SUSTAINABILITY REPORT 2025

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General Information

BASIS FOR PREPARATION

BP-1 - General basis for preparation of sustainability statements; BP-2 - Disclosures in relation to specific circumstances

This document constitutes the Sustainability Report of **Tecnoseal Foundry S.r.l.** (hereinafter also "Tecnoseal" or the "Company", or the "Organization", or the "Undertaking"), prepared on a voluntary basis by taking inspiration from the requirements of Legislative Decree No. 125 of 6 September 2024, which transposed at Italian national level Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 (the so-called "Corporate Sustainability Reporting Directive" or "CSRD"). It was prepared by the Company by taking inspiration from the provisions of Legislative Decree No. 125 of 6 September 2024, which transposed at Italian national level Directive (EU) 2022/2464 (the so-called Corporate Sustainability Reporting Directive, hereinafter the "CSRD").

The report has been prepared in accordance with the European Sustainability Reporting Standards (ESRS), as amended (ESRS Amended) and formalized pursuant to Directive (EU) 2026/470, published in the Official Journal of the European Union on 26 February 2026, which establishes the updated reporting requirements.

The purpose of the document is to ensure transparency and clarity in communicating information relating to the Company's activities. Its preparation follows the principles and qualitative characteristics set out in ESRS 1, Appendix B of the CSRD. The reporting is not subject to review by third parties.

The document covers and communicates Tecnoseal's sustainability information, including exclusively the company Tecnoseal Foundry S.r.l., with the exception of certain data, duly indicated in the text, which are reported on a consolidated basis, according to the scope and reporting period adopted in the 2025 Annual Financial Report, i.e. from 1 January to 31 December 2025. Any data deviations are reported with appropriate footnotes. Where possible, a comparison with the 2024 financial year is provided. [1]

This document does not include information required by other regulations containing obligations to disclose sustainability information or by generally accepted sustainability provisions.

The qualitative and quantitative information collected and reported in this document derives from direct measurements.

[1] Tecnoseal Foundry S.r.l. and Tecnoseal Marine Anodes USA INC.

GOVERNANCE

GOV-1 - The role of the administrative, management and supervisory bodies

Tecnoseal's administration, management and control model is structured to ensure responsible management oriented toward long-term value creation. The undertaking's governance is structured so that administration and management functions are concentrated in the figure of the Chair of the Board of Directors, who also holds the role of Chief Executive Officer (CEO), to whom full powers are delegated, including ultimate responsibility for sustainability matters. The Board of Directors (BoD), whose remaining members do not have executive roles, is involved in specific strategic matters, including the assessment of how ESG issues (Environmental, Social and Governance) are integrated into the business model and non-core investments, as provided for in the mandate assigned to the CEO.

Oversight of impacts, risks and opportunities (hereinafter also "IRO" - Impacts, Risks, Opportunities) is entrusted, with regard to control over the CEO's actions, to the Sole Statutory Auditor and the Shareholders' Meeting, which represent the bodies responsible for general supervision of the company. Operational management of these aspects is coordinated by the CEO, in collaboration with the RSPP[2], the ISO Manager and the Quality Manager, who are assigned specific functions without formal delegations but with clearly defined operational responsibilities for the day-to-day management of IROs. These roles and responsibilities are described in the company's mission and internal policies.

The system of governance controls, processes and procedures for monitoring and managing IROs is based on periodic reports and checks founded on the ISO standards adopted by the Organization. There is no management committee dedicated exclusively to sustainability, but department managers, according to their respective areas of expertise, provide an ongoing contribution through reports and technical analyses addressed to the CEO, who retains ultimate responsibility for decisions. The reporting lines are functional and operational, with strong involvement of technical and management departments.

Control over the definition of objectives linked to material impacts, risks and opportunities, as well as monitoring of progress and results achieved, takes place through the internal and external auditing system, with particular reference to annual ISO audits and the measurement of procedural KPIs. The CEO coordinates these aspects with the technical contacts and is responsible for them during the management review.

The determination of the appropriate skills and capabilities needed to oversee sustainability matters is integrated into the company's management system. Through ISO reporting, objectives are set for the development of skills to be strengthened or acquired, with a view to continuous improvement. The administrative body ensures that it has the necessary expertise through internal training, mandatory regulatory updates and the use of external consultants, who ensure constant

[2] Head of the Prevention and Protection Service.

professional alignment of the decision-making and control bodies with the undertaking's ESG challenges.

With regard to the composition of the administrative bodies, as detailed in the following tables, the BoD consists of 2 non-executive members, while the CEO, as mentioned above, is the only member with executive powers.

The tables below show the breakdown of governance bodies by gender and age group:

GOVERNANCE BODIES BY GENDER	2025		
	Woman	Man	Total
Board of Directors	0	3	**3**
Board of Statutory Auditors	0	1	**1**
Total	**0**	**4**	**4**

GOVERNANCE BODIES BY AGE	2025			
	<30 years	30-50 years	>50 years	Total
Board of Directors	0	0	**3**	**3**
Board of Statutory Auditors	0	1	**0**	**1**
Total	**0**	**1**	**3**	**4**

In FY 2024, the gender and age distribution of the members of the administrative, management and supervisory bodies was the same.

There are no independent members; all members of the bodies are employees of the Company. The experience of the BoD members consistently covers the sectors, products and geographical areas in which the Undertaking operates. The company ensures equal opportunities and the absence of discrimination, considering ideas and proposals without prejudice, regardless of sex or gender.

GOV 2 - Information provided to the undertaking's administrative, management and supervisory bodies and sustainability matters addressed by them

Information flows concerning material sustainability impacts, risks and opportunities are ensured through a periodic and structured communication system addressed to the undertaking's administrative, management and supervisory bodies. Specifically, the CEO prepares and shares dedicated reports monthly with the shareholders, the Group CFO and the statutory auditor, while

official information is submitted to the Sole Statutory Auditor on a quarterly basis. At the same time, the alignment of internal stakeholders on material topics is ensured on an ongoing basis through operational meetings, direct exchanges with departmental functions and the regular disclosure of KPIs associated with strategic objectives and the preparation of the Sustainability Report.

In overseeing the business strategy and in decision-making, the administrative and management bodies continuously take impacts, risks and opportunities into account, assessing emerging needs and their implications. This process of discussion, which takes place dynamically and repeatedly, makes it possible to adapt corporate choices to operational reality while maintaining a balance between opportunities to be seized and potential trade-offs to be managed.

During the 2025 financial year, in addition to the consolidated oversight of regulatory and social compliance risks - such as combating child labour and monitoring trade embargoes - the attention of the responsible bodies focused on steering high-impact strategic projects. The main topics addressed and approved in the reporting period included:

- **Inclusion and Equality**: the formal launch of the process to obtain Gender Equality Certification (UNI/PdR 125:2022;
- **Climate Strategy**: the definition of the pathway for mapping indirect emissions along the value chain (Scope 3), aimed at identifying the most significant areas of intervention;
- **Energy Efficiency**: the formal launch of the process to adopt the ISO 50001 energy management system, completing the company's environmental certification architecture.

GOV-3 - Integration of sustainability-related performance in incentive schemes

Currently, the incentive mechanisms adopted by Tecnoseal do not provide for an explicit correlation with sustainability-related performance metrics. The architecture of the reward system, applicable to all company functions, is based exclusively on assessment criteria linked to the commitment of the individual worker and to company results (see Chapter S1 for additional information). With regard to the CEO, a contractual reward system is in place.

GOV-4 - Statement on due diligence

With regard to ESG topics, Tecnoseal has not yet implemented a structured and detailed due diligence process formalized in a specific procedure. However, the Company has embarked on a path aimed at adopting various tools and operating practices that are directly inspired by the fundamental elements of the due diligence process (as defined by international guidelines).

The practices already outlined (although still being progressively formally adopted) for the responsible management of environmental impact, the care of human resources and transparent governance policies, such as the Code of Ethics and the Supplier Code of Conduct, in fact provide solid foundations for developing holistic due diligence and effectively integrating all ESG aspects throughout the entire value chain.

In compliance with reporting requirements, the following table provides a mapping that highlights the methods and sections in which the five core elements of the due diligence process are reflected in the disclosures presented in this document. This overview offers readers a clear and summary picture of how current documentary and operational practices align with the implementation of due diligence within Tecnoseal.

FUNDAMENTAL ELEMENTS OF THE PROCESS	PARAGRAPHS
Integrating due diligence into governance, strategy and the business model	Reference to: · Role of the administrative, management and supervisory bodies (GOV-1) · Information provided to the undertaking's administrative, management and supervisory bodies and sustainability matters addressed by them (GOV-2) · Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3) · Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1)
Engaging stakeholders in all key stages of due diligence	Reference to: · Interests and views of stakeholders (SBM-2) · Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1)
Identifying and assessing negative impacts	Reference to: · Description of the process to identify and assess material impacts, risks and opportunities (IRO-1)
Taking action to address negative impacts	ESRS 2 MDR-A - Paragraphs relating to remedy actions and action plans planned for each topic (E1, S1, S4, G1 and Entity-specific)
Monitoring the effectiveness of actions and communicating	ESRS 2 MDR-T - Paragraphs relating to targets for each topic (E1, S1, S4, G1 and Entity-specific)

GOV-5 - Risk management and internal controls over sustainability reporting

The undertaking has adopted a structured internal control and risk management system based on the principles and tools provided for by the applicable ISO standards. Constant oversight of material impacts is ensured through monitoring processes based on standardized KPIs and reporting.

Risk assessment is integrated into the pre-analysis phase required by the ISO certifications held by the company, where potential risk factors are identified and prioritized. The evidence collected through the management system feeds into company processes, generating an information flow that strengthens internal safeguards and supports the operational functions involved. The outcomes of this process are periodically summarized in the financial statements report and submitted for review to the administrative, management and supervisory bodies. Furthermore, with regard to sustainability matters, the identification and prioritization of risk factors take place through the "**double materiality" analysis**. This methodological approach makes it possible to assess impact materiality and financial materiality at the same time, taking into account both inherent and residual risk.

On the basis of this methodological framework, Tecnoseal has mapped the main areas of vulnerability, defining appropriate management and mitigation strategies for each of them:

1. ***Climate (physical) and environmental risks:*** the Company considered it essential to integrate into its assessment strategy a specific and in-depth analysis of the territorial context in which the production site operates. Aware of the increasing impact that climate change may have on operational safety and business continuity, it examined in detail various environmental vulnerability factors, including seismic, hydraulic, geological and geomorphological risk, as well as the possible presence of environmental and landscape constraints. The analysis, developed using qualified technical sources and territorial assessment tools, confirmed the absence of significant critical issues, classifying this risk as low and broadly managed. This approach demonstrates the undertaking's intention to adopt a preventive and resilient vision, strengthening its capacity to adapt to future climate scenarios while safeguarding the integrity of production activities and the well-being of its own workforce.
2. ***Compliance and corruption risks:*** this type of risk is actively overseen and mitigated through the rigorous application of the company Code of Ethics, the provision of specific training to personnel and the development of the Organization and Management Model pursuant to Legislative Decree 231/01 (MOG 231), the latter formally adopted by the Board of Directors on 30 March 2026.
3. ***Operational and supply-chain-related risks:*** the management of critical issues along the supply chain is ensured through the imposition of the Supplier Code of Conduct, supported by due diligence procedures aimed at verifying the reliability and sustainability of business partners.

At present, the Company has not yet adopted a formalized procedure for sustainability reporting, in view of the fact that it does not fall within the mandatory scope either under Legislative Decree 125/2024 or under the amendments to the scope of application of the CSRD sustainability reporting obligations introduced by EU Directive 2026/470. However, Tecnoseal is committed from now on to taking inspiration from the reference rules and standards, with the aim of ensuring full compliance in the next reporting periods, still on a voluntary basis. In this perspective, the Organization is progressively strengthening its internal tools and preparing to integrate all the

measures necessary for effective and structured management of the risk associated with the non-financial reporting process.

This approach also has the function of improving the transparency and reliability of both quantitative and qualitative data and information, thereby providing the governance bodies with a solid basis for making informed decisions that are consistent with the principles of sustainability and oriented toward the continuous improvement of the organization.

The reporting process already implemented, although still evolving, includes several operational phases: a preliminary phase dedicated to defining the general approach and analysing the reporting scope; a design phase, in which the activities to be carried out are defined in detail; a drafting phase focused on collecting, checking and validating data and information; and finally the approval and publication phase of the document, which is submitted to the Board of Directors.

STRATEGY

SBM-1 - Strategy, business model and value chain

Tecnoseal Foundry S.r.l. was founded at the end of the **1980s** and is now a leader in Italy and worldwide in the production of **sacrificial anodes for cathodic protection** used to safeguard metals against corrosion in humid environments in the pleasure boating, naval, offshore application and industrial sectors. In particular, it markets passive cathodic protection anodes in zinc alloy, zinc alloy containing **bismuth Bi-TEC®,** aluminium and magnesium.[3]

In 2025, the result in terms of products sold was higher than in the previous financial year, with an **increase of approximately 4.70%** without any increase in sales price lists.

Although the registered office is located in Milan, production and sales activities are carried out at the Grosseto production units. The Company is also present:

- in the **United States** since 2008 with Tecnoseal Marine Anodes USA INC, a wholly owned subsidiary that carries out distribution and assistance activities for the market of the American continent;[4]
- In the **United Kingdom** with Tecnoseal UK, founded in 2012 and an investee of the company.
- In the **Netherlands** with Tecnoseal NL, an investee of the company and operational since 2025.

OUR GOAL

Protecting what is most precious to you: your dreams.

Tecnoseal bases its business on a set of values that guide every choice and every daily action. Respect for laws and regulations is an essential principle, underlying the way in which the company operates in every context. The constant pursuit of reliability and a results-oriented

OUR MISSION

To enable you to protect what you care about most, we provide products of the highest quality, certified and constantly controlled throughout the entire production process: from conception to manufacture. Our passion for perfection and innovation is entirely at your service.

[3] It should be noted that Tecnoseal's core activities are not connected to the sectors included in ESRS 2, SBM-1, 40d.

[4] As at 31/12/2025, Tecnoseal has 79 employees in Italy and 4 in the American subsidiary.

approach translates into a concrete commitment to planning, management control and the achievement of tangible objectives.

Protecting the health and safety of employees and non-employee workers is a priority, guaranteed through healthy and safe workplaces that respect the dignity of each individual. The Company firmly believes that no machine can ever replace the added value that people bring to the Company itself. For this reason, it recognizes the value of the person as the expression and foundation of its culture and way of being. Likewise, Tecnoseal recognizes the environment as a shared resource to be protected, promoting sustainable practices for the benefit of the community and future generations.

The know-how consolidated over the years is used to meet customer requests with precision and expertise. With more than thirty years of experience in the production of alloy anodes, the company now boasts the broadest catalogue worldwide, comprising more than 3,000 standard items and over **2,000 customized solutions** upon specific request. In detail, three main alloys are used for cathodic protection: zinc, aluminium (cadmium free) and magnesium (also cadmium free). These alloys are selected to ensure optimal performance in different operating environments, in full compliance with environmental and safety regulations. In line with its sustainability strategy and with the objective of progressively eliminating the use of toxic and harmful substances (such as cadmium), the company has developed and patented an innovative zinc alloy called "Bi-TEC®", which uses bismuth as the alloying element instead of cadmium. This technological solution guides the product portfolio migration process, enabling the elimination of a substance banned in many countries and offering a safer alternative, perfectly aligned with the growing global environmental and emissions-reduction trends.

In particular, the products offered by Tecnoseal are:

1. Anodes for Rudders and Trim Tabs
2. Anodes for Hull and Transom
3. Anodes for Shafts and Propellers
4. Engine Anodes
5. Miscellaneous Anodes

The entire production is concentrated in the foundry in **Grosseto**, Tuscany. Here, the Technical Department designs and manufactures moulds internally, ensuring an ideal optimization of quality, precision and cost of the finished product. With this approach to production efficiency and circular economy, a chip compacting process is currently being implemented, expected to be fully operational in 2026, with the aim of significantly reducing the volumes of material destined for

recycling. Through its Technical Department, Tecnoseal also produces hundreds of custom items intended for shipyards and manufacturers of engines and boats.

Through an extensive network consisting of agents, sales representatives and distributors, the undertaking serves customers in Italy and in as many as **91 countries**. Sales activities for products and services are currently structured through **5 reference commercial entities** (Italy, Export, USA, the Netherlands, the United Kingdom and Spain), created to oversee both national borders and international markets in an increasingly targeted manner. In order to guarantee excellent quality standards, items are subject to sample spectrometric analyses on alloys, totalling more than **6,000 annual checks performed** with certified mass spectrometers. These rigorous process controls are accompanied by structured methods for monitoring customer and stakeholder satisfaction, managed through surveys and supported by advanced Power BI reporting linked to management software databases, in order to constantly verify the effectiveness of the actions undertaken.

