

SUSTAINABILITY Report 2025

A Grimaldi Group Company


TDT
A Grimaldi Group Company

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Letter to Stakeholders

Dear Stakeholders,

In this 2025 Sustainability Report, we set out how Terminal Darsena Toscana (TDT) is addressing global challenges through concrete, measurable actions.

In a period marked by profound instability and systemic tensions, we reaffirm our vision: to embed sustainability within our operational strategy as a cornerstone of both our **logistical and financial resilience** and our corporate identity.

The financial year ended on a positive note. TDT has been part of the **Grimaldi Group** since the start of 2024; its operating performance and investment plan reflect solid, growth-oriented management, strengthening the Terminal's competitive position and reaffirming its strategic role within the Port of Livorno.

The year 2025 marked a structural shift in maritime trade. The prolonged crisis in the Red Sea has effectively established the circumnavigation of Africa as the new operational standard, increasing distances travelled on Asia-Europe routes by **30–40%**. This shift has absorbed the substantial influx of new mega-vessels, keeping freight rates volatile but above historical averages.

The progressive regionalisation of value chains (through **near-shoring** and **friend-shoring**), adopted in response to longer transport routes, is establishing the Mediterranean and North Africa as critical logistics hubs. Within this landscape, TDT's distinctive strength lies in its position as an **independent operator** within the **Scandinavia–Mediterranean TEN-T Corridor**: a status that ensures the neutrality and flexibility essential to connecting European markets with emerging production hubs.
Against this backdrop, TDT delivered strong growth in 2025, confirming the resilience of its business model:

- **Container** volumes: **450,281 TEU** (**+18.1%** compared with 381,198 TEU in 2024).
- **Reefer division**: full reefer container handling grew by **36%** (28,779 units), consolidating our role as a key hub for the agri-food and pharmaceutical cold chains.
- **Intermodality**: rail-sea freight handling increased by **8%**, with **1,407** trains managed, reflecting our strategy of encouraging the shift of freight volumes towards modes with a lower environmental impact.

Our strategy proactively addresses the impacts generated by our terminal operations through a comprehensive programme of current and planned investments:

- **Innovation and equipment**: during the year, we invested in renewing our fleet (including new reach stackers) and in major maintenance work to ensure high standards of reliability and safety, including the installation of new operating cabins on the RTGs (Rubber-Tyred Gantry Cranes) and quay cranes.
- **Digitalisation**: we contributed to the evolution of the Port Community System towards paperless models, reducing administrative inefficiencies and the carbon footprint of each shipment handled.
- **Rail development**: we will launch the design and authorisation process to extend our internal tracks in 2026, enabling us to handle standard **750-metre** trains for European corridors. This initiative, together with the upgrade of the Grande Galleria dell'Appennino on the Prato–Bologna line, will strengthen TDT's competitiveness while supporting a greater share of freight moved by rail.

Together, these initiatives reflect our commitment to combining operational efficiency with a tangible **reduction in emissions** and improved **workplace safety**, thereby creating shared value for the local community and the environment.
TDT looks to the future with confidence, and reaffirms its ambition to play a central role in the development of **Darsena Europa**, a flagship project for the revitalisation of the Port of Livorno.

Recognising that sustainability is a process of continuous improvement, we thank
our partners, shareholders and all our employees for the trust they have placed in us, which makes this journey towards responsible logistics possible.

The General Manager
Marco Mignogna


SUPER
HEAVY
CAUTION
HIGH TRAILER
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Key Principles

Through this report, Terminal Darsena Toscana s.r.l. strives to transparently communicate how it intends to contribute to Sustainable Development, understood as “development that meets the needs of the present without compromising the ability of future generations to meet their own needs” (World Commission on Environment and Development, Our Common Future, 1987).

“A strategic approach to corporate social responsibility is increasingly important for competitiveness. It can bring benefits in terms of risk management, cost reduction, access to capital, customer relations, human resources management and innovation capacity”. COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE OF THE REGIONS A renewed EU strategy 2011-14 for corporate social responsibility /*COM/2011/0681 final of 25 October 2011.



TDT has decided to use the GRI (Global Reporting Initiative) Standards to report information on its economic, environmental and social impacts, including those on human rights, thereby increasing transparency regarding its contribution to Sustainable Development.
TDT reports information relating to its commitment to Sustainable Development in compliance with the principles of Accuracy, Balance, Clarity, Comparability, Completeness, Timeliness and Verifiability as defined in GRI Standard 1: Fundamental Principles 2021.

GRI Content Index

Declaration of use	Terminal Darsena Toscana has reported the information mentioned in this GRI content index for the period from 01/01/2025 to 31/12/2025 with reference to the GRI Standards.
GRI 1 Used	GRI 1 - Core Principles - 2021 version

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	2.17: Collective knowledge of the highest governance body	Omitted
	2.18: Evaluation of the performance of the highest governance body	Omitted
	2.19: Remuneration policies	Omitted
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GRI 203: Indirect Economic Impacts 2016	203.1: Infrastructure investments and services supported	45
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GRI 402: Labour/ Management Relations 2016	402.1: Minimum notice periods regarding operational changes	68
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GRI 406: Non-discrimination 2016	406.1: Incidents of discrimination and corrective actions taken	85
GRI 407: 2016 Freedom of Association and Collective Bargaining	407.1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	85
GRI 408: Child Labour 2016	408.1: Operations and suppliers at significant risk for incidents of child labour	85
GRI 409: Forced or Compulsory Labour 2016	409.1: Operations and suppliers at significant risk for incidents of forced or compulsory labour	85
GRI 410: Safety Practices 2016	410.1: Security personnel trained in human rights policies or procedures	86
GRI 413: Local Communities 2016	413.1: Operations with local community engagement, impact assessments, and development programmes	86
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Index of non-relevant/non-material disclosures

Relevant GRI topics determined as non-material

Topic	Disclosure	Reasons for omission	Explication
GRI 207: Tax 2019	207.1: Approach to tax	Confidentiality Constraints	TDT maintains an approach to taxation based on the principle of legality and compliance.
	207.2: Tax governance, control and risk management	Confidentiality Constraints	
	207.3: Stakeholder engagement and management of concerns related to tax	Confidentiality Constraints	
	207.4 Country-by-country reporting	Confidentiality Constraints	TDT operates in Italy.
GRI 302: Energy 2016	302.2 Energy consumption outside of the organization	Not available	The quantities of fuel consumed for employee commuting are not available. The activities upstream and downstream of TDT's production area, i.e. those related to the transport of containers to and from the Terminal, are not included among those subject to management control by TDT and therefore it is not possible to provide accurate consumption values, not even as an estimate.
GRI 301: Materials 2016	301.1: Materials used by weight or volume	Not relevant	TDT provides services to its customers. The main supplies concern services acquired externally; the acquisition of materials mainly concerns materials for the warehouse.
	301.2 Recycled input materials used	Not relevant	
	301.3: Reclaimed products and their packaging materials	Not relevant	
GRI 303: Water and Effluents 2018	303.3: Water extraction	Not relevant	There is no withdrawal from basins, the supply comes from the port aqueduct.
GRI 304: Biodiversity 2016	304.2: Significant impacts of activities, products and services on biodiversity	Not relevant	There are no direct impacts on biodiversity.
	304.3: Habitats protected or restored	Not relevant	There are no protected areas nearby; an area has been established (the WWF dunes of Calambrone) which is not adjacent to the Terminal but which is directly affected by it.
	304.4: IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not relevant	There are no protected species in the areas of operation of TDT.
GRI 404: Training and Education 2016	404.3: Percentage of employees receiving regular performance and career development reviews	Not relevant	There are no periodic or systematic processes for evaluating staff performance.
GRI 411: Rights of Indigenous Peoples 2016	411.1: Incidents of violations involving rights of indigenous peoples	Not relevant	There are no indigenous peoples involved in the process.
GRI 415: Public Policy 2016	415.1: Political contributions	Not relevant	During 2025, TDT made no direct or indirect political contributions.
GRI 417: Marketing and Labelling 2016	417.1: Requirements for product and service information and labelling	Not relevant	TDT is committed to fair and responsible marketing communications, and to ensuring access to information relating to the use of services to help customers and other interested parties make informed choices.
	417.2: Incidents of non-compliance concerning product and service information and labelling	Not relevant	During 2025, no non-conformities were detected referring to information related to the economic, environmental and social impacts of the service provided by TDT.
	417.3: Incidents of non-compliance concerning marketing communications	Not relevant	In the year 2025, there were no non-conformities related to marketing communications.


GRIMALDI LINES
CRUISE EUROPA

The organisation and its reporting practices

2.1 Organisational details

Terminal Darsena Toscana S.r.l. has its registered office in Livorno (Italy) at Via Mogadiscio 23, on the West Bank of the Industrial Port area called Darsena Toscana.
Port operations and services are provided by TDT on the West Bank of Darsena Toscana, in compliance with the provisions of Italian Law 84/1994 and further modifications, based on concessions granted by the Port System Authority of the Northern Tyrrhenian Sea, with deed registered at no. 48 of the Register of Concessions, prot. no. 07691 of 18/10/01, and further modifications.
TDT has the legal form of a Limited Liability Company.
It should be noted that, compared with the previous reporting period, the organisation's ownership structure has changed following the sale of a 5% stake in the share capital. The entry of the Livorno Port Authority into the company's shareholding structure does not alter the company's commitment to its sustainability values and strengthens TDT's ties with the local community.
This move enables us to draw on the expertise and resources of a partner that has long been one of the leading operators at the Port of Livorno, renowned for the reliability and quality of its work, and to strengthen TDT's role as a key player in the region's economic and social development.

2.2 Entities included in the organisation's sustainability reporting

This Sustainability Report refers exclusively to the company Terminal Darsena Toscana S.r.l.; data from other entities or organisations are not reported.

2.3 Reporting period, frequency and contact point

The reporting period for this TDT Sustainability Report is the year 2025, from 1 January to 31 December, unless otherwise indicated.
The reporting frequency, i.e. the publication of this sustainability report, is annual; to allow comparability of performance and economic, environmental and social impacts over time, the data from the two previous years are reported.
For any questions about the reporting or disclosures provided, contact the TDT Sustainability Working Group using the following details:

- Ordinary mail: Terminal Darsena Toscana S.r.l., Via Mogadiscio 23, Darsena Toscana Porto di Livorno, 57123 – Livorno
- e-mail: sostenibilità@tdt.it



2.4 Restatements of disclosures

There are no revisions to the disclosures contained in previous Reports.

2.5 External assurance

TDT has decided not to subject the 2025 Sustainability Report to verification by an external certification body and will in any case notify GRI of the use of the GRI Standards and the related declaration of use.

Activities and workers

2.6 Activities, value chain and other business relationships

Activities and sector

Terminal Darsena Toscana operates as a terminal operator in the port of Livorno, handling containers and general cargo, including rolling stock.

The services offered by the terminal relate to freight transport and are aimed, on the one hand, at shipping companies and, on the other, at freight forwarders, shippers and all other Stakeholders and parties involved in the transport chain.

TDT therefore acts as a link between maritime transport, both deep-sea and short-sea, and land transport, whether by rail or road.




Hapag-Lloyd
UASC
CAPE S
MAFI

Markets served

2025was a year of profound transformation for the global shipping industry, during which geopolitical tensions, the breakdown of long-standing alliances, trade wars and a decisive push towards sustainability reshaped global logistics and supply chains.

The year got off to a flying start with the trade war between Washington and Beijing, centred on high tariffs and retaliatory measures, which reached a new peak during Trump's second term in the White House.

The imposition of significant tariffs on a wide range of Chinese products[1] led to a drastic reduction in direct container shipments from China to the United States, particularly following the suspension of the 'de minimis' exemption2 at the end of May for low-value parcels, which has affected e-commerce giants such as Temu and Shein.

China's counter-move involved imposing new tariffs and restricting exports of rare earth elements – which are essential to the technology and automotive industries – prompting the United States to respond with tariffs of up to 100% on imports of Chinese goods. A truce was only reached in mid-May with a partial de-escalation involving a mutual 10% reduction in tariffs and a period of suspension and truce aimed at minimising the economic damage as much as possible.

Due to these restrictions and uncertainties, freight rates remained high and volatile, at times approaching the peaks seen during the Covid-19 pandemic, particularly in the first half of the year.

Protectionist policies, combined with the conflicts in the Middle East and Ukraine, have accelerated the restructuring of trade routes and supply chains, with companies shifting production to South-East Asia, India and South America. This has led to a reduction in volumes on the trans-Pacific route and an increase on alternative routes.

Caught between the two powers, Europe finds itself in a complex strategic position, acting both as a buffer and as a logistical alternative, whilst seeking to protect its shipping industry from the knock-on effects of this 'tit-for-tat' trade.

While trade between China and Europe is on the rise [3], prompting operators to re-route their services to European ports, Europe is simultaneously consolidating its role as a hub and supplier of goods[4].

The new disruptive impacts of geopolitics have also affected the alliances between the major carriers[5], which have adapted to the changing requirements partly by regionalising certain routes and partly by strengthening their presence on specific routes.

In February 2025, the 2M Alliance between MSC and Maersk will come to an end, and a new partnership focused on a 'hub-and-spoke' model designed to improve punctuality will be launched between Maersk and Hapag-Lloyd, the Gemini Cooperation.

Left without Hapag-Lloyd, the three carriers that were previously part of The Alliance – ONE, Yang Ming and HMM – have continued their collaboration, collectively covering the Asia–North America[6], Asia–Mediterranean, Asia–Northern Europe and Asia–Middle East trade routes.

As the world's largest container shipping operator, MSC has been operating largely independently since leaving the 2M Alliance, while maintaining space-sharing agreements with ZIM and the Premier Alliance.

Lastly, the Ocean Alliance, which includes CMA CGM, Evergreen, Cosco and OOCL, has renewed its agreement until 2032 to continue strengthening its presence in international markets.

The alliances have resumed their peaceful routes and made the passages via the Cape of Good Hope[7] a regular feature, confirming their flexibility in response to market conditions and consolidating

the circumnavigation of Africa as the main alternative route. However, the decision to sail round the Cape of Good Hope has not led to the marginalisation of the Mediterranean, which continues to be a key hub for trade.

The past year was also characterised by a growing focus on environmental sustainability and the adoption of innovative technologies.

The International Maritime Organisation (IMO) has provisionally approved[8] what is known as the Net-Zero Framework, a package of measures aimed at progressively reducing greenhouse gas emissions from shipping until they reach net zero by 2050. These measures, which will come into force in 2027, will become mandatory for large ocean-going vessels of over 5,000 gross tonnes, which account for 85% of total CO_2 emissions from international shipping.

As for Italy, the country reaffirms its strategic importance in international trade and its leading position in short-haul traffic in the Mediterranean region[9].

In fact, Italy is one of the world's leading exporters; suffice it to say that the most commonly exported 'Made in Italy' products by sea to the US are cars, drinks, spirits, as well as machinery and furniture.

It is also the leading European country in terms of the volume of goods handled, totalling 302 million tonnes, with a market share of 16%. It also holds undisputed leadership in Short Sea Shipping (SSS), another mode of transport that promotes sustainability by shifting traffic from road to sea.

The figures below show the volumes handled at the country's main container terminals, confirming the positions that have been well established for years[10].

1. *Tariffs have been increased to between 125% and 145% on products such as Chinese manufactured goods, technology products and agricultural goods.*
2. *Following the executive order signed on 30 July 2025, the White House is suspending, on a global basis, the 'de minimis' duty-free treatment set out under Section 321 of the Customs Act (19 U.S.C. §1321). In practice, from Friday 29 August, shipments to US customers will no longer be duty-free, even if they are worth $800 or less. The measure was justified on the grounds of economic security and the fight against illicit trafficking and applies to all countries and all modes of transport, with a transitional arrangement for the international postal service.*
3. *Container traffic between Asia and Europe grew by 7.5% in the first few months of 2025.*
4. *Europe has the capacity to replace some of the US's imports from China. In some sectors, the EU acts as a supplier to the US market, whilst at the same time absorbing some of China's exports, thereby increasing its interdependence with Beijing.*
5. *Simply consider Gemini Cooperation (Maersk-Hapag Lloyd), the Premier Alliance (HMM-ONE-Yang Ming), the Ocean Alliance (CMA CGM, Cosco, Evergreen and OOCL) and MSC.*
6. *With regard to both the east and west coasts.*
7. *Sailing round Africa has become the norm for many Asia–Europe routes, adding 10–15 days to the journey and increasing shipping costs. Although this route is longer, it offers greater reliability, minimising unexpected disruptions.*
8. *Provisionally adopted in April 2025 with 63 states in favour and 16 against, the NZF was due to be formally adopted on 17 October, on the final day of the second extraordinary session of the Marine Environment Protection Committee (MEPC/ES.2), which had opened on 14 October at the IMO headquarters in London. But the United States, with the backing of Saudi Arabia, the United Arab Emirates, Singapore and other countries, managed to prevent its adoption through threats and by attempting to change the procedural rules; had this been successful, it could have proved to be a trap that would effectively have blocked its adoption indefinitely.*
9. *SRM - 12th Annual Report, Italian Maritime Economy 2025*
10. *Ship2Shore – 19 January 2026.*

Table of cargo volumes handled at the country's main container terminals

TERMINAL OPERATOR	2023	2024	2025	CHANGE
MCT Gioia Tauro	3,548,827	3,940,451	4,490,566	14.0%
PSA Prà Genoa	1,449,199	1,486,831	1,413,408	-4.9%
LSCT La Spezia	1,012,103	1,123,599	1,101,415	-2.0%
Vado Gateway *	305,000	314,639	585,229	86.0%
TMT Trieste	742,708	730,461	522,661	-28.4%
CONATECO Naples	460,154	483,000	459,000	-5.0%
TDT Livorno	387,808	381,198	450,281	18.1%
SCT Salerno	345,949	358,134	416,056	16.2%
GPT Spinelli Genoa	407,914	422,374	401,478	-4.9%
PSA VECON Venice	337,032	290,595	348,489	19.9%
PSA SECH Genoa	247,008	297,732	311,309	4.6%
Lorenzini Livorno *	277,857	268,000	260,000	-3.0%
TCR Ravenna	190,350	176,599	199,004	12.7%
TIV Venice	164,300	191,500	195,000	1.8%
TFG Naples	114,303	139,913	191,136	36.6%
MITO Mediterranean Intermodal Terminal Operator Cagliari	49,685	150,162	187,003	24.5%
IMT Messina Genoa	130,025	163,895	168,788	3.0%
TDG La Spezia	130,760	119,062	118,884	-0.1%
RTC Civitavecchia	101,319	106,592	114,662	7.6%
Bettolo Terminal*	100,988	68,457	113,000	65.1%
ACT Adriatic Container Terminal Ancona	109,548	106,606	112,047	5.1%
GRENDI FDS Marina di Carrara	89,095	85,667	91,180	6.4%
GRENDI FDS Cagliari	0	75,546	79,544	5.3%
Samer Seaports & Terminals (TIMT-PLT-Samer)	88,307	102,987	78,828	-23.5%
EST Augusta	0	39,443	75,689	91.9%
TSG San Giorgio Terminal Genoa	104,000	110,118	68,731	-37.6%
ReeferTerminal *	55,000	58,047	41,504	-28.5%
HHLA PLT Italy Trieste	21,368	16,000	39,000	143.8%
ASE Adriatic Services Enterprise Ancona	35,632	29,068	26,000	-10.6%
Istop Spamat Bari	50,336	41,429	20,288	-51.0%
Riccardo Sanges Trapani*	10,550	10,000	17,500	75.0%
ICOP Ancona	29,667	18,469	15,600	-15.5%
MDC Marina di Carrara	14,470	17,643	14,922	-15.4%
Portitalia Palermo Termini Imerese	9,266	10,011	13,152	31.4%
GRENDI FDS Olbia	5,204	10,121	11,636	15.0%
SERMI Pozzallo	8,170	9,286	11,048	19.0%
San Cataldo Container Terminal Yilport Taranto	40,625	16,114	9,374	-41.8%
EST Catania	53,212	13,289	1,286	-90.3%
TOTAL	**11,227,739**	**11,983,038**	**12,774,698**	**6.6%**

Source: our own survey of terminal operators and port system authorities – figures in TEUs
Note: the total for 2025 has been corrected to match the sum of the rows: 12,774,698 (in the image: 12,774,697).

As can be seen from the table above, the Darsena Toscana Terminal (TDT), which accounts for 60 per cent of the volume handled at the port of Livorno, ended 2025 with a significant increase in figures: 450,281 TEUs were handled, compared with 381,198 in 2024, representing an increase of 18.1%. The figure includes imports, exports and transhipments, net of restows and shiftings.

