

SUSTAINABILITY REPORT 2025

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Letter to Stakeholders

Our commitment to sustainability stems from our determination to progressively measure the environmental, social and governance impacts associated with our business activities, while strengthening our accountability towards customers, suppliers, employees, shareholders, institutions and the communities in which we operate.

The preparation of our first Sustainability Report marks the beginning of a voluntary reporting journey aimed at providing a transparent overview of the key initiatives undertaken, the data currently available and the areas for improvement on which the Company intends to focus in the coming years.

We view this Sustainability Report as the first step towards integrating ESG considerations more systematically into our decision-making processes, day-to-day operations and stakeholder engagement. Our objective is to progressively extend this approach across the Group's various business areas, guiding our actions towards the generation of positive social impact and a governance model founded on ethical principles.

As of 31 December 2025, our results reflect an industrial business model built on technical expertise, operational continuity and a strong commitment to building high-quality relationships with customers and business partners. Within this framework, sustainability is an integral part of the way we conduct business, encompassing the protection of people, occupational health and safety, operational efficiency, responsible supply chain management and constructive engagement with the local communities in which we operate.

Today, TRASMEC employs 73 people, with further workforce growth expected during 2026. We continuously invest in our people through training programmes, professional development initiatives, and measures dedicated to promoting health and safety. Our employees are a fundamental asset, enabling the Company to ensure operational continuity, deliver high-quality services and strengthen internal capabilities.

Our commitment to local communities is reflected in the cultural and community initiatives promoted or supported by the Company, demonstrating our determination to maintain an active and lasting relationship with the territories where TRASMEC operates.

Another key area of development concerns supplier engagement. TRASMEC intends to launch a structured ESG engagement programme designed to progressively integrate environmental, social and governance criteria into supplier selection, assessment and ongoing dialogue throughout the supply chain.

We firmly believe that long-term sustainable success is achieved by balancing economic growth with environmental stewardship and social responsibility. For this reason, we seek to ensure that our decisions generate lasting value not only for the Company, but also for the communities in which we operate and for all our stakeholders, thereby contributing to shared and sustainable prosperity.

Within this journey, our Sustainability Report represents an essential management and communication tool. It enables us to enhance the transparency of our actions, monitor our ESG performance over time, and support the Company's long-term development through an increasingly responsible approach towards people, the environment, the market and the communities we serve.



Marco Scarabino
Chief Executive Officer
TRASMEC S.r.l.

Basis for Preparation

VSME STANDARD

VSME B1 – Basis for preparation

TRASMEC S.r.l.'s 2025 Sustainability Report (hereinafter also referred to as the "Company" or "TRASMEC") has been prepared and published on a voluntary basis and is issued annually. Its primary objectives are to: (a) report on the Company's environmental, social and governance (ESG) initiatives and performance; and (b) provide transparency on its ESG strategy, priorities and objectives, fostering an open and constructive dialogue with stakeholders while supporting the continuous evolution of its business model.

VSME - Reporting Standard

The 2025 Sustainability Report has been prepared on an individual basis and in accordance with the methodologies and principles set out in the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME), the sustainability reporting standard for small and medium-sized enterprises not listed on regulated markets, published in December 2024 by EFRAG – European Financial Reporting Advisory Group.

The objective of the VSME Standard is to support small and medium-sized enterprises in:

a) providing information that contributes to meeting the data needs of large companies requesting sustainability information from their suppliers; b) providing information that contributes to meeting the data needs of banks and investors, thereby helping companies access financing; c) improving the management of sustainability matters faced by companies, namely environmental and social challenges, thereby supporting their competitive position and business model; d) contributing to a more sustainable economy.

The VSME Standard has been adopted by TRASMEC according to reporting Option B, which requires the use of both modules provided for under the Standard:

a) Basic Module (Basic Module) - General disclosures and basic environmental, social and business conduct (governance) metrics.

b) Comprehensive Module (Comprehensive Module) - Additional disclosures and indicators compared to the Basic Module, selected based on the provisions and requirements set out in the Module.

The disclosures required according to the selected reporting option are provided only if applicable to TRASMEC's specific circumstances, in relation to the relevant topics identified.

General Reporting Criteria

The VSME enables the undertaking to provide relevant information on the following aspects: a) how it has had and may have a positive or negative impact on people or the environment in the short, medium or long term; and b) how environmental and social matters have affected or may affect its financial position, performance and cash flows in the short, medium or long term.

The 2025 Sustainability Report has been prepared in accordance with the general principles established by the relevant VSME requirements, namely relevance, faithful representation, comparability, understandability and verifiability of the narrative and quantitative information presented.

As suggested by the VSME - considering the type of activities carried out by TRASMEC - the 2025 Sustainability Report also includes additional information (metrics and/or descriptive/narrative information) not included in the Standard. Such information relates to certain indicators of the ESRS – European Sustainability Reporting Standards. The approach adopted, based on the interoperability of sustainability reporting criteria recognised at international level, enables the Company to provide disclosures on common sustainability topics within its reference sector.

The summary index of information relating to the different areas covered (**VSME Index**), published in the appendix to this document and forming an integral part thereof, enables the traceability of the indicators and information reported.

Comparative information – In order to allow the comparison of data over time and the assessment of TRASMEC's performance trends, comparative data relating to the two previous financial years are presented.

Reporting scope – The scope of the qualitative and quantitative data and information refers to TRASMEC's performance for the entire reporting period (from 1 January 2025 to 31 December 2025).

Document presentation – TRASMEC S.r.l.'s 2025 Sustainability Report is published on the Company's website and is available at the following link: www.trasmec.com/ESG

Sources of uncertainty in estimates and results – The process of reporting sustainability performance data for certain topics requires the use of estimates by the Company's Directors. Estimates are prepared based on historical experience, primary and authoritative external sources, through the involvement of external specialists and consultants, as well as based on other information considered reasonable under the circumstances. Any use of estimates and the related methodologies adopted are specifically referenced in the relevant sections concerning the reporting of material topics, which should be referred to for further details.

Sensitive information – TRASMEC S.r.l. has not made use of the option to omit specific information on the grounds that such information is classified as sensitive.

Consistency with the information provided in the statutory financial statements – The information presented in the Sustainability Report is consistent with the information reported in the statutory financial statements for the same financial year and is presented in a manner that facilitates understanding of the existing links with the information included in the financial statements, where necessary also through the use of references (*incorporation by reference*).

Material Topics

The sustainability matters identified as material and the related indicators reported are those considered representative and consistent with TRASMEC S.r.l.'s activities and related impacts. The process of analysis, identification, assessment and prioritisation of material sustainability matters is described in Chapter "1.3 – Material Topics: Impact Management", in paragraph "1.3.2 – Material Topics" and was carried out consistently with the provisions of the VSME Standard. This process is updated and progressively developed over time as part of TRASMEC S.r.l.'s sustainability reporting journey.

The Board of Directors of TRASMEC S.r.l. is responsible for the reported information, including material topics. The Sustainability Report was approved by TRASMEC S.r.l.'s Board of Directors on 15 July 2026 and published on the Company's website at the following address: www.trasmec.com/ESG

For further information, please contact the following email address: accounting@trasmec.com

TRASMEC in figures

Corporate Information

COMPANY NAME

TRASMEC SRL

VAT IDENTIFICATION NUMBER

IT00119150191

LEGAL FORM

Limited Liability Company

REGISTERED OFFICE

Via Bergamo 2/a - 26011 Casalbuttano ed Uniti
(Cemona), Italy

YEAR OF ESTABLISHMENT

1968

DATE OF ESTABLISHMENT

19 December 1968

INDUSTRY

Mechanical Engineering and Metalworking
Industry

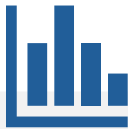
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Highlights 2025



€38,500,000
total assets



€35,500,000
turnover



73
employees

1. General Disclosure

VSME STANDARD

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

VSME C1 – Strategy: Business Model and Sustainability – Related Initiatives

VSME C2 – Description of practices, policies and future initiatives for transitioning towards a more sustainable economy

VSME C9 – Gender diversity ratio in the governance body

1.1. Strategy, Business Model and Value Chain

The TRASMEC multinational Group, whose parent company is based in Cremona (RM Holding S.r.l.), specialises in the design of systems for the transport and storage of bulk materials. The entities belonging to the Group operate in four countries: Italy, India, Romania and China. Through consolidated expertise and a strong focus on product quality, the TRASMEC Group has developed a recognised international presence as a partner in the mechanical engineering and industrial plant engineering sectors.

TRASMEC S.r.l. represents the Italian operating entity of the Group. The Company's activities began with the production of the first conveyors for the agro-industrial sector and subsequently expanded into the wood sector, initially serving Italian customers and progressively developing a global market presence.

For sustainability reporting purposes, it should be noted that this document refers exclusively to the Italian entity, TRASMEC S.r.l.

1.1.1. TRASMEC's Journey

TRASMEC's journey began in 1954, when twelve skilled mechanical professionals decided to join forces in Cremona to establish Samec. It was a period of reconstruction and significant challenges, during which the Company took its first steps in a complex post-war environment, operating with limited resources from within a deteriorated workshop. Despite the initial difficulties, the Company immediately demonstrated remarkable versatility, manufacturing machinery for a wide range of sectors, from chemicals to fertiliser production, thereby strengthening its technical expertise.

