



Sustainability Report 2025



SUSTAINABILITY REPORT

As of December 31, 2025

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The image features a light gray background with two large white circles. Three green leaves are scattered across the scene: one in the top left, one in the middle right, and one in the bottom left. The top leaf is partially cut off. The middle leaf is positioned between the two white circles. The bottom leaf is partially inside the bottom white circle. The text 'ENVIRONMENT' is centered within the top white circle, and 'GOVERNANCE' is centered within the bottom white circle. Below each title is its corresponding page number.

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LETTER TO STAKEHOLDERS

Dear Stakeholders,

There are years in which simply following the map is no longer enough. We must have the courage to trace new routes, adapt to changes and continue to look ahead, without losing sight of the goal.

2025 was one of those years.

We have operated in a complex international scenario, marked by geopolitical tensions, economic transformations and constantly evolving markets. Yet, precisely in times of greatest uncertainty, we have rediscovered what has always represented our strength: the ability to face change while remaining faithful to the values that have guided Transmec for over 170 years.

It is in this spirit that we are pleased to present our third Sustainability Report.

For us, it is not just an exercise in reporting. It is the story of a journey that involves every person in the Group and testifies to our way of doing business: growing by creating value, taking responsibility for our choices and looking to the future with vision and concreteness. 2025 was a year of growth. We achieved the best economic result ever, expanded our international presence with the entry of the S.T.C. Group and strengthened our role as a logistics partner capable of offering new opportunities for connection between Europe and North Africa.

But for us, growth does not simply mean increasing numbers.

It means continuing to invest in people, innovation and sustainability.

We have renewed our fleet, developed new digital tools, invested in warehouse automation and strengthened our IT infrastructure, in the belief that innovation only has value when it improves people's work and the quality of the service we offer to our customers.

At the same time, we have continued to invest in skills, training and security, because digital and sustainable transformation cannot happen without the involvement of people.

People are Transmec's most important asset.

Every day, across our sites, warehouses, offices and on the roads of Europe and the world, more than 1,500 employees contribute with professionalism, passion and a sense of responsibility to the growth of the Group. Our first thanks go to them.

We are particularly proud to see the growth of an increasingly inclusive corporate culture, capable of enhancing talent, skills and diversity. In a traditionally male sector, the fact that 40% of our corporate population is made up of women represents for us a milestone that tells much more than a percentage: it tells the story of the company we want to continue to build.

Being a family business, now in its sixth generation, also means this.

It means making decisions with tomorrow in

mind, building lasting relationships and considering customers, collaborators, suppliers and partners not just interlocutors, but people with whom to share a path of growth. It is an approach that has always accompanied us and that continues to guide our every choice, even in a context that changes with unprecedented speed.

We know that the challenges ahead will still be complex. Sustainability, digitalisation, market evolution and geopolitical scenarios will continue to challenge us.

But if there is one lesson that over 170 years of history have taught us, it is that we do not passively endure change: we face it together. With responsibility.

With courage.

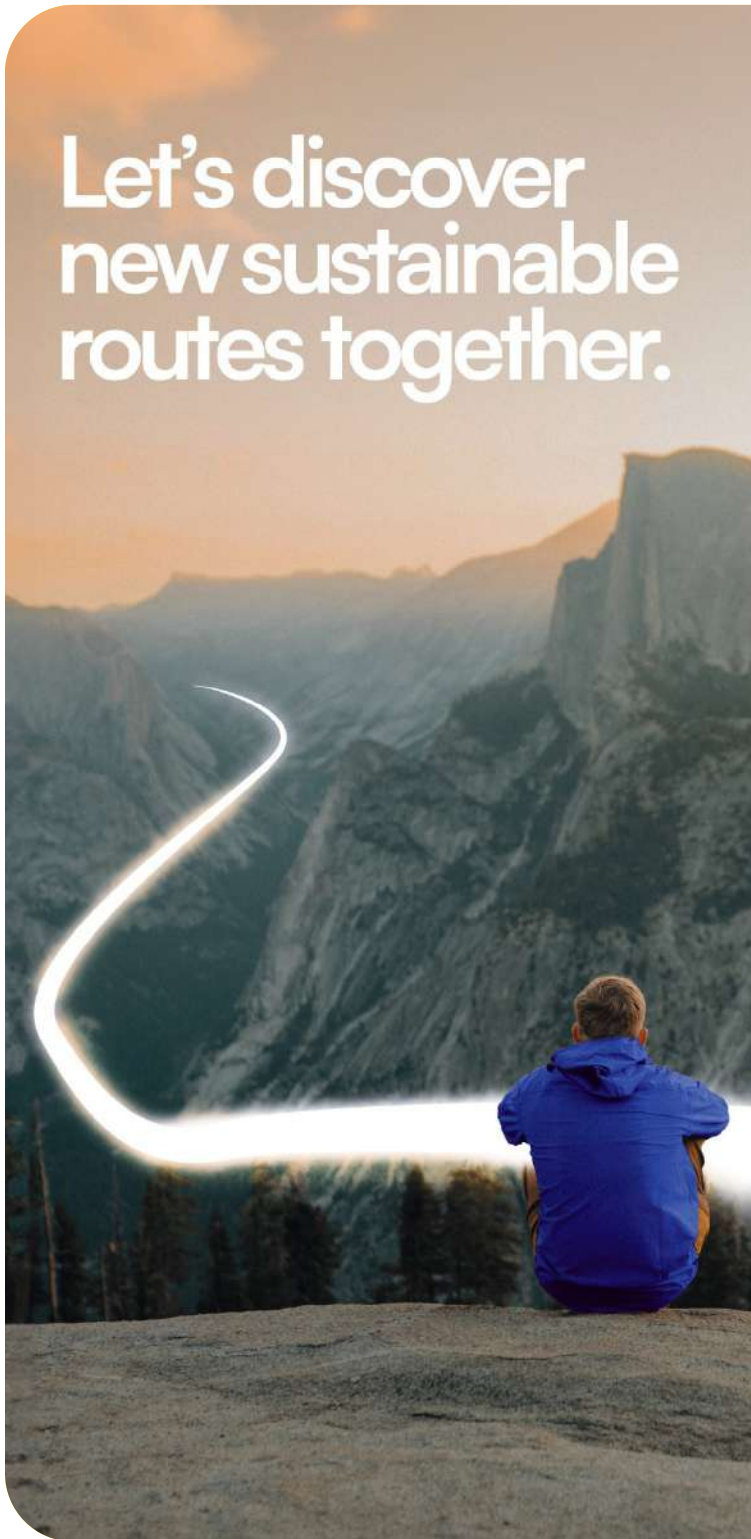
And with the desire to leave future generations an even more solid, innovative and sustainable company than the one we received.

Thank you all for continuing to walk this path with us.

Because the future is not a destination to be reached. It is a route to be built, every day, together.

Enjoy reading,

Montecchi Family



Let's discover
new sustainable
routes together.

HIGHLIGHTS 2025

Environment



3

Photovoltaic systems for a total of 3,228 modules with a power of 511.10 kwp

3,005 MWh

Electricity purchased from renewable sources

3

LEED Gold Certifications at the logistics warehouses of Campogalliano and logistics hub of Truccazzano

0.786 GJ/,000€

Energy intensity (energy consumed in GJ / 2025 revenues in millions of euros)



Social



1,566

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

7,000+

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

-29%

Rate of accidents at work compared to 2024

2,956

Hours of training delivered through the Transmec Academy in 2025

Governance



5

Green loans activated to support sustainable environmental projects of companies

€ 538.370_{ml}

The economic value generated

Code of ethics

Updated

€ 8.4 mln

Invested for fleet renewal

THE TRANSMEC GROUP

The strength of our roots.
The courage to look beyond.





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



1850

Domenico Montecchi began working as a transporter in the village of Quercia Grossa di Pavullo with a horse-drawn cart.



1950

Domenico Montecchi, Gaetano's son, expands the routes to Southern Italy with the Fiat 666, founding the "Domenico Montecchi Trasporti Internazionali".

1957

The first lines to nascent Europe are inaugurated, thanks to Fiat 691 trucks.



1990

The company begins its internationalization process: Transmec UK is born in London, followed by the opening of branches in Poland (Warsaw) and Turkey (Istanbul).

1996

The headquarters are moved to Campogalliano, which becomes the Group's headquarters.



1917

His son Gaetano takes an innovative step for the time, buying the first truck, a Fiat 18BL, and thus becoming a true pioneer in the transport sector.

1930

“Autotrasporti Montecchi Gaetano” is born, with the famous truck nicknamed “Conte Rosso”.



1971

TRANSMEC, an acronym for TRANSPORTS for the MEC (European Common Market), is born, marking the entry into the European market.



1979

The Montecchi family approaches the new Autostrada del Sole, inaugurating the Spilamberto headquarters.

1997

“Trasporti Internazionali Transmec” becomes a joint-stock company (S.p.A.).

1999

“Transmec Servizi” is founded with headquarters in Campogalliano.



2000

Marks the expansion overseas, with the birth of “Transmec Overseas” in Peru, Brazil, Chile and Venezuela.

2003

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

2011

“Transmec To Be”, a company specializing in logistics for the grocery channel, was born.

2014

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



2022

It marks the expansion towards North Africa, with the acquisition of TNA Cargo and the construction of two new warehouses in Campogalliano.



2024

Confirming its commitment to increasingly sustainable development, Transmec publishes its first GRI compliant Sustainability Report.



2005

“Transmec India” is inaugurated in New Delhi.

2007

“Transmec Ro” is founded, with headquarters in Oradea.



2016

The private railway terminal in Oradea is inaugurated, managed by the new company “Intermodal Vest”, the result of the partnership between Transmec Group and P&O Ferrymasters.



2019

T-Data is born, a company dedicated to e-commerce services with outsourced operations.



2025

The acquisition of the S.T.C. Group consolidates the Group’s presence in intermodal transport between Europe and North Africa.

UNIQUE IDENTITY AND VALUE

For over 170 years, we have been transforming experience, passion and entrepreneurial spirit into transport and logistics solutions that accompany our customers in an ever-changing global market.

From its headquarters in Campogalliano (MO), Transmec Group manages a network of 58 operating subsidiaries spread across Europe, Asia, South America and Africa, drawing on the experience

and professionalism of 1,566 employees. The Group's offering includes integrated land, rail, sea and air transport solutions, complemented by advanced and customized logistics services, designed to meet the needs of a diverse clientele, in various sectors and markets.

Behind every shipment there is not only an international infrastructure, but a corporate culture built on relationships, skills and trust.

THE TRANSMEC GROUP IN NUMBERS

58
worldwide
operations

1,566
employees around
the world

524 mln €
revenue from sales
and services





THE MISSION

Every shipment is a promise kept.

We accompany companies in the growth of their markets with reliable, flexible and customized transport and logistics solutions. Every day we transform experience, skills and innovation into concrete value for customers, people and communities.



THE VISION

We look far ahead without forgetting where we started.

A family business, which contributes to increasingly responsible, digital and connected logistics, continuing to grow with the entrepreneurial spirit, concreteness and values that have guided Transmec for over 170 years.

SECTORS SERVED BY TRANSMEC GROUP



clothing



furniture



grocery



editorial



automotive



high-tech



manufacturing



sports

Thanks to a diversified knowledge of industrial sectors, the Group companies continue to enhance their ability to design advanced and efficient tailor-made solutions, responding in a targeted manner to the specific needs of customers and reference markets.

FOCUS ON:

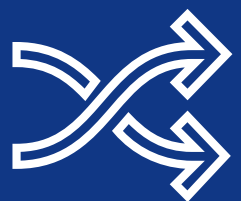
THE FIVE VALUES THAT GUIDE OUR EVERY JOURNEY

Reliability



Keeping a promise means much more than respecting a delivery. It means being there every day, with continuity, precision and quality, building lasting relationships of trust with our customers.

Flexibility



We know that challenges and unforeseen events are the order of the day, which is why we are ready to respond to your needs in a timely and agile manner.

Accountability



Every decision has an impact. This is why we operate with transparency, integrity and attention to customers, people, partners and territories, transforming responsibility into a concrete value of our way of doing business.

Efficiency



We optimise time, resources and processes to offer solutions that combine competitiveness, sustainability and quality of service.

Customisation



No two customers are the same. This is why we design tailor-made solutions, built by listening to the needs, objectives and characteristics of each business.

EXPERIENCE THAT CREATES VALUE

The Group's unique values are mixed to create a synergy capable of generating reliable, efficient and customized solutions, responding quickly to the needs of customers operating in increasingly complex contexts.

Our expertise is not only measured in the kilometres traveled, but in the ability to understand customer needs and design integrated transport and logistics solutions at an international level. Each project is born from listening, experience

What makes this approach unique are the elements that have always distinguished the Transmec Group:



FAST AND RELIABLE

The Group's success is based on the ability to execute on time and on time, flexibility in dealing with uncertainties and unforeseen situations, and a high standard of reliability that characterizes every operational phase.



COLLABORATIVE

The Group's operational networks are constantly expanding, involving not only customers, but also buyers, suppliers and over 3,000 external collaborators. Cooperation and collaboration are the fundamental principles on which Transmec's business is based.





and a deep knowledge of the sector, to transform the complexity of the supply chain into an opportunity for efficiency and value. It is this design approach that allows us to support companies in facing the challenges of constantly evolving markets through customized solutions.



PRAGMATIC

A unified organization, streamlined decision-making structures, optimised processes and a strong aptitude for problem solving allow the various companies of the Group to successfully face and overcome every challenge.



INCLUSIVE AND MULTICULTURAL

The Group encourages and recognises commitment, responsibility, integrity and kindness, considering diversity as a strategic element. The presence of 1,566 employees belonging to 26 different nationalities is a fundamental resource for generating value and fostering an inclusive culture.



INTERNATIONAL TRANSPORT FOR A GLOBAL ECONOMY

Transmec offers a wide variety of transport solutions, ensuring fast and reliable services on a global scale, with a focus on travel safety and efficiency.

Thanks to a widespread global network,

Transmec is able to effectively support the flow of trade between Europe, Africa, South America and Asia. The company's own fleet plays a strategic role, with a share destined for intermodal transport and managed directly by the Group's subsidiaries.



**GROUPAGE AND PARTIAL LOAD (LTL)
ROAD TRANSPORT**



EXCEPTIONAL TRANSPORT



**FULL TRUCK LOAD (FTL) ROAD
TRANSPORT**



INTERMODAL TRANSPORT





SEA FREIGHT FORWARDING



AIR SHIPMENTS



CUSTOMS SERVICES



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 departures guaranteed from 16 countries. All the 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. (a joint venture with Multimodal Solutions), which supports the main rail routes between Romania, Belgium, the United Kingdom, Italy and Poland.



Transmec also offers sea and air services to major commercial destinations, including the United States, Canada, South America, the Middle East and Asia, thanks to established partnerships with major shipping companies and IATA affiliation. The Group has direct subsidiaries in South America, India and major European countries. In recent years, the Group has significantly strengthened its presence in North Africa, an increasingly strategic area for the evolution of international supply chains. After the acquisition of TNA Cargo, completed in 2024, in 2025 Transmec integrated S.T.C. (Combined Transport Service),

further expanding its network and creating new opportunities to connect Europe, Tunisia, Morocco, Libya and Algeria.

These activities are complemented by logistics, customs and insurance services designed to simplify import-export operations and offer customers integrated support along the entire supply chain.

For Transmec, every transport is a link between markets, people and opportunities. Our job is to design the best way to make this possible.



TAILOR-MADE LOGISTICS SERVICES

Transmec designs advanced logistics solutions, developed to adapt to the operational needs of companies belonging to different sectors and markets. At the heart of each project is a logistics architecture built

around the customer's processes, integrating skills, technologies and infrastructures to optimise operational flows and create value along the entire supply chain.

The different logistics solutions that allow you to manage and control 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

To meet the needs of different supply chains and markets, the Group has developed specialized skills through three companies dedicated to specific channels and products, which ensure a structured and efficient logistics organization: Transmec Log, focused on industrial logistics, Transmec To Be, specialized in the Grocery sector, and T-Data, serving e-commerce.

At its headquarters in Campogalliano, **Transmec Log** manages 100,000 square meters of warehouses, handling 35 million items every year and fulfilling 300,000 B2B orders and 430,000 B2C orders, with an average OTIF (On Time In Full) rate of 99.6%.

High flexibility and responsiveness towards customers are guaranteed by the adoption of cutting-edge, highly complex logistics solutions. In 2025, a new fully robotic handling

area entered full operation at the Campogalliano (MO) logistics hub, internationally awarded as a European reference point for smart & green logistics. The plant makes it possible to increase storage density by 275% and manage up to 800,000 orders per year, while the Warehouse Management System (WMS) optimises processes, promoting digitization and reducing environmental impact.

FOCUS ON:

THE NUMBERS

11

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

800k

sqm

Warehouses and yards in 8 countries

2

Companies specialized by channel and product chain



Transmec To Be is the Group's benchmark for advanced Contract Logistics, supporting multinationals and leading FMCG companies in the design and management of integrated logistics solutions. The activity covers the entire supply chain, from the management of incoming goods to final distribution, including value-added services such as co-packing and labelling. The efficiency of flows is supported by radio frequency systems. During 2025, the renewal of the Warehouse Management System (WMS) was completed, while in 2026 the evolutions of the Transport Management System (TMS) software will begin, with the aim of further op-

timising shipment planning and vehicle saturation.

T-Data completes the Group's offer with specialized skills in the outsourcing management of e-commerce activities and marketplaces. Through a Direct-to-Consumer (D2C) model and services developed in full outsourcing or customized mode, it designs solutions that support companies in the growth of online sales, expansion into new markets and the evolution of digital channels. An integrated approach that helps improve the customer experience and create value along the entire sales journey.



FOCUS ON:

HIGH TECHNOLOGY, LOW IMPACT

In December 2024, T-Log revolutionized the concept of warehousing by inaugurating its first automated warehouse area, combining technological innovation and environmental sustainability in a virtuous model.

The system's "green" core is its energy self-sufficiency, ensured by photovoltaic panels installed on the warehouse roof. These panels are capable of fully powering the robotic system and significantly reducing the carbon footprint of logistics operations.

Sustainability is also reflected in the design of the spaces and the management of flows: the warehouse is scalable, flexible and adaptable to multiple sectors, optimising the use of available space and limiting land consumption.

The automated solutions can handle up to 800,000 orders per year with a high level of efficiency, minimizing waste and the resources required.

The eco-technological system is based on

13,000 reusable containers and a fleet of Autonomous Mobile Robots (AMRs), which operate with precision beneath the storage racks.

The picking stations help reduce errors and inefficiencies, supporting an increasingly sustainable logistics process.

The results achieved through the pilot project, together with growing customer interest in automated logistics solutions, are driving T-Log into a new phase of development. In 2026, the existing automated facility will be complemented by a new dedicated structure, designed according to the same principles of innovation and efficiency, but with greater capacity and dimensions approximately twice those of the current facility. This investment will enable the Company to expand its operational capacity, confirming the benefits of automation in terms of efficiency, space optimisation and improved working conditions, thanks to the reduction of manual material-handling activities.



AN ECOSYSTEM OF SERVICES

In addition to transport and logistics services, Transmec supports its customers with specialized skills that complement and strengthen the Group's offering. An ecosystem of value-added services, developed

through continuous investment in innovation and expertise, which simplifies supply chain management and meets the needs of increasingly complex markets.



E-COMMERCE OUTSOURCING

To support online sales and multi-channel development, T-Data S.r.l. was founded in 2019, positioned among the E-commerce Service Providers (ESP). This company offers an integrated and alternative solution to the traditional outsourcing model, guaranteeing customers direct control over all operational phases. Thanks to the innovative T-Platform, it is possible to efficiently manage integration flows with Payment providers, couriers, warehouses, marketplaces, ERPs and e-commerce platforms.



FERRIES AND TUNNELS

Through Transmec Servizi and the partnership with Multimodal Solutions, the Group provides a platform dedicated to booking ferries crossing the Channel, with 24/7 assistance for Irish Ferries connections to Ireland and Stena Lines for Scandinavian and Baltic countries. In addition, payments with dedicated credit cards are available for P&O ferries and for tolls at the Mont Blanc and Frejus tunnels.



CUSTOMS SERVICES

Transmec operates one of the largest networks of customs services in Europe, ensuring speed and efficiency in transport, especially to non-EU countries. The Group has its own bonded warehouses and, for goods destined for the United Kingdom, takes care of customs clearance in transit at the External Temporary Storage Facilities (ETSF) in London and the Midlands, minimizing waiting times. Proprietary T-Brexit software has also been developed, which optimises the exchange of information between Customs Assistance Centres (CADs) and Transmec offices, simplifying the procedural flow.



DIGITAL AND IT

Digitalisation is a transversal element of all the Group's services. Solutions such as Electronic Data Interchange (EDI), satellite monitoring of vehicles and goods, document digitisation and applications dedicated to the management of the first and last mile allow for increasingly integrated, transparent and efficient management of the entire supply chain.

THE NETWORK

Transmec Group has an extensive and well-structured international network, which allows it to operate with high efficiency in the main global markets. Through strategic offices and collaborations with qualified partners, the Group ensures integrated logistics solutions and transport services on a global scale.

The countries in which the Group operates with its own offices are shown below:

United Kingdom

Ireland

Belgium

Poland

Romania

Germany

France

Italy

Spain

Turkey

Morocco

Tunisia

India

Chile





INNOVATION FOR A LOW-IMPACT BUSINESS

For Transmec, innovation is a concrete tool for designing increasingly efficient, sustainable and future-oriented logistics. Investments in digitalisation, automation and new technologies accompany the Group's evolution, improving operational performance, optimising the use of resources and genera-

ting value for customers, people and the local area.

This path involves all the companies of the Group, through projects that integrate skills, technologies and sustainability along the entire supply chain.

Among the main investments already implemented or currently being evaluated, the following stand out:

- **Warehouse Management System (WMS):** now operational in almost all the Group's European offices - including the Truccazzano and London Gateway warehouses - it supports the automation of the main logistics processes, improving efficiency, traceability and sustainability. The project has been further strengthened through dedicated training activities and the integration of Business Intelligence (BI) tools connected to the WMS, to optimise performance management and monitoring;
- **Robotic warehouse and multi-channel management:** after the entry into operation of the first robotic warehouse, 2025 confirmed the results achieved in terms of operational efficiency and space optimisation. As a result, in 2026 the Group plans to add a new plant twice the size of the existing one to the existing one, with significant improvements in terms of operational efficiency and space optimisation, while exploiting the energy self-produced by the site's photovoltaic system;
- **Implementation of functionalities starting with Artificial Intelligence:** during 2025, the Group launched a pilot project, for a sample of users, dedicated to the introduction of Artificial Intelligence tools, with the aim of automating low value-added activities and improving operational efficiency. The project is accompanied by a dedicated training course and represents the first step towards a progressive diffusion of AI to support business processes. The future goal is to extend the use of AI tools to the entire company population and develop internal applications to optimise specific operational processes;
- **Green Router platform:** Since 2024, Transmec ToBe has implemented the GreenRouter platform within its information flow for monitoring and calculating emissions generated by transport and



logistics activities. Based on algorithms compliant with international standards, including the GLEC Framework 3.1 and ISO 14083, the platform allows the production of detailed monthly reports to support customers in monitoring, understanding and reducing their CO₂ emissions related to shipments, taking into account the volumes transported, weights and kilometres travelled. During 2025, the group has expanded the coverage of the GreenRouter platform to all major transport companies. The exchange of information with the platform is automated, which allows the use of up-to-date reporting. Among the evolutionary objectives of the project will be to expand the database exchanged, progressively reducing the use of platform estimates based on standardized parameters;

- **Start of the project to update one of the TMSs:** in 2025, the renewal of the TMS (Transportation Management System) system of one of the two Group companies was launched. The new system, which will be implemented starting from the second half of 2027, will make it possible to digitize and optimise the main operational processes, integrating Business Intelligence tools to support the planning and control of activities;
- **Introduction of the Giro List for Third-Party Suppliers:** introduced in 2025, the Giro List digitizes the information flow with local transport suppliers, automating the exchange of information, document management and traceability of activities. An automatic flow has been structured that sends transport requests to carriers at least the day before the service and receives confirmation of the activities carried out at the end of the service itself. A project that improves operational efficiency and guarantees increasingly punctual control of the services provided.



SUSTAINABILITY, THE KEY TO DEVELOPMENT

Every route draws the future.
It's up to us to choose which trace to leave.