This performance is driven primarily by the launch of the new services under the GEMINI partnership, which began operating in Livorno in March 2025, and by MSC's USGULF service, which has helped to consolidate overall volumes.

A particularly significant figure comes from the segment of fully loaded refrigerated containers, which totalled 28,779 units – a 36% increase compared with the 21,070 units recorded in 2024. This result confirms the robustness of Livorno's "cold chain", which is playing an increasingly central role in the agri-food and pharmaceutical supply chains.

In the rail sector, TDT has taken a further step forward: 1,407 trains operated in 2025, compared with 1,303 the previous year, representing an 8% increase. These results are consistent with the strategy to enhance intermodality and reduce the environmental impact of transport.

2025 was also a year of significant investment. The company allocated significant resources to the purchase of new handling equipment and major maintenance works, with the aim of maintaining high operational standards and increasing the terminal's capacity.

This process will continue into 2026, when new reachstackers are due to arrive to further strengthen the fleet. Also in 2026, work will begin on extending the internal railway link, with the aim of bringing the track length up to 750 metres, in line with European standards.

This new infrastructure, combined with the upgrading of the Great Apennine Tunnel on the Prato-Bologna section, will make it possible for TDT to run trains carrying high-cube containers on standard wagons along the northern route of the Scandinavian–Mediterranean TEN-T corridor, thereby expanding opportunities for connection with European markets. Livorno's main container terminal is thus gearing up for a 2026 marked by further growth and consolidation, focusing on efficiency, intermodality and infrastructure capacity.[11]

Supply Chain

In carrying out its activities, TDT works with suppliers who are able to meet the Terminal's requirements and the expectations of its customers and Stakeholders. The supplies received mainly consist of goods, services and capital goods required for the conduct of business.
TDT aims to establish a relationship with its suppliers that is mutually beneficial for both the Terminal and the suppliers themselves, whether they operate on-site or off-site, with the aim of achieving lasting and sustainable success for both parties, to the benefit of customers.
With this in mind, TDT shares with its suppliers the information on its Code of Ethics, on the Quality, Safety and Environment Policy and on the Anti-Corruption Policy, communicating and making them available on the website www.tdt.it.
All suppliers influence the supply chain and are distinguished by the different characteristics and significance of the supplies provided; among these, those connected to the performance of activities are relevant.

In particular, suppliers whose activity directly intervenes in the execution of work cycles and clearly contribute to the achievement of company objectives and compliance with economic, environmental and safety aspects, and those of materials or services useful for logistical/organisational support for activities from a resilience perspective while ensuring compliance with the economic, environmental, safety and social criteria observed and defined by TDT, are significant.

11. Ship2Shore – 9 January 2026.

Key supplies within TDT's supply chain



During the period considered, there were no significant changes regarding the size and structure of TDT or its supply chain.

Environmental and Social Assessment of Suppliers in the Supply Chain

308 Environmental Assessment of Suppliers - 414 Social Assessment of Suppliers

TDT has established and maintains specific procedures for supplier qualification, namely their initial assessment, selection and periodic reassessment, with particular regard to quality, the environment, safety and anti-corruption, in order to ensure that they are able to meet the requirements relating to supplies. This procedure is integrated with the controls set out in the Organisational and Management Model pursuant to Italian Legislative Decree 231/2001.

The qualification makes it possible to verify possession of the basic requirements to be able to operate with the Terminal and this process takes place in compliance with the criteria of transparency, equal opportunities of access, professionalism, reliability and cost-effectiveness, without prejudice to the prevalence of the legality requirements. This qualification allows the creation of a list of suppliers approved by TDT to which purchase orders can be issued.

In addition to the qualification, TDT maintains a surveillance activity of its suppliers by monitoring the quality of supplies and services received, periodically re-evaluating them.

Qualification and monitoring activities allow the continuous identification of impacts and interferences that may pose risks to workers involved in activities within the TDT site or to the environment, for example with the generation of waste or exposure to social risks. Based on the results of the qualification and monitoring processes, TDT works with the selected suppliers to agree on the appropriate measures to prevent environmental and social risks associated with the required performances.

For consultancy services, TDT takes into account the requirements of professionalism, reliability, integrity, confidentiality and diligence.

From an environmental perspective, indirect environmental impacts are due to activities related to those of the terminal and delegated to subjects upstream with respect to the service provision processes. The Terminal exercises indirect management control over these activities and depends on its ability to influence the individual process or supplier. The significant environmental aspects linked to activities carried out by suppliers in the supply chain are analysed within the context of environmental analyses and assessed, like the direct ones, based on criteria of severity, probability of occurrence, legislative compliance, risks/opportunities and human rights.

Among the suppliers present on the site, particular attention is paid to the maintainers of vehicles, equipment and systems, whose activities generate maintenance waste. TDT ensures the correct management through yard monitoring activities and/or supplier audits. Any abandoned or incorrectly disposed waste is managed with a view to remedying, treating and preventing the event from recurring.

For suppliers, there is also a “Supplier Code of Conduct” with specific provisions on environmental issues (in particular emissions and waste management), data and IT security and social issues (diversity and inclusion, health and safety).

308.1 New suppliers that were screened using environmental criteria
414.1 New suppliers that were screened using social criteria

All new suppliers carrying out any of the activities listed below have been assessed against environmental and social criteria prior to being engaged
During 2025, 11 new suppliers were evaluated.

308.2 Negative environmental impacts in the supply chain and actions taken
414.2 Negative social impacts in the supply chain and actions taken

An analysis of the Terminal's supply chain revealed the following outsourced activities at the TDT site as significant:

- Internal container transfer activities,
- Maintenance of lifting and transport equipment,
- Plant and equipment maintenance.

The significant adverse environmental and social impacts that may arise from these aspects are as follows:

- Energy consumption and associated atmospheric emissions,
- Waste generation and soil contamination during operations,
- Introduction of hazards and interference risks,
- Accidents at work,
- Staff conduct not in line with safety and environmental criteria.

Awareness-raising measures were implemented with the suppliers concerned, in order to manage the indicated aspects with a view to prevention and remediation:

- Integration of environmental and social criteria into contract documents and qualification activities,
- Organisation of information and engagement meetings at the beginning and during the works/ services,
- Joint environmental and safety audits,
- Joint environmental remedial actions (managing spills and waste in TDT areas),
- Sharing of environmental and safety data related to significant aspects,
- Guidelines for reporting negative environmental and social impacts.

The aim of these measures is to create a culture of shared environmental and social responsibility throughout Terminal Darsena Toscana's supply chain.



2.7 Employees

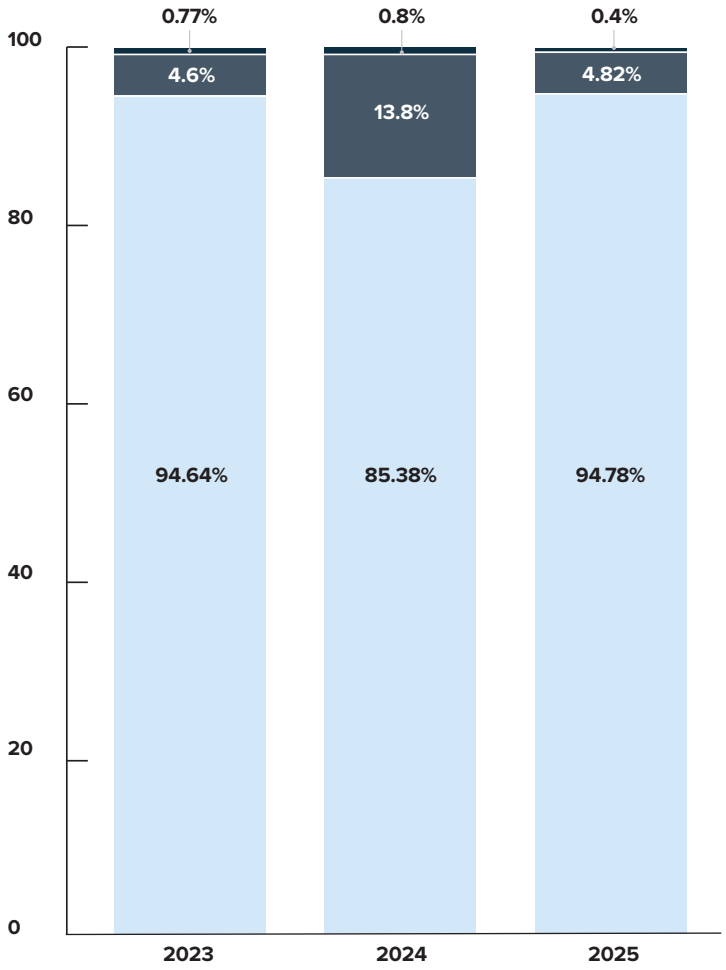
As at 31/12/2025, TDT directly employs 249 workers to carry out its activities.
The data on TDT's employees and their composition are shown below.

Staff composition - number of people

Staff composition	2023	2024	2025
Total employees	**261**	**260**	**249**
By gender			
Men	214	214	203
Women	47	46	46
By age			
Under 30	4	3	3
Between 30 and 50	145	133	114
Over 50	112	124	132
Average age of staff	**49**	**50**	**50**
By professional category			
Senior executives	7	7	6
Middle managers	3	3	3
White-collar workers	131	130	127
Blue-collar workers	120	120	113
By contract type			
Permanent	260	260	249
Temporary	1	0	0
Apprentices	0	0	0
By type of employment			
Full time	248	247	236
Part time	13	13	13

In TDT, which operates according to Art. 18 of L.84/94, the percentage of women employed is 18.47%, equal to 46 employees out of 249 employees.
The geographical origin of employees is listed below.

Employee origin



Employees residing in the province of Livorno

Employees residing in other provinces within the region

Employees residing in another region

2.8 Workers who are not employees

In addition to its own employees, TDT avails itself of the services of the Port Employment Agency of Livorno, which is the only entity that can provide temporary port work, authorised under Art. 17 of Italian Law 84/94.

GOVERNANCE

2.9 Governance structure and composition
2.10 Nomination and selection of the highest governance body
2.11 Chair of the highest governance body

The governance model of TDT is inspired by the traditional model:

The Shareholders' Meeting appoints the Board of Directors and the Board of Auditors, approves the annual financial statements and, if necessary, convenes an extraordinary session to deliberate on matters within its competence, in accordance with the law and the Articles of Association.

The Board of Auditors, which exercises the supervisory functions provided for by the legislation in force, is composed of the President, two Statutory Auditors and two Alternates.

The company's financial statements for the year 2025 are certified by the auditing firm Price WaterhouseCoopers S.p.A.

These bodies are supported, in compliance with the establishment of the Management, Organisation and Control Model pursuant to Italian Legislative Decree 231/2001 established by resolution of the Board of Directors of TDT on 12.12.2009, by the Supervisory Body composed of two members.

The Board of Directors of TDT defines the strategic policies of the group and assumes responsibility for corporate governance, appoints the Chief Executive Officer, determining his/her responsibilities and management powers through a specific proxy in accordance with the defined strategies and directives. There are no management and control committees within the Board of Directors.

Board of Directors of TDT

Diego Pacella, Engineer
(Chairman of the Board of Directors)

Captain Domenico Ferraiuolo
(Chief Executive Officer)

Dr Gian Luca Grimaldi,

Dr Emanuele Grimaldi

Mr Enzo Raugei

The Chairman of the Board of Directors does not hold management positions in TDT.

2.12 Role of the highest governance body in overseeing the management of impacts

The Board of Directors promotes an approach to Terminal management geared towards strategic corporate objectives that are compatible and consistent with economic, environmental and social sustainability.

The strategic objectives defined by the Board of Directors are transferred by the Chief Executive Officer to the management and leadership team, which integrate the environmental, economic and social expectations of internal and external Stakeholders into the activities aimed at their achievement.

TDT identifies and manages its economic, environmental and social issues and the related impacts, risks and opportunities based on contextual analyses in which it identifies the relevant internal and external factors that can influence the achievement of the economic, environmental and social objectives determined in compliance with the needs of the interested parties.

To identify these issues, TDT, and in particular the General Management, engages with its Stakeholders, be they Customers, Investors, Suppliers or Authorities, both formally and directly, through specific audits or surveys conducted within the Management Systems, and indirectly during commercial or institutional meetings.

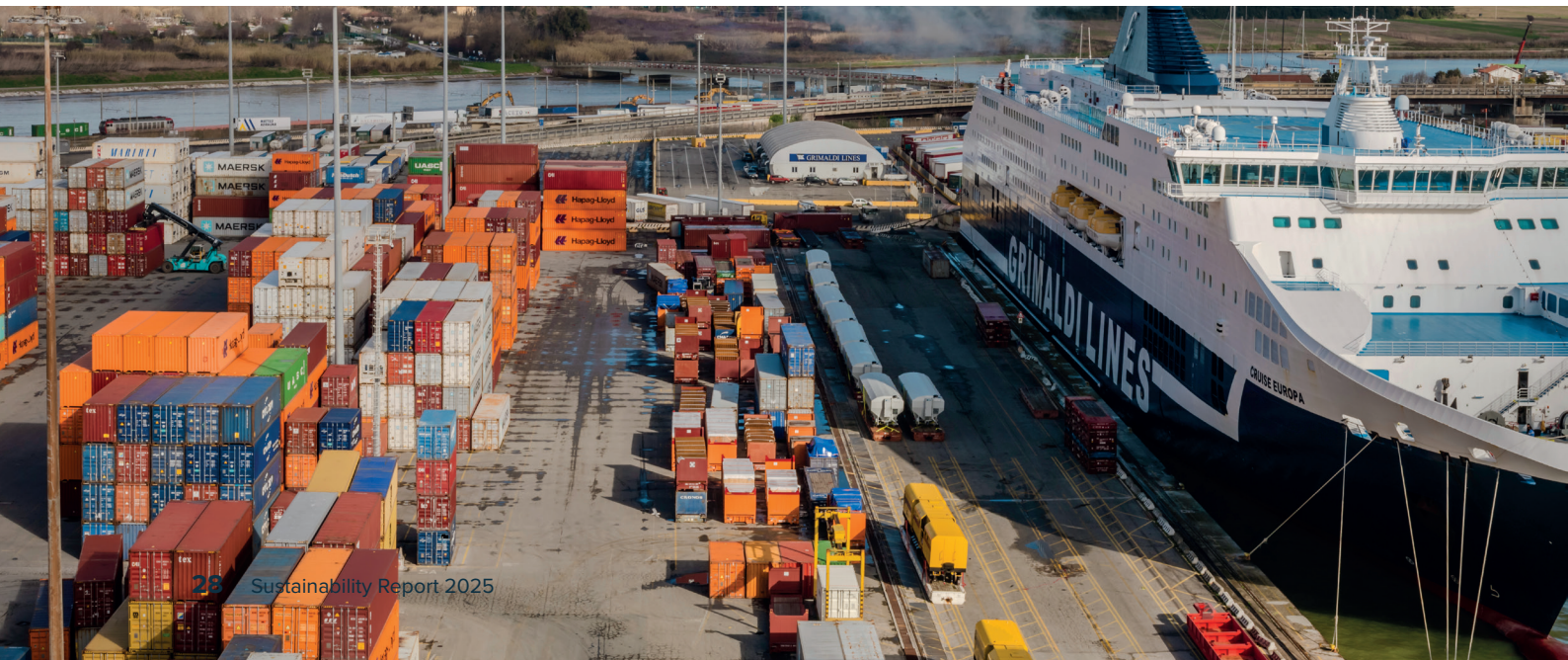
In conducting its business, TDT identifies, addresses and manages numerous types of risk that can potentially generate significant impacts of an economic-financial, patrimonial, social, environmental and reputational nature, deteriorating the corporate image towards all Stakeholders.

TDT adopts operational and management objectives and plans capable of preventing and mitigating the impacts of risks inherent in carrying out activities, ensuring the effectiveness of the actions undertaken, as well as compliance with mandatory regulations.

The Board of Directors and General Management are informed and updated on sustainability aspects relating to economic, environmental and social issues, both internal and external to the TDT organisation, through specific annual reviews and information meetings.

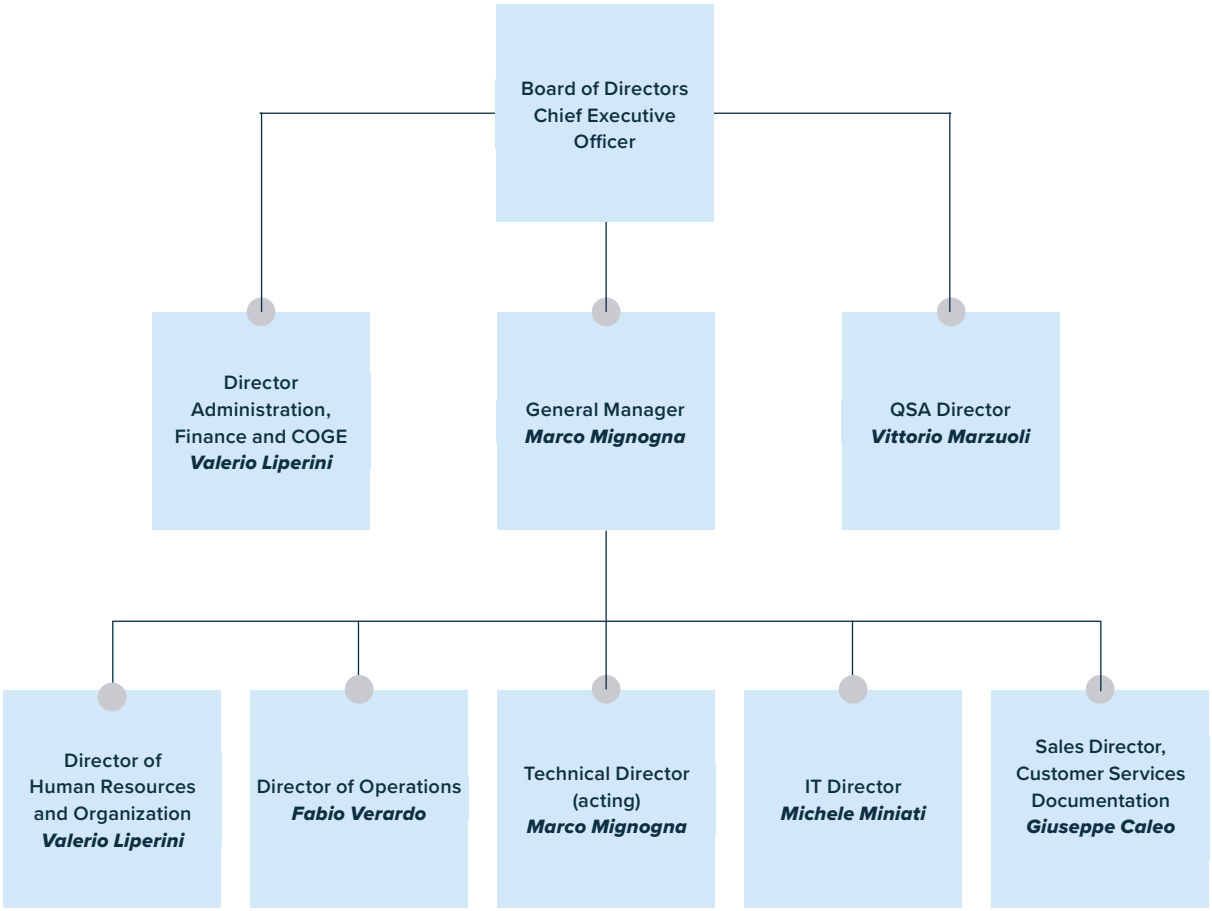
2.13 Delegation of responsibility for managing impacts

The General Manager of TDT, Marco Mignogna, through the powers delegated to him by the Board of Directors and the Chief Executive Officer, is responsible for implementing the strategies set out and for managing economic, environmental and social issues and their associated impacts, with the support of the Management Team, i.e. the appointed Department Managers.



The structure of the top management functions and the main reporting lines are represented in the following organisational chart:

TDT organisational chart as at 31.12.2025



2.14 Role of the highest governing body in sustainability reporting

TDT Senior Management verifies and approves the Sustainability Report, in accordance with the determinations of the Board of Directors, guaranteeing the adequacy of the internal controls carried out to ensure that the contents and material topics related to the economic, environmental and social impacts resulting from the context analysis and communication with Stakeholders are reported according to principles of integrity and credibility. The Report is then shared with the Board of Directors.