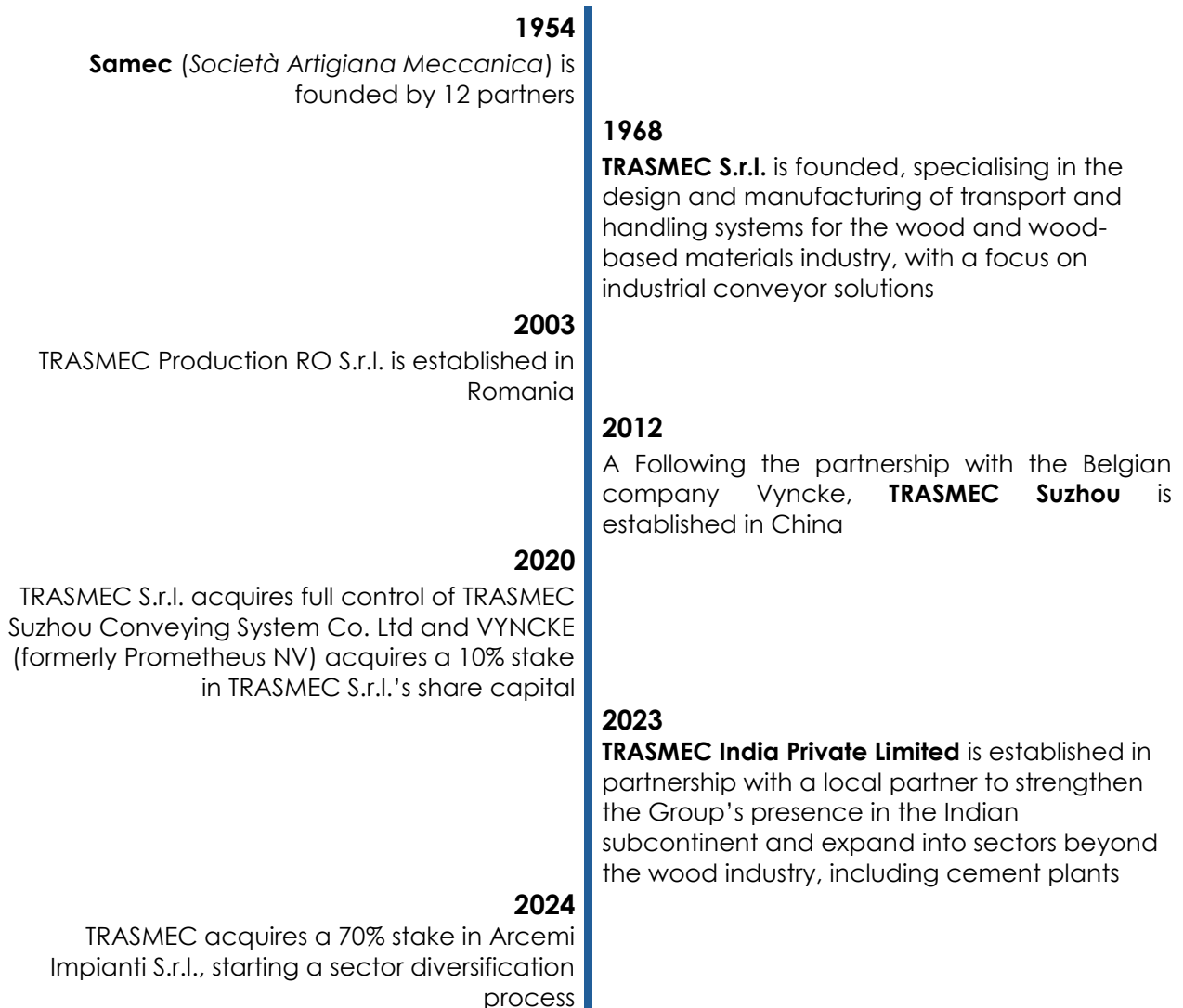
Between the late 1960s and early 1970s, this operational strength enabled the Company to establish a prestigious collaboration with the Swiss Bühler-Miag Group, for which Samec began designing and manufacturing storage and handling systems for the milling and confectionery industries.

The year 1972 represented a key milestone in this evolutionary path: continuous growth led to the official establishment of TRASMEC S.r.l. in Casalbuttano. During this period, thanks to the vision and technical expertise of Dante Moroni, the Company identified the potential of recovering plywood processing waste to produce particle boards, quickly establishing a strong position in the Italian market. With the entry into the Company of the son of one of the founding partners in 1981, the scope of activities further expanded towards the handling of woody biomass for energy production, marking an early step towards the environmental awareness that characterises the Company's approach today.

The year 1988 represented a decisive strategic turning point. During a period of significant market changes, the Moroni family acquired full control of the Company and made a strategic choice: to end the long-standing partnership with the Swiss partner and focus on specialisation in the wood sector and international expansion. Under the leadership of Roberto Moroni, the Company began looking beyond European markets, developing an extensive network of relationships that would soon position TRASMEC as a recognised global supplier of systems for MDF, OSB and biomass production plants.

Today, building on the vision of Dante and Roberto Moroni, TRASMEC is recognised internationally for its expertise in the engineering of handling and storage solutions for bulk and recycled materials. With more than 7,500 systems installed over the past ten years across all continents — from Europe to the Americas, from Asia to Australia — the Company continues to distinguish itself through its ability to provide highly customised and technologically advanced solutions, while maintaining the craftsmanship-oriented approach that, more than seventy years ago, laid the foundations for its industrial development.

The following section outlines the main milestones of the Company's international development journey.



1.1.2. Business Model and Value Chain

TRASMEC S.r.l. is an Italian company based in Casalbuttano ed Uniti (Cremona, Italy) specialised in the engineering and supply of transport and storage systems for bulk materials, designed to meet customers' specific requirements.

The Company's operational activities are concentrated in a single plant located in the same municipality as the registered office, ensuring a high level of integration and efficiency across production processes. The same site also houses the administrative and management offices. In addition, a dedicated warehouse building is available for raw material storage and for the management of receiving and shipping activities.

TRASMEC operates in a highly specialised industrial market, serving sectors such as wood, biomass and construction materials, where efficient material handling plays a key role in production performance. Market demand is driven by the need for reliable, customised and technologically advanced solutions, both nationally and internationally.

Application Fields

The Company operates through its solutions across several application fields, providing customised plants and systems designed to meet customers' specific requirements.

Mineral Industry

The mining sector requires the management of large volumes of bulk materials throughout the entire value chain, from extraction to the delivery of finished products. TRASMEC supports companies operating in this sector with customised engineered solutions designed to meet specific operational requirements and improve process efficiency.

Wood Industry

The wood sector represents TRASMEC's main area of activity, accounting for almost 90% of total production. The Company has been operating in this field since the 1970s, developing consolidated expertise in the handling of all types of wood and wood-based materials, including biomass, wood chips, MDF fibre, OSB particles, particle board flakes and pellets. Through collaboration with the partners of the Panel Alliance, the Company provides customised plants worldwide, serving markets in Europe, the United States, South America, the Middle East, Asia, Australia and South Africa.

Biomass and Waste

In addition to wood, through its partnership with VYNCKE, TRASMEC designs and manufactures handling systems for different types of biomasses, including rice husks, straw, soy, shredded grass, sludge, demolition wood, waste and coal. The Company's conveyor systems are also suitable for handling waste-derived materials, such as municipal waste, hospital waste and RDF (Refuse Derived Fuel), ensuring efficiency and safety throughout the entire process chain.

Food Industry

TRASMEC's first application field was the food industry, with the supply of conveyor systems for the handling of materials such as corn, soy, seeds and sugar, mainly serving local customers.

Chemical Industry

The chemical industry represents an important application field for TRASMEC's solutions. The use of stainless steel or galvanised steel tanks and components, as well as high-density plastic covers, allows the protection of machinery against corrosion and extends its useful life, even when handling acidic or aggressive materials. Conveyor systems are mainly used for the handling of urea, which is employed in the production of adhesive mixtures for wood-based panels. Other applications include

waste resulting from water treatment processes, often used for biomass production, as well as materials used in the pharmaceutical and food industries.

Based on the analysis of its operating sectors, the wood industry remains TRASMEC's core business, representing the Company's main area of expertise and the primary driver of production activities.

Products and Solutions

For more than fifty years, TRASMEC has distinguished itself in the industrial landscape as a strategic partner in the **design and manufacturing of customised systems** for the **handling and storage of bulk materials**. The Company supports its customers throughout every stage of the process, from the initial analysis of technical requirements to the final configuration of the system, providing comprehensive solutions ranging from conveyor belts and chain conveyors to bucket elevators, storage and separation systems. Each project is developed with a **focus on maximum reliability and durability**, with structures designed to withstand the most demanding industrial environments while ensuring **easy and efficient maintenance**.

The core of the Company's activities lies within its **production plant**, where projects take shape through the **processing of semi-finished components** and the manufacturing of partly completed machinery that form the structural basis of the systems. **Operating** primarily on a **project-order basis**, TRASMEC ensures a high level of customisation: each component is manufactured according to customer specifications and, once the individual parts have been produced and finished, the **complete system is assembled directly at the final installation site**. The process is completed through **rigorous on-site testing**, initially performed under no-load conditions and subsequently with operating materials, ensuring the full functionality and **safety** of the equipment.

From a materials perspective, **steel** represents the predominant structural component, complemented by **high-quality technical components** selected from qualified external partners, including rubber belts, electric motors and hydraulic systems. TRASMEC operates as an integrated designer and manufacturer, coordinating advanced technologies to ensure that each system achieves **high standards of safety, performance and energy efficiency**. In addition to supplying machinery, the Company supports operational continuity through **maintenance and service activities** provided upon customer request.

In line with circular economy principles, TRASMEC also offers **revamping solutions**, enabling the technological upgrading of components and extending the useful life of existing systems, thereby reducing waste and optimising customers' investments.

Value Chain

TRASMEC's value chain represents the set of activities through which the Company transforms expertise, technologies and materials into engineered solutions for the handling and storage of bulk materials. From design and engineering to production, installation and after-sales support, each phase is structured to ensure quality, efficiency and sustainability. This integrated approach enables the creation of value not only for customers, but also for suppliers, employees and local communities, strengthening TRASMEC's position across its various application fields.

The **Company's value chain** is illustrated below, providing an overview of the main operational phases and a brief description of the processes included within each stage.

