



# SUSTAINABILITY REPORT 2024

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# Statement

Dear Readers,

As we focus on a sustainable future, I am proud to present the 2024 Sustainability Report of MTA S.p.A. Amid the evolving global landscape, particularly within the challenging automotive sector, we have steadfastly continued our journey with resilience, commitment, and strategic foresight.

The year 2024 is a significant milestone as it marks the 70th anniversary of MTA, established in 1954 in Codogno. This year is a testament to our heritage and our unwavering dedication to our roots while advancing towards a future shaped by sustainability and innovation.

Recognizing the rapid shift towards electrification in the automotive sector, our strategic acquisition of EDN at the end of 2023 fortifies our position as leaders in providing state-of-the-art electric and hybrid vehicle solutions. Innovation remains our guiding principle as we navigate this electrifying transition, dedicating substantial annual revenue to research and development.

Our stride toward enhancing energy efficiency is crucial. At our Codogno plant, we have initiated an ambitious emissions reduction program, targeting a 33% reduction, which will translate to over 10,200 tons of CO<sub>2</sub> equivalent emissions over the next decade. This not only meets compliance standards but asserts our leadership in sustainable manufacturing practices.

In our continuous commitment to employee well-being, we have completely renovated an old section of our building, transforming outdated office spaces into open, collaborative environments that foster innovation and teamwork. This change, beyond design, elevates our workplace culture and reinforces the belief that a pleasant work environment enhances productivity and innovation.



Additionally, in 2024, MTA inaugurated a company daycare for the children of our employees in response to our workforce's evolving needs. This facility underscores our commitment to supporting families and helping our employees achieve a better work-life balance – an essential part of our human-centric approach.

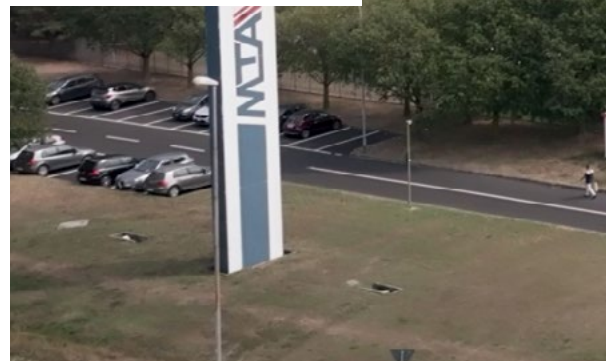
Growth is not only a company-wide endeavor but also an individual pursuit. In 2024, we focused on both robust training programs and the mental health of our employees. We launched comprehensive training schemes and personal development programs to ensure our workforce remains skilled and motivated for future challenges. Furthermore, we introduced a counseling service to provide essential support to those who need it, reinforcing our philosophy that mental health is as crucial as physical health.

Every year, we brace ourselves for the dynamic challenges that the future holds, strengthened by our steadfast values and unwavering commitment to sustainable progress. As we look forward, we remain resolute in our dedication to continuously advancing our efforts towards sustainable growth, ensuring that each step solidifies our position as leaders in driving innovation and responsibility within our industry.

Kind Regards,

**Ing. Antonio Falchetti**  
CEO

# Who We Are



Founded in Codogno (Italy) in 1954 by the Falchetti family, who still owns it, MTA S.p.A. is a global leading company in the production of a wide range of electrical and electronic components for major producers of cars, motorcycles, trucks, agricultural and earthmoving machines.

MTA is organized in two different Business Units: Electrical and Electronic, which are responsible from the design to the industrialization, up to the product manufacturing according to the most stringent automotive regulations and the rigorous standards of vehicle manufacturers, as attested by the IATF 16949 international certification standard.

The Electrical Business Unit designs, develops and manufactures control units for power distribution and the protection of the electrical system, intended for low, medium and high voltage applications; terminals; connectors and fuses. Fuses are one of the most identifying products of MTA, which is also part of the ISO Committee where it actively participates in the drafting of standards recognized and used worldwide. It is worth mentioning that within this Business Unit, the company has already developed and manufactured many different high-voltage products to meet OE's electric and hybrid architectures needs.

The Electronic Business Unit specializes in the development and production of in-vehicle human-machine interface systems (instrument panels, touch panels, multi-display systems) and electronic control units for different vehicles; on-board battery chargers and DC/DC converters for electric and hybrid vehicles and for harsh environments.





In Italy, MTA operates through 3 manufacturing sites and 1 research center.

### **MTA HEADQUARTERS – CODOGNO**

It is located 60 km south of Milan in a total private area of approximately 160,000 m<sup>2</sup>. The headquarters site includes a highly specialized R&D center for electrical and electronic products, the production area with plastic injection, metal stamping and assembling departments. In this site, there also are a tool department, where all molds and stamps are produced, and a laboratory, where every product is subjected to a qualification phase during which a number of quality tests are performed to arrive to the certainty that the product will fully satisfy the original specifications and the customer's need. Today, more than 600 people work in this site.

### **MTA ELECTRONICS – ROLO**

MTA Rolo is considered a top-notch center focused on automotive electronic applications, working with forefront modelling, simulation and graphic generation systems. The production consists of different divisions focused on dashboards, displays and control systems design and product quality. In MTA Rolo the production has reached very high process standards with latest generation assembly machines, and highly advanced tracking system. Cutting edge hardware and software systems, ensure traceability for each individual installed component in each product. The whole manufacturing area is an Electrostatic Protected Area (EPA) and is equipped with special devices that prevent electrostatic charge built upon people. Today, about 250 people work in this site.

### **MTA POWER ELECTRONICS – CINISELLO BALSAMO**

MTA develops and manufactures on-board battery chargers and DC/DC boosters under EDN brand for a wide range of plug-in hybrid electric vehicles or pure electric vehicles.

The OBCs supplied by MTA cover voltages up to 1000 V, are easy to be integrated in the vehicles, and deliver prime durability, scalable and sealed solutions. They are built to resist hard environments and can be installed in any rugged application. Today, about 60 people work in this site.

### **R&D CENTRE – TURIN**

Established during 2024, the Research & Development Centre is located in Mirafiori area. It is dedicated to the development of electrical and electronic components, with a particular focus on products such as on-board chargers and DC/DC converters intended for hybrid and electric vehicles, automotive, truck and heavy-duty applications.

#### **IMPORTANT – about reporting perimeter**

At the end of November 2023, MTA completed the merger by incorporation of EDN. Consequently, while we could not include the indexes for this plant in last year's report, the data in this report now include information related to this production facility as well.

Regarding the R&D office in Turin, which was opened in 2024, it has been excluded from the environmental reporting data because its environmental impact, in terms of resource consumption, is not significant.

Perimeter of the 2024 report is represented by the manufacturing plants of MTA – Codogno, Rolo and Cinisello Balsamo – with the warning that the indexes of previous years don't include the contributions of the latest addition of Cinisello Balsamo, making the comparison with them quite difficult.





# Our history

MTA's story is one of typical Italian entrepreneurship. It's the story of a company that began from almost nothing, and, thanks to the intuition, determination, and perseverance of its founders, grew over time to become one of our country's greatest strengths.

It all started with Antonio Giulio Falchetti. Born in Genoa in 1908, Antonio began his career working at Stigler, a historic elevator and freight elevator company. By 1930, when he was just 22 years old, he was already a skilled technician and was in charge of installing the elevators on board the Rex, a luxury ocean liner under construction at the Ansaldo shipyards in Sestri Ponente.

In 1949, after moving to Codogno, due to various vicissitudes linked to the Second World War, while continuing to work at Stigler-Otis, Falchetti decided to focus his distinctive technical skills, ingenuity, and entrepreneurial spirit on building something of his own, and, with the help of a friend, these efforts resulted in the establishment of Fusibili S.r.l. , which in 1954 was renamed Meccanotecnica Codognese. Antonio Falchetti started out with the production of fuse valves and flexible connections for contactors, thereby laying the foundation for what would become a major supplier in the world vehicle market.

Today, MTA designs and produces a wide range of articles to meet the needs of the main consumers, industrial and farming vehicle producers around the world.

Here are some of the main steps in this successful history, exclusively related to Italy:

**1954**

MTA (then known as Meccanotecnica Codognese s.n.c.) is established by Antonio Falchetti in Codogno. Production of fuse valves and flexible connectors for contactors starts.

**1969**

MTA registers its trademark nationally and internationally. During the same year, OE supply begins.

**1983**

Production and offices are transferred to the current headquarters. The total area of 160,000 m<sup>2</sup> allowed the subsequent expansion of the manufacturing departments, offices and R&D departments.

**2014**

MTA inaugurates its new electronic component manufacturing site in Rolo designed and built in order to meet the highest standards of the automotive industry.

**2012**

In Codogno, at the company's headquarters, an area of 1,600 m<sup>2</sup> is dedicated to research: the new laboratory is a functional space created to carry out all electronic and electric tests in-house.

**2008**

MTA acquires and incorporates Digitek S.p.A., a company established in 1983 in Modena, Italy, for the design and manufacturing of electronic systems.

**2021**

MTA acquires an 80% stake in EDN, an Italian company leader in the design and manufacturing of power electronics for electric and hybrid vehicles.

**2023**

In November, after the process of merger by incorporation, MTA acquired all the assets of EDN.

**2024**

The Research & Development Centre is founded in Turin, dedicated to the development of electrical and electronic components.

