



Sustainability Report 2024

Sustainability Report 2024 – Executive Summary

- Introduction
- Governance & Business Ethics dimension
- Social dimension
- Environmental dimension
- Economics dimension

INTRODUCTION – Commitment to Sustainability and Management model

Prometeon Tyre Group is a global tire manufacturer specializing in the industrial sector, including goods and passenger transportation, agriculture, and off-road applications. As a key market player, it is the only tire manufacturer worldwide exclusively dedicated to these segments.

The Company follows a **Sustainable Management Model**, leveraging governance tools to generate long-term value, strengthen stakeholder relationships, and drive the development of financial, productive, intellectual, human, natural, social, and relational capitals.

The sustainability Report is organized into four dimensions:

- **Governance & 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.

The **information systems** that contribute to collect the data accounted in the report are:

- HSE-DM (Health, Safety and Environment Data Management);
- SAP: HR module (SAP Human Resources & SuccessFactors System);
- HFM module (SAP Financial Accounting).

WE SUPPORT



Since 2019, Prometeon has participated in the **United Nations Global Compact (UNGC)**, applying its reporting standards. In 2020, the Company became a **founding member of the Italian UNGC Network**. Alongside the **10 UNGC principles**, Prometeon also includes the **Sustainable Development Goals (SDGs)** in its reporting, meeting the mandatory requirements set by these institutions

In 2022, Prometeon adopted the **Global Reporting Initiative (GRI)** for its **Sustainability Report**, further strengthening its **Sustainable Management Model**. This framework ensures the disclosure of key data, enhancing transparency and providing a **universal reporting standard** for companies following GRI guidelines

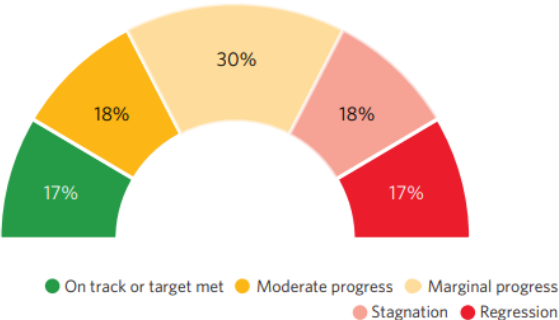
Additionally, with the adoption of the new GRI methodology, **Prometeon in 2023 began submitting its Sustainability Report for limited assurance**, reinforcing its commitment to transparency and credibility

CSRD: Prometeon Tyre Group is proactively preparing for compliance with the **Corporate Sustainability Reporting Directive (CSRD)**. This initiative underscores the Company's commitment to **transparency, accountability, and alignment with global standards**. The CSRD marks a transformative shift, integrating environmental, social, and governance (ESG) factors into corporate strategy.

INTRODUCTION – United Nations Sustainable Development Goals (SDGs)

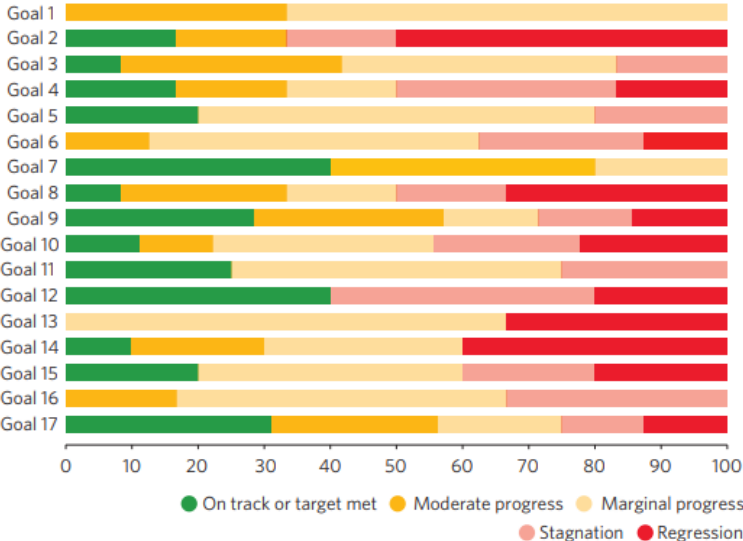
Urgency in Achieving the 2030 Agenda

The world is falling behind on the **2030 Agenda** set by the **United Nations**, making it crucial for companies to take swift and impactful action. Businesses must do more to support the **Sustainable Development Goals (SDGs)** and contribute to a fair and sustainable future for all.



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

Only **17%** of SDG targets are on track for **2030**, while **48%** show limited progress. Alarming, **18%** have stalled, and **17%** have regressed below **2015 levels**.



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

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

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

INTRODUCTION – Prometeon sustainability plan and the SDGs

The following SDGs highlight the key and mainly initiatives that have been carried out:



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)



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)



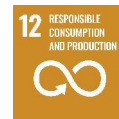
Investment in R&D to develop new materials that improve **durability** of truck and agro tyres and virtual models that can **predict tyre performances**. Building of a **new R&D center in Egypt**. **Collaboration with the University of Campinas** and **chemical companies** to develop new materials, in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



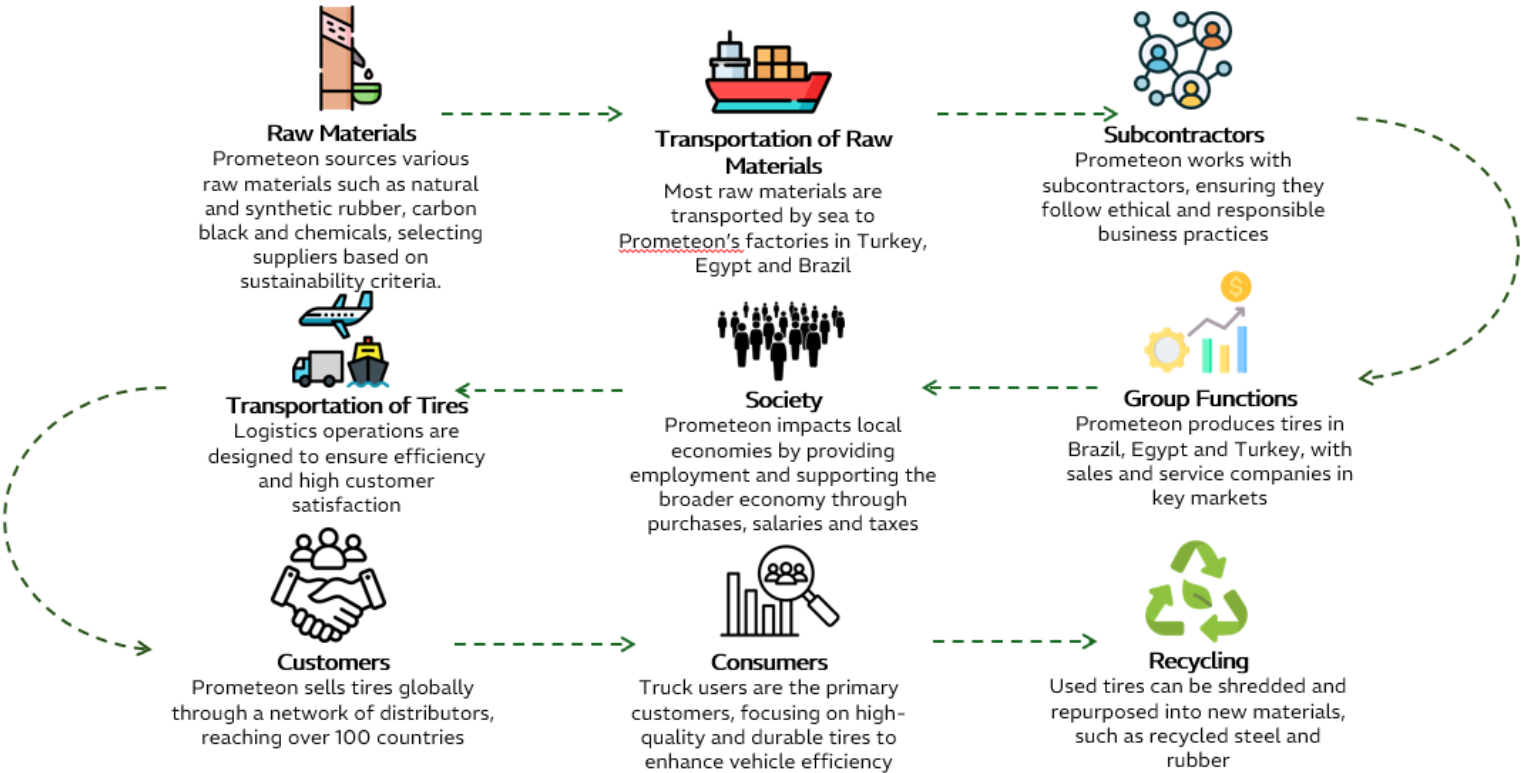
Collaboration with global partners for end-of-life tire management such as Innovando in Italy, RecicLANIP in Brazil, and LASDER in Turkey. **Cooperation with various associations** and organizations to promote sustainability, such as the partnership with **SOS Villages in Italy and Alexandria** to enhance children lives. **Partnership with IECD** through the "Seeds of Hope Technical Internship Program", in Egypt, providing students with hands-on technical training

GOVERNANCE & BUSINESS ETHICS



Prometeon Tyre Group prioritizes **strong governance and ethical business practices**, ensuring **integrity, transparency, and accountability**. The Company complies with regulations and stakeholder expectations through a **structured governance framework, ethical principles, and compliance measures**. Continuous improvements reinforce responsible corporate conduct, driving **long-term value and sustainable growth**.

Prometeon Tyre Group integrates **sustainability at every stage** of its value chain, from **responsible sourcing to eco-friendly partnerships**. Key initiatives include **recycling programs** to extend tire lifespan and **consumer engagement** to promote sustainable practices, reducing environmental impact while maximizing value creation:



GOVERNANCE & BUSINESS ETHICS – 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.

WE SUPPORT



The **United Nations Global Compact**: to encourage businesses worldwide to adopt sustainable and socially responsible policies



European Tyre & Rubber Manufacturers Association – **ETRMA**: it represents industry interests at **EU and international levels**, engaging with institutions and policymakers. It advocates for the sector while providing technical support to members. Prometeon Tyre Group, an **ETRMA full member since 2024**, actively contributes to **policy advocacy, sustainability initiatives, and regulatory compliance**. The Company supports **tyre traceability, eco-design, digitalization, and emissions reduction** while engaging in working groups on **safety, environmental impact, and industry standards**



Global Platform for Sustainable Natural Rubber – **GPSNR**: as a **GPSNR member**, Prometeon Tyre Group supports **sustainable natural rubber production**, enhancing **environmental and social standards** across the value chain. The Company is committed to **ethical sourcing, compliance, and minimizing ecological impact** through collaboration with industry stakeholders



The European Tyre and Rim Technical Organization – **ETRTO**: develops **technical standards for tyre, rims, and valves**, ensuring **safety, compatibility, and regulatory harmonization** across Europe through collaboration with industry and legislative bodies



Associação Nacional da Indústria de Pneumáticos – **ANIP**: it represents Brazil's **tire and inner tube industry**, advocating for sector interests, fair trade, and environmental responsibility through **waste tire collection and disposal programs**



Federazione Gomma Plastica represents Italy's **rubber, plastic, and electric cable industries**, promoting **innovation, sustainability, and internationalization** while advocating for sector interests at national and international levels.



Lastik Sanayicileri ve İthalatçıları Derneği – **LASID**



YASED International Investors Association



American Chamber of Commerce – **AMCHAM BRASIL**



Centro das Indústrias do Estado de São Paulo – **CIESP**



Lastik Sanayicileri Derneği – **LASDER**: End of life tyres

GOVERNANCE & BUSINESS ETHICS – Sustainability Committees

Prometeon Tyre Group has established **cross-functional committees** at its headquarters and key locations in **Brazil, Turkey, and Egypt** to define **new initiatives and KPIs**. The **Headquarter Committee** oversees global coordination, ensuring standard application and monitoring commercial offices.

Local committees propose **region-specific actions**, later scaled globally. In **2024**, the Company fully implemented an **ESG management software**, enhancing **carbon footprint tracking, workplace safety, and supply chain sustainability**. This structure supports **continuous KPI improvement and long-term sustainability targets** for **2025 and 2030**.

HEADQUARTER SUSTAINABILITY COMMITTEE

- **Regulatory Monitoring:** tracks global and local legislative and regulatory developments impacting sustainability
- **Climate & Energy Strategy:** defines GHG, waste, water, and energy reduction targets, promoting renewable and circular materials
- **Corporate Sustainability Reporting Directive (CSRD):** requires sustainability disclosure from 2026 financial year (reports published in 2025). Double materiality analysis already completed
- **Carbon Border Adjustment Mechanism (CBAM):** tracks EU carbon cost regulations to anticipate potential future inclusion of tires - 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.
- **Microplastic Pollution (TRWP):** addresses Tyre and Road Wear Particles (TRWP) as an emerging environmental concern. Supports initiatives to reduce microplastic emissions in air, water, and soil.
- **Deforestation Regulation (EUDR):** Prometeon Tyre Group is fully committed to meeting the **European Deforestation Regulation (EUDR) EU 2023/1115**, which aims to prevent deforestation-linked products, including **natural rubber**, from entering the EU market. This regulation requires companies to ensure that their products are **deforestation-free**, comply with local laws, and are supported by a **due diligence statement**. Initially set for enforcement in **December 2024**, the deadline has been extended to **December 2025**, allowing businesses more time to adapt. To ensure full compliance, Prometeon has established a **dedicated EUDR Task Force** involving key functions such as **Procurement, Supply Chain, Manufacturing, Quality, Internal Audit, Sustainability & Compliance, R&D, ITC, Legal, and AFC**. Prometeon is fully committed to the EUDR compliance by the new due date.