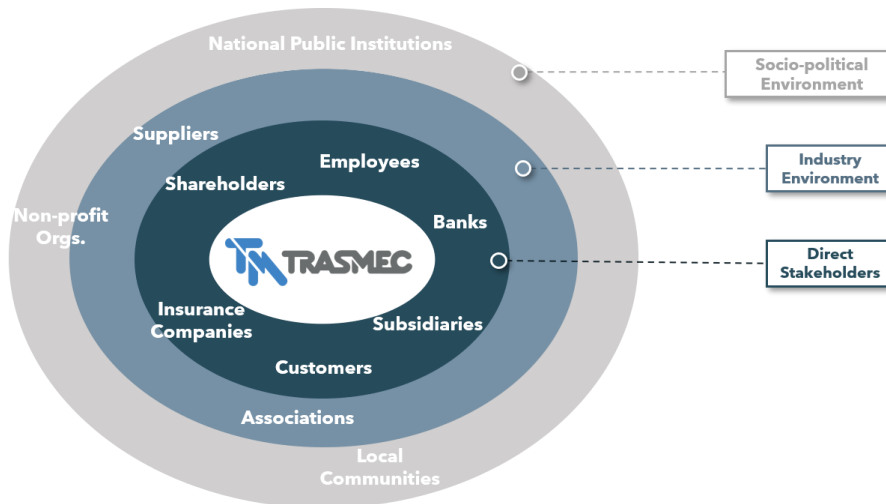


Value Chain Activities	Process Description
RAW MATERIALS AND COMPONENTS	- Raw material sourcing - Component sourcing
INBOUND TRANSPORT AND LOGISTICS	- Selection of transport providers - Materials transportation to the company's production facility
OUTSOURCED SERVICES AND SUBCONTRACTORS	- Supplier selection and procurement for outsourced processing activities (industrial painting, mechanical assembly) - Supplier selection and procurement for production-related services (machinery maintenance, equipment rental) - Supplier selection and procurement for general services
MANUFACTURING AND ASSEMBLY	- Machinery design - Preparation of operation and maintenance manuals - Machinery manufacturing - Mechanical assembly - Industrial painting - spare parts manufacturing or procurement
WASTE MANAGEMENT	- Waste material recovery and disposal
OUTBOUND TRANSPORT AND LOGISTICS	- Selection of transport providers for sales deliveries (where applicable) - Customer shipment through third-party - transport providers selected by the company or the customer
CUSTOMER SITE INSTALLATION	- On-site assembly of large components (due to dimensional constraints, not pre-assembled at the production facility) - Machine commissioning and no-load testing - Final testing and acceptance testing under load
PRODUCT OPERATION	- Product operation by customers in accordance with the provided operating manual - Customer support and assistance through the service department - Maintenance activities carried out upon customer request
END-OF-LIFE	- Replacement of worn parts or complete system replacement - End-of-life management by the customer

TRASMEC's Stakeholders

Stakeholders are individuals or groups who have an interest in an organisation and who may be affected by its decisions and activities, while also being able to influence the organisation in turn. An effective medium- to long-term strategy, aimed at ensuring business continuity and growth, requires ongoing dialogue with stakeholders to understand their expectations, needs and perspectives.

The following section presents the **Company's stakeholders**, classified according to the context in which they operate:



With the aim of building solid and long-lasting relationships, TRASMEC adopts a range **of targeted engagement and communication approaches** that enable the Company to maintain ongoing dialogue with its stakeholders, gathering feedback and sharing strategic perspectives.

Stakeholder	Category	Communication Channels
BANKS AND INSURANCE COMPANIES	Banks	Direct and ongoing communication (e-mails and phone calls) – interaction through the web portal
	Insurance companies	Monthly direct communication (e-mails and phone calls)
CUSTOMERS	Customers	Direct and ongoing communication (e-mails and phone calls) – interaction through the web portal and periodic visits
	Main contractors' customers	Direct and ongoing communication (e-mails and phone calls) – interaction through the web portal and periodic visits
	Subsidiaries	Direct and ongoing communication (e-mails and phone calls) and periodic visits
COMMUNITY	Local community and non-profit organisations	Quarterly and/or annual direct communication (e-mails and phone calls)
SUPPLIERS	Suppliers	Direct and ongoing communication. In some cases, quarterly and/or annual communication (e-mails and phone calls) – in some cases, interaction through the web portal and periodic visits
	Subsidiaries	Direct and ongoing communication (e-mails and phone calls) – interaction through the web portal and periodic visits

PUBLIC ADMINISTRATION AND OTHER INSTITUTIONS	Trade associations and national institutions	Direct and ongoing communication (e-mails and phone calls) – interaction through the web portal
OWNERS AND SHAREHOLDERS	Owners and Shareholders	Direct and ongoing communication (e-mails and phone calls)
HUMAN RESOURCES	Employees	Direct and ongoing communication (e-mails and phone calls) – informal meetings and periodic company events

The use of **stakeholder dialogue tools**, including sustainability reporting, and particularly the Sustainability Report, is an effective way to promote transparency and communicate the Company's commitments and progress across its key areas of interest.

1.2. Corporate Governance System and Sustainability Governance

1.2.1. Corporate Bodies and Governance Model

To effectively pursue its objectives, the Company's governance system evolves over time in line with the development of the business and its reporting activities. This process is guided by the ownership structure, which is composed as follows:

SHARE CAPITAL - 31 DECEMBER 2025 = € 260,000	
SHAREHOLDER	OWNERSHIP INTEREST (%)
RM Holding Srl	51%
Germana Moroni	33%
Vyncke – A Family of Companies	10%
Stefano Samuele Ferrari	3%
Daniele Perlasca	3%

TRASMEC's corporate governance framework comprises the rules and principles designed to ensure the reliability and effectiveness of the Company's management and oversight activities, with the aim of creating long-term value for all stakeholders.

The Company is governed by a Board of Directors (BoD), whose composition is presented below:

BOARD OF DIRECTORS - 31 DECEMBER 2025
Roberto Moroni Chairman of the BoD
Marco Scarabino Chief Executive Officer
Stefano Samuele Ferrari Director
Dieter Pieter Vyncke Director

The Company's commitments and policies are periodically reviewed by the Board of Directors (BoD) to strengthen the oversight of sustainability matters, pursue strategic objectives, and monitor and

continuously improve the management of impacts. The BoD is also responsible for approving the **Company's Quality, Health and Safety, Environmental and Sustainability Policy**.

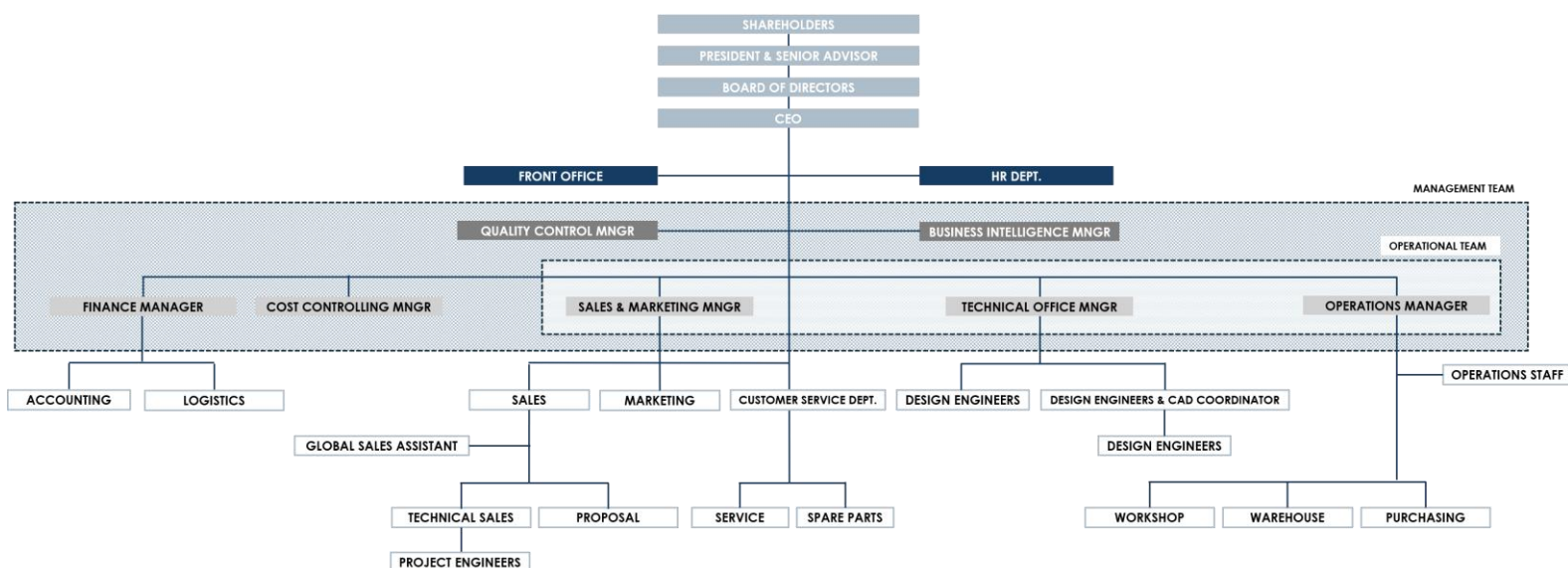
TRASMEC has also adopted an Organisational, **Management and Control Model pursuant to Italian Legislative Decree No. 231/2001**, approved by the BoD. An integral part of this model is the **Code of Ethics**, which sets out the Company's core principles and values and guides the conduct of all those acting on its behalf, as well as its relationships with stakeholders.

To oversee the proper administration of the Company and the adequacy and effective functioning of its organisational, administrative and accounting systems, TRASMEC has appointed a **Sole Statutory Auditor**, who also serves as the **Independent Auditor**, Mr Mauro Dondeo. This role contributes to the oversight of the Company's management, safeguarding the interests of all parties involved and cooperating with the other corporate governance bodies. Its main responsibilities include monitoring the Company's management activities and promptly identifying any risks that could affect business continuity and long-term stability.

For reporting purposes, and specifically in relation to **VSME Disclosure C9 – Gender Diversity in the Governance Body**, it should be noted that there are currently no female members serving on the Company's Board of Directors.

Organisation Chart

The organisational chart provides a clear representation of the Company's internal structure and the way it operates. Accordingly, TRASMEC presents its organisational structure by clearly outlining the different business functions and their interrelationships, as illustrated below.



Corporate Policies

As previously described, the Company has strengthened its governance structure by adopting an **Organisation, Management and Control Model pursuant to Italian Legislative Decree No. 231/2001**, closely integrating it with the principles set out in the **Company's Code of Ethics**. In line with regulatory developments and the most recent updates to the Model, TRASMEC has established a **Whistleblowing** system through a dedicated platform accessible to all internal and external stakeholders. This tool is intended to facilitate the reporting of unlawful conduct or violations of internal procedures, ensuring maximum confidentiality and the protection of the whistleblower's identity throughout the process.