## MTA mission and values

In a complete cycle from design through full-scale production, we produce electrical and electronic components for the automotive industry, offering our expertise and collaboration to customers looking for a reliable and flexible partner.

MTA's primary business stems from partnerships with the most important vehicle manufacturers in the world, a business that is constantly growing thanks to our approach that brings us into close contact with customers, putting our know-how at their disposal in order to satisfy their needs: whether it is giving life to a new idea or responding to an unexpected production request, our customers know they can count on MTA.

## Sustainability for MTA

For many years now, MTA has been committed to projects which aim to reduce its carbon footprint by increasing energy from renewable sources, reducing the energy waste, using recyclable materials and increasing green areas. The company is actively involved in ensuring a healthy and inclusive workplace for its employees, offering them incentive and internal career growth programs. MTA high-voltage solutions for hybrid and full electric vehicles also contribute to the development of the electrification of transportation, reducing CO<sub>2</sub> emissions.

### SUSTAINABILITY POLICIES

The sustainability strategy of MTA is mainly expressed through its Code of Conduct as well as through its policy on responsible purchasing, which regulates the so-called conflict minerals

Revised and issued at the end of 2023, the Code of Conduct states the rights, the duties and the responsibilities of MTA towards its employees, suppliers, customers, institutions and towards “community” in general, asking them to commit themselves to the respect and dissemination of these same ethical principles. The scope is to build the basis of an inclusive and shared company culture, promoting a working environment where people are the center of attention, always treated with respect and dignity.

In its Responsible Minerals Sourcing Policy, revised by the company in 2024, MTA recognizes the importance of adopting responsible sourcing policies for the minerals used in its products, aware of the crucial role that companies play in promoting ethical and sustainable business practices, in particular with regard to minerals from conflict and high-risk areas, which are widely used in many industrial sectors, including automotive.

The Sustainability strategy of MTA is also supported and integrated by a system of corporate policies that regulate the management systems implemented by the company:

- Environmental Management System according to ISO14001 in Codogno and Rolo ;
- Health & Safety Management System according to ISO45001 in all the sites;
- Quality Management System according to ISO9001 in all the sites AND according to IATF16949 (automotive quality standard) in Codogno and Rolo.

The scope of each policy is to support and prove the targets and the commitments taken towards the employees, the customers, the market and the environment. This is to make sure that all the Management System performances will be implemented, maintained and bettered, and the normative requirements, together with willful agreements signed between the company and the involved parts always guaranteed.

## THE STAKEHOLDERS AND THE TOPICS OF MATERIALITY

Relationships with key stakeholders are an essential element for MTA. Because of this the company is engaged:

- in a constant dialogue – built over the years – with customers, suppliers and commercial partners, intended at identifying innovative solutions and managerial practices capable of promoting sustainability in the supply chain;
- in the involvement of its employees and collaborators, intended at directing the innovative potential of the human, social and intellectual capital that they carry towards sustainable development objectives.

This open exchange allowed us to refine the understanding of the expectations and interests and to engage them in a dedicated way, with specific activities and communications.

STAKEHOLDER	INTERACTION MODE
CUSTOMERS	<ul style="list-style-type: none"><li>• Qualification and assessment process</li><li>• On-site audits and visits to our sites</li><li>• Participation in trade fairs events</li><li>• Website</li><li>• Social media</li><li>• Newsletters</li></ul>
EMPLOYEES	<ul style="list-style-type: none"><li>• Intranet</li><li>• Events dedicated to employees</li><li>• Training</li><li>• People development programmes</li><li>• Consultation methods</li><li>• Workers' safety representatives</li><li>• Workers' representatives</li><li>• Dissemination of the Code of Conduct</li></ul>
SUPPLIERS	<ul style="list-style-type: none"><li>• Qualification and assessment process</li><li>• Audits</li><li>• Website</li><li>• Visits</li><li>• Self-assessment questionnaires on sustainability</li><li>• Periodic surveys on responsible purchasing</li><li>• Dissemination of MTA Code of Conduct</li></ul>
LOCAL COMMUNITIES	<ul style="list-style-type: none"><li>• Participation and support in projects and initiatives in the area</li><li>• Collaboration with local secondary schools (school-work alternation projects)</li><li>• Dialogue with local institutions</li><li>• Media relations</li><li>• Compliance with all necessary measures to avoid endangering the health and safety of the inhabitants of the area</li></ul>





MTA's sustainability efforts primarily concentrate on the issues identified as most significant in past materiality assessments, conducted with the support of a cross-functional team of employees representing stakeholder perspectives.

In 2024 the focus group reviewed the findings of the materiality analysis to ensure they were up to date. This did not give rise to any substantial changes with respect to the issues priorities identified in each one of the ESG main areas:

- **Economic & governance:** the pursuit of the expected economic result must bring benefits to all the stakeholders involved in the activities of the company itself, not only in purely financial terms, but also through an innovative drive towards a qualitative improvement of products and processes that is increasingly sustainable. It is essential to focus on a business model and behavior that must guarantee ethical integrity, in an extension of the applied principles, including sustainability, which must involve the entire supply chain.
- **Environment:** the need to improve energy efficiency and increase the use of renewable energy sources, to reduce greenhouse gas emissions, is of particular importance; as well as the need to limit waste production, encouraging the recovery/recycling of materials where possible, and making the consumption of water resources more efficient.
- **Social:** respect for human rights and attention in maintaining high standards of health and safety at work are essential. The company must also commit to managing and encouraging the personal and professional growth of its employees; and must maintain and strengthen, with its own support activities, the strong bond with the local communities of which it is part and where it operates.

The main issues identified by MTA analysis can be summarized as follows:

**ECONOMIC & GOVERNANCE**

- Economic performance
- Quality & innovation
- Business ethic
- Sustainable supply chain

**ENVIRONMENT**

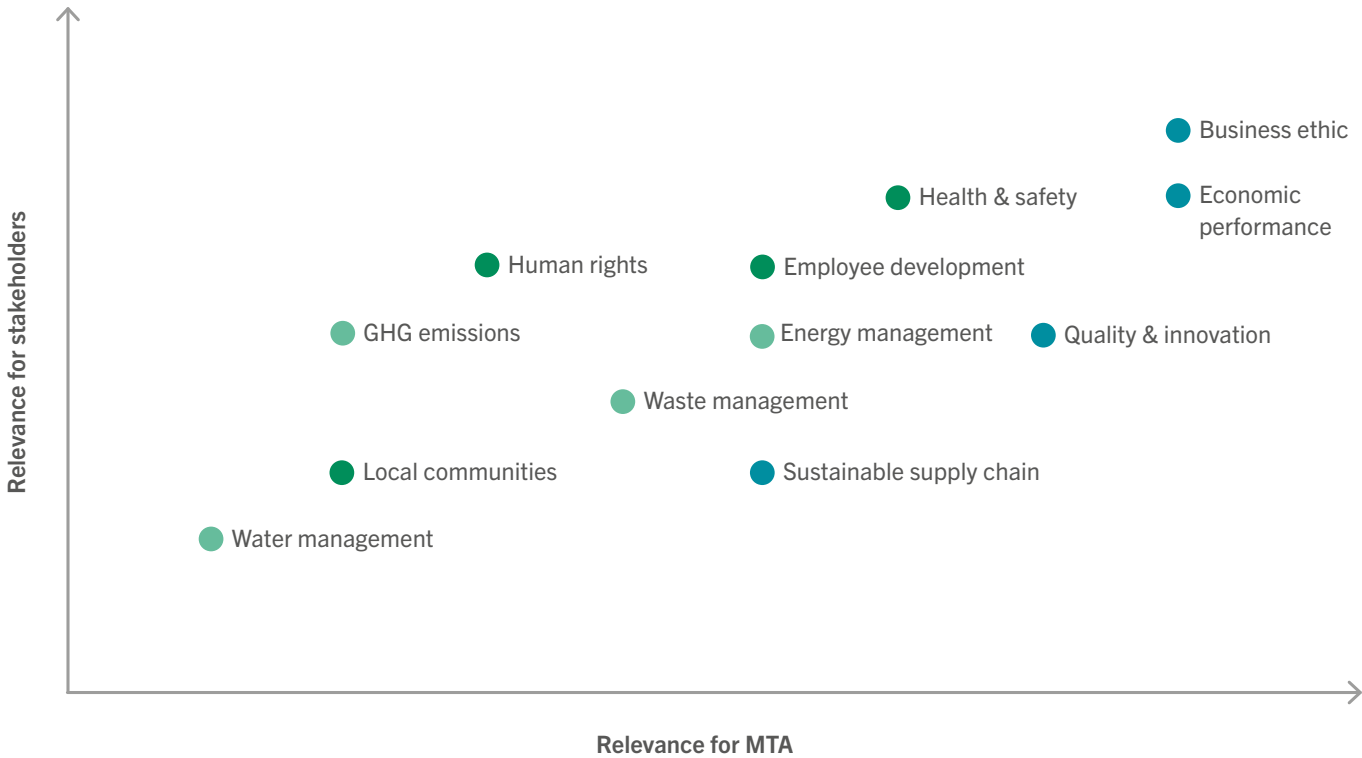
- Energy management & renewable energy sources
- GHG emissions
- Waste management
- Water management

