transmec group

Sustainability Report 2024

SUSTAINABILITY REPORT

As of 31st December 2024

GENERAL INDEX

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LETTER TO STAKEHOLDERS

Dear Stakeholders,
We are proud to share with you the second Sustainability Report of the Transmec Group: not only a document that collects data, initiatives and results, but a true narrative of our daily commitment to building a more responsible, innovative and inclusive future.
We are living in a period marked by profound social, environmental and geopolitical transformations. The acceleration of climate change, the energy transition and global instability present us with new responsibilities. In this complex scenario, acting with awareness is no longer an option, but a necessity. Sustainability, integrity, quality and innovation remain the pillars on which we build our business model.
In the face of global challenges, Transmec has responded with promptness and determination, once again demonstrating its adaptability. We have strengthened trust with our partners, launched concrete initiatives to reduce our environmental impact, fostered a culture based on ethics and responsibility, and made significant investments in the growth and well-being of the people we work with every day.
People have always been at the heart of everything we do. We believe in the value of skills, professional growth and the energy of the new generations. We continue to invest in training, select young talents and enhance our internal resources, with courses designed to adapt to market evolutions.
The year 2024 has been a year of growth and transformation. We have renewed our fleet with electric vehicles and the latest generation of intermodal trailers. Digital systems have been introduced to measure and monitor emissions, and we have improved the energy efficiency of our plants. At the same time, we have accompanied the evolution of our teams with targeted training courses and programmes designed to attract new talent.
Every achievement we reach stems from a simple but powerful idea: change cannot be faced alone.
It is a journey that requires collective effort, responsibility, courage, and mutual trust.
For this reason, this report is not an endpoint, but an invitation to move forward together, with a shared vision for the future.
Good reading

The Montecchi Family

Let's discover new sustainable routes together.

Environment

3

Photovoltaic systems with a total of 3,228 modules providing a power of 511.10 kWp

400 MWh

Electricity purchased from renewable sources

3

LEED Gold certifications at the Campogalliano logistics warehouses and Truccazzano logistics hub

0.868 GJ/,000€

Energy intensity (energy consumed in GJ / 2024 revenue in million euros)



Social

1,483

Employees, 96% of whom are on permanent contracts and 95% are full-time

15,000+

Hours of training (hard skills, soft skills, cybersecurity, health and safety)

-34%

Of serious injuries compared to 2023

€ 114,000

Donated to the communities in which the Group operates through projects, donations and sponsorships

Governance

2

Green loans activated to support sustainable environmental projects of companies

€ 471.9 million

Of economic value generated

€ 1 million

Invested in innovation

€ 3.2 million

Invested in fleet renewal

TRANSMEC GROUP

Deep roots, forward looking: a journey that continues, from 1850 to today.


transmec group

THE MAN, THE DEDICATION OF A FAMILY, THE DETERMINATION OF A GROUP

1850
Domenico Montecchi begins the activity of conveyor in the village of Quercia Grossa of Pavullo with a horse cart.

1950
In these years, Gaetano's son, Domenico Montecchi, expands the transport routes in southern Italy with Fiat 666 trucks, founding "Domenico Montecchi Trasporti Internazionali".

1957
The first lines to the new Europe are inaugurated with Fiat 691 trucks.

1990
The Company begins its internationalization process: Transmec UK is born in London. In the following years, branches are opened in Warsaw, Poland, and Istanbul, Turkey.

1996
The Company moves its head office to Campogalliano, which remains the Group headquarters today.

1917
His son Gaetano bought the first truck, a Fiat 18BL, making it a true pioneer for the time.

1930
“Autotrasporti Montecchi Gaetano” was born with the lorry of the time, nicknamed “Conte Rosso”.

1971
TRANSMEC, TRANS-port for MEC (European Common Market) is born.

1979
The Montecchi family moves to the entrance of the new Autostrada del Sole, opening headquarters at Spilamberto.

1997
“Trasporti Internazionali Transmec” became a public limited company (S.p.A.).

1999
“Transmec Servizi” is born, based at the Campogalliano headquarters.

2000
The “Transmec Overseas” headquarters are set up in Peru, Brazil, Chile, and Venezuela.

2003
The family invests in the logistics sector by founding “Transmec Log” with offices in Campogalliano and Milan.

2011
“Transmec To Be” founded, the logistics Company specializing in grocery channels.

2014
Departure of the first owned train from Zeebrugge (Belgium) to Curtici (Romania) in collaboration with P&O Ferrymasters.

T.N.A. Cargo
SPEDIZIONI E TRASPORTI INTERNAZIONALI

2022
Expansion to North African markets with the acquisition of TNA Cargo and the construction of two new warehouses in Campogalliano.

2005
"Transmec India" was born in New Delhi.

2007
"Transmec Ro" was founded, with headquarters in Oradea.

2016
The private railway terminal is opened in Oradea, managed by a new company "Intermodal Vest", a joint venture between Transmec Group and P&O Ferrymasters.

2019
T-Data is born, a Company specializing in e-commerce services with outsourced operations.

2024
As evidence of the efforts undertaken towards more sustainable development, Transmec publishes its first Sustainability Report *in accordance* with the GRI Standards.

IDENTITY AND UNIQUE VALUE

With more than 170 years of experience, Transmec Group stands out in the transport and logistics sector at an international level.

From its headquarters in Campogalliano (MO), it coordinates 58 operational offices in Europe, Asia, South America and Africa, with the contribution of 1,483 employees. The offer integrates road, rail, sea and air transport, with advanced and tailor-made logistics solutions, designed to respond efficiently, flexibly and qualitatively to the needs of diversified sectors. Combining tradition and innovation, the Group guarantees reliability and strategic support to its customers, thanks to a dynamic approach, oriented towards evolution and knowledge of its key markets.

TRANSMEC GROUP IN NUMBERS:

58

operating locations worldwide

1,483

employees around the world

462 million €

revenue from sales and services

MISSION

We are your strategic partner for success in the global market with excellent, customised and innovative transportation logistics solutions. Flexibility, speed and reliability are the pillars of our identity, with the promise of working with respect for the environment and the communities in which we operate. People are the added value of Transmec Group, which we value through the promotion of inclusion, collaboration and growth.

VISION

We are the tradition that blends innovation. We are a family company that always looks to the future and is determined to face the challenges. Our promise? Embrace progress, with the same passion and soul that has guided us for over a century.

SECTORS THE GROUP RESPONDS TO

- fashion
- automotive
- furniture
- high-tech
- grocery
- manufacturing
- publishing
- fitness

Thanks to this diversified *industry knowledge*, the Company continues to develop and strengthen its ability to design advanced and efficient *tailor-made* solutions.

FOCUS ON:

THE UNIQUE VALUE OF TRANSMEC GROUP

Reliability

Deliveries are as promised and as expected, following the highest standards of service.

Flexibility

Transmec addresses daily challenges and contingencies with speed and agility, ensuring effective management in every situation.

Speed

Rapid responses and real-time solutions are the Group’s strength, as time is a valuable resource.

Efficiency

Every load is unique, as is its travel solution. By optimizing time and resources, it is possible to ensure the best performance to reach your destination.

Customization

Challenges become opportunities by designing services tailored to meet the unique needs of each customer.

EXPERTISE

In our daily work, the values that define Transmec's identity translate into a synergistic operation, capable of offering reliable and efficient solutions, designed to concretely respond to the needs and expectations of stakeholders.

The Group's success is based on its ability to act promptly, flexibly manage uncertainties and unforeseen events, and ensure high standards of reliability. Transmec's real strength is its ability to design integrated transport and logistics solutions, tailored to the specific needs of companies operating in international markets.

To successfully address every challenge, the Group has developed a distinctive approach, which can be summarized by the following characteristics:

FAST, FLEXIBLE AND RELIABLE

The key to the Group's success lies in its rapid execution and responses, its flexibility in managing uncertainties and unforeseen events, and its very high level of reliability.

COLLABORATIVE

The operational networks continue to develop to include not only customers, but also buyers, suppliers and more than 3,000 external collaborators. Cooperation and collaboration are the basis of the Group's activity.

PERSONALISED AND EFFICIENT

Operational effectiveness and solid organisation allow for dealing with complex contexts with customised solutions, capable of responding to the unique needs of each customer.

INCLUSIVE AND MULTICULTURAL

The Group promotes and values commitment, responsibility, honesty and kindness. For this reason, the presence of 1,483 employees of 28 different nationalities represents a lever to create value.

INTERNATIONAL TRANSPORT FOR A GLOBAL ECONOMY

Transmec offers a diversified range of transport solutions, ensuring safe and fast journeys worldwide.

Thanks to its extensive global network, it effectively supports the growing volume of trade between Europe, Africa, South America, and Asia.

Its owned fleet plays a strategic role, with part of it dedicated to intermodal transport and managed through its subsidiaries.
All Group vehicles comply with strict environmental regulations and the highest European safety standards, thus contributing to reduced consumption and emissions.

LTL

ROAD TRANSPORT GROUPAGE AND PARTIAL LOAD (LTL)

INTERMODAL TRANSPORT

FTL

FULL LOAD ROAD TRANSPORT (FTL)

SEA SHIPPING

XXL

EXCEPTIONAL TRANSPORT

AIR SHIPMENTS

CUSTOMS SERVICES

STRENGTHS

- Guaranteed reliability and security
- Complete tracking of shipments
- Dedicated internal customer service
- Commitment to low environmental impact
- Customs assistance and tax support
- Advanced digital deployment
- Professional management of special goods
- Comprehensive insurance coverage "All Risks"

FOCUS ON:

THE NUMBERS

2,100
owned tractors and trailers

17
trains and 3 intermodal hubs

+100
routes from 16 different countries

300
Partners

40k
tracking shipments per day

Road transport in Europe is a consolidated pillar, with over 100 trade routes served weekly and guaranteed departures from 16 countries. All vehicles used comply with strict environmental regulations and high European safety standards, thus contributing to the reduction of consumption, emissions and environmental impact.

A strategic role is played by the intermodal hub in Romania, managed by Intermodal Vest S.r.l. (joint venture with P&O Ferrymasters), which supports the main rail routes such as Romania-Belgium-UK-Italy-Poland.

In addition, Transmec offers high-quality sea and air services to major commercial destinations such as the USA, Canada, South America, the Middle East and Asia, thanks to established agreements with major shipping companies and its IATA affiliation. It also has direct subsidiaries in South America, India and the main European countries.

In addition to the acquisition, began in 2022 and completed in 2024, of the control of TNA Cargo, specialised in the North Africa area with the task of facilitating transport with operational branches in Tunis, Tangier and the Italian ports of the Tyrrhenian Sea, the expansion of the Transmec Group in this area continues with the acquisition in February 2025 of S.T.C. (Servizio Trasporti Combinati). This is accompanied by logistics and warehousing solutions for optimal supply chain management, as well as customs and insurance assistance that simplifies import-export processes, offering complete and integrated support.

With this acquisition, the Transmec Group can count on an even more extensive and effective network connecting Europe, Tunisia, Morocco, Libya and Algeria with unprecedented capillarity, charting new routes and opening up new growth opportunities for its customers on both sides of the Mediterranean.

CUSTOMISED LOGISTICS SERVICES

Transmec Group has an advanced logistics service that spans the entire supply chain, optimising delivery times and reducing operating costs, while ensuring a high level of customer satisfaction.

The different logistics solutions for managing and controlling processes throughout the supply chain are:

INBOUND AND OUTBOUND LOGISTICS

SUPPLY CHAIN FOR GROCERY

LOGISTICS SOLUTION DESIGN AND INTELLIGENT WAREHOUSING

OUTSOURCING FOR E-COMMERCE

IN-HOUSE LOGISTICS

In particular, there are two Companies specialised by channel and product that guarantee a structured and efficient organisation: **Transmec Log**, dedicated to industrial logistics and **Transmec To Be**, specialised in the Grocery sector.

In the sole headquarters at Campogalliano, Transmec Log manages 100,000 square metres of warehouses, handling 35 million items annually and fulfilling **300,000 B2B** orders and **660,000 B2C orders**, with an **average OTIF (On Time In Full) rate of 99.6%.**

Transmec Log stands out for its flexibility towards customers, thanks to the presence of a Pick-to-light (PTL) system and the **Warehouse Management System (WMS)**, implemented during 2023. The former improves the energy efficiency, speed and accuracy of picks, as well as decreasing the use of consumables such as paper. The second, on the other hand, optimises the organisation and coordination of the various logistical activities.

Specialising in Grocery products, i.e. fast-moving consumer goods, which include food and related products, Transmec To Be is responsible for managing logistics activities for the entire distribution process, from production to delivery to the end point.

For this reason, in addition to the presence of a WMS system and local radio frequency systems for the management and traceability of products, there is also a management system — **Transportation Management System** (TMS) — capable of helping the company manage the logistics associated with the physical movement of goods. This system will undergo a renewal during 2025 in order to further optimise logistics processes and improve overall efficiency in shipping management.

FOCUS ON:

THE NUMBERS

11

Countries with logistics hubs and direct management (Europe, North Africa and Asia)

800k m^2

Warehouses and stores in 8 countries

2

Specialised Companies for supply chain and product

FOCUS ON:

HIGH TECHNOLOGY, LOW IMPACT

In December 2024, T-Log redefined the concept of warehouse by inaugurating its first **robotic area** that integrates environmental sustainability and technological innovation into a single virtuous model.

The "green" heart of the system is the **energy self-sufficiency** guaranteed by the photovoltaic panels installed on the roof of the warehouse, capable of powering the robotic system entirely and significantly reducing the carbon footprint of logistics operations.

Sustainability is also reflected in the design of spaces and flow management: the warehouse is **scalable**, **flexible and adaptable** to different sectors, maximising the use of available surfaces and limiting land consumption. Automated solutions allow for managing up to 800,000 orders per year with maximum efficiency, minimising waste and resources used.

The eco-technological system is based on 13,000 reusable containers and a fleet of autonomous mobile robots (AMR), which move with millimetre precision under the racks. Finally, picking stations reduce errors and inefficiencies, contributing to an increasingly sustainable logistics process.

Through this perfect synergy between technology and respect for the environment, T-Log demonstrates that it is possible to reconcile productivity and sustainability, offering a concrete model of responsible value creation.

VALUE-ADDED SERVICES

A further element that enriches Transmec Group is the provision of special services, the result of targeted investments and the continuous development of skills, always oriented to meet the needs of stakeholders.

Transmec is committed to offering a range of highly specialised services for:

E-COMMERCE OUTSOURCING

To support online sales and multi-channel business development, **T-Data s.r.l.** was founded in 2019, which is positioned among the E-commerce Service Providers (ESP), offering an alternative and integrated solution to the traditional outsourcing model. This approach guarantees customers greater control over all phases of the process. Thanks to the innovative T-Platform, customers are able to manage the operation of all integration flows with Payment providers, Couriers, Warehouses, Marketplaces, ERPs and e-Commerce Platforms.

FERRIES AND TUNNELS

Thanks to the partnership with P&O Ferries, through **Transmec Servizi S.p.A.**, it is possible to book and buy cross-Channel ferry tickets online, receiving 24/7 assistance for Irish Ferries to Ireland and Stena Lines to the Scandinavian and Baltic countries. Additionally, payments can be made with specific credit cards for P&O ferries and tolls from the Mont Blanc and Frejus tunnels.

CUSTOMS SERVICES

Transmec operates one of the most extensive networks of customs services in Europe, ensuring fast and efficient transport. In particular, with regard to non-EU countries, the Group manages customs warehouses under its own management. For all goods bound for the UK, it handles customs clearance in transit at External Temporary Storage Facilities (ETSF) warehouses in London and the Midlands, minimising wait times. In addition, proprietary software — T-Brexit — has been developed to manage the exchange of information between the Customs Assistance Centres (CAD) and the Transmec offices in order to streamline the paperwork.

DIGITAL AND IT

Transmec provides various digital solutions, including data exchange via Electronic Data Interchange (EDI), integration with customers and suppliers through connection systems for data exchange, real-time monitoring of means of transport and goods via satellite systems, document dematerialisation and an application for the management of the first and last mile.

THE NETWORK

Transmec Group has a strong and extensive international network, enabling it to operate efficiently in key global markets. With strategically distributed locations and reliable partners, the Group guarantees integrated logistics solutions and transport services on a global scale.

The countries in which the Group operates are shown below:

United Kingdom
Ireland
Belgium
Poland
Romania
Germany
France
Italy
Spain
Turkey
Morocco
Tunisia
India
Chile

INNOVATION FOR A LOW-IMPACT BUSINESS

Transmec Group recognises the strategic role of innovation as a driver of transformation and competitive advantage, capable of reducing negative impacts and amplifying positive ones, both economically and environmentally.

Within the headquarters and in the individual divisions, specialised teams are constantly working on the search for innovative and strategic solutions capable of optimising performance while contributing to continuous and sustainable development.

The main investments already activated or under study include:

- **Warehouse Management System**: Already operational in Italy, the United Kingdom and Poland — including the Truccazzano warehouse and the London Gateway warehouse — the WMS is an advanced logistics management system, ready for extension to the other Group companies. This system is able to offer greater automation and reduce environmental impacts.
- **Robotic warehouse and multi-channel management**: In response to the growing demand for integration between B2B and B2C channels, a robotic warehouse was inaugurated in 2024 that can improve the quality of work and reduce environmental impact. This solution has made it possible to triple the capacity of the areas and reduce the space required by two-thirds, generating significant savings in space and energy. The system is powered entirely by photovoltaic panels and integrates home automation technologies.
- **Artificial intelligence for operational planning**: To cope with the increase in orders deriving from integrated warehouse management, the Logistics division is dedicating itself to the study of **systems based on artificial intelligence** to develop tools complementary to the WMS capable of improving operational planning. This project will be extended further from 2025 through the study and verification of dedicated software and tools.
- **Green Router platform**: Since 2024, the Green Router platform has been active, used in grocery logistics for calculating emissions related to transport and logistics. Based on algorithms that comply with international regulations, the platform provides **detailed monthly reports** containing all

the information regarding trips and deliveries that can help customers understand, **monitor and reduce their emissions**. In addition, Green Router allows for **scenario calculations**, offering the possibility to evaluate different options and choose the most effective projects for reducing emissions. The goal for 2025 is to integrate this report with an internally developed document, which will make it possible to compare emission data with the business variables of customers (e.g., volumes, weights, kilometres, etc.), in order to identify strategic levers for reducing emissions. Starting from 2025, this tool will also be implemented for Transmec International Transport as part of its transport management system.

- **Renovation of the customer portal**: The update of the delivery tracking portal has introduced the digitisation of delivery documents, allowing digitised documents to be uploaded and associated with corresponding deliveries within the portal. In France, the management of consignment notes has also been digitised. In addition, optical character recognition (OCR) tools have been introduced for scanning different types of waybills, ensuring automated handling for most documents.

- **New technologies for efficiency and safety**: Transmec UK is considering the use of drones for inventory management, aiming to improve the efficiency and accuracy of stock control within its warehouses. In parallel, new video surveillance systems (CCTV) are being implemented in the various warehouses to enhance security and facilitate the tracking of any lost items, and the development of a new innovative scanning system at the Worcester headquarters, to facilitate the tracking of products within the warehouse.

SUSTAINABILITY, THE KEY TO DEVELOPMENT

It’s not enough to go far, you need to go in the right direction.

SUSTAINABILITY GOVERNANCE

Transmec is a multinational Group that recognises sustainability not only as a responsibility, but as an essential starting point for building a fairer, more resilient and prosperous future, for the benefit of present and future generations.

Every corporate action and decision is based on a balance between environmental, social and economic objectives, with the aim of conserving resources and promoting lasting well-being for the planet. Sustainability is a principle integrated into all the Group's activities, business relationships and the values that guide its identity: **Quality**, **Sustainability**, **Innovation** and **Integrity**.

In this context, **sustainability governance** assumes a strategic role, as it allows ESG (Environmental, Social, Governance) criteria to be integrated into corporate strategies and processes in a structured way. Effective governance ensures a structured approach to managing sustainability risks and opportunities, promoting transparency, accountability and long-term value creation.

The Board of Directors of Trasporti Internazionali Transmec (TIT S.p.A.) is responsible for defining the company's strategic guidelines, ensuring a clear vision aimed at the sustainable growth of the Group. In particular, although there is no formalised procedure in this regard, the Board of Directors examines the impacts and material sustainability topics for the Transmec Group and approves the Sustainability Report, ensuring that the principles of social, environmental and economic responsibility are integrated into the corporate strategies and that the Group's commitment to sustainable development is concretely communicated in a transparent and effective manner.

To support governance, the **Sustainability Team**, a dedicated working group comprising operational and responsible figures, has been established within TIT S.p.A. starting from 2023. The team is responsible for identifying, coordinating and implementing sustainability initiatives, offering support to the various corporate functions on ESG topics. The Sustainability Team represents an active oversight for the development of sustainable projects, facilitating the monitoring of results through **specific KPIs** and contributing to **operational efficiency**, continuous improvement of environmental and social performance and constant alignment with corporate objectives and stakeholder expectations.

MATERIALITY ANALYSIS: STAKEHOLDERS AND MATERIAL TOPICS

In order to continue promoting a business model that integrates economic, social and environmental responsibility into all business activities and relationships, Transmec has decided to prepare its Sustainability Report for the second consecutive year in accordance with the Sustainability Reporting Standards published by the Global Reporting Initiative (GRI Standards), according to the "*in accordance*" option.

As part of the second edition of its Sustainability Report, Transmec Group has implemented a materiality analysis process in line with the requirements of the "GRI 3 Material Topics", with the aim of identifying its current and potential, positive and negative, relevant economic, environmental and social impacts, including impacts on human rights, and consequently define the list of material topics on which to focus sustainability reporting.

In particular, the analysis carried out is summarised in the following steps:

- **Understanding the context of the organisation**: in this phase, an analysis was carried out aimed at understanding the context and the key stakeholders of the Transmec Group, through a comparison with other companies in the sector, taking into account the guidelines of international organisations and authoritative publications. This process led to the definition of a prioritised list of stakeholders, as detailed in the following sections;

- **Identification of actual and potential impacts**: based on the results of the previous phase, a list of potentially relevant, positive or negative, current or potential impacts for Transmec Group has been defined;

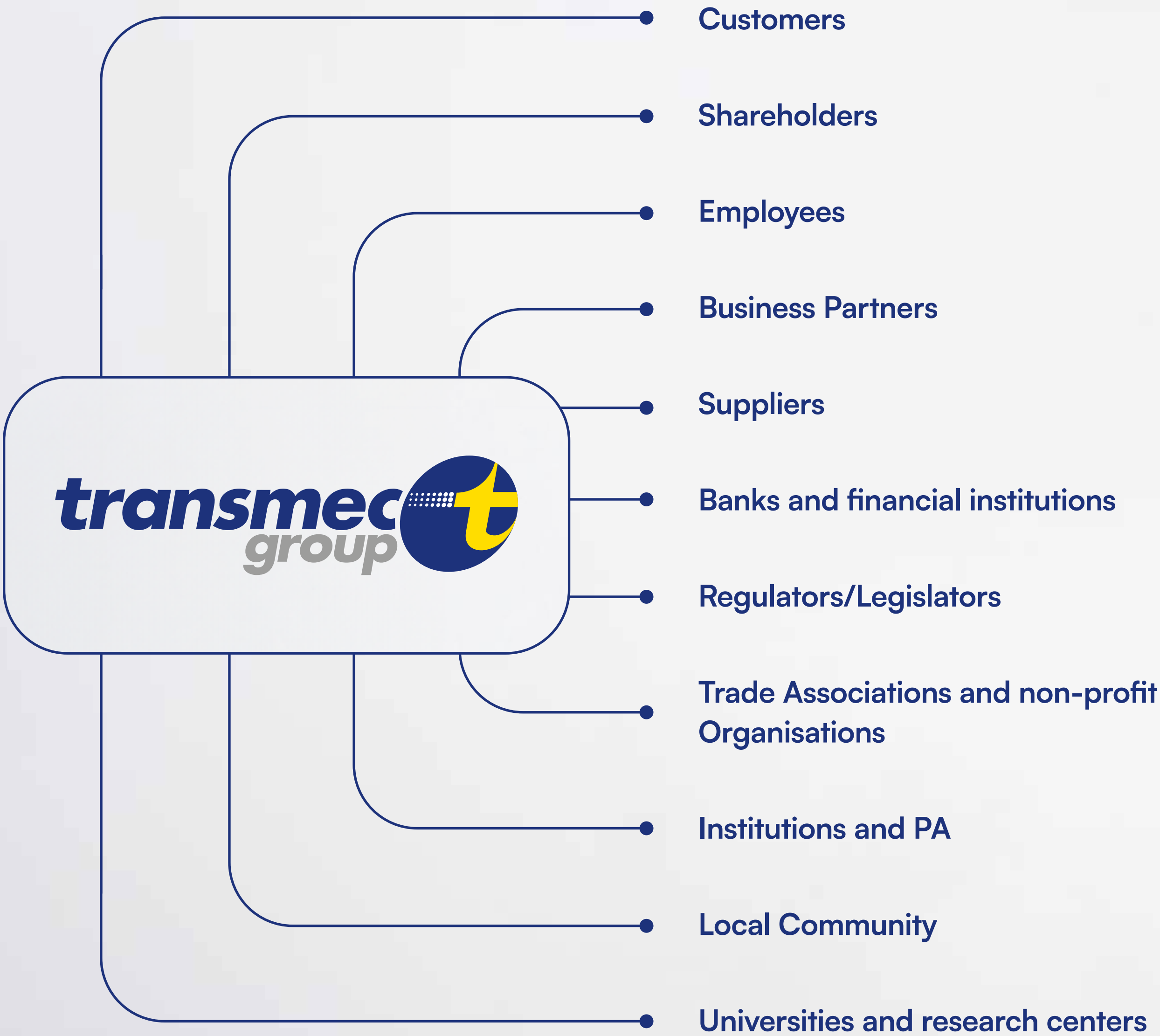
- **Assessment of the significance of the impacts**: the list of potentially relevant impacts has been assessed by the corporate functions, the Italian Top Management and Heads of foreign companies;

- **Prioritisation of impacts and definition of material topics**: the previously assessed impacts were prioritised and, after defining the materiality threshold, the relevant impacts were finally grouped into material topics. The process is described in detail in the next section.