SUSTAINABILITY GOVERNANCE

The Transmec Group believes that every business choice and activity is based on a balance between environmental, social and economic objectives, and that sustainability is a transversal value, integrated into all the Group's activities, business relationships and the principles that define its identity.

In this scenario, **sustainability governance** plays a central role in integrating ESG (Environmental, Social and Governance) criteria into decision-making processes and business activities. The Board of Directors of Transmec International Transport (TIT S.p.A.) defines strategic guidelines, monitors key sustainability issues and approves the Sustainability Report, ensuring that the principles of environmental, social and eco-

nomic responsibility are consistently integrated into corporate strategies and communicated in a transparent manner.

Since 2023, TIT S.p.A.'s **Sustainability Team**, a multidisciplinary working group made up of operational figures and company managers, has also been operational. The team coordinates the development of ESG initiatives, supports the various corporate functions and promotes a shared approach to sustainability. Through the monitoring of KPIs and the coordination of projects, it contributes to the continuous improvement of environmental and social performance, promoting constant alignment between the Group's objectives and stakeholder expectations.



MATERIALITY ANALYSIS: STAKEHOLDERS AND MATERIAL ISSUES

Understanding the impacts that the Group generates on the environment, people and the economic environment is a fundamental step in guiding strategic decisions and defining sustainability priorities. For this reason, Transmec periodically conducts a materiality analysis, a process that allows it to identify the most relevant ESG issues for the business and its stakeholders.

For the third consecutive year, the Group has prepared the Sustainability Report according to the Sustainability Reporting Standards of the Global Reporting Initiative (GRI Standards), adopting the “in accordance” option. In this third edition, the materiality analysis process has been further consolidated, developed in accordance with the requirements of GRI 3 — Material Topics, with the aim of identifying current and potential impacts, both positive and negative, in the economic, environmental and social spheres, including those relating to human rights.

The analysis was developed through the following phases:

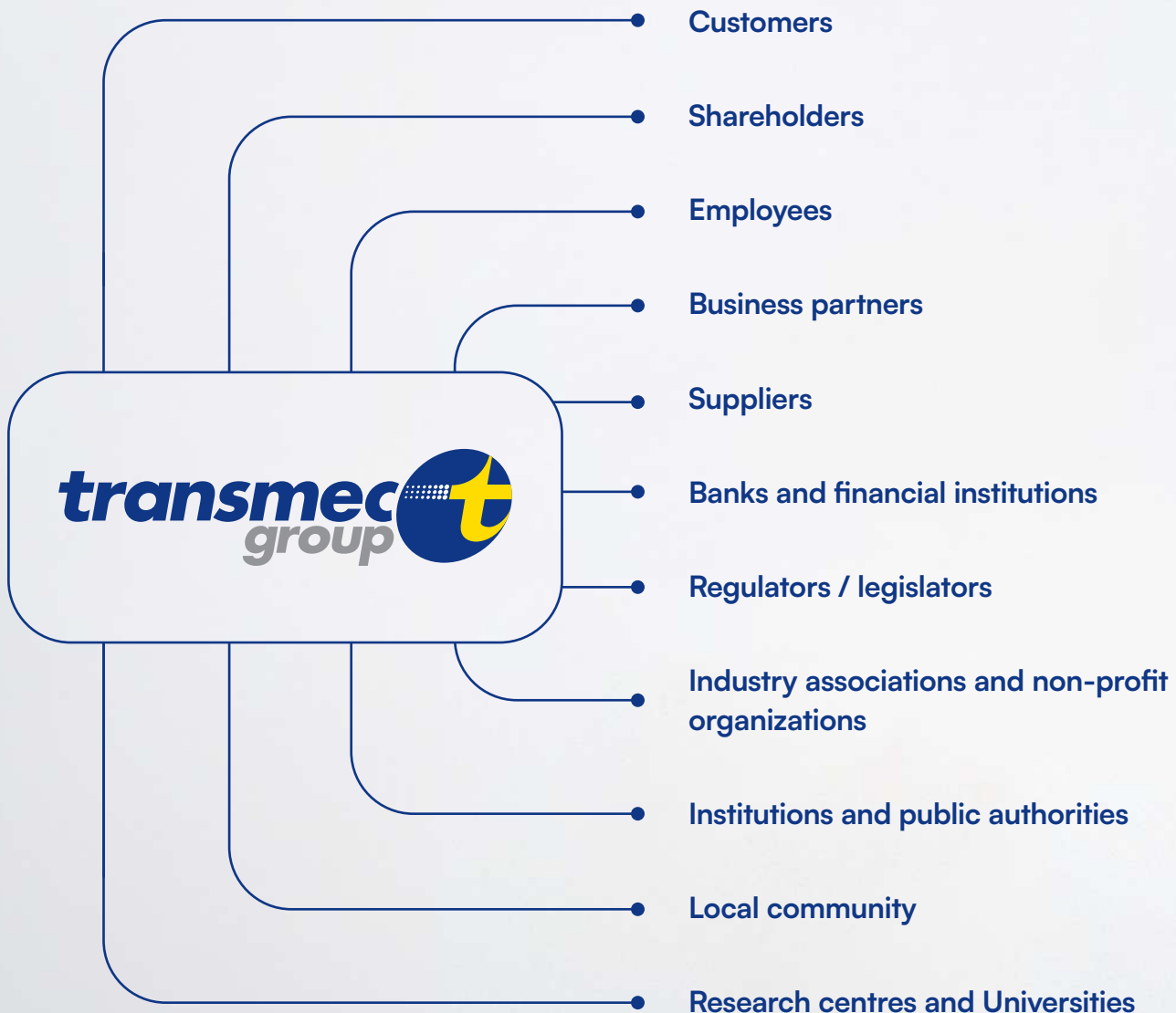
- 1. Understanding the context of the organisation:** an analysis of the context and key stakeholders was carried out, comparing Transmec with other companies in the sector and following the guidelines of international bodies and authoritative sources. This led to the definition of a list of priority stakeholders, which is illustrated in the following sections.
- 2. Identification of actual and potential impacts:** based on the evidence collected, a list of potentially significant impacts, both positive and negative, current and future, has been drawn up.
- 3. Assessment of the significance of the impacts:** the impacts were assessed by the company functions, by Italian and foreign management, as well as by a sample of stakeholders, selected from the categories of employees, customers and suppliers.
- 4. Prioritisation of impacts and definition of material topics:** the assessed impacts were ordered by priority and, once the materiality threshold was defined, grouped into material topics. The details of the process are reported in the next section.

Stakeholders

Dialogue with stakeholders is an essential tool for understanding the expectations of those who interact with the Group on a daily basis and guiding sustainability choices in an increasingly conscious way. Listening to different points of view makes it possible to identify priorities, strengthen relationships and create shared value in the long term.

Stakeholder mapping is therefore the basis of the materiality analysis process and allows the Group to develop a continuous dialogue with the main categories of internal and external stakeholders, 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.



In 2025, the Group further expanded its stakeholder engagement path, involving a representative sample of employees, customers and suppliers through a dedicated survey. Participants were asked to assess the level of relevance of the sustainability impacts identified in the previous materiality analysis, thus helping to update the Group's priorities.

The information collected has allowed the Sustainability Team to integrate the point of view of stakeholders in the qualitative assessment of impacts and to strengthen the reporting of the issues considered most relevant, consolidating an increasingly participatory decision-making process oriented towards continuous improvement.



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

Internal Blog

STAKEHOLDER:

Employees/Collaborators, Management, Function Managers, Operational Staff

Newsletter

STAKEHOLDER:

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



Printed paper

STAKEHOLDER:

Shareholders, Employees/Collaborators, Management, Function Managers, Operational Staff, Competitors, Suppliers, Banks/Financial Institutions, Regulatory Bodies/PAs, Local Communities, Trade Associations, Business Partners, Schools and Universities

Fairs

STAKEHOLDER:

Shareholders, Current and potential customers, Media, Competitors, Suppliers, Banks/Financial Institutions, Regulators/PAs, Local Communities, Trade Associations, Business partners, Schools and Universities

Annual Christmas meeting

STAKEHOLDER:

Management

FOCUS ON:

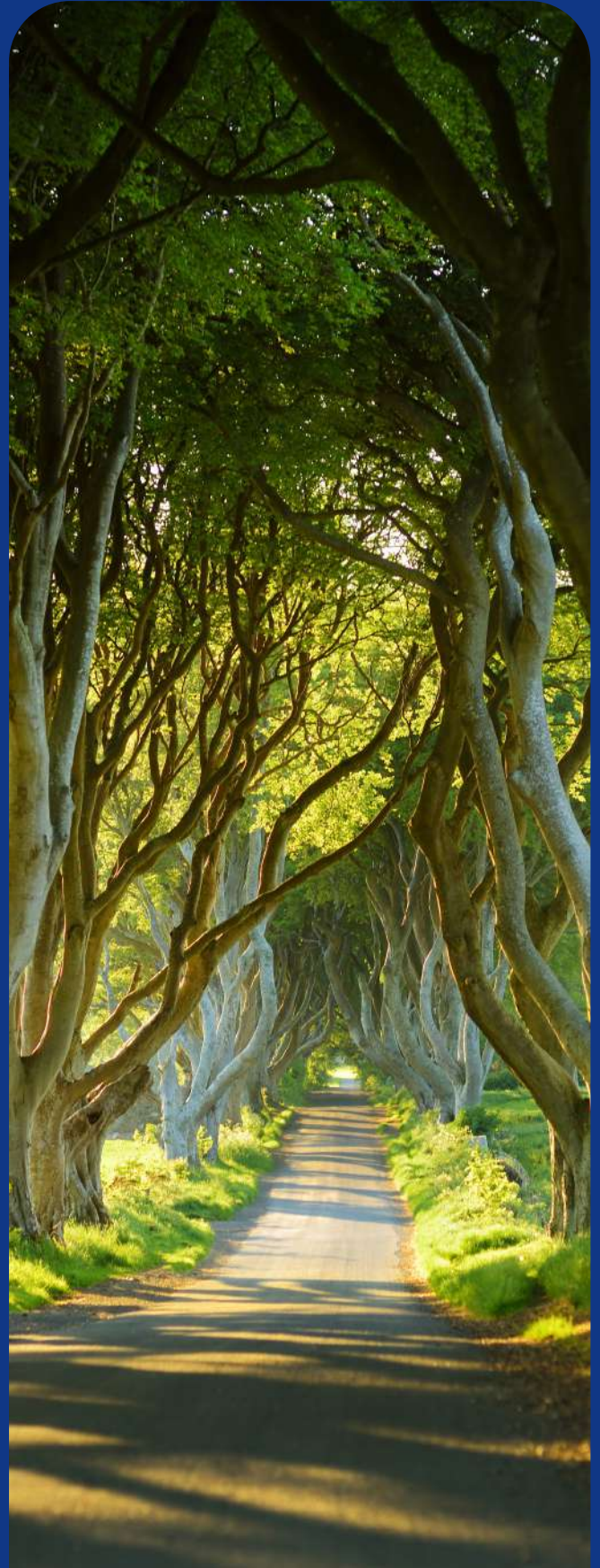
SPREADING THE CULTURE OF SUSTAINABILITY

For Transmec, the Sustainability Report is not just a reporting tool, but an opportunity to share a path of growth and make sustainability an integral part of the dialogue with all stakeholders. Communicating results, objectives and initiatives in a transparent way means strengthening a corporate culture based on responsibility, involvement and continuous improvement.

Also in this third edition, the main quantitative indicators have been enhanced through graphic pills and content for immediate consultation, designed to make information more accessible, clear and usable by all stakeholders.

To support the publication of the Report, the Group has developed a dedicated communication plan, with the aim of enhancing not only the results achieved, but also the initiatives that concretely testify to its commitment to the people, communities and territories in which it operates.

Through its communication channels, Transmec talks about projects, Corporate Social Responsibility (CSR) initiatives, partnerships with local realities, internal events and activities dedicated to its employees, helping to spread an increasingly participatory and shared culture of sustainability. A path that strengthens dialogue with stakeholders and consolidates the Group's link with the territory.



Material topics

The materiality analysis allows the Transmec Group to identify the current and potential impacts, both positive and negative, generated by its activities, and to define the issues that guide the sustainability strategy and related reporting.

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

The impacts identified were subsequently submitted to the examination of the Italian Top Management and the main foreign figures, through a dedicated workshop and an online survey, in order to determine those of greatest relevance

for the Group. The assessment is carried out by assigning a score on a scale from 1 to 5, considering two parameters: the severity and probability of the impacts.

In addition to facilitating the assessment of impacts, the workshop represents an important moment of strategic discussion, useful for identifying the priorities on which to orient the Group's objectives, targets and actions in the short, medium and long term.

The management assessments, integrated with the results of stakeholder engagement, are finally consolidated and analysed by applying a materiality threshold of 2.47. This process results in the list of material issues listed in order of relevance in the tables below.



Material topics	Impacts	Description Impacts	Nature Impacts	GRI Appearance	Impact Perimeter			
					Upstream	Own operations	Down stream	Group involvement
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
	Training and growth of workers	Improvement of workers' skills through training and professional development activities, general and technical programs, also linked to growth objectives and personalized 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	Own operations	Down stream	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 activities carried out by the Group	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	Own operations	Down stream	Group involvement
Service quality and innovation	Improved 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
	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
	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	Non correlata ad aspetti GRI		●		Caused by the Group
Occupational health and safety	Accidents at work and occupational diseases	Accidents and occupational diseases in the workplace, 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			
					Upstream	Own operations	Down stream	Group involvement
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 due	Positive Negative Current Potential	GRI 207: Tax		●		Caused by the Group
Support 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			
					Upstream	Own operations	Down stream	Group involvement
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
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 in the workplace	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 opportunity GRI 406: Incidents of discrimination and corrective measures taken		●		Caused by the Group

Material topics	Impacts	Description Impacts	Nature Impacts	GRI Appearance	Impact Perimeter			
					Upstream	Own operations	Down stream	Group involvement
Cybersecurity	Ineffective data security management and privacy failure	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

FOCUS ON:

TELLING WHO WE ARE

In 2025, Transmec created a new Corporate Video, a tool designed to authentically tell the identity of the Group, the values that guide its choices and the vision that guides its development. A story that focuses on people, innovation and the ability to build efficient and sustainable logistics solutions every day.

The video shows how sustainability is not a separate initiative, but an integrated element in the Group's corporate strategy and daily activities. From technological innovation to the development of intermodal transport, from the optimisation of logistics flows to the progressive reduction of greenhouse gas emissions, every choice contributes to building an increasingly efficient and responsible logistics model.

Particular attention is paid to people, considered the engine of the Group's evolution. The growth of skills, the enhancement of human capital and the dissemination of a culture oriented towards innovation are in fact fundamental elements to face future challenges and create value in the long term.

The Corporate Video represents a visual synthesis of Transmec's identity and the evolution path undertaken by the Group. An invitation to get to know not only what we do, but above all how we choose to do it.



*Discover our commitment to
a sustainable future.
Watch the video*

EARTH



CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS

In a context where sensitivity to sustainability is constantly growing, it becomes essential for every company to reduce its environmental, social and governance impact, adopting responsible practices that protect natural resources and ensure the protection of the planet for future generations.

The SDGs—Sustainable Development Goals—represent the 17 global goals defined by the United Nations in 2015 as part of the 2030 Agen-

da for Sustainable Development, with the aim of promoting equitable, inclusive and sustainable development. These goals, divided into 169 targets, offer guidelines that involve governments and international economic organizations in achieving concrete results in the environmental, social and economic fields by 2030.

The Sustainable Development Goals to which the Group contributes significantly through its activities, projects and strategies are listed below.



Transmec has long promoted initiatives and projects and operates daily adopting a sustainable approach and a long-term perspective, in line with the SDGs (Sustainable Development Goals) of the United Nations 2030 Agenda. The actions, projects and initiatives through which the Group contributes significantly to sustainable development are illustrated below.



ESG macro-area	Actions implemented
ENVIRONMENT	The three self-consumption photovoltaic plants, each dedicated to each asset of the Campogalliano headquarters, with a total power of 511.10 kWp, are fully operational.
	100% coverage of the electricity consumption of two of the main companies of the group (Transmec International Transport and T-Log) through the use of renewable sources certified with GO (Guarantee of Origin).
	Joining the GoGreen program, aimed at offsetting indirect emissions related to business travel at the Transport Logistic fair, through a voluntary integration, by Transmec, of a premium offsetting for the entrance tickets of the team and some customers.
	Continuous renewal of the owned fleet with Euro 6 vehicles and eco-friendly intermodal trailers to reduce emissions and improve energy efficiency.
	Completion of the infrastructure for electric vehicle charging stations, supported by management software for monitoring energy consumption, at the Campogalliano HQ.
	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 and BREEAM Outstanding classification for the British hub of London Gateway.
	Consolidation of technology for the construction of the robotic warehouse, in which the use of robots for handling packages contributes to improving operational efficiency and the quality of work, while reducing the environmental impact.
	Obtaining ISO 14001:2015 Certification at the Barcelona headquarters. Optimisation of the Green Router platform, aimed at monitoring CO₂ emissions from shipments, through the updating of vehicle master data and the introduction of analyses and simulations for the optimisation of distribution flows. Adoption of a digital system (Re-Entry Platform) for the monthly monitoring of waste generated by Italian companies, with traceability of the final destination and regulatory compliance.



SDGs Target

SDGs

7.2 By 2030, the share of renewable energy in total energy consumption should be significantly increased.



7.3 Double the global rate of improvement in energy efficiency by 2030.



9.4 By 2030, improve infrastructure and reconfigure industries in a sustainable way, increasing resource efficiency and adopting cleaner and healthier technologies and industrial processes, ensuring that all states take action within their respective capacities.



12.2 By 2030, achieve sustainable management and efficient use of natural resources.



ESG macro-area	Actions implemented
SOCIAL	Transmec Romania joined charitable and solidarity initiatives such as Foodbank, Wear It Pink and Ester Charity Drive, as well as support and investments aimed at young athletes, confirming the Group's commitment to local communities and the principles of corporate social responsibility.
	Provision 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 occupational disease.
	Delivery, through the Transmec Academy (in presence or in a virtual classroom with a teacher) of 2956 hours of training, technical, professional, transversal and managerial training.
	Implementation of the Cornerstone platform, in order to standardize recruiting and training processes (LMS) at corporate level, in Italy, the United Kingdom and Romania.
	Launch of a structured training plan, on Cornerstone, on sustainability topics, to strengthen operational skills in all Group companies, based on the principles of accessibility and engagement.
	Support for the Rak'n'Roll Foundation, in support of an initiative dedicated to the care of people with cancer and aimed at improving their quality of life. The contribution includes financial support for treatments, prostheses, wigs and other care services.
	Maintaining ISO 45001:2018 Certification by Transmec UK and Transmec Romania to ensure compliance with occupational health and safety requirements.
GOVERNANCE	In addition to updating the Code of Ethics and the Whistleblowing system, Transmec activated the Organization, Management and Control Model pursuant to Legislative Decree 231/2001 for the logistics division in 2025.



3.8 Achieve universal health coverage, including protection from financial risks, access to essential quality health care services, and safe, effective, quality and affordable access to basic medicines and vaccines for all.



4.4 By 2030, significantly increase the number of young people and adults with specific skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.



8.5 By 2030, achieve full and productive employment and decent work for all women and men, including young people and people with disabilities, and equal pay for work of equal value.



8.8 Protect the right to work and promote a healthy and safe working environment for all workers, including immigrants, especially women, and precarious workers.



16.5 Significantly reduce corruption and abuses of power in all their forms.





ENVIRONMENT

Environmental responsibility

We don't inherit the future.
We build it, every day.





THE MANAGEMENT OF ENVIRONMENTAL ASPECT



The management and reduction of the impacts generated by business activities are fundamental aspects to ensure sustainable development over time. Transmec contributes to this more responsible growth model by carrying out initiatives and behaviours aimed at reducing negative environmental impacts and complying with regulations on a daily basis.



Since 2015, the Group has progressively extended its Environmental Management System to the various companies, consolidating an organisational model oriented towards impact prevention and continuous improvement. This path has led numerous sites to obtain ISO 14001:2015 certification, an international recognition that attests to the adoption of processes that comply with the best environmental management practices. During 2025, the certification was also obtained by the Barcelona branch, further strengthening the system's international uptake.

Within the Parent Company, the management of environmental issues is entrusted to a **dedicated Facility Management team**, responsible for promoting, monitoring environmental performance and spreading greater awareness within the organisation.

Technological innovation is a further element in supporting environmental management. At the Campogalliano site, the **Building Management System (BMS)** allows buildings to be managed automatically, optimising energy consumption, safety and comfort in the workplace. Through continuous monitoring of environmental conditions, plant control and automatic regulation of the main technological systems, the Group improves operational efficiency and reduces energy waste.

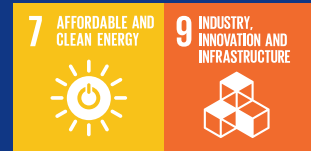
To further strengthen its monitoring capacity, the Group is implementing a centralised system for managing electricity, gas and water consumption at the various sites. The platform will allow for even more accurate data collection, facilitating the identification of any anomalies, the comparison between sites and the definition of targeted interventions to improve energy performance.





FOCUS ON:

LOGISTICS HUBS



Innovating logistics means designing places capable of creating value. This is why the Group has been investing for years in the development of logistics hubs that combine environmental sustainability, energy efficiency and advanced technologies, transforming warehouses into strategic infrastructures for future growth.



The two logistics hubs in Campogalliano, managed by Transmec Log, were built according to the APEA (**Ecologically Equipped Production Areas**) requirements of the Emilia-Romagna Region and designed to ensure high

standards of energy efficiency and environmental performance. The same approach also guided the development of the warehouse in Gliwice, Poland, which has obtained an **energy efficiency certification** valid until 2033.



Since 2023, Transmec UK has been operating within the new London Gateway logistics hub, a 14,400 sqm facility located in one of the UK's main logistics platforms, equipped with a commercial port and an international rail terminal. The new headquarters has obtained **BREEAM** certification, one of the world's leading standards for building sustainability, which allows a

reduction in CO₂ emissions of 30% during the construction phase and up to 40% during the operation of the building. Confirming the high energy performance achieved, the structure has also obtained EPC (**Energy Performance Certification**) certification with an A+ rating, confirming the high energy performance achieved.



The development of sustainable infrastructure has also continued in Italy with the new hub in **Truccazzano**, designed to offer high operational capacity and maximum energy efficiency. Among the distinctive elements of the structure is a **Green Roof of 2,800 square meters**,

built to promote biodiversity and improve the environmental performance of the building. The **Binasco (ToBe)** site also contributes to this path thanks to the presence of a photovoltaic system that produces energy from renewable sources to support operational activities.



The evolution of logistics hubs does not only concern infrastructure, but also **technological innovation** and the digitization of warehouses. In 2025, the Group continued to implement the new **Warehouse Management System (WMS)**, accompanying teams in the use of Business Intelligence tools and consolidating the

benefits in terms of operational efficiency, process optimisation and quality of work. A path that will continue in 2026 with the enhancement of the robotic system, confirming the Group's desire to invest in increasingly intelligent, sustainable and future-oriented logistics.

FOCUS ON:



LEED CERTIFICATION: Building sustainability



The design of increasingly efficient buildings is one of the pillars of Transmec's environmental strategy. For this reason, the Group invests in the construction and evolution of infrastructures capable of combining high operational performance, reduced consumption and the well-being of the people who work there.

LEED (Leadership in Energy and Environmental Design) certification, one of the main international standards for the design and construction of sustainable buildings, which assesses aspects such as energy efficiency, resource use, indoor environmental quality and the overall environmental impact of the building throughout its life cycle, is part of this path.

In line with this approach, Transmec has obtained **LEED Gold certification** for the logistics hubs in Campogalliano (Asset 2 and Asset 3) and for the new hub in Truccazzano, confirming the Group's willingness to invest in infrastructure

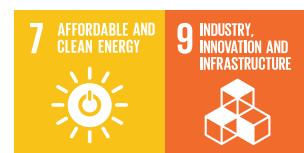
designed according to high standards of environmental sustainability.

In 2025, the efficiency improvement process also continued across existing buildings. A major revamping project was launched at Campogalliano (Asset 1) and the historic site of Truccazzano with the gradual replacement of fluorescent lighting with **LED technology**, to support the LEED Silver certification process and with the aim of reducing energy consumption. The activities were also extended to the Ponte Alto site, involving both offices and operational areas.

The initiatives undertaken are not limited to lighting, but also include interventions aimed at reducing water consumption and improving environmental monitoring. In fact, systems have been implemented to control emissions inside the warehouses, with automatic activation of air exchange when predefined thresholds are exceeded, in order to ensure more efficient and controlled operating conditions.