**SOCIAL**

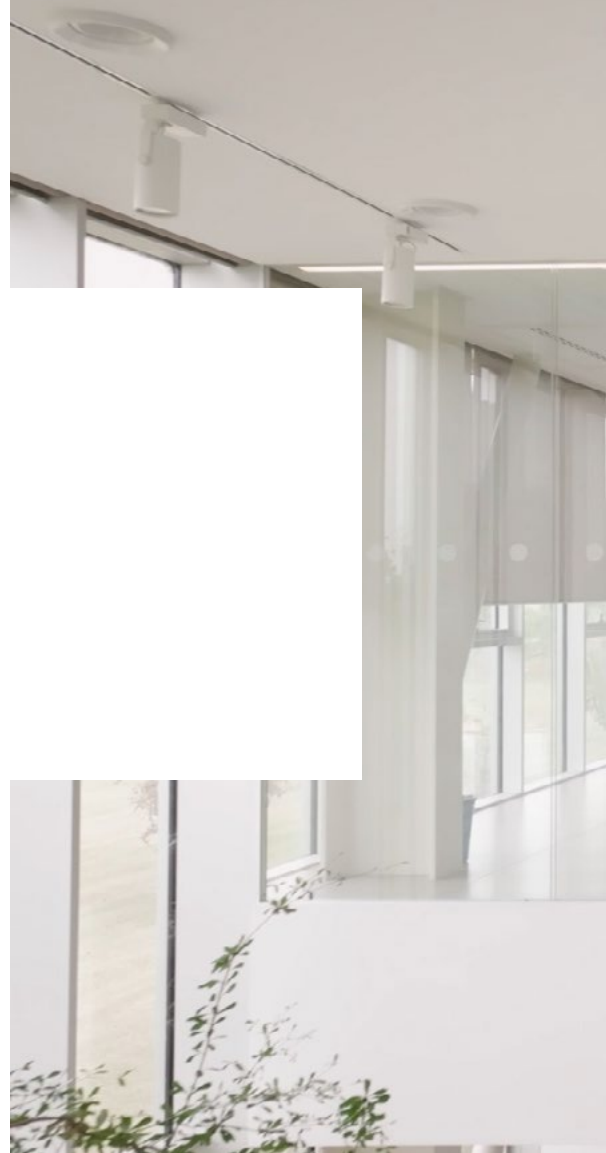
- Respect of human rights
- Health & safety in the workplace
- Employee development
- Actions for local communities

The importance of each issue for our stakeholders and for the company is shown in the matrix below.

**MATERIALITY ASSESSMENT**



# Growth & Ethics



In 2024 the revenues of MTA were around € 235.5 million, substantially stable respect to the total turnover of 2023 of the 3 plants combined (even though the Cinisello plant was officially incorporated into MTA only at the end of the year and its turnover was not included in last year reporting). This result is to be considered very positive if compared to the general difficulty that the automotive sector is facing.

## Research and innovation

MTA continues to stand out for its approach oriented towards sustainability and innovation, with important investments in research and development, which in 2024 represented about 5% of the annual turnover.

During 2024 the company has confirmed itself as one of the main suppliers of electrical and electronic solutions for the automotive industry. In particular, the acquisition – finalized at the end of 2023 – of all the shares of EDN, specialized in the development of on-board chargers and DC/DC converters for electric and hybrid vehicles, has allowed MTA to articulate its own conceptual and product strategy, aimed at the electrification of vehicle platforms, developing significant projects.

Alongside its range of products for “traditional” propulsion vehicles, MTA develops and manufactures fuses, fuse holders, junction boxes, power distribution units and connectors for high voltage and 48 V architectures.





## Quality and product safety

MTA's management has consistently prioritized the quality of its products. In the sensitive automotive sector, global regulations and market trends amplify the necessity of focusing intensely on product quality and safety, especially as electronic components become more integral. A steadfast, effective, and efficient approach to risk management is essential, requiring precise and thorough evaluations, particularly when product safety features directly affect the safety of vehicles equipped with MTA products.

Basing its approach on the Plan-Do-Check-Act cycle and risk-based thinking, MTA manufactures products that are the result of operational processes that meet the most stringent requirements of the sector MTA operates in.

Product safety management involves the engagement, sometimes even the direct coordination, of the Product Safety & Conformity Representative (PSCR), a figure who is responsible for ensuring that safety and product compliance regulations are considered, in compliance with the legal regulations in force in the respective countries of operation (regulations applicable to both product design and production).

All the methods adopted by MTA to guarantee product safety are completely integrated into the company procedures.

MTA is a member of ISO committees and boasts numerous OEM approvals for its products.

Both Codogno and Rolo plants are ISO 9001 and IATF 16949 certified, the reference quality standard in the automotive sector.

The plant of **Cinisello Balsamo** is ISO 9001 certified, and **target** of the company is to obtain **IATF 16949 certification by the end of 2025**.

# Information Security

Protecting company data from external attacks is crucial for safeguarding intellectual property and ensuring business continuity. To achieve this, MTA has implemented an Information Security Management System. This system comprises processes, documentation, technologies, and personnel, all aimed at managing, monitoring, controlling, and enhancing the company's information security through effective risk management.

Main purposes of the Information Security are:

- **protection** against theft of customer's confidential information (e.g. "new concepts" are competitive advantages/abilities for the customer in the market);
- **prevention** in product information loss: some product information can be very relevant for its cyber security (e.g. for software that runs in the car);
- **safeguard** of the value/asset represented by corporate know-how, achieved through (high) company investments (both in terms of time and money).

During 2024, the company released its own **Information Security Policy** and worked on the creation of the management system, obtaining, for the Codogno plant, home to the IT department that supports all the plants, a TISAX Level 3 Label, which is the highest assessment level possible.

Label Tisax is an assessment and exchange mechanism for the Information Security of "automotive" enterprises; it allows recognition of assessment results (regarding information Security Management into the organization) among the participants.

In 2024, there were no IT incidents/disruptions that had implications in terms of Information Security.

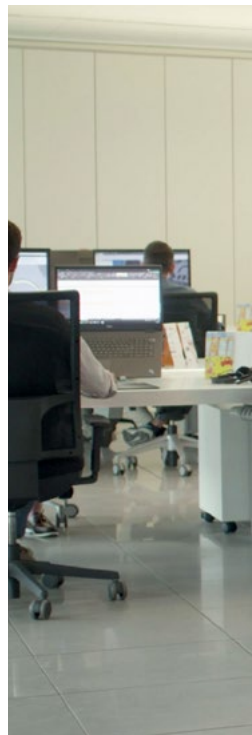
# Business ethics

## THE MODEL OF ORGANIZATION

MTA requires its employees to demonstrate integrity, responsibility and respect for the rules, to ensure compliance of company's activities with current legislation to avoid cases of corruption. For this reason, the company, adhering to the provisions of Legislative Decree 231/2001, has decided to equip itself with a Model of Organization, which, by mapping the main company's processes, defines for each of them an internal management and control system suitable for preventing the crimes expressly provided for by the decree, and which include (among others):

- environmental crimes (e.g. mixing of dangerous waste, violation of record-keeping obligations, discharge of dangerous substances, unauthorized waste management);
- violation of health and safety regulations (e.g. negligent personal injury due to violation of accident prevention regulations);
- crimes against industry and commerce (e.g. manufacture and trade of goods by usurping industrial property rights);
- IT crimes and illicit data processing (e.g. illegal access to IT/telematic systems, possession and dissemination of access codes to IT systems);
- undue receipt of payments, fraud against the Government or a Public Institution (submission of false declarations or documents or attesting to untrue things).

Compliance with the prohibitions and provisions set out in the ad hoc protocols adopted by the company is guaranteed by the presence of a Supervisory Body.



The Supervisory Body consists of both internal and external members who regularly report to the Board of Directors and the Board of Statutory Auditors. Among its responsibilities are the following tasks:

- verify compliance with the provisions of the Model of Organization and implement the “control program” that is a specific audit activity to verify the application and operation of the controls contained in the Protocols;
- prepare and manage an effective internal communication and an “information flow” toward the Supervisory Body;
- promptly inform the Board of Directors and the Board of Statutory Auditors regarding the level of implementation of the Model, the violations ascertained and the need for interventions to modify or update the Model;
- evaluate the need to update the “Risk Analysis / Risk Areas”;
- promote initiatives for spreading and understanding of the Model at all levels of the company.

The company expects all employees to respect the principles of behavior set out in the 231 Protocols, available and consultable by everybody in a public folder on the company's internal computer network and included in the topics covered during the mandatory initial training provided to new hires.

All employees have an obligation to report to the Supervisory Body:

- the commission or attempted commission of illicit conduct;
- any violation of the operating methods defined in the Model;
- any observation on the adequacy of the rules set out in the Model to prevent illicit conduct.

The reports must be:

- timely;
- in writing, with indication of “Confidential”, using specified communication channels;
- concerning violations or suspected violations of the Model.

The reports received by the Supervisory Body will be stored in an archive whose access is reserved exclusively to members of the Body.

Also in 2024, confirming the trend of previous years, MTA was not the subject of reports or investigations related to crimes envisaged by Legislative Decree 231/2001.







## THE CODE OF CONDUCT

Reflecting its strong ethical values, MTA has developed a Code of Conduct aimed at establishing a foundation for an inclusive and shared corporate culture. This code promotes a work environment where everyone is treated with respect and dignity, free from favoritism and prejudice.