Stakeholders

Stakeholder engagement represents a key element for organisations that want to fully understand their economic, environmental and social impacts, and guide business strategies in a more conscious, inclusive and responsible way.

This mapping is an essential tool for defining and consolidating relations with internal and external stakeholders and allows the Group to align its actions with stakeholder expectations, promoting transparency, dialogue and the creation of shared value. Below is the stakeholder map, sorted according to the strategic relevance identified in the analysis process.



FOCUS ON:

COMMUNICATION CHANNELS

Website

STAKEHOLDER:
Shareholders, Current and Potential Customers, Media, Employees, Competitors, Suppliers, Banks/Financial Institutions, Regulators/PAs, Local Communities, Trade Associations, Business Partners, Schools and Universities

Social media

STAKEHOLDER:
Shareholders, Current and Potential Customers, Media, Employees, Competitors, Suppliers, Banks/Financial Institutions, Regulators/PAs, Local Communities, Trade Associations, Business Partners, Schools and Universities

Newsletter + Extramile

STAKEHOLDER:
Shareholders, Current and potential customers (registered on the website), Employees

Fiere

STAKEHOLDER:
Current and potential customers, Competitors, Suppliers, Trade associations, Business partners

Networking events

STAKEHOLDER:
Current and potential customers, Media, Trade associations, Business partners

Printed paper

STAKEHOLDER:
Current and potential customers, Competitors, Suppliers, Banks/Financial Institutions, Regulators/PAs, Local Communities, Trade Associations, Business Partners, Schools and Universities

During 2023, Transmec renewed its **website**, improving design, functionality and user experience, with optimised content and available in six languages (Italian, English, Spanish, French, Polish and Romanian) to expand communication with stakeholders. In addition, during 2024, the **internal blog** was also updated to align with the site, improving its usability. A section dedicated to the Sustainability Report has also been introduced, also available online for consultation and download.
At the same time, the Group is committed to reducing consumption in the medium term through the continuous optimisation of the website, the insertion of the switch for the dark mode of the website and the development of an application for calculating CO_2 linked to transport and shipping.

FOCUS ON:

THE DISCLOSURE OF THE FIRST SUSTAINABILITY REPORT

With the publication of the first Sustainability Report, Transmec Group wanted to do much more than just tell the results achieved: it chose to open a dialogue, actively involving all the people and realities with which it comes into contact every day.

To ensure clear, accessible and transparent communication, a disclosure plan has been structured designed to reach every internal and external **stakeholder** and enhance the Group's commitment to ESG topics.

Within the organisation, sharing took place through:

- An official email sent to all employees
- Publication on the internal company blog
- A dedicated moment during the end-of-year meeting, an opportunity for discussion and collective reflection

Outside, however, the story spread through:

- The company website
- A dedicated newsletter
- Official social media channels
- A monthly information column, designed to deepen, update and involve
- Email dedicated to sustainability (sustainability@transmecgroup.com)

A project that does not end with the publication of a document, but that continues over time, nurturing a shared culture of sustainability and a greater awareness of the impact that we can generate together.

Material topics

Materiality analysis is a key tool for identifying current and potential impacts — positive and negative — that are relevant to Transmec Group, and for defining the list of topics to focus on in sustainability reporting accordingly.

The process began with an analysis of the context and a benchmark of the main competitors in the sector, with the aim of identifying the most significant impacts from an economic, environmental and social point of view.

The impacts thus identified were subsequently submitted for **assessment** by the Italian Top Management and the Heads of foreign companies through a dedicated **workshop** and an **online survey**, in order to determine the most significant ones for the Transmec Group. In particular, the assessment of potentially relevant impacts was carried out by assigning a score on a scale from 1 to 5 considering the following two parameters: severity and probability.

In addition to allowing the assessment of impacts, the materiality workshop represented a significant opportunity from a strategic point of view, with the aim of understanding the priority topics on which the Group will consider engaging in the short, medium and long term through objectives, targets and actions.

Finally, the assessments were consolidated and processed, applying a materiality threshold of 2.47, in order to determine the list of material topics, reported in order of relevance in the tables below.

TRANSMEC GROUP'S MATERIAL TOPICS

- Attraction, development and well-being of People
- Management of energy consumption and GHG emissions
- Service quality and innovation
- Occupational health and safety
- Economic value creation
- Support for the local community
- Waste management
- Ethics and compliance
- Responsible supply chain management
- Diversity, inclusion and equal opportunities
- Cybersecurity

Material topics	Impacts	Description Impacts	Nature Impacts	GRI Appearance	Impact Perimeter			Group involvement
					Upstream	Own operations	Downstream	
Attraction, development and well-being of People	Employee satisfaction and well-being	Promotion of employee well-being through the implementation of dedicated well-being activities and benefits, within a healthy and stimulating work environment	**Positive** Negative **Current** Potential	GRI 401: Employment		●		Caused by the Group
	Worker training and development	Improvement of workers' skills through training and professional development activities, general and technical programmes, also linked to growth objectives and personalised evaluation (e.g. career development plans)	**Positive** Negative **Current** Potential	GRI 404: Training and education		●		Caused by the Group
	Lack of attractiveness and loss of talent	Negative impacts related to employability, reskilling and lack of professional growth opportunities due to low business attractiveness and talent drain	Positive **Negative** Current **Potential**	GRI 401: Employment		●		Caused by the Group

Material topics	Impacts	Description Impacts	Nature Impacts	GRI Appearance	Impact Perimeter: Upstream	Impact Perimeter: Own operations	Impact Perimeter: Downstream	Group involvement
Management of energy consumption and GHG emissions	Power consumption	Consumption of energy from non-renewable sources, with consequent negative impacts on the environment and reduction of the energy stock	Positive **Negative** **Current** Potential	GRI 302: Energy		●		Caused by the Group
	Reduction of environmental impacts related to business activities and energy efficiency	Contribution to energy efficiency through the use of technologies with a lower environmental impact and reduction of negative impacts related to transport activities through intermodality, constant renewal of the vehicle fleet and the use of alternative fuels	**Positive** Negative **Current** Potential	Not related to GRI aspects		●		Caused by the Group
	Direct and indirect GHG emissions generation (Scope 1 and Scope 2)	Contribution to climate change through direct and indirect energy GHG emissions, linked to the Group's activities	Positive **Negative** **Current** Potential	GRI 305: Emissions		●		Caused by the Group and related to the Group through its business relationships
	Indirect GHG emissions generation (Scope 3)	Contribution to climate change through GHG emissions related to activities carried out along the value chain (e.g. logistics and transport activities)	Positive **Negative** **Current** Potential	GRI 305: Emissions	●		●	Caused by the Group and related to the Group through its business relationships

Material topics	Impacts	Description Impacts	Nature Impacts	GRI Appearance	Impact Perimeter: Upstream	Impact Perimeter: Own operations	Impact Perimeter: Downstream	Group involvement
Service quality and innovation	Improvement of the customer «user experience»	Development of technological solutions that improve the experience of using the service, offering advanced IT systems for logistics and transport with positive impacts on customers, business activities and the environment	**Positive** Negative **Current** Potential	Not related to GRI aspects			●	Caused by the Group
Service quality and innovation	Poor quality of service offered	Customer dissatisfaction with the quality of the service provided, in terms of non-delivery/ supply, delays or other causes that may cause negative impacts	Positive **Negative** Current **Potential**	Not related to GRI aspects			●	Caused by the Group
Service quality and innovation	Technological innovation of processes	Positive impacts on people and economic systems generated by process and product technological innovations linked to research and development activities	**Positive** Negative Current **Potential**	Not related to GRI aspects		●		Caused by the Group
Occupational health and safety	Injuries at work and occupational illnesses	Injuries and illnesses at work, with negative consequences for the health of direct workers or external collaborators	Positive **Negative** **Current** Potential	GRI 403: Occupational Health and Safety		●		Caused by the Group

Material topics	Impacts	Description Impacts	Nature Impacts	GRI Appearance	Impact Perimeter			Group involvement
					Upstream	Own operations	Downstream	
Economic value creation	Generation and distribution of economic value	Direct and indirect economic impacts generated by the Group through its business activities for workers, local communities and other stakeholders	**Positive** Negative **Current** Potential	GRI 201: Economic performance	●	●	●	Caused by the Group
	Non-compliance with tax laws and regulations	Negative impact on the economy of the countries in which the Group operates due to non-payment of taxes and duties	Positive **Negative** Current **Potential**	GRI 207: Tax		●		Caused by the Group
Ssupport to the local community	Local development and community relations	Support for local development through contributions and donations for events and initiatives in the social and cultural fields	**Positive** Negative **Current** Potential	Not related to GRI aspects			●	Caused by the Group
Waste management	Waste generation and disposal	Environmental impacts related to the production of hazardous and non-hazardous waste and contribution to pollution caused by failure to recycle and/ or dispose of it correctly	Positive **Negative** **Current** Potential	GRI 306: Waste		●		Caused by the Group

Material topics	Impacts	Description Impacts	Nature Impacts	GRI Appearance	Impact Perimeter			Group involvement
					Upstream	Own operations	Downstream	
Ethics and Compliance	Non-compliance with laws, regulations and standards	Non-compliance with applicable laws, regulations, internal and external standards with negative impacts on the company and stakeholders	Positive **Negative** Current **Potential**	Not related to GRI aspects		●		Caused by the Group
	Unethical business conduct	Negative impacts on people and economic systems caused by unethical business conduct (e.g. corruption, anti-competitive behaviour, monopolistic practices)	Positive **Negative** Current **Potential**	GRI 205: Anti-corruption GRI 206: Anti-competitive behaviour		●		Caused by the Group
Responsible supply chain management	Negative environmental impacts along the supply chain	Negative impacts related to the procurement of goods and services from suppliers, in particular with regard to the impacts generated by them on environmental aspects	Positive **Negative** Current **Potential**	GRI 308: Supplier Environmental Assessment	●			Caused by the Group and related to the Group through its business relationships

Material topics	Impacts	Description Impacts	Nature Impacts	GRI Appearance	Impact Perimeter			Group involvement
					Upstream	Own operations	Downstream	
Diversity, inclusion and equal opportunities	Inadequate working conditions and remuneration	Failure to comply with wage agreements or workers' expectations, in terms of inadequate employee compensation	Positive **Negative** Current **Potential**	Not related to GRI aspects		●		Caused by the Group
	Discrimination and non-inclusive practices at work	Negative impacts on employee satisfaction and motivation due to discrimination (e.g., gender, age, ethnicity, etc.) or other non-inclusive practices	Positive **Negative** Current **Potential**	GRI 405: Diversity and equal opportunities GRI 406: Non-discrimination		●		Caused by the Group
Cybersecurity	Gestione inefficace della sicurezza dei dati e mancata tutela della privacy	Violation of customer privacy and security with negative economic, reputational or business continuity repercussions	Positive **Negative** Current **Potential**	GRI 418: Customer Privacy			●	Caused by the Group

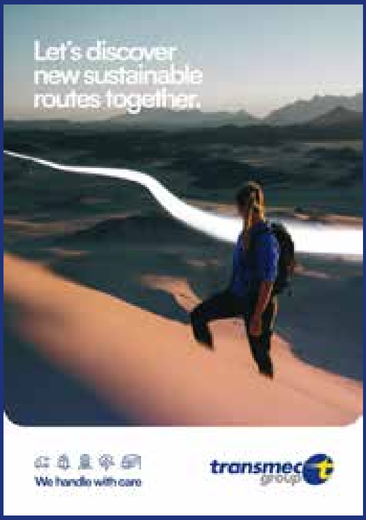
For the year 2024, no stakeholder engagement activities were carried out strictly aimed at materiality analysis. Transmec Group is committed to involving external stakeholders in this process as well as in the preparation of future Sustainability Reports.

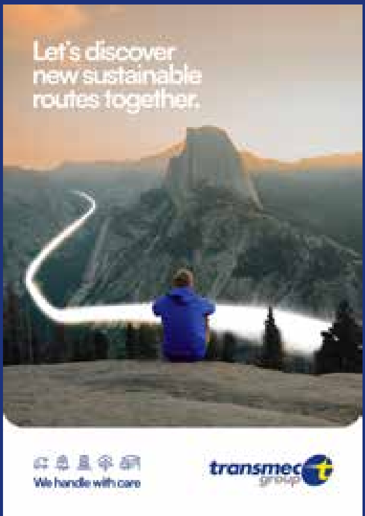
FOCUS ON:

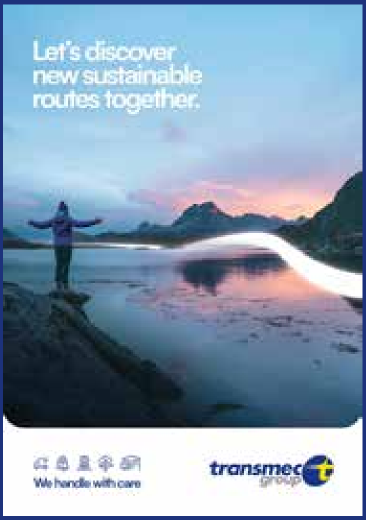
LET'S DISCOVER NEW SUSTAINABLE ROUTES TOGETHER

In 2024, Transmec Group took an important step in telling the story of its environmental commitment, launching the first advertising campaign entirely dedicated to sustainability.

The claim — "**Let's discover new sustainable routes together**" — accompanied the publication of the first Sustainability Report, marking the beginning of a new shared narrative.







Through this message, the Group invites all its stakeholders to join together on a common path towards a more responsible future.

An invitation that is not limited to the technical aspects of sustainability — such as the reduction of emissions or the efficiency of processes — but opens up to a broader and more ambitious vision: that of making sustainability an integral part of corporate culture and daily choices.

The campaign aims to convey a key concept: awareness of one's impact is only the beginning of a journey that aims to integrate environmental responsibility at the heart of the company's strategy.

Every choice represents an opportunity to transform commitment into concrete actions, thus contributing to real change capable of generating value over time.

Transmec chooses to address this challenge **together with its stakeholders**, fostering a culture of sustainability that thrives on collaboration, innovation and shared responsibility.

Because it is only through collective commitment that authentic and lasting change can be shaped.

Discover our commitment to a sustainable future — watch the video

CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS

In an era characterised by a growing awareness of sustainability, it is crucial for every company to reduce its environmental, social and governance impact, promoting sustainable practices that preserve natural resources and preserve the planet for future generations.

The SDGs — Sustainable Development Goals — are the 17 global goals adopted by the United Nations in 2015 as an integral part of the 2030 Agenda for Sustainable Development, with the aim of promoting sustainable, equitable and inclusive development. In particular, these goals, consisting of 169 targets, include guidelines that involve governments and international economic entities in the pursuit of specific environmental, social and economic objectives by 2030.

The Sustainable Development Goals to which the Group contributes most through its sustainability actions and initiatives are highlighted below.

For years, Transmec has been carrying out initiatives, projects and operating on a daily basis with a sustainable approach and a long-term vision aligned with the SDGs, Sustainable Development Goals, of the UN 2030 Agenda.

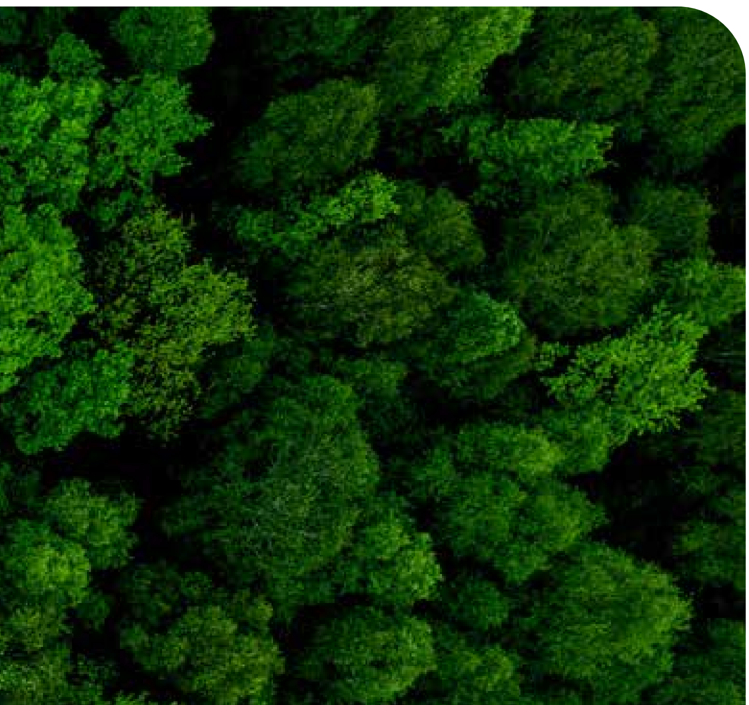
The actions, projects and initiatives through which the Group contributes most to sustainable development are highlighted below.

ESG macroarea	Actions implemented
ENVIRONMENT	Entry into operation of three self-consumption photovoltaic systems, each dedicated to each asset of the Campogalliano headquarters.
	Optimisation of **energy management** through **control clocks on the systems (Asset 1 at Campogalliano)**, replacement of the boiler **at the Campogalliano HQ for heating the warehouses and future installation** of motion sensors for **lighting at the Bradford warehouse**. Continuous renewal of the **owned fleet** with Euro 6 vehicles and eco-friendly intermodal trailers to reduce emissions and improve energy efficiency. Start of the process of **replacing all lighting fixtures**, both in offices and warehouses, switching from fluorescent to LED technology at the Campogalliano headquarters (Asset 1) and the pre-existing building in Truccazzano.
	Obtaining LEED **certification** with the relative **GOLD score** by the two logistics warehouses in Campogalliano (Asset 2 and Asset 3) and for the logistics hub in Truccazzano. Construction of a **robotic warehouse**, in which the use of robots for handling packages makes it possible to improve operational efficiency, quality of work and reduce environmental impact. Installation of new electric vehicle **charging stations** at Transmec UK headquarters to promote sustainable mobility.
	ISO 14001:2015 **certification** by Transmec UK and Transmec Romania. Extension of **CO_2 emissions monitoring** through the **Green Router platform**, with analysis and simulations for the optimisation of distribution flows. Adoption of a **digital system for the monthly monitoring of waste** generated by Italian companies, with traceability of the final destination and regulatory compliance. Elimination of **staples from cardboard boxes** to improve their **recyclability** and promote more sustainable waste management. Introduction of **foldable boxes made of recycled plastic** for e-commerce returns management in Germany, reducing packaging and waste and optimising logistics processes.

SDGs Target	SDGs
7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.	
7.3 By 2030, double the global rate of improvement in energy efficiency.	
9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.	
12.2 By 2030, achieve the sustainable management and efficient use of natural resources.	

ESG macroarea	Actions implemented
SOCIAL	Donation to third parties, including Buy for Life and Business Woman and lifestyle, to **save lives and improve community health**. Provision of a series of **occupational health services**, thanks to which it is possible to carry out general medical examinations, health checks and checks, with the aim of promptly identifying any signs of illness in the workplace.
	Delivery, through the **Transmec Academy**, of more than 4,000 hours of training, divided into technical, professional, transversal and managerial training. Start of the implementation of a **shared HR platform** to standardise **recruiting and training processes** at corporate level in the UK, Italy and Romania offices.
	Collaboration with **Sport2Job** and **Second Souffle** for the organisation of events in which, in addition to sports activities, job interviews are held between companies and young people with disabilities, creating opportunities for inclusion and talent discovery.
	ISO 45001:2018 **certification** by Transmec UK and Transmec Romania, to ensure compliance with specific occupational health and safety requirements.
GOVERNANCE	€ 1,076,550 spent on **innovation**.
	In addition to the **Code of Ethics** and the **Whistleblowing system**, Transmec plans to activate the **Organisation, Management and Control Model** pursuant to Legislative Decree 231/2001 for the logistics division in 2025.

SDGs Target	SDGs
3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.	3 GOOD HEALTH AND WELL-BEING
4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.	4 QUALITY EDUCATION
8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	8 DECENT WORK AND ECONOMIC GROWTH
8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	8 DECENT WORK AND ECONOMIC GROWTH
8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value-added and labour-intensive sectors.	8 DECENT WORK AND ECONOMIC GROWTH
16.5 Substantially reduce corruption and bribery in all their forms.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS



ENVIRONMENT
Environmental responsibility

The future begins where new routes begin: more sustainable, more responsible.

MANAGEMENT OF ENVIRONMENTAL ASPECTS

Managing and reducing environmental impacts is an essential component of long-term sustainability. On a daily basis, Transmec is committed to protecting the environment and complying with regulations, trying to respond to the growing expectations of stakeholders in the ESG field and contributing to a more responsible and sustainable future.

As evidence of the constant commitment to reducing negative impacts on the environment, Transmec has embarked on a path since 2015, awhich over time will involve all Group companies, certifying for Transmec UK and Transmec Romania their **Environmental Management System** according to the international standard **ISO 14001:2015.**

In the Parent Company, the theme is managed by a dedicated **Team Facility Management**, which has the task of promoting sustainable practices and reducing the negative impacts deriving from corporate activities through policies, monitoring and awareness-raising.

In addition, Campogalliano's assets include a **Building Management System** (BMS), which allows greater automation with the aim of improving energy efficiency, safety, comfort and building management. In particular, the system guarantees continuous monitoring of polluting emissions in the warehouses and regulates the air flow through special evacuators, maintaining a healthy environment. In addition, through network analysers, it allows for monitoring the lighting of offices and warehouses, and of all the electrical panels present. The introduction of integrated software for monitoring electricity, natural gas and water consumption, which will be gradually implemented at all sites, will allow Transmec to identify areas requiring maintenance at an early stage and optimise the efficiency of areas with the greatest energy impact.

FOCUS ON:

LOGISTICS HUBS

Moved in 2023 to a modern 14,400 sqm hub at the London Gateway port area, a strategic area for imports and exports, with a port and an international rail terminal, the Transmec UK headquarters is **BREEAM** certified, the world's leading sustainability standard for construction, which resulted in **CO_2 emissions reducing by 30% during the construction phase and by 40% at full operational capacity** tag. In addition, this building holds **EPC certification — Energy Performance Certification —** with the relative score of **A+**, testifying to its excellent energy performance.

Similarly, the two new warehouses built by Transmec Log in 2022 near Campogalliano also meet **the APEA (Ecologically Equipped Production Areas) requirements** of the Emilia-Romagna Region and have also followed high energy and thermal efficiency design criteria.

In addition, the warehouse located at the Polish headquarters in Gliwice has also been awarded an **energy efficiency certificate**, valid until 2033, which testifies that the building was built according to energy and environmental efficiency parameters that exceed the legal requirements.

Finally, starting from 2024, the new logistics warehouse located in Truccazzano, designed to ensure **maximum functionality while respecting environmental sustainability**, also became operational. With its 25,000 square metres dedicated to short- and long-term goods storage, the new logistics centre has been designed to fully respond to the growing needs of customers through a range of customised logistics and transport solutions. It is also equipped with a green roof of 2,800 square metres intended to promote biodiversity.

FOCUS ON:

LEED CERTIFICATION

LEED (**Leadership in Energy and Environmental Design**) certification is a global recognition managed by the United States Green Building Council (USGBC) and is used worldwide as recognition for buildings with a reduced environmental footprint and superior energy efficiency.

Obtaining this certification requires a rigorous design, construction, and evaluation process, but it comes with additional costs compared to traditional buildings. However, these LEED-certified buildings offer numerous benefits such as long-term operating cost savings, employee health improvements, and reduced environmental impact.

As evidence of Transmec's commitment to improving its environmental impacts, the two logistics warehouses in Campogalliano (Asset 2 and Asset 3) are currently LEED certified with the corresponding **GOLD score**. Similarly, in 2024, the new logistics hub in Truccazzano also obtained LEED certification with the same score.

For the Campogalliano site (Asset 1) and the pre-existing building in Truccazzano, starting from the end of 2024, the process of replacing all lighting fixtures, both in the offices and warehouses, has been started, switching from fluorescent to LED technology. During 2025, the Ponte Alto site will also start the relamping process in both the workshop and the warehouse.

