TARROS GROUP

SUSTAINABILITY REPORT 2025

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CEO'S INTRODUCTION TO OUR THIRD SUSTAINABILITY REPORT

Dear Colleagues, Partners, and Stakeholders,

it is with great pleasure that we present the third edition of the Tarros Group Sustainability Report - a moment of reflection and renewed commitment to a journey that continues to shape the way we operate, grow, and contribute to the development not only of our sector, but also of the communities that hosts us.

The transport sector is currently facing increasingly complex and demanding challenges. From decarbonisation to digital transformation and social responsibility, the expectations placed upon logistics and maritime businesses are evolving rapidly. In this context, Tarros Group reaffirms its strong commitment to embedding sustainability at the heart of its development strategies.

For us, sustainability is not simply a compliance requirement or a passing trend - it is a long-term vision that informs our actions, strengthens our value proposition, and reflects our desire to transport values as well as goods. It enables us to enrich the services we offer, while also enhancing our contribution to the people and communities we engage with every day.

Over the past year, we have continued to invest in initiatives that promote the wellbeing of our people, support social inclusion, and encourage innovation. We believe that every step we take today has the potential to generate meaningful and lasting impact - for the environment, for society, and for future generations.

This report provides an overview of our efforts and achievements, offering insight into how we are evolving to meet today's challenges with purpose and responsibility. We see transparency not only as an obligation but as a fundamental value that guides our relationship with all stakeholders.

We invite you to explore this edition and to join us in shaping a future where sustainability continues to be a driver of resilience, progress, and shared value.

Thank you for your continued trust and support.

Yours sincerely,

Alberto Musso
Tarros Group Chief Executive Officer and President

Alberto Musso


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INTRODUCTION

With nearly 200 years of history, Tarros Group is proud to be one of the few logistics companies in Europe still under Italian ownership and family management. This heritage has shaped a business culture rooted in continuity, responsibility, and the ability to evolve in step with the times.

As an integrated logistics operator, we provide door-to-door transport services that span the entire supply chain - from inland and intermodal transport to port operations and maritime shipping - with a strong presence across the Mediterranean. Operating in this region, with its unique economic, social, and environmental dynamics, plays a key role in shaping both our strategic direction and the way we implement sustainability in practice.

This year represents an important transitional phase in corporate sustainability reporting. With the entry into force of the EU's Corporate Sustainability Reporting Directive (CSRD), the regulatory landscape is changing rapidly. In anticipation of full compliance, Tarros Group has adopted a model of interoperability between the GRI Standards and the new European Sustainability Reporting Standards (ESRS). This approach allows us to ensure continuity in reporting, while progressively aligning with the structure, metrics, and double materiality principles introduced by the CSRD.

The Mediterranean context we operate in further emphasises the need for practical, flexible and sector-specific sustainability strategies. It is within this framework that we continue to strengthen our ESG commitments, reduce our environmental footprint, enhance social equity, and reinforce our role as a reliable and responsible logistics partner.

This report provides a comprehensive account of our actions, progress, and future outlook. It reflects our dedication to sustainable growth and to creating long-term value - confirming our ambition not only to transport goods, but to transport values.

1. METHODOLOGICAL NOTE

1.1 REPORTING STANDARDS AND SCOPE

This Sustainability Report has been prepared in accordance with the GRI Standards (2021 edition), which currently serve as the primary reference framework for non-financial disclosure across the Group. In anticipation of the evolving European regulatory landscape, we have also aligned our reporting structure and selected disclosures with the principles outlined in the European Sustainability Reporting Standards (ESRS), despite their current status as non-legally binding.

The scope of this report includes all Group companies operating within the logistics sector, covering activities across maritime transport, road freight, and customs operations. Data and information presented refer to the 2024 financial year, unless otherwise specified. The reporting perimeter includes both fully consolidated and operationally significant entities, with specific notes provided in the event of exclusions or data limitations.

1.2 MATERIALITY ASSESSMENT

Metrics: Description of Processes to Identify and Assess Material Impacts, Risks, and Opportunities (IRO-1)

In line with the principles outlined by the European Sustainability Reporting Standards (ESRS), we are gradually advancing towards a comprehensive double materiality assessment to identify and prioritise the sustainability topics most relevant to our business and stakeholders. While this full approach is still under development, we continue to rely on our established materiality analysis to guide our sustainability strategy and reporting.

Our current assessment evaluates sustainability topics based on their significance to both the Group and its stakeholders, focusing on the most impactful and financially relevant issues. As we refine our methodologies to align with forthcoming regulatory requirements - including the ESRS framework - we are committed to integrating both financial and impact dimensions.

Given the diversity of our operations across various logistics segments - such as maritime transport, road freight, and customs services - we adopt a tailored approach. This involves gathering cross-functional inputs, engaging stakeholders, and conducting internal workshops to capture sector-specific nuances while ensuring Group-wide coherence.

This phased process supports transparency and strategic focus, laying a solid foundation for a robust double materiality framework aligned with evolving sustainability standards.

The insights generated feed into continuous ESG risk and opportunity evaluations, which inform business decision-making and are regularly reported to senior management to update our sustainability plans accordingly.

1.3 INTEROPERABILITY BETWEEN GRI AND ESRS

As part of our broader effort to prepare for the implementation of the Corporate Sustainability Reporting Directive (CSRD), we have adopted an interoperability framework to align existing GRI-based indicators with ESRS disclosure requirements. This proactive approach supports a smooth transition by:

- Mapping existing GRI indicators to corresponding ESRS disclosure requirements.
- Identifying overlaps and gaps between the two frameworks.
- Adapting internal data collection and reporting systems to accommodate the ESRS structure and terminology.

This alignment enhances the consistency and comparability of our disclosures while future-proofing our sustainability reporting systems.

In practical terms, the interoperability model enables us to maintain continuity in data collection, while progressively incorporating ESRS-specific metrics and narrative elements - thus reducing the operational burden of transition and increasing regulatory readiness.

Accordingly, this report presents the ESRS metrics derived through this interoperability methodology, ensuring that our disclosures meet the latest regulatory expectations while leveraging the robustness of our existing data frameworks.

1.4 KEY PERFORMANCE INDICATORS (KPIS) AND DATA QUALITY

The selection of KPIs is grounded in their relevance to identified material topics, alignment with stakeholder expectations, and potential for comparability over time and against industry benchmarks. Where applicable, KPIs have been harmonized with both existing GRI standards and the emerging ESRS framework through our interoperability methodology.

Data is sourced from a variety of internal systems, including logistics databases and verified operational records, ensuring robustness and traceability. We implement rigorous internal controls to validate the accuracy, completeness, and consistency of reported data. Where estimations or proxies are necessary, detailed methodological notes are transparently provided to maintain clarity and credibility.

1.5 GOVERNANCE AND OVERSIGHT

The results of the materiality assessment, the development of KPIs, and the preparation of this report were reviewed and validated by the Group's ESG Function with oversight from executive management. The ESG function also coordinated with operational departments to ensure cross-functional integration and accountability.

2. OUR GOVERNANCE AND MANAGEMENT FRAMEWORK

Metric: The Role of Administrative, Supervisory, and Management Bodies (GOV-1)

The Group's governance framework is designed to ensure transparency, integrity, and accountability in managing business activities, complying with regulations and international best practices. The administrative, supervisory, and management bodies collaborate within a multi-level control system that monitors business performance and adherence to internal policies and regulatory requirements.

The Board of Directors, supported by the Sustainability Committee and the Gender Equality Committee, is responsible for setting strategic direction and guiding the company's operations in line with sustainability and compliance goals. Internal control and risk management functions further ensure proper risk assessment and mitigation, including ESG-related risks.

2.1 CORPORATE CULTURE, BUSINESS CONDUCT POLICIES, AND SUPPLIER RELATIONSHIP MANAGEMENT (G1-1 AND G1-2)

The Group fosters a corporate culture based on responsibility, integrity, and inclusion, reflected in formalized business conduct policies shared across all personnel involved in the production cycle and value chain. The Code of Ethics and company procedures clearly define expected behaviors, promoting an ethical and respectful work environment.

Regarding suppliers, the Group has implemented a responsible supply chain management system, with specific criteria for selection and evaluation that include environmental, social, and governance aspects. Collaboration with suppliers is aimed at ensuring regulatory compliance, risk reduction, and the promotion of sustainable practices throughout the entire supply chain.

2.2 PREVENTION AND DETECTION OF CORRUPTION AND ILLICIT PRACTICES (G1-3)

The Group has adopted strict measures to prevent and detect corruption, fraud, and illicit practices, in accordance with national laws and international standards. These measures include anti-bribery policies, mandatory employee training, internal control systems, and a whistleblowing channel that allows anonymous and protected reporting.

The effectiveness of these measures is periodically verified through internal audits and risk assessments, ensuring continuous improvement and proactive management of potential issues.

2.3 LIMITATIONS AND FORWARD-LOOKING APPROACH

This report reflects the best available data and methodologies as of the reporting date. Certain disclosures may include estimates or incomplete data due to systemic limitations or differences in maturity across business units. We are actively investing in data quality, digital reporting tools, and alignment with assurance standards to continuously improve future reporting cycles.

Going forward, we will continue to refine our approach in line with upcoming ESRS updates, industry practices, and stakeholder feedback.

2.4 GREENHOUSE GAS (GHG) EMISSIONS REPORTING AND STRATEGIC IMPLICATIONS

This report marks the **first time** that we have included a comprehensive analysis of our **greenhouse gas (GHG) emissions**, conducted in alignment with the principles and categorisation framework defined by the **GHG Protocol**. This initiative, alongside the development of the interoperability model between the GRI Standards and the ESRS, represented one of the Group's **primary commitments in advancing our sustainability reporting architecture**, fully consistent with the objectives set out in our previous report.

The GHG inventory was carried out **at both the individual company level** and at a **consolidated Group level**, covering all subsidiaries under the holding. This required a **substantial effort to adapt our annual reporting processes**, enabling the integration and traceability of the data needed to comply with the GHG Protocol. The process led to a reorganisation of our internal data flows, resulting in more structured and consistent emissions data collection across business units.

Wherever possible, the assessment was based on the **most reliable and precise data currently available**, reflecting our ongoing commitment to accuracy and transparency. The adoption of the GHG Protocol brought **positive implications** for the organisation: it provided a clear and standardised methodology, enhanced internal awareness of emissions sources, and facilitated the identification of hotspots and efficiency gaps across operations.

