

TECNOGOMMA INTERNATIONAL S.P.A.

SUSTAINABILITY REPORT

2025



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METHODOLOGICAL MEMORANDUM

This Sustainability Report has been prepared primarily in accordance with the Voluntary Sustainability Reporting Standards for non-listed SMEs (VSME) developed by EFRAG, incorporating both the Basic Module and the Comprehensive Module. These standards constitute a voluntary reporting framework specifically tailored for unlisted micro, small, and medium-sized enterprises (MSMEs), aimed at delivering clear, comparable, and proportionate sustainability information reflective of the size and organizational characteristics of the companies.

The implementation of VSMEs enables corporate reporting to align with the most recent European regulatory advancements in sustainability, while adopting a pragmatic and organizationally sustainable approach. These standards are crafted to assist companies in gathering and conveying environmental, social, and governance (ESG) information, thereby fostering dialogue with customers, investors, financial institutions, and other stakeholders who are increasingly focused on organizations' sustainability performance.

To establish a more comprehensive information framework and address the specific transparency requirements of stakeholders, the report incorporates selected indicators from the GRI (Global Reporting Initiative) standards, serving as a supplementary reference for further exploration of particular topics.

Please be advised that, in contrast to earlier editions of the sustainability report, the reporting scope has been broadened to encompass additional production facilities that were not previously included. This modification has led to a substantial alteration in the database utilized for calculating various indicators. As a result, the values presented in this document are not directly comparable to those published in prior years, and any temporal analyses should be interpreted with consideration of the differing organizational scope involved.

Where feasible, the indicators were computed based on the information available at the time of the report's preparation and in accordance with the methodologies outlined in the adopted reference standards.



LETTER TO STAKEHOLDERS

Dear Stakeholders,

We are pleased to present the 2025 Sustainability Report of Tecnogomma International S.p.A., a document through which we aim to transparently share our journey, the results attained, and the commitments that will steer our future development.

2025 marked a pivotal year for our organization. Alongside reinforcing the trajectory established in prior years, we broadened our reporting scope to encompass additional production sites and Group entities, aiming to deliver a more comprehensive representation of our activities and impacts.

Sustainability remains a fundamental component of our corporate strategy.

We view it not as a collection of obligations, but as a management principle that informs our daily decisions, encompassing production investments, personnel management, supplier relationships, and environmental stewardship.

We have consistently reaffirmed our commitment to minimizing our environmental impact throughout 2025. The utilization of electricity backed by Guarantees of Origin, the significant share of renewable sources in our overall energy consumption, the ongoing monitoring of greenhouse gas emissions, and our emphasis on the circular economy are concrete outcomes that illustrate our intention to actively participate in the transition to a more sustainable development model.

Special attention has been directed towards the individuals who contribute to Tecnogomma's growth on a daily basis. We remain committed to cultivating a stable, secure, and skill-oriented work environment by investing in training, organizational well-being, and the professional development of our employees.

In terms of governance, we have persistently enhanced our management, control, and monitoring processes, acknowledging that the creation of enduring value necessitates robust organizational frameworks, transparent decision-making, and ongoing vigilance regarding the risks and opportunities inherent in our operational context.



LETTER TO STAKEHOLDERS

We extend our gratitude to all those who contribute to Tecnogomma's success: our employees, customers, suppliers, partners, and the communities with which we engage. The results outlined in this document are the culmination of our collective dedication and the trust-based relationships cultivated over time.

We approach the future with a sense of responsibility and resolve, cognizant of the challenges that await us, as well as the opportunities that innovation, sustainability, and collaboration can foster. We will persist in operating with the same entrepreneurial spirit that has defined our history, dedicated to generating economic, social, and environmental value for all our stakeholders.

"The key to transformation lies in directing all your energy not towards resisting the old, but towards creating the new." (Socrates)



MARIELLA BONARDI

PRESIDENT AND CHIEF EXECUTIVE OFFICER



MATERIALITY MATRIX

The materiality matrix serves as a tool for organizations to evaluate and prioritize the most critical topics relevant to their business. It enables them to identify and comprehend the issues that exert the most significant influence on the company and its stakeholders.

The primary objective of the materiality matrix is to assist companies in directing resources and efforts toward the issues that are most pertinent to both their business and their stakeholders. This tool empowers them to make informed decisions regarding priorities, effectively manage risks, enhance their reputation, and fulfill stakeholder expectations.

Ongoing dialogue with stakeholders is crucial for maintaining alignment with their expectations and collaboratively addressing emerging challenges. Consequently, the materiality matrix signifies not an endpoint, but the commencement of a journey toward enhanced sustainability and transparency.

Tecnogomma has opted to update its materiality matrix, which was initially established in the 2023 financial statements. The new matrix was created through the following steps:

- Stakeholder assessment and mapping
 - In this phase, all Tecnogomma stakeholders were assessed and categorized based on their level of engagement. This process resulted in the identification of the stakeholder categories to be involved.
- Internal identification of pertinent subjects
 - During this phase, the Tecnogomma board identified 15 pertinent topics, categorized into 5 related to the environment, 5 pertaining to social issues, and 5 associated with governance.
- Administration of the survey
 - A questionnaire was distributed to selected stakeholders, requesting their assessment of the importance for Tecnogomma to address specific issues.
 - Participation was deemed satisfactory, with a total of 70 responses collected. Stakeholders provided a favorable rating of 8 out of 10 concerning the request for feedback on the topics. Understanding of the questionnaire was also commendable, achieving an average rating of 8.94 out of 10.
- Construction of the matrix.
 - After collecting stakeholder feedback, we juxtaposed it with the evaluations presented by the Tecnogomma board. The findings were organized into a matrix, which can be reviewed on the subsequent pages.



