



TRANSFER OIL

Pure Fluid Attitude



SUSTAINABILITY REPORT 2025

SUSTAINABILITY REPORT 2025

At Transfer Oil, **sustainability** is an integral part of the way we create long-term value for our people, customers, partners and local communities.

Guided by the principles of the Paris Agreement and the United Nations Sustainable Development Goals (SDGs), we continuously improve our environmental, social and governance performance while developing innovative solutions for the markets we serve. Our portfolio includes technologies for **Hydrogen and CNG applications**, alongside ongoing efforts to address key challenges such as responsible material use, energy efficiency and evolving environmental regulations.

Initiatives such as our **Solar Park, circular economy projects and flexible working policies** demonstrate our commitment to reducing environmental impacts while creating value for employees and stakeholders.

Looking ahead, we remain committed to continuously improving our ESG performance, reducing our environmental footprint and supporting a more sustainable industrial future through **innovation, responsibility and collaboration**.

Contents

	Letter to Stakeholders	4
1	Group overview	6
1.1	Transfer Oil: thermoplastic hoses since 1979	7
1.2	Group governance structure and locations	12
1.3	Product range and main applications	18
1.4	Economic performance	20
2	Group operations	22
2.1	Product and service quality	23
2.2	The manufacturing process	26
2.3	R&D and key innovations	28
3	Sustainability at Transfer Oil	32
3.1	Group stakeholders and its sustainability approach	33
3.2	Identification of material topics	38
3.3	External assessments and ESG certifications	39
4	Environment and energy	42
4.1	Energy consumption and emissions	43
4.2	Materials used and waste management	50
4.2.1	Circular economy project	54
4.3	Water withdrawals and discharges	56
4.4	Initiatives and projects to reduce environmental impact	59
5	Social responsibility	62
5.1	The people of Transfer Oil	63
5.1.1	Measures to support group employees	64
5.2	Health and safety	68
5.3	Training and personal development	71
5.4	Responsible management, human rights and ethical work practices	72
5.5	Product traceability and key business partners	76
5.6	Community projects and local engagement	80
	Annex	82
	Methodological note	82
	Human Resources KPIs	83
	GRI content index	90

Letter to Stakeholders



Ugo Ferrari
CEO Transfer Oil S.p.A.

Dear Stakeholders,

With this second edition of the Sustainability Report, I would like to share the progress Transfer Oil has made in 2025 and, more importantly, the direction we intend to pursue in the coming years.

We operate in a complex industrial environment, shaped by geopolitical instability, market volatility, cost pressures, evolving regulations, and increasing attention to the environmental and social impacts of businesses. In this context, sustainability can no longer be separated from corporate strategy. It must be part of the way a company measures performance, improves processes, and builds trust across the entire value chain.

For Transfer Oil, 2025 has been precisely this: a year in which we became **more measurable, more efficient, and more responsible**.

More measurable, because we strengthened our reporting system, KPI monitoring, and benchmarking against recognized external standards. The achievement of the **EcoVadis Silver Medal**, placing us in the 91st percentile of manufacturing companies assessed worldwide, represents one of the most significant results of the year. This is complemented by an **Open-ES score of 87/100**, Class 3 – Master, and our inclusion on ESG qualification platforms such as IntegrityNext. These achievements are valuable primarily because they serve as management tools. They help us understand where we stand, where we can improve, and how to make our journey more transparent.

More efficient, because for a manufacturing company sustainability is also measured by the ability to use energy, materials, time, and expertise more effectively. In 2025, total energy consumption decreased compared to the previous year, while the share of renewable energy increased significantly. Scope 1 and Scope 2 emissions, calculated using the location-based methodology, amounted to approximately **401 tCO₂e, down 18% compared to 2024**. These are encouraging results, but they must be interpreted with appropriate caution and responsibility, as every step forward also requires us to further strengthen our control systems and ensure greater consistency in operational decisions.

In this context, our **circular economy** project on plastic scrap generated from internal tube extrusion is particularly relevant. It is one of the most concrete examples of our approach to innovation: starting from a real industrial challenge, developing an in-house solution, automating a critical process phase, recovering material, and reintegrating it into production. In 2025, the use of recovered material as cleaning material for extruders became a consolidated practice, replacing virgin material previously used for this purpose. At the same time, further testing is underway for more advanced applications in the production of semi-finished products. The project has ambitious goals and confirms a key principle for us: sustainability becomes credible when it simultaneously improves environmental impact, safety, operational order, and production efficiency.

More responsible, because Transfer Oil's growth must continue to be grounded in quality, governance, people, and strong stakeholder relationships. In 2025, the Group confirmed its resilience, reaching aggregated economic value of **€30.0 million** and serving customers in **64 countries**. We view these results not as a final milestone, but as a foundation for continued investment in technology, skills, reliable products, and increasingly controlled processes.

Quality remains a central element of our industrial responsibility. Every Transfer Oil hose is the result of design, technical expertise, traceability, and rigorous testing. In our industry, a safe, durable, and high-performing product is not merely a commercial promise: it is a concrete form of **responsibility towards customers**, end users, and the market.

People remain at the heart of this journey. We have continued to invest in welfare, health, flexibility, listening, training, and safety. The strengthening of the HSE function through a dedicated internal role confirms our commitment to bringing health and safety management closer to departments, processes, and day-to-day decision-making.

I would also like to highlight the **increase in female representation** across several areas of the company, including technical, organizational, and managerial roles. This is an important signal, not of image, but of direction. An industrial company that aims to grow must be able to attract new skills, diverse backgrounds, and people who can contribute to its future transformation.

Responsibility also extends to the supply chain and the local community. In 2025, we **strengthened ESG assessment tools** for suppliers and continued to support educational, cultural, and social initiatives within the local community. The project aimed at preserving native vineyards by protecting existing vines and introducing new plantings, also represents a coherent expression of our connection with the territory: concrete, measurable, and long-term oriented.

Looking ahead, we are aware that the journey will require discipline, investment, and continuous improvement. We must continue to strengthen our performance measurement systems, reduce waste, improve resource efficiency, strengthen the supply chain, and further integrate ESG principles into industrial decision-making.

I would like to thank all those who contributed to the results presented in this report: employees, customers, suppliers, institutions, local communities, and stakeholders. Our commitment is to continue with determination and pragmatism, building a Transfer Oil that continues to create long-term value:
more measurable, more efficient, and more responsible.

Ugo Ferrari
CEO Transfer Oil S.p.A.

1 Group overview

TRANSFER OIL

ANTISTATICO

HYTREL TRANSFER OIL

TRANSFER OIL

TRANSFER OIL

TRANSFER OIL SAE 100 R 8 1/2 1 1 183 HYTREL

TRANSFER OIL

TO FL 3/8

ANTISTATICO

IL FL 3/8

100 R 7 3/8 3

TRAN

8 1/2 1 1

SAE 100 R 7 3/8



Our origins

One of the Company's earliest brochures showcasing Transfer Oil's product range in 1984.



Ecology range

One of the first photographs featuring the Ecology range, published in the 2008 catalogue.

1.1

TRANSFER OIL: THERMOPLASTIC HOSES SINCE 1979

Transfer Oil S.p.A., a privately-owned joint-stock company headquartered in Colorno (Parma, Italy), is a leading international manufacturer of thermoplastic flexible hoses for medium, high, and ultra-high pressure applications.

The company operates globally through a distribution network operating in **64 countries** and **three subsidiaries** located in the United States, Singapore, and China, ensuring a strong presence in key markets and timely support to customers.

With applications ranging from hydraulic systems to gas and fluid handling, as well as

refrigeration and air conditioning, Transfer Oil hoses are used across multiple industrial sectors.

With the capability to assemble and test ultra-high-pressure hoses up to **3,800 bar (55,000 psi)**, Transfer Oil is currently the only independent hose manufacturer able to offer products covering the full pressure range achievable with thermoplastic hoses. This distinctive expertise, combined with in-house capabilities in design, analysis, and testing, makes Transfer Oil the preferred choice for leading distributors and renowned OEMs (Original Equipment Manufacturers).

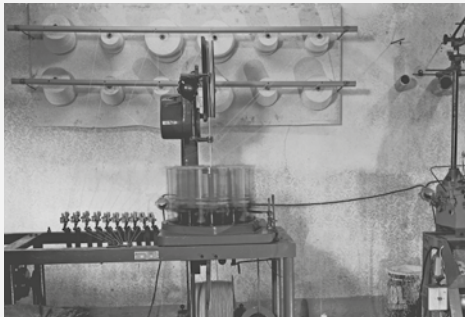
MILESTONES

The following events highlight the key moments that have shaped the company's growth:

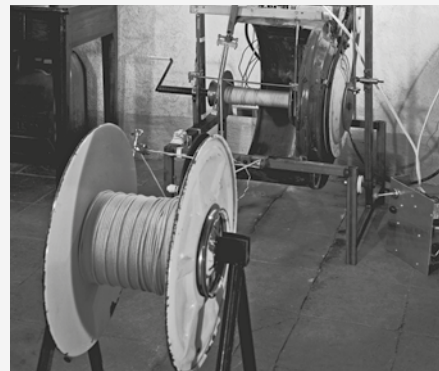
Foundation ▶

The beginning of a vision

Transfer Oil is founded by Ferdinando Ferrari with a focus on manufacturing reinforced thermoplastic hoses for hydraulic applications. What begins as a specialized initiative is driven by a clear understanding of technical needs in a growing market.



1979



1981

◀ First European steps

Reaching beyond borders

Just two years after its foundation, Transfer Oil begins exporting outside Italy. Relationships with national and European distributors are developed, marking the company's entry into international markets and laying the foundation for future growth.

1985

OEM and industrial evolution ▶

Meeting new demands

The development of hoses for high-pressure washer systems opens new opportunities. OEM partnerships begin to take shape, and production gradually shifts towards industrial-scale manufacturing to support increasing demand.

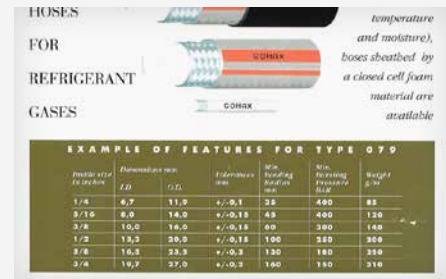


1990

Innovation for new markets

Refrigeration and air conditioning breakthrough

A thermoplastic hose system is introduced to replace copper tubing in industrial cooling systems. This innovation later leads to the launch of the Gomax® brand, addressing the needs of the refrigeration and A/C sectors.



1992

Growing with demand

Expanding the headquarters

As demand increases, Transfer Oil expands its headquarters site and manufacturing facilities. This investment enhances production capacity and workflow efficiency, supporting continued growth.

2002

Gomax® reinvented

Widening the range

The Gomax® brand undergoes a major transformation with the launch of three new product lines: Quadra, Infinity, and Zero. Supported by targeted marketing initiatives, this strengthens the brand's positioning among major OEMs.



2004

Strategic restructuring

A shift in direction

A strategic change in ownership through a leveraged buyout consolidates control under a single shareholder. This marks a turning point, introducing a renewed managerial approach and paving the way for long-term strategic planning.





2012

Streamlining operations ▶

New plant, improved workflow

A 5,100 sqm (55,000 sq ft) facility is built adjacent to the existing site. Designed to optimize production and logistics, it also integrates solar power, covering approximately 20% of the company's energy needs.



2016
2018

Global reach ▶

Closer to customers worldwide

Subsidiaries are established in Singapore, China, and the United States. These locations bring operations closer to key markets, improving responsiveness and strengthening the company's global presence beyond Europe.

2006

◀ A broader portfolio

TO Hydraulic and TO Industrial divisions launched

Two new divisions are introduced – TO Hydraulic and TO Industrial – significantly expanding the product portfolio to more than 40 hose families. Key highlights include the 700 bar / 10,000 psi VHP hose, designed for high-pressure hydraulic applications.



2015

◀ Entering the ultra-high-pressure world

Helix® division launched

Following years of research and development, Transfer Oil launches the Helix® division, dedicated to ultra-high-pressure applications. Using advanced multispiral reinforcement technology, Helix® hoses are engineered to withstand working pressures from 700 to 3,800 bar (10,000 to 55,000 psi).



2020

Rethinking the workspace ▶

Integrated warehouse and new headquarters

A centralized warehouse consolidates previously dispersed storage facilities, while the new headquarters adopts a modern open-space layout designed to enhance collaboration and employee well-being.



2024

Leadership evolution ▶

A new chapter for Transfer Oil

Since its foundation, Transfer Oil has always been led by a member of the founding family in the role of General Manager. While Ugo Ferrari, CEO of the company, remains fully engaged and actively involved, the appointment of a new General Manager represents a strategic governance milestone, strengthening the organizational structure and supporting international expansion.



2022
2023

◀ Powering with the sun

Sustainability at the core

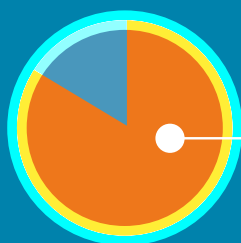
A solar park comprising nearly 5,000 panels is installed across 20,000 sqm (215,000 sq ft). It supplies nearly 80% of the company's electricity needs, supports electric vehicle charging, and reduces CO₂ emissions by more than 910 tons annually.



1.2 GROUP GOVERNANCE STRUCTURE AND LOCATIONS

CAPITAL STAKES HELD BY TRANSFER OIL S.P.A. IN ITS FOREIGN SUBSIDIARIES

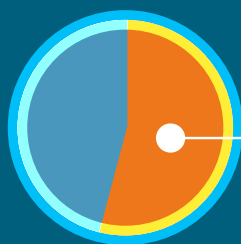
Transfer Oil Asia Pte. Ltd. (**Singapore**)



83.33%

Transfer Oil S.p.A. holds an 83.33% share; the remaining shares are held by two local partners;

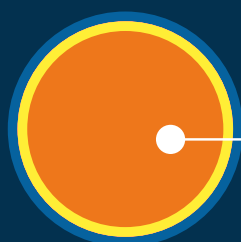
Transfer Oil Fluid-Tech Co. Ltd. (**China**)



51%

Transfer Oil S.p.A. holds a 51% share; the remaining shares are held by a local partner;

Transfer Oil Inc. (**USA**)



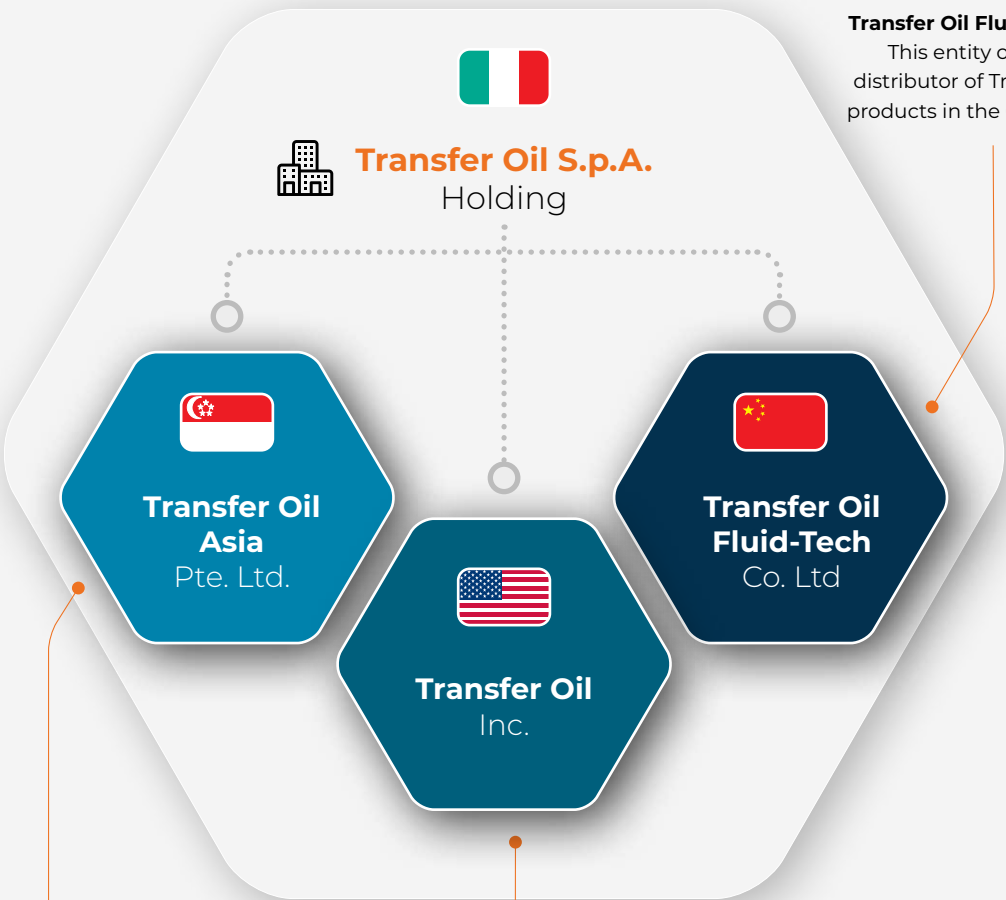
100%

Transfer Oil S.p.A. holds 100% of the share capital.

GROUP FUNCTIONAL ORGANIZATION

Transfer Oil S.p.A.

Transfer Oil S.p.A. acts as the holding company and principal entity within the Group, performing **high value-added functions** across the value chain, including strategic and managerial planning for the entire Group, research and development activities, global and strategic marketing, as well as the management of the overall manufacturing process.

