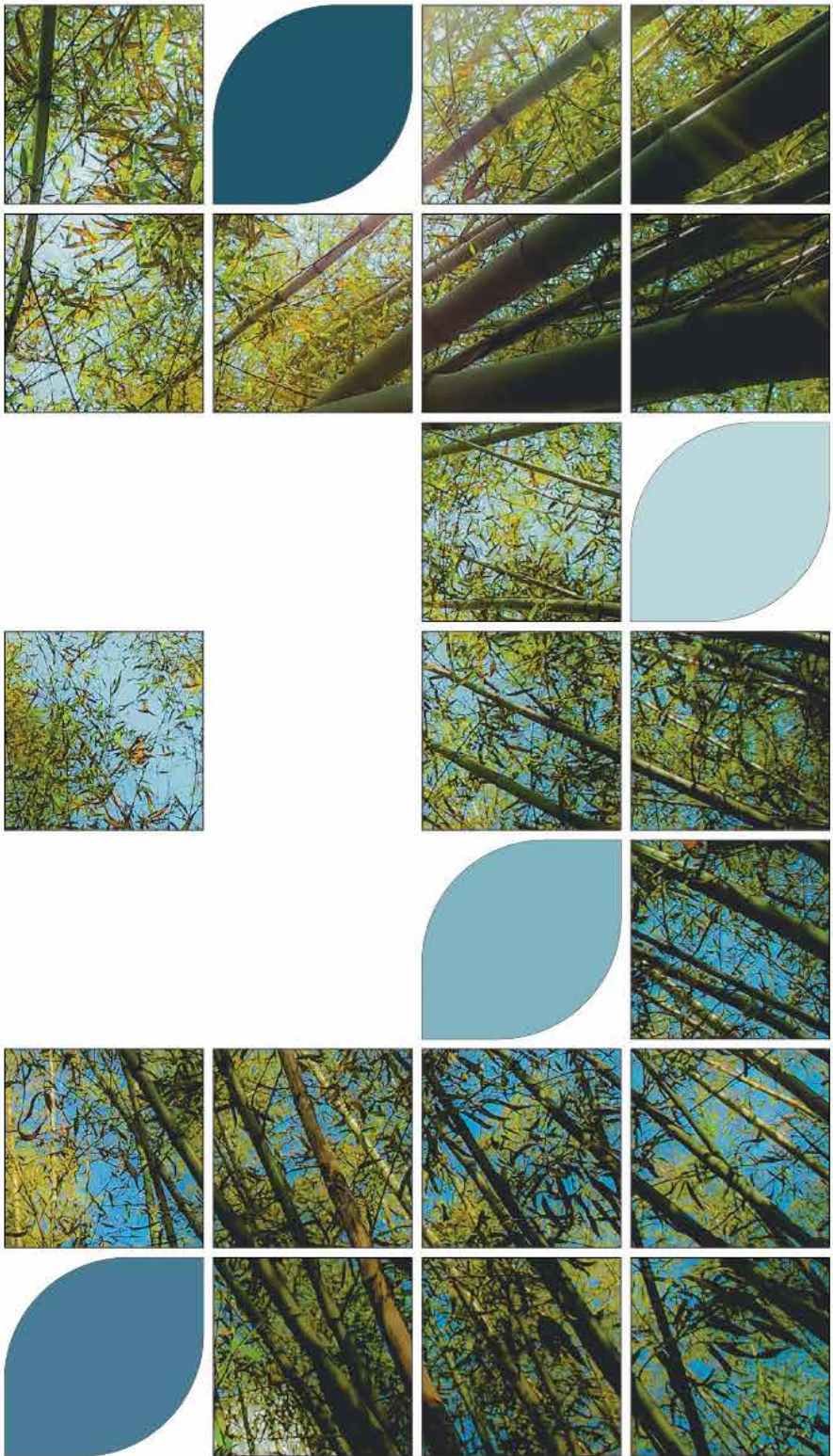


SUSTAINABILITY



Technical Appendix 2024

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1. Our Reporting Approach

The PRT Group Sustainability Report outlines our environmental, social and governance (ESG) commitments and the progress we've made, taking into account the expectations of our stakeholders. It provides a transparent account of the Group's economic, environmental and social performance in relation to material topics, those most relevant to our stakeholders and most representative of the Group's impacts.

This is the fifth edition of PRT Group's Sustainability Report. As a company operating in the printing and graphic communications sector, we have drafted this Report with reference to the Global Reporting Initiative (GRI) Standards published in 2021 and their subsequent updates. The 2024 edition of the Report was published on the 10th of December 2025.

The data and information presented follow the core principles of GRI 1 and cover the reporting period from 1 January to 31 December 2024. To ensure year-on-year comparability, the Report includes data for the 2022–2024 period, and, where available, for the five-year period 2020–2024.

To keep the Report concise and easy to navigate, we have developed a Methodological Note which contains detailed technical information that is not essential to the main narrative. It includes a breakdown of the materiality assessment methodology, detailed insights into each material topic, comprehensive ESG data for the Group from 2020 to 2024 (where available), the GRI Content Index, with a dedicated section highlighting interoperability with the ESRS standards introduced by the EU Corporate Sustainability Reporting Directive (CSRD).

Although PRT is not yet subject to mandatory CSRD compliance, this approach allows us to align progressively with its requirements and strengthen our reporting process year after year

The Sustainability Report is published annually, ensuring regular and up-to-date disclosure of the Group's ESG performance. For any questions or additional information, please contact us at: info@prtspa.com.

The Sustainability Report is publicly available and can be viewed and downloaded online at the following [link](#).

The scope of the 2024 Sustainability Report

This Report covers PRT Group S.p.A. and its subsidiaries: PRT Visual S.r.l. (100% owned) and PRT France S.a.s (98.63% owned).

For clarity, when we refer to "PRT Group S.p.A." or "PRT S.p.A.", we mean the parent company, which includes the production site in Beinasco and offices in Milan, Rome and Florence.

Conversely, "PRT", "the Group" or "PRT Group" refer to the consolidated group, encompassing PRT S.p.A., PRT Visual S.r.l. and PRT France S.a.s.





2. Materiality analysis


The materiality analysis is the process through which PRT Group S.p.A. identifies, prioritises and periodically updates its material topics. Material topics are those issues considered most relevant both from the company's perspective—i.e. topics associated with the organisation's significant economic, environmental and social impacts (internal relevance)—and from the stakeholders' perspective—i.e. topics that most strongly influence stakeholders' assessments and decision-making (external relevance).


The materiality analysis was carried out through two main phases:

01. Identification of the universe of topics, aimed at mapping the sustainability issues potentially relevant to the graphic and communication sector;
02. Prioritisation of topics, aimed at identifying the most significant topics through the assessment of their internal and external relevance

The universe of topics was defined through an analysis of the socio-economic context in which the Group operates, based on the following activities:

-  Benchmark analysis, assessing the main economic, social and environmental topics addressed by PRT Group S.p.A.'s peers and competitors;
-  Global sustainability trends analysis, examining the most relevant sustainability topics at international level;

-  Sector pressure analysis, focusing on the key sustainability issues affecting the graphic and printing industry;

-  Media analysis, reviewing the sustainability topics most frequently reported in major media outlets in 2024 in relation to PRT Group S.p.A. and its operating context.

Once the universe of potentially relevant topics had been identified, the topics were prioritised through the assessment of their internal and external relevance.

In 2024, Management reviewed the material topics and their prioritisation, confirming their overall validity. A limited number of targeted revisions were made to the wording of certain topics, without altering their underlying meaning, with the aim of improving clarity and ensuring closer alignment with the Group's business practices.

In particular, the topic "Development and wellbeing of people" was renamed "**Development, inclusive growth and talent attraction**". This change reflects the Group's commitment to integrating diversity and inclusion into its strategy, notably through the pathway towards gender equality certification. At the same time, the focus on employee wellbeing and professional development remains central, with the objective of fostering an inclusive and attractive working environment that enhances internal skills and attracts new talent.

Below is the list of PRT Group's material topics, ranked by order of importance, which form the basis of the 2024 Sustainability Report:



Occupational health and safety



Privacy and cybersecurity



Materials circularity and biodiversity conservation



Energy consumption and climate action



Innovation



Customer centricity



Business ethics and integrity







Development, inclusive growth and talent attraction



Shared value creation and local integration and development

For each material topic addressed in the Sustainability Report, a definition is provided together with the related GRI disclosures and the type of impact. The scope of the material topics covers the entire PRT Group.

Material topic	Description of the material topic	GRI material aspects /Standards	Internal / External impact	Impacted stakeholders
 <p>Occupational health and safety</p>	<p>Creating a safe and healthy working environment by promoting a shared culture of prevention and actively involving all people. Through continuous training, monitoring and improvement actions, we work to minimise risks and protect individual wellbeing.</p>	<p>403-1-10 (2018)</p>	<p>Internal</p>	<ul style="list-style-type: none"> • Employees • Sales agents • Trade unions
 <p>Privacy and cybersecurity</p>	<p>Protecting personal and sensitive data of our customers through a data privacy and cybersecurity system based on international standards. We adopt advanced technical and organisational measures and promote continuous staff training to ensure secure and responsible information management.</p>	<p>418-1 (2016)</p>	<p>Internal and external</p>	<ul style="list-style-type: none"> • Employees • Sales agents • Customers • End users • Suppliers
 <p>Materials circularity and biodiversity conservation</p>	<p>Managing resources responsibly by reducing environmental impacts and promoting material reuse. Protecting biodiversity through supply chain control and support for forest regeneration.</p>	<p>301-1 (2016) 306-1-5 (2020)</p>	<p>Internal and external</p>	<ul style="list-style-type: none"> • Employees • Suppliers • End users
 <p>Energy consumption and climate action</p>	<p>Reducing environmental footprint across the value chain by prioritising clean energy sources and monitoring greenhouse gas emissions to contribute to climate change mitigation.</p>	<p>302-1-3-4 (2016) 305-1-2-4-5 (2016)</p>	<p>Internal</p>	<ul style="list-style-type: none"> • Employees • Sales agents • Suppliers

Material topic	Description of the material topic	GRI material aspects /Standards	Internal / External impact	Impacted stakeholders
 Innovation	Continuously improving products, services and business models by promoting innovative solutions that effectively respond to market evolution and customer needs.	-	Internal and external	<ul style="list-style-type: none"> • Employees • Industry associations • Business partners • Competitors • Universities
 Customer centricity	Delivering reliable, high-performance and tailored products and services, ensuring a high-quality customer experience across all channels.	-	Internal and external	<ul style="list-style-type: none"> • Employees • Sales agents • Customers
 Business ethics and integrity	Operating with integrity, transparency and legality, preventing corruption and complying with environmental, social and economic regulations in all operating contexts.	205-3 (2016) 307-1 (2016) 419-1 (2016)	Internal and external	<ul style="list-style-type: none"> • All stakeholder categories
 Development, inclusive growth and talent attraction	Promoting a safe, attractive and inclusive working environment by enhancing skills and talent through training, professional development opportunities and wellbeing initiatives. Concrete commitment to gender equality represents the first step of a broader Diversity & Inclusion journey aimed at strengthening talent attraction and retention.	401-1 (2016) 404-1 (2016) 405-1 (2016) 406-1 (2016)	Internal	<ul style="list-style-type: none"> • Employees • Sales agents • Trade unions
 Shared value creation and local integration and development	Creating value for all stakeholders by strengthening ties with local communities through local sourcing, association membership and initiatives with positive socio-economic impact.	204-1 (2016)	Internal and external	<ul style="list-style-type: none"> • Employees • Shareholders and investors • Business partners • Suppliers • Local communities

3. Our ESG data and performance

This section presents all data related to GRI indicators and the corresponding calculation methodologies starting from 2020. The data are organised according to the chapters of the 2024 Sustainability Report in which they are addressed.

