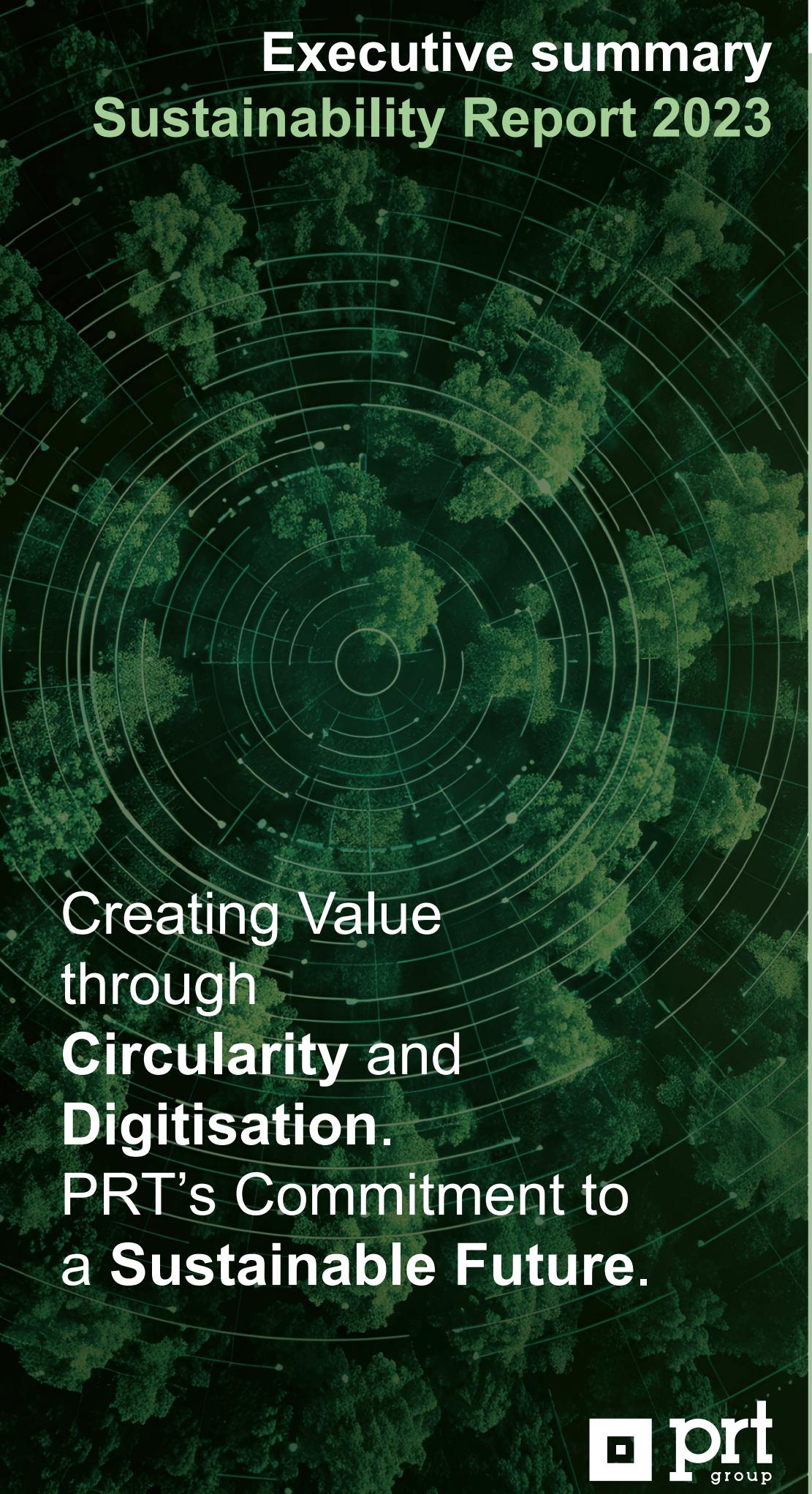




# Executive summary Sustainability Report 2023

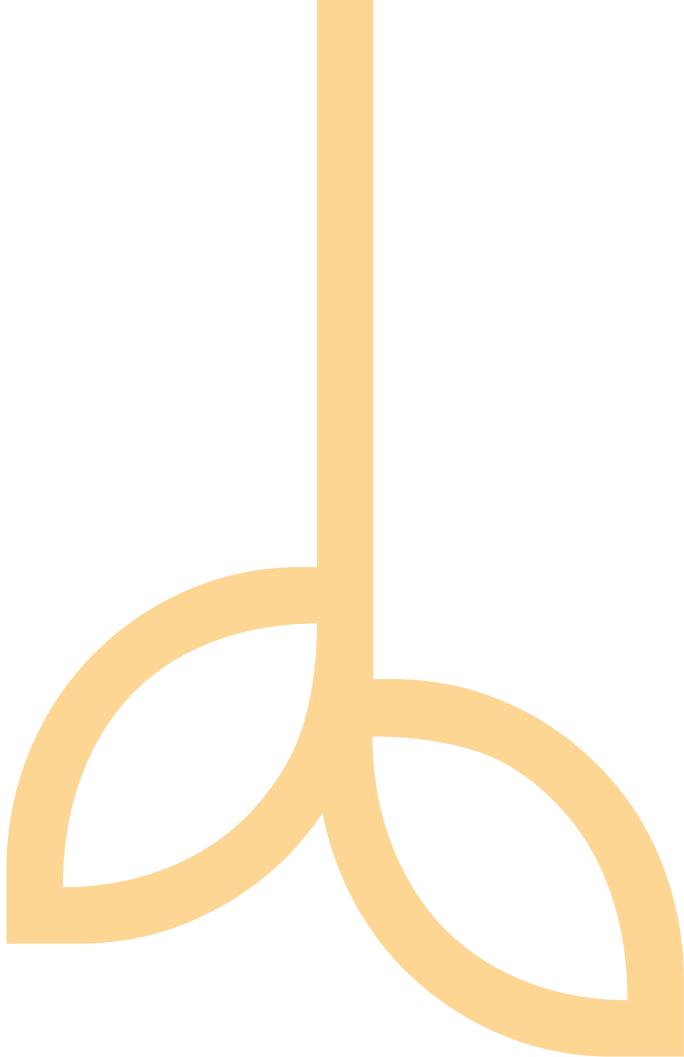


**Creating Value  
through  
Circularity and  
Digitisation.  
PRT's Commitment to  
a Sustainable Future.**



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# Letter to the Stakeholders



Dear Readers,

We are delighted to share, for the fourth consecutive year, the voluntary publication of our Sustainability Report. The year 2023 was particularly noteworthy, as we made significant strides with key investments aimed at reducing our environmental footprint, fostering employee well-being and skill development, and continuously enhancing our IT security standards.

Despite the challenges facing the printing industry, we achieved a notable increase in production volumes in the physical channel, while simultaneously improving and expanding our services. These results were driven by efficient operational management, effective personnel reorganisation, and an unwavering commitment to maintaining high-quality production processes. We remain focused on optimising our resources to overcome future challenges and maximise outcomes, even in a demanding market environment.

For several years, we have been on an ambitious Digital Transformation journey, integrating our traditional communication solutions with innovative digital offerings. This transformation has allowed us to create more engaging and exclusive customer interactions. A prime example of this evolution is Luxia, our generative AI platform, which facilitates intuitive data analysis and offers effortless access to information without requiring technical expertise.

In pursuit of a fully integrated communication strategy, we have strengthened our position in the wide-format sector by establishing a new company within the Group: PRT VISUAL S.r.l. This entity is dedicated entirely to large-format digital printing and is committed to promoting sustainable practices, primarily through the use of eco-friendly fabrics for low-impact display solutions.

