



SUSTAINABILITY REPORT 2024

Sustainability report 2024

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Letter to stakeholders



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Dear Stakeholders,

We are pleased to present our first Group Sustainability Report, a milestone document that for the first time consolidates and integrates all our operational entities under a single vision, united by the same corporate culture and business philosophy that have always defined us.

We are both proud of our progress and mindful of the work that lies ahead.

This document aims at describing you what we did during the financial year 2024, sharing with you the results we got, but, more important, our sustainability goals and the improvement areas. We are aware that many steps still need to be taken, as we are still at the beginning of an ambitious long-term journey.

A key pillar for TEMA Group is the fully compliance of quality, health, safety and environmental certifications. Starting from our certification-based culture, we are committed to moving beyond mere compliance to embrace broader environmental and social responsibilities, actively shaping a more sustainable future, rather than simply meeting regulatory requirements.

In today's complex and challenging global geopolitical and economic scenario, it is increasingly vital for economic actors to take the lead in managing sustainability issues – not despite these difficulties, but precisely because of them, as responsible stewardship of environmental and social concerns has become both a strategic imperative and a moral obligation that transcends short-term market fluctuations.

Although our group will probably not be subjected to mandatory sustainability reporting (Corporate Sustainability Reporting Directive-CSR) we have decided to stay aligned with our commitment to sustainability and will voluntarily continue our sustainability journey and reporting practices regardless of regulatory requirements, as we believe transparency and accountability in environmental and social matters are essential to our long-term business strategy and stakeholder relationships.

In conclusion, we invite you to explore this report in detail and welcome your feedback as we do believe in doing this important work together.

Sincerely,

*President
Carlo Bartolomeo Cadei*

”

Purpose of the document and methodological note

This document refers to the period from 1st January 2024 to 31st December 2024, coherently with the reporting period of the annual financial report. This is the first edition of the TEMA Group's sustainability report: future publications will be annual. The scope of the data represented within the report refers to the companies TE.M.A. S.p.A., TEMA Energy S.r.l. and OMAC Italy S.r.l. Even though OMAC Italy S.r.l. has been acquired by TEMA Group during the year 2024, OMAC Italy S.r.l. environmental and social data have been collected and consolidated for the entire years 2024 and 2023. The perimeter of consolidation of economic data excluded OMAC Italy S.r.l. for the year 2024, thus some KPI (e.g. energy intensity) have been calculated considering only TEMA Energy S.r.l. and TE.M.A. S.p.A.

The reference standard adopted is ESRS (European Sustainability Reporting Standards), developed by EFRAG (European Financial Reporting Advisory Group), with a secondary integration of GRI Standards "reporting with reference to". The standards and disclosures used are shown in the GRI Content Index.

Even though during the publication of this report, the coming of Omnibus proposal would allow entities like TEMA Group to apply the less stringent VSME principles (Voluntary Sustainability Reporting Standard for non-listed SMEs), it has been chosen to use as reference standards the more rigorous ESRS standards, striving to report on sustainability matters with the utmost transparency and comprehensiveness possible. As this is the first Sustainability Report of the Group, not all the ESRS standards are fully reported, but a

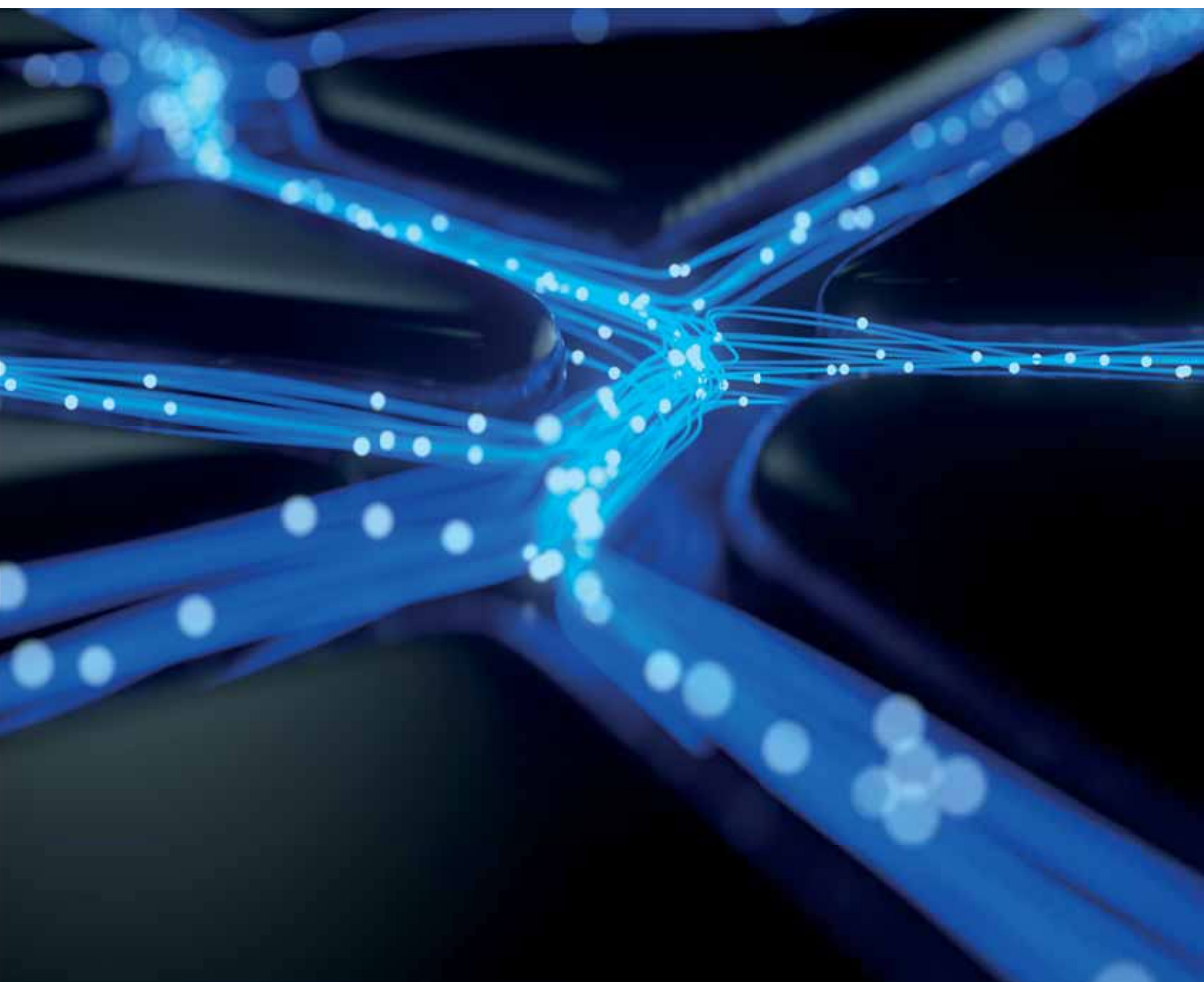
great effort has been made to give transparent information.

The definition of the material issues, on which the report focused, was based on an analysis described in the "Group Profile" chapter. It is reported that this process is still being refined, although it has already evolved in form and content with respect to the one carried out for the Sustainability Report of TEMA Energy S.r.l. for the year 2023: in the coming years new results may emerge, based on the in-depth analysis and developments in the methodology used.

The purpose of reporting on environmental and social performance is to provide information with respect to policies, actions, objectives, and KPIs, if any, relating to the material issues identified. Each chapter of this document begins with an introductory page, in which the material themes are recalled, the connection with the relevant SDGs sustainable development goals, and the actions implemented, among those identified and reported in the fact sheets published for each SDG on the UN Global Compact Network Italy website.

Data are calculated in a timely manner on the basis of the TEMA Group's accounting, non-accounting and information system findings and validated by the relevant managers. The reporting process and the drafting of the document were supported by the expert advice of SENECA S.r.l.

01 **Group profile**



TEMA Group

TEMA Group consists of **TE.M.A. S.p.A.**, **TEMA Energy S.r.l.**, **OMAC Italy S.r.l.** and **TE.M.A. Service S.r.l.**

S.r.l. Founded in 1985, the Group deals with the design, construction and selling of machinery and equipment for stringing and laying high, medium and low voltage power lines, as well as telecommunication lines.

TEMA Energy S.r.l., born as a spin-off from the Energy/Oil&Gas division of TE.M.A. S.p.A., produces high quality components and equipment for the Oil&Gas industry and power generation.

OMAC Italy S.r.l. is specialized in the production of machines for stringing electrical and telecommunication lines.

TE.M.A. Service S.r.l. (which is not included in the consolidated financial statements nor in this report) provides support and maintenance services, contributing to the Group's overall mission.

The combination of skills and synergies between the Group's various entities allows it to meet the challenges of the market with competence and flexibility, giving primary importance to the focus on innovation and sustainability.



1.1

TEMA Group's business

TEMA Group's activities encompass several areas of specialisation, thanks to the **synergy between its companies**. TE.M.A. S.p.A. has been active since **1985** in **the design, production, service and maintenance of equipment and machinery for stringing power lines, underground cables, telephone lines and industrial assembly in general**. The company headquarter is in Casazza (BG), where the offices and main warehouse are located, with an additional warehouse in Grone (BG) for the storage of ropes and a commercial hub in Oggiona con Santo Stefano (VA). TEMA Energy S.r.l., established in **2019** as a spin-off of the Energy and Oil & Gas divisions of TE.M.A. S.r.l., has its headquarter in Casazza (BG).

The company is focused on the **production of components and equipment for the Oil & Gas industry and power generation**, with an additional orientation

towards the **aviation and aerospace sectors**. OMAC Italy S.r.l., founded in **1954** and acquired by TEMA Group during the year 2024, is specialized in the **design, manufacture and marketing of machinery and equipment for aerial, railway and underground cable laying**, serving important markets in the energy and **telecommunications sectors**.

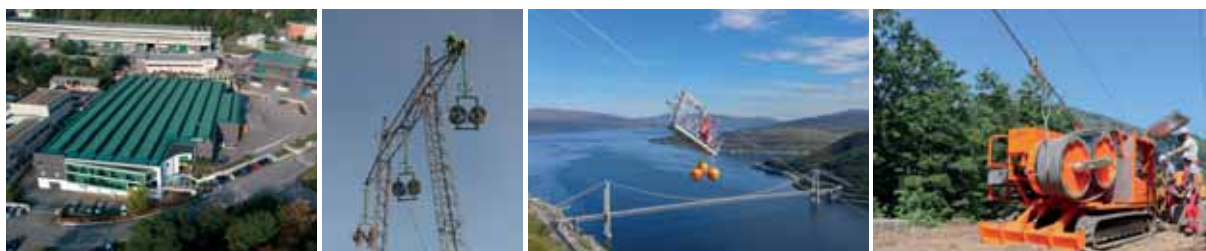
TEMA Group's customers are active in the fossil fuel industry.



TE.M.A. S.p.A.

In the field of production of materials for electrical and telecommunication lines, TE.M.A. S.p.A. offers a complete and up-to-date range of machines and equipment for stringing and stranding both overhead and underground conductors.

TE.M.A. S.p.A.' customers operate in the energy sector, laying and stringing power lines and communications.



TEMA Energy S.r.l.

One of the strategic objectives of TEMA Energy S.r.l. is to expand the company's activities to cover a wider range of products and services, not only in energy sector but also in aviation and aerospace sectors.

Energy and power plants:

- Burners and combustors for gas turbines
- Exhaust systems

Aviation, Aerospace and Defence:

- Engine parts
- Test rigs

Oil & gas

- Mechanical and electrical components in general
- Supply of spare parts (mechanical and electrical)



OMAC Italy S.r.l.

Overhead stringing: machines and equipment for stringing overhead conductors

Underground cable laying: solutions for laying underground cables

Railway stringing: equipment for stringing railway lines

Customised solutions: design and manufacture of tailor-made solutions for specific customer requirements in the energy and telecommunications sectors



Breakdown of turnover by product categories

	TE.M.A. S.p.A.	TEMA ENERGY S.R.L.	OMAC ITALY S.R.L.
Machines and equipment for stringing overhead conductors	80,1%	-	19,6%
Machines and equipment for laying underground cables	12,6%	-	60,3%
Machines and equipment for stringing railway lines	-	-	7,3%
Burners	-	62,4%	-
Chimneys	-	2,7%	-
Spare parts and other	7,3%	34,9%	12,8%




TEMA Group operates successfully in national and international contexts, demonstrating a solid capacity for adaptation and innovation. **The geographical distribution of customers highlights the Group's integrated strategy**, aimed at combining local roots and international expansion.

TE.M.A. S.p.A. operates in the energy, telecommunications and infrastructure sectors, maintaining a balanced geographical presence with 28,7% of its customers in Italy, 41,6% in Europe and 29,7% in non-European territories. This diversification allows TE.M.A. S.p.A. to meet the needs of highly competitive markets.

TEMA Energy S.r.l. balances its strong roots in the Italian territory (49,4%) with a significant international projection (51,6%) between European and non-European Customers.

OMAC Italy S.r.l.: Operating in over 50 countries, OMAC Italy S.r.l. reaches a vast global network, maintaining a balance between Italy (41,0%), Europe (29,5%) and non-European territories (29,5%). This capillarity reflects the Group's ability to meet a wide range of sectoral needs, particularly energy and telecommunications.

Breakdown of turnover by geographic areas

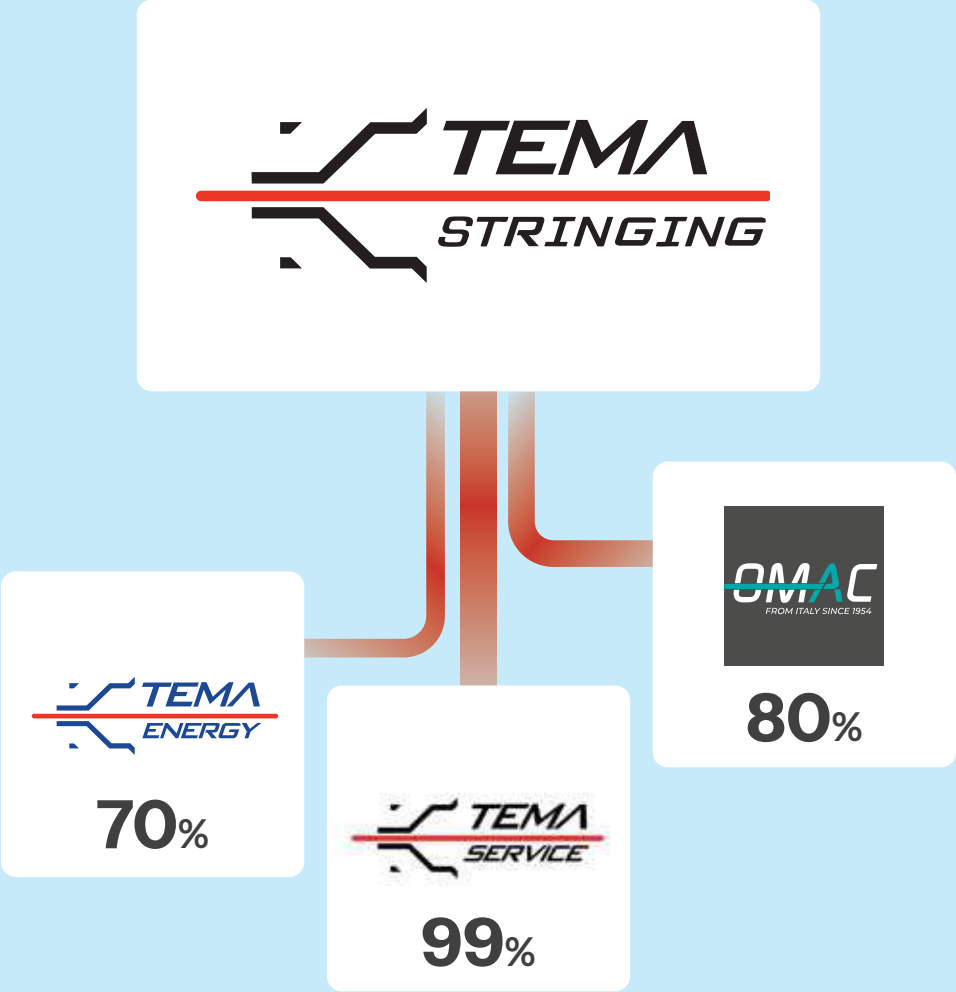
		TE.M.A. S.p.A.	TEMA ENERGY S.R.L.	OMAC ITALY S.R.L.
Italy		28,7%	49,4%	41,0%
Europe		41,6%	20,9%	29,5%
Extra-Europe		29,7%	29,7%	29,5%



1.2 TEMA Group’s governance

Ownership and corporate structure

TEMA Group's configuration at the end of the 2024 financial year is as follows: **TEMA Energy S.r.l. is 70% owned by TE.M.A. S.p.A.; TE.M.A. Service S.r.l. is 99% owned by TE.M.A. S.p.A.**; it deals mainly with service and maintenance activities. **Since November 2024, TE.M.A. S.p.A. has also acquired 80% of OMAC Italy S.r.l.**



Governance

In the organization structure of the group, **each company with its own legal identity, operates under a common management.**

TE.M.A. S.p.A. is headed by a sole director, Carlo Bartolomeo Cadei, who has all powers for the ordinary and extraordinary management of the company. The board of statutory auditors consists of five members, three of whom serve as regular auditors, and two as alternates.

