

PROMETEON



2021 SUSTAINABILITY REPORT

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What Sustainability means at Prometeon Tyre Group: ***“The development that meets the present need without compromising the capacities of future generations”.***

METHODOLOGICAL NOTE

INTRO

Prometeon Tyre Group explores the Sustainable Management Model with the governance tools to support maintenance and creation of values, relationships with Stakeholders and related connection with the development of financial, productive, intellectual, human, natural, social and relational capitals.

Roberto Righi, General Manager of Prometeon Tyre Group, who joined the Company in 2021 stated that:

“Over the coming years it will be crucial to follow the path already taken by Prometeon, based on business partnerships centrality, technological development and sustainability, considered both as respect for the environment and for all the communities and people with whom the Company works daily. After joining the United Nations Global Compact Network Italy in 2019 and becoming a Founder Member of this latest in 2020, in 2021 Prometeon has obtained a Sustainability Linked Loan worth a total of 350 million euros setting important targets in terms of ESG criteria that need to be reached before 2025. In 2021 Prometeon Tyre Group started to work with Sustainalytics, an ESG Rating Company in charged to evaluate and support the Company to reach its ESG targets and improve its Social Corporate Responsibility. Prometeon is now ready to look to the future with confidence to continue its path of sustainable growth.”

United Nations Global Compact

Since Prometeon Tyre Group joined the United Nations Global Compact in August 2019, which offers leadership guidelines envisaged to inspire advanced and innovative Sustainability Performance Management for business community, Prometeon continued to enhance its management capacity for the creation and maintenance of sustainable values. Every year, the United Nations Global Compact proposes a series of initiatives to provide support in the definition of strategies and partnerships for the pursuit of Sustainable Development Goals launched in September 2015 in New York with the aim of accompanying the activities of sustainable companies until 2030.

Moreover, from September 2020, with the status of Founder Member of the United Nations Global Compact Network Italy Prometeon Tyre Group is committed to contribute to the realization of the Foundation's goals and thus not only by supporting the organization economically but also actively. In 2021 the Company participated to institutional life implementing the planned initiatives.

The present Report reflects the integrated Sustainability model adopted by Prometeon Tyre Group in 2021 which is following the Ten Principles of the United Nations Global Compact (here in after “UNGC”).



The Ten Principles of the UNGC are the following:

Human Rights

- Principle 1: states that Businesses should support and respect the protection of internationally proclaimed human rights;
- Principle 2: requires Businesses to ensure that they are not complicit in human rights abuses.

Labour

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour;
- Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: requires Businesses to undertake initiatives to promote greater environmental responsibility;
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

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

The over mentioned principles are derived from: the Universal Declaration of Human Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, the

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Rio Declaration on Environment and Development, and the United Nations Convention against Corruption.

The foundations of corporate sustainability are laid by a company's value system and a principles-based approach to doing business which imply for that company to adopt operating standards that, at a minimum, meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption. Responsible businesses enact the same values and principles wherever they have a presence and know that good practices in one area do not offset harm in another. By incorporating the Ten Principles of the UNGC into strategies, policies and procedures, and establishing a culture of integrity Prometeon Tyre Group is not only upholding its basic responsibilities to people and planet, but also **setting the stage for long-term success.**



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“If our developments are not sustainable, then it means we will come to suffer at some point. It may not be us, but the future generations will undoubtedly do.”

Nicolas Marchi – Chief Internal Audit & Sustainability Officer at Prometeon Tyre Group.

United Nations Sustainable Development Goals



Prometeon Tyre Group continues to be inspired by the seventeen Sustainable Development Goals of the United Nations (here in after “SDGs”) designed to accompany the activities of sustainable companies up to 2030. The SDGs are the **blueprints to achieve a better and more sustainable future for all** that address the global challenges and that companies have to face out, including those related to poverty, inequality, climate change, environmental degradation, peace and justice. The 17 Goals are all interconnected, and in order to leave no one behind, it is important that all the companies work to achieve them all by 2030.

PROMETEON TYRE GROUP SUSTAINABILITY PLAN AND THE SDGs

The Company in 2021 started to review its **targets and Sustainability Plan** implementing new activities such as **ESG Rating assessment, Sustainability linked loans** and others that will be discussed and presented in the Sustainability report of 2022. The aim is to follow the request regarding the global effort required to achieve the SDGs. In particular, it is possible to note the strong connection between the Sustainability Plan adopted by Prometeon Tyre Group and the following SDGs:

- **2. Zero Hunger:** in the section dedicated to “Social Dimension” in particular in the “External Community” paragraph “Donation”;
- **3. Good Health and Well-being:** in “Social Dimension” section, with specific regard to “Welfare and Initiatives for the Internal Community”;
- **4. Quality Education:** in the section dedicated to “Social Dimension”, with special regards to paragraphs “Welfare and Initiatives for the Internal Community” and “Company Initiatives for the External Community”;
- **6. Clean Water and Sanitation:** in “Environmental Dimension” section, under the “Water Management” paragraph;
- **7. Affordable and Clean Energy:** in the section dedicated to “Environmental Dimension” under the paragraph “Energy Management”;
- **9. Industry, Innovation and Infrastructure:** in the section dedicated to “Environmental Dimension” under the paragraph “Energy Management”; with specific reference to paragraph related to “Product Safety, Performance and Eco-Sustainability” in the “Economic Dimension” section;
- **12. Responsible Consumption and Production:** with particular attention to the section dedicated to “Environmental Dimension”; and in the specific paragraph for “Product Safety, Performance and Eco-Sustainability” under the “Economic Dimension” section;
- **13. Climate Action:** with special reference to “Management of Greenhouse Gas Emissions and Carbon Action Plan” in the section “Environmental Dimension”.

The Sustainable Objectives listed above are not the only ones in which the Company is engaged; in addition to the above, this Report describes initiatives and activities that refer to other SDGs such as:

- **1. No Poverty:** in the “Social Dimension” section with specific reference to the paragraph for “Company Initiatives for the External Community”;
- **8. Decent Work and Economic Growth:** in the paragraphs dedicated to the “Main Policies” under the “Governance and Business Ethics” section; in the paragraphs related to “Internal Community” in the “Social Dimension” section and in the paragraph “Our Suppliers” under the section dedicated to “Economic Dimension”;
- **10. Reduced Inequalities:** in the paragraphs related to “Main Policies” in “Governance and Business Ethics” section and the “Diversity Management” paragraph under the “Social Dimension” section;

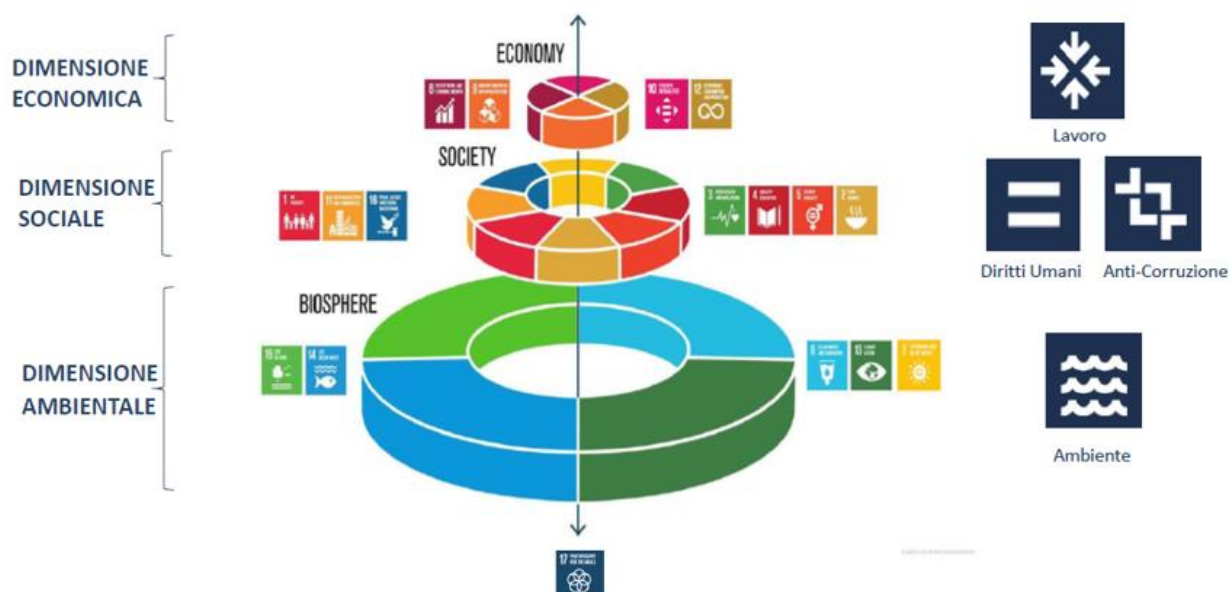
- **11. Sustainable Cities and Communities:** in the specific paragraphs dedicated to “Progetto Comune di Milano Per Costituire un Distretto di Smart Mobility che sia riferimento in termini di Sostenibilità ed Innovazione” (“Project of the Municipality of Milan to build an exemplary Smart Mobility District in terms of Sustainability and Innovation”); “Zero-emission mobility: the SmartBUS Project continues”; “Safe mobility: “PRO-Check” under “Economic Dimension” section;
- **15. Life on Land:** in the specific paragraph dedicated to “Sustainable Rubber Policy” under the “Main Policies” paragraph in the “Governance and Business Ethics” and in the section “Social Dimension – Donations to External Community – reforestation in Madagascar”;
- **16. Peace, Justice and Strong Institutions:** in the paragraphs related to the “Main Policies” and “Programs of Compliance 231, Anti-Corruption” in the “Governance and Business Ethics” section;
- **17. Partnerships for the Goals:** in the paragraphs “Road Safety”, “High Value Approach to Future Mobility”, “Product Safety, Performance and Eco-Sustainability” in the section dedicated to “Economic Dimension”; with specific reference to the paragraphs dedicated to “Institutional Relations of the Prometeon Tyre Group” under the “Social Dimension” section; in the specific paragraph for the “Sustainable Natural Rubber” Policy in the “Governance and Business Ethics” section. It is noted that all the sub-paragraphs relating to “Company Initiatives for the External Community” indicate the main SDGs that the projects and initiatives described impact directly. Moreover, in the section related to the “Environmental dimension”.



Prometeon Tyre Group supports the Sustainable Development Goals

The Sustainability Plan has been developed in accordance with the “Value Driver” model drawn up by the UNGC and sets targets that combine growth, productivity, Governance and risk management. Moreover, through the adoption of the Ten Principles of the UNGC and the inspiration for the 17 SDGs, the Company endeavors to create the perfect correlation between the four main areas of the Ten Principles and the SDGs, where indeed the latter address the former in a more detailed manner.

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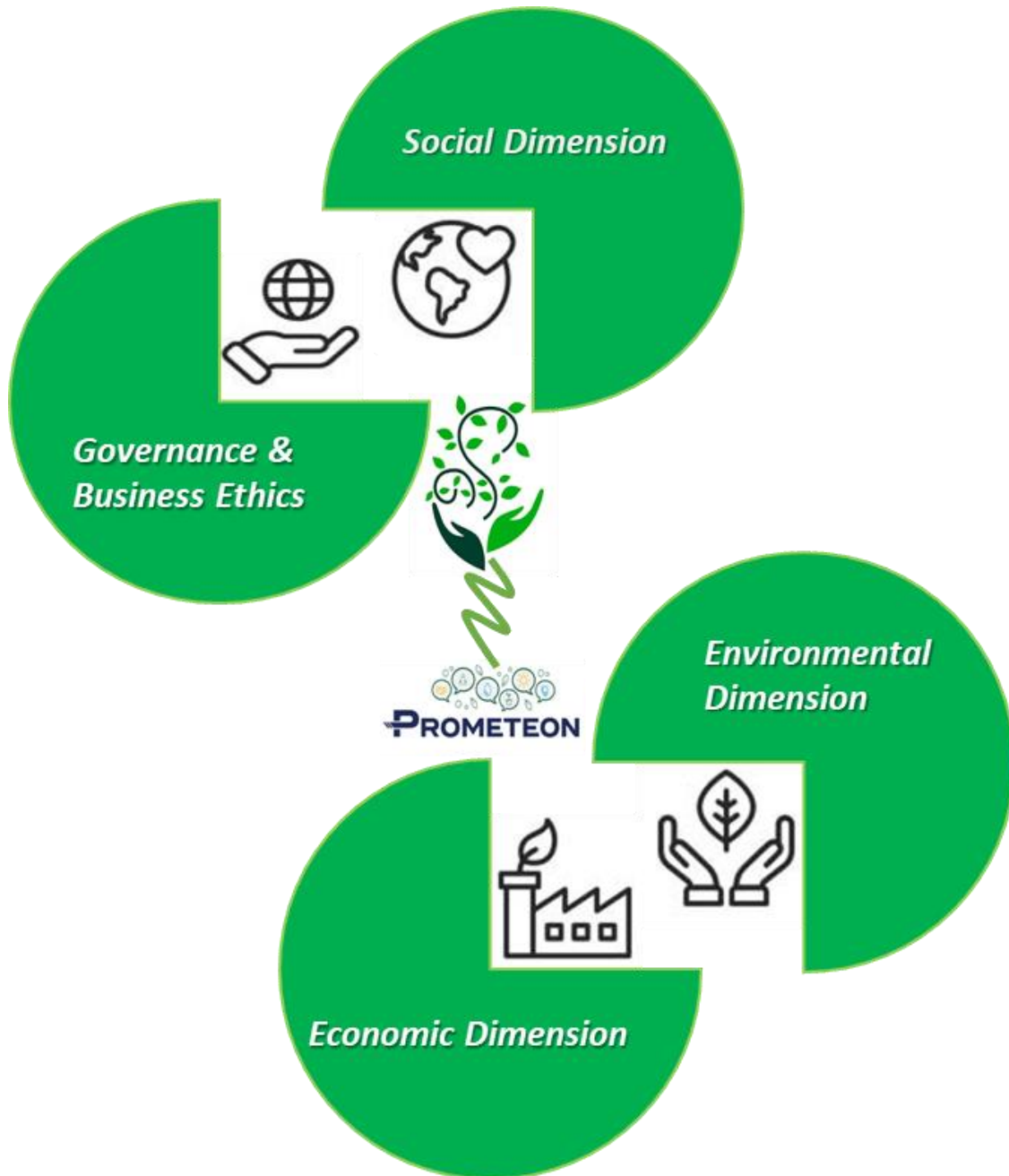
*Source: Fondazione Global Compact Network Italia

In all countries where Prometeon Tyre Group operates with manufacturing plants, local affiliates are assigned with specific targets identified in accordance with Company's sustainability approach. The targets include the constant monitoring of Compliance with the SA8000® Standard, the specific reduction in the accident frequency index, the specific reduction (weighted on the total finished product) in energy consumption and water withdrawal, as well as control of the sustainability of the supply chain, dissemination and local implementation of Group Policies and engagement with stakeholders.

The Report shows the sustainability performance of Prometeon Tyre Group in 2021, compared to 2020. The information systems that contribute to collect the data accounted in the Report are: HSE-DM (Health, Safety and Environment Data Management), SAP HR (SAP Human Resources) and SAP/HFM (SAP Financial Accounting).

The Report is structured into four main areas which are in line with the Ten Principles of the UNGC (see disclosure table pages 332 – 335) and directly related to the SDGs as showed in the table above:

- **Governance and Business Ethics**, an introductory section related to the Sustainable Management Model adopted by the Company, related Policies and activities;
- **Economic Dimension**, in which the distribution of added value is detailed along with the management and performance relating to customers and suppliers;
- **Environmental Dimension**, which describes the management of environmental aspects and impacts for the Company plants;
- **Social Dimension**, which brings together the paragraphs dedicated to governance of industrial relation, welfare, the internal community and the external community.



MANAGEMENT MODEL

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

The main management systems adopted include **ISO 9001**, **IATF 16949**, **ISO 14001** and **ISO 45001 certifications**. Moreover, the Company is inspired by the requirements of Standard **SA8000®** as a reference tool for managing Social Responsibility at its Affiliates and along the supply chain.

CERTIFICATIONS & MANAGEMENT STANDARDS



• **IATF 16949: 2016** – International Standard for Automotive Management Systems;



• **ISO 9001:2015** – Quality Management System;



• **ISO/IEC 17025** – General requirements for the competence of testing and calibration laboratories (Pirelli);



• **ISO 45001:2018** – Requirements on Occupational Health and Safety Management Systems;



• **ISO 14001:2015** – Environmental Management System;



• **European Regulation 1907/2006** – Registration, Evaluation, Authorization and Restriction of Chemicals (REACH);



• **ISO 50001:2018** – Energy Management System (EnMS) (Turkey plant).

This section of the Annual Report 2021, entitled “Report on Responsible Management of the Value Chain”, constitutes the “Consolidated Non-Financial Disclosure” of the Company and explores the Sustainable Management Model adopted by Prometeon Tyre Group, the governance tools to support maintenance and creation of values, relationships with Stakeholders and related connection with the development of financial, productive, intellectual, human, natural, social and relational capital.

COMMUNICATION AT THE SERVICE OF THE END-USERS

Prometeon Tyre Group’s communication with its stakeholders is characterized by two essential elements: truthfulness and honesty. The Company is very active in communication and constantly providing information regarding product and related initiatives to customers, distributors and end-users via different communication tools, therefore through main social channels i.e. Facebook, Instagram, LinkedIn and targeted paper communication activities. Specifically, the Company issues Press Release in connection with Corporate and Product Communication to the main industrial sector media and general press. Prometeon Tyre Group is also proud to use its communication to

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share sustainability initiatives, with the aim of inspiring the entire business community at an international level.

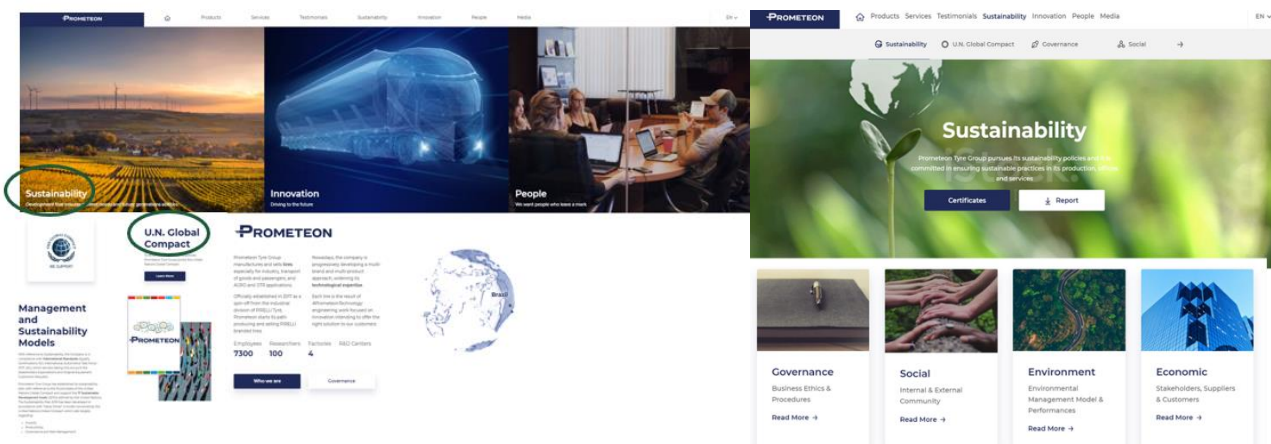


**Press release Prometeon new corporate website launch*

WWW.PROMETEON.COM

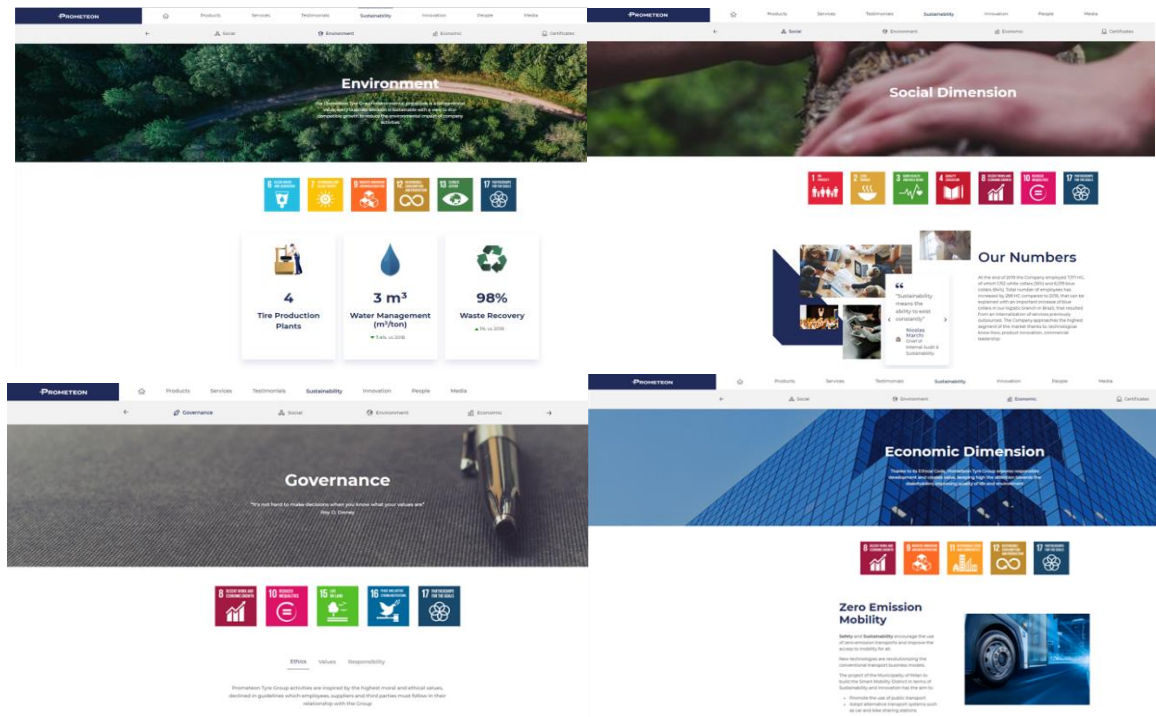
Prometeon Tyre Group's official corporate website, www.prometeon.com is a key touchpoint for all the stakeholders. For this reason, in 2021 the new official Prometeon website was launched. The website has been redesigned by an in-house team of communication, graphics and programming experts according to accessibility and immediacy of use principles and hosts many new features. The homepage has been redesigned, also graphically, with the aim of better reflecting the company's philosophy while the new Sections dedicated to Sustainability, People, Innovation and Testimonials - embody the Company's new approach.

Regarding Sustainability, setting of graphics, layouts and contents have been created highlighting the activities of the Company regarding its adherence to the UNGC and the support of the SDGs; the Governance and Business Ethics publishing all Sustainability Policies followed by the Company; environmental KPIs defined, and all the activities that Prometeon Tyre Group carries out for the Internal and External community.



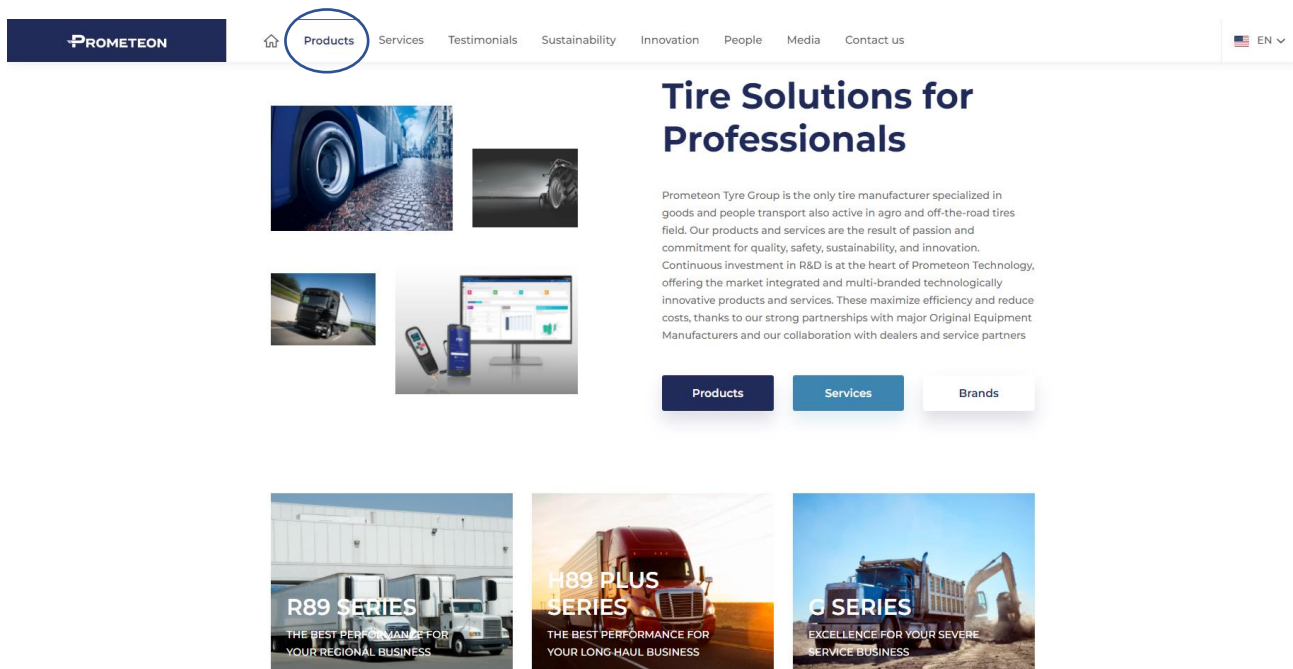
**New Homepage of Prometeon's website and Sustainability section*

SUSTAINABILITY REPORT



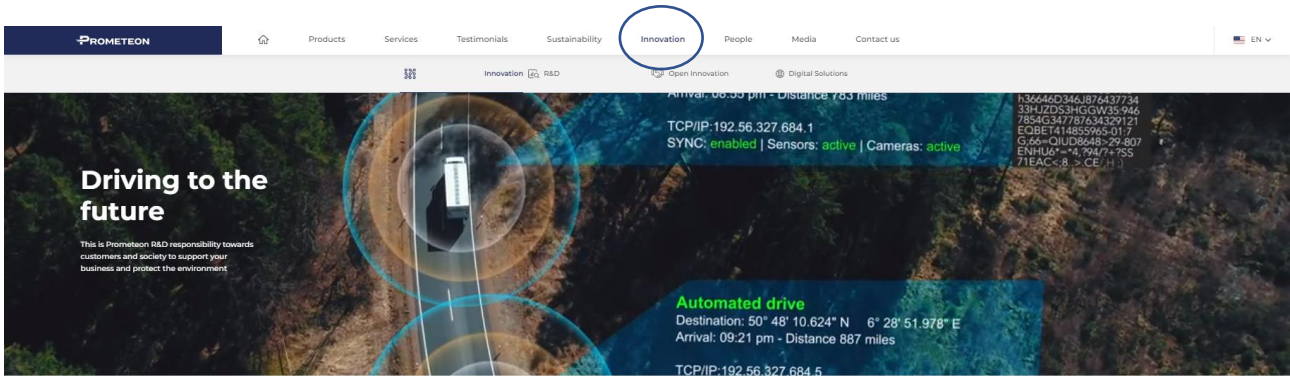
**New Company's website – Sustainability section*

The product pages have been revamped, aiming to make them more appealing, modern, and accessible. The Services section features a new dedicated area emphasizing Prometion's synergy as a Solution Provider for Professionals, while the Innovation section explores the topics related to simulations, partnerships with universities and digital universe.



**Products section on the new website*

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Research & Development

Thanks to the expertise collected in over 100 years in designing tires, R&D team developed a high technological and performance level to meet the specific needs of the professionals

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Open Innovations

Innovation is the Prometeon drive force: thanks to collaborations between companies, startups and universities, it's possible to develop new technological solutions and new engineering-mindsets

[Read More →](#)

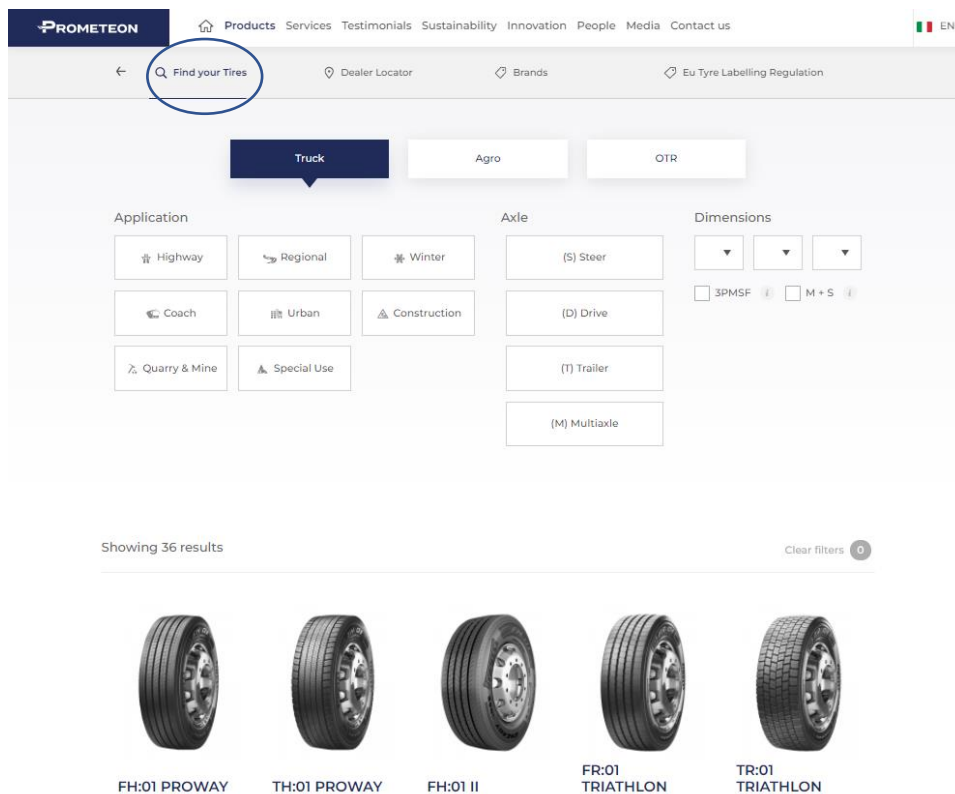
Digital Solutions

It's a team of young minds, experimenting with no boundaries, embracing the latest technologies and relentless learning

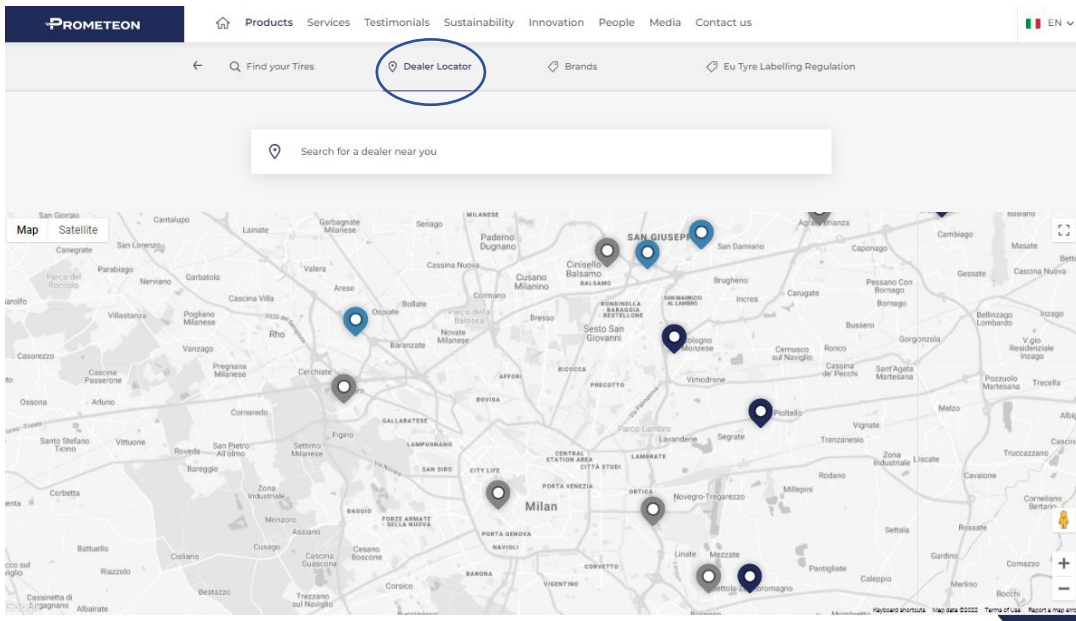
[Read More →](#)

***Innovation section on Prometeon's website**

In addition, the search system for products as well as dealer locator are brand new. The search system has been developed with the aim to help user to filter different solutions based on their needs. Regarding the dealer locator, the system allows the users to search the nearest dealers in the area with the GPS localization connected in real time through the utilization of webpages browsed for the purpose.

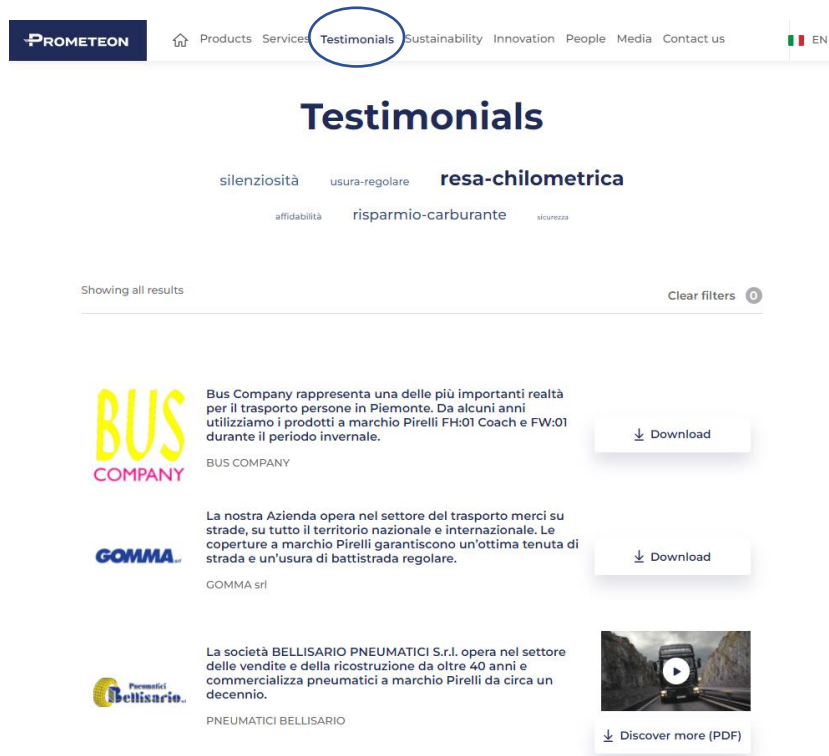


**Dealer Locator on website*



**Dealer Locator on website*

Furthermore, another innovative aspect of the new website has been inserted in the section “Testimonials”. In this specific area, the user can directly select testimonial cases based on the topics the user is looking for and using a tag cloud the case stays in evidence remaining highlighted in the main themes.



**Testimonials on website*

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Prometeon Tyre Group presence on Social Media



In 2021, Prometeon social media presence counts 10 profiles. Besides the International profile “Prometeon Tyre Group”, the Company counts other 9 local country pages: Brazil, Argentina, Turkey, Egypt, in which 5 in Europe: Italy, Germany, United Kingdom, Poland, and Spain.

On a monthly basis each profile has its customized editorial plan, the aim is to provide to all users a global vision of the products and related services offered, as well as Company initiatives (i.e. 2021: Sustainability Week, launch of new R&D Center in Turkey...), experience of clients testimonials, and safety & technical tips for end users.



**Product and services focus*



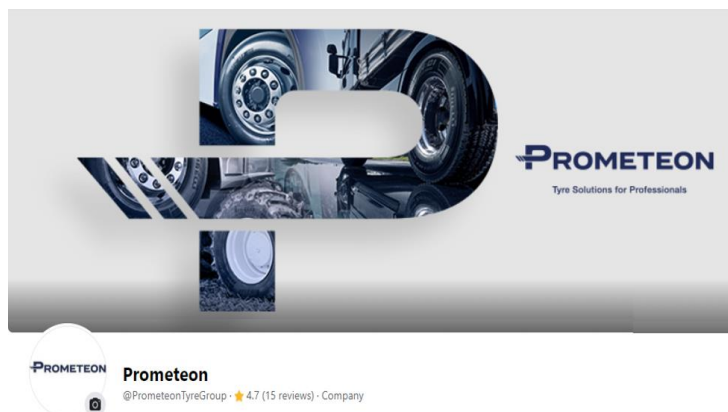
**Safety and Sustainability focus*



**Technical tips, events and customers focus*

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The Company activities on Social Media allowed an enhancement of global exchange of information and tight cooperation among all the Countries for a consistent and coordinated global presence. The news and topics shared were both of common interest, whilst also offering contents specifically designed for local audiences.



**Prometeon Tyre Group Facebook cover*

The research for continuous innovation, electric mobility, technology as well as those related benefits brought to environment were among the numerous topics covered during the year supported with posts related to health, tyre labels, good practices and Covid-prevention. With the support of numerous activities and initiatives, the Company is engaged to further increase the number of Countries and followers of interest. In 2021 Prometeon Tyre Group's Facebook and Instagram profiles reached over 150 K likes and followers.

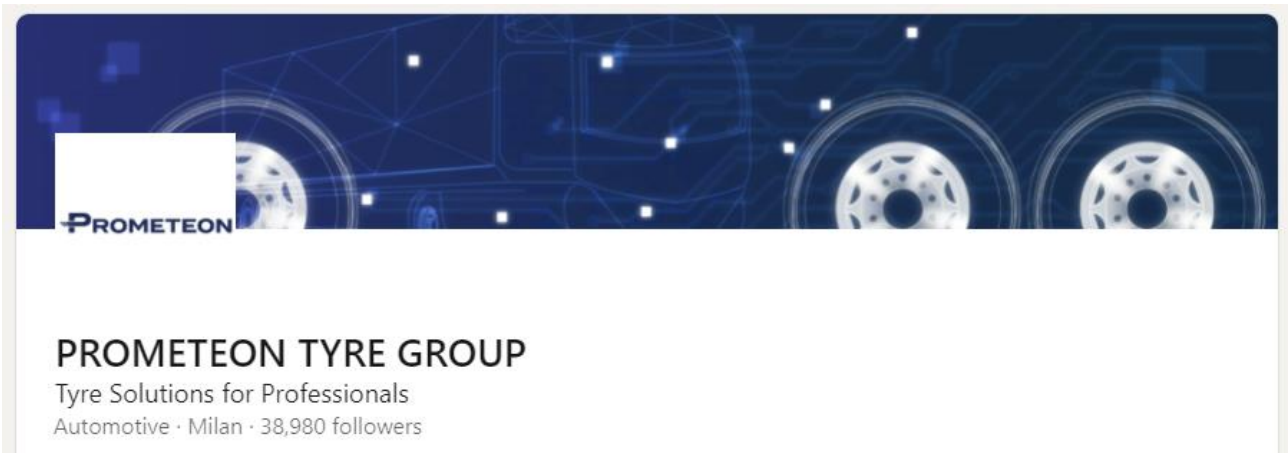


**Technology, new EU label and health focus*

With regards to the LinkedIn channel, in 2021 the Company continued with the consolidation of the editorial strategy with a particular focus on Employer Branding and Brand Awareness.

During 2021, the frequency of publication was increased and released with new graphical approach, the posts were always inserted with specific hashtags reflecting the Company culture, business, and activities that can present and communicate "Our Beliefs, Our Way | Our Purpose".

The hashtags that support all post publications are #PrometeonFamily, #PrometeonMindset, #PrometeonFuture and #PrometeonTyreGroup.



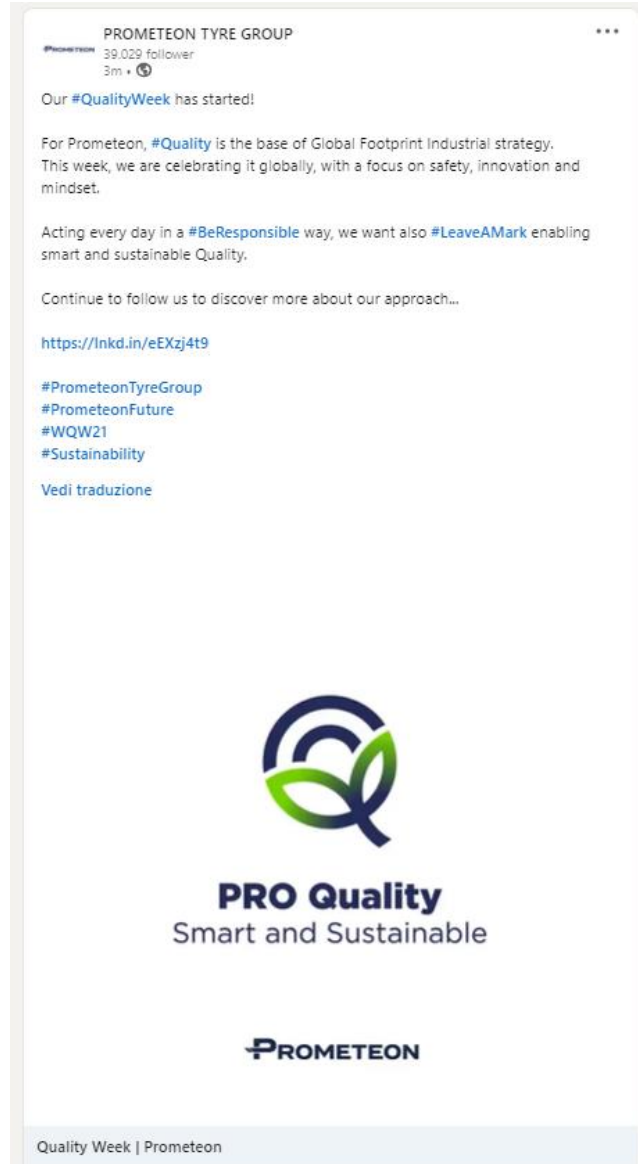
**Prometeon Tyre Group LinkedIn page*

Moreover, LinkedIn Editorial Plan has been enlarged, in particular regarding the theme “**OUR PRODUCTS**”, new contents were included, and new communication has been set providing institutional business information to the community and followers of LinkedIn.



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In 2021 Prometeon Tyre Group's page counted more than 38,000 followers, almost 10,000 more than the previous year. The Company considers that LinkedIn has the ambition and the usefulness to share with all the followers a year of challenges, innovations and initiatives with an engaging and charming way, looking towards the future.



**Quality Day published on LinkedIn*

Moreover in 2021, through the use of social media such as Facebook, LinkedIn and Instagram, Prometeon Tyre Group supported and published post related to Sustainable activities and recurrency such as The World food, Solidarity and Child Labor Day where all Companies are committed to sustain their own and local community in all the countries where these latest operates.

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PROMETEAON TYRE GROUP
Prometeon 39,030 follower 4m · 🌐

Today we celebrate the World Food Day. In this day, we are reminded of the importance of a global awareness and action for those who suffer from hunger, and the need to ensure healthy diets for all.

Following UN's Sustainable Development Goals, Prometeon Tyre Group is committed to proactively support its own Community as well as the local communities where the Company operates.

In **#Brazil**, Prometeon supports the fight against hunger in the cities of Santo André and Gravataí. Between 2020 and 2021, the Company donated more than 6,600 food baskets. In **#Turkey**, near Izmit, Prometeon supports the Kartepe community by financing iftar dinners, the evening meal that ends the daily fast during Ramadan. This year, too, the Company made its contribution by helping local population with food donations.

We want to **#LeaveaMark** and be part of the change, because one of our Beliefs **#BeResponsible** for us it means also this.

[#PrometeonTyreGroup](#)
[#PrometeonFuture](#)
[#SDGs](#)
[#WorldFoodDay](#)

[Vedi traduzione](#)



***World Food Day supported by PTG**



GOVERNANCE AND BUSINESS ETHICS

MAIN POLICIES

The Sustainable Management Model throughout the value chain is reflected in the main Group Policies, made available to the stakeholders (published on company’s Intranet / Prometeon’s Website) in English and communicated to all employees operating in countries where the Company operates in local languages.

PROMETEON | Products | Services | Testimonials | Sustainability | Innovation | People | Media | Contact us | EN

← Governance | Social | Environment | Economic →

Governance

"It's not hard to make decisions when you know what your values are"
Roy O. Disney

8 ECONOMIC GROWTH | 10 REDUCED INEQUALITIES | 15 LIFE ON LAND | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS | 17 PARTNERSHIPS FOR THE GOALS

Ethics | Values | Responsibility

Prometeon Tyre Group activities are inspired by the highest moral and ethical values, declined in guidelines which employees, suppliers and third parties must follow in their relationship with the Group

Code of Ethics

The Code of Ethics states the general principles of transparency and fairness inspiring the conduct of Prometeon Tyre Group business. The Code of Ethics describes the objectives and values to be complied with in relation to the main stakeholders with which the Group interacts

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Code of Conduct

Prometeon Tyre Group Code of Conduct sets forth company best practices and behaviors, in compliance with laws and regulations in force in the Countries where the Group operates, to prevent situations which could potentially result in commitment of crimes. Behaviors best practices define "do's" and "don'ts"

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Organisational Model "231"

The Organization and Management Model is a document provided for by Legislative Decree 231/2001 and it is part of Prometeon Tyre Group supervisory infrastructure. The Model is a key guide for employees and third parties with the aim to prevent crimes and malpractices. The implementation of the Model "231" is monitored by the supervisory board of the Group

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**Prometeon Tyre Group website*

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In particular, the relevance of the following Policies is continuously considered mandatory:

- the “Ethical Code”;
- the “Code of Conduct”;
- the “Anti-Corruption Program”;
- the “Health, Safety and Environment” Policy;
- the “Social Responsibility Policy for Occupational Health, Safety and Rights, and Environment”;
- the “Global Tax” Policy;
- the “Group Whistleblowing - Group Reporting Procedure” Policy;
- the “Global Antitrust and Fair Competition” Policy;
- the “Conflict Minerals and Cobalt sourcing” Policy;
- the “Natural Rubber hedging” Policy;
- the “Tax Governance” Policy;
- the “Compliance with limitation on relationships issued by authorities” Policy;
- the “Sustainable Natural Rubber” Policy;
- the “Corporate Social Responsibility” Policy;
- the “Global Human Rights” Policy;
- the Group “Equal Opportunity Statement”;
- the “Global Quality” Policy.

