

SUSTAINABILITY Profile





Document note

- In Italy, starting from 2017, public-interest entities with an average number of employees exceeding 500, a balance sheet total exceeding 20 million euros, or net revenues exceeding 40 million euros, are required to prepare a Non-Financial Statement (NFS), also known as a Sustainability Report, in accordance with Directive 2014/95/EU.
- With the introduction of Directive 2022/2464/EU (CSRD), the sustainability reporting obligations have been extended, and today, large companies with more than 250 employees, a balance sheet total exceeding 20 million euros, and net revenues exceeding 40 million euros are required to publish a Sustainability Report.
- For listed small and medium-sized enterprises, the obligation will take effect from January 1, 2026, with the possibility to postpone adoption until 2028.
- T-Trade Group, although not required to prepare a Sustainability Report according to the previous criteria, has voluntarily chosen to undertake this process. Since its inception, the company has distinguished itself for its innovative and visionary nature, paying particular attention to issues such as the environment, ethics, and safety. This choice reflects the desire to communicate externally the actions undertaken, those in progress, and the future objectives related to these issues. To achieve this goal, the most suitable tool is the Sustainability Profile, inspired by the reporting principles recognized at the European and international level, such as the ESRS standards developed by EFRAG and the United Nations Sustainable Development Goals (SDGs).

T-Trade Group: identity

T-Trade Group designs and produces complete solutions for labeling, industrial marking, and packaging. It manages the product labeling process from its inception, packaging, transportation, to its final use or placement.

What makes T-Trade Group unique in the international landscape is that it handles the entire labeling supply chain:

from thermal transfer ribbons to labels, from printing systems to technical assistance, from raw materials for printing to digital platforms for product traceability, all the way to industry-specific AI systems,

designing and producing everything in-house.

Thermal transfer ribbons, labels, printing solutions, and digital solutions are the result of research, design, and internal production. Readers, handheld devices, consumables, and packaging machines, on the other hand, are products that T-Trade distributes.

Managing the entire labeling supply chain is a key strength as it enables T-Trade Group to find perfectly customized solutions for every client need, with total and complete integration.

All of this is achieved through the pillars of the company philosophy:

- DESIGNING
- PRODUCTION
- INTEGRATION
- CUSTOMIZATION
- QUALITY
- INNOVATION
- DIGITIZATION
- SUSTAINABILITY



3 locations in Italy



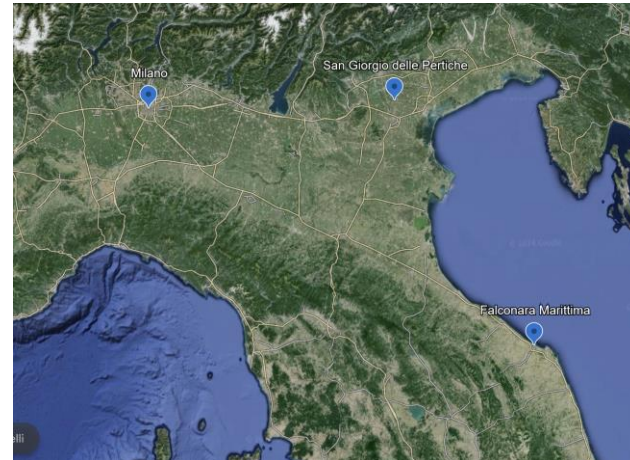
39 employees and collaborators



18 patents



€ 9.2 million in revenue in 2024, of which 6% is invested in research and development.



A new chapter of growth with the integration of Gruppo We Care

The beginning of 2025 marks a significant strategic evolution for T-Trade with the integration of Gruppo We Care (formerly 100% owned by Transfer Trade), an operation that strengthens the company's position and represents a key step toward a more efficient business model.

The merger enables the optimization of the organizational structure, improving administrative and financial management by simplifying processes and reducing operational redundancies. The combination of the two entities enhances planning capabilities and working capital control, promoting more efficient resource management and greater efficiency in the supply chain.

Furthermore, it strengthens bargaining power with suppliers and customers, improving purchasing conditions, expanding the customer base, and boosting T-Trade's competitiveness and commercial presence.

The synergy between production and distribution leads to greater vertical integration, improving the service provided and ensuring a quicker, more flexible response to market needs.

Ultimately, this operation represents not just an expansion, but a strategic choice aimed at consolidating the company's positioning, with a long-term vision focused on innovation, quality, and sustainable growth.



Twenty years of T-Trade!

From the founding deed on 13/09/2004:
A twenty-year journey built on ethics, good governance,
sustainability, and a wealth of innovation in the field of
industrial labeling.



Governance

The corporate governance of Transfer Trade is designed to ensure efficiency, innovation, and sustainable growth, through a set of bodies, rules, and procedures aimed at achieving the company's strategic goals.

In 2025, Transfer Trade strengthened its position as the leading company of T-Trade Group by successfully completing the integration of Gruppo We Care, a strategic move that enhances its competitiveness in the market.

Transfer Trade is a limited liability company, with ownership split between the two partners, Enrico Friziero and Enrico Leonardi. Supporting the company's management is Special Attorney Dalila Giacchetti.

The total share capital amounts to €144,000.

Both partners, together with the Special Attorney, play an active role in the company's management and work closely with the team on a daily basis.

- Enrico Friziero, founding partner, serves as CEO, overseeing all strategic and operational aspects of the company.
- Enrico Leonardi, as Sales Director, is responsible for commercial activities and market development.
- Dalila Giacchetti manages the Finance, Human Resources, and Purchasing departments, ensuring effective coordination of company resources.

The company management ensures a solid model focused on continuous improvement, ensuring the effective allocation of resources and the achievement of strategic goals.

Through dynamic governance and continuous performance monitoring, Transfer Trade fosters a culture of leadership and responsibility, enhancing internal skills and encouraging professional growth at all levels of the organization.



Mission and Vision



**Research, develop, produce,
distribute in the name of
sustainability.**



**Offer solutions for the labeling of the
future, ethics, friend of man and
environment.**



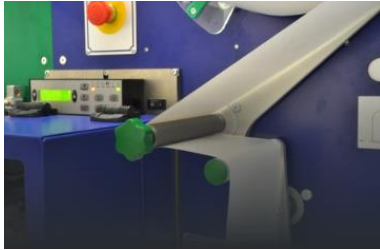
T-Trade Group: what it does



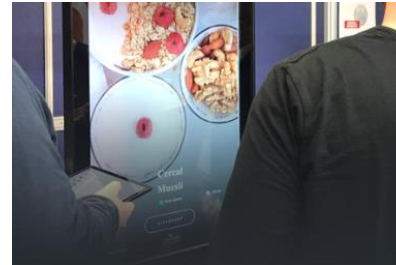
Production of Thermal Transfer Ribbons



Production of labels and tags of all types (plain, customized/RFID...), production of heat-sealing ribbons



Production of Linerless Rolls



Production of hardware, firmware, software, and digital solutions



Distribution of printing and reading solutions



Technical assistance

In addition, it markets packaging solutions and consumables



The values of T-Trade

The values that T-Trade Group believes in form the foundation of all business relationships, both internal and external, with customers, partners, suppliers, and local communities. The company relies on these shared values to guide its conduct and steer its decisions toward achieving the set goals.

