

**SUSTAINABILITY
REPORT** 2025

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Statement

Dear Readers,

For more than seventy years, MTA has grown by adapting to change while remaining true to the values that have guided the Company since its foundation: innovation, reliability, responsibility and respect for people. These principles continue to shape our decisions and provide a solid foundation for addressing the challenges and opportunities of an evolving automotive industry.

During 2025, we operated in a highly challenging market environment, marked by geopolitical uncertainty, increasing competitive pressure and a slower-than-expected transition towards electric mobility. Despite these conditions, MTA further strengthened its position by remaining focused on customer needs, operational excellence and long-term value creation.

Innovation remains a fundamental pillar of our strategy. Through our expertise in power distribution, display technologies, power electronics and control systems, we support vehicle manufacturers in addressing the major trends reshaping the mobility sector, including electrification, digitalization and connectivity. Ongoing investments in research, development and technology allow us to anticipate market needs and maintain our role as a trusted partner for leading automotive manufacturers worldwide.

Sustainability is equally embedded in the way we operate and make decisions. Throughout the year, we pursued initiatives aimed at improving energy efficiency, increasing the use of renewable energy, reducing environmental impacts and promoting the responsible use of resources, while maintaining high standards of operational performance.

Our people remain at the heart of MTA's success. During the year, we invested in training, leadership development and employee support initiatives, while strengthening organizational and talent management processes. The Climate Survey provided valuable insights into employees' expectations and helped identify further opportunities to enhance communication, collaboration and engagement across the organization.

We also continued to promote well-being through initiatives supporting work-life balance, personal development and social inclusion. From welfare programs and counseling services to family-oriented initiatives and community activities, our



objective remains to foster a working environment where people can grow both professionally and personally.

Looking ahead, MTA remains committed to combining sustainable growth, responsible business practices and continuous improvement. By investing in technology, people and organizational development, we aim to create lasting value for our stakeholders while contributing positively to the future of mobility.

This Report outlines the progress achieved during the year and reflects our commitment to integrating environmental, social and governance principles into our strategy, operations and decision-making processes.

Thank you for your continued trust and support.

Kind Regards,



Eng. Antonio Falchetti
Executive Director



Who We Are

MTA S.p.A. is a globally recognized automotive company specializing in electrical and electronic solutions for passenger cars, motorcycles, commercial vehicles, agricultural machinery and construction equipment. Founded in 1954 in Codogno, Italy, by the Falchetti family, still the Company's owner today, MTA has evolved into an international supplier serving leading vehicle manufacturers worldwide.

The Company's activities are organized into two Business Units, Electrical and Electronic, both covering the entire product lifecycle from design and development to industrialization and manufacturing, in compliance with the highest automotive quality standards, including IATF 16949.

MTA's products support the core electrical and electronic functions of modern vehicles. The Company's portfolio includes power distribution and protection systems, ranging from fuse and relay boxes to advanced high-voltage solutions for electric and hybrid vehicles; human-machine interface technologies such as instrument clusters, touch panels and integrated display systems; power electronics including on-board battery chargers and DC/DC converters; and



electronic control solutions designed to monitor and manage key vehicle functions. Through these complementary areas of expertise, MTA contributes to the development of safer, more connected and increasingly sustainable mobility solutions.

In 2025, MTA operated in Italy through three manufacturing plants and one research and development centre, supporting innovation, product development and manufacturing excellence across its global operations.

MTA HEADQUARTERS - CODOGNO

The Company's headquarters is located in Codogno, approximately 60 km south of Milan, within a modern industrial complex covering 160,000 m² of company-owned land.

The site is set in a carefully maintained green environment, where extensive outdoor and landscaped areas contribute to a pleasant working atmosphere and reflect the Company's commitment to people's well-being and the local community. This approach is complemented by a strong focus on environmental sustainability and responsible innovation, supported by measures such as rooftop photovoltaic installations, a ground-mounted solar field and compressor heat recovery systems.

More than 600 people work in Codogno, and the site represents the strategic heart of the company, where Research & Development, Production and Product Validation coexist in a highly specialized environment. The Headquarters hosts the Management of the Electrical Business Unit, which develops control units for power distribution and protection of the electrical system, intended for low, medium and high voltage applications; terminals; connectors and fuses; and the Management of the Electronic Business Unit, specialized in the development of in-vehicle human-machine interface systems (instrument panels, touch panels, multi-display systems) and electronic control units; on-board battery chargers and DC/DC converters. The R&D Center of the two Business Units employs around 130 engineers who transform customer concepts into







integrated design solutions thanks to advanced processes and multidisciplinary expertise. Testing and qualification activities are carried out internally, ensuring fast turnaround times and the highest standards of quality and reliability.

The site also offers services designed to support employees' well-being, including a company nursery for employees' children and an on-site canteen providing freshly prepared meals every day, helping to create a welcoming and inclusive working environment.

MTA ELECTRONICS – ROLO

The MTA site in Rolo is a center of excellence for the development and production of advanced electronic instrumentation for the automotive sector and employs around 250 people.

Set within a well-maintained green environment, in continuity with the architectural identity shared by all MTA locations, it enhances the workplace through gardens and landscaped outdoor areas that reflect the company's attention to employee well-being and harmonious integration with the surrounding territory. In line with the Group's sustainable vision, during periods of peak solar irradiation throughout the year the site is almost completely energy independent thanks to a large photovoltaic system that powers daily operations, helping reduce environmental impact and improve energy efficiency.

The Research & Development department, composed of around 40 engineers, is structured into divisions dedicated to the design of instrument clusters, displays, control systems and product quality management. Development activities rely on state-of-the-art tools for hardware, software, optical and mechanical modeling and simulation, ensuring full compliance with Automotive SPICE standards and delivering high levels of product reliability. The plant operates with latest generation assembly lines, internally developed testing equipment and an advanced traceability system. The entire production area is classified as an EPA (Electronic Protected Area) and equipped with devices that prevent electrostatic charge accumulation, ensuring maximum protection of sensitive electronic components.

The site also offers services designed to support employee well-being, including an on-site company canteen that prepares fresh meals daily, ensuring quality and variety.

MTA POWER ELECTRONICS – CINISELLO BALSAMO

Under the EDN brand, MTA develops and manufactures a range of on-board battery chargers (OBCs) and DC/DC converters and inverters designed for plug-in hybrid electric vehicles (PHEVs) and fully electric vehicles (BEVs). Leveraging extensive expertise in power electronics, the site delivers innovative solutions that support the growing demand for vehicle electrification across multiple automotive and industrial applications.

MTA's OBC portfolio supports battery systems with voltages of up to 1000 V, offering highly reliable, scalable, and fully sealed solutions that can be easily integrated into different vehicle architectures. Engineered to withstand demanding operating conditions, these products ensure excellent durability and performance even in harsh environments, making them suitable for a wide range of rugged applications.

In 2025, the Cinisello Balsamo site employed approximately 60 people.

In late 2025, the Company announced a reorganisation plan involving the activities currently performed at the Cinisello Balsamo site. During 2026, in fact, manufacturing operations will be integrated into the Codogno facility, while Research & Development activities will move to a new location in the Milan area. The initiative is intended to optimise operational efficiency while preserving MTA's technological and engineering expertise.

R&D CENTRE – TURIN

Founded in 2024, the Research & Development Centre is strategically located in the Mirafiori area, a renowned center of automotive excellence. The office specializes in the development of

innovative electrical and electronic solutions, focusing primarily on On-Board Chargers (OBCs) and DC/DC converters and inverters for hybrid and fully electric vehicles. The technologies developed at the center serve the automotive, commercial vehicle, truck, and heavy-duty markets, supporting the transition toward sustainable mobility.

NOTE ON THE REPORTING BOUNDARY

As in the previous year, the reporting boundary of this report includes the manufacturing sites of MTA S.p.A., namely Codogno, Rolo, and Cinisello Balsamo. Since the Cinisello Balsamo site remained operational throughout the whole of 2025, it is fully included in the reporting of all indicators presented in this report, ensuring consistency and comparability of the data with the previous reporting period.

The Turin R&D Centre remains excluded from the reporting boundary, particularly with regard to environmental disclosures, as its limited size makes its contribution to resource consumption and emissions immaterial from a reporting perspective.

It should also be noted that this report has been prepared on a voluntary basis by the Company and is inspired by the principles of the United Nations Global Compact. For further information on the reporting approach and methodology, please refer to the section “About this Report.”

MTA mission and values

Through a fully integrated process — from design to large scale production — we develop and manufacture electrical and electronic components for the automotive sector. Our mission is to be a reliable and flexible partner for our customers, offering technical expertise, collaboration and long term commitment.

MTA works closely with the world’s leading vehicle manufacturers, building strong partnerships based on trust, proximity and a deep understanding of customer needs. By sharing our know-how with them, we support them in developing innovative solutions and responding effectively to evolving production requirements. When facing new technological challenges or sudden demands, our customers know they can rely on MTA for competence, responsiveness and continuity.





Sustainability for MTA

MTA is committed to sustainability through initiatives aimed at reducing its environmental impact, by including increasing the use of renewable energy, improving energy efficiency, promoting recyclable materials, and expanding green spaces. The company also fosters a safe, inclusive, and growth-oriented workplace by offering employee development and career advancement programs. In addition, MTA's high-voltage solutions for hybrid and fully electric vehicles support the transition toward sustainable mobility by helping reduce CO₂ emissions.

SUSTAINABILITY GOVERNANCE AND POLICIES

MTA's sustainability strategy is primarily embodied in its Code of Conduct and Responsible Minerals Sourcing Policy, which define the company's commitment to ethical, responsible, and sustainable business practices.

Revised and updated at the end of 2025, the Code of Conduct sets out the rights, duties, and responsibilities of MTA towards employees, customers, suppliers, institutions, and the wider community, promoting a shared corporate culture based on respect, inclusion, integrity, and accountability.

Likewise, the Responsible Minerals Sourcing Policy, revised in 2024, reflects MTA's commitment to ensuring the responsible procurement of minerals, particularly those originating from conflict-affected and high-risk areas, in line with ethical and sustainable supply chain practices.

To ensure compliance with these principles and commitments, MTA relies on a structured system of corporate policies and internationally recognized management systems. These include

- the ISO 14001 Environmental Management System at the Codogno and Rolo facilities;
- the ISO 45001 Occupational Health & Safety Management System across all sites;
- the ISO 9001 and IATF 16949 Quality Management Systems across all sites.

Through clearly defined procedures, stakeholder engagement, continuous monitoring, performance reviews, and regular internal and external audits, MTA verifies the effective implementation and continuous improvement of its policies. This approach ensures compliance with applicable regulations, certification requirements, and voluntary commitments, while supporting the company's responsibilities towards employees, customers, business partners, and the environment.

STAKEHOLDER ENGAGEMENT AND MATERIAL TOPICS

At MTA, building strong and transparent relationships with stakeholders is a fundamental part of the company's sustainability approach. Maintaining an ongoing dialogue with key stakeholder groups enables MTA to better understand their expectations, identify areas for improvement, and promote responsible and sustainable business practices throughout its value chain.

