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• PRESS RELEASE •

TPS GROUP: BOARD APPROVES THE 2021 SUSTAINABILITY REPORT

Gallarate (VA), 25 March 2022 – TPS S.p.A. (TPS: IM), the operational holding company of the TPS Group, a leader in the aeronautical and automotive engineering and technical services sector (“TPS” or the “Company” or “Issuer”), announces that the Board of Directors today approved the **Sustainability Report**.

In publishing the Sustainability Report, the TPS Group aims to communicate its commitment to promoting the involvement of everyone working in the company and for the company, so as to combine the strategy of focusing attention on company sustainability with the current objectives of improving the organisation, quality and service levels offered to its customers.

The Sustainability Report for the period 1 January – 31 December 2021, certified by the independent auditors Audirevi, has been prepared in accordance with the guidelines defined by the IIRC (*International Integrated Reporting Council*) and draws on a series of principles set out in the GRI *Sustainability Reporting Standards*, which represent the most widely used and internationally recognised standard for the reporting of non-financial information.

In summary, the TPS Group has operated in terms of social and environmental sustainability on three levels:

- ***economic and financial benefits***: employees represent the stakeholders with by far the most weighting (56% of the economic value for the year), followed by suppliers (29%, this item includes depreciation rates), the Public Administration (4% of the distributed economic value), whereas credit capital's remuneration component is less significant due to the reduced use of financing lines from banks.
- ***environmental benefits***: due to the specific nature of its professional activities, the TPS Group does not have a high environmental impact. In 2021, the TPS Group operated from its offices in Gallarate, Turin and Mendrisio with all electricity used originating from renewable sources. Overall, the total use of electricity from renewable sources has increased to 78% of total company consumption, compared to 74% in 2020. In 2021, the TPS Group continued its commitment of protecting the environment by reducing the amount of waste and correctly separating waste, and continuing the programme to reduce the amount of plastic used at company premises.
- ***social benefits***: The TPS Group is an organization of people, able to work together in order to realize a common project that requires growth continuity on an individual and collective level. Respect for people and their diversity is one of the fundamental values for the Group. The staff component grew by 1.5% at the end of 2021 compared to the previous year, and several initiatives were implemented during the year to support employees.

In 2021, the percentage of staff under 30 was at 18%.

Women represented 25% of the total company workforce, covering 19% of the key roles in the organization.

Although 2021 was a year still characterised by stringent measures to contain the Covid-19 epidemic, the TPS Group recorded a 58% increase in training hours for its staff compared to the previous year.

TPS Training Academy

The context in which the TPS Group operates is characterized by highly specialised professional activities, where the recruitment of technically qualified staff with experience is highly critical. To deal with this situation and build a pathway for new graduates to acquire the specific skills needed to work at TPS, the Group established the **TPS Group Training Academy**, which ran its first course in March 2022.

The TPS Group attributes special relevance to developing new talent and, in addition to establishing its own Training Academy, has continued to implement specific recruitment policies and develop relationships with leading Italian higher education institutions and universities.

The documentation will be made available at the Company's registered office and under *the Investor Relations Section, Sustainability Report* of the Issuer's website www.tps-group.it in accordance with legal requirements.



This press release is available online at www.tps-group.it (Investor Relations/Communications Section)



TPS S.p.A. is the operational holding company of the TPS Group, a leader in technical and engineering services for the aeronautical industry, with a particular focus on the helicopter segment. TPS has been a Borsa Italiana "Elite" listed company since 2016.

The TPS Group works in the aeronautical, automotive, defence, railway, naval and cable transport systems sectors, providing Technical Publishing & Training, Engineering, Design and Cost Engineering, Avionic Software Development and Systems Integration, Digital Content Management. The TPS Group's clients include leaders in the design and production of aircraft and aeronautical components, as well as leaders in the automotive, railway, defence and cable transport systems manufacturing sector.

ISIN code ordinary shares: IT0005246142 – Ordinary Share Ticker: TPS

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