Below is an excerpt from the **company's Code of Ethics** (which can be fully consulted at www.t-trade.it in the "Sustainability" section):



INTEGRITY: The highest standards of morality. We conduct ourselves with honesty, courage, fairness, and correctness in all our business operations.



PERFORMANCE: Commitment to excellence. We ensure a high level of performance in all functions. We work as a team for continuous improvement and to achieve excellent results, products, and services of the highest quality.



DEDICATION: Commitment to our customers and their success. We have a sincere interest in our customers and are consistently dedicated to serving them at our best. We analyze their markets, study their specific goals and objectives, and develop solutions that add value to their business.





INNOVATION: A constant pursuit. We are constantly seeking innovation, both in processes and technology. Throughout our history, we have consistently been able to clearly identify the potential of new ideas and apply them to benefit our customers.



RESPECT AND COLLABORATION: Teamwork. We base our working relationships on trust and respect, giving proper recognition to the contribution of each member of the T-Trade team. We know very well that, together, we can achieve goals that would be out of our reach if we operated individually.



COMPLIANCE WITH REGULATIONS AND LAWS: The utmost attention to the complete safety of the end consumer. We are committed to adhering to the applicable regulations and laws relevant to the organization and ensuring compliance with standards for specific product categories.



ENVIRONMENTAL PROTECTION: Ongoing work towards sustainable development. We are committed to developing and promoting innovation and sustainable growth. Our responsible sourcing policy favors raw materials with low environmental impact and free from hazardous components.



COMMUNITY FOCUS: A sustainable company committed to local communities. We contribute to the development and well-being of the area and communities by participating in local and non-local initiatives, promoting public events, stepping in when necessary whenever possible, and offering our support.



Stakeholders

▪ OWNERSHIP AND PARTNERS

The need and expectation of the ownership and partners is the well-being, prosperity, and continuity of the company. All of this is directly linked to customer satisfaction and the satisfaction of stakeholders. An additional priority of the management is to demonstrate professionalism and commitment from the workers, as well as their cohesion and satisfaction, resulting from the recognition of the efforts made by the company for their well-being. Another goal is the recognition by all stakeholders, particularly customers, local communities, and the supply chain, of the level of sustainability achieved, which is the result of numerous corporate efforts, both in research and development and in management.

▪ CUSTOMER

Customer expectations towards T-Trade Group go beyond meeting the required specifications for supplies (quality, cost, delivery times) and include effective communication, careful and quick resolution of any issues, and support in managing regulatory and legal requirements, which T-Trade is always prepared to address. This translates into a highly professional partner that the customer can trust completely. The strong focus on environmental and social sustainability is also a distinctive hallmark of T-Trade Group.

▪ STAFF AND COLLABORATORS

The T-Trade team is composed of young individuals, yet it is also deeply rooted in the company's history, and it is almost impossible to witness employee turnover due to company management. What the staff and collaborators expect—and find—is that the company manages human resources in an ethical and fair manner. Another key expectation is the provision of training programs, both mandatory and voluntary, to maintain adequate knowledge of processes and activities, while also allowing for individual growth. T-Trade consistently promotes this essential activity (also through the use of innovative tools), aimed at both enhancing skills and addressing issues related to workplace safety and health.



- **SUPPLIERS AND CONTRACTORS**

Suppliers and contractors are undoubtedly key stakeholders: the quality of products and the effective management of customer services depend directly on them. With these parties, T-Trade Group establishes a relationship of partnership rather than one of mere supply. Their needs and expectations—primarily related to commercial aspects, payment reliability, and the adequacy of communications and supporting documentation—are consistently respected. T-Trade Group expects a corresponding level of commitment in return, which is why they are informed of the specially developed Supplier Code of Conduct, as well as all Company Policies that outline the company’s expectations toward them. The qualification tools for suppliers and contractors implemented by T-Trade include the evaluation of environmental, ethical, and occupational health and safety aspects.

- **BANKS AND FINANCIAL INSTITUTIONS**

The needs and expectations of banks and financial institutions are mainly focused on the company’s financial soundness and on how business continuity is managed, particularly through a risk-based thinking approach. These factors influence the rating assigned and the related creditworthiness in case of financing. T-Trade Group, thanks to its strategic approach, has never experienced issues in its relationships with these stakeholders.

- **GOVERNMENT BODIES, PUBLIC ADMINISTRATION, REGULATORY AUTHORITIES**

The needs and expectations of government bodies are primarily linked to compliance with all regulations applicable to T-Trade Group, but also to seeking collaborations and partnerships aimed at the well-being of local communities.

- **THE TERRITORY AND THE LOCAL COMMUNITY**

T-Trade Group operates in close connection with the territory and the local community: it supports numerous social initiatives and assists sports teams and charitable organizations. Noteworthy are the local economic benefits and wealth generated by T-Trade Group in the area; the company’s commitment goes beyond typical corporate initiatives, extending to investments in the revitalization of historical and cultural heritage, such as the “Castel D’Emilio project,” described below. Expectations related to pollution prevention of any kind and protection from adverse events that could impact the environment and public health are fully met.

- **OTHER STAKEHOLDERS**

Competitors, distributors and retailers, non-governmental organizations, trade unions, universities, schools and research institutions, industry associations, local activities not directly involved in the company’s supply chain, as well as neighboring businesses and residents, are also duly considered.



The concept of Sustainability for T-Trade Group





T-Trade Group and Sustainability



Sustainability

Sustainability cannot be merely declared: it must be real, accessible, and most importantly, backed by concrete actions. For T-Trade, sustainability has been the guiding force steering the company's direction since its foundation.

The path T-Trade has undertaken has led to tangible, demonstrable results that are available to everyone. Moreover, **the solutions developed and offered to the market** are cost-aligned with industry standards and **provide a significant advantage: allowing those who choose them to declare themselves as a *Sustainable Company*.**

The company's vision revolves around the concept of comprehensive sustainability, including economic sustainability, business continuity, ethical sustainability, and environmental sustainability. **Sustainability therefore runs across all of T-Trade's activities**, from design to production, to sales, covering research and development, relationships with suppliers, employees, collaborators, customers, and stakeholders...

