

NOTEBOOK OF SUSTAINABILITY 2024

TRATOS[®] Tt
cables for a moving world

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This document constitutes an informative summary, extracted from the Sustainability Report 2024 of the Tratos Group, prepared in compliance with GRI standards and verified by an independent third party.

Who are we

An aerial photograph of a large industrial facility, likely a cable manufacturing plant, featuring a long, white building with a corrugated metal roof. The facility is surrounded by a town and lush green hills under a clear blue sky. The foreground shows numerous large spools of cable in various colors (blue, yellow, red, white) stacked in neat rows. The background shows a residential town with red-tiled roofs and rolling green hills.

WE ARE A COMPANY THAT COMBINES INDUSTRIAL CRAFTSMANSHIP AND TECHNOLOGY.

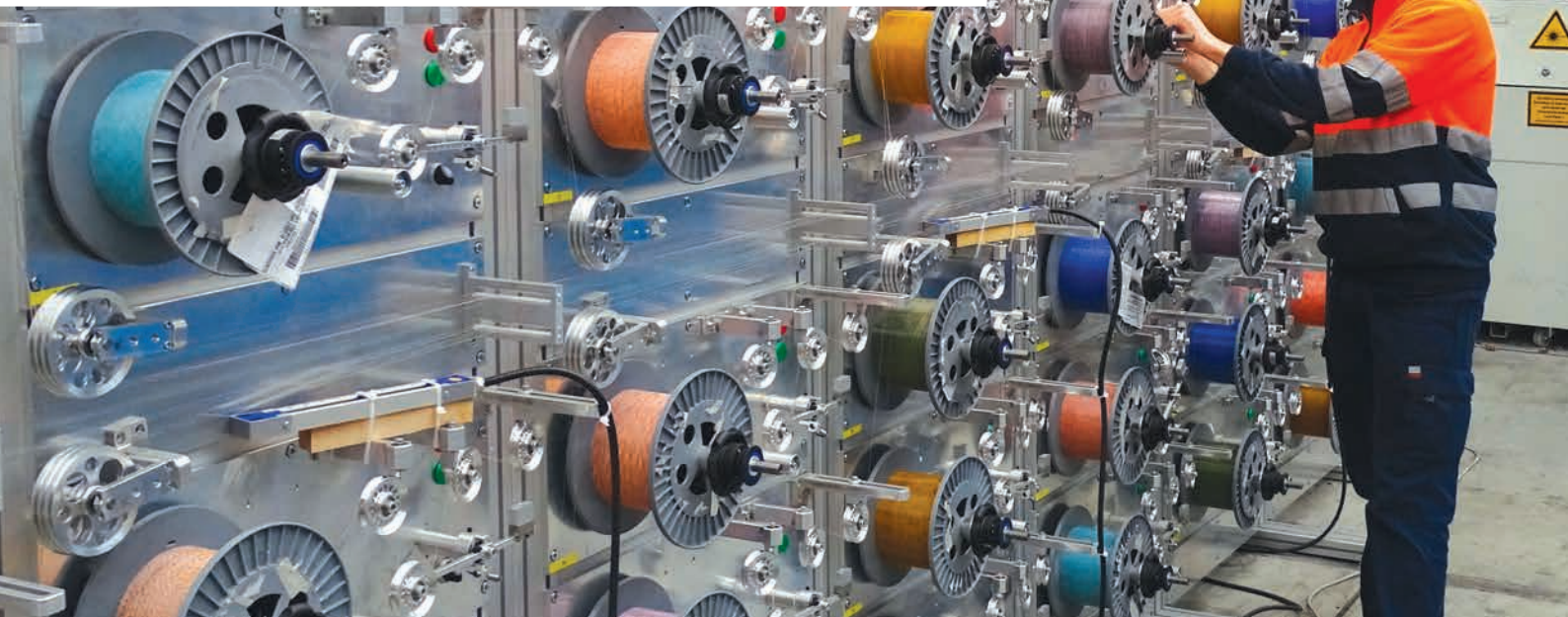
Founded in the 1960s in the Tuscan Apennines, today we work with international clients in sectors such as energy, telecommunications, transportation, and infrastructure.

2024 WAS A YEAR OF OBSERVATION, LISTENING AND CONTINUOUS IMPROVEMENT.

We have chosen to accurately measure our impact, to better understand our supply chain, and to strengthen what we do best: producing high-quality cables in a responsible manner, with care for people and the environment.

Technology, territory, transition.

In 2024, Tratos consolidates an industrial model that integrates innovation, responsibility, and competitiveness, directing investments, processes, and people toward a clear goal: creating value throughout the entire energy and telecommunications cable supply chain.