This first GHG assessment also allowed us to **identify the current limitations** of our reporting systems - such as data availability, granularity, and system integration - while simultaneously offering a foundation from which to **define measurable and realistic improvement targets for the coming years**. As a result, we are now better equipped to enhance the **quality, scope, and traceability** of our emissions reporting, in line with regulatory expectations and stakeholder demands.

3. CERTIFICATIONS AND EXTERNAL VALIDATION

The Group has adopted a structured and certified approach to sustainability, risk management, and operational excellence. Our management systems have been **audited and validated by independent, accredited certification bodies**, ensuring the reliability and integrity of our internal processes and sustainability reporting framework.

3.1 ISO 14001 & ISO 45001

We currently hold:

- **ISO 14001** – Environmental Management System
- **ISO 45001** – Occupational Health & Safety Management System

These certifications demonstrate our commitment to environmental compliance, pollution prevention, and the systematic management of health and safety risks. Regular audits by third-party bodies validate not only compliance but also the **methodologies used to assess risk, implement controls, and improve performance**.

3.2 UNI/PDR 125:2022 – GENDER EQUALITY CERTIFICATION

We are particularly proud to be among the **first companies in our sector** to obtain the **UNI/PdR 125:2022 certification** for gender equality. This certification recognises not only compliance with formal criteria but the existence of a **structured, active, and measurable system** for promoting **gender parity** within our organisation.

In our case, the certification is the result of a **consolidated culture across our companies**, one that places **meritocracy at the centre** of career development and decision-making. The certification attests that **career advancement, pay equity, work-life balance, and inclusive policies** are not isolated efforts, but part of a Group-wide strategy that promotes fairness, transparency, and equal opportunities.

3.3 AEO (AUTHORISED ECONOMIC OPERATOR) STATUS

The Group also holds **AEO (Authorised Economic Operator)** status, granted by customs authorities in accordance with European Union standards. This certification is awarded to companies that demonstrate a high level of **customs compliance, financial solvency, and security standards** across their logistics and customs operations.

Being certified as an AEO:

- Facilitates **faster and simplified customs procedures**
- Increases **credibility and recognition** across the international supply chain
- Reduces the risk of inspections and delays
- Reinforces our **strategic reliability** as a logistics partner

The certification reflects our commitment to operational security, traceability, and transparency - key elements in a sector where regulatory compliance and trust are paramount.

4. OUR EXTERNAL CONTEXT: SECTOR MEGATRENDS AND CATALYSTS FOR CHANGE

The logistics and transport sectors are undergoing rapid transformation driven by a series of structural megatrends that are reshaping business models, investment priorities, and long-term sustainability strategies. These global shifts - spanning environmental imperatives, digital innovation, regulatory developments, and geopolitical uncertainty - are redefining the external landscape in which we operate.

4.1 DECARBONISATION AND ENVIRONMENTAL SUSTAINABILITY

The global urgency to reduce carbon emissions continues to exert significant pressure on both the maritime and road transport sectors, shaping investment strategies and operational decisions across the industry. This trend is largely driven by international frameworks such as the Paris Agreement, the European Green Deal, and the IMO's decarbonisation roadmap, all of which are accelerating the shift towards low- and zero-emission technologies.

A key external factor influencing this transition is the availability and viability of alternative fuels, which varies considerably by region. While alternative marine fuels - such as LNG, methanol, ammonia, and green hydrogen - are being actively explored and piloted worldwide, their implementation is heavily dependent on regional infrastructure, regulatory readiness, and energy market dynamics.

In the Mediterranean basin, where our operations are concentrated, this transition presents distinct challenges. The region currently faces significant limitations in terms of fuel supply infrastructure, regulatory coordination across jurisdictions, and port readiness, making the large-scale adoption of next-generation fuels not yet a viable solution in the short term. Moreover, weather conditions, energy grid constraints, and investment asymmetries among Mediterranean ports further complicate the deployment of alternative propulsion technologies.

However, the regional context also presents opportunities. One promising area is the electrification of port infrastructure, particularly through cold ironing (shore power) systems that allow vessels to switch off auxiliary engines while at berth. In collaboration with port authorities, the implementation of shore-side electricity systems represents a tangible, near-term solution to reduce local emissions and improve air quality in port cities. This aligns with national and EU-level funding initiatives, offering a credible decarbonisation pathway adapted to the regional context.

On the road transport side, the shift toward low-emission fuels such as Hydrotreated Vegetable Oil (HVO) is advancing steadily, especially for medium-distance freight corridors. Full electrification of heavy-duty fleets remains constrained by vehicle technology maturity and charging infrastructure density, both of which are unevenly distributed across Southern Europe and North Africa.

In this complex external landscape, the Group's strategy is to remain technology-neutral and regionally adaptive, investing in solutions that are scalable, compliant, and locally feasible, while maintaining alignment with the long-term vision of carbon neutrality.

4.2 TECHNOLOGICAL INNOVATION AND DIGITALISATION

The logistics industry is being redefined by a wave of technological transformation. Across both maritime and road segments, digitalisation is improving efficiency, visibility, and resilience.

In maritime logistics, we are witnessing the widespread adoption of real-time vessel tracking, automated port operations, predictive maintenance, and digital documentation. These tools enhance operational safety, reduce dwell times, and support emissions monitoring.

4.3 REGULATORY PRESSURE AND COMPLIANCE EVOLUTION

The regulatory environment is becoming increasingly complex. Maritime transport must now comply with emerging regulations such as the EU ETS extension to shipping, FuelEU Maritime, and the IMO's carbon intensity indicators (CII). For road transport, the EU has strengthened its framework on CO_2 emissions performance standards for new heavy-duty vehicles, alongside tighter rules on driver welfare, safety, and working hours.

Compliance with these evolving standards requires significant investment in both physical and digital infrastructure, as well as continual adaptation of business processes.

4.4 GEOPOLITICAL DYNAMICS IN THE MEDITERRANEAN REGION

Operating in the Mediterranean basin brings both strategic advantages and geopolitical complexity. The region remains a crucial logistics and trade corridor connecting Europe, North Africa, and the Middle East. However, recent developments have added layers of uncertainty:

- Rising tensions in the Red Sea and Suez Canal, due to regional conflicts and maritime security threats, are altering shipping routes and increasing insurance costs.
- The ongoing Libyan instability, combined with socio-political fragmentation across parts of North Africa, continues to affect land-based logistics and cross-border operations.
- Migration flows and border pressures have led to stricter EU controls, affecting cargo movement and customs procedures.
- The energy transition and infrastructure investment race in countries like Egypt, Tunisia, and Morocco is creating new opportunities for intermodal hubs and green logistics corridors, particularly aligned with EU-Africa cooperation frameworks, such as the Mattei Plan.

In this context, the ability to remain flexible, compliant, and regionally informed is a strategic necessity.

4.5 SUPPLY CHAIN RESILIENCE AND RISK MANAGEMENT

The aftermath of the COVID-19 pandemic, coupled with the ongoing impacts of war in Ukraine, supply chain disruptions in Asia, and inflationary pressures, have underscored the critical need for robust and agile supply chains.

4.6 CUSTOMER EXPECTATIONS AND SERVICE INNOVATION

Customers increasingly expect transparent, flexible, and sustainable logistics solutions. In maritime, this has translated into enhanced digital interfaces, cargo traceability, and ESG reporting. In road transport, demand is rising for real-time tracking, adaptive delivery options, and eco-optimised freight services.

This evolution in expectations requires not only technological readiness but also a shift in service culture - towards co-creation with clients, personalisation, and integration of sustainability KPIs into client contracts.

5. STRATEGIC DRIVERS

At Tarros Group, our pursuit of operational excellence is intrinsically linked to our commitment to sustainability. We believe that delivering outstanding service quality and embedding sustainable practices are not separate goals but mutually reinforcing drivers that together propel our growth, competitiveness, and long-term value creation.

Our strategic approach is centred on the following key pillars:

5.1 EXCELLENCE IN DOOR-TO-DOOR SERVICES

We are dedicated to providing seamless, integrated door-to-door logistics solutions that consistently exceed client expectations. Our focus on service excellence ensures reliability, speed, and flexibility across all touchpoints in the supply chain - from origin to final destination. This commitment drives operational efficiency, reduces delays, and builds trusted partnerships with our customers.

5.2 SUSTAINABILITY AS A PERFORMANCE BOOSTER

Sustainability is embedded across our business model, enhancing every aspect of our service offering. By integrating environmentally responsible practices, such as optimising transport modes to reduce emissions and investing in green technologies, we do not merely comply with regulations - we innovate to create a competitive advantage. In this way, sustainability acts as a catalyst for operational improvements and customer satisfaction, enabling us to deliver more value with lower environmental impact.

5.3 SHORT SEA SHIPPING: EFFICIENT AND ECO-FRIENDLY SOLUTIONS

Short sea shipping remains a strategic cornerstone, offering a cleaner, more sustainable alternative to long-haul road transport. Our expertise enables us to provide cost-effective maritime routes that alleviate road congestion and reduce carbon emissions, supporting both client needs and broader environmental goals.

5.4 STRONG MEDITERRANEAN PRESENCE

Our extensive network and in-depth local knowledge across the Mediterranean region underpin our strategic positioning. This dynamic region, with over 500 million inhabitants, offers unique opportunities and challenges.

Leveraging our regional presence, we tailor solutions that respond to diverse market demands while capitalising on emerging sustainability-driven trends and regional development initiatives.

5.5 DIGITALISATION AS AN ENABLER OF EXCELLENCE AND TRANSPARENCY

Investing in advanced digital technologies enhances our operational capabilities and service transparency. Digital tools enable real-time tracking, predictive analytics, and streamlined processes, boosting efficiency and enabling informed decision-making. Digitalisation also supports our sustainability agenda by providing accurate data for emissions monitoring and resource optimisation.

5.6 WORKFORCE DEVELOPMENT THROUGH TRAINING AND EDUCATION

Our people are central to achieving our strategic goals. Continuous training and education ensure that our employees possess the necessary skills to maintain excellence and drive sustainable innovation. We foster a culture of learning and adaptability, recognising that human capital is key to delivering superior service and embedding ESG principles throughout the organisation.