OUR STAKEHOLDERS

Direct interiors

- Employees
- Shareholders

Direct Externals

- Suppliers
- Clients
- External financiers
- External advisors

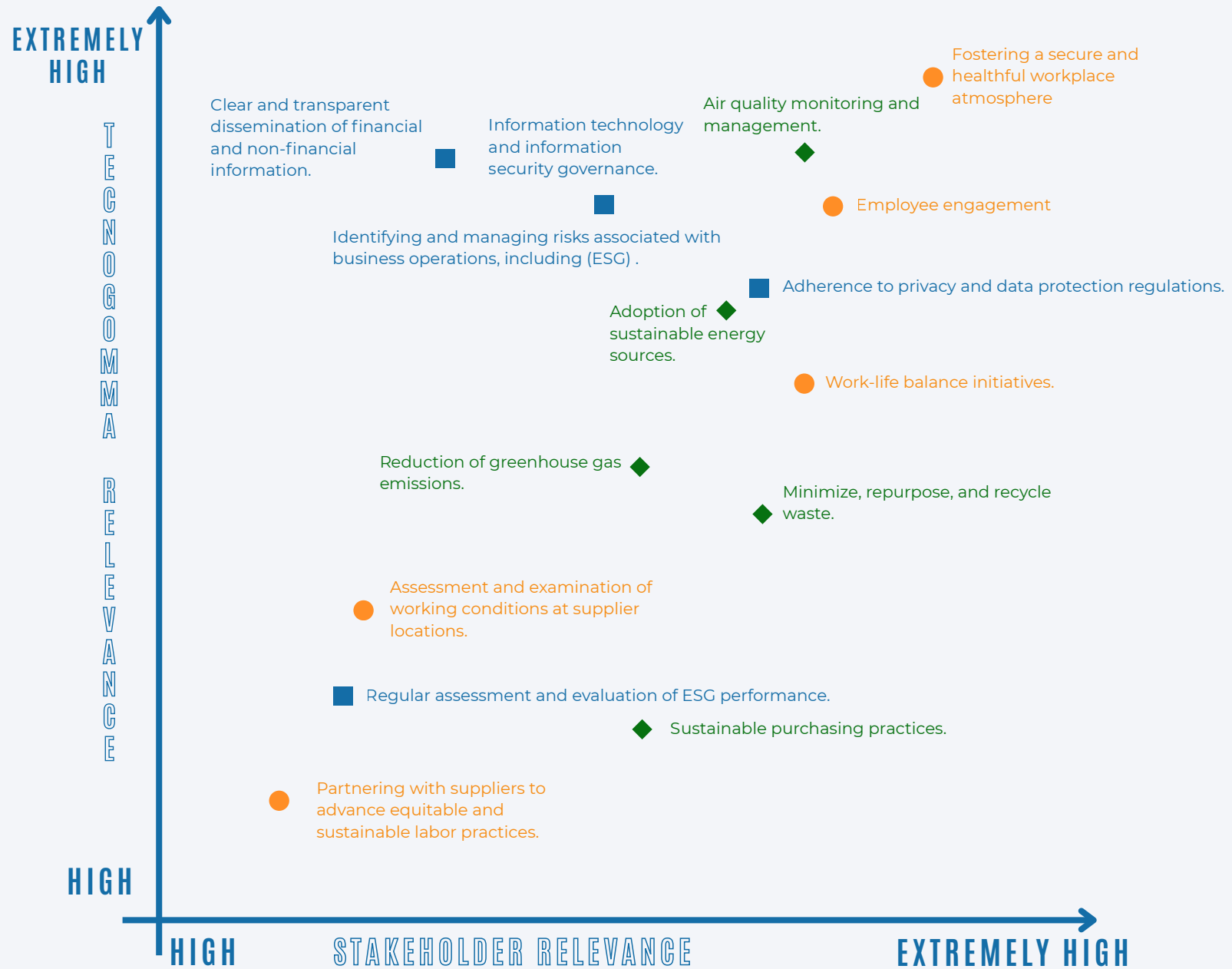


Indirect interiors

- Dependent Families

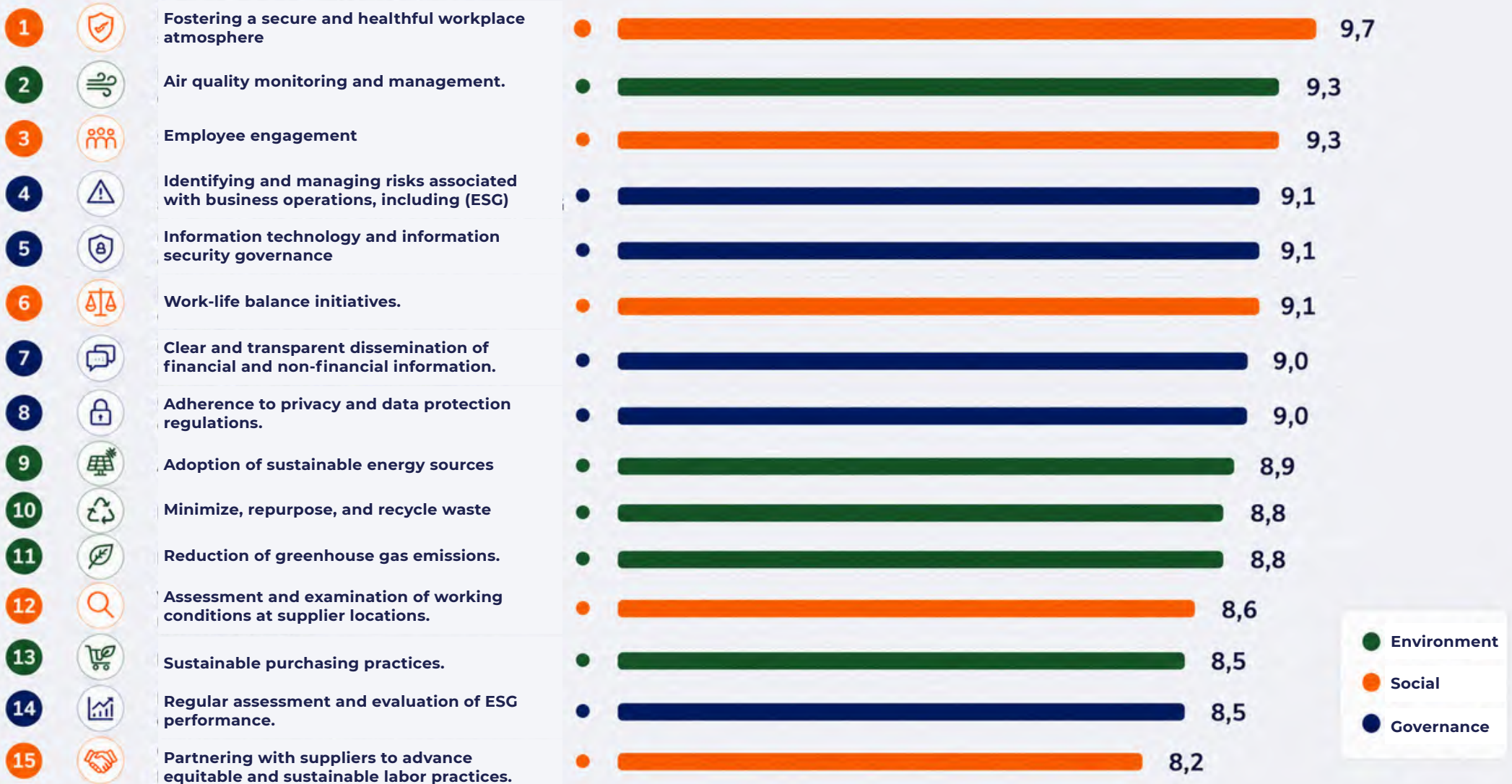
Indirect external

- Community
- Public Administration
- Associations
- Schools





Ranking of priority ESG issues





OUR HERITAGE

Tecnogomma was established in the 1970s in Adrara San Martino (BG), where its primary facility remains situated today, with the aim of providing gaskets and O-rings to the European market.

In 1983, the company was acquired by Pietro Bonardi, who rebranded it as Tecnogomma International SPA in 1991 and managed it over the years with the assistance of his three daughters.

In 1991, a commercial entity named Gomatec and a manufacturing unit known as Fujicaucho became part of the Group in Spain.

In 1995, Tecnogomma International Due SRL, a firm specializing in the production of custom-designed products crafted from silicone and colored compounds, including VMQ and FKM, became a member of the Group.

Recognizing the significant potential of peroxide compounds, the company implemented new machinery and technologies, resulting in the registration of its TIMO® trademark (Tecnogomma International Mescole Omologate) in 2007 for the production of seals using approved compounds in the drinking water and food industries.