TEMA Energy S.r.l. adopts a traditional system of governance, with a Board of Directors composed of two members: the Chairman, Carlo Bartolomeo Cadei, and the director Paolo Zani as Managing Director. Paolo Zani is delegated to act as an employer pursuant to Legislative Decree 81/08 and to fulfil obligations in the field of environmental protection and respect.

The auditing company is KPMG S.p.A. The Board of Directors meets periodically, mainly informally, to discuss company issues. During 2024 the Board met regularly to approve the annual financial statements.

As for OMAC Italy S.r.l., the company is gradually integrating its governance structure within the Group's management system. The process of defining the governance model started in 2024, after the acquisition by the Group, and is being defined in 2025, ensuring full harmonisation with the strategic and operational directives of TEMA Group. After the acquisition by TEMA Group, the board of directors of Omac Italy S.r.l. met just once in November 2024.

Anti-corruption and anti-bribery

TEMA Group adopts and promotes policies that are compliant with the laws and standards of legality for the prevention of corruption and transparency in business relations at national and international level. Each company is committed to preventing and deterring corrupt practices, fraud, collusion, coercion, obstruction, theft from premises, and misuse of resources or assets.

To prevent and limit these events, each company has adopted a **Code of Ethics** and an **Anti-Corruption Policy**, consistent with the sector in which they operate. The aim of the policy is to reinforce and consolidate the anti-corruption principles set out in the Code of Ethics, requiring commitment to the principles contained therein from all personnel and all third parties working on their behalf. The policy is disseminated at all levels and to all persons involved in company activities.

Companies carry out anti-corruption training so that their employees understand the corruption risks to which they and the organisation to which they belong

may be subject, the prevention policy put in place, and the reports to be made in relation to the risk or suspicion of unlawful practices.

Failure to comply with the anti-corruption policy and/or any failure to comply with anti-corruption laws activates the disciplinary system against workers, in line with the applicable CCNL, or, if the violations concern suppliers, the process of disqualification and termination of the contract is activated.

TEMA Group actively promotes the adoption of dedicated channels for reporting possible violations, thus ensuring a proactive approach to the prevention and management of risk situations. This shared commitment extends to all the sectors and markets in which it operates, ensuring an environment that complies with the principles of legality and transparency.

Information security and data protection

For TEMA Group information and personal data management are strategically important. Thus, the Group is committed to guaranteeing the security, confidentiality and protection of the personal data of all those who have relationship with the companies (suppliers, customers, consumers, collaborators and employees). The companies adopt appropriate technical and organisational measures to prevent and counter the risks of unlawful or accidental access, dissemination, alteration, loss or destruction of information and personal data.

The companies have complied with national and international data protection legislation (EU Reg. 679/2016). The data protection policy is disseminated

at all levels and to all parties involved in the company's activities. TEMA Group established special reporting channels for violations or suspected violations of data protection regulations.

TE.M.A. S.p.A., TEMA Energy S.r.l. and Omac Italy S.r.l. are actively working to comply with the requirements set forth by the NIS 2 Directive, implementing measures to enhance cybersecurity, manage risks, and ensure the protection of critical infrastructures and information systems. Furthermore, one of the short/medium term objectives of TEMA Energy S.r.l. is the achievement of ISO 27001 certification.

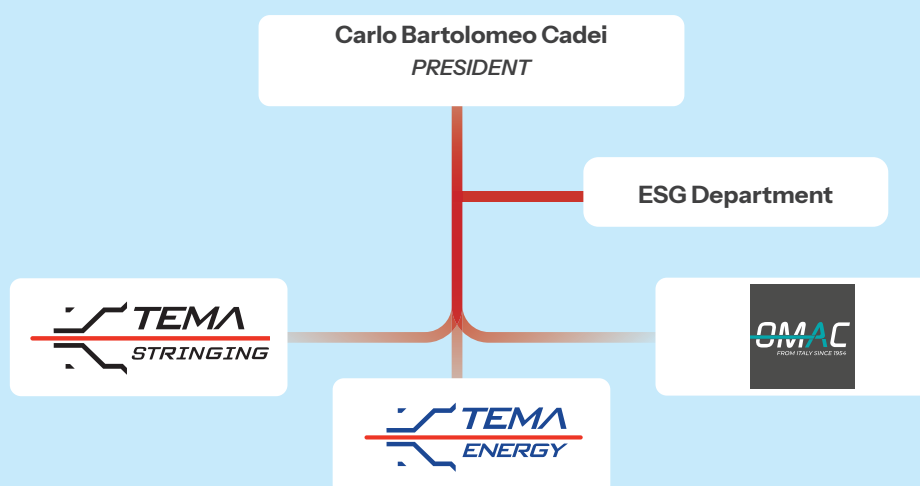
Governance of sustainability issues

As of the financial year 2023, TEMA Group has entrusted the management of sustainability to a specific department, which reports directly to the President Carlo Bartolomeo Cadei.

The ESG department draws up and proposes corporate objectives, based on past results, other business objectives and management facts. These objectives, once approved, are subject to continuous monitoring:

quarterly measurements and counts are carried out in order to verify the alignment of the target values with the actual values, and if there are deviations, to direct any corrective actions.

In this report, relating to the 2024 financial year, information is given with respect to the actions carried out with reference to the issue of sustainability.



The three companies report to the President Carlo Bartolomeo Cadei. The first line of each company is autonomous in managing and decision-making processes, for any ordinary matters or matters that do not reasonably require the attention and approval of the CEO/President Cadei. Decisions relating to

events or matters of an extraordinary nature are taken by the department heads involved, jointly with the CEO/President Cadei. Each corporate department has specific formalised procedures governing their operation.

1.3

Economic results: Economic value generated and distributed

The financial results of the TEMA Group show the economic sustainability of the company, in continuity with previous years. The financial year 2024 **ended positively**.

For any further details, please refer to the management report and the notes to the financial statements of the 2024 financial year of the three company of TEMA Group.

The reclassified profit and loss account is shown below: the scope of consolidation of economic data merely concerns TEMA Energy S.r.l. and TE.M.A. S.p.A., excluding Omac Italy S.r.l., as it has become part of the Group during the last months of 2024.

Key Performance Indicators	Financial year 2024	Financial year 2023
Production value	56.056.929	50.213.621
Value added	15.261.113	15.558.699
Gross operating margin	6.488.576	7.411.893
Typical operating result	4.547.596	5.384.947
Income before financial operations	5.097.138	6.145.062
Operating result	5.480.661	6.307.474
Income before taxes	4.650.797	5.565.373
Net income	3.344.724	4.270.170

It is reported that, for the financial year 2024, no financial contributions or benefits were paid to political parties or related bodies.

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Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs

World Commission on Environment and Development, 1987

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1.4

The path to sustainability

TEMA Group's commitment to a sustainability-oriented approach is based on the awareness that we live in an era characterised by major changes and problems. Economic sustainability is not the only dimension to consider, there are also environmental and social issues that TEMA Group tries to address. There are major problems at global and local level, which the legislator is increasingly trying to address, and which affect the daily life of doing business.

The Group's response to the environmental crisis and the social crisis is to redesign its business model and

corporate strategy to include sustainability goals and to spread a culture of sustainability.

This is a long and complex path, of which TEMA Group is aware that it is only at the starting point. The purpose of this report is to document this beginning and to be a tool for communicating and sharing with all stakeholders the efforts already made and, above all, the challenges ahead.

1.5 Management systems, certifications and sustainability policies

Each company of the Group maintains and periodically improves a Management System whose scope of application is also connected to the contents of the Code of Ethics.

The Management Systems of the companies are meant to guarantee:

- Compliance with the laws and regulations in force, as well as customer requirements regarding activities and products.
- Compliance with the Code of Ethics.
- Identification and containment of operational risks related to the Code.

The important elements of the companies' management systems are reported below:

- Commitment
- Responsibility of the management
- Legal requirements and customer needs
- Risk assessment and management
- Improvement objectives
- Training
- Communication
- Feedback from workers and their involvement
- Audits and evaluations
- Corrective actions
- Documentation and records
- Responsibility of suppliers

It is important to underline that although the three companies currently hold different certifications, they share a unified culture, and the objective is to align them all with the same certifications and policies.

TEMA Group certifications As Is

ALL COMPANIES OF THE GROUP

• UNI EN ISO 9001:2015

TEMA Energy S.r.l.

- UNI EN ISO 45001:2018
- UNI EN ISO 14001:2015
- EN 9100:2018
- NADCAP CERTIFICATION
- UNI EN ISO 3834-2
- UNI EN 1090-1



OMAC Italy S.r.l.

- ISO 9001:2015



TE.M.A. S.p.A.

- UNI EN ISO 9001:2015



TEMA Group certifications To Be

- Extending certifications 45001 and 14001 to all Group companies.
- UNI EN ISO 27001 (TEMA Energy S.r.l.)

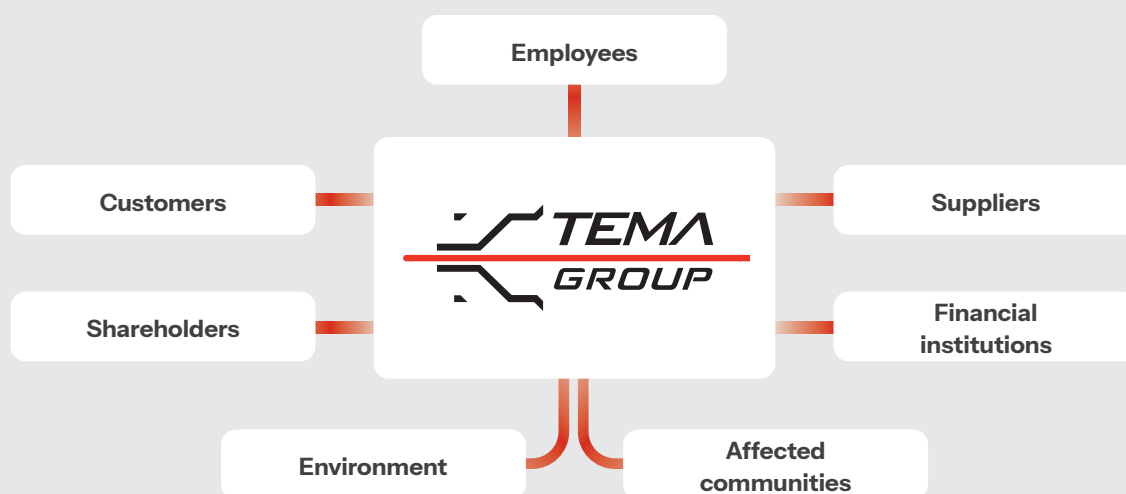
1.6 Relationships with stakeholders

TEMA Group's stakeholders are all those actors that influence the company's operations, **in terms of strategic and business decisions**. In turn, **stakeholders are influenced by the TEMA Group**, to the extent that the Group's choices and actions generate externalities that cause actual or potential, positive or negative impacts. In this dual perspective, the identification of stakeholders and the implementation of dialogue and communication processes are of fundamental importance in order to create shared added value.

Two categories of stakeholders can be distinguished, based on the priority that TEMA Group assigns. Primary stakeholders are customers, employees,

shareholders, suppliers, financial actors, affected communities and the environment. They are considered primary stakeholders because interaction with these actors is more frequent and can have a more serious impact on the Group's operations. Secondary stakeholders are public institutions, universities and schools.

Creating shared value and preserving the value created in the long term is only possible through the involvement of all stakeholders, through continuous dialogue, exchange of information, expectations and needs.



TEMA Group uses various channels for the involvement of its main stakeholder categories, guaranteeing **transparency** and **accessibility**. For employees and collaborators, there is a company notice board for important communications and a Human Resources department that receives requests, reports and suggestions directly. In addition, a suggestion box allows ideas for improving the working environment to be collected anonymously, **promoting an atmosphere of trust and participation**.

For suppliers, consumers, customers and end users, the **corporate website** and **LinkedIn** page are key tools

for disseminating corporate codes of conduct and policies. Participation in trade fairs add a more direct opportunity for dialogue, consolidating relationships and visibility.

Lastly, in order to involve local communities, TEMA Group uses the corporate website as its main means of communication; donations and projects are made to support territorial entities, helping to strengthen ties with the surrounding environment and promoting the corporate culture among new generations.




1.7 The supply chain

TEMA Group aims at building relationships with its **suppliers** based on **collaboration** and **trust**, on mutual **respect, fairness and transparency**. The Group's objective is to have solid, **long-term relationships** with its strategic partners that can bring shared added value. To this end, great attention is paid to establishing an ongoing dialogue with strategic suppliers, so as to ensure constant collaboration and information sharing.

There are approximately **1.102 suppliers** relating to TEMA Group's "**core business**" (230 suppliers for Omac Italy S.r.l., 489 for TE.M.A. S.p.A. and 383 for TEMA Energy S.r.l.)

Relations with suppliers are managed by the head of the purchasing department, the production manager and the project manager, who governs the order and can therefore deal directly with suppliers when necessary.

In the table below, it is shown that the majority of TEMA Group purchasing turnover is made with Italian suppliers (the calculation of the percentage takes into consideration the purchasing turnover by region).

		TE.M.A. S.P.A.	TEMA ENERGY S.R.L.	OMAC ITALY S.R.L.
Italy		96,3%	65,9%	95,1%
Europe		1,4%	17,5%	1,9%
Extra-Europe		2,3%	16,6%	3%

The selection process is formalised in a procedure that defines the **guidelines** for the selection and evaluation of suppliers. The head of the purchasing department, assisted by the head of the "**quality, health and safety, environment**" department, oversees the management and updating of the list of the approved suppliers.

In TEMA Energy S.r.l. the list of the approved suppliers is managed through the ERP. Positively evaluated suppliers are registered in the ERP as "approved". The purchasing department manager checks when issuing purchase orders that the supplier is labelled as "approved". In TE.M.A. S.p.A. and Omac Italy S.r.l. this process is not managed through the ERP.

The parameters taken into consideration for the approval of suppliers are criteria of quality, price, punctuality, compliance with applicable legislation. Supplier qualification is maintained on the basis of favourable supplier performance in terms of **reliability** and **punctuality**.

In cases of suspected criticalities or particularly large orders, **specific audits** of the suppliers involved are conducted by TEMA Group. Every year, the characteristics of each supplier are analysed, in order to identify the suppliers that must be audited due to criticalities or relevance.

It is one of the Group's objectives to integrating ESG criteria into procurement choices and to establish real monitoring processes.

Starting in the 2023 financial year, **TEMA Energy S.r.l. introduced an explicit reference to the Code of Ethics and the anti-corruption policy in its purchase orders**, thus ensuring greater transparency and adherence to the principles of integrity in relations with suppliers.

This procedure is going to be spread **to all TEMA Group companies**, with the aim of standardising corporate practices and strengthening the commitment to responsible purchasing management. The adoption of this standard will help consolidate a **corporate culture based on ethics, legality and sustainability**,

fostering business relations based on trust and compliance with current regulations.

Regarding payments, payment methods and times vary from supplier to supplier according to contractual agreements. The supplier's payment is perceived as not only a contractual commitment, but also an ethical commitment; therefore, the administrative department carries out payment checks in order to verify that the agreed payment times are respected.

In the last three years, there have been no disputes with suppliers in relation to sustainability issues.

1.8

Customers

TEMA Group gives great attention on **maintaining and strengthening relations with its customers**. Specific **KPIs** monitor the number of offers issued, the number of orders received, the ratio between the two values and, finally, **customer satisfaction**.

Customer satisfaction involves customer care, relationship management, product quality, quality control procedures, adherence to delivery schedules and management of any non-conformities.

Non-conformities are reported by the person who intercepts the problem. The report is communicated to the head of the function who records it within the company ERP. The non-conformity is handled with containment actions, if applicable, and its treatment in accordance with the QHSE (Quality, Health and Safety, Environment) office. Non-conformities relating to

the environment and occupational safety are always reported to the **QHSE office manager**, for his direct management. If corrective action is required, it is agreed with the QHSE manager and, if necessary, the company management.

In the case of complaints from customers, the procedure for handling non-conformities stipulates that the customer, the subject of the complaint and any decision taken by the customer must be recorded. TEMA Group first ascertains the situation reported by the customer and if there is an objective finding on the component/process attributable to TEMA Group, **the nonconformity is managed**, implementing any corrective actions and reporting to the customer the measures taken and the results achieved.

1.9

Users and final consumers

TEMA Group does not generate direct impacts on consumers and end users. The Group's efforts in this respect concern the implementation of quality control processes during production in order to guarantee high product quality standards.

