

Stakeholder Engagement Insight

Introduction

This Insight aims to provide the 2030 Targets, ESG performance trends and further information on Thermocast approach to managing its stakeholders. It is based on our Stakeholder Engagement Policy.

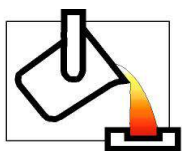
Why is Stakeholder Engagement a material topic?

- Impact on society and the environment: The opportunity to build regular engagement is to transform interaction with stakeholders into opportunities for mutual growth, rather than generating conflicts; furthermore, stakeholders have access to clear information on corporate strategies, reducing the risk of lack of information.
- Financial impact on Thermocast: The risk of not creating a regular dialogue is that Thermocast will be perceived as unattractive and harmful to the environment to the point that its activity could be blocked; a transparent company attracts more investors and talent, increasing brand value and consumer loyalty; furthermore, banks and financial institutions offer better conditions to those who demonstrate commitment to sustainability and transparent governance.
- Importance for stakeholders: Involving stakeholders improves communication and reduces conflicts or misunderstandings between the company and the community.

2030 Targets

Thermocast has mapped its relevant stakeholders and set the target of 100% engagement with each of them, according to the methods and frequencies summarized in the table below:

Stakeholder Categories	Engagement method	Frequency of the engagement
Employees	<ul style="list-style-type: none"> • Training on sustainability issues (including environment and safety) • 100% coverage of national collective agreements. 	<ul style="list-style-type: none"> • At least annual
Customers	<ul style="list-style-type: none"> • Dialogue to promote customer relationships and meet their needs. 	<ul style="list-style-type: none"> • At least quarterly



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Suppliers	<ul style="list-style-type: none"> Dialogue to accelerate innovation and reduce the environmental impacts (energy transition). 	<ul style="list-style-type: none"> At least annual
Financial community	<ul style="list-style-type: none"> Disclosure of our key ESG performances (under our Insights). 	<ul style="list-style-type: none"> At least annual
Affected communities	<ul style="list-style-type: none"> Thermocast site is located in an industrial area, far from local communities. Despite this, Thermocast has signed an agreement with the local cooperative “Il Susino” to provide support to people with disabilities (promotion of human rights). 	<ul style="list-style-type: none"> At least annual

Data

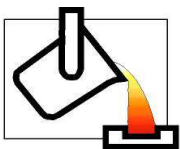
Employees data		2021	2022	2023	2024
Training hours pro-capite	Hours	2.47	5.42	4.05	0.68
Total training hours	Hours	94	206	146	24
Employees under 30 years old	%	0	0	0	0
Employees between 30 and 50 years old	%	1	1	1	1
Employees over 50 years old	%	2	2	2	2
Employees with collective agreements	%	100	100	100	100
Italian employees	%	100	90	90	80
Non Italian employees	%	0	10	10	20
Full-time employees	%	3	3	3	2
Part-time employees	%	0	0	0	0
Manager	%	2	2	2	3
<i>Of which, female</i>	%	1	1	1	2
White collars	%	11	11	11	10
<i>Of which, female</i>	%	5	5	5	4
Blue collars	%	25	25	23	22
<i>Of which, female</i>	%	2	2	2	2

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“Il Susino”, social NGO data		2021	2022	2023	2024
People supported by Thermocast	Number	0	0	2	2
Economical support by Thermocast	Euro	0	0	36,750.00	42,000.00

Other social donations		2021	2022	2023	2024
Other social donations	Euro	6,500.00	16,592.00	8,088.00	4,088.00

Caravaggio, April 2025