LEED certification is not limited to relamping: during the year, Transmec has in fact promoted a series of additional interventions, including measures aimed at reducing water consumption and the implementation of a pollutant emissions monitoring system in warehouses, equipped with an air exchange mechanism activated when certain thresholds are exceeded. The objective of these actions is aimed at obtaining LEED SILVER certification for Asset 1 in Campogalliano and the pre-existing headquarters in Truccazzano.

ENERGY CONSUMPTION AND EMISSIONS

Reducing energy consumption and related emissions is essential to protect the environment and ensure a sustainable future for future generations.

In terms of consumption management, Transmec is part of an **energy consortium** that offers various energy management services to ensure proper management of energy costs and consumption. To this end, it is possible to access the platform made available by the consortium to monitor gas and electricity consumption data for each Point of Delivery (POD). During 2024, this platform underwent an update that allows energy consumption to be viewed in more detail by all the Group Companies in the consortium, thanks to which it is possible to carry out consumption analyses, extrapolations and forecast budgets, achieving a significant improvement in the management and monitoring of consumption.

On the basis of the results of the energy audit carried out by Trasporti Internazionali Transmec S.p.A., as required by Article 08 of Legislative Decree 102/2014, areas of intervention have been identified to further improve the Company's performance in environmental terms. In particular, the technical office proceeded with the **replacement of the boiler**, operational since the beginning of 2024, at the Campogalliano HQ for heating the floor of the warehouses, with the aim of generating significant savings in terms of consumption.

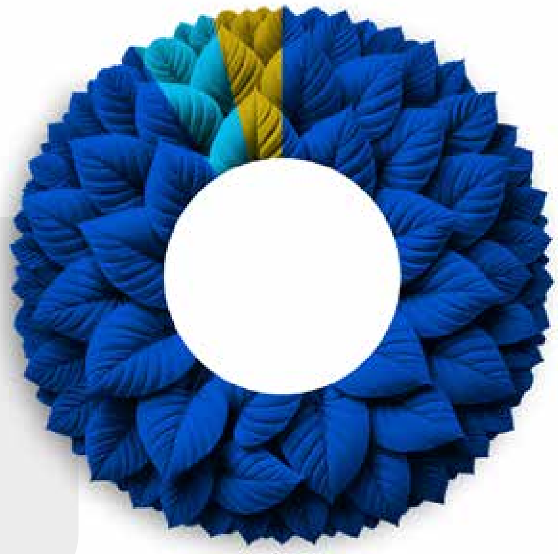
Among the further **energy efficiency initiatives**, at Asset 1 in Campogalliano, an intervention was launched aimed at optimising the management of the plants, through the **installation of control clocks** on all devices. This initiative aims to reduce energy consumption and improve operational efficiency, in order to promote a more conscious and responsible use of resources.

At the same time, to improve the energy efficiency of the Bradford warehouse, **motion sensors** are also planned to be installed in various areas of the warehouse in order to reduce electricity consumption. In addition, the opportunity to install natural lighting systems through skylights is also being considered, to facilitate the entry of natural light, thus contributing to a further reduction in consumption.

During the reporting period, Transmec Group's energy consumption amounted to 401,264 GJ, a slight increase of 7% compared to 2023, where consumption was 374,775 GJ. This trend is linked to the **expansion of the warehouse** at Transmec UK, the opening of the **new logistics headquarters** in Caserta and the **expansion of the company fleet**. Consumption is mainly represented by the consumption of non-renewable fuel (90% of the total) which is used to power the Group's own means of transport, mainly owned by Transmec Romania (57% of the total). All the electricity consumed within the Group, equal to 6% of consumption, comes for the most part from non-renewable energy sources. A small percentage of the electricity purchased comes from **renewable energy sources** thanks to the signing by Transmec International Transport of a **Power Purchase Agreement (PPA)**, which guarantees the supply of energy produced by photovoltaic systems. Finally, the remaining part of consumption is represented by natural gas, diesel, district heating and cooling.

ENERGY CONSUMPTION WITHIN THE ORGANIZATION (2024)

- 90% - Fuel
- 6% - Electricity
- 4% - Other



Looking at the Group's energy intensity, calculated with respect to turnover, this increased by 5% compared to 2023, reaching €0.868/,000. This increase compared to the previous year is linked to both a slight increase in turnover and an increase in energy consumption.

0.868

GJ/,000€

Energy intensity by turnover (+5% compared to 2023)

Transmec is committed to reducing its environmental impact on a daily basis by carrying out various energy efficiency and consumption optimisation interventions. In particular, during 2023, **three self-consumption photovoltaic systems** were installed at the Campogalliano HQ, which came into operation in 2024, actively contributing to energy sustainability. At the same time, a platform was activated in collaboration with an external partner for the **analysis and visualisation of production data in real time**, with the aim of analysing performance and promptly solving any problems. Thanks to this system, it was possible to optimise operations and improve the overall efficiency of the systems. Starting in 2025, Transmec plans to extend access to this platform to logistics operations equipped with such photovoltaic systems, with the aim of optimising internal operations and further reducing energy consumption.

In addition, a 10 kW photovoltaic system for self-consumption in the offices and changing rooms is also planned to come into operation at the Milan plant.

CHARACTERISTICS OF THE THREE SELF-CONSUMPTION PHOTOVOLTAIC SYSTEMS

3,228

Total number of photovoltaic modules

511.10 kWp

Peak power of each system

1,852.11 MWh

Total annual energy efficiency

Scan the QR Code to watch the video of Campogalliano’s photovoltaic system

Particular attention is paid to monitoring the consumption of the owned vehicle fleet. Thanks to the data collected by the **Transportation Management System**, a monthly report is drawn up that analyses consumption per litre, per kilometre, per driver and per vehicle. This tool allows not only to optimise operating costs, but also to evaluate performance by comparing it with industry averages and internal historical data, thus identifying any opportunities for improvement.

A further environmental sustainability action is the **constant renewal of the owned fleet**, with the aim of guaranteeing high standards of safety and energy efficiency and reducing polluting emissions. The Group regularly invests in significant upgrades to maintain a state-of-the-art fleet while reducing environmental impact. Currently, the Group's fleet consists of **Euro 6 vehicles** with 80% of the semi-trailers being intermodal and environmentally friendly. In addition, during 2024, Transmec has made significant investments to expand its fleet, including the purchase of 200 latest-generation trailers, intended to renew and expand the vehicle fleet.

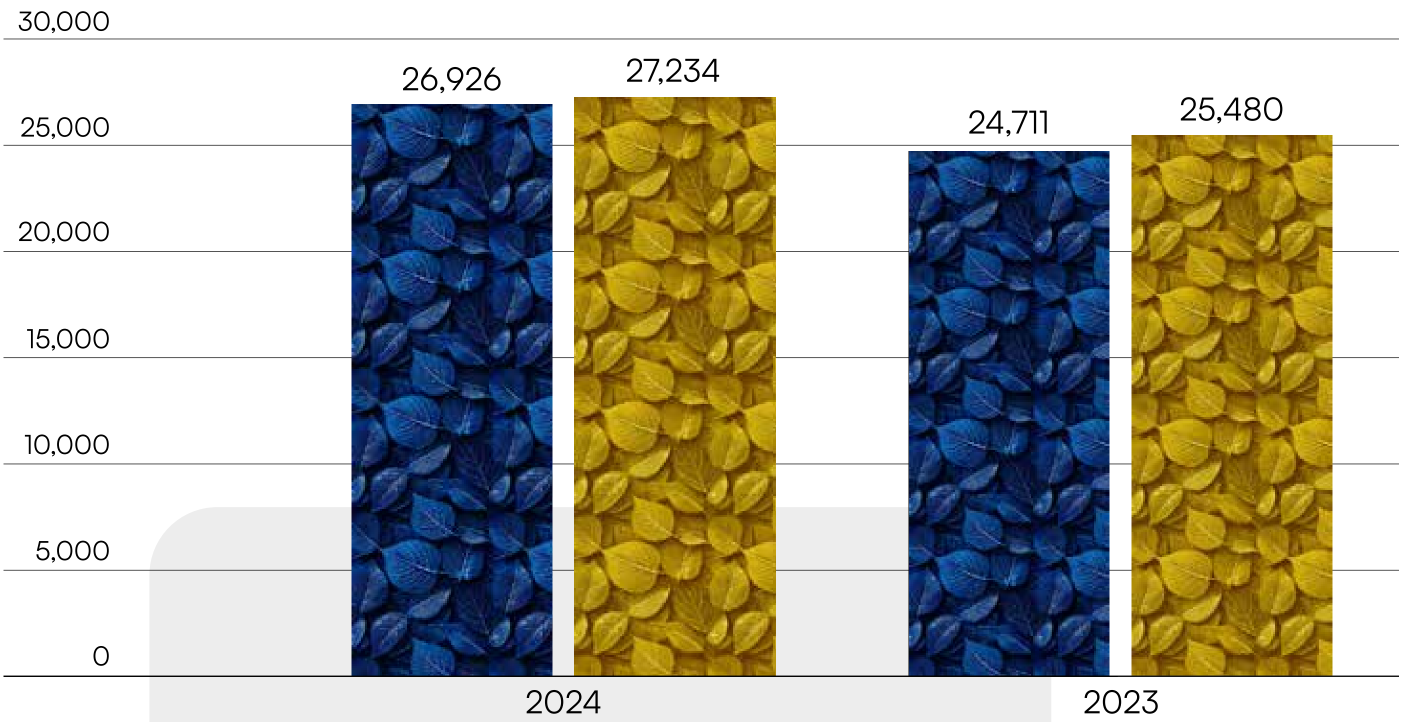
To support even more sustainable mobility, 14 new electric vehicle charging stations have been installed at Transmec UK's headquarters. In particular, during 2024, **25 electric vehicles** were acquired, including company cars and forklifts, with the aim of undertaking a process of gradual replacement of petrol, diesel and hybrid vehicles, in line with the Group's commitment to making its operations increasingly eco-sustainable.

Still in terms of improvement actions, Transmec provides its drivers with **eco-driving training courses** for safe and conscious driving, in order to reduce the fuel consumption of the fleet and maintenance costs and, at the same time, extend the useful life of the vehicles.

As mentioned above, the "grocery logistics" business unit, through the Green Router platform, has extended the **monitoring of CO_2 emissions** to reduce the Group's carbon footprint. This solution makes it possible to provide detailed information on CO_2 emissions deriving from transport, with the possibility of carrying out simulations to support possible changes in network or distribution flow.

Regarding greenhouse gas emissions (GHG), they are associated with energy consumption. The total direct Scope 1 emissions produced in 2024 by Transmec Group amounted to 24,638 tCO_2eq, up 7% from 2023 of 23,073 tCO_2eq. Indirect Scope 2 — Location-based emissions[1] related to electricity consumption, on the other hand, are 2,287 tCO_2eq (1,638 tCO_2eq in 2023). In 2024, total Scope 1 and Scope 2 — Location-based emissions amounted to 26,926 tCO_2eq, up 9% compared to the previous year (24,711 tCO_2eq), in line with the increase in energy consumption.

1. Both calculation methodologies were used to calculate Scope 2 emissions, in line with the GRI Global Reporting Standards. The Market-based is based on the CO_2 emissions emitted by the energy suppliers from which the organisation purchases electricity through a contract and can be calculated by considering: Energy Guarantee of Origin certificates and direct contracts with suppliers, supplier-specific emission factors, emission factors relating to the "residual mix", i.e. energy and emissions not monitored or unclaimed (methodology used, see the factors in the "Appendix" chapter). The Location-based method is based on average emission factors related to power generation for well-defined geographical boundaries, including local, sub-national or national boundaries (methodology used, see factors in the "Appendix" chapter).



TOTAL SCOPE 1 AND SCOPE 2 EMISSIONS IN 2023-2024 (TCO_2EQ)

- Total Scope 1 + Scope 2 Location-Based (tCO_2eq)
- Total Scope 1 + Scope 2 Market-Based (tCO_2eq)

With reference to Transmec's emission intensity (Scope 1 + Scope 2 Market-based), calculated with respect to turnover, this increased by 5% compared to 2023, reaching **0.059 tCO2eq/,000€**. This increase compared to the previous year is linked to both an increase in turnover and an increase in energy consumption and related emissions.

0.059 tCO_2eq/,000 €

Emission intensity by turnover (+5% compared to 2023)

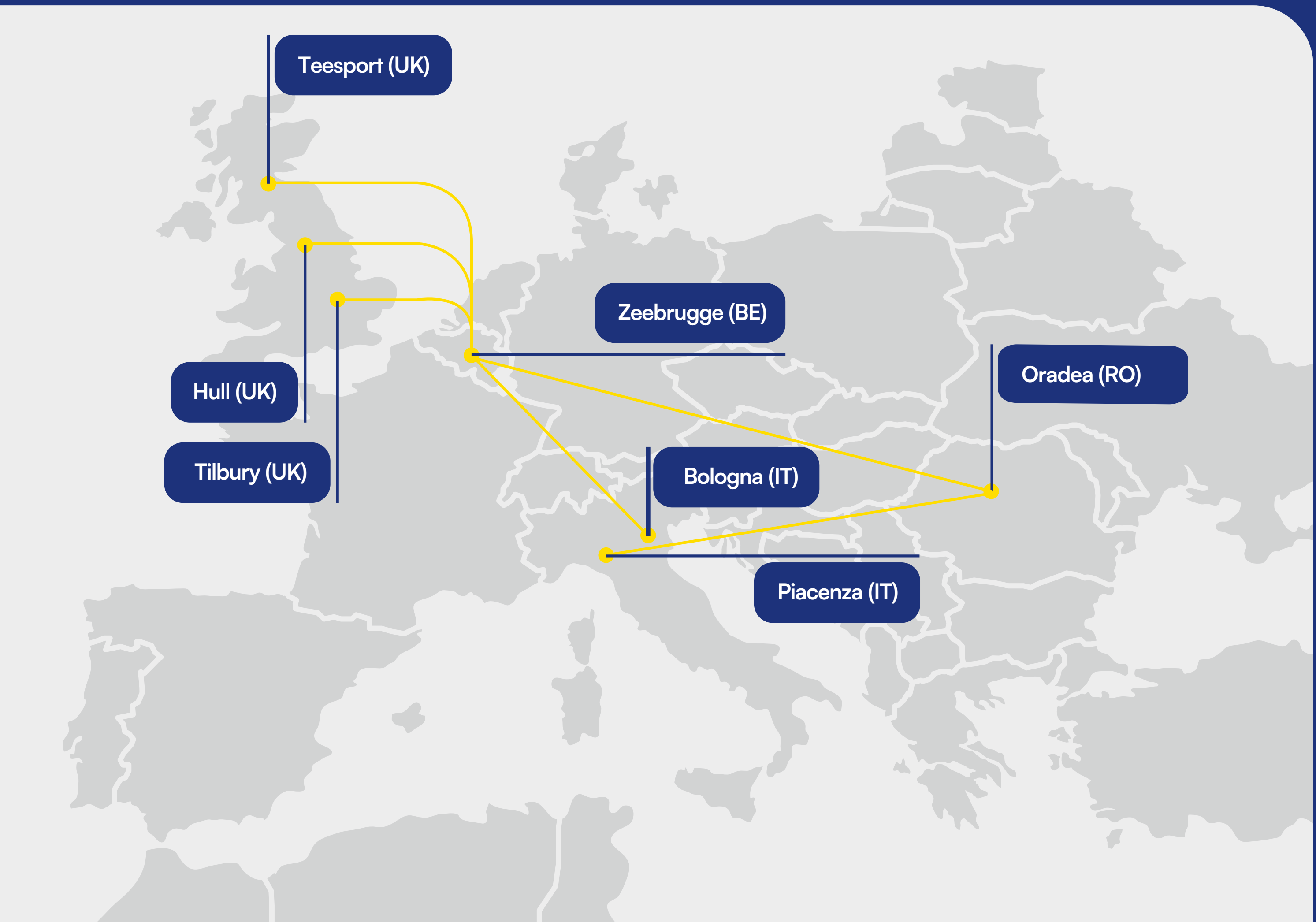
FOCUS ON:

THE INTERMODAL SERVICE

In the context of sustainable investments in the transport sector, the Oradea intermodal terminal, located in Romania and managed in collaboration with a major player, plays a strategic role, contributing significantly to the development of efficient solutions with reduced environmental impact.

Following a redevelopment project, Transmec has refurbished and expanded the existing terminal with a number of benefits that have improved customer satisfaction, increased operational efficiency, reduced costs and supported economic and sustainable development. This has made it possible to create a structure dedicated to ecological and innovative intermodal rail connections between Western and Eastern Europe. Operating 24/7, the terminal also provides local services such as import/export customs clearance, dangerous goods handling and cross-docking/transhipment operations in secure warehouses, ensuring smooth and cost-effective handling.

Transmec invests heavily in intermodal transport, as the movement of goods by rail offers numerous economic and environmental benefits, including the reduction of CO_2 emissions. In fact, rail transport provides a quantifiable **emission saving of 0.83kg of CO_2/km**.



In addition to the reduction of emissions into the atmosphere, the intermodal service represents an efficient solution thanks to the use of tarpaulins and 45' containers, multiple weekly departures and an organisation oriented towards optimising transport costs; in addition, the adoption of anti-theft bars on the wagons guarantees high safety standards throughout the entire goods handling process.

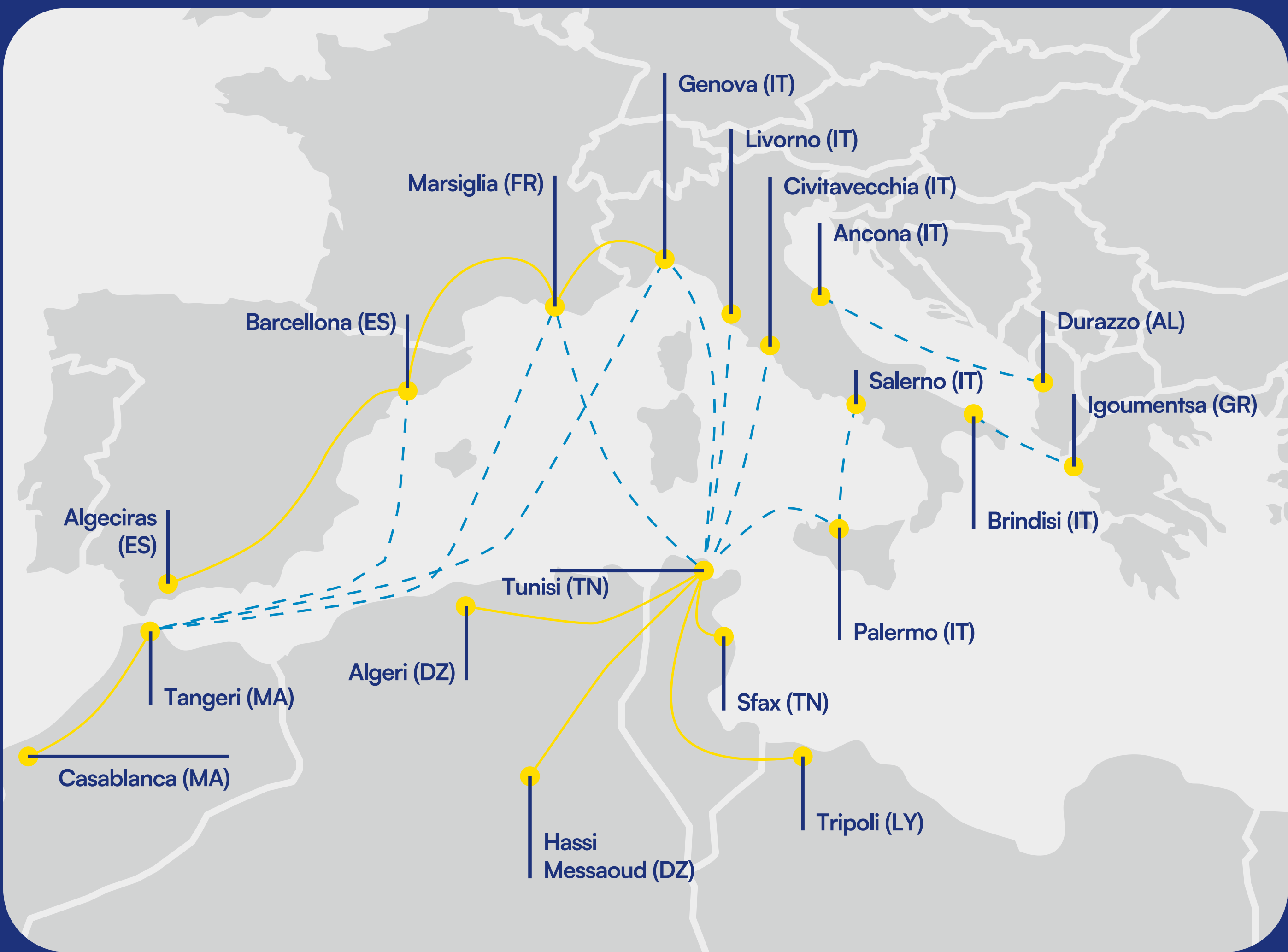
FOCUS ON:

SERVICE IN THE MEDITERRANEAN

In addition to rail transport, **sea transport** is another sustainable option. Cargo ships, in fact, can transport large volumes of goods with a relatively low environmental impact, reducing CO_2 emissions per ton transported compared to road transport.

For this reason, in addition to the investments in the Oradea terminal, Transmec has made a sustainable and business-oriented strategic choice, completing the acquisition of TNA Cargo in 2024 and acquiring S.T.C. during 2025. These acquisitions allow the Group to have a maritime connection with North Africa, expanding its presence in these areas and ensuring regular connections to and from all of Europe with Tunisia, Morocco, Libya and Algeria.

Such a move not only diversifies transportation options, but also helps reduce the carbon footprint of freight transportation, fostering a more sustainable and efficient logistics model.



WASTE MANAGEMENT

Transmec, aware that ineffective waste management can have serious consequences for the environment, takes a responsible approach to minimise ecological impact and ensure environmental protection.

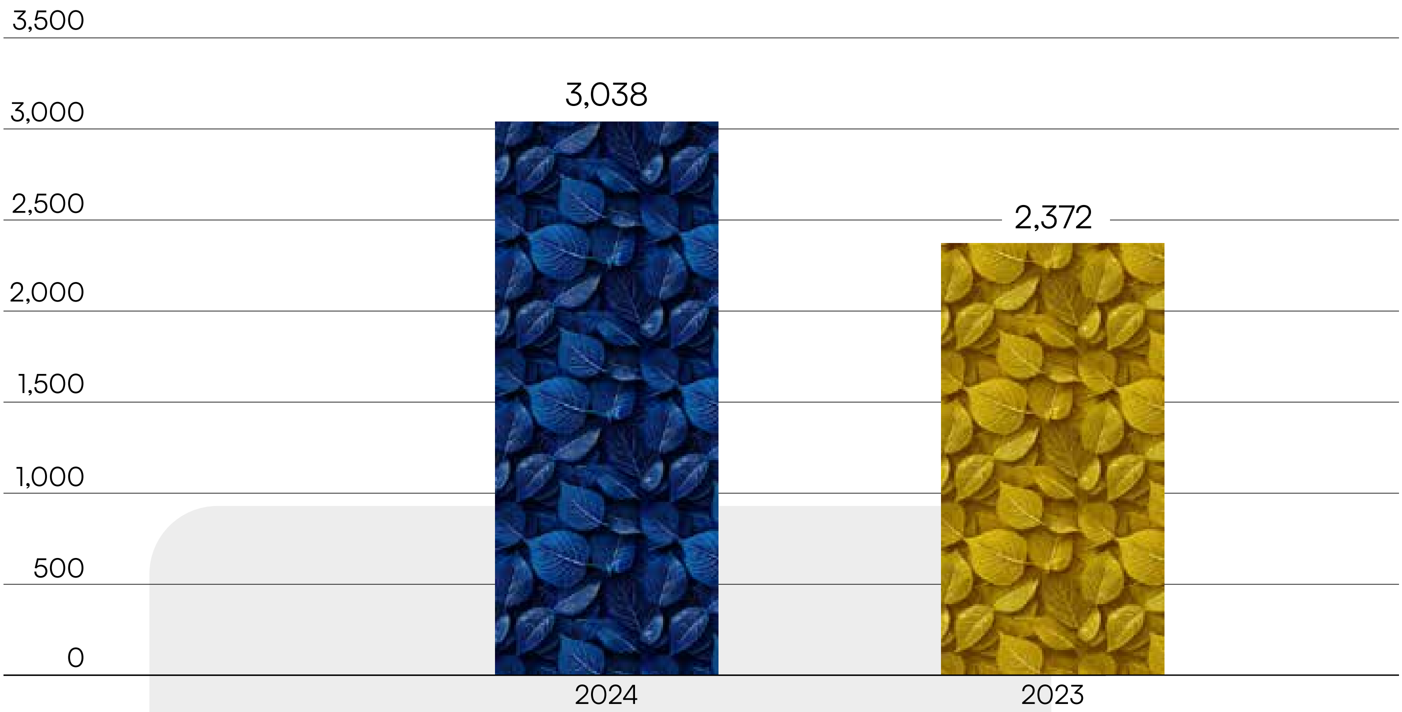
In particular, the waste mainly produced, of a non-hazardous nature, relates to packaging from the warehouse (paper, plastic, wood). This waste is conveyed to special differentiated compactors inside the warehouses and is destined for collection and disposal by third parties.