Our commitment to achieving business objectives while maintaining high standards in product and service quality, IT security, environmental stewardship, and worker safety remains steadfast. The publication of this Sustainability Report, alongside our investments in certifications and various social, environmental, and economic initiatives, reaffirms our dedication to operating in line with sustainable principles.

In response to the rising threat of cyberattacks, we have expanded our cybersecurity team to prevent and manage potential breaches. The security of our data and customer information is paramount, and we have a skilled team in place to safeguard against any attempts to compromise it.

As the printing industry remains central to our business, we take this opportunity to address some common misconceptions about paper production and offer a clearer perspective. Paper is one of the world's most sustainable materials, produced under stringent certification standards, and also one of the most recycled, with a 74% recycling rate in Europe in 2020. The environmental impact of paper can be minimized when deforestation is counterbalanced by proper reforestation, as seen in the European forests supplying the paper mills we collaborate with, fostering a perfectly circular, sustainable cycle.

In line with our sustainability goals, we are working to reduce our greenhouse gas emissions, contributing to the European Union's targets under the Paris Agreement for a 40% reduction in CO2 emissions by 2030. In 2023, we reduced our Group's energy consumption by 14% and continue to implement efficiency measures across all our locations. Looking ahead, we plan to gradually transition our corporate fleet to hybrid or electric vehicles and are exploring the installation of photovoltaic panels to generate clean energy for self-consumption. These investments reflect our determination to contribute to global emission reductions while enhancing operational efficiency.