The supply of quality products by the TEMA Group ensures **optimal functioning of the equipment on which they are installed or applied**, helping to prevent accidents or damage to end users.

Product certifications play a key role in ensuring safety for end consumers:

- Ensure that products meet certain **quality and safety standards**
- They increase **consumer confidence**
- Help **reduce the risks associated with product use**
- **If a certified product causes a problem, the consumer has a better chance of recourse.**

TEMA Group certifications relate to both the management system and the special processes developed (go to par. 1.5 for more information).

1.10 Material topics: impacts, risks and opportunities

Materiality plays a key role in the context of Group reporting because it **enables management to identify the issues to be reported**. In addition, the determination of material issues also serves purposes other than reporting, e.g. it **supports decision-making and budget allocation, enables forecasting and planning, or determines the remuneration policy of top management**.

The management of the TEMA Group has identified the **material issues in its Sustainability Report**, outlining a first concrete commitment to addressing the main sustainability challenges. This document represents a **significant step towards integrating sustainability as a key element of the company's strategy**.

In line with the requirements of the **European Sustainability Reporting Standards (ESRS)**, the TEMA Group is preparing to evolve towards a more articulated and complex approach, known as **“dual materiality”**. This approach considers the criterion of materiality as fundamental to the inclusion of specific information in sustainability reports. Materiality must be analysed from a **dual perspective**.

Impact Materiality

Materiality concerns **actual or potential negative or positive impacts on people and the environment in the short, medium or long term**. Impact materiality follows the **inside-out approach**, i.e. it considers the impacts the organisation has on the outside environment. Impacts include both those related

to the Group's own operations and to the upstream and downstream value chain, including through its products and services and its business relationships. Business relationships include those in the value chain of the Group's businesses, upstream and downstream, and are not limited to direct contractual relationships.

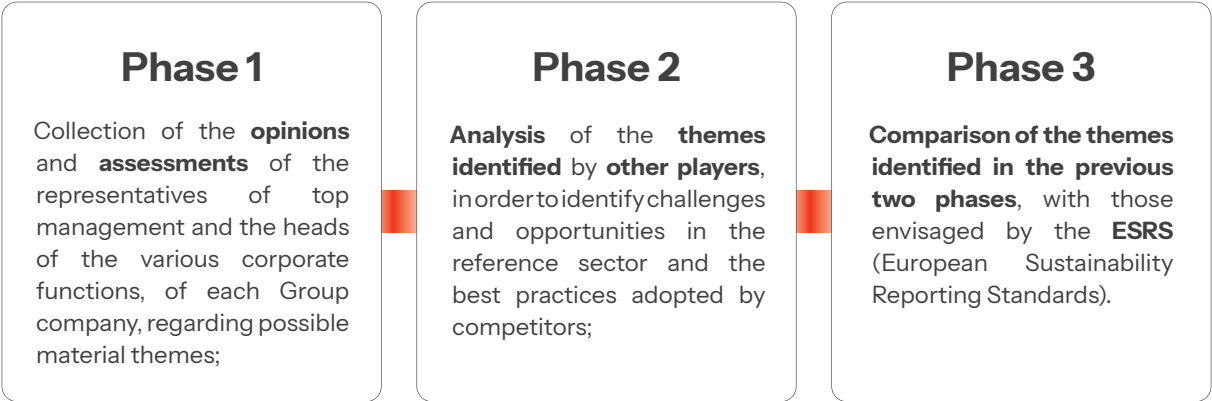
Financial Materiality

A sustainability issue is relevant from a financial point of view **if it entails, or can reasonably be expected to entail, material financial effects on Group companies. A sustainability issue is relevant from a financial point of view if it generates risks or opportunities that have, or can reasonably be expected to have, a material influence on the companies' development**, financial position, results of operations, cash flows, access to financing or cost of capital in the short, medium or long term. Risks and opportunities may arise from past or future events.

The financial relevance of a sustainability issue is not limited to aspects within the control of the Group but includes information on material risks and opportunities attributable to business relationships that are outside the scope of consolidation used in preparing the financial statements.

With this in mind, for the purposes of drafting this report, it was deemed necessary to carry out an initial, important evolution in the definition of material topics for TEMA Group.

In particular, the process was divided into the following phases:



The assessment of material issues also took into account the legal and regulatory context in which Group companies operate, existing industry-specific benchmarks and publications on general trends.

This process led to the definition of a list of issues, deemed relevant and therefore material for the Group, with the identification for each of them of the related impacts, risks and opportunities.

In the following table, for each material topic, the related impacts, risks and opportunities are shown.

In brackets, “A” or “P”, where the impact is actual or potential.

Topic	Negative Impacts (actual or potential)	Positive Impacts (actual or potential)	Risks	Opportunities
Environment <i>Climate change</i>	Greenhouse gas emissions (Scope 1, 2, and 3). The Group generates negative impacts both directly through its own activities and indirectly through the greenhouse gas emissions produced by upstream and downstream partners within the value chain. (A)	Progressive improvement of the energy mix, leading to a reduction in greenhouse gas emissions, contributing to environmental sustainability and energy efficiency. (A)	Compliance with current and future regulations, which may entail additional costs and potential penalties . Vulnerability to the physical effects of climate change, such as extreme weather events, rising sea levels, droughts, floods, and wildfires, which could damage infrastructure, disrupt supply chains, and reduce the availability of natural resources.	Tax incentives, subsidized financing, and regulatory relief for low-climate-impact activities and greenhouse gas emission reductions. Competitive advantages and differentiation from competitors, driven by improved environmental performance. Expansion into new markets and collaborations, leveraging innovative technologies and low-impact solutions.
Environment <i>Pollution</i>	Direct and indirect emissions (upstream and downstream in the value chain) of substances and particulates that may pollute the soil and air. (P) Generation of hazardous waste, which could contaminate soil and groundwater. (P)	ISO 14001 certification demonstrates commitment to improving environmental performance (prevention of negative impacts) (A)	Compliance with existing and future regulations that may lead to additional costs and penalties Possible legal actions taken by harmed stakeholders (affected communities) Possible accidents resulting in the release of pollutants into the environment may lead to damage to image and consequent economic damage Penalties due to the exceeding of permitted thresholds for the emission of pollutants Higher costs related to less polluting but more financially burdensome raw materials or processes	Competitive advantages and differentiation from the competition, linked to better environmental performance The search for better solutions to manage and reduce pollutant emissions can lead to the implementation of innovative processes from which the entire production department can benefit Strengthening of market confidence, demonstrating respect and care for the environment Expansion of the customer portfolio, attracting customers who care about environmental impacts
Environment <i>Waste and Circular economy</i>	Use of non-recycled/recycling raw materials and resources (A) Production of components and equipment that cannot have a second life (A) Increase in waste generation (A) Pollution, related to intensive waste generation (A)	Production of components and equipment that have a high durability (A) Production of components and equipment that can have a second life (A) Virtuous practices for the recovery and recycling of machining residues (A) Decrease in paper consumption in offices and to customers and use of single-use plastic in offices (A)	Procurement risks, as the TEMA Group may be affected by shortages of raw materials Price increases of raw materials and resources needed for production Adaptation to existing and future waste management regulations, which may lead to additional costs and penalties Market risks, related to competition that may offer more circular and innovative solutions High costs for careful waste management	Reduction of dependency by diversifying sources of supply and utilising available materials and resources Increased attractiveness to existing or future customers, linked to the development of circular economy solutions Reduction of procurement costs resulting from the recovery of used materials Opening of new collaborations, aimed at addressing the issue

Topic	Negative Impacts (actual or potential)	Positive Impacts (actual or potential)	Risks	Opportunities
Own workforce <i>Training and skills development</i>	Potential negative effects on employees related to insufficient management of training and personal skills development (P)	Positive effects of good management of training and competence development (A) Development of skills and know-how expendable in the TEMA Group and on the labour market – broadening one's work horizons (A) Increased employee satisfaction on topics of interest (e.g. defibrillator) (A) Families and communities positively influenced by the dissemination of employee skills and knowledge (P) Awareness of the importance of training (A)	Greater difficulty in retaining talent Penalties in the event of failure to provide the required compulsory training Loss of certifications held Potential increase in occupational illnesses and accidents caused by insufficient training Lack of professional profiles suited to the Group needs could negatively impact on the profitability of the business and the innovation capacity of the TEMA Group Slowdown/disruption of operations , and consequently of the continuity/quality of services	Increased competitiveness thanks to the specific and distinctive know-how developed by the workforce TEMA Group with varied and established skills – opportunities for growth High skills to support the business development process Maintenance of certifications In circumstances of need, in the absence of one or more employees, other own staff members trained as replacements
Own workforce <i>Well-being – work-life balance</i>	Disappointment and unhappiness due to practices deemed unsatisfactory (P)	Sense of belonging to the TEMA Group (P) Stability, quality and work-life balance (e.g. through flexible work mechanisms) (A) Increase in psychophysical well-being (A) Environment congenial to people's needs (A)	Increased turnover, loss of knowledge and key skills Reduced productivity and creativity	Improved employee productivity , thanks to improved company welfare Increased employee satisfaction = increased creativity and productivity TEMA Group is more attractive and up-to-date in the eyes of new talent, customers and business partners Increased attractiveness, loyalty etc.
Own workforce <i>Working Conditions – Diversity, Equal Opportunity, and Inclusion</i>	Potential negative effects on employees due to inadequate management of equal opportunities and human rights (demotivation, discrimination and conflicts among colleagues) (P)	Stable employment (A) Positive effects linked to good management of the issue of equal opportunities and human rights (A) Enhancement of the potential of all people in TEMA Group (A) Prejudice-free work environment (P) Work inclusion of people with disabilities (A)	Adaptation to current and future regulations on workers' rights and duties, which may lead to additional costs and sanctions Risks of inefficiency related to worker dissatisfaction Sanctions and disputes Reputational risk due to inadequate management of issues related to equal treatment	Attracting and retaining talent , linked to the creation of a positive, collaborative and meritocratic work climate Increasing consideration of the brand , in relation to the theme of diversity and inclusion Increasing number of points of view and skills
Own workforce <i>Health and safety</i>	Workers' accidents and occupational diseases (A)	Care for the health and safety of employees (A) Lower incidence of accidents and occupational diseases (P) Awareness of the importance of health and safety issues through training and awareness-raising activities (A)	Sanctions and reputational damage	Reputational improvement brought about by the presence of a solid health and safety management system Psychophysical well-being – virtuous circle for the entire TEMA Group business system Reduced absenteeism due to occupational accidents and illnesses = possibility of having the staff at full capacity

Topic	Negative Impacts (actual or potential)	Positive Impacts (actual or potential)	Risks	Opportunities
Affected communities¹ <i>Protection, support and enhancement of the territory</i>	<p>Increased urban traffic due to the passage of heavy vehicles related to inbound and outbound movements (A)</p> <p>Noise from production activities causes inconvenience to neighbouring residents (P)</p> <p>Communities affected by considerable emissions/water consumption/waste generation (P)</p> <p>Communities not involved in a process of common growth, excluded from assessments and decisions (P)</p>	<p>Local communities supported and enhanced, through social initiatives, charity activities and sponsoring (A)</p>	<p>Reputational risks Additional costs and penalties for possible non-compliance and/or litigation</p>	<p>Reputational advantages can lead to an increase in local employment rates</p>
Consumers and end-users <i>Health and safety</i>	<p>Potential negative effects on consumers and end users in terms of product safety and quality (P)</p>	<p>Positive effects related to the application of voluntary technical standards developed by national and international standardisation bodies to ensure the production of excellent products with safety, quality and reliable performance (A)</p>	<p>Compliance risks, arising from compliance with existing and future quality and safety standards for products and services, which may lead to additional costs and penalties (reputational damage, litigation, etc.)</p> <p>Loss of customers</p>	<p>Differentiation from the competitors by offering quality and safe products</p>
Consumers and end-users <i>Accessibility, diversity and inclusion</i>	<p>Negation of access to the products due to barriers of various kinds (P)</p>	<p>Increased products accessibility, through elimination of barriers (digital barriers / specific services) (P)</p>	<p>Loss of customers</p>	<p>Retaining and acquiring customers who find barriers in other suppliers</p>
Consumers and end-users <i>Customer satisfaction</i>	<p>Damage/dissatisfaction of the consumer/user (P)</p>	<p>Services/products more closely aligned to the customer's needs (A)</p> <p>Satisfied customer - thanks to early resolution of problems(A)</p> <p>Customer involvement (A)</p>	<p>Reputational risks</p> <p>Loss of customers</p> <p>Regulatory frameworks requiring the application of higher quality standards could lead to an increase in the costs structure</p>	<p>Strengthening of market trust</p> <p>Innovation and opening up to new markets</p> <p>Positive reputational effect for TEMA Group</p>
Governance and value chain <i>Responsible conduct</i>	<p>Damage to the community related to potential unethical, inappropriate or illegal behaviour related to the activities of the TEMA Group or those of partners in the value chain (P)</p>	<p>Reduction of the possibility of unlawful behaviour through formalised policies (A)</p> <p>Stakeholders active recipients of the dissemination of integrity and ethical principles in business activities (P)</p>	<p>Legal and reputational, as TEMA Group may be subject to sanctions, fines, lawsuits, loss of customers, damage to its image and credibility, if the Group or its partner in the value chain do not comply with rules or ethical principles</p>	<p>Consolidation of market position, as result of the Group reliability and transparency</p>

¹ For the purposes of this materiality analysis, impacts, risks and opportunities related only to local affected communities are considered.

1.11 Material topics: policies, actions and objectives

Materiality concerns **actual or potential negative or positive impacts on people and the environment in the short, medium or long term**. Impact materiality follows the **inside-out approach**, i.e. it considers the impacts the organisation has on the outside environment.

Topic	Policies, actions and objectives
Own workforce	<p>TEMA Group values human resources with an integrated policy and structured procedures, focusing on continuous training and professional development. The training programme includes a gradual increase in hours and courses on sustainability.</p> <p>The Group aims to ensure safety at work with specific measures and to extend ISO 45001 certification to all Group companies.</p> <p>Go to chapter 3 for a detailed description of the own workforce of TEMA Group.</p>
Consumers and end-users	<p>TEMA Group guarantees the safety and quality of its products and services, protecting consumers through the quality certifications that all Group companies hold. Activities are guided by the principles of the Code of Ethics and companies' quality policies (ISO 9001 certification).</p> <p>Go to par. 1.9 for further information.</p>
Environment	<p>TEMA Group is committed to environmental protection through an integrated policy and the adoption of environmental management systems, in line with the principles outlined by ISO 14001.</p> <p>Actions include the measurement of CO₂ emissions and energy efficiency initiatives, aimed at optimising consumption and reducing environmental impact.</p> <p>The main objectives concern increasing the use of renewable energy, adopting clean production processes to minimise environmental contamination, and progressively reducing fossil fuels in favour of renewable sources. In addition, the Group promotes responsible use of raw materials and natural resources, encouraging recycling and waste reduction.</p> <p>Go to chapter 2 for further information.</p>
Affected communities	<p>TEMA Group is committed to a transparent and constructive dialogue with local communities, working to minimise negative impacts and generate positive effects.</p> <p>The Group aims to structure and deepen the analysis of the impacts of its activities, extending it to the actors in the value chain. Furthermore, it promotes initiatives in favour of the community, such as the possibility of training internships for university students and the availability of teaching hours, actively contributing to the growth of new generations.</p> <p>Go to par. 3.9 for further information.</p>
Value chain	<p>TEMA Group aims to consolidate lasting relationships with its strategic partners, fostering stable collaboration and shared value over time. To this end, a continuous dialogue with key suppliers is ensured, promoting transparency and a constant exchange of information.</p> <p>Go to par. 1.7 and 1.8 for further information.</p>
Governance	<p>TEMA Group adopts a governance model based on the principles of the Code of Ethics and an anti-corruption policy, guaranteeing transparency and integrity in corporate management. All companies provide specific channels for reporting any improper and/or illegal behaviour.</p> <p>The group's companies are in the process of adapting to the requirements of NIS 2. TEMA Energy S.r.l. is aiming to achieve ISO 27001 certification.</p>





Environment

Targets and actions



Climate changes

TEMA Group produces negative impacts, generating GHG emissions directly and indirectly through the operations of its value chain partners. Monitoring, management and actions in this area are a priority for TEMA Group.



Pollution

Through the guidelines of the ISO 14001:2015 management system, and compliant with law requirements, all of TEMA Group companies monitor and control emissions of pollutants into the air and soil.



Circular economy

In carrying out its activities, TEMA Group uses materials and generates material outflows (waste). The environmental management system also oversees this issue, which is considered material.



In 2015, the United Nations approved the 2030 Agenda for Sustainable Development, which consists of 17 goals – Sustainable Development Goals, SDGs; these are targets to be achieved in the environmental, economic, social and institutional spheres by 2030.

