



Sustainability Report 2025

Sustainability Report 2025 – Executive Summary

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

INTRODUCTION – Commitment to Sustainability and Management model

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

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

The sustainability Report is organized into four dimensions:

- **Governance & Business Ethics:** an introductory section outlining the Company's Sustainable Management Model, relevant policies and associated activities.
- **Social Dimension:** an area covering the description of welfare initiatives, industrial relations and activities aimed at both the internal and the external communities.
- **Environmental Dimension:** an overview of how environmental aspects and impacts are managed across the Company's plants and Headquarter.
- **Economic Dimension:** the section outlines how Prometeon Tyre Group creates sustainable economic value, focusing on ESG ratings and KPIs, product innovation and R&D, regulatory engagement, rebranding initiatives, and the development of a responsible and resilient supply chain.

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

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

WE SUPPORT



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

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

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

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

INTRODUCTION – COP30

In 2025, **sustainability was placed at the center of global discussions**. Not only because challenges continue to escalate, but also due to the signals, sometimes encouraging, sometimes contradictory, emerging from global negotiations. Among these, the **COP30** summit in Belém, deep in the Amazon, **emerged less as a symbol of accelerated transition and more as a reminder of how far the world still is from the progress needed**.

The conference announced:

- **\$1.3 trillion annually** by 2035 to **finance climate action**,
- **triple adaptation funding** by 2035,
- **operationalize the “Loss & Damage” fund** for the most vulnerable nations,
- launch an innovative platform: the **Integrated Forum on Climate Change and Trade**, to harmonize climate and trade policies.

While these initiatives are presented as steps toward a more coordinated global governance, their **actual implementation remains highly uncertain**.

In fact, these announcements are largely aspirational, but:

- the COP30 agreement does **not impose binding obligations or include clear enforcement mechanisms**, leaving implementation dependent on political will and financial flows,
- without concrete milestones, the **risk is that ambitious targets stay on paper** rather than translate into real-world action,
- the final text **avoided any explicit reference to phasing out fossil fuels**, leaving unresolved one of the most urgent issues.

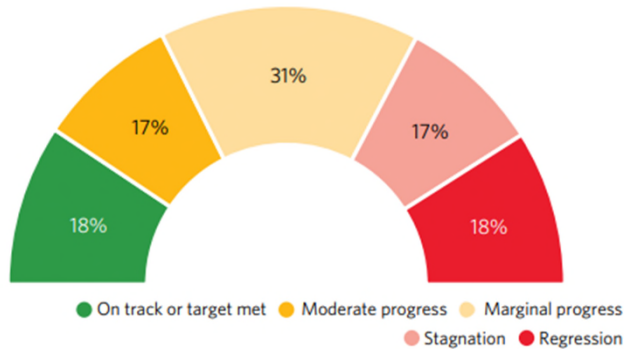


How much of this will become reality?

INTRODUCTION – United Nations Sustainable Development Goals (SDGs)

Urgency in Achieving the 2030 Agenda

With only **five years left to achieve the 2030 Agenda**, the world is still dangerously off course. The 2025 Sustainable Development Goals Report by the United Nations shows that just **18% of SDG targets are on track**, while **48% demonstrate minimal or moderate progress**. Even more concerning, **17% have stalled** and **18% have regressed below 2015 baseline levels**.



Overall progress across targets based on 2015-2025 global aggregate data

Compared to last year, the share of targets on track increased by 1 percentage point, while regression also worsened by 1 point. This slight shift highlights that progress remains fragile and insufficient.

Given the global attention on the SDGs and the concerning distance from achieving these goals by 2030, Prometeon Tyre Group has renewed its strong commitment to this critical topic in 2025.

Prometeon concentrated heavily in 2025 on adapting its strategy, initiatives and practices to the overall SDGs goals. The Group worked diligently to address all key areas, utilizing every resource available to drive improvement.

INTRODUCTION – Prometeon sustainability plan and the SDGs

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



Health initiatives such as **vaccination** campaigns, **hypertension prevention** and **mental health awareness** programs (in Brazil), health webinars (in Turkey) and partnership with ministry of labour for Health Day project (in Egypt).



Trainings and awareness programs, such as women to women mentorship program and ProYoung programs in Turkey, HSE trainings Brazil, Be PRO-Student University Summer Training Program in Egypt and compliance trainings in Italy.



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



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



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



Ethical labor policies, workplace safety initiatives and professional development programs like apprenticeships, trainings and technical workshops.



Four R&D centers (in Brazil, Turkey, Egypt and Italy) enabling continuous product **innovation** aimed at efficiency and **technological advancement**.



Standard **salaries** for newly hired employees set **above legal minimums**, ensuring **equal compensation** with no gender-based differences.



Free rental e-bikes for employees and participation in the **Smart Mobility District** project in Bicocca neighborhood (Milan, Italy).



More than 97,5% of the Group produced **waste diverted from disposal**.



Strong improvement of environmental disclosure, awareness and management leading to a **B score in CDP**.



Water conservation strategies, pollution monitoring and water treatment initiatives in Brazil, Egypt and Turkey.



Safeguard of biodiversity through **Sustainable Procurement Policy** and the **Sustainable Natural Rubber Policy**.



Ethical business practices, **Anti corruption Policy** and **Whistleblowing**.



Collaboration with leading sustainability and industry platforms such as **GPSNR**, which works to ensure a fair, equitable and environmentally sound natural-rubber supply chain, and **Tyres Europe**, the association representing European tyre manufacturers in advancing safe, smart and sustainable mobility. Engagement with the **UN Global Compact**, the world’s largest corporate sustainability initiative promoting alignment with universal principles on human rights, labour, environment and anti-corruption. Continued cooperation with **SOS Villages** to support programs dedicated to improving children’s wellbeing.

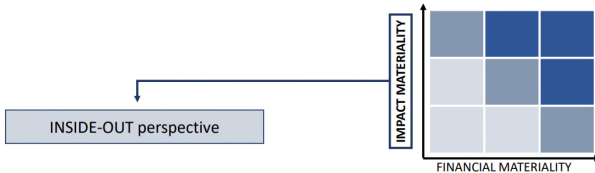
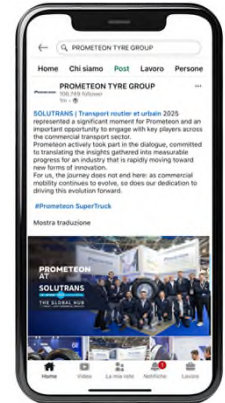
GOVERNANCE & BUSINESS ETHICS



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

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

Prometeon's **responsible management model extends across the entire value chain**. Every operating unit integrates economic, social and environmental responsibility into its activities, working in constant alignment with the Group's strategic guidelines to ensure consistent and sustainable performance.



GOVERNANCE & BUSINESS ETHICS – Membership in associations

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



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



Tyres Europe (formerly ETRMA) represents the regulatory and industry interests of European tyre manufacturers at both European and international levels. The association maintains an ongoing dialogue with EU and international institutions, national agencies, and other industry sectors. Acting as the voice of tyre producers, Tyres Europe focuses on advocating for the industry, promoting its priorities, and communicating concerns to policymakers, while also providing technical support to its members.



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



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



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



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



Lastik Sanayicileri ve İthalatçıları Derneği – **LASID**



YASED International Investors Association



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



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

GOVERNANCE & BUSINESS ETHICS – Sustainability Committees

HEADQUARTER SUSTAINABILITY COMMITTEE

- **Regulatory Monitoring:** tracks global and local legislative and regulatory developments impacting sustainability.
- **Climate & Energy Strategy:** defines GHG, waste, water, and energy reduction targets, promoting renewable and circular materials.
- **Corporate Sustainability Reporting Directive (CSRD):** requires sustainability disclosure from 2028 (for financial year 2027). Double materiality analysis already completed.
- **Carbon Border Adjustment Mechanism (CBAM):** tracks EU carbon cost regulations to anticipate potential future inclusion of tires. On May 17, 2023, the EU implemented Regulation (EU) 2023/956, introducing the Carbon Border Adjustment Mechanism (CBAM) as part of the Green Deal. This mechanism adds an environmental cost to imported goods based on their greenhouse gas emissions, aiming to prevent increases in emissions outside the EU from undermining internal reduction efforts. While CBAM currently applies to specific industries and excludes tires, Prometeon Tyre Group, with the help of the headquarter committee, is closely monitoring regulatory developments to ensure readiness for any future changes.
- **Microplastic Pollution (TRWP):** addresses Tyre and Road Wear Particles (TRWP) as an emerging environmental concern. Supports initiatives to reduce microplastic emissions in air, water, and soil.
- **Deforestation Regulation (EUDR):** Prometeon Tyre Group is fully committed to meeting the **European Deforestation Regulation (EUDR) EU 2023/1115**, which aims to prevent deforestation-linked products, including **natural rubber**, from entering the EU market. This regulation requires companies to ensure that their products are **deforestation-free**, comply with local laws, and are supported by a **due diligence statement**. Initially set for enforcement in **December 2024**, the deadline has been extended to **December 2026**, allowing businesses more time to adapt. To ensure full compliance, Prometeon has established a **dedicated EUDR Task Force** involving key functions such as **Procurement, Supply Chain, Manufacturing, Quality, Internal Audit, Sustainability & Compliance, R&D, ITC, Legal, and AFC**. Prometeon is fully committed to the EUDR compliance by the new due date.

GOVERNANCE & BUSINESS ETHICS – Sustainability Committees

HEADQUARTER SUSTAINABILITY COMMITTEE - GPSNR

Under the oversight of the Sustainability Committee, in 2025 Prometeon Tyre Group contributed to the **Global Platform for Sustainable Natural Rubber (GPSNR) Shared Investment Mechanism (SIM)**. As a multi-stakeholder initiative, GPSNR promotes responsible practices across the natural rubber value chain, while the SIM provides a **joint-funding framework that channels member contributions into projects supporting smallholder capacity building, environmental protection, and improved livelihoods**. Through its participation in the SIM, the Group reinforces its role in driving collective action and fostering long-term sustainability in natural rubber-producing communities. As part of its 2025 SIM commitment, Prometeon allocated its **contribution to two initiatives in Côte d'Ivoire**, implemented respectively by Elucid and Olam Agri.



- **Where:** Ivory Coast
- **Implementer:** Elucid
- **Purpose:** improve the health and wellbeing of smallholder rubber farmers.



- **Where:** Ivory Coast
- **Implementer:** Olam Agri
- **Purpose:** strengthening livelihoods while promoting agroforestry and reforestation solutions.

Communities in Ivory Coast face **major healthcare barriers**, including low-quality services, limited access to medicines, long distances to facilities, and incomplete insurance coverage. The program wants to **enroll all household members in the national health insurance system**, to manage a **co-payment scheme to make essential medicines** and key maternal, emergency, and primary care services affordable, and to **strengthen partner health facilities**.

Rubber producing communities in Côte d'Ivoire face **declining forest cover, soil degradation, and heavy dependence on a single source of income**. Through a structured program of **technical training, coaching and awareness raising**, the project builds local capacity on agroforestry, forest governance and climate change, while equipping groups with entrepreneurship, accountability and financial management skills.

GOVERNANCE & BUSINESS ETHICS – Sustainability Committees

BRAZIL SUSTAINABILITY COMMITTEE

Environmental initiatives

- **Renewable Energy Commitment:** 100% renewable energy certification (I-REC) for Santo André and Gravataí plants
- **World Water Day:** awareness campaigns about the responsible use of water and water reuse initiatives
- **Environmental Awareness Events such as:**
 - **Environmental Week (June 2025):** tree planting & seedling distribution
 - **Zero landfill initiative:** over 2,000 tons of waste were redirected into sustainable processes
 - **Cigarette recycling:** transforming waste into corporate gifts while supporting social reintegration
 - **Biodigesters at Santo André:** converting organic waste into biogas and biofertilizer.

Social initiatives

- **SOS Villages:** Prometeon supports SOS Villages, an international humanitarian organization dedicated to protecting children, adolescents, and young people in vulnerable situations
- **Education & Inclusion:**
 - **Young Apprentice Program:** 317 apprentices trained in partnership with CLASA, CIEE, and SENAI
 - **Locomotia Orchestra:** project which offers free music education to more than 700 children and adolescents in vulnerable situations
- **Health & Well-being Initiatives:**
 - **Mental and Financial Health (“Janeiro Branco”):** engaged 2,853 employees
 - **Hypertension Prevention (April 2025):** medical consultations for 2,015 employees
 - **Vaccination Campaign (May 2025):** 2,236 employees vaccinated against H1N1 influenza
 - **Eye Health Campaign:** 1,302 employees received free eye exams & consultations
 - **Health Week (Aug 2025):** engaged 11,068 participants through medical check-ups and workshops
- **Awareness Campaigns:**
 - **LGBTQ+ Pride Month (June 2025):** awareness talks on creating inclusive workplaces
 - **Agosto Lilas (Purple August):** month of awareness against violence on women
 - **Setembro Amarelo (Yellow September):** initiatives to raise awareness about mental health and suicide prevention
 - **Outubro Rosa (Pink October):** initiatives focused on women’s health, empowerment and rights
 - **Novembro Azul (Blue November):** initiatives emphasizing the importance of men’s health



GOVERNANCE & BUSINESS ETHICS – Sustainability Committees

TURKEY SUSTAINABILITY COMMITTEE

Environmental initiatives

- **Water conservation:** water management practices were enhanced through improved leak detection, alternative water usage, and closed-loop reuse systems.
- **Electricity saving:** high-efficiency ventilation systems were introduced, and new automation solutions were implemented for both heating systems and cooling exchangers
- **Steam saving:** new insulation materials to some curing presses, introducing heating automation in some production areas, and performing targeted revisions to prevent steam leakage
- **Digital transformation:** real-time data tracking enabled the prevention of unnecessary energy consumption, improved operational efficiency, and reduced carbon emissions.