2.15 Conflicts of interest

During the year, no conflicts of interest were identified or communicated.

2.16 Communication of critical concerns

With the establishment of the Management, Organisation and Control Model pursuant to Italian Legislative Decree 231/2001, TDT has defined the procedures to be followed for reporting potential or real concerns. Such reports are reported, in the most significant cases, to the Board of Directors.

The information and critical issues that arise from the reviews of the management systems with reference to environmental and social aspects are integrated by Senior Management with the economic/financial information that emerges during the preparation of the annual Financial Statements and are brought to the attention of the Board of Directors during specific meetings.

During the year, no critical issues or significant disputes were detected relating to economic, environmental and social issues that required the adoption of legal action or changes to the organisation or activities.

2.20 Process to determine remuneration
2.30 Collective bargaining agreements

All TDT employees are classified in compliance with the national collective labour agreements applied in the company.

For managers, the national collective labour agreement (CCNL) for managers of industrial companies applies.

For employees with the qualification of “middle managers”, “white-collar workers” and “blue-collar workers”, reference should be made to the CCNL for port workers. Some resources with tasks of responsibility also have a component of their remuneration entitled “superminimo ad personam”, which is awarded by the company based on meritocratic assessment and the achievement of individual objectives.

Supplementary bargaining (or second-level bargaining), in particular, plays an important role in determining overall remuneration. Embedding the national collective labour agreement has the dual objective of creating organisational efficiency for the company, on the one hand, and bringing additional remuneration to workers, on the other. During 2025, the Company Supplementary Contract was renewed, which will be valid until 31/05/2028.

Starting from the above assumptions, the current company-wide TDT supplementary contract has introduced for the personnel of the Operational Pool a flexible working regime spread over 7 days (from Monday to Sunday with a variable weekly rest period).

2.21 Annual total compensation ratio

The ratio of the highest salary to the median salary values of the employees is reported below.

Ratio of highest salary to average salary

	2023	2024	2025
Ratio of highest salary to average salary	1.96	1.91	1.98

Ratio of the change in the highest wage to the change in the average wage

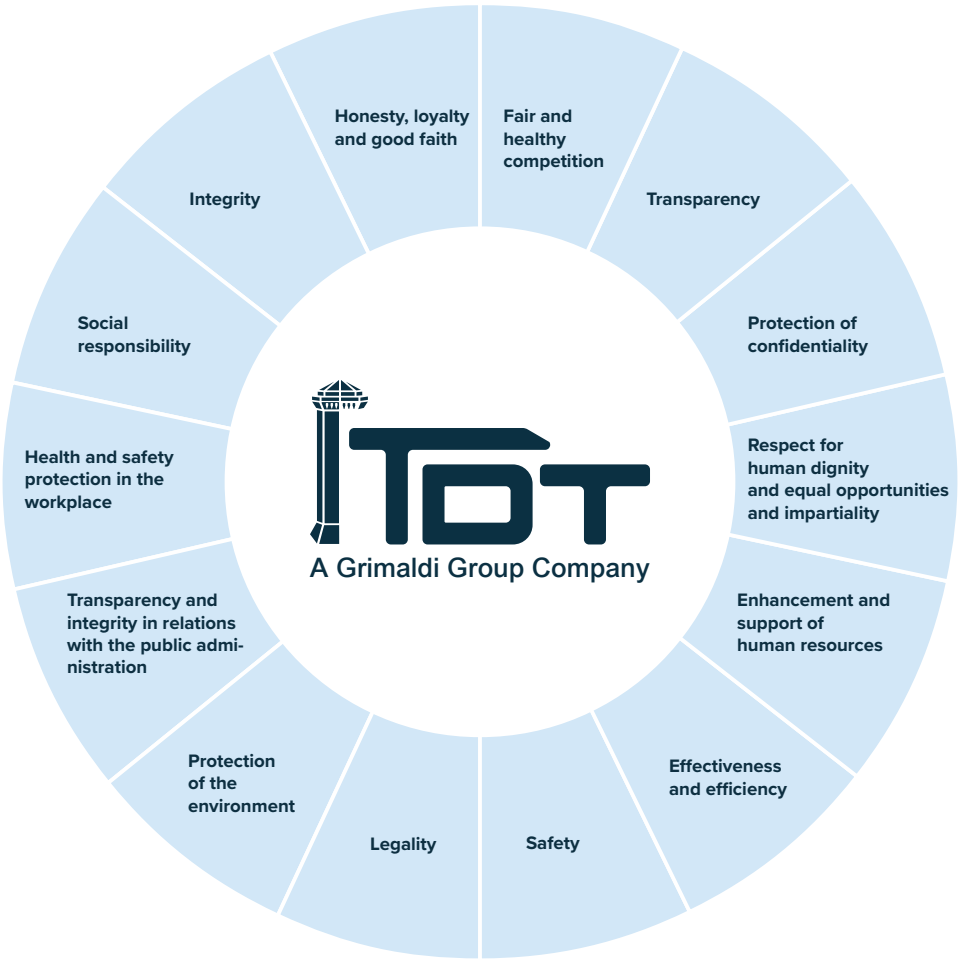
RATIO OF THE CHANGE IN THE HIGHEST WAGE TO THE CHANGE IN THE AVERAGE WAGE	2023	2024	2025
Change in highest paid	1.01	1.6	0.9
Change in average salary	1.03	4.0	2.4
Difference	0.02	2.4	1.5

Strategies, policies and practices

2.23 POLICY COMMITMENTS

TDT has adopted its own Code of Ethics that defines the values, principles, commitments and ethical responsibilities that guide the management of the company's activities.
The commitment to respecting the values and principles indicated in the Code of Ethics is aimed at ensuring responsible, sustainable business conduct that respects internationally recognised human rights, with the intention of contributing to the achievement of the Sustainable Development Goals (SDGs) expressed by the United Nations.

The values expressed in TDT's Code of Ethics



The ethical principles set out in the Code of Ethics represent the foundations and guiding criteria for the actions and activities of the people working with Terminal Darsena Toscana. These principles focus on crucial issues such as fairness, reliability, corporate image and reputation, protection of assets, compliance with laws and regulations.

The Code of Ethics is available on the TDT website at the address www.tdt.it.

The Code of Ethics was approved by TDT's Board of Directors as part of the establishment of the Organisation and Management Model (OMM), as set out in Italian Legislative Decree 231/2001. The Code includes in its scope of application the prevention of certain types of environmental crimes, and represents a further system of guaranteeing and monitoring compliance with current legislation.

The Code of Ethics is brought to the attention of all internal and external recipients through specific communication activities; the heads of departments and sectors as well as the heads of organisational units are responsible for its implementation together with the related procedures and regulations, in their areas of competence.

TDT has also adopted specific Policies on quality, safety, environment and anti-corruption, approved by the Terminal's Senior Management, in order to address and manage material topics with respect to the economic, environmental and social impacts of the Terminal.

The policies are available on the TDT website at the address www.tdt.it.

The Policies are brought to the attention of all internal and external recipients through specific communications; the heads of departments and sectors, as well as the heads of organisational units, are responsible for implementation in their areas of competence.

2.24 Embedding policy commitments

TDT has decided to integrate its commitments and responsibilities towards sustainability and respect for human rights by implementing and maintaining its management systems and extending the approaches required by these standards to other aspects and dimensions of the company.

TDT maintains an active Integrated Management System compliant with the following standards: ISO 9001:2015 (Quality Management System), ISO 14001:2015 (Environmental Management System), ISO 45001:2018 (Health and Safety Management System) and ISO 37001:2016 (Anti-Corruption Management System).

This internal control system is implemented within the application of the Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/01 established in 2012 and updated in 2024.

ORGANISATIONAL AND CONTROL MODEL PURSUANT TO ITALIAN LEGISLATIVE DECREE 231/2001

TDT
A Grimaldi Group Company

Certification ISO 9001	ISO 14001 Certification	ISO 37001 Certification	ISO 45001 Certification	AEOF Certification	GDPR	ISPS Code

For TDT, the purpose of this systemic approach is to achieve the expected benefits and outcomes, i.e. the satisfaction of Stakeholders' needs, the strengthening of performance, compliance with the requirements and laws applicable to the reference context, the achievement of set objectives combined with the reduction of negative impacts and the improvement of positive impacts relating to economic, environmental and social issues.

In line with the policies defined within the management systems, the objectives and targets are determined together with the related plans for achieving them and the relative attribution of responsibilities and resources.

TDT also complies with the provisions of the ISPS (International Ship and Port Facility Security) Code, which came into force on 1 July 2004. TDT has developed a Port Facility Security Plan that provides deterrent measures and response procedures for each scenario assessed in the Port Facility Security Assessment (PFSA) and applies the provisions of the GDPR, i.e. the General Regulation (EU) on the protection of personal data 2016/679, a tool that is part of what is already provided for by the Community Directive of 1995 and, in Italy, by law 675/1996 followed by the 2003 Code.

Complementing the above is the achievement of Full Authorised Economic Operator (AEOF) status from the Excise, Customs and Monopolies Agency, which is essential to balance the need for greater control and security of shipments with the need to facilitate legitimate trade.

2.25 Processes to remediate negative impacts

As part of the systemic approach to the management of material topics, in the event of reports from Stakeholders or the detection of events with negative impacts on Stakeholder expectations, TDT implements specific procedures for the management of complaints, reports and non-conformities with the aim of investigating and remedying negative events or expressions of concerns. Such remedial actions are brought to the attention of the Stakeholders who made the report.



2.26 Mechanisms for seeking clarifications and raising concerns

By resolution of the Board of Directors, TDT has established the Supervisory Body (SB), which has the function of supervising the implementation and compliance with both the Code of Ethics and the Organisation, Management and Control Model, adopted pursuant to Italian Legislative Decree 231.

Reports regarding unethical or illegal behaviour relating to compliance with the principles and values described in the Code of Ethics may be addressed to this body.

The implementation of the Corruption Prevention Management System, created in accordance with the UNI ISO 37001 standard, has led to the establishment of the Compliance Department, to which acts or suspected acts of corruption relating to the activities carried out by TDT can be reported.

A whistleblowing system has been established within the framework of the Organisational Model and the Anti-Corruption Management System, i.e. a reporting system that allows employees and other interested parties to report any concerns or illegal practices in breach of the Code of Ethics or with the approved Company Policies.

TDT guarantees the people who make the reports the due anonymity and confidentiality against the risk of retaliation and/or discrimination in compliance with its non-retaliation policy.
Reports of any violations or suspected violations of the Code of Ethics, the Anti-Corruption Policy and other Company Policies may be made in writing or orally.

Written reports are made through:
- Whistleblower Software platform, accessible at the following web address: **https://whistleblowersoftware.com/secure/terminaldarsenatoscana;**
- ordinary mail addressed to the attention of the "Subject to which the reports are addressed" of Terminal Darsena Toscana, viale Mogadiscio 23 – Porto Industriale Livorno, with the wording " RISERVATA" (CONFIDENTIAL).

Oral reports are made through:
- voice message available in the Whistleblower Software Platform;
- oral dialogue upon request of the Reporting Person, with the Subject to whom the report is addressed, also submitted via telephone/messaging line.

2.27 Compliance with laws and regulations

No significant monetary penalties or non-monetary sanctions were imposed on the Terminal for non-compliance with social, environmental and economic laws and regulations over the last three years. TDT manages its socio-economic and environmental compliance, i.e. the overall level of adherence to applicable laws, as well as compliance with specific laws or regulations on social and economic matters, through its Organisation and Control Model pursuant to Italian Legislative Decree 231/2001 and its Management Systems.



2.28 Membership of associations

ICS (International Chamber of Shipping) is the leading international organization for the maritime industry, which sets guidelines on technical, environmental, political and operational issues relating to international shipping. Since June 2022, Emanuele Grimaldi has been the association's first Italian President. TDT is a member of Assiterminal (Italian Association of Port Terminal Operators).

Stakeholder engagement

2.29 Approach to stakeholder engagement

In the context of its commercial, operational and administrative activities, TDT interacts with numerous parties that have interests in or could be influenced by the decisions and actions of the Terminal. The analysis of interaction patterns and their frequency has enabled the collection of useful information that has been examined and combined with the results of the context analysis, carried out to comply with the requirements of the ISO 9001, 14001, 37001 and 45001 standards. Based on this analysis, relevant Stakeholders for the activities were mapped, identified and selected. TDT is committed to maintaining stable, sound and transparent relations with all Stakeholders in its contact with them, for example daily working relations, periodic meetings, participation in institutional roundtables and exchange of information flows. The objective is to identify negative and positive, actual and potential impacts, and to determine possible prevention and mitigation responses. The main Stakeholders towards which TDT considers itself primarily responsible for frequency and relevance of interaction are:

- Customers, Freight Forwarders and Transporters
- Investors
- Workers and Trade Unions
- Authorities and control bodies
- Suppliers

TDT maintains active communication with its Stakeholders on economic, environmental and social issues and the methods of contact and engagement include:

- Customer Satisfaction surveys, polls to monitor Customers' perception of the services provided,
- meetings and exchange of information and reporting with Investors,
- periodic meetings with Workers' Representatives for Safety,
- periodic meetings with Workers' Unions in the context of managing collective bargaining agreements,
- discussions with authorities and control bodies or the renewal of concessions and authorisations, including the Port System Authority of the Northern Tyrrhenian Sea, the Harbour Master's Office and the Excise, Customs and Monopolies Agency, as required by the Regulations and Ordinances of the Port of Livorno,
- meetings with suppliers for the definition of contractual relationships and the management of related activities for safety and environmental aspects.




ACL
Hapag-Lloyd
KONECRANES

MATERIAL TOPICS 3

3.1 Process to determine material topics

TDT is committed to systematically identifying and verifying its economic, environmental and social impacts. This process, integrated with operational activities, is essential to meet the requirements of ISO 9001, 14001, 37001 and 45001. The latter require mapping the context, identifying relevant internal and external factors, analysing Stakeholder expectations and planning actions to manage uncertainties and opportunities. In addition, TDT carries out annuali system reviews to assess performance. These activities make it possible to identify the material topics to be addressed by TDT, assess their actual and potential economic, social and environmental impacts, and determine their impact.

Information on impacts and influence on Stakeholders has been collected during official and unofficial meetings between Stakeholders and TDT. Subsequently, the Working Group evaluated this information according to TDT's ability to manage and improve these impacts and influences.

Assessment of the extent of impacts is typically conducted within the management systems, in compliance with the applicable ISO standards, as well as the assessments carried out during the Board of Directors and Management Team meetings.

The materiality analysis was updated on the basis of a combination of factors, including the impacts of TDT activities and interactions with business, supply chain and institutional partners, as well as the ability to influence them. TDT identified the topics considered material and defined their scope.

This scope differs from the commercial catchment area of Terminal Darsena Toscana, the Alto Tirreno Shipping market and the routes connected thereto with regard to partner customers, and mainly refers to the Port of Livorno and the Stakeholders involved in the operations carried out by TDT in this geographical area.

3.2 List of material topics

TDT has identified the material topics to be reported by assessing the needs of the relevant Stakeholders, who have expressed their priorities through direct consultations (audits and interviews, or mediated consultations, i.e. based on questionnaires and requests sent by them to TDT).

These topics were considered material based on the cause or contribution of TDT with respect to the topic and its severity for the Stakeholders, considering any requests on the topics as relevant to determine their materiality.

These topics mainly concern the areas of economic performance and corporate management, attention to the environment (consumption, use of resources, commitment to pollution prevention and reduction of emissions), attention to relations with workers, their rights, their health and safety and their growth and attention to the relationship with customers and users of the Terminal's services as well as with the surrounding community.

List of material topics

GRI Standard	Topics	Materiality	SDG
201	Economic performance	Material	8-9-13
202	Market presence	Material	
203	Indirect economic impacts	Material	8-9
204	Procurement practices	Material	
205	Anti-corruption	Material	
206	Anti-competitive behaviour	Material	
207	Taxes	Non-Material	
301	Materials	Non-Material	12
302	Energy	Material	13
303	Water and effluents	Material	
304	Biodiversity	Non-Material	15
305	Emissions	Material	13
306	Water discharges and waste	Material	12
308	Supplier environmental assessment	Material	
401	Employment	Material	10
402	Relations between workers and management	Material	8
403	Health and safety at work	Material	8
404	Training and education	Material	8-10
405	Diversity and equal opportunities	Material	5-10
406	Non-discrimination	Material	8
407	Freedom of Association and Collective Bargaining	Material	8
408	Child Labour	Material	
409	Forced or Compulsory Labor	Material	
410	Security personnel training	Material	
411	Rights of indigenous peoples	Non-Material	
412	Evaluation of respect for human rights	Material	
413	Local Communities	Material	
414	Social Assessment of Suppliers	Material	8
415	Public policy	Non-Material	
416	Customer Health and Safety	Material	
417	Marketing and Labeling	Non-Material	
418	Customer Privacy	Material	

3.3 Management of material topics

TDT addresses topics that have direct and indirect, actual and potential, short- and long-term negative impacts on the local economic, environmental and social system, including human rights.

From an economic point of view, it is crucial to consider the effects on the main Stakeholders, i.e. investors, staff (in terms of economic performance and presence in the area of activity), suppliers and the local community (purchasing practices and indirect effects), as well as the authorities (sound management in terms of anti-corruption and fair competition).

With regard to the environmental aspect, it is crucial to consider the impacts of energy consumption, especially from non-renewable sources, and the use of materials. It is also important to assess emissions to the air, water, soil, sound and light, as well as waste generation. These aspects are managed in accordance with current regulations, through improvement actions aimed at prevention and reduction. TDT is committed to mitigating the negative impacts generated by the activities of suppliers, in a manner that is directly proportional to its influence on them and in accordance with the places of execution of the requested supplies.

With regard to the social aspect, TDT is committed to ensuring inclusive, non-discriminatory management that respects the civil rights of direct and indirect employees. The company also undertakes to promote fair working conditions, effectively manage relations with workers, guarantee health and safety in its activities, develop the skills and abilities of its employees, and actively collaborate with the Port Community and the city of Livorno.

TDT manages its activities, its material topics and related impacts by implementing and maintaining its Quality, Safety, Environmental and Anti-Corruption Management Systems and extending the approaches required by these standards to other aspects and dimensions of the company.

TDT evaluates its methods of managing activities, material topics and related impacts, with specific monitoring and measurement tools, by conducting internal audits, with performance reviews by Senior Management.

Following these checks and assessments, appropriate measures and actions are taken to improve, reduce or eliminate economic, environmental and social impacts. These actions are included in specific improvement programmes, which are constantly monitored throughout the year.




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CMA CGM



Pursuing economic sustainability for TDT means committing to consolidating over time the competitive position acquired in the upper Tyrrhenian market, increasing the efficiency of processes, and creating value for the benefit of investors, customers and workers, in collaboration with suppliers and institutions present in the territory in which it operates; in this sense, the economic/financial results must be interrepeted also in consideration of aspects such as the creation of employment in the reference territory, from which almost all of the company's employees come, the remuneration of employees, the selection of suppliers located in the Livorno area and the contributions earmarked by TDT for the community.

201 Economic performance

201.1 Direct economic value generated and distributed

During the year, the Company continued to carry out, within the area under concession in the port of Livorno, the main activity of loading and unloading containers and the secondary activity of loading and unloading new cars nd RoRo. The total number of cars moved during the year was 44,961.
In numerical terms, the volumes of containers handled showed an 18.5% increase. With regard to the composition of traffic, there has been an increase in full containers (+2.2% compared with 2024), which has had a positive impact on the company's profitability, as full containers generate higher operating revenue.