GOVERNANCE & BUSINESS ETHICS – Sustainability Committees

BRAZIL SUSTAINABILITY COMMITTEE

Environmental & HSE Initiatives

- **Renewable Energy Commitment:** Prometeon Brazil achieved **100% renewable energy** certification (I-REC) for Santo André and Gravataí plants
- **Water Conservation:** Implemented **water collection and reuse systems**, saving **165 million liters annually**
- **Environmental Awareness Events** such as:
 - **Environmental Week (June 2024)** – Tree planting & seedling distribution
 - **HSE Week (April 2024)** – Safety dialogues, emergency simulations, engaging **2,944 participants**
 - **SIPATMA Week** – Workplace safety & environmental awareness workshops
 - **Cigarette Recycling (June 2024)** – Transforming waste into corporate gifts while supporting social reintegration
 - **Biodigesters at Santo André** – Converting organic waste into biogas and biofertilizer.



Social Initiatives

- **Solidarity Campaign for Rio Grande Do Sul**
- **Education & Inclusion:**
 - **Young Apprentice Program** – **317 apprentices** trained in partnership with CLASA, CIEE, and SENAI
 - **"Little Great Readers"** (Oct 2024) – Opened a **children's library** with **400 books** and educational resources
- **Health & Well-being Initiatives:**
 - **Mental & Financial Health ("Janeiro Branco")** – Engaged **3,157 employees**
 - **Hypertension Prevention (April 2024)** – Medical consultations for **354 employees**
 - **Vaccination Campaign (May 2024)** – **1,784 employees** vaccinated against H1N1 influenza
 - **Eye Health Campaign** – **1,816 employees** received **free eye exams & consultations**
 - **Health Week (Aug 2024)** – Engaged **13,586 participants** through **medical check-ups, workshops, and activities**
- **Diversity & Awareness Campaigns:**
 - **LGBTQ+ Pride Month (June 2024)** – Awareness talks on creating **inclusive workplaces**
 - **Trans Visibility Month** – Educational initiatives to promote **inclusion and respect**
 - **Women's & Men's Health:**
 - **Outubro Rosa (Pink October)** – **2,570 participants** in women's health programs
 - **Novembro Azul (Blue November)** – **5,970 participants** in men's health screenings and wellness activities
 - **Mental Health Awareness:**
 - **Setembro Amarelo (Suicide Prevention)** – **1,986 employees engaged** in workshops and psychological support programs



GOVERNANCE & BUSINESS ETHICS – Sustainability Committees

TURKEY SUSTAINABILITY COMMITTEE

Environmental & HSE Initiatives

- **Water & Energy Efficiency:** Reverse osmosis project increased reusable water supply from 95 m³/day to 140 m³/day; optimized energy systems reduced power consumption
- **Emissions Reduction:** Transitioned forklifts to lithium-ion batteries to cut hydrogen emissions.
- **Sustainable Supplier Management:**
 - Introduced CSR self-assessments for high-risk suppliers
 - Digitized customs & tax documents, reducing paper use by 90%
- **Digital & Green Tech:**
 - Implemented EUDR traceability for natural rubber compliance
 - Integrated RFID tracking, energy-efficient hardware, and cloud-based monitoring
- **HSE & Workplace Safety:**
 - Established Central HSE Committee & departmental subcommittees
 - Expanded employee health services (physiotherapy, psychological support, dietician)
 - Strengthened contractor safety management.
 - Organized HSE Week, Environmental Day, and World Water Day to boost awareness



- 218 Participants to the Safety Quiz
 - 30 Participants Received Full Marks
 - 3 Participants Rewarded
- Environment day will be organized with the participation of Primary School Students by Ministry of Environment at the municipality conference hall
 - Environment Day which will be organized by Ministry of Environment will be supported by Prometeon with the Photobooth, Making Wind Rose and Collaboration Handprint Mural activities.



Social Initiatives

- **Workplace Well-Being:**
 - Launched mental health, nutrition, and fitness programs for employees & families
 - Achieved Top Employer Turkey 2024 certification
- **Employee Engagement:**
 - Organized team-building activities (BBQ days, tournaments, yoga, workshops)
 - Delivered 21,000+ hours of training on technical skills & leadership
- **CSR & Community Engagement:**
 - Donated 4,200 kg of electronic devices to fund education for 20 children via TEGV
 - Strengthened partnerships with universities & NGOs
- **Sustainable Business Strategy & Customer Engagement**
- Promoted retread technology, completing 14,000 tyre retreads
- Conducted 49 training sessions on tyre lifecycle management for 400 participants
- Enhanced customer satisfaction & sustainability awareness through summits and digital tools



GOVERNANCE & BUSINESS ETHICS – Sustainability Committees

EGYPT SUSTAINABILITY COMMITTEE

Environmental Initiatives

- **100% Green Compliance:** Secured **environmental approvals** for all expansions, exceeding industry standards
- **ISO 14001 Certification:** Achieved with **zero non-conformities**, reinforcing **environmental excellence**
- **E-Waste Recycling:** Partnered with **Tadweer Misr**, recycling **340 kg of electronic waste** under the Presidential “Go Green” Initiative
- **Green Spaces Expansion:** Increased **green areas to 18,000 m²**, planting **500 trees and flowers**, absorbing **14 metric tons of CO₂ annually**
- **HSE Training Commitment:** Delivered **21,769 training hours**, far exceeding the **13,200-hour target**, covering **safety, compliance, and risk management**



Social Initiatives

- **Health & Well-Being:**
 - **Blood Donation Campaign** – Encouraged employee participation to support **community healthcare**
 - **Health Awareness Day** – Provided **medical sessions & consultations** to **400+ employees**
 - **On-Site Clinic & Rest Area Renovation** – Upgraded **medical equipment** and introduced **sustainable materials** in workplace facilities
- **Employee Engagement & Celebrations**
 - **30th Anniversary Celebration** of Prometeon Egypt's plant
 - **Annual Convention 2024** – Engaged employees with **top management**, fostering innovation and collaboration
 - **Summer & Winter Trips** – Strengthened employee well-being through **team-building activities**
 - **Family Day Celebration** – Honored children of employees achieving **top academic scores**.
- **Community Engagement & CSR**
 - **SOS Villages Initiative** – Supported **children's welfare & environmental education** in Alexandria
 - **Top Employer 2024 Award** – Recognized for **HR excellence**, one of only **23 companies** in Egypt to achieve this status



GOVERNANCE & BUSINESS ETHICS – Analysis of Materiality

In 2022, Prometeon Tyre Group analyzed the **environmental, economic, and social impacts** of its activities following the **GRI Standards (2021 update)**. This methodology was updated in 2024 to reflect new regulations, identifying **current and potential significant impacts** on the **economy, environment, and people**, including human rights. The assessment considered **positive and negative, short- and long-term, intentional and unintentional impacts**.

The analysis followed **four key steps**:

- 1. Context Analysis** – Examined industry trends and internal/external sources
- 2. Impact Identification** – Differentiated between **actual impacts** (already occurring) and **potential impacts** (future risks/opportunities)
- 3. Significance Assessment** – Measured impact importance based on **GRI criteria**
- 4. Impact Prioritization** – Defined **material themes** for the **Sustainability Report**, associating each with **GRI Disclosures** and setting reporting boundaries

Impacts can be **actual or potential, positive or negative, short or long-term, intentional or unintentional, and reversible or irreversible**

- **Actual impacts** have already occurred, while **potential impacts** may arise in the future
- **Positive impacts** are evaluated based on **Prometeon's contribution to the SDGs**, using monitoring tools to track progress
- **Negative impacts** are assessed by reviewing policies, procedures, and mitigation strategies implemented by the Company

The **prioritization process** determines **material issues for reporting**, evaluating **negative and positive impacts** based on **severity and likelihood**

- **Severity of negative impacts** is assessed through:
 - **Scale** – The intensity of the impact and its geographic context
 - **Scope** – The extent of its influence across the value chain
 - **Irremediable Character** – The difficulty of reversing the damage caused

Material Topics	Impacts	Positive/Negative	Actual/Potential	Significance
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

GOVERNANCE & BUSINESS ETHICS – CSRD Prometeon Roadmap

Prometeon Tyre Group is actively preparing for compliance with the **Corporate Sustainability Reporting Directive (CSRD) (EU) 2022/2464**, which mandates, as of current regulation framework, **sustainability disclosures starting in 2026 (for 2025 data)**. This initiative strengthens transparency, accountability and the integration of environmental, social, and governance (ESG) factors into corporate strategy. By adopting these enhanced standards, Prometeon reinforces its commitment to sustainability and responsible business practices.

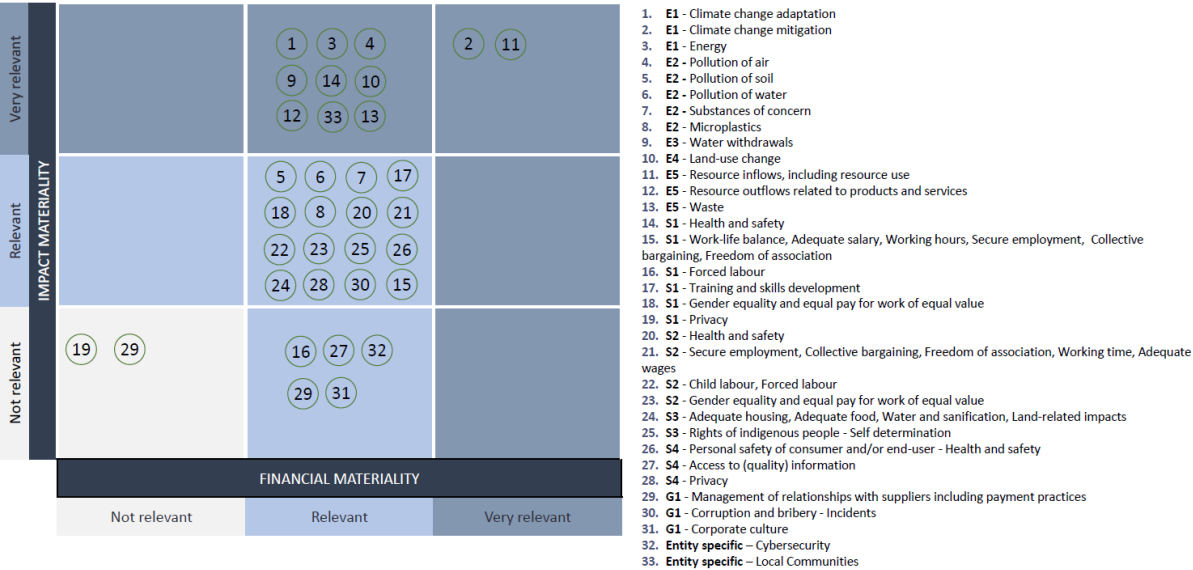
Meeting Regulatory Obligations

The CSRD replaces **Directive 2014/95/EU**, introducing more rigorous non-financial reporting requirements. Companies must now disclose data on **environmental impact, social responsibility, human rights, and anti-corruption efforts**, incorporating criteria from the **Taxonomy Regulation**. The directive is being implemented in phases, starting with large public interest entities in 2024, followed by other large companies, including Prometeon, in 2025. By 2026, listed SMEs and financial institutions will also be required to comply, with non-EU firms operating in the EU expected to follow by 2028.

Double Materiality Principle

The **European Sustainability Reporting Standards (ESRS)**, adopted in **July 2023**, provide a structured framework for sustainability disclosures. These standards are based on the **double materiality principle**, which evaluates both the company's impact on people and the environment (**impact materiality**) and how sustainability risks affect financial performance and operations (**financial materiality**). Under **ESRS 1**, companies must report all material sustainability information, with climate-related disclosures required regardless of materiality assessment. Through early adoption and preparation, Prometeon demonstrates its dedication to transparency, sustainability, and long-term value creation.

DOUBLE MATERIALITY MATRIX FOR PROMETEON



GOVERNANCE & BUSINESS ETHICS – Policies

Policies are available to all internal and external stakeholders through, respectively, the Company Intranet and the Corporate Website:

- 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"