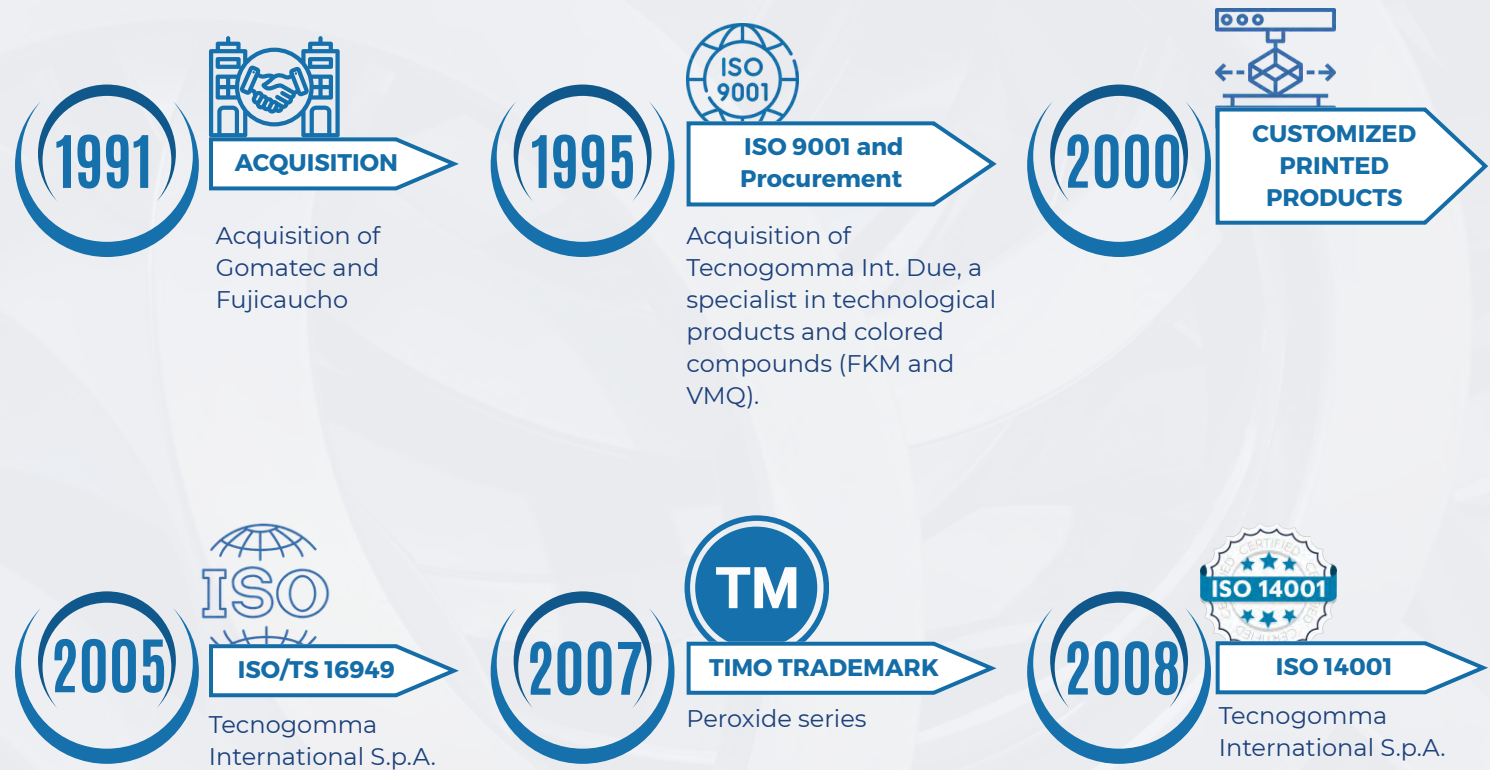
In 2012, Deagom SRL was established with the objective of manufacturing liquid silicone rubber (LSR) products, technical items featuring intricate geometries, and rubber/metal or rubber/plastic overmoulded components.

The complete production process, encompassing molding, processing, selection, and control phases, is conducted internally within our facilities. This enables the management and continuous oversight of each production stage, utilizing the finest technologies to manufacture rubber products that meet high quality and reliability standards.



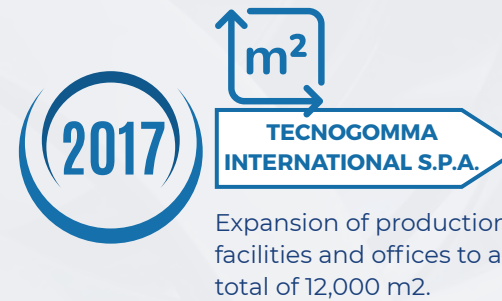


OUR HERITAGE





OUR HERITAGE





OUR HERITAGE



2021

CARBON FOOTPRINT

First carbon footprint
Tecnogomma International



2022

ISO 9001

Quality Systems
Integration at Gomatec
and Fujicaucho



2022

SUSTAINABILITY ASSESSMENT REPORT

Tecnogomma International S.P.A.'s inaugural sustainability report.



2023

ORGANIZATION

Initiation of corporate restructuring and a new operational framework



INCORPORATION

Tecnogomma International Due S.R.L. has merged with Tecnogomma International S.P.A.



2025

INCORPORATION

Merger through the incorporation of Fujicaucho S.L. into Gomatec España S.L.U.



TECNOGOMMA DATA SHEET

NACE code

22.12 Production of alternative
rubber products

Revenues

44.888.091 €

Statement of Financial Position

35.577.218 €

Ton. quantity of material sold (

979,3

CERTIFICATIONS HELD



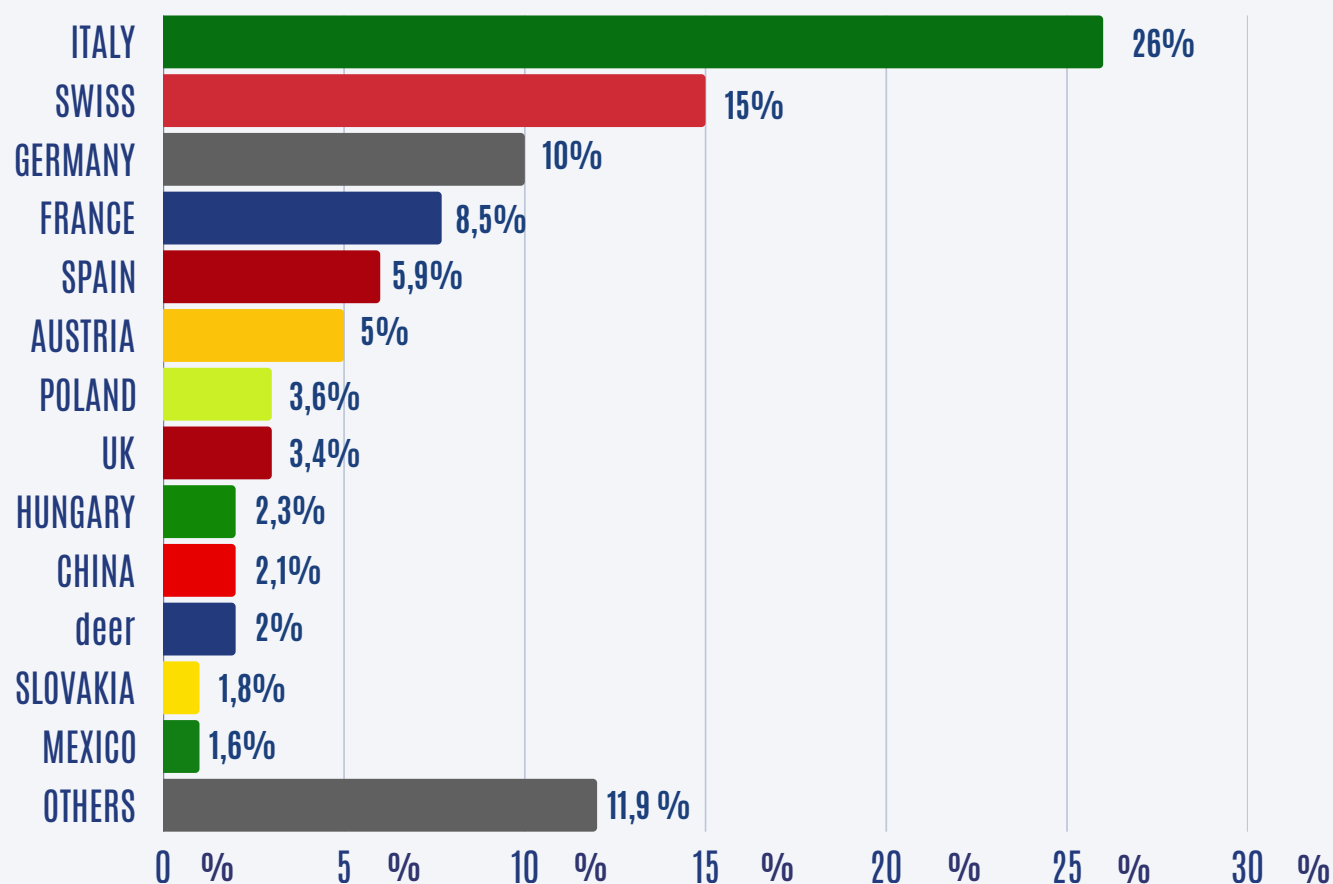
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GEOGRAPHICAL DISTRIBUTION OF REVENUE

