



Leads The Innovation

Sustainability Report 2024

For any request, observation or clarification regarding the sustainability activities performed by Tecnopress S.p.A., please send an e-mail to info@tecnopress.it

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Letter to stakeholders

We are pleased to present, through the second sustainability report of Tecnopress S.p.A., the progress made and the objectives achieved.

2024 was a year of interesting challenges for Tecnopress, also considering the particular situation of the Automotive market. Compared to the previous year, the turnover did not grow, but the response to the performance of the Automotive business can be assessed positively. However, the development of the specific activities planned for the sustainability strategy continued, with particular attention to the planning and implementation of measures to reduce environmental impacts.

The international context is complex: the most recent economic forecasts show a slowdown in global economic growth, influenced by high inflation, financial restrictions and geopolitical scenarios affecting Europe and Middle East. Furthermore, although the cost of energy has decreased compared to last year, it still represents a potential criticality. Despite these scenarios, Tecnopress confirms that it will continue to develop and diversify the business through the strengthening of the activities in all company functions, together with a high commercial dynamism. The commercial strategy that Tecnopress is following allowed the entrance into new market segments.

We have decided, in line with the principles of transparency and reliability that characterize our corporate action, to integrate our management system with the health and safety management system, certified at the beginning of 2024.

For the third year, we have calculated greenhouse gas inventories and analyzed the results in order to continue to responsibly implement the specific actions necessary to reduce our greenhouse gas emissions.

We have supported our customers in calculating the carbon footprint of their products and, together, we have sought strategies to make them more sustainable.

We are convinced that the emergency of ESG issues, which aim to increasingly integrate environmental and social sustainability into the business of European companies, remains an opportunity for us to seize in order to accelerate the path towards a more sustainable future, together with our customers, suppliers, employees and stakeholders.



Romano Bettinsoli

CEO



Marco Bettinsoli
General Manager



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CRITERIA FOR THE DRAWING UP OF THE DECLARATION

BP-1 – BP-2

Tecnopress drew up the present declaration on an individual basis, referring to the period for January 1st to December 31st 2024.

By drawing up the sustainability declaration, the company adopts the following time intervals from the end of the reference period:

- a) Short period:
the period of one year adopted by the company as the reference period for his financial statements;
- b) Medium period: up to five years after the end of the reference period
- c) Long period: over 5 years.

In relation to the estimates and assessments showed in the document, which include the value chain data, Tecnopress declares that, in the evaluation of its own CO2 emissions, the input elements have been evaluated as described in paragraph "Climate changes".

GOVERNANCE

Role and information of administrative, directional and control bodies.

GOV-1 – GOV- 2

Tecnopress' will to operate in a more proactive and responsible way in order to effectively integrate sustainability in its own business, led the company to implement, in its existing management systems, specific processes meant to plan and monitor the ESG issues across the company. Business processes that have an impact on sustainability are coordinated by HSE manager who has the responsibility to propose, coordinate and start projects and initiatives regarding social responsibility, monitoring the action plans of the different organisational units, also based on external best practice, examining the informatives and the stakeholder requestes on sustainability themes and coordinating the activities and the drawing up of the sustainability declaration. Tecnopress' management is organised in a team consisting of:

- CEO
- General Manager
- Plant Manager
- Quality Manager
- HR Manager
- Finance Manager
- Sales office Manager
- HSE Manager
- Purchasing dept. Manager

The team management is involved in the governance procedures used to monitor, manage and control the impacts, the risks and the opportunities like:

- The verification of the controls and procedures dedicated to impact, risks and opportunity management through a confrontation with the responsables of the process
- The definition and the monitoring of the targets connected to the relevant impacts, risks and opportunities, and the progresses made in their achieving.

The company's management team developed throughout the years specific skills in the field of corporate management system, evaluation and monitoring of the impacts, the risks and opportunities, through the certified management system ATF 16949:2016, integrated with quality, safety and environmental managing systems. Over the years, by obtaining the certifications UNI EN ISO 14001 and UNI EN ISO 45001, the company management measured itself with the integration of the company risks, specifically regarding the aspects of the markets and business continuity, with the typical impacts on the environment and safety at work.

Also, in the previous year, the risk assessment also included sustainability issues.

Duty of care declaration

GOV-4

Tecnopress, through its own risk and opportunity analysis process, detected and evaluated the negative impacts linked to the own company operations and the upstream or downstream value chain, also through its products or services and its commercial relationships. A priority has been given to any foreseen action, based on the gravity and the chance of occurrence of the impacts.

The identification of the relevant impacts contributed to the identification of the risks and opportunities in terms of sustainability, which are often a consequence of said impacts.



Risk management and internal controls over sustainability report

GOV-5

For the purposes of identifying business risks, each Manager or process responsible must evaluate and manage all the risks regarding their own area of competence.

Based on the performed risk assessment, the Manager identifies the most significant risks and expresses for each one, also by confronting the CEO when necessary, an associated risk evaluation and its impact on the company business in terms of gravity and possibility of occurrence.

An analysis of internal and external risks of the productive steps, the toolings and the facilities has been carried out in order to maintain the productive output

and guarantee that the automotive customers' requirements are met.

The risk is evaluated considering the following criteria:

- Impact on customer (I);
- Chance of occurrence (P).

The set of possible value of the risk level is represented in the following matrix:

Index risk R=IxP	Impact on Customer (Gravity)				
	1 Minor	2 Low	3 Medium	4 Serious	5 Very Serious
Chance of occurrence					
1 Very Unlikely	Low	Low	Low	Low	Low
2 Unlikely	Low	Low	Low	Low	Medium
3 Likely	Low	Low	Medium	Medium	High
4 Quite likely	Low	Low	Medium	High	High
5 Very likely	Low	Medium	Medium	High	High

The risk is classified as high, medium or low based on the following scores:

- from 16 to 25 = high risk (Red)
- from 8 to 15 = medium risk (Yellow)
- from 1 to 7 = low risk (Green)

Net risk is remeasured based on the containment measures and the mitigating procedures actuated by the company.

Containment factors are the sum of the internal and/or external, factors which can contribute to the mitigation or elimination of the risk, while the mitigating procedures are the organisational processes that Tecnopress has equipped itself with in order to continuously, reduce,

control and evaluate every single risk.

Net risk evaluation is obtained through the same method adopted for the calculation of the gross risk.

Risks, for which no mitigation measurements exist, are taken into account as well. In this case the residual risk coincides with the gross risk.

Gross risks classified as "High" or "Medium" are put by the CEO into the matrix of the company risks:

The team management defines the risk management strategy to implement based on the residual level risk.

Especially, said strategy can aim to:

- 1) Avoiding the risk (e.g. dismantle an operating unit, a line of production, get rid of a segment of the market, choosing not to start a new initiative which could lead to important risks)
- 2) Reducing the risk to an acceptable level (e.g. diversify the offer of a product, put operational limits, increase the involvement of the management, increase the controls);
- 3) Control the risk (e.g. constant monitoring by the company);

4) Accept the risk (e.g. self-insure against losses).

The mapping of the risks occurs through the coordination between CEO and management team.

The CEO updates the matrix risk at least in order to define the strategy to actuate. Said update is preferably executed during the approval of the financial report.

Furthermore, the CEO is responsible to inform the managers and the responsables of the process about the matrix risk.

Risk monitoring is performed by the management team, in collaboration with the management system managers who organise the control activities and the necessary internal audit.

STRATEGY

Strategy, business model and value chain

SBM-1

Tecnopress is a leading company in the production of high precision mechanical components.

Founded in 1984, the company developed a solid reputation thanks to its dedication to innovation, quality and customer satisfaction. With more than 35 years of experience, Tecnopress is a synonymus of excellence and reliability in the Italian industrial panorama.

Our Mission

Our mission is the supply of advanced mechanical solutions that overcome the expectations of our customers. We commit ourselves to pursuit excellence in every phase of the productive process, from design to final production, granting top quality products and impeccable service.

Our corporate values

INNOVATION

We costantly invest in search and development in order to maintain our competitive advantage and to offer cutting-edge solutions.

QUALITY

Every product is subjected to rigorous quality checkings in order to secure the maximum level of precision and reliability.

SUSTAINABILITY

We adopt sustainable manufacturing practices to minimize environmental impact and promote a greener future.

CUSTOMER AT THE CENTRE

The success of our customers is our success. We offer personalized support and advice to satisfy every specific necessity.

Services and Products

Tecnopress offers a full range of services, including:

- Design and Development: Personalized solutions for any necessity, using the most advanced technologies CAD/CAM;
- Production: Precision mechanical components made of high quality materials and advanced manufacturing techniques;
- Technical assistance: After-sales support to ensure the maximum efficiency and durability of our products;
- Application sectors.

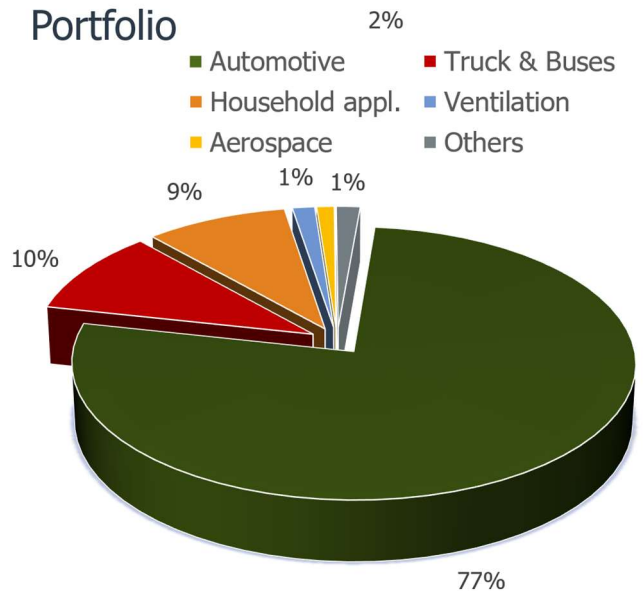
Our products find application in numerous industrial sectors, including:

- Automotive
- Aerospace
- Energy
- Medical
- Machine Tools
- Technologies and Innovations

We are proud of using the most modern production technologies:

- CNC Machining: In order to guarantee maximum precision and speed in the production of complex components;
- 3D printer: For fast prototype construction and production of small batches;
- Industrial automatization: For the improvement of production efficiency and reduction of delivery time.

Portfolio



Our History

1984

Tecnopress S.r.l. was founded with two die casting cells on 1.000sqm.

2005

Certification according to ISO TS 16949 certificate, updated to new IATF standard.

2014

Tecnopress takes over BGP Pressofusione foundry with a specific knowledge in casting of engine housings and covers.

2021

New machining and assembly department. New storage for finished products.

1998

First certification according to ISO 9001:2000 standard.

2010

Certification according to ISO14001:2015 standard.

2020

Completes the new production warehouse dedicated to machining, assembly and storage of finished products.

2023

Roofing with solar panels for 1.140 kwh.

From the end of the 90s to today the machine park increases to the actual 16 die casting cells from 300 to 2000 tons closing force.

Since 2010 Tecnopress continuously invests both in quality and development to satisfy standards requested by the market. In addition to the expansion of the machine park, 6 islands of traditional casting have been replaced by energy saving hybrid machines. The machining department has been improved and strongly developed through continuous investments in machining, checkings and assembly devices. Tecnopress has always been careful of the sustainable development, the financial solidity built throughout the years allows to define a mid/long-term development strategy. Today we employ 132 people with a production area of 30.000 sqm organised as follows:

- 16 automatic die casting cells from 300T to 2000T closing force
- 5 central furnaces
+ option of casting on selected machines
- 15 shifts/week
+ extra shifts on request

Our customer-focused policies of continuous investment in innovation allow us to confirm good results year after year, also confirmed by the turnover trend, which has seen an increase of 32% from 2019 to 2023. Due to general decline of Automotive Market, the turno over of 2024 decreased by 13% compared to the previous year.