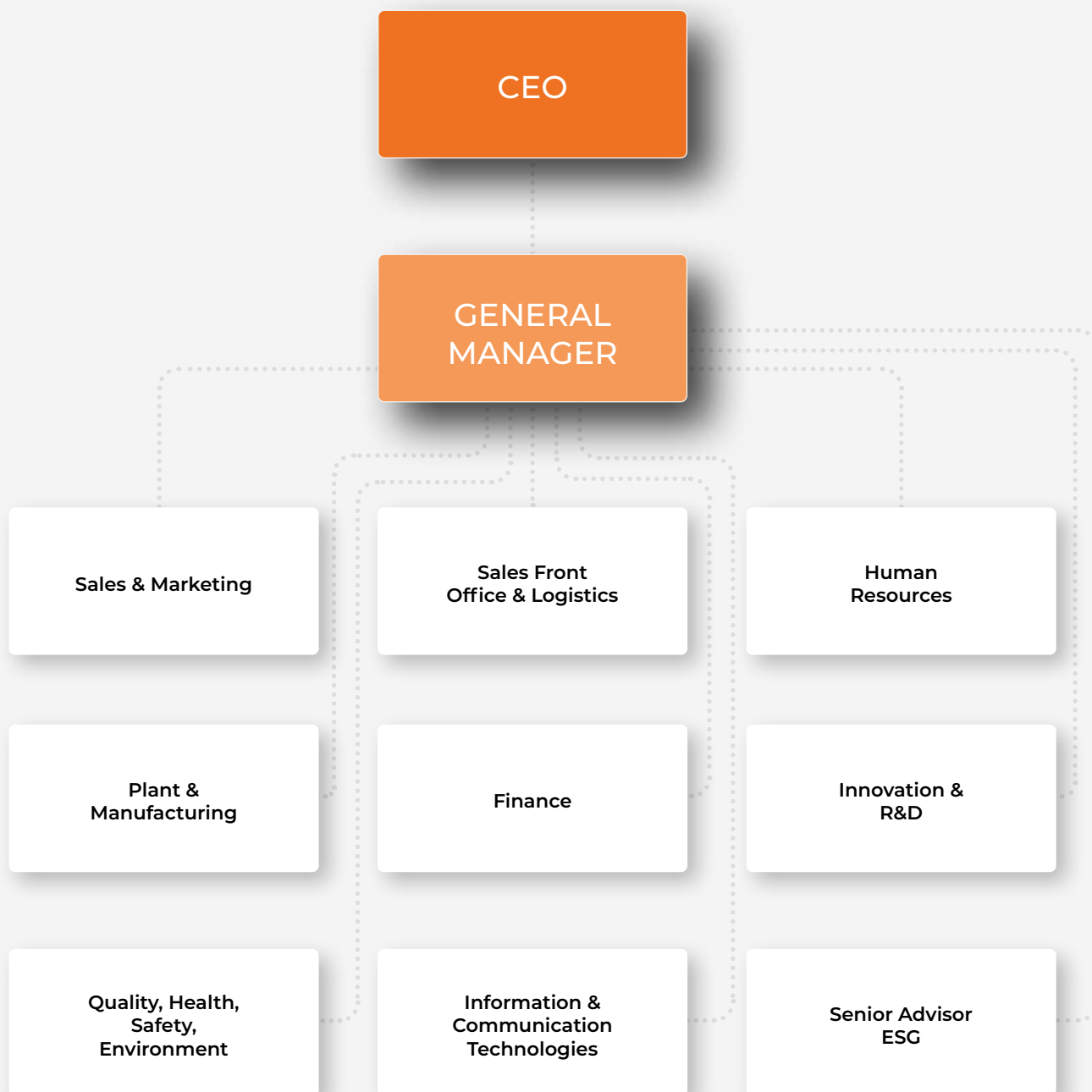


Transfer Oil Fluid-Tech Co. Ltd.
This entity operates as a distributor of Transfer Oil S.p.A. products in the Chinese market.

Transfer Oil Asia Pte. Ltd.
This entity operates as a distributor for the Singapore, East Asian, and Oceania markets, supplying products purchased from Transfer Oil S.p.A. and third-party suppliers.

Transfer Oil Inc.
This entity operates as a distributor of Transfer Oil S.p.A. products in the North American market.

THE COMPANY'S GOVERNING BODIES



The Board of Directors of Transfer Oil S.p.A. is composed of three members.

Ugo Ferrari

Chairman of the Board of Directors

Paolo Zalera

Director

Alberto Piantella

Director

During 2025, the **Board of Directors** met on a quarterly basis, in accordance with the provisions of the **Company's Articles of Association**.

The composition of the Board, in terms of gender and age distribution, remained unchanged in 2025.

In accordance with the Italian Civil Code, the Company is required to establish a **Board of Statutory Auditors**. At Transfer Oil, this body is composed of three members.

Pierluigi Marchini

Chairman

Monica Nicolini

Statutory Auditor

Francesca Tonelli

Statutory Auditor

The role of the Board of Statutory Auditors is to ensure that the Company operates in compliance with applicable regulations and the Articles of Association, verifying adherence to **best corporate practices** and the adequacy of accounting systems.

The governance system of Transfer Oil is designed to promote responsible behavior across all activities. In the 2024–2025 period, Transfer Oil adopted an Organization, Management and Control Model pursuant to Legislative Decree 231/2001, ensuring **integrity** and **transparency** in all interactions with public and private stakeholders.

The Board has also appointed a Supervisory Body pursuant to Legislative Decree 231/2001. Following this appointment, the Company has implemented

a **whistleblowing portal** through which Group stakeholders may confidentially report unethical conduct or breaches of company policies. The management of the internal reporting channel is entrusted to the Supervisory Body. The system ensures the confidentiality of the whistleblower's identity, the individuals involved or mentioned in the report, as well as the content and related documentation.

Transfer Oil has also published its **Code of Ethics**, which defines the fundamental principles and serves as a guide for employees, management, and other stakeholders in making ethically sound decisions and conducting business activities in a socially responsible manner.



**Transfer Oil
Code of Ethics**

Reflects our commitment
to building relationships
of mutual trust with our
stakeholders.

Training sessions on the adoption of the **Organization, Management and Control Model**, in compliance with Legislative Decree 231/2001, were provided by the Supervisory Body through 14 dedicated sessions.
In addition, training on the **Code of Ethics**, adopted on 14 December 2022, was provided to all employees through four sessions, also led by the Supervisory Body.

Thanks to the measures implemented (Legislative Decree 231 Model, whistleblowing platform, and Code of Ethics), the Group is able to effectively manage and oversee corporate risks.

In addition to the formal governance structure, a **first line of management** is in place, consisting of the heads of all functions, responsible for monitoring and reporting key KPIs and corporate performance, which are tracked through the Balanced Scorecard system.

Regarding **ESG governance**, a senior executive has been granted direct delegation by the CEO to oversee the Company's sustainability initiatives, including data collection and the preparation of this Sustainability Report.

The delegated executive reports periodically to the Board of Directors on ESG progress.

**2024 Sustainability
Report**

In 2025, Transfer Oil
published its first
Sustainability Report.

**Transfer Oil Board
of Directors**

From left to right: Alberto
Piantella (Director), Ugo
Ferrari (Chairman of the
Board of Directors), and
Paolo Zalera (Director).



1.3

PRODUCT RANGE AND MAIN APPLICATIONS

Transfer Oil operates in the industrial manufacturing sector, with a product portfolio focused on **thermoplastic flexible hoses for medium, high, and ultra-high pressure applications**. The Company's activities extend across multiple key sectors, including hydraulic systems, gas and fluid handling, refrigeration and air conditioning.

Over the years, the Group has become a recognized company in its target markets thanks to a **global**

distribution network comprising both Group subsidiaries and third-party distributors and OEMs.

The Group's primary markets are in Europe, with the domestic market accounting for approximately **22% of total sales**. In addition, through its distribution subsidiaries, the Group is developing non-European markets considered strategic for future growth, primarily North America and Asia.

15R - CNG 5000

Our hose for Compressed Natural Gas (CNG) refueling applications, designed for operating pressures up to 350 bar (5,000 psi). Certified in accordance with CSA/ANSI NGV 4.2:22.



MAIN MARKET SEGMENTS SERVED BY THE GROUP

HYDRAULICS – Solutions for hydraulic systems.

Thermoplastic hoses and fittings developed for sectors such as construction equipment, agriculture, and onshore and offshore operations, with applications ranging from steering systems, aerial platforms (truck-mounted and off-highway), rescue tools, cranes, forklifts, pilot lines, waste compaction vehicles, and mining machinery. All hoses within the TO Hydraulic range are certified in accordance with the most widely recognized and stringent international standards.

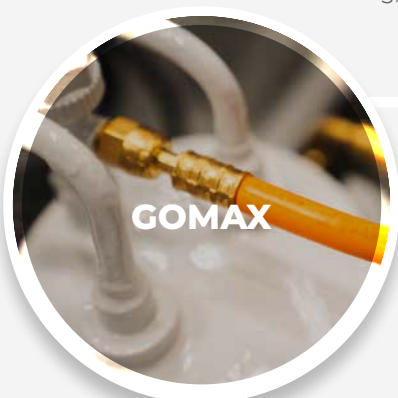


INDUSTRIAL – Fluid transfer solutions.

Thermoplastic hoses and fittings designed for industries such as construction, oil & gas, and chemicals, covering a wide range of applications including high-pressure cleaning, air cylinder filling, sewer jetting, hydrogen and CNG refueling, airless painting, beverage dispensing, and greenhouse spraying systems.

UHP – Ultra-High-Pressure fluid conveyance solutions under the HELIX® brand.

Multi-spiral thermoplastic hoses operating at pressures from 700 bar (10,000 psi) up to 3,800 bar (55,000 psi). These products are designed for applications requiring extreme pressure levels, including hydro-demolition, heat exchanger cleaning, surface preparation, paint removal, water jet cutting, bolt tensioning, and pressure testing equipment.



GOMAX® – A product line developed to replace rigid copper tubing.

The Gomax® range includes thermoplastic flexible hoses and fittings for air conditioning and refrigeration systems. In particular, the Gomax® division offers capillary tubing systems for pressure gauges, pressure switches, oil return lines, oil equalization systems, as well as discharge and suction lines for AC&R (Air Conditioning and Refrigeration) systems.

1.4

ECONOMIC PERFORMANCE

For Transfer Oil, sustainability also encompasses long-term economic sustainability, which is considered a fundamental pillar for value creation and for fulfilling commitments to stakeholders.

This approach ensures the generation of value for all stakeholders, fostering **mutually beneficial relationships** and contributing to a sustainable future.

In 2025, our Group served customers in 64 countries, demonstrating the global reach and impact of our business activities. During the same year, the Transfer Oil Group generated €30.0 million in economic value,

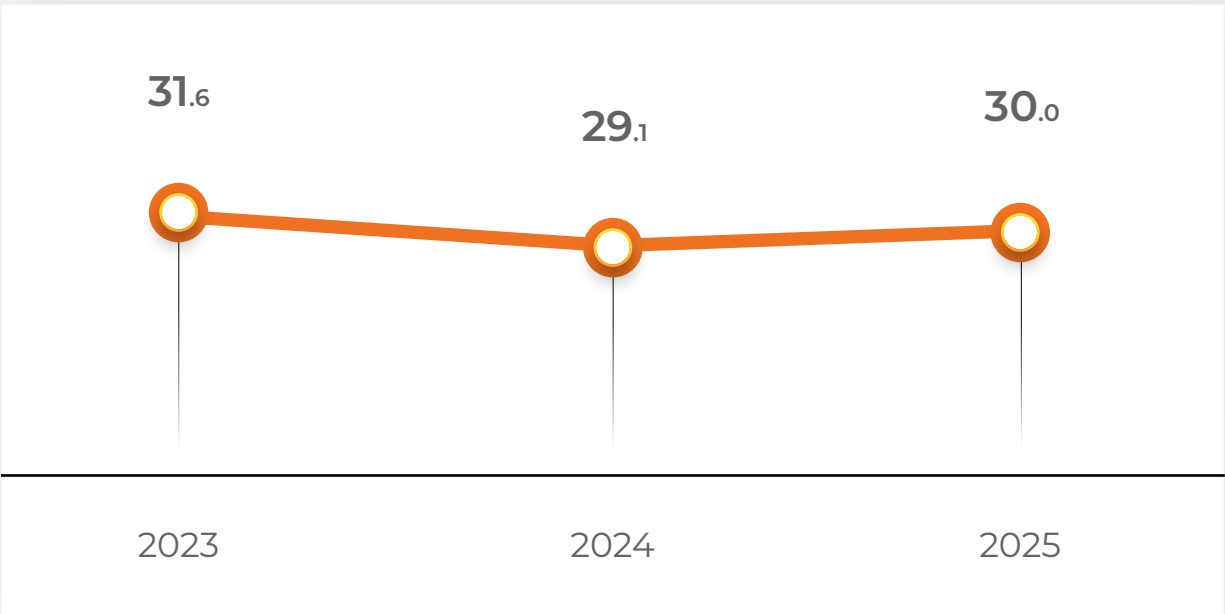
representing a 3% increase compared with 2024 (€29.1 million). This performance confirms the Group's solid and resilient growth despite challenging market conditions.

Today's challenges require companies to transform their business models to create shared value. Our role is not limited to maximizing profit; it is also to **generate benefits for all stakeholders**, including the local community. The distribution of the economic value generated reflects the Group's commitment to sustainable growth and to creating mutual value for all parties involved.

ECONOMIC VALUE GENERATED BY THE TRANSFER OIL GROUP (€ MILLION)

The chart shows the trend in the economic value generated by the Group and is provided for illustrative purposes only. It should be noted that, in the absence of a regulatory requirement, the Company does not prepare formal consolidated financial statements.

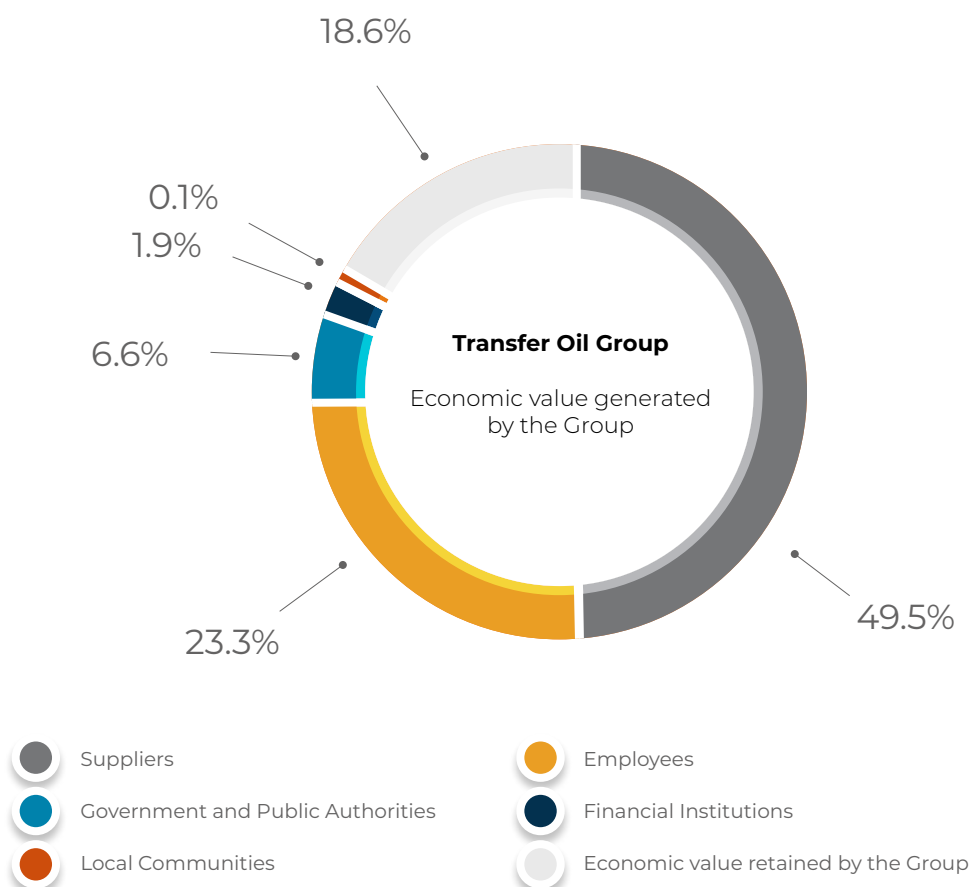
▼
Trend of the economic value generated by the Group.



ECONOMIC VALUE GENERATED AND DISTRIBUTED TO STAKEHOLDERS – TRANSFER OIL GROUP

Transfer Oil Group - Economic data (k€) - Y 2025

Economic value generated by the Group	30,005	100%
Economic value distributed to stakeholders	24,415	81.4%
Suppliers	14,843	49.5%
Employees	6,977	23.3%
Government and Public Authorities	1,974	6.6%
Financial Institutions	583	1.9%
Local Communities	38	0.1%
Economic value retained by the Group	5,590	18.6%





2

Group operations



Behind innovation

In our R&D laboratory, expertise and technology come together to develop high-performance solutions.



Quality control in progress

The recently upgraded impulse test bench enables hose testing at pressures of up to 3.600 bar (52,000 psi).

2.1

PRODUCT AND SERVICE QUALITY

Quality is a core value of Transfer Oil's philosophy and guides the Company's commitment to providing the market with reliable, safe products and services that comply with the highest industry standards.

Transfer Oil has a long-standing tradition of excellence in Quality Assurance, having been among the first companies in the sector to achieve certification to **UNI EN ISO 9001 in 1993**. Since then, the Company has continuously strengthened its management systems through the introduction of advanced digital and paperless solutions, alongside the adoption of increasingly sophisticated methodologies and analytical techniques.