The four guidelines of the Tratos strategy:



SAFETY: first pillar in all plants



SUSTAINABILITY: a guiding criterion in industrial decisions



CUSTOMER SATISFACTION: quality, reliability and certifications



DEVELOPMENT: innovation of materials

Active commitments 2024:

- **COMPLETE GHG BASELINE** (ISO 14064) with the start of a structured decarbonisation process – SBTi.
- **JOINING THE UN GLOBAL COMPACT.**
- **ECOVADIS 70/100 RATING.** (Rating for the Tratos Cavi spa site in Pieve S. Stefano)

Certified management systems (ISO 9001, 14001, 45001, 50001).



Global Compact
Network Italia



Governance

THE GOVERNANCE OF TRATOS REFLECTS SOLIDITY, TRANSPARENCY AND CONTINUITY.

The Board of Directors, led by the founding family, oversees strategy, risks, investments and ESG performance.



The **BOARD OF DIRECTORS** guides strategy and sustainability:

- Chairperson: **Mr. Albano Bragagni**
- Deputy Chairperson: **Ennio Bragagni Capaccini**
- Managing Directors:
Ennio Bragagni Capaccini (Purchasing)
Elisabetta Bragagni Capaccini (Sales and ESG coordination)

The BoD meets several times a year with the full participation of its members.

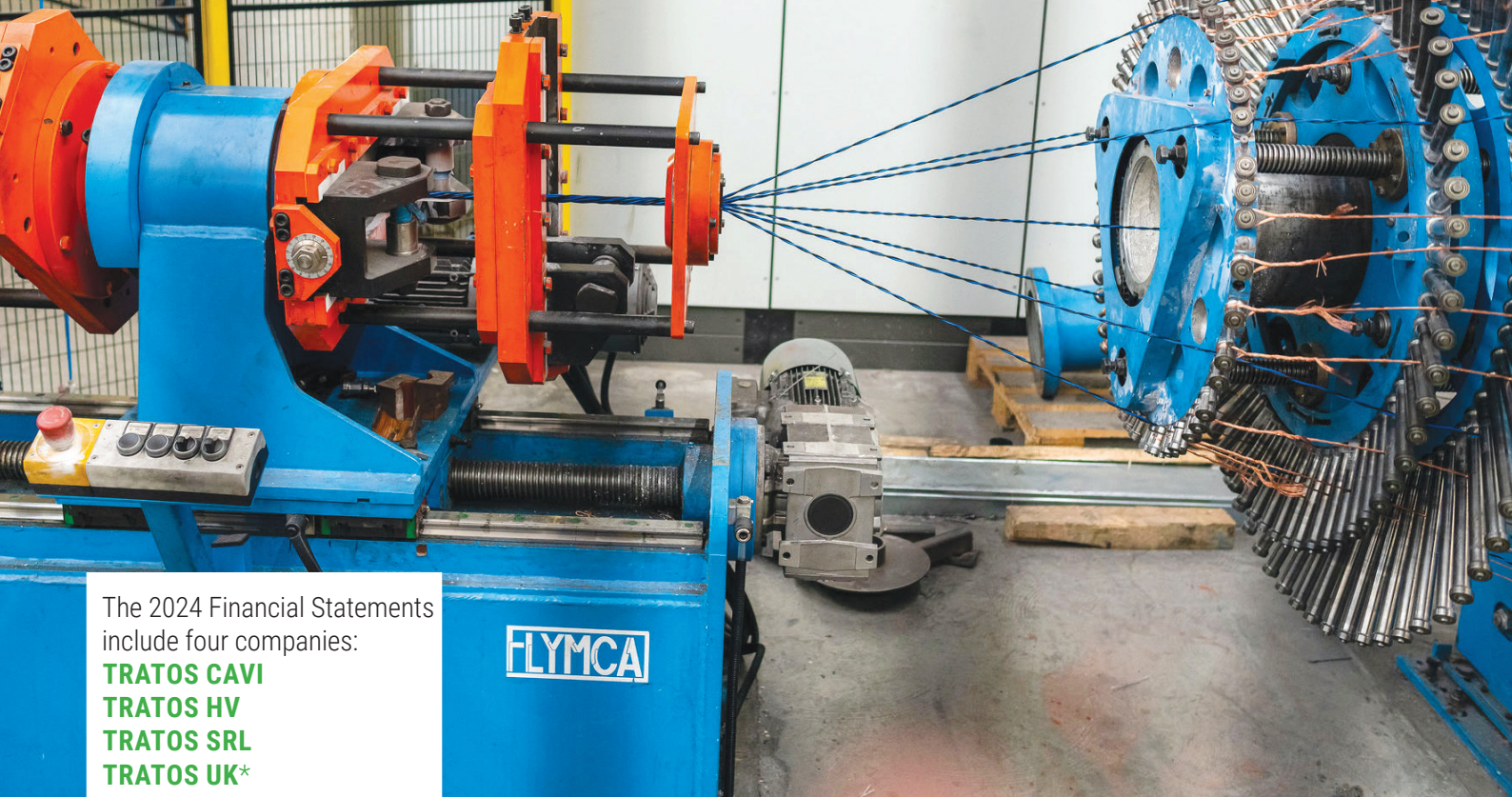
The **CODE OF ETHICS** represents our declaration of responsibility towards people, customers, suppliers and the community.

