



Sustainability Report 2025

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TexOL
TECHNOLOGIES & SOLUTIONS

orma
spunlace

Letter to Stakeholders

Dear Stakeholders,

At Texol we firmly believe that “the future belongs to those who believe in the beauty of their dreams”. In this spirit of deep responsibility and strategic vision, we present the new edition of our Sustainability Report. This document is not a mere set of data, but a statement of continuous evolution towards a business model that is natively regenerative, inclusive and transparent.

Doing business today means driving a systemic transformation in which economic competitiveness is inseparable from environmental protection and social well-being. We do not simply want to adapt to change: we want to drive it.

Our Pillars for Sustainable Growth

To turn our values into positive, measurable and lasting impact, we have reorganised our strategy around three core assets:

- **Circular Innovation and Natural Capital:** We integrate ESG criteria into every single business decision. From process efficiency improvements to reducing our environmental footprint, every choice is designed to regenerate resources and create long-term value.

- **People and New Skills:** Human capital is at the heart of Texol - Orma. We invest continuously in the well-being, inclusion and reskilling of our people, preparing them to manage the challenges of the green and digital transition.

- **Shared and Ethical Supply Chain:** Sustainability is a team effort. We therefore build alliances only with partners and suppliers who share our ethical and ESG standards, creating a resilient, safe and transparent supply chain..

Governance Driven by Trust

In a fluid and interconnected global context, we operate according to strict principles of integrity and ethics. From the management of internal processes to external strategic partnerships, every action we take is aimed at strengthening mutual trust and ensuring business continuity over time.

“We want to play an active part in a fairer, circular, shared-value economic system. This report bears witness to our tangible commitment and to our aspiration to keep building a better tomorrow together with all of you.”

The direction we have taken is clear and mapped out. Thank you for being an integral part of this journey and for helping us, day after day, to turn vision into reality.

*The Texol - Orma Shareholders
and Senior Managers*



Key Highlights 2025

Economic Data*



Over 43 million

Value of production generated



Over 7.5 million

Employee remuneration



130+

Customers worldwide



2

Production plants

Social Data



146

Employees



13 %

Female employees



93 %

Permanent employees



1045 hours

of training delivered in 2025

Environmental Data**



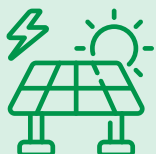
67.180 GJ

Energy consumption
-7% vs 2024



39.641 m³

of water used
-38% vs 2024



1.285 Kwp

Installed capacity of our photovoltaic
systems in 2025



Waste 2.298 t

+6% vs 2024

* this data differs from the previous report because we have recalculated the intercompany components.

** environmental data increased because production in 2025 was higher than in 2024; from 2026 we are working with monitored rather than estimated data.



1.

General Disclosures (ESRS 2)

1.1 Methodological Note

This document is the fourth Sustainability Report prepared and published on a voluntary basis by the Texol-Orma Group (hereinafter the «Group»). Through this publication, the Group intends to communicate clearly and transparently its choices, activities, results and use of resources in the ESG (Environment, Social and Governance) area, while highlighting its contribution to the achievement of the **Sustainable Development Goals of the 2030 Agenda (SDGs)**.

The Report is prepared in accordance with the ESRS, the new European standards for corporate sustainability reporting, definitively adopted in July 2023 by the European Commission. The ESRS mark a further step towards the sustainability of the European economy and towards corporate sustainability. This Report covers the period from 01.01.2025 to 31.12.2025.

CHANGES IN THE PREPARATION AND PRESENTATION OF SUSTAINABILITY INFORMATION

With regard to the changes in the preparation of sustainability information, it is noted that the 2024 carbon footprint has been restated following the refinement of the methodology used to calculate the various categories making up Scope 1 emissions.

The categories affected are:

- **Upstream Transportation;**
- **Business travel.**

The Sustainability Report includes the Group's data.

The information in the report relates to:

projects deemed significant in terms of annual output for the Group;

The Sustainability Report reports on matters relating to personnel management and human rights, occupational health and safety, the environment, local community engagement, supply chain management and anti-corruption, deemed significant and material under a specific, established process that takes account of the specific activities of the Group, set out below in this document.

In order to standardise the reporting of information and facilitate its link with the contents indicated, for each thematic area evidence is given of the materiality of the topic with respect to the activities of the Group, the related risks, the policies and commitments, and the results achieved and monitored through dedicated indicators able to represent management performance.

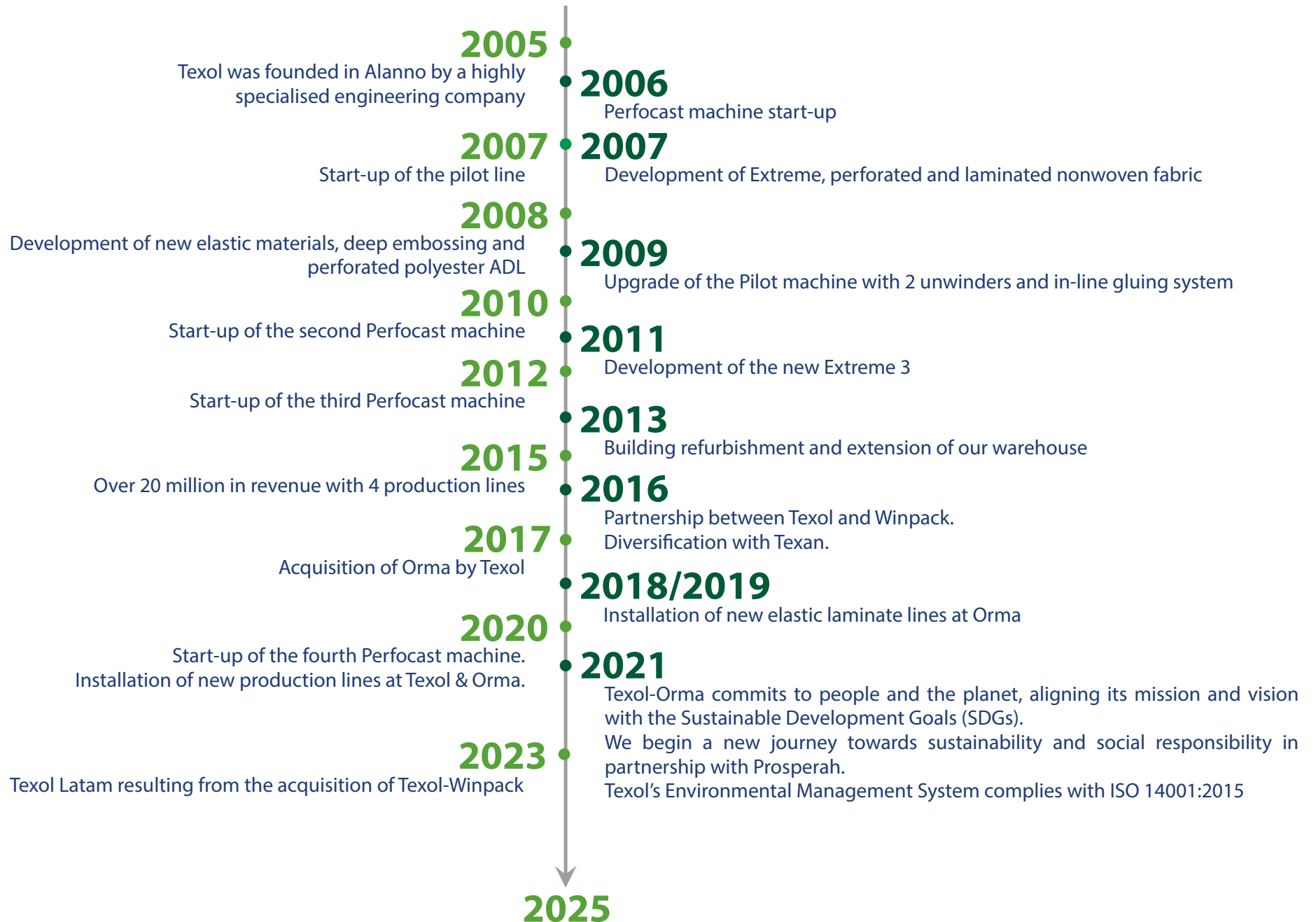
The data and information in this Report relate to events occurring during the reporting year, arising from business activities and relevant on the basis of the materiality analysis.

The reporting process provides for 2024 data to be carried forward and 2025 data to be presented. Percentage changes are calculated against 2024 data. Furthermore, where estimates have been used for the quantitative information reported in this document, the relevant details are duly indicated in the individual chapters.

This Report was published in 06/2026.

For clarifications or further information on the Report, **the Group** has set up an e-mail address for enquiries: <https://www.or-ma.it> and <https://www.texol.it>.

1.2 Our evolution over time



1.3 MISSION, VISION AND VALUES

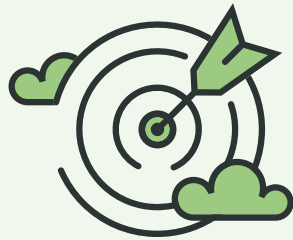
Mission, Vision and Values are the foundations on which a strong organisational culture is built.

At Texol-Orma we believe in people and their ideas, in innovation and research, aiming for the highest quality, because through our business we want to help build a sustainable world

Mission, Vision and Values provide the guiding principles that shape the behaviour, decisions and actions of everyone within the organisation.

Our purpose defines who we are, what we do and how we do it, and is the reason why our company chooses every day to follow the path of sustainability.

These are Texol-Orma's Mission, Vision and Values:



MISSION

We produce film, nonwovens and laminates with eco-compatible solutions consistent with the circular economy through our own technologies, investing continuously in people, research and development.



VISION

We find innovative and sustainable solutions for people's hygiene and well-being.



VALUES

Trust, Respect, Honesty and Continuous Improvement have been our core values since the company was founded and act as a compass in guiding our business strategies and in caring for our people.

Together, Mission, Vision and Values form the cultural framework that shapes the identity and conduct of our organisation.

When these elements are aligned and embedded in the corporate fabric, they create a strong organisational culture marked by clarity of

purpose, shared objectives and a set of guiding principles that inspire and unite everyone within the company.

The Group

Who We Are

“Texol was founded in Alanno, in the province of Pescara, on the initiative of a group of engineers with advanced technical expertise and with the backing of a solid local financial partner.

The company operates as a leading-edge manufacturer of perforated films and materials for the hygiene and medical sectors, standing out for its technological innovation and the quality of its production processes.

From its early years of activity, Texol developed a strong international outlook, expanding its presence in foreign markets. A significant share of production is currently destined for export to the Americas, Europe, the Middle East and Asia.

In 2016 a path of international expansion began, aimed at strengthening the company's positioning in the strategic areas where the Group's main customers operate, starting with Central and South America.

A year later, in 2017, Texol integrated Orma into its corporate structure, opening a new phase in which sustainability became a central element of the industrial strategy.

Orma specialises in the production of nonwoven fabrics made with spunlace technology and fibres of natural origin, such as bamboo, with applications in a range of areas, including



hygiene, medical, catering (HoReCa) and professional cleaning.

Its commitment to environmental protection is confirmed by the FSC® (Forest Stewardship Council®) certification, which guarantees responsible management of forest resources.

In addition, some of its products are certified

OK Compost Industrial by TÜV Austria, attesting to their biodegradability and industrial compostability.

The integration of Texol and Orma has thus created a Group geared to responsible innovation, able to combine growth and sustainability from a long-term perspective.

