



2023
sustainability report
responsibility on the **move** ...

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letter to the **stakeholders**

Dear Stakeholders,

we are delighted to present the Autosped G Group's third Sustainability Report, the result of a voluntary decision taken for the first time three years ago. The report testifies to our commitment to gradually integrating sustainability into all our business operations year by year.

For the first time, the 2023 Sustainability Report was officially approved by the Board of Directors and underwent a *Limited Assurance* conducted by a leading international auditing firm to confirm the quality and accuracy of the information provided.

The reporting scope includes all of the Group's Italian companies, which are aligned with our sustainability principles but, consistently with the focus on continuous improvement, we are already working to extend our future initiatives to our foreign companies as well.

Let us turn to the main events of 2023. First of all, economic sustainability: we reported an **increase in revenues**, demonstrating our ability to react in a complex economic and international context. We distributed this value fairly, including investments for the benefit of our personnel, suppliers and the local community.

With regard to social sustainability, an important step was without doubt **gender equality certification**, for the purpose of managing and avoiding any risk of employment and professional discrimination. Autosped G and G&A obtained this certification in accordance with the UNI/PdR 125:2022 standard, a tangible demonstration of their determination to create an open, equitable and inclusive working environment.

Our commitment to sustainability is also reflected in the goals we set ourselves in the previous Sustainability Report, which we actively worked to achieve during 2023, focusing on key areas such as employee health and safety, staff training and development, and the reduction of CO₂ emissions.

To reduce our carbon footprint, we significantly increased use of biofuels such as HVO, contributing to an important reduction in CO₂ emissions.

Knowing that sustainability is an ongoing journey, we are committed to playing our part to contribute to a better future. Thank you for your continued support and cooperation in pursuing these ambitious goals.

We hope you find the Report an interesting read!

Luca Giorgi
Chief Executive Officer

Marcello Gavio
Chair

methodological **note**

The 2023 Sustainability Report is the third for the Autosped G Group. Once again it is published on a voluntary basis, and is not dictated by a legal obligation.

Confirming the progressive path taken by the Group, the Report was drawn up “in accordance with” the GRI Standard Indicators - 2021 update.

Furthermore, it was approved by the Board of Directors on 20 May 2024 and underwent a *Limited Assurance*.

GRI 2-5

The Report includes the following entities, which, with the exception of the Group's foreign companies, correspond to those covered by the Consolidated Financial Statements: Autosped G SpA, G&A SpA, Autoservice 24 Srl, FA Chemical Logistic Srl, Gavio & Torti Casa di Spedizione SpA, iOne Solutions SpA, Inerti Rivolta Srl, Lisante Service Srl, Logika Srl, Meritrans SpA, OMT SpA, Rail Hub Europe Spa, Terminal San Giorgio Srl, Tomato Farm SpA, Tr.E.Oil Transport Srl, Transpe SpA, Truck Rail Container SpA.

GRI 2-2

As far as materiality is concerned, an in-depth analysis validated by the Sustainability Committee was performed, and the material topics – processed in accordance with the GRI 3 2021 standard – are reported with their impacts. In addition to reporting on these material topics, reference is also made to the Sustainability Goals set out in the previous edition.

To ensure the reliability of the information in the Report, directly measurable quantities are provided, limiting use of estimates wherever possible. The data refer to the period between 1 January and 31 December 2023.

GRI 2-3

Where possible, comparisons with year-earlier data are given. Information has been restated if necessary, with a note to this effect in the text.

GRI 2-4

For information about the Sustainability Report write to sostenibilita@gruppoautospedg.com

GRI 2-3



chapter 01

the group

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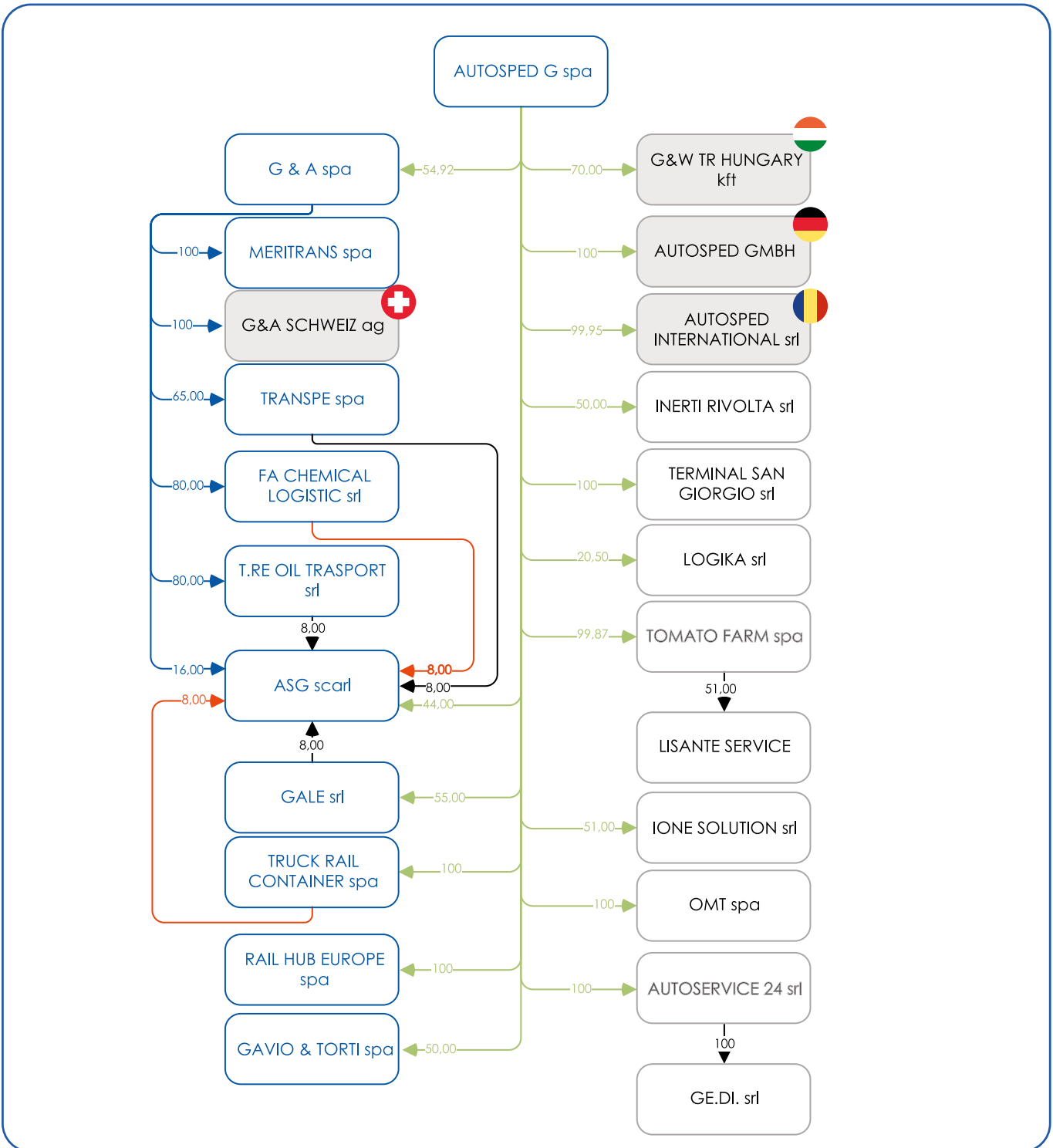
GRI 2-1

Identity card

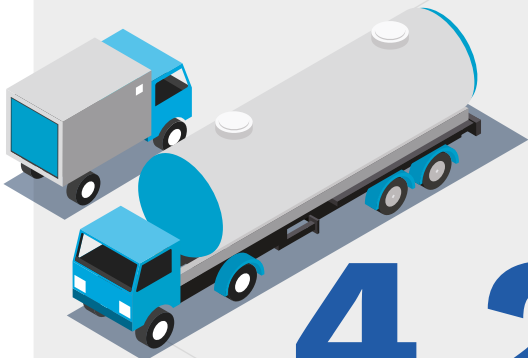
The Autosped G Holding is an industrial Group active in the transport, logistics and vehicle manufacturing sectors, in the canning industry and in major sports events. It is headquartered in V.le Europa 25, Castelnuovo Scrivia, and is

controlled by the Gavio family through the Aurelia Srl holding.

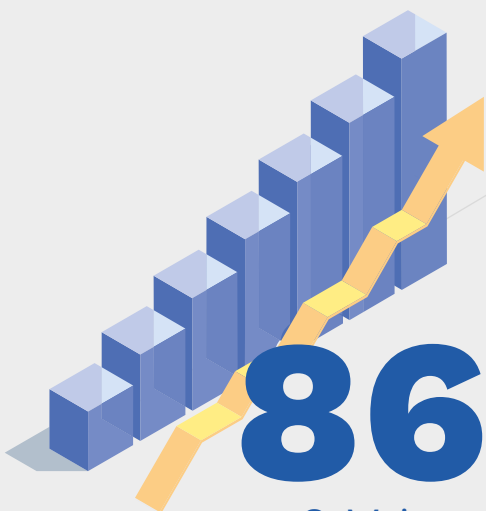
As of 31 December 2023, the Autosped G holding was composed of the following companies, as shown in the organisation chart.



The Group **in numbers**



4,223
vehicles



867
€ M in revenues

2,494
employees



Business sectors

Oil, gas and chemicals haulage



Transportation of hazardous and non-hazardous liquid waste



Cryogenic haulage (low-temperature gases)



Major sports events (motor racing and soccer) and tyre testing



Haulage of liquid foods and food powder silos



Haulage services for major works, steel products, prefabs



Intermodal and port logistics services, container haulage



Trade in petroleum products



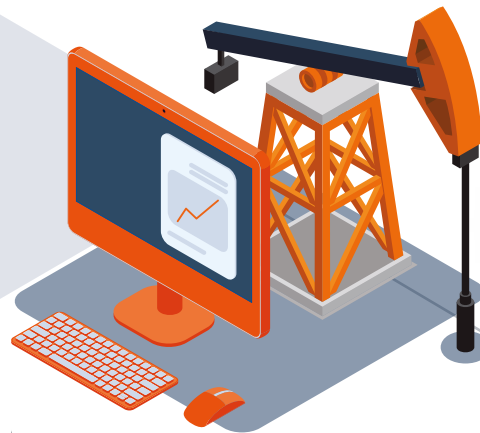
Tanker cleaning, vehicle repair shop and inspection centre



Construction of trailers and semi-trailers



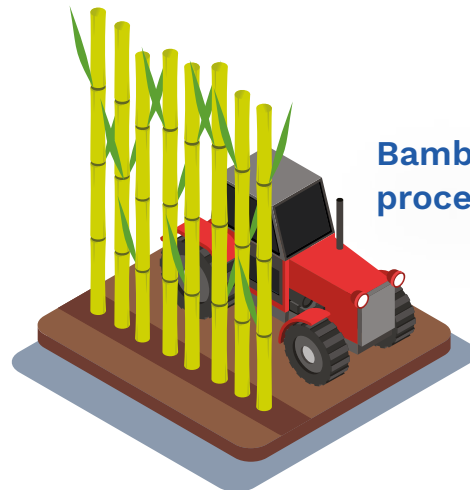
IT solutions for the oil industry



Food processing industry



Bamboo processing



GRI 2-1 / 2-2

Companies

Below are the companies covered by the 2023 Sustainability Report.

Autosped G SpA

This is the parent company. It operates in a range of sectors, providing high-quality haulage services thanks to a varied and regularly upgraded vehicle fleet and service flexibility.

2023 turnover:
€ 133.2 M

Gavio & Torti Casa di Spedizione Spa

A company that provides road haulage services for third parties, for different types and sizes of containers, 20/40/45 feet high-cube and open-top boxes, tank containers and tipping containers.

2023 turnover:
€ 12 M

G&A Spa

G&A Spa has always operated in the transportation of white oils (gasoline, kerosene and diesel) and black oils (bitumen and fuel oils in general). In recent years, it has expanded into chemicals. It is one of Italy's main haulage firms in its field of business.

2023 turnover:
€ 94.5 M

Autoservice 24 Srl

This company operates mainly as a mechanical workshop for road tractors and semi-trailers. It also provides cleaning and inspection services for industrial vehicles.