ENERGY CONSUMPTION AND EMISSIONS



The reduction of energy consumption and related emissions is a key objective to mitigate the environmental impacts of company activities and promote the transition to a sustainable development model.

To optimise the management of energy consumption, Transmec is part of a consortium specializing in energy management services that supports the Group in the analysis of energy performance and supply planning. Through a dedicated platform, it is possible to monitor the electricity and gas consumption associated with each Point of Delivery (POD), develop forecast analyses and define increasingly accurate energy budgets.

The information collected is integrated with the Building Management Systems (BMS) present in the most recently built buildings, allowing even more precise supervision of the systems and increasingly efficient energy management.

In the reporting period, the Transmec Group recorded total energy consumption of **412,008.41 GJ**, up 2% compared to 2024 (which was 402,207.65). The increase mainly

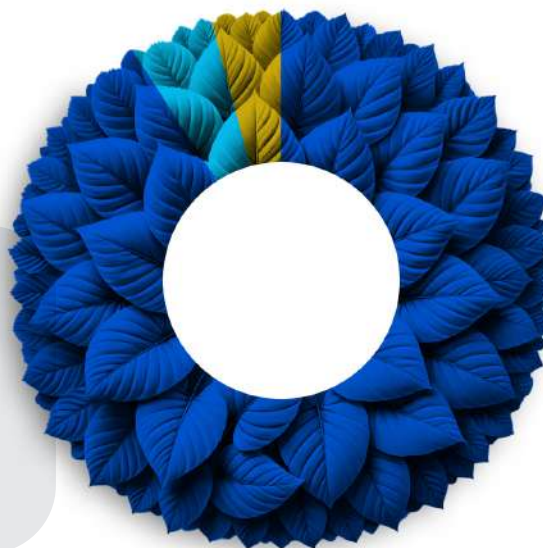
reflects the Group's expansion, new acquisitions and increased operating volumes.

With reference to the energy mix, **3% of total consumption** derives from renewable sources, while the prevailing share is attributable to non-renewable sources. The use of renewable energy was also encouraged by the signing by Transmec International Transport of a **Power Purchase Agreement (PPA)** aimed at the procurement of electricity produced by photovoltaic plants. In addition, in 2025 the Group covered 100% of the electricity consumption of Transmec International Transport and T-Log through energy from renewable sources certified through **Guarantees of Origin (GO)**.

The remaining share of energy consumption is mainly attributable to the use of **diesel and natural gas**, used to support the operational, logistical and infrastructural activities carried out at the Group's various offices.

ENERGY CONSUMPTION WITHIN THE ORGANISATION (2025)

- 89% - Fuel
- 6% - Electricity
- 5% - Other



Looking at the Group's energy intensity, in relation to turnover, it decreased by 10% compared to 2024, reaching 0.786 GJ/000€. €. The improvement is due to a growth in turnover (+13%) higher than the increase in energy consumption (+2%).

0.786

GJ/000€

**Energy intensity
by turnover (-10%
compared to 2024)**

In parallel with the monitoring of consumption, the Group continues to invest in the production of energy from renewable sources and in the efficiency of buildings.

At the Campogalliano headquarters, the three photovoltaic plants installed in 2023 and commissioned in 2024 have achieved fully satisfactory results, contributing both to the reduction of energy expenditure and to the improvement of the site's environmental performance. To support these plants, a platform for real-time monitoring of production data has been implemented, which makes it possible to verify the performance of the plants and intervene promptly in the event of anomalies. In 2025, the platform was also progressively implemented at logistics activities equipped with photovoltaic systems, promoting a more integrated management of production data and a further improvement in the Group's energy performance.

A 10-kW photovoltaic system is also currently in operation at the Milan site for self-consumption of offices and service areas, further contributing to the Group's decarbonisation and energy con-

sumption reduction process.

The commitment to energy efficiency also translates into the progressive renewal of technological systems. At the Campogalliano plant, the installation of a hybrid heat pump is planned that will primarily use the energy produced by the photovoltaic system for summer cooling and winter heating, integrating with the existing boiler during periods of greater energy demand. The intervention, scheduled for 2026, will allow a significant reduction in natural gas consumption.

Monitoring fleet consumption is another key element of the Group's efficiency strategy. Through the **Transportation Management System (TMS)**, the subject of a major evolutionary project launched in the second half of 2025, Transmec analyses fuel consumption, kilometres travelled and performance of vehicles and drivers on a monthly basis. The information collected makes it possible to compare the results with industry benchmarks, identify opportunities for improvement and progressively optimise the efficiency of transport operations.

At the same time, the Group continues to **renew its fleet** with the aim of increasing safety standards, improving energy efficiency and progressively reducing polluting emissions. The investments made make it possible to maintain a technologically advanced and increasingly environmentally sustainable vehicle fleet. Currently, the fleet is made up of vehicles compliant with the Euro 6 standard, while 80% of the semi-trailers used are intermodal and environmentally friendly units.

Among its initiatives, Transmec promotes **eco-driving** training programmes for its drivers, with the aim of promoting a safer, more efficient and sustainable driving style. These activities help to reduce fuel consumption and fleet maintenance costs, as well as extend the useful life of vehicles.



3,228

Total number of
photovoltaic modules

511.10

 kWp

Peak power of each
system

1,746.19

 MWh

Total annual
energy efficiency

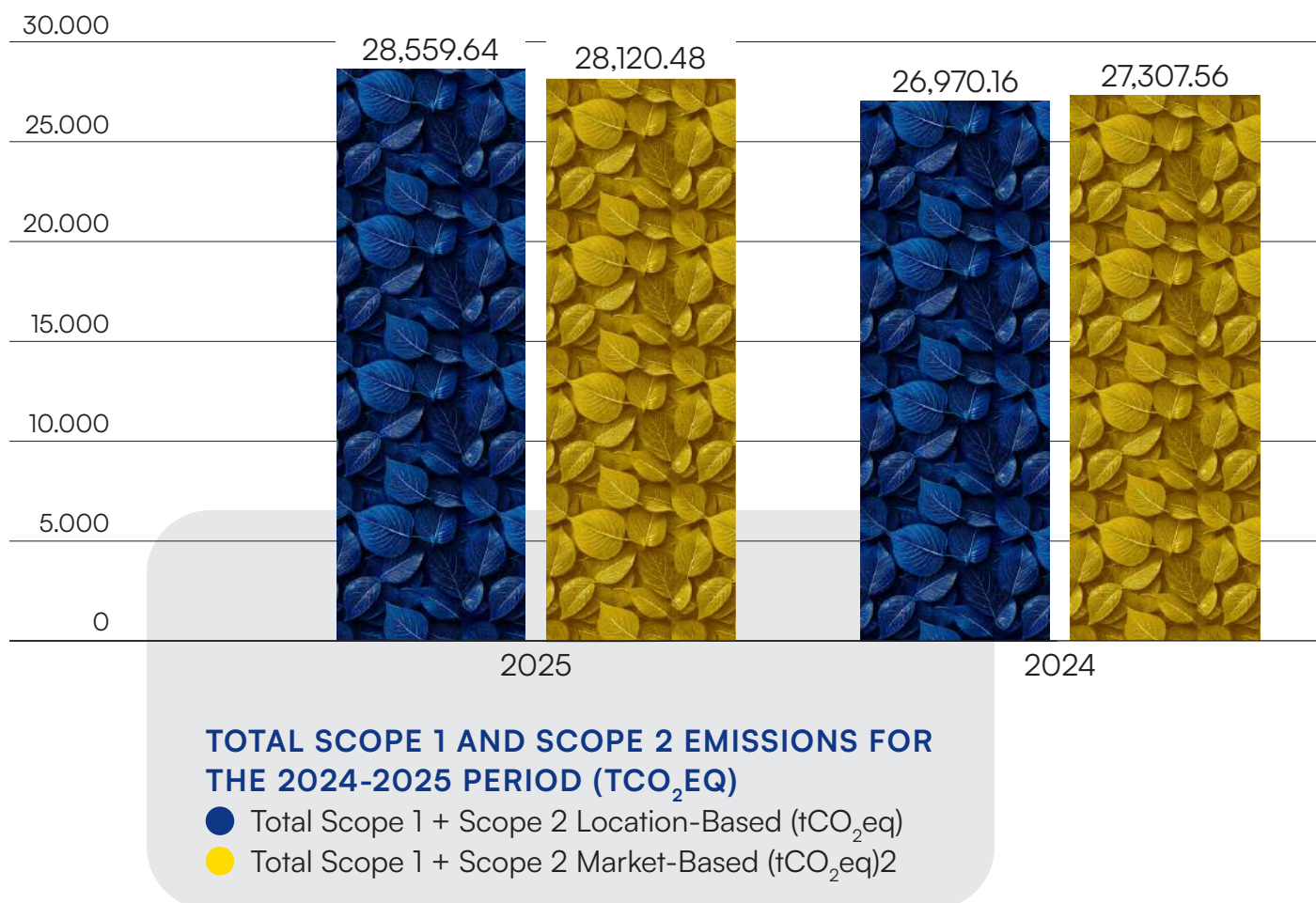


Scan the QR code to watch the video
of the photovoltaic system at the
Campogalliano plant.

With regard to greenhouse gas emissions (Greenhouse Gases — GHGs), the Group's main emission sources are attributable to energy consumption associated with operating activities, heating buildings and the use of fuel to power the company fleet. In 2025, **the Transmec Group's direct Scope 1 emissions** amounted to **25,613.07 tCO₂eq**, an increase of **4%** compared to **the 2024** figure of **24,638.26 tCO₂eq**, mainly driven by the growth in the Group's operating activities.

Indirect Scope 2 emissions (Location-based method¹), attributable to the consumption of electricity purchased, amounted to **2,059.25 tCO₂eq**, compared to **2,331.89 tCO₂eq** recorded in 2024, confirming the effects of the initiatives adopted on the energy supply front. Overall, in 2025 **Scope 1 and Scope 2** (Location-based) **emissions** reach **28,559.64 tCO₂eq**, an increase of **6%** compared to the previous year, when the total was **26,970.16 tCO₂eq**.





With reference to Transmec's emission intensity (Scope 1 + Scope 2 Market-based), calculated with respect to turnover, this decreased by 9% compared to 2024, reaching €0.054

tCO₂eq/1,000. This decrease compared to the previous year is linked to a greater increase in turnover (+13%) compared to the increase in Market-based Scope 1 and 2 emissions (+3%).

0.054 tCO₂eq/1,000 €

**Emission intensity by turnover
(-9% compared to 2024)**

1. For the calculation of Scope 2 emissions, in line with the GRI Global Reporting Standards, both calculation methodologies were used. Market-based is based on the CO₂ emissions emitted by energy suppliers from which the organization purchases, through a contract, electricity and can be calculated by considering Energy Guarantee of Origin certificates and direct contracts with suppliers, supplier-specific emission factors, emission factors related to the "residual mix", i.e. energy and emissions not monitored or unclaimed (methodology used, see factors within the "Appendix" chapter). The Location-based method is based on average emission factors related to energy generation for well-defined geographical boundaries, including local, sub-national or national boundaries (methodology used, see factors within the "Appendix" chapter).

FOCUS ON:

AN INCREASINGLY INTEGRATED INTERMODAL NETWORK

Intermodal transport is one of the pillars of the Transmec Group's development strategy. Integrating road, rail and maritime transport means offering customers more efficient, flexible and competitive solutions, while contributing to the reduction of the environmental impact of logistics activities. Thanks to the increasing use of rail, intermodal transport allows an estimated saving of about 0.83 kg of CO₂ per kilometer compared to exclusively road transport modes.

The heart of the Group's intermodal network is the terminal in **Oradea** (Romania), managed

in partnership with a specialized operator. Following a major expansion and redevelopment project, the terminal has been transformed into a modern and highly efficient logistics hub dedicated to rail connections between Western and Eastern Europe. The investment has made it possible to increase its operational capacity, improve the level of service and make international logistics flows even more efficient.

Operating 24/7, the terminal offers a wide range of integrated logistics services, including import and export customs clearance, dangerous



goods management, cross-docking operations and transshipment in secure warehouses. A platform designed to ensure business continuity, security of goods and speed along the entire supply chain.

The Group's intermodal offer is also characterised by the use of tarpaulin semi-trailers and 45' containers, the frequency of weekly departures and planning aimed at optimising logistics flows and transport costs. Particular attention is also paid to the safety of goods, thanks to the adoption of dedicated anti-theft systems on railway trains.

Transmec's commitment to more sustainable transport models is also confirmed in the Italian market, where the use of intermodal solutions continues to grow. A significant share of Transmec ToBe's flows to the Centre-South is now managed through train-road or ship-road combinations, contributing to the reduction of road journeys and associated emissions. Over-

rall, about 30% of national traffic is handled through intermodal solutions, confirming the increasingly strategic role of this operating model.

In 2025, the development path of intermodality was further strengthened by the acquisition of STC Genova, a company specialising in connections between Europe and the Maghreb. The transaction expanded the Group's presence in North Africa, a fast-growing market, strengthening its ability to offer integrated logistics services along one of the main commercial corridors in the Mediterranean.

To support the growth in volumes and the development of the intermodal network, the Group has continued to invest in expanding its fleet with the purchase of new semi-trailers for rail connections and routes to North Africa. A path that confirms Transmec's desire to continue to invest in increasingly efficient, resilient and sustainable logistics.



FOCUS ON:

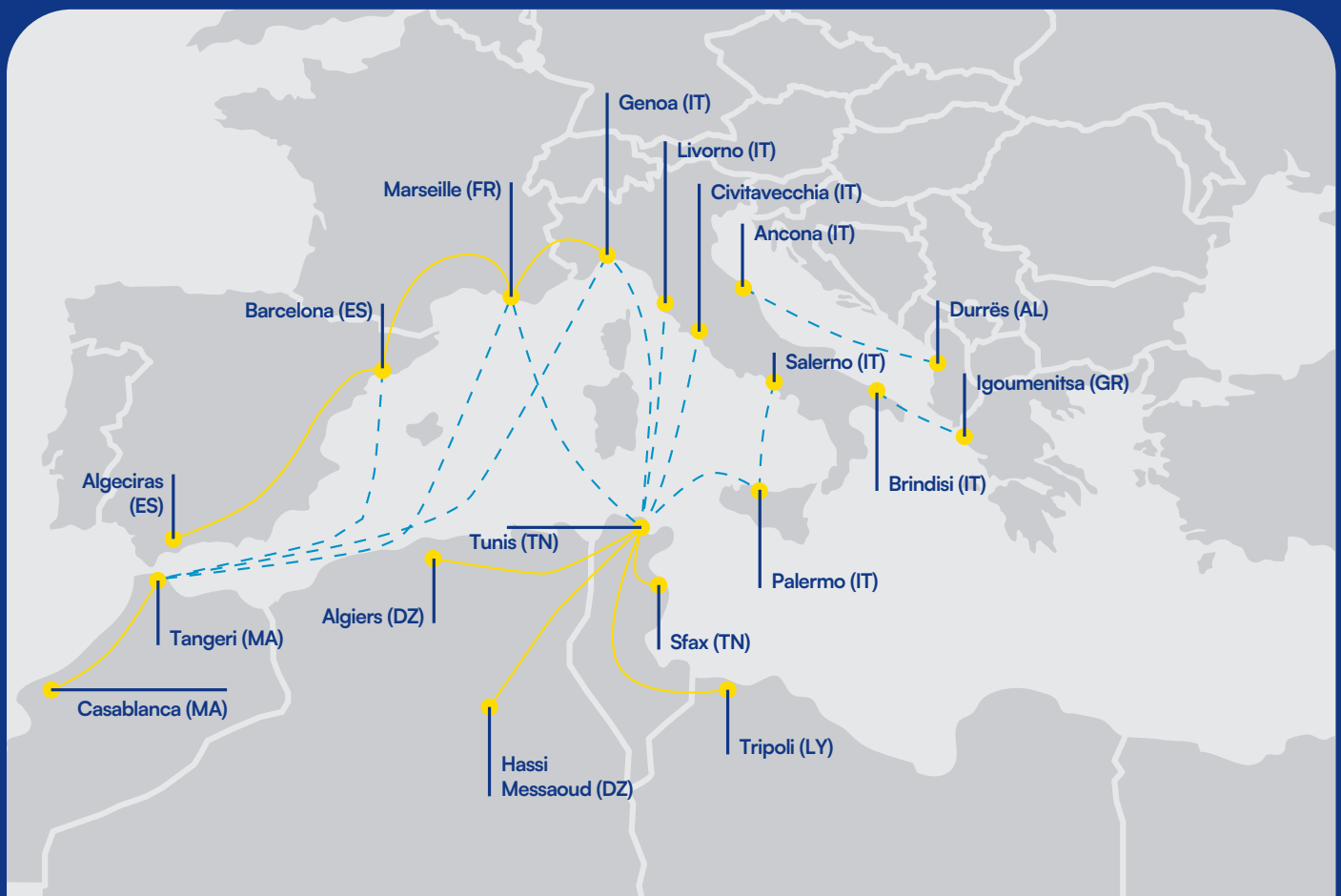
A LOGISTICAL BRIDGE BETWEEN EUROPE AND NORTH AFRICA

The Mediterranean area represents one of the main axes of development of the Transmec Group's international strategy. Thanks to the integration of maritime, land and rail transport, the Group continues to strengthen a logistics network capable of efficiently connecting Europe and North Africa, expanding business opportunities and promoting increasingly sustainable transport solutions.

In this context, maritime transport plays a strategic role. Its high load capacity makes it possible to handle large volumes of goods with generally lower CO₂ emissions per tonne transported than transport exclusively by road, thus contributing to the reduction of environmental impact along the supply chain.

The Group's growth path has found a significant acceleration with the acquisition of TNA Cargo in 2024 and the S.T.C. Group in 2025. Two transactions that have consolidated Transmec's presence in the maritime sector and strengthened the presence of connections between Europe and North Africa, guaranteeing regular services to Tunisia, Morocco, Libya and Algeria.

Expansion in the Mediterranean not only represents an opportunity for commercial growth but also strengthens the Group's ability to offer its customers an increasingly integrated, resilient and sustainable logistics network, capable of combining different modes of transport and responding with greater flexibility to the needs of international markets.



WASTE MANAGEMENT AND CIRCULAR ECONOMY



Responsible waste management is a key element in reducing the environmental impact of the Group's activities. For this reason, Transmec adopts an approach oriented towards the prevention, traceability and recovery of materials, promoting solutions that allow to increase recycling, improve the efficiency of processes and ensure full compliance with environmental regulations.

Almost all of the waste produced by the Group consists of **non-hazardous waste**, mainly packaging materials deriving from logistics activities, such as paper, plastic and wood. These materials are collected through dedicated separate collection systems and delivered to authorised operators for recovery and recycling.

Special hazardous waste, mainly generated by the **maintenance activities of internal workshops**, such as used oils, is instead managed by specialized companies that guarantee their correct sampling, transport and disposal in compliance with current legislation. Contracts are also in place at the Romanian headquarters with authorized operators for the management of hazardous and non-hazardous waste produced by workshop activities, including consumables and end-of-life tires.

The environmental management system is oriented towards the continuous improvement of waste **separation** and traceability processes, with the aim of increasing the recovery of materials and reducing the quantities destined for disposal. In this context, Transmec has made targeted investments to enhance the manual

separation activities of the different fractions, in particular paper, plastic and process waste.

In compliance with the applicable regulatory provisions, all waste produced is recorded through special loading and unloading forms, which allow the monitoring of the flows generated by the Group companies.

To strengthen waste control and traceability, the **"Re-Entry"** digital system, developed with the support of a specialized partner, came into full operation in 2025. The platform, which is interoperable with ministerial systems, allows the digital management of environmental records and workshop documentation, ensuring compliance with the most recent regulatory updates, including the introduction of the QR Code.

In addition to regulatory compliance, the system provides timely data on the quantities produced, logistics flows and deliveries made, supporting the Group in identifying opportunities for efficiency and continuous improvement of processes.

To strengthen internal control controls, the Group carries out **quarterly audits** at all Italian sites, in collaboration with the Health and Safety Manager, aimed at verifying safety conditions and identifying any non-conformities, including those relating to waste management. This system allows for the timely activation of corrective and improvement actions, contributing to the strengthening of environmental and operational safeguards.

In parallel, Transmec is considering the introduction of new technologies, including innovative compactors and shredders, with the aim of reducing the number of transports required for the delivery of process waste and, consequently, the emissions associated with collection logistics.

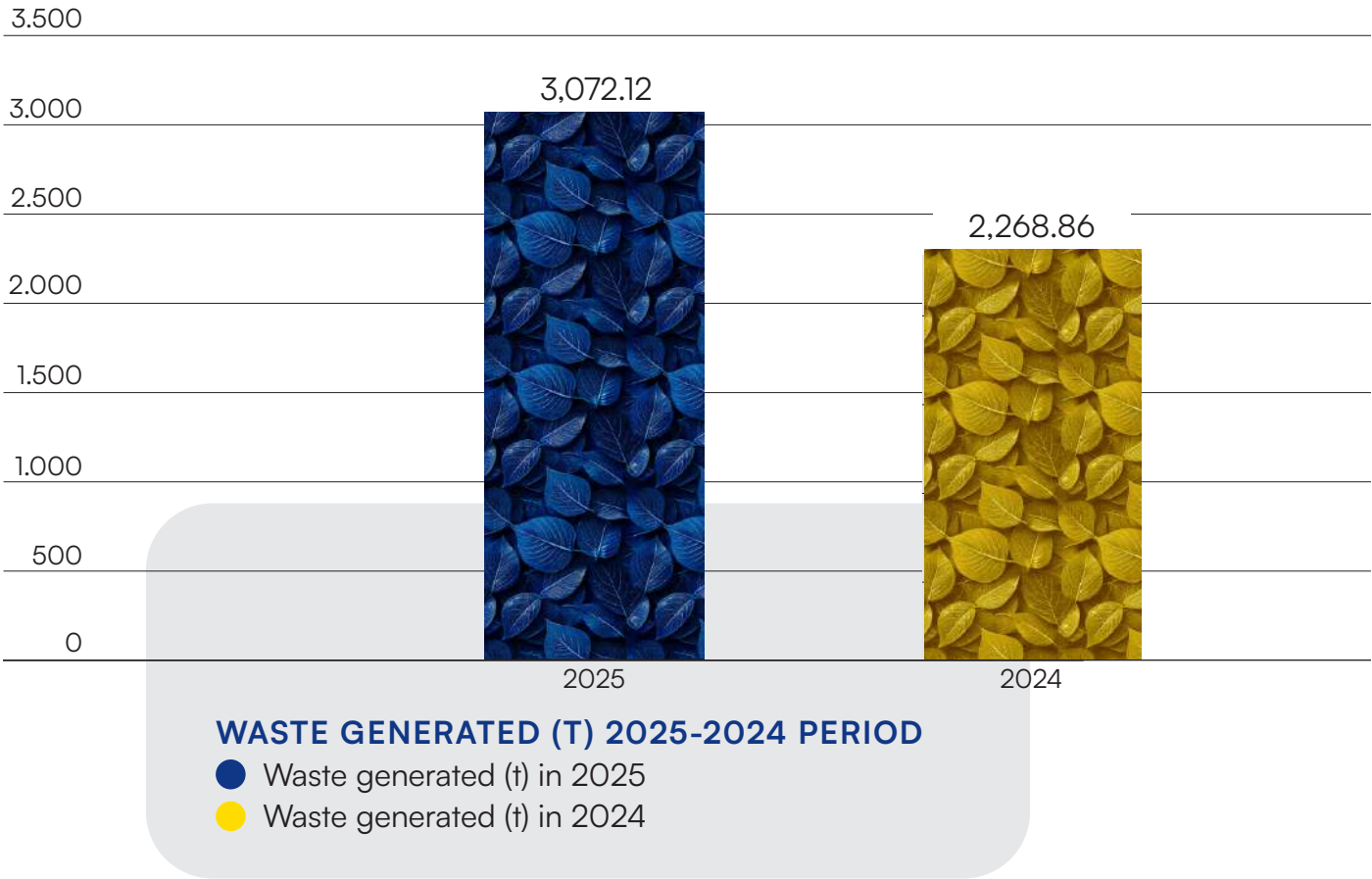
The commitment to sustainable waste management also extends to the **promotion of good operating practices** in daily activities. In fact, at the company offices there are separate collection systems dedicated to the correct separation of the main waste fractions, in order to facilitate their subsequent recovery and treatment.

