

Sustainability
REPORT
2025



TASSALINI
PRECISION MADE GREAT, SINCE 1922

**Our journey continues:
towards the Second
Sustainability Report**



Dear Stakeholders,

A year ago, we proudly shared the publication of our first Sustainability Report. Today, as we renew our commitment for a second consecutive year, our focus is shifting toward **consolidating and building our achievements**.

In a sector as complex as the manufacture of stainless steel fittings and valves, we recognise that sustainability is not a fixed endpoint but an ongoing process of **continuous improvement**. In this second year, we will sharpen our focus on the practical challenges across our supply chain, including ongoing monitoring of the environmental impact of steel procurement and the optimisation of manufacturing processes to reduce energy and water waste.

We will take a pragmatic approach to evolving market conditions, turning challenges into opportunities to enhance production efficiency.

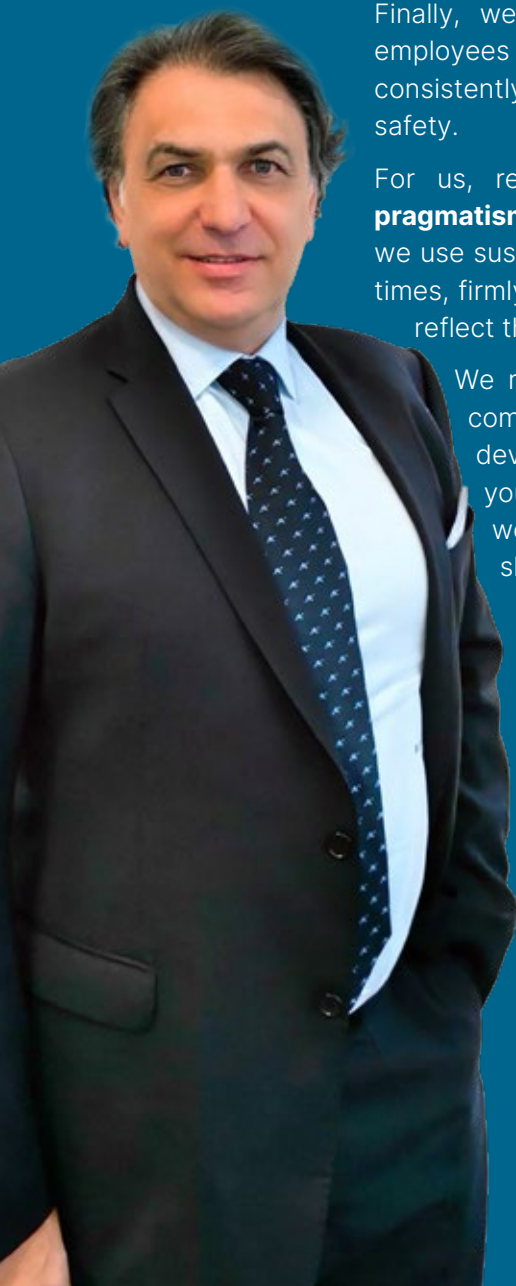
Finally, we will continue to strengthen our relationships with employees and partners, ensuring that economic growth is consistently matched by social progress and robust workplace safety.

For us, renewing this commitment means acting with both **pragmatism and responsibility**. We do not simply report figures; we use sustainability as a strategic compass to navigate uncertain times, firmly believing that the quality of our steel products should reflect the strength of our corporate values.

We recognise that the road ahead is challenging, yet our commitment to an inclusive and transparent model of development remains our top priority. We would like to thank you for your continued support throughout this transition; we are confident that collaboration is essential to creating shared, lasting value.

In a spirit of innovation and responsibility,

Roberto Tassalini
CEO



DRAFTING criteria

This Sustainability Report has been prepared on a voluntary basis and relates to Tassalini SpA, including data from the following production units:

- **Via G. di Vittorio 19/21, Peschiera Borromeo (MI)**
- **10 Via A. Grandi, Peschiera Borromeo (MI)**

The production facility located at Via degli Artigiani 16 in Pandino (CR) was temporarily excluded from the reporting scope.

The report was prepared in accordance with CSRD 2022/2464/EC and the European ESRS standards found to be relevant for the year 2024. For the calculation of its carbon footprint, the company included Scope 1 and Scope 2 emissions in accordance with the GHG Protocol, while excluding Scope 3 emissions, as permitted by Appendix C of ESRS 1.

In preparing the sustainability statement, the company adopted the time horizons defined by the ESRS 1 standard:

- a. short-term time horizon: reporting year;
- b. medium-term time horizon: up to five years from the end of the short-term horizon defined in (a);
- c. long-term time horizon: more than five years.

Despite the possibility of excluding E4, S1, S2, S3 and S4 from reporting, the organisation decided to include them anyway, for this reason:

- they were taken into account in the double materiality assessment;
- these issues were included in its corporate policy;
- an improvement plan was initiated;
- specific goals were set.



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INTRODUCTION

From its origins to today

**1925**

Riccardo Tassalini established the Magnet Laboratory in Via Lamarmora in Milan, dedicated to magnet repair services as well as the production of automotive spare parts and related components.

**2002**

Micaela Tassalini, who had previously led successful international expansion efforts, established and managed a branch in Australia - TASSALINI PTY LTD - which continues to operate today as the official distributor under the name Ausvalve Ltd.

**1996**

In Pandino, a specialised centre for tube finishing processes was also established, further expanding the company's capabilities and broadening its market presence.

**2003**

The local facility on Via A. Grandi specialised in the mechanical machining of stainless steel tubes.

**2015**

A 192 kW photovoltaic system was installed, covering nearly the entire available rooftop area; however, it does not fully meet the energy needs of the production process.

2016

During this period, the company also changed its name from F.lli Tassalini Officina Meccanica SpA to Tassalini SpA.

**2024**

Today, Tassalini SpA operates through a network of dealers and its own subsidiaries across Western and Eastern Europe, North America, Latin America, Asia, and Oceania.

**2023**

The photovoltaic system was expanded to a total capacity of 500 kW, enabling the company to generate even more clean energy. This upgrade reinforces Tassalini's commitment to environmental sustainability and energy efficiency.



1960

Brothers Erminio and Augusto joined their father in managing the business, leading to the founding of Tassalini SNC.



1963-1980

The company soon relocated to a newly built facility in Peschiera Borromeo, where it expanded its operations to include the production of components for emerging sectors such as the food, beverage, and wine industries. During this period, the Tassalini workshop was transformed into a joint-stock company and began complementing its component manufacturing with the production of precision valves for food processing plants.



1980-1990

1990

Production is carried out entirely using AISI 304L and AISI 316L stainless steel, including for the biotechnology, chemical and pharmaceutical industries. The product range - available in standard sizes and ready from stock- is manufactured in compliance with major international standards.

In 1989, the new facility in Peschiera Borromeo became operational. With 7,000 m² of floor space, it enabled a more efficient organization of production, quality control, and warehousing, while also allowing the installation of a wide range of state-of-the-art machine tools. The sales network was further strengthened with the establishment of a dedicated service centre for the wine industry in Canelli in 1982.



