

SUSTAINABILITY REPORT 2025

drafted in accordance
with the EFRAG
VSME Standard



 +39 0432 629745
 www.transactiva.it

Index

1. Introductory Section	2
<i>Company profile.....</i>	<i>2</i>
<i>Scope and reporting criteria.....</i>	<i>3</i>
2. Sustainability Reporting	4
<i>B1 – Basis for preparation.....</i>	<i>4</i>
<i>B2 – Practices, policies and future initiatives.....</i>	<i>4</i>
<i>B3 – Energy and greenhouse gas emissions</i>	<i>5</i>
<i>B4 – Pollution.....</i>	<i>6</i>
<i>B5 – Biodiversity.....</i>	<i>7</i>
<i>B6 – Water.....</i>	<i>7</i>
<i>B7 – Resource use, circular economy and waste.....</i>	<i>9</i>
<i>B8 – Workforce – general characteristics.....</i>	<i>10</i>
<i>B9 – Workforce – health and safety</i>	<i>11</i>
<i>B10 – Workforce – training and skills development.....</i>	<i>11</i>
<i>B11 – Business conduct</i>	<i>13</i>
3. Conclusions.....	15

Author: Sara Raccovelli

Approved by: Bruno Bembi

1. INTRODUCTORY SECTION

COMPANY PROFILE

Transactiva S.r.l. is a micro-enterprise operating in the **biotechnology** sector, with a primary focus on research and development activities and production of innovative molecules (ATECO: 72.10.10 “Research and experimental development on biotechnology”) through a sustainable technology known as “Plant Molecular Farming”.

The company mainly carries out scientific and laboratory activities, providing highly technical solutions, services and products to clients and partners in the **life sciences sector**.

Transactiva is headquartered in **Udine** (Friuli Venezia Giulia, Italy) and operates both at national and international level.

As of the date of this report, the company qualifies as a **micro-enterprise** based on the number of employees and the volume of its activities.

Transactiva is registered in the special section for Innovative SMEs (**PMI innovative**). This status demonstrates the company’s compliance with national innovation requirements and its commitment to transparency, good governance, and structured management practices.

The organization is characterized by a lean structure and a high level of staff specialization.



SCOPE AND REPORTING CRITERIA

This Sustainability Report has been prepared on a **voluntary basis** in accordance with the *Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME) – Basic Module*, developed by EFRAG.

The reporting period covers the financial year from 1 January to 31 December 2025.

The reporting perimeter corresponds to the entire organization of Transactiva S.r.l. and does not include subsidiaries or affiliated companies.

This report represents **the company's first voluntary sustainability reporting exercise**; therefore, no comparisons with previous years are included.

The information provided is predominantly qualitative and, where possible, supplemented by quantitative data based on internal information and reasonable estimates, consistent with the size and structure of the company.

2. SUSTAINABILITY REPORTING

B1 – BASIS FOR PREPARATION

This Sustainability Report has been prepared on a voluntary basis in accordance with the *Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME) – Basic Module*, developed by EFRAG.

The reporting period covers the financial year from 1 January to 31 December **2025**. The reporting perimeter corresponds to the entire activity of Transactiva S.r.l.

Some environmental data are based on reasonable estimates, given the size of the company and the lack of dedicated measurement systems.

This report represents the company's first voluntary sustainability reporting exercise; therefore, no comparisons with previous years are included.

B2 – PRACTICES, POLICIES AND FUTURE INITIATIVES

Transactiva integrates environmental and social considerations into its biotechnology research, development and production activities.

The main practices currently in place include:

- responsible use of laboratory resources;
- attention to staff health and safety;
- compliance with applicable environmental and safety regulations.

At present, no formalized ESG policies are in place; however, Management intends to progressively assess the introduction of structured practices in line with the company's growth.

Transactiva places a strong focus on the **quality** of products and processes, in line with the scientific and regulatory requirements of the biotechnology sector. To strengthen this commitment, the company has worked in 2025 to implement a **Quality Management System**

compliant with ISO:9001 standards; the **ISO:9001** certification was obtained in 2026. This process aimed to standardize procedures, improve operational effectiveness, and ensure stakeholder satisfaction and confidence in the delivered results.