Transmec Group, in limited quantities, also produces hazardous special waste from the workshop's activities, such as used oils. In these cases, there are collaborations with specialised external companies that deal with the sampling and transport of hazardous waste to authorised treatment plants. This approach ensures compliance with environmental and safety regulations, ensuring proper management and disposal of special waste.

In accordance with legislative requirements, all waste is appropriately recorded in a form that captures loading and unloading, thereby providing a general picture of what is generated by the Company. In addition, starting from 2024, to ensure more efficient waste management, through the support of a third-party supplier, Transmec has adopted a **waste monitoring system** through a dedicated **portal**, which records all process waste generated by its Italian Companies on a monthly basis, accurately monitoring loads and unloads. The portal also allows to trace the final destination of waste, ensuring transparent management and full compliance with current regulations.

During 2024, the total amount of waste generated by the Group amounted to 3,038 tonnes[2], an increase of 28% compared to the previous year. Most of the waste generated by the Group belongs to the category of **non-hazardous waste**, precisely **99.6%**, while hazardous waste represents 0.4%.

2. The total amount of waste reported refers exclusively to waste generated by the processes of the Group Companies and, consequently, waste from administrative sites and offices is not reported. In addition, data relating to the Companies Transmec Ro S.r.l, Transmec Rimini S.r.l., T.N.A. Cargo Spa, and T-Data S.r.l were not included due to the unavailability of the data at the time of reporting.



WASTE GENERATED (T) IN 2024 AND 2023

- Waste generated (t) in 2024
- Waste generated (t) in 2023

Commitment to environmental protection also requires a change in the small daily habits that characterise the working day. For this reason, for some years now, there have been several recycling bins at each workstation to separate waste into categories such as paper, plastic, glass, organic, and more, facilitating recycling and proper treatment.

With reference to waste management optimisation activities, the Group is actively engaged in initiatives to improve **packaging management**, working directly with its customers to develop greener solutions. An example of this commitment is the promotion of the **elimination of staples in cardboard boxes**, in order to make them completely recyclable. This joint approach highlights Transmec's commitment to responsible waste management and greater sustainability in daily operations.

Another example is Transmec's headquarters in Germany, where an innovative practice has been introduced to deal with returns in e-commerce: the use of **folding boxes made of recycled plastic** to significantly reduce packaging and waste. Specifically, the folding boxes are used to manage returns from all over Germany of the latest e-commerce customer acquired by Transmec De Bortoli Group (TDBG) Deutschland in the fashion sector. Not only does this speed up the refund process, but it also reduces the flow of returns to the customer's distribution centre, as many of these processes are handled directly on-site.

Finally, to further strengthen its control activities on this issue, Transmec plans to launch a **campaign of inspections** dedicated to waste management, adopting clear and rigorous procedures. The objective will be to precisely verify the adequacy of the existing safeguards and ensure the correct management of waste, including hazardous waste, in accordance with the applicable regulations.

SOCIAL
Social Responsibility

Behind every number, every statistic, every result, there are faces, stories, dreams: people are the beating heart of all our successes.


transmec group

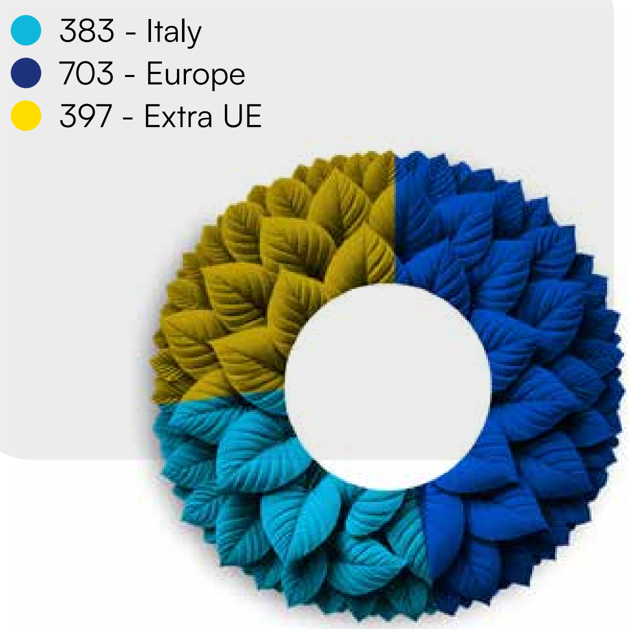
PEOPLE AS A STRENGTH

Transmec's employees and collaborators are a key pillar for the Group's growth and success. For this reason, the Company is committed to continuously enhancing its human capital, promoting the growth of individual skills and ensuring a work environment based on respect for the dignity and rights of every person.

Transmec promotes an inclusive and diversity-oriented corporate culture, as demonstrated by the presence of **28 different nationalities** within its workforce. This approach makes it possible to enrich the business context with a plurality of perspectives, stimulating innovation and collaboration and recognising the unique value that each individual can bring.

The hallmarks of the people who work at Transmec — passion, openness to change, orientation towards excellence and spirit of initiative — are the basis of a solid and dynamic corporate identity. Attention to diversity and equal opportunities has always been an integral part of the Group's vision.

Although the logistics and transport sector has historically been male dominated, with a composition that sees 66% of Transmec employees belong to this gender, the Group stands out for important results in terms of **gender balance**. In particular, the Company Trasporti Internazionali Transmec S.p.A. has reached an almost equal level, with a female presence of 50% of the total employees. An important milestone has also been achieved within Transmec Romania, as, with reference to drivers, 19% of this task is carried out by women.



During the reporting period, as in 2023, there were no cases of discrimination within the Group.

FOCUS ON:

WOMEN WHO LEAD

In October 2024, Rome's Capitoline Museums hosted an evening of great international prestige: the *International Businesswoman Awards* gala. The event transformed the historic museum into a reference point for prominent exponents of the business and cultural world, gathered to celebrate talent and success in business and entertainment.

This year's edition welcomed 150 selected guests, including leading figures from Italy, Poland and other European countries, confirming the international vocation of the award and the commitment to enhancing female entrepreneurship and the most virtuous companies.

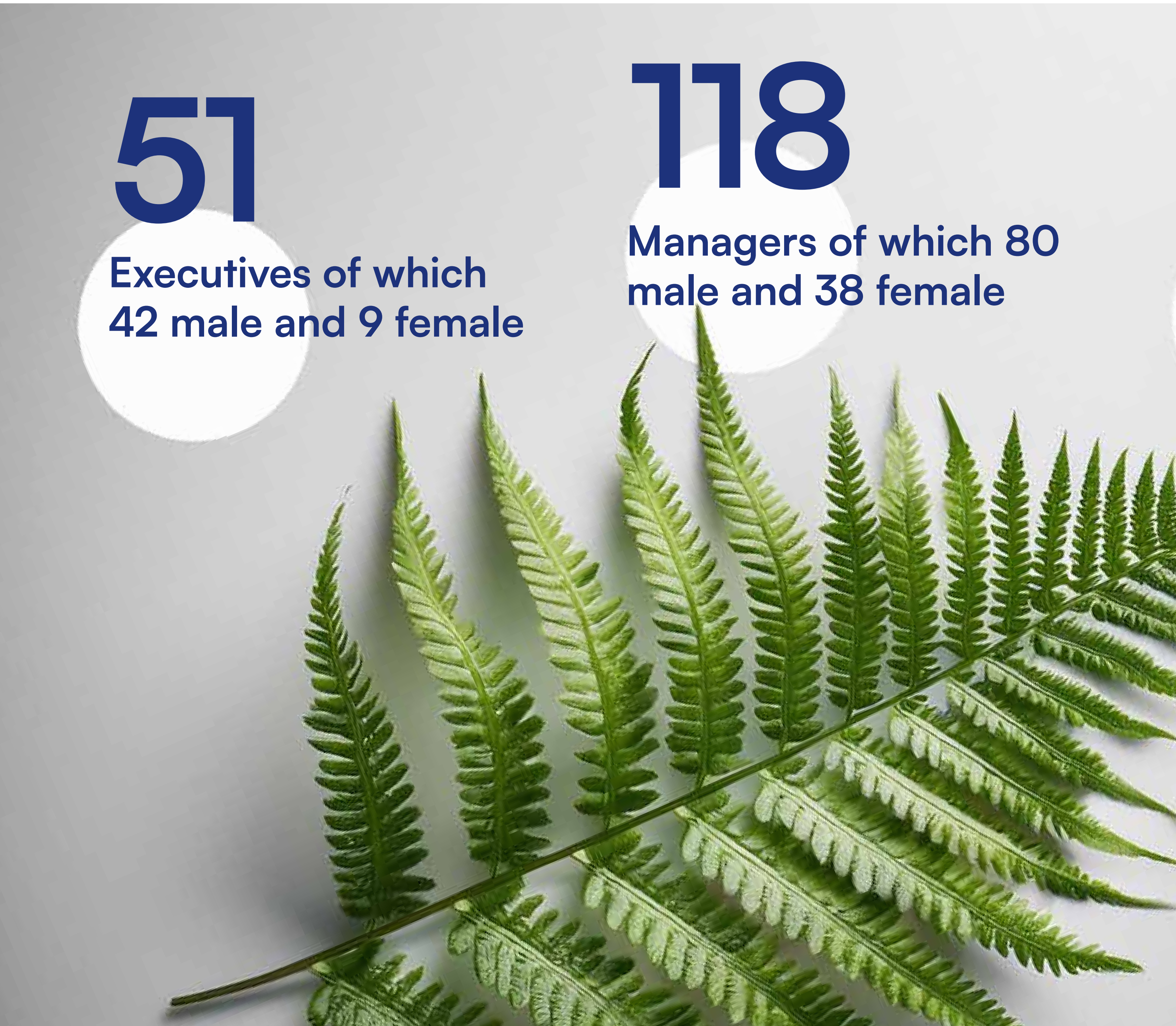
In this context, Transmec received the recognition as a "**Leader in International Transport and Logistics**". The award is a significant testament to the Group's commitment to pursuing high standards of efficiency, innovation and quality in the services offered. The jury wanted to recognise Transmec's ability to stand out on a global scale, consolidating a leadership position through management oriented towards sustainability, growth and operational excellence.

EMPLOYEES AND COLLABORATORS

Transmec fosters a working environment that values people, fully believing in their abilities, talents and potential.

In recent years, the Group has further strengthened the Human Resources function, through a process of structuring and strengthening the team, both at the Headquarters and within the various Group Companies.

During 2024, several areas aimed at personnel development and talent management were further strengthened, and the function that deals with **search and selection** was largely internal-



51

Executives of which 42 male and 9 female

118

Managers of which 80 male and 38 female

ised. Specifically, each company has adopted specific procedures to effectively manage the inclusion of new resources in the company in order to meet different business needs. In general terms, after passing the initial interviews with the Human Resources department and management, the selected candidates are hired and begin an onboarding process, aimed at welcoming new hires to the company and helping them become accustomed to their duties.

One of the most important aspects on which the Group is focusing its attention concerns the **onboarding** phase, through the structuring of increasingly targeted and personalised paths and the integration of a fundamental tool in terms of retention, namely **feedback**, with the aim of offering constructive feedback and enhancing the experience, strengthening the long-term bond with the organisation.

In terms of processes, a **platform** was identified during 2023 with the aim of developing processes common to all companies, with a particular focus on **search and selection, performance management and training**. Between 2024 and 2025, the implementation of this platform will take place initially at the offices in the UK, Italy and Romania. The first process that will be developed at corporate level will concern the management of the **recruiting process** while the second step will involve **training**, which will be made accessible to all Group Companies, making available training content designed by the internal Academy or selected by external suppliers. The goal for the following two years will be the activation of an advanced training module, aimed at mapping training needs and designing structured and personalised paths.

As of 31st December 2024, the Transmec Group has 1,483 employees, of which 58% are white collar.

856

White collar of which 468 male and 388 female

458

Blue collar of which 383 male and 75 female

In addition, there are also 19 people belonging to protected categories within the Group, equal to 1% of total workers.

96%

Employees with permanent contracts

95%

Employees with full-time contracts

In 2024, the distribution of employees by age group shows a slight decrease of 1% and 3% compared to the previous year in the under 30 and 30 to 50 age groups, respectively, while there is an increase of 24% in the over 50 age group. This reflects a strengthening of the company's wealth of experience, with an increasing number of senior associates contributing in-depth skills and industry knowledge.

BREAKDOWN OF EMPLOYEES BY AGE GROUPS (2024)

- 16% - <30
- 57% - 30-50
- 27% - >50

HEALTH AND SAFETY AT WORK

Transmec prioritises the health and safety of its employees as a top priority, promoting a culture of prevention that is based on risk awareness and responsible behaviour by all staff.

To this end, Transmec UK and Transmec Romania obtained **ISO 45001:2018 certification** in July 2023, which ensures compliance with specific occupational health and safety requirements in order to create safe and reliable working conditions.

The Companies of the Transmec Group are equipped with an **internal function dedicated to Health and Safety**, supported by an external RSPP and there is also a **Safety Organisation Chart**, with the aim of correctly managing the system within the companies. This function, supported by an H&S Committee, meets periodically to analyse risks, critical issues, ongoing actions and injuries.

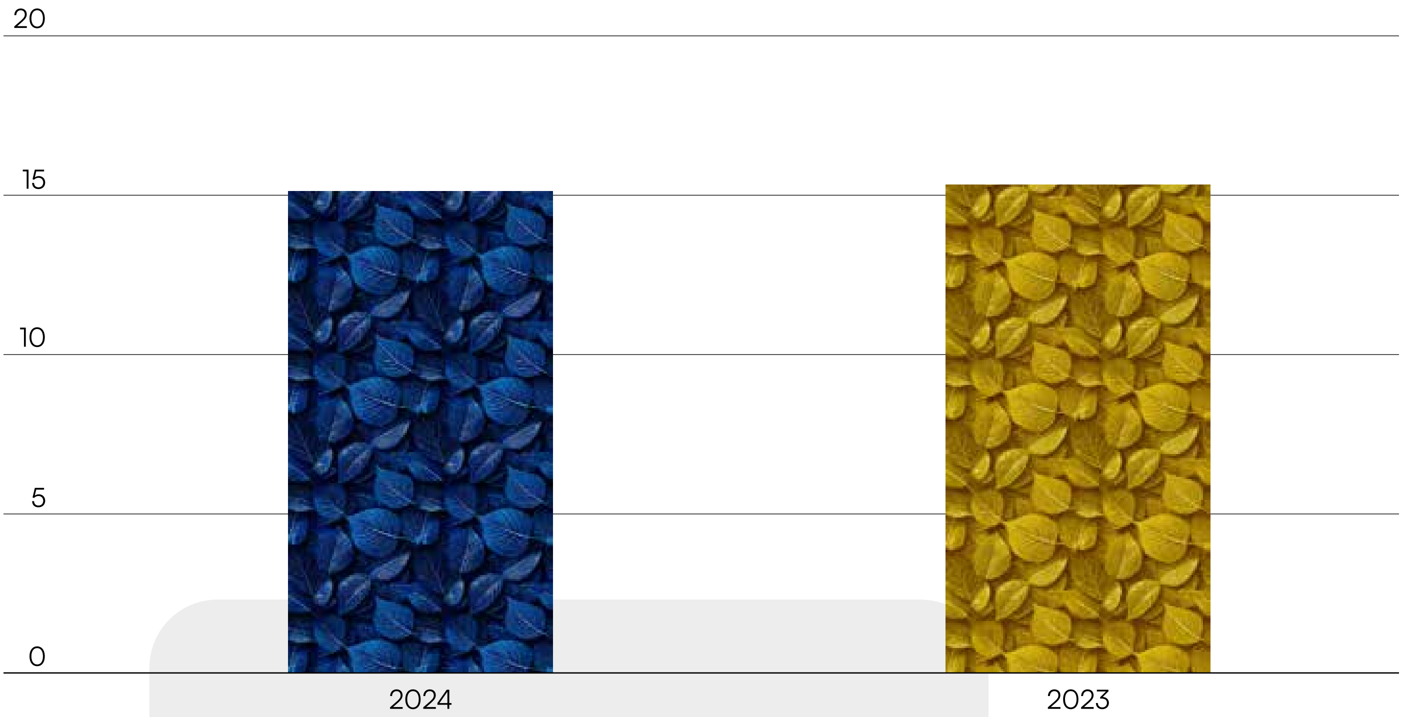
Operational safety management is defined in accordance with the regulations of the various countries in which the Group operates, adopting **risk assessment systems** aimed at identifying hazards and defining preventive measures. In Italy, the Companies draw up and update the **Risk Assessment Document** (DVR) and make specific procedures available for both employees and third-party collaborators. Personal Protective Equipment is also provided, such as safety shoes and warning vests, necessary to access the warehouse areas.

In addition, **audits** are conducted annually at several subsidiaries in accordance with the organisation's health and safety monitoring procedures. This allows the effectiveness of risk control to be assessed in order to implement improvements, where required, and to develop a positive culture and safe working environment.

Regarding the reporting of accidents, after providing adequate first aid coverage, these events are reported directly to the head of the function and to the external specialist for the official report of the accident.

During 2024, the total number of injuries at work **decreased slightly compared to 2023** (1 accident less), against an **increase in hours worked**, which went from 1,762,691 in 2023 to 1,787,077 in 2024. It is important to underline that, in parallel with this overall reduction, **serious injuries** also decreased **by 33%**, confirming the Group's constant attention and commitment to managing safety and preventing the most serious injuries.

As a result, the rate of recordable injuries at work also reflects the improvement trend, rising from 15.32 in 2023 to 15.11 in 2024.



RATE OF SERIOUS INJURIES AT WORK IN THE TWO-YEAR PERIOD 2023-2024

- 15.11
- 15.32

The prevention and protection of the health and safety of workers is accompanied by **staff training**, aimed at creating a safe and aware working environment. This training includes emergency management, simulations of evacuation plans, firefighting courses, machine operation, first aid, load safety, handling of dangerous goods, forklift instructions and ergonomic behaviour. The **Health & Safety (H&S) function** collaborates with Human Resources to monitor employees' training plans and medical examinations. In this context, **a new digital platform for the management of health and safety training** was introduced in 2024, integrated with the human resources management system. The software, which can be accessed by workers at any time, enables centralised and efficient management of H&S training, health surveillance and certification traceability.

With reference to the management of the training provided to external collaborators, the H&S function requests, where available, the worker's training certificates directly from the administration or contracting agency or, in the case of students, from the school. With the aim of supervising and managing this aspect, Trasporti Internazionali Transmec S.p.A. in 2024 has developed a **sample audit procedure to oversee and manage the training of external collaborators**. During these audits, compliance with safety regulations in warehouses with regard to the use of vehicles, documentation of maintenance and certificates regarding specific training and health surveillance of personnel are requested. In particular, **6 audits** were carried out during 2024 with the aim of verifying compliance with regulatory compliance.

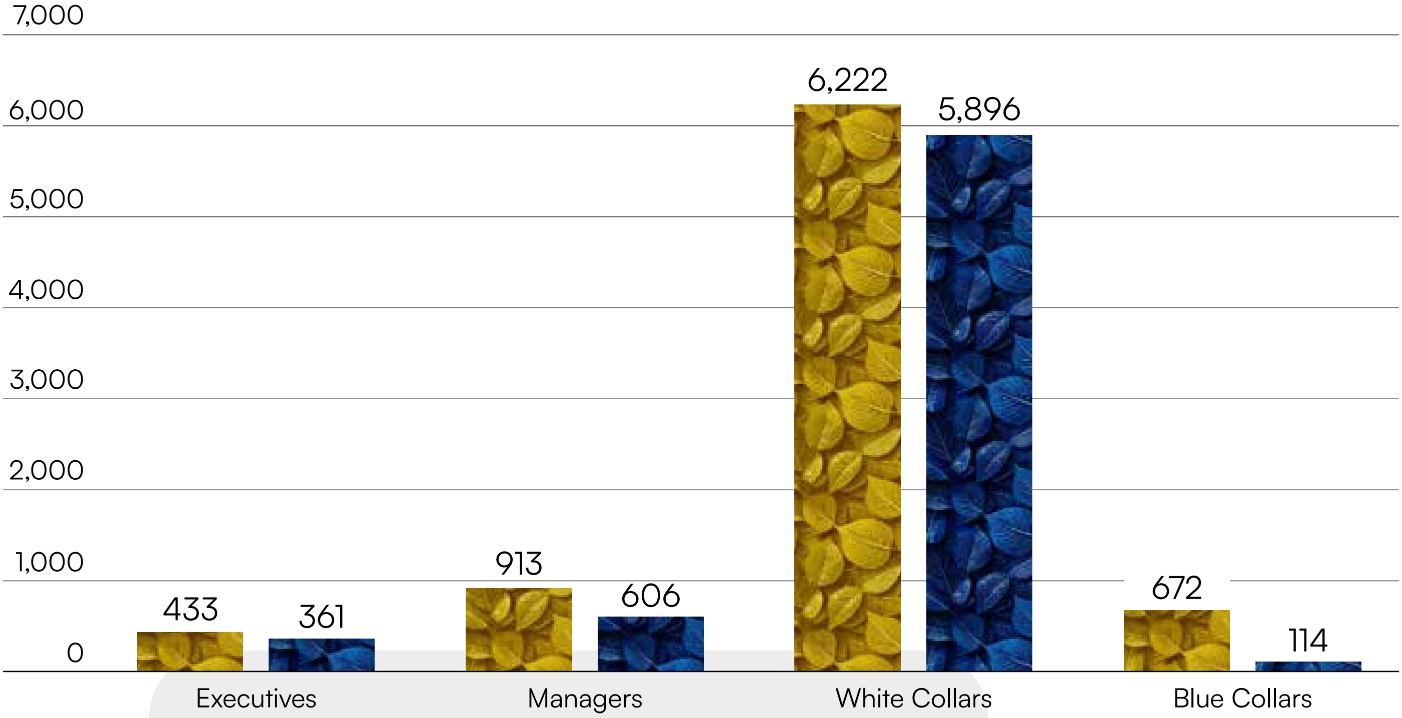
To promote the well-being and health of its workers, Transmec offers them a range **of occupational health services**, including general medical examinations, and health checks, as well as regular health surveillance visits.

In addition, in 2024 an **operational instruction for access to the logistics areas** was also introduced, which aims to inform and raise awareness of all people accessing the Group's logistics areas of the potential risks, providing for the establishment of concierges dedicated to reception and orientation. The latter have the task of providing clear and timely instructions on the correct behaviour to be adopted within the operational areas.

GROWTH, DEVELOPMENT AND WELL-BEING

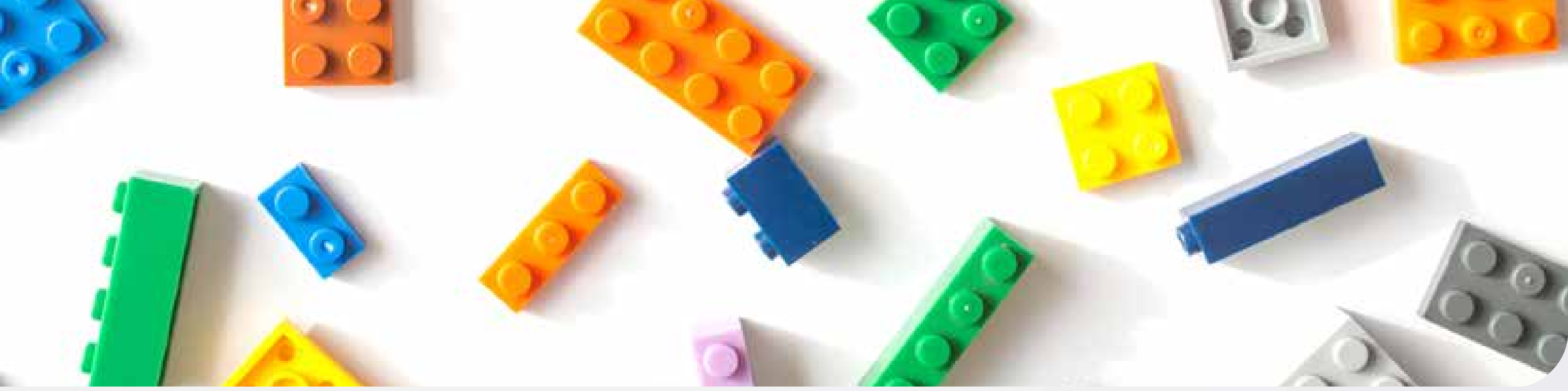
Retaining your employees and collaborators and strengthening the spirit of belonging to the organisation are elements that play a crucial role in ensuring the quality of services and meeting customer expectations.

As can be seen from the graph below, during 2024 the Group provided a total of 15,217 hours of training, of which 6,977 were provided to women and 8,240 to men. The average is 10 hours of training per employee.



TRAINING HOURS BY PROFESSIONAL CATEGORY AND GENDER IN 2024

- Man
- Woman



During the year, various training courses are then provided according to the different needs that characterise each Company.