Data related to Chapter 3: Environmental sustainability at PRT

Sub-section 3.2.2. Raw materials and waste: a circularity-driven approach

Data on the use of raw materials and waste generation refer exclusively to PRT’s two production sites: Beinasco (PRT S.p.A.) and Padua (PRT Visual). This choice reflects the fact that these sites represent the main sources of environmental impact in terms of resource consumption and waste generation, while office locations contribute to a non-material extent to these specific impact categories.

The category “Italy” refers to the aggregated values of PRT S.p.A. and PRT Visual, the two Group companies located in Italy.

- **Materials used by weight and volume (301-1)**

MATERIALS	Recyclable Material ¹	2022	2023	2024
		t	t	t
Italy				
Total materials purchased	-	3,811.2	3,578.5	3,615.9
	<i>Of which recyclable</i>	99%	99%	99%
Material use intensity	-	0.120	0.106	0.113
PRT S.p.A.²				
Raw materials				
Paper	Yes	2,807.2	2,584.5	2,575.7
	<i>Of which FSC® o PEFC</i>	2,526.5	2,465.6	2,462.4
Envelopes	Yes	521.6	499.1	502.9
	<i>Of which FSC® o PEFC</i>	469.4	478.1	482.4
Plastic	Yes	26.1	25.0	25.1

¹ “Recyclable raw materials” are defined as all materials that, once they reach the end of their life cycle and become waste, are effectively sent for recycling by the company.

² For PRT S.p.A., data refer to raw materials purchased in 2024, as it is not currently possible to calculate their actual consumption. Given that raw materials are used within a short time frame, it can be reasonably assumed that, over the course of the year, the quantity of raw materials purchased is equivalent to the quantity used.

MATERIALS	Recyclable Material ¹	2022	2023	2024
		t	t	t
Inks	No	19.4	17.7	21.5
Process materials				
Solvents	No	13.0	13.4	22.9
Adhesives	No	0.3	0.6	0.3
Packaging materials				
Cardboard	Yes	115.0	111.3	131.9
PVC (adhesive tape)	No	-	0.6	0.6
PVC (stretch film)	Yes	-	3.3	5.9
Wood	Yes	201.1	233.6	236.0
Total materials purchased	-	3,703.7	3,489.1	3,522.8
	<i>Of which recyclable</i>	-	99%	99%
Material use intensity	-	0.173	0.155	0.145
PRT Visual				
Raw materials				
PVC (semi-expanded)	Yes	29.5	31.5	33.9
PVC (fabric)	Yes	-	2.1	4.0
PVC (adhesive)	No	-	8.4	11.1
Poliestere (fabric)	Yes	20.7	15.7	13.7
Composite Aluminum	Yes	52.7	9.4	5.0
Alluminum	Yes	-	11.7	14.2
Process materials				
Ink	No	0.5	1.2	1.1

MATERIALS	Recyclable Material ¹	2022	2023	2024
		t	t	t
Semi-finished products				
Alluminum	Yes	0.3	2.7	3.2
Glass fibre	No	0.2	1.1	1.3
Packaging materials				
Cardboard	Yes	3.4	5.7	5.5
Total materials purchased	-	107.4	89.4	93.0
<i>Of which recyclable</i>	-	99%	88%	85%
Material use intensity	-	0.071	0.029	0.034

From 2023 to 2024, the materials used by the Group remained broadly stable, amounting to approximately 3,500 tonnes overall. Almost all of these materials (99%) are recyclable, reflecting the predominant use of paper in line with the nature of our business. Paper accounts for 89% of total raw materials purchased at Group level and 91% for PRT S.p.A.

In particular, 96% of the paper used by PRT is FSC® or PEFC certified, ensuring that it originates from responsibly managed forests and supports forest ecosystem regeneration. Moreover, both PRT S.p.A. and PRT Visual place strong emphasis on the use of raw materials intended for the production of recyclable products, ensuring supply chains that are fully consistent with eco-design principles.

This approach confirms the adoption of circularity criteria as a structural guideline in both raw material selection and product design, and represents a concrete commitment to reducing the environmental impact associated with our operations

Further details on trends related to raw materials are provided in the dedicated sub-section of the 2024 Sustainability Report.

- Waste: waste generated and diverted from disposal (GRI 306-3, 306-4, 306-5)

WASTE	2022	2023	2024
	t ³	t	t
Italy			
Total waste generated	431.786	486.386	421.032
Hazardous waste	21.044	22.647	20.031
<i>of which sent for recycling (off-site)</i>	6.105	6.797	5.751
<i>of which sent for disposal (off-site)</i>	14.939	15.850	14.280
Non-hazardous waste	410.742	463.739	401.001
<i>of which sent for recycling (off-site)</i>	407.967	459.913	398.797
<i>of which sent for disposal (off-site)</i>	2.775	3.826	2.204
Share of waste sent for recycling	96%	96%	96%
Waste generation intensity ⁴	0.014	0.014	0.013
PRT S.p.A.			
Total waste generated	378.356	432.136	359.222
Hazardous waste	21.044	22.647	20.031
<i>of which sent for recycling (off-site)</i>	6.105	6.797	5.751
<i>of which sent for disposal (off-site)</i>	14.939	15.850	14.280
Non-hazardous waste	357.312	409.489	339.191
<i>of which sent for recycling (off-site)</i>	354.537	405.663	337.347
<i>of which sent for disposal (off-site)</i>	2.775	3.826	1.844
Share of waste sent for recycling	95%	95%	96%
Waste generation intensity	0.018	0.019	0.015
PRT Visual			
Total waste generated	53.430	54.250	61.810

WASTE	2022	2023	2024
	t ³	t	t
Hazardous waste	0.000	0.000	0.000
<i>of which sent for recycling (off-site)</i>	0.000	0.000	0.000
<i>of which sent for disposal (off-site)</i>	0.000	0.000	0.000
Non-hazardous waste	53.430	54.250	61.810
<i>of which sent for recycling (off-site)</i>	53.430	54.250	61.450
<i>of which sent for disposal (off-site)</i>	0.000	0.000	0.360
Share of waste sent for recycling	100%	100%	99%
Waste generation intensity	0.035	0.017	0.023

Over the 2022–2024 period, PRT Group maintained a consistent commitment to responsible waste management, with total waste generation stabilising in 2024 at approximately 421 tonnes, slightly lower than the previous year as a result of normal business activity.

The share of waste sent for recycling reached 96% for PRT S.p.A. and 99% for PRT Visual, confirming a consolidated model focused on the recovery and valorisation of resources.

Hazardous waste volumes remain limited and properly managed, with particular attention to traceability and disposal exclusively at authorised facilities.

These results reflect the effectiveness of an ISO 14001–certified environmental management system, based on annual improvement targets, rigorous waste segregation and continuous monitoring of environmental performance. Packaging design and the management of production scraps also follow a prevention, reduction and recovery approach, supporting the Group’s circular economy strategy.

Further information on waste management trends is available in the relevant sub-section of the 2024 Sustainability Report.

³ Starting from 2024, waste data are expressed in tonnes, in line with materials data, in order to ensure consistency and facilitate comparison across environmental indicators.

⁴ Waste generation intensity is calculated based on revenue (see tables in the chapter on Climate change mitigation).

Sub-chapter 3.2.3. Climate action: our Net-Zero journey

While the previous chapter focuses on the Beinasco (PRT S.p.A.) and Padua (PRT Visual) sites—where impacts associated with raw materials and waste generation are most significant—the following sections extend the analysis to all production sites and offices across the Group.

To ensure greater accuracy and comparability, environmental data are presented both on a consolidated basis (PRT Group) and broken down by company: PRT S.p.A., PRT Visual and PRT France. Up to 2022, PRT Visual data were included within PRT S.p.A. due to unified administrative management.

For the purposes of calculating energy and emissions intensity, two different denominators were used:

- **Processed paper**, expressed in tonnes (t), to represent intensity in relation to production volumes. This denominator is used only to calculate the energy and emissions intensity of PRT S.p.A. It is applied exclusively to PRT S.p.A. because the nature of its production allows accurate tracking of the actual volumes of paper processed.
- **Revenue**, expressed in thousand euros (k€), to represent intensity in relation to economic results. This denominator enables a consistent comparison of energy and emissions intensity across the three Group companies, despite differences in products and production processes.

