of sustainability. Thanks to the results of the surveys, the main key performance indicators such as average distance between home and workplace, average day of presence at workplace, preference for private/public transport etc. were identified, which, with the support of the round table participants' best practice proposals led to discussion and adoption of a series of actions.

MAIN KPIs		BEST PRACTICES		ACTIONS
Number of companies/entities involved	12	AGOS	GREEN CAR LIST	<b>PUBLIC TRANSPORT</b> Access to discounts for "key accounts" New bus stops for line no.87
Population	50,000	DEUTSCHE BANK	CAR POOLING	
Number of responses to survey	6,700	ENGIE	RICARICA AUTO BEV/PHEV	<b>ZONA 30 BICOCCA</b> Creating a pedestrian friendly area by limiting maximum speed at 30 km/h in Bicocca District
Average distance between home and workplace [km]	30	GRUPPO 24 ORE	CONNECTION TO M5 METRO LINE	
Average day of presence at workplaces [days in month]	15	PIRELLI	CORPORATE BIKE SHARING	<b>NEW BIKE PATHS &amp; JUNCTIONS BETWEEN EXISTING PATHS</b> Construction of new bike paths and junctions between various paths to incentivize use of bike as a sustainable mobility solution in Bicocca District
Average of number of employees present at workplace	27,000	PROMETEON TYRE GROUP	ENVIRONMENTAL RESPONSIBILITY CONTRIBUTION FEE FOR COMPANY CAR HOLDERS	
% PRIVATE TRANSPORT (car/bike)	33%	PRYSMIAN	CONVENTION FOR PUBLIC TRANSPORT SUBSCRIPTION	<b>CAR POOLING</b> Evaluation and implementation of car pooling applications to decrease number of vehicles used for reaching Bicocca District
% PUBLIC TRANSPORT	59%	TECNE - AUTOSTRADE PER L'ITALIA	FIELD WORKSHOP AND MAINTAINANCE KITS FOR BICYCLES	
% ACTIVE MOBILITY	8%	UNIVERSITA' degli STUDI DI MILANO BICOCCA	SHUTTLE FOR EMPLOYEES	<b>WEBINARS</b> Online training sessions to sensibize employees about the importance of sustainable mobility and to increase their awareness about new opportunities in the district
ESTIMATED TOTAL CO2 EMISSIONS [tons/year]	44,000			
CO2 EMISSIONS PER CAPITA [tons/year]	1,1			

*Summary of the results of Home-Workplace Mobility Plan survey*



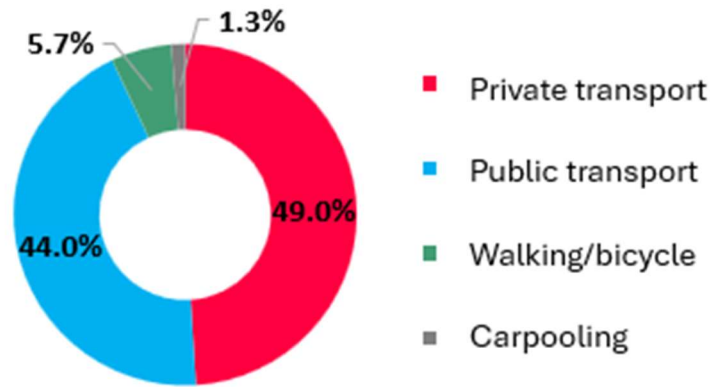
**As regards mobility management of Prometeon Tyre Group**, in May 2024 the Company moved to its new Headquarter "SuperLab", a sustainable building located in Bicocca Area. Within this context, in late 2024, a new home-workplace mobility survey was carried out among headquarter employees to understand the actual and to identify the employees' needs for sustainable workplace mobility.



Prometeon Home-Work Mobility Plan survey leaflet

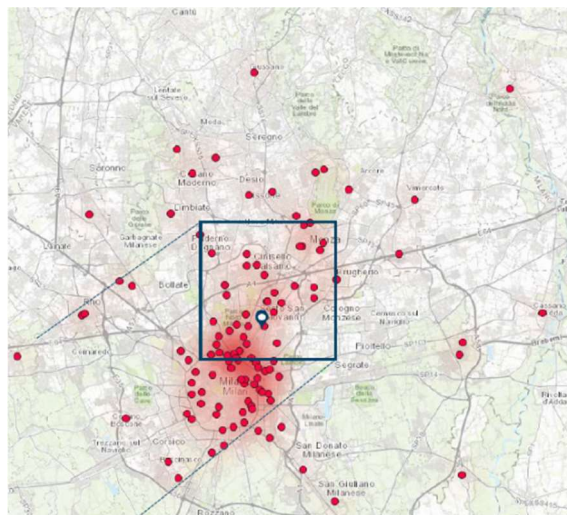
The Company released its workplace mobility which has been also communicated to the Ministry of Transport as required by the Italian law, which requires to all the companies having more than 100 employees to declare its workplace mobility. Employees participated positively to the survey, 141 of 291 employees fulfilled the questionnaire corresponding to 49% of the total employees working for Prometeon Tyre Group in the Company Headquarter . The survey highlighted interesting information on Prometeon HQ employees' mobility choices and habits.

Based on the analyses carried out it emerged that 49% of the participants prefer to travel by private transport, 44% with public transport, while about 6% use the soft mobility (walking, cycling,) only 1% prefer carpooling. The main reason for opting for private transport is essentially to enjoy freedom of movement in a comfortable and efficient manner.

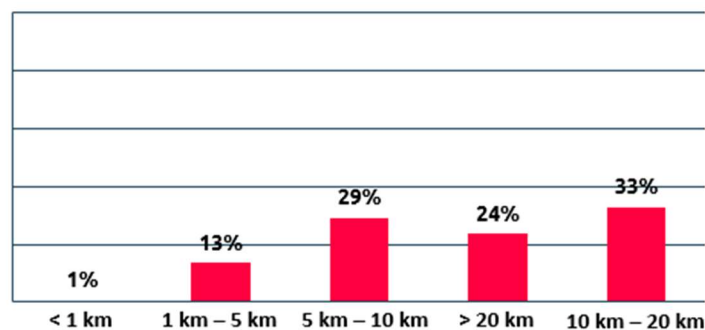


*Distribution of transport method preferences of Prometeon Milano Headquarters employees*

The survey revealed also that major part of employees answered the survey – roughly 57% – reside at a distance greater than 10 km form the Headquarters while about 42% reside at a distance between 1 to 10 km.

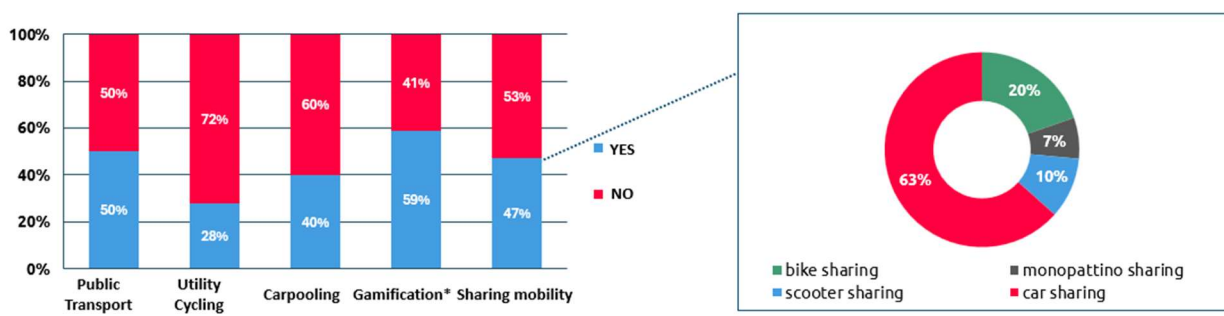


*Analysis of Prometeon employee's locations compared to Headquarters in Bicocca*



*Distribution in percentages of Prometeon employees' residence distances from the Headquarters*

Furthermore, thanks to the survey it has been identified that the 62% of the employees working in Italy offices are between 21 and 40 years old. As a reflection of Prometeon’s young employee population, the survey highlighted a significantly high propensity to switch to new, modern and sustainable mobility solutions. In specific, 59% of participants expressed an interest in gamification of sustainable mobility solutions where users are rewarded for their preferences. While 50% of participants have a propensity to use local public transport, 47% would prefer shared mobility solutions such as bike, scooter and car sharing.