The MTA Code of Conduct touches on fundamental issues, which must be respected and supported by every employee and partner, including the entire supply chain.

Respect for human rights and working conditions established by the conventions of the International Labor Organization (ILO) are the fundamental pillars. All workers must contribute to MTA's commitment to promoting them.

The MTA Code of Conduct includes, but is not limited to, the following human rights and employee rights policies:

- fight against illegal immigration and forced labor;
- child work avoidance;
- fair and dignified treatment;
- non-discrimination of any kind;
- freedom of association and protection of individual rights;
- promotion of “responsible” raw material supply chain;
- social dialogue on working conditions;
- fight against all forms of corruption;
- respect for confidentiality and reporting of irregularities (whistleblowing).

MTA's commitment is dedicated to ensuring fair and legal working conditions in terms of hours, wages, and treatment. Any form of discrimination – gender, age, race, nationality, marital status, sexual orientation, political opinion, physical/health condition, etc. – is strongly condemned. Freedom of association is guaranteed to all company employees, who are free to join trade unions to be represented and can meet in workers' councils.

Through its Code of Conduct, MTA also promotes notions aimed at a general improvement of working relationships and conditions, adopting the fundamental principles of the ILO which state that work is not a commodity and recognize social dialogue as a privileged way to create working conditions suitable for safeguarding the competing and mutual interests of the company and workers.

Also in 2024, there has been no report of real or alleged violations of human rights or, more generally, of the provisions of the Code of Conduct and MTA was not the subject of any investigation in this regard.

All employees have access to the Code of Conduct, which is readily available in the company intranet and the MTA website. Additionally, the Code is provided to all new hires via the human resources portal and is included in the mandatory initial training program.

MTA has clearly identified a **whistleblowing procedure**, for both internal and external persons, to report alleged violation to the Code itself. Directions are clearly expressed in the Appendix of the document, available on the company website too.



## THE INVOLVEMENT OF THE SUPPLY CHAIN

Suppliers are asked to follow ethical principles and policies contained in the MTA Code of Conduct and consider them their own, with the aim of spreading these principles along the supply chain.

By signing the **MTA General Terms & Conditions**, suppliers are explicitly called upon to recognize and fully respect the provisions defined by MTA in the Code of Conduct, conforming to the principles contained therein and verifying, in turn, that they are implemented and also applied by the companies they control, directly or indirectly: the final aim is to spread, along the entire supply chain, the principles embraced by MTA.

Suppliers are also required to comply with the **Responsible Minerals Sourcing Policy** revised by MTA in 2024, in which the company undertakes to responsibly source materials containing those minerals (such as tin, tungsten, tantalum, gold, and also cobalt, mica, ..) that can be used in risk areas or in conflict zones, to finance armed groups, to fuel forced labor and other forms of human rights violations. Suppliers are required to declare the presence and origin of the minerals in question in the products supplied, which must be obtained from environmentally and socially responsible and conflict-free sources.

All suppliers are invited to adopt the principles of the policy, encouraging and raising awareness of their suppliers in this regard. MTA verifies and monitors the "sensitivity" of its suppliers to sustainable purchasing through an annual survey on Conflict Minerals.

In the preliminary phase, each new or potential supplier is invited by MTA purchasing function to respond to a self-assessment questionnaire (**Supplier Information Survey**), which includes a mandatory section expressly dedicated to the topics of Corporate Social Responsibility / Sustainability. The purpose of the questionnaire is to promptly detect any critical issues of the supplier, providing immediate feedback on the company's positioning with respect to the MTA standards.

According to the existing evaluation mechanism, suppliers finally receive a rating from MTA based on their performance and risk attribution: the certifications according to the ISO 14001 (environment) and ISO 45001 (health and safety) standards represent a plus for the supplier, who, if certified, receives a higher score.



# Respect for the Environment



While designing and manufacturing electrical and electronic products for vehicles such as cars, motorcycles, trucks, and special vehicles like agricultural and earthmoving machines, MTA views environmental protection as a fundamental aspect of its corporate strategy. This commitment is articulated in its Environmental Policy, which was revised and newly approved by Top Management in 2024.

The company is dedicated to conducting its operations in an environmentally responsible manner, striving to minimize negative impacts on the environment and to meet or exceed the requirements of current legislation whenever possible.

NOTE: To the scope of this reporting, environmental data provided include the manufacturing sites of Codogno and Rolo over the years and – starting from 2024 – also the manufacturing site of Cinisello Balsamo. While the R&D offices of Turin are excluded due to their low impact.

## Constant monitoring of environmental aspects

### MANAGEMENT OF ENERGY SOURCES AND USE OF RENEWABLE SOURCES

The energy consumption monitoring is a critical part of the company strategy to evaluate efficiency opportunities.

Internal energy consumption within the organization includes:

- electricity for the operation of the systems (production

MTA implemented and maintains its own **Environmental Management System** compliant with the ISO 14001 standard and common to the Codogno and Rolo plants. ISO 14001 certification for the Cinisello Balsamo plant will be a target for the next years.





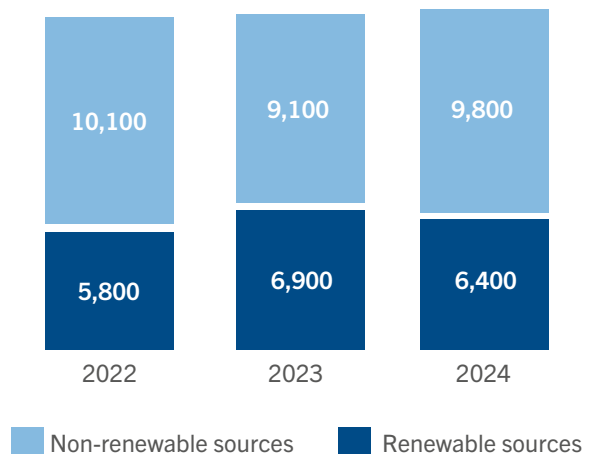
lines / production equipment - compressors - lighting - air conditioning systems), partly powered through the medium voltage network and partly through the self-production of solar panels installed;

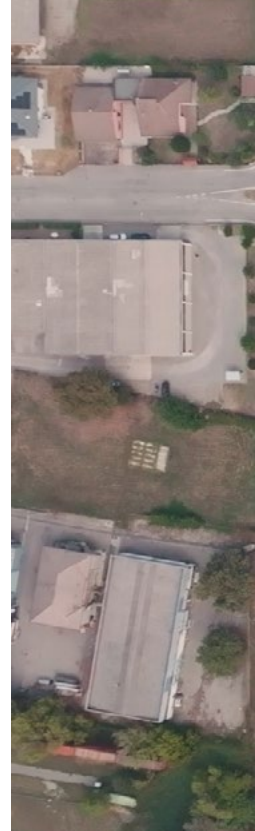
- natural gas for managing the heating system;
- fuel for cars belonging to the company fleet.

On the side is detailed the overall energy consumption of the plants divided between energy coming from non-renewable sources (purchased from external suppliers) and energy coming from renewable sources (partly self-produced – in Codogno and Rolo only – by the installed photovoltaic parks and partly obtained based on the declaration of the energy mix used by the electricity suppliers).

Differently to the data from previous years, the 2024 data also include the energy consumption of Cinisello Balsamo; it was not possible to gain the same information for the two previous years to make reporting more consistent.

#### ENERGY CONSUMPTION WITHIN THE ORGANIZATION [MWh]





The use of electricity represents more than 80% of the organization's total internal energy consumption, but plants have very different levels of electricity consumption because of their significantly different production processes.

The plant of Codogno specializes in the production of electrical components and is equipped with plastic molding, metal stamping and assembly departments, It is the most "energy-intensive", representing about 75% of the total electricity consumption. Here the solar panels installed allow for self-production between 10-15% of consumption.

The remaining quota of electricity used is almost entirely consumed in the plant of Rolo, that instead is specialized in the production of electronic components, where the photovoltaic production (when season and weather make it possible) is higher than demand, allowing the company to transfer the surplus produced to the grid.

Regarding the new reporting of the Cinisello Balsamo plant, it is considerably smaller than the other two, its electricity consumption only represents 1.3% of the total electricity consumed and no solar panels are installed; this means that the renewable energy component on the total energy consumed by the plant is only represented by the percentage declared by the electricity supplier.

Considering the main plants of Codogno and Rolo, for their major impact in terms of energy consumption, during the past few years their different characteristics have been considered, leading to an approach focused on efficiency interventions on the less recent and more energy intensive plant (Codogno), to mitigate as much as possible its impact. While in Rolo it was mainly focused on the sustainability of the electricity supplier, given its production process and its more recent construction.

The strong commitment to efficiency is evident from the energy intensity index – given by the ratio between energy consumption and turnover – which shows a constant improvement.

In Codogno in 2024 was launched a massive emissions abatement project - for completion in 2025 – that will reduce the site climate impacts by more than 30%. For more details see paragraph “Future projects and targets”.

### GHG EMISSIONS

Since 2020, MTA began using GHG protocols to:

- measure and manage greenhouse gas (GHG) emissions from its operations;
- report and reduce GHG emissions;
- analyze possible mitigation actions.