The company actively collaborates with customers, suppliers, and business partners to develop innovative solutions and management practices that contribute to a more sustainable supply chain. At the same time, MTA engages employees and collaborators, recognizing the value of their human, social, and intellectual capital in driving innovation and supporting the achievement of sustainable development objectives.

This continuous exchange of information and feedback allows MTA to strengthen stakeholder engagement through dedicated communication channels and targeted initiatives.

KEY STAKEHOLDERS AND ENGAGEMENT METHODS

Customers

- Qualification and assessment processes of MTA as a supplier
- Audits and visits to MTA facilities
- Participation in trade fairs and industry events
- Corporate website
- Social media channels
- Newsletters

Suppliers

- Qualification and evaluation processes
- Audits
- Site visits
- Corporate website
- Sustainability self-assessment questionnaires
- Periodic responsible sourcing surveys
- Dissemination of MTA's Code of Conduct

Employees

- Corporate intranet
- Employee-focused events and initiatives
- Training activities
- People development programs
- Consultation and engagement processes
- Workers' Safety Representatives
- Workers' Representatives
- Dissemination of the Code of Conduct

Local Communities

- Participation in and support for local projects and initiatives
- Collaboration with local secondary schools through work-based learning programs
- Ongoing dialogue with local institutions
- Media relations
- Commitment to protecting the health and safety of local communities through responsible operations

MATERIAL SUSTAINABILITY TOPICS

MTA's sustainability strategy focuses on the environmental, social, and governance topics considered most relevant to both the company and its stakeholders. These priorities were initially identified through a materiality assessment involving a cross-functional team representing different stakeholder perspectives and were reviewed again in 2024 to confirm their continued relevance.

The review confirmed the validity of the existing priorities across all ESG areas.

Economic & Governance

MTA believes that long-term economic performance should create value for all stakeholders. Beyond financial results, the company is committed to fostering innovation, improving product and process quality, maintaining high ethical standards, and promoting sustainability throughout the supply chain.

Environment

Environmental priorities focus on improving energy efficiency, increasing the use of renewable

energy sources, reducing greenhouse gas emissions, minimizing waste generation, promoting recycling and recovery initiatives, and enhancing water resource management.

Social

MTA places particular emphasis on respecting human rights, ensuring a safe and healthy workplace, supporting employee growth and development, and maintaining strong relationships with the local communities in which it operates.

MATERIAL TOPICS IDENTIFIED BY MTA

ECONOMIC & GOVERNANCE

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

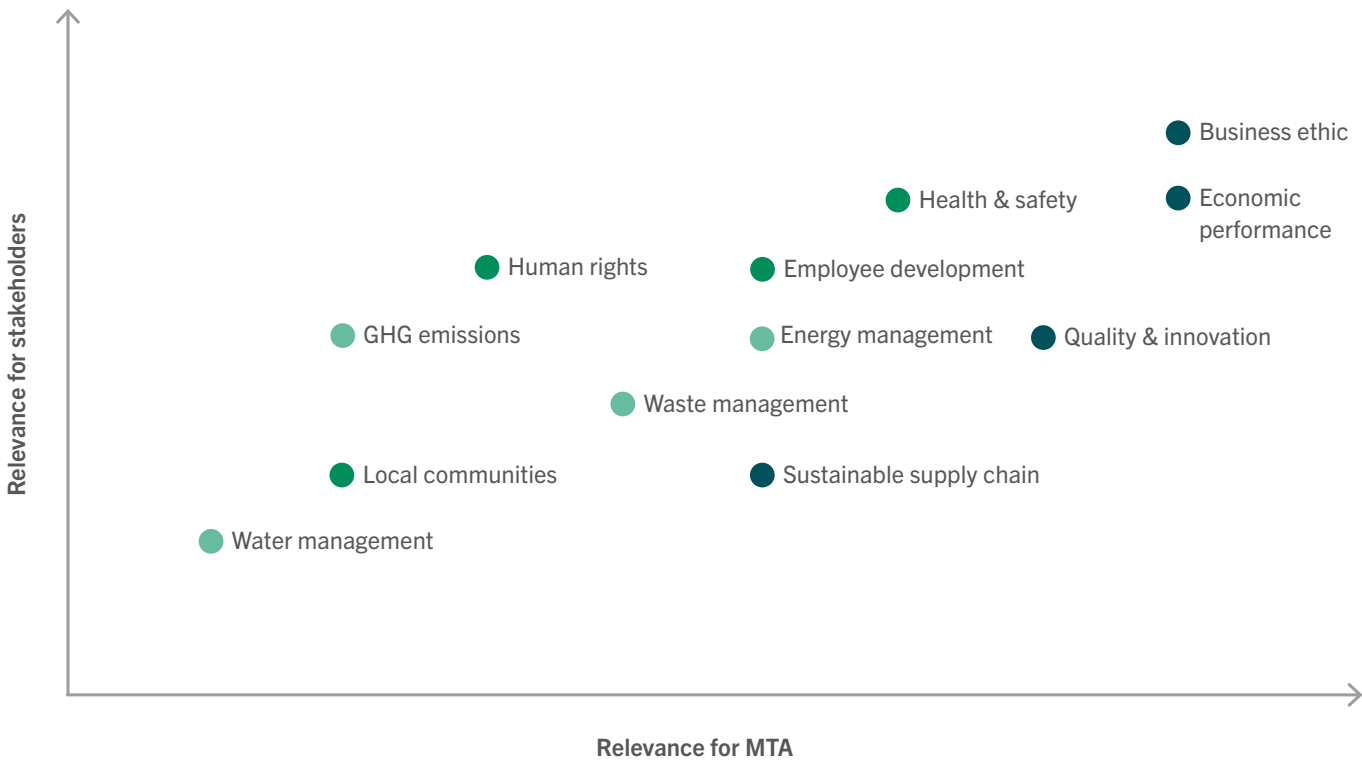
ENVIRONMENT

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

SOCIAL

- Human rights
- Occupational health & safety
- Employee development
- Actions for local communities

The relative importance of these topics for both MTA and its stakeholders is represented in the materiality matrix below.



Growth & Ethics

In 2025, MTA S.p.A. achieved revenues of approximately €247.5 million, slightly above the previous year. Despite the challenging conditions affecting the automotive sector, the company maintained its growth path, reinforcing its competitive position in the market.

Commitment to Research and Innovation

MTA remains committed to driving sustainable innovation through continuous investments in research and development, accounting for approximately 3% of annual turnover in 2025.

As a key partner in the automotive industry, MTA provides technologies that are central to the electrical and electronic architecture of modern vehicles, spanning power distribution, control systems, converters and connectivity solutions.

Leveraging advanced engineering capabilities and a strong innovation-driven approach, the company continues to enhance the value delivered per vehicle, supporting the industry's transition towards more connected, electrified and energy-efficient mobility.

In addition to its established portfolio for conventional powertrain vehicles, MTA offers a comprehensive range of solutions for next-generation vehicle architectures, including fuses, fuse holders, junction boxes, power distribution units and connectors for both high-voltage (HV) and 48V systems.

Commitment to Quality and product safety

Product quality and safety remain top priorities for MTA's management. In the highly regulated automotive industry, increasing technological complexity and the growing integration of electronic components make a rigorous focus on quality, safety and compliance essential.

Through a structured approach based on risk management, continuous improvement and the Plan-Do-Check-Act (PDCA) methodology, MTA ensures that its products and processes meet the most demanding standards of the automotive sector. Risk-based thinking is embedded across all business processes, enabling the systematic identification, evaluation and mitigation of potential risks related to product quality, safety and compliance. Continuous monitoring of performance indicators, together with robust validation and verification activities, supports the reliability and safety of products throughout their lifecycle. This integrated approach allows MTA to maintain high quality standards while responding effectively to evolving customer, regulatory and market requirements.

Product safety is supported by dedicated governance and oversight, including the involvement

of the Product Safety & Conformity Representative (PSCR), who is responsible for ensuring compliance with applicable product safety and regulatory requirements throughout both the design and manufacturing phases. All product safety practices are fully integrated into the company's management systems and operating procedures.

MTA actively contributes to industry standards through its participation in ISO committees and has obtained numerous product approvals from leading OEMs.

- **The Company continues to strengthen its quality management systems across all locations. The Codogno and Rolo plants have long held ISO 9001 and IATF 16949 certifications, while the Cinisello Balsamo site successfully achieved IATF 16949 certification in the fourth quarter of 2025, further reinforcing MTA's commitment to quality, reliability and continuous improvement.**

Information Security

Protecting company and customer information remains a key priority for MTA, supporting the safeguarding of intellectual property, the protection of confidential data and the continuity of business operations. To this end, the company relies on an Information Security Management System (ISMS) that integrates processes, policies, technologies and organizational measures aimed at identifying, managing and mitigating information security risks.



The main objectives of MTA's information security framework are to:

- protect customers' confidential information and proprietary developments;
- prevent the loss, alteration or unauthorized disclosure of product-related information, including data relevant to product cybersecurity;
- safeguard the value of the company's know-how and technological expertise, built through significant investments in research, development and innovation.

During 2025, MTA continued to strengthen its information security governance framework, ensuring the effective implementation and continuous improvement of the Information Security Management System across the organization. Particular attention was devoted to risk assessment, employee awareness, access management, cybersecurity monitoring and the protection of critical business information.

Following the achievement of the TISAX Level 3 Label in 2024, the Codogno plant, which hosts the central IT functions supporting the Group's operations, continued to hold the highest assessment level within the TISAX® framework throughout 2025. This recognition reflects the effectiveness of MTA's information security management practices and supports the mutual recognition of information security assessments across the automotive industry.



No material cybersecurity incidents or information security breaches affecting business operations were recorded during 2025.

Business ethics and Compliance

THE ORGANISATION, MANAGEMENT AND CONTROL MODEL

MTA conducts its business in accordance with the principles of integrity, responsibility, transparency, and in compliance with applicable laws and regulations. The Company is committed to promoting an ethical corporate culture and preventing any form of unlawful conduct, including corruption, fraud, and other offences.

To support these objectives, MTA has adopted an Organisation, Management and Control Model pursuant to Italian Legislative Decree No. 231/2001. The Model is designed to prevent the commission of offences through a structured framework of internal controls, corporate procedures, and risk management processes.

The Model covers a broad range of compliance areas, including:

- Accounting management and preparation of financial statements;
- Management of cash flows and financial resources;
- Procurement of goods, services, and consultancy services;
- Sales management;
- Management of corporate information systems;
- Management of inspections, audits, and compliance reviews;
- Management of relations with the Board of Statutory Auditors;
- Management of financing activities;
- Recruitment, employment, and personnel management;
- Compliance with health, safety, and environmental requirements;
- Trademark and patent management;
- Marketing and advertising management.

Risk assessments and control activities are periodically reviewed to ensure that the Model remains aligned with regulatory developments and changes in the Company's operational environment.