The **231 ORGANISATION MODEL** and the Supervisory Body guarantee managerial integrity and fairness.

Key data

- **NO BREACH OF THE CODE OF ETHICS** in 2024
- **SB ACTIVE** with periodic audits
- **RESPONSIBLE GOVERNANCE** with direct oversight of sustainability

Scope and organisation

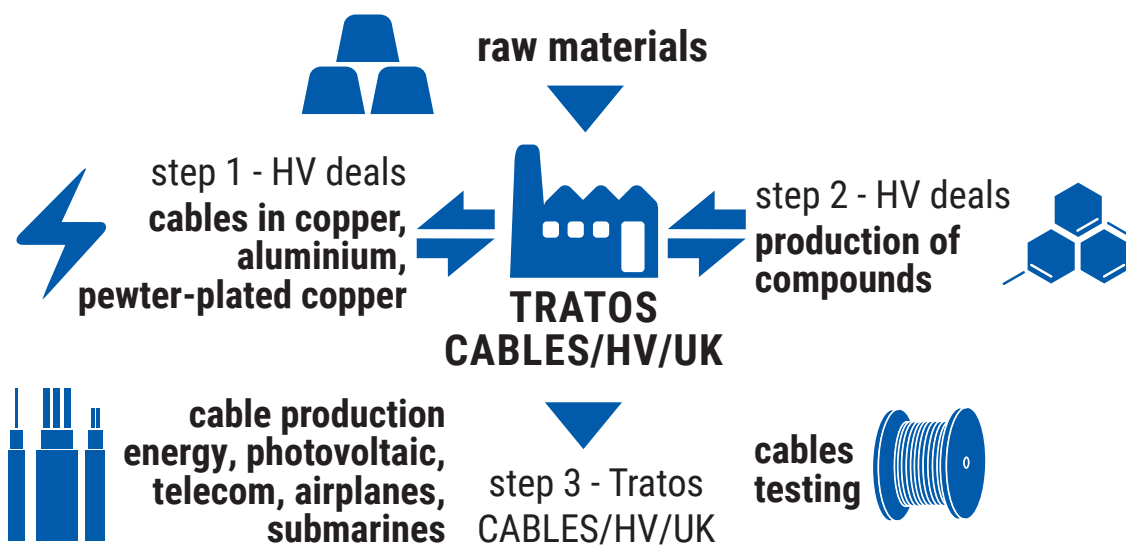


The 2024 Financial Statements include four companies:

- TRATOS CAVI
- TRATOS HV
- TRATOS SRL
- TRATOS UK*

Two integrated plants (in Pieve S. Stefano), located a few dozen kilometres apart, enable a compact internal supply chain: **FROM COPPER TO EXTRUSION, FROM INSULATION TO LABORATORY TESTING AND CERTIFICATION.**

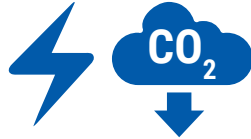
This physical closeness is also cultural closeness: **A SHARED WAY OF THINKING ABOUT QUALITY AND CARING FOR THE PRODUCT.**



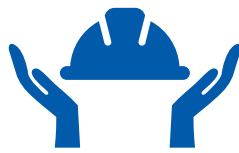
* The reporting scope of the Sustainability Report includes the Tratos companies included in the Italian scope - Tratos SRL [Italian Tax Code 01799580400], Tratos Cavi for the offices of Pieve S. Stefano and Catania [Italian Tax Code 00861640514] and Tratos HV [Italian Tax Code 00143970515] with Group Italian VAT number - 02328320516 - and the company located in England - Tratos UK Ltd [GB VAT number 178-830-961].

What Really Matters (Materiality)

At the heart of our 2024 strategy are five priorities:



- **ENERGY AND DECARBONISATION**



- **PERSONAL SAFETY**



- **PRODUCT QUALITY**



- **INNOVATION AND CIRCULARITY**



- **RAW MATERIALS AND SUPPLIERS**

Alongside these, new challenges emerge:



- **DIGITISATION**
- **CYBERSECURITY**
- **ATTRACTION OF TECHNICAL PROFILES**
- **TRAINING**

The stakeholders who accompany us



Our journey it's not lonely. Around us is a network of relationships.

In 2024 we listened, discussed, the processes have been opened.

WHY SUSTAINABILITY ALWAYS STEMS FROM RELATIONS.



Our people

PEOPLE ARE OUR PRIMARY DRIVING FORCE.