Our Sites

TEXOL SRL

Texol plant is located in **Alanno (PESCARA)** - Italy
Site: total area **22.820 sqm**

Main distances:

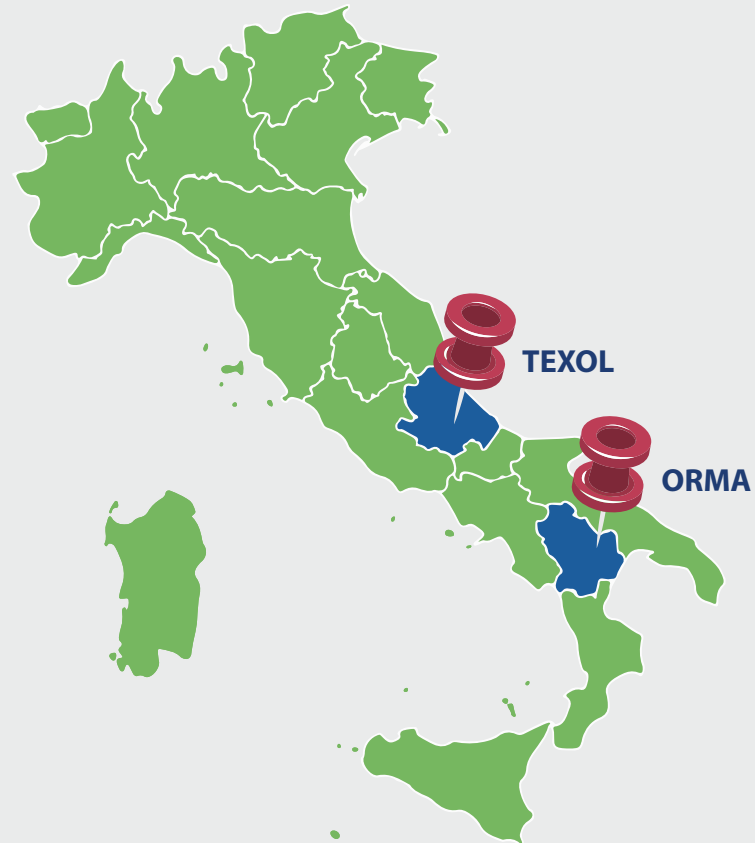
Pisticci: 388 km (Orma plant)
Rome: 182 km

Or-Ma Srl

Orma plant is located in **Pisticci (MATERA)** - Italy
Site: total area **12.215 sqm**

Distance from main cities:

Matera: 40 km
Alanno: 388 km (Texol plant)
Rome: 446 km



TEXOL Products



Femcare

Demand for innovation is strong and constant, because women want the best without any compromise on quality.



Adultcare

Mobility, comfort and discretion are only some of the main features the market requires of incontinence products.



Babycare

Mothers know exactly what they need to obtain better performance and protect their children at the same time.



Healthcare

Certified dedicated material for surgical gowns and shoe covers.

OR.MA. Products



LINE
Cotton



LINE
Bio / Green



LINE
Microfibre



LINE
Polyester / Viscose



LINE
Multilayer

Sustainability Strategy

Business, sustainability and the local area

Texol-Orma bases its business strategy on an integrated vision of sustainable development, in the conviction that economic success must go hand in hand with the creation of social and environmental value. Putting people first and protecting the planet are essential priorities for us. This commitment translates into a structured and shared approach to sustainability, founded on the principles of transparency, accountability and measurability. All corporate functions are actively involved in managing the environmental, social and economic impacts generated by the Group's activities, thereby helping to strengthen the internal sustainability culture and to consolidate sound relationships with the local area.

Sustainability Plan

During 2025, Texol-Orma updated its Sustainability Plan, strengthening its consistency with the industrial strategy, the main global ESG megatrends and emerging sustainability legislation.

The new Plan sets clear, measurable targets intended to drive continuous improvement in the company's environmental and social performance.

In this fourth reporting cycle, the Group has added two further strategic targets, a concrete expression of its intention to increase its positive impact on people and the environment.

These targets are also adopted as benchmarks in internal performance assessment systems and in the variable incentive mechanisms for Top Management, confirming a commitment shared across all organisational levels.

The Plan was developed taking account of the priorities expressed by key stakeholders - including employees, local communities, suppliers, investors and partners - and is designed as a dynamic tool, able to evolve in response to changes in the external context, always in line with the Group's values and culture.

Particular attention is paid to the contribution that Texol-Orma intends to make to achievement of the Sustainable Development Goals (SDGs) promoted by the United Nations under the 2030 Agenda, with a specific focus on those most consistent with its business model.

Following approval by Company Management, the Sustainability Plan is monitored periodically through structured internal review sessions, which ensure transparency on progress and on the results achieved.



Our Reference SDGs

VERY HIGH priority



HIGH priority



Sustainability Targets and KPIs

MANAGEMENT OF OUR PRODUCTS

GOAL	KPI	REPORT 24	TARGET ACHIEVED in 25	TARGET 26/27
Sustainable Packaging	Reduction of virgin plastic in packaging	-5%	-14,35%	-20%
Core composition	% recycled raw material	90%	99,77%	100%

ETHICAL CONDUCT AND ENVIRONMENTAL RESPONSIBILITY

GOAL	KPI	REPORT 24	TARGET ACHIEVED in 25	TARGET 26/27
Tackling Climate Change-SBTi	Scope 2 emissions reduction	485 KWp	800 KWp	On track in 25
Implementation of the 231 Model	Increase in the level of compliance/governance	Not available	Achieved at 20%	Adoption of the Legislative Decree 231 Model

WORKFORCE EMPOWERMENT

GOAL	KPI	REPORT 24	TARGET ACHIEVED in 25	TARGET 26/27
Create a fair and inclusive working environment where every employee feels valued.	Training participation rate	50%	59,9%	65%
Promote gender equality at all levels of the organisation	Introduce new female staff in operational areas	1	2	3

COMMUNITY IMPACT

GOAL	KPI	REPORT 24	TARGET ACHIEVED in 25	TARGET 26/27
Increase in charitable projects and in the development of the Group's local communities.	Number of projects	2	5	6

Employee Welfare Targets

The Texol-Orma Group has set out in detail the targets it intends to achieve over the next two years.

1) New *Break & Lunch* area: a space for sharing and wellbeing

Related ESG objective: Improved quality of working life and social cohesion.

In line with our commitment to fostering an inclusive, positive workplace attentive to people's wellbeing, in 2025 we opened the new company canteen area.

Designed as a multifunctional space, this area is not intended solely for meals: it is a place to meet and share, conceived to encourage socialising, informal exchange and the building of relationships between colleagues. It also provides moments of break and relaxation, supporting the balance and daily wellbeing of our people.

The works covered an area of 51 sqm and involved a total investment of €10,000, confirming the Company's attention to the quality of its spaces and to the working experience of its employees.

2) Increase in the value of meal vouchers: tangible support for purchasing power

Related ESG objective: Employee welfare, people-centred approach and financial support.

As part of the ongoing strengthening of our employee welfare initiatives, and with the aim of providing tangible support for the wellbeing of our people, we resolved to increase the nominal value of meal vouchers.

This measure is a tangible action in support of employees' purchasing power and helps improve the quality of daily life, delivering an immediate and widespread financial benefit.

Through this measure, the Company confirms its attention to people's needs and its commitment to promoting an organisational culture geared to wellbeing, fairness and social sustainability, translating these principles into initiatives of tangible value for employees.

The Value Chain

Texol-Orma's value chain is structured to respond to the dynamic needs of the market and of consumers, integrating quality, technological innovation and sustainability at every stage.

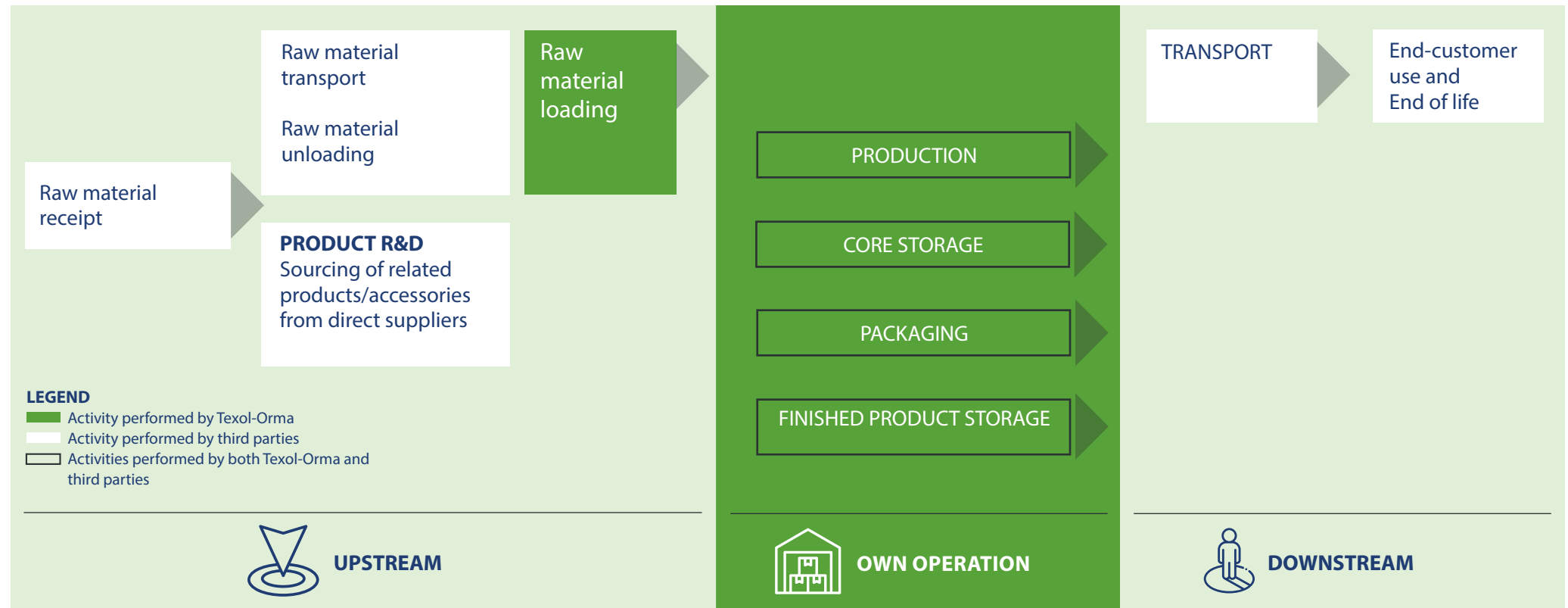
From responsible raw material sourcing to research and development, through distribution and the provision of high value-added services, through to the use and disposal of products,

the company operates with the aim of reducing environmental impact and promoting circular practices.

Intangible assets, such as corporate identity and the trust earned, are essential to building trust-based relationships with customers and stakeholders. Innovation and the development of staff skills, through careful selection and

continuous training, are also key factors in maintaining high standards of excellence.

This approach enables Texol-Orma to generate shared value, reconciling economic development, social responsibility and environmental protection.



Double Materiality Matrix

[SBM-3] MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

[IRO-1] DESCRIPTION OF THE PROCESS TO IDENTIFY AND ASSESS MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

[IRO-2] DISCLOSURE REQUIREMENTS IN ESRS COVERED BY THE UNDERTAKING'S SUSTAINABILITY STATEMENT

Overview

Since 2024 the Group has applied the double materiality principle to assess the main ESG topics, considering both the Group's impact on each topic (impact materiality) and the influence that these topics may have on its ability to create value and on the company's financial performance (financial materiality). This assessment draws on an analysis of the main sector macro-trends and on authoritative sources, research and ESG best practice, in the awareness that topics that are less material today may become more relevant over time.

From this year onwards, we have implemented the requirements of the new sustainability reporting legislation, the Corporate Sustainability Reporting Directive (CSRD), further developing the double materiality process in order to ensure full compliance with the European Sustainability Reporting Standards (ESRS).

Methodology

The double materiality process began with an analysis of the context in which Texol-Orma operates, comprising a desk study of a basket of companies operating in the same sector and/or comparable, a review of institutional sources and an analysis of the regulatory framework. Supported also by the analyses carried out during the previous reporting year and by internal company documentation (in particular the Enterprise Risk Management model), this work formed the basis for identifying the impacts, risks and opportunities (hereinafter also "IROs").