The internal **traceability system** enables Transfer Oil to maintain documented evidence supporting product quality at all times. As an additional safeguard, **every hose undergoes more than 70 inspections and tests before being approved and shipped to the customer**. Dimensional checks, burst tests, and impulse tests are among the most common verification activities. For impulse testing, resistance is in some cases validated beyond

500,000 cycles. For specific applications, additional dedicated tests are also performed, including permeability and electrical conductivity testing.

Over the years, Transfer Oil has obtained important **product certifications and approvals** issued by internationally recognized bodies, including DNV (Det Norske Veritas), ABS (American Bureau of Shipping), MSHA (Mine Safety and Health Administration), Lloyd's Register, UL Solutions, and CSA Group (Canadian Standards Association).

Alongside its commitment to quality, Transfer Oil has invested in improving its environmental performance and protecting the health and safety of its employees. In recognition of this commitment, the Company has obtained:

- **UNI EN ISO 14001 certification** for its Environmental Management System;
- **UNI EN ISO 45001 certification** for its Occupational Health and Safety Management System.



▲ The Color Range

Our hoses are available in a variety of colors to meet customer needs and comply with international standards.

The integration of Quality, Environmental, Health and Safety Management Systems ensures a coordinated and consistent approach to stakeholder expectations and requirements, contributing to business continuity and long-term sustainability. The system is based on periodic risk assessments, the definition of strategic objectives, and the regular monitoring of key performance indicators, supported by weekly meetings involving functional managers.

To support the continuous optimization of processes, Transfer Oil regularly conducts internal **audits** and undergoes external **audits** by certification bodies and customers. These activities include management system audits aimed at verifying compliance with regulatory and legal requirements, as well as **process**

audits carried out by internal teams to monitor production activities and prevent potential deviations.

Finally, to ensure continuous monitoring of **customer satisfaction** and overall customer experience, Transfer Oil launched a structured customer satisfaction survey in 2024. The initiative is designed to collect periodic feedback on aspects such as delivery performance, product quality, and customer service support.

This tool complements the Company's ongoing dialogue with customers, which is maintained through multiple communication channels, including the corporate website, LinkedIn, commercial and technical email communications, industry publications, and trade exhibitions.

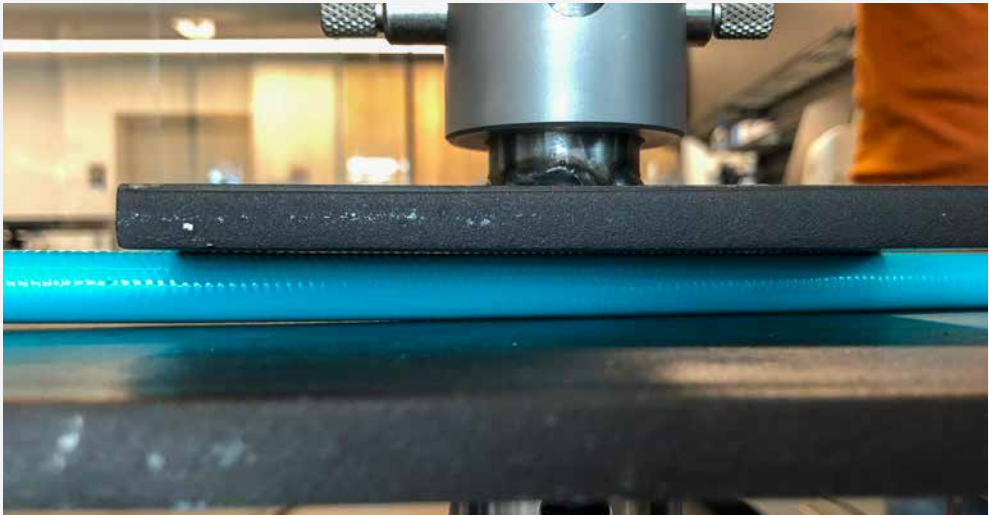
▶
**Reliability
over time**

Impulse testing
validates hose
resistance, with some
tests exceeding
500,000 cycles.



▶
**More than 70
quality checks**

Attention to
detail ensures the
conformity and
reliability of the
finished product.



▶
Verified safety

Burst testing performed
on a hose from the
Hydrogen range.



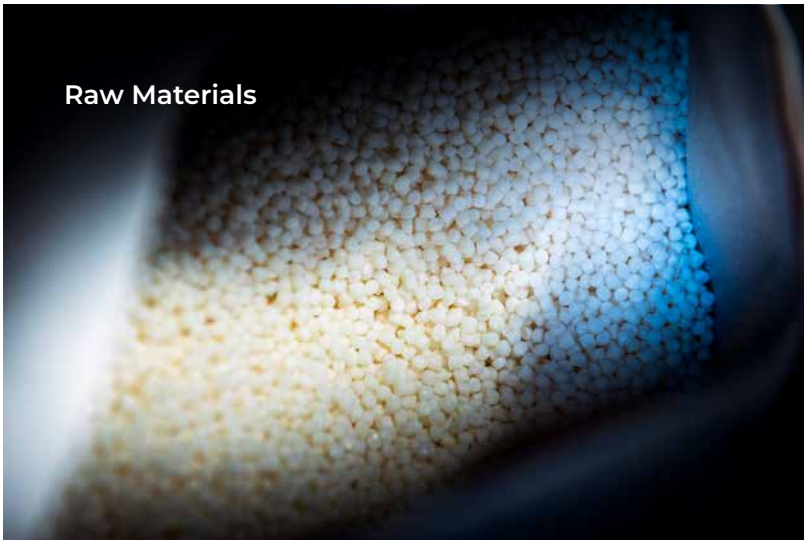
2.2

THE MANUFACTURING PROCESS

Transfer Oil stands out for the technical expertise it has developed over time, supported by a **fully integrated in-house manufacturing process** from product design through to finished hose production.

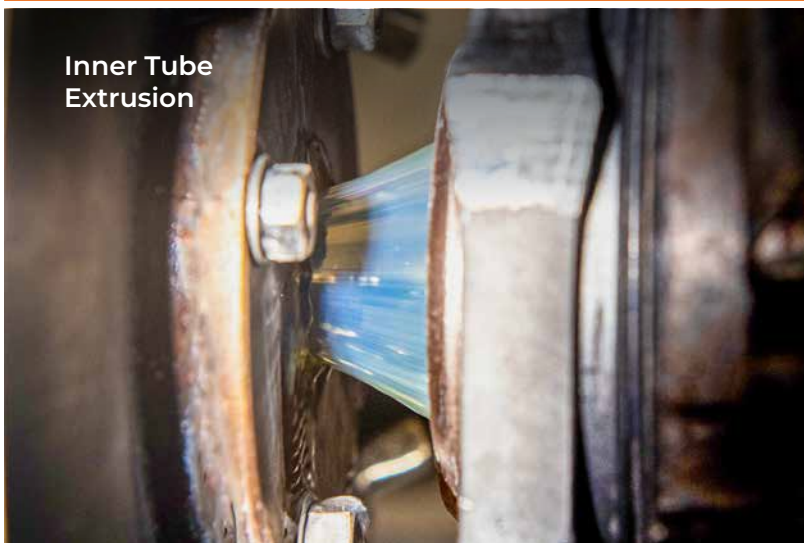
Our integrated approach is driven by the **Research & Development Department**, which works closely with the **Sales Department**, the primary point of contact for customer needs. This collaboration, supported by advanced technologies, enables the development of products capable of meeting the highest standards of performance while improving sustainability. At the same time, the **Quality Department** verifies the conformity of raw materials and monitors the entire manufacturing process, ensuring long-term product reliability.

Raw Materials



Every day, Transfer Oil receives and inspects **raw materials** such as thermoplastic polymers, synthetic fibers, and steel wires. In order to ensure consistent performance and durability of the finished product, these materials are selected according to rigorous qualification criteria.

Inner Tube Extrusion



Thermoplastic polymers are the core element of our technology. Through a melting and **extrusion process**, the inner tube is produced, ensuring full chemical compatibility with the conveyed fluid. This stage is one of the most critical within the manufacturing process, as it creates the first layer on which the entire hose structure is built.



Reinforcement

The inner tube is reinforced to provide the required pressure resistance. The **reinforcement** configuration varies according to performance requirements and specific application needs. One or more reinforcement layers may be applied, using either braided or spiral constructions. Braided reinforcement is typically used for low-, medium-, and high pressure hoses, while spiral reinforcement is specifically designed for ultra-high pressure applications, such as those served by the Helix® product range.



Cover
Extrusion

Once the reinforcement stage is complete, the outer **cover is extruded**. Its characteristics are tailored to the intended operating environment and application requirements. Available in a wide range of colors, all cover materials offer high abrasion resistance and are designed to protect the hose from external agents and environmental conditions, ensuring a long service life.



Packaging and
Assembly

The manufacturing process concludes with **laser marking**, final inspections, and **packaging**. When required, hoses can be supplied as factory-made assemblies with defined lengths and configurations. Each assembly undergoes verification to ensure compliance with Transfer Oil quality standards and application-specific requirements.

2.3

R&D AND KEY INNOVATIONS



Burst testing

Test preparation follows defined procedures to ensure accurate and reliable execution.

Innovation and Research & Development (R&D) activities are a strategic driver for Transfer Oil, whose success is built on the technology, reliability, and performance of its products.

Transfer Oil's R&D laboratory, recently expanded and upgraded, is equipped with state-of-the-art testing benches and custom-designed machinery, enabling hoses to be tested under demanding operating conditions that simulate their performance.

The main testing equipment includes:

- **Burst test benches**
(up to 10,000 bar / 145,000 psi)
- **Impulse test benches**
(up to 3,600 bar / 52,000 psi)
- **Volumetric expansion test bench**
(up to 1,000 bar / 14,500 psi)

- **Permeability testing equipment for gas hoses**
- **Abrasion testing equipment.**

The development of new products may be driven by customer requirements or internal R&D initiatives. At Transfer Oil, however, innovation is regarded as a strategic asset, aimed not only at meeting market needs but also at enhancing the sustainability of both products and processes.

In this context, the Company has invested resources in **reducing production scrap** and **introducing environmentally sustainable materials**. The production scrap recovery project, described in detail in Section 4.2.1, is a tangible example of R&D efforts aimed at improving both operational efficiency and sustainability.



Hose inspection

Our hoses undergo thorough inspections to verify correct assembly.

At the end of 2025, a new role dedicated to **identifying environmentally sustainable materials** was introduced. The objective is ambitious: to develop a product range offering performance comparable to existing solutions while significantly reducing environmental impact. The project, which will continue throughout 2026, includes the identification of new materials and the development of initial prototypes, laying the foundation for future product generations. Although these solutions are not yet specifically demanded by the market, they are expected to become increasingly relevant as companies place greater emphasis on reducing their environmental footprint, both through lower energy consumption and more efficient use of raw materials.

At the same time, R&D activities in 2025 focused on improving manufacturing efficiency and process stability. Targeted interventions in the braiding process resulted in a significant reduction in machine downtime, increasing production continuity and operational reliability.

Another key initiative involved the installation of **Uninterruptible Power Supply (UPS)** systems upstream

Precision at a glance

A cross-sectional view of a Helix® hose highlights its internal structure and reinforcement layers.





Extrusion line

Process control and technical expertise support every stage of production.

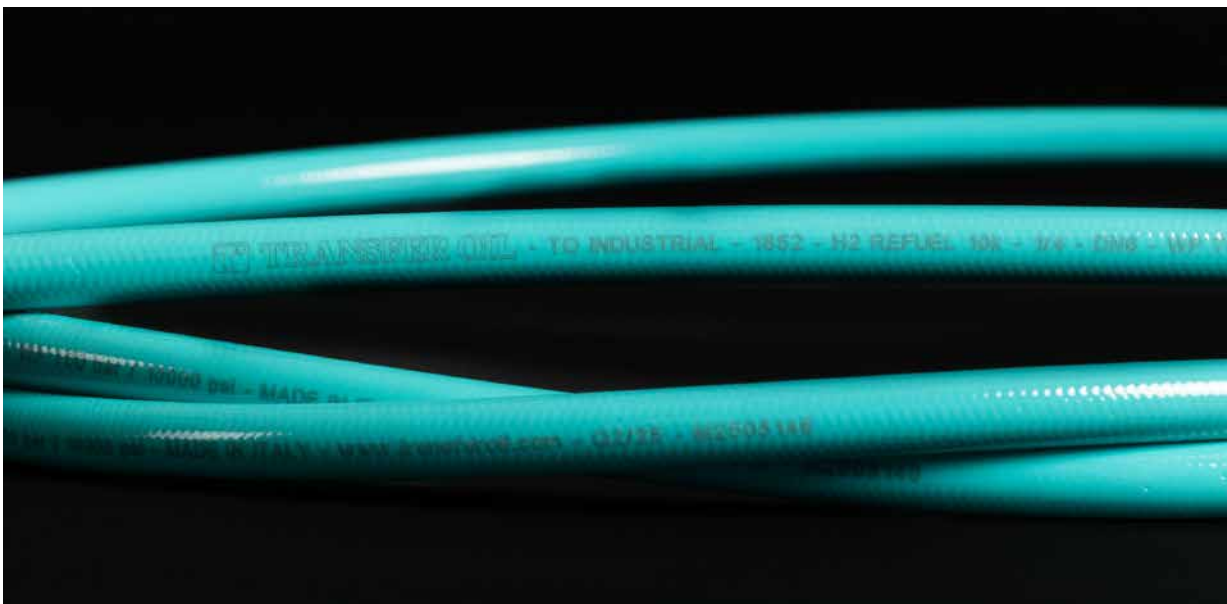
H2 – Laser Marking

An example of laser marking on our H2 Refuel 10k hose.

of the extrusion lines, with the aim of **enhancing power continuity** and, consequently, production process stability.

This solution has reduced the impact of micro-interruptions and voltage fluctuations on temperature control systems, haul-off units and coiling equipment. Furthermore, the ability to perform controlled line shutdowns instead of

sudden interruptions helps minimize rework, reduce corrective maintenance activities, and limit unplanned cleaning operations, generating positive effects on both overall efficiency and environmental performance. In addition, UPS systems contribute to the **protection of the most sensitive components**, particularly electronic equipment, **reducing wear and extending service life while decreasing the need for frequent replacements**.



LASER MARKING

During the 2024–2025 period, a significant investment led to the introduction of new laser marking machines for our thermoplastic hoses.

This innovation enabled the complete replacement of the previous inkjet technology, **eliminating the use of hazardous inks and solvents, with annual consumption previously exceeding 400 kg.**

The new marking system represents a significant improvement from both an environmental and operational perspective.

The small amount of fumes generated during the process is extracted and filtered, ensuring that only clean air is released into the working environment. In addition, laser technology provides sharper and more durable markings, enhancing product traceability.

In 2025, the project reached a further milestone with the extension of laser marking technology across the entire product range, including twin-line hoses and product lines dedicated to Hydrogen and CNG applications.



Laser Marking

A more visible, durable, and sustainable alternative to inkjet marking.



3

Sustainability at Transfer Oil



Inspired by nature

Colors, materials and details inspired by the natural world contribute to creating welcoming and harmonious spaces.



A valuable exchange

Visits to our headquarters encourage dialogue and strengthen relationships with stakeholders and partners.

3.1 GROUP STAKEHOLDERS AND ITS SUSTAINABILITY APPROACH

For Transfer Oil, sustainability is part of its business model and a **strategic driver for long-term value creation**. The Company adopts an integrated approach that combines economic performance with responsible management of environmental, social, and governance (ESG) impacts, recognizing its responsibility throughout the entire value chain.

The Company complies with applicable regulatory requirements and internationally recognized standards, while complementing these obligations with **voluntary initiatives** aimed at reducing the environmental impact

associated with its operations, products, and services. Over the years, sustainability has become increasingly embedded within the Company's business model through targeted investments, including the adoption of low-impact assets and the continuous optimization of manufacturing processes, with particular attention to efficiency, safety, and the sustainable use of resources.

This Sustainability Report represents a further step in that journey, supporting a more structured approach to impact reporting and strengthening dialogue with the Company's key stakeholders.

Stakeholder identification and engagement

Within this framework, **Stakeholder¹ engagement** is fundamental for understanding expectations, identifying priority topics and informing the Company's strategic decisions. A structured engagement process enables Transfer Oil to incorporate diverse perspectives, strengthening both the quality of decision-making and the effectiveness of its ESG strategy.

To support the reporting process, the Company has established a dedicated team comprising internal resources and external professionals, responsible for analyzing the operating context and mapping the Company's key stakeholders.

MAIN STAKEHOLDER CATEGORIES

 Employees	 Customers	 Local Communities
 Suppliers	 Shareholders	 Institutions and Public Authorities
 Industry Associations	 Financial Institutions	 Future Generations

¹ Stakeholders are individuals or groups that can affect, or are affected by, Transfer Oil's activities, products, services, and performance.

The inclusion of future generations reflects Transfer Oil's long-term approach to sustainability, which aims to meet today's needs without compromising the availability of resources, environmental conditions, or opportunities for the generations to come.

Given the broad range of stakeholders, Transfer Oil adopts a prioritization strategy based on each stakeholder group's level of influence and the significance of the impacts they generate or experience in relation to the Company's activities. This inclusive approach ensures that the most affected stakeholders play a meaningful role in the engagement process, supporting more informed and responsible decision-making.



Sharing our story

We share our expertise, projects and achievements through meetings and opportunities for dialogue.