	Turnover in €
2019	43.563.000
2020	35.000.000
2021	42.000.000
2022	55.000.000
2023	64.079.879
2024	55.320.000



Our customers

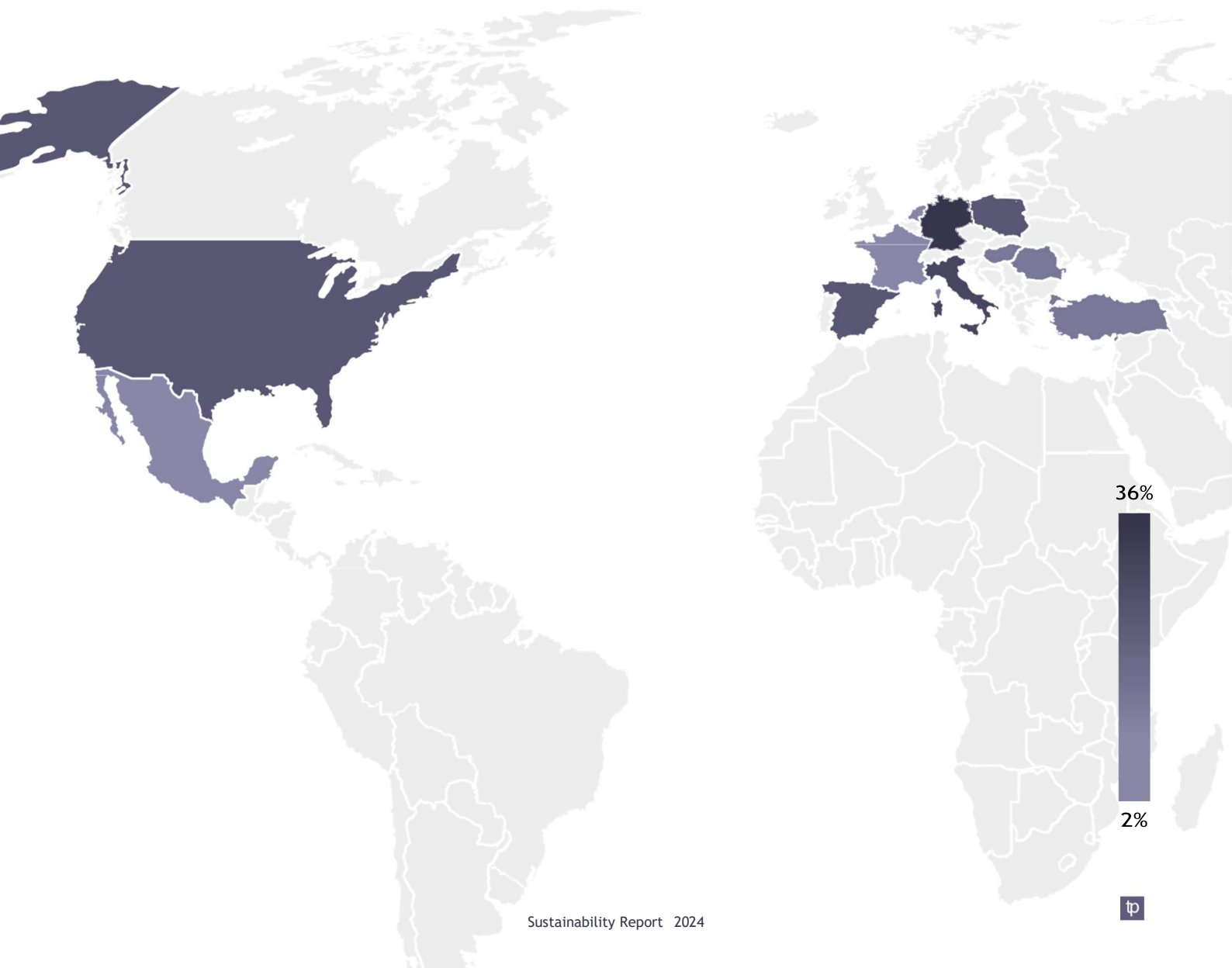
Tecnopress collaborates and interacts daily with the main manufacturers of worldwide transport and work vehicles, electric vehicles and household appliances.

Tecnopress commits to understanding and anticipating their future needs as well as promoting the joint development of solutions.

Our customers are mainly located in Europe, but the company is investing also in the US and Central America markets.

We work everyday to offer:

- Product reliability and safety;
- Reliability and flexibility of productive processes so that business continuity and compliance with delivery times are guaranteed;
- Continuous innovation of the products, also regarding to the improvement of environmental performance and configuration of the product for the improvement of the technical performance;
- Support for the joint development of customized solutions;
- Technical support and assistance in know-how transferring.



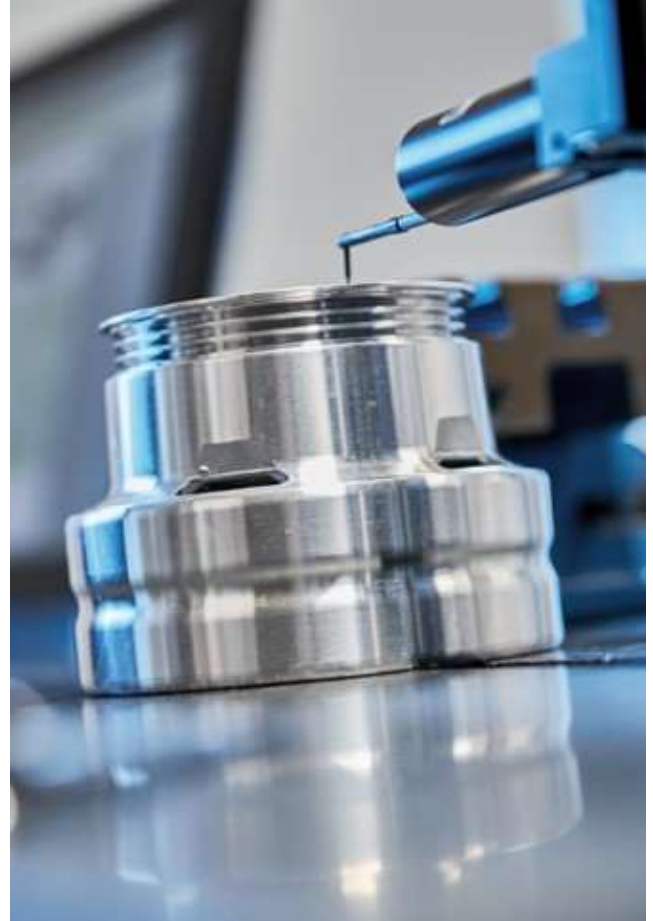
The challenges of the market

The sector of high precision aluminum components represents a fundamental niche within the global manufacturing industry, it is a dynamic and rapidly evolving industry. Despite the challenges, the growth opportunities are significant, supported by technological innovations and a growing demand of light and sustainable solutions.

Characterised by a growing demand of light, durable and highly precise solutions, this sector plays a crucial role in numerous industrial sectors, including automotive, aerospace, electronic and energy.

The adoption of advanced technologies such as CNC (Computer Numerical Control) machining and 3D printing is transforming the sector, allowing the production of components with extremely reduced tolerances and complex geometries.

In a highly competitive market, with numerous global actors, which offer such solutions, Tecnopress wants to play a leading role in these years of evolution, maintaining significant investments in technological and process innovation.



Interests and opinions of the stakeholders

SBM-2

Over the years, Tecnopress has established a continuous and active dialogue with its internal and external stakeholders based on the values of transparency, trust and consensus in decisions.

Through this listening and confrontation process, Tecnopress is able to evaluate in what measure it is understanding and satisfying the expectations and interests of its own stakeholders, identifying the areas where an improvement is necessary and those where to confirm the adopted method.

The list of the areas of impact is integrated through the study and the analysis of the impacts caused by the universe of the ESG.

The main instruments used for the analysis were:

- **Benchmark analysis of the ESG topics published by peers companies, competitors and customers;**

- **Analysis of the ESG risks performed by recognised ESG rating agencies;**
- **Consultation of sector documents and orientation guidelines;**
- **Analysis of the national, EU and non-EU legislative overview.**

The identification of the impacts generated or suffered by the stakeholders has been executed through active exchanges such as meetings and passive such as sending specific questionnaires to share relevant risks and opportunities.

Below the complete list of the priority stakeholders, together with the methods of involvement with which the respective expectations and needs useful for identifying the impacts were identified:

Stakeholder group	Method of involvement	Expectations and needs
Employees	<ul style="list-style-type: none"> – Survey on specific topics – Labor union discussions – Activities of internal communication – Trainings 	<ul style="list-style-type: none"> – Live a stable working condition – Opportunity of professional growth and training – Regular payment of wages – Being able to carry out the job in conditions of maximum security, efficiently and effectively – Having clear instructions at work – Having an objective evaluation of personal performances – Protection of psycho-physical wealth – Respect and appreciation of the diversities – Recognition in the values subscribed by the company – Sustainable use of resources and responsible consumption – Training for young people
Customers	<ul style="list-style-type: none"> – Daily relationships with sales and technical team – Interviews aimed at identifying the necessities and the grade of satisfaction of the relationship relazione – Business review meeting – Processes of qualification and monitor of the suppliers 	<ul style="list-style-type: none"> – Quality – Product safety – Reliability of the organisational structure and risk management capabilities – Ethics and integrity – Favorable quality/price ratio – Partnership development – Professionalism – Relations – Availability and collaboration – Quick reaction time – Compliance with delivery time – Flexibility – Business continuity – Technical team support – Know-how and skills – Innovation – Promotion of new ideas and ideas of product – Support in development of products with lower environmental impact – Support in providing data to calculate the product carbon footprint – Decarbonization of the supply chain

Stakeholder group	Method of involvement	Expectations and needs
Suppliers	<ul style="list-style-type: none"> – Daily relationships with purchasing teams – Process of qualification and evaluation of suppliers 	<ul style="list-style-type: none"> – Continuity in collaboration – Compliance with the contractual conditions – Partnership development
Local communities	<ul style="list-style-type: none"> – Relationship with the property – Collaboration with local schools – Agreements for the reception of working students – Support to social and cultural initiatives 	<ul style="list-style-type: none"> – Collaboration continuity – Development of new projects of shared value
Local entities and ruling authorities	<ul style="list-style-type: none"> – Authorisation request and release – Inspections – Consultations 	<ul style="list-style-type: none"> – Regulatory compliance – Feedback from the market
Certification bodies	<ul style="list-style-type: none"> – Audit 	<ul style="list-style-type: none"> – Compliance with regulations – Accuracy of the informations
Trade associations	<ul style="list-style-type: none"> – Monitor of the update channels – Direct contact for exchange of informations about company trends and necessities 	<ul style="list-style-type: none"> – Collaboration and constant information flow
Banks	<ul style="list-style-type: none"> – Direct contact with administration office 	<ul style="list-style-type: none"> – Accuracy of information – Solvency – Economic solidity
Insurance company	<ul style="list-style-type: none"> – Contact with administration office/management 	<ul style="list-style-type: none"> – Risk prediction and management

Specifically, in 2023 Tecnopress involved part of the workers, the customers, the suppliers and some representatives of the local community to define risks and opportunities relevant for Tecnopress, which became subject of the sustainability report.

Relevant impacts, risks and opportunities and their interaction with the strategy and the business model

SBM-2

Tecnopress has identified the main risks in the sustainability area, using evaluation criteria aligned with the corporate risks management methodology.

Below are identified the main risks, as well as the mitigating actions implemented up to date and the future targets for their management.

