



# SUSTAINABILITY REPORT

2023



# SUMMARY

Letter to the Stakeholders	2
Methodological note	4
Highlights	5
<b>TMB</b>	<b>6</b>
1.1 Our history	8
1.2 Products	10
1.3 Certifications	11
1.4 Governance structure	12
1.5 Ethics and compliance	13
1.6 Risk management	13
1.7 Economic performance	16
<b>THE SUSTAINABILITY VISION</b>	<b>18</b>
2.1 Sustainability governance	20
2.2 TMB stakeholders	20
2.3 Materiality analysis and sustainability impacts	22
2.4 TMB and the United Nations Sustainable Development Goals	23
2.5 The sustainability plan	24
<b>OUR COMMITMENT TO PEOPLE AND COMMUNITIES</b>	<b>26</b>
3.1 People management, development and empowerment	28
3.2 Training at TMB	30
3.3 Diversity, equal opportunity and non-discrimination	31
3.4 Occupational health & safety	31
3.5 commitment to the community and social investment	34
<b>ENVIRONMENTAL RESPONSIBILITY</b>	<b>38</b>
4.1 Energy consumption and climate change	40
4.2 Waste and water resource management	43
<b>PRODUCT RESPONSIBILITY</b>	<b>46</b>
5.1 Suppliers and sustainable supply chain management	48
5.2 Product quality, safety and Client satisfaction	50
5.3 Research, development and digitalisation	51
<b>APPENDIX</b>	<b>53</b>
<b>GRI CONTENT INDEX</b>	<b>65</b>

# LETTER TO THE STAKEHOLDERS



Dear Stakeholders,

This document is TMB S.p.A.'s second Sustainability Disclosure, demonstrating our continued commitment and heightened awareness of ESG (Environmental, Social, Governance) issues.

Leaving behind a better world for future generations is, in our view, the greatest challenge of our time. Sustainability is not a passing trend or an obligation.

As management, we firmly believe that our success is due to the attention we have consistently paid to the environment, people and the communities where we operate.

Every aspect of our daily lives is inextricably linked to what we do and the choices we make. Operating without considering the broader impact of our actions is no longer an option; understanding our impacts allows us to prevent and effectively manage them. These principles are deeply rooted in our culture and are integral to our strategy.

Precisely for this reason, in 2023, we developed our Sustainability Plan, committing to short and long-term activities and investments that will have a positive impact on the environment, people and the communities where we operate.

The plan outlines key areas of action, with ambitious goals that require not just financial investment, but also and above all, a commitment from each of us.

At the heart of our strategy are people, their well-being, improving working conditions, ensuring safety, and supporting continuous training and skills development. These are essential to the ongoing well-being of our employees and maintaining competitiveness in an increasingly complex market.

In 2023, we further strengthened our commitment to promoting an inclusive work environment that respects and supports individual differences – a mission that will continue in the coming years.

We also focus on addressing climate change and reducing greenhouse gas emissions. We are all called upon to reduce waste and continually improve. In 2023, we purchased a portion of our energy from renewable sources to reduce our environmental impact and remain dedicated to promoting a circular economy within our production process.

We have worked diligently to collect data to calculate our Scope 3 emissions, implementing a system capable of providing information as accurate as possible to measure the effectiveness of our actions. However, we have decided not to disclose Scope 3 data for 2023, using this year instead to build an internal reporting system.

The activities and results achieved this year were made possible by each of our efforts, motivating us to continue striving for responsible development.

The future is in our hands.

*The Betto family*

# METHODOLOGICAL NOTE

This document aims to transparently communicate the strategies regarding environmental, social and governance (ESG) performance for the year 2023 (from 1 January 2023, to 31 December 2023).

This annual Sustainability Report has been prepared in accordance with the Global Reporting Initiative Sustainability Reporting Standards, defined by the GRI in 2016 and updated in 2021, using the “with reference” option, and is not subject to external assurance.

The content of this report has been selected based on the results of the materiality analysis conducted in 2022 and updated in 2023, with a particular focus on assessing the impact of TMB S.p.A.’s activities on the economy, environment and people, including human rights. This analysis helped identify material issues relevant to stakeholders, too, as described in the section “Materiality Analysis and Sustainability Impacts”.

The scope of the economic, social and environmental data refers exclusively to TMB’s sites in Ceregnano and Monselice, excluding the subsidiary GFT S.r.l.

There were no significant changes in the company’s size, ownership structure or supply chain in 2023.

The 2022 data is provided in this report for comparative purposes, allowing stakeholders to assess the company’s performance over time. To ensure data reliability, estimates have been kept to a minimum, and where used, have been highlighted and are based on the best available methodologies.

TMB’s Board of Directors approved the Sustainability Disclosure on 28 May 2024, alongside the approval of the 2023 Financial Statements.

For further information and suggestions regarding TMB’s Sustainability Disclosure, please contact the Sustainability Manager at [legale@tmbspa](mailto:legale@tmbspa).

This document is also available on our website.

# HIGHLIGHTS

## ENVIRONMENTAL



+17% of waste recovered compared to 2022



-28% Scope 2 emissions (Market Based) produced in 2023, compared to 2022



28,6% of renewable energy purchased with certificates of origin

## SOCIAL



+31% training hours in 2023 compared to 2022



+3% employed women in 2023 compared to 2022



+5% of employees in 2023 compared to 2022

## GOVERNANCE



No ascertained cases of corruption in 2023



Establishment of the Risk and Sustainability Management Committee



Nomination of a Sustainability Manager



**TMB**

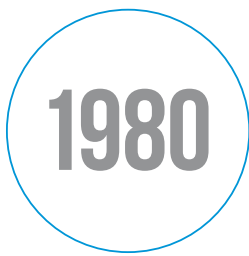






**YEAR OF FOUNDING**

“Officina Meccanica Betto Antonio” was founded in Pernumia (Padua - Italy), specialized in machining aluminum parts. Acquisition of the first customer Sit La Precisa, still our customer



**1980**

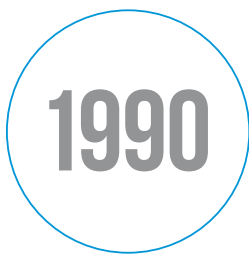
Antonio's sons join the company

**1986**

The company moves from its original headquarter to **Monselice**

**1986-1988**

Significant investments in technology: numerical control machines and innovative testing and control tools



**1991**

The company settles in the Industrial Area of Monselice, in via Umbria 20, where it still operates today. The new spaces allowed significant growth in both investments and personnel

**1996**

Expansion in the plant in Via Umbria 19 in Monselice, currently the company's registered office



2000

**2001**

**Transformation in S.p.A. (joint stock company)**

**2010**

24% acquisition of Unilab share capital, a startup that now becomes an accredited metrology laboratory and an important corporate training hub

**2011**

**Acquisition of Grimeca S.p.A. (Rovigo)** to integrate foundry processes

**2015**

28% acquisition of Tecnopresse s.r.l. share capital, a Brescia-based company that deals with maintenance and revamping services for foundry systems

**2017**

Acquisition of **GFT srl**, a foundry specialized in gravity casting, with leading customers in common with TMB

**2018**

Inauguration of the **company museum**

2024

**TMB TODAY**

Multiple and important technological investments with a view to continuous improvement with large-scale use of robots in the production processes, together with the launch of important Research and Development and Industry 4.0 projects.

Continuous investments in efficiency have led to a real reduction in energy consumption and optimization in the use of other consumables.

Engineering, design, as well as tool construction, automation, leak testing systems and washing machines have been significantly developed.

## 1.2 PRODUCTS

Today, TMB operates in the **metalworking industry** and is a leading supplier of aluminum components. Its main customers are in the automotive, motorcycle, off-road vehicle and marine sectors, as well as general mechanics.

The products are manufactured to **customer specifications** and include engine blocks, bases, covers, powertrain components, oil, water and vacuum pumps, electric motor parts, braking systems, safety systems, hydraulic, electromechanical and safety components, brake discs, wheels, hubs, frames and swingarms.

TMB manages all stages of production in-house, from casting to high-pressure, low-pressure and gravity die casting, through to the **mechanical machining** of components in automated lines and cells.

The company's **vertically integrated production system** enables the delivery of finished products to customers, starting from aluminum ingots and producing fully machined parts ready for vehicle assembly lines, tailored to customer needs and expectations.

The Company operates at its owned facilities in **Monselice and Ceregnano**, covering a total industrial area of 400,000 square metres, of which 180,000 square metres are covered, employing over 900 workers.

### RAW MATERIAL

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The primary raw material used in production is aluminum in its various alloys, verified in-house using state-of-the-art equipment in the company's internal technological laboratory to identify defects and assess casting process performance.

### DESIGN

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Each project begins with a feasibility study, followed by the design and creation of casting tools for the production of aluminum castings such as moulds, dies and core boxes, which are mainly produced in-house, and only occasionally purchased from specialised suppliers.

### PRODUCTION PROCESS

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In summary, the production process involves liquefying the ingots in furnaces, after which the molten aluminum is transferred via ladles to holding furnaces connected to die casting machines and moulding machines to produce the raw castings. These castings undergo initial trimming to remove sprues and gating systems.

The castings are subjected to quality checks, including X-ray inspections and dimensional controls, to identify any defects. If necessary, they may be sent to heat treatment and/or coating systems, depending on the agreed production cycle with the customer.

### MACHINING

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Once these stages are completed, the castings are ready for final machining, cleaning, leak testing, dimensional and visual inspection, and packaging according to customer requirements.

TMB's strengths lie in its in-house production of tools and cutting equipment, along with its commitment to quality.

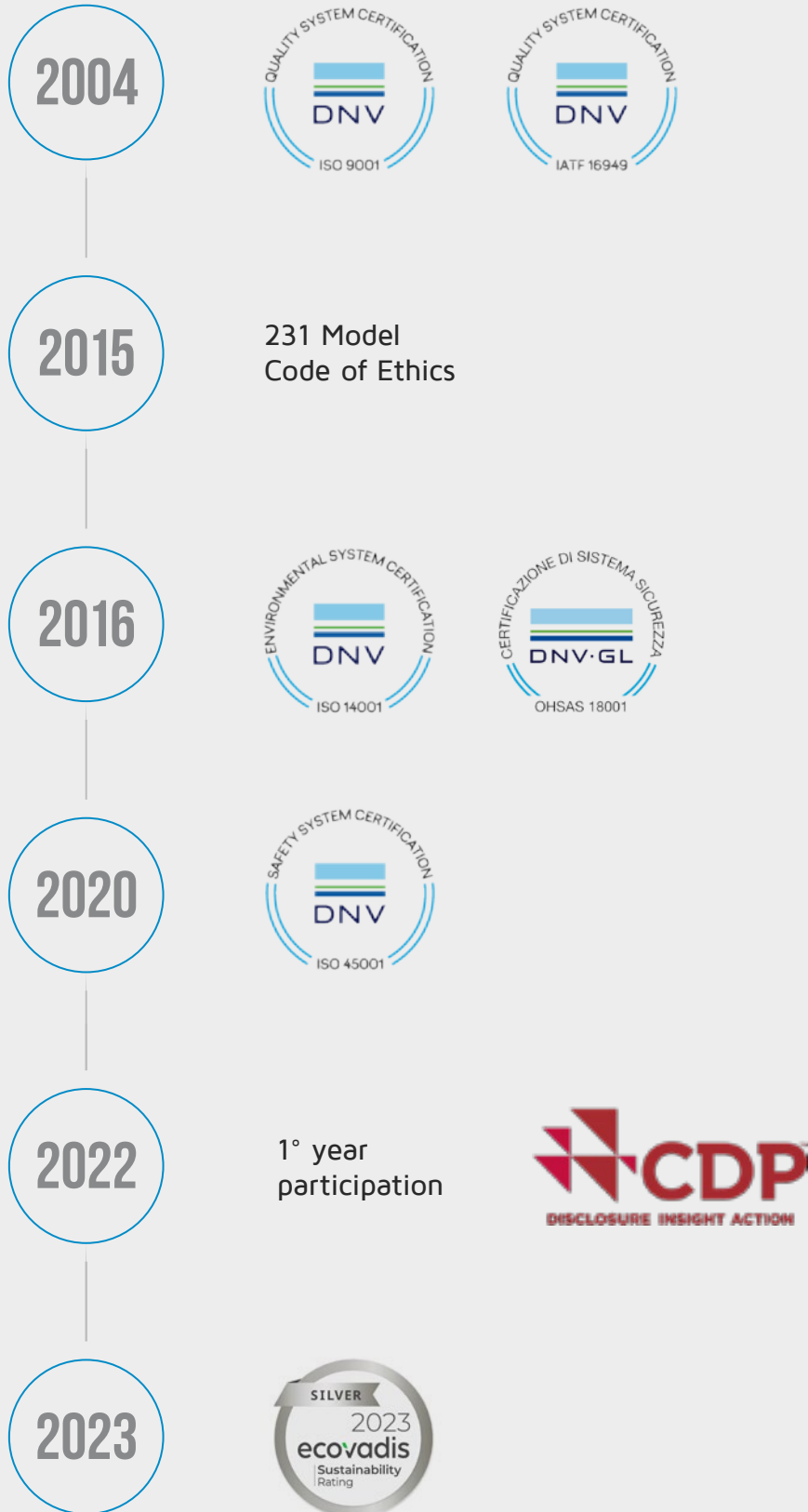
### QUALITY CONTROL SYSTEM

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The company's quality control system operates at two levels: a centralised "systemic" level through a technological laboratory focused on R&D and process innovation, as well as two laboratories dedicated to the foundry departments, and six laboratories dedicated to the machining departments. Additionally, TMB has a specialised department for the calibration of measuring instruments.

# 1.3 CERTIFICATIONS

TMB is committed not only to quality but also to the environment and safety of its workers. This dedication led the company to adopt specific management systems certified by an independent third party.



## 1.4 GOVERNANCE STRUCTURE

TMB's organisational model is based on a traditional administration and financial control system. As such, corporate management is entrusted to a **Board of Directors**, the members of which are the Betto siblings. Supervisory functions are entrusted to the **Board of Statutory Auditors** and the **Supervisory Body** within their respective scopes, while financial auditing is carried out by an external Audit firm.

### BOARD OF DIRECTORS

The Board of Directors is responsible for managing the Company, defining and overseeing strategic and organisational objectives, as well as managing associated risks, including those related to sustainability. The Board of Directors was elected by the Shareholders' Meeting on 28 July 2022 and will remain in office until the approval of the financial statements as of 31 December 2024. It is a **family-run board** consisting of four executive members.

### BOARD OF STATUTORY AUDITORS

The Board of Statutory Auditors is the independent body responsible for ensuring compliance with the law and the Company's articles of association, adherence to sound management principles, and the adequacy of the Company's organisational, administrative and accounting structures.

The appointment of the Board of Statutory Auditors was renewed by the Shareholders' Meeting on 28 July 2022, with a three-year term. The Board of Statutory Auditors is composed of a **Chairman**, two **standing auditors** and two **alternate auditors**. The members of the Board possess the independence, integrity and professional qualifications required by law.

### AUDIT FIRM

The Shareholders' Meeting appointed Deloitte & Touche S.p.A. as the audit firm responsible for verifying the accuracy of the financial statements and the Management Report.

### DIVERSITY ON THE TMB BOARD OF DIRECTORS



75%  
men



25%  
women

## COMPOSIZIONE DEL CDA AL 31.12.2023<sup>1</sup>



**MASSIMO BETTO<sup>2</sup>**

*Chairman of the Board and  
Head of Sales and Finance*



**STEFANO BETTO**

*Chief Executive Officer, Head of Foundry  
and Employer*



**PIETRO BETTO**

*Chief Executive Officer and Head of  
Machining Division*



**STEFANIA BETTO**

*Managing Director and Head of  
Administration*

<sup>1</sup> All members of the Board of Directors are over the age of 50.

<sup>2</sup> In 2022, Massimo Betto was a member of the Board of Directors of the Confindustria association, to which TMB S.p.A. adheres.

## 1.5 ETHICS AND COMPLIANCE

TMB operates according to essential ethical principles, which are key factors in its success. TMB has consistently positioned itself as a loyal, fair, transparent and lawabiding partner to its stakeholders. These values define how the company operates, makes decisions and interacts with the outside world, and are outlined in the Code of Ethics.

The general principles identified by TMB, and the guiding values that everyone is expected to follow in their activities, are as follows:

### LEGALITY

compliance with the laws and regulations in the countries where the company operates;

### FAIRNESS AND GOOD FAITH

respect for the rights and interests of all parties involved;

### DIGNITY AND EQUALITY

rejection of all forms of discrimination.

The **Code of Ethics** is binding for all members of the Board of Directors, Executives, Employees, Collaborators, Customers and Suppliers, as well as anyone who directly or indirectly performs activities on behalf of TMB. The document is available on the company's website, including an English version.

In support of TMB's commitment to ethical issues and to ensure fairness, transparency and legal compliance in its business practices, in 2015, the Company voluntarily adopted the **Organisational, Management and Control Model** pursuant to Legislative Decree 231/2001.

## 1.6 RISK MANAGEMENT

With a view to sound governance, TMB considers the **evaluation and effective management of risks to be essential**. This process effectively helps improve the company's performance and ensures its sustainability by preventing events that could have a direct or indirect negative impact on the business.

In line with ISO 9001, 14001 and 45001 standards, TMB has implemented a **risk control and management system**.

A **Risk and Sustainability Management Committee** has been established (for the composition, see section 2.1, Sustainability Governance), which supports the Board of Directors in identifying the most appropriate policies for risk management. This includes examining

The primary aim of adopting this model is to reduce, and where possible, eliminate the risk of committing crimes or unlawful acts by implementing a structured system to monitor high-risk processes. This allows for timely intervention in response to actions that violate company rules and the adoption of appropriate measures.

The Model, divided into a **general section** and a **special section**, is based on the following **general control principles**:

Verifiability, documentation, consistency and appropriateness of every operation, transaction and action;

Shared management of processes;

Documentation of the checks carried out by the control system.