Impacts on people and the environment were then identified, together with the risks and opportunities relating to the Group's activities, considering both the company's own operations, in the countries and markets in which they operate, and the entire value chain, with particular attention to upstream activities and first-tier suppliers.

The list of the IROs identified was subsequently assessed by Management and by selected stakeholder groups, through dedicated stakeholder engagement sessions. This process, together with the setting of materiality thresholds, led to the definition of the company's double materiality, which was then submitted to Company Management.

The outcome of the double materiality process led to the identification of the material Disclosure Requirements, which are therefore reported by the Group; this was carried out in line with the guidance issued by the EFRAG SRB working group.

The list of the disclosure requirements covered by the Group Sustainability Report is set out in the tables included in the Annex to this document.

Details of the double materiality process - identification of impacts, risks and opportunities

The Group's impact identification process was based on a review of the list of impacts identified in previous reporting years. That list was amended and supplemented through the analyses described above (desk research, review of institutional sources and analysis of the regulatory framework) in order to update it and align it with the current reporting year. This process led to a long list of more than 19 impacts, categorised in accordance with ESRS requirements.

ESG risks were identified and reviewed starting from the corporate Risk Universe, which is regularly updated through Enterprise Risk Assessment activities and already includes the risks associated with the material topics of the 2023 sustainability reporting and the physical and transition risks identified in the Group's Climate Risk Assessment carried out in the same year. The identification of ESG opportunities was based on Texol-Orma's strategic pillars, on the sustainability targets set out in the Sustainability Plan and on the ESG initiatives implemented by the company across its various areas. Here too, the approach involved drawing up a long list of around 15 risks and opportunities.

This stage considered negative or positive, actual or potential impacts on people or the environment over the short, medium and

long term. Impacts include those connected with the undertaking's own operations and with the upstream and downstream value chain, also through its products and services and its business relationships. The risks and opportunities considered, by contrast, may have or do have an effect (positive or negative) on the company in the short, medium or long term and may arise from past or future events.

Stakeholder Engagement

To ensure an accurate and complete analysis of the company's IROs, the double materiality process took into account the views of its main stakeholders.

For impacts, stakeholder consultations were carried out through the dedicated, direct engagement of different stakeholder categories, in line with Texol-Orma's Stakeholder Engagement Plan, formalised in 2023.

Two engagement methods were used: participation in focus groups (dedicated meetings to discuss impacts, with live voting) and online questionnaires sent to individual stakeholders for self-completion. The stakeholder groups engaged, internal and external, were: providers of capital, employees,

suppliers and customers.

For risks and opportunities, consistent with the risk assessment process and in line with the activities carried out in previous years to assess ESG risks, selected internal stakeholders were engaged (for example, members of Top Management). The CEO and the CFO were also involved in the process. This made it possible to obtain an overall view of the Group's IROs and to gain a sound understanding of the ESG matters most relevant to it.

IRO assessment methodology

The assessment and subsequent prioritisation of impacts were based on four parameters:

- **Scale:** how severe the negative impact is, or how much benefit the positive impact brings to people or the environment;
- **Scope:** how widespread the impact is (in relation to the percentage of employees, geographical sites or markets affected);
- **Likelihood:** how likely the impact concerned is to occur within the time horizon considered. Likelihood is taken into account only for potential impacts;
- **Irremediable character:** whether and to what extent the negative impacts can be remedied, i.e. by restoring the environment or the people affected to their previous state.

The score assigned to each impact (severity) was obtained by multiplying the scale and scope factors, to which the likelihood of occurrence was then applied. The parameters were assessed using a scale of 1 to 5. Where a negative impact was irremediable, a proportional increase in the severity of that impact was taken into account.

The assessment and related prioritisation of risks and opportunities were based on two parameters:

- **Magnitude:** the potential positive or negative magnitude of the financial effects (including effects identified using operational, reputational, compliance or social impact criteria) connected with the occurrence of the risks and opportunities;
- **Likelihood:** the likelihood of occurrence within the time horizon considered.

The risk assessment analysed magnitude and likelihood of occurrence on a residual risk basis, starting from the potential theoretical inherent risk, except for climate-related risks, which were assessed on an inherent basis.

For both impacts and risks and opportunities, the assessments were carried out over three time horizons:

- **Short term: 1 year;**
- **Medium term: 1-3 years;**
- **Long term: 3 to 10 years.**

Definition of materiality thresholds

Following the assessment of all IROs potentially relevant to the Group, materiality thresholds were set in order to identify the IROs most significant for the company. IROs scoring below the materiality thresholds were excluded from the final list of material IROs. Accordingly, IROs with a final score equal to or above the materiality thresholds in at least one of the three time horizons considered were deemed material.

More specifically, the materiality threshold was set at a score of 6 for risks (on a prudent basis, with risks assessed in terms of residual risk, except for climate-related risks).

For impacts and opportunities, the threshold was set at a score of 8, a value reflecting an analysis carried out without taking into account the actions or initiatives the Group could undertake to mitigate the impacts.

Results of the double materiality analysis

The double materiality analysis identified 19 impacts, 12 risks and 3 opportunities, 16 of which were also identified in relation to the value chain (*upstream e downstream*). The ESRS areas covered by the IROs identified concern environmental, social and governance aspects, namely:

Topical Standard	Impacts	Risks	Opportunities
ESRS E1 – Climate change	1	4	1
ESRS S1 – Own workforce	6	1	1
ESRS S2 – WorkeArs in the value chain	0	1	0
ESRS S4 – Consumers and end-users	3	3	1
ESRS G1 – Business conduct	5	3	0
Not related	4	0	0
Total	19	12	3

The next section of this paragraph provides the complete list of material IROs, together with a detailed description covering the connection between those IROs and the effects of the impacts on people and the environment, and an indication of how the impacts originate from or are connected to the undertaking's strategy and business model, including the related time horizons. The same section also describes the short-term financial impact of the risks and opportunities; it should be noted that the analysis of the latter did not identify any material actual financial effects.

A number of IROs were also identified which, at present, cannot be assigned to the topical standards set out in the ESRS. They address various aspects: the well-being of local areas and of people in difficulty, technological innovation, customer satisfaction and service quality, the raising of awareness of responsible listening, and cybersecurity.

The Group's double materiality analysis highlighted the importance the company attaches to the social area, including the need to manage and report information on its own workforce, on workers in the value chain and on consumers and end-users (ESRS S1, S2 and S4).

From an environmental perspective, the impacts, risks and opportunities identified are closely linked to climate change (E1). This applies both from an inside-out perspective, i.e. contributing to greenhouse gas emissions, and from an outside-in perspective, through the management of a range of risks including disruption of business operations and of the supply chain caused by extreme weather events, higher operating costs to comply with climate legislation, and changing consumer preferences and stakeholder perceptions of the Group's approach to sustainability.

The results confirmed the areas on which the Group has focused its attention for years, in line with the nature and characteristics of its business model and consistent with the analyses carried out as part of strategic planning and with the enterprise risk management (ERM) model.

The "Listening Ahead" Sustainability Plan (for further information see the "Sustainability Strategy" paragraph in this chapter) was also defined in the light of the priorities and requests of the main stakeholders gathered by the Group over the years, thereby also addressing the areas of the material IROs identified and incorporating concrete actions to continuously improve its performance and long-term sustainability.

The remaining sustainability matters (E2, E3, E4, E5 and S3) were not assessed as material for the Group and, accordingly, all the disclosure requirements associated with them have been omitted. This is because none of the impacts, risks or opportunities identified as material through the double materiality process is relevant to the ESRS listed, either in terms of the materiality of the IROs themselves or of Texol-Orma's business activities.

The complete list of material impacts, risks and opportunities is set out below. It describes in detail the IROs identified, showing their origin and their link to the Group's activities (Own Operations) or to its value chain (Upstream, Downstream), as well as how the undertaking is involved, whether through its own activities or its business relationships (for further details see the sub-paragraph "The value chain" of this chapter).

The table also includes columns for the three time horizons, which are activated where the IRO is material, indicating whether this is in the short, medium or long term. An IRO may be material in more than one time horizon.



E1 – CLIMATE CHANGE

			POSITION ALONG THE VALUE CHAIN			TIME HORIZON		
SUSTAINABILITY MATTER	DESCRIPTION	IRO	UPSTREAM	OWN OPERATIONS	DOWNSTREAM	SHORT	MEDIUM	LONG
Climate change mitigation	Generation of GHG emissions in own operations and in the value chain as a result of the Group's activities, thereby contributing to climate change	Actual negative impact	●	●	●	●	●	●
Climate change adaptation	Potential risk of operational disruption caused by weather events that could harm the Group, compromising its ability to ensure business continuity. Qualitative short-term financial impact (1 year): Extreme weather events that could affect the plant building, potentially leading to a negligible decrease in expected revenue	Risk		●				●
Climate change adaptation	Potential risk of disruption to suppliers' production and distribution activities due to extreme weather events. Qualitative short-term financial impact (1 year): Extreme weather events that could affect suppliers' production sites or distribution centres, potentially leading to a negligible decrease in the Group's expected revenue	Risk	●	●				●
Climate change mitigation; Energy	Potential risk of higher operating costs due to the increased cost of materials and utilities required to comply with government requirements on climate change. Qualitative short-term financial impact (1 year): Potential developments in government climate requirements could lead to higher operating costs for WEEE equipment.	Risk (arising from the impact)	●					●
Climate change mitigation	Adopting market best practices in relation to climate legislation can strengthen the Group's reputation, helping to attract a larger number of investors and to build stronger partnerships with stakeholders (for example, financial institutions, suppliers) Qualitative short-term financial impact (1 year): The adoption of climate-related market practices, strengthening the Group's reputation among investors, could lead to a negligible increase in the benefits expected by the various stakeholders	Opportunity		●				●
Climate change mitigation	Potential risk related to developments in European Union climate change legislation. Qualitative short-term financial impact (1 year): Potential non-compliance with climate change legislation could lead to a negligible increase in costs to implement additional initiatives ensuring full compliance with the new standards	Risk (arising from the impact)	●					●

S1 – OWN WORKFORCE

			POSITION ALONG THE VALUE CHAIN			TIME HORIZON		
SUSTAINABILITY MATTER	DESCRIPTION	IRO	UPSTREAM	OWN OPERATIONS	DOWNSTREAM	SHORT	MEDIUM	LONG
Equal treatment and opportunities for all. Training and skills development	Enhancement of workers' skills (both production and back-office) through training and professional development programmes, coaching and mentoring and onboarding activities, with positive results in terms of employees' personal growth	Actual positive impact		●		●	●	●
Equal treatment and opportunities for all. Training and skills development	Opportunity Adverse consequences for the perceived attractiveness of the company owing to a decline in perceived engagement and inadequate talent attraction activities	Potential negative impact		●				●
Equal treatment and opportunities for all. Employment and inclusion of persons with disabilities; Measures against violence and harassment in the workplace; Diversity	Tangible commitment to creating an ethical working environment centred on inclusiveness, fairness and the protection of human rights, thereby promoting employee satisfaction, freedom of expression, representation and safety	Actual positive impact		●		●	●	●
Working conditions Working time; Adequate wages; Work-life balance	Potential loss of talent and low retention owing to slower career progression for employees (working and remuneration conditions)	Potential negative impact	●					●
Working conditions Working time; Work-life balance	Worker wellbeing and satisfaction, and trust in the company, arising from the implementation of specific welfare and wellbeing programmes (e.g. parenting support, services for caregivers)	Actual positive impact		●		●	●	●
Equal treatment and opportunities for all. Employment and inclusion of persons with disabilities; Measures against violence and harassment in the workplace; Diversity	Potential discrimination against certain categories of employees in the workplace, psychological violence and/or unequal treatment	Potential negative impact	●		●			