This commitment to integrity is also reflected in the Company's operational management through its **Quality Policy**, a strategic document that guides the Company's activities towards achieving full

customer satisfaction and continuously listening to customer expectations. The Company considers the pursuit of excellence throughout all process phases a priority, ensuring strict compliance with applicable regulatory requirements and promoting a culture of continuous improvement that actively involves the entire organisation. In support of this approach, TRASMEC has implemented a **Quality Management System** certified according to the ISO 9001:2015 standard, which serves as a cornerstone for the efficiency and reliability of its activities.

Finally, with the aim of extending its values throughout the entire value chain, the Company is committed to preparing a **Supplier Code of Conduct**, which is expected to be formalised during 2026. The document, aimed at aligning supplier principles with those outlined in the Company's Code of Ethics, seeks to promote the adoption of high standards regarding human rights, environmental protection, product safety and transparency in business management. Through this instrument, TRASMEC aims to encourage its business partners to adhere to shared principles of responsibility, thereby fostering the development of strong, ethical and long-lasting professional relationships.

Management System Certifications

In line with its **corporate policy**, aimed at providing customers with high-quality products, and consistently with the commitments set out in its previous **Quality Policy**, TRASMEC believes that quality should not merely represent a statement of intent, but rather a concrete and ongoing commitment. Given that its products are subject to particularly high standards, the Company has chosen to certify its processes through an internationally recognised management system, obtaining **ISO 9001:2015 certification** issued by the certification body TÜV Italia Srl, valid until April 2028.

1.2.2 Sustainability Governance

During 2025, TRASMEC further strengthened its sustainability governance model by structurally integrating environmental, social and economic dimensions into the Group's decision-making processes. Ultimate responsibility for overseeing these matters lies with the Board of Directors, which ensures close alignment between the Company's strategic vision, ESG (Environmental, Social and Governance) objectives and day-to-day operational activities.

The operational management of this process is entrusted to a dedicated working team involving the direct participation of the Chief Executive Officer and the Finance Manager, thereby ensuring ongoing consistency between financial performance and sustainable impact. Within this framework of shared responsibility, the preparation of this Sustainability Report involved the active contribution of all function managers, from production to sales and human resources. This cross-functional approach enabled the integration into the Report of information and decisions originating from all business areas, reflecting a sustainability culture that permeates the entire organisation.

2030 Agenda and the Sustainable Development Goals



The **2030 Agenda** represents a global action plan for people, the Planet and prosperity, adopted in September 2015 by 193 United Nations Member States, including Italy. This programme reflects a shared commitment to building a better future through 17 **Sustainable Development Goals (SDGs)**, articulated into 169 targets that serve as a compass to guide the world towards

equitable and sustainable development models. Progress towards these goals is continuously monitored through more than 240 indicators and periodic assessments at the international level. By their very nature, the SDGs are interconnected and universal: every action aimed at promoting quality education or health and well-being also generates positive effects on reducing inequalities and protecting the Planet. In this context, the responsibility for driving change does not rest solely with institutions but also actively involves the business community, which can make a tangible contribution through its industrial activities and strategic initiatives.

Aware of this role, TRASMEC has decided to integrate the SDGs into its corporate strategy, translating its values and principles into concrete initiatives capable of generating a positive and lasting impact. To guide this integration process, the Company has adopted the **SDG Compass** (2015) as its methodological reference, adapting its contents to the Company's specific operational characteristics within a continuous improvement framework. The analysis was also supported by the practical guide **Integrating the SDGs into Corporate Reporting**, developed by the **Global Reporting Initiative** and the **UN Global Compact**.

This analysis focused on the first two phases of the proposed framework, namely understanding the Goals and defining strategic priorities. To this end, TRASMEC mapped and analysed its value chain, identifying current and potential positive and negative impacts arising from its business activities in relation to the individual Sustainable Development Goals. This structured approach enabled the Company to identify the SDGs considered most relevant to the development of its sustainable business model, as outlined below:



1.3. Material Topics: *Impact Management*

Aware of global challenges, we look to the future by identifying the topics that best reflect our impact. For us, sustainability is not an isolated concept, but rather the direction that guides the way we do business: a commitment that begins with this first Sustainability Report, translating responsibility into concrete actions and aligning our strategic objectives with the quality and dedication that define our daily work.

1.3.1. Double Materiality Assessment

In preparing its 2025 Sustainability Report, the Company adopted the **double materiality approach**. This choice reflects a holistic perspective, which is essential for addressing sustainability matters in a structured manner. This methodology supports the Company in defining more ambitious strategic objectives and fostering the evolution of its business model towards an increasingly integrated management of ESG factors.

The concept of double materiality represents one of the key innovations introduced by **Directive (EU) 2022/2464 (Corporate Sustainability Reporting Directive – CSRD)**. Accordingly, TRASMEC developed its assessment in line with the applicable regulatory framework and the most recent European sustainability reporting standards (ESRS and VSME).

To establish the assessment process, the Company referred to **EFRA's Implementation Guidance for the Materiality Assessment** (May 2024 version). While recognising the specific characteristics of each organisation, the guidance recommends structuring the analysis into four distinct phases:

1. **Phase 1** – Understanding the Context;
2. **Phase 2** – Identification of Actual or Potential Impacts, Risks and Opportunities (IROs);
3. **Phase 3** – Assessment and Determination of the Materiality of Impacts, Risks and Opportunities;
4. **Phase 4** – Reporting.

The double materiality assessment provides an integrated perspective and is based on two complementary dimensions:

- **Impact Materiality (inside-out approach):** according to ESRS 1, a sustainability matter is considered material when it relates to actual or potential, positive or negative impacts on people and the environment over the short, medium or long term. This dimension considers the effects generated by the Company on the external environment, encompassing both its own operations and its upstream and downstream value chain, including products, services and business relationships.
- **Financial Materiality (outside-in approach):** a matter is considered financially material if it generates, or could reasonably be expected to generate, significant effects on the Company. This perspective focuses on environmental and social factors that may influence the Company's development, financial position and performance through material risks and opportunities.

1.3.2. Material Topics

Based on the analysis described above, TRASMEC identified its material topics by applying the **inside-out** approach (impact materiality), thereby defining the scope of the matters disclosed in this Report. The table below highlights the material topics and their related areas of impact, specifying for each topic its classification, nature and positioning along the value chain, together with the VSME Standard indicators adopted to measure performance.

Regarding financial materiality, the following section presents the main impacts in terms of risks and opportunities, outlining their distinguishing characteristics and their positioning along the value chain (**outside-in** approach). For this dimension as well, the VSME Standards indicators serve as the reference framework, thereby ensuring integrated and transparent reporting of the Company's ability to generate long-term value.

The tables below present the results of the analysis:

Impact Materiality

Topic	Impact	Characteristics	SDGs Link	VSME
ENVIRONMENTAL TOPICS				
Climate Change	Energy management and sourcing from renewable energy sources	Positive and actual; Own operations	 	B3 – Energy and GHG Emissions (Greenhouse Gas Emissions – CO ₂ e)
	Emissions management and control	Negative and actual; Own operations		
Water Resources	Water consumption within the production process and controlled wastewater discharge	Negative and actual; Own operations		B6 - Water

Pollution Prevention	Air pollution from production process extraction emissions	Negative and actual; Own operations		B4 – Pollution of air, water and soil
	Pollution from hazardous waste generated during the production process	Negative and actual; Own operations		
Innovation and Circular Economy	Product and/or process innovation	Positive and potential; Own operations	 	B7 – Resource use, circular economy and waste management
	Raw material sourcing	Negative and actual; Upstream value chain		
	Waste management	Negative and actual; Own operations		
	Circular economy	Positive and actual; Own operations		

Topic	Impact	Characteristics	SDGs Link	VSME
SOCIAL TOPICS				
Responsible Supply Chain Management	Environmental and social assessment of suppliers	Positive and actual; Upstream value chain	 	Reported through general and social disclosures
	Protection of workers' rights throughout the supply chain	Positive and actual; Upstream value chain		
	Supplier payment practices	Positive and actual; Upstream value chain		
Own Workforce - Diversity and Inclusion	Employees' and community social well-being	Positive and actual; Own operations	 	B8 – Workforce: general characteristics; C5 – Additional (general) workforce characteristics; C6 – Additional own workforce information: Human rights policies and processes
Own Workforce - Health and Safety	Employees' health and safety	Positive and actual; Own operations	 	B9 – Workforce: Health and Safety
Own Workforce - Employee Well-being	Employee well-being and enhancement of the Company's human capital	Positive and actual; Own operations	 	B9 – Workforce: Health and safety; B10 – Workforce: Remuneration, collective bargaining and training; C5 – Additional (general) workforce characteristics
Community Engagement and Support / Community Rights and Development	Social and cultural support for the local community	Positive and actual; Own operations		Reported through general and social disclosures

Topic	Impact	Characteristics	SDGs Link	VSME
GOVERNANCE TOPICS				
Governance, Ethics and Integrity	Business ethics	Positive and actual; Own operations		Reported through general and governance disclosures
Product Responsibility and Quality	Product Responsibility	Positive and actual; Own operations	 	Reported through general and governance disclosures
	Product durability	Positive and actual; Own operations		
	End-user safety	Positive and actual; Own operations and downstream value chain		
Information Security and Cybersecurity	Protection of the Company's IT assets	Positive and actual; Own operations		Reported through general and governance disclosures
	Sensitive data protection	Positive and actual; Own operations		

Financial Materiality

Topic	Main financial effects	Characteristics	SDGs Link	VSME
ENVIRONMENTAL TOPICS				
Climate Change	Risk of natural disasters	Potential risk; Own operations		B3 – Energy and GHG Emissions (Greenhouse Gas Emissions – CO ₂ e)
Water Resources	Risk of regulatory sanctions due to inadequate wastewater discharge management	Potential risk; Own operations		B6 - Water
Pollution prevention	Risk of regulatory sanctions due to air pollution from production process extraction emissions	Potential risk; Own operations		B4 – Pollution of air, water and soil
	Risk of regulatory sanctions due to pollution from hazardous waste generated during the production process	Potential risk; Own operations		
Innovation and Circular Economy	Increased attractiveness of products among customers with a focus on ESG topics	Potential opportunity; Own operations	 	B7 – Resource use, circular economy and waste management