On the occasion of the drafting of this document, these goals and their targets have been analysed; it

is reported below how TEMA Group has contributed positively and negatively to the achievement of these goals, with specific focus on those SDGs related to the material issues identified. The actions that the TEMA Group has implemented refer to the measures mentioned and reported in the in-depth factsheets published for each SDG on the UN Global Compact Network Italy website.²

SDG 7 Affordable and clean energy

The actions of TEMA Group:

- Use renewable energy sources in business operations, including making changes to the business model to this end
- Install energy-efficient technologies

SDG 13 Climate action

The actions of TEMA Group:

- Adopt certified environmental management systems
- Invest in sustainable and less CO₂-intensive technologies
- Gradually decrease the use of fossil fuels and replace them with renewable energies
- Measure CO₂ emissions related to the company's activities
- Use natural resources and raw materials efficiently, as well as recycled or reused materials and reduce waste

SDG 12 Responsible consumption and production

The actions of TEMA Group:

- Moving towards 'clean' production processes, minimising air, water, soil and noise contamination and combating the use of elements containing toxic substances
- Train employees and suppliers on sustainable production and consumption models, environmental education, human rights

² <https://www.globalcompactnetwork.org/it/il-global-compact-ita/sdgs/business-sdgs.html>

Policies

TEMA Group is committed to complying with the principles of the environmental management model, in line with the requirements of the **UNI EN ISO 14001:2015 standard**, guaranteeing a structured approach in the management of environmental aspects, in compliance with current regulations and in the analysis of risks and opportunities.

While **TEMA Energy S.r.l. implemented a certified** Environmental Management System, TE.M.A. S.p.A. and **Omac Italy S.r.l.** operate according to the principles of the ISO 14001 standard, although they have not yet reached the certification of the system: this is one of the most important targets in

the short-medium term. This path proves a concrete commitment to the continuous **improvement of environmental performance and the definition of targeted policies and objectives.**

The Environmental Management System is therefore characterised by the development and implementation of the environmental policy and objectives that lead the organisation to full compliance with both **mandatory** (legislative) and **voluntary** (with respect to additional voluntary or market-driven requirements).

TEMA Group's environmental policy is therefore aimed at guaranteeing the company's commitment to the following activities:

- Continuous monitoring of its environmental aspects
- Definition of environmental objectives to reduce negative impacts;
- Protection of the environment and prevention of pollution according to its own context, through the use of increasingly sustainable resources;
- Compliance with European directives and/or regulations and national laws;
- The development, implementation and continuous and effective improvement of the efficiency and effectiveness of the Management System, in accordance with UNI EN ISO 14001:2015 in order to increase environmental performance, in relation to the two certified companies.

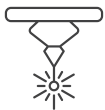
2.1 Innovation, research and development

TEMA Group considers **research and development activities as a strategic asset**, capable of generating value over time and ensuring a sustainable competitive advantage.

Each year, the group's commitment translates into **significant investments aimed at innovating products, services offered and production processes, with a focus on sustainability and operational efficiency criteria.**

During the 2024 financial year, TEMA Group consolidated its technological development initiatives, distributing activities among its operating companies.

The main projects on which TEMA Group focused its efforts include:



Development of methodologies and processes with laser applications

Advanced studies were conducted to define laser drilling parameters on gas turbine components, experimenting with innovative materials and surface treatments, including elements coated with zirconium and yttrium-based ceramic barriers.



Cybersecurity and data protection

Launched in 2022 and continued in 2023, the project continued in 2024 with further analysis on corporate cybersecurity, improving perimeter protection, data management and the adoption of new internal procedures. The final implementation saw the installation of dedicated hardware devices and the adoption of advanced software to protect information.



Development of welding procedures on existing components

TEMA Group invested in research into innovative techniques to integrate new parts with those already in use, thus opening up opportunities to access new markets and customers.



Transition from traditional TIG welding to automatic and semi-automatic methods

This innovation aims to optimise welding processes, reducing defects, improving the quality of manufactured products and decreasing production times, generating a competitive advantage for the group.



Tests and experiments on welding methodologies

Studies have been launched to innovate welding processes on specific components, with the aim of improving efficiency, reducing defects and lowering production costs.

In 2024, TEMA Group has made considerable investments to implement these projects, highlighting its constant commitment to improving its technological and production skills. The expected results from these innovations are expected to be positive, with **favourable impacts on the turnover of each group company**.

In addition to the economic benefits, research and development activities contribute to reducing the

environmental impact, promoting a more efficient use of resources, limiting waste and improving the sustainability of production processes. This synergy between technological innovation, sustainable development and corporate growth is a fundamental pillar for the future of the TEMA Group, reinforcing the unity of purpose and cohesion of the various corporate entities.

2.2 Energy

Energy consumption and management is very important for TEMA Group, as it is one of the most important environmental material topics.

At the end of 2024, the total energy consumption amounted to **3.242,4 MWh**.

Despite the increase in energy requirements, the TEMA Group has maintained a constant commitment to **optimising consumption and environmental sustainability**, adopting **solutions** aimed at improving energy efficiency and reducing the environmental

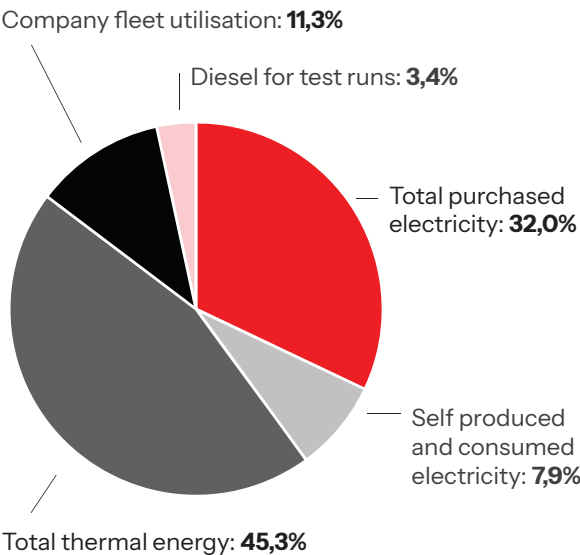
impact of its operations. The focus on innovation and investment in more efficient technologies is a key pillar of the company's strategy for the future.

It is reported that during the 2024 FY, a **project aimed at the companies' energy diagnosis** and thus the implementation of a system for monitoring energy consumption and defining improvement measures was initiated. To this end, external consultants have been engaged, who have been analysing corporate energy consumption and direct energy efficiency actions.

Energy consumption 2024 (MWh)

Total purchased electricity	1.039,2
Self-produced and consumed electricity	256,6
Total thermal energy	1.469,7
Company fleet utilisation	366,9
Diesel for test runs	110,0
Total energy (MWh)	3.242,4

Breakdown of energy consumption by energy source



It is reported that about **7,9% of the total energy consumed, equal to 256,6 MWh**, is produced **from owned renewable sources** (photovoltaic system).

The data measured in 2024 are in line with the targets that TEMA Group had set for itself.

Energy intensity

Data on energy intensity (ratio of energy consumption to value of production) for the year 2024 are shown below. The energy intensity is calculated excluding Omac Italy S.r.l. from the reporting boundary, as the value of production 2024 pertaining to the TEMA Group is limited to the last months of the year, so the ratio would have been incorrect.

Energy intensity	2024	2023
Total energy consumed (MWh)	2.163,9	2.004,7
Value of production (Mln €) ³	56,3	50,5
Total energy consumption vs. net revenue (MWh / Mln €)	38,4	39,7

2.3

GHG emissions

TEMA Group's production activities result in environmental impacts associated with emissions of pollutants into the atmosphere and energy consumption and, consequently, climate-changing emissions.

It is reported that during the year 2024 **a project aimed at quantifying the company's carbon footprint, according to the ISO 14064 standard, was initiated.**

Specifically, the project is aimed at analysing the input and output flows of energy consumption, verifying processes and then calculating the emissions of SCOPE 1, SCOPE 2, with indication of the main areas of intervention to start a path of emissions reduction.

With respect to climate-altering emissions below are data referring to 2024, with respect to SCOPE 1 and SCOPE 2.

The **location-based approach** was used to calculate indirect climate-changing emissions from power purchase (Scope 2).

Regarding TEMA Group's emissions, **64,7%** of the total — **509.304 kg** — falls under **Scope 1**, originating from direct sources such as company operations and fuel consumption. Meanwhile, **35,3%**, equivalent to **277.766 kg**, comes from **Scope 2** emissions, linked to purchased electricity⁴.

Ozone layer depleting substances (F/GAS) are used within the air conditioning system. No refrigerant gas leaks are detected.

GHG emissions 2024	
Scope 1 (Ton CO ₂ eq.)	509,3
Scope 2 (Ton CO ₂ eq.)	277,8
Total Ton CO ₂ eq	787,1

³ The value of production reported here differs from that reported in Chapter 1.3, as the figure reported in Chapter 1.3 refers to the 2024 Consolidated Financial Statements, where intragroup transactions have been eliminated.

⁴ The calculated and reported data refer to analyses performed by consultants specifically engaged to carry out carbon footprint accounting (scopes 1 and 2).

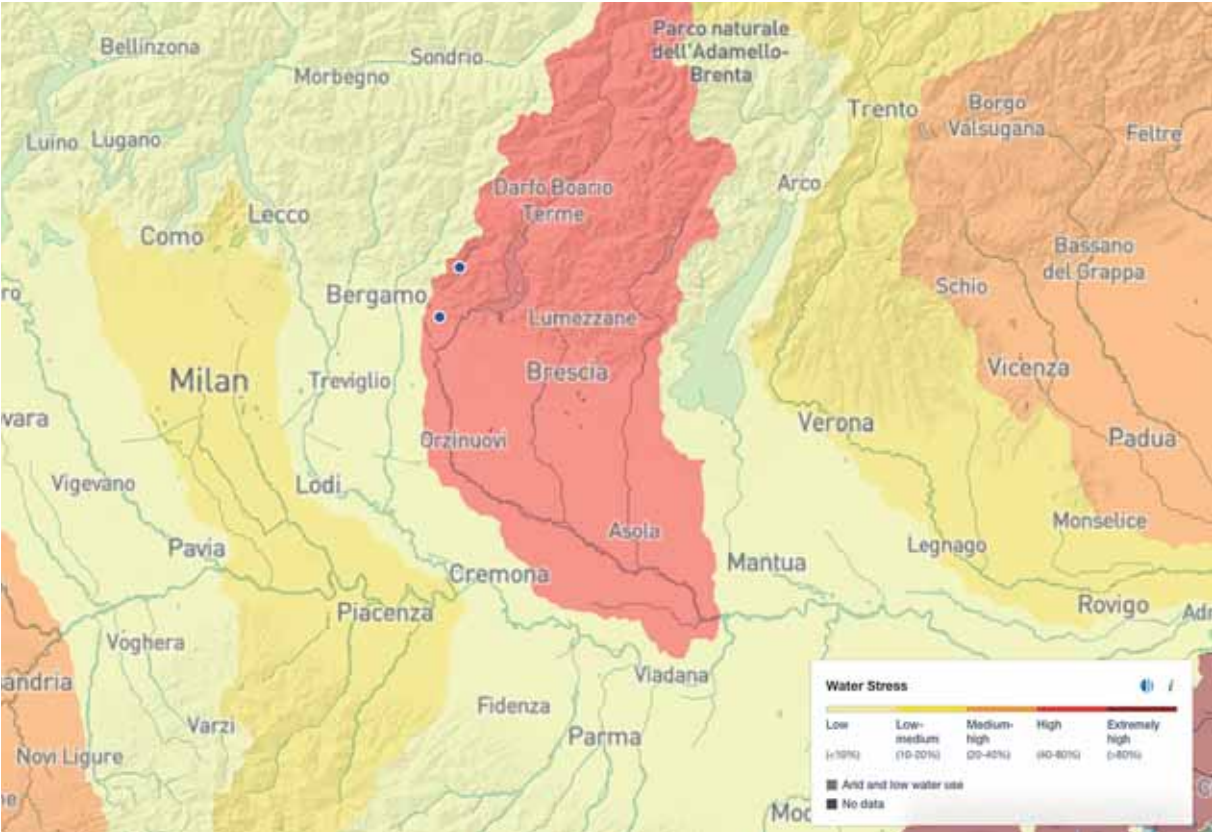
Data on GHG emission intensity (ratio of GHG emission to value of production) for the year 2024 are shown below. The GHG emission intensity is calculated excluding Omac Italy S.r.l. from the reporting boundary, as the value of production 2024 pertaining to the TEMA Group is limited to the last months of the year, so the ratio would have been incorrect.

GHG emissions intensity	2024	2023
Scope 1 and 2 (tCO ₂ eq)	535,7	447,3
Value of production (Mln €) ⁵	56,3	50,5
Total GHG emissions vs. net revenue (MWh / Mln €)	9,5	8,9

2.4 Water

TE.M.A. S.p.A., TEMA Energy S.r.l. and Omac Italy S.r.l. carry out their activities in a location characterized **by medium to high water stress**.

In the region of Casazza and Chiuduno (BG), in fact, the total percentage of water withdrawn is high (40-80%), according to the Aqueduct Water Risk Atlas tool of the World Resources Institute (WRI).



Source: <https://www.wri.org/>

⁵ The value of production reported here differs from that reported in Chapter 1.3, as the figure reported in Chapter 1.3 refers to the 2024 Consolidated Financial Statements, where intragroup transactions have been eliminated.

Although it was considered that water is not a material issue because it is not used in relevant production processes, given the geographic location of the Group, it is considered appropriate to give information in this report with respect to the management of water.

Water withdrawals

In TEMA Group, water management is developed in line with the principles of **UNISO 14001:2015**, which regulates the systematic approach to environmental protection.


All Group companies adopt specific procedures for **monitoring water consumption and controlling discharges**. All Group companies draw water from public aqueducts, using it **mainly for civil use**.

Despite the low impact of water consumption, the Group has defined sampling targets and monitoring procedures to verify consistency with the established targets.


	Total 2024	Total 2023	Total 2022
Water consumption (m³)	3.656	3.548	3.126

Water discharges


The Group's plants produce the following types of liquid effluents:



Sanitary water (black water)



Rain water



Process water from flushing tests.

Stormwater is collected through its own sewerage system and conveyed to the municipality's sewerage system.

The checks carried out have shown that there are no appreciable differences with water used exclusively for civil use and all the parameters tested are below the values prescribed for civil water.

All documentation is archived at the QHSE function. Monitoring by periodic inspection of drains, maintenance and cleaning is delegated to the QHSE

Function, through the Operational Control Schedule assisted by the Production Manager, who uses internal staff and, if necessary, external companies.

Personnel are trained and informed regarding the absolute prohibition of spilling unknown or potentially polluting substances into the sumps. The correct amount of neutraliser for battery acid is present at the relevant sites. The neutraliser must be used to prevent acid spills from forklift trucks from reaching the sumps.

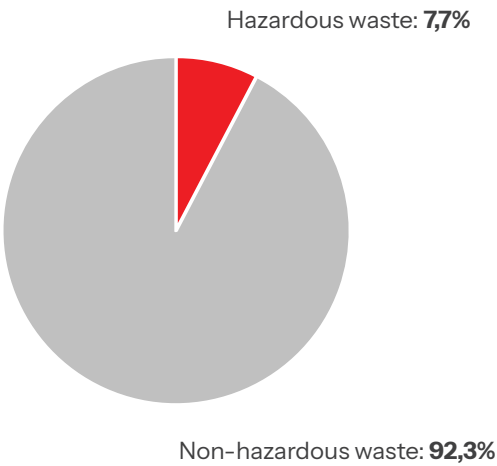
2.5 Waste and circular economy

In TEMA Group, waste production and waste management follow the principles of UNI EN ISO 14001:2015, which regulates the systematic approach to environmental protection.

There are specific procedures for waste management based on the provisions of the regulations in force, seeking to minimise the amount of waste produced and to carry out its correct treatment and disposal, where recycling/recovery is not possible.

The suppliers of waste management services are enrolled in the National Register of Environmental Managers, are previously selected and qualified by the company, and are commissioned directly by the company, through on-call assignments.

Total waste 2024



Waste category	Total 2024 (Kg)	2023 (Kg)	Diff. % '23-'24
Hazardous waste	13.309	15.066	-11,7%
Non-hazardous waste	160.282	116.989	+37,0%
Total	173.591	132.055	+31,4%

Data shown are taken from the Single Environmental Declaration Forms for the years 2023-2024.

TEMA Group manufactures and markets products made from **potentially recyclable materials**, such as **steel, iron, copper, brass and plastic, guaranteeing a long service life**. Although once the products are sold, they are **no longer under the direct control of the Group**, TEMA Group adopts **virtuous processes** for the **recovery of waste materials**, such as those from **welding and manufacturing processes**.

End-of-lifematerial recovery analyses were conducted in 2024, showing **high reuse rates for structural and technical components**, thus confirming the Group's

commitment to circularity of materials and minimising waste.