S1 – OWN WORKFORCE

SUSTAINABILITY MATTER	DESCRIPTION	IRO	POSITION ALONG THE VALUE CHAIN			TIME HORIZON		
			UPSTREAM	OWN OPERATIONS	DOWNSTREAM	SHORT	MEDIUM	LONG
Working conditions Working time; Adequate wages	Qualitative short-term financial impact (1 year): Potential developments in the external environment and increasing organisational complexity could lead to a negligible increase in the costs of attracting and retaining talent.	Risk arising from the impact		●				●
Equal treatment and opportunities for all. Employment and inclusion of persons with disabilities; Training and skills development; Diversity	Qualitative short-term financial impact (1 year): Initiatives to foster a strong, positive corporate culture and to maintain the company's position as an "employer of choice", confirming its reputation, together with the promotion of a diverse and inclusive environment	Opportunity		●			●	●



S4 – CONSUMERS AND END-USERS

			POSITION ALONG THE VALUE CHAIN			TIME HORIZON		
SUSTAINABILITY MATTER	DESCRIPTION	IRO	UPSTREAM	OWN OPERATIONS	DOWNSTREAM	SHORT	MEDIUM	LONG
Social inclusion of consumers and/or end-users Non-discrimination; Access to products and services	Difficulty for customers and persons with disabilities in accessing and using products and services owing to physical, social and digital barriers	Actual negative impact			●	●	●	●
Social inclusion of consumers and/or end-users Health and safety	Maintenance of quality, reliability and safety standards for the products/accessories and services offered to customers and end-users	Actual positive impact			●	●	●	●
Information-related impacts for consumers and/or end-users Privacy	Loss of customers' personal data and information due to breaches of data privacy systems and failure to comply with the Global Privacy Policy	Potential negative impact			●	●	●	●
Information-related impacts for consumers and/or end-users Privacy	Risk of possible non-compliance with international and national privacy legislation Qualitative short-term financial impact (1 year): Potential non-compliance with legislation could lead to sanctions and fines from the data protection authorities	Risk arising from the impact	●					●
Social inclusion of consumers and/or end-users Access to products and services	Potential risk that the development of innovative technologies/services may require changes to the Group's business model Qualitative short-term financial impact (1 year): The potential development of alternative and innovative technologies/services could lead to a slight increase in costs linked to additional investment.	Risk arising from the impact	●	●	●			●
Social inclusion of consumers and/or end-users Access to products and services	A change in regulations (for example, reimbursement conditions, insurance tenders). Qualitative short-term financial impact (1 year): Potential regulatory changes affecting the industry and closer government scrutiny could increase the costs of developing the company's processes and governance, as well as affecting the share of revenue	Risk	●		●	●	●	●
Social inclusion of consumers and/or end-users Access to products and services	The Group is committed to investing in activities that promote accessibility to digitalisation and innovation in the processes and services offered Qualitative short-term financial impact (1 year): Promoting awareness of and access to digitalisation could broaden the customer base and enhance brand reputation	Opportunity	●	●				●

G1 – BUSINESS CONDUCT

			POSITION ALONG THE VALUE CHAIN			TIME HORIZON		
SUSTAINABILITY MATTER	DESCRIPTION	IRO	UPSTREAM	OWN OPERATIONS	DOWNSTREAM	SHORT	MEDIUM	LONG
Corporate culture; Protection of whistleblowers	Greater customer loyalty and employee trust resulting from the consolidation and dissemination of an ethical corporate culture based on the principles of integrity, fairness, non-discrimination and respect for human rights	Actual positive impact		●		●	●	●
Corporate culture	Negative impacts on the economy, on markets and on stakeholder trust due to any anti-competitive conduct, monopolistic practices and instances of corruption	Potential negative impact		●				●
Active and passive corruption Prevention and detection, including training; incidents	Non-compliance with applicable laws, regulations and internal and external standards, with potential adverse economic and legal impacts on stakeholders	Potential negative impact		●	●	●	●	●
Management of supplier relationships, including payment practices	Strengthening of ESG criteria in the management of the supply chain and of supplier performance (direct and indirect), with resulting positive social and environmental impacts in the communities where they operate	Actual positive impact	●			●	●	
Corporate culture	Potential failure to meet minimum ethical conduct standards along the supply chain, as well as missed opportunities in responsible sourcing	Potential negative impact	●		●			●
Corporate culture	Potential risk of misleading communication in relation to financial disclosure, non-financial disclosure and/or other communication initiatives, which could affect corporate reputation, result in sanctions and/or slightly affect stakeholder trust	Risk arising from the impact		●				●
Corporate culture	Potential risk related to developments in climate change regulation (for example, European taxonomy, Green Deal, reporting) Qualitative short-term financial impact (1 year): Potential non-compliance with climate change regulation could result in a negligible increase in costs to implement additional initiatives ensuring full compliance with the new standards	Risk arising from the impact		●				●
Management of relationships with suppliers, including payment practices	Potential risk that business partners along the supply chain may not fully comply with ethical and social standards, including human rights, partly owing to unstructured third-party controls, with the risk of non-compliance events and reputational impacts for the Group.	Risk arising from the impact	●					●

ENTITY SPECIFIC

SUSTAINABILITY MATTER	DESCRIPTION	IRO	POSITION ALONG THE VALUE CHAIN			TIME HORIZON		
			UPSTREAM	OWN OPERATIONS	DOWNSTREAM	SHORT	MEDIUM	LONG
Corporate culture; Protection of whistleblowers	Greater customer loyalty and employee trust resulting from the consolidation and dissemination of an ethical corporate culture based on the principles of integrity, fairness, non-discrimination and respect for human rights	Actual positive impact		●		●	●	●
Corporate culture	Negative impacts on the economy, on markets and on stakeholder trust due to any anti-competitive conduct, monopolistic practices and instances of corruption	Actual negative impact		●				●
Active and passive corruption Prevention and detection, including training; incidents	Non-compliance with applicable laws, regulations and internal and external standards, with potential adverse economic and legal impacts on stakeholders	Potential negative impact		●	●	●	●	●
Management of supplier relationships, including payment practices	Strengthening of ESG criteria in the management of the supply chain and of supplier performance (direct and indirect), with resulting positive social and environmental impacts in the communities where they operate	Actual positive impact						

S2 – WORKERS IN THE VALUE CHAIN

SUSTAINABILITY MATTER	DESCRIPTION	IRO	POSITION ALONG THE VALUE CHAIN			TIME HORIZON		
			UPSTREAM	OWN OPERATIONS	DOWNSTREAM	SHORT	MEDIUM	LONG
Working conditions Health and safety Other work-related rights Child labour; Forced labour	Potential risk that business partners along the Group's supply chain may not fully comply with ethical and social standards, including human rights, partly owing to unstructured third-party controls Qualitative short-term financial impact (1 year): Any failure by the Group's suppliers to comply with ethical standards could expose it to potential sanctions and/or result in reputational loss, affecting stakeholder trust.	Risk (arising from the impact)	●					●

Processes to Identify and Assess Impacts, Risks and Opportunities

- [E1 IRO-1] DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS MATERIAL CLIMATE-RELATED IMPACTS, RISKS AND OPPORTUNITIES**
- [E2 IRO-1] DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS MATERIAL POLLUTION-RELATED IMPACTS, RISKS AND OPPORTUNITIES**
- [E3 IRO-1] DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS MATERIAL IMPACTS, RISKS AND OPPORTUNITIES RELATED TO WATER AND MARINE RESOURCES**
- [E4 IRO-1] DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS MATERIAL BIODIVERSITY AND ECOSYSTEM-RELATED IMPACTS, RISKS, DEPENDENCIES AND OPPORTUNITIES**
- [E5 IRO-1] DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS MATERIAL IMPACTS, RISKS AND OPPORTUNITIES RELATED TO RESOURCE USE AND THE CIRCULAR ECONOMY**

The analyses of physical and transition risks carried out as part of the Climate Change Risk Assessment, and their interaction with the strategy and the business model, were integrated during 2024 and reviewed in 2025 within the double materiality process, in which the Group also examined its own possible climate-related impacts.

When identifying environmental impacts, the Group took into account its own operations, the possible effects along the value chain and the related strategic directions, in order to identify current and potential sources of GHG emissions, as well as further factors that may contribute to any additional climate impacts and different reference time horizons.



Processes to Identify and Assess Impacts, Risks and Opportunities

These activities led to the identification of specific risks, impacts and opportunities in relation to climate change, in particular:

E1 – CLIMATE CHANGE

SUSTAINABILITY MATTER	DESCRIPTION	IRO	PHYSICAL / TRANSITION	POSITION ALONG THE VALUE CHAIN			TIME HORIZON		
				UPSTREAM	OWN OPERATIONS	DOWNSTREAM	SHORT	MEDIUM	LONG
Climate change mitigation	Generation of GHG emissions in own operations and in the value chain as a result of the Group's activities, thereby contributing to climate change	Actual negative impact	NA	●	●	●		●	
Climate change adaptation	Potential risk of operational disruption caused by weather events that could damage the Group's key sites, compromising its ability to ensure the regular distribution of its products	Risk	Physical		●				●
Climate change adaptation	Potential risk of disruption to suppliers' production and distribution activities due to extreme weather events, which could damage direct suppliers' production plants or distribution centres, thereby reducing the availability of electronic equipment	Risk	Physical	●	●				●
Climate change mitigation	Potential risk of changes in consumer preferences, driven by greater awareness of climate matters, and in stakeholders' perception (for example, investors) of the Group's approach to climate issues	Risk (arising from the impact)	Transition		●				●
Climate change mitigation; Energy	Potential risk of higher operating costs due to the increased cost of materials and utilities required to comply with government requirements on climate change (for example, promotion of more energy-efficient solutions, use of renewable energy sources, emissions reduction)	Risk (arising from the impact)	Transition	●					●
Climate change mitigation	Adopting market best practices in relation to climate legislation can strengthen the Group's reputation, helping to attract a larger number of investors and to build stronger partnerships with stakeholders (for example, financial institutions, suppliers)	Opportunity	NA		●				●
Climate change mitigation	Potential risk related to developments in climate change legislation (for example, European taxonomy, Green Deal, reporting) with which compliance is required	Risk (arising from the impact)	Transition		●				●

In line with the approach to determining impacts, risks and opportunities described above, the Group considered the various environmental areas covered by the relevant reporting Standards. No IROs were identified in relation to Standards E2, E3, E4 and E5; in particular:

Given the nature of Texol-Orma's business model, which has no direct production activities, the monitoring of environmental impacts linked to pollution is not material. The Group's activities, including the management of the company fleet, are not considered significant from a pollution standpoint, either in terms of the type of vehicles used or of the overall size of the fleet. Its activities do not involve the intensive use of substances or materials capable of generating harmful or contaminating waste. No consultations were held with affected communities to identify and assess impacts, risks and opportunities relating to pollution.

Likewise, no significant impacts or material risks were identified in connection with the consumption, withdrawal or discharge of water resources, nor any opportunities requiring further investigation. This assessment rests on the very nature of the Group's business model, which does not entail intensive water use, and on the characteristics of its suppliers' production activities, which are likewise not associated with significant water consumption. While no critical issues emerged, the Group remains committed to monitoring these aspects on an ongoing basis, working actively with suppliers and other

stakeholders to ensure the responsible and sustainable management of natural resources.

With regard to biodiversity and ecosystems, including the protection of natural habitats, the preservation of key natural resources and the prevention of habitat loss, no specific analyses of transition risks, physical risks or possible dependencies have been carried out to date.

Periodic consultations with market players have not revealed any significant impacts, risks or opportunities requiring further investigation, also in view of the nature of the Group's business model and the configuration of its value chain.



2.

Environmental Information



ESRS E1: Climate Change

Texol
TECHNOLOGIES & SOLUTIONS

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2.2.1. Environmental responsibility

Attention to environmental impacts is a matter of ever-growing relevance for the Group, both with regard to its own operations and in terms of the opportunity to offer customers environmentally sustainable solutions. This approach is aligned with the growing expectations of customers in terms of reduced energy consumption and the

scope for using renewable energy sources. Today, Gruppo Srl intends to reconfigure its business model around a Triple Bottom Line system, i.e. an organisation which, in order to generate results and secure a competitive advantage over the medium term, gives due consideration to the so-called 3Ps: Planet, People and Prosperity.