Topic	Main financial effects	Characteristics	SDGs Link	VSME
SOCIAL TOPICS				
Responsible Supply Chain Management	Search for new suppliers within short timeframes and with limited negotiation power	Potential risk; Own operations	 	Reported through general and social disclosures
	Reputational damage	Potential risk; Upstream value chain		
Own Workforce - Diversity and Inclusion	Employee retention	Potential opportunity; Own operations	 	B8 – Workforce: General characteristics; C5 – Additional (general) workforce characteristics; C6 – Additional own workforce information: Human rights policies and processes
	Risk of regulatory sanctions due to non-compliance with applicable legislation	Potential risk; Own operations		
Own Workforce - Health and Safety	Risk of regulatory sanctions due to non-compliance with applicable legislation	Potential risk; Own operations	 	B9 – Workforce: Health and safety
	Reputational damage	Potential risk; Own operations		
	Temporary shutdown of production facilities	Potential risk; Own operations		
Own Workforce - Employee Well-being	Development of technical skills and retention of company know-how	Potential opportunity; Own operations	 	B9 – Workforce: Health and safety; B10 – Workforce: Remuneration, collective bargaining and training; C5 – Additional (general) workforce characteristics
	Employee retention	Existing opportunity; Own operations		
	Increase in employee turnover rate	Potential risk; Own operations		

Topic	Main financial effects	Characteristics	SDGs Link	VSME
GOVERNANCE TOPICS				
Governance, Ethics and Integrity	Risk of regulatory sanctions due to non-compliance with applicable legislation	Potential risk; Own operations		Reported through general and governance disclosures
	Reputational damage	Potential risk; Entire value chain		
Product Responsibility and Quality	Risk of regulatory sanctions due to the sale of non-compliant products	Potential risk; Own operations	 	Reported through general and governance disclosures
	Product liability	Potential risk; Own operations and downstream value chain		

	Reputational damage	Potential risk; Downstream value chain		
Information Security and Cybersecurity	Risk of regulatory sanctions due to non-compliance with applicable legislation	Potential risk; Own operations		Reported through general and governance disclosures
	Reputational damage resulting from the loss of sensitive data	Potential risk; Entire value chain		

1.3.3 Double Materiality Matrix – 2025

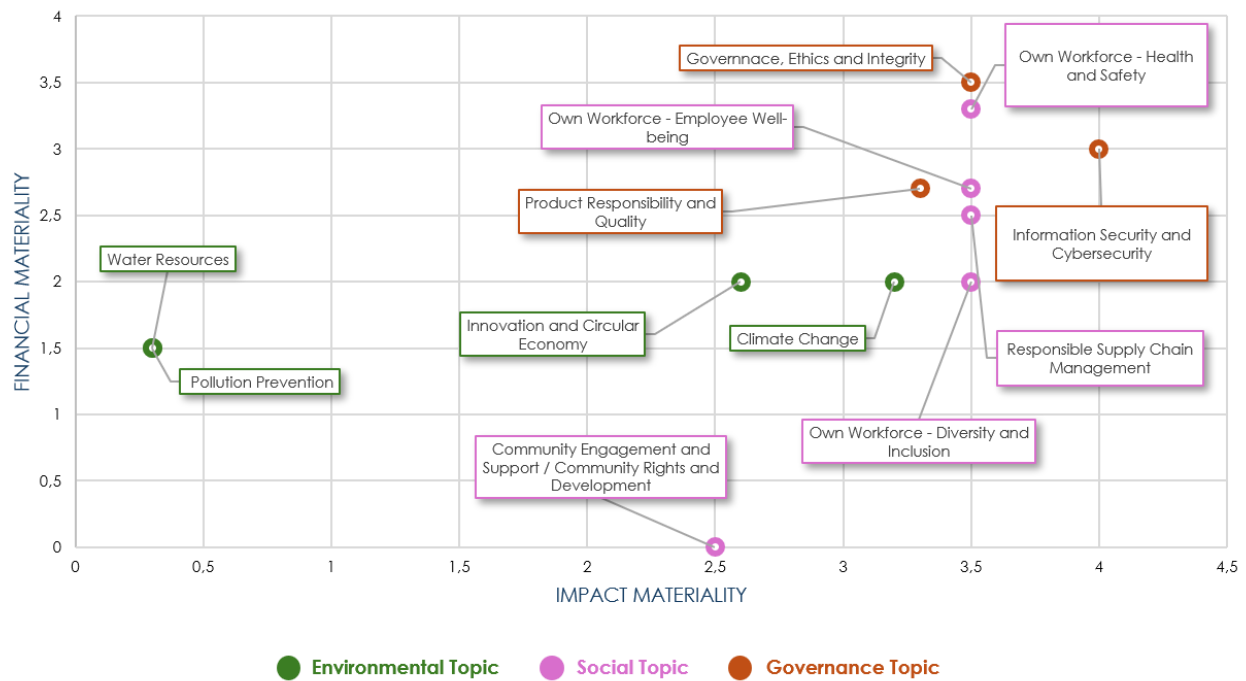
As part of TRASMEC's sustainability reporting journey, a **materiality matrix** was developed to provide a clear and concise representation of the topics considered most relevant to the Company. The matrix serves as a key tool for identifying and visualizing material topics, namely those that significantly influence the Company's ability to create value over the short, medium and long term.

The topics have been positioned along two Cartesian axes:

- **The horizontal axis (x-axis)** represents the level of importance assigned by TRASMEC to each topic based on **impact materiality**, namely the magnitude of the effects generated by the organization on external stakeholders and the environment.
- **The vertical axis (y-axis)** represents the level of **risk or opportunity** perceived by the Company in relation to potential external financial effects that may impact the organization.

Based on the assessments carried out through the double materiality perspective, the Company identified as **material all topics** for which significant impacts, risks or opportunities emerged, **except** for **water resource management** and **pollution prevention**. While recognizing the overall importance of these matters, TRASMEC assigned them a lower materiality level compared to other strategic drivers. Nevertheless, they will continue to be monitored and considered within the Company's future ESG strategy, in line with the relevant prioritization assessments.

The lower materiality level assigned to **water resource management** is primarily attributable to the Company's operational characteristics. Water consumption across both production activities and office facilities is limited and comparable to domestic use. Regarding **pollution prevention**, the Company considers this topic to be of lower priority due to the presence of established procedures, controls and operating practices that currently mitigate potential impacts on the external environment effectively.



1.4. TRASMEC Sustainability Action Plan

The 2030 Agenda and its Sustainable Development Goals (SDGs), together with the Materiality Assessment, enabled the Company not only to identify and evaluate its impacts, but also to prioritize the topics that are most relevant to its business. On this basis, the **Sustainability Action Plan** was developed as a tool to formalize the Company's commitment to continuously improving its business practices and promoting responsible management across the three **ESG dimensions (Environmental, Social and Governance)**.

More broadly, the Sustainability Action Plan translates the Company's strategic vision into concrete objectives, aligning it with key social and market challenges. The document establishes a structured framework of areas of action, specific objectives and initiatives, supported by **quantitative and qualitative KPIs and targets**, together with an appropriate implementation **timeline** and the identification of the responsible functions.

More specifically, the **2026–2028 Sustainability Action Plan** sets out the voluntary commitments that TRASMEC has undertaken for the next three years. The document will be reviewed and updated on an annual basis.

Area of Action	Impacted SDGs	Specific Objective	Actions	KPI	2025 Baseline	2026 Target	2027 Target	2028 Target
PROMOTING SUSTAINABILITY ACROSS THE SUPPLY CHAIN		The Company aims to promote a sustainable supply chain by selecting ISO 14001-certified suppliers, including raw material suppliers and inbound and outbound transport and logistics service providers	Integrate environmental criteria into procurement and contracting processes by selecting and prioritizing suppliers holding ISO 14001 environmental certification	Percentage of ISO 14001-certified raw material suppliers	10.50%	15%	20%	40%
				Percentage of ISO 14001-certified transport service providers	14.30%	18%	25%	30%
				Percentage of ISO 14001-certified subcontractors	0%	5%	10%	20%
SUPPLY CHAIN RESPONSIBILITY	 	TRASMEC is committed to adopting and formalizing its Supplier Code of Conduct, with the aim of promoting the integration of responsible business principles into relationships with its business partners and fostering strong, ethical and long-lasting professional relationships	Adoption of the Supplier Code of Conduct	ON/OFF – Adoption of the Supplier Code of Conduct	OFF	ON	-	-
SUSTAINABLE ENERGY MANAGEMENT		TRASMEC aims to reduce the environmental impact of its energy consumption by promoting the procurement of electricity from renewable sources	Purchase electricity from suppliers guaranteeing sourcing from renewable energy sources	ON/OFF – Procurement of Electricity from Renewable Energy Sources	OFF	ON	-	-
SUSTAINABLE WASTE MANAGEMENT	 	The Company is committed to optimizing the management and disposal of waste, including hazardous waste, through sustainable practices compliant with applicable regulations, with the aim of reducing environmental impacts and improving operational efficiency	Implement a waste collection and segregation system across the Company's operating sites	Percentage of segregated waste over total waste generated in production activities	96.78%	97%	-	-
				Percentage of segregated waste over total waste generated in office activities	20%	50%	95%	97%

Area of Action	Impacted SDGs	Specific Objective	Actions	KPI	2025 Baseline	2026 Target	2027 Target	2028 Target
WORKER SAFETY	 	The Company intends to provide customers with comprehensive manuals and procedures for the installation and use of its machinery, ensuring that all necessary information is available to guarantee safe and proper use	Collect customer feedback on the effectiveness of manuals and procedures to continuously improve the quality of the information provided	ON/OFF – Implementation of a system to collect customer feedback on the effectiveness of machinery manuals and operating procedures	OFF	ON	-	-
WORKFORCE SKILLS DEVELOPMENT		TRASMEC aims to enhance the skills and capabilities of its workforce to support professional growth and the individual development of each employee and collaborator	Develop and implement an employee training program designed to enhance technical and professional competencies and foster the development of soft skills, while monitoring training hours delivered across each training category	Technical and professional training hours as a percentage of total training hours	56.77%	60%	62%	65%
				Total training hours delivered	934	1000	1050	1100
				ON/OFF – Implementation of a system to monitor soft skills training hours delivered	OFF	ON	-	-
EMPLOYEE WELL - BEING	 	The Company aims to assess employee satisfaction levels to understand perceptions of the working environment and promote employee well-being on an ongoing basis	Implement an employee satisfaction monitoring system through the administration of an annual survey	ON/OFF – Implementation of the employee satisfaction survey	OFF	ON	-	-
SUSTAINABLE MACHINERY END-OF-LIFE MANAGEMENT		TRASMEC is committed to providing its customers with clear and comprehensive instructions to ensure the proper disposal of machinery, promoting sustainable practices in compliance with applicable environmental regulations	Provide customers with clear and up-to-date instructions for the proper disposal of machinery	ON/OFF – Provision of clear and up-to-date instructions for the proper disposal of machinery	OFF	ON	-	-
			Collect customer feedback on the effectiveness of the information provided to continuously improve the instructions	ON/OFF – Implementation of a system to collect customer feedback on the effectiveness of the information provided	OFF	ON	-	-

2. Environmental Disclosure

VSME STANDARD

VSME B3 – Energy and greenhouse gas emissions

VSME B6 – Water

VSME B7 – Resource use, circular economy and waste management

At present, TRASMEC has not established an **integrated risk assessment framework** that formally incorporates environmental considerations. However, the Company has initiated an **internal review process** aimed at mapping its operations and identifying areas requiring **ongoing monitoring**. This initiative will support the identification and management of **potential environmental risks** associated with the **Company's activities**, enabling an increasingly structured and informed approach to environmental impact management.