Transactiva promotes **work–life balance** through flexible working arrangements, compatible with the operational needs of research activities. Work organization takes into account employees’ personal needs, fostering a sustainable and inclusive working environment.

Decisions regarding recruitment, professional development, and remuneration are based exclusively on **skills and merit**, with no gender discrimination.

Transactiva supports **parenthood** in compliance with applicable legislation, adopting a flexible approach to working time management and facilitating a gradual return to work after leave periods.

B3 – ENERGY AND GREENHOUSE GAS EMISSIONS

Transactiva’s energy consumption is mainly related to the use of electricity for laboratory and office activities.

KPIs			
KPI	Mandatory	Value	Notes
Total energy consumption (kWh)	✓	61.988 kWh	Calculation by: utility bills as provided by TEC4I FVG
Breakdown by source (if available)	Optional	Not available (estimates may be done)	Optional
Scope 1 GHG emissions (tCO ₂ e)	✓ if applicable	0 tCO ₂ e, no direct combustion	May be 0
Scope 2 GHG emissions (tCO ₂ e)	✓	16.705,766 kg CO ₂ e/kWh	Estimates based on local average factor*
Calculation method	✓	See below	Narrative

*For the estimation of Scope 2 emissions using the location-based approach, we used the average emission factors of the national/regional electricity mix published by ISPRA. Specifically, for the Friuli-Venezia Giulia region, the factor is estimated at approximately 269.5 g CO₂e per kWh consumed, consistent with the data available for the reporting year. Source: ISPRA, 2025, *CO₂ Emissions in the National and Regional Electricity Sector*.

Important note: no information is currently available on the percentage of renewable energy employed by the technology park where Transactiva is located. Real total emissions may be lower than estimated. Carbon fixation due to the employment of higher plants is also not taken into account.



B4 – POLLUTION

Transactiva's activities do not result in significant pollutant emissions to air, water, or soil.

No substances subject to specific environmental restrictions are used, other than those normally regulated within laboratory activities.

For the use of **chemical substances**, both to protect the environment and ensure staff safety, Transactiva implements dedicated safety procedures. All laboratory work with chemicals is conducted under fume hoods equipped with filters, which are regularly inspected and replaced by specialized external companies. This ensures that any potential emissions are effectively contained and managed.

B5 – BIODIVERSITY

Transactiva operates exclusively in **indoor environments** and does not conduct activities in protected areas or areas of high biodiversity value. No direct negative impacts on biodiversity have been identified.



The company follows specific procedures for the **confined use** of microorganisms and genetically modified organisms (Level 1 facility, authorized under Ref. UD/IC/Imp1/18/002-Rev1), in full compliance with applicable legislation. These materials are handled with appropriate care to ensure environmental and personnel safety.

B6 – WATER

Water consumption at Transactiva is primarily associated with indoor hydroponic cultivation. The company has recently implemented a **new vertical farming (VF) system** in 2024, which has significantly reduced water usage and enables **recycling and reuse** of nutrient solution.

Hydroponic cultivation presents clear environmental benefits compared to traditional soil-based farming:

- The use of pollutants such as pesticides, herbicides, and other agrochemicals is **completely avoided**. Fertilizers are reduced by approximately 80% and delivered dissolved directly in the

nutrient solution, in a form readily assimilable by plants. The **closed-loop nutrient solution system** optimizes use and prevents any release into the environment.

- Water consumption for irrigation is **much lower than soil-based cultivation**. Vertical stacking of modules further enhances water efficiency: excess water from upper levels flows by gravity to lower levels, returning to a closed reservoir for reuse. Overall, water savings compared to soil cultivation can exceed **90%**.



Comparative water consumption per plant per 4-week growth cycle:

Comparative water consumption						
System	Total water per module (L)	Top-ups (L)	Residual (L)	Total consumed (L)	Plants per module	Water per plant (L)
Vertical Farming (VF)	108	30	90	48	432	0.11
Hydroponic NFT	150	50	100	100	288	0.35
Soil cultivation	-	-	-	22.4*	1	22.4

*Estimated conservatively based on standard irrigation protocol; evaporation and dispersion not included.