Regarding the TEMA Group's waste management, **90,4% of the total is destined for recovery**, highlighting a strong commitment to sustainability and reuse of resources. Conversely, only **9,6% is destined for disposal**, minimising environmental impact.

2.6 Pollution and hazardous substances

Various hazardous substances are present in the storage and processing areas of the plants, although their quantities are not significant. Safety data sheets are available for hazardous chemicals.

The chemicals do not, if spilled, pose a serious danger to the environment given the quantities contained.

Materials are located at the places of use and storage to absorb the substances in the event of a spill. Possible releases of materials/substances may be caused by accidents resulting in spills and/or spreading with limited risk of soil pollution.

Accidents may originate from:



Human error

(inexperience, negligence, carelessness)



Loss through corrosion of the original container

Soil pollution

The presence of hazardous waste can pose a potential risk of soil contamination. In this regard, TEMA Group has stored chemicals in special containers to prevent their possible spillage. There are no underground tanks but there is a 1000-liter diesel tank (fluxing tests) at the diesel room.

Air pollution

The plant's "piped" emissions into the atmosphere are only those inherent to the welding department.

TEMA Group performs the flue gas analyses, commissioning them from a specialized external laboratory. The analyses were found to be in compliance. No incidents related to atmospheric emissions have ever been reported.

2.7 Indirect environmental impacts

In addition to producing environmental impacts directly, as a result of the activities carried out, TEMA Group also produces environmental impacts indirectly, through the activities carried out by its suppliers, as part of the business relationships entered into with them.

These aspects are not reported in this report. Among the company's medium- to long-term sustainability

objectives is the mapping of the main indirect environmental impacts and the reporting of KPIs related to them. As already anticipated in the section on GHG emissions, TEMA Group collaborates with specialized external consultants in order to measure its Carbon Footprint, calculating, in addition to Scope 1 and 2 emissions, **indirect Scope 3 emissions**.





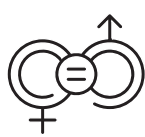
People

Material themes



Health and safety

This is a very important factor for the Group. A safe and healthy working environment contributes to building trust in the organisation.



Employee welfare and equal opportunities

A stimulating, inclusive and familiar working environment, capable of enhancing individual skills, is a competitive lever and is reflected in the quality of the offer.



Staff training and development

People's skills and specialisation are essential to propose a diversified and good offer. They ensure customer satisfaction and trust, leading to the consolidation of the relationship.

Targets and actions

In 2015, the United Nations approved the 2030 Agenda for Sustainable Development, which consists of 17 goals - Sustainable Development Goals, SDGs - to be achieved in the environmental, economic, social and institutional spheres by 2030.

On the occasion of the drafting of this document, these goals and their targets have been analysed; it is reported below how TEMA Group has contributed

positively and negatively to the achievement of these goals, with a specific focus on those SDGs related to the material issues identified. The actions that TEMA Group has implemented refer to the measures mentioned and reported in the in-depth factsheets published for each SDG on the UN Global Compact Network Italy website.⁶

SDG 3 Good health and well-being

The actions of TEMA Group:

- Introduce occupational safety systems to comply with obligations under national legislation, counteract accidents and injuries at work
- Adopt specific occupational health and safety prevention measures in the case of pregnant women, disabled employees or other vulnerable groups
- Promote a culture of health prevention internally
- Ensure the health and safety of the company's products and services for the benefit of consumers, employees and interest groups
- Provide regular training on occupational health and safety issues to all employees and within the supply chain

SDG 4 Quality education

The actions of TEMA Group:

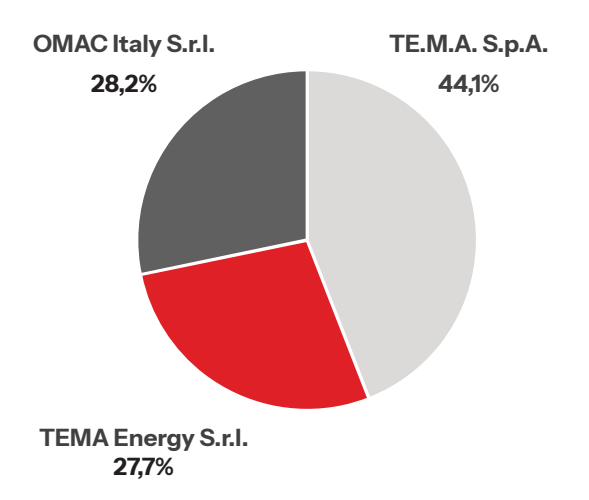
- Introduce a human resources management model that provides opportunities for continuous training and learning to enhance employees' skills
- Contribute to technological innovation to improve access and quality of education through the products and services that constitute the company's core business

⁶ <https://www.globalcompactnetwork.org/it/il-global-compact-ita/sdgs/business-sdgs.html>

3.1 Employees

Numbers and composition

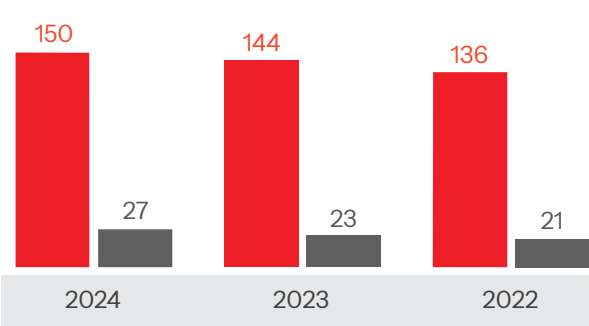
Breakdown of personnel by company - 2024



At the end of 2024, TEMA Group had a total of **177⁷ employees**, with an **increase of 10 units compared to 2023**; this increase is primarily determined by a constant growth trend in each of the group's companies; specifically, **TE.M.A. S.p.A. had an increase of 3 units (in commercial/purchasing/mechanical workshop departments)**, **TEMA Energy S.r.l. had an increase of 5 units (strengthening the mechanical workshop)**, and **Omac Italy S.r.l. had an increase of 2 units**.

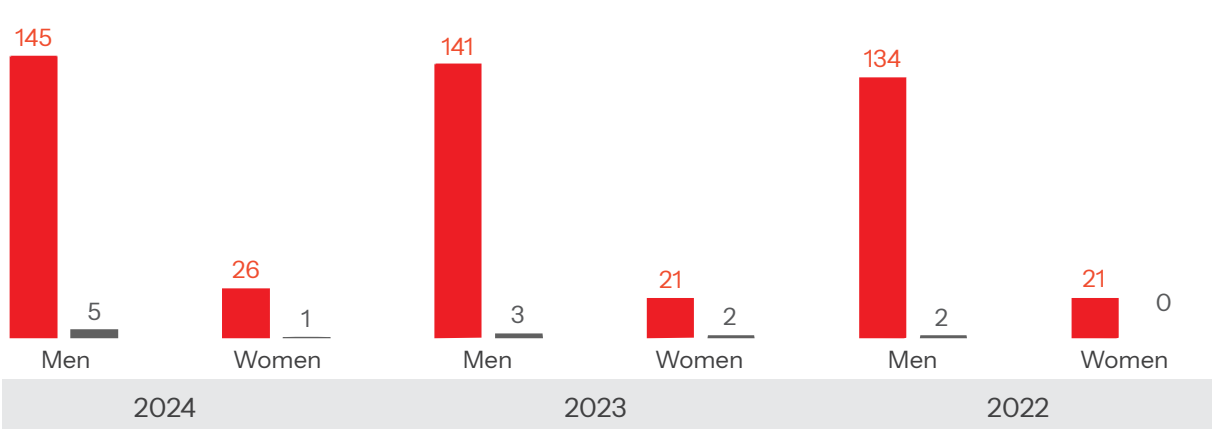
This process is in line with the constant expansion of activities and the consequent increase in turnover.

Composition by gender - TEMA Group



In 2024, the **male component of employees is 84,7%**, compared to **15,3% of the female** component. This gender asymmetry is caused by the characteristics of a significant part of the company's operational activity, which tends not to attract female candidates for “blue-collar” positions, since the work is carried out entirely on the shop floor.

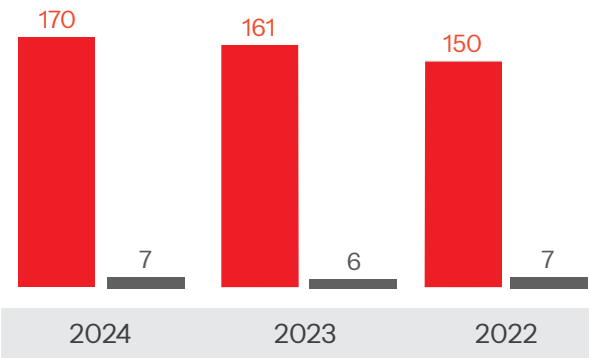
Type of contract by gender - TEMA Group



96,6% of personnel is hired with permanent contracts, a figure that confirms the Group's interest and focus on long-term employment relationships. The percentage is also similar for the years 2022 and 2023.

⁷ Unless otherwise stated, all figures below refer to the number of staff as at 31/12.

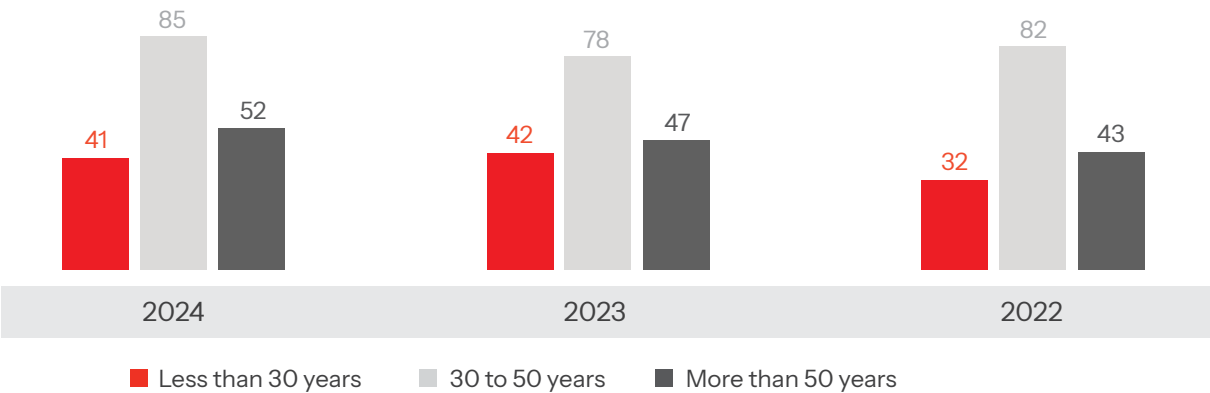
Full - part time contracts - TEMA Group



During 2024, **only 7 persons used a part-time contract**. In each of the last three years, the number of employees with a part-time contract was not relevant.

TEMA Group favours full-time employment, however, in a work-life balance perspective, it is willing to accommodate requests for part-time work in the event of return from illness, maternity or other special needs.

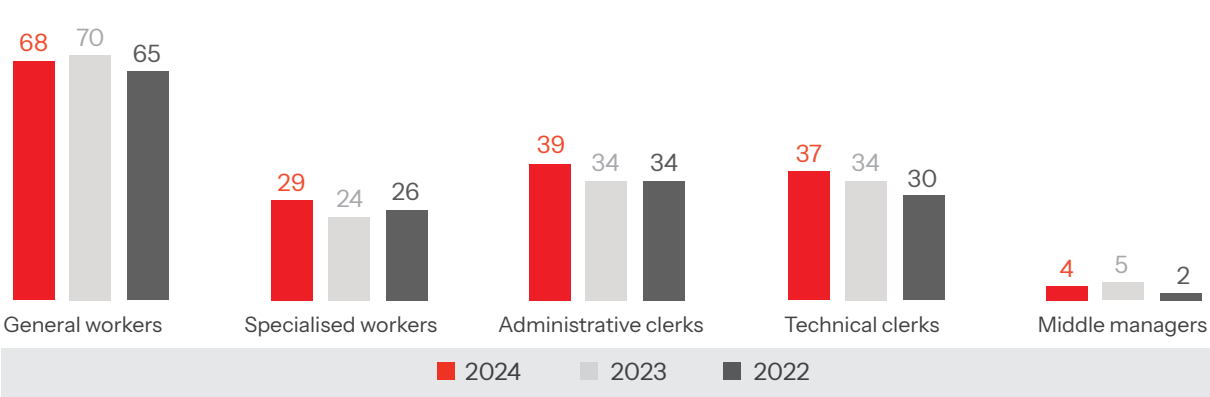
Employees by age - TEMA Group



The majority of persons in TEMA Group are **between 30 and 50 years old**. In line with the commitment to foster long-term working relationships, the predominance of young/middle-aged workers represents a strategic investment for the future of the Group.

Employees between 30 and 50 years old may be particularly open to continuous learning and training, contributing to the improvement of skills within the company.

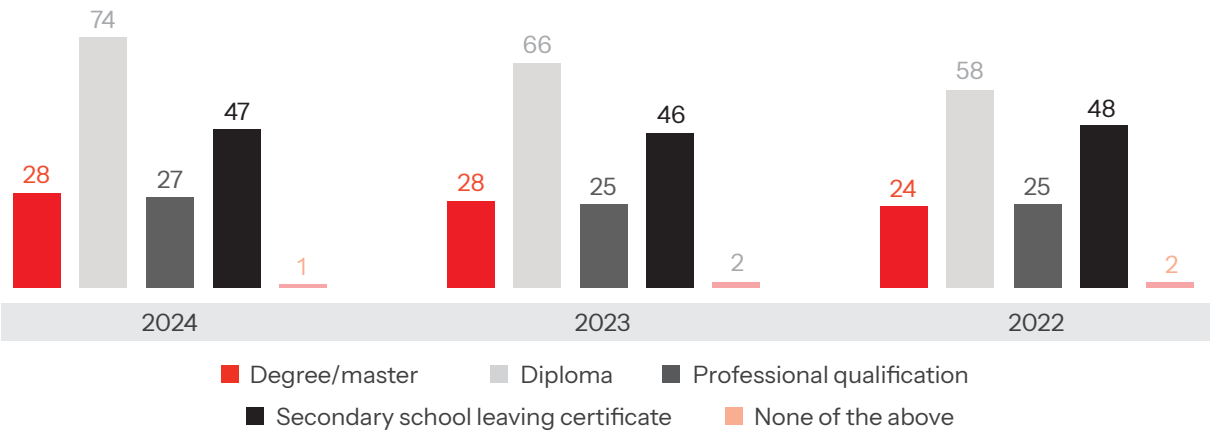
Composition by category - TEMA Group



The category with the highest number of units corresponds to **“general workers”**, accounting for about **40%** of the total number of employees over the three-year period; to this category are

added in significant numbers, **“technical clerks”** **“administrative clerks”**. All categories show consistent values over the three-year period, with no significant changes.

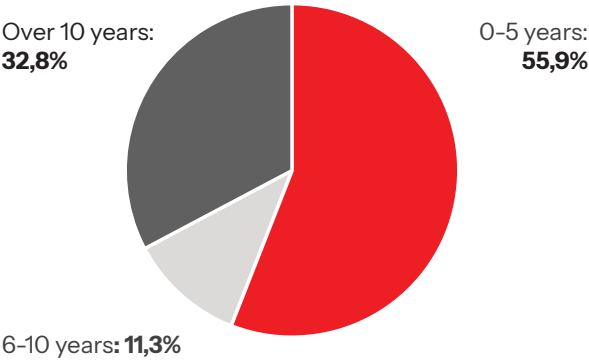
Composition by educational qualification



The most common educational qualification among TEMA Group employees is **diploma**, held by **41,8% of employees** (30,8% in TE.M.A. S.p.A., 61,2% in TEMA Energy S.r.l., 40,0% in OMAC Italy S.r.l.); **graduates** are progressively increasing over the three-year period

(from 24 to 28), **representing 15,8%** of the workforce at the end of 2024. On average, the female component has a higher level of qualification than the male component, in connection with its concentration in the clerical categories.