The effective implementation of the Model is overseen by an independent Supervisory Body (Organismo di Vigilanza) composed of both internal and external members. The Supervisory Body is responsible for monitoring compliance with the Model, assessing the adequacy of internal controls, promoting awareness initiatives, and reporting regularly to the Board of Directors and the Board of Statutory Auditors.

All employees are required to comply with the principles and procedures established by the Model and are encouraged to report any suspected violations or misconduct through dedicated reporting channels. Reports are handled confidentially and in accordance with applicable regulations. Training on compliance and ethical conduct forms is part of the onboarding process.

➤ **No reports, investigations, legal proceedings, or convictions relating to offences under the Legislative Decree No. 231/2001 were recorded during 2025, confirming the effectiveness of the Company's compliance and internal control framework.**

THE CODE OF CONDUCT

MTA's commitment to ethical business practices is formalized through its Code of Conduct, which defines the principles and standards that guide the behavior of employees, management and business partners. The Code represents a cornerstone of the Company's corporate culture, promoting integrity, accountability, respect and responsible business conduct throughout the organisation and across its business relationships.

Respect for human rights and compliance with internationally recognised labour standards, including the principles set out by the International Labour Organization (ILO), are fundamental elements of MTA's approach. The Company is committed to fostering a working environment based on dignity, equal opportunities and mutual respect, while ensuring fair and lawful working conditions.

The Code of Conduct addresses a broad range of environmental, social, ethical and governance topics, including:

- prohibition of forced labour, child labour and any form of exploitation;
- equal opportunities, diversity and non-discrimination;
- fair and respectful treatment of employees and protection against harassment;
- freedom of association, collective bargaining and social dialogue;
- fair working conditions, including remuneration, working hours, health and well-being;
- responsible sourcing and sustainability throughout the supply chain;
- environmental responsibility and sustainable business practices;
- ethical business conduct and prevention of conflicts of interest;
- anti-corruption and anti-bribery principles;
- protection of confidential information and company assets;
- reporting of actual or suspected misconduct through dedicated whistleblowing channels.

Through the implementation of the Code of Conduct, MTA promotes a workplace culture based on respect, inclusion and equal opportunities.

The Code of Conduct is communicated throughout the organization and is available to all employees via the company intranet, the HR portal and the corporate website. Compliance with its principles is supported through onboarding programmes and periodic awareness activities.



MTA has also established a whistleblowing system, accessible to both internal and external stakeholders, allowing concerns regarding actual or suspected violations of the Code to be reported through dedicated and confidential channels. All reports are managed in accordance with applicable legislation and company procedures.

> During 2025, no reported or confirmed cases of human rights violations and no breaches of the principles set out in the Code of Conduct were recorded. Furthermore, MTA was not subject to any investigations related to such matters.

SUPPLY CHAIN ENGAGEMENT AND RESPONSIBLE SOURCING

MTA considers its suppliers key partners in achieving its business and sustainability objectives. The Company promotes a collaborative approach based on transparency, accountability and continuous improvement, recognising that responsible business practices must be shared throughout the value chain.

The principles set out in MTA's Code of Conduct extend beyond the Company's own operations and apply to all business partners. By accepting **MTA's General Terms & Conditions (GTC)**, suppliers commit to complying with the ethical, social, environmental and governance standards defined by the Company. They are also encouraged to promote these principles throughout their own supply chains, ensuring alignment among subsidiaries, subcontractors and suppliers.

MTA's commitment to responsible sourcing is further supported by its **Responsible Minerals Sourcing Policy**. The policy aims to ensure the responsible procurement of minerals used in the Company's products, including tin, tungsten, tantalum, gold, cobalt and mica, particularly when originating from conflict-affected or high-risk areas. Suppliers are required to disclose the presence and origin of such materials and to demonstrate that they are sourced from socially and environmentally responsible, conflict-free supply chains.

To promote transparency and traceability, MTA regularly engages with suppliers and monitors compliance with its sourcing requirements. This includes an annual **Conflict Minerals Survey**, designed to assess supplier awareness and the implementation of responsible sourcing practices.

Sustainability considerations are also integrated into the supplier qualification process. Prospective suppliers are required to complete a **Supplier Information Survey**, which includes specific questions on Corporate Social Responsibility and sustainability-related topics. The assessment supports the identification of potential risks and improvement opportunities while evaluating alignment with MTA's expectations and values.

Supplier performance is then monitored through a structured evaluation process that combines operational, business risk and sustainability criteria. Particular importance is given to internationally recognised management system certifications, such as **ISO 14001** for environmental management and **ISO 45001** for occupational health and safety. The presence of these certifications positively contributes to supplier assessments, reflecting MTA's commitment to fostering high environmental, social and governance standards across its supply chain.

Respect for the Environment

Environmental commitment

As an established supplier to the automotive industry, MTA recognizes environmental protection as a key pillar of its corporate strategy and long-term business development.

This commitment is formalized through the Company's **Environmental Policy**, which provides the framework for integrating environmental considerations into business processes and decision-making. Through this policy, MTA commits to conducting its activities responsibly, continuously seeking to reduce the environmental impact of its operations, improve resource efficiency, prevent pollution and comply with all applicable environmental legislation, while seeking opportunities to exceed regulatory requirements whenever feasible.

Unless otherwise specified, the environmental data presented in this report refer to the manufacturing facilities located in Codogno and Rolo for all reporting years. Starting from 2024, the reporting scope also includes the Cinisello Balsamo site. Although a reorganisation of the site's activities was announced at the end of 2025, its environmental data are fully included in this Report as the facility remained operational throughout the reporting period. The Turin R&D Centre is excluded from environmental reporting due to its limited environmental impact compared with the Company's manufacturing sites.

To support the effective implementation of its environmental commitments, MTA has established and maintains an **Environmental Management System (EMS)** certified according to the ISO 14001 standard, currently covering the Codogno and Rolo manufacturing sites. The EMS provides a structured framework for identifying and managing environmental impacts, monitoring performance, ensuring regulatory compliance and promoting continuous improvement across the organisation's operations.

Constant monitoring of environmental aspects

ENERGY MANAGEMENT AND USE OF RENEWABLE SOURCES

Monitoring energy consumption is a key element of MTA's environmental strategy, enabling the Company to assess its energy performance, identify efficiency improvement opportunities and

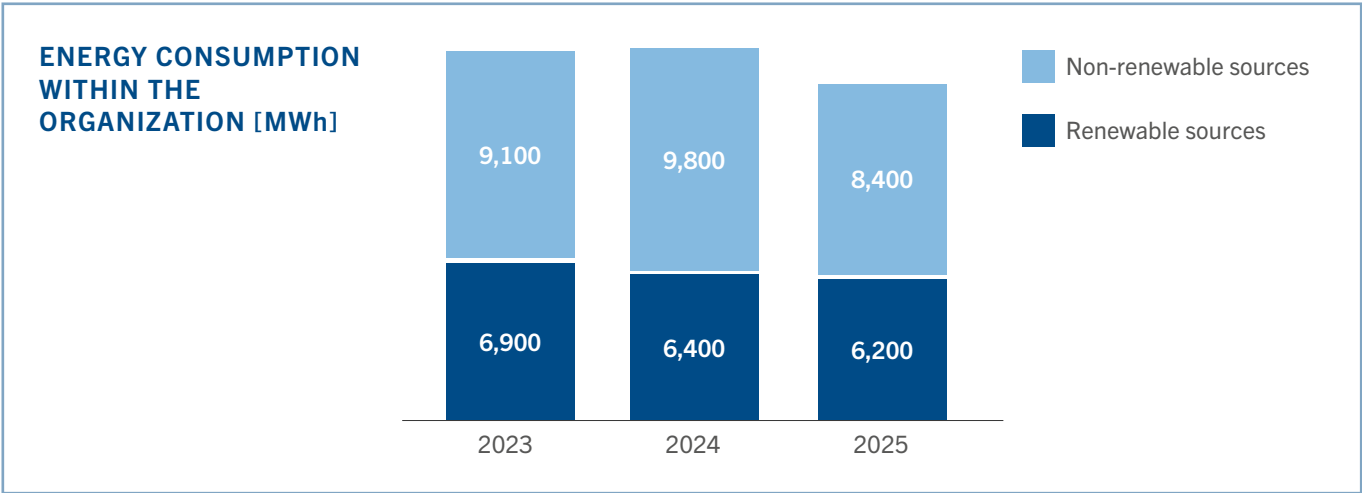
support the achievement of its sustainability objectives.

The energy consumed within MTA’s operations primarily consists of:

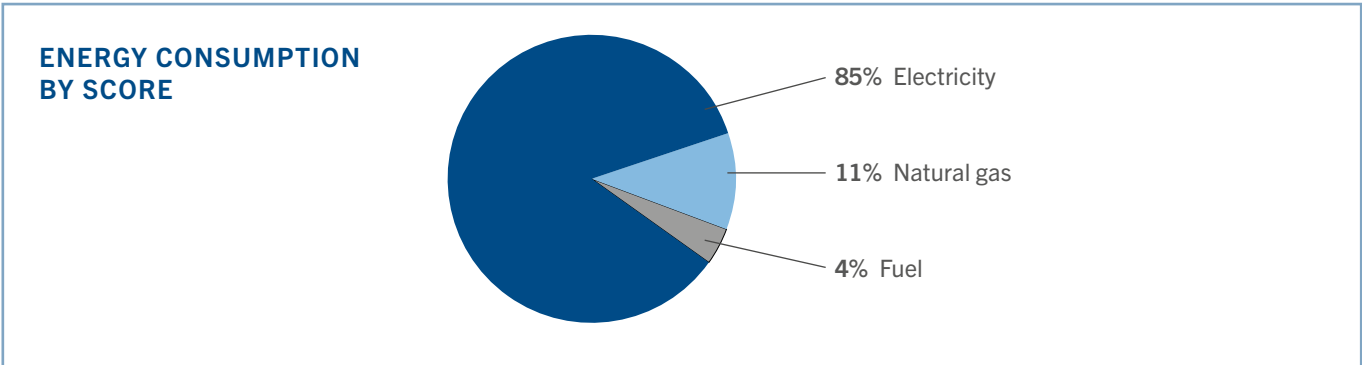
- Electricity - used to power production lines, manufacturing equipment, compressors, lighting systems, and heating, ventilation and air conditioning (HVAC) systems. Electricity is sourced from the national grid and, at the Codogno and Rolo facilities, is largely supplemented by on-site photovoltaic generation.
- Natural gas - used for building heating purposes.
- Fuel - consumed by vehicles belonging to the Company's fleet.

The table below shows the total energy consumption of MTA's manufacturing sites, distinguishing between energy derived from non-renewable sources purchased from external suppliers, and energy derived from renewable sources. Renewable energy consumption includes electricity generated by on-site photovoltaic systems at the Codogno and Rolo facilities, as well as the renewable share of purchased electricity, determined on the basis of the electricity mix reported by energy suppliers.