With the fourth generation of leadership now at the helm, we have intensified our focus on sustainability and ESG (Environmental, Social, and Governance) initiatives.

We aim to embed these principles into every aspect of our production and management processes, particularly in emissions reduction and the responsible use of resources. We firmly believe that sustainability is not only a moral obligation but also a catalyst for growth and innovation.

We take pride in our accomplishments but remain conscious of the challenges ahead. We are committed to integrating sustainability into every facet of our business, minimizing our impact along the entire value chain. We have set ambitious, concrete targets, supported by effective strategies and rigorous data analysis, to guide us forward.

**Riccardo Pesce**  
Chairman PRT Group

# 1. Our Certifications

## GOVERNANCE



ISO/IEC 27001:2022



ISO 9001:2015



UNI ISO 37001: 2016

## SOCIAL



ISO 45001:2018



SA 8000:2014

## ENVIRONMENTAL



ISO 14001:2015



ISO 50001:2018



FSC® Certification



Eco-print® Certification



PEFC™ Certification

## Awards

### Press Gold for PRT Group S.p.A as Technology Innovator

This award underscores our technological innovation, affirming the value of our research and development efforts in delivering cutting-edge solutions.



PREMIO SPECIALE  
*Oro Technology Innovator*  
**PRT Group**



### Recognition as one of the 1,000 Best Performing Companies in Piedmont

le 1.000  
imprese best  
performer  
Piemonte

Premiazione  
3E LAB, Novara  
5 dicembre, ore 17

The ItalyPost Research Centre and L'Economia del Corriere della Sera named PRT Group S.p.A among Piedmont's top 1,000 companies. This accolade reflects our financial strength and ongoing commitment to sustainable growth.

### Gold for Sustainability for the Second Consecutive Year

PRT Group S.p.A. has achieved the GOLD recognition in Corporate Social Responsibility for the second consecutive year, positioning itself among the top 5% of the most sustainable companies evaluated worldwide across all sectors.





**33,6**  
millions in turnover

**102**  
years of activity

**7**  
locations

## 2. How We Achieve Our Goals and Create Value: The PRT Business Model

### Our Mission

Satisfying the customer's mandatory and advertising communication needs, offering innovative and customised services, respecting the environment, guaranteeing 'transparency' and reliability in data management.

### Our Vision

A communication managed in an integrated way, sent by PRT to every company and every home.

## Our Values



### Equity

Balanced attitude in the management and resolution of critical issues. It takes the form of an objective personnel management system, free from bias, favouritism and oriented, in perspective, towards meritocracy.



### Safety

Key pillar in PRT. PRT is a place where safety and health are guaranteed.



### Innovation

PRT is a group always on the lookout for new market scenarios, new sales channels and new technologies with a high propensity to invest in research and development.



### Commitment

The PRT team is characterised by a strong professionalism and even in difficult times always seeks solutions to solve problems and critical issues.



### Quality

PRT pays attention to the quality of services provided to its customers. This focus allows it to meet the needs required and to be recognised as a company of the highest professionalism.



### Integrity

PRT fonda la sua politica di business sulla profonda integrità professionale e morale. Questo valore viene riconosciuto dai clienti, dai fornitori e dai competitor.

## Our value chain and its main impact areas

In the infographic presented on the next page, we illustrate the operating model and value chain of our core business: paper printing. This representation, which faithfully reflects PRT S.p.A.'s business model, highlights our role within a virtuous cycle where paper, an inherently circular material, is the central resource. We source from paper mills that supply FSC® and PEFC™ certified paper, thus promoting reforestation and the continuous regeneration of forests. The circularity of our product is complemented by recycling, allowing paper mills to reuse recovered paper to produce new paper and board. More details on the circularity of paper and chain of custody can be found in chapter '3. Busting paper myths' in the Sustainability Report 2023.

The core business and product portfolio offered by PRT France are similar to those of PRT Group S.p.A., but their business model and value chain are different. This is because PRT France operates solely as a sales office and does not handle production directly, relying on suppliers like PRT S.p.A. for this phase. More information on the impacts of PRT France can be found in chapter '1.2.3. PRT FRANCE - Print management and a Passion for Sustainability' in the Sustainability Report 2023.

PRT Visual, on the other hand, has a production facility dedicated to printing on large-format products, using materials such as textiles, PVC and aluminium. For more details on the impacts of PRT Visual, see the chapter '1.2.2. PRT VISUAL - Passion For Brand Experience' in the Sustainability Report 2023.



### Direct Mailing

Sending promotional and informative material directly to end users. Examples include:

- **Welcome letter**
- **Promotions**
- **Printed newsletters**
- **Invitations to events**



### Business Communication

Mandatory communications sent by a company or entity to an end user, of a legal, informative or regulatory nature, necessary to finalise or confirm a specific action or business transaction.