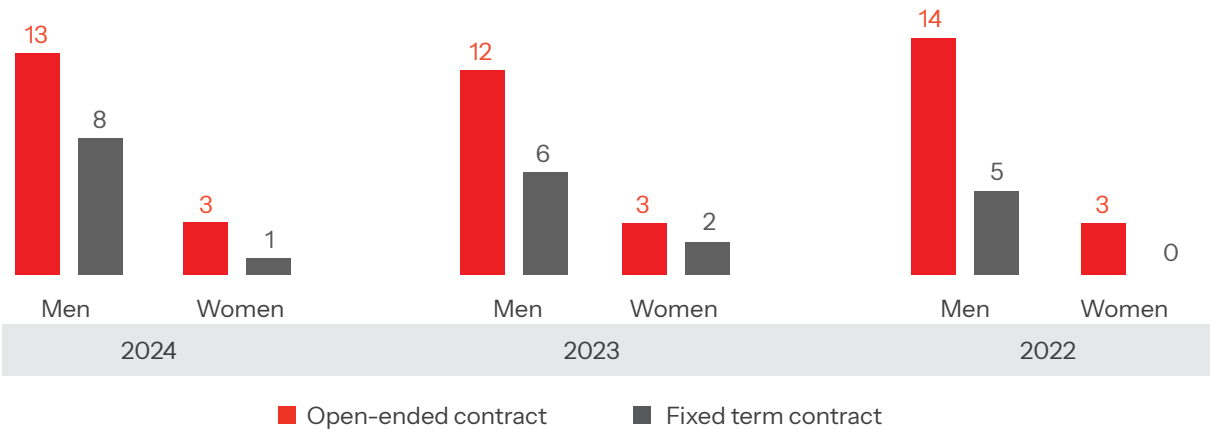
Seniority of service



Regarding seniority, **55,9% of the employees fall into the less than 5 years bracket**. This data is explained by the recent foundation of TEMA Energy S.r.l.: as it was only established in the year 2019, the company itself has a seniority of less than 5 years.

Turn over

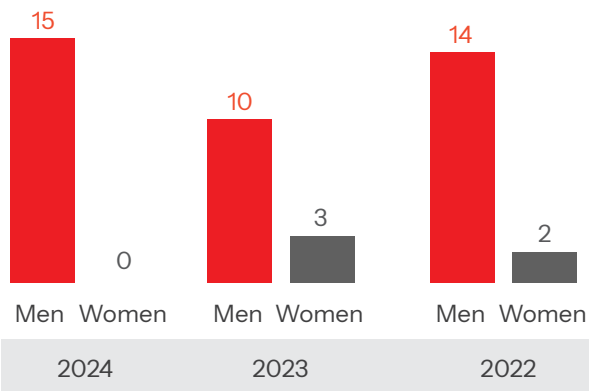
Recruitment by type of contract



During 2024, 25 persons were hired, 73,3% of whom were under the age of 30, with a **related turn-over rate of 15,0%**. The rate is given by the ratio **between**

the number of persons hired/retired by gender/age during the year and the number of persons employed **at the end of the previous year**.

Terminations



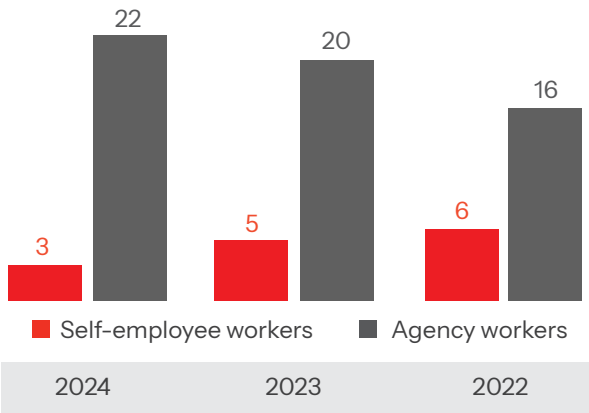
During 2024, **15 terminations occurred** (6 in T.E.M.A. S.p.A., 3 in TEMA Energy S.r.l., 6 in OMAC Italy S.r.l.), **with a related turn-over rate of 9,0%**. The turnover rate reflects a healthy balance between stability and renewal within the Group's companies.

The number of terminations has been stable over the last three years. They are mainly men and between the ages of 30 and 50. Most of the leavers fall into the blue-collar category. The group's objective is to reduce turnover rates and retain talented persons, fostering a stable and skilled workforce.

3.2

Workers who are not employee

Workers who are not employee by type



Non-employee workers in the company's workforce are represented by persons who have contracts with the company for the supply of labour ("**self-employed workers**"), temporary workers or workers provided by companies whose main activity is the "search, selection and supply of personnel", grouped together in the chart under the name "**agency workers**". These workers carry out activities that would otherwise be performed by employees.

The TEMA Group makes use of both agency workers and self-employed workers. The number of non-employee workers is **approximately the same over the three-year period**.

3.3

Contracts

All employees are covered by the **Italian Metal-Mechanics Collective Contract**. This contract sets the working conditions, rights and duties of workers in the metalworking sector, providing a clear and stable framework for all employees.

The National Metal-Mechanics Collective Contract provides for membership of the **Metasalute Supplementary Health Care Fund**. This Fund, set up to provide supplementary health benefits in addition to those offered by the National Health Service, is dedicated to workers in the metalworking and plant installation industry, with costs entirely borne by the

company. Metasalute offers several health plans and, depending on the National Collective Bargaining Agreement (CCNL), workers can take advantage of one of five health plans available until 2026.

Self-employed and agency workers do not benefit from the same conditions as employees with a collective agreement. This is due to the different nature of their employment relationship with Group companies. However, TEMA Group is committed to ensuring that all persons working for the Group, in whatever capacity and under whatever contractual form, are treated with fairness and respect.

3.4 Staff training and development

Principles and policies

Training is central to the development of people's professionalism and careers. The importance of training activities is reflected in the corporate policies formalised in TEMA Group's Code of Ethics, Sustainability Statement and Integrated Policy.

Training is considered very important in a twofold perspective: on one hand, to improve and increase the wealth of knowledge, skills and competencies of workers and to ensure their suitability to professionally cover organisational roles and functions, enabling them to successfully face the complexity and changes of the market.

On the other hand, to support the personal development of the worker, so that participation, involvement and corporate welfare can find expression and realisation in the daily operational activity of each person.

The training courses that TEMA Group provides to its employees are aimed at enhancing the individual skills of the workers, who thus benefit from them in their daily work. Training also enables TEMA Group to maintain and develop more and more distinctive competitive advantages that enable it to successfully cope with the complexity and changes of the market.

The management of training

Each year, a training programme is defined by the management, together with the heads of functions and special processes of each company, basing on the identified needs and the minimum training requirements for each business process.

The training plan must be formalised by the QHSE ("Quality, Health and Safety, Environment") department and approved by the Executive Board.

Annually, the polyvalence matrix is updated, in which the specific competences for each company

function are identified. At the beginning of the year, the Executive Board and/or the head of function defines the expected value (insufficient, sufficient, good, excellent) of individual employees for each competence. At the end of the year, again the General Management and/or function managers record the value achieved in the polyvalence matrix. The possible negative gap, detected between the value achieved and the expected value, triggers the different training needs.

The recording of the training activities carried out is ensured through the following measures:

- For each training course organised by the TEMA Group, a staff training record is compiled;
- In-service training for special process operators is recorded on the in-service training record form;
- The courses carried out by the personnel are recorded for each resource on the training and professionalism sheet;
- A qualification certificate is issued in the case of training carried out for operators of special welding and laser processes.

The QHSE Manager or his delegate, with the help of the function managers, assesses the effectiveness of the courses carried out by means of a short quiz consisting of 5 questions. Each answer is given a maximum score of 20%.

The course is assessed as effective if the score achieved on the test is $\geq 80\%$. The test must be taken no earlier than three months after completion of the course and no later than 6 months.

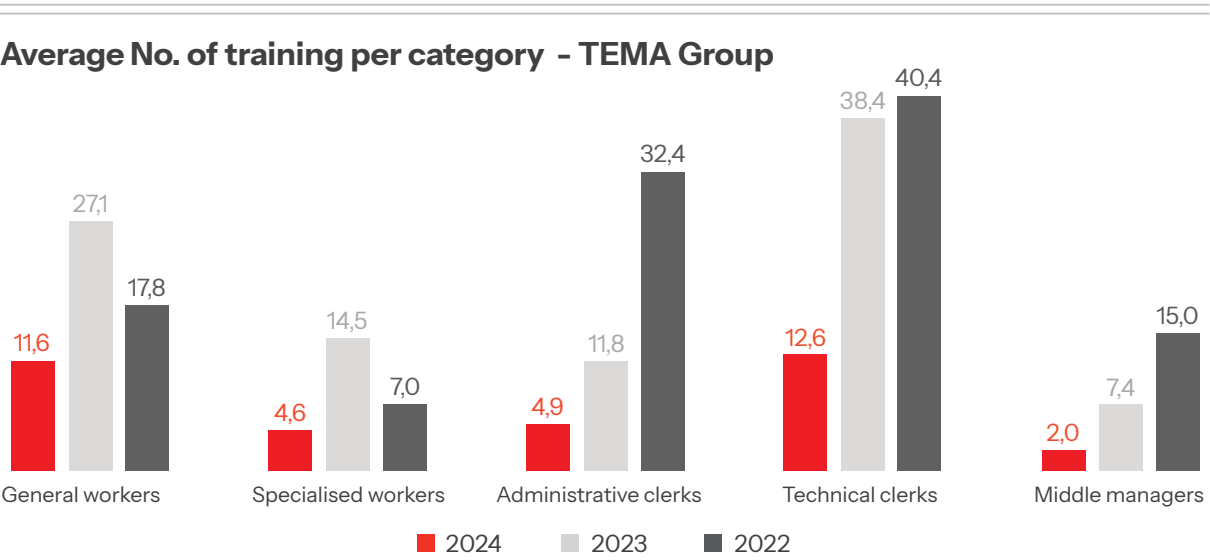
Training metrics

TEMA Group considers **training a central element for the growth and continuous improvement of its employees**. Over the past three years, training activities have been carried out consistently, involving both **blue-collar** and **white-collar staff**, with a **balanced distribution of training hours**.

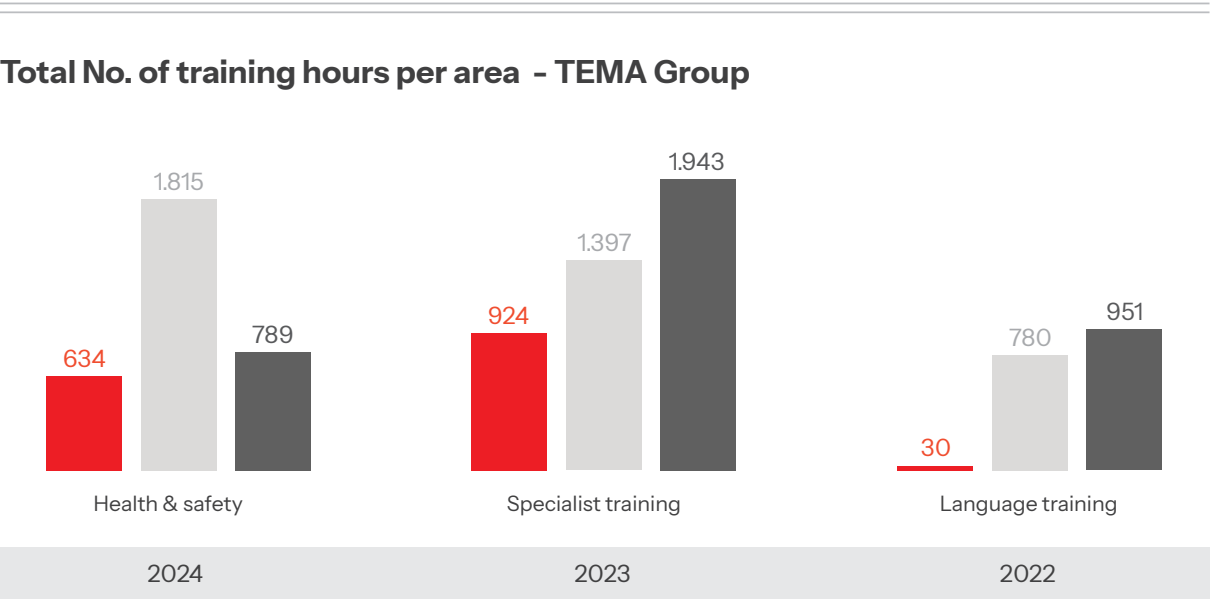
In 2024, the group provided 1,588 hours of recorded training. The decrease compared to 2022 and 2023 is related to the extraordinary nature of some of the courses held during those periods. However, these figures do not represent the totality of the

time spent on training, as **a significant amount of in-house training is provided within TEMA Group, which is essential for the development of skills and professional development of staff**.

These internal training activities, which include **on-the-job sessions, shadowing, technical updates and professional development initiatives**, are **not accounted for in the official figures, but contribute significantly to the growth of skills within the Group**.



With regard to 2023 and 2022, one of the reasons why there were more training hours is that there was a greater availability of external funds dedicated to training ("**financed training**").





In 2024, **specialised training accounts for 58,2% of the total.**

During 2024, the TEMA Group provided various training courses with the aim of improving employees' skills and promoting professional development.

The courses covered a variety of topics, including specific training for **coordinators of emergency teams and for persons in charge of the use of mobile elevating work platforms. Courses on UNI EN ISO 9001:2015, 45001:2018 and 14001:2015** were offered to ensure that employees are up-to-date with the latest quality and safety standards.

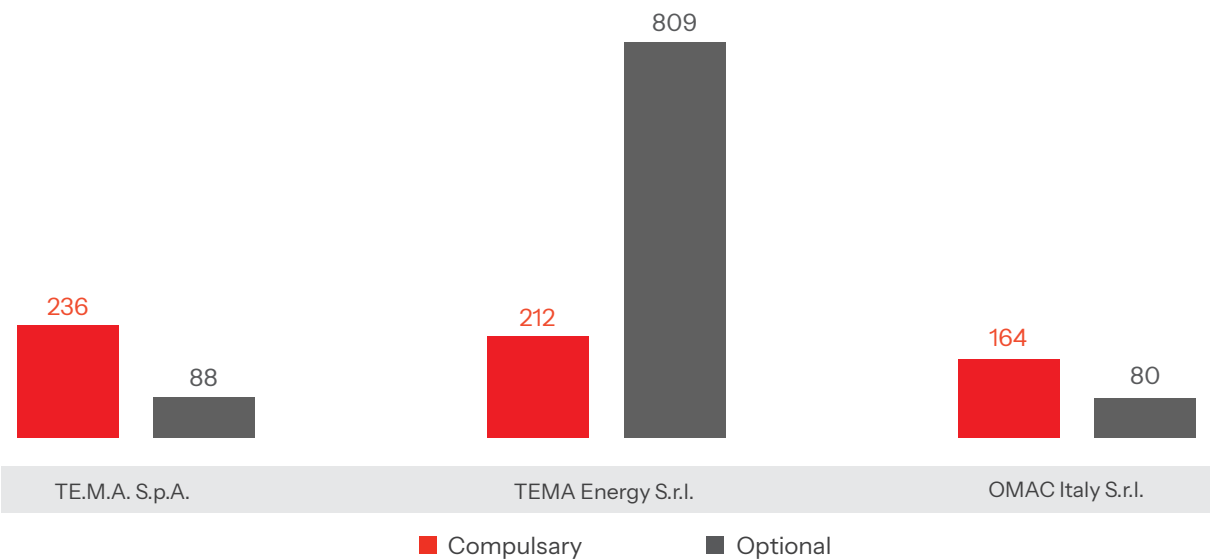
In addition, the Group provided specific courses for forklift drivers and product metallurgical quality control workers. These courses are meant to improve employees' technical skills and ensure that they are

able to perform their tasks effectively and safely.

Training courses on **methodological techniques for defect diagnosis, NADCAP, failure analysis, visual method level 2 and penetrant method level II according to EN 4179 and EN ISO 9712** were also provided during 2023. These courses provided employees with the necessary skills to proactively identify and solve problems.

Finally, training courses were provided on **soft skills for project managers, training and preparation for the level III examination according to EN ISO 9712, technical drawing courses: AutoCAD and English language courses at various levels.** These courses helped develop employees' soft skills and improve their ability to communicate effectively in an international context.

Total hours of compulsory and optional training - 2024



The **significant share of optional training hours** certifies the importance that TEMA Group gives to the topic, with commitment and constancy.

Performance evaluation

The evaluation is carried out by the **heads of function**, in respect of each employee. **Each head of function, in turn, is evaluated by the managing director. All workers are involved in this evaluation process.** Employees who are found to be lacking in this evaluation process are given training courses.

Internal communication

An open communication and the direct **involvement of workers and managers** is the **most effective way to solve any work-related problems**.

TEMA Group guarantees the right of workers to **freely associate, join or not join a trade union, to be represented and to participate in company councils in accordance with local laws**. Workers are allowed to **openly communicate and voice any complaints to management regarding working conditions and management practices, without fear of retaliation, intimidation or harassment**.

A **box** has been installed in an accessible place, where workers can enter their **requests or reports anonymously**. This system ensures confidentiality

and allows workers to freely express their concerns or suggestions, thus contributing to improving the working environment.

In addition, TEMA Group provides a **company notice board** where are **shared important communications** and useful **information** for employees. Last but not least, the **Human Resources department is always available to personally collect requests, reports or suggestions, guaranteeing a direct and immediate approach**. These tools are designed to foster **transparent and constructive communication**, creating a **cohesive and collaborative working environment**.

3.5

Salaries

Remuneration policies

Remuneration is determined on the basis of the provisions of the **CCNL**, taking into account the worker's previous experience, skills, seniority and career path. Assessments are based exclusively on merit, expectations and the complexity of the role to be filled; the market average for the specific position is always taken into account.