Production involves the exclusive use of highly selected raw materials that comply with the European REACH Regulation. All aluminium and magnesium products are marked "**CADMIUM FREE**", guaranteeing the absence of cadmium, a pollutant subject to restrictions in numerous countries. The reliability and efficiency of the logistics system constitute a further and fundamental competitive advantage for Tecnoseal, as it is structured to combine sustainability, precision and speed. The organization's operational solidity is confirmed by the constant stock availability of 98% of catalogue items. This storage capacity represents one of the company's main strengths, enabling it to fulfil market requests extremely quickly.

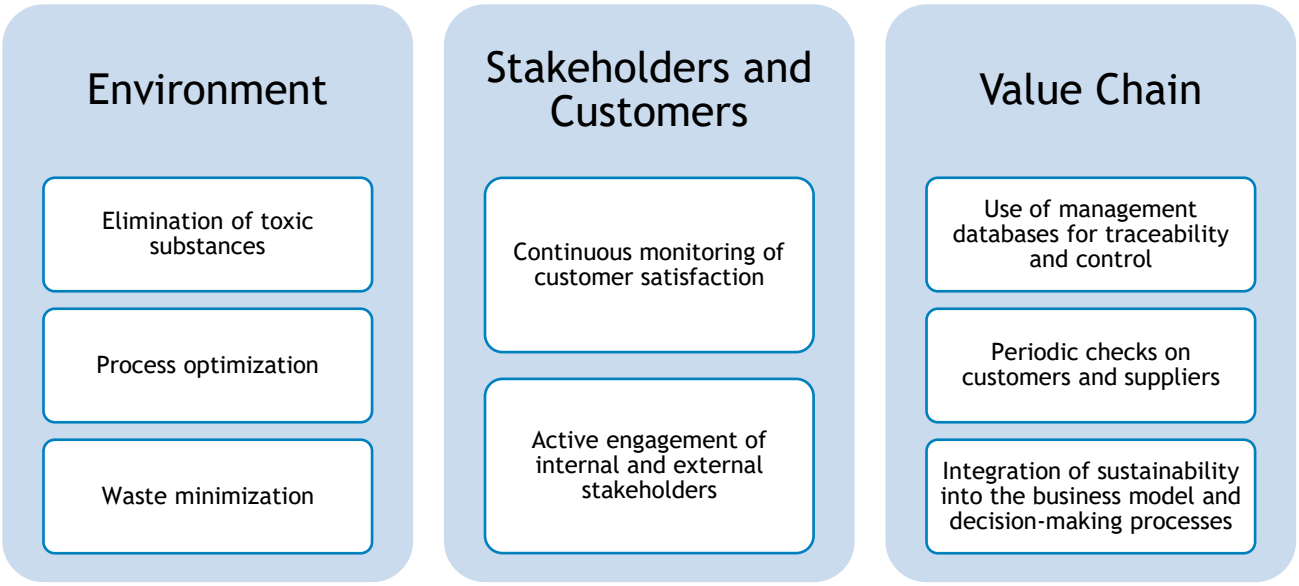
The logistics process is governed by rigorous procedures: each shipment is subject to four separate checks before departure, ensuring accurate verification of the goods. Deliveries, packaged specifically to withstand global-scale transport, are also tracked at every stage through to their final destination.

For urgent orders of stock items, the company has activated a "Fast Delivery" service that ensures order fulfilment within 24/48 hours, offering a valuable priority channel for customers with critical deadlines.

Special attention is paid to the packaging department, which develops customized solutions for more than one hundred partner companies. The approach in this area is strongly oriented toward the circular economy: only eco-compatible and recyclable materials are used, in compliance with CE standards. The packaging is carefully designed not only to preserve the integrity of the product, but also to ensure its quick and clear identification. The optimization of these flows has generated an "error free" logistics system with an accuracy level of 99.95%.

To complete the offer, Tecnoseal has completed more than 300 consultancy projects for the positioning of anodic mass to protect hulls, also guaranteeing on-site or remote technical assistance for monitoring and resolving corrosion issues on boats and immersed metal structures.

Tecnoseal's sustainability objectives



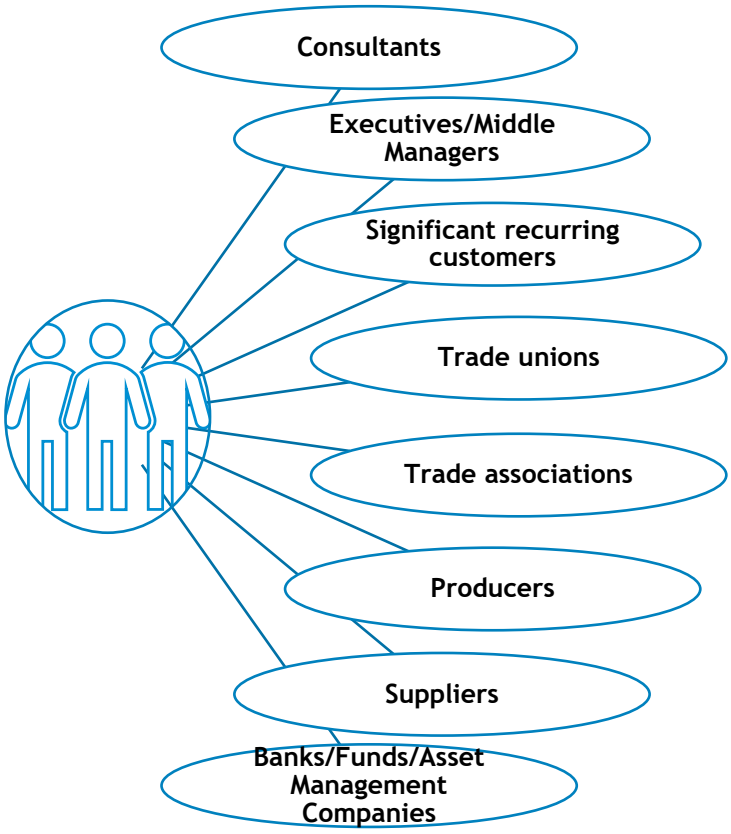
In a rapidly evolving macroeconomic and regulatory context, Tecnoseal has chosen to fully confirm the validity of its strategic roadmap. The sustainability objectives defined in the previous financial year therefore remain unchanged: a decision that demonstrates a solid and coherent long-term vision, aimed at consolidating the milestones already set and structurally embedding sustainability in the company's DNA. This programmatic approach is reflected across the entire business model and value chain management. The company's strategic choices are in fact guided by an advanced digital ecosystem: operational data, collected from internal management systems, are processed through modern business intelligence tools (such as Power BI), enabling precise monitoring of ESG performance. Both upstream and downstream, the undertaking cultivates structured partnerships with qualified suppliers and loyal customers. Constant dialogue with these actors - supported by the use of surveys and structured customer satisfaction surveys - makes it possible to measure the effectiveness of the actions undertaken. All this is combined with rigorous controls implemented throughout the entire production process, placing quality, safety and the real needs of the market at the centre.

With regard to the assessment of the product portfolio and target markets against environmental objectives, Tecnoseal is determinedly continuing its plan to progressively eliminate toxic substances. As previously illustrated, this commitment finds its clearest expression in the offering of sustainable and cutting-edge alternatives, such as aluminium-based anodic alloys and the patented Bi-TEC® alloy. The use of bismuth as a replacement for cadmium represents a proactive and innovative response to increasingly stringent international regulations, confirming the company as a pioneer in the development of safe solutions for environmental protection.

The business strategy directly addresses the major global challenges associated with improving the efficiency of production processes and reducing greenhouse gas emissions. Alongside the development of lower-impact alloys, one of the most significant operational initiatives is the implementation of chip compacting systems. This technology, whose final full implementation is expected in 2026, enables a drastic reduction in the volumes of scrap to be sent for recycling,

optimizing logistics flows and contributing tangibly to the creation of sustainable and shared development throughout the entire product life cycle.

SBM-2 - Interests and views of stakeholders



The interests and views of stakeholders are a fundamental element in guiding Tecnoseal's strategy and business model. The main stakeholders identified are customers and internal stakeholders, with whom structured and continuous engagement is maintained. In particular, through the daily work of the sales and technical departments, regular dialogues are established to collect specific needs, identify new opportunities and define synergistic actions in line with market evolution. This dialogue has the strategic objective of keeping the undertaking in a competitive advantage position, ensuring its sustainability and permanence in the global context.

Understanding the interests and needs of the main **stakeholders** takes place through a process of **constant dialogue**, which represents a key component of the company's approach. Dialogue with customers, employees and other relevant actors enables the undertaking to progressively calibrate its strategies, periodically updating the mapping of priorities and perceived impacts. As emerged during the Materiality Analysis, this evolutionary path made it possible to formally define the absolute priorities: for external stakeholders, product quality and environmental sustainability are of crucial importance, while for internal stakeholders (employees) the primary focus is on workplace safety and employment stability. This evolutionary path, based on active listening and analysis of the feedback received, translates into a business model capable of adapting promptly and coherently.

In response to the input gathered from stakeholders and the evolution of the regulatory landscape, the company has implemented structural changes to its organizational set-up, continuously intervening in organizational charts, functional charts and decision-making flows. These updates aim to make the organization more agile, responsive and aligned with the expectations of both internal personnel and customers and external partners. The main interventions to adapt the business model include the modification of the product strategy through the transition to the innovative Bi-TEC alloy, and the strengthening of governance, with the formal adoption of the Code of Ethics and the 231 Organization Model scheduled for the second quarter of 2026. Further measures are being planned, with the aim of strengthening two-way communication and

facilitating the integration of stakeholders' requests into decision-making processes. By their nature, these interventions have a positive impact on the quality of relationships with stakeholders, helping to strengthen trust and participation.

The administrative, management and supervisory bodies are regularly informed about the interests and views of the stakeholders involved, particularly with regard to sustainability-related impacts. Information is conveyed through reports from various sources, such as customers, suppliers, local communities and employees. This information flow is an essential tool for guiding company policies and verifying the effectiveness of actions taken in the ESG area.

SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model

Tecnoseal has mapped its material **impacts, risks and opportunities in relation to sustainability matters** by conducting a double materiality analysis. The results of this assessment are summarized in the table in the following paragraph. The **DMA** developed by Tecnoseal examined environmental, social and governance sub-topics and sub-sub-topics, in full compliance with the requirements introduced by the **CSRD and the ESRS standards**.[5]

All identified IROs are covered by the reporting requirements set out in the ESRS standards, with the exception of one material matter: "Research, development and product innovation". This topic is therefore examined in depth in the specific paragraph as entity-specific disclosures.

With regard to the resilience of the Group's strategy and business model in relation to the management of the identified material impacts, risks and opportunities, please refer to the paragraph "Tecnoseal's sustainability objectives".

[5] Double Materiality Assessment: double materiality analysis process as named by the main reference regulations.

MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES

IRO-1 - Description of the process to identify and assess material impacts, risks and opportunities

During the 2024 reporting cycle, Tecnoseal identified the sustainability matters on which to focus its reporting based on the principle of double materiality, identifying and assessing priority ESG matters through two complementary perspectives:

- **Impact materiality**: concerns matters that generate material impacts - positive or negative, actual or potential, in the short, medium or long term - on people or the environment. The assessment scope includes both the undertaking's direct operations and the entire upstream and downstream value chain (including products, services and direct and indirect business relationships).
- **Financial materiality**: identifies matters that generate risks or opportunities capable of producing material financial effects for the undertaking. These are factors (arising from past or future events) capable of significantly influencing the company's development, its financial position, cash flows or access to finance in the short, medium or long term. The analysis extends beyond the scope of financial consolidation, including risks and opportunities attributable to business relationships.

A sustainability matter is considered material for reporting purposes if it is relevant from at least one of the two perspectives, or from both.

Since no significant disruptions have emerged either within the Company or in the context in which it operates that could lead to a substantial change in the list of material IROs, the results of the Double Materiality analysis conducted for the previous financial year remain the reference for this Sustainability Report.

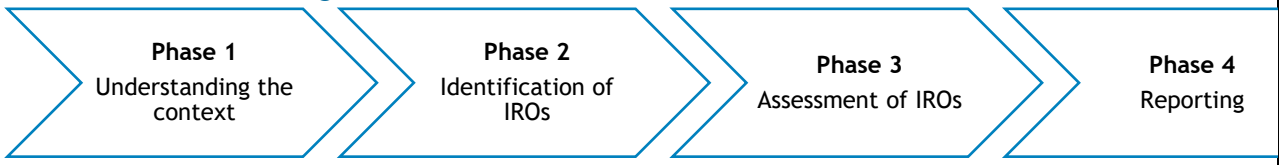
For the 2025 reporting cycle, in the absence of structural changes in the business model and operating context, Tecnoseal therefore carried out a desk analysis to critically review the list of IROs in light of developments in the sectoral, geopolitical and regulatory context, which confirmed the adequacy and validity of the results that emerged from the previous assessment. In this regard, details are provided below on the process and methodology used to conduct that Double Materiality analysis for FY2024.

The process - 2024 Methodology

The materiality assessment was carried out in response to the requirements of the European Sustainability Reporting Standards (ESRS). The process adopted to respond to these obligations followed a methodological approach divided into 4 main phases (shown in the figure below) and is aligned with the requirements of EFRAG's Implementation Guidance:[6]

[6] "EFRAG IG 1 - Materiality Assessment" published by EFRAG in May 2024.

Phase 1: Understanding the context



- Analysis of the Organization's activities, business model, business relationships and value chain
- **Sector benchmarking analysis**
- Definition of the stakeholder engagement strategy

- Identification of potentially relevant ESRS matters starting from the list of aspects set out in Appendix A to ESRS 1
- **Detailed mapping of impacts, risks and opportunities (IROs) connected to potentially relevant ESG matters**

- **Impact materiality assessment**
- **Financial materiality assessment**
- Processing of results and identification of material ESG matters for FY 2024

- **Description of the methodological approach adopted to carry out the DMA**
- **Identification of the datapoints to be reported in the 2024 Sustainability Statement**

Tecnoseal carried out a careful analysis of the operating context and a sector benchmark study in order to identify the sustainability topics most relevant to its business. This initial step made it possible to properly frame the dynamics of the sector in which the company operates and to collect fundamental elements for the subsequent phases of the reporting process.

In particular, the process began with a preliminary analysis of the operating environment, including the review of internal documents, company policies, management systems and discussions with Management, in order to integrate the assessment with qualitative elements. Subsequently, this benchmark analysis was conducted, taking as reference the topics proposed by the standards (ESRS 1 - Appendix A), analysed and broken down into topics, sub-topics and sub-sub-topics.

Starting from this structured mapping, the topics to be examined further were identified based on their potential relevance to the company, methodologically applying the double materiality approach. In addition to the topics required by the standards, Tecnoseal also identified and assessed matters specific to its own reality ("entity specific"), which are not fully covered by the ESRS but are significant for the organization and its value chain.

Phase 2: Identification of IROs

As part of the IRO mapping, a structured analysis was conducted in 2024 to ensure a rigorous and proactive approach to identifying a representative set of ESG variables to be considered. This analysis considered several key factors, including the evolving regulatory context, sector trends and potential market developments. These findings were further integrated with inputs derived from the review of internal strategic documentation, ensuring a complete and in-depth picture of the ESG factors that affect and are in turn affected by Tecnoseal's activities.

This analysis made it possible to identify a list of impacts, each of which was classified as positive/negative and actual/potential. The perimeter of each impact was defined, understood as the area in which it produces effects on stakeholders.

Using the same logic, a list of potentially material risks and opportunities associated with the business was drawn up, also taking account of their connection with the impacts and dependencies already identified. In particular, risks were classified taking into account the nature of the risk factor (direct/indirect) and the nature of the risk itself (operational/reputational/compliance/etc.). In addition, the main financial effects on the undertaking were associated with each risk, specifying their nature (expected/current; short/medium/long term).

Phase 3: Assessment of IROs

Impact materiality

With regard to the assessment of the identified impacts, a detailed analysis was carried out by the CEO, who was considered able to express an in-depth and informed judgement. The assessment requested concerned the materiality of the impacts, understood as a concept that encompasses the factors of scale, scope and irremediable character of the impact, and the likelihood of occurrence of potential negative and positive impacts.