2024 POLICIES MAIN FOCUS

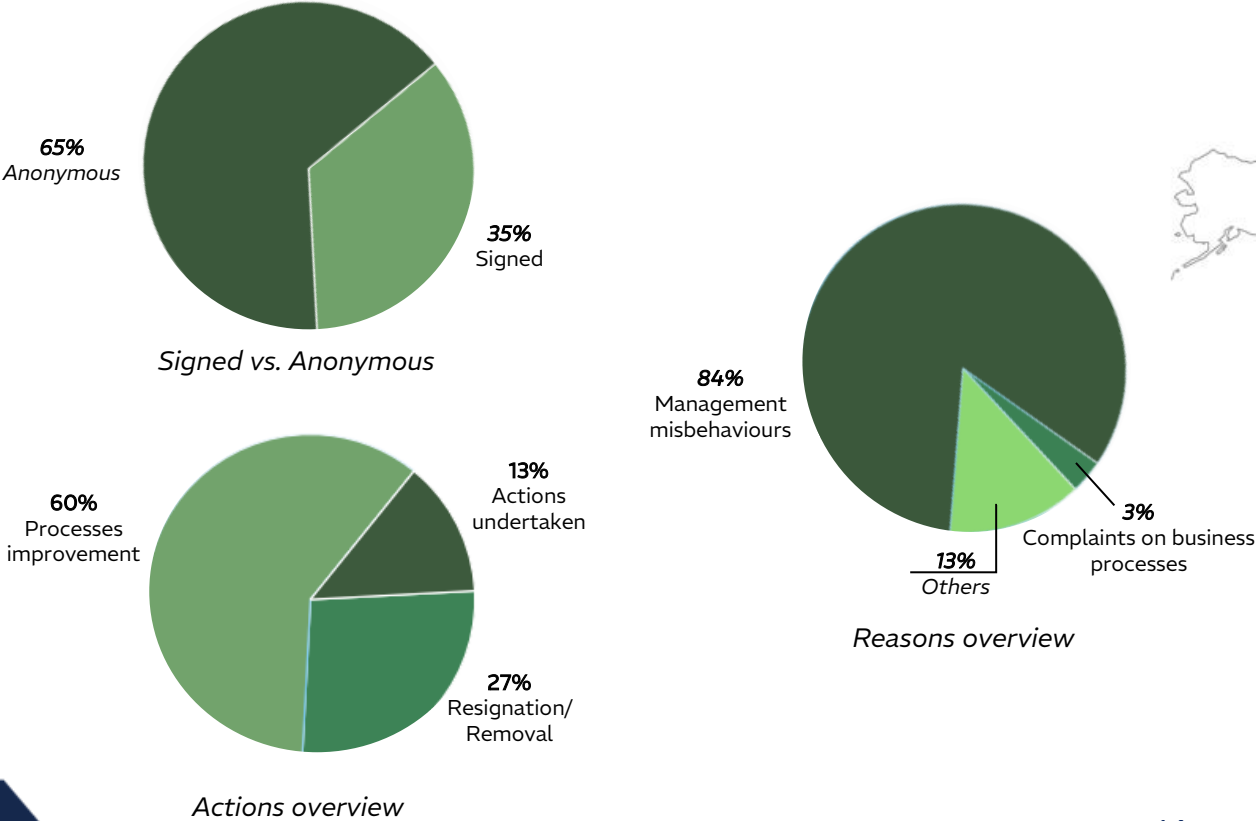
- ❑ **Code of Ethics & Conduct Expansion:** training on Code of Ethics, Code of Conduct, and key policies extended to Egypt, reaching all factory Team Leaders
- ❑ **Anti-Corruption & Compliance Reinforcement:** 1st Compliance Week LATAM with live training on business ethics and corruption prevention. In Italy, Model 231 was updated in December 2023, integrating legislative and organizational changes, while a Legal Design Tool was introduced for easier access. In Spain, compliance training focused on criminal liability prevention
- ❑ **Gifts Made, Gifts Received, and Donations Operating Procedure**, ensuring transparency and compliance in gift acceptance and charitable contributions. Additionally, in Italy, the "Entertainment Expenses Operating Procedure" was adopted in December 2023 to regulate promotional and hospitality-related spending
- ❑ **Sustainable Procurement & Supply Chain:** Global Sustainable Procurement Policy introduced to strengthen supplier ethical and environmental standards. Conflict Minerals & Cobalt Sourcing Policy updated in December 2023, reinforcing responsible sourcing practices and requiring suppliers to certify materials as "conflict-free"
- ❑ **Antitrust & Fair Competition:** Global Anti-Trust Program launched, including risk assessment, document review and multilingual training sessions across key markets
- ❑ **Security & Risk Management:**
 - **Global Corporate Security Policy** and **Events Security Requirements Procedure** established to mitigate risks at company facilities and events
 - **Travel Security Policy** adopted in August 2024 to safeguard employees during business trips
- ❑ **Cybersecurity & Privacy:** Cybersecurity and Privacy Committee meets quarterly
 - **Brazil and Turkey** updated local privacy regulations, strengthening compliance with data protection laws
- ❑ **Human Rights & Labor Protection:**
 - **Updated Global Human Rights Policy** reinforcing commitments to UN Guiding Principles on Business and Human Rights
 - **Sustainable Natural Rubber Policy** revised in February 2024, incorporating new GPSNR framework requirements.

GOVERNANCE & BUSINESS ETHICS – Whistleblowing procedure and reporting

Prometeon Tyre Group has implemented a **whistleblowing procedure** to handle reports of **breaches, suspected breaches, and ethical concerns** related to **laws, corporate policies, discrimination, and workplace misconduct**. In 2023, the Company launched **Whistlelink**, a new digital whistleblowing platform, replacing the previous email-based system. Available **24/7 via the intranet and website**, the platform enhances **confidentiality, accessibility, and multilingual support**, allowing **employees, customers, suppliers, and stakeholders** to report unethical or illegal behaviors. Whistlelink is referenced in all contracts to ensure **transparency and accountability**. For Italian employees, reports related to **Legislative Decree 231/2001** can also be submitted via a dedicated **email or regular mail** to the Supervisory Body.

Prometeon guarantees **whistleblower confidentiality**, protection from **retaliation**, and compliance with **privacy and security standards**. Reports are investigated by the **Internal Audit, Sustainability & Compliance Department**, which takes **appropriate disciplinary or legal actions** when necessary.

In **2024**, the procedure was activated **68 times**, reinforcing Prometeon’s commitment to **transparency, ethical governance, and regulatory compliance**:



GOVERNANCE & BUSINESS ETHICS – Communication at the service of end users



Prometeon Tyre Group's communication is built on **clarity, consistency and engagement**, ensuring **dynamic and transparent** interactions with stakeholders.

The Company shares updates on products and initiatives through **traditional media** (newspapers, trade magazines) and **digital platforms** (LinkedIn, Instagram, Facebook) to maintain a **direct and effective dialogue** with customers, distributors and end-users.

Media relations play a key role, with regular press releases covering corporate and product news while also promoting **ESG initiatives** to inspire a more **responsible industrial community**.

A major step in **2024** was the establishment of a **Communications & Institutional Relations Department**, aimed at **enhancing Prometeon's market presence, brand awareness, and reputation**. This unit develops structured strategies to strengthen corporate identity and manage external communications effectively.

PROMETEON TYRE GROUP ON SOCIAL MEDIA

In **2024**, Prometeon Tyre Group refined its **social media strategy**, focusing on **LinkedIn, Instagram, and Facebook** to enhance engagement and brand visibility.

Operating under the "**Prometeon Tyre Group**" profile, the Company manages **11 localized Facebook pages** across key markets, ensuring tailored communication.

A new platform-specific approach was introduced:

- **Facebook** prioritizes **product communication, services, and localized market events**.
- **Instagram** focuses on **international campaigns and sponsorships**, reinforcing **global brand presence**.

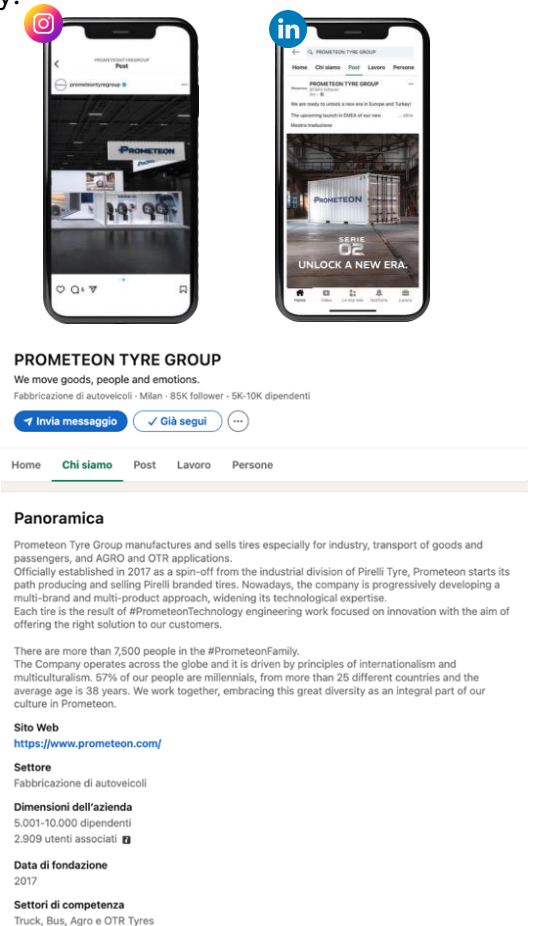
This strategy strengthens **brand awareness** and audience engagement by highlighting **products, services and corporate initiatives**:

- Trade fairs and dealer conventions
- New product launches
- Employer branding and client testimonials
- Safety and technical guidance
- Sustainability-focused content

LINKEDIN FOCUS

In **2024**, Prometeon **enhanced its LinkedIn presence**, focusing on **corporate communications, employer branding and storytelling**. A structured **editorial plan** was implemented to strengthen **brand positioning** with an institutional tone:

- **Follower Growth**: Reached **86,000+ followers** organically, with a steady **+2% monthly increase**
- **Content & Engagement**: Published **82% more posts**, leading to a 173% rise in engagement without paid promotions
- **Content Focus**: Emphasized **corporate updates, product launches, trade fairs, and sponsorships**, introducing a new **"About Us"** section to highlight media coverage.



SOCIAL



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.

	Executive	Cadre and Staff	Permanent WC	Temporary WC	Blue Collar	Permanent BC	Temporary BC	Total
2024	51	1,334	1,369	16	6,251	5,640	611	7,636
2023	51	1,281	1,316	16	6,409	5,503	906	7,741
2023 vs. 2024	0	53	53	0	-158	137	-295	-105

CORPORATE IDENTITY AND MINDSET

Mission

Prometeon Tyre Group is a multi-brand manufacturer of truck, bus, agricultural, and OTR tyres, distributed globally. The Company designs, develops, and engineers products and services to meet customer needs and expectations.

Vision

The Company aims to become the most trusted organization for all stakeholders.

The Three Pillars of the People Strategy

- **Best People:** role modeling, strong talent, and leadership development
- **Great Performance:** business alignment and a lean organizational structure
- **Winning Mindset:** becoming an employer of choice and fostering an engaging work environment

Purpose, Values and Behaviors

The Company's purpose is "***Together we make right things happen.***"

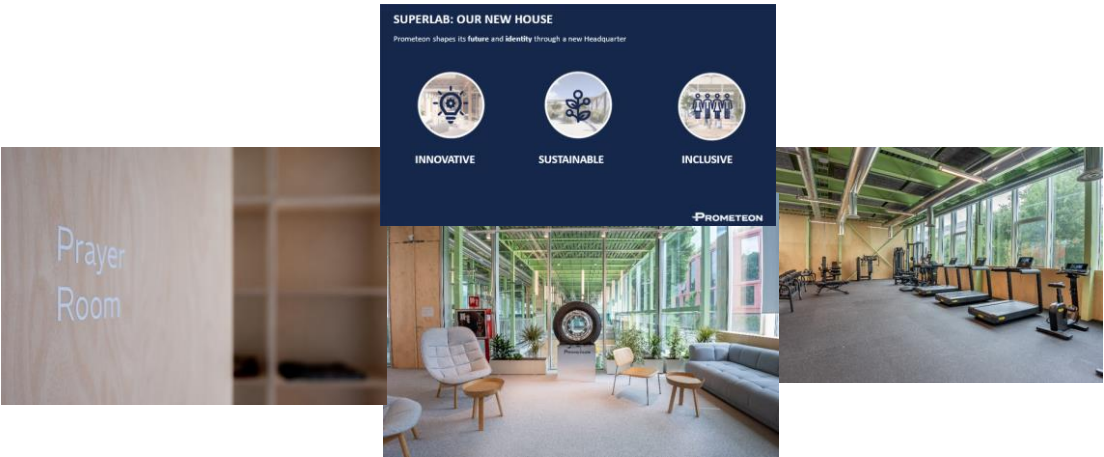
Its values are result-focus, passion, openness, responsibility, and courage.

Prometeon promotes key behaviors such as aiming for excellence, motivating people, embracing change, fostering trust and inclusiveness and transforming ideas into reality.

These competencies continued to serve **as a foundation for leadership development initiatives in 2024**, supporting strategic priorities and reinforcing the organizational culture.

NEW HQ BUILDING

Prometeon's journey towards the creation of its new headquarters began in 2023, with the goal of designing a workspace that embodies the Company's values while fostering collaboration, transparency, and innovation. Officially **inaugurated in May 2024**, the new headquarters was developed with a strong **focus on employee needs, providing an environment that encourages teamwork, creativity, and work-life balance.**



SOCIAL – Local initiatives related to working model

EUROPE

In Europe, the new model has been implemented according to the main guidelines set by the headquarters. The **"Smart Kit@Home"** was structured around three key enabling factors to support employees' daily work and provide optimal working conditions. Key initiatives included:

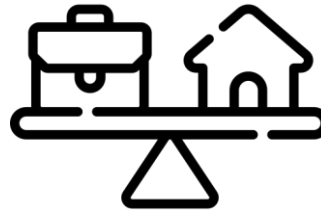
- IT equipment (monitor, keyboard, and mouse) provided to all colleagues enabled for Smart Working
- Ergonomic workstation benefits, including a professional office chair and table
- A fixed allowance to cover mobile phone costs (calls and internet)

EGYPT

In Egypt, the new working model includes **mandatory remote work every Sunday** under the **Smart Working Policy**, introduced in early 2022 and still applied in 2024. Employees received **Smart Kit tools**, including laptop, wireless mouse and keyboard, headset, mouse pad, notebook and internet Wi-Fi support.

In 2024, Prometeon Egypt **renovated its admin building** and constructed a **new R&D center** to enhance the workplace.

The new R&D center is a space that encourages innovation and collaboration between the R&D teams and the Quality Department



TURKEY

In Turkey, the **Blended Model** officially started in September 2021 and continued through the years and it was confirmed also in 2024. Employees working remotely signed an additional agreement contract, and all Prometeon smart workers received a **Smart Kit@Home**, including an ergonomic chair, headphones, mouse, keyboard, and monitor.

As part of the **Workplace Enabler** initiatives, several actions were introduced:

- The Istanbul office workspace layout was redesigned following the **New Way 2.Work** approach
- Employees can reserve desks through a dedicated link, ensuring flexibility and improved space management
- A new application was introduced for **shuttle reservations**, enabling employees to book seats and track routes in real-time

AMERICAS

The **new working model** was introduced in **Brazil, Colombia, Mexico and Argentina** and has been consistently applied since 2022. The model consists of **60% in-office work and 40% remote work**, covering **100% of eligible employees**.

In **Brazil**, a **local policy agreement** was signed in October 2020. Employees who opted in received a **guideline booklet** outlining the correct implementation of **"Trabalho Remoto"**, including IT requirements. Regarding **Smart Kit@Home**, employees received IT equipment (wireless mouse, keyboard, headset and notebook) to enable remote working conditions

SOCIAL – Employer branding & 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.

HEADQUARTERS - ITALY

❑ University Partnerships

- Renewed agreements with top Italian universities, including Bocconi, Politecnico di Milano, Politecnico di Torino and established a new collaboration with Università degli Studi di Modena e Reggio Emilia

❑ Career Events & Talent Acquisition

- Participation in two Career Days (Bocconi & Politecnico di Milano), focusing on internships and technical roles
- Participation in *"It's a Match"* Job Fair at Politecnico di Milano, featuring blind interviews for unbiased candidate evaluation.
- Increased LinkedIn recruiting efforts, with 17% of open positions filled through the platform

❑ Industry & HR Engagement

- Renewed partnerships with HR Community, Ambrosetti and World Business Forum
- Achieved Best HR Awards certification by HRC for initiatives in training, mobility, and well-being
- Creation of a People Strategy video manifesto, featuring HR team members.