Once anchored to the core of the business, the 3Ps will be able to drive the organisation's success.

2.2.2. Energy consumption and efficiency

Periodic monitoring and reporting of energy consumption is essential in order to identify potential areas for action in the field of energy efficiency. The Group attaches particular importance to environmental sustainability, as shown by the photovoltaic systems installed on the Texol building at its Headquarters.

Installed capacity: 1,285 kWp

The effect of these systems in 2025 was significant, as it avoided the release into the atmosphere of 165 tonnes of CO₂, of which:

- **163 from self-consumed energy;**
- **2 from energy fed into the grid.**



Emissions calculation

The GHG (Greenhouse Gases) Protocol Corporate Standard classifies emissions into Direct Emissions under Scope 1, Indirect Emissions under Scope 2 and Indirect Emissions under Scope 3.

Scope 1 – direct emissions

Scope 1 emissions comprise the direct emissions of sources owned or controlled by the company. This includes on-site energy, such as natural gas and fuel, refrigerants and emissions from combustion in owned or controlled boilers and furnaces, as well as emissions from fleet vehicles (for example cars, vans, lorries, hospital helicopters). Scope 1 emissions include process emissions released during industrial processes and on-site production (for example, factory fumes, chemicals).

Scope 2 – indirect emissions

According to the GHG Protocol, Scope 2

emissions are one of the largest sources of global greenhouse gas emissions, accounting for at least one third of them. For this reason, assessing and measuring Scope 2 emissions represents a significant opportunity for emission reduction. But what do these emissions include?

Scope 2 emissions comprise the indirect greenhouse gas emissions arising from purchased or acquired energy, such as electricity, steam, heat or cooling, generated off-site and consumed by the company. For example, electricity purchased from the utility company is generated off-site and is therefore considered an indirect emission.

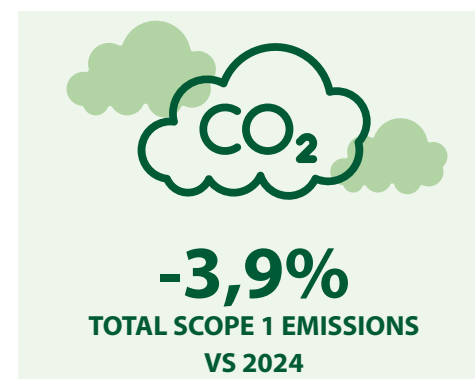
Scope 3 – indirect value chain emissions

Scope 3 comprises all the indirect emissions occurring in the value chain of a reporting company. To draw a clear distinction between the Scope 2 and Scope 3 categories, the US Environmental Protection Agency (EPA)

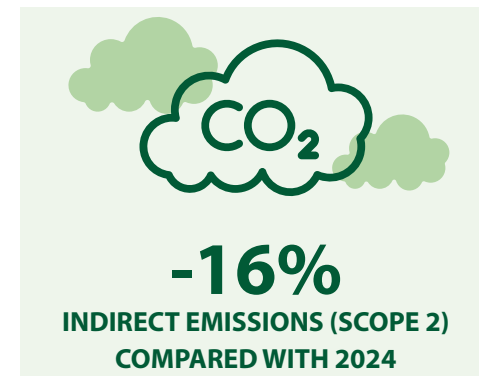
describes Scope 3 emissions as “the result of activities from assets not owned or controlled by the reporting organisation, but that the organisation indirectly impacts in its value chain”. Although these emissions lie outside the control of the reporting company, they may account for the largest part of its greenhouse gas emissions inventory.

As part of our fourth sustainability report, we have calculated only the direct Scope 1-2 emissions, deferring to the next report the calculation of Scope 3 as well, which will require significant involvement on the part of the company's suppliers.

305-1 Direct emissions – Scope 1	UoM	2025	2024	% change 2025/2024
ITALY				
Total Scope 1 emissions	t CO2eq			
Natural gas	t CO2eq	1.648	1.698	-3 %
Diesel for energy production	t CO2eq	0	0	0 %
Diesel for transport	t CO2eq	39,8	59,2	-32%
Petrol	t CO2eq	0	0	0%
Total Scope 1	t CO2eq	1.687,8	1.757,2	-3,9%

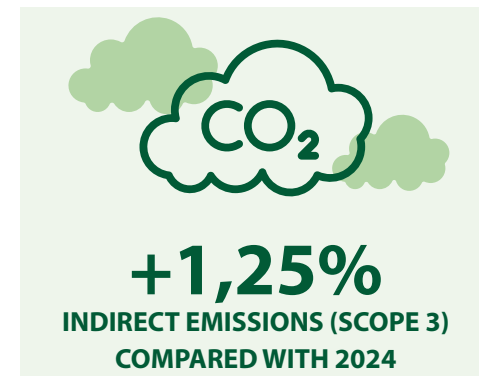


305-2 Indirect emissions – Scope 2	UoM	2025	2024	% change 2025/2024
ITALY				
Electricity purchased from the grid	t CO2eq	4.024	4.795	-16%
Heating systems	t CO2eq	0	0	0%
Cooling Systems	t CO2eq	0	0	0%
Steam Used	t CO2eq	0	0	0%
Total Scope 2	t CO2eq	4.024	4.795	-16%
Total Scope 1+2	t CO2eq	5.712	6.553	-13%



The “Location-Based” approach, the most widely used method for calculating Scope-2 indirect emissions, applies average energy generation emission factors for well-defined geographical boundaries, including local, subnational or national boundaries.

305-2 Indirect emissions – Scope 3	UoM	2025	2024	% change 2025/2024
ITALY				
Employee Commuting	t CO2eq	242,3	239,3	+1,25%
Business travel	t CO2eq	-	-	-
Total Scope 3	t CO2eq	242,3	239,3	+1,25%



As regards the calculation of Scope 3, Texol is committed to improving data quality, with the aim of achieving a full calculation of Scope 3.

ESRS E2: Pollution



We are committed to closely monitoring waste generation in order to reduce its environmental impact, focusing our efforts on the recovery and recycling of waste within the production cycle.

In this regard, our commitment to reducing the waste generated at the Texol-Orma plants continues, by enhancing the recovery of waste within the production cycle.

In recent years, significant efforts have been made to raise awareness among the people working in our plants of the correct separate collection of waste. Engagement initiatives on waste have been introduced in order to build ever greater environmental awareness. Finally, we have adopted a number of company procedures and instructions on proper management, addressed to all company areas and functions.

The importance of this matter is shown by the position of environmental sustainability among the highest priorities for our stakeholders and by the growing number of initiatives and projects focused on reducing the impacts of processes and products.

4.4.1 Breakdown of hazardous and non-hazardous waste

	UoM	2025	2024	% change 2025/2024
ITALY				
Total non-hazardous waste	t	2.298	2.169	+6%
Total hazardous waste	t	0	0	-

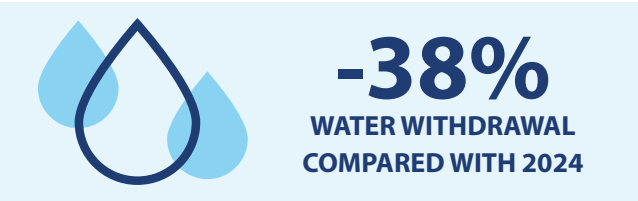


ESRS E3: Water & Marine Resources

3.1. Water resource management

Water is one of the most precious resources in nature and its consumption must always receive particular attention, both in production processes and by encouraging environmentally responsible behaviour geared to conscious use.

TEXOL-ORMA recognise the value of natural resources and monitor their activities with a view to reducing water consumption. In 2025 TEXOL-ORMA consumed a total of 39,641 m³ of water (64,926 m³ in 2024).



ESRS E5: Resource Use and Circular Economy

Our Sustainable Production Targets

Texol-Orma continuously monitors the assessment of internal risks and opportunities in relation to business management.

Through this assessment process, the entire Group is driven by continuous improvement processes covering every stage of its production and organisational activities.

This approach makes it possible to measure and set clear, measurable improvement targets. TEXOL-ORMA are thus able to identify areas for improvement and to implement concrete actions to achieve the targets set, actively involving all staff and promoting a culture of continuous, sustainable improvement.



ESRS E5: Resource Use and Circular Economy

Thanks to these efforts, we recognise the importance of responding promptly to changes in our reference market, continuously proposing improvements and optimisations to our existing products in terms of quality, cost and sustainability.

This commitment translates into strong momentum in R&D, which consistently targets 4% of revenue (not achieved in 2025) and enables us to remain at the forefront of innovation and excellence.



Product life cycle through LCA analysis

In 2024 we established a rigorous approach to developing a careful analysis of the environmental performance of our products from a life cycle perspective, with the aim of clearly identifying improvement measures to reduce the environmental impacts of those

products, based on the LCA (Life Cycle Assessment) methodology.

In 2025 we continued this rigorous path, aiming to cover 80% of our product references by the next financial year.

ESRS E5: Resource Use and Circular Economy

Our Product and Process Certifications!

Product certifications are documents or marks attesting that a given product meets specific quality, safety and sustainability standards or complies with specific regulations.

At Texol-Orma we regard these certifications as evidence of our tangible commitment.

PEFC Certification



Certification system promoting the “sustainable” management of forests and the traceability of derived products.

FSC Certification



Certification system aimed at sound forest management and the traceability of derived products.

OEKO TEX Certification



International testing and certification system for the presence of harmful substances in textile products and semi-finished goods.

“OK Compost Industrial” Certification



The “OK compost INDUSTRIAL” mark guarantees that products are biodegradable in an industrial composting plant.

Vegan Certification

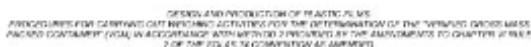


Certification of an item made without the use of substances of animal origin at any stage of the production process.

Our Product and Process Certifications!



Prima data di emissione First issue	14.01.2021	Data di scadenza di emissione Maturity date	29.12.2023
Data scadenza Maturity date	12.01.2021	Data revisione Revision date	18.12.2023



La validità della presente certificazione è subordinata a una regolare partecipazione politica, economica e ambientale nel processo di sviluppo del territorio di appartenenza con particolare interesse alla tutela dell'ambiente.

Prima edizione First issue	20.09.2007	Data edizione d. rinnovo Renewal effective date	01.06.2012
Data scadenza Expiry date	01.06.2012	Data revisione Revision date	01.09.2012



The validity of this position is dependent on an overall assessment of whether a company owner, using this piece of the management system in the online presence, exercises a legitimate right to protect their assets. This right to protect is part of a broader right to freedom of business and freedom of association. The use of a website in this manner may constitute interference with this freedom due to the limitation of expression, which is a valid restriction.

Pyruvate kinase core Final issue	30.10.2023		
Glucose 6-phosphate Supply Date	29.10.2023	Glucose measurement Measurement date	30.10.2023



ESRS E5: Resource Use and Circular Economy

Our Product and Process Certifications!





3.

Social Information

ESRS S1: Own Workforce

Another cornerstone of sustainability, and a pivotal element of our entire organisation, is people. Prosperous companies cannot be imagined without recognising that they are made up primarily of women and men who contribute daily to their growth; for this reason particular attention is paid to the well-being of employees and staff.

Just as significant progress has been made in occupational safety, work environments and workstations have been made as comfortable as possible so that operators can carry out their duties with peace of mind.

Texol-Orma are committed to protecting and promoting diversity and equal opportunities: under no circumstances should differences

of sex, age, origin, culture, sexual orientation, nationality, religion, opinion and beliefs, disability, family situation, education or trade union membership influence the Company's decisions on recruitment, training, career management and development. To date the Group has never received any reports of discrimination and/or harassment from employees, suppliers or business partners.

