



Technical Publications Service S.p.A.

• PRESS RELEASE •

TPS GROUP: BOARD OF DIRECTORS APPROVES 2023 SUSTAINABILITY REPORT

Gallarate (VA), 26 March 2024 – TPS S.p.A. (TPS: IM), operational holding of the TPS Group, leading company in technical services and engineering for the aeronautical and automotive industry (“TPS”, or “Company” or “Issuer”) would like to inform you that on this day, the Board of Directors approved the **2023 Sustainability Report**.

With the publication of the Sustainability Report, the TPS Group has set itself the aim of continuing its commitment to involving everyone who works within the group or for the group, so as to bring a sustainability-focused strategy alongside the current aims of improving the organisation, quality, and the level of service provided to customers.

The Sustainability Report for the period 1st January – 31st December 2023, certified by auditing firm Audirevi, was drawn up based on *GRI Universal Standards* using specific indicators according to the approach “with reference to the GRI” and the relevant conformity level “reporting with reference to the GRI Standards”, as set down in requirement a-ii of point 3 of the standard “GRI 1 Basic Principles 2021”.

To summarize, in terms of social and environmental sustainability, the TPS Group has operated along three lines:

- ***economic and financial benefits***: the most significant stakeholders continue, by far, to be employees (56% of the economic value for the financial period); they are followed by suppliers (33%, also including depreciation under this item); then Public Administration (3% of the economic value distributed), while the element of loan capital remuneration is less significant, settling around 1% of turnover, like in the previous year.
- ***environmental benefits***: in the light of its specific business activities, the TPS Group is not configured as a company with a high impact on the environment. In 2023, the TPS Group used electricity from 100% renewable sources for its company headquarters, excluding those in Florence, Biella and ASI Turin, and the headquarters of companies acquired during 2023, where the use of electricity from renewable sources has only been possible in part. Overall, total use of electricity from renewable sources is around 91% of total company consumption. The company’s aim for 2024 is to further increase this amount from renewable sources.
- ***social benefits***: TPS Group promotes, stimulates and incentivises the professional growth of its employees and collaborators, improving their ability to work as a team in order to complete shared projects. Respect for people and their diversity is one of the fundamental values embraced by the Group. At the end of the financial period, 2023 saw a significant increase in the staff numbers, with a 24% more than the previous year. For some time, the TPS Group has been implementing a stabilisation strategy regarding its human resources, due to which, about 95% of the total workforce in 2023 had been employed in permanent contracts.

In 2023, **30%** of staff were under the age of 30 (26% in 2022).

22% of the company's employees are women, who fill **25%** of the key roles in the organisation.

The TPS Group places the utmost importance on the skills of its personnel and on seeking out new professional outlets. In fact, in 2023, the Group provided **8,208 training hours** to upskill its employees, which is an increase of 21% compared to the previous year.

In 2024, the forecast is for further increases in the company's upskilling commitment, for a total of 9,500 hours without considering the specific programmes in the **TPS Training Academy**.

Documentation will be deposited at the registered offices of the Company and at the same time, made available in the *Investor Relations, Sustainability Report* section of the Issuer's website www.tps-group.it within the terms set by law.



This press release is available on-line at www.tps-group.it (Investor Relations/Press Releases section)



TPS S.p.A. is the operating holding company of 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" company since 2016.

TPS Group operates 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 TPS Group's clients include leading businesses 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 – Ticker for ordinary shares: TPS:

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