Social Initiatives

- **Workplace Well-Being and HSE:**
 - Launched **mental health, nutrition, and fitness programs** for employees & families
 - Achieved **Top Employer Turkey 2025** certification
 - **OHS week:** awareness programs and seminars on health and safety
- **Employee Engagement:**
 - Organized **team-building activities** (photography workshop, tournaments, family days)
 - Delivered **58,000 hours of training** on technical skills, soft skills, leadership, foreign language
 - **Women-to-women mentorship program:** to support the career journeys of female employees and to strengthen diversity
- **CSR & Community Engagement:**
 - Donated **1,900 kg of electronic devices** to fund **education for children** via TEGV
 - Strengthened partnerships with **universities & NGOs**
 - **School training activities** were organized to engage students and build early awareness on occupational health and safety topics
 - **Disaster-awareness** and **emergency-preparedness** trainings were provided by Prometeon employees in various social-service institutions and schools



GOVERNANCE & BUSINESS ETHICS – Sustainability Committees

EGYPT SUSTAINABILITY COMMITTEE

Environmental Initiatives

- **100% Green Compliance:** secured **environmental approvals** for all expansions, exceeding industry standards
- **E-Waste recycling:** partnered with Tadweer Misr. This initiative ensures that valuable resources are reclaimed, and harmful substances are safely disposed of, minimizing the Group's environmental footprint.
- **Green spaces expansion:** increased green areas to 19,000 m², planting trees and flowers, enhancing biodiversity

Social Initiatives

- **Health & Well-Being:**
 - **Top employer 2025 award:** excellence in Human Resources practices, fostering a positive workplace culture, and supporting employees' growth and well-being
 - **Blood Donation Campaign:** encouraged employee participation to support **community healthcare**
 - **Health Awareness Day:** provided medical sessions & consultations to 400+ employees
 - **Partnership with ministry of labour for Safety Day event:** interactive sessions on identifying hazards, risk prevention, and emergency response procedures
- **Employee Engagement & Celebrations**
 - **Passive Cycle Training:** conducted to strengthen process alignment and operational efficiency across teams
 - **Summer & Winter Trips:** strengthened employee well-being through **team-building activities**
 - **70,000 hours of training** across a broad spectrum of learning areas, including HSE, technical skills, on-the-job training, soft skills, and international certifications
 - **Professional & Core-Technical Trainings & Soft Skills** for White-Collar Employees
 - **Family Day Celebration** – Honored children of employees achieving **top academic scores.**
- **Community Engagement & CSR**
 - **SOS Villages Initiative:** supported **children's welfare & environmental education** in Alexandria
 - **Professions Intro-Day for School Students:** 2 career orientation days dedicated to school students



GOVERNANCE & BUSINESS ETHICS – Analysis of Materiality

Since 2022, Prometeon has been conducting an analysis of the environmental, economic, and social impacts characterizing the Group's activities, in line with the provisions made in the latest version of the Global Reporting Initiative Sustainability Reporting Standards (briefly "**GRI Standards**"). The same methodology was also adopted for the 2025 materiality analysis.

The analysis followed **four key steps**:

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

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

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

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

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

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

GOVERNANCE & BUSINESS ETHICS – CSRD Prometeon Roadmap

Prometeon Tyre Group has taken a significant step forward in its sustainability journey by beginning the preparation for being compliance with the **Corporate Sustainability Reporting Directive (EU) 2022/2464** of the European Parliament and of the Council of 14 December 2022 (CSRD). Although the effective date for the Group has been postponed (wave 2 - large undertakings - shifted to 2027 data, reported 2028), the significance of the directive is fully recognized, establishing the reporting process as an annual practice. This initiative strengthens transparency, accountability and the integration of environmental, social, and governance (ESG) factors into corporate strategy. By adopting these enhanced standards, Prometeon reinforces its commitment to sustainability and responsible business practices.

Meeting Regulatory Obligations

Recent legislative developments have adjusted the CSRD implementation timeline. As part of the Commission’s Omnibus I simplification package, EU lawmakers agreed to postpone CSRD application timelines for later waves of companies. The European Parliament voted on April 3, 2025, following the Council’s endorsement on March 26, 2025. The delay entered into force in mid-April and wave 2 (large undertakings) shifted to **2027 data (reported 2028)**.

Double Materiality Principle

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

DOUBLE MATERIALITY MATRIX FOR PROMETEON

IMPACT MATERIALITY	Very relevant	4	1 3 9	
	Relevant	7 8 11 13 14 16 17 18 19 21 25 28	5 6 10 12 15 20	
	Not relevant	2 22 26 27	23 24	
		FINANCIAL MATERIALITY		
		Not relevant	Relevant	Very relevant

- 1. E1 - Climate change mitigation
- 2. E1 - Climate change adaptation
- 3. E1 - Energy
- 4. E2 - Pollution of air
- 5. E2 - Substances of concern
- 6. E2 - Microplastics
- 7. E3 - Water withdrawals
- 8. E4 - Land-use change
- 9. E5 - Resource inflows, including resource use
- 10. E5 - Resource outflows related to products and services
- 11. E5 - Waste
- 12. S1 - Health and safety
- 13. S1 - Work-life balance, Adequate salary, Working hours
- 14. S1 - Secure employment, Collective bargaining, Freedom of association
- 15. S1 - Training and skills development
- 16. S1 - Gender equality and equal pay for work of equal value
- 17. S2 - Health and safety
- 18. S2 - Secure employment, Collective bargaining, Freedom of association, Working time, Adequate wages
- 19. S2 - Child labour, Forced labour
- 20. S2 - Gender equality and equal pay for work of equal value
- 21. S3 - Adequate housing, Adequate food, Water and sanitation
- 22. S3 - Rights of indigenous people - Self determination
- 23. S4 - Personal safety of consumer and/or end-user - Health and safety
- 24. S4 - Access to (quality) information
- 25. S4 - Responsible marketing practices
- 26. S4 - Privacy
- 27. G1 - Management of relationships with suppliers including payment practices
- 28. G1 - Corruption and bribery - Incidents

GOVERNANCE & BUSINESS ETHICS – Policies

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

- the “Code of Ethics”
- the “Code of Conduct”
- the “Organizational Model 231”
- the “Anti-Corruption Compliance Program”
- the “Prometeon Tyre Group Equal Opportunity Statement”
- the “Global Human Rights” Policy
- the “Global Antitrust and Fair Competition” Policy incorporated into the “Antitrust Compliance Programme”
- the “Antitrust Compliance Manual” incorporated into the “Antitrust Compliance Programme”
- the “Group Regulations”
- the “Political Involvement and Lobbying” Policy
- the “Compliance with limitation on relationships issued by authorities” Policy
- the “Whistleblowing Operating Procedure”
- the “Global Privacy” Policy
- the “Operating Procedure Regarding Personal Data Breach”
- the “Operative Instruction on Internal Risks Monitoring”
- the “Health, Safety and Environment” Policy
- the “Social Responsibility Policy for Occupational, Health, Safety and Rights, and Environment” Policy
- the “Corporate Social Responsibility” Policy
- the “Sustainable Natural Rubber” Policy
- the “Conflict Minerals and Cobalt Sourcing” Policy
- the “Sustainable Procurement” Policy
- the “Global Quality” Policy
- the “Conflict of Interest” Policy
- the “Social Media” Policy
- the “Tax Governance” Operating Procedure
- the “Global Tax” Policy
- the “Tax Monitoring” Operating Procedure
- the “Transfer Pricing Policy”
- the “Intercompany pricing policy for financial transactions”
- the “Gift made, Gift Received and Donations Operating Procedure”
- the “Prometeon Tyre Group Risk Management approach policy”
- the “Global Travel Policy”
- the “Entertainment Expenses Operating Procedure”
- the “Global Corporate Security Policy”
- the “Travel Security Policy”
- the “Events Security requirements Operating Procedure”
- the “Global Access Operating Procedure”
- the “Global Talent Acquisition Operating Procedure”
- the “Procedimiento Operativo de prevención y actuación ante situaciones de acoso”
- the “Diversity, Equity and Inclusion Policy”
- the “Operating Procedure on Advance Payments”
- the “Global Sanctions and Trade compliance Operating Procedure”
- the “Procedura Operativa Gestione Imprese d’Appalto”
- the “Disciplinary process for HSE violations Operating Procedure”
- the “Inspections on Claimed Tyres Operating Procedure”
- the “Powered Industrial Trucks safety Operating procedure”
- the “Sexual harassment Policy”
- the “Credit Management Operating Procedure”
- the “Antitrust Compliance Programme”.

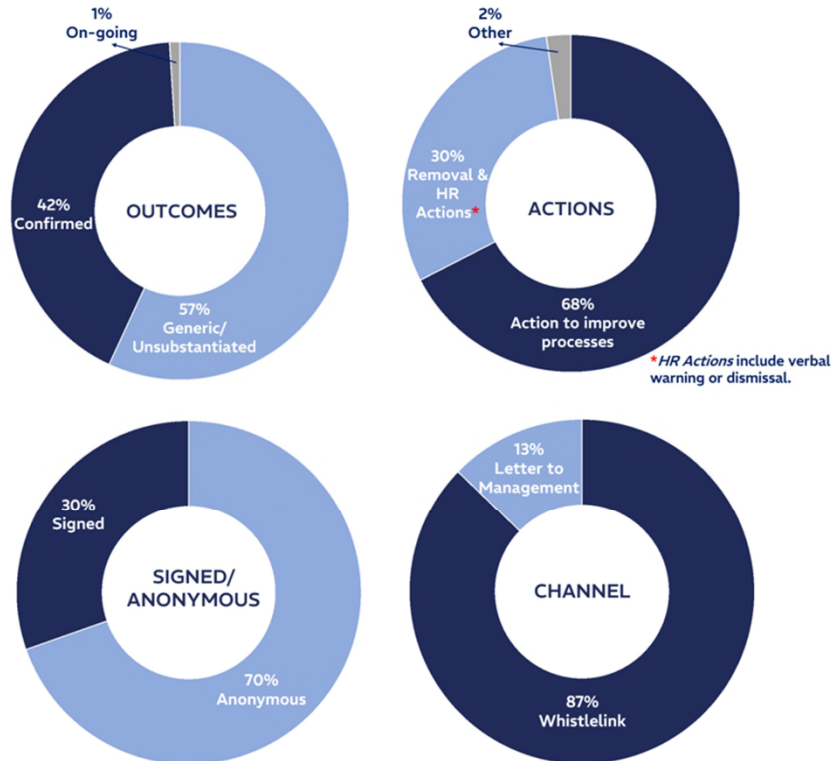
2025 FOCUS

- ❑ **Code of ethics and conduct:** in November 2025 the Code of Ethics was updated in order to ensure full compliance with anti-money-laundering, international sanctions and export-control rules, promote fair and transparent market competition, and adhere to applicable personal data protection regulations. The year 2025 witnessed once again the interactive training course on the Code of Ethics and Code of Conduct
- ❑ **Whistleblowing operating procedure:** last updated in September 2025 and trainings conducted.
- ❑ In 2025, the Group held the **2nd edition of Compliance Week**, including employees from Argentina, Colombia and Mexico.
- ❑ During 2025, the “Global Antitrust and Fair Competition Policy” and the “Competition Compliance Manual” were updated and incorporated into a single document called the “**Antitrust Compliance Programme**”.
- ❑ **Training sessions dedicated to the Human Resources** department were organized: one in Turkish for colleagues in Turkey in September 2025 and one globally in English in October 2025.
- ❑ With regard to **Privacy**, in July 2025 the Group obtained ISO27001 certification. Moreover, the Company provided digital training on the General Data Protection Regulation (GDPR) to all Company employees.
- ❑ In September 2025, the Group adopted n. 3 Operating Procedure relating to HSE. Specifically, the “**Disciplinary process for HSE violations**”, the “**Powered Industrial Trucks safety**”, the “**Inspections on Claimed Tyres**” applicable to the entire Group.
- ❑ In September 2025, in Italy, the Company adopted the “**Gestione Imprese d’Appalto**” Operating Procedure applicable to Prometeon tyre Group S.r.l.
- ❑ In 2025 the HQ Compliance Department made available to the new employees the **digital training** dedicated to “Conflict of Interest”, “Code of Conduct”, “Code of Ethics”, and “Social Media policy”.
- ❑ During 2025, the Compliance and Internal Audit Departments, with the support of the Human Resources Department, updated the “**Global Travel Policy**” in line with specific business needs, market conditions, and the impact of inflation.
- ❑ In June 2025, the Group issued the “**Operating Procedure on Advance Payments**”.

GOVERNANCE & BUSINESS ETHICS – Whistleblowing procedure and reporting

Prometeon Tyre Group has established a **whistleblowing procedure** to address reports of breaches, suspected breaches and inducements to breaches of laws, regulations and principles outlined in the Code of Ethics. In line with Directive UE 2019/1937 and industry best practices, the Group introduced a new digital whistleblowing platform, **Whistlelink**, in 2023. Prometeon ensures that whistleblowers' identities remain **confidential** and follows strict **privacy and security standards**.

In 2025, the Whistleblowing procedure was **activated 102 times**. Every report was examined, and the Group is dedicated to resolving concerns efficiently and transparently, fully adhering to all relevant regulations.



Overview of outcomes, actions, signed/anonymous and channel



Whistleblowing countries for 2025

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



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

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

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

In 2025, Prometeon Tyre Group focused its **social media presence** to enhance engagement and brand visibility.

LINKEDIN FOCUS

In 2025, the LinkedIn channel's objectives remained focused on enhancing the Group's corporate visibility through a specific and channel-appropriate editorial plan, leveraging an **institutional tone** of voice while maintaining a **clear, professional, and cohesive communication approach**.

An example of this strategy was the launch of the '**Behind the Scenes**' editorial series, structured around three key pillars: R&D, Production, and Sustainability. This format enabled Prometeon to highlight the Group's achievements and ongoing efforts in these strategic areas through a fresh and engaging storytelling approach.

As a complement to this strategy, in 2025 the LinkedIn channel increased the **publication of locally focused content**, with the aim of leveraging the visibility provided by the global channel to the Group's projects, activities, teams and initiatives across the different markets in which it operates, thereby reinforcing the Group's multinational character and global positioning.