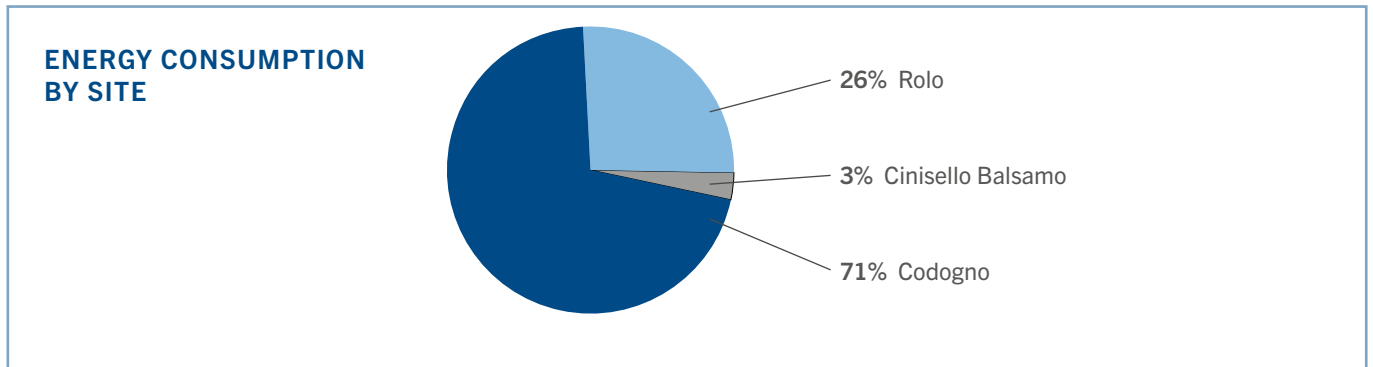
Starting from 2024, the reporting scope was expanded to include the energy consumption of the Cinisello Balsamo manufacturing site. As historical data for this facility were not available, prior-year data have not been restated.



From an energy source perspective, electricity represents the largest component of total energy consumption:



When analyzing the distribution of energy consumption across MTA's manufacturing sites, the breakdown is as follows:



The differences in energy consumption among the sites are mainly driven by the specific production processes carried out at each facility. As a result, each plant presents distinct energy requirements and environmental impacts, which in turn have led MTA to adopt targeted energy management strategies.

The Codogno plant accounts for the largest share of the Company's energy consumption. Given the presence of energy-intensive activities, including plastic molding, metal stamping and assembly operations, the site has historically been the primary focus of MTA's energy efficiency strategy. Investments in photovoltaic generation, process optimisation and energy-saving measures have contributed to reducing energy consumption and limiting the facility's environmental footprint.

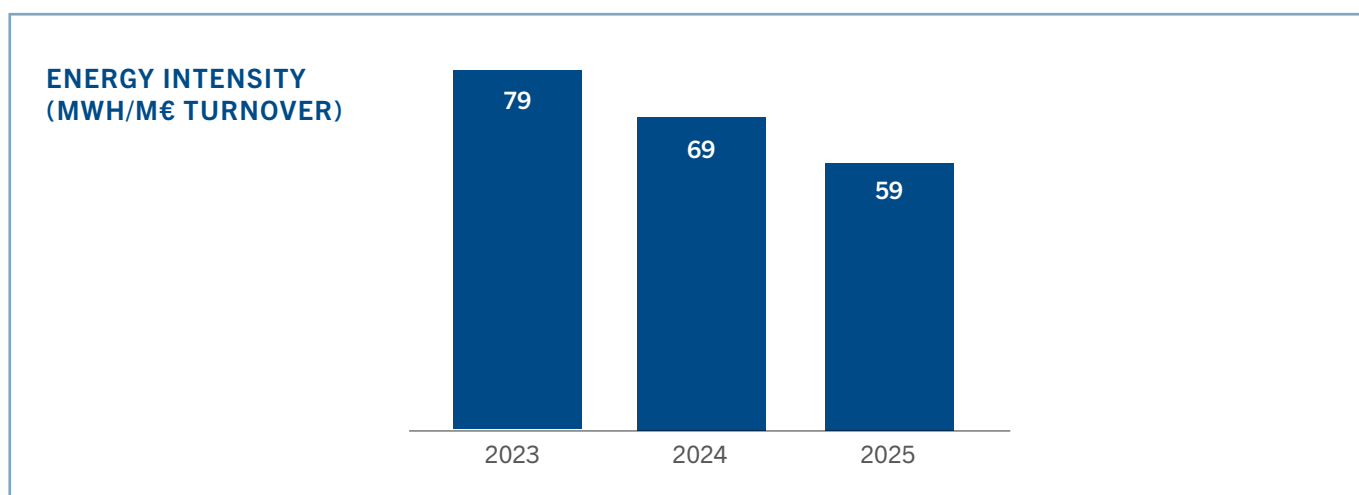
The Rolo plant has lower energy requirements than the Codogno site, also benefiting from a modern and energy-efficient infrastructure. During periods of peak solar generation, electricity produced by the on-site photovoltaic system may exceed the plant's needs, enabling surplus energy to be fed into the grid. As a result, MTA's strategy for the site has focused on maximising the use of renewable energy and enhancing the sustainability of energy sourcing.

Given its limited size, the Cinisello Balsamo plant had a marginal impact on the Company's overall energy consumption. As the site operated in leased premises without on-site photovoltaic generation, renewable energy use was limited to the renewable share of purchased electricity.





The effectiveness of the adopted strategies is reflected in MTA's energy intensity index, calculated as the ratio between total energy consumption and turnover, which has shown a positive trend and progressive improvement over recent years.



A major emissions abatement project, launched at the Codogno site in 2024 and scheduled for completion in 2026, is expected to reduce the site's greenhouse gas emissions and overall climate impact by more than 30%. For further information, please refer to the section “Status of Ongoing Projects”.

GHG EMISSIONS

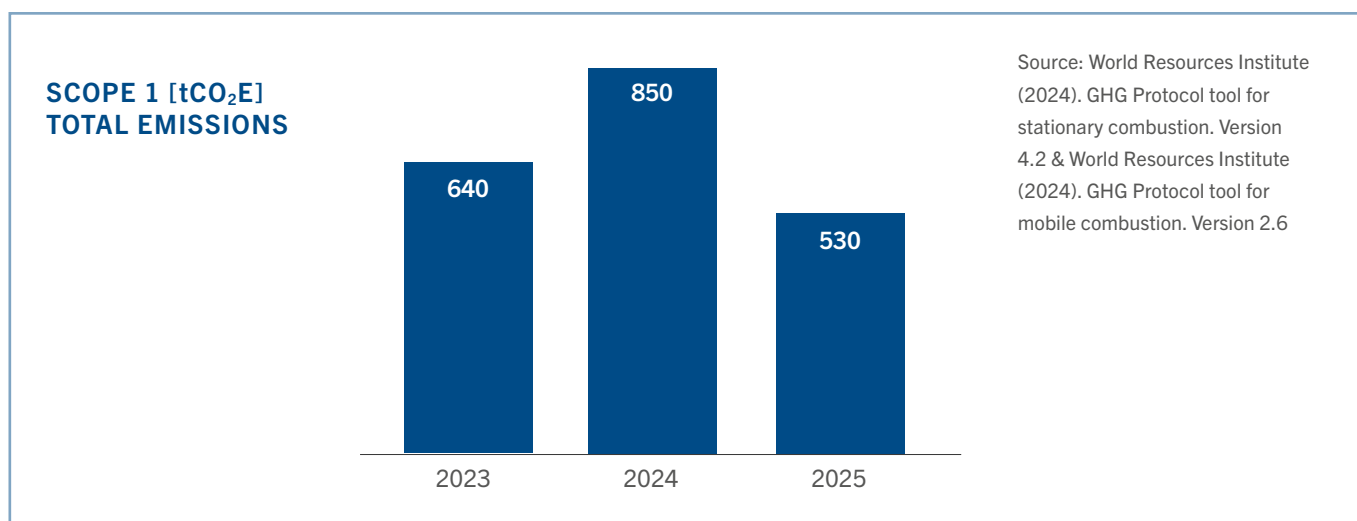
The current GHG emissions inventory covers Scope 1 emissions (direct emissions from Company operations) and Scope 2 emissions (indirect emissions from purchased energy). The assessment and reporting of Scope 3 emissions, including those related to the procurement of raw materials and products, transportation, product use, and end-of-life treatment, have not yet been formally established.

Please note that the 2023 data do not include emissions from the Cinisello Balsamo site, as it was not within the reporting boundary during that year. As a result, comparisons over the three-year period should be interpreted with caution. A more meaningful comparison can be made between the 2024 and 2025 data, which are based on a consistent reporting perimeter.

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).
- Mobile combustion: deriving from the company car fleet.
- Loss of refrigerants.

The trend over the three-year period is presented here below:



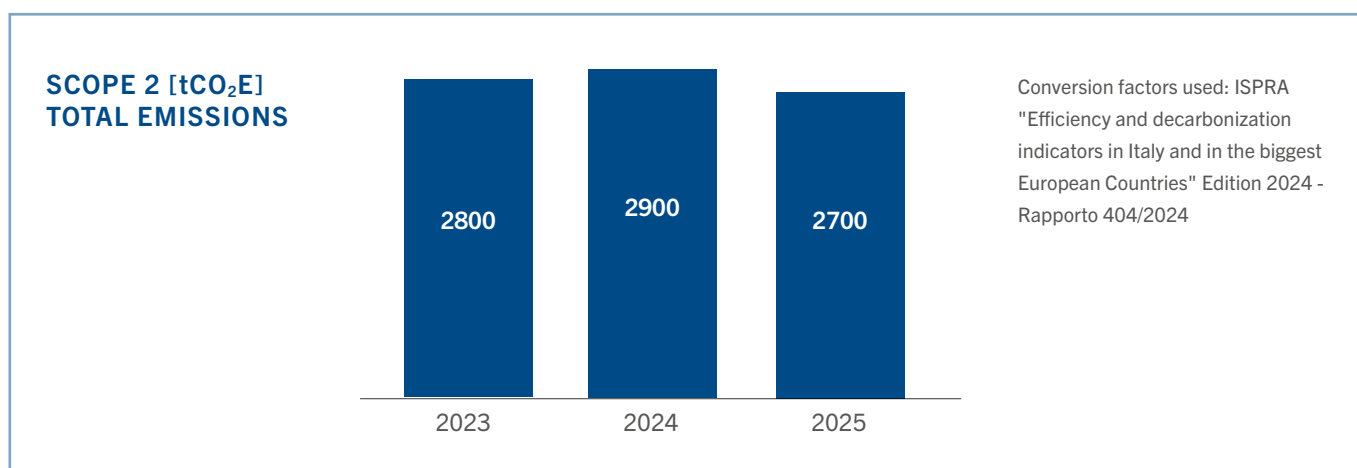
Compared with the previous year, total Scope 1 GHG emissions decreased by 37%. This reduction was primarily driven by the energy efficiency and equipment upgrade project under implementation at the Codogno site. By the end of the first half of the reporting year, the measures implemented had led to the elimination of natural gas consumption in the office building, resulting in a significant decrease in Scope 1 emissions from stationary combustion. Furthermore, the replacement of legacy air-conditioning systems led to a substantial reduction in F-gas emissions associated with refrigerant leakages.