2018

GREEN ENERGY

We have chosen Enegan- an energy provider that is ethical, ecological, reliable, and transparent, and the main supporter of 'Save the Planet NPO.' This partnership reflects our commitment to making responsible choices today that will shape the future for generations to come.



2020

On June 18, 2020, we obtained certification in accordance with Directive 2014/34/EU for products installed in explosive atmospheres (Group 2 - Category 2, suitable for Zone 2 gas environments).

On December 12, 2020, the company registered its MOCA (Materials and Objects in Contact with Food) activities with the pertinent health authority, officially becoming a manufacturer of food-safe stainless steel fittings, valves, and accessories.



2022

Their sons Roberto and Luca, together with their cousin Cristiana, assumed leadership of the company, carrying forward the legacy of their father and uncle while introducing a renewed vision and fresh momentum into its development.

2021

Tea Inox Srl in Pandino was incorporated as a production unit of Tassalini SpA.

Company presentation

Tassalini SpA has been operating in the mechanical engineering sector for nearly 100 years, and for over 50 of those has specialised in the design and manufacture of technologically advanced valves and fittings for the food and beverage, wine, chemical, and pharmaceutical sectors.

The full product range is manufactured in AISI 304L and AISI 316L stainless steel, using components produced from rolled materials or from hot-forged, solution heat-treated, and precision-machined parts. Particular attention is given to the machining of threaded elements, with thread ends mechanically removed to ensure safe handling and reduce the risk of injury during assembly and use.

The range of items produced by Tassalini is manufactured according to the Tassalini's product range in accordance with major international standards, including DIN, SMS, RJT BS, ISS IDF, Gas, Eno, Macon, and Clamp. The catalogue includes fittings, reducers, tees, bends, strainers and sight glasses, taps, regulating valves,

safety valves, non-return valves, various types of butterfly valves (with manual or pneumatic control and provisions for electrical components), ball valves, pneumatic valves, 3- certified valves, drain valves, and diaphragm valves.

All standard items are typically available from stock, and Tassalini SpA's technical department is available to design custom components tailored to specific plant requirements. The modern 7,000 m² facility in Peschiera Borromeo enables precise organisation of production processes, quality control, and warehousing and has allowed the installation of a range of state-of-the-art machine tools featuring extremely advanced designs and running highly sophisticated software.

A rigorous inspection and testing process is a key operational focus, ensuring the internationally recognised quality and reliability of Tassalini's fittings and valves. Tassalini SpA is present in both European and global markets through a robust network of dealers.

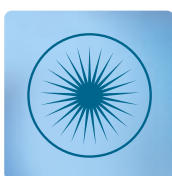


Mission, Vision and Policies



Our Mission

We design and manufacture stainless steel valves and fittings, guaranteeing quality, safety and compliance with international standards.



Our Vision

Our vision is to be globally recognized as a leader in mechanical solutions for the food, chemical, cosmetic, and pharmaceutical industries, continuing to innovate while building on nearly a century of experience. We aim to create a future where technology and sustainability coexist in harmony, delivering products that embody technical excellence while respecting and preserving the planet's resources.

Our commitments

QUALITY



- Ensure customer satisfaction through products and services that meet the required standards.
- Promote a culture of quality at all levels of the organisation.
- Maintain a management system that complies with UNI EN ISO 9001, is effective and is continuously improved.
- Identify the risk factors and opportunities that affect the IMS so that it can achieve the expected results.
- Regularly monitor quality objectives and the relevant performance indicators.

ENVIRONMENT



E1 – Climate change

- Continue to source from suppliers who guarantee 100 percent renewable energy.
- Increase the amount of self-generated energy.
- Contribute to climate change mitigation.

E2 – Pollution

- Monitor and manage air pollution impacts through effective prevention and control measures.
- Prevent accidents and emergency situations, and when unavoidable, ensure their impact on people and the environment is swiftly controlled and minimised.

E5 – Circular economy

- Increase the circular design of products (including, for example, design for durability, dismantling, reparability, recyclability, etc.).
- Manage waste, including preparation for appropriate disposal.

SOCIAL



S1 – Own workforce

- Respect the human and labour rights of all employees ensuring fair and dignified working conditions.
- Eliminate all forms of discrimination and harassment, actively promoting equal opportunities, and inclusion throughout the organisation.
- Provide comprehensive occupational health and safety training.
- Support diversity and inclusion in general.

S2 – Own workforce in the value chain

- Commit to gathering data on the workforce throughout the value chain.

S4 – Consumers and end users

- Ensure the safety and compliance of products intended for food contact and those subject to the ATEX Directive.
- Ensure the traceability of products subject to recall campaigns.

GOVERNANCE



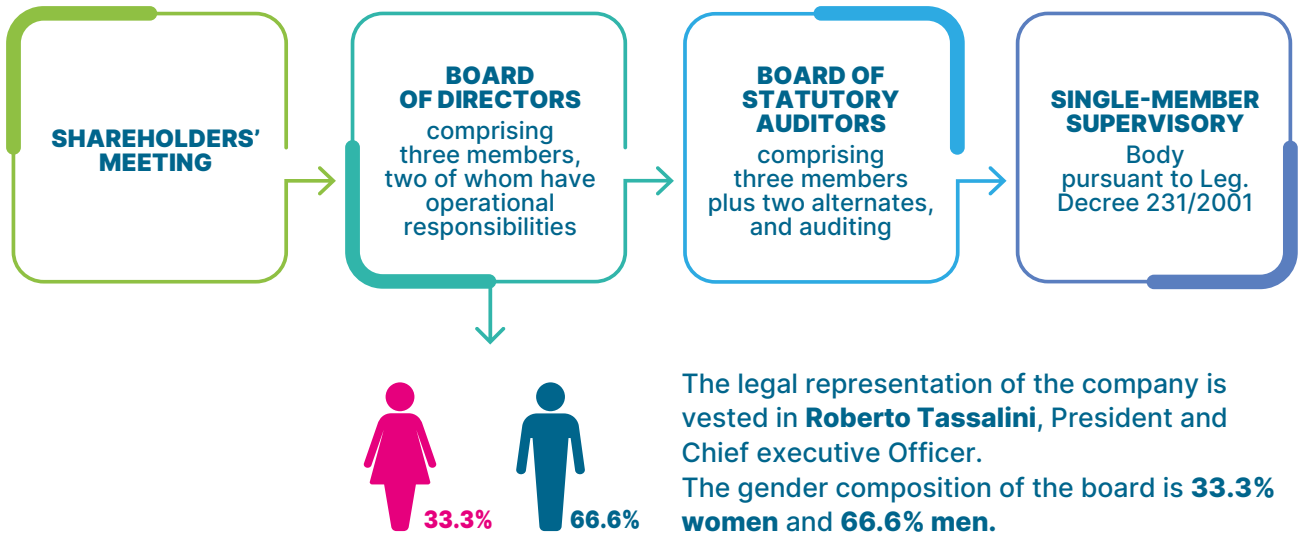
G1 – Business Conduct

- Appreciate, protect and preserve corporate know-how.
- Ensure compliance with Model 231.
- Respect agreed payment practices.