Reach and Views - In 2025, the total number of posts published on the Prometeon LinkedIn page increased by **28%** compared to the previous year. This was accompanied by a 41% increase in page reach and a remarkable **+104% increase in overall views**, indicating a significant rise in interest.

Page Reach

Compared to previous period

366k

↑ 41%

Previous period 259k

Total Page Views

Compared to previous period

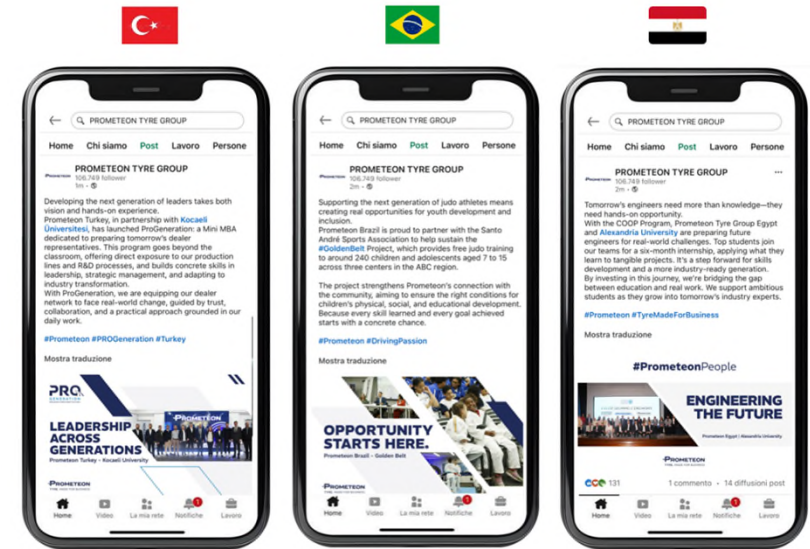
165k

↑ 104%

Previous period 80.9k



2025 page reach and page views compared to 2024



Examples of locally focused content

SOCIAL DIMENSION



	2025				
	HQ-EUROPE	AMERICAS	MEA-AFME	APAC	Total
<i>Number of employees</i>	416	3,952	2,913	17	7,297
<i>Number of permanent employees</i>	404	3,595	2,583	16	6,598
<i>Number of temporary employees</i>	12	357	330	1	700
<i>Number of full-time employees</i>	411	3,527	2,875	17	6,830
<i>Number of part-time employees</i>	5	425	38	0	467

Prometeon Tyre Group employees at December 31, 2025 expressed in Full Time Equivalent ("FTE") amounts to **7,297** resources (vs. 7,636 in 2024), with a **decrease of 339 resources compared to the previous year.**

CORPORATE IDENTITY AND MINDSET

Mission

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

Vision

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

The Three Pillars of the People Strategy

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

Purpose, Values and Behaviors

The Company's purpose is "***Together we make right things happen.***" Its values are result-focus, passion, openness, responsibility, and courage. Prometeon promotes key behaviors such as aiming for excellence, motivating people, embracing change, fostering trust and inclusiveness and transforming ideas into reality.

These competencies continued to serve as a **foundation for leadership development initiatives in 2025**, supporting strategic priorities and reinforcing the organizational culture.

SOCIAL DIMENSION – Employer branding & Talent acquisition

In **2025**, events, projects and meetings were organized in the production sites where the Group operates (Brazil, Turkey and Egypt) and in the offices in HQ and Europe, with the aim to **promote Employer Branding initiatives**, as **Career Days, Job Fairs and factory tours**. These activities have been carried out thanks to the network and partnerships with prestigious universities in different countries. The collaboration with these academic institutions provided young graduates with the opportunity to work alongside the Research & Development and Industrial Technology teams, as well as other departments such as AFC, Marketing, HR, Procurement, and Supply Chain.

HEADQUARTERS - ITALY

▪ Career Events & Talent Acquisition

- Participation in two Career Days (Politecnico di Milano and Università Federico II in Naples), focusing on internships and technical roles
- Increased LinkedIn recruiting efforts, with 11% of open positions filled through the platform.

▪ Educational Initiative – "NO PRESSURE" Project

- Collaboration with We School, involving 133 high school classes in Italy and one in Egypt with senior managers who mentored students on various Company's topics.

TALENT DEVELOPMENT AT GLOBAL AND LOCAL LEVEL

- **Performance Pro:** fully digital performance management process focused on SMART goal-setting and consistent employee-manager alignment.
- **Sales Pro:** 40-hour training path that enhanced technical, sales, and brand-identity capabilities across regions.
- **Compliance Training:** extensive global e-learning on key policies, GDPR awareness, and cascading sessions for both white- and blue-collar employees.
- **Z-Hero Gravity Project – Digital Transformation:** empowering Heroes and Tutors to redesign daily processes using Microsoft 365 tools to create collaborative, efficient digital workplaces.



Career Day at POLIMI 2025



"NO PRESSURE" project manifesto

SOCIAL DIMENSION – Training

As regards **Global Learning KPIs**, with reference to the ESG KPIs, the Group carried out in 2025 training related to this topic. Prometeon decided to set a KPI dedicated to the training which are not mandatory by law, expressed in terms of % of coverage. For 2025 **the Group overachieved the target** for the training, set **at 87%**, as follows (% of people trained at worldwide level):

2023	2024	2025
99%	98%	98%

Global Learning KPIs

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

	White Collars	Blue Collars	Total
EMEA*	26	37	35
AMERICAS	33	56	54
APAC	1	-	1
TOTAL	28	48	45

Breakdown of 2025 average hours of mandatory training and sustainability training provided to employees by areas and gender

	Male	Female	Total
EMEA	35	24	35
AMERICAS	54	55	54
APAC	1	1	1
TOTAL	45	40	45

Breakdown of 2025 average hours of mandatory training and sustainability training provided to employees by gender and occupational categories

SOCIAL DIMENSION – Our community

In 2025, Prometeon launched its first **Global Engagement Survey** with the **goal of listening to people and generating data-driven insights to shape the workplace**. The survey was built on a structured model with **41 items, 21 topics, and 6 KPIs**, providing a clear and consistent way to identify strengths and priority areas across the organization:

1. Engagement
2. Inclusion
3. Intent to Stay
4. Wellbeing
5. ESG
6. Work-Life Balance

The initiative achieved an **87% global response rate**, an outstanding result for a first edition and a strong signal of trust, willingness to contribute, and expectation for follow-up actions.

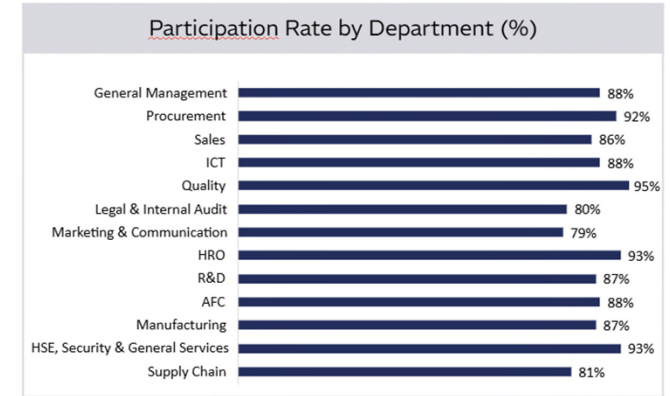
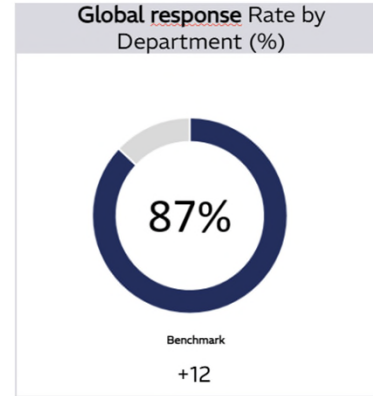
A structured communication cascade ensured transparency and alignment. Results were first shared with the Leadership Team, followed by the HR Global community, and then cascaded to each country, which received full local reports and autonomy in communicating outcomes. At HQ, tailored sessions were organized with each function to review specific findings.

Following the results, **Prometeon activated a comprehensive follow-up phase through cross-functional focus groups at HQ—dedicated to Managers, HR, and Employees**. Using the Start–Stop–Repeat design thinking approach, each group co-created actionable proposals, leading to shared Action Plans to be implemented throughout 2026. A similar approach was carried out across all countries, adapted to local needs.

Throughout 2025, HQ also promoted a range of engagement and cultural initiatives aimed at strengthening the internal community, reinforcing corporate values, and supporting collaboration and dialogue across the organization.

Participation rate - Departments

The overall response rate was positive for a first-time global survey, with a strong number of participants both globally and across different countries and departments.



SOCIAL DIMENSION – HSE

The responsible management of **occupational health, safety and hygiene**, is founded on the principles and commitments articulated in the Group's "Ethical Code". These are further elaborated in the "Health, Safety and Environment" Policy, issued in 2017 and available on the Group's intranet, as well as in the "Global Human Rights" Policy and the "Quality" Policy.

- All 4 manufacturing sites where significant activities related to workers' health and safety take place are certified under the ISO 45001 occupational health and safety management standard
- In 2025, the Company recorded **148 work-related injuries** among Prometeon employees, marking a significant reduction from the **197 injuries reported in 2024**
- The Total Recordable Injury Frequency Rate (TRIFR) dropped from **13.36 in 2024** to **10.22 in 2025** (24% improvement)

The overall performance of Prometeon on work related injuries related to both employees and workers who are not employees, but whose work is controlled by the Group for years 2023, 2024 and 2025 is as shown below:

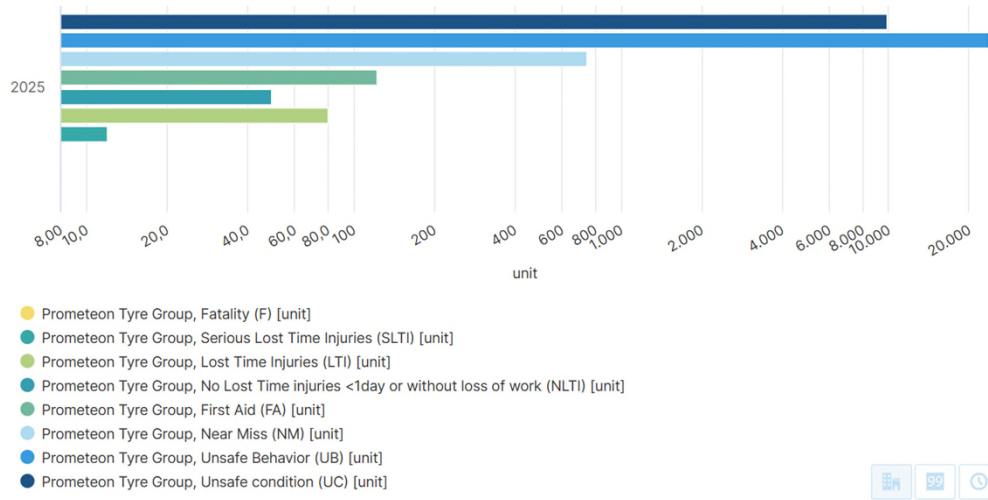
	2023	2024	2025		2023	2024	2025
The number of hours worked	15.095.757	14.749.495	14.479.541	The number of hours worked	2.887.104	3.772.032	3.647.424
The number of recordable worked-related injuries, including fatalities	250	197	148	The number of recordable worked-related injuries, including fatalities	4	3	8
of which accidents while travelling <i>(only if the transport had been organized by the Company and the movements have taken place within working hours)</i>	0	0	0	of which accidents while travelling <i>(only if the transport had been organized by the Company and the movements have taken place within working hours)</i>	0	0	0
The number of high-consequence work-related injuires <i>(recovery time days>6 months, including fatalities)</i>	4	2	5	The number of high-consequence work-related injuires <i>(recovery time days>6 months, including fatalities)</i>	0	0	0
The number of work related fatalities	0	0	0	The number of work related fatalities	0	0	0
The rate of recordable worked-related injuries	16,56	13,36	10,22	The rate of recordable worked-related injuries	1,39	0,80	2,19
The rate of high-consequence work-related injuires	0,26	0,14	0,35	The rate of high-consequence work-related injuires	0	0	0
The rate of worked-related fatalities	0	0	0	The rate of worked-related fatalities	0	0	0

Work-related injuries of Prometeon employees

Work-related injuries of workers who are not employees

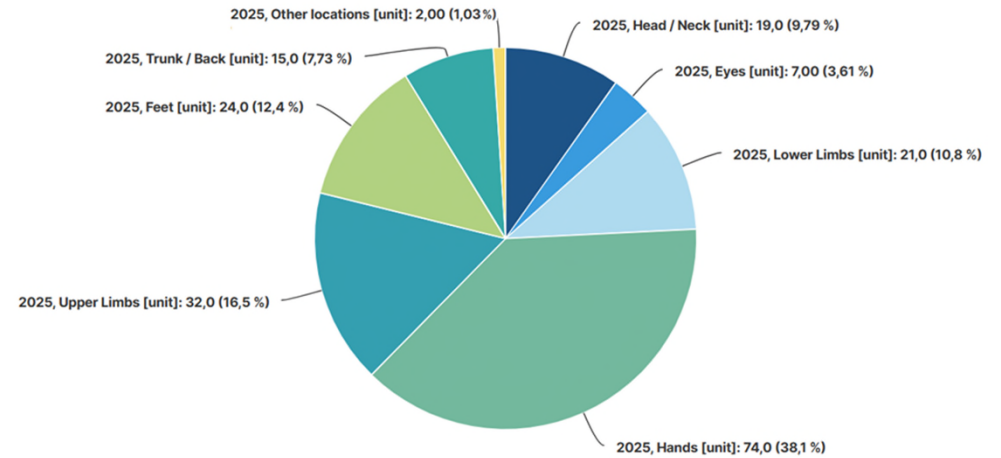
SOCIAL DIMENSION – HSE

A key driver of performance improvement was the strengthening of the Group’s leading indicator framework, with a focus on systematic reporting and proactive management of near misses, unsafe conditions, and unsafe acts, alongside the monitoring of lagging indicators.