All personnel, both employees and temporary staff, of each of the Group's companies, received gross remuneration above the salary considered adequate for a **decent standard of living**. (between EUR 15,000 and EUR 16,000).

TEMA Group strongly believes in equal opportunities and in a meritocratic policy: equal opportunities are guaranteed, regardless of gender.

Rewards, incentives and bonus

Employees may receive specific rewards or bonus in order to enhance their commitment, dedication and achievements.

Such incentives may technically take the form of a bonus, step-up or pay increase and may be awarded to each employee based on an assessment by management and/or department heads of the achievement of company objectives.

This incentive system is designed to motivate employees to give their best and actively contribute to the company's success. Rewards are a key element of human resource management strategy, incentivizing employees to achieve TEMA Groups goals and recognizing their efforts when goals are met.

3.6 **Non-discrimination, diversity and equal opportunities**

Principles and policies

All personnel management processes - from evaluation, selection and recruitment to the management of relations with workers throughout the evolution of the employment relationship - respect the principle of non-discrimination and equal opportunity.

In this regard, TEMA Group prevents all forms of harassment and illegal discrimination against workers and collaborators.

The activities of **selection, hiring, grading, training, remuneration and professional growth** of employees respond exclusively to objective assessments regarding the existence of the professional and personal characteristics necessary for the

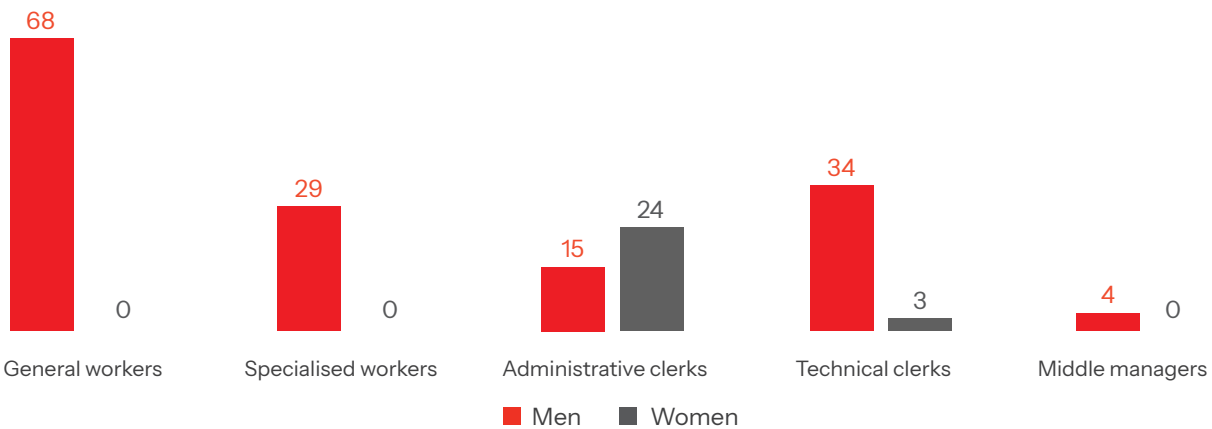
performance of the work to be carried out, and the abilities demonstrated in the performance of the same, so as to exclude any form of discrimination based on sex and/or sexual orientation, race, language, religion, political opinion, personal and social conditions.

These commitments are formalized in the **Code of Ethics, the Sustainability Statement and the Integrated Policy.**

Below are some metrics and data regarding the composition of the workforce, reflecting the company's efforts to manage and integrate the diversity of its workforce.

The composition of employees by category and gender

Composition by category and gender - 2024 - TEMA Group



The female component is concentrated in the “administrative clerks” and “technical clerks” category, while it is completely absent in the “blue collar” and “middle managers” categories.

Due to the characteristics of the work to be performed, it is difficult to include female figures to cover jobs that presuppose a heavy physical commitment. However,

TEMA Group is always open to the possibility of including female operational personnel if the opportunity arises.

It is reported that the senior management of the Group is represented solely by the figure of the chief executive officer.

People with disability

The number of **employees with disabilities at the end of 2024 is 7.**

TEMA Group's objective for the next year is to welcome other people with disabilities, in accordance with the requirements of various jobs. The Group is committed to creating a work environment suitable for the specific needs of people with disabilities.

Reporting harassment and/or discrimination

All the companies in TEMA Group have a reporting channel – Whistleblowing – assuring the confidentiality of the reporter. In addition to wrongdoing and violations of regulations, violations of the Code of Ethics and internal procedures aimed at protecting workers' rights, including reporting harassment and/or

discrimination, can be reported through the channels. **In the three-year period 2022-2024, no reports were received** regarding incidents of harassment and/or discrimination in the workplace, nor was any litigation pending.

3.7 Work-life balance, welfare and other initiatives

Principles and policies

TEMA Group is committed to **improving the well-being and proper work-life balance of its workers.** Each Group company has always been committed to creating a work environment that respects employees' personal needs and promotes a balance between professional and personal responsibilities.

Smart working

TEMA Group experienced smart working, but, especially for some roles and tasks, smart working is not a sustainable work mode. However, agile working modes are not prohibited, and in case of special and temporary needs, TEMA Group is always ready to evaluate individual solutions, to reconcile the specific personal needs of employees.

Flexible hours

The Group has implemented a flexible time system that provides employees (clerks) with tolerance on clocking in, thus allowing them to better manage their time and better reconcile work and personal needs.

Leaves

All employees are covered by collective bargaining agreements; therefore, potentially 100% of employees have the right to maternity/paternity leave. **During 2024, 11 requests for leave were communicated: the company granted all requests received. The rate of return and job retention after 12 months was 100%.** As a rule, all persons taking leave return to work in their original position.

Social protection and main contractual welfare provisions

TEMA Group guarantees **all employees**, including temporary and self-employed workers, **comprehensive coverage through a legally and contractually defined social protection system**. This protection includes illness, occupational accidents, acquired disability, unemployment, parental leave and retirement, ensuring security and stability for every worker.

Within the framework of corporate welfare, TEMA Group offers further **protection tools**, including **Life and Permanent Disability Insurance**, which guarantees financial support in the event of tragic events such as death or permanent disability.

Cometa Fund and other individual funds allow employees to build up a pension capital in addition to that provided by **INPS**.

In addition, there is the possibility of requesting advances on **severance pay, providing immediate economic support in case of need**.

To complete the welfare initiatives, the TEMA Group activated some **prevention programmes and medical examinations**, ensuring its workers access to check-ups and specialist controls. In addition, **eye examinations** are provided for employees, underlining the centrality of wellbeing and health within the corporate culture.

These measures strengthen the **culture of responsibility and care** for the people working in the Group, confirming an ongoing commitment to improving the quality of life of employees.

3.8

Health and safety

All workers of TEMA Group, including non-employees, are covered by the health and safety system. Health and safety management system in TEMA Energy S.r.l. is certified with **UNI EN ISO 45001:2018**. **All Group companies, through the integrated policy**, are committed to ensuring a **safe and healthy work environment through an appropriate prevention and protection system**.

Every year, TEMA Group strives to set health and safety goals to reduce accidents and minimize risks, in accordance with European directives/regulations and national laws.

Targets are defined in monitoring tables, risks and opportunities periodically analysed with specific context analyses.

TEMA Group organizes periodic meetings between the Head of the Prevention and Protection Service and the Workers' Safety Representative for worker consultation and participation in the development, planning, implementation and evaluation of occupational safety performance and actions for the improvement of the system itself.

3.9

Affected communities

Affected communities are defined as those people or groups who live or work in the same area and have been or may be affected by the operations of the reporting Group or its upstream or downstream value chain. **"Affected communities" thus include both those living near the locations where each of the Group's companies operates (local communities) and those further away.**

TEMA Group recognizes the importance of establishing positive and lasting relationships with all communities affected by its activities. In managing

these relationships, however, the communities on which TEMA Group can act most relevantly and directly are those located in the areas where the companies' headquarters are located. In particular, therefore, the affected communities on which the materiality analysis, and consequently also the sustainability reporting, has focused, are the local communities (with regard to TEMA Energy S.r.l., for example, the communities located in the municipality of Casazza, the mountain community and, in general, the communities in the Bergamo area).

TEMA Group is committed to respecting the rights and expectations of local affected communities. Dialogue takes place in an open, transparent and constructive manner, seeking to reduce its negative impacts and generate positive impacts, described in the materiality analysis.

During 2024, TEMA Group allocated a total of **€39.287 to social, sporting and territorial initiatives**, reinforcing its commitment to the communities with which it works. Through donations and sponsorships, the Group's various companies supported projects ranging from health care to social integration, and the promotion of events and sports activities.

Among the most significant interventions, the group has contributed **to the Papa Giovanni XXIII Hospital (Bergamo) for the purchase of an emergency paediatric ventilation system**, highlighting a concrete commitment to improving the healthcare infrastructure in its area, and has financially **supported a football team made up of immigrants**: an initiative that promotes social integration through sport.

In addition to these, the group also distributed resources on several fronts, among which we highlight the financing of transport services for people with disabilities and the support to local events.

The thematic areas touched by these actions include the social, health, sports and cultural sectors, with a direct impact on territories such as Bergamo and its province. This financial support testifies to the TEMA Group's constant commitment to **actively contributing to the wellbeing of communities, promoting projects that generate social value and foster territorial cohesion**.



Key performance indicators



Key performance indicators

Governance and organisational details

Company	NACE code
TE.M.A. S.p.A.	28.99 - Manufacture of other special-purpose machinery (including parts and accessories).
TEMA Energy S.r.l.	28.21 - Manufacture of ovens, furnaces and furnace burners.
OMAC Italy S.r.l.	28.99 - Manufacture of other special-purpose machinery not elsewhere classified (including parts and accessories).

GOVERNANCE STRUCTURE AND COMPOSITION

Board of directors' composition				
Company	Nr. men	Nr. women	% men	% women
TEMA Energy S.r.l.	2	0	100,0%	0,0%
OMAC Italy S.r.l.	2	1	66,7%	33,3%

TE.M.A. S.p.A. : No board of directors

COMPLIANCE WITH LAWS AND REGULATIONS

Cases of non-compliance	2024	2023
Total number of significant instances of non-compliance with laws and regulations during the reporting period	0	0
Total number and the monetary value of fines for instances of non-compliance with laws and regulations that were paid during the reporting period	0	0

CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN

Number of cases	2024	2023
Total number and nature of confirmed incidents of corruption	0	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	0	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	0

LEGAL ACTIONS FOR ANTI-COMPETITIVE BEHAVIOR, ANTI-TRUST, AND MONOPOLY PRACTICES

Number of cases	2024	2023
Anti-competitive behaviours	0	0
Antitrust violations	0	0
Monopolistic practices	0	0

CUSTOMER PRIVACY

Number of cases	2024	2023
Substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0

During 2024, there were no complaints from the authorities concerning the management of personal data, and no “data breach” episodes were recorded.

Environmental KPI

ENERGY CONSUMPTION WITHIN THE ORGANIZATION

Breakdown of energy consumption (MWh)	2024	2023 ⁸
Purchased electricity	1.039,1	984,8
Self-generated electricity (renewable)	256,6	223,7
Natural gas	1.469,7	1.313,6
Company fleet utilisation	366,9	358,9
Diesel for test runs	110,0	110,0
Total	3.242,4	2.991,0

DIRECT (SCOPE 1) GHG EMISSIONS & ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

GHG emissions (t/CO ₂ eq)	2024	2023
Scope 1	509,3	402,2
Scope 2 (Location based)	277,8	265,0
Total GHG emissions	787,1	667,2

⁸ Not all data reported for the year 2023 were collected accurately (e.g. company fleet), as compared to 2024. It was decided to provide an estimate of the consumption generated and emissions produced, as accurate as possible.

Breakdown of waste management (2024)	Tons	%
Recovery (R13)	156,9	90,4%
Disposal (D15)	16,7	9,6%
Total	173,6	100,0%

None of the Group companies had any legal proceedings pending or received any administrative or financial sanctions for violating environmental regulations in 2024 and previous years.

Social KPI

Breakdown of personnel for each TEMA Group company	2024	2023	2022
TE.M.A. S.p.A.	78	75	69
TEMA Energy S.r.l.	49	44	39
OMAC Italy S.r.l.	50	48	49
TEMA GROUP	177	167	157

Type of contract by gender	2024		2023		2022	
	Men	Women	Men	Women	Men	Women
Open-ended contract	145	26	141	21	134	21
Fixed term contract	5	1	3	2	2	0
Total	150	27	144	23	136	21

Breakdown of personnel by full time / part time contracts	2024	2023	2022
Full time	170	161	150
Part time	7	6	7
Total	177	167	157



Full-part time contracts by gender 2024	Men	Women
Full time	149	21
Part time	1	6
Total	150	27

Composition by gender	2024	2023	2022
Men	150	144	136
Women	27	23	21
Total	177	167	157

Employees: composition by age	2024	2023	2022
Less than 30 years	41	42	32
30 to 50 years	85	78	82
More than 50 years	52	47	43
Total	177	167	157

Employees: composition by age and gender - 2024	Men	Women
Less than 30 years	31	10
30 to 50 years	73	12
More than 50 years	46	5
Total	150	27

Turnover rate by gender				
	Hiring rate		Termination rate	
	2024	2023	2024	2023
Men	14,6%	13,2%	10,4%	7,4%
Women	17,4%	23,8%	0,0%	14,3%
Total	15,0%	14,6%	9,0%	8,3%

Training	2024	2023	2022
Total TEMA GROUP hours of training	1.588	3.992	3.683
Average hours of training per employee	9,0	23,9	23,5

Average no. of training per category and gender - 2024 - TEMA GROUP	Men	Women
General workers	10,1	0,0
Specialised workers	4,6	0,0
Administrative clerks	3,9	3,5
Technical clerks	9,0	53,9
Middle managers	2,0	0,0

Non-employee personnel by type	2024	2023	2022
Self-employed workers	3	5	6
Self-employed workers	22	20	16
Total	25	25	22

ANNUAL TOTAL WAGE

The ratio of the annual total pay of the highest-paid person within the company to the median annual total pay of all employees (excluding the highest-paid person) – referred to as the “annual total pay rate” – has been around 3.5 for the past three years.

Annual total wage rate	2024	2023	2022
TE.M.A. S.p.A.	2,29	2,31	2,15
TEMA Energy S.r.l.	3,74	3,84	3,37
OMAC Italy S.r.l.	2,80	3,47	3,32

SOCIAL DIALOGUE

Coverage rate	Collective bargaining coverage
	Employees – EEA
80 - 100%	Country: Italy
Coverage rate ⁹	Social dialogue
	Employees – EEA
0 - 19%	Country: Italy

MATERNITY/PATERNITY LEAVE: RATE OF RETURN AND JOB RETENTION

	2024		2023		2022	
	Men	Women	Men	Women	Men	Women
Number of eligible employees who took maternity/paternity leave	2	3	2	3	4	1
% eligible employees who took maternity/paternity leave	1,3%	11,1%	1,4%	13,0%	2,9%	4,8%
Rate of return to work	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%
Rate of job retention after 12 months (retention)	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%

⁹ Percentage of employees covered by employee representatives, for each EEA country where the enterprise has a significant level of employment (ESRS S1-8).

PARENTAL LEAVE

	2024		2023		2022	
	Men	Women	Men	Women	Men	Women
Number of eligible employees who took parental leave	2	2	4	3	5	1
% eligible employees who took parental leave	1,3%	7,4%	2,8%	13,0%	3,7%	4,8%
Rate of return to work	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%
Rate of job retention after 12 months (retention)	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%

LEAVE FOR CARE - FAMILY ASSISTANCE

	2024		2023		2022	
	Men	Women	Men	Women	Men	Women
Number of eligible employees who took care leave	2	0	2	2	2	0
% eligible employees who took care leave	1,3%	0,0%	1,4%	8,7%	1,5%	0,0%

INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN

Cases/episodes	2024	2023
Total number of discrimination episodes during the reporting period	0	0

INCIDENTS OF NON-COMPLIANCE CONCERNING THE HEALTH AND SAFETY IMPACTS OF PRODUCTS AND SERVICES

Cases/episodes	2024	2023
Number of incidents of non-compliance concerning health and safety impacts of products and services	0	0

INDICATORS ON OCCUPATIONAL ACCIDENTS AND DISEASES FOR EMPLOYEES

Annual total wage rate	2024	2023	2022
No. accidents at work (excluding commuting*)	2	6	1
of which fatal	-	-	-
of which with serious consequences	1	-	-
No. commuting accidents	-	1	2
No. hours worked	311.231	291.518	208.155
Accident rate/Total frequency index (total no. of accidents hours worked x 1,000,000)	6	21	5
Accident rate with serious consequences	3	-	-
No. of recorded cases of occupational diseases	1	-	-
Of which fatal	-	-	-
No. days of absence** for accidents and occupational diseases	86	81	6
Severity index (days of absence per accident/hours worked x 1,000)	0,276	0,278	0,029

* Journeys to and from the place of work, other than by means of company-operated vehicles and without a role played by the company itself. The "in itinere" component is not considered in the following indicators.