They are technicians, operators, engineers and professionals who guarantee quality, safety and operational continuity every day. In 2024, we strengthened our growth paths, training and prevention programmes.

KPI 2024



392 EMPLOYEES



11,443 HOURS OF TRAINING



≈38 HOURS PER CAPITA



0 SERIOUS ACCIDENTS

FOCUS

- **Consolidation** of the HSE culture
- **Strengthening** internal growth paths
- **Greater integration** between operational functions

PROMOTION OF HEALTH

2024 marked the start of the first Health Promotion initiatives, with information and prevention activities, integrated into existing safety programs.



Regione Toscana
**WORKPLACE
HEALTH
PROMOTION**

WHAT WE DID IN 2024

- **Information campaigns** on correct lifestyles, nutrition, ergonomics.
- **Screening and health checks** reinforced for the most exposed roles.
- **Ergonomic improvements** of workstations and mini-training in the department.
- First initiatives of **awareness of mental well-being**.
- **Health Week** with meetings and short workshops.

GOAL

create a safer, more aware and attentive work environment for daily well-being. The path will continue in 2025 with simple, progressive and accessible actions for everyone.

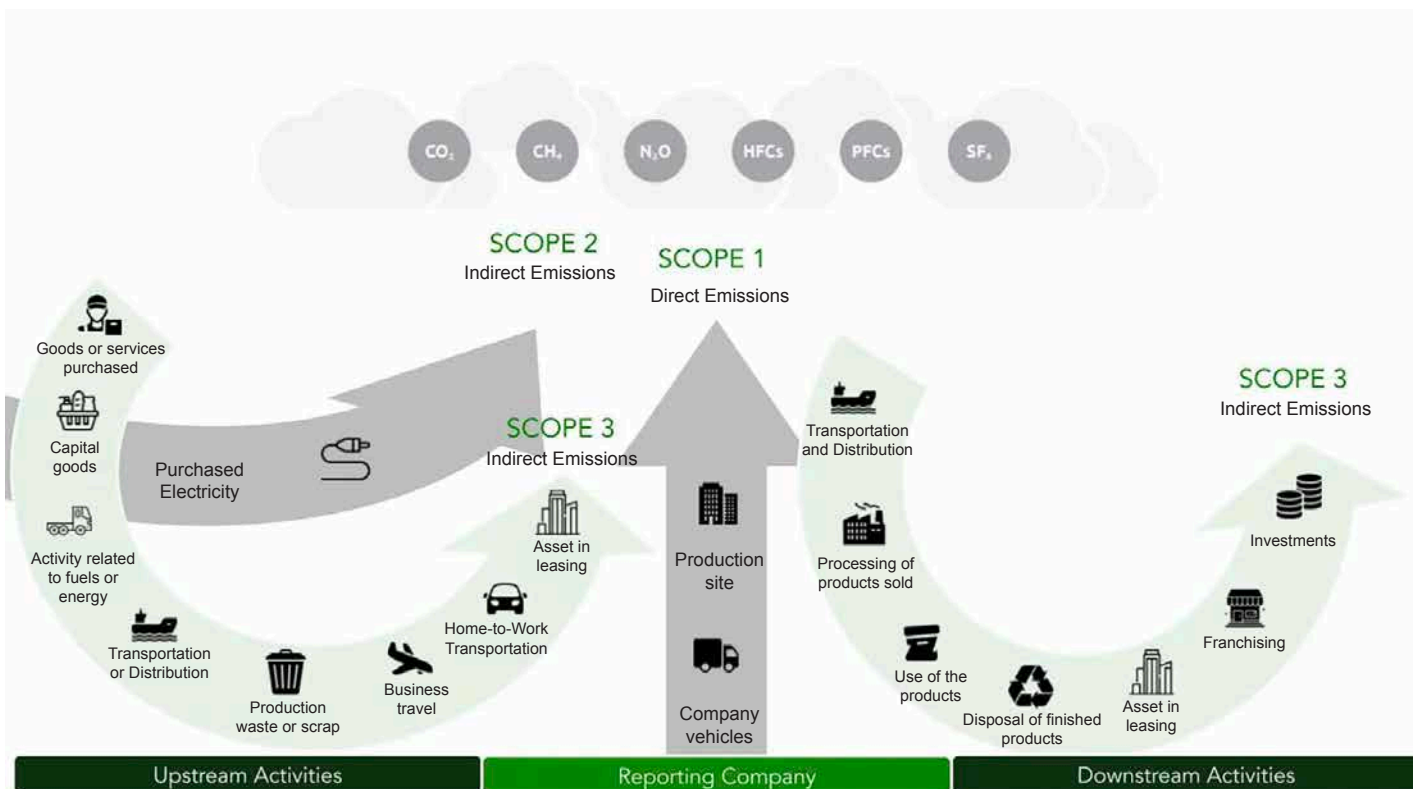


Emissions and the environmental footprint

In 2024, we measured the overall footprint of our emissions for our Italian offices and our UK office, Tratos UK Ltd.