Along with adopting the Model, the Board of Directors appointed the **Supervisory Body (SB)**, renewed by resolution on 3 August 2022, consisting of three external and independent members, with a three-year term. The SB monitors the effectiveness of, and compliance with the Model and oversees its updates. It meets quarterly. It is noted that the SB has never received any reports from employees or other stakeholders regarding violations of the organisational model.

In 2023, as in the previous year, there were **no confirmed cases of corruption**, nor any violations of laws or regulations that resulted in fines or sanctions.

and reviewing the progress of implemented measures, simplifying and improving the internal exchange of information, identifying responses to new risk factors, and organising and developing internal ESG training.

Alongside risk analysis, **opportunities** are also evaluated. Specifically, the most significant topics and external and internal factors related to TMB's operational context, stakeholders, their expectations and impacts on them, are identified.

**Risk** is defined as an event that could potentially cause harm and hinder the capacity to achieve objectives, whereas **opportunity** is viewed as an event that could potentially have a positive impact on the ability to achieve objectives.

When risk and opportunity assessments highlight the need for improvement actions, an action plan is defined to mitigate risk and/or develop the opportunity.

The **Risk Management and Sustainability Committee** monitors and reviews the context, risks and opportunities at least annually, with the aim of:

Ensuring **controls** remain **effective and efficient**, taking into account changes in business operations;

Gathering additional information to **improve the risk assessment**;

**Analysing and learning from events**, any changes, trends, successes and areas requiring corrective action;

**Detecting changes** in the external and internal context, including updates to risk criteria and risk itself, that may require a shift in priorities;

Identifying **emerging risks**.

Risk assessment is not limited to management systems but is also applied to **production**. To ensure customers receive the requested service in terms of quality and timely delivery, an **emergency plan** has been established. This outlines specific actions in the event of unforeseen incidents such as service disruptions, labour shortages or failures of key equipment. A dedicated procedure defines the risk analysis methods used to draft the production emergency plan, which applies to all TMB processes and activities that could affect the service provided to the end customer.

The Production Emergency Plan involves all relevant departments capable of contributing to the **identification of possible countermeasures**; for this reason, various department heads, including the **Board of Directors**, are involved. In preparing the Emergency Plan, potential issues, their effects, causes and existing controls are analysed, and the severity, likelihood and detectability are estimated, along with actions to mitigate the risks. For each improvement action, one or more persons responsible are identified and deadlines defined. Upon completion of improvement actions, results are reviewed and new metrics calculated.

The Production Emergency Plan is updated throughout the development of production processes and whenever changes occur, and in any case, at least once a year.

## FOCUS BOX I

### RISK ASSESSMENT IN THE ESG FRAMEWORK

In its risk and impact assessment process, TMB has also included the **evaluation of risks** and impacts related to **ESG** (Environmental, Social, and Governance) issues.

Below are the main **sustainability risks** identified and the **mitigation actions** put into place.

#### ENVIRONMENTAL RISKS

The activities conducted by TMB may negatively impact air emissions, waste management and water discharge.

Specifically, inadequate management in these areas could lead to air, soil and water pollution, damage to natural resources, and threats to biodiversity. This would not only negatively affect TMB's business but also harm its reputation and could result in severe legal and administrative penalties.

To mitigate these risks, TMB holds and maintains ISO 14001 environmental certification, promotes a circular economy by reusing waste materials whenever possible, and enforces specific air and water discharge monitoring policies in compliance with the law.

The environmental risks at play include climate change, with an increase in extreme weather events, posing additional risks that may affect TMB's production sites, causing both material damage and potential issues with production continuity. TMB manages these risks through continual maintenance and upgrades of its facilities, along with specific insurance coverage.

Furthermore, high energy demands add greenhouse gas emissions to the list of environmental risks. Within this context, the transition in market demand towards lower-emission vehicles, alongside customer demand for reduced emissions in the supply chain, is particularly significant. Any tightening of regulations in this area may require substantial investments and generate operational expenses for technology upgrades and compliance. TMB monitors its greenhouse gas emissions and considers possible reduction strategies.

#### SUPPLY CHAIN AND HUMAN RIGHTS RISKS

The responsible and sustainable management of the supply chain centres on an ethical, transparent approach that respects human rights, social equity and the environment.

Ensuring human rights compliance is essential for TMB, and the same commitment is expected from the company's suppliers. Specifically, human rights include issues such as prohibiting for-



ced labour and child labour, compliance with working hour regulations, fair wages, freedom of association and the right to strike, and more generally, the protection and safe-guarding of workplace safety.

Non-compliance in this area would have significant negative impacts, not only economically due to potential sanctions but also in terms of the company's reputation, with repercussions for TMB's business.

Internally, TMB addresses this matter through the adoption of a specific Human Rights Protocol within its Organisational Model under Legislative Decree 231/01, overseen by the Supervisory Body, and through its Code of Ethics.

Moreover, TMB requires its suppliers to sign a contractual clause committing to compliance with the company's Organisational Model under Legislative Decree 231/01 and to the Supplier Code of Conduct, which further specifies these requirements.

TMB particularly focuses on sourcing raw materials from European suppliers to ensure compliance with human rights regulations. For all suppliers, online checks and database searches are conducted to verify their reliability.

The supply chain is also assessed from a sustainability perspective through a self-assessment questionnaire with specific questions aimed at evaluating each Supplier's commitment to ESG topics. TMB favours suppliers who share its values and are certified in environmental, health and safety standards.

Additionally, when suppliers need to carry out activities on the company premises, TMB requires specific documentation to verify compliance with regulatory requirements.

## EMPLOYEE-RELATED RISKS

This category includes risks related to employee health and safety, resource management, talent development and diversity protection.

The nature of the work itself involves potential exposure to risks and hazards. To address these issues, TMB has implemented an ISO 45001-certified management system and actively promotes a culture of safety among its employees.

With regard to resource management, development and talent investment, a lack of training and development for employees could lead to negative impacts, resulting in increased employee turnover and a loss of competitiveness.

In today's market, innovative and specialised skills are increasingly necessary to respond to evolving market demands.

To effectively manage training and skills development, TMB has adopted a specific procedure that considers training needs.

Each individual, with their unique qualities, personality and skills, is a valuable asset. TMB does not tolerate any form of discrimination, violence or harassment. Any instance of discrimination would have significant impacts on the company's reputation. Equality and the prevention of violence and harassment are topics that TMB addresses with particular attention in both its Code of Ethics and a dedicated policy. TMB has also embraced the opportunity for UNI PdR 125:2022 certification to advance gender equality within the company.

## PRODUCT RESPONSIBILITY RISKS

This category includes risks related to product quality and safety, research and development, and digitalisation.

To effectively address these risks, TMB has implemented a quality management system certified by a third party in compliance with ISO 9001 and IATF 16949:2016 standards. Moreover, to ensure maximum product quality and safety, TMB conducts specific audits on component and/or raw material suppliers to verify their capacity to meet the required quality and process standards.

The company has also considered the risk of cyberattacks, which could lead to significant negative impacts, including the loss of personal data and intellectual property, with repercussions for both business operations and the company's reputation. To mitigate these risks, TMB has adopted an ISO 27001-compliant management system certified by a third-party organisation.

## 1.7 ECONOMIC PERFORMANCE

At TMB, there is a strong awareness that achieving financial results allows for continuity of business operations, providing stability to past achievements supported by its employees, while also enabling the development of new projects through targeted, well-structured, long-term investments.

The continuous pursuit of advanced and innovative solutions allows TMB to remain competitive in an increasingly complex and globalised environment. This is also the driver of **investment in new technologies and continuous improvement**, also valued by TMB's long-standing clients with whom the Company has built a trusting relationship over time. In pursuing increasingly better financial results, TMB has implemented numerous **energy efficiency improvements** within its workspaces in recent years, which has helped reduce costs and boost competitiveness.

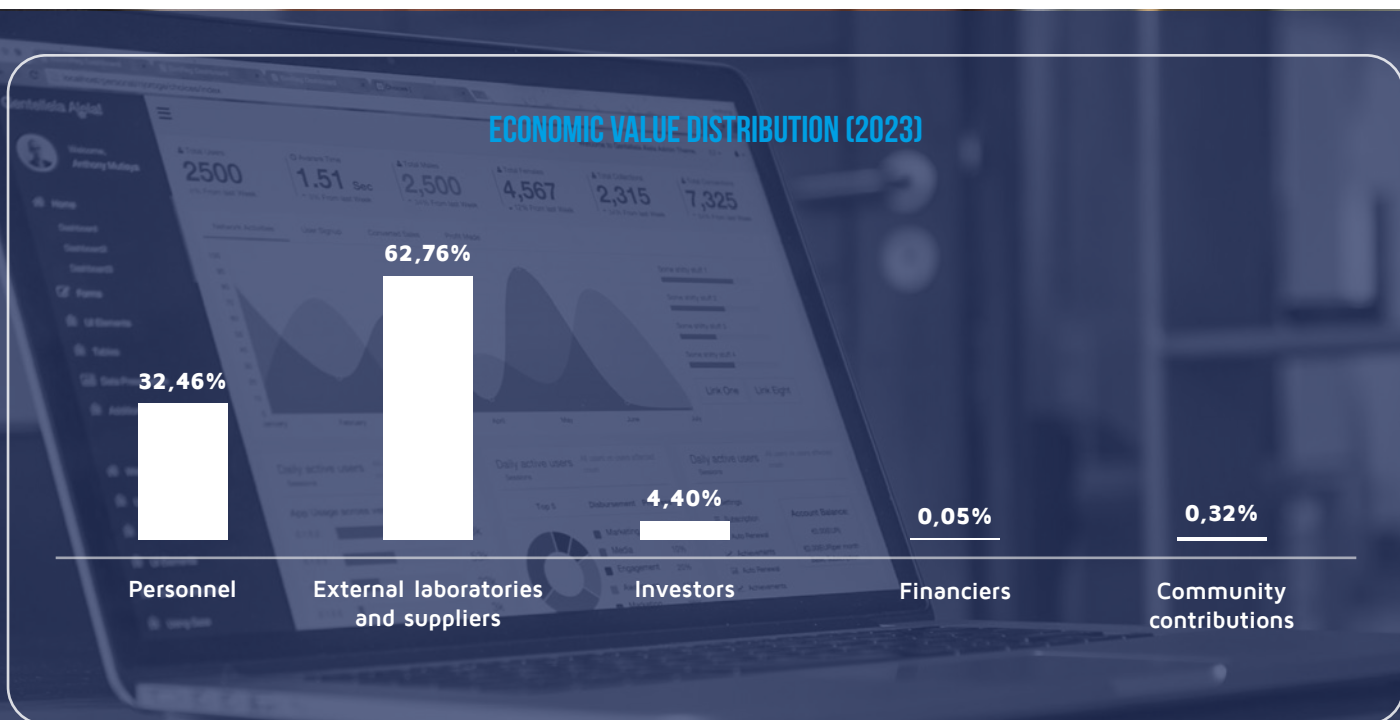
To monitor the Company's progress and ensure positive financial performance, TMB prepares its **statutory and consolidated annual financial statements**, which are finalised on 31 December each year, in compliance with regulations. Moreover, TMB voluntarily produces an interim (half-yearly) financial report. This provides a clear and comprehensive view of the company's performance and enables the Board of Directors to develop strategies that align with existing projects and investments.

In 2023, TMB generated an **economic value** of €156,655,545.07, representing the wealth created by TMB, which, net of the retained value, is distributed to stakeholders in various forms.

Specifically, the economic value is allocated among: Suppliers, Personnel (understood as employee costs), Investors and Financiers, external donations and community contributions.

In particular, the economic value distributed by TMB in 2023 amounted to €136,260,998.46, representing 87% of the total economic value generated. This value is distributed as follows: 62.76% to Suppliers; 32.46% to Personnel; 4.45% to Investors and Financiers, and 0.32% in external donations and community contributions.

It is noted that the Company, despite remunerating shareholders, has consistently allocated a significant portion of its results to extraordinary reserves to support future investments and the capitalisation of the Company.



- 3 The economic value generated comprises revenue from sales and services, inventory changes in machined, semi-machined and finished products; variations in work-in-progress on order; capitalised costs of internally developed assets; other income and proceeds; and additional financial proceeds.
- 4 The *Suppliers* category includes operating costs reclassified in the income statement.
- 5 *Investors and Financiers* includes financial expenses, currency differences and dividends paid throughout the year.
- 6 The *Community* category encompasses various advertising, representation expenses and charitable donations.



A close-up photograph of a hand holding a small amount of dark soil. A small green plant with several leaves is growing out of the soil. The background is a blurred, textured surface, possibly grass or a similar natural material. The entire image is overlaid with a dark blue, semi-transparent filter.

# THE SUSTAINABILITY VISION

For TMB, corporate sustainability aligns with a commitment to developing a holistic vision, establishing a business model that is, on the one hand, efficient in achieving the strategic objectives of its economic activities and, on the other, attuned to the environment, social well-being and responsible governance.



## 2.1 SUSTAINABILITY GOVERNANCE

Aware of the increasing importance of sustainability, TMB has recently implemented a dedicated **Sustainability Governance system**, which includes a Sustainability Manager and a Risk and Sustainability Management Committee.

### RISK AND SUSTAINABILITY MANAGEMENT COMMITTEE

The Risk and Sustainability Management Committee, originally the Risk Management Committee consisting of **four members** – the HR Manager, Quality Manager, Health and Safety Manager, and Environmental Manager – has been **expanded** to include the Energy Manager, the Procurement Office Representative, the Administration Manager and Sustainability Manager, who is also the Committee Chair. This expansion demonstrates TMB’s commitment to making its **operations more responsible** by integrating ESG topics into its business model.

In addition to risk assessment and management, this committee is responsible for verifying and validating data collected for the Sustainability Disclosure.



**EVA BETTO**

*Legal & Sustainability Manager*

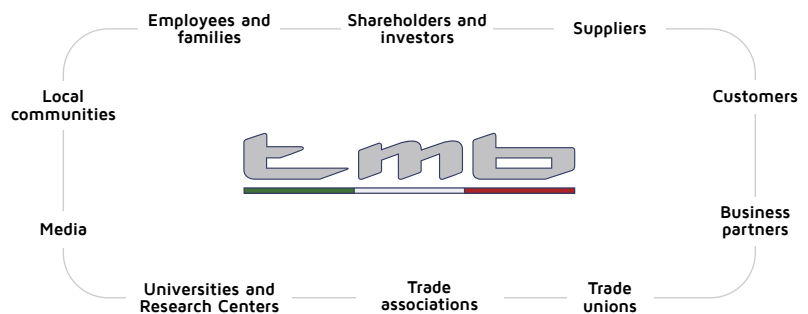
### SUSTAINABILITY MANAGER

The Company has also deemed it appropriate to assign the role of **Sustainability Manager** to an existing employee (the Head of Legal). This individual **collaborates with the Board of Directors** to propose, coordinate and initiate sustainability projects and initiatives. Their responsibilities include monitoring ESG action plans, reviewing disclosures and stakeholder requests as well as communicating with, and listening to stakeholders, and coordinating the preparation of this Disclosure. Moreover, in order to establish a continuous and consistent line of communication with the company’s governing body, the Sustainability Manager **chairs the Risk and Sustainability Management Committee**, creating synergy and regular interaction between the two.

## 2.2 TMB STAKEHOLDERS

Over time, TMB has developed a **sustained dialogue** with both its internal and external stakeholders, grounded in transparency, respect and mutual regard. This approach has helped TMB understand their expectations and interests, thus enabling the development of a strategy that considers these elements.

The **stakeholder engagement** activities that laid the groundwork for TMB’s materiality analysis, involved **internal surveys** via **workshops** and **questionnaires**, engaging both senior management and department heads, who manage daily interactions with their respective stakeholder groups. This activity led to the identification of the following stakeholder categories:



Additionally, TMB employs dialogue and engagement practices with key stakeholders. Below is a summary of the main channels of communication and interaction; the methods and frequency of stakeholder engagement vary depending on the topics considered most relevant and opportunities for engagement throughout the year.

**STAKEHOLDER****ENGAGEMENT/INTERACTION ACTIVITIES****EMPLOYEES AND FAMILIES**

Whistleblowing procedure  
Intranet  
Company meetings  
Employee benefits  
Training and development programs  
Company-wide meetings

**SHAREHOLDERS AND INVESTORS**

Engagement sessions organised throughout the year  
Corporate website  
Shareholder meetings  
Daily communication by phone and/or email  
Press releases  
Planned monthly meetings

**SUPPLIERS**

Regular meetings  
Procurement portal  
Liaison with the procurement department

**CLIENTS**

Regular meetings and ongoing communication via email, phone and post  
Website  
Engagement sessions between management and clients  
Interaction with commercial, administrative, logistics and quality departments  
Supplier evaluation questionnaires

**BUSINESS PARTNERS**

Regular engagement sessions

**TRADE UNIONS**

Regular engagement sessions  
Organised meetings

**LOCAL COMMUNITIES**

Support for social initiatives

**MEDIA**

Interviews with senior management  
Participation in trade fairs  
Events

**TRADE ASSOCIATIONS**

Meetings with association representatives  
Interviews with senior management

**UNIVERSITIES AND RESEARCH CENTRES**

Work-study partnership programs  
Academic collaborations

## 2.3 MATERIALITY ANALYSIS AND SUSTAINABILITY IMPACTS

TMB has undertaken a **materiality analysis process** following the updated 2021 **GRI Standards**, a process designed to identify the most significant sustainability topics for the Company and its stakeholders, particularly regarding economic, environmental and social impacts, including human rights impacts. To identify these impacts, information from various sources was analysed, taking into account both internal perspectives and stakeholders' priorities and expectations for each one.

Key stages in **TMB's materiality process**, led primarily by the Sustainability Manager and senior company leaders, included:

**Conducting an analysis to understand TMB's context** in terms of: main activities, business relationships, business dealings and related sustainability context, to obtain information needed to identify actual and potential impacts;

**Launching a thorough internal context analysis** to outline the Company's strategic development pillars towards integrating sustainability objectives aligned with a growth model that addresses both contemporary global challenges and the expectations of key stakeholders;

**Analysing the Company's impacts on the economy, environment and people** to identify significant aspects that generate risks and opportunities;

**Assessing identified impacts and determining relevant topics** considering various factors: negative impacts were evaluated by their severity and probability, and positive impacts by their cost and opportunity. Based on these evaluations, it was possible to identify key issues for reporting. Specifically, the process enabled each material topic to be correlated with its associated impacts, resulting in a list of material topics in order of significance.