2023 turnover:
€ 3.8 M

FA Chemical Logistic Srl

FA Chemical Logistic Srl operates in the chemical haulage business in Italy and Europe, with a fleet of around 140 tractors and 250 semi-trailers. In 2023, it merged with Valsecchi, a company active in the transportation of hazardous and non-hazardous special waste.

2023 turnover:
€ 29.7 M

GE.DI. Srl

The GE.DI. Gestione Distribuzione Srl company was established in 1990 to provide technical, commercial and administrative management services for Italian or foreign natural or legal persons.

It was acquired by the Group at the end of 2023 and is therefore not yet included in the Report

iOne Solutions Srl

A provider of IT consulting services.

2023 turnover:
€ 1.6 M

Inerti Rivolta Srl

A company active in aggregates quarrying, in which the Group holds a 50% equity investment.

2023 turnover:
€ 5.8 M

Lisante Service Srl

A leading “Green” company specialising in the processing and characterisation of bamboo. The Group holds a 51% equity investment through its subsidiary Tomato Farm SpA.

2023 turnover:
€ 3,000

Logika Srl

A company active in foodstuff logistics services in which the Group holds a 20.50% equity investment.

2023 turnover:
€ 3.6 M

Meritrans Srl

A provider of petroleum product haulage services exclusively on behalf of Kuwait Petroleum Italia SpA, in which the Group holds a 75% equity investment through its subsidiary G&A SpA.

Full control of the company was acquired on 29 December 2023.

2023 turnover:
€ 8.9 M

OMT SpA

This company produces and markets trailers, semi-trailers, tankers and related vehicles.

2023 turnover:
€ 17.5 M

Rail Hub Europe SpA

An intermodal terminal located in Rivalta Scrivia (Alessandria), which offers a wide range of terminal services for rail operators and road haulage companies.

2023 turnover:
€ 4.1 M

Terminal San Giorgio Srl

Manager of one of the main multipurpose terminals of the Port of Genoa, with a wide range of services covering all commercial sectors.

2023 turnover:
€ 24.7 M

Tomato Farm SpA

Tomato Farm SpA is active in the production and marketing of semi-finished tomato products, and cereal storage.

2023 turnover:
€ 35.3 M

Tr.E.Oil Transport Srl

A company active in the transportation of petroleum products and Small Drops.

2023 turnover:
€ 7.8 M

Transpe SpA

Transpe SpA is active in the transportation of LPG and petroleum products in general.

2023 turnover:
€ 17.1 M

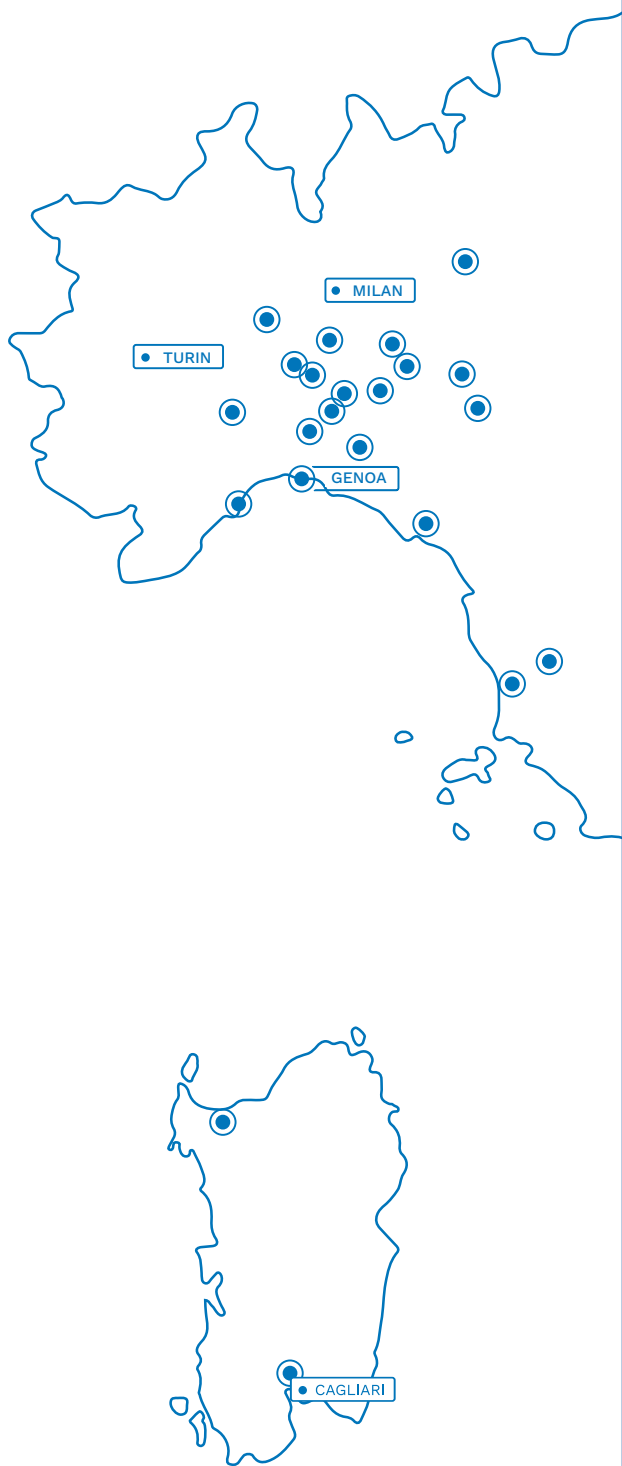
Truck Rail Container SpA

Truck Rail Container SpA is a provider of container transportation services.

2023 turnover:
€ 19.7 M

GRI 2-1

Operating sites



Company	Operating sites
Autoservice 24	Castelnuovo Scrivia (Alessandria) Carbonara Scrivia (Alessandria)
Autosped G	Castelnuovo Scrivia (Alessandria) HEAD OFFICE Carbonara Scrivia (Alessandria) Dalmine (Bergamo) Genoa Novi Ligure (Alessandria)
FA Chemical Logistic	Alife (Caserta) Assemini (Cagliari) Castellina Marittima (Pisa) Catania Lodi
Gavio & Torti	Tortona (Alessandria)
G&A	Arluno (Milan) Assemini (Cagliari) Cremona Lacchiarella - Loc. Villamaggiore (Milan) Guasticce Collesalvetti (Livorno) Sassari San Martino di Trecate (Novara) Ferrera Erbognone (Pavia) Taranto Vado Ligure (Savona) Volpiano (Turin)
GE.DI	Pomezia (Rome) Collesalvetti (Livorno)
Inerti Rivolta	Ferrera Erbognone (Pavia) Mezzana Bigli (Pavia) Pieve del Cairo (Pavia) Sommo (Pavia) Santa Cristina e Bissone (Pavia) Gravellona Lomellina (Pavia) Silvano Pietra (Pavia)
iOne Solutions	Parma
Lisante Service	Lungavilla (Pavia)
Logika	Rivalta Scrivia (Alessandria)
Meritrans	Rome Cremona Collesalvetti (Livorno) Crispiano (Taranto) Venice
Omt	Tortona (Alessandria)
Rail Hub Europe	Rivalta Scrivia (Alessandria)
Terminal San Giorgio	Genoa
Tomato Farm	Pozzolo Formigaro (Alessandria) Lungavilla (Pavia)
Transpe	Tortona (Alessandria)
Tr.E.Oil Transport	Ferrera Erbognone (Pavia)
Truck Rail Container	Rivalta Scrivia (Alessandria) S. Stefano di Magra (La Spezia)

History



- 1964**

The **Autosped** company is founded in Castelnuovo Scivia
- 1985**

The **Gavio SpA** company is founded in Castelnuovo Scivia
- 1990**

Autosped G acquires control of **Tra.N.Sider**
- 2004**

Gavio acquires control of: **G&A, OMT, Gavio & Torti, Terminal San Giorgio, Transpe**
- 2011**

The **Autosped International**
- 2014**

Autosped G sells its oil products haulage division to **G&A**
The **Autoservice 24**
- 2017**

The merger by absorption of the parent company **Gavio** into **Autosped G**
The **Rail Hub Europe** and **Truck Rail Container**
- 2018**

The **G&W Transport Hungary KFT**
- 2019**

Tra.N.Sider is absorbed into Autosped G
- 2020**

G&A acquires 75% of **Meritrans**
- 2021**

The **Autosped GmbH**
- 2022**

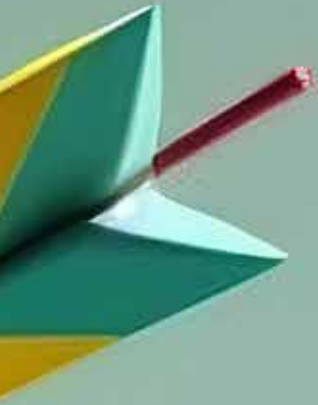
Tomato Farm acquires 51% of the **Lisante Service**
G&A acquires 80% of **FA Chemical Logistic**

2023: A year of acquisitions

- **FA Chemical Logistic** acquires **Valsecchi** through a merger.
- **G&A** acquires full control of **Meritrans**, in which it already held 75%.
- The **GE.DI**.mechatronics workshop, with operations in Pomezia and Livorno, is acquired through Autoservice 24.
- In early 2024, through the subsidiary **G&A**, the Group acquires **E4M** from Compagnia Trasporti Speciali.
- In April 2024, a 30% equity investment is acquired through the parent company **Autosped G S.p.A.** in **Giordo Srl**, an import and export freight forwarder based in Genoa.

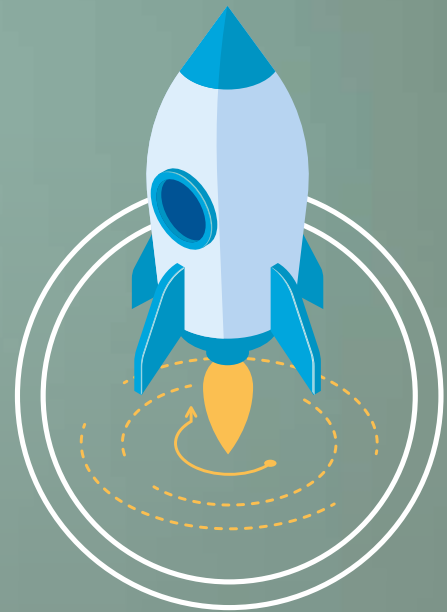
For more details see "Acquisitions and disposals: new developments in 2023"





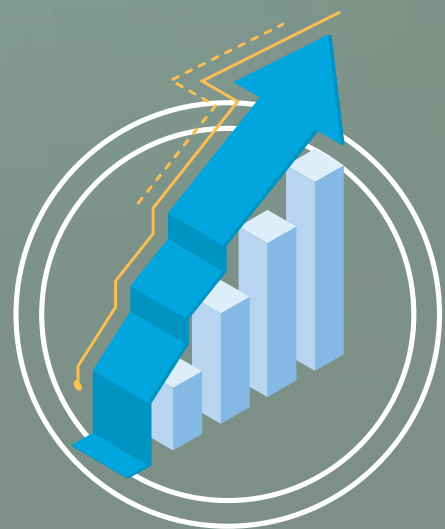
mission

The companies in the Autosped G Group have always pursued a policy of **growth in the haulage industry**, **specialising** in areas such as transportation of petroleum, and cryogenic products, waste and chemicals. Their activities comply with occupational **health and safety standards** and respect **the environment** and the regions where they operate.



goals

- o To develop the **technical/professional know-how** of the workforce
- o To offer maximum **integration with customer needs** as market requirements evolve
- o To offer a **high level of service** both to customers and to the final recipients of the transported products



Acquisitions and disposals: new developments in 2023

The acquisitions and disposals arranged in 2023 were strategic transactions designed to consolidate the Group's petroleum road haulage services, its vehicle repair and maintenance business, and its waste transportation business, and optimise its port and dry port terminal operations.