5.7 A UNIQUE BLEND OF 'MADE IN ITALY' EXCELLENCE AND MEDITERRANEAN EXPERTISE

A fundamental strength of Tarros Group lies in its roots: the **heritage of 'Made in Italy' quality and professionalism**, combined with a **deeply embedded Mediterranean cultural identity**. Our history and widespread presence throughout the Mediterranean basin uniquely position us as a leader in multimodal logistics in this complex and diverse region. This blend of Italian craftsmanship, operational excellence, and regional knowledge creates a distinctive competitive edge, enabling us to offer tailored, culturally aware, and highly efficient logistics solutions that meet the specific needs of Mediterranean markets.

By aligning service excellence and sustainability, Tarros Group creates a virtuous cycle: superior service quality reduces waste and inefficiencies, which in turn supports environmental goals, while sustainability initiatives enhance brand reputation and customer loyalty, driving further growth and operational improvement. This integrated approach is fundamental to our mission of being a responsible, innovative leader in logistics.

Moreover, from an investment perspective, the Mediterranean represents a **strategic bridge and focal point** for the Group's future growth and development. Its unique geopolitical and economic position connects Europe, Africa, and the Middle East, making it a critical hub for expanding multimodal logistics capabilities and sustainable transport solutions. We continue to prioritise the Mediterranean as the **core region toward which we direct resources and innovation**, reinforcing our role as a key enabler of regional and global connectivity.


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6. STAKEHOLDER ENGAGEMENT

Metrics ESRS 2 SBM-2: Interests and views of stakeholders and ESRS 2 IRO-1: Description of processes to identify material impacts, risks and opportunities

Stakeholder Group	Role and Importance	Engagement Approach
Our People (Colleagues)	Core asset and key drivers of growth and innovation.	Regular communication, inclusive dialogue, continuous training.
Local Communities	Hosts of our operations; essential for social licence to operate and local development.	Support local initiatives, transparent communication, impact minimisation.
Public Institutions	Critical partners for compliance, regulation, and infrastructure development.	Proactive collaboration, regulatory alignment, joint projects.
Clients	Long-term partners whose evolving needs shape our service development.	Strong relationships, tailored solutions, ongoing dialogue.
Business Partners & Certification Bodies	Ensure high standards and sector best practices.	Partnerships, joint initiatives, certification validation.
Trade Unions and Sector Associations	Promote fair labour practices and workplace safety.	Dialogue, compliance cooperation, advocacy for sustainable industry practices.

6.1 OUR PEOPLE: THE HEART OF OUR GROUP

Our colleagues represent the cornerstone of Tarros Group's success. Their expertise, dedication, and active participation are essential to driving innovation, operational excellence, and the achievement of our sustainability goals.

We foster a culture of open communication, inclusive engagement, and continuous learning to ensure that employees are motivated and aligned with our corporate vision. By investing in our people, we build a resilient and agile workforce ready to meet future challenges.

6.2 LOCAL COMMUNITIES

We deeply value the communities in which we operate, recognising them as key stakeholders that influence and are impacted by our activities. Our commitment goes beyond compliance; we aim to be responsible corporate citizens by supporting local development projects, respecting cultural diversity, and minimising environmental footprints. Maintaining transparent and ongoing dialogue helps build trust and ensures mutual benefit.

6.3 PUBLIC INSTITUTIONS

Public institutions play a crucial role in shaping the regulatory and operational landscape of our business. We engage proactively with governmental bodies at local, regional, and national levels to ensure compliance and contribute to policy development. Collaborating with public authorities enables us to support infrastructure improvements and align with sustainability initiatives, creating a conducive environment for growth and innovation.

6.4 CLIENTS

Our clients are longstanding partners whose evolving needs guide our service

development. Building and maintaining strong relationships is fundamental to delivering tailored, high-quality logistics solutions. We engage in continuous dialogue to understand their expectations and co-create sustainable practices that enhance supply chain efficiency and reduce environmental impact.

6.5 BUSINESS PARTNERS & CERTIFICATION BODIES

We rely on a network of trusted partners, including suppliers, certification bodies, and industry associations, to uphold high standards and share best practices. Their collaboration is vital for maintaining quality, ensuring compliance, and driving innovation. Through joint initiatives and rigorous certification processes, we continuously enhance our operational and sustainability performance.

6.6 TRADE UNIONS AND SECTOR ASSOCIATIONS

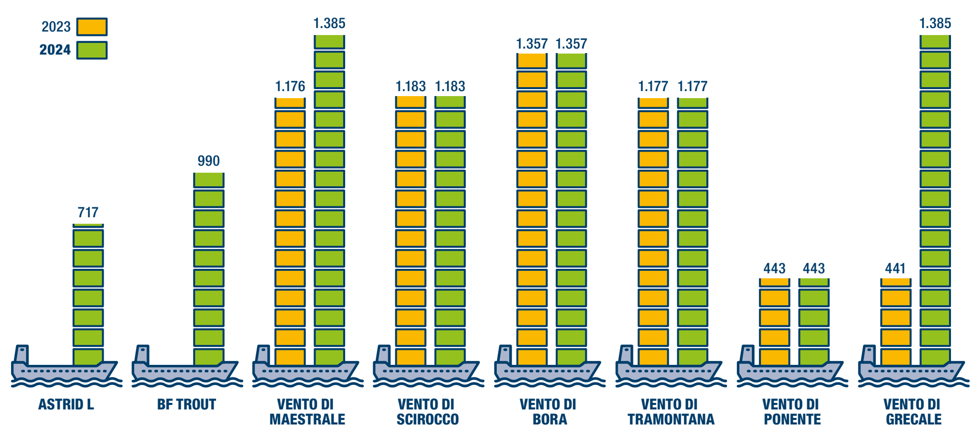
Dialogue with trade unions and sector associations is essential to promoting fair labour conditions, workplace safety, and compliance with sector regulations. These relationships support our commitment to social responsibility and help us navigate complex industry challenges. Together, we advocate for sustainable development within the logistics sector and ensure that employee welfare remains a top priority.

7. OUR 2024 PERFORMANCES

7.1 PERFORMANCE OF OUR SHIPPING FLEET

7.1.1 OUR VESSELS FLEET PERFORMANCES

TEU CAPACITY: 2023 COMPARED TO 2024



TOTAL FLEET TEU CAPACITY: Y 2023 = 5.404 / Y 2024 = 8.637

TEU CAPACITY PER VESSEL 2024	
VESSEL NAME	*CAPACITY (TEU)*
ASTRID L	717
BF TROUT	990
VENTO DI MAESTRALE	1385
VENTO DI SCIROCCO	1183
VENTO DI BORA	1357
VENTO DI TRAMONTANA	1177
VENTO DI PONENTE	443
VENTO DI GRECALE	1385
TOTAL FLEET TEU CAPACITY:	8637

Compared to 2023 we increased our fleet capacity by 49,5%.

7.1.2 TYPE OF FUELS USED FOR OUR VESSELS AND SULPHUR CONCENTRATIONS

VESSELS USED FUELS	SULPHUR CONCENTRATION
VLSFO 380 (RGM 380 - ISO 8217:2017)	0,5%
MGO {DMA - ISO 8217:2017)	0,1%

7.1.3 DATA ON OUR 2024 VESSELS

2024		CONSUMED			PURCHASED		
Vessel Name	*Total Miles per Vessel (nm)*	*IFO 380 (tons)*	*MGO (tons)*	*Total Bunker per Vessel (tons)*	*IFO 380 (tons)*	*MGO (tons)*	*Total Bunker per Vessel (tons)*
ASTRID L	9.326,00	690,99	184,93	875,92	910,76	185,13	1.095,89
BF TROUT	23.309,70	2.015,13	172,72	2.187,85	1.900,13	144,34	2.044,47
VENTO DI BORA	53.439,90	3.793,92	478,29	4.272,21	3.705,10	501,51	4.206,61
VENTO DI GRECALE	34.532,00	1.718,36	608,57	2.326,93	2.067,17	650,43	2.717,60
VENTO DI MAESTRALE	44.046,00	2.476,07	657,49	3.133,56	2.374,30	680,78	3.055,08
VENTO DI PONENTE	8.352,00	686,77	68,56	755,33	449,99	50,00	499,99
VENTO DI SCIROCCO	51.969,50	5.191,51	461,99	5.653,50	5.153,16	497,15	5.650,31
VENTO DI TRAMONTANA	10.403,30	1.116,57	105,65	1.222,22	1.022,90	94,70	1.117,60
	235.378,40	**17.689,31**	**2.738,20**	**20.427,51**	**17.583,50**	**2.804,04**	**20.387,54**

7.1.4 FUEL CONSUMPTION AND OPERATIONAL EFFICIENCY - 2024 OVERVIEW

In 2024, the Tarros Group fleet covered a total of 235,378.4 nautical miles, operating across various Mediterranean routes. During the year, the vessels consumed a total of 20,427.51 tonnes of bunker fuel, of which 17,689.31 tonnes were IFO 380 and 2,738.20 tonnes were MGO. Fuel purchases were aligned with operational demand, with a total of 20,387.54 tonnes acquired, including 17,583.50 tonnes of IFO 380 and 2,804.04 tonnes of MGO.

This data reflects a consistent approach to fuel management and operational efficiency across the fleet, with efforts made to optimise routing and reduce unnecessary consumption. Monitoring both fuel consumed and purchased per vessel provides critical insights for evaluating energy efficiency and planning further emissions reduction strategies. The analysis also supports our broader environmental goals, particularly in relation to the decarbonisation of maritime transport, by offering a clear baseline from which to track improvements in fuel performance and sustainability performance.

7.1.5 FLEET CARBON INTENSITY (CII) PERFORMANCE

In line with international maritime decarbonisation frameworks, the Tarros Group monitors and reports the **Carbon Intensity Indicator (CII)** for its fleet. The CII rating, introduced by the IMO, measures the **operational carbon efficiency** of vessels based on the amount of CO_2 emitted per unit of transport work.

As of 2024, the majority of our fleet received a **CII rating of A**, the highest efficiency category, reflecting strong performance in carbon intensity relative to vessel type and activity.

Specifically, **six out of seven vessels** are rated A or B, with only one vessel (**ASTRID L**) currently falling under **rating E**, which indicates lower efficiency and the need for corrective action. Measures to improve the performance of ASTRID L have already been identified, including technical upgrades and operational adjustments.

Vessel	Deadweight (tons)	CII Rating (2024)
ASTRID L	13.879	E
VENTO DI BORA	18.498	A
VENTO DI GRECALE	18.848	A
VENTO DI MAESTRALE	18.848	A
VENTO DI PONENTE	7.545	A
VENTO DI SCIROCCO	17.665	B
VENTO DI TRAMONTANA	17.687	A

This strong CII performance highlights the Group's continued investments in **fleet renewal, route optimisation, and energy efficiency measures**. Maintaining high CII ratings is a key part of our strategy to meet IMO targets, reduce our carbon footprint, and offer sustainable logistics solutions across the Mediterranean.