To illustrate with examples: thermal transfer ribbons free of toxic substances for both humans and the environment; labels sourced from responsible resource management; R&D and the production of bio-labeling solutions; the production of innovative printing solutions that eliminate the need for paper; management of strategic partnerships, and continuous investments aimed at providing labeling solutions for the future that are both human- and environmentally-friendly, increasingly infused with ethical values.



T-Trade and the SDGs



Transfer Trade recognizes the strategic value of the United Nations Sustainable Development Goals (SDGs), considering them a concrete guide to steer its activities towards a responsible, inclusive, and long-term growth model.

Starting from the analysis of its environmental, social, and economic impact, the company has identified the most relevant SDGs, integrating them into its decision-making processes, innovation projects, and relationships with stakeholders.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



T-Trade has filed numerous patents, promotes R&D, and develops sustainable digital and hardware solutions, also in collaboration with universities.

T-Trade implements circular economy practices, responsible waste management, FSC-certified materials, and hardware refurbishment projects, as well as waste reduction initiatives.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



The adoption of a photovoltaic system, the reduction of Scope 1 and 2 emissions, and projects with a low environmental impact demonstrate a tangible commitment.



T-Trade is committed to maintaining a strong focus on workplace safety, MOCA materials, the reduction of toxic substances, and ensuring healthy environmental conditions.

3 GOOD HEALTH
AND WELL-BEING



5 GENDER
EQUALITY



T-Trade supports gender balance and a meritocratic approach, fostering an inclusive environment free from any discrimination.

T-Trade invests significant resources in training, promotes work flexibility, fosters a positive corporate climate, and pays attention to human capital.

8 DECENT WORK AND
ECONOMIC GROWTH



17 PARTNERSHIPS
FOR THE GOALS



T-Trade maintains strategic partnerships and collaborations with universities, research institutions, and regional/national clusters. These collaborations have also led to the co-drafting of the UNI standard on the reduction of microplastics.

T-Trade has initiated the "Castel d'Emilio project," where it has launched a Venetian Bacaro and three holiday homes, aimed at enhancing historical villages and supporting local communities.

11 SUSTAINABLE CITIES
AND COMMUNITIES





Certifications and Recognitions



Each solution designed and proposed by T-Trade Group begins with a meticulous R&D activity, followed by strict Quality Control standards, from raw materials to the final product. The highest attention is given to both the technical characteristics and the safety of individual items, as well as their environmental, economic, and social impact.

ISO 9001
ISO 14001

BUREAU VERITAS
Certification



T-Trade Group is equipped with a Quality Management System certified to ISO 9001 and ISO 14001, the latter guaranteeing the correct environmental management systems.



T-Trade has obtained the Cribis Prime Company certification, attesting to its highest level of commercial reliability.



In 2024, Ecovadis awarded T-Trade Group the Silver Medal for Sustainability and its compliance with ESG criteria.



In 2024, T-Trade received the prestigious "SMAU Innovation Award: Italian Excellence in Innovation for Businesses and Public Administrations" for introducing a revolutionary approach to the B2B market by integrating a virtual assistant, an AI named Titti, into its B2B platform LABELINGWEB.



Certifications and Recognitions



The mark of
responsible forestry
FSC® C151744

T-Trade is FSC®-COC (Chain of Custody) certified: this certification ensures that paper products are made from materials sourced from responsibly managed forests.

The new update to the FSC® standard also requires adherence to specific ethical requirements.



Some thermal transfer ribbons are equipped with ISEGA Certification, which guarantees their suitability for food contact.



Labels that must come into contact with food are accompanied by the MOCA (Materials and Objects in Contact with Food) Declaration of Conformity. T-Trade has been authorized by ASUR for the production of MOCA items.



Printed labels that must withstand abrasion and degradation caused by light, salt fog, and sand are guaranteed by the GHS/Bs 5609 Certification, ensuring the highest level of safety in the chemical industry.

T-Trade products also ensure compliance with all major directives set by regulations (RoHS, REACH, TSCA, etc.).



Additionally, T-Trade's printing systems are certified Industry 4.0, and the innovative solutions are patented.



Partnership



T-Trade Group maintains "partnership" relationships with several institutions/organizations.

POLYTECHNIC UNIVERSITY OF MARCHE (UNIVPM):

The collaboration between T-Trade and UnivPM has been ongoing for many years and focuses on research, design, and development of intelligent, innovative, digital, sustainable, Industry 4.0 certified printing solutions, now moving towards Industry 5.0. It is with UnivPM that T-Trade has developed projects leading to numerous patents, some of which are worldwide. This partnership continues with the aim of always seeking cutting-edge solutions and producing the labeling systems of the future, ethical and friendly to both people and the environment, as stated in T-Trade's Vision.

As a result of this collaboration, T-Trade also participates in various training and public initiatives organized by the Department of Management at UnivPM, where university students are involved. T-Trade constantly engages with them to provide real-world examples of how entrepreneurship can align with sustainability.



UNIVERSITÀ
POLITECNICA
DELLE MARCHE

T-Trade Group in a Master's Thesis

As a demonstration of the solid connection with UnivPM, the Master's Thesis of the **Sustainability and Circular Economy Management Course** titled "Industrial Sustainable Development in Companies: Technological Innovation Applied to Sustainability. The Case of T-Trade Group", was written and defended by Marco Baldoni on October 14, 2023 (110/110 with honors). Baldoni is currently a resource employed at T-Trade.





Partnership



TECNOALIMENTI:

T-Trade is a technological partner and a member of the Board of Directors of Tecnoalimenti, the Scientific and Technological Research Organization, structured as a non-profit Consortium, which inspires, coordinates, and develops research projects of industrial interest in the Food & Beverage sector.

Tecnoalimenti is a true innovation hub composed of 31 companies in synergy with the Ministry of Research. It represents a unique entity at the European level, as it brings together an invaluable blend of vertical (supply chain) and horizontal (technological) expertise for the Food & Beverage market. It is here that development policies, **particularly sustainable ones**, are decided, emerging from a collaborative exchange of ideas and projects between the various members.



T-Trade in the working group that drafted UNI/PdR 158:2024 for the reduction of microplastics in food production and distribution activities

For a cleaner, healthier, and more livable planet. For more aware and sustainable companies.

On January 11, 2024, the reference practice *"Guidelines for the reduction of microplastic emissions in food production and distribution activities"* UNI/PdR 158:2024 was published.

T-Trade Group was also part of the drafting group, coordinated by UNI (Italian Standards Organization) and Tecnoalimenti S.C.p.A.