This graph illustrates Tecnogomma's presence in international markets.

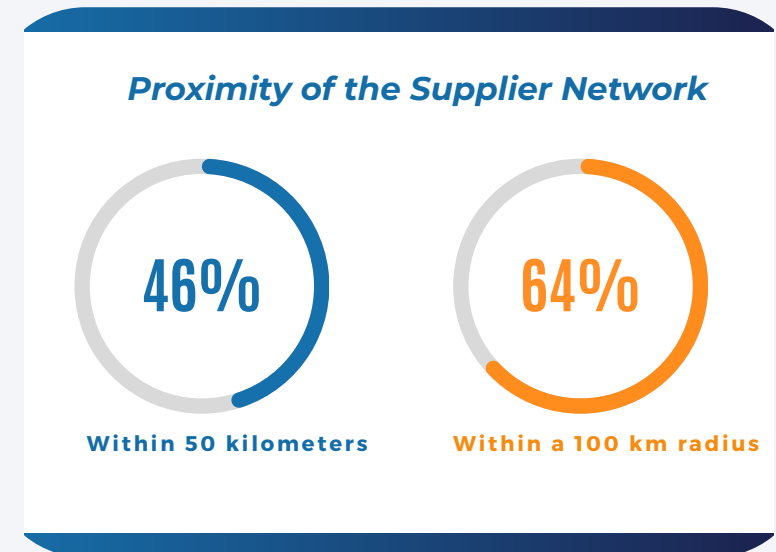
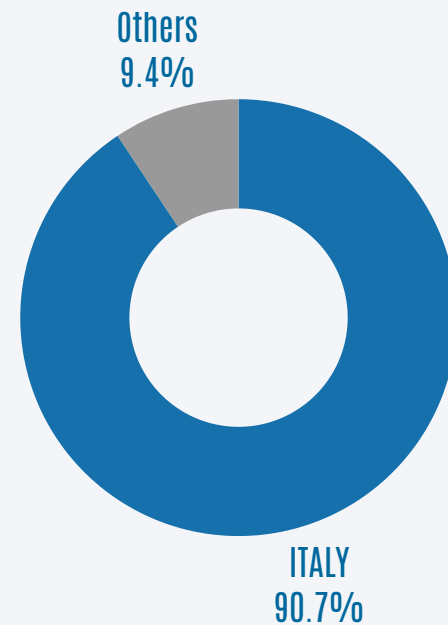




GEOGRAPHIC DISTRIBUTION OF SUPPLIER EXPENDITURES

The graph below indicates that 90.7% of supplier expenditures are concentrated in Italy, while the remaining 9.4% is allocated globally, predominantly within Europe.

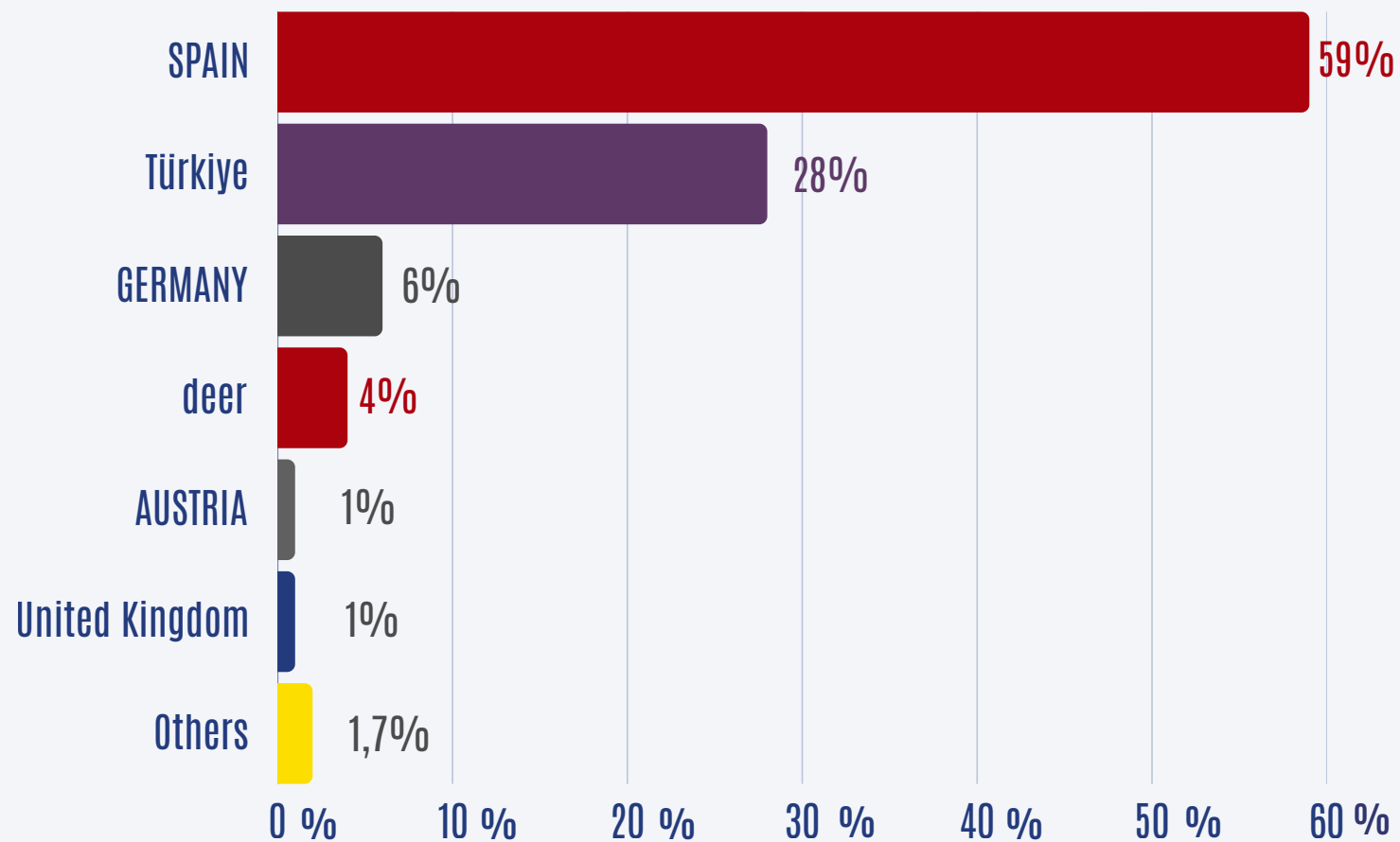
The majority of companies are situated in the northern part of the country, especially within the industrial regions of Lombardy and Veneto. This environment underscores a robust relationship with the local manufacturing sector, facilitating a brief supply chain and minimizing delivery times. Additionally, as illustrated in the graph depicting supplier proximity, most suppliers are located nearby, thereby contributing to a reduction in transportation emissions.