With this in mind, the following acquisitions were made by the Group or Group companies in 2023:

- In May 2023, Autosped G acquired **Giordo Trasporti Srl**, a Genoa-based haulage company, which was absorbed into Autosped G in November 2023.
- In order to continue providing waste transportation services, FA Chemical Logistic acquired full control of its subsidiary **Valsecchi** through a merger by absorption.
- At the end of 2023, with effect from 2024, in a temporary joint venture with a number of local companies, FA Chemical Logistic and Autosped G signed a four-year contract with ENI for the transportation of waste from remediation operations in sensitive areas in Southern Italy.
- To consolidate its petroleum haulage business, at the end of 2023 the Autosped G Group negotiated the acquisition, through its subsidiary G&A, of the **E4M** company from Compagnia Trasporti Speciali, an entity held by the Bertani family. The acquisition was finalised on 12 February 2024. E4M specialises in the transportation of petroleum products and has branches in Rome, Livorno, Venice and Taranto.
- For the same purpose, G&A acquired full control of Meritrans, in which it already held a 75% equity investment. Meritrans – which is based in Rome and has branches in Livorno, Taranto and Venice – is a fuel distributor.
- For broader distribution of the Group's vehicle repair and maintenance workshops, the GE.DI. mechatronics workshop with operations in Pomezia and Livorno was acquired through the subsidiary Autoservice 24.
- During 2023, an agreement was reached for the sale of the San Giorgio Terminal in Genoa to Ignazio Messina & C. The transaction was completed in May 2024. Autosped G decided to sell the San Giorgio Terminal as part of a broader strategy of cooperation in the port terminal business.
- In December 2023, a 50% stake in Rail Hub Europe, the company that manages the Rivalta Scrivia rail terminal, the Port of Genoa's rail dry port, was sold to Medlog Holding SpA (MSC Group).
- In April 2024, the parent company Autosped G acquired a 30% equity investment in Giordo, a Genoa-based import and export freight forwarder.

The **governance system**

GRI 2-9

Administration **and** control **bodies**

The Board of Directors and the Board of Statutory Auditors are the corporate bodies that form Autosped G Holding's governance system.

The Board of Directors and the Board of Statutory Auditors were appointed for three financial years by the Ordinary Shareholders' Meeting held on 9 June 2021, and will hold office until the Shareholders' Meeting for the approval of the 2023 Financial Report.

The engagement of the auditing firm for nine financial years was approved by the Ordinary

Shareholders' Meeting held on 28 April 2016, and will expire with the Shareholders' Meeting for the approval of the 2024 Financial Report. The auditing firm is Deloitte & Touche SpA.

The appointment of the members of the Board of Directors takes into account the opinion of the stakeholders (including the shareholders) and the candidates' experience and expertise in relation to the organisation's impacts.

The Chair of the Board of Directors is a representative of the ownership.

GRI 2-10

GRI 2-11

Members of the Board of Directors

Chair: Marcello Gavio
CEO: Luca Giorgi
Directors: Massimo Perboni

Board of Statutory Auditors

Chair: Giovanni Denicolò
Permanent Auditors: Manuela Zanotti, Stefano Ferrari
Alternates: Ilaria Zanaboni, Fabrizio Gatti

GRI 2-17

GRI 2-12 / 2-13 / 2-14

Sustainability **governance**

When the Group began its sustainability reporting journey, the Board of Directors set up an informal Sustainability Committee with the authority to manage and validate the process. In 2024, the goal is to consolidate the process with the official appointment of the Sustainability Committee and the approval of the Sustainability Report by the Board of Directors.

Since its inception, the Sustainability Commit-

tee has sought external advice from companies with proven expertise in sustainability and consumption calculation in order to develop and improve its own skills in this area.

Every year, sustainability goals are set for the Board of Directors to achieve. In 2023, the goal was certification of gender equality and this was achieved.

GRI 2-18

GRI 205-1

GRI 2-15 / 2-16

Ethics & integrity: 231 organisational model

Once again in 2023, the Group renewed its commitment to the principles of transparency and integrity by extending **the perimeter of its Organisation, Management and Control Model (OMM) to an increasing number of companies** in accordance with Lgs.Decree 231/2001.

The Group **began moving in this direction in 2011** with the companies active in oil and cryogenic haulage (G&A SpA and Autosped G SpA respectively), regarded as those potentially most exposed to the risk of crimes relating to health, safety and the environment.

The number of Group companies that have adopted the OMM, 11, remains unchanged from 2022.

The main areas and related activities to be analysed for the purposes of Lgs.Decree 231/2001 have been identified for all the companies that implement the model, based on assessments of the nature of the presumed risks.

The “mapping” procedure identified the main types of potential risk/crime and the possible ways these offences might be committed, in the context of the Group’s “sensitive” activities.

One of the potential related crimes is corruption, pursuant to arts. 25 and 25-ter, Lgs. Decree 231/2001.

In this connection, given the continuous increase in the number of crimes envisaged by the Decree and the changes made in the organisation of its business activities, the Autosped G Group decided to **set up a taskforce** to conduct a critical analysis of the model and identify possible gaps with respect to best practices.

Compliance with the OMM is guaranteed by the **Supervisory Body** (SB), which is appointed by the Board of Directors and whose responsibilities include oversight of the activities of directors, managers, employees, partners and

third subjects who operate in each company. The SB meets whenever deemed appropriate by the Chair or when at least two members request a meeting. In any case, it is required to meet at least once every three months.

In compliance with current legislation, a special communication channel has been organised for the Supervisory Body,

through which people in or outside the company can report situations, projects and other relevant information about the

effectiveness of the Model or to ensure compliance with its procedures.

Deloitte Risk Advisory S.r.l. S.B. is the partner currently engaged by the Group to assist the Supervisory Board in monitoring OMM processes and updating the model and its protocols.

FOCUS

The 231 model

The OMM was developed to enable companies of all sizes to protect themselves against offences for which they would

have administrative liability.

While the Model is not mandatory, in practice it is essential since it concerns all parties who operate in a company as directors, managers, employees or on an occasional basis, and thus enables the entity to considerably reduce the risk of being involved in crimes committed by individuals working in their name or on their behalf and in their interests.

GRI 205-2

GRI 205-3

No episodes of corruption were reported in the monitored companies during the year under review.

In line with the goals set in 2022, **training on the 231 Model was provided in 2023** for all Group personnel. An in-person meeting – coordinated by Deloitte’s consultants – was held in May for directors, managers and other personnel in senior roles (e.g., sector managers). Following this first meeting, training was extended to the rest of the workforce: to white-collar workers through a webinar available on demand on a

special platform, and to blue-collar workers through a briefing to be viewed and approved manually.

The training was also necessary because during the year, as a result of changes introduced in the so-called catalogue of predicate offences set out in Lgs.Decree 231/2001 by Law no. 238 of 23 December 2021 (known as the European Law), which came into force on 1 February 2022, updates were implemented in organisational models. It was therefore necessary to inform employees and ensure they were aware of the risks involved in engaging in improper actions in the workplace.

GRI 418-1

Growing attention to protection of privacy

The Autosped G Group believes that compliance with data protection legislation (GDPR: Regulation (EU) 2016/ 679 of the European Parliament and the Council of 27 April 2016, and the Privacy Code: Lgs.Decree 196/2003 as amended by Lgs.Decree 101/2018 and subsequent amendments and additions) is

not simply a question of meeting a regulatory obligation but an important opportunity to embark on a virtuous re-organisation.

The process conducted by the Group to ensure compliance was as follows:

- Analysis of the individual companies and identification of processing activities
- Assessment of processing risks with the highest impact in terms of data protection
- Implementation and regular monitoring of security measures to ensure protection of the data of interested parties
- Appointment when necessary of an external Data Protection Officer (DPO) in the Autosped G SpA, G&A Spa and Terminal San Giorgio Srl companies, and notification of

the appointment to the

Privacy Guarantor

- Preparation and updating of privacy information for interested parties
- Identification of roles (Data Controller, Data Processor, Data Manager, sub-processor) and related tasks
- Drafting and updating of the processing register
- Analysis of the websites of the Group and the Group companies to ensure high data protection and information standards for users and manage cookie policy updates
- Organisation of penetration tests to check the effectiveness of the Group's data protection system
- Raising staff awareness of potentially critical issues such as phishing
- Focus on cybersecurity issues

No privacy breaches or customer data leaks were reported in 2023.

GRI 2-26

Whistleblowing: objective achieved

The Autosped G Group promotes the legality culture through a policy of zero tolerance of behaviour that does not comply with its ethical principles and with current laws and regulations. Consequently, it has implemented a system to manage reports of conduct, acts or omissions that harm the public interest or the integrity of the Autosped G Group.

Whistleblowing has a particularly important place in the haulage business, because it helps to ensure public safety, regulatory compliance and enforcement of quality standards. Whistleblowing can help prevent fraud, corruption and other illegal practices in the organisation. The introduction of this type of mechanism fosters an ethical and transparent working environment.

Since employees are protected by the right to confidentiality and anonymity, the possibility to report misconduct without fear of reprisals promotes a corporate culture based on integrity, responsibility and equity. In addition, the organisation can identify and deal rapidly with breaches of its internal codes of conduct, so improving its reputation and the trust of its customers and stakeholders.

For these reasons, the Group adopted an integrated compliance platform in 2023.

Matters may be reported through a number of channels:

- in written or oral form via a digital platform (the preferred reporting channel)
- via a confidential and personal letter sent by ordinary or registered mail to the Group Manager for matters relating to Lgs.Decree 231/2001 or to the Chair of the Supervisory Body if the organisation has an SB, otherwise to the Chair of the Supervisory Body of Autosped G SpA in its capacity as parent company if the Group Manager for matters relating to Lgs.Decree 231/2001 is the subject of the report or to the Chair of the Board of Statutory Auditors of Autosped G

SpA if the report concerns the Chair of the Supervisory Board.

- in oral form at a meeting with the recipient.

In accordance with Lgs.Decree no. 24 of 10 March 2023, the whistleblowing management process guarantees full protection and confidentiality for whistleblowers, the persons reported and the subject of the reports, and does not tolerate reprisals against whistleblowers.

No reports were received in 2023.



Certification of gender equality: an important step towards full inclusion

On the basis of specific mandates from their respective Boards of Directors, Autosped G and G&A have initiated a process of cultural, strategic and organisational change to make the workplace fairer and more inclusive, by adopting and strengthening specific measures relating to growth and training opportunities, equal pay, maternity/paternity leave and the work-life balance; a complex activity for which the companies applied for official certification as gender equality companies in accordance with the UNI/PdR 125:2022 standard.

The companies have obtained this certification, with a strategic focus on the following areas:

- Creation of an organisational culture that counters stereotypes linked to age, differences and gender, and aims to build a positive and peaceful climate of respect for and valorisation of differences;
- Improved work-life balance through more effective and efficient work organisation;
- Promotion of equal opportunities in professional development;
- Valorisation of parenthood as a time for acquiring new skills for the benefit of the organisation and the individual;
- Awareness-raising on the issue of sexual harassment and violence.

These are the issues addressed by the companies – with the support of the Gender Equality Steering Committee formed by each company's Board of Directors – in drafting the "Autosped G Group Gender Equality Policy", the "#RiParto Policy for the Management of all Stages of Maternity", the formulation of the Gender Equality Strategic Plan and the 2024-2026 Action Plan.

For the preparation of the Action Plan, a questionnaire on perception of gender inequality was

distributed to all personnel, accompanied by information and training material. Gender equality training involved everyone, from the directors and senior managers to drivers. The results of the activity proved useful in planning and implementing interventions calibrated to people's existing skills and awareness, such as:

- Measures to facilitate mothers' return to work, improve birth rates and the work-life balance;
- Training opportunities specifically aimed at developing and improving professional leadership skills in order to address career obstacles faced by the less represented gender;
- Training courses with specific reference to the theme of gender equality to combat gender-based discrimination and violence, bullying and harassment;
- A procedure for reporting (anonymously if necessary) discrimination and harassment in the workplace, also via the compliance platform already in operation as regards whistleblowing.

For each area of intervention, the organisation's strengths and weaknesses were assessed, and objectives, actions, indicators, direct and indirect addressees, resources, timetable were identified, as well as relevance to the 5th Goal of the 2030 Agenda: "Achieve gender equality and empower all women and girls". The achievement of targets and the progress of the companies with regard to gender equality are evaluated through regular monitoring.