GENERAL INFORMATION

Governance

Corporate Governance by TASSALINI SpA



The legal representation of the company is vested in **Roberto Tassalini**, President and Chief executive Officer.
The gender composition of the board is **33.3% women and 66.6% men**.

Workers' representative and skills

One board member is also an employee.
The governing bodies developed their overall sustainability expertise through an 80 Report training program covering environmental, social, and governance (ESG) topics. In addition, the board employs external consultants to maintain an up-to-date and qualified approach.

Surveillance structures and responsibilities

Monitoring of the company's impacts, risks and opportunities is the responsibility of a member of the Board of Directors, as set out in the company's job descriptions.
This role is supported by the Supervisory Board (SB) and the audit reports prepared by the Board of Auditors.
The governing bodies are responsible for approving the objectives plan and overseeing its progress over time.

Communication and assessment processes

The Boards of Directors, management, and control bodies are regularly informed about significant impacts, risks, and opportunities through formal documents such as the Impact Risk and Opportunity Assessment (ROA), company policies, and improvement plans.
These reports, which include sustainability-related KPIs, are reviewed and discussed annually during the Management Review, with a copy subsequently provided to the Board of Directors.

Corporate strategy and risk management

The company policy is developed on the basis of the ROA. Any strategic trade-offs resulting from these analyses are evaluated by the governing bodies to ensure consistency between sustainability goals, risk management and operational decisions. The review process is continuous and adaptive, ensuring that the strategy remains aligned with emerging challenges.

Company organisation chart



Strategy, business model and the value chain

Main stakeholders:

SUPPLIERS

They can influence the choice of raw materials by proposing more sustainable solutions.

REGULATORY BODIES

By introducing regulations on environmental standards or banned materials, they may force the company to review its procurement strategy.

Main stakeholders:

EMPLOYEES

They can point out inefficiencies in internal processes and propose improvements.

EXTERNAL SUPPLIERS

They can propose innovative solutions or new technologies to optimise outsourced work.

CLIENTS

They can influence mechanical processing by requiring products with specific technical specifications or environmental standards.

Main stakeholders:

REGULATORY BODIES

They can impose limits on the use of chemicals in final treatments, pushing the company to develop more environmentally friendly processes.

ENVIRONMENTAL ORGANISATIONS

They can raise awareness on process waste management and the responsible use of water.

CLIENTS

They demand ever higher standards of aesthetics and quality, influencing the treatments required.



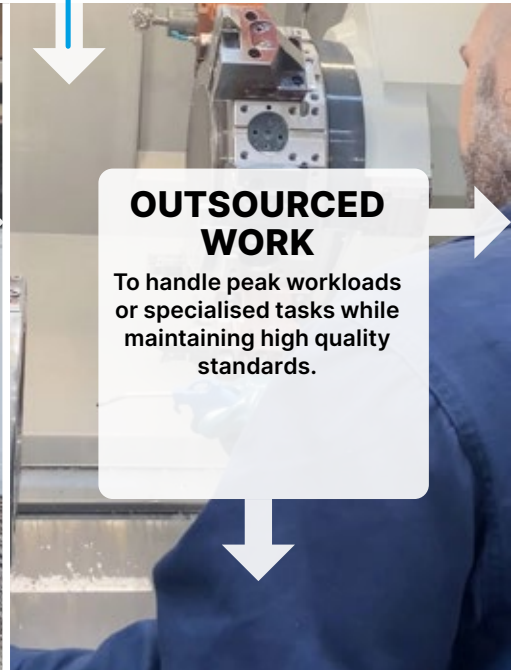
RAW MATERIALS

The activity starts with the procurement of raw materials, which are essential for production to ensure the reliability of the final product.



MECHANICAL PROCESSING

Carried out in the company's own workshop, ensuring direct control over quality and precision.



OUTSOURCED WORK

To handle peak workloads or specialised tasks while maintaining high quality standards.

Impact on strategies:

- Switching to suppliers with sustainability certificates (e.g. ISO 14001).
- Adoption of responsible procurement policies.

Impact on strategies:

- Adoption of technologies with a lower environmental impact (e.g. more efficient machinery).
- Improvement of working conditions for in-house staff.
- Greater control over external supply chain to ensure quality standards and sustainability.

Impact on strategies:

- Introduction of technologies to recycle waste material and to purify water.
- Process innovation to use ecological cleaning products.

Tassalini SpA's business model is based on a production process that combines both in-house manufacturing and external partnerships to optimise production and ensure a high-quality finished product.

Main stakeholders:

EMPLOYEES

They can propose solutions to improve assembly efficiency or safety at work.

CLIENTS

They can influence the assembly phase by requiring customised or modular products.

Main stakeholders:

LOGISTICS SUPPLIERS

They can propose more sustainable logistics solutions.

CUSTOMERS

They influence warehouse strategies by demanding faster delivery times or customised orders.

Main stakeholders:

END CUSTOMERS

They influence sales strategies with their preferences for sustainable or certified products.



ASSEMBLY

Combination of components to form the finished product, ready for distribution.



WAREHOUSE

Stock management to optimise response times to customer requests.



LOGISTICS AND DISTRIBUTION

The finished product is stored and then sold and distributed to customers.

Impact on strategies:

- Automation of certain assembly processes.
- Continuous employee training.

Impact on strategies:

- Warehouse management optimisation.
- Digitalisation for improved stock management.

Impact on strategies:

- Transparent communication on sustainability results.
- Diversification of sales channels (e.g. e-commerce to reduce the environmental impact of distribution).

Stakeholders



Employees



Ownership



Suppliers



Clients



Trade associations



Banks



Neighbouring industrial area

All parties were given a questionnaire in order to find out their views on the positive and negative impacts identified during impact significance analysis. The interviewed parties, the inclusion criteria and the corresponding percent feedback are provided in the table

STAKEHOLDER	QUANTITY	INCLUSION CRITERIA	SELECTED	% FEEDBACK
EMPLOYEES	50	All (excluding temporary)	49	98
OWNERSHIP	Totals	All	3	100
SUPPLIERS	Totals	Europeans 20% of suppliers on the basis of annual turnover	11	100
CLIENTS	Totals	No geographical exclusion 20% of customers based on annual turnover	26 foreign 20 Italian	41
TRADE ASSOCIATIONS	1	/	0	0
BANKS	4	Banks	3	67
NEIGHBOURING INDUSTRIAL AREA	3	Neighbouring companies	2	0

The results of double materiality

Double materiality analysis


The organisation has updated its double materiality analysis in accordance with Regulation (EU) 2023/2772, assessing both the impacts generated (positive and negative, actual and potential) and the financial risks and opportunities.

The analysis was carried out using a quantitative approach involving the assignment of a score ranging from 1 (insignificant) to 5 (very high) in terms of the severity of the impact or benefit, which was then weighted by the probability of occurrence, also rated on a scale of 1 to 5.