<p>Environmental risks</p>	<p>Tecnopress participates in trade associations and makes use of specific consultancies, in order to maintain its compliance with environmental legislation. The company implemented an environmental risk analysis method, part of the Environmental System Management certified according to standard ISO 14001:2015.</p> <p>Tecnopress carried out an in-depth risk assesment derived from climate change, with particular attention for the risks connected to the climate change and the consequent worsening of extreme atmosphere events which may affect the production sites, in addition to material damages and implications of production continuity, also a potential dispersion of dangerous substances in the environment.</p> <p>Activities are constantly underway to reduce water consumption and the efficiency and the improvements are periodically monitored.</p> <p>Furthermore, the company activated an insurance for "catastrophic risks" and implemented a plan to guarantee Business Continuity in case of extraordinary events linked to climate change.</p> <p>Another risk linked to environmental issues concerns possible non-compliance with the authorisation requirements defined by the company AIA: Tecnopress adopts the best technologies available on the market and since years has defined a monitoring plan of its own emissions.</p>
<p>Management of the supply chain and safeguard of human rights</p>	<p>These risks concern the possible failure by suppliers, to comply with the Supplier Code of Conduct regarding sustainability, including the respect of human rights, human trafficking, modern slavery, environmental safeguard, health and safety at workplace and fight against corruption.</p> <p>Tecnopress asks its suppliers to sign a Code Of Conduct and shares a tender standard that defines in detail every commercial relationship.</p>

<p>Staff-related risks</p>	<p>Tecnopress identifies and manages the safety and security risks, as well as those linked to the management of the staff.</p> <p>The commitment for the safeguard and promotion of safety and security at work translates into careful risk management, as described in the specific section, through a continuous analysis of the critical issues and preemptive approach, through the management of a system certified according to UNI EN ISO 45001 standard.</p> <p>Tecnopress believes that its people represent the key to business success because they provide the true competitive advantage to the organisation. For this reason the company developed a strategy that aims to favor everyone’s growth potential. To fill any skill gap, individual paths and structured moments are programmed in order to verify and share the goals achieved with all the employees. Opportunities for professional growth are offered in an ethically correct environment, free from discriminations.</p>
<p>Risks linked to corruption and regulatory compliance</p>	<p>In order to mitigate the risk, Tecnopress adopted a company Code of Ethics, which guarantees transparent and ethical behavior on the side of the employees and promotes a preventive policy on the side of the company.</p> <p>The regulation on reporting and safeguard of the whistleblower, approved in 2023, guarantees all stakeholders the possibility to point out any conduct that implies a violation of the Code of Ethics, wheter it is presumed or confirmed, to which are added the offenses of origin and relevance of EU that hence harm its financial interests.</p>
<p>Social risks</p>	<p>One of the most relevant risks affecting the group, regarding the social sphere, concerns the quality and the security of the products. For this reason Tecnopress adopted throughout the years a strong quality management system, certified according to UNI EN ISO 9001 standard and automotive standard, better specified in the dedicated section.</p>

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

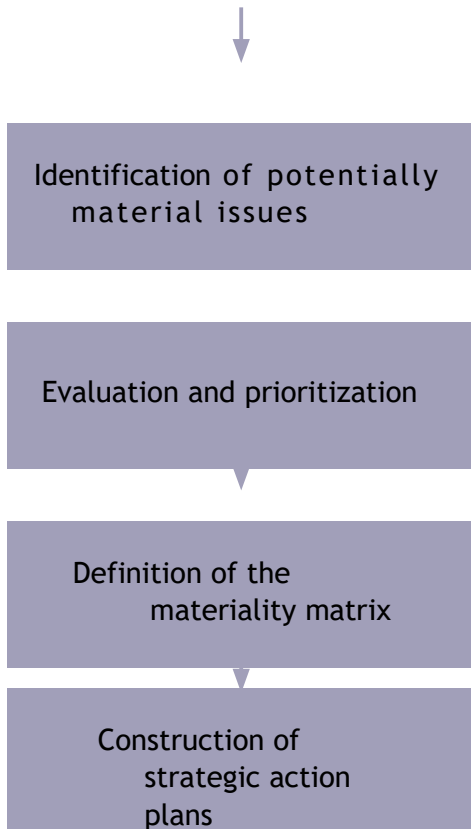
a) Information on the relevance evaluation process

Description of the process to identify and evaluate relevant impacts, risks and opportunities

IRO-1

In 2023 Tecnopress started a process for the evaluation of the “Outside-in” (Financial Materiality) perspective, carried out on the basis of the EFRAG European Sustainability Reporting Standards (ESRS, i.e. the reporting standard that must be used by the companies subject to Corporate Sustainability Reporting Directive.

This analysis involves the determination of the impacts (positives, negatives, current and potential) generated by the organisations and their value chains of economy, the environment and people, including those about human rights. In accordance with what is established by the reporting standard, the process of defining the materiality analysis – and the subsequent identification of the material themes – was structured in the following four phases:



For the phases of understanding the context and identifying the impacts generated, various information sources and analysis have been taken into account, such as:

- Analysis of the main sustainability issues at regional and international level through the recognition of documents and the relationships of the most relevant and influential non-governmental organisations and the policy maker;
- Analysis of the main documents produced by associations, NGOs and sector organisations (like CDC and SASB) that aim at identifying the main sustainability topic in the reference sector;
- Analysis of the sustainability report instruments implemented by the companies of the sector;
- Analysis of the main internal documents (Code of Ethics, Policies).

Starting from this analysis, the current and potential, negative and positive impacts that Tecnopress and its value chain have or can potentially generate externally have been identified.

Once the impacts were identified, their significance was determined in accordance with the provisions of the GRI Standards and through a separate analysis based on their type. In particular, the relevance of an actual impact was determined by its severity, while that of a potential impact also took into account its probability of occurrence. To evaluate the severity of each impact the following variables were analyzed:



Scale, Area of interest and, for negative impacts, also the irremediability. Hence impacts have been prioritized based on their relevance and, after that, a materiality threshold was defined, which allowed to highlight the most significant impacts.

The latter were finally grouped into the material themes

that led to the drafting of the document of the Sustainability Report. As part of the materiality analysis, the management involved the owners, the employees and a selection of its external stakeholders, calling them to express their opinion on the assessment of sustainability impacts through a questionnaire.



AREA	TOPIC	COMPANY	STAKEHOLDER	DOUBLE MATERIALITY IMPACT
Environmental	Energy consumption and efficiency	4,00	4,86	5
	Hydric consumption and efficiency	4,00	4,90	5
	Sustainability of raw materials and supplies	3,00	4,57	5
	Climate risk adaptation and reduction of GHG emissions	4,00	4,48	4
	Environmental assessment of the supply chain	2,00	4,48	3
	Adoption of circular processes	5,00	4,67	6
	Reduction of waste	5,00	4,71	4
Economic	Investment capacity/strategic-financial vision	5,00	4,86	6
	Responsible conduct Fight against corruption	4,67	4,95	6
	Quality of service and product	5,00	5,24	5
	Management and organisational efficiency	4,67	4,67	5
	Business continuity	4,67	4,71	5
	Communication, reputation, strategic positioning	4,33	4,52	5
	Innovation and R&S	3,67	4,67	5
	Strategic partnership with research bodies/trade association	4,33	3,95	4
Ethic-Social	Internal mood and involvement	6,00	4,86	6
	Health and safety	5,33	5,19	6
	Enhancement of the community and territory	4,67	4,33	6
	Privacy and non disclosure of information	4,67	4,86	6
	Attraction of talents	5,67	4,71	5
	Promotion of equal opportunities, inclusion and diversity policy	5,00	4,71	5
	Training, personal and career growth	5,00	4,62	5
	Social evaluation of the supply chain	4,33	4,29	3
	Welfare	4,67	4,57	5

Very relevant				
Stakeholder		<ul style="list-style-type: none"> Adaptation - climate risk and reduction of GHG emissions Energetic consume and efficiency Hydric consumo and efficiency Responsible conduct And fight against corruption 	<ul style="list-style-type: none"> Adoption of circular processes Reduction of waste Investment capacity/ Strategic vision Product and service quality Health and safety Privacy and non disclosure of information Promotion of policies of equality, inclusion e diversity 	<ul style="list-style-type: none"> Internal mood and involvement Attraction of talents
Relevant	<ul style="list-style-type: none"> Environmental evaluation of the supply chain 	<ul style="list-style-type: none"> Sustainability of raw material and supplies 	<ul style="list-style-type: none"> Innovation e R&S 	<ul style="list-style-type: none"> Management and organisational efficiency Business continuity Communication, reputation and strategic placement Strategic partnership with research bodies/trade associations Enhancement of the communities and territory Training, personal and career growth
	Relevant	Company		Very relevant

Obligations of the ESRS covered by the declaration on the sustainability of the company

IRO-2

From the materiality analysis, the following areas of sustainability emerge as significant, areas that will be covered within the document:

ENVIRONMENTAL AREA

- Energetic consumption and efficiency
- Hydric consumption and efficiency
- Sustainability of raw materials and supplies
- Adaptation to climate risk and reduction of GHG emissions

ECONOMIC

- Investment capacity/strategic-financial vision
- Responsible conduct and fight against corruption
- Service and product quality
- Management and organisational efficiency
- Business continuity
- Innovation e R&S
- Strategic partnerships with research bodies/trade associations

ETHIC-SOCIAL

- Internal mood and involvement
- Health and safety
- Enhancement of the community and territory
- Privacy and non disclosure of informations
- Attraction of talents
- Promotion of equality, inclusion and diversity policies
- Training, career and personal growth

b) Minimum disclosure obligation on policies and actions

Policies adopted to manage relevant sustainability issues

MDR-P

Tecnopress intends to integrate sustainability in its business strategy and management, defining the targets to promote in a sustainability plan aligned with an industrial plan.

In order to achieve its mission while remaining faithful to its values and principles, Tecnopress adopted a Code of Ethics which constitutes the set of behaviors whose observance is of fundamental importance for the regular functioning of the company, to guarantee the reliability of the management and to preserve the company image and reputation.

The Code of Ethics is the pillar of this system, but it must be read and interpreted together with the documents considered essential for the development and diffusion of the fundamental values for Tecnopress, such as:

CODE OF ETHICS:

It sets out the rules of conduct which must inspire the activity of all those who

work for Tecnopress, in order to support sustainable growth and protect the corporate reputation, in compliance with shared principles, applicable laws and best practices

INTEGRATED QUALITY - SAFETY – ENVIRONMENT POLICY

Tecnopress was born with the aim of pursuing excellence in the field of aluminum die casting and precision mechanical processing associated with this sector, in synergy with the customer in the development of innovative projects.

The Integrated Quality Policy defined by the General Management and the Employer of Tecnopress identifies the strategies relating to the management systems for quality, safety and the environment.

POLICY ON HUMAN RIGHTS, DIVERSITY & INCLUSION

Tecnopress S.p.A. undertakes to identify, prevent and mitigate negative impacts on human rights, following one of its corporate activities, before or if they occur, scrupulously observing human rights and implementing adequate mitigation measures.

SUPPLIER CODE OF CONDUCT

Tecnopress decided to adopt a Supplier Code of Conduct containing the ethical principles and rules of conduct which are in addition to the legal, regulatory and procedural provisions that must characterize the commercial relations between Tecnopress



and its partners.

The recipients of this Code of Conduct are suppliers of raw materials, machinery and equipment, services and works, general and consultancy services of various types. The recipients are responsible for ensuring that this Code of Conduct has been read and guaranteeing compliance and respect for the principles throughout their supply chain, signing the commitment.

GENERAL SUPPLY SPECIFICATION

It unequivocally defines the general conditions of supply of die castings parts, processes and components including payment methods, quality and the links with the general accounting.

WHISTLEBLOWING PROCEDURE

The procedure has the aim of regulating the process of transmission, reception, analysis and management of reports (so-called Whistleblowing) on information adequately detailed, referable to Tecnopress personnel and/or third parties relating to violations of laws and regulations, of the Code of Ethics and of Conduct, as well as the system of rules and procedures in force in Tecnopress, including - but not limited to - the "Policy on human rights and Diversity and Inclusion", and the PG19 "Escalation" Procedure. The procedure is also aimed at implementing Legislative Decree 10 March 2023 n. 24, published in the Official Gazette on 15.03.2023, containing the transposition of Directive (EU) 2019/1937 concerning "the protection of people who report violations of Union law (so-called Whistleblowing discipline)".






Planning of actions and resources relating to relevant sustainability issues







MDR-A; MDR-M; MDR-T

Tecnopress Sustainability Plan was developed starting from an analysis of the ESG risks assessed by the management and is also the tool for sharing with stakeholders the path through which Tecnopress will contribute to the achievement of the sustainable development objectives (SDGs) of the 2030 Agenda of United Nations and the Global Compact Principles.

The specific targets and KPIs were defined and agreed in collaboration with the managers of each area. The Plan is monitored and updated annually in order to report its progress.