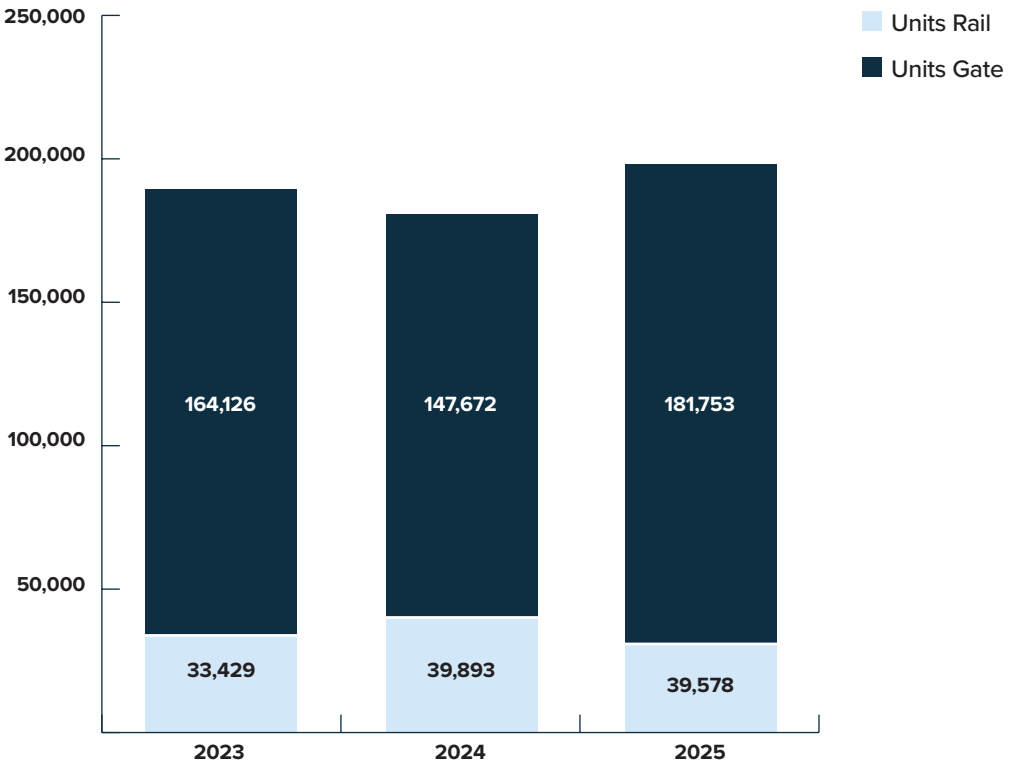
Ship data

SHIP DATA	2023	2024	2025
Ships docked	470	389	467
Total Units (disembarkation/embarkation/transhipment) of which:	228,118	222,218	263,436
- FULL (%)	62.0%	62.1%	64.3%
- EMPTY (%)	24.6%	23.3%	20.1%
- TRANSHIPMENTS (%)	13.4%	14.6%	15.6%
TEU (disembarkation/embarkation/transhipment)	387,808	381,198	450,281
Total Cars (disembarkation/embarkation)	1,725	46,733	44,961

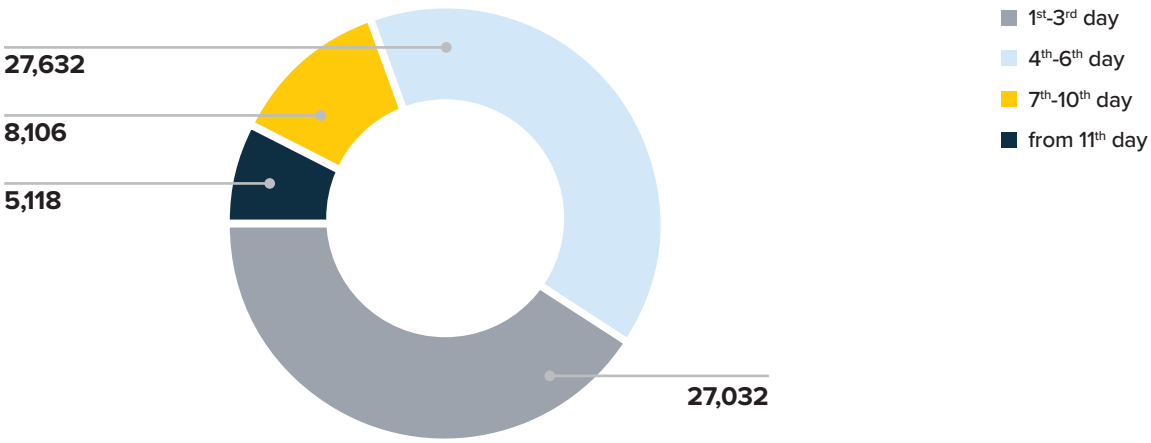
Gate - rail data

GATE - RAIL DATA	2023	2024	2025
Trucks served at gate	122,580	116,803	147,058
Average turnaround time of trucks w/ full containers (min)	19	20	27
TEUS UNLOADED/RELOADED FROM TRAIN	56,829	68,434	67,649
Dwell time of import containers	5.2	4.9	6.0
Total Hinterland Volumes	197,555	187,565	221,331
- UNITS VIA RAIL (%)	16.9%	21.3%	17.9%
- UNITS VIA GATE (%)	83.1%	78.7%	82.1%

Hinterland Traffic



Stock of full import containers



Total revenue showed an increase of 28.8% (€ +12.9 M in absolute terms) over the previous year. Revenue from the management of secondary car-carrier traffic amounted to approximately € 2.3 million. An improvement in ancillary revenues is highlighted, with particular reference to refrigerated containers, rail transport and container storage.

Revenue per box has increased compared with the previous financial year.

Income statement

INCOME STATEMENT (€/000)	2023	2024	2025
Operating Revenue	**€ 43,507**	**€ 44,638**	**€ 57,513**
- External operating costs	€ -18,157	€ -19,217	€ -24,455
= Added Value	**€ 25,351**	**€ 25,421**	**€ 33,058**
- Labour Cost	€ -18,178	€ -18,888	€ -19,409
=Gross Operating Margin	**€ 7,173**	**€ 6,533**	**€ 13,649**
- Depreciation, amortisation and impairment losses (including provisions for risks)	€ -2,774	€ -2,749	€ -3,695
=Operating Income	**€ 4,399**	**€ 3,784**	**€ 9,954**
+/- Balance of financial assets	€ -36	€ -199	€ -108
+/- Balance of fixed assets	-	-	-
+/- Balance of extraordinary assets	€ 293	€ 172	€ 201
- Taxes	€ -1,179	€ -1,061	€ 2,846
=Economic residual	**€ 3,476**	**€ 2,696**	**€ 7,201**

Balance Sheet

BALANCE SHEET (€/000)	2023	2024	2025
ASSETS			
Fixed assets	**€ 13,052**	**€ 11,501**	**€ 12,134**
Intangible assets	€ 3,106	€ 2,640	€ 2,714
Tangible assets	€ 9,871	€ 8,800	€ 9,339
Financial assets	€ 75	€ 61	€ 81
Working capital	**€ 16,415**	**€ 17,973**	**€ 26,190**
Inventory	€ 908	€ 948	€ 1,139
Deferred liquidity	€ 10,984	€ 9,025	€ 11,094
Immediate liquidity	€ 4,523	€ 8,000	€ 13,957
TOTAL USES	**€ 29,467**	**€ 29,474**	**€ 38,324**
PASSIVE			
Net capital	€ 13,872	€ 13,872	€ 13,872
Consolidated liabilities	€ 1,815	€ 547	€ 395
Current liabilities	€ 10,304	€ 12,359	€ 16,856
TOTAL Sources	**€ 25,991**	**€ 26,778**	**€ 31,123**
OPERATING PROFIT	**€ 3,476**	**€ 2,696**	**€ 7,201**

During the financial year, the policy of streamlining external operating costs continued, also with the aim of offsetting increases due to contractual ISTAT revaluations.

The company incurred substantial and improvement costs throughout 2025 relating to its lifting equipment in order to ensure that it remained in good working order. In absolute terms, these additional costs amounted to €877,000 (up 79% on 2024).
The maintenance costs for operational areas were also substantial, rising by €133,000 (+175%).
It should be noted that staff costs have significantly risen following the renewal of the National

Collective Labour Agreement and supplementary agreement, amounting to €465,000 and €331,000, respectively.

The company is continuing to pursue energy efficiency policies designed to counter the negative effects caused by the international geopolitical situation and inflationary pressures.
The reclassification of the economic value generated and distributed reported below highlights the economic effect that the TDT activity has produced on the main categories of Stakeholders, namely:

- its employees, through salary remuneration;
- lenders, through the distribution of dividends and the remuneration of credit institutions; suppliers, through
- spending on supplies and investments; the Public Administration, through the
- payment of taxes;
- the community, through the provision of contributions to non-profit organisations operating in local contexts.

Distribution of added value to Stakeholders

Distribution of added value to Stakeholders (€)	2023	2024	2025
Economic value generated	**€ 44,487,045**	**€ 45,287,605**	**€ 58,183,880**
Revenues	€ 44,281,820	€ 45,282,583	€ 58,180,934
Proceeds (financial-extraordinary-from equity inv.)	€ 205,226	€ 5,022	€ 2,946
Economic value distributed	**€ 37,469,841**	**€ 38,957,499**	**€ 46,480,093**
Operating costs	€ 18,857,919	€ 19,907,714	€ 25,226,072
Employee remuneration	€ 17,089,161	€ 17,782,196	€ 18,283,755
Lender remuneration	€ 164,403	€ 117,910	€ 38,400
Remuneration of the Public Administration	€ 1,178,682	€ 1,060,520	€ 2,845,621
Local community remuneration	€ 179,675	€ 89,159	€ 86,245.22
Economic value retained in the company	**€ 7,017,204**	**€ 6,330,106**	**€ 11,703,787**
Depreciation and write-downs	€ 2,725,396	€ 2,737,399	€ 2,360,987
Provisions and reserves	€ 4,291,808	€ 3,592,707	€ 9,342,801

201.2 Financial implications and other risks and opportunities due to climate change

TDT assesses its risks and opportunities related to climate change as a specific activity within the scope of the Environmental Management System certified in compliance with the ISO 14001 Standard. Moreover, in its Quality, Safety and Environment Policy it declares its commitment to reducing resource consumption and increasing the use of low-emission infrastructure and equipment.
TDT has identified and assessed, among the risks related to climate change, the physical risks caused by extreme weather events, in particular those due to the falling of customers' containers stored in the Terminal during adverse weather conditions with strong winds.
Such events can impact the supply chain served by the shipping companies and expose the terminal to risks for workers, as well as for compensation for damages.
To deal with these risks, TDT has prepared appropriate measures and tools for monitoring wind intensity together with specific intervention protocols to be implemented in the event of receiving weather alert reports from the competent authorities.
In addition, some of the main actions implemented to combat climate change are listed below:

- the replacement of lighting systems with LED lamps, both in offices and on quayside and yard cranes;
- the progressive renewal of the diesel reach stackers fleet with new-concept vehicles designed to reduce emissions.

201.3 Defined benefit plan obligations and other retirement plans

As regards the coverage of pension costs, there are no company-defined benefit plans, nor does the company offer employees specific supplementary pension coverage, in addition to that already provided for by the relevant national collective agreements to which employees are free to adhere.

201.4 Financial assistance received from the government

During 2025, the company benefited from public contributions of a legislative nature relating to Industry 4.0 (for a total of € 1,855,686, of which revenues pertaining to the financial year amounted to € 202,508).

202 Market presence

202.1 Ratios of standard entry level wage by gender compared to local minimum wage

TDT's employees are hired under regular employment contracts, based on the National Collective Agreement for Port Workers, which defines the minimum wage scales, including for newly hired staff.

202.2 Proportion of senior managers hired from the local community

At the moment there are no Senior Managers of non-Italian nationality in TDT.

203 Indirect economic impacts

203.1 Infrastructure investments and services supported

The economic impact of TDT does not end with the production and distribution of added value; the company's objective is not only to produce profits for members, but also to create job opportunities and economic growth for the local community.

As far as infrastructure is concerned, there have been interventions aimed at improving productivity and raising safety levels within the Terminal by improving the working conditions of staff.

The main investments made in 2025 by TDT are also summarised below:
- the commissioning of two new reach stackers;
- the installation of four new, state-of-the-art operating cabins on the yard RTGs and one new operating cabin on a quay crane which allow a significant improvement in ergonomics and working conditions for crane operators.

203.2 Significant indirect economic impacts

The significant indirect impacts of TDT investments include:
- Changes in the productivity of the logistics sector, thanks to the improvement of technology (the increased use of IT technology such as OCR technology affects the speed of the local logistics chain);
- Improvement of the skills and knowledge of the professional community (which favours the resolution of problems and the streamlining of activities for the benefit of the supply chain and end-users);
- Improvement of safety conditions and reduction of resource consumption (investments such as the renewal of the operational vehicle fleet, the replacement of the lights on quay cranes with LED lights increase the safety levels of the Terminal and improve working conditions).

204 Procurement practices

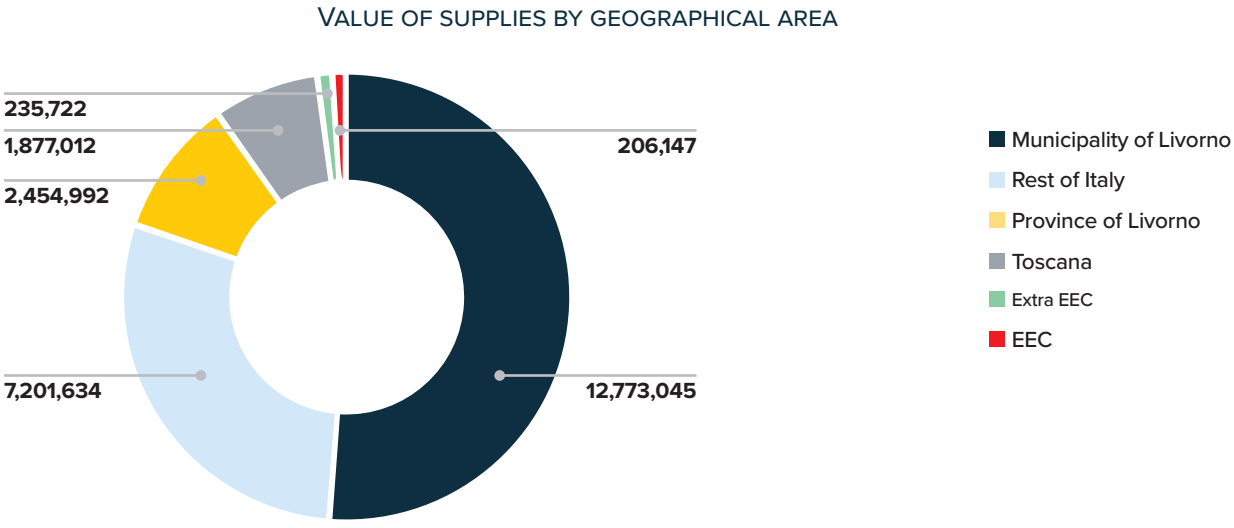
204.1 Proportion of spending on local suppliers

As regards supplies, in 2025 the total expenditure for services and consumables was €24.7 million. The analysis by geographical area of origin highlights a clear prevalence of suppliers located in Italy, representing 98.2% of the total purchases made.
The following is a breakdown of the percentage shares of expenditure on the total purchases made.

Allocation of procurement costs

Allocation of procurement costs	2023		2024		2025	
	Amounts	%	Amounts	%	Amounts	%
Italy	18,964,152 €	97.7%	€ 17,880,657	98.0%	24,306,682 €	98.2%
EEC	€ 171,256	0.9%	€ 154,765	0.8%	€ 235,722	1.0%
Extra EEC	€ 268,009	1.4%	€ 214,260	1.2%	€ 206,147	0.8%
TOTAL	**€ 19,403,417**	**100.0%**	**€ 18,249,682**	**100.0%**	**€ 24,748,551**	**100.0%**

Value of supplies by geographical area



205 Anti-corruption

205.1 Operations assessed for risks related to corruption

TDT maintains its Corruption Prevention Management System active, applicable to the main activities of loading, unloading, transhipment, container and miscellaneous goods storage as well as the accessory and complementary activities of provision and filling/emptying.
TDT has conducted an assessment of exposure to the risk of corruption in accordance with ISO 37001 and has equipped itself with adequate protocols and control measures to limit the risk of committing corrupt acts.

205.2 Communication and training about anti-corruption policies and procedures

The Policy for the Prevention of Corruption has been communicated to the Management Team and Terminal employees, as well as to its business partners.

The documents relating to the corporate certifications obtained, the integrated quality, safety and environmental policies and the anti-corruption policies, organisational models pursuant to Italian Legislative Decree 231/01, codes of ethics and previous Sustainability Reports can be consulted on the TDT website (www.tdt.it).

All TDT Managers have been trained in the methods of implementing the system and those responsible for sensitive processes have been trained in the controls and reporting methods envisaged.

TDT includes specific clauses in contracts with suppliers and business partners recalling compliance with TDT's anti-corruption principles and requiring them to read TDT's Code of Ethics and Anti-Corruption Policy.

205.3 Confirmed incidents of corruption and actions taken

In 2025, no cases of corruption related or attributable to the company were reported or ascertained, no legal actions were taken, nor are there any pending and concluded legal actions relating to anti-competitive behaviour, violations of anti-trust and monopoly legislation, in which the company has been identified as a participant.

206 Anti-competitive behaviour

206.1 Legal actions for anti-competitive behavior, antitrust and monopoly practices

In 2025, TDT was not involved in any legal actions initiated under any legal or international regulations aimed at regulating anti-competitive behaviour, antitrust or monopolistic practices.




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For TDT, protecting the environment means conducting activities from a preventive and precautionary perspective, by reducing and eliminating, where possible, the causes of negative impacts related to the performance of operations, both directly and indirectly.
This approach, in addition to being expressed and described in the Environmental Analysis updated annually, is implemented in compliance with current environmental legislation and with the planning and monitoring of actions aimed at reducing energy consumption, water consumption, preventing pollution while respecting the environment surrounding the Terminal and containing emissions and waste production. There are no constraints deriving from the Kyoto Protocol or from emission trading schemes at the Terminal.

302 Energy

Energy consumption within TDT is mainly related to the following activities:
- loading/unloading from/to ship with quay CRANE
- Container handling in the yard with operational vehicles
- Temperature-controlled container connection (reefer)
- Yard lighting
- Office activities
- Auxiliary activities

In addition to TDT's own energy consumption, there is also that related to the transfer of containers in the yards and areas within the Terminal (shuttle service), which is outsourced and an integral part of the operational cycle. Energy consumption data is collected monthly and monitored in the same way as data on other environmental aspects. The energy vectors collected concern the consumption of fuels (diesel) and electricity (from the grid). Each energy vector is converted into GJ using an appropriate conversion factor.

302.1 Energy consumption within the organisation

A comparison of consumption figures for 2025 with those of the previous year reveals an increase in total energy consumption at the TDT site; this increase is linked to both the rise in the number of units and the associated handling operations, and to the increase in the number of refrigerated containers handled during the year.

Energy consumption trend

Energy consumption within the organization	[UM]	Year			Year on Year	Composition
		2023	2024	2025	25/24	2025
Total Energy Consumption in TDT	[GJ]	64,482	65,672	80,815	23%	-
Of which:						
Diesel consumption	[GJ]	44,134	44,437	51,953	17%	64%
Electricity consumption	[GJ]	20,349	21,235	28,862	36%	36%

302.3 Energy intensity

The energy intensity indicator shows an upward trend over the three-year period.

Energy intensity

Energy Intensity	U.M.	Year 2023	Year 2024	Year 2025	Annual Comparison 25/24
	GJ/units	0.283	0.296	0.307	4%

1kWh = 3.6 GJ, 1l diesel = 35.65 GJ. Source of conversion factors used: "National Energy Balance 2007".

302.4 Reduction of energy consumption

The tables below show TDT's energy consumption figures for the year 2025.

Diesel consumption analysis

Consumption type	Diesel consumption	Year [U M]	Year 2023	Year 2024	Year 2025	Year on Year 25/24	Composition 2025
Non-operational	Internal cars	[Litres]	6,437	6,765	3,961	-41.4%	0.3%
Non-operational	Refuelling van	[Litres]	150	137	346	152.6%	0.0%
Non-operational	Forklift Payload >6t	[Litres]	3,294	4,833	4,910	1.6%	0.3%
Non-operational	Forklift Payload>6t	[Litres]	699	357	597	67.2%	0.0%
Non-operational	Generator sets owned	[Litres]	429	518	1,076	107.7%	0.1%
Non-operational	TDT washing	[Litres]	373	299	464	55.2%	0.0%
Non-operational	Aerial work platforms self-propelled	[Litres]	636	816	1,516	85.8%	0.1%
Heating	Domestic hot water heating	[Litres]	7,532	7,213	7,240	0.4%	0.5%
Operational	External means (NON TDT)	[Litres]	2,846	1,949	11,046	466.8%	0.8%
Operational	Reach Stacker	[Litres]	422,703	419,272	496,844	18.5%	34.1%
Operational	RTG	[Litres]	412,287	386,830	441,618	14.2%	30.3%
Operational	Truck	[Litres]	65,128	47,386	17,449	-63.2%	1.2%
Total TDT	**Total Consumption TDT diesel**	**[Litres]**	**922,514**	**876,375**	**987,067**	**12.6%**	**67.8%**
Operational	Diesel consumption suppliers	[Litres]	315,090	369,720	469,800	27.1%	32.2%
Total TDT site	**Total diesel consumption**	**[Litres]**	**1,237,604**	**1,246,095**	**1,456,867**	**16.9%**	**100.0%**

Diesel consumption increased in 2025 compared with the previous year due to the rise in volumes handled, as confirmed by the higher consumption of earth-moving machinery (RS and RTG).

