Company *Profile*

Sustainable solutions for metals and mining

Our *Commitment*

Can you imagine a greener future for the metals industry?

We can. We design, develop and achieve it every day.
It's a question of passion.
A passion for identifying the best solutions to a specific problem.
A passion for playing the protagonist's role in our shared green transition.
A passion for helping build a better tomorrow for our industry and the communities we work with.

Today, Tenova is recognized as a trusted leader.
We've earned that reputation by relying on a distinctive business approach built on four key commitments:
Sustainability, Innovation, Reliability and Safety.
An approach that is ingrained in every project we are involved in.

Sustainability

Envisioning and designing a more sustainable future for metals and mining.

Sustainability may be today's call to action, but we believe it should be business as usual. That's why Tenova cultivates a forward-thinking attitude that puts us ahead of the pack.
We not only improve existing technologies, but design and produce new, green technologies that reduce the environmental impact of our clients' facilities.

Innovation

Innovation is the foundation of our success, the core of our technology portfolio.

Tenova is unique in the metals industry in the way we design, develop and promote innovative technologies. We establish ongoing dialogue with our stakeholders and attract top talent, accumulating input and experience that enable us to see into the future and develop technologies that drive the industry forward.

Reliability

Technologies you can depend on today... and more importantly for tomorrow.

We design technologies to provide our clients with the best available solutions in terms of today's profitability and tomorrow's sustainability, reaping the most from present opportunities, while adapting to market changes and guaranteeing solutions that last over time.
This means reliability.
It's what makes us stand out from our competition.

Safety

Safe today, safer tomorrow: nothing is more important for us.

Safety is paramount at Tenova, for all our stakeholders. The mental and physical wellbeing of our employees and those they interact with is a top priority for us.
We define our commitment to safety into two focused areas: promoting a culture of safety among our people (Safety First); and designing robust safeguards directly into our technologies (Safety by Design).

SCAN THE QR CODE TO DISCOVER TENOVA'S PORTFOLIO, INCLUDING TAKRAF AND DELKOR TECHNOLOGIES

Technologies

Innovative and sustainable solutions are the core of our product offering.

We partner with our stakeholders to design and develop technological solutions for metal processing that cut costs, save energy, decarbonize steel production and reduce environmental impact. From Direct Reduction Iron (DRI) to Electrical Arc Furnaces (EAF), from reheating and heat treatment furnaces to cold mills, processing lines and roll grinders, from process control to digitalization & automation, we offer premium solutions that are the result of responsible, reliable, and environmentally friendly innovation. This focus on innovation keeps us active and engaged.

How?

From analyzing market trends to participating in national and international group research projects, playing a protagonist's role in key industry organizations to stay on top of important metal and mining industry trends.

Green *Solutions*

We see a greener, more efficient future, and thanks to our decades-long experience in the industry, we're uniquely positioned to achieve it. Our solutions reduce CO_2 emissions to some of the lowest levels in the metals industry. We create cutting-edge technologies that reduce fine particles, NOx, dioxins and other hazardous materials.

We strongly believe in the potential of alternative and renewable energy sources, incorporating them into our solutions wherever possible.

We have already put hydrogen-ready technologies on the market, and many of our solutions are designed around the concept of recovery and reuse, from dispersed energy to reutilized residues and more, thus fostering an effective circular economy. Companies across the metals industry are driving to accelerate decarbonization, and Tenova is there to help them achieve it. We are proud to be the creators of the most sustainable steel technology portfolio on the market, which helps create new production plants that use flexible, incremental hydrogen and significantly reduce CO_2 emissions across every production phase.

Leadership

Roberto Pancaldi
Tenova CEO

Roberto joined the Techint Group in 1988 and has covered numerous roles throughout his career. In 2005 he founded Tenova HYL, currently the leader for the Direct Reduction industry. Between 2011 and 2017, he assumed various high managerial positions within the company. In January 2018 Pancaldi was appointed CEO of Tenova Metals, and he became CEO of Tenova in April 2020.

Paolo Argenta
EVP, Upstream Business Unit

Paolo has worked in metallurgical projects since 1995, covering different executive positions. He has been EVP since 2016, where he oversees the Upstream Business, as well as Tenova Advanced Technologies.

Fabrizio Pere
EVP, Downstream Business Unit

Fabrizio, appointed EVP in 2025, brings over 30 years of global steel and metals experience, combining technical, operational, and executive expertise with a strong focus on innovation, teamwork, safety, and transformation.

Paolo Gaboardi
EVP, Pomini Business Unit

Paolo has worked in Tenova since 1989. In 2001, he was promoted to director of Pomini, a Tenova brand global leader in the production of roll grinders. He was appointed EVP of Pomini in 2015.

Silvio Leoni
EVP, Material Handling

Silvio has worked with material handling equipment for over three decades, first for Italimpianti and then for Tenova. Since 2015 he has directed Tenova Material Handling, and became EVP in 2020.

Working at *Tenova*

Our work environment has evolved to empower creativity and innovation. We encourage our people to think independently and bring their own ideas to the table, together with their passion for this type of creative approach. This is what drives the sustainable innovation we specialize in supplying to our clients.

Four good reasons to work at Tenova

Leader company

Our people are the secret to our success.
Their passion for crafting sustainable
and innovative solutions has made us a leader in metals and mining.

Passionate community

Tenova is a community of expert professionals and we encourage networking, cross-collaboration and relationship-building across our business units and between our global offices/locations.