2025 Heinrich Pyramid – Prometeon Group

Based on the analysis of 2025 injuries, a Global Injury Reduction Plan was developed and shared with the leadership of all manufacturing sites. The plan includes specific action projects aimed at reducing the risks associated with manual handling, machine guarding, mobile equipment, and behavioral safety. The plan will be implemented and monitored throughout 2026.



Work-related Injuries distribution by body part – Prometeon Group



In 2025, the Group continued to organize safety training for all employees, with a focus on new employees

ENVIRONMENTAL DIMENSION



- This chapter provides a **comprehensive overview of Prometeon Tyre Group's environmental strategy**, management systems and performances for the year 2025.
- The roadmap for reducing our impact and mitigating risks is also disclosed, with a focus on **transition plans** and the use of **renewable and circular materials**.
- Our plan is aligned with the Paris Agreement and guided by the Science Based Targets initiative (SBTi). The plan focuses on reducing GHG emissions across **Scope 1, 2, and 3, targeting net-zero by 2040**
- All production sites have implemented an Environmental Management Systems certified under **ISO 14001**
- **Our Turkish factory** has also implemented an Energy Management System certified under **ISO 50001**
- **Energy consumption, Greenhouse gas emissions, water withdrawals and discharge, waste management, use of solvents** are collected and monitored with our SCCS Environmental Data Management System **SPHERA** and reported both as absolute values and as intensity values.
- The reporting scope includes **all our four factories, the HQ in Milan, the R&D center in Cinisello Balsamo (Milan) and the factories' R&D** covering more than **97,5% of total group energy consumption and emissions**.
- **Operational control consolidation approach**, as defined under the GHG Protocol, has been adopted.

Performances 2025



Prometeon has been disclosing its environmental data through CDP since 2024. In 2025 the Group achieved a score of **B in Climate Change** and **B- in Water Security**, marking a sharp improvement compared with the previous year. Significant results were particularly recorded in the areas of **Context, Energy, Environmental Policies, Governance, Opportunity Disclosure, Scope 1 and 2 emissions, and Targets**.



Since 2024, the total electrical consumption of Brazilian factories was fully covered by International Renewable Energy Certificates (I-REC), bringing the renewable share of total electrical energy for the year **2025 to 47.5%**.

- GHG inventory has been completed for **scope 1 and 2**. **Prometeon has now consolidated procedures and good practices for collecting and reporting these data** and we are **working on scope 3**.
- The market-based figures showed a **reduction of total emissions by 30.3% compared to the base year (2016)**.
- **Water** and **waste** management are under control and **solvent** use is following the planned reduction path.
- The commitment and the targets on **growing use of renewable and circular materials** is confirmed.

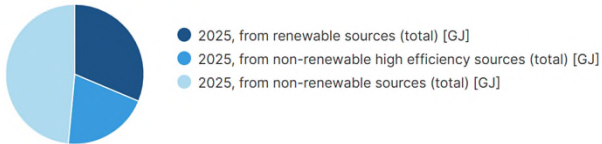
ENVIRONMENTAL DIMENSION - Energy

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

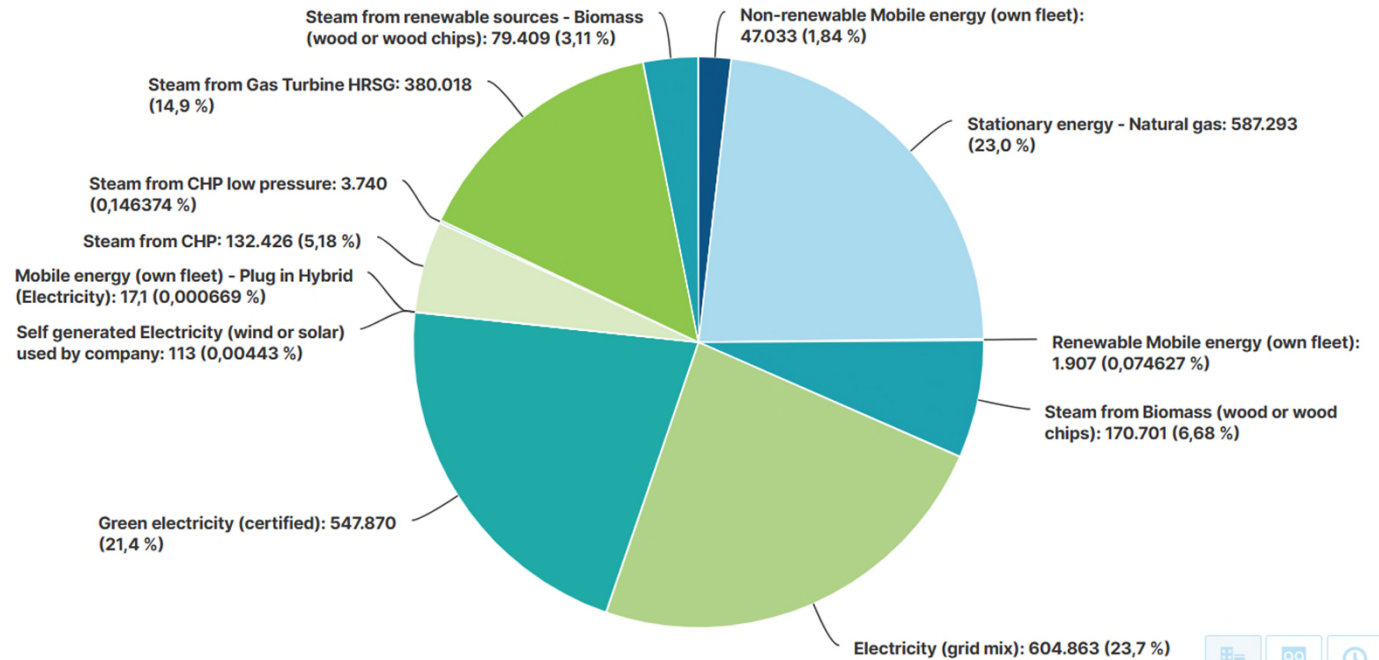
- Absolute consumption, measured in GJ, including the total consumption of electrical energy, natural gas, produced or purchased thermal energy, LPG and any other used combustibles
- Specific consumption, measured in GJ per ton of finished product
- Specific consumption, measured in GJ per EUR of Revenue

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

Notably, in **2025 the share of renewable and high efficiency sources reached 51.5%** of total energy consumption, with an overall share of **31,3%** coming from **certified green electricity and biomass**, and an overall share of **20,2%** coming from **third party combined heat and power (CHP) plants and gas turbine heat recovery steam generators (HRSG).**



Starting in 2025, the electrical energy used at Prometeon's headquarters in Milan and at the R&D Center in Cinisello Balsamo (MI), Italy, is not only fully covered by renewable energy certificates, but is also partially **self-generated thanks to a new 116 kWp solar panel plant.**



Consumption by source

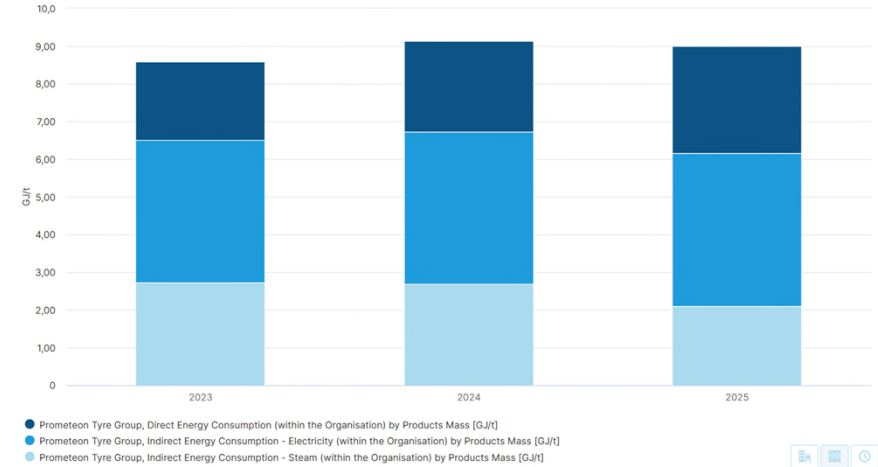
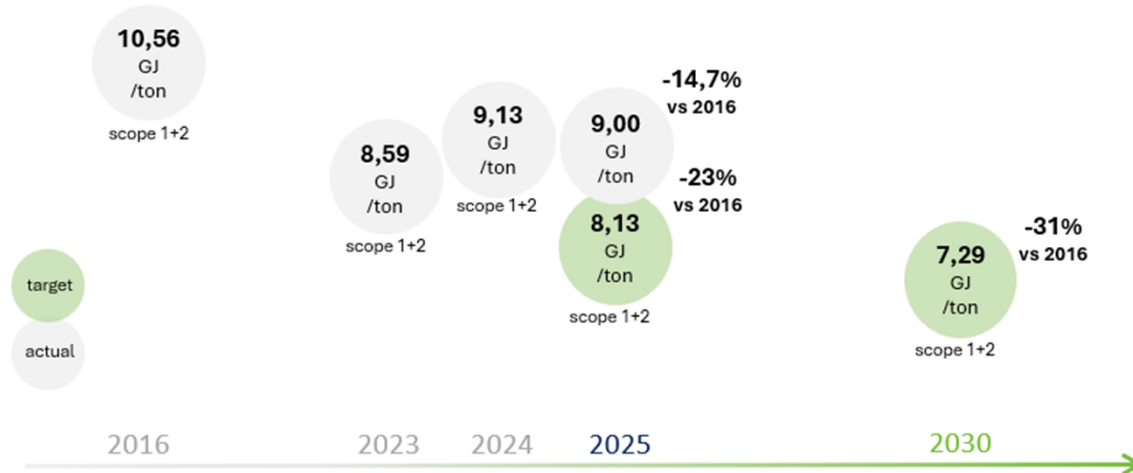


ENVIRONMENTAL DIMENSION - Energy

The Prometeon climate transition plan is **rooted in reducing energy consumption**. Numerous actions have been implemented to improve the energy management system, increase the efficiency of production and distribution systems, recover heat generated during production, and optimize operational processes.

In **2025**, the figures show a **14.7% reduction in specific consumption compared with 2016**, slightly behind the target set for the year, yet demonstrating significant progress toward the 2030 objective.

Energy Transition Plan



Specific consumption in GJ per ton of finished product

The progress towards our targets is shown in the following table.

Reduction relative to Base year 2016	% of 2025 target achieved relative to Base year 2016	% of 2030 target achieved relative to Base year 2016
-14,7%	64,1%	47,5%

Energy Intensity targets progress in 2025

ENVIRONMENTAL DIMENSION - Energy

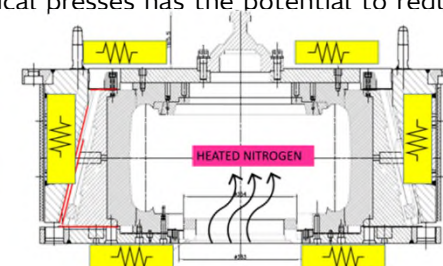
Prometeon undertakes annual initiatives to **continuously improve energy efficiency**. The following table summarizes the most relevant actions carried out in 2025. The overall effort represents more than **1.65% of total location based emissions in 2025**.

	sub-category	description	number of actions	Investment [kEUR]	Benefit [kEUR/year]	Payback [years]	CO2e Saving [t CO2e/year]	Status
Gravatai - Brazil								
Energy efficiency in buildings	Heating, ventilation and air conditioning (HVAC)	Improvement in the automation of fan coils	1	34	13	4-10	17	Completed
Santo André - Brazil								
Energy efficiency in production processes	Waste heat recovery	Steam loss reduction	1	15,5	27,8	1-3	38	Completed
	Compressed air	Compressed air loss reduction	1	15,5	27,8	1-3	38	Completed
Alexandria - Egypt								
Energy efficiency in buildings	Insulation	Steam piping thermal insulation replacement	1	180	60	1-3	660	Completed
Energy efficiency in production processes	Waste heat recovery	Heat recovery from curing flash steam	1	110	51	4-10	538	Completed
Izmit - Turkey								
Energy efficiency in production processes	Machine/equipment replacement	Pump special internal coating	1	15	17	1-3	73	Completed
	Machine/equipment replacement	Drop door high efficiency dust filter valves bambury 2-4-6-8	1	20	12	1-3	54	Completed
	Waste heat recovery	High efficiency insulation for dome presses	1	80	42	1-3	172	Completed
	Cooling technology	Automation system improvement for extruder 9 cooling	1	25	14	1-3	62	Completed
	Machine/equipment replacement	Machinery energy saving actions	1	35	45	1-3	195	Completed
	Machine/equipment replacement	Switch frot steam to electrical TCU bambury 6	1	150	69	1-3	132	Completed
Energy efficiency in buildings	Heating, ventilation and air conditioning (HVAC)	High efficiency AHU in Building Area	1	190	79	4-10	342	Completed
	Heating, ventilation and air conditioning (HVAC)	Finishing Area heating automation	1	35	27	1-3	113	Completed
TOTAL			13	905	485		2.395	

Energy efficiency actions

Further initiatives to achieve an even more significant improvement in energy efficiency in the mid-term are focused on technological and process changes.