As mentioned, in 2023 **Autosped G** and **G&A** successfully completed a certification process; the **Group intends to extend the commitment to other companies.**

Cybersecurity: safeguarding business continuity

At the Autosped G Group, the issue of **Cybersecurity** is addressed for several reasons: to protect corporate and personal data, to meet the proliferation of regulatory requirements, but above all to ensure business continuity.

Cybersecurity is a fundamental asset not only in the Information Technology area but as an important pillar of the organisation's economic sustainability.

Raising the levels of digital security allows the Group to avoid the costs of disruption to business continuity.

The operating model is based on constant and continuous interconnection of data: any malicious intrusion from the outside that causes even a brief interruption negatively affects the business of the organisation itself and its customers.

The **assessment**, conducted for most of 2023, examined **risks** and found that the most significant problems related to the operating systems used by the Group and its email flow. The most critical element is computer and **connectivity** outages, even temporarily; even a connectivity outage of less than an hour can create serious problems for the operational bases both in the work acquisition phase and in planning and monitoring journeys. For this reason, a series of ad hoc measures were taken, in particular: backup lines were implemented to raise resilience, users were trained to use alternative solutions such as smartphone hotspots, and complex monitoring of branch connectivity and network equipment was introduced to further mitigate the risk.

Browsing filters were implemented to reduce exposure to harmful or irrelevant sites.

In 2023, the Group also conducted a **vulnerability assessment** and a **penetration test** (a security test that launches a fake cyber attack to identify possible vulnerabilities in an IT system), which yielded essentially reassuring results, but did identify some risk factors that are still persistent and for which **remediation** activities are ongoing.

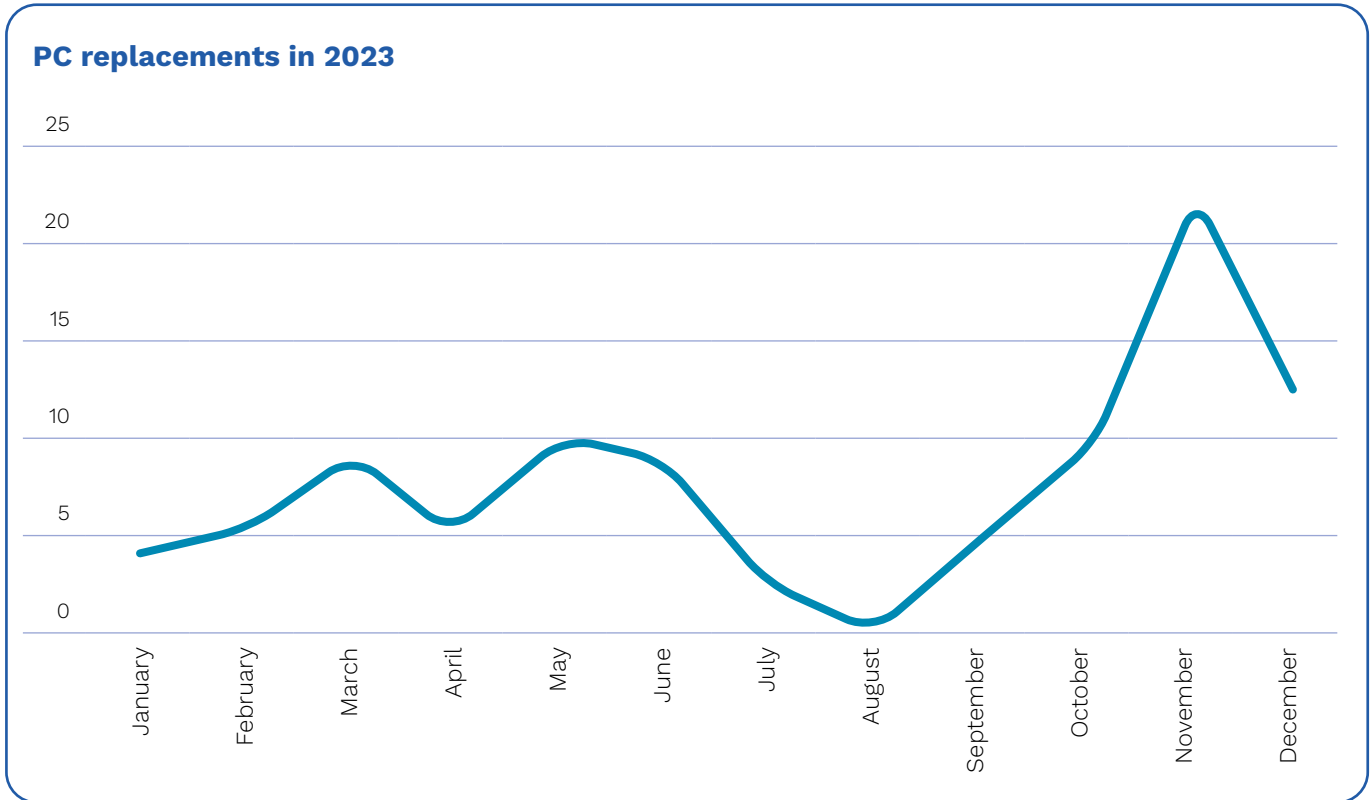
In addition to the security analysis, action focused on prevention, giving priority to internal training for all employees, because the trained resource is the company's first line of protection. Training was accompanied by the regular circulation of information bulletins on new threats.

The first positive result was that colleagues reported many matters to the IT area. These reports showed that most hacking attempts were easily identified by users and that only rarely were they specifically targeted attacks.

The Cybersecurity measures taken by the IT team also covered two other questions of a more technical nature.

XDR protection systems were installed on equipment to intercept viruses before they block operations. This type of protection is in addition to classic antivirus systems and works by monitoring PC behaviour: when unusual operations or operations that can be traced back to malicious activity are carried out, an alert is triggered and the workstation is blocked.

In addition, **almost 100 workstations (equivalent to 30% of all resources managed by the Group's IT department) were replaced**, resulting in increased resilience in the event of a problem and greater protection compared to older machines due to the installation of new protection software.



At the end of 2023, an “**Internal Regulation for the Use of IT Resources**” was adopted, which sets out the rules and conditions for correct use

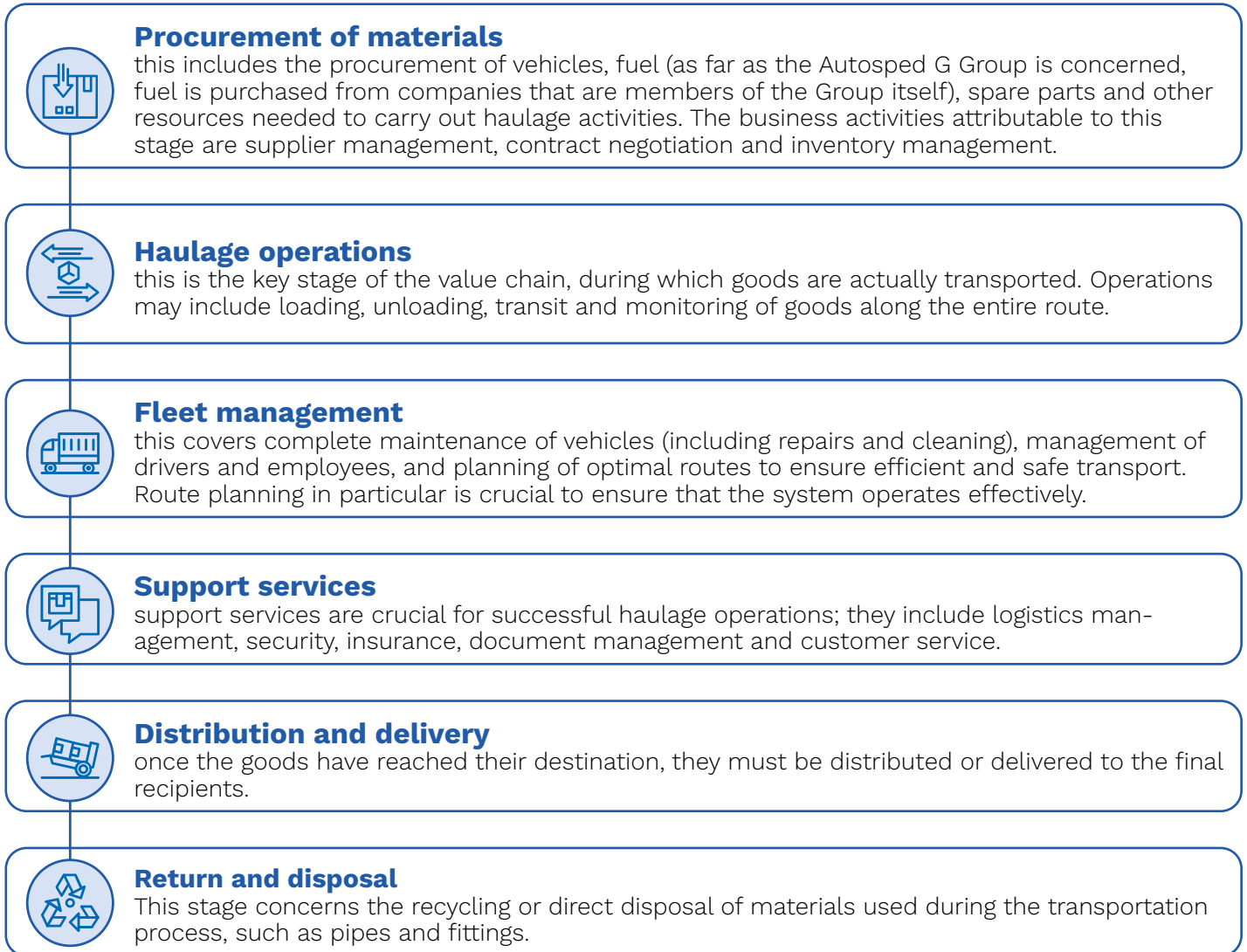
of IT tools in the organisation and formalises and integrates the procedures in the organisational system.

GRI 2-6

The Autosped G Group value chain

The value chain in the haulage business, and in the Autosped G Group in particular, is a concept that encompasses all the activities involved in freight transportation.

The infographic provides an overview of the value chain in the **transportation sector**. Each stage in the value chain is critical to the overall success of the haulage company.



For **Tomato Farm**, the value chain starts with the selection of tomato suppliers – included in what could be called a short supply chain – and ends with the production and distribution to sales outlets or customers who will use the product.

For **OMT**, the supply chain starts with the purchase of the materials for the construction of tractors, tankers, trailers and semi-trailers and ends with the distribution of the end product to customers.

FOCUS

The supply chain in the haulage sector

In 2024, at the request of its customers and in light of its growing awareness of the importance of monitoring the suppliers with whom it works most frequently, the Autosped G Group launched a survey of the sustainability levels of the subcontractors in its haulage companies.

Group management then decided to start monitoring its suppliers with a view to reducing supply chain risks.

The first step was to map the supply chain in order to engage suppliers in moving towards greater sustainability on the ESG issues identified as material and of risk throughout the supply chain. Current and potential impacts, and related significance, were assessed and mitigation actions were identified.

The supply chain identified by the Group includes:

- **manufacturers**
- **tyre suppliers**
- **workshops**
- **fuel suppliers**
- **subcontracted carriers**

The analysis, complete with risk assessment, identified a number of actions the Group can take to reduce its environmental impact: for example, reducing supply-related waste of little use at the beginning of the chain, or reducing emissions in the haulage cycle by rationalising procurement. Also, finding a system that encourages suppliers to adopt environmentally friendly practices and continuing to engage in social responsibility initiatives.

The analysis led to the development of a three-pillar strategy:

- **supplier engagement**
this can also be implemented through the development of a reward system that adopts specific tools during supplier selection to incentivise their commitment to the circular economy;
- **identification of performance metrics and indicators**
in order to quantify, assess and validate environmental indicators throughout the service delivery cycle;
- **innovation**
through cooperation and innovation projects developed together with suppliers to review service delivery processes and/or adapt procurement methods to circular economy models.

FOCUS

The example of Tomato Farm: a short and sustainable supply chain

Tomato Farm's primary objective is the processing of high-quality, 100% Italian tomatoes, grown on farms in the vicinity of the factory and processed within a few hours of harvesting, thus preserving all the organoleptic characteristics of fresh tomatoes.