The reference values are reported in the tables below, to ensure methodological clarity and facilitate comparison of results:

REVENUE	2020	2021	2022	2023	2024
	k€	k€	k€	k€	k€
Revenue - Group consolidated	28,210.3	29,846.5	31,732.0	33,652.0	32,000.0
Revenue - PRT S.p.A.	16,500.0	16,950.0	21,403.0	22,644.0	24,300.0
Revenue - PRT Visual	-	-	1,523.0	3,133.0	2,700.0
Revenue - PRT France	13,360.0	14,364.0	10,858.0	8,910.0	7,400.0

CARTA LAVORATA	2020	2021	2022	2023	2024
	t	t	t	t	t
PRT S.p.A.	2,345.8	2,644.2	2,694.7	2,764.8	2,589.3

- Energy: Energy consumption within the organisation (302-1)

DIRECT ENERGY CONSUMPTION	2020	2021	2022	2023	2024
	GJ	GJ	GJ	GJ	GJ
PRT Group					
Diesel	829.3	622.8	751.7	960.2	1,156.3
Petrol	247.4	216.9	315.3	249.0	275.8
LPG	-	-	-	141.6	92.5
Total direct energy consumption	1,076.7	839.7	1,067.1	1,350.8	1,524.5
PRT S.p.A.					
Diesel	829.3	622.8	751.7	642.6	643.0
Petrol	247.4	216.9	315.3	249.0	275.8
Total direct energy consumption	1,076.7	839.7	1,067.1	891.7	918.9
PRT Visual					
Diesel	-	-	-	317.6	513.2
Petrol	-	-	-	0.0	0.0
LPG	-	-	-	141.6	92.5
Total direct energy consumption	-	-	-	459.2	605.7
PRT France					
Diesel	0.0	0.0	0.0	0.0	0.0
Petrol	0.0	0.0	0.0	0.0	0.0
Total direct energy consumption	0.0	0.0	0.0	0.0	0.0

INDIRECT ENERGY CONSUMPTION	2020	2021	2022	2023	2024
	GJ	GJ	GJ	GJ	GJ
PRT Group					
Electricity consumption	7,371.7	7,505.1	7,700.5	6,649.2	5,973.0
of which from certified renewable sources	0.0	0.0	7,692.1	9.7	0.0
Heating consumption	2,185.1	2,204.1	2,570.7	1,757.9	1,786.4
of which emissions were offset	0.0	0.0	0.0	0.0	426.5
Total indirect energy consumption	9,556.8	9,709.2	10,271.2	8,407.1	7,759.3
PRT S.p.A.					
Electricity consumption	7,371.7	7,463.5	7,680.3	5,808.5	5,166.7
of which from certified renewable sources	0.0	0.0	7,680.3	0.0	0.0
Heating consumption	2,185.1	2,168.9	2,463.0	1,536.5	1,706.1
of which emissions were offset	0.0	0.0	0.0	0.0	426.5
Total indirect energy consumption	9,556.8	9,632.4	10,143.3	7,345.0	6,872.8
PRT Visual					
Electricity consumption	-	-	-	823.0	784.2
of which from certified renewable sources	-	-	-	0.0	0.0
Heating consumption	-	-	-	114.3	80.3
of which emissions were offset	-	-	-	0.0	0.0

INDIRECT ENERGY CONSUMPTION	2020	2021	2022	2023	2024
	GJ	GJ	GJ	GJ	GJ
Total indirect energy consumption	-	-	-	937.3	864.5
PRT France					
Electricity consumption	-	41.6	20.2	17.7	22.1
<i>of which from certified renewable sources</i>	-	0.0	11.8	9.7	0.0
Heating consumption	-	35.2	107.7	107.2	0.0
<i>of which emissions were offset</i>	-	0.0	0.0	0.0	0.0
Total indirect energy consumption	-	76.8	127.9	124.9	22.1

TOTAL ENERGY CONSUMPTION	2020	2021	2022	2023	2024
	GJ	GJ	GJ	GJ	GJ
PRT Group	10,633.5	10,548.9	11,338.2	9,758.0	9,283.9
PRT S.p.A.	10,633.5	10,472.1	11,210.4	8,236.6	7,791.6
PRT Visual	-	-	-	1.396.5	1.470.2
PRT France	-	76.8	127.9	124.9	22.1

ENERGY INTENSITY	2020	2021	2022	2023	2024
	GJ/t	GJ/t	GJ/t	GJ/t	GJ/t
Energy intensity per tonne of processed paper – PRT S.p.A	4.5331	3.9604	4.1602	2.9791	3.0092

ENERGY INTENSITY	2020	2021	2022	2023	2024
	GJ/k€	GJ/k€	GJ/k€	GJ/k€	GJ/k€
Energy intensity per revenue – PRT Group	0.37694	0.35344	0.35732	0.2900	0.2901
Energy intensity per revenue – PRT S.p.A.	0.6445	0.6178	0.5238	0.3657	0.3206
Energy intensity per revenue – PRT Visual	-	-	-	0.4457	0.5445
Energy intensity per revenue – PRT France	-	0.0053	0.0117	0.0139	0.0030

Calculation methodology

Energy consumption was converted into gigajoules (GJ) using the conversion factors from the Department for Environment, Food & Rural Affairs (DEFRA) databases for 2024, 2023, 2022, 2021 and 2020.

Over the five-year period 2020–2024, total energy consumption across PRT Group showed a downward trend, decreasing by 18% compared to 2022, and reaching approximately 9,284 GJ in 2024. The reduction is mainly driven by PRT S.p.A., which accounts for the majority of overall consumption (over 80%) and shows a steady improvement in energy efficiency.

Energy intensity (GJ per tonne of processed paper) decreased from 4.16 in 2022 to approximately 3.01 in 2024, indicating a more efficient use of resources for comparable production volumes. Energy intensity per revenue also improved over time across the Group, most notably for PRT S.p.A., where the indicator decreased by 39% over two years.

Energy efficiency is one of the key levers of PRT's climate strategy, with a clear focus on reducing electricity and heating consumption (Scope 2) through photovoltaic investments, the adoption of more efficient technologies and increased procurement from renewable sources.

Further details on energy consumption trends are available in the relevant sub-chapter of the 2024 Sustainability Report.

● Emissions: Direct and indirect GHG emissions (Scope 1 and 2) (305-1. 305-2)

EMISSIONS – SCOPE 1	2020	2021	2022	2023	2024
	t CO _{2eq}	t CO _{2eq}	t CO _{2eq}	t CO _{2eq}	t CO _{2eq}
PRT Group					
Diesel	58.9	43.5	53.5	67.8	81.6

EMISSIONS – SCOPE 1	2020	2021	2022	2023	2024
	t CO _{2eq}	t CO _{2eq}	t CO _{2eq}	t CO _{2eq}	t CO _{2eq}
Petrol	17.7	14.6	21.0	16.2	17.8
LPG	-	-	-	9.0	5.9
Total Scope 1 emissions	76.6	58.1	74.5	93.0	105.3
PRT S.p.A.					
Diesel	58.9	43.5	53.5	45.4	45.4
Petrol	17.7	14.6	21.0	16.2	17.8
Total Scope 1 emissions	76.6	58.1	74.5	61.5	63.2
PRT Visual					
Diesel	-	-	-	22.4	36.2
Petrol	-	-	-	0.0	0.0
LPG	-	-	-	9.0	5.9
Total Scope 1 emissions	-	-	-	31.5	42.1
PRT France					
Diesel	0.0	0.0	0.0	0.0	0.0
Petrol	0.0	0.0	0.0	0.0	0.0
Total Scope 1 emissions	0.0	0.0	0.0	0.0	0.0

EMISSIONS - SCOPE 2: LOCATION-BASED	2020	2021	2022	2023	2024
	t CO _{2eq}	t CO _{2eq}	t CO _{2eq}	t CO _{2eq}	t CO _{2eq}
PRT Group					
Electricity	522.2	530.6	626.0	540.5	390.4
Heating (natural gas)	123.6	124.3	144.4	92.7	96.2
Total Scope 2 emissions (location-based)	645.7	654.9	770.4	633.3	486.7
PRT S.p.A.					
Electricity	522.2	529.9	625.7	473.2	338.7
Heating (natural gas)	123.6	122.3	138.3	86.5	96.1
Total Scope 2 emissions (location-based)	645.7	652.2	764.1	559.8	434.8
PRT Visual					
Electricity	-	-	-	67.1	51.4
Heating (natural gas and LPG)	-	-	-	0.2	0.2
Total Scope 2 emissions (location-based)	-	-	-	67.3	51.6
PRT France					
Electricity	-	0.7	0.3	0.3	0.3
Heating (natural gas)	-	2.0	6.1	6.0	0.0
Total Scope 2 emissions (location-based)	-	2.6	6.3	6.2	0.3

EMISSIONS - SCOPE 2: MARKET-BASED	2020	2021	2022	2023	2024
	t CO _{2eq}	t CO _{2eq}	t CO _{2eq}	t CO _{2eq}	t CO _{2eq}
PRT Group					
Electricity	877.9	947.1	0.3	922.2	827.7
Heating (natural gas and LPG)	123.6	124.3	144.4	86.8	72.2
Total Scope 2 emissions (market-based)	1,001.5	1,071.4	144.7	1,009.0	899.9
PRT S.p.A.					
Electricity	877.9	946.6	0.0	807.7	718.4
Heating (natural gas)	123.6	122.3	138.3	86.2	72.1
Total Scope 2 emissions (market-based)d	1,001.5	1,068.9	138.3	894.2	790.5
PRT Visual					
Electricity	-	-	-	114.4	109.0
Heating (natural gas and LPG)	-	-	-	0.2	0.2
Total Scope 2 emissions (market-based)	-	-	-	114.7	109.2
PRT France					
Electricity	-	0.6	0.3	0.1	0.3
Heating (natural gas)	-	2.0	6.1	0.0	0.0
Total Scope 2 emissions (market-based)	-	2.5	6.3	0.1	0.3

TOTAL EMISSIONS - SCOPE 1 + 2 (MARKET-BASED)	2020	2021	2022	2023	2024
	t CO _{2eq}	t CO _{2eq}	t CO _{2eq}	t CO _{2eq}	t CO _{2eq}
PRT Group	1,078.1	1,129.6	219.2	1,102.0	1,005.3
PRT S.p.A	1,078.1	1,127.0	212.8	955.7	853.7
PRT Visual	-	-	-	146.1	151.3
PRT France	-	2.5	6.3	0.1	0.3

EMISSIONS INTENSITY (MARKET-BASED)	2020	2021	2022	2023	2024
	tCO _{2eq} /t	tCO _{2eq} /t	tCO _{2eq} /t	tCO _{2eq} /t	tCO _{2eq} /t
Emissions intensity per tonne of processed paper – PRT S.p.A.	0.460	0.426	0.079	0.346	0.330

EMISSIONS INTENSITY (MARKET-BASED)	2020	2021	2022	2023	2024
	tCO _{2eq} /k€	tCO _{2eq} /k€	tCO _{2eq} /k€	tCO _{2eq} /k€	tCO _{2eq} /k€
Emissions intensity per revenue – PRT Group	0.038	0.038	0.007	0.033	0.031
Emissions intensity per revenue – PRT S.p.A.	0.065	0.066	0.010	0.042	0.035
Emissions intensity per revenue – PRT Visual	-	-	-	0.047	0.056
Emissions intensity per revenue – PRT France	-	0.000	0.001	0.000	0.000

Calculation methodology

For the calculation of direct emissions (Scope 1) associated with fossil fuel consumption over the period, emission factors from the DEFRA database for 2024, 2023, 2022, 2021 and 2020 were used.

Indirect emissions (Scope 2) related to electricity, natural gas and LPG consumption were calculated using the location-based method, applying conversion factors provided by ISPRA for Italy and ADEME for France.