*Distribution of employees’ propensity for switching to sustainable mobility methods with a specific focus on mobility sharing*

ESG RATING ASSESSMENT

In 2024, Prometeon continued the external ESG rating assessment of its annual performances for the third consecutive year. The assessment was conducted by **Morningstar Sustainalytics**, a reputable rating firm specializing in analytical environmental, social, and governance (ESG) research, ratings, and data. The annual rating results obtained encompass all the sustainability KPIs, including:

- Governance & Business Ethics
- Social Dimension
- Environmental Dimension
- Economic Dimension

Sustainalytics' rating methodology evaluates all ESG risks using a score from 0 to 100. A lower final score indicates lower overall unmanaged risk, suggesting the company's ESG risk management performance is effective.

For the 2024 assessment, Prometeon Tyre Group obtained an overall result of **12.5**, indicating that the Company is at low risk of experiencing material financial impacts from ESG factors.

Sustainalytics ESG Risk Rating Report

Prometeon Tyre Group Srl

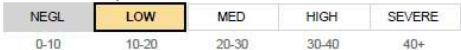
Tires Italy

ESG Risk Rating

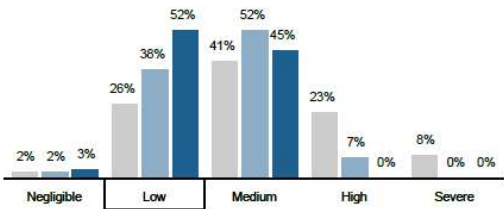
12.5

Last Full Update Dec 17, 2024

Low Risk



ESG Risk Rating Distribution

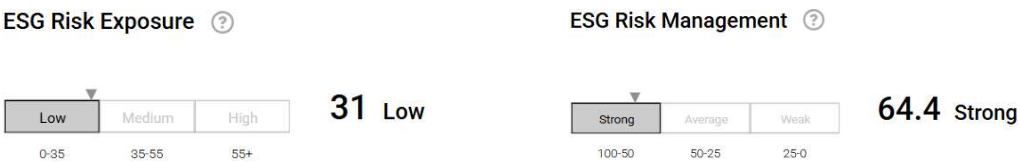


ESG Risk Rating Ranking

UNIVERSE	RANK		PERCENTILE	
	(1 <sup>st</sup> = lowest risk)		(1 <sup>st</sup> = Top Score)	
Global Universe	792	15120	6th	
Auto Components INDUSTRY	18	243	8th	
Tires SUBINDUSTRY	5	31	14th	

Summary of Prometeon's ESG Risk Rating and ranking

This result is due to the Company **low exposure** and **strong management** of material ESG issues.



Prometeon ESG Risk Exposure and Risk Management score

### NEW SYNERGIES BETWEEN LOGISTICS AND SUSTAINABILITY

In 2024, the Logistics and Sustainability Departments continued their projects launched in 2023 with the aim of reducing CO2 emissions by increasing maritime transportation and optimizing warehouse logistics.

During the course of the year, Logistics Department has been working to maximize efficiency of transportation flows between the Turkey factory and European customers to reduce emissions. The Department focused its activities on increasing maritime and intermodal (especially rail) transport while decreasing road transport. Transport volume variations in 2023, 2024 and expected for 2025 are shown in the table below.

	2023	2024	2025 (expected)
Intermodal	17,96%	16,95%	20,23%
Land	76,33%	72,05%	67,74%
Sea	5,38%	11,00%	12,03%
Total	100%	100%	100%

Distribution of transportation volumes by means of transport

Regarding the optimization of vehicle movement in warehouses , various plans were adopted with the aim of increasing number of electric powered vehicles used for transportation activities, which can be summarized as following:

- **Replacement of diesel forklifts used in Egypt factory warehouses with electric forklifts** in the next 6 years;

- **Turkey electric tow truck**, the aim of the project for Turkey is to replace diesel tractor used in factory -warehouse transportation flow with an electric tow truck. Benefits of the project include an estimated € 7.2 k saving per year, no use of diesel and reduction of HSE risks caused by diesel engine vehicle which differently from the electric one has a less reliable braking system.



*New electric tow truck used in Turkey factory – warehouse transportation flow*

- **Turkey lithium-ion batteries**, replacing forklifts using "lead acid batteries" with "lithium-ion batteries" powered forklifts. In 2024 the replacement of all 73 forklifts in the fleet was completed.

# METHODOLOGICAL NOTE

## THE PRINCIPLES FOR DEFINING THE CONTENT AND QUALITY OF THE REPORT

This document represents the Sustainability Report related to the 2024 financial year (1st January to 31st December), prepared by Prometeon Tyre Group.

The Prometeon Sustainability Report is meant to report the relevant issues for the Group and its main stakeholders. It is prepared following the Ten Principles of the United Nations Global Compact and in accordance with "GRI Sustainability Reporting Standards", the most recent and widespread non-financial reporting standards defined by the Global Reporting Initiative (GRI), according to the "In accordance with" option which provides for the reporting of at least one GRI indicator for each relevant topic plus all the general disclosures of the GRI 2. The Sustainability Report is annually published.

This document has been prepared according to the principles on defining the contents of the report suggested by the GRI 1:

- A. *Accuracy*: the level of detail in the Report is adequate and makes it possible to understand and assess the Group's sustainability performance in the reporting period.
- B. *Balance*: the information is reported in an unbiased way and provide a fair representation of the organization's negative and positive impacts.
- C. *Clarity*: the choice of a clear and accessible language and the use of graphs and tables to represent the performance of the Group make this Report available and easy to understand for stakeholders.
- D. *Comparability*: the indicators in the Report are shown for the three-years period 2021-2023 and are accompanied by comments on the performance to allow for the comparison of the Group's performance over time.
- E. *Completeness*: the information provided in the Report, represent the most relevant environmental, social and economic aspects for the Group's activities.
- F. *Sustainability context*: the performances of the Prometeon Tyre Group discussed in this Report are part of the broader context of the Group's business sustainability.
- G. *Timeliness*: the Report takes into account events that occurred after 31 December 2022 that may be significant for the stakeholders when assessing the Group's performance.
- H. *Verifiability*: the data presented in the document was collected, processed, and validated by the manager of each department with the collaboration of a consulting company. The economic data is consistent with those reported in the Group's annual financial report.



This document is available under the Sustainability section on the website [https://www.prometeon.com/IT/en\\_US/sustainability](https://www.prometeon.com/IT/en_US/sustainability) . For further information and suggestions please write to: [nicolas.marchi@prometeon.com](mailto:nicolas.marchi@prometeon.com)

## SCOPE

The reporting scope includes Prometeon Tyre Group Srl, based in Milan (Italy), Viale Sarca n. 336, and its subsidiaries in which it holds more than 50% ownership. The scope of the the Sustainability Report coincides with the one of the and Financial Annual Report.

The Company counts 16 subsidiaries in 13 different countries. Subsidiaries are defined as all the companies over which Prometeon Tyre Group S.r.L., at the same time, holds:

- The power of decision making or the ability to direct relevant activities of the subsidiary, that is activities that have a significant influence on the results of the subsidiary;
- The right to the variable results (positive or negative) resulting from the investment in the entity;
- The capacity to use its own power of decision making to determine the amounts of the results arising from the investment in the entity.