The “**Ethical Code**” formulates the general principles of **transparency** and **fairness** inspiring the conduct of business. It indicates the **objectives** and the **values** informing business activity in relation to the main stakeholders with which Prometeon Tyre Group interacts on a daily basis: amongst other investors, environment and subjects affected by it, the financial market, customers and staff. This document provides all the Company affiliates with cogent and uniform guidelines for the professional practices to be followed by anyone who works for or on behalf of the Prometeon Tyre

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Group or has business dealings with it ("Addressees of the Code") including agents and other intermediaries.

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



Prometeon Tyre Group **pursues and supports compliance with internationally proclaimed human rights**. The Company's sustainable development strategies pursue various objectives, including continuous improvement in the environmental and occupational health and safety conditions affected by its own activities, in firm compliance with and support of the "Universal Declaration of Human Rights", the "International Labour Organization's Declaration on Fundamental Principles and Rights at Work", the "Rio Declaration on Environment and Development" and "the "United Nations Convention against Corruption".

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

Furthermore, Prometeon Tyre Group promotes respect for human rights and adherence to applicable international standards with its Partners and Stakeholders, and bases its governance model on the recommendations contained in the United Nations Guiding Principles on Business and Human Rights, implementing the "Protect, Respect and Remedy" Framework. Additionally, the Company is opened to cooperation with governmental, non-governmental, sectorial and academic

bodies for the development of global policies and principles aimed at protecting human rights. The latest developments, activities carried out and the performance achieved by the Company are regularly shared with the Stakeholders, primarily through Prometeon Tyre Group's annual report and the corporate website.



Prometeon Tyre Group's adherence to the UNGC and inspiration for the SDGs are indeed the result of the Company's loyal commitments to both the promotion and protection of respect for universal human rights and to openness to cooperation. The policies and principles adopted by the Company are not just in line with the Ten Principles of the UNGC but also instrumental for achieving the SDGs set under the Agenda 2030. In particular, the "Ethical Code", the "Principles of Equal Opportunities in the workplace" and the "Global Human Rights Policy" combined with the Company's enthusiasm for cooperation, are of significant importance to Prometeon Tyre Group in offering its humble contribution to achieve the SDGs for "*Decent Work and Economic Growth*", "*Reduced Inequalities*", "*Partnerships for the Goals*" by 2030.

As far as the "**Sustainable Natural Rubber**" policy is concerned, with global demand for natural rubber expected to rise, a sustainable governance of the natural rubber supply chain is essential in order to preserve forests and biodiversity, and to allow long-lasting development for local communities and economies. In this context, the Company strives to be an active player in global efforts towards natural rubber sustainability and is committed to ensure the conservation, restoration and sustainable use of ecosystems, promoting the implementation of sustainable management of all types of forests as stated by the SDG for "Life on Land". For this purpose, the Company works together with its value chain and industrial sector to enhance transparency and further develop processes and instruments to enhance traceability.

The current problems concerning global peace, justice, and rule of law as well as ending all forms of violence and torture against children and adult persons remain as one of the most difficult challenges to overcome for creating a sustainable world and ensuring a bright future for all of us.

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The Ten Principles of the UNGC and the SDGs require urgently from Global Business Community to take concrete steps and implement efficient solutions. As the cause at stake is directly related to the fundamental values of both the humanity and Prometeon Tyre Group, the Company is endeavoring to achieve the SDG for “Peace, Justice and Strong Institutions” through cooperation with national, international and supranational authorities.



Regarding the **“Conflict Minerals and Cobalt Sourcing”** Policy, Prometeon Tyre Group shares international concerns about the conflict in the Democratic Republic of the Congo (here in after DRC) and adjoining countries and is working to ensure that the mining of the minerals that end up in its products does not contribute to human rights violations in the region.

Indeed, the Company recognizes the existence of significant risks which are also associated to negative impacts regarding the extraction, trade, handling and export of minerals and metals from conflict-affected or high-risk areas. Such risks include contributing to serious human rights violations (i.e. use of child labor or enslavement), financial crimes, as well as the financing of armed conflicts.

As law requires certain US-listed companies to disclose the use of conflict minerals (Tin, Tungsten, Tantalum or Gold) in their products. Prometeon Tyre Group is not a US-listed company but complies with requests from customers conducting country of origin verification or due diligence in their supply chains.

Regarding Cobalt is important to highlight that this latest gained notoriety as a conflict mineral following concerns about other minerals mined in the DRC. Although cobalt is not explicitly defined as a “conflict mineral”, Cobalt mining in DRC has seen frequent cases of child labor and accidental deaths thus not respecting and violating Human Rights. Prometeon Tyre Group is committed by its Corporate Responsibility to respect all operation in its global supply chain respecting the Human Rights. Moreover, it is Prometeon Tyre Groups’ goal to: do not use any of the conflict minerals and

SUSTAINABILITY REPORT

cobalt mentioned in the Policy in its products and to do not directly or indirectly finance or benefit armed groups in the regions outlined in the list. Due to the over mentioned reasons, Prometeon Tyre Group decided to extend its due diligence activities to the Cobalt mineral, reinforcing its Policy and procedure.

No businesses have been carried out with customers in Democratic Republic of Congo.

The Company supports, and expects its suppliers to comply with, the Responsible Business Alliance (RBA) Code of Conduct and the Responsible Minerals Initiative (RMI). Although Prometeon Tyre Group does not directly source conflict minerals or cobalt, this latest requires each of its suppliers to have in place conflict minerals and cobalt sourcing policies. Furthermore Prometeon Tyre Group organize annually audit on suppliers of raw materials, through third party audit company to verify their level of compliance on supply chain, policies and procedures that enable these suppliers to conduct responsible sourcing not providing to Prometeon Tyre Group materials that contain conflict minerals or cobalt from conflict areas of the DRC or adjoining countries.



Concerning the “**Compliance with limitations on relationships issued by authorities**”, Prometeon Tyre Group is committed to the utmost promotion and protection of respect for Universal Human Rights, Global Peace and Justice. In line with its commitment, the Company complies with the provisions issued by national, international and supranational authorities such as the United Nations, European Union, and the United States of America on the limitations of relationships with governments and/or natural and legal persons based in Countries where gross human rights violations and armed conflicts are currently taking place such as Syria, Sudan, North Korea, Iran, Cuba and Libya. Therefore, Prometeon Tyre Group is not engaged in business activities with the aforementioned countries and subjects thereof. Moreover, Prometeon Tyre Group constantly verifies and monitors the integrity of its clients and collaborators also in the non-sanctioned countries. Before to start any business, the Company verifies if persons or entity results sanctioned with criminal record. In Colombia for example, Commercial together with Financial Department, ask

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to Internal Audit and Compliance Department to verify if there are any cases of sanctions pending on the entity or person required. If no penalties are found, Compliance and Internal Audit Department authorize to proceed with the registration of the client.

In particular, for the purposes of ensuring compliance thereof, the functions involved are requested to verify – before the contracting phase - the presence or absence of restrictions on the type of product/service offered or to be purchased in the country in which the marketing/purchasing is to take place or with regard to the contracting party, in accordance with the regulatory framework mentioned above. The Chief Financial Officer of each company within the Prometeon Tyre Group must ensure compliance with any restrictions that may have an impact on the management of banking and treasury services (e.g. termination or suspension of payments to an entity/country), and to report any breach or suspected breach of the provisions in this Policy without delay to the Compliance Group and to the Chief Financial Officer of the Group for the necessary and appropriate audits and resulting actions, without prejudice to the civil, administrative and criminal liability of the entity that has carried out the violation of such requirements. Accordingly, Compliance and Internal Audit Departments support the subsidiaries, with specific preventive controls aimed to check the presence or absence of restrictions on the type of product/service offered or to be purchased in the country in which the marketing/purchasing is to take place or with regard to the contracting party.

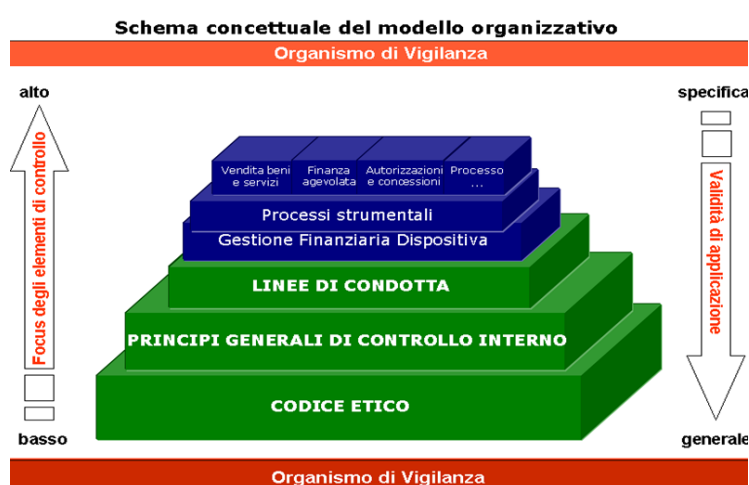
In 2021 Prometeon Tyre Group issued Operative Instruction regarding Sanctions against Belarus. Following the systematic violations of human rights by Belarus and according to recent Executive Order (E.O.) of 9 August 2021 “Blocking Property of Additional Persons Contributing to the Situation in Belarus”, issued by US President Biden, blocking sanctions may be imposed on people/entities operating in the defense, security, energy, potash, tobacco, construction and transportation sectors. The same day, UK introduced trade, financial and aviation sanctions on Belarus. Besides, Global Affairs Canada has announced new sanctions on certain sectors of the Belarusian economy in response to “ongoing, gross and systematic violations of human rights”. In order to avoid potential risks to Prometeon Tyre Group, related to the wide-spread sanctions imposed on Belarus economy by US and EU, the Legal and Compliance Department of the Company asked its subsidiaries to stop all new business involving Belarus and/or Belarus black-listed nationals.

The new procedure released at internal level by the Company requires that any person is aware of any business involving Belarus and/or Belarus black-listed nationals, it is asked to contact immediately Legal and Compliance, copying Internal Audit (both at HQ level) which will be in charged to define the most efficient plan to stop the transaction.

The contents of the aforementioned Policies and the related methods for implementation are addressed in the sections of this report that deals with the related issues additionally; a specific focus has been put on programs of Compliance “231”, “Anti-corruption”, and on the “Whistleblowing Policy”.

Programs of Compliance 231, Anti-corruption

With regards to the administrative responsibility of companies and bodies as provided for by **Legislative Decree 231/2001 in Italy** (hereinafter also the “Decree”), Prometeon Tyre Group has adopted and updates on regular basis an Organization and Management Model structured in a General Part, which includes a review of the regulations contained in the Decree, of the relevant crimes for the Italian companies of the Group and of the methods for adoption and implementation of the Model, and in a Special Part, which indicates the company processes and the corresponding sensitive activities for the Group’s Italian companies pursuant to the Decree, as well as the internal control principles and schemes to oversee these activities.



Prometeon Tyre Group emphasizes the importance of the role played by effective, accountable and transparent institutions in ensuring the sustainable future of our world. Since its establishment, the Company had a “zero tolerance” approach in fighting corruption and bribery in all its forms, which is perfectly in line with the Principle 10 of the UNGC and the SDG for “Peace, Justice and Strong Institutions”.

The **Group Anti-Corruption Program** was adopted in 2017 and its implementation is currently ongoing in the main countries in which Prometeon Tyre Group operates. With reference to Italian employees, specific trainings are carried out with regard to the Organization and Management Model and the Decree, including anticorruption matters. Such trainings are planned in case of amendments of the Organization and Management Model and are constantly supplied for new employees. Likewise, specific training has been implemented in Spain in connection with the applicable Ley Orgànica 1/2015. The Group Anti-Corruption Program, available in English and in Italian on the Prometeon Tyre Group’s intranet and website, is the corporate reference for the prevention of corruptive practices and represents a collection of principles and rules aimed at preventing or reducing the risk of corruption. In the document, the principles already set out in the Ethical Code and the Code of Conduct are deployed, including zero tolerance of “*corruption in any guise or form, or in any jurisdiction, or even in places where such activity is admissible in practice,*

tolerated, or not challenged in the courts". For this reason, Group entities are prohibited from offering complementary gifts or other benefits that could constitute a breach of rules, or are in conflict with the Group's Code of Ethics, or might, if brought to public notice may damage Prometeon Group or even just its reputation. Among the provisions of the Group Anti-Corruption Program are a prohibition in respect of recipients of the Ethical Code from offering gifts and other utilities that might meet conditions of a breach of rules, or which are in conflict with the Ethical Code, or may, if made public, constitute prejudice even only to the image of the Company. Moreover in 2019, specific internal instructions were provided to Prometeon Employees, then reviewed in 2020, stating that employees are not entitled to accept gifts or any other benefits from third parties who supply (or may supply) goods and/or services to the Company if such gift or benefit has a material estimated value. Any gift/benefit received having a material value must be delivered to the relevant HR function. Gifts/benefits so received will be re-allocated to external community for Charity Association (*Social Dimension – External Community*).

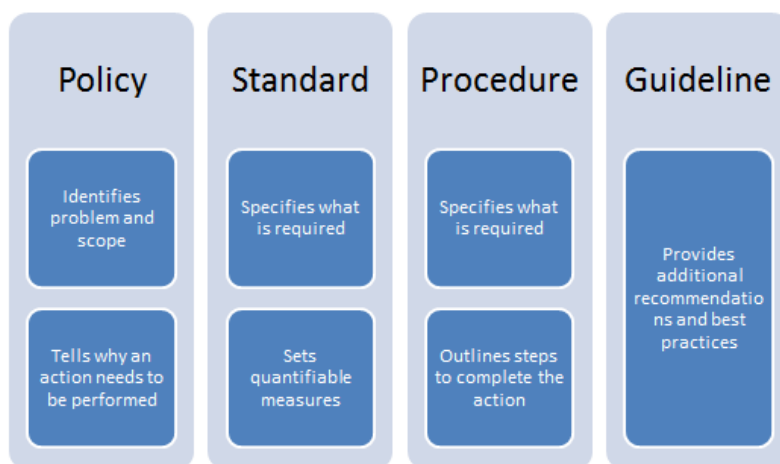


In 2021 Prometeon Tyre Group decided to work on the implementation of a new Policy, the **Conflict of Interest** which could compromise judgment, decisions, or actions in the workplace. The Company wants to strengthen its Governance, Business Ethics and Responsibility and its internal procedures. The application of this new procedure will give the chance to monitor and control internal activities such as: ethical selection of suppliers made by Procurement Department, fair management of the Whistleblowing from Internal Audit Department. The Policy will be released in 2022 and will be published in the next Sustainability Report.

In order to reinforce the Governance of Prometeon Tyre Group, in 2020 the Internal Audit & Sustainability Department initiated a comprehensive review on various Human Resources procedures related to travel expenses, business representation, gifts (active and passive), sponsorships and donations. The monitoring of the activities continued in 2021 verifying the correct implementation of the new procedure and related standard defined. Regarding travel expenses in terms of Sustainability and CO2 emissions, the Company decided to reduce travels by airplane which was then supported with the arrival of COVID-19 pandemic where people were forced to keep their social distances and stay home. A new way to work has been organized (*please refer to Social Dimension – New Way 2. Work around the world*) giving the possibility to employees to organize virtual meeting and follow training. In 2021 the Global Travel Policy was updated, communicated to all employees and published in the Company Intranet.

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In 2021 the Company reviewed the procedure with reference to eventual gifts to private/individual entities that can be made, only after evaluating carefully the present circumstances and with the involvement of the Corporate Affairs & Compliance Department, previously authorized by Internal Audit & Sustainability Department, and former Chief Executive Officer / Chief Operating Officer. After the review of the procedure carried out it has been agreed that present to the Public Administration are not allowed. In 2021 activities for specific donation have been authorized following the new procedures already defined and shared at local level to all Department involved for donation process.



Regarding **Tax Evasion** according to the Ethical Code adopted, Prometeon Tyre Group establishes organizational mechanisms aimed at preventing infringements by its employees and external staff of the rules and principles of transparency, propriety, and fairness, and checks that these rules are complied with and implemented.

In line with the foregoing as well as in light of the Group Tax Policy, our group conducts all of its business in an honest and ethical manner. Prometeon Tyre Group takes a zero-tolerance approach to facilitation of tax evasion, whether under UK law or under the laws of any jurisdiction in which Prometeon Tyre Group operates.

The Company is committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter tax evasion facilitation.

With specific reference to UK system, criminal Finances Act 2017 became effective on 30th September 2017 and the purpose of the Act is to hold companies criminally liable where they fail to prevent the actions of their staff, agents or other persons associated with them, from criminally facilitating tax evasions. Internal Audit & Sustainability Department carried out a risk analysis in order to comply with the procedures in UK.

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Furthermore, the UK Company decided that senior managers need to be made aware of the issue and the procedures and they in turn need to make sure that their staffs are aware. Moreover, senior management issued a statement demonstrating its commitment to the Company's policy that has been approved by the Board of Directors of our UK entity.

Prometeon Tyre Group proceeded implementing a plan related to:

- Communication and training: communication of the policy and the commitment of senior management plus training of staff in key areas;
- Monitoring and review: regular monitoring of the risks and the procedures.

The Act creates two new corporate criminal offences for failure to prevent the facilitation of tax evasion by a "person associated" with the Company.

These offences include:

- Failure to prevent facilitation of UK tax evasion ("UK FTP");
- Failure to prevent facilitation of foreign tax evasion ("Foreign FTP").

Additionally, Prometeon Tyre Group defends and protects its corporate assets, and shall procure the means for preventing acts of embezzlement, theft, and fraud against the Group and "*condemns the pursuit of personal interest and/or that of third parties to the detriment of social interests*".

In 2021 Prometeon Tyre Group has reviewed its Global Quality Policy. The Company sets Quality at the heart of its "Global Footprint Industrial Strategy" and ensures the implementation of this approach for example through:

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

Referring to the **contribution made to the External Community**, Prometeon Tyre Group has adopted internal procedures defining the roles and responsibilities of the function involved, and the operational process of planning, achieving, monitoring and control of results of initiatives supported. The Prometeon procedure specifies that initiatives may not be promoted for the benefit of beneficiaries in respect of whom there is direct or indirect evidence of failure to abide by the human rights, workers, the environment, or business ethics. The Prometeon Code of Conduct and

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Ethical Code set forth in their turn that the Company “does not give contributions, advantages, or other benefits to political parties or trade union organizations, or to their representatives or candidates, without prejudice to its compliance with any relevant legislation”.

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

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

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



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

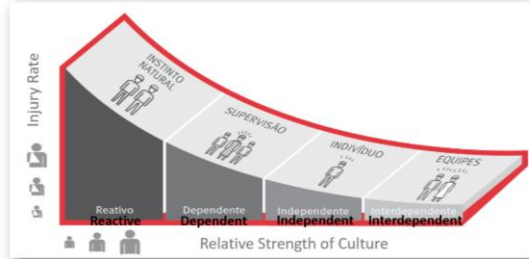


SUSTAINABILITY REPORT

Overview of Safety Culture

Our goal is to achieve Interdependence

According to *Dupont* methodology : "Interdependence is when a person, or a group of people, reaches the level where any Health, Safety or Environment problem related to themselves, the other person, or to the environment in which they are located, is understood as their problem, and not from someone else."



Overview of Quality Culture

"The Culture of Quality is present when the organization obtains the commitment of its entire team."

"We will satisfy our customers, with behavioral maturity at all levels. Interdependence following the Bradley curve."



In 2021 in Brazil, a new Sustainability Committee LATAM was formed, the aim was to organize together with Manufacturing, HR, Internal Audit Department new activities aimed to improve the Sustainability management model adopted by the Company. With the aim to improve its KPI in terms of Safety, Quality and Compliance, several meetings have been organized covering several topics such as: how to implement ESG standard in its Sustainability? How to apply SDGs to improve actions? Which kind of activities the Company can do to better improve its Sustainability performances? Which Goals Prometeton Tyre Group can set up for the future?

17 Objetivos de Desenvolvimento Sustentáveis - PROMETEON

Social

S

Ambiental

A

Econômico

E

To Do:

Realizar reunião com os subcomitês até a próxima reunião mensal e realizar levantamento de indicadores **Sociais**, **Ambientais** e **Econômicos**.

Indicador	Pilar Associado	Possuímos esse indicador?	Se sim, possuímos meta?	Qual ODS está vinculado?
Água	Ambiental	Sim	2,5 m³/ton PA	

(*)Sugestão: Realizar pesquisa de indicadores em relatórios de sustentabilidade de fornecedores e clientes da Prometeton, pois este levantamento será base para nossa matriz de materialidade.



17 Objetivos de Desenvolvimento Sustentáveis



170 metas até 2030!

Quais são os objetivos e metas de sustentabilidade de PROMETEON para 2030?

6

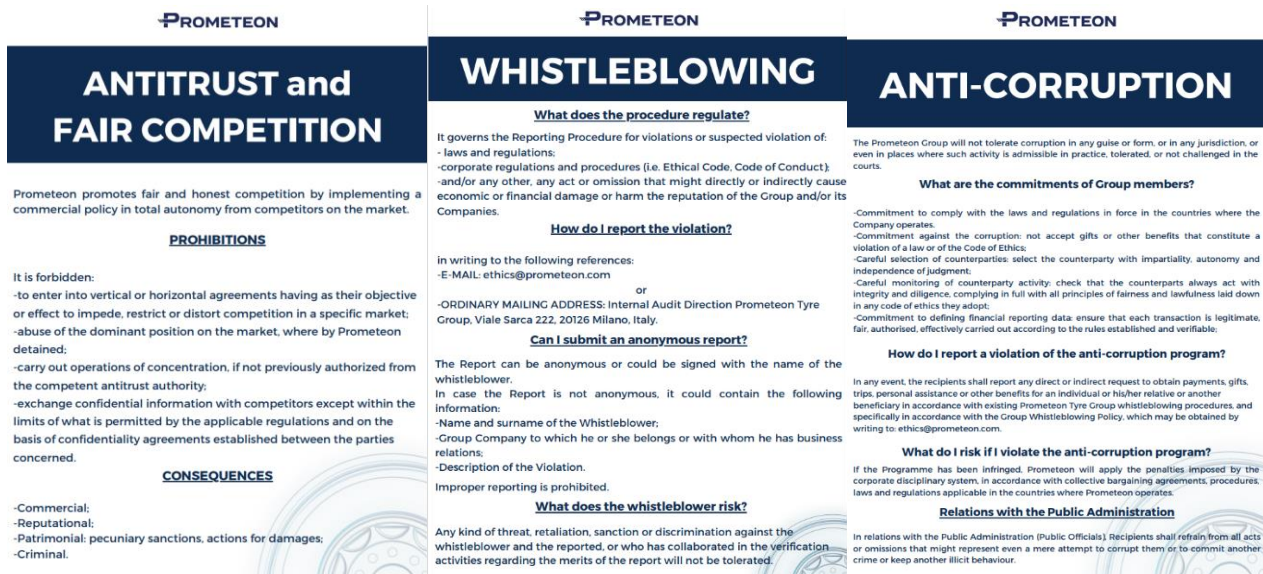


In order to reach better results, goals and targets have been assigned to people in charged to follow this project. Furthermore, for each dimension (Social, Environmental and Economic) working team have been defined. The Company is evaluating to extend this project also in the other 2 plants of Alexandria and Izmit in order to have a Sustainability Committee at worldwide level that can works at local levels applying focused activities but also exchanging at global level information and best practices that can be applied also by the other countries.



Prometeon Tyre Group is loyal to its commitment for creating and spreading a corporate awareness culture “#BeResponsible”. To this end, the Company has not only set up a governance system based on values such as transparency, loyalty, fairness and equality, but also is firmly committed to provide all employees with guidelines of conduct to be applied on a daily basis in the performance of their duties. In 2021, Prometeon Tyre Group has launched a **Global Awareness Campaign**, reminding to all employees the principles inspiring three of the most important Company policies (Anticorruption

Compliance Program; Global Antitrust and Fair Competition Policy; Whistleblowing Operating Procedure). For the purposes of awareness raising campaign, information cards explaining the relevant Company policies in local languages (Arabic, Portuguese, Turkish) were prepared and shared with all employees via e-mail (sent to white collar employees) and hard copies hanged on walls in common spaces around the factory, in particular those used by blue collar employees (locker rooms, canteens, break areas etc.).



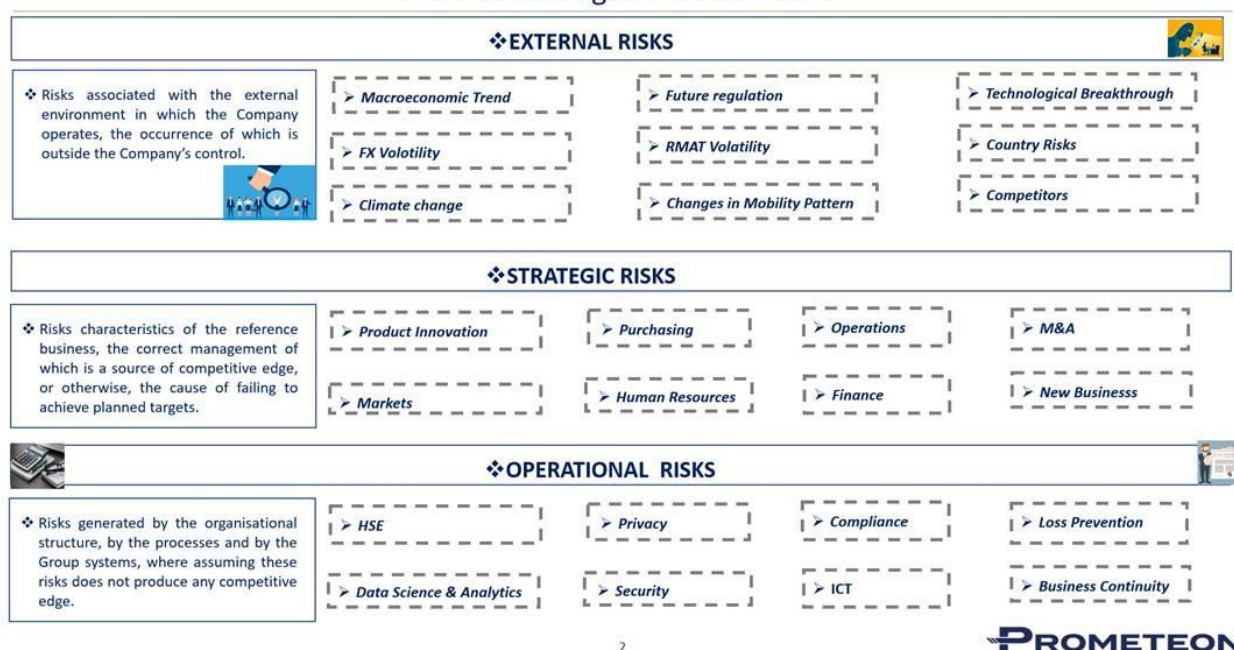
In matter of Antitrust and Fair Competition, Prometeon Tyre Group is working on the drafting of a Competition Compliance Manual. The main purpose is to help employees understanding basic competition law issues and what is expected to comply with the Laws.

The Group Antitrust and Fair Competition Policy will be formally implemented in 2022 and the manual will be applied in all Prometeon Tyre Group’s subsidiaries and branches.

Over and above that, the Company leads towards an initiation of Enterprise Risk Management. At the end of 2021, Risk Committee has been created in order to identify, monitor and assess risks which could affect Company’s value and goals achievement within all the Group Companies aiming to ensure risks identified are managed properly, therefore prevent and neutralize them in a systematic and structured way before the events take place by setting ahead an specific strategy for this end; or rather to take advantages of potential additional opportunities by aligning business strategy with event identified. At HQ level, the Group Risk Committee discusses and analyzes monthly the information and report provided by Local Risk Committee. In detail, risks are categorized in 3 typologies: external, strategic and operational, for each risk identified event probability and impact have to be studied as well as related provision and remediation plan. In other words, it allows the Company to have an overview of risk position across the functions and countries. The activities mentioned will be fully and operatively carried out in 2022.

SUSTAINABILITY REPORT

PTG Risk Management Framework



2

In 2020 due to COVID-19 pandemic the Company created a COVID-19 committee. This latest was created in order to identify a common and multidisciplinary space in which to deal with any issue related to or resulting from the COVID-19 health emergency. The Committee had its first meeting in August 2020. Since then, meetings have been held monthly with Responsible of functions involved such as HRO, HSE, Value Chain, Internal Audit & Sustainability, AF&C and every meeting is chaired by the Chief Human Resources and Organization.

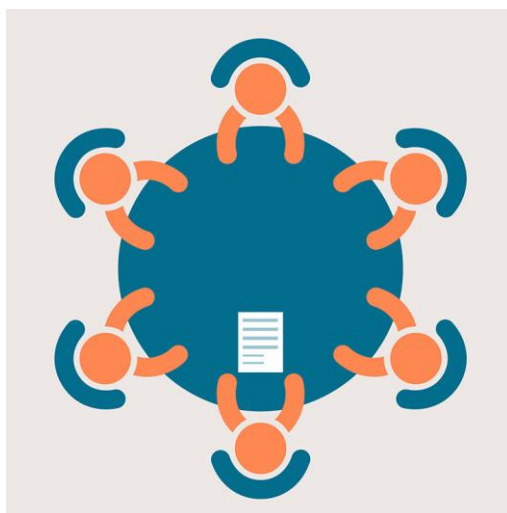
The Committee is responsible for discussing and deliberating on issues related to the COVID-19 pandemic emergency. The Committee is in charged to:

- monitor the compliance with local regulations and guidelines received from HQ;
- establish the minimum requirements to be met at group level;
- monitor the related budget and the expenditure borne by the dedicated cost centers;

The topics on the agenda managed by the Committee are the following:

- **Update on positive cases** in HQ and Countries;
- **Update on emergency costs:** to this end, the head of the AF&C function regularly report the expenditure incurred at both Headquarter and local level and the statement of future expenditure. Moreover, the internal audit carried out by the Internal Audit and Sustainability function is essential in order to verify the adequacy of the modalities of supply of goods and services necessary to respond to the health emergency;
- **Updates on** the approaches adopted by the Company regarding **diagnostics, Health and Safety protocols, as well as vaccination campaign** promoted by Prometeon;
- **New company layout**, in consideration of the "New Way 2Work" and the sublocation of the business areas located on the first floor.

The meeting of the Committee is an opportunity to share and discuss any other issue related to the Covid 19 emergency, even if not expressly indicated as an item on the agenda. All the activities over mentioned have been carried out during all 2021 and are still on going.



Focus: Reporting Procedure - Whistleblowing Policy

The Group Whistleblowing Policy, supporting the Group internal compliance and control systems is directed both towards employees and external stakeholders, and notified to all employees in English via intranet and available to the External Community, on the Prometeon Internet website. The Policy governs the manner of reporting breaches, suspected breaches and inducement to breaches in the matter of law and regulations, principles ratified by the Ethical Code, including, obviously, equal opportunities, principles of internal auditing, rules, corporate policies and procedures, and any other behavior of commission or omission that might directly or indirectly lead to economic-equity detriment, or even one of image, for the Group and/or its companies.

The Whistleblowing reporting channel is also expressly referred to by the **Sustainability Clauses** included in each order/supply contract as well as by the Group Policies published on the Company's intranet and website.

Reports may be made also in an anonymous form and protection of utmost confidentiality is at all times restated, as too is zero tolerance in respect of acts of reprisal of any kind with respect to those who report or who are the subject of reporting. Reports may concern directors, auditors, management, employees of the Company and, in general, anyone operating in Italy or abroad for Prometeon Tyre Group or engaging in business relations with the Group, including partners, customers, suppliers, consultants, collaborators, auditing companies, institutions and public entities.

The e-mail ethics@prometeon.com is made available to anyone wishing to proceed with reporting, which is valid for all Group affiliates, as well as for the External Community, and is centrally managed by the Group Internal Audit and Sustainability function.

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Internal Audit & Sustainability Department has the task of analysing all reports received, even involving corporate functions deemed concerned for the activities necessary of verification, in addition to scheduling specific action plans. In the event of a report being found to be grounded, adopting adequate disciplinary and/or legal actions is foreseen for the protection of the Company.

In respect of reports received in the 2021, a summary table is provided here below, along with further details about the reported instances.

	2020	2021
Total reports	18	26
of which confirmed	13	21
of which filed not confirmed and/or closed being absolutely generic	5	5
of which on-going	0	0
Countries of provenance of the reports ascertained	Brazil, Egypt, Germany, Italy, Turkey	Brazil, Egypt, Ethiopia - (managed by AFME TEAM), Turkey
Matter alleged in the reports ascertained	Management misbehaviours, complaints on business processes, others.	Management misbehaviours, complaints on business processes, bribery, others.
Outcome of cases investigated	Undertaken appropriate actions, including both disciplinary actions and corrective interventions in order to improve the processes and strenghten the internal control system; and resignation/removal.	Undertaken appropriate actions, including both disciplinary actions and corrective interventions in order to improve the processes and strenghten the internal control system; and resignation/removal.

During 2021 the Whistleblowing procedure was activated 26 times.



SUSTAINABILITY REPORT

In particular:

- the 26 reports referred to 4 different Countries (Brazil, Egypt, Turkey and Ethiopia as shown above);
- 84% of the reports (22 cases) were submitted using the email address ethics@prometeon.com, whereas 6% (4 cases) were addressed to management which dealt with informing Internal Audit & Sustainability Department as per corporate rules;
- 50% of the reports (13 cases) were signed, whereas the remaining 50% (13 cases) were received in anonymous form. Specifically, with reference to the 13 nominal cases, 2 were activated by external stakeholders and the remaining 11 were reported by internal stakeholders;

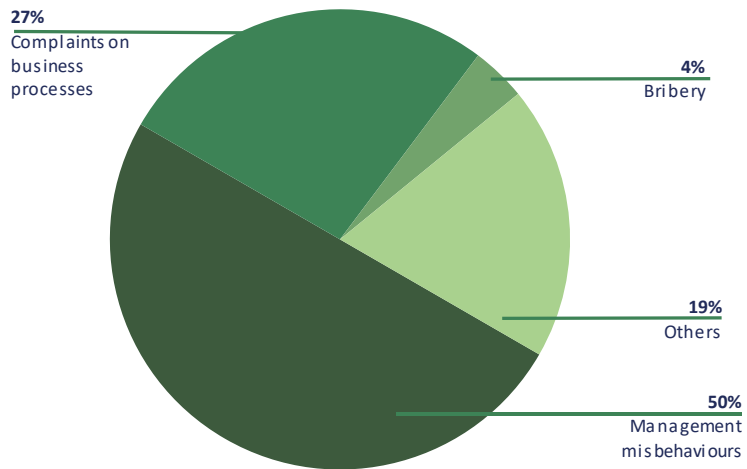
With regards to the all 26 reports for which the analyses were completed involving the competent corporate functions, based on the activities carried out and the documentation made available during the assessment, it emerged that:

- Reported facts were confirmed in 21 cases, and in 5 cases, matter reported was generic and was assessed to be not founded;
- The 21 cases mentioned above are mainly related to these instances: management misbehaviors, complaints on business processes and other types of misbehaviors. Appropriate countermeasures have been undertaken, including both disciplinary actions and corrective interventions aimed to improve the processes and strengthen the internal control system.

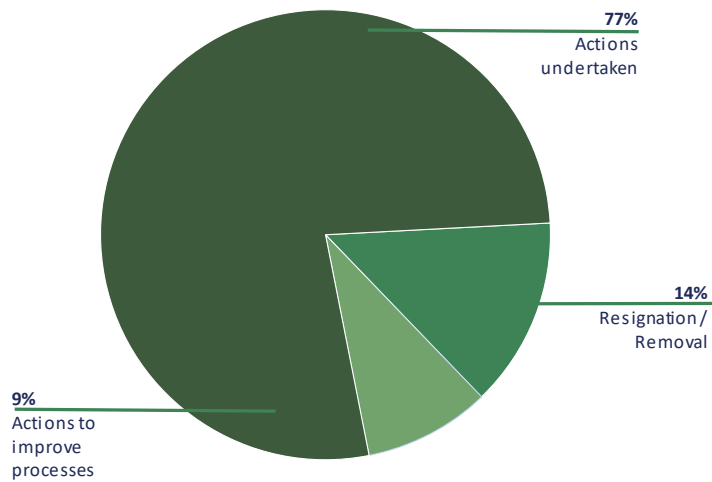


SUSTAINABILITY REPORT

UNDERLYING REASONS OVERVIEW



ACTIONS OVERVIEW



The Internal Audit & Sustainability Department periodically reported the reports received and the progress of the analyses carried out to the management.



SOCIAL DIMENSION

Prometeon Tyre Group has a dedicated channel to reports, also anonymously, of any situations that constitute or may constitute a risk of violation of laws and regulations, provisions set out in the “Ethical Code”, internal control principles, corporate regulations and procedures. (“Whistleblowing Policy - Group Reporting Procedure” published on Prometeon Tyre Group’s website https://www.prometeon.com/US/en_US/sustainability/governance. A section in this report is dedicated to the “Whistleblowing Report Procedure”, to which reference is made for further information on reports received in 2021. In terms of materiality in the corporate value chain, the respect for human rights and labour rights assumes particular importance in human resources and the supply chain management).

The management of human rights in the supply chain is reported in the section “Our Suppliers” of this report, to which reference is made for more details.

The survey was submitted to the function managers, with regards to the perception of internal risk at the Company sites and connected to supply chain aspects.

Meanwhile, risk perception in the external context of Prometeon Tyre Group was submitted to **both** the function managers and to non-governmental organizations locally.

The feedback received from each operating site did not reveal any significant risks perceived.

INTERNAL COMMUNITY

Prometeon Tyre Group activities, related to Company responsibility, follow the Values of transparency and fairness. The specific commitments are stated in the “Code of Ethics”, “Health, Safety and Environment Policy”, communicated to all employees in English available in the website.



SUSTAINABILITY REPORT

EMPLOYEES AROUND THE WORLD

Prometeon Tyre Group employees at December 31, 2021 - expressed in Full Time Equivalent (FTE) - amount to 7,777 (vs. 7,096 in 2020), recording a net increase of 681 FTE compared to the previous year.

BREAKDOWN OF EMPLOYEE BY CATEGORY

	Executive	White collars*	Blue collars	Total
2020	45	1.090	5.961	7.096
2021	44	1.154	6.579	7.777
2020 VS 2021	- 1	64	618	681

*White collars: numbers of cadre and staff are included for the calculation

2021 PERCENTAGE OF EMPLOYEE BY CATEGORY GENDER AND AGE PER REGION

	Executive			Cadre			Staff			Blue collar			Totals		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
<30	0%	0%	0%	2%	4%	2%	20%	34%	23%	15%	50%	15%	15%	23%	15%
30-50	46%	67%	50%	70%	76%	72%	61%	56%	60%	71%	0%	71%	69%	63%	69%
>50	54%	33%	50%	28%	20%	26%	19%	10%	17%	14%	50%	14%	16%	14%	16%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

AMERICAS

	Executive			Cadre			Staff			Blue collar			Totals		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
<30	0%	0%	0%	0%	9%	2%	12%	28%	17%	19%	41%	19%	18%	31%	18%
30-50	67%	100%	71%	81%	91%	84%	71%	66%	69%	72%	55%	71%	72%	65%	71%
>50	33%	0%	29%	19%	0%	14%	17%	6%	14%	9%	4%	10%	10%	4%	11%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

APAC

	Executive			Cadre			Staff			Blue collar			Totals		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
<30	0%	0%	0%	43%	100%	50%	100%	100%	100%	0%	0%	0%	57%	100%	65%
30-50	100%	0%	100%	57%	0%	50%	0%	0%	0%	0%	0%	0%	43%	0%	35%
>50	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	0%	100%	100%	100%	100%	100%	100%	100%	0%	0%	0%	100%	100%	100%

*EMEA (included HQ)



SUSTAINABILITY REPORT

2020 PERCENTAGE OF EMPLOYEE BY CATEGORY GENDER AND AGE PER REGION

EMEA*

	Executive			Cadre			Staff			Blue collar			Totals		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
<30	0%	0%	0%	0%	2%	0%	19%	40%	24%	12%	0%	12%	12%	27%	13%
30-50	54%	80%	58%	74%	81%	76%	67%	51%	63%	79%	0%	79%	77%	60%	76%
>50	46%	20%	42%	26%	17%	24%	15%	9%	13%	9%	100%	9%	11%	12%	11%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

AMERICAS

	Executive			Cadre			Staff			Blue collar			Totals		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
<30	0%	0%	0%	1%	10%	3%	11%	28%	17%	15%	48%	16%	15%	33%	15%
30-50	71%	100%	75%	78%	90%	80%	76%	66%	72%	77%	48%	76%	77%	62%	76%
>50	29%	0%	25%	21%	0%	17%	13%	6%	11%	8%	3%	8%	9%	4%	8%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

APAC

	Executive			Cadre			Staff			Blue collar			Totals		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
<30	0%	0%	0%	0%	0%	0%	0%	20%	8%	0%	0%	0%	0%	14%	5%
30-50	100%	0%	100%	100%	100%	100%	86%	80%	83%	0%	0%	0%	93%	86%	90%
>50	0%	0%	0%	0%	0%	0%	14%	0%	8%	0%	0%	0%	7%	0%	5%
Total	100%	0%	100%	100%	100%	100%	100%	100%	100%	0%	0%	0%	100%	100%	100%

*EMEA (included HQ)

BREAKDOWN OF EMPLOYEE BY GEOGRAPHIC AREA AND GENDER

2021			
	Male	Female	Total
HQ- EUROPE	224	100	324
AMERICAS	4.291	212	4.503
MEA - AFME	2.861	72	2.933
APAC	14	3	17
TOTAL	7.390	387	7.777

2020			
	Male	Female	Total
HQ- EUROPE	208	93	301
AMERICAS	3.756	181	3.937
MEA - AFME	2.768	69	2.837
APAC	14	7	21
TOTAL	6.746	350	7.096

2020 VS 2021			
	Male	Female	Total
HQ- EUROPE	16	7	23
AMERICAS	535	31	566
MEA - AFME	93	3	96
APAC	-	-	4
TOTAL	644	37	681

SUSTAINABILITY REPORT

BREAKDOWN OF EMPLOYEE BY GEOGRAPHIC AREA AND CONTRACT

	2020			2021		
	Permanent	Temporary	Total	Permanent	Temporary	Total
EMEA*	2.983	155	3.138	3.117	140	3.257
AMERICAS	3.763	174	3.937	4.079	424	4.503
APAC	6	15	21	14	3	17
TOTAL	6.752	344	7.096	7.210	567	7.777

*EMEA (included HQ)

Additionally, the following data refers to incoming/outgoing employees:

EMPLOYEE FLOWS BY GEOGRAPHIC AREA

	2020		2021	
	Incoming	Outgoing	Incoming	Outgoing
EMEA*	437	421	834	582
AMERICAS	306	393	1.149	575
APAC	-	10	1	4
TOTAL	743	824	1.984	1.161

*EMEA (included HQ)

2021 EMPLOYEE FLOWS BY GEOGRAPHIC AREA, GENDER AND AGE: TOTAL VALUES

	Incoming					Outgoing				
	<30	30-50	>50	Male	Female	<30	30-50	>50	Male	Female
EMEA*	592	236	6	800	34	327	191	67	557	28
AMERICAS	535	587	27	1.079	70	192	319	64	530	45
APAC	-	1	-	1	-	-	4	-	1	3
TOTAL	1.127	824	33	1.880	104	519	514	131	1.088	76

2021 EMPLOYEE FLOWS BY GEOGRAPHIC AREA, GENDER AND AGE: PERCENTAGES VALUE

	Incoming					Outgoing				
	<30	30-50	>50	Male	Female	<30	30-50	>50	Male	Female
EMEA*	71%	28%	1%	96%	4%	56%	33%	11%	95%	5%
AMERICAS	47%	51%	2%	94%	6%	33%	55%	11%	92%	8%
APAC	0%	100%	0%	100%	0%	0%	100%	0%	25%	75%
TOTAL	57%	42%	2%	95%	5%	45%	44%	11%	93%	7%

SUSTAINABILITY REPORT

2020 EMPLOYEE FLOWS BY GEOGRAPHIC AREA, GENDER AND AGE: TOTAL VALUES

	Incoming					Outgoing				
	<30	30-50	>50	Male	Female	<30	30-50	>50	Male	Female
EMEA*	260	170	7	417	20	224	150	47	405	16
AMERICAS	131	167	8	257	49	113	212	68	362	31
APAC	-	-	-	-	-	2	8	-	9	1
TOTAL	391	337	15	674	69	339	370	115	776	48

2020 EMPLOYEE FLOWS BY GEOGRAPHIC AREA, GENDER AND AGE: PERCENTAGES VALUE

	Incoming					Outgoing				
	<30	30-50	>50	Male	Female	<30	30-50	>50	Male	Female
EMEA*	59%	39%	2%	95%	5%	53%	36%	11%	96%	4%
AMERICAS	43%	55%	3%	84%	16%	29%	54%	17%	92%	8%
APAC	0%	0%	0%	0%	0%	20%	80%	0%	90%	10%
TOTAL	53%	45%	2%	91%	9%	41%	45%	14%	94%	6%

*EMEA (included HQ)

During 2021, the Company operation has been focused on counterbalance the negative effects of the pandemic situation due to COVID-19 pandemic. However, the Company worked at international levels on actions to be carried out in order to strengthen internal know how and efficiency. At the end of 2021 the Company counted 7,777 headcounts, of which 1,198 white collars (15%) and 6,579 blue collars (85%).