Starting from 2021, as PRT purchased certified renewable electricity, indirect emissions (Scope 2) associated with electricity consumption were also calculated using the market-based method, applying conversion factors from the AIB Residual Mix, respectively for Italy and France.

The calculation methodologies adopted for the quantification of Scope 1 and Scope 2 (location-based) emissions for the 2024 reporting year of PRT S.p.A. were subject to verification by an independent certified auditor, in accordance with the principles of the [GHG Protocol – Corporate Standard](#). The assurance activity included a review of the emission factors applied, data sources, consolidation criteria and overall methodological consistency, confirming the reliability of the data and the accuracy of the calculations performed. The Independent Verification Letter is available on [PRT’s Sustainability webpage](#).

Over the 2022–2024 period, PRT Group’s direct emissions (Scope 1) increased from 74.5 to 105.3 t CO₂eq (+41%), mainly due to the expansion of the company fleet, particularly within PRT Visual. In contrast, PRT S.p.A. maintained broadly stable emissions (around 63 t CO₂eq), supported by more efficient travel management. Indirect emissions from purchased energy (Scope 2) show a structural reduction under the location-based method, decreasing from 770.4 t CO₂eq in 2022 to 486.7 t CO₂eq in 2024 (–40%), consistently with the reduction in energy consumption.

Under the market-based method, following the sharp reduction recorded in 2022 linked to renewable electricity procurement, Scope 2 emissions increased again in the following two years; however, they still decreased by 12% between 2023 and 2024, supported by efficiency measures and the first offsetting actions.

PRT S.p.A.’s emissions intensity (t CO₂eq per tonne of processed paper) improved over time, decreasing from 0.460 in 2020 to 0.330 in 2024, reflecting a more efficient use of resources and the progressive decarbonisation of operations. Further details on GHG emissions trends are available in the relevant sub-chapter of the 2024 Sustainability Report.

● **Emissions: Scope 3 Emissions (Paper procurement) (305-1.2)**

EMISSIONS - SCOPE 3	2021	2022	2023	2024
	t CO ₂ eq	t CO ₂ eq	t CO ₂ eq	t CO ₂ eq
PRT S.p.A.				
PRT S.p.A. – Scope 3 emissions (paper procurement)	1,483.4	1,511.7	1,551.1	1,452.6

Scope 3 emissions refer exclusively to the annual volume of processed paper, covering the upstream stages from raw wood material to paper production and delivery to the plant. Scope 3 emissions for processed paper were calculated using the official [World Land Trust Carbon Calculator](#), which is based on UK Government guidance and the GHG Protocol.

Data related to Chapter 4: People at PRT

In the calculation of workforce-related indicators (2-7, 2-8, 401-1, 403-1/10, 404-1 and 405-1), employees with permanent, fixed-term and apprenticeship contracts are included, while interns and agency workers are excluded.

For reporting purposes, data are aggregated at PRT Group level where the type of activity and operational scale do not result in substantial differences. In certain cases, however, data are presented separately by geographical area (Italy and France) or by entity when:

- the contractual structure or workforce composition differs significantly;
- disaggregation is explicitly required by the GRI Standards;
- it enables a more accurate analysis and comparison.

Sub-chapter 4.1. Our people. our greatest asset

• Employees (2-7)

From 2024 onwards, data have been separated by individual entity and subsequently consolidated at PRT Group level, in order to enhance completeness and transparency, reflecting the different nature of the three entities.

The item "Italy" aggregates the data of PRT S.p.A. and PRT Visual, both production entities with similar organisational characteristics. PRT France, located in France, operates exclusively as a commercial entity and has a significantly smaller organisational structure.

For 2022 and 2023, PRT Visual remains aggregated within the figures of PRT S.p.A., as it is not possible to separate the data retrospectively.

Entity	Gender	2022	2023	2024
PRT S.p.A.	Men	66	78	67
	Women	30	38	23
	Total	96	116	90
PRT Visual	Men	-	-	10
	Women	-	-	15
	Total	-	-	25
PRT France	Men	2	2	2
	Women	5	4	4
	Total	7	6	6

Entity	Gender	2022	2023	2024
PRT Group	Men	68	80	79
	Women	35	42	42
	Total	103	122	121

In 2024, the total number of employees remained stable compared to 2023, with no significant changes at PRT Group level, nor by individual entity or geographical area.

Type of contract	Entity	Gender	2022	2023	2024
Permanent employees	PRT S.p.A.	Men	58	65	56
		Women	26	35	22
		Total	84	100	78
	PRT Visual	Men	-	-	8
		Women	-	-	13
		Total	-	-	21
	PRT France	Men	2	2	2
		Women	5	4	4
		Total	7	6	6
	PRT Group	Men	60	67	66
		Women	31	39	39
		Total	91	106	105

Type of contract	Società	Genere	2022	2023	2024
Temporary employees	PRT S.p.A.	Men	8	13	11
		Women	4	3	1
		Total	12	16	12
	PRT Visual	Men	-	-	2
		Women	-	-	2
		Total	-	-	4
	PRT France	Men	0	0	0
		Women	0	0	0
		Total	0	0	0
	PRT Group	Men	8	13	13
		Women	4	3	3
		Total	12	16	16
Full-time employees	PRT S.p.A.	Men	66	76	67
		Women	29	34	20
		Total	95	110	87
	PRT Visual	Men	-	-	10
		Women	-	-	14
		Total	-	-	24
	PRT FRance	Men	2	2	2
		Women	5	4	4
		Total	7	6	6
	PRT Group	Men	68	78	79
		Women	34	38	38
		Total	102	116	117

Type of contract	Società	Genere	2022	2023	2024
Part-time employees	PRT S.p.A.	Men	0	2	0
		Women	1	4	3
		Total	1	6	3
	PRT Visual	Men	-	-	0
		Women	-	-	1
		Total	-	-	1
	PRT France	Men	0	0	0
		Women	0	0	0
		Total	0	0	0
	PRT group	Men	0	2	0
		Women	1	4	4
		Total	1	6	4

In 2024, the distribution of contracts within the Group remained substantially unchanged compared to 2023, both by contract type and by geographical area and gender.

Fixed-term and part-time contracts continue to be present exclusively in Italy, reflecting the larger size of the Italian offices and the presence of production entities which, in certain circumstances, require temporary work arrangements to manage peaks in activity.

However, the proportion of fixed-term and temporary contracts decreased compared to 2023, confirming PRT’s commitment to ensuring employment stability even in variable production contexts. During the year, several individuals previously employed under temporary contracts were hired on permanent contracts, strengthening the workforce from a long-term perspective.

Temporary employment remains an exception, used only when strictly necessary and, where possible, with the aim of ensuring continuity of employment. PRT does not hire or employ non-guaranteed hours employees.

● Workers who are not employees (2-8)

The data refer to the entire PRT Group, without disaggregation, as these collaborations are managed centrally. The distinction between entities is not relevant for impact analysis.

Type of contract	2022	2023	2024	
Interns	1	0	2	
Agency workers	4	1	2	
	Occasional contractors	5	7	3
Self-employed workers	Professionals	23	31	15
	Agents	6	6	4
	Total	34	44	22
Total of workers who are not employees	42	35	26	

Workers who are not employees at PRT are predominantly self-employed individuals engaged in specialised or ongoing support activities. This category includes professionals, occasional consultants and commercial agents.

Although the Group may experience production peaks, its business is not seasonal. For this reason, preference is given to stable external collaborators rather than occasional employment relationships.

In 2024, the overall reduction in the number of non-employee workers affected all contractual categories, reflecting further resource rationalisation in line with operational needs. This result was also made possible by PRT's strategic decision to internalise certain competences previously outsourced, consolidating critical know-how and strengthening organisational continuity.

● Employment: New employee hires and employee turnover (401-1)

New hires and exits are presented by geographical area (Italy and France), as the two business contexts differ significantly in terms of size, role structure and employment dynamics.

In Italy, where the production facilities are located, turnover is more dynamic and there is a higher incidence of youth recruitment. In France, the small commercial entity has a more stable structure and is less subject to significant fluctuations.

The turnover rate is calculated as the ratio between the number of hires or departures recorded during the year and the total number of employees within the same reference category (e.g. by gender or age group) as at 31.12.2024.

● Hires

Entity	Gender and age	2022		2023		2024	
		n	%	n	%	n	%
PRT S.p.A.	Men	12	18.2%	17	21.8%	8	11.9%
	Women	5	16.7%	15	39.5%	2	8.7%
	<30	5	45.5%	15	68.2%	2	15.4%
	30 - 50	10	17.5%	12	19.0%	7	15.2%
	>50	2	7.1%	5	16.1%	1	3.2%
	Total		17	17.7%	32	27.6%	10
PRT Visual	Men	-	-	-	-	3	30.0%
	Women	-	-	-	-	3	20.0%
	<30	-	-	-	-	3	50.0%
	30 - 50	-	-	-	-	2	11.8%
	>50	-	-	-	-	1	50.0%
	Total		-	-	-	-	6
PRT France	Men	0	0.0%	0	0.0%	0	0.0%
	Women	0	0.0%	0	0.0%	1	25.0%
	<30	0	0.0%	0	0.0%	1	100.0%
	30 - 50	0	0.0%	0	0.0%	0	0.0%
	>50	0	0.0%	0	0.0%	0	0.0%
	Total		0	0.0%	0	0.0%	1
PRT Group	Men	12	17.6%	17	21.3%	11	13.9%
	Women	5	14.3%	15	35.7%	6	14.3%
	<30	5	41.7%	15	68.2%	6	30.0%
	30 - 50	10	16.7%	12	18.2%	9	13.6%
	>50	2	6.5%	5	14.7%	2	5.7%
	Total		17	16.5%	32	26.2%	17

- Exits

Entity	Gender and age	2022		2023		2024	
		n	%	n	%	n	%
PRT S.p.A.	Men	10	15.2%	13	16.7%	7	10.4%
	Women	3	10.0%	10	26.3%	2	8.7%
	<30	0	0.0%	6	27.3%	1	7.7%
	30 - 50	6	10.5%	10	15.9%	4	8.7%
	>50	7	25.0%	7	22.6%	4	12.9%
	Total	13	13.5%	23	19.8%	9	10.0%
PRT Visual	Men	-	-	-	-	4	40.0%
	Women	-	-	-	-	4	26.7%
	<30	-	-	-	-	2	33.3%
	30 - 50	-	-	-	-	4	23.5%
	>50	-	-	-	-	2	100.0%
	Total	-	-	-	-	8	32.0%
PRT France	Men	0	0.0%	0	0.0%	0	0.0%
	Women	0	0.0%	1	25.0%	1	25.0%
	<30	0	0.0%	1	0.0%	0	0.0%
	30 - 50	0	0.0%	0	0.0%	0	0.0%
	>50	0	0.0%	0	0.0%	1	50.0%
	Total	0	0.0%	1	16.7%	1	16.7%
PRT Group	Men	10	14.7%	13	16.3%	11	13.9%
	Women	3	8.6%	11	26.2%	7	16.7%
	<30	0	0.0%	7	31.8%	3	15.3%
	30 - 50	6	10.0%	10	15.2%	8	12.1%
	>50	7	22.6%	7	20.6%	7	20.0%
	Total	13	12.6%	24	19.7%	18	14.9%

In 2024, the Group recorded 17 new hires, down compared to the previous year, which had been characterised by a significant number of recruitments linked to the acquisition of Absolutex, resulting in an exceptional increase in entries. The overall hiring rate stood at 14%, with similar figures for men and women, and 30% of new hires under the age of 30.