NO. OF EMPLOYEES	EMPLOYEES BY CONTRACT TYPE AND GENDER					
	AS AT 31 DECEMBER 2024			AS AT 31 DECEMBER 2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Fixed-term	15	0	15	10	0	10
Permanent	114	18	132	117	19	136
Total	129	18	147	127	19	146

As at 31 December 2025, 93% of TEXOL-ORMA employees were on a permanent contract, fully in line with 2024. In line with the previous year, 87% of employees are men and 13% women.

In 2025, 100% of the female workforce was employed on a permanent contract, broadly in line here too with 2024.

The percentage of men who have signed this type of contract is 92%.

ESRS S1: Own Workforce

NO. OF EMPLOYEES	TOTAL NUMBER OF EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE BAND							
	AS AT 31 DECEMBER 2024				AS AT 31 DECEMBER 2025			
	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL
Senior managers	0	0	6	6	0	0	4	4
Middle managers	0	3	1	4	0	3	3	6
Office staff	0	20	14	34	0	16	14	30
Production workers	9	71	23	103	5	76	25	106
Total	9	94	44	147	5	95	46	146

NO. OF EMPLOYEES	TOTAL NO. OF EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER					
	AS AT 31 DECEMBER 2024			AS AT 31 DECEMBER 2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Senior managers	6	0	6	4	0	4
Middle managers	2	2	4	4	2	6
Office staff	15	18	33	13	17	30
Production workers	104	0	104	106	0	106
Total	127	20	147	127	19	146

ESRS S1: Own Workforce

DIVERSITY & INCLUSION

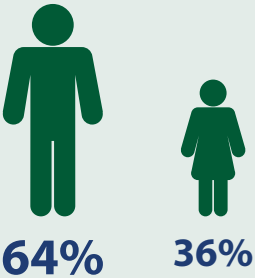
In furtherance of its Mission, Vision and Values, and in support of SDG 5 (Gender equality) and 10 (Reduced inequalities), Texol intends to apply this Diversity and Inclusion policy, with particular reference to Gender Equality, in accordance with UNI/PdR 125:2022.

Diversity and inclusion in the workplace are essential to creating a positive, productive environment in which all employees feel valued, respected and empowered to contribute their talent. This is why Texol-Orma decided to embark on the path that led us to obtain the Gender Equality Certification (UNI/PdR 125:2022) as we have always believed that systems, policies and initiatives inspired by the principles of this certification could set the seal on our commitment to these matters.

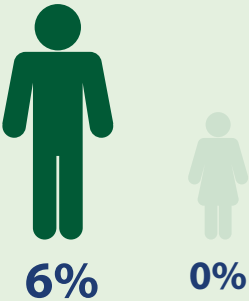
During 2025 the company underwent the first renewal of the above certification.



Gender diversity in the company



Internal employees with disabilities



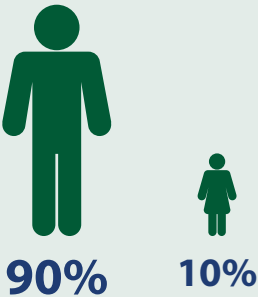
Gender Pay Gap



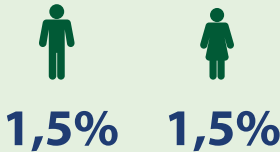
2%



Gender diversity in the company



Internal employees with disabilities



Gender Pay Gap



NA

ESRS S1: Own Workforce

PREVENTION & SAFETY

Prevention and safety at Texol-Orma are of fundamental importance in ensuring the well-being of employees and minimising workplace risks.

Prevention and safety within the company require ongoing commitment at all levels of the organisation.

Constantly monitoring safety conditions and identifying areas of weakness is essential to ensure that the measures implemented remain effective over the long term.

For us at Texol-Orma this translates into actions such as revising procedures and updating training; an extract from our «integrated policy» is set out below.

DAYS LOST TO INJURIES & SICKNESS-2025		
	DAYS FOR INJURIES	DAYS FOR SICKNESS
	25	651
	20	343
Total	45	994



POLITICA INTEGRATA QUALITA' / AMBIENTE / SALUTE E SICUREZZA

MISSION *Produciamo film, non-woven e laminati con soluzioni rispettose dell'ambiente e coerenti con l'economia circolare mediante proprie tecnologie, investendo costantemente sulle persone e sulla ricerca e sviluppo.*

CONTESTO Il settore di attività in cui opera Texol, richiede, data la sua peculiarità, oltre agli alti requisiti di Qualità di prodotto ed una costante evoluzione tecnologica, anche elevati standard d'igiene, che non possono prescindere dalla partecipazione di tutto il personale dell'azienda al soddisfacimento degli stessi.

PARTI INTERESSATE Texol basa la propria Politica su 5 fondamentali Pilastri: **Qualità, Igiene, Etica, Ambiente e Salute & Sicurezza**
Tali Pilastri basano le proprie fondamenta sulla completa e continua soddisfazione del Cliente, il rispetto dei requisiti e delle aspettative delle Parti Interessate, e sul rispetto di tutte le prescrizioni legali applicabili, con un approccio basato sulla Valutazione del Rischio

OBIETTIVI Pertanto Texol condivide, con tutto il personale dell'Azienda, i seguenti prioritari obiettivi:

- **QUALITA'**: fornire prodotti sempre rispondenti alle richieste dei Clienti e alla salvaguardia dei consumatori, anticipando l'evoluzione dei mercati con una continua attività di Ricerca e Sviluppo
- **IGIENE**: produrre adottando elevati standard di igiene, al fine di garantire, ai propri Clienti e ai consumatori finali, prodotti Sicuri
- **ETICA**: gestire le proprie risorse umane nel pieno rispetto della personalità e professionalità di ciascuna di esse, in un quadro di lealtà e fiducia reciproche
- **AMBIENTE**: attivare azioni per ridurre il proprio impatto sull'ambiente in materia di Acque, Aria e Rifiuti oltre che nella riduzione e ottimizzazione dei propri consumi
- **SALUTE & SICUREZZA**: perseguire l'obiettivo "0" per infortuni e malattie professionali

IMPEGNO Tali obiettivi devono essere raggiunti attraverso:

- Promuovendo la **diffusione di una cultura della Sostenibilità** volta ad accompagnare l'azienda, e tutti gli stakeholders coinvolti, nel percorso di transizione di un nuovo modello di business fondato su criteri di maggior responsabilità in termini sociali, ambientali ed economici.
- La **Formazione**, sensibilizzazione, consultazione e coinvolgimento continui di **tutto il personale**;
- La **diffusione dell'informazione** a tutti i livelli, compresa quella rivolta ai visitatori esterni, abituali ed occasionali;
- L'applicazione di Sistemi di gestione **QHSE** e di codici di condotta volontari, conformi rispettivamente alla normativa UNI EN ISO 9001, UNI EN ISO 14001 e UNI ISO 45001 e loro adeguamento in funzione dell'evoluzione del mercato, del quadro legislativo e dei processi interni, in ottica di Valutazione del Rischio;
- La definizione e applicazione di una **politica di collaborazione** con i fornitori e di **comunicazione** con i clienti ed in generale con il coinvolgimento e la partecipazione di tutte le **Parti Interessate**;
- La definizione degli **indicatori di prestazione** correlati alle attività e relativi obiettivi e traguardi;
- L'attuazione di un **piano di manutenzione** in riferimento alle attrezzature, agli impianti ed agli ambienti nel loro complesso;
- La diffusione della **mentalità del miglioramento continuo** e della **prevenzione del rischio**, anche per gli aspetti relativi alla sicurezza e salute dei lavoratori e all'Ambiente.
- Il **continuo miglioramento** dei processi aziendali, attraverso azioni correttive e preventive, al fine di evitare il ripetersi e il presentarsi di Non conformità
- La definizione di modalità operative che tengano conto degli aspetti ambientali per ridurre i costi di gestione, prevenire i danni e minimizzare i rischi;
- La sensibilizzazione del personale a queste tematiche nonché il miglioramento dell'immagine esterna delle Aziende nei rapporti con i terzi.
- La costruzione di un rapporto di **Fiducia**, favorendo una **comunicazione trasparente verso il Cliente e tutte le Parti Interessate**.

Il raggiungimento di un efficace politica per Qualità, Ambiente e Sicurezza presuppone il completo, incondizionato e continuo impegno da parte di tutti!

19 febbraio 2024

La Direzione

3.1 Supplier selection criteria and management of supplier relationships

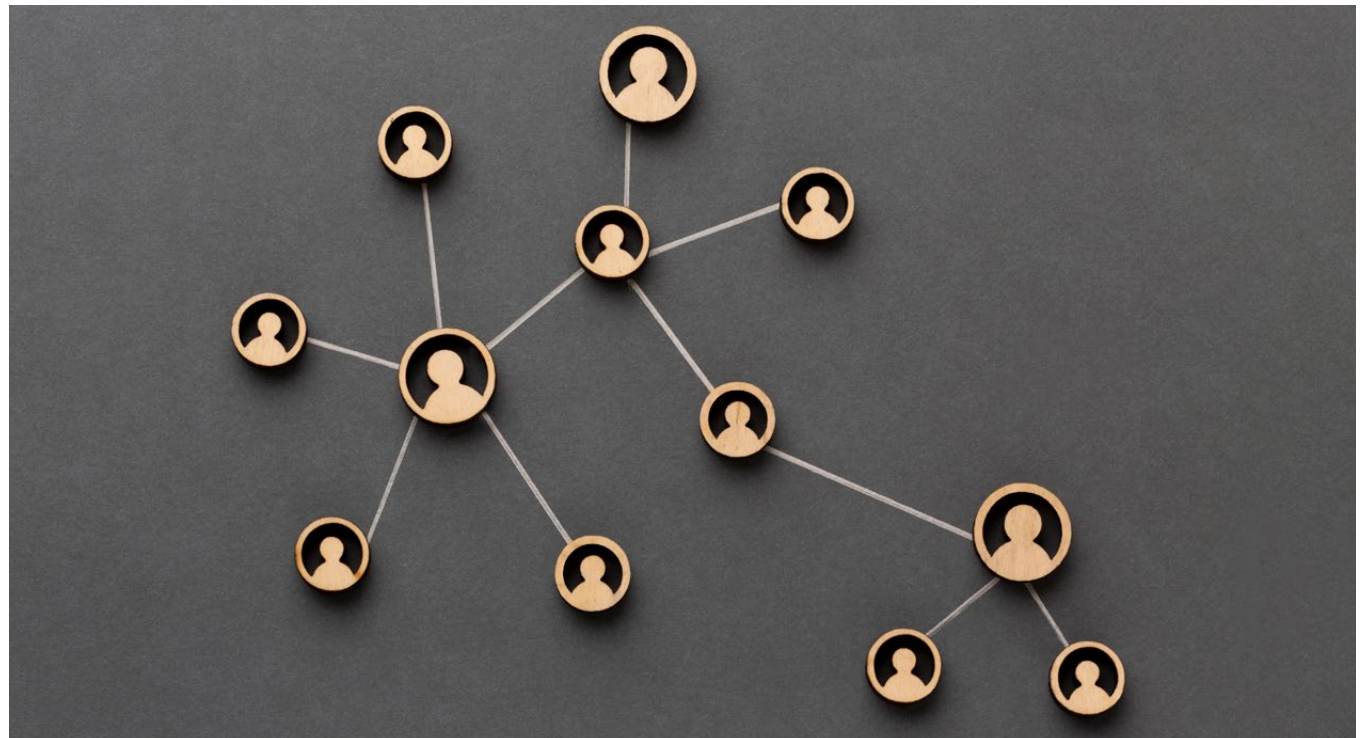
Although considered at the preliminary stages, the double materiality assessment carried out identified no material negative impacts on workers in the value chain, whether widespread or systemic in the contexts where the Group operates, sources or maintains business relationships, or linked to specific individual events. Likewise, no material positive impacts arising from the Company's activities were identified. The analysis of risks and opportunities did, however, highlight a potential risk relating to business partners along the Company's supply chain. Specifically, the consequences for the Group of some partners not fully complying with ethical and social standards, including human rights.