Stakeholder engagement and communication channels

Stakeholder engagement is designed to foster open and transparent communication through a range of dedicated channels and engagement tools:



DIGITAL PLATFORMS

The Company's website, newsletters, and social media platforms – particularly LinkedIn – are used to share information, updates, and content related to business activities and ESG topics. For internal communication, an integrated web portal keeps all employees informed about Company initiatives, events, and key communications, regardless of their role or work location.



EMPLOYEE DEVELOPMENT

The Company invests in training programs focused on health and safety, business ethics, and skills development, with the aim of supporting employee growth and strengthening a culture of responsibility.



FEEDBACK MECHANISMS

Supplier evaluation systems and customer and employee satisfaction surveys enable the Company to monitor the quality of relationships across the value chain and identify opportunities for continuous improvement.

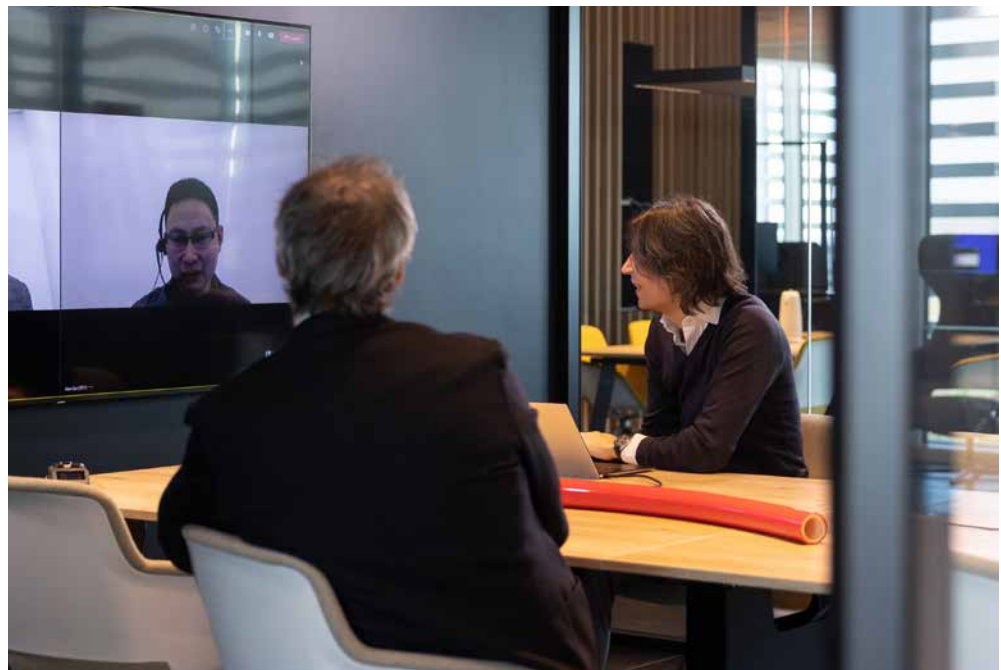


COMMUNITY ENGAGEMENT

Transfer Oil supports local communities through sponsorships of cultural initiatives and charitable projects, contributing to the social development of the areas in which it operates.

Connected by shared goals

Collaboration across headquarters and subsidiaries is strengthened through continuous communication.



STAKEHOLDER MAPPING AND EXPECTATIONS

Stakeholder	Engagement channels	Stakeholder expectations
Employees 	Internal communication channels (Microsoft Teams, Town Hall meetings) Employee engagement survey Training, development, and performance evaluation programs Corporate events Code of Ethics Whistleblowing portal	Transparent communication and involvement regarding the Company's goals and performance Ethical and fair employment practices Job security and clear employment terms Health, safety, and employee well-being in the workplace Opportunities for continuous learning and professional development Active listening and secure, confidential reporting of misconduct
Customers 	Customer satisfaction surveys Corporate website Social media platforms (e.g., LinkedIn) Trade publications Dedicated customer events and direct meetings Industry trade fairs General Terms and Conditions of Sale	Products and services that meet quality standards and regulatory requirements Transparent, fair and reliable business relationships Timely and knowledgeable technical support and customer service Clear, timely, and consistent communication Consistent product quality and reliable supply performance
Suppliers 	Transfer Oil Supplier Portal Corporate website Social media platforms (e.g., LinkedIn) Whistleblowing portal Code of Ethics Supplier performance evaluation (Vendor Rating)	Stability and continuity of the business relationship Fairness, transparency, and clarity in selection and evaluation processes Fair economic and contractual terms Respect for ethical principles and rights throughout the supply chain
Shareholders 	Shareholders' meetings Financial and ESG reporting Regular meetings with management	Long-term value creation Financial strength and responsible risk management Transparent governance and decision-making processes Integration of sustainability into corporate strategy

Institutions and Public Authorities 	Institutional dialogue Consultation forums and working groups Regulatory compliance activities and official communications	Full compliance with applicable laws and regulations Transparency, integrity and constructive cooperation Contribution to local economic development and employment Responsible management of environmental and social impacts
Local Communities 	Sponsorship of local events Donations and support for social initiatives Career guidance activities and engagement with secondary schools and universities Corporate website Social media platforms (e.g., LinkedIn) Dialogue and engagement meetings hosted at Transfer Oil	Support for education, including opportunities for students to participate in work-based learning programs Contribution to cultural development and social inclusion initiatives Support for local organizations promoting community health and safety
Industry Associations 	Participation in industry working groups and association initiatives Institutional and technical dialogue	Compliance with industry regulations and standards Contribution to the development of industrial best practices Responsible management of environmental and social risks throughout the value chain
Financial Institutions 	Collaboration with ESG rating agencies Financial and ESG reporting Regular meetings and structured information sharing	Financial reliability Transparent disclosure Responsible management of ESG risks Integration of sustainability into corporate strategy
Future Generations 	Integration of sustainability principles into corporate strategy Investments in energy efficiency, innovation, and impact reduction Education and awareness initiatives	Protection of the environment and natural resources Responsible and sustainable long-term development Continuity of an industrial business model that considers environmental and social impacts

The collected information is systematically analyzed to maximize its value, supporting the identification of the most material topics.

3.2 IDENTIFICATION OF MATERIAL TOPICS

To identify the Group's strategic sustainability areas, Transfer Oil has conducted a **benchmarking** analysis against the main players in the sector, including key customers, suppliers and competitors. The analysis enabled the identification of market trends, emerging practices and **stakeholder expectations**, integrating these inputs into the definition of the Company's strategic priorities.

MATERIAL TOPICS² FOR BUSINESS PERFORMANCE

Topic	Area
Business ethics and integrity Economic responsibility Governance and compliance Risk management Technology, innovation and Research & Development Product traceability	Governance and economic performance 
Climate change Emissions reduction Energy consumption Materials Circular economy and waste management Water abstraction and discharge	Environmental responsibility 
Employee development, attraction and well-being Diversity and inclusion Occupational Health and Safety Responsible supply chain management Local community support	Social responsibility 

The identified topics constitute the basis for defining strategic priorities, operational actions and the reporting content of this Sustainability Report and are linked to the **external assessments** described in the following section.

² Material Topics are defined as the aspects reflecting the most significant economic, environmental and social impacts of the Company, and which influence Stakeholders' assessments and decision-making.

3.3

EXTERNAL ASSESSMENTS AND ESG CERTIFICATIONS

To support its continuous improvement, and in line with the identified Material Topics, Transfer Oil has voluntarily subjected its ESG performance to external assessments.

In 2025, the Company achieved the **EcoVadis Silver Medal**, ranking in the **91st**

percentile of manufacturing companies worldwide for ESG performance. This result confirms the robustness of the policies, systems and processes implemented and reflects the evolution of the corporate culture towards a model of **sustainable, transparent and measurable value creation**.

EcoVadis Silver Medal
Recognizes Transfer Oil's sustainability performance.



EcoVadis 2025
(Certification validity: September 2026)

A space to recharge
Green spaces within the production facility provide a welcoming environment for employees.





In the spotlight

Our thermoplastic hoses on display at one of the industry's leading trade exhibitions.

The score reflects the consolidation of an ESG strategy based on three pillars:

- **A clear organizational structure** with formalized responsibilities and documented processes;
- **Environmental and social risk management** integrated into operational activities;
- **Information transparency** supported by advanced data monitoring systems.

The improvement achieved in 2025 is the result of targeted actions in four key areas:

Environment

- Investments in energy efficiency, reduction of industrial waste, internal recycling of production scrap and process digitalization;
- Strengthening of emissions monitoring (Scope 1 and 2) and waste management.

Labour practices and human rights

- Optimization of health and safety processes, with KPIs aligned with GRI Standards;
- Welfare, training and skills development programs, with a focus on inclusion and increasing the representation of women in R&D and technical departments.



Learning through collaboration

Valuing talent and new perspectives creates opportunities for learning, collaboration and professional growth.

Ethics

- Update of the Code of Ethics, introduction of anti-corruption policies, and implementation of an internal reporting system compliant with European whistleblowing regulations.

Transfer Oil is also registered as a qualified supplier on the **IntegrityNext platform**, which is used to monitor ESG performance along the supply chain.

In addition, the Company has been assessed by **Open-ES**, achieving a score of **87 out of 100**, and ranking in **Class 3 – Master**, the highest level assigned to manufacturing companies on the platform. This result confirms Transfer Oil's ongoing commitment to developing and strengthening its sustainability practices.

Sustainable procurement

- Implementation of the Vendor Rating system with environmental, social and ethical criteria;
- Additional document-based checks, including certifications, REACH/RoHS declarations, and sustainability reports.

4

Environment and energy

Circular Economy

Internal tube extrusion scrap is recovered and processed for reuse through a dedicated recovery system.

Our Solar Park

Transfer Oil is committed to balancing energy consumption with environmental responsibility.

4.1

ENERGY CONSUMPTION AND EMISSIONS

Transfer Oil integrates energy and greenhouse gas emissions management into its operational and strategic decision-making, continuously monitoring developments in the applicable regulatory framework and implementing initiatives aimed at reducing the environmental impacts associated with its business activities.



ENERGY EFFICIENCY INITIATIVES

Renewable energy generation

Transfer Oil's energy efficiency program began several years ago and reached a major milestone in 2012 with the installation of a 200 kWp photovoltaic system. Equipped with approximately 800 solar panels, the installation represented a significant investment relative to the Company's size at the time.

At the end of 2023, a second photovoltaic system was installed to complement the existing one. Operational since 2024, Transfer Oil Solar Park covers approximately **20,000 m² (215,278 ft²)** of rooftop area and comprises more than **5,000 solar panels**, with a total installed capacity of approximately **2 MWp**. The system is expected to generate enough renewable electricity to meet around **80% of the Company's annual electricity demand**, significantly reducing its reliance on electricity purchased from the grid.

New headquarters and additional energy efficiency measures

During the construction of the new headquarters (2019–2020), targeted measures were implemented to improve energy efficiency and reduce energy consumption, including:

Office climate control system



A computerized building management system automatically controls office heating and cooling by monitoring outdoor air temperature and air quality. When outdoor conditions permit, windows open automatically and the HVAC system is temporarily switched off, reducing unnecessary energy consumption.

LED lighting



All office areas and most production facilities are equipped with high-efficiency LED lighting. Occupancy sensors and automatic daylight-responsive controls optimize lighting levels, reducing electricity consumption while maximizing the use of natural daylight.

Sustainable mobility



Electric vehicle charging stations have been installed in the Company's car park to support the gradual electrification of the corporate fleet and encourage the adoption of electric mobility among employees.

ENERGY SOURCES AND ENVIRONMENTAL MANAGEMENT SYSTEM

Given the nature of the Company's manufacturing operations, its primary energy sources are electricity and natural gas, together with fuel used by the corporate vehicle fleet.

Since 2013, Transfer Oil Italy has maintained an Environmental Management System certified to **ISO 14001**, which is subject to regular external audits.

The 2025 audit was successfully completed with no non-conformities identified.

The initiatives described above clearly demonstrate the Company's commitment to environmental and social responsibility as an integral part of its values and business practices.

The principles guiding the Company's environmental strategy



2025
Energy consumption

10,159 GJ

Compared with
2024

-2%

In 2025, total energy consumption amounted to **10,159 GJ**, representing a **2% decrease** compared with 2024. Electricity accounted for the largest share of total energy consumption (80%), primarily used to power manufacturing operations. The remaining energy demand was met by natural gas (13%) used mainly for space heating, while diesel and petrol (6% and 1%, respectively) were used for the Company's vehicle fleet. The **energy intensity index**³, calculated based on the length of hose produced, decreased by 13%, while the share of energy consumption from renewable sources increased by 23%. By 2030, the Company aims **to reduce its energy intensity index** by 5% compared with the 2023 baseline.

Energy consumption					
Energy source	Total GJ 2023	Total GJ 2024	Total GJ 2025	Change (%) 2025/2024	2030
Heating energy sources	1,621	1,803	1,270	-30%	
Natural gas	1,620	1,802	1,270	-30%	
Electricity for manufacturing operations	8,264	7,835	8,140	+4%	
Purchased electricity	7,457	5,375	5,040	-6%	
Self-generated electricity from photovoltaic system	807	2,460	3,100	+26%	
<i>Electricity generated by the photovoltaic system and exported to the grid⁴</i>	112	2,840	3,269	+15%	
Fuels for vehicle use⁵	466	752	749	0%	
HVO Diesel	-	149	161	+8%	
Diesel	411	476	475	0%	
Petrol	55	127	113	-11%	
Total energy consumption	10,351	10,390	10,159	-2%	
Of which from renewable sources	919	5,300	6,369	+20%	
Of which from non-renewable sources	9,432	5,090	3,790	-26%	
Share from renewable sources (%)	9%	51%	63%	+23%	
Extruded hose length (1000 m)	10,675	8,063	9,037	+12%	
Energy intensity index	0.97	1.29	1.12	-13%	0.92
Index = Total energy consumption (GJ) / thousand meters of hose produced					-5%
Variance from target (%)	5%	40%	22%		

Greenhouse gas emissions

The Company's organizational carbon footprint assessment was carried out in accordance with ISO 14064, taking into account both greenhouse gas emissions and the use of renewable electricity across

all operations. Through the implementation of its **Environmental Management System**, Transfer Oil has established a structured approach to monitoring emissions generated by its activities.

³ The energy intensity index measures the amount of energy consumed to produce a given quantity of thermoplastic hose. It is calculated as total energy consumption (kWh) divided by the quantity of hose produced (m).

⁴ Electricity generated by the photovoltaic system and exported to the grid is not included in total energy consumption.

⁵ For mixed-use vehicles, only 70% of total consumption has been considered in order to estimate the portion attributable exclusively to business use.

Type of emissions	Total tCO ₂ e 2023	Total tCO ₂ e 2024 (baseline)	Total tCO ₂ e 2025	Change (%) 2025/2024	Target 2030
SCOPE 1	129	140	125	-12%	
Natural Gas	95	95	71	-34%	
Diesel	30	33	41	+20%	
<i>for heating</i>	0.1	0.1	0.1	0%	
<i>for transport</i>	30	33	41	+20%	
Petrol	4	8	7	-14%	
Refrigerant gases	0.01	4.18	6	+30%	
SCOPE 2					
Purchased electricity – location-based	555	334	264	-27%	
Purchased electricity – market-based	932	747	619	-21%	
OUT OF SCOPE					
HVO biodiesel (biogenic)			12	100%	
Total emissions (SCOPE 1 + SCOPE 2 + OUT OF SCOPE – Location-based)	684	474	401	-18%	403
Total emissions (SCOPE 1 + SCOPE 2 – Market-based)	1,061	888	756	-17%	403
Variance from target (%)					-15%

These emissions are classified into two main categories:

- **Scope 1⁶:** direct emissions from sources owned or controlled by the Company, including fuel consumed by the corporate vehicle fleet and natural gas used for heating;

- **Scope 2⁷:** indirect emissions associated with the generation of purchased electricity consumed by the Company.