Lower fuel consumption by the Company's owned and leased vehicle fleet further contributed to the reduction of emissions from mobile combustion sources.



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 below:



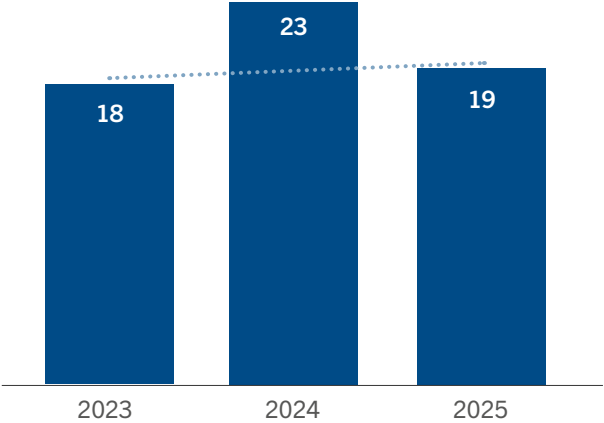
Compared to 2024, Scope 2 emissions decreased by approximately 7%. All sites recorded a slight improvement, with the most significant reduction achieved at the Codogno site.

Scope 2 emissions are partially mitigated by on-site renewable electricity generation from the photovoltaic systems installed at the Codogno and Rolo sites (see the section “Avoided Emissions”).

To further increase the share of self-generated renewable energy, an expansion project for the photovoltaic installation is currently underway at the Codogno site, which, due to its molding and stamping operations, is the Company's most energy-intensive facility. For further details, please refer to the section “Status of Ongoing Projects”.

To improve the interpretability of the reported CO₂e emissions and support performance comparisons over time, emissions were indexed to the industrial cost turnover of the corresponding reporting year, as presented below:

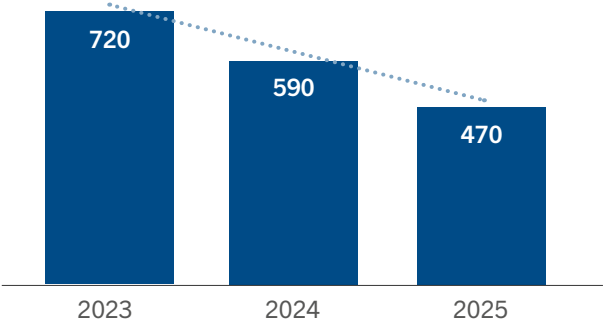
**SCOPE 1 + 2
EMISSION INTENSITY
INDEX
[tCO₂e/M€ TURNOVER]**



AVOIDED EMISSIONS

In Codogno and Rolo the related emissions are partially mitigated by self-generated renewable electricity produced by the photovoltaic systems installed at both sites.

**EMISSIONS AVOIDED
FROM PHOTOVOLTAIC
PRODUCTION [tCO₂e]**



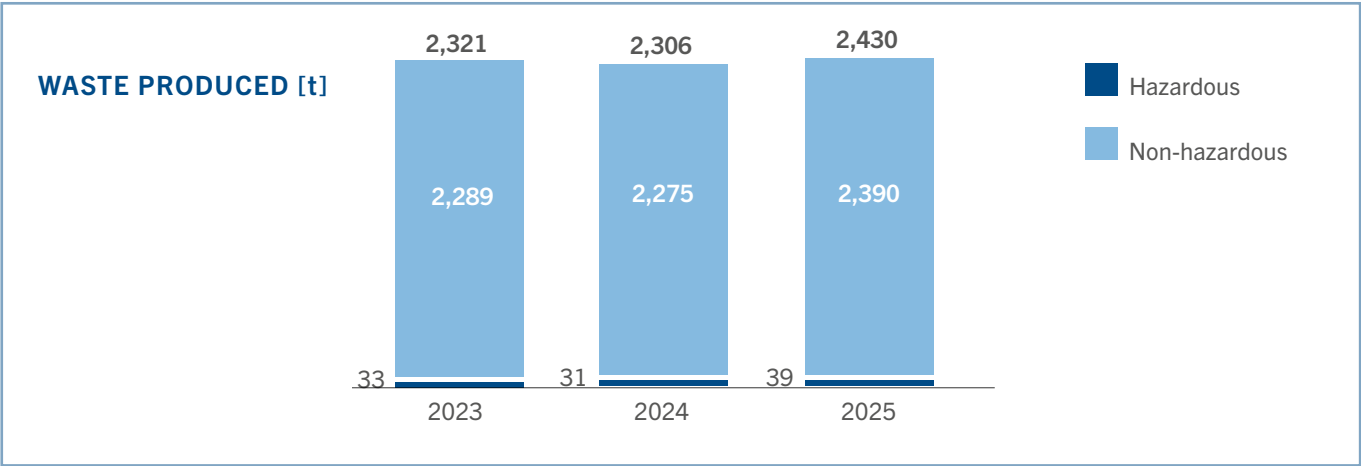
The methodology adopted, consistent with the methodology developed by EEA (2015), consists in calculating emissions under the assumption that the equivalent electricity from renewable sources is produced with the fossil mix of the year 2023 (preliminary data). The avoided emissions are therefore calculated 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).

The decrease in solar energy production is mainly related to the Codogno site. During the reporting period, the extensive energy upgrade program, including energy-efficiency measures and the installation of a new 2 MW photovoltaic system, required the frequent disconnection of the existing photovoltaic installation. As a result, its electricity generation could not be reliably quantified, significantly affecting the reported performance and contributing to lower solar energy production compared to previous years.

WASTE PRODUCTION

The following data provide an overview of the waste generated by the Company, expressed in tonnes. Waste is classified as hazardous or non-hazardous, and the total quantity generated is disclosed for each reporting year.



Due to the different production processes, the Codogno plant remains the primary generator of waste within MTA, consistently accounting for more than 90% of the total waste generated over the years.

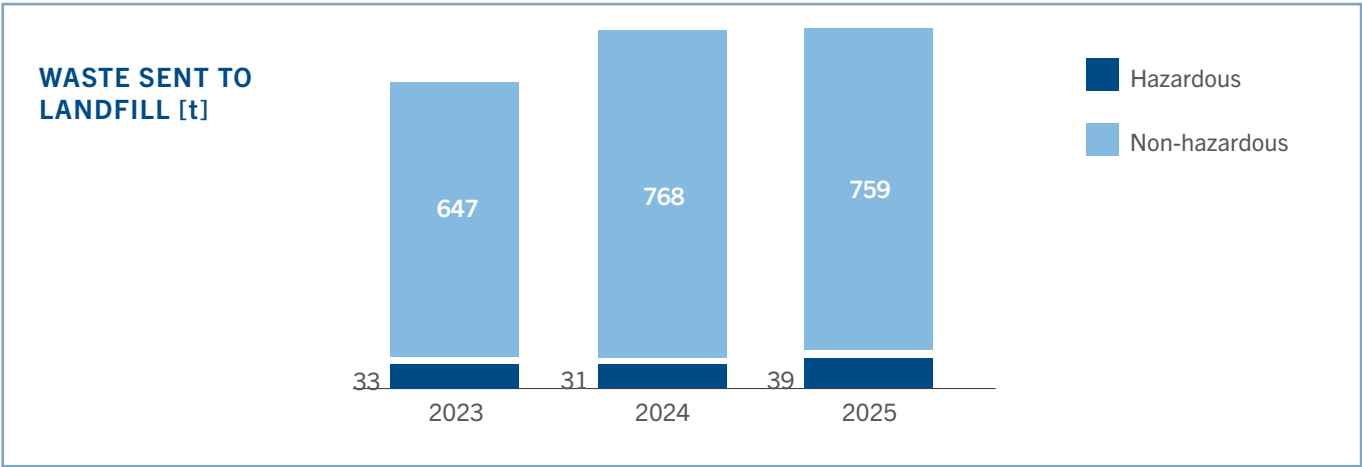
Starting from 2024, the reported data also include waste generated at the Cinisello Balsamo site. However, the contribution of this facility to the overall waste generation remains limited, accounting for approximately 1% of the total in 2024 and 0,5% in 2025.

Through partnerships with specialized recovery companies, the Codogno plant recovers a substantial portion of waste generated from metal processing as a by-product and, to a lesser extent, plastic waste, supporting circularity and extending the life cycle of these materials. In 2025, these agreements enabled the recovery of more than 73% of the metal and plastic waste generated by the Codogno plant, equivalent to over 73% of MTA's total waste generation. The corresponding figures were 65% in 2024 and 70% in 2023. A significant improvement was recorded in the recovery of metal scrap in 2025. Conversely, the amount of plastic scrap

recovered decreased in absolute terms, partly due to a reduction in the overall volume of plastic waste generated during the year.

The Cinisello Balsamo site also benefited from dedicated recovery agreements, which allowed approximately 25% of the waste generated at the facility to be recovered in 2025, compared with 30% in 2024.

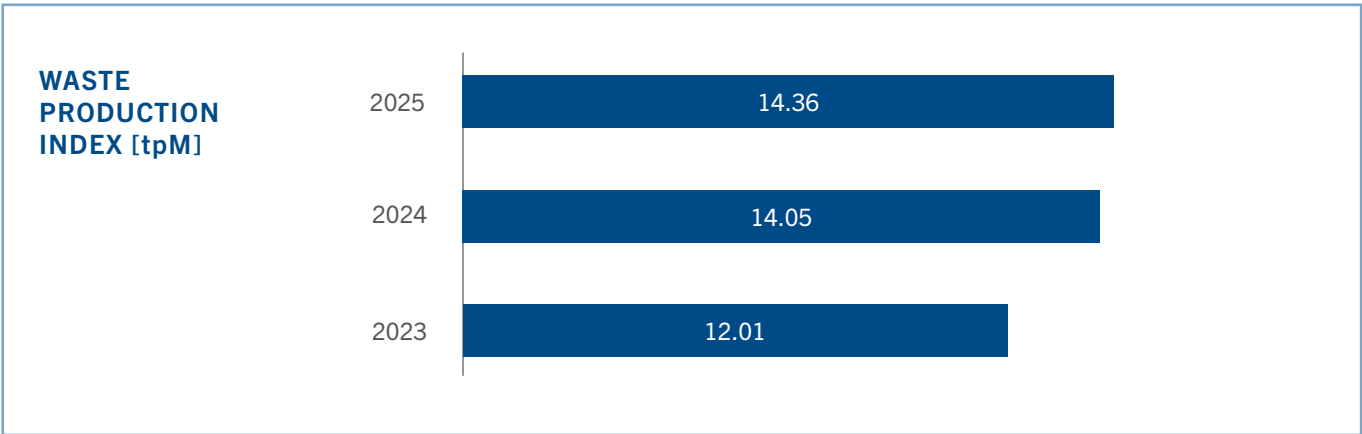
The remaining waste generated by the organization - and all the hazardous waste - is transferred to specialized waste treatment and disposal companies.