7.1.6 CONTAINER TRANSPORT VOLUMES AND NETWORK STRATEGY

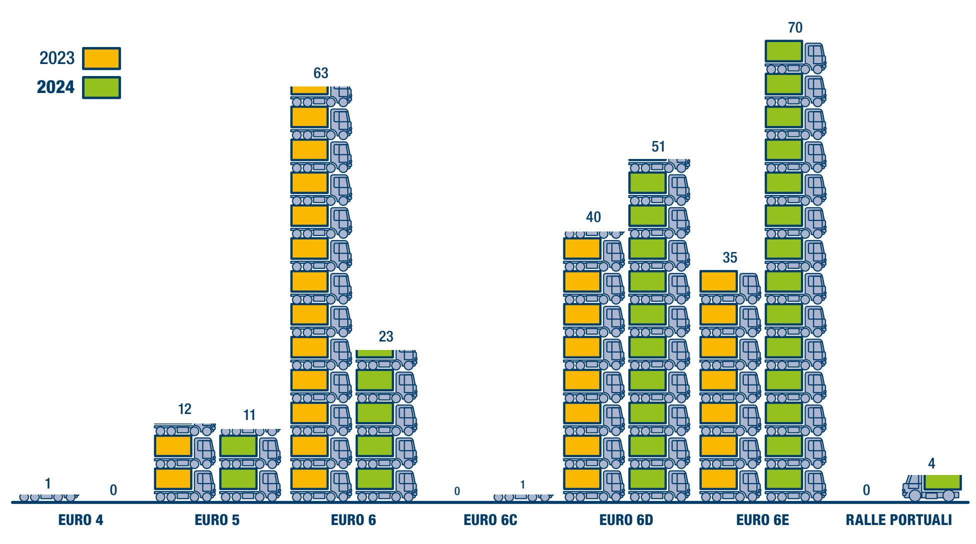
TOTAL TEU TRANSPORTED IN 2024 (SLOT+ VESSEL)	**143.545**

In 2024, Tarros Group transported a total of **143,545 TEUs**, representing the combined volume handled through both our own fleet operations and **slot agreements** with third-party carriers. This integrated approach enables us to expand our service coverage and respond flexibly to market demand while maintaining a responsible and efficient use of resources.

Slot chartering plays a strategic role in our network planning, allowing the Group to **access additional capacity without increasing our direct environmental footprint**. By leveraging existing maritime routes operated by partner vessels, we optimise cargo flows and reduce emissions per transported unit, particularly in routes where deploying additional vessels would not be energy efficient.

7.2 OUR TRUCK PERFORMANCES

7.2.1 TRUCK FLEET AND PERFORMANCES 2023 COMPARED TO 2024



TOTAL TRUCK FLEET: Y 2023 = 151 / Y 2024 = 156 + 4 RALLE

	TRUCK CONSUMPTION					
	DIESEL *(litres)*	*% of the total consumes*	**HVO** *(litres)*	*% of the total consumes*	*Average Consumes considering both DIESEL and HVO (km/litres)*	TOTAL KM *(km)*
2023	3.923.968,38		8.002,51		3,23	12.655.458,50
2024	**3.943.095,20**	**95%**	**192.808,9**	**5%**	**3,20**	**12.664.522,53**

7.2.2 ANALYSIS

FLEET EVOLUTION ANALYSIS: 2023 - 2024 *(All Euro 6 variants consolidated as "EURO 6")*					
Emission Class	*2023*	*2024*	*Absolute Change*	*% Change*	*% of 2024 Fleet*
EURO 4	1	0	-1	-100.0%	0.0%
EURO 5	12	11	-1	-8.3%	7.1%
EURO 6 *(all types)*	138	145	+7	+5.1%	92.9%
Total Fleet	151	156	+5	+3.3%	100.0%

Note: EURO 6 includes standard 6, 6C, 6D, and 6E vehicles.

In 2024, the company's road truck fleet increased from 151 to 156 units (+3,3%). Most importantly, the composition of the fleet improved significantly in terms of environmental performance:

- **EURO 4 trucks were completely phased out** (–100%), removing the oldest and most polluting vehicles.

- **EURO 5 vehicles were slightly reduced** (−8.3%), now accounting for only **7,1% of the fleet**.
- **EURO 6 vehicles (including all modern variants)** rose to **92,9% of the fleet**, consolidating the company's commitment to low-emission transportation.

FUEL CONSUMPTION ANALYSIS: 2023 - 2024				
Metric	*2023*	*2024*	*Absolute Change*	*% Change*
Total km driven	12.655.458,5	12.664.522,5	+9.064	+0,07%
Diesel consumed *(litres)*	3.923.968,38	3.943.095,20	+19.126,82	+0,5%
HVO consumed *(litres)*	8.002,51	192.808,9	+184.806,39	+2.309%
HVO share of total	0.2%	5.0%	+4.8 pp	-
Average fuel efficiency	3.23 km/l	3.20 km/l	-0.03 km/l	-0.9%

The company maintained a stable operational volume (+0.07% in distance traveled) while significantly reducing its environmental footprint:

- The share of **renewable fuel (HVO)** increased from just **0,2% to 5,0%** (+2.309%), supporting carbon reduction goals.
- The **average fuel efficiency** remained stable, with only a minor decrease (-0,9%), likely due to increased vehicle diversity or route variation.

This shift was made possible by the growing share of **EURO 6 trucks**, which are fully compatible with alternative fuels and enable cleaner transport operations.

7.3 CORPORATE CARS FLEET AND SUSTAINABLE MOBILITY MEASURES

Company	*Diesel*	*Gasoline*	*Electric*	*Hybrid*	*SUV company*	*Utility category*	*Company property at employee use*	*Company rental*
TARROS	25	1	3	1	28	2	3	27
CARBOX	4	0	0	1	5	0	1	3
TDG	1	0	0	0	1	0	0	1
NORA	1	0	0	0	0	1	0	1
TARROS SUD	1	0	0	0	1	0	0	1
TRE	0	0	0	0	0	0	0	0

As part of our commitment to sustainability and responsible resource management, the Tarros Group monitors the composition and environmental impact of its corporate vehicle fleet across all subsidiaries. As of 2024, the Group operates a total of 34 vehicles, with the majority powered by diesel (32 vehicles), alongside 1 electric and 1 hybrid vehicle. Most vehicles fall within the SUV category (35 in total), while 3 are classified as utility vehicles. Additionally, 6 vehicles are designated as company property for employee use, and 33 are operated through rental agreements. The fuel consumption of the entire company fleet has been included in the Group's GHG emissions accounting, in line with the requirements of the GHG Protocol. This ensures full transparency and coverage of both direct and indirect emissions (Scope 1 and Scope 3, where applicable). To promote low-emission mobility and support the transition towards electrification, charging stations are already available at our current headquarters. As part of our infrastructure expansion, we are actively installing new EV charging points in upcoming office locations, with the aim of encouraging employees to consider hybrid or electric vehicles for private use as well. By making charging infrastructure easily accessible, the Group not only supports the shift to cleaner transport solutions within its fleet but also reinforces a culture of environmental responsibility among its people.

7.4 EMPLOYEE COMMUTING AND GHG EMISSIONS

As part of our broader GHG Protocol reporting, the Tarros Group has conducted a dedicated assessment of employee commuting emissions, recognising the significance of indirect impacts linked to work-related mobility. The analysis was based on data collected through a survey questionnaire distributed across the Group, which captured detailed information on each employee's commuting habits. The methodology excluded remote working days on an individual basis, considering only actual commuting days. As a result, we calculated an average of 189 days worked on-site and 34 days worked remotely per employee per year.

Crucially, the calculation took into account the mode of transport declared by each employee, factoring in the type of vehicle, fuel type, and vehicle class (e.g. diesel car, petrol scooter, electric train, etc.). Emission factors specific to each transport category were applied, ensuring a precise and differentiated estimation of commuting-related CO_2 emissions. These emissions have been included in our Scope 3 inventory, in full alignment with the GHG Protocol methodology, and reinforce our commitment to accurately tracking and managing the indirect environmental impacts of our operations.

7.4.1 EMPLOYEE COMMUTING OVERVIEW - 2024

Indicator	*Value*
Total number of employees surveyed	194
Average number of on-site working days/year	189 days per employee
Average number of remote working days/year	34 days per employee
Method of data collection	Employee questionnaire
Scope of analysis	Home–work commuting (Scope 3 GHG emissions)
Transport types considered	Private car, motorcycle, public transport, etc.
Emission factors applied	By transport mode, fuel type, and vehicle class
Emissions included in GHG Protocol reporting	Scope 3

EMPLOYEE COMMUTING → 52,17 tCO_2e

It is important to note that **company vehicles** used for work purposes - previously detailed in the corporate fleet section- were **excluded from this commuting analysis**, as the **related emissions fall under Scope 1.2 (Mobile Combustion Sources)** of the GHG Protocol. In contrast, **employee commuting emissions**, which this section addresses, are categorised as **Scope 3 – Category 7 (Employee Commuting)** under the protocol. This distinction ensures that **each source of emissions is properly classified and reported** in accordance with international standards for corporate greenhouse gas accounting

24 Euro 6 Diesel cars considering a total of 587.000 km within the year 2024:

Emissions (kg CO_2e)	Scope	GHG Protocol Category
94.778,97	Scope 1	1.2 Mobile Combustion
21.385,00	Scope 3	3.3 Fuel & Energy Related Activities

The company electric car falls under the 2.11 “electricity”.

Considering 2.700 kwh and 15.000 km per year:

Scope	Market-based (kg CO_2e)	Location-based (kg CO_2e)
Scope 2	1.362,54	794,68
Scope 3	496,55	224,91
Total	**1.859,09**	**1.019,59**

7.4.2 EMISSIONS FROM EMPLOYEE BUSINESS TRAVEL

The emissions associated with employee business travel have been carefully accounted for in our GHG inventory. This includes all trips undertaken by air, train, and rental cars with drivers.

By considering these travel modes, we ensure a comprehensive assessment of our business travel-related carbon footprint. The resulting emission values have been accurately incorporated into the relevant category of the GHG Protocol.