Traceability and proximity of the supply chain are the key elements: the network of tomato growers is located within a radius of 40 kilometres from the Tomato Farm factory, notably in the Alessandria area. To protect itself from the effects of increasingly frequent adverse climate events with a particularly severe impact on production (such as long periods of drought or sudden hailstorms), Tomato Farm has diversified its sources of supply, without compromising its criteria, by purchasing certain quantities of tomatoes from growers in the neighbouring province of Piacenza.

Despite the fact that production is highly seasonal, Tomato Farm recognises the importance of its supply chain and works closely with its growers throughout the year. Tomato Farm's agricultural department, staffed by a team of professionals, manages all the cultivation stages, from the choice of tomato cultivar to harvesting and shipment to the factory. Systematic and rigorous field inspections are carried out to guarantee high-quality crops.

The company has UNI EN ISO 22005 certification, which guarantees the traceability of the supply chain.

A **short, sustainable and cutting-edge supply chain**: the pilot project set up with the support of xFarm Technologies – a European player in the development of agriculture software solutions – for the digitisation and streamlining of the agricultural supply chain has been underway since 2022. Using hardware that can be installed directly in the fields and an application that replaces the traditional Field Journal – where information on growing conditions was noted manually – precise data can be recorded on weather conditions and the presence of insects or pests, and forecasting models can be created to anticipate possible diseases.

The implementation of digital solutions has made it possible to make efficient use of resources, monitor supplier practices and also calculate the carbon footprint (certified by RINA) of production, by directly using the data stored in the system. The ultimate objectives of the project, to which Tomato Farm continues to be fully committed, are traceability, transparency and compliance with sustainability goals.



Economic value generated and distributed

2023 closed with **revenues** of **867.2 million euro**, an increase from 2022, demonstrating resilience in a challenging socio-economic environment.

The breakdown of the economic value generated and distributed by the Autosped G Group was obtained by reclassifying the items of the Group consolidated profit and loss statement for the year ended 31 December 2023.

Sponsorship expenses (i.e., value **distributed to the community**) amounted to 787,000 euro and had the primary objective of **supporting the sports world**. The main teams supported were A.S.D. Basket Club Castelnuovo Scivia and BCC Derthona Basket (47%). A significant amount was also given to A.S.D. New Basket Team, an under-19 team from Alexandria.

Direct economic value generated and distributed

The figures for 2022 have been restated for uniformity with 2023.

Indicator	uom	2023	2022
Economic value generated:			
Revenues	€ million	867,206	835,820
Economic value distributed			
Operating costs	€ million	685,579	674,529
Value distributed to personnel (Salaries and benefits)	€ million	111,542	104,946
Value distributed to providers of capital	€ million	5,554	2,128
Value distributed to the Public Administration	€ million	4,632	3,085
Value retained in the company			
(value generated - value distributed)	€ million	35,304	30,723

GRI 201-1

GRI 2-7

GRI 401-1

Employees and collaborators

Employees

For the Autosped G Group, people, through their daily commitment and motivation, are essential to the organisation’s growth and success. This is the assumption underlying the Group’s human resources management policies, which have an essential role in promoting stable and continuous employment relationships over time through the acquisition and consolidation of professional skills.

The total number of human resources employed by the Autosped G Group in 2023 was **2,494**. The number includes:

- personnel hired on a seasonal basis due to the nature of business operations (e.g., Major Sports Events for Autosped G and tomato processing for Tomato Farm);
- personnel whose employment began and ended in 2023 and were therefore not included in the situation at 31/12. This applies to all Group companies;
- the personnel of the companies not consolidated in the 2023 Annual Report that were nonetheless part of the Group structure and therefore included in the valuation (GE.DI. and the foreign companies).

At 31 December 2023, the Group had 2,048 employees: more than 93% of employees were on open-ended contracts, confirming the extent to which the Group's policies are designed to ensure stability.

In 2023, there were 337 new hires and 397 releases. This resulted in a slightly negative turnover for both women (-3.4%) and men (-2.8%).

Causes of releases	number
Resignation Men	248
Resignation Women	11
Dismissal Just Cause Men	21
Dismissal Just Cause Women	0
Justified Dismissal Men	53
Justified Dismissal Woman	5
Fixed-term Expiry Men	50
Fixed-term Expiry Women	4
Death Men	5
Death Women	0



GRI 2-7

The numbers at 31/12/2023

A note for reading the following tables: in order to provide a better qualitative and quantitative assessment of resources, for 2023 both the exact

number of employees as at 31/12/2023 and the total number of resources in force during the calendar year are shown (as in previous years).

Employees by contract and gender

Indicator	uom	personnel	personnel in force during the year		
		at 31/12/2023	2023	2022	2021
Male senior managers	no.	18	19	18	17
Male middle managers	no.	37	42	32	29
Female middle managers	no.	3	3	3	3
Male white-collar workers	no.	149	176	163	159
Female white-collar workers	no.	105	130	109	96
Male blue-collar workers/drivers	no.	1,726	2,111	1,903	1,751
Female blue-collar workers/drivers	no.	10	13	9	3
Total	no.	2,048	2,494	2,237	2,058

In 2023, as previously, **85%** of employees were in the driver category.

Employees by age

Indicator	uom	2023	2022	2021
employees under 30	no.	115	178	141
employees between 30 and 50	no.	853	1,057	954
employees over 50	no.	1,080	1,002	963

In 2023, **94%** of employees were **over 30 years old**.

Type of contract (fixed-term/open-ended)

Indicator	uom	2023	2022	2021
male employees on open-ended contracts	no.	1,802	1,878	1,735
female employees on open-ended contracts	no.	113	107	94
Total employees on open-ended contracts	no.	1,915	1,985	1,829
male employees on fixed-term contracts	no.	127	234	221
female employees on fixed-term contracts	no.	6	18	8
Total employees on fixed-term contracts	no.	133	252	229

In 2023, **93%** of employees were on **open-ended contracts**.

GRI 2-30

CCNL agreements applied

CCNL	Company
CCNL: Logistics, Goods Transportation and Shipping	Autosped G FA Chemical Logistic G&A Gavio & Torti Meritrans Rail Hub Europe Transpe Truck Rail Container Tr.E. Oil Valsecchi
CCNL: Metalworkers Industry	Autoservice 24 GE.DI iOne Solutions Lisante Service OMT
CCNL: Port Activities	Terminal San Giorgio
CCNL: Food industry	Tomato Farm

100% of Group employees are covered by a **CCNL national collective bargaining agreement.**

Type of contract

Type	uom	2023
full-time men	no.	1,920
full-time women	no.	99
part-time men	no.	10
part-time women	no.	19

More than 98% of employees had a **full-time contract** and in the female population too, the percentage stood at **83%**.

Employees in protected categories

Gender	uom	2023
men	no.	16
women	no.	7
total	no.	23

GRI 2-8

Non-employee workers

In 2023, non-employee workers in the Autosped G Group numbered **83**.

These are workers with temporary job contracts

and **65%** work as seasonal workers at Tomato Farm during the peak tomato production period (i.e., in the summer season).

GRI 2-19 GRI 2-20

Remuneration policies

The Group pays close attention to the diversity issue also with regard to remuneration. Its management policies are designed to ensure that the remuneration system is sustainable, aligned with business objectives, the market situation and stakeholders' long-term interests.

Given the importance of this approach for the organisation, the Group has included it in its decision-making protocols pursuant to Lgs.Decree 231/01 and subsequent amendments and additions.

Career advancements and remuneration variations are assigned in accordance with the CCNL national collective bargaining agreement, normally annually and following the approval of the Consolidated Financial Statements, based on the following criteria:

- **acquired professionalism**
attainment of unquestionable professional skills and requirements

- **merit**
recognition for special commitment in the performance of one's duties

For specific activities not of an ordinary nature and of particular value/ significance for the company carried out by the worker, the Function Head and/or Manager may propose a one-off bonus, which is recognised and paid to the worker on an exceptional, non-continuous basis.

Management is responsible for evaluating career advancements and remuneration policies, and the CEO and/or the General Manager is responsible for approving career advancements and remuneration policies.

All forms of discrimination on the grounds of gender, race, ethnic origin, religion, personal beliefs, disability, age, sexual orientation, marital or family status or pregnancy are prohibited with regard to pay, job classification, assignment of job titles and positions, career progression and transfers.



Certifications

Quality, environment and safety certifications

A breakdown of the certification system in the Group companies is set out below.

Quality Management System

in accordance with the **UNI EN ISO 9001:2015** standard

- **Autosped G**
- **G&A**
- **Autoservice 24**
- **FA Chemical Logistic**
- **GE.DI.**
- **Rail Hub Europe**
- **OMT**
- **Tomato Farm**
- **Transpe**
- **Truck Rail Container**
- **Valsecchi**

Environment System

in accordance with the **UNI EN ISO 14001:2015** standard

- **Autosped G**
- **G&A**
- **Terminal San Giorgio**
- **Valsecchi**

Protection of occupational health and safety

in accordance with the **ISO 45001:2018** standard

- **G&A**
- **Terminal San Giorgio**
- **Valsecchi**

Gender equality certification

in accordance with the **UNI/PdR 125:2022** standard

- **G&A**
- **Autosped G**



Certifications by business sector

Autosped G

Food safety of transported products

under the

GMP+-B4 Transport model

Autosped G guarantees the **Food Safety** of the products it transports. For this purpose, it has adopted and certified the **GMP+-B4 Transport** model to provide specialised haulage services in the food and agriculture sector, in compliance with the main laws and regulations governing animal feeds.

In early 2024 **Autosped G** also obtained certification for compliance with the **ISO 39001:2016** standard for **Road Safety Management**, confirming its focus on this issue.

Logika

Storage, pre-cleaning and logistics of coffee and cocoa commodities

in accordance with the

ISO 22000:2018 standard

OMT

Design and manufacture of self- and non-self-supporting tanks, structures for trailers, semi-trailers, tank containers and roll-off containers

in accordance with the specific

UNI EN ISO 3834-2:2006 standard

Autoservice 24

SQAS (Safety & Quality Assessment for Sustainability) Eftco food:

A system for assessing the environmental, safety and quality performance of suppliers of logistics services and food tanker cleaning services.

G&A

Road safety certification in accordance with the ISO 39001:2016 standard

G&A has voluntarily implemented a road safety management system in order to reduce the risk of road accidents arising from its activities.

SQAS (Safety & Quality Assessment System)

A system for assessing the environmental, safety, security, social responsibility and general quality performance of the logistics service provided for customers.

GSA code of practice

Annex A to the Resolution of the Central Committee for the Register of Road Hauliers for Third Parties No. 2/2021.

FA Chemical Logistic

SQAS (Safety & Quality Assessment System)

For the cleaning system.

GE.DI.

UNI CEI EN ISO/IEC 17020:2012

Requirements for the operation of various types of inspection bodies

Tomato Farm

BRC (British Retail Consortium)

Product certification for food hygiene/ HCCP.

IFS (International Food Standard)

International standard for assessment of product and process conformity with regard to French and German food safety and quality.

Kosher certification

THE dietary rules observed by practising Jews.

HALAL certification

With regard to **dietary practices**, the **foods permitted** under Islamic law and prepared in accordance with specific requirements.

ISCC+ certification

The basic requirements are sustainability and traceability, with a focus on sustainable agriculture, chain-of-custody and traceability verification, and monitoring of volumes produced and processing yields.





chapter 02

sustainability vision

44	Our stakeholders
45	Materiality analysis
48	Sustainability goals

GRI 2-29

Our stakeholders

The Autosped G Group identifies its stakeholders as all the parties who, for various reasons, contribute to or are affected by the Group’s activities.

Our stakeholders were identified through an

analysis of our business sector and internal discussion among our first-line managers.

The Autosped G Group companies are all constantly engaged in dialogue with their internal and external stakeholders.