Partnership



AGRIFOOD MARCHE:

T-Trade is a member of the Agrifood Marche Cluster Association (CL.A.N), an aggregation composed of the four universities of Marche (UNIVPM, UNIMC, UNICAM, UNIURB) and 54 local entities, including research centers, small, medium, and large companies, and trade associations, collaborating to meet innovation needs across the entire agri-food supply chain.



AGRIFOOD MARCHE
Food Farming Innovation Cluster

The primary goal of the Agrifood Marche Cluster is to stimulate dialogue between various partners to promote innovation and increase competitiveness in both the agricultural sector and the entire agri-food supply chain, including all its components up to distribution and consumption.

TERRA INSTITUTE e TRENTINO SVILUPPO:

In 2021, T-Trade was the case study for the "*Circular Re-Thinking*" project promoted by Trentino Sviluppo, Terra Institute, and Materia Rinnovabile to promote circular thinking among companies and professionals. Circular Re-Thinking is an innovative specialization school where cooperative projects, business strategies, and training are integrated to respond to the environmental, economic, and social challenges of a continuously evolving industrial world. The path with T-Trade aimed to provide the necessary skills for future circular economy specialists. T-Trade's business projects served as the subject of study for the participants, who ultimately engaged with the company's management to discuss development proposals.



TRENTINOSVILUPPO
IMPRESA INNOVAZIONE MARKETING TERRITORIALE

Material Topics





The relevant material topics for T-Trade Group are explored in the following sections, through the reporting of sustainability performance presented with reference to some key GRI indicators.

Diversity and Employee Well-being

The management of T-Trade Group believes that great results can only be achieved through the contribution of everyone within the company, working together with collaboration, professionalism, creativity, and respect.

The individuals at T-Trade Group are much more than employees; they are an integral part of the company, and together, they form a team that enhances the skills, knowledge, and diversity of each member.

As a result, T-Trade Group ensures a safe and stimulating work environment, investing in both the personal and professional growth of each individual through projects, training courses, and a flexible organization that is mindful of individual needs.

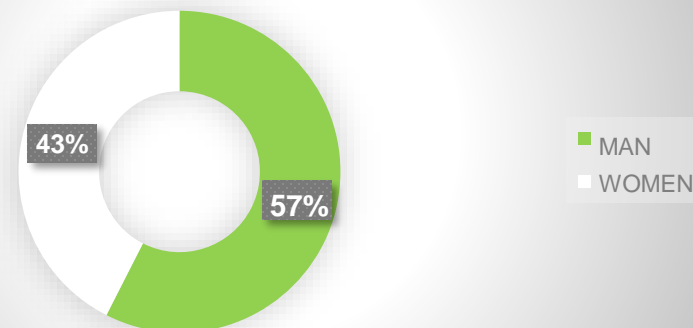
T-Trade Group stands against all forms of discrimination, as outlined in its corporate code of ethics, whether based on sexual orientation, religion, or politics.

This focus on these aspects values dignity and creates an environment where wealth is generated, and extraordinary results are achieved.

T-Trade Group is a company with a **very balanced gender composition** that has remained essentially stable over the years, demonstrating the insignificance of trends or fashions in its structure.

In 2024, the gender composition underwent a slight change, achieving further improvement in the distribution (2023 data: 41% women and 59% men).

Gender Composition





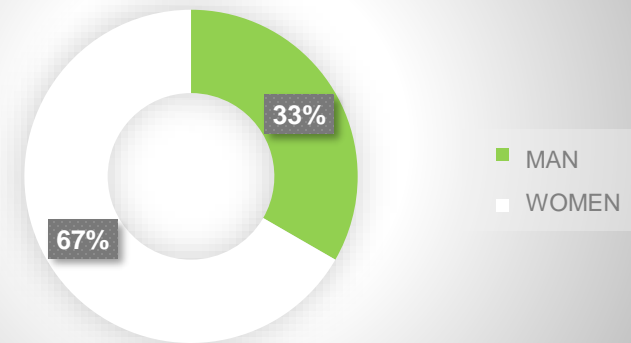
It is interesting to note, further confirming what was mentioned in the previous paragraphs, that 67% of managerial positions are held by women, a figure that highlights T-Trade Group's commitment to ensuring **equal opportunities** within the company.

This distribution is not the result of a strategic choice, but simply the outcome of a meritocratic selection of personnel.

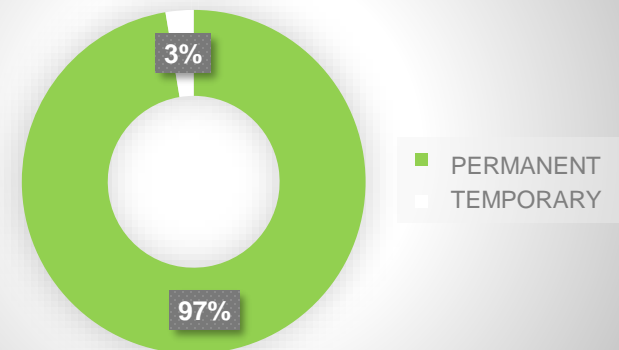
T-Trade Group considers **contract stabilization** a key element in ensuring a peaceful and motivating work environment. Offering stability to its employees means investing in their well-being, peace of mind, and ultimately, this is reflected in the company's growth. The data provided here is concrete evidence of this.

At T-Trade Group, the needs of individuals are carefully listened to, fostering a **flexible and inclusive work environment**. This approach is reflected in the high number of employees who choose part-time work, demonstrating the company's attention to individual well-being as well as operational needs. The corporate culture is based on a genuine interest in personal needs, which often stem from family situations or a balance between work and private life, thus contributing to a more peaceful and productive work atmosphere.