In 2025, the Group produced a total of 3,072.12 tonnes of waste, an increase of 35% compared to 2024, mainly attributable to the expansion of the scope of consolidation following the ac-

quisition of the STC Group.
98% of the waste produced is non-hazardous waste, while hazardous waste accounts for the remaining 2%.

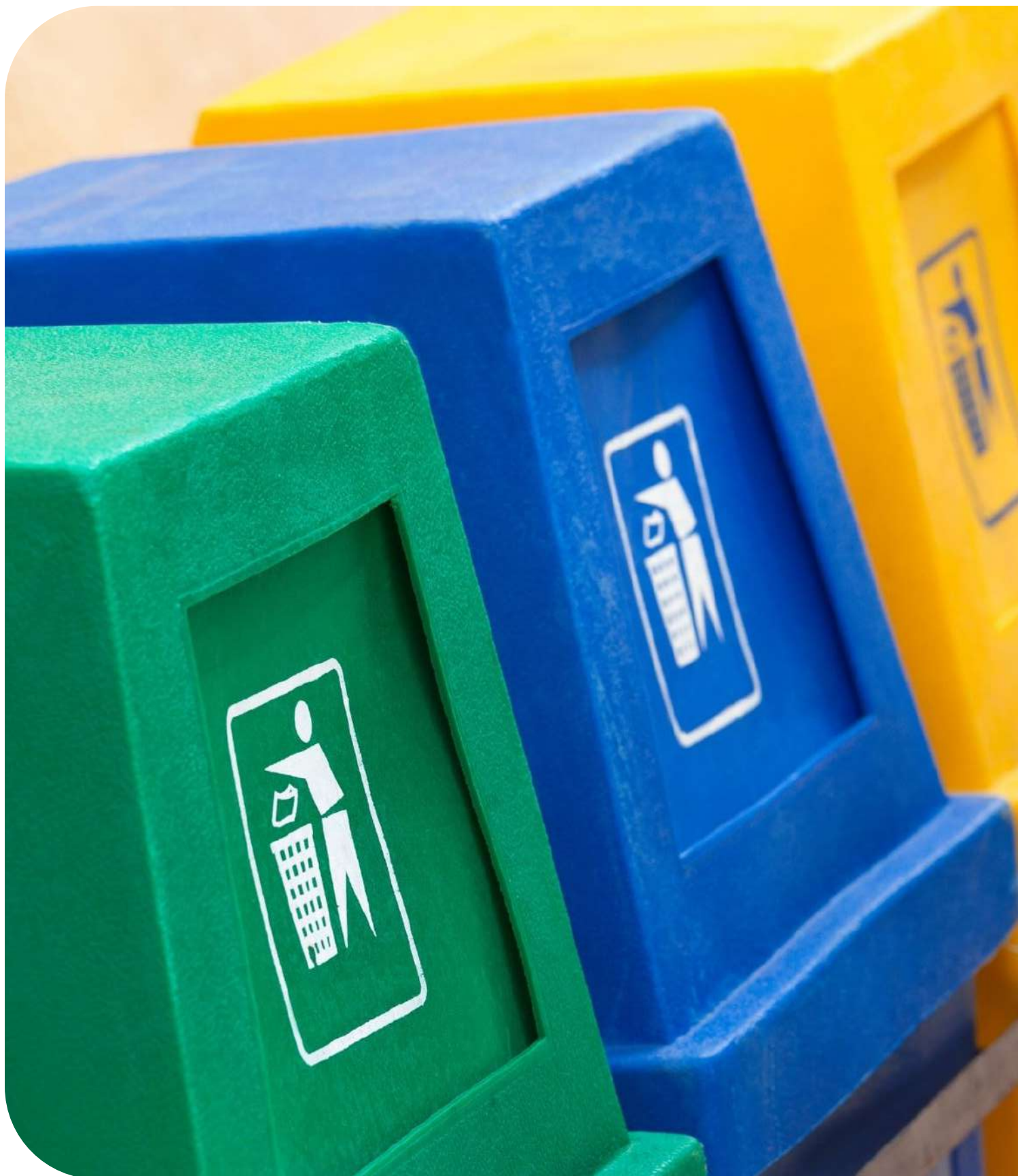
The Group’s commitment also extends to the development of solutions shared with customers to reduce the production of waste along the logistics chain through the improvement, for example, of packaging management. The initiatives launched include, for example, the gradual elimination of staples from cardboard boxes to facilitate recycling.

At the German headquarters, as part of the e-commerce activities dedicated to the fashion sector, folding containers made of recycled plastic have also been introduced for the management of returns, a solution that makes it possible to significantly reduce the use of single-use packaging, limit waste production and optimise logistics flows.



Finally, in the coming year, the Group plans to further strengthen controls through specific inspection campaigns dedicated to waste manage-

ment, with the aim of verifying the effectiveness of the procedures adopted and promoting continuous improvement of environmental safeguards.



● SOCIAL Social responsibility

Not just kilometres, not just square meters.
Stories, passions, dreams: our success has
the face of people.





PEOPLE AT THE HEART OF GROWTH



People are the engine of Transmec's growth. Skills, experience, passion and the ability to collaborate are the elements that allow the Group to face the challenges of a constantly evolving market and to build valuable relationships with customers, partners and territories. For this reason, Transmec constantly invests in the enhancement of human capital, promoting the development of skills and ensuring a work environment based on respect, inclusion and enhancement of each person.

Diversity is one of the Group's main strengths. With people of **28 different nationalities**, Transmec is an international organization in which different cultures, experiences and skills contribute every day to creating an inclusive and collaborative work environment, fostering comparison, stimulating innovation and supporting the growth of the Group.

This wealth of experience is united by shared values that guide the way the Group's people work: passion, adaptability, orientation towards excel-

lence and resourcefulness. Values that contribute to creating a dynamic environment, in which everyone is encouraged to express their potential and actively contribute to the organization's results.

A focus on inclusion, diversity and equal opportunities is an integral part of Transmec's corporate culture. While operating in a traditionally male-dominated industry, the Group continues to promote an increasingly balanced and inclusive work environment, valuing the contribution of all people regardless of gender, age or background. At Group level, the male component represents 64% of the workforce. However, particularly significant results emerge within the various companies. Trasporti Internazionali Transmec S.p.A. has in fact achieved an almost equal distribution of the company population, with a female presence equal to 49% of the total workforce.

Significant results are also recorded at Transmec Romania, where 30% of the workforce is made



up of women, almost entirely employed with full-time contracts. The figure relating to blue-collar personnel is particularly significant: over 20% of employees belong to the female component, a significant result in a sector historically characterized by a strong male predominance. The Group's commitment to promoting a respectful

and inclusive work environment is also confirmed by the absence, for the second consecutive year of cases of discrimination reported within the organisation. A result that testifies to the effectiveness of the policies adopted and the constant attention to the protection of people's dignity and rights.



FOCUS ON:

WEAR IT PINK: WHEN SOLIDARITY BECOMES A TEAM

Promoting a corporate culture that is attentive to people's well-being also means supporting initiatives to raise awareness of health issues that directly involve employees and communities.

In this spirit, in 2025 the London Gateway team joined the national charity campaign “**Wear It Pink**”, an initiative promoted in the United Kingdom to raise public awareness of the importance of breast cancer prevention and research.

Every year, thousands of people in the UK wear pink garments or accessories to raise awareness of breast cancer. At Transmec UK, the initiative has also taken on a particularly heartfelt significance, actively involving London Gateway employees.

On the occasion of the day, the team of the headquarters participated by wearing the symbolic color of the campaign and organizing a fundraiser through a solidarity sale of sweets, allocating the proceeds to Breast Cancer Now, an organization committed to research, patient support and assistance to their families.

The initiative was accompanied by information and awareness-raising activities within the headquarters, through the dissemination of posters and information materials, with the aim of reminding people that breast cancer can affect not only women, but also men. A small gesture of collective participation reflects the Group's commitment to promoting a culture of prevention, solidarity and care for people.



GROWING TOGETHER



For Transmec, the growth of the organization passes through the growth of people. For this reason, the Group promotes a work environment capable of enhancing skills, fostering professional development and accompanying each employee along their growth path, from joining the company to the evolution of their career.

During 2025, the Group continued to strengthen and evolve **HR processes**, strengthening

integration between Headquarters and subsidiaries, including at an international level. The goal is to build an increasingly structured, digital and shared people management model, capable of responding to both the needs of the organization and the expectations of employees. During the year, the strengthening and enhancement of **recruiting and training activities** continued through a platform shared by all Group companies, used both for the selection of people and for the management of corporate training.



FOCUS ON:

CORNERSTONE: A DIGITAL ECOSYSTEM FOR PEOPLE

In the evolution of human resources management, 2025 represented a significant year thanks to the global extension of the **Cornerstone** project, the digital platform that accompanies people in all the main phases of their experience at Transmec: from selection to onboarding, from training to professional development.

Initially born as a Learning Management system, the platform has gradually evolved into an integrated HR management ecosystem, now adopted by all Group companies for training and, in Italian companies, also for part of the recruiting processes.

In the field of education, Cornerstone makes learning increasingly accessible, continuous and measurable through e-learning content, video training pills, automatic reminders and tools for monitoring the main indicators of participation. In 2025, the main corporate compulsory training courses concerned:

- **Sustainability**, through 10 video pills dedicated to ESG issues and the main sustainability issues, such as the fight against climate change, the promotion of the circular economy and gender equality;
- **Cybersecurity**;
- **Whistleblowing**, through 3 training video pills, developed internally and accompanied by a final quiz, to deepen business ethics, the European and Italian regulatory framework on ethics, violations and the perimeter of reports, as well as the internal management of the guarantee of anonymity;
- **GDPR**.

The evolution of the platform has also affected integration with the Group's management tools. In Italy and Romania, Cornerstone is already fully synchronized with the company's HR systems, while in 2025 Single Sign-On will also be introduced internationally, simplifying and standardizing user access across all Group sites.

Looking ahead, the Group plans to activate an advanced training module, aimed at mapping training needs and designing increasingly structured and personalized courses.

Recruiting also benefits from the platform's features. Cornerstone makes it possible to digitize the entire selection process, from the request for a new position to the management of candidates, encouraging collaboration between managers, HR and external partners, such as agencies and headhunters. The system also guarantees centralized management of CVs in full compliance with personal data protection legislation, automating the processes of storing and deleting information.



Particular attention has been paid to onboarding paths, considered a strategic element to encourage the inclusion of new hires, improve their experience and strengthen their permanence in the company. In this direction, the Group is developing increasingly personalized paths, accompanied by structured moments of discussion and

feedback, with the aim of supporting the growth of people and contributing to the reduction of turnover.

As of December 31, 2025, the Transmec Group has **1,566 employees** spread across its various companies and international locations, including:



52

Executives of
which 43 men
and 9 women

122

Managers of
which 84 men
and 38 women

925

White collars of
which 496 men
and 429 women

467

Blue collars of which
389 men and 78 women

Among these, there are also 89 workers belonging to protected categories within the Group,

equal to 6% of total workers, an increase of 9% compared to the previous year.



96%

Employees with permanent contracts



95%

Employees with full-time contracts

In 2025, the distribution by age group shows a transversal growth in the workforce with an increase of 15% in the under-30 age group, 2% in the 30-50 age group and 6% in the over-50 age group. This trend testifies to the Group's ability to attract new professionals while maintaining a solid wealth of experience and skills.

BREAKDOWN OF EMPLOYEES BY AGE GROUP (2025)

- 17% - <30
- 55% - 30-50
- 28% - >50





During 2025, the Group continued to invest in internal communication as a tool for involvement and sharing. Making people participate in the results achieved, ongoing projects and future goals means strengthening the corporate culture and fostering a greater sense of belonging.

Among the main moments of discussion is the Annual Christmas Meeting, an annual event dedicated to the Group's management. The event represents an important opportunity for strategic alignment, during which the results of the year, future objectives and in-depth topics of common interest are shared. In 2025, the round tables concerned sustainability and artificial intelligence, two areas considered strategic for the evolution of business.

Internal communication also continued to evolve. In 2025, the **company newsletter** grew from four to six annual editions, gradually transforming itself from a simple information tool to a channel for continuous updating on the Group's projects, initiatives and results.

The **company blog**, which is constantly updated and accessible to all employees, contributes to completing the internal communication ecosystem. In addition to encouraging the sharing of information, it represents a point of reference for the dissemination of training materials, technical documentation, company presentations and the Sustainability Report, helping to strengthen an increasingly shared culture of knowledge.

HEALTH AND SAFETY IN THE WORKPLACE



Ensuring safe working environments means protecting the Group's most important value: people. For Transmec, health and safety are not just a regulatory obligation, but a principle that guides every operational activity, through an approach based on prevention, risk awareness and the active involvement of all people.



With the aim of further strengthening their health and safety standards, since 2023 Transmec UK and Transmec Romania have achieved the **ISO 45001:2018 certification**, which is still in progress, attesting to compliance with specific requirements for the management of occupational safety and the promotion of safe and reliable working environments.

Within the Group, health and safety management is entrusted to a **dedicated function**, supported by an external H&S Manager and an articulated governance system that includes a Safety Organization Chart. This structure is also supported by an **H&S Committee**, which meets periodically to analyse the main risks, the critical issues detected, the status of the actions taken and the trend of any accidents.

In all the countries in which it operates, the Group applies structured risk assessment processes aimed at identifying hazards and defining the most appropriate prevention measures. In Italy, the Group companies also continuously update the **Risk Assessment Document**, ac-

companied by operating procedures dedicated to both internal staff and external collaborators. The system is supported by **periodic audits** aimed at verifying the effectiveness of the measures adopted and promoting the continuous improvement of safety conditions.

In the event of an accident, after the activation of the first assistance and first aid measures,

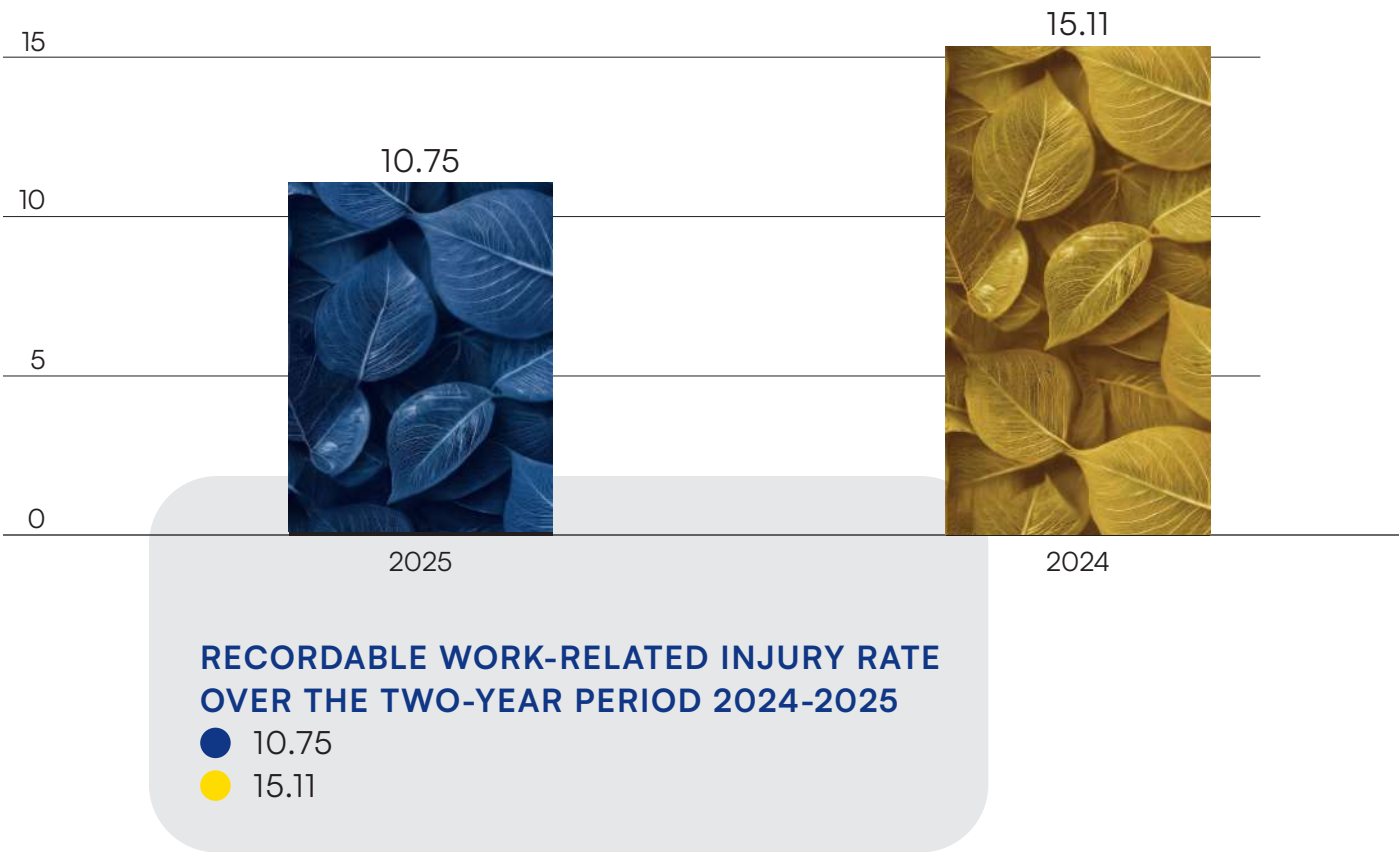


the event is promptly reported to the competent manager and to the external specialist in charge, in order to proceed with the relevant official report and with the necessary analysis activities.

At Transmec UK, the dissemination of the culture of safety also passes through the direct involvement of people. In addition to the periodic meetings dedicated to Health & Safety issues, there is an incentive system that rewards the most effective suggestion to improve health, safety or well-being in the workplace on a monthly basis.

The effectiveness of the approach adopted is also confirmed by the results recorded during 2025, where there were 22 workplace accidents recorded among employees, **down 24%** from 29 cases in 2024, despite a 15% increase in hours worked, from 1,787,077 to 2,046,957.

Particularly significant is the **elimination of serious accidents**, compared to the two recorded in the previous year, and the reduction in the **rate of recordable accidents**, from 15.11 to 10.75. These results confirm the effectiveness of prevention activities and the progressive strengthening of the safety culture within the Group.

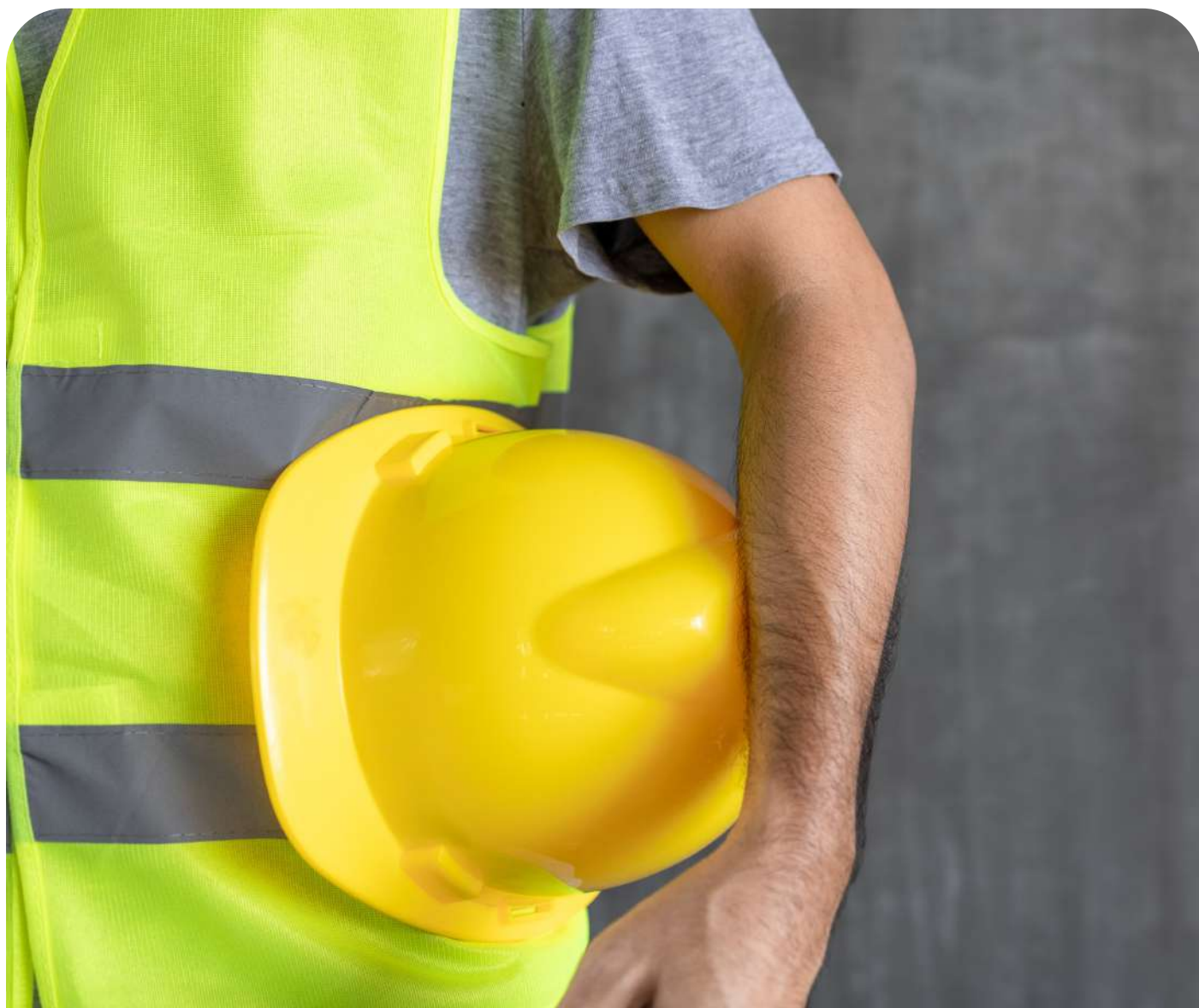


Training is one of the main tools through which the Group promotes a culture of prevention. The health and safety courses address issues such as emergency management, evacuation simulations, firefighting courses, use of machinery, first aid, safety in handling loads, management of dangerous goods, use of forklifts and correct ergonomic practices. The Health & Safety (H&S) function collaborates closely with the Human Resources area for the monitoring of training plans and medical examinations of personnel.

At the international level, the approach to training has some specificities. In Romania, compulsory health and safety courses are provided on a quarterly or six-monthly basis depending on the task performed, with the support of specialized external partners. The focus on safety also extends to external

collaborators. The Group verifies the possession of the required training certificates and, from 2024, Trasporti Internazionali Transmec S.p.A. has introduced a sample audit program aimed at checking compliance with safety requirements, technical documentation and compliance of the activities carried out. During these checks, compliance with safety regulations in warehouses, the correct use of vehicles, maintenance documentation and the presence of training and health certifications are analysed. During 2025, 10 audits were carried out to verify compliance with regulatory obligations.

To complement the health protection system, Transmec provides occupational health services that include general medical examinations, clinical examinations and periodic health checks, in addition to mandatory health surveillance activities.