<i>Company Name</i>	<i>Country</i>	<i>Industrial/Commercial</i>	<i>Ownership %</i>	<i>Of which directly</i>
Prometeon Tyre Group Industria Brasil Ltda.	Brazil	Industrial	100	99,999
Prometeon Logística e Distribuições Ltda.	Brazil	Logistics	100	0,1
Prometeon Turkey Endüstriyel ve Ticari Lastikler A.Ş.	Turkey	Industrial	99,991	99,991
Prometeon Tyre Egypt Co., S.A.E.	Egypt	Industrial	95,506	95,506
International Tire Company Ltd.	Egypt	Commercial	95,315	-
Prometeon Tyre Group España y Portugal, S.L.	Spain	Commercial	100	100
Prometeon Tyre Group UK Limited	UK	Commercial	100	100
Prometeon Tyre Group Polska Sp. z o.o.	Poland	Commercial	100	100
Prometeon Tyre Group Mexico S.A. de C.V.	Mexico	Commercial	100	99
Prometeon Tyre Deutschland GmbH	Germany	Commercial	100	100
Prometeon Tyre Group Colombia S.A.S.	Colombia	Commercial	100	-
Prometeon Tyre Group, Inc.	USA	Commercial	100	100
Prometeon Tyre Group Commercial Solutions LLC	USA	Commercial	100	-
Prometeon Tyre Group de Argentina S.A.U.	Argentina	Commercial	100	100
TP Trading (Beijing) Co., Ltd.	China	Commercial	100	-
Beijing Industrial Holding S.r.L.	Italy	Commercial	100	100

*Subsidiaries of Prometeon Tyre Group S.r.L. by 31/12/2024*

Moreover, Prometeon Tyre Group S.r.L. has branches in 9 different countries as presented in the table below:

<i>Foreign parent company</i>	<i>Branch / Representative office</i>	<i>Country</i>
Prometeon Tyre Group S.r.L.	Prometeon Tyre Group S.r.L., succursale française	France
Prometeon Tyre Group S.r.L.	Prometeon Tyre Group S.r.L., Zweigniederlassung Österreich	Austria
Prometeon Tyre Group S.r.L.	Prometeon Tyre Group S.r.L. Belgian branch	Belgium
Prometeon Tyre Group S.r.L.	Prometeon Tyre Group S.r.L. branch Netherlands	The Netherlands
Prometeon Tyre Group S.r.L.	Prometeon Tyre Group S.r.L., Milan (IT) Zweigniederlassung Basel	Switzerland
Prometeon Tyre Group S.r.L.	Prometeon Tyre Group (Suisse) SA, bureau de représentation Maroc	Marocco
Prometeon Tyre Group Polska Sp. z o.o.	Prometeon Tyre Group Polska Sp. z o.o. odštěpný závod Česká republika	Czech Republic
Prometeon Tyre Group Polska Sp. z o.o.	Prometeon Tyre Group Polska Sp. z o.o. Magyarországi Fióktelepe	Hungary
Prometeon Tyre Group Polska Sp. z o.o.	Prometeon Tyre Group Polska Sp. z o.o. Varsovia SUCURSALA Bucuresti	Romania

*Prometeon Tyre Group branches by 31/12/2024*

The data for Social Dimension takes into account the corporate population of the entire Group, as specified above.

The data for the Environmental Dimension includes the four plants where the Group produces, the HQ in Milan, Italy and the R&D Center in Cinisello Balsamo (MI), Italy. For energy consumption and GHG emissions, the scope is further detailed in the following paragraph.

## DATA COLLECTION AND REPORT VALIDATION PROCESS

The data and information reported in this document were collected through interviews with representatives and data collection forms.

The final version of the Sustainability Report is presented to and approved by the Board of Directors on 15 April 2025.

## MATERIAL TOPICS DEFINITION

After the identification of current and potential impacts, through the analysis of company external and internal activities and external pressures, they are evaluated based on their significance. Afterwards the impacts are prioritized, resulting into the List of Material Topics.

The relevance assessment of the impacts depends on two variables: severity and likelihood. Severity takes into account the severity of the impact; how widespread the impact is along the Group's value chain and how hard it is to counteract or make good the resulting harm. On the other hand the likelihood express the chance that the impact occurs.

## CALCULATION METHODOLOGY

The methodological indications for certain indicators reported in this Sustainability Report are shown below.

### HUMAN RESOURCES

#### **New employee hires and employee turnover (determined as FTE at 31st December of each fiscal)**

The number of new hires and leaving employees during the course of the year are indicated respectively as "incoming" and "outgoing". However, it has to be taken into consideration that the Company avails of temporary labor in order to meet the unexpected increases in production volumes as well as to compensate the absence of labor during annual leaves or in cases of sickness leaves. Therefore, the temporary employees have to be detracted from the amounts of incoming and outgoing employees for understanding the actual flows of employees during the course of the year.

The calculation of the Group personnel by geographical area, gender and contract type was carried out with respect to the data received from the various countries.

### Remuneration indices

In determining the Disclosure 2-21, the following elements of fact were taken into account:

- all employees reported under Disclosure 2-7 were taken into consideration;
- for each part-time employee full-time equivalent (FTE) pay rates has been used;
- the remuneration has been calculated taken into account of:
  - theoretical base salary;

- actual bonuses, commissions, cash profit-sharing, and other forms of variable cash payments received by employees during the reporting period (excluding welfare and other similar company benefits – e.g. company car);
- the highest-paid individual holds the position of General Manager.

## Health and safety indices

Accident rates are calculated as shown below:

- injury rate is the ratio between the total number of accidents and the total number of hours worked, multiplied by 1.000.000;
- the occupational disease rate is the ratio between the total number of confirmed occupational diseases and the total number of working hours, multiplied by 1.000.000;
- severity rate is the total number of serious accidents expressed as a percentage of the total number of labor hours multiplied by 1.000.000;
- lost days are the calendar days lost due to accident as of the day following that of the accident;
- recovery time corresponds to the lost time due to the fact that by company policy injured employees cannot return to work with different tasks than those they originally performed;
- worked hours for non-employees and EU, APAC and USA salesforce (less than 2% of the employees) are estimated considering 8 hours/day for each worker for 22 days per month per year.

## ENVIRONMENTAL

### Energy and GHG emissions

Mobile energy conversion factors for petrol and diesel from DEFRA 2024, considering average biofuel blend, 'Average car' for company cars, 'Average (up to 3,5 tonnes)' for VANs and 'All HGVs 0% laden' for outdoor testing trucks.

Plug-in hybrid electric vehicles factors from SECR kWh pass & delivery vehicles 2024 and from SECR kWh UK electricity for EVs 2024.

Mobile energy and impacts calculated on effective consumption or distance travelled.

LPG conversion factors from IPCC 2006 until 2023 included, from DEFRA 2024 for 2024.

Natural gas for steam boiler conversion factor from IPCC 2006 until 2023 included, from DEFRA 2024 for 2024.

All the values for both mobile and stationary combustion refer to net calorific value.

GHG conversion factors from IPCC 2006 until 2023 included, for 2024 from DEFRA v13 (09/2024), EPA v6.0 (10/2024), IEA v6 (01/2024), MLC v16.1 (05/2024).

Both location and market-based emissions are disclosed and reported as CO<sub>2</sub>-e considering the GWP over a period of 100 years for the six gases listed in the Kyoto Protocol: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) and sulphur hexafluoride (SF<sub>6</sub>).

Biogenic CO<sub>2</sub> emissions from biomass are disclosed separately.

This report includes at least 97.5% of scope 1+2 energy and both location- and market-based emissions. This is based on the following considerations.

HQ office in Milan (4,400 m<sup>2</sup>) accounts for less than 0,1% of total scope 1+2 energy consumption and for less than 0,1% of total location-based emissions. Being subsidiaries and commercial branches offices in Germany, Poland, Spain, Switzerland, Turkey, Egypt and the UK in total less than 2.000 m<sup>2</sup>, we assume that they account for scope 1+2 less than 0,1% for both energy and emissions.

Factories internal transportation by diesel driven vehicles is not fully reported. Assuming that energy and emissions are proportional to the overall production, starting from the mapped data we can conclude that internal transportation accounts for 1,5% of energy and 2,0% of emissions.

Saleforce cars in EU are not fully reported. Assuming that energy and emissions are proportional to the overall number of cars, starting from the mapped data we can conclude that non reported cars account for 0,2% of energy and 0,3% of emissions.