The total number of employees augmented of 681 headcounts compared to the same period of 2020, which means a variation of + 10% vs last year. Considering the breakdown, 90% of the increase was made by Blue collar population and the related high increase of production volumes required in Brazil.

Brazil has implemented 7 days work scheme, this latest started in Gravataì in June 2021 and in Santo André since July 2021.

Out of 681 the major increases are coming from 80% Plant Operations, 6% Research and Development and 8% Logistics. Temporary Blue collars workforce is included and increased of 75% compared to 2020 Headcount end of period.

DIVERSITY MANAGEMENT

Prometeon Tyre Group is characterized by a multinational context where individuals manifest a great diversity, whose conscious management simultaneously creates a competitive advantage for the Company and a shared social value. Prometeon Tyre Group’s commitment to compliance with equal opportunities and the enhancement of diversity in the workplace is expressed in the main group sustainability document: the “Ethical Code” approved by the Board of Directors and signed by the Chairman. This document has been distributed to all employees in English and published in intranet of the Company.

While respecting the cultural differences of each country, all Prometeon Tyre Group affiliates share and commit to common corporate values, policies and rules, applicable at Group level and communicated in English to all employees.

In order to manage equal opportunities and prevent risk breach thereof, employees, suppliers and the External Community can anonymously report any suspected violation, through Group Whistleblowing Procedure.

In 2021, **21 reports were assessed** for cases that could be linked to Management misbehaviors and complaints on business processes. Appropriate countermeasures were undertaken, including both disciplinary actions and corrective interventions. Specifically, the Company took action intervening with disciplinary sanction and with dismissal in order to improve the processes and strengthen the internal control system. For further information on reports received in 2021 reference is made to the paragraph “Focus: Reporting Procedure – Whistleblowing Policy”.

Internationality and multiculturalism are important elements of Prometeon Tyre Group: being a Company that operates in over 20 countries, cultural differences and inclusion are fundamental to create its Company identity. Such identity is reflected not only in the “Ethical Code” but also through the SDGs “**10 Reduced Inequalities**” and “**8 Decent Work and Economic Growth**”, that inspired Company vision. In line with this inspiration, Prometeon Tyre Group is dedicated to provide “equal opportunities” for all employees (gender, culture, religion...) offering international mobility and training.

EMPLOYEE BY CATEGORY

Year	Executive	Cadre	Staff	White Collars (Executives+ Cadre+Staff)	Blue collars	Total
2018	53	336	720	1.109	5.764	6.873
2019	48	346	758	1.152	6.019	7.171
2020	45	331	759	1.135	5.961	7.096
2021	44	343	812	1.198	6.579	7.777

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The table below shows the breakdown of gender in terms of employment contract in 2020 and 2021.

EMPLOYEE BY GENDER AND CONTRACT

	2021			2020		
	Male	Female	Total	Male	Female	Total
Permanent	6.836	374	7.210	6.425	327	6.752
Temporary	554	13	567	321	23	344
Total	7.390	387	7.777	6.746	350	7.096

Regarding gender diversity, Prometeon Tyre Group treat all people equally, constantly monitors the KPIs, possible issues and is always committed to embrace diversity.

With reference to this specific target, in 2021 Human Resources Department and Top Management agreed to investigate on the growth and career paths of the Organization's female population. Prometeon Tyre Group decided to launch a gender equality assessment (GEA project). The project was aimed to measure, with qualitative and statistical elements, the effective gender equality in Prometeon understanding which kind of concrete support the Company can bring and which actions can be improved during the next three years to reach the expectations.

At a methodological level, it has been defined that countries considered relevant for the aim of the analysis were Brazil, Egypt, Turkey and HQ (managers and white collars employees were selected). The assessment has been divided in 4 different phases, one for each country, collecting and analyzing Company's structural and organizational data, interviewing key corporate people and scheduling Focus Group. The assessment has been completed at the end of 2021.

With regards to standard salary paid to new hired during the first year in the Company, it must be highlighted that the total amount provided to the employees is higher than the minimum prescribed by law and no difference between gender are made.

The following procedures and activities to promote equal opportunities have been established as it follow:

- introduction of new initiatives aimed at respecting cultural and religious diversity (e.g. different and clearly marked diets in canteens, kitchens typical of different cultures from that of the host country...);
- welfare and work-life balance initiatives (refer to the paragraph “Employee experience and Internal Community);
- “Welfare” in this report.

CORPORATE IDENTITY AND MINDSET OF PROMETEON TYRE GROUP

Prometeon Purpose

“We lead through new roads, establishing with COURAGE new footprints and leaving our mark”.

“We come together, everywhere, every day, under any sky, to work with strong compliance and drive with our customers and business partners towards new horizons”.

“We are in constant search for INNOVATION; we focus on acting RESPONSIBLY by creating long-term sustainable value for our stakeholders”.

“We are creative and RESULT-DRIVEN people moved by PASSION for the tyre industry, coming together to collaborate and make a difference”.

“We work together in an agile, inclusive, multicultural and diverse context, where individuals are encouraged to express their own potential”.

“We are PROMETEONS”

The **Prometeon Mindset** project officially started at the end of 2019 with the aim to define the Beliefs and the Purpose of the Company. The project has been rolled out in 3 main phases:

1. Listening: more than 490 people, employees, managers, talents and customers during several focus group at global level;
2. Shaping: collect and elaborate all the inputs received and give life to 5 Beliefs and a Purpose;
3. Lighting up: communicate and spread it globally.

The sharing of the Purpose and the Beliefs with the employees officially took place during the plenary meeting held by the Company in December 2020, during this occasion all people who contributed to the definition of the **PTG Mindset**, were all thanked.

Prometeon Beliefs

BE Result-Driven

We feel engaged and energized in striving for results and high performance. We cope with and rise to the inevitable challenges, problems and setbacks we meet in the course of our journey.

BE Passionate

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We are passionate and committed, we believe in what we do and take satisfaction in providing safe and efficient wheels to improve the customers' journey on the road, throughout the world. We feel engaged and energized by what we are doing together.

BE Innovative

We are explorers, we steer the wheel to meet and adapt to changes of our customers, clients, people and environment. We reinvent the route and simplify the course to achieve our goals and we display and spread an entrepreneurial and digital mind-set with grit.

BE Responsible

We collaborate effectively with all our stakeholder network, by establishing trustworthy and transparent relationships. We all are responsible in taking care together of our internal environment, our social communities and external ecosystem.

BE Courageous

We have the courage to take risks, according to ethics and compliance, to pursue excellence and we are unafraid of mistakes. We speak out, challenge conventional thinking, and stand up for our ideas and beliefs and we push ourselves to grow and develop every day.

For each beliefs a dedicated symbol has been chosen, the symbol are printed parts of Company's products and directly connected with the meaning of the belief.



Be Result Driven

Be Passionate

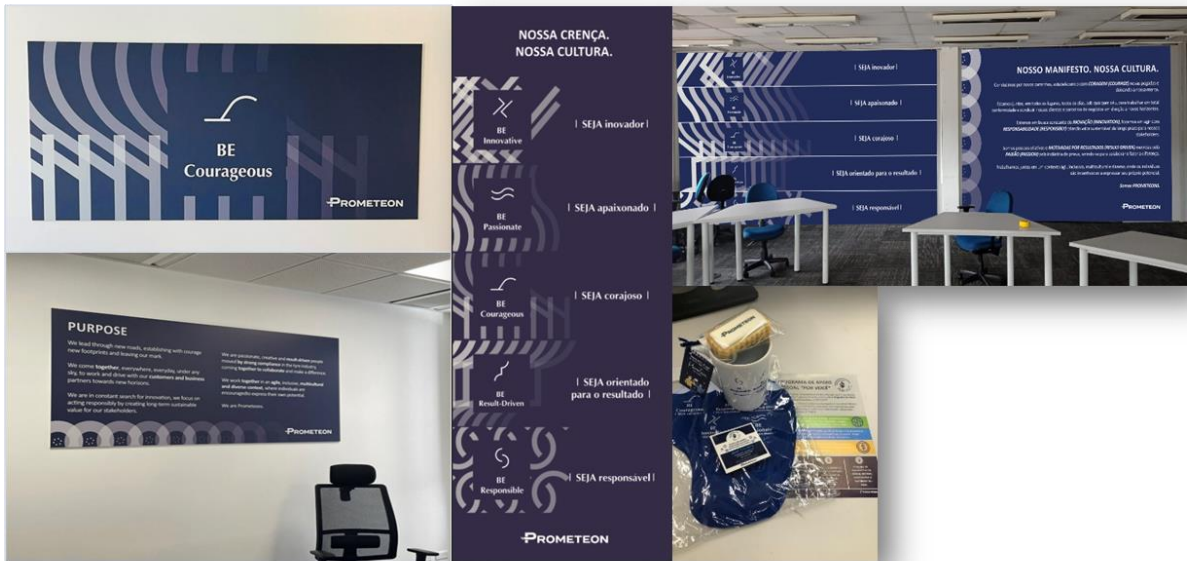
Be Innovative

Be Responsible

Be Courageous

**Beliefs and Symbols*

2021 was the year of the **Lighting up phase**, a dedicated communication plan at global level has been organized (internal and external communication). The Company decided to share with all people the Beliefs and Prometeon Purpose using social media campaign such as LinkedIn, Facebook and Instagram. Internally, Prometeon decided to disclose them via e mail communicating also activities aimed to engage all the internal community. In Turkey, people received t-shirts with beliefs symbols and in Brazil customized gadgets such as: biscuits, mug and mousepad have been provided to employees. In all factories where the Company operates, Beliefs videos have been shared and in offices, posters representing Purpose and Beliefs have been hanged up.



**Posters & gadgets – Beliefs & Purpose*

The definition of **Core Behaviors** is a project that have been prepared in 2021 and that will be launched at the beginning of 2022. This project will become the observable and evaluable practical dimension of Prometeon Tyre Group’s Beliefs.



During 2021, the Company worked on the implementation of a new project, already announced in 2020, the **NewWay2.Work**. The project, started in September 2020 working on a structured approach to the future of working, defined as “Blended”, where employee can work 50% of their working time at the office and 50% in a different place. The NewWay2.Work of Prometeon Tyre Group is based on 3 leading principles and can be applied thanks to 4 enablers.

Here below the 3 Leading Principles and the 4 Enablers defined for the NewWay2.Work:

Leading Principles

1. **Flexibility**: a new approach that makes possible to transform time management in an innovative way;
2. **Responsibility & Trust**: creating a new relationship between Managers and Employees, and so, between the Company and “Prometeons”;

3. People Caring & Continuous Learning: focusing on the development of new soft skills considering always the well-being of employees.

ENABLERS

Enabler n°1: NEW EMPLOYEE EXPERIENCE: contains all the initiatives that aim to support the management of daily activities wherever they are carried out;

Enabler n°2: NEW SET OF COMPETENCIES: contains training initiatives that aim to develop the new skills necessary to face out the blended situation;

Enabler n°3: WORKPLACE: contains a new approach of working space in the office; the Company decided to give more flexibility to the open space also in support of the concept of hygiene and cleaning for desks and collaboration spaces shared by the employees;

Enabler n°4: CULTURE and LEADERSHIP: contains a new cultural approach starting with the new Prometeon Tyre Group Identity.

New Way.2Work Around the World

During 2021 the NewWay2.Work has been implemented in all the countries where the Company operates, taking in consideration local needs, cultural approaches and application of local legislation. The Headquarter of Prometeon Tyre Group based in Italy, Milan, has been the first country that applied the new blended model.

The model is structured according to 3 key dimensions defining salient and characterizing features:

1. **"Blended" & "Structured" model** (Hybrid and Structured): the concept of flexibility is no longer solely based on individuals but becomes a principle and an integral part of the working context, also affecting the idea of spaces, times and working methods.

The new "Blended" & "Structured" model therefore necessarily becomes hybrid and the new work organization takes place partly in the office and partly remotely.

2. **Trust and Responsibility**: the new approach enables to transform time management in an innovative and substantial way, which becomes flexible and manageable with new rules, making "bringing objectives" and "achieving results" as the main function of the Company's productivity.

The Blended & Structured model also redefines the relationship between manager and employee in a new way, where the concepts of trust and responsibility become more tangible.

3. **Leadership**: a new leadership model that has more focus on the soft skills is necessary for team and relationship management, considering the "Blended" & "Structured" model of the New Way2Work.

It has to be highlighted that aspects related to physical and psychological well-being became key themes inside of the new integrated model helping employees to improve their personal skills and strengthening their performances.

The New Way2Work at Headquarter level has been structured on three enabling factors, which are the following:

- ✓ **Training:** investment in training considered as a strategic factor, especially in the light of the change in organizational and leadership models underway;
- ✓ **Flexy Card:** (Ticket Restaurant) for each day worked by the employee, whether it is done remotely or on site, the Company provides a ticket of a total amount of € 7;
- ✓ **Smart Kit:** all colleagues enabled to work in Smart Working received computer equipment and ergonomic workstations (professional office chair) to better support employees' daily work, providing for the best conditions to carry out professional activities.



The Smart Working has been defined in line with the tasks and conditions that can allow it to be practiced. In Italy the application of the New Way 2.Work consists in applying 50% of the time in the office and 50% in a free space where smart working activities can be done, respecting the security guidelines that have been communicated during the training session. After signing the trade union agreement in December 2020, the Company provided from March 2021, training sessions which involved more than 200 employees, IT Settings, Learning and Competences, HSE Regulations and People Caring tool have been presented and explained to all participants.

The **New Way 2.Work** agreement included also employee's health and safety. In order to carry out working activities from home applying best practices, the Company organized training sessions to employees explaining them how to follow the guidelines (correct illumination of the room, volume of headphones etc) provided by Health and Safety and Environment Department and how to use the Smart Kit properly (chair, monitor, mouse and keyboard).

The employees received a "**Smart Kit @ Home**" composed by an ergonomic chair, monitor, wireless keyboard, mouse and headphones. Moreover Prometeon Tyre Group decided to provide to all employees that subscribed New Way 2.Work agreement, a **Flexi Card** which provides (for each worked day) tickets with a defined amount, giving the possibility to the employees to spend it for lunch or other needs through the partners adhering to method of payment provided by this card. Furthermore, employees received by the Company an amount allocated on the **Welfare on TOP** (*further details will be given in the section "Welfare"*).

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**New Employee Experience in Italy*

At Headquarter level, the Company decided to review the layout of the offices making several changes that can be in line with the **New Way 2.Work and the New Employee Experience**. The intention was to bring forward a new layout foreseeing more spaces dedicated to collaboration, sharing and flexibility. After the Covid-19 pandemic, Prometion Tyre Group with the review of the layout, focused on the **clean desk approach**. The idea was to give the possibility to the employees to book (through an app on their mobile phone) their own desk for the date they have planned to come to the office. Coming to the office the employee needs to do a check in of its desk and leave it clean at the end of the day. Supporting the idea of clean desk approach the Company decided to provide to all employees a personal Locker where they can keep personal objects or IT tools needed during the day at the office (keyboard, mouse etc).



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**New Layout in Italy*

In order to continue guaranteeing confidentiality and privacy for certain roles and/or activities, **Confidential Hubs** have been set. These spaces consist of a closed and soundproof office that can be reserved only by a maximum of two people and gives the possibility to have a confidential meeting. Together with Confidential Hubs the Company decided also to provide to employee another private space, the **Phone Booth**, only one person can have access to this room. The aim is to give the assurance to make short call that cannot be done in the open space area respecting an adequate level of privacy. Due to the **New Way 2.Work** and the blended situation, Prometeon Tyre Group decided to optimize the meeting rooms which have been equipped with **Teams system call conference** and **IT tools have been renewed and empowered**.

CONFIDENTIAL HUBS & OPENSACE

DESK 007 OPEN SPACE
COME PRENOTO: Le postazioni in OpenSpace possono essere prenotate attraverso la APP ZWorkspace o il portale Zucchetti. E' necessaria una prenotazione per ogni singola giornata lavorativa in presenza.

CONFIDENTIAL HUB CONFIDENTIAL HUBS | Dedicati alle singole funzioni
COME PRENOTO: Le postazioni possono essere prenotate da People Managers di ogni funzione attraverso la APP ZWorkspace o il portale Zucchetti.

MEETING ROOMS

2° Piano	3° Piano
Argo (5 pax)	Super Truck (5 pax)
Diamante (4 pax)	Board (8 pax) **
Itineris (4 pax)	Atlante (3 pax)
Eracle (4 pax)	Formule (3 pax)
Anteo (A - B) (16 pax) **	
Amaranto (4 pax)	

COME LE PRENOTO: Le meeting rooms sono sempre prenotabili attraverso il calendar Outlook.
**Per utilizzare le meeting rooms Anteo e Board è necessario verificare la disponibilità scrivendo a nadia.daleno@prometeon.com

QUANDO LE UTILIZZO: 1. Per svolgere i meeting dove tutti i partecipanti sono in presenza rispettando sempre la capienza massima indicata su ogni porta.
2. Per svolgere i meeting blended, dove alcuni dei partecipanti si trovano in sede e parte da remoto. Infatti tutte le sale sono state attrezzate per permettere lo svolgimento di un meeting virtuale in maniera ottimale.

NewWay 2.Work

Workplace

PHONE BOOTH

Il Phone Booth può contenere massimo 1 persona, non è prenotabile, ed è utilizzabile per brevi telefonate o video call che necessitano di privacy.

SALA BREAK

All'interno della sala coffee break possono sostare max. 4 persone contemporaneamente.

LOCKERS

Il Locker è lo spazio privato dedicato ad ogni Prometeon e che permette il CleanDesk approach! E' disponibile doppia chiave e relativo gadget portachiave. E' possibile lasciare all'interno la propria tastiera, mouse, e oggetti personali.

**Guidelines for employees in Italy*

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

Regarding **Workplace enabler** some initiatives have been put in place, the Company in Istanbul reviewed the lay out of the office applying a **New Way 2.Work**. Employees can access to a link and make reservation for the desks and a new application for shuttle reservation has been provided.

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This new system allows employees to book their place and follow the shuttle routes and stops interactively.



**Example of Smart Kit@home in Turkey*

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

Here below the activities carried out:

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

As part of its Continuous improvement approach, in Europe, the Company provided a **survey** to all its employees regarding the implementation of NewWay2.Work. This survey enabled to better understand the satisfaction and area of improvements. The overall NewWay2.Work satisfaction has been rated to 88% in August 2021. After the analysis made based on results, Prometeon Tyre Group put in place action plans with the aim to reach better results in terms of satisfaction of its employees. The next survey has been planned in the first quarter of 2022.

In Egypt, the implementation of the new model gives the possibility to work remotely 2 days per week. Regarding "Smart Working Policy", the Company will make it available at the beginning of 2022 and communicated to all employees.

With regards to Region **Americas**, the new model has been implemented in 4 countries: Brazil, Colombia, Mexico and Argentina. The working model introduced is based on 60% of the time of the week at the office and 40% remotely and involves 100% of the population eligible to apply smart working conditions. In Brazil, the local policy agreement has been signed in October 2020, employees that subscribed the covenant received a booklet with the guidelines that need to be followed to correctly apply the "**Trabalho Remoto**" also from an IT point of view.

SUSTAINABILITY REPORT

Conexão entre sua casa e o Escritório

Trabalho Remoto

A conexão para o Trabalho Remoto é feita utilizando a tecnologia de VPN sobre o seu link de internet, que através de um aplicativo – Checkpoint – cria uma forma segura de acesso a Infraestrutura de TI da empresa. Esta conexão permite que você tenha acesso a todos os recursos de TI como se estivesse no escritório. Veja abaixo como é feita a conexão:

Webpneus, WebIndustrial, BI, Área de rede, Alatur, IT, HuaweiZ, SoftPhone etc. ...

PNET, Outlook, SAP, Skype For Business, CRM, MWP, Citrix, Acesso Internet, etc. ...

PROMETEON

PROMETEON

Política de Trabalho Remoto

Escrita em Março de 2020, revisada em Agosto de 2021

PROMETEON

INTRODUÇÃO

Esta Política tem como finalidade orientar os gestores e os empregados quanto às condições e requisitos para a atividade de Trabalho Remoto da PROMETEON Tyre Group Indústria Elétrica, LTDA, ("PROMETEON") e empresas do GRUPO PROMETEON.

A operacionalização desta Política é efetuada pela Área de Recursos Humanos ("RH"), sendo que a responsabilidade de administração do curso é do RH de cada unidade.

FINALIDADES

A modalidade de Trabalho Remoto tem como premissa o caráter de confiança mútua entre o GRUPO PROMETEON e seus empregados. Esta Política, portanto, rege as condições necessárias para que essa premissa seja estabelecida de forma adequada, fazendo parte integrante do programa New Way to Work do GRUPO PROMETEON.

OBJETIVOS

O GRUPO PROMETEON define os seguintes objetivos para a implementação desta Política a seus empregados:

- a) Melhoria da Qualidade de Vida dos empregados, através da redução do tempo e do estresse causados pelo deslocamento;
- b) Manutenção e melhoria do vínculo com os empregados;
- c) Atração e retenção de talentos;
- d) Melhoria da produtividade;
- e) Redução de absenteísmo e atrasos;
- f) Contribuição com os programas socioambientais da empresa, através da redução do número de veículos;
- g) Contribuição para a inclusão de Pessoas com Deficiência (PCDs).

ADESÃO AO TRABALHO REMOTO

A adesão do empregado ao Trabalho Remoto se dará mediante as seguintes condições:

- a) O desempenho das atividades na modalidade de Trabalho Remoto terá caráter compulsório para o empregado, com avaliação mensal da participação.

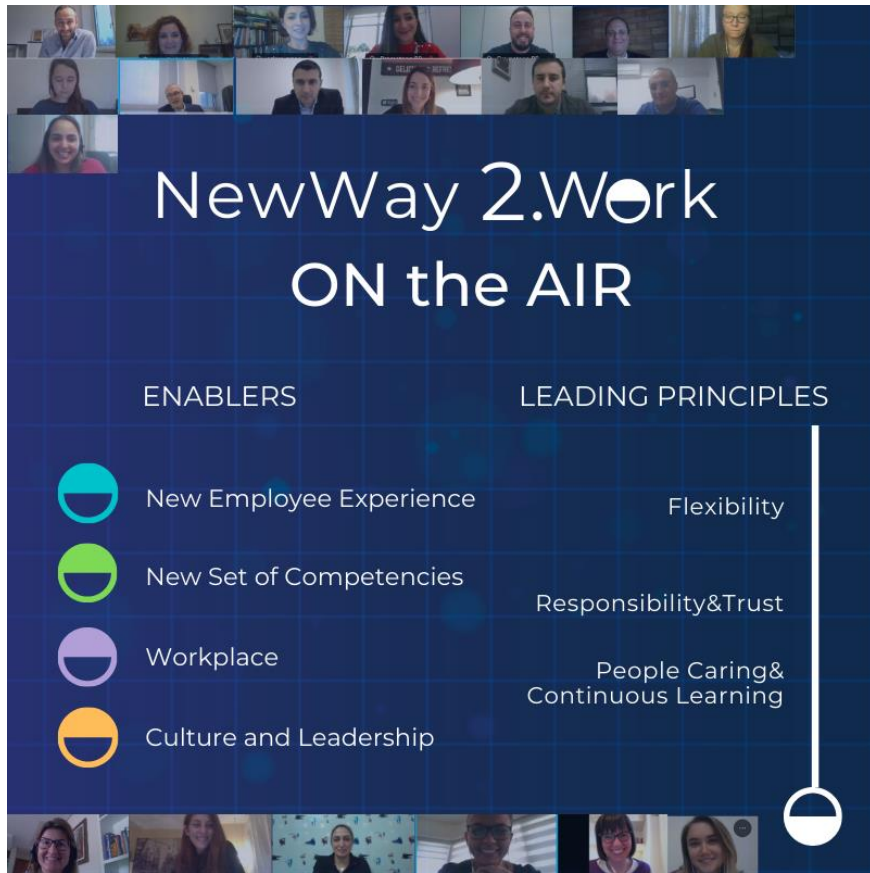
****Agreement and information to support employees for "Remote Working"***

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







****Example of a kit in Brazil***

At general level in 2021 the Company implemented several initiatives regarding the review of the layout, the location of the offices, and the new clean desk approach. Moreover, Prometeon Tyre Group foresees to propose and implement new action in 2022. The NewWay2.Work is a project that will continue to evolve during next years, new initiatives and projects will be developed and launched always following the need of the internal community of the Company.



NewWay 2.Work ON the AIR

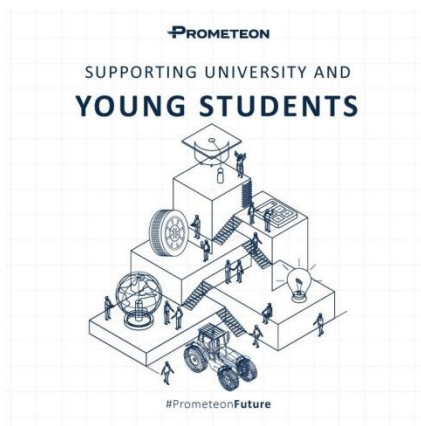
ENABLERS	LEADING PRINCIPLES
 New Employee Experience	Flexibility
 New Set of Competencies	Responsibility&Trust
 Workplace	People Caring& Continuous Learning
 Culture and Leadership	



EMPLOYER BRANDING, COMMUNICATION & TALENT ACQUISITION

In 2021 more than 200 Prometeons joined the Company covering roles in several Departments and another large part of hired people was recruited to join Prometeon's manufacturing world.

Most of Prometeon's newcomers are recently graduated and young professionals, their decision to enter the Group is mainly due to the great values that the Company communicate also in terms of employer branding through initiatives and multiple activities with universities, schools etc.



Regarding the spreading of Company's principles, Employer Branding is a useful tool that can give visibility to job opportunities addressed to recent graduates and profiles with experience and thus not only in the Italian labour market but also globally.

In 2021 in the production sites where the Company operates, such as Turkey, Brazil and Egypt, and in HQ events, projects and meetings were organized with the aim to promote **Employer Branding initiatives**, as Career Days, Job Fairs, factory tours. These activities have been carried out thanks to the **network and partnerships with prestigious universities** in different countries. The cooperation with these universities gave to young graduate candidates the opportunity to work in collaboration with Research & Development function and Industrial Technology, such as other functions (AFC, Marketing, HR, Procurement and Supply Chain...). They had the chance to improve their knowledge, skills working in an international environment in a smart working set up.

PROGirls - Women Empowerment Program: In Egypt, since 2017 the Company pursues the project **PROGirls**, aimed to enhance the professional orientation of Egyptian female 16 years old, blue- and white-collar of pupils, from private and governmental secondary and vocational schools. In 2021, the collaboration started in 2019 with the **Goethe Institute** of German Embassy in Cairo continued, giving the possibility to young women to empower themselves. The Company participated in Mentoring Girls program STEM (Science, Technology, Engineering and Mathematics) and during this project Management Leadership pillars were presented, explaining how to discover personal strengths and weakness; how to plan their own career, discovering career options based on their CVs and simulating interviews. Women Internship program took place inside the factory and through all departments, attending sessions with women already working in the Company,

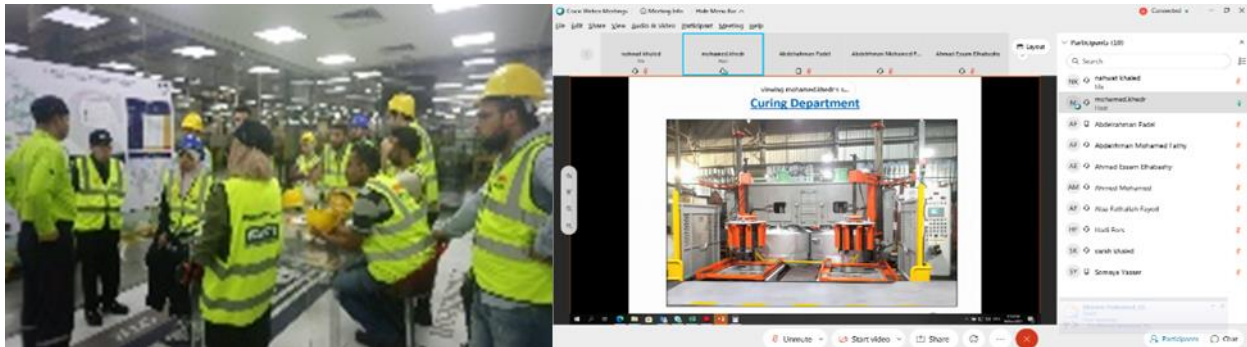
SUSTAINABILITY REPORT

exploring and showing how roles that were mainly carried out by men became accessible to women as well. Through virtual participation, the Company attained in 2021 a total of 65 students in 6 virtual sessions.



**ProGirls*

Egypt 1 Day at Factory Program: The Company organized for university undergraduate students the visit of the Factory for 1 day to present and explain the manufacturing process of tyres involving all the departments concerned. In 2021 the Company managed to organize 3 virtual tours which were attended by 80 students in total through live factory videos with the support of narrations to explain technical processes.



**One day at Factory Program*

Egypt Support Graduation Project Program: In 2021 the Company continues to sustain this project helping graduating university students in their graduation projects supplying a team of technical experts from Prometeon Tyre Group which gave them technical knowledge and practical experience. In 2021 the company supported 1 physical graduation projects and 3 Virtual projects reaching a total of 32 students.

Egypt Job Fairs & Career Days: In terms of employer branding, in 2021 the Company participated with Universities to Engineering Virtual Employment & Business Virtual Employment days presenting the Company to young talents and potential employees participating to 1 physical encounter and 1 another one processed by virtual meeting room. The aim was also to help young students giving them career advices and consultancy on their CVs for the application process on job career platforms and simulating professional interviews for a job application.

Egypt Universities Undergraduates Summer Program: a specific training experience dedicated for University students of 2nd and 3rd Year College was organized. The aim of the program was to show multinational work environment and explain the cooperation between different departments for the business to succeed. Students received a certificate of completion and a compensation of 200 EGP at the end of the session. In 2021 the Company continued to hold the summer training program thanks to the information technology, virtual training room have been created and used by students to do the challenges required during the program. The Company reached a total of 100 students coming from different high schools.



Egypt Career Starters Program, a 1-month program dedicated to young graduates' college students. The aim is to offer a specific training regarding insights on how to enter Corporate life, how to grow up building a career and how to be always motivated. In 2021 different training sessions with practical workshops managed by HR team and employees covering role and responsibilities, have been carried out reaching a total of 80 high school graduates which participated to virtual and interactive live sessions.



Egypt Internship University Graduates Program, a dedicated project of 3 months contract with maximum renewal of 2 years; the Company compensates young university graduates with 2.000

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EGP and monthly compensation scheme. Trainees participated in daily tasks and operations under supervision of senior employees. To consider the possibility to be hired by the Company their own performance has been evaluated each 3 months. In 2021 the result of the program gave the opportunity to Prometeon Tyre Group to hire 8 new young graduates (3 more instead of the previous year) and 4 as outsource headcount both with a fulltime contract.



** Internship University Graduates Program – Egypt*

Outsource University Graduates Program: a program of 1-year contract selecting university graduates with high potentials or talents, in which the remuneration is higher than the basic salary with a monthly package. The aim of the assignment is to participate in daily tasks and operations under supervision of senior employees which will be evaluated each 3 months to better understand if they can be potential new full-time employees. In 2021 Prometeon Tyre Group selected a total of 12 outsource employees (2 more instead of 2020) in which 5 were hired as full-time employees.

In **Brazil**, at the beginning of the year the Company decided to thank all its Prometeon employees with the "**Gratitude Wall**" which have been exhibited in Santo André and Gravataí'. A mural with a message of thanks and more than 2,000 photos of the employees who collaborates with Prometeon and supported the Company to reach all its success. In 2021 Prometeon also continued with the program "**leave your mark on the world**" **Internship Program** recruiting a total of 59 young people divided in two groups. The students who participated followed a development plan and guidance from skilled managers that helped them providing advices and sharing their experiences.

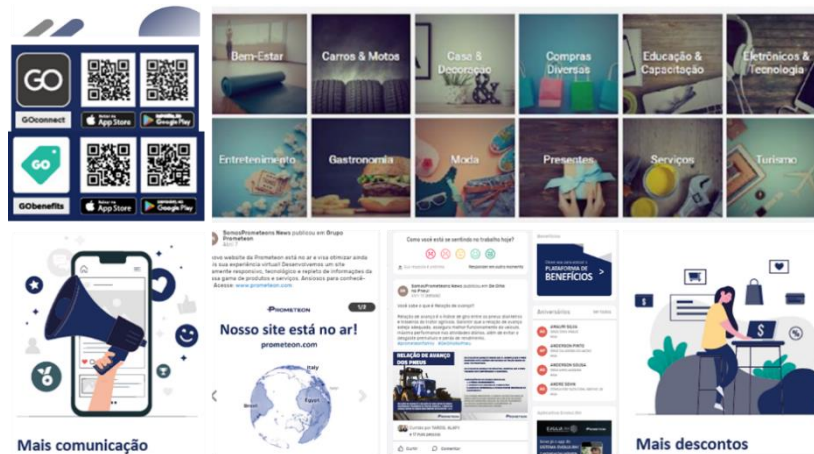
In line with its social commitment the Brazilian Company continued implementing improvements in its **Apprenticeship Program**, which offers more than 100 low-income young public-school students the possibility to enter into the labor market through a program of theoretical courses held by specialized non-profit institutions and then practiced within Prometeon. In Brazil, regarding talent acquisition actions, in 2021 the factories implemented a **new work shift** which required the hiring of several new blue collars.

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**Apprenticeship Program*

To improve the internal communication, a new transmission channel has been implemented – an interactive platform named **Somos Prometeons** (We are Prometeons), which enabled through the digitalization system, Prometeon Community to have greater communication between them.



In Brazil the Company considers Employer Branding crucial, for this reason in 2021, Prometeon continued to support initiatives to promote engagement of employees. Regarding external audiences and the promotion to join the Company, in 2021 several investments have been made offering prestigious job position seeking to bring new and qualified people to #PrometeonFamily.

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Here below some posts celebrating recurring dates dedicated to work and business such as Farmer's Day, Female Engineer's Day, Internship's Day.



Prometeon Turkey finalized the "CEO 1 Day" program (which started in 2020) the 7th April 2021, the presentation was made by the different groups and the winners received a plaque of congratulations.



At **Headquarter** level the Company decided to organize the following activities:

In June 2021 Prometeon Tyre Group participated to the **Smart Recruiting Day**, a Global Talend Digital Day held by the MIP - Politecnico di Milano. During the day, through a digital platform with virtual stand, the Company had the chance to share with young students, projects and opportunities offered by Prometeon Tyre Group.

During November 2021 the Company has attended two events:

1. **Start Hub EMPLOYABILITY** that consist in a training path, made by 3 modules, conceived for PhD students (also named Doctoral Students). One of Prometon's managers participated to the first

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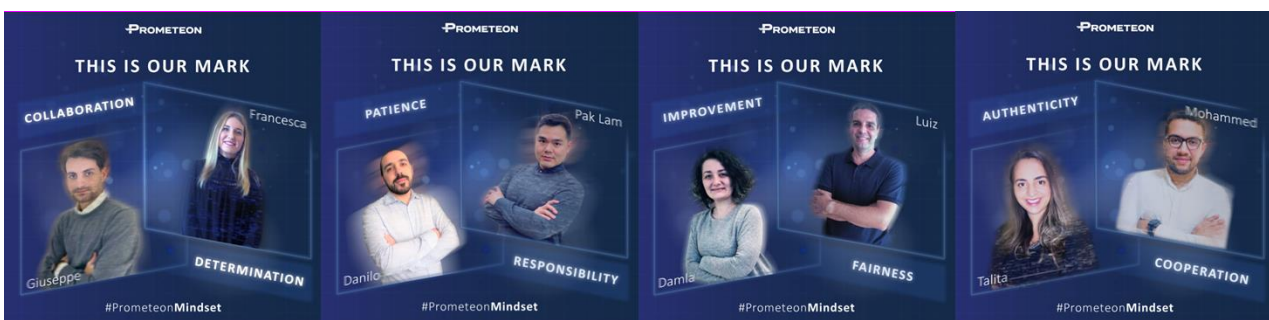
module as trainer, mentor and testimonial of his experience regarding the “Ability to Tell” training module. During February 2022 other testimonials will be selected and will participate to this experience sharing their knowledge and competences;

2. the **Green Hackaton** organized by **ESCP Business Schools**, in this occasion students participated to a workshop understanding how to reduce environmental impact, a particular focus has been made on Digital Carbon Footprint, and thanks to this activity students had the possibility to train with their teamwork and learn new communication skills. Employees working for the Company participated to this workshop as Mentor explaining how to use different techniques and methods for the project management activity.



**Green Hackathon*

In 2021 Prometeon Tyre Group completed the communication program regarding the spread of **Prometeon’s identity card** launching the third series: **HOW WE WORK**. During first quarter of 2021, a group of Prometeons’ participated to communication activities answering to a short interview. The aim was to identify some characteristic of working in Prometeon and describe, according to their point of view, how they leave their mark in Prometeon Tyre Group.



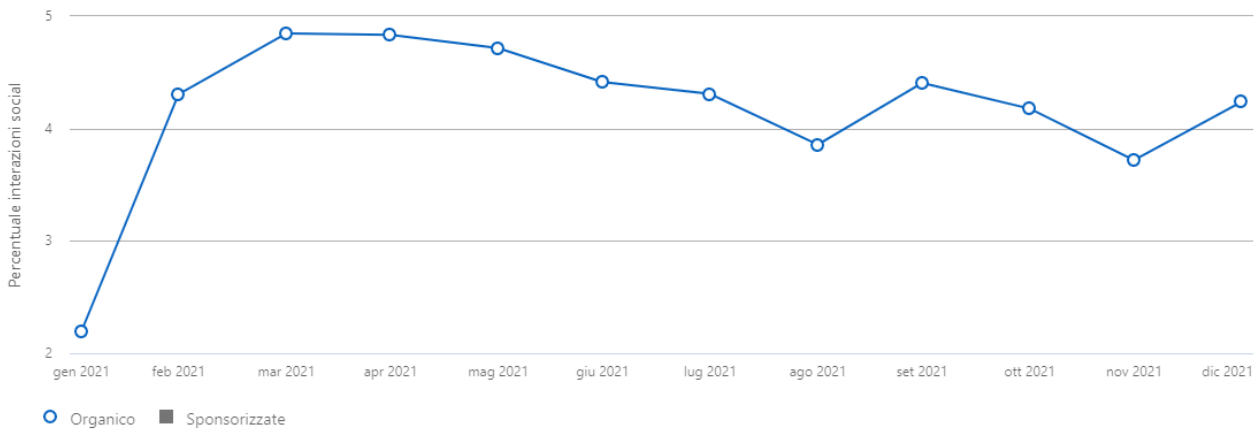
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**Third series "HOW WE WORK"*

The Company continued to work to enhance its brand awareness and presence on the web platform in particular on LinkedIn social media channel with the issuance of posts and information regarding the Company, its employees and all the activities introduced by Prometeon Tyre Group in 2021.

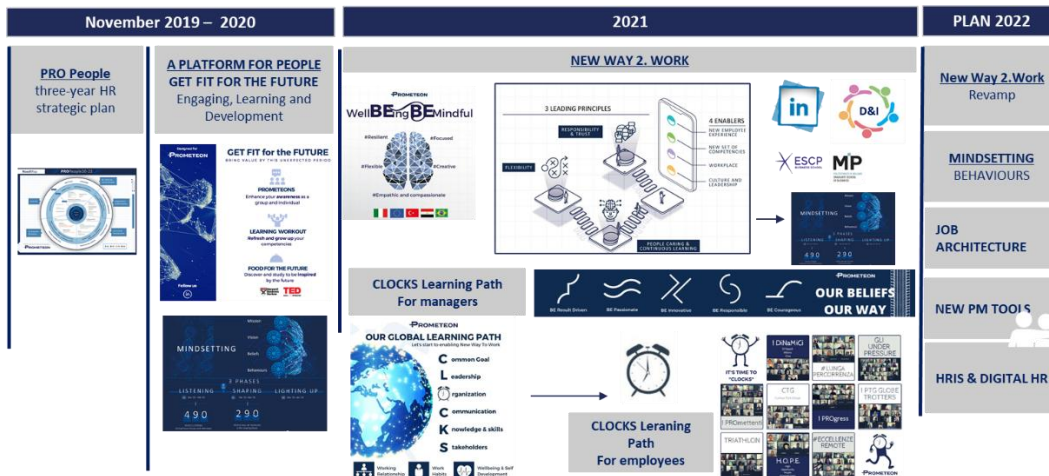
In order to reinforce the **Employer Branding** the posts shared to describe the Identity Card were used also for the creation of videos which can present the Company at job fairs, universities and college. The creation and presentation of the Identity Card through the publication of these posts and videos gave the opportunity to Prometeon Tyre Group to increase the visibility of the brand as shown in the graph here below:



**Engagement Rate LinkedIn Page Year 2021*

LEARNING AND DEVELOPMENT

Regarding Learning and Development in 2021 new initiatives have been carried out and those started in 2020 continued for example the mindfulness path that has been completed in the first quarter of 2021. The activity involved the employees at global level and thus thanks to possibility to access to the exercises through an English and Italian platform.



In 2021 the Company, at global level, decided to focus its activity on the **New Set of Competences pillar** and specifically on a learning program presented as: **CLOCKS**.



CLOCKS represented the first Global Learning Path of Prometeon Tyre Group, aimed to support a new set of competences for the NewWay2.Work program.

CLOCKS has been divided in two phases:

- The first phase has been launched in 2020, **CLOCKS Q** required the employees to compile a questionnaire of self-evaluation introducing the new *SET of COMPETENCES*.

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To create a “Common Language” within the Company, the survey asked the employee to give their point of view in order to be part of the creation of this new *SET of COMPETENCES*. The self-evaluation – CLOCKS Q dedicated to managers and employees was made to support them to reach a moment of individual consciousness. The self-evaluation was divided in three main clusters which contained 9 different type of competencies that had to be assessed. The participation to this phase resulted successful, 1.200 white collars participated to the self-assessment. The Company gave the possibility to its employees and manager, through their personal profile, to have access to the results of the self-assessment where suggestions about personal development and improvement were provided.

- The second phase has been supported by 7 webinars, the first one was dedicated to the Kick-off to present and explain the activity to all participants. The other 6 webinars were specific for training courses customized for Managers and Employees. The first activity carried out was **CLOCKS MANAGER** which has been launched in November 2020, involving more than 290 Managers and was completed in March 2021. To engage all the participants of the project, specific events have been organized with the aim to give the possibility to people to share their personal path during this experience. Regarding employees, the training process started at global level on February 2021 and has been completed in December, Egypt will finish the learning path in February 2022.



During the path dedicated to CLOCKS more than 900 employees has been involved and participated actively to the courses. It must be noted that Managers path has been entirely followed by external trainers while as far as employees are concerned, some changes have been made. It emerged that part of the Managers decided to join the second wave dedicated to employee, proposing to be mentors and trainers supporting the employees during this learning path and listening to their considerations and thought after every course they have attended.

In Turkey, CLOCKS for Employee program was completed with the participation of 160 people divided in 10 groups; 1 group has been supported by an external training agency while the other 9 have been managed by internal trainers working for the Company. In Europe, CLOCKS for Employee was completely managed by an external trainer which provided 1.188 hours of training and a total of 80 employees participated to the learning sessions.

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**CLOCKS Sessions*

Moreover in 2021, in Headquarter the Company decided to send a survey to Managers and Employees regarding CLOCKS in order to collect feedback and understand how the application of the new blended model and the NewWay2.Work approach can be better implemented to satisfy the needs of the internal community of Prometeon Tyre Group.

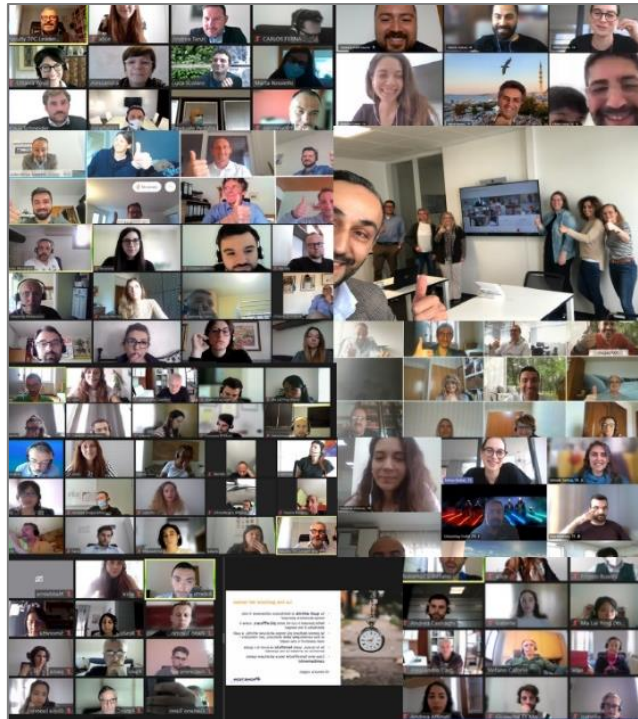
The results of the survey showed that the model and the new set of competences requested were in general accepted and appreciated. Regarding the gaps and issues emerged, the Company collected the information and already prepared a specific Learning Plan that will be implemented in 2022.