It is also worth noting that TRASMEC is **not an energy-intensive business**. Neither its office activities nor its production processes involve significant energy consumption. In particular, the Company's operating model does not include highly energy-intensive activities, such as the primary processing of steel through blast furnace operations. Instead, TRASMEC's activities are based on the **processing of raw materials**, including **iron and steel** in the form of **tubes and sheet metal**, as well as the use of semi-finished products that are ready for use.

This operating model is also reflected in the Company's inherently limited **atmospheric emissions** profile. To further protect the environment and preserve air quality, the production facility is equipped with a **controlled extraction system** designed to capture and filter dust generated during mechanical processing activities, thereby significantly reducing particulate emissions.

2.1. Energy and Emissions

Energy consumption

Energy consumption, reported in MWh in accordance with the VSME Standards, mainly derives from electricity used at the Company's facilities and fuel consumed by company vehicles.

In **2025**, TRASMEC recorded total energy consumption of 969.92 MWh, representing a slight increase of 24 MWh compared to 2024.

The following table provides a summary of the Company's internal energy consumption, reported in MWh.

B3 - Energy Consumption Breakdown and Total Consumption (MWh)				
Energy Consumption Category		Unit	2025 Quantity	2024 Quantity
Energy consumption from renewable sources	Electricity consumption	MWh	-	-
	Electricity consumption	MWh	334.73	321.12
	Company vehicles – petrol consumption	MWh	0.26	0.79
	Company vehicles – diesel consumption	MWh	108.34	101.51

Natural gas consumption for heating	MWh	526.59	522.17
Total energy consumption	MWh	969.92	945.59

Looking ahead, TRASMEC is **primarily committed** to increasing the **use of renewable energy sources** by selecting suppliers capable of guaranteeing certified and sustainable energy supplies.

At the same time, the Company actively **promotes awareness among employees and collaborators** regarding the responsible use of resources. This commitment is reflected in small, yet meaningful daily actions aimed at **reducing energy consumption**, such as the conscious use of heating and cooling systems and the **optimization of lighting** across both office areas and production facilities. The objective is to foster a corporate culture in which efficiency and environmental responsibility become an integral part of everyday operations.

Emissions

The Company's **emissions** profile is reported in tonnes of carbon dioxide equivalent (tCO₂e) and includes direct emissions generated by TRASMEC using owned assets (Scope 1), as well as indirect emissions associated with purchased electricity consumption from the grid (Scope 2).

For the first year of reporting, the **emissions calculation methodology** adopted is based on the **location-based approach**, which applies an average emission factor for electricity consumption calculated according to the national energy mix of the country in which the Company operates.

It should be noted that, for the purpose of calculating its emissions and in accordance with the standards issued by **EFRAG** (European Financial Reporting Advisory Group), TRASMEC has adopted the conversion factors reported in the **ISPRA Report** published in 2024, as the relevant 2025 update was not yet available. This report refers to the "**National Standard Parameters Table**" published by the **Ministero dell'Ambiente e della Sicurezza Energetica** (MASE), the **Italian Ministry of Environment and Energy Security**, which provides the reference values required for the calculation of fuel consumption, related emission factors, and electricity consumption.

The following table provides a summary of the reported emissions data.

B3 - Estimated GHG Emissions in tCO ₂ e – Scope 1 and Scope 2			
	ISPRA 2024 Conv. Factor	2025 tCO ₂ e	2024 tCO ₂ e
SCOPE 1			
Natural gas consumption for heating	0.002	113.18	112.23
Commercial fleet diesel consumption	0.0026	28.07	26.30
SCOPE 2			
Purchased electricity consumption	0.215	71.97	69.04

2.2. Water Resource Management

Regarding **water resource management**, TRASMEC operates in an area characterized by low water stress, as reported by the *Aqueduct Water Risk Atlas* developed by the *World Resources Institute*.

From an **operational perspective**, the Company limits water consumption to highly specific uses. The only significant industrial use occurs within the painting department, where water is exclusively used for cleaning activities and component mixing processes. In all other areas of the production facility and in office premises, water withdrawals are solely intended for sanitary purposes and are therefore comparable to domestic consumption. The Company's entire **water supply** is provided through the public water network.

The following table provides a detailed overview of water consumption data:

B6 - Water Withdrawal and Water Consumption		
Water Consumption	2024 M³	2025 M³
Total water withdrawal from all sites (m³)	890	773
Wastewater discharge resulting from the Company's production processes (m³)	-	-
Total water consumption (m³)	890	773

2.3. Circular Economy and Waste Management

TRASMEC's production process involves the use of both non-hazardous and hazardous materials. The latter mainly include paints used for the external coating of products and oils used for lubrication and the proper functioning of mechanical components.

To ensure the proper **management of materials leaving the Company's operations**, disposal and recovery activities are organized through dedicated channels based on the type of waste generated, in line with circular economy principles. Regarding office waste similar to municipal waste — mainly paper, plastic and mixed waste — the Company relies on the door-to-door collection service provided by the relevant municipality. To support this process, TRASMEC has installed dedicated waste separation containers throughout its premises, encouraging the correct sorting of materials and promoting responsible resource use among employees.

For **production-related waste**, such as metal scrap, painting residues, plastic materials and solutions, which are classified as more complex industrial waste, TRASMEC relies on the support of two specialized external partners: Miglioli Srl and Micheli Srl. These companies ensure the proper treatment and disposal of the waste streams.

The packaging materials used by the Company, mainly consisting of wood and cardboard, are largely sourced from recycled materials and are themselves directed towards recycling processes.

The following table provides an overview of the materials managed by the Company, highlighting the related waste treatment and recovery methods.

B7 - Waste Generated					
2024					
Waste Classification	EW Code	Waste Type	Unit	Waste diverted to recycling or reuse	Waste destined for disposal
NON-HAZARDOUS	08 01 20	Aqueous suspensions containing paints and varnishes other than those referred to in 08 01 19	Kg		11,410
	12 01 01	Ferrous metal filings and turnings	Kg	90,090	
	12 01 02	Ferrous metal dust and particles	Kg	98,540	
	15 01 01	Paper and cardboard packaging	Kg	4,240	
	15 01 03	Wooden packaging	Kg	22,530	
	15 01 04	Metallic packaging	Kg	310	
	15 01 06	Mixed packaging materials	Kg	7,540	
	16 06 04	Alkaline batteries (excluding 16 06 03)	Kg	10	

	17 04 05	Iron and steel	Kg	480	
TOTAL NON-HAZARDOUS WASTE				223,740	11,410
HAZARDOUS	08 01 11	Waste paint and varnish containing organic solvents or other hazardous substances	Kg	1,626	
	08 03 17	Waste printing toner containing hazardous substances	Kg	90	
	12 01 09	Machining emulsions and solutions not containing halogens	Kg	920	
	12 01 16	Waste abrasive material containing hazardous substances	Kg		733
	15 02 02	Absorbents, filter materials (including oil filters not otherwise specified), wiping cloths and protective clothing contaminated by hazardous substances	Kg	391	120
	17 06 03	Other insulating materials containing or consisting of hazardous substances	Kg		50
	20 01 21	Fluorescent tubes and other mercury-containing waste	Kg	1,630	
TOTAL HAZARDOUS WASTE				4,657	903

B7 - Waste Generated

2025					
Waste Classification	EWG Code	Waste Type	Unit	Waste diverted to recycling or reuse	Waste destined for disposal
NON-HAZARDOUS	12 01 01	Ferrous metal filings and turnings – TRASMEC lathe processing waste	Kg	87,460	
	12 01 02	Ferrous metal dust and particles – TRASMEC iron scrap	Kg	93,116	
	15 01 01	Paper and cardboard packaging	Kg	4,380	
	15 01 03	Wooden packaging	Kg	22,740	
	15 01 04	Metallic packaging	Kg	620	
	15 01 06	Mixed packaging materials	Kg	6,860	
	17 04 05	Iron and steel waste	Kg	12,395	
	17 04 07	Mixed metals	Kg	1,060	
TOTAL NON-HAZARDOUS WASTE				228,630	-
HAZARDOUS	08 01 11	Waste paint and varnish containing organic solvents or other hazardous substances	Kg	1,400	

08 03 17	Waste printing toner containing hazardous substances	Kg	10	
12 01 09	Machining emulsions and solutions not containing halogens	Kg	1,060	
15 02 02	Absorbents, filter materials, wiping cloths and protective clothing contaminated by hazardous substances	Kg	200	
12 01 16	Waste abrasive material containing hazardous substances – TRASMEC sandblasting residues containing hazardous substances	Kg		360
15 02 02	Absorbents, filter materials, wiping cloths and protective clothing contaminated by hazardous substances	Kg		360
TOTAL HAZARDOUS WASTE			2,670	720

TRASMEC's commitment also extends across the **value chain**, actively involving **customers** in the end-of-life management of machinery. The Company provides comprehensive technical manuals to guide customers in the proper disposal of each individual component. As the responsibility for the final disposal of machinery remains with the user, this information support plays a key role in ensuring that the entire product life cycle is managed in line with the Company's environmental responsibility principles.