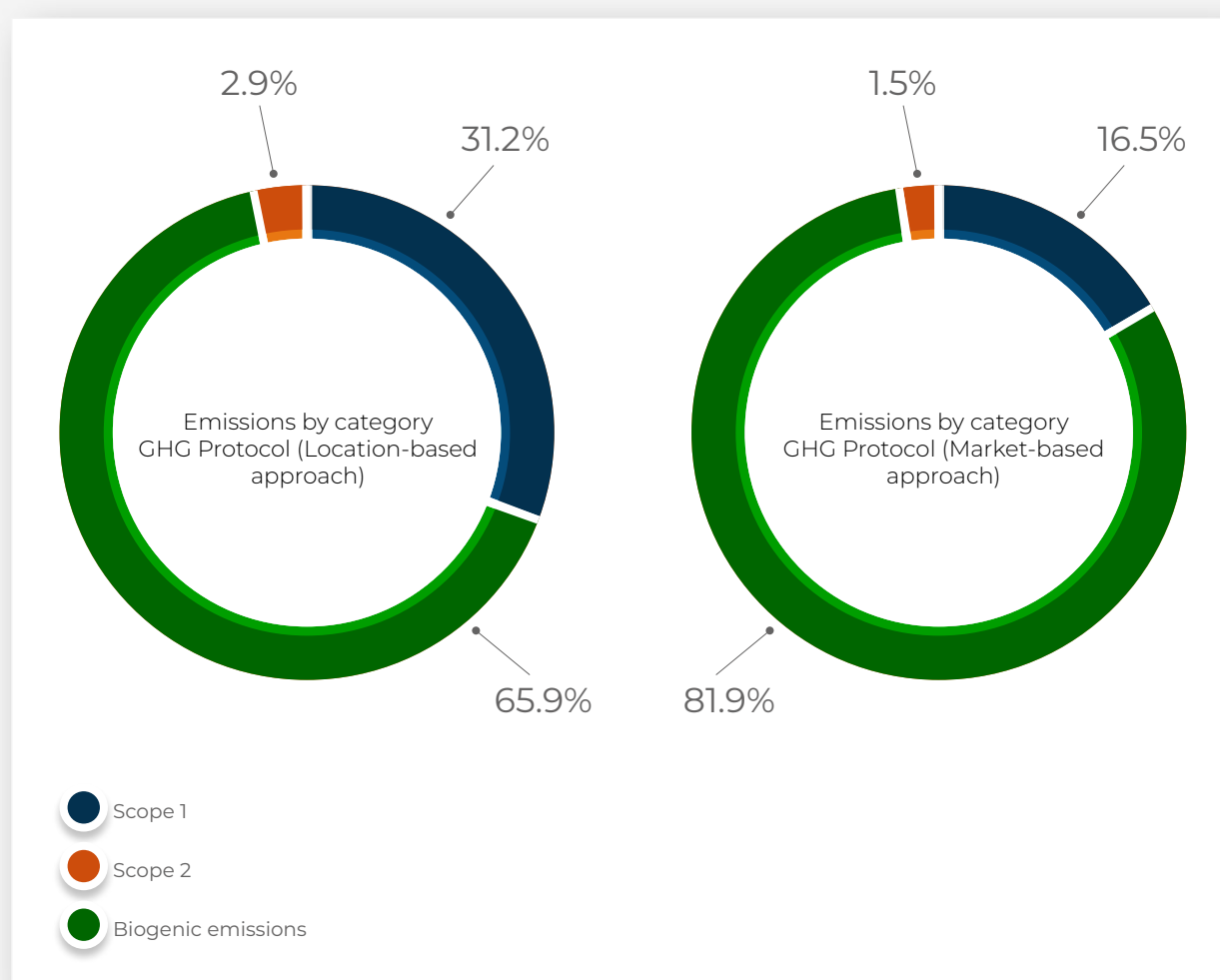
In accordance with the **GRI Sustainability Reporting Standards**, Scope 2 emissions are calculated using both the **location-based** and **market-based** methods, applying nationally and internationally recognized emission factors.

⁶ To calculate Scope 1 emissions, emission factors from the "National Standard Parameters Table" issued by the Italian Ministry of Environment were applied.

⁷ Scope 2 emissions are expressed in tons of CO₂. The contribution of methane and nitrous oxide is considered negligible in total greenhouse gas emissions (CO₂ equivalent), as indicated by relevant technical literature. In line with the GRI Sustainability Reporting Standards, Scope 2 emissions have been calculated using both the market-based and location-based approaches. The market-based method is based on emission factors from the energy suppliers from which the organization purchases electricity under contractual arrangements, using residual mix factors provided by AIB (European Residual Mixes, updated June 2024). The location-based method is based on average emission factors for electricity generation within defined geographical areas (ISPRA methodology 2024).

In 2025, total greenhouse gas emissions amounted to **401 tCO₂e** (Scope 1, Scope 2 calculated using the location-based approach, and Out-of-Scope emissions), representing an **18% reduction** compared with 2024. Largely due to the solar park becoming fully operational, **emissions have already fallen below** the 2030 target of 403 tCO₂e, corresponding to a 15% reduction compared with the baseline year. As shown in the “Energy consumption” table, the majority of emissions continue to be associated with electricity consumption for manufacturing operations, reflecting the overall energy profile of the Group.

2025 CO₂ EMISSIONS BY TYPE OF ENERGY USED



Transfer Oil's Scope 1 and Scope 2 emissions for 2025, calculated within the defined organizational boundary, are as follows:

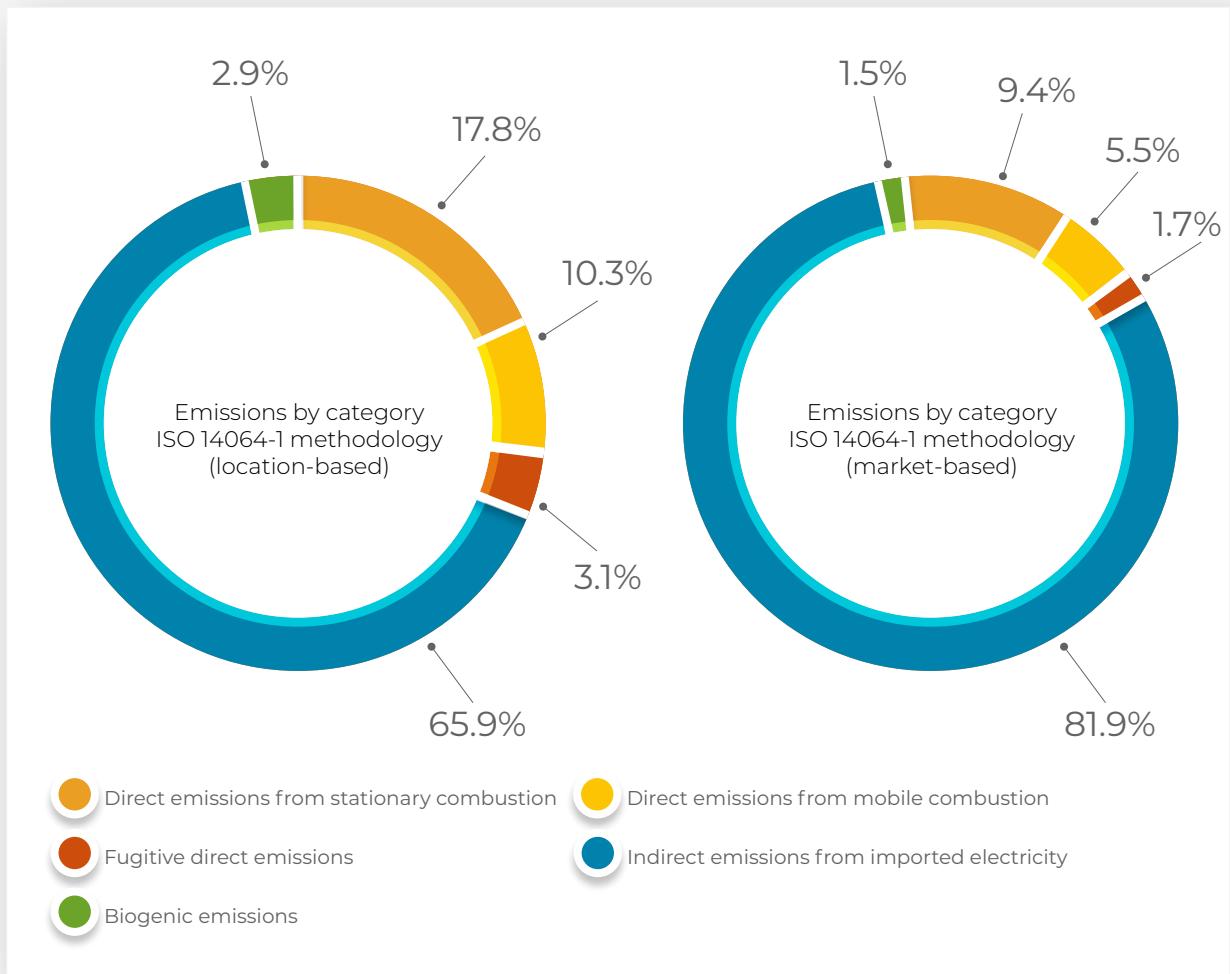
- **401.10 tCO₂e** using the **location-based approach** where the majority of emissions are attributable to **Scope 2 (65.9%)** compared to **Scope 1** emissions (**31.2%**);
- **756.13 tCO₂e** using the **market-based approach**, where the contribution of **Scope 2** emissions is even more pronounced (**81.9%**) compared to **Scope 1** emissions (**16.5%**).

Under both methodologies, **biogenic emissions (HVO diesel)** must be reported separately in accordance with the GHG Protocol. For 2025, these amount to **11.63 tCO₂e**.

The Group's 2026-2030 target is to reduce greenhouse gas emissions to 403 tCO₂e, while achieving 100% renewable electricity coverage through the procurement of electricity supply contracts backed by certified green energy guarantees of origin.

Direct emissions (Scope 1) arise mainly from **stationary and mobile fuel combustion**. However, the largest share of the Company's greenhouse gas emissions is represented by indirect emissions (Scope 2), generated by the **electricity purchased** to power manufacturing processes and business facilities.

2025 CO₂ EMISSIONS BY EMISSION TYPE



An outdoor space
The green area at the headquarters has been designed to provide employees with an outdoor space for breaks.



4.2

MATERIALS USED AND WASTE MANAGEMENT

Transfer Oil manages the use of materials and chemical substances, as well as the waste generated by its activities, in a responsible manner, in compliance with applicable regulations and with the aim of **preventing and reducing environmental impacts across the entire production cycle**.

The Company operates in compliance with the main regulatory frameworks on chemicals and waste, including the **CLP** and **REACH** regulations and **Italian Legislative Decree 152/2006**. The management of materials and waste is an integral part of the ISO 14001 Environmental Management System and is aimed at the continuous optimization of operational and environmental performance.

Materials used

The Company is committed to sourcing raw materials from a **diversified supplier base**, while at the same time maintaining a resilient and locally sourced supply chain wherever possible.

The main materials used in production include raw

plastics and metals, as well as paper and wood for packaging. The table below summarizes the main categories of materials used in the production process.

Materials used	Unit	2023 (baseline)	2024	2025	Change (%) 2024/2025	Target 2030
Total materials used	t	2,080	1,691	1,869	+11%	
Total non-renewable materials	t	1,950	1,583	1,761	+11%	
Plastics	t	1,386	1,133	1,215	+7%	
Steel and other metals	t	564	450	546	+21%	
Total renewable materials	t	130	108	108	0%	
Paper	t	30	27	25	-7%	
Wood	t	100	81	83	+2%	
% change vs previous year			-19%	+11%		
% change vs base year			-19%	-10%		
Extruded hose length	m	10,675,630	8,063,104	9,037,234	+12%	
Material intensity	(t × 1000)/m	0.195	0.210	0.207		0.185
Variance from baseline (%)			7.64%	6.15%		-5%

For a proper interpretation of the data, the analysis is complemented by a **material intensity indicator**, which relates material consumption to the length of extruded hose produced. This indicator **enables an assessment of resource efficiency**, independent of variations in production volumes.

In 2025, material usage increased by 11% compared to 2024, in line with the recovery in production volumes. At the same time, efficiency improved, with a reduction in material intensity compared to 2024 and a gradual alignment with the 2030 target of a **5% reduction in material use** compared to the 2023 baseline.



Steel reinforcement

Steel reinforcement for our hoses ensures strength and high mechanical performance.

Management of chemical substances

The materials and chemical substances used in production and support processes – such as solvents, lubricants and cleaning agents – are subject to a structured classification and monitoring system. All substances are recorded in an up-to-date inventory, supported by **Safety Data Sheets (SDS)** and assigned **European Waste Catalogue (EWC) codes**, and made available through the Company intranet. Inventory management is the responsibility of the HSE Manager. Procurement and storage activities are governed by criteria designed to ensure both personal safety and environmental protection:

- procurement is carried out exclusively from **qualified suppliers** providing up-to-date CLP and REACH documentation;
- storage takes place in **ventilated areas** with impermeable flooring, fireproof cabinets and labelling systems compliant with the GHS standard;
- incompatible substances are stored separately in accordance with chemical compatibility requirements.

The use of hazardous substances is restricted to trained employees equipped with the required Personal Protective Equipment (PPE), including gloves, goggles, masks and fume hoods. Emergency procedures and relevant contacts are displayed in operational areas.

Waste management

Waste monitoring covers waste generated by both office and production activities and is carried out systematically. **Separate waste collection** is in place across the entire site and includes, in addition to standard waste streams (paper, plastic, glass and organic waste), the management of **26 different waste types** across offices and production departments, most of which are sent for recovery or recycling.

In 2025, Transfer Oil generated a total of **283 tons of waste**, representing a reduction of approximately **13%** compared to the 2023 baseline (326 tons), thereby exceeding the 2030 target of -5%.

Waste is mainly composed of:

- **plastic scrap** from the extrusion process;
- **waste oil**;
- **packaging materials such as paper, wood and mixed materials**.

Residual waste streams include absorbent and insulating materials, metals and electronic waste. **Hazardous waste** accounts for approximately **4% of the total** and mainly consists of cleaning solutions used for machinery maintenance.

Waste composition

Waste management is based on the principles of **traceability, regulatory compliance, and waste reduction at source**. Waste generated by the Company is classified according to type and hazard classification, with particular attention to scrap generated during production processes.

Hazardous waste is collected in approved containers, labelled with the appropriate European Waste

Catalogue (EWC) codes, and transferred to authorized waste management operators. Collection is carried out within the timeframes required by applicable regulations, generally within 30 days of generation. All waste disposal operations are tracked through **waste identification forms** and official registers, including the annual environmental declaration (**MUD**), in compliance with regulatory deadlines.

In 2025, approximately **190 tons** of the total waste generated consisted of hose scrap, representing a 13% decrease compared to the 2023 baseline.

The management system includes **periodic inspections** of storage conditions, container integrity, and correct labelling, carried out on a semi-annual basis. Employees involved in materials and waste handling also participate in **regular training programs** focused on chemical safety and accident prevention.

To ensure proper interpretation of the data, the analysis is complemented by a **waste intensity indicator**, which relates total waste generated (in tons) to the length of extruded hose produced. This indicator allows the **efficiency of resource use** to be assessed independently of variations in

Waste composition											
	Unit	2023 (baseline)			2024			2025			Target 2030
		Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total	
Plastic scrap	t	-	218	218	-	220	220	-	190	190	
Paper and cardboard packaging	t	-	25	25	-	24	24	-	24	24	
Wooden packaging (pallets)	t	-	21	21	-	20	20	-	27	27	
Other mixed packaging	t	2	32	34	1	26	27	1	23	24	
Other	t	15	13	28	12	8	20	11	7	18	
Total	t	17	309	326	13	298	311	12	271	283	310
Extruded hose length	m			10,675,630			8,063,104			9,037,234	
Waste intensity (t*1000)/m				0.031			0.039			0.031	0.029
Variance from baseline (%)							25.16%			2.87%	-5%



production volumes.
In 2025, total waste decreased by 10% compared to 2024, driven by improved process efficiency and the introduction of the circular economy project, which is described in detail in the following section. As a result, a gradual alignment with the 2030 target can be observed, which aims **to reduce the waste intensity by at least 5%**.

With regard to environmental incidents that could lead to local pollution, the Company's objective remains zero occurrences.

The main environmental indicators monitored include:

- total waste generated;
- proportion of hose scrap in total waste;
- absence of environmental incidents;
- continuous improvement in material efficiency.



Sustainable practices

Separate waste collection is integrated into common areas to encourage responsible waste management.



4.2.1 CIRCULAR ECONOMY PROJECT

In response to the growing focus on the sustainable management of production waste, Transfer Oil has launched a structured circular economy project aimed at **reducing the environmental impact of plastic scrap generated during the extrusion process**, lowering disposal costs, and at the same time improving operator safety and line efficiency.

In 2025, the initiative represented one of the main Research and Development investment areas, through the implementation of dedicated systems, procedures, and machinery. In particular, **automatic cutting machines** were installed at the end of each internal tube extrusion line. These systems quickly cut non-conforming sections and convey them into mobile boxes, fully eliminating the need for manual intervention by operators.



Automatic cutting

The cutting machine automatically cuts internal tube scrap, conveying it into dedicated collection boxes.



The recovered material is reprocessed and mainly used in two ways: as **cleaning material within extruders** and, to a limited extent, in the **production of semi-finished products** for existing catalogue items. Its use as cleaning material was formally introduced and fully consolidated in 2025, fully replacing virgin material. For its use in semi-finished production, an extensive testing phase was required, which was successfully completed: the first prototype passed validation tests, confirming the technical feasibility of the project both in terms of process and final product performance.

To support this process, an additional volumetric dosing system has been introduced and integrated with the existing one. This will enable the extended use of recovered material across multiple production lines and further broaden the application of circular principles in internal tube manufacturing.



From collection to recovery

Collected scrap is transferred to a dedicated area for the subsequent processing stages.



OBJECTIVES AND EXPECTED OUTCOMES

Developed in-house through a proprietary approach, the project aims to **reduce internal tube extrusion scrap by approximately 70%**, enabling the recovery of around **10 tons** of plastic material per year and its reintegration into the production cycle.

The introduction of these new technologies will also **enhance process stability and efficiency, standardize scrap management practices**, and reduce costs associated both with waste disposal and the procurement of virgin raw materials.

Additional expected benefits include **improved safety conditions**, thanks to the automation of

scrap handling activities, and a strengthened competitive position through the adoption of a more sustainable production model aligned with circular economy principles.

Technical details of the methodology are not disclosed in order to protect the Company's know-how; however, the project represents an internal best practice within the thermoplastic hose industry and a concrete example of how the Research and Development department can drive both innovation and sustainability.



Recovering value

At this stage, scrap is processed through a granulator to prepare it for reuse.



From scrap to resource

Recovered material granules are reintroduced into the production process.



4.3

WATER WITHDRAWALS AND DISCHARGES

Water is an essential resource for Transfer Oil's production processes, particularly for the cooling phases of extruded hoses.

The Company recognizes the strategic importance of water and is committed to its responsible management by monitoring consumption, preventing waste, and optimizing production efficiency, in line with **GRI 303** requirements.