In particular, several initiatives and training courses were held during 2024, including:

OPERATIONAL AND SPECIALIST TRAINING

TRAINING ON CYBERSECURITY through the use of a special platform

MANDATORY TRAINING FOR DRIVERS required by TAPA certification for responsible driving in total safety

MANAGEMENT TRAINING

PEER-TO-PEER TRAINING for the sharing of best practices between the various branches, both Italian and foreign, to share know-how and experiences in the operational field

TEAM BUILDING ACTIVITIES aimed at promoting integration between people, improving communication and increasing employee productivity and motivation

FOCUS ON:

GREEN CUP

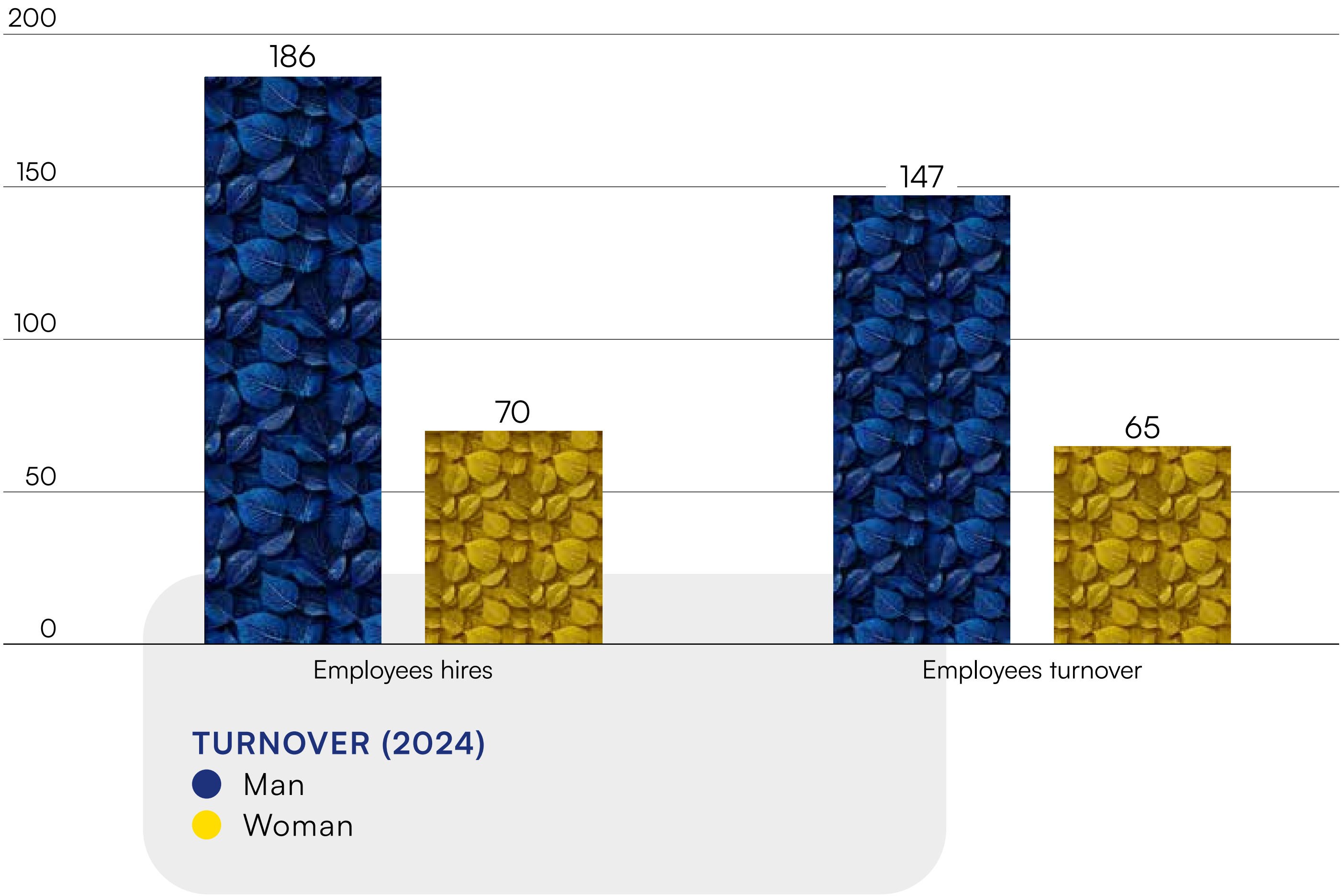
In 2024, Transmec participated for the first time in the *PlaNet Green Cup*, a green engagement project promoted by Up2You to raise awareness among employees on environmental sustainability topics.

A multidisciplinary business team, made up of employees from different divisions and business areas, took part in a challenge between companies, combining training and gamification with concrete actions to reduce the carbon footprint, such as energy saving and proper waste management.

Transmec was the first company in the transport and logistics sector to join the initiative, confirming its commitment to sustainability.

In recent years, Transmec has strengthened its **performance management systems**, with the implementation of the cascade process of objectives, which involves the annual assignment of corporate targets by the Board during the operational Board of Directors in December to each Company and each division. Consequently, the objectives of the individual branches, the various managers and supervisors are defined. In recent years, the processes for assigning targets have been reviewed and structured within shared logics and timing.

In addition, the Company has dedicated itself to the implementation **of professional development plans on a three-year and five-year basis**, with the aim of supporting the growth of people, strengthening the sense of belonging and ensuring the continuity of skills within the organisation. The courses include training and certification interventions, together with remuneration tools and reward systems designed to enhance the commitment and results achieved.



However, on the performance evaluation front, the path of implementation of a structured system at corporate level is still being defined. During 2024, only a part of the company population (36%) received a performance evaluation, of which 69% were men and 31% women.

The Group's commitment to the well-being of its employees goes beyond the economic dimension, promoting physical and mental health through health care and psychophysical well-being programmes. To this end, Transmec has established **welfare** programmes in different countries, adapted to different regulatory contexts, to guarantee its employees benefits and services. These benefits are equally accessible to all employees, confirming the Group's commitment to inclusion and equal treatment within the organisation.

To allow its employees to reconcile work with people's needs, the smart working agreement was renewed in 2024, confirming its application in the divisions and roles that allow it. At the same time, with a view to further flexibility, a **pilot project on the attendance system** was launched in 2024, which provides for greater flexibility in entry times and lunch breaks, to improve the distribution of hours and meet the needs of workers.

Also, during 2024, new internal company procedures were introduced, including the regulation for the advance payment of Severance Pay, which allows employees to advance part of it in certain cases.

In addition to having a Car Policy that defines the rules for the allocation and use of company vehicles, the Group pays particular attention to the well-being and safety of its travelling personnel. At the various locations, there are **services dedicated to the reception and refreshment of drivers**. In terms of safety, Transmec has its own system of in-house workshops in Bors and Campogalliano to ensure the rapid resolution of problems that could affect the safety of transport and drivers. Also, in order to guarantee rest and dismantling periods, a system of company vans is made available to organise the Romania-Italy route safely and easily during the periods of driver shift changes.

FOCUS ON:

COMPANY WEEKEND

Among the most significant initiatives of 2024, the company weekend represents a concrete example of Transmec's commitment to promoting a corporate culture based on well-being, collaboration and a sense of belonging. In October, 70 employees from the Group's various Italian offices gathered at the Ecovillage & Resort Paradù, an oasis surrounded by nature on the Tuscan coast.

Two intense and stimulating days, punctuated by team building activities, sports and social moments designed to strengthen relationships, consolidate mutual trust and create new connections in an informal and participatory context. The weekend was not only an opportunity to be together, but a real investment in internal cohesion and in the construction of a strong and shared corporate identity.

FOCUS ON:

TRANSMEC ACADEMY

In line with the Group's commitment to promoting the professional and personal growth of its resources, the **Transmec Academy** was established in 2023, a strategic project designed to enhance internal talent and develop skills that are fundamental to the sustainable success of the organisation. The Academy is configured as a structured and continuous training programme, aimed at enhancing the managerial, technical and transversal skills of employees, promoting a dynamic, inclusive learning context oriented towards constructive discussion.

Equipped with modern and technologically advanced spaces, the Transmec Academy offers a wide range of training opportunities both in person and digitally, ensuring maximum usability and flexibility thanks to different delivery methods: classroom training, virtual classrooms and e-learning paths. This multi-channel approach allows for effective involvement of the entire company population, overcoming geographical and organisational barriers.

The Academy is not just a physical place of training, but constitutes a real ecosystem of continuous learning, aimed at stimulating the transfer of knowledge and fostering the development of skills throughout the organisation.

During 2024, the training programme included:

- **Technical-professional training**, aimed at providing specialised and operational skills essential for the performance of specific technical roles;
- **Technical-transversal training**, which included courses dedicated to the advanced use of IT tools such as Excel and awareness of IT security issues (Cyber Security Awareness), to increase awareness of digital risks and strengthen the culture of prevention;
- **Managerial training**, aimed at developing leadership and strategic management skills, preparatory to roles of increasing responsibility within the Group.

In 2024, a total of 621 participants were involved, for a total of approximately 4,830 hours of training provided at Group level, testifying to the importance attributed to the development of human capital as a fundamental lever for sustainable and competitive growth.

COLLABORATION WITH SCHOOLS

A key element in the Group's growth strategy is the value that young talent brings to the organisation, both in terms of technical skills and innovative vision.

The inclusion of new generations allows not only to bring new ideas and innovative perspectives within the Group, but also to train and select potential future employees in a real work environment. In addition, involving young people helps to create a diverse and dynamic workforce, capable of facing market challenges with energy and creativity.

The Group is committed to offering internship opportunities to students, collaborating with academic institutions on research projects, also providing financial support for programmes, research initiatives or student-led projects, and inviting faculty members and industry experts to hold conferences, workshops and seminars.

The collaboration with schools and universities aims to recruit the best talent through internships, career days, networking events and campus visits.

In particular, during 2024, **school-work alternation** projects were launched in Italy with students in the fourth and fifth year of high school and training courses in collaboration with institutes specialised in the logistics and transport sector. With the latter, **internships** were activated, which, in most cases, involved direct employment in the company. In addi-

tion, the inclusion of interns from university courses in management engineering continued in 2024, with a post-internship recruitment rate of up to 90%.

At the same time, Transmec also participates in **career days** promoted by universities and training institutes, with the aim of connecting with young talents, promoting professional opportunities, and strengthening the link with the academic world. Specifically, 2024 saw collaborations with the following schools and universities: Aldini Valeriani Foundation Bologna, AlmaLaurea Interuniversity Consortium, National Federation “CNOS-FAP” Treviglio (BG), Higher Education Institute - IIS “Alessandro Volta” Sassuolo (Mo), Higher Education Institute - IIS “Francesco Selmi” Modena, State Socio-Commercial - Artisan Professional Institute “Cattaneo - Deledda” Modena, ITS INCOM Academy, ITS Maker Academy Busto Arsizio (VA), ITS Tullio Buzzi Prato, UNIBO - University of Bologna, UNIMORE - University of Modena and Reggio Emilia.

Similarly, the Spanish and French offices have also started collaborations aimed at identifying and enhancing new talent. In particular, the Spanish campuses, for example, collaborate with institutes such as the Instituto Clara del Rey and the Instituto Pío Baroja in Madrid, welcoming students for academic internships and offering practical experience to support their training. As for the French campuses, the collaboration with the Lycée Philibert Delorme in L’Isle d’Abeau makes it possible to welcome second-year students of the logistics course for an orientation experience, through practical activities aimed at discovering the different functions and business processes.

CUSTOMER FOCUS AND SERVICE QUALITY

Transmec pays particular attention to the quality of its services, promoting constant improvement to ensure full customer satisfaction.

The **Europe Quality Manager**, responsible for quality management and control, ensures that business processes conform to the established standards. The Group adopts a **Quality Policy** consisting of procedures aimed at ensuring compliance with current regulations and promoting customer satisfaction and loyalty. These procedures are reviewed annually and updated through an accurate **Risk Analysis Assessment**. All documentation relating to the quality system is accessible to Group personnel through the company platform.

The **Quality Management System** is certified according to the **ISO 9001:2015** standard. This certification, managed in multi-site mode at European level, involves 32 companies, of which 22 are based abroad and 10 in Italy — to view the sites subject to the above-mentioned certification, please refer to the section “Certifications of operational sites” in the appendix. During 2024, the scope of certified companies expanded to include TBDG España’s Bilbao office and Transmec Romania’s Brașov office.

Internal monitoring activities relating to ISO 9001:2015 are ongoing. The Europe Quality Manager carries out two **six-monthly internal audits** of the various subsidiaries during the year. In addition, in accordance with the laws in force, the certifying body inspects all the Group’s European branches over a three-year period. At the end of each audit, the Europe Quality Manager draws up a summary document with any reports, changes or improvements to be made to the various companies. In the last three years, the certifying body has not reported any serious shortcomings.

Finally, to ensure that high-quality standards are maintained, there is a **system for collecting non-conformities**, revised during 2024, which involves all European branches, allowing any critical issues to be monitored in a timely manner. In general, reports are handled and resolved promptly, confirming the importance attached to continuous control of the quality of services and stakeholder satisfaction.

FOCUS ON:

OUR CERTIFICATIONS

To ensure greater trust and transparency in all corporate relationships, the Group has over the years gained a series of additional certifications and attestations, including:

TAPA Trucking Security Requirements (TSR) — Level 3 — Category Large: certification concerning the security of goods. In particular, the main objective of TAPA is the prevention of theft through the use of real-time information and the latest preventative measures;

Recognition The Fleet Operator Recognition Scheme (FORS): aims to improve the quality of fleet operations, adopting practices in safety, efficiency and environmental protection, with particular attention to reducing emissions;

ISAE 3402 certification: attests to the adequacy of internal controls in terms of IT system security, demonstrating a commitment to quality and operational excellence at all levels;

Safety and Quality Assessment System (SQAS) certification: its purpose is to ensure the high performance of the service to chemical companies in aspects related to the environment, safety and quality.

Authorised Economic Operator (AEO) accreditation: implies that a company is considered reliable and safe by customs and control authorities in the commercial field;

ISO 45001 certification: enables organisations to provide safe and healthy workplaces by preventing injuries at work and health problems;

ISO 14001 certification: allows for managing the environmental impacts of activities more efficiently, reducing resource consumption, minimising waste and reducing pollution.

Another fundamental element is represented by the **Management Control function**, which supervises company operations by analysing and validating data, as well as suggesting process optimisation. This role is crucial in supporting management decisions, promoting effective leadership and responsible governance that contributes to reducing the company's environmental impact. The feature has also been implemented for TNA Cargo from 2024.

Operational data from the transportation industry is collected and analysed through **Business Intelligence (BI)**, which automatically updates key reports and KPIs on a daily basis. Starting in 2023, Transmec has embarked on a path aimed at enhancing Business Intelligence, with the aim of consolidating the operational data of all business units and integrating data from both the transport and logistics sectors into a single database. In particular, during 2024, transport data from the business unit Trasporti Internazionali Transmec was implemented within this database. During 2025, the database will be progressively populated with the data from the Group's other transport companies; at a later stage, those relating to logistics companies will also be integrated. This system enables the creation of interactive dashboards, capable of providing an immediate and in-depth view of the main company data, supporting analysis and improving operational efficiency through constant and targeted performance monitoring. The project is currently under construction and is expected to be completed by the end of 2026.

In addition, starting from 2024, as part of the logistics division, **reporting tools connected to the WMS** system have been introduced, which allow reports to be generated that can be consulted directly by customers, offering a transparent and up-to-date view of the trend of KPIs relating to warehouse activities.

To support BI, there is also an automated daily alarm system that alerts operational departments, department managers and management control about anomalies in the data entered in the Transportation Management System (TMS). In 2024, Transmec continued its commitment to solving the causes of anomalies by achieving a further important milestone with a 34% reduction in alarms compared to 2023. This milestone reflects the Group's ongoing commitment to greater operational efficiency.

A further tool that is constantly supervised by the management control department is

the P&L. The P&L analysis breaks down to the level of each individual branch, providing managers with the most complete view possible of the company's performance.

Transmec Group has for years activated a centralised treasury system for Italian companies, to improve operational efficiency, risk management and sustainability integration.

An aspect closely linked to quality, procedures and customer care is represented by the internal **Customer Service** team. This working group has the task of following and supporting the Key Accounts, whose number is constantly increasing, ensuring a rapid and efficient response service. In particular, a **constantly updated and monitored KPI system is active on them**, which allows Customer Service to obtain immediate feedback on the efficiency of the service provided, thus ensuring a high level of customer satisfaction.

To support this activity, there is also a **company platform that collects any tickets** opened by customers. This tool enables every interaction with the customer to be tracked, monitoring its effectiveness and intervening in a targeted way to solve any critical issues. In addition, Transmec carries out quarterly analyses of open tickets, with the aim of identifying the most critical areas and defining targeted interventions to reduce recurring requests. In 2024, thanks to careful internal analysis and the company's concrete commitment, there was a **9% improvement in response times** compared to the previous year. This approach reflects Transmec's ongoing commitment to continuous improvement and stakeholder satisfaction.

At the same time, the path of **optimisation and digitisation continues**. In response to the increasing complexity of the demands and the need for greater operational consistency, in 2024 Transmec introduced more **automation in the measurement of Key Account KPIs** through Business Intelligence, now integrated with the company's TMS system. This step allowed the automation of the KPI processing process, improving its accuracy, timeliness and overall efficiency.

Finally, again with a view to **customer satisfaction** and continuous improvement, an evaluation questionnaire **to be submitted to strategic customers is expected to be introduced by the end of 2025.** This tool will be aimed at the structured collection of feedback on the main areas of the service offered, with particular attention to the quality of transport (punctuality, reliability of the vehicle, etc.) and the efficiency of Customer Service.

LOCAL COMMUNITIES

The Transmec Group invests heavily in supporting local communities, supporting emerging talent and promoting initiatives that foster inclusion, social well-being and economic progress.

Since its founding, Transmec has promoted essential social values such as solidarity and inclusion, and its collaboration with the local area helps to raise awareness of crucial issues such as equality, integration and diversity. Below are the main initiatives and memberships of associations and organisations that the various Group Companies promoted in 2024, encompassing multiple sectors, including social assistance, sport, education and culture.

INITIATIVES FOR LOCAL COMMUNITIES

TRANSMEC INTERNAZIONALI TRASPORTI — **MODENA ARTS FOUNDATION**

Promotion of scientific research and technological innovation in the medical field, with a focus on the development of robotic surgery and transplantation.

TRANSMEC INTERNAZIONALI TRASPORTI — **CAMPOGALLIANO SPORTS CLUB**

Contribution intended for the purchase of a minibus to support the sports and social activities of the local community.

TRANSMEC TO BE — **MAKE A WISH ITALIA ONLUS**

Support for the association that fulfils the wishes of children suffering from serious diseases.

FRANCE SARL | **SPORT2JOB**

Inter-company sports initiative that promotes inclusion through challenges between teams made up of company employees and candidates with disabilities.

TRANSMEC UK | **BELHUS CRICKET CLUB, ESSEX**

Support for the sports club through the sponsorship of jerseys for about 16 teams, including adults and young people, active in the London Gateway area.

TRANSMEC UK | **BROMSGROVE CARNIVAL**

Supply of trucks, trailers and drivers for the carnival parade, in support of the parade and charity fundraising.

TRANSMEC BELGIUM | **BUY AID**

Support for an association engaged in the search for missing persons, with particular attention to the protection of children.

TRANSMEC BELGIUM | **SECOND SOUFFLE**

Support for an association that promotes the employment of people with disabilities, promoting inclusion and autonomy.

TRANSMEC BELGIUM | **BUY FOR LIFE**

Support for an association active in solidarity initiatives, including assistance to hospitalised children and people suffering from long-term illnesses.

TDBG ESPAÑA — **ESPAÑOL BALONCESTO CLUB**

Support to the club through advertising on the shirts for the 2023/2024 sports season.

TRANSMEC POLAND — **TPOL - AID FOR FLOOD VICTIMS**

Solidarity campaign promoted among TPOL employees and collaborators to provide material aid, foodstuffs, hygiene products and equipment for cleaning operations in flood-affected areas.

TRANSMEC POLAND — **BUSINESS WOMAN AND LIFESTYLE**

Participation in a charity campaign, promoted in collaboration with the magazine Business Woman and Life, in support of the cardiac surgery clinic involved in heart transplants.

TRANSMEC POLAND — **ACTIVELY WITH SEGRO - FOUNDATION FOR YOUTH**

Solidarity campaign in collaboration with SEGRO: every kilometre travelled on foot or on wheels has contributed to the achievement of a charitable goal, with a donation destined for a foundation to support young people welcomed in educational and welfare facilities.

TRANSMEC ROMANIA — **CSM ORADEA**

Also, for the 2024/2025 season, Transmec Romania has supported and sustained the growth and successes of CSM Oradea, becoming a partner for the club.

MEMBERSHIP OF LOCAL ASSOCIATIONS AND ORGANISATIONS

TRANSMEC UK

CLECKHEATON COMMUNITY GROUP

Participation in a waste collection initiative for cleaning and improving the environment in the local community.

TDBG ESPAÑA

CÁRITAS ESPAÑOLA

Donation to aid operations for the victims of the flood in Valencia, in collaboration with the humanitarian organisation.

FOCUS ON:

MENTAL HEALTH — TRANSMEC UK EMPLOYEES AS FIRST RESPONDERS

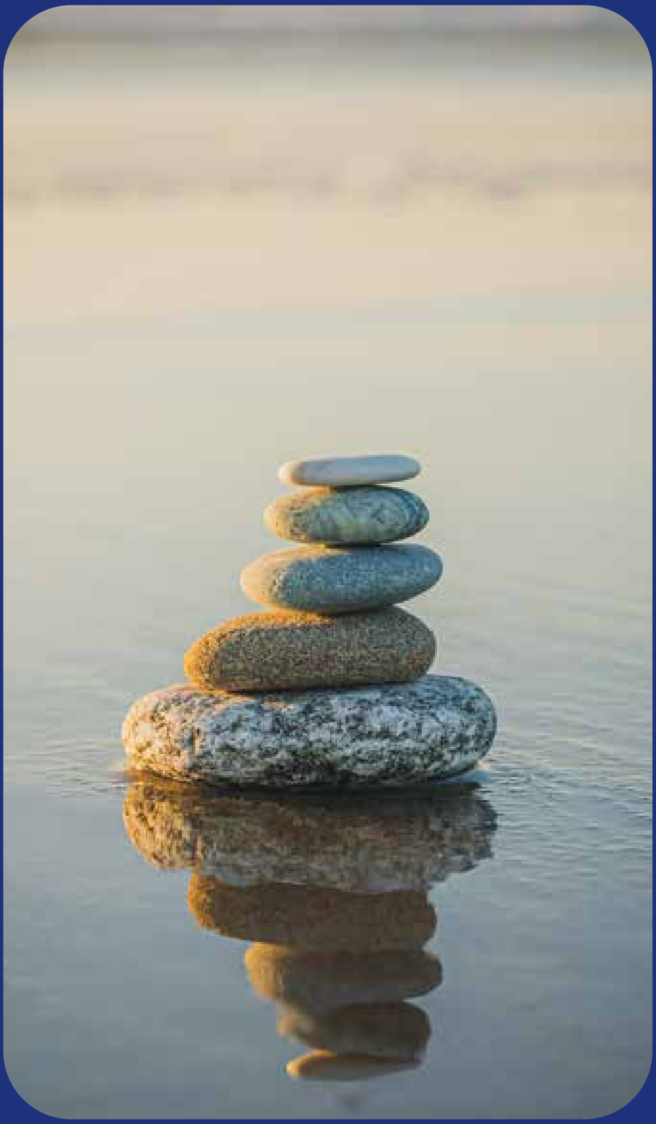
Taking care of people also means knowing how to listen to them, especially in the most difficult moments. In order to promote mental health at work, four employees from Transmec UK's London, Redditch and Bradford offices have achieved Level 3 certification as First Responders for Mental Health at Work.

This was achieved through a two-day intensive course, delivered by St John Ambulance, a voluntary organisation with extensive experience in medical rescue and first aid training.

During the training programme, employees acquired the necessary skills to recognise mental health support needs and to provide appropriate care. Mental health first-aiders (MHFAs) represent Transmec UK's commitment to fostering an inclusive and supportive work environment, offering concrete support to colleagues in need.

These first responders are not only trained figures, but real points of reference within their offices, capable of making a difference with small daily gestures. Their presence is testament to Transmec UK's commitment to building a working environment where everyone feels welcomed, listened to and supported.

Investing in the mental well-being of your employees means building stronger relationships, a healthier climate and, ultimately, a more humane company. And in this, Transmec UK is charting an important path.



FOCUS ON:

A GREEN LUNG FOR ROMANIA

There are gestures that leave their mark. Transmec Romania has chosen to plant that mark in the earth: for the second year in a row, it has participated in the reforestation initiative “**O pădure de la zero**” (A forest from nothing), in the district of Bihor.

The participants, divided into groups from different organisations, including Transmec Romania, dedicated their time to planting oaks, cherry trees and ash trees on an area of four hectares of previously unused land. Together with more than **2,000 volunteers**, Transmec employees helped plant **20,000 trees**, transforming an uncultivated land into a new, living, pulsating, biodiverse forest. **Oaks, cherry trees and ash trees** have been planted with care and dedication, on four hectares that today represent a concrete promise for the environment and for future generations.