GHG – KPI 2024

- **CO₂ and TOTAL 112,967 t**
- **SCOPE 1: 9,107 t**
- **SCOPE 2: 3,736 t**
- **SCOPE 3: 100,123 t (~90%)**



This analysis is not a technical exercise but a planning tool.

It helps us understand where to intervene: raw materials, transport, logistics, packaging, internal processes.

We do not aim for revolutions, but for measurable and continuous progress, starting from what we can control and expanding to the supply chain.

STRATEGIC INSIGHT

Scope 3 is the real lever of improvement (~90% of the total).

It mainly concerns copper, aluminium, polymers, logistics and transport.

Energy and efficiency

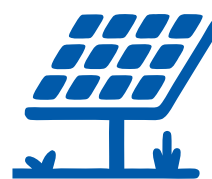


ENERGY CONSUMPTION IS A CENTRAL ELEMENT OF OUR ENVIRONMENTAL PROFILE.

In 2024 we began a structured process to improve the efficiency of the plants and increase the share of renewable energy.

KPI 2024

- **193,800 GJ** TOTAL CONSUMPTION
- **≈3,500 GJ** FROM PHOTOVOLTAIC PLANTS
- PV: **1%** (CABLES) – **3%** (HV)

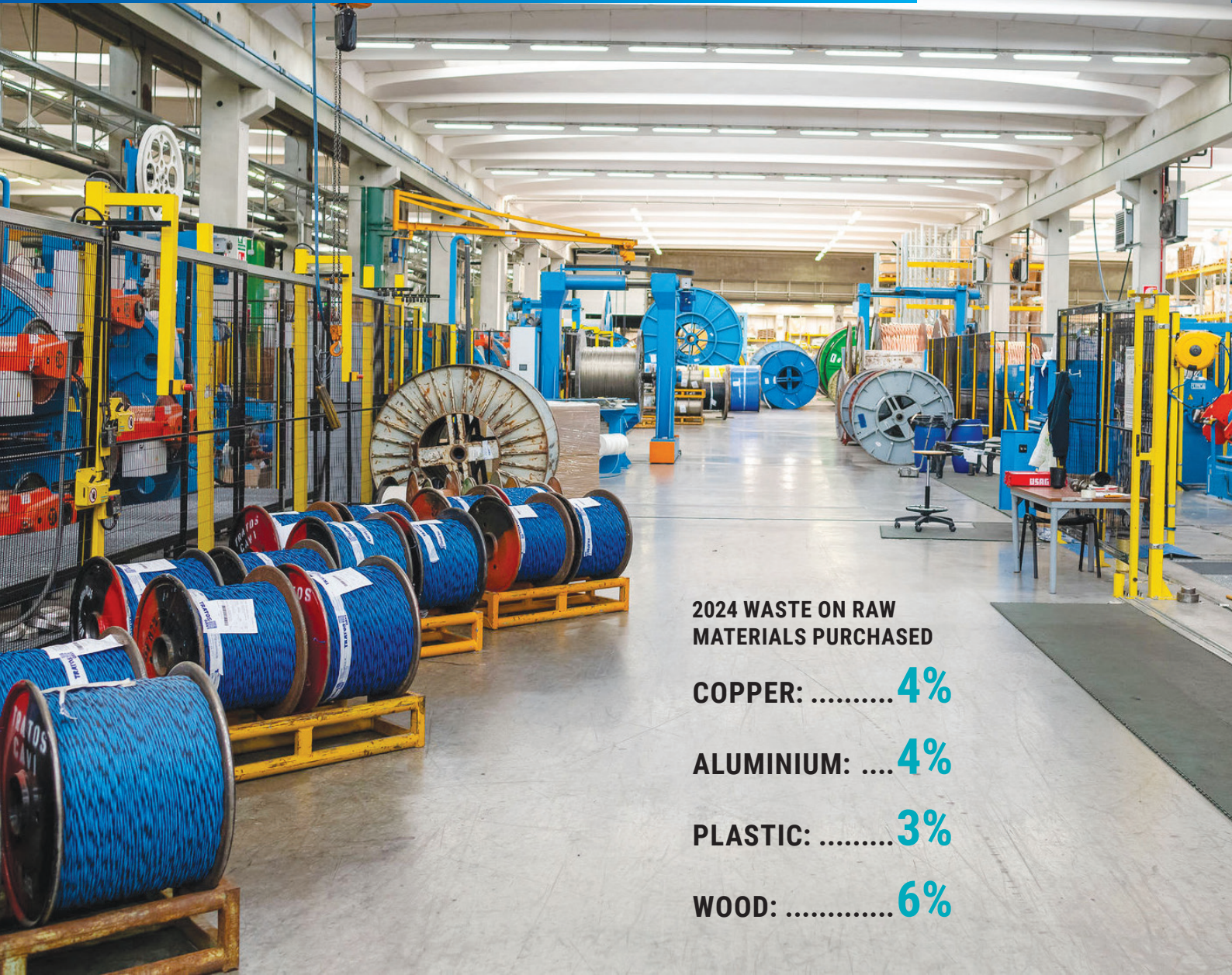


We are developing a plan for the expansion of photovoltaic plants and the energy overhaul of the most energy-intensive lines. For us, the energy transition involves pragmatic interventions: monitoring, maintenance, heat recovery, thermal efficiency.