The same impacts were subsequently submitted for assessment by external stakeholders in order to allow further considerations on the results emerging from the internal analysis. In particular, the company identified the following categories as strategic, and therefore to be involved in the impact assessment: employees, suppliers, customers, banks and institutions - public and academic.

The stakeholder assessment was carried out through a simplified online questionnaire, with a numerical rating scale consistent with the one prepared internally. The results of this assessment, obtained through numerical reprocessing based on specific materiality thresholds, made it possible to corroborate the impacts that were found to be material by the internal Focus Group activity.

Financial materiality

With regard to risks and opportunities, the assessment was carried out by involving the CEO through completion of an ad hoc tool, combining the materiality of the possible financial effects and the probability that the risk/opportunity will occur.

In detail, through the assessment of materiality (with a score from 1 to 4), the extent to which the risk or opportunity has a material influence on the Organization's development, its financial position, economic result, cash flows, access to finance or cost of capital in the short, medium or long term was assessed. With regard to risks, both inherent risk, which, as prescribed by the ESRS, does not take into account any safeguard measures already adopted by Tecnoseal, and residual risk were considered for the materiality assessment. This also provides the company with an operational tool to map and monitor ESG risk factors and the related safeguard methods.

The results of this assessment were then reprocessed numerically and material risks and opportunities were defined on the basis of the respective appropriately defined materiality thresholds.

Results - 2024 Methodology

As described above, in order to obtain the list of material impacts, risks and opportunities (IROs), a specific materiality threshold was assigned to each IRO category by calculating the average of the "overall scores" achieved by each IRO belonging to that category.

Each IRO with an "overall score" equal to or above the threshold thus defined is considered material, and each sustainability matter with at least one impact, risk or opportunity considered material is in turn considered material.

Following the assessment, of the potentially material matters identified by the benchmark analysis, **16 were found to be material**.

The following table describes, for each material matter, the related impacts (positive and negative), risks and opportunities that exceeded the materiality threshold in 2024 and therefore made that matter material.

LIST OF MATERIAL MATTERS AND RELATED MATERIAL IROs					
TOPIC	**MATERIAL MATTER**	**NEGATIVE IMPACTS**	**POSITIVE IMPACTS**	**RISKS**	**OPPORTUNITIES**
Climate change	**Climate change mitigation**	High greenhouse gas emissions due both to own operations and, in particular, to the supply chain - for the extraction and import of raw materials and all logistics activities.		Severe physical events that impact the value chain and could therefore cause interruptions in it (both on the customer side and the supplier side), resulting in delivery delays, revenue losses and a general increase in risk.	Maintaining ISO 14001 certification and obtaining EMAS and ISO 50001 certifications in order to strengthen Tecnoseal's image as an environmentally responsible company. These initiatives may help attract new customers (increasing revenues and market share), particularly those most attentive to sustainability, as well as improving the company's reputation and opening the door to new international markets where environmental regulations are more stringent.
	Energy		Increase in the procurement of energy from renewable sources (e.g. purchase of Guarantees of Origin, etc.) and self-production of renewable energy (e.g. through the installation of photovoltaic panels, etc.) to power production processes, thereby reducing the company's contribution to climate change.		Careful management and real-time monitoring of energy consumption, making it possible to identify areas where energy inefficiencies can be reduced, with positive financial effects in terms of cost reduction (and reduction of the company's environmental impact).
			Raising awareness among company personnel and stakeholders regarding the responsible use of energy.		Adoption of technologies such as solar energy, or other energy self-production solutions, to reduce energy costs and improve production efficiency. This

					approach entails a reduction in utility bill costs and access to incentives and tax benefits connected to green activities, greater energy independence (which has a positive impact on business continuity) and an increase in the value of operating assets.
Pollution	**Pollution of air and water**	Production of pollutants during the metal melting process that may contribute to air contamination.	Pollution mitigation through the use of ultrafine filtration systems that reduce possible pollutant emissions from the production process.		Implementation of advanced technologies to reduce air pollution and emissions of hazardous substances, thereby improving compliance with evolving environmental regulations. Investing in systems to reduce emissions of pollutants into the air and in more environmentally friendly processes can not only reduce the risk of sanctions and fines, but also improve operational efficiency and reduce the costs associated with managing any damage arising from the pollution produced.
Biodiversity and ecosystems	**Direct impact drivers of biodiversity loss**	Contribution to biodiversity loss through the extraction of the minerals needed to produce metal alloys (such as aluminium).	Contribution to the protection of natural habitats through the use of less toxic heavy metals such as bismuth.		Active commitment to reducing pollution and protecting local ecosystems by implementing sustainable production practices that minimize environmental impact. Commitment on this front can translate into greater operational efficiency and a reduction in costs linked to waste, energy consumption and waste management. It also improves the company's competitive positioning, making it more attractive to customers and partners sensitive

					to environmental issues, as well as to the community, with a potential increase in revenue.
Circular economy	**Resource inflows, including resource use**		Tecnoseal's contribution to the development of a circular economy, thanks to the characteristics of the production process connected with the production of aluminium anodes. Although this process requires only the use of hyper-pure raw material in anode production, the end-of-life product (aluminium anode at the end of its life cycle) is completely recyclable.	Negative impact on profit margins due to fluctuations in raw material prices, with possible increases in production costs and reduction in company competitiveness.	
	Waste		Reduction of the amount of waste generated in own operations and sending of scraps and waste arising from production processes to reuse and refining chains, with a view to the circular reuse of resources.	Incorrect waste management (improper disposal of used anodes or production scraps, or other waste from production activities), with consequent negative environmental and reputational effects.	

Own workforce	**Secure employmentAdequate wagesWorking time**				Guarantee of adequate wages, benefits and corporate welfare initiatives (for example healthcare, supplementary pension plans, training incentives) in order to ensure an appropriate working environment and increase employee satisfaction and loyalty. This translates into revenue stability and a reduction in liabilities linked to turnover, and therefore savings in the expenses that would be necessary for recruiting, onboarding and training new resources.
	Health and safety		Reduction of the risk of injuries, accidents and occupational diseases through the maintenance of high occupational health and safety standards and the dissemination of a corporate culture on these topics.	Absences due to injuries that may negatively affect company activities, slowing production and compromising compliance with deadlines.	Continuous monitoring of workplaces and adoption of high safety standards for machinery and systems. The use of microclimatic and environmental analyses in production departments, together with the implementation of monitoring devices (such as the "noses" applied to operators), makes it possible to promptly detect any risks to workers' health, preventing occupational diseases and workplace accidents. This approach not only increases productivity, but also reduces costs linked to injuries and absences, improves the corporate climate and reduces turnover.

	Training and skills development	Enhancement of the technical skills of employees and non-employee workers involved in crucial production phases - rapid technological changes may make certain skills obsolete, putting the job security of those who do not constantly update themselves at risk.			Development of employees' potential through investments in their training (including non-mandatory training) and consequent increase in productivity and company competitiveness, thanks to greater know-how that may also translate into a boost in innovation.
					Promotion of an inclusive and fair working environment. Ensuring equal treatment among employees, regardless of gender, makes it possible to value the potential of each worker, fostering skills development and increasing company productivity. By implementing equal-pay policies for work of equal value, the company not only optimizes internal resources, but also helps create a fairer and more motivating corporate culture.
	Measures against violence and harassment in the workplace		Adoption of company policies to prevent harassment in the workplace, providing specific reporting and complaint methods (whistleblowing platform).		
Affected communities	**Territory-related impacts**				Greater social engagement initiatives in the territory in which

					Tecnoseal operates and partnership opportunities, with consequent increase in stakeholder trust and company reputation.
Consumers and end-users	**Privacy**				Adoption of practices aimed at protecting company data and (sensitive) customer data in order to safeguard them from cyber attacks. A solid infrastructure from this perspective makes it possible to ensure business continuity, prevent expenses connected to legal proceedings related to loss of sensitive data, and strengthen customers' trust in the company.
	Safety of consumers and/or end-users		Compliance with the highest product quality and safety standards through the implementation of rigorous quality controls and safety procedures during the production process.	Incidents connected to the safety of products sold by Tecnoseal and the resulting loss of customer trust and reduction in sales.	Design of tools/software with increasingly "robust" security measures, reducing possible operational risks linked to business continuity and costs connected to any interruptions and restorations.
Business conduct	**Corporate culture**		Strict compliance with business regulations and consequent increase in trust from employees, the local community, business partners, etc.		Improvement of the company's reputation thanks to governance that is more attentive to sustainability issues and their consequent regulatory proliferation, especially with a view to monitoring the value chain, which can translate into greater perceived brand value in

					the market and an increase in the range of business opportunities.
	Active and passive corruption	Compromise of business integrity and repercussions on the environment, people and communities involved due to the lack of adequate training on the topic and corruption prevention systems.	Protection of legality and prevention of unlawful conduct in areas such as the reuse of profits deriving from illegal activities, episodes of extortion, anti-competitive conduct, etc.	Commission of offences linked to corrupt or anti-competitive practices that entail the administrative liability of the company and/or the criminal liability of directors for violations of laws and regulations.	Increasing consolidation of company monitoring and verification processes to avoid wrongdoing (such as cross-checks on financial transactions) or corrupt practices.
Entity Specific	**Research, development and product innovation**		Contribution to innovative and technological development through investments in research, with positive impacts in terms of improved environmental and social performance of Tecnoseal's products and its entire production process.	Failure to invest in plant maintenance and technological upgrading, which may cause unexpected failures and production disruptions. Technological obsolescence, resulting from lack of innovation, represents a significant risk because it can reduce the company's operational efficiency and competitiveness in the market.	Development and introduction of technological innovations, including from a sustainability perspective, within the company's commercial offer, with greater market attractiveness and the ability to respond to customer needs. This may lead to a competitive advantage, increasing sales (and consequently revenues) and increasing the company's assets in terms of intangible assets and patents.

IRO-2 - Disclosure Requirements in ESRS covered by the undertaking's sustainability statement

With reference to the list of disclosure requirements that Tecnoseal has fulfilled in preparing this document based on the results of the materiality assessment, please refer to the Table of Contents of this document.

Please refer instead to the Appendix to view the EU Datapoint Table, a table of all information elements derived from other EU legislation listed in Appendix B to the ESRS 2 disclosure requirement ("General information") of Delegated Regulation (EU) 2023/2772.

Environmental Information

ESRS E1 - CLIMATE CHANGE

ESRS 2 GOV-3 - Integration of sustainability-related performance in incentive schemes

With reference to this disclosure, please refer to the paragraph "GOV-3 - Integration of sustainability-related performance in incentive schemes".

E1-1 - Transition plan for climate change mitigation

Although Tecnoseal has not yet formalized a climate transition plan pursuant to the specific requirements of the CSRD (Corporate Sustainability Reporting Directive), the Organization has proactively embarked on a decarbonization pathway. This commitment translates into the implementation of a systemic investment plan, outlined within the ministerial programme "Transition 5.0" and formally approved by the administrative, management and supervisory bodies. The primary objective is to guide the undertaking toward a low-carbon operating model, optimizing the energy efficiency of assets and reducing greenhouse gases (the specific projects are detailed in the paragraph "E1-3 Actions and resources in relation to climate change policies").

In terms of climate targets, the company transparently states that it has not yet conducted analytical modelling to certify the plan's alignment with the limit of containing global temperature increases within +1.5 °C (**Paris Agreement**). However, the actions implemented constitute an extremely decisive response. The main decarbonization levers are based on three pillars: the drive toward process electrification, procurement from renewable sources and the introduction of very high-efficiency technologies. The expected result of this transition is radical: the progressive abandonment of fossil fuels will allow an estimated **77% reduction in CO_2 emissions relating solely to the perimeter of the foundry process**.

These environmental results are accompanied by valuable positive externalities on the operational front. Plant modernization will involve the removal of chimneys and heat-dispersion pipe networks, ensuring a clear improvement in microclimatic and safety conditions within the foundry, with beneficial effects also on the quality of the finished product.

The financial architecture of the initiative rests on a solid combination of own resources and public incentives obtained through the **GSE 5.0** call. The initiative is perfectly integrated into the undertaking's overall strategy, both from an industrial and financial point of view. In addition to environmental benefits, optimization of energy and management costs is also expected.

Progress in implementing the plan is already fully tangible: the entire technological conversion process was in fact officially finalized on 23 November 2025, culminating in formal approval by the GSE (Energy Services Manager) of the reporting, sworn appraisal reports and final report. Specifically, the intervention involved the activation of a **236 kWh photovoltaic system**, the introduction of **8 new electrically powered holding furnaces** to replace the previous ones, and the purchase of a very high-efficiency gas melting furnace.

ESRS 2 SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model

For a general framework on the methodology for identifying and assessing materiality, please refer to what has already been described in the paragraph "SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model".

With specific reference to climate and environmental matters, Tecnoseal analysed in depth the interactions between its business model, the value chain and the external ecosystem, mapping the following directions:

1. Environmental impacts generated

The analysis showed that the company's core process, related to metal melting (in particular zinc and magnesium), involves the emission of pollutants and greenhouse gases, including metallic powders, nitrogen oxides (NOx), carbon monoxide (CO) and vapours deriving from alloys (e.g. zinc oxide). In order to mitigate these negative externalities systemically, the company has implemented an ultrafine filtration system that enables emissions to be drastically reduced while at the same time ensuring a significant improvement in air quality and safety in the working environment.

2. Climate-related physical risks

As highlighted by the territorial analyses conducted from a Risk Management perspective, the production site is strategically located in an area classified as low climate risk. Nevertheless, Tecnoseal adopts a preventive approach: potential risks arising from climate change have been integrated from the structural sizing phase of buildings and plants. These risks are therefore classified as broadly managed, although they remain subject to continuous monitoring. At the same time, the undertaking ensures the maintenance of maximum operational efficiency through preventive maintenance plans on exhaust, air-conditioning and production systems, systematically replacing worn components and technologically modernizing obsolete assets.

3. Transition risks and resilience of the business model

Tecnoseal's capacity to absorb and adapt to future scenarios in the face of climate change and related transition risks is supported by rigorous technical and engineering validations. Specifically, the analysis of the resilience and validity of the new technological investments (included in the aforementioned Transition 5.0 plan) is conducted and certified through an ex-ante sworn technical appraisal and a subsequent ex-post assessment, the outcomes of which are formally filed with the Energy Services Manager (GSE). This certification process ensures that the business model evolves in full compliance with institutional sustainability and innovation targets.

ESRS 2 IRO-1 - Description of the processes to identify and assess material climate-related impacts, risks and opportunities

With reference to this disclosure, please refer to the paragraph "IRO-1 - Description of the process to identify and assess material impacts, risks and opportunities".

E1-2 - Policies related to climate change mitigation and adaptation

As formally established in its Code of Ethics[7], Tecnoseal recognizes protection of the ecosystem and workplace safety as the founding values of its identity. Aware that it operates in the service of the collective interest, the Company actively contributes to environmental sustainability by adopting concrete measures to limit, mitigate and - where technically feasible - eliminate the negative externalities of its operations. This structured approach is validated by the maintenance of a solid Integrated Management System, constantly monitored and certified by the third-party body TÜV SÜD. The company is in fact fully compliant with the following international standards:

- **ISO 9001:2015** (Quality Management);
- **ISO 45001:2018** (Health and Safety Management);
- **ISO 14001:2015** (Environmental Management).
- **ISO 27001:2022** (Information Security).

To further consolidate this management architecture and support its efficiency policies, the company has included among its pri**ority activities for 2026 the achievement of ISO 50001 certification** (Energy Management Systems), whose certification process is expected to be completed during financial year 2026.

In order to promote a production model capable of combining the creation of economic value with the utmost respect for the environment, Tecnoseal's strategic direction is developed along four priority action lines, closely aligned with ESRS requirements:

- **Climate change mitigation through the adoption of low-emission technologies and the electrification of production processes.**
- **Energy efficiency through the management and real-time monitoring of consumption, the identification of inefficiencies and the reduction of environmental and economic costs.**
- **Climate adaptation, with interventions in workplaces to counter the effects of rising temperatures.**
- **Transition to renewable energy sources, with the installation of photovoltaic systems and the self-production of clean energy.**

Implementation of these policies is subject to continuous monitoring based on specific technical and economic indicators. Results are periodically reported to internal stakeholders, Management and the bodies responsible for issuing ISO certifications. As a further guarantee of the validity and robustness of these policies, strategic adherence to the "Transition 5.0" Plan - promoted by the Ministry of Enterprises and Made in Italy (MIMIT) and supported by NRRP funds - demonstrates the

[7] The Code of Ethics was drafted and communicated to customers and suppliers during financial year 2025. Its formal approval, as an integral part of the Organization and Management Model pursuant to Legislative Decree 231/01 (MOG 231), occurred after the end of the reference period, by resolution of the Board of Directors dated 30 March 2026.

company's perfect alignment with the most virtuous institutional guidelines on sustainability and innovation.