The initiative, part of the national project “**Plantăm Speranță**” (Let’s plant hope), goes far beyond simple reforestation. It is a collective act of love for the planet, a moment of deep connection with nature and between people. It is also an opportunity to rediscover the value of shared time, of effort that becomes commitment, of beauty that comes from small gestures repeated together.

Transmec Romania is proud to be part of this project, which perfectly embodies the vision of a responsible company: to contribute today to building a greener, healthier, more conscious tomorrow.

FOCUS ON:

FIGHT AGAINST FOOD WASTE

Supporting local communities, fighting waste and restoring dignity through food: these are the profound values that guide Transmec Group's social commitment. With great pride, the company has chosen to support **Food for Soul** for the creation of the **Refettorio Modena**, a project that combines solidarity, sustainability and a culture of caring.

Created on the initiative of chef Massimo Bottura, Food for Soul transforms food surpluses into nutritious and creative dishes, offering much more than just a meal: **it offers welcome, respect and a sense of belonging** to those who live in situations of economic and social fragility. Thanks to an international network of volunteers and partners, the organisation has created **12 Refettorios in nine countries**, giving new life to what would otherwise have been wasted.

The Refettorio Modena, inaugurated on 4 March 2024, represents a place of welcome and rebirth where people in conditions of economic and social vulnerability can find **human warmth, listening and a carefully prepared meal**, in a dignified and inclusive environment.

Transmec Group's donation contributes concretely to the realisation of this project, which integrates the recovery of food surpluses with the value of sharing. The initiative is made possible thanks to the **collaboration with local institutions and a network of volunteers**, who put their heart and time at the service of others every day.

This gesture is part of a broader path of social responsibility that Transmec carries out in every territory in which it operates, actively promoting **collective well-being and a culture of positive impact**, where logistics meets ethics, and where every action becomes part of a concrete change.

"Because every shared meal is an act of care. And every cure builds a better future."

GOVERNANCE
Ethical Responsibility

Being responsible means being able to answer: not only to the questions of the present, but above all to those that the future has not yet asked.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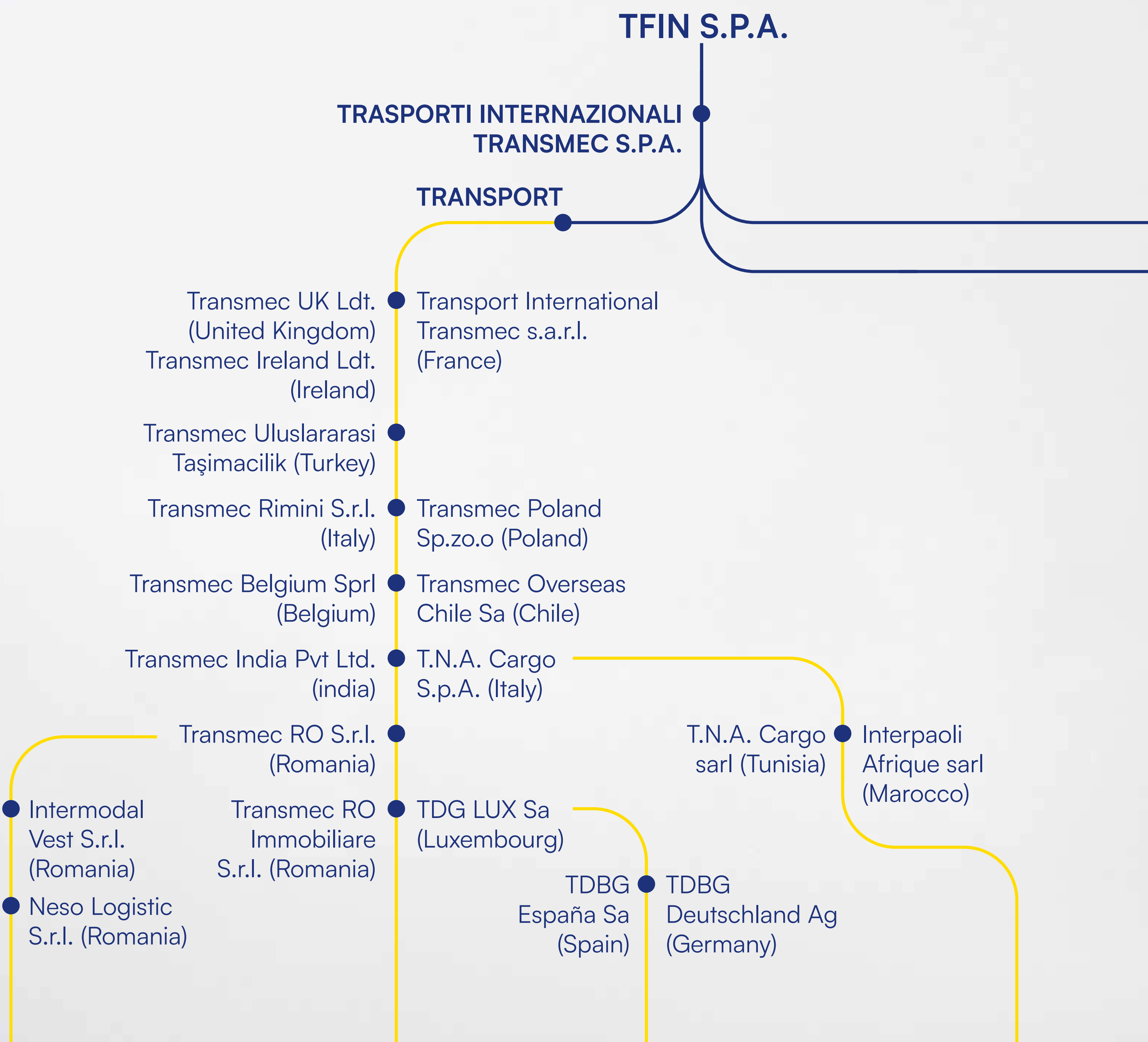
GOVERNANCE, ETHICS AND INTEGRITY

Transmec recognises the importance of a robust and transparent governance model as a key tool to ensure responsible, sustainable and value-creating management over the long term.

Transmec Group has reorganised and streamlined its corporate structure, separating the operating activities, managed by Trasporti Internazionali Transmec and its subsidiaries, from the financial investment activities, held by the holding company TFIN S.p.A., indirectly controlled by the Montecchi family.



LOGISTIC

- Transmec Log S.r.l. (Italy)
- Transmec To Be S.r.l. (Italy)
- T-DATA S.r.l. (Italy)

SERVICES

- Transmec Servizi Sp.A. (Italy)
- Rizo Scarl (Italy)

Both companies adopt a traditional administration and control model, which includes:

Shareholders' Meeting
Has the task of approving the financial statements, appointing the corporate bodies and deliberating on fundamental decisions for the Company. The selection of the members of the Board of Directors is based on the desire to preserve the corporate values of a family business and to prevent any conflicts of interest, thanks to the alignment between the corporate ownership and the Chairmanship of the Board of Directors.

Board of Directors
Responsible for establishing strategic, managerial and supervisory guidelines to achieve the set objectivses.

Board of Statutory Auditors
Verifies the legal and administrative compliance of the company's management and the correctness of the accounts.

Auditing Firm
Legal audit of accounts to ensure financial transparency.

As of 31st December 2024, the Board of Directors of TFIN S.p.A., in office until the approval of the financial statements as of 31st December 2026, is composed as follows:

Role	Member[3]	Gender	Age group	Executive/Non-Executive	Independence
Chairman and Chief Executive Officer	Montecchi Massimo	Male	>50 years	Executive	No
CEO	Montecchi Danilo	Male	>50 years	Executive	No
Councillor	Montecchi Matteo	Male	30-50 years	Non-executive	No
Councillor	Montecchi Carlotta	Female	30-50 years	Executive	No

With reference to the Board of Directors of Trasporti Internazionali Transmec S.p.A. as of 31st December 2024, in office until the approval of the Report as of December 31st, 2025, it is composed as follows:

Role	Member[3]	Gender	Age group	Executive/Non-Executive	Independence
Chairman and Chief Executive Officer	Montecchi Danilo	Male	>50 years	Executive	No
Vice-president	Montecchi Massimo	Male	>50 years	Executive	No
Councillor	Montecchi Matteo	Male	30-50 years	Non-Executive	No
Councillor	Montecchi Carlotta	Female	30-50 years	Executive	No
Councillor	Montecchi Paolo	Male	>50 years	Executive	No
Councillor	Barbanti Rossano	Male	30-50 years	Executive	No

3. The members of the Board of Directors of TIT S.p.A. and TFIN S.p.A. do not hold any other significant positions or commitments.

The **Board of Statutory Auditors**, on the other hand, is the control body that has the task of supervising compliance with the law and corporate regulations, as well as checking the adequacy and functioning of the Company's organisational, administrative and accounting structures. The composition of the Board of Statutory Auditors of TFIN S.p.A. and TIT S.p.A. as of 31st December 2024 includes 5 members: one Chairman, two Standing Auditors and two Alternate Auditors.

The **Independent Auditors**, on the other hand, deal with the legal control of the accounts, contributing to greater financial transparency, with the ultimate aim of ensuring that all activities are specifically controlled.

The Board of Directors of TIT S.p.A. meets periodically throughout the year in order to resolve on the decisions necessary for the functioning of the Group, including aspects related to sustainability. The Board of Directors has a composition enriched by profiles with knowledge and sensitivity in the ESG field, acquired through academic and professional experience, as well as through participation in dedicated training initiatives. In addition, Director Carlotta Montecchi plays an active role within the Sustainability Team, contributing to the strengthening of the Group's commitment to ESG topics and supporting the development of sustainability-oriented initiatives.

Although there is no formalised policy in this regard, the remuneration of the members of the Board of Directors consists of a fixed remuneration, established on the basis of responsibilities. Currently, the Group does not have formalised procedures in place to assess the performance of the Board of Directors on the control of ESG impacts.

BUSINESS INTEGRITY

Compliance with the principles of fairness, honesty and impartiality in the conduct adopted inside and outside the various Group Companies is an essential prerequisite for transparent and responsible business management, oriented towards the creation of sustainable value over time.

Transmec Group is committed to promoting ethics and business integrity on a daily basis, acting not only in compliance with current legislation but also in line with its Code of Ethics, approved by the Company in November 2014.

This Code defines the principles and rules of conduct that guide the work of all Group Companies, constituting a fundamental ethical reference in the performance of corporate activities and consolidating a constant commitment to transparency and responsibility.

In addition, in accordance with Legislative Decree no. 24 and EU Directive 2019/1937, the Group has activated a **Whistleblowing** platform to anonymously report unethical or illegal behaviour, guaranteeing confidentiality and absence of retaliation. A special Committee has also been appointed to receive, analyse and evaluate the reports received. It should be noted that no reports were received during the year 2024.

In line with its commitment to transparency and legality, in 2025 Transmec Group plans to activate the **Organisation, Management and Control Model** pursuant to **Legislative Decree 231/2001** for the logistics division. The Model 231 represents a set of principles, rules, provisions and organisational schemes functional to the implementation and diligent management of a system for the control and monitoring of company activities.

During 2024, Transmec Group was not affected by significant cases of non-compliance with laws and regulations and, consequently, did not pay any financial penalties related to this aspect. In addition, no cases of corruption were reported within the reporting period, so there were no legal actions against the Group regarding anti-competitive practices and/or violations of antitrust regulations and monopolistic practices.

FOCUS ON:

THE CODE OF ETHICS

The Code of Ethics encompasses the set of values and principles that inspire the Group's activities. In addition to informing stakeholders of the company's commitment to combat illegal practices, the purpose of this document is also to spread greater awareness of company policies among all employees.

Twelve principles are illustrated in the document, including:

1. **Impartiality**
2. **Honesty**
3. **Fairness and conflict of interest**
4. **Confidentiality**
5. **Human resources enhancement**
6. **Value reaction**
7. **Anti-money laundering/receiving stolen goods**
8. **Integrity of the person**
9. **Transparency and completeness of information**
10. **Fair competition**
11. **Quality**
12. **Environmental protection**

The Code of Ethics is widely disseminated both within the company structure, through the delivery of a copy of the document to each worker, and externally, thanks to the presence of the website (www.transmecgroup.com), which disseminates the latest news concerning the Company to the public, keeping the various stakeholders constantly updated. Since 2018, the Code of Ethics has been supplemented with a **Statement on Modern Slavery and Human Trafficking**.

Operating on the international market, Transmec Group has carried out a risk assessment to verify whether, and to what extent, there are possible risk factors — such as, for example, the use of child or forced labour and the presence of different wage treatments. This analysis did not reveal any particular risk factors as the type of activity carried out — transport — is subject to constant checks in each country in which Transmec operates.

Scan the QR Code to download the Code of Ethics

ECONOMIC PERFORMANCE

In a period of strong geopolitical instability, the Transmec Group has been able to assert itself decisively, demonstrating a solid and success-oriented management capacity.

The international context is characterised by growing uncertainty, fuelled by geopolitical tensions — including the conflict in Ukraine and instabilities in the Middle East — and a possible tightening of protectionist policies by the United States.

Nevertheless, the Group managed to achieve solid results, recording a value of production of 462 million euros, **up 2% compared to the previous year**. A result that, together with the net profit of 5.1 million euros, testifies to the solidity of the Group's business model and its ability to effectively deal with the complexities of the global market.

Through efficient and cost-effective management, Transmec has been able to maintain its financial strength, ensuring stability and balance even in a challenging environment. This approach has made it possible to continue strategic investments, both in the development of operating activities and in the enhancement of human capital, strengthening the foundations for sustainable growth in the long term.

ECONOMIC VALUE DISTRIBUTED AND RETAINED IN 2024

- 94% - Economic value distributed
- 6% - Economic value retained

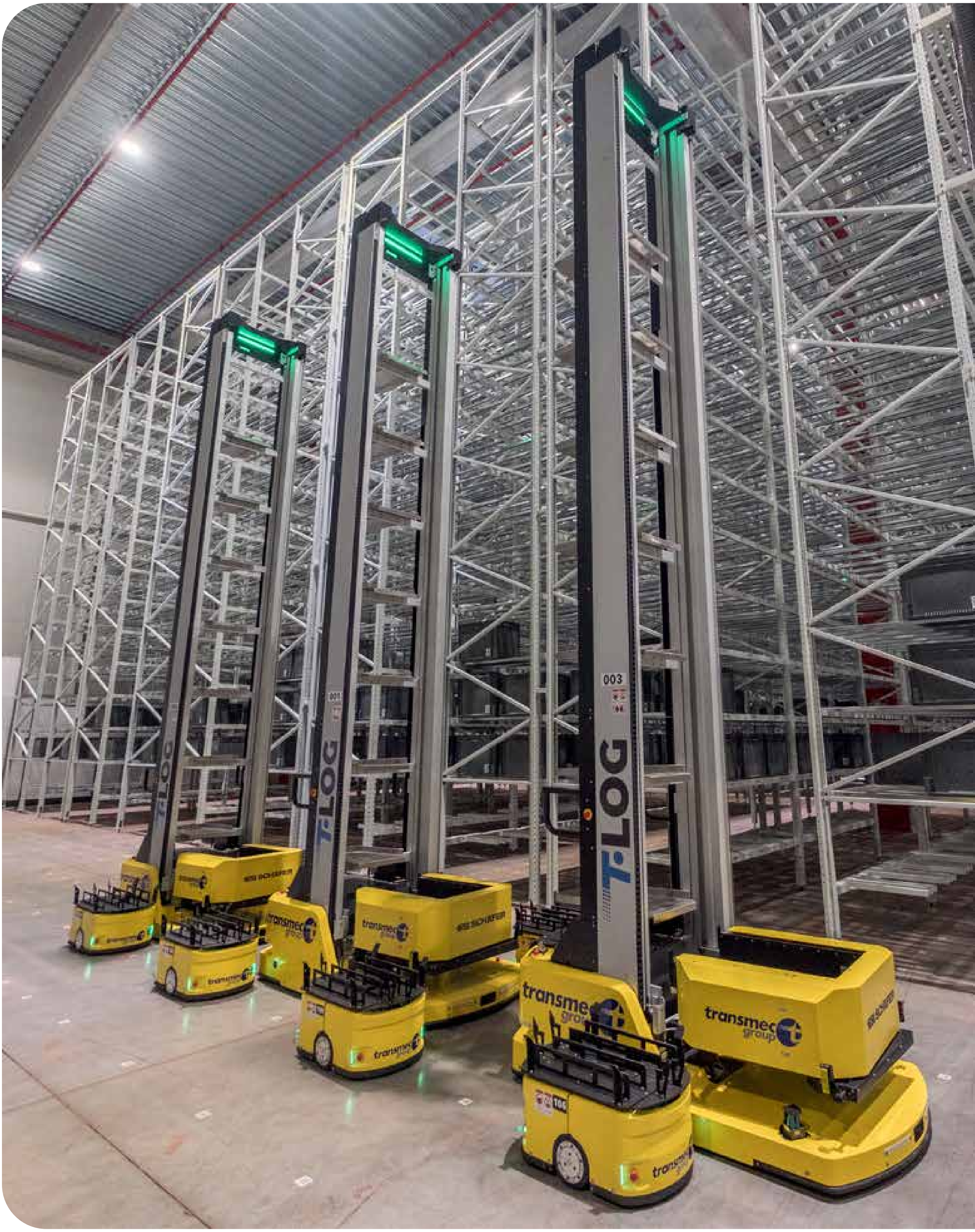
ECONOMIC VALUE GENERATED IN 2024

- 81.64% - Suppliers
- 13.51% - Staff
- 1.98% - Capital providers
- 1.15% - Shareholders
- 1.70% - Public Administration
- 0.03% - Community

Specifically, in 2024, the **economic value generated** by Transmec Group is equal to **471.9 million euros**, while the **value distributed** is equal to **444.9 million euros**. The economic value retained, given by the difference between the economic value generated and the economic value distributed, is instead equal to 27 million euros. In particular, the value generated during 2024 was mainly distributed to suppliers and staff. In fact, 82% of the value was distributed to suppliers while employees benefited from 13% of the value generated. The remaining part of this value was distributed to lenders, shareholders, the Public Administration in the form of taxes and to local communities in the form of donations.

From a strategic point of view, the Transmec Group has made significant investments in 2024 aimed at promoting sustainability in several key areas of its activities:

- Completion of the acquisition of **TNA Cargo S.p.A.** in order to strengthen market share in North Africa;
- Expansion of the Worcester warehouse at **Transmec UK by 5,000 m²**, where interventions were also carried out to improve the safety of the plant;
- Opening of a **new logistics operational headquarters in Caserta**;
- Construction of the **robotic warehouse**: with a storage capacity of 13,000 boxes, the new system promises a 275% increase in storage density. Thanks to this innovation, T-Log is ready to handle up to 800,000 orders per year, thus pushing the boundaries of logistics possibilities;
- Continuous commitment to maintain a **fleet of owned companies at the forefront both** in terms of safety and emission reduction, while ensuring an attractive presentation of its brand. To this end, the Group makes regular and significant investments to constantly renew the vehicle fleet, ensuring a reduced environmental impact and promoting high standards of sustainability;
- Two green loans were activated in 2024, aimed at supporting one of the companies' sustainable environmental projects ("Sloan Green Projects"). In particular, the Company undertakes to make investments aimed at reducing its environmental impact generated by greenhouse gases through the purchase of new latest-generation semi-trailers for fleet renewal and expansion.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TAX STRATEGY

In the transport and logistics sector, proper tax management plays a central role in ensuring business continuity, regulatory compliance and corporate social responsibility. The Group adopts an approach to taxation based on the principles of transparency, integrity and fairness, in line with its corporate values and long-term sustainability objectives.

The Group's tax governance is based on a system of professionalism and accountability-oriented safeguards, ensured by a combination of internal resources and external tax advisors, selected for their proven experience in the various jurisdictions in which the Group operates. In particular, the relevant tax decisions are submitted to the Board of Directors for assessment and approval, while operational activities are managed by the Administration and Finance Department, with the support of the administrative representatives of the individual companies and with the coordination of local consultants. This ensures consistency and effectiveness in daily tax audits.

Specifically, the Group's commitment to taxation is reflected in the following operating principles:

- strict compliance with local and international tax regulations;
- exclusion of aggressive tax practices and adoption of responsible tax strategies with real economic substance;
- payment of taxes in the countries where value is generated, ensuring full traceability and transparency;
- promotion of tax legality as an essential component of corporate responsibility.

This approach is fully integrated into the Group's strategic vision, aimed at creating sustainable value, improving operational efficiency and protecting the company's reputation in the long term, in line with the regulatory context of reference.

In a sector characterised by high cross-border complexity and complex VAT management, the Group implements targeted internal documentary and management controls, even in the absence of a formalised Tax Control Framework, as indicated in best practices.

Key tax risk management activities include:

- continuous regulatory monitoring to stay updated on regulatory developments in the field of direct and indirect taxes;
- preventive analysis of contracts and complex transactions, conducted with the support of external consultants;
- full traceability of tax- and customs-relevant transactions, through systematic documentation;
- internal training and dissemination of the culture of compliance, to raise awareness among administrative staff on ethical and regulatory principles.

The Group has also established dedicated whistleblowing channels, accessible to all employees and guaranteed by confidentiality and regulatory compliance criteria for the management of reports on tax issues.

In line with its commitment to tax responsibility, the Group recognises the importance of a constant and transparent dialogue with tax stakeholders, especially in a highly regulated sector such as transport and logistics. The relationship with the Tax Administration is based on collaboration, transparency and willingness to discuss.

To this end, the Group actively participates in technical tax discussion tables through the main trade associations, such as ANITA and Assolombarda, contributing to the definition of shared positions between operators and institutions. Any audits, assessments or disputes are managed transparently and proactively, with the assistance of external tax consultants, encouraging — where possible — the adoption of preventive resolution tools such as rulings, adhesion procedures or litigation deflationary methods.

Although the Group does not publish a separate Tax Report annually, the main tax information is made public through the sustainability report and corporate documents, in line with the commitment to tax transparency towards all stakeholders.

DIGITALISATION AND CYBERSECURITY

Transmec has undertaken several digitalisation projects that improve operational efficiency and reduce environmental impact, aligning with ESG objectives.

These projects include the adoption of advanced systems for logistics and fleet management, the implementation of platforms for remote management and traceability of shipments, as well as the digitisation of document processes.

In detail:

ACCOUNTING

Harmonisation of accounting systems: Start of the process of integration of accounting and management systems between TIT S.p.A. and TNA Cargo S.p.A., with the aim of standardising operating and management procedures. This initiative is aimed at improving overall efficiency and strengthening internal control, ensuring consistency in processes between the different Group companies.

TRACK & TRACE

Advanced Tracking: Traceability system for comprehensive shipment tracking, including KPIs and Proof of Delivery (POD), improving efficiency and reducing environmental impact.

MUTUALISED DELIVERIES

Distribution Efficiency: Innovations to improve vehicle saturation and customer satisfaction, with a focus on reducing costs and environmental impact.

MOBILE APP FOR DELIVERIES

Tracking & Last Mile: Integration of mobile apps for tracking deliveries, improving last-mile management and operational efficiency.

IT PLATFORMS

IT Ticket Management: Platform for managing IT tickets within the Transmec network.
IT Infrastructure Monitoring: Platform for monitoring and managing the global IT infrastructure, improving operational efficiency and security, optimising physical resources.

E-COMMERCE SERVICE PROVIDER

T-Platform enhancement: Proprietary integrated platform to manage e-commerce (customers, logistics, suppliers), improving control and transparency over all stages of the process. It facilitates sustainable innovation and responsible business growth. T-Data continued to devote itself to managing the evolution of the platform, in order to expand the range of services offered and improve its performance. Particular attention is paid to the inclusion of AI to support development both in the management of shops and marketplaces and for the enhancement of customer service.

DIGITISATION OF ADMINISTRATIVE DOCUMENTS

Italian Companies Project: Digitisation of active and passive administrative documents. The project started on Italian Companies in the coming years will be developed in foreign Companies.

Project for the simplification and digitisation of processes in the T-Log terminals, through direct integration between the company management system and an external digital invoicing platform, replacing the internal application previously used.

DIGITAL APPROVAL OF PASSIVE DOCUMENTS

Workflow Platform: Activation of a platform for the digital approval of passive documents, initially for Italian Companies with subsequent involvement of foreign Companies.