Tratos has carried out the merger through incorporation of Genergy Spa in Arezzo, a company active in the production of electricity from hydroelectric and photovoltaic plants. The transaction strengthens the Group's focus on the issue of energy sustainability.

Tratos has expanded its commitment to energy sustainability and the production of energy from renewable sources.

Materials, waste and circularity



2024 WASTE ON RAW MATERIALS PURCHASED

COPPER: 4%

ALUMINIUM: 4%

PLASTIC: 3%

WOOD: 6%



THE VALUE OF OUR PRODUCTS COMES FROM THE QUALITY OF OUR RAW MATERIALS.

Handling materials with care means reducing waste, increasing efficiency and ensuring high performance.

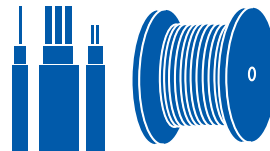
Our updated EPDs (Environmental Product Declarations) reinforce transparency towards customers who require increasingly detailed information on the environmental performance of products.

Economic performance

TRATOS CONTINUES TO INVEST IN ORDER TO SUPPORT THE COMPETITIVENESS OF ITALIAN MANUFACTURING IN A HIGHLY SPECIALIZED SECTOR.



VALUE OF PRODUCTION: €293.1 M
overall within the scope



INVESTMENTS IN RESEARCH: € 529,714
for new materials, innovative compositions and process improvement



COSTS OF PRODUCTION: €262 M
overall within the scope



2024 AT A GLANCE: INVESTMENTS

Tratos strengthened its international presence through the acquisition of **AFL Telecommunications Europe** (Swindon, United Kingdom), **AFL Telecommunications GmbH** (Mönchengladbach, Germany) and **Endurance Telnet** (Zaragoza, Spain).

Tratos' strategy aims to strengthen its presence in the European market, with new sites distributed across different geographical areas to meet the growing demand for fibre optic cables and solutions for the telecommunications and energy sectors.

Research and Development (R&D)



RESEARCH IS AN INTEGRAL PART OF HOW WE EVOLVE.

In 2024 we invested in new materials, compounding, thermal resistance studies and solutions for high voltage.

KPI R&D 2024

- **€529,714** invested
- **New** polymer **compounds** tested
- **Advanced laboratory tests** (thermal, mechanical, dielectric)
- **Improvement of** extrusion **processes**

R&D FOR US MEANS WORKING "INSIDE" THE PROCESS:

improvements to the compound, reduction of waste, optimisation of the line.
We are strengthening the collaboration with universities and technical institutes to develop new professional profiles able to support the technological evolution of the sector.

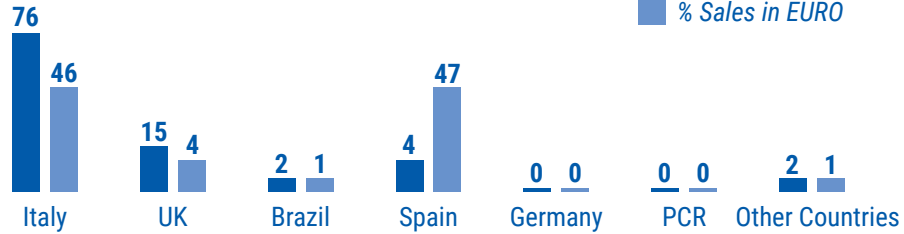


CircularEconomyCable

Markets and Customers

Tratos operates in complex industrial markets in the energy, telecommunications and infrastructure sectors.