E1-3 - Actions and resources in relation to climate change policies

In line with its strategic direction and ecological transition targets, Tecnoseal has structured an investment plan aimed at reducing the environmental impact of its operations. This plan is divided into three operational macro-areas - Mitigation, Energy Management and Adaptation - supported by a clear allocation of economic and technological resources.

1. Mitigation actions

To contain its carbon footprint and reduce energy consumption of fossil origin, the Company completed a radical conversion of its thermal and supply systems during financial year 2025:

- **Electrification and efficiency improvement of furnaces:** Following an initial investment of approximately 60,000 euros in October 2024 for the installation of a latest-generation electric holding furnace, during 2025 the phase-out plan was finalized with the replacement of 7 additional furnaces with electrically powered systems and the acquisition of a very high-efficiency gas melting furnace.
- **Sustainable Mobility**: The company has started renewing its vehicle fleet through the purchase of low-emission vehicles, reducing the environmental impact of local logistics.

2. Energy management

In 2025, the strategy for optimizing the energy mix was enriched by technological assets and strategic local partnerships:

- **Renewable Self-Production**: A new 236 kWh photovoltaic system was installed and activated, a fundamental asset for increasing the share of zero-emission self-produced energy.
- **Energy Community (CER):** Tecnoseal formalized its membership of the "Grosseto Centro Nord" Renewable Energy Community (CER). To further enhance company assets, the Company was officially registered by the Energy Services Manager (GSE) for grid injection and dedicated withdrawal of the surplus clean energy self-produced by its photovoltaic modules.
- **Data-Driven Monitoring**: An advanced real-time energy consumption monitoring system has been implemented, essential for promptly identifying inefficiencies and optimizing flows.

3. Adaptation actions and microclimate protection:

At the same time, Tecnoseal has invested in the resilience of its workplaces to the physical impacts of climate change (e.g. rise in average temperatures) and in strict control of indoor emissions:

- **Adiabatic cooling**: An innovative cooling system is operational for the Mould Workshop and Production areas, designed to ensure optimal working conditions and reduced energy consumption.
- **Air quality**: The new centralized extraction system in the Foundry department, dedicated to the reduction of oily atmospheres, is fully operational.
- **Preventive maintenance**: The company implements a plan for the constant renewal of exhaust and air-conditioning systems, eliminating environmental risks deriving from obsolete components.

From a financial standpoint, the ecological transition plan, launched in 2024 and continued during 2025, amounts to a total value of **approximately 1.3 million euros**. This capital injection was made possible through a strategic mix of internal finance and public contributions (NRRP/Transition 5.0 funds).

Operating in a complex industrial sector (metal melting), Tecnoseal is fully aware that it is not technically possible to completely eliminate its environmental footprint. Nevertheless, the Undertaking continues its commitment, monitoring the progress of the initiatives implemented and ensuring maximum consistency with the sustainability standards it has set for itself and with applicable legislation.

E1-4 - Targets related to climate change mitigation and adaptation

Tecnoseal's primary climate objective consists of reducing absolute CO_2 emissions and, correspondingly, decreasing dependence on procurement from fossil sources.

With regard to the reduction of greenhouse gases (GHG), based on the technological modernization interventions implemented, the company estimates a potential 77% reduction in CO_2 emissions associated with the specific perimeter of the foundry process. In order to ensure the reliability of this estimate and define a representative baseline year, during 2023 the production capacity of the foundry department was brought to maximum levels. This stress test made it possible to develop optimization scenarios and select the highest-performing plant technologies. In 2024, a first operational test was then conducted to certify the absolute consistency of the design data with the estimated mitigation objectives.

As mentioned, the intervention was successfully concluded on 23 November 2025, the date marking the definitive full operation of the new technological set-up and formal approval by the GSE.

Since the full operation of the new plants was achieved only in the last quarter of 2025, the emissions data for the current financial year do not yet fully reflect the benefits of the interventions carried out, which will instead become tangible from financial year 2026.

To verify precisely the effectiveness of the interventions carried out on the plants, Tecnoseal has activated a dedicated monitoring system. The assessment of progress will be based on measuring the reduction in natural gas consumption and electricity drawn from the grid. These data will be processed by cross-checking real-time readings from company software with the actual evidence from energy billing.

E1-5 - Energy consumption and energy mix

The data on Tecnoseal's energy consumption for the two-year period 2024-2025 are presented below:

ENERGY CONSUMPTION (in MWh)[8][9]	2024	2025
STATIONARY COMBUSTION (in MWh)		
Natural Gas	**2.892**	**1.643**
MOBILE COMBUSTION (in MWh)		
Diesel	6	38
Petrol	65	39
PURCHASED ENERGY CONSUMPTION (in MWh)		
Electricity purchased from national mix[10]	**576**	**951**
Total energy consumption	**3.538**	**2.671**

As can be seen from the data shown in the table, the financial year under review recorded a significant reduction in natural gas consumption. This structural decrease is the direct result of the electrification process of the melting furnaces, a technological modernization intervention that enabled Tecnoseal to progressively replace the use of fossil fuels in its production processes (see what is indicated in the previous section).

No energy covered by Guarantees of Origin was purchased, nor energy for which the emission factor was specified in the supply contract. In addition, biofuels are not used in company activities.

There was also an increase in diesel consumption, from 6 to 38 MWh, and a simultaneous reduction in petrol consumption, from 65 to 39 MWh. This change is attributable to the change in the type of company cars used, with a gradual transition from a petrol-powered fleet to diesel-powered vehicles.

In addition, in 2025 the energy intensity associated with activities in high climate-impact sectors was **193.3 (MWh/million euros)**.[11]

8 The company does not consume fuel from coal and coal products, nor energy from nuclear sources.

9 The data presented also include the company Tecnoseal Marine Anodes USA INC.

10 That is, for which there are no Guarantees of Origin, contractual information or a specific emission factor.

11 Energy intensity is calculated as the total reported consumption in MWh divided by total net revenues associated with activities in high climate-impact sectors. High climate-impact sectors are defined as those under the NACE Revision 2 statistical classification of economic activities (or any more updated versions), sections A to H and L. The NACE code 25.54 associated with the activities of Tecnoseal Foundry S.r.l. belongs to Section C - Manufacturing. In calculating energy intensity, it is considered that all revenues are attributable to the indicated NACE Code.

E1-6 - Gross Scope 1, 2 and 3 GHG emissions and total GHG emissions

During 2025, Tecnoseal continued monitoring its environmental impacts by updating the calculation of Scope 1 and 2 emissions. This made it possible to track the first results of the interventions implemented, measuring current performance compared with 2024. In order to progressively extend monitoring of its emissions to the entire value chain, at the beginning of 2026 the company also launched a structured process aimed at identifying the relevant Scope 3 categories. This screening activity is intended to map the most impactful emission sources, thereby laying the methodological foundations necessary to proceed with the analytical calculation and definition of targeted carbon footprint reduction strategies in the coming financial years.

Scope 1 and Scope 2 emissions

GHG emissions associated with company activities are divided into direct emissions (Scope 1) and indirect emissions (Scope 2):

- Direct emissions (Scope 1) arise from fossil fuels used for heating, electricity generation or vehicle refuelling.
- Indirect emissions (Scope 2) relate to purchased electricity consumed by the Company for electrical equipment, HVAC and lighting in buildings.

For Scope 2 emissions, both the location-based and market-based approaches were used. The location-based approach uses the average emission intensity of the electricity grid, mainly the national average factor. The market-based approach reflects emissions from purchased electricity under the organization's contractual choices, such as Guarantees of Origin or renewable energy agreements.

In 2025, the **Scope 1 emissions** generated by Tecnoseal amounted to **352 tCO2eq**. **Scope 2 emission** values, on the other hand, stood at **268 tCO2eq** (location-based) and **473 tCO2eq** (market-based). The table below also shows the related percentage changes compared with the previous financial year. [12][13]

In the two-year period considered, there were no CO2 emissions covered by certified ETS or refrigerant gas emissions.[14]

[12] The emission factors used to calculate Scope 1 tCO2e are taken from the UK Government GHG Conversion Factors for Company Reporting document (2024 version), published by the United Kingdom's Department for Energy Security and Net Zero (previously developed by DEFRA). This document is recognized for its regular updates, high data quality and broad coverage of energy sources, which is why it is widely adopted outside the United Kingdom as well to derive energy consumption and Scope 1 emissions.

[13] The emission factors used to calculate Scope 2 tCO2e are taken from the following sources: Report 418/2025 published by ISPRA (2025); "Emissions & Generation Resource Integrated Database (eGRID)" (2024, updated 2025); "European Residual Mixes" by AIB (2022, 2023, 2024, updated 2025); "2023 Green-e® Residual Mix Emission Rates" (2023). The data made available by ISPRA and AIB are expressed exclusively in CO2 and do not include other greenhouse gases in carbon dioxide equivalent (CO2e). In the text, it was decided to maintain the unit of measure CO2eq to ensure uniformity and clarity, also given the negligible impact of greenhouse gases other than CO2 in the production of electricity.

[14] Fugitive emissions of fluorinated gases (F-gases) represent involuntary dispersions of these compounds into the atmosphere; F-gases are characterized by a high Global Warming Potential (GWP).

GHG EMISSIONS (tCO2eq)[15]	2024	2025	Change
Gross Scope 1 GHG emissions	**602**	**352**	**-41.5%**
Gross Scope 2 GHG emissions - Location based	**163**	**268**	+64.4%
Gross Scope 2 GHG emissions - Market based	**287**	**473**	+64.8%
TOTAL GHG EMISSIONS (LB)	**765**	**620**	**-18.9%**
TOTAL GHG EMISSIONS (MB)	**889**	**825**	**-7.2%**

The analysis of emissions data for the two-year period 2024-2025 highlights the results linked to the plant modernization launched by Tecnoseal. In particular, there is a **significant reduction in direct Scope 1 emissions (-41.5%),** from 602 to 352 tCO_2eq. This decrease is attributable to the progressive electrification of the melting furnaces, which led to lower use of natural gas in production processes.

At the same time, the choice to power the new plants with electricity led to an increase in indirect Scope 2 emissions (+64.4% for the Location-based approach and +64.8% for the Market-based approach), due to greater withdrawal from the national grid.

However, when assessing the overall impact of the interventions, the sum of emissions shows a general reduction. **Total greenhouse gas (GHG) emissions in fact decreased by 18.9% (Location-based method) and 7.2% (Market-based method) compared with the previous year**. These data confirm that the technological renewal pathway is progressively contributing to mitigating the company's overall carbon footprint. The intensity of Scope 1 and 2 emissions, together with energy intensity, represents a key indicator for assessing the impacts of a company and its economic activity in relation to ESRS E1 "Climate change". In particular, for Tecnoseal, monitoring direct emissions (Scope 1) and indirect emissions deriving from purchased energy (Scope 2) makes it possible to measure the efficiency with which energy resources and the related greenhouse gas emissions are managed. The ratio between emissions and net revenues makes it possible to assess the trend of environmental performance over time, identifying any areas for improvement in reducing the carbon footprint.

The table below provides information on GHG emissions intensity (in tCO2eq) on net revenues (in millions of euros) relating to financial year 2025:

15 It should be noted that any deviation in data relating to financial year 2024 compared with previous reporting is attributable to a methodological refinement: for the purposes of the calculation, the most recent emission factors (updated to 2025) were applied, in order to guarantee maximum accuracy and representativeness of the data.

GHG INTENSITY PER NET REVENUES	Unit of measure	2024	2025	Change
Net revenues	EUR	**13.198.302**	**13.818.265**	**+4.70%**
GHG intensity based on net revenues (LB)	tCO2e/million EUR	**57.96**	**44.86**	**-22.60%**
GHG intensity based on net revenues (MB)	tCO2e/million EUR	**67.35**	**59.70**	**-11.36%**

Looking ahead, although it has not yet adopted a formal system for offsetting residual emissions, the company is studying the possibility of introducing a mechanism to offset residual CO_2. The two options currently under evaluation concern, on the one hand, the launch of tree-planting projects and, on the other, the adoption of DAC (Direct Air Capture) technology to extract CO_2 from the atmosphere and re-inject it underground.

These solutions, if implemented, would represent a further strengthening of the responsible and proactive approach that characterizes the company's environmental operations. These solutions are undergoing technical and economic assessment to evaluate their feasibility and effectiveness in the medium to long term.

ESRS E2 - POLLUTION

ESRS 2 IRO-1 - Description of the processes to identify and assess material pollution-related impacts, risks and opportunities

With reference to this disclosure, please refer to the paragraph "IRO-1 - Description of the process to identify and assess material impacts, risks and opportunities".

E2-1 - Policies related to pollution

The Company operates in a production context located within an industrial area in the Grosseto territory. The location was assessed during the authorization phase and the production site is subject to the controls and requirements provided for by applicable legislation. In particular, the necessary permits were requested and obtained, including the Single Environmental Authorization (AUA), issued by the competent bodies. No direct consultations were conducted with local communities; dialogue took place through the official channels provided for in authorization procedures.

The Undertaking has adopted a **formalized environmental policy**, framed within the management system certified **according to ISO 14001**, which governs the monitoring and management of environmental impacts, including those connected to pollution. The policy applies to all company activities and provides for the adoption of actions aimed at preventing and reducing air, water and soil pollution. Responsibility for implementing the policy is assigned directly to the Chief Executive Officer.

Tecnoseal is committed to complying with current environmental regulations, including the limits and requirements contained in the AUA, as well as to adopting the best available technologies.

The definition and implementation of the policy involve technical figures, external consultants and the local ARPA.

E2-2 - Actions and resources related to pollution

In support of the strategic objectives of preventing, controlling and mitigating pollution deriving from its operations, Tecnoseal has outlined and financed a targeted intervention plan, structured as follows:

1. Protection of air quality

To counter air pollution linked to melting processes, the Company commissioned the construction of a new environmental filtration system. This technology is specifically designed for localized extraction and high-efficiency reduction of dust residues deriving from the melting of aluminium and magnesium. Although final commissioning of the system is scheduled for June 2026, the Company has already made a significant allocation of financial resources in the current financial year: the investment earmarked for this technology amounts to approximately 200,000 euros.

2. Elimination of Substances of Concern (SoC)

Thanks to the activities of the Research & Development division, the Bi-TEC alloy, an innovative formulation completely free of cadmium, was developed in 2024 and patented. This technological achievement represents a decisive step toward the phase-out of a pollutant that is extremely dangerous for ecosystems, with the clear objective of replacing it completely within the product portfolio as soon as the global market is ready to embrace this transition.

3. Prevention of accidental pollution

Consistent with the desire to eliminate the risks of environmental incidents linked to the potential release of refrigerant gases (F-Gases) into the atmosphere, the Company adopts alternative and safe plant solutions. In July 2025, as part of climate adaptation interventions, an adiabatic cooling system was installed and tested in the Workshop department. This system makes it possible to mitigate internal temperatures, excluding the use of chemical refrigerant gases and neutralizing the risk of accidental pollution at source.

4. Efficiency and circularity

Although operating in a sector that, to guarantee performance standards, necessarily requires very high-purity raw materials (a factor that limits the use of secondary raw materials as input), Tecnoseal implements a rigorous policy to prevent waste dispersion. Responsible management of processing scraps is in fact guaranteed; these scraps are recycled internally and destined for other uses. With regard to management of the product end of life, responsibility for the correct disposal of spent anodes is delegated to end-users, in compliance with the sector's consolidated directives and practices.

E2-3 - Targets related to pollution

Tecnoseal has not yet formalized specific quantitative targets dedicated to pollution reduction. Nevertheless, the Company monitors the effectiveness of environmental policies and actions

through indicators defined in the ISO 14001 system and within the same Transition 5.0 Plan. This plan provides a more structured and measurable framework for assessing progress, with ex-post checks on impacts and the trend of environmental performance.

Particular attention is paid to air pollution and the elimination of hazardous substances, in line with the objectives linked to reducing the use of substances of concern. In this respect, the Bi-TEC alloy represents a key element of the preventive and innovative approach adopted by the company.

In general, the Undertaking continues along the path of continuously updating plants, methods and processes, with the objective of progressively reducing every type of environmental impact, even in the absence of additional regulatory obligations.