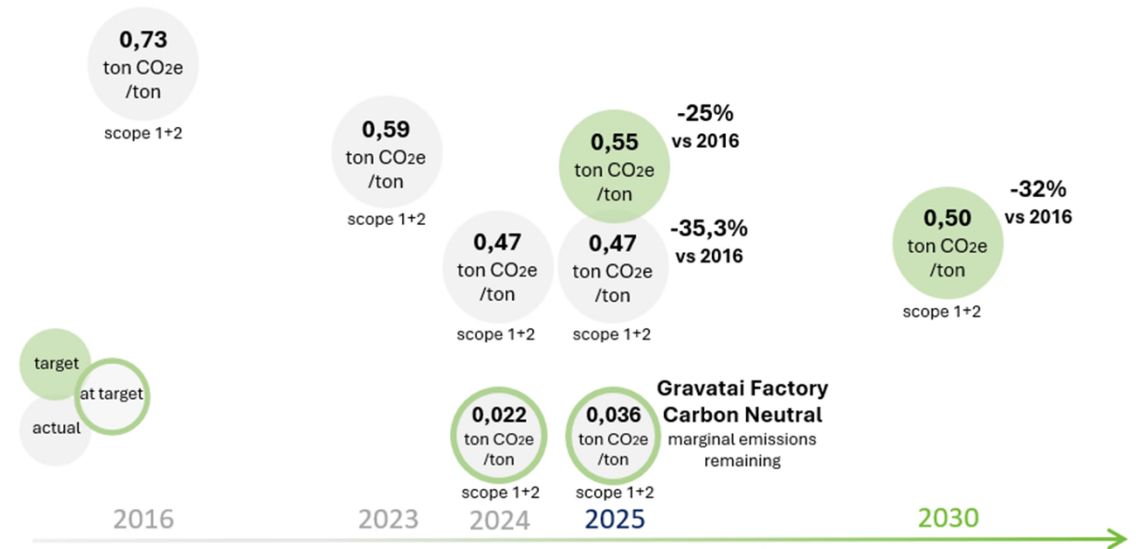
- In **mixing area**, a major change in the line configuration is underway through the installation of **additional extruders in the mixing line**, with the aim of **increasing productivity, reducing cycle time, and mixing phases, and consequently lowering energy consumption**. The first prototype has been installed and is currently in the industrialization phase.
- In the **semi finishing** department, the **replacement of open mills with extruders** for compound feeding is progressing. This initiative will improve not only HSE conditions, but also energy efficiency, with a total **estimated reduction at the end of implementation of more than 12,000,000 kWh per year, corresponding to more than 3,500 tons of CO2e per year**, based on an average location-based emission factor. Following a pilot project, a second phase has been completed with the installation of four additional extruders, one per plant, replacing selected open mills.
- In **curing**, a project to develop **electrical presses is ongoing**. Three electrical curing presses have been approved and are planned to be installed in 2026 in one plant. The new solution, based on electrical resistances and heated nitrogen, is designed to improve process control while eliminating the need for steam and therefore the use of fossil fuels. The transition to electrical presses has the potential to reduce CO2 emissions by up to 50% in this phase.



ENVIRONMENTAL DIMENSION - GHG

- Prometeon Tyre Group recognizes the importance of having a climate transition plan and has set a **roadmap toward net-zero**.
- The **full GHG inventory for scope 1 and 2 is completed** and data collection, procedures, good practices and reporting system to automatically gathers the energy consumption data and calculated the GWP impact using **constantly updated libraries** are in place.
- Scope 1 and Scope 2 consumption and impact are now fully measured, and progress is tracked, covering more than 97.5% of our total Scope 1 and Scope 2 impact.
- Prometeon factory in **Gravatai** remains **carbon neutral for scope 1 and 2** thanks to **green electricity** certificates and **biomass boiler** for process steam, with a residual marginal emission of 1.807 ton CO₂e (of which 1.583 ton CO₂e from biomass combustion) corresponding to 0,036 ton CO₂e/ton of finished product.
- Despite a growing international trend in which climate-change targets—once broadly accepted—are increasingly questioned, postponed, or politically contested, Prometeon maintains its transition plan, identifying as its **primary target the achievement of Net-Zero by 2040**, following the 1.5°C pathway defined by the Science Based Targets initiative (SBTi). This challenging plan imposes a roadmap built on two parallel tracks: the structured definition of mid- and long-term science-based targets, and the prompt implementation of actions aimed at reducing impacts.
- Prometeon is actively working to complete the assessment of its impacts by mapping the **Scope 3** inventory and to **formally commit to the Science Based Targets initiative (SBTi)**.
- While we continue completing the upstream and downstream emissions inventory, we are already addressing the main challenges identified in our product LCA. In particular, Scope 3 Category 1 Purchased Goods and Services, Category 11 Use of Sold Products, and Category 12 End-of-Life Treatment of Sold Products have been recognized as the major contributors and are being managed through dedicated actions.

Climate Transition Plan



ENVIRONMENTAL DIMENSION - GHG

The **provisional targets for GWP Impact** are set with reference to year 2016 (location- and market-based values are the same).

Scope 1	61.762 ton CO2-e
Scope 2	130.624 ton CO2-e
TOTAL	192.386 ton CO2-e

GWP100years Base Year 2016

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

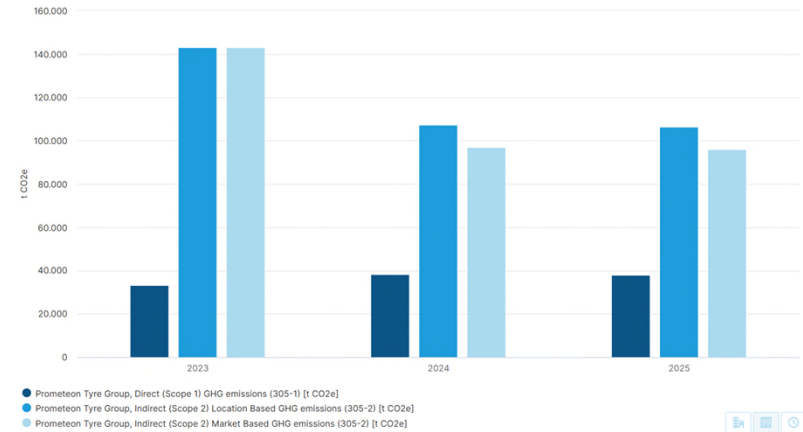
GWP100years targets

The total GWP impact for the reporting year 2025 and the two previous years is detailed in the following table. Starting for 2024 with the introduction of the **renewable energy Certificates** and the **change in accounting for biomass in Brazil**, location-based and market-based emissions have different values and biogenic emissions are reported separately.

	2023	2024		2025	
		Location-based	Market-based	Location-based	Market-based
Scope 1	33.386	38.189		38.112	
Scope 2	143.189	109.707	97.970	106.279	96.057
TOTAL	176.576	147.896	136.159	144.391	134.169

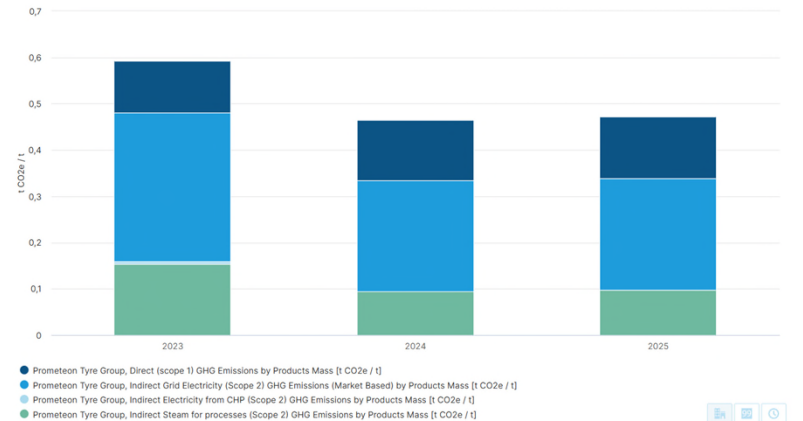
GWP100years ton CO2-e

The market-based figures for **2025** show a **reduction of total emissions** compared to the previous year of **1.990 ton CO2e (-1,5%)** and a reduction of total emissions compared to the base year of **-58.217 ton CO2e (-30,3%)**.



Direct -scope 1- and Indirect -scope 2- location- and market-based emissions

This significant improvement is reflected also in the specific emissions index.



Specific emissions by source in ton CO2-e/ton market-based of finished products

ENVIRONMENTAL DIMENSION - GHG

The **progress towards our targets** is shown in the following table. In **2025 Prometeon has already overachieved its target for 2030**.

Reduction relative to Base year 2016	% of 2025 target achieved relative to Base year 2016	% of 2030 target achieved relative to Base year 2016
-35,2%	141,0%	110,1%

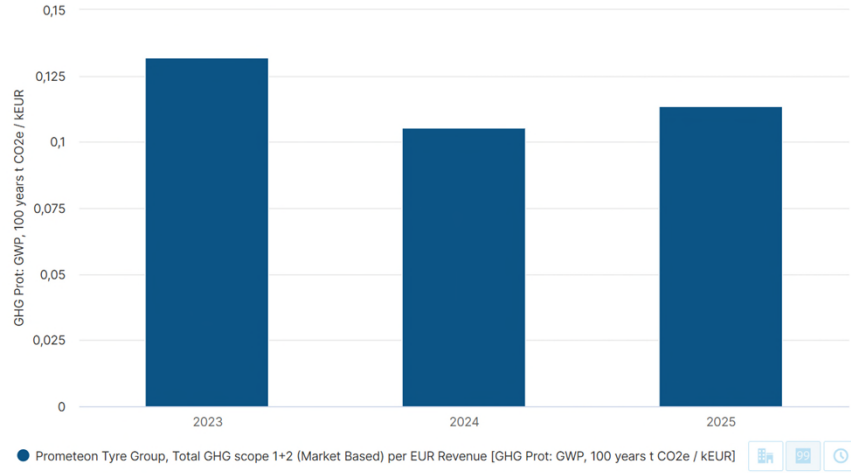
Emissions Intensity targets progress in 2025

The following table summarize the specific GWP100years impact per ton of finished product, and per kEUR of Revenue.

	2023	2024	2025
ton CO2e/ton	0,59	0,47	0,47
ton CO2e/kEUR Revenue	0,132	0,106	0,114

GWP100years Intensity

The specific GWP100years impacts per **EUR of Revenue** is shown in the following chart.



Specific emissions by source in ton CO2-e/kEUR of Revenue

ENVIRONMENTAL DIMENSION – Nox, Sox, Solvents

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

	2023		2024		2025	
	SOx	NOx	SOx	NOx	SOx	NOx
Gravatai - Brazil	0,04	1,48	0,26	2,16	0,00	0,01
Santo André - Brazil	0,00	27,41	0,00	26,68	0,00	26,08
Alexandria - Egypt	0,00	7,14	0,01	7,93	0,04	7,79
Izmit- Turkey	-	-	-	-	-	-
TOTAL	0,04	36,04	0,26	36,77	0,04	33,88

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

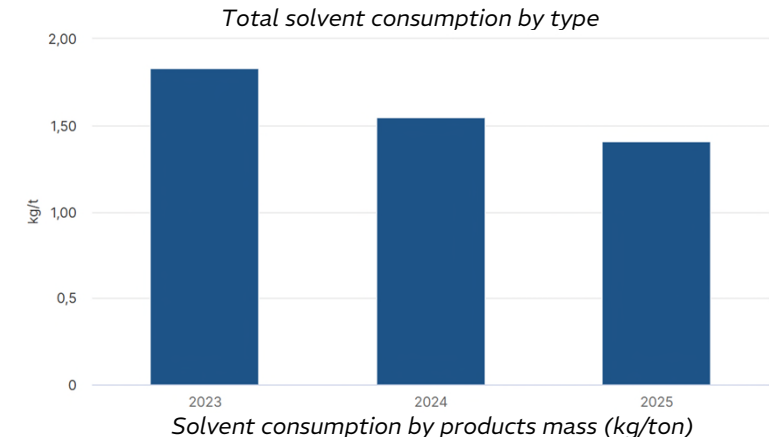
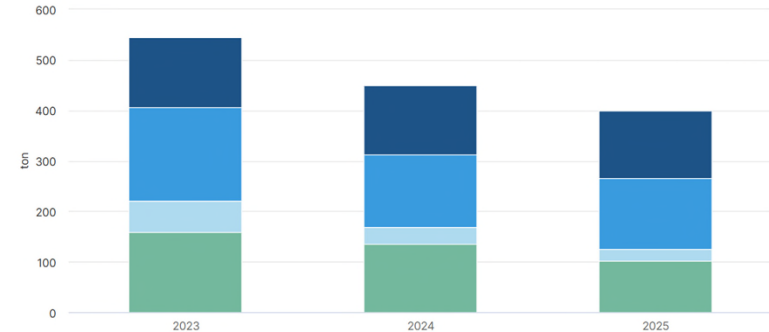
In **2025**, Prometeon achieved an **11.1% reduction in absolute solvent consumption** and a **9.0% reduction in solvent use per ton of finished product**. This performance indicator is particularly relevant in the tyre industry, as it reflects the efficiency of solvent usage relative to production output and serves as an important benchmark for operational performance.

The data presented reflects the total solvent consumption at the Company's four production facilities located in Brazil, Egypt, and Turkey.

	2023	2024	2025
Total consumption	545,5	449,5	399,7
Specific consumption kg/ton	1,83	1,55	1,41

Solvent total and specific consumption

Prometeon has achieved its **2025 target** of reducing solvent consumption to **1.5 kg per ton of finished product**. This outcome supports the Group's ongoing improvement efforts and provides a solid basis for progressing toward the **2030 objective of 1.3 kg per ton**.



ENVIRONMENTAL DIMENSION – Water, Waste

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

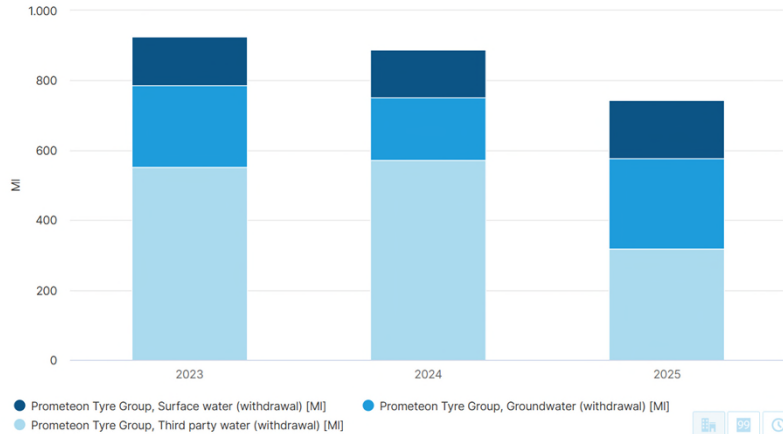
Prometeon addresses this issue not only with the required additional disclosure but also focusing its plans for water efficiency and treatment.