SUPPLYING NATIONS

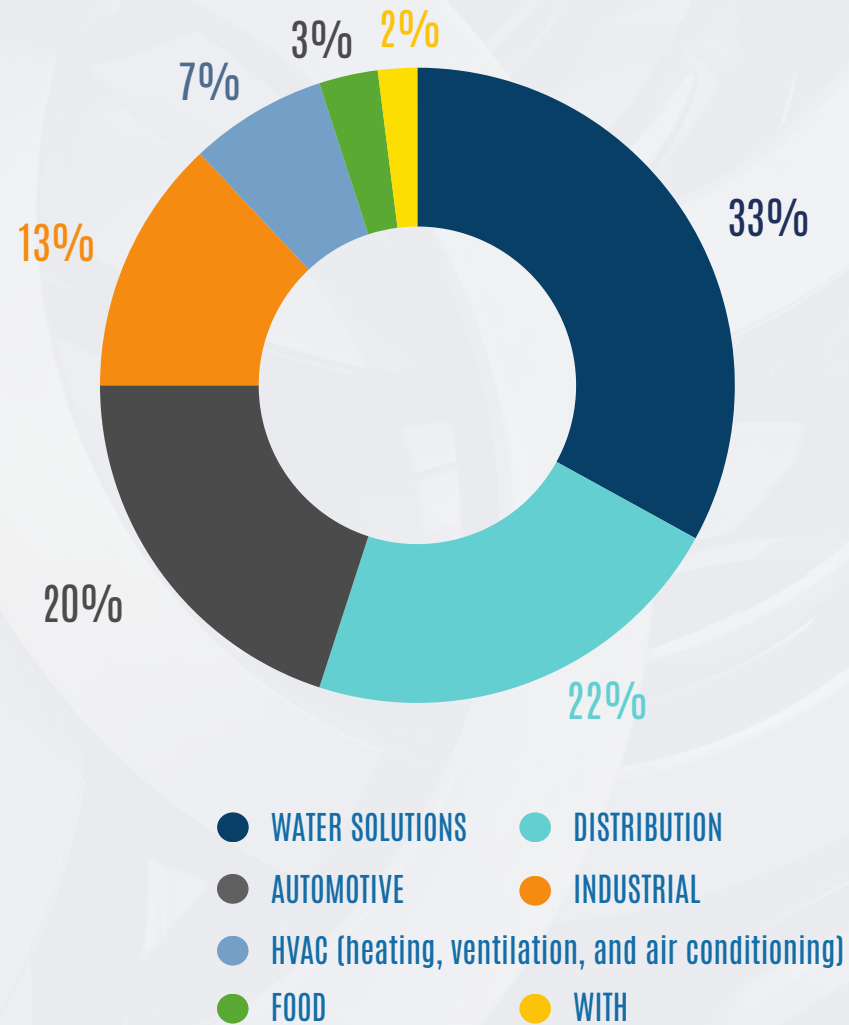
The remaining 9.4% of supplier expenditures is detailed in the chart below.





INDUSTRIES

Below are the sectors in which Tecnogomma International Spa operates.





MISSION



Our mission is to create value for customers, employees, partners, suppliers, and communities by incorporating quality, responsibility, innovation, and sustainability into every aspect of our business operations.

We strive for excellence by providing high-quality products at competitive prices, prioritizing individuals through a safe, inclusive, and growth-oriented workplace.

We cultivate a culture of transparency, integrity, and collaboration, establishing trust-based relationships with all our stakeholders.

We adhere to ethical and responsible principles, striving to minimize our environmental impact, foster community development, and generate enduring value for both current and future generations.

VISION



Our vision is to serve as a benchmark in the production of technical rubber products, setting ourselves apart through quality, innovation, and sustainability.

We strive to anticipate the changing market demands and international regulations across diverse application sectors, providing dependable, safe, and high-performance solutions that enhance our customers' success in their respective fields.

To attain this objective, we allocate resources to the research and development of progressively efficient and sustainable materials, technologies, equipment, and production processes. This approach fosters the responsible utilization of resources, minimizes environmental impacts, and enhances our organization's resilience to economic, energy, climate, and geopolitical challenges.

We assert that innovation, social responsibility, and environmental stewardship are fundamental components in generating enduring value for all stakeholders and fostering sustainable development.



ENVIRONMENTAL HIGHLIGHTS

Electricity



92%

Electricity utilized covered by the Guarantee of Origin



8%

Self-generated renewable energy, in relation to the total



93%

Impact of renewable energy sources on overall energy consumption (including electricity and fuels)

Emissions (market-based)



3,5%

Direct emissions (Scope 1)



96,5%

Indirect emissions (Scope 3)



7,3 Ton

Tons of CO₂e per ton of material produced

Waste



Waste produced **1126** Ton



Hazardous Materials **14** Ton



Non-Hazardous Waste **1112** Ton



99,6%
Proportion of waste allocated for recycling or reuse





SOCIAL HIGHLIGHTS

Employees



Number of Employees

209



Women employees

33%



Employees aged under 30

14%

Workers' Geography



ITALY

85%



SENEGAL

7%



TUNISIA

1%



INDIA

1%



REST OF THE WORLD

6%

Employment agreements



Indeterminate Duration

99%

Safety



Number of injuries recorded

1



Injury incidence

0,48

Gender Wage Disparity



Percentage of hourly wage disparity -2,87%

This data indicates that, on average, women earn 2.87% more than men.



GOVERNANCE HIGHLIGHTS

Composition of the Board of Directors

 ITALY **100%**

 Women **100%**

 > 30 Years
< 50 Years **33%**

 > 50 years **67%**

Composition of the Shareholders' Assembly

 ITALY **100%**

 Women **100%**

 > 30 Years
< 50 Years **33%**

 > 50 years **67%**



SUSTAINABILITY METRICS

ENVIRONMENTAL

&

ENHANCEMENT
MEASURES

TECNOGOMMA
INTERNATIONAL *group* 





ENVIRONMENT

In 2025, Tecnogomma reaffirmed and enhanced its commitment to responsible environmental management by bolstering its internal monitoring systems and persisting in its improvement initiatives in accordance with ISO 14001 certification. The production facilities are anticipated to transition to the new version of the certification, set to be released in 2026, in the forthcoming years.

The company has implemented practices, policies, and future initiatives designed to facilitate the transition to a more sustainable economy, with a targeted emphasis on several key areas of sustainability.

Particularly, there are existing or proposed initiatives focused on climate change and the circular economy, which constitute the primary domains of environmental intervention. In contrast, there are presently no targeted policies concerning pollution, water, marine resources, biodiversity, and ecosystems. It is important to highlight that atmospheric emissions of pollutants are monitored annually, as mandated by law.

[VSME C2-C3] In 2025, Tecnogomma also renewed its carbon footprint, developed in collaboration with Fedabo in accordance with the ISO 14064-1:2018 standard, thereby continuing its efforts to measure and raise awareness about the emissions produced by its operations.