GROWTH, DEVELOPMENT AND WELL-BEING

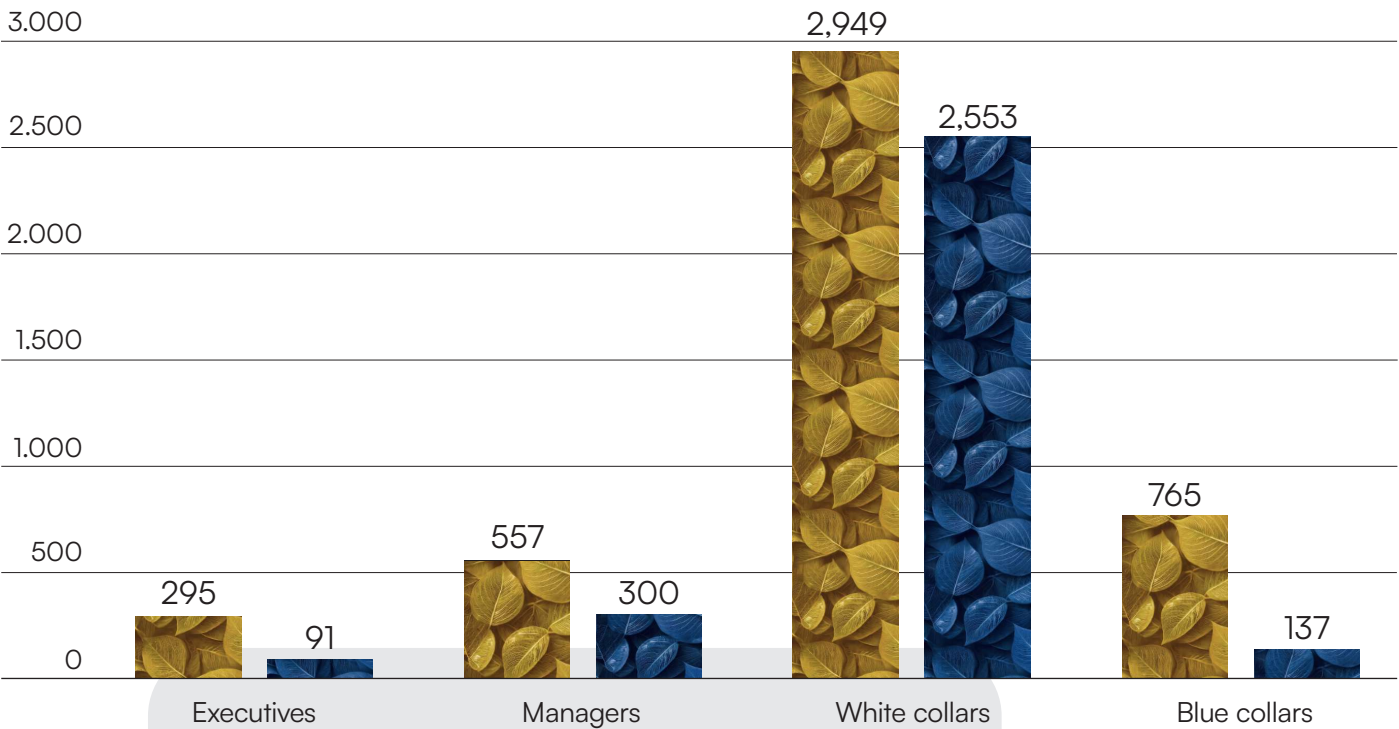


Investing in the growth of people means investing in the growth of the Group. For this reason, Transmec promotes a development model based on continuous training, the enhancement of skills and the construction of a work environment capable of accompanying each person along their professional and personal path.

During 2025, the Group provided a total of **7,646 hours of training**, of which 4,566 were

for men and 3,081 for women, for an average of about 5 hours of training per employee.

Training is one of the main tools through which Transmec supports the development of skills and accompanies the evolution of the organization, integrating compulsory, specialized and managerial paths. This path is also supported by the Cornerstone platform, described in the dedicated Focus, which makes training increasingly accessible, structured and shared internationally.



TRAINING HOURS PROVIDED BY OCCUPATIONAL CATEGORY AND GENDER IN 2025

- Male
- Female



During the year, diversified training interventions are also provided based on the specific needs of the individual companies.

In particular, numerous training initiatives and activities were carried out in 2025, summarized as follows:



OPERATIONAL AND SPECIALIST TRAINING



MANAGEMENT TRAINING



**MANDATORY TRAINING FOR
DRIVERS, REQUIRED BY TAPA
CERTIFICATION**, aimed at ensuring
responsible driving in total safety



TEAM BUILDING ACTIVITIES
aimed at fostering integration
between people, improving
communication and strengthening
employee productivity and
motivation



PEER TO PEER TRAINING
aimed at sharing best practices
between the various branches, both
Italian and foreign, with the aim of
promoting the exchange of know-
how and operational experiences

FOCUS ON:

TEAMWORK, EVEN OUTSIDE THE OFFICE

For Transmec, creating opportunities to meet outside the work context means investing in the quality of relationships between people. Collaboration, in fact, also stems from mutual knowledge, trust and the sharing of experiences capable of strengthening team spirit.

Also in 2025, the Group has confirmed the traditional company weekend, organized this year in the natural setting of Trentino. An experience designed to offer participants the opportunity to get out of the daily routine and experience moments of discussion and collaboration in a context other than work.

Through activities such as the Outdoor Escape Challenge and the Adventure Rafting Experience, participants were able to test their problem-solving, collaboration and mutual trust skills, experiencing how teamwork is an essential element even in professional activities.

More than just a moment of aggregation, the company weekend is an opportunity to strengthen the Group's culture, consolidate relationships between colleagues and promote a work environment in which collaboration, well-being and a sense of belonging continue to grow together.

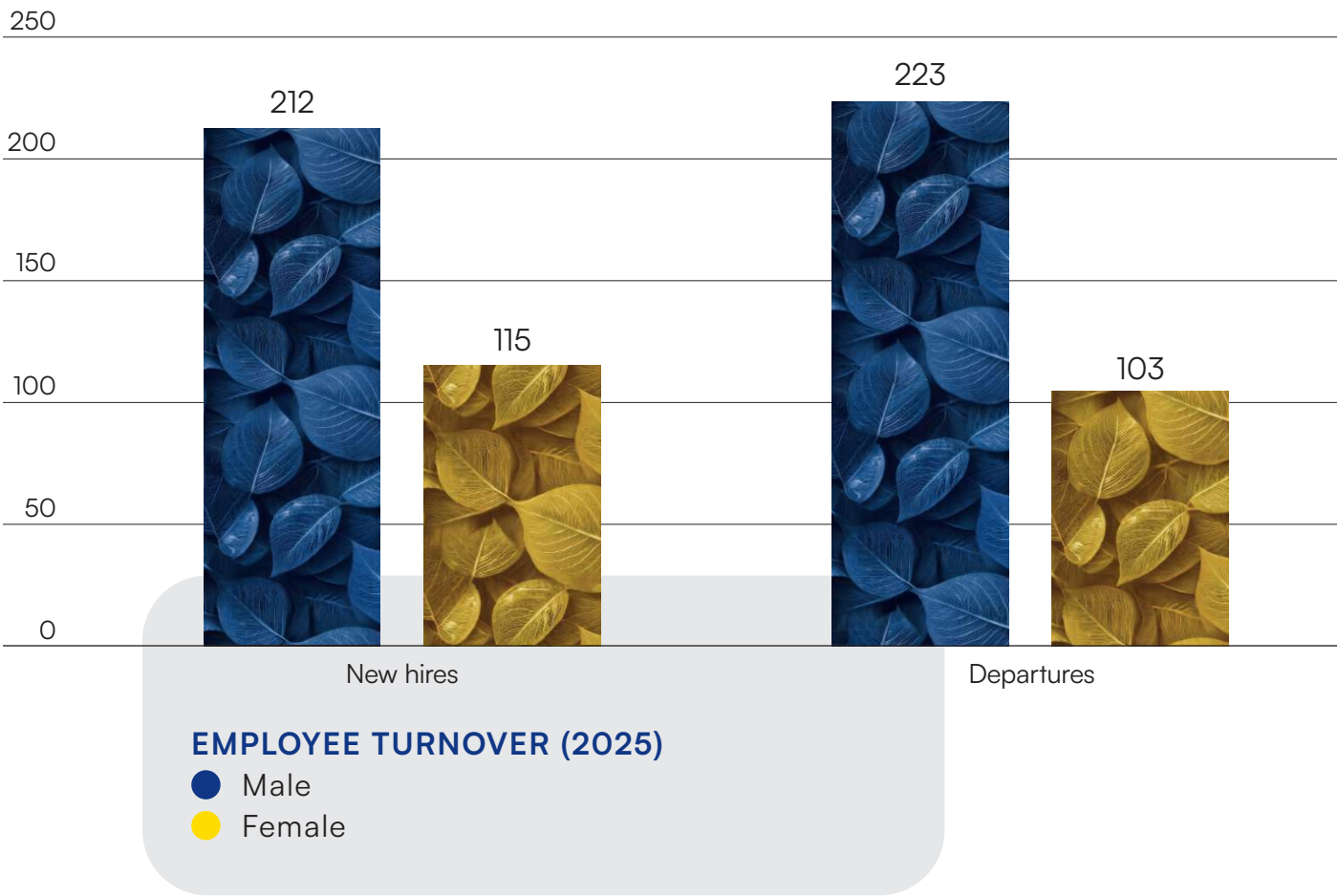


In recent years, Transmec has strengthened its Performance Management system by introducing a structured cascade process. The targets defined annually by the Board are progressively declined at the level of the Company, branch and managers, promoting greater strategic alignment within the organization.

The process of implementing a **performance evaluation** system at corporate level is gradually continuing. In 2025, the process involved 36% of the company population, in continuity with the previous year. Among the employees evaluated, 72% were men and 28% were women.

Turnover is one of the indicators through which the Group monitors its ability to attract, integrate and enhance people. In 2025, incoming and outgoing turnover both stood at 21%, a trend also influenced by recent corporate acquisitions and the consequent organizational integration processes.

To further consolidate this path, a new project dedicated to onboarding and retention will be launched in 2026, with the aim of improving the experience of new hires, encouraging their integration and strengthening the sense of belonging to the organization.



For Transmec, people's well-being encompasses multiple dimensions: health, work-life balance, quality of the working environment and welfare tools capable of responding to the different needs of people in the various countries in which the Group operates.

The smart working model has also been confirmed in 2025, for compatible roles and functions, with the aim of promoting a better balance between professional and personal life.

Looking to the future, 2026 will be dedicated to the analysis and enhancement of good practices in maternity and work-life balance, with the aim of structuring them into formal policies that are also functional to any certification paths.

As part of the corporate welfare systems, the Group also applies a **Car Policy**, which governs the criteria and methods for assigning and using company cars.

Particular attention is also paid to the well-being and **safety of travelling personnel**. At the main offices, the Group provides reception and refreshment services dedicated to drivers and organises, through a company shuttle service, travel along the Romania-Italy route during shift change periods, helping to ensure safety, comfort and better work organisation.

To support operational safety, the Group also has internal workshops in Bors and Campogalliano that allow timely interventions on the vehicles, helping to ensure their efficiency and reliability.



FOCUS ON:

TRANSMEC ACADEMY: NURTURING SKILLS, BUILDING THE FUTURE



Investing in training means investing in the future of the organization. With this vision, the Transmec Academy was born in 2023: a project dedicated to the enhancement of internal talents and the development of skills that accompany the Group's long-term growth.

More than just a training centre, the Transmec Academy is an ecosystem dedicated to professional development, in which technical, managerial and transversal skills are integrated to

promote the dissemination of knowledge, the comparison between people and a corporate culture oriented towards continuous growth.

Thanks to dedicated spaces, advanced technological equipment and a flexible learning model, the Academy makes training accessible to all Group companies through face-to-face lessons, virtual classrooms and e-learning courses, ensuring a consistent and shared experience even between geographically distant locations.



More than just a training centre, the Transmec Academy represents an ecosystem dedicated to the continuous growth of people, capable of encouraging the dissemination of knowledge, the exchange of skills and widespread professional development within the organisation.

During 2025, the training program included technical-professional paths, initiatives dedicated to the development of transversal skills — including the advanced use of digital tools and cy-

bersecurity awareness — and managerial programs aimed at strengthening leadership skills and strategic vision.

A total of 621 participants were involved in 2025, for a total of 2,956 hours of training provided between face-to-face activities and e-learning at Group level. A result that confirms Transmec's desire to invest in the development of people as a fundamental lever for sustainable, innovative and competitive growth.



SCHOOL, UNIVERSITY AND NEW TALENTS



Investing in the new generations means contributing to the growth of people and, at the same time, building the future of the organization.

Through collaborations with schools, universities and training institutes, Transmec promotes paths that foster the development of skills, the meeting between the academic and business worlds and the inclusion of new talents within the Group.

With this in mind, the Group provides financial support and promotes collaborations with schools, universities and training institutes, through internships, internships, research

projects, workshops, seminars and orientation initiatives. Partnerships with the academic world also make it possible to develop networking activities and participate in career days aimed at encouraging students to meet the company.

In Italy, these initiatives translate into **school-work alternation** courses aimed at students in the last years of high school and into training programs developed with institutes specialized in the logistics and transport sectors. In many cases, these experiences have represented a concrete opportunity for professional integration, confirming the value of these paths as a tool for mutual growth.





During 2025, the Group further strengthened its commitment through the activation of curricular internships and collaborations with various training institutions, including **TSINCOM Academy**, **ITS Maker in Modena**, the “**Tullio Buzzi**” **State Technical Institute** in Prato and the **Aldini Valeriani Foundation** in Bologna.

At the same time, Transmec actively participates in **career days** and events promoted by universities and training institutes, with the aim

of strengthening dialogue with the academic world and encouraging the meeting of new talents. The main initiatives for 2025 include: “**Meetings with companies**” in collaboration with the **University of Modena and Reggio Emilia**, the **DISMI Career Day** in Reggio Emilia organized with the Department of Engineering Sciences and Methods of the same university, the **Sassuolo Career Day** in collaboration with the A. Volta Institute and the Digital Talent Day, also organized with the University of Modena and Reggio Emilia.

QUALITY AND CUSTOMER FOCUS



Quality is one of the elements that has always distinguished the Transmec Group. Ensuring reliable services, efficient processes and timely responses means building long-lasting relationships with customers, based on competence, transparency and continuous improvement.

The management of the quality system is entrusted to the **Europe Quality Manager**, who ensures its correct application and consistency of company processes with the defined standards.

The Group has developed a **Quality Policy** divided into procedures aimed at compliance with current regulations and the continuous improvement of customer satisfaction and loyalty. These procedures are updated every year on the basis of a **Risk Analysis Assessment**, while all documentation is available on the company platform.

The **Quality Management System** is certified according to the **ISO 9001:2015** standard and is organized in multi-site mode at European level, involving 32 sites, of which 19 foreign and 13 Italian. In 2025, the company Transmec TO BE was also included in the scope of the system.

To support the maintenance of quality standards, a system for **detecting non-conformities** is in place, extended to all European branches, which allows constant monitoring of any critical issues. Reports are generally taken care of and resolved quickly,





confirming the attention of continuous improvement of services and stakeholder satisfaction.

The control activities include two six-monthly internal audits carried out by the Europe Quality Manager and periodic checks by the certifying body on the entire European network over a three-year period. At the end of each audit, a report is drawn up with any improvement actions; in the last three years, no significant non-conformities have been detected.

For activities dedicated to food logistics, Transmec TO BE has a **HACCP manual**, with the aim of defining the hygienic-qualitative objectives that the company intends to pursue, establishing the general hygiene standards in accordance with EC Regulation 852/2004 and describing criteria, responsibilities and operating methods to ensure strict control of the hygienic-sanitary conditions of environments, processes, products and personnel, in order to prevent risks to consumer health and food safety.

The self-control system applies to the activities carried out within the warehouses and the related transport flows, from the loading phase to the delivery of the product to its destination, as well as to direct transport carried out at customers' warehouses for final delivery, without passing through Transmec TO BE warehouses.

The correct application is supported by specific training courses managed internally by the HACCP and QHSE Manager of Transmec ToBe and aimed at both internal staff and collaborators of external cooperatives.

FOCUS ON:

OUR CERTIFICATIONS

Confirming its commitment to transparency, reliability and fairness in corporate relations,

the Group has obtained numerous certifications and attestations over time, including:



TAPA Trucking Security Requirements (TSR) — Level 3 — Category Large: certification relating to the security of goods, aimed at preventing theft through the use of real-time information and the most advanced protection and prevention measures;



Safety and Quality Assessment System (SQAS) certification: certification aimed at guaranteeing high standards of service for companies in the chemical sector, with particular attention to environmental, safety and quality aspects;



Authorized Economic Operator (AEO) Certification: recognizes the reliability and security of the company towards customs authorities and control bodies in the commercial field; it also certifies the compliance of customs procedures and documentation, allowing customers to benefit from faster and more efficient customs clearance operations;



ISO 45001 certification: certification that certifies the adoption of systems and procedures aimed at ensuring safe and healthy working environments, preventing accidents and risks to the health of workers;



ISO 14001 certification: certification that attests to the adoption of an environmental management system aimed at improving efficiency in the management of environmental impacts, through the reduction of resource consumption, waste and polluting emissions. In 2025, the Barcelona branch also officially obtained certification for environmental management systems;



ISO 9001 certification: certification that certifies the adoption of a quality management system based on the control, verification and continuous improvement of company processes along the entire production cycle;



IATA Certification: as a certified freight forwarder, Transmec ensures fast, safe and compliant air freight services with specialized training and established relationships with airlines, in compliance with industry standards;



IFS (International Featured Standards) certification: a globally recognized international standard, focused on the safety and quality of food products along the entire supply chain. It is currently active in three warehouses (France, Turin and Campogalliano headquarters), with the aim of extending its application to other warehouses dedicated to the storage of food (Caserta and Inveruno);



BIO certification: obtained through the T-LOG logistics division, the certification guarantees the correct management and traceability of organic products throughout the supply chain, in compliance with European legislation. It also ensures the maintenance of the integrity and quality of the products at all stages, from production to distribution;



BIO ECOCERT certification: obtained by Transmec TO BE at the Lyon warehouses, it strengthens the reliability in the management of food and compatible products and allows the entire logistics network to operate according to rigorous quality standards, responding to the growing needs of safety and traceability of the market;



EcoVadis certification: in 2025, the EcoVadis rating was obtained at group level for the first time, launching a path of continuous improvement aimed at strengthening the company's ESG performance and consolidating sustainability practices.

To ensure effective and data-driven management, the **Management Control** function supervises business operations through the analysis and validation of information, supporting the optimisation of processes and management decisions.

The quality of the service is also based on the ability to make decisions based on data. For this reason, the Group has continued to invest in the development of increasingly advanced Business Intelligence tools, to support operations and management decisions.

In 2025, the Business Intelligence platform was extended to all companies in the ground transport division, integrating operational data into a single system and replacing previous solutions, thus improving speed, flexibility and security in data management. The solution includes automatic updates and notification systems in the event of anomalies, the data at the basis of BI flows into a centralized data warehouse, where it is normalized and made available for the creation of interactive dashboards.

The path will continue in 2026 with the extension to foreign companies and those of more recent acquisition, promoting an increasingly autonomous management of reporting and dashboards through the training of people and the progressive internalization of the data management cycle.

To support **Business Intelligence**, which is also used in the management of transport operational data, a system of automatic daily alerts is active that reports any anomalies in the data present in the **Transportation Management System** (TMS) to the operational departments, managers and Management Control. The latter also monitors the P&L at the level of the individual branch, ensuring a detailed and complete





view of company performance.

From 2024, the logistics division will also provide customers with reporting tools integrated with the Warehouse Management System (WMS), which allows them to consult the main warehouse KPIs in real time, increasing transparency and quality of service.

Attention to the customer is also expressed in the daily activity of **Customer Service**, which supports Key Accounts by ensuring rapid response, operational continuity and constant monitoring of performance through specific KPIs.

In 2025, to support operational activities, the ticketing system was transferred to a new platform that allows the traceability of customer interactions, the structured management of requests and the monitoring of critical issues. Quarterly ticket analyses also make it possible to identify the main areas for improvement and reduce recurring requests through corrective actions.

In 2025, the first Customer Satisfaction questionnaire aimed at the Group's main customers was also implemented, which recorded an average score of **4.1 out of 5**.

KPI analyses also showed an improvement in average first response and resolution times compared to 2024.

Finally, the company has strengthened the logic of radical transparency, ensuring constant updates to customers, partners and suppliers and thus helping to reduce the information gap. At the same time, it has consolidated its positioning from a thought leadership perspective, establishing itself as an authoritative interlocutor and constantly updated on the main challenges of modern logistics.

COMMUNITY AND RELATIONS WITH THE TERRITORY



Creating value means contributing to the development of the communities in which the Group operates. Through solidarity initiatives, social projects, cultural activities and collaborations with local realities, Transmec promotes a growth model that generates value even beyond the boundaries of the company.

This commitment translates into support for associations, local authorities and organizations engaged in the fields of social assistance, sport, education and culture, with the aim of promoting inclusion, enhancement of people and development of the territory.

During 2025, the various Group companies supported:

INITIATIVES IN FAVOUR OF LOCAL COMMUNITIES

TRANSMEC INTERNATIONAL TRANSPORT

MODENA ARTS FOUNDATION

Promotion of scientific research and technological innovation in the medical field, with particular attention to the development of robotic surgery and transplantation.

TRANSMEC INTERNATIONAL TRANSPORT

PLAUTUS FESTIVAL

For over 15 years, Transmec has been a partner of the Plautus Festival in Sarsina, the prestigious summer festival dedicated to classical theatre and Plautus' comedies.

TRANSMEC TO BE

MAKE A WISH ITALIA ONLUS

Support, for the second consecutive year, to the organization that fulfils the wishes of children suffering from serious diseases.

TRANSMEC TO BE

FRANCE ODEON

Renewed support as a sponsor of France Odeon, the French film festival in Florence.

TRANSMEC ROMANIA

CSM ORADEA

Also in 2025, Transmec Romania continued to support the growth and activities of CSM Oradea, consolidating its role as a partner of the club.

TRANSMEC UK

WYKE FOODBANK ACTS OF KINDNESS

The Bradford and Redditch locations supported local food banks Wyke and Acts of Kindness through donations of groceries and Christmas gifts for children.

TRANSMEC UK

SUPPORT FOR YOUNG ATHLETES

Aiming to promote discipline, resilience and ambition, including Annie Fearne (cycling), Leo Fanthome (boxing), Izzy Jones (gymnastics) and Blake Clarke (breakdancing).

MEMBERSHIP OF LOCAL ASSOCIATIONS AND ORGANIZATIONS

TRANSMEC INTERNATIONAL TRANSPORT

Transmec Group has proudly supported Modena Rugby for years, sharing the values of teamwork, respect and passion for the local community.

MODENA RUGBY

T-DATA

Support for the non-profit organization committed to combating discrimination, abuse and gender-based violence.

DOPPIA DIFESA



Alongside initiatives aimed at local communities, the Group considers participation in industry events an important opportunity for discussion with customers, partners and market operators, contributing to the dissemination of skills, innovation and logistics culture.

During 2025, Transmec participated in numerous international events, including Transport Logistic, Logistics Africa Expo and the IFLN event dedicated to the Overseas division. T-DATA also resumed participation in industry events, taking part in events such as Matchum, Forum Retail and E-commerce Hub.

On the occasion of the Transport Logistic fair, the Group joined the “**Go Green**” program, choosing tickets that contribute to the financing of environmental projects dedicated to reforestation in Bavaria and the construction of biogas plants in India. In line with this approach, the Perpetua pencil was chosen as the institutional gadget, made of 80% recycled graphite and designed to ensure high durability and reduced environmental impact.

FOCUS ON:

SPORT AS A SHARED VALUE

Sport is one of the languages through which Transmec strengthens its bond with local communities. Through its support to associations, sports clubs and young athletes, the Group promotes values that have always characterized its corporate culture: collaboration, commitment, determination and the ability to achieve common goals.

In Romania, Transmec is one of the main sponsors of CSM Oradea, one of the most important basketball clubs in the country, with which it has been collaborating since 2017. A partnership born from the sharing of values such as teamwork, perseverance and the pursuit of excellence, which goes hand in hand with the support of other local sports realities, including rugby and football.

In Italy, the Group supports Modena Rugby 1965,

recently promoted to Serie A after twelve years, contributing to the development of the club's sports and training activities. The initiatives supported also include the pre-season training camp in Cesenatico, which involved about 200 athletes and coaches from different categories, from mini rugby to senior teams.

In the UK, Transmec supports West Bromwich Albion, which plays in the Championship, through the sponsorship of the team's official kits, while creating opportunities for relationships with customers and partners at sporting events. The support for sport also extends to the Belhus Cricket Club and numerous youth sports organisations, including the young cyclist Annie Fearne, confirming the Group's commitment to fostering the growth of talent and the communities in which it operates.



FOCUS ON:

LOGISTICS, SPORT AND SUSTAINABILITY IN THE HEART OF THE SAHARA

Sport, sustainability and enhancement of the territory can become concrete tools to generate shared value. It is from this vision that Transmec's support for the Tembaine Desert Rally was born, an event that combines sporting competition, respect for the environment and development of local communities in the heart of the Tunisian Sahara. Now in its second edition, the rally took place from 23 to 30 November 2025 involving about 100 athletes engaged in a route of over 500 kilometres by e-bike, from Douz to the desert area of Tembaine.