Both positive and negative, current and potential impacts were assessed within the **business context**, allowing the identification of:

**internal risks** linked to events that could affect strategic direction and business operations;

**external risks** tied to events that could also have repercussions for external stakeholders;

**impacts on TMB** in terms of economic, reputational and market consequences;

**impacts on stakeholders**, that is, the consequences directly affecting them.

This activity resulted in the identification of 13 topics, known as material topics, relevant to TMB and its stakeholders. These topics were submitted for evaluation by TMB's senior management. Specifically, the following topics were identified:

Protection of occupational health and safety and well-being

Energy consumption and efficiency

Management, development and empowerment of human resources

Air emissions and climate change mitigation

Product quality, safety and Client satisfaction

Sustainable supply chain management

Business ethics and integrity

Waste and water resource management

Economic performance

Diversity, equal opportunity and non-discrimination

Compliance and risk management

Research, development and digitalisation

Community engagement and social investment



## 2.4. TMB AND THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

TMB's sustainability goals and strategies are **aligned** with the **Sustainable Development Goals (SDGs)** set by the United Nations General Assembly. These encompass medium and long-term environmental, social and governance objectives aimed at creating shared value within the communities where the Company operates. These goals were unanimously adopted by UN member states in 2015 and form part of the 2030 Agenda for Sustainable Development.

This initiative aims to guide member states in promoting collaboration between the public and private sectors to achieve common goals, such as eradicating global hunger, reducing inequalities, and protecting the environment and ecosystems.

TMB, too, actively works towards achieving the SDGs through **tangible actions**. A materiality analysis, conducted in 2022 and updated in 2023, identified 13 material topics that highlight the impact of TMB's operations on the environment, people and communities in which it operates. To this end, considering the automotive sector, **the following table links the Company's material topics to the applicable SDGs**.



RESPONSIBILITIES	MATERIAL TOPICS FOR TMB	CORRELATION WITH SDGS
<b>ECONOMIC &amp; GOVERNANCE RESPONSIBILITY</b>	Business ethics and integrity	16
	Economic performance	8, 9
	Compliance and risk management	16
<b>RESPONSIBILITIES TOWARDS EMPLOYEES</b>	Management, development and empowerment of human resources	4, 5, 8, 10
	Diversity, equal opportunity and non-discrimination	5, 8, 10
	Protection of occupational health and safety and well-being	3, 8, 16
<b>SOCIAL RESPONSIBILITIES</b>	Community engagement and social investment	1, 12, 16
	Gestione sostenibile della catena di fornitura	5, 8, 12
<b>ENVIRONMENTAL RESPONSIBILITIES</b>	Energy consumption and efficiency	7, 8, 13
	Air emissions and climate change mitigation	7, 13
	Waste and water resource management	6, 8, 12, 15
	Sustainable approach to logistics and recycled materials	8, 12
<b>PRODUCT RESPONSIBILITIES</b>	Product quality, safety and client satisfaction	8, 12
	Research, development and digitalisation	8

<sup>7</sup> Compared to the 2022 materiality analysis, content under the topic "Sustainable Approach to Logistics and Recycled Materials" is now consolidated under "Waste and Water Resource Management".

## 2.5 THE SUSTAINABILITY PLAN

CONTEXT	SDGS	DESCRIPTION OF GOAL	BASELINE 2023
SOCIAL		Promote workplace well-being initiatives to support employees' physical and mental health.	Activities in plan
		Maintain a quality work environment.	"Great place to work"
		Support ongoing employee development through multidisciplinary training.	Average training
SOCIAL		Promote a learning culture by providing financial support for employees enrolling in university or secondary education to enhance their work skills.	Activities in plan
SOCIAL		Create a workplace that supports diversity, equal opportunity and inclusion, with an open and positive culture.	Number of D&I
		Obtain UNI/PdR 125:2022 Certification.	Activities in plan
ENVIRONMENT		Reduce CO2 emissions through targeted investments and energy-efficiency initiatives.	Scope 1 emissions Scope 2 emissions (Based): 22,016 t
		Increase the share of energy procured from renewable sources.	Renewable energy
			
		Promote waste reduction initiatives	Recycling in production
		Encourage employee participation in environmental protection and enhancement initiatives	Number of initiatives
PRODUCTS	 	Obtain ISO 27001/2022 certification: Information Security, Cybersecurity and Privacy Protection.	Activities in plan

	TARGET 1	TARGET 2
Training	<b>2025</b> Involvement of 10% of employees in team-building activities.	<b>2030</b> Involvement of 20% of employees in team-building activities.
"Great Place to Work" rating of 59%	<b>2025</b> Awarding of "Great Place to Work" certification with a score of over 60%.	
Training hours: 15	<b>2025</b> +3 average training hours per person compared to 2023.	<b>2030</b> +2 average training hours per person compared to 2025.
Training	<b>2025</b> Budget of €1,000 per person per academic year.	<b>2030</b> Budget per person: €1,250 per year of study.
Events: 1	<b>2025</b> number of D&I events/activities: 2.	<b>2030</b> number of D&I events/activities: 3
Training	<b>2024</b> Achievement and upholding of UNI/PdR 125:2022 Certification	
Emissions: 7,087 tCO2	<b>2024</b> Calculation and publication of Scope 3 data	<b>2025</b> Definition of an emissions reduction plan.
Emissions (Location + Market) tCO2		
Renewable energy share: 28.6%	<b>2025</b> Renewable energy share: 50%	<b>2030</b> Renewable energy share: 100% and achievement of ISO 50001 certification
Production areas	<b>2025</b> Improvement of recycling and reduction/elimination of plastic	
Activities per year: 2	<b>2025</b> Number of activities per year: 2	
Training	<b>2025</b> Achievement and upholding of ISO 27001/2022 certification	

A woman and a man are standing in a factory or industrial setting. The woman is on the left, wearing a dark zip-up jacket with a small logo on the chest. The man is on the right, wearing a dark zip-up jacket and has his arms crossed. The background shows industrial equipment and machinery. The entire image has a blue tint.

# OUR COMMITMENT TO PEOPLE AND COMMUNITIES

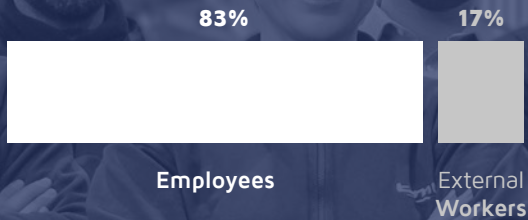
TMB recognises the strategic value of its people, who are a core asset to the company. Therefore, employees must be continuously empowered and receive ongoing training. These elements are essential in building lasting mutual trust.



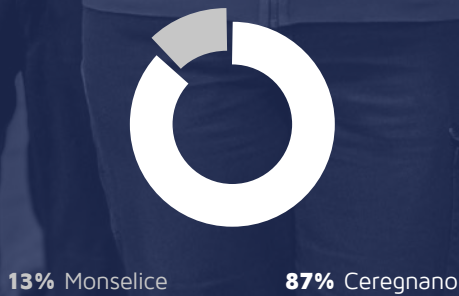
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## 3.1 PEOPLE MANAGEMENT, DEVELOPMENT AND EMPOWERMENT

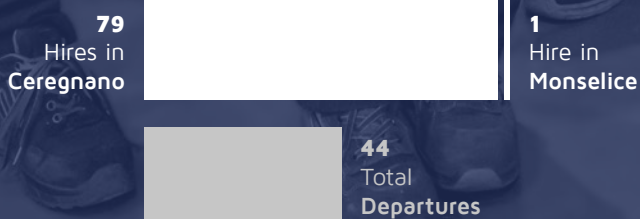
### PERSONNEL AS OF 31.12.2023



### EMPLOYEES PLACEMENT BY PLANT



### PERSONNEL TURNOVER IN 2023



TMB firmly believes that the skills of each employee are central to the Company's development and growth, aiming to foster **continuous development** and create an **inclusive environment**.

In 2023, a total of **976 people** worked at TMB: **813** employees and **163** external workers.

As evidence of TMB's commitment to its personnel, as of 31/12/2023, **99%** of employees held permanent, **full-time contracts**. The majority of staff work at the Ceregnano site.

In 2023, in line with the previous year, **100% of personnel** were covered by the **National Collective Labour Agreement (CCNL)** for the metalworking and systems installation industry. Most of the Company's workforce are professionally qualified as **production workers** (88%), reflecting the nature of the Company's operations. The remaining roles include **administrative staff** (9%), **middle management** (2%), and **senior management** (1%).

The majority of employees are aged between **30 and 50 years** (45%), followed by those **over 50** (43%) and **under 30** (12%).

Talent acquisition and selection are essential activities for continuous improvement.

Once a need for recruitment is confirmed, the **selection process** begins with a job description detailing the role's responsibilities, the required skills and the necessary competencies, followed by the process of identifying the ideal candidate. The search is conducted through various channels, including reviewing CVs already on file, activating TMB's informal internal and external networks, posting job ads on the company website, connecting with university and technical institute placement offices, or outsourcing to employment agencies or recruitment firms.

The **candidate evaluation process** then begins, typically involving **individual interviews** and **psychometric tests** to assess alignment between the candidate's attributes and the skills required to perform the duties involved in the role the candidate will eventually cover.

New hires are regularly reviewed, with **feedback** provided to the HR department by the managers of the departments where they are working. This feedback is documented on dedicated forms that are carefully stored. Evaluations focus on key attributes such as interpersonal skills, professionalism and growth potential.

To support the personal and professional growth of employees, TMB also uses an **internal job posting**

system to advertise current vacancies and identify potential internal candidates. This tool allows interested employees to proactively apply, giving them access to new career opportunities. Employees can also express their interest in changing roles or positions outside of the posted vacancies at any given time.

Employee turnover has never affected productivity; regardless, TMB continuously monitors turnover data, including voluntary resignations and reasons for employees seeking opportunities outside the company.

In 2023, there was a **slight increase in departures**, largely due to retirements and an increasingly dynamic job market.

At TMB, people-centred values translate not only into support for internal talent but also a focus on attracting young local talent. A key part of the recruitment, selection and talent attraction process is building relationships with local educational systems. During the 2022–2023 academic year, TMB upheld structured and strategic partnerships with eight technical schools, including:

Viola Marchesini Institute in Rovigo (ITIS and IPSIA);

Cattaneo Mattei in Conselve (ITS);

ENAIP Veneto SFP in Rovigo;

IIS Euganeo in Este;

Polo Tecnico in Adria;

ITS Academy Mechatronics in Rovigo;

IIS Marcon in Cavarzere.

The collaboration with these schools helps foster the development of technical and scientific skills in local communities to effectively meet the evolving demands of the market, as well as invest in training and skill development.

Moreover, TMB supports these institutes in acquiring updated, high-tech equipment, brings company technicians into classrooms to share insights into business processes with students, offers internships and apprenticeships, and promotes work-study placements across different departments, including metallurgy labs, chemistry labs, metrology labs, foundries and mechanical workshops.

Moreover, the company also collaborates with the universities of Padua, Ferrara and Brescia and with the Vicenza university centre on shared research projects, scientific publications and company-based thesis opportunities to explore areas of mutual interest.

## 3.2 TRAINING AT TMB

TMB considers it essential to invest in effective training policies to enhance employees' skills and support their professional growth.

**Training** includes courses on health, safety, environment and quality, as well as specific modules in technology, personal development and commercial areas. The training program is designed to ensure that employees understand the significance and importance of their activities, the role they play in achieving quality, environmental and safety goals, and to address technical-production needs related to new product manufacturing. It also aims to develop and uphold high product quality standards.

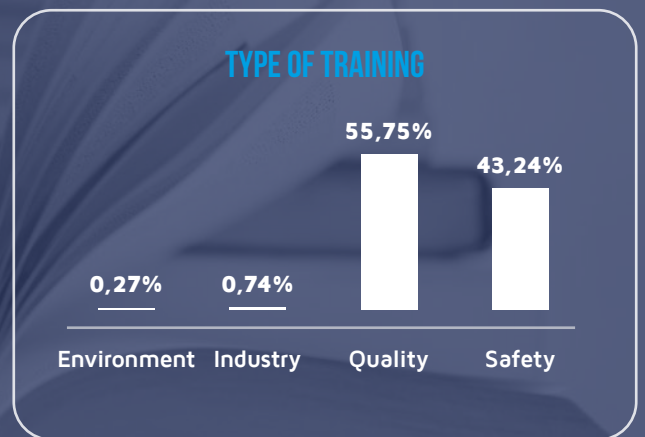
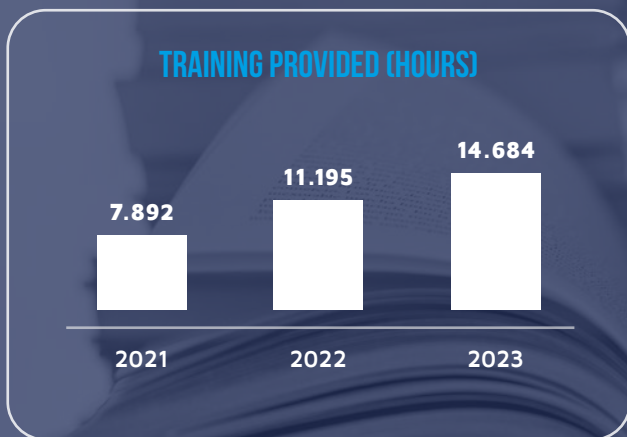
Each year, the Head of Human Resources, alongside the Heads of Quality, Environment and Safety, drafts a **training plan** based on an analysis of specific areas and topics identified by various departments as needing improvement and development. In particular,

each Department Head may recommend training relevant to their area that they feel would be beneficial for their team members. Once the appropriate courses are identified and departmental requests are reviewed, the Head of Human Resources, in collaboration with the Heads of Quality, Environment and Safety, **drafts the annual plan**, which is then **approved by the Board of Directors**.

The training plan offers a **structured, varied program** based on the company's workforce and the skills required.

All training is provided **during working hours** by external consultants and specialised internal staff, with funded training options through Fondimpresa and Fondirigenti where available.

In 2023, the training provided increased by **31%** compared to 2022.



Completed training is documented on **specific forms**, and the **knowledge gained is verified through special tests**. These forms are then logged by HR and the Prevention and Protection Service Manager (RSPP), within their scope of responsibility, in the employee's personal record in the company's management system. This ensures that all employees' training records are always up to date, with the possibility for employees to request a copy of their **logbook** from HR.

To raise awareness on current issues, TMB has also joined the "**GeneriamoCULTURA**" project, promoted by Confindustria, which will continue into 2024. This initiative provides **training** and the possibility for **internal discussions** on currently **pressing topics**. Specifically, in November and December 2023, for the International Day for the Elimination of Violence against Women, a training session was held covering topics such as gender violence, respectful language, workplace harassment and the gender pay gap. Participation was **voluntary**, with 30% of employees attending.





### 3.3 DIVERSITY, EQUAL OPPORTUNITY AND NON-DISCRIMINATION

TMB is committed to promoting an **inclusive environment** that respects each person's individuality and does not tolerate any form of discrimination.

In November 2023, TMB issued an **internal declaration**, also involving its union representatives, affirming that no form of violence or harassment will be tolerated. Moreover, a **dedicated policy** was introduced to define instances of violence, harassment and discrimination and the process for reporting them.

These documents implement the **European Social Partners' framework agreement on harassment and violence at work, dated 26 April 2007**, incorporated by Confindustria and Cgil, Cisl and Uil on 25 January 2016 and included in the National Collective Labour Agreement for the Metalworking and Systems Installation Industry.

Alongside the **Code of Ethics** and the **Human Rights Protocol**, included in the Organisational Model under Legislative Decree 231/01, these documents outline TMB's fundamental principles.

The **Human Rights Protocol** specifically establishes guidelines on child labour, forced labour, human trafficking, the right to work, freedom of association and collective bargaining, health and safety, working hours, wages and anti-corruption.

The Policy against workplace violence, harassment and discrimination, the Human Rights Protocol, the Code of Ethics, and, more broadly, the Organisational Model under Legislative Decree 231/01 are monitored through a **whistleblowing channel**, updated in 2023 and managed by the Channel Administrator and the Supervisory Body with regard to areas within its remit.

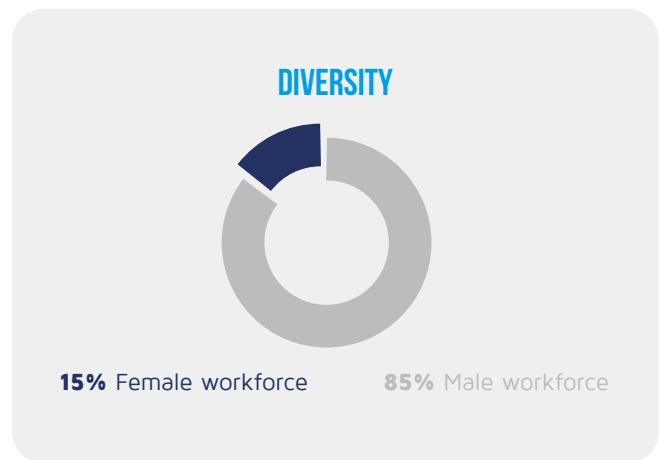
Since 2023, training, too, has contributed to raising awareness of diversity-related topics, promoting respectful and inclusive behaviour across all levels of the company. As part of the "**GeneriamoCULTURA**" project, one module in particular focused on respectful language and respect.

The commitment to an inclusive workplace extends to the signing of a **program agreement** for the Ceregnano site with the Province of Rovigo, as required by the regulatory bodies, to ensure compliance with mandatory hiring requirements under Law 68/69.

In 2023, **no instances of discrimination** based on race, colour, gender, religion, political opinion, nationality or social origin, as defined by the ILO (International Labour Organization), were reported, nor was any other form of discrimination affecting internal or external stakeholders of TMB's operations.