The Company monitors and manages its water footprint through two main indicators:

- Absolute withdrawal, measured in megaliters (ML)
- Specific withdrawal, measured in m³ per ton of finished product

In **2025**, the Group recorded an absolute water withdrawal of **743 megaliters**, representing a **16.2% decrease compared to the previous year**.

The 2025 trend in **specific consumption** is also positive, with a **14,1% reduction** compared to 2024, reaching **2,62m³/ton**.



Total water withdrawal by source

Waste generated at Prometeon can be categorized into the following types:

- **Technical waste** (quality scrap): Finished and semi-finished products that deviate from company quality standards.
- **Ancillary process waste**: Materials generated by activities supporting production.
- **Construction and maintenance waste**: Discarded materials from the upkeep of production plants, machinery, and infrastructure.
- **Packaging waste**: Residual packaging.
- **Urban waste**: Waste from food, beverages, and cleaning activities (e.g., canteen and vending machines).
- **Civil and industrial wastewater**: Water waste generated from human and industrial activities.
- **Scrap product waste**: Tyres and components discarded due to market claims.
- **Other waste**: Materials from on-site sanitary activities.

Prometeon is committed to minimizing environmental impacts through a comprehensive waste management strategy that focuses on:

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

ENVIRONMENTAL DIMENSION - Waste

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

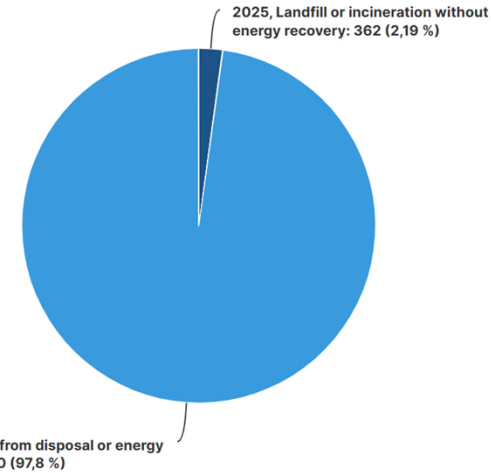
To further control our impact, we have also set and continuously monitor the specific waste generation by products mass. **Prometeon aims to generate less than 60 kg per ton of finished product by 2025 and less than 55 kg per ton of finished product by 2030.**

During the year **2025** the following **actions** were put in place to continue in our path toward our Zero Waste to Landfill goal.

	sub-category	description	number of actions	Investment [kEUR]	Benefit [kEUR/year]	Payback [years]	Waste Reduction [ton/year]	Status
<i>Alexandria - Egypt</i>			2	148	35,2		13,3	
Waste reduction and material circularity	Waste reduction	Extruder feeding improved control system	1	55	17,6	4-10	6,7	ongoing
		Extrusion Recycle Weighing Balance (8 Units)	1	93	17,6	11-15	6,7	ongoing
<i>Izmit- Turkey</i>			12	250	172		65	
Waste reduction and material circularity	Waste reduction	Process scrap reduction in semifinishing and tyre building depts.	10	159	144,1	1-3	54,5	ongoing
		Chafer Group Modification For TRGA Building Machine	2	91	27,6	4-10	10,4	ongoing
TOTAL			14	398	207		78	

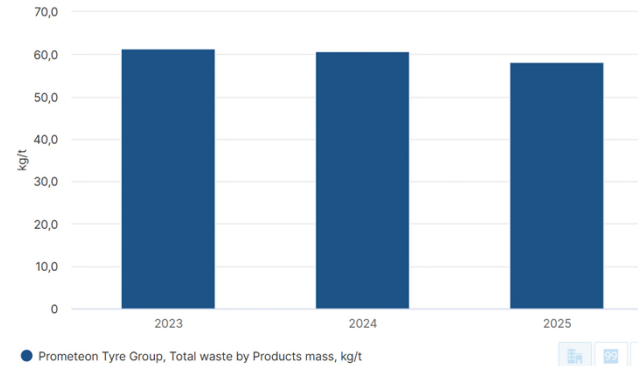
Process waste actions

To better capture the impact of our waste operations, Prometeon has set an **additional KPI to monitor and report the waste directed to landfill and incineration without energy recovery on the total generated waste.**



In 2025, Prometeon achieved a waste **recovery rate of 97,8%**, reaching our target set for 2030 to dispose to landfill (or incineration without energy recovery) less than 3% of the generated waste.

Waste recovery rate 2025



Our KPI for waste generation per unit of product reached **58.1 kg per ton of finished product in 2025**, fully aligned with the target set for the year and consistent with the trajectory toward our 2030 objectives.

Waste generation by Products mass (kg/ton)

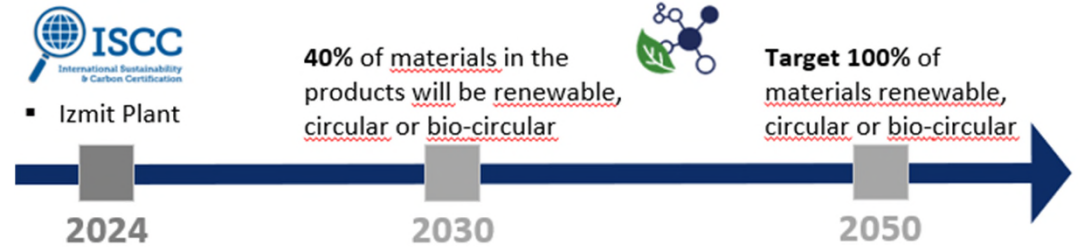
ENVIRONMENTAL DIMENSION - Materials

Prometeon's R&D activities increasingly integrate **circularity principles** into **tyre design and material development**. A key reference framework for these initiatives is the **3Rs concept – Recycle, Reduce and Rethink & Reinvent**, which directs innovation toward more efficient material use and supports the transition to more sustainable products.



Research focuses on designing tyres that offer **extended lifetime, improved repairability and enhanced retreadability**. These developments **reduce the demand for raw materials and limit waste generation**, while maintaining **high performance and safety standards**.

Prometeon Tyre Group is progressively **identifying and introducing new materials** to replace those currently used in production, aiming for a full transition to renewable or circular materials. The Company **targets 40% substitution by 2030 and complete substitution by 2050**.



Natural rubber represents the main renewable material used in our production processes.

	2023	2024	2025
Renewable Material	32%	33%	33%
Non-renewable Material	68%	67%	67%

Material Volume Used in Production (%)

The percentage of **recycled input materials** used in production is shown below, with a significant improvement driven mainly by the increase in **recycled steel usage**, the introduction of **silica derived from rice husk ash**, and the incorporation of **carbon black produced from pyrolysis oil obtained from end-of-life tyres**.

	2023	2024	2025
Recycled materials	<1%	1,89%	6,99%

Recycled Input Materials Used in Production (%)

ENVIRONMENTAL DIMENSION - Materials

The material roadmap includes:

- **Synthetic Polymers:** Polymers produced from **circular or bio-based feedstocks**, such as R-OIL, an oil obtained from naphtha produced with circular feedstocks, and bio-circular naphtha, derived from bio-based feedstocks.
- **Carbon Black:** Evaluation of two sustainable supply pathways:
 - Circular Carbon Black, produced through **tyre pyrolysis oil (TPO)** from end-of-life tyres;
 - Renewable Carbon Black, derived from **bio-based oils** obtained from organic substances;
- **Organic-Based Silica:** Silica sourced from **rice husk ash** obtained through pyrolysis.
- **Bio-based Oils and Resins:** Oils derived from organic substances such as **soybean oil and rapeseed oil**, along with resins produced from other organic sources.
- **Vegetable Fatty Acids and Fatty Acid Salts:** Fatty acids and their derivatives sourced from certified suppliers to ensure alignment with Prometeon Tyre Group's sustainability principles.
- **Recycled Steel:** Increasing the share of secondary steel used in production, thereby enhancing the proportion of circular materials in the manufacturing process.
- **Reclaimed Rubber:** Integration of reclaimed rubber into new tyre production, contributing to the Company's overall circularity goals by reducing rubber waste, decreasing dependence on virgin raw materials and improving resource efficiency.

ISCC Plus certification is a voluntary scheme applicable to the bioeconomy and circular economy. It allows organizations to demonstrate, through a management system, the **traceability and sustainability of raw materials**.



In 2024, Prometeon successfully completed the process of certifying its management system for the **Turkish factory** and **began purchasing ISCC Plus certified bio-circular Silica and circular Carbon Black**, in line with the materials roadmap to support the bioeconomy and circular economy to reduce the dependency on fossil-based material. Please refer to Valid Certificates – ISCC System for the details of Prometeon's ISCC+ certification.

From **1st January 2025**, each tyre of the **Prometeon Coach C02 size 295/80R22,5** produced in our factory in **Turkey**, has **23%** of its weight sourced and attributed to the tyre following the **ISCC+ mass balance approach**.

ENVIRONMENTAL DIMENSION – Biodiversity, End-of-Life Tyres

Prometeon considers **biodiversity conservation essential to environmental protection and resilient value chains**. Biodiversity considerations are **embedded in sourcing and natural resource management**, with a focus on **preventing deforestation, protecting high value ecosystems and ensuring responsible land use**.

These commitments are set out in two core policies: the **Sustainable Procurement Policy** and the **Sustainable Natural Rubber Policy**, which define supplier expectations and criteria to safeguard habitats, species and ecosystem functions across the supply chain.

Under the **Sustainable Procurement Policy**, suppliers must identify, monitor and minimize environmental impacts on ecosystems, reduce pollution and resource use, and promote renewable raw materials. **Biodiversity protection requirements are checked during supplier selection and monitored over time**.

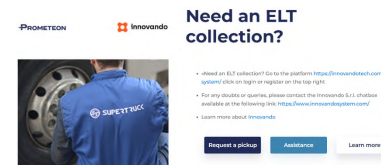
For natural rubber, the **Sustainable Natural Rubber Policy** applies internationally recognized approaches to protect forests and high value ecosystems: the **High Carbon Stock (HCS) Approach** to avoid deforestation and the **High Conservation Value (HCV) framework** to identify and protect areas important for biodiversity, ecosystem services and local and Indigenous communities.

Applying the HCS Approach and the HCV framework helps prevent conversion of valuable ecosystems, maintain forest integrity and habitats, and respect local rights. Partners in the natural rubber supply chain are expected to protect wildlife, including rare, threatened, endangered and critically endangered species, and to support the long-term protection of natural forests and other ecosystems.

Overall, Prometeon's approach is based on **precaution, responsible sourcing and continuous improvement, supported by supplier requirements, performance monitoring and recognized conservation frameworks in high-risk supply chains**.

In 2025, Prometeon confirmed its **ELT collection and management practices, aligning its actions with internal sustainability commitments and regulatory requirements across the countries where it operates**. To achieve these objectives, the Group cooperates with **companies, consortia, and associations** involved in ELT collection, treatment, and recovery, ensuring compliance and reinforcing its role in **responsible, efficient, and sustainable end of life tyre management**.

- **Italy:** In partnership with Innovando for ELT management, the Company exceeded its annual target thanks to additional voluntary collection;
- **Brazil:** In collaboration with ReciclANIP, the industry initiative responsible for ELT collection in the country, Prometeon achieved its target to collect 100% of its sales volume;



- **Turkey:** Member of LASDER, recycling more than 212.000 tons of ELT. In Turkey, Prometeon continued its partnership in 2025 with a local company recycling ELTs into rubber powder using high-pressure water technology, processing 635 tons of ELTs and recovering about 172 tons of recycled material for production use;

- **Spain:** Collaboration with SIGNUS;
- **Belgium and France:** Collaborations with Recytyre and Aliapur respectively;
- **Poland:** Collaboration with Centrum Utylizacji Opon Organizacja Odzysku S.A.;
- **Hungary:** Collaboration with Mohu Group, paying green tax for actual sales volume;
- **Czechia:** Collaboration with ELTMA;
- **Romania:** Collaboration with European Environment Agency, paying fees based on actual sales volume;
- **Colombia:** Founding member of Rueda Verde; the Country's first collection and environmental management system for ELTs;
- **Argentina:** Prometeon, thanks to commercial incentives based on the amount of ELT collected, recovered 225 tons of ELTs in collaboration with Geocycle and other different companies located in different provinces of the Country.



ECONOMIC DIMENSION

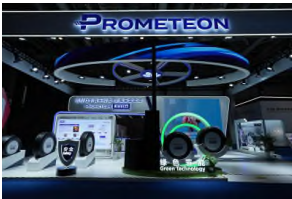


Creating sustainable economic value is at the core of Prometeon Tyre Group’s business activities, where economic development is combined with fairness, solidarity and people, environment and life quality lay at the center of the economy. This approach guides Prometeon in generating long-term value while ensuring that economic growth is compatible with social wellbeing and environmental protection.

The economic dimension section begins with an overview of Prometeon’s ESG ratings and ESG KPIs, providing a framework for understanding the Group’s progress and commitments. It then delves into Prometeon’s products, with particular attention to Research & Development activities and innovation, which represent essential drivers of the Group’s competitiveness and sustainability, and regulatory engagement and Industry collaboration.

Subsequently, the section presents Prometeon’s rebranding process, highlighting the evolution of product branding and illustrating the efforts undertaken across product marketing, and services to ensure a coherent and modernized identity.

The chapter concludes with a focus on Prometeon’s supply chain, with specific attention to the role of suppliers in sustaining shared and responsible growth.



ECONOMIC DIMENSION – ESG Rating

In 2025, Prometeon Tyre Group strengthened its commitment to transparent and internationally recognized evaluation of its environmental, social, and governance performance. It underwent two external evaluations: **CDP** and **EcoVadis**. These globally acknowledged rating systems provide a comprehensive view of the Group’s sustainability performance, support continuous improvement, and guide Prometeon in aligning its practices with advanced ESG standards.