## NO<sub>x</sub> and SO<sub>x</sub> Emissions

The emissions are calculated based on hourly emissions measurements made in each plant, which are subsequently calculated on a yearly basis. Since measurement of the emissions at Santo Andre factory is carried out on biennial basis in compliance with the requirements of local laws and regulations, data shown for 2023 are calculated based on 2022 values repropotioned on the value of production.

## Water

The Company evaluates the water stress area by using the on-line tool provided on [Aqueduct Water Risk Atlas \(wri.org\)](https://www.wri.org/aqueduct) to understand water-related risks and assess exposure to water risk across multiple locations. For Sustainability Reporting purposes, areas subject to water stress have been considered those for which in 2024 the Water Resources Institute have highlighted a water stress from high to very high, namely the plants of Alexandra (Egypt), Gravatai (Brazil), and Izmit (Turkey).

## Materials

Materials disclosure is limited to materials that are part of the finished products, including process scrap. The recycled content includes the recycled share of the total steel used estimated with 2023 shares data declared by the suppliers for each purchased product and the actual 2024 quantities data. The highest value declared is replaced with the weighted average as a precaution.

## Biodiversity

The Company evaluates the impact of its production activities on environmentally protected areas in the vicinity of the production plants. In order to measure the distance of the productions plants in Brazil, Egypt and Turkey from environmentally protected areas and areas with particular values in terms of biodiversity located in their vicinity, in particular to understand whether the distance is whether more or less than 5 km, the Company avails from an online tool provided on [Account Login - ArcGIS Online](#).

## RESTATEMENTS OF INFORMATION

The restatement of information from previous reporting periods, in respect to some metric related to 2022 and 2023, and the reasons for such revisions are summarized and described below. These changes were mainly due to the introduction of new HSE Data Management System (Sphera Cloud Corporate Sustainability - SCCS) and to the improvement of ESG reporting process. In particular the adjustments were made to the following KPIs:

- **Number and rate of recordable work-related injuries (GRI 403-8):** in 2024, to enhance accuracy and ensure consistent reporting across all sites, a new HSE Incident Management Standard was issued and implemented worldwide. Injury data for 2022 and 2023 have been adjusted accordingly.  
The changes applied were related to injury data, that has been updated due to methodological changes, and to additional information collected for worked hours related to the subsidiary Prometeon Logística y Distribuições Ltda (former PTG Logística e Serviços Ltda). This generated a change on prior years indexes calculation;
- **NOx and SOx Emissions (GRI 305-7):** for Santo André plant the measurement of the emissions is carried out on biennial basis in compliance with the requirements of local laws and regulations and for this reason such data were not included in sustainability report 2023. In 2024 Sustainability Report, thanks to the improvement of estimation process (estimation based on 2022 values re-proportioned on the value of production), the quantity related to NOx and SOx for 2023 has been included;
- **Water withdrawal (GRI 303-3):** in 2024 the area where the Gravataí plant (Brazil) is located has been identified by the Water Resource Institute as an area with high water stress, so the water withdrawals of the plant itself have been qualified consequently in the Sustainability Report. In addition, in 2024, withdrawal from purchased steam condensate used in İzmit (Turkey) has been considered as third-party water. Water withdrawal breakdown for 2022 and 2023 have been adjusted accordingly; it has not been registered any changes in total withdrawal data.
- **Water discharge (GRI 303-4):** in 2024, to enhance accuracy and thanks to the improvement of data collection processes and water consumption monitoring systems, treated water used in Alexandria (Egypt) for irrigation is considered as water discharge to surface. Data for 2022 and 2023 are adjusted accordingly.
- **Water consumption (GRI 303-5):** Considering the changes applied to the volumes of water discharges and to the breakdown of water withdrawals, water consumption data for 2022 and 2023 (that are calculated as the difference between withdrawals and discharges) has been adjusted accordingly.
- **Solvents (non-GRI disclosure):** data for 2022 and 2023 updated to exclude soap-based antiadhesive.

In addition, due to the introduction of the already mentioned new HSE Data Management System (Sphera Cloud Corporate Sustainability - SCCS), used for collection and reporting of



environmental data and HS information, some minor rounding differences with previously disclosed data have been registered.

## **EXTERNAL ASSURANCE**

The Sustainability Report is subjected to limited review by the auditing firm EY S.p.A., in compliance with the International Standard on Assurance Engagement (ISAE 3000 Revised).

# ANNEXES

## COUNTRY BY COUNTRY REPORTING

Name of Entity	Tax Jurisdiction	Entity Activities	Entity Employee Number	Revenues from Third-Party Sales	Revenues from Intra-Group Transactions with Other Tax Jurisdictions	Profit (Loss) before Income Tax	Tangible Assets other than cash and cash equivalent	Income Tax Paid (On Cash Basis)	Income Tax Accrued - Current Year
Prometeon Tyre Group S.r.l.	IT	Research and Development, Holding or Managing intellectual property, Purchasing and Procurement, Sales, Marketing or Distribution, Administrative, Management or Support Services, Intra-group Finance, Insurance, Holding shares or other equity instruments	298	136.858.243	557.896.665	18.494.147	-940.098	8.732.404	9.389.236
Beijing Industrial Holding S.r.l.	IT	Holding shares or other equity instruments	9	0	0	-2.875	0	0	0
TP Industrial Holding S.p.A.	IT	Holding shares or other equity instruments	0	0	0	-993.409	0	0	0
TP Trading (Beijing) Co., Ltd	CN	Sales, Marketing or Distribution	12	20.559.404	925.498	263.546	192.740	138.477	8
Prometeon Tyre Egypt Co. S.A.E.	EG	Research & Development, Manufacturing and Producing, Sales, Marketing or Distribution	1.301	96.189.632	103.827.966	13.242.408	95.671.557	2.815.632	5.896.900
International Tyre Company Ltd	EG	Sales, Marketing or Distribution	1	2.128.321	0	-6.176.582	79.573	125.570	183.667
Prometeon Tyre Group de Argentina S.A.U.	AR	Sales, Marketing or Distribution	20	33.792.834	0	-15.227.223	743.589	0	0
Prometeon Tyre Group Industria Brasil Ltda	BR	Research and Development, Manufacturing and Producing, Sales, Marketing or Distribution	3.798	431.925.273	131.077.183	-1.578.288	304.208.419	552.462	5.236.217
Prometeon Tyre Group Colombia SAS	CO	Sales, Marketing or Distribution	15	16.237.334	0	356.375	4.135.367	0	242.619
Prometeon Tyre Deutschland GmbH	DE	Sales, Marketing or Distribution	27	77.669.546	24.135.038	1.009.538	8.635.285	850.328	407.473
Prometeon Tyre Group S.r.l., succursale française	FR	Sales, Marketing or Distribution	1	4.574.582	0	-137.622	0	33.520	85.273
Prometeon Tyre Group S.r.l., Zweigniederlassung Österreich	AT	Sales, Marketing or Distribution	3	1.340.978	0	-725.714	0	10.110	26.243
Prometeon Tyre Group S.r.l. Belgian branch	BE	Sales, Marketing or Distribution	2	5.698.839	0	102.654	0	0	26.820
Prometeon Tyre Group S.r.l. branch Netherlands	NL	Sales, Marketing or Distribution, Dormant Enterprise	1	7.426.277	0	278.966	0	0	88.367
Prometeon Tyre Group S.r.l., Milan (IT), Zweigniederlassung Basel	CH	Sales, Marketing or Distribution	9	58.696.890	10.246.270	1.553.531	35.756.000	0	120.784
Prometeon Tyre Group (Suisse) SA, bureau de representation Maroc	MA	Administrative, Management or Support Service	2	0	0	-328.844	0	0	0
Prometeon Tyre Group Mexico SA de CV	MX	Sales, Marketing or Distribution	25	42.239.630	0	2.066.405	12.188.740	134.256	467.048
Prometeon Tyre Group Polska sp. z o.o.	PL	Sales, Marketing or Distribution	23	16.831.825	0	229.497	244.725	442.061	103.873
Prometeon Tyre Group Polska sp.z.o.o. - odstępnyszavod Ceska republika	CZ	Sales, Marketing or Distribution	1	3.650.690	0	91.341	0	8.546	23.643
Prometeon Tyre Group Polska sp.z.o.o. - Magyarorszag Fioktelepe	HU	Sales, Marketing or Distribution	1	8.278.336	0	246.516	6.268	9.357.336.006	50.669
Prometeon Tyre Group Polska sp.z.o.o. Sucursala Bucuresti	RO	Sales, Marketing or Distribution	2	8.714.747	0	312.479	53.429	164.369	67.990
PTG Logistica e Servicos Ltda	BR	Administrative, Management or Support Services	595	0	8.450.093	718.616	4.349	141.123	271.000
Prometeon Tyre Group Espana y Portugal SL - Sociedad Unipersonal	ES	Sales, Marketing or Distribution	22	50.660.035	3.757.306	1.535.504	8.112.120	618.922	334.710
Prometeon Tyre Group UK Limited	UK	Sales, Marketing or Distribution	20	39.230.092	163.318	439.411	4.034.298	152.036	117.058
Prometeon Tyre Group Inc.	GB	Holding shares or other equity instruments	0	0	0	-2.220	0	169.682	3.343
Prometeon Tyre Group Commercial Solutions LLC	US	Sales, Marketing or Distribution	15	14.795.122	0	-236.010	7.290.160	100.082	1.333
Prometeon Turkey Endüstriyel ve Ticari Lastikler AS	TR	Research and Development, Manufacturing and Producing, Sales, Marketing or Distribution	1.826	200.894.797	208.500.044	15.176.420	224.497.957	3.059.272	4.035.353