Regarding gender balance, considering the nature of TMB's operations, job roles and specific job requirements result in a predominantly **male workforce**. Certain roles, due to legal health and safety restrictions, cannot be performed by women as they involve lifting heavy loads. However, where roles are interchangeable, candidates' skills and expertise are assessed without any gender bias.

**Women**, based on their skills and aptitudes, are **mainly employed in the machining areas of production departments**, and their representation remains consistent with the previous year.



### 3.4 OCCUPATIONAL HEALTH & SAFETY

Health and Safety is a fundamental right for TMB. For this reason, in addition to adhering to the provisions of Legislative Decree 81/08, it is deemed essential to implement a **management system** aimed at preventing workplace accidents and occupational illnesses. Since 2016, in line with the international OHSAS 18001 standard, the Company has implemented an initial management system certified by a third-party organisation, followed by the achievement of **UNI ISO 45001:2018** certification in 2020, reconfirmed in 2023 following specific audits, covering all Company sites.

The management system **applies to all company processes** and is outlined in the Quality, Environment and Safety Management System Manual, the Health and Safety Management System Manual, and the Integrated Quality, Environment and Safety Policy, all approved by the Board of Directors. These documents reflect the Company's commitment to continuous improvement in HSE performance and outline the Company's principles on Health, Safety and Environment. They are also a valuable tool for defining and communicating, both internally and externally, the Company's

commitments regarding workplace health and safety. To further promote a corporate culture of health and safety, the Integrated Policy is displayed in workplaces and published on the company website.

The decision to adopt this management standard was not driven by legal requirements or explicit requests from stakeholders but by the opportunities arising from applying the principles of the management system itself. Specifically, adopting a **certified management system** has had a significant positive impact for TMB, both internally and in its dealings with external stakeholders. Some of the potential benefits for the organisation, derived from implementing this management system, include:

Demonstrating the **Company's ability to eliminate or minimise risks to personnel and other stakeholders** (visitors, contractors, third parties in general) who may be exposed to occupational health and safety hazards arising from its operations;

Ensuring the **implementation, maintenance** and continuous **improvement** of the occupational health and safety management system;

Guaranteeing **compliance with the Company's occupational health** and safety policy;

Demonstrating that the **occupational health and safety management system complies with the UNI ISO 45001:2018 standard** and applicable regulatory requirements;

Effectively **addressing risks and seizing opportunities** associated with the organisational context and established objectives.

The Management System applies equally to all employees and other workers, such as contractors, sub-contractors, interns and trainees, whose work and/or workplace is directly managed by TMB. In the Management Manual documents and internal Procedures, no distinction is made based on employment contract type, thus encompassing all those who enter TMB premises.

To establish an **appropriate risk prevention policy in terms of health and safety**, TMB conducts a specific **risk assessment** inspired by the ISO 45001 certification guidelines and Legislative Decree 81/08. This risk identification and assessment process involves the Employer, the Prevention and Protection Service Manager (RSPP), the company doctor, and the Health and Safety Representatives (RLS) through interviews or requests for feedback.

Specifically, the Prevention and Protection Service Manager, appointed by the Employer, assesses and develops risk profiles, collaborating with Managers and Supervisors in each business area and, where necessary, engaging external consultants to support any instru-

mental investigations that may be required. The **risk assessment** involves analysing the Company's organisational structure, and in particular the **distribution of roles** and responsibilities related to health and safety management, **examining the production process** as a set of specific activities (workplaces, duties, tasks, equipment), and assessing the **Company's physical structure** (description of workplaces, list of equipment and materials).

As the risk level increases, so too does the potential hazard of the activity or work phase, and consequently, more immediate, accurate and timely prevention and protection measures must be applied to mitigate the risks.

The **risk assessment process is dynamic and flexible**. It may be necessary in the following cases:

Before starting an activity, if the activity is new or if a new site is being opened;

If regulatory changes require the review of a risk that has already been assessed, or if there is a legal requirement for periodic reassessment (e.g., physical risks, which must be updated every four years);

If the Company's operating conditions change substantially, impacting workers' health and safety, or following changes in work areas, production processes, installations, machinery, equipment, raw materials, substances, procedures and work organisation;

Following specific needs resulting from monitoring, or triggered by corrective and/or preventive actions, or feedback from employees or the Health and Safety Representative;

If new risks are identified during internal audits;

After serious accidents or when the results of health monitoring indicate such need. In these cases, the risk assessment must be reviewed within 30 days.

At the end of the risk assessment process, an action plan is developed, specifying the **risk mitigation measures, deadlines** and **priorities** for the implementation of each action. The Employer, who also appoints the persons responsible for these actions, periodically checks on their progress.

TMB has also implemented a mechanism for collecting, analysing and distributing risk reports throughout the organisation. All workers are required to be mindful of their surroundings and are obliged to report, identify and document any risks as soon as they are detected. Supervisors, in turn, inform the Prevention and Protection Service Manager, fill out the relevant form and take necessary actions to restore an adequate level of safety and eliminate any immediate danger, if present.

To enhance Company-wide awareness, Supervisors in

**each department** conduct **specific monthly checks** (or more frequently if necessary) to ensure that departmental activities are conducted in line with documented safety procedures and services, and that work methods are appropriate and compliant with regulations. These checks are recorded in the relevant registers and submitted to the Prevention and Protection Service (SPP). Should any anomalies be identified, work activities may only resume once the issue has been resolved.

**Theoretical** and **practical training** are crucial tools in preventing workplace accidents. They are conducted based on each area's specific needs and legal requirements to ensure that all personnel involved in the activity possess the necessary knowledge and skills to perform their assigned tasks safely.

Training is delivered by both **internal staff** (Prevention and Protection Service Manager/Officer) and **external specialists**. Training programs are conducted in compliance with Legislative Decree 81/08 and as set forth by the State-Region Agreement of 21 December 2011, 22 February 2012, and 7 July 2016. The Company provides both **general and specific training** for employees, contractors and interns. Participants are tested upon completion of courses to confirm their knowledge acquisition.

For all training activities, specific **summary sheets** (IFA sheet) contained in the Risk Assessment are used, guiding behaviour and the appropriate use of PPE required for performing specific work tasks. To facilitate learning, during the training sessions, TMB uses **real company accident scenarios** (in compliance with privacy regulations) to develop these summary sheets. This approach allows a clearer definition of how incidents occur and promotes safe practices that address inherent machinery and/or task-specific risks, as well as individual behaviour and corrective actions. All training materials are available on the Company's virtual noticeboards and distributed in hard copy during face-to-face training sessions.

New employees and those assigned to new roles, in compliance with current regulations, also undergo **training** that includes **practical exercises** for the correct and safe use of equipment, machinery, installations, substances and devices, including personal protective equipment, as well as applied exercises in safe work procedures. Training is provided by expert personnel, who shadows the new worker. Training is also provided for contractors and interns.

**Training and instruction** is **recorded in dedicated forms** and **entered into the Company's management system**. Training is conducted during working hours.

TMB's commitment to these topics and to building a true safety culture is reflected in the continuous, **systematic monitoring of accidents**, with results regularly distributed to internal staff on a quarterly basis.

Each incident or accident is internally investigated to identify its causes and to plan improvements.

## FOCUS BOX I

### WORKER INVOLVEMENT IN WORKPLACE SAFETY MANAGEMENT

TMB firmly believes that involving staff in issues that directly concern them, informing and training them, is the best way to prevent risks. Workers have elected Health and Safety Representatives (RLS) from among the trade union representatives (three in Ceregnano and one in Monselice) who participate in regular discussions and consultation activities, gathering feedback, observations and proposals on health and safety matters.

The Prevention and Protection Service Manager, together with the Health and Safety Representative, regularly **consult with personnel**. The following activities are subject to consultation:

- Determining the needs and expectations of stakeholders;
- Identifying risks, and actions to eliminate them, and assessing risks, and opportunities to reduce them;
- Establishing competency requirements, training needs and the necessary training to be evaluated;
- Determining how to meet legal and other requirements;
- Determining applicable health and safety controls for external suppliers;
- Determining what needs to be monitored, measured and evaluated;
- Planning, establishing, implementing and maintaining one or more audit programs;
- Ensuring continuous improvement through regular discussion sessions;
- Investigating incidents and non-conformities and defining corrective actions.

Additionally, reviewing the history of incidents is an essential part of the consultation process and company risk assessment.

Minutes are recorded for consultation meetings, **documenting the agenda** discussed and any topics for further discussion.

Moreover, to encourage all employees to remain vigilant, the Board of Directors sets a maximum annual injury target as a percentage. If this target is met, employees receive a bonus as a reward for their performance.

In 2023, TMB recorded **11 employee accidents**, none of which resulted in serious consequences. All accidents occurred at the Ceregnano facility. The incidents were caused by behavioural factors. Among contractors, there were two accidents, neither of which resulted in serious consequences. No fatalities were recorded among employees or contractors.

Health and Safety is a fundamental issue in the **supply chain**, too. To this end, a specific management process is defined for Suppliers performing maintenance

activities within TMB facilities. Specifically, these Suppliers are informed of and required to comply with the safety standards enforced by TMB, and, through a designated portal, Suppliers must upload all necessary documentation before entering company premises so that the Prevention and Protection Service Managers and the Prevention and Protection Service can verify regulatory compliance. In the event of non-compliant documentation, access to TMB facilities is denied and the planned activities can no longer be performed. In this way, TMB aims to prevent and mitigate its impacts resulting from outsourced activities.

In a broader sense of promoting health and safety, TMB has stipulated special agreements with local pharmacies, medical clinics, dental practices, wellness centres, gyms, cycling shops, hotels and spas.

In compliance with regulations covering employee well-being, specific **employee benefit schemes** have been implemented, offering access to services provided through the **EDENRED** platform. Specifically, welfare credits can also be used for nursery fees, family assistance expenses, school and university tuition, school books, medical expenses, transport costs, gym and pool memberships, partial mortgage interest, cinema tickets, art, travel and more. Credits can also be converted into vouchers for groceries, fuel or other goods.

To promote a positive work-life balance, the Company, in agreement with trade unions, provides an additional five days of paid paternity leave for employees who become parents to a child with certified disabilities, beyond the legally mandated allowance, upon their birth and/or adoption. A solidarity leave bank has also been established, allowing employees to voluntarily donate part or all of their Paid Annual Leave to one or more colleagues in need of time off for serious reasons, such as providing care for a spouse and/or children.

## 3.5 COMMITMENT TO THE **COMMUNITY AND SOCIAL INVESTMENT**

Supporting local communities is an integral part of TMB's operations, with a strong focus on promoting and creating the foundations for workplace, economic and territorial well-being among stakeholders.

TMB recognises its significant role within the economic and social fabric of the communities in which it operates, generating a deep sense of responsibility towards individuals, institutions and the environment. Therefore, the Company firmly believes in the importance of playing an **active role within communities**, positively contributing to creating **shared social value**.

In this respect, TMB has always been extremely sensitive to social sustainability, supporting sports, cultural, historical and community events that add value to local communities, promote the personal and professional growth of youths, and develop cultural stimuli for current and future generations.

The company policy is based on the following core principles:

The promotion of **open dialogue with the community** in which TMB operates;

The establishment of a **productive working relationship** with authorities;

Respect for principles, adopting behaviour and promoting **examples of transparency and fairness**;

The promotion of **socially responsible practices**, taking social impact into account;

The pursuit of **continuous improvement** as a management philosophy, aiming for excellence in all processes and operations to provide superior value to clients and the surrounding environment.

Over the years, TMB has developed a **wide-ranging and growing program** of projects and initiatives aimed

at engaging and supporting local communities, with the goal of providing tangible support in areas of greatest social need.

These projects are designed and developed in collaboration with local institutions and non-profit organisations, focusing on the following areas of action: education and training, sports, arts and culture, social support, and health care for children and the elderly.

The Company encourages employees or those close to the organisation to suggest and promote support actions that, following thorough review, the Company may choose to support.

To ensure complete alignment on objectives and transparency in company dealings, all social activities are analysed and discussed among Board members, who vote on approval based on the potential for maximising economic, social and individual benefits within the community. Actions are defined by cost, type and purpose.

To ensure a reliable and professional process, TMB works in collaboration with institutional partners or reputable organisations at local, national or international levels when selecting which projects to support. In case of new contacts, the Company verifies the validity of the request, the existence of the organisation and the moral integrity of the donation's final destination by conducting thorough analyses, including the review of records from the Chamber of Commerce (company profile, balance sheet, etc.), media reports and any available reviews.



## FOCUS BOX I

# TMB'S INVOLVEMENT IN SPORTS, CULTURE AND SOCIAL INITIATIVES

### TMB FOR SPORT

TMB values the social impact of sport, seeing it as essential for growth geared towards inclusion and participation.

Loyalty, teamwork, sacrifice and continuous improvement are all core educational values that help individuals navigate life's challenges, both within and outside the professional sphere.

TMB has long supported **Monselice Volley 86** as the team's primary sponsor. In the 2022/2023 season, the men's leading team made its historic debut in serie A3. The community of Monselice is deeply passionate about volleyball, especially at the junior level, where participation numbers are impressively high. To support these athletes, TMB has collaborated with sports psychologists from the Focus Medica Centre in Monselice, launching a project to help athletes manage defeat and frustration.

In 2023, TMB also strengthened its partnership with **Rhodigium Basket**, engaging children as young as five and promoting Baskin in the local area. "Baskin", which is a mash-up of "basketball" and "inclusive", is a sport open to everyone, accommodating people with physical and/or mental disabilities, alongside players without any disabilities whatsoever. Teams are also mixed in terms of gender, age and ability (abled-bodied players alongside disabled players). Rhodigium Basket, supported by a group of dedicated volunteers, has contributed its organisational resources (athletes, coaches and staff) to collaborate with "Uguali Diversamente", another TMB-sponsored association, as well as other community groups.

Rugby holds a major place in the local Polesine sports scene. TMB has supported **Rugby Rovigo Delta** since 2012. TMB also collaborates with **S.P.A.L.** (Società Polisportiva Ars et Labor), the Ferrara-based football club with men's and women's teams competing in serie C.

A new partnership was also established with **BASEBALL SOFTBALL CLUB ROVIGO**, whose main teams compete in baseball serie A and softball serie A2, along with several youth teams. This organisation supports 13 teams in total. It, too, promotes inclusion through its baseball team for blind people. The club also runs a Summer Camp as part of the Coni

Educamp network, providing summer activities in June, July and August.

TMB continues to support the **Roll Club Skating School**, whose 12 teams qualified for the 2023 world in-line skating championships, and organises summer camps in the province of Padua, giving young people the chance to explore new sports through dedicated educational activities.

**ASD Baiardelli**, together with the up-and-coming Leonardo Battaglini, took part in the 2023 R7 motorcycle championship.

Additional support has also been extended to various **local sports associations**, for whom even a modest contribution can have a significant impact, not only for their activities within the community but for their very survival.

### TMB FOR EDUCATION AND TRAINING

Schools are a public asset, a cultural centre where future citizens are shaped, a place for dialogue and innovation – a long-term project in which everyone can play a vital role. For this reason, TMB invests in young people and in education by supporting and promoting various projects.

In 2023, TMB continued its partnership with the **Viola Marchesini Institute, specialising in Mechanics, Mechatronics and Energy, for the Pathways for Cross-Cutting Skills and Orientation (PCTO)** program, aiming to bridge the gap between the education system and the workplace, aligning training with the skills and qualifications required by companies.

As part of this initiative, 39 fifth-year students were welcomed into the company for a five-day experience, where they toured production departments and deepened their understanding of metalworking.

A Fanuc robot was also donated to the **ENAIIP Veneto SFP Institute in Rovigo**, giving students the opportunity to gain hands-on experience with real-world equipment used by businesses. In recognition, the Institute named a classroom after TMB.

Support was also provided in the form of an important contribution for a scholarship for the **SABINIANUM EDUCATIONAL AND CULTURAL**

**CENTRE IN MONSELICE**, which includes the Catholic primary schools B. Buggiani and Sacro Cuore, along with Vincenza Poloni Secondary School.

Additionally, a van was donated to the **J.F. Kennedy Institute in Monselice**, facilitating the Institute's educational activities and outreach in the community.

TMB also participated in the **"Mestieri e Futuro" (Trades and Future) careers guidance project**, promoted by **Confindustria** in the lower Padua area, which aims to introduce second-year secondary school students to local industries, highlighting future career possibilities and helping students make informed choices about their further education, as well as better understand themselves and their individual capabilities.

Through these initiatives, TMB strengthens its role as a social leader and commitment to being a driver of regional development.

### **TMB SUPPORT ACROSS THE GLOBE**

In 2023, TMB supported several associations that develop and promote important projects in Africa, with a special focus on Kenya.

TMB contributed to the project by the **AFRICAPROJECT voluntary association**, which used the funding to modernise the Benedict XVI Medical Centre in Malindi, Kenya. Specifically, two solar panels were installed, and the vaccine room – which was in poor condition – was renovated with new flooring and wall tiles, and the room was divided into two distinct spaces, making previously unusable areas more functional. The patient waiting area was also equipped with chairs.

The centre's outdoor area was restructured to resolve issues with stagnant water, mud and dust, while new awnings were installed for the maternity, clinic and emergency departments.

Additionally, the neonatal recovery room was redesigned to better serve the paediatric unit.

TMB also supported **"Conoscersi per crescere insieme"**, (Getting to know each other to grow together), which used the funding to build a perimeter wall for the Kibokoni school in Malindi, ensuring the safety of both the structures and the children who attend and reside there.

A further contribution was made to **"Strategie per**

**la Terra"** (Strategies for the Land) for its ongoing Kenya Project, launched in 2001 with a team of 20 volunteer medical specialists who established an ENT unit at the North Kinangop Catholic Hospital (Nyeri), located 200 km north of Nairobi at an elevation of 2,700 metres along the Rift Valley. This ENT department, equipped with essential medical and surgical technology, is operational year-round with Italian volunteer doctors who re-side at the hospital and manage all associated medical services. Activities at the North Kinangop Hospital, and additionally at a clinic in Nyahururu (a Kenyan town above the equator with a slum of over 50,000 residents), include approximately 250 consultations per shift and 60 general anaesthesia procedures. With support from TMB, endoscopy services have been introduced, enabling earlier and more accurate diagnoses, especially for tumours and laryngeal conditions.