Stakeholder category	types of relationship
 <p>Employees</p>	<p>Code of Ethics. Internal communication tools. Employee events. Surveys. Training.</p>
 <p>Customers</p>	<p>Code of Ethics. Social media and website. Trade relations.</p>
 <p>Suppliers</p>	<p>Code of Ethics. Qualification process. Surveys. Partnerships.</p>
 <p>Community</p>	<p>Partnerships. Initiatives with schools and training organisations. Press releases. Social media and website. Basketball team sponsorship.</p>
 <p>Trade unions</p>	<p>Discussion meetings. Official communications.</p>
 <p>Public bodies</p>	<p>Code of Ethics. Institutional documentation. Engagement events.</p>

GRI 3-1 / 3-2 / 3-3

Materiality analysis

In 2023, the Autosped G Group identified the material topics relating to its business **starting from a context analysis**, a benchmark analysis of industry leaders and the **standards established by the Sustainability Accounting Standards Board (SASB)¹ for the road haulage sector** (the Group's core business)². Industry indicators are not yet available either for the GRI Standards or for the ESRS (the European sustainability reporting standards that will become mandatory under the CSRD).

The material topics identified as described above were presented, through a questionnaire, to a broad group of stakeholders selected by the Sustainability Working Group. Two hundred respondents returned completed questionnaires (about half of those sent out).

The materiality analysis that emerged from the consultation with the stakeholders is presented below. The topics are shown in the order established during the consultation with

the stakeholders. The type and level of impact were identified and validated by the members of the Sustainability Committee. The Committee agreed to combine two material topics to ensure greater clarity. Instead of Reduction of risks to the environment and Adoption of innovative technologies to improve effects on the environment, the new combined topic is: **Reduction of risks to the environment through innovative technologies**.

The analysis will be updated with a double materiality assessment for the next Sustainability Report, anticipating the requirements of the CSRD, to which the Autosped G Group will be subject from financial year 2025.

All the topics are reported with facts and figures in the Sustainability Report.

The following page sets out the table listing the material topics

¹ The SASB is an independent organisation that develops financial reporting guidelines for sustainability topics. Its objective is to establish specific standards for various business sectors in order to improve the transparency and comparability of information on companies' environmental, social and governance impact. This fosters greater corporate responsibility and improves the alignment of investors' interests with companies' long-term impacts.

² Cfr. https://www.sasb.org/wp-content/uploads/2018/11/Road_Transportation_Standard_2018.pdf

stakeholder ranking	material topic	main impact generated	type of impact (actual or potential)	level of impact	impacted stakeholders	cross referenced SDGs
1	Occupational health and safety	Reduction in accidents and consequent increase in road safety.	+ potential	high		
		If the Health and Safety policy is weak, especially among suppliers, the accident rate may rise. This also has an impact on service quality.	- potential			
2	Creation of economic value for the stability of the organisation	Creation of growing value for stakeholders.	+ current	high		
		The organisation's lack of stability may have effects.	- potential			
3	Compliance with regulations and legal requirements	Ensure process transparency by updating systems.		high		
		Risk of sanctions and reputational risk due to possible litigation that may involve the company, also in the supply chain.	- potential			
4	Personnel training and development	Increase in employee engagement through greater inclusiveness. Employee satisfaction also affects productivity and quality.	+ current	medium		
		Increase in outgoing turnover and loss of ability to attract talent.	- current			
5	Service quality	Maintaining a high level of service quality improves customer satisfaction.	+ current	medium		
		A reduction in service quality has a negative impact at economic level and on reputation.	- potential			

stakeholder ranking	material topic	main impact generated	type of impact (actual or potential)	level of impact	impacted stakeholders	cross referenced SDGs
6	Reduction in risks to the environment through innovative technologies	Improving the reduction of impacts through the use of new technologies.	+ potential	high		
		Lack of control and risk monitoring can increase the risk of spills with consequent increased impact on the environment. The supply chain is insensitive to the need to adopt new technologies.	- potential			
7	Reduction in CO ₂ emissions	Renewal of the vehicle fleet and use of alternative fuels and technological systems brings savings. A reduction in emissions has a positive impact on the environment as well as on the company.	+ current	high		
		Failure of the supply chain to adopt alternative technologies. High costs of ecological transition.	- potential			
9	Adopting transparent governance towards stakeholders	Greater transparency and communication in and outside the organisation.	+ current	medium		
		Unclear procedures make it more difficult to achieve objectives.	- potential			
10	Development and partnerships with local communities	Being present with initiatives for the community increases and the organisation's appeal.	+ current	medium		
		Failure to listen to communities where the Group insists on its activities can generate discontent.	- potential			

GRI 2-22 / 2-23 / 2-24

Sustainability goals

When the Group published its second Sustainability Report in 2023, it identified 12 sustainability goals as a result of listening to stakeholders and monitoring market macro-trends.

Throughout 2023, the various corporate functions worked on to achieving these goals, which referred to the sustainability pillars (Environ-

mental E, Social S, Governance G), after they were approved by the Board of Directors.

An update on the progress made in 2023 to achieve the goals is provided below.

material topic	pillar	goal	timing	2023 status
Occupational health and safety	Social	Installation of dashcams in vehicles to improve driving and analyse possible accidents	2024/2025 Depending on the availability of components	in progress Dashcams installed in 135 vehicles. Goal for 2024: 400 vehicles. Timing confirmed
		Installation of after-market sensors in all vehicles to help drivers avoid blind-spot accidents (in anticipation of legislation that will oblige manufacturers to equip vehicles with this type of device from July 2024).	2024-2025 Depending on the availability of components	in progress Installed on 488 vehicles. Goal for 2024: 600 vehicles. Timing confirmed
		ISO 39001 certification - road safety (Autosped G) See p. xxx	2023	achieved
		ISO 45001 certification safety management system (Autosped G)	2024	in progress Timing confirmed
Occupational health and safety	Social	Driving Style Monitoring Project: Performance measurement with interactive app	2023-2024	in progress About 400 control units installed for fuel consumption monitoring with active monitoring for about 70. Timing confirmed
Adoption of innovative technologies to improve effects on the environment	Environmental			

material topic	pillar	goal	timing	2023 status
Personnel training and development	Social	Training on the 231 Model for everyone	2023	achieved
		IT security courses	2023	achieved
		Specific courses to raise job professional skills (e.g., tachograph - safe driving - digital transition and new information technologies - language skills follow-up)	2023	achieved
		Courses on data privacy	2024	in progress Timing confirmed
Compliance with regulations and legal requirements	Governance	Adoption of OMM at other Autosped G Group companies	2024	in progress Adoption is planned for two companies in 2024.
		231 update	2023	achieved Timing confirmed
		Whistleblowing	2023	achieved
Reduction in CO ₂ emissions		Installation of new photovoltaic systems (workshop roof in Castelnuovo Scrivia, see details on p. XXX)	2030	in progress
		Installation of two electric car charging stations (one private and one public) for company cars.	2024	in progress Timing confirmed
Diversity & Inclusion		UNI PdR125 – gender parity certification	2023	achieved





chapter 03
**the
environmental
pillar**

- 52 | Energy consumption
- 54 | Emissions: constant monitoring
- 58 | Other environmental indicators
- 60 | Raw materials use and production
- 61 | Waste management
- 62 | A Group working for an innovative and sustainable future
- 65 | Improving energy efficiency

GRI 302-1

Energy consumption

Energy consumption in 2023 is shown below, using the breakdown adopted in the two previous reports: on the one hand, the Transport sector and, on the other hand, the manufac-

turing companies, which are considered separately as they run different production operations (OMT, Tomato Farm and Lisante).

Transport sector

The 2023 data include the two photovoltaic plants operating at the headquarters of **FA Chemical Logistic** and at the headquarters of **Inerti Rivolta**. In both cases, part of the energy produced is self-consumed, generating energy

savings.

The photovoltaic system installed on the roof of the Castelnuovo Scrivia workshop was not active in 2023.

Source	uom	2023	2022
electricity	kWh	3,805,465.13	2,694,458.50
photovoltaic electricity produced and self-consumed	kWh	1,236,885.00	-
electricity produced with generators (Inerti Rivolta only)	kWh	126,931.20	-
diesel for generators (Inerti Rivolta only)	l	33,232.49	-
methane gas	Scm	52,070.69	70,258
LPG	l	11,684.00	10,709
heating oil	l	72,017.00	49,022
automotive diesel fuel	l	32,556,173.45	36,311,844.22
diesel for earth-moving machinery (Inerti Rivolta only)	l	152,413.51	-
HVO automotive fuel	l	4,578,546.27	-
Methane gas automotive fuel (only Autosped G)	l	109,194.98	-

OMT

In 2023, OMT **upgraded its heating system** with the installation of a new central heating plant. This, together with improved insulation in

the offices, produced a **31% drop in methane gas consumption**.

Source	uom	2023	2022	2021
electricity	kWh	309,879	0	307,045
methane gas	Scm	53,717	70,258	97,407
automotive diesel fuel	l	23,021.22	10,709	27,748
HVO automotive fuel	l	5,612.41	49,022	

Tomato Farm

Tomato Farm’s data shows **a decrease of about 9% in cubic metres of methane gas**, thanks to the installation of **a new evaporator**, the third. With the new system, Tomato Farm is able to regulate and so reduce gas consumption according to the type of production, which is diversified by month and by product. The installation of the evaporator allowed a reduction in emis-

sions and related energy savings of around 20%. It also facilitated greater flexibility in production, allowing the processing lines to be used individually and not jointly as was previously the case, so that lines that were not in use could be shut down.

Source	uom	2023	2022	2021
electricity	kWh	3,062,687	3,036,000	3,249,101
methane gas	Scm	1,965,499	2,150,678	2,523,678
automotive diesel fuel	l	20,231	21,110	13,006

Lisante Service

Lisante Service, the company set up to transform bamboo into a building material, began production operations in 2023, so there is no historic data.

Source	uom	2023
electricity	kWh	500
automotive diesel fuel	l	72,000



GRI 305-1 / 305-2

Emissions: constant **monitoring**

The GHG inventory is based on the ISO 14064-1 standard and/or the GHG Protocol, which are part of the regulatory framework set up to implement the international initiatives of recent decades to mitigate the environmental impact of anthropogenic climate change. One of the priorities is the reduction of greenhouse gas (GHG) emissions. The standard specifies the principles and requirements for planning, managing and reporting GHG inventories at the organisation or company level.

Reporting scope

For its current reporting, the organisation decided to report Scope 1 and Scope 2 GHG emissions only. The operations data used in the calculations refer to calendar year 2023.

In the specific case of the Autosped G Group, direct emissions classifiable in **Scope 1** arise from:

- GHG emissions from stationary combustion to heat sites controlled by the organisation;
- GHG emissions from fuel consumption for vehicles owned by the organisation;
- GHG emissions from recorded HFC leaks from refrigeration units.

Indirect emissions associated with energy consumption, classifiable in **Scope 2**, arise from the purchase of electricity from the grid.

A study was carried out to establish the organisational boundaries to be included in the analysis based on parameters such as presence in Italy, data availability and significance of consumption (see Table 2 showing the matrix in the attached report).

The companies covered by emissions reporting are:

Autosped G
 Autoservice 24
 FA Chemical Logistic
 G&A
 Gavio & Torti
 i.One Solution
 Logika
 Lisante Service
 Meritrans
 OMT
 Rail Hub Europe
 Terminal San Giorgio
 Tomato Farm
 Truck Rail Container
 Tr.E. Oil Transport
 Transpe
 Valsecchi

Method used to compute emissions/removals

The method used to quantify GHG emissions/removals within the established organisational and operational boundaries concerns is a computation based on the multiplication of the “Activity data,” which quantifies the activity, and the corresponding “Emission factor”:

$$\text{Emission} = \text{Activity data} \times \text{EF (x GWP)}$$

where:

- GHG emissions = the amount of GHG emitted by the activity, expressed in tonnes of GHG (tGHG) or tonnes of CO₂ equivalent (tCO₂eq)
- Activity data = the quantity generated or used, which describes the activity expressed in energy (J or kWh), mass (kg), kilometres (km) or volume (litres or Sm³)
- EF = the emission factor for the conversion of a specific activity into the quantity of the consequent GHG emission

GRI 305-6

GRI 305-5

If the emission factor converts an activity into the mass of a generic GHG, the GWP (Global Warming Potential) of the specific greenhouse gas has to be used to convert the emission into the equivalent carbon dioxide mass. The GWP 100y reference values are taken from “The Earth's Energy Budget, Climate Feedback and Climate Sensitivity - Supplementary Material” released by IPCC, relating to the Sixth Assessment Report (AR6).

For the emission factors, see the attached report on emission computation.