❑ Educational Initiative – "NO PRESSURE" Project

- Collaboration with We School, involving 130 high school classes in Italy and one in Egypt with senior managers who mentored students on various Company's topics. Q&A sessions (Nov 2024), project reviews (Jan 2025) and final evaluations (Feb 2025), selecting four winning classes



BRAZIL

❑ HR Excellence & Workplace Recognition

- Achieved **TOP EMPLOYER 2024** certification for the second time, recognizing excellence in HR practices
- Earned **Great Place to Work (GPTW)** certification for the third consecutive year, with **Prometeon Logistic and Distribution (PLD)** receiving the seal for the second time
- For the first time, **Argentina, Colombia and Mexico** also obtained GPTW certification, strengthening the regional LATAM team

❑ Talent Attraction & Employee Engagement

- Revamped the **job recruitment platform Vagas.com**, introducing a new features for employees such as photos updated monthly to showcase **Company pride and diversity**

❑ Awards & Industry Recognition

- Celebrated the **John Deere Outstanding Supplier Award**.
- Won the **Top of Mind Transport 2024** award for the fifth time, reinforcing Prometeon's leadership in the sector

❑ Community & Workplace Connection

- Successfully continued the **"Nossa Casa Grupo Prometeon"** program, allowing employees to **invite their families to visit factories** in Santo André and Gravataí hosting **over 400 employees and family members**, strengthening the sense of engagement and pride within the Prometeon community



SOCIAL – Employer branding & Talent acquisition

TURKEY

❑ Employer Branding & University Collaborations

- Strengthened **Employer Branding** through partnerships with **top 10 universities** in Turkey
- Senior leaders actively participated in **career summits**, promoting **diversity and professional growth**
- Participation in major career fairs at institutions like Yıldız Teknik University, İstanbul Technical University and Boğaziçi University, featuring key Prometeon executives as speakers

❑ Factory Visits & Internship Programs

- Hosted **five university factory visits**, offering students insights into manufacturing and R&D operations
- Welcomed **47 long-term interns** (41 at Kocaeli Factory, 5 at Istanbul Office) and **75 summer interns**
- **Mentorship programs**, allowing interns to be trained for 1 to 2 years under experienced professionals.
- Provided **training programs**, including, digital transformation, power automate & power BI training, Excel

❑ Talent Development & Certification

- Launched the Global Digital Job Application Platform, expanding the internal job posting system worldwide.
- **Top Employer Certification** in both 2023 and 2024



EGYPT

❑ HR Excellence & Certification

- **Top Employer 2024 certification** for the first time, recognizing excellence in HR practices and commitment to a **positive work environment**

❑ Employer Branding & University Engagement

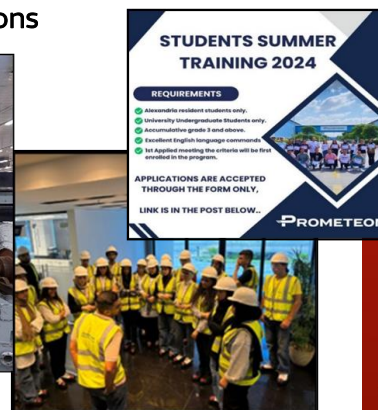
- Strengthened relationships with university graduates and top academic institutions through multiple initiatives
- Provided **technical support for 3 academic projects**, assisting students with research topics in waste management, green supply chain, and data analysis
- Hired **25 interns** through the **Young Calibers Internship Program**, offering structured 6-month contracts (renewable for up to 2 years)

❑ University & Student Development Programs

- Hosted the **Be PRO-Student University Summer Training Program**, training **160 students** across **four rounds** in business and industrial tracks
- Organized **5 factory tours** for university students, offering an in-depth look into production processes and company operations.

❑ School Outreach & Career Guidance

- Arranged **4 factory tours** for school students, introducing them to manufacturing processes and company operations.
- Hosted **6 career orientation days**, guiding students on **career paths, university courses and industry certifications**



SOCIAL – 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.

BRAZIL

❑ Emergency Relief - Solidarity Action

- In response to severe floods in Rio Grande do Sul, Prometeon mobilized employees, suppliers and resellers to provide essential aid
- Collected 47,240 tons of donations, including food, water, clothing and household essentials, distributed through partner carriers

❑ Educational & Cultural Initiatives

- **Opened the Little Great Readers Library** at Homero Thon Municipal School (Santo André, SP) in partnership with Laranjeira Cultural - 400 books, 210 educational materials and interactive furniture provided to encourage reading and playing activities
- Equipped the space with early childhood development materials, supporting cognitive and motor skills in young children

❑ Young Apprentice Program

- Continued the apprenticeship program in collaboration with Clasa, CIEE and SENAI to develop young professionals - trained 317 apprentices in 2024, providing hands-on experience and career development opportunities



TURKEY

❑ "Don't Throw Away & Donate" Campaign

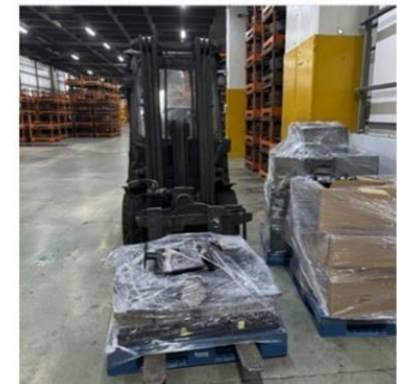
- Partnered with TEGV-NGO to fund education for 20 children by recycling electronic waste

❑ Employee Engagement & Charity Support

- **43 employees** participated in the **Wellbees Step Challenge**, collectively walking 7.6 million steps and as a result a donation was made to **UNICEF**, supporting the education of one child
- Organized a **book donation campaign** for a primary school in Hatay, with employees contributing books that were first used as Christmas decorations before being donated

❑ TEGV Fireflies Mobile Education Project

- Strengthened partnership by donating tires to ensure the **safe mobility of the Fireflies education truck**, allowing it to reach more children in earthquake-affected regions



SOCIAL – Initiatives for external communities

EGYPT

❑ Youth Building Centre – Alexandria

- Officially inaugurated in **June 2024**, it provides **sports, recreational and educational spaces** for employees, their families and the local community

❑ Technical Education & Skill Development

- **"Seeds of Hope" Technical Internship Program** (in partnership with IECD): hosted and trained **six students** in the **Electrical Maintenance department** for two months, providing PPE, meals and transportation
- **Technical Education Dual System Project** – Al-Amreya Industrial Secondary School: equipped **60 students** with hands-on **technical training** in a fully equipped workshop provided by Prometeon
- **New partnership with Elsewedy Technical Academy (STA)**: hosted **24 students per year** from El Sadat Industrial School for a **three-year learning program**

❑ Social Welfare & Community Support

- Continued partnership with **SOS Children's Villages in Alexandria** (established in 2021), supplying **household appliances and furniture** to support children's daily needs



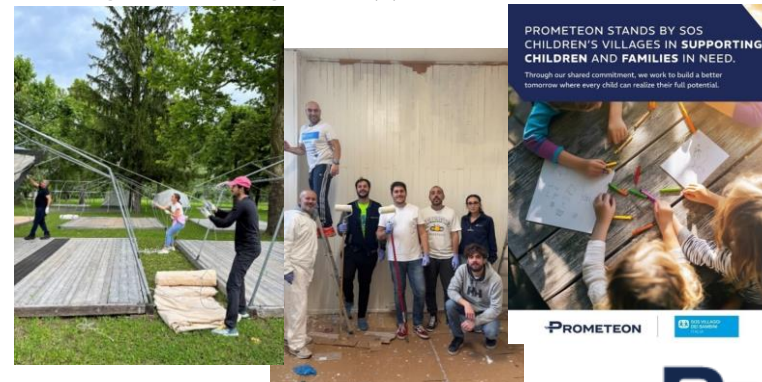
SOS CHILDREN VILLAGES AND PROMETEAON

Since 2021, Prometeon Tyre Group has been committed to supporting **SOS Villaggi dei Bambini Italia**, part of the **SOS Children's Villages** global network, which provides care and support to children and families in need.



2024 INITIATIVES

- ❑ **Milan Relay Marathon**: charity event that merges sports with social responsibility. The company donated the entire registration fee to **SOS Villaggi dei Bambini Italia**, demonstrating its dedication to making a tangible impact on the lives of vulnerable children and families
- ❑ **Charity initiatives** to support the NGO: in **July 2024**, more than **30 employees** volunteered to set up over **80 tents** for the organization's summer camp in **Caldonazzo (Trento)**, ensuring a welcoming and comfortable space for children to enjoy their camp experience. In **November 2024**, employees participated in **renovating one of the NGO's facilities in Milan**, clearing out and painting a room to create a more functional and inviting environment for community activities
- ❑ **Annual E-card initiative** during the 2024 year-end period. The e-card, customized by the NGO, was shared globally with **employees, suppliers, stakeholders and customers**, reinforcing Prometeon's ongoing commitment to the organization (**the e-card was printed in factories for blue-collar workers**, ensuring the message of support reached the entire Company)



SOCIAL DIMENSION – Off-site 2024 & Teambuilding, Global Learning KPIs

- ❑ **February 2024 Off-site for the Leadership Team:** the activity was organized for 2 days with the aim of:
- **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.

- ❑ **Global HR Conference:** the first Global HR Conference was hosted in July 2024 at the Company HQ in Milan, involving all the HR team of HQ and the first line of HR & Organization Department of each Country



- ❑ **Global AFC Conference - 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

Moreover, various teambuilding activities were organized to enhance communication and collaboration between employees of **HQ Procurement, Italian Market, HQ & Global Marketing departments**



- ❑ In January and July, **Prometeon Days** were organized. The July edition indeed kicked-off the **Prometeon Week** 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 event was held in a cinema hall, providing an ideal environment for presenting updates on the Company's performance and progress as a brand-name company

Regarding the Long Term Incentive (LTI) KPIs, the relevant training on ESG KPIs for LTI compensation was conducted in 2024. Regarding the KPIs set for the achievement of the LTI yearly and with the 3 years plan, specific KPI on not mandatory training was set. For this reason, **in 2024 the Company overachieved the target** for the training as follows (% of people trained at worldwide level):

- 2021: 87%; ▪ 2023: 99%;
- 2022: 88%; ▪ **2024: 98%**

	White Collars	Blue Collars
Male	40	17
Female	42	23

Breakdown of 2024 average hours of non-mandatory training provided to employees by gender and occupational categories

	White Collars	Blue Collars	Total		Male	Female	Total
EMEA	48	26	31	EMEA	30	49	31
AMERICAS	28	12	13	AMERICAS	13	26	13
APAC	5	0	5	APAC	6	3	5
Total	41	17	22	Total	21	37	22

Breakdown of 2024 average hours of non-mandatory training provided to employees by area, occupational categories and by genders

Here below the average hours of training mandatory by law including also the sustainability training provided to employees by area, occupational categories and gender:

	White Collars	Blue Collars	Total		Male	Female	Total
EMEA	56	35	41	EMEA	40	57	41
AMERICAS	33	53	51	AMERICAS	52	40	51
APAC	5	0	5	APAC	6	3	5
Total	48	46	46	Total	46	48	46

SOCIAL DIMENSION – HSE

Regarding the responsible management of **occupational health, safety and hygiene**, 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.

- All 4 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
- In 2024, the Company recorded **184 work-related injuries** among Prometeon employees, marking a significant reduction from the **245 injuries reported in 2023**
- The Total Recordable Injury Frequency Rate (TRIFR) dropped from **17.47 in 2023** to **13.49 in 2024** (23% improvement)

The overall performance of Prometeon on work related injuries related to both employees and workers who are not employees but whose work is controlled by the Company for years 2022, 2023 and 2024 is as shown below:

	2022	2023	2024		2022	2023	2024
The number of hours worked	14,386,311	14,020,215	13,637,286	The number of hours worked	1,258,861	1,854,246	1,865,745
The number of recordable worked-related injuries, including fatalities	217	245	184	The number of recordable worked-related injuries, including fatalities	11	10	14
of which accidents while travelling				of which accidents while travelling			
(only if the transport had been organized by the Company and the movements have taken place within working hours)	0	0	0	(only if the transport had been organized by the Company and the movements have taken place within working hours)	0	0	0
The number of high-consequence work-related injuries (recovery time days>6 months, including fatalities)	4	4	2	The number of high-consequence work-related injuries (recovery time days>6 months, including fatalities)	0	0	0
The number of work related fatalities	0	0	0	The number of work related fatalities	0	0	0
The rate of recordable worked-related injuries	15.08	17.47	13.49	The rate of recordable worked-related injuries	8.74	5.39	7.50
The rate of high-consequence work-related injuries	0.28	0.29	0.15	The rate of high-consequence work-related injuries	0	0	0
The rate of worked-related fatalities	0	0	0	The rate of worked-related fatalities	0	0	0

Work-related injuries of Prometeon employees

"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

- **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



- In 2024, as part of the Company's commitment to foster a strong safety culture, **Life Saving Rules** program was launched Turkey, defining **10 critical safety rules** designed to prevent fatalities and serious injuries.



In 2024, the Company continued to organize safety training for all employees, with a focus on new employees

SOCIAL DIMENSION – Internal Communication

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.