ESRS	SUSTAINABILITY ASPECTS	EVALUATED RISK	CAUSES	SDGS REFERENCE	TARGET	ACTIONS	TIMING	TARGET VALUE	YEAR BASE
E1 CLIMATE CHANGES	Energy and GHG	Failure to achieve the objectives of reducing climate-altering emissions SCOPE 1 and 2	Poor action plan for reducing emissions	7 ENERGIA PULITA E ACCESSIBILE 	Corporate scope 1 reduction through efficiency actions Engage in a process of reducing its emissions in line with the Paris agreements and contribute to keeping the temperature increase below 1.5°C compared to pre-industrial levels.	Continuous monitoring of environmental impact through calculating the organisation's carbon footprint and defining concrete objectives and improvement actions	2025	Monitoring of the environmental impact of its emissions. Start of product carbon footprint analysis	2022
		Missing evaluation of SCOPE 3	Missing evaluation of SCOPE 3		Calculation of the company's SCOPE 3 for the definition of improvement actions in the area	Start of the calculation and evaluation of SCOPE 3	2026	Calculation of corporate SCOPE 3	2023
E2 WATER RESOURCES	Water consumption	Missing optimization of water consumption	No measurement of the impact of water consumption by the business	6 ACQUA PULITA E SERVIZI IGIENICO-SANITARI 	Measurement of water consumption within the evaluation of the organization's carbon footprint	Continuous monitoring of environmental impact by defining concrete objectives and improvement actions	2025	-30%	2023
E4 BIODIVERSITY AND ECOSYSTEMS	Biodiversity	No significant impact on biodiversity is assessed							
E2 POLLUTION	Pollution	Impact of emissions due to activity	Failure to monitor the performance of office production, heating and cooling systems	12 CONSUMO E PRODUZIONE RESPONSABILI 	Keep emissions due to company activities under control	Continuous monitoring and maintenance of the systems	2025	Updating of the maintenance plan for company systems and cars	Every year
E5 USE OF RESOURCES AND CIRCULAR ECONOMY	Materials and waste	Incorrect and unsustainable waste management	Failure to monitor waste management and failure to implement actions to reduce, recover and recycle the different types of waste produced	12 CONSUMO E PRODUZIONE RESPONSABILI 	Maintain a reduction in production years of waste in proportion to turnover	Keep improvement actions updated with a view to this three Rs	2024	Maintain 100% recoverable waste quota	2023
S1 OWN WORK FORCE	Health and safety of employees	Failure to monitor the control and verification processes of working conditions in relation to health and safety	Incorrect management of the health system and the safety of workers	3 SALUTE BENESSERE 	Maintain the 2023 injury level	Implementation of the safety management system, enhancement of the activities of the internal prevention and protection service	2025	Maintaining a low level of injuries	2023

ESRS	SUSTAINABILITY ASPECTS	EVALUATED RISK	CAUSES	SDGS REFERENCE	TARGET	ACTIONS	TIMING	TARGET VALUE	YEAR BASE
S1 OWN WORK FORCE	Work conditions	Increased costs due to high turnover	Low competitiveness of company policies for worker well-being	16 PAGE, GIUSTIZIA E ISTITUZIONI SOLIDE 	Offer workers competitive working conditions with companies in the same sector and geographical area	Offer working conditions that protect the interests of workers and those of the company	2026	Define and implement personnel policies	2023
	Social dialogue	Failure to enhance company social dialogue tools	Non-continuous monitoring of the functioning of company representative bodies	5 PARITÀ DI GENERE  LAVORO DIGNITOSO	Make the most of corporate social dialogue tools for monitoring environmental and safety working conditions	Maintain periodic meetings with RLS, with the aim of identifying specific improvement actions in working, environmental and safety conditions	2024	At least 2 improvement actions per year defined in discussion with company representatives	2023
	Management of career and training	Failure to monitor onboarding, engagement, orientation and training processes in the company	Incomplete formalization of company operating practices for effective integration into the company		Define specific procedures and objectives for more effective integration into the company	Equip yourself with a specific program of insertion into the company which defines the different phases, from entry to onboarding to ongoing training, with particular attention to safety training	2025	Definition and formalization of the insertion phases, onboarding in the company and of a specific training plan	2021
	Diversity, Discrimination and harassment	Detection of discrimination actions within the company	Lack of awareness and training regarding company Diversity&Inclusion policies		Disseminate the code of ethics and policies for staff inclusion to 100% of employees	Disseminate the diversity&inclusion policy and corporate objectives	2024	Have updated all workers regarding company policies	2023
G1 COMPANY CONDUCT	Corruption and extortion	Possible commission of corruption and extortion crimes by collaborators	Failure to properly disseminate the corporate code of ethics	16 PAGE, GIUSTIZIA E ISTITUZIONI SOLIDE 	Spread the company code of ethics	Plan specific training actions on the code of ethics and work practices	2025	Have trained 100% of internal staff	2023
	Anti competitive practices	Possible commission of anti-competitive behavior by collaborators	Failure to properly disseminate the corporate code of ethics	LAVORO DIGNITOSO 	Disseminate and make it more operational the company organizational model	Plan specific training actions on the code of ethics and work practices	2025	Have trained 100% of internal staff	2023
	Security of data	Accidents regarding loss or data theft	Lack of dissemination of correct operating practices for protection of company data		Definire procedure comuni per la gestione e la salvaguardia dei dati aziendali	Integrare prassi e tecnologie esistenti, definire un sistema di gestione aziendale integrato	2025	Having defined and disseminated common procedures for managing company data	2023
S2 WORKERS IN VALUE CHAIN	Supplier social benefit	Failure to evaluate and control the ethical and social performance of partners belonging to the supply chain	Difficulties in evaluating the social performance of suppliers and in their monitoring	17 PARTNERSHIP PER GLI OBIETTIVI 	Define an evaluation practice for your supply chain	Make the use of assessments for the main suppliers increasingly widespread according to significance criteria	2026	Implement assessment of your suppliers Define monitoring and auditing plan for the main suppliers	2023

Metrics related to sustainability relevant questions

MDR- M

For the second consecutive year, excellent results have been recorded in water consumption, waste production, and emissions in atmosphere demonstrating a commitment that comes from afar. In 2024, Tecnopress will not be able to improve all the important results achieved in 2023 in the area of sustainability. The decline in production volumes has had a significant impact on the achievement of the objectives

CLIMATE CHANGES

+8,1%

Kwh used per Kg of Al melt compared to 2023

-5,2%

Kwh produced by photovoltaic compared to 2023

+5,3%

CO2 Emissions per Kg of melt Al compared to 2023

USE OF RESOURCES-CIRCULAR ECONOMY

-9,1%

Cubic meters of water used per Kg of Al melt compared to 2023

86%

Incoming materials from recycling

-7%

Waste produced per kg of melt Al compared to 2023

POLLUTION

-90,34%

Average value of emissions in atmosphere compared to the authorized limit

OWN WORK FORCE

20%

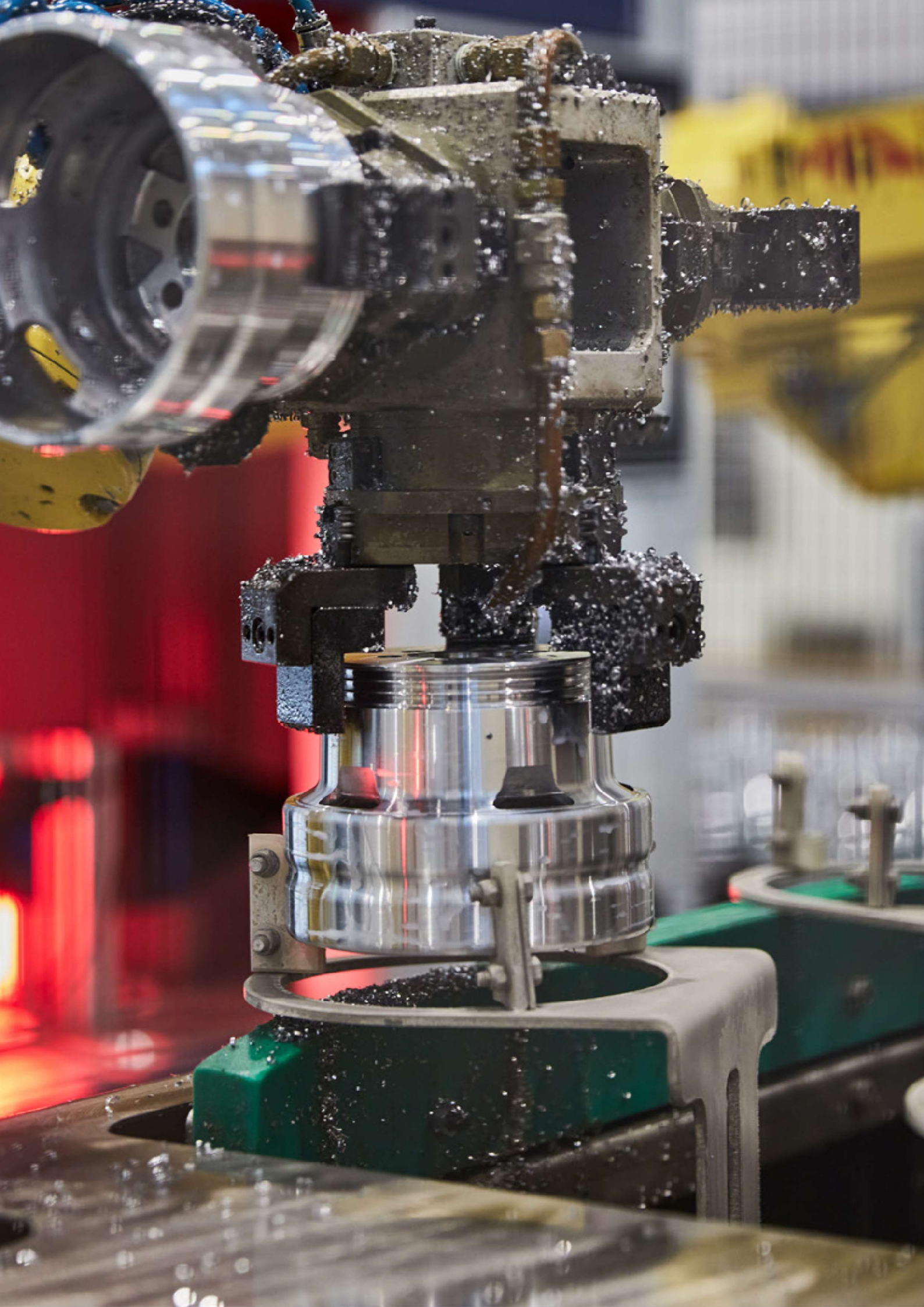
Employed Woman +12% compared to the avg of sector