### **TMB FOR THE COMMUNITY**

Since 2022, TMB has supported the **FAI - FONDO PER L'AMBIENTE ITALIANO** (Italian Environment Fund) to actively protect Italy's art, landscape and nature.

In 2023, TMB continued to support key cultural and artistic restoration projects in its local area, including the repair of the walls of **San Bartolomeo Parish Church in Monselice**, and activities at **San Giuseppe Operaio Church** (Monselice Cathedral) and **Lama del Polesine Parish**.

Additionally, TMB maintained its support for the **Casa Albergo per Anziani** (retirement home) in **Lendinara**, which provides residential and in-home care for individuals with social and cognitive needs.

TMB also sponsored several culturally significant events in the local community, such as: **The "Giostra della Rocca" in Monselice**, a historical, cultural and sports event that commemorates the visit of Frederick II to Monselice in the 13th century; **"La Fiera delle Parole"**, a cultural and literary festival organised by the Cuore di Carta association; the national painting exhibition in Monselice.

Support also continued for the **Pro Loco organisations in Monselice, Pernumia and Ceregnano**, which are deeply rooted in the community, focusing on local promotion, development and volunteer initiatives.

# ENVIRONMENTAL RESPONSIBILITY

TMB S.p.A. has long been committed to environmental sustainability, promoting actions that foster the responsible use of natural resources, proper waste management and energy efficiency. Preserving the planet is everyone's duty.



The image features a large, bold white number '4' positioned in the lower right quadrant. The background is a dark blue gradient, overlaid with numerous white, diagonal streaks that resemble star trails or light trails. At the bottom of the image, there is a dark silhouette of a mountain range. The overall composition is modern and minimalist.

4

## 4.1 ENERGY CONSUMPTION AND CLIMATE CHANGE

TMB has promoted careful environmental management for years, prompting the company to adopt an **ISO 14001:2015-compliant environmental management system** certified by a third party. Initially certified in 2016, this certification was re-newed most recently in 2023 for all facilities.

This system ensures optimal management of **environmental impacts** and compliance with evolving regulatory requirements. The system, along with the Company's environmental commitments, is outlined in the Quality, Environment and Safety Management Manual, in the Integrated Policy and Ethical Code, which was revised in 2023 with an enhanced focus on environmental aspects.

To evaluate its environmental impact, TMB identifies, examines and assesses the effects of every change or innovation. All production processes are assessed, considering energy, raw materials, emissions, water

discharge, hazardous substances, vibrations, noise, radioactive sources and fires. An Environmental Manager is responsible for coordinating these identification and assessment activities.

Recognising the urgency of **climate change**, considered one of the main challenges of this century, and the importance of doing everything possible to mitigate potentially negative implications, TMB has made **extensive investments** in improving its own energy **efficiency** over recent years.

To this end, TMB considers it essential for all new investments to have a minimal environmental impact and ensure a **reduction in consumption, emissions and costs**.

With this in mind, the Company had already embarked on a path towards energy efficiency, which today is ongoing with several important, strategic investments.

These include:

The **replacement of existing furnaces** with high-efficiency models. The transformation of aluminum from its solid to liquid state is the most energy-intensive metallurgical process, leading to the Company's decision to make this process as efficient as possible. The investments made over the years have led to a sustained and ongoing reduction in natural gas consumption.

The **replacement of the holding furnaces linked to the die-casting cells**. These electric-powered models have been replaced with more technologically advanced furnaces, allowing cost savings and minimising the need for routine maintenance, while still maintaining the excellent quality of the alloy and absence of impurities, oxides and hard spots.

With a view to innovation in the foundry department, the die-casting cooling system has also been upgraded by **re-placing cooling units** to enhance system performance. Proper functioning of the foundry's central cooling system is essential to ensure safe, efficient processing across all die-casting work cells within the department, and more generally of production itself.

The upgrading of the **gravity aluminum casting line**.

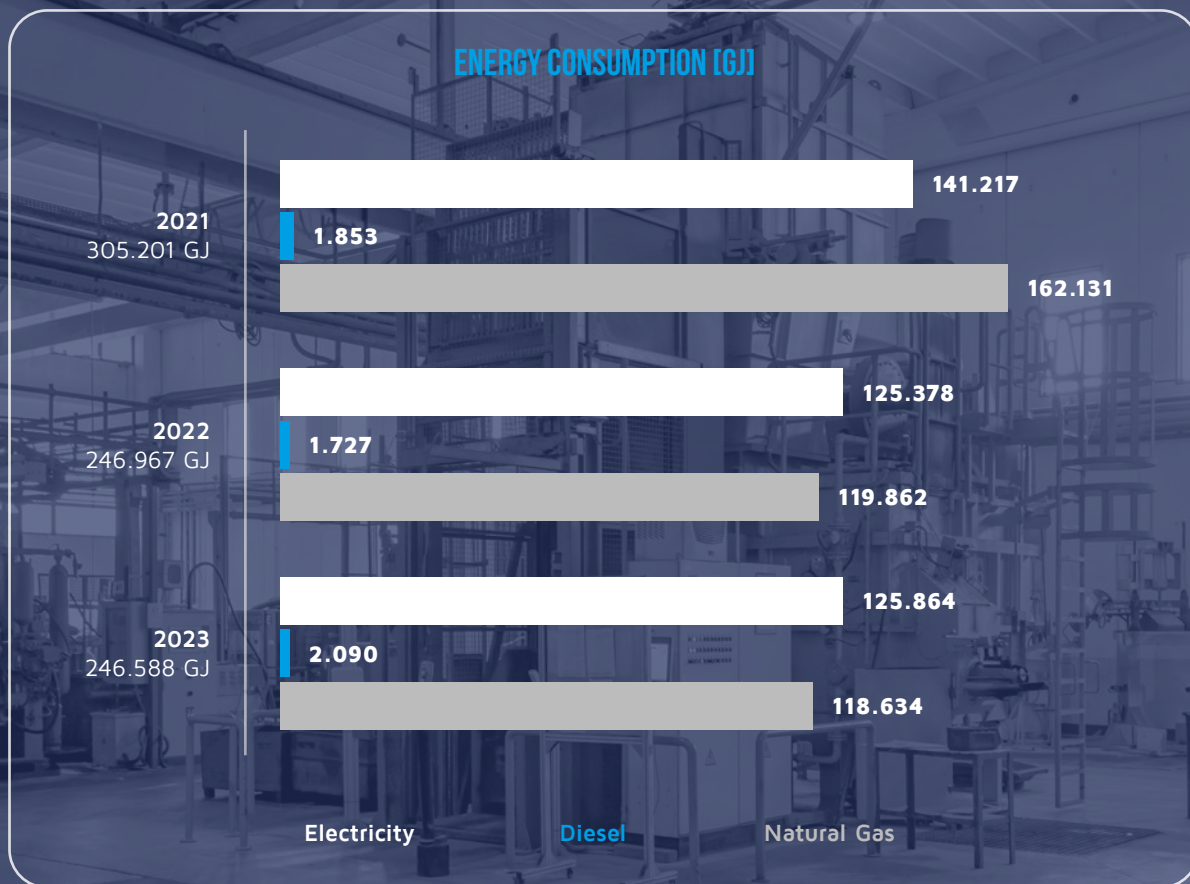
The replacement of the **existing compressor rooms** in the four main production departments, which led to a reduction in compressed air usage, given its significant role in various machining processes.

Also in 2023, three **gas-fired ladle heaters** were upgraded to higher-efficiency models.

The replacement of the traditional **lighting system** at the Ceregnano facility with LED technology, completed in 2023.

As shown in the following graph, energy-efficiency measures across production and other departments led to a reduction in all of TMB's main energy carriers. TMB production, given the nature of its business, in-

volves energy-intensive operations. In 2023, TMB's total energy consumption was 246,588 GJ, representing a 0.15% reduction in energy carriers expressed in GJ compared to 2022 and a 19% reduction compared to 2021.



**Electricity** is the main energy carrier, accounting for 51% of total consumption. Specifically, it powers the holding furnaces, machining and compressed air production systems, die-casting machines, and gravity and low-pressure casting systems. In 2023, increased production led to a 0.39% rise in purchased electricity consumption with respect to 2022.

**Natural gas** is used in melting furnaces, in furnaces for heat-treating cast parts, and for heating the facilities. In 2023, consumption decreased by 1% compared to 2022, due to a 1°C reduction in facility heating and improved management of melting furnaces, while nonetheless maintaining production levels.

Awareness-raising activities aimed at staff and the suspension of production for one week in November, and two weeks in December also impacted this reduction.

Lastly, TMB uses **diesel fuel** to power its industrial vehicles. The use of this energy carrier is minimal. It represents only 0.8% of total energy usage.

The highest energy usage is attributed to the **Cere-**

**gnano facility** in Rovigo, accounting for 95% of total consumption in GJ, insofar as this is where nearly all production processes occur. The Monselice site, on the other hand, is where specific machining takes place, in addition to hosting a number of administrative offices.

Energy consumption is constantly monitored by the **Energy Manager**, with a mandatory energy audit conducted for both facilities in 2023.

Effective management, monitoring and the reduction of energy usage are essential to TMB's economic performance, as energy costs represent a significant operating expense.

Greenhouse gas emissions for TMB mainly stem from the operation of its production facilities.

To support the gradual decarbonisation of the metalworking industry, TMB focuses on continuously improving processes to enhance efficiency and reduce emission intensity by purchasing a portion of electricity from renewable sources.

To this end, in 2023, TMB purchased 36,000 GJ of **renewable energy with Guarantees of Origin**, covering **29%** of its electricity consumption for the same year. Self-generation of low-impact electricity is also being considered.

The purchase of renewable energy and other initiatives demonstrate TMB’s commitment to reducing Scope 1 and Scope 2 emissions.

Specifically, the former originate from the use of energy sources like natural gas for melting metal and for the plant’s heating systems, while the latter arise from grid-purchased electricity for company operations. In particular, for the calculation of indirect Scope 2 emissions, the reporting standard used (GRI Sustainability Reporting Standards 2016) provides for two different types of calculation, outlined as follows:



**LOCATION BASED**

Provides for the use of **average emission factors** based on national energy production mixes



**MARKET BASED**

Provides for the use of **emission factors contractually defined with the energy provider**. In the absence of specific contractual agreements between TMB and the electricity provider (e.g., purchase of Guarantees of Origin), the “market-based” approach used the emission factor for the national “residual mix.”

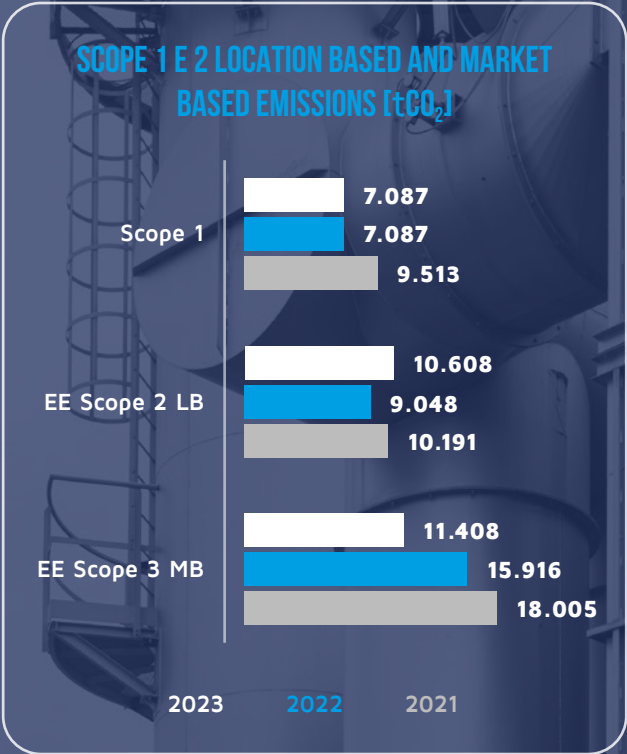
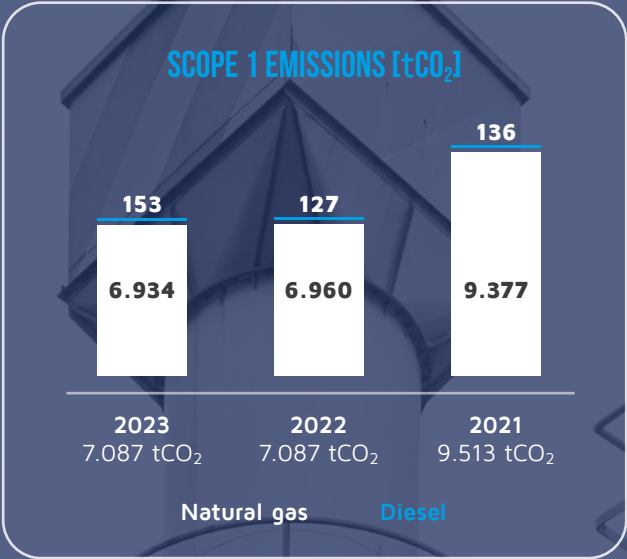
In 2023, **Scope 1 emissions decreased by 26%** compared to 2021, confirming the downward trend already recorded in 2022.

This reduction was primarily due to a decrease in natural gas usage.

**Scope 2 market-based emissions fell by 28%** compared to 2022. This result was achieved through renewable energy purchases with origin certification.

To ensure transparency and accurately communicate these aspects to clients and investors, since 2022 TMB has participated in the **CDP Climate Change questionnaire**, an independent organisation that promotes relations between the financial community and businesses to monitor and support climate change initiatives. Based on the results obtained, TMB examined which actions to undertake in the future, which led to an improved score in 2023.

In 2023, TMB also collected data to calculate **Scope 3 emissions**. A decision was made, however, not to disclose this data, as the exercise was an internal one with the aim of developing a data collection method as precise as possible.



## 4.2 WASTE AND WATER RESOURCE MANAGEMENT

TMB is committed to enhancing environmental performance, with a particular focus on reducing waste generation and ensuring its proper management. In both facilities, **new technological and management opportunities** are continuously sought to promote a circular economy and support waste recovery through in-house solutions or collaborations with suppliers.

Some of TMB's production processes are, by nature, models of circular economy due to the inherent qualities of the raw materials used.

**Aluminum**, for example, can theoretically be recycled indefinitely. TMB primarily uses aluminum derived from secondary alloys, which are produced by re-melting scrap collected from dedicated centres and processed into new aluminum, thereby reducing the environmental impact associated with virgin materials.

In line with circular economy principles, TMB **reintegrates most of its aluminum waste back into the production process** rather than disposing of it as waste.

For **chips and swarf**, TMB has acquired specialised machinery (**briquetting machines**) over the years that compress and compact metal chips, significantly reducing the emulsions contained within. The compacted chips and swarf are then sent to a Supplier to be **transformed into aluminum ingots**. **Sprues**, on the other hand, are **re-melted in-house**.

Circular economy principles extend to product packaging as well. TMB favours specific metal, plastic or preformed containers that are reused over time. Cardboard and wooden pallets are used sparingly and only when necessary. Waste management is conducted in full compliance with current regulations. The waste generated is directly linked to the company's operations, and quantities are periodically monitored as per annual reporting requirements under European or other applicable regulations.

At the Ceregnano facility, TMB's **waste** is classified into the following main categories:

Hazardous and non-hazardous waste, managed according to the Integrated Environmental Authorisation (A.I.A.);

All other waste not falling into the previous category and generated non-continuously, such as waste from non-routine maintenance activities, managed according to current regulations governing temporary storage.

Collection, monitoring and logistics are regulated by specific internal procedures and policies, ensuring compliance with current legislation. In detail, the main types of waste generated by TMB's production activities include:

Spent sand moulds and cores (classified as non-hazardous waste);

Aluminum turnings (classified as non-hazardous waste);

Spent oil emulsions (classified as hazardous waste).

With specific reference to the **sand cores**, the raw materials consist of silica sand, resins and catalysts. These cores are used in moulding during casting to create parts with cavities. Most of the cores are purchased externally, while a small portion is produced in-house. At the end of the production process, spent sand waste is generated, initially stored in a designated area and later sent to authorised external recovery facilities. Demonstrating its commitment to improving the efficiency of production and reducing its environmental impact, since 2020 TMB has introduced the use of **inorganic cores** made from silica sand, sodium silicate and binders. Unlike organic cores, they contain no amines, offering significant **benefits for the work environment** as well.

**Spent oil emulsions** are generated in both facilities from machining processes, stored in tanks, and then sent to authorised external disposal facilities. In the Ceregnano facility specifically, spent oil emulsions from die casting are processed in an in-house evaporation system to separate the aqueous part (distillate) from the oil-based part (concentrate). The distillate produced by evaporation is collected in an external fibreglass tank equipped with a containment basin and subsequently sent to the company's biological treatment plant. The concentrate is stored in four metal tanks housed in a covered area with containment basins and is later sent to authorised external disposal facilities.

As shown in the graph, TMB's waste production increased by 15%, with a **recovery rate of approximately 87%** in 2023 and 86% in 2022.

This increase in waste was specifically due to a rise in sand waste from inorganic cores, as there was a higher rate of gravity casting in 2023 to meet new product demand from certain clients.

As noted earlier, the majority of waste from TMB's production activities is classified as non-hazardous, such as swarf/chips and spent sand moulds and cores. Spent oil emulsions and aluminum slag, on the other hand, produced from the slagging of melting furnaces and ladles, are classified as hazardous waste. The main facilities for hazardous waste treatment and storage are located at the Ceregnano site, which produces approximately 88% of it.

In 2023, the percentage of hazardous waste over the total waste produced decreased by 7.36% compared to 2022.

Each year, TMB's Board of Directors sets maximum waste production targets for the Ceregno and Monselice facilities. These targets are classified by hazardous/non-hazardous waste type and by production site.

Regarding water resource management and use, TMB is not a heavy water consumer; water is mainly used for sanitation across departments, in the canteen and certain stages of production processes.