The process involved the ESG Team and stakeholders, and resulted in the classification of issues according to the following materiality thresholds:

WHITE NOT RELEVANT score < 8	YELLOW NOT VERY RELEVANT score 8 – 9
ORANGE RELEVANT score 10 – 12	RED HIGHLY RELEVANT score > 12

The results of the analysis, based on a combination of impact materiality, financial materiality and stakeholder input, have enabled us to identify and update the material topics covered in the report.



ENVIRONMENTAL

CLIMATE CHANGE

ENERGY

THE CIRCULAR ECONOMY



SOCIAL

SKILL DEVELOPMENT

HEALTH AND SAFETY OF WORKERS

OWN WORKFORCE IN THE VALUE CHAIN

INFORMATION-RELATED IMPACTS FOR END USERS

USER SAFETY



GOVERNANCE

PROTECTION AGAINST CORPORATE CRIMES

MANAGEMENT OF SUPPLIER RELATIONS

THE ENVIRONMENTAL SPHERE

Double materiality outcome and actions

In 2025, the company continued to replace 48 windows and doors with high-efficiency solutions, improving thermal insulation and reducing energy consumption.

The work has helped to improve the thermal insulation of the production areas, reducing heat loss and optimising energy consumption.

Spill containment kits have also been introduced and training procedures updated, whilst the removal of lead-containing bushings has been completed in line with the set target.

This initiative forms part of the company's wider strategy to reduce its environmental impact and improve people's well-being, in line with ESG principles.

Below is the outcome of the double materiality analysis in the 'environmental' sphere. Finally, the assessment of dual environmental materiality - based on impact and financial significance - is presented, along with the IRO classification and improvement measures.

ESRS	ASPECT CONSIDERED	TYPE IRO	DOUBLE MATERIALITY OUTCOME	MITIGATION/IMPROVEMENT ACTIONS
ESRS E1 CLIMATE CHANGE ADJUSTMENT	Rising temperatures	Actual negative impact	★	Infrastructure upgrades and maintenance/efficiency improvement works on Via Grandi
	Atmospheric events	Potential negative impact	★	Existing insurance renewal
ESRS E1 MITIGATION OF CLIMATE CHANGE	Raw material selection	Actual positive impact <i>Opportunities</i>	★★	Organisation carbon footprint calculation
	Structural changes Machinery efficiency improvements Supplier distances			Replacement of a petrol-powered company vehicle with a hybrid one
ESRS E1 ENERGY	Self-production of energy	Actual positive impact Risk <i>Opportunities</i>	★★★	Green supply contract maintenance
ESRS E2 POLLUTION	Substances of very high concern	Actual negative impact	★	Discontinuation of products that still contain lead
ESRS E5 CIRCULAR ECONOMY	Use of resources	Potential positive impact	★★★	Steel as a raw material allows for 100% recycling
	Reuse, reconditioning, repair and durability	Actual positive impact <i>Opportunities</i>	★★	Study to calculate the average lifetime of products
	Putting resources back into circulation	Actual positive impact Potential negative impact	★	Create a manual to inform about correct product disposal
	Waste from the production cycle Hazardous Waste management	Actual and potential positive impact	★	Replacing paper rolls with electric hand dryers

★ NOT VERY RELEVANT

★★ RELEVANT

★★★ HIGHLY RELEVANT

Policies and goals

The policies can be found on the introductory page of this report.

ESRS E1 Climate change

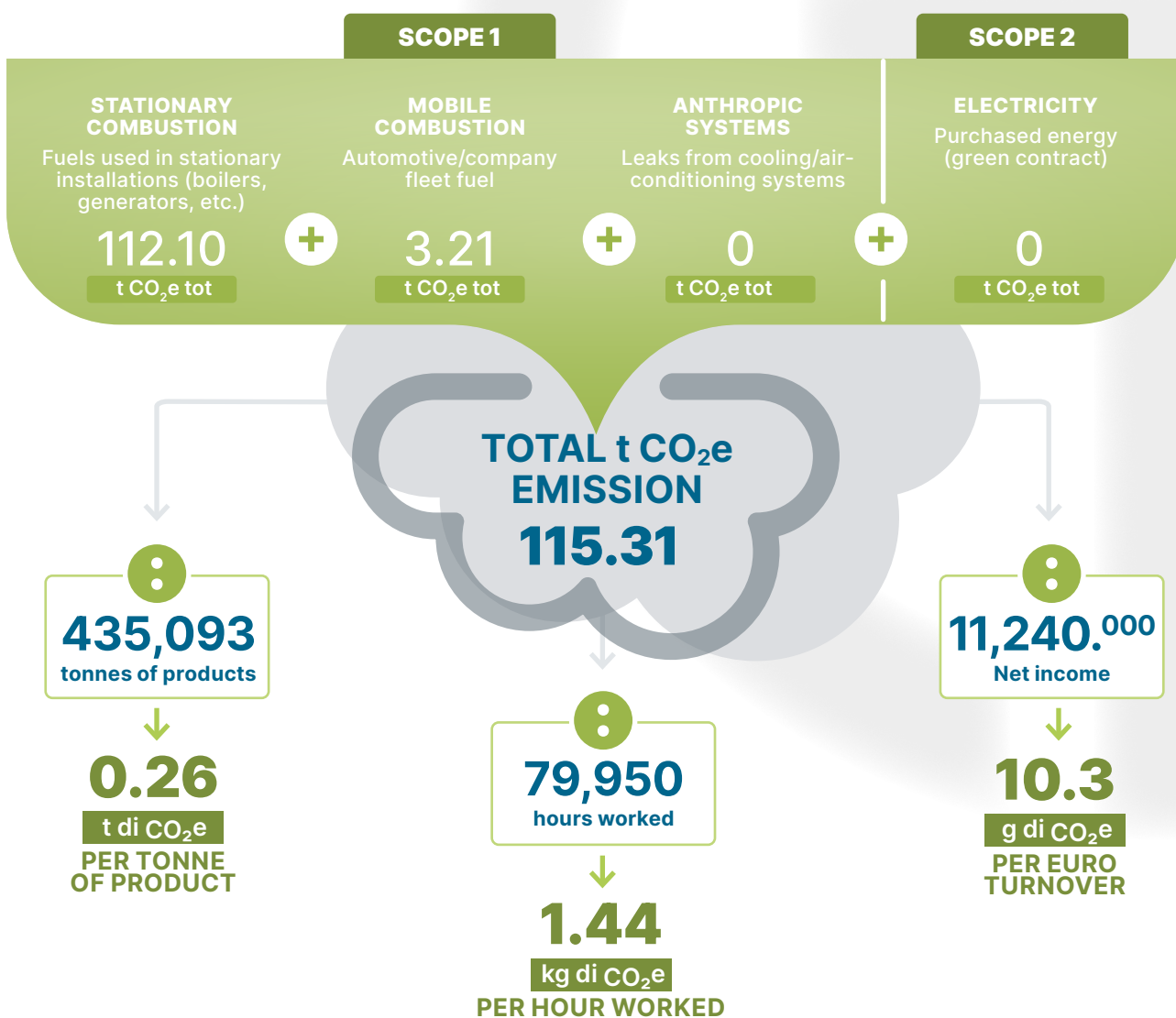
Tassalini SpA has calculated its corporate Carbon Footprint in accordance with the GHG Protocol.