Examples include:

- **Invoices**
- **Bills**
- **Bank statements**
- **Payment reminders**



### Communications management services

Our services cover the entire customer communications management process, from the preliminary phase of raw data collection, document creation, printing and enveloping to the delivery and monitoring phase.

Our services include:

- **Document composition**
- **Multi-channel delivery**
- **Performance Monitoring**
- **Regulatory-compliant digital archiving and preservation**

## OUR PRODUCTS

Direct Mailing

Business Communication

Digital Services



| VALUE CHAIN            | PHASES OF THE VALUE CHAIN                                                           | MANAGE IMPACTS                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | MAIN STAKEHOLDER<br>For more details, <a href="#">see chapter 2.3.</a>                                                                                  |
|------------------------|-------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| Procurement            |    | <ul style="list-style-type: none"> <li>☛ We are committed to purchasing 100% certified paper, contributing to the regeneration of forests. For more details, <a href="#">see chapter 3.1.2. (myth n. 1)</a></li> <li>☛ We strive to purchase mainly from European paper mills in order to reduce transport distances compared to non-European suppliers.</li> </ul>                                                                                                                | <ul style="list-style-type: none"> <li>• Paper mills (mainly European)</li> </ul>                                                                       |
| Production             |    | <ul style="list-style-type: none"> <li>☛ We are committed to reducing the environmental impact of our operations, both in terms of circularity in resource use, energy consumption and GHG emissions generation. For more details, <a href="#">see chapter 3.</a></li> <li>☛ We are committed to valuing our people, ensuring a safe working environment, and promoting their well-being and professional development. For more details, <a href="#">see chapter 4.</a></li> </ul> | <ul style="list-style-type: none"> <li>• Employees</li> <li>• Suppliers and Subcontractors</li> <li>• Customers</li> <li>• Business partners</li> </ul> |
| Distribution           |  | <ul style="list-style-type: none"> <li>☛ We are committed to sourcing from local suppliers to reduce transport distances and foster strong, mutually supportive relationships.</li> <li>☛ The Responsible Procurement Policy is our guideline for selecting suppliers who share our ethical, environmental and social values. For more details, <a href="#">see chapter 5.3.</a></li> </ul>                                                                                        | <ul style="list-style-type: none"> <li>• National postal services (Poste Italiane, La Poste)</li> </ul>                                                 |
| End of life management |  | <ul style="list-style-type: none"> <li>☛ Our products, mainly papers and envelopes, are fully recyclable and contribute to the production of new paper and cardboard by paper mills. For more details, <a href="#">see chapter 3.1.2. (myth n. 3)</a></li> </ul>                                                                                                                                                                                                                   | <ul style="list-style-type: none"> <li>• End consumers</li> </ul>                                                                                       |

-  Environmental Impacts
-  Social Impacts
-  Governance Impacts



**New**  
ESG Governance  
Structure

**New**  
professionals on ESG  
and Data

**12 certifications**  
obtained on  
ESG topics

### 3. Responsible Governance and Excellence in Service

#### New Governance Structure

Our vision of sustainability is based on a solid and efficient governance structure, ready to address environmental and social challenges. With the entry of the fourth generation, PRT Group S.p.A. has strengthened its commitment to sustainability and ESG (Environmental, Social, and Governance) issues. The Board of Directors oversees and provides strategic direction at the group level, supported by specialized figures dedicated to operational management.

The HSE (Health, Safety, and Environment) office of PRT Group S.p.A., responsible for seven ISO certifications and three environmental certifications, supervises the identification and management of ESG impacts, periodically reporting results to management for improvement actions. PRT France has established the ESG & QSA office with similar responsibilities.

In 2024, PRT Group S.p.A. established the role of ESG & Strategy Manager to lead the group's sustainability reporting and strategy.

The goal is to integrate ESG principles into every phase of our production and management processes, with a particular focus on reducing emissions and responsibly using resources. We firmly believe that sustainability is not only a moral responsibility but also a driver of growth and innovation.

We are committed to achieving our business objectives while maintaining high standards of quality in the products and services we offer, **ensuring cybersecurity, environmental respect, and safeguarding the health of our workers**. The publication of the Sustainability Report, along with investments in certifications and other social, environmental, and economic initiatives, demonstrates our commitment to operating according to the principles of sustainability.