During the 2025 disclosure cycle, Prometeon participated in the **CDP assessment**, the world’s leading independent environmental reporting platform. CDP applies a rigorous methodology fully aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), evaluating companies on disclosure quality, risk awareness, environmental management, and evidence of best practice. CDP’s scoring system ranges from D- to A, reflecting increasing levels of maturity in environmental performance: companies at the Disclosure level (D/D-) demonstrate transparency on environmental data, those at the Awareness level (C/C-) show understanding of their environmental impacts, the Management level (B/B-) recognizes organizations that take coordinated and structured action to address environmental issues, while Leadership (A-/A) is reserved for companies applying best practices and demonstrating advanced environmental stewardship.

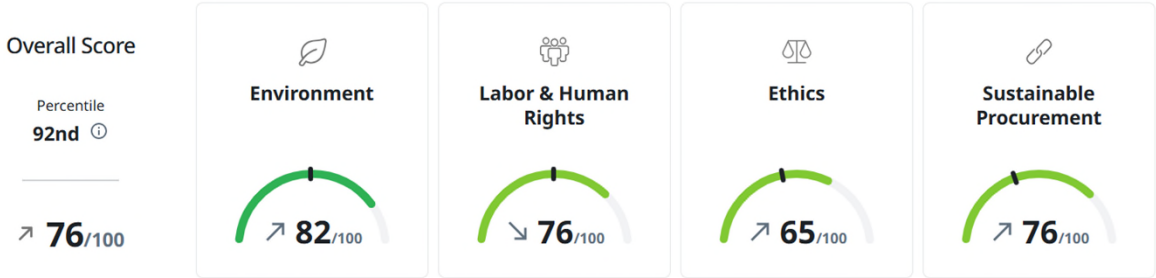


In this year’s evaluation, Prometeon received a **B score in the climate change questionnaire** and a **B- score in the water security questionnaire**, placing the Group at CDP’s **management level**. This classification recognizes companies that demonstrate organized management of environmental issues, supported by measurable actions and a structured approach. CDP’s scoring framework is widely used by investors and supply-chain partners seeking evidence-based environmental performance, and Prometeon’s results confirm the Group’s progress in building resilient and sustainable operational processes.

ECONOMIC DIMENSION – ESG Rating



Prometeon also underwent the EcoVadis sustainability assessment, achieving a **silver medal** and ranking within the **top 15% of all evaluated companies worldwide**. EcoVadis evaluates sustainability performance through a detailed analysis across four pillars: environment, labor and human rights, ethics, and sustainable procurement. Each pillar is evaluated through a structured review of documented policies, implemented actions, and achieved results. The scoring system ranges from 0 to 100, with medals awarded based on the company's percentile rank among all rated organizations (bronze, silver, gold, platinum). The Group obtained an overall score of **76/100** and reached the **92nd percentile**, reflecting strong performance and continuous improvement. Notably, Prometeon achieved **82/100 in the Environment pillar**, confirming the effectiveness of its environmental management systems. The following dashboard provides an overview of the Group's ESG results:



Prometeon's 2025 EcoVadis sustainability scorecard

The combined CDP and EcoVadis assessments demonstrate Prometeon Tyre Group's **solid progress in managing key ESG topics and its dedication to transparency, responsible operations, and long-term sustainability**. These results reflect the Group's continuous efforts to embed ESG principles into its business strategy, monitor performance through internationally recognized frameworks, and align its operations with global best practices. They also provide a foundation for further improvements in the coming years, reinforcing Prometeon's ambition to operate responsibly, mitigate environmental impacts, and create value for all stakeholders.

ECONOMIC DIMENSION – ESG KPIs

Prometeon strictly monitors and reports all the ESG KPIs for effective management. Additionally, some KPIs constitute the calculation base for employees' variable compensation Premio di Risultato (performance bonus) in the HQ, executives' LTI plan and ESG-linked loan.

In particular, the HQ employees' variable compensation is related to:

- **Training:** % of people trained at worldwide level (considering only training not mandatory by law), with a target for the year 2025 set at 87% and an actual value of 98%,

the executives' LTI for the years 2023-2025 is related to:

- **Training:** average % of people trained at worldwide level in the years 2023-2025 (considering only training not mandatory by law), with a target set at 86% (equal to the average of the 2nd LTI cycle 2022-2024 + 2pp.) and an actual value of 98%,
- **Waste:** cost of waste on total production cost, with specific internal targets,
- **Audit on suppliers:** number of 3rd party audits on suppliers in the years 2023-2025, with a target set at 48 and an actual value of 57,

and the **ESG-linked loan** issued in the year 2025 is related to:

- **Audit on suppliers:** number of 3rd party audits on suppliers with specific targets
- **CO₂e emissions:** CO₂e/Operative income, with specific targets.

With the selected KPIs Prometeon intends to cover the most significant aspects of sustainability, including environmental, social and governance issues and focusing on specific themes as supply chain mapping, training to internal stakeholders, waste management and GHG emissions that our Group deems as primary drivers for its development.

ECONOMIC DIMENSION – Product Safety, Performance & Eco-Sustainability

As the only tyre manufacturer focused solely on the commercial sectors, Prometeon Tyre Group has a strong commitment in providing products and services that meet B2B market needs. The goal of the Group is to offer effective solutions to become the partner of choice of its stakeholders.

- Prometeon is committed to **excellence, efficiency, transparency,** and **technological innovation** in the development, production, and sale of tyres for Commercial sector.
- Prometeon offers a **diverse product portfolio** that includes the brands PROMETEON, PIRELLI, FORMULA, PHAROS, ANTEO, AEOLUS, SESTANTE, ERACLE, and TEGRYS.
- Prometeon operates **four Research & Development centres worldwide**—Brazil, Egypt, Italy, and Turkey.
- **R&D strategy** rests on **6 pillars**:
 1. monitoring legislative developments nationally and internationally;
 2. collaborating with OEMs to anticipate technology and market trends;
 3. keeping pace with product technology evolution;
 4. applying digital mobility solutions to enhance safety and performance;
 5. driving open innovation to expand Group know-how;
 6. ensuring activities respect nature and society while fostering continuous innovation.

Prometeon uses digitalisation and IoT to enable **real-time tyre monitoring, improving safety, reducing energy use, optimising maintenance and extending tyre life.**

- **RFID:** All O2 Series tyres include internal RFID for full lifecycle traceability.
- **GDSO partnership:** Prometeon supports end-to-end tyre traceability through its collaboration with GDSO.
- **In-vehicle data access:** The company advocates for an EU framework regulating access to vehicle data.
- **TPMS & sensors:** Prometeon applies Regulation R141 and develops proprietary sensors to monitor pressure, temperature and other parameters in real time.

Prometeon's **O2 Series** combines innovation and sustainability to **maximise cost efficiency while reducing environmental impact.** R&D redesigned materials, structures, and tread compounds—cutting weight, lowering rolling resistance, and maintaining safety and mileage, especially for the Class-A-rated H02 Profuel for long haul. The Profuel line underwent four years of testing over 180 million km and achieved 3PMSF homologation.

ECONOMIC DIMENSION – Rebranding

Prometeon developed the **U02 URBAN-e Multiaxle** range to meet the higher load needs of new electric urban buses. The tyres offer increased load capacity and 10% lower rolling resistance, supporting high-autonomy batteries without reducing passenger space. Designed for intensive stop-and-go use, they ensure lower operating costs, uniform wear and low noise (69 dB). With M+S, 3PMSF and Category B wet grip, they guarantee safety even in winter. SWITe technology, reinforced materials and an improved carcass enhance durability and retreadability.



Prometeon developed **R02 PROFUEL**, its Long-Haul line designed to reduce fuel or energy consumption and increase durability across motorway, regional and urban routes. The tread ensures all-season grip, uniform wear and high mileage. Available in 17.5", 19.5" and 22.5", the tyres feature a new side geometry and increased rubber thickness to boost impact resistance and extend service life. Compared to the previous line, they deliver -20% rolling resistance, +15% acoustic comfort, +10% wet and snow grip and +10% wear regularity.



Prometeon developed the **S02 Pista** for extreme off-road use within the new Serie 02. Compared to the previous PS22, its top speed rises from 90 to 110 km/h while maintaining the same load capacity. The fully redesigned tread improves durability at higher speeds without compromising traction or mud evacuation, and the S-shaped pattern enhances comfort and reduces asphalt noise. The S02 Pista works with low-pressure, run-flat and bead-lock systems and performs across all terrains.



Prometeon designed **R02 Proway** for regional transport in Europe, offering high mileage, durability, uniform wear and strong winter grip. The line meets M+S and 3PMSF standards and delivers +10% mileage, wet handling, winter grip and integrity, plus +5% load capacity. The MEA-Turkey version, R02 PROWAY M1, is optimized for heat, overloads and abrasive roads, with improved steer wear resistance and drive-axle stiffness. It also meets M+S and 3PMSF and offers +20% robustness, +10% mileage, +10% even wear and +5% load capacity.

ECONOMIC DIMENSION – Rebranding

S02 Rally is derived from the S02 Pista and shares its technological base, with specific upgrades developed for rally competition in partnership with MM Technology and Martin Macík Jr. It performs exceptionally on sand and dunes and is now available for both OE and replacement markets.

The tyre achieved major success in 2025, including victory at the Dakar Rally in January and further wins at Baja Aragón and Rallye du Maroc with Macík and the MM Technology team.



The **G02** represents the first product line launched under the PROMETON brand, showcasing the latest generation of tires designed for mixed-use applications. These tires are optimized for exceptional retreadability, superior tear resistance, and outstanding off-road grip, while also offering high levels of acoustic comfort and durability, even on asphalt roads.



G02 ECO is Prometeon's latest mixed-use tyre generation, designed for efficiency with C Fuel Class performance and reduced fleet operating costs. Its reinforced casing increases load capacity by over 1 ton. The new tread design and compound ensure excellent grip, traction and wet braking, maximizing comfort and handling. Two Prometeon-patented technologies enhance performance: Bumper Technology reduces tread movement for regular wear and safety, while the waved groove surface improves self-cleaning and traction on all surfaces.



The **C02** line was developed for medium- and long-distance passenger transport, focusing on reduced operating costs and high efficiency through improved durability and low rolling resistance, helping cut fuel or energy use without affecting mileage. Its increased load capacity supports electric and hybrid vehicles without reducing passenger space. C02 Coach also ensures high safety and comfort thanks to its innovative tread design, delivering strong handling, excellent wet grip, even wear and low noise. Since 1 January 2025, the line includes **ISCC+ certified material**: for each 295/80 R22.5 tyre produced in Turkey, 23% of its weight is attributed under the ISCC+ mass-balance approach. Prometeon thus supports the bio- and circular-economy by allocating 100% bio-circular silica and 100% circular carbon black to this size.

ECONOMIC DIMENSION – Our Customers

Prometeon Tyre Group is the only global manufacturer entirely dedicated to the commercial tyres, covering truck, bus, agricultural, and OTR tyres.

Sales channels include Original Equipment (OE), tyres supplied directly to vehicle manufacturers (OEMs), and Replacement, tyres for vehicles already in use.

Prometeon's Main Replacement customers are:

- Retailers: Independent tyre specialists who focus on direct fleet operations rather than distribution, which play a crucial role, acting as key intermediaries between Prometeon and end customers
- Distributors: Tyre distribution professionals and wholesalers who ensure a widespread supply of tyres across the territory
- Fleets: Group of vehicles operated by companies or organizations for commercial or institutional purposes, which can range from single-vehicle owner-operators to large enterprises managing hundreds of vehicles

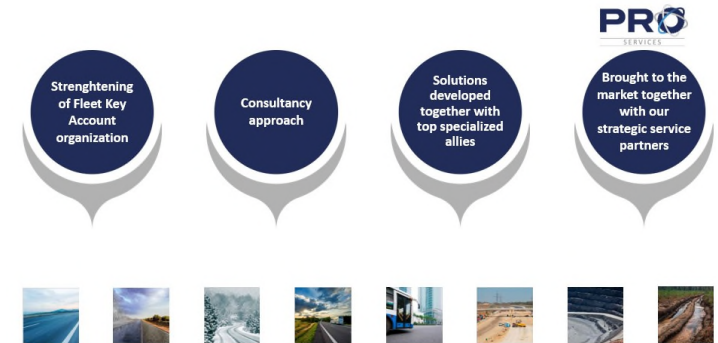
Original Equipment (OE) customers require comprehensive sustainability assessments to evaluate Prometeon's corporate responsibility, and their compliance expectations have become increasingly strict. At the same time, all customers now request detailed documentation on supply-chain audits, sustainability clauses and contractual standards to ensure full transparency across the value chain.