823

Hours of Training 6 hours per person on average

+20%

People employed since 2021

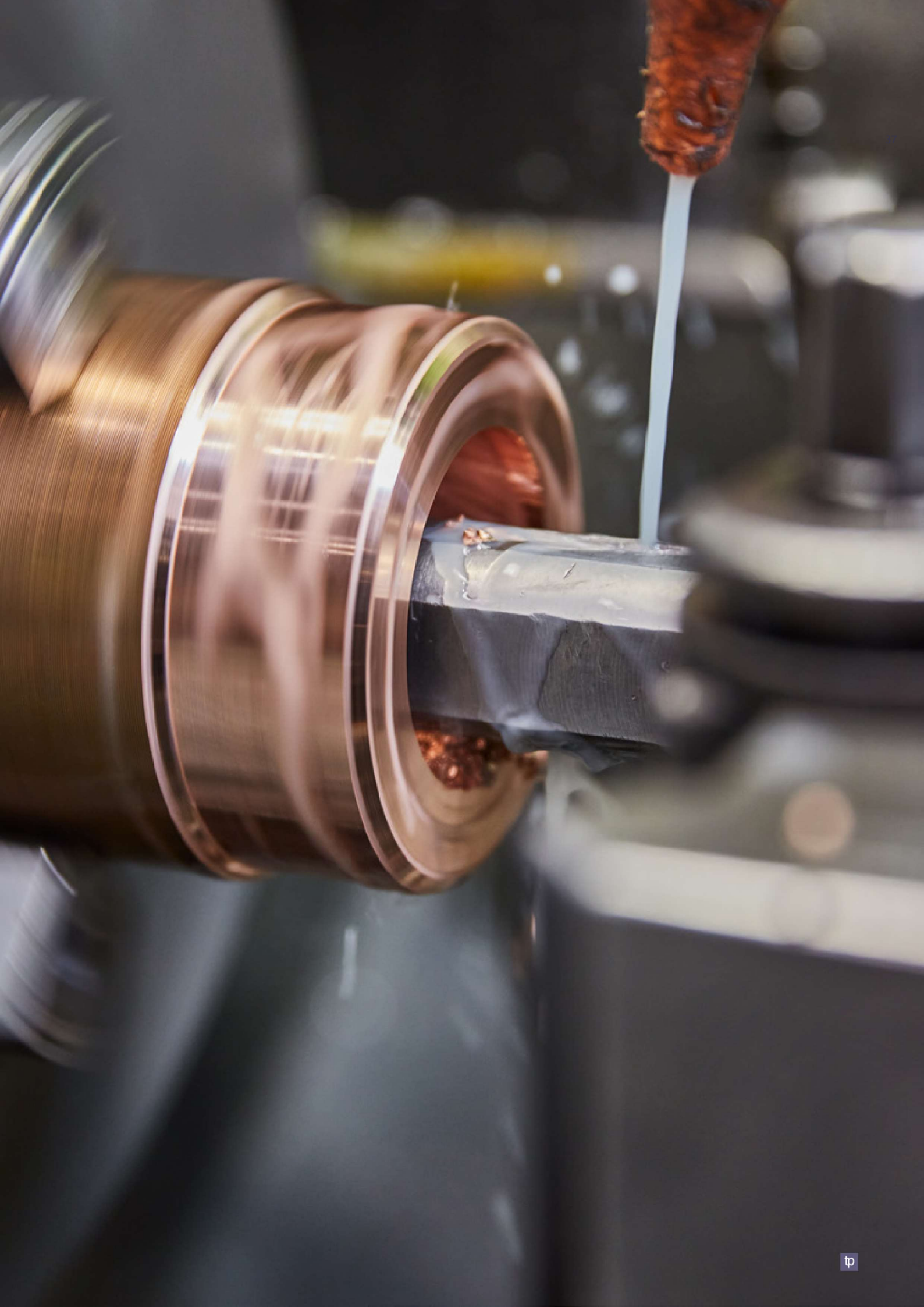


Due to the climate scenario of recent years, legislative pressures and the growing interest of stakeholders - communities, governments, customers, investors - towards environmental and sustainability performance, in order to maintain optimal management of all aspects linked to its environmental impacts, Tecnopress has developed and keeps updated an Environmental Management System compliant with the ISO 14001: 2015 standard. Thanks to this System, the company is able to respond to constantly updated regulatory requirements and introduce useful tools to minimize its environmental impact and risks.

In Tecnopress S.p.A. there are present and authorized smelting and alloying plants for non-ferrous metals, including recovered products (refining, foundry forming), with a smelting capacity of more than 200 tons per day (aluminium).

The Integrated Environmental Authorisation issued by the province of Brescia, for the complex Tecnopress' IPPC, provides the use of the best available technologies for the integrated prevention of pollution identified for the foundry activity of the non-ferrous metals sector.





Strategy

Transition plan for mitigation of climate change

E1-1

Tecnopress is strongly committed to responding to the challenges posed by climate change, to improve the company's resilience and seize the opportunities arising from the transition towards a low-carbon economy.

The key element to achieve this target is the active management of risks and opportunities related to

climate development and its impact.

The planning of specific objectives for reducing energy consumption and water resources is a first element of response to a more general corporate strategy that aims to contribute to the mitigation of climate change.

Relevant impacts, risks and opportunities and their interactions with company model and strategy

SBM-3

Tecnopress started the analysis of the scenarios and the qualitative assessment of the main risks and opportunities with respect to physical and transition risks in 2023, focusing on a time horizon of 2050.

The main risks identified are treated inside the emergency

plan and business risk assessment. Regarding physical risks, the company headquarters is exposed to acute atmospheric events from which, however, no exposure to risk of significant damage to property and/or business arises.

Management of impacts, risks and opportunities

Description of the processes to identify and evaluate the impact, the climate-related risks and opportunities

IRO-1

To better evaluate its impacts on the climate, Tecnopress has been conducting a Corporate Carbon Footprint analysis since 2022 with the aim of identifying, quantifying and managing GHG (Carbon Footprint) emissions connected to the production activity of Tecnopress S.p.A. made in the Monticelli Brusati (BS) factory, referring to the standard: "The Greenhouse Gas Protocol - A Corporate Accounting and Reporting Standard" (GHG Protocol), drawn up by the World Resources Institute (WRI) in collaboration with the World Business Council for Sustainable Development (WBCSD). The application of this tool allows you to monitor the

GHG emissions following a transparent and standardized methodology, which defines the methods for conducting the analysis of emissions and carrying out temporal comparisons.

Regarding the analysis of risks and opportunities related to the climate, Tecnopress conducted an initial Climate Change Risk Assessment. The project provided scenario analysis and qualitative assessment of the main risks and opportunities related to climate change.

Policies relating to climate change mitigation and adaptation

E1-2

Within its integrated policy, Tecnopress undertakes to prevent emergencies in the environmental field and, if they occur, to adopt all measures aimed at reducing accidents and to pursue continuous improvement aimed at increasing efficiency and reducing the environmental impact generated by company activities.

At the level of physical risks associated with chronic events, a long-term risk due to a possible shortage of water supply is assessed as possible, to which an answer has been given already, by differentiating supplies between

acqueducts and water from wells.

Another climate risk identified for which specific mitigation actions have already been implemented concerns the possible difficulty in transporting electricity from underground cables, which can also be reduced following a decrease in soil humidity and is therefore vulnerable to episodes of drought. As part of its business continuity plan, Tecnopress has equipped itself with a spare transformer in the company and has arranged for the possible rental of a generator set.

Actions and resources related to climate change policies

E1-3

The manufacturing processes required to prepare products involve heavy industrial equipment and complex heating and cooling systems.

For this reason, it is of absolute priority to have a careful and rigorous management of energy consumption, with the aim of having a reactive and efficient system to undertake all the actions necessary to rationalize the use

of energy, reducing consumptions wherever possible and maintaining the emissions at the minimum value. The improvement of energy performance is also intended to maintain and strengthen the competitiveness of the company. Energy efficiency is, therefore, an integral part of the production system, as it has an impact on the performance of production activities.

Metrics and goals

Goals related to mitigation of climate change and adaptation to them

E1-4

Tecnopress defined specific corporate objectives for the mitigation of its impact on climate change for 2023 which have been achieved.

In 2024, targeted investments were made that allowed an improvement in energy efficiency, but the reduction in production volumes did not allow all the objectives set to be achieved.

With the aim of minimizing environmental impact and improving energy performance, the strategy aims to reduce energy intensity and equivalent CO2 emissions from production processes, ensuring economically sustainable operations. Improving energy performance also aims to maintain and strengthen the company's competitiveness. Energy efficiency is therefore an

integral part of the production system, as it has an impact on the performance of production activities.

Tecnopress has chosen to favor renewable energy sources over fossil fuels, on the one hand by purchasing electricity produced 100% from renewable energy sources from August 2024, and on the other by maintaining the production capacity of its photovoltaic systems..

	2022	2023	2024
Electric energy bought by the net	8.067.367	8.049.635	7.269.786 (of which 33,4% produced with 100 renewable energy)
Consumed by photovoltaic production	96.482	613.029	497.293
Total Kwh consumed	8.163.849	8.662.664	7.767.079
INTENSITY kwh/kg Smelt aluminum	1,20	1,17	1,14



The data collection and calculation of the GHG emissions generated were carried out with reference to the guidelines of the GHG Protocol, according to the principles of:

- **Relevance:** select sources, absorbers, GHG reservoirs, data and methodologies appropriate to the needs of the users;
- **Completeness:** include all relevant GHG emissions and removals;
- **Coherence:** allowing confrontations between information regarding GHG;
- **Accuracy:** reduce as much as possible the systematic errors and uncertainties in practical application;
- **Transparency:** disclose sufficient and appropriate information relating to GHGs to allow users to make decisions with reasonable confidence.

GHG emissions are reported on the basis of the classification required by the GHG Protocol in scope 1 and 2 and the result of the quantification is expressed in terms of tons of CO2 equivalent (tCO2eq), Specifically, the GHG Protocol requires GHG emissions to be identified and accounted by making a distinction between direct emissions, indirect emissions from energy consumption, other indirect emissions (defined respectively as Scope 1, Scope 2 and Scope 3 by the GHG Protocol), i.e.:

SCOPE 1

These are direct GHG emissions from installations within the organization's boundaries, such as, for example, emissions resulting from the direct combustion of fossil fuels or from the consumption of fuels used to refuel transport vehicles owned by the organization. Sono comprese anche le perdite di gas fluorurati ad effetto serra dagli impianti di refrigerazione e condizionamento installati presso le sedi aziendali.

SCOPE 2

These are the indirect GHG emissions resulting from the generation of electricity, heat and steam imported and consumed by the organization, as the importer is indirectly responsible for the emissions generated by the supplier for the production of the required energy.

SCOPE 3

These are the emissions associated with the creation of products and the provision of services used by the organization, such as, for example, emissions generated by the production (and transport) of raw materials, packaging materials and auxiliary materials, and waste treatment, from the distribution of finished products and from the end of life of the products themselves and their packaging. Scope 3 also includes GHG emissions linked to the fuel supply chain and emissions resulting from losses in the transmission of electricity consumed by the organization.

Tecnopress S.p.A. decided to quantify its direct emissions linked to the activities that are under the direct control of the organization (scope 1) and indirect (scope 2) generated by the production phase of the electricity used for the company's activities, excluding the others indirect emissions (scope 3).

It should be noted that network losses relating to energy dispatching and the transformation from high voltage to low voltage are not counted in scope 2 as they are to be accounted within scope 3.

The unit of measurement (tons of CO2 equivalent) used for accounting for greenhouse gas emissions allows to "weigh together" emissions of different GHGs, characterized by different climate-altering effects and is calculated as follows:

$$[tCO2eq] = [t_{GAS}] * [GWP_{GAS}]$$

GWP is the Global Warming Potential. It is specific for each gas and expresses its contribution to the greenhouse effect relative to the effect of CO2, whose GWP is equal to 1. Each GWP value is calculated for a specific time interval (20, 100 or 500 years). The higher the GWP, the greater the contribution to the greenhouse effect.

The climate-altering potentials of the various gases have been developed by the Intergovernmental Panel on Climate Change (IPCC) and are periodically updated.

In this study, the Global Warming Potentials updated by the IPCC in 2021 and calculated with reference to a time interval of 100 years were used. The approach chosen for the quantification of GHG emissions is that of control, whereby all GHG emissions deriving from the installations over which the organization has operational control have been accounted for.

The organizational boundaries considered for conducting the analysis were defined in such a way as to include in the accounting the GHG emissions associated with all the processes concerning the activities carried out by Tecnopress S.p.A., with regard to scope 1 emissions and scope 2 emissions, in Monticelli Brusati plant.

The emission factors used for the study described below have been taken primarily from the DEFRA Database. The emission factors relating to diesel and natural gas respectively come from DEFRA Database and are expressed in KgCO₂eq/l and KgCO₂/m³.

The data related to the Italian energy Residual mix, used for modeling electricity production according to the Market-Based logic refer to the AIB 2025 report. Similarly, for the modeling of electricity production according to the Location-Based logic, the ISPRA report "Efficiency and decarbonization indicators in Italy and in the biggest European Countries - 2024 Edition" n.404 of 2024 and the related data were used.

The following table shows the results of the quantification of GHG emissions deriving from the activity carried out by Tecnopress S.p.A., during 2024, both in absolute terms (tCO₂eq), and in terms of percentage contribution (%).