The following have been included in Scope 1:

- emissions from stationary combustion (methane);
- emissions from mobile combustion (company fleet);
- emissions from anthropogenic sources, which amounted to zero.

For **Scope 2**, indirect emissions arising from the purchase of electricity have been treated as zero, as the company has been using electricity certified by Guarantees of Origin (GO) from European sources since 2018.

For the **calculation of emissions**, DEFRA emission factors were used, aligned with both the GHG Protocol and the UNI EN ISO 14064-1 standard, annually updated and widely recognised on the international level.





ESRS E1 - Energy



TASSALINI'S ENERGY PERFORMANCE

Energy consumption and generation from renewable sources

TOTAL ENERGY DEMAND IN 2025

965.967
MWh

ENTIRELY FROM RENEWABLE ENERGY SOURCES

493.665
MWh



51.10%
Self-generated solar power

472.302
MWh



48.90%
Energy consumption from other renewable sources

0
MWh



0%
Energy consumption from nuclear sources

0
MWh



0%
Energy consumption from fossil fuels

Energy intensity

MWh/€
0.000042

472.302
MWh

TOTAL CONSUMPTION FROM RENEWABLE ENERGY SOURCED



11,240,000
euro

NET REVENUE YEAR 2025

THE DEVELOPMENT OF THE PHOTOVOLTAIC SYSTEM

The upgrade to the solar power plant, which came on-line in September 2024, began to yield tangible benefits in 2025 in the form of increased renewable energy production and improved energy efficiency.

51.10% compared with 44% in the 2024 report.

ESRS E2 - POLLUTION

Substances of Very High Concern (SVHC)

SVHC Elimination Strategy

Over the past financial year, the company has replaced the lead-containing brass bushings (a hazardous substance) with PA6, thereby eliminating the use of SVHCs in its production processes.

This decision reduces environmental risks, improves compliance with ESG standards and strengthens Tassalini's position as a responsible operator.



2024
BUSHINGS
MADE OF BRASS

3.5%

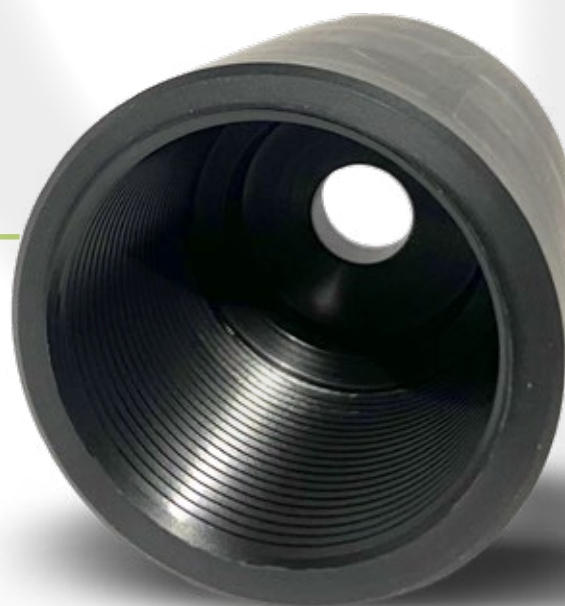
SVHC
SUBSTANCES
OF VERY HIGH
CONCERN

2025
BUSHINGS
MADE OF PA6
(POLYAMIDE 6)



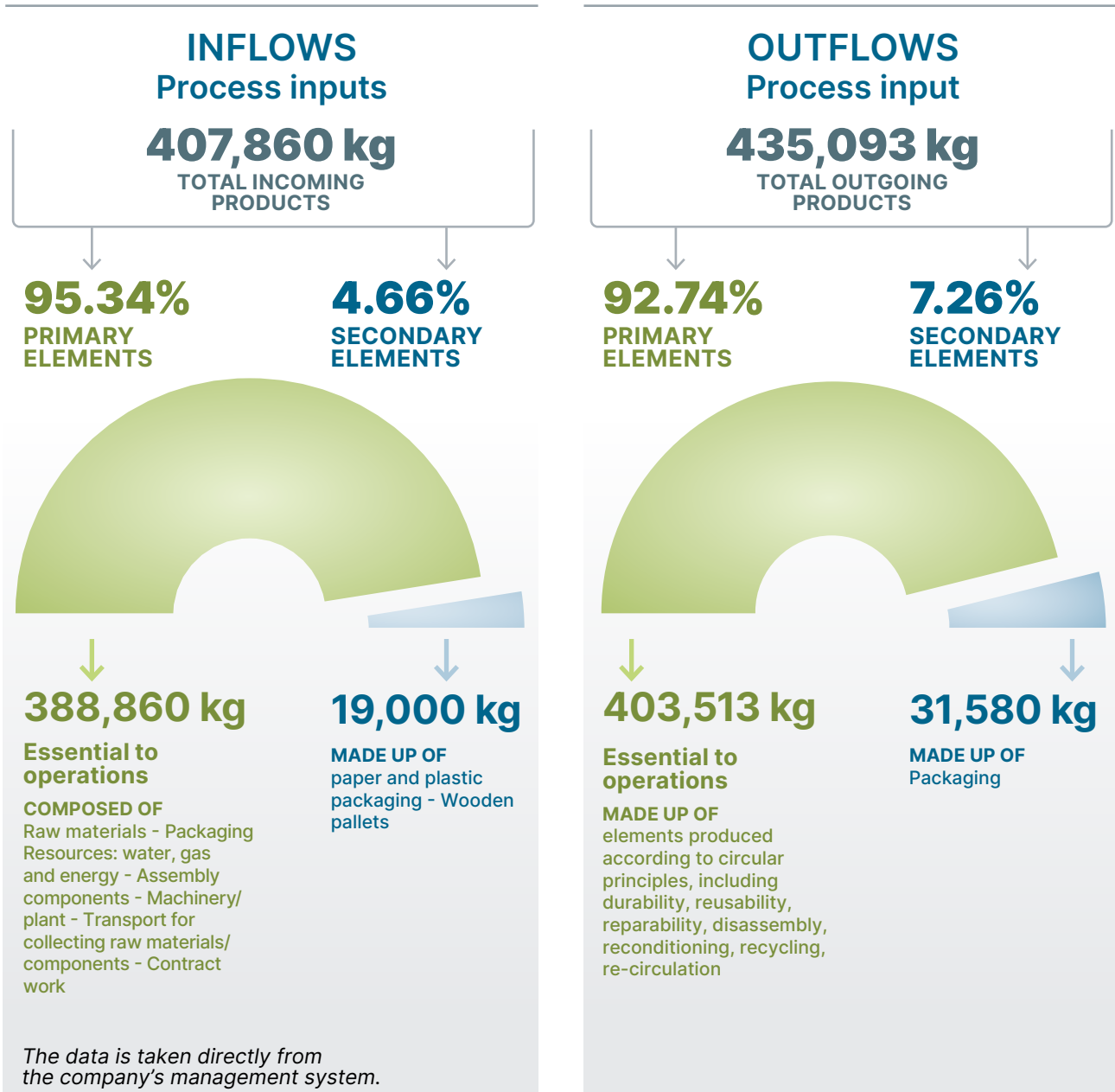
0%

SVHC
SUBSTANCES
OF VERY HIGH
CONCERN



ESRS E5

The circular economy



Durability

The service life of AISI 304/316 stainless steel valves varies depending on operating conditions (fluid, temperature, pressure, cycles, sanitisation and chemical compatibility):

- **Valve body:** 10 - 30 years with routine maintenance
- **Gaskets:** 1 - 5 years

Repair and disassembly

All products in the catalogue are repairable as they can be dismantled, with the exception of the pneumatic actuator model 7C10L.