**Survey Invitation*

Moreover, during December 2021 several workshop **"CLOCKS Roadshow & Learning Plan 2022"** have been organized. More than 200 Prometons in Headquarter participated to the workshops and during this occasion people had the opportunity to share feedback and listen to the managers and their staff with an exchange of opinions and considerations. All the comments and proposal have been taking into consideration with the aim to support new future initiatives planned for 2022.

SUSTAINABILITY REPORT



**Clocks in Turkey*

Egypt - Talent Management Program: In 2021 the Company enrolled different talents into development programs that were suitable for all employees and corresponding to their needs. In 2021 a total of 12 employees participated to the MBA 2 years program being ranked 2.296 at global level.

Young Leaders Program

Criteria:

- Seniors & Juniors & Potential BC
- STEM & Business Graduates
- High Business Impact on Org.

Program:

- Soft skill - CLOCKS Program Sessions
- Conceptual - Soft skills related to job
- Technical - Core Practical Training
- Project Assignment / Job rotation in dept./out of dept.
- Manager/Director direct coaching session & reachability

Each Quarter is involved in 1 or 2 of the above sections along.

Tech Know How Project

High-tech managers transfer knowledge internally to young employees and create a 2nd line internal trainers

Masters of business administration MBA

Criteria:

- Assistant Managers & Section Heads
- STEM Graduates
- High Business Impact on Org.

Program:

- Endorsed by Arab Academy for Science & Technology University 75th local & 2296 Global rank
- 2 years study (4 Semesters) - 1st year 8 business knowledge subjects and 2nd year specify in specific major

American Chamber of Commerce in Egypt Certified Manager CM

Criteria:

- Managers
- Assistant Managers & Section Heads Business Graduates
- High Business Impact on Org.

Program:

- Endorsed by Institute of Certified Professional Managers (ICPM) in James Madison University USA
- Virtual Online Program
- 3 Sessions Program: Management Essentials, Planning and Organizing, & Leading and Controlling
- 3 months theoretical knowledge, & practical projects.

Domain 1: Management & Leadership		Score
Cluster (1): Personal Effectiveness		Score
1.1 Act on Orientation		1
1.2 Accomplishing and Achieving		1
Cluster (2): Future Orientation		Score
2.1 Strategic Thinking		3
2.2 Driving Change		1
Cluster (3): Managing and Controlling Performance		Score
3.1 Goal-setting and Planning		1
3.2 Driving and Monitoring Performance		1
Cluster (4): Deciding		Score
4.1 Problem-solving		1
4.2 Decision Making		3

**Egypt - Talent Management Program*

thomas*

PPA PROFILE: Amr Hegazy

2021/06/15
Hegazy, Amr | Career Dev.

DISC

This aggressive and self-motivated person likes to take charge and confidently assert the business plan. Despite his assertive and aggressive, he is somewhat reserved and reflective. He likes to handle most of the work in his own way, especially projects, provided he has the opportunity to get involved. Amr Hegazy is a team player and employee who has proved to gain the trust of clients by his clear communication, in very timely, well-thought and strategic ways, he is focused and focused.

AIFF HIGHLIGHTS: Amr Hegazy is a highly motivated, goal-oriented and a strong player of leader. There may be times when he is seen as too demanding, impatient and inflexible with others. He is likely to have little sympathy for his subordinates and may be demanding of his subordinates. This could be a source of some people. Amr Hegazy needs support in handling the administrative part of his job. He has a high level of self-motivation and can be a leader among peers, unless he is given a clear direction for the additional. He is open to accept the given feedback and support.

LOCAL LEARNING & EDUCATION


In 2021, in order to empower the continuous learning regarding the pillar dedicated to the **New Way 2.Work**, Prometeon Tyre Group proceed signing its partnership with two important Business Schools.

INITIATIVES OR ACTIVITIES IN THE COMMUNITIES

Internal or external initiatives on top of L&D training activities

Q1	Participants	Q1	Participants	Q1	Participants
Women's Day Lecture	99	Women's Day	50	Together in prometeon	11
Espaço Aberto (Meetings with CEO Americas and all Leaders)	170	Celebrating Ramadan	1400	Earthquake Awareness Training	24
Quarterly Meeting (Meetings with CEO Americas and all Employees)	407	Celebrating Iftar Feast	1400	World Women's Day Seminar	63
Nutritional Care Lecture	78	1 st semester Egypt Technical Education Dual System Project for blue Collars	60	Dealing with Tough Times Seminar	65
Union Negotiation Presentation	94	Class celebration Egypt Technical Education Dual System Project for blue Collars	60		
		College Graduation projects	20		
		Engineering University Employment fair	150		
Q2	Participants	Q2	Participants	Q2	Participants
Hypertension Week Lecture	70	English & Computer courses for Employees in different centers	60	First Aid and Natural Disaster Seminar	60
Mother's Day Lecture	60	Celebrating Adhaa Feast	1400*		
		Universities Employment Fair / Virtual Job Fairs	3*		
		Undergraduates Virtual Summer Training	100*		
		ProGirls Project with German Embassy (Women Empowerment project in industrial environment targeting school girls)	9*		
		Career Starters Virtual Training	100*		

*Estimate data



The first collaboration started with the **ESCP Business School**, one of the most prestigious business schools able to train and inspire young graduates to become responsible managers and leaders for tomorrow. This partnership results in line with the Prometeon Mindset which requires to support the empowerment of People helping them to develop specific field management expertise in an international context. This partnership with a global approach permitted to several managers to participate to courses.



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A second partnership has been initiated with **MIP – Polytechnic of Milano** dedicated to Italian employees. This cooperation gives the opportunity to have a focus on Technical knowledges and skills.



At global level, the Company managed to develop partnerships with Schools and Universities, employees had the possibility to participate to courses at discounted prices for example in UK the Company had a cooperation with Nottingham University, in Germany with Frankfurt School of Finance & Management, in Brazil with PECEGE – USP and in Egypt with “Arab Academy for Science and Technology and maritime transport Universities”

In terms of **local learning and education** the training organized in 2021 were the following:

In Brazil, the Company conducted training on: Continuous Improvement, Energy Efficiency Forum, Safety Dialogues, Project Management, Green Belt Training, Competitive Compliance, in addition to all others that are required by law and by clients. Moreover, in order to align all Prometeon’s employees to the new culture and **New Way 2.Work**, virtual activities to support the development of new set of competencies have been put in place involving all employees working in the Region Americas (Brazil, Argentina, Mexico) for a total of 120 hours of training sessions.



SUSTAINABILITY REPORT

AGCO Training Program: Prometeon participated in the AGCO Knowledge Trail, a partner company global leader in agricultural equipment. The courses lasted 11 days and, among other lessons, 13 presentations were shared with employees regarding the products and other technical aspects of the Prometeon Tyre Group.



With regards to **Egypt local education**, physical classroom trainings, from different training providers, were held for employees with specific reference to Quality, HSE, Manufacturing, certification programs, and Soft skills. In 2020 due to the Covid 19 pandemic the Company introduced virtual sessions of training and seminars, covering different themes from soft skills to technical skills reaching up to an average of 35 training hours. While in 2021 the Company organized a total of 39 Training Hours managing the session between physical & virtual classroom covering 99% of the employees with at least 1 training per each participant.



Furthermore, with specific reference to sales team the Company continued organizing Commercial Academy, providing training on technical know-how and informing them with the support of trainers from Quality and R&D departments, on the latest developments in the tyre industry. In 2021 the commercial journey was conducted by a series of trainings with Huthwaite International

SUSTAINABILITY REPORT

Institute for B2B selling & marketing techniques and with Mr. Nusret, internal trainer from turkey factory provided technical commercial training.



EMPLOYEE EXPERIENCE AND INTERNAL COMMUNITY

With specific reference to the internal community, in order to evaluate work life and work environments (e.g. flexible working hours, facility, individual development training, cultural growth and group celebrations), in 2021 the Company organized for the employees and their families' different special events and celebration of festivities.

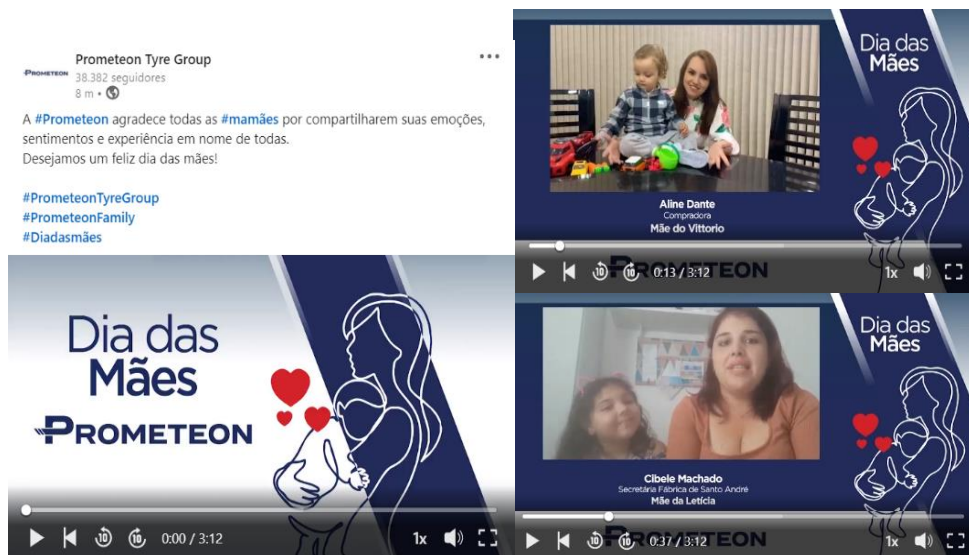
Welfare initiatives directly connected to the internal community, offer to its employee's adequate support for the need of personal life, respecting local regulatory, social and cultural specificities. Reflecting the Group guidelines internal community activities in 2021 were also related to free time.

In **Brazil**, even in the still pandemic context, the Company paid special attention to commemorative dates such as:

Women's Day: March 8th was International Women's Day and Prometeon Tyre Group decided to thanks and recognize female employees by promoting lectures on women's safety with the participation of a female covering the role of Chief Police Officer, on health care and self-esteem. A notepad as gift was given to all the women working for the Company.



Mother's Day: in May, in honor of Mother's Day in Brazil, all Prometeon's mothers received a present and the Company invited them to share their emotions, feelings and experiences of being mothers telling all these sensations in a video that has been shared internally and externally which moved countless people.





Father’s Day: employees were invited to share with Human Resources, photos of them with their children or their fathers, which were subsequently used for making videos with a special communication dedicated to the occasion of this recurrence.



Yellow September: a special campaign dedicated to the prevention of depression diseases and consequent suicidal thoughts was held. During the month of September several informative notes were shared with employees giving to them the opportunity to listen to a psychologist and share their feelings and emotions.

SUSTAINABILITY REPORT



Pink October: In 2021 Prometeon Tyre Group renewed for the 4th year, the campaign dedicated to women to inform and raise awareness about the breast cancer. During the month of October, the Company updated informative notes and organized participation of several doctors informing about the breast cancer, teaching and raising awareness in detection and treatment. Moreover, two new social initiatives have been carried out, hair and scarves donation for women who suffer from cancer.



**Pink October*

Blue November: this campaign aimed at informing men on prostate cancer has been renewed for the 2nd year by the Company giving the opportunity to raise awareness on detection and treatments.

SUSTAINABILITY REPORT



**Blue November*

Christmas Present: Prometeon Tyre Group organized for the second year a special day in which volunteers participated to set up the dedicated area, help to distribute Christmas kits and toys to employees and their children. Moreover, to maintain safety and covid-19 measures the Company managed to distribute the presents in a “drive through” making sure that families with their children stayed in the car minimizing the risks.



**Christmas Present*

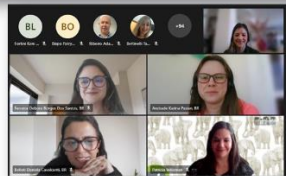
End of Year Events: Prometeon Tyre Group organized a celebration to offer its appreciation and recognition to the employees. Also, a barbecue lunch was organized in the factories’ restaurants sharing with all internal community many achievements and successful challenges.

Diversity and Inclusion Actions: with the objective of increasing everyone's knowledge about Diversity & Inclusion themes, in July the Company started a series of lectures on themes such as LGBTQIA+ Pride, Unconscious Bias, Black Awareness and Transformational Leadership in D&I.

SUSTAINABILITY REPORT



Por Você (For You) Program: a new innovative benefit that offers through a phone call to Prometeons and their dependents free confidential consulting with experts for psychological, legal, and financial guidance.

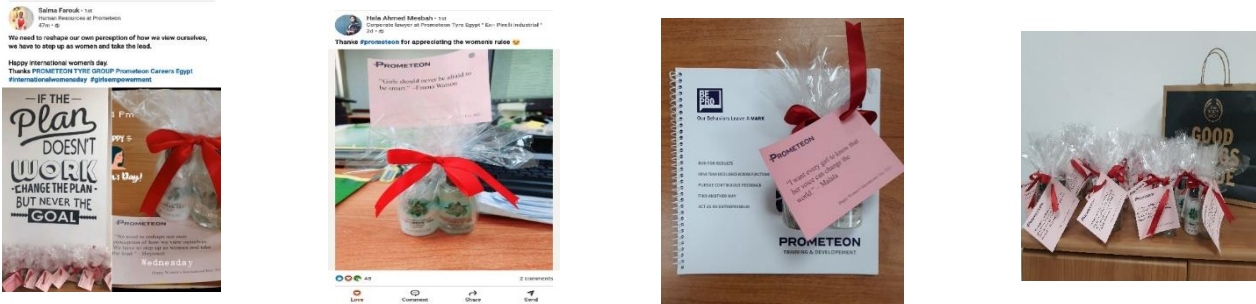


Other health actions: concerned with the health and habits of its employees, during the year Prometeon promoted several other health actions campaign such as: no-smoking, eye health, sleep quality, and healthy eating.



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International Women’s Day has been celebrated in **Egypt**, in March 2021, involving all women working for the Company. Due to the covid-19 pandemic Prometeon decided to proceed with a simple gesture through a small gift and a quote that has been provided to all female population and leaved on the desk early on the morning before their arrival. (Interns, fulltime, and outsource).



**International Women's Day*

Egypt Social, Traditional & Religious Occasions: the Company follows and respect the Egyptian traditions and festivities providing to its employees gifts during recurrency. For instance, distribution of sweets for the Prophet Birthday, nuts during the month of Ramadan, donuts and cakes for Eid Al-fitr, and meat distribution in the occasion of Eid Al-Adha.

Furthermore, using the company ID card, the employees can receive discounts opportunities for health care, mobile phones & accessories, fashion & beauty, entertainment & educational services, food shops & restaurants.



In line with its inspiration for the SDG “**Good Health and Well-Being**” Prometeon Tyre Group organizes and implements various initiatives aimed at health and well-being of the Company’s employees – both at work and outside of the work and their families.



Prometeon Tyre Group provides infirmaries in all its production units where health operators and medical specialists are available to all employees during working hours. These facilities provide counseling for health problems outside work as well as first aid care and periodic health supervision.

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In Turkey, the Company organized face to face with colleagues during the month of October-November to thank all for their efforts during the period of COVID-19 pandemic sharing with them the Prometeon Beliefs.

Moreover, Prometeon organized outdoor activities paying attention to all COVID-19 safety measures, which took place for 2 days in October and November 2021 involving all the community. Gifts with Prometeon logo and plaque awards to the winning teams have been provided to remember these 2 day all together sharing happy and memorable moments. *“The Turkish Company would like to thank each and every member of the Prometeon Family for their dedication and participation in these events where it was important to remember the value of working shoulder to shoulder enjoying socialize with the colleagues”.*



INTERNATIONAL MOBILITY

International mobility in Prometeon Tyre Group is highly promoted with the aim to enhance cultural and value integration, sharing of experience and professional development, an approach that the Company considers crucial to create and maintain value for the long term.

Prometeon International Mobility Policy has been standardized and shared within all the affiliates, with common treatment rules at Group level that enable a uniform management for expatriate employees.

The policy guarantees the application of a fiscal neutrality principle as well as specific benefits in order to support expatriates and their relatives ensuring the application of an equitable and appropriate remuneration package thus facilitating the international mobility within the Group.

The company, in order to promote safety and full support to expatriates and their families in this still uncertain year due to pandemic situation, allowed them to choose the safest and the most comfortable location to work remotely, choosing between host and home country.

At the end of 2021, the active International Assignment in Prometeon Tyre Group were 13.

Linked to pandemic situation, International Assignments have been reduced compared previous year, only 2 new international assignments have been initiated while 4 other International assignments have been postponed to January/February 2022, due to restrictions on flights and quarantines rules. In addition, 1 International Transfer was made from Italy to Brazil and 9 expatriations have ended, 1 of which has been localized.

REWARDS AND WELFARE

Rewards

The remuneration strategy of Prometeon Tyre Group is aimed at guaranteeing a fair and attractive reward package, taking into account the individual performance, the internal equity, the market practices and the new individual needs emerging in the evolving social and economic environment.

A fair and attractive remuneration is a key pillar to attract, retain and motivate key people, and, at the same time, to promote a conduct in line with the corporate culture and values.

Prometeon adopts a total reward strategy that includes several tools to compensate its employees who are motivated through a competitive base salary, a short and long term variable incentive structure, a welfare offer that can balance personal and professional needs, a career plan and opportunities for professional growth clearly defined.

The **Compensation and Benefits processes** for the Company Top Management are directly managed by the Headquarter Human Resources and Organization Department, specifically by the Compensation & Benefits function. Regarding all other employees the management is directly handled by the local Human Resources Department following the guidelines established by HQ Compensation & Benefits.

Welfare

The welfare initiatives that Prometeon Tyre Group attempt to its employees vary from country to country, in accordance with the specific needs identified in the social contexts in which the affiliates operate.

Each country implements the Group guidelines with a local approach: the affiliates adopt activities, tools and welfare processes aimed to create collaborative environments and to provide an adequate support for the needs of personal life, respecting local regulatory, social and cultural specificities.

A significant focus is always dedicated to the **employee experience**, meaning the day-to-day life of employees in and outside the office. The objective is to facilitate the sharing of information, administrative tasks and a better balance between personal and professional life, in particular supporting health care, familiars, employees' free time and flexibility on the job.

Employee experience is more and more important in context where employees are performing their role in the new **Hybrid model**, switching between presence in the office and smart working.

The **New Way 2.Work model** (here in after NW2.W) has been completely implemented in PTG Group and reward initiatives are evolving to support this new context.

Prometeon Tyre Group furthermore continues to focus in contribution and benefit funds to support to Health, Social and Medical needs.

The Company also maintains various supplemental medical benefit plans at its affiliates according to local requirements. These healthcare schemes vary from country to country in terms of allocation levels and the types of coverage provided. The social benefits recognized by Prometeon Tyre Group for employees (including life insurance, invalidity/disability insurance and travel insurance) are generally recognized to all employees, regardless of the type of contract whether permanent, temporary or part-time, in compliance with company policies and local trade union agreements.

In Italy, in addition to Italian public health system, Prometeon Tyre Group ensures to all employees a high level of **health care coverage** though a medical insurance that covers medical checks, including dental care and hospitalization for employees and their relatives in addition to **Italian public health system**. Moreover, for employees of Headquarter, medical examinations in **Pirelli Polyclinic** are provided and costs are completely paid by the Company.


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A specific **Covid 19 health insurance** has been implemented at the beginning of the Covid 19 pandemic and has been renewed every year.

According to the NW2.W model and to support employees working from home in their daily spending, a **Ticket Restaurant system** has been put in place at the beginning of 2021: a lunch voucher with a 7 euro value is assigned for each day of smart working. In March 2021 for the launch of the initiative, on top of the daily value, 300€ of tickets restaurant has been granted to each employee. When in the office, the employees can use the **canteen service** that has been maintained.

At Headquarter level the Company offers scholarship to children of employees for high school and Universities which are given based on their results of the school year and a **Kindergarten** for children's up to 3 years old is in place near to Bicocca office.

PROMETEON NewWay 2.Work
New Employee Experience


CONTINUOUS LEARNING & EDUCATION Loading... 

In applicazione dell'accordo sindacale siglato il 4 Dicembre 2020, si aprono oggi i seguenti bandi:

- Nr 10 Borse di Studio a favore dei figli dei dipendenti iscritti ad una scuola media superiore o all'università:
- Borse di studio per i dipendenti che, in costanza di rapporto di lavoro, conseguiranno un titolo di studio Universitario o un Dottorato.

In allegato troverete la documentazione per procedere alla richiesta e le regole del Bando.

Vi chiediamo di inviare la documentazione entro il 5 Marzo 2021 all'indirizzo HRADMIN@prometeon.com.

HRO 

Concerning the Retirement - Social Security, the Company supports its employees who decide to allocate to the Social Insurance Fund (Fondo Gomma Plastica) the deferred compensation (Trattamento di Fine Rapporto) giving them a proportional amount which is directly deposited in Social Insurance Fund account.



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Prometeon Tyre Group maintains a continuous focus on the work-life balance of its employees, with initiatives aimed to improve the quality of professional and personal life. In 2021 a net amount of 300 € has been granted to each employee to be spent in **Welfare** services and products. The welfare services, available through a dedicated website, include: scholarship and books reimbursement, culture and sport, vouchers for supermarkets, shops and public transportation pass. Moreover, it is possible also to allocate the welfare amount to Retirement fund.

Furthermore, in order to recognize the seniority and the loyalty of its employees Prometeon Tyre Group assign a **Seniority Bonus Award** after 25, 30, 35, 40, 45 years thanking them for their work collaboration. In 2021 the Seniority Awards was held remotely in February 2021. Due to Covid-19 pandemic the Company opted for a virtual moment, where recognition messages were shared to the 7 employees which have been rewarded. The recorded video by the colleagues with whom they collaborate more have been shared to all Prometeon's community who participated in live to the Seniority Awards.



Finally, at Headquarter level, thanks to an agreement signed between the Company and the Trade Unions in December 2020, employees in 2021 can benefit of **Pirelli** branded **tyres** at discounted price for the private vehicles.

In Brazil, Prometeon Tyre Group provides for its employees a **health plan** that covers the majority of medical examinations and services such as providing, in case of hospitalization, a private room. Employees are covered by a medical insurance which provides for healthcare coverage either at local or at national level, through an accredited network of doctors, clinics and hospitals. In addition to that employees can also benefit a **dental care** plan which offers coverage through accredited network of doctors, clinics and hospitals at national level.

Employees can use a drugstore card to pay **purchases of medicines** which are partially reimbursed by the Company. Moreover, employees and their relatives can ask for an allowance regarding the purchase of optics and orthotics that need to be justified by a medical prescription mentioning the

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medical necessities. These services are guaranteed to all employees, including also retired employees of Santo André plant, which can benefit of the health plan for other 12 months after their retirement.

Along with Social Security Plan, which is mandatory by law, in Brazil, Prometeon Tyre Group offers to its employees the possibility to have access to an **additional private retirement plan** named *Previdência Privada*. The aim is to complement the old-age pension after the termination of the employment relationship. The subscription of the employee to the Private Retirement Plan is on a voluntary basis, the participation is encouraged by a contribution that the Company adds to the monthly contribution paid by the employee.

In Brazil, employees can benefit from the “shuttle bus” services provided by the Company, which makes round trips through previously defined lines and, in alternative, employees can ask for Collective Transport Ticket from the Company, which is a right provided by the present legislation.

Employees benefit from the **canteen** on site at Santo André and Gravataí plants while employees working in the Commercial Department benefit from “meal card”, through which they pay for up to 20% of the cost.

Furthermore, a several options of gym membership is offered to employees and their dependents through the partner company **Gympass** with affordable monthly fees.

Employees can purchase **Pirelli branded tyres** at discounted price for the private vehicles

Thinking about the delicate moment that employees and their families were going through due to COVID 19, in June 2021 the **Employee Assistance Program (EAP) “Por Você”** was launched. The program provides psychological, financial and legal support to employees and their dependents.

To support the employees who have just become mothers, **childcare** is offered for their children up to 6 years of age and part of the monthly fee paid by Prometeon.

In Egypt, Prometeon Tyre Group offers to its employees, their spouses and, starting on July 2020, one child, and starting on July 2021 another child a **private medical insurance** which is completely at Company charge. The employees have also the possibility to have optional benefit which enrolls their children under the umbrella of the coverage at a competitive price. The private health insurance includes medical examination, hospitalization, medications, dental and eye care. A **life insurance** is granted to both Blue and White Collars employees, covering death and disabilities caused by injuries suffered from work accidents.

In Egypt, the **Company retirement** plan foresees a one-shot bonus for all employees at their retirement moment.

Employees working in Alexandria benefit from the canteen, where hot meal is served for both Blue and White collars. For employees (both Blue and White collar) who cannot go to the canteen due to work, it is also possible to have a "Fruit basket" and in Cairo employees are entitled to meal

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allowance. The Company worked on restaurant meal improvements, trying to enhance employee satisfaction, process simplification and control, and diversification of menus served to employees. Moreover, the operation method had been digitalized and supported by a new IT system and meal provision had been assigned to one of the most reputable catering companies in Egypt.



Furthermore, in Egypt, transportation between the City of Alexandria and the Company premises is organized, minibus for Blue Collars, microbus for White Collar employees. The service covers every shift and is not available in Cairo, as most of the employees working there use their own car; for this reason, the Company provides a monthly allowance to reimburse the fuel expenses.

Prometeon Tyre Group also contributes to summer and winter employees' travels, supporting 25% of the cost and install the rest in 10 equal installments, and providing the service through a travel agency contracted by the Company.

In **Turkey**, a Private Health Insurance ensure to employees and their family the access to health care in hospitals within the scope of ambulatory, patient treatment and a check-up package for employees up to the age of 35 years.

The **Private Pension System** guarantees a Company contribution that can reach the 100% of the employee's contribution and thus after 5 years enrollment.

In order to support **family welfare**, a dedicated plan contributes to the expenses of scholarship for employees' children enrolled to first school, high school and university. Specific allowances are previewed for events like childbirth, marriage, maternity and family fatality.

White collar employees can profit from of a "**flexible benefits**" program that consists in the possibility to choose different welfare services offered by the Company. The program includes also the option of not benefit from private health insurance made by the Company for his/her family and to allocate all the money to individual retirement plan offered and managed by the Company.

Starting from September 2020 and continuing in 2021, the Company assigned "points" to the employees instead of gifts for various occasions such as new years' eve, Mother's Day etc, with the

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accruing of the points employees will be able to purchase various goods through the online welfare system "HEDIYEMO".

Moreover all employees in Turkey can benefit of the following services: **canteen** for all employees working in Izmit plant and in Istanbul; employees have a prepaid card, with this card they can eat in a partner restaurant located in the shopping center next to the offices, meals are borne by the Company. The Company provides also services of **transportation** to and from the Company, in Izmit, shuttle buses are provided to all employees to go from the City to the factory and Istanbul to go and get back from the office.

Furthermore, workforce can buy Pirelli branded **tyres at a special discount** given to the employees of the Company.

Employees can purchase end-of-life Pcs and mobile telephones at fair prices in accordance with group ICT device management policies.

In Europe (e.g. UK and Germany), Company offers to its Managers, their spouses and children, a **private medical insurance** and Accident insurance which is completely at Company charge. The private health insurance includes medical examination, hospitalization, medications, dental and eye care. An **Accident Insurance** is granted to Managers and Sales population, who has also a higher risk in term of travels. Such insurance is covering death and disabilities caused by injuries suffered from work and private accidents.

In **Europe**, the **Company retirement** plan has been reviewed and improved by countries. Prometeon Tyre Group understood the importance of taking care of its employees through salary, medical care options and paid vacation time. For this reason, the Company decided to offer an additional retirement plan that will help employees now and in their retirement years. This initiative is aimed also to help the Company to better achieve the target of retention and it is considered an excellent tool for attracting and keeping valuable employees, as well as helping them attain a more financially sound future. Therefore, in UK the pension plan is covering the pension of minimum 3% of the annual salary of employees where the company is increasing the pension to double (to 6%) of their contributions. In Germany employees benefit of 1.85% of their annual Salary, which is fully at Company charge. Meanwhile for the first time in 2021 in Poland and Spain the Company has managed to implement the retirement plan for employees. The contributions of Pension for both countries are fully on company charge, which are contributed with 2% for their annual Salary.



INDUSTRIAL RELATIONS

The **Industrial Relations** policy adopted by the Company is based on respect for constructive dialogue, fairness and roles. Guaranteeing and respecting **free trade union activities** is one of the key values on which Prometeon Tyre Group bases its own **Human Capital Management System**. Relations and negotiations with trade unions are managed locally by each affiliate in accordance with the laws, national and/or company-level collective bargaining agreements, and the prevailing customs and practices in each country.

The general guidelines are defined by headquarter and subsequently shared at local levels, thus the local departments follow the indications given from Headquarter. At local level, these activities are supported by the central department, which coordinate the activities and ensure that the aforementioned principles are observed throughout the Group.

Industrial Relations also have an active role in the Company's commitment in terms of health and safety, characterized by active participation on the part of the union and workers. In December 2021, 86% Prometeon Tyre Group's employees are covered by representative bodies that periodically, together with the Company, monitor and address the current issues and awareness and intervention plans/programs, aimed at the improvement of activities and to safeguard the health and safety of employees.

In accordance with the principle of constructive and timely dialogue with employees, in the event of corporate reorganization and restructuring, employees and their representatives are informed in a timeframe that varies from country to country in full compliance with local laws, collective agreements in force and trade union agreements.

Compliance with statutory and contractual obligations governing overtime, time off, association and negotiation, equal opportunities and nondiscrimination, bans on child and forced labor.

The governance to protect **Human and Labor Rights** is the subject of Prometeon Tyre Group's Ethical Code and specific Policy adopted by the Company, in particular the "**Health, Safety and Environment**" Policy. All the aforementioned Ethical Code and Policy are public and have been communicated in English and local languages to employees.

Prometeon Tyre Group's approach has always been characterized **by compliance** with all legal and/or **contractual requirements** concerning **working hours**, the use of **overtime** and the right to regular **days of rest**. These requirements are often the subject of agreements with **trade unions**, in line with the regulatory context of each country. There are no restrictions on workers' right to use their total number of holidays and the period is generally agreed between the employee and the Company.

In addition to the trade union dialogue and coordination between Headquarter and local functions, Prometeon Tyre Group verifies the application of the law, rules and regulations of each country at

its affiliates through periodic audits performed by the Internal Audit & Sustainability Department, in compliance with the audit plan.

Labor and social security lawsuits

In 2021, as in previous years, the level of work and social security litigation at Group level remained low. Just as in previous years, Brazil remains one of the countries most affected for litigations, to the point of representing about 90% of all the labor lawsuits currently pending against Prometeon Tyre Group. Labor lawsuits are extremely common in this country and depend on the peculiarities of the local culture. As such, they affect not only Prometeon Tyre Group but also the other multinational companies operating there. Labor lawsuits are generally initiated when an employment contract is terminated, and they usually involve the interpretation of regulatory, legal and contractual issues that have long been controversial. The Company has made a major commitment to prevent and resolve these conflicts – to the extent possible – including through settlement procedures.

Unionization levels and industrial action

The Company is not able to measure exactly the consolidated percentage of union membership at Group level, due to the fact that this information is not legitimately available in all countries where Prometeon Tyre Group operates.

However, it is estimated that over **86% of Prometeon Tyre Group employees are trade union members**. This figure is associated with the historical, regulatory and cultural differences between each country. Collective agreements in Egypt, Turkey and Brazil were renewed during 2020 without conflicts and strikes, satisfying all parties involved. It should be noted that the Collective Bargaining Agreement in Egypt has been renewed for 3 years, while those in Turkey and Brazil for 2 years.

The Industrial Relations & Manufacturing Committee, established in 2019 with the aim of ensuring the long-term sustainability and competitiveness of Prometeon's Industrial footprint, has contributed with its activities to ensuring a global, coherent and efficient approach to the aforementioned negotiations during these years.

The work of the Committee also led to the creation of standard and common KPIs for monitoring the performance of factories.

Moreover, the second Level agreement signed on 4th of December 2020 with the Italian Trade Union and the Company RSU, introducing the “NewWay2Work”, has been successfully rolled out during 2021 with different Learning and Development initiatives to support the Blended Model (*please refers to paragraph New Way.2Work around the world*).



Supplementary pension plans, supplementary health plans and other social benefits

Prometeon Tyre Group has defined contribution and benefit funds, the benefit plans at Group level are:

- **Health plans:** accident insurance for Company users and the management, full medical tests for the management twice a year, life insurance also for the family (e.g. dental plans, optic, vaccine, etc.), invalidity/disability insurance, additional parental leave and pharmacy discount.
- **Social benefits:** canteen, internal polyclinic based in Milan Headquarter (instrumental examination, therapies etc.), family support as scholarships, summer camps for employees' children, flexible working hours, plenary meeting, funeral expenses support, social security complementary subsidy, and educational school kit (granted to kids up to 14 years old). The Company makes available to employees a dedicated internal website: benefits, discount with many external partner and provider like a company nursery at discounted prices as well as schoolbooks with discount for the employees' children. Moreover, in house doctor visits and, private retirement plan and local pension plan are calculated yearly according to the annual salary, saving schemes.

The Company also maintains various supplemental medical benefit plans at its affiliates according to local requirements. These healthcare schemes vary from country to country in terms of allocation levels and the types of coverage provided. The social benefits recognized by Prometeon Tyre Group for employees (including life insurance, invalidity/disability insurance and additional parental leave) are generally recognized to all employees, regardless of the type of contract whether permanent, temporary or part-time, in compliance with company policies and local trade union agreements.

OCCUPATIONAL HEALTH, SAFETY AND HYGIENE

Management model and system

Prometeon Tyre Group's approach to responsible management of occupational health, safety and hygiene is based on the principles and commitments expressed in the "Ethical Code" of the Group, in the "**Health, Safety and Environment**" Policy which are issued in 2017 in the intranet of the Group and in the "**Global Human Rights**" Policy and in the "**Quality**" Policy. In particular, the "Health, Safety and Environment" Policy outlines the Company's commitment to:

- manage its activities regarding health and safety protection at work in compliance with the laws and all the commitments entered into, as well as according to the most qualified management international standards;
- pursue objectives of "no harm to people", by implementing actions for early identification, assessment and prevention of risks for health and safety at work aimed at a continuous reduction in the number and severity of injuries and occupational illnesses, activating health surveillance plans in order to protect workers from specific risks associated with their business duties;
- develop and implement emergency management programs to prevent and avoid harm to persons;
- define, monitor and communicate to its Stakeholders specific objectives of continuous improvement of health and safety at work;
- empower, train and motivate its employees to work safely involving all levels of the organization in an ongoing program of training and information, aimed at promoting a culture of safety at work;
- promote information and awareness-raising on health and safety issues;
- provide ongoing and concrete support aimed at facilitating the work-life balance;
- manage its supply chain responsibly by including issues of health and safety at work in the supplier selection criteria, the contractual clauses and the audit criteria, also requiring suppliers to implement a similar management model in their supply chain;
- make available to all its Stakeholders a channel (the "Whistleblowing Policy-Reporting Procedure" published on Prometeon Tyre Group's website and intranet) dedicated to reporting, even anonymously, of any situations that constitute or may constitute a risk for the protection of the health, safety and well-being of people (reference is made to the

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Paragraph “Focus: Reporting Procedure-Whistleblowing Policy” of this Report for an outline of reports received in 2021, none of which regarding health and safety).

All the documents mentioned above are communicated to all employees and are published in the Governance section of the Prometeon Tyre Group website, which should be consulted for full display of the content.

The **occupational safety management system** was developed in compliance with procedures and guidelines elaborated centrally with the aim to consolidate a “common language” that guarantees sharing, alignment and effective management in the Group.

The Company adopts an occupational health and safety management system structured and certified according to ISO 45001:2018. All certificates are issued with ANAB international accreditation (ANSI-ASQ National Accreditation Board - US accrediting body). Moreover, the evaluation of the conformity of the health and safety management systems of Prometeon Tyre Group by RINA Services has been carried out in 2021 as well as already done in the previous year.

At local level, in each productive unit, periodical meeting with employees’ representatives (Health & Safety Committee, which is composed by both HQ and local Health, Safety and Environment Departments and local productive unit manager) are held with the aim of displaying, in respect of the management system, the activities done and those planned, and of sharing the results of the risk assessments on workplace risks.



Safety culture

“**The Zero Accidents Target**” is a precise and strong corporate position. The Company strongly believes that leaders play a strategic role in risk prevention. Their behavior must therefore be an

example for all employees. From an industrial point of view, this objective is pursued through investments aimed at technical improvement of work conditions, while constantly insisting on the cultural and behavioral aspect of all Company players.

It is necessary to pursue the safety culture in accordance with the rules, while maintaining a very clear idea of everyone's responsibilities to themselves, others, and their own family. This approach, together with the involvement and continuous internal dialogue between management and workers, has allowed a decline in historical injury indices.

In particular, in addition to the strengthening and consolidation of the safety culture concepts based on conduct, the focus on Leading Indicators was further developed, namely measuring what preventive measures should be implemented and how this should be done, rather than Lagging Indicators, namely reactive indicators, such as the number or frequency of accidents.

The sharing of the **Safety Culture** was also supported by the periodically newsletters like the **Safety Bulletin**, and the periodic publication of significant events through the traditional channels of internal communication.

Some of the most important areas of intervention of the **"Excellence in Safety" Program** are related to the improvement of governance on safety, the organizational structure, the clarity of the tasks and roles, empowering workers, improving communication within the organization, the sharing of objectives, motivation with respect to a common strategy: all substantial issues for a work environment that is psycho-socially appropriate and stimulating, in which workers feel valued and the psychosocial risks are effectively prevented and countered.



Safety training

In addition to **safety training** offered locally at every local company of Prometeon Tyre Group, special mention should be made of activities and projects carried out at global level, which

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simultaneously target several countries by allowing an alignment of culture and vision, fully benefiting pursuit of the Company's own improvement targets.

In 2021 at Headquarter level, the Company organized safety training regarding fire prevention and first aid. Different classes courses have been organized to reach the maximum number of employees. The courses were scheduled in 2 days per each theme, one day of theory where employees can follow the course remotely and one of practice which has been organized in open air respecting all the Covid-19 safety measures.



**Safety training on fire prevention – Italy*



Health Safety and Environment Activities

In line with both the Company's relevant policies and inspiration for the SDGs "**3 Good Health and Well-Being**", "**8 Decent Work and Economic Growth**", Prometeon Tyre Group is committed to promote a healthy way of life and to raise awareness on environment and safety at work.

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In this regard since 2018 Prometeon Tyre Group organizes each year “Health, Safety and Environment” campaign aimed to encourage and promote healthy lifestyle through advices and experiences (yoga, pilates, running) shared by medical experts and professional athletes. Due to the Covid-19 pandemic, during 2020 and 2021 all gathering activities have been suspended focusing all resources and actions on protecting and safeguarding the health of employees.

Monitoring of Performance

Alongside establishing specific guidelines and procedures for implementing management systems, the Group uses the web-based Health, Safety and Environment Data Management (HSE-DM) system, elaborated and managed centrally by the Health, Safety and Environment Department. This system makes it possible to monitor HSE performance and prepare numerous types of reports as necessary for management or operating purposes.

The HSE-DM system collects all the information on accidents, significant first aid, near miss and unsafe behavior occurred at the factories, Group fitting units, equities and logistics units managed directly by the Company (accident analysis, corrective action taken...). If the dynamics of a particular case are significant, all the plants are not only provided with the information via a system called Safety Alert, but are also urged to conduct an internal audit as to whether conditions similar to the ones that caused the injury at their plants and define in case any possible corrective measures. By



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using this system, every site has access to the solutions adopted by other plants and can apply the best choices.

Performances

The performances reported below concern the years 2020-2021 and cover the same scope of Group consolidation.

In 2021 the Company, registered 38 accidents, of which 7 serious lost time incidents and 31 lost time incidents. Moreover, the number of worked hours in 2021 increased compared to 2020, where facilities have been closed due to the Covid-19 emergency which slowed down the request of the market and the Company suspended factories activity from April to June 2020.

2021 closed with a value of injury Frequency Index (FI) of 0,26, a higher value compared to previous year (2020 closed with a FI of 0,19). It has to be highlighted that frontal training mode was limited during the course of the year as the pandemic led to increase in absenteeism.

The Injury Frequency Index (FI),

	2020	2021
Frequency Index (FI)	0,19	0,26

FI = number of injuries / number of hours worked x 100.000

The **Injury Severity Index (SI)** of the Group in 2021 was 0,13 compared to 0,08 in 2020. A summary of the SI values in the last two-year period is provided below:

	2020	2021
Severity Index (SI)	0,08	0,13

SI = number of days absence, starting from the first day following the injury, per injury/number of hours actually worked x 1.000

With reference to commuting accidents (not included in the calculation of the FI and SI mentioned above), the following tables show the total number registered by the Group in the last two years and the distribution by geographic area of the 2021 cases.

	2020	2021
Commuting accidents	3	12

2020	MEA	South America
Commuting accidents	-	3

2021	MEA	South America
Commuting accidents	1	11

Fatalities

- 2020 and 2021: there were no fatal accident involving Prometeon Tyre Group employees or employees of independent contractors working at the Company's operating sites.



Health and Safety Expenditure

In the five-year period 2016-2021, expenditure for health and safety by the Group amounted to about Euro 14.5 million, of which about Euro 2.0 million was invested in 2021.

The expenditure made targeted improvements on machines, plants and more in general, to the whole workplace environment (ex. improvement of microclimate and lighting conditions, changes in layout for ergonomic improvement of activities, measures to protect the healthfulness of infrastructure...).



Health and Safety Targets

2021: Committee for “Zero Harm” a Brazilian Cultural Program to improve sustainability performances regarding Health, Safety and Environment. In 2021 the Committee changed the method for measuring its goals, using the Performance Index, based on indicators, which are built on a basis of Cultural Programs, Frank Bird Pyramid (Near Misses report and Risk Behaviors). With a particular focus to all these preventive indicators, the Company has planned to reach higher Maturity Behavior on the next years.

Moreover, until 2025, Prometeon Tyre Group plans to extend the project to all the factories where the Company operates.



Prometeon Tyre Group has been immediately committed in the fight against Covid-19 pandemic. The Company immediately took action for the health of people who are human capital and for the protection of the company's assets.

2021 was characterized by the continuation of the pandemic, where the Company assessing the risks through Covid-19 Committee settled in 2020 during the early stages of the emergency. The Company following requirements by law and by the Government adopted actions and implemented measures explained in detail in the paragraphs below. From a macroeconomic point of view, as the

pandemic continued, the Company kept monitoring and controlling the evolution of the situation during the course of the year.

COVID-19 Safety Measures

During the COVID-19 pandemic period Prometeon Tyre Group provided safety measures in all the countries where the Company operates. The decision-making process regarding the Covid-19 pandemic took place during the “Corona Crisis Management Team meetings” held regularly. The Internal Audit & Sustainability Department evaluated the governance and procurement activities in its plant and offices in Turkey, Egypt and Brazil.

In order to protect the right to health of all its employees and collaborators, the Company proceeded at global level with the following actions which were verified assessed and followed by Internal Audit and Sustainability Department:

- raising awareness of the risks associated with the pandemic and providing **information on contagion prevention** measures and techniques;
- "**smart working**" method was applied, making all the necessary equipment and technologies available, carrying out adequate coordination work, facilitating communication between remote resources; the Company enhanced video and call conference systems with the implementation of additional tools;
- providing for all its **employees additional and specific insurance coverage** to cover the contagion from COVID-19;
- **extraordinary sanitization of workplaces** have been carried out in 2021 in order to safeguard employees coming back to work in the office;
- encouraging employees to adopt **safe behavior** (hand sanitization, safety distance, use of medical / protective devices, etc.).



During all the year 2021, the Human Resources Department, through the Internal Communication channel, regularly disseminated information about the Coronavirus pandemic.

SUSTAINABILITY REPORT

At Headquarter level, specifically guidelines have been defined and communicated to the countries where the Company operates, to sensitize and guarantee a safe work adopting all safety measures taken by the Company.

As mentioned earlier under Industrial Relations chapter with the adoption of the New Way 2.Work in 2021 the Company communicated to employees that the Smart Working system will be the main operation system. Nevertheless, a small part of the employees – mainly executives – organized for working in the offices in rotation. To safeguard the health of the employees, in 2021 the Company continuously carried out disinfections at the offices, distributed masks to the employees and provided Covid-19 tests that needed to be done before to have access to the office.