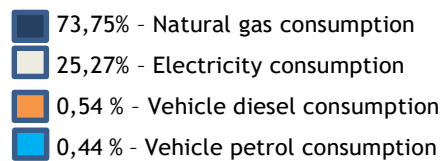
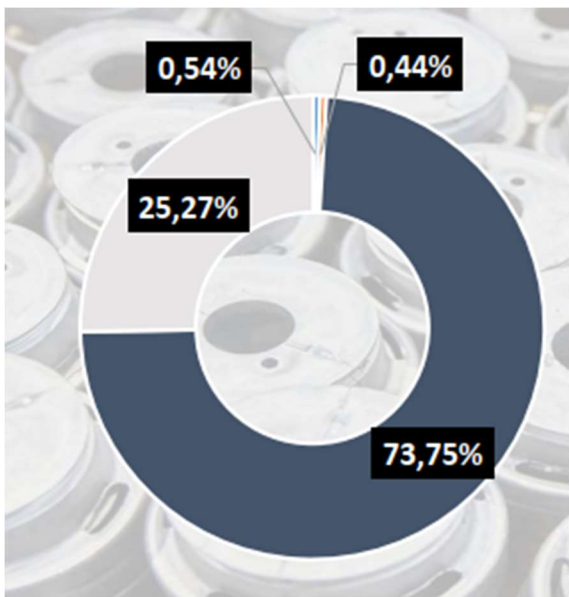
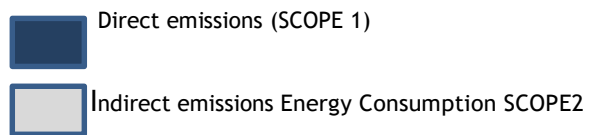
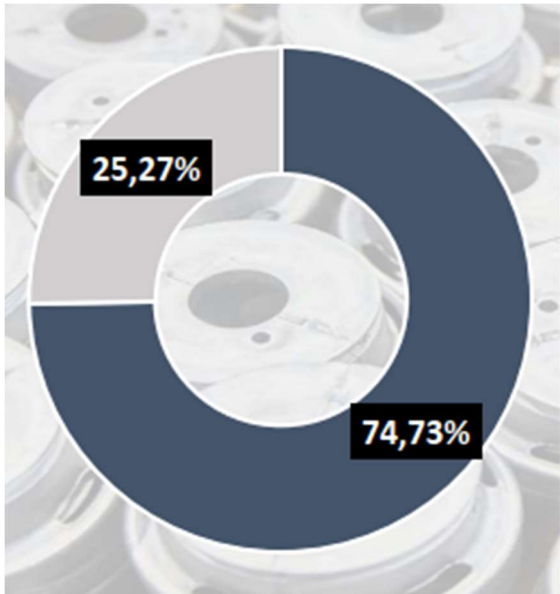
EMISSION SOURCES	tCO ₂ eq	%
DIRECT EMISSIONS (SCOPE 1)	4308,66	74,73%
Natural gas combustion	4252,48	73,75%
Vehicle petrol consumption	25,43	0,44%
Vehicle diesel consumption	30,75	0,54%
Use of technical gas (R410A)	0,00	0,00%
INDIRECT EMISSIONS ENERGETIC CONSUMPTION (SCOPE 2)	1457,34	25,27%
Electricity consumption	1457,34	25,27%
TOTAL GHG EMISSIONS	5766,00	100,00%

GHG Emissions Tecnopress S.p.A. - anno 2024

As indicated by the GHG Protocol, the value of emissions due to the production of the purchased electricity is also reported, according to the market-based logic:

CATEGORY OF IMPACT	UNIT	TOTAL
SCOPE 2 - Electricity purchased (market-based)	tCO ₂ eq	2104,41

In the following graph it is possible to see how scope 1 emissions, mainly determined by the combustion of natural gas, are responsible for 73,75% of the total environmental impacts in terms of GHG.



The year 2022, the first year in which the calculation of the organisation's carbon footprint was carried out, according to the GHG Protocol, scope 1 and 2, was chosen as the baseline year. The following table shows the comparison between the results of the baseline and 2024.

Tecnopress in 2024, in the continuous commitment to reduce its impact on the environment, switched to electricity coming entirely from renewable resources. This led to a 11.57% reduction in CO2 emissions compared to the baseline

EMISSION SOURCES	2022 (tCO ₂ eq)	2023 (tCO ₂ eq)	2024 (tCO ₂ eq)	VARIATION % 2022/2024
DIRECT EMISSION (SCOPE 1)	4.370,80	4.640,58	4.308,66	-1,42%
Natural gas combustion	4.299,13	4.567,81	4.252,48	-1,09%
Vehicle petrol consumption	27,44	25,82	25,43	-7,33%
Vehicle diesel consumption	44,23	46,95	30,75	-30,48%
Use of technical gas (R410A)	0,00	0,00	0,00	0,00%
INDIRECT EMISSIONS ENERGETIC CONSUMPTION (SCOPE 2)	2.149,95	2.360,96	1.457,34	-32,22%
Electricity consumption	2.149,95	2.360,96	1.457,34	-32,22%
TOTAL GHG EMISSIONS	6.520,76	7.001,54	5.766,00	-11,57%



Expected financial effects of relevant physical and transition risks and potential climate related opportunities

E1-9

Tecnopress also started a process in 2023 for the analysis of risks related to climate change as part of risk management activities, in order to align the company system with the main regulatory developments in place on the subject.

Such analysis will take into account:

1. The risks of negative consequences on the climate (e.g. production of emissions);
2. The risks of negative consequences negative on the company (e.g. effects of extreme weather events, of reputational damage in case of negative environmental reputation).

In the context of climate and environmental risks they are commonly included as main risk factors:

- Physical risk: the financial impact of climate change, including more frequent

weather events and gradual climate changes that could directly and indirectly determine productivity damage);

- Transition risk, which takes into account any financial loss that may occur in order to adapt the business to the most sustainable management possible.

Sustainability also means this: knowing how to analyze the business context in which one operates, not only from the point of view of productivity and profitability, but also in understanding how climate and environmental risks can impact the context in which the company operates in the short, medium and long term, to make informed decisions in defining the company strategy.



POLLUTION

ESRS E2

Management of impacts, risks and opportunities

Description of processes for the identification and evaluation of impacts, risks and opportunities linked to pollution

IRO-1

The impacts, risks and opportunities related to pollution were assessed following the company risk assessment process described previously.

At the moment the assessment of risks related to pollution has been limited to the activities of company sites, not including the upstream and downstream value chain.

Pollution-related policies

E2-1

The company strategy set out in the Integrated Company Policy clarifies Tecnopress's commitment to maintaining compliance with all laws, regulations and company agreements in force applicable to environmental matters (legislative compliance)

and to paying particular attention to the efficiency of the production process, seeking technologies and procedures aimed at continuous energy saving and the use, where possible, of renewable energy sources.

Pollution- related policies

E2-2

Polluting emissions resulting from production activities can produce direct negative effects on health of the communities surrounding the factories or also generate problems for the flora or fauna of the area. The typical parameters subject to sampling and analysis are those emitted by melting processes (such as dust, NOx and SOx) and those generated by mechanical manufacturing and painting processes (dust and VOC), whose emission

values are regulated by local regulations and by 'Integrated Environmental Authorization of the company. To contain the risk of pollution, specific reduction systems have been designed and installed to serve the melting furnaces and a system for capturing the fumes deriving from scorification, capable of ensuring that emissions into the atmosphere are lower than the limit defined by local legislation.

Metrics and targets

Pollution-related targets

E2-3

Tecnopress has set itself specific objectives which concern the reduction of its impact due to the emission of polluting substances into the atmosphere, bodies of water and soil.

The company's activities are authorized by the Province of Brescia through a specific AIA which determines the emission limits and the monitoring and control methods.

Air, water and soil pollution

E2-4

WATER POLLUTION

Tecnopress' Environmental Management System requires that production management processes ensure the rational use of the resource and protection from any possible contamination of water discharges beyond the limits set by local legislation.

All appropriate actions are therefore adopted to ensure that the concentration of pollutants in the wastewater always remains below this threshold over time, for example by using less impactful products or substances or through wastewater treatment technologies.

In 2023, the annual monitoring carried out did not reveal any exceeding of the legal provisions.

AIR POLLUTION

Below are the results of the calculation of the total emissions of dangerous substances into the atmosphere. The concentrations of polluting substances measured in periodic sampling are on average 89% lower than the limits set by current legislation.

As with polluting substances, Tecnopress monitors the quantity of refrigerant gases (HFC and HCFC) dispersed into the atmosphere, determining the consequent impact in terms of CO₂e. In 2023, no refrigerant gases were released into the atmosphere.

Emission of dangerous substances (Kg) ¹	2023	2024
Hydrochloric acid (HCl)	430,58	471,05
Hydrofluoric acid (HF)	50,15	59,44
Total organic carbon (COT)	6.914,29	7134,84
Polycyclic aromatic hydrocarbons (PAHs)	0,14	0,12
Carbon monoxide (CO)	3.517,66	3320,57
Nitric oxide (NOx)	158,12	96,69
Nitric oxide, expressed as Nitrogen dioxide	3.042,75	3063,62
Total fine dust	951,67	1333,48
S (As + Cd + Co + Cr + Ni and compounds)	0,56	0,27
Sum (Pb, Mn, Cu, V, Sn, Zn and compounds)	1,78	1,28

¹ – The values indicated are determined from specific measurements carried out in plants subject to periodic sampling. On the basis of these precise measurements, the emissions for each plant are calculated, given that the concentration of harmful substances, the mass flow and the operating time of the plant are known.

WATER AND MARINE RESOURCES

ESRS E3

Management of impacts, risks and opportunities

Description of processes for the identification and evaluation of impacts, risks and opportunities linked to water and marine resources

IRO-1

As part of the Management System, Tecnopress updates carries out a risk and opportunity assessment for each process and production phase that has impacts on water. The result of the analysis generates, for the areas identified as high risk or with significant opportunities, mitigation or other actions necessary to seize the opportunity offered.

Policies and targets linked to water and marine resources

E3-1 E3-3

Climate change and in particular the increase in dry periods and extreme meteorological phenomena related to it alter the availability of fresh water, an essential resource for the survival of man and any economic sector, especially in geographical areas characterized by poor water availability. Therefore, the challenge for institutions and companies that make great use of water resources is to manage water consumption in an equal manner, so as not to make it a factor in interrupting business or prejudicing the natural cycles of ecosystems or social inequality. For this reason, the 2030 Agenda for Sustainable Development recognizes the importance of water, mainly in Objectives 6 and Objective 14, but also in all the other Objectives linked to water directly or indirectly.

Tecnopress, whose production processes require water resources that can be quantified at approximately 20,000sqm, has defined a strategy that acts on multiple fronts:

- Promote a rational water consumption;
- Promote the minimization of the use of possible pollutants that could have a negative impact on environment;
- Promote the supply from alternate sources, for example the recovery from other processes.

Tecnopress, within its environmental management system, has identified specific objectives for the containment of water consumption starting from timely monitoring carried out using flowmeters

Action and resources linked to water and marine sources

E3-2

Tecnopress, already at the planning level of its activities, also takes into consideration the rational use of water. Awareness of the value of water led the company to identify and progressively introduce new production processes that involve a more efficient use of this resource, aiming to limit its use, eliminating waste and preventing any possible form of contamination.

Tecnopress' production activities involve the use of water in different phases of the process:

- Cooling water
- Process waters:
 - Preparation of releasing agent
 - Mould washing
- Water for washing machined parts
- Water for oil emulsions

a closed cooling circuit for the die casting machines is active at the plant which only requires topping up.

The cooling of the water at the end of the cycle is carried out using evaporative towers.

The water used within this circuit is previously treated within a softening and demineralisation system, in order to prevent any corrosion phenomena.

The resin backwash waters and the waters whose characteristics are no longer suitable for reuse due to a high concentration of mineral salts are discharged into the sewer, as they have the chemical characteristics suitable for discharge.

In the case of the casting cooling water, it is collected and sent to the oil emulsion recovery and treatment plant and subsequently recovered.

The company has a system for washing molds using a pressure lance; the wastewater resulting from this activity is recovered.

Metrics and targets

Targets related to water and marine resources

E3-3

Tecnopress has defined specific corporate objectives for mitigating its impact regarding the use of water in its industrial processes.