E2-4 - Pollution of air, water and soil

The information reported below provides a quantitative overview of the production of pollutants in Tecnoseal's company processes, making it possible to assess their evolution over time and their potential environmental impact. The Organization's long-term objective is to contribute to the progressive reduction of emissions of these substances by adopting measures to minimize risks throughout the value chain.

Pollutant	CAS no.	Unit of measure	2024				2025			
			air	water	soil	TOTAL kg/year	air	water	soil	TOTAL kg/year
Cadmium and compounds (expressed as Cd)	7440-43-9	kg/h	**0.00017**	n/a	n/a	**0.561**	**0.00017**	n/a	n/a	**0.561**
Lead and compounds (expressed as Pb)	7439-92-1	kg/h	**0.00017**	n/a	n/a	**0.561**	**0.00017**	n/a	n/a	**0.561**
Zinc and compounds (expressed as Zn)	7440-66-6	kg/h	**0.007**	n/a	n/a	**23.1**	**0.007**	n/a	n/a	**23.1**
Total pollutants		**kg/h**	**0.007**	**-**	**-**	**24.222**	**0.0073**	**-**	**-**	**24.222**

Tecnoseal adopts a structured approach compliant with applicable legislation for the accounting and reporting of pollutant emissions, with particular reference to the emission points identified in the Single Environmental Authorization (AUA). Monitoring is carried out through annual

sampling, which represents the method currently used for data collection and emissions measurement. These samplings are based on measurements carried out by accredited laboratories, which provide real data through timely and certified analyses, thereby ensuring high reliability of the results.

Over time, the evolution of the company's environmental strategy has led to a progressive strengthening of monitoring activities, with the objective of progressively reducing environmental impact. In this direction, the full operation of the new completely hermetic holding and melting furnaces ensures containment of emission dispersion, contributing to improving the plant's environmental performance.

E2-5 - Substances of concern and substances of very high concern

In the two-year period 2024-2025, Tecnoseal identified cadmium as the only substance of concern used or generated in its production processes, in accordance with the provisions of the Single Environmental Authorization (AUA) and the criteria established by ARPA, through analyses carried out by accredited third-party bodies.

Specifically, cadmium use of 0.300 tonnes was recorded in 2024, increasing to 0.325 tonnes in 2025. These quantities are consistent in all the phases analysed: use in production, purchase and exit from the plant as emissions or content in products. This indicates that the entire volume of cadmium purchased was actually used in company processes and accounted for as an outgoing substance, with no untracked dispersion.

The total volume of cadmium handled therefore rose from 0.300 tonnes in 2024 to 0.325 tonnes in 2025, reflecting a slight increase linked to the increase in production.

It should be emphasized that all measurements are based on official analyses carried out by third-party laboratories, in compliance with applicable regulations, thereby ensuring the reliability and consistency of the reported data.

ESRS E4 - BIODIVERSITY AND ECOSYSTEMS

Tecnoseal recognizes the vital and essential role of biodiversity in maintaining ecosystem balances and supporting global well-being. The Company is actively committed to safeguarding terrestrial ecosystems and, as a priority, marine ecosystems, paying the utmost attention to the protection of areas rich in biodiversity. This commitment begins upstream in the value chain: the exclusive use of certified, traceable raw materials of guaranteed origin ensures that metal resources derive from responsible and environmentally controlled supply chains.

In the cathodic protection sector, potential impacts on biodiversity and ecosystems derive mainly from impressed current systems, for which it is not yet possible to rule out alterations to marine fauna. Cases have in fact been reported of migration of molluscs sensitive to current emissions, with replacement by non-native species.

In this delicate ecosystem context, the sacrificial anodes produced by Tecnoseal are currently confirmed as the only certified technical solution with no measurable negative environmental effects. Although their operation is based on gradual and natural dissolution in the aquatic

environment, the residual metal concentrations released are not detectable for pollution purposes, and there is no scientific or literature evidence of direct impacts on aquatic ecosystems. However, the Company is aware of the importance of minimizing any possible future risk.

For this reason, Tecnoseal has invested in the development of a new cadmium-free anodic alloy, further reducing the possible release of substances considered of concern. This alloy, called Bi-Tec, was studied in 2023 and patented in 2024. Its use makes it possible to anticipate any international regulatory developments that could limit the use of cadmium.

To date, there are no standardized methods or consolidated models to measure precisely the systemic risks linked to this type of product. However, to compensate for this methodological gap, the company guarantees continuous engagement with all relevant stakeholders (including research bodies and certifiers), demonstrating absolute openness and responsiveness toward integrating future scientific evidence and new regulatory developments in biodiversity protection.

ESRS E5 - RESOURCE USE AND CIRCULAR ECONOMY

ESRS 2 IRO-1 - Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

As part of the process of identifying and assessing risks connected to resource use, the company identified a significant market risk linked to the procurement of the technical materials needed for production (zinc, aluminium and magnesium). This risk is intrinsically connected to the volatility and price fluctuations dictated by the performance of the Metals Exchange and by macroeconomic factors that cannot be directly controlled. In order to mitigate this risk, the company adopts continuous market monitoring as a short-, medium- and long-term solution, seeking to optimize purchase timing at the most favourable moments. Although this is an important financial risk that affects operating costs, the competitiveness risk is limited because the same procurement rules apply to all producers in the sector. Consequently, any increases in the costs of incoming resources are naturally absorbed through price-list adjustments and passed on to the end customer.

E5-1 - Policies related to resource use and circular economy

The Company has defined a strategic direction for managing impacts, risks and opportunities connected to resource use and circular economy topics, with particular reference to areas in which sustainable practices can be adopted while respecting the technical requirements linked to production.

In particular, efforts in this area refer exclusively to non-strategic components of the production process, such as packaging, and do not concern the hyper-pure raw materials (zinc, aluminium and magnesium) needed to guarantee the quality and technical performance of sacrificial anodes, the company's core business. The nature of these raw materials in fact requires such a level of purity that, at present, it does not allow the use of secondary or recycled materials.

Responsibility for implementing the policy lies with the Chief Executive Officer, who supervises its implementation and monitoring, ensuring consistency with company strategies.

Where applicable, the policy aims to foster the progressive reduction of the use of virgin resources for non-critical components, encouraging the use of recycled materials and the adoption of sustainable procurement criteria for renewable resources. However, as already specified, this approach is not extended to hyper-pure raw materials, whose technical quality remains essential for the functioning and safety of the company's products.

E5-2 - Actions and resources related to resource use and circular economy

With regard to resource use and the circular economy, Tecnoseal has undertaken certain concrete actions to improve its impact, although they are not structured in a formal plan. These include the adoption of packaging materials from sustainable supply chains, such as FSC-certified cardboard and paper, and more conscious management of the recycling of the materials used.

These actions involve the entire value chain and all company stakeholders, as they concern both internal activities and procurement and delivery activities. The path undertaken is not linked to a defined time horizon, but is configured as a continuous improvement process.

From an economic point of view, the additional operating expenses deriving from more sustainable choices (such as the purchase of certified materials) are passed on to packaging or absorbed in product costs. The estimated value currently allocated to these actions is 2-3% of turnover, a share expected to remain constant in future financial years as well.

E5-3 - Targets related to resource use and circular economy

To date, Tecnoseal has not formalized quantitative objectives or numerical medium- to long-term targets in support of circular economy policies. This choice is closely related to the technical constraints of the core business, which require the exclusive use of hyper-pure metals, limiting the implementation of KPIs linked to the use of secondary raw materials in the primary process.

However, the absence of codified quantitative indicators does not preclude careful oversight of circularity topics. The company in fact pursues a qualitative strategic direction focused on continuous improvement within the applicable perimeter. The effectiveness of the actions undertaken is constantly monitored through internal checks on the procurement of packaging and production accessory materials. The primary objective in this area is to prioritize the purchase of materials of sustainable and certified origin (such as, for example, the exclusive use of FSC-branded paper and cardboard), guaranteeing the progressive reduction of the organization's indirect impact.

E5-4 - Resource inflows

The Company attaches fundamental importance to the transparency and traceability of materials at every stage of the supply chain, in order to guarantee its stakeholders and customers the highest standards of responsible production.

In analysing its resource inflows, Tecnoseal focuses primarily on the use of the metals needed to produce sacrificial anodes. The most relevant and strategic materials for the foundry process are zinc, aluminium and magnesium. In accordance with the requirements of very high quality and technical purity discussed in paragraph E5-1, these inflows consist entirely of virgin resources of non-renewable origin.

The tables below show the total weight of the materials used during financial year 2025, compared with 2024 data. This overview provides an analytical and transparent view of the physical quantities introduced into the production cycle. Any variations or fluctuations in material usage volumes (compared with the previous financial year) are not attributable to process inefficiencies, but physiologically and directly proportionally reflect the trend in production volumes and the specific market requests fulfilled in the reference year.

MATERIALS USED BY WEIGHT	Unit of measure	2024	2025
		Total materials used	Total materials used
Zinc	kg	**831.821**	**718.990**
Aluminium	kg	**131.050**	**130.090**
Magnesium Alloy AZ63HP	kg	**28.794**	**31.800**
MATERIALS FROM SUSTAINABLE SUPPLY CHAIN[16]			
Packaging	kg	**69.756**	**87.340**
Total weight of materials used	**kg**	**1.061.421,00**	**968.220,00**
Percentage of technical materials		***93.4%***	***91.0%***

E5-5 - Resource outflows

The main products and materials deriving from the company's production process are sacrificial anodes, **designed to be 100% recyclable once spent**. By their nature, these products are intended to be consumed during use; therefore, concepts of durability, repairability or remanufacturing do not apply. However, although they cannot be reused to produce new anodes, at the end of their life cycle the residual material can be fully recycled, thereby contributing to reducing environmental impact and supporting resource recovery according to a circularity logic.

The company, in line with consolidated management practice, accurately tracks and classifies the waste generated by its production activities, distinguishing between hazardous and non-hazardous waste, and between waste destined for recovery and waste sent for disposal.

Waste flows are representative of the sector to which the company belongs and consist mainly of processing scraps, which are entirely transferred to specialized operators for recovery, with the objective of obtaining secondary raw material and ensuring the maximum possible recycling of the materials used.

[16] Based on the supplier's declaration and ISO 14001 certification.

The tables relating to 2024 and 2025 report in detail the composition and final destination of this waste:

2024			
WASTE GENERATED (in kg)	**Unit of measure**	**Total waste generated**	**of which recovered**
HAZARDOUS WASTE			**Total waste recovered**
Paints and residues CER 080111	kg	**246**	**246**
Spent toner CER 080318	kg	**127**	**127**
Waste oil CER 130208	kg	**400**	**400**
Other emulsions CER 130802	kg	**18.270**	**18.270**
Packaging containing hazardous substances CER 150110	kg	**328**	**328**
Aerosol cans CER 150111	kg	20	20
Contaminated containers CER 160121	kg	55	55
NON-HAZARDOUS WASTE			**Total waste recovered**
Brass turning CER 120103	kg	**3.857**	**3.857**
Mixed packaging CER 150106	kg	**215**	**215**
Dirty rags CER 150202	kg	**343**	**343**
End-of-life equipment CER 160214	kg	**310**	**310**
Wood CER 170201	kg	**8.355**	**8.355**
Copper bronze brass CER 170401	kg	**321**	**321**
Magnesium CER 170402	kg	**1.690**	**1.690**
Aluminium CER 170402	kg	**10.295**	**10.295**
Zinc CER 170404	kg	**26.061**	**26.061**
Iron and steel CER 170405	kg	**40.200**	**40.200**
Cables CER 170411	kg	**305**	**305**
TOTAL WASTE PRODUCED	**kg**	**111.398**	**111.398**

2025			
WASTE GENERATED (in kg)	**Unit of measure**	**Total waste generated**	**of which recovered**
HAZARDOUS WASTE			**Total waste recovered**
Spent toner CER 080318	kg	33	33
Waste oil CER 130208	kg	**400**	**400**
Other emulsions CER 130802	kg	**20.850**	**20.850**
Packaging containing hazardous substances CER 150110	kg	**143**	**143**
Aerosol cans CER 150111	kg	48	48
Contaminated containers CER 160121	kg	40	40
Contaminated rags and textiles CER 150202	kg	85	85
NON-HAZARDOUS WASTE			**Total waste recovered**
Brass turning CER 120103	kg	**5.046**	**5.046**
Stainless steel CER 170405	kg	**5.280**	**5.280**
End-of-life equipment CER 160214	kg	**4.253**	**4.253**
Wood CER 170201	kg	**4.440**	**4.440**
Magnesium CER 170402	kg	**2.009**	**2.009**
Aluminium CER 170402	kg	**9.807**	**9.807**
Zinc CER 170404	kg	**22.655**	**22.655**
Iron and steel CER 170405	kg	**33.510**	**33.510**
TOTAL WASTE PRODUCED	**kg**	**108.599**	**108.599**

Overall waste production in the two-year period went from approximately 111 tonnes to approximately 108.

Social Information

ESRS S1 - OWN WORKFORCE

Workers, regardless of contract type, constitute a strategic resource for the company's long-term success and sustainability. Their well-being, professional development and skills growth are central elements of the company strategy, because people's direct contribution is essential for maintaining high performance standards and effectively addressing market challenges. Tecnoseal recognizes that investing in the development of its own workforce not only increases productivity, but also creates a positive, healthy and stimulating work environment, making a decisive contribution to the undertaking's stability and competitiveness over time.

S1-1 - Policies related to own workforce

Tecnoseal has long adopted a structured and conscious approach to the responsible management of its own workforce, recognizing the central value of people within its organization. From this perspective, the company has established a series of policies and tools aimed at ensuring fair and inclusive working conditions that respect individual and collective rights and are attentive to health and safety.

The main reference point in this area is the Code of Ethics, which defines the fundamental principles of conduct that all employees and non-employee workers must follow. The document establishes the company's commitment to protecting the moral and physical integrity of workers, promoting relationships based on dignity and mutual respect, free from any form of discrimination linked to gender, ethnicity, religious or political orientation.[17]

This general value framework is accompanied by specific policies that further strengthen the company's orientation toward social sustainability. In particular, the Inclusion Policy is being formalized, with the aim of consolidating the company's commitment to promoting multiculturalism, equity, equal opportunities and a sense of belonging. This policy aims to create a working environment in which each individual can feel welcomed and free to express their potential, combating every form of harassment and unequal treatment.

Tecnoseal actively promotes equality at all levels of the organization, supporting gender balance and diversity of background and skills, both among employees and within the Board of Directors. The company is also committed to ensuring equal working conditions, fostering the work-life balance and recognizing merit as the guiding principle for individual and collective growth.

The company is committed to constantly monitoring its progress, measuring the impact of initiatives and updating its practices to ensure real and lasting change over time.

Tecnoseal's social responsibility strategy is also implemented through rigorous safeguards in Occupational Health and Safety, guaranteed by maintaining **international ISO 45001**

[17] It should be noted that this is a document awaiting approval by the BoD as it is linked to the 231 model currently being finalized.

certification. To protect fundamental Human Rights, the company guarantees the application of stringent policies for preventing and combating child labour, an ethical requirement applied not only to its own workforce but also demanded in a binding manner throughout the entire supply chain.[18]

In every area of intervention, Management's ultimate objective is to guarantee a fair and safe company ecosystem in which each resource can contribute responsibly and with satisfaction to the success of the organization.

S1-2 - Processes for engaging with own workforce and workers' representatives about impacts

Tecnoseal manages engagement with its own workforce in a structured and continuous manner, recognizing it as a fundamental pillar for organizational transparency and the management of social impacts. This process is governed by close operational synergy between the Human Resources (HR) Department and workers' representatives. The methods of interaction and internal stakeholder engagement are calibrated according to the strategic relevance of the topics addressed, with the precise objective of fostering a participatory corporate climate.

Employees are regularly informed about organizational changes, regulatory updates, new procedures or company policies through internal channels dedicated to communication with all personnel. This approach aims to strengthen the sharing of company objectives and awareness of each person's role within the organization. Workers' representatives are also engaged through an ongoing relationship with trade union representatives, fostering open and constructive dialogue oriented toward protecting workers' rights.

The Human Resources Department is responsible for the operational management of the most significant organizational impacts and for ensuring the active engagement of the workforce and its representatives, always maintaining a high level of attention to communication, transparency and respect for the principles of participation.

S1-3 - Processes to remediate negative impacts and channels for own workforce to raise concerns

Tecnoseal has implemented a structured system to prevent, manage and remedy any significant negative impacts on its workers, with the objective of guaranteeing a work environment based on transparency, integrity and full respect for people's rights.