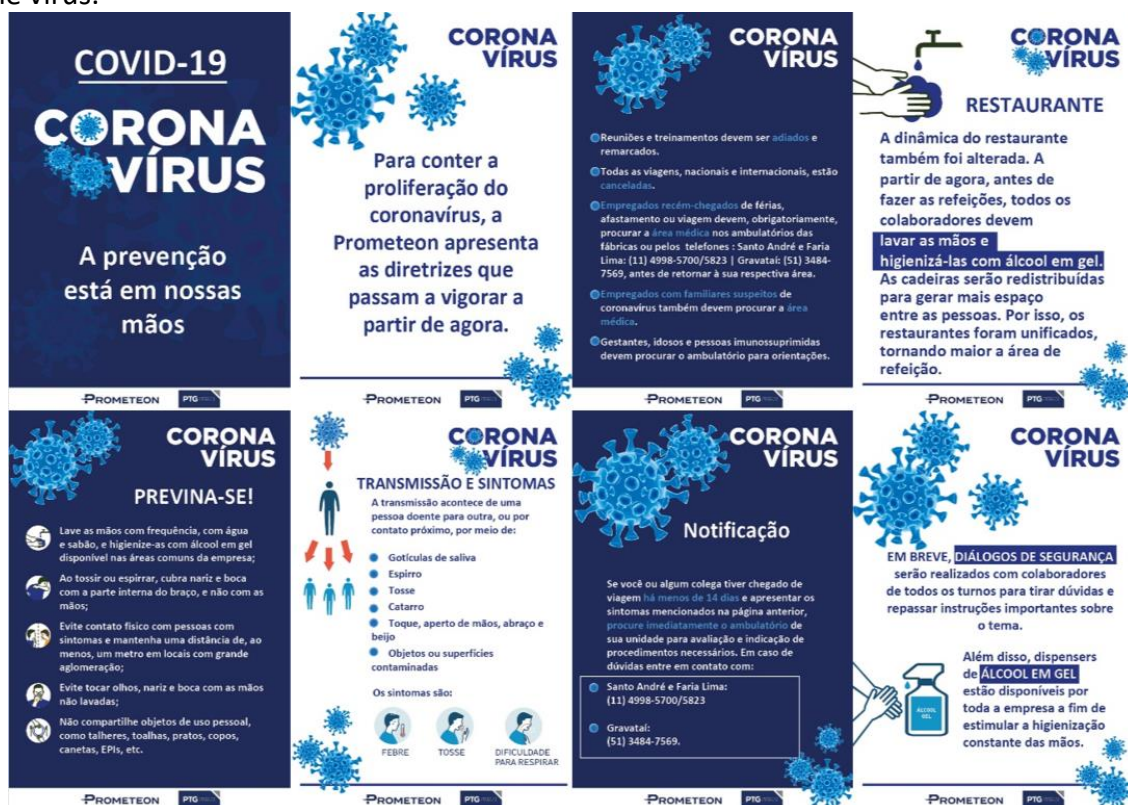


**Information and prevention Headquarter*

In **Brazil** to control and manage the Coronavirus crisis activities in 2021 continued such as:

- consolidate actions to be implemented at Santo Andre and Gravataí factories, Office of Staff Faria Lima, Warehouses and sales team;
- support work meetings in specific areas and support daily meetings of Board Latam on COVID-19;
- work with the leaders of each plant or office to decide the best actions;
- provide guidance to the Board Latam on the Brazilian status of COVID-19 and potential impact on the Prometeon (PTG) and Prometeon Logística (PTGL) operations;
- benchmarking with other companies on best practices;
- speed up actions and show priorities to decision makers, considering the health of employees first;
- cancellation of national and international trips;

- employees arriving from travel or vacations, in addition to employees who have had contact with an infected person or who are suspected of being infected, should seek medical advice before returning to work;
- implementation of rules for the use of restaurants at alternate times (hourly and monthly employees), the need for hand hygiene (availability of alcohol) and greater spacing at the cafeteria tables;
- implementation of constant security dialogues to answer questions and bring information about the virus.



In this context, Prometeon Tyre Group **Turkey** has continued to respect the following process:

- masks and hand sanitizers distributed to all employees;
- social distancing rules;
- Coronavirus posters put up in the factory and offices (both in Izmit and Istanbul);
- Disinfection of all common spaces (canteen, shuttles, break areas, offices etc.);
- Use of thermal cameras at the entrance of the factory;
- Smart working on volunteer basis;
- Sanitization and packaging of cutleries and meals in plastic covers (e.g. water, yoghurt, bread, spices).
- Covid-19 Information Guide containing information on Covid-19 and behavior rules in the production plant;
- The number of shuttles increased and created single seating arrangement;
- Sitting points in the dining hall and rest areas divided with separators;
- The meetings were held in virtual ways when necessary;

SUSTAINABILITY REPORT

Moreover, as per the Factory in Izmit, the Company took actions also for employees working in the office of Istanbul.

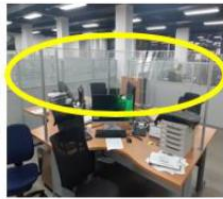
Starting from the beginning of the pandemic till now days, disinfectant mats were installed at the entrances and exits of Istanbul Offices and intensification of disinfection program. The number of shuttles was increased, and disinfection made on daily basis. The test Covid-19 became mandatory for employees returning from quarantine and employees with chronic diseases. Daily, Prometeon Tyre Group provided the distribution of masks and alcohol wipes taking the body temperature measurement at the entrance and the use of masks became mandatory for all employees. Furthermore, the Company boxes to deposit personal belongings and Personnel counter placed at locker rooms have been installed and used by employees during 2021.

The Company installed ad hoc waste baskets for used masks and continued with the disinfection of Istanbul offices on monthly basis giving restriction of access to office kitchens.

COVID – 19 OTHER CONTROL APPLICATIONS



Separators were placed on the tables in the cafeteria and offices.



Disinfectants are placed forklifts to disinfect the contact points before each use.



Disinfectants were placed on the field.



Visual communication materials were increased.



COVID – 19 OTHER CONTROL APPLICATIONS



Counter was placed at the entrance to the dressing room.



Information on maximum capacity has been added to common areas.

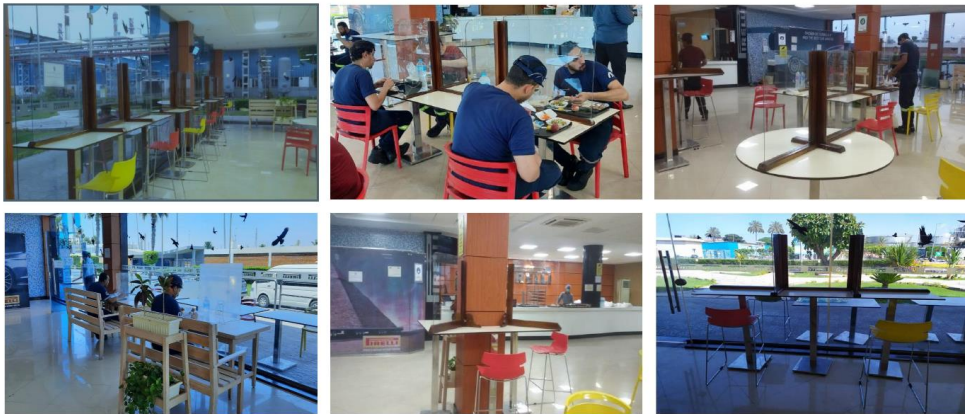


SUSTAINABILITY REPORT

In 2021 the Company in **Egypt** put in place specific procedures which were communicated to all employees.

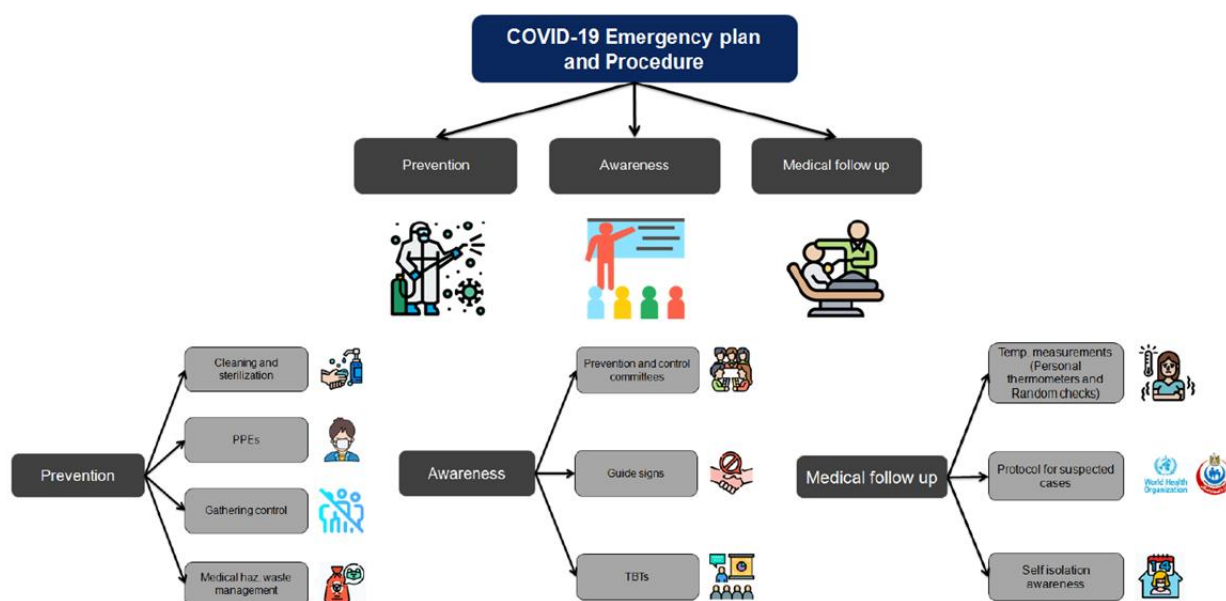
Here below activities carried out by Prometeon Tyre Group in Egypt:

- Providing continuous awareness, regarding virus prevention and control;
- COVID 19 risk assessment, prevention & control procedure;
- Temperature thermometers and face masks distributed to all employees including contractors to be able to measure their temperature before coming to the Company;
- All transportation buses sanitized each shift with reduced numbers of individuals;
- Disinfectant dispensers installed all over the facility;
- Designated footsteps to keep adequate distance between individuals;
- Apply the disposable polyethylene sheet to the prayer mat considering the safe disposal after each prayer;
- Sterilization of lockers, bathrooms, streets, restaurants, offices, mosques, production areas and rest areas on a daily basis and at every shift;
- Sterilization of electrical panels with wipes every shift;
- Distributing pens to be used on the touch screens for easy screen sanitization;
- Sterilization of forklifts for each shift;
- Reducing the number of chairs in the restaurant for each table and organizing the break times of the operators;
- Deliver self-isolation awareness.



Restaurant re-layout and install physical barriers

SUSTAINABILITY REPORT



In 2021, safety measures were studied for the post-stoppage period of the factories in **Turkey, Egypt and Brazil**. At general level also in **Headquarter and Europe**, smart working became the main working model for white collar employees as much as possible.

In June 2020 the Company decided to reactivate the factories, introducing the new following measures that continued to be applied during all 2021:

- Installation of sterilization tunnels;
- Continuous sterilization processes throughout the factories;
- Continuous control of the individuals' temperature at entrances;
- Mandatory use of masks;
- No entry for suspected cases;
- At canteens, new layouts, schedule systems and installment of plexiglass barriers on tables;
- Enlargement of changing rooms and arrangement of lockers to reduce crowding inside;
- Medical checks for employees that had contact with positive cases;
- Use of bottled water instead of water dispensers;
- Installment of split type air conditioners – where it is possible - in order to ensure a safer air conditioning system;
- In Izmit, external location (tent) was set up next to the Canteen in order to serve more employees keeping the safe distance;
- remote work practices for part of factory and staff administrative employees;
- anticipation of a flu vaccination campaign;
- distribution of protective masks, installation of displays with gel alcohol in factories and offices, intensification of cleaning in bathrooms, dressing rooms and offices;
- increase in the availability of buses for the transportation of employees.

HSE Precautions – Stoppage and Re-opening of Factory

Communication via SMS is already done with employees during last weeks and will continue



Employees with Chronic Diseases

- Infirmary will collect 6 month historical reports of people with chronic diseases
- Total number of employees who will not be able to work during this period will be defined

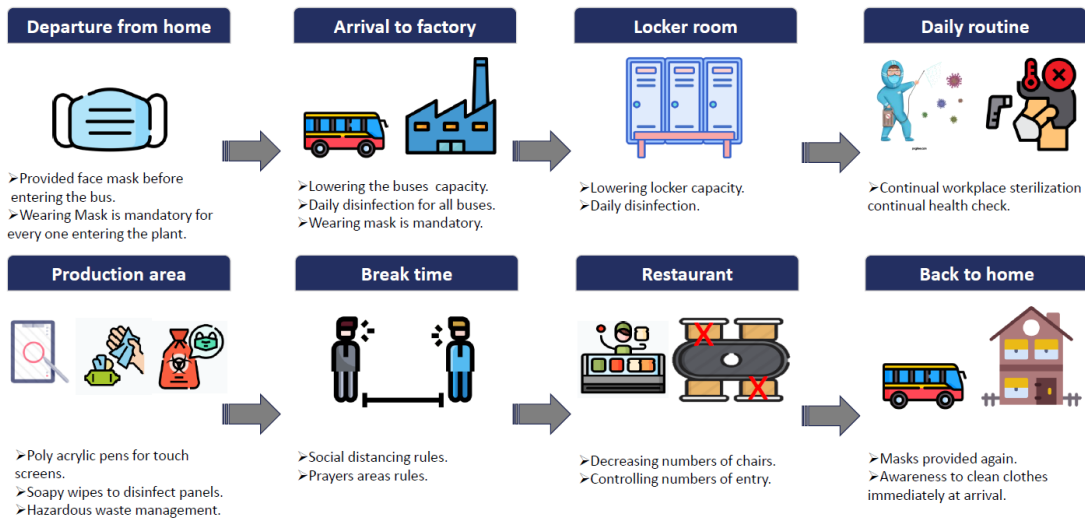


Status of Employees and Their Families

- Employees will be reminded to inform Infirmary about the Corona cases for themselves and their families
- Infirmary will follow the informed cases for updates



The diagram below summarizes the working day step by step following the Covid-19 precautions in Egypt set in the procedure:



SUSTAINABILITY REPORT

The Company implemented several actions for all employees, here below some examples:



All transportation buses for all employees have been sanitized at each shift, the Company increased the number of buses to reduce number of people inside the buses. All over the facility disinfectant dispensers were installed and the sterilization of lockers, bathroom, streets, restaurants offices Mosque Production area and rest areas have been made constantly. Regarding the use of forklifts inside the factory the Company provided to sterilize them on a shift basis as per the electrical panels.

Moreover, in 2021 Prometeon Tyre Group decided to fabricate and distribute pens to be used on the touch screens for an easy sanitation process after each user. Regarding the canteen, in Egypt the Company proceeded reducing the number of chairs on each table and by arranging the break time of the operators and sterilizing at each shift table tops, chairs handles, and all other tools used inside the canteen. Spoon and stainless forks were replaced by disposals “one-time use” in plastic, all meals transferred to either dry meal or fruits meal and all drinks provided in disposal paper cups.



SUSTAINABILITY REPORT

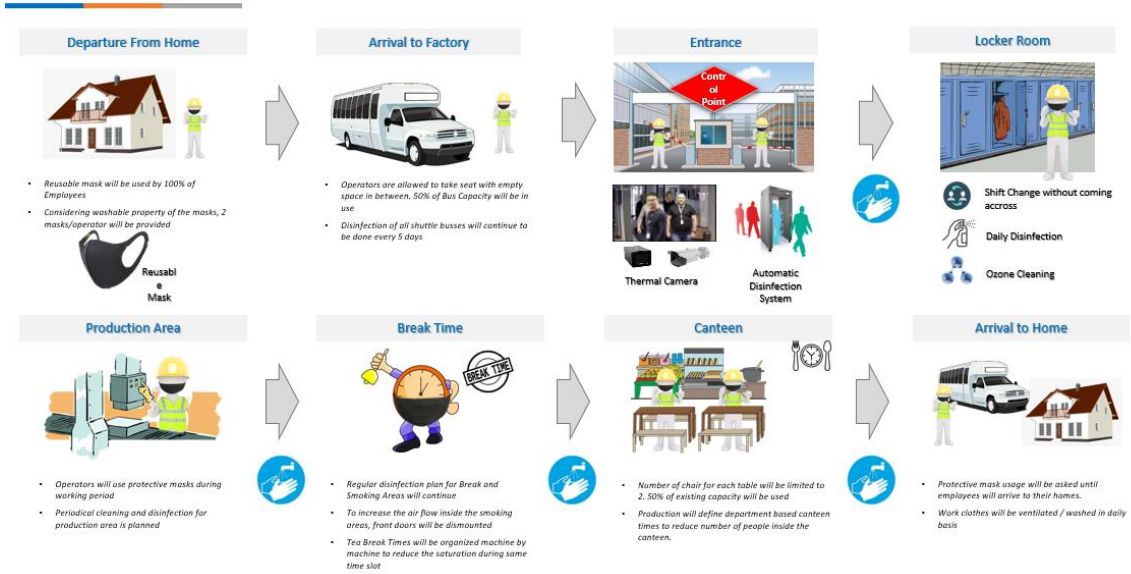
In order to keep the adequate distance between people at the restaurant, gates and lockers, the Company designated footsteps to help people to respect the safety measures. Specific trainings have been done asking to employees to prevent handshaking and hugs inside the Facility, reduce all meetings only hold the most important meetings with enough distance and not exceeding the 30 minutes of using other way of communication. Moreover, it was required to minimize the number of coming visitors establishing invitee checklist and medical hazardous waste baskets were distributed all over the factory for safe disposal and at the entrance of the plant.



SUSTAINABILITY REPORT

Here below the diagram and precautions taken in **Turkey**:

HSE Precautions – Stoppage and Re-opening of Factory



COVID – 19 OTHER CONTROL APPLICATIONS



COVID - 19 INFORMATION GUIDE

COVID - 19 Information Guide is distributed to all factory employees.

COVID - 19 Information Guide



Scope of the Guide

- General Information About Virus
- Ways of Infection of the Virus
- What Should The Suspect Do?
- How We Protect ?
- Using the Mask
- Hygiene Rules

Distribution



The Company sent an application to the Turkish Standards Institution to receive the Covid-19 Safe Production Certificate. Following the successful conclusion of the Turkish Standards Institution’s audit, the Company was given the certificate for its hygiene, infection prevention and control measures standards followed.

COVID – 19 PRACTICE (EMERGENCY TRAINING)



Security personnel receive the suspect's information specified in the Fever Measurement Registration Form.

ISOLATED QUARANTINA ROOM



Suspected patient was sent to the hospital with Ambulance

TAKES TO THE HOSPITAL WITH AMBULANCE

SUSPICIOUS DETECTED

While passing through the suspect height turnstile, it was measured with a thermal camera and the isolation area was taken due to the fact that the fever was 38.5 degrees.



INFIRMARY

The infirmary (workplace doctor and health officer) come to the isolated area for fever measurement.



Furthermore, basing on the criteria indicated by the questionnaire used by the Turkish Standards Institution for the purposes of Covid-19 Safe Production Certificate audit, during 2021 the HSE Department carried out regular controls (Mondays and Fridays) in the factory premises to verify whether the measures adopted were respected and correctly implemented.

COVID – 19 OTHER CONTROL APPLICATIONS



Audit to Shuttle



The number of shuttle vehicles has been increased



Training for Shuttle Personnel



Numbering was made in shuttle vehicles seats



Social Distance Chair



Blood donation for immun system

The Company organized on monthly basis audits for shuttle vehicles and drivers to check conformity to Covid-19 preventive measures. Moreover, trainings on safety and behavior for shuttle drivers have been organized. Sittings on shuttle were reduced to increase passengers' distance.

TSE COVID - 19 Safe Production Certification



The Audit was carried out by TURKISH STANDARDS INSTITUTE

The audit content is COVID – 19 hygiene, infection prevention and control.



SUSTAINABILITY REPORT

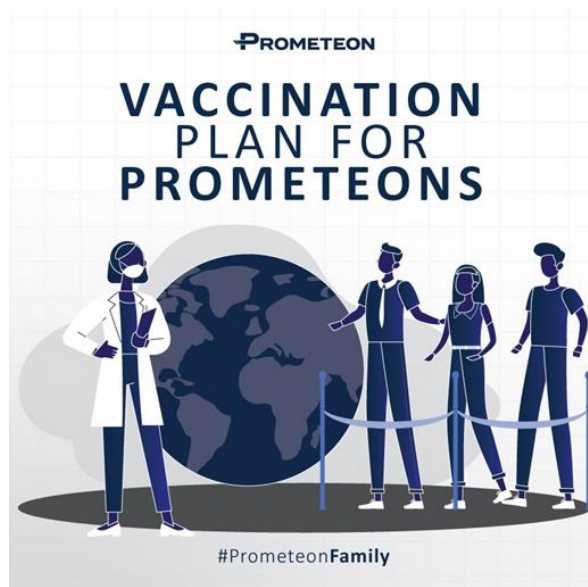
Here below the precautions taken in **Brazil**:



SUSTAINABILITY REPORT



During 2021 a major project adopted by Egypt, Turkey and Italy HQ was dedicated to the promotion of vaccination against Covid-19 through dedicated campaigns. The countries managed to organize, with local health authority or with private structures, vaccination campaigns for employees (at worldwide level), contractors, and family members (available only Italy).



Egypt

In 2021, the **vaccination campaigns** to all facility, including Prometeon and contractors, reached a coverage of 96% people vaccinated.

Italy, Headquarter

With the aim to support vaccine against Covid-19 and to facilitate access to vaccuving in a short time, the Company arranged the administration of the vaccine in a specialized facility “Pio Albergo Trivulzio” in Milan, that provided vaccines to employees and their relatives. In 2021, 98% of the internal community of Prometeon has been vaccinated.



COVID-19 Update



Vaccination Campaigns

More forward steps towards keeping our valuable assets healthy and safe as to vaccine free-willing employees in an easy & fast process at our premises.

Covid-19 Vaccination

Covid19 Vaccination Status	
Groups	Vaccinated %
Prometeons	96%
Contractors	95%

Sustaining Covid-19 Precautions

Sterilization

Regular sterilization all over the factory to prevent disease transmission

Social Distancing & Lockers

Maintain social distancing

Restaurant

partitions in Restaurant between workers for social distancing

Covid-19 Dashboard

Category	2021
Infected (PCR done)	9
Recovered	9
Critical	0
Death	0
Active Cases in hospital	0
Quarantined/suspected	7



Turkey

With the support of the Ministry of Health, Izmit plant organized a vaccination campaign for the administration of the vaccine against Covid-19, the total coverage of persons vaccinated reached 100%.

COVID – 19 Vaccination Campaign

Vaccination campaign have done for Covid-19 pandemic in the plant by the coordination Ministry of Health.



At the beginning of January 2022, the percentage of Prometeon employees vaccinated, compared to the percentage of people vaccinated in the countries where plants are located, shows that the Company has succeeded to achieve an excellent vaccination coverage for its employees.

	PLANT	PLANTS	COUNTRIES	
		% PERSONS VACCINATED	COUNTRY	% VACCINATED
EMEA	Bicocca HQ	98%	Italy	82%
	Alexandria	96%	Egypt	35%
	Izmit	100%	Turkey	67%
LATAM	St.André	99%	Brazil	78%
	St. André HQ PTG			
	Gravataí			
	PTGL St. André Capuava			

COMPANY INITIATIVES FOR THE EXTERNAL COMMUNITY

As specified in the Group “Ethical Code”, Prometeon Tyre Group provides support to **educational, cultural, and social initiatives** for promoting personal development and improving living standards. The Company does not provide contributions, advantages, or other benefits to political parties or trade union organizations, or to their representatives or candidates, this without prejudice to its compliance with any relevant legislation. Prometeon Tyre Group has been aware that an important role in the promotion of civil progress in all the communities where it operates and, capitalizing on the Company’s natural strengths, it has identified three focus areas: technical training and solidarity through sporting activities for young people. Essential support in the identifying of the actions that best satisfy local requirements comes from the dialogue with locally operating NGOs. Priority is given to those initiatives whose positive effects on the External Community are tangible and measurable according to objective criteria. The internal procedure also specifies that no initiatives may be taken in favor of beneficiaries for whom there is direct or indirect evidence of violation of human rights, worker rights, environmental protection or business ethics. Furthermore, in line with its inspiration for achieving SDG “**1 No Poverty**”, the Company kept endeavoring to reach out and help as many people as possible.

Within this context, in order to prevent corruption, in 2019 the Prometeon Tyre Group has started to implement a new procedure which has been reviewed in 2020 and is still operational, regarding the **gifts** offered by the Company’s suppliers. In Italy according to the new procedure suppliers are required to make a donation to the **Save the Children** - an initiative that aims to improve the lives of children through better education, health care and economic opportunities, as well as providing emergency aid in natural disasters, war and other conflicts – instead of gifts to send to the Company HQ employees. In **Turkey**, the Company required its local suppliers to make donations for **TEV (Turk Egitim Vakfi)**, **TEGV (Türkiye Eğitim Gönüllüleri Vakfı)**. Regarding active gift the Company put in place a procedure requesting to follow the authorization flow which requires at Headquarter level that CEO, Internal Audit & Sustainability Officer and the Director of the function authorize the amount of the gift.

In line with its commitment for SDG “**17 Partnerships for the Goals**”, that can only be realized with strong global partnerships and cooperation, Prometeon Tyre Group supported, at the global, regional, national and local levels, the wellbeing of people and the planet.

Due to the COVID-19 pandemic strong international cooperation is needed now more than ever to ensure that countries have the means to recover from the pandemic, build back better and achieve the Sustainable Development Goals.

Based on the principle of the SDGs mentioned above, Prometeon Tyre Group has been loyal to its commitment for the external community during the Covid 19 pandemic that continued in 2021.

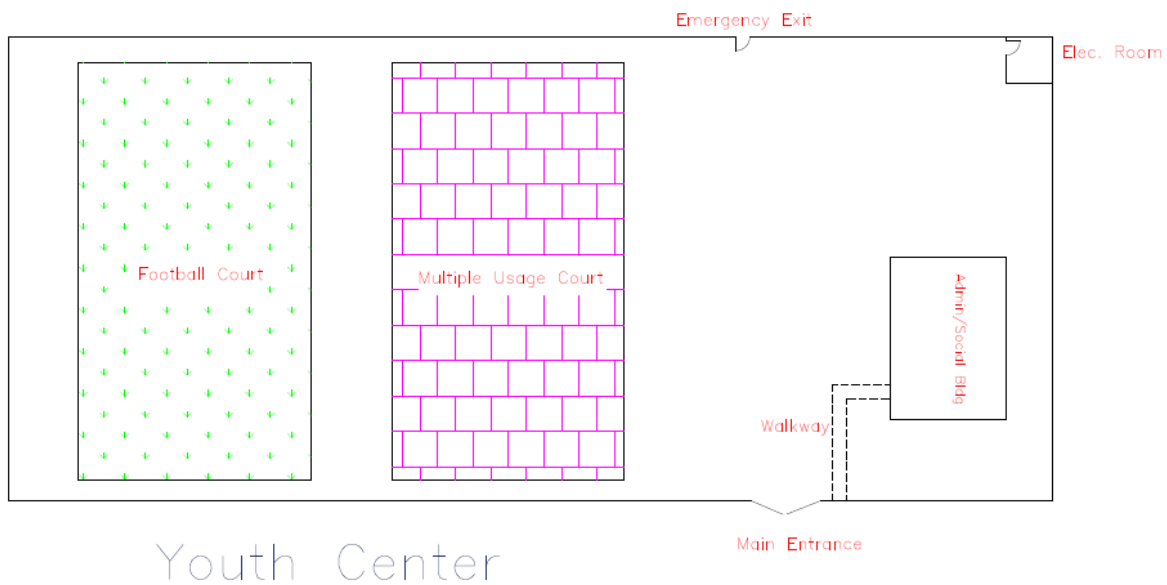
SUSTAINABILITY REPORT

Prometeon Tyre Group has joined forces to support workers, communities and businesses affected by the COVID-19 pandemic. In fact, the Company immediately acted for the health of people who are human capital and for the protection of the company's assets. The Company is supporting the World Health Organization and the Public Health Emergency of International Concern through several activities aimed to support the internal and external community.

In 2021 Prometeon Tyre Group organized to provide further donations, in all the Countries where the Company operates, to local hospitals and international organizations that can provide medical help, food and other necessities and thus thanks to the support of its strong stakeholders.

In Egypt

In cooperation with the Ministry of Youth and Sports, the Company decided to build and equip a youth center. The project will start in Alexandria located in EL-Bieda village at 5km where the Company operates with its production plants. The aim of this project is to support the local community with the construction of a new social building entirely dedicated to family and children (around 4.250 people will benefit of this edifice) where they can have the opportunity to spend time playing sports and doing activities inside and around the building.



**Project of the Youth Center*

SUSTAINABILITY REPORT



**Construction of the Youth Center in Alexandria*

Moreover, in Egypt the Company started a cooperation with IECD an NGO organization where the Company initiated a program called “SEEDS OF HOPE TECHNICAL INTERNSHIP PROGRAM” hosting 4 students which have been trained in the Electrical Maintenance Department and by supervisors ensuring to give all information required and thus for one month providing them all the facilities (PPE’s-daily meal- transportation).



In addition to the over mentioned activities, in 2021 the Company, with the reuse of the light system, illuminated the cemeteries in Alexandria and in cooperation with the Ministry of Health, the Company supported the governmental campaign of Infantile paralysis with tools and equipment.

During 2021 the Company continued to show its commitment for endeavoring targets set by **SDGs “1 No Poverty” and “2 Zero Hunger”**. In 2021 the Company supported food donations campaign, due to the pandemic, many countries were suffering of hunger for this reason Prometeon Tyre Group decided to act in all the countries where the Company operates with health and food support.

SUSTAINABILITY REPORT

Brazil

Pandemic is getting at worst level in Latin America countries, especially in Brazil, and besides all economics and health impacts, the most drastic has been the level of hunger in the local communities. The Company decided to pursue with another year of donation campaign asking employees to support the initiative proposed regarding the distribution of Food Baskets to poor communities through the municipalities of Santo André and Gravatai. The Company donated to the communities of Santo André and Gravatai and Latin Americas Countries (Argentina, Colombia e México) around 4.050 food baskets.

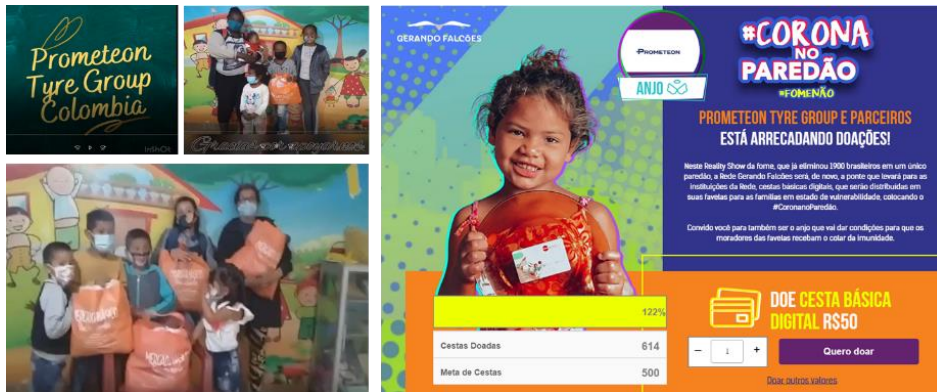


**Food baskets donation to needy institutions in Hispanoamerica*



**Food Baskets donation in Santo André & Gravatai*

In Brazil, the Company involved the suppliers inviting them to contribute to the Gerando Falcões project, that aims to help people in social vulnerability living in favelas. For this donation campaign the suppliers donated a total of 734 food baskets.



Donation of food baskets to flood victims in Bahia

In December 2021, heavy rains have hit regions of Bahia, mainly in the south of the state, more than 70 municipalities were decreed in state of emergency. According to the Civil Defense, around 430,000 people were affected by the floods. Prometeon Tyre Group decided to bring its support donating a thousand food baskets to families affected by the rains.



**Donation of Food Baskets in Bahia*

Responsabilidade Social
JUNTOS SOMOS MAIS FORTES.



PARTICIPE!

FAMÍLIA PROMETEON, VAMOS UNIR FORÇAS PARA AJUDAR QUEM PRECISA!

O mundo inteiro, sem exceção, está sendo afetado pela **forte crise causada pela pandemia de Covid-19**, mas, não bastasse a tragédia que é o impacto direto na saúde, o aspecto do **impacto econômico gerado pode ser ainda mais brutal que a própria doença**. Por isso, convidamos a nossa Família Prometeon a ajudar outras famílias!

Famílias essas que podem sobreviver ao Coronavírus, mas não à FOME, e estão sofrendo a crise da pior forma possível

Você pode ajudar **DOANDO ALIMENTOS NÃO-PERECÍVEIS, QUE PODEM SER DEIXADOS NA PORTARIA DA FÁBRICA, OU UMA QUANTIA EM DINHEIRO**, que será descontada em sua folha de pagamento. Todo o valor arrecadado será dobrado pela empresa para que sejam compradas cestas básicas. Acesse o QRCode ao lado ou [CLIQUE AQUI](#) para doar.

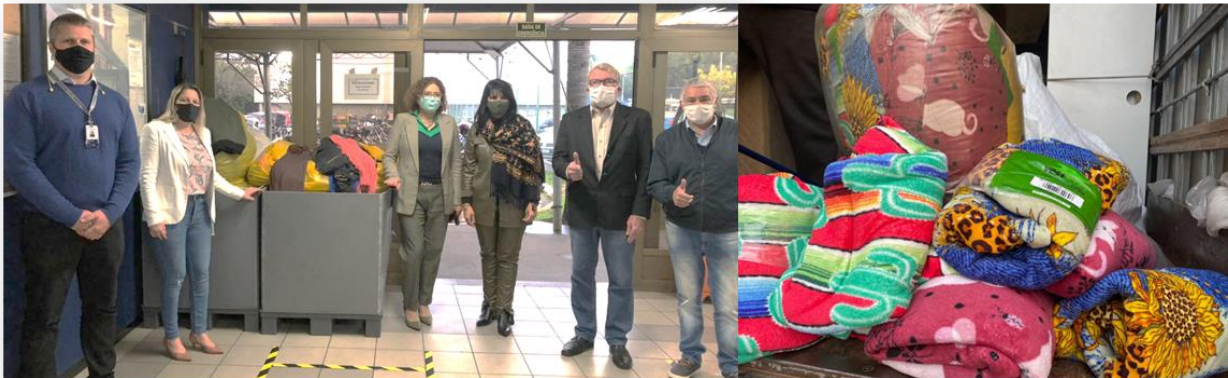
PARTICIPE! VAMOS NESSA JUNTOS MOSTRAR QUE A SOLIDARIEDADE PODE SALVAR VIDAS!





Winter Campaign

With the arrival of winter, Prometeon Tyre Group with the support of its employees collected in Santo André and the Gravataí plants a total of 450 kg of clothes. In addition to this collection, HR team members donated 35 new blankets.



**Donation of clothes and blankets*

Turkey

Food donation

In 2021, the Municipality of Kartepe, which is near to the factory of Izmit where the Company operates with its production plants, appealed Prometeon Tyre Group to support the local

SUSTAINABILITY REPORT

community in need during the period of the Ramadan with the purpose to provide food. During the previous years the Company already supported the Municipality of Kartepe and its local community organizing the Iftar dinner, which is the evening meal with which Muslims end their daily Ramadan fast at sunset. In 2021 due to COVID-19 pandemic, the Municipality of Kartepe asked to Prometeon Tyre Group to help the local community donating with the aim to buy and provide food during the Ramadan period to the poor of the local community.



Donation-LÖSEV

In 2021 Prometeon Tyre Group donated to **LÖSEV** which is a foundation operating in Turkey who helps children with leukemia and their families.



In 2021 in Turkey, the Company supported the **Tema Foundation** for the wildfires and reforestation donating 10.000 trees after fires.

“As Prometeon family, we support the Tema Foundation with a donation of 10,000 saplings to regenerate our forests together with our dealers”.



Italy

In 2021 at Headquarter level the Company has supported several activities aimed to support local communities and the environment.

Reforestation

Regarding Environmental activities Prometeon Tyre Group decided to dispose of 100 landlines phones due to new layout of the offices and desks (please refers to Social Dimension – new employee experience), for each phone disposed the Company planted a tree in Madagascar supporting reforestation and the restocking of existing forests and woodlands (100 trees have been planted).

SUSTAINABILITY REPORT



**Certificate of Reforestation in Madagascar*

In 2021, in the office of the Mayor of Gravataí, Luiz Zafallon, the CEO of Prometeon for the Americas, signed the term of adoption of the central site of Avenida Ely Corrêa, at the location around the number 1.600, in the area in front of the company's factory. The sealed agreement between the public entity and the manufacturer is for the maintenance of the space of about 4,800 square meters for two years, with the possibility of extension, and reinforces the range of socio-environmental actions developed by Prometeon in the city.

On site, Prometeon will maintain the landscape part, will install grass, trees of the species Palmeiras Phoenix, limiters and also the placement of clay. This initiative joins several others promoted by Prometeon in partnership with the government of the State of Rio Grande do Sul and the Municipality of Gravataí, such as donations of more than 500 basic baskets to the municipality in 2020 during the most intense period of the pandemic.

About the agreement, Eduardo Fonseca, CEO of Prometeon for the Americas, says: *"I would like to thank the Mayor of Gravataí, Luiz Zaffalon, and his team, for allowing us to make the administration of this public space in front of our factory in the municipality. Gravataí is a city that has always embraced us and we have always done everything we can to repay this affection. Whether with the maintenance of public spaces, food donations, tire or water recycling programs in our structure, we have a social and environmental responsibility not only to our surroundings, but with the State, Brazil and the world in which we live. We do not give up this commitment, a very important pillar of Prometon."*

Donation and Activities around the Europe

In 2021 there has been a terrible flood in western part of **Germany**, Prometeon Tyre Group (the local and HQ management) had decided to help in the flood area of Germany, bringing direct relief to the local community in the form of free tires for the companies involved in the cleaning of the area. In order to ensure the mobility of the emergency machinery and equipment, Prometeon is provided directly to the flood area a full trailer with Truck and Agriculture vehicle tires. Thus, Prometeon focus was aimed to minimize the working days needed for the rescue and for the cleaning of the area supplying the tyres needed in a short time and avoiding to let machines operating there with damaged tyres.



**PROMETEON SUPPORTS THE FLOOD AREAS
WITH TIRES DELIVERY**

The company is committed to a short-term delivery of tires for the emergency machines, which are heavily used in the rescue and clearing work in the affected areas

In Italy, in 2021 the Company decided to donate t-shirts branded, poster and an atlas to the Italian community of **“Sant’Egidio”**, an association which supports poor people of Italian communities providing them food, clothes and assistance to children.

Moreover, during 2021 an employee working for the Company passed away, Prometeon Tyre Group decided to organize an internal donation campaign asking employees to donate to support the family of their colleague. Prometeon Tyre Group added an additional amount and made the donation with the aim to help the family to overcome the sad loss.

In Italy in 2021 to support the local community, Prometeon Tyre Group signed an agreement with an ICT Company **“5020”** responsible to furnish services. The agreement has been made also because 5020 supports the **“unemployed first”** project which selects collaborators and IT specialist who are unemployed or young graduates interested to have a first professional experience inside an ICT Company. Together with 5020 Prometeon Tyre Group wants to communicate its commitment in the support of local communities.

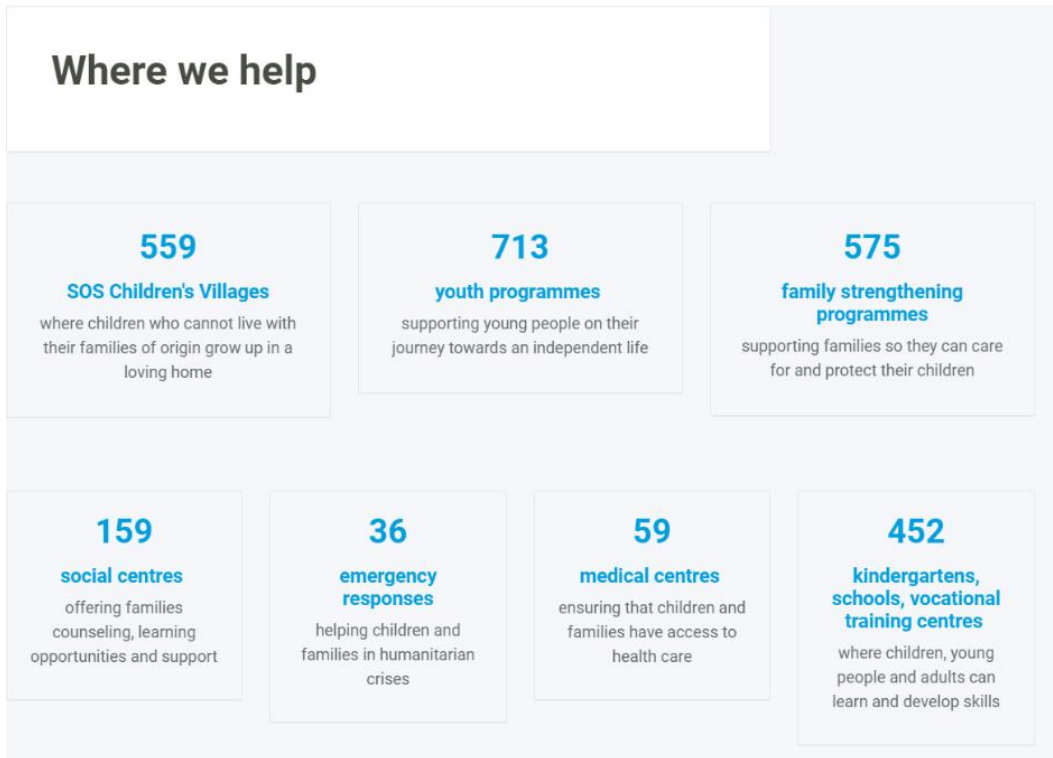
During December 2021 the Company offered to all Italian employees a typical cake of Christmas, panettone. After the distribution it emerged that there were some panettone left and Prometeon Tyre Group decided to donate them to the **“Pane Quotidiano”** which is an Italian association in charged to distribute food to poor people of the community of Milan.

New NGO Partnership

As a commitment to the external community, in 2021 Prometeon Tyre Group, at **Headquarter** level started a new partnership with an NGO called **SOS Villaggi dei Bambini Italia** known at international level as **SOS Children’s Village** which operates globally. The first SOS Children’s Village was founded by Hermann Gmeiner in Tyrol, Austria, in 1949. The organization was committed to helping them by building loving families and supportive communities. With the generous support of donors, child sponsors, partners and friends, Gmeiner's vision of providing loving care in a family environment for children without parental care, and of helping families stay together so they can care for their children, has grown steadily over six decades.

Today, SOS Children's Villages is active in **136 countries and territories** around the world, helping hundreds of thousands of children each year through alternative care, family strengthening, schools,

health centers, and other community-based work. Children all over the world are growing up without the care, protection and guidance they need. SOS Children's Villages is there, working with children, young people and families to tackle this global issue on a local level.



The mission of SOS Children's Village is to build families for children in need, helping them shape their own futures, and sharing with them the development of their communities. Over the last 70 years, SOS Children's Villages has supported 4 million children through alternative care and family strengthening.



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Our contribution to the Sustainable Development Goals

Through our efforts together with partners, we aim to have an impact on the Sustainable Development Goals (SDGs), the global goals for peace and prosperity adopted by the United Nations in 2015.

With 70 years of expertise in working to ensure children's rights, we are committed to taking action to contribute to building a sustainable future for children.

[Find out more about how we support the SDGs.](#)



Our impact in the lives of individuals

“Breaking the cycle”
through care



“ The care that former SOS participants have received carries into the next generation: 90% give good care to their own children, breaking the cycle of separation and abandonment

Enabling self-reliance
through education
and employment



“ 60% of former SOS participants have received education and skills, are succeeding in the job market and earn a decent living

Securing
basic needs



“ 90% of former SOS participants generally have adequate accommodation, food security and health – covering their most basic needs

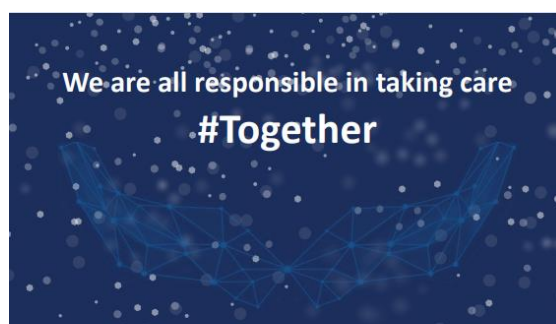
Building a foundation
for a happy life



“ 80% of former SOS participants are leading happy lives – experiencing social and emotional well-being, and being safe from discrimination and other harm

In December 2021 Prometeon Tyre Group decided to support SOS Villaggi Bambini Italia that locally supports villages in Italy and children in difficulty, buying e cards that are sold through their catalog purchases which give the possibility to donate. The virtual cards have been sent to all employees having access to an e mail address.

Moreover, the Company decided to print e-cards and to hang them on billboards in all plants so that blue collar and people working for the Company and not having access to an email account, could receive greetings from Prometeon Tyre Group.



PROMETEON

supports



Focus and commitment for People to all **Prometeons** and **external community**.

Prometeon continues to follow its **#BeResponsible** journey...
behind this card a donation has been made
by all of you as a member of **#PrometeonFamily**.

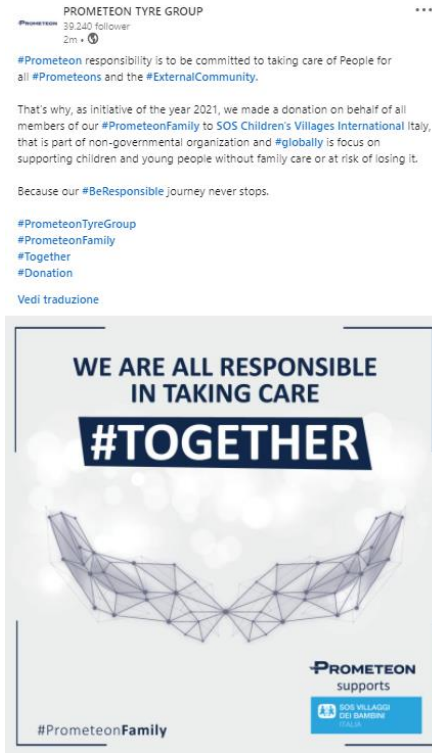
Thank you and we wish you an extraordinary 2022.

SOS Children Villages in Italy promotes the rights of over 33.000 children and young people without family care or at risk of losing it and takes care of more than 800 people, which include children, youth and families who experience serious moments of hardship.
www.sositalia.it

***E-cards sent to all employees**

SUSTAINABILITY REPORT

With this activity the Company supported SOS Villaggi Bambini Italia helping them to sustain children and family in need. Furthermore, with this first initiative Prometeon Tyre Group wants to establish a lasting relationship and is already planning activities in the coming years with SOS Villaggi Bambini Italia.