Customer Focus, central element of the Ethical Code and the principle inspiring and shaping the Company's approach to the business. Among the essential elements of the Prometeon Tyre Group approach, the following are highlighted:

- **Consideration of the impact of its actions and behavior on the customer**
- **Exploitation of every opportunity offered** by doing business to satisfy the customer's needs
- **Anticipation of customer needs**
- Safety, reliability, high performance of **products and services** offered in accordance with local national and international standards and regulations
- **Information to customers and end-users** to guarantee an adequate understanding on all features of Prometeon products, including safety and environmental impacts

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

FOCUS ON PREMIUM FLEETS SOLUTIONS



ECONOMIC DIMENSION – Information to Customers

Prometeon Tyre Group ensures that useful information for its customers -dealers and end users- on products and services, and the related initiatives is constantly available. Among the means of **communication with customers** are:

- **Periodic meetings** (dealer conventions and fleet meetings): they are organized on the territory of each country where Prometeon Tyre Group has a commercial presence
- **Presence in national and international fairs:** in 2025, Prometeon participated with a booth in several local trade fairs across various markets as follows:



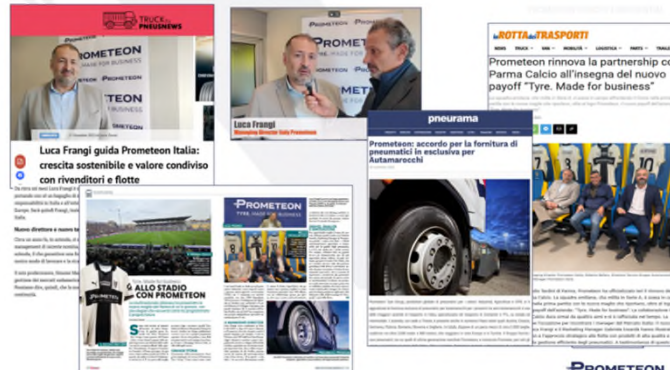
- Show Rural Coopavel (Brazil), 10-14 February 2025
- TMC show 2025 (US) - 10-13 March 2025
- MAT Show (US), 20-29 March 2025
- Cotrijal – Expodireto (Brasil) 10-14 March 2025
- Agrishow (Brazil), 28 April-2 May 2025
- Transport Logistic (Germany), 2-5 June 2025
- Road Transport Expo (UK), 24-26 June 2025
- CargoTruck&Van Expo| Supply Chain & Logistics (Greece), 18-20 October 2025
- Translogistica (Poland), 4-6 November 2025
- Solutrans (France), 18-22 November 2025
- The 8th China International Import Expo (China), 5-10 November 2025



 SUPERTRUCK

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

Prometeon launched a new event format in Italy with a major fleet at Parma Calcio's Tardini Stadium, coinciding with the debut of the **"Tyre. Made for Business"** payoff on the team's jerseys. The initiative strengthened ties with key Italian trade media and showcased Prometeon's new 360° approach to fleets. Autamarocchi, one of Italy's largest transport fleets, took part by giving interviews and highlighting its partnership with Prometeon.





Prometeon participated also to the **38th International Truck Grand Prix**, the largest event dedicated to trucks in Germany which took place from 11 to 13 July at the Nürburgring, sponsoring the "Prometeon SuperTruck Awards": the prize that rewards trucks with aesthetics and special technologies.

ECONOMIC DIMENSION – Information to Customers, Importance of Networking

In 2025 Prometeon continued leveraging its partnerships with **FIGC, the Turkish Football Federation, Al Ahly and Parma Calcio** to boost brand awareness and engage clients through sponsorship-related experiences. The company also sponsored two Dakar Rally teams, **MM Technology and Italtrans**; the collaboration with MM Technology was particularly significant, as Martin Macík's team won the Dakar using Prometeon S02 Rally tyres. This partnership is valuable because MM Technology also builds and customizes competition trucks, providing strong credibility on tyre performance.

Prometeon is also the official sponsor and tyre supplier of **Copa Truck in Brazil**, supported by brand ambassador Bia Figueiredo. In the latest round, trucks competed with fully Prometeon Serie 02 branded tyres for the first time. All these activities strengthen global brand awareness and help reinforce relationships with customers and prospects through dedicated hospitality initiatives.

As regards the importance of networking:

- **SuperTruck** offers its members various opportunities of operative and technical nature with the aim of providing for the possibility to enhance their business. Supports offered by the network vary depending on the network members' specific needs and their customer portfolios
- Born in Italy in the mid-2019 and Network consists of 381 number of points of sale in Europe.



SuperTruck dealers share common values:

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

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

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

▪ Fleet Support:

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



▪ Training & Technical Support:

- Technical training

▪ Business Support:

- Exclusive Product Line
- Pro Finance
- Logistics Priority

▪ Partnership & Communication:

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



As regards Prometeon's compliance within relationships with customers, during 2025:

- no cases emerged of non-compliance with regulations 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 concerning information and labelling of products and/or services;
- no cases emerged of non-compliance with regulations concerning health and safety impacts of products and/or services during their life cycle;
- there were no documented complaints concerning both violation of privacy and/or the loss of personal data;
- no sales related to products sold by Prometeon Tyre Group were banned.

ECONOMIC DIMENSION – Our Suppliers

Suppliers play a crucial role in Prometeon Tyre Group's value chain, providing the materials and services essential for tyre production and sales. As a multinational Group operating in over 150 countries, with manufacturing facilities across three different countries and continents, Prometeon partners with a diverse network of suppliers worldwide.

The table below presents the Group's purchasing trends, by category and geographic area, for the years 2025, 2024, and 2023:

	2025	2024	2023
Raw Materials	79%	75%	74%
Consumables Materials	2%	2%	2%
Fixed assets	8%	12%	13%
Logistics + International Freight FP	11%	11%	11%
Total	100%	100%	100%

Prometeon's purchase trend by category

	2025	2024	2023
Europa	7%	9%	12%
North America	2%	3%	2%
Latin America	27%	29%	28%
Asia	37%	35%	31%
Africa	17%	14%	13%
Others	9%	9%	14%
Total	100%	100%	100%

Prometeon's purchase trend by geographic areas

The Company is committed to its "Local 4 Local" supply chain approach focused on local sourcing and shorter supply chains for reducing CO2 footprint caused by transportation as well as contributing to economic and social development of local communities where Prometeon has significant operations.

		2025		2024		2023	
		ton	%	ton	%	ton	%
Carbon Black	IMP	19,839	34%	23,412	40%	27,503	48%
	LOC	38,925	66%	35,519	60%	29,305	52%
Carbon Black Total		58,764		58,931		56,808	
Chemicals	IMP	32,584	68%	31,487	68%	30,718	65%
	LOC	15,456	32%	15,712	32%	19,103	35%
Chemicals Total		48,040		47,199		49,820	
Metallic reforc.	IMP	39,861	67%	37,609	64%	31,895	55%
	LOC	19,797	33%	19,955	36%	24,315	45%
Metallic reforc. Total		59,658		57,564		56,209	
Natural Rubber	IMP	81,538	81%	74,307	78%	74,046	82%
	LOC	19,533	19%	24,457	22%	17,338	18%
Natural Rubber Total		101,071		98,764		91,384	
Synthetic Rubber	IMP	21,058	65%	20,811	70%	20,638	73%
	LOC	11,169	35%	9,943	30%	9,843	27%
Synthetic Rubber Total		32,227		30,755		30,481	
Textile reforc.	IMP	1,728	76%	1,319	73%	1,460	48%
	LOC	557	24%	429	27%	1,387	52%
Textile reforc. Total		2,285		1,748		2,847	
GRAND TOTAL		302,046		294,961		287,550	

Local vs. imported materials expenditure (%) and procurement volume (ton) – Prometeon

ECONOMIC DIMENSION – Our Suppliers

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

In 2025, Prometeon Tyre Group, in collaboration with an independent audit company, reaffirmed its commitment to responsible sourcing by conducting on-site audits based on the SA8000 standard. The audit focused on topics such as Child Labor, Forced Labor, Health & Safety, Freedom of Association, Discrimination, Disciplinary Practices, Working Hours, Remuneration and Supply Chain Management Systems.

Additionally in compliance with the requirements and purpose of the “Conflict Minerals and Cobalt Sourcing Policy”, Prometeon continued in 2025 to collect data from suppliers dealing with conflict minerals and cobalt. This process aims to ensure that these materials are sourced responsibly and are not linked to conflict-affected areas.

In 2025, Prometeon Tyre Group undertook the following actions as part of its responsible sourcing strategy:

- Conducted **21 audits** on the production and sourcing sites of suppliers of raw materials, including natural rubber, chemicals, carbon black, cobalt and others.
- The audited suppliers represented **18% of Prometeon’s total annual raw material expenditure**.
- In the 2023-2025 period, Prometeon Tyre Group overachieved its targets regarding the audits on suppliers, with an **actual value of 57 versus a target of 48**.
- 0% of suppliers were discontinued**, within the audits performed.

Below is a summary of the average score results from the 21 audits conducted in 2025:

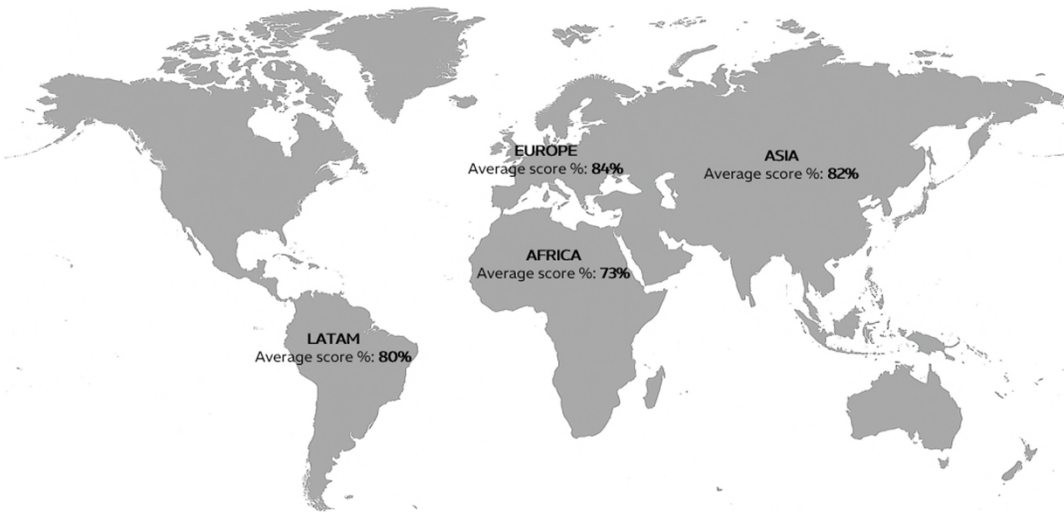
	Topics evaluated	Suppliers' average score %	Non-conformities		
			Minor	Major	Critical
Governance	1	86%	-	-	-
Child labour	7	90%	2	-	-
Forced labour	9	85%	4	1	-
Health and safety	30	79%	32	17	1
Freedom of association	9	81%	2	-	-
Human resources/Discrimination	9	81%	5	-	-
Disciplinary practices	7	79%	5	-	-
Working hours	12	82%	2	7	-
Remuneration	9	87%	3	-	-
Environment	14	86%	1	-	-
Lawfulness and ethics in business	8	80%	4	-	-
Relations with the community	5	77%	3	-	-
Supply chain management	6	69%	9	5	-
Conflict minerals	4	82%	2	-	-
Total	130	82%	74	30	1

Below is the cumulative values for the number of audits and the relevant spending covered by those audits. The percentage of spending coverage is calculated with reference to the total raw material purchases made in the year 2020:

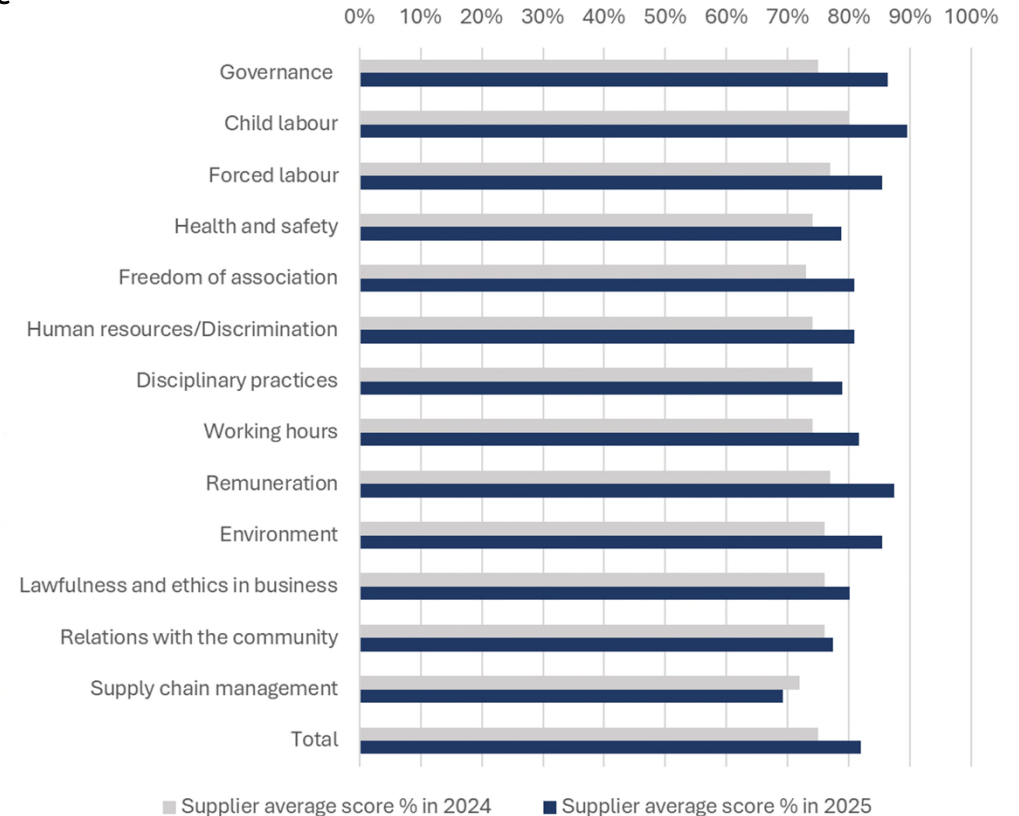
	2020	2021	2022	2023	2024	2025
Yearly audits	0	6	18	19	17	21
Cumulative audits	0	6	24	43	60	81
Cumulative spending not covered (MEUR)	620	597	339	230	109	6
Yearly spending covered (MEUR)	0	23	257	109	121	103
Cumulative spending covered (MEUR)	0	23	281	390	511	614
Cumulative spending covered %	0%	4%	45%	63%	82%	99%

ECONOMIC DIMENSION – Our Suppliers

- Compared to 2024, the supplier average score in 2025 increased overall by 7 percentage points (from 75% to 82%).
- A **monitoring action** is undertaken for each non-conformity:
 - Minor non-conformity:** request for action plan and timeline.
 - Major non-conformity:** set deadline for response with corrective documentation, possible remote audit, if no response, escalate to critical.
 - Critical non-conformity:** urgent actions (onsite visit, investigation), if resolved, supplier continues with re-audit next year, if unresolved, supplier disqualified permanently.



Average score percentages based on geographic areas



Suppliers' average score by category (2024-2025)



Sustainability Report 2025 – Executive Summary