- ❑ In Brazil, a wide variety of initiatives took place throughout 2024, including **World Water Day**, **HSE Week**, **Cigarette Butt Recycling Project**, **Health Week**, vaccination drives, **Eye Health checks**, awareness programs addressing **mental health**, **hypertension prevention**, **Pink October** for women focus disease and **Blue November** for men disease prevention and the importance of **early disease detection**. The year concluded with a **Christmas initiative**, where Prometeon volunteers distributed nearly 5,000 Christmas kits to employees and their children



- ❑ 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. From **health and wellness** to **cultural and social events**, **happy hours – breakfast & barbecue days**, held quarterly in the factory garden, **bowling**, **backgammon** and **football tournaments**. Moreover, on special occasions, the Company organized dedicated activities such as **Ecological Plant Workshop** on **International Women's Day**, **inclusion & diversity webinar** and **cooking workshop** to foster creativity and connection beyond the workplace, **costumed "My Hero" competition** on **National Sovereignty** and **Children's Day**

- ❑ In Egypt, the Company organized a wide range of initiatives aimed at enhancing employee engagement. Among the key moments of the year was the **Prometeon Egypt 30-Year Anniversary Celebration** held in May 2024, **Prometeon Egypt Annual Convention 2024**. Prometeon Egypt also honored **traditional, social, and religious occasions**, recognizing their importance in Egyptian culture. The Company continued its tradition of **organizing summer and winter trips**, gatherings with employees and the workers' union were held, including a **special celebration recognizing the children of employees** who achieved top academic results. On **International Women's Day**, female employees' contributions were recognized with the distribution of personalized gifts as a token of appreciation and respect



- ❑ Throughout 2024, Prometeon Headquarters organized a diverse range of engagement and cultural initiatives. The most significant one was the launch of **Generation Prometeon (GenP)** during **Prometeon Day** in July 2024, a communication plan designed to embed Prometeon's values and leadership model into daily interactions. Employee engagement was further enriched by **lotteries** and **Wheel of Fortune activities** allowing employees to participate in exclusive events and experiences, Moreover, numerous events featuring **guest speakers** and **interviews** with sports icons, such as **SBK champions** and **Parma Calcio** were hosted at the Headquarter



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**.
- 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**
- All production sites have implemented an Environmental Management Systems certified under ISO 14001
- **Our Turkish factory** has also implemented an Energy Management System certified under ISO 50001
- **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 SPHERA 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.

Performances 2024

- 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.

ENVIRONMENTAL DIMENSION - 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

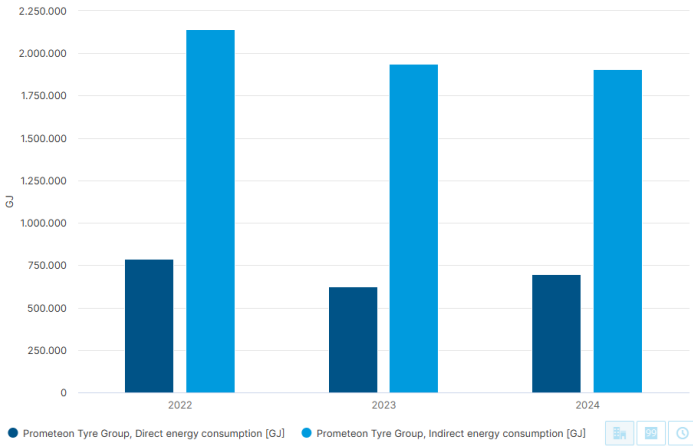
Data are reported with details on sources of energy, showing trends and having as primary reference the values in the base year 2016.

Scope 1	1.152.974 GJ
Scope 2	1.641.618 GJ
TOTAL	2.794.592 GJ

ABSOLUTE CONSUMPTION *Base Year 2016*

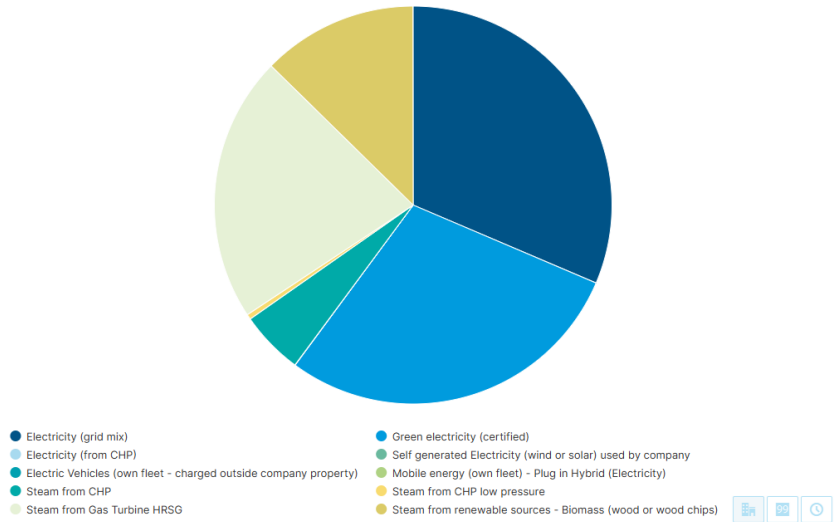
Base year 2016	2025	2030
-	-23%	-31%
10,56 GJ/ton	8,13 GJ/ton	7,29 GJ/ton

Energy Intensity targets



Direct -scope 1- and Indirect -scope 2- consumption

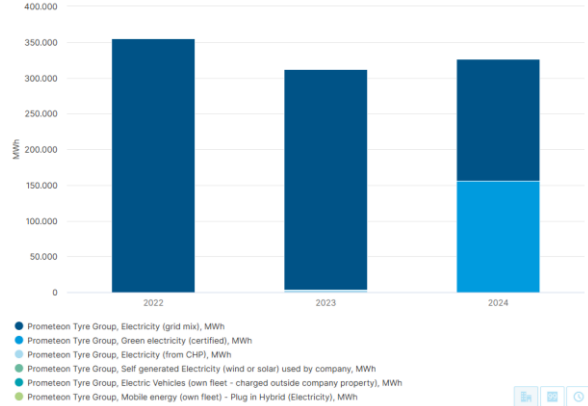
Notably, in 2024 41,4% of scope 2 consumption is from renewable sources as shown in the chart below.



Indirect -scope 2- consumption by source

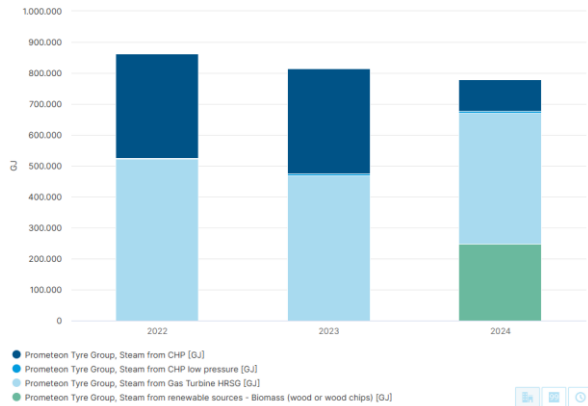
ENVIRONMENTAL DIMENSION - Energy

To be noted the sharp growth of **renewable on total electrical energy at 47,8%** in 2024



Electrical energy and its renewable share

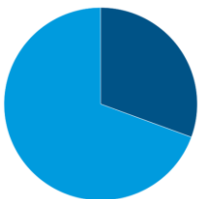
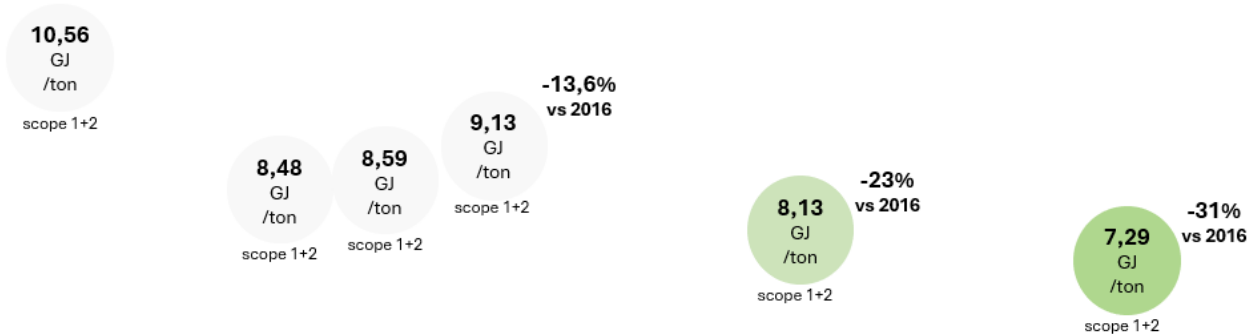
and the substantial use of steam from high efficiency -third parties combined heat and power plants (CHP) and gas turbine heat recovery steam generators (HRSG)- and renewable sources -biomass fuel-



Steam consumption by source

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.

Energy Transition Plan



overall renewable share: 30,6%

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

ENVIRONMENTAL DIMENSION - Energy

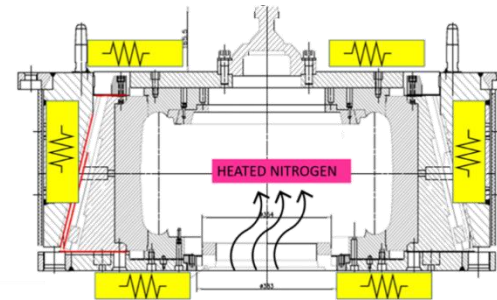
Prometeon undertakes initiatives annually to continuously improve energy efficiency. The following table summarizes the most relevant actions in 2024. The overall effort accounts for **more than 3,2% of the total location-based emissions in 2024.**

	sub-category	description	number of actions	Investment [kEUR]	Benefit [kEUR/year]	Payback [years]	CO2-e Saving [t CO2-e/year]	Status
Gravatai - Brazil			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
Santo André - Brazil			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
Alexandria - Egypt			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
Izmit- Turkey			11	480	438		1.735	
Energy efficiency in buildings	Automation	Heating and fresh air automation	2	145	105	1-3	362	Completed
Energy efficiency in production processes	Equipment replacement	Fans replacement	1	100	68	1-3	253	Completed
	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
TOTAL			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.

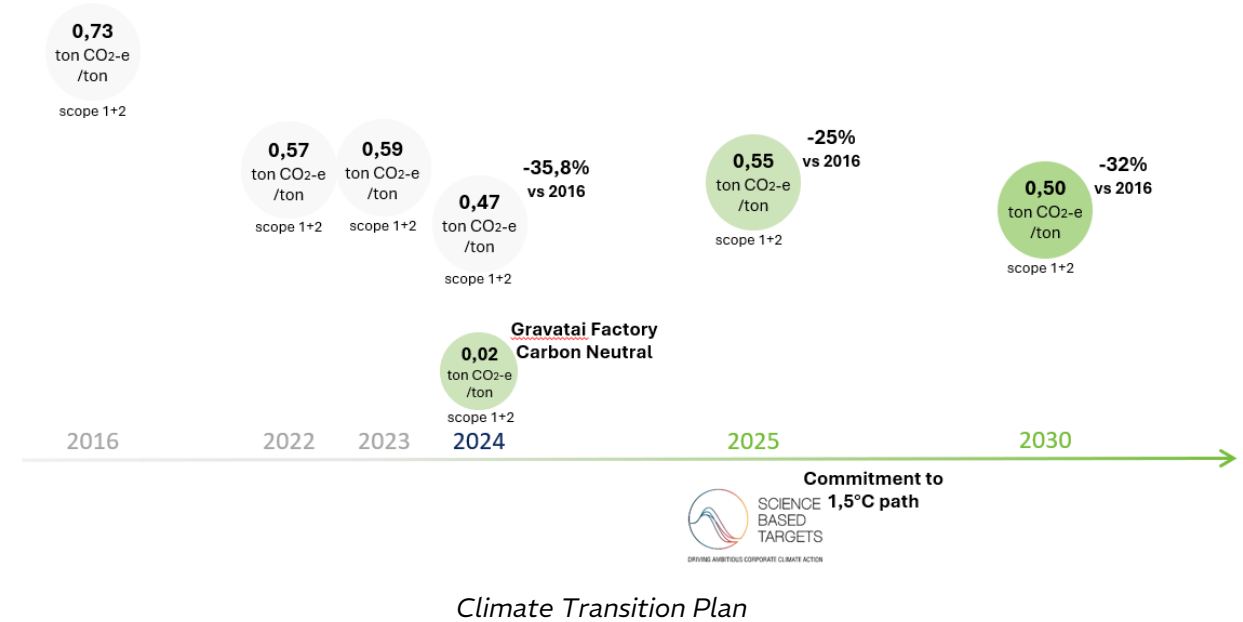


Equally important to mention, for the new Headquarter in Milan, where we moved in the summer of 2024, we have selected a LEED v4 Gold certified building (Building Design and Construction: Core and Shell), have installed charging stations for the company bikes and cars and covered 100% of the electrical energy purchase with renewable sources certificates.

ENVIRONMENTAL DIMENSION - GHG

- Prometeon Tyre Group understands the need for a climate transition plan and has **established a roadmap** to achieve net-zero emissions.
- In 2024, the Company completed its **full GHG inventory for scope 1 and 2**, implementing a system that automatically collects energy consumption data and calculates GWP impact using up-to-date libraries.
- With the new Environmental Data Management System in place, we have fully measured scope 1 and 2 consumption and impact, now **tracking progress across our HQ in Milan, the R&D Center, company cars, vans, and testing trucks, covering over 97.5% of our 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
- In 2024, Prometeon completed the **Climate Ambition Accelerator**, a UN Global Compact program that aids businesses in meeting climate goals and aligning with the Paris Agreement's target of limiting warming to 1.5°C.
- The transition plan includes a commitment to develop **the scope 3 inventory by 2025** and to **engage with SBTi**.
- While we finalize upstream and downstream emissions inventory, we are **addressing key challenges identified in our product life cycle assessment**, focusing on scope 3 categories that significantly contribute to our impact.

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.