** For calculation purposes, calendar days should be taken into account; accordingly, days on which the person concerned is not expected to work (e.g. weekends or holidays) will count as days lost



GRI Table of contents

The Global Reporting Initiative (GRI) is one of the leading international standards for sustainability reporting, designed to ensure transparency and comparability in ESG disclosures.

While this report does not yet fully address all the required criteria, it represents an initial effort to

align with these standards. The approach focuses on a gradual enhancement of information coverage, aiming to improve the quality and completeness of data year after year, in accordance with international best practices.

Statement of use	TEMA Group has reported the information cited in this GRI content index for the period 01-01-2024 / 31-12-2024 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	1.1 TEMA Group's business 1.2 TEMA Group's governance Governance and organisational details
	2-2 Entities included in the organization's sustainability reporting	1.1 TEMA Group's business 1.2 TEMA Group's governance Governance and organisational details
	2-3 Reporting period, frequency and contact point	Purpose of the document and methodological note
	2-6 Activities, value chain and other business relationships	1.1 TEMA Group's business 1.2 TEMA Group's governance 1.7 The supply chain 1.11 Material topics: policies, actions and objectives Governance and organisational details
	2-7 Employees	3. People Social KPI
	2-8 Workers who are not employees	3. People Social KPI
	2-9 Governance structure and composition	1.2 TEMA Group's governance Governance and organisational details
	2-11 Chair of the highest governance body	1.2 TEMA Group's governance Governance and organisational details
	2-12 Role of the highest governance body in overseeing the management of impacts	1.2 TEMA Group's governance 1.4 The path to sustainability Governance and organisational details
	2-13 Delegation of responsibility for managing impacts	1.2 TEMA Group's governance 1.5 Management systems, certifications and sustainability policies

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	1.2 TEMA Group's governance Governance and organisational details
	2-21 Annual total compensation ratio	Social KPI
	2-22 Statement on sustainable development strategy	1.2 TEMA Group's governance 1.4 The path to sustainability 1.5 Management systems, certifications and sustainability policies
	2-23 Policy commitments	1.2 TEMA Group's governance 1.4 The path to sustainability 1.5 Management systems, certifications and sustainability policies 1.11 Material topics: policies, actions and objectives
	2-24 Embedding policy commitments	1.2 TEMA Group's governance 1.4 The path to sustainability 1.5 Management systems, certifications and sustainability policies 1.11 Material topics: policies, actions and objectives
	2-25 Processes to remediate negative impacts	1.10 Material topics: impacts, risks and opportunities
	2-26 Mechanisms for seeking advice and raising concerns	1.2 TEMA Group's governance
	2-27 Compliance with laws and regulations	1.2 TEMA Group's governance 1.5 Management systems, certifications and sustainability policies Governance and organisational details "Policies" section in every chapter
	2-29 Approach to stakeholder engagement	1.4 The path to sustainability 1.6 Relationships with stakeholders 1.11 Material topics: policies, actions and objectives
	2-30 Collective bargaining agreements	3.3 Contracts Social KPI
	3-1 Process to determine material topics	Purpose of the document and methodological note 1.10 Material topics: impacts, risks and opportunities 1.11 Material topics: policies, actions and objectives
GRI 3: Material Topics 2021	3-2 List of material topics	1.10 Material topics: impacts, risks and opportunities 1.11 Material topics: policies, actions and objectives
	3-3 Management of material topics	Purpose of the document and methodological note 1.2 TEMA Group's governance 1.5 Management systems, certifications and sustainability policies 1.10 Material topics: impacts, risks and opportunities 1.11 Material topics: policies, actions and objectives

GRI Standard	Disclosure	Location
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	1.3 Economic results: economic value generated and distributed
	201-4 Financial assistance received from government	1.3 Economic results: economic value generated and distributed
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	1.2 TEMA Group's governance
	205-3 Confirmed incidents of corruption and actions taken	1.2 TEMA Group's governance Governance and organisational details
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance and organisational details
GRI 302: Energy 2016	302-1 Energy consumption within the organization	2.2 Energy Environmental KPI
	302-3 Energy intensity	2.2 Energy Environmental KPI
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	2.4 Water
	303-3 Water withdrawal	2.4 Water
	303-4 Water discharge	2.4 Water
	303-5 Water consumption	2.4 Water
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2.3 GHG emissions Environmental KPI
	305-2 Energy indirect (Scope 2) GHG emissions	2.3 GHG emissions Environmental KPI
	305-4 GHG emissions intensity	2.3 GHG emissions Environmental KPI
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	1.10 Material topics: impacts, risks and opportunities 2.5 Waste and circular economy
	306-2 Management of significant waste-related impacts	1.10 Material topics: impacts, risks and opportunities 2.5 Waste and circular economy
	306-3 Waste generated	2.5 Waste and circular economy Environmental KPI
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	1.7 The supply chain
	308-2 Negative environmental impacts in the supply chain and actions taken	1.7 The supply chain 1.10 Material topics: impacts, risks and opportunities
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	3.1 Employees Social KPI
	401-3 Parental leave	3.1 Employees Social KPI

GRI Standard	Disclosure	Location
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	3.8 Health and safety Social KPI
	403-2 Hazard identification, risk assessment, and incident investigation	3. People 3.8 Health and safety Social KPI
	403-5 Worker training on occupational health and safety	3.4 Staff training and development 3.8 Health and safety Social KPI
	403-6 Promotion of worker health	3.7 Work-life balance, welfare and other initiatives 3.8 Health and safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	1.10 Material topics: impacts, risks and opportunities 1.11 Material topics: policies, actions and objectives
	403-8 Workers covered by an occupational health and safety management system	3.8 Health and safety Social KPI
	403-9 Work-related injuries	3.8 Health and safety Social KPI
	403-10 Work-related ill health	3.8 Health and safety Social KPI
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	3.4 Staff training and development Social KPI
	404-2 Programs for upgrading employee skills and transition assistance programs	3.4 Staff training and development Social KPI
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	3.6 Non-discrimination, diversity and equal opportunities Governance and organisational details Social KPI
	405-2 Ratio of basic salary and remuneration of women to men	3.6 Non-discrimination, diversity and equal opportunities Social KPI
	406-1 Incidents of discrimination and corrective actions taken	3.6 Non-discrimination, diversity and equal opportunities Social KPI
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	1.10 Material topics: impacts, risks and opportunities 1.11 Material topics: policies, actions and objectives 3.9 Affected communities
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	1.10 Material topics: impacts, risks and opportunities
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Social KPI
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance and organisational details

Index of VSME contents



Index of VSME contents

TEMA Group has reported the information required by the Basic Module of the Voluntary Sustainability Reporting Standards for Non-listed SMEs (VSME), while incorporating select details from the Comprehensive Module. This approach ensures a clear and accessible overview of the company's sustainability efforts, addressing transparency expectations from stakeholders and business partners.

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Basic Module

General Information

B1 - Basis for Preparation

Basis for Preparation and other undertaking's general information	Purpose of the document and methodological note
List of subsidiaries	1.1 TEMA Group's business 1.2 TEMA Group's governance
Disclosure of sustainability-related certification(s) or label(s)	1.4 The path to sustainability 1.5 Management systems, certifications and sustainability policies
List of site(s)	1.1 TEMA Group's business 1.2 TEMA Group's governance

B2 - Practices, policies and future initiatives for transitioning towards a more sustainable economy

Practices, policies and future initiatives for transitioning towards a more sustainable economy	Letter to stakeholders Purpose of the document and methodological note 1.4 The path to sustainability 1.5 Management systems, certifications and sustainability policies 1.11 Material topics: policies, actions and objectives
Cooperative specific disclosures	N/A

Environmental Disclosures

B3 - Energy and greenhouse gas emissions

Total Energy Consumption (in MWh)	2.2 Energy Environmental KPI
Breakdown of energy consumption (in MWh)	2.2 Energy Environmental KPI
Estimated Greenhouse Gas Emissions considering the GHG Protocol Version 2004 (in tCO ₂ e)	2.3 GHG emissions Environmental KPI
Greenhouse gas emission intensity per turnover	2.3 GHG emissions Environmental KPI

B4 - Pollution of air, water and soil

2. Environment
Environmental KPI

B6 - Water

Water Withdrawal	2.4 Water
Water Consumption	2.4 Water

B7 - Resource use, circular economy and waste management

Description of circular economy principles	1.11 Material topics: policies, actions and objectives
Waste generated	2.5 Waste and circular economy Environmental KPI
Annual mass-flow of relevant materials used	-

Social Disclosures

B8 - Workforce - General characteristics

Type of contract	3.3 Contracts Social KPI
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Gender	3. People Social KPI
Country of employment	3. People Social KPI
Turnover rate	3. People Social KPI
B9 - Workforce – Health and safety	3.8 Health and safety Social KPI
B10 - Workforce – Remuneration, collective bargaining and training	3. People Social KPI
Governance Disclosures	
Convictions and fines for corruption and bribery	1.2 TEMA Group's governance 1.7 The supply chain 1.11 Material topics: policies, actions and objectives Governance and organisational details
Comprehensive Module	
General Information	
C1 - Strategy: Business Model and Sustainability – Related Initiatives	1.1 TEMA Group's business 1.2 TEMA Group's governance 1.4 The path to sustainability 1.5 Management systems, certifications and sustainability policies 1.6 Relationships with stakeholders 1.10 Material topics: impacts, risks and opportunities 1.11 Material topics: policies, actions and objectives
C2 - Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	Letter to stakeholders Purpose of the document and methodological note 1.2 TEMA Group's governance 1.4 The path to sustainability "Policies" section in every chapter
Social Disclosures	
C5 - Additional (general) workforce characteristics	3. People Social KPI
C6 - Additional own workforce information - Human rights policies and processes	3. People Social KPI 1.11 Material topics: policies, actions and objectives
C7 - Severe negative human rights incidents	3.6 Non-discrimination, diversity and equal opportunities Social KPI
Governance Disclosures	
C9 - Gender diversity ratio in the governance body	1.2 TEMA Group's governance 3.6 Non-discrimination, diversity and equal opportunities Social KPI
Additional Disclosures	
Disclosure of any other general and/or entity specific information on the reporting period	Purpose of the document and methodological note
	1.2 TEMA Group's governance Governance and organisational details
Disclosure of any other environmental and/or entity specific environmental disclosures	2. Environment Environmental KPI
Disclosure of any other social and/or entity specific social disclosures	3. People Social KPI
Disclosure of any other governance and/or entity specific governance disclosures	1. TEMA Group Governance and organisational details

ESRS Standards

The European Sustainability Reporting Standards (ESRS), endorsed by the European Commission in July 2023, establish the regulatory framework for sustainability reporting. While this report does not yet cover all the required disclosures, it represents an initial effort to address the expectations set forth by these standards, ensuring a gradual alignment with European directives.

Standard	Disclosure	Location
BP-1	General basis for preparation of sustainability statements	Purpose of the document and methodological note
BP-2	Disclosures in relation to specific circumstances	Purpose of the document and methodological note 1.4 The path to sustainability
GOV-1	The role of the administrative, management and supervisory bodies	1.2 TEMA Group's governance Governance and organisational details
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	1.5 Management systems, certifications and sustainability policies
GOV-5	Risk management and internal controls over sustainability reporting	1.5 Management systems, certifications and sustainability policies Governance and organisational details
SBM-1	Strategy, business model and value chain	1.1 TEMA Group's business 1.2 TEMA Group's governance 1.4 The path to sustainability 1.5 Management systems, certifications and sustainability policies 1.7 The supply chain
SBM-2	Interests and views of stakeholders	1.6 Relationships with stakeholders 1.10 Material topics: impacts, risks and opportunities
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	1.10 Material topics: impacts, risks and opportunities
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	1.4 The path to sustainability 1.6 Relationships with stakeholders 1.10 Material topics: impacts, risks and opportunities
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	Purpose of the document and methodological note
MDR-P	Policies adopted to manage material sustainability matters	1.5 Management systems, certifications and sustainability policies 1.11 Material topics: policies, actions and objectives
MDR-A	Actions and resources in relation to material sustainability matters	1.11 Material topics: policies, actions and objectives
MDR-M	Metrics in relation to material sustainability matters	Material topics: policies, actions and objectives (of each chapter)
MDR-T	Tracking effectiveness of policies and actions through targets	1.11 Material topics: policies, actions and objectives
E1-2	Policies related to climate change mitigation and adaptation	1.11 Material topics: policies, actions and objectives
E1-3	Actions and resources in relation to climate change policies	1.11 Material topics: policies, actions and objectives
E1-4	Targets related to climate change mitigation and adaptation	1.11 Material topics: policies, actions and objectives
E1-5	Energy consumption and mix	2.2 Energy Environmental KPI
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	2.3 GHG emissions Environmental KPI
E2-1	Policies related to pollution	1.11 Material topics: policies, actions and objectives
E2-2	Actions and resources related to pollution	1.11 Material topics: policies, actions and objectives
E2-3	Targets related to pollution	1.11 Material topics: policies, actions and objectives

Standard	Disclosure	Location
E2-4	Pollution of air, water and soil	2.4 Water 2.6 Pollution and hazardous substances Environmental KPI
E3-1	Policies related to water and marine resources	2.4 Water
E3-4	Water consumption	2.4 Water
E5-1	Policies related to resource use and circular economy	1.11 Material topics: policies, actions and objectives
E5-2	Actions and resources related to resource use and circular economy	1.11 Material topics: policies, actions and objectives
E5-3	Targets related to resource use and circular economy	1.11 Material topics: policies, actions and objectives
E5-5	Resource outflows	2.5 Waste and circular economy
S1-1	Policies related to own workforce	1.11 Material topics: policies, actions and objectives 3. People
S1-2	Processes for engaging with own workers and workers' representatives about impacts	1.11 Material topics: policies, actions and objectives 3. People
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	1.10 Material topics: impacts, risks and opportunities 3. People
S1-6	Characteristics of the undertaking's employees	3. People Social KPI
S1-7	Characteristics of non-employee workers in the undertaking's own workforce	3. People Social KPI
S1-8	Collective bargaining coverage and social dialogue	3. People Social KPI
S1-9	Diversity metrics	3. People Social KPI
S1-10	Adequate wages	3. People Social KPI
S1-11	Social protection	3. People Social KPI
S1-12	Persons with disabilities	3. People Social KPI
S1-13	Training and skills development metrics	3. People Social KPI
S1-14	Health and safety metrics	3. People Social KPI
S1-15	Work-life balance metrics	3. People Social KPI
S1-16	Compensation metrics (pay gap and total compensation)	3. People Social KPI
S1-17	Incidents, complaints and severe human rights impacts	3. People Social KPI
S2-1	Policies related to value chain workers	1.7 The supply chain 1.11 Material topics: policies, actions and objectives
S2-2	Processes for engaging with value chain workers about impacts	1.6 Relationships with stakeholders 1.7 The supply chain 1.10 Material topics: impacts, risks and opportunities 1.11 Material topics: policies, actions and objectives
S3-1	Policies related to affected communities	1.11 Material topics: policies, actions and objectives 3.9 Affected communities
S3-2	Processes for engaging with affected communities about impacts	1.10 Material topics: impacts, risks and opportunities 3.9 Affected communities
S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	1.10 Material topics: impacts, risks and opportunities 3.9 Affected communities

Standard	Disclosure	Location
S4-1	Policies related to consumers and end-users	1.8 Customers 1.9 Users and final consumers 1.11 Material topics: policies, actions and objectives
S4-2	Processes for engaging with consumers and end-users about impacts	1.8 Customers 1.9 Users and final consumers 1.10 Material topics: impacts, risks and opportunities
S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	1.8 Customers 1.9 Users and final consumers 1.10 Material topics: impacts, risks and opportunities
S4-4	Taking action on material impacts, and approaches to mitigating material risks and pursuing material opportunities related to consumers and end-users and effectiveness of those actions and approaches	1.8 Customers 1.9 Users and final consumers 1.10 Material topics: impacts, risks and opportunities Governance and organisational details
S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	1.8 Customers 1.9 Users and final consumers 1.10 Material topics: impacts, risks and opportunities Governance and organisational details
G1.GOV-1	The role of the administrative, supervisory and management bodies	1.2 TEMA Group's governance
G1-1	Corporate culture and business conduct policies and corporate culture	1.2 TEMA Group's governance 1.7 The supply chain
G1-2	Management of relationships with suppliers	1.6 Relationships with stakeholders 1.7 The supply chain
G1-3	Prevention and detection of corruption and bribery	1.2 TEMA Group's governance 1.7 The supply chain 1.11 Material topics: policies, actions and objectives Governance and organisational details
G1-4	Confirmed incidents of corruption or bribery	1.2 TEMA Group's governance Governance and organisational details