Country by Country Reporting of income tax paid for revenues generated in 2023

Name of Entity	Tax Jurisdiction	Entity Activities	Entity Employee Number	Revenues from Third-Party Sales	Revenues from Intra-Group Transactions with Other Tax Jurisdictions	Profit (loss) Before Income Tax	Tangible Assets Other Than Cash and Cash Equivalent	Income Tax Paid (On Cash Basis)	Income Tax Accrued - Current Year
Prometeon Tyre Group Srl	IT	Research and Development, Holding or Managing intellectual property, Purchasing and Procurement, Sales, Marketing or Distribution, Administrative, Management or Support Services, Intra-group Finance, Holding shares or other equity instruments	235	90.117.330	590.234.135	5.470.138	17.558.376	1.334.261	11.604.531
Beijing Industrial Holding S.r.l.	IT	Holding shares or other equity instruments	0	0	0	-5.296	0	0	0
TP Industrial Holding SpA	IT	Holding shares or other equity instruments	0	3.192.624	0	-680.320	0	0	0
TP Trading (Beijing) Co., Ltd.	CN	Holding shares or other equity instruments	12	0	508.441	-951.887	546.088	0	0
Prometeon Tyre Egypt Co. S.A.E.	EG	Manufacturing and Producing, Sales, Marketing or Distribution	1.265	14.295.457	126.023.021	-6.848.354	94.485.645	542.003	13.477.658
International Tire Company Ltd.	EG	Dormant Enterprise	0	84.290.782	0	-15.959.745	0	213.294	183.168
Prometeon Tyre Group Indústria Brasil Ltda.	BR	Research and Development, Manufacturing and Producing, Sales, Marketing or Distribution	3.811	455.768	143.805.601	16.889.533	322.226.529	15.944.099	19.640.707
PTG Logística e Serviços Ltda.	BR	Administrative, Management or Support Services	607	384.937.656	9.085.980	424.812	0	101.069	115.330
Proemteon Tyre Group de Argentina S.A.U.	AR	Sales, Marketing or Distribution	17	0	0	-60.246	687.109	1.119.006	0
Prometeon Tyre Group Srl Zweigniederlassung Basel	CH	Sales, Marketing or Distribution	9	37.406.416	46.961.163	2.311.456	4.874.477	349.753	256.700
Prometeon Tyre Group Colombia S.A.S.	CO	Sales, Marketing or Distribution	15	53.542.836	0	930.986	3.390.920	603.735	305.222
Prometeon Tyre Deutschland GmbH	DE	Sales, Marketing or Distribution	27	13.889.826	14.235.383	1.201.397	9.051.042	12.344	595.533
Prometeon Tyre Group Servicios Mexico S.A. de C.V.	MX	Administrative, Management or Support Services, Dormant Enterprise	0	55.656.068	285.675	-5.416	0	21.367	6.522
Prometeon Tyre Group Mexico S.A. de C.V.	MX	Sales, Marketing or Distribution	22	0	0	1.879.715	5.452.065	623.198	168.238
Prometeon Tyre Group Polska Sp. z o.o.	PL	Sales, Marketing or Distribution	18	23.911.568	0	562.059	509.581	213.241	72.065
Prometeon Tyre Group España y Portugal, S.L.	ES	Sales, Marketing or Distribution	22	13.789.524	1.846.114	1.302.386	5.831.938	363.542	276.584
Prometeon Tyre Group UK Limited	GB	Sales, Marketing or Distribution	17	37.626.820	201.602	513.251	2.995.469	39.480	111.768
Prometeon Tyre Group Commercial Solutions LLC	USA	Sales, Marketing or Distribution	6	23.799.282	14.197	696.082	4.909.803	7.217	148.881
Prometeon Tyre Group, Inc.	USA	Holding shares or other equity instruments	0	11.303.110	0	-2.569	0	82.862	0
Prometeon Turkey Endüstriyel Ve Ticari Lastikler A.Ş	TR	Research and Development, Manufacturing and Producing, Sales, Marketing or Distribution	1.785	0	248.709.081	2.531.899	213.173.596	404.993	370.734
Prometeon Tyre Group S.r.l., succursale française	FR	Sales, Marketing or Distribution	3	129.271.977	0	-160.749	165.901	65.974	30.300
Prometeon Tyre Group S.r.l. Belgian branch	BE	Sales, Marketing or Distribution	1	5.036.144	0	50.597	0	0	22.600
Prometeon Tyre Group S.r.l. Branch Netherlands	NL	Sales, Marketing or Distribution, Dormant Enterprise	1	0	0	-62.979	0	159.631	48.800
Prometeon Tyre Group Srl, bureau de représentation Maroc (Succ.)	MA	Administrative, Management or Support Services	1	2.682.347	0	-334.965	0	2.235	0
Prometeon Tyre Group (Suisse) SA (DMCC branch)	AE	Dormant Enterprise	0	8.536.552	0	0	0	0	0
Prometeon Tyre Group S.r.l. Milano Sucursala Bucuresti	RO	Dormant Enterprise	0	0	0	17.819	0	0	0
Prometeon Tyre Group S.r.l., Zweigniederlassung Österreich	AT	Sales, Marketing or Distribution	2	0	0	-770.252	0	58.396	30.100
Prometeon Tyre Group Polska Sp. z o.o., odštěpný závod Česká republika	CZ	Sales, Marketing or Distribution	1	0	0	48.154	0	28.747	33.773
Prometeon Tyre Group Polska Sp. z o.o.	HU	Sales, Marketing or Distribution	1	2.871.536	0	165.010	162.103	8.778	32.469
Magyarországi Fióktelepe Prometeon Tyre Group Polska Sp. z o.o. Varsovia SUCURSALA Bucuresti.	RO	Sales, Marketing or Distribution	2	2.701.544	0	421.301	149.674	201.384	79.907