[18] It should be noted that Tecnoseal does not have operations at significant risk of forced or compulsory labour, nor child labour. In addition, the Company does not operate in countries or geographical areas considered at risk of forced or compulsory labour, or child labour.

In this context, all collaborators who believe they have been subjected to inappropriate conduct - such as harassment or discrimination based on age, gender, sexual orientation, health status, ethnic origin, nationality, political opinions or religious beliefs - have the possibility to report the incident to their direct manager or to the HR department. To complement direct dialogue with HR functions, Tecnoseal has established and actively communicated to its entire workforce a dedicated e-mail channel, segnalazioni@tecnoseal.it. This direct channel ensures traceable and timely handling of requests, suggestions and concerns of a relational and organizational nature.

For reporting serious irregularities, regulatory violations or conduct contrary to the Code of Ethics, Tecnoseal has adopted a **whistleblowing portal that is fully compliant with Legislative Decree No. 24/2023**. This tool, easily accessible to employees and stakeholders through the dedicated section of the institutional website Whistleblowing - Tecnoseal, makes it possible to submit reports in written or oral form, guaranteeing the possibility of operating in complete anonymity. The platform technologically ensures maximum confidentiality regarding the identity of the whistleblower, the persons involved and the content of the report, protecting the individual from any risk of retaliation.

For more information, please refer to the paragraph "G1-1 Policies on corporate culture and business conduct".

The entire process of receiving, investigating and monitoring the effectiveness of reports is entrusted to the direct supervision of the company Compliance Office. This internal body is composed of personnel specifically trained to ensure active listening and impartial case management. To guarantee the robustness of the remediation system, the Compliance Office has the formal mandate to examine each request and define the appropriate internal measures; where preliminary investigations and objective evidence make it necessary, the Office promptly forwards the reports to the competent Authorities.

S1-4 - Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

From the materiality analysis connected to its own workforce, Tecnoseal mapped a potential medium-term operational risk: the possible loss of technical know-how and the company's historical skills, arising from the natural retirement of more experienced personnel. To proactively mitigate this risk and ensure business continuity, the company has implemented a structured operational mentoring plan, ensuring effective handover between senior resources and new talents.

On the opportunity front, the company identified the formal promotion of equity as a fundamental lever for organizational well-being and competitiveness. With this in mind, **during 2025 Tecnoseal formally undertook the process to obtain Gender Equality Certification (UNI/PdR 125:2022),** whose official achievement is expected in 2026. The organization believes that this milestone is not merely a regulatory fulfilment, but a strategic driver capable of generating direct positive externalities on productivity growth, on the ability to attract and retain new talent, and on the drive toward internal innovation.

S1-5 - Targets related to managing material impacts, advancing positive impacts, and risks and opportunities

In line with the disclosure requirements set out in the ESRS principles, Tecnoseal transparently states that it has not yet formalized specific quantitative objectives or numerical medium- to long-term targets in relation to the management of material impacts connected to its own workforce. However, to assess progress made and monitor the effectiveness of the actions undertaken, the company relies on the HR Department, periodic audits for maintaining ISO 45001 certification and assessments by department managers. Operationally, progress is measured by annually comparing specific key metrics, such as in particular the turnover rate (maintained in structural balance), the number of injuries and the average hours of training delivered.

The ethical, safe and responsible management of workers is confirmed as an absolute strategic priority for the Company and represents one of the primary development pillars for the coming financial years. This commitment translates into an approach oriented toward continuous improvement, which actively integrates the requests of the main stakeholders and consolidates the principles of social sustainability within the business model and company decision-making processes.

For more information in this regard, please refer to the paragraph "Tecnoseal's sustainability objectives".

S1-6 - Characteristics of the undertaking's employees[19]

Tecnoseal firmly believes that workers, in all their contractual forms, are a fundamental resource for the company and that their well-being and development are central to business sustainability.

In the two-year period 2024-2025, the total number of Tecnoseal employees increased slightly, from 77 to 83. In Italy, where almost the entire workforce is concentrated, there was a slight decrease in the number of female employees (-1) and significant growth in male employees (+7). The composition in the United States remained unchanged.

TOTAL EMPLOYEES BROKEN DOWN BY GENDER AND COUNTRY	2024			2025		
	Woman	Man	Total	Woman	Man	Total
Italy	13	60	**73**	12	67	**79**
USA	2	2	**4**	2	2	**4**
Total employees	**15**	**62**	**77**	**14**	**69**	**83**

The company adopts a plurality of contractual forms in order to ensure flexible management capable of responding to both organizational and personal needs. These include permanent

[19] All employee data are reported as number of persons (headcount) as at 31.12.2024.

contracts, which form the backbone of internal resources, fixed-term contracts, useful for addressing specific and temporary needs, part-time contracts, also designed to facilitate work-life balance, and seasonal contracts, used especially during periods of greater need.

As highlighted by the tables below, in the comparison between 2024 and 2025, the distribution of employees by contract type is substantially stable. The prevalence of permanent and full-time contracts is confirmed, demonstrating Tecnoseal's desire to ensure continuity and employment stability.

EMPLOYEES BY CONTRACT TYPE BROKEN DOWN BY GENDER	2024			2025		
	Woman	Man	Total	Woman	Man	Total
Permanent contract	14	59	73	15	60	75
Fixed-term contract	1	3	4	1	7	8
TOTAL	**15**	**62**	**77**	**16**	**67**	**83**
Full-time contract	12	60	72	13	64	77
Part-time contract	3	1	4	3	1	4
Variable-hour contract	0	1	1	0	2	2
TOTAL	**15**	**62**	**77**	**16**	**67**	**83**

In the two-year period considered, data relating to hirings and turnover show a stable trend, with some significant variations. In 2024, there were 9 new hires and 9 terminations, a situation that resulted in equal positive and negative turnover rates. In 2025, new hires increased to 10, while terminations more than halved (4), bringing the positive turnover rate to 12% and the negative turnover rate to 5%.

The trend reflects a general balance in workforce management, with turnover rates contained and consistent with the size and sector of the company. Turnover nevertheless remains under control, suggesting a good ability to retain talent and attract new talent selectively.

With regard to the USA site, the overall employment scope remained unchanged compared with the previous financial year. This net stability nevertheless reflects natural internal dynamism, characterized by 2 new hires that exactly offset the 2 terminations recorded during 2025.

NEW HIRES AND TURNOVER	FY 2024				
	No. of employees	No. of new hires	No. of terminations	Positive turnover rate	Negative turnover rate
Italy	73	9	9	**12%**	**12%**
USA	4	0	0	**0%**	**0%**
TOTAL	**77**	**9**	**9**	**12%**	**12%**

NEW HIRES AND TURNOVER	FY 2025				
	No. of employees	No. of new hires	No. of terminations	Positive turnover rate	Negative turnover rate
Italy	79	8	2	**10%**	**3%**
USA	4	2	2	**50%**	**50%**
TOTAL	**83**	**10**	**4**	**12%**	**5%**

S1-7 - Characteristics of non-employee workers in the undertaking's own workforce[20]

Alongside internal personnel, the company also makes use of external figures with specialist skills, such as consultants, freelancers and coordinated and continuous non-employee workers

, whose contributions are valuable in specific projects or at times of greater operational need. In addition, Tecnoseal regularly hosts interns and trainees, considered a strategic resource for renewing skills and introducing young people into the world of work.

NON-EMPLOYEE WORKERS	2024		
	Woman	Man	Total
Temporary agency workers	1	2	**3**
Interns and trainees	0	5	**5**
TOTAL	**1**	**7**	**8**

NON-EMPLOYEE WORKERS	2025		
	Woman	Man	Total
Temporary agency workers	0	4	**4**

[20] All data relating to non-employee workers are reported as number of persons (headcount) as at 31.12.2024. The information presented in this paragraph refers to non-employee workers of the company Tecnoseal Foundry S.r.l., as the company Tecnoseal Marine Anodes USA INC does not use this type of worker.

Interns and trainees	1	6	**7**
TOTAL	**1**	**10**	**11**

The company uses temporary agency work as a preliminary phase in order to assess the suitability and functionality of the professional profile before proceeding with any direct hiring. This approach makes it possible to carry out an operational field pre-test, ensuring a more informed choice aligned with production and organizational needs.

S1-8 - Collective bargaining coverage and social dialogue[21]

The policies and procedures followed for managing employment relationships refer to the provisions of the National Collective Labour Agreement. **100% of employees of the Italian company are covered by the Metalworking Industry National Collective Labour Agreement**.

S1-10 - Adequate wages[22]

The company guarantees all its employees an adequate wage that complies with the parameters set out in the **National Collective Labour Agreement**, according to the level of skills and duties performed. No employee receives a wage below the contractual benchmarks.

This remuneration basis is accompanied by a structured reward system that recognizes and values individual commitment: incentives are provided for those who actively participate in rescue or emergency teams, bonuses linked to the acquisition of new skills, financial recognition for the level of confidentiality required according to knowledge of critical company processes, as well as a year-end bonus defined on the basis of the undertaking's overall results and assessed directly by department managers, in agreement with the Chief Executive Officer.

S1-13 - Training and skills development metrics[23]

Tecnoseal attaches great value to the professionalism of its people, promoting their continuous growth and development, with particular attention to enhancing individual potential and talents. With this in mind, the company provides employees with training and information tools aimed at strengthening technical and transversal skills, in line with organizational needs and the evolution of the reference context.

Training is delivered at specific moments in employees' working life, for example during onboarding or on the occasion of organizational changes, and is integrated with recurring pathways aimed in particular at operational personnel. The main training objectives include professional

[21] The information presented in this paragraph refers exclusively to the company Tecnoseal Foundry S.r.l.
[22] The information presented in this paragraph refers exclusively to the company Tecnoseal Foundry S.r.l.
[23] The data in this paragraph refer exclusively to the company Tecnoseal Foundry S.r.l.

updating, in-depth examination of technical and regulatory topics, as well as operational learning and training, in order to ensure high standards of quality, safety and innovation.

TRAINING HOURS	2024			2025		
	Woman	Man	Total	Woman	Man	Total
Executives	0	47	47	0	12	12
Middle managers	0	53	53	0	**118**	**118**
White-collar employees	68	**133**	**201**	**169**	**329**	**498**
Blue-collar workers	40	**667**	**707**	22	**734**	**756**
TOTAL	**108**	**900**	**1008**	**191**	**1192**	**1384**

EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER	2024			2025		
	Woman	Man	Total	Woman	Man	Total
Executives	0	1	1	0	1	1
Middle managers	0	3	3	0	4	4
White-collar employees	7	12	19	7	12	19
Blue-collar workers	6	44	50	7	48	55
TOTAL	**13**	**60**	**73**	**14**	**65**	**79**

AVERAGE TRAINING HOURS	2024			2025		
	Woman	Man	Total	Woman	Man	Total
Executives	**0.0**	**47.0**	**47.0**	**0.0**	**12.0**	**12.0**
Middle managers	**0.0**	**17.7**	**17.7**	**0.0**	**29.5**	**29.5**
White-collar employees	**9.7**	**11.0**	**10.6**	**24.1**	**27.4**	**26.2**
Blue-collar workers	**6.7**	**15.2**	**14.1**	**3.1**	**15.3**	**13.7**
TOTAL	**8.3**	**15.0**	**13.8**	**13.6**	**18.4**	**17.5**

With regard to the performance evaluation process, all employees of Tecnoseal Foundry S.r.l. were included in the evaluation process.

S1-14 - Health and safety metrics[24]

Tecnoseal considers the protection of health and safety in the workplace a priority, strategic and indispensable value. To guarantee this commitment, the company has structured and adopted a rigorous **Occupational Health and Safety Management System** (OHSMS). In full transparency and compliance with ESRS requirements, the company declares that 100% of its direct workforce is covered by this System, which has obtained and maintains the prestigious international **ISO 45001** certification issued by an accredited third-party body. This achievement attests to the adoption of a systemic, codified and constantly verified approach to accident prevention and the continuous improvement of working conditions.

To guarantee intrinsically safe and healthy work environments, Tecnoseal's approach is based on the principle of maximum precaution. From the stages of work organization, space design and selection of plants and equipment, the undertaking strictly applies the hierarchy of preventive controls. The primary objective is not mitigation alone, but prevention and elimination of risks at source. Where risk cannot be technically eliminated, it is brought down to the minimum tolerable levels, using the Best Available Technologies and the latest technical-scientific evidence in the sector.

A central pillar of the company OHS policy is workers' empowerment through continuous training. The organizational and documentary system comes to life through a plan of training pathways, field training and awareness-raising actions aimed at all personnel, regardless of hierarchical level. Management's commitment is aimed at transforming safety from a mere regulatory obligation into a solid shared corporate culture, stimulating the awareness and proactive responsibility of each individual in protecting themselves and their colleagues.

WORKPLACE INJURIES	2024	2025
Number of fatalities due to work-related injuries and illnesses	0	0
Number of recordable work-related injuries	0	1
Number of hours worked	**123.157**	**128.218**
Rate of recordable work-related injuries	**0**	**7.79**

[24] The data in this paragraph refer exclusively to the company Tecnoseal Foundry S.r.l.

No work-related fatalities occurred in the two-year reference period. In 2024 there were no injuries of any kind, while in 2025 only one injury occurred. The number of hours worked in the two-year period remained similar, with a slight increase in the financial year under review (+4%).

S1-17 - Incidents, complaints and severe human rights impacts

Tecnoseal is committed to respecting and promoting human rights, a principle that is significantly reflected in its strategy and business model, as already specified in paragraph S1-1. Human rights are an essential element of the company's fundamental values, which consider a respectful and inclusive work environment indispensable for employee well-being and long-term success.

In this logic, if confirmed episodes of discrimination were to occur, they would be challenged and sanctioned at disciplinary level through the channels provided. The company declares that in 2025 there were no episodes and complaints concerning discrimination, nor serious incidents concerning human rights.

ESRS S2 - WORKERS IN THE VALUE CHAIN

S2-1 - Policies related to value chain workers

Tecnoseal considers collaboration with its supply chain an essential element for achieving the highest ethical standards and for sustainable business development. In line with the provisions of its Code of Ethics, the company promotes the principles of loyalty, fairness and respect for human dignity throughout the entire supply chain. Protection of workers in the value chain is fully integrated into the management and qualification procedures for business partners, with active monitoring aimed at safeguarding fundamental rights.[25]

The cornerstone tool of the Sustainable Procurement strategy is the Supplier Code of Conduct (hereinafter also the "Code"). Formal adherence to the principles contained in the Code is an essential condition for establishing and maintaining any business relationship with Tecnoseal. The document defines stringent requirements structured around four fundamental pillars:

1. **Business ethics and integrity, which includes commitments on integrity, transparency, compliance with laws, anti-corruption, conflicts of interest, fair competition, protection of intellectual property, confidentiality of information, anti-money laundering, compliance with export and economic sanctions regulations, and promotion of Made in Italy.**
2. **Labour and human rights, with particular attention to respect for workers' fundamental rights, the prohibition of child and forced labour, non-discrimination, freedom of association, workplace safety, respect for working time, fair remuneration, protection**

[25] It should be noted that this is a document awaiting approval by the BoD as it is linked to the 231 model currently being finalized.

from abuse and harassment, regularity of contractual conditions and protection of whistleblowers from retaliation.

3. **Respect for ecosystems, which includes commitments to environmental protection, animal welfare, and responsible management of energy resources, emissions, waste and water resources.**
4. **Product responsibility, with a focus on sustainable development, chemical safety and traceability of materials and products.**

To strengthen its commitment to protecting workers' rights throughout the entire value chain, Tecnoseal is formalizing a specific policy against child labour, with the objective of preventing any possible form of exploitation and ensuring even stronger protection of minors, both within the organization and at its suppliers.

This initiative is part of a structured supply chain monitoring system that already requires all business partners to sign the Supplier Code of Conduct and comply with the applicable regulations in the contexts in which they operate. As part of the supplier selection and qualification process, the Company applies due diligence criteria that include verification of compliance with respect to the employment of minors and young workers, also analysing potentially significant risks through the monitoring of social performance.

If situations of non-compliance with established ethical and social principles are identified, Tecnoseal promptly activates its intervention protocols. These measures provide for reporting to the competent authorities and active collaboration with the supplier to define an appropriate remedy plan, aimed at the immediate restoration of regulatory working conditions. Every irregularity is formally recorded in internal management systems to ensure traceability and evaluation of the continuity of the business relationship.