There were 18 exits, corresponding to an overall turnover rate of 14.9%, distributed evenly between men and women. This trend reflects both natural generational renewal, with employees approaching retirement leaving the organisation, and the company's ordinary level of workforce mobility.

In 2024, the Group experienced greater employment stability, with contained entries and exits due to the absence of extraordinary transactions. The organisational structure continues to evolve in a sustainable manner, supporting growth through investment in new skills and strategic initiatives such as acquisitions and market expansion.

Sub-chapter 4.3. Gender Equality: a structured and strategic pathway

- Diversity and Equal Opportunity: Diversity of governance bodies and employees (405-1)

The percentages shown in the tables are calculated using, as the denominator, the total number of employees within each respective category.

Any relevant qualitative specificities are discussed in the body of the Report where appropriate..

Employee category	Gender and age	2022		2023		2024	
		n.	%	n.	%	n.	%
Executives	Men	2	100%	2	100%	2	100%
	Women	0	0%	0	0%	0	0%
	<30	0	0%	0	0%	0	0%
	30-50	0	0%	1	50%	1	100%
	>50	2	100%	1	50%	0	0%
	Total	2	-	2	-	1	-
Managers	Men	10	71%	9	64%	10	71%
	Women	4	29%	5	36%	4	29%
	<30	0	0%	2	14%	2	14%
	30 - 50	8	57%	6	43%	5	36%
	>50	6	43%	6	43%	7	50%
	Total	14	-	14	-	14	-
Employees	Men	23	50%	31	54%	33	55%
	Women	23	50%	26	46%	27	45%
	<30	7	15%	11	19%	10	17%
	30 - 50	29	63%	35	61%	36	60%
	>50	10	22%	11	19%	14	23%
	Total	46	-	57	-	60	-

Employee category	Gender and age	2022		2023		2024	
Production workers	Men	33	80%	38	78%	35	76%
	Women	8	20%	11	22%	11	24%
	<30	5	12%	9	18%	8	17%
	30 - 50	23	56%	24	49%	24	52%
	>50	13	32%	16	33%	14	30%
	Total		41	-	49	-	46
Employees belonging to protected categories	Men	2	50%	3	60%	4	67%
	Women	2	50%	2	40%	2	33%
	Total	4	-	5	-	6	-

In 2024, the gender distribution remained predominantly male, with 65% men and 35% women at Group level. This imbalance reflects the specific characteristics of our business and is also evident across employee categories: 100% of executives, 64% of managers and 78% of production workers are men, while among employees there is a more balanced distribution, with 54% men.

From an age perspective, early signs of generational renewal can also be observed in senior roles: in 2024, the executive in office falls within the 30–50 age bracket, breaking the previous pattern of exclusive concentration in the over-50 group. In the other categories, the age distribution is more diversified:

- among managers, the over-50 group represents the largest share (50%), followed by those aged 30–50 (36%), with under-30s increasing to 14%;
- among employees, the majority are aged 30–50 (60%), with 17% under 30;
- among production workers, the 30–50 age group accounts for 52%, followed by over-50s (30%) and under-30s (17%), the latter also showing an upward trend.

Overall, the gender and age composition remains broadly stable compared to 2023, confirming a solid and sector-consistent employment structure, while early signs of rejuvenation are emerging in certain categories.

In 2024, PRT’s Board of Directors consists of three men, two of whom are over 50 and one aged between 30 and 50. By contrast, the Board of Directors of PRT France is composed of two men over the age of 50 and a statutory audit firm.

Below are the tables detailing the three entities:

PRT S.p.A.							
Employee category	Gender and age	2022		2023		2024	
		n.	%	n.	%	n.	%
Executives	Men	8	100%	7	88%	8	89%
	Women	0	0%	1	13%	1	11%
	<30	0	0%	2	25%	2	22%
	30 - 50	5	63%	3	38%	2	22%
	>50	3	38%	3	38%	5	56%
	Total		8	-	8	-	9
Managers	Men	10	71%	9	64%	10	71%
	Women	4	29%	5	36%	4	29%
	<30	0	0%	2	14%	2	14%
	30 - 50	8	57%	6	43%	5	36%
	>50	6	43%	6	43%	7	50%
	Total		14	-	14	-	14
Employees	Men	23	51%	31	54%	27	61%
	Women	22	49%	26	46%	17	39%
	<30	6	13%	11	19%	5	11%
	30 - 50	29	64%	35	61%	26	59%
	>50	10	22%	11	19%	13	30%
	Total		45	-	57	-	44

PRT S.p.A.							
Employee category	Gender and age	2022		2023		2024	
Production workers	Men	33	80%	38	78%	31	86%
	Women	8	20%	11	22%	5	14%
	<30	5	12%	9	18%	6	17%
	30 - 50	23	56%	24	49%	17	47%
	>50	13	32%	16	33%	13	36%
	Total		41	-	49	-	36
Employees belonging to protected categories	Men	2	50%	3	60%	3	60%
	Women	2	50%	2	40%	2	40%
	Total	4	-	5	-	5	-

PRT Visual							
Employee category	Gender and age	2022		2023		2024	
		n.	%	n.	%	n.	%
Executives	Men	-	-	-	-	0	0%
	Women	-	-	-	-	0	0%
	<30	-	-	-	-	0	0%
	30 - 50	-	-	-	-	0	0%
	>50	-	-	-	-	0	0%
	Total		-	-	-	-	0
Managers	Men	-	-	-	-	0	0%
	Women	-	-	-	-	0	0%
	<30	-	-	-	-	0	0%
	30 - 50	-	-	-	-	0	0%
	>50	-	-	-	-	0	0%
	Total		-	-	-	-	0
Employees	Men	-	-	-	-	6	40%
	Women	-	-	-	-	9	60%
	<30	-	-	-	-	4	27%
	30 - 50	-	-	-	-	10	67%
	>50	-	-	-	-	1	7%
	Total		-	-	-	-	15

PRT Visual							
Employee category	Gender and age	2022		2023		2024	
Production workers	Men	-	-	-	-	4	40%
	Women	-	-	-	-	6	60%
	<30	-	-	-	-	2	20%
	30 - 50	-	-	-	-	7	70%
	>50	-	-	-	-	1	10%
	Total		-	-	-	-	10
Employees belonging to protected categories	Men	-	-	-	-	1	100%
	Women	-	-	-	-	0	0%
	Total		-	-	-	1	-

PRT France							
Employee category	Gender and age	2022		2023		2024	
		n.	%	n.	%	n.	%
Executives	Men	0	0%	0	0%	0	0%
	Women	0	0%	0	0%	0	0%
	<30	0	0%	0	0%	0	0%
	30 - 50	0	0%	0	0%	0	0%
	>50	0	0%	0	0%	0	0%
	Total	0	-	0	0	0	-
Managers	Men	2	33%	2	33%	2	40%
	Women	4	67%	4	67%	3	60%
	<30	0	0%	0	0%	0	0%
	30 - 50	3	50%	3	50%	3	60%
	>50	3	50%	3	50%	2	40%
	Total	6	-	6	-	5	-
Employees	Men	0	0%	0	0%	0	0%
	Women	1	100%	0	0%	1	100%
	<30	1	100%	0	0%	1	100%
	30 - 50	0	0%	0	0%	0	0%
	>50	0	0%	0	0%	0	0%
	Total	1	-	0	0	1	-

Sub-chapter 4.5. Targeted training to enhance professional skills

- **Training: Average hours of training per year per employee (404-1)**

Training data refer exclusively to PRT S.p.A. and PRT Visual, as no structured and consistent data collection is currently available for PRT France. The French entity, being a small commercial office with a stable workforce and low turnover, carries out limited training activities, with a quantitatively negligible impact compared to the rest of the Group.

On-the-job training is reported separately to ensure a more accurate representation of per capita training hours, particularly between employees and production workers. On-the-job training mainly consists of specific sessions aimed at updating technical skills related to the use of production machinery.

PRT Group									
Hours of training per employee category (in person and e-learning)	Total hours			Number of employees			Hours per capita		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Men	1,924.0	781.0	503.25	66	78	77	29.2	10.0	6.5
Women	711.0	359.0	201.25	30	38	38	23.7	9.4	5.3
Executives	163.0	19.0	0.5	2	2	1	81.5	9.5	0.5
Managers	851.5	30.0	83.0	8	8	9	106.4	3.8	9.2
Employees	1,448.5	911.0	381.5	45	57	59	32.2	16.0	6.5
Production workers	172.0	180.0	237.5	41	49	46	4.2	3.7	5.2
Total	2,635.0	1,140.0	704.5	96	116	115	27.4	9.8	6.1

In 2024, total training hours (in person and e-learning) amounted to 704.5 hours, down compared to 2023. Consequently, the per capita figure also decreased to 6.1 hours per employee.

This reduction is attributable to fewer publicly funded training programmes and fewer large-scale projects, in favour of more targeted and specialised initiatives. The trend reflects variability linked to the availability of external funding and multi-year planning, which had led to intensified training activities in 2022–2023. In 2023, training focused mainly on digital skills, while in 2022 it concentrated on ESG-related competencies.

PRT Group			
On-the-job training hours – Total hours	2022	2023	2024
Men	794.5	155.5	8.0
Women	304.5	0.0	8.0
Executives	0.0	0.0	0.0
Managers	0.0	0.0	0.0
Employees	0.0	32.0	0.0
Production workers	1,099.0	123.5	16.0
Total	1,099.0	155.5	16.0

Separating on-the-job training from overall figures provides a more accurate view of per capita training hours between women and men. In 2024, on-the-job training — which traditionally weighs more heavily on production workers (predominantly men) — decreased. This is because no on-the-job training was delivered at PRT S.p.A. in 2024, as there were no significant changes in production departments and the skills acquired in 2023 were consolidated.