## The identification of material issues

| Material Issues                                                     | Management Approach                                                                                                                                                                                                     |
|---------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>1. Workers' Health and Safety</b>                                | <ul style="list-style-type: none"> <li>• Risk Assessment</li> <li>• ISO 45001:2018</li> <li>• SA8000 Code of Conduct</li> </ul>                                                                                         |
| <b>2. Privacy and Cybersecurity</b>                                 | <ul style="list-style-type: none"> <li>• Cybersecurity Policy</li> <li>• Incident Management Procedure for Cybersecurity</li> <li>• ISO/IEC 27001:2022</li> </ul>                                                       |
| <b>3. Circularity of Materials and Preservation of Biodiversity</b> | <ul style="list-style-type: none"> <li>• ISO 14001:2015</li> <li>• PEFC™ Certification</li> <li>• FSC® Certification</li> <li>• Eco-print© Certification</li> </ul>                                                     |
| <b>4. Energy Consumption and Combating Climate Change</b>           | <ul style="list-style-type: none"> <li>• ISO 14001:2015</li> <li>• ISO 50001:2018</li> </ul>                                                                                                                            |
| <b>5. Innovation</b>                                                | <ul style="list-style-type: none"> <li>-</li> </ul>                                                                                                                                                                     |
| <b>6. Customer Centricity</b>                                       | <ul style="list-style-type: none"> <li>• ISO 9001:2015</li> </ul>                                                                                                                                                       |
| <b>7. Business Ethics and Integrity</b>                             | <ul style="list-style-type: none"> <li>• Code of Ethics</li> <li>• Anti-Corruption Policy</li> <li>• Code of Conduct</li> <li>• UNI ISO 37001:2016</li> <li>• SA8000 Code of Conduct</li> <li>• SA 8000:2014</li> </ul> |
| <b>8. People Development and Well-being</b>                         | <ul style="list-style-type: none"> <li>• SA8000 Code of Conduct</li> <li>• SA 8000:2014</li> <li>• ISO 45001:2018</li> <li>• Code of Ethics</li> <li>• Code of Conduct</li> </ul>                                       |
| <b>9. Value Creation and Integration in the Territory</b>           | <ul style="list-style-type: none"> <li>• SA8000 Code of Conduct</li> <li>• SA 8000:2014</li> </ul>                                                                                                                      |

We have implemented an integrated management system that covers the ISO 14001 (environment), ISO 45001 (health and safety at work), ISO 9001 (quality), FSC® and PEFC™ (sustainable forest management) certifications. This system is supported by an integrated manual and a unified Policy for Quality, Environment, Safety, and responsible forest resource management according to FSC® and PEFC™ standards, addressing most of our key material issues.

## Privacy e Cybersecurity

In 2024, the company updated its certification to ISO/IEC 27001:2022, reviewing security controls and introducing new measures to counteract cyber threats. The Privacy and Cybersecurity Office, led by the CIO and supported by specialized personnel, is responsible for IT security. Among the initiatives in 2023, the company introduced advanced tools, multi-factor authentication, new backup services, a web application firewall, and security training programs. An insurance policy was activated to manage unforeseen incidents, ensuring operational continuity. The company has also subscribed to insurance to handle unexpected cyberattacks, ensuring the security of all our stakeholders.



|                                         |                                                            |                       |                                          |                               |                        |
|-----------------------------------------|------------------------------------------------------------|-----------------------|------------------------------------------|-------------------------------|------------------------|
| 7 environmental certifications obtained | 96% and 98% of paper and envelopes certified FSC® or PEFC™ | 96% of waste recycled | Elimination of recurring hazardous waste | -14% total energy consumption | -17% Scope 2 emissions |
|-----------------------------------------|------------------------------------------------------------|-----------------------|------------------------------------------|-------------------------------|------------------------|

## 4. Environmental Sustainability for PRT

### Busting paper myths

VS

**The cliché:** Paper production destroys forests

**Reality:** Paper supply chain promotes forest growth

Forests and trees are fundamental to human life and the planet's ecosystem, contributing to biodiversity and playing a key role in mitigating climate change. They are also the basis of our paper and forestry supply chain and the products we make. For this reason, the paper industry uses strict certification systems (such as FSC® and PEFC™), ensuring that the paper used comes from protected and sustainable forests, where the planting, growing and cutting cycle is strictly controlled. These associations also ensure the traceability of wood, the maintenance of biodiversity and the vitality of forests.

Thanks to these measures, according to the latest FAO data, between 2005 and 2020, Europe's forests grew by an area equivalent to 1,500 football pitches per day, allowing the **European forest area to increase by 9% in the last 30 years**. This was also achieved thanks to the paper industry promoting sustainable forest management.

The environmental impact of paper can therefore be significantly reduced if the cutting activities are fully compensated by replanting, as is the case for paper from the paper mills from which PRT obtains its supplies.