The reporting takes into consideration the data available on:

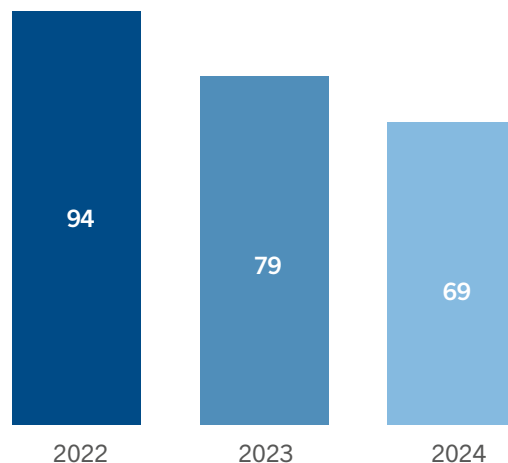
Scope 1 → direct emissions from the company;

Scope 2 → emissions from others due to company consumption.

During 2021, an initial refinement of the data collected for Scope 1 was carried out including – starting from that year – the data relating to emissions deriving from the cars in the company fleet too. For 2022 the objective was to further refine the accounting by adding emissions resulting from leaks in equipment containing refrigerant gases.

The current reporting on Scope 1 considers these progressive improvements, which however

### ENERGY INTENSITY [MWh/M€ TURNOVER]







distort the emissions trend over the period, making the years not "homogeneous" and comparable with each other.

The methodology adopted for Scope 2 data, consistent with the methodology created by EEA (2015), consists in calculating emissions on the assumption that the equivalent electricity from renewable sources is created with the fossil mix of the year 2020 (data of previous years recalculated accordingly).

Scope 3 is still "work in progress", given the complexity of reporting: including the emissions of the entire supply chain, both upstream and downstream of the company's activities (i.e.: the emissions of suppliers for the production of the items delivered to MTA, the emissions caused by employees' home-work transfers, emissions due to the use of products, their disposal, etc.), requires an in-depth analysis and a complex action plan to be implemented in the coming years.

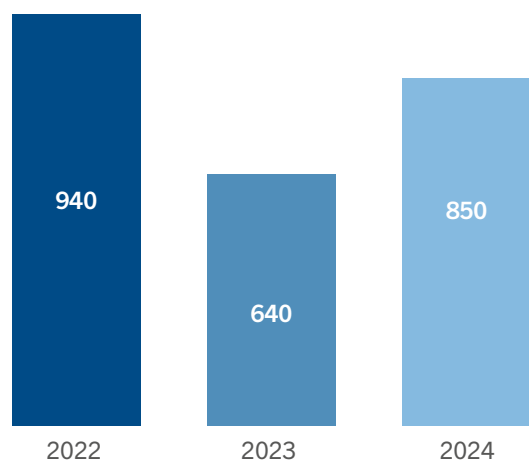
**SCOPE 1:** It deals with the greenhouse gas emissions generated directly by the Organization, which are divided into:

- ✓ stationary combustion: deriving from fossil fuels used for the operation of the systems (in our case: natural gas for the operation of the heating system) and from any recorded losses of refrigerant gases;
- ✓ mobile combustion: deriving from the company car fleet;
- ✓ loss of refrigerants.

The trend over the three-year period is presented here on the side.

The increase of about 30% of Scope 1 emissions is only partially determined by the addition of Cinisello Balsamo (10%).

#### SCOPE 1 [tCO<sub>2</sub>e] TOTAL EMISSIONS



Source: World Resources Institute (2024). GHG Protocol tool for stationary combustion. Version 4.2 & World Resources Institute (2024). GHG Protocol tool for mobile combustion. Version 2.6



**SCOPE 2:** it deals with the indirect emissions of greenhouse gases deriving from the energy supply external to the organization, accounted according to the location-based method.

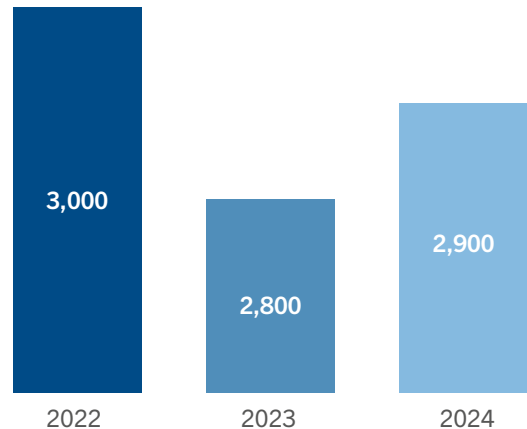
The trend over the three-year period is presented on the side.

Compared to 2023, it is registered a global Scope 2 emissions increase of 3.5%, (1.5% depends on the addition of the monitoring of Cinisello Balsamo).

The Scope 2 contributions are mitigated by the use of self-production of electricity through the photovoltaic systems installed in Codogno and Rolo (see paragraph "Avoided emissions"). An important activity to increase the self-production of energy from the photovoltaic system is work-in-progress in the plant of Codogno, that – with its molding and stamping presses – is clearly the most energy-intensive. For more details see paragraph "Future projects and targets".

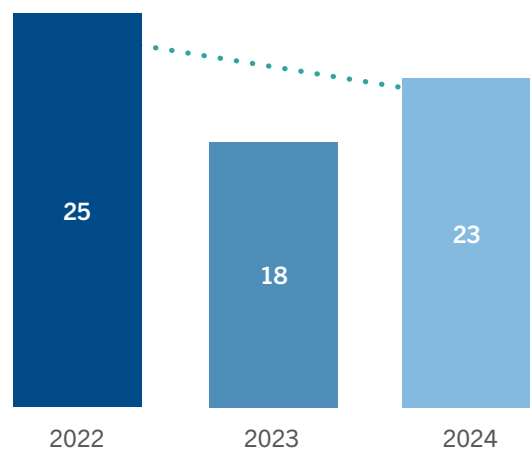
To make the data on the tons of CO<sub>2</sub>e emitted more understandable, as well as comparable in terms of performance between one year and another, it was indexed to the "industrial cost turnover" of the year to which it refers.

#### SCOPE 2 [tCO<sub>2</sub>e] TOTAL EMISSIONS



Conversion factors used: ISPRA "Efficiency and decarbonization indicators in Italy and in the biggest European Countries"  
Edition 2024 - Rapporto 404/2024

#### SCOPE 1 + 2 EMISSION INTENSITY INDEX [tCO<sub>2</sub>e/M€ turnover]



## AVOIDED EMISSIONS

Photovoltaic panels installed in Codogno and Rolo allow the company to avoid, overall, the following greenhouse gas emissions:

The methodology adopted, consistent with the methodology developed by EEA (2015), consists in calculating emissions under the assumption that the equivalent electricity from renewable sources is produced with the fossil mix of the year 2023 (preliminary data). The avoided emissions are therefore calculated in terms of the product of the electricity generated from renewable sources by the average annual emission factor from fossil sources. The underlying assumption is that in the absence of renewable production the same amount of electricity must be produced from the fossil mix. (Source: ISPRA "Efficiency and decarbonization indicators in Italy and in the biggest European Countries" Edition 2024 - Report 404/2024).

## WASTE PRODUCTION

The data here on the side refer to the quantity – expressed in tons – of waste generated by the company, distinguishing between hazardous and non-hazardous waste and identifying the total by reporting year.

Due to the different type of production processes, the Codogno plant is the main "producer" of waste, with a stable share over the years of over 90% of the total waste generated by MTA.

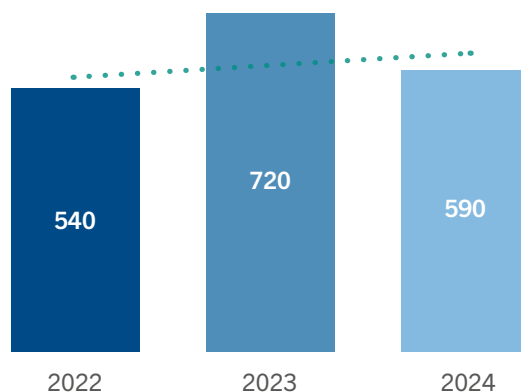
Compared to previous years, 2024 data include also waste produced by Cinisello Balsamo, which however has a minimal impact, only representing 1%.

Specific agreements with dedicated companies enable the Codogno plant to manage the "recover" of a large part of the metal processing waste as a by-product and, albeit to a much lesser extent, also part of the plastic waste, allowing them to continue in their life cycle. In 2024, the percentage of metal and plastic waste from the production processes of the Codogno plant that were "recovered" through these agreements was 65% of the total waste generated by MTA (it was 70% in 2023 and 73% in 2022).

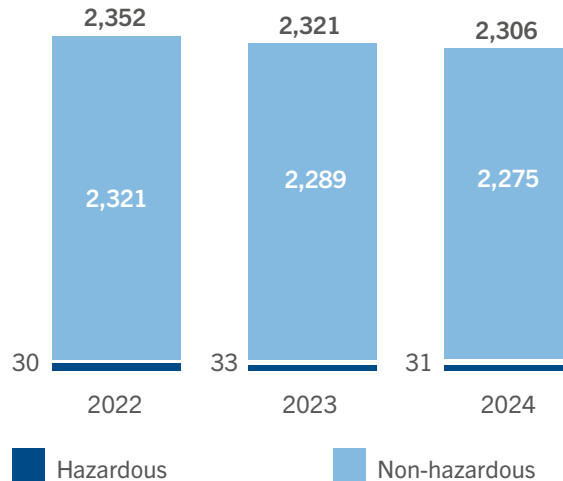
Despite the decrease (-8%) in the total recovered quantity compared to the previous year, positive data is represented by the plastic waste recovery, that - due to a much better differentiation - has more than doubled its quantity.