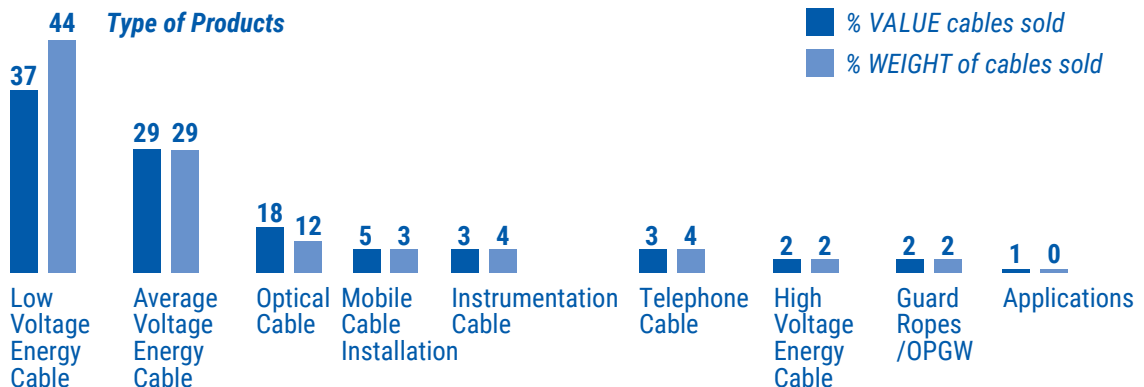
Presence on the market



Our strength is the ability to develop tailor-made products and to guarantee high standards of reliability.



Type of Products



Supply Chain



THE SUPPLY CHAIN IS OUR MAIN CHALLENGE AND OUR OPPORTUNITY.

We have initiated a more in-depth dialogue with suppliers on energy, emissions, material quality and traceability. Shared transparency is the only way to reduce the overall impact of a complex product such as a cable.

Tratos works with energy-intensive raw materials (copper, aluminium, polymers). This is why the supply chain is a strategic lever.

OUR 2024 FOCUSES:



Strengthen the traceability of suppliers



Increase the EU share of supply



Integrate ESG and quality assessments

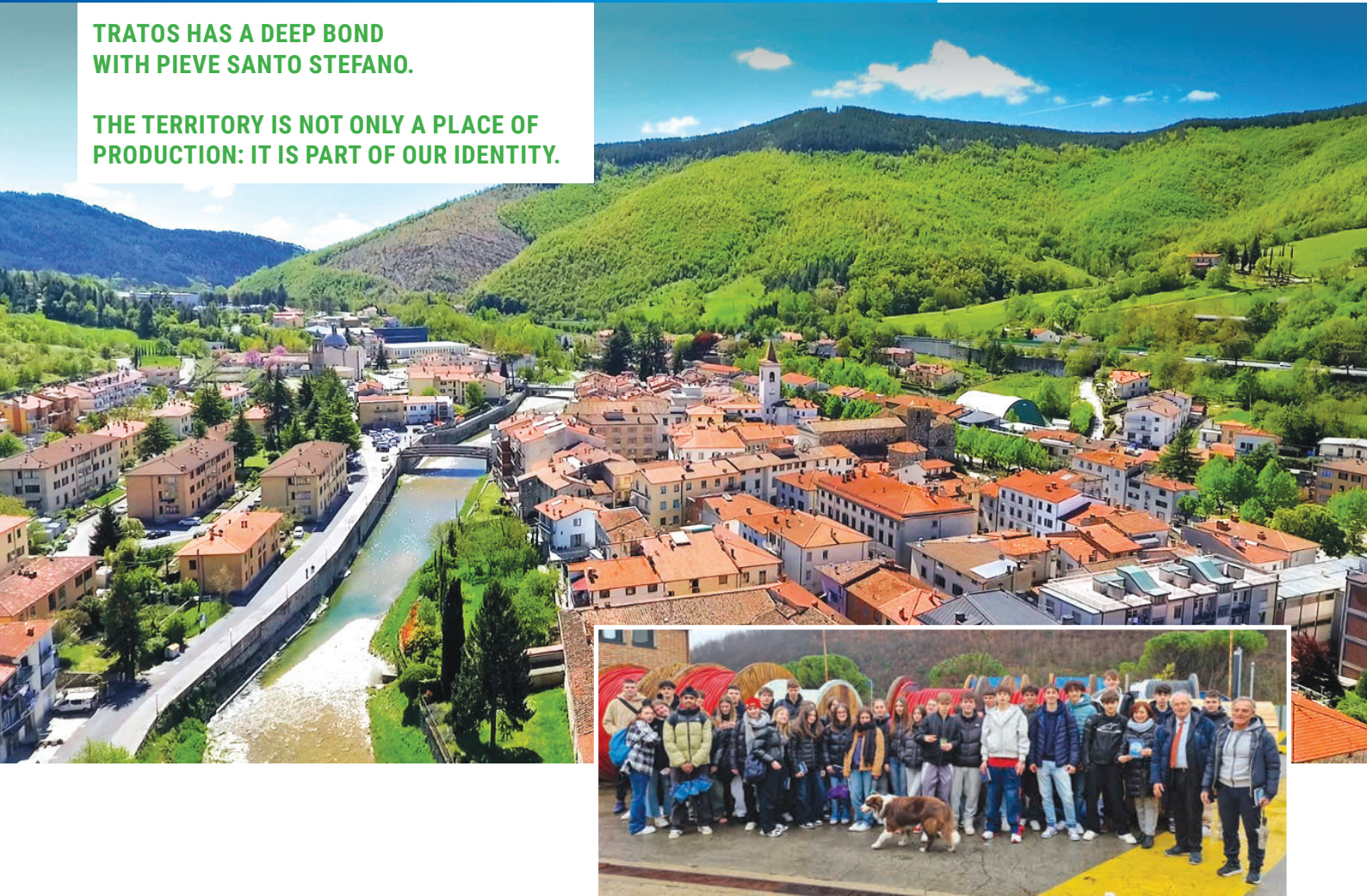


Improve the logistics of procurement and distribution

Community and territory

TRATOS HAS A DEEP BOND WITH PIEVE SANTO STEFANO.