**Aware of this reality, PRT is committed to minimising its environmental impact, sourcing mainly from European paper mills that produce FSC® or PEFC™ certified paper. In this way, the company actively contributes to the regeneration and expansion of European forests, promoting a sustainable production cycle. Currently, 96% of the paper and 98% of the envelopes used by PRT come from certified sources, ensuring responsible management of forest resources.**

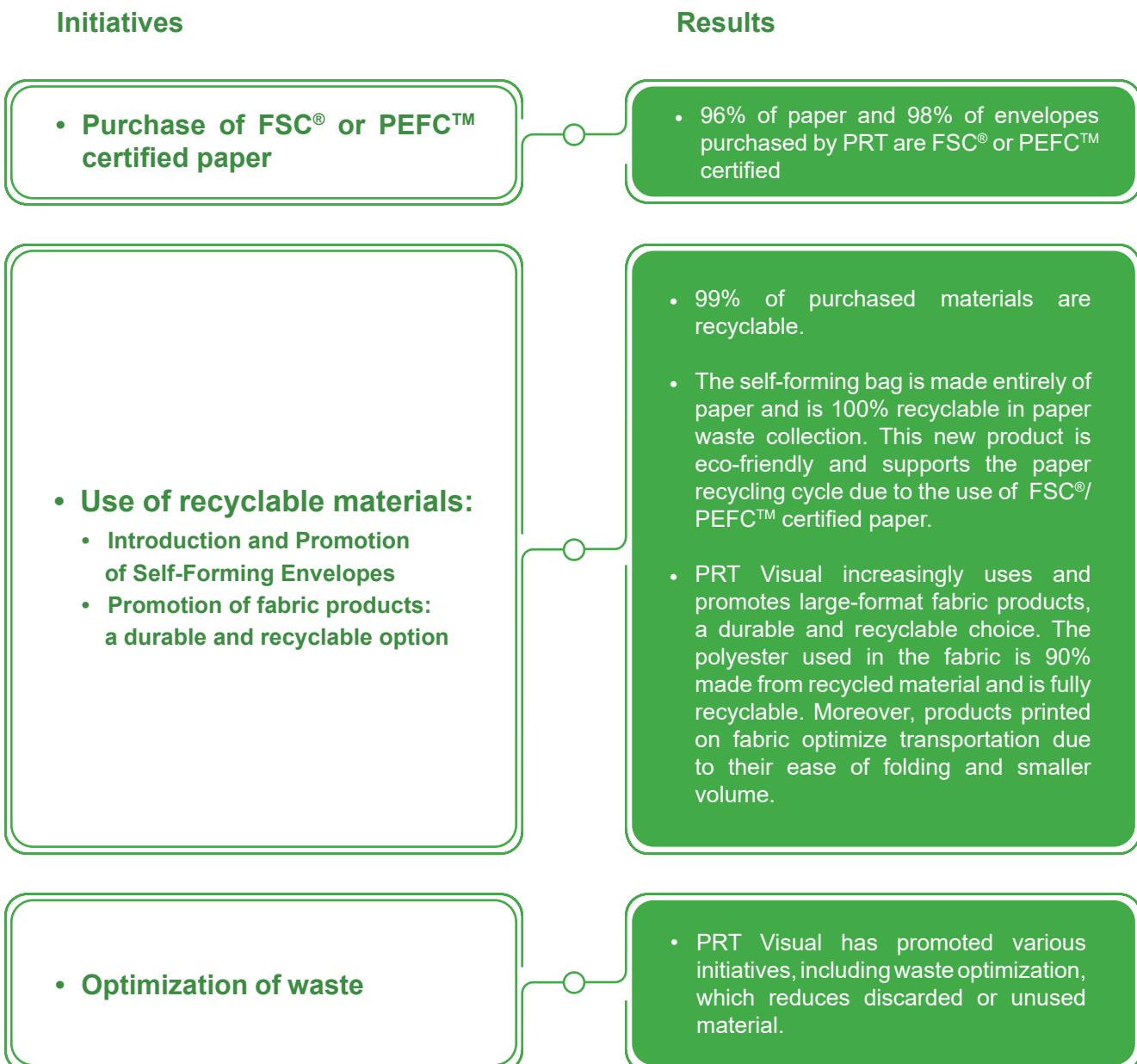
## Raw Materials and Waste: A Circular Approach

### Raw Materials

Paper constitutes the majority of the raw materials used by PRT, with 88% at the Beinasco plant and 86% group-wide. For this reason, PRT pays particular attention to the environmental impacts related to this raw material and its use in production processes.