We share these data openly to provide transparency regarding the impact of our employees’ business travel and to support ongoing efforts to monitor and reduce travel-related emissions.

BUSINESS TRAVEL 2024	**214,45 tCO_2e**

8. OUR ENVIRONMENTAL PERFORMANCES

8.1 FUEL AND ELECTRIC ENERGY CONSUMPTION FOR TERMINAL DEL GOLFO EQUIPMENT - 2024

Type	*Litres of fuel purchased*	*2024 worked hours*
Crane	198.207,00 Kwh	2.992
Mobile crane *(sold on July 25, 2024)*	1.000,00	49
Mobile crane	41.151,00	922
Mobile crane	127.900,00	3.389
Reachstacker	11.146,59	819
Reachstacker	5.071,30	415
Reachstacker	19.227,78	1.194
Reachstacker	27.895,23	1.881
Reachstacker	17.409,64	1.373
Reachstacker	31.972,50	2.250
Reachstacker	23.440,08	1.934
Reachstacker	16.647,75	1.057
Reachstacker	49.522,90	3.682
Reachstacker	63.578,15	4.727
Forklift	408,78	54
Forklift	1.549,76	232
Forklift	359,55	85
Forklift	579,36	213
Forklift	432,48	159
Forklift	772,48	284
Forklift	685,44	252
Forklift	549,44	202

Related Emissions:

1 PORTAL CRANE: GHG 2.1 "ELECTRICITY" + 3.3 FUEL AND ENERGY RELATED ACTIVITIES								
Emissions (kgCO₂e)	*Emissions SBTI (kgCO₂e)*	*Emission Factor country*	*Scope*	*Method*	*GHG Protocol category*	*Emissions biogenic (kgCO₂e)*	*Total energy (kWh)*	*Renewable energy (kWh)*
100.024,16	100.024,16	Italy	Scope 2	Marked-based	2.1 Electricity	1.199,49	198.287,11	711.581,89
58.337,67	58.337,67		Scope 2	Location-based	2.1 Electricity			
36.451,98	36.451,98		Scope 3	Marked-based	3.3 Fuel & Energy Related Activities			
16.518,64	16.518,64		Scope 3	Location-based	3.3 Fuel & Energy Related Activities			

3 MOBILE CRANES FOR A TOTAL OF 170.051,00 PURCHASED DIESEL LITRES: GHG 1.2 + 3.3							
Emissions (kgCO₂e)	*Emissions SBTI (kgCO₂e)*	*Emission Factor country*	*Scope*	*GHG Protocol category*	*Emissions biogenic (kgCO₂e)*	*Total energy (kWh)*	*Renewable energy (kWh)*
460.493,11	460.493,11	Spain	Scope 1	1.2 Mobile Combustion	0,00	1.688.228,54	0,00
103.901,16	103.901,16		Scope 3	3.3 Fuel & Energy Related Activities			

8 FORKLIFTS FOR A TOTAL OF 5.337,29 PURCHASED DIESEL LITRES: GHG 1.2 + 3.3							
Emissions (kgCO₂e)	*Emissions SBTI (kgCO₂e)*	*Emission Factor country*	*Scope*	*GHG Protocol category*	*Emissions biogenic (kgCO₂e)*	*Total energy (kWh)*	*Renewable energy (kWh)*
14.453,22	14.453,22	Spain	Scope 1	1.2 Mobile Combustion	0,00	52.987,43	0,00
3.261,08	3.261,08		Scope 3	3.3 Fuel & Energy Related Activities			

10 REACH STACKERS FOR A TOTAL OF 265.911,92 PURCHASED DIESEL LITRES: GHG 1.2 + 3.3							
Emissions (kgCO₂e)	*Emissions SBTI (kgCO₂e)*	*Emission Factor country*	*Scope*	*GHG Protocol category*	*Emissions biogenic (kgCO₂e)*	*Total energy (kWh)*	*Renewable energy (kWh)*
720.081,66	720.081,66	Spain	Scope 1	1.2 Mobile Combustion	0,00	2.639.914,45	0,00
162.472,18	162.472,18		Scope 3	3.3 Fuel & Energy Related Activities			

For the first time, the sustainability report includes detailed data on fuel and electric energy purchases for the equipment operating at Terminal del Golfo. These figures have been fully incorporated into the Group's GHG protocol calculations under Scope 1, 2, and 3 emissions categories, ensuring comprehensive accounting of environmental impacts.

The table lists various types of machinery used in terminal operations, including portal cranes, mobile cranes, reachstackers, and forklifts, along with their respective fuel purchases (liters) and operational hours in 2024.

Note: The reported quantities refer to fuel and energy *purchased*, not necessarily *consumed*. We are currently implementing a system to track actual consumption data more precisely. Until then, purchase data remains the most accurate information available.

8.1.1 EQUIPMENT AND CONSUMPTION HIGHLIGHTS

- **Portal Crane:** The largest fuel purchaser with 198.207 liters bought over 2.992

working hours, highlighting its central role in terminal operations.

- **Mobile Cranes:** Two mobile cranes are listed with widely differing fuel purchases: one with only 1.000 litres (noted as sold on July 25, 2024), and another purchasing 41.151 liters over 922 hours, plus a further 127.900 kWh of electric energy over 3.389 hours, evidencing a mixed fuel and electric fleet.
- **Reachstackers:** A significant number of reachstackers are in operation, purchasing between approximately 5.000 and 64.000 litres of fuel each, with working hours ranging from 400 to nearly 4.800 hours, indicating their frequent use in container handling.
- **Forklifts:** Smaller fuel purchasers, with quantities ranging from 400 to 1.550 litres, reflecting shorter operational hours and potentially smaller machines.

This detailed breakdown supports transparency and allows for targeted efficiency improvements in equipment use and fuel management moving forward.

8.2 GROUP WASTE MANAGEMENT

In 2024, the Tarros Group generated a total of 96.967 kg of waste across its operational sites, with a strong emphasis on recycling and responsible disposal.

	Generated waste (kg/mc)	*Allocated for recycling (kg/mc)*	*Percentage allocated for recycling (%)*	*Allocated for disposal (kg/mc)*	*Percentage allocated for disposal (%)*
TARROS	3.750	3.750	100	0	0
TDG TERMINAL	42.850	42.850	100	0	0
TDG WORKSHOP	29.700	17.967	60,49	11.733	39,51
CARBOX WORKSHOP	17.517	17.517	100	0	0
CARBOX POMARA	3.140	3.140	100	0	0
CARBOX OFFICIES	10	10	100	0	0

KEY DATA

- Total waste generated (all sites): 97.967 kg
- Average percentage of waste sent for recycling: 87,55%
- Average percentage of waste sent for disposal: 12,45%
- Almost all sites achieved a 100% recycling rate, with the sole exception of the TDG workshop.

SITE-SPECIFIC HIGHLIGHTS

- Tarros, TDG Terminal, Carbox Officina, Carbox Pomara, and Carbox Offices recorded a full allocation of their waste to recycling (100%).
- The TDG workshop generated 29.700 kg of waste, of which approximately 60.5% was recycled, while 39.5% was sent for disposal. This was due to the specific nature of some waste types and their regulatory classification, which prevented full recycling.

8.3 LOST CONTAINERS AT SEA

The safety of maritime operations and the protection of the marine environment are central to the activities of the Tarros Group. In a global context where climate change is increasing the frequency and intensity of extreme weather events, the risk of container loss at sea represents a significant challenge for the entire shipping industry.

The Tarros Group upholds high safety standards in container handling, supported by well-established procedures and careful operational monitoring. Throughout the reporting year, no containers were lost at sea from vessels operated by our Group, reflecting the effectiveness of our stowage and securing practices.

The composition of our container fleet is detailed below:

2024	*TOTAL CONTAINERS IN FLEET*	*OWNED*
DRY	16.523	12.817
REEFERS	779	103
TOT	**17.302**	**12.920**

Fleet management is focused on safety and efficiency, supported by crew training, preventive maintenance, and continuous assessment of operating conditions.

The Tarros Group closely follows industry-wide initiatives such as the TopTier project, promoted by the World Shipping Council, and supports the adoption of shared standards and innovative technical solutions aimed at preventing container loss and minimising the environmental impact of maritime transport.

8.4 UTILITY CONSUMPTION AND TRANSPARENCY

In line with our commitment to data transparency and comprehensive environmental monitoring, all utility consumption data for 2024 has been accurately recorded and fully integrated into our Group's GHG Protocol accounting.

The table reports electricity (kWh), gas (smc), and water (m^3) consumption across the Group's operational sites. These figures include specific categories such as energy used for reefer containers and shared utility consumption in multi-tenant facilities (e.g., Genoa offices, CMS office in San Bartolomeo, Pitelli street park), ensuring a consistent and detailed assessment of environmental impact.

Of particular note, the TDG site reported increased water consumption due to a temporary infrastructure failure, which was promptly resolved in mid-December. Despite this anomaly, all data has been retained to preserve transparency.

This detailed breakdown enhances traceability and forms the basis of our energy efficiency strategies and emissions reduction targets in line with our ESG goals.

	Water (m^3)	*Electric Energy (kWh)*	*Gas (smc)*	*Notes*
TARROS	1.091	282.740		
CMS	546	141.370		
TDG	14.769	949.635		*We suffered a damage that increased water consumption, damage that was repaired in mid-December*
NORA	130	13.140,7	1.325,12	*Genoa offices, CMS office San Bartolomeo, Pitelli street park*
TRE	23	11.312,9	200,46	*Genoa offices, CMS office San Bartolomeo, Pitelli street park*
NAUTICA DEL GOLFO	186	12.055		
REEFER CONTAINER TARROS	n/a	25.040,9		
REEFER CONTAINER TDG		276.371,58		
CARBOX	388	110.070	2.840	*Including the sites at La Spezia, Nola, the workshop, Tortona, Pomara, Venice + Sala Ponente*

8.5 INVESTMENTS IN PHOTOVOLTAIC SYSTEMS FOR THE NEW TARROS HOME

The year 2024 marked a pivotal milestone for the Tarros Group in advancing our environmental objectives with the development of the new corporate headquarters, the New Tarros Home. A key part of this initiative has been the significant investment in renewable energy, specifically the installation of a photovoltaic system designed to reduce the environmental impact of our daily operations. We have committed approximately € 50.000 to the installation of the photovoltaic plant, which consists of 42 solar panels covering a total surface area of 98,28 m^2.