Thanks to dedicated investments, total water consumption, from 2022 to 2024, decreased by 23%

Water consumption

E3-4

Below a summary of water consumption recorded in the last two years, which shows how there has been a

significant decrease in use of water both in absolute terms and relative to the quantity of smelt aluminium.

mc	2022	2023	2024
TOTAL	13.774,00	10.579,00	8243,00
INTENSITY Liters /Kg SMELT ALUMINIUM	2,02	1,43	1,30
Difference % from previous year		-29%	-9%

USE OF RESOURCES AND CIRCULAR ECONOMY

ESRS E5

The circular economy is an economic model that aims to minimize the consumption of natural resources and maximize the reuse, recycling and restoration of materials. Recycled aluminum smelting is an example of a circular economy, as it reduces reliance on virgin raw materials and reduces the environmental impact associated with the extraction and processing of new materials.

The recycled aluminum smelting process involves the collection, separation and processing of aluminium

used to create new products. This process requires less energy and produces fewer greenhouse gas emissions than producing with virgin aluminum, making recycled aluminum a more sustainable choice. Additionally, smelting recycled aluminum can help reduce waste and landfill, as the materials can be continuously recycled and reused. This helps preserve natural resources and reduce the environmental impact of the aluminum industry.

Management of impacts, risks and opportunities

Description of processes for the identification and evaluation of impacts, risks and opportunities linked to the use of resources and circular economy

IRO-1

Policies and actions related to the use of resources and circular economy

E5-1 E5-2

Recycled aluminum smelting is an example of how the circular economy can help create a more sustainable economy and reduce the environmental impact of industrial activities.

Tecnopress is committed to maintaining higher levels of resource efficiency in the use of materials and water. In particular, it has activated specific actions for:

- Maintaining value through the recovery of scrap, the design

and realization of closed circuit systems;

- Improving efficiency of the systems starting from design of production practices;
- Optimizing the management of waste according to the waste hierarchy.

E5 - 3

Metrics and targets

Targets related to the use of resources and circular economy

Tecnopress has set itself specific objectives which concern the reduction of its impact through the implementation of specific policies which allow

maximum optimization of raw material use and a management of waste that allows the maximisation of their recovery.

Incoming resource flows

E5 - 4

Tecnopress analyzed the incoming materials used to manage its business.

Below are the main materials used and their characteristics in relation to their renewability:

Type	2023		2024	
	KG	Volume	KG	Volume
Total renewal material	7.415.597		5.981.214	
Alluminium	7.017.683	95%	5.627.772	94%
Carton packaging	207.120	3%	186.714	3%
Plastic packaging	3.767	0%	5.119	0%
Wood packaging	112.077	2%	88.959	2%
Mineral oil	74.950	1%	72.650	1%
Total non-renewable material	127.230		117.150	
Emulsifiable oil	8.230	6%	9.150	8%
Release agent	119.000	94%	108.000	92%
Total material used for production	7.542.827		6.098.364	

In particular, a significant percentage of recycled aluminum is used for production; in 2023 we recorded an average of 93% of aluminum coming from recycling.

	Ton 2023	Ton 2024
Total use of recycled aluminium	6.518.610,76	4.868.585
Totale alluminium used	7.017.683,00	5.627.772
Percentage of materials used coming from recycling	92,89%	86,51%



Outgoing resource flows

E5-5

During 2024, Tecnopress generated a total of around 700 tons of waste, a value that decreased by 21% compared to what was generated in 2023, due to a lower level of production. A good result was the diminution of 27% of the total volume of dangerous waste. The distribution of hazardous waste is equal to 18% of the total waste produced.

Analyzing the production of waste in relation to the quantity of molten aluminium, the production intensity of 7% is the same recorded in 2023.

100% of the waste produced is destined for recovery.

CER code	Description	2022	2023	2024	%
101003	Melting slags	310.960	367.900	305.720	43,03
120103	Non-ferrous metal filings and chips	194.340	213.820	148.360	20,88
130802*	Other emulsions - releasing agent sediment	145.256	212.210	121.970	17,17
150101	Paper and carton packaging	38.900	45.700	62.420	8,78
170405	Iron and steel	34.180	20.200	35.620	5,01
150106	Packaging in mixed materials	24.000	19.440	24.100	3,39
170402	Aluminium	-	13.250	-	-
161104	Other linings and refractory material	13.560	13.200	7.000	0,98
150203	Absorbents, filtering materials, rags And protective clothes	1.220	1.240	-	-
130208*	Other oils for engines, gears and lubrication	500	500	1.360	0,19
160216	Components removed from decommissioned equipments	-	50	-	-
150202*	Absorbents, filtering materials contaminated by dangerous substances	1.280	-	3.460	0,48
080318	Mud produced by removal of paints and	20	-	32	0,004
200121	Neon	-	-	15	0,002
190905	Glass packaging	-	-	290	0,04
	Totale	764.216	907.510	710.347	100

Type of waste	2022	2023	2024
Dangerous	147.036,00	212.710,00	126.790
Not dangerous	617.180,00	694.800,00	583.557
Total	764.216	907.510	710.347
Kg waste/Kg alu smelt	n.d	0,11	0,11
Difference % from previous year	n.d	-7%	0%

Nel 2024 we treated in the distillation plant 4,075,000 liters of release solution, used in the molding presses: the water obtained from the distillation process is reused within the cooling circuit of the foundry. The treatment produced 121.970kg of sediment that are later disposed as waste.



tecnopress
FONDERIA DI PRESSOFUSIONE

OWN WORK FORCE

ESRS S1

Strategy

Interests and opinions of stakeholders

SBM-2

Respect for human rights is a fundamental value for Tecnopress. The company believes in sustainable business development and considers respect for human rights and the correct adherence to labor

rights as an integral part of responsible corporate behavior.

Relevant impacts, risks and opportunities and their interaction with strategy and company model

SBM-3

Management of impacts, risks and opportunities

Policies related to own work force

Tecnopress S.p.A. in 2023 it adopted a Policy on human rights and Diversity and Inclusion in line with international treaties and European regulations, in which it undertakes to identify, prevent and mitigate negative impacts on human rights. Tecnopress intends to protect and promote the recognition and safeguarding of the dignity, freedom and equality of human beings, the protection of work and trade union freedoms, health, safety, the environment and biodiversity, as well as the system of values and principles regarding circular and efficient use of resources and sustainable development. In particular, the Human Rights and Diversity and Inclusion Policy commits Tecnopress in the following areas:

- Forced labor, slavery and human trafficking
- Promote diversity, equity and inclusion (De&I)
- Commitment against harassment and mobbing at workplace

- Safe and healthy work environment ^{S1-1}
- Ethical recruitment
- Staff evaluation system
- Training, professional development and communication
- Freedom of association and collective negotiation
- Working hours, wages and benefits
- Rights of minorities and indigenous people
- Use of public or private security forces
- Rules of conduct towards suppliers and external collaborators

Tecnopress has also equipped itself with an integrated quality-safety-environment policy which includes a commitment to compliance with all laws, regulations and company agreements in force applicable in the Health and Safety sector in the workplace through specific actions aimed at:

- Identify and evaluate risks and opportunities, in relation to its operating context, prepare actions to reduce the risks;
- Guarantee working methods, machines, equipment and work environment that ensure the safety of all workers and third parties possibly involved, and to prevent, where possible, the occurrence of pollution phenomena
- Ensure interventions in information, training and awareness for all the staff regarding health and safety
- Prevent emergencies in the field of health and safety and, if they occur, adopt all measures to reduce accidents and injuries;
- Persequire Pursue continuous improvement aimed at prevention and to the reduction of accidents, accidents and dangerous behaviour.

Processes to remedy the negative impacts and channels that allow own workers to raise concerns

S1-3

Since 2017 Tecnopress has a specific escalation procedure with the aim of defining a communication process to be used when there are anomalies that can significantly impact the company's profitability, customer satisfaction, internal quality, and the design process on logistics problems, etc. It can also be used to report problems with serious environmental impacts, problems with strong safety/health or environmental impacts.

The aim is to make sure that the top management is aware of high-risk issues that might be reported by any employee of the organisation.

This procedure integrates with the corporate Whistleblowing procedure which deals with the methods of reporting adequately detailed information relating to Tecnopress personnel and/or third parties relating to violations of laws and regulations, of the Code of Ethics and Conduct, as well as of the system of rules and procedures in force in Tecnopress, including - but not limited to - the "Policy on human rights and Diversity and Inclusion".

Interventions on relevant impacts for own work force and approaches for the mitigation of relevant risks and the pursuit of relevant opportunities related to own work force, as well as the effectiveness of such actions

S1-3

Tecnopress has equipped itself with a management system compliant with the UNI EN ISO 45001 standard, certified by a third party in the first months of 2024. The system documentation defines the methods for identifying dangers and evaluating all risks; in particular it specifies how:

- To identify dangers for health and safety of workers linked to activities, products and services carried out which can be monitored or kept under control or over which is possible to exercise influence
- To evaluate the significance of the impacts and draw up the Risk Assessment Document;
- To plan mitigation actions for the assessed risk;
- Monitor and evaluate the effectiveness of planned actions.

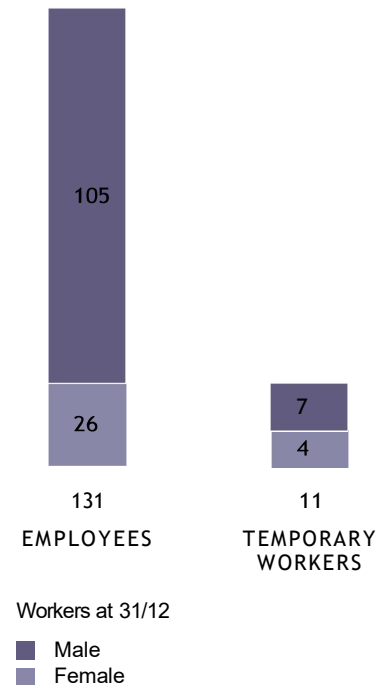
Metrics and targets

Characteristics of the company’s employees

S1-6

ETP	2022		2023		2024	
	M	F	M	F	M	F
FIXED CONTRACT	-	-	-	-	-	-
PERMANENT CONTRACT	99	21	99	22	105	26
FULL TIME	99	21	99	22	105	25
PART TIME	-	1	-	-	-	1

OCCUPIED (ETP)	2022		2023		2024	
	M	F	M	F	M	F
Less than 30 y. o.;	11	2	14	3	13	4
Between 30 and 50 y.o.;	55	11	53	13	57	16
More than 50 y.o.	33	8	32	6	35	6
	120		121		131	



Tecnopress also promotes the integration of different generations, giving voice to young people and enhancing the skills and leadership of seniors, in

particular the distribution by age group sees 13% up to 30 years of age, 55% between 30 and 50 years of age, and 32% in the 51 and over age group.

Turnover

EMPLOYED (ETP)	2022		2023		2024	
	M	F	M	F	M	F
Less than 30 y.o.;	5	0	4	1	1	1
Between 30 and 50 y.o.	10	6	13	5	11	4
More than 50 y.o.	1	0	32	6	1	0
Total	16	6	18	6	13	6
	22		24		18	

RESIGNED (ETP)	2022		2023		2024	
	M	F	M	F	M	F
Less than 30 y.o.;	0	0	0	0	0	0
Between 30 and 50 y.o.	6	1	12	2	4	1
More than 50 y.o.	0	5	9	1	3	0
Total	6	6	21	3	7	0
	12		24		8	

Considering the resignations that occurred in 2024, Tecnopress records an employer retention rate of 93%.

Characteristics of non employee workers in company's workforce

S1 -7

The temporary workers who collaborated with Tecnopress are summarized in the following table:

ETP	2022		2023		2024	
	M	F	M	F	M	F
FIXED CONTRACT	12	12	8	10	7	4
PERMANENT CONTRACT	-	-	-	-	-	-
FULL TIME	12	12	8	10	7	4
PART TIME	-	-	-	-	-	-



Coverage of collective bargaining and social dialogue

S1-8

All the people who work at Tecnopress are hired according to the National Contract for Mechanical Engineering Companies.

In 2023, 3 union representatives were elected, who periodically meet with the company management. In 2024, a workers' union meeting took place.

In the management of issues relating to safety at work, there is a Prevention and Protection Service in the company composed not only of the RSPP but also of a Workers' Representative for safety, who have a daily discussion regarding company problems and the planning of safety activities. Improvements planned within the management system.