Water savings:

- VF vs NFT: **-68% per plant**
- VF vs soil cultivation: **-99.5% per plant**

The new VF system not only optimizes water use but also increases production yield per unit area:

- Yield per m² is **6 times higher than NFT** and **11 times higher than soil cultivation**, while occupying less horizontal space.
- Continuous internal water circulation and planned expansion of VF modules allow further efficiency improvements and potential future doubling of production capacity.

Transactiva's approach demonstrates that **innovative hydroponic systems can dramatically reduce water consumption** while increasing productivity, in line with sustainable practices suitable for indoor biotech production.

KPIs			
<i>KPI</i>	<i>Mandatory</i>	<i>Value</i>	<i>Notes</i>
Total water withdrawal (m ³)		~0.048 m ³ per module per cycle (VF)	Sum of water in circulation + top-ups – residual, per 4-week growth cycle
Water use per plant (L)	✓	0.11 (VF)	Calculated based on water volumes, number of plants, growth cycle; VF system includes internal recirculation
Use of recycled/reused water		Yes (VF system)	Closed-loop nutrient solution system with gravity flow and reservoir recirculation

B7 – RESOURCE USE, CIRCULAR ECONOMY AND WASTE

The main resources used are laboratory materials (plastics, small quantities of reagents) and office consumables.

Waste is managed according to its type: office waste and recyclables are separated for differentiated collection, laboratory chemical substances and other special waste are handled separately by a specialized local company, and plant biomass residues are collected and left to dry before disposal. This ensures that all waste, including hazardous and organic materials, is treated safely and responsibly, in compliance with applicable regulations.

The amount of waste generated is estimated to be limited and consistent with the scale of operations.

KPIs			
<i>KPI</i>	<i>Mandatory</i>	<i>Value</i>	<i>Notes</i>
Main resource types	✓		Narrative
Waste generation (estimate)	Optional		“Limited” acceptable
Waste management methods	✓		Authorized operators

B8 – WORKFORCE – GENERAL CHARACTERISTICS

Transactiva’s workforce is composed primarily of highly qualified personnel in scientific roles. During the reporting period, the company had **6 workers**, of which **5 were permanent employees** and **1 was a temporary employee** hired as a maternity substitution.

The organization promotes equal opportunities, diversity, and inclusiveness. Recruitment, professional development, and compensation decisions are based solely on skills and merit, without any gender discrimination. The current workforce shows a **balanced gender distribution relative to the required roles**, with 2 male employees (33%) and 4 female employees (67%).

Work-life balance is supported through flexible working arrangements compatible with operational needs. Personnel needs are considered in organizing work, fostering a **sustainable and inclusive work environment**.

KPIs			
<i>KPI</i>	<i>Mandatory</i>	<i>Value</i>	<i>Notes</i>
Total number of workers	✓	6	Average headcount, internal HR records
Employees	✓	5 permanent + 1 temporary (maternity substitution)	HR records
Permanent employees	✓	5	HR records
Contract type	✓	Employees only	Employees / collaborators
Gender distribution		67% female, 33% male	Internal HR records, balanced across roles

B9 – WORKFORCE – HEALTH AND SAFETY

Transactiva ensures a safe and healthy work environment for all employees, in compliance with applicable national occupational health and safety regulations. During the reporting period, **no workplace accidents were recorded.**

Health and safety practices are actively implemented across all work areas, including laboratories and office spaces. All personnel receive **training and instructions** on safe handling of laboratory materials, emergency procedures, and proper use of equipment.

The company’s approach emphasizes **prevention, continuous monitoring, and awareness**, ensuring that employees can carry out their work safely while minimizing risks to both personnel and the environment.

KPIs			
KPI	Mandatory	Value	Notes
Number of workplace accidents	✓ if applicable	0	Internal reporting; no incidents during the reporting period
Presence of H&S practices	✓	Yes	Narrative: compliance with national occupational health and safety regulations, active safety measures in laboratories and offices

B10 – WORKFORCE – TRAINING AND SKILLS DEVELOPMENT

During 2025, Transactiva provided a **total of 162 training hours** to its workforce, covering **technical/scientific, regulatory, and health & safety topics**. All employees, including permanent and temporary staff, participated in courses relevant to their roles.