Electricity consumption analysis

Consumption of Electricity		Year			Year on Year	Composition
	[U M]	2023	2024	2025	25/24	2025
Light Towers	[MWh]	594	618	614	-0.7%	7.7%
GATEWAY Area	[MWh]	95	87	92	5.2%	1.1%
Reefer Container	[MWh]	2,706	3,045	4,898	60.8%	61.1%
OFFICES	[MWh]	357	331	328	-1.0%	4.1%
Electric Cars	[MWh]	3	5	6	7.9%	0.1%
GC and Maintenance Area	[MWh]	91	86	85	-1.1%	1.1%
Quay Crane Use	[MWh]	1,774	1,696	1,958	15.5%	24.4%
Medium voltage consumption	**[MWh]**	**5,619**	**5,868**	**7,979**	**36.0%**	**99.5%**
Low voltage consumption	**[MWh]**	**33**	**30**	**38**	**25.3%**	**0.5%**
Total Consumption	**[MWh]**	**5,652**	**5,899**	**8,017**	**35.9%**	**100.0%**

Electricity consumption has risen due both to the increase in the number of crane operations and to the higher volume of reefer containers being handled.

The initiatives to reduce the consumption of energy from both fossil fuels and electricity that have been implemented over the years have focused primarily on cutting non-operational consumption, i.e. consumption not directly linked to container handling and storage operations. These initiatives have proven their effectiveness over the years and have confirmed the validity of this strategy, even during a period of high volatility in the energy markets, against the backdrop of the uncertain geo-political situation in 2025.

302.5 Reduction in energy requirements of products and services

Energy intensities, broken down by type of energy used, highlight the different uses of energy related to the activities carried out to provide services. The intensity of diesel indicates the amount of litres of diesel used to move a container, while the intensity of electricity shows the amount of kilowatt hours consumed for a single container.

Diesel intensity

		Year			Year on Year
DIESEL INTENSITY [Litres]	**[UM]**	**2023**	**2024**	**2025**	**25/24**
Total Diesel/Units	[L]	5.43	5.61	5.53	-1%
TDT Diesel/Units	[L]	4.04	3.94	3.75	-5%

Electric Energy Intensity

		Year			Year on Year
ELECTRIC ENERGY INTENSITY	**[UM]**	**2023**	**2024**	**2025**	**25/24**
EN.EL./Units	[Kwh]	24.78	26.55	30.43	15%
(EN.EL.-Reefer)/Units	[Kwh]	12.92	12.84	11.84	-8%

In light of the increases mentioned, both in the number of units handled and in consumption, diesel consumption intensities have fallen, both in terms of total consumption at the TDT site and in terms of TDT's own consumption.

Electricity consumption per unit has increased overall, but when consumption relating to the connection of refrigerated containers is excluded, there is an 8% decrease.

303 Water and effluent

303.1 Interactions with water as a shared resource

The water supply is guaranteed by the port aqueduct whose operator carries out ordinary and extraordinary maintenance of the water supply and distribution systems in the port area. The water extracted is consumed for civil uses, such as toilets and washing operating vehicles.
The water discharges originating from the activities carried out inside the TDT Terminal are domestic (toilets) and industrial (vehicle washing). The wastewater, previously treated within the 5 purification plants, is released into the sea (4 purifiers) and into the ground (1 purifier).
The drains do not have a flow meter, so it is assumed that all the water extracted is subsequently discharged.

303.2 Management of water discharge-related impacts

The company is required to ensure the correct functioning of the wastewater discharge systems and to communicate any changes; to this end, it uses a specific service for the ordinary and extraordinary maintenance of the purification systems and analysis, on a quarterly basis, of the discharges. Any malfunctions and deviations from the quality objectives required by law are managed with extraordinary maintenance, external emptying, washing and adjustments.
Spills and leaks of polluting substances on the ground are managed and rationed promptly, in order to prevent their flow into the sea.
All authorisations have been included in the Single Environmental Authorisation (AUA) with a 15-year expiry and updated in 2020 for the replacement of a biological purification plant.

303.3 Water extraction
303.4 Water discharge

Third Party Water extraction and Water Discharge

Third-Party Water Withdrawal		2023	2024	2025
Extraction Points	**Mega Liters**			
Office Area and Changing rooms	[Ml]	3.54	13.67	9.52
Gate and office reception area	[Ml]	0.32	0.29	0.31
G.C. area /new car wash	[Ml]	0.66	0.61	0.48
Pif area	[Ml]	2.73	0.26	0.22
TERFER area	[Ml]	0.17	0.04	0.13
Total Water Withdrawal	**[Ml]**	**7.42**	**14.86**	**10.66**

Water discharge		2023	2024	2025
Discharge by destination	**Mega Liters**			
Discharge into the sea	[Ml]	7.25	14.82	10.52
Discharge to the ground	[Ml]	0.17	0.04	0.13
Total water discharges	**[Ml]**	**7.42**	**14.86**	**10.66**

303.5 Water consumption

Water consumption is monitored through meter readings and compared with the consumption shown on the invoice.
Sometimes consumption can be influenced by hidden leaks, due to broken pipes or meters, or by supply services to the Port System Authority or to suppliers who need water supply, with a consequent increase in average statistical consumption data.

304 Biodiversity

304.1 Operational sites owned, leased and managed in, or adjacent to, protected areas and high biodiversity value areas outside protected areas

The area occupied by the Terminal is located in a Site of Regional Interest (SIR) (since 2014, first Site of National Interest in Livorno) in the vast industrial and port area of Livorno north, within the territorial system called "Port Territorial System and Activities, Port subsystem No. 5A" as indicated in articles 23 and 24 of the "Technical standards for the implementation of the Urban Planning Regulations" approved by CC Resolution No. 19 of 25/01/1999, and is bordered to the north by the railway, to the east by the Darsena Toscana, to the south/south-east by the industrial canal, and to the west by the railway terminal.
Consultation of the current General Regulatory Plan (P.R.G.) of the Municipality of Livorno shows that the area where the Terminal falls is classified as area B and D pursuant to Italian Ministerial Decree 1444 of 2/4/1968.
In these areas it is possible to build buildings for port, production and storage activities, parking lots, and it is also allowed to build ecological pole plants such as: treatment of solid and liquid waste, incineration plants, waste-to-energy plants.
There are no protected areas and/or areas of high biodiversity value nearby.




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305 Emissions

The information relating to emissions concerns the activities under the direct control of TDT; these activities are the same as those identified with reference to energy consumption.

305.1 Direct (Scope 1) GHG emissions

GHG emissions increased compared to the previous year; the quantities of nitrogen oxides (NOx) emissions are also shown in the table. Direct emissions include those related to the internal container transfer service.

Scope 1

				Annual Comparison	Composition
Scope 1	**2023**	**2024**	**2025**	**25/24**	**25**
Internal Energy Sources Diesel	**[tCO2eq]**	**[tCO2eq]**	**[tCO2eq]**		**-**
Diesel emissions	3,260	3,282	3,838	17%	
of which:					
Carbon dioxide - CO2	3,245	3,267	3,821	17%	99.5%
Nitrous oxide - N2O	14	14	16	17%	0.4%
Methane - CH4	1	1	1	17%	0.0%

305.2 Energy indirect (Scope 2) GHG emissions

Scope 2

				Annual Comparison	Composition
Scope 2 External Energy Sources	**2023**	**2024**	**2025**	**25/24**	**25**
Emissions tCO2eq from Electricity	**[tCO2eq]**	**[tCO2eq]**	**[tCO2eq]**		**-**
Emissions from electricity, of which:	1,559	1,621	2,203	36%	-
Carbon dioxide - CO2	1,547	1,609	2,187	36%	99.3%
Methane - CH4	4	4	5	36%	0.2%
Nitrous oxide - N2O	8	8	11	36%	0.5%

305.3 Other indirect (Scope 3) GHG emissions

Currently, the quantities of GHG emitted within the TDT supply chain are not available; moreover, the activities upstream and downstream of the TDT production area are not included among the values to be reported by the port terminals.
Emissions from employee commuting by means of their own vehicle (Scope 3) are estimated on the basis of the length of the journey to work.

Scope 3

					Annual comparison
Scope 3 Commuting		**2023**	**2024**	**2025**	**25/24**
Emissions	[tCO2eq]	279	276	282	2%
Employees		261	260	249	
Average route		13.5	13.5	13.5	
Shifts worked		61,321	60,723	61,931	2%

305.4 GHG emissions intensity

The slight upward trend in emission intensity is due to the increase in energy consumption associated with the handling of units.

Emission intensity

		Year			Annual comparison
Emission intensity	**U.M.**	**2023**	**2024**	**2025**	**25/24**
Emission intensity [tCO2eq]	[tCO2eq]	0.021	0.022	0.023	+4%
Scope1+Scope2 Emissions	[tCO2eq]	4,819	4,903	6,042	+23%
Containers handled	Unit	228,118	222,218	263,436	+19%

305.5 Reduction of GHG emissions

The measures taken to reduce energy consumption, as described in section 302-4, have also had a positive impact on GHG emissions.

305.6 Emissions of ozone-depleting substances (ODS)

In TDT, the production, import or export of substances that deplete the ozone layer is not carried out, but air conditioners are used for heating and cooling buildings. The systems are monitored in compliance with the legislative provisions and the maintenance plan defined by TDT in agreement with the supplier envisages further checks beyond what is required by law. The systems do not use ODS. When gas is topped up, TDT determines the quantities of CO2 dispersed into the atmosphere.


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305.7 NITROGEN OXIDES (NOx), SULPHUR OXIDES (SOx)AND OTHER SIGNIFICANT AIR EMISSIONS

Over time, various environmental surveys have been conducted aimed at characterising air quality in terms of concentration of dust, volatile organic substances and combustion fumes; this is carried out with the objective of evaluating workers' exposure to the various chemical compounds resulting from emissions produced by combustion exhausts from operating vehicles, from the wear of the road surface and tires, from fumes from ships on the dock and from reclaimed landfill basins.

The analyses carried out and repeated yearly from 2004 to 2021, including those related to the preparation of the second landfill basin, which involved the transport of sludge to this basin, did not reveal the exceeding of any gas and breathable dust limits.

The deviation from the TLV (Threshold Limit Value [12]) of the various substances being assessed was verified and, as regards gases, the verification aimed at showing how many times the value equal to one tenth of the TLV was exceeded during sampling. For dust, the results obtained were compared with the reference values (the TLV as regards breathable dust).
The survey found concentration values lower than the limits taken as a reference for all the parameters observed.

Significant emissions into the air

Pollutant	U.M.	2023	2024	2025
NOx (Nitrogen oxides)	[kg]	33,792.20	34,024.00	39,779.00
SOx (Sulphur oxides)	[kg]	20.7	20.8	24.3
PM (Particulate Matter)	[kg]	2,170.10	2,185.00	2,554.60
Containers handled	Unit	228,118	222,218	263,436

Emission factors based on the EMEP/EEA guide (Air Pollutant Emission Inventory Guidebook) were applied to calculate emissions, specifically for the "Non-Road Mobile Machinery" category and industrial diesel engines.

The following coefficients were applied to the mass of diesel (calculated by multiplying the number of litres by 0.835 kg/L):

The values are expressed in grams of pollutant per kilogram of diesel consumed:

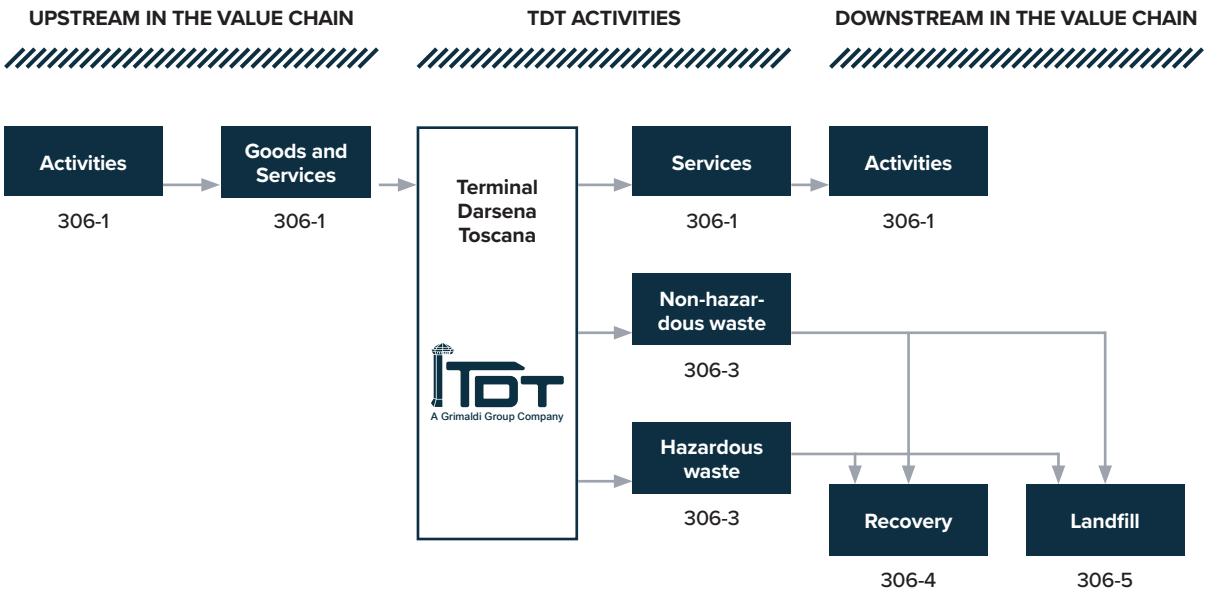
Pollutant	Factor (g/kg)	Methodological notes
NOx (Nitrogen oxides)	32.73	Average for heavy-duty diesel engines (Tier 2/Tier 3)
SOx (Sulphur oxides)	0.02	Calculated on standard diesel fuel 10 ppm (mass balance)
PM (Particulate Matter)	2.1	Based on diesel engines for material handling
VOC (Volatile Organic Compounds)	2.51	Organic compounds resulting from incomplete combustion

12 Referring to the environmental concentrations of airborne chemicals and indicate the concentrations below which it is believed that most workers can be repeatedly exposed day after day, throughout a working lifetime, without adverse health effects.


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306 Waste

306.1 Waste generation and significant waste-related impacts



TDT purchases goods and services both for the provision of its service of loading and unloading containers, goods and RORO, and for carrying out the necessary processes to support this activity. Waste generation is mainly linked to support activities and, in particular, to the maintenance of operating equipment and buildings.

In addition to ordinary maintenance activities, TDT occasionally disposes of equipment, containers used for archives/storage or abandoned goods and, in these circumstances, other types of waste are generated.

Waste generated in TDT is stored in a designated area and managed according to current legislation and the provisions of the internal waste management procedure.

Random leakage from containers and spills from operating vehicles can generate waste and are managed according to specific operating instructions that include confining, cleaning and sometimes the reclamation of the area with the subsequent disposal of the resulting material.

Waste generated by contracted and supplier activities is their property and subject to their management, unless otherwise established in the contractual agreements. Staff and suppliers have been informed about the correct management of waste from their activities through periodic information, training activities, compliance management meetings and specific contractual clauses.

All outgoing waste is entrusted to specialised transporters with authorisation for transport to accredited facilities for recovery or disposal in landfills.

306.2 Management of significant waste-related impacts

TDT is committed to the management of its waste, paying particular attention to the possibility of sending the waste produced for recovery, rather than to landfill. To this end, a waste area has been set up and the following measures implemented: monitoring use of the waste disposal area, reprimands for improper deliveries, training and information for internal and external staff, inclusion of environmental clauses in service-provider and tender contracts, and recovery of products, components and materials from waste through preparation for reuse and recycling.

The management of waste leaving TDT is entrusted to third parties (intermediaries and waste collection centres) which take care of the collection, transport, recovery and disposal of waste. TDT actively cooperates with these third parties to manage operations appropriately, both with respect to the type of waste to be treated (hazardous or non-hazardous) and to its destination.

All waste is then entrusted to transporters with appropriate authorisation and is managed by recovery or disposal at accredited landfills.
The data collection and monitoring processes refer exclusively to the TDT site.

306.3 Waste generated

In the three-year period 2023 - 2025, the following waste was produced, classified by EWC.

Waste produced

		2023	2024	2025	m3
EWC (European waste catalogue)	**DESCRIPTION/TYPE OF WASTE**	**Kg**	**Kg**	**Kg**	**m3**
02 03 04	Waste unsuitable for consumption or processing	-	-	-	
07 02 13	Plastic waste	-	-	-	
07 06 11*	Sludge produced by on-site effluent treatment, containing hazardous substances	-	220	-	
07 06 12	Sludge removed from on-site effluent treatment	26,140	-	-	
08 01 11*	Waste paints and varnishes	43	-	-	
08 03 18	Used printing toners, other than those referred to in heading 08 03 17	30	18	36	0
13 02 08*	Other Engine, Gear & Lubrication Oils	13,000	10,600	16,600	18
13 07 03*	Other fuels (including blends)	-	65	-	
15 01 01	Paper and cardboard packaging	5,988	1,426	1,586	11
150102	Plastic packaging	-	47	-	
15 01 03	Wooden packaging	-	-	-	
15 01 06	Mixed packaging	14,300	15,200	15,820	158
15 01 10*	Packaging containing residues of hazardous substances or contaminated with such substances	1,256	1,027	62	1
15 02 02*	sanitary pads, filter materials, rags and protective clothing, contaminated with hazardous substances	3,415	1,148	3,784	19
16 01 03	End-of-life tires	-	-	-	
16 01 04*	End-of-life vehicles	4,000	-	1,490	8
16 01 07*	Oil filters	325	852	952	3
16 01 20	glass	-	91	-	
16 01 21*	Hazardous components other than those referred to in headings 16 01 07 to 16 01 11, 16 01 13 and 16 01 14	520	155	461	1
16 02 11*	end-of-life equipment, containing chlorofluorocarbons, HCFCs, HFCs	-	204	107	3
16 02 13*	end-of-life equipment containing hazardous components other than 16 02 09	70	36	93	0
16 02 14	end-of-life equipment other than that referred to in items 16 02 09 -16 02 13	1,052	615	353	1
16 02 15*	Hazardous components removed from end-of-life equipment	-	-	-	
16 02 16	Components removed from other end-of-life equipment referred to in 160215	1,071	343	125	0

16 05 04	Gases in pressure vessels (including halons) containing hazardous substances	-	-	-	
16 06 01*	Lead-acid batteries	1,740	1,451	1,175	1
16 06 02*	Nickel-cadmium batteries	-	-	-	
16 06 04	Alkaline batteries	-	9	-	
16 06 05	Other batteries and accumulators	-	-	-	
16 10 01*	Aqueous liquid waste, containing hazardous substances	-	-	-	
17 01 01	Cement	43,120	240	-	
17 01 07	Mixtures of cement, bricks, tiles and ceramics, other than those mentioned in 17 01 06	-	320	-	
17 02 01	Wood	10,540	14,020	15,820	53
17 02 02	glass	32	208	297	0
17 02 03	Plastic	2,334	3,466	5,855	49
17 04 05	Iron and steel	99,270	144,150	152,390	54
17 04 11	Cables, other than those referred to in heading 17 04 10	-	311	1,762	1
17 06 03*	Other insulating materials containing or consisting of hazardous substances	1,086	134	65	1
17 08 02	Gypsum-based building materials other than those referred to in heading 17 08 01	1,160	2,960	210	0
17 09 03*	Other construction and demolition wastes (including mixed wastes) containing hazardous substances	-	-	-	
17 09 04	mixed waste from construction and demolition activities, other than that referred to in items 17 09 01, 17 09 02 and 17 09 03	-	-	-	
19 08 10	Grease and oil mixtures produced by oil/water separation, other than those mentioned in 19 08 09	-	360	-	
20 01 01	Paper and cardboard	1,770	1,440	-	
20 01 21*	Fluorescent tubes and other waste containing mercury	76	105	111	1
20 01 36	electric and electronic end-of-life equipment other than that referred to in items 20 01 21, 20 01 23 and 20 01 35	-	-	-	
20 02 01	Biodegradable waste	-	4,440	380	1
20 03 01	Unsorted municipal waste	-	-	-	
20 03 03	Residues from street cleaning (sweeping)	17,530	54,100	25,330	21
20 03 04	Septic tank sludge	-	-	-	
20 03 07	bulky	-	-	385	3
	Annual total (kg)	**249,868**	**259,761**	**245,249**	**408**
	Equal to tonnes	**249.87**	**259.76**	**245.25**	

There was a decrease in waste generated in 2025 compared with the previous year, mainly attributable to the reduction in the disposal and decommissioning of obsolete and disused structures and equipment.