The Company's Italian facilities are not located in areas classified as experiencing high water stress according to the World Resources Institute (WRI) *Aqueduct Water Risk Atlas*[®]. Moreover, industrial operations do not generate adverse impacts on water resources or create conflicts with other stakeholders involved in water use, as **all water withdrawals comply with local regulatory requirements** and are carried out under the relevant permits held by the Company.

The **per-capita water intensity** indicator, calculated based on the number of employees, provides a measure of resource efficiency. In 2025 (baseline), per-capita water withdrawals amounted to 0.028 ML,

an increase compared to both 2023 (0.027 ML) and 2024 (0.027 ML), mainly due to higher production volumes and a larger workforce. Most of the water used (57%), sourced from company-owned wells, is allocated to industrial processes, while the remainder is supplied by the local water network and primarily used for sanitary purposes.

Within production processes, water is mainly used for cooling flexible hoses, essential to achieving the required technical performance. For this purpose, extrusion lines are equipped with vacuum and cooling tanks, where the desired heat exchange is achieved through spray nozzles or immersion systems.

To ensure efficient resource use, Transfer Oil operates a **closed-loop system** that enables water recirculation, preventing losses or evaporation. The system collects discharged water in insulated tanks and circulates it through dedicated cooling circuits and heat exchangers until the required temperature is reached.



Water for daily use

Modern systems are implemented to minimize water consumption in daily activities.



After appropriate treatment, water is discharged into the public sewer system, in accordance with applicable permits. As a result, **no net water consumption is recorded** that would result in water being permanently removed from the local ecosystem or community.

Water consumption monitoring is managed by the **HSE Manager**, who collects data directly from dedicated meters and consolidates it into an annual summary report. This provides a practical tool to compare trends, identify variations, and determine where action may be required.

When measured values deviate beyond a defined threshold (10% compared with expected levels), the Company promptly moves from monitoring to corrective action: within 30 days, an action plan is activated to identify the root causes of the deviation and implement targeted measures. In other words, deviations are not treated as statistical anomalies but as operational signals.

In practical terms, consumption reduction is achieved through a combination of simple but consistent actions. The first relates to **maintenance**: leaks or faults are addressed promptly, with a commitment to intervene within 48 hours. In parallel, the Company works on improving the **efficiency of recirculation systems** linked to production processes, with the aim of progressively reducing the need for fresh water withdrawals. In addition, a practical measure also supports internal awareness: **rainwater collected** in dedicated tanks is used for the irrigation of green areas.

Employee engagement is a key element of this approach. Each year, the HSE team organizes brief awareness sessions to promote everyday water-saving practices that collectively support the Company's environmental commitment.



Cooling process in progress

The extruded hose undergoes a controlled cooling process to ensure the required performance.

⁹ The Aqueduct Water Risk Atlas provides watershed-level information on water-related risks, enabling users to assess their exposure to water risk across multiple locations. The Atlas is based on a robust peer-reviewed methodology and the best available data to produce high-resolution, customizable global water risk maps. (Source: https://climate-adapt.eea.europa.eu/it/mission/solutions/tools/005_aqueduct-global-water-risk-atlas-wri).



2025 was established as the baseline year for monitoring water withdrawals and discharges. From this starting point, the medium-term objective, aligned with continuous improvement principles, is to **reduce per-capita water consumption by 5% by 2030** compared to 2025. Progress will be reviewed annually within the Environmental Management System.

Water withdrawals by source							
	Megalitres 2023		Megalitres 2024		Megalitres 2025 (baseline)		Target 2030
	All areas	Water-stressed areas	All areas	Water-stressed areas	All areas	Water-stressed areas	
Groundwater (total)	1.81	-	1.89	-	1.85	-	
Freshwater (≤1,000 mg/L TDS)	1.81	-	1.89	-	1.85	-	
Other water (>1,000 mg/L TDS)	-	-	-	-	-	-	
Third-party water (total)	1.07	-	1.24	-	1.37	-	
Freshwater (≤1,000 mg/L TDS)	1.07	-	1.24	-	1.37	-	
Other water (>1,000 mg/L TDS)	-	-	-	-	-	-	
Total water withdrawals	2.88	-	3.13	-	3.22	-	3.06
Number of employees⁸	108		114		117		
Water intensity (ML/employee)	0.027		0.027		0.028		0.026
Variance from target (%)			7%		8%		-5%

Water discharges by destination							
	Megalitres 2023		Megalitres 2024		Megalitres 2025 (baseline)		Target 2030
	All areas	Water-stressed areas	All areas	Water-stressed areas	All areas	Water-stressed areas	
Water discharged to third parties (total)	2.88	-	3.13	-	3.22		
Freshwater (≤1,000 mg/L TDS)	-	-	-	-			
Other water (>1,000 mg/L TDS)	2.88	-	3.13	-	3.22	-	
Total water discharges	2.88	-	3.13	-	3.22		3.06
Variance from baseline (%)			-3%		0%		-5%
Variance from target (%)			2%		5%		

⁸ The data refer to employees at the Italian site

4.4

INITIATIVES AND PROJECTS TO REDUCE ENVIRONMENTAL IMPACT

SUSTAINABLE PRACTICES ACROSS THE COMPANY



Reducing paper consumption through cloud-based digitalization

Office paper consumption has been significantly reduced through digital document management, with all documents stored in the cloud. Workstations are equipped with large monitors that enable employees to view multiple documents simultaneously. Only three printers are available throughout the building, encouraging a workplace culture focused on minimizing paper use. Together, these measures have reduced paper consumption by more than 80%.

Over **80%**
reduction in paper
consumption



Reducing plastic consumption

To reduce plastic use, in 2019 the Company removed plastic water bottles from vending machines, replacing them with drinking water dispensers and providing all employees with a personalized reusable insulated bottle. As a result of this initiative, approximately 253,000 plastic bottles have been avoided since 2019.

Since 2019:
approximately
253,000
fewer plastic bottles

BIODIVERSITY RESTORATION OF A NATIVE VINEYARD

In 2021, Transfer Oil acquired a plot of land located northwest of its headquarters and covering nearly five hectares. In 2024, within this area, the Company completed the careful restoration of two long rows of native grapevines, with the aim of preserving biodiversity and enhancing local natural heritage.

The expertise and commitment of a dedicated team were instrumental in installing new support posts and an irrigation system designed to preserve the existing vines. As a result, **102 mature vines from the original vineyard were restored** and, between 2024 and 2025, an additional **60 new vines** were planted, bringing the total number of vines across the site to 162.

Looking ahead, the project will continue to focus on soil conservation and the protection of the existing vines. Additional vines will also be planted to ensure long-term continuity and productivity. By cultivating a native grape variety, the initiative supports biodiversity, which is essential to maintaining ecological balance. It also incorporates organic farming techniques and water conservation practices, minimizing the use of chemicals while safeguarding natural resources.

The vineyard also contributes to natural carbon sequestration, supporting the Company's broader efforts to reduce its carbon footprint. Beyond its environmental value, it represents a tangible commitment to the local community



and to social responsibility. Employees are actively involved in the care of the vineyard and, each year during the harvest season, the Company organizes its annual grape harvest. This voluntary initiative brings employees together to harvest the grapes and enjoy wine produced from the previous year's vintage, fostering a sense of community while strengthening their connection with the natural environment.

For the 2026–2030 period, the Company's objective is to preserve the vineyard by continuing to promote native grape varieties and sustainable cultivation practices, while encouraging **employee participation** and strengthening environmental awareness across the organization.



5

Social responsibility



Precision at work

Every assembled hose is manufactured with high accuracy to ensure quality and reliability.



Market presence

The Transfer Oil team showcases its thermoplastic hoses at leading industry trade fairs.

5.1

THE PEOPLE OF TRANSFER OIL

In 2025, the Group's workforce comprised **137 employees**. The majority (84%) were based at the headquarters and production facilities, while the remaining employees were located in assembly and sales facilities in China, Singapore and the United States (6%, 6% and 4% respectively).

Almost all employees (90%) are employed under **full-time contracts**, and the majority (56%) hold operational roles in production.

The most represented age group within the Company is 30–50 years (59%), while the remaining workforce is distributed between employees under 30 (18%) and over 50 (23%). As of 31 December 2025, six employees belonged to protected categories.

Women represent 25% of the total workforce, as most production roles are held by male employees. However, this share increases to 43% when considering office-based roles only. All employees in Italy and in the international subsidiaries are covered by collective bargaining agreements.

In 2025, one student completed a work-based learning program at Transfer Oil, participating

in the daily activities of the logistics function. Another student developed their university thesis based on the internship experience in Production Planning at Transfer Oil.

These experiences reflect Transfer Oil's role as a **learning environment for young talent and a potential career pathway** where skills can be developed and put into practice.

During 2025, **23 new employees** joined the Company, the majority of whom (78%) were under 30.

The Company occasionally employs external workers, in particular university interns supporting activities at headquarters and temporary agency workers in production during seasonal peaks. As of 31 December, no external workers were employed.

In terms of turnover, 11 voluntary leavers were recorded in 2025, 55% of whom were employees under 30.

The 2030 target is to maintain a turnover rate below 3% and a hiring rate above 3%.



Control and precision

A technician oversees the hose marking process.

5.1.1

MEASURES TO SUPPORT GROUP EMPLOYEES

For Transfer Oil, ensuring employee well-being and motivation means creating the conditions for high performance and sustainable growth. In this context, the Company promotes concrete tools and policies that support employees' professional and personal lives, in line with the Group's values and social responsibility commitments.

Work-life balance and Home Office initiative

Transfer Oil recognizes that employee well-being and organizational performance are closely linked. In this context, the Company promotes a flexible organizational model that integrates **Home Office** as a core working arrangement, introduced well before the pandemic.

Through a token-based system, employees – where compatible with their role and operational requirements – can choose where to work, supporting a better balance between professional and personal needs.

The expansion of remote working enables:

- **Reduced commuting**, contributing to the reduction of the Company's carbon footprint.



Collaborative efficiency

Teamwork supports accurate and efficient logistics operations.

- **Broader talent acquisition opportunities** beyond geographical boundaries, fostering more diverse skills and strengthening organizational resilience.
- **Business continuity**, while maintaining high levels of operational effectiveness and team cohesion. Transfer Oil provides employees with the technology, training and support required to work effectively from any location. The ERP system and other corporate applications are cloud-based and fully accessible remotely.

Additional bonuses

Transfer Oil provides **one-off bonuses to mark special occasions** and significant personal or professional milestones.

Financial bonuses are provided for events such as the birth of a child or marriage.

Service anniversaries are also an important opportunity to recognize employees' professional journeys, celebrated as a sign of loyalty and alignment with the Company's values and philosophy: at 10 years of service a bonus is granted, repeated upon reaching 20 years. At 25 years of service, a one-off bonus equal to one monthly salary is awarded in the month of the anniversary.

Overtime and additional monthly payments

Transfer Oil applies a **remuneration policy that goes beyond the provisions of the National Collective Labour Agreement (CCNL)**.

In particular, all employees receive **14 monthly payments** per year, exceeding the 13 provided under the CCNL. This additional payment is not linked to specific performance targets but is designed to support employees' purchasing power.

Moreover, overtime is compensated at a rate higher than the contractual minimum, starting from 30 minutes onwards, subject to prior agreement with the line manager.

The Company also offers a flexible time-bank system. Unlike the standard model, where 50% of overtime hours are converted into paid leave and 50% paid as salary, employees may choose to opt out of the time-bank system and receive full monetary compensation for all overtime hours. This tailored approach reflects individual preferences and supports a better work-life balance.

Employee health and well-being

Since January 2024, supplementary **health insurance has been provided free of charge to all permanent employees**, replacing the previous cost-sharing model between the Company and employees.

Through a broad network of partner healthcare providers, employees can access medical services at reduced cost or free of charge, managing bookings and services through a dedicated digital platform. The insurance cost is fully borne by the Company.

Listening and employee engagement

Transfer Oil places strong emphasis on **continuous dialogue with employees**, recognizing it as essential for improving the working environment.

To this end, the Company has introduced structured feedback tools, including **semi-annual employee**

engagement surveys addressed to employees who have completed at least five months of service. These surveys assess **satisfaction levels** and perceptions of key aspects such as training, compensation and workplace relationships.

In addition, QR codes placed in break areas allow employees to provide feedback on the quality and overall satisfaction with catering services.

Corporate Welfare plan

Since 2019, Transfer Oil has operated a **corporate welfare program** aimed at supporting employees' well-being and purchasing power.

The plan, renewed for the 2024–2026 period and backed by a **total budget of approximately EUR 1 million**, is structured in accordance with applicable corporate welfare regulations.

The initiative serves a dual purpose: on the one hand, it provides tangible support to employees' well-being; on the other, it ensures alignment with the Company's economic performance.

The activation and progression of welfare contributions are linked to improvements in specific corporate economic indicators compared with the previous two-year period, based on a structured system of thresholds and progression levels.

The allocation mechanism also takes into account employees' attendance at work, based on objective and predefined criteria applied to homogeneous employee groups, ensuring fairness and transparency.

Individual incentive scheme

Each employee who has completed at least one full calendar year of service, regardless of role or function, is eligible for an **additional incentive scheme**. The scheme is renewed each year and communicated during the first quarter, including the maximum incentive amount applicable to each employee. It is based on clearly defined objectives aligned with the Company's overall targets and collective performance goals.

▶ **Controlled material handling**

Material handling in the warehouse follows structured and safe operating procedures.



▶ **Organized workplace**

Clean and well-organized workspaces support efficient manufacturing processes.



▶ **Digital tools**

Technology and digital tools support efficient day-to-day operations.



5.2 HEALTH AND SAFETY

The Company operates across all areas in compliance with the provisions of Italian Legislative Decree 81/08 on occupational health and safety.

Activities carried out in this area include:

- Ongoing training for employees and contractors
- Periodic medical examinations
- Organization and training of first-aid teams as required by regulations
- Monitoring of workplace safety conditions by the Head of the Prevention and Protection Service (RSPP)
- Preparation and dissemination of documentation required under Legislative Decree 81/08.
- Implementation of risk reduction and improvement measures
- Document and record management
- Monitoring and verification activities
- Corrective actions
- Periodic review and reassessment of objectives and targets.

The Company has implemented an **Occupational Health and Safety Management System** certified in accordance with ISO 45001 at our manufacturing site. The standard includes requirements relating to:

- Occupational health and safety policy
- Definition of objectives
- Planning of operations and processes
- Change management

The system ensures that every relevant event – including accidents, near misses, potentially hazardous situations or cases requiring medical assistance – is formally recorded in a **non-conformance register**. For each report, **corrective actions** are defined with clear implementation timelines, which are subsequently verified and monitored by the RSPP.

As of June 2025, the **RSPP role has been assigned to an internal resource** appointed as **ASPP & HSE Specialist**. This decision has strengthened the Company's health and safety management, as in-depth knowledge of the production environment, people and processes enables timely, targeted and effective actions. The RSPP plays a central role in the Company's operations: beyond risk assessment activities, the role promotes a prevention-oriented culture and works continuously with all business functions to improve workplace conditions.



Safety first

Large visual panels throughout the production area highlight potential hazards and promotes safe working practices.



Visitor safety instructions

Clear visitor safety instructions help ensure a safe experience for every guest.

The health and safety of employees – particularly production workers, who represent most of the workforce – is an absolute priority. Maintaining a high level of safety awareness, ensuring compliance with procedures, and providing continuous training are essential not only for the safe operation of equipment but, above all, for protecting the people who use it.

To enhance safety awareness, **targeted training has been introduced** and the main risks associated with each production department have been identified. Large visual panels illustrating potential incidents and their consequences have been installed in each department. In addition, a dedicated **video has been produced for all visitors** explaining the safety rules to be followed during site visits, including the use of PPE (personal protective equipment) and expected behaviors within the production area.

Employee participation and safety culture

- **Encouraging participation:** employees are actively involved in hazard identification, risk assessment, and incident analysis.
- **Collaborative corrective actions:** corrective

measures are defined in collaboration with employees and shared with the RSPP.

- **Effective communication:** incident outcomes and other key communications are displayed on safety noticeboards or shared via monitors in strategic areas of the facility.

Training and development

- **Mandatory site training:** all employees at the manufacturing site must complete training covering safe machine operation, PPE use, noise exposure, and physical and chemical risks.
- **Specialized training:** additional training is provided on lifting equipment, manual handling, electrical safety and job-specific activities.
- **Targeted training:** specific training meetings may be organized following incidents, improvement actions or case studies.
- **Training for office staff:** non-operational staff also receive health and safety training aligned with their roles.

As a result of the prevention measures implemented, in 2025 two workplace accidents were recorded at the Italian site, both of which were minor, down from six cases recorded in 2023. In the same year, one commuting accident was also recorded, which is not included in the total number of workplace accidents. No accidents involving external workers have been recorded over the past three years.

The injury rate has shown a continuous downward trend, reinforcing the Company's commitment to achieving its zero-accident goal.





Creativity and innovation

Artistic elements throughout the R&D area reflect the link between engineering and creativity.

5.3

TRAINING AND PERSONAL DEVELOPMENT

At Transfer Oil, training is essential to enhance employees' capabilities, ensure continuously improving performance across all business areas, and, as a result, strengthen the Company's competitiveness.

In 2025, a total of **1,335 training hours** were delivered, reflecting a decrease compared to the previous two years, when the introduction of new procedures and documentation updates required an exceptional training effort.

The Company's training plan is structured by function and includes **mandatory onboarding programs** for new hires. These programs involve interaction with all business areas, to ensure a comprehensive understanding of processes and organizational culture. In addition, managers and team leaders

provide **ongoing support and coaching activities**, fostering employees' professional development.