Furthermore, as already described in the section dedicated to the Company's products and services (see section 1.1.2 – *Business Model and Value Chain*), TRASMEC offers **revamping** solutions aimed at the technological upgrade of machinery and related components, as well as the extension of the useful life of existing equipment. Through these solutions, the Company contributes to reducing waste generation and optimizing customers' investments.

3. Social Disclosure

VSME STANDARD

VSME B8 – Workforce – General characteristics

VSME B9 – Workforce – Health and safety

VSME B10 – Workforce – Remuneration, collective bargaining and training

VSME C5 – Additional (general) workforce characteristics

VSME C6 – Additional own workforce information - Human rights policies and processes

3.1. Our People

Regarding its workforce, employees and collaborators, TRASMEC promotes an approach based on respect and flexibility. These principles are reflected in a flexible working time management system, which is adapted to employees' specific needs, allowing, where necessary, adjustments to start and end times.

In addition, the Company provides the opportunity to work remotely when specific personal circumstances prevent employees from being physically present at the workplace. It should be noted that, due to the production-oriented nature of the Company's activities and the predominantly operational and manual characteristics of its processes, this option is currently available only to office-based employees.

3.1.1. General Characteristics and Turnover

As of 31 December 2025, **TRASMEC's workforce** consisted of 73 employees. Compared to 2024, the number of employees increased by four, from 69 employees in 2024.

The following tables provide an overview of TRASMEC's workforce composition:

B8 - Workforce – General characteristics / C5 - Additional (general) workforce characteristics

Table 1 – Workforce Composition by Employee Category and Gender

Employee Category	31/12/2025			31/12/2024		
	Male	Female	Total	Male	Female	Total
Executives	1	-	1	2	-	2
Managers	3	-	3	2	-	2
Office Workers	29	10	39	27	10	37
Workers	30	-	30	28	-	28
Total	63	10	73	59	10	69

Table 2 – Workforce Composition by Geographic Area and Gender

Geographic Area	31/12/2025			31/12/2024		
	Male	Female	Total	Male	Female	Total
Italy	63	10	73	59	10	69
Europe	-	-	-	-	-	-
Rest of the World	-	-	-	-	-	-

Total	63	10	73	59	10	69
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Table 3 – Workforce Composition by Age Group and Gender

Age Group	31/12/2025			31/12/2024		
	Male	Female	Total	Male	Female	Total
Under 30	3	-	3	4	-	4
30 – 50	52	8	60	47	8	55
Over 50	8	2	10	8	2	10
Total	63	10	73	59	10	69

Table 4 – Workforce Composition by Contract Type and Gender

Employment Contract Type	31/12/2025			31/12/2024		
	Male	Female	Total	Male	Female	Total
Permanent Contract	62	10	72	59	10	69
Fixed-Term Contract	1	-	1	-	-	-
Total	63	10	73	59	10	69

Table 5 – Workforce Composition by Other Employment Arrangements and Gender

Other Employment Arrangements	31/12/2025			31/12/2024		
	Male	Female	Total	Male	Female	Total
Agency Workers	2	-	2	2	-	2
Interns	-	-	-	-	-	-
Other Collaborators	-	-	-	-	-	-
Total	2	-	2	2	-	2

Table 6 – Workforce Composition by Employment Type and Gender

Employment Type	31/12/2025			31/12/2024		
	Male	Female	Total	Male	Female	Total
Full time	62	9	71	59	9	68
Part-time	1	1	2	-	1	1
Total	63	10	73	59	10	69

Table 7 – New Hires by Age Group and Gender

Gender	2025			2024		
	Under 30	30-50	Over 50	Under 30	30-50	Over 50
Male	3	2	2	1	1	-
Female	-	-	-	-	-	-
Total	3	2	2	1	1	-

Table 8 – Employee Exits by Age Group and Gender

Gender	2025			2024		
	Under 30	30-50	Over 50	Under 30	30-50	Over 50
Male	-	1	2	-	4	1
Female	-	-	-	-	-	-
Total	-	1	2	-	4	1

Table 9 – Employee Exits by Reason and Gender

Reason	2025			2024		
	Male	Female	Total	Male	Female	Total
Resignations	2	-	2	4	-	4
Retirement	1	-	1	-	-	-
Dismissal	-	-	-	1	-	1
Other	-	-	-	-	-	-
Total	3	-	3	5	-	5

About **recruitment and selection processes**, TRASMEC has established a structured approach aimed at enhancing and retaining internal resources. When a workforce need arises, the Company first conducts an internal assessment involving department managers to identify whether the required skills are already available within the organization. As key reference figures, department managers evaluate employees' skills, experience and capabilities, assessing the possibility of filling the position through internal mobility. In this context, TRASMEC promotes direct dialogue with employees to understand their interest and availability to take on new roles, while also identifying potential training needs. Where employees demonstrate potential that has not yet been fully developed, the Company supports training and professional development initiatives aimed at strengthening internal skills and competencies. External recruitment channels are considered only when suitable internal resources are not available.

Regarding **employee turnover**, the Company records a limited level of workforce turnover. Employee departures are mainly related to retirement, while voluntary resignations and dismissals remain limited. To ensure operational continuity and effective knowledge transfer, TRASMEC adopts a structured approach to generational transition by planning the onboarding of new resources in advance and facilitating their integration alongside employees approaching retirement, thereby minimizing potential operational disruptions.

Indicator	2025	2024
Number of employees who left during the reporting period	3	5
Number of employees at the beginning of the reporting period	69	72
Number of employees at the end of the reporting period	73	69
Employee turnover rate in the reporting period (%)	4%	7%

3.1.2. Employee Well-being, Health and Safety

Regarding **employee well-being**, TRASMEC is committed to ensuring that all employees are treated fairly and without any form of discrimination. The Company is characterized by a collaborative and informal working environment, where employees demonstrate a strong sense of belonging and where no distinctions are made between management, production workers and office staff. Mutual respect, active listening and inclusion are key values shared throughout the organization.

The Company also ensures a **safe working environment** for employees and collaborators. In addition to complying with applicable occupational **health and safety** regulations and providing **mandatory training**, TRASMEC promotes continuous awareness activities on the correct and safe use of machinery and equipment through periodic refresher sessions. Training activities are provided by an external certified training provider. All production personnel are involved in safety training and refresher programs, regardless of their daily use of specific machinery, to ensure widespread awareness of correct operating procedures.

Furthermore, **Personal Protective Equipment** (PPE) is made available to all employees in the workplace to ensure the highest level of safety during operational activities. PPE distribution is managed through dedicated automatic dispensers, which can be accessed by scanning each employee's personal badge.

Despite the Company's continuous focus on safety management, awareness and prevention measures, one **workplace accident** was recorded in 2025.

The following table reports the **accident rate**, calculated based on hours worked during the reference period, together with the comparison with 2024.

B9 - Workforce - Health and safety		
Indicator	2025	2024
Number of recordable work-related accidents in the reporting period	1	3
Number of hours worked by one full-time employee in the reporting period	2,000	2,000
Total number of hours worked in a year by all employees in the reporting period	146,000	142,000
Rate of recordable work-related accidents in the reporting period	1.37	4.23

3.1.3. Remuneration, Collective Bargaining and Training

All Company personnel are employed under **regular employment contracts**, as TRASMEC does not tolerate any form of undeclared or irregular employment. As of 31 December 2025, the Company applies the National Collective Labour Agreement (CCNL) for the Metalworking sector.

Regarding **employment conditions and career progression**, TRASMEC ensures full compliance with contractual provisions and any related grade progression. Where the applicable collective agreement provides for a level progression after a defined period, the Company ensures that such progression is implemented within the established timeframe, regardless of the employee's gender.

Furthermore, with regard to **gender equality**, although TRASMEC operates in a production-oriented sector traditionally characterized by a higher presence of male production workers, women are represented within office functions. Consistently with its commitment to equal treatment, including equal pay, the Company monitors its gender pay gap. The following table provides the percentage value of the gender pay gap between female and male employees.

B10 – Workforce – Remuneration and collective bargaining	
Indicator	2025

Employees receive pay that is equal or above applicable minimum wage determined directly by the national minimum wage law or through a collective bargaining agreement	YES
Average gross hourly pay level of male employees (€)	18.17 €
Average gross hourly pay level of female employees (€)	14.68 €
Percentage gap in pay between the undertaking's female and male employees (%)	19.21%

Regarding **employee welfare**, TRASMEC currently provides, in accordance with the Metalworking National Collective Labour Agreement, an annual gross company bonus of €2,000 per employee, in addition to the €200 amount provided for under the same collective agreement. The Company also provides daily meal vouchers to all employees.

With regard to **training**, as already described in the section dedicated to occupational health and safety (see section 3.1.2 – *Employee Well-being, Health and Safety*), most employees are involved in training activities related to machinery operation, with the aim of ensuring broad skills coverage and maintaining a workforce capable of ensuring operational continuity in the event of absences or organizational needs. In addition to mandatory and safety-related training, the Company provides training courses based on requests from department managers, according to operational requirements and professional development needs.

In particular, the technical department participates in refresher courses focused on the use of new software and compliance with regulatory developments, while the administrative and accounting functions are also involved in periodic training activities aimed at maintaining up-to-date knowledge of regulatory and tax requirements. Furthermore, when new machinery or production systems are introduced, the Company extends training activities also to employees who are not directly responsible for their daily operation, with the aim of increasing organizational flexibility and ensuring mutual coverage of operational tasks. Such training initiatives are always approved by department managers and, where applicable, by the head of the technical department.

The following table provides details of the training hours delivered by the Company, broken down by employee category and gender, as well as by type of training (technical skills, soft skills and personal development).