*Country by Country Reporting of income tax paid for revenues generated in 2022*

Name of Entity	Tax Jurisdiction	Entity Activities	Entity Employee Number	Revenues from Third-Party Sales	Revenues from Intra-Group Transactions with Other Tax Jurisdictions	Profit (loss) Before Income Tax	Tangible Assets Other Than Cash and Cash Equivalent	Income Tax Paid (On Cash Basis)	Income Tax Accrued - Current Year
Prometeon Tyre Group Srl	IT	Research and Development, Holding or Managing intellectual property, Purchasing and Procurement, Sales, Marketing or Distribution, Administrative, Management or Support Services, Intra-group Finance, Holding shares or other equity	221	90.117.330	426.796.877	-4.445.730	5.774.210	3.742.000	10.167.626
Beijing Industrial Holding Srl	IT	Holding shares or other equity instruments	0	0	0	-2.226.039	0	0	0
TP Industrial Holding SpA	IT	Holding shares or other equity instruments	0	0	0	-613.961	0	0	0
TP Trading (Beijing) Co. Ltd	CN	Sales, Marketing or Distribution	17	14.295.457	303.874	-335.093	1.086.852	0	0
Prometeon Tyre Egypt Co. S.A.E.	EG	Manufacturing and Producing, Sales, Marketing or Distribution	1.275	84.290.782	96.251.282	10.087.429	115.181.320	865.531	6.901.376
International Tire Company Ltd	EG	Dormant Enterprise	1	455.768	0	976.496	3.210	343.435	284.898
Prometeon Tyre Group Industria Brasil Ltda.	BR	Research and Development, Manufacturing and Producing, Sales, Marketing or Distribution	3.760	384.937.656	108.424.005	5.255.169	255.799.107	7.568.062	12.225.656
PTG Logística e Serviços Ltda.	BR	Administrative, Management or Support Services	682	0	6.694.465	315.419	0	127.720	127.723
Proemteon Tyre Group de Argentina SAU	AR	Sales, Marketing or Distribution	19	37.406.416	0	-575.032	2.077.922	585.528	0
Prometeon Tyre Group (Suisse) SA	CH	Sales, Marketing or Distribution	10	53.542.836	35.428.772	0	4.874.477	114.593	306.159
Prometeon Tyre Group Colombia S.A.S.	CO	Sales, Marketing or Distribution	15	13.889.826	0	1.187.481	2.182.236	444.258	9.986
Prometeon Tyre Deutschland GmbH	DE	Sales, Marketing or Distribution	28	55.656.068	8.293.853	1.178.079	5.988.942	24.702	353.405
Prometeon Tyre Group Servicios Mexico S.A. de C.V.	MX	Administrative, Management or Support Services, Dormant Enterprise	21	0	785.486	143.308	0	61.985	45.005
Prometeon Tyre Group Mexico S.A. de C.V.	MX	Sales, Marketing or Distribution	0	23.911.568	0	822.719	3.252.000	334.171	361.423
Prometeon Tyre Group Polska S.p. z o.o.	PL	Sales, Marketing or Distribution	18	13.789.524	0	199.531	728.302	-44.918	207.381
Prometeon Tyre Group España y Portugal, S.L.	ES	Sales, Marketing or Distribution	20	37.626.820	1.985.349	1.214.684	3.280.736	291.862	233.295
Prometeon Tyre Group UK Limited	GB	Sales, Marketing or Distribution	15	23.799.282	0	336.506	1.682.291	48.860	-34.900
Prometeon Tyre Group Commercial Solutions LLC	USA	Sales, Marketing or Distribution	6	11.303.110	4.581	102.150	3.039.640	61.249	2.729
Prometeon Tyre Group, Inc.	USA	Holding shares or other equity instruments	0	0	0	-3.430	0	14.965	4.801
Prometeon Turkey Endüstriyel Ve Ticari Lastikler A.Ş	TR	Research and Development, Manufacturing and Producing, Sales, Marketing or Distribution	1.657	129.271.977	178.702.351	19.309.401	94.066.350	686.418	1.414.582
Prometeon Tyre Group S.r.l., succursale française	FR	Sales, Marketing or Distribution	3	5.036.144	0	706.227	253.790	131.949	12.300
Prometeon Tyre Group S.r.l. Singapore branch	SG	Sales, Marketing or Distribution, Dormant Enterprise	0	0	0	-34.660	0	1.375	1.369
Prometeon Tyre Group S.r.l. Belgian branch	BE	Sales, Marketing or Distribution	1	2.682.347	0	507.730	41.377	27.979	12.800
Prometeon Tyre Group S.r.l. Branch Netherlands	NL	Sales, Marketing or Distribution	1	8.536.552	0	2.503.208	182.182	0	20.500
Prometeon Tyre Group (Suisse) SA, bureau de représentation Maroc (Succ.)	MA	Administrative, Management or Support Services	0	0	0	-374.487	0	0	0
Prometeon Tyre Group (Suisse) SA (DMCC branch)	AE	Dormant Enterprise	0	0	0	0	0	0	0
Prometeon Tyre Group S.r.l. Milano Sucursala Bucuresti	RO	Dormant Enterprise	0	0	0	-21.374	0	0	0
Prometeon Tyre Group S.r.l., Zweigniederlassung Österreich	AT	Sales, Marketing or Distribution	3	2.871.536	0	279.526	13.979	181.858	22.400
Prometeon Tyre Group Polska Sp. z o.o., odštěpný závod Česká republika	CZ	Sales, Marketing or Distribution	1	2.701.544	0	69.079	24.949	52.946	14.398
Prometeon Tyre Group Polska Sp. z o.o.	HU	Sales, Marketing or Distribution	1	3.192.624	0	63.995	69.764	25.428	16.206
Magyarországi Fióktelepe Prometeon Tyre Group Polska Sp. z o.o. Varsovia SUCURSALA Bucuresti.	RO	Sales, Marketing or Distribution	2	5.902.736	0	162.099	35.173	70.411	55.587

*Country by Country Reporting of income tax paid for revenues generated in 2021*

# 10 PRINCIPLES OF UNITED NATIONS GLOBAL COMPACT CONTENT INDEX

	GLOBALCOMPACT PRINCIPLES	POLICIES/RELEVANT PARAGRAPHS	REFERENCING PAGE NUMBERS
HUMAN RIGHTS	Principle 1 - Businesses should support and respect the protection of internationally proclaimed human rights	<ul style="list-style-type: none"> <li>the "Code of Ethics"</li> <li>the "Global Human Rights" Policy</li> <li>the "Health, Safety and Environment" Policy</li> <li>Global Quality Policy</li> </ul>	16;80;81-82; 81;85-86; 81;89;225; 81;91-92;
	Principle 2 - Businesses should make sure that they are not complicit in human rights abuses	<ul style="list-style-type: none"> <li>the "Code of Ethics"</li> <li>the "Global Human Rights" Policy</li> <li>the "Conflict Minerals and Cobalt Sourcing" Policy</li> <li>"Compliance with limitations on relationships issued by authorities"</li> </ul>	16;80;81-82; 81;85-86 81;90-91;303;306 81;87
	Principle 3 - Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	<ul style="list-style-type: none"> <li>the Corporate Social Responsibility Policy</li> <li>Industrial Relations</li> <li>Unionization levels and industrial action</li> </ul>	81;89-90 234-236 235-236
	Principle 4 - The elimination of all forms of forced and	<ul style="list-style-type: none"> <li>Industrial Relations</li> </ul>	234-236
LABOUR	Principle 5 - The effective abolition of child labour	<ul style="list-style-type: none"> <li>Industrial Relations</li> </ul>	234-236
	Principle 6 - The elimination of discrimination in respect of employment and occupation	<ul style="list-style-type: none"> <li>The Group "Equal Opportunity Statement"</li> <li>Diversity Management</li> <li>Rewards</li> <li>International Mobility</li> </ul>	81;94 129-130 215-218 224