Cinisello Balsamo too has in place some agreements, that enabled the plant to manage the "recovery" of about 30% of all produced waste.

### EMISSIONS AVOIDED FROM PHOTOVOLTAIC PRODUCTION [tCO<sub>2</sub>e]



### WASTE PRODUCED [t]



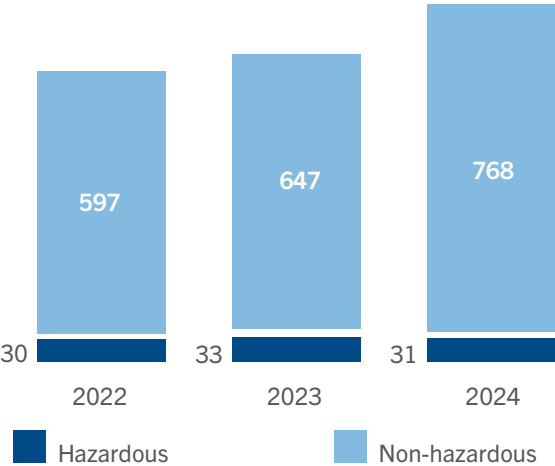
The remaining waste generated by the organization – and all the hazardous waste – is given to companies specializing in waste treatment and disposal.

Most of the waste given to treatment and disposal service providers is subject to recovery, based on the categorization of the waste itself. According to the indications of these waste management companies, they are able to recover/recycle over 90% of the mix of waste generated by the Codogno plant (the rest is destined for storage in landfill). For Rolo, the percentage of waste recovered/recycled is higher than 80% of the total waste produced by the plant. And for Cinisello Balsamo, almost the entire quantity of waste produced is recovered/recycled by the reference waste operator.

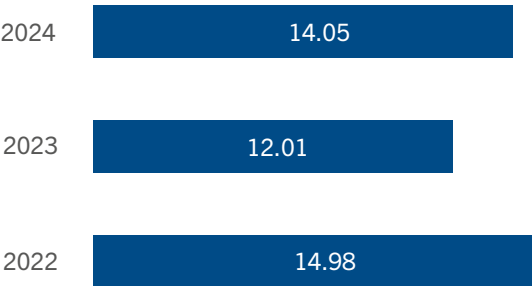
To monitor our performance in terms of waste production, we consider an index consisting of the sum of metric tons of waste generated by the plants compared to the sum of millions of products' turnover at industrial cost. Here on the side is the representation that shows the trend recorded over the last 3 years.

The 2024 index was negatively impacted by extraordinary disposals carried out by the Rolo plant as well as by a contraction registered by the product turnover at industrial cost.

WASTE SENT TO LANDFILL [t]



WASTE PRODUCTION INDEX [tpM]







## WATER CONSUMPTION

Even though our production processes do not heavily rely on water and our facilities are not situated in areas of high water stress, we still aim to monitor water consumption to ensure its responsible use.

MTA's water withdrawals consist of both drinking water supplied by municipal companies and water taken from aquifers through wells.

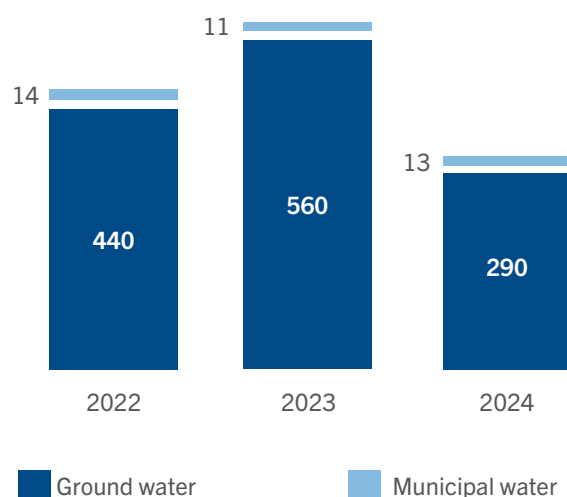
The purchase of water from municipal companies represents about 4% of the total, of which the most part (about 90%) is used for hygienic-sanitary purposes (toilets) and food (kitchen/canteen).

The most significant part is represented by the withdrawal from wells (96% of total), that is almost entirely carried out by the Codogno site, since the Rolo site affects the overall groundwater withdrawals by only 0.3%. This is because at the Rolo site water from wells is used exclusively for the irrigation of the green areas, while, in Codogno, the main purpose of the withdrawal from the groundwater is the heat exchange of the heat pumps, for the air conditioning of part of the production plant.

As for Cinisello Balsamo, here there are no wells, and the water consumed is only supplied by the municipal company and used only for hygienic-sanitary purposes. The impact of the site on the total municipal water consumed by MTA is around 5.5%.

About the data above, it is important to keep in mind however that all the water taken from wells (where present) is subsequently discharged into water basins without a quantitative or qualitative decrease; also the use of water for the operation of heat pumps therefore does not imply a real consumption of resource (a situation which instead characterizes the use of water for sanitary and food purposes). In fact, as mentioned before, MTA production processes require extremely limited use of water.

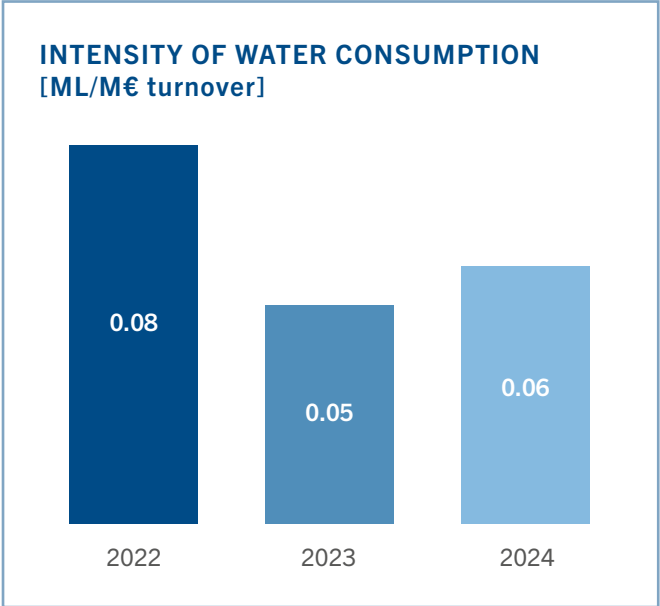
## WATER WITHDRAWAL [MILLIONS OF LITERS - ML]



	2022	2023	2024
Ground water released into surface water (ML)	440	560	290
Actual water consumption (ML)	14	11	13



This condition can be clearly seen from the intensity index of our water consumption, represented in the graph on the side, which relates the millions of water liters (Megaliters) consumed, to the company turnover (in millions of euros).



## Environmental initiatives

In addition to reporting its impact on the most relevant environmental aspects, MTA's contribution on topic is also expressed through other initiatives supported by the company, such as:

- renewal of partnership with the FAI - Fondo Ambiente Italiano: it's been about 15 years that MTA is a Corporate Golden Donor to the FAI, the Italian Environmental Fund, thus helping to support a major preservation project that also represents an ambitious cultural challenge: "to make Italy a better place to live, work, and raise children";
- continuous care of the company big green areas: in early autumn 30 new trees were planted in the site of Codogno, in the 1,500 sqm area in front of the recently renovated building. This helps not only to create beautiful surroundings for the company buildings, but also to contribute to absorbing capacity of CO<sub>2</sub>.

## Future projects and targets

For the Codogno Headquarters, MTA is focusing on environmental sustainability, with an emissions abatement plan that's already reached the implementation phase and will reduce the site climate impacts by 33% within mid-2025, which approximately corresponds to over 10,200 ton reduction in CO<sub>2</sub> equivalent atmospheric emissions over the next 10 years. The investment is partially funded by a grant from the Lombardy Region (the Green Line grant).

Many of the facilities at the industrial site will be heavily renovated: heat will be recovered from the molding process to facilitate summer cooling and winter heating, refrigerants with a high environmental impact will be eliminated, and, where possible, will be replaced with fluids having a near-zero climatic impact, the existing photovoltaic system will be greatly expanded, and the use of methane gas will be reduced by about 90%.

These interventions will significantly improve the Carbon Footprint associated with MTA products, all for the benefit of the entire downstream automotive supply chain.





# People & Community



Established in 1954 and still under the ownership of the founder's family, MTA is acutely aware of its responsibilities to its closest supporters, particularly its employees. The company recognizes that its people are the essential foundation of its success and has consistently prioritized them by committing to the highest standards of health and safety in the workplace.

To this end, MTA has implemented and maintains its own Occupational Health and Safety Management System compliant with the ISO 45001 standard, common to all the plants.

Moreover, the company's commitment is also expressed in assuring adequate professional training and employment stability, within a company climate based on listening to and enhancing each talent. This is because MTA aspires to be, as well as a safe workplace, also an attractive place to work, capable of cultivating and retaining talents, through projects carried out with secondary schools and universities on the one hand and training and development career plans for employees on the other.