Overall, 2024 was a year focused on consolidating competencies developed in previous years, with greater emphasis on targeted interventions rather than large-scale new programmes.

The tables below provide the detailed breakdown for the two entities:

PRT S.p.A.									
Hours of training per employee category (in person and e-learning)	Total hours			Number of employees			Hours per capita		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Men	1,924.0	781.0	406.25	66	78	67	29.2	10.0	6.9
Women	711.0	359.0	155.25	30	38	23	23.7	9.4	6.8
Executives	163.0	19.0	0.5	2	2	1	81.5	9.5	0.5
Managers	851.5	30.0	83	8	8	9	106.4	3.8	9.2

PRT S.p.A.									
Hours of training per employee category (in person and e-learning)	Total hours			Number of employees			Hours per capita		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Employees	1,448.5	911.0	315.5	45	57	44	32.2	16.0	7.2
Production workers	172.0	180.0	219.5	41	49	36	4.2	3.7	6.1
Total	2,635.0	1,140.0	620.5	96	116	90	81.5	9.5	6.9

PRT S.p.A.			
On-the-job training hours - Total hours	2022	2023	2024
Men	794.5	155.5	0.0
Women	304.5	0.0	0.0
Executives	0.0	0.0	0.0
Managers	0.0	0.0	0.0
Employees	0.0	32.0	0.0
Production workers	1,099.0	123.5	0.0
Total	1,099.0	155.5	0.0

PRT Visual									
Hours of training per employee category (in person and e-learning)	Total hours			Number of employees			Hours per capita		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Men	-	-	38.0	-	-	10	-	-	3.8
Women	-	-	46.0	-	-	15	-	-	3.1
Executives	-	-	0.0	-	-	0	-	-	0.0
Managers	-	-	0.0	-	-	0	-	-	0.0
Employees	-	-	66.0	-	-	15	-	-	4.4
Production workers	-	-	18.0	-	-	10	-	-	1.8

PRT Visual			
On-the-job training hours - Total hours	2022	2023	2024
Men	-	-	8.0
Women	-	-	8.0
Executives	-	-	0.0
Managers	-	-	0.0
Employees	-	-	0.0
Production workers	-	-	16.0
Total	-	-	16.0

Sub-chapter 4.6. Health, safety and wellbeing of our people

- **Occupational health and safety: Work-related injuries (403-8, 9, 10)**

The data in the table below refer to PRT S.p.A. and PRT Visual, as injuries are more likely to occur in production environments than in office settings. PRT France did not record any workplace injuries in the period analysed (2020–2024). PRT Visual also recorded no workplace injuries in 2024, with 46.689.5 hours worked.

Data related to employees (403-9)	2020	2021	2022	2023	2024
Total hours worked ⁵	177,363.5	181,150.8	178,033.3	208,976.0	158,656.0
Total number of injuries	1	1	1	3	1
Of which commuting accidents	0	0	0	0	0
Of which serious injuries (>6 months absence)	0	0	0	0	0
Fatal injuries	0	0	0	0	0
Fatality rate	0	0	0	0	0

⁵ Hours worked include all employees of the PRT Group, as the injury data refer to all Group employees.

Data related to employees (403-9)	2020	2021	2022	2023	2024
Serious injury rate	0	0	0	0	0
Total recordable injuries	1	1	1	3	1
Recordable injury rate	5.64	5.52	5.62	14.36	4.87

In 2024, only one workplace injury was recorded at PRT S.p.A., in line with the historically low injury rate of the Group. The previous year recorded three incidents: although the percentage decrease is significant, in absolute terms the figures remain very low relative to the size of operations and total hours worked. The 2024 incident was minor and related to cutting or crushing dynamics typical of manual handling activities.

Preventive measures included proper use of PPE, staff awareness sessions on workplace attention, and strengthened operational safety procedures.

The occupational health and safety management system, certified under ISO 45001, ensures continuous monitoring, regular updates of the Risk Assessment Document (DVR), and targeted preventive actions. The certification primarily applies to the Beinasco production plant of PRT S.p.A., the largest and most significant site, accounting for 76% of the Group's total revenue and production. The certification applies to employees only, while non-employee workers operating under PRT's control sign a specific risk assessment document (DUVRI).

Office-based workers, both employees and non-employees under PRT's control, are subject to applicable national legislation rather than the voluntary ISO 45001 standard, given their significantly lower exposure to health and safety risks.

Overall, ISO 45001 certification covers 63% of total PRT employees. As ISO 45001 implementation includes both internal audits and independent third-party audits, the same percentage applies to points a.ii and a.iii of GRI Standard 403-8.

Employees	Unit of measure	2022	2023	2024
Number and percentage of employees covered by ISO 45001	n.	62	78	76
	%	60%	64%	63%
Total number of employees	n.	103	122	121

With regard to supplier workers, we ensure compliance with applicable regulations and, where possible, consider whether suppliers are ISO 45001 certified to guarantee alignment with high standards.

Over the period 2020–2024, no occupational diseases, serious injuries or fatalities were recorded.

The definitions and calculation methodologies for occupational injury indicators are set out below and are aligned with the methodologies implemented under the ISO 45001 standard on occupational health and safety:

- **Fatality rate:** number of fatal injuries / workable hours × 1,000,000
- **Serious injury rate:** number of injuries (including commuting accidents) resulting in more than 40 days of absence (excluding fatalities) / hours worked × 1,000,000
- **Recordable injury rate:** number of injuries occurring during the year, excluding commuting accidents and including sudden illness, / hours worked × 1,000,000

Data related to Chapter 5: PRT and shared value creation for local development

Sub-chapter 5.1. Shared ethical values to grow together

- General information: Compliance with laws and regulations (2-27)
- Anti-corruption: Confirmed incidents of corruption and actions taken (205-3)
- Non-discrimination: Incidents of discrimination and corrective measures adopted (406-1)
- Customer privacy: Substantiated complaints regarding breaches of customer privacy and loss of customer data (418-1)

In 2024, within the scope of the PRT Group's activities, no incidents of corruption or discrimination were recorded, nor were there any substantiated complaints regarding breaches of customer privacy or loss of customer data.

Furthermore, the Group did not incur any significant monetary fines, legal proceedings or other sanctions for non-compliance with laws and regulations, whether socio-economic or environmental in nature.

Sub-chapter 5.2. Our supply chain: quality. transparency and responsibility

- **Procurement practices: Proportion of spending on local suppliers (204-1)**

The table below illustrates the proportion of spending allocated to local suppliers used by PRT, both at Group level and by individual entities.

	2023	2024
Spending on national suppliers - PRT S.p.A.	84%	91%
Spending on national suppliers - PRT Visual	90%	85%
Spending on national suppliers - PRT France	46%	45%
Total spending on national suppliers - PRT Group	73%	73%

The term "local" refers to national level, in order to better represent our territorial presence compared to foreign procurement.

Given the large number of suppliers involved in PRT S.p.A.'s activities, the analysis is based on 85% of the total value of purchases.

In 2024, procurement from local suppliers remained substantially stable, with slight variations across all three entities due to operational business dynamics. The PRT Group therefore primarily sources from national suppliers.

4. GRI Content Index and ESRS Interoperability

The GRI Content Index includes a dedicated section on interoperability with the ESRS standards introduced under the new European CSRD (Corporate Sustainability Reporting Directive) on non-financial reporting.

This allows us to progressively align with CSRD requirements, which are currently voluntary for PRT, with the objective of improving our reporting process year after year.

In the last column of the GRI Content Index, references to the sustainability standards issued by EFRAG (ESRS – European Sustainability Reporting Standards), as required by the CSRD, are provided.

This integration is based on the draft GRI–ESRS Interoperability Index, published in November 2023 by GRI and EFRAG, which is expected to be finalised during 2024

GRI Standard	Disclosure	Location	Note	Omission	ESRS Disclosure Requirements
GRI 2: GENERAL DISCLOSURES 2021					
The organisation and its reporting practices					
2-1	Organisational details	Sustainability Report 2024, p. 16-17. 42	-	-	-
2-2	Entities included in the organisation’s sustainability reporting	Sustainability Report 2024, p. 3	-	-	ESRS 1 5.1; ESRS 2 BP-1 §5 (a) and (b) i
2-3	Reporting period, frequency and contact point	Sustainability Report 2024, p. 3	-	-	ESRS 1 §73
2-4	Restatements of information	Technical Appendix 2024, p. 7-44	-	-	ESRS 2 BP-2 §13, §14 (a) to (b)
2-5	External assurance	-	The Sustainability Report is not subject to external assurance	-	-

GRI Standard	Disclosure	Location	Note	Omission	ESRS Disclosure Requirements
Activities and workers					
2-6	Activities, value chain and other business relationships	Sustainability Report 2024, p. 10-11; 16-38	PRT Group provides products and services mainly in Italy and France, serving clients in the banking, insurance, utilities and manufacturing sectors.	-	ESRS 2 SBM-1 §40 (a) i to (a) ii, (b) to (c), §42 (c)
2-7	Employees	Sustainability Report 2024, p. 86 Nota metodologica 2024, p. 22-26	-	-	ESRS 2 SBM-1 §40 (a) iii; ESRS S1 S1-6 §50 (a) to (b) and (d) to (e). §51 to §52
2-8	Workers who are not employees	Technical Appendix 2024, p. 26	-	-	ESRS S1 S1-7 §55 to §56
Governance					
2-9	Governance structure and composition	Sustainability Report 2024, p. 42-43	-	-	ESRS 2 GOV-1 §21, §22 (a), §23; ESRS G1 §5 (b)

GRI Standard	Disclosure	Location	Note	Omission	ESRS Disclosure Requirements
2-11	Chair of the highest governance body	Sustainability Report 2024, p.42-43	-	-	Not covered
2-12	Role of the highest governance body in overseeing impact management	Sustainability Report 2024, p.42-43	-	-	ESRS 2 GOV-1 §22 (c); GOV-2 §26 (a) to (b); SBM-2 §45 (d); ESRS G1 §5 (a)
2-13	Delegation of responsibility for managing impacts	Sustainability Report 2024, p.42-43	-	-	ESRS 2 GOV-1 §22 (c) i; GOV-2 §26 (a); ESRS G1 G1-3 §18 (c)
2-14	Role of the highest governance body in sustainability reporting	Sustainability Report 2024, p.43	-	-	ESRS 2 GOV-5 §36; IRO-1 §53 (d)
2-16	Communication of critical concerns	Sustainability Report 2024, p.101 Procedure for managing external reports and complaints	-	-	ESRS 2 GOV-2 §26 (a); ESRS G1 G1-1 AR 1 (a); G1-3 §18 (c)
2-17	Collective knowledge of the highest governance body	Sustainability Report 2024, p.43	-	-	ESRS 2 GOV-1 §23