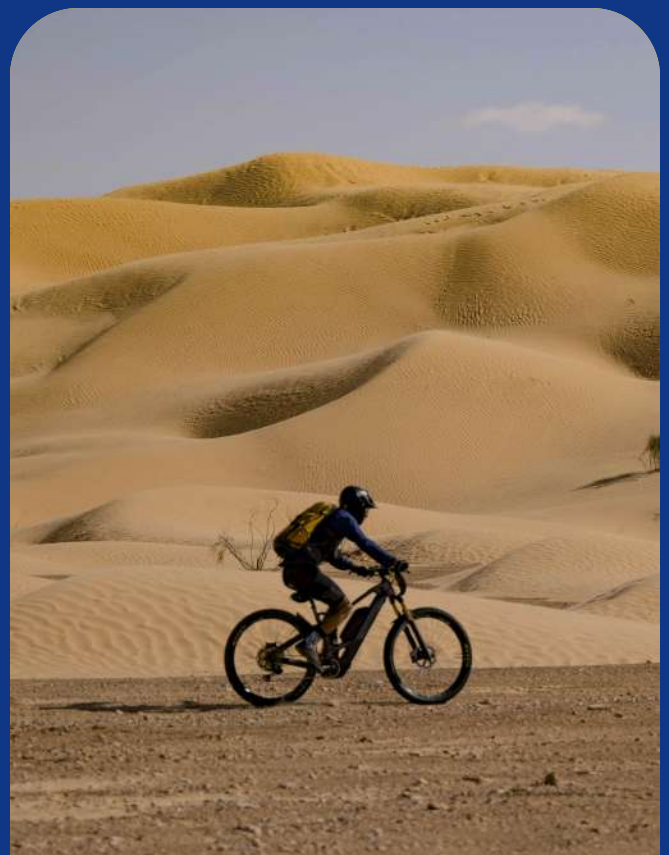
The Group's contribution went beyond the sponsorship of two participating athletes. Thanks to its consolidated experience in Tunisia, Transmec also supported the organization of the event as a logistical partner, contributing to the operational management of the initiative. The event stood out for its attention to the issues of environmental sustainability and social responsibility, promoting a sports event model aimed at reducing environmental impact and protecting the Saharan ecosystem. The energy used to recharge the e-bikes and power the bivouacs was produced through portable solar panels powered by renewable sources, while the organization of the event was inspired by the "leave no trace" principle, aimed at minimizing the impact on the territory crossed.

The temporary infrastructures were also built using recycled materials and integrated with separate collection and composting systems to limit waste production. The project also actively involved the Berber and Tuareg communities of southern Tunisia in the planning

of the routes, logistical support and management of the stages, encouraging the direct participation of local populations.

The initiative has also generated concrete benefits for the territory through training activities dedicated to local mechanics and technicians, the promotion of sustainable tourism and the construction of a well in the village of El Mida, improving access to water for the local community.

By supporting the Tembaine Desert Rally, Transmec confirms its desire to support projects capable of combining sport, environmental sustainability and territorial development, concretely contributing to the creation of value for local communities and strengthening its role as a responsible partner even outside strictly operational activities.



FOCUS ON:

REMARKABLE TEAM: TEAMING UP TO CREATE VALUE



When teamwork meets sustainability, initiatives are born that can leave a concrete mark on the territory. This is the spirit of ReMARKable Team, the project promoted by Transmec Romania that combines social responsibility, environmental protection and people involvement.

In the town of Vadul Crișului, 41 employees and family members participated in a volunteer activity dedicated to the restoration of mountain paths and the creation of rest areas for hikers, making a concrete contribution to the enhancement of the local natural heritage.

Born as part of the Corporate Social Responsibility initiatives of the Oradea office, the project also represented an important opportunity for collaboration between colleagues belonging to different functions, strengthening team spirit, a sense of belonging and sharing common values. ReMARKable Team testifies how even a concrete gesture can generate a positive impact, transforming teamwork into an opportunity to take care of the environment, communities and people.

-

GOVERNANCE

Ethical responsibility

Every direction comes from a
choice. Every choice tells us the
way we want to grow





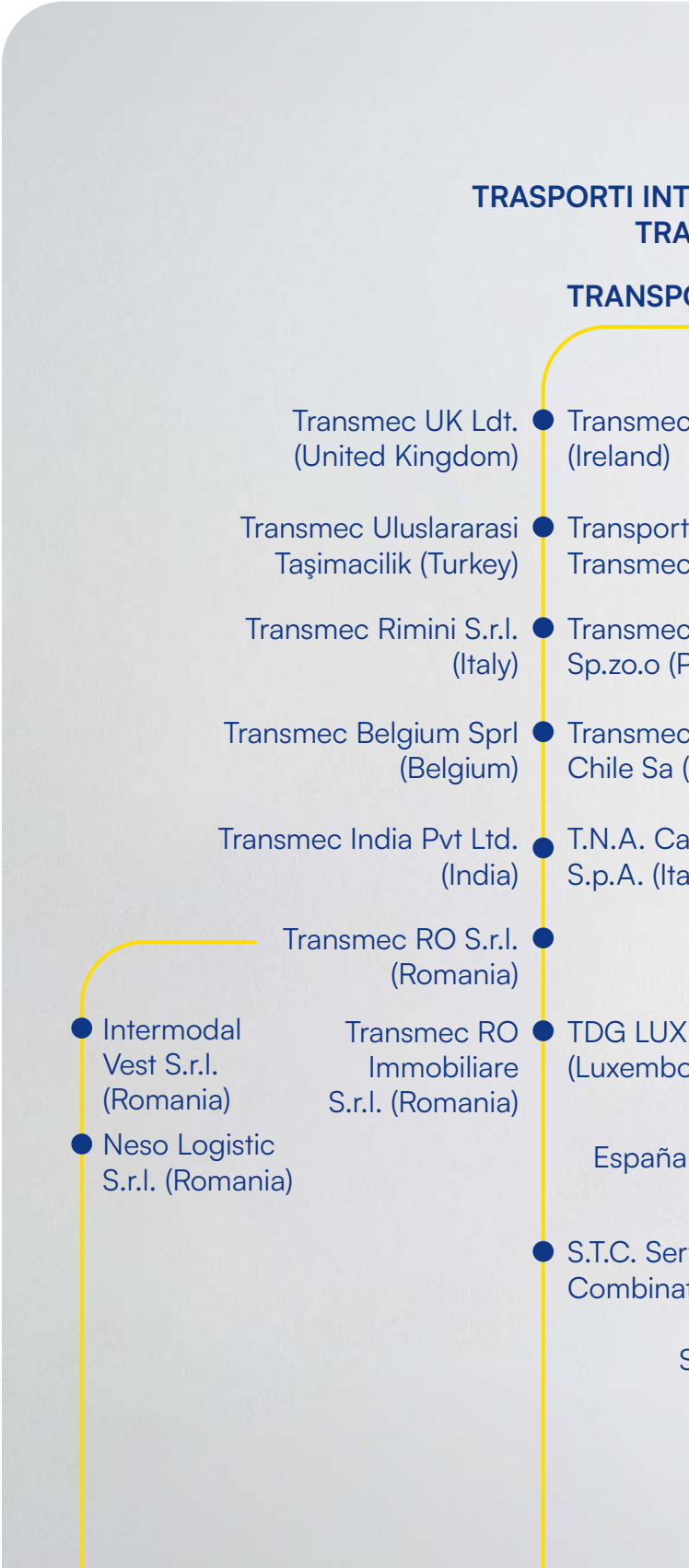
GOVERNANCE, ETHICS AND INTEGRITY

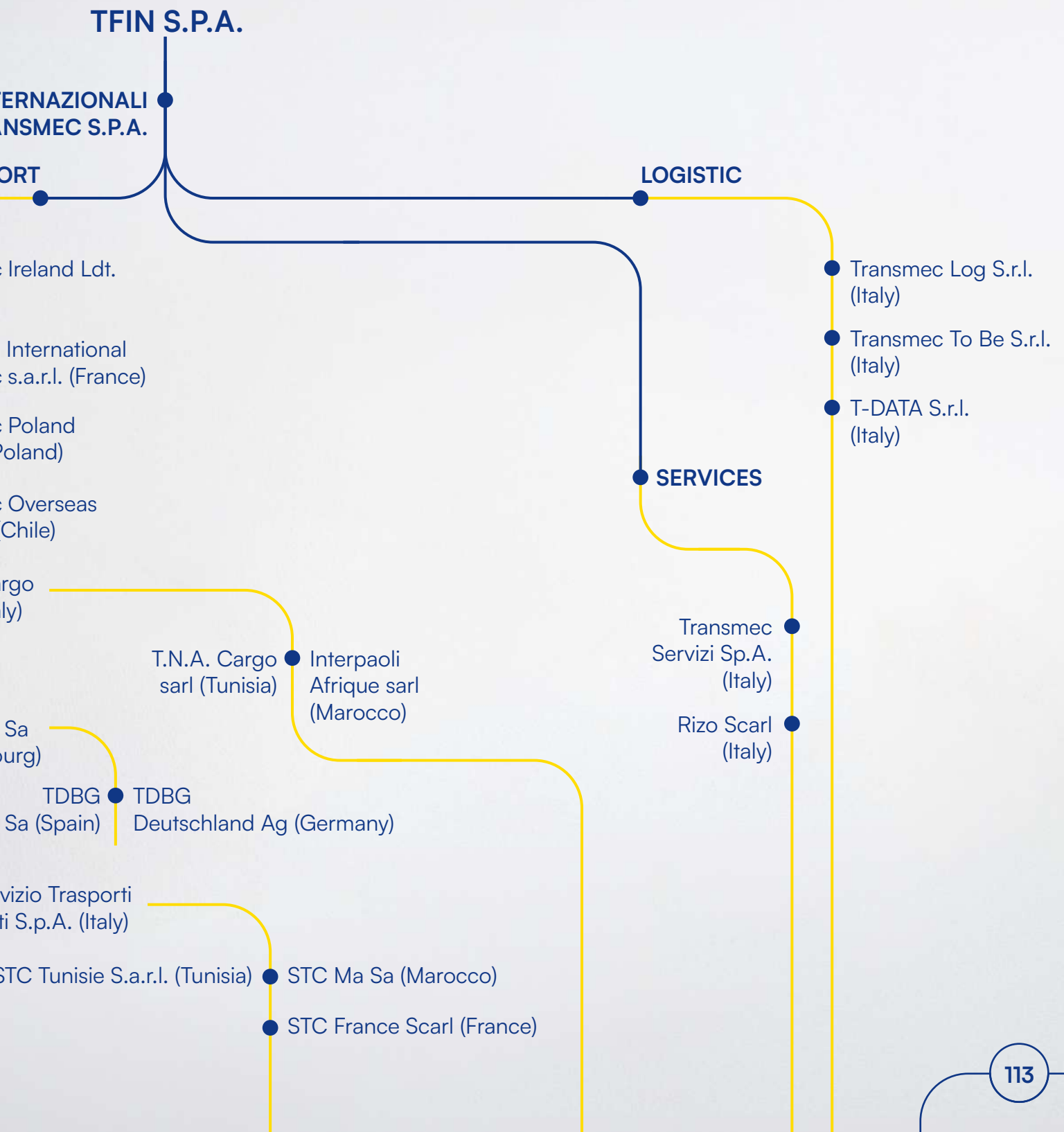


Solid governance is the prerequisite for sustainable growth over time. For Transmec, governance means making responsible decisions, operating with transparency and ensuring a management model capable of creating value for the Group and all its stakeholders.

The Group’s governance reflects the history and identity of a family business now in its sixth generation. Business continuity, combined with a long-term vision and direct ownership involvement in key strategic decisions, is one of the elements that contribute to the robustness of Transmec’s governance model.

Over the years, Transmec Group has evolved its corporate structure to make governance increasingly effective and functional to business development. The organizational structure distinguishes the operational activities, entrusted to Transmec International Transport and its subsidiaries, from the financial investment activities, concentrated in the TFIN S.p.A. holding company, indirectly controlled by the Montecchi family.





Both companies adopt a traditional administration and control system, divided into the following bodies:

Shareholders' Meeting

Responsible for approving the Financial Statements, appointing the corporate bodies and taking the most important decisions for the Company. The composition of the Board of Directors is defined with the aim of protecting the distinctive values of the family business and limiting possible conflicts of interest, thanks to the consistency between the ownership structure and the Chairmanship of the Board of Directors.

Board of Directors:

Responsible for defining the strategic and managerial guidelines of the Company, as well as supervising their implementation to achieve the company's objectives.

Board of Statutory Auditors

It supervises administrative correctness and compliance with current legislation, also verifying the regularity of accounting management.

Independent Auditors

Responsible for the legal control of the accounts, in order to ensure transparency and reliability of financial reporting.

As of December 31, 2025, the Board of Directors of TFIN S.p.A., in office until the approval

of the Financial Statements for the year ended December 31, 2026, is composed as follows:

Charge	Member ²	Gender	Age group	Executive/Non-Executive	Independence
Chairman and Chief Executive Officer	Montecchi Massimo	Men	>50 years	Executive	No
Chief Executive Officer	Montecchi Danilo	Men	>50 years	Executive	No
Director	Montecchi Matteo	Men	30-50 years	Non-executive	No
Director	Montecchi Carlotta	Women	30-50 years	Executive	No

With reference to the Board of Directors of Trasporti Internazionali Transmec S.p.A., as of December 31, 2025, and with a mandate in place

until the approval of the Financial Statements for the year ended December 31, 2025, the composition is as follows:

Charge	Member ³	Gender	Age group	Executive/Non-Executive	Independence
Chairman and Chief Executive Officer	Montecchi Danilo	Men	>50 years	Executive	No
Vice-President	Montecchi Massimo	Men	>50 years	Executive	No
Director	Montecchi Matteo	Men	30-50 years	Non-Executive	No
Director	Montecchi Carlotta	Women	30-50 years	Executive	No
Director	Montecchi Paolo	Men	>50 years	Executive	No
Director	Barbanti Rossano	Men	>50 years	Executive	No

² 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.

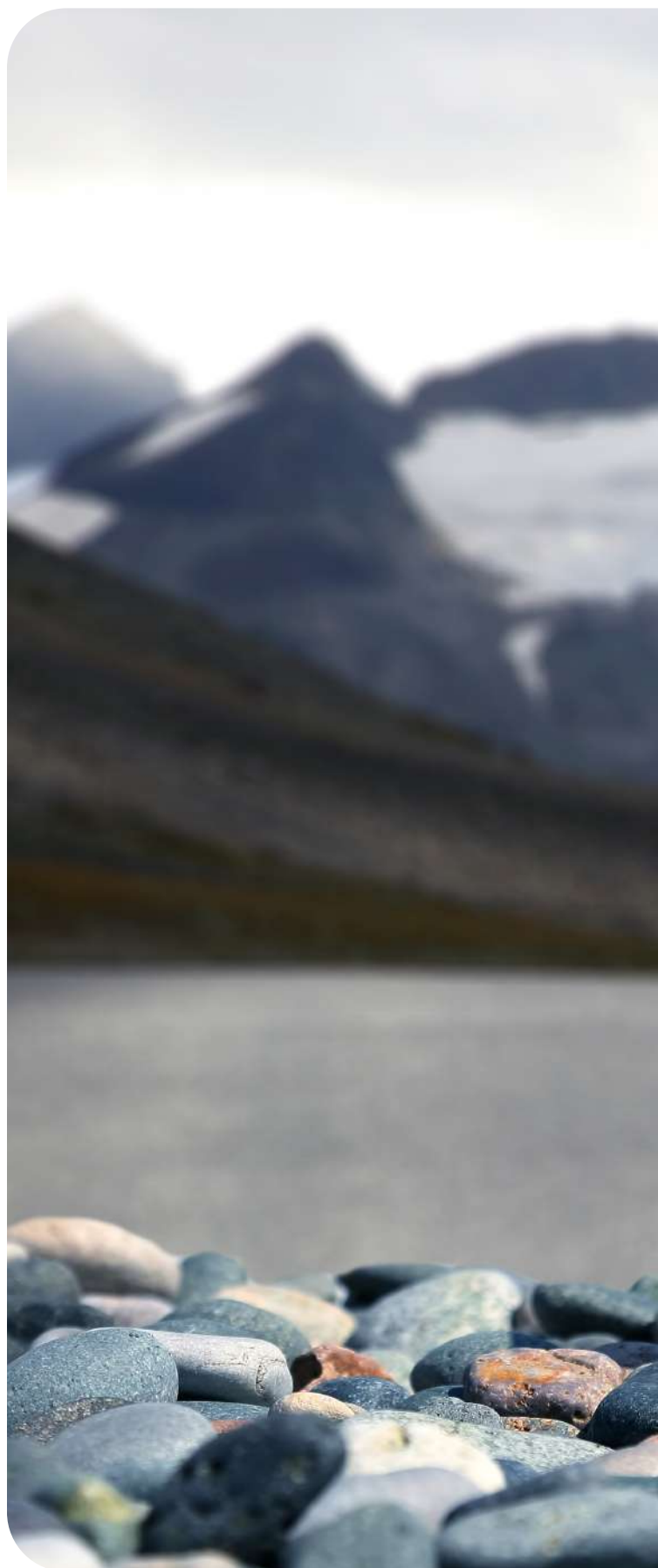
³ The members of the Board of Directors of TIT S.p.A. and TFIN S.p.A. do not hold any other significant positions or commitments.

The **Board of Statutory Auditors** is the body responsible for supervisory and control activities, with the task of verifying compliance with current legislation and corporate provisions, as well as the adequacy and effectiveness of the Company's organisational, administrative and accounting structures. As of December 31, 2025, the Board of Statutory Auditors of TFIN S.p.A. and Trasporti Internazionali Transmec S.p.A. is composed of five members: a Chairman, two Standing Auditors and two Alternate Auditors.

The **Independent Auditors**, on the other hand, are in charge of the legal control of the accounts, playing a fundamental role in ensuring transparency and reliability of financial reporting, through targeted checks on the company's activities.

During the year, the Board of Directors of Trasporti Internazionali Transmec S.p.A. meets periodically to take the decisions necessary for the management and development of the Group, including those relating to sustainability issues. The composition of the Board includes figures with skills and sensitivity in the ESG field, gained through professional and academic paths and specific training activities. In addition, the director Carlotta Montecchi actively participates in the **Sustainability Team**, contributing to the consolidation of the Group's commitment to ESG issues and supporting the definition of sustainability-oriented initiatives.

The members of the Board of Directors receive a fixed remuneration determined on the basis of the responsibilities held. At the reporting date, the Group has not yet adopted a remuneration policy formally linked to the achievement of ESG objectives or structured procedures for assessing the Board's performance with respect to these issues.





BUSINESS INTEGRITY



Operating with integrity means building relationships based on trust, transparency and respect for the rules. For Transmec, these principles are the basis of every business decision and guide the way we work, collaborate and create value over time.

The Code of Ethics represents the Group's main value reference, defining the principles of conduct that guide the activities of all companies and the people who are part of them. Transparency, fairness, responsibility and respect for people are the values that guide internal and external relations on a daily basis.



Adopted in 2014, the document was updated in 2025 to reflect the evolution of the regulatory context, strengthen the values shared by the Group and explore specific issues, including the protection of child labour. During the year, the Group also strengthened the dissemination of the Code of Ethics through dedicated organisational tools, encouraging increasing knowledge of it within the various companies.

In addition, in accordance with Legislative Decree no. 24/2023 and EU Directive 2019/1937, the Group has implemented a **Whistleblowing** platform that makes it possible to report, even anonymously, any unlawful conduct or conduct that does not comply with corporate ethical principles, ensuring maximum confidentiality and protection from possible retaliation. A Committee dedicated to receiving, analysing and managing reports received has been set up to oversee the system. However, no reports have been recorded during the current reporting year.

To support the culture of integrity, the Group has adopted a **Whistleblowing system** in compliance with Legislative Decree 24/2023 and EU Directive 2019/1937, which allows any unlawful conduct or conduct that does not comply with corporate ethical principles to be reported, even anonymously, ensuring maximum confidentiality and protection from possible retaliation. Reports are managed by a dedicated Committee, responsible for receiving,



evaluating and managing them. No reports were received during 2025.

The main developments in 2025 include the adoption of the **Organisation, Management and Control Model** pursuant to Legislative **Decree no. 231/2001** by the companies of the **logistics division**, namely Transmec Log and Transmec ToBe. The introduction of the Model has strengthened the system of prevention, control and monitoring of corporate activities, integrating with the Group's Code of Ethics, internal procedures and Principles of Conduct.

The adoption of the Model has also allowed **the Whistleblowing system** to be extended to all Italian operating companies concerned, contributing to the consolidation of the Group's compliance system.

In 2025, a **training course** dedicated to the Whistleblowing system was also launched, delivered through the LMS platform and aimed at all Group companies, with the aim of strengthening knowledge of reporting tools and promoting a culture increasingly oriented towards responsibility and transparency.

The effectiveness of the governance and compliance system is also confirmed by the results recorded during the year. In 2025, the Group was not affected by significant cases of non-compliance with laws and regulations and did not record financial penalties. In the same period, no established episodes of corruption emerged, or legal actions were initiated relating to anti-competitive practices, violations of anti-trust law or monopolistic conduct.

FOCUS ON:

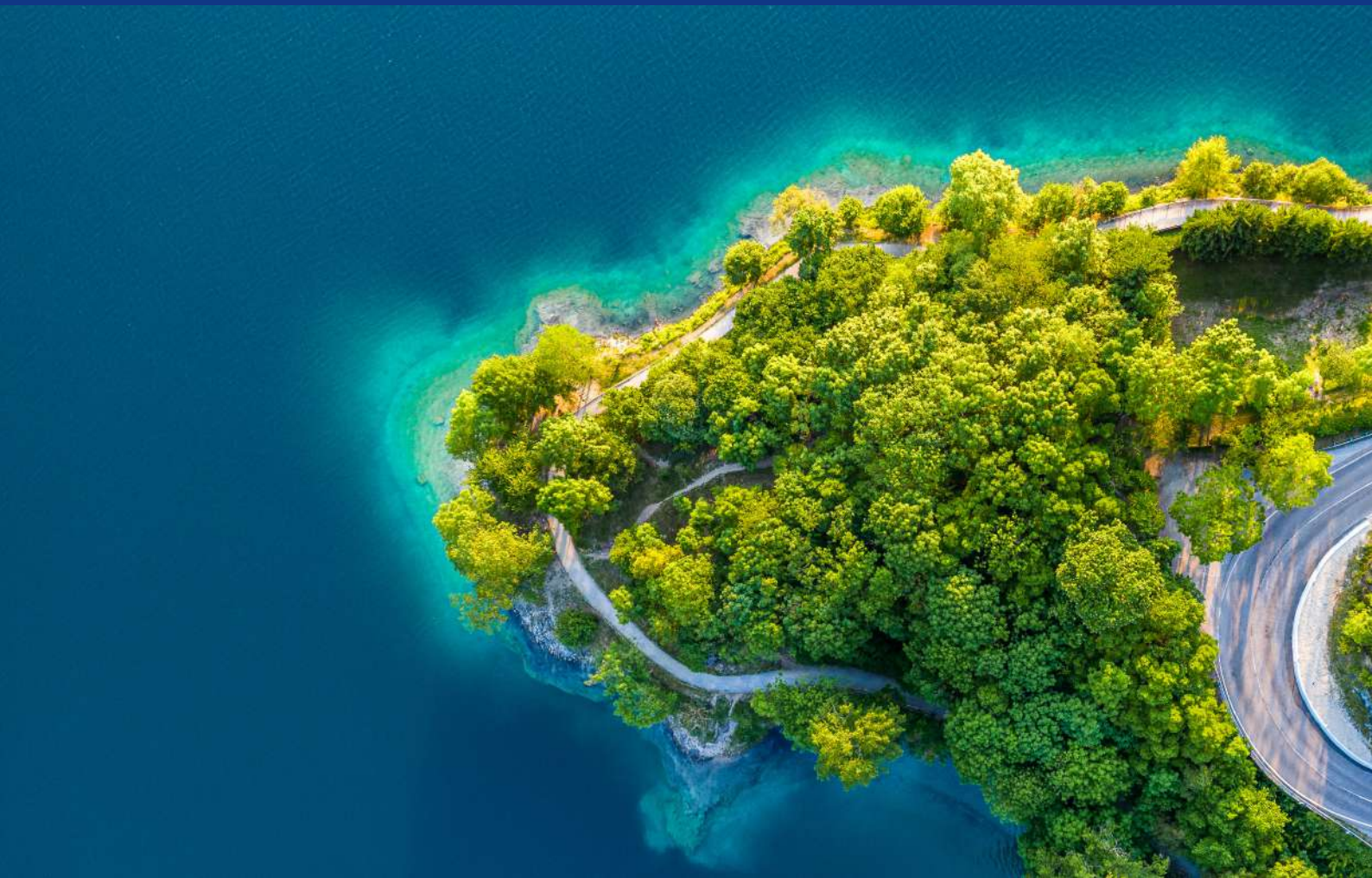
THE NEW CODE OF ETHICS: EVOLVING VALUES, STRENGTHENING CULTURE

The update of the Code of Ethics represents a further step in the evolution of Transmec's governance. More than a set of rules, the document defines the principles that guide the Group's decisions, behaviours and relationships, strengthening a corporate culture based on integrity, transparency and responsibility.