In particular, to encourage efficient water use and prevent waste, in 2023, during the refurbishment of washrooms in several production areas, standard taps were replaced with sensor-operated automatic taps. In terms of industrial processes, water is used:

For the foundry in the cooling circuit, during the "casting" stage;

For machine processing, with the addition of coolant;

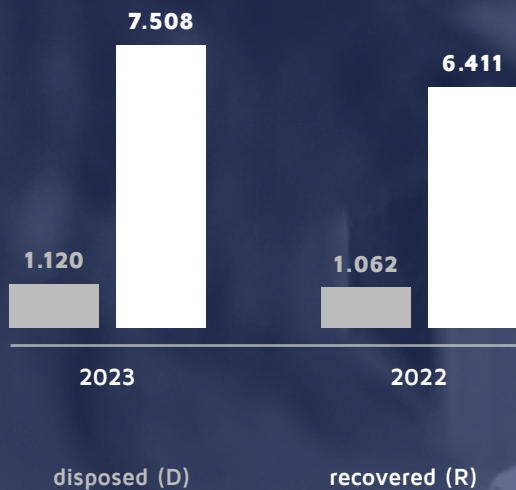
In washing and painting processes.

Going into the detail of the process, the water used in the cooling circuit during "casting" is mixed with oil to form an emulsion; spent emulsions are then treated in a concentration plant via evaporation. Lastly, as described in the waste management section, the concentrate is disposed of as waste, while the condensed vapour (distillate) is sent to a biological treatment plant.

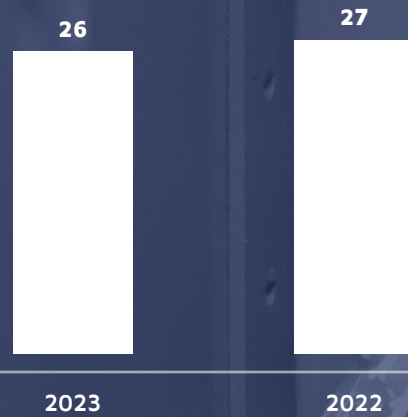
With regard to machining, the spent water used in the process is stored in tanks and then managed as waste, sent to authorised external disposal facilities.

In the painting system, water is used in "phosphodegreasing" baths to wash and degrease parts before painting. The water is used for multiple washes and, once spent, is treated in a dedicated physical-chemical system before being sent to the biological treatment plant.

### WASTE GENERATED BY DISPOSAL METHOD (T)



### TOTAL WATER WITHDRAWAL (ML)



Despite its limited water use, TMB is highly conscientious about its water management and has set up **two collection points for stormwater runoff from yard areas**.

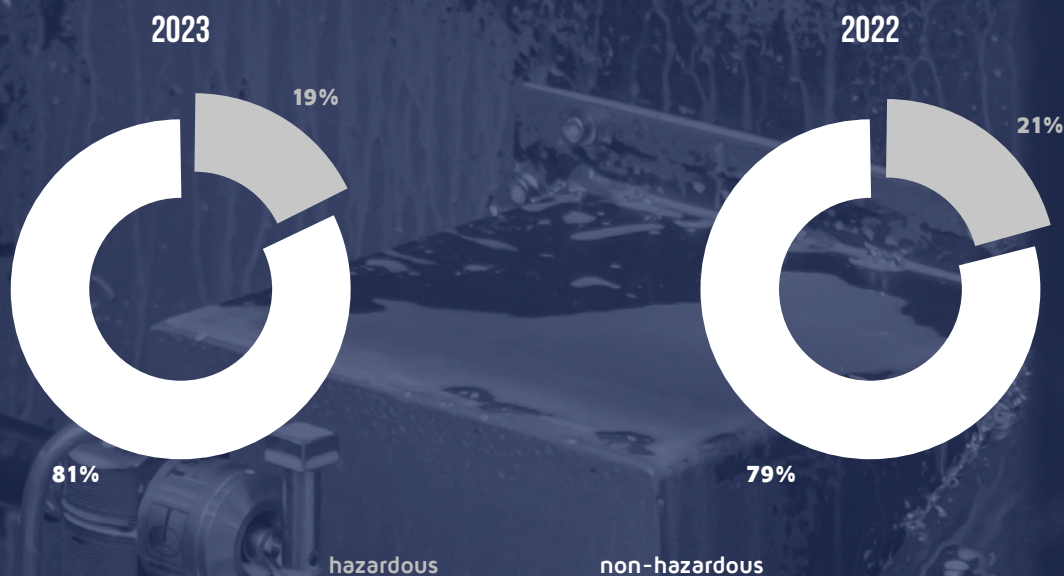
In the event of extraordinary situations – which have not occurred to date – that could cause contamination of the receiving sewer, TMB has implemented a treatment plant shutdown system, preventing the passage of contaminated water for treatment. This measure minimises negative impacts and protects public health.

In 2023, 26 ML of water was withdrawn, marking a **2% reduction** compared to 2022.

100% of water resources are supplied by the **public network**, ensuring the necessary quantity, quality, and a consistent supply. TMB operates a **biological treatment plant** for discharges into the public sewer system, where municipal, runoff and process waters are directed.

Nearly all discharges are conveyed to the public sewer system, to which the facilities are connected. A small portion of the runoff water from yard areas, on the other hand, is discharged into the adjacent ditch after filtration and is exempt from authorisation, in accordance with Article 39, paragraph 5 of the technical standards for implementation of the Water Protection Plan. The majority, however, is directed to the biological treatment plant. Water discharge quality standards are governed by the requirements of the Provincial Integrated Environmental Authorisation (A.I.A.). The monitoring frequency depends on the type of parameters and may be daily, weekly or monthly, performed by both internal personnel and accredited external laboratories.

### TYPE OF WASTE PRODUCED





# PRODUCT RESPONSIBILITY

Corporate sustainability at TMB extends beyond common environmental and social impacts; it also encompasses cross-cutting measures such as sustainable supply chain management, product quality and safety, including research and development projects, customer satisfaction, digitalisation and cybersecurity aspects.





5

## 5.1 SUPPLIERS AND SUSTAINABLE SUPPLY CHAIN MANAGEMENT

For its operations, TMB relies on selected suppliers for the essential goods and services needed for its industrial processes.

In 2023, TMB made purchases totalling €98,699,586: **86% of this expenditure was directed to local suppliers**, defined as national suppliers, while the remaining 14% was directed to suppliers within the European Union.

The raw materials purchased by TMB are primarily **aluminum** and **steel**. Aluminum is bought in ingot form; steel is acquired in various types and formats and used to make moulds, tools and other instruments required for the production process, as well as the manufacture of brake discs.

TMB also purchases **aluminum castings** that subsequently undergo machining and are possibly painted.

Sand cores, made from **silica sand** and other binders, are also procured, insofar as essential in certain casting processes to create hollows and internal cavities in raw castings. Only a small percentage of cores are produced in-house.

Regarding consumables, TMB primarily uses: **release agent** ("Bonderite") in foundries to facilitate the release of castings; **steel shot** for shot-blasting machines; and **emulsifier**, used in machining on machine tools and machining centres.

In the 2023 financial year, the total weight of materials used by TMB was approximately **19,000 tonnes**.

The quantity of aluminum melted in-house in 2023 increased by 12% compared to 2022, and purchases of castings rose by 56% over the previous year.

These increases directly impact the consumables associated with the casting and machining processes.

**100%** of the materials used are **non-renewable**. It is reiterated that renewable materials are those derived from abundant resources, rapidly replenished through ecological cycles or agricultural processes without compromising future availability. In contrast, non-renewable resources are those that do not regenerate within short periods of time.

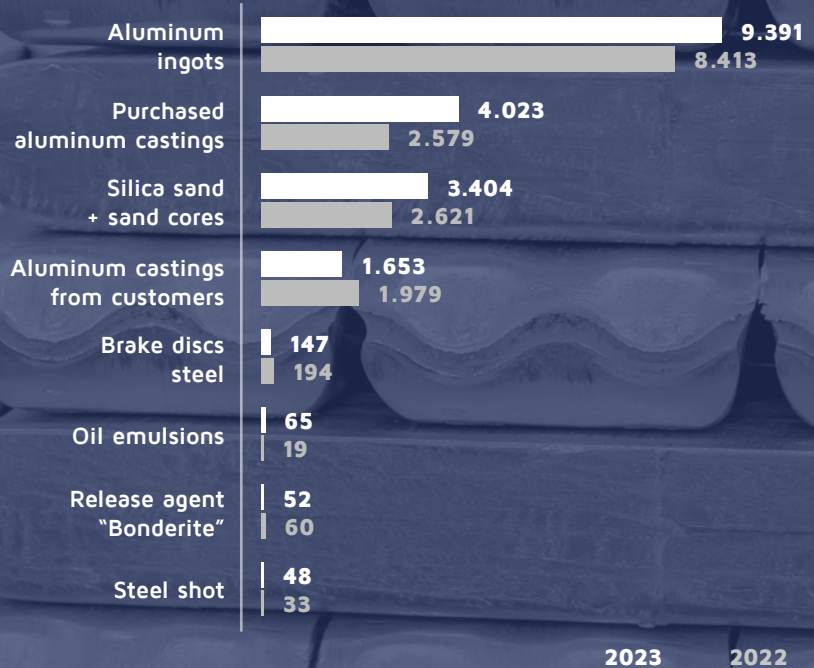
For TMB, it is essential to ensure **responsible procurement** in respect of the environment and human ri-

### WHERE ARE OUR SUPPLIERS FROM



14% European Union 86% Italy

### EMPLOYED MATERIALS (T)



ghts, while also promoting stable partnerships aimed at continuous improvement, innovation and high-quality standards.

As such, all Suppliers must comply with the **Supplier Code of Conduct**, which addresses issues related to human rights, environmental protection and workplace safety, along with the Code of Ethics and Organisational Model as per Legislative Decree 231/01. TMB ensures the application of these standards by requiring Suppliers to explicitly sign the Supplier Code of Conduct and by including specific compliance clauses within its General Terms of Purchase.

Given the importance afforded to the quality of its products, TMB is particularly attentive to **Supplier selection**.

Specifically, regarding Suppliers of equipment and/or components purchased directly by TMB for Automotive sector products, the Company has adopted a **specific Supplier evaluation procedure**, which is partially applied to other sectors, too, depending on the complexity and importance of the product. The scope and level of assessment are defined in advance according to the Supplier category. The procedure encompasses all Suppliers providing outsourced products and services affecting Customer requirements, including

Suppliers of assembly, installation, selection, secondary machining, calibration, environmental and safety services.

These Suppliers are required to complete a **self-assessment questionnaire** compliant with the UNI EN ISO 9001 standard and, where applicable, the IATF 16949 Technical Specification. The questionnaire includes detailed questions to explore quality management, workplace safety, environmental compliance, the Supplier's commitment to sustainability and respect for human rights. Completed questionnaires are subsequently analysed to verify the Supplier's commitment.

The evaluation report is recorded on an appropriate medium and updated to reflect the actions taken with regard to the findings. This analysis allows TMB to identify Suppliers that meet the minimum expected criteria, to anticipate potential issues with new suppliers, and to recommend corrective actions to ensure their suitability. If the Supplier meets the required standards, they are entered into the approved suppliers register, and the Purchasing Department can proceed with assigning requests. An evaluation is not necessary if the Supplier is directly authorised by the Client.

The criteria that guide the selection of one Supplier over another include the ability to meet technical specifications, economic competitiveness and stability, quality and service level, as well as commitment to sustainability.

The preliminary evaluation, selection and monitoring of Suppliers are the responsibility of the Purchasing Department in collaboration with the Quality, Environment and Safety Departments.

The self-assessment questionnaire can be sent to Suppliers who become particularly influential throughout the year, specifically those whose business with TMB exceeds certain spending thresholds.

Management monitors **Suppliers' financial stability**, identifying any critical issues, which, if found, are reported to the Board of Directors for appropriate action. Additionally, a dedicated online platform (CRIBIS) is used for risk monitoring.

In 2023, TMB worked with **819 Suppliers**, spending a total of €98.6 million, of which €85 million (86% of the total) was spent on local Suppliers within Italy, and the remaining 14% on European suppliers.

Expenditure on raw materials in 2023 amounted to €24,832,173, representing 25% of total spending.



## 5.2 PRODUCT QUALITY, SAFETY AND CLIENT SATISFACTION

TMB positions itself as a proactive partner committed to delivering cutting-edge products that not only anticipate and respond to new automotive sector demands but also improve environmental impact.

For this reason, TMB collaborates with leading players in the automotive and motorcycle sectors, seeking to understand and anticipate future needs, promoting the joint development of new process solutions.

**TMB works exclusively to Client order**, with the Client providing all necessary technical documentation for the product's development.

**Quality and safety** are crucial aspects that ensure **competitiveness**. The importance of quality is demonstrated through the implementation of an **ISO 9001 management system** certified by an accredited third party, as well as **IATF 16949 certification** for the automotive standard, with the Quality, Environment and Safety Manual and Integrated Policy serving as key documents. These define the main quality and continuous improvement objectives and reflect TMB's commitment to satisfying its Clients.

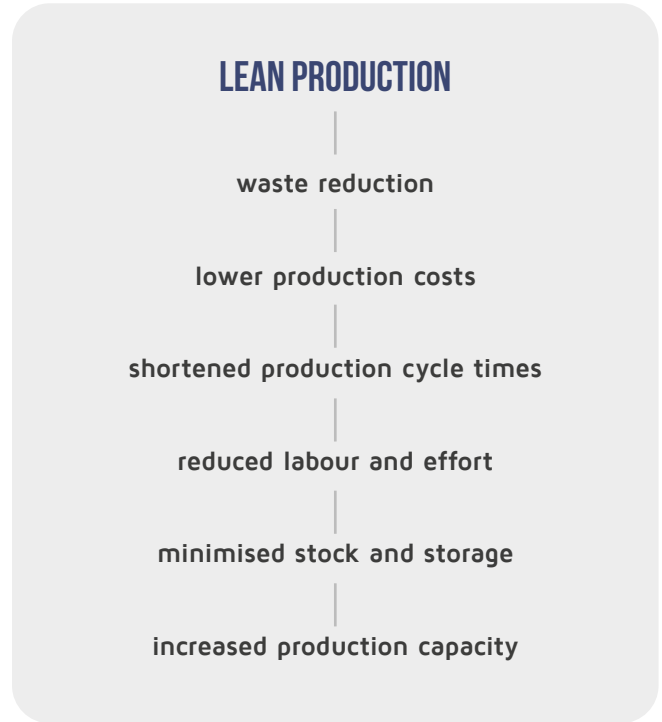
**Production planning and development** involve the drawing up of specific action plans that are continuously updated. Every activity performed in preparation for production is carefully developed in-house, including all industrialisation operations, prototyping, tooling and mould creation, as well as testing activities.

TMB is not just a series manufacturer; the Company serves as an **active and supportive partner** for Clients in project development. During the design and development stage, the design team conducts a **risk analysis using the FMEA process** (Failure Mode and Effect Analysis), identifying potential weaknesses and issues that could arise during production if Client requirements are not met in the final product.

This allows necessary improvements and priority actions to be established prior to production, thus reducing the risk of non-conformities. Product quality is ensured not only through final inspections but also through incoming material checks and testing throughout the manufacturing process, thus ensuring the utmost reliability of both the product and process, reducing the risk of producing non-compliant products. Specifically, components manufactured by TMB undergo inspections to verify their compliance with Clients' requirements and technical specifications.

Investments in research and development activities and internal laboratories support the Company's philosophy of continuous improvement and enable the use of state-of-the-art equipment for metallurgical inspections (such as spectrometers, tomography, X-ray systems and scanning electron microscopes) and dimensional inspections (including GOM 3D optical scanning and Zeiss CMMs). Furthermore, TMB adopts the **Lean Production method** for its production process, a new way

of thinking that has enhanced the following aspects: waste reduction, lower production costs, shortened production cycle times, reduced labour and effort, minimised stock and storage, and increased production capacity.



If, at any stage of the production process, a **non-conformity is detected** that depends on the raw materials or semi-finished and/or finished products, the component is isolated and relevant departments are notified to determine the necessary actions.

In cases where a non-conformity is identified by the Client, the latter submits a formal complaint to the quality department, which, in coordination with the production team, manages it using the 8D problem-solving report methodology (a problem analysis method involving eight "Disciplines" or steps needed to reach a solution and eliminate the root causes of problems). This methodology is required by the automotive sector and by all of TMB's major clients. The 8D report analysis, with the definition of "root causes" and corrective actions, is extended to similar product families with a "lessons learned" approach, ensuring continuous improvement through error resolution.

TMB has established a **process for monitoring quality performance**. Quality is monitored across all facilities using **specific indicators** for each business process, and management sets quality targets annually.

Additionally, **Client satisfaction is continuously monitored through "vendor rating" analyses**, which are



## Quality Award TMB

either directly entered on the Client portals or discussed during meetings following new projects, periodic reviews and progress evaluations of improvement actions/plans. The “vendor ratings” are shared internally at all levels. As evidence of TMB’s commitment to product quality and safety, in 2022 Ducati awarded the company the “**Supplier Quality Award 2022**” for the supply of V4 engine crank-cases for the Multistrada, Diavel, Panigale and Superbike models. This award is given to Suppliers who demonstrate a **commitment to high quality** and is only granted to those capable of **guaranteeing the highest performance in production quality and product delivery**.

To ensure constant communication with its clients, TMB completes questionnaires provided by Clients, including those related to environmental performance,

and has strengthened collaborations within its value chain. To enhance its approach to managing this topic, TMB participates in external initiatives, workshops, conferences and webinars.

Trade fairs also serve as significant opportunities for engaging and involving stakeholders. In particular, in 2022, TMB participated as an exhibitor at **EUROGUSS**, the international die-casting exhibition held in Nuremberg. This event provides an essential platform for discussion and for meetings with industry leaders and clients.

TMB also attends the biennial Jimtof fair in Tokyo, an international machine tool exhibition. This fair allows TMB to explore cutting-edge products and new technologies on the market.

## 5.3 RESEARCH, DEVELOPMENT AND DIGITALISATION

Research and Development (R&D) forms the foundation of TMB’s strategy and encompasses projects crucial for maintaining its competitiveness. The automotive, motorcycle and engine industries, in particular, must address the challenges posed by climate change and air pollution. Through its R&D activities, TMB monitors the sector’s ongoing evolution, directing its search for optimal component systems towards solutions that respond to future challenges, such as electrification, autonomous driving and digitalisation.