306.4 Waste diverted from disposal
306.5 Waste directed to disposal

The details of recovery or disposal destinations are below.

	2023	2024	2025	25/24
Total waste generated (t)	**249.87**	**259.76**	**245.25**	**-5.59%**
Waste NOT intended for disposal [t]	**222.64**	**259.41**	**245.18**	**-5.48%**
of which				
Hazardous waste	**24.45**	**16.00**	**24.84**	**55.19%**
Preparation for reuse			-	
Recycling			-	
Other recovery operations	24.45	16.00	24.84	55.19%
Non-hazardous waste	**198.20**	**243.40**	**220.35**	**-9.47%**
Preparation for reuse			-	
Recycling			-	
Other recovery operations	198.20	243.40	220.35	-9.47%
Waste destined for disposal in [t]	**27.23**	**0.354**	**0.065**	**-81.64%**
of which				
Hazardous waste	**1.09**	**0.354**	**0.065**	**-81.64%**
Incineration (with energy recovery)	-	-	-	0.00%
Incineration (without energy recovery)	-	-	-	0.00%
Landfilling	-	-	-	0.00%
Other disposal operations	1.09	0.354	0.065	-81.64%
Non-hazardous waste	**26.14**	**-**	**-**	**0.00%**
Incineration (with energy recovery)	-	-	-	0.00%
Incineration (without energy recovery)	-	-	-	0.00%
Landfilling	-	-	-	0.00%
Other disposal operations	26.14	-	-	0.00%

Throughout the year, the emphasis on waste separation was maintained when disposing of waste at the designated area, in accordance with specific instructions from the Environment Department, and this led to a positive outcome in terms of waste recovery (99.97% was sent for recovery).




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MGM
OMG
BRONMA
Hapag-Lloyd



With a view to social sustainability, TDT has always responsibly applied national and international regulations on employment contracts, health and safety, respect for human rights, avoiding any form of discrimination or violation of civil and political rights and ensuring its commitment to activities aimed at protecting these inalienable rights.

For this reason, and to ensure a transparent image of the company to all external (suppliers, public institutions, communities, etc.) and internal Stakeholders, TDT has prepared and adopted the Code of Ethics, which is accompanied by the Anti-Corruption Policy issued at the time of implementation of the Anti-Corruption Management System in accordance with ISO 37001.

The Code of Ethics sets out the set of values and principles, commitments and ethical responsibilities that inspire Terminal Darsena Toscana in the conduct of business and corporate activities and which are required to be observed by all those who have relations with the company, in any capacity.

Compliance with the indications of the Code of Ethics, including those relating to respect for human rights, and the Anti-Corruption Policy are also reported in the contracts with suppliers, who are asked to read them and adopt appropriate conduct that complies with these specifications.

401 Employment

401.1 New employees hires and employee turnover

People actively contribute to the achievement of results and are an essential corporate resource; their growth is a fundamental and indispensable factor for the Terminal's development.

The search and selection process aims to ensure the skills necessary to offer a quality service to our customers: it is managed by the Human Resources Department, which also oversees relations with schools, universities and employment centres.

The search and selection procedures comply both with the principles of the Code of Ethics adopted in the company and with the National Collective Labour Agreements (CCNL Ports and CCNL Industrial Company Managers).

The company's policy guarantees equal opportunities for men and women in access to employment, without discrimination on the grounds of sex, ethnicity, nationality, language, religion, political opinions, sexual orientation, personal and social conditions in line with the applicable legislation and, in particular, with the Equal Opportunities Code (Italian Legislative Decree 198/06).

Staff are hired only on the basis of regular employment contracts, with no form of irregular employment being tolerated, either for Italian or foreign citizens. The candidate must be made aware of all the characteristics pertaining to the employment relationship.

The recognition of salary increases or other incentive tools and access to higher roles and positions (promotions) are based on meritocratic assessments, in compliance with the rules established by law and the collective bargaining agreement for the sector, and on assessments by Management.

Employee hires and departures

EMPLOYEE HIRES AND DEPARTURES	2023	2024	2025
Employees hired during the year	**1**	**0**	**0**
Men	1	0	0
Women	0	0	0
Under 30	1	0	0
Between 30 and 50	0	0	0
Over 50	0	0	0
Employees who left in the year	**9**	**2**	**11**
Men	8	1	11
Women	1	1	0
Under 30	1	0	0
Between 30 and 50	2	2	0
Over 50	6	0	11

In the last three years, the workforce of TDT has suffered a slight decline (about -4.6%), mainly due to exits for reaching retirement requirements (13 out of 22 departures), to which are added five voluntary resignations, three voluntary terminations and one dismissal.

Permanent contracts are the currently used form of contract, accounting for 100% of the total number of contracts in force.

The overall turnover rate, i.e. the staff who entered and left during the period compared with the average workforce for the period, is shown below.

Overall turnover rate

OVERALL TURNOVER RATE (%)	2023	2024	2025
Men	3.40	0.38	4.38
Women	0.38	0.38	0.00
Under 30	0.75	0.00	0.00
Between 30 and 50	0.75	0.75	0.40
Over 50	2.26	0.00	3.98
Total	**3.77**	**0.77**	**4.38**

Below is the Positive Turnover Rate, i.e. those entering during the period/workforce at the beginning of the period.

Positive turnover rate

POSITIVE TURNOVER RATE (%)	2023	2024	2025
Men	0.37	0.00	0.00
Women	0.00	0.00	0.00
Under 30	0.37	0.00	0.00
Between 30 and 50	0.00	0.00	0.00
Over 50	0.00	0.00	0.00
Total	**0.37**	**0.00**	**0.00**

Below is the negative turnover rate, i.e. those who left during the period/workforce at the beginning of the period.

Negative turnover rate

NEGATIVE TURNOVER RATE (%)	2023	2024	2025
Men	2.99	0.38	4.35
Women	0.37	0.38	0.00
Under 30	0.37	0.00	0.00
Between 30 and 50	0.75	0.77	0.40
Over 50	2.24	0.00	3.95
Total	**3.36**	**0.77**	**4.38**

Below is the Turnover compensation rate, i.e. entered during the period/left during the period.

Turnover compensation rate

TURNOVER COMPENSATION RATE (%)	2023	2024	2025
Men	12.50	0.00	0.00
Women	0.00	0.00	0.00
Under 30	100.00	0.00	0.00
Between 30 and 50	0.00	0.00	0.00
Over 50	0.00	0.00	0.00
Total	**11.11**	**0.00**	**0.00**

During the two-year period 2022-2023, seven blue-collar and four white-collar workers were hired at TDT; there were no new hires in 2024 and 2025.
The negative turnover rate of the three-year period remained fairly constant, which was due to the continuation of a policy of encouraging the exit of workers who had met their pension requirements.

401.2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

As regards the coverage of pension costs, there are no company-defined benefit plans, nor does the company offer employees specific supplementary pension coverage, in addition to that provided for by the relevant national collective agreements.

Since 2005, there has been the Priamo Pension Fund for executives, white- and blue-collar workers, which all employees can join by having their accrued severance pay merged with an additional equal employee-company contribution of 1% of the salary elements valid for the calculation of the severance payments provision.

In addition to the legal pension plans guaranteed by the payment of mandatory INPS contributions, employees are awarded, at the time of termination of the employment relationship, severance

pay for those who have not joined the supplementary pension, while those who have joined the supplementary pension have the possibility of receiving from the Priamo Fund, and for Managers from the Previndai Fund, a life annuity and/or redemption of the accrued pension position.
In the cases provided for by the CCNL, the employee is also awarded compensation in lieu of notice.
The composition and movement of the TFR (severance payments provision) and other personnel funds as of 31 December 2025 is detailed below:

Benefits due upon termination of employment

TERMINATION BENEFITS €	2023	2024	2025
Severance payments provision	815,423	818,886	840,894.10
Other (substitute allowances, IMA, etc.)	-	-	-

401.3 Parental leave

TDT operates in compliance with the legislation on parental leave, the aim of which is to allow employees to enjoy leave and subsequently return to work carrying out the same or equivalent duties.

Parental leave

PARENTAL LEAVE	2023		2024		2025	
GENDER	M	F	M	F	M	F
Number of workers entitled to parental leave	215	47	214	46	203	46
Number of workers who took advantage from parental leave	24	3	22	4	30	6
Number of workers who returned from parental leave in the reference year	24	3	22	4	30	6
Number of workers who returned to work at the end of parental leave and were still employed in the following 12 months	10	5	24	3	30	6
Percentage (%) of workers who returned to work at the end of parental leave and are still employed in the following 12 months	100	100	100	100	100	100

402 Management of Labor and Labor Relations

402.1 Minimum notice period regarding operational changes

TDT regularly and systematically consults employees and their representatives regarding notifications of significant changes to the way in which its activities are carried out

These consultations take place in compliance with the legal and contractual provisions governing relations between employer and trade unions and are specifically implemented for the management of changes that have impacts on the health and safety of workers.

TDT communicates significant operational changes with reasonable notice, even if not determined in national and second-level contracts, both to employees and their representatives, and to the competent government authorities, so that they can promptly receive all the information necessary to make an informed decision.



403 Occupational health and safety

403.1 Occupational health and safety management system

Terminal Darsena Toscana (TDT) operates in a port environment characterised by complex operational activities and specific risks associated primarily with the container handling cycle, including the movement, storage, transfer and operational management of containers using special vehicles and equipment. In addition to these activities, ancillary or complementary operations are carried out to a more limited extent, such as loading and unloading, securing machinery or packages on flat racks, container checks and inspections, and other tasks carried out by authorised external parties. The process of loading and unloading cars and rolling stock is integrated into the container cycle as a secondary process.

The operational environment is also characterised by the simultaneous presence of TDT staff, temporary workers, contractors, hauliers, suppliers and other authorised parties, giving rise to the need for coordination, access control, management of internal traffic flow and the prevention of interference risks.

For TDT, protecting workplace health and safety is a central aspect of corporate management and applies to permanent staff, temporary workers and, where applicable in relation to the activities carried out within the terminal, the staff of contractors, subcontractors and suppliers operating on the company's premises.

TDT has implemented and maintains an Occupational Health and Safety Management System compliant with ISO 45001:2018 in order to ensure these aspects are properly managed. The System is integrated with the requirements set out in the applicable legislation on workplace health and safety, including the specific regulations governing port operations and services.

The system is based on an approach focused on hazard identification, risk assessment and management, the definition of roles and responsibilities, the planning of prevention and protection measures, performance monitoring and continuous improvement.

The Management System covers the activities, processes and operational areas managed by TDT within the terminal.

The System applies to the organisation's workforce and, through procedures, operational instructions, coordination and monitoring activities, also governs the management of activities carried out by third parties within the company's premises, with particular attention to interference risks and compliance with the rules governing access, movement and the conduct of operational activities.

TDT has a specialised internal unit for managing workplace health and safety, namely the Prevention and Protection Service, comprising the Safety Director/Prevention and Protection Service Manager, the Health and Safety Management System Manager/Prevention and Protection Service Workers' Representative and other related staff members. A 24-hour operational monitoring service is also provided by a private security firm to support the operational monitoring and surveillance activities carried out by the designated officers

There are three Workers' Safety Representatives, elected by the workers, who represent the staff on all matters relating to workplace health and safety. One of them also serves as the Workers' Representative for Site Safety, with regard to the port area of Livorno.

The implementation and effectiveness of the Management System are verified through monitoring activities, operational checks, internal audits, certification audits and periodic reviews.

The review analyses the following elements, amongst others: the implementation status of planned actions; the results of inspections and audits; trends in the indicators; any non-conformities; injuries; and situations related to prevention. Priorities for action, improvement measures and objectives aimed at controlling and reducing risks are identified based on these elements.

403.2 Hazard identification, risk assessment and incident



TDT follows a structured process for identifying hazards, assessing risks and defining prevention and protection measures, in line with its Occupational Health and Safety Management System, which complies with the ISO 45001:2018 standard and with the applicable legislation on health and safety at work.

Hazard identification and risk assessment are carried out taking into account the routine and non-routine activities performed within the terminal, the operational areas, the equipment and vehicles used, the organisational arrangements for work, interactions between different parties, activities carried out by external contractors, and any technical, operational or organisational changes that may affect risk levels. These assessments are set out in the company's risk assessment documentation and in the Management System's procedures and operational instructions.

The hazard identification process also considers information from the operational monitoring of activities, the results of internal controls, reports from workers and their representatives, audits, on-site inspections, injuries, near misses, non-conformities and any other evidence relevant to prevention. Reports relating to health and safety may be submitted by workers, supervisors, health and safety representatives, company departments, external contractors or other parties operating within the terminal, and are taken charge of for the necessary checks and assessments.

In the event of significant changes, for example operational changes, the introduction or replacement of equipment and machinery, organisational changes, alterations to work areas, the introduction of new activities or significant changes to how operations are carried out, TDT carries out a prior assessment of the effects on health and safety.

This analysis allows to identify any new hazards, reassess existing risks and define the necessary measures prior to implementing the change, involving, where relevant, the affected company departments, the workers concerned and the workers' health and safety representatives.

Incidents, injuries and near-misses are analysed in order to identify their causes, including any organisational, technical, behavioural or procedural causes. Following the investigation, corrective or preventative measures are put in place, where necessary, to prevent the recurrence of the incident or similar situations.

The effectiveness of the measures identified is subsequently monitored as part of the Management System's control activities and periodic review.

TDT ensures that workers have the opportunity to report hazardous conditions, unsafe behaviour, operational anomalies, near-misses or other situations relevant to health and safety, including



through the channels set out in company procedures. Reports are handled in such a way as to ensure, where applicable, the confidentiality of the person making the report and protection against any form of retaliation or discrimination.

In accordance with the applicable legislation and the principles set out in the company's Code of Ethics, TDT also recognises the right of employees to leave their workplace or a hazardous area in the event of a serious, immediate and unavoidable danger, without suffering any prejudice or adverse consequences as a result of that decision.

This principle is consistent with the approach of the Management System, which focuses on prevention, employee participation and the continuous improvement of health and safety conditions.

403.3 Occupational health services

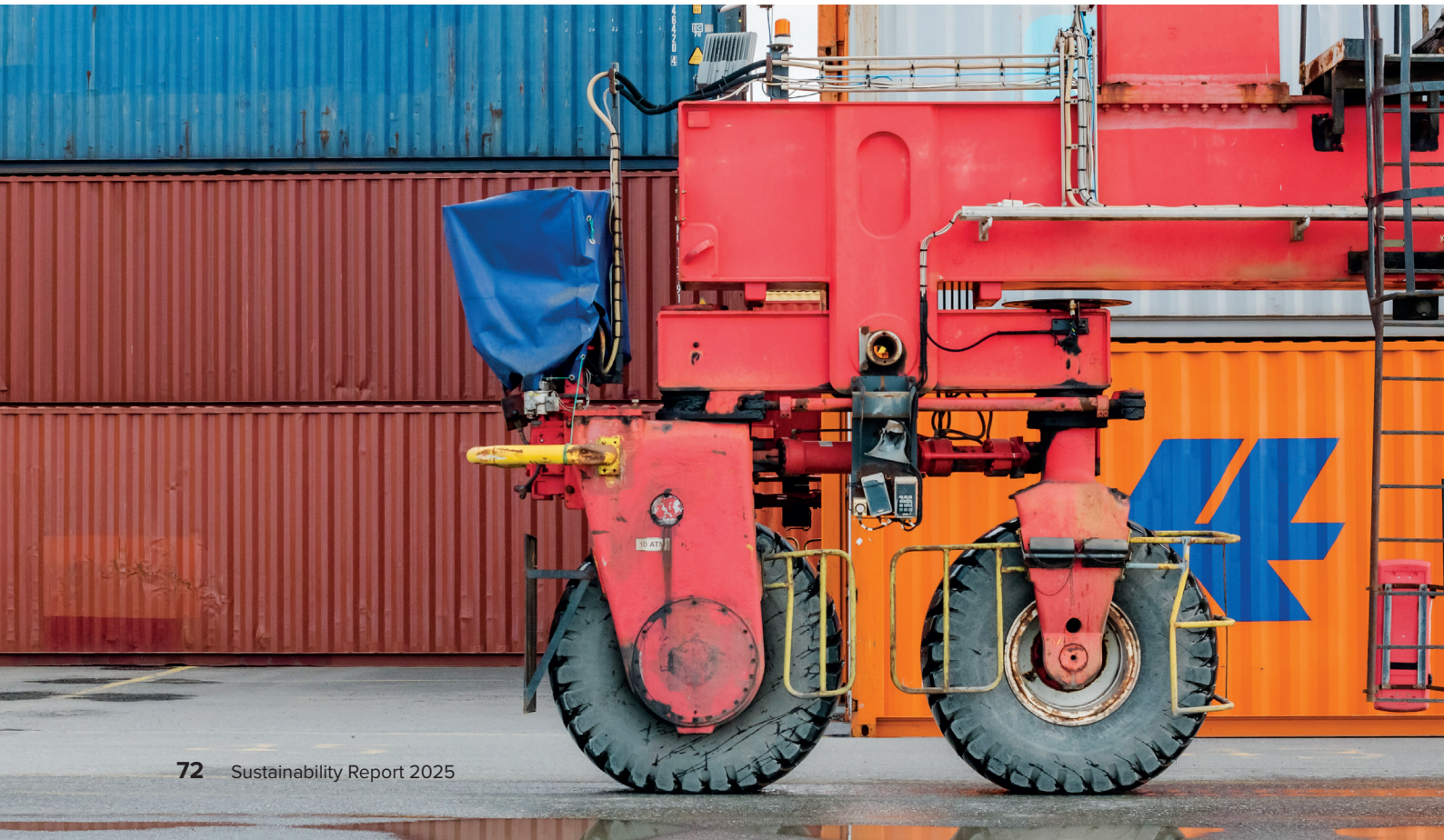
TDT provides its employees with the occupational health services required by the applicable legislation, with particular reference to the health monitoring referred to in Article 41 of Italian Legislative Decree 81/2008, where this is required in relation to the specific risks associated with the tasks performed.

The Company Physician is responsible for monitoring health, meeting the professional requirements laid down by current legislation and registered in the national registry of occupational health doctors maintained by the Ministry of Health. The Company Physician works in collaboration with the employer, the Health and Safety Service and other relevant company departments to protect workers' health, including by contributing to risk assessments and drawing up health protocols.

The Health Monitoring Plan is drawn up based on the results of the workplace risk assessment, the tasks carried out, the working environments and specific occupational exposures. This includes, in accordance with the scheduled frequency and procedures laid down by the Company Physician, preventive medical examinations, periodic examinations, examinations upon a change of role where necessary, examinations at the worker's request, examinations prior to returning to work following an absence due to ill health exceeding the time limits laid down by law, as well as any supplementary checks deemed necessary.

Medical examinations and health checks are organised during working hours, in suitable premises on the company's premises provided by TDT, in order to facilitate employees' access to occupational health services. The Company Physician visits the company on a regular basis to carry out health-related activities, to inspect the workplace and to liaise with the relevant company departments responsible for health and safety.

The health monitoring results are handled in accordance with the principles of confidentiality regarding individual health data. The employer is provided solely with fitness assessments for the specific role and any requirements or restrictions relevant to the organisation of work and the protection of the employee's health. Aggregated and anonymised health data may also, where relevant, contribute to assessing the effectiveness of preventive measures and to planning any necessary improvements.



403.4 Worker participation, consultation and communication on occupational health and safety

TDT promotes employee participation, consultation and communication on health and safety matters through various measures set out in the Occupational Health and Safety Management System. These procedures enable the collection of comments, reports, suggestions and feedback from employees, their representatives and the company departments involved in operational processes, thereby promoting the continuous improvement of working conditions and health and safety measures.