ENVIRONMENTAL DIMENSION - GHG

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
TOTAL	192.386 ton CO2-e

GWP100years Base Year 2016

Base year 2016	2025	2030
-	-25%	-32%
0,73 ton CO2-e/ton	0,55 ton CO2-e/ton	0,50 ton CO2-e/ton

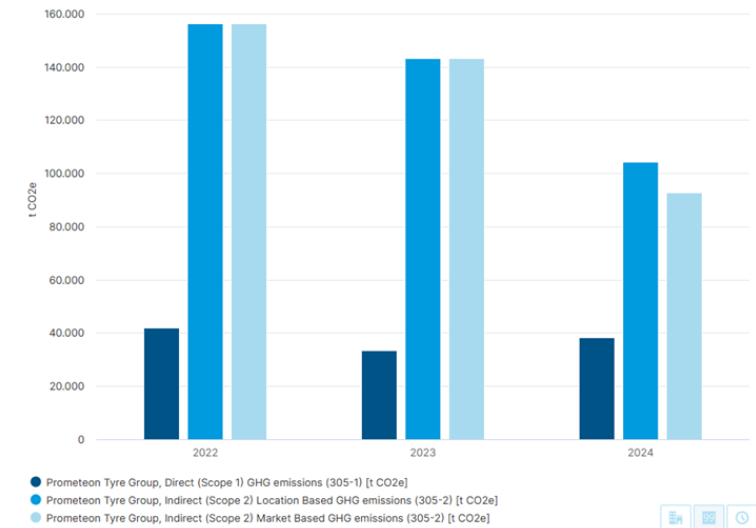
GWP100years targets

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.

	2022	2023	2024	
			Location-based	Market-based
Scope 1	42.095	33.386	38.189	
Scope 2	156.347	143.189	109.707	97.970
TOTAL	198.442	176.576	147.896	136.159

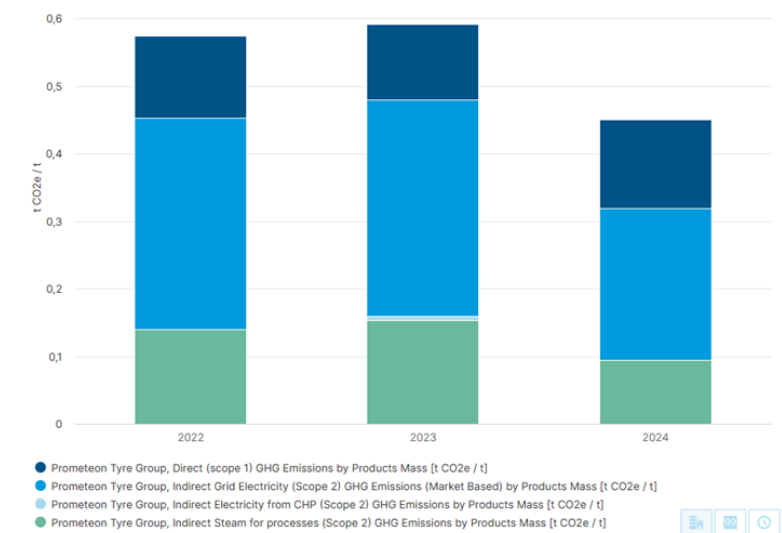
GWP100years ton CO2-e

The market-based figures for 2024 show a **reduction of total emissions compared to the previous year of 40.416 ton CO2-e (-22,9%)** and a reduction of total emissions compared to the base year of **-56.227 ton CO2-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 CO2-e/ton market-based of finished products

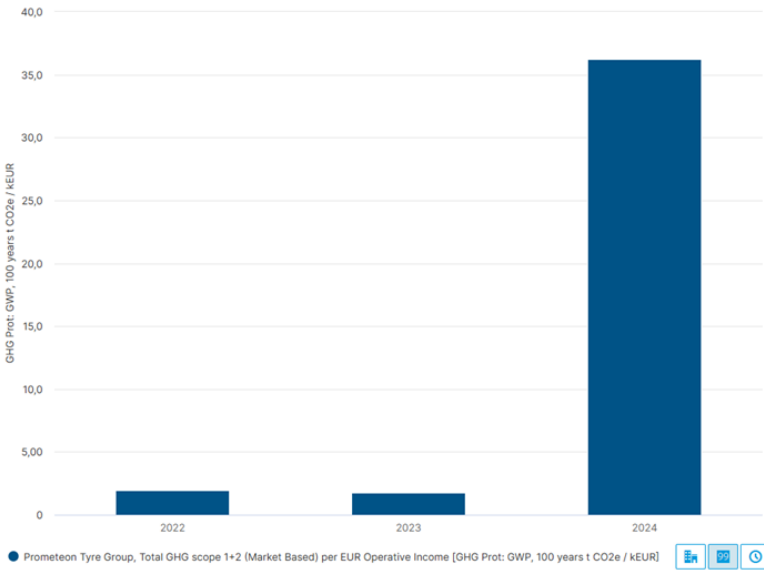
ENVIRONMENTAL DIMENSION - GHG

The progress towards our targets is shown in the following table. In 2024 Prometeon has already overachieved its target for 2030.

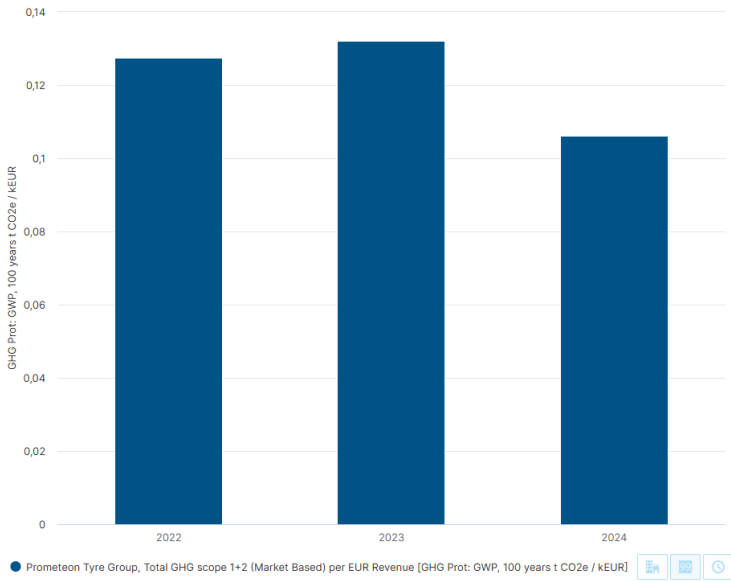
Reduction relative to Base year 2016	% of 2025 target achieved relative to Base year 2016	% of 2030 target achieved relative to Base year 2016
-35,8%	143,0%	111,7%

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 CO2-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

ENVIRONMENTAL DIMENSION – Nox, Sox, Solvents

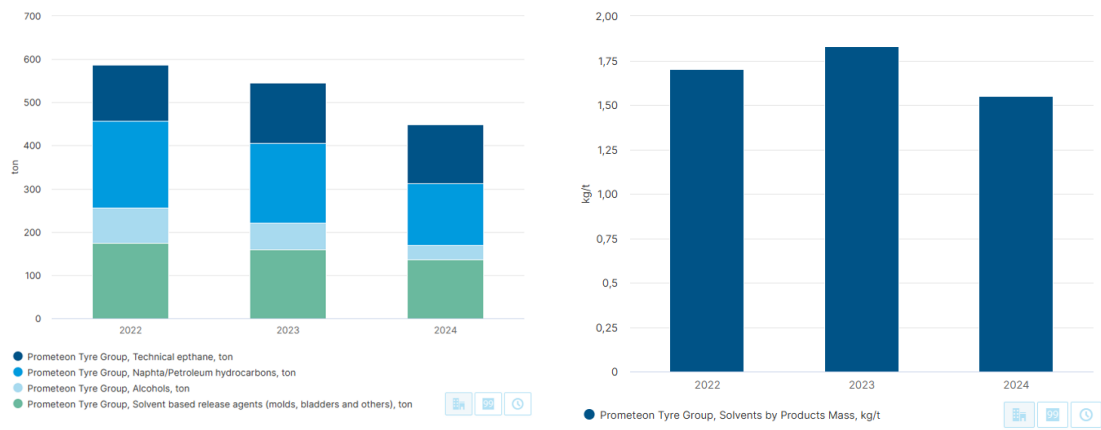
To provide a comprehensive overview of our environmental impact, we also disclose data on emissions of sulfur oxides (SOx) and nitrogen oxides (NOx). Monitoring and reducing these pollutants are crucial components of Prometeon's commitment to sustainability.

	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	-	-	-	-	-	-
TOTAL	14,92	93,30	8,64	47,34	7,33	37,35

SOx in ton SO2-e, NOx in ton NO2-e

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 Solvent consumption by products mass (kg/ton)

	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

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.

ENVIRONMENTAL DIMENSION – Water, Waste

According to Aqueduct Water Risk Atlas www.wri.org our factories in **Alexandria, Egypt**, in **Izmit, Turkey** and in **Gravatai, Brazil** are in areas classified as **under water stress**.

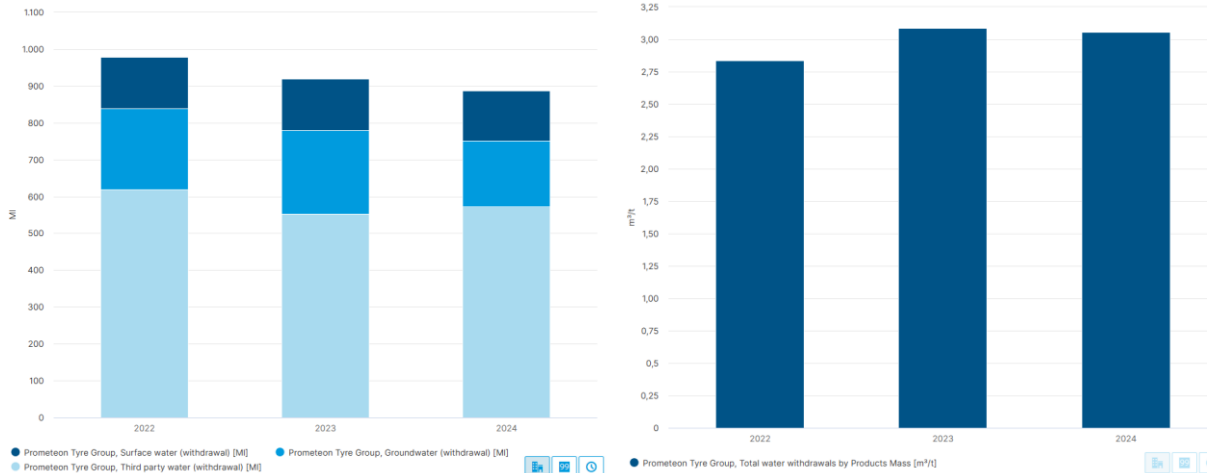
Prometeon addresses this issue not only with the required additional disclosure but also focusing its plans for water efficiency and treatment.

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 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**.

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 source

Total water withdrawal by Products mass m3/ton

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:

- **Preventing waste generation**: Streamlining production processes to reduce materials requiring disposal.
- **Maximizing recovery and recycling**: Identifying treatment channels that prioritize waste recovery, gradually eliminating landfill disposal under the "Zero Waste to Landfill" vision.
- **Improving packaging management**: Optimizing both incoming packaging from suppliers and outgoing packaging for Prometeon products.

ENVIRONMENTAL DIMENSION - Waste

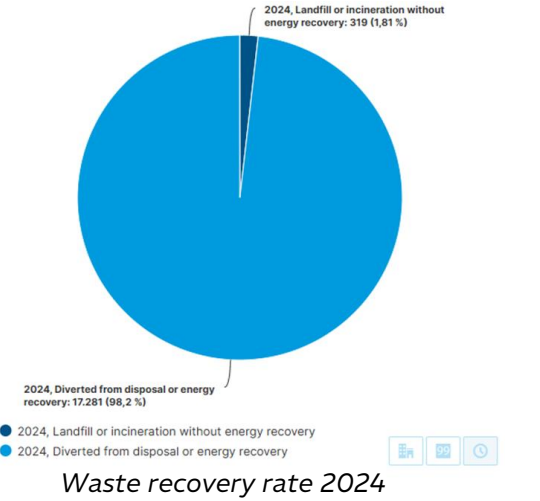
The company has set **targets to recover more than 95% of its waste by 2025 and achieve a 97% recovery rate by 2030**, in alignment with its Zero Waste to Landfill goal.

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.

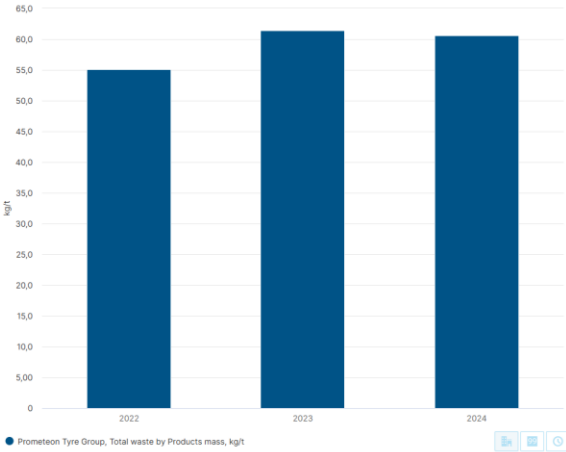
	sub-category	description	number of actions	Investment [kEUR]	Benefit [kEUR/year]	Payback [years]	Waste Reduction [ton/year]	Status
Gravatai - Brazil			5	247	100		37,6	
Waste reduction and material circularity	Waste reduction	Process improvement in semifinishing and buidling area	4	143	50	4-10	18,8	Ongoing
	Waste reduction	Process improvement in buidling area	1	104	50	4-10	18,8	Ongoing
Alexandria - Egypt			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
Izmit- Turkey			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
TOTAL			25	1.567	622		245,8	

Process waste actions

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.**



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.

ENVIRONMENTAL DIMENSION - Materials

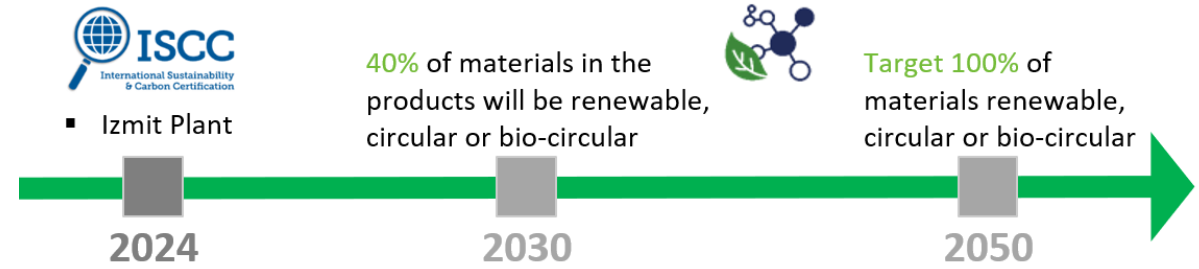
R&D Material Department pays great attention to Sustainability, structuring its activities with particular focus on “3R” concept:

- **Reducing** raw materials usage and optimizing processes;
- **Recycling** used materials to be used in new tyres;
- **Rethinking** to new renewable materials and formulations.