Specifically, R&D activities aim to:

- Identify new technological solutions that reduce costs and improve processes;
- Optimise resources;
- Increase product quality.

Aware of the environmental impacts generated by production processes in the automotive market, TMB is committed to advancing the **development of innovative products**, in the firm belief that purchasing decisions are increasingly influenced by environmental impact and a drive towards sustainable mobility. With this in mind, R&D projects are identified by Management based on internal needs and are shared with the Managers of affected Departments and the Human Resources Manager.

In the 2023 financial year, TMB initiated new R&D activities, in addition to continuing those launched in previous years. The following Research and Development projects were implemented in 2023:

**STUDY OF THE INTEGRATION OF NEW INDUSTRY 4.0 DIGITALISATION TECHNOLOGIES IN THE PRODUCTION AREA FOR: INTRODUCTION OF MES SYSTEM STUDY AND SET-UP OF INTELLIGO SOFTWARE INTEGRATION FOR TOOL MANAGEMENT VIA DMC**

**STUDY ON IMPLEMENTATION OF RFID (UNIQUE, AUTOMATIC AND REMOTE IDENTIFICATION TECHNOLOGY) IN ALUMINUM INGOTS INTENDED FOR MELTING FURNACES**

**INTRODUCTION OF A NEW MES SYSTEM IN THE MONSELICE FACILITY (TIMB2) AND FISKER PROJECT.**

The project involves the introduction of a tool management system (INTELLIGO by SPERONI SPA), enabling easy and intuitive organisation of tools, individual components, preparation lists and work orders, centralising all information in a single database. The system is interconnected with presetting machines, the ERP and the PLM. Using this system, along with DMC markings, enables effective tool management and tracking of their positioning on workshop machines.

Additionally, a manufacturing execution system (COMPASS10 by Plannet - Warrant Hub S.p.A. - Tinexta

Group) has been introduced to digitalise data collection in production through terminal recordings and system signal acquisition, providing full real-time factory control by monitoring key performance indicators (KPIs). Interconnections with company systems: ERP, RF systems and BI systems.

Finally, to enable the automatic consumption of aluminum ingot batches directly as they enter the melting furnaces, an RFID tag detection system has been introduced, allowing accurate traceability and ensuring the correct alloy/furnace pairing. The detection system interfaces directly with the workshop's signal collector and the Company's MES.

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#### **AUTOMATION SYSTEMS WITH AUGMENTED REALITY APPLIED TO DEFECT DETECTION AND CASTING MEASUREMENT USING LASER BEAM INSPECTION AND SCANNING OF PLANES TO EVALUATE THE CYLINDER INTERIOR OF THE ENGINE.**

This project explores the use of a laser head mounted on an automated system, used to scan cast surfaces with the aim of identifying, cataloguing and quantifying defects and imperfections. Once operational, the system will allow for the selection of compliant castings, distinguished from non-compliant ones.

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#### **TUNGSTEN CARBIDE METAL SUPERFINISHING SYSTEM THROUGH ELECTROPOLISHING WITH PATENTED PROCESSES.**

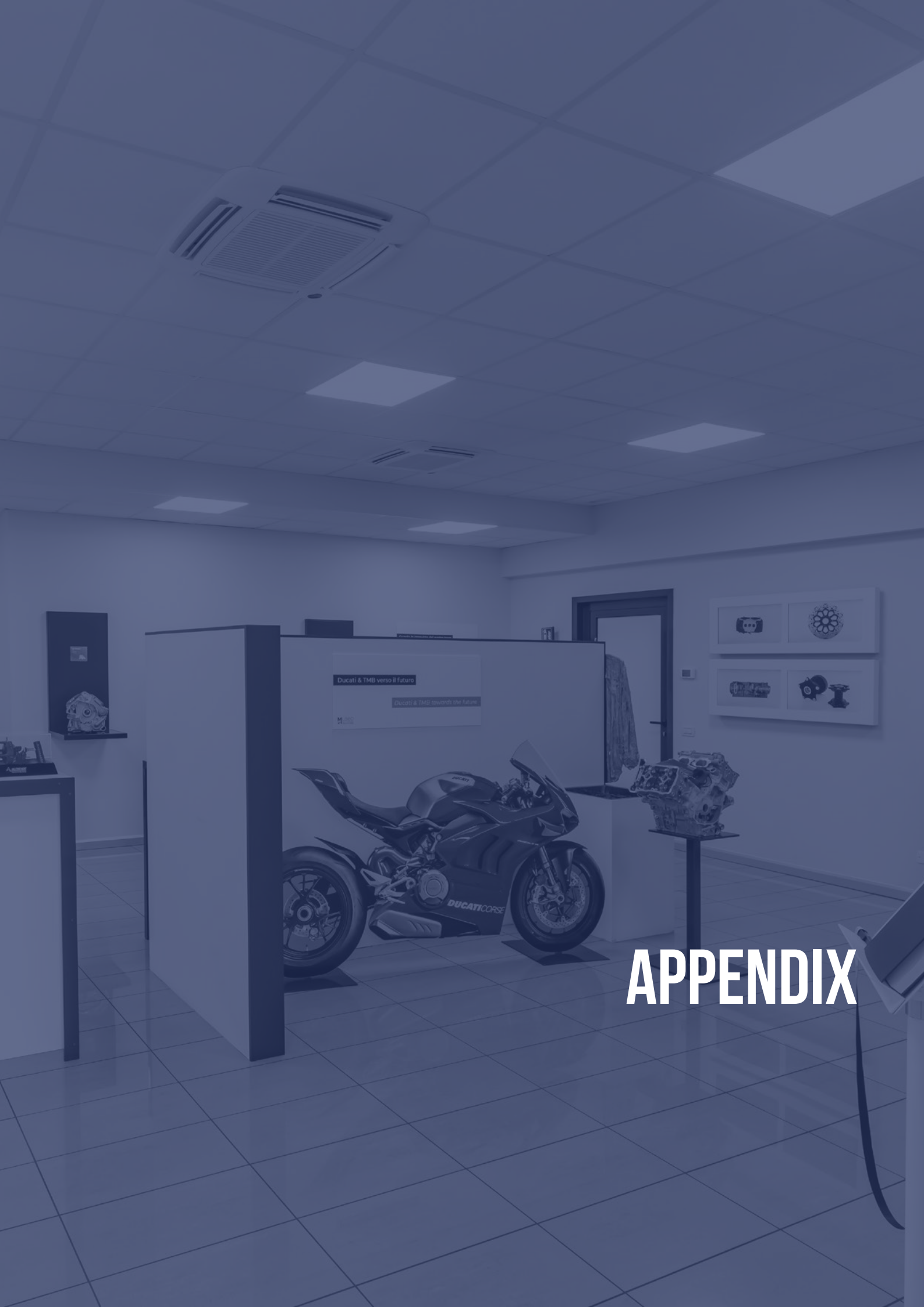
This is a metal surface finishing solution. The treatment offers a high-quality finish, enabling faster and more efficient performance. The new technology employs a fully automated surface finishing process dedicated to complex and high-precision finishes. By combining electrochemical power with precise mechanical movement, the process can reduce surface roughness on machined components, which in our case, are our own tools. This technology has replaced previously used methods, such as abrasive tools, manual grinding and polishing with brushes and polishing wheels, significantly reducing execution times while improving quality and repeatability.

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#### **NEW PROCESSES FOR REMOVING SHARP EDGES AND MACHINING BURRS AT INTERSECTIONS OF MACHINED AREAS TO ENSURE THE ABSENCE OF MATERIAL AT HOLE INTERSECTIONS.**

This solution uses a tool system with mobile cutters on a rotating shaft, controlled by adjustable hydraulic pressure and responsive to the force and geometry of the part to be deburred. This innovative solution has replaced traditional deburring methods using brushes, which often suffer from uncontrolled wear and produce inconsistent results.





# APPENDIX

### GRI 2-7 Employees by contract type and gender

TYPE OF EMPLOYMENT CONTRACT	AS AT 31 DECEMBER 2022			AS AT 31 DECEMBER 2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Fixed-term	6	-	6	2	-	2
Permanent	652	119	771	689	122	811
<b>Total</b>	<b>658</b>	<b>119</b>	<b>777</b>	<b>691</b>	<b>122</b>	<b>813</b>

### GRI 2-7 Employees by profession and gender

FT/PT	AS AT 31 DECEMBER 2022			AS AT 31 DECEMBER 2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Full-Time	658	117	775	690	120	810
Part-Time	-	2	2	1	2	3
<b>Total</b>	<b>658</b>	<b>119</b>	<b>777</b>	<b>691</b>	<b>122</b>	<b>813</b>

### GRI 2-8 Workers who are not employees

WORKERS WHO ARE NOT EMPLOYEES	AS AT 31 DECEMBER 2022			AS AT 31 DECEMBER 2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Interns	2	-	2	3	-	3
Temporary workers	139	35	174	133	27	160
Agents	-	-	-	-	-	-
Contractors/self-employed	-	-	-	-	-	-
Other (specify)	-	-	-	-	-	-
<b>Total</b>	<b>141</b>	<b>35</b>	<b>176</b>	<b>136</b>	<b>27</b>	<b>163</b>

### GRI 401-1 New employee hires

NEW HIRES	2022					2023				
	<30	30-50	>50	Total	Turnover	<30	30-50	>50	Total	Turnover
Men	54	39	4	97	15%	33	36	4	73	10,56%
Women	1	16	3	20	17%	3	3	1	7	5,74%
<b>Total</b>	<b>55</b>	<b>55</b>	<b>7</b>	<b>117</b>	<b>15%</b>	<b>36</b>	<b>39</b>	<b>5</b>	<b>80</b>	<b>9,84%</b>
Turnover	<b>66,3%</b>	<b>15,1%</b>	<b>2,1%</b>	<b>15,1%</b>	-	<b>37,89%</b>	<b>10,71%</b>	<b>1,41%</b>	<b>9,84%</b>	-



## GRI 401-1 Employee turnover

DEPARTURES	2022					2023				
	<30	30-50	>50	Total	Turnover	<30	30-50	>50	Total	Turnover
Men	9	11	15	35	5%	8	13	19	40	5,79%
Women	1	1	4	6	5%	-	3	1	4	3,28%
Total	10	12	19	41	5%	8	16	20	44	5,41%
Turnover	0%	3,29%	5,78%	5,28%	-	8,42%	4,4%	5,65%	5,41	-

## GRI 403-9 Work-related injuries

N° CASES	2022	2023
<b>EMPLOYEES</b>	<b>Total</b>	<b>Total</b>
Total number of fatalities as a result of work-related injury	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	0	0
Total number of recordable work-related injuries <sup>8</sup>	5	11
<i>Of which work-related</i>	5	11
<i>Of which in itinere home/work and vice versa</i>	-	-

## Hours worked

	2022	2023
Hours worked	1.575.501	1.612.736
<b>INJURY RATE <sup>9</sup></b>	<b>Total</b>	<b>Total</b>
Rate of fatalities as a result of work-related injury	-	-
Rate of high-consequence work-related injuries	-	-
Rate of recordable work-related injuries	3,17%	6,82%

<sup>8</sup> The total number of recordable injuries does not include "in itinere" injuries: there are no cases where transport on the home-work journey is managed by the Organisation.

<sup>9</sup> The injury rate is the total number of injuries in the year in relation to the total number of hours worked, calculated using a multiplication factor of 1,000,000.

### GRI 404-1 Average hours of training per year per employee

	2022						2023					
	HOURS MEN	AVERAGE HOURS/M	HOURS WOMEN	AVERAGE HOURS/W	TOTAL	AVERAGE	HOURS MEN	AVERAGE HOURS/M	HOURS WOMEN	AVERAGE HOURS/W	TOTAL	AVERAGE
Senior Mgmt	202	51	11	11	213	43	194	39	41	41	235	39
Middle Mgmt	393	26	0	0	393	26	483	35	0	0	483	35
Administrative Workers	974	17	205	10	1.179	15	1.503	28	752	36	2.255	30
Production Workers	8.326	14	1.084	11	9.410	14	10.600	17	1.111	11	11.711	16
<b>Total</b>	<b>9.895</b>	<b>15</b>	<b>1.300</b>	<b>11</b>	<b>11.195</b>	<b>14</b>	<b>12.780</b>	<b>18</b>	<b>1.904</b>	<b>16</b>	<b>14.684</b>	<b>18</b>

### GRI 405-1 Total number of employees by category and gender

	AS AT 31 DECEMBER 2022			AS AT 31 DECEMBER 2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Senior Mgmt	4	1	5	5	1	6
Middle Mgmt	15	-	15	14	-	14
Administrative Workers	58	20	78	53	21	74
Production Workers	581	98	679	619	100	719
<b>Total</b>	<b>658</b>	<b>119</b>	<b>777</b>	<b>691</b>	<b>122</b>	<b>813</b>

### GRI 405-1 Total number of employees by category and age group

	AS AT 31 DECEMBER 2022				AS AT 31 DECEMBER 2023			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Senior Mgmt	-	-	5	5	-	1	5	6
Middle Mgmt	-	7	8	15	-	6	8	14
Administrative Workers	6	38	34	78	7	33	34	74
Production Workers	77	320	282	679	88	324	307	719
<b>Total</b>	<b>83</b>	<b>365</b>	<b>329</b>	<b>777</b>	<b>95</b>	<b>364</b>	<b>354</b>	<b>813</b>

### GRI 405-1 Total number of employees by other diversity indicators

	AS AT 31 DECEMBER 2022			AS AT 31 DECEMBER 2023			
	PROTECTED CATEGORIES	DISABILITIES	OTHER (specify)	PROTECTED CATEGORIES	DISABILITIES	OTHER (specify)	TOTAL
Senior Mgmt	-	-	-	-	-	-	0
Middle Mgmt	-	-	-	-	-	-	0
Administrative Workers	-	-	-	-	-	-	0
Production Workers	5	15	-	5	16	-	21

# ENVIRONMENTAL RESPONSIBILITY

## GRI 302-1 Energy consumption within the organisation<sup>10</sup>

TYPE OF CONSUMPTION	UNIT OF MEASURE	1 JANUARY TO 31 DECEMBER 2022		1 JANUARY TO 31 DECEMBER 2023	
		Total	Total GJ	Total	Total GJ
Energy carriers used for heating/production		-	119.682	-	118.634
Natural gas	Smc	3.495.626	119.862	3.459.936	118.634
Fuel for industrial vehicles (only if owned)		-	1.008	-	1.299
Diesel	l	28.010	1.008	36.090	1.299
<b>Electricity purchased from the grid</b>		<b>34.827.360</b>	<b>125.378</b>	<b>34.962.198</b>	<b>125.864</b>
of which purchased from renewable sources (energy covered by guarantee of origin certificates)	kWh	-	-	10.000.000	36.000
of which purchased from non-renewable sources	kWh	34.827.360	125.378	24.962.198	89.864

## GRI 302-1 Energy consumption within the organisation

DIESEL	UNIT OF MEASURE	1 JANUARY TO 31 DECEMBER 2022		1 JANUARY TO 31 DECEMBER 2023	
		Total	Total GJ	Total	Total GJ
Corporate Use	Smc	3.495.626	119.862	3.459.936	118.634
Mixed Use	kWh	34.827.360	125.378	24.962.198	89.864
<b>Total fuel consumption</b>	-	-	<b>719</b>	-	<b>791</b>

## GRI 302-1 Energy consumption within the organisation

	UNIT OF MEASURE	2022	2023
Total energy consumption	GJ	246.967	246.588
Renewable energy	GJ	-	36.000
<b>% Renewable energy on total</b>	<b>%</b>	<b>0</b>	<b>14,60</b>

<sup>10</sup> The following conversion factors were used to calculate energy consumption:

- natural gas: 0.034288 GJ/Sm<sup>3</sup> for 2023 (source: National Inventory Report (NIR) 2023), 0.034289 GJ/Sm<sup>3</sup> for 2022 (source: National Inventory Report (NIR), 2022);
- diesel for company cars: 42.87 GJ/t for 2023 (source: NIR, 2023), 42.86 GJ/t for 2022 (source: NIR, 2022); furthermore, 1 litre of diesel is equal to 0.84 kg (source: FIRE);
- electricity: 0.0036 GJ/kWh (source: constant).

Furthermore, it is noted that, following the update of the conversion factors (sources), the necessary adjustments have been applied to the energy consumption data for 2022.

### GRI 305-1 Direct (Scope 1) <sup>11</sup> GHG emissions [tCO<sub>2</sub>]

	2022	2023
<b>Energy carriers used for heating/production</b>		
Natural gas	6.960	6.934
<b>Industrial vehicle fleet</b>		
Diesel	74	95
Petrol	-	-
<b>Car fleet - Corporate use</b>		
Diesel	18	21
Petrol	-	-
<b>Car fleet - Mixed use</b>		
Diesel	35	37
Petrol	-	-
<b>Total Scope 1</b>	<b>7.087</b>	<b>7.087</b>

### GRI 305-2 Energy indirect (Scope 2) GHG emissions<sup>12</sup> - Location Based [tCO<sub>2</sub>]

	2022	2023
Electricity purchased from the grid	9.048	10.608
<b>Total Scope 2 - Location Based</b>	<b>9.048</b>	<b>10.608</b>

### GRI 305-2 Energy indirect (Scope 2) GHG emissions - Market Based [tCO<sub>2</sub>]

	2022	2023
Electricity purchased from the grid (net of GO)	15.916	11.408
<b>Totale Scope 2 - Market Based</b>	<b>15.916</b>	<b>11.408</b>

### GRI 305-1 Direct and indirect (Scope 1 and Scope 2) GHG emissions [tCO<sub>2</sub>]

<b>ENERGY CARRIERS AND ELECTRICITY PURCHASED FROM THE GRID</b>	2022	2023
Scope 1 and Scope 2 (Location Based)	16.135	17.695
Scope 1 and Scope 2 (Market Based)	23.003	18.495

**11** The following emission factors were used to calculate the Scope 1 emissions:

- natural gas: 2.004 tCO<sub>2</sub>/1000 Sm<sup>3</sup> for 2023 (source: Min. Environment, 2023), 1.991 t CO<sub>2</sub>/1000 Sm<sup>3</sup> for 2022 (source: Min. Environment 2022);
- diesel for company cars: 3.150 tCO<sub>2</sub>/t for 2023 (source: NIR, 2023), 3.150 t CO<sub>2</sub>/t for 2022 (source: NIR, 2022).