A substantial share of the waste entrusted to external treatment and disposal service providers is directed to recovery processes, in accordance with the nature and classification of the waste.

Waste generation performance is monitored through an intensity indicator that relates the total amount of waste generated by the plants (tonnes) to production output, expressed as millions of products at industrial cost.

The graph below shows the trend of this indicator over the last three years.



It should be noted that the 2025 waste generation indicator was negatively affected by inventory write-offs carried out for tax purposes at the Codogno site, which resulted in the disposal of additional materials and a consequent increase in waste generated during the year.

WATER CONSUMPTION

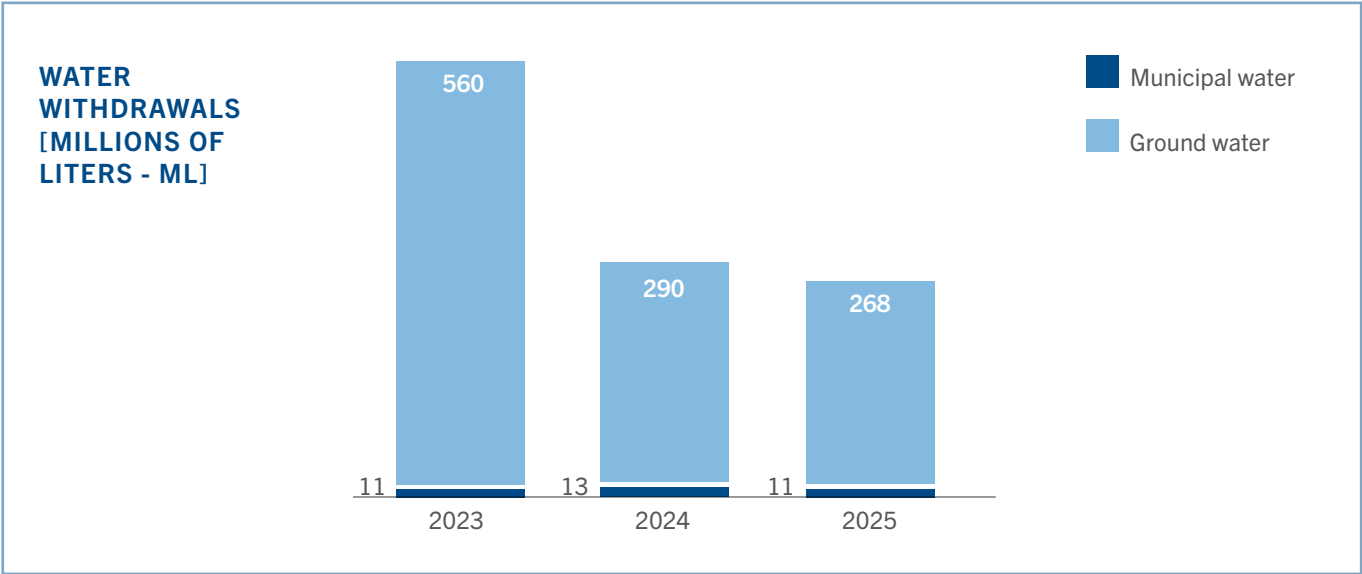
Although MTA's production processes are not particularly water-intensive and its facilities are not located in areas subject to high water stress, water consumption is continuously monitored to promote its responsible and efficient use.

MTA’s water withdrawals consist of both potable water supplied by municipal utilities and groundwater extracted through wells.

Water supplied by municipal utilities accounts for approximately 4% of total water withdrawals. Most of this water (around 90%) is used for sanitary purposes, such as restrooms, and for food-related services, including kitchens and canteens.

Groundwater extraction represents therefore the largest share of water withdrawals, accounting for the remaining part of the total. Almost all groundwater withdrawals are attributable to the Codogno site, where groundwater is primarily used for heat exchange in heat pump systems supporting the air conditioning of part of the production facilities, while at Rolo site it is used exclusively for the irrigation of green areas.

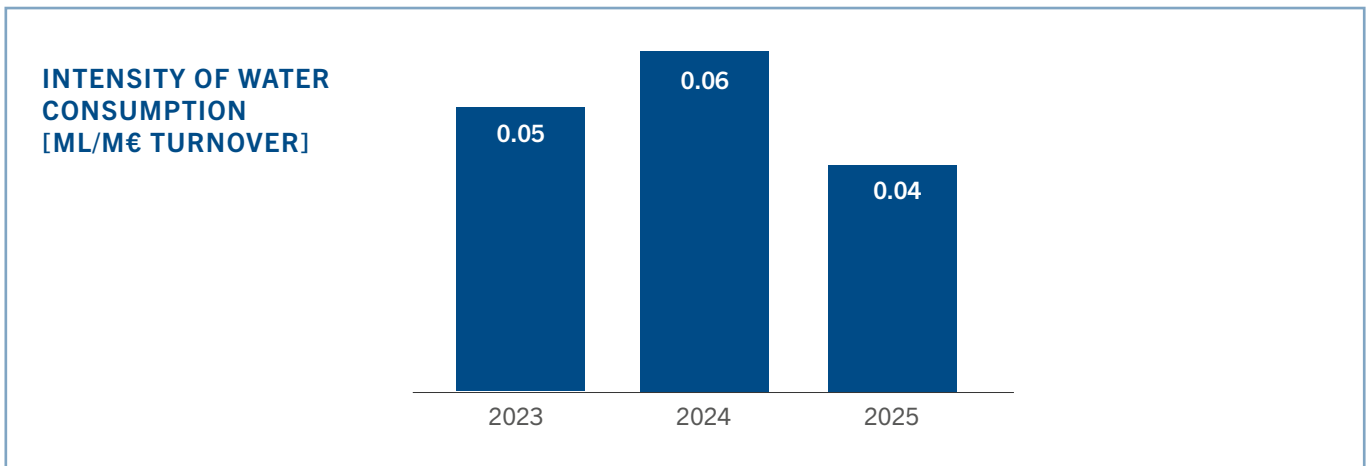
The Cinisello Balsamo site does not have groundwater wells and relies exclusively on water supplied by the municipal utility, used solely for sanitary purposes. The site accounts for approximately 7% of MTA’s total municipal water consumption in 2025 (it was 5,5% in 2024).



When assessing water withdrawal data, it is important to note that groundwater extracted through wells is returned to receiving water bodies without significant changes in either volume or quality. Consequently, the use of groundwater for heat exchange in heat pump systems does not result in net consumption. Actual water consumption is primarily associated with sanitary and food-related uses. As previously highlighted, MTA’s production processes have a very limited water requirement.

	2023	2024	2025
Ground water released into surface water (ML)	560	290	268
Actual water consumption (ML)	11	13	11

This condition is clearly reflected in the water consumption intensity index shown in the graph below, which relates water consumption (expressed in megaliters, ML) to the Company's turnover (expressed in millions of euros).



Status of ongoing projects

Throughout 2025, the Codogno plant saw the progressive implementation of an ambitious emissions reduction project, made possible in part through funding from the Lombardy Region under a dedicated grant program (Green Line Call). The project is expected to be completed by the end of the second quarter of 2026 and aims to achieve a 33% reduction in GHG emissions.

Thanks to the measures implemented, 1,067 tonnes of CO₂ equivalent emissions will be avoided annually, while 684 tonnes of oil equivalent (toe) will be saved, significantly reducing both environmental impact and energy consumption.

Key Interventions

Three interventions deserve particular attention due to their significant impact and innovative nature:

- Ground-mounted solar field – a major step forward in the use of renewable energy.
- Heat recovery compressors – an effective example of improving energy efficiency through process optimization.
- Roof renovation between the plastic molding and metal stamping areas – a significant structural upgrade that contributes to improved energy performance.

Expected key results

87% reduction in natural gas consumption.
18% reduction in refrigerant gas emissions.
20% increase in energy self-sufficiency.
34% reduction in energy drawn from the grid.
7% reduction in overall energy consumption.

Future projects

By the end of 2026, the following initiatives are planned:

- Installation of electric vehicle (EV) charging stations at both production sites.
- Progressive replacement of the current fleet, predominantly composed of diesel-powered vehicles, with hybrid and electric vehicles as part of the company's regular fleet renewal program.

These initiatives are part of the company's strategy to reduce its direct environmental impacts, with particular focus on CO₂ emissions and other atmospheric pollutants generated by business mobility activities. They will contribute to further improving the company's overall environmental performance.

Additional environmental initiatives

In addition to monitoring and reporting its performance in relation to the most significant environmental aspects, MTA demonstrates its commitment to environmental sustainability through complementary initiatives, including:



Long-standing partnership with FAI – Fondo per l'Ambiente Italiano

MTA has renewed its support for FAI, the Italian National Trust, maintaining a partnership that has been in place for approximately 15 years. As a Corporate Golden Donor, the company contributes to the protection and enhancement of Italy's natural, historical, and cultural heritage, supporting a significant preservation effort that embodies an ambitious vision: making Italy a better place to live, work, and raise future generations.

Ongoing management and enhancement of company green areas

MTA continuously invests in the maintenance and care of the extensive green spaces surrounding its facilities. Beyond improving the quality and attractiveness of the working environment, these areas contribute to biodiversity conservation and support the natural absorption of CO₂, thereby helping to mitigate the company's environmental impact and promote a healthier local ecosystem.

People & Community

Health and safety commitment

To ensure the highest standards of workplace protection, MTA has implemented and maintains an Occupational Health and Safety Management System in compliance with the ISO 45001 standard across all its sites.

In line with its commitment to the continuous improvement of management systems, in 2025 all manufacturing sites (Codogno, Rolo, and Cinisello Balsamo), together with the Turin office, successfully renewed their ISO 45001 certification, further demonstrating the effectiveness and consistency of health and safety management throughout the organization.

MTA's commitment, however, extends beyond workplace safety. The company actively supports employee development through continuous training, professional growth opportunities, and stable employment relationships, fostering a corporate culture based on respect, inclusion, active listening, and the enhancement of individual talents.

MTA strives not only to provide a safe and healthy workplace, but also to be an employer of choice, capable of attracting, developing, and retaining talent. This objective is supported by collaborations with schools and universities, alongside dedicated training initiatives and career development programs for employees.

The health & safety management system

The Health and Safety Management System adopted by MTA represents the framework of policies, procedures, responsibilities, and controls established to identify, manage, and reduce occupational health and safety risks, taking into account the specific context of the organization. It serves as a key management tool for preventing workplace accidents and occupational illnesses while promoting the continuous improvement of working conditions.

The company's dedication to protecting employees is formally expressed through its Health and Safety Policy, updated in 2025 to reflect the priorities identified by Top Management. The Policy is publicly available on the company website and is shared with employees, suppliers, and other stakeholders.

The implementation of the Policy and the maintenance of the ISO 45001-certified management system are overseen by the HSE Managers, who ensure compliance with applicable regulations,

analyze workplace accidents and near misses, identify their causes, and define preventive actions to avoid recurrence.

