

AREAS OF GLOBAL COMPACT	GLOBALCOMPACT PRINCIPLES	POLICIES/RELEVANT PARAGRAPHS	REFERENCING PAGE NUMBERS
HUMAN RIGHTS	<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"> ➤ 20;20-22; ➤ 20;21-22 ➤ 20;39;86; ➤ 20;29; ➤ 20;89-112;
	<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 and Cobalt Sourcing” Policy • “Compliance with limitations on relationships issued by authorities” 	<ul style="list-style-type: none"> ➤ 20;20-22; ➤ 20;21-22; ➤ 20;23-24; ➤ 20;24-25;
LABOUR	<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"> ➤ 20;193; ➤ 86-88; ➤ 87;

	<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"> ➤ 86-88; ➤ 86;
	<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"> ➤ 86-88; ➤ 86;
	<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"> ➤ 20; ➤ 44-45; ➤ 79; ➤ 79;

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 ➤ 20;39;86 • Prometeon Tyre Group Environmental Strategy ➤ 129; • Environmental management system and factory's performance ➤ 130-156; • Energy management ➤ 132-135; • Management of Greenhouse Gas Emissions and Carbon Action Plan ➤ 135-137; • Water Management ➤ 137-143; • Waste Management ➤ 143-145; • Solvents ➤ 146; • End-of-Life Tyres ➤ 148-154; • Other emissions and environmental aspects ➤ 154; • Expenses and investments ➤ 154-155;
	<p>Principle 8 - Undertake initiatives to promote greater environmental responsibility</p>	<ul style="list-style-type: none"> • the “Sustainable Natural Rubber” Policy ➤ 20;22-23; • Highlight 2021: Prometeon Tyre Group and Its Commitment for Climate Change ➤ 196-199; • Prometeon Tyre Group Obtained Sustainability Linked Loan of Eur 350 Million ➤ 192; • Expenses and Investments ➤ 154-155;

	<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 in 2020 • Safe mobility: PRO CHECK joins PRO-Drive • Project of the Municipality of Milan to build an exemplary Smart Mobility District in terms of Sustainability and Innovation • Tyre Circular Life - Circularity today • Product safety, performance and eco-sustainability • Energy management • Management of Greenhouse Gas Emissions and Carbon Action Plan • Water Management • Waste Management • End-of-Life Tyres • Road Safety 	<ul style="list-style-type: none"> ➤ 184-192; ➤ 185-187; ➤ 187-190; ➤ 190-192; ➤ 173-176; ➤ 162-176; ➤ 132-135; ➤ 135-137; ➤ 137-143; ➤ 143-145; ➤ 148-154; ➤ 184;
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<p style="text-align: center;">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 “Group Whistleblowing Policy - Group Reporting Procedure” 	<ul style="list-style-type: none"> ➤ 20;26-35; ➤ 20;32-33; ➤ 26-35; ➤ 20;35-38;
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