	GLOBALCOMPACT PRINCIPLES	POLICIES/RELEVANT PARAGRAPHS	REFERENCING PAGE NUMBERS
ENVIRONMENT	Principle 7 - Businesses should support a precautionary approach to environmental challenges	· the “Health, Safety and Environment” Policy	81;89;225
		· Prometeon Tyre Group Environmental Strategy	247
		· Environmental Management System	247-248
		· Environmental Performances	249-277
		· Energy	250-258
		· GHG and Climate Transition Plan	259-264
		· Sox and Nox Emissions	265
		· Water	266-269
		· Waste	270-275
		· Solvents	276-277
		· End-of-Life Tyres	287-294
	Principle 8 - Undertake initiatives to promote greater environmental responsibility	· the “Sustainable Natural Rubber” Policy	81;90
		· the “Sustainable Procurement” Policy	81;91
	Principle 9 - Encourage the development and diffusion of environmentally friendly technologies	· Energy	250-258
		· GHG and Climate Transition Plan	259-264
		· Water	266-269
		· Waste	270-275
		· Materials	278-284
		· Focus New Materials	282-283
		· Focus ISCC+	284
		· Biodiversity	285-286
		· End-of-Life Tyres	287-294
		· Product safety, performance, and eco-sustainability	312-325
ANTI-CORRUPTION	Principle 10 - Businesses should work against corruption in all its forms, including extortion and bribery	· Road Safety	325-326
		· High Value approach to future mobility	326
		· Project of the Municipality of Milan to build an exemplary Smart Mobility District in terms of Sustainability and Innovation	348-352
		· The “Anti-Corruption Compliance Program”	81;83-84
		· the “Global Antitrust and Fair Competition” Policy	81;86-87;173;
		· Programs of Compliance 231, Anti-Corruption	81;83;97
		· the “Reporting Procedure.Whistleblowing Policy”	97-99;
		· Conflict of Interests	81;82;87;92-93;
		· Political Involvement & Lobbying Policy	81;82;87

# GRI CONTENT INDEX

	DISCLOSURE	DESCRIPTION	CHAPTER	PAGE
General Disclosure	2-1	Organizational details	<i>Sustainability Strategy and Contribution to Value Creation</i>	12-14
	2-2	Entities included in the organization's sustainability reporting	<i>Methodological Note</i>	357-358
	2-3	Reporting period, frequency and contact point	<i>Sustainability Strategy and Contribution to Value Creation</i>	12-14
	2-4	Restatements of information	<i>Methodological Note</i>	363-364
	2-5	External assurance	<i>Methodological Note</i>	364
	2-6	Activities, value chain, and other business relationships	<i>Sustainability Strategy and Contribution to Value Creation</i>	12-14
	2-7	Employees	<i>Employees Around the World</i>	120-128
	2-8	Workers who are not employees	<i>Employees Around the World</i>	123
	2-9	Governance structure and composition	<i>Governance System</i>	15-17
	2-10	Nomination and selection of the highest governance body	<i>Governance System</i>	15
	2-11	Chair of the highest governance body	<i>Governance System</i>	15
	2-12	Role of the highest governance body in overseeing the management of impacts	<i>Governance System</i>	15-16
	2-13	Delegation of responsibility for managing impacts	<i>Risk Factors and Uncertainty</i>	54-63
	2-14	Role of the highest governance body in sustainability reporting	<i>Governance System</i>	16
	2-15	Conflicts of interest	<i>Our Policies</i>	92-93
	2-16	Communication of critical concerns	<i>Governance System</i>	15-17
	2-17	Collective knowledge of the highest governance body	<i>Governance System</i>	16
	2-18	Evaluation of the performance of the highest governance body	<i>Governance System</i>	15-17
	2-19	Remuneration policies	<i>The Wellbeing of Our Employees</i>	215-224
	2-20	Process to determine remuneration	<i>The Wellbeing of Our Employees</i>	215-224
	2-21	Annual total compensation ratio	<i>The Wellbeing of Our Employees</i>	216
	2-22	Statement on sustainable development strategy	<i>Letter to Stakeholders</i>	1
	2-23	Policy commitments	<i>Our Policies</i>	80
	2-24	Embedding policy commitments	<i>Our Policies</i>	80
	2-25	Processes to remediate negative impacts	<i>Analysis of Materiality</i>	51-53
	2-26	Mechanisms for seeking advice and raising concerns	<i>Risks Factors and Uncertainty</i>	54-56
			<i>Reporting Procedure - Whistleblowing Policy</i>	97-99
	2-27	Compliance with laws and regulations	<i>Our Policies</i>	80
			<i>Compliance within Customers Relationships</i>	347
	2-28	Membership associations	<i>Membership Associations</i>	18-25
	2-29	Approach to stakeholder engagement	<i>Sustainability strategy and contribution to sustainable value creation</i>	12-14
			<i>Stakeholder Dialogue</i>	347
	2-30	Collective bargaining agreements	<i>Industrial Relations</i>	234-236
Material Topics				
GRI 3: Material Topics	3-1	Process to determine material topics	<i>Analysis of Materiality and identified risks</i>	51-53
	3-2	List of material topics	<i>Analysis of Materiality and identified risks</i>	51-53



<i>Value generation and distribution</i>				
GRI 201: Economic performance	3-3	Management of material topics	<i>Sharing of Added Value</i>	296-298
	201-1	Direct economic value generated and distributed	<i>Sharing of Added Value</i>	296-298
GRI 204: Procurement practices	3-3	Management of material topics	<i>Our Suppliers</i>	299-309
	204-1	Proportion of spending on local suppliers	<i>Our Suppliers</i>	299-309
<i>Responsible business management</i>				
GRI 205: Anti-Corruption	3-3	Management of material topics	<i>Our policies</i>	83-84
	205-3	Confirmed incidents of corruption and actions taken	<i>Our policies</i>	83-84
GRI 206: Anti-competitive behavior	3-3	Management of material topics	<i>Our policies</i>	86-87
	206	Legal actions for anti competitive behavior, anti trust and monopoly practice	<i>Our policies</i>	86-87
GRI 207: Tax	3-3	Management of material topics	<i>Prometeon Tyre Group's Approach to Taxation</i>	95-97
	207-1	Approach to tax	<i>Prometeon Tyre Group's Approach to Taxation</i>	95-97
	207-2	Tax governance, control, and risk management	<i>Prometeon Tyre Group's Approach to Taxation</i>	95-97
	207-3	Stakeholder engagement and management of concerns related to tax	<i>Prometeon Tyre Group's Approach to Taxation</i>	95-97
	207-4	Country-by-country reporting	<i>Annex</i>	365-367
<i>Use of sustainable materials and responsible</i>				
GRI 301: Materials	3-3	Management of material topics	<i>Materials</i>	278-284
	301-1	Materials used by weight or volume	<i>Materials</i>	278-284
	301-2	Recycled input materials used	<i>Materials</i>	278-284
<i>Energy consumption and the fight against climate change</i>				
GRI 302: Energy	3-3	Management of material topics	<i>Energy</i>	250-258
	302-1	Energy consumption within the organization	<i>Energy</i>	250-258
	302-3	Energy intensity	<i>Energy</i>	250-258
<i>Protection of water resources</i>				
GRI 303: Water and effluents	3-3	Management of material topics	<i>Water</i>	266-269
	303-1	Interactions with water as a shared resource	<i>Water</i>	266-269
	303-2	Management of water discharge related impacts	<i>Water</i>	266-269
	303-3	Water withdrawal	<i>Water</i>	266-269
	303-4	Water discharge	<i>Water</i>	266-269
	303-5	Water consumption	<i>Water</i>	266-269
<i>Biodiversity</i>				
GRI 304: Biodiversity	3-3	Management of material topics	<i>Analysis of Materiality</i>	51-53
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside	<i>Biodiversity</i>	285-286
<i>Energy consumption and the fight against climate change</i>				
GRI 305: Emissions	3-3	Management of material topics	<i>GHG and Climate Transition Plan</i>	259-264
	305-1	Direct (Scope 1) GHG emissions	<i>GHG and Climate Transition Plan</i>	259-264
	305-2	Energy indirect (Scope 2) GHG emissions	<i>GHG and Climate Transition Plan</i>	259-264
	305-4	GHG emissions intensity	<i>GHG and Climate Transition Plan</i>	259-264
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	<i>SOX and NOX Emissions</i>	265
<i>Waste management and circular economy</i>				
GRI 306: Waste	3-3	Management of material topics	<i>Our commitment to fight climate change</i>	270-275
	306-1	Waste generation and significant waste related impacts	<i>Our commitment to fight climate change</i>	270-275
	306-2	Management of significant waste related impacts	<i>Our commitment to fight climate change</i>	270-275
	306-3	Waste generated	<i>Our commitment to fight climate change</i>	270-275