GRI Standard	Disclosure	Location	Note	Omission	ESRS Disclosure Requirements
Strategy, policies and practices					
2-22	Statement on sustainable development strategy	Sustainability Report 2024, p.4-5. 12-15	-	-	ESRS 2 SBM-1 §40 (g)
2-23	Policy commitments	Sustainability Report 2024, p. 48-53. 58-64 Code of Ethics Integrated policy Social Responsibility Policy Anti-corruption Policy Information Security Policy	-	-	ESRS 2 GOV-4; MDR-P §65 (b) to (c) and (f); ESRS S1 S1-1 §19 to §21, and §AR 14; ESRS S2 S2-1 §16 to §1, §19, and §AR 16; ESRS S3 S3-1 §14, §16 to §17 and §AR 11; ESRS S4 S4-1 §15 to §17, and §AR 13; ESRS G1 G1-1 §7 and §AR 1 (b)

GRI Standard	Disclosure	Location	Note	Omission	ESRS Disclosure Requirements
2-24	Embedding policy commitments	<p>Sustainability Report 2024, p. 48-53. 58-64</p> <p>Code of Ethics</p> <p>Integrated policy</p> <p>Social Responsibility Policy</p> <p>Anti-corruption Policy</p> <p>Information Security Policy</p>	-	-	<p>ESRS 2 GOV-2 §26 (b); MDR-P §65 (c); ESRS S1 S1-4 §AR 35; ESRS S2 S2-4 §AR 30; ESRS S3 S3-4 §AR 27; ESRS S4 S4-4 §AR 27; ESRS G1 G1-1 §9 and §10 (g)</p>
2-25	Processes to remediate negative impacts	<p>Sustainability Report 2024, p.100-101</p> <p>Procedure for managing external reports and complaints</p>	-	-	<p>ESRS S1 S1-1 §20 (c); S1-3 §32 (a), (b) and (e). §AR 31; ESRS S2 S2-1 §17 (c); S2-3 §27 (a), (b) and (e), §AR 26; S2-4 §33 (c); ESRS S3 S3-1 §16 (c); S3-3 §27 (a), (b) and (e). §AR 23; S3-4 §33 (c); ESRS S4 S4-1 §16 (c); S4-3 §25 (a), (b) and (e), §AR 23; S4-4 §32 (c)</p>

GRI Standard	Disclosure	Location	Note	Omission	ESRS Disclosure Requirements
2-26	Mechanisms for seeking advice and raising concerns	Sustainability Report 2024, p.100-101 Procedure for managing external reports and complaints	-	-	ESRS S1 S1-3 §AR 32 (d); ESRS S2 S2-3 §AR 27 (d); ESRS S3 S3-3 §AR 24 (d); ESRS S4 S4-3 §AR 24 (d); ESRS G1 G1-1 §10 (a); G1-3 §18 (a)
2-27	Compliance with laws and regulations	Technical Appendix 2024, p.44	-	-	ESRS 2 SMB-3 §48 (d); ESRS E2 E2-4 §AR 25 (b); ESRS S1 S1-17 §103 (c) to (d) and §104 (b); ESRS G1 G1-4 §24 (a)
2-28	Membership associations	Sustainability Report 2024, p.106-107	-	-	-

GRI Standard	Disclosure	Location	Note	Omission	ESRS Disclosure Requirements
Stakeholder engagement					
2-29	Approach to stakeholder engagement	Sustainability Report 2024, p.44-47	-	-	ESRS 2 SMB-2 §45 (a) i to (a) iv; ESRS S1 S1-1 §20 (b); S1-2 §25, §27 (e) and §28; ESRS S2 S2-1 §17 (b); S2-2 §20, §22 (e) and §23; ESRS S3 S3-1 §16 (b); S3-2 §19, §21 (d) and §22; ESRS S4 S4-1 §16 (b); S4-2 §18, §20 (d) and §21
2-30	Collective bargaining agreements	Sustainability Report 2024, p.96	All employees are covered by collective bargaining agreements.	-	ESRS S1 S1-8 §60 (a) and §61

GRI Standard	Disclosure	Location	Note	Omission	ESRS Disclosure Requirements
GRI 3: MATERIAL TOPICS 2021					
3-1	Process to determine material topics	Sustainability Report 2024, p.47 Technical Appendix 2024, p.4-6	-	-	ESRS 2 BP-1 §AR 1 (a); IRO-1 §53 (b) ii to (b) iv
3-2	List of material topics	Sustainability Report 2024, p.47 Technical Appendix 2024, p.5-6	-	-	ESRS 2 SBM-3 §48 (a) and (g)
3-3	Management of material topics	Sustainability Report 2024, p. 48-51. 58-60	-	-	ESRS 2 SBM-1§ 40 (e); SBM-3 §48 (c) i and (c) iv; MDR-P. MDR-A. MDR-M, and MDR-T; ESRS S1 S1-2 §27; S1-4 §39 and AR 40 (a); S1-5 §47 (b) to (c); ESRS S2 S2-2 §22; S2-4 §33, §AR 33 and §AR 36 (a); S2-5 §42 (b) to (c); ESRS S3 S3-2 §21; S3-4 §33, §AR 31, §AR 34 (a); S3-5 §42 (b) to (c); ESRS S4 S4-2 §20, S4-4 §31, §AR 30, and §AR 33 (a); S4-5 §41 (b) to (c)

GRI Standard	Disclosure	Location	Note	Omission	ESRS Disclosure Requirements
ECONOMIC PERFORMANCE KPIS					
Material topic: Shared value creation and local development					
GRI 204: Procurement practices					
3-3	Management of material topics	Sustainability Report 2024, p. 48-51. 102-105	-	-	ESRS G1 G1-2 §12
204-1	Proportion of spending on local suppliers	Technical Appendix 2024, p.44	-	-	Communities' economic, social and cultural rights is a sustainability matter for S3 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entityspecific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M

GRI Standard	Disclosure	Location	Note	Omission	ESRS Disclosure Requirements
Material topic: Business ethics and integrity					
GRI 205: Anti-corruption 2016					
3-3	Management of material topics	Sustainability Report 2024, p. 48-51, 100-101	-	-	ESRS G1 G1-1 §7; G1-3 §16 and §18 (a) and §24 (b)
205-3	Confirmed incidents of corruption and actions taken	Technical Appendix 2024, p.44	-	-	ESRS G1 G1-4 §25
ENVIRONMENTAL PERFORMANCE KPIS					
Material topic: Materials circularity and biodiversity conservation					
GRI 301: Materials 2016					
3-3	Management of material topics	Sustainability Report 2024, p. 48-51, 58-68	-	-	ESRS E5 E5-1 §12; E5-2 §17; E5-3 §21
301-1	Materials used by weight or volume	Technical Appendix 2024, p.7-9	-	-	ESRS E5 E5-4 §31 (a)

GRI Standard	Disclosure	Location	Note	Omission	ESRS Disclosure Requirements
Material topic: Energy consumption and climate action					
GRI 302: Energy 2016					
3-3	Management of material topics	Sustainability Report 2024, p.48-51, 58-60. 71-83	-	-	ESRS E1 E1-2 §25 (c) to (d); E1-3 §26; E1-4 §33
302-1	Energy consumption within the organisation	Sustainability Report 2024, p.71-83 Technical Appendix 2023, p. 12-16	-	-	ESRS E1 E1-5 §37; §38; §AR 32 (a). (c). (e) and (f)
302-3	Energy intensity	Sustainability Report 2024, p.75-77 Technical Appendix 2024, p.15-16	-	-	ESRS E1 E1-5 §40 to §42

GRI Standard	Disclosure	Location	Note	Omission	ESRS Disclosure Requirements
302-4	Reduction of energy consumption	Sustainability Report 2024, p.74-77 Technical Appendix 2024. p. 12-16	-	-	Energy is a sustainability matter for E1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M
Material topic: Energy consumption and climate action					
GRI 305: Emissions 2016					
3-3	Management of material topics	Sustainability Report 2024, p.48-51, 58-60, 71-83	-	-	ESRS E1 E1-2 §22; E1-3 §26; E1-4 §33 and §34 (b); E1-7 §56 (b) and §61 (c); ESRS E2 §AR 9 (b); E2-1 §12; E2-2 §16 and §19; E2-3 §20

GRI Standard	Disclosure	Location	Note	Omission	ESRS Disclosure Requirements
305-1	Direct (Scope 1) GHG emissions	Sustainability Report 2024, p.78 Technical Appendix 2024, p.16-17. 21	-	-	ESRS E1 E1-4 §34 (c); E1-6 §44 (a); §46; §50; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 40; AR §43 (c) to (d)
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report 2024, p. 79-82 Technical Appendix 2024, p.18-19. 21	-	-	ESRS E1 E1-4 §34 (c); E1-6 §44 (b); §46; §49; §50; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 40; §AR 45 (a), (c), (d), and (f)
305-4	GHG emissions intensity	Technical Appendix 2024, p.20-21	-	-	ESRS E1 E1-6 §53; §54; §AR 39 (c); §AR 53 (a)
305-5	Reduction of GHG emissions	Sustainability Report 2024, p.71-83 Technical Appendix 2024, p.16-21	-	-	ESRS E1 E1-3 §29 (b); E1-4 §34 (c); §AR 25 (b) and (c); E1-7 §56

Material topic: Materials circularity and biodiversity conservation					
GRI 306: Waste 2020					
3-3	Management of material topics	Sustainability Report 2024, p. 48-51, 58-64	-	-	ESRS E5 §AR 7 (a); E5-1 §12; E5-2 §17; E5-3 §21
306-1	Waste generation and significant waste-related impacts	Sustainability Report 2024, p.48-51, 58-70	-	-	ESRS 2 SBM-3 §48 (a), (c) ii and iv; ESRS E5 E5-4 §30
306-2	Management of significant waste-related impacts	Sustainability Report 2024, p.48-51, 58-70	-	-	ESRS E5 E5-2 §17 and §20 (e) and (f); E5-5 §40 and §AR 33 (c)
306-3	Waste generated	Sustainability Report 2024, p. 69-70 Technical Appendix 2024, p.10-11	-	-	ESRS E5 E5-5 §37 (a). §38 to §40
306-4	Waste diverted from disposal	Sustainability Report 2024, p. 69-70 Technical Appendix 2024, p.10-11	-	-	ESRS E5 E5-5 §37 (b). §38 and §40
306-5	Waste directed to disposal	Sustainability Report 2024, p.69-70 Technical Appendix 2024, p.10-11	-	-	ESRS E5 E5-5 §37 (c). §38 and §40
SOCIAL PERFORMANCE KPIS					
Material topic: Development. inclusive growth and talent attraction					