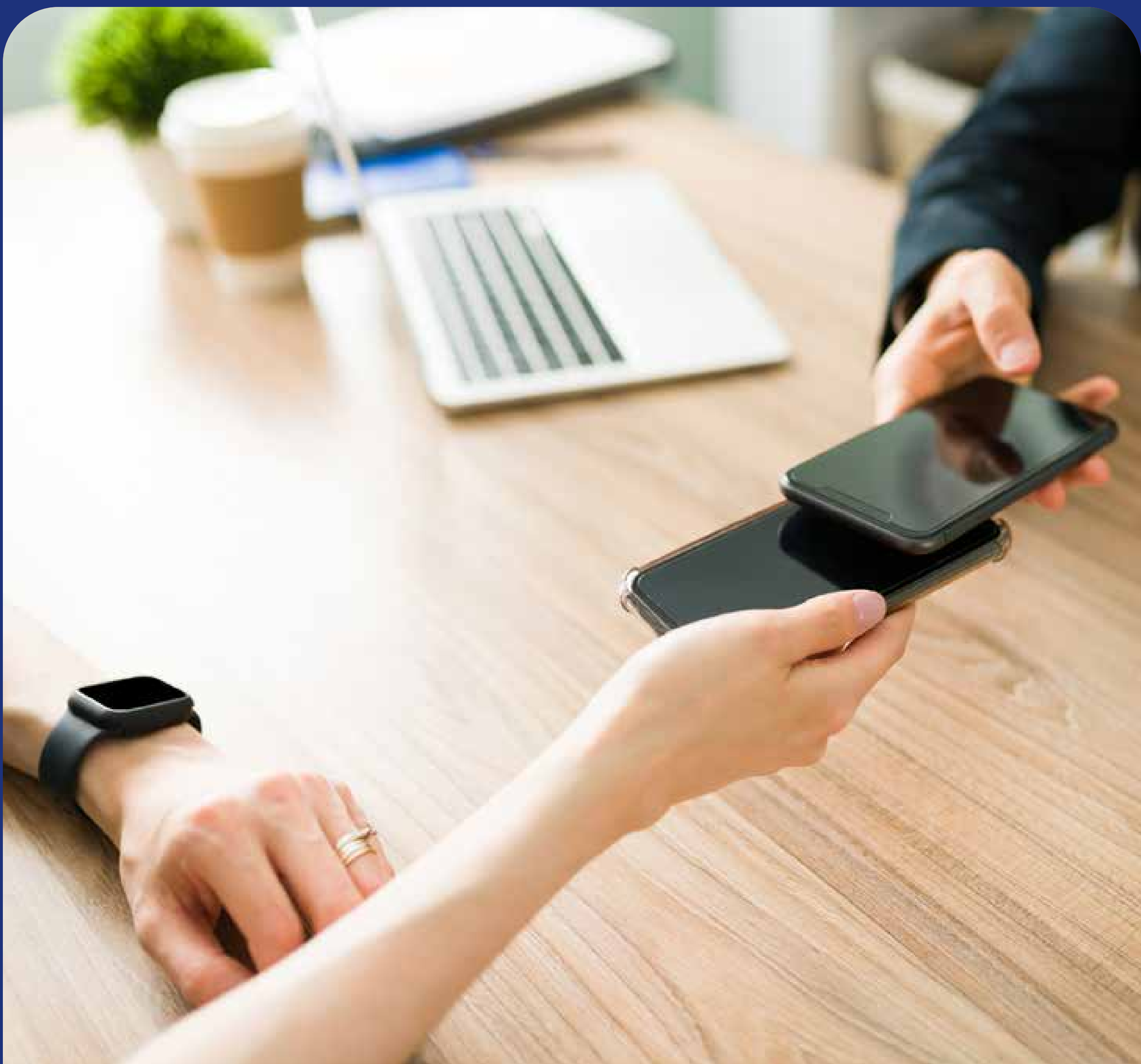
FOCUS ON:

DIGITAL BUSINESS CARDS — PILOT PROJECT

In 2024, a **pilot project was launched for the introduction of digital business cards**, with the aim of reducing the use of paper and, consequently, the environmental impact, in line with an ongoing commitment to sustainability.

Thanks to the adoption of technologies such as QR codes and NFC, the new digital business cards allow a more interactive and efficient management of professional contacts, eliminating the need for paper supports and promoting an innovative approach to information sharing.

In addition, for each digital business card activated, a tree was planted, reinforcing the contribution to environmental protection and the reduction of the ecological footprint.



Digitalisation is a crucial lever for innovation and growth, but it also introduces new challenges in terms of cybersecurity. To address these challenges, Transmec has decided to invest significantly in cybersecurity measures, establishing and strengthening a team of cybersecurity experts within the Information Technology (IT) department at the headquarters.

The team has implemented a number of measures to improve cybersecurity over the years. In particular, Transmec's IT security system includes advanced solutions such as multi-factor authentication (MFA) with IP geolocation via SSLVPN for secure remote connections. All hard drives, including the operating system, are encrypted to protect data. There is also remote monitoring software for workstations, network equipment and servers, which allows assistance, patch management and real-time notifications and there is also the Security Operations Centre (SOC) that monitors and protects the IT infrastructure 24/7. Finally, Transmec annually engages an external company to perform penetration tests to simulate cyber-attacks and assess the security of its systems.

The year 2024 represented a year of transition as a major **update of IT security systems was launched**, with the adoption of a new advanced monitoring platform, capable of detecting anomalies and tracking in detail the activities carried out within the company's digital environments. In addition, the IT structure has been strengthened with the implementation of advanced solutions for security and data protection:

1. **EDR (Intelligent Antivirus)**: Advanced antivirus system integrated with Google Workspace, which monitors not only activities on endpoints (client/server) but also on the cloud, detecting and responding in real time to potential threats;

2. **Vulnerability Assessment**: Update of the vulnerability assessment system, performing quarterly scans on corporate servers and devices to identify and assess vulnerabilities;

Transmec pays great attention to training its staff on the topic of cybersecurity, which is why training sessions were organised throughout the year to develop advanced skills in cyber threat management and data protection. In addition, simulated phishing campaigns are conducted regularly to test and improve employee readiness. These campaigns, carried out twice a week, involved the entire company population during 2024. In addition, a specific email address is in place for users to submit enquiries if they have concerns about potential phishing attacks, receiving feedback to raise awareness and improve overall cybersecurity.

Thanks to all these measures implemented by the Group, no substantiated complaints were received regarding breaches of customer privacy and leaks, theft or loss of customer data during the reporting period.

Finally, Transmec is investing in **the enhancement of its IT security infrastructure**: during 2024, an in-depth analysis of the cybersecurity systems of the recently acquired companies was launched, with the aim, in 2025, of gradually integrating them within the company data centre. This centralisation will allow for more effective and integrated management of cyber risk, thanks to the adoption of advanced tools for data protection and the continuous monitoring of digital vulnerabilities.

THE VALUE CHAIN

Effective, responsible and sustainable management of the value chain is a strategic factor for business development, helping to strengthen transparency, business continuity and compliance with ethical standards at all stages of the process.

Transmec Group is committed to managing the entire value chain in a responsible and sustainable way, adopting an integrated approach that allows it to build solid and transparent relationships with suppliers and customers, ensuring quality, operational efficiency and attention to social and environmental impacts.

To this end, the Group is implementing an organisational structure aimed at ensuring greater uniformity and standardisation of purchasing procedures between the various branches, in compliance with local regulations. A significant step is the introduction, from 2022, of a "tender" system for the selection of handling suppliers, thus improving the transparency and reliability of the supply chain. In addition, during 2024, Trasporti Internazionale Transmec started **the implementation of the procedures for the identification, selection, contracting and monitoring of suppliers** with the aim of improving the compliance checks already envisaged by extending their contents also to aspects concerning the economic and financial soundness of counterparties. This implementation, which provides, among other things, for the **classification of suppliers into clusters** on the basis of qualitative criteria to match the verification parameters, will be completed during 2025 and will subsequently be progressively extended to the other Group companies as well.

Collaboration and transparency with suppliers represent a strategic aspect for the Group, as long-term relationships based on mutual trust ensure a constant quality of services offered to customers. In this context, Transmec applies strict procedures for the selection and qualification of suppliers, based on criteria of economic sustainability, reliability and competence. This approach aims to maintain the quality standards and reliability of the services offered, while promoting lasting and responsible partnerships.

Aware of the importance of supply chain management and its impacts today, the Group has implemented over the years a series of innovative and effective measures to further reduce its environmental impact along the supply chain.

In the **transport sector**, Transmec has equipped itself with a **Transportation Management System** to centralise and unify all information related to the fleet, customers and orders. In addition, located in Oradea, Romania, the **Control Tower** is active 24 hours a day, responsible for the management and optimisation of the fleet of EURO 6 vehicles to reduce empty kilometres and CO_2 emissions.

Most of the trailers used are intermodal, allowing for more efficient and sustainable transport. In recent years, in fact, Transmec Group has significantly invested in **intermodality**, integrating different modes of transport such as road, rail and sea, in order to optimise deliveries, reduce costs and decrease environmental impact. In addition, the Group stands out for its specialisation in groupage and the efficient use of numerous cross-docking warehouses, ensuring optimal transport management.

In the **field of logistics**, the optimisation of distribution processes and advanced warehouse management through the management system (WMS) allows better traceability and control of goods, helping to reduce delivery times and costs associated with transport, including the control of CO_2 emissions.

Finally, Transmec Group offers several Value-Added Services, including the sale of ferry and tunnel services. The 24/7 booking platform not only optimises the customer experience, but also helps reduce environmental impact by offering more sustainable transportation solutions.

APPENDIX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OPERATING SITE CERTIFICATIONS

The following is a summary of the certifications held by the different Transmec Group operating sites:

	ISO 9001	ISO 14001	ISO 45001
TIT — Campogalliano	●		
TIT — Truccazzano	●		
TIT — Turin	●		
TIT — Prato	●		
TIT — Reggio Emilia	●		
TLOG — Campogalliano	●		
TLOG — Truccazzano	●		
Transmec Rimini	●		
Transmec Belgium	●		
Transmec UK — Gateway	●	●	●
Transmec UK — Bradford	●	●	●
Transmec UK — Redditch	●	●	●
Transmec UK — Worcester	●	● (2024)	●
Transmec UK — Birmingham	●	● (2024)	● (2024)

● Certifications obtained in 2024

2024					
TAPA	AEO	SQAS	ISAE 3402	BIO ECOCERT	SMETA
●	●	●	●		
	●				
	●				
	●				
	●				
	●				

	ISO 9001	ISO 14001	ISO 45001
Transmec UK - Irish Branch	🔵		
Transmec Romania — Oradea	🔵	🔵	🔵
Transmec Romania - Bucharest	🔵	🟡	🟡
Transmec Romania — Brasov	🟡		
Transmec Romania - Timisoara			
Transmec Turkey	🔵		
Transmec Poland	🔵		
TDBG DEU — Poing	🔵		
TDBG DEU — Ilsfeld	🔵		
TDBG DEU - Heiligenhaus	🔵		
TDBG ESP — Madrid	🔵		
TDBG ESP - Barcelona	🔵		
TDBG ESP — Granada	🔵		
TDBG ESP — Valencia	🔵		
TDBG ESP - Bilbao	🟡		
TOBE Transmec France - Paris			
TOBE - Campogalliano	🔵		
TNA - Brendola	🔵		

🟡 Certifications obtained in 2024

2024					
TAPA	AEO	SQAS	ISAE 3402	BIO ECOCERT	SMETA
●	●				
	●				
	●				
	●				
	●				
	●				
	●				
	●				
				●	
					●
		●			

THE CORPORATE STRUCTURE OF THE TRANSMEC GROUP

LIST OF COMPANIES IN THE GROUP INCLUDED IN THE SUSTAINABILITY REPORT

Company	Registered office
ITALY	
TFIN S.p.A. (Parent Company)	Via Solferino 7 - Milan
Trasporti Internazionali Transmec S.p.A.	Via Ponte Alto, 32 - 41011 Campogalliano (MO)
Rizo S.c.a.r.l.	Via Ponte Alto, 32 - 41011 Campogalliano (MO)
Transmec To Be S.r.l.	Via Strasburgo 31 - 41011 - Campogalliano (MO)
Transmec Servizi S.p.A.	Via Ponte Alto, 32 - 41011 Campogalliano (MO)
Transmec Log S.r.l.	Via Ponte Alto, 32 - 41011 Campogalliano (MO)
Transmec Rimini S.r.l.	Via Ponte Alto, 32 - 41011 Campogalliano (MO)
T.N.A. Cargo S.p.A.	Via Luigi Einaudi, 26 - 36040 Brendola (VI)
T-Data S.r.l.	Via Strasburgo, 31 - 41011 Campogalliano (MO)
EUROPEAN UNION	
Transmec Ro Immobiliare S.r.l.	Com. Bors, sat Bors, 278, Oradea 417075, Romania
Transport Inter. Transmec S.a.r.l.	19 Rue des Garines, 38070 Saint-Quentin-Fallavier, Francia
Transmec Belgium S.p.r.l.	Z.I. Hauts - Sarts - 4ème Avenue, 39-4040 HERSTAL (B)
Transmec Ireland Ltd.	Noel Howley Warehousing & Logistics Unit 7 Rosemount Business Park Ballycoolin Road- 11 Dublin (UK)
Transmec Poland Sp.zo.o.	Al. Jana Nowaka Jezioranskiego 39-44-102 Gliwce (PL)
Transmec Ro S.r.l.	Bld. Timisoara, nr.94, Et.II Sector 6-061334 Bucharest (RO) - Romania
Neso Logistic S.r.l.	Com. Bors, sat Bors, 278, Oradea 417075, Romania
Transmec UK Ltd.	Gateway Logistics Centre, N Sea Crossing, Corringham, London SS17 9ER
TDG LUX S.A.	17, Rue Beaumont, Luxembourg L-1219
TDBG España S.A.	Avda. de la Cañada, 64-28823 COSLADA (E)
TDBG Deutschland Ag	Boschstraße, 2-74360 ILSFELD (D)
Intermodal Vest S.r.l.	Strada Peței 2, Oradea 410507, Romania
AFRICA	
T.N.A. Cargo Sarl	Rue de l'Export, Radès 2040
Interpaoli Afrique Sarl	Résidence Royal Offshore, Rte de Malabata, Tangier 90000

LIST OF COMPANIES IN THE GROUP INCLUDED IN THE SUSTAINABILITY REPORT

Company	Registered office	
AMERICA		
Transmec Overseas Chile S.A.	Rosario Sur 91, Of 601, 7591538 Las Condes, Región Metropolitana, Chile	●
ASIA		
Transmec (India) Pte Ltd.	610-611, Chiranjiv Tower, 43, Nehru Place, New Delhi, Delhi 110019, India	●
Transmec Uluslararsi Tasimacilik Ltd.	Muratbey Merkez, Kuzeyoğlu cad No:4, 34545 Çatalca/İstanbul	●

● Companies included in the reporting scope

● Companies not included in the reporting scope

HUMAN RESOURCES DATA

DISCLOSURE 2-7: EMPLOYEES

TOTAL NUMBER OF EMPLOYEES BROKEN DOWN BY TYPE OF CONTRACT (PERMANENT AND FIXED TERM) AND BY GENDER

Type of contract	As of 31st December 2024			As of 31st December 2023		
	Male	Female	Total	Male	Female	Total
Fixed term	27	28	55	37	26	63
Permanent	946	482	1,428	897	479	1,376
Total	**973**	**510**	**1,483**	**934**	**505**	**1,439**

TOTAL NUMBER OF EMPLOYEES BY TYPE OF EMPLOYMENT (FULL-TIME AND PART-TIME) AND BY GENDER

Type of use	As of 31st December 2024			As of 31st December 2023		
	Male	Female	Total	Male	Female	Total
Full-time	961	448	1,409	915	438	1,353
Part-time	12	62	74	19	67	86
Total	**973**	**510**	**1,483**	**934**	**505**	**1,439**

TOTAL NUMBER OF EMPLOYEES BY JOB CATEGORY AND REGION

Number of employees	As of 31st December 2024				As of 31st December 2023			
	Italy	Europe	Non-EU	Total	Italy	Europe	Non-EU	Total
Executives	20	10	21	51	17	10	20	47
Managers	32	35	51	118	27	34	61	122
White Collar	304	250	302	856	306	247	260	813
Blue Collar	27	408	23	458	27	410	20	457
Total	**383**	**703**	**397**	**1,483**	**377**	**701**	**361**	**1,439**

DISCLOSURE 2-8: WORKERS WHO ARE NOT EMPLOYEES

TOTAL NUMBER OF EXTERNAL WORKERS BY GENDER

External workers	As of 31st December 2024			As of 31st December 2023		
	Male	Female	Total	Male	Female	Total
Interns	5	8	13	9	4	13
Administered	180	14	194	205	22	227
Agents	0	0	0	0	0	0
Contractors and VAT number	13	1	14	17	0	17
Total	**198**	**23**	**221**	**231**	**26**	**257**

DISCLOSURE 2-30: COLLECTIVE BARGAINING AGREEMENTS

PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING

Percentage	2024	2023
Employees covered by collective bargaining	57%	56%

DISCLOSURE 401-1: NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

TOTAL NUMBER AND PERCENTAGE OF NEW EMPLOYEE HIRES

Number of employees	2024					2023				
	<30	30-50	>50	Total	%	<30	30-50	>50	Total	%
Male	53	90	43	186	19%	49	103	34	186	20%
Female	29	31	10	70	14%	40	48	12	100	20%
Total	**82**	**121**	**53**	**256**	**17%**	**89**	**151**	**46**	**286**	**20%**
% Entries	**34%**	**14%**	**13%**	**17%**		**37%**	**17%**	**14%**	**20%**	

TOTAL NUMBER AND PERCENTAGE OF EMPLOYEES' TURNOVER

Number of employees	2024					2023				
	<30	30-50	>50	Total	%	<30	30-50	>50	Total	%
Male	40	85	22	147	15%	38	95	39	172	18%
Female	19	38	8	65	13%	25	49	9	83	16%
Total	**59**	**123**	**30**	**212**	**14%**	**63**	**144**	**48**	**255**	**18%**
% Exited	**25%**	**15%**	**8%**	**14%**		**26%**	**16%**	**15%**	**18%**	

DISCLOSURE 403-9: WORK-RELATED INJURIES

EMPLOYEES		
Work-related injuries[4]		
Number of injuries	**2024**	**2023**
Total number of injuries at work	**29**	**30**
Total number of recordable work-related injuries	27	27
Total number of high-consequence work-related injuries (excluding fatalities)	2	3
Total number of fatalities as a result of work-related injury	0	0
Time data		
Hours	**2024[5]**	**2023[6]**
Hours worked	1,787,077	1,762,691
Multiplier for calculation	1,000,000	1,000,000
Injury rates[7]		
Rate	**2024**	**2023**
Rate of recordable work-related injuries	15.11	15.32
Rate of high-consequence work-related injuries (excluding fatalities)	1.12	1.70
Rate of fatalities as a result of work-related injury	0	0

DISCLOSURE 403-10: WORK-RELATED ILL HEALTH

WORK-RELATED ILL HEALTH - EMPLOYEES		
Number of cases of ill health	**2024**	**2023**
Number of cases of recordable work-related ill health	0	0
Number of fatalities as a result of work-related ill health	0	0

4. The main types of injuries are wound/cut, contusion/crushing, strain injury.

5. Data regarding hours worked for employees have been estimated for the following entities: Transmec To Be S.r.l., Intermodal Vest S.r.l., Transmec Ireland Ltd., Interpaoli Afrique S.a.r.l., Transmec (India) Pte Ltd. and Transmec Uluslararası Taşımacılık Ltd.

6. Data regarding hours worked for employees have been estimated for the following entities: Intermodal Vest S.r.l., Transmec Ireland Ltd., Transmec UK Ltd. and Interpaoli Afrique S.a.r.l.

7. The accident rate was calculated as the ratio of the total number of injuries to the total hours worked, using a multiplication factor of 1,000,000.

DISCLOSURE 404-1: AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

AVERAGE HOURS OF TRAINING BY PROFESSIONAL CATEGORY AND GENDER

	2024[8]								
Professional category	No. Hours males	Total male employees	Average number of hours per capita males	No. of Hours females	Total female employees	Average number of hours per capita females	Total number of hours	Total employees	Average number of hours per capita
Executives	433	42	10	361	9	40	794	51	16
Managers	913	80	11	606	38	16	1,519	118	13
White Collar	6,222	468	13	5,896	388	15	12,118	856	14
Blue Collar	672	383	2	114	75	2	786	458	2
Total	**8,240**	**973**	**8**	**6,977**	**510**	**14**	**15,217**	**1,483**	**10**

AVERAGE HOURS OF TRAINING BY PROFESSIONAL CATEGORY AND GENDER

	2023[9] [10]								
Professional category	No. Hours males	Total male employees	Average number of hours per capita males	No. of Hours females	Total female employees	Average number of hours per capita females	Total number of hours	Total employees	Average number of hours per capita
Executives	953	38	25	426	9	47	1,379	47	29
Managers	742	86	9	546	36	15	1,288	122	11
White Collar	6,253	424	15	7,784	389	20	14,037	813	17
Blue collar	592	386	2	234	71	3	826	457	2
Total	**8,539**	**934**	**9**	**8,990**	**505**	**18**	**17,529**	**1,439**	**12**

8. *Training hours data have been estimated for the following entities: Transmec Ireland Ltd., Transmec UK Ltd., TDBG España S.A. and Transmec Uluslararası Taşımacılık Ltd.*

9. *Training hours data have been estimated for the following entities: Transmec UK Ltd. and TDBG España S.A.*

10. *Following the refinement of the estimation methodology, the data relating to the hours of training provided during 2023 in relation to the Company TDBG España S.A. have been restated compared to those published in the previous Sustainability Report. For previously published data, please refer to the 2023 Sustainability Report.*

DISCLOSURE 404-3: PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

PERCENTAGE OF TOTAL EMPLOYEES BY GENDER WHO RECEIVED A REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEW		
Percentage	**2024**	**2023**
Male	38%	33%
Female	33%	31%
Total	**36%**	**32%**

PERCENTAGE OF TOTAL EMPLOYEES' CATEGORY WHO RECEIVED A REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEW		
Percentage	**2024**	**2023**
Executives	57%	55%
Managers	76%	78%
White Collar	30%	26%
Blue collar	34%	28%
Total	**36%**	**32%**

DISCLOSURE 405-1: DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

PERCENTAGE OF EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER						
Professional category	**As of 31st December 2024**			**As of 31st December 2023**		
	Male	**Female**	**Total**	**Male**	**Female**	**Total**
Executives	82%	18%	3%	81%	19%	3%
Managers	68%	32%	8%	70%	30%	9%
White Collar	55%	45%	58%	52%	48%	56%
Blue collar	84%	16%	31%	84%	16%	32%
Total	**66%**	**34%**	**100%**	**65%**	**35%**	**100%**

EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE GROUP[11]

Professional category	As of 31st December 2024				As of 31st December 2023			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Executives	2%	45%	53%	3%	2%	53%	45%	3%
Managers	10%	54%	36%	8%	10%	65%	25%	9%
White Collar	19%	58%	23%	58%	20%	59%	22%	56%
Blue collar	14%	57%	29%	31%	15%	64%	21%	32%
Total	**16%**	**57%**	**27%**	**100%**	**17%**	**61%**	**22%**	**100%**

EMPLOYEES BELONGING TO PROTECTED CATEGORIES BY PROFESSIONAL CATEGORY AND GENDER

Professional category	As of 31st December 2024			As of 31st December 2023		
	Male	Female	Total	Male	Female	Total
Executives	0%	0%	0%	0%	0%	0%
Managers	0%	0%	0%	0%	6%	2%
White Collar	1%	3%	2%	2%	2%	2%
Blue collar	1%	1%	1%	1%	1%	1%
Total	**1%**	**2%**	**1%**	**1%**	**2%**	**1%**

BOARD OF DIRECTORS BY AGE GROUP

Members of the Board of Directors	As of 31st December 2024				As of 31st December 2023			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Males	0%	25%	50%	75%	0%	25%	50%	75%
Females	0%	25%	0%	25%	0%	25%	0%	25%
Total	**0%**	**50%**	**50%**	**100%**	**0%**	**50%**	**50%**	**100%**

11. *Following the improvement of the reporting system, the data relating to the breakdown of personnel by age groups in relation to Transmec UK Ltd. have been restated compared to those published in the previous Sustainability Report. For previously published data, please refer to the 2023 Sustainability Report.*

ENVIRONMENTAL DATA

DISCLOSURE 302-1: ENERGY CONSUMPTION WITHIN THE ORGANISATION

ENERGY CONSUMPTION WITHIN THE ORGANIZATION

Type of consumption	Units of Measurement	2024[12]		2023[13]	
		Total	Total GJ	Total	Total GJ
Fuels for production/heating			**15.459**		**13.927**
Natural gas	Smc	370,807	14,921	330,196	13,239
Heating oil	l	13,901	538	18,023	688
Electricity purchased from the grid		**6,491,042**	**23,368**	**5,879,323**	**21.166**
Of which from renewable sources	Kwh	400,030	1,440	-	-
Of which from non-renewable sources	Kwh	6,091,012	21,928	5,879,323	21,166
District heating			**157**		**157**
Of which from renewable sources	Kwh	-	-	-	-
Of which from non-renewable sources	Kwh	43,500	157	43,500	157
Cooling			**31**		**31**
Of which from renewable sources	Kwh	-	-	-	-
Of which from non-renewable sources	Kwh	8,500	31	8,500	31

CONSUMPTION OF MEANS OF TRANSPORT (OWNED OR LEASED CONTINUOUSLY)[14]

Type of fuel	Units of Measurement	2024		2023	
		Total	Total GJ	Total	Total GJ
Diesel	l	8,804,608	333,174	8,203,178	310,250
Petrol	l	7,566	258	7,847	267
LPG	l	790,056	20,647	935,253	24,511
Methane	l	138,105	1,222	120,991	1,068
Total		**-**	**355,302**	**-**	**336,096**

12. *Energy consumption data have been estimated for the following entities: Transmec Ireland Ltd., Interpaoli Afrique Sarl and Transmec Uluslararası Taşımacılık Ltd.*

13. *Energy consumption data have been estimated for the following entities: Transmec Ireland Ltd., Interpaoli Afrique Sarl, Transmec Uluslararası Taşımacılık Ltd. and Transport Inter. Transmec S.a.r.l.*

14. *Following the improvement of the reporting system, the data relating to the consumption of means of transport in relation to the Companies TDBG España S.A. and Transmec UK Ltd. have been restated compared to those published in the previous Sustainability Report. For previously published data, please refer to the 2023 Sustainability Report.*

CONSUMPTION OF MEANS OF TRANSPORT (MIXED USE)[15]

Type of fuel	Units of Measurement	2024		2023	
		Total	Total GJ	Total	Total GJ
Diesel	l	113,902	4,310	52,950	2,003
Petrol	l	74,971	2,555	37,511	1,278
Hybrid — Petrol	l	2,450	84	3,508	119
Total		**-**	**6,949**	**-**	**3,400**

TOTAL ENERGY CONSUMPTION WITHIN THE ORGANISATION

Type of consumption	Units of Measurement	2024	2023
Fuels for production/heating	GJ	15,459	13,927
Electricity purchased from the grid	GJ	23,368	21,166
District heating	GJ	157	157
Cooling	GJ	31	31
Fuel from means of transport (corporate use and mixed use)	GJ	362,251	339,496
Total energy consumption	**GJ**	**401,264**	**374,775**

DISCLOSURE 302-3: ENERGY INTENSITY

ENERGY INTENSITY

Energy intensity	Units of Measurement	2024	2023
Energy intensity by revenue	GJ/,000€	0.868	0.829

15. Fuel consumption data have been estimated for the following entities: TDBG Deutschland Ag and Transmec Uluslararası Taşımacılık Ltd.