As discussed in the previous chapter, paper is an excellent example of circularity and regeneration of natural resources. Thanks to sourcing from certified mills, forests are constantly regenerated, while the recycling of paper waste allows for the massive reuse of recycled fibers in the supply chain, giving new life to recovered paper and creating a perfectly circular and self-sustaining process. By purchasing nearly all of its paper from FSC® or PEFC™ certified mills, PRT participates in this virtuous cycle, respectful of the environment and attentive to biodiversity preservation.

In addition to purchasing certified paper, we carefully monitor the certification of our suppliers, verifying their validity through audits to ensure compliance with standards and the origin of supplied materials.



## Waste Management

At PRT, we place special emphasis on waste management, with a strong commitment to promoting recycling, which constitutes the majority of the materials discarded at our plants. We carefully monitor recyclable waste to ensure efficient treatment and also manage the disposal process, complying with applicable regulations and adopting best environmental practices. This approach allows us to reduce the overall environmental impact and contribute to a more circular production cycle.

### Initiatives

- **96% of Recycled Waste**

### Results

- In 2023, both PRT S.p.A. and PRT Visual successfully eliminated a significant hazardous waste: spent activated carbon, used to absorb Volatile Organic Compounds (VOC) emissions generated during the UV lamp drying process

- **Increased Use of Water-Based Inks to Reduce VOC Emissions**

- PRT Visual mainly employs sublimation printing techniques with water-based inks, which are free from harmful substances. This significantly reduces VOC emissions, minimizing environmental impact while maintaining product quality.

- **Adoption of Ecolabel 19 Certification**

- PRT Visual voluntarily adopted the Ecolabel 19 certification, providing clear labeling on all packaging. This includes detailed material composition, disposal instructions, and guarantees high-performance standards with a focus on reducing environmental footprint.

## The fight against climate change

### Energy, CO<sub>2</sub> Emissions, and Pollutants

Energy consumption is a fundamental component of business operations, but it also leads to significant greenhouse gas emissions. Therefore, efficient energy management is crucial for reducing environmental impact and addressing the challenge of climate change, one of the most urgent global crises today.

In this context, PRT is committed to significantly progressing towards sourcing clean energy in the coming years. Our determination to pursue this path will allow us to further reduce the Group's environmental footprint.

Aware of the responsibility tied to our energy consumption, we have set three main goals to guide our actions in this direction:

#### Our Goals:

##### | ↓ Scope 1 Emissions

Progressive conversion to hybrid and electric vehicles.

##### | ↓ Scope 2 Emissions

Self-consumption of electricity and purchase from renewable sources with a Guarantee of Origin.

##### | Compensating Residual Emissions

Through certified forest conservation and biodiversity protection projects, contributing to the safeguarding of natural ecosystems.

**To achieve our goals, we have implemented a series of initiatives and achieved significant results:**

**-14%** in total energy consumption for the Group in 2023 compared to 2022

**-18%** in energy intensity for the Group in 2023 compared to 2022

#### Initiatives

- **Opening of the Milan office, reducing fleet travel**
- **Optimizing the transport of textile products and streamlining packaging for Shipments**

#### Results

##### • Direct Energy Consumption and Scope 1 Emissions

Direct energy consumption refers to energy used directly by the company, mainly through fuel for the corporate fleet of gasoline and diesel vehicles. These consumptions are linked to Scope 1 emissions from company-controlled sources.

**-16%** Direct Energy Consumption by PRT S.p.A.

*PRT S.p.A. reduced direct energy consumption by 16% through the opening of a Milan office, reducing travel for Lombardy personnel. The company is also considering transitioning its fleet to hybrid and electric vehicles to further cut Scope 1 emissions.*

*In 2023, PRT Visual optimized the transport of textile products and streamlined packaging, reducing Scope 3 emissions.*

- **Investments in low-energy digital printers**
- **Replacement of UV lamps with LED in printers**
- **Widespread adoption of LED lighting in production sites and offices**
- **Sublimation printing technology for lower energy consumption**

- **Indirect Energy Consumption and Scope 2 Emissions**

Indirect energy consumption refers to energy generated externally and provided to the company, mainly in the form of purchased electricity and heating. These consumptions are classified as Scope 2 emissions, representing indirect emissions from purchased and consumed energy.