**Post on LinkedIn*

With reference to the Vaccination Campaign for the Covid-19 pandemic (*please refer to Health and Safety Hygiene – Social Dimension*) Prometeon has made available to employees and their family the possibility to be vaccinated in a private facility. To support the institution “Il Trivulzio” in Milan, the Company donated in order to help the organization to continue to buy medical equipment to carry out vaccinations.



SUSTAINABILITY REPORT



**Trivulzio" – Hub vaccination center offered by PTG*

As a Company of which the corporate culture is based on the utmost promotion and protection of the Universal Human Rights and committed to the sustainability, for Prometeon Tyre Group sustainable development starts with quality education of children, which are tomorrows' sustainable world's future. In line with its inspiration for the SDG **"4 Quality Education"**, the Company organizes various activities e sponsors projects aimed at reaching many children as much as possible for ensuring that they receive a quality education.

During 2021, at Headquarter level the Company continued to support the Italian **"Generation Go project"**. The aim of this project is to allow children to self-discover their own talents, autonomy and build their own "place in the world" contributing to the development of the community and territory. The idea of "(Re) build spaces of the future", communitarian and intergenerational, in which young people can find favorable conditions for their growth through education, work and entrepreneurship. Go! is a project which started in 2017 with the aim to activate creative paths empowering - helping adolescents and young people to experiment the: "do it with the head, hands and heart" as an educational experience supported by concrete testimonies in the reality they live.

Go! proposes to educational agencies (formal or informal) in charged for education and educational poverty, three different modalities of intervention, intergenerational and communitarian, dedicated to the realization of artisan and digital workshops (Go! Xp), to the first meeting between young people and labor market (Go! Job) and the launch of entrepreneurial initiatives "Under25" (Go! Startup).



In Egypt, the Technical Education Dual System Project for Blue Collars continues in 2021 supporting Al-Amerya Industrial Secondary School within Dual Education System, providing technical learning and training to prepare qualified youth for professions directly related to the actual market needs. This project established a new specialization referring to the Company needs, mechanics for maintenance and fixation, which Prometeon Tyre Group completely equipped a new workshop for this new specialization.

SUSTAINABILITY REPORT

The Company hosts on yearly basis a total number of 60 students, offering them technical training with high level of experience, thus in accordance with the educational contents designated and required by the Ministry of Education since.

To participate to this project, the Company also provides to the students, transportation (from and to the factory), uniform, personal protection equipment, accidents insurance, daily meal and monthly training allowance.



**Technical Education Project in Egypt*

PROMETION TYRE GROUP IN SOLIDARITY WITH UKRAINE

Although the present report resumes the corporate social responsibility of 2021, the Company would like to disclose in 2022 its commitment in support of those affected by the armed conflict taking place in Ukraine.

For Prometion Tyre Group, Human Rights are non-negotiable values, of which the very being and protection laid down the foundations of the Company's ethics. In line with its commitment to UNGC principles **1 "Businesses should support and respect the protection of internationally proclaimed Human Rights"** and **2 "Businesses should make sure that they are not complicit in Human Rights abuses"**, Prometion Tyre Group took prompt action to ensure that any ongoing relationship pertaining to Russia is closely monitored and is carried out in compliance with restrictions implemented from time to time by national, international and supranational authorities.

Moreover, guided by its inspiration for Sustainable Development Goal **17 "Partnerships for the Goals: Strengthen the means of implementation and revitalize the global partnership for sustainable development"**, Prometion Tyre Group supports local initiatives providing for humanitarian aid to the people of Ukraine.



ENVIRONMENTAL DIMENSION

Prometeon Tyre Group considers environmental protection as a fundamental value in the exercise and development of its activities.

Prometeon Tyre Group “Ethical Code” states that: “Investment and business decisions are anchored to environmental sustainability, with a view to eco-compatible growth, also through the adoption of special technologies and production methods where operationally feasible and economically viable that allow for a reduction of the environmental impact of operations, in some cases even below statutory limits”.

The environmental management model adopted is detailed in Group policies such as the “Health, Safety and Environment” Policy and the “Quality” Policy, based on which Prometeon Tyre Group undertakes to:

- assess and reduce the environmental impact of its own products and services throughout their entire life cycle, as of products and services purchased;
- develop products and production processes that are safe and designed to minimize polluting emissions, waste generation, consumption of natural resources available and the causes of climate change, in order to preserve the environment, biodiversity and ecosystems;
- manage its environmental activities in full compliance with applicable laws and in compliance with the highest international standards;
- monitor and communicate to its stakeholders the environmental performance associated with processes, products and services throughout the entire life cycle, promoting its culture of environmental protection;
- monitor the environmental impacts of its suppliers by requesting them to adopt the same business model along the related supply chain;
- support customers and end consumers in understanding the environmental impacts of its products, informing them of the safest use and disposal methods, facilitating recycling or re-use where possible;
- empower and train its workers in order to extend adequate culture of environmental capital conservation.

All the documents mentioned above are communicated to the employees and published in the intranet, as well as made available in the website to the external community from 2018.

SUSTAINABILITY REPORT

Prometeon Tyre Group in line with its commitment to the UNGC and its focus on environment through principles which require Business to:

- Principle 7: support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility;
- Principle 9: encourage the development and diffusion of environmentally friendly technologies;

and with its inspiration for the SDGs 6. “Clean Water and Sanitation”, 7. “Affordable and Clean Energy”, 9. “Industry, Innovation and Infrastructure”, 12. “Responsible Consumption and Production”, “13. Climate Action”, the Company decided to review the KPIs of the following sections, trying to improve its production process supporting the sustainable environmental plans. The review of the KPIs was supported by all the production plants where the Company operates. Moreover, the project regarding “Cultura Brazil” with sustainability committee continued during 2021 implementing activities planned in 2020 and working on new initiatives to improve environmental aspects. In particular, Prometeon created also an ESG committee in order to identify the area of improvement, focus and evaluating the possibility to be assessed by an ESG rating company in the nearly future, Prometeon Tyre Group envisages to extend this project in the following years to all production plants (Izmit and Alexandria).

PROMETEON TYRE GROUP ENVIRONMENTAL STRATEGY

The reporting of the emissions impacts complies with the provisions of the GHG Protocol and GRI Standards Guidelines. All impacts listed by the standards that are not mentioned, both upstream and downstream of the industrial activity of Prometeon Tyre Group, either do not apply or are not significant.

The main environmental impacts are generated by various activities related to the different stages. In the case of raw materials procurement, the main impact derives from the related production and distribution. In the case of tyre production, the main impact is related to the **consumption of electricity and natural gas**: in particular the main pressure in terms of emissions into the atmosphere and water consumption is attributed to the production of the latter. In the case of the distribution of new tyres and their use by customers, the impact derives from the fuel consumption of vehicles (only the fuel consumption related to the power absorbed by the rolling resistance of the tyres is allocated to the customers).

The Global Warming Potential concerns the effect on the climate of anthropic activities and is calculated, as mentioned, in tons of CO₂ equivalent (the greenhouse effect potential of the gas considered is assessed in relation to CO₂, considering a residence time in the atmosphere of 100 years).



ENVIRONMENTAL MANAGEMENT SYSTEM AND FACTORY'S PERFORMANCE

Monitoring

All the production sites of Prometeon Tyre Group have **Environmental Management Systems** and are certified under **International Standard ISO 14001**. The International Standard ISO 14001 was adopted by the Company as a reference in 2015, at the time the Industrial segment was still a business unit within Pirelli Group. All the certificates have been issued with international accreditation ANAB (ANSI-ASQ National Accreditation Board: accrediting entity of the United States).

Prometeon Tyre Group production sites are all certified under the Environmental Management System from ISO 14001:2015. Group policy mandates implementation and certification in accordance with ISO 14001. As such, it is also applied to new facilities. The certification activity, together with control and maintenance of previously implemented and certified systems, is coordinated on a centralized basis by the Health, Safety and Environment Department.

All the production sites of Prometeon Tyre Group have Quality Management Systems and are certified under International Standard ISO 9001:2015 and IATF 16949:2016; in which part of their mandatory requirement is to determine, provide and maintain the environment necessary for the operation of its processes and to achieve conformity of products and services.

The environmental, health and safety performance of every tyre manufacturing site is monitored with the web-based Health, Safety and Environment Data Management (HSEDM) system, which is processed and managed centrally by the Health, Safety and Environment Department.

Scope of Reporting

The performances described concern 2020 and 2021 and cover the same scope of Group consolidation.

The amount of finished product in 2021 regarding only industrial production (car production excluded) was approximately of **319.111 tons, recording an increase 22%** compared to the previous year.

Trend in Environmental Performance Indices

The year 2021 saw an increase in production volumes: tons of finished products increased about **22%** compared to the previous year, where production was impacted by Covid pandemic that forced slowdown of the factories. (Value calculated based on the volume of industrial production in 2020 and 2021).

The 2021 environmental performance indicators, calculated on tons of finished product, show a general consolidation, despite the year being impacted by the increasing production capacity in production plants, of all the specific indices reported: energy consumption, waste recovery, water withdrawals and greenhouse gas emissions.

It is noted that the trend of the above indexes was significantly impacted by the production focus adopted. The Company production is focused on Premium tyres and production processes are characterized by higher energy intensity, more stringent quality specifications, more complex processing and smaller production batches compared to production processes for medium-low end tyres. In the aforementioned context, the reduction of indexes highlights strong environmental and economic value, in terms of consumption, costs and emissions avoided, unused resources, and avoided costs.

The tables showed in the following report section, including car production for (even if after invoiced to Pirelli) total quantity of finished product production; in 2021 the total of finished products was **331.999 tons**.

Thanks to numerous investments that the Company makes every year in its production plants to achieve its predefined sustainability objectives, environmental performance results presented in this report, highlighting an improvement in terms of consumption (energy, water,) and emissions (CO₂, waste) in 2021 compared to 2020.

Energy Management

The Company monitors, manages and reports its energy consumption through three main indicators:

- absolute consumption, measured in GJ, which includes the total consumption of electrical energy, thermal energy, natural gas and petroleum derivatives (fuel oil, gasoline, diesel, and LPG);
- specific consumption, measured in GJ for ton of finished product, which indicates the energy used to produce one ton of finished product;
- specific consumption, as measured in GJ per euro of Operating Income.

During 2021 the energy efficiency plan continued at all Prometeon Tyre Group plants, already initiated in the previous years and characterized by actions aimed at:

- improving energy management systems, through measurement consumption and a daily focus on technical indicators;
- optimizing the procurement of energy resources, direct or indirect;
- improving the quality of energy transformation;
- improving the efficiency of distribution plants;
- improving the efficiency of production plants;
- recovering energy for secondary uses;
- applying targeted maintenance plans in order to reduce energy waste;
- Energy Management System (EMS) – Egypt, Turkey and Brazil (Gravatai);
- Mixer return industrial water modification – MEA – Egypt;
- Change air turbine to torque motor in cutting area – MEA – Egypt;
- Upgrade of 16 tons boiler (new burner and economizer installation) – MEA – Egypt;
- Install Automatic Boiler Blow Down control system for 30 tons boiler – MEA – Egypt;
- BONO high efficiency steam generator for 30 tons boiler#1 – MEA – Egypt;
- Change hot water heat exchanger – MEA – Egypt;
- Replacement of RM30 vacuum from pressurized air vacuum generation to normal vacuum pump – MEA – Egypt;
- Automation of the chilled water system – LATAM – Gravatai;
- Thermal insulation Truck AS area – LATAM – Gravatai;
- Engineering Actions - BY#9 (Cycle reduction, FF increase, phases elimination) – LATAM – Gravatai;
- Cycle Reduction Action (BY1 / BY3) – LATAM – Gravatai;
- Vertical pump for industrial water deactivation – LATAM – Gravatai;
- Extra power belt – MEA – Izmit;
- Efficient Fan Usage in Cooling Towers – MEA – Izmit;
- BY2 pneumatic RAM air leakage elimination – MEA – Izmit;
- Existing condenser cooling tower pump replacement with efficient pumps – MEA – Izmit;
- Existing BY cooling tower pump replacement with efficient pumps – MEA – Izmit;

SUSTAINABILITY REPORT

- TMM 90 Polyethylene stripping group modification – MEA – Izmit;
- Nitrogen curing – MEA - Izmit;
- BOT (Build Operate Transfer) Compressor Air Room 7 bar High Efficiency – LATAM – Santo Andre;
- Install inverters in water pumps (17 bar) – LATAM – Santo Andre;
- Install control system in extruders chilled water – LATAM – Santo Andre;
- Deactivation "recovering" pump OTR – LATAM – Santo Andre;



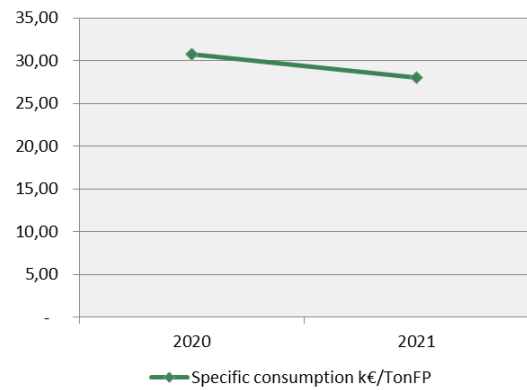
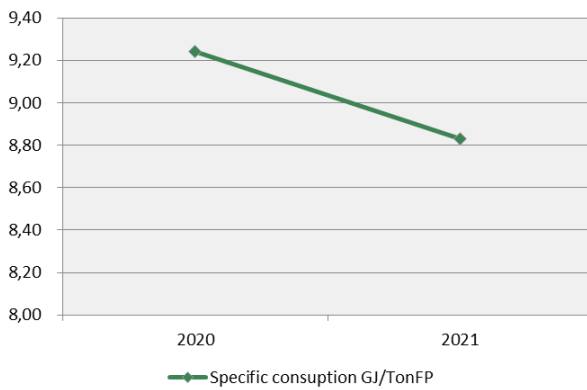
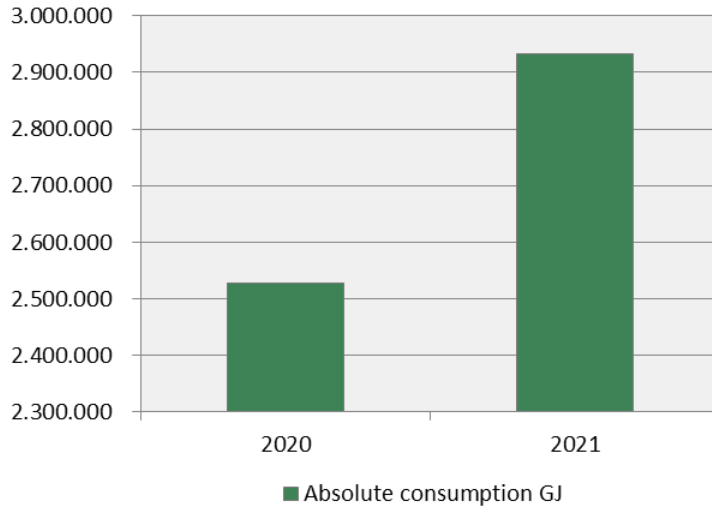
In 2021, the Company placed great attention to efficiency in thermal energy transformation and thermal waste recovery for heating of its premises. Remarkable results were achieved in reducing compressed air and steam losses both on machinery and on distribution lines. Moreover, thanks to the electrical absorption measurements carried out on the individual equipment, it was made possible to correlate the specific consumption to production in greater detail, optimizing the operating conditions.

The year 2021 recorded an improvement in the specific energy index (weighted on tons of finished product) of about 4.46% compared to 2020. The absolute and specific consumption data shown in the following table were calculated using direct measurements according to the procedure (GHG Corporate Standard) and subsequently converted into GJ using thermal values.

The same figures weighted in economic terms.

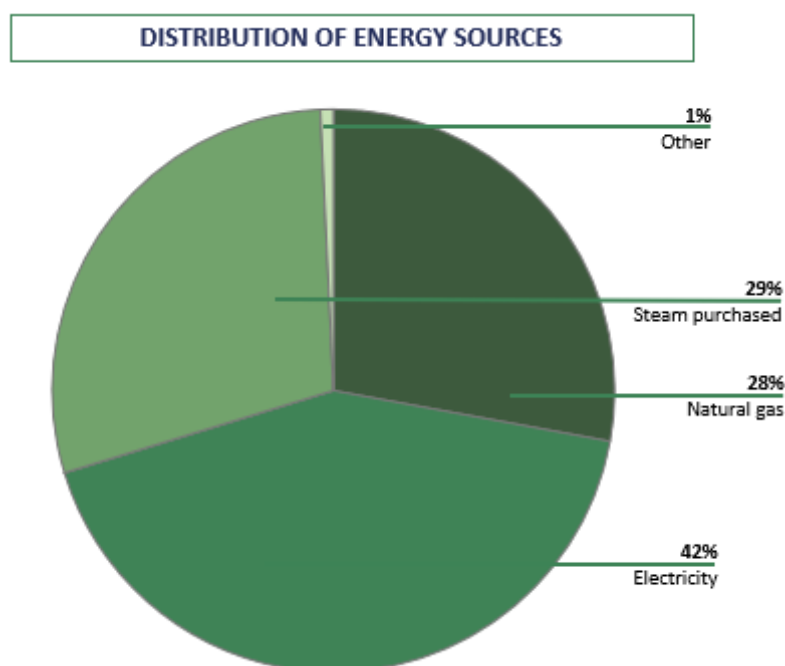
SUSTAINABILITY REPORT

		2020	2021
Absolute consumption	GJ	2.526.849	2.932.174
Specific consumption	GJ/tonFP	9,24	8,83
	GJ/k€	30,74	28,01



SUSTAINABILITY REPORT

The graph below highlights the “Distribution of Energy Sources” used in production process:



The reduction achieved concerning specific energy consumption indexes is not a coincidence. Indeed, it's the proof of Prometeon Tyre Group's. The actions were carried out throughout the period of 2021 in order to reduce consumption thanks to the investments made by the company.

Management of Greenhouse Gas Emissions and Carbon Action Plan

The Company monitors and reports its emissions of greenhouse gases through the calculation of CO₂, which takes into account the contribution of carbon dioxide and of methane (CH₄) and nitrous oxide (N₂O). To quantify emissions, the energy consumption of local units (under operational control) included in the scope of reporting are collected annually through the CSR-DM IT system.

- As in the case of energy, the Company monitors and accounts for its consumption by using three principal indicators:
- absolute emissions, as measured in tons;
- specific emissions, as measured in tons per ton of finished product;
- specific emissions, as measured in tons per euro of Operating Income.

Prometeon Tyre Group's GHG emissions management, calculation and reporting model has been defined according to the ISO 14064 standard.

SUSTAINABILITY REPORT

In general, the Sustainability Plan foresees a future reduction of specific CO₂ emissions (on tons of finished product).

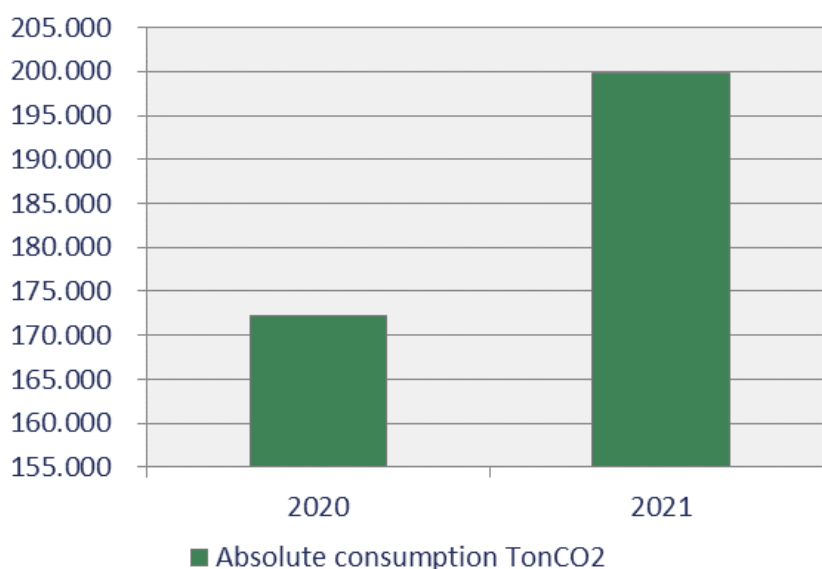
In 2021, the Company recorded an increase in absolute GHG emissions due to the increase in the total quantity of finished product, but a reduction in terms of specific emissions equal to 4.76% compared to 2020.

Prometeon Tyre Group is aware of the actual and potential dangers of climate change and is committed to fighting it by adopting as much as possible all the necessary measures.

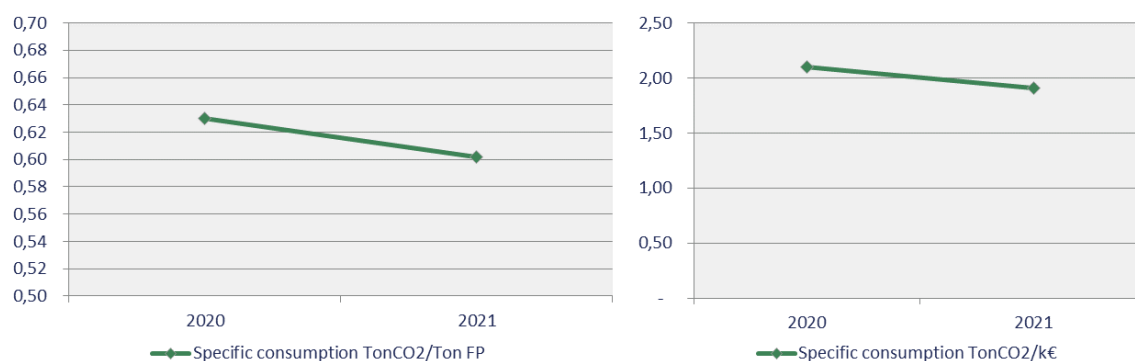
Regarding the achievement of the objectives set by the Sustainable Development Goals "12 Responsible Consumption and Production" and "13 Climate Action", Prometeon Tyre Group, which is aware of the actual and potential threats posed by the climate change, remains commitment to its commitment to fight these latest adopting as much as possible all the necessary measures.

The following tables show the trend of the year 2021 compared to 2020.

		2020	2021
Absolute consumption	TonCO ₂	172.243	199.868
Specific consumption	TonCO ₂ /tonFP	0,63	0,60
	TonCO ₂ /k€	2,10	1,91



SUSTAINABILITY REPORT



The numerous activities that Prometeon Tyre Group implements every year, in particular those concerning the energy consumption, leads to an effective reduction in terms of emissions in 2021.

Water Management

The Company monitors the “**Water Footprint**” along the life cycle of the product (as extensively explained earlier in this chapter) and tyre manufacturing is the third most influential phase.

In the aforementioned environmental strategy of the Group, the efficient and responsible use of water in production processes and at workplaces is addressed comprehensively with actions to improve it; from design of the machinery to Facility Management activities. Particular attention is paid to the local context of the use of this resource, with action plans identified.

A reduction target of specific **withdrawal of water** was set and it foresees that about -10% in 2021 compared to 2016.



SUSTAINABILITY REPORT

The year 2021 recorded an absolute withdrawal of about 1.084.576 cubic meters, that compared to the previous year corresponds to an increase equal to 9.1% of water withdrawal. It has to be highlighted that the results were directly influenced by the impacts deriving from the increase production volumes in the factories. It has to be noticed that the increase of production consequently required higher quantity of resources but the Company, which is always committed to monitor its water footprint, Prometeon Tyre Group recorded a significant decrease in terms of cubic meters per ton of finished product which was in 2021 equal to 7.5% compared to 2020.

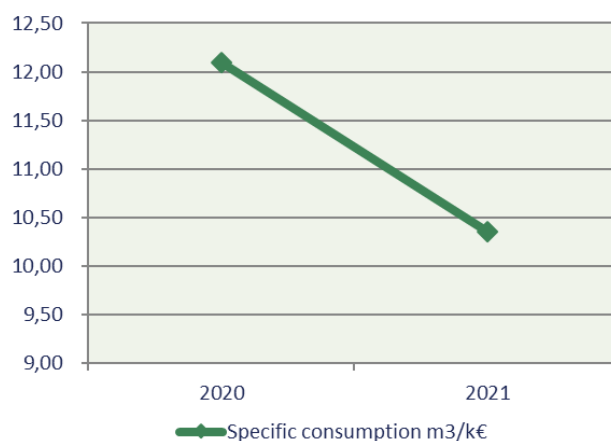
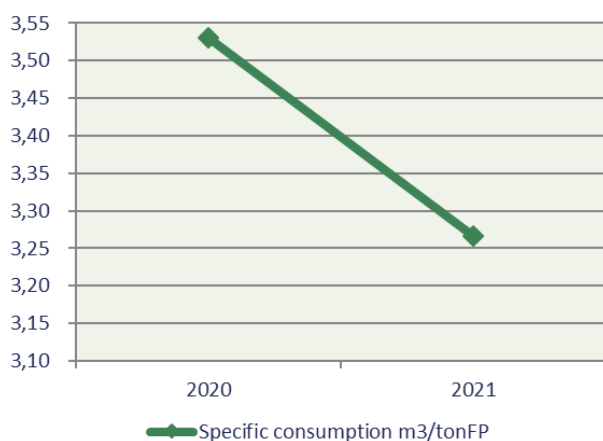
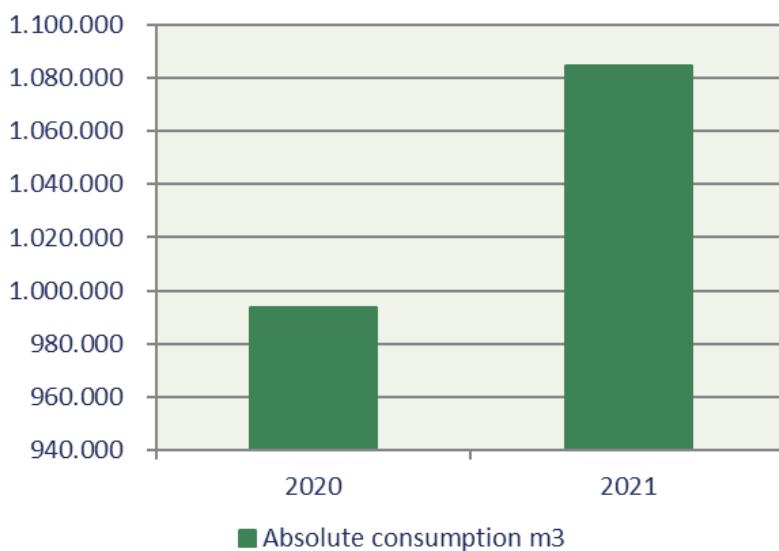
To provide an overall view of the performance in terms of water withdrawal year on year, the following tables report the indicators:

- absolute withdrawal, measured in cubic meters, which indicates the total uptake of water by the Group;
- specific withdrawal, measured in cubic meters per ton of finished product, which indicates the withdrawal of water used to make one ton of finished product;
- specific withdrawal, as measured in cubic meters per euro of Operating Income.

		2020	2021
Absolute consumption	m ³	993.687	1.084.576
Specific consumption	m ³ /tonFP	3,53	3,27
	m ³ /k€	12,09	10,36



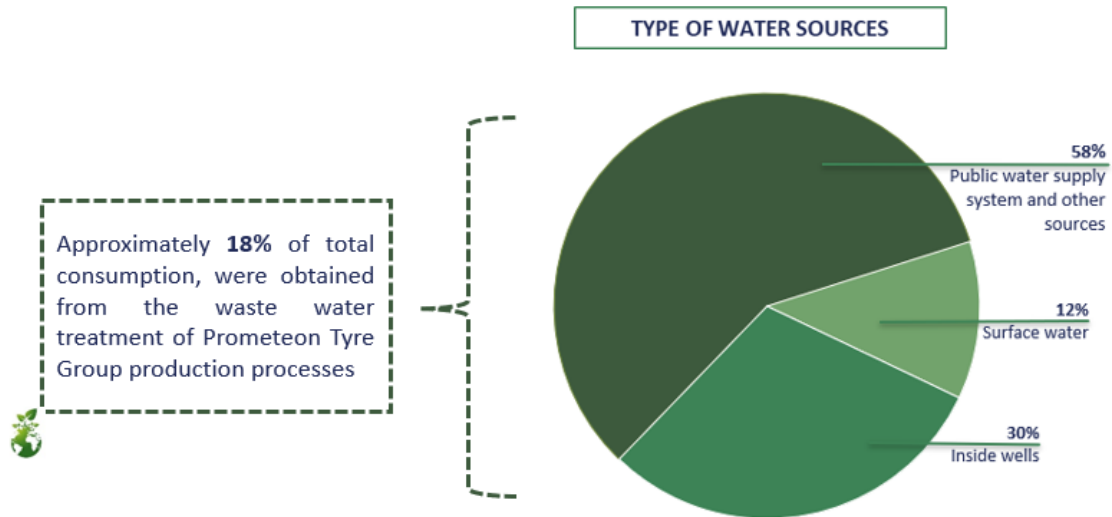
SUSTAINABILITY REPORT



The following two graphs show the distribution of absolute withdrawals by type of use and water supply weight by type of source.



TYPE OF WATER SOURCES (m ³)	2021
Public water supply system and other sources	627.577
Surface water	130.191
Inside wells	326.808
Total	1.084.576



Prometeon Tyre Group approaches water management with great sensibility, in line with its inspiration for the achievement of targets set under the Sustainable Development Goals: and “**6 Clean Water and Sanitation**” and “**12 Responsible Consumption and Production**”. It has to be highlighted that the Company is committed to responsible and efficient use of water resources and efficient protection of fresh waters through use of modern machineries and innovative, less water consuming production processes that satisfy both local and international standards.

In Brazil, the factories in order to raise awareness of the correct use of the water resources put in place a specific project as well as technical actions aimed to correctly use the effluents generated.




Cultura Prometeon SAIBA MAIS SOBRE A EVOLUÇÃO DA CULTURA DE QUALIDADE

O USO CONSCIENTE DE ÁGUA SALVA VIDAS!

Um estudo da Agência Nacional de Águas (ANA) mostrou que a demanda por uso de água no Brasil é crescente, com aumento previsto de até 80% no total retirado de água nos últimos 20 anos. Até 2030, a estimativa é de que a retirada aumente em 30%.

Por isso, é fundamental que a sociedade se conscientize sobre a importância de economizar água e não correr o risco de ficar sem esse recurso tão essencial.

Mudanças simples de hábitos são fundamentais para o futuro da água! Confira as dicas a seguir.



- 1. FECHER BEM AS TORNEIRAS**
Torneira vazando é fácil de perceber e pode desperdiçar até 40 litros de água por dia. Se perceber esse problema, realize a troca ou o conserto da mesma.
- 2. REAPROVEITE A ÁGUA DA MÁQUINA DE LAVAR**
A água utilizada na máquina de lavar costuma ser descartada pelo ralo, porém ela pode ser reaproveitada e servir para lavar pisos, lavar o quintal e até regar plantas.
- 3. CRONOMETRE O BANHO**
Um banho de 15 minutos pode gastar até 135 litros de água. Se você reduzir o seu tempo no chuveiro para 5 minutos, apenas 45 litros são utilizados.
- 4. ENSABOE TODAS AS LOUÇAS DE UMA SÓ VEZ**
Antes de lavar a louça, retire os restos de comida com o apoio de um guardanapo ou toalha de papel e ensaboe todas de uma só vez, com a torneira fechada. Depois, faça o enxágue.

#PrometeonFamily **PROMETEON**

Responsabilidade Social EM PROL DAS PRÁTICAS SUSTENTÁVEIS

DIA MUNDIAL DA ÁGUA


O Dia Mundial da Água, comemorado em 22 de março, traz uma importante reflexão sobre como estamos utilizando esse recurso tão importante para nossa sobrevivência e das demais espécies.

Você sabia que captamos água de um arroio que passa no fundo de nossa fábrica para utilizar no consumo interno, em processos industriais e também na geração de vapor?

O fluxo da água deste arroio passa pelo Rio Gravataí, Delta do Jacuí, Lago Guaíba, Lagoa dos Patos até chegar no Oceano Atlântico, o que mostra a conexão entre nossa fábrica e o mar.

Faça sua parte e utilize os recursos naturais com consciência!

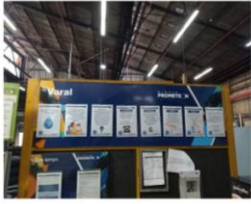
Os bueiros da Avenida Central foram marcados com a frase **O MAR COMEÇA AQUI** para que todos os dias estejamos atentos sobre os riscos de contaminação da água.











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• Varal informativo;

Varal informativo do dia da água abordando dicas de mudanças de hábitos para redução da utilização deste recurso (tanto na fábrica quanto em nossas casas).



<p>DIA MUNDIAL DA ÁGUA (22/3): COMO FAZER O USO RACIONAL DESTES RECURSOS?</p> 	<p>FAZER O USO RACIONAL DA ÁGUA É IMPERIOSO DESEJAR NÃO HAVER A EXTINÇÃO DESTES RECURSOS, PARA CONSERVAR A POPULAÇÃO E A PRODUÇÃO, POR PARTE DAS FÁBRICAS.</p> 	<p>PORTANTO, SEPARAMOS ALGUMAS DICAS IMPORTANTES, PARA QUE VOCE FAÇA O USO CONSCIENTE DA ÁGUA E ECONOMIZE O MÁXIMO POSSÍVEL DESTES RECURSOS!</p> 	<p>NO TRABALHO</p> <p>CASO IDENTIFIQUE ALGUM VAZAMENTO ABRA UM PISAP.</p> <p>DÚVIDAS? LIGUE NO RAMAL 7846</p> 
<p>NO TRABALHO</p> <p>EVITE DESPERDÍCIOS! UTILIZE APENAS O NECESSÁRIO, PENSANDO SEMPRE EM PROL DO MEIO AMBIENTE!</p> 	<p>EM CASA</p> <p>SEMPRE FECHER A TORNEIRA DEPOIS DE UTILIZÁ-LÁ. FECHER ENQUANTO ESCOVA A LOUÇA OU ESCOVA OS DENTES, POR EXEMPLO.</p> 	<p>EM CASA</p> <p>AO RIVEDER DE LIMPAR O CHÃO COM A MANUSEIRA, UTILIZE APENAS A QUANTIDADE NECESSÁRIA.</p> 	<p>AJUDA E HORA DE COLIGAR ANTES DE SAIR EM PRÁTICAS.</p> <p>PORTANTO, TENHA SEMPRE CONSCIENTIA SOBRE O CONSUMO DA ÁGUA, SEM DESTES RECURSOS NÃO PODERMOS EXISTIR.</p> <p>JUNTOS FAZEMOS A DIFERENÇA!</p> <p>Seja parte alguma iniciativa de sustentabilidade em prol do meio ambiente.</p> 

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**Awareness campaign of the correct use of water*

The project in Gravataí and Santo André, concerning the reuse of industrial effluents in particular water used in bathrooms, which comes from effluent treatment stations giving the possibility to reuse this water.



A PARTIR DESTES MÊS A FÁBRICA INICIA O USO DE ÁGUA REAPROVEITADA NOS BANHEIROS DA FÁBRICA!

ECONOMIZAR RECURSOS NATURAIS TAMBÉM É ZERO DANO!

PROMETEON

SUSTAINABILITY REPORT

In 2021, 30% of the water withdrawn was pumped from wells inside the facilities and authorized by the competent authorities. Furthermore, the Company obtained 12% of its necessities from surface water, while dedicating special care to guaranteeing that this withdrawal was marginal in relation to the volume of the affected water bodies. Lastly, in line with the targets set under the Sustainable Development Goal “6 Clean Water and Sanitation”, the Company is committed to the improvement of water quality by decreasing the proportion of untreated wastewater, increasing recycling and safe reuse of wastewater.

About 195.942 cubic meters of water were used, equivalent to approximately 18% of total consumption, which were obtained from the wastewater treatment of Prometeon Tyre Group production processes.

A total of 309.428 cubic meters of domestic and industrial wastewater were discharged in the sewer, 24.499 cubic meters were discharged into surface water bodies, always in quantities that were marginal in relation to the volume of the receiving bodies and without significantly impacting biodiversity. The remaining amount was discharged into sewer networks. Before being discharged into the final recipient, industrial wastewater – adequately treated as necessary – was periodically subjected to analytical tests that certify substantial compliance with locally applicable statutory limits.

The results presented in this section shows the responsible use of this precious resource, which are not solely due to investments and expenses but also thanks to the awareness raising campaigns that the Company organizes in all its offices and factories.

Prometeon has as one of its non-negotiable pillars its socio-environmental responsibility. In this way, it invests in waste and water treatment programs in its factories, to reduce as much as possible the impact caused by production for the environment. Since 1999, all the water used in the production, captured from the Arroio Passo dos Ferreiros river, is recycled and treated before being reintroduced into the wild. Since the same year, all waste generated is fully treated in a modern industrial effluent treatment plant, and 70% of these treated wastes are used in industrial processes, reducing the need for the use of natural resources. Another important environmental aspect is the management of all waste generated. At the Gravataí plant, 98% of this amount is used entirely for recycling.

Daily, there are 314 m³ liters treated in the factory, in a vast program that still includes awareness campaigns against waste for our employees and the use of reuse water in bathrooms, which guarantees savings of more than 34,000 m³ per year of drinking water, in a program that reaches the 24 bathrooms of the factory and had a contribution of R \$ 305 thousand for its installation. These campaigns together help not only in maintaining the environment, but also in times of drought such as the current ones.

All this effort of the company is aligned from its headquarters in Milan, Italy, with all its units around the world. In Brazil, a Corporate Sustainability Committee was created, which works specifically

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maintaining harmony between all pillars of the business, including, Social Dimension, Environmental Dimension, Economic Dimension and Governance and Ethics. In the committee meetings, performance indicators used worldwide, such as CO2 emissions, water footprint, care in the depletion of natural resources, and measures are taken to ensure the least possible impact on nature in places where Prometeon operates. All of this allows a clean daily production with minimal impact for the tires that help to feed and transport Brazil.

Waste Management

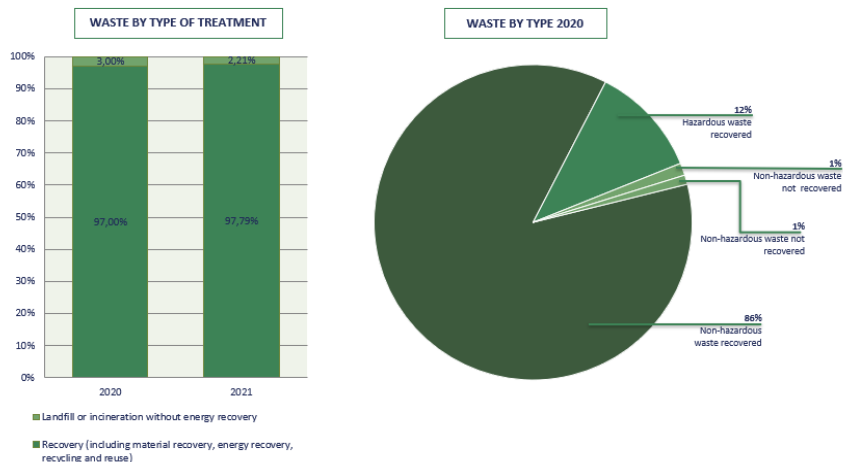
The improvement of environmental performance deriving from the management of **waste** was achieved through:

- **production processes**, with the aim of preventing the production of waste at the source, progressively reducing the processing of materials to be disposed.
- operating management of generated waste, aimed at identifying and ensuring the selection of **waste treatment channels** that can maximize **recovery** and **recycling**, gradually eliminating the amount sent to the landfill with the **Zero Waste to Landfill** vision;
- streamlining **packaging management**, both for the packaging of purchased products and the packaging for products made by the Group.

The Sustainability Plan requires more than 95% of waste produced to be sent for recovery by 2021, with Zero Waste to Landfill vision. 2021 saw a substantial consolidation of the quantity of waste sent for recovery: during the year 97.79% of waste was recovered, recording a figure in line with last year.

Recovered hazardous wastes represent approximately 12% of total production.

The following graphs summarize the waste by treatment and type:

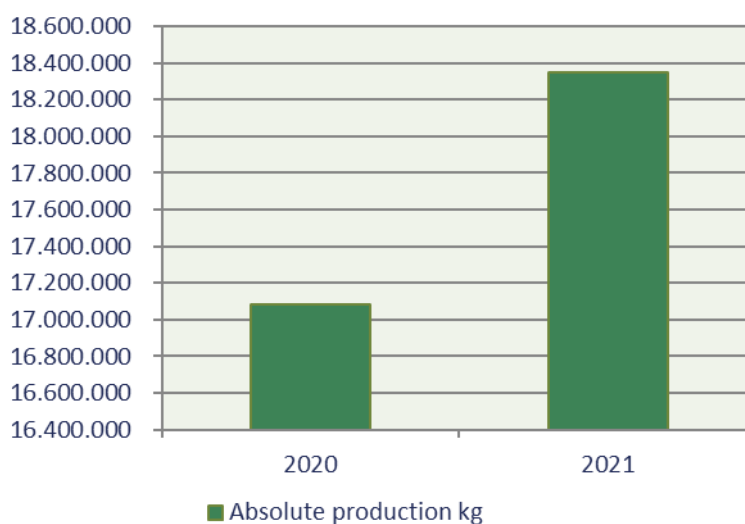


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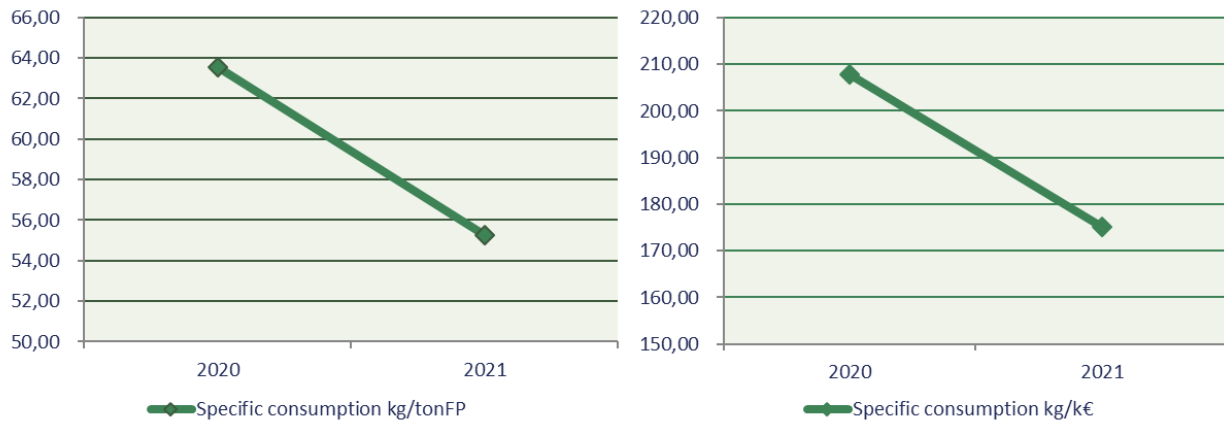
The graphs below detail waste production through three main indicators:

- Absolute production, as measured in tons;
- Specific production, as measured in kilograms per ton of finished product;
- Specific production, as measured in kilograms per euro of operating income.

		2020	2021
Absolute production	kg	17.084.996	18.345.680
Specific consumption	kg/tonFP	63,57	55,26
	kg/k€	207,84	175,22



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The improvement recorded in 2021 in terms of specific consumption in tons of finished product is equal to a decrease of 13 % compared to 2020. The results are the natural consequences of actions carried out by the Company, which minimize in the best possible way the use of polluting material. Furthermore, the company, through investments, takes care that all waste is disposed of in the reference channels in order to be able to give the latter a second life.



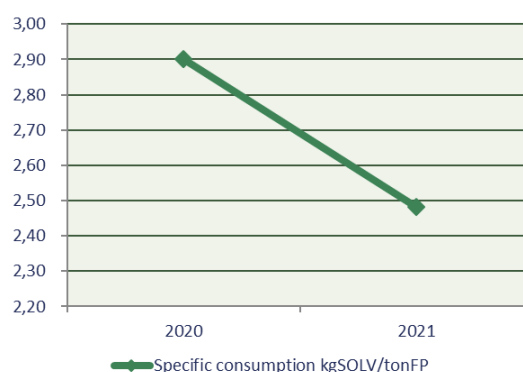
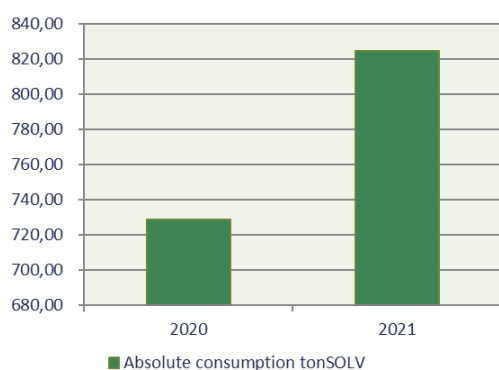
Other Environmental Aspects

Solvents

Solvents are used as ingredients in processing, mainly to reactivate vulcanized rubber, during the fabrication and finishing of tyres. The Company is committed to the **reduction** of these substances by optimizing their use and by spreading solvent-free technologies for operations.

In 2021 the Company registered in terms of absolute consumption an increase equal to 13% which was directly linked to the increase of production. With reference to specific consumption calculated on tons of finished products, Prometeon Tyre Group reduced by 14% the use of solvents in the production processes.