In accordance with the set target, in 2024 the Cinisello Balsamo plant and the Turin office were successfully integrated into the management system according to ISO 45001.



## The Health & Safety Management System

The Health & Safety Management System adopted by MTA, i.e. the set of rules and responsibilities established by the company to reduce and manage safety and health risks, considering the context of the organization, constitutes the main tool of Company management to pursue the prevention of accidents and occupational diseases and also to pursue the continuous and sustainable improvement of working conditions. The public and formal commitment to the protection of employees in the workplace is expressed by the top management through the Health and Safety Policy: also available on the MTA website, it is known and shared both with employees and with the supply chain, and with all other company stakeholders.

The application of the Health & Safety Policy and the maintenance of the Health & Safety Management System, according to the ISO 45001 standard and in consideration of the laws in force on the subject, are guaranteed by the HSE Managers, who are responsible for the analysis of occupational accidents (real or near misses), to identify their causes and to prevent them from happening again, as well as the fundamental task of making the workers - in particular those of production, who are exposed to the greatest risks - responsible for respecting safety in the workplace. For this reason, the HSE Managers hold regular training meetings in each plant that involve the production staff: to raise their awareness - also and above all – about the so-called "unsafe conditions". The aim of the awareness campaign is to give workers the necessary perception of potentially risky situations, making them more attentive and encouraging them not only to report every time they identify one, but also to make suggestions on possible safety

improvements in their daily activities. All reports made by the employees are collected and analyzed, providing important input to define new safety actions.

## The performance of the Health & Safety management system

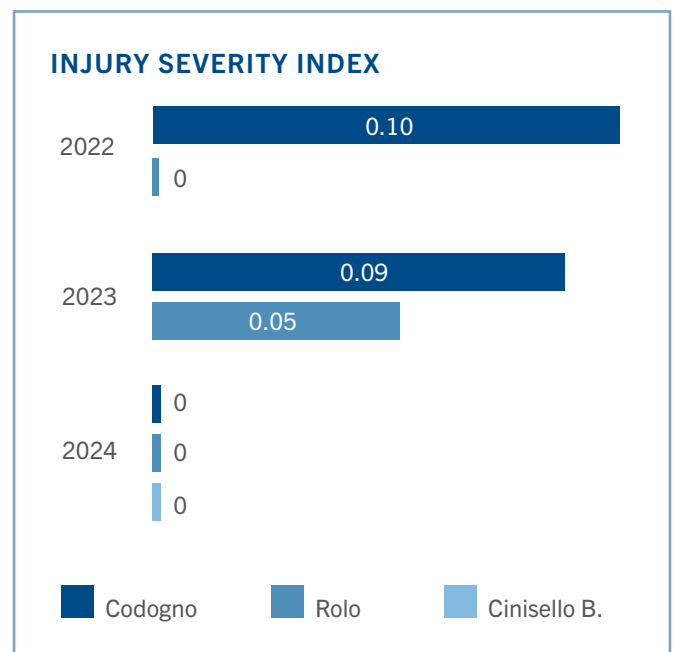
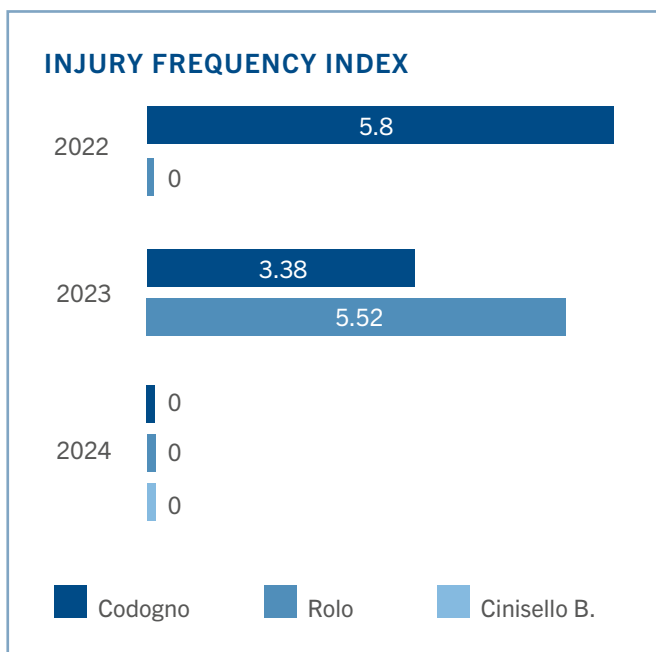
### INJURY INDEXES

The main indicators – constantly monitored at each site level, not only by the HSE Managers, but also by company Top Management – are the injury indexes of frequency and severity.

The frequency index takes into consideration all work-related injuries reported to the Italian national body responsible for their management (INAIL), with the exclusion of accidents during commuting and those not recognized by INAIL itself and correlates them – according to UNI standards – to the total hours worked in the year, multiplying the result by one million.

While the severity index transforms the above work-related injuries into the relative days of absence of people, correlating them – again according to UNI standards – to the total hours worked in the year, multiplying the result by a thousand.

As illustrated in the graphs below, 2024 marked a milestone as a 'zero-accident' year across all three manufacturing plants. This remarkable achievement reflects the intense focus on health and safety, bolstered by continuous training, information dissemination, and awareness-raising initiatives, particularly within the manufacturing departments.



Data of previous years – available only for Codogno and Rolo, since Cinisello Balsamo didn't registered them – shown that in 2023, there was a worsening of the performance of Rolo which recorded 2 occupational injuries for a total of 19 working days lost (they were 0 in previous years); while in Codogno 3 injuries were recorded for a total of 85 working days lost (they were 5 injuries for 87 working days in 2022).



NEAR MISSES AND UNSAFE CONDITIONS

MTA also collects and records the so-called near misses, i.e. those accidents which have occurred, but which fortunately have not resulted in injuries to the people involved. Scope of the activity is to have evidence of all dangerous situations, analyzed one by one by the HSE Managers, who take the appropriate countermeasures by coordinating the application of the necessary corrective actions to avoid their possible re-occurrence. Here are the details of the near misses managed:

	Codogno	Rolo	Cinisello Balsamo
2024	5	2	0
2023	2	1	
2022	1	2	

SAFETY TRAINING

In addition to raising awareness, specific training events dedicated to safety cannot be missing. The details available per plant in 2024 are as follows:

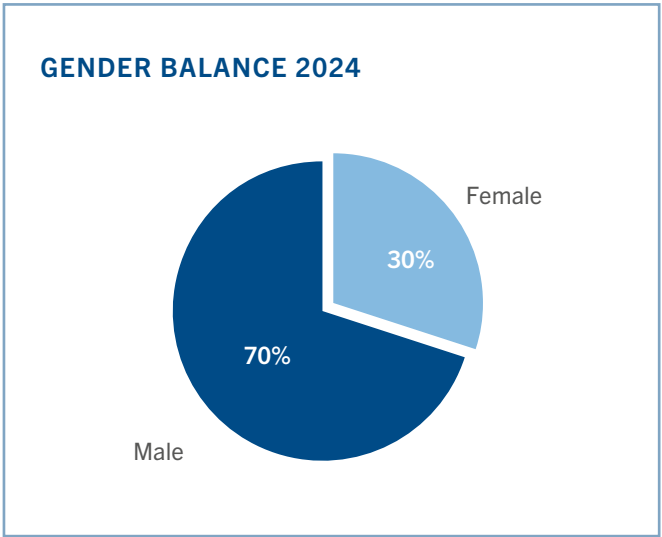
- Codogno - 157 workers were involved in training/updating activities related to safety issues with an average of over 10 hours of training per capita (in 2023: 315 workers for an average of 9 hours of training; in 2022: 332 workers for an average of 7 hours of training);
- Rolo - 82 workers involved in training/updating activities related to safety issues with an average of 7,5 hours of training per capita (in 2023: 154 workers for an average of 10 hours of training; in 2022: 52 workers for an average of 6 hours of training).

While in Cinisello Balsamo (including also the Turin offices), more than 400 hours of training on safety topics has been provided to employees during the year.

People

According to one of the key principles of its Code of Conduct, MTA supports equal opportunities, without exception, in all its activities. As evidenced by the transparency of the selection processes, all positions are clearly open to those who meet the competence requirements for the role, regardless of gender, race, religion, age, sexual orientation.

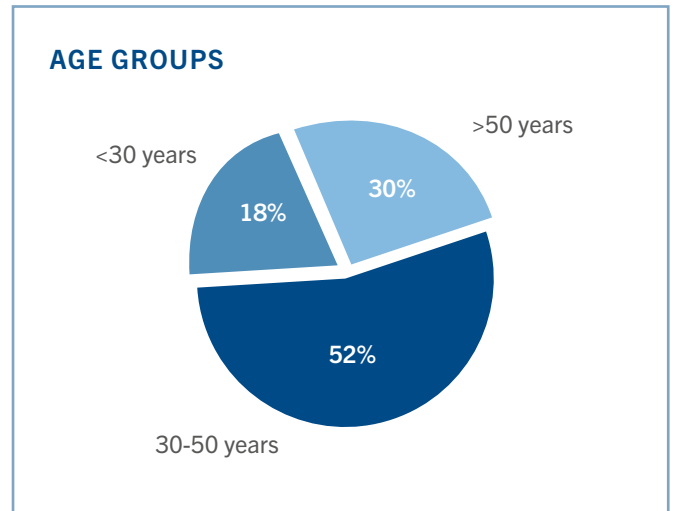
With the inclusion of Cinisello Balsamo and Turin, employees at the end of 2024 are around 900: 93% direct employees, while temporary workers represent 7% of the total workforce. In terms of **gender composition**, the data substantially confirms the same distribution as in previous years: male representation is at 70% and female representation is at 30% (they were respectively 69% and 31% in 2023, but Cinisello Balsamo was not counted).