**-17%** Indirect Energy Consumption (Electricity and Heating) in 2023 vs. 2022

*PRT S.p.A. achieved significant energy efficiency improvements, reducing electricity consumption by 15% through the replacement of UV lamps with LED lamps in offset machines, which also eliminated VOC emissions. Additionally, heating consumption dropped by 35%.*

*PRT Visual adopted LED lighting and sublimation printing techniques, achieving up to 40% reduction in energy consumption.*

*PRT France maintained stable consumption overall, with a 12% reduction in electricity use due to a new office design with enhanced natural light.*



|                           |                           |                               |                                  |                                                                                  |                                                   |                                  |
|---------------------------|---------------------------|-------------------------------|----------------------------------|----------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------|
| <b>32</b><br>new recruits | <b>26%</b><br>hiring rate | <b>+15%</b><br>women managers | <b>+25%</b><br>managers under 30 | <b>9,8 hours</b><br>per employee of training provided for a total of 1,140 hours | <b>0</b><br>serious accidents in the last 5 years | <b>Recognition</b><br>by the RSU |
|---------------------------|---------------------------|-------------------------------|----------------------------------|----------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------|

## 5. The People of PRT

### New talents in the PRT team

PRT is currently undergoing a significant growth phase, as evidenced by the recent hires in the Group's two Italian companies: 14 new people at PRT S.p.A. and 18 at PRT Visual, with a hiring rate<sup>1</sup> of 26% in 2023. The proportion of men and women hires is balanced and 46% of the hires are under 30 years of age. In fact, the hiring rate of people under 30 is particularly high at 68%. PRT thus shows a clear intention to focus on young talent with innovative skills, to keep up with new trends and to offer opportunities to young people

In 2023, as further evidence of our willingness to expand our activities and structure our processes, we introduced two new professional figures in PRT S.p.A.:

- **ESG & Corporate Strategy Manager:** responsible for defining the company's short-, medium- and long-term strategy, integrating ESG principles. Analyses the market and emerging trends to identify new growth opportunities, defining initiatives that align corporate objectives with stakeholder expectations.
- **Head of Data:** Responsible for the collection, analysis and interpretation of corporate data, facilitates decision-making at all levels and contributes to the development of new digital services.

### Process Optimisation

In recent years, PRT has embarked on a process optimisation programme involving several operational areas. This improvement path focuses on specific projects; below is an overview of the main ongoing initiatives:

- 1 **Restructuring of the Administration and Finance Area.**  *completato*
- 2 **Efficiency Enhancement of Goods Receipt and Despatch Management.**  *in corso*
- 3 **Establishment of an Energy Management System and Investment in Renewable Energy.**  *in corso*
- 4 **Innovation for Talent Selection**  *in corso*

## Focusing on Training

In the innovative and niche sector where PRT operates, the selection and training of personnel play a crucial role. PRT also offers targeted courses to enhance employees' knowledge on specific topics related to particular branches of the company. As evidence of this commitment, last year saw the launch of training programs involving both the managerial and operational areas of our company.

**Sales training and Sales Meetings**

**Training for certifications maintenance and regulatory updates**

**Training for workers on machinery operation**

**Training to improve IT skills**

**Mandatory health and safety training for all employees**

## Management of Labour Relations and Commitment towards Employees

As evidence of historically excellent relations with unions, in 2024, during negotiations for the renewal of the Performance Bonus, PRT's approach to personnel management was formally recognized and appreciated. Specifically, the union delegation's appreciation for the company's transparent and collaborative approach was recorded in the minutes. The minutes of 03/28/2024 state:

***"The union delegation, expressing great appreciation for the company's management, characterized by a strong industrial focus, accepts the proposal and commits to presenting the agreement draft to the PRT workers' assemblies."***

This recognition highlights the climate of trust and cooperation that has always defined the relationship between PRT and union representatives, fostering constructive dialogue and enhancing employee well-being.



**84%**  
of supplies sourced  
from Italian suppliers

**100%**  
of paper mills  
supplying PRT are  
based in Europe

**5**  
industry associations where  
PRT employees hold  
institutional roles

**New Policy**  
for Responsible  
Procurement

## 6. THE PRT NETWORK

### Il network di PRT

One of PRT's defining features is its constant drive for growth, improvement, and innovation, while maintaining an open approach to the market and engagement with other businesses. Central to this process is the management's adoption of an "Open and Collaborative" approach, with active participation in initiatives promoted by various organizations. This has fostered continuous dialogue with the market at both national and international levels.

Thanks to this approach and collaborations within the associations PRT belongs to, the company remains at the forefront of new technologies and explores global opportunities, constantly expanding its horizons.

**ipn**global

**FESPA**

**DMA**  
ITALIA  
DATA & MARKETING  
ASSOCIATION

  
UNIONE INDUSTRIALI  
Torino

  
ASSOGRAFICI

### Responsible Procurement

In 2024, PRT formalized its Policy for Responsible Procurement, aiming to make the supplier selection process more structured and transparent. Supplier selection ensures that our purchasing and procurement practices meet specific ethical, social, and environmental standards.