<i>Use of sustainable materials and responsible</i>				
	3-3	Management of material topics	<i>Our Suppliers</i>	299-309
GRI 308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	<i>Our Suppliers</i>	299-309
	308-2	Negative environmental impacts in the supply chain and actions taken	<i>Our Suppliers</i>	299-309
<i>Protection and development of human capital</i>				
	3-3	Management of material topics	<i>Our people</i>	125-128
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	<i>Our people</i>	125-128
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<i>The Wellbeing of Our Employees</i>	217-226
<i>Health and safety at work</i>				
	3-3	Management of material topics	<i>Occupational Health, Safety and Hygiene</i>	225-233
	403-1	Occupational health and safety management system	<i>Occupational Health, Safety and Hygiene</i>	225-233
	403-2	Hazard identification, risk assessment, and incident investigation	<i>Occupational Health, Safety and Hygiene</i>	225-233
	403-3	Occupational health services	<i>Occupational Health, Safety and Hygiene</i>	225-233
	403-4	Worker participation, consultation, and communication on occupational health and safety	<i>Occupational Health, Safety and Hygiene</i>	225-233
GRI 403: Occupational Health and Safety	403-5	Worker training on occupational health and safety	<i>Occupational Health, Safety and Hygiene</i>	225-233
	403-6	Promotion of worker health	<i>Occupational Health, Safety and Hygiene</i>	225-233
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<i>Occupational Health, Safety and Hygiene</i>	225-233
	403-8	Workers covered by an occupational health and safety management system	<i>Occupational Health, Safety and Hygiene</i>	225-233
	403-9	Work related injuries Work related ill health	<i>Occupational Health, Safety and Hygiene</i>	225-233
	403-10	Work related ill health	<i>Occupational Health, Safety and Hygiene</i>	225-233
<i>Protection and development of human capital</i>				
GRI 404: Training & Education	3-3	Management of material topics	<i>Global Learning KPIs</i>	198--202
	404-1	Average hours of training per year per employee	<i>Global Learning KPIs</i>	198-202
<i>Diversity and inclusion</i>				
GRI 405: Diversity & Equal Opportunity	3-3	Management of material topics	<i>Diversity Management</i>	129-130
	405-1	Diversity of governance bodies and employee	<i>Diversity Management</i>	129-130
GRI 406: Non-discrimination	3-3	Management of material topics	<i>Diversity Management</i>	129-130
	406-1	Incidents of discrimination and corrective actions taken	<i>Diversity Management</i>	129-130
<i>Protection of human and labour rights</i>				
GRI 408: Child Labor	3-3	Management of material topics	<i>Our Suppliers</i>	299-309
	408-1	Operations and suppliers at significant risk for incidents of child labor	<i>Our Suppliers</i>	299-309
GRI 409: Forced or Compulsory Labor	3-3	Management of material topics	<i>Our Suppliers</i>	299-309
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<i>Our Suppliers</i>	299-309
GRI 414: Supplier Social Assessment	3-3	Management of material topics	<i>Our Suppliers</i>	299-309
	414-1	New suppliers that were screened using social criteria	<i>Our Suppliers</i>	299-309
	414-2	Negative social impacts in the supply chain and actions taken	<i>Our Suppliers</i>	299-309
<i>Innovation</i>				
Topics not addressed by the GRI Standards	3-3	Management of material topics		



**PROMETEON**  
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## Independent auditors' report on the "Sustainability Report 2024"

To the board of Directors of  
Prometeon Tyre Group S.r.l.

We have been appointed to perform a limited assurance engagement on the "Sustainability Report 2024" (hereinafter "Sustainability Report") of Prometeon Tyre Group S.r.l. and its subsidiaries (hereinafter the "Group" or "Prometeon Tyre Group") for the year ended on 31<sup>st</sup> December 2024.

### Responsibilities of Directors on the Sustainability Report

The Directors of Prometeon Tyre Group S.r.l. are responsible for the preparation of the Sustainability Report in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" issued by GRI - *Global Reporting Initiative* ("GRI Standards"), as described in the paragraph "Methodological Note" of the Sustainability Report.

The Directors are also responsible for that part of internal control that they consider necessary in order to allow the preparation of a Sustainability Report that is free from material misstatements caused by fraud or not intentional behaviors or events.

The Directors are also responsible for defining the commitments of Prometeon Tyre Group S.r.l. regarding the sustainability performance, as well as for the identification of the stakeholders and of the significant matters to report.

### Auditors' independence and quality control

We are independent in accordance with the ethics and independence principles of the *International Code of Ethics for Professional Accountants (including International Independence Standards)* (IESBA Code) issued by the *International Ethics Standards Board for Accountants*, based on fundamental principles of integrity, objectivity, professional competence and diligence, confidentiality and professional behavior.

Our audit firm applies the *International Standard on Quality Control 1 (ISQC Italia 1)* and, as a result, maintains a quality control system that includes documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable laws and regulations.

### Auditors' responsibility

It is our responsibility to express, on the basis of the procedures performed, a conclusion about the compliance of the Sustainability Report with the requirements of the GRI Standards. Our work has been performed in accordance with the principle "*International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements Other than Audits or Reviews of Historical Financial Information*" (hereinafter "*ISAE 3000 Revised*"), issued by the *International Auditing and Assurance Standards Board (IAASB)* for limited assurance engagements. This principle requires the planning and execution of procedures in order to obtain a limited assurance that the Sustainability Report is free from material misstatements.

Therefore, the extent of work performed in our examination was lower than that required for a full examination according to the *ISAE 3000 Revised* ("reasonable assurance engagement") and, hence, it does not provide assurance that we have become aware of all significant matters and events that would be identified during a reasonable assurance engagement.

The procedures performed on the Sustainability Report were based on our professional judgment and included inquiries, primarily with Company's personnel responsible for the preparation of the information included in the Sustainability Report, documents analysis, recalculations and other procedures in order to obtain evidences considered appropriate.

In particular, we have performed the following procedures:

1. analysis of the process relating to the definition of material aspects included in the Sustainability Report, with reference to the methods of analysis and understanding of the reference context, the identification, assessment and prioritization of actual and potential impacts and the internal validation of the process outcome;
2. comparison of economic and financial data and information included in the paragraph "The distribution of value for our stakeholders – Sharing of added value" and in the annex "Country by country reporting" of the Sustainability Report with those included in the Prometeon Tyre Group's consolidated financial statements;
3. understanding of the processes that lead to the generation, detection and management of significant qualitative and quantitative information included in the Sustainability Report.

In particular, we have conducted interviews and discussions with the management and the personnel of Prometeon Tyre Group S.r.l. and Prometeon Turkey Endüstriyel ve Ticari Lastikler A.Ş. and we have performed limited documentary evidence procedures, in order to collect information about the processes and procedures that support the collection, aggregation, processing and transmission of non-financial data and information to the management responsible for the preparation of the Sustainability Report.

Furthermore, for significant information, considering the Group's activities and characteristics:

- at Group level
  - a) with reference to the qualitative information included in the Sustainability Report, we carried out inquiries and acquired supporting documentation to verify its consistency with the available evidence;
  - b) with reference to quantitative information, we have performed both analytical procedures and limited assurance procedures to ascertain on a sample basis the correct aggregation of data.
- for Prometeon Turkey Endüstriyel ve Ticari Lastikler A.Ş. (Izmit plant), that we have selected based on its activity, relevance to the consolidated performance indicators and location, we have carried out site visits and remote interviews during which we have had discussions with management and have obtained evidence about the appropriate application of the procedures and the calculation methods used to determine the indicators.

## Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the Sustainability Report of the Prometeon Tyre Group for the year ended on 31<sup>st</sup> December 2024 has not been prepared, in all material aspects, in accordance with the requirements of the GRI Standards, with reference to the GRI Standards selection as described in the paragraph "Methodological Note" of the Sustainability Report.

## Other aspects

The comparative information presented in the Sustainability Report for the year ended on 31<sup>st</sup> December 2022 have not been examined.

Milan, 6<sup>th</sup> May 2025

EY S.p.A.



Antonella Puzzo  
(Auditor)