Multicultural environment

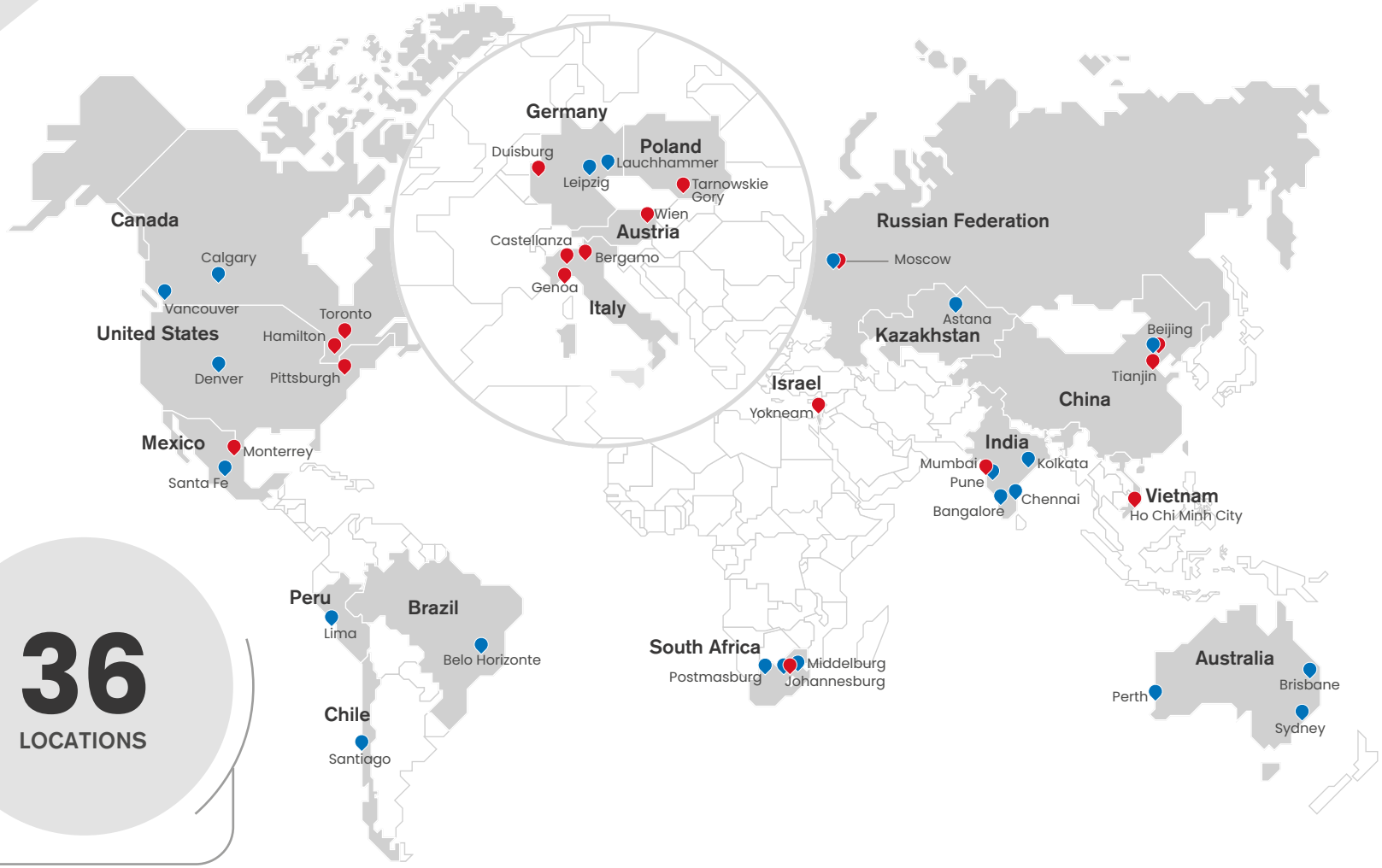
A place for open-minded, internationally oriented people: we create an environment to foster side-by-side collaboration with international colleagues and encourage moving transversally within the company structure.

Continuous innovation

We believe that transformative ideas and novel solutions thrive when colleagues are motivated to trust and respect one another's ideas, and leaders are empowered to inspire their employees.

Global *Footprint*

We like to strike where the iron is hot. Our headquarters are located in Castellanza (Italy) and our offices spread out across six continents. With over 2,500 employees, we are present wherever our clients need us, ready to discuss, design, craft and create sustainable solutions for metals and mining that are tailored directly to their needs.



18
COUNTRIES

36
LOCATIONS

TENOVA TAKRAF / DELKOR

As of December 31, 2024

People *& Performance*

Tenova is a reliable international partner present all over the globe: we are where you need us to be. Our backlog of orders is well-balanced across all markets, guaranteeing stability, sustainability and proximity to fulfill our clients' request.

1,730
Million Euros

BACKLOG OF ORDERS

37% AMERICAS

28% EUROPE

15% AFRICA

14% MIDDLE, FAR EAST & OCEANIA

6% CHINA

EMPLOYEES

18% AMERICAS

45% EUROPE

6% AFRICA

25% MIDDLE, FAR EAST & OCEANIA

6% CHINA

+2,500
forward-thinking professionals

As of December 31, 2024

www.tenova.com

Tenova is your worldwide partner
for sustainable, innovative
and reliable solutions in the metals
and - also through the well-known
TAKRAF and DELKOR brands -
the mining industries.