ESRS E5 Waste

During the last financial year, the company produced a total of **173.904 tonnes of waste**. Of these, **145.704 tonnes (approximately 84%)** were sent **for recovery (R13)**, whilst **28.200 tonnes (approximately 16%)** were sent **for disposal (D15)**.

In detail:

Recovery (R13): 145.704 t

Hazardous: 45.051 t

Non-hazardous: 100.654 t

Disposal (D15): 28.200 t

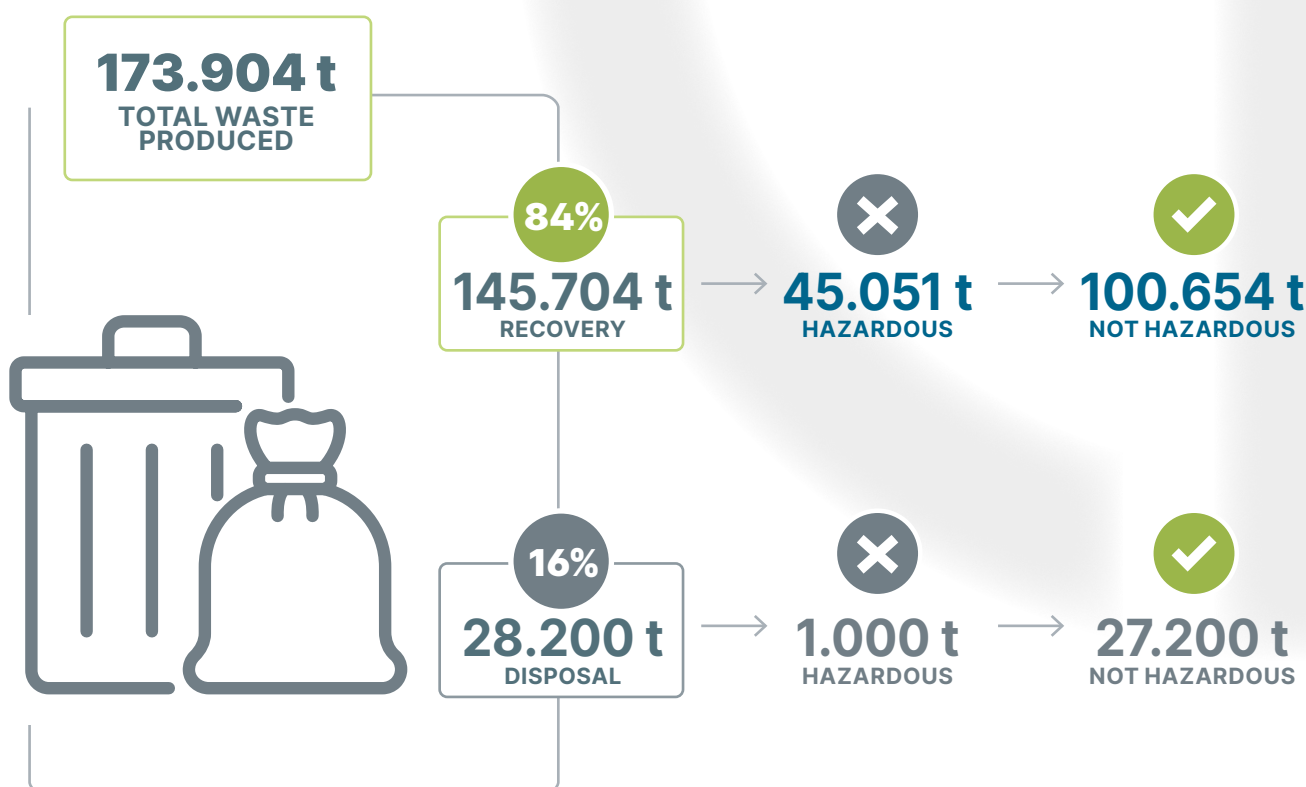
Hazardous: 1.000 t

Non-hazardous: 27.200 t

The increase, compared with 2024, of waste code CER 161002, intended for disposal under D15 (from 24,280 in 2024 to 28,200 in 2025), is justified by the full-scale operation of the water recovery system for water produced by the ultrasonic cleaning plant. Similarly, the increase of R13 waste under EWC code 120109 (from 124,696 in 2024 to 145,704 in 2025) is attributable to extraordinary maintenance work on the machinery, which involved emptying and cleaning the tanks.

Operating costs amount to €23,921, offset by **€102,510 in revenue** from the sale of metal shavings.

Overall, there is a strong focus on the circular economy, with a particular emphasis on recovery and economic benefits.



THE SOCIAL SPHERE

Double materiality outcome and actions

Organisational development, safety and quality

During 2025, the company achieved a number of objectives in the areas of organisation, training and management.

Organisation and training.

A structured training programme with digital monitoring has been introduced.

Security and management.

The DVR has been updated and a new RSPD has been appointed. Workplaces have been improved to enhance comfort and well-being.

In terms of quality, a specific department has been set up, with checks throughout the entire production process and a system for managing complaints and customer satisfaction. Below is the outcome of the double materiality assessment in the 'social' sphere. The 'Double Materiality Outcome' column represents the average of the impact and financial values. Each sustainability topic is classified according to the type of impact, risk or opportunity (ROA) and linked to the main improvement actions planned.

ESRS	ASPECT CONSIDERED	TYPE IRO	DOUBLE MATERIALITY OUTCOME	MITIGATION/IMPROVEMENT ACTIONS
ESRS S1 OWN WORKFORCE	Secure employment Working conditions	Actual positive impact	★ ★	Evaluate alternative suppliers to improve the canteen service Skills development through training courses
	Health and safety	Actual positive impact <i>Opportunities</i>	★ ★ ★	Gradually replace mineral-based lubricating coolants with environmentally friendly alternatives made from vegetable polymers
	Processing homogeneity	Actual positive impact	★ ★	Maintenance of procedures already in use
ESRS S2 OWN WORKFORCE IN THE VALUE CHAIN	Work conditions	Actual negative impact	★ ★	Draw up value chain qualification questionnaire in the ESG area
ESRS S4 CONSUMERS AND END USERS	Information Security	Actual positive and negative impact	★	Improve data sheets and make them available in ITA/ ENG Improve the coverage of assembled product data sheets and accompany the assembled product with a user and maintenance manual
	Compliance products	Actual positive and negative impact <i>Risk</i>	★	Obtain UNI EN ISO 2008 certification

★ NOT VERY RELEVANT
 ★ ★ RELEVANT
 ★ ★ ★ HIGHLY RELEVANT

Policies and goals

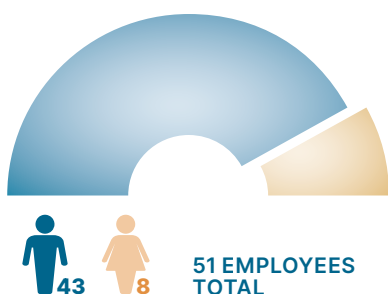
The policies can be found on the introductory page of this report.