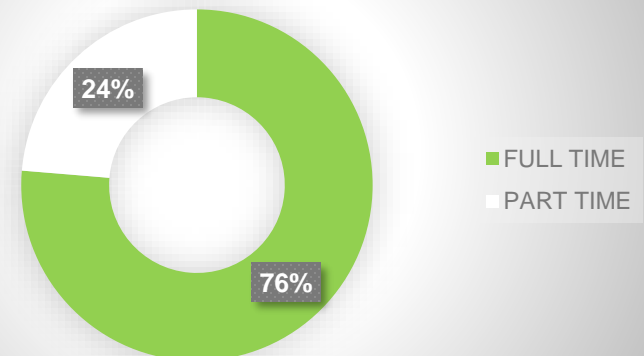
Gender Composition of Management



Composition by type of contract



Composition by full and part-time employment



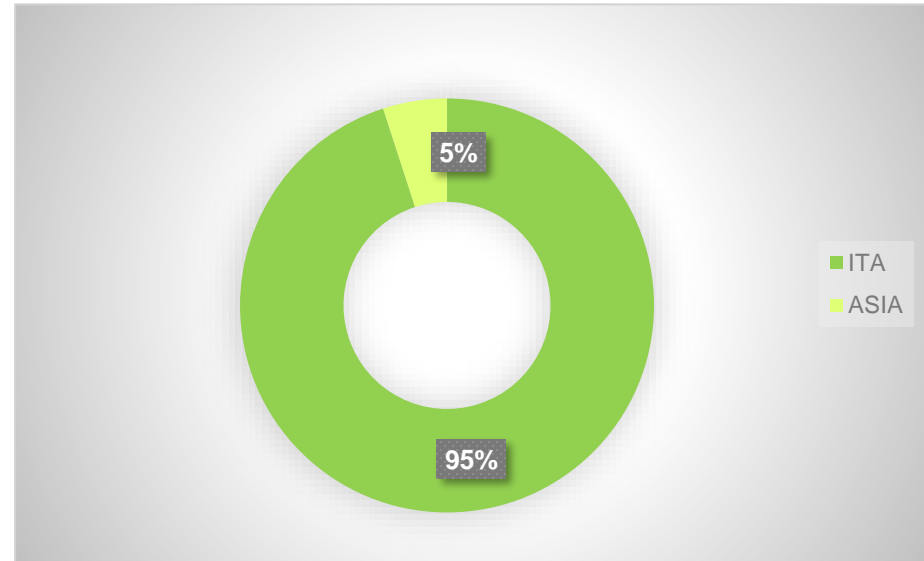


The company has a strong local composition, and the proportion of staff based on geographic origin reflects this; however, within the company, there is space for every capable and valuable person, regardless of their background.

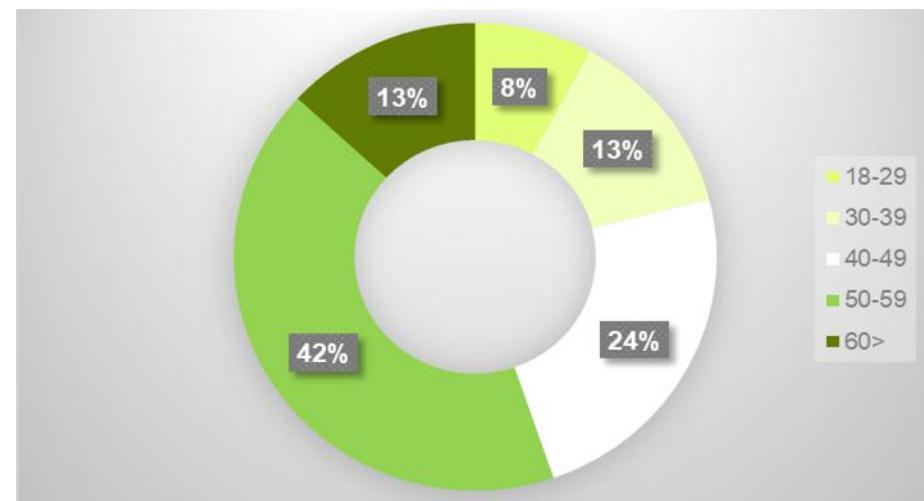
Since the early days of the company's operations, T-Trade has employed Chinese-origin staff working alongside Italian employees. This part of the workforce has always been an important component of the company's daily life, as well as during the numerous social events organized to promote team building and foster a sense of belonging, demonstrating a wonderful example of integration.

The balanced distribution of staff across age groups, coupled with a low turnover rate, clearly demonstrates the excellent company climate. This data reflects a stable, inclusive work environment that is attentive to the well-being of its people, fostering continuity and professional growth.

Geographical Distribution of Employees



Employees by age groups





Development of human capital and enhancement of individual competence

Training is a fundamental pillar for T-Trade Group in its relationship with the company's human capital. In addition to the mandatory courses, which are always regularly promoted and conducted, T-Trade Group strongly believes in the importance of enhancing the individual's skills. For this reason, the company offers all managers, employees, and collaborators optional courses for continuous improvement of personal skills, thereby improving business performance and fostering a climate of trust in one's abilities, leading to collective peace of mind.



July 2024: training Team Building

418 hours of in-person training, of which **214** focused on **ESG topics**
and **333** of **non-mandatory** training

180 mentoring hours

78% of the employees involved

9 training institutions or external professionals involved



Health and Safety

In order to ensure and promote the health and safety of its employees, T-Trade Group has implemented a management system for legal compliance, primarily in line with the provisions of the Consolidated Act on Safety (Legislative Decree 81/08), which proves to be both effective and efficient. The operational approach across all business processes, combined with the sensitivity to the issue fostered by the company culture, has led to excellent performance over the years. **T-Trade Group boasts an extremely low number of workplace accidents.** In the last five years, only three minor incidents have occurred, as demonstrated by the frequency and severity rates.

	2024	
	n.	rate
Number and rate of fatalities resulting from workplace accidents	0	0
Number and rate of serious workplace accidents	0	0
Number and rate of minor workplace accidents	0	0
Number of hours worked	59.613	
Number of workdays lost due to injury	0	0

The company, supported by an external team of industry professionals, **continuously identifies and assesses risks to workers**, implementing mitigation measures or eliminating, whenever possible, risks at the source. The company's Risk Assessment Document (DVR) is based on a thorough mapping of potential risks and hazards, considering various parameters such as the type of departments, the nature of processes and their phases, tasks, and the assignment matrix for individual workers, operational conditions, and the level of control.

Another valuable contribution to safeguarding employees from potential risks is the meticulous monitoring by the occupational physician, who ensures timely and continuous healthcare support for employees.

The company demonstrates particular attention to the healthiness of the workplaces and the environmental conditions in which its staff operates. The production facilities are equipped with effective summer cooling and winter heating systems, in addition to excellent lighting conditions in the workspaces.

Machines and equipment undergo frequent turnover, ensuring, on one hand, excellent industrial process performance and, on the other hand, a high level of attention to the safety of operators working with them.



Supply Chain

Monitoring and raising awareness within the supplier community on sustainability issues is a fundamental activity for ensuring compliance with and spreading the principles contained in T-Trade Group's Code of Ethics and Policies. Strengthening relationships with the supply chain is an evolution of the vendor rating activity, which was initiated in a standardized and structured manner in 2016 and has been continuously pursued ever since. The goal of the supplier evaluation and monitoring activity is to encourage and reward commercial relationships with those who stand out with high rating scores, while focusing more closely on those who consistently show low scores. The objective is to meet criteria that T-Trade considers very important, such as recognizing quality and ensuring adequate industrial results, but also, increasingly, **highlighting suppliers' responsibilities towards the natural environment and the social context in which they operate..**

121 qualified suppliers

20 FSC supplier partners

7,9 the average score

Supplier evaluation includes criteria derived from:

- Compliance with the quality and organizational standards set by the ISO 9001 standard
- Compliance with the environmental standard ISO 14001
- Adherence to the policies, code of ethics, and supplier code of conduct adopted by T-Trade Group, as well as ESG-related criteria.