In order to mitigate the above, the Group believes that sustainable development also depends on the continuous and effective engagement of its supply chain. Ensuring that the operations of its counterparties are aligned with the values and policies developed is considered essential to offering quality products and services that meet customer expectations. Particular attention is paid to identifying suppliers in the local area, above all for services requiring specific know-how, which is provided by nearby operators with which the Company can interact on an

ongoing basis. The Procurement Department is responsible for selecting suppliers in line with planned requirements and company standards.

In addition, the Group has incorporated into its procedures and operating instructions a Supplier Quality Plan, governing the operating methods and guidelines for the performance of activities by suppliers, with which every supplier is required to comply.

The objectives of the Supplier Quality Plan are the careful selection of counterparties delivering the best performance in terms of delivery times, costs and quality, the involvement of the supplier in the Company Quality Management System and verification that the supplier is consistent with the principles set out by the Company itself.

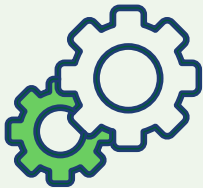


3.2 Supply chain composition and local supply chains

The Group's supply chain comprises three types of supplier:



Transport:
for the supply of raw materials used in our production processes



Raw Materials:
supply of materials



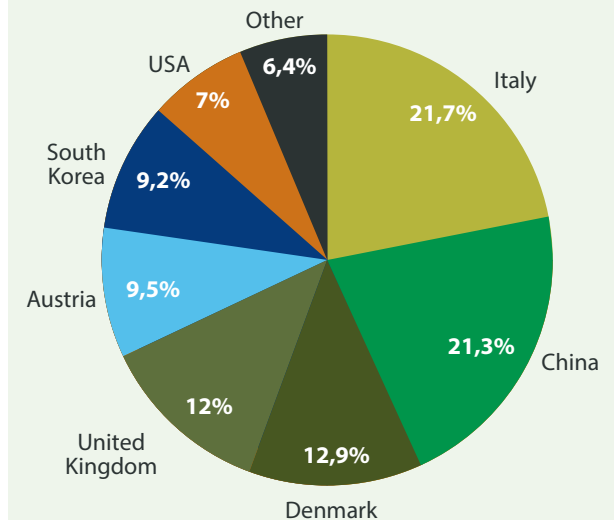
Packaging and services:
supply of materials to package the machines for shipment to customers and logistics services for transport.

Given the growth in size and operations, reliance on the supply chain has become increasingly significant over the past year.

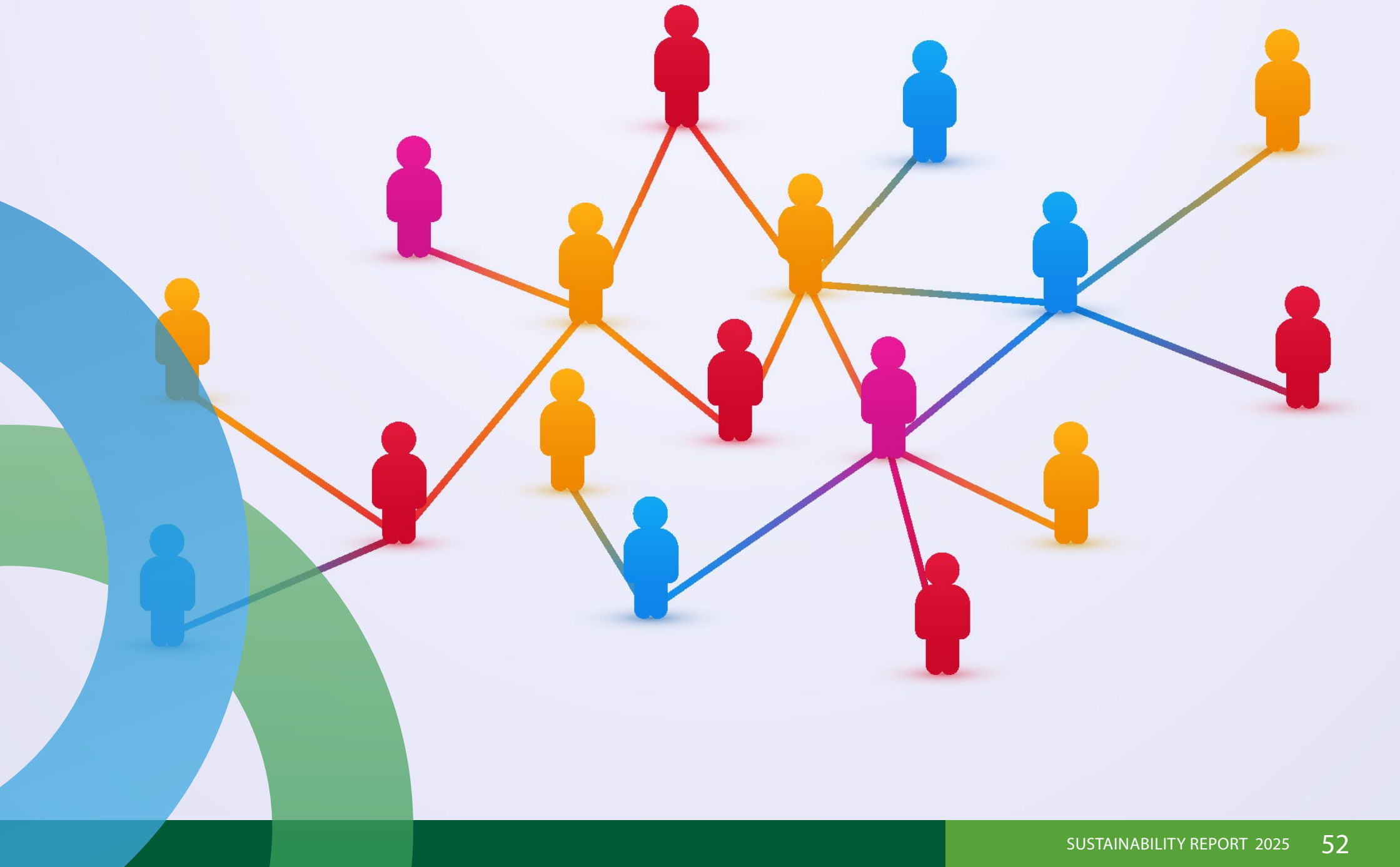
Our suppliers are distributed geographically as follows:

Italy 21.7%
China 21.3%
Denmark 12.9%
United Kingdom 12.0%
Austria 9.5%
South Korea 9.2% **USA 7.0%**
Japan 1.8%
Turkey 1.7%
Spain 1.3%
Germany 1.2%
Luxembourg 0.3%
Belgium 0.1%

Geographical distribution of the Group's suppliers in 2024



ESRS S3: Affected Communities



3.3 Our Social Commitment

Community initiatives 2025

- «FESTA IN ROSA»

On 1 June 2025 we were proud to take part in the third edition of the **Festa in Rosa**, promoted by the Municipality of Rosciano and supported by local cultural associations. An event centred on **breast cancer prevention**, with a concrete goal: to raise funds to purchase a state-of-the-art microscope for the Pathological Anatomy department of the “G. Bernabeo” Hospital in Ortona, a Eusoma-certified Specialist Breast Centre.



- **ADVANCED COMMUNICATION TRAINING**

At Texol, excellence starts with **high-impact clarity**. We are refining our approach to ensure that every interaction – internal and external – is targeted, influential and contributes directly to results.

The highly experiential training programme focuses on three pillars that are key to professional success::

Strategic Assertiveness: Expressing positions, ideas and feedback with the balance and credibility that build trust.

Enhanced Active Listening: Improving mutual understanding to build stronger relationships with customers and stakeholders.

Proactive Conflict Management: Turning moments of tension into concrete opportunities for collaboration and winning solutions.



3.3 Our Social Commitment

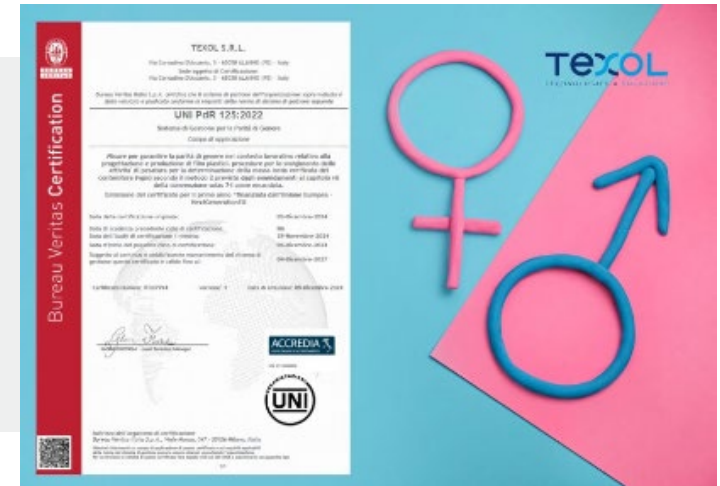
Community initiatives 2025

- **RENEWAL OF GENDER EQUALITY CERTIFICATION**

TEXOL is proud to announce the renewal of its **Gender Equality Certification** (UNI/ PdR 125:2022).

Obtaining this recognition for the first time was a starting point; confirming it today is proof that equity, inclusion and the development of talent are structural pillars of our corporate culture.

This is not only about numbers or processes, but about ensuring that **everyone at Texol has the same opportunities for growth**, the same recognition and the freedom to express their potential.



- **LINKEDIN CAMPAIGN AGAINST VIOLENCE AGAINST WOMEN (25 NOVEMBER).**

25 November marks the **International Day for the Elimination of Violence against Women**. Every act of respect and inclusion counts, every day, everywhere.



3.3 Our Social Commitment

Community initiatives 2025

- **Texol Srl honoured for the second time at the Premio Industrie Felix!**
We are very proud to announce that Texol has received, for the second time, the Sigillo di QualitàBlu IndustriaFelix, an award given to the most competitive and reliable companies in Italy.

An achievement that confirms our commitment to innovation, sustainability and talent development.

Thanks to Enzo Carlettini (Information Systems Manager) for collecting the award at the official Industria Felix ceremony held in Rome on 29 April 2025, and to Sara Colalongo (HR Talent Acquisition & Talent Management), Daniela Pietrunti (QHSE Manager) and Simone Malandra (Production Manager) for representing Texol with enthusiasm at the ceremony.

This recognition motivates us to look ahead with determination, together with our entire team and our partners.



3.3 Our Social Commitment

Community initiatives 2025

- **Texol: AGBE Christmas Donation**

The donation is intended to:
provide reception and accommodation;
Provide “home-hospital-home” transport;
support in the ward and Day Hospital;
physical and psychological assistance.

Beneficiaries: AGBE children and families.



- **ORMA: Fondazione F. Divella Christmas Donation**

Scientific research into female cancers;
local prevention and awareness-raising.



4.