THE TERRITORY IS NOT ONLY A PLACE OF PRODUCTION: IT IS PART OF OUR IDENTITY.



KPI 2024

- **€447** for each employee, donated to the community
- **Collaborations** with schools, itis, universities
- **Support** for culture and sports associations

EGIDIO CAPACCINI AWARD

The **Egidio Capaccini Award**, a thirty-year tradition established by the Bragagni Capaccini family, supports young students in Pieve Santo Stefano every year.

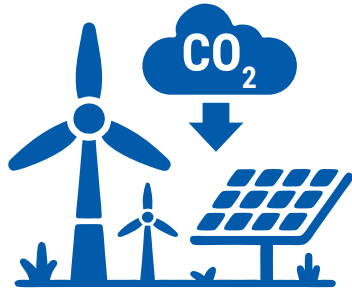
The 2024 edition took place **on November 16** at the Teatro Comunale Papini, in the presence of the Chairperson of the Tratos Group, Mr. Albano Bragagni, members of the family, the Mayor Claudio Marcelli and local authorities.

The award celebrates students who achieved the best results in their **third year of secondary school** and in their **final** exams.



2024 Synthetic KPIs

ENVIRONMENT



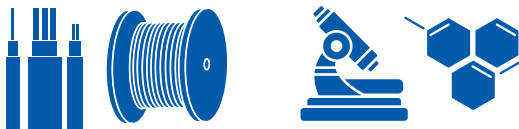
- **112,967 t** CO₂ and
- **193,800 GJ** energy consumption
- **3,500 GJ** renewables

PEOPLE



- **392** employees
- **11,443** training hours
- **0** serious accidents

ECONOMICS



- **€293.1 M** production
- **€529,714** R&D

SUPPLY CHAIN



- Mainly **EU suppliers**
- **≈ 90%** Scope 3

**TRATOS S.R.L.**

Via Stadio, 2
52036 Pieve S. Stefano - ITALY
Tel. +39 0575 7941

TATOS CAVI S.P.A.

Via Stadio, 2
52036 Pieve S. Stefano - ITALY
Tel. +39 0575 7941

TATOS CAVI S.P.A. - Catania Branch

XIII Strada - Stradale V. Lancia
Palma block I - Z. Industriale - 95121 Catania - ITALY
Tel. +39 095 7482101

TRATOS H.V. S.p.A.

Via Pian di Guido, 45
52036 Pieve S. Stefano - ITALY
Tel. +39 0575 799429

TRATOS UK Ltd - United Kingdom - London

Baird House, 15-17 Saint Cross St, Farringdon London
EC1N 8UW - UNITED KINGDOM
Tel. +44 20 3148 5178

TRATOS UK Ltd - United Kingdom - Knowsley

50 Randles Road
L34 9HX - Prescot, Merseyside - UNITED KINGDOM
Tel. +44 151 548 3888

TRATOS CAVI UK Ltd - United Kingdom - Swindon

Radway Point 2
Radway Road SN3 4ND - UNITED KINGDOM
Tel. +44 (0) 1793 647200

TRATOS CAVI Iberica S.L.

Avenida Puente Cultural 6 - portal B, floor 2, office 14
San Sebastian de los Reyes - 28702 Madrid - SPAIN
Tel. +34 911729881

TELNET Fiber Optic S.L.U.

Buenos Aires, 18 - 50198
La Muela (Zaragoza) - Pol Centrovía - SPAIN
Tel. +34 976 14 18 00

TRATOS CAVI Germany GmbH

Bonnenbroicher Straße 2-14
41238 Mönchengladbach - GERMANY
Tel. +49 2166 134 - 0

TRATOS CHINA Shanghai Office

Room 2102 Floor 21, Building A,
Hongwell International Plaza (Shanghai) No.1600
Zhongshan West Road, Xuhui District
Postal Code: 200235 - Shanghai - CHINA
Tel. +86 21 54962261 - Tel. +86 21 54962232

www.tratosgroup.com

e-mail: info@tratos.it



Let's grow one step at a time,
keeping our roots **solid** and
paving the way for an industrial model
more **attentive**, more **aware**, more **modern**.

TRATOS 
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