		2020	2021
Absolute consumption	tonSOLV	728,58	824,45
Specific consumption	kgSOLV/tonFP	2,90	2,48



Biodiversity

Prometeon Tyre Group pays the utmost attention to ensure that corporate activities do not interfere with the **biodiversity** characteristic of the contexts in which the Company operates.

In 2021 great attention was paid by R&D Material Department on Sustainability items, with particular focus on **“3R” concept**.

The purpose is to achieve a target of 100% of sustainable materials used in the overall production process:

- **Reducing** raw materials and optimizing processes
- **Recycling** used materials and introducing inside new tyres materials

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- **Rethinking** to new renewable materials and formulations

With the increase in accumulation of waste from vulcanized rubber, the dispersion of these materials in the environment becomes more difficult to manage. Such accumulation of harmful substances in the nature, especially in the subsoil and in the waters, threatens year after year the environment. Considering end-of-life products as an alternative resource of raw material can be a winning solution both in ecological and economic terms, perfectly embracing the basic concepts of sustainable development and circular economy. End-of-Life Tyres (ELTs) represents one of the most important categories of end-of-life products coming from vulcanized polymeric materials. R&D Innovative Materials Department studies projects regarding the re-use of these materials for production purposes maintaining all the characteristics and performances.

Moreover, the Company worked on projects aimed at developing new materials that improve durability of truck and agro tyres and virtual models that can predict tyre performances. In particular in Brazil, R&D Department collaborates with the **University of Campinas** and chemical companies. In line with the Company's research approach, Prometeon Tyre Group pursues organizing workshops with suppliers to develop and test innovative materials. In this context, Research and Development Department carried out tests on new polymers and fillers in order to measure the balance between different parameters of performance (wet-dry grip and mileage).

Sustainability: Moving Forward 100% Sustainable Materials



Prometeon R&D Centers

- Dedicated RD functions and expertises;
- Increased suppliers awareness and co-developments;
- Contracts with University and with research groups.



Re-think to Natural Rubber...

- To find alternative suppliers in different part of the world to reduce the impact on one area of the world
- « local 4 local »



End-of-Life Tyres

Prometeon Tyre Group is strongly committed to create sustainable life cycle of tyres, developing therefore innovative and sustainable approach in which the goal is to reduce resource waste as well as recover as much as possible energy and materials during their life cycle.

Tyres that are no longer sufficiently safe or efficient to be reused, even if retreaded, are referred as “end-of-life tyres” (here in after referred as ELTs) which are practically wastes. ELTs can pose a serious threat to the environment and have to be collected and recovered with specific methods, as the rubber of tyre is made of a mix of very high-quality polymers with exceptional chemical-physical characteristics which remain unaltered even in the recycled rubber obtained from it. It is

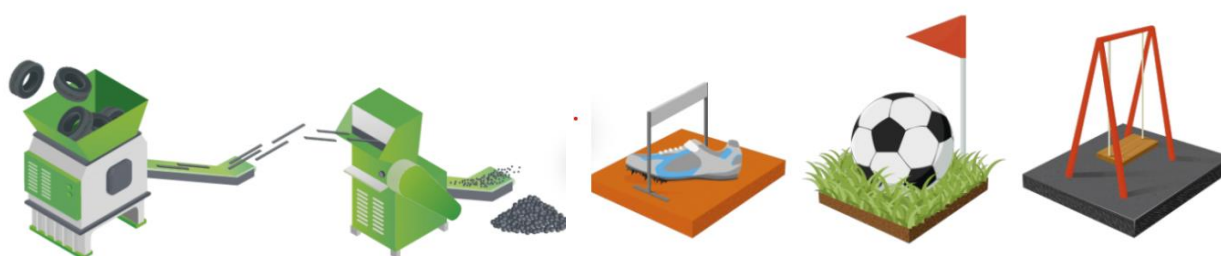
SUSTAINABILITY REPORT

possible to channel ELTs towards one of two different processes: they can be either recycled, a process where it is possible to obtain new materials or recovered as energy.

In fact, the Company collaborates strictly with suppliers who produce raw materials from ELTs, such as micronized reclaim rubber and recovered carbon black. Our formulations currently contain these materials and the goal is to increase their presence as high as possible and at the same time maintaining high performance of tires produced in terms of quality and safety. Moreover, the use of these materials can guarantee a circular economy, as well as contributes positively the CO2 emission thus reducing the amount of CO2 emitted into atmosphere.

As a tyre manufacturing company, Prometeon Tyre Group has a sensibility on the environment. The Company pays great attention to both the sustainability of all production processes along the entire value chain and to the products disposal and recyclability. For this reason, in line with its inspiration for SDG **“9 Industry, Innovation and Infrastructure”**, **“12 Responsible Consumption and Production”**, **“17 Partnerships for the Goals”**, together with local initiative which collaborates with, Prometeon Tyre Group is committed to produce tyres that can have a “second life”.

For instance, thanks to these collaborations, it is possible to reuse the tyres by reconstructing the outer belt - provided that the carcass is still intact – or by means of specific production processes the rubber is crumbled and transformed into different products/materials that can be used in different fields: bio-composites, urban heating materials, sound barriers, flexible cement grout, playgrounds, acoustic underlay, athletics tracks, steelworks, fitness mats, tennis courts, asphalt. Furthermore, ELTs can also be recovered as energy at ad hoc plants. Indeed, they have the same calorific value as coal, but they cause much lower amounts of climate-changing emissions.



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BIO-COMPOSITES



URBAN HEATING



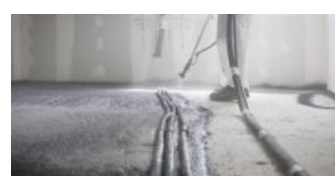
SOUND BARRIERS



FLEXIBLE CEMENT
GROUT



PLAYGROUNDS



ACOUSTIC
UNDERLAY



ATHLETICS TRACKS



STEELWORKS



FITNESS MATS

In relation to this, in **Brazil**, the Company collaborates with **RecicIANIP**, which during the course of 2021 recycled a total of 336.000 tons of ELTs from various tyre producers operating in the Country. About 18% (60.000 tons) of the total amount of ELTs recycled was provided by Prometeon Tyre Group Brazil.

The year 2021 saw also the launch of new initiatives to improve the ELT management. In Argentina, Prometeon Tyre Group started to collaborate with **Geocycle**, a waste management company operating at worldwide level in the field of recovering and recycling industrial, agricultural and municipal wastes. Thanks to this collaboration, ELTs are recovered as energy used in cement production. Moreover, the Company seeks to further extend the collaboration in the Country with other external partners for ELT management and currently negotiates with a company producing rubber crumbles from ELTs.

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In addition to the abovementioned initiatives, Prometeon Tyre Group actively supports national legislative initiatives concerning amendments improving the current laws and regulations and the drafting of the new ones.



In **Turkey**, the Company is member of **LASDER**, association founded by tyre manufacturers operating in the Country for the collection and recycling of ELT. The institutional mission of the association is not only bearing the responsibility for the management of ELTs but also to inform the public about tyre sector and the products through training sessions. Thanks to the collaboration and willingness of tyre manufacturers in the Country, the total amount of ELTs recycled in 2021 equals to approximately 194.000* tons, of which 27.000 (14% of the total amount) tons were provided by Prometeon Tyre Group Turkey.



* Unofficial data provided by LASDER as the official data consolidation will be made and published by Ministry of Environment, Urbanization and Climate Change in the summer 2022.

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Moreover, the Company collaborates in Italy with **ECOPNEUS**; in France with **ALIAPUR**, in Belgium with **RECYTYRE**; in Spain with **SIGNUS**; and in Portugal with **VALORPNEU**.



ELT Recycling



**ESTÁ NAS NOSSAS MÃOS
DAR A VOLTA AO AMBIENTE**



The above described collaborations are not just the simple proof of Prometeon Tyre Group's environmental sensibility, they also reflect the Company's commitment to environmental communication, which today is an essential element for companies in giving a concrete answer to the word "**environmental sustainability**".

Other emissions and environmental aspects

The production process does not directly use substances that are harmful to the **ozone layer**. These are instead contained in certain closed circuits of the cooling and air conditioning plants. Therefore, except for accidental and unforeseeable losses, there are no free emissions into the atmosphere that can be correlated with manufacturing activities of the Company.

With regard to the management of packaging, tyres are generally sold without packaging. The environmental management systems implemented at the production units have assured constant and prompt monitoring and intervention regarding potential emergency situations that may arise, as well as the reports received from stakeholders. During 2021, there were no significant complaints related to environmental issues, nor any related sanctions.

Moreover, in 2021 the specific consumption related to energy is 8,91 GJ/tonFP and 0,60 TonCo2/tonFP for CO2 emissions. It has to be highlighted that the Company already reached the target of 2021. The Company with the intent of saving CO2 emissions has already started to collaborate with companies oriented to electric transport.

Expenses and Investments

Prometeon embraces the ten fundamental principles of the UNGC and supports the Sustainable Development Goals defined by United Nations during the 2030 agenda, aiming to achieve a better and more sustainable future. Inspired by aforementioned, budget and investments are planned, the Company has set a 5-years road map to further extend and develop its sustainable approach.

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As part of an ambitious plan, the Company increases its investment in Sustainability for the next years. In relation to Manufacturing the investment plan is dedicated in the following areas:

- **Technology & Quality**
- **Energy & Sustainability**
- **Health, Safety & Environment**

Regarding Technology & Quality, it is related to direct reduction of waste, the improvement and development regarding the use of new materials, factory processes and high-quality machinery. It is aiming to reduce production waste as much as possible and to have better control process, therefore, to improve product quality and performance as well.

As far as Energy & Sustainability is concerned, investment will be in place in order to reduce consumption of energy, steam, water and consumables such as polyethylene by saving any kind of production resources.

With reference to Health, Safety & Environment, the focus is on the improvement of plants safety, working environment as well as reduction of pollution/emissions. It has set therefore zero work accidents, better working conditions and high sustainable approach from social and environmental point of view as target.



The focus is not only on production side, the Company pays great attention also on other aspects aiming to extend fully the sustainable approach. As explained in Social Dimension, considering also the core of Sustainability, Prometeon puts effort and spends many resources in sustainable initiatives and development by paying attention on internal and external community therefore the whole chain of the business as well as promoting sustainable culture in the way the Company believes.

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ECONOMIC DIMENSION

SHARING OF ADDED VALUE

In line with inspiration for the SDG “8 Decent Work and Economic Growth”, the Ethical Code of Prometeon Tyre Group ratifies the commitment of the Company to operate to ensure responsible development over the long term, while being aware the bonds and interactions that apply to economic, social and environmental dimensions. This is to wed the creation of value, progress of the Company, the attention given to stakeholders and raising standards of living and quality of the environment.

Added value means the wealth created over a given reporting period, calculated as the difference between the revenues generated and the external costs sustained in the period. Distribution of added value among stakeholders allows the relations between Prometeon Tyre Group and its main stakeholders to be expressed by focusing attention on the socio-economic system in which the Group operates.

	31/12/2020		31/12/2021	
Gross Global Added Value	(267.190)		(306.033)	
remuneration of personnel	(150.958)	56%	(172.252)	56%
remuneration of Public administration	(13.681)	5%	(30.363)	10%
remuneration of Borrowed capital	(52.365)	20%	(33.649)	11%
remuneration of risk capital	-	0%	-	0%
remuneration of the company	(49.840)	19%	(69.609)	23%
Contribution for the benefit of the external community	(346)	0%	(160)	0%

The added value created in 2021 increased by about 15% compared to 2020. The change in the items determining gross global added value as shown above, are set out in the Consolidated Financial Statements section of this report, to which the reader is referred for further details.

SUPPLY CHAIN AND PROMETEON TYRE GROUP’S PRODUCT PORTFOLIO

The quality certifications, obtained by Prometeon in the past years, have been renewed, as described below:

- **Quality and System certification ISO 9001:** In 2019, Prometeon Tyre Group had sustained the certificate with successful surveillance external party audits for Head Quarter and all the operative units and in 2020 the Company had the first re-certification from external party audit. In 2021, the certificate was sustained with successful surveillance external party audits for Head Quarter and all our operative units. The

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positive result is confirming the 2018 outcome, keeping Prometeon Tyre Group ahead vs. automotive commodity average number of raised non-conformities;

- **IATF 16949:2016:** Following the evolution of the ISO 9001:2015 standard and the new IATF 16949:2016 (Automotive Scheme that became private), Prometeon Tyre Group in 2018 has achieved the certification of the Quality Management System. Prometeon Tyre Group is one of the leaders in the achievement of these updated significant and demanding certifications. In 2019, the Group has sustained the certificate with successful surveillance external audits. In 2020 has passed successfully the first Re-certification from external audit and on 2021, has sustained the certificate with successful surveillance external party audits, which confirms the robust Quality Management Systems in-place and the continuous improvement approach adapted in Prometeon Tyre Group.

The standards foreseen in the IATF framework reflects the approach of the global network, including **Original Equipment Manufacturers**, that requires the organization to comply with Basic Working Conditions in the Global Terms and Conditions and the related Supplier Social Responsibility and Anti-Corruption Requirements (*for further details please refer to Environmental Dimension of this report*).

Regarding **Quality**, with reference to the “**Culture Evolution**” project (*please refer to the Governance and Business Ethics of this Report*) the **Safety** (*please refer to Social Dimension of this Report*) will be enhanced with the support of **Quality** team which, based on recognized behavioral maturity evaluation criteria, developed an unique questionnaire assessing the level of awareness and accountability in a specific area and in all areas. Starting from the results, action plans can be assigned for areas, also defining the improvement to interdependent level of maturity.



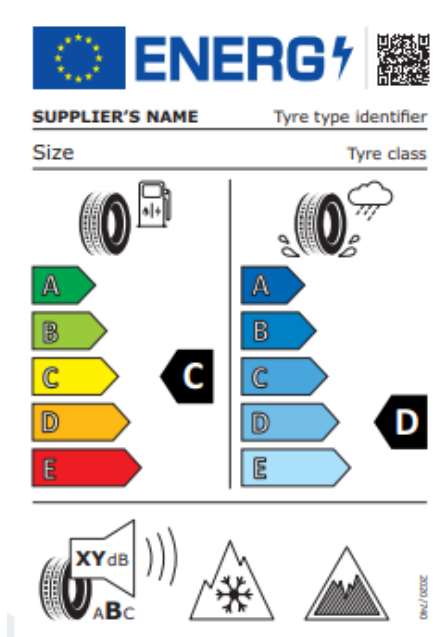
#PAIXÃOPELAQUALIDADE

ETRMA – EUROPEAN TYRE AND RUBBER MANUFACTURERS ASSOCIATION

The European Tyre & Rubber Manufacturers Association (ETRMA) is an international tyre and rubber industry trade association representing nearly 4.400 companies in the EU which directly employ about 370.000 people. The tyre business volume of ETRMA's corporate members represent 70% of the global sales and 7 out of 10 world leaders in the sector are ETRMA Members. With 86 tyre-manufacturing plants and 16 R&D centers, ETRMA members have a strong manufacturing and research capacity within both the EU and candidate countries.

ETRMA is the main partner of the EU institutions in the development of new policies on the tyre sector and their proper implementation for the establishment of a sustainable regulatory framework at EU level. The Association represents the regulatory and related interests of the European tyre manufacturers and cooperates with the legislators to create an enabling environment for a continuous dialogue with EU and international institutions.

Prometeon Tyre Group supports and works with the Association in various activities aimed at raising awareness of the EU institutions and Member Countries on the implementation of market surveillance for monitoring compliance with regulations on the general safety of vehicles and tyres and on energy efficiency. The Company has been present and actively participating to various working groups related to various aspects of tyre manufacturing and business: trade, label regulation, CO2 emission, noise emission, in-vehicle data access, on-board fuel consumption measurement and communication. In particular, Prometeon Tyre Group actively supports the Association in drafting and adoption of new EU tyre label regulation in the EU, Turkey and Israel, which came into effect on 1 May 2021. Thanks to the new label, consumers will be able to choose more fuel-efficient tyres, which can lead to great savings for both commercial and end users in terms of costs and emissions. Moreover, the overall road safety will be improved as the wet and snow grip information on the label has a nudge effect on consumers.



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**New Tyre Label*

In 2021, Prometeon Tyre Group actively supported ETRMA in making its contributions and commitment to the twin transition: **Green Deal & Digitalization**. The new regulatory framework will focus on the following aspects concerning tyre business:

- European climate & environmental agenda;
- Road safety;
- Tyre wear abrasion;
- Circular Economy (retreading label initiative);
- Tyre/Road traffic noise;
- Access to in-vehicle data.

Particular emphasis was given to the interaction between tyre & road in order to reduce noise emission and to access to in-vehicle data during the year.

The European tyre industry recognizes the need to contribute to the reduction of noise emission and is committed to work with all the key stakeholders to achieve a successful transition. The industry is aware of its obligations incurred by the EU legislation as well as of the recent ongoing studies investigating the current noise emission levels of M and N category vehicles to propose a possible improvement in noise level limits for the next phases of the Regulation (EU) No 540/2014 in the coming years. Indeed, relevant progress has already been made over the last 15 years by reducing the rolling noise to 5dB, more than halving the emissions.

Furthermore, tyre manufacturers would like to underline not only the importance of a holistic approach in effectively tackling traffic road noise within the context of a balanced safety and environmental performances of tyres, but also their commitment to keep playing a key role in the achievement of the European Commission ambitions. Rather than focusing only on tightening rolling sound limits for tyres, the industry demands more attention should be paid to improving the accuracy of the noise measurement method, which is a crucial point for a reliable policy that benefits the entire noise ecosystem, as no requirements on road pavement noise exist at the moment.

Having recorded such a remarkable reduction, tyres naturally reached their physical limits for improving noise performance. Hence any further improvement in noise emissions will negatively impact other significant tyre performances, for instance rolling resistance, which and wet grip, which are crucial to fuel efficiency and traffic safety purposes. As these latter are the key priorities in achieving ambitious goals for stopping climate change, reducing accidents and fatalities. Before potentially tightening rolling sound limits for tyres, attention should be paid to improving the accuracy of noise measurement method, which is crucial for a reliable regulation that benefits the entire noise ecosystem (recall that no requirements on road pavement noise are existing).

As the automotive industry has experienced an unprecedented digital transformation over the last few years, the tyre, mobility and aftermarket services are being disrupted and reshaped by data. In this emerging and promising market, access to vehicle data is a key enabler of innovation and

services provisioning. Being aware of the actual and potential contributions, tyre manufacturers have taken advantage of digitalization to develop innovative services to improve road safety and support decarbonization of transport.

Tyre Pressure Monitoring System for commercial vehicles is one of the requirements introduced in 2021. In order to meet this novel requirement, Prometeon Tyre Group collaborates with ETRMA, supporting the industry to develop an integrated vehicle monitoring system.

The current technical solutions, to access vehicle data via the original equipment connection, makes the vehicle manufacturer a key player concerning the management of data generated by the vehicles of its own brands. Considering that only a regulation can ensure to level the playing field for all mobility stakeholders, Prometeon Tyre Group offers its full support to ETRMA in its call to the European Commission for establishing a sector-specific EU legal framework to access in-vehicle data. Such legal framework would allow enhanced mobility services to be developed and deployed, which are necessary to foster competition and innovation on the nascent mobility services market.

Another important activity where the Company plays a key role together with ETRMA is the development and definition of standards of **Vehicle Energy Consumption Calculation Tool (VECTO)**, which is essential to guarantee that all Heavy-Duty Vehicles (HDVs) to obtain CO₂ certificates, including their OE tyres, as stated by the relevant regulation. Prometeon Tyre Group is committed to comply with these strict certification procedures in order to meet all the requirement of Monitoring and Reporting Regulation as in the near future certified rolling resistance coefficient will also need to be reported and included in a Central Register for Data on Heavy Duty Vehicles. The aim of the creation of such a database is to enable the full market transparency on HDVs' performances about CO₂ emissions and fuel consumption. The Company is also actively participating to the extension of VECTO tool for Van/Bus and trailer applications.

Evolution of new raw materials and new auxiliary products prior to their use in order to identify potentially critical issues for human health and the environment is one of the absolute priorities for Prometeon Tyre Group. The assessments are made not only on the basis of restrictive European regulations concerning the management of hazardous substances, but also standards and know-how currently available internationally (specifications, databases, etc.), thereby fully implementing as stated in the specific "Health, Safety and Environment" Policy.

The Company collaborates with ETRMA also in establishing and enhancing communications between downstream users and chemical producers, activities specifically envisaged by Regulation (EC) no. 1907/2006, also known as "REACH Regulation". Through the Chemical Group (CG), which is composed by experts from tyre companies and internal members, ETRMA relays with European Chemicals Agency (ECHA), interacts with Member States' institutions and external consultants on monitoring, studying chemicals used in tyre industries and facing the new chemical legislation as per classifications and incoming issues. Thanks to Rubber Chemical Monitoring Program, the Association anticipates future actions on chemicals and monitors the substances under evaluation by ECHA and those that can be restricted. In this context, since 2020 the activity of ETRMA had been mainly focused on following the main topics of 6PPD (organic chemical used as an antiozonant in rubber tyres), Cobalt Salts, Resorcinol, Carbon Black, DCBS (sulfonamide accelerator with excellent anti-scorching property and delayed onset of cure).

ETRMA is also active to enable a free market supporting the elimination of some local and promoting the adoption of a harmonized certification frame to reduce the actual burden of administrative procedures in many countries hopefully following UNECE framework.



PRODUCT SAFETY, PERFORMANCE AND ECO-SUSTAINABILITY

In line with its inspiration for the SDGs “**9 Industry, Innovation and Infrastructure**” and “**12 Responsible Consumption and Production**” Prometeon Tyre Group is committed to develop alternative production site and materials with low impact on the environment, i.e. materials with no ingredients of petroleum origins and those recycled. Product safety and performance, combined with the sustainability goals, is the main focus of Company’s product research and development activities.

In 2020 Prometeon Tyre Group, embracing continuous innovation tyre manufacturing, opened a **new Research and Development Center in Izmit, Turkey** and in 2021 the new **Materials Laboratory** was opened. The new R&D center increased the production capacity and brought new direct and indirect employment opportunities supporting the local community and bringing an important contribution to the trade balance of the Country.

From 2017 to 2021 Prometeon Tyre Group invested around 116 million dollars to increase the production capacity by implementing advanced technology in its factory located in Izmit, enabling the Company to study novel mathematical models and to develop new tyre treads, new compounds, tyre belts and carcasses.



“PTG opens a new R&D center in Turkey”

Alexandre Bregantim, Global CTO of Prometeon Tyre Group, commented: “Today, we inaugurated yet another remarkable milestone in the Prometeon Tyre Group’s successful path. Over last three years, we implemented several strategic initiatives that made Prometeon healthier, stronger and more resilient in an unprecedented scenario. Strategic interventions at every stage of the company’s value chain, a very strong focus on sustainability and human resources have allowed our company to promptly and effectively tackle the pandemic, both financially and commercially. The new R&D Center fits into this strategy and will allow us to achieve our goals, improving our offering of both products and customer services, consolidating our partnerships with OEMs and further raising our quality and efficiency standards”.



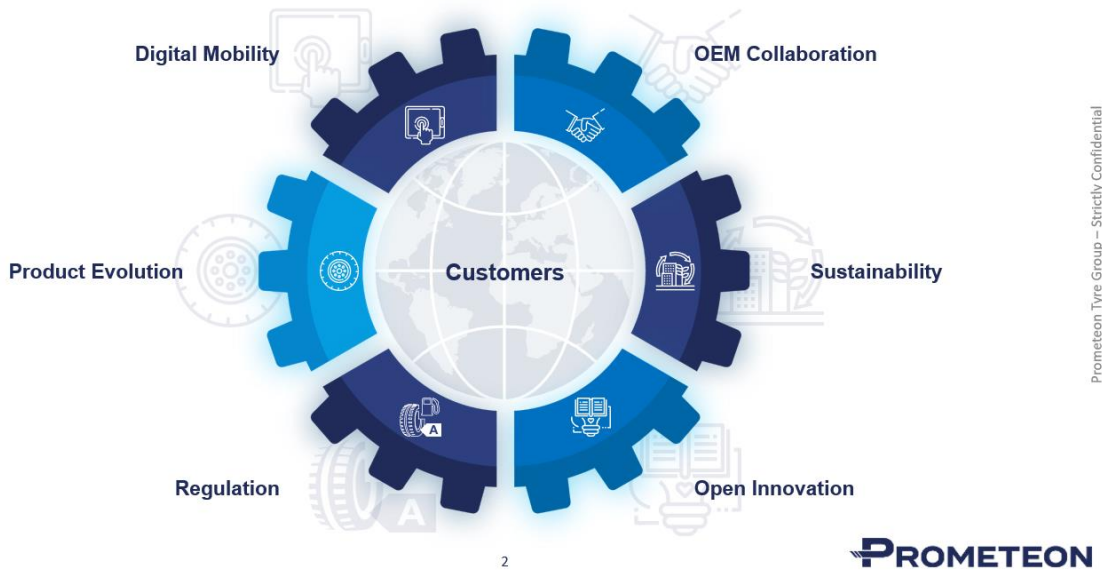


In 2021 the range of activities carried out by the R&D increased and thus with the implementation of new Materials Laboratory , where innovative and alternative materials for the manufacturing purposes are developed and studied, a fundamental activity necessary to complete the Center reaching its full operational capacity during the year.

The main role of R&D Department is to develop new products and processes through innovations, which are based on the following 6 pillars:

- **collaboration with lawmakers** in order to gather information regarding legislation evolution both at national and international level;
- and from business point of view with **OEMs** in order to understand and analyze the development and growth regarding products and technologies, therefore aiming to study analyze and anticipate future market trends;
- **technology evolution of the product** to be up to date with the latest developments in Innovation;
- application of **digital mobility solutions** to tyre business in order to increase the overall safety and performance;
- **open innovation** to foster collaborations with experts in their relevant fields for increasing the Company know how;
- and carrying out all the above-mentioned activities paying a great attention to **sustainability**, i.e. respecting to the nature, caring for the society and ensuring a continuous innovation.

6 Pillars for Innovation



*6 Pillars of Innovation of Prometeon Tyre Group

Research and Development Department is always working with the aim to improve retreading methods that can enhance the re-utilization process of **end-of-life tyres** in new products and thus providing a profitable contribution to the Company as per a sustainable solution to **circular economy**. Furthermore, with regard to the Company’s inspiration for the SDGs “**17 Partnerships for the Goals**”, in ensuring the management of correct recovery of all end-of-life tyres, Prometeon Tyre Group also collaborates with various local and international initiatives such as Ecopneus, a nonprofit organization for the tracking, collection, processing and final destination of end-of-life tyres in Italy. Thanks to this collaboration, end-of-life tyres are either recycled or recovered as asphalt, sport surfaces, construction materials or energy sources (for further details please refer to “End-Of-Life Tyres” paragraph in Environmental Dimension of the report.)



After the slow down, due to the pandemic in 2021, the request of production and the increase of the availability of tyres on the market was pushed by the economy which required to Industrial Business to accelerate the production in order to satisfy the increased market demand.

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Particular attention has been dedicated to innovation projects increasing the collaboration between Prometeon R&D together with companies, startups and universities (University of Naples, University of Campinas, University of Insubria, MegaRide, Simulia).

During 2021, all the projects launched in previous years continued, new projects have been launched with the aim to combine sustainability and innovation.

Research & Development focused its activities in the following areas:

1. Reduction of energy consumption through the use of combustion or electric engines;
2. Reduction of noise pollution caused by tyre-road interaction;
3. Increasing of safety performance given by an optimized grip level on critical road condition (wet and snow);
4. Increase of tyre durability to reduce the raw material usage for new tyre replacement;
5. Reduction of environmental impact through a sustainable approach, using recycled raw materials for manufacturing new tyres and reduction of the number of prototypes produced thanks to the support of advanced inspection technology tools to reduce the number of prototypes produced;
6. Digitalization of tyre products to simplify the maintenance, optimizing the performance during the overall life cycle of tyres.

All these activities are aimed at improving innovation of product performance through the study and acquisition of phenomenological know-how, creation of virtual models, use of new methodologies of laboratory research and tools for measuring and reproducing the phenomenon, with the aim of identifying a possible innovative solution and the introduction of this latest in the products.

In 2021 Prometeon Tyre Group signed an agreement with Università degli Studi dell'Insubria to work on projects related to green issues. In particular 2 projects have been defined:

1. A dedicated researcher for 3 years with a remuneration from Prometeon Tyre Group and two financed by Europe. The title of the project will be "Synthesis and characterization of silica-based nanoparticles and elastomers from renewable sources for application in the tire industry" starting from 01.01.21 to 31.12.24;
2. Three-year doctorate fully funded by Europe and the project will be dedicated to: "Synthesis of thermoplastic elastomers from renewable sources for tyre applications".

The main drivers of research, which arise from market needs and the introduction of new regulations requiring product performance adjustments, have seen focus on the reduction of fuel consumption or rather CO2 emissions, noise pollution, the increase in the durability (mileage and integrity) of the tyre, reducing replacement needs and increasing its reuse through the reconstruction of the tread. All these requirements have to be satisfied respecting the main safety measures, especially those concerning wet or snowy slippery surfaces.

Furthermore, the recent focus of the industry on the digitalization and development of "internet of things" (IOT) systems has highlighted the need to collect and process information deriving from the use of tyres. Thanks to the implementation of specifically developed algorithms, which provide constant and real-time monitoring of actual status of tyres in use, it is possible to ensure the use of

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tyres in its best conditions and thus in terms of both environmental impact (reduction of energy consumption) and safety.

The European Union's determination for a substantial reduction of CO2 emissions has led to the adoption of more restrictive regulations for vehicle manufacturers, which set limits aimed at achieving a reduction in CO2 emissions of 15% by 2025 and 30% by 2030.

The leading vehicle manufacturers have requested from all their component parts suppliers to carry out improvements regarding the performance of their products in order to reduce the overall **energy consumption** of vehicles. Within these context tyre manufacturers were involved in research activities aimed at optimizing energy saving performance without compromising other essential qualities such as **safety** and **durability**.

Moreover, several countries have promoted different initiatives to incentivize actions for the use of vehicles and components with low environmental impact and to promote research and innovation for new materials, technological solutions, production processes and new systems control.

The recently enacted Environmental policies and legislations by national, international and supranational authorities require original equipment manufacturers to improve vehicles' fuel consumption performance. Prometeon Tyre Group is committed to continue its collaboration with the manufacturers to develop solutions to meet the needs of the market as well as requirements and goals set by the legislators. As a result of this commitment and its hard-working attitude, the Company has been delivering continuously outputs. In 2019 new "Profuel" tyre line with the lowest rolling resistance class of the Company's Pirelli branded premium range, was developed and designed for Original Equipment market. In 2020 the first size of the new energy-efficient product line, Profuel, was launched.

The year 2021 saw another improvement for Profuel line, 2 new products were developed and designed. The Profuel project aims to maximize energy efficiency (RRc <4.0 N / kN) in order to reach the goal of reduction of CO2 emissions by 2030 (- 30%). However, due to high demand of tyres coming from the market, the Company decided to remit the launch in the beginning of 2022.



**New Profuel tyre line steer and drive renderings*

Moreover, Prometeon Tyre Group worked during 2021 to renew the Regional tyre line 17,5" and 19.5" in order to meet the Original Equipment manufacturers expectation, improving Rolling

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Resistance performance both on light and medium trucks. The new R02 tyre line has been developed with the aim to have a significant reduction of Rolling Resistance about 15% in line with the future regulation of EU Commission.

Prometeon during the 2021 has been developing a new Construction tyre line dedicated to Original Equipment's that need specific low value of Rolling Resistance to reduce the CO2 emissions according to the VECTO model (Vehicle Energy Consumption Calculation Tool).

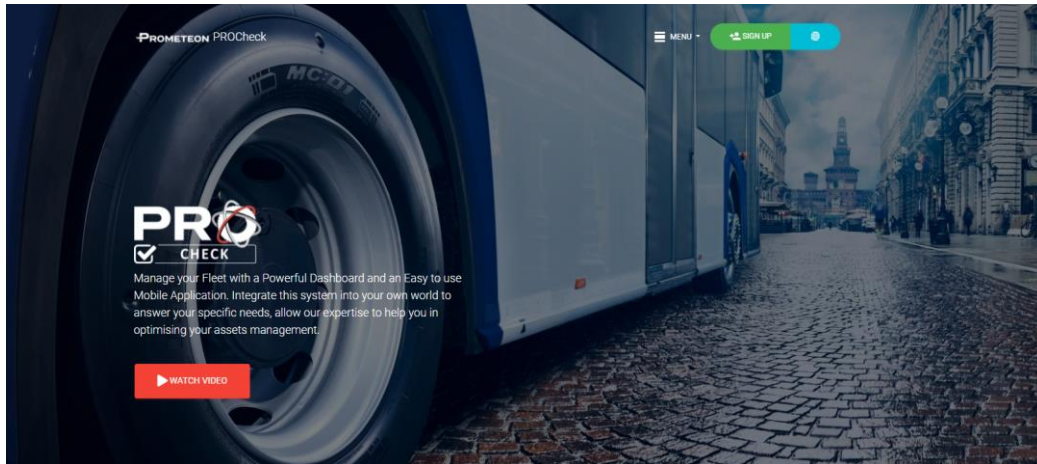
Furthermore, in order to meet the specific low-level Rolling Resistance requirements of VECTO model (Vehicle Energy Consumption Calculation Tool) concerning the CO2 emissions, in 2021 Prometeon Tyre Group worked on developing a new tyre line, dedicated to the needs of Original Equipment manufacturers operating in heavy equipment's sector. Different sizes have been developed for this application segment and the official launch of the products is expected to take place between late 2022 and 2023.

It has to be highlighted that among the different sources of pollution, **noise pollution** plays a fundamental role as being the primary source of noise. Thanks to **electric vehicles** and their silent electric motors, it is possible to reduce one of the main sources of noise, which is the combustion engine. In order to develop mathematical models capable of quantifying the sound emission of a virtual tyre and optimizing its performance, in 2021 R&D Department launched a project with a company highly experienced in the field of simulations, and thus with the aim to reduce the noise pollution.

Regarding **Safety**, R&D Department of Prometeon Tyre Group together with the **University of Naples** and the startup Megaride, is committed to develop an innovative methodology, based on the use of algorithms, aimed to analyze the phenomena that occur during emergency maneuvers (see breaking or lateral grip on wet or snow) and the consequent reactions on the dynamics of the vehicle. This new study is aimed at reducing the time to design the tyres through the use of virtual reality with simulators and predictive models paying attention on safety and reducing the environmental impact thanks to the tests made and the creation of a greater number of prototypes tyres.

As far as the Safety and **Eco-Sustainability** of the tyre is concerned, it has to be highlighted that the **durability** plays a fundamental role. Research & Development Department together with the Mechanics Department of the University of Naples, a phenomenological study project of heat generation and diffusion in tyres itself has been launched. The aim of the study is to optimize the aspects concerning generation and dissipation of heat during the use. In addition to this study, in 2021 Prometeon Tyre Group has stipulated a partnership with University of Insubria for two doctoral research projects in the field of application of renewable materials in tyre industry. The projects are partially financed by the EU.

Regarding **Digital Solution**, the Company launched in 2021 a new software able to collect and store data on tyre's status of usage and thus allowing customers to be always informed about the status of the tyres in use. This will help the customer to take care of the tyre maintenance, increasing their durability and performance.



In line with its commitment to create innovative, effective and efficient solutions for customers, Prometeon Tyre Group monitors carefully the latest developments and trends in the market.

In 2021, R&D worked with the main OEMs to be up to date with new requests coming from the Market, taking into account the requirements foreseen in the European Regulation, focused to reduce the environmental impact of the Transportation. Regarding the request of Rolling Resistance and Noise emission reduction, R&D is committed to renew the existing tyre lines but also to continue developing specific products dedicated to new vehicle technologies such as Electrification, Hydrogen and self-autonomous driving.

Together with the OE Manufacturers like **MAN (Volkswagen Group)** and **EvoBus (Mercedes-Daimler Group)**, PTG launched in 2021 a collaboration studying the feasibility to design *ad hoc* optimized products.

Focus on OEM Business

Heavy Trucks



City Buses



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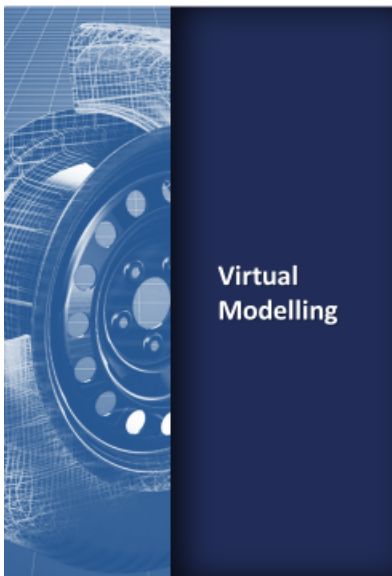






With reference to the OEM customers relationship it has to be highlighted that these latest are homologated as showed in the table below:

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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).



-  Performance Predictive Models
-  FEA Model for Fatigue & Durability
-  Aging
-  Tire/Soil Interaction



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This methodology enables Prometeon Tyre group to answer all the 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

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grip, grip and traction on snow). These technological packages, focusing on all parts of tyre, e.g. belts with spiralling solutions, cords to zero degrees and new structural patterns, and belt where the review of the design and the adoption of new materials has led to a further significant increase in terms of durability and retreadability performance.

OEM Development



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9

PROMETEON

All the current Prometeon product lines, starting from the Pirelli-branded ones to the Anteo Tegrys, Argantis and Eracle ones, are the result of “Prometeon Engineered”, a series of technological packages that have given birth to some deposits of patent applications and owned know-how, which have contributed to improve the performance of all tyres manufactured and marketed by Prometeon Tyre Group.



*Eracle tyre

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 tire models developed in Prometeon's R&D Open Innovation department, through vehicle's dynamic simulations and structural tyre's models (FEA).

This made it possible to satisfy all the evolutions of current and future European regulations, which are increasingly restrictive and demanding, with a particular 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 focus on all parts of the tyre, from belts with spiraling solutions of cords to zero degrees and new structural patterns, to the belt where the review of the design and the adoption of new materials has led to a further significant increase in durability and retreadability performance.

To achieve reduction levels of fuel consumption of absolute excellence, with a strong focus on the environment also from the point of view of the raw materials used in the compound's production, the Company paid great attention to compound formulations and tread pattern design technology.



In particular, the truck and bus brand, ANTEO, is developed with a special focus on safety and offers an excellent performance for Wet Grip, which in most of the cases is among the best in class on the market. Moreover, optimized rubber compound to guarantee the right tire life performance, retreadability, 3PMSF marking, reinforced bead with wrapped chafer and structure components that enhance optimal resistance and robustness are among the “standard” characteristics of the product lines of the ANTEO Brand.



**Anteo tyre*

Moreover, Argantis which has been launched in February 2020, is a tyre produced in Brazil and available in 2 different tread pattern, Steer and Drive in 2 alternative sizes. This tyre is sold only in the Brazilian replacement market.



**Argantis tyre*

Focus: Tyre Circular Life – Circularity today

Nowadays manufacturing companies give attention to the system that reduce and eventually eliminate waste and manage raw materials scarcity through the continual use of resources. In other words, the focus is on design by developing tyres for both longevity and optimal performance in terms of sustainability, on continuous innovation to improve production processes by employing new and/or alternative raw materials which sustainably reducing waste, energy consumption, gas

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emission, material loss, recovering waste-streams and, where technically possible, replacing materials that may challenge significantly the material recycling of the tyres.

The concept goes through along the whole supply chain, including purchasing of raw materials to the end-of-life of the products. The key is extending product lifetime and closing material loops by implementing sustainable approach with 3Rs concept – Recycle, Reduce and Rethink & Reinvent.

As far as longevity is concerned, the focus is to design and develop tyres in the ways that facilitate repairment and retreading, thus increasing tyre lifetime and reducing environmental impact not compromising tyres performance in terms of safety and efficiency. Attention has to be put also on the type of materials used in production, therefore focusing on circularity of the materials which means exploring new potential sustainable raw materials, which can be reused and recycled, to replace the actual ones aiming to create fully sustainable products.

With these challenges lie ahead, assessment and innovative concepts together with constructive cooperation and development would be necessary along the whole tyre supply chain in order to foster know-how exchange with professionals, developing the new innovative strategies with stakeholders in line with the market trend and evolution. In these circumstances, the focus of the strategies is on durability, maintenance, repairability and upgradability, i.e. circularity of the whole process, aiming to increase products longevity in terms of performance and products utilization rate, as well as to improve material recycling and energy recovery, therefore to design and produce fully sustainable products as mentioned, aiming to protect human health and reduce environmental impact.

Following this purpose, the Company is introducing new materials in tyres formulations that have lower impact on environment. For example, by using silica obtained from rice husk ash to replace the classic silica produced from quartz sand. Rice husk ash is one of the most common agricultural waste; it is an agricultural waste by product from rice milling in the rice production. Moreover, processes which allow to recover energy by burning this waste have been developed. Additionally, from purification of ashes obtained, it is possible to get excellent silica in terms of purity which can be used in the compounds replacing the classic filler materials.

Another key element in the journey into sustainability is the replacement of raw materials deriving from petroleum with bio-based renewable raw materials. For instance, the Company is reducing the use of oils and resins deriving from petroleum and replacing them with ingredients of natural origin such as soybean oil and pine resin. In this way, new product line with high percentage of sustainable compound and materials has been designed and developed; it will be launched in the next future.

On top of that particular focus is put on one of the main components of the tyres as well - Natural Rubber. Natural Rubber is a completely renewable material and it is mainly produced only in certain areas of the planet, equatorial zone. Prometeon is committed the conservation of forests and biodiversity by collaborating with suppliers which distribute worldwide internationally, reducing therefore the impact in some areas of the world (Malaysia, Indonesia, Thailand) where natural rubber is normally bought. In addition, the Company has adopted "Local 4 Local" supply chain policy

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which is focused on local sourcing and shorter supply chains in order to reduce pollution from raw materials transportation and the CO₂ footprint.

Over and above that, another element which would be crucial and has to be sustainably managed is tyre waste as it is not possible to erase totally the generation of tyre waste during the production. For instance, an idea has to be put in this field aiming to improve the production processes performance, prevent waste generation and keep it as low as possible, consequently reducing also the materials to be disposed. In other words, it may impact positively economic and environmental point of view.

Regarding the latter, for the Company Quality is the base of Industrial Strategy and a global direction has been defined. The vision is represented by a logo exclusively designed and slogan “Smart and Sustainable” and this Quality approach is based on digital innovation and sustainability, thus a roadmap with short, medium and long terms projects was born to reach the objectives set.



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This vision is developed with circularity concept and it is embodied within each pillar of Quality:

- **Supplier Quality Pillar:** aims for an advanced supplier performance evaluation and supplier social accountability;
- **Compound Quality Pillar:** aims for an advanced compound properties evaluation and compound scrap or rework improvement;
- **Process Quality Pillar:** aims for process live management and digitalization and to improve waste and recycle;
- **Product Quality Pillar:** aims for tyre performance linked to the production flow and rolling resistance predictive analysis;
- **Outgoing Quality Pillar:** aims for automatic defect recognition and finished product rework improvement.

With this approach every single character of the flow is involved and integrated in the activities transversally, and in this way the vision has been cascaded into mission for each of the pillars through the Quality. For instance, it aims to guide and give directions as well as set organization objectives and purpose to ensure Company mindset implementation enabling therefore quality excellence through the value chain.



OUR CUSTOMERS

Prometeon Tyre Group is the **only global tyre manufacturer entirely dedicated to the Industrial market**, which includes **truck, bus, agro and OTR tyres**.

Sales channels include:

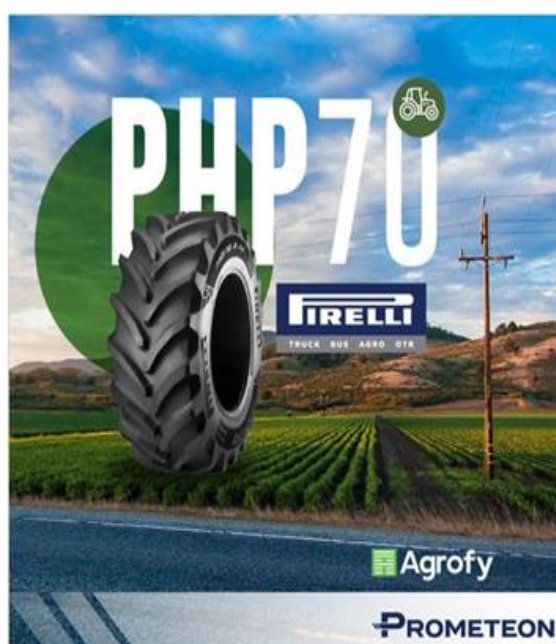
- **Original Equipment**, addressed to vehicle manufacturers;
- **Replacement**, for the substitution of tyres on vehicles already in circulation.

As part of **Replacement**, there are two broad types of customers (truck and bus segment): on one side the **trade operators** (specialized dealers and distributors) and on the other side the **fleets** (end-users) which can be either supplied directly or indirectly through dealers.

Specialized resellers are tyre specialists operating on the market in the role of independent businesses; **specialized dealers** constitute a fundamental point of contact between Prometeon Tyre Group and an important part of the end-user (fleet) market. Particular attention is devoted to specialized dealers in terms of shared development, to enhance the product offering integrated with a high-quality level of services, for instance, tyre management and monitoring, breakdown service, casing management, retreading.