Key training activities included:

- ISO 9001 standard and awareness (Operational, R&D, Administrative staff)

- Training on Proof-of-Concept (PoC) design and development (R&D staff)
- REACH regulation basics (Operational/QC staff)
- Health & safety courses including First Aid, Fire Safety, and Worker Safety Representative updates



Training sessions were delivered both **internally and externally**, with completion verified through **final tests or effectiveness checks**. The training program supports personnel **professional growth**, ensures **up-to-date skills**, and reinforces a **safe and compliant work environment**.

KPIs			
KPI	Mandatory	Value	Notes
Total training hours		162 h	Sum of hours from internal/external courses, including technical, regulatory, and safety training
Average training hours per employee		27 h	Total hours ÷ 6 employees
Type of training	✓	Technical / Scientific / Regulatory / Safety	See narrative; includes ISO 9001, PoC Design, REACH, First Aid, Fire Safety, RLS update
Method		Internal / External	Courses delivered by IMQ, Cluster SDV FVG, ENAIP FVG, Impresa8108

KPIs			
<i>KPI</i>	<i>Mandatory</i>	<i>Value</i>	<i>Notes</i>
Training effectiveness check		Yes	Final tests or verbal discussions to assess knowledge retention

B11 – BUSINESS CONDUCT

Transactiva operates in full compliance with ethical principles, transparency, and integrity.

Transactiva is registered in the **special section for Innovative SMEs (PMI innovative)**. This status demonstrates the company's compliance with national innovation requirements and its commitment to transparency, good governance, and structured management practices.

The company's governance is guided by its **Quality Policy**, which emphasizes scientific reliability, professional integrity, and quality as a strategic factor for sustainable growth.

Management commits to ensuring compliance with applicable laws and regulations, including laboratory biosafety and biotechnology research, and to promoting awareness of ethical and quality standards among all personnel. Processes are documented and monitored to maintain reliability, traceability, and stakeholder satisfaction. Continuous improvement, training, and structured management of partners and suppliers further reinforce ethical and responsible conduct across all activities.

Transactiva regularly participates in public funding programs and calls for proposals, where the highest **standards of ethics** and the **absence of conflicts of interest** by management are required. Compliance with these requirements is ensured through internal governance procedures, transparent decision-making, and documented approval processes.

No cases of corruption, conflicts of interest, or breaches of ethical conduct were reported during the reporting period.

KPIs			
<i>KPI</i>	<i>Mandatory</i>	<i>Value</i>	<i>Notes</i>
Presence of ethical principles	✓	Yes	Quality Policy and documented procedures; applied across all operations
Anti-corruption measures	✓	Implemented	Narrative: internal procedures, training, and supplier management
Cases of corruption	✓	0	Internal reporting; no incidents reported
Participation in public funding with ethical compliance		Yes	Internal governance procedures and conflict-of-interest checks applied to management during submission of public funding proposals
Governance and process monitoring		Yes	QMS documentation, Management Review, stakeholder feedback

3. CONCLUSIONS

This Sustainability Report represents the first voluntary reporting exercise of Transactiva S.r.l. and reflects the company's commitment to **integrating environmental, social, and governance considerations** in a manner proportionate to its size and operational nature.

The information presented highlights that Transactiva's current approach to sustainability is based on:

- **responsible** operational practices;
- attention to process **quality**;
- staff **safety**;
- **flexible** and **inclusive** work organization;
- **transparency** and **ethical compliance**, including participation in public funding programs with strict conflict-of-interest and integrity requirements.

During the reporting period, no significant environmental or social impacts emerged, consistent with the profile of a research- and development-oriented micro-enterprise.

Looking ahead, Transactiva intends to progressively **consolidate and structure its sustainability approach** in line with the evolution of its business activities, with particular focus on:

- strengthening internal processes;
- maintaining its ISO:9001 certification;
- maintaining a safe and sustainable working environment;
- continuously ensuring ethical governance and compliance with stakeholder expectations.

Over time, the company will assess the expansion and updating of the reported information, maintaining a **gradual, pragmatic approach** consistent with its resources and stakeholder needs.