The system has a total installed capacity of 21,21 kW, with an expected annual energy production of 30.406,5 kWh. This output will enable us to cover around 40% of the building's total energy demand, substantially reducing our carbon footprint and reliance on non-renewable energy sources. These new offices symbolize more than just

an environmental investment - they represent a broader transition towards embedding sustainability into the daily lives of our colleagues.

The New Tarros Home is designed not only to be innovative from an environmental perspective but also socially forward-thinking, embodying a new way of conceptualizing work and workplace well-being. While the photovoltaic system was not yet operational during 2024, we plan to have the entire installation completed and to move into the new offices by autumn 2025.

The following table outlines the projected daily and monthly energy output (in kWh) from the photovoltaic panels, highlighting their contribution to sustainable energy generation.

Energy generation table		
Months	*Total daily consumption (kWh)*	*Total monthly consumption (kWh)*
JANUARY	46,315	1435,755
FEBRUARY	60,829	1703,223
MARCH	75,697	2346,607
APRIL	92,019	2760,583
MAY	117,828	3652,658
JUNE	129,085	3872,561
JULY	128,638	3987,789
AUGUST	110,631	3429,546
SEPTEMBER	94,583	2837,504
OCTOBER	63,743	1976,038
NOVEMBER	41,892	1256,772
DECEMBER	37,014	1147,429

This project exemplifies our commitment to integrating sustainability into all facets of our business, demonstrating that environmental responsibility and innovation go hand in hand with fostering a positive and inclusive corporate culture.

8.6 OUR GHG ACCOUNT

Site	*Scope 1 (tCO_2e)*	*Scope 2 (tCO_2e)*	*Scope 3 (tCO_2e)*	*All scopes (tCO_2e)*	*All scopes (%)*
HLM / TARROS GROUP	75.734,10	256,01	17.792,61	93.782,72	100,00%
HLM / TARROS GROUP *(Parent)*	0	0	0	0	0%
TARROS SPA	63.897,16	156,25	14.903,47	78.956,89	84,19%
CARBOX SRL	10.642,10	0	2.561,09	13.203,19	14,08%
TERMINAL DEL GOLFO SPA	1.191,76	99,75	327,54	1.619,05	1,73%
NORA SPA	2,67	0	0,45	3,12	0,00%
TRE SRL	0,40	0	0,07	0,47	0,00%

9. SOCIAL

9.1 EMPLOYEE BREAKDOWN - S1 METRICS

OUR SOCIAL PERFORMANCES								
			COMPANY					
	METRICS	*UNIT*	*TA*	*CARBOX srl* *inluding both office staff and drivers*	*CARBOX srl* *inluding office staff only*	*TERMINAL DEL GOLFO*	*CMS*	*NORA spa*
NUMBER OF EMPLOYEES BY GENDER S1-6 *characteristics of the undertaking's employees*	*Number of employees male*	*headcount*	75	163	24	47	12	5
	Number of employees female	*headcount*	91	12	12	2	2	1
	Total n. of employees	*headcount*	166	175	36	49	14	6
	Percentage of male	*%*	45,18	93,1	66,7	95,9	85,7	83,3
	Percentage of female	*%*	54,82	6,9	33,3	4,1	14,3	16,7
NUMBER OF EMPLOYEES BY CONTRACT TYPE AND GENDER S1-6	*N. of permanent employees*	*headcount*	152	150	30	43	14	6
	N. of male permanent employees	*headcount*	70	140	20	41	12	5
	N. of female permanent employees	*headcount*	82	10	10	2	2	1
	Percentage of female permanent employees	*%*	54	6,7	33,3	4,65	14,29	16,7
	Percentage of male permanent employees	*%*	46	93,3	66,7	95,35	85,71	83,3
	N. of temporary employees	*headcount*	14	25	6	6	0	0
	N. of female temporary employees	*headcount*	9	2	2	0	0	0
	N. of male temporary employees	*headcount*	5	23	4	6	0	0
	Percentage of female temporary employees	*%*	64	8	33,3	0	n/a	n/a
	Percentage of male temporary employyes	*%*	36	92	66,7	100	n/a	n/a
	N. of trainee	*headcount*	5	1	1	1	2	1
	N. of female trainee	*headcount*	0	0	0	0	1	0
	N. of male trainee	*headcount*	5	1	1	1	1	1
	Percentage of female trainee	*%*	0	0	0	0	50	0
	Percentage of male trainee	*%*	100	100	100	100	50	0
EMPLOYEE ATTRACTION AND RETENTION S1-6	*N. of employee wholeft the company*	*headcount*	4	22	4	2	0	1
	*Turnover rate**	*%*	2,41	12,57	11,11	4,08	0	16,67
	New trainee hire	*headcount*	7	3	3	2	2	1
	N. of trainee who left the company	*headcount*	6	5	5	2	0	1
	New employees hire	*headcount*	8	19	3	3	0	1
NON-EMPLOYEE WORKERS IN OURWORKFORCE S1-7	*N. of self employed people*	*headcount*	1	0		0	1	0
	N. of non-employee workers	*headcount*	0	0	0	0	0	0
COLLECTIVE BARGAINING COVERAGE AND SOCIAL DIALOGUE S1-8 *Collective bargaining and social dialogue*	*Percentage of employees covered by collective bargaining agreement*	*%*	100	100	100	100	100	100

	METRICS	UNIT	COMPANY					
			TARROS spa	CARBOX srl inluding both office staff and drivers	CARBOX srl inluding office staff only	TERMINAL DEL GOLFO	CMS	NORA spa
DIVERSITY OF OUR EMPLOYEES S1 -9 *diversity metrics*	*Number of top management employees: male*	*headcount*	4	1	1	1	0	0
	Number of top management employees: female	*headcount*	1	0	0	0	0	0
	Percentage of top management employees: male	%	80	100	100	100	0	0
	Percentage of top management employees: female	%	20	0	0	0	0	0
	Number of senior management employees: male	*headcount*	11	1	1	0	1	0
	Number of senior management employees: female	*headcount*	2	1	1	0	0	0
	Percentage of senior management employees: male	%	84,6	50	50	0	100	0
	Percentage of senior management employees: female	%	15,4	50	50	0	0	0
	Number of middle management employees: male	*headcount*	12	5	5	3	0	0
	Number of middle management employees: female	*headcount*	5	1	1	1	0	0
	Percentage of middle management employees: male	%	70,6	83,3	83,3	75	0	0
	Percentage of middle management employees: female	%	29,4	16,7	16,7	25	0	0
	N. of employees under 30	*headcount*	23	6	6	6	0	1
	Percentage of employees under 30	%	13,9	3,4	16,7	12,2	0	16,7
	N. of employees between 31 and 50	*headcount*	78	95	19	21	5	3
	Percentage of employees between 31 and 50	%	47	54,3	52,8	42,9	33,3	50
	N. of employees over 51	*headcount*	65	74	11	22	10	2
	Percentage of employees over 51	%	39,2	42,3	30,6	44,9	66,7	33,3
TRAINING AND PEOPLE PERFORMANCES S1-13 *training and skills development metrics*	*Average hour of training per employee*	hours	21,83	18,81	n/a	17,18	8	0
	Percentage of employees that participated in regular performance and career development reviews	%	100	79,42	0	40,81	100	0
	Percentage of employees that participated in regular performance and career development reviews: female	%	54,82	0	0	10	14,3	0
	Percentage of employees that participated in regular performance and career development reviews: male	%	45,18	100	0	90	85,7	0

**obtained as it follows: (n.employees who left the company x 100)/lot n. of employees*

9.2 PAY RANGE BY GENDER - INTERNAL EQUITY MONITORING

Metrics: ESRS S1 – Own Workforce, in particular, S1-13: "Wage level" and S1-14: Pay gap between women and men

At the Tarros Group, we are committed to salary transparency and internal equity. As part of our broader monitoring activities, we have assessed the **percentage difference between the highest and lowest gross annual salaries** for both men and women, across four of our main Group companies. This indicator does not reflect an average gender pay gap but rather highlights the internal pay spread within each gender group, offering insight into role distribution and access to higher-paying positions. Monitoring internal pay ranges helps assess not only pay equity but also the **distribution of opportunity**. The visibility of women in top roles directly impacts long-term diversity, equity, and inclusion outcomes. Although some variations are structurally justified, the Tarros Group remains committed to identifying and removing any barriers that may limit access to leadership for all employees, regardless of gender.

KEY OBSERVATIONS:

Tarros S.p.A. shows a significant but relatively balanced pay range for both men and women, which reflects a diversified internal structure that includes both entry-level and top managerial roles across genders. As the Group's holding company, Tarros S.p.A. concentrates most senior management and administrative functions, contributing to a wider salary distribution.

TDG presents a narrower salary range among women, which is justified by the company's operational structure. All executive and administrative roles are centralised under the parent company, Tarros S.p.A. The women employed in TDG are predominantly assigned to roles within a consistent classification level, resulting in a more uniform salary scale.

In **CARBOX**, the wide salary spread among men is due to the presence of both entry-level staff and top management positions. In contrast, the female workforce includes a senior manager alongside other clerical positions, producing a narrower but still considerable internal range. This suggests **underrepresentation of women in the highest pay bands** and may signal an area for improvement in access to top roles.

CMS reflects the smallest internal pay gaps, particularly among women. This is linked to its leaner organisational structure and the centralisation of leadership roles within the parent company. The data points to **a more homogenous distribution of roles,** with limited extremes in both low- and high-end pay grades

9.3 GENDER EQUALITY CERTIFICATION UNI/PDR 125:2022

9.3.1 GENDER EQUALITY CERTIFICATION ACHIEVEMENT

In 2024, the Tarros Group initiated and successfully completed the alignment of its corporate management system with the UNI/PdR 125:2022 Gender Equality Certification, a national standard providing structured guidelines for managing, monitoring, and improving gender equality in the workplace. We are proud to be among the first companies in our sector to obtain this certification across all Group companies, demonstrating our leadership and commitment to fostering an inclusive and equitable work environment. This achievement aligns with the United Nations 2030 Agenda's Sustainable Development Goal 5, as well as Italy's National Recovery and Resilience Plan (NRRP – Mission 5), both of which emphasize the importance of reducing gender disparities in professional settings. The certification process involved a thorough and documented assessment of our gender-related policies and practices across six strategic areas:

1. Culture and Strategy
2. Governance
3. HR Processes
4. Career Development and Inclusion
5. Pay Equity
6. Parenting and Work-Life Balance

9.3.2 KEY ACTIONS AND GOVERNANCE MODEL

A Gender Equality Committee has been established across the Group to define objectives, monitor key performance indicators (KPIs), review progress, and implement corrective actions. The committee meets semi-annually to evaluate results and documents findings and recommendations to ensure continuous improvement. Additionally, audit outcomes, corrective measures, and any non-conformities are reviewed annually during the Management Review process.