Particular attention is devoted to raising employee awareness, especially among production personnel exposed to higher occupational risks. Through regular training and awareness initiatives, employees are encouraged to recognize unsafe conditions, report potential hazards and near misses, and actively contribute with suggestions for improving workplace safety. Employee feedback is collected and analyzed, providing valuable input for the continuous improvement of health and safety performance.

The performance of the Health & Safety management system

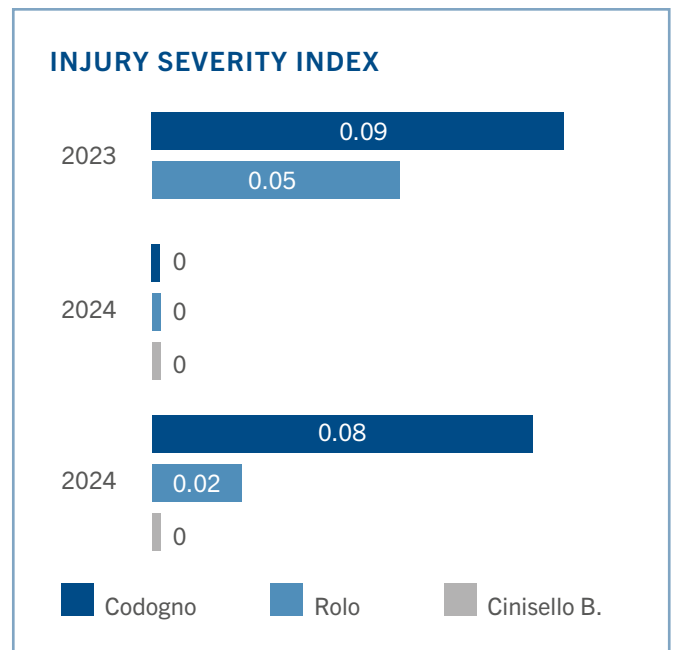
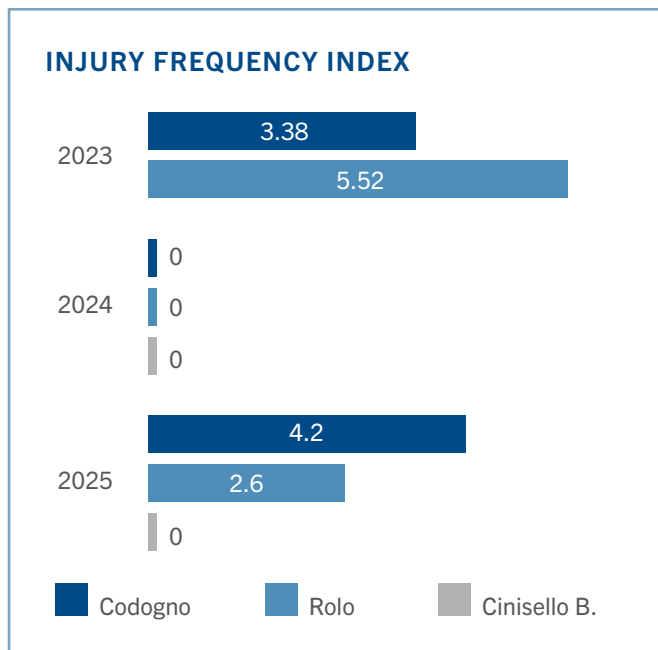
INJURY RATES

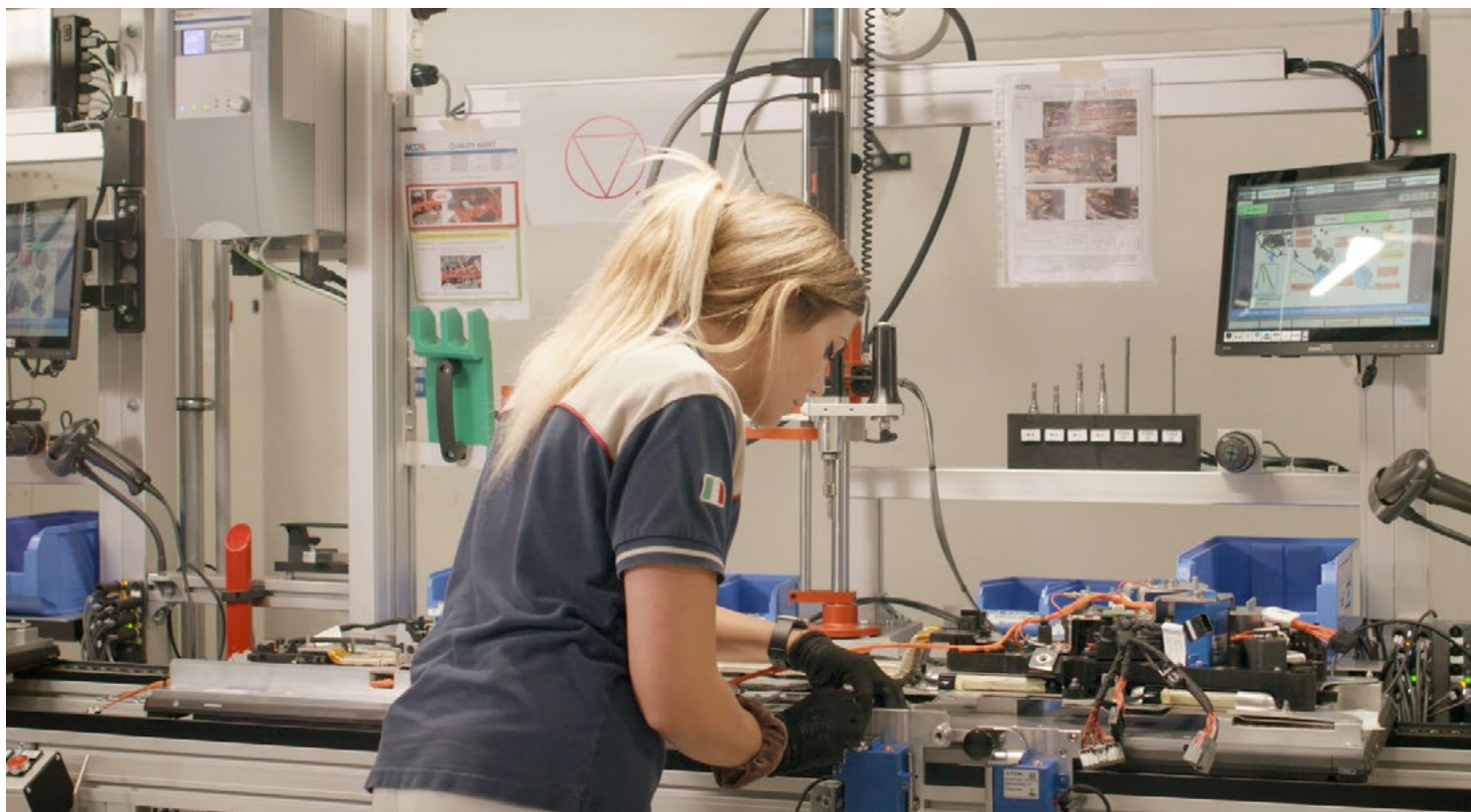
The key indicators, which are continuously monitored at each site not only by HSE Managers but also by the Company's Top Management, are the injury frequency and severity rates.

The frequency rate considers all occupational injuries reported to INAIL, excluding commuting accidents and injuries not recognized by the Institute. In accordance with UNI standards, the number of injuries is related to the total hours worked during the year, and the resulting value is multiplied by one million.

The severity rate, on the other hand, converts these occupational injuries into the corresponding number of lost workdays and relates them, again in line with UNI standards, to the total hours worked during the year. The resulting value is then multiplied by one thousand.

Compared with 2024, which marked a milestone as a zero-accident year across all three manufacturing plants, safety performance in 2025 deteriorated following the occurrence of injuries at the Codogno and Rolo facilities, while Cinisello Balsamo maintained its zero-accident record.





In absolute terms, 4 injuries were recorded at the Codogno plant, leading to 74 lost workdays (compared with 3 injuries and 85 lost workdays in 2023), while 1 injury was recorded at the Rolo plant, leading to 7 lost workdays (compared with 2 injuries and 19 lost workdays in 2023). Despite the decline compared with the outstanding performance achieved in 2024, the Company's injury frequency and severity rates remain well below the levels typically reported in the metalworking and manufacturing sectors, confirming an occupational health and safety performance that remains above the industry average (Source: INAIL, Analysis of Occupational Injury and Occupational Disease Statistics for Companies in the Metalworking Industry, 2024). To maintain these positive outcomes and pursue the continuous improvement approach that is deeply embedded in MTA's culture, especially in relation to employee health and safety, the Company continues to place strong emphasis on prevention activities. This commitment is supported by ongoing training programmes, regular communication initiatives and targeted awareness-raising campaigns, with particular focus on manufacturing personnel and operational environments.

NEAR MISSES AND UNSAFE CONDITIONS

MTA also records and monitors near misses, i.e. unplanned events that did not result in injury, illness or damage but had the potential to do so.

The objective of this process is to promote a proactive safety culture by identifying and addressing potentially hazardous situations before they develop into actual incidents. Each near miss is thoroughly investigated by the HSE Managers, who identify the appropriate corrective and preventive measures and oversee their implementation to prevent similar occurrences in the future.

A review of near-miss reports recorded in 2025 and in previous years identified no recurring patterns or trends among the events formally reported to the Health and Safety Service, supporting the effectiveness of the corrective actions implemented.

	Codogno	Rolo	Cinisello Balsamo
2025	5	3	0
2024	4	2	0
2023	2	1	-

SAFETY TRAINING

In addition to awareness-raising initiatives, specific safety training programmes play a key role in strengthening MTA's health and safety culture.

The training activities delivered in 2025 at each plant are summarised below:

- Codogno – 101 employees participated in safety-related training and refresher courses, with an average of approximately 8 training hours per employee (2024=157 employees, average of 10 hours per employee; 2023=315 employees, average of 9 hours per employee).
- Rolo – 49 employees participated in safety-related training and refresher courses, with an average of 9 training hours per employee (2024=82 employees, average of 7.5 hours per employee; 2023=154 employees, average of 10 hours per employee).

Unfortunately, it was not possible to accurately quantify the safety training delivered at the Cinisello Balsamo site during 2025. However, in 2024 more than 400 hours of safety training were provided to employees at the Cinisello Balsamo site, including personnel based at the Turin offices.

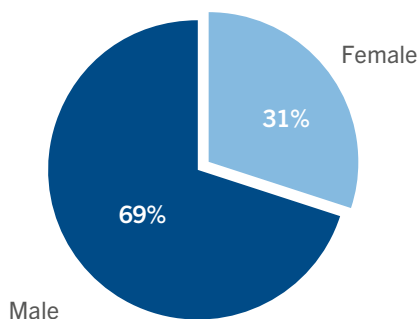
People

In line with one of the key principles of its Code of Conduct, MTA promotes equal opportunities across all its activities. As reflected in the transparency of its recruitment and selection processes, all positions are open to candidates who meet the competence requirements for the role, regardless of gender, race, religion, age, or sexual orientation.