In alignment with this commitment, all Scope 1 emissions have once again been entirely offset through the acquisition of certified carbon credits. Additionally, the company has verified that it procures 100% of its electricity with a Guarantee of Origin, further contributing to the reduction of its environmental footprint. Renewable sources account for 91% of the company's overall energy requirements, encompassing both acquired electricity and energy produced from fuel utilization.

[VSME B5] Research was conducted to determine whether production sites are situated in areas sensitive to biodiversity, utilizing recommendations from the VSME reporting guide. None of the production facilities are situated in these regions.
Natura 2000 / Conserved Earth



 ENERGY

METRICS

In 2025, Tecnogomma maintained its monitoring and documentation of energy consumption. However, a comparison with the data from 2024 is not feasible, as this report also encompassed the environmental KPIs of other production facilities.

The energy conversion factors utilized were obtained directly from the VSME model created by Efrag (European Financial Reporting Advisory Group).

VSME

	Total energy usage (electricity and fuels)	8 734,21	MWh
	Energy consumption analysis		
	Acquired electricity usage	7 403,26	MWh
	Electricity acquired from renewable sources	100 %	
	Self-generated electricity	545,19	MWh
	Electricity sales	83,8	MWh



ENERGY

Energy derived from the utilized
fuels

785,58 MWh

Energy derived from non-
renewable fuels

100%

Natural Gas

38.585 Sm³

Diesel fuel (automotive)

32.760 L

Gasoline (motor vehicle)

10.626 L

Utilization of renewable energy

91%

Energy intensity ratio for the organization.
(all energy types included) (MWh/Sales Volume)

8,91



ENERGY

ENHANCEMENT INITIATIVES 2025

1

Renewal of Energy Request with Government Order.



Completed

2

Installation of two new charging stations at the Adrara San Martino headquarters to facilitate the charging of hybrid and electric company vehicles.



Completed

ENHANCEMENT INITIATIVES 2026

1

Renewal of Energy Request with Government Order.

2

Assess the feasibility of enhancing the energy production capacity from photovoltaic systems at company facilities.

3

Foster awareness among employees about effective energy-saving behaviors within the company premises.

ENHANCEMENT INITIATIVES 2027

1

Installation of additional charging stations at various production facilities.



EMISSIONS

In 2025, Tecnogomma International S.p.A. reinforced its dedication to the ecological transition by systematically and consistently monitoring greenhouse gas emissions.

The greenhouse gas emissions inventory is compiled and updated annually in accordance with the international standard UNI EN ISO 14064-1:2018, thereby ensuring transparency, traceability, and comparability over time. The carbon footprint was developed by Fedabo SpA SB.

- *It is not feasible to compare the data with that of 2024, as the environmental KPIs from the other production facilities were also incorporated in this report.*

Total emissions for the year 2025, under the market-based scenario, are projected to reach 6,001.7 tCO₂eq. This scenario examines the acquisition of electricity certified with a Guarantee of Origin (GO) by the company, thereby entirely eliminating scope 2 emissions.

In the market-based scenario, direct emissions (scope 1) account for 3.5% of total emissions. As in previous years, Tecnogomma has opted to offset its scope 1 emissions, totaling 209.96 tons of CO₂e.

Concerning indirect emissions:

- *The primary category is Category 4 (indirect emissions from products and materials utilized), accounting for 70.5% of the total, with the acquisition of rubber compounds contributing 42.2% to the overall inventory.*
- *Indirect emissions from transportation in category 3 amount to 26.0%.*
- ***Scope 3** emissions represent 96.5% of the total, underscoring that the primary decarbonization opportunities are found within the supply chain and logistics.*

[VSME C3] No specific objectives have been set for the transition plan designed to mitigate climate change. However, as previously noted, Tecnogomma also diminishes its environmental impact through energy acquisitions with Guarantees of Origin (G.O.) and voluntary offsetting of Scope 1 emissions.



METRICS

VSME

B3

Direct emissions (Scope 1)

Gases considered in the calculation: CO₂, CH₄, N₂O, HFEs, PFCs

209,96

TonCO₂e

Indirect emissions from electricity purchases
(Scope 2) | Location-based

Gases considered in the calculation: CO₂, CH₄, N₂O, HFEs, PFCs

2314,39

TonCO₂e

Indirect emissions from electricity purchases
(Scope 2) | Market-oriented

Gases considered in the calculation: CO₂, CH₄, N₂O, HFEs, PFCs

0

TonCO₂e

Other Indirect Emissions (Scope 3)

Gases considered in the calculation: CO₂, CH₄, N₂O, HFEs, PFCs

5791,7

TonCO₂e

Acquired goods and services

4153,91

TonCO₂e

Fuel and energy-related activities
(excluded from Scope 1 or Scope 2)

968,73

TonCO₂e

Upstream transportation and distribution

XXX

TonCO₂e

Waste produced during operations

79,23

TonCO₂e

Corporate travel

6

TonCO₂e

Employee transportation

307,73

TonCO₂e

Downstream transportation

228,93

TonCO₂e



METRICS

VSME

B3

TOT CO2e (Scope 1, 2, 3) | Location-based

8316,1

TonCO₂e

TOT CO2e (Scope 1, 2, 3) | Market-based

6001,7

TonCO₂e

Total CO2e Offset through Carbon Credits

210

TonCO₂eGHG emissions intensity ratio for the organization (market-based) (Ton CO₂ / Material sold)

6,1

GHG emissions intensity ratio for the organization (location-based) (TonCO₂ / revenue)

0,0001853

GHG emissions intensity ratio for the organization (market-based) (Ton CO₂ / revenue)

0,0001337



EMISSIONS

ENHANCEMENT INITIATIVES 2025

-  Evaluating the acquisition of environmentally friendly vehicles, including plug-in hybrids, from the rental company. Requests for cars designated for employee use were approved; however, no proposals were submitted for company vehicles.  **Completed**
-  To mitigate emissions produced by commuting, Tecnogomma will install electric charging stations available to employees with plug-in hybrid vehicles, promoting the adoption of electric or hybrid vehicles.  **Completed**

ENHANCEMENT INITIATIVES 2026

-  Purchases of environmentally friendly vehicles, including plug-in hybrid electric vehicles, will be taken into account if they are offered by the rental agency.
-  Request primary rubber compound suppliers to furnish specific emission factors for the principal compounds acquired.
-  Evaluate, with the assistance of an external consultant, the potential to establish a smart working policy applicable to all employees, aimed at minimizing home-to-work travel and its associated environmental impacts.



WASTE MANAGEMENT AND CIRCULAR ECONOMY

In 2025, Tecnogomma reaffirmed and enhanced its commitment to responsible waste management and minimizing its environmental impact. In accordance with established practices, all rubber waste and mixed packaging are recycled and recovered by specialized third-party companies.

Currently, the company does not mandate its suppliers to furnish specific data regarding waste production or their policies on environmental reduction and improvement. However, it is crucial that they supply comprehensive information, which is vital for ensuring continued compliance with European Regulations and Directives.

In terms of waste composition, 99% is categorized as non-hazardous. Additionally, 98% of all waste is earmarked for recycling or reuse.

Production has achieved an 8% utilization of recycled materials, a figure that may rise due to enhancements primarily associated with packaging. The rubber compounds employed must adhere to particular quality and performance standards, which restrict the potential incorporation of recycled materials beyond a certain threshold. Additionally, specific types of packaging, especially those designed for food and/or media contact, are subject to particular limitations.

The waste reduction initiative, launched in 2024, persisted into 2025. This initiative proved highly effective, as it substantially decreased the waste percentage from 70% to 50%.

Furthermore, in 2026, weekly meetings will be instituted to monitor and analyze discrepancies in weekly payments.