9.3.3 STRENGTHS AND IMPROVEMENT AREAS

Several initiatives have been successfully implemented across the Group, including:

- Inclusive recruitment and selection processes based on gender-neutral criteria
- Equal access to training and development opportunities
- Established welfare policies supporting parenting and care responsibilities
- Flexible work arrangements, including smart working and customised schedules
- Anonymous reporting systems for workplace harassment
- A focus on inclusive communication, with plans to formalize gender-neutral language policies

At the same time, the Group has identified ongoing areas for enhancement, such as:

- Increasing gender balance in leadership roles
- Promoting greater uptake of paternity leave
- Finalising and publishing the job classification matrix
- Expanding training on inclusive behaviour and anti-harassment policies
- Integrating Gender Equality Communication Plans with broader corporate communication strategies

9.3.4 LOOKING AHEAD

For the Tarros Group, gender equality is more than a compliance requirement - it is a strategic driver of sustainable business growth, talent retention, and innovation. Achieving the UNI/PdR 125:2022 certification marks a significant milestone and enables us to monitor and enhance the impact of our diversity and inclusion strategies with measurable, accountable, and transparent practices.

9.4 WORK-LIFE BALANCE AND PARENTAL SUPPORT

At the Tarros Group, we firmly believe in the importance of reconciling personal and professional life. We also recognise the fundamental role that companies can play in supporting employees during key moments of personal transition - such as the birth of a child. For this reason, we have implemented a number of ambitious policies aimed at providing flexible and meaningful support to new parents.

In particular, following the birth of a child, employees are entitled to agree on a personalised working schedule until the child reaches the age of three. This goes beyond traditional part-time arrangements and allows for full customisation of working hours - in terms of quantity, distribution across the week, and the use of smart working (remote work).

Although this policy is open to both mothers and fathers, we explicitly mention working mothers in recognition of the fact that, today, the impact of early parenthood still tends to fall more heavily on women than on men. For this reason, the support we offer can play a particularly significant role for new mothers who choose to continue their professional development while navigating the demands of early motherhood. As of today, there are **20 different individual working time arrangements** in place across the Tarros Group companies - a clear reflection of our commitment to flexibility, inclusion, and the wellbeing of all our people.

9.4.1 EMPLOYEE WELLBEING AND WELFARE INITIATIVES

At the Tarros Group, we are committed to standing by our employees throughout all stages of their lives. This commitment is reflected in the continuous strengthening of our corporate welfare programme, designed to support the wellbeing of our people both inside and outside the workplace. As part of this initiative, we have established a growing network of partnerships - both locally and nationally - to offer a wide range of services at preferential rates for Group employees.

These services include, for example, healthcare, education, family care, and leisure opportunities. To support this commitment, a dedicated budget of €51,800 has been allocated specifically to welfare-related activities, confirming our belief that investing in people's wellbeing is a long-term value for the organisation as a whole.

9.4.2 SUPPORTING PROFESSIONAL RESPONSIBILITY AND OPERATIONAL SUSTAINABILITY

At the Tarros Group, we are committed to recognising and rewarding the responsibility, efficiency, and professionalism of our driving personnel. Through a structured performance-based incentive programme, we promote a culture of safety, environmental awareness, and continuous improvement in daily operations.

The reward system is based on objective criteria such as **accident-free driving** and **fuel efficiency**, with quarterly and annual evaluations. These indicators not only help reinforce safer driving behaviours but also contribute to reducing environmental impact through more sustainable fuel consumption. Incentives are further aligned with responsible operational choices, such as the use of company-managed refuelling systems, reinforcing our broader commitment to environmental and cost efficiency.

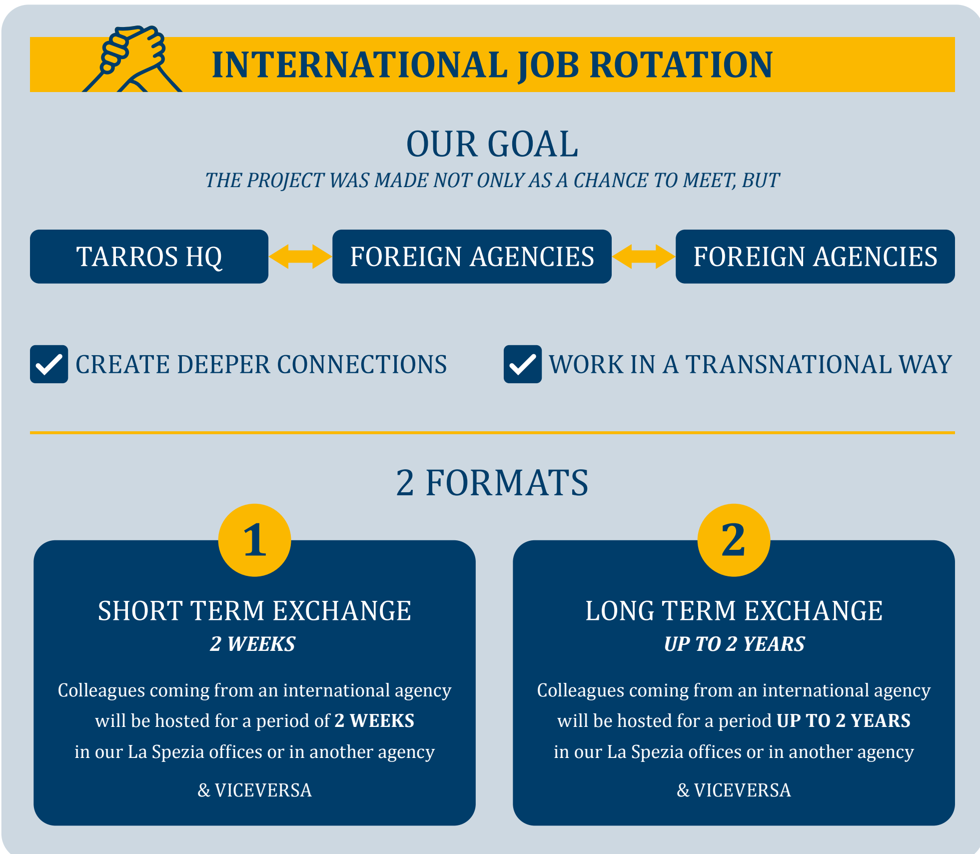
This approach supports a strong alignment between individual performance, corporate values, and shared sustainability goals.

9.4.3 JOB ROTATION PROGRAMME

In 2024, the Tarros Group activated a total of 6 job rotations, including 3 international job rotations. This innovative programme is designed to facilitate the mobility of colleagues across different company locations, both within Italy and abroad, for a defined period of time.

Such initiatives are particularly significant in light of the cultural diversity within our Group. They enable a richer exchange of know-how and the sharing of sector-specific expertise. In addition to the technical learning outcomes, these experiences also create strong personal connections and contribute to strengthening our sense of identity as one unified Group.

Job Rotation Programme 2024	Number of Activations
Domestic Job Rotations	6
International Job Rotations	3



10. HEALTH AND SAFETY

10.1 WORKPLACE HEALTH AND SAFETY ANALYSIS – 2024

Metrics: S1-14 Health And Safety

In 2024, the Tarros Group continued to monitor and manage workplace health and safety across its subsidiaries through consistent data collection and performance tracking. The analysis of frequency rate, severity rate, and incidence rate allows us to assess both the **likelihood and impact of workplace incidents**, guiding our improvement actions.

Several companies within the Group **- TARROS**, **CMS**, and **MDL - reported zero accidents**, reflecting strong safety performance and the effectiveness of preventive measures and safety culture. These companies demonstrated full compliance with internal HSE (Health, Safety and Environment) protocols, which include regular risk assessments, training activities, and emergency simulations.

CARBOX reported a moderate **frequency rate (6.09)** and **very low severity rate (0.05)**, suggesting that while minor incidents occurred, they were of limited impact and managed effectively. The company has maintained a low incidence rate (0.98), which remains well below sectoral benchmarks.

TERMINAL DEL GOLFO, due to the operational nature of its terminal activities, registered a **frequency rate of 25.11** and **incidence rate of 4.12**, which indicate a higher exposure to operational risks typical of port environments. The **severity rate of 0.25** remains contained, demonstrating that incidents did not result in significant injury time.

NORA, a smaller company in terms of workforce, presented the **highest figures**, with a **frequency rate of 217**, **severity rate of 15**, and **incidence rate of 33.28**. Given the limited number of workers and hours worked, **a single or few significant incidents can statistically skew the indicators.** A deeper root cause analysis was initiated, and specific corrective actions were deployed, including updated safety training and procedure reviews.

Overall, the Group confirms its **commitment to continuous improvement in occupational safety**, guided by the principles of ISO 45001 and internal control systems. The data underline the importance of tailoring safety efforts to the specific operational risks of each subsidiary. Moving forward, we aim to **strengthen our pre-**

ventive culture, focusing on **near-miss reporting, employee engagement**, and the **integration of digital tools** for safety performance monitoring.

HEALTH AND SAFETY INDICATORS - 2024 *(per Legal Entity)*					
Company	*Avg. Employees/Year*	*Worked Hours*	*Frequency Rate*	*Severity Rate*	*Incidence Rate*
TARROS	153,81	239.610,98	0	0	0
CARBOX	204	328.444,00	6,09	0,05	0,98
CMS	14	22.266,50	0	0	0
TERMINAL DEL GOLFO	48,56	79.665,00	25,11	0,25	4,12
MDL	2,61	2.981,25	0	0	0
NORA	6,01	9.204,00	217	15	33,28

10.2 WORKPLACE SAFETY: PERFORMANCE COMPARISON 2023 VS 2024

The Tarros Group monitors occupational safety indicators year-over-year to evaluate progress, identify risk patterns, and implement targeted improvements. Below is a comparative analysis of the **work-related injury performance between 2023 and 2024**, based on GRI Indicator 403-9.