B10 - Workforce - Number of annual training hours per employee

Table 1 - Training Hours by Employee Category and Gender

Employee Category	2025			2024		
	Male	Female	Total	Male	Female	Total
Executives	-	-	-	-	-	-
Managers	29	-	29	15	-	15
Office Workers	686	63	749	520	40	560
Workers	220	-	220	150	-	150
Total	935	63	998	685	40	725

Table 2 - Training Hours by Training Topic and Gender

Training Topic	2025			2024		
	Male	Female	Total	Male	Female	Total
Technical training	935	63	998	685	40	725

Soft skills training	-	-	-	-	-	-
Personal development training	-	-	-	-	-	-
Total	935	63	998	685	40	725

3.1.4. Human Rights

In 2025, TRASMEC continued to strengthen a working environment based on respect for **people's dignity**, the **protection of human rights** and the **enhancement of diversity**. The Company promotes fair and inclusive working conditions, ensuring the absence of discrimination, safe workplaces and equal access to internal opportunities.

During the reporting period, no cases of human rights violations or reports of conduct inconsistent with the ethical principles and values guiding TRASMEC's activities were recorded. Attention to people's well-being, transparent relationships and responsible conduct represents a key element in the management of human capital and in the definition of organizational decisions.

3.2. Supply Chain Management: From Suppliers to Customers

TRASMEC's selection of **raw material suppliers** prioritises Italian and local operators, generally located close to the Company's headquarters. The main national suppliers are, in most cases, located within approximately 40 km. This approach contributes to reducing emissions associated with inbound transportation while generating positive impacts on the local area and supporting the surrounding economic ecosystem.

Regarding **logistics service providers**, supplier selection is based on qualitative criteria related to the products and materials purchased, with particular attention to environmental aspects. In this context, the Company is progressively promoting the use of ISO 14001-certified suppliers, with the aim of increasing over time the share of business partners holding such certification. The supplier qualification and monitoring process is also guided by the principles set out in the Company's Code of Ethics, which define the reference values and expected standards in terms of conduct, quality, regulatory compliance and sustainability.

About **customers**, TRASMEC adopts logistics solutions aimed at improving efficiency, with the objective of optimising loads and reducing emissions associated with transportation activities. When multiple orders destined for the same geographical area are being processed, the Company organises consolidated shipments. Deliveries are mainly carried out by road transport; for non-European destinations, particularly in Asia, Australia, the Americas and Africa, transportation is also organised by sea through dedicated containers. Air freight is generally impracticable due to the size and characteristics of the machinery manufactured.

TRASMEC provides its customers with machinery designed to ensure quality, durability and safety. For each order, the Company provides operating and maintenance manuals containing instructions on the correct use of the equipment and the activities required to ensure its long-term efficiency. TRASMEC supports customers in defining the most appropriate technical solutions, including aspects related to safety and maintenance, with the aim of ensuring optimal operating conditions throughout the machinery's lifecycle. The Company also remains available to customers for after-sales assistance, extraordinary maintenance, service activities and product revamping.

3.3. Local Community

For TRASMEC, in addition to its employees and collaborators, the relationship with the local community represents an important element of its commitment and corporate responsibility. Since 2024, the Company has launched several initiatives supporting the local area, which continued and were further developed throughout 2025.

TRASMEC supported cultural initiatives promoted by the Municipality of Casalbuttano ed Uniti (Cremona, Italy), where the Company's headquarters are located. The Company contributed through financial sponsorship to the organisation of the theatre programme held at the Teatro Bellini in the Municipality.

Further financial support for cultural initiatives was provided through a contribution to the scholarships established by the Cremona Industrial Association, highlighting the Company's commitment to supporting education and the development of younger generations.

In addition to the sponsorship activities described above, TRASMEC's commitment to the community is also reflected in its choice, whenever possible, to favour local suppliers, with the aim of supporting the economic development of the surrounding area and fostering synergies and collaborations among companies operating within the same geographical context, as described in the previous section (see Section 3.2. *Supply Chain Management: From Suppliers to Customers*).

Looking ahead, the Company intends to continue and strengthen the initiatives already undertaken, promoting increasingly structured collaborations among local stakeholders so that these practices can become an integral part of its operating model. Supporting the community is not limited to maintaining existing activities but aims to progressively expand through new forms of engagement. In this perspective, TRASMEC will assess the opportunity to develop partnerships with local schools, promoting internship and career orientation programmes that enable students to gain practical exposure to the world of work and acquire valuable experience for their educational and professional development.

4. Governance Disclosure

VSME STANDARD

VSME B11 – Convictions and fines for corruption and bribery

VSME C9 – Gender diversity ratio in the governance body

4.1. Anti-Corruption Management

TRASMEC manages its exposure to active and passive corruption risks through an Organisation, Management and Control Model adopted pursuant to Italian Legislative Decree No. 231/2001 (Modello di Organizzazione, Gestione e Controllo ex D. Lgs. 231/01 – MOG 231). Further information on the 231 Model and the Company's Code of Ethics is available in Section **1.2.1 “Corporate Bodies and Governance Model – Corporate Policies”**.

During the reporting period, no cases of active or passive corruption involving TRASMEC's directors or employees were identified or confirmed. This confirms the effectiveness of the measures implemented and the Company's commitment to maintaining high ethical standards across all its operations.

4.2. Gender Diversity in the Governance Body

Further information on the governance system, including gender diversity within the governance body, is provided in Section **1.2.1 “Corporate Bodies and Governance Model”**.

VSME INDEX

The **2025 Sustainability Report** has been prepared in accordance with the methodologies and principles set out in the *Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME)*, developed for small and medium-sized enterprises not listed on regulated markets and published by EFRAG (*European Financial Reporting Advisory Group*) in December 2024.

For its 2025 sustainability reporting, TRASMEC has adopted option “b) *Comprehensive Module*” provided by the Standard, which requires the application of both reporting modules:

a) Basic Module – general disclosures and basic metrics covering environmental, social and business conduct (governance) matters;

b) Comprehensive Module – additional disclosures and indicators supplementing the Basic Module, selected based on the guidance and requirements set out in the Module.

The following section provides the complete index of references to the individual VSME disclosure requirements, including the corresponding chapters and sections of this document.

VSME - Voluntary Sustainability Reporting Standard Basic e Comprehensive Module	Chapter/Section Reference	Notes
General Disclosure		
B1 - Basis for preparation	Basis for preparation / VSME – Reporting Standard	
	Basis for preparation / General Reporting Criteria	
	Basis for preparation / Material Topics	
B2 - Practices, policies and future initiatives for transitioning towards a more sustainable economy	1. General Disclosure/ 1.1. Strategy, Business Model and Value Chain / 1.1.2. Business Model and Value Chain	
	1. General Disclosure / 1.2. Corporate Governance System and Sustainability Governance / 1.2.1. Corporate Bodies and Governance Model / Corporate Policies	
	1. General Disclosure / 1.2. Corporate Governance System and Sustainability Governance / 1.2.1. Corporate Bodies and Governance Model / Management System	
	1. General Disclosure / 1.2. Corporate Governance System and Sustainability Governance / 1.2.2 Sustainability Governance / 2030 Agenda and the Sustainable Development Goals	
	1. General Disclosure / 1.4. TRASMEC Sustainability Action Plan	
C1 - Strategy: Business Model and Sustainability – Related Initiatives	1. General Disclosure / 1.1. Strategy, Business Model and Value Chain / 1.1.1. TRASMEC's Journey	
	1. General Disclosure / 1.1. Strategy, Business Model and Value Chain / 1.1.2. Business Model and Value Chain	

	1. General Disclosure / 1.2. Corporate Governance System and Sustainability Governance / 1.2.1. Corporate Bodies and Governance Model
	1. General Disclosure / 1.2. Corporate Governance System and Sustainability Governance / 1.2.2 Sustainability Governance
	1. General Disclosure / 1.4. TRASMEC Sustainability Action Plan
	3. Social Disclosure / 3.2. Supply Chain Management: From Suppliers to Customers
	3. Social Disclosure / 3.3. Local Community
C2 - Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	1. General Disclosure / 1.1. Strategy, Business Model and Value Chain / 1.1.2. Business Model and Value Chain
	1. General Disclosure / 1.2. Corporate Governance System and Sustainability Governance / 1.2.1. Corporate Bodies and Governance Model / Corporate Policies
	1. General Disclosure / 1.2. Corporate Governance System and Sustainability Governance / 1.2.1. Corporate Bodies and Governance Model / Management System Certifications
	1. General Disclosure / 1.2. Corporate Governance System and Sustainability Governance / 1.2.2 Sustainability Governance / 2030 Agenda and the Sustainable Development Goals
	1. General Disclosure / 1.4. TRASMEC Sustainability Action Plan
C9 - Gender diversity ratio in the governance body	1. General Disclosure / 1.2. Corporate Governance System and Sustainability Governance / 1.2.1. Corporate Bodies and Governance Model
Environmental Disclosure	
B3 - Energy and greenhouse gas emissions	1. General Disclosure / 1.1. Strategy, Business Model and Value Chain / 1.1.2. Business Model and Value Chain / Products and Solutions
	2. Environmental disclosure / 2.1. Energy and Emissions / Energy consumption
	2. Environmental disclosure / 2.1. Energy and Emissions / Emissions
B6 - Water	2. Environmental disclosure / 2.2. Water Resource Management
B7 - Resource use, circular economy and waste management	2. Environmental disclosure / 2.3. Circular Economy and Waste Management
Social Disclosure	
B8 - Workforce – General characteristics	3. Social Disclosure / 3.1. Our People / 3.1.1. General Characteristics and Turnover
B9 - Workforce – Health and safety	3. Social Disclosure / 3.1. Our People / 3.1.2. Employee Well-being, Health and Safety

B10 - Workforce – Remuneration, collective bargaining and training	3. Social Disclosure / 3.1. Our People / 3.1.3. Remuneration, Collective Bargaining and Training
C5 - Additional (general) workforce characteristics	3. Social Disclosure / 3.1. Our People / 3.1.1. General Characteristics and Turnover
C6 - Additional own workforce information - Human rights policies and processes	3. Social Disclosure / 3.1. Our People / 3.1.4. Human Rights
Governance Disclosure	
B11 - Convictions and fines for corruption and bribery	1. General Disclosure / 1.2. Corporate Governance System and Sustainability Governance / 1.2.1. Corporate Bodies and Governance Model / Corporate Policies
	4. Governance disclosure / 4.1. Anti-Corruption Management
C9 - Gender diversity ratio in the governance body	1. General Disclosure / 1.2. Corporate Governance System and Sustainability Governance / 1.2.1. Corporate Bodies and Governance Model
	4. Governance disclosure / 4.2. Gender Diversity in the Governance Body