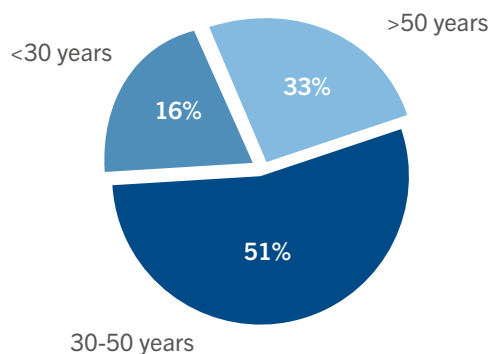
The workforce – including the Turin office – reached approximately 920 employees at the end of 2025, compared to 900 employees in 2024. Of the total workforce, 92% were direct employees and 8% were temporary workers, consistent with 2024 (93% direct employees and 7% temporary workers).

The gender composition of the workforce also remained consistent with previous year, with 69% male employees and 31% female employees (2024: 70% and 30%, respectively). The age profile at the end of 2025 likewise remained broadly unchanged compared with the previous year.

GENDER BALANCE



AGE GROUPS



During the year, 38 new employees were hired, compared to 60 in 2024 and 92 in 2023. New hires included a higher proportion of women than the overall workforce average, with 42% female and 58% male employees. Regarding age distribution, the 30–50 age group accounted

for the largest share of new hires (58%, compared to 47% in 2024), while employees under 30 represented 26% of new hires (40% in 2024) and those over 50 accounted for approximately 16%.

The pathological turnover rate, defined as the ratio of voluntary employee dismissals to the average workforce during the reporting period, was approximately 4.8% among white-collar employees, showing a marked improvement from 5.8% in the previous year. Among blue-collar employees, the rate was 1.07%, broadly in line with the 1.08% recorded in the prior year.

Learning and people development

MTA recognizes the value of its people by investing in continuous learning and professional development. Training activities are planned and implemented annually based on identified development needs and changing business priorities. The process for assessing training requirements is defined in a dedicated company procedure, which is accessible to all employees. Training plans are developed for each business area, shared by managers with their teams and implemented throughout the year.

In 2025, MTA delivered approximately 7,200 training hours to its employees, compared to 6,500 hours in 2024 and 10,000 hours in 2023. This corresponds to an average of approximately 8.5 training hours per employee, up from 7 hours per employee in 2024.

Consistent with previous years, training opportunities remained equally accessible to both men and women. The average number of training hours per employee was substantially aligned across genders, with 8.4 hours for men and 9 hours for women.

Unlike 2024, when training hours were distributed relatively evenly between white- and blue-collar employees, a more significant difference emerged in 2025. White-collar employees received approximately 11 training hours per capita, while blue-collar employees received approximately 6 hours per capita. This reflects the implementation of a dedicated leadership development program for top and middle management, as described in the next section “Status of Ongoing Projects”.

Total training expenditure amounted to approximately 160k € thousand, representing an increase of around 60% compared to 2024. The increase was partly driven by the lower expenditure recorded in the previous year, when training activities financed through dedicated funding schemes could not be fully implemented following the non-approval of the related agreements by the Unions, during national collective bargaining negotiations.





Welfare and talent management progress update

As anticipated in the previous year's report, during 2025 MTA primarily focused on completing the initiatives planned within the following intervention areas:

- Organizational design
- Management styles

Organizational Design

The project aimed at reviewing job descriptions and job titles was completed during the year. In addition, the planned redesign of working processes in selected areas and the harmonization of Group legal entities' organizational charts were finalized as scheduled. These activities led to the issuance of a Group Functional Chart defining hierarchical and functional relationships across the organization.

Due to the complexity of the analysis involved, the Core Competencies Review project was launched in 2025 and is expected to be completed in 2026. The initiative aims to map and define professional families across the organization and identify the key soft skills associated with each role, thereby supporting recruitment, training, development and performance evaluation processes.

Management Styles and Employee Development

Coaching activities dedicated to executives and other selected roles continued throughout the year, while leadership training programs for shift leaders were delivered as planned.

MTA also continued to offer employees access to a counseling service, available both remotely and on-site according to individual needs.

In addition, training on MTA best practices for effective communication, including the efficient use of email and meeting planning, was provided to all white-collar employees. This initiative stemmed from the findings of the 2022 Climate Survey, which identified a need to improve time management and individual productivity. To ensure continuity, a webinar covering the same topics will be incorporated into the onboarding program for all new hires in 2026.

Climate Survey

In September 2025, MTA conducted its Climate Survey in line with the planned schedule. Compared with the previous survey carried out in 2022, overall participation decreased from 86% to 69%. The decline was more significant among blue-collar employees (-22%) than among managers and white-collar employees (-11%). Participation at the Cinisello site, which was not part of the Group in 2022, reached 62% of approximately 60 employees based there. Despite lower participation, the proportion of respondents providing open-ended comments remained high. Slight improvements were recorded across all areas assessed, namely:

Organizzazione



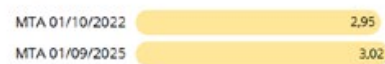
Leadership



Gruppo



Engagement



Talent Attraction and Recruitment

In addition to the Internal Job Posting tool, recruitment activities are supported through external communication channels. The Company website is regularly updated and serves as a key platform for attracting potential candidates. The "Work with Us" section, accessible directly from the homepage, lists all open positions and allows candidates to submit spontaneous applications. During 2025, MTA also promoted several initiatives aimed at attracting and developing future talent, including:

- School-to-work programs involving students from local technical institutes, enabling them to gain practical experience within MTA's production departments as part of their educational pathway;
- Internship opportunities for university students working on thesis projects in collaboration with engineering and economics faculties, including Politecnico di Milano and the University of Pavia.

Future projects

Following the results of the Climate Survey conducted in 2025, MTA identified a number of priority areas for improvement and defined corresponding actions to be implemented throughout 2026. The planned initiatives aim to strengthen employee engagement, promote innovation, and support an increasingly integrated and inclusive organizational culture.

One of the key areas highlighted by employees relates to the perceived need for greater innovation within the organization. To address this topic, MTA plans to organize dedicated innovation-workshops and employees focus groups during 2026, involving employees from technical functions and organizational levels. These initiatives will provide opportunities to collect ideas, encourage cross-functional collaboration, and identify potential improvements to processes, products, and ways of working.

Another area emerging from the survey concerns the generation gap and the need to further strengthen collaboration among employees belonging to different age groups and professional backgrounds. In response, MTA has scheduled a company-wide training program for 2026 aimed at promoting intergenerational understanding, knowledge sharing, inclusive teamwork, effective communication.

In parallel, MTA is progressing with the implementation of a new Human Capital Management

(HCM) system, whose go-live is planned for 2026. The new platform, provided by a global HR solutions provider, will enable the integration of all Group countries into a single database and support a more coordinated and harmonized management of HR processes at corporate level. The system is expected to improve data quality, enhance reporting capabilities, and strengthen workforce planning, talent management, and employee development processes.

To further encourage employee participation and continuous improvement, MTA also plans to launch a dedicated initiative for blue-collar employees, aimed at collecting and rewarding innovative ideas to solve operational challenges and improve workplace efficiency. Through the "Eccellenza MTA" – Premiamo la tua idea! program, employees will be encouraged to actively contribute suggestions and practical solutions, reinforcing a culture of engagement, innovation, and shared value creation.

These initiatives reflect MTA's commitment to continuously improving employee well-being, strengthening organizational effectiveness, and promoting active participation across the workforce, in line with the Company's people development and sustainability objectives.

Employee engagement and well-being initiatives

In 2025, the Company continued to promote employee engagement and well-being through a range of initiatives aimed at fostering a positive and inclusive workplace culture.

The Company continued its Family Day tradition, which in 2025 was held at the Codogno site. Employees from all the Company's Italian sites and their families were invited to visit the production facilities in Codogno and enjoy time together in the site's green areas, where recreational activities, musical entertainment and refreshments were provided for adults and children alike.



At the Rolo site, the company canteen is transformed twice a week into a dedicated space for Pilates classes led by a qualified professional specializing in massage therapy and posturology. The initiative has been positively received by participants, who value its contribution to physical well-being, mindfulness and stress reduction.

The Company also supported several initiatives promoted by the CRAL (Company Recreational Workers' Club), including recreational trips and sports tournaments, providing employees with additional opportunities to strengthen social connections and team spirit beyond the workplace.

As part of its commitment to promoting work–life balance and supporting both its workforce and the local community, the Company operates a nursery in Codogno within company-owned premises. Situated in a recently refurbished facility featuring bright, spacious interiors and views of the surrounding gardens, the kindergarten welcomes children aged 3 to 36 months. Priority enrolment is granted to employees' children, supported by a financial contribution from the Company, while access is also extended to local families, enhancing community well-being and inclusion.



Across all its sites, the Company has implemented a range of initiatives aimed at fostering employee health, well-being and work–life balance, including supplementary healthcare coverage, flexible welfare benefits, healthy dining services and remote working opportunities. In particular, the initiatives include:

- Supplementary healthcare coverage provided to all employees through the Metasalute scheme;
- The option to convert all or part of individual performance bonuses into welfare benefits, in addition to those provided under the National Collective Bargaining Agreement, allowing employees to benefit from a more favourable tax treatment;

- Canteen services at the Codogno and Rolo facilities, offering a wide range of balanced and healthy meal options;
- Flexible working arrangements, enabling employees to work remotely for up to 8 days per month.



About this report

This Report provides an overview of MTA S.p.A.'s approach to sustainability and its related initiatives, policies and performance. The reporting perimeter is described in the section "Who We Are".

The information presented covers the reporting period from 1 January to 31 December 2025. Where available and relevant, comparative information from previous reporting periods has also been included to facilitate the assessment of trends and performance over time.

Although MTA S.p.A. is not a formal participant in the United Nations Global Compact, the preparation of this Report has been inspired by its Ten Principles, which are based on internationally recognised frameworks and conventions, including:

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

These frameworks provide widely recognised principles that support responsible and sustainable business practices and serve as a reference for the Company's sustainability approach.

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 5-8) Responsible Minerals Sourcing Policy	17, 19
	principle 2	make sure that they are not complicit in human rights abuses.	Code of Conduct (page 5-8) General Terms & Conditions (page 7-8) Conflict and Extended Minerals Survey Supplier Information Survey	17-19
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)	17
	principle 4	the elimination of all forms of forced and compulsory labor;	Code of Conduct (page 6)	17
	principle 5	the effective abolition of child labor; and	Code of Conduct (page 5)	17
	principle 6	the elimination of discrimination in respect of employment and occupation.	Code of Conduct (page 6)	17, 36
Environment	principle 7	Businesses should support a precautionary approach to environmental challenges;	Certification ISO 14001 Environment Policy General Terms & Conditions (page 7-8)	11 20 19
	principle 8	undertake initiatives to promote greater environmental responsibility; and	Constant monitoring of environmental aspects, KPIs and target setting	20-30
	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)	6, 7 30, 31
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)	16-19

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



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