Among the main innovations introduced in 2025 is the formalization of the Whistleblowing system, which guarantees the protection of whistleblowers and encourages the emergence of any non-compliant behaviour, helping to consolidate an organizational context based

on fairness and trust. In line with the growing commitment to sustainability, the new Code integrates ESG principles into the Group's strategies and operational choices, making explicit the adoption of environmental, social and governance criteria also in the selection and evaluation processes of suppliers. This approach is part of a broader process of alignment with the Sustainable Development Goals (SDGs).

The Code pays particular attention to the protection of human rights, equal opportunities and the dignity of the person, promoting an inclusive work environment, respectful of di-



versity and oriented towards the enhancement of people, in line with the principles of the United Nations (UN) and the International Labour Organization (ILO). It also reaffirms the Group's commitment to protecting workers' rights, combating all forms of child labour, illegal hiring, labour exploitation and human trafficking and promoting dignified, transparent and regular working conditions along the entire supply chain.

The update also consolidates the zero-tolerance policy towards all forms of corruption, strengthens the principles relating to the protection

of personal data, privacy and cybersecurity and introduces specific indications on the responsible use of artificial intelligence, promoting its ethical, transparent use consistent with corporate values, as well as limiting the use of unauthorized third-party tools and chatbots.

Confirming the desire to spread a shared culture of integrity, the Code of Ethics is distributed to all employees and is also available on the Group's institutional website (www.transmecgroup.com), promoting its knowledge by customers, suppliers, partners and all other stakeholders.



Scan the QR code to download the Code of Ethics.

ECONOMIC PERFORMANCE



In a period marked by significant geopolitical uncertainties, the Transmec Group has demonstrated its ability to adapt and grow, leveraging effective governance and a value-driven strategy.

Against the backdrop of an international economic environment still characterized by high instability, **2025 represented Transmec's highest-revenue year in the Group's history**, with revenues of **€524 million**, representing a **13% increase compared with 2024**.

This result was supported by the expansion of the customer portfolio, the strengthening of relationships with leading brands, and the Group's

increased international presence through the acquisition of the STC Group, which operates in the Maghreb region.

These results confirm the effectiveness of the strategies adopted and the resilience of the business model, which is capable of generating value even in particularly complex scenarios.

Economic growth is a prerequisite for continued investment in people, innovation, sustainability, and the development of local communities.

For this reason, the ability to generate and redistribute value is one of the key pillars of the Group's long-term strategy.



ECONOMIC VALUE DISTRIBUTED AND RETAINED IN 2025

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



BREAKDOWN OF ECONOMIC VALUE DISTRIBUTED IN 2025

- 77% - Suppliers
- 12% - Employees
- 2% - Providers of capital
- 2% - Government and public authorities
- 1% - Shareholders
- 0% - Communities

In 2025, Transmec Group generated a total economic value of **€538.37 million**. Of this amount, **€503.56 million** was redistributed to stakeholders, while **€34.8 million** was reinvested within the Group to support future growth. Also in 2025, the main share of the economic value generated was allocated to suppliers, who account for 77% of the total, confirming

the central role of the supply chain in the Group's activities. 12% was allocated to employees, while the remaining share was distributed to other stakeholders, including lenders and shareholders, as well as to the Public Administration through the payment of taxes and to local communities through support initiatives and charitable contributions.



TAX STRATEGY



In the transport and logistics sector, **tax management** is a key element in ensuring business continuity, regulatory compliance and a responsible approach to value creation. In this context, Transmec Group adopts a **tax policy** based on transparency, integrity and fairness, in line with its corporate values and with a long-term sustainability perspective.

The Group's tax governance is based on a **structured system of safeguards** that combines internal expertise and the support of external tax advisors specialized in the different jurisdictions in which Transmec operates. The most important decisions are submitted to the Board of Directors, while operational management is coordinated by the Administration and Finance Department together with the administrative representatives of the individual companies, with the support of local consultants, thus ensuring consistency and control in daily activities.

The Group's tax approach is based on a number of fundamental principles:

- compliance with national and international legislation;
- rejection of aggressive tax practices;
- correct attribution and payment of taxes in the countries where value is generated;
- promotion of tax legality as an integral part of corporate responsibility.

In line with this approach, the tax risk management system is integrated into the Group's broader strategy and is particularly relevant in an operating context characterised by high cross-border complexity and articulated VAT management. Even in the absence of a formalised Tax Control Framework, the Group adopts organisational controls and structured internal controls, including continuous regulatory monitoring, preventive analysis of complex transactions with the support of consultants, documentary traceability of significant transactions and internal training activities





aimed at spreading the culture of compliance. Whistleblowing channels are also active to support the control system, accessible to all staff also for any reports relating to tax aspects, in compliance with the confidentiality requirements provided for by the legislation.

The Group also maintains a collaborative and transparent approach in its relations with the Tax Authorities, encouraging dialogue with tax stakeholders and actively participating in the technical tables promoted by the main trade associations, including ANITA and Assolombarda.

The management of audits, assessments and disputes is based on a proactive and transparent approach, with the support of external consultants and, where possible, through litigation deflationary tools such as rulings, adhesion and other preventive comparison procedures.

Taxation is therefore one of the tools through which the Group contributes to the development of the territories in which it operates. For this reason, the correct fulfilment of tax obligations is considered an integral part of corporate responsibility and the creation of shared value.



DIGITALISATION AND CYBERSECURITY



Digital transformation represents a strategic element of evolution for the Group. Through continuous investments in technologies, infrastructures and skills, Transmec is building an increasingly integrated, secure digital ecosystem aimed at supporting business growth, improving operational efficiency and the quality of services offered to customers.

Over the last few years, the Group has progressively digitized numerous administrative and operational processes, harmonizing accounting and management systems, digitizing document flows and introducing platforms dedicated to the electronic management and approval of documents, initially in Italian companies and later extended to foreign companies.

In detail:

T-LOG INTEGRATIONS

Digitalisation has also affected logistics activities (T-LOG), with projects dedicated to **simplifying processes** through **the integration between management systems and electronic invoicing platforms**, promoting greater reliability, business continuity and interoperability between the various applications.

SOFTWARE INFRASTRUCTURE RENEWAL

The Group continued to renew its **software infrastructure**, adopting more modern, flexible and scalable technologies, capable of improving the reliability of systems and accelerating the release of new features. A new structure for web applications was also created, based on modern technologies and connected via API interfaces to external systems.



T-PLATFORM

A central role in the innovation path is played by **T-Platform**, the **proprietary platform** developed by T-Data to integrate and coordinate customers, logistics operators and suppliers within the e-commerce ecosystem. During 2025, the platform was further evolved through the introduction of new features and the integration of artificial intelligence-based tools to support the management of online shops, marketplaces and customer care services.

DISASTER RECOVERY

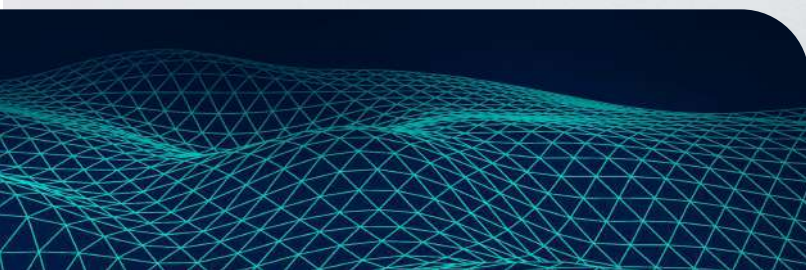
During 2025, the migration to a new Data Centre characterized by higher standards of security and business continuity was completed, integrated with a certified **Disaster Recovery** site configured in synchronous replication, so as to ensure business continuity even in the event of failures or interruptions. At the same time, the process of updating and migrating the IT infrastructure to advanced cloud solutions continued, with the aim of improving data availability, strengthening IT protection and adopting innovative technologies based on artificial intelligence. Advanced security systems were also introduced capable of automatically detecting and isolating any suspicious activity.

MOBILE DEVICE MANAGEMENT (MDM)

In terms of corporate device management, the implementation of a **Mobile Device Management (MDM)** solution for the centralized management of corporate devices in the Romanian fleet has been completed, which allows centralized management of devices, limits use to authorized applications only, applies **Data Loss Prevention (DLP)** policies and allows remote data deletion in case of loss or theft of devices.

TRACK & TRACE

The Group has continued to develop advanced Track & Trace systems that allow real-time monitoring of shipments, integrating operational KPIs, Proof of Delivery (POD) and solutions dedicated to the last mile, with the aim of improving the level of service, optimising vehicle saturation and contributing to the reduction of emissions.



The Group's digital evolution is accompanied by a constant strengthening of **cybersecurity** measures, considered an essential element to ensure business continuity and the protection of corporate and customer data. During 2025, Transmec consolidated the Cyber Security team within the Information Technology (IT) department of the headquarters, introducing new technologies for the protection of the digital infrastructure. Among the main measures adopted are multi-factor authentication (MFA) systems, encryption of company devices, advanced remote monitoring tools and a 24-hour **Security Operations Centre (SOC)**, in charge of constantly monitoring the entire digital ecosystem

of the Group.

At the same time, the prevention and management of cyber threats have been strengthened through the adoption of new advanced monitoring platforms, **Endpoint Detection and Response (EDR)** systems and a periodic **vulnerability assessment** program, aimed at promptly identifying any vulnerabilities and defining the appropriate mitigation actions.

Cyber security also involves people's awareness. For this reason, the Group constantly invests in **employee training**, promoting awareness campaigns, simulations of phishing attacks and courses dedicated to both the corporate popu-



lation and top management. To support these activities, an e-mail address dedicated to reporting potential phishing attempts has also been activated, helping to spread a shared security culture.

The approach to cybersecurity is further strengthened through **penetration tests** carried out annually by independent specialized companies, aimed at verifying the effectiveness of the protection measures adopted. At the same time, the Group is developing a centralized digital identity management system, preparatory to the adoption of **Zero Trust Network Access (ZTNA)** models, with the aim of further increasing the security, reliability and accessibility of

corporate applications.

The effectiveness of the measures adopted is also confirmed by the results achieved during 2025. During the reporting period, there were no substantiated complaints relating to breaches of customer privacy, nor episodes of loss, theft or unauthorized dissemination of data.

In a context where digitalisation and security are increasingly closely linked, Transmec continues to invest in the evolution of its infrastructure, skills and protection systems, with the aim of ensuring an increasingly reliable, resilient digital ecosystem capable of supporting the Group's growth in the long term.



THE VALUE CHAIN



The ability to create value also depends on the quality of the relationships built along the entire supply chain. For Transmec, working with reliable partners and sharing principles of transparency, responsibility and sustainability means strengthening business continuity and contributing to sustainable growth in the long term

For this reason, the Group adopts an integrated approach to value chain management, aimed at consolidating transparent and lasting relationships with suppliers and partners and progressively harmonizing **purchasing procedures** in the various Group companies, in compliance with the regulatory specificities of the countries in which it operates. In this direction, a tender selection system for handling suppliers was introduced as early as 2022, designed to make processes more structured, traceable and transparent.

Since 2024, Transmec International Transport has **activated** a supplier management procedure that covers the entire life cycle of the relationship, from the identification phase to continuous monitoring. This system not only strengthens the compliance controls already in place but also introduces the assessment of the economic and financial soundness of the partners.

In this context, collaboration with suppliers takes on a central role: stable relationships, based on

trust and transparency, are essential to ensure continuity and quality of service. For this reason, the selection of partners takes place according to strict criteria that include economic sustainability, competence and reliability.

On a contractual and operational level, a process has been launched aimed at certifying procurement contracts, while strengthening compliance safeguards. In this context, during 2025 the logistics companies started a process of preparation for the certification of contracts with the **Biagi Foundation**. The completion of the initiative is expected in 2026, following the activities of process analysis, audits and structured verifications. The priority implementation of this action in the logistics division is motivated by the fact that, in all the Group's logistics sites, the operational handling activities are entrusted to external suppliers.



The sustainability of the value chain also passes through technological innovation. For this reason, the Group continues to invest in digital solutions that make it possible to improve transport planning, increase operational efficiency and progressively reduce the environmental impact of its activities.

These include the **Transportation Management System (TMS)**, which is constantly evolving today, which centralizes transport management and supports more efficient trip planning. This is complemented by the Control Tower in Oradea, which monitors the fleet in real time, helping to optimise routes and reduce CO₂ emissions.

A further strategic element is represented by the investment in **intermodality**, which integrates road, rail and sea transport, with the aim of

making the logistics network more efficient and offering increasingly sustainable transport solutions.

At the same time, in the logistics sector, the **Warehouse Management System** contributes to improving the traceability of goods, optimising warehouse processes and increasing operational efficiency, with benefits both in terms of quality of service and containment of emissions.

The Group's value chain is completed with a series of value-added digital services, including the platform dedicated to the management of ferries and tunnels, operating 24/7. A tool that simplifies transport planning, improves the customer experience and promotes the adoption of increasingly efficient and sustainable logistics solutions.



APPENDIX





CERTIFICATIONS OF OPERATIONAL SITES

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

	ISO 9001	ISO 14001	ISO 45001
TIT — Campogalliano	●		
TIT — Truccazzano	●		
TIT — Torino	●		
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	●	●	●
Transmec UK — Birmingham	●	●	●

● Certifications obtained in 2025

2025

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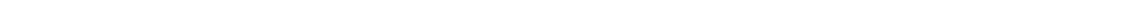
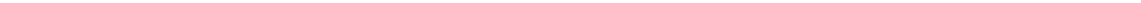
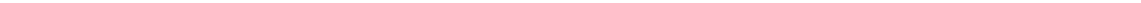
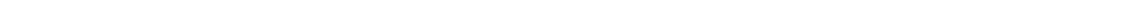
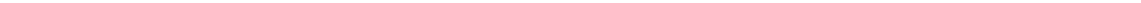
TAPA	AEO	SQAS	ISAE 3402	BIO ECOCERT	IFS	SMETA
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TAPA	AEO	SQAS	ISAE 3402	BIO ECOCERT	IFS	SMETA
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TAPA	AEO	SQAS	ISAE 3402	BIO ECOCERT	IFS	SMETA
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TAPA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

●

	ISO 9001	ISO 14001	ISO 45001
Transmec UK — Irish Branch	●		
Transmec Romania — Oradea	●	●	●
Transmec Romania — Bucurest	●	●	●
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 2025

THE CORPORATE STRUCTURE OF THE TRANSMEC GROUP

LIST OF GROUP COMPANIES INCLUDED IN THE SUSTAINABILITY REPORT

Company	Registered office	
ITALY		
TFIN S.p.A. (Parent Company)	Via Solferino 7 - Milano	●
Transmec S.p.A. International Transport	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)	●
S.T.C. Servizio Trasporti Combinati S.p.A.	Via Francesco Rolla, 29 — 16152 Genova (GE)	●
EUROPE		
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 Srl	Strada Peștei 2, Oradea 410507, Romania	●
STC France Scarl	75, Boulevard Haussman, France 75008	●

LIST OF GROUP COMPANIES INCLUDED IN THE SUSTAINABILITY REPORT

Company	Registered office	
AFRICA		
T.N.A. Cargo Sarl	Rue de l'Export, Radès 2040	●
Interpaoli Afrique Sarl	Résidence Royal Offshore, Rte de Malabata, Tangier 90000	●
STC Tunisie S.a.r.l.	El-Mellaha, Rades 2040	●
STC Ma Sa	Avenue Youssef Ibn Tachfine, Imm. Chaouia, 3ème étage, n° 16, Tangier 90200	●
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 BY TYPE OF CONTRACT (PERMANENT AND FIXED TERM) AND BY GENDER

Type of contract	As of December 31, 2025			As of December 31, 2024		
	Male	Female	Total	Male	Female	Total
Fixed-term	44	22	66	20	19	39
Permanent	968	532	1,500	954	492	1,446
Total	1,012	554	1,566	974	511	1,485

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

Type of use	As of December 31, 2025			As of December 31, 2024		
	Male	Female	Total	Male	Female	Total
Full-time	998	492	1,490	962	449	1,411
Part-time	14	62	76	12	62	74
Total	1,012	554	1,566	974	511	1,485

TOTAL NUMBER OF EMPLOYEES BY JOB CATEGORY AND REGION

Number of employees	As of December 31, 2025				As of December 31, 2024			
	Italy	Europe	Non-EU	Total	Italy	Europe	Non-EU	Total
Executives	23	10	19	52	22	10	19	51
Managers	33	37	52	122	32	36	48	118
White collar	331	257	337	925	304	249	304	857
Blue collar	23	390	54	467	27	408	26	461
Total	410	694	462	1,566	385	703	397	1,485

DISCLOSURE 2-8: WORKERS WHO ARE NOT EMPLOYEES

TOTAL NUMBER OF EXTERNAL WORKERS BY GENDER

External workers	As of December 31, 2025			As of December 31, 2024		
	Male	Female	Total	Male	Female	Total
Interns	8	6	14	5	8	13
Administered	182	11	193	180	14	194
Agents	0	0	0	0	0	0
Contractors and VAT number	19	1	20	13	1	14
Total	209	18	227	198	23	221

DISCLOSURE 2-30: COLLECTIVE BARGAINING AGREEMENTS

PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING

Percentage	2025	2024
Employees covered by collective bargaining	61%	57%

DISCLOSURE 401-1: NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

TOTAL NUMBER AND PERCENTAGE OF NEW EMPLOYEES HIRES

Number of employees	2025					2024				
	<30	30-50	>50	Total	%	<30	30-50	>50	Total	%
Male	73	105	34	212	21%	53	90	43	186	19%
Female	62	41	12	115	21%	29	31	10	70	14%
Total	135	146	46	327	21%	82	121	53	256	17%
% Entries	49%	17%	11%	21%		34%	14%	13%	17%	

TOTAL NUMBER AND PERCENTAGE OF EMPLOYEES' TURNOVER

Number of employees	2025					2024				
	<30	30-50	>50	Total	%	<30	30-50	>50	Total	%
Male	46	116	61	223	22%	40	85	22	147	15%
Female	35	52	16	103	19%	19	38	8	65	13%
Total	81	168	77	326	21%	59	123	30	212	14%
% Exited	30%	20%	18%	21%		25%	15%	8%	14%	

DISCLOSURE 403-9: WORK-RELATED INJURIES

EMPLOYEES		
Work-related injuries ⁴		
Number of injuries at work	2025	2024
Total number of injuries at work	22	29
Total number of recordable work-related injuries	22	27
Total number of high-consequence work-related injuries (excluding fatalities)	0	2
Total number of fatalities as a result of work-related injury	0	0
Time data		
Hours	2025 ⁵	2024 ⁶
Hours worked	2,046,957	1,787,077
Multiplier for calculation	1,000,000	1,000,000
Injury rates ⁷		
Rate	2025	2024
Rate of recordable work-related injuries	10.75	15.11
Rate of high-consequence work-related injuries (excluding fatalities)	0	1.12
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	2025	2024
Number of cases of recordable work-related ill health	1	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. The data regarding the hours worked for employees have been estimated for the following Entities: Transmec Servizi S.p.A., S.T.C. Servizio Trasporti Combinati S.p.A., Transmec (India) Pte Ltd., Transmec Uluslararası Taşımacılık Ltd.

6. 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.

7. The accident rate was calculated as the ratio of the total number of accidents 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

2025⁸

Professional category	N. hours Male	Total male employees	Avg. No. of hours per capita male	No. of hours female	Total female employees	Avg. No. of hours per capita female	Total number of hours	Total employees	Avg. No. of hours per capita
Executives	295	43	7	91	9	4	386	52	7
Managers	557	84	7	300	38	3	857	122	7
White collar	2,949	496	6	2,553	429	2	5,502	925	6
Blue collar	765	389	2	137	78	1	902	467	3
Total	4,566	1,012	5	3,081	554	2	7,646	1,566	5

AVERAGE HOURS OF TRAINING BY PROFESSIONAL CATEGORY AND GENDER

2024⁹

Professional category	No. hours male	Total male employees	Avg. No. of hours per capita male	No. of hours female	Total female employees	Avg. No. of hours per capita female	Total number of hours	Total employees	Avg. No. 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	385	2	114	75	2	786	458	2
Total	8,240	973	8	6,977	510	14	15,217	1,483	10

8. The data regarding the hours of training have been estimated for the following Entities: S.T.C. Servizio Trasporti Combinati S.p.A.

9. Training hours data were estimated for the following entities: Transmec Ireland Ltd., Transmec UK Ltd., TDBG España S.A. and Transmec Uluslararası Taşımacılık Ltd.

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	2025	2024
Male	40%	38%
Female	29%	33%
Total	36%	36%

PERCENTAGE OF TOTAL EMPLOYEES' CATEGORY WHO RECEIVED A REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEW

Percentage	2025	2024
Executives	65%	57%
Managers	76%	76%
White collar	24%	30%
Blue collar	45%	34%
Total	36%	36%

DISCLOSURE 405-1: DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

PERCENTAGE OF EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER

Professional category	As of December 31, 2025			As of December 31, 2024		
	Male	Female	Total	Male	Female	Total
Executives	83%	17%	3%	82%	18%	3%
Managers	69%	31%	8%	69%	32%	8%
White collar	54%	46%	59%	54%	46%	58%
Blue collar	83%	17%	30%	84%	16%	31%
Total	65%	35%	100%	66%	34%	100%

EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE GROUP

Professional category	As of December 31, 2025				As of December 31, 2024			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Executives	0%	40%	60%	3%	0%	47%	53%	3%
Managers	6%	56%	39%	8%	10%	53%	36%	8%
White collar	22%	55%	23%	59%	19%	58%	23%	58%
Blue collar	13%	57%	30%	30%	14%	57%	30%	31%
Total	17%	55%	28%	100%	16%	57%	27%	100%

EMPLOYEES BELONGING TO PROTECTED CATEGORIES BY PROFESSIONAL CATEGORY AND GENDER

Job category	As of December 31, 2025			As of December 31, 2024		
	Male	Female	Total	Male	Female	Total
Executives	14%	11%	13%	10%	11%	10%
Managers	8%	16%	11%	8%	11%	9%
White collar	2%	6%	4%	2%	5%	4%
Blue collar	7%	6%	7%	8%	5%	8%
Total	5%	7%	6%	5%	6%	6%

BOARD OF DIRECTORS BY AGE GROUP

Members of the Board of Directors	As of December 31, 2025				As of December 31, 2024			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Male	0%	25%	50%	75%	0%	25%	50%	75%
Female	0%	25%	0%	25%	0%	25%	0%	25%
Total	0%	50%	50%	100%	0%	50%	50%	100%

ENVIRONMENTAL DATA

DISCLOSURE 302-1: ENERGY CONSUMPTION WITHIN THE ORGANISATION

ENERGY CONSUMPTION WITHIN THE ORGANIZATION

Type of consumption	Units of measurement	2025 ¹⁰		2024 ¹¹	
		Total	Total GJ	Total	Total GJ
Fuels for production/heating		431,001	17,465	384,708	15,459
Natural Gas	Smc	404,270	16,431	370,807	14,921
Heating oil	l	26,731	1,034	13,901	538
Electricity purchased from the grid		7,235,266	26,047	6,753,124	24,311
Of which from renewable sources	kWh	3,005,116	10,818	400,030	1,440
Of which from non-renewable sources	kWh	4,230,150	15,229	6,353,094	22,871
District heating				43,500	157
Of which from renewable sources	kWh	-	-	-	-
Of which from non-renewable sources	kWh	-	-	43,500	157
Cooling				8,500	31
Of which from renewable sources	kWh	-	-	-	-
Of which from non-renewable sources	kWh	-	-	8,500	31

CONSUMPTION OF MEANS OF TRANSPORT (OWNED OR LEASED CONTINUOUSLY)

Type of fuel	Units of Measurement	2025		2024	
		Total	Total GJ	Total	Total GJ
Diesel	l	8,873,526	336,395	8,804,608	333,174
Petrol	l	11,418	387	7,566	258
LPG	l	811,150	21,199	790,056	20,647
Methane	l	118,331	1,049	138,105	1,222

Total	9,814,425	359,030	9,740,334	355,302
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CONSUMPTION OF MEANS OF TRANSPORT (MIXED USE)

Type of fuel	Units of Measurement	2025		2024	
		Total	Total GJ	Total	Total GJ
Diesel	l	185,015	7,014	113,902	4,310
Petrol	l	68,094	2,310	74,971	2,555
Hybrid — Petrol	l	4,200	142	2,450	84
Total		257,309	9,466	191,323	6,949

TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION

Type of consumption	Units of Measurement	2025	2024
Fuels for production/heating	GJ	17,465	15,459
Electricity purchased from the grid	GJ	26,047	24,311
District heating	GJ	-	157
Cooling	GJ	-	31
Fuel from means of transport (corporate use and mixed use)	GJ	368,496	362,251
Total energy consumption	GJ	412,008	402,208

DISCLOSURE 302-3: ENERGY INTENSITY

ENERGY INTENSITY

Energy intensity	Units of Measurement	2025	2024
Energy intensity by revenue	GJ/,000€	0.786	0.868

10. The data regarding energy consumption have been estimated for the following Entities: Interpaoli Afrique Sarl.

11. The figure for electricity consumption from non-renewable sources in 2024 has been restated compared to what was published in the previous Sustainability Report, following the adjustment of the figure by TDBG España S.A. . For previously published data, please refer to the 2024 Sustainability Report.