Group emissions in 2023

The following table sets out the GHG emissions inventory for 2023 for the entire Autosped G Group. It shows the emissions for each Greenhouse Gas covered by the analysis, such as CO₂ (carbon dioxide), CH₄ (methane) and N₂O (nitrous oxide) for each company activity, in tonnes of CO₂ equivalent, based on the GWP of each GHG. The year's biogenic emissions are shown

separately, as they are not included in the Group's emissions.

As in the previous years, **direct GHG emissions** in equivalent tonnes of CO₂ were **predominant compared to indirect emissions**. Scope 1 emissions accounted for **97.9% of the total**, with **86,402 tonnes of CO₂e** produced, largely from mobile combustion (81,843 tonnes of CO₂e in 2023, **a reduction of 17% from 2022 thanks to the introduction of HVO**) and stationary combustion (4,547 tonnes of CO₂e in 2023), which amounted respectively to 94.7% and 5.3% of total Scope 1 emissions.

Indirect GHG emissions (Scope 2) related exclusively to the purchase of electricity and accounted for **2.1% of the total** (1,845 tonnes of CO₂e in 2023).

In 2023, there were no leakages and consequent refilling of refrigerant gas in any Group company.

Activity	CO ₂	CH ₄	N ₂ O	HFC	PFC	SF ₆	tot GHG	%	Biogenic emissions (tCO ₂ e)
Scope 1 Direct GHG emissions	86,131.907	15.444	1,265.828	0.000	0.000	0.000	87,413.18	97.6%	15,734.07
Stationary combustion	4,603.241	5.881	22.303	0.000	0.000	0.000	4,631.42	5.3%	0.00
Mobile combustion	81,528.666	9.563	1,243.525	0.000	0.000	0.000	82,781.75	94.7%	15,734.07
Refrigerant gas leaks	0.000	0.000	0.000	0.000	0.000	0.000	0.00	0%	0.00
Scope 2 Indirect GHG emissions from energy consumption	2,167.071	0.002	0.000	0.000	0.000	0.000	2,167.07	2.4%	0.00
Electricity purchases	2,167.071	0.002	0.000	0.000	0.000	0.000	2,167.07		0.00
Total	88,298.978	15.446	1,265.828	0.000	0.000	0.000	89,580.25		15,734.07

Choosing HVO to reduce the carbon footprint

Total avoided emissions from the use of HVO for 2023 are shown below.

While diesel continues to be the most practical fuel in long-distance haulage due to logistical refuelling and safety issues, in 2023 a biofuel known as HVO (**Hydrotreated Vegetable Oil**), obtained from the hydrogenation of vegetable oils or animal fats mainly from the circular economy, was introduced on the market.

HVO is a sustainable solution in the haulage sector because it can **cut CO₂ emissions by around 80%**.

These sustainable fuels are referenced by EU Directive 2018/2001, the “RED II” renewable energy directive.

To date, HVO is the only viable alternative to diesel in the sector. Despite continuous technological evolution, the use of electric vehicles is affected by significant infrastructural constraints: the still small number of charging stations in the country means that journeys have to be planned in minute detail and driving style has to be modified. Finally, the limited range of electric vehicles currently requires a large number of stops, which unduly compromises service efficiency.

In 2024 the Autosped G Group extended the use of HVO to 100% of the fleet whenever possible. HVO is available at all internal distributors with the exception of G&A in Trecate and Autosped G in Novi Ligure. When refuelling takes place in the external network, it depends on the availability of HVO.

FOCUS

The RED II Directive

The Renewable Energy Directive II (RED II, transposed in Italy by Legislative Decree no. 199/2021 of 30 November 2021) is a European Union directive to promote the use of renewable energy and increase the share of energy from renewable sources in the EU's energy mix. It was adopted to replace and update the previous RED Directive (2009/28/EC) in order to take account of developments in the renewable energy sector and align EU targets with the Paris Climate Agreement.

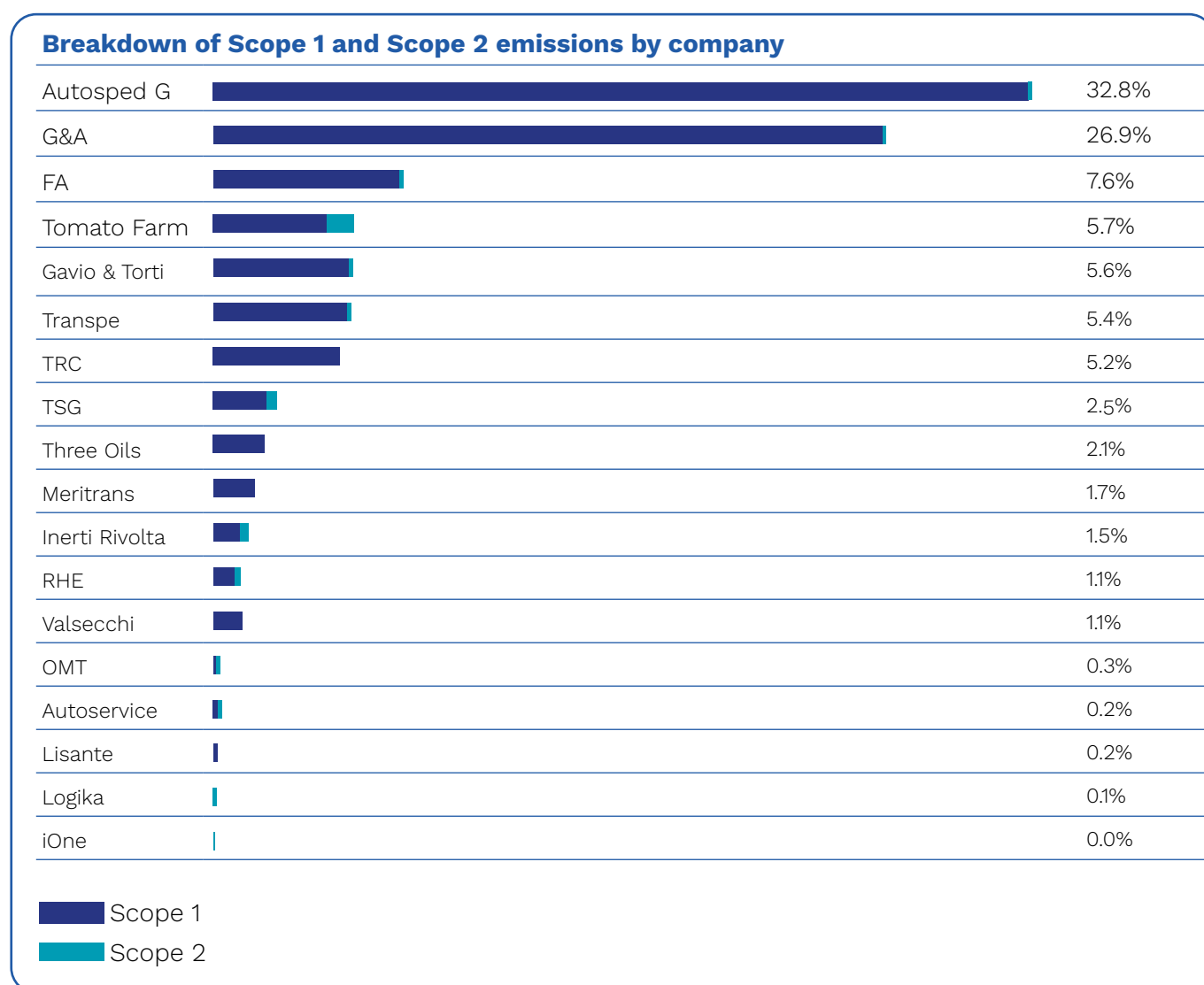
The RED II Directive sets new binding targets for EU Member States with regard to the share of renewable energy to be achieved by 2030. The main target is that at least 32% of the EU's gross final energy consumption will be covered by renewable sources by that date. In addition, the directive introduces specific national targets for each Member State, based on its renewable energy conditions and potential.

Breakdown of emissions by company

The following chart shows the Group's GHG emissions for the individual companies included in the inventory. Autosped G and G&A account for the largest shares, 33.3% and 27.3% of the total respectively, with the remainder coming

from the other companies with contributions ranging from 1% to 5%.

Emissions were calculated using the operational control method, under which the organisation reports all GHG emissions from facilities over which it has operational and financial control.



Other environmental indicators

Although the other environmental indicators are not considered material topics, the Autosped G Group has reported on them from its first Sustainability Report based on the KPIs established by the GRI Standards, specifically water resources and management and waste management. In its business process, these are issues on which the Group as a whole has a lower impact with respect to the macro-topic of emissions from road haulage, but it is aware that some of its operations, such as those of Tomato Farm as far as water is concerned, have an impact.

For these indicators, too, the report distinguishes between the haulage companies and the manufacturing companies.

GRI 303-1 / 303-2 / 303-3 / 303-4

Water management Transport sector

In 2023, **30,226 cubic metres of water** were withdrawn from the public water supply, **16,425 cubic metres from wells**, and **46,651 cubic metres** were discharged into municipal sewers. Of the high discharge volume, a leakage at FA Chemical Logistic caused by a broken hydrant accounted for about 8,000 litres.

The water used at **Inerti Rivolta** is taken from the quarry lake, following a cycle that **minimises waste** and promotes **water sustainability**.

All the companies discharge their wastewater into the public sewage system, with the exception of:

- The Autosped G site in Carbonara Scrivia, which discharges into a septic tank.
- The headquarters of Autoservice 24 in Castelnuovo Scrivia, where water is used for external vehicle cleaning. The water is taken from the public water supply and discharged into the public sewer after treatment in purification tanks and a de-oiler.
- the Autoservice 24 site in Carbonara Scrivia, where water is used to clean tankers not

authorised for carriage under the ADR agreement; the wastewater is treated in a purification plant and discharged into the public sewer.

The company that consumes the most water is Autoservice 24 at its three sites in Castelnuovo Scrivia, Carbonara Scrivia and Novi Ligure. A new boiler was installed to reduce water consumption.

At the Castelnuovo Scrivia site, where no food tank cleaning operations take place, water is recovered in the washing phase only. The procedure is not possible by law in either Carbonara Scrivia or Novi Ligure.

OMT

At OMT, a metalworking company that builds tankers for the transport of hydrocarbons, water consumed for non-industrial use comes from the public water supply.

This water is used exclusively for sanitary/civil purposes. Water consumed for industrial use comes from OMT's own reserve of about 200 cubic meters for fire prevention and hydraulic tests. It is used to test the tankers at 0.7 bars.

Industrial water is constantly recycled since, on completion of the tanker hydraulic tests, it is still clean and is poured back into the

reserve, which is also used for sedimentation of solid bodies. The water is periodically emptied from the reserve into above-ground tanks and the sludge is extracted and disposed of. Re-fills to compensate for evaporation and leaks are supplied from the fire-prevention network linked to the central tank located near Pozzolo Formigaro.

To prevent oily or polluting substances from leaking into the public sewers, oil- and chemical-absorbent cushions are used at the overflow point.

In 2023, OMT consumed **798 cubic meters of water** (unchanged from 2022, all discharged

into the public sewer), and used **about 5,000 cubic meters of recycled water**. Water used in production is 100% recycled.

Tomato Farm

Before commencing production, the Tomato Farm cannery fills its water treatment tanks, the tanks that supply the boilers and

the plant's general network, and the cooling towers with well water.

As production gets underway, the water is largely recycled. The water drawn from the wells during an average work cycle is about 50 m³/h, of which

- 20 m³/h for production and the general network
- 30 m³/h for finished-product cooling (the tomato is brought to packaging temperature in the sterilisers)

About 5m³/h of water is drawn from the aqueduct and used for the final tomato washing operation.

Some water is produced by the tomato condensate obtained during evaporation, and is used on both the concentrate and purée production line and the fine and diced pulp production line:

- 24 m³/h from Venus evaporators (average data)
- 17.4 m³/h from Apollo evaporators (average data)

The recirculating water, with a flow rate of about 400 m³/h, is used for the initial rough wash as the tomatoes are unloaded from the trucks and conveyed to the first processing stage. Subsequently, it is sent from the collection tanks to a lift tank which in turn supplies the purifier.