Workers' participation is also ensured through the presence of Workers' Health and Safety Representatives, who provide a formal channel for dialogue between workers, the Health and Safety Service, the employer and other relevant company departments. In accordance with the relevant legislation and company procedures, the Health and Safety Representatives are involved in the consultation processes relating to risk assessment, the identification of prevention and protection measures, the handling of reports and other relevant aspects of the Management System.

Internal communication on health and safety is ensured through information bulletins, operational communications, meetings, specific sessions, the company's electronic noticeboard and other channels made available by the organisation. The purpose of these briefings is to draw staff's attention to safety-related issues, disseminate operational guidelines, share the results of inspections or audits, and reinforce behaviour consistent with company procedures.

Thirteen health and safety bulletins were issued in 2025, covering topics including issues relating to the use of vehicles and equipment, inspections of lifting accessories, correct operating procedures in terminal areas, the management of workstations and the reference to specific company procedures.

TDT also maintains an ongoing process for collecting and managing reports relating to health and safety. Such reports may be made by workers, Health and Safety Representatives, supervisors, department heads, external contractors or other parties operating within the terminal, and may be submitted via direct contact, email, meetings or other company channels. The reports are handled by the Health and Safety Department, recorded where necessary, analysed and managed until they are closed. Following these reports, immediate measures, corrective actions or improvement initiatives may be identified, which may also have an impact on procedures, operational practices, emergency management, vehicle monitoring or other aspects of the Occupational Health and Safety Management System (OHSMS).

Dialogue with employees and company departments also takes place through internal meetings between the Health and Safety Department, the Workers' Safety Representative, sector managers and staff involved in the relevant processes.

These meetings are convened periodically in accordance with operational requirements, the progress of specific projects, the analysis of incide nts or reports, or the need to share prevention and protection measures. The outcomes of the meetings are recorded in the minutes where necessary, and any resulting actions are recorded and monitored as part of the Management System.

With regard to the activities carried out by external companies and suppliers operating within the terminal, TDT also organises communication and coordination sessions aimed at sharing information relevant to health and safety, managing interference risks and ensuring alignment with the operational rules applicable in the company's areas.

Meetings with suppliers and external organisations may be scheduled on a regular basis or convened as and when required; the outcomes are documented and any necessary actions are managed within the framework of the OHSMS.

The company's electronic noticeboard and internal IT tools help to disseminate relevant health and safety information, making communications, procedures, operating instructions and other useful documentation available. The company's IT system is also used to record and monitor actions, activities and deadlines relating to the Management System.

TDT also maintained constant contact with the relevant external health and safety authorities throughout 2025, including the local Local Health Authority (USL) and the Port System Authority, including in the context of monitoring, consultation and verification activities relating to aspects relevant to the port's operational environment.

403.5 Worker training on occupational health and safety

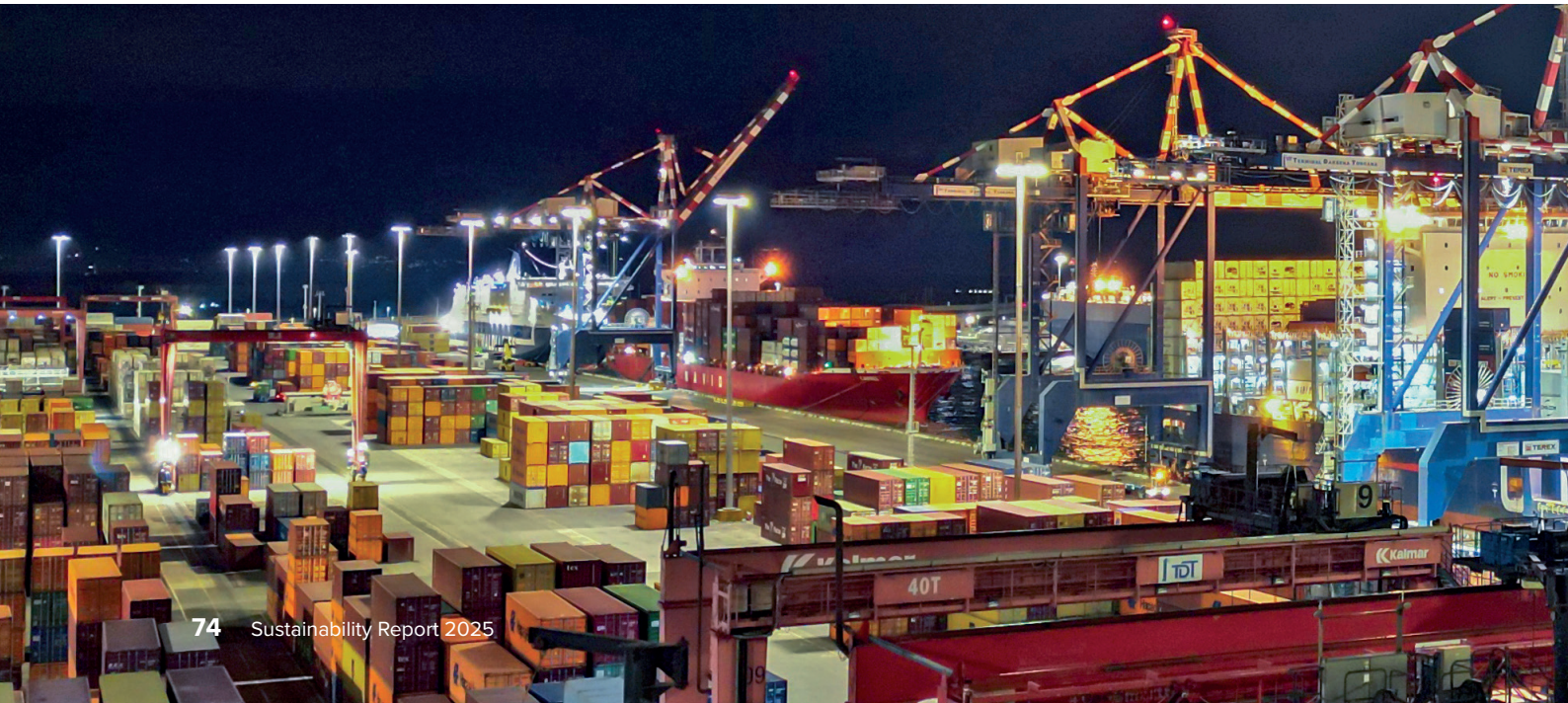
Training in occupational health and safety is managed by TDT through a specific company-wide process designed to ensure that workers receive training that is consistent with the applicable regulatory requirements, the tasks they perform and the risks present in the terminal's various operational contexts. The training process is governed by a company procedure which sets out criteria, responsibilities, planning arrangements, minimum content requirements, the recording of activities, verification of attendance and requirements for trainers. The Human Resources Department is responsible for overseeing the process, with support from the Health and Safety Service regarding technical and regulatory aspects, as well as ensuring consistency with the risk assessment and the procedures of the Occupational Health and Safety Management System.

Training is planned on the basis of job duties, roles held, equipment used, activities carried out, regulatory updates, scheduled deadlines and the needs arising from changes within the organisation and its operational processes. These include, among others, training courses designed for workers, supervisors, managers, emergency response staff, first-aiders, fire safety officers, operators of specific equipment and those involved in safety management.

All compulsory health and safety training courses are held during working hours and at no cost to the workers concerned. The training programmes are designed in accordance with the minimum requirements laid down by current legislation and, where necessary, supplemented with specific content relating to the port environment, terminal operations, company procedures, interference risks and the operating procedures applicable in TDT areas.

Particular attention is paid to the effectiveness of the training. In addition to complying with requirements regarding duration and updating, TDT supplements its training programmes with practical insights, operational guidance, analyses of real-life cases, actual events, reports, non-conformities or significant situations that have arisen in the course of its activities. The aim is to strengthen not only theoretical knowledge, but also risk awareness and the operational skills necessary to carry out activities under safe conditions.

Training activities relating to health and safety at work were carried out throughout 2025 in accordance with the company's training plan. A total of 109 courses were delivered, amounting to 667.5 hours of training and involving 262 workers.



The main training activities covered general and organisational safety, training and refresher courses for managers and supervisors, updates on the specific risks faced by operational staff, emergency management, first aid, fire safety, BLSD, the use of emergency equipment, specific operational tasks, the use of ladders, confined spaces, working at height and the use of Category III PPE, hearing protection PPE, electrical work (PES/PAV), the updating of procedures and risk assessments, as well as the training and refresher courses for safety officers, such as the Protection and Prevention Services Manager and the Workers' Safety Representatives.

Throughout the year, particular attention was paid to procedural updates and training relating to risk assessments, with 48 training sessions dedicated to organisational and procedural updates or those arising from developments in the company's risk assessments.

This activity has helped to ensure that staff remain up to date with the applicable procedures and the prevention and protection measures set out in the Management System.

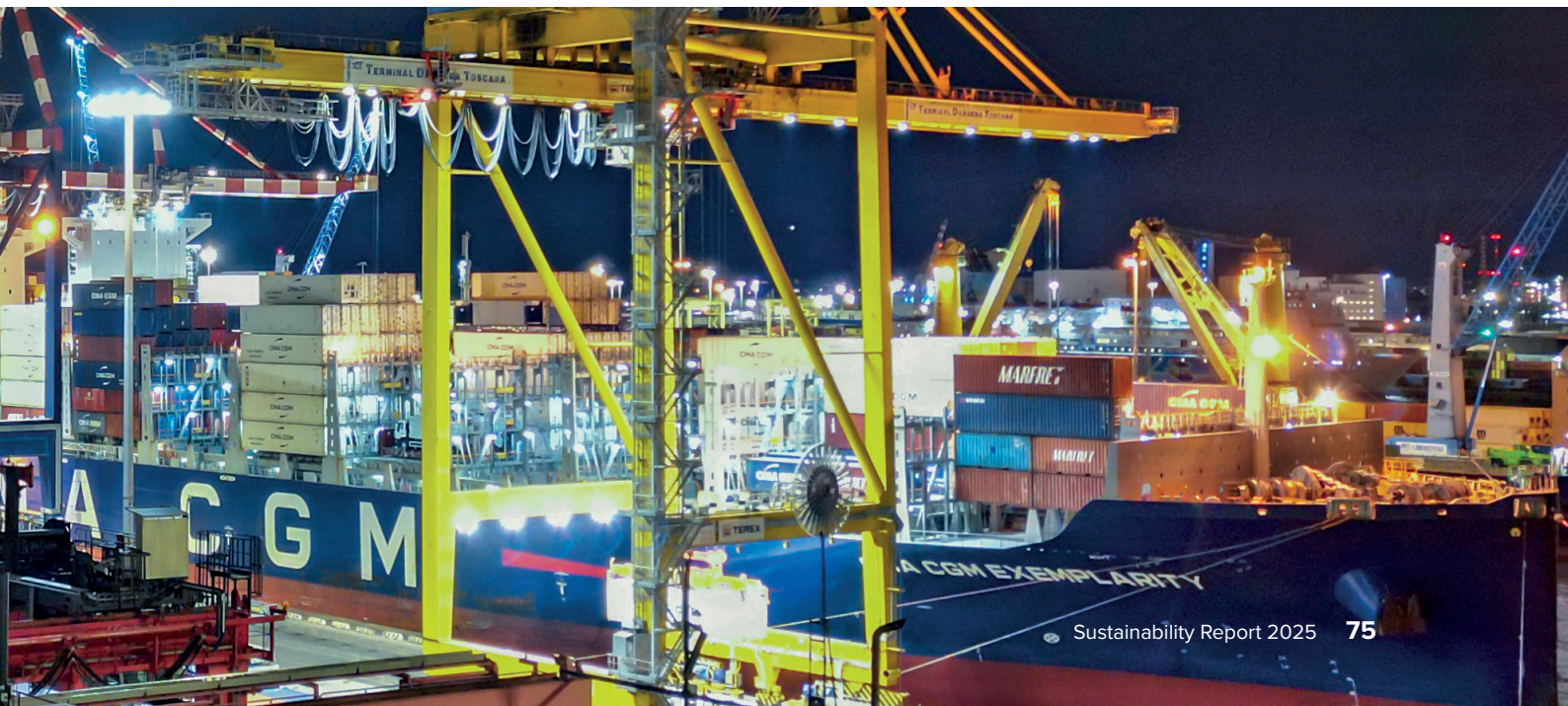
Training can be delivered using a variety of methods, such as lectures, audiovisual materials, practical exercises, training sessions, seminars, case studies and discussions on specific prevention topics.

Learning assessments are also carried out, in accordance with the procedures applicable to the various training programmes, in order to assess whether the required knowledge and skills have actually been acquired.

Throughout the year, should any specific gaps, operational issues, incidents, near misses, reports or procedural updates arise, TDT may organise targeted refresher training sessions or awareness-raising sessions on specific topics. These measures are designed to reinforce safe behaviour, prevent the recurrence of risky situations and ensure that staff adhere to company procedures.

All training programmes are documented and tracked through company records, which make it possible to monitor attendance, deadlines, updates and the compliance of the programmes with the applicable requirements.

A training plan has also been drawn up for 2026, aimed at consolidating and updating skills in the field of health and safety, with particular reference to BLSD, first aid, fire safety, emergency management, refresher training for Workers' Safety Representatives, specific risks for operational, technical-operational and administrative staff, refresher training for Prevention and Protection Service Managers/Workers' Safety Representatives, the use of mobile elevating work platforms (MEWPs), confined spaces, coaching for supervisors, procedural amendments and additions, and training on dangerous goods in accordance with the IMDG Code. The plan may be updated in line with changes in organisational and operational requirements.



403.6 Promotion of worker health

TDT promotes the protection of workers' health and well-being, including through measures that go beyond the compulsory health monitoring required by current legislation and managed as part of occupational health services.

In particular, the company provides its employees with supplementary health coverage as set out in the relevant National Collective Agreement, the cost of which is borne entirely by the employer. This coverage serves as a tool to support prevention, diagnosis and access to healthcare services, helping to strengthen the company's initiatives focused on overall staff well-being.

Supplementary health coverage may also be extended, on a voluntary basis, to employees' family members, in accordance with the terms and conditions set out in the applicable health plan. It includes a range of services such as medical care, specialist consultations, diagnostic tests at affiliated healthcare facilities, regular screening tests and the option to consult with medical specialists.

Through these plants, TDT helps workers access healthcare and preventative services in addition to the compulsory ones, promoting a greater focus on individual health and personal well-being.

403.7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

TDT recognises that the protection of health and safety at work does not apply solely to the organisation's own employees, but also extends to the activities carried out by external companies, contractors, suppliers, operational partners, hauliers and other authorised parties operating within the terminal or in connection with the company's activities.

The complexity of the port environment and the simultaneous presence of various Stakeholders make it necessary to have a structured system in place to manage the risks associated with commercial and operational relationships.

For this reason, TDT implements measures aimed at preventing and mitigating negative impacts on the health and safety of workers employed in activities directly linked to terminal operations, with particular attention to interference risks, operational coordination, internal traffic, the use of vehicles and equipment, contracted activities and operations carried out on company premises.

These aspects are managed through a range of organisational and procedural tools, including the assessment and qualification of suppliers – also with regard to health and safety requirements – the verification of mandatory documentation, the inclusion of specific contractual clauses, the definition of obligations and responsibilities relating to prevention, the preliminary coordination of activities, the sharing of applicable procedures, meetings with the companies concerned, and carrying out on-site inspections and checks.

TDT also encourages the involvement of suppliers and external companies in the management of safety-related matters, including through regular meetings or those convened in response to specific operational needs.

These meetings provide an opportunity to share information, discuss key issues, provide updates on procedures, outline operational arrangements and the prevention and protection measures applicable to the activities carried out at the terminal. The outcomes of the meetings and any resulting actions are documented and monitored as part of the Occupational Health and Safety Management System.

Dangerous goods management

Particular attention is paid to managing the risks arising from the presence and handling of dangerous goods. The TDT dangerous goods yard (IMO) is located in an internal area of the terminal authorised by the local Port System Authority; it has a storage capacity of 864 TEU, which can be extended by a further 576 TEU if necessary. Dangerous goods are handled in accordance with the applicable local, national and international regulations and the requirements of the IMDG Code.

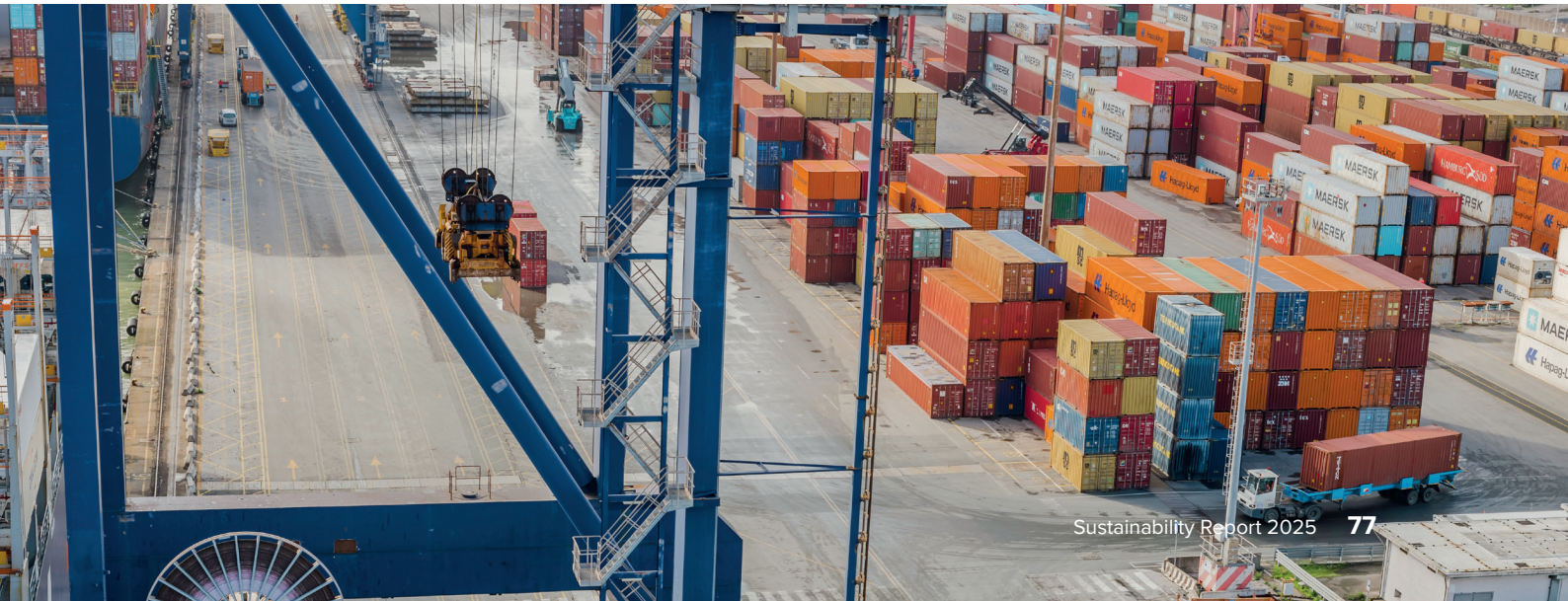
TDT has identified designated areas for the storage of containers holding dangerous goods. IMO containers are stowed in these areas while respecting the safety distances, segregation criteria and any additional requirements indicated by the local Port Chemical Service. Specific areas are also set aside for parking rolling stock classified as dangerous goods under the IMDG Code, for example units falling under UN codes 3166 and 3171, as well as for the opening and inspection of the load as required by the competent authorities.

Company procedures require the constant monitoring of the composition of the IMO fleet, the correct segregation of goods and the detection of any anomalies. Given that the composition of the temporary port storage area varies depending on loading, unloading and handling operations, risk assessment is managed dynamically, including through the dedicated Hacpack software, which enables risk to be assessed based on the type of goods, hazard class, packaging, the weight of the packages and the total weight of the cargo in the containers present in the yard.

The system also makes it possible to provide real-time access to the safety data sheets for goods held in storage, facilitating a more timely and effective response to any emergency situations in order to protect workers, companies operating at the terminal and other individuals present on the premises. To complement this system, TDT uses the **Expert Decking** function of Navis N4, which was implemented at the end of 2022 and has been fully operational since 2023. This function supports the allocation of IMO container positions, taking into account the segregation rules and distances set out in the IMDG Code, and highlights any positioning anomalies to the yard planning operators.

TDT also ensures specific training for all employee staff, as well as information for all third-party staff about the risks present, the behaviours to be followed and the emergency procedures adopted. This activity helps to strengthen coordination between the various parties operating at the terminal and to prevent hazardous situations arising from the presence of dangerous goods.