Metrics of diversity

S1-9

Tecnopress, thanks to the expansion of the machining department in 2020, was able to invest in the employment of female staff, which in 2024 reached the share of 20%, a much higher result

than the 8.6 recorded by ISTAT for average annual employee positions occupied by women (compared to the total number of employees) in companies active with at least 50 employees in the metalurgy sector.

Adequate Wages

S1-10

All its employees receive an adequate salary, in line with the reference parameters applicable by the CCN.

Social protection

S1-11

Tecnopress participates in the EBM Salute fund, the supplementary health fund to protect workers in the metallurgy sector, contributing with a quota of €13 per month for each worker. It raises worker's awareness of the choice to join a retirement fund, maintaining active

Agreementse both with Fondapi, the sectoral supplementary retirement fund intended for workers in small and medium-sized production companies and with a private social security fund, voluntarily contributing with an additional quota of 2%.

People with disabilities

S1-12

Tecnopress's attention towards diversity and inclusion is reflected in the employment of people with disabilities, in accordance with the rules and practices established by applicable laws.

The attention to the integration of people with disabilities within the production activity and the work of integration with the territory is also confirmed through a collaboration activated with the social cooperative Integra from Brescia

The collaboration, regulated by Art. 14 of the Legislative Decree dated 10/09/2003 n. 27 allows Tecnopress to comply with a portion of its obligation through the hiring of disabled people by the Cooperative, people who independently carry out work on behalf of Tecnopress, and are followed in their career path by educational staff specialized in diversity management.

Training and skill development metrics

S1-13

The implementation of policies and investments aimed at employee training not only ensures the development of the company's resources, but significantly contributes to the increase in innovative skills necessary to promptly respond to business demands. In this context, Tecnopress adopts a specific procedure to effectively

manage the training and development offer, which aims to be increasingly global and inclusive, from the annual survey and analysis of training needs to careful monitoring of the qualitative indicators of the training provided.

TRAINING TOPIC	Total hours delivered	People involved
TRAINING ON THE JOB	1.241	44
PROFESSIONAL DEVELOPMENT	426	129
HEALTH, SAFETY AND ENVIRONMENT	969	259
TRANSVERSAL SKILLS	455	65
COMPLIANCE - ETHIC- SUSTAINABILITY	20	20
Overall total	3.111	517

An average of 24 hours per capita were provided, +10% compared to 2023

Tecnopress adopts a staff evaluation system for all its people, which encourages constant dialogue with its own, strengthening everyone's commitment to the company's objectives and challenges. In the course of

the process, without any gender discrimination, a constructive discussion aimed at empowerment is favored and encouraged thanks to the use of feedback intended as continuous improvement.

Health and safety metrics

S1-14

The entire Tecnopress workforce is covered by the company health and safety management system.

Tecnopress recorded one injury in 2024 and 10 near miss.

Total injuries	Hours worked	Frequency index	Gravity index	Days lost	Avg. duration (day/ 1 injury)
1	213.425	5	0,03	7	7

During 2024 no occupational diseases have been recorded.

Accidents, complaints and serious impacts on human rights

S1-17

In the last three years there have been no incidents, complaints or serious impacts on human rights.

AFFECTED COMMUNITIES

ESRS S3

Strategy

Interest and opinions of stakeholders

SBM-2

The Group's values contained within the Code of Ethics constitute the shared heritage of the corporate culture, representing the political reference point to guide decisions and activities with respect for all its stakeholders. Tecnopress identified his main

stakeholders and defined and concisely defined the listening tools and involvement, as well as the expectations of all interlocutors, an expression of the different interests that Tecnopress tries to respond to in carrying out its daily activities.



Impacts, risks and opportunities management

Policies related to affected communities

S3-1

Tecnopress, thanks to its activity, intends to contribute to strengthening the territory in which it operates and the entrepreneurial fabric in its value chain.

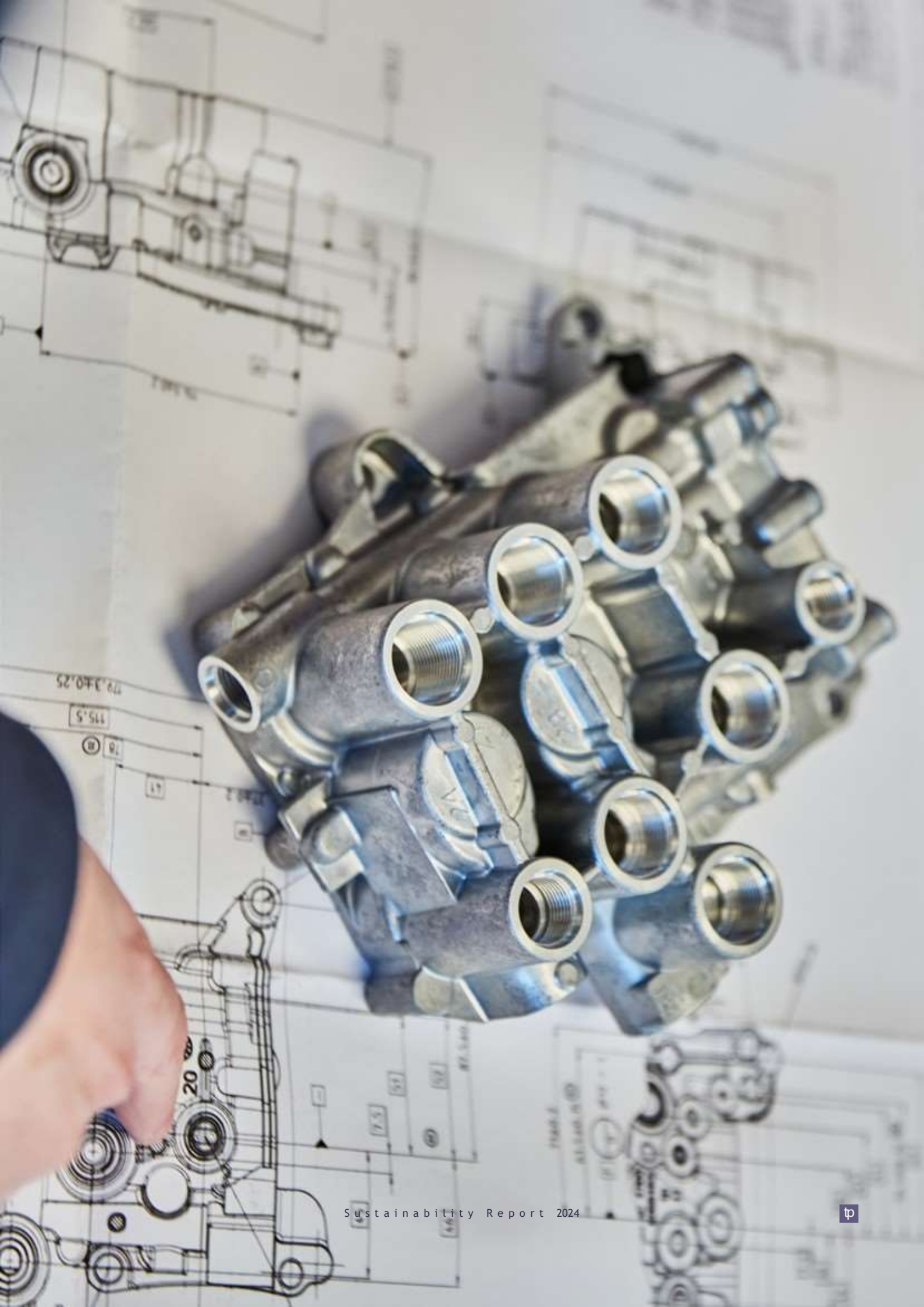
The data on the distribution of economic value provides a basic indication of how Tecnopress created wealth for

its stakeholders, in particular along the supply chain (operating costs), its employees (personnel costs), for the public administration, for shareholders (payments to capital providers) and for the community.

		2022	2023	2024
Generated value	Turnover	54.566.914	64.079.879	55.320.000

		2022	2023	2024
Distributed value	Total expense for wages	7.902.777	8.865.002	8.341.234
	Expense for benefit	47.400	23.600	37.386
	Expense for donations/ sponsorships (initiatives for local communities)	68.698	42.463	58.150
	Expenses for staff training	54.102	42.354	63.125
	Expense for staff health and security	36.026	47.092	41.044
	Interest rate payed to capital providers	128.476	308.276	495.130
	Payments to public administration	140.522	850.294	1.722.461
TOTAL DISTRIBUTED VALUE		8.378.001	10.179.081	10.758.530

In particular, the amount for donations and sponsorships to local initiatives in 2024 amounts to € 58.150.



BUSINESS CONDUCT

ESRS G1

Governance

Role of the administration, management and control bodies

GOV-1

The company management permanently monitors the correct implementation of the code of ethics and company policies regarding business conduct.

Management of impacts, risks and opportunities

Description of the processes to indentify and evaluate relevant impacts, risks and opportunities

IRO-1

The impacts, risks and opportunities related to the company conduct are assessed by company management through the integrated risk analysis process illustrated in the previous chapters.

Policies regarding corporate culture and conduct

G1-1

Tecnopress, through the approval of its code of ethics, undertakes to respect the internationally recognized principles of corporate ethics and corporate culture, including active and passive fight against corruption

Through the Supplier Code of Conduct and the General Supply Specifications, Tecnopress defines the management of relationships with suppliers, including payment practices.

Management of relationships with suppliers

G1-2 G1-6

Supply chain management represents a priority and is essential to guarantee responsible procurement, attentive to respect for the environment, rights of workers and local communities.

These principles and values are the basis of the selection of suppliers and are made official within the General Supply Specifications document, which has the purpose of unequivocally defining the General Supply Conditions of die castings and processes and components including payment methods, quality and links with general accounting and in which Tecnopress

undertakes to make the payment within the agreed deadlines.

This document was integrated in 2023 in the Supplier Code of Conduct, in which Tecnopress defines the selection, accreditation and qualification criteria of its supply chain, as well as the performance monitoring systems, to verify its reliability and maintenance of the requirements specific sustainability over time.

Specifically, the company:

- Evaluates the level of sustainability of its supply chain and promotes its values;
- Identifies potential risks related to different supplies and defines the minimum environmental, social and economic requirements within its supply chain;
- Makes use of suppliers of products, equipment and suppliers of services/work previously subjected to selection, accreditation and qualification processes, including second-party audits, aimed at verifying their reliability and guarantee with respect to specific requirements defined according to the type of suppliers, with the objective that they in turn provide quality products and services;
- Gives preference to suppliers who have adopted ethical, social and environmental practices within their organization and who in turn also pursue them in their supply chain;
- Monitors the maintenance of the requirements and the level of performance of its suppliers of products, equipment over time
- Promuove Promotes a level of sustainability awareness among supply chain partners and encourages them to adopt sustainable practices.

G1-3

Prevention and individuation of active and passive corruption

The sense of responsibility, based on the correctness of actions, the transparency and continuity of relationships towards everyone, customers, suppliers, employees and the entire community, guaranteed through the necessary attention to the rules and correct operation as well as dialogue and clarity, constitute the foundation of lasting relationships and good reputation of Tecnopress S.p.A. With particular reference to the AIAG guiding principles for improving the sustainability of activities in the supply chain (Automotive Industry Guiding Principles to Enhance Sustainability Performance in the Supply Chain) and to the AIAG practical guide to global sustainability of the automotive industry (Global Automotive Sustainability Practical Guidance), Tecnopress S.p.A. intends to follow principles of correct business practice and sustainability

in compliance with the laws and regulations in force as well as the main international conventions (for example only: International Convention on Civil and Political Rights, International Labor Convention).

Tecnopress adopted a Code of Ethics and Correct Business and Competition Practice which describes the rules of conduct aimed at supporting sustainable growth and protecting the company's reputation, in compliance with the principles and values shared at company level.

Il Codice he Code does not deal with every single ethical principle to which behavior must be adapted and does not intend to replace any other legislative, regulatory or organizational provision provided for by applicable laws and existing policies, procedures and/or organizational provisions.

Metrics and targets

G1-4 G1-5 G1-6

In 2024, no cases of active or passive corruption were detected in the company, Tecnopress is not involved in

lobbying and political activities and has not recorded any delays respecting the payment terms defined by the contracts.

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