T-Trade Group also conducts second-party audits at suppliers to verify compliance with regulations and the maintenance of required standards.

T-TRADE GROUP ACTIVITIES 2025

- The fourth ESG (Environmental, Social, and Governance) survey was conducted with T-Trade Group's most relevant suppliers. This survey is **useful for understanding the supply chain's approach to sustainability** and also for obtaining a comprehensive overview of supplier reliability. The questionnaire has become part of the *vendor rating* scoring criteria.

49 suppliers were involved in completing the survey

- On this occasion, the Supplier Code of Conduct of T-Trade was sent to all suppliers for review. *Supplier monitoring takes place annually.*

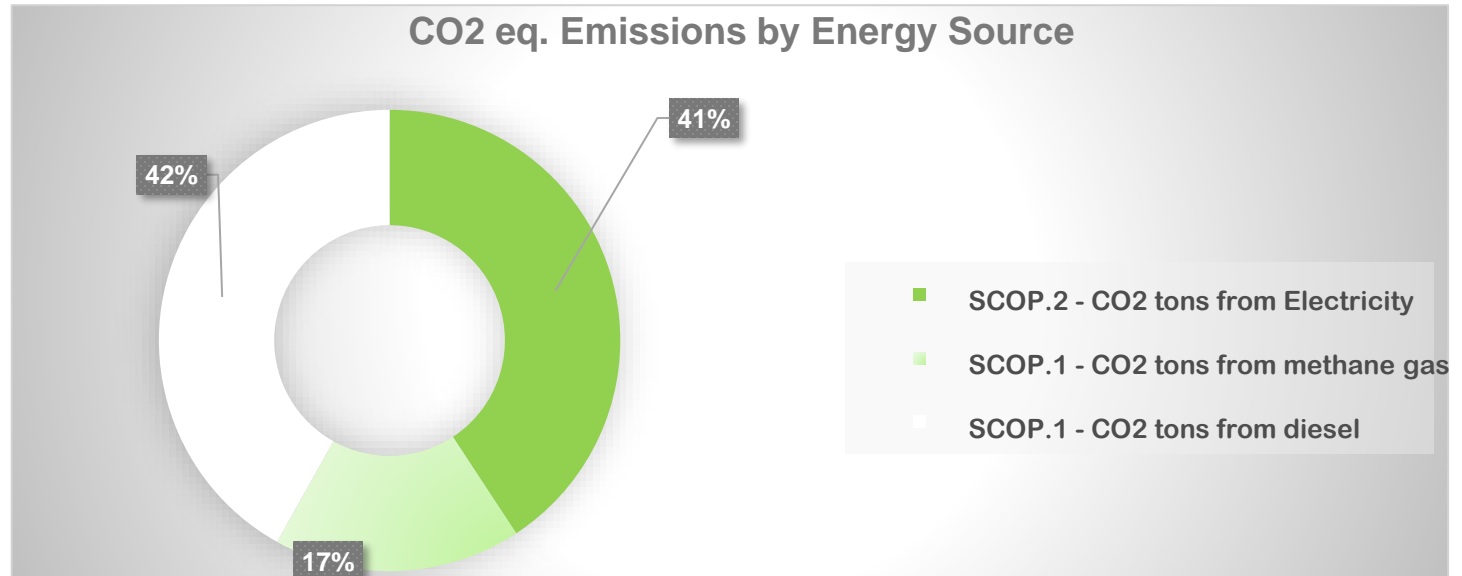


Environment

Emissions:

Direct GHG emissions (Scope 1)
Ton. CO2 from methane gas: 15.5
Ton. CO2 from diesel: 37

Indirect GHG Emissions (Scope 2)
Ton. CO2 from Electricity: 36



The emissions balance is calculated net of the production and self-consumption of electricity from the new photovoltaic system.

5 tons of CO2 avoided thanks to the energy produced by the photovoltaic system.

Water

At T-Trade Group, water is not used in production processes, and the wastewater consists solely of water from restrooms. The commitment to responsible water management, in addition to being formalized within the Transfer Trade environmental policy, is implemented through awareness-raising activities.

T-Trade Group's total water consumption in 2024 was 192 cubic meters, which corresponds to approximately 4.9 cubic meters per worker over the course of the year.



Waste and Circular Economy

T-Trade's approach is grounded in "life cycle thinking," which also serves as the guiding principle for its entire research and development activities, culminating in the production of solutions protected by numerous patents. These innovations are designed for partners and clients with the goal of reducing packaging waste not only within T-Trade's internal processes but also downstream in the value chain, during the industrial activities of those who adopt the solutions.

By focusing on reducing waste at later stages in the supply chain, T-Trade aims to achieve a significantly broader and more ambitious environmental impact. This approach not only improves sustainability within T-Trade's operations but also contributes to creating a more circular economy by encouraging waste reduction throughout the broader industrial ecosystem.

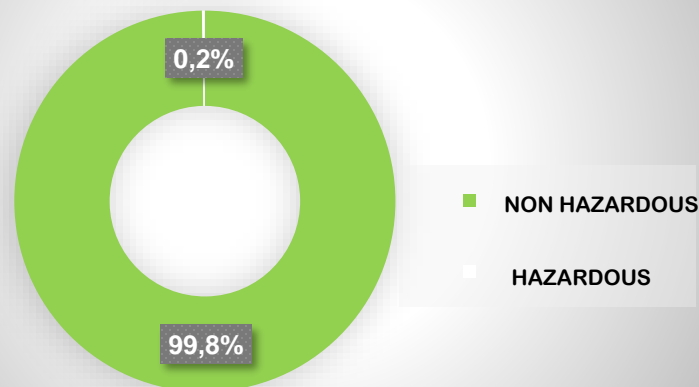
LINERLESS SOLUTIONS TO SAVE TREES AND REDUCE WASTE

To save paper, process water, and reduce CO2 emissions, T-Trade has designed and launched linerless printing solutions. These solutions involve the use of inline or end-of-line printers to apply labels made from adhesive rolls that are free of liners (the silicone-coated backing material that requires special disposal). This innovation results in a 50% reduction in the paper required for the labeling process, **leading to less water consumption and lower CO2 emissions.**

Since the liner is the waste product of the labeling process, eliminating it significantly reduces waste production. Additionally, with other T-Trade printing solutions, it is possible to save 100% of the paper needed for the labeling process in final-line applications. This is achieved through printers that transfer necessary shipping data directly onto the adhesive tape used to seal the package, completely eliminating the need to apply a separate label.