ESRS S1

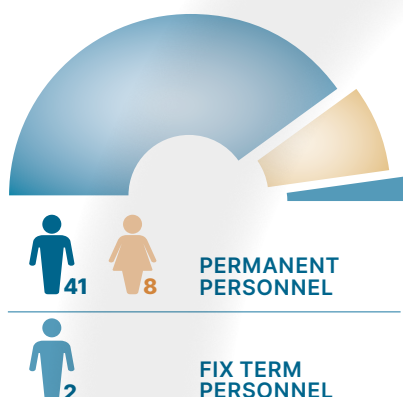
Own workforce

Employees

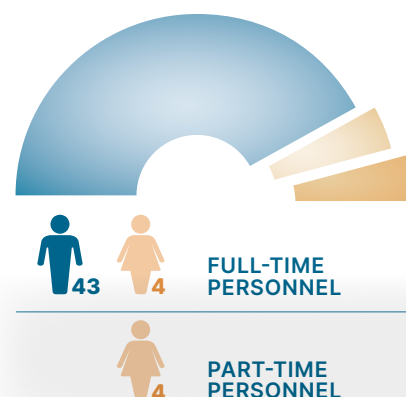
BREAKDOWN BY GENDER



TYPE OF CONTRACT
(permanent/fixed term)



TYPE OF CONTRACT
(full-time/part-time)



Tassalini SpA, operating in the mechanical sector, is distinguished by its responsible approach to personnel management, with a strong focus on job stability, workplace safety, and the protection of workers' rights.

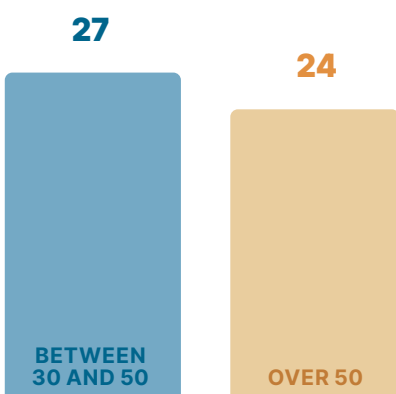
The company employs a total of **51 employees, 49 on permanent contract and 2 fixed term fully covered by national bargaining agreements.** The staff has a **high average seniority** (16 years), indicating strong loyalty and a solid, enduring relationship with the company.

The **annual turnover rate stands at 1.98%**, representing a solid and cohesive structure.

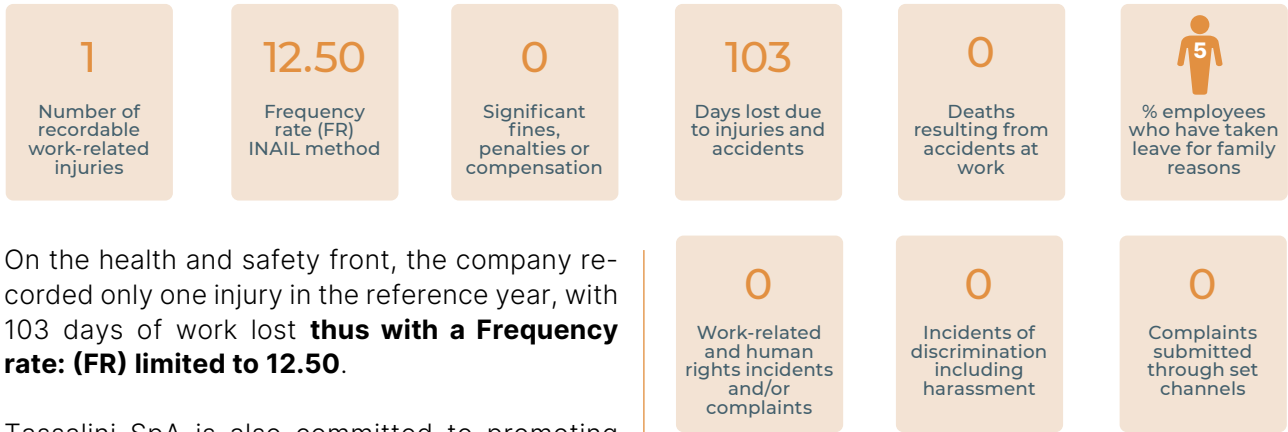
The workforce consists of **43 men and 8 women.** Staff work **predominantly full-time** (92%), while **part-time affects 4 positions.**

The workforce is distributed between the **30–50 age bracket** (27) and **over 50** (24), striking a balance between experience and professional maturity. Furthermore, the full inclusion of workers with disabilities is guaranteed.

BREAKDOWN BY AGE BRACKET



<p>Own employees with disabilities</p>	<p>Employees who left the company</p>	<p>1.98%</p> <p>Employee turnover rate</p>	<p>100%</p> <p>Employees covered by bargaining agreements</p>
<p>16 years</p> <p>Seniority average</p>	<p>0%</p> <p>Employees represented by worker representatives</p>	<p>Gender distribution at the senior management level</p>	<p>Employees who participated in performance and development reviews</p>



On the health and safety front, the company recorded only one injury in the reference year, with 103 days of work lost **thus with a Frequency rate: (FR) limited to 12.50.**

Tassalini SpA is also committed to promoting the well-being of its employees, offering the option of taking leave for family reasons, which is taken up in equal measure by both male and female staff.

No incidents of discrimination, human rights violations, sanctions or complaints were reported. These results testify to a working environment characterised by respect, safety and dialogue.

TASSALINI for its collaborators

Following the refurbishment carried out in 2024, which transformed an area previously used as an archive into a multi-purpose event hall, the space continued to serve as a key hub for company life in 2025.

At the same event, during the 2025 company Christmas dinner, five employees with over 30 years' service were honoured, in recognition of their contribution and to foster an inclusive and sustainable working environment. In line with this approach, the Company regularly organises

training programmes for its staff, with the aim of developing and updating their professional skills. In 2025, the company provided around 400 hours of training, reaffirming its commitment to skills development and the enhancement of human capital.



TASSALINI for society

The company makes annual donations to organisations and associations, underscoring management's tangible commitment to supporting community well-being and those most in need. In 2025, eight organisations were supported, reflecting a long-standing commitment to promoting values such as solidarity, social responsibility and a focus on the local community.