S2-2 - Processes for engaging with value chain workers about impacts

In line with its current organizational structure, Tecnoseal does not currently provide for direct engagement processes aimed at workers of its business partners for the management of material impacts. However, the Company is fully aware of the ethical and social challenges intrinsic to its product sector, with particular reference to the procurement and processing of raw materials.

With this in mind, Tecnoseal is laying the methodological foundations for increasingly responsible supply chain management. The company is committed to progressively strengthening its monitoring strategies, with the objective over time of integrating mechanisms that make it possible to indirectly receive the requests and needs of supply chain workers, minimizing negative impacts and ensuring respect for fundamental rights and individual well-being throughout the entire production cycle.

S2-3 - Processes to remediate negative impacts and channels for value chain workers to raise concerns

In order to provide concrete tools for the prevention and remediation of negative impacts along the supply chain, Tecnoseal has extended access to its Whistleblowing system to value chain actors as well. Consistently with what is provided for its own workforce, this platform represents the official and secure channel through which supply chain workers or other stakeholders can report -

in a protected, confidential and, if desired, anonymous manner - irregularities, violations of the Supplier Code of Conduct or conduct contrary to human rights.

The tool is easily accessible through Tecnoseal's institutional website. The management of reports received follows the same guarantee and timeliness protocols described for the own workforce, ensuring the absence of retaliation against the whistleblower and the activation of impartial internal investigations.

For a technical deepening on the methods for managing reports and protecting confidentiality, please refer to the paragraph "G1-1 Policies on corporate culture and business conduct".

S2-4 - Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions

Through its **Supplier Code of Conduct**, as already mentioned, Tecnoseal protects workers' rights throughout the entire value chain in a concrete and structured manner, placing respect for human dignity and fair working conditions at the centre of its business relationships.

In particular, the Code devotes an entire section to "Labour and Human Rights", requiring partners to strictly comply with international standards such as the ILO Fundamental Conventions and the International Bill of Rights. The fundamental principles stated and with which the supplier undertakes to comply include:

- Respect for human rights, promoting inclusive workplaces free from violations, with secure reporting systems and protection mechanisms for whistleblowers.
- The absolute prohibition of child labour and forced labour, in line with international and local regulations, ensuring that minors are not employed in dangerous or unlawful conditions.
- Non-discrimination, ensuring equal opportunities regardless of gender, ethnicity, sexual orientation, disability or other factors unrelated to professional merit.
- Freedom of association and collective bargaining, protecting workers' active participation in defining their conditions.
- Occupational health and safety, with the obligation for suppliers to guarantee safe, hygienic and adequately equipped environments.
- Respect for working time and fair remuneration, so that rest periods, holidays and wages that meet workers' basic needs are recognized.
- The fight against every form of abuse, harassment or unlawful sanction, in favour of a dignified and respectful working climate.
- Contractual regularity and legality in hiring, ensuring transparency in employment relationships and employees' access to the information concerning them.
- Protection from retaliation in the event of reports, ensuring that those who in good faith report unlawful conduct are protected and heard.

As already specified, moreover, the formalization of a dedicated policy to combat child labour represents a further step forward toward responsible and sustainable management of the supply chain.

S2-5 - Targets related to managing material negative impacts, advancing positive impacts and managing material risks and opportunities

Tecnoseal has not currently defined quantitative objectives connected to the material impacts identified with reference to the management of workers in the value chain. However, Tecnoseal monitors the actions and policies implemented as described in the paragraphs above.

The topic is also included in the Company's improvement objectives and areas requiring attention, particularly through the use of management databases for traceability and control, periodic checks on customers and suppliers, and the integration of sustainability into the business model and decision-making processes.

For more information in this regard, please refer to the paragraph "Tecnoseal's sustainability objectives".

ESRS S3 - AFFECTED COMMUNITIES

S3-1 - Policies related to affected communities

Tecnoseal interprets its social role as an integral part of its corporate mission. The organization's commitment goes beyond purely economic and environmental objectives, focusing on the creation of shared value for society. The company acts as an active promoter of a culture of sustainability, involving employees, customers, suppliers and local partners in an ecosystem of responsible and ethical practices.

A fundamental pillar of Tecnoseal's social strategy is the **safeguarding of Italy's manufacturing heritage**. Through the protection of artisan knowledge and qualitative excellence, the company supports the value of **Made in Italy**, contributing directly to the resilience and development of the socio-economic fabric of the local communities in which it operates.

At local level, the Company promotes and supports initiatives aimed at collective well-being, health, inclusion and environmental protection. This commitment takes concrete form in collaboration with institutions and organizations that share the same ethical values. In the cultural and artistic sphere, Tecnoseal actively sponsors events and initiatives with the objective of enriching social life and encouraging community participation.

Transparency and active stakeholder engagement are at the foundation of the company's sustainability journey, which aims to build strong relationships based on dialogue and the sharing of common objectives.[26]

S3-4 - Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions; S3-5 - Targets related to managing material negative impacts, advancing positive impacts and managing material risks and opportunities

With a view to strengthening its positive impact on the community, in the two-year period 2024-2025 Tecnoseal made a **series of donations and contributions in favour of the local area**, confirming its concrete commitment to the territory in which it operates.

Specifically, the main actions relating to 2025 were aimed at supporting:

- **A.Gi.Mus. Grosseto**, whose activity consists of music festivals aimed at bringing great artists to the Grosseto area, projects to promote young talent and spread musical languages for new generations, also making it possible to donate part of the proceeds to national or local associations involved in research or social matters.
- **Fondazione il Sole**, whose objective is to guarantee the quality of life of people with psychological, intellectual and physical disabilities who are not self-sufficient.
- **Pro Loco of the city of Grosseto**, which has always promoted social welfare on a non-profit basis, working to enhance the cultural, historical, artistic and food-and-wine heritage of the Grosseto area. The objective is to strengthen the sense of belonging to the community, foster tourism development and promote the territory.
- **La Farfalla Associazione cure palliative O.D.V.** - Its mission is to offer free home care and psychological support to patients in advanced and terminal stages of illness and to their families.
- **Associazione Iron Mamme OdV**, whose objective is to provide support to families in the province of Grosseto with autistic children, organizing inclusion and socialization projects for children and young people.
- **Salute in comune** is an initiative that, through state-of-the-art mobile clinics and a team of expert doctors, brings prevention directly among people, in everyday meeting places: public squares. A concrete commitment to making prevention accessible, simple and close to everyone.

[26] During the reporting period, no human rights issues or incidents were reported in relation to affected communities.

ESRS S4 - CONSUMERS AND END-USERS

Tecnoseal recognizes the central role of customers and end-users in creating sustainable value and disseminating responsible practices throughout the entire value chain. The company is committed to guaranteeing the highest standards of quality, reliability and safety for its products, responding proactively to market developments and fostering a conscious consumption model. Full compliance with international product safety regulations and rigorous management of chemical safety represent foundational elements of the trust relationship with the market.

Tecnoseal promotes constant and constructive dialogue with its commercial counterparts, also through satisfaction surveys, customer care activities and technical training moments, in order to continuously improve its solutions and strengthen mutual trust. In compliance with the principles of integrity, fairness and responsibility, Tecnoseal rejects misleading commercial practices and adopts ethical marketing criteria, ensuring that the information provided to customers is always clear, complete and verifiable.[27]

In accordance with ESRS disclosure requirements, Tecnoseal declares that it has not yet formalized specific quantitative targets with reference to the topic of consumers and end-users. However, the effectiveness of policies is constantly assessed through the monitoring of customer feedback and the analysis of product performance in the field.

ADDITIONAL ENTITY-SPECIFIC INFORMATION: RESEARCH, DEVELOPMENT AND PRODUCT INNOVATION

In the context of the double materiality analysis updated to 2025, Tecnoseal identified a significant topic not covered by the ESRS Standards: Research, development and product innovation. This topic refers to Tecnoseal's ability to create increasingly technologically advanced innovative solutions through investments in research and development. To consult the impacts, risks and opportunities connected to the matter, please refer to the paragraph "Material impacts, risks and opportunities and their interaction with strategy and business model".

Consistently with the principles of the Code of Ethics, research and technological innovation activities are oriented toward promoting technologically advanced solutions that are, at the same time, compatible with environmental protection and maximum operator safety. Innovation represents for the company the fundamental lever for guiding the sector's ecological transition and proactively responding to customer needs, including through highly customized approaches.[28]

To implement this strategy, during the financial year the company carried out **R&D activities along two main lines**:

[27] During the reporting year, no serious human rights issues or incidents connected with consumers and/or end-users were reported.
[28] It should be noted that this is a document awaiting approval by the BoD as it is linked to the 231 model currently being finalized.

1. The first concerns the study, design and engineering of new prototypes of manual and die-casting moulds. Given the high technical complexity and intrinsic uncertainty linked to the creation of each individual die, this activity is fully classified as experimental Research and Development.

2. The second concerns a two-year project for the development of a gaseous hydrogen generation plant. In 2025, functional tests on critical components (fuel cell, micro-motor and internal combustion engine) were successfully completed. The company launched the process for patent release, a prelude to the future phase of industrialization and market launch of a proprietary product.

Implementation of these initiatives is supported by a targeted allocation of internal human resources and, where necessary, by the acquisition of technologies from third parties. From a financial point of view, investments in R&D are entirely funded by own resources and absorb an estimated value equal to **approximately 4% of total turnover**.

With regard to monitoring metrics and objectives, the specific nature of Tecnoseal's R&D projects, which result in the direct market launch of standard or customized products, makes the adoption of rigid quantitative metrics complex. Therefore, the assessment of the effectiveness of actions is not based on standardized numerical indicators, but on the definition of precise time objectives for the completion of individual projects. Progress monitoring takes place through verification of the achievement of specific intermediate goals (or "milestones"), such as, for example, prototype engineering or patent filing, and concludes with actual market feedback, measurable through the degree of reception and adoption of the new technologies by customers in the medium term.

Governance Information

ESRS G1 - BUSINESS CONDUCT

ESRS 2 GOV-1 - The role of the administrative, management and supervisory bodies

In relation to business conduct topics, Tecnoseal's governance architecture is structured to ensure rigorous ethical and regulatory oversight at all levels of the organization. The Board of Directors (BoD) performs the role of top strategic oversight, holding ultimate responsibility for approving the Sustainability Report and guiding ESG policies.

At executive level, operational oversight and continuous monitoring of compliance and conduct risks are delegated to the Chief Executive Officer (CEO). The CEO works in close synergistic coordination with the Compliance Office and the Function Managers. This organizational set-up ensures the correct translation of strategic guidelines into applicable company procedures, supported by periodic and dedicated reporting flows to the BoD.

With reference to this disclosure, please refer to the paragraph "GOV-1 - The role of the administrative, management and supervisory bodies".

ESRS 2 IRO-1 - Description of the processes to identify and assess material impacts, risks and opportunities

As part of the Double Materiality process, the identification and assessment of impacts, risks and opportunities relating to business conduct were based on analytical criteria linked to the structure of operations and the sector to which the company belongs.

With reference to this disclosure, please refer to the paragraph "IRO-1 - Description of the process to identify and assess material impacts, risks and opportunities".

G1-1 - Business conduct policies and corporate culture

As the foundation of its corporate culture, during 2025 Tecnoseal drafted its Code of Ethics and communicated it to customers and suppliers, thereby starting its dissemination to the main external stakeholders. The document was subsequently formally approved by the Board of Directors on 30 March 2026, as an integral part of the Organization and Management Model pursuant to Legislative Decree 231/01. The document establishes that all company activities must be inspired by core values such as commitment, transparency, business integrity, reliability, innovation and the utmost respect for people and the environment. The provisions contained therein are binding and mandatory for employees, collaborators, consultants and partners operating in the name and on behalf of the company; failure to comply with them constitutes an offence punishable through the adoption of appropriate disciplinary measures.[29]

[29] Event subsequent to the close of the reference period (31/12/2025), reported because it is relevant for understanding the company's situation, in accordance with ESRS 1.

Tecnoseal's commitment to transparency and integrity was formally recognized in 2024 with the achievement of the Legality Rating, issued by the Italian Competition and Market Authority (AGCM). With a view to continuous improvement and prevention of corporate and corruption offences, during financial year 2025 the Company also began the process of structuring its Organization, Management and Control Model (MOG 231), pursuant to Legislative Decree 231/2001. The formal and definitive adoption of the Model, targeted by the second half of 2026, will equip the undertaking with an integrated system of transparent procedures, preventive controls and continuous training activities, radically reducing the risk of unlawful conduct and promoting a culture oriented toward regulatory rigour.

In order to guarantee the correct application of the Code of Ethics and in full compliance with current Whistleblowing legislation (Legislative Decree No. 24/2023), Tecnoseal has adopted a secure and confidential reporting channel. The tool, accessible to internal stakeholders (such as employees and other workers) and external stakeholders (such as suppliers, business partners and customers) through a dedicated section of the company website, makes it possible to confidentially report unlawful conduct, dishonest behaviour or actions potentially harmful to the organization.

The reporting system, easily identifiable and accessible from the company website at Whistleblowing - Tecnoseal, enables anyone to consult all useful information to make a report. The dedicated section contains the detailed procedure, an operational handbook, an example of a pre-filled procedure and a series of explanatory slides that guide the user through the various phases of the process. From the same page, it is also possible to directly access the online platform and start the procedure. To ensure effective and secure management of reports, the company has established confidential internal channels and designated personnel adequately trained to receive and manage reports. All employees are also offered specific Whistleblowing training, during which it is clarified that reports may also be made anonymously, in order to protect the informant's confidentiality as much as possible.

The responsible conduct approach promoted by Tecnoseal does not end within the company perimeter, but extends to the entire supply chain. In the area of ecosystem protection, the company formally integrates respect for and the well-being of animals among its ethical constraints. This commitment is contractualized within the Supplier Code of Conduct (in the macro-area "Respect for Ecosystems"), through which the undertaking strictly requires its business partners to adhere to production practices that respect fauna and related natural habitats.

G1-2 - Management of relationships with suppliers

With a view to responsible management of its supply chain, Tecnoseal makes the establishment and maintenance of any commercial relationship conditional on conduct consistent with the principles of its Code of Ethics. The supplier scouting and selection phase, together with the definition of contractual conditions, is governed by objective and impartial parameters. In addition to the traditional drivers of economic competitiveness and technical reliability, the company carefully assesses the partner's organizational solidity, the availability of adequate project resources and the proven application of quality and safety systems.

To give concrete form to this commitment, Tecnoseal has integrated into its supplier qualification questionnaire specific requests relating to ESG (Environmental, Social and Governance) aspects, with the objective of promoting a responsible supply chain aligned with the values of sustainability, safety and transparency pursued by the Company. In particular, verification is made of the adoption of a Quality Management System, preferably certified UNI EN ISO 9001:2015, and the use of documented procedures for controls, testing and traceability of checks carried out. The presence of internal structures for quality control, the availability of certified instruments and the ability to issue product certificates of conformity are also assessed.

With regard to the "Social" dimension, the questionnaire investigates the adoption of an occupational health and safety management system compliant with Legislative Decree 81/2008, with particular attention to the definition of responsibilities, the presence of written procedures, documented personnel training, risk assessment and the suitability of the equipment used.

In the environmental area, Tecnoseal asks suppliers whether they have an Environmental Management System certified UNI EN ISO 14001:2015, accompanied by operating procedures, specific training activities, verification of compliance with environmental standards and the presence of a dedicated manager. Consideration is also given to the ability to assess the environmental impact of the activities carried out, the preparation of environmental plans and the existence of personnel trained to deal with any ecological emergencies.

The formal inclusion of these parameters in the qualification process reflects Tecnoseal's strategic desire to mitigate indirect risks and build partnerships based on shared responsibility.

This procedural qualification framework works in close synergy with the Supplier Code of Conduct, the binding document that regulates in detail the requirements on Human Rights, combating child labour and protecting ecosystems. For an in-depth examination of the policies applied to the supply chain, please refer to the chapter "S2 - Workers in the value chain".

G1-3 - Prevention and detection of corruption and bribery

In accordance with its statutory principles and Code of Ethics, Tecnoseal adopts a "zero tolerance" policy toward any form of corruption. In order to prevent situations of conflict of interest, the company strictly and categorically prohibits active and passive corruption practices, collusive behaviour, and the acceptance or solicitation (directly or through third parties) of undue benefits, unlawful favours or personal advantages.

Following a rigorous mapping process of operating processes, the Company identified the company functions most exposed to potential corruption risk, specifically limiting them to the Purchasing Office and Company Management. The highest level of attention in monitoring procedures and internal audits is focused on these transactional and decision-making safeguards. Internal procedures to prevent, detect and manage corruption cases are based on continuous consolidation of verification processes, which include systematic cross-checks on financial transactions, as governed by the General Policy and the Supplier Policy.