This approach aligns with T-Trade's commitment to sustainability and reducing its environmental footprint across the entire supply chain.

Distribution of Hazardous and Non-Hazardous Waste Produced in 2024



Regarding the waste directly produced by T-Trade Group, the quantity is in the order of **90 tons per year (2024)**, with the vast majority classified as "non-hazardous". This positive result is achieved through the definition of specific waste management procedures, the adoption of efficient collection systems at various production sites, staff training and awareness-raising, and continuous monitoring of processes, which also takes place at the managerial level. The company has formalized an Environmental Organizational Chart with specific roles that also oversee waste management.



Chemical Substances

The main chemical substances used in the production processes are those involved in the graphic customization department for labels, which include inks, varnishes, and cleaning products for printing machines. These substances are not highly polluting, and their management is carried out through careful selection controls, maintaining Safety Data Sheets (SDS) records, and full compliance with the procedures established by the ISO 14001 Certification.

WITH MODERN PRINTING MACHINES: INCREASED PRODUCTIVITY, REDUCED INK AND SOLVENT CONSUMPTION

In recent years, T-Trade has completely overhauled its printing equipment with substantial investments. New machines have been introduced, featuring state-of-the-art safety standards and systems that direct emissions away from operators, effectively managing ink fumes and ensuring optimal atmospheric emissions control.

These modern and efficient solutions not only enhance productivity but also significantly reduce the consumption of inks and chemicals, all within a framework aimed at minimizing environmental impacts during the production phases. The benefits are viewed through a "*life cycle approach*" reducing resource waste at the outset and resulting in products with a smaller ecological footprint at the end.

This transformation ensures that the printing process now boasts a far lower environmental footprint compared to the traditional technologies used just a few years ago.



- 27% INKS - 36% VARNISHES - 83% ADDITIVES - 41% DETERGENTS



**T-Trade's Environmental,
Ethical, and Industrial
Projects**

T-Trade's Ethical and Social Commitment

To be truly **integrated with its territory**, a company cannot avoid taking care of the well-being of the community. This means not only adhering to local regulations, being mindful of the environment, and respecting the people who live in the area. It also means actively contributing to the well-being of the local community. T-Trade's commitment in this direction is strong: from donating 7,000 surgical masks to the community at the start of the Covid pandemic, to providing shelter and support for a family with children fleeing the war in Ukraine; from contributing to local initiatives to promoting sports for the well-being of young people; from focusing on activities that support the integration and assistance of the most vulnerable individuals, to revitalizing small villages through the enhancement of local properties...

Here are some examples to follow.

SUPPORT FOR YOUTH AND SPORTS

Young people are our future, and for this reason, T-Trade promotes sports by supporting local teams, both male and female, involved in various sports disciplines.



FUNDRAISING: EMERGENCY

During the 2024 holiday season, T-Trade hosted two representatives from Emergency - Roberto Maccaroni and Michela Paschetto - at its Bacaro Veneto in Castel d'Emilio. Both are involved with the NGO in promoting a culture of peace, solidarity, and respect for human rights. In December 2024, they were engaged in the Gaza Strip and in maritime rescue operations. The evening served as a fundraising event, with proceeds donated to Emergency.





A SCHOOL FOR THE CHILDREN OF CONGO

Congo, Central Africa, an area at the heart of violent conflicts where children bear the most dramatic consequences. T-Trade responded to the call from Don Fabrizio and Don Alan, two parish priests from the province of Ancona, and contributed to the opening of a school managed by local nuns. The school hosts 68 children, providing them with education and, therefore, the hope for a better future.

REVITALIZATION OF VILLAGES: A NEW LIFE FOR CASTEL D'EMILIO

As mentioned in previous pages, T-Trade launched the "*Castel d'Emilio Project*" with the awareness that small local villages, if neglected, face decay and abandonment. T-Trade purchased several properties in the medieval village in the province of Ancona with the aim of **combating this decline, bringing life back to the area, and, over time, promoting recreational and cultural activities, as well as providing spaces for meetings between local citizens and stakeholders.**

Thus, "*Relais Castel d'Emilio*" was born, featuring three vacation homes, along with *Bacaro Buséto e Botòn*, a true meeting place that can also host significant public events and act as a **social hub**. This project has had **positive effects on local employment** and has contributed to the preservation and enhancement of historical and **cultural assets**, with beneficial impacts on **tourism** and the **local economy**.



TCA DAY AT CASTEL D'EMILIO

In November 2024, T-Trade Group, in its role as a technological partner, hosted the annual event of Tecnoalimenti at Castel d'Emilio. This event brings together all the members of Tecnoalimenti for moments of dialogue and the exchange of ideas and proposals.

This year's theme was "Creating Value in the Agri-Food Industry in the Current Economic Context." The event featured both discussion sessions and cultural moments, with attendees having the opportunity to explore the historical beauty of the village where the meeting was held.



Industrial and Environmental Projects

All the intents, visions, missions, and activities described in the previous pages naturally culminate in concrete projects carried out by T-Trade, which span across environmental, ethical, and industrial domains. These projects range from improvements made to business processes in order to reduce resource consumption, to collaborations with various stakeholders aimed at promoting the well-being of local communities, and extend to industrial projects designed to offer innovative, ethical, sustainable, and digital labeling systems.

It is a true circular journey that begins with the commitment to respect the planet's resources, moves through meeting customer needs, and ultimately leads to the satisfaction of the end consumer.

Below are some examples.

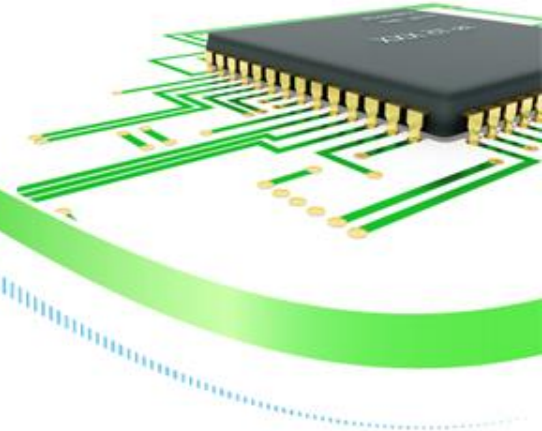
PHOTOVOLTAIC PROJECT

In 2023, a 40 kW photovoltaic system was installed on the roof of the Falconara Marittima facility.

2024 marks the first year that the system has been fully operational throughout the entire year, resulting in a total production of approximately 39,000 kWh, of which 61% was self-consumed and the remainder fed into the distribution network for the benefit of other users on the national grid.

The overall environmental benefit is significant, estimated at around 8 tons of CO₂ equivalent, with 5 tons being self-consumed.