ESRS S4 End users

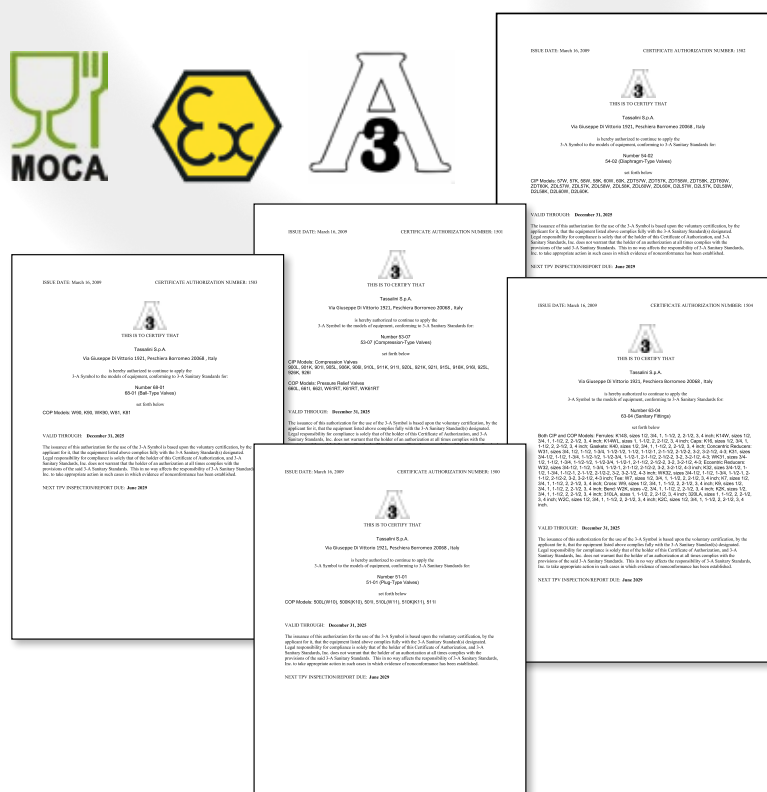
Commitment to regulatory compliance and product safety

Tassalini SpA reaffirms its ongoing commitment to ensuring high standards of safety, quality and regulatory compliance for its products.

The company continues to uphold and periodically update its certifications, ensuring alignment with major European reference standards, such as the **MOCA** regulation for materials in contact with food and the **ATEX directive 2014/34/UE** for equipment intended for potentially explosive atmospheres.

Furthermore, products such as clamp fittings, taps, 90-degree ball valves, 900 series pneumatic valves and diaphragm valves are manufactured in accordance with **3-A Sanitary standards**, ensuring high levels of hygiene and safety for applications in the food and pharmaceutical sectors. With a view to continuous improvement, the company continues to develop and update its processes and control systems, enhancing traceability, product reliability and customer protection, in line with ESG principles. In this context, a process has been initiated with a view to obtaining **UNI EN ISO 9001:2015** certification,

with the aim of further consolidating the quality management system and ensuring ever-higher standards throughout the entire value chain.



THE GOVERNANCE SPHERE

Double materiality outcome and actions

In line with the objectives set out in the previous report, Tassalini SpA has launched and implemented significant initiatives to strengthen its governance and control framework.

In particular, on March 7, 2003, the Organisation, Management and Control Model was formally adopted pursuant to Legislative Decree 231/01, which involves the introduction of a structured system of rules, procedures and controls designed to prevent the commission of predicate offences, through a business risk analysis and the establishment of specific operational protocols. This model is supported by the work of the Supervisory Body (SB), which carries out quarterly audits to ensure that the system is monitored for effectiveness and proper operation.

At the same time, the company has begun the process of obtaining ISO certification, which is currently under way.

This process involves the organisation and formalisation of business processes, the introduction of standardised procedures and control systems, with the aim of improving operational efficiency, product quality and compliance with regulatory and market requirements.

These initiatives form part of a broader programme of continuous improvement, aimed at enhancing the transparency, reliability and sustainability of the company's management.

Below is the outcome of the double materiality analysis in the 'governance' sphere. The 'Double Materiality Outcome' column represents the average of the impact and financial values. Each sustainability topic is classified according to the type of impact, risk or opportunity (ROA) and linked to the main improvement actions planned.

ESRS	ASPECT CONSIDERED	TYPE IRO	DOUBLE MATERIALITY OUTCOME	IMPROVEMENT ACTIONS
ESRS G1 CORPORATE CONDUCT	Corporate Offences	Actual positive impact Potential negative impact	★ ★	Maintenance and monitoring of the 231 model
	Protecting the company's intellectual property	Actual positive impact	★ ★	
	Management of supplier relationships	Actual positive impact	★	
			★ NOT VERY RELEVANT ★ ★ RELEVANT ★ ★ ★ HIGHLY RELEVANT	

Policies and goals

The policies can be found on the introductory page of this report.

ESRS G1 Business Conduct

Tassalini SpA reaffirms its commitment to maintaining high standards of corporate governance, continuing its efforts to align with the principles set out in the ESRS G1 standard. The company continues to adopt and apply the Organisation, Management and Control Model pursuant to Legislative Decree 231/01, as a tool designed to prevent the risk of criminal offences arising from the conduct of its business activities.

Model and Code of Ethics

The Company continues to base its operations on the principles set out in the Code of Ethics, promoting conduct characterised by integrity, transparency and compliance with current legislation.


Whistleblowing and the protection of whistleblowers

The company maintains the internal reporting system required by Legislative Decree 24/2023, which enables internal and external parties to report any illegal acts or breaches of regulations. Tassalini guarantees the utmost confidentiality and full protection for whistleblowers, ensuring they are safeguarded against any form of retaliation or discrimination, in accordance with European and national legislation.


Anti-corruption

The Company maintains a zero-tolerance policy towards any form of corruption, whether active or passive. Neither the offering nor the acceptance of undue advantages, gifts or favours is permitted, nor are contributions made to political parties, movements or trade unions, either in Italy or abroad.

zero
 Convictions and amount of fines imposed for violations of laws against active and passive corruption

zero
 Any action taken against violations of procedures and rules for combating active and passive corruption

zero
 Total number and nature of established cases of active and passive corruption

zero
 Number of established cases in which own workers were dismissed or sanctioned for active or passive corruption incidents

zero
 Contracts with business partners that have been terminated or not renewed due to violations related to active or passive corruption

ESRS G1 - Management of supplier relationships

The company confirms that it takes a structured and responsible approach to managing payments to suppliers. Payment terms are defined and managed via the company's management system, which calculates them automatically in accordance with the contractual terms. During the reporting period, as was the case in the previous report, 100% of payments were made in accordance with the agreed deadlines, confirming the Company's reliability in its dealings with the supply chain. There are no pending legal proceedings due to late payment.

KEY INDICATORS

 **52 days** Average supplier payment period

 **100%** Percentage of payments made on time

 **zero** Legal proceedings for late payment

These results highlight the company's ongoing commitment to maintaining fair, transparent and sustainable relationships with its suppliers.



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