To manage any spills, the terminal is equipped with mobile containment systems, comprising three 45-foot MAFI units fitted to contain solid or liquid materials from containers. The area is also equipped with 50 kg wheeled dielectric powder fire extinguishers, approved for classes A, B and C, which are located in the outdoor areas. Finally, an emergency response team is in place, equipped with the necessary resources to carry out the operation and cordon off the affected area.



403.8 Workers covered by an occupational health and safety management system

The Occupational Health and Safety Management System adopted by TDT covers the full scope of the company's activities carried out within the terminal and applies to all workers within the organisation, including employees and, where applicable in relation to the activities carried out, agency or temporary workers involved in the company's operational processes.

The Management System complies with the ISO 45001:2018 standard and is audited by an accredited external body as part of the certification process. The scope of the system covers the activities, processes, operational areas and business departments involved in the terminal's management.

The Management System sets out specific procedures for the provision of information, coordination, monitoring and management of interference risks for employees of contractors, suppliers, subcontractors, hauliers, visitors and other parties who access or work in areas under TDT's control.

These parties are therefore involved, within the scope of their respective responsibilities, in the implementation of the health and safety rules governing access to and the conduct of activities within the terminal.
TDT adopts a risk prevention and reduction policy that applies to workplaces under its control and which includes, amongst other measures, specific information notices, procedures and operational instructions, Health and Safety Risk Assessment Reports where applicable, coordination protocols, work permits, access rules, provisions for internal traffic management and technical documentation specific to the various activities.

The proper functioning of the Management System is verified through monitoring activities, operational checks, internal audits, certification audits and periodic management reviews. The following are analysed within the review: the status of the system's implementation; health and safety performance; the progress of improvement measures; audit findings; any non-conformities; incidents; and areas requiring greater attention.

On the basis of these factors, TDT defines the actions to be taken to control and reduce residual risks, as well as the indicators used to measure the effectiveness of the Management System and to pursue continuous improvement.

Category	OHSMS coverage
TDT Employees	100%
Agency/temporary workers	Covered for activities carried out as part of the TDT processes
Contractors/suppliers operating at the terminal	Managed through information, coordination, reports/procedures/permits and checks
Visitors/other authorised persons	Managed through access rules, information and safety requirements

403.9 Work-related injuries

Following the occurrence of any incident, including injuries, accidents and near misses, TDT initiates an analysis and investigation aimed at reconstructing the sequence of events, identifying the causes and determining any corrective or improvement measures necessary to prevent similar incidents from recurring.

Event analysis is a key tool in prevention, as allows to identify any signs of potential malfunctions, operating conditions requiring closer monitoring, and opportunities for improvement within the Occupational Health and Safety Management System.
The analysis results inform the risk assessment process, the updating of procedures and operational instructions, training activities, operational checks and coordination measures with external organisations.

To this end, the Prevention and Protection Service maintains a dedicated database for recording incidents, comprising injuries, accidents and near misses, including events involving suppliers, external contractors and other parties operating within the terminal, where these are relevant to the Health and Safety Management System. The records are kept systematically, and incidents resulting in damage are recorded and analysed in accordance with company procedures.

The analysis carried out by the Prevention and Protection Service is designed to identify any corrective, preventive or improvement measures. Should events require immediate action, steps shall be taken, in accordance with the relevant procedures, through meetings, ad hoc sessions or specific assessments, with a view to promptly identifying the causes of the event and the measures to be taken.

For the purposes of this report, TDT classifies as serious any 'accidents with a recovery period of more than 39 days. This classification is used as a management tool for analysing injury trends and makes it possible to identify the most significant incidents.

The figures set out below distinguish between TDT employees and non-employees working within the terminal on activities related to business processes. For self-employed workers, data is collected through information and evidence provided by the relevant companies and is used to monitor events relevant to the Management System.

Occupational accidents of employees

EMPLOYEES	2021	2022	2023	2024	2025
No. of incidents at work	0	1	1	1	4
of which serious[13]	0	1	0	1	2
of which fatal	0	0	0	0	0

Occupational accidents of non-employees*

WORKERS WHO ARE NOT EMPLOYEES	2021	2022	2023	2024	2025
No. of incidents at work	10	6	2	9	11
of which serious	3	1	0	5	5
of which fatal	0	0	0	0	0

* This includes data provided by the main third-party companies operating on a permanent or on-going basis within the terminal and for which TDT has information that can be reported under the OHSMS.

13 Serious injuries are defined as those resulting in more than 39 days of absence from work.

Occupational injuries KPI for employees					
WORK-RELATED INJURIES OF EMPLOYEES	**2021**	**2022**	**2023**	**2024**	**2025**
Incidence Rate	0	3.72	3.77	3.84	15.95
Frequency Rate	0	2.61	2.77	2.74	10.72
Fatal Frequency Rate	0	0	0	0	0
High-consequence work-related injuries frequency rate	0	2.61	0	2.74	5.36
Recordable work-related injuries frequency rate	0	0	2.73	0	5.36
Severity Rate	0	0.65	0.01	0.12	0.58
Average Duration	0	249	4	44	54

The injury rates follow the following calculation methods, in accordance with the GRI guidelines:

- Incidence Rate[14]: (No. of accidents * 1000/No. of employees);
- Frequency Rate[15]: (total injuries/total hours worked) *1,000,000;
- Severity Rate: (total days lost/total hours worked) * 1,000[16];
- Average Duration: (no. of days absent from work due to injury/no. of injuries).

Four accidents involving TDT employees were recorded in 2025, excluding accidents which occurred during commuting and including any relapses. These incidents resulted in a total of 216 days' absence, with an average duration of 54 days per injury. Of these events, two resulted in a prognosis of more than 39 days. No fatal accidents were recorded.

A comparison with 2024 shows an increase in the number of incidents and the associated injury rates. However, this trend must be interpreted in light of the fact that the 2024 figure was at particularly low levels and was not fully representative in statistical terms. TDT therefore carries out a more comprehensive assessment of accident trends over a multi-year period, in line with the approach adopted for setting targets and monitoring performance.

Analysis of the multi-year period confirms a long-term trend towards a reduction in injury rates and a gradual stabilisation, in recent years, at low levels given the complexity of the terminal operating environment. The 2025 figure therefore does not, at present, indicate a reversal of the medium- to long-term structural trend.

The analysis of the events did not reveal any recurring patterns that would indicate systemic issues. Nevertheless, TDT considers it appropriate to maintain a high level of focus on the most common operational procedures, with particular reference to handling operations, boarding and alighting from vehicles, floor conditions and safe working practices. With this in mind, activities relating to monitoring, raising awareness, operational oversight and updating prevention measures will continue.

Below are the main causes of injury distinguished between internal (I), i.e. employed workers (I) and external (E), i.e. non-employed workers, but whose activity or workplace is controlled by TDT.

14 This index is calculated using a multiplier of 1,000 to obtain a value aligned with the legal parameters.

15 This index is calculated using a multiplier of 1,000,000 to obtain a value aligned with the legal parameters.

16 Compared to other indicators, this index is calculated using a multiplier of 1,000 to obtain a value representative of the company size.

Accident Causes in TDT

YEAR	2021		2022		2023		2024		2025	
ACCIDENT CAUSES	**I**	**E**	**I**	**E**	**I**	**E**	**I**	**E**	**I**	**E**
Behavioural factors	0	8	1	5	1	2	1	9	4	10
Technical factors	0	1	0	0	0	0	0	0	0	0
Organisational / management factors	0	0	0	0	0	0	0	0	0	0
Procedural factors	0	0	0	0	0	0	0	0	0	0
Other	0	1	0	1	0	0	0	0	0	1
Total	**0**	**10**	**1**	**6**	**1**	**2**	**1**	**9**	**4**	**11**

The classification of events reveals a predominance of behavioural/operational factors. This broad category includes, for example, accidental falls, collisions, incorrect handling or misuse of equipment, incorrect manual handling of loads, failure to comply with prescribed operating procedures, or other behaviour that is not fully consistent with safety procedures and best practices.
This classification is not used for the purpose of attributing individual responsibility, but as a tool for preventive analysis. Even in cases where the incident is attributed to behavioural or operational factors, the underlying conditions that may have contributed to the incident are assessed, such as process factors, operational interfaces, environmental conditions, the organisation of the activity, the clarity of instructions, workloads or other elements that may lead to errors, oversights or unsafe behaviour.
As regards self-employed workers operating at the terminal, 11 accidents were recorded in 2025, of which five resulted in a recovery period of more than 39 days, according to data provided by the companies concerned. An analysis of the incidents involving self-employed workers revealed patterns that were predominantly attributable to the specific activities carried out by the businesses they worked for. TDT has, however, assessed these events within the framework of its Occupational Health and Safety Management System (OHSMS), with a view to identifying any potential areas of interference, coordination requirements or opportunities to improve the preventive measures applicable in the terminal areas.

Accident Dynamics TDT

YEAR	2021		2022		2023		2024		2025	
ACCIDENT DYNAMICS	**I**	**E**	**I**	**E**	**I**	**E**	**I**	**E**	**I**	**E**
Injury while climbing/descending	0	2	0	1	1	1	0	0	1	1
Fall on level ground/stumble	0	1	0	0	0	0	1	0	1	0
Road conditions	0	0	0	0	0	1	0	0	0	0
Impact	0	2	0	1	0	0	0	0	1	0
MLH* - manipulation	0	3	1	2	0	0	0	9	1	9
Accident between vehicles	0	0	0	1	0	0	0	0	0	0
Inappropriate movement	0	1	0	0	0	0	0	0	0	0
Other - Presence	0	0	0	1	0	0	0	0	0	1
Technique - mechanical breakage	0	1	0	0	0	0	0	0	0	0
Total	**0**	**10**	**1**	**6**	**1**	**2**	1	9	4	11

The analysis of injuries forms part of the wider incident management process set out in the OHSMS, which also includes accidents and near misses as sources of information that can help to improve preventive measures.

**MLH = Manual Load Handling*

403.10 Work-related ill health

TDT monitors the possible onset of occupational diseases through its Occupational Health and Safety Management System, the health surveillance process and consultation with the Company Physician, in line with the findings of the risk assessment and the occupational exposures associated with the tasks performed.

Information relating to occupational diseases is managed based on the reports and findings formally recorded by the relevant authorities. For reporting purposes, only occupational diseases recognised during the reference period are taken into account, distinguishing them from claims or reports still under assessment.

Occupational diseases - employees

OCCUPATIONAL DISEASES - EMPLOYEES	2021	2022	2023	2024	2025
Number of occupational diseases	0	0	0	0	0
Number of deaths resulting from occupational diseases	0	0	0	0	0
Occupational disease rate	0	0	0	0	0
Total occupational diseases/ total hours worked * 100,000.	**0**	**0**	**0**	**0**	**0**

Types of occupational diseases of internal (I) and external (E) employees

YEAR	2021		2022		2023		2024		2025	
TYPES OF OCCUPATIONAL DISEASES TDT	**I**	**E**	**I**	**E**	**I**	**E**	**I**	**E**	**I**	**E**
Lumbosacral spondylodiscitis	0	N.A.	0	N.A.	0	N.A.	0	N.A.	0	N.A.
Total	**0**	**N.A.**	**0**	**N.A.**	**0**	**N.A.**	**0**	**N.A.**	**0**	**N.A.**

I = TDT employees; E = self-employed workers. N.A. = data not available.

No occupational diseases were recognised among TDT employees in 2025, nor were any deaths resulting from occupational diseases recorded.

During the same period, TDT received two applications for recognition of an occupational disease. Upon the drafting of this report, one application has been rejected by the relevant authority, while another is still being processed. These claims are therefore not included in the figures for recognised occupational diseases for the reporting period.

TDT continues to monitor risk factors that may be linked to the onset of occupational diseases through risk assessment, occupational health monitoring, job analysis and, where necessary, the updating of prevention and protection measures.

404 Training and education

Staff education and corporate training have become an important element in achieving success in businesses and it is clear that, in any work and production environment, to operate in a cohesive and efficient manner, it is necessary to be united and ensure that all employees, from first to last, feel they are taking part in a common project.

Breakdown of staff by educational qualification

BREAKDOWN OF STAFF BY EDUCATIONAL QUALIFICATION (%)	2023	2024	2025
Bachelor's degree	8.81	8.46	8.84
High School Diploma	47.13	47.69	47.39
Professional qualification	0.7	0.77	0.80
Elementary/middle school	43.3	43.08	42.97

It is believed that, even from a psychological point of view, corporate training fulfills an indispensable task, in terms of usefulness and benefit, on a double axis: for the worker because he feels valued and relevant for the performance of the company and for the company, because in this way the employee will work with greater commitment and motivation.

Human resources are undoubtedly the tool with the greatest influence on the growth of companies and the importance of corporate training is evident because, through the personal and professional development of individuals, improvements are made across the entire work line.

Following the training activities, creativity and spirit of initiative benefit, the ability to find shared solutions increases and employees acquire greater awareness of the meaning and importance of their role in the company; therefore, the importance of corporate training should not be underestimated, because it allows for positive growth of employees which translates into general development for the company.

404.1 Average hours of training per year per employee

Below are some tables that provide an overview of the training carried out in the company.

Average hours of training

AVERAGE HOURS OF TRAINING (H)	2023	2024	2025
Total hours provided	**3,896**	**6,980**	**5,967**
Of which internal teaching	2,810	4,383	5,349
Average hours per employee*	20	34	37
Average hours per total of employees	15	27	24
Average hours by employee category			
Senior executives	57	19	36
Middle managers	24	32	1
White-collar workers	16	50.35	68.23
Blue-collar workers	26	22.53	24.32
Average hours by employee gender			
Men	15	31.73	32.59
Women	22	43.51	86.36
Employee coverage %	**73%**	**79%**	**64%**

**calculated on employees who have received training*

Hours provided by type of course

HOURS PROVIDED BY TYPE OF COURSE (H)	2023	2024	2025
Managerial training	0	40	0
Safety training	1471.5	993	667.5
Professional updating	2,424.5	5,947	5,299.5
Total	**3,896**	**6,980**	**5,967**

404.2 Programmes for upgrading employee skills and transition assistance programmes

In 2025, 5,967 hours of training were provided, divided as follows:

- Approximately 86% allocated to training for departments dedicated to port operations and services, of which 7.41% (442 hours) carried out for qualifications for new tasks and to obtain new qualifications for operating pool staff, 22.37% (1,335 hours) for job updates of operating pool staff and the remaining 55.84% (3,332 hours) for on-the-job training for job changes of operating pool staff.
- For safety, quality and environment training, about 11.19% (667.5 hours) were carried out, mainly for mandatory safety training.
- For training related to professional development and language training, 3.19% was provided (190.5 hours).

405 Diversity and equal opportunities

405.1 Diversity of governance bodies and employees

With reference to the management and the Board of Directors, there are currently no female members within it. For employees, the information is set out in section 2-7 Employees.



405.2 Ratio of basic salary and remuneration of women to men

TDT does not practice any discrimination between the sexes and supports equal opportunities, in compliance with the regulations in force, also with reference to remuneration policies.

Ratio of remuneration of women to men divided by salary level

SALARY LEVEL	2023	2024	2025
1st level	-7.5%	-4%	- 3.7%
2nd level	4.1%	6.7%	6.3%
3rd level	1.4%	1.4%	1.5%
4th level	1.5%	1.5%	0.8%
5th level	0	0	0%

406 Non-discrimination

406.1 Incidents of discrimination and corrective actions taken

During the periods considered, no incidents of discrimination were reported, understood as acts and their consequences resulting from the unequal treatment of persons through the imposition of unequal burdens or the denial of benefits, contrary to the treatment of each individual impartially on the basis of individual merits.

407 Freedom of association and collective bargaining
408 Child labour
409 Forced or compulsory labour

407.1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
408.1 Operations and suppliers at significant risk for incidents of child labour
409.1 Operations and suppliers at significant risk for incidents of forced or compulsory labour

TDT is committed to establishing relations with suppliers based on clear and transparent rules, explicitly defined in the contracts signed and in the documents annexed to them, such as the Code of Ethics, the Quality, Safety and Environment Policy and the Policy for the Prevention of Corruption.

TDT requires that all activities and operations conducted through its suppliers be guided by the values set out in its Code of Ethics, paying particular attention to the respect and enhancement of human resources.

TDT does not tolerate any form of irregular work and requires that the laws and practices on labour and employment are respected within supplier organisations, with particular regard to respecting freedom of association, the prohibition of the use of child labour and forced labour.

Based on the qualification and due diligence activities carried out, TDT has not identified activities and suppliers at significant risk of violation of the right to freedom of association and collective bargaining, of the use of child labour and of the use of forced or compulsory labour.

410 Safety practices

410.1 Security personnel trained in human rights policies or procedures

Security personnel carrying out activities at TDT participate in training according to IMO Model Course 3.24, which, in the areas relating to inspections and checks on personnel, visitors, drivers, etc., requires that these be carried out in compliance with human rights, with particular reference to gender and different cultural and religious sensitivities, as well as in compliance with privacy.
All security personnel working in the Terminal, both employees and external, are trained on policies or procedures concerning human rights.
Specifically, during 2025, the recipients of this training are:

- TDT staff, refresher training for PFSO (Port Facility Security Officer);
- newly hired staff from external companies called upon to perform security services on behalf of TDT.

413 Local communities

413.1 Operations with local community engagement, impact assessments and development programmes

413.2 Operations with significant actual and potential negative impacts on local communities

TDT pays constant attention to the impacts that its activities can have on Stakeholders and the local community. In this respect, participation and support to initiatives promoted by authorities such as the Port System Authority, the Municipality of Livorno, by research bodies and by charitable bodies are continuous.

Sponsorships and donations TDT

Sponsorships and donations TDT (€)	2023	2024	2025
Palliative Care Association Livorno	€ 20,000	€ 20,000	€ 20,000
Other donations	€ 6,000	€ 4,000	€ 11,920
TOTAL	**€ 26,000**	**€ 24,000**	**€ 31,920**



416 Customer health and safety

416.1 Assessment of the health and safety impacts of product and service categories

416.2 Incidents of non-compliance concerning the health and safety impacts of products and services

Within the Management System for Health and Safety at Work, the activity of evaluating the legal requirements in terms of safety is of particular importance. This requires analysing a considerable quantity of provisions of various degrees and levels which, in some cases, can be controversial to apply. Each analysis carried out and the results of such analyses are tracked in the system through a specific register of legal and signed requirements.

This activity also includes in-depth analyses of specific topics that may involve various branches/sectors of the company and with which opinions and results are shared. Furthermore, topics deriving from sector guidelines, inquiries, ministerial and/or professional opinions are examined and evaluated in a systematic and continuous manner, leading, in some cases, to analysis of the technical standards (UNI, CEI, EN) applicable to TDT suppliers and service providers with the greatest impact on safety.

In accordance with the provisions of the Organisation and Control Model pursuant to Italian Legislative Decree 231/2001 adopted by TDT, the support activities for the Supervisory Body are continuous, including, periodically, meetings to assess the application of the model and/or the sending of information flows relating to the activities to the Supervisory Body.

During the course of operations at the TDT site, activities aimed at protecting the Health and Safety of Customers, Visitors and users of TDT services are therefore continuous and implemented in compliance with legal requirements and with the provisions of the Policy for Health and Safety at Work applicable by the related Management System. Customers, visitors and users of TDT services are therefore recipients of the Policy and the measures taken to implement the system.

In 2025, no non-compliance with applicable regulations and Policies relating to the protection of the Health and Safety of customers, visitors and users was detected.

418 Customer privacy

418.1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

TDT is committed to respecting the confidentiality of its customers and takes reasonable measures to ensure the protection of personal data collected, stored and processed, and is also committed to not disclosing or using the personal information of customers for any purpose other than that foreseen, communicating directly to customers any changes relating to policies or measures regarding data protection.

TDT maintains its active commitment to operate in compliance with existing laws, regulations and/or other self-regulatory rules on the protection of customer privacy with particular attention to compliance with the provisions of the European Regulation on the protection of personal data (EU Regulation 2016/679 - GDPR) and the relevant national legislation (Italian Legislative Decree 196/2003 and subsequent amendments and Italian Legislative Decree 101/2018).

In order to protect its data and those of its customers, TDT has adopted, inter alia, specific organisational measures such as a procedure for the Management of Data Residing in IT Systems, a Regulation on the use of internal IT tools, a security procedure against cyber-risks and a Regulation to govern the use of the Video Surveillance System.

TDT did not detect any substantiated complaints regarding customer privacy breaches or customer data leaks during the year.


TERMINAL DARSENA TOSCANA
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