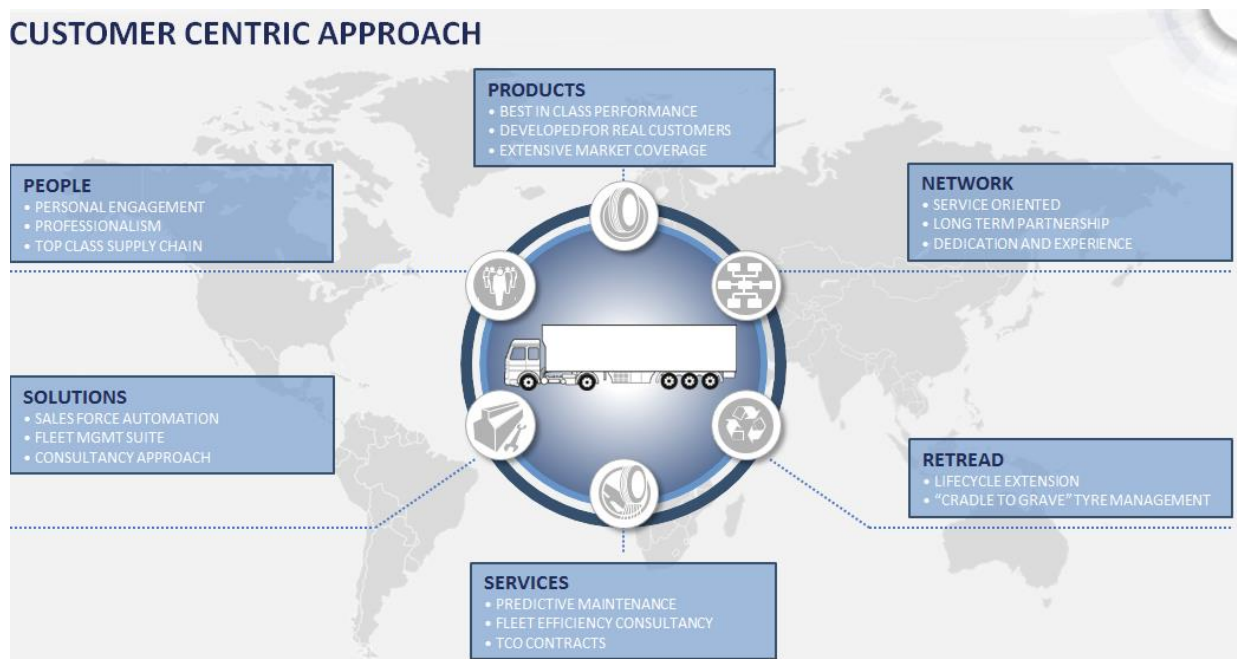
"**Distributors**" are partners who are fundamental to guarantee continuity in the supply of tyres to other specialized and non-specialized resellers. They do so by offering local delivery and distribution services throughout the entire territory.

Fleets can have various dimensions, depending on the number of vehicles; in the smallest one, the fleet owner is driving his own vehicle; the largest ones have more than 500 vehicles.



Customer Focus

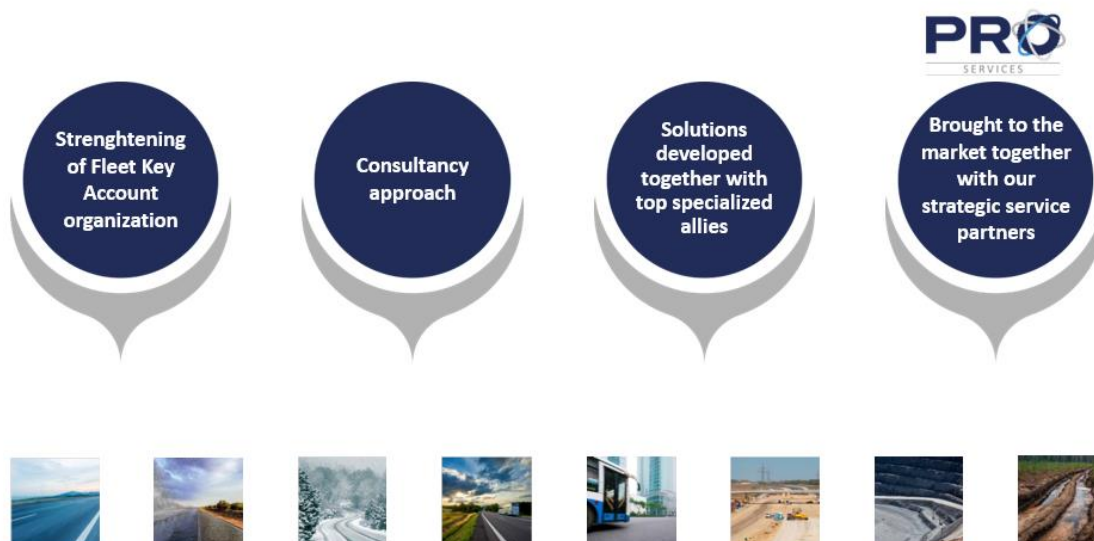
Customer focus is not only a central element of the **Ethical Code**, but also a principle inspiring and shaping Prometeon Tyre Group's approach to the business. This document outlines the Company positioning and is therefore communicated to all employees in the local language and is available in English on the intranet and website.



Among the essential elements of the Prometeon Tyre Group approach, the following are highlighted:

- ✓ consideration of the impact of its actions and behavior on the customer;
- ✓ exploitation of every opportunity offered by doing business to satisfy the customer's needs. The Company's commitment is to implement services that can enhance end-user efficiency and cost optimization while respecting the environment. In this context, during 2021 Prometeon's PRO SERVICES kept on steadily growing across the main markets on which the Company is focused. Specifically, PRO CHECK, the very first fully in-house developed tyre inspection and monitoring system, strongly thrived across Europe, building a solid base of monitored vehicles and tyres in several countries. Moreover, 2021 saw also the continuation of the previous year's path by expanding PRO SERVICES' adoption, especially considering PRO MANAGEMENT, the Company's central billing system, that showed outstanding growth in all markets where it was launched. These services, together with the first successful PRO DRIVE customer in Italy, aim to continue strengthening Prometeon Tyre Group's focus on providing its customers with a comprehensive solution of tyres and services, focusing on satisfaction of each customer's needs and peculiarities;

FOCUS ON PREMIUM FLEETS SOLUTIONS



TAILORED AND COMPLETE OFFER



- ✓ anticipation of customer needs;
- ✓ safety, reliability, high performance of products and services offered, in accordance with local regulations and more developed national and international standards applicable, as well as excellence of production systems and processes;
- ✓ information to customers and end-users to guarantee an adequate understanding of the environmental impacts and safety features of Prometeon Tyre Group products, as well as the safest ways of using the product.

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The Company also adopted a clear procedure to grant feedback to any customer claim, which involves immediate intervention with respect to the interlocutor.

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

Compliance within Customers relationships:

In 2021:

- ✓ 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 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 consumers' data;
- ✓ no sales related to products sold by Prometeon Tyre Group were banned or disputed.

Information to Customers

Prometeon Tyre Group provides information to customer-distributors and end-users on a continuous basis. This information concerns both product and related initiatives and is disseminated in a variety of ways, depending on the presence on the territory. This is complemented by information distributed in both hard copy and digital version format for smart consultation from tablets and PCs as well as the range of off-line training activities.

The pillars of the **communication with our customers** (both dealers and fleets) are periodic meetings organized on the territory in each country where Prometeon Tyre Group has a commercial presence. In 2021 they mainly took place virtually due to the Covid-19 pandemic constraints. These meetings allow the Company to keep direct relationship with dealers and fleets as well as inform them about our product portfolio and services. For instance, in Italy through the SuperTruck Facebook and LinkedIn profiles product-related dedicated programs and webinars have taken place. In the industrial business, **web network** is an important touchpoint, even if not the main one, to evaluate the offer on the market and the products.

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In 2021 the new Prometeon website was launched, with a total of 8 local sites in 8 languages: Italy, Spain, Germany, Poland, Turkey, United Kingdom, United States and Brazil. The release of additional 5 sites and relative languages is planned in 2022. In addition, there is a website dedicated to ANTEO Brand and one for Tegrys Brand, consistently with the multi-brand strategy of the Company. **Social media profiles on Facebook, Instagram and LinkedIn** are available in the main EU and extra EU markets to create **awareness on company activities, products and services**.

Due to constraints caused by the Covid-19 pandemic, Prometeon did not organize or take part in major international events but exploited online and specialized press presence and daily contact through salesforce to communicate products and services news to the customers and the market.

Additionally, the Group Code of Ethics formulates the general principles of transparency and fairness inspiring the conduct of business. It indicates the objectives and the values informing business activity in relation to the main stakeholders with which Prometeon Tyre Group interacts on a daily basis: investors, environment, financial market, customers and staff. This document provides all the Group's affiliates with cogent and uniform guidelines for the professional practices to be followed by anyone who work for or on behalf of Prometeon Tyre Group or has business dealings with it ("Addressees of the Code") including agents and other intermediaries.

THE IMPORTANCE OF NETWORKING

SuperTruck Network is made up of 94 clients (with 124 points of sale in total), of which 27 are members of SuperTruck Consortium in Italy. The "networking" among the business community is the key instrument for Trade Marketing to support the sell-out multi-brand retails rather than a simple sell-in strategy. Especially in business-to-business markets like the one of industrial tyres, networking plays a fundamental role in supporting for a real enhancement of the offer made to end-users in terms of product and services. Trade marketing and product sell-out are two concepts that linked to each other indissolubly. On the one hand, a true sell-out action on the end-user requires an available, strong and coherent Network, while on the other hand the success of networking activities relies on an ever greater direct and indirect sell-out action. After the successful implementation of the **SUPERTRUCK network** in Italy in 2019, 2021 was a year of further consolidation of the Network in Europe.

Activities Offered by the Network

The SuperTruck Network offers to its members a wide range of services and opportunities functional to various aspects of industrial tyre business such as:

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- ✓ **Business management and consultancy** which provides for support for the management of tenders, non-repayable loans, special agreement and conventions for the purchase of professional equipment and consumables



- ✓ **Financial services** provided by partners leader in the field of financial support for insurance and credit information, as well as the possibility of subsidized financing for fleets for the purchase of tyres;



- ✓ **Fleet management services**, PRO Services provided by the Consortium in collaboration with Prometeon Tyre Group, which helps fleets to improve the business performance, fleet safety and vehicle maintenance. Moreover, retailers adhering to the initiative has the opportunity to be the point of contact for their customers in offering particularly innovative services in the field of telematics, environmental emergency services, service cards dedicated to fleets;



- ✓ **Professional training**, several courses for both employees and managers of the Network Members such as technical courses on products, managerial management training, human resource management courses and financial management training. Due to the Covid-19 pandemic, trainings had been carried out through distance learning;



- ✓ **Breakdown services** through a widespread territorial coverage guaranteed throughout the Italian territory on the basis of 24/7 and common price list;



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- ✓ **Casing management** thanks a collaboration with a specialized company in truck tyres, the Company guarantee to all SuperTruck members the opportunity to manage the Prometeon's truck tyres casings meant to be retreaded. Enhance casings value, supporting the positive perception about the retreadability of its products.
- ✓ **Communication and marketing**, an activity that has a significant relevance for the Consortium, carried out through social media channels, web site and wide range of merchandising and internal and external POS branding.



**Communication related initiatives and tips for professionals shared via SuperTruck LinkedIn page*

Moreover, through a dedicated interactive platform, **SuperTruck Channel**, where all the members of both the Consortium and SuperTruck Network can communicate in a more quick and immediate way. The idea laying behind this project is to build a **remote vertical communication** structure where contents related to training, service and commercial aspects of tyre business can be shared between the stakeholders, establishing a professional dialogue and creating an interactive rallying point for the viewers. Furthermore, via SuperTruck Channel, videos based on pre-recorded interviews made with professionals leader in their sector are shared through social media platforms such as YouTube and Facebook, and are exclusively addressed to the Members of SuperTruck Network.



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SuperTruck Network, after Poland in 2020/21, is planning to arrive in Germany, Switzerland, Spain and Greece in 2022; new information will be furnished in the next Sustainability report in 2022.

STAKEHOLDER DIALOGUE

It engages in a pro-active dialogue with company stakeholders, from employees to communities, clients, end-consumers, suppliers, institutions and non-governmental organizations, to integrate their expectations into Company development strategy.

ROAD SAFETY

As being the fundamental pillar of transport systems, safety is top priority. As mobility continues to grow and is radically transformed by digitization (the process of converting information from a physical format into a digital one), decarbonization (reduction or removal of carbon dioxide from energy sources) and innovation, the opportunities to further improve safety performance must be seized.

Synergies between **safety and sustainability** measures should be exploited. For example, encouraging the use of zero-emission modes of transport, new and safer forms of mobility may also go hand-in-hand with improved access to mobility for all members of society.

Mobility is the cornerstone of freedom of movement of people and goods, which is fundamental to the smooth functioning of the society. Transformation that mobility is going through is not limited only to industry itself, but it changes our lives by increasing the competitiveness of the industry, which results in outputs aimed at making mobility more accessible, jobs safer, and ensuring safer, cleaner and more sustainable transportation services.

On the other hand, the pursuit of such goals leads to radical changes in the mobility landscape, disrupting conventional transport business models and industries, bringing not just new opportunities but also new challenges.

The commitment of Prometeon Tyre Group is to spread road safety culture through training, awareness-raising campaigns and innovative technological solutions for sustainable mobility.

HIGH VALUE APPROACH TO FUTURE MOBILITY

Prometeon Tyre Group carefully monitors the evolution of the automotive market and more generally the evolution of mobility. Future mobility trends such as digitalization, electrification, management of shared transport and driving automation, are gaining more and more momentum and will lead to an evolution of the mobility sector whose speed is unprecedented in the sector. The Company constantly studies the opportunities brought by the future mobility trends, and in line

with its inspiration for SDGs “**8 Decent Work and Economic Growth**” “**9 Industry, Innovation and Infrastructure**”, “**11 Sustainable Cities and Communities**”, “**12 Responsible Consumption and Production**”, develops and evaluates projects that can enable Prometeon Tyre Group to create a difference in the global effort for making our world sustainable.

Zero-emission mobility: 3rd edition of SmartBUS Project continues in 2021 in Rome

Today’s mobility sector is in continuous and rapid evolution which is characterized by the future trends such as digitalization, electrification, management of shared transport and driving automation. As a company with a long-term vision aimed at anticipating market expectations and adapting business models for making contributions to the shaping of the future mobility, Prometeon Tyre Group has always been at the side of those who invest in innovative solutions for sustainable mobility contributing with their own technologies, tyres and experiences to create the commitment of a sustainable business model, attentive to the environment and the markets in which it operates, always offering its best solutions.

Addressing future mobility requires a proactive approach in the research for innovative solutions regarding sustainable transportation. Collaboration with OEM customers through sharing technologies, products and experiences committed to create sustainable business model and continuous technological revolution are the two main drivers of Prometeon Tyre Group in facing news and challenges of the outmost importance, such as **urban public mobility**.

In 2018 Prometeon Tyre Group started a collaboration with **E-CO Hev**, a company that developed a **zero emission electric bus with an innovative fast-charge** (with charging time of 4-5 minutes thanks to the Ultracapacitor system) electro mobility system without the use of batteries; specialized in the research and development of energy storage components, including super capacitors. In 2019 and 2020 the Company remained loyal to its commitment to develop the innovative electro mobility system for the spread of sustainable and Zero-emission mobility by participating in the over mentioned projects. The electric bus is equipped with the new PIRELLI-branded MC:01™ e-URBAN, a tyre in size 275/70 R22.5 developed using the latest Prometeon know-how in the field of electric vehicles hit the road first in La Spezia, then in Turin.



Thanks to the **specific design and tread compound**, the new model is characterized by **high mileage** and **low noise emissions** with **reduced fuel consumption**. It is designed specifically for City Bus and in line with the efficiency requirements of the SmartBUS system and the needs of sustainable urban transport.

The year 2021 saw the arrival of the SmartBUS to Rome. Thanks to collaboration made with E-CO Hev, Roma Atac S.p.A. - Rome’s municipal utility for public transport, one of the largest companies in Europe – and Roma Servizi per La Mobilità. The SmartBUS was operated on one of the busiest routes in Rome, line 64, carrying passengers between Termini Train Station and San Pietro metro station.

With this collaboration, Prometeon Tyre Group reaffirms its commitment to technological solutions that minimize environmental impact through **high performing and sustainable products**, and to be attentive to both safety and environment, aiming to create a sustainable business model.



**LA CITTÀ DI ROMA VERSO UNA MOBILITÀ SEMPRE PIÙ SOSTENIBILE CON
SMARTBUS, PROGETTO DI COLLABORAZIONE TRA PROMETEON, E-CO HEV,
ATAC E ROMA SERVIZI PER LA MOBILITÀ**

Sbarca nella Capitale il progetto pilota che prevede la circolazione dello SmartBUS, innovativo autobus elettrico equipaggiato con gli pneumatici sviluppati da Prometeon Tyre Group



**SmartBus*

Safe mobility: PRO CHECK joins PRO DRIVE

In 2020 Prometeon Tyre Group follows the path established during 2019 with the launch of PRO DRIVE by flanking it with **PRO CHECK**, the application developed by the Company for effective fleet management. This latest is the first fully developed **in-house tyre inspection and monitoring system**. It comes with features like continuous tracking, processing, and storage of the main

parameters related to tyres and vehicles condition. Corrects drivers' behavior must walk alongside tyre safety by always ensuring that they work at their best.



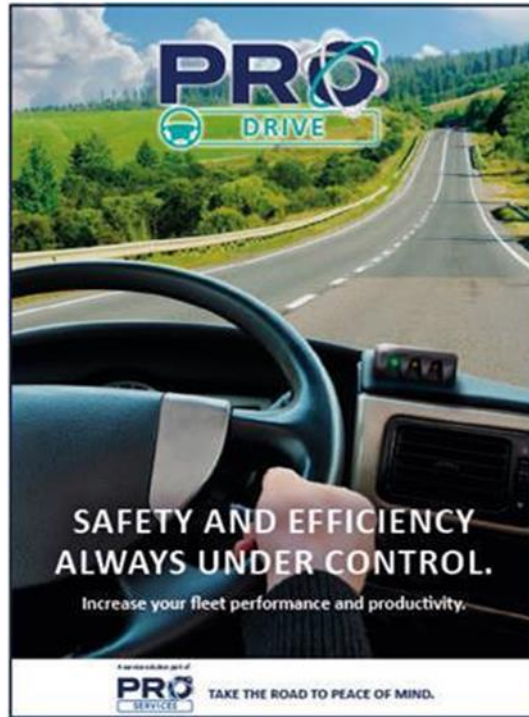
Prometeon Tyre Group supports its clients by providing them with the best digital solution to regularly inspect and monitor their tyres. By being sure that tyres are always at their best, both for air pressure and residual tread depth, fleets can lower the risk of breakdown and, consequently, increase the overall driving safety. PRO CHECK provides fleets and dealers with an easy to use inspection system, supported by a smartphone app and a measuring tool, and ever-reliable online and offline detailed reporting about tyres and vehicles status. Starting from the data entered by the customer systematically (e.g. tyre pressure, tread depth, odometer value etc.) the system runs specific data analytics algorithms to detect abnormal operational conditions that might lead to early tyre wear and possible risks for driving. This helps to alert the customer on time, about any possible problem, giving them a chance to prevent safety issues.

Moreover, the forecasting will also allow fleet customers to carry out **predictive maintenance actions, optimizing vehicle routes and stops** and helping them to **save fuel and reduce CO2 emissions**. Future functionalities in PRO CHECK will involve a focus on a real-time data collection system. As the amount of collected data will grow, Prometeon Tyre Group will be able to adapt and design better forecast algorithms.

It has to be highlighted that the main benefit in terms of environmental sustainability is the considerable **increase in tyre life** - which will contribute positively to fuel-saving and pollution reduction - and reliability. This will allow to predict when the tyre will be completely depleted as well as develop in the future new kind of related services.

Together with **PRO DRIVE, PRO CHECK** establishes an advanced digital suite of services to help its clients do their everyday jobs more safely and efficiently.

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From 2021 the service is available in Europe (Italy, UK, Germany, Spain, Poland) and in Brazil.





**Pro check services*

Smart solutions are becoming the core on the tyre market. Prometeon Tyre Group puts effort and innovates constantly and consistently in this field in order to build an ad hoc and tailor-made solution for customers professionals, thus, to create a whole smart and digital solution package of which can meet perfectly and satisfy the needs of the market. In the coming future, the Company is preparing and looking forward to launch and make it available.

Project of the Municipality of Milan to build an exemplary Smart Mobility District in terms of Sustainability and Innovation

As far as SDGs “**11 Sustainable Cities and Communities**”, “**17 Partnerships for the Goals**” are concerned, Prometeon Tyre Group is committed to make every possible contribution aimed at making sustainable everyday life. To this end in late 2019, Prometeon Tyre Group has joined a specific task group formed by the Municipality of Milan, 5 other companies and 2 public entities which have shown interest and have been involved in the initiative with the aim of transforming Bicocca District, the City’s business district.



**Bicocca District in Milan*

The participants are Prometeon Tyre Group, prestigious public entities and multinational corporations such as Deutsche Bank, Engie, ING, Prysmian Group, Pirelli, the University of Milano-Bicocca and the National Research Council of Italy (*Consiglio Nazionale delle Ricerche*), all located in

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Bicocca District and willing to take part in this innovative and ambitious initiative aimed at transforming the District into an exemplary Smart Mobility District, and to promote the sustainable mobility to all employees of the companies. The main topics examined and studied in 2021 were discussed during virtual roundtables due to the Covid19 pandemic. At the heart of the initiative lays the implementation of sustainable and innovative transport solutions in the District such as the promotion of the use of public transport giving the possibility of having more stops for buses that pass in the area, the adoption of alternative transport systems such as car and bike sharing stations.



**Bike sharing in Bicocca District – Milan*

Here below the main themes discussed and under evaluation during 2021:

- Public transport subscription cumulative discount target for all companies and/or new discounted packages (booklet of 20 tickets at 20% discount);
- Charging columns asking for the installation of public charging stations in the district (hypothesis of a collective approach to obtain favorable conditions from suppliers)

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improving Bicocca district's network of charging stations that can be used by companies, students and residents of the neighbourhood;

- Workplace mobility plan preparing the new plan for 2022.

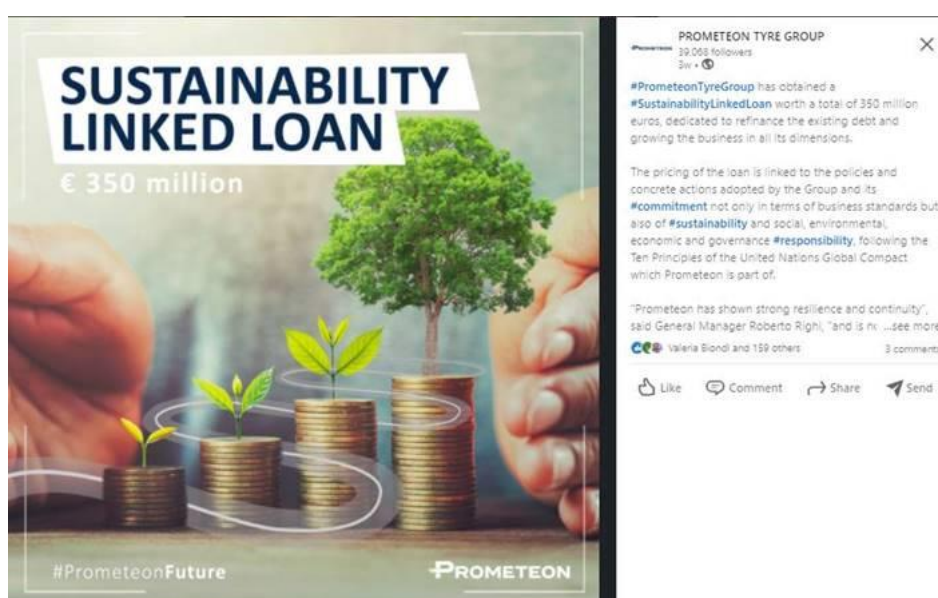
PROMETEON TYRE GROUP OBTAINED SUSTAINABILITY LINKED LOAN OF EUR 350 MILLION

The financing formula includes a pricing linked to the achievement of sustainability objectives by Prometeon and is intended for the refinancing of existing debt and business needs, including new investments.

In line with the "Sustainability-Linked Financing Framework", funding pricing is linked to the Group's sustainable policies: Prometeon has always been attentive to these issues and active in many initiatives linked to the commitments made with its Social, Environmental, Economic and Governance Policies, within the Strategic Model of Sustainable Growth adopted.

To have access to this refinancing activity the Company set targets and KPI regarding Environmental Dimension (tyre waste goals), Social Dimension (training organized by HR) and Economic Dimension (third party audits on suppliers) that need to be reached before the end of 2025.

The Company will present the first result in the next Sustainability Report.



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OUR SUPPLIERS

The following tables show the trend of purchases at the Group level in 2021:

PERCENTAGE OF PURCHASES BY TYPE		
	2021	2020
Raw Materials	80%	82%
Consumables Materials	2%	2%
Fixed assets	10%	5%
Logistics + International Freight FP	8%	11%
Total	740.098.076 €	514.133.950,22 €

NUMBER OF PURCHASES BY GEOGRAPHIC AREA		
	2021	2020
Europa	10%	17%
North America	2%	2%
Others	18%	14%
Latin America	34%	33%
Asia	29%	28%
Africa	8%	6%

MIX OF RAW MATERIALS PURCHASED		
	2021	2020
Natural Rubber	32%	30%
Synthetic Rubber	13%	13%
Carbon Black	13%	14%
Chemicals	17%	17%
Textile	4%	3%
Steel	21%	23%

Prometeon Tyre Group's relationship with suppliers and external collaborators is funded on business integrity and respect for equal opportunities for all the subjects involved in the purchasing processes, as required by the "Ethical Code".

Several Prometeon Tyre Group policies highlights not just the full integration of the sustainable supply chain but also the Company's already present commitment in addressing the causes underlying the SDGs "**8 Decent Work and Economic Growth**" and "**12 Responsible Consumption and Production**", as most of the policies have been adopted and implemented before adherence to the UNGC and inspiration for the SDGs. The sustainable management of the supply chain is also the subject of integral part of the "Social Responsibility for Occupational Health, Safety and Rights and Environment" Policy, the "Global Health, Safety and Environment" Policy, the "Global Human Rights" Policy, the "Global Quality" Policy, the "Sustainable Natural Rubber" Policy.

In all the above documents, with reference to the specific social and environmental issues covered, the Company undertakes to establish and maintain the procedures necessary to evaluate and select its suppliers on the basis of their level of quality, social and environmental responsibility, as well as to request their suppliers to implement a similar management model, in order to strengthen responsible management in the supply chain that extends beyond its direct supplier. In line with its "High Value" development strategy, the Company does not limit its assessments of products and services offered to the mere cost proposed, paying utmost attention instead to the value proposed, thereby including quality, innovation, flexibility, economic, social and environmental responsibility

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and business ethics. Starting from the very first contact, all Prometeon Tyre Group suppliers were and are assessed on their social, environmental and business ethics responsibilities in addition to the economic and products or services quality to be supplied. In the final stage every purchase order is “contractually bound” to the Sustainability and Business Ethics Clauses.

The **self-assessment procedure** introduced in 2018 requires to new suppliers of raw material and high value added (HVA) parts to auto-certify the fundamental requirements of sustainability performance with respect to the principal national and international regulations on work, environment, and business ethics.

The procedure is reviewed by the Internal Audit and Sustainability Department and based on the answers given to the questionnaire decides whether to approve the supplier or not. In cases where the supplier results to be not compliant (even if issues not material) with Prometeon Tyre Group’s sustainability requirements, the department adopts action plans which will be communicated to the supplier in order to implement the corrective action and to fill up the gap with areas of improvement identified.

Moreover, during 2021, in order to verify that suppliers result compliant with the fundamental requirements regarding the social, environmental and business ethics responsibilities, Prometeon Tyre Group decided to continue with **audits on site** with the collaboration of a **third-party audit company**. The aim was to verify, with the support of a specific audit, the correctness and truthfulness of the answers provided during the self-assessment process. Procurement Department together with Internal Audit & Sustainability Department selected a sample of suppliers including all types: natural rubber, chemicals, carbon black etc. Furthermore, with the issuance of the Policy on Conflict Minerals and Cobalt in 2021, the Company decided to audit in 2022 suppliers using these type of minerals in order to verify the correctness of the procedure applied by the supplier to sell these latest to Company (*please refer to Governance and Business Ethics of this Report – Conflict Minerals and Cobalt Policy*).

Regarding the results of the audit, for all suppliers who have not fulfilled all the required standards, action plans are defined with expiration dates which are then verified on site and need to be approved with evidences by the auditor of the third party.

In 2021 the Company agreed to reach specific target to obtain Sustainability linked loan. For this purpose, goals have been set with a 5-year plan which will involve 88% of its Raw materials supplier base. Here below the audit plan shared and approved:

SUSTAINABILITY AUDIT EVOLUTION	2021	2022	2023	2024	2025
Audit Plan (based on supplier spending) Mio€	24,9	125,3	261,7	410,9	543,6
% Audited	4%	20%	42%	66%	88%
Total factories audited	6	22	37	54	75

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**The number of factories audited is presented cumulatively. (e.g. in 2021 6 factories were audited while for 2022 in total 16 factories will be audited)*

With regard to the contractual stage, for ten years now, the **Sustainability and Business Ethics Clauses** (including anticorruption) have been included systematically in contracts and orders for the purchase of goods and/or services and/or works, both with private suppliers and with the Public Administration (or institutes/enterprises under public control), and in agreements with NGOs, worldwide.

In particular, the clauses require awareness on the part of suppliers of the principles, commitments and values contained in Prometeon Tyre Group's Sustainability documents, being the "Ethical Code"; the "Code of Conduct", the "Global Human Rights" Policy, the "Health, Safety and Environment" Policy, the "Anti-Corruption Program", published and accessible on the web, clarifying the principles of the Company in its activities and relations with third parties, contractually and otherwise require that suppliers confirm their commitment to:

- not using or supporting the use of child labor and forced labor;
- ensuring equal opportunity, freedom of association and promotion of the development of each individual;
- opposing the use of corporal punishment, mental or physical coercion, or verbal abuse;
- complying with the laws and industry standards concerning working hours and ensuring that wages are sufficient to cover the basic needs of personnel;
- not tolerating any type of bribery in any form or manner and in any legal jurisdiction, even where such practices are effectively permitted, tolerated, or not subject to prosecution;
- assessing and reducing the environmental impact of their own products and services throughout their entire life cycle;
- using resources responsibly with the aim of achieving sustainable development in compliance with the principles of respect for the environment and the rights of future generations;
- establishing and maintaining the necessary procedures to evaluate and select suppliers and sub-suppliers on the basis of their commitments to social and environmental responsibility, regular overseeing compliance with this obligation on the part of the same;
- specifying that the Company reserves the right to verify at any time through activities of audit, either directly or through third parties, that fulfillment of the duties taken on by a supplier has been achieved.

The Sustainability Clauses have been translated in different languages, where the suppliers operates, to ensure maximum clarity and transparency vis à vis a supplier in the matter of the contract duties that they assume, not only in respect of the Company itself, but also at their own site in relations with their own suppliers.

From the standpoint of utmost assurance, suppliers of Prometeon Tyre Group have available the Whistleblowing Reporting Procedure (ethics@prometeon.com), which has been indicated expressly

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in the clauses and by means of which any breach or suspected breach they discern in relations with the Company referring to the contents of the following can be reported in total confidentiality: the “Ethical Code”, the “Code of Conduct”, the Company policies “Global Human Rights”, “Health, Safety and Environment”, “Anti-Corruption Program”.

In 2021 Prometeon Tyre Group showed resilience and innovative approach in difficult times due to pandemic making the brand stronger and safeguarded for years to come. The Company is committed to strengthen the sustainability initiatives extending the sustainability audits to raw materials, capex and services suppliers, applying self-assessment model and the audits on site.



HIGHLIGHT 2021: PROMETEON TYRE GROUP AND ITS COMMITMENT FOR CLIMATE CHANGE

As mentioned in the Sustainability Report of Prometeon Tyre Group, it has to be highlighted that the Company with its adherence to United Nations Global Compact and supports to the Sustainable Development Goals, its actively committed to participate to all activities aimed to respect the 10 principles of the UNGC and 17 SDGs. For this reason, Prometeon Tyre Group by its production processes, products and activities support the **SDG N°13, Climate Action**.



Climate change is an undeniable fact of the contemporary world and it leads to abrupt changes in ecosystems of our Blue Planet by contributing to the expansion of drier climate zones, which is very likely to be resulted in an eventual extinction of many species. Emission of greenhouse gases, in particular CO₂, is one the main man-made causes of global climate change. As a company committed to take its place in tackle the issue, Prometeon Tyre Group adopts a pro-active approach through its tyre business activities, starting from production of tyres. The very first phase of the proactivity consists in monitoring of KPIs concerning greenhouse gases emissions defined by the Company. The result of the attention placed to and constant monitoring of KPIs is as showed by the following table:

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		2020	2021
Absolute consumption	TonCO ₂	172.243	199.868
Specific consumption	TonCO ₂ /tonFP	0,63	0,60
	TonCO ₂ /k€	2,10	1,91

Although the absolute consumption index indicates an increase in the total amount of GHG emissions, the specific index of TONCO₂/tonFP shows a **decrease of 4.76%** compared to 2020, indicating an improvement in resource use efficiency to produce 1 ton of tyres.

Among the primary resources for manufacturing purposes, energy is another area of attention for which the Company adopts a cautious approach. In this context, Prometeon Tyre Group places great importance to efficiency in thermal energy transformation and thermal waste recovery. Thanks to processes and infrastructures designed to maximize the energy efficiency, thermal waste is recovered mainly in the form of steam and used for the production purposes and heating of its premises.

		2020	2021
Absolute consumption	GJ	2.526.849	2.932.174
Specific consumption	GJ/tonFP	9,24	8,83
	GJ/k€	30,74	28,01

As it can be seen on the table, although the absolute consumption of energy is increased due to high market demand in 2021 and a slow-down of the factories in 2020 due to COVID-19 pandemic, once again the specific index of energy used to produce 1 ton of tyre evidences a **decrease of 4.46% compared to 2020**, underlining the result of actions aimed at improving energy efficiency and reaffirming the Company's commitment to the cause.

In addition to the efficient use of energy, the responsible use of water in production processes and at workplaces is a matter of sensitivity to Prometeon Tyre Group. Indeed, the matter is addressed comprehensively with actions to improve it from design of the machinery to Facility Management activities. Sensibilization campaigns organized at the Group level and re-use of treated waste water in production processes (**about 18% of the total water used in 2021 comes from waste water treatment**) are the primary actions the Company carries out on continuous basis in order to ensure the efficient use of this precious resource that characterizes the very existence of our Planet.

		2020	2021
Absolute consumption	m ³	993.687	1.084.576
Specific consumption	m ³ /tonFP	3,53	3,27
	m ³ /k€	12,09	10,36

As re-affirmed by the table above, like the energy and emissions, the specific index for water consumed to produce 1 ton of finished product recorded a **decrease of 7.5%**, evidencing another concrete result of the commitment of Prometeon Tyre Group.

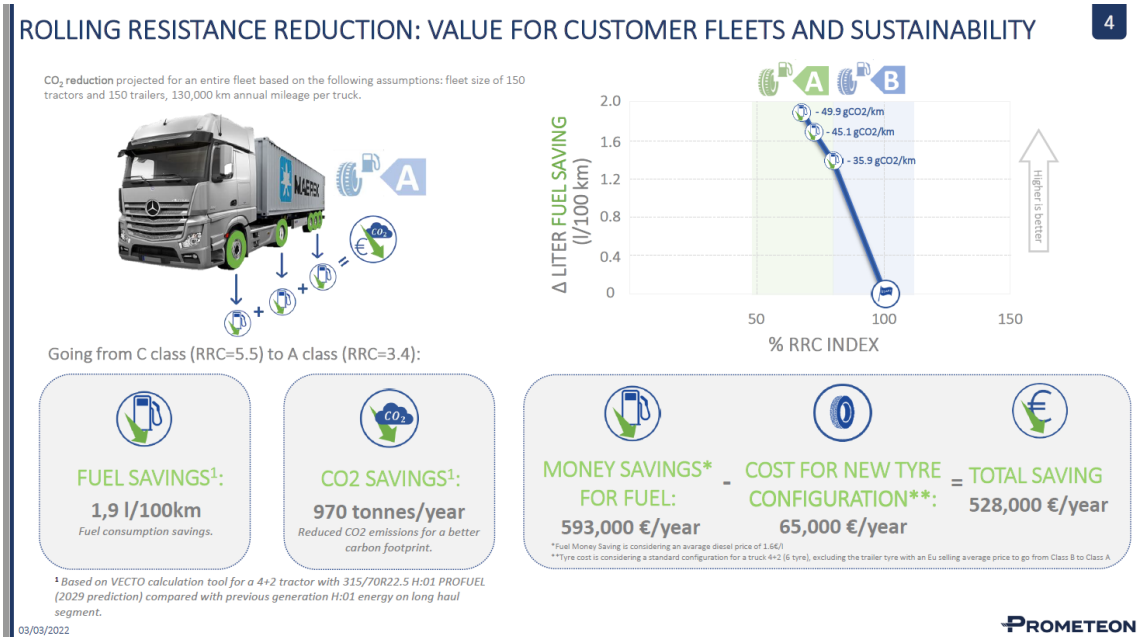
Moreover, thanks to actions aimed at preventing the generation of waste in the production processes; identification and selection of **waste treatment channels** maximizing **recovery** and **recycling**; and streamlining **packaging management** of both purchased and manufactured products, Prometeon Tyre Group keeps improving management of waste. Indeed, while the Company Sustainability Plan requires more than 95% of waste produced to be sent for recovery by 2021, the

year saw a substantial consolidation of this KPI, where **97.79% of waste generated was recovered**, in form of material, energy, recycle and reuse.

In 2021 regarding European Tyre & Rubber Manufacturers Association (ETRMA), Prometeon Tyre Group has been present and actively participating to various working groups related to various aspects of tyre manufacturing and business: trade, label regulation, CO2 emission, noise emission, in-vehicle data access, on-board fuel consumption measurement and communication. In particular, Prometeon Tyre Group actively supports the Association in drafting and adoption of new EU tyre label regulation in the EU, Turkey and Israel, which came into effect on 1 May 2021. Thanks to the new label, consumers will be able to choose more fuel-efficient tyres, which can lead to great savings for both commercial and end users in terms of costs and emissions.

Another important activity where the Company plays a key role together with ETRMA is the development and definition of standards of **Vehicle Energy Consumption Calculation Tool (VECTO)**, which is essential to guarantee that all Heavy-Duty Vehicles (HDVs) to obtain CO2 certificates, including their OE tyres, as stated by the relevant regulation. Prometeon Tyre Group is committed to comply with these strict certification procedures in order to meet all the requirement of Monitoring and Reporting Regulation as in the near future certified rolling resistance coefficient will also need to be reported and included in a Central Register for Data on Heavy Duty Vehicles. The aim of the creation of such a database is to enable the full market transparency on HDVs' performances about CO2 emissions and fuel consumption.

Beside the production processes, the tyre itself and the materials of which it is made of is another important factor playing a key role in CO2 emissions caused by tyre business. In order to reduce and eventually neutralize overall negative impacts of tyres on the environment, Prometeon Tyre Group shaped R&D activities around "**3R**" concept for achieving a target of 100% of sustainable materials used in the overall production process by **reducing** raw materials and optimizing processes; **recycling** used materials and introducing inside new tyres materials; and **rethinking** to new renewable materials and formulations. The use of alternative materials together with designs aimed at reducing the rolling resistance, hence CO2 emissions in view of VECTO model and the EU Commission's goal of **reducing by 30% by 2030**, delivered significant outputs in terms of products such as **Profuel** and **R02** tyre lines, thanks to strict collaboration with the OE customers.



Prometeon Tyre Group studies environmental and economic impacts of rolling resistance reduction*

The truck and bus brand **ANTEO** with its **optimized rubber compound**, in addition to its optimum safety features, ensures also the right tyre life performance and **retreadability**, therefore diminishing the need for new products.

Thanks to its Social, Environmental, Economic and Governance Policies within the Strategic Model of Sustainable Growth adopted, in late December 2021, Prometeon Tyre Group obtained a sustainability linked loan of € 350 million. In order to have access to this special funding pricing, the Company sets specific targets and KPIs to be reached before the end of 2025 concerning sustainability training, **tyre waste management** and compliance with sustainability principles in the value chain with third party audit on suppliers of all types of raw materials. Moreover, starting from January 2022 Prometeon Tyre Group initiated its collaboration with the Sustanalytics (a ESG Rating Agency) and will be assessed by this latest in order to understand and better improve its actions regarding environmental aspects and in particular climate change activities.



*Results presented are based on VECTO calculation tool for a 4+2 tractor with 315/70R22.5 H:01 PROFUEL (2029 prediction) compared with previous generation H:01 energy on long haul segment. Average diesel price is considered 1.6€/l.

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AREAS OF GLOBAL COMPACT	GLOBALCOMPACT PRINCIPLES	POLICIES/RELEVANT PARAGRAPHS	REFERENCING PAGE NUMBERS
<p>HUMAN RIGHTS</p>	<p>Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights</p>	<ul style="list-style-type: none"> • the “Ethical Code” • the Global Human Rights Policy • Health, Safety and Environment Policy • Quality Policy • Occupational Health, Safety, Hygiene 	<ul style="list-style-type: none"> ➤ 20;20-22; ➤ 20;21-22 ➤ 20;39;86; ➤ 20;29; ➤ 20;89-112;
	<p>Principle 2 Businesses should make sure that they are not complicit in human rights abuses</p>	<ul style="list-style-type: none"> • the “Ethical Code” • the “Global Human Rights” Policy • the “Conflict Minerals and Cobalt Sourcing” Policy • “Compliance with limitations on relationships issued by authorities” 	<ul style="list-style-type: none"> ➤ 20;20-22; ➤ 20;21-22; ➤ 20;23-24; ➤ 20;24-25;
<p>LABOUR</p>	<p>Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</p>	<ul style="list-style-type: none"> • the Social Responsibility Policy for Occupational Health, Safety and Rights, and Environment • Industrial Relations • Unionization levels and industrial action 	<ul style="list-style-type: none"> ➤ 20;193; ➤ 86-88; ➤ 87;

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	<p>Principle 4 - The elimination of all forms of forced and compulsory labour</p>	<ul style="list-style-type: none"> • Industrial Relations • Compliance with statutory and contractual obligations governing overtime, time off, association and negotiation, equal opportunities and nondiscrimination, bans on child and forced labour 	<ul style="list-style-type: none"> ➤ 86-88; ➤ 86;
	<p>Principle 5 - The effective abolition of child labour</p>	<ul style="list-style-type: none"> • Industrial Relations • Compliance with statutory and contractual obligations governing overtime, time off, association and negotiation, equal opportunities and nondiscrimination, bans on child and forced labour 	<ul style="list-style-type: none"> ➤ 86-88; ➤ 86;
	<p>Principle 6 - The elimination of discrimination in respect of employment and occupation</p>	<ul style="list-style-type: none"> • The Group “Equal Opportunity Statement” • Diversity Management • Rewards • International Mobility 	<ul style="list-style-type: none"> ➤ 20; ➤ 44-45; ➤ 79; ➤ 79;

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ENVIRONMENT	<p>Principle 7 - Businesses should support a precautionary approach to environmental challenges</p>	<ul style="list-style-type: none"> • the “Health, Safety and Environment” Policy ➤ 20;39;86 • Prometeon Tyre Group Environmental Strategy ➤ 129; • Environmental management system and factory's performance ➤ 130-156; • Energy management ➤ 132-135; • Management of Greenhouse Gas Emissions and Carbon Action Plan ➤ 135-137; • Water Management ➤ 137-143; • Waste Management ➤ 143-145; • Solvents ➤ 146; • End-of-Life Tyres ➤ 148-154; • Other emissions and environmental aspects ➤ 154; • Expenses and investments ➤ 154-155; 	
	<p>Principle 8 - Undertake initiatives to promote greater environmental responsibility</p>	<ul style="list-style-type: none"> • the “Sustainable Natural Rubber” Policy ➤ 20;22-23; • Highlight 2021: Prometeon Tyre Group and Its Commitment for Climate Change ➤ 196-199; • Prometeon Tyre Group Obtained Sustainability Linked Loan of Eur 350 Million ➤ 192; • Expenses and Investments ➤ 154-155; 	

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	<p>Principle 9 - Encourage the development and diffusion of environmentally friendly technologies</p>	<ul style="list-style-type: none"> • High Value approach to future mobility • Zero-emission mobility: The SmartBUS Project continues in 2020 • Safe mobility: PRO CHECK joins PRO-Drive • Project of the Municipality of Milan to build an exemplary Smart Mobility District in terms of Sustainability and Innovation • Tyre Circular Life - Circularity today • Product safety, performance and eco-sustainability • Energy management • Management of Greenhouse Gas Emissions and Carbon Action Plan • Water Management • Waste Management • End-of-Life Tyres • Road Safety 	<ul style="list-style-type: none"> ➤ 184-192; ➤ 185-187; ➤ 187-190; ➤ 190-192; ➤ 173-176; ➤ 162-176; ➤ 132-135; ➤ 135-137; ➤ 137-143; ➤ 143-145; ➤ 148-154; ➤ 184;

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<p>ANTI-CORRUPTION</p>	<p>Principle 10 - Businesses should work against corruption in all its forms, including extortion and bribery</p>	<ul style="list-style-type: none"> • The “Anti-Corruption Program” • the “Global Antitrust and Fair Competition” Policy • Programs of Compliance 231, Anti-Corruption • the “Group Whistleblowing Policy - Group Reporting Procedure” 	<ul style="list-style-type: none"> ➤ 20;26-35; ➤ 20;32-33; ➤ 26-35; ➤ 20;35-38;
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TYRE SOLUTIONS FOR PROFESSIONALS