This project represents an important step in the decarbonization journey undertaken by T-Trade, enabling the self-production of energy from 100% renewable and natural sources, while reducing reliance on energy produced from fossil fuels.





TERRAMATRIX PROJECT

On March 30, 2023, TerraMatrix was born, an **innovative startup** owned by T-Trade, focused on Research and Development, design, and the production of printing solutions and digital platforms for innovative, Industry 4.0, sustainable, and ethical product traceability.

TerraMatrix paves the way towards a more sustainable future!

T-Trade, with its innovative startup **TerraMatrix Srl**, has been present since **March 1, 2024**, with a dedicated space at the **MATT Coworking in Macerata**. The MATT (formerly a slaughterhouse, located in the so-called “crater area”) is a meeting place designed to foster relationships between individuals engaged in the exchange of expertise in sectors strongly linked to digital innovation and sustainability.

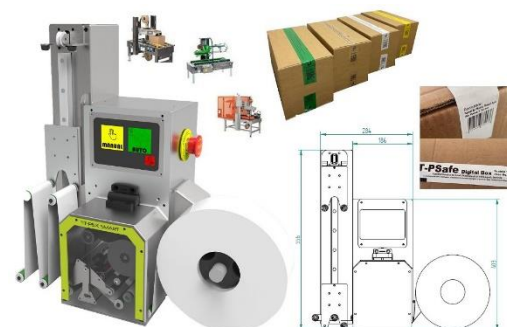


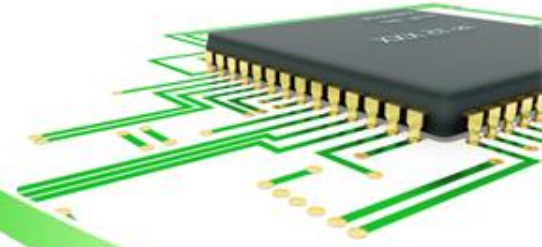
TT-HOURLGLASS AND TT-PSX SMART PROJECTS

It is with TerraMatrix that the research and development of patented, highly innovative, and sustainable projects in the fields of printing and traceability continue.

For example, **TT-HOURLGLASS**: a small hourglass-shaped printer that interfaces with any price-weighting scale in the fresh food departments of supermarkets. The goal is to completely eliminate the use of thermal paper labels. TT-Hourglass uses the shopper (compostable material, plastic bag, or even a paper bag!) as the base material for printing the weight and price: on the handle, on a die-cut tab at the bottom of the bag, or on a compostable tab that can be taken from a dispenser and used as a tie once the printing operation is completed, or on the paper bag itself. All data is transferred directly onto the shopper/bag, which remains fully compostable, eliminating the need for thermal paper!

TT-PSX SMART is the pinnacle of decades of innovation and patents and the sublimation of sustainable labeling, even aligning with the goals of 5.0! At 28x55 cm, this printhead adapts to nearly all strapping machines worldwide, immediately transforming them into smart strapping and printing systems. It prints directly on the strap that seals the box, thus eliminating the label, and provides real-time information on predictive maintenance as well as the positive environmental impact (less CO2, less water, less energy, saving trees). Smart, ethical, and sustainable labeling.





BIO LABEL PROJECT

T-Trade has set up a true BIO laboratory for the production of BIO film reels, directly from natural origin compounds (fruit waste, corn, rice, etc.). These films are then adhesive-coated and die-cut according to specific needs, for the creation of labels or tags made from entirely natural raw materials.

END OF LIFE PROJECTS: RECYCLING, REUSE, LESS WASTE

Our planet is still struggling to transform economic systems and lead them towards the necessary circularity. The solution lies more in prevention than in end-of-life treatment. This begins with design (about 80% of a product's environmental impact depends on its design). It's a principle T-Trade strongly believes in, and that's why it operates on multiple fronts: with its suppliers, customers, the community, and internally.

Suppliers: T-Trade favors suppliers of raw materials that promote sustainability and has adopted a **Sustainable Purchasing Policy**.

Customers: T-Trade designs and offers **labeling solutions that eliminate between 50% and 100% of paper usage**. Linerless solutions, where there is no waste generated by the siliconized backing in the labeling process, and even solutions where labels are not needed at all (zero paper + zero waste) because the data is directly printed on the final shipping box or on natural, recyclable, and/or compostable materials. T-Trade is also behind the **TT-Life Recycling project**, focused on **regenerating obsolete hardware** and giving it new life.

Community: T-Trade launched the free **TT-No Waste app** to combat food waste and promote proper recycling of food products. The app allows users to upload purchased products and alerts them as they approach their expiration date, helping to avoid waste by either consuming the products or donating them to an organization within the network.

Internally: In managing daily waste and scrap, T-Trade strictly adheres to the recycling rules set by the local area in which it operates. In line with the principles of ISO14001, it has formalized an environmental organizational structure with designated roles and responsibilities for **ensuring proper waste management and overall environmental governance at its sites**.

Progetto TT-Life Recycling CIRCULAR ECONOMY



T-TRACE PROJECT

The **T-Trace Platform** benefits from the collaboration with the Polytechnic University of the Marche. It represents a true digital revolution: T-Trace is a combination of hardware technologies (machines and materials) and software (web apps and cloud) aimed at tracking and promoting the conscious, circular use of consumer products, especially those with a clearly defined expiration date. The integration of hardware and software technologies that make up the T-Trace platform allows all stakeholders in the consumer product supply chain to produce, track, manage logistics, consciously consume, and, at the end of the product's life cycle, either recycle, donate, or dispose of it in a circular manner.



THE REVOLUTION OF 2025: AI Titti DIRECTLY ON WHATSAPP!

Titti is the world's first Artificial Intelligence, launched by T-Trade, specifically designed for the labeling sector. Titti is available on WhatsApp (simply scan the QR code to chat directly from your smartphone) and is not just a technological tool: **it's a partner that helps companies operate more responsibly and consciously, contributing to a more sustainable future.**

How?

Optimizes resources: Titti helps companies choose the most suitable products for their labeling, traceability, and packaging needs, reducing waste and improving the efficiency of the production chain.



Reduces environmental impact: Thanks to its ability to analyze data and provide targeted solutions, Titti helps minimize the use of unnecessary materials, promoting more eco-friendly practices.

Provides continuous support: Titti is capable of evolving and learning continuously, ensuring 24/7 responses and increasingly efficient and sustainable solutions over time.

Titti is the technologically advanced synthesis of T-Trade and its concept of Sustainability: T-Trade Group has invested in the research and development of solutions and technologies that not only improve business processes but also respect the environment and people, with a focus on good governance.



SCAN ME



***“The world is not left to us
by our fathers,
it is lent to us by our children”***



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