DISCLOSURE 305-1: DIRECT (SCOPE 1) GHG EMISSIONS

SCOPE 1 — DIRECT EMISSIONS

Type of consumption	Units of Measurement	2024	2023
Consumption from production and heating activities			
Natural gas	tCO_2eq	758	673
Heating oil	tCO_2eq	0	0
Car fleet fuel			
Diesel	tCO_2eq	22,410	20,740
Petrol	tCO_2eq	177	102
LPG	tCO_2eq	1,230	1,456
Methane	tCO_2eq	62	54
Refrigerant gas leaks			
R-410A	tCO_2eq	-	47
Total Scope 1 emissions	**tCO_2eq**	**24,638**	**23,073**

DISCLOSURE 305-2: ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

SCOPE 2 — INDIRECT EMISSIONS FROM ENERGY CONSUMPTION

Type of consumption	Units of Measurement	2024	2023
LOCATION-BASED			
Electricity and district heating	tCO_2eq	2,287	1,638
MARKET-BASED			
Electricity and district heating	tCO_2eq	2,595	2,407

Total emissions calculation	Units of Measurement	2024	2023
Total Scope 1 + Scope 2 emissions — Location-Based	tCO_2eq	26,926	24,711
Total Scope 1 + Scope 2 emissions — Market-Based	tCO_2eq	27,234	25,480

DISCLOSURE 305-4: GHG EMISSIONS INTENSITY

GHG EMISSIONS INTENSITY

GHG emissions intensity	Unità di misura	2024	2023
Emissions intensity (Scope 1 + Scope 2 - Location-based) by revenue	tCO_2eq/,000€	0.058	0.055
Emissions intensity (Scope 1 + Scope 2 - Market-based) by revenue	tCO_2eq/,000€	0.059	0.056

The conversion factors used

ENERGY CONSUMPTION CONVERSION FACTORS					
Starting unit	**Conversion unit**	**2024**	**Source 2024**	**2023**	**Source 2023**
1 kWh	GJ	0.0036	Constant	0.0036	Constant
1 l heating oil	GJ	0.0387	UK Government GHG Conversion Factors for Company Reporting (DEFRA) 2024	0.0382	UK Government GHG Conversion Factors for Company Reporting (DEFRA) 2023, 2022
1 Smc of Natural Gas	GJ	0.0402	UK Government GHG Conversion Factors for Company Reporting (DEFRA) 2024	0.0401	UK Government GHG Conversion Factors for Company Reporting (DEFRA) 2023, 2022

The emission factors used

ENERGY CONSUMPTION EMISSION FACTORS						
	Country	**Conversion unit**	**2024**	**Source 2024**	**2023**	**Source 2023**
Electricity (Location-based)	Italy	$kgCO_2/kWh$	0.4311	AIB 2024 - European Supplier Mixes	0.3310	AIB - European Supplier Mixes 2023
	Ireland		0.1458	AIB 2024 - European Supplier Mixes	0.1040	AIB - European Supplier Mixes 2023
	Poland		0.6793	AIB 2024 - European Supplier Mixes	0.7560	AIB - European Supplier Mixes 2023
	United Kingdom		0.3139	AIB 2024 - European Supplier Mixes	0.1880	AIB - European Supplier Mixes 2023
	Spain		0.1702	AIB 2024 - European Supplier Mixes	0.1710	AIB - European Supplier Mixes 2023
	Belgium		0.1063	AIB 2024 - European Supplier Mixes	0.1000	AIB - European Supplier Mixes 2023
	Germany		0.0961	AIB 2024 - European Supplier Mixes	0.1860	AIB - European Supplier Mixes 2023

ENERGY CONSUMPTION EMISSION FACTORS

	Country	Conversion unit	2024	Source 2024	2023	Source 2023
Electricity (Location-based)	Romania	$kgCO_2/kWh$	0.2085	AIB 2024 - European Supplier Mixes	0.2720	AIB - European Supplier Mixes 2023
	India		0.9620	IGES List of Grid Emission Factors 2024	0.9710	IGES List of Grid Emission Factors 2023
	Turkey		0.4150	Terna 2019	0.4150	Terna 2019
	Chile		0.7240	IGES List of Grid Emission Factors 2024	0.7240	IGES List of Grid Emission Factors 2023
	France		0.0336	AIB 2024 - European Supplier Mixes	0.1000	AIB - European Supplier Mixes 2023
	Morocco		0.6790	IGES List of Grid Emission Factors 2024	0.6790	IGES List of Grid Emission Factors 2023
Electricity (Market-based)	Italy	$kgCO_2/kWh$	0.5006	AIB 2024 - European Residual Mixes	0.4570	AIB - European Residual Mixes 2023
	Ireland		0.4455	AIB 2024 - European Residual Mixes	0.4750	AIB - European Residual Mixes 2023
	Poland		0.7882	AIB 2024 - European Residual Mixes	0.8580	AIB - European Residual Mixes 2023
	United Kingdom		0.3884	AIB 2024 - European Residual Mixes	0.3650	AIB - European Residual Mixes 2023
	Spain		0.2824	AIB 2024 - European Residual Mixes	0.2750	AIB - European Residual Mixes 2023
	Belgium		0.1675	AIB 2024 - European Residual Mixes	0.1440	AIB - European Residual Mixes 2023
	Germany		0.7199	AIB 2024 - European Residual Mixes	0.6840	AIB - European Residual Mixes 2023
	Romania		0.2125	AIB 2024 - European Residual Mixes	0.2760	AIB - European Residual Mixes 2023

ENERGY CONSUMPTION EMISSION FACTORS

	Country	Conversion unit	2024	Source 2024	2023	Source 2023
Electricity (Market-based)	India	$kgCO_2/kWh$	0.9620	IGES List of Grid Emission Factors 2024	0.9710	IGES List of Grid Emission Factors 2023
	Turkey		0.4150	Terna 2019	0.4150	Terna 2019
	Chile		0.7240	IGES List of Grid Emission Factors 2024	0.7240	IGES List of Grid Emission Factors 2023
	France		0.0407	AIB 2024 - European Residual Mixes	0.1440	AIB - European Residual Mixes 2023
	Morocco		0.6790	IGES List of Grid Emission Factors 2024	0.6790	IGES List of Grid Emission Factors 2023
Natural gas	Italy, Ireland, Poland, UK, Spain, Belgium, Germany, Romania, India, Turkey, Chile, France, Morocco	tCO_2/Smc	0.0020	UK Government GHG Conversion Factors for Company Reporting (DEFRA) 2024	0.0020	UK Government GHG Conversion Factors for Company Reporting (DEFRA) 2023
Heating oil	Italy, Ireland, Poland, UK, Spain, Belgium, Germany, Romania, India, Turkey, Chile, France, Morocco	tCO_2/l	0.0028	UK Government GHG Conversion Factors for Company Reporting (DEFRA) 2024	0.0028	UK Government GHG Conversion Factors for Company Reporting (DEFRA) 2023
District heating	Turkey	tCO_2/kWh	0.0002	UK Government GHG Conversion Factors for Company Reporting (DEFRA) 2024	0.0002	UK Government GHG Conversion Factors for Company Reporting (DEFRA) 2023

DISCLOSURE 306-3: WASTE GENERATED[16]

WASTE GENERATED[16]							
		2024			2023		
Waste generated[17]	Units of Measurement	Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total
Paper and cardboard	Ton	-	769.63	**769.63**	-	755.14	**755.14**
Wood	Ton	-	407.04	**407.04**	-	333.42	**333.42**
Glass	Ton	-	10.90	**10.90**	-	9.44	**9.44**
Ferrous	Ton	-	107.83	**107.83**	-	152.49	**152.49**
Plastic	Ton	-	79.86	**79.86**	-	86.97	**86.97**
Mixed waste	Ton	-	1,585.56	**1,585.56**	-	960.76	**960.76**
Municipal waste	Ton	-	2.56	**2.56**	-	2.66	**2.66**
Hazardous waste	Ton	13.14	-	**13.14**	26.16	-	**26.16**
Non-hazardous waste	Ton	-	61.10	**61.10**	-	44.70	**44.70**
Total	**Ton**	**13.14**	**3,024.48**	**3,037.61**	**26.16**	**2,345.58**	**2,371.73**

16. The total amount of waste reported refers exclusively to waste generated by the processes of the Group Companies and, consequently, waste from administrative sites and offices is not reported. In addition, data relating to the Companies Transmec Ro S.r.l, Transmec Rimini S.r.l., T.N.A. Cargo Spa, and T-Data S.r.l were not included due to the unavailability of the data at the time of reporting.

17. The data regarding the waste produced has been estimated for the following entities: TDBG España S.A., TDBG Deutschland Ag and Interpaoli Afrique Sarl.

ECONOMIC PERFORMANCE DATA

DISCLOSURE 201-1: DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED	2024 thousand €	2023 thousand €
Direct economic value generated	**471,963**	**463,162**
Economic value distributed	**444,946**	**435,154**
of which operating expenses are reclassified	363,256	355,352
of which staff remuneration	60,118	57,560
of which Public Administration Remuneration	7,556	6,828
of which capital providers' remuneration	8,799	8,556
of which shareholder Remuneration	5,103	6,573
of which community remuneration	114	284
Retained economic value	**27,018**	**28,007**

DISCLOSURE 207-4: COUNTRY-BY-COUNTRY REPORTING[18]

ITALY	2024 Thousands of €
Resident entity names	TFIN S.p.A., Rizo S.c.a.r.l., Transmec To Be S.r.l., Trasporti Internazionali Transmec S.p.A., Transmec Log S.r.l., Transmec Rimini S.r.l., Transmec Servizi S.p.A., T.N.A. Cargo S.p. a
Primary activities of the organisation	Transport, Logistics, Services
Number of employees	408
Revenue from third-party sales	290,902
Revenues from intra-group transactions with other tax jurisdictions	33,541
Profit/loss before tax	8,777
Tangible assets other than cash and cash equivalents	108,105
Corporate income taxes paid on a cash basis	2,726
Corporate income taxes accrued on profits/losses	3,402

18. *It should be noted that the number of employees reported in the tables below refers to the average number of employees in force during the 2024 financial year.*

ROMANIA

	2024 thousands of €
Resident entity names	Transmec Ro S.r.l., Neso Logistic S.r.l., Transmec Ro Immobiliare S.r.l.
Primary activities of the organisation	Transport
Number of employees	406
Revenue from third-party sales	82,138
Revenues from intra-group transactions with other tax jurisdictions	29,993
Profit/loss before tax	2,107
Tangible assets other than cash and cash equivalents	12,967
Corporate income taxes paid on a cash basis	-
Corporate income taxes accrued on profits/losses	1,124

BELGIUM

	2024 thousands of €
Resident entity names	Transmec Belgium S.p.r.l.
Key activities of the organisation	Transport
Number of employees	23
Revenue from third-party sales	12,752
Revenues from intra-group transactions with other tax jurisdictions	1,758
Profit/loss before tax	494
Tangible assets other than cash and cash equivalents	448
Corporate income taxes paid on a cash basis	-
Corporate income taxes accrued on profits/losses	-2

CHILE

	2024 thousands of €
Resident entity names	Transmec Overseas Chile S.A.
Primary activities of the organisation	Transport
Number of employees	16
Revenue from third-party sales	6,111
Revenues from intra-group transactions with other tax jurisdictions	10
Profit/loss before tax	216
Tangible assets other than cash and cash equivalents	183
Corporate income taxes paid on a cash basis	-
Corporate income taxes accrued on profits/losses	26

FRANCE

	2024 thousands of €
Resident entity names	Transport International Transmec S.a.r.l.
Primary activities of the organisation	Transport
Number of employees	63
Revenue from third-party sales	467
Revenues from intra-group transactions with other tax jurisdictions	7,750
Profit/loss before tax	60
Tangible assets other than cash and cash equivalents	13,173
Corporate income taxes paid on a cash basis	5
Corporate income taxes accrued on profits/losses	15

INDIA

	2024 thousands of €
Resident entity names	Transmec India Pvt Ltd.
Primary activities of the organisation	Transport
Number of employees	43
Revenue from third-party sales	7,918
Revenues from intra-group transactions with other tax jurisdictions	1,074
Profit/loss before tax	644
Tangible assets other than cash and cash equivalents	54
Corporate income taxes paid on a cash basis	156
Corporate income taxes accrued on profits/losses	162

IRELAND

	2024 thousands of €
Resident entity names	Transmec Ireland Ltd.
Primary activities of the organisation	Transport
Number of employees	4
Revenue from third-party sales	806
Revenues from intra-group transactions with other tax jurisdictions	1,111
Profit/loss before tax	38
Tangible assets other than cash and cash equivalents	74
Corporate income taxes paid on a cash basis	2
Corporate income taxes accrued on profits/losses	5

POLAND

	2024 thousands of €
Resident entity names	Transmec Poland Sp.zo.o.
Primary activities of the organisation	Transport
Number of employees	23
Revenue from third-party sales	5,452
Revenues from intra-group transactions with other tax jurisdictions	2,037
Profit/loss before tax	-183
Tangible assets other than cash and cash equivalents	488
Corporate income taxes paid on a cash basis	19
Corporate income taxes accrued on profits/losses	0

TURKEY

	2024 thousands of €
Resident entity names	Transmec Uluslararsi Tasimacilik Ltd.
Primary activities of the organization	Transport
Number of employees	17
Revenue from third-party sales	2,884
Revenues from intra-group transactions with other tax jurisdictions	1,032
Profit/loss before tax	-148
Tangible assets other than cash and cash equivalents	88
Corporate income taxes paid on a cash basis	50
Corporate income taxes accrued on profits/losses	0

UNITED KINGDOM

	2024 thousands of €
Resident entity names	Transmec UK Ltd.
Primary activities of the organisation	Transport
Number of employees	253
Revenue from third-party sales	48,510
Revenues from intra-group transactions with other tax jurisdictions	3,506
Profit/loss before tax	-1,310
Tangible assets other than cash and cash equivalents	32,693
Corporate income taxes paid on a cash basis	115
Corporate income taxes accrued on profits/losses	96

MOROCCO

	2024 thousands of €
Resident entity names	Interpaoli Afrique Sarl
Primary activities of the organisation	Transport
Number of employees	13
Revenue from third-party sales	1,286
Revenues from intra-group transactions with other tax jurisdictions	1,431
Profit/loss before tax	107
Tangible assets other than cash and cash equivalents	29
Corporate income taxes paid on a cash basis	2
Corporate income taxes accrued on profits/losses	28

TUNISIA

	2024 thousands of €
Resident entity names	T.N.A. Cargo S.a.r.l.
Primary activities of the organisation	Transport
Number of employees	60
Revenue from third-party sales	8,890
Revenues from intra-group transactions with other tax jurisdictions	3,637
Profit/loss before tax	37
Tangible assets other than cash and cash equivalents	761
Corporate income taxes paid on a cash basis	10
Corporate income taxes accrued on profits/losses	111

METHODOLOGICAL NOTE

This document represents the second edition of the TFIN S.p.A. Sustainability Report ("Parent Company") and its subsidiaries ("Group", "Transmec Group", "Transmec"), drawn up annually to communicate in a transparent way the performance of the Group in the field of environmental, social and economic sustainability for the financial year 2024 (from 1st January to 31st December).

The Sustainability Report was prepared in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" defined by the GRI, according to the "In accordance" option.
The selection of the aspects and indicators useful for defining the contents to be reported was carried out through the Materiality analysis, which considers the topics relevant to the Company and its stakeholders. For details on the activities carried out, please refer to the paragraph "Materiality analysis: stakeholders and material topics" of this document.

The scope of the environmental, social and economic data and information contained in the Report includes the Companies consolidated on a line-by-line basis and controlled by TFIN S.p.A. ("Parent Company") with registered office in Via Solferino 7, Milan (MI), with the exception of Transmec Ro Immobiliare S.r.l., Neso Logistic S.r.l. and TDG LUX S.A., as they are considered not relevant with respect to the impact produced for the indicators reported. It should also be noted that T.N.A. Cargo Sarl is excluded from the reporting scope due to the unavailability of data.

The data for the year 2023 has been restated following the inclusion within the reporting scope of the Transport Inter Companies. Transmec S.a.r.l., Interpaoli Afrique Sarl and Transmec Overseas Chile S.A.

Any scope limitations for individual themes or indicators are explicitly specified in the text.

In order to ensure the reliability of the data, the use of estimates has been limited as much as possible and, where present, these are appropriately indicated within the document. In order to allow comparability of data over time and provide a comprehensive picture of the Company's performance, the published data is presented in comparison with the performance of the year 2023.

The contents of this Report are not subject to external assurance.

For any information regarding this Sustainability Report, please write to sustainability@transmecgroup.com.


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ACTROS

GRI CONTENT INDEX

STATEMENT OF USE	Transmec Group has reported in accordance with the GRI Standards for the period from 01.01.2024 to 31.12.2024.
GRI 1	GRI 1: Foundation 2021
Sector Standard	N/A

			OMISSION		
GRI STANDARDS	DISCLOSURE	LOCATION	REQUIREMENTS OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021					
The organisation and its reporting practices					
2-1	Organization details	Page 16-17; 32-33; 108-110; 134-135			
2-2	Entities included in the organisation's sustainability reporting	Page 134-135; 154			
2-3	Reporting period, frequency and contact point	Page 154			
2-4	Restatement of information	Page 139; 140; 142; 154			
2-5	External Assurance	Page 154			
Activities and workers					
2-6	Activities, value chain and other business relationships	Page 16-17; 22-32; 126-127			
2-7	Employees	Page 78-80; 136			
2-8	Workers who are not employees	Page 137			
Governance					
2-9	Governance structure and composition	Page 38; 108-112			

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
2-10	Nomination and selection of the highest governance body	Page 110			
2-11	Chair of the highest governance body	Page 111			
2-12	Role of the highest governance body in overseeing the management of impacts	Page 38-39; 110-112			
2-13	Delegation of responsibility for managing impacts	Page 110; 112			
2-14	Role of the highest governance body in sustainability reporting	Page 38-39; 112			
2-15	Conflicts of interest	Page 110			
2-16	Communication of critical concerns	Page 113			
2-17	Collective knowledge of the highest governance body	Page 112			
2-18	Evaluation of the performance of the highest governance body	Page 112			
2-19	Remuneration policies	Page 112			
2-20	Process to determine remuneration	Page 112			
2-21	Annual total compensation ratio		2-21 a. 2-21 b. 2-21 c.	Confidentiality constraints	The information has not been reported for reasons of confidentiality. The Group does not have a "public disclosure requirement" relating to remuneration and is not subject to any regulatory obligations.

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
Strategies, policies and practices					
2-22	Statement on sustainable development strategy	Page 6			
2-23	Policy commitments	Page 53-57; 60; 78-79; 81-83; 94; 113-115			
2-24	Embedding policy commitments	Page 53-57; 60; 78-79; 81-83; 94; 113-115			
2-25	Processes to remediate negative impacts	Page 53-57; 60; 78-79; 81-83; 94; 113-115			
2-26	Mechanisms for seeking advice and raising concerns	Page 113			
2-27	Compliance with laws and regulations	Page 113			
2-28	Membership associations	Assolombarda, Anita, IATA			
Stakeholder engagement					
2-29	Approach to stakeholder engagement	Page 40-45			
2-30	Collective bargaining agreements	Page 137			
GRI 3: Material Topics 2021					
3-1	Process to determine material topics	Page 39; 45			
3-2	List of material topics	Page 45-51			
TOPIC-SPECIFIC STANDARDS					
Material topic: Attraction, development and well-being of People					
GRI 3: Material Topics 2021					

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
3-3	Management of material topics	Page 46-51; 84-93			
GRI 401: Employment (2016)					
401-1	New employee hires and employee turnover	Page 87; 137			
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 87-88			
GRI 404: Training and Education (2016)					
404-1	Average hours of training per year per employee	Page 84; 139			
404-3	Percentage of employees receiving regular performance and career development reviews	Page 87; 140			
Material topic: Management of energy consumption and GHG emissions					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Page 46-51; 58-67			
GRI 302: Energy (2016)					
302-1	Energy consumption within the organisation	Page 63-64; 142-143; 145			
302-3	Energy intensity	Page 64; 143			
GRI 305: Emissions (2016)					
305-1	Direct (Scope 1) GHG emissions	Page 66-67; 144-145			

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
305-2	Energy indirect (Scope 2) GHG emissions	Page 66-67; 144-147			
305-3	Other indirect (Scope 3) GHG emissions		305-3 a., 305-3 b., 305-3 c., 305-3 d., 305-3 e., 305-3 f., 305-3 g.	Information not available/ incomplete	Currently, the data is not monitored. The Group is committed to integrating its reporting into future editions of the Report.
305-4	GHG emissions intensity	Page 67; 144			
Material topic: Service quality and innovation					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Page 34-35; 46-51; 94-97			
Material topic: Occupational health and safety					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Page 46-51; 81-83			
GRI 403: Occupational Health and Safety (2018)					
403-1	Occupational health and safety management system	Page 81			
403-2	Hazard identification, risk assessment, and incident investigation	Page 81-82			
403-3	Occupational health services	Page 83			
403-4	Worker participation, consultation, and communication on occupational health and safety	Page 83			
403-5	Worker training on occupational health and safety	Page 83			
403-6	Promotion of worker health	Page 83			

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION: REQUIREMENTS OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 81-83			
403-9	Work-related injuries	Page 82; 138	403-9 b.	Information not available/ incomplete	It was not possible to report on the requirement as the Group does not have data on injuries and hours worked by all external workers.
403-10	Work-related ill health	Page 138	403-10 b.	Information not available/ incomplete	It was not possible to report on the requirement as the Group does not have data on occupational illnesses of all external workers.
Material topic: Economic value creation					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Page 46-51; 116-119			
GRI 201: Economic performance (2016)					
201-1	Direct economic value generated and distributed	Page 116-118; 149			
GRI 207: Tax (2019)					
207-1	Approach to tax	Page 120-121			
207-2	Tax governance, control and risk management	Page 120-121			
207-3	Stakeholder engagement and management of concerns related to tax	Page 120-121			
207-4	Country-by-country reporting	Page 149-153			

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
Material topic: Support to the local community					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Page 46-51; 98-105			
Material topic: Waste management					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Page 46-51; 71-72			
GRI 306: Waste (2020)					
306-1	Waste generation and significant waste-related impacts	Page 71-72			
306-2	Management of significant waste-related impacts	Page 71-72			
306-3	Waste generated	Page 71-72; 148			
Material topic: Ethics and compliance					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Page 46-51; 113-115			
GRI 205: Anti-corruption (2016)					
205-3	Confirmed incidents of corruption and actions taken	Page 113			
GRI 206: Anti-competitive behaviour (2016)					
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Page 113			
Material topic: Responsible supply chain management					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Page 46-51; 126-127			
GRI 308: Supplier Environmental Assessment (2016)					

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
308-1	New suppliers that were screened using environmental criteria	During 2024, no new suppliers were evaluated according to environmental criteria.			
Material topic: Diversity, inclusion and equal opportunities					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Page 46-51; 76-80			
GRI 405: Diversity and Equal Opportunities (2016)					
405-1	Diversity of governance bodies and employees	Page 78-80; 140-141			
GRI 406: Non-discrimination (2016)					
406-1	Incidents of discrimination and corrective actions taken	Page 76			
Material topic: Cybersecurity					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Page 46-51; 122-125			
GRI 418: Customer Privacy (2016)					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 125			

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