GRI 401: Employment 2016					
3-3	Management of material topics	Sustainability Report 2024, p.48-51,86-88	-	-	ESRS S1 S1-1 §17; §20 (c); S1-2 §27; S1-4 §38; §39; §AR 40 (a); S1-5 §44; §47 (b) and (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); S2-2 §22; S2-4 §32; §33 (a) and (b); §36; §AR 33; §AR 36 (a); S2-5 §39, §42 (b) and (c)
401-1	New employee hires and employee turnover	Technical Appendix 2024, p.27-29	-	-	ESRS S1 S1-6 §50 (c)
Material topic: Occupational health and safety					
GRI 403: Occupational health and safety 2018					
3-3	Management of material topics	Sustainability Report 2024, p.48-51.94-95	-	-	ESRS S1 S1-1 §17; §20 (c); S1-2 §27; S1-4 §38; §39; §AR 40 (a); S1-5 §44; §47 (b) and (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); S2-2 §22; S2-4 §32; §33 (a) and (b); §36; §AR 33; §AR 36 (a); S2-5 §39, §42 (b) and (c)
403-1	Occupational health and safety management system	Sustainability Report 2024, p.94-95	-	-	ESRS S1 S1-1 §23
403-2	Hazard identification, risk assessment and incident investigation	Sustainability Report 2024, p.94-95	-	-	ESRS S1 S1-3 §32 (b) and §33

403-3	Occupational health services	Sustainability Report 2024. p.94-95	-	-	Health and safety and Training and skills development are sustainability matters for S1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P. MDR-A. MDR-T. and/or as an entityspecific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M
403-4	Worker participation. consultation and communication on occupational health and safety	Sustainability Report 2024. p. 94-95	-	-	Social protection is a sustainability matter for S1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P. MDR-A. MDR-T. and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M
403-5	Worker training on occupational health and safety	Sustainability Report 2024. p.91.94-95	-	-	
403-6	Promotion of worker health	Sustainability Report 2024. p. 94-95	-	-	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report 2024. p. 94-95	-	-	ESRS S2 S2-4 §32 (a)

403-8	Workers covered by an occupational health and safety management system	Technical Appendix 2024, p.42-43	-	-	ESRS S1 S1-14 §88 (a); §90
403-9	Work-related injuries	Technical Appendix 2024, p.41-43	-	Non risulta possibile monitorare gli infortuni per i lavoratori non dipendenti.	ESRS S1 S1-4, §38 (a); S1-14 §88 (b) and (c); §AR 82
403-10	Work-related ill health	Technical Appendix 2024, p.43	-	-	ESRS S1 S1-4, §38 (a); S1-14 §88 (b) and (d); §89; §AR 82
Material topic: Development. inclusive growth and talent attraction					
GRI 404: Training and Education 2016					
3-3	Management of material topics	Sustainability Report 2024, p. 48-51, 93	-	-	ESRS S1 S1-1 §17; §20 (c); S1-2 §27; S1-4 §38; §39; §AR 40 (a); S1-5 §44; §47 (b) and (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); S2-2 §22; S2-4 §32; §33 (a) and (b); §36; §AR 33; §AR 36 (a); S2-5 §39, §42 (b) and (c)
404-1	Average hours of training per employee	Technical Appendix 2024, p. 37-40 Sustainability Report 2024, p.93	-	-	ESRS S1 S1-13 §83 (b) and §84

Material topic: Development. inclusive growth and talent attraction

GRI 405: Diversity and Equal Opportunity 2016

3-3	Management of material topics	Sustainability Report 2024, p. 48-51. 90-91	-	-	ESRS S1 S1-1 §17; §20 (c); ESRS S1 §24 (a); S1-2 §27; S1-4 §38; §39; §AR 40 (a); S1-5 §44; §47 (b) and (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); S2-2 §22; S2-4 §32; §33 (a) and (b); §36; §AR 33; §AR 36 (a); S2-5 §39, §42 (b) and (c)
405-1	Diversity of governance bodies and employees	Technical Appendix 2024, p.30-36	-	-	ESRS 2 GOV-1 §21 (d); ESRS S1 S1-6 §50 (a); S1-9 §66 (a) to (b); S1-12 §79

Material topic: Development. inclusive growth and talent attraction

GRI 406: Non-discrimination 2016

3-3	Management of material topics	Sustainability Report 2024, p.48-51,90-91	-	-	ESRS S1 S1-1 §17; §20 (c); §24 (a) and (d); S1-2 §27; S1-4 §38; §39; §AR 40 (a); S1-5 §44; §47 (b) and (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); S2-2 §22; S2-4 §32; §33 (a) and (b); §36; §AR 33; §AR 36 (a); S2-5 §39. §42 (b) and (c); ESRS S4 §10 (b); S4-1 §13; §16 (c); S4-2 §20; S4-4 §31; §32 (a) and (b); §35; §AR 30; §AR 33 (a); S4-5 §38; §41 (b) and (c)
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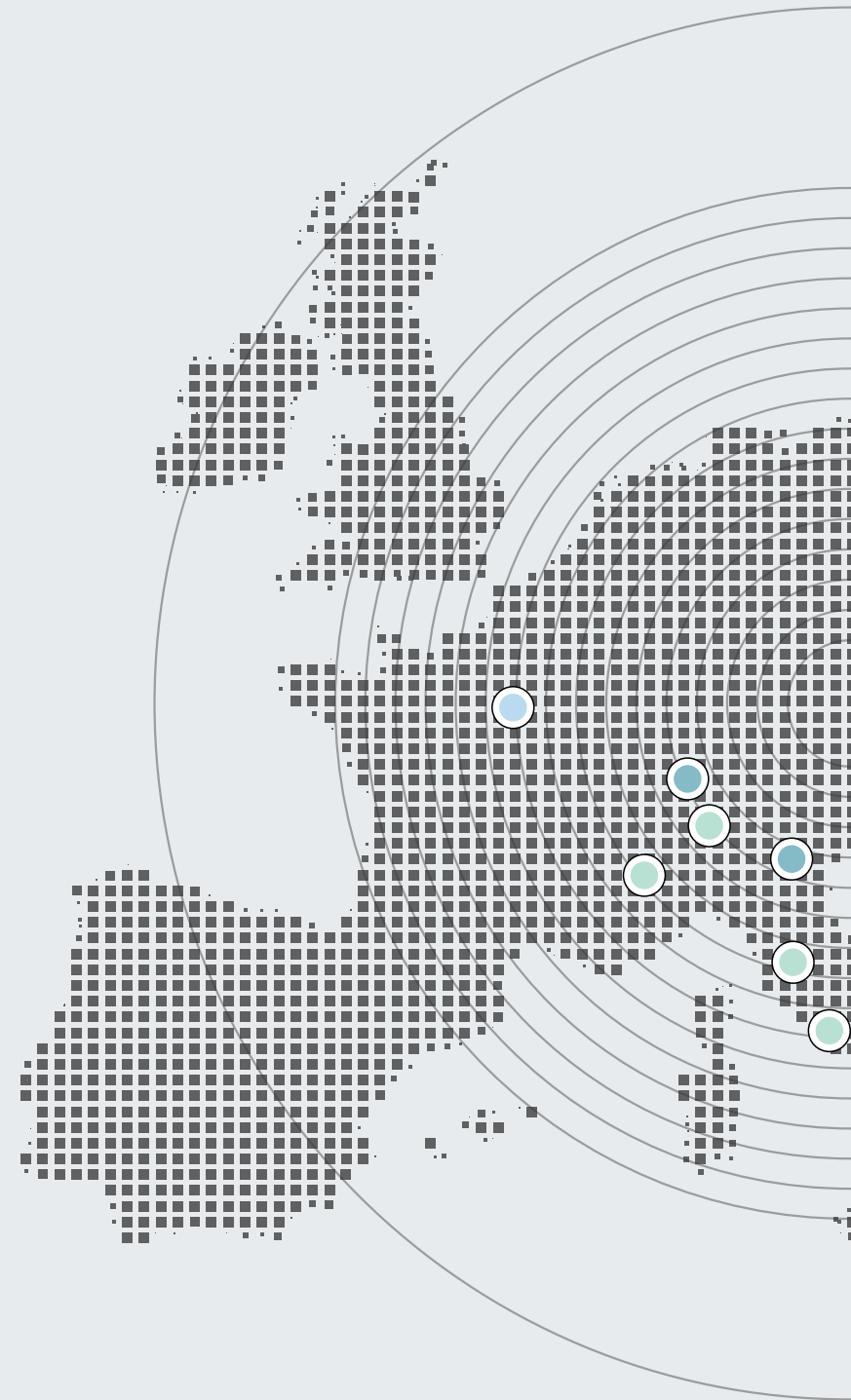
406-1	Incidents of discrimination and corrective actions taken	Technical Appendix 2024, p.44	-	-	ESRS S1 S1-17 §97, §103 (a), §AR 103
Material topic: Privacy and cybersecurity					
418: Customer Privacy 2016					
3-3	Management of material topics	Sustainability Report 2024, p48-55	-	-	ESRS S4 §10 (b); S4-1 §13 and §16 (c); S4-2 §20; S4-4 §31, §32 (a) and (b). §35, §AR 30, §AR 33 (a); S4-5 §38, §41 (b) and (c)
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Technical Appendix 2024, p.44	-	-	ESRS S4 S4-3 §AR 23; S4-4 §35
Material topic: Customer centricity					
3-3	Management of material topics	Sustainability Report 2024, p. 18-38, 48-51	-	-	N/A
Material topic: Innovation					
3-3	Management of material topics	Sustainability Report 2024, p. 18-38, 48-51	-	-	N/A



info@prtspa.com



www.prtspa.com





PRT S.p.A.



TURIN (Headquarters)

Via Frejus. 5
10092 – Beinasco TO (Italy)
T +39 011 3207911



FLORENCE

L.go Guido Novello. 1/F
50126 – FI (Italy)
T +39 011 3207911



MILAN

Viale Certosa. 138
20156 - MI (Italy)
T +39 011 3207911



ROME

Viale Cesco Baseggio. 44
00139 – RM (Italy)
T +39 011 3207911

PRT Visual



PADUA

Via Maestri del Lavoro. 20/2
35127 – PD (Italy)



VARESE

Via Isonzo 36.
21057 - Olgiate Olona VA (Italy)

PRT France



PARIS

9. Boulevard du Roi
78000 Versailles (France)
T +33 (0)1 70 56 80 00



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group