**12** The following emission factors were used to calculate the Scope 2 emissions:

- electricity (Location based): 303.4 gCO<sub>2</sub>/kWh for 2023 (source: ISPRA, 2023) and 259.9 gCO<sub>2</sub>/kWh for 2022 (source: ISPRA 2022);
- electricity (Market based): 457 gCO<sub>2</sub>/kWh for 2023 (source: AIB 2023), 457 gCO<sub>2</sub>/kWh for 2022 (source: AIB 2022). Scope 2 emissions are expressed in tonnes of CO<sub>2</sub>; however, the proportion of methane and nitrous oxide has a negligible impact on total greenhouse gas emissions (CO<sub>2</sub>equivalents) as indicated in the ISPRA report "Atmospheric Emission Factors of CO<sub>2</sub> and Other Greenhouse Gases in the Electric Sector".

Furthermore, it is noted that, following the update of the conversion factors (sources), the necessary adjustments have been made to the emissions data for the year 2022.

**GRI 306-3 Total waste generated [T]**

TYPE OF WASTE (TONNES)	2022	2023
<b>EWC 08 01 12 - Waste paint and varnish</b>	<b>9,90</b>	<b>5,36</b>
of which disposed of (D)	0,00	0,00
of which recovered (R)	9,90	5,36
of which hazardous	0,00	0,00
<b>EWC 10 10 08 - Casting cores and moulds which have undergone pouring</b>	<b>2.621,19</b>	<b>3.490,72</b>
of which disposed of (D)	0,00	0,00
of which recovered (R)	2.621,19	3.490,72
of which hazardous	0,00	0,00
<b>EWC 12 01 01 - Ferrous metal filings and turnings</b>	<b>235,00</b>	<b>150,63</b>
of which disposed of (D)	0,00	0,00
of which recovered (R)	235,00	150,63
of which hazardous	0,00	0,00
<b>EWC 12 01 02 - Ferrous metal dust and particles</b>	<b>117,61</b>	<b>78,22</b>
of which disposed of (D)	0,00	0,00
of which recovered (R)	117,61	78,22
of which hazardous	0,00	0,00
<b>EWC 12 01 03 - Non-ferrous metal filings and turnings</b>	<b>1.423,00</b>	<b>1.542,66</b>
of which disposed of (D)	0,00	0,00
of which recovered (R)	1.423,00	1.542,66
of which hazardous	0,00	0,00
<b>EWC 15 01 01 - Paper and cardboard packaging</b>	<b>76,00</b>	<b>80,74</b>
of which disposed of (D)	0,00	0,00
of which recovered (R)	76,00	80,74
of which hazardous	0,00	0,00
<b>EWC 15 01 03 - Wooden packaging</b>	<b>83,00</b>	<b>74,34</b>
of which disposed of (D)	0,00	0,00
of which recovered (R)	83,00	74,34
of which hazardous	0,00	0,00
<b>EWC 15 01 06 - Mixed packaging</b>	<b>16,05</b>	<b>0</b>
of which disposed of (D)	0,00	0,00
of which recovered (R)	16,05	0
of which hazardous	0,00	0,00

**GRI 306-3 Total waste generated [T]**

<b>TYPE OF WASTE (TONNES)</b>	<b>2022</b>	<b>2023</b>
<b>EWC 16 11 04 - Other linings and refractories from metallurgical processes</b>	<b>142,97</b>	<b>9,28</b>
of which disposed of (D)	0,00	0,00
of which recovered (R)	142,97	9,28
of which hazardous	0,00	0,00
<b>EWC 17 02 02 - Glass</b>	<b>6,65</b>	<b>4,63</b>
of which disposed of (D)	0,00	0,00
of which recovered (R)	6,65	4,63
of which hazardous	0,00	0,00
<b>EWC 17 04 01 - Copper, bronze, brass</b>	<b>2,40</b>	<b>4,76</b>
of which disposed of (D)	0,00	0,00
of which recovered (R)	2,40	4,76
of which hazardous	0,00	0,00
<b>EWC 17 04 02 - Aluminum</b>	<b>8,93</b>	<b>0</b>
of which disposed of (D)	0,00	0,00
of which recovered (R)	8,93	0
of which hazardous	0,00	0,00
<b>EWC 17 04 05 - Iron and steel</b>	<b>1.115,60</b>	<b>1.427,13</b>
of which disposed of (D)	0,00	0,00
of which recovered (R)	1.115,60	1.427,13
of which hazardous	0,00	0,00
<b>EWC 17 04 11 - Cables other than those mentioned in 17 04 10*</b>	<b>2,56</b>	<b>12,05</b>
of which disposed of (D)	0,00	0,00
of which recovered (R)	2,56	12,05
of which hazardous	0,00	0,00
<b>EWC 20 02 01 - Wood from corporate green area maintenance</b>	<b>25,60</b>	<b>24,83</b>
of which disposed of (D)	0,00	0,00
of which recovered (R)	25,60	24,83
of which hazardous	0,00	0,00
<b>EWC 06 05 02* - Filter-pressed sludge from powder coating</b>	<b>16,69</b>	<b>8,39</b>
of which disposed of (D)	16,69	8,39
of which recovered (R)	0,00	0,00
of which hazardous	16,69	8,39

**GRI 306-3 Total waste generated [T]**

TYPE OF WASTE (TONNES)	2022	2023
<b>EWC 10 03 15* - Aluminum slag from skimming of melting furnaces and ladles</b>	<b>441,70</b>	<b>477,09</b>
of which disposed of (D)	0,00	0,00
of which recovered (R)	441,70	477,09
of which hazardous	441,70	477,09
<b>EWC 11 01 11* - Aqueous rinsing liquids containing dangerous substances</b>	<b>12,70</b>	<b>21,08</b>
of which disposed of (D)	12,70	21,08
of which recovered (R)	0,00	0,00
of which hazardous	12,70	21,08
<b>EWC 12 01 09* - Machining emulsions and solutions free of halogens</b>	<b>898,00</b>	<b>885,4</b>
of which disposed of (D)	898,00	885,4
of which recovered (R)	0,00	0,00
of which hazardous	898,00	885,4
<b>EWC 12 01 14* - Sludge from cleaning of die-casting cells</b>	<b>6,42</b>	<b>6,72</b>
of which disposed of (D)	6,42	6,72
of which recovered (R)	0,00	0,00
of which hazardous	6,42	6,72
<b>EWC 12 01 16* - Waste blasting material</b>	<b>43,77</b>	<b>45,77</b>
of which disposed of (D)	43,77	45,77
of which recovered (R)	0,00	0,00
of which hazardous	43,77	45,77
<b>EWC 12 01 18* - Sludge from chromium steel grinding</b>	<b>8,73</b>	<b>10,6</b>
of which disposed of (D)	8,56	10,6
of which recovered (R)	0,17	-
of which hazardous	8,73	10,6
<b>EWC 15 01 10* - Packaging containing residues of or contaminated by dangerous substances</b>	<b>23,00</b>	<b>19,22</b>
of which disposed of (D)	0,00	0,23
of which recovered (R)	23,00	18,99
of which hazardous	23,00	19,22
<b>EWC 15 02 02* - Absorbent material and PPE contaminated with hazardous substances</b>	<b>48,50</b>	<b>47,21</b>
of which disposed of (D)	9,00	14,08
of which recovered (R)	39,50	33,13
of which hazardous	49,00	47,21

### GRI 306-3 Total waste generated [T]

TYPE OF WASTE (TONNES)	2022	2023
<b>Other waste</b>	<b>86,17</b>	<b>139,75</b>
Altri rifiuti smaltiti (D)	66,48	91,28
Altri rifiuti recuperati (R)	14,89	48,47
Altri rifiuti pericolosi	64,61	99,21
<b>Total waste produced</b>	<b>7.472,13</b>	<b>8.628,44</b>
of which disposed of (D)	1.061,61	1.129,01
of which recovered (R)	6.405,73	7.508,43
of which hazardous	1.564,61	1.679,18
<b>% recovered waste on total</b>	<b>85,73%</b>	<b>87,02%</b>
<b>% hazardous waste on total</b>	<b>21,01%</b>	<b>19,46%</b>

### GRI 303-3 Water withdrawal in Megalitres

SOURCE OF WITHDRAWAL	2022		2023	
	ALL AREAS	WATER-STRESSED AREAS	ALL AREAS	WATER-STRESSED AREAS
<b>Surface waters</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
of which fresh water ( $\leq 1,000$ mg/l total dissolved solids)	0	0	0	0
of which other water types ( $> 1,000$ mg/l total dissolved solids)	0	0	0	0
<b>Groundwater</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
of which fresh water ( $\leq 1,000$ mg/l total dissolved solids)	0	0	0	0
of which other water types ( $> 1,000$ mg/l total dissolved solids)	0	0	0	0
<b>Seawater</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
of which fresh water ( $\leq 1,000$ mg/l total dissolved solids)	0	0	0	0
of which other water types ( $> 1,000$ mg/l total dissolved solids)	0	0	0	0
<b>Produced water</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
of which fresh water ( $\leq 1,000$ mg/l total dissolved solids)	0	0	0	0
of which other water types ( $> 1,000$ mg/l total dissolved solids)	0	0	0	0
<b>Third-party water resources</b>	<b>27</b>	<b>0</b>	<b>26</b>	<b>0</b>
Fresh water ( $\leq 1,000$ mg/l total dissolved solids)	27	0	35	0
of which surface waters	27	0	35	0
of which groundwater	0	0	0	0
of which seawater	0	0	0	0
of which produced water	0	0	0	0



### GRI 303-3 Water withdrawal in Megalitres

	2022		2023	
<b>Other water types (&gt;1,000 mg/l total dissolved solids)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
of which surface waters	0	0	0	0
of which groundwater	0	0	0	0
of which seawater	0	0	0	0
of which produced water	0	0	0	0
<b>Total water withdrawal</b>	<b>27</b>	<b>0</b>	<b>26</b>	<b>0</b>

### GRI 301-1 Materials used by weight or volume

<b>MATERIALS USED (TONNES)</b>	<b>2022</b>	<b>2023</b>
<b>Aluminum in ingots</b>	<b>8.413,00</b>	<b>9.391,00</b>
of which renewable	0,00	0,00
of which non-renewable	8.413,00	9.391,00
<b>Aluminum castings processed on behalf of third parties (*)</b>	<b>1.979,00</b>	<b>1.653,00</b>
of which renewable	0,00	0,00
of which non-renewable	1.979,00	1.653,00
<b>Aluminum castings purchased</b>	<b>2.579,00</b>	<b>4.023,00</b>
of which renewable	0,00	0,00
of which non-renewable	2.579,00	4.023,00
<b>Steel for discs</b>	<b>194,00</b>	<b>147,00</b>
of which renewable	0,00	0,00
of which non-renewable	194,00	147,00
<b>Silica sand (including cores)</b>	<b>2.621,00</b>	<b>3.404,00</b>
of which renewable	0,00	0,00
of which non-renewable	2.621,00	3.404,00
<b>Steel shot</b>	<b>33,00</b>	<b>48,00</b>
of which renewable	0,00	0,00
of which non-renewable	33,00	48,00
<b>Release agent-Bonderite</b>	<b>60,00</b>	<b>52,00</b>
of which renewable	0,00	0,00
of which non-renewable	60,00	52,00
<b>Lubricating Oil</b>	<b>19,00</b>	<b>65,00</b>
of which renewable	0,00	0,00

### GRI 301-1 Materials used by weight or volume

MATERIALS USED (TONNES)	2022	2023
of which non-renewable	19,00	65,00
<b>Total</b>	<b>15.898,00</b>	<b>18.783,00</b>
of which renewable	0,00	0,00
of which non-renewable	15.898,00	18.783,00

### GRI 204-1 Proportion of spending on local suppliers

	2022			2023		
	LOCAL EXPENDITURE [€]	TOTAL ANNUAL EXPENDITURE [€]	PROPORTION OF LOCAL EXPENDITURE [%]	LOCAL EXPENDITURE [€]	TOTAL ANNUAL EXPENDITURE [€]	PROPORTION OF LOCAL EXPENDITURE [%]
Italy	95.913.408	116.570.306	82,3	85.102.230	98.699.587	86,2
Rest of Europe	20.656.898	116.570.306	17,7	13.597.356	98.699.587	13,8



# GRI CONTENT INDEX

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION
<b>GENERAL DISCLOSURES</b>		
GRI 2 - General Disclosures - version 2021	2-1 Organisational details	Pg. 8-9
	2-2 Entities included in the organisation's sustainability reporting	Pg. 4
	2-3 Reporting period, frequency and contact point	Pg. 4
	2-4 Restatements of information	Pg. 4
	2-5 External assurance	This Sustainability Disclosure is not subject to external assurance.
	2-6 Activities, value chain and other business relationships	Pg. 10
	2-7 Employees	Pg. 28-29; 55
	2-8 Workers who are not employees	Pg. 28; 54
	2-9 Governance structure and composition	Pg. 12; 20
	2-22 Statement on sustainable development strategy	Pg. 3
	2-27 Compliance with laws and regulations	Pg. 13
	2-28 Membership associations	Pg. 12
	2-29 Approach to stakeholder engagement	Pg. 20-21
2-30 Collective bargaining agreements	Pg. 28	
<b>MATERIAL TOPICS</b>		
GRI 3 - Material topics - version 2021	3-1 Process to determine material topics	Pg. 22
	3-2 List of material topics	Pg. 22
<b>SUSTAINABLE SUPPLY CHAIN MANAGEMENT</b>		
GRI 3 - Material topics - version 2021	3-3 Management of material topics	Pg. 48-49
GRI 204 - Procurement practices	204-1 Proportion of spending on local suppliers	Pg. 49
GRI 301 - Materials	301-1 Materials used by weight or volume	Pg. 63-64
<b>BUSINESS ETHICS AND INTEGRITY</b>		
GRI 3 - Material topics - version 2021	3-3 Management of material topics	Pg. 13
GRI 205 - Anti-corruption - version 2016	205-3 Confirmed incidents of corruption and actions taken	Pg. 13
<b>COMPLIANCE AND RISK MANAGEMENT</b>		
GRI 3 - Material topics - version 2021	3-3 Management of material topics	Pg. 13-15
GRI 205 - Anti-corruption - version 2016	205-3 Confirmed incidents of corruption and actions taken	Pg. 13
<b>ENERGY CONSUMPTION AND EFFICIENCY</b>		
GRI 3 - Material topics - version 2021	3-3 Management of material topics	Pg. 40-42

<b>GRI STANDARD / OTHER SOURCE</b>	<b>DISCLOSURE</b>	<b>LOCATION</b>
GRI 302 - Energy - version 2016	302-1 Energy consumption within the organisation	Pg. 57
<b>AIR EMISSIONS AND CLIMATE CHANGE MITIGATION</b>		
GRI 3 - Material topics - version 2021	3-3 Management of material topics	Pg. 42
GRI 305 - Emissions - version 2016	305-1 Direct (Scope 1) GHG emissions	Pg. 58
	305-2 Energy indirect (Scope 2) GHG emissions	Pg. 58
<b>WASTE AND WATER RESOURCE MANAGEMENT</b>		
GRI 3 - Material topics - version 2021	3-3 Management of material topics	Pg. 43-45
GRI 303 - Water and effluents 2018	303-1 Interactions with water as a shared resource	Pg. 44-45
	303-2 Management of water discharge-related impacts	Pg. 44
	303-3 Water withdrawal	Pg. 62-63
GRI 306 - Waste - version 2020	306-1 Waste generation and significant waste-related impacts	Pg. 43-44
	306-2 Management of significant waste-related impacts	Pg. 43-44
	306-3 Waste generated	Pg. 60-62
<b>PROTECTION OF OCCUPATIONAL HEALTH AND SAFETY AND WELL-BEING</b>		
GRI 3 - Material topics - version 2021	3-3 Management of material topics	Pg. 31-34
GRI 403 - Occupational health and safety	403-1 Occupational health and safety management system	Pg. 31-32
	403-2 Hazard identification, risk assessment and incident investigation	Pg. 32-33
	403-4 Worker participation, consultation and communication on occupational health and safety	Pg. 33
	403-5 Worker training on occupational health and safety	Pg. 33
	403-9 Work-related injuries	Pg. 55
<b>DIVERSITY, EQUAL OPPORTUNITY AND NON-DISCRIMINATION</b>		
GRI 3 - Material topics - version 2021	3-3 Management of material topics	Pg. 31
GRI 405 - Diversity and equal opportunity	405-1 Diversity of governance bodies and employees	Pg. 12; 54; 56
GRI 406 - Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	Pg. 33
<b>MANAGEMENT, DEVELOPMENT AND EMPOWERMENT OF HUMAN RESOURCES</b>		
GRI 3 - Material topics - version 2021	3-3 Management of material topics	Pg. 28-30
GRI 401 - Employment - version 2016	401-1 New employee hires and employee turnover	Pg. 54-55
GRI 404 - Training and education	404-1 Average hours of training per year per employee	Pg. 56
<b>ECONOMIC PERFORMANCE</b>		
GRI 3 - Material topics - version 2021	3-3 Management of material topics	Pg. 16
GRI 201 - Economic performance	201-1 Direct economic value generated and distributed	Pg. 16

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION
<b>RESEARCH DEVELOPMENT AND DIGITALISATION</b>		
GRI 3 - Material topics - version 2021	3-3 Management of material topics	Pg. 51-52
<b>PRODUCT QUALITY, SAFETY AND CLIENT SATISFACTION</b>		
GRI 3 - Material topics - version 2021	3-3 Management of material topics	Pg. 50
<b>COMMUNITY ENGAGEMENT AND SOCIAL INVESTMENT</b>		
GRI 3 - Material topics - version 2021	3-3 Management of material topics	Pg. 36-37