SUMMARY TABLE: PERFORMANCE COMPARISON AND PERCENTAGE CHANGE									
Company	*Injuries 2023*	*Injuries 2024*	*% Change Injuries*	*Days Lost 2023*	*Days Lost 2024*	*% Change Days Lost*	*Incidence Rate 2023*	*Incidence Rate 2024*	*% Change Incidence Rate*
TARROS	0	0	0%	0	0	0%	0	0	0%
TDG	1	0	-100%	22	0	-100%	2,15	0	-100%
CARBOX	6	6	0%	360	0	-100%	1,70	0,98	-42,35%
CMS	0	0	0%	0	0	0%	0	0	0%
NAUTICA DEL GOLFO	0	0	0%	0	0	0%	0	0	0%
NORA	0	1	+100%	0	–	–	0	33,28	*(new entry)*
TERMINAL DEL GOLFO	–	0	–	–	0	–	–	4,12	–
MDL	–	0	–	–	0	–	–	0	–

10.3 KEY INSIGHTS

- **Zero injuries** were recorded in both 2023 and 2024 for **TARROS**, **CMS**, and **NAUTICA DEL GOLFO**, confirming a continued high level of safety performance in these entities.
- **TDG** showed marked improvement, reducing its injury count from 1 in 2023 to 0 in 2024. This reduction also brought the incidence rate from **2,15 to 0**, demonstrating the effectiveness of corrective actions implemented.
- **CARBOX** maintained the same number of incidents (6), but reported **no lost working days in 2024**, suggesting that the **severity of the injuries was reduced** and recovery times improved, lowering the incidence rate from **1,70 to 0,98**.
- **NORA** reported no incidents in 2023 but registered **one significant case in 2024**, with an associated high incidence rate of **33,28.** The small number of employees (2.7 FTEs) heavily impacts the statistical result, even for a single event.
- **TERMINAL DEL GOLFO** and **MDL** were not monitored separately in the 2023 report. Their inclusion in 2024, with respective rates of **4,12** and **0**, allows for **more complete coverage and improved transparency** of the Group's safety performance.

The overall trend highlights a **positive evolution in workplace safety** across the Group, particularly in terms of **injury severity and recurrence reduction**.

The proactive adoption of ISO 45001 standards, ongoing training, and continuous monitoring have contributed to minimising risk.

The inclusion of additional subsidiaries in the 2024 dataset has also improved the comprehensiveness of our analysis, allowing for a more precise identification of critical areas and a stronger foundation for future safety strategies.

11. OUR SOCIAL ACTIVITIES AND SPONSORSHIPS

11.1 ENGAGEMENT WITH AFFECTED COMMUNITIES AND LOCAL STAKEHOLDERS

Metrics: SBM-2: Interests and views of stakeholders S3-2: Processes for engaging with affected communities about impacts.

For Tarros, sustainability also encompasses social responsibility and a strong connection with the territory. In 2024, we allocated resources and energy to projects that, through sport, culture, and social engagement, create opportunities for collective growth. Not mere partnerships, but concrete actions to support local communities by promoting inclusion, well-being, and cohesion.

Sport represents a universal language: it teaches discipline, fuels passion, and fosters relationships. By supporting associations and sporting events, we aimed to encourage active participation and the spread of values that strengthen the sense of belonging. At the same time, through educational and social projects, we committed to making our territory more welcoming and supportive, backing initiatives that improve people's quality of life.

These actions stem from a clear belief: the success of a company cannot be separated from the well-being of the context in which it operates. For this reason, we will continue to invest in initiatives capable of generating positive impacts, confident that a more inclusive and vibrant community represents the best ground on which to build the future for all.

11.1.1 MUSIC, TERRITORY AND COMMUNITY: PARTNERSHIP WITH "I LUOGHI DELLA MUSICA"

In 2024, Tarros Group renewed its commitment to the community by supporting the 30th edition of the festival "I Luoghi della Musica", a cultural event featuring 15 concerts across 13 municipalities in the province of La Spezia, which attracted over 3,000 spectators throughout the summer.

Promoted in collaboration with Società dei Concerti della Spezia and other local associations, the festival pursued a clear goal: to bring life and value to villages and places of extraordinary beauty, including those outside traditional tourist circuits, thus creating a bridge between the hinterland and the coast through music.

Our participation contributed to a programme of high artistic quality, capable of combining local talents with national and international artists, fostering social inclusion, cultural accessibility, and community cohesion.

This collaboration reflects Tarros Group's deep bond with its territory: we firmly believe that culture and enterprise can grow together, generating shared value and strengthening the Mediterranean identity that defines us.

11.1.2 SPORTS SPONSORSHIP: SPEZIA BASKET CLUB AND TARROS GROUP ARE STILL TOGETHER

The collaboration between Tarros Group and Spezia Basket Club is a concrete example of how sport can serve as a vehicle for shared values and a strong connection with the local community. Over time, this partnership has evolved into an authentic and long-lasting relationship that goes far beyond financial support.

The Tarros logo on the black-and-white jerseys is the visible sign of a bond rooted

in mutual trust and a shared commitment to promoting sport as an opportunity for growth, discipline, and cohesion. It is not merely a sponsorship, but a constant commitment to supporting the local community. For Tarros Group, supporting sport means investing in a universal language that brings people together and conveys values such as respect, determination, and teamwork.

The collaboration with Spezia Basket Club is a clear demonstration of this approach, reaffirming the company's commitment to contributing to the social and cultural development of the territory.

Professionalism, determination, strong will have allowed Tarros Group to become what it is today. The same gifts in sport have allowed Spezia Basket Club to become the longest-running basketball club in La Spezia and the one, among all the teams from Liguria, that plays in the highest league. Their goal is to play in B league, a dream that can become true also thanks to Tarros Group.

11.1.3 TARROS SARZANESE FOOTBALL TEAM

Founded in 1999, Tarros Sarzanese is a football club deeply rooted in the local territory. Today, the Club manages the Cittadella dello Sport in Sarzana, a sports center that represents an important reference point for the community.

The facilities include the Miro Luperi Stadium, with a natural grass pitch and an athletics track, two additional natural grass pitches (Sussidiario and Pasquale Berghini), a 7-a-side artificial turf pitch, a 5-a-side artificial turf pitch, as well as a restaurant and a bar, making the complex a true gathering place.

The Club also carries out an important social commitment: every year it allocates its contributions to charitable organizations. In 2024, the funds usually dedicated to the pitch were instead donated to the Giannina Gaslini Children's Hospital in Genoa, in memory of a boy linked to the Sarzanese sports community - a testament to the values of solidarity that guide the Club.

11.1.4 TARROS GROUP IN SUPPORT OF RESEARCH AND INNOVATION (IEO)

The Tarros Group is once again renewing its support for IEO's research this year, in continuity with a long-standing commitment rooted in the central value of people.

11.1.5 "INCONTRI IN BLU" (GENOVA CULTURA SCAR)

11.1.6 "99TH PALIO DEL GOLFO"

In 2024, the 99th edition of the Palio del Golfo took place, a historic event that has always represented a moment of identity, passion, and unity for the community of La Spezia. Tarros Group chose to be part of this unique occasion, renewing its role as sponsor and supporter of local traditions.

The Palio del Golfo is not only a rowing competition, but also an opportunity that brings together sport, culture, and a strong sense of belonging, while enhancing teamwork and the strength of local roots. Supporting this initiative means contributing to the vitality of the city and strengthening the bond with the sea, which has always been at the heart of our history and our work.

This edition held an even more special meaning for us: the Borgata of Fossamastra, home to our headquarter, achieved victory in the women's competition, bringing additional pride to our community.

Borgata of Fossamastra, home to our headquarter, won the 99th female edition of Palio del Golfo.

11.1.7 LA SPEZIA TENNIS CLUB

The Tennis Club represents, for the Tarros Group, not only a place for sporting activities but also a concrete commitment to supporting the well-being of its employees. Promoting recreational and sporting initiatives means encouraging healthy lifestyles, social interaction, and opportunities to balance personal and professional life — an objective the Group achieves in practice through agreements made available to employees and their families. In this way, the Club contributes to the Group's sustainability goals by reinforcing the central role of people.

11.1.8 CAMEC: THE GROUP ALONGSIDE ART

In 2024, Tarros Group made a significant contribution to the reopening and restoration of the city's main museum, supporting a landmark project for the community and for the promotion of the local cultural heritage. This initiative, carried out as part of the collaboration with CAMEC – Centre for Modern and Contemporary Art of La Spezia, reflects the Group's commitment to promoting contemporary art and supporting projects that strengthen dialogue with the community and foster the city's cultural and inclusive growth.

11.1.9 THIRTEENTH "ACCIUGHINA D'ARGENTO" TROPHY

Tarros supports the fishing event, now well-established among the annual promotional activities, dedicated to the memory of Emanuele and organized by Pro Loco Cadimare in collaboration with the Borgata Nautica Cadimare. The competition represents an important opportunity to celebrate local traditions and the bond with the sea, bringing together the community in an event that honours not only fishing but also friendship and the legacy of those who have contributed to Cadimare's history.

11.1.10 PARTNERSHIP FOR A MORE SUSTAINABLE SAILING

In 2024, the Group renewed its commitment to sailing by collaborating with Giovanni Soldini and his team. Sailing is a sport particularly focused on sustainability, as it significantly reduces fuel consumption and involves the use of materials designed according to circular economy principles.

The main focus of this partnership is the shared objective: both Tarros and Soldini promote sailing as a sustainable way of navigating and competing at sea. This initiative reflects the common values of innovation, environmental responsibility, and teamwork that have always distinguished the Tarros Group.

The collaboration with Soldini also demonstrates the company's willingness to support international sports projects that place pioneering solutions for a more sustainable future at their core.

12. CONCLUSIONS

In closing the 2024 Tarros Group Sustainability Report, we reaffirm a clear vision: creating value along the Mediterranean logistics chain by combining competitiveness, innovation, and responsibility. Over the year, we have consolidated processes, governance, and data quality, strengthening alignment with GRI standards, fostering interoperability with ESRS, and advancing our preparation for CSRD.

We have continued to work on the decarbonisation of maritime and land-based activities and on the evolution of monitoring systems, to more accurately measure impacts and guide operational decisions. At the same time, we have placed our people at the center: safety, training, welfare, and equity and inclusion policies have been integrated into our processes, because we believe that the quality of work is the foundation of the quality of service.

Our commitment extends to the supply chain and the communities in which we operate: collaborating with partners and suppliers for more sustainable practices, engaging with stakeholders, and supporting cultural and social initiatives in port territories.

Transparency remains the guiding principle of our actions: reporting results, progress, and areas for improvement in a clear way is, for us, an integral part of performance.

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