More experienced employees have access to **targeted refresher sessions** focused on process innovation, new technologies, and the development of soft skills such as leadership, problem-solving and teamwork.

Mandatory training is a core element of the Company's learning framework. Occupational health and safety, Code of Ethics, Organization and Management 231 Model, GDPR and anti-money laundering are addressed through regular and interactive sessions. The aim is to strengthen awareness and responsibility across all organizational roles.

Each position is defined by a **role profile updated annually**, outlining skills, responsibilities and objectives. This

Skills development

At Transfer Oil, continuous learning is an integral part of professional development.



approach enables the design of **clear career paths**, both vertical – for example from Junior Technician to Team Leader and Head of Function – and horizontal, supporting cross-functional mobility and the acquisition of diverse experience.

To ensure the effectiveness of training programs, Transfer Oil continuously monitors key performance indicators (KPIs). For instance, **training hours per capita** are regularly tracked within the *Balanced Scorecard* framework.

Career progression is reviewed at least annually during performance appraisal cycles. **Employee retention and satisfaction levels** are assessed through periodic

surveys, which help capture motivation, sense of belonging and potential areas of concern, enabling timely action where necessary.

In 2025, each employee across the Group completed an average of approximately **10 training hours**. Looking ahead, the Company's 2030 target is to further increase training participation and impact, including:

- **At least 10 training hours** per employee per year
- Individual development plans for **over 85%** of employees
- Retention **above 92%**.

5.4

RESPONSIBLE MANAGEMENT, HUMAN RIGHTS AND ETHICAL WORK PRACTICES

Responsible management of people, processes and information is a fundamental pillar of Transfer Oil's corporate governance.

The Company promotes a working environment based on respect for human rights, fair and equal treatment and ethical behavior, on the understanding that **integrity, transparency and accountability** are the foundations of long-term and credible development.

Equal opportunities and prevention of harassment

Transfer Oil guarantees equal opportunities to all employees and collaborators, **with no discrimination** on the basis of gender, age, national origin, religion, disability, sexual orientation, personal beliefs or trade union membership.

Decisions relating to recruitment, career development, remuneration and access to training are based exclusively on skills, merit and **objective performance**.

The Company fosters an inclusive and respectful workplace culture, encouraging diverse teams and aims to progressively increase female representation in technical departments and coordination roles.

Particular attention is paid to preventing any form of harassment or offensive behavior. A **zero-tolerance policy** is applied to inappropriate conduct, whether verbal or physical, and dedicated confidential reporting channels are available, including those managed by the Supervisory Body and the Company's **whistleblowing portal**. All reports are reviewed promptly, ensuring confidentiality, impartiality and appropriate protective measures for the individuals involved.

No reports related to breaches of diversity and equal treatment principles were recorded in 2025. The Company's target remains zero reports through 2030.

NEW TALENT AND PROFESSIONAL DEVELOPMENT

In recent years, Transfer Oil has continued to invest in the recruitment of new professionals, supporting business growth through the progressive expansion of organizational capabilities.

Particular attention has been given to talent development and skills enhancement, through the integration of new expertise across different business areas. The arrival of new employees has fostered the exchange of experiences and perspectives, bringing together established know-how and new approaches. In an industrial context characterized by continuous evolution, the integration of diverse perspectives represents a key driver of innovation and organizational strengthening.

Between 2023 and 2025, new hires in roles such as Facility Specialist, Material Specialist, HSE Specialist, Controller and Marketing Specialist contributed to **increasing female representation** within the Company, while reinforcing strategic functions that support growth.

Recruitment and onboarding processes are **based on merit, competencies and professional potential, regardless of gender**.

Transfer Oil intends to continue along this path, promoting a workplace focused on equal opportunities, people development and the growth of human capital.



Protection of human rights and prevention of child and forced labor

Transfer Oil has a **zero-tolerance** policy against all forms of child labor, forced labor and human trafficking, in line with ILO Conventions Nos. 138, 182, 29 and 105, Italian Legislative Decree No. 231/2001 and the relevant European legislation.

The age of every employee is verified before establishing any employment relationship. Likewise, Transfer Oil does not engage with any individual or organization that adopts coercive practices, such as the retention of personal documents, the imposition of undue restrictions or any form of involuntary labor. This commitment also extends to suppliers. At the beginning of each business relationship, suppliers are required to complete a dedicated human rights survey, while periodic social audits verify compliance with contractual provisions prohibiting child and forced labor. Where non-conformities are identified, corrective action plans with defined implementation timelines are introduced. In the most serious cases, the business relationship is terminated immediately, and the relevant authorities are notified.

To support this framework, Transfer Oil provides dedicated training and awareness initiatives for the functions most directly involved, particularly Human Resources and Procurement, and includes human rights principles in the onboarding program for every new employee.

No cases of child labor or forced labor were identified in 2025.

Fair competition and responsible market conduct

Transfer Oil operates in compliance with the principles of fair competition, conducting all business **relationships with integrity and transparency**. The Company complies with both Italian and European competition law, as well as the principles set out in its Organization, Management and Control Model pursuant to Legislative Decree 231/2001. This means avoiding any practice that could distort market competition, including cartel arrangements, the improper exchange of commercially sensitive information, or customer and market allocation agreements.

Employees working in commercial and procurement functions are required to exercise particular care and to promptly report any unusual or potentially high-risk situations to the Supervisory Body. Regular training and the analysis of practical case studies support the development of a culture of integrity and responsible business conduct in relationships with customers, suppliers and business partners. No breaches of competition law or incidents of unfair competition were recorded in 2025.

Information security and data protection

Transfer Oil collects, processes and stores the personal data of customers, shareholders, contractors, employees and other individuals and legal entities in compliance with Italian Legislative Decree No. 196/2003 and Regulation (EU) 2016/679 (GDPR).



Personal data are processed **exclusively for legitimate purposes** and in accordance with the Company's internal operating procedures. Access to information is governed by the need-to-know principle, under which individuals may access only the information necessary to perform their duties.

Appropriate technical and organizational measures are implemented to ensure information security, including enhanced authentication procedures, access monitoring and periodic audits. Structured incident response procedures are in place to manage potential security incidents or personal data breaches, including risk assessment, corrective actions and, where required, notification to the competent authorities.

No privacy breaches or personal data breaches occurred in 2025, and the Company's target remains zero incidents.

Anti-corruption and business integrity

Transfer Oil applies a **zero-tolerance approach to all forms of corruption**, whether active or passive. Offering, promising or accepting any undue advantage, as well as gifts or benefits that could improperly influence business decisions, is strictly prohibited.

Traceability of transactions, authorization controls and regular employee training strengthen the Company's anti-corruption framework. Any violations are addressed with the utmost seriousness through proportionate disciplinary measures and the continuous review and updating of internal procedures and the Code of Ethics. No cases of corruption were recorded in 2025, and the Company's target for the coming years remains zero incidents.



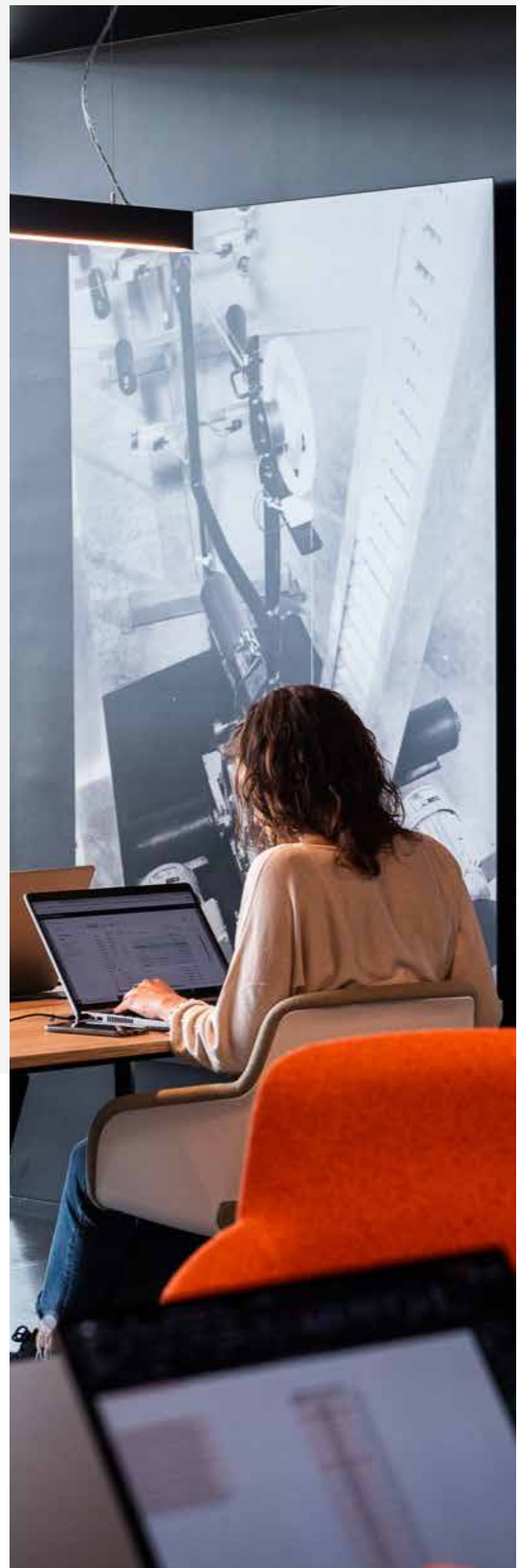
Secure access

Each employee is provided with individual credentials to ensure security and traceability.



Cybersecurity awareness

Cybersecurity training helps protect the Company's information and digital assets.



5.5

PRODUCT TRACEABILITY AND KEY BUSINESS PARTNERS

Transfer Oil's supply chain is more than a network of processes: it is a **network of relationships** that directly contributes to product quality, operational reliability and the credibility of the Company's ESG performance. Every decision throughout the supply chain – from the selection of raw materials to collaboration with suppliers – has an impact on the value Transfer Oil delivers to its customers and stakeholders.

Procurement activities are managed through continuous coordination between the Purchasing, Planning and Quality functions. This integrated effort enables the Company to anticipate procurement needs, ensure business continuity and select suppliers capable of meeting high technical and quality standards while aligning with the Company's values.

Within this framework, **the Vendor Rating system** serves not merely as a formal assessment tool, but also as a means of fostering dialogue and continuous improvement. Suppliers are assessed on a semi-annual basis using a rating scale ranging from Poor to Excellent, based on the following criteria: material quality, collaboration and technical support, delivery performance, lead times, product and service range, payment terms and **ESG performance (covering both environmental and social aspects)**.

■ Environmental Criteria

The environmental component of the Vendor Rating reflects the Company's approach to building a sustainable supply chain as a strategic driver of responsible industrial development. The assessment incorporates measurable indicators relating to environmental management, certifications, transparency of information and environmental impact mitigation initiatives.

In 2025, **79% of purchases were made from ISO 14001-certified suppliers**. During the 2026–2030 period, Transfer Oil aims to further increase the proportion of certified suppliers within its supply chain **by 5%**.

At the date of this Sustainability Report, no suppliers with significant negative environmental impacts have been identified. The

Company adopts a **zero-tolerance** approach to non-compliance with environmental legislation, improper waste management, unauthorized emissions or the absence of minimum environmental management controls.

The Company's objective is to maintain zero suppliers with significant negative environmental impacts.

■ Social criteria

The Vendor Rating also incorporates the social dimension of the supply chain, drawing on internationally recognized standards, including ILO Conventions and the principles of the United Nations Global Compact.

The assessment considers respect for human rights, occupational health and safety, ethical employment practices, and commitment to the development of people and local communities.

In 2025, more than **70%** of Transfer Oil's polymer suppliers were awarded an **EcoVadis Gold Medal**. In addition, **68% of the Company's global purchases** were made from **ISO 45001-certified suppliers**. For the 2026–2030 period, the **Company aims to further strengthen the social dimension of its procurement processes** by increasing the share of certified suppliers **by 5%**, expanding the scope of supplier assessments, and further strengthening social audits and training activities.

As of the date of this Sustainability Report, no suppliers with significant negative social impacts across the supply chain have been identified. Transfer Oil maintains a zero-tolerance approach to breaches of human rights, labor standards, occupational health and safety requirements, and ethical business conduct.

Should any significant environmental or social impacts be identified, a **remediation plan** with defined implementation timelines would be launched immediately. Where adequate corrective action is not taken, the commercial relationship would be suspended or terminated.

Primary suppliers with ISO 14001 Environmental Certification	Unit	2025 (baseline)	Target 2030
Spend covered by certified suppliers	€	6,279,552	
Total spend with primary suppliers	€	7,928,919	
Annual spend with primary and strategic suppliers with ISO 14001	%	79%	83%
Target			+5%

▲
Table 1
Targets & KPIs 2025-2030
Environmental Supply Chain.

▼
Table 2
Targets & KPIs 2025-2030
Social Supply Chain.

Primary suppliers with ISO 45001 Occupational Health and Safety Certification	Unit	2025 (baseline)	Target 2030
Spend covered by certified suppliers	€	5,388,986	
Total spend with primary suppliers	€	7,928,919	
Annual spend with primary and strategic suppliers with ISO 45001	%	68%	71%
Target			+5%

▶
Finished product
The Gomax® hose for
AC&R systems.



Product traceability

Responsible management across the value chain is also supported by a **comprehensive and reliable product traceability system**. Thanks to a production process fully integrated with the Company's ERP system, every Transfer Oil product is traceable both upstream and downstream. For each finished product batch, it is possible to identify the raw materials used, their origin and the related technical documentation.

The final transformation of all products takes place at the Company's headquarters in Colorno (Parma), Italy. This enables Transfer Oil to maintain consistently high quality standards, market its products as **Made in Italy**, and provide customers worldwide with a high level of transparency, safety and reliability.

Supplier code of conduct and supplier qualification

In 2025, Transfer Oil further strengthened oversight of its supply chain by publishing its **Supplier Code of**

Conduct, which was shared with all business partners to reaffirm the Company's expectations regarding the core principles, including respect for human rights, occupational health and safety, and ethical business conduct.

At the same time, the Company launched a dedicated Supplier Qualification Portal (supplier.transferoil.com), built around three key pillars:

1. Transparency and information sharing

The entire qualification process – from initial registration to document verification – has been designed to ensure: real-time monitoring of qualification status; immediate notification of missing, non-compliant or expiring documentation; and a direct communication channel with Transfer Oil's internal functions.

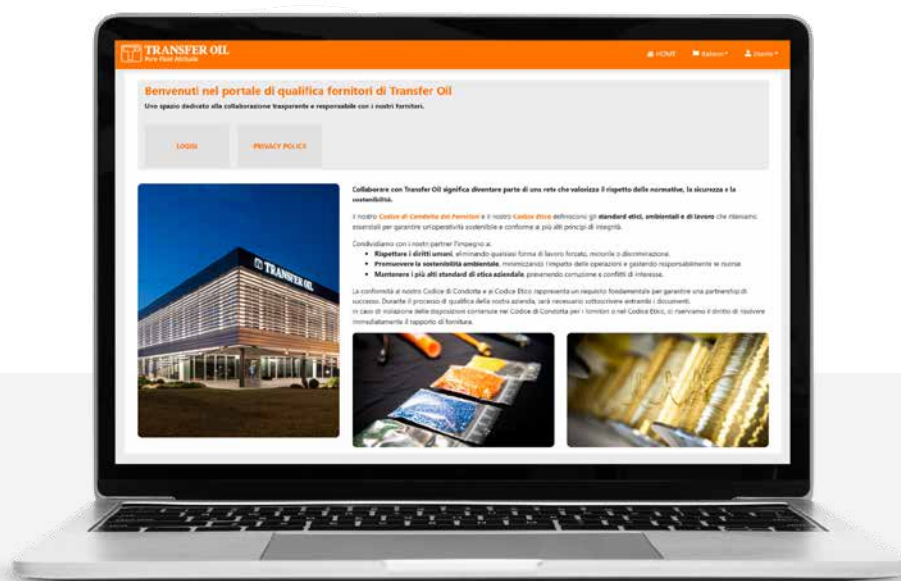
2. Quality, ethical and sustainability standards

Suppliers are required to meet clear, measurable requirements aligned with international best practices, including:



Dedicated supplier portal

Homepage of the Transfer Oil supplier qualification portal.



- Legal and corporate compliance;
- Adoption of certified management systems (Quality – ISO 9001; Environmental – ISO 14001; Occupational Health and Safety – ISO 45001);
- Compliance with the Company's Code of Ethics and Supplier Code of Conduct;
- Commitment to ESG principles, demonstrated through policies and reporting;
- Compliance with requirements relating to workplace safety, waste management and chemical regulations.

3. Collaboration for continuous improvement

For selected product categories and services, the qualification process also includes a technical assessment, supported – where necessary – by laboratory testing and validation carried out by Transfer Oil's R&D Department.

This collaborative approach to continuous improvement enables the Company to maintain high technical and safety standards, support suppliers

in developing new materials and components that comply with international regulations and build a supply chain capable of meeting the evolving needs of customers worldwide.

Suppliers and other external stakeholders have access to the **Company's reporting and whistleblowing channels**, ensuring an effective and transparent grievance mechanism. Every report is acknowledged and assessed within 30 days and, where human rights violations are identified, a remediation plan is agreed with the parties involved.