Checking the **age group composition** of the staff, here on the side is the situation at the end of 2024.

The **new hires** that took place during the year (in absolute number: 60 vs 92 in 2023 and 101 in 2022) are aligned with the general gender balance (68% male - 32% female), while the distribution by age group sees the in-between 30-50 as main age group (47%), while the under 30 represents the 40% of new hires and the over 50 are about 13% of new hires.

The **turnover rate**, (i.e. the percentage ratio between the sum of hirings and terminations that occurred during the year and the average number of employees in the period), stood at approximately 17% for “white collars” and 6% for “blue collars” (in 2023, they were 30.5% and 24.,5% respectively. The significant variability of the data is explained by the fact that it is linked to "contractual" terminations (retirements, natural end of fixed-term contracts, possible individual dismissals).



## Training and people development

MTA expresses the valorization of its employees also through the training activities provided. They are planned and implemented every year with different priorities and focuses, according to a process of identification of training needs clearly explained in a company procedure which is available to all employees for the consultation. The training plan approved for each company sector is then shared by all managers with their collaborators and applied throughout the year.

In 2024 the company provided approximately 6,500 hours of training to its employees (they were 10,000 in 2023 and 7,400 in 2022), for an average of approximately 8 hours of training per capita (they were 7 in 2022).

It is re-affirmed also in 2024 that there are no gender disparities in training: the average number of training hours provided is identical between men and women. No significant differences are also registered between employees' categories: “white” and “blue” collars received roughly the same amount of training hours per capita.

Total training expenditure was approximately 100k € (-50% compared to the previous year). The reduction is due to the failure to utilize the funds allocated for training, resulting from the unions' refusal to approve such funding. The reason lies in the guidelines provided for by the national trade unions during the negotiation of the National Collective Bargaining Agreement.

## The company welfare model and the talent management

Based on feedback from the internal climate survey conducted in 2022 and further insights gained from subsequent focus groups with MTA employees, Human Resources Management developed a three-year plan to address the most significant needs identified. On the next page are the results of the activities carried out in 2024.



Within the intervention area called “Organizational design” there were two planned activities:

- revision of job descriptions and job titles;
- redesign of working process in some areas of the company.

Both of them have been addressed and, due to their complexity, are still work in progress and will be followed through also during 2025.

As anticipated as intention in 2022 report, in 2024 MTA established a Management Academy, for the development of managerial skills and collaborators management. The initiative falls within an intervention area called “management styles” and resulted in various activities during the year, such as:

- change management training initiatives (meetings & e-mails);
- individual coaching;
- team building;
- master in “Integrated Supply Chain Management” dedicated to executives and other specific roles;
- leadership courses dedicated to the shift leaders;
- counseling desk.





Within the intervention area called “Politics and work system”, in 2024 the company released:

- compensation and benefits: total compensation policy;
- global job evaluation & benchmarking;
- performance evaluation process and system update.

In addition to the internal Job Posting tool, the recruitment is also carried out through external communication. The MTA website is always updated and used to reach a large number of people. The "Work with us" section, directly linked from the home page, displays all open positions and gives the opportunity to submit a spontaneous application.

Other initiatives supported by MTA also in 2024 to search for and cultivate talent are:

- school-work alternation project, which involves students from local technical institutes, allowing them to carry out work experience, as part of their training course, in the MTA production departments;
- opportunity given to students to carry out an internship in MTA with the aim of writing their thesis, in collaboration with engineering and economics faculties (such as the Politecnico of Milan and the University of Pavia).

## The company welfare model and other actions for the employees and the community

In 2024, as announced in last year's report, the company completed a significant building renovation project aimed at further enhancing employee well-being. On the first floor of the renovated area, 500 square meters are now dedicated to new open-space offices, along with a new training room and new meeting rooms.

The ground floor of the renovated area includes a space dedicated to a particularly noteworthy new activity: the company kindergarten. Designed for employees with children aged 3 to 36 months, it offers a tangible opportunity for better work-life balance management. Additionally, the company provides a financial contribution to support families

To stimulate the participation of its people and their well-being in 2024 the company undertook also the following:

- in the year of its 70th anniversary, MTA celebrated the Family Day in Rolo, organized by the corporate CRAL. Colleagues from the Italian sites and their families visited the production area of the plant. The large green area was dedicated to games for adults and children, with musical entertainment and refreshments. Teams from foreign sites also participated in the celebrations with customized stands;
- supported many initiatives of the company CRAL (i.e. Company Recreational Workers' Club) such as trips during weekends and sports tournaments, to give the employees the possibility to share happy moments together also outside the working environment;
- opened a counseling service available to its employees who have thus been able to avail themselves of the help of a professional who has provided them with emotional and practical support to overcome their moments of difficulty.

Further relevant initiatives present in both locations to preserve the health and well-being of the employees are:

- additional health insurance available for all workers (Metasalute);
- possibility of increasing, by using (in whole or in part) the personal bonus, the share of welfare benefits provided for by the Collective Bargaining Agreement, thus allowing employees to





- benefit from lower taxation on this part;
- a canteen service — in the plants of Codogno and Rolo - offering a wide choice of healthy options for everyone;
- up to 8 days/month of smart working available to use freely during the month.

Moreover, other concrete initiatives implemented in 2024 by the company both for its employees and for the local communities in general were:

- support of the “Pink month” international campaign, aimed to highlight the importance of breast cancer prevention, early detection and prompt treatment. This year MTA made a donation to support the work of the LILT (Italian League for the Fight against Cancer) and all employees were invited to wear a pink ribbon as symbol of awareness;
- support of Blue Month, an awareness campaign focused on the prevention of male cancers. Also on this occasion, MTA made a donation to support LILT (Italian League for the Fight against Cancer), and employees were invited to wear a blue ribbon as symbol of awareness;
- donation of a new cutting-edge defibrillator to the Municipality of Codogno, a fundamental tool for ensuring the safety of citizens.

## Future projects

In 2025 MTA will certainly continue the Family Day tradition, the important appointment will be hosted in the plant of Codogno and will involve the personnel of all MTA S.p.A. plants.

In addition, in 2025 HR will drive the HCM (Human Capital Management) System change to a new global provider, that will allow all countries to be aligned on the same database and with corporate coordinated HR processes.

The training initiatives will be focused on Generational Gaps with some project starting Q3 2025.

HR will, therefore, work with a focus on formalization of a set of core competencies in order to create a company culture path.

A new car policy will also be introduced to govern changes in company fleet management.

# About this report

This report aims to provide information regarding the approach of MTA S.p.A. to sustainability issues. Reporting perimeter is expressed in paragraph “Who we are”.

The information contained covers the reporting period from 1st January to 31st December 2024. Where available, comparative data from previous years has also been provided.

Although we do not formally adhere to the UN Global Compact Principle Index, in drafting this document we were inspired by its founding principles, considering that they derive from:

- Universal Declaration of Human Rights;
- ILO Declaration on Fundamental Principles and Rights at Work;
- Rio Declaration on Environment and Development;
- United Nations Convention against Corruption;

thus benefiting from universal recognition and consensus.



United Nation Global Compact 10 principles			Implementation by MTA	Reference page in this document
Human rights	principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	Code of Conduct (page 5-7) Conflict Minerals Policy	18-19
	principle 2	make sure that they are not complicit in human rights abuses.	Code of Conduct (page 5-7) General Terms & Conditions (page 7-8) Conflict Minerals Survey Supplier Information Survey	18-19
Labour	principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Code of Conduct (page 6)	18
	principle 4	the elimination of all forms of forced and compulsory labor;	Code of Conduct (page 5)	18
	principle 5	the effective abolition of child labor; and	Code of Conduct (page 6)	18
	principle 6	the elimination of discrimination in respect of employment and occupation.	Code of Conduct (page 6)	18 33
Environment	principle 7	Businesses should support a precautionary approach to environmental challenges;	Certification ISO 14001 Environment Policy General Terms & Conditions (page 7-8)	10 20 19
	principle 8	undertake initiatives to promote greater environmental responsibility; and	Constant monitoring of environmental KPIs and target setting	20-28
	principle 9	encourage the development and diffusion of environmentally friendly technologies.	Projects aimed to develop “green” technologies (products dedicated to electric vehicles - energy from renewable sources)	14 20-24
Anti-corruption	principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	Legislative Decree 231/01 Organizational Model General Terms & Conditions (page 7-8) Code of Conduct (page 3-5, 7-9)	16-18

For the presentation of the performance indicators on the topics addressed, we also took indications from the GRI (Global Reporting Initiative) Standards.

For further information you can contact: [sustainability@mta.it](mailto:sustainability@mta.it)



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