Information on our Governance Structure



ESRS G1: Business Conduct



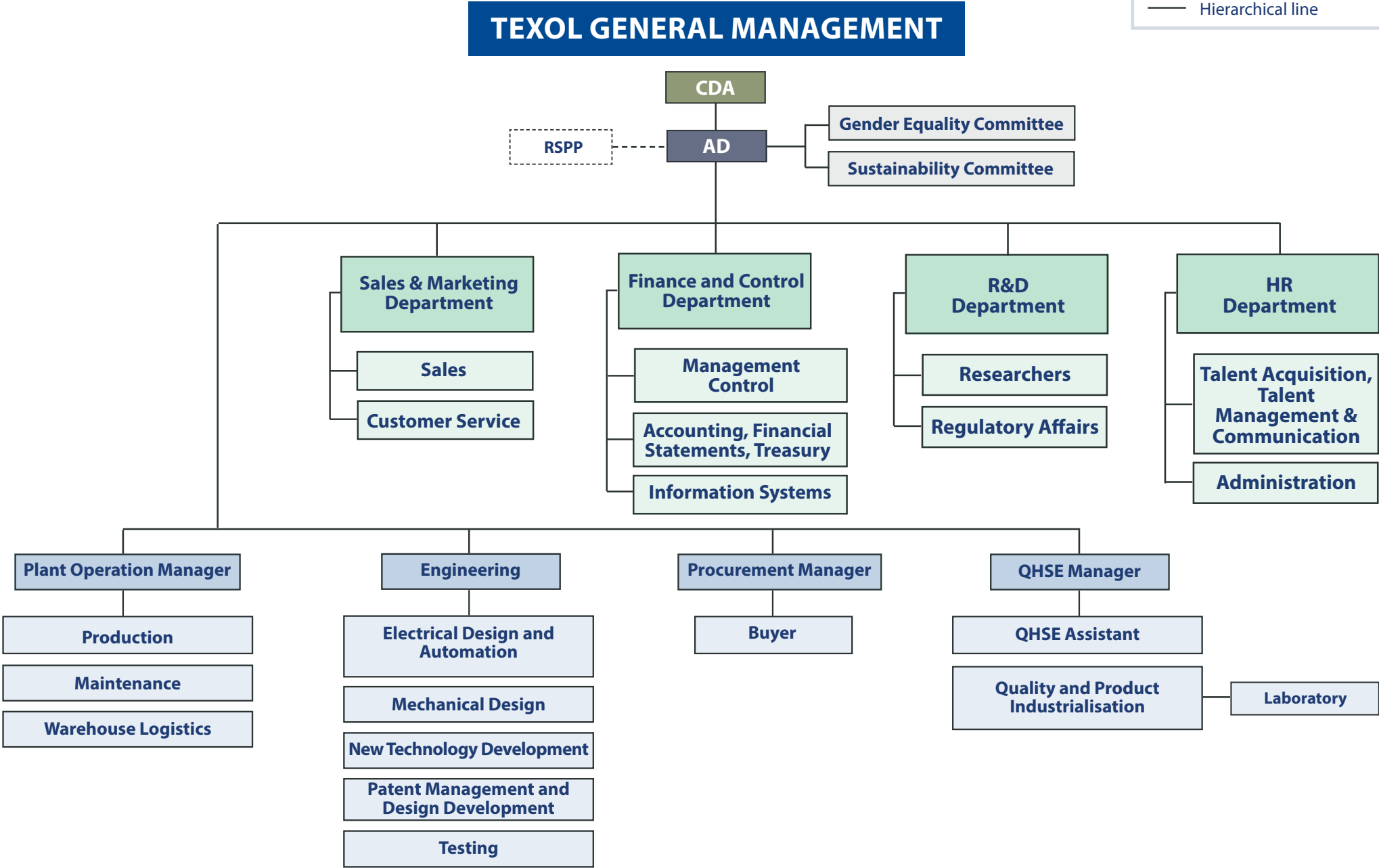
4.1 The TEXOL Structure

LEGEND

 Cross-functional line

—

 Hierarchical line



4.2 The ORMA Structure

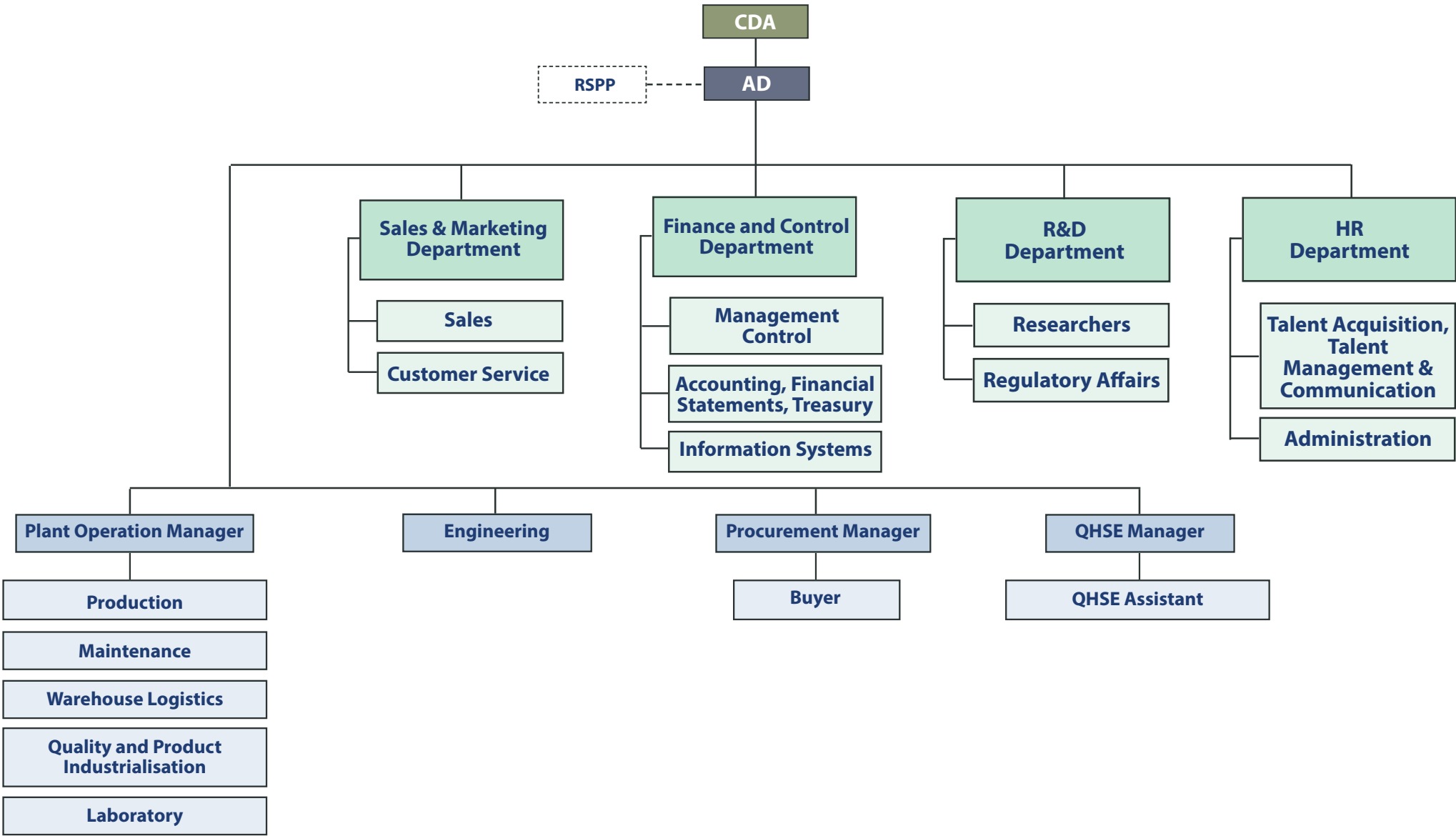
LEGEND

 Cross-functional line

—

 Hierarchical line

ORMA GENERAL MANAGEMENT



4.3 Policy & Ethics

Policy

The Group is committed to operating according to the principles of sustainable development, in order to offer its stakeholders high value-added products and services which, in compliance with applicable law, contribute to economic progress, to improved social well-being and to the protection of the environment in which it operates.

The Policy is a formal statement in which the Group sets out its strategic business direction and the principles on which the Organisation is to develop the Company Management System, in order to pursue an ethical and sustainable business that respects the interested parties involved in its production processes. It is structured around the following main topics:

- **Quality Policy**
- **Environmental Policy**
- **Occupational Health and Safety Policy**
- **Sustainability Policy**
- **Sustainable Procurement Policy**
- **Human Resources Management Policy**
- **Energy Policy**
- **Social Responsibility Policy**
- **Anti-Corruption Policy**

Board

- undertakes to review the Policy periodically, at least annually, to ensure that it remains consistent with the strategic and behavioural direction set, giving it adequate visibility across the entire Organisation and to interested parties;
- considers it its responsibility to require all personnel, at every level and grade, within their respective remits and responsibilities, working in Italy and elsewhere, to fully observe this Policy, the Code of Ethics and the provisions of the company Management System.

In conducting its industrial activities, the Group acts in full respect of human rights, in accordance with the principles of:

- **the UN Universal Declaration of Human Rights;**
- **the United Nations Global Compact;**
- **the Charter of Fundamental Rights of the European Union**

The Company complies with the personal data confidentiality requirements of Legislative Decree 196 of 2003, as amended by EU Regulation No. 2016/679, governing the “Personal Data Protection Code”, and with subsequent amendments and additions and with those of the related implementing regulations.

With particular regard to the processing of workers’ personal data, the Group applies specific safeguards to inform each employee of the nature of the personal data processed by the company, the processing methods, the scope of disclosure and, in general, all data relating to them.

To this end, the Group has adopted a GDPR Organisational Model and appointed a DPO.

4.3 Policy & Ethics

The Group is aware that the good reputation deriving from the systematic application of ethical principles encourages third-party investment, attracts the best human resources, fosters relations with commercial, business and financial counterparties, and strengthens its reliability towards creditors and the stability of relations with employees and suppliers; conversely, unethical conduct undermines the relationship of trust and may encourage hostile attitudes towards the undertaking.

In carrying out its activities the Group has identified a number of core values that guide the conduct of all persons acting on its behalf, in order to ensure propriety in the conduct of business and company activities, safeguarding the undertaking's assets and image and the expectations of all its relevant stakeholders.

Honesty, fairness, integrity, confidentiality, respect for the environment and the protection of occupational health and safety are the values that shape the undertaking's conduct and are essential to achieving our economic, production and social objectives.

The consistent implementation of the corporate values requires from everyone a committed cultural, technical, operational and ethical contribution; it is expressed in the exercise of the responsibilities and powers conferred by the organisation, in both the individual and the collective behavioural sphere.

The first sphere covers activities that require an almost exclusively personal commitment in applying ethical principles; the second sphere places the same conduct within the network of relations with stakeholders that involve individuals.

The Group Srl, in order to ensure the propriety and transparency of business operations, has adopted specific documents to steer conduct towards ethics and integrity, such as the Code of Ethics and the Supplier Code of Conduct.

The Code of Ethics comprises:

- the general principles framing the undertaking's mission and the main values adopted as a reference;
- the conduct criteria to be adopted by those acting in the name and on behalf of the undertaking in the individual behavioural dimension;
- the further rules to be complied with, in line with the general principles, in order to prevent the risk of unethical conduct arising from the management of the network of relations;
- the criteria for implementing and monitoring the Code and the disciplinary principles applicable in cases of non-compliance.

The Code of Ethics is addressed to all directors, subordinate workers, stakeholders and employees of the undertaking, without exception, and to all those who, directly or indirectly, permanently or temporarily, enter into dealings or relations with the undertaking and act to pursue its objectives, such as contractors, suppliers and service providers.



4.3 Policy & Ethics

Sustainability Committee

The Group is committed to operating according to the principles of sustainable development, in order to offer its stakeholders high value-added products and services which, in compliance with applicable law, contribute to economic progress, to improved social well-being and to the protection of the environment in which it operates.

To this end, a “Sustainability Committee” was set up in January 2024, tasked with supporting the Board of Directors in all assessments and decisions on “ESG” sustainability matters connected with the conduct of the business and its interaction with all stakeholders, with corporate social responsibility, with the review of scenarios for the preparation of the strategic plan, also on the basis of the analysis of topics relevant to long-term value creation, and with the Group’s corporate governance.

Protection of company assets and record keeping

Each Addressee is responsible for protecting and safeguarding company assets, tangible and intangible, used for or instrumental to the performance of their duties, and for using them properly and in line with company purposes.

Addressees, including outside working hours, shall contribute to the accurate representation of company activities and, should they become aware of omissions, falsifications or negligence concerning company information and documentation, are required to report this to their direct line manager and/or to the competent bodies.

Information and documents are obtained and processed solely for specific company purposes by those Addressees generally in charge of the relevant function or specifically appointed to do so.



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