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.



	2022	2023	2024
Renewable Material	33%	32%	33%
Non-renewable Material	67%	68%	67%

Material Volume Used in Production (%)

	2022	2023	2024
Recycled materials	<1%	<1%	1,89%

Recycled Input Materials Used in Production (%)

Natural Rubber is a renewable resource primarily sourced from specific equatorial regions. Prometeon is dedicated to preserving forests and biodiversity by working with global suppliers, which lessens the impact on areas like Malaysia, Indonesia, and Thailand, where natural rubber is typically sourced. The company also employs a “Local 4 Local” supply chain strategy, focusing on local sourcing and shorter supply chains to minimize pollution from transportation and reduce CO2 emissions.

ENVIRONMENTAL DIMENSION - Materials

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 substances, 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 derivatives 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.

- **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.

ENVIRONMENTAL DIMENSION – Biodiversity, End-of-Life Tyres

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.

Protected areas have been found in Brazil, near both Santo André and Gravataí plants.



The Company collaborates with various partners in different countries to ensure efficient management of ELTs, contributing to the circular economy and the reduction of CO2 emissions. In 2024:

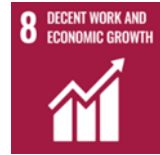
- **Italy:** In partnership with Innovando for ELT management, the Company overachieved its annual target by collecting 11% more;
- **Brazil:** Collaboration with RecicLANIP which with the support of other members managed **about 425,000 tons** of ELT all over the Country;



- **Turkey:** Member of LASDER, recycling about **213,558 tons** of ELT. Additionally, thanks to a second collaboration, further 1690 tons of ELTs were recovered as rubber powder and used in production process;
- **Spain:** Collaboration with SIGNUS;
- **Belgium and France:** Collaborations with Recytyre and Aliapur respectively;
- **Poland:** Collaboration with Centrum Utylizacji Opon Organizacja Odzysku S.A.;
- **Hungary:** Collaboration with Mohu Group, paying green tax for actual sales volume;
- **Czechia:** Collaboration with ELTMA;
- **Romania:** Collaboration with European Environment Agency, paying fees based on actual sales volume;
- **Colombia:** Founding member of Rueda Verde which collected more than 3.5 million pieces of ELT with the support of other members;
- **Argentina:** Prometeon, thanks to commercial incentives based on the amount of ELT collected, recovered **406 tons of ELTs** in collaboration with **Geocycle** and other different companies located in different provinces of the Country.



ECONOMIC DIMENSION



Prometeon Tyre Group is committed to generating sustainable economic value through all its business activities, engaging proactively with its stakeholders.

To achieve this, Prometeon:

- Adopts a pro-active approach in its **dialogue with stakeholders**, from employees to communities, clients, end-consumers, suppliers, institutions and non-governmental organizations, to integrate their expectations into Company development strategy
- **Operates in compliance with** the ISO 9001:2015 and IATF 16949:2016 Quality Management Systems. **These standards, particularly within the IATF framework**, reflect the expectations of the global automotive industry — including Original Equipment Manufacturers — and require adherence to basic working conditions, supplier social responsibility and anti-corruption commitments outlined in global terms and conditions
- Operates to ensure responsible development over the long term, by **creating and distributing "added value"**, (i.e. the wealth created over a given period, calculated as the difference between the revenues generated and the external costs sustained in the same period) while being aware of the bonds and interactions that **apply to economic, social and environmental dimensions**
- **"Distributed value"** refers to the allocation of the added value generated by Prometeon Tyre Group among its key stakeholders. It exemplifies Prometeon's commitment to reinforcing its role within the socio-economic systems where it operates, strengthening relationships and promoting shared, responsible practices
- **ESG KPIs** – The Company 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:
 - **HQ employees' variable compensation - Training**
 - **Executives' LTI for the years 2022-2024 – Training, waste and audit on suppliers**
 - **ESG-linked loan issued in the year 2025 – Audit on suppliers and CO₂ emissions.**

ECONOMIC DIMENSION – Product Safety, Performance & Eco-Sustainability

Prometeon is committed to develop alternative production site and materials with low impact on the environment. Product safety and performance, combined with the sustainability goals, is the main focus of Company's product research and development activities.

Prometeon offers a wide portfolio focused on (i) performance; (ii) safety; (iii) environmental; and (iv) high efficiency through its:

- **4 R&D centers**, 1 in Brazil, 1 in Italy, 1 in Turkey and 1 in Egypt
- **Innovative and alternative materials** for manufacturing purposes are developed and studied
- **R&D activities on development of new products and processes through innovations**, which are based on the following **6 pillars**:
 1. **Collaboration with lawmakers** to gather information regarding legislation evolution at national and international level
 2. **From business point of view with OEMs** to understand and analyze the development and growth regarding products and technologies studying and analyzing how to anticipate future market trends
 3. **Technology evolution of the product** to be up to date with the latest developments in Innovation
 4. **Application of digital mobility solutions** to tyre business to increase the overall safety and performance
 5. **Open innovation** to foster collaborations with experts in their relevant fields for increasing the Company know how
 6. **Carrying out all the above-mentioned activities**, Prometeon pays a great attention to sustainability respecting nature, caring for society and ensuring a continuous innovation to reduce environmental impacts.

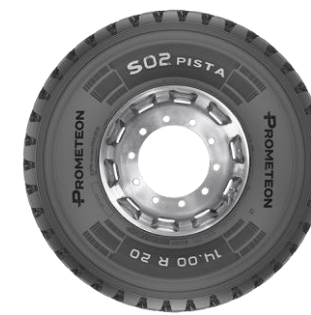
As new environmental policies and legislations enacted by national, and international authorities require original equipment manufacturers to **improve vehicles' fuel consumption performance**, Prometeon's R&D activities focused on fuel consumption and emission efficiency resulted in the development of "**Profuel**" tyre line. The R02 PROFUEL regional line, designed for trucks with 17.5", 19.5" and 22.5" tyres operating on motorways, regional, and urban routes, compared to the previous product line offers:



- ✓ -20% rolling resistance
- ✓ +15% acoustic comfort
- ✓ +10% grip on wet and snow
- ✓ +10% wear regularity.



The new **Prometeon S02 Pista** for special use is designed to offer **great structural integrity in the most extreme off-road** use. With its ability to satisfy the greater stresses at higher speeds and operability with low pressures supported by "run flat" and "bead lock" systems, in all types of terrain, the product proved itself in 2024 through various off-road races attended by Italtrans, which Prometeon is the official tyre sponsor thereof.



PROMETEAON

ECONOMIC DIMENSION – Product Safety, Performance & Eco-Sustainability

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.

The product line saw the use of two **Prometeon Patent technologies** designed and developed by **Prometeon Tyre Group employees** such as Bumper Technology and special waved groove surface.

Thanks to new reinforced casing construction G02 ECO offers an **increased load capacity that allows to carry up to more than 1 ton.**



G02 ECO PRO LINE IS THE PERFECT CHOICE FOR TRUCKS WORKING 90% ON-ROAD AND 10% OFF-ROAD



ROLLING
RESISTANCE
IMPROVEMENT



LOAD
CAPACITY



COMFORT
& HANDLING



2024 witnessed the expansion of European range with the new **R02 Proway** series' steer and drive products specifically designed for regional medium and short-distance transport. The 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, emphasizing **durability** and **providing** uniform wear throughout the tyre's lifespan. Thanks to its design and new compounds, it offers **excellent grip performance even on slippery surfaces** typical of the winter season. 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.

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 sustainable tyre demands of Prometeon's partner vehicle manufacturers.



The product's improved performance features include:

- extremely low rolling resistance with values below 4.0N/kgN
- improved fuel consumption compared to previous products by 0.9 liters less per 100 km (source: VECTO)
- 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
- a sustainability champion with **80 percent of recycled and certified, or renewable-source materials used for its production.**

❑ The technological know-how applied on all the new Prometeon tyre lines comes from both a consolidated knowledge about truck tyres product and from new mathematical tyre models developed by R&D Open Innovation Department through vehicle dynamic simulations and structural tyre models (FEA)

❑ This methodology enables Prometeon to answer to all current and future European regulations, which are becoming more restrictive and requiring a specific attention to the environment (fuel consumption, CO2 emissions, rolling noise generation) and to those of safety (wet grip, grip and traction on snow)

❑ These technological packages, focusing on all parts of tyre, e.g. new structural patterns and belt, adoption of new materials has led to a further significant increase in terms of durability and retreadability performance.



ECONOMIC DIMENSION – 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:

❑ Replacement customers:

- Retailers: Independent tyre specialists who focus on direct fleet operations rather than distribution, which play a crucial role, 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
- Fleets: Group of vehicles operated by companies or organizations for commercial or institutional purposes, which can range from single-vehicle owner-operators to large enterprises managing hundreds of vehicles

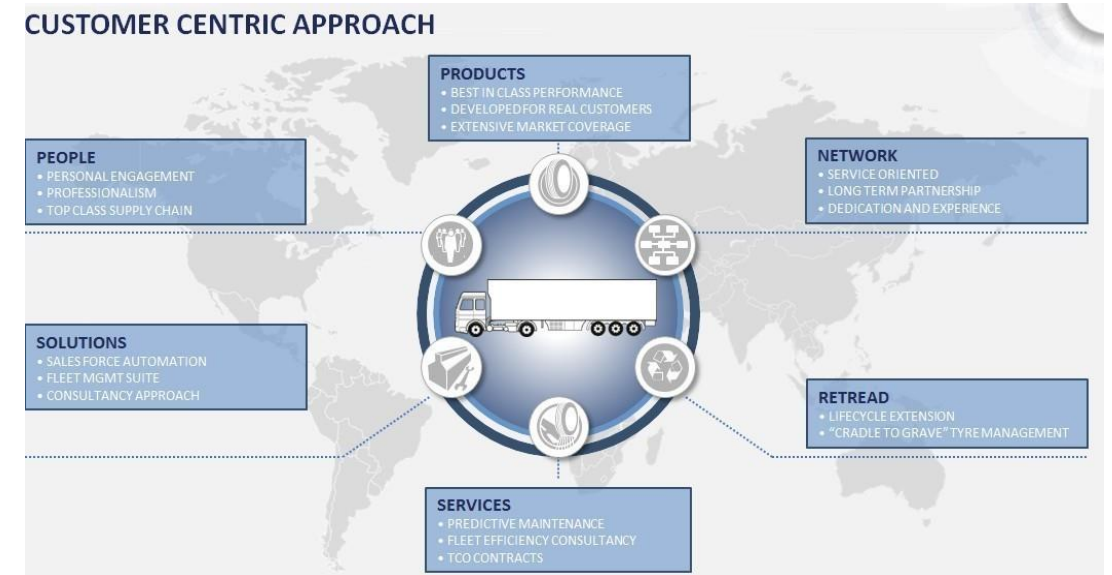
❑ Original Equipment (OE):

- OE customers demand sustainability assessments to evaluate Prometeon's corporate social responsibility as compliance requirements have become increasingly stringent over the years
- **In 2024**, the Company 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 and continuous training sessions are scheduled to support local teams.

Customer Focus, central element of the Ethical Code and the principle inspiring and shaping the Company's approach to the business. 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
- **Anticipation of customer needs**
- Safety, reliability, high performance of **products and services** offered in accordance with local national and international standards and regulations
- **Information to customers and end-users** to guarantee an adequate understanding on all features of Prometeon products, including safety and environmental impacts

The "**General Sales Conditions**" applied by Prometeon Tyre Group subsidiaries are communicated in accordance with the principles mentioned above to all customers.



ECONOMIC DIMENSION – Information to Customers

Prometeon Tyre Group ensures that useful information for its customers -dealers and end users- on products and services, and the related initiatives is constantly available.

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
- **Presence in national and international fairs:** In 2024, Prometeon participated with a booth in several local trade fairs across various markets as follows:



- Show Rural Coopavel (Brazil), 5-9 February 2024
- MAT Show (US), 21-23 March 2024
- Agrishow (Brazil), 4-8 April 2024
- Helexpo (Greece), 11-13 April 2024
- Transpotec Logitec (Italy), 8-11 May 2024
- Road Transport Expo (UK), 24-26 June 2024
- IAA (Germany), 17-22 September 2024
- Fenatran (Brazil), 4-8 November 2024
- Translogistica (Poland), 5-7 November 2024
- The 7th China International Import Expo (China), 5 - 10 November 2024.

In addition to these, 2024 witnessed also the **debut of Prometeon brand with 3 big launch events**, which also involved media in addition to Prometeon customers and prospects:



Brazil launch of the Prometeon-engineered Serie02 product range (R02 and G02lines), **April**



Egypt launch event, where the Company marked its historic transition to Prometeon brand by staging a special ceremony with the participation of customers and media. The first tyres to carry the Prometeon brand have been the **G02 ON-OFF** and the **G210**, **May**



Turkey launch event marked Prometeon's debut as a product brand in Europe and Turkey to unveil new **Prometeon-branded R02 Proway** and **R02 Proway M1** lines developed for regional applications, **October**



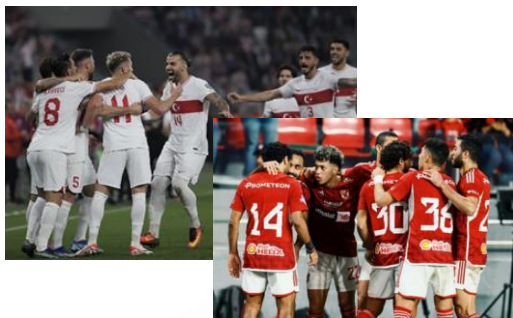
Moreover, in 2024 Prometeon participated also to the **37th International Truck Grand Prix**, the largest event dedicated to trucks in Germany which took place from 11 to 14 July at the Nürburgring, sponsoring the "**Prometeon SuperTruck Awards**": the prize that rewards trucks with aesthetics and special technologies.