In alignment with our dedication to a circular economy, we are diligently tracking the developments of the new European Packaging Waste Regulation (PPWR). The company has commenced a mapping process to identify any critical issues, enabling us to swiftly address the necessary requirements and ensure our packaging adheres to regulatory deadlines.



METRICS

VSME

B7

Total waste generated

1125,69

Ton

Total hazardous waste generated

13,92

Ton

CER 07.02.01 | Aqueous cleaning
solutions and mother liquors

4,31

CER 12.01.16 | Residues from
sandblasting materials/waste abrasives
containing hazardous substances

2,85

CER 13.02.05 | Non-chlorinated waste
mineral oil for engines, gears, and
lubrication

1,9

CER 13.08.02 | Alternative emulsions

4,86

Total non-hazardous waste generated

1111,77

Ton

CER 07.02.12 | Sludges from on-site
effluent treatment not classified under
07.02.11

333,56

CER 07.02.99 | Waste not otherwise
classified

609,01



METRICS

VSME

B7

CER 12.01.17 | Waste abrasive materials
not classified under 12 01 16 19,91

CER 15.01.01 | Paper and Cardboard
Packaging 2,43

CER 15.01.02 | Plastic Packaging 2,7

CER 15.01.02 | Composite packaging 23,9

CER 16.02.14 | Discarded equipment,
excluding that mentioned in items
16.02.09 to 16.02.13 29,2

CER 16.10.02 | Aqueous waste solutions,
excluding those specified in 16.10.01 91,06

**Total waste diverted for recycling or
reuse**

1120,83

Ton

Total waste diverted for disposal

4,86

Ton

Total recycled materials utilized

125,66

Ton

Impact of recycled materials on total 8%



WASTE

ENHANCEMENT INITIATIVES 2025



Objective of utilizing recycled materials in production

> 18 %



Due to the inclusion of additional production facilities in this report, the target is now invalid and will be recalibrated in 2026.



Assess the feasibility of minimizing packaging materials and, where reduction is not viable, substituting them with lower-impact alternatives, such as recycled materials or biopolymers (e.g., research on the application of biopolymers for product packaging bags).



Completed



Enhancing hazardous waste management via reanalysis and reclassification to minimize its generation. The pilot project initiated in Adrara in 2024 will be expanded to additional Italian production sites.



Completed



Reinvigorated collaboration on initiatives with rubber supply chain partners aimed at the recovery and repurposing of rubber waste, focusing on the principles of the circular economy.



Completed

ENHANCEMENT INITIATIVES 2027



Update on the objective for the utilization of recycled materials.

> 10 %



Cultivate and enhance collaborations with external organizations to execute initiatives focused on the recovery, valorization, and reuse of rubber waste in alignment with the principles of the circular economy.



WATER

METRICS

Tecnogomma meticulously monitors and records water consumption throughout its product manufacturing processes, which are conducted predominantly within its own departments. Throughout the production process, minimal water is utilized, and no hazardous or toxic industrial waste is produced.

In recent years, measures to conserve and reduce water consumption have been enacted. The closed-circuit water filtration system in the tumbling department has been optimized for greater efficiency.

Additionally, Tecnogomma consistently assesses the microbial, chemical, and physical composition of the discharged water.

VSME



Total volume of water extracted from all locations

3571 M³

ENHANCEMENT INITIATIVES 2026-2027



Establishment of a monitoring system to identify any leaks or anomalies within the water supply system.



SUSTAINABILITY METRICS

SOCIAL

&

ENHANCEMENT
MEASURES

TECNOGOMMA
INTERNATIONAL *group* 





EMPLOYEES

In 2026, Tecnogomma will establish a Diversity, Equity, and Inclusion (DE&I) policy that will outline the fundamental principles for human resources management and the cultivation of a respectful, equitable, and inclusive workplace. This policy will also regulate personnel recruitment and selection practices, offering specific guidelines that will extend to any external suppliers engaged in the hiring process. Furthermore, by 2026, Tecnogomma plans to implement a smart working policy for full-time working mothers.

Similar to the environmental section, a comparison with the previous year is not feasible due to the inclusion of KPIs from other production plants in this report.

Regarding personnel, 99.1% of employees hold permanent contracts, fostering economic stability not only for their families but also for the broader community.

The turnover rate remains low at 6.75%, significantly below the industry's threshold of 15%.

Regarding worker health and safety, Tecnogomma reaffirms its commitment this year to a matter of considerable significance for the manufacturing sector.

Only one injury was reported, with a rate of 0.48, which remains below the average of 0.55 for the rubber manufacturing sector.



EMPLOYEES

[VSME C6] Tecnogomma has maintained a code of conduct for several years that, among other stipulations, addresses human rights issues concerning its workforce. The topics covered include:

- *Child labor*
- *Involuntary servitude*
- *human trafficking*
- *discrimination*
- *Injury mitigation*

Furthermore, Tecnogomma provides anonymous whistleblowing channels that enable employees to report any unlawful conduct they may encounter.

[VSME C7] In 2025, no significant human rights incidents were reported.



METRICS

VSME

Workforce

B8

Total employee count
Headcount at the conclusion of the reporting period

209

C5

Total number of self-employed workers without staff
who work solely for the company.

1

Total number of temporary workers provided by
companies primarily engaged in personnel search,
selection, and supply activities.

9

Staff composition by generational cohort

< 30 Years	14,35 %
> 30 Years < 50 Years	45,45 %
> 50 Years	40,20 %

Geographical distribution of the workforce

SHE  85 %	SENEGAL  7 %	
TUNISIA  1 %	INDIA  1 %	OTHER NATIONS  6 %

B1

Composition of the
workforce by type of
employment contract

Determined	2
Indeterminate	207

Type

Gender composition of the staff



33 %



67 %



METRICS

VSME

Turnover

B8

Employee attrition rate

6,75 %

B9

Safety

Number of documentable work-related injuries.

1

Total hours worked annually by all employees during the reporting period.

418.000

Rate of reportable occupational injuries

0,48

Number of fatalities resulting from occupational injuries and illnesses

0

B9

Compensation and collective negotiations

Percentage of the hourly wage disparity between female and male employees

- 2,87 %

This data indicates that, on average, women earn 2.87% more than men.

Proportion of employees encompassed by collective bargaining agreements

100 %



METRICS

VSME

810

Training

Annual training hours per employee during the reporting period

Men	28,87
Women	18,92

Average annual training hours per employee. 24,30

Parental leave

Total number of employees eligible for parental leave 49

Women 8%

Total number of employees who utilized parental leave 17

Women 47%

Total number of employees who resumed work during the reporting period following the completion of parental leave 14

Women 43%



EMPLOYEES

ENHANCEMENT INITIATIVES 2025

-  Staff training on the proper utilization of corporate welfare  **Completed | A dedicated function was established to assist employees in lieu of training.**
-  Assess employee interests and needs via a questionnaire concerning childcare support services during working hours, with the objective of identifying potential solutions to enhance work-life balance and offer tangible assistance for parenting.  **Completed / In response to the requirements of working mothers, a dedicated smart working policy has been implemented.**
-  Assessing the potential to arrange a training course on interpreting pay slips.  **Completed | A dedicated function was established to assist employees in lieu of training.**
-  Formulating a policy regarding the utilization of charging stations for employees' personal vehicles.  **Completed**

ENHANCEMENT INITIATIVES 2026

-  Evaluation, with the assistance of an external consultancy, of the potential to establish a smart-working policy applicable to all employees or exclusively to fathers with children under the age of 14.
-  Communication and training of employees regarding Tecnogomma's new Diversity, Equity, and Inclusion policy.