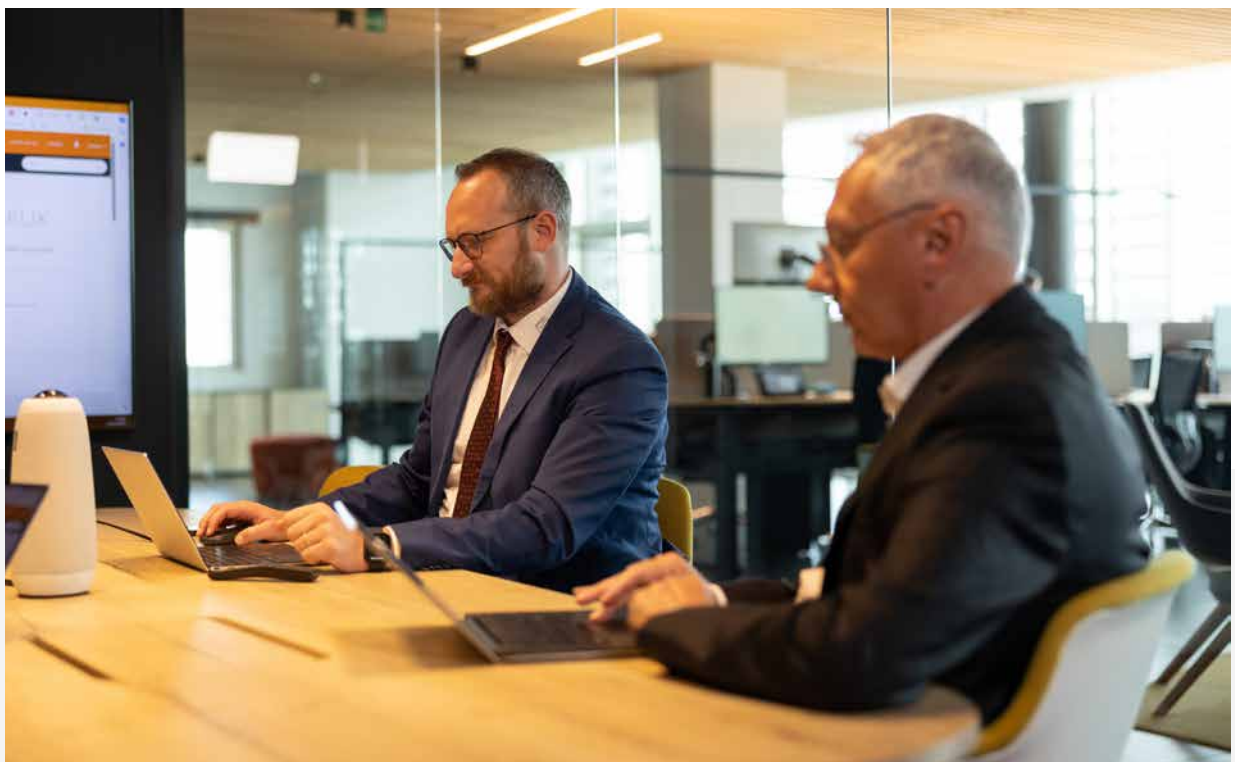
No confirmed cases of human rights violations were identified in 2025, and the target of zero confirmed violations has been set for the 2026–2030 period.

For Transfer Oil, suppliers are an **integral part of the value chain** and long-term partners with whom the Company seeks to build transparent, collaborative relationships based on mutual growth. Supplier qualification is therefore not merely an administrative requirement, but a structured process designed to ensure quality, safety and reliability throughout the entire production cycle.



Continuous improvement

Internal collaboration drives the continuous improvement of the Company's systems and processes.



5.6

COMMUNITY PROJECTS AND LOCAL ENGAGEMENT

Transfer Oil considers its relationship with the local community a fundamental aspect of its corporate responsibility. This commitment is reflected in a range of practical initiatives spanning education, culture, support for local services and awareness-raising on important social issues.

The Company maintains close relationships with local educational institutions, **helping to bridge the gap between academic study and professional experience**. Partnerships with universities support students' transition to the workplace through internship programs, enabling them to complement their academic knowledge with practical experience. In 2025, Transfer Oil renewed its support for the secondary school **"Liceo Ulivi" in Parma** by sponsoring the Blu Torpedo team as part of the **F1 in Schools program**. This multidisciplinary competition challenges students to design and build miniature compressed-air racing cars while developing skills in engineering, marketing, teamwork and business planning. The sponsorship enabled students to experience first-hand the value of teamwork, technical excellence and creativity, while experiencing the core principles that define Transfer Oil: a commitment to innovation and the determination to take on complex challenges.

Beyond the academic environment, Transfer Oil works closely with several organizations that play an important role in the local community, particularly in Colorno and the Parma area. These organizations make a valuable contribution to strengthening social cohesion and promoting community well-being. This commitment was reflected in meaningful initiatives. The Company supported the Colorno Public Assistance Association through a donation aimed at strengthening local **emergency response services**. Transfer Oil also renewed its sponsorship of the **Summer Reggia Opera Festival 2025**, organized by **Parma OperArt** under the patronage of the **Municipality of Parma**. Cultural initiatives of this

kind help enhance the historical heritage of Colorno's Ducal Palace (Reggia di Colorno) while providing valuable opportunities for cultural enrichment and community engagement.

Transfer Oil is also committed to addressing relevant social issues, including the prevention of **gender-based violence**. To mark **International Women's Day**, the Company supported the **Parma Anti-Violence Centre**, which provides protection and assistance to survivors of domestic and gender-based violence. The initiative included a range of activities involving employees across the organization, from collecting essential goods for women and children staying in safe houses to awareness sessions led by specialist professionals, helping employees **recognize the warning signs of abuse** and understand how to provide appropriate support.

In November, Transfer Oil opened its doors to the local community by hosting the public event **"A Practical Approach to Preventing Gender-Based Violence"**, organized by the Equal Opportunities Committee of the Municipality of Colorno. The event provided an important opportunity to encourage informed discussion on an issue that continues to affect society, promoting open dialogue and greater public awareness.

Alongside its community initiatives, Transfer Oil actively participates in industry associations, including **Confindustria – Unione Parmense degli Industriali**, through which the Company continues to contribute to discussions on regional development and industrial policy.

Together, these initiatives reflect a **consistent approach to corporate responsibility**, bringing together education, health, public services and industrial collaboration within a shared framework of sustainable value creation.

F1 in Schools

Cars designed and built by the "Blu Torpedo" team for the multidisciplinary F1 in Schools competition.



Culture and community

Support for cultural initiatives helps preserve and enhance the local heritage.



ANNEX

METHODOLOGICAL NOTE

This document is the second ESG Report published by Transfer Oil S.p.A. (hereinafter referred to as the "Group", "Transfer Oil" or the "Company"). Its purpose is to provide transparent disclosure of the Company's approach to sustainability and its environmental, social and economic performance for the 2025 reporting period (1 January–31 December 2025). To ensure comparability over time, the ESG Report will be updated and published annually.

This report has been prepared with reference to selected GRI Sustainability Reporting Standards issued by the Global Reporting Initiative (GRI), as detailed in the GRI Content Index.

The environmental data presented in this report refer exclusively to the Company's headquarters and manufacturing facilities in Italy and therefore exclude the operations of its subsidiaries in Shanghai, Singapore and Houston.

Human resources data cover the entire Group, including all consolidated entities.

Where available, comparative information has been included to enable year-on-year comparison and facilitate the assessment of the Group's sustainability performance over time.

To ensure the reliability of the information presented, the use of estimates has been kept to a minimum. Where estimates have been used, they are clearly identified and based on the appropriate methodologies available.

It should also be noted that, in 2025, no changes occurred to the ownership structure or supply chain of Transfer Oil S.p.A.

For further information, visit the Company's website: www.transferoil.com

Human Resources KPIs

GRI 2-7 Employees

Total number of employees by employment contract type and gender										
Employment contract	2023			2024			2025			Tot.
	Male	Female	Tot.	Male	Female	Tot.	Male	Female	Tot.	
Permanent	92	25	117	94	28	122	94	31	125	91%
Fixed-term	9	1	10	7	5	12	7	5	12	9%
Seasonal	0	0	0	0	0	0	0	0	0	0
Total	101	26	127	101	33	134	101	36	137	100%

Total number of employees by working time arrangement and gender										
Working time arrangement	2023			2024			2025			Tot.
	Male	Female	Tot.	Male	Female	Tot.	Male	Female	Tot.	
Full-time	100	22	122	100	29	129	93	30	123	90%
Part-time	1	4	5	1	4	5	8	6	14	10%
Part-time (%)	1%	15%	4%	1%	12%	4%	8%	17%	10%	10%
Total	101	26	127	101	33	134	101	36	137	100%

GRI 2-8 Non-employee workers

Number of non-employee workers as of 31 December, by gender (headcount)									
Category	2023			2024			2025		
	Male	Female	Tot.	Male	Female	Tot.	Male	Female	Tot.
Agency workers	1	1	2	1	1	2	0	0	0
Interns/ Trainees	1	0	1	0	0	0	0	0	0
Sales Agents	0	0	0	0	0	0	0	0	0
Total	2	1	3	1	1	2	0	0	0

GRI 2-30 Collective Bargaining Agreements

Percentage of employees covered by collective bargaining agreements				
Total employees	2023	2024	2025	Target 2030
Total employees	127	134	137	
Employees covered by collective bargaining agreements	115	126	137	
Coverage (%)	91%	94%	100%	100%

GRI 403-9 Work-related injuries

Work-related injuries (Employees)					
Number of injuries	2023	2024	2025	Target 2030	
Number of fatalities as a result of work-related injury	0	0	0	0	
Number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0	
Number of recordable work-related injuries	6	2	2 ⁹	0	

Work-related injuries (Non-employees)					
Number of injuries	2023	2024	2025	Target 2030	
Number of fatalities as a result of work-related injury	0	0	0	0	
Number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0	
Number of recordable work-related injuries	0	0	0	0	

Main Types of Work-related Injuries (Employees)					
Type of injury	2023	2024	2025	Target 2030	
Laceration	0	1	1	0	
Contusion	6	1	1	0	

⁹ The total number of recordable work-related injuries excludes commuting accidents, as these did not occur during travel organized by the Company.

Main Types of Work-related Injuries (Non-employees)				
Type of injury	2023	2024	2025	Target 2030
Laceration	0	0	0	0
Contusion	0	0	0	0

Injury rates (Employees)				
	2023	2024	2025	Target 2030
Hours worked	217,184	227,350	229,533	
Rate of fatalities as a result of work-related injury	0	0	0	0
High-consequence work-related injury rate (excluding fatalities)	0	0	0	0
Recordable work-related injury rate ¹⁰	5.53	1.76	1.74	0

Injury rates (Non-employees)				
	2023	2024	2025	Target 2030
Hours worked	9,949	2,163	8,133	0
Rate of fatalities as a result of work-related injury	0	0	0	0
High-consequence work-related injury rate (excluding fatalities)	0	0	0	0

¹⁰ Recordable work-related injury rate: (number of recordable work-related injuries / total hours worked) × 200,000.

GRI 401-1 New employee hires and employee turnover

New Hires (Headcount)	2023				2024 (baseline)				2025				2030
New Hires by gender	<30 years old	30-50 years old	>50 years old	Tot.	<30 years old	30-50 years old	>50 years old	Tot.	<30 years old	30-50 years old	>50 years old	Tot.	Target
Male	9	5	4	18	5	3	1	9	15	2	0	17	
Female	1	3	0	4	1	8	0	9	3	3	0	6	
Total	10	8	4	22	6	11	1	18	18	5	0	23	
Total employees	127				134				137				
New Hires (%)	3%				7%				17%				>3%

New Hires (%)	2023				2024 (baseline)				2025			
New Hires by gender	<30 years old	30-50 years old	>50 years old	Tot.	<30 years old	30-50 years old	>50 years old	Tot.	<30 years old	30-50 years old	>50 years old	Tot.
Male	41%	23%	18%	82%	28%	17%	6%	51%	65%	9%	0%	74%
Female	4%	14%	0%	18%	6%	34%	9%	49%	13%	13%	0%	26%
Total	45%	37%	18%	100%	34%	51%	15%	100%	78%	22%	0%	100%

Employee Turnover (Headcount)	2023				2024 (baseline)				2025				2030
Turnover by gender	<30 years old	30-50 years old	>50 years old	Tot.	<30 years old	30-50 years old	>50 years old	Tot.	<30 years old	30-50 years old	>50 years old	Tot.	Target
Male	5	7	4	16	6	3	2	11	5	3	0	8	
Female	1	3	0	4	0	0	0	0	1	1	1	3	
Total	6	10	4	20	6	3	2	11	6	4	1	11	
Total employees	127				134				137				
Turnover rate (%)	16%				8%				8%				<3%

Employee Turnover (%)	2023				2024 (baseline)				2025			
Turnover by gender	<30 years old	30-50 years old	>50 years old	Tot.	<30 years old	30-50 years old	>50 years old	Tot.	<30 years old	30-50 years old	>50 years old	Tot.
Male	25%	35%	20%	80%	55%	27%	18%	100%	45%	27%	0%	73%
Female	5%	15%	0%	20%	0%	0%	0%	0%	9%	9%	9%	27%
Turnover rate	30%	50%	20%	100%	55%	27%	18%	100%	55%	36%	9%	100%

GRI 404-1 Average training hours per employee per year

2025							
Average training hours per employee per year	Training hours – Men	Training hours per capita – Men	Training hours – Women	Training hours per capita – Women	Total training hours	Training hours per capita	Target 2026-2030
Executives	5	1	0	0	5	1	
Managers	100	20	14	7	114	16	
Office employees	234	9	238	11	472	10	
Workers and intermediates	680	11	65	5	744	10	
Total	1,018	10	317	9	1,335	10	>10

2024						
Average training hours per employee per year	Training hours – Men	Training hours per capita – Men	Training hours – Women	Training hours per capita – Women	Total training hours	Training hours per capita
Executives	18	4	0	0	18	4
Managers	82	16	27	14	109	16
Office employees	534	20	131	7	665	14
Workers and intermediates	1,006	16	109	10	1,115	15
Total	1,640	16	267	8	1,907	14

GRI 405-1 Diversity of governing bodies and employees

Employees by category and age group (%)												
	2023 <30 years old	2023 30-50 years old	2023 >50 years old	2023 Total	2024 <30 years old	2024 30-50 years old	2024 >50 years old	2024 Total	2025 <30 years old	2025 30-50 years old	2025 >50 years old	2025 Total
Executives	0%	3%	0%	3%	0%	0%	12%	4%	0%	0%	100%	4%
Managers	3%	0%	3%	6%	4%	7%	3%	5%	0%	64%	36%	5%
Office employees	26%	32%	37%	31%	30%	38%	32%	34%	19%	62%	19%	35%
Workers and intermediates	71%	58%	53%	60%	67%	53%	25%	58%	21%	61%	18%	56%
Total	24%	51%	24%	100%	20%	54%	25%	100%	18%	59%	23%	100%

Employees by category and gender (%)									
	2023 Men	2023 Women	2023 Total	2024 Men	2024 Women	2024 Total	2025 Men	2025 Women	2025 Total
Executives	100%	0%	3%	100%	0%	4%	100%	0%	4%
Managers	71%	29%	6%	71%	29%	5%	71%	29%	5%
Office employees	70%	30%	31%	57%	43%	35%	57%	43%	35%
Workers and intermediates	88%	12%	60%	85%	15%	56%	85%	15%	56%
Total	82%	18%	100%	75%	25%	100%	75%	25%	100%



GRI CONTENT INDEX

Statement of use	Transfer Oil S.p.A. has reported the information disclosed in this GRI content index for the period from 1 January 2025 to 31 December 2025, with reference to selected GRI Sustainability Reporting Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	Chapter 1 – Group overview Chapter 2 – Group operations	6-21 22-31
GRI 101: Biodiversity 2024	4.4 Initiatives and projects to reduce environmental impact	59-61
GRI 205: Anti-corruption 2016	5.4 Responsible management, human rights and ethical work practices	72-75
GRI 206: Anti-competitive Behavior 2016	5.4 Responsible management, human rights and ethical work practices	72-75
GRI 301: Materials 2016	4.2 Materials used and waste management	50-55
GRI 302: Energy 2016	4.1 Energy consumption and emissions	43-49
GRI 303: Water and Effluents 2018	4.3 Water withdrawals and discharges	56-58
GRI 305: Emissions 2016	4.1 Energy consumption and emissions	43-49
GRI 306: Waste 2020	4.2 Materials used and waste management	50-55
GRI 308: Supplier Environmental Assessment 2016	5.5 Product traceability and key business partners	76-79
GRI 401: Employment 2016	5.1 The people of Transfer Oil	63-67 83-88
GRI 403: Occupational Health and Safety 2018	5.2 Health and safety	68-69 83-88
GRI 404: Training and Education 2016	5.3 Training and personal development	71-72 83-88
GRI 405: Diversity and Equal Opportunity 2016	5.4 Responsible management, human rights and ethical work practices	72-75
GRI 406: Non-discrimination 2016	5.4 Responsible management, human rights and ethical work practices	72-75
GRI 408: Child Labor 2016	5.4 Responsible management, human rights and ethical work practices	72-75
GRI 409: Forced or Compulsory Labor 2016	5.4 Responsible management, human rights and ethical work practices	72-75
GRI 414: Supplier Social Assessment 2016	5.5 Product traceability and key business partners	76-79
GRI 416: Customer Health and Safety 2016	2.1 Product and service quality	23-25
GRI 417: Marketing and Labeling 2016	2.1 Product and service quality	23-25
GRI 418: Customer Privacy 2016	5.4 Responsible management, human rights and ethical work practices	72-75

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