On all these occasions, the Company focused its efforts on **promoting the offers** to **raise awareness of Prometeon Tyre Group**, highlighting the products and services available to end users through partnerships with our network of dealers.

ECONOMIC DIMENSION – Information to Customers, Importance of Networking

To boost corporate brand exposure and recognition, the Company launched new sponsorships in 2024, including Parma Calcio (Serie A, 2024/2025 season) and FIGC (Italian Football Federation). New partnerships announced include:

- **ITALTRANS:** during Dakar 2024, the team ranked an excellent 7th 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
- Turkish Football Federation
- Egyptian Football Club Al Ahly.

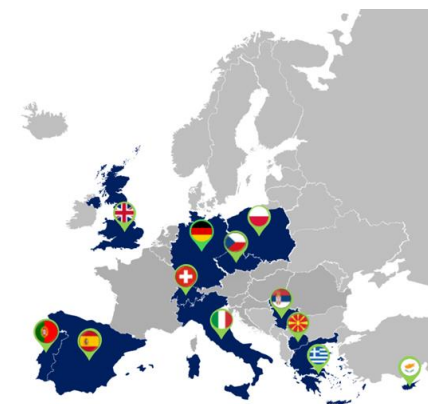


**COPA TRUCK: IT'S
GREAT TO FEEL AT
HOME!**



As regards the importance of networking:

- 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
- Born in Italy in the mid-2019 and currently Italian Network consists of total number of points of sale to 381 across 12 countries, of which 59 are members of SuperTruck Consortium.



SuperTruck dealers share common values:

- **PROFESSIONALISM:** the network is aimed at the best operators, specialized in the Truck and Bus tyres sector
- **EXPERTISE:** SuperTruck means joining different expertise, keeping its own entrepreneurial independence to overcome market changes and daily challenges
- **EXPERIENCE:** the network is the result of dynamism and continuous sharing of knowledge to achieve common synergies
- **CUSTOMER MADE OFFER:** the aim is to have a network of dealers with a wide specialized product offer, able to give to 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 the network leaves in all daily activities, giving the best service to fleets and end users.

ECONOMIC DIMENSION – Activities Offered by the Network, Compliance Within Customer Relations,

SuperTruck offers its members various opportunities of operative and technical nature with the aim of providing for the possibility to enhance their business., which can be categorized as following:

▪ Fleet Support:

- SuperTruck 4You
- Prometeon SuperFleet
- SuperFleet Tyre Hub
- PRO CHECK
- PRO RETREAD
- PRO TIME
- PRO MANAGEMENT
- PRO CAMPUS
- SOS SuperTruck
- Sales Force fleet scouting priority
- New Prometeon Fleet fit.



▪ Training & Technical Support:

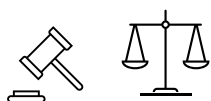
- SuperTruck People Next
- Technical training

▪ Business Support:

- Exclusive Product Line
- Pro Finance
- Logistics Priority

▪ Partnership & Communication:

- Point of Sales Materials
- Shop branding
- Social media.



As regards Prometeon's compliance within relationships with customers, during 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.

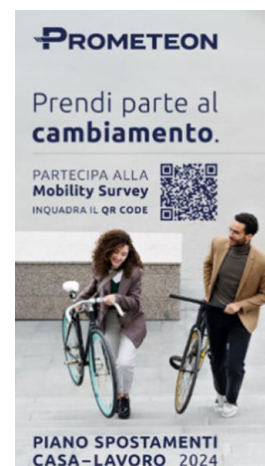
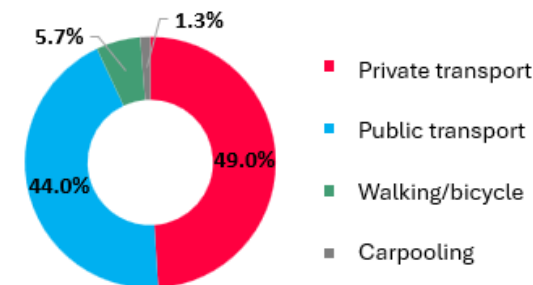
ECONOMIC DIMENSION – Stakeholder Dialogue, Smart Mobility District

Prometeon engages in proactive dialogue with its stakeholders, ranging from employees and communities to clients, end-consumers, suppliers, institutions, and non-governmental organizations, to integrate their expectations into the Company's development strategy.



Since late 2019, Prometeeon has been a member of a dedicated task group, collaborating with nine other companies and two public entities based in Bicocca. Together, they are exploring the potential to transform the city's business district into a Smart Mobility District. Throughout 2024, several meetings were held to review the current status of studies and activities related to mobility management

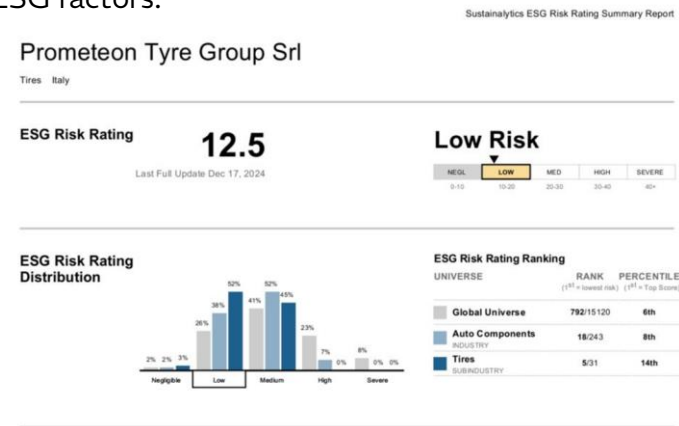
Regarding **mobility management** at Prometeon Tyre Group, following the move to its new headquarters, 'SuperLab,' in May 2024, the Company conducted a new commuting survey among employees at the headquarters. The results revealed that:



- **49% of employees** working in Prometeon Tyre Group Headquarter participated
- About **49%** of the participants prefer to travel by **private transport**, **44%** with **public transport**
- **62%** of the employees working in Italy offices are between 21 and 40 years old. As a reflection of Prometeon's young employee population, 59% of participants expressed an interest in gamification of sustainable mobility solutions where users are rewarded for their preferences.

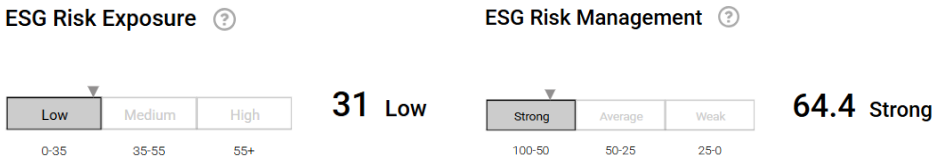
ECONOMIC DIMENSION – ESG Rating Assessment, Synergies Between Logistics and Sustainability

- 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: **Governances & 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.



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

- In 2024, the Logistics and Sustainability Departments continued to pursue new synergies discovered in 2023 with the aim of reducing CO2 emissions by increasing maritime transportation and optimizing warehouse logistics
- To maximize efficiency of transportation flows between the Turkey factory and European customers to reduce emissions, Logistics Department focused its activities on **increasing maritime and intermodal (especially rail)** transport while decreasing road transport as 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%

- Regarding the **optimization of vehicle movement in warehouses**, the year saw implementation of various plans previously adopted with the aim of **increasing number of electric powered vehicles** used:
- In Turkey, **electric tow truck** replaced 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 has a less reliable braking system
- Forklifts using "**lead acid batteries**" in Turkey were replaced with vehicles using lithium-ion batteries with "**lithium-ion batteries**". The replacement of all 73 forklifts in the fleet was completed during the year
- Replacement of **diesel forklifts** used in Egypt factory warehouses with electric forklifts in the next 6 years.

ECONOMIC DIMENSION – 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 and geographic area, 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%
Total	100%	100%	100%

Prometeon's purchase trend by category

	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%
Total	100%	100%	100%

Prometeon's purchase trend by geographic areas

The Company 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 Prometeon has significant operations.

Prometeon's expenditure in 2024 on local suppliers versus imported ones, expressed in percentage terms, for the procurement of essential materials for industrial tyre production are shown in the table below:

	Procurement Channel	Brazil	Egypt	Turkey	Total Procurement of the Countries with Significant Operations
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

ECONOMIC DIMENSION – Our Suppliers

As part of its commitment to responsible procurement, Prometeon Tyre Group implements procedures to evaluate and select suppliers based on quality, as well as social and environmental responsibility. The Company requests its suppliers to adopt a similar management model, reinforcing responsible practices throughout the whole supply chain, extending beyond its direct suppliers.

In 2024, Prometeon Tyre Group, in collaboration with an independent audit company, reaffirmed its commitment to responsible sourcing by conducting on-site audits based on the SA8000 standard. The audit focused on topics such as Child Labor, Forced Labor, Health & Safety, Freedom of Association, Discrimination, Disciplinary Practices, Working Hours, Remuneration and Supply Chain Management Systems.

Additionally in compliance with the requirements and purpose of the “Conflict Minerals and Cobalt Sourcing Policy”, 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.

In 2024, 100% of all new suppliers collaborating with Prometeon Tyre Group were assessed based on Environmental, Social, and Governance (ESG) criteria.

In 2024, Prometeon Tyre Group undertook the following actions as part of its responsible sourcing strategy:

- Conducted **17 audits** on the production and sourcing sites of suppliers of raw materials, including natural rubber, chemicals, carbon black, cobalt and others
- The audited suppliers represented 21% of Prometeon’s total annual raw material expenditure
- 0% of suppliers were discontinued**, within the audits performed.

Below is a summary of the average score results from the 17 audits conducted in 2024:

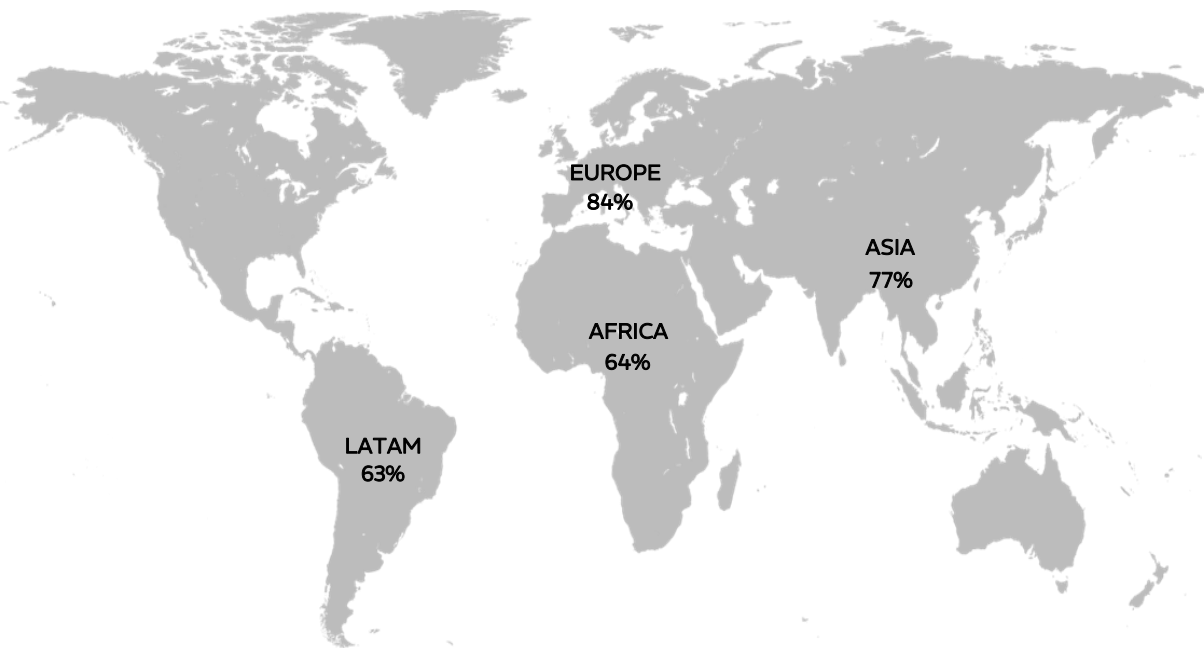
	Checklist MAX Score	Supplier average score	Supplier average %	Non-conformities		
				Minor	Major	Critical
Governance	5	4	75%	1	-	-
Child labour	35	27	80%	1	-	-
Forced labour	45	34	77%	3	-	-
Health and Safety	150	109	74%	30	5	-
Freedom of association	45	32	73%	1	-	-
Human resources/Discrimination	45	33	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
Total	630	463	75%	53	9	1
				Total 63		

Below is the cumulative values for the number of audits and the relevant spending covered by those audits. The percentage of spending coverage is calculated with reference to the total raw material purchases made 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	620	597	339	230	109
Yearly spending covered	0	23	257	109	121
Cumulative spending covered	0	23	281	390	511
Cumulative spending covered %	0%	4%	45%	63%	82%

ECONOMIC DIMENSION – Our Suppliers

The map below shows the average scores of suppliers audited by geographic area



Supplier Audit Average Score

Within 2022, 2023 and 2024, Prometeon Tyre Group exceeded its supplier audit targets.

The total number of audits conducted over the three-year period reached 54, surpassing the target of 46.

This KPI, linked to the executives’ Long-Term Incentive (LTI) plan, reflects the Group’s strong commitment to supply chain oversight and sustainability.

In 2024, Prometeon organized the Supplier Awards to recognize outstanding suppliers as part of its Sustainable Procurement Policy.

The initiative rewarded excellence in quality, innovation, sustainability and continuous improvement across all supplier categories.



In its inaugural edition, the Supplier Awards evaluated **over 8,000 suppliers** across the globe, measuring their performance through a set of key indicators with a particular focus on sustainability and ESG-related initiatives.

This milestone is more than a celebration of excellence - it reflects Prometeon’s unwavering commitment to shaping a responsible, innovative and future-ready supply chain.

Built in close collaboration with trusted partners, this journey is driven by shared values and a collective ambition to create lasting, sustainable impact.

Prometeon Tyre Group – Strictly Confidential



Sustainability Report 2024 – Executive Summary