SUSTAINABILITY METRICS &

ENHANCEMENT MEASURES

GOVERNANCE





GOVERNANCE

Corporate governance systematically incorporates ESG considerations into decision-making processes and strategic planning frameworks. Sustainability is formally embedded within management objectives, which encompass the regular updating of the Sustainability Report and the broadening of the reporting scope to include the integration of additional production facilities.

The risk and compliance management system is founded on a systematic risk assessment methodology, which entails identifying and evaluating external risks through probability and impact metrics. Particular emphasis is placed on regulatory compliance, with ongoing monitoring of relevant requirements and environmental regulations to mitigate sanctions and operational risks.

The organizational structure is undergoing evolution with an emphasis on enhancing internal expertise. A new Quality Control position will be established in the supply departments beginning in 2026, and a "Compound Specialist" role has been created to bolster the technical office in compound development and approval management. The most recent update also encompasses the addition of a Finishing Manager who will collaborate closely with the Quality Manager.

Supply chain governance encompasses supplier due diligence and oversight, which includes regular audits and assessments to ensure compliance and promote responsible supply chain management. Two audits were performed in 2025, revealing four observations of minimal significance.

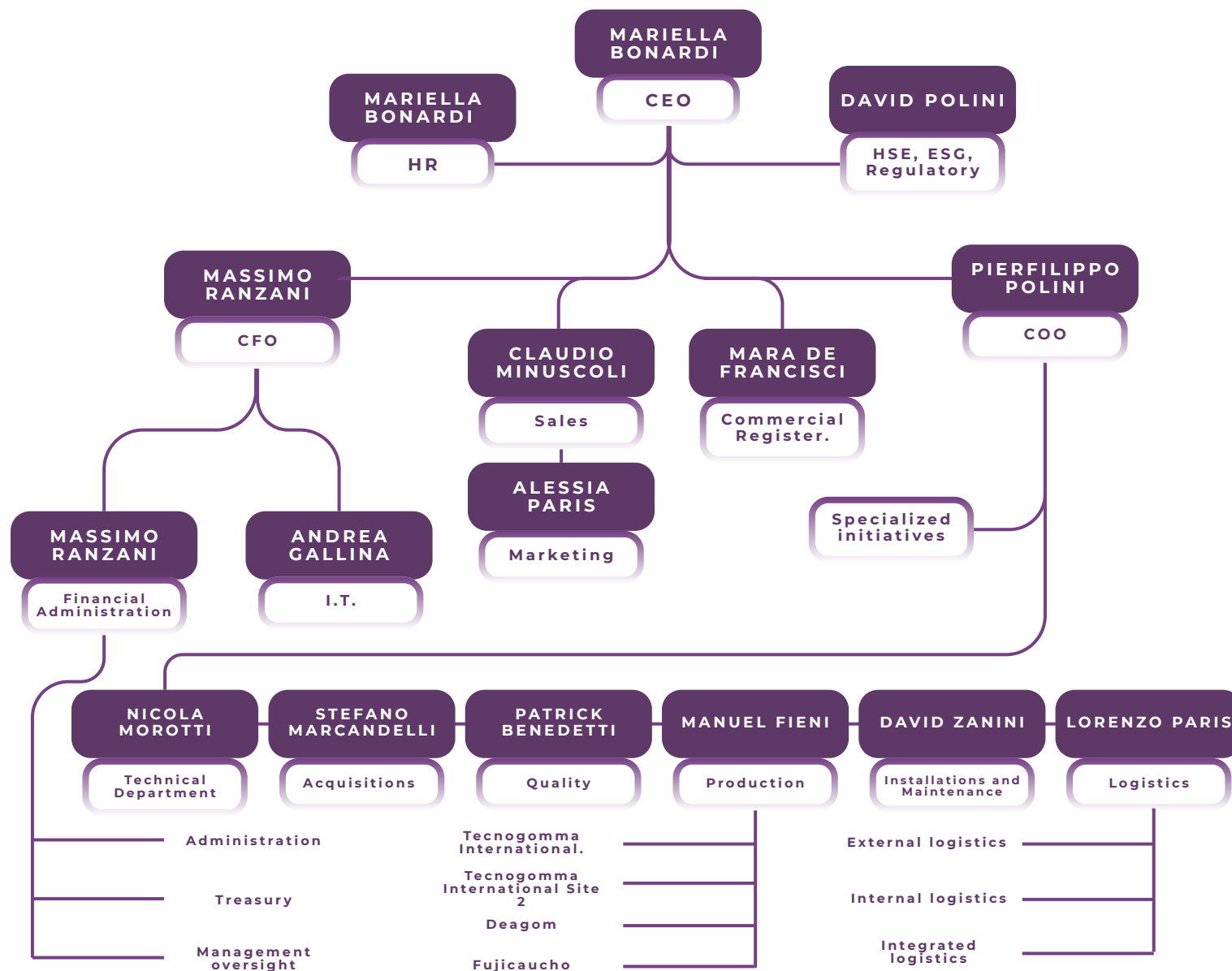
Internal control systems rely on ongoing performance monitoring through operational and financial KPIs, variance analysis, and the tracking of key efficiency indicators, including the costs associated with non-quality, which serve as a catalyst for continuous improvement.

[VSME C8] Tecnogomma is not listed among the companies excluded from the EU benchmarks that align with the Paris Agreement. This indicates that the company does not generate revenue from the sectors outlined below and is not part of the roster of the most polluting industries. The categories of companies are as follows:

- companies that generate 1% or more of their revenues from the exploration, extraction, distribution, or refining of hard coal and lignite;*
- companies that generate 10% or more of their revenues from the exploration, extraction, distribution, or refining of fuel oils*
- companies that generate 50% or more of their revenues from the exploration, extraction, production, or distribution of fossil fuels*
- companies that derive 50% or more of their revenues from electricity generation with a greenhouse gas intensity surpassing 100 g CO₂ eq/kWh*



ORGANIZATIONAL STRUCTURE





METRICS

Composition of the Board of Directors

SHE

 100 %

> 30 Years < 50 Years

33%

> 50 Years

67%

Women

100%

Composition of the Shareholders' Assembly

SHE

 100 %

> 30 Years < 50 Years

33%

> 50 Years

67%

Women

100%



GOVERNANCE

ENHANCEMENT INITIATIVES 2025

- | | | |
|---|--|--|
|  | Evaluate the questionnaire administration method to enhance its accessibility and usability. |  Completed |
|  | Convey the code of conduct to all new suppliers, whether internal or external. |  Completed |
|  | Conveying the Code of Ethics and Whistleblowing Policy to New Employees |  Completed |
|  | Revision of the materiality matrix |  Completed |

ENHANCEMENT INITIATIVES 2026

- | | | |
|---|---|--|
|  | Drafting a formal stakeholder engagement policy that encompasses the identification of pertinent stakeholder groups. This information will be presented to the Board of Directors. | |
|  | The implementation of a specialized corporate application for employees is designed to enhance the accessibility and usability of communications, information, and initiatives pertaining to sustainability issues. | |



GOVERNANCE

ENHANCEMENT INITIATIVES 2027

-  Revise the procedure for evaluating the relevance of material topics by stakeholders to enhance the quality and precision of the materiality analysis.
-  Definition of quantitative and measurable objectives linked to the planned improvement actions, aimed at monitoring their progress and the outcomes achieved.
-  Definition of an article within the procurement policy, designed to incorporate energy-saving and efficiency criteria into the assessment and acquisition of new machinery and/or systems.