Prevention primarily passes through the creation of a solid culture of legality. During financial year 2024, an intensive training course specifically on anti-corruption was delivered, involving 73 employees, one Executive and two members of the Administrative and Control Bodies (OADC) in a widespread manner. The training - lasting two hours and structured with annual updates -

uniformly addressed for all company clusters the technical definition of corruption, illustration of internal policies and procedures for detecting suspicions.

To consolidate this training baseline, during financial year 2025 the company integrated awareness-raising objectives within the emerging Organization Model (MOG 231), scheduling further anti-corruption training courses.

G1-4 - Incidents of corruption or bribery

In the two-year period 2024-2025, no episodes of active or passive corruption or convictions for violations of the relevant laws occurred.

APPENDICES

EU Datapoint Table

The following table summarizes all information elements derived from other EU legislation listed in Appendix B to the ESRS 2 disclosure requirement ("General information") of Delegated Regulation (EU) 2023/2772.

ESRS	Disclosure requirement	Description of the disclosure requirement	SFDR reference[30]	Pillar 3 reference[31]	Benchmark Regulation reference[32]	EU Climate Law reference[33]	Status of the disclosure requirement	Paragraph
ESRS 2	GOV-1, 21 (d)	Board gender diversity	Annex I, table 1, indicator no. 13		Commission Delegated Regulation (EU) 2020/1816, Annex II[34]		Reported	General information, Governance
ESRS 2	GOV-1, 21 (e)	Percentage of independent members of the Board of Directors			Commission Delegated Regulation (EU)		Reported	General information, Governance

[30] Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (SFDR) (OJ L 317, 9.12.2019, p. 1).
[31] Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and amending Regulation (EU) No 648/2012 (Capital Requirements Regulation) (OJ L 176, 27.6.2013, p. 1).
[32] Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation (EU) No 596/2014 (OJ L 171, 29.6.2016, p. 1).
[33] Regulation (EU) 2021/1119 of the European Parliament and of the Council of 30 June 2021 establishing the framework for achieving climate neutrality and amending Regulation (EC) No 401/2009 and Regulation (EU) 2018/1999 ("European Climate Law") (OJ L 243, 9.7.2021, p. 1).
[34] Commission Delegated Regulation (EU) 2020/1816 of 17 July 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards the explanation in the benchmark statement of how environmental, social and governance factors are reflected in each benchmark provided and published (OJ L 406, 3.12.2020, p. 1).

					2020/1816, Annex II			
ESRS 2	GOV-4, 30	Statement on due diligence	Annex I, table 3, indicator no. 10				Reported	General information, Governance
ESRS 2	SBM-1, 40 (d.i)	Involvement in activities related to fossil fuel activities	Annex I, table 1, indicator no. 4	Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, table 1 - Qualitative information on environmental risk and table 2 - Qualitative information on social risk[35]	Commission Delegated Regulation (EU) 2020/1816, Annex II		Reported	General disclosure, Strategy
ESRS 2	SBM-1, 40 (d.ii)	Involvement in activities related to the production of chemicals	Annex I, table 2, indicator no. 9		Commission Delegated Regulation (EU) 2020/1816, Annex II		Reported	General disclosure, Strategy

35 Commission Implementing Regulation (EU) 2022/2453 of 30 November 2022 amending the implementing technical standards laid down in Implementing Regulation (EU) 2021/637 as regards the disclosure of environmental, social and governance risks (OJ L 324, 19.12.2022, p. 1).

ESRS 2	SBM-1, 40 (d.iii)	Participation in activities connected to controversial weapons	Annex I, table 1, indicator no. 14		Article 12(1) of Delegated Regulation (EU) 2020/1818 and Annex II to Delegated Regulation [36] (EU) 2020/1816		Reported	General disclosure, Strategy
ESRS 2	SBM-1, 40 (d.iv)	Involvement in activities related to the cultivation and production of tobacco					Reported	General disclosure, Strategy
ESRS E1	E1-1, 14	Transition plan to achieve climate neutrality by 2050				Article 2(1) of Regulation (EU) 2021/1119	Reported	Environmental information, E1-1 - Transition plan for climate change mitigation
ESRS E1	E1-1, 16 (g)	Undertakings excluded from Paris-aligned Benchmarks		Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453,	Article 12(1), points (d) to (g), and Article 12(2) of Delegated Regulation (EU) 2020/1818		Not reported	NA

36 Commission Delegated Regulation (EU) 2020/1818 of 17 July 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards minimum standards for EU Climate Transition Benchmarks and EU Paris-aligned Benchmarks (OJ L 406, 3.12.2020, p. 17).

				template 1: Banking book - Indicators of potential transition risk related to climate change: Credit quality of exposures by sector, emissions and residual maturity				
ESRS E1	E1-4, 34	GHG emission reduction targets	Annex I, table 2, indicator no. 4	Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, template 3: Banking book - Indicators of potential transition risk related to climate change: alignment metrics	Article 6 of Delegated Regulation (EU) 2020/1818		Not reported	NA
ESRS E1	E1-5, 38	Energy consumption from fossil fuels disaggregated by source (only high climate-impact sectors)	Annex I, table 1, indicator no. 5 and Annex I, table 2, indicator no. 5				Reported	Environmental information, E1-5 - Energy consumption and energy mix

ESRS E1	E1-5, 37	Energy consumption and energy mix	Annex I, table 1, indicator no. 5				Reported	Environmental information, E1-5 - Energy consumption and energy mix
ESRS E1	E1-5, 41-43	Energy intensity associated with activities in high climate-impact sectors	Annex I, table 1, indicator no. 6				Reported (only 41)	Environmental information, E1-5 - Energy consumption and energy mix
ESRS E1	E1-6, 44	Gross Scope 1, 2, 3 and total GHG emissions	Annex I, table 1, indicators no. 1 and 2	Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, template 1: Banking book - Indicators of potential transition risk related to climate change: Credit quality of exposures by sector, emissions and residual maturity	Article 5(1), Article 6 and Article 8(1) of Delegated Regulation (EU) 2020/1818		Reported (Scope 1 and 2 only)	Environmental information, E1-6 - Total GHG emissions and Scope 1, 2, 3
ESRS E1	E1-6, 53-55	Gross GHG emissions intensity	Annex I, table 1, indicator no. 3	Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU)	Article 8(1) of Delegated Regulation (EU) 2020/1818		Reported (only 53)	Environmental information, E1-6 - Total GHG emissions and Scope 1, 2, 3

				2022/2453, template 3: Banking book - Indicators of potential transition risk related to climate change: alignment metrics				
ESRS E1	E1-7, 56	GHG removals and carbon credits				Article 2(1) of Regulation (EU) 2021/1119	Not reported	NA
ESRS E1	E1-9, 66	Exposure of the benchmark portfolio to climate-related physical risks			Annex II to Delegated Regulation (EU) 2020/1818 and Annex II to Delegated Regulation (EU) 2020/1816		The Company has made use of the phase-in	NA
ESRS E1	E1-9, 66 (a), 66 (c)	a) Disaggregation of monetary amounts by acute and chronic physical risk c) Location of significant assets at material physical risk		Article 449a of Regulation (EU) No 575/2013; points 46 and 47 of Commission Implementing Regulation (EU) 2022/2453; template 5: Banking book - Indicators of potential physical risk related to climate change:			The Company has made use of the phase-in	NA

				exposures subject to physical risk				
ESRS E1	E1-9, 67 (c)	Breakdown of the carrying value of its real estate assets by energy efficiency classes		Article 449a of Regulation (EU) No 575/2013; point 34 of Commission Implementing Regulation (EU) 2022/2453; Template 2: Banking book - Indicators of potential transition risk related to climate change: loans collateralized by immovable property - Energy efficiency of collateral			The Company has made use of the phase-in	NA
ESRS E1	E1-9, 69	Degree of exposure of the portfolio to climate-related opportunities			Annex II to Delegated Regulation (EU) 2020/1818		The Company has made use of the phase-in	NA
ESRS E2	E2-4, 28	Amount of each pollutant listed in Annex II to the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil	Annex I, table 1, indicator no. 8; Annex I, table 2, indicator no. 2; Annex 1, table 2, indicator no. 1; Annex I,				Reported	Environmental information, E2-4 - Pollution of air, water and soil

			table 2, indicator no. 3					
ESRS E3	E3-1, 9	Water and marine resources	Annex I, table 2, indicator no. 7				Not material	NA
ESRS E3	E3-1, 13	Dedicated policy	Annex I, table 2, indicator no. 8				Not material	NA
ESRS E3	E3-1, 14	Sustainability of oceans and seas	Annex I, table 2, indicator no. 12				Not material	NA
ESRS E3	E3-4, 28 (c)	Total water recycled and reused	Annex I, table 2, indicator no. 6.2				Not material	NA
ESRS E3	E3-4, 29	Total water consumption in m3 in relation to net revenues from own operations	Annex I, table 2, indicator no. 6.1				Not material	NA
ESRS 2	SBM-3 - E4, 16 (a.i)		Annex I, table 1, indicator no. 7				The Company has made use of the phase-in	NA
ESRS 2	SBM-3 - E4, 16 (b)		Annex I, table 2, indicator no. 10				The Company has made use of the phase-in	NA
ESRS 2	SBM-3 - E4, 16 (c)		Annex I, table 2, indicator no. 14				The Company has made use of the phase-in	NA

ESRS E4	E4-2, 24 (b)	Sustainable agriculture/land-use policies or practices	Annex I, table 2, indicator no. 11				Not material	NA
ESRS E4	E4-2, 24 (c)	Sustainable sea/ocean-use practices or policies	Annex I, table 2, indicator no. 12				Not material	NA
ESRS E4	E4-2, 24 (d)	Policies to address deforestation	Annex I, table 2, indicator no. 15				Not material	NA
ESRS E5	E5-5, 37 (d)	Non-recycled waste	Annex I, table 2, indicator no. 13				Reported	Environmental information, E5-5 - Resource outflows
ESRS E5	E5-5, 39	Hazardous waste and radioactive waste	Annex I, table 1, indicator no. 9				Reported	Environmental information, E5-5 - Resource outflows
ESRS 2	SBM3 - S1, 14 (f)	Risk of forced labour	Annex I, table 3, indicator no. 13				Reported	Social information, S1-1 - Policies related to own workforce; S1-4 - Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material

								opportunities related to own workforce, and effectiveness of those actions
ESRS 2	SBM3 - S1, 14 (g)	Risk of child labour	Annex I, table 3, indicator no. 12				Reported	Social information, S1-1 - Policies related to own workforce; S1-4 - Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions
ESRS S1	S1-1, 20	Human rights policy commitments	Annex I, table 3, indicator no. 9 and Annex I, table 1, indicator no. 11				Reported	Social information, S1-2 - Processes for engaging with own workers and workers' representatives about impacts

ESRS S1	S1-1, 21	Due diligence policies on matters addressed by International Labour Organization fundamental Conventions 1 to 8			Commission Delegated Regulation (EU) 2020/1816, Annex II		Not reported	NA
ESRS S1	S1-1, 22	Procedures and measures to prevent trafficking in human beings	Annex I, table 3, indicator no. 11				Reported	Social information, S1-1 - Policies related to own workforce
ESRS S1	S1-1, 23	Workplace accident prevention policy or management system	Annex I, table 3, indicator no. 1				Reported	Social information, S1-14 - Health and safety metrics
ESRS S1	S1-3, 32 (c)	Grievance/complaints handling mechanisms	Annex I, table 3, indicator no. 5				Reported	Social information, S1-3 - Processes to remediate negative impacts and channels for the workforce to raise concerns
ESRS S1	S1-14, 88 (b), (c)	Number of fatalities and number and rate of work-related injuries	Annex I, table 3, indicator no. 2		Commission Delegated Regulation (EU) 2020/1816, Annex II		Reported	Social information, S1-14 - Health and safety metrics
ESRS S1	S1-14, 88 (e)	Number of days lost due to injuries, accidents, fatalities or illness	Annex I, table 3, indicator no. 3				Reported	Social information, S1-14 - Health and safety metrics

ESRS S1	S1-16, 97 (a)	Unadjusted gender pay gap	Annex I, table 1, indicator no. 12		Commission Delegated Regulation (EU) 2020/1816, Annex II		Not material	NA
ESRS S1	S1-16, 97 (b)	Excessive pay gap in favour of the Chief Executive Officer	Annex I, table 3, indicator no. 8				Not material	NA
ESRS S1	S1-17, 103 (a)	Incidents of discrimination	Annex I, table 3, indicator no. 7				Reported	Social information, S1-17 - Incidents, complaints and severe human rights impacts
ESRS S1	S1-17, 104 (a)	Non-respect of the UN Guiding Principles on Business and Human Rights and OECD Guidelines,	Annex I, table 1, indicator no. 10 and Annex I, table 3, indicator no. 14		Annex II to Delegated Regulation (EU) 2020/1816 and Article 12(1) of Delegated Regulation (EU) 2020/1818		Reported	Social information, S1-17 - Incidents, complaints and severe human rights impacts
ESRS 2	SBM-3 - S2, 11 (b)	Significant risk of child labour or forced labour in the labour chain	Annex I, table 3, indicators no. 12 and 13				Not reported	NA
ESRS S2	S2-1, 17	Human rights policy commitments	Annex I, table 3, indicator no. 9 and Annex I, table				Reported	Social information, S2-1 - Policies related to value chain workers

			1, indicator no. 11					
ESRS S2	S2-1, 18	Policies related to value chain workers	Annex I, table 3, indicators no. 11 and 4				Reported	Social information, S2-1 - Policies related to value chain workers
ESRS S2	S2-1, 19	Non-respect of the UN Guiding Principles on Business and Human Rights and OECD Guidelines	Annex I, table 1, indicator no. 10		Annex II to Delegated Regulation (EU) 2020/1816 and Article 12(1) of Delegated Regulation (EU) 2020/1818		Not reported	NA
ESRS S2	S2-1, 19	Due diligence policies on matters addressed by International Labour Organization fundamental Conventions 1 to 8			Commission Delegated Regulation (EU) 2020/1816, Annex II		Not reported	NA
ESRS S2	S2-4, 36	Human rights issues and incidents in its upstream and downstream value chain	Annex I, table 3, indicator no. 14				Reported	Social information, S2-4 - Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers,

								and effectiveness of those actions
ESRS S3	S3-1, 16	Human rights policy commitments	Annex I, table 3, indicator no. 9 and Annex I, table 1, indicator no. 11				Not reported	NA
ESRS S3	S3-1, 17	Non-respect of the UN Guiding Principles on Business and Human Rights, ILO principles or OECD Guidelines	Annex I, table 1, indicator no. 10		Annex II to Delegated Regulation (EU) 2020/1816 and Article 12(1) of Delegated Regulation (EU) 2020/1818		Not reported	NA
ESRS S3	S3-4, 36	Human rights issues and incidents	Annex I, table 3, indicator no. 14				Reported	Social information, S3-1 - Policies related to affected communities
ESRS S4	S4-1, 16	Policies related to consumers and end-users	Annex I, table 3, indicator no. 9 and Annex I, table 1, indicator no. 11				Reported	Social information, S4 - consumers and end-users
ESRS S4	S4-1, 17	Non-respect of the UN Guiding Principles on Business and Human Rights and OECD Guidelines	Annex I, table 1, indicator no. 10		Annex II to Delegated Regulation (EU) 2020/1816 and Article 12(1) of Delegated		Not reported	NA

					Regulation (EU) 2020/1818			
ESRS S4	S4-4, 35	Human rights issues and incidents	Annex I, table 3, indicator no. 14				Reported	Social information, S4 - consumers and end-users
ESRS G1	G1-1, 10 (b)	United Nations Convention against Corruption	Annex I, table 3, indicator no. 15				Reported	Governance information, G1-1 - Corporate culture and Business Conduct
ESRS G1	G1-1, 10 (d)	Protection of whistleblowers	Annex I, table 3, indicator no. 6				Reported	Governance information, G1-1 - Corporate culture and Business Conduct
ESRS G1	G1-4, 24 (a)	Fines imposed for violations of anti-corruption and anti-bribery laws	Annex I, table 3, indicator no. 17		Annex II to Delegated Regulation (EU) 2020/1816		Reported	Governance information, G1-4 - Incidents of corruption or bribery
ESRS G1	G1-4, 24 (b)	Anti-corruption and anti-bribery standards	Annex I, table 3, indicator no. 16				Reported	Governance information, G1-4 - Incidents of corruption or bribery