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

SCOPE 1 — DIRECT EMISSIONS

Type of consumption	Units of Measurement	2025	2024
Consumption from production and heating activities			
Natural gas	tCO ₂ eq	836	758
Heating oil	tCO ₂ eq	0	0
Car fleet fuel			
Diesel	tCO ₂ eq	23,288	22,410
Petrol	tCO ₂ eq	173	177
LPG	tCO ₂ eq	1,263	1,230
Methane	tCO ₂ eq	53	62
Refrigerant gas leaks			
R-410A	tCO ₂ eq	10	-
R-404A	tCO ₂ eq	878	-
Total Scope 1 emissions	tCO₂eq	26,500	24,638

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

SCOPE 2 — INDIRECT EMISSIONS FROM ENERGY CONSUMPTION

Type of consumption	Units of Measurement	2025	2024 ¹²
LOCATION-BASED			
Electricity and district heating	tCO ₂ eq	2,059	2,332
MARKET-BASED			
Electricity and district heating	tCO ₂ eq	1,620	2,669

Calculation of total emissions	Units of Measurement	2025	2024 ¹³
Total Scope 1 + Scope 2 emissions — Location-Based	tCO ₂ eq	28,560	26,970
Total Scope 1 + Scope 2 emissions — Market-Based	tCO ₂ eq	28,120	27,308

DISCLOSURE 305-4: GHG EMISSIONS INTENSITY

GHG EMISSIONS INTENSITY

GHG emissions intensity	Units of Measurement	2025	2024
Emissions intensity (Scope 1 + Scope 2 - Location-based) by revenue	tCO ₂ eq/,000€	0.054	0.058
Emissions intensity (Scope 1 + Scope 2 - Market-based) by revenue	tCO ₂ eq/,000€	0.059	0.059

The conversion factors used

ENERGY CONSUMPTION CONVERSION FACTORS

Starting unit	Conversion unit	2025	Source 2025	2024	Source 2024
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) 2025	0.0387	UK Government GHG Conversion Factors for Company Reporting (DEFRA) 2024
1 Smc of Natural Gas	GJ	0.0406	UK Government GHG Conversion Factors for Company Reporting (DEFRA) 2025	0.0402	UK Government GHG Conversion Factors for Company Reporting (DEFRA) 2024

The emission factors used

ENERGY CONSUMPTION EMISSION FACTORS

	Country	Conversion unit	2025	Source 2025	2024	Source 2024
Electricity (Location-based)	Italy	kgCO ₂ /kWh	0.279	AIB 2025- European Supplier Mixes	0.4311	AIB 2024 - European Supplier Mixes
	Ireland		0.10823	AIB 2025 - European Supplier Mixes	0.1458	AIB 2024 - European Supplier Mixes
	Poland		0.6714	AIB 2025 - European Supplier Mixes	0.6793	AIB 2024 - European Supplier Mixes
	United Kingdom		0.3633	AIB 2025 - European Supplier Mixes	0.3139	AIB 2024 - European Supplier Mixes
	Spain		0.1738	AIB 2025 - European Supplier Mixes	0.1702	AIB 2024 - European Supplier Mixes
	Belgium		0.0900	AIB 2025 - European Supplier Mixes	0.1063	AIB 2024 - European Supplier Mixes
	Germany		0.0425	AIB 2025 - European Supplier Mixes	0.0961	AIB 2024 - European Supplier Mixes

12. The figure relating to Scope 2 Location-based and Market-based emissions in 2024 has been restated compared to what was published in the previous Sustainability Report, following the adjustment of the figure by the company TDBG España S.A. . For previously published data, please refer to the 2024 Sustainability Report
13. The total emissions figure (Scope 1 + Scope 2 Location-based and Scope 1 + Scope 2 Market-based) in 2024 has been restated compared to what was published in the previous Sustainability Report, following the adjustment of the figure by the company TDBG España S.A. . For previously published data, please refer to the 2024 Sustainability Report.

ENERGY CONSUMPTION EMISSION FACTORS

	Country	Conversion unit	2025	Source 2025	2024	Source 2024
Electricity (Location-based)	Romania	kgCO ₂ /kWh	0.23204	AIB 2025 - European Supplier Mixes	0.2085	AIB 2024 - European Supplier Mixes
	India		0.9910	IGES_GRID_EF_v11.61_2025 (OM)	0.9620	IGES List of Grid Emission Factors 2024
	Turkey		0.423	Terna 2022	0.4150	Terna 2019
	Chile		0.7240	IGES_GRID_EF_v11.61_2025 (OM)	0.7240	IGES List of Grid Emission Factors 2024
	France		0.0194	AIB 2025 - European Supplier Mixes	0.0336	AIB 2024 - European Supplier Mixes
	Morocco		0.6790	IGES_GRID_EF_v11.61_2025 (OM)	0.6790	IGES List of Grid Emission Factors 2023
Electricity (Market-based)	Italy	kgCO ₂ /kWh	0.441	AIB 2025 - European Residual Mixes	0.5006	AIB 2024 - European Residual Mixes
	Ireland		0.366	AIB 2025 - European Residual Mixes	0.4455	AIB 2024 - European Residual Mixes
	Poland		0.808	AIB 2025 - European Residual Mixes	0.7882	AIB 2024 - European Residual Mixes
	United Kingdom		0.4208	AIB 2025 - European Residual Mixes	0.3884	AIB 2024 - European Residual Mixes
	Spain		0.292	AIB 2025 - European Residual Mixes	0.2824	AIB 2024 - European Residual Mixes
	Belgium		0.132	AIB 2025 - European Residual Mixes	0.1675	AIB 2024 - European Residual Mixes
	Germany		0.725	AIB 2025 - European Residual Mixes	0.7199	AIB 2024 - European Residual Mixes
	Romania		0.233	AIB 2025 - European Residual Mixes	0.2125	AIB 2024 - European Residual Mixes

ENERGY CONSUMPTION EMISSION FACTORS

	Country	Conversion unit	2025	Source 2025	2024	Source 2024
Electricity (Market-based)	India	kgCO ₂ /kWh	0.9910	IGES_GRID_EF_v11.61_2025 (OM)	0.9620	IGES List of Grid Emission Factors 2024
	Turkey		0.423	Terna 2022	0.4150	Terna 2019
	Chile		0.7240	IGES_GRID_EF_v11.61_2025 (OM)	0.7240	IGES List of Grid Emission Factors 2024
	France		0.0235	AIB 2025 - European Supplier Mixes	0.0407	AIB 2024 - European Residual Mixes
	Morocco		0.6790	IGES_GRID_EF_v11.61_2025 (OM)	0.6790	IGES List of Grid Emission Factors 2024
Natural Gas	Italy, Ireland, Poland, UK, Spain, Belgium, Germany, Romania, India, Turkey, Chile, France, Morocco	tCO ₂ /Smc	0.0021	UK Government GHG Conversion Factors for Company Reporting (DEFRA) 2025	0.0020	UK Government GHG Conversion Factors for Company Reporting (DEFRA) 2024
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) 2025	0.0028	UK Government GHG Conversion Factors for Company Reporting (DEFRA) 2024
District heating	Turkey	-	-	-	0.0002	UK Government GHG Conversion Factors for Company Reporting (DEFRA) 2024

DISCLOSURE 306-3: WASTE GENERATED¹⁴

WASTE PRODUCED¹⁷

Waste generated	Units of Measurement	2025 ¹⁵			2024 ¹⁶		
		Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total
Paper and cardboard	Ton	-	736.00	736.00	-	769.61	769.61
Wood	Ton	-	700.11	700.11	-	407.04	407.04
Glass	Ton	-	8.88	8.88	-	10.90	10.90
Ferrous	Ton	-	171.38	171.38	-	107.83	107.83
Plastic	Ton	-	87.12	87.12	-	79.86	79.86
Mixed waste	Ton	-	1,192.20	1,192.20	-	809.16	809.16
Municipal waste	Ton	-	3.81	3.81	-	2.56	2.56
End-of-life vehicles	Ton	36.18	-	36.18	-	-	-
End-of-life tires	Ton	-	31.73	31.73	-	22.70	22.70
Hazardous waste	Ton	23.09	-	13.09	13.34	-	13.34
Other non-hazardous wastes	Ton	-	81.63	81.63	-	45.21	45.21
Total	Ton	59.25	3,012.85	3,072.12	13.34	2,254.86	2,268.20

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

15. The data regarding the waste generated have been estimated for the following entity: Transmec To Be S.r.l.

16. The figure for packaging made of mixed materials (non-hazardous waste) for 2024 has been restated compared to that published in the previous Sustainability Report, following an adjustment by the company Trasporti Internazionali Transmec S.p.A.. For previously published data, please refer to the 2024 Sustainability Report. The data regarding the waste produced were estimated for the following entities: TDBG España S.A., TDBG Deutschland Ag and Interpaoli Afrique Sarl.

17. 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.

ECONOMIC PERFORMANCE DATA

DISCLOSURE 201-1: DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED		
	2025 thousand €	2024 thousand €
Direct economic value generated	538,370	471,963
Economic value distributed	503,563	444,946
of which operating expenses reclassified	415,213	363,256
of which staff remuneration	67,006	60,118
of which Public Administration remuneration	8,519	7,556
of which capital providers' remuneration	8,785	8,799
of which shareholder remuneration	3,944	5,103
of which community remuneration	96	114
Retained economic value	34,807	27,018

DISCLOSURE 207-4: COUNTRY-BY-COUNTRY REPORTING¹⁷

ITALY	
	2025 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, S.T.C. Servizio Trasporti Combinati S.p.A.
Primary activities of the organization	Transport, Logistics, Services
Number of employees	479
Revenue from third-party sales	340,926
Revenues from intragroup transactions with other tax jurisdictions	37,968
Profit/loss before tax	9,860
Tangible assets other than cash and cash equivalents	103,839
Corporate income taxes paid on a cash basis	3,135
Corporate income taxes accrued on profits/losses	4,405

ROMANIA

2025 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 organization	Transport
Number of employees	401
Revenue from third-party sales	85,696
Revenues from intragroup transactions with other tax jurisdictions	28,435
Profit/loss before tax	2,132
Tangible assets other than cash and cash equivalents	14,149
Corporate income taxes paid on a cash basis	15
Corporate income taxes accrued on profits/losses	1,135

BELGIUM

2025 thousands of €

Resident entity names	Transmec Belgium S.p.r.l.
Primary activities of the organization	Transport
Number of employees	27
Revenue from third-party sales	13,090
Revenues from intragroup transactions with other tax jurisdictions	2,028
Profit/loss before tax	217
Tangible assets other than cash and cash equivalents	432
Corporate income taxes paid on a cash basis	80
Corporate income taxes accrued on profits/losses	75

CHILE

2025 thousands of €

Resident entity names	Transmec Overseas Chile S.A.
Primary activities of the organization	Transport
Number of employees	16
Revenue from third-party sales	4,511
Revenues from intragroup transactions with other tax jurisdictions	0
Profit/loss before tax	123
Tangible assets other than cash and cash equivalents	184
Corporate income taxes paid on a cash basis	0
Corporate income taxes accrued on profits/losses	-

FRANCE

2025 thousands of €

Resident entity names	Transport International Transmec S.a.r.l., STC France Scarl
Primary activities of the organization	Transport
Number of employees	66
Revenue from third-party sales	469
Revenues from intragroup transactions with other tax jurisdictions	7,722
Profit/loss before tax	91
Tangible assets other than cash and cash equivalents	11,577
Corporate income taxes paid on a cash basis	26
Corporate income taxes accrued on profits/losses	24

INDIA

2025 thousands of €

Resident entity names	Transmec India Pvt Ltd.
Primary activities of the organization	Transport
Number of employees	38
Revenue from third-party sales	6,748
Revenues from intragroup transactions with other tax jurisdictions	820
Profit/loss before tax	436
Tangible assets other than cash and cash equivalents	52
Corporate income taxes paid on a cash basis	102
Corporate income taxes accrued on profits/losses	110

IRELAND

2025 thousands of €

Resident entity names	Transmec Ireland Ltd.
Primary activities of the organization	Transport
Number of employees	4
Revenue from third-party sales	742
Revenues from intragroup transactions with other tax jurisdictions	1,116
Profit/loss before tax	41
Tangible assets other than cash and cash equivalents	45
Corporate income taxes paid on a cash basis	-
Corporate income taxes accrued on profits/losses	5

POLAND

2025 thousands of €

Resident entity names	Transmec Poland Sp.zo.o.
Primary activities of the organization	Transport
Number of employees	22
Revenue from third-party sales	5,766
Revenues from intragroup transactions with other tax jurisdictions	2,248
Profit/loss before tax	181
Tangible assets other than cash and cash equivalents	247
Corporate income taxes paid on a cash basis	25
Corporate income taxes accrued on profits/losses	36

TURKEY

2025 thousands of €

Resident entity names	Transmec Uluslararsi Ltd.
Primary activities of the organization	Transport
Number of employees	18
Revenue from third-party sales	2,688
Revenues from intragroup transactions with other tax jurisdictions	861
Profit/loss before tax	19
Tangible assets other than cash and cash equivalents	46
Corporate income taxes paid on a cash basis	-
Corporate income taxes accrued on profits/losses	-

UNITED KINGDOM

2025 thousands of €

Resident entity names	Transmec Uk Ltd.
Primary activities of the organization	Transport
Number of employees	258
Revenue from third-party sales	55,644
Revenues from intragroup transactions with other tax jurisdictions	3,414
Profit/loss before tax	27
Tangible assets other than cash and cash equivalents	40,249
Corporate income taxes paid on a cash basis	-
Corporate income taxes accrued on profits/losses	-

MOROCCO

Resident entity names	Interpaoli Afrique Sarl, STC MA sa
Primary activities of the organization	Transport
Number of employees	50
Revenue from third-party sales	3,971
Revenues from intragroup transactions with other tax jurisdictions	3,782
Profit/loss before tax	38
Tangible assets other than cash and cash equivalents	777
Corporate income taxes paid on a cash basis	-18
Corporate income taxes accrued on profits/losses	23

TUNISIA

	2025 thousands of €
Resident entity names	T.N.A. Cargo S.a.r.l., STC tunisie S.a.r.l.
Primary activities of the organization	Transport
Number of employees	81
Revenue from third-party sales	13,546
Revenues from intragroup transactions with other tax jurisdictions	6,386
Profit/loss before tax	786
Tangible assets other than cash and cash equivalents	2,277
Corporate income taxes paid on a cash basis	192
Corporate income taxes accrued on profits/losses	178

18. The data relating to the subsidiary STC Ma Sa was not included in the calculation of the GRI 207-4 indicator as it was unavailable.

METHODOLOGICAL NOTE

This document is the third edition of the Sustainability Report of TFIN S.p.A. (“Parent Company”) and its subsidiaries (“Group”, “Transmec Group”, “Transmec”, “Transmec Group”), prepared annually to transparently communicate the Group’s performance in the field of environmental, social and economic sustainability for the year 2025 (from 1 January to 31 December).

The Sustainability Report has been 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 issues 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 environmental, social and economic data and information contained in the Report includes the companies consolidated on a line-by-line basis, using the proportional method, controlled and associated with TFIN S.p.A. (“Parent Company”) with registered office in Via Solferino 7, Milan (MI). It should be noted that, in February 2025, the full acquisition of the S.T.C. Group was completed, which includes the com-

panies S.T.C. Servizio Trasporti Combinati S.p.A., STC France Scarl, STC Ma Sa and STC Tunisie S.a.r.l.. Finally, it should be noted that the companies consolidated on a line-by-line basis T.N.A. Cargo Sarl and STC Ma Sa were excluded from the reporting scope due to the unavailability of data.

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

In the reporting period, there were no significant changes in the Group’s organisational structure and supply chain.

In order to ensure the reliability of the data, the use of estimates has been limited as much as possible, which, where present, are appropriately reported within the document. In order to allow the comparability of the data over time and provide a comprehensive picture of the Company’s trends, the published data are presented in comparison with the performance of the 2024 financial year. Where present, changes to historical data are appropriately reported.

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

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



GRI CONTENT INDEX

STATEMENT OF USE	Transmec Group has submitted reporting in accordance with the GRI Standards for the period from 01.01.2025 to 31.12.2025.
GRI 1	GRI 1 — Foundation 2021
Sector Standard	N/A

GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
GRI 2: General Disclosure 2021					
The organisation and its reporting practices					
2-1	Organizational details	Pag. 16-17; 32; 112-114; 138-139			
2-2	Entities included in the organization's sustainability reporting	Pag. 138-139; 158			
2-3	Reporting period, frequency and contact point	Pag. 158			
2-4	Restatement of information	Pag. 147, 149, 152			
2-5	External Assurance	Pag. 158			
Activities and workers					
2-6	Activities, value chain and other business relationships	Pag. 16-17; 22-32; 130-131			
2-7	Employees	Pag. 83-85; 140			
2-8	Workers who are not employees	Pag. 141			
Governance					
2-9	Governance structure and composition	Pag. 38; 112-116			

GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
2-10	Nomination and selection of the highest governing body	Pag. 114			
2-11	Chair of the highest governance body	Pag. 115			
2-12	Role of the highest governance body in overseeing the management of impacts	Pag. 38-39; 114-116			
2-13	Delegation of responsibility for the managing of impacts	Pag. 114; 116			
2-14	Role of the highest governance body in sustainability reporting	Pag. 38-39; 116			
2-15	Conflicts of interest	Pag. 114			
2-16	Communication of critical concerns	Pag. 118-119			
2-17	Collective knowledge of the highest governance body	Pag. 115			
2-18	Evaluation of the performance of the highest governance body	Pag. 115			
2-19	Remuneration policies	Pag. 115			
2-20	Process to determine remuneration	Pag. 115			

GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
2-21	Annual Total Compensation ratio		2-21 a. 2-21 b. 2-21 c.	Confidentiality constraints	The disclosure has not been reported for confidentiality reasons. The Group does not have a public disclosure relating to remuneration and is not subject to any regulatory obligation.
Strategies, policies and practices					
2-22	Statement on sustainable development strategy	Pag. 6-7			
2-23	Policy commitments	Pag. 53-57; 60; 81-83; 86-88; 98-99; 118-121			
2-24	Embedding policy commitments	Pag. 53-57; 60; 81-83; 86-88; 98-99; 118-121			
2-25	Processes to remediate negative impacts	Pag. 53-57; 60; 81-83; 86-88; 98-99; 118-121			
2-26	Mechanisms for seeking advice and raising concerns	Pag. 118-119			
2-27	Compliance with laws and regulations	Pag. 118-119			
2-28	Membership associations	Assolombarda, Anita, IATA			
Stakeholder engagement					
2-29	Approach to stakeholder engagement	Pag. 40-45			
2-30	Collective bargaining agreements	Pag. 141			

GRI STAN- DARDS	INFORMATION	LOCATION	OMISSION		
			REQUI- REMENTS OMITTED	REASON	EXPLANA- TION
GRI 3: Material Topics 2021					
3-1	Process to determine material topics	Pag. 39; 45			
3-2	List of material topics	Pag. 45-51			
TOPIC-SPECIFIC STANDARDS					
Material topic: Attraction, development and well-being of People					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Pag. 46-51; 89-97			
GRI 401: Employment (2016)					
401-1	New employee hires and employee turnover	Pag. 92; 141			
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pag. 92-93			
GRI 404: Training and Education (2016)					
404-1	Average hours of training per year per employee	Pag. 89; 143			
404-3	Percentage of employee receiving regular performance and career development reviews	Pag. 92; 144			
Material topic: Management of energy consumption and GHG emissions					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Pag. 46-51; 58-69			
GRI 302: Energy (2016)					
302-1	Energy consumption within the organization	Pag. 65-66; 146-147; 149			
302-3	Energy intensity	Pag. 66; 147			
GRI 305: Emissions (2016)					
305-1	Direct (Scope 1) GHG emissions	Pag. 68-69; 148-149			

GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
305-2	Energy indirect (Scope 2) GHG emissions	Pag. 68-69; 148-151			
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	The figure is not currently monitored. The Group undertakes to report on this indicator in line with future regulatory requirements (CSRD) that it will have to comply with starting from FY 2027.
305-4	GHG emissions intensity	Pag. 69; 148			
Material theme: Service quality and innovation					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Pag. 34-35; 46-51; 98-103			
Material topic: Occupational health and safety					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Pag. 46-51; 86-88			
GRI 403: Occupational Health and Safety (2018)					
403-1	Occupational Health and Safety Management System	Pag. 86			
403-2	Hazard identification, risk assessment and accident investigation	Pag. 86-87			
403-3	Occupational health services	Pag. 88			
403-4	Worker participation, consultation and communication on occupational health and safety	Pag. 88			

GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
403-5	Worker training on occupational health and safety	Pag. 88			
403-6	Promotion of worker health	Pag. 88			
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pag. 86-88			
403-9	Work-related injuries	Pag. 87; 142	403-9 b.	Information not available/incomplete	It was not possible to report on the requirement as the Group does not have data on accidents and hours worked by all external workers.
403-10	Work-related ill health	Pag. 142	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 diseases of all external workers.
Material topic: Economic value creation					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Pag. 46-51; 122-123			
GRI 201: Economic performance (2016)					
201-1	Direct economic value generated and distributed	Pag. 122-123; 153			
GRI 207: Tax (2019)					
207-1	Approach to tax	Pag. 124-125			

GRI STANDARDS	INFORMATION	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
207-2	Tax governance, control and risk management	Pag. 124-125			
207-3	Stakeholder engagement and management of concerns related to tax	Pag. 124-125			
207-4	Country-by-country reporting	Pag. 153-157			
Material topic: Support to the local community					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Pag. 46-51; 104-109			
Material topic: Waste management					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Pag. 46-51; 73-75			
GRI 306: Effluents and waste (2016)					
306-1	Waste generation and significant waste-related impacts	Pag. 73-74-75			
306-2	Management of significant waste-related impacts	Pag. 73-74-75			
306-3	Waste generated	Pag. 73-74-75; 152			
Material topic: Ethics and compliance					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Pag. 46-51; 118-121			
GRI 205: Anti-corruption (2016)					
205-3	Confirmed incidents of corruption and actions taken	Pag. 118-119			

			OMISSION		
GRI STAN- DARDS	INFORMATION	LOCATION	REQUI- REMENTS OMITTED	REASON	EXPLANA- TION
GRI 206: GRI 206: Anti-competitive behaviour (2016)					
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Pag. 118-119			
Material topic: Responsible supply chain management					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Pag. 130-131			
GRI 308: Supplier Environmental Assessment (2016)					
308-1	New suppliers that were screened using environmental criteria	During 2025, no new suppliers were assessed according to environmental criteria.			
Material theme: Diversity, inclusion and equal opportunities					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Pag. 46-51; 81-85			
GRI 405: Diversity and Equal Opportunities (2016)					
405-1	Diversity of governance bodies and employees	Pag. 81-85; 144-145			
GRI 406: Non-discrimination (2016)					
406-1	Incidents of discrimination and corrective actions taken	Pag. 78-79			
Material topic: Cybersecurity					
GRI 3: Material Topics 2021					
3-3	Management of material topics	Pag. 126-129			
GRI 418: Customer Privacy (2016)					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Pag. 129			

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