

AREAS OF GLOBAL COMPACT	GLOBALCOMPACT PRINCIPLES	POLICIES/RELEVANT PARAGRAPHS	REFERENCING PAGE NUMBERS
<p style="text-align: center;">HUMAN RIGHTS</p>	<p>Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights</p>	<ul style="list-style-type: none"> • the “Ethical Code” • the Global Human Rights Policy • Health, Safety and Environment Policy • Quality Policy • Occupational Health, Safety, Hygiene 	<ul style="list-style-type: none"> ➤ 11; ➤ 12; ➤ 48; ➤ 97; ➤ 12; 50 – 55;
	<p>Principle 2 Businesses should make sure that they are not complicit in human rights abuses</p>	<ul style="list-style-type: none"> • the “Ethical Code” • the “Global Human Rights” Policy the • “Conflict Minerals” Policy • “Compliance with limitations on relationships issued by authorities” 	<ul style="list-style-type: none"> ➤ 11; ➤ 12; ➤ 13; ➤ 13;
<p style="text-align: center;">LABOUR</p>	<p>Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</p>	<ul style="list-style-type: none"> • the Social Responsibility Policy for Occupational Health, Safety and Rights, and Environment • Industrial Relations • Unionization levels and industrial action 	<ul style="list-style-type: none"> ➤ 11; ➤ 47 – 50; ➤ 49 – 50;

	<p>Principle 4 - The elimination of all forms of forced and compulsory labour</p>	<ul style="list-style-type: none"> • Industrial Relations • Compliance with statutory and contractual obligations governing overtime, time off, association and negotiation, equal opportunities and nondiscrimination, bans on child and forced labour 	<ul style="list-style-type: none"> ➤ 47 – 50; ➤ 48;
	<p>Principle 5 - The effective abolition of child labour</p>	<ul style="list-style-type: none"> • Industrial Relations • Compliance with statutory and contractual obligations governing overtime, time off, association and negotiation, equal opportunities and nondiscrimination, bans on child and forced labour 	<ul style="list-style-type: none"> ➤ 47 – 50; ➤ 48;
	<p>Principle 6 - The elimination of discrimination in respect of employment and occupation</p>	<ul style="list-style-type: none"> • The Group “Equal Opportunity Statement” • Diversity Management • Rewards • International Mobility 	<ul style="list-style-type: none"> ➤ 11; 12; ➤ 24 – 26; ➤ 37; ➤ 37;

ENVIRONMENT	<p>Principle 7 - Businesses should support a precautionary approach to environmental challenges</p>	<ul style="list-style-type: none"> • the “Health, Safety and Environment” Policy • Prometeon Tyre Group Environmental Strategy • Environmental management system and factory's performance • Energy management • Management of Greenhouse Gas Emissions and Carbon Action Plan • Water Management • Waste Management • Solvents • End-of-Life Tyres • NOx emissions • Other emissions and environmental aspects • Expenses and investments 	<ul style="list-style-type: none"> ➤ 48; ➤ 61 - 62; ➤ 62 – 63; ➤ 64 – 66; ➤ 66 – 67; ➤ 67 – 70; ➤ 70 – 72; ➤ 72; ➤ 73; ➤ 73 – 74; ➤ 74 – 75; ➤ 75;
	<p>Principle 8 - Undertake initiatives to promote greater environmental responsibility</p>	<ul style="list-style-type: none"> • the “Sustainable Natural Rubber” Policy 	<ul style="list-style-type: none"> ➤ 13;
	<p>Principle 9 - Encourage the development and diffusion of environmentally friendly technologies</p>	<ul style="list-style-type: none"> • High Value approach to future mobility • Zero-emission mobility: The SmartBUS Project continues • Safe mobility: “PRO-Drive” with GreenRoad • Progetto del Comune di Milano per Costituire un Distretto di Smart Mobility 	<ul style="list-style-type: none"> ➤ 93; ➤ 93 – 94; ➤ 95 – 96; ➤ 96;

		<p>che sia riferimento in termini di Sostenibilità ed Innovazione (<i>Project of the Municipality of Milan to build an exemplary Smart Mobility District in terms of Sustainability and Innovation</i>)</p> <ul style="list-style-type: none"> • Focus on human health and the environment • Product safety, performance and eco-sustainability • Energy management • Management of Greenhouse Gas Emissions and Carbon Action Plan • Water Management • Waste Management • NOx emissions • Road Safety 	<ul style="list-style-type: none"> ➤ 78; ➤ 79 – 85; ➤ 64 – 66; ➤ 66 – 67; ➤ 67 – 70; ➤ 70 – 72; ➤ 73 – 74; ➤ 92 -93;
<p>ANTI-CORRUPTION</p>	<p>Principle 10 - Businesses should work against corruption in all its forms, including extortion and bribery</p>	<ul style="list-style-type: none"> • The “Anti-Corruption Program” • the “Global Antitrust and Fair Competition” Policy • Programs of Compliance 231, Anti-Corruption the • the “Group Whistleblowing - Group Reporting Procedure” Policy 	<ul style="list-style-type: none"> ➤ 11; ➤ 11; ➤ 14 – 16; ➤ 16 – 19;