A water recirculation system also operates from the Apollo pre-concentrator, the Venus evaporation tower and the sterilisers to the cooling towers: the system is replenished with water obtained from the tomato condensate during the concentration stage. The overflow from

the cooling towers is conveyed to the activated sludge purifier, whose centrifuged sludge is spread on fields in accordance with the Integrated Environmental Authorization (IEA). The authorised discharges are: reuse for irrigation, drained to the ground (dry canal adjacent to the property), drainage into the sewer.

Each year, Tomato Farm implements the amount of recirculated water in order to reduce use of well water as much as possible. **The ultimate goal is to reuse water from the purifier.** The water cycle is currently undergoing qualitative and quantitative

analyses in order to achieve this objective.

The two tables below compare 2022 with 2021, and summarise Tomato Farm's water consumption. The increase in consumption in 2022 was due to numerous production stoppages caused by rain, which led to more frequent plant cleaning operations.

Water discharges – which in 2023 totalled 43,120 litres (unchanged from 2022) – are of 3 types: into the sewer, for irrigation, on the ground.

water withdrawal	uom	2023	2022	2021
from the public water supply	m ³	5,330	6,130	5,082
from wells (surficial aquifer)	m ³	71,412	68,422	55,125
recycled water	m ³	50,731	54,010	55,735

water consumption	uom	2023	2022	2021
water used in production	m ³	127,453	128,562	115,942
% recycled water	%	40	42	48
water consumption/unit of fresh product	m ³ /t	2.53	1.56	1.29

GRI 301-1 / 301-2

Raw materials used and production

Virtually no raw materials were used by the companies in the Transport sector, with the exception of approximately **6 tonnes of detergents used at the Autoservice 24** sites.

The situation was different for the two production companies, OMT and Tomato Farm.

OMT

In 2023, the main materials used for the construction of 187 container vehicles and tankers were:

material	uom	2023	2022	2021
Aluminium	t	155	730	228.3
Carbon steel	t	1,100	410	338
Stainless Steel	t	5	180	196

Use of carbon steel increased in 2023 due to the growth in production of LPG transport trucks, on which aluminium cannot be used for safety reasons.

Tomato Farm

Products generated are **subdivided by type of packaging**. The table below compares 2023 with the two previous two years:

The renewable raw materials used were:

packaging	uom	2023	2022	2021
Plastic lids	t	1,028	936	621
Wooden pallets	t	51.4	45	16
Antiseptic pouches (mixed materials)	t	546	498	366
Cardboard boxes	t	104	87.7	88.3

material	uom	2023	2022	2021
Tomato	t	79,713	82,251	89,809
Citric acid (E330)	t	29	24.5	17.6
Calcium chloride (E509)	t	0.2	0.2	3.5
Non-food lubricants	l	210	230	250
Food-grade lubricants	l	20	25	30



GRI 306-1 / 306-2 / 306-3 / 306-4 / 306-5

Waste management

Transport sector

In 2023, there was a slight decrease in the amount of waste produced and also a reduction in waste sent for recycling.

type	uom	2023	2022
Waste produced	kg	983,565	1,053,802.00
Waste not directed to disposal	kg	694,809	821,543.00
Waste directed to disposal	kg	288,756	232,260.00
Non-hazardous waste produced and sent for recycling	kg	686,332	813,140.00
Hazardous waste produced and sent for recycling	kg	8,477	8,403.00
Non-hazardous waste produced and directed to disposal	kg	258,530	113,775.00
Hazardous waste produced and directed to disposal	kg	30,226	118,485.00

OMT

Waste produced increased in 2023 compared to 2022, on the same production volumes. The percentage of non-recycled waste also increased. This was due to the purchase in 2023 of the components of the GASCO line GAS tanks for a production developing over two years. The decision, taken to optimise the accounts and improve logistics, led to an increase in packaging

Transported waste

Some Group companies transport hazardous waste (Valsecchi, FA Chemical Logistic, Autosped G) and non-hazardous waste (Autosped G, TRC, FA Chemical Logistic, Valsecchi).

waste. The increase will be amortised in 2024.

type and disposal	uom	2023	2022	2021
Non-hazardous waste sent for recycling	kg	20,540	47,780	52,430
Hazardous waste sent for recycling	kg		10,910	2,990
Non-hazardous waste produced and directed to disposal	kg	83,410	6,640	-
Total waste produced	kg	103,950	65,330	55,420

Tomato Farm

In 2023, there was a slight increase in waste produced linked to the increase in production (30,274 tonnes in 2023 vs. 29,246 tonnes in 2022).

type and disposal	uom	2023	2022	2021
Non-hazardous waste sent for recycling	kg	755,497	687,818	942,000
Non-hazardous waste produced and directed to disposal	kg	0	0	234
Hazardous waste produced and directed to disposal	kg	91	85	832
Waste produced/unit of fresh product	kg	9.5	8.4	10.5
Total waste produced	kg	755,588	687,903	943,066

In 2023, **142,090.288 tonnes** of hazardous waste and **299,086.508 tonnes** of non-hazardous waste were transported by the four companies listed above. In particular, Autosped G reported a strong increase in the transport of non-hazardous waste.

A Group working for an **innovative** and **sustainable future**

Most of the companies of the Autosped G Group operate in the **transport sector**, which is the main contributor to greenhouse gas emissions in Europe. According to an analysis by the European Environment Agency (EEA), the entire transport sector is responsible for about a quarter of total emissions in the EU, and within this, road haulage accounts for more than 70%.

The Group is aware of these significant figures, and for some years now has been monitoring its environmental impacts and studying solutions to contain them.

In 2023, the replacement of Euro 5 vehicles with Euro 6 vehicles was completed for the companies already in the Group. The fleet of the companies acquired between the end of 2023 and the beginning of 2024 is under analysis.

Furthermore, the Group is committed to maintaining a **modern and constantly monitored vehicle fleet**. Its **trucks**, which undergo **continuous maintenance**, are replaced every five to six years to ensure that the vehicles on the road are the best performing and up to date with the latest regulations.

Another important challenge is to govern transport journeys even more efficiently. The Group's aim is to **find digital solutions to improve fleet management**.

The work organised on this front over the last few years began by researching the most innovative solutions on the market, to provide added value to the processing of all the data a vehicle normally collects through its on-board electronics. Satellite communication systems collect and send the data to management platforms: first, information from the tachograph, a legally required tool that records driving hours, speed and offences, as a guarantee of compliance with worker health and safety regulations; second, a series of information on the vehicle itself, managed by CANBUS, which can be analysed for diagnostic and maintenance purposes internally, as well as by the manufacturer.

Finally, data on the actual service performed is collected and sent in real time directly to the customer, who can then process the data and interface it with their own logistics systems. Examples include quantities transported, loading and unloading points, opening of valves and hatches, the latter being monitored to safeguard the goods. The possibility of cross-referencing all the data, thanks to collaboration between the haulier, the IT provider, the manufacturer and the customer, allows high levels of fleet management to be achieved, and therefore of safety and efficiency, in terms of consumption, but also of working time and overall benefits for the supply chain.

Thanks to this approach, **the Group acts on several fronts: it improves service quality and efficiency, reduces the risk of accidents and cuts consumption**.

Driving Style Monitoring Project

In 2023, a project was launched to monitor driving style through the installation of specific hardware and software on vehicles.

For this project, collaboration with a number of partners is crucial to guarantee maximum adaptability to the Group's needs: there are many different circumstances in the transport sector and it is important that any monitoring tool takes them into account.

Through the control units installed on the vehicles and activated via apps on drivers' devices, all the information needed to make the journey more efficient and also safer is monitored. The data collected – mileage, consumption, driving styles – are made available to the operations manager and the driver himself. Besides monitoring, the systems are used to help set improvement targets.

The first pilot phase was launched on a cluster of one hundred drivers from the Autosped G,

G&A and FA Chemical Logistic companies. The results analysed so far show a particularly positive trend: **an estimated 3% saving on consumption of diesel fuel**, which corresponds to an equivalent reduction in CO₂ emissions. Looking ahead, an annual saving of more than 1 million litres of diesel and 3,000 tonnes of CO₂ could be achieved across the entire fleet.

A very interesting fact, which can already be observed in the pilot cluster, is that down time, i.e., the time a truck is left with the engine running while standing still, in a forecourt for example, has almost halved. This accounts on average for about 2% of diesel consumption: in this case, a small gesture that, once habitual, has a decisive impact on consumption.

At present, just under 400 trucks are fitted with satellite control units that monitor driving style, and installations will continue in 2024 with the aim of achieving almost total coverage. At the same time, driver training and the sharing of the project goals will be necessary.

The aim is to turn the monitoring system into a useful tool to intercept potentially harmful or ineffective situations and intervene promptly. Peer-to-peer training is crucial in this context: drivers with a more careful and safer driving style become points of reference both for those who need to improve and for newcomers.

To consolidate driver engagement, which is essential for this type of project, a bonus system linked to the corporate welfare system is under development.



FOCUS

Intermodal transport: a viable alternative

Intermodal transport is a key pillar for haulage companies wishing to reduce their environmental impact. The integration of different modes of transport, such as rail, road and sea, delivers greater energy efficiency and a reduction in greenhouse gas emissions. Diversification also enables greater operating flexibility and cost reductions, thus helping to improve the overall sustainability of the organisation. Investing in intermodal transport not only promotes environmental responsibility, it can also create competitive advantages in the market by attracting customers sensitive to environmental issues and logistics efficiency.

In the Group, **FA Chemicals Logistic** has reached agreements with railway operators to utilise rail transport, especially on international routes.

Rail Hub Europe, which specialises in the handling and intermodal transfer of freight for ports and inland terminals, manages the Rivalta Terminal Europe SpA intermodal platform.

The activity is being strengthened thanks to collaboration with a new partner, Medlog Italia, a company in the MSC Group, the world leader in container transport with a strong presence in rail transport. In addition, after the handover by RFI of the restructured Rivalta Scrivia railway station, part of the Terzo Valico dei Giovi project (scheduled for June 2024, once testing of all technological equipment has been completed), five 750 m tracks, open 24 hours a day, will become available to receive international convoys as will a track for ADR / RID hazardous goods, so enabling all operators to use the train for this type of freight as well.



GRI 302-5

Improving energy efficiency

All the Group companies are committed to making themselves as **energy efficient** as possible.

At the Castelnuovo Scrivia site, the use of photovoltaics was expanded with the installation of a new system on the large roof of the vehicle maintenance workshop. The plant had not begun operations by the end of 2023.

At **Tomato Farm**, following the latest energy diagnosis, a number of investments were planned to increase energy savings, starting with the **insulation of steam and hot water pipes**. In addition, a survey of all engines is being conducted to fit inverters or replace them with latest-generation devices, and consumption is being monitored.

Autoservice 24 and **OMT optimised their diesel consumption** by implementing, respectively, a hybrid gas and diesel boiler at the Carbonara site and a new thermal heating system.

OMT and **Rail Hub Europe** took action on **lighting efficiency**, adopting energy-efficient LED bulbs. At RHE, the illumination of the forecourts is the largest source of consumption: of the 24 light towers, half are switched off as from 8.30 p.m. to reduce consumption while guaranteeing safety.

Lisante Service plans to install an agri-voltaic park in 2024 to cover at least 50% of its energy requirement. At the moment, these are estimates, since production has not yet officially started.

FOCUS

Collaboration with **Michelin Italy** for sustainable fleet management

Attention to and collaboration with suppliers for a more sustainable future is crucial, as demonstrated by the partnership with Michelin Italy for sustainable tyre management.

Michelin Italy's programme consists of several stages: pressure checks, regrooving and retreading of tyres to high standard specifications.

This sustainable practice has generated twofold savings by reducing emissions and combating wastage of resources at several Group companies.

company	tonnes of CO ₂ saved*	tonnes of raw material saved*
Autosped G	324.84	133.23
G&A	310.59	117.03
Gavio & Torti	70.18	25.59
Tr.E. Oil transport	13.33	5.40
Transpe	13.33	5.40
Trc	43.5	15.9
Valsecchi	16.10	6.62
Total	791.87	309.17

* Estimate based on the number of regrooved and retreaded tyres fitted by the company and the CO₂ and raw material savings obtained by their use. The exact result depends on factors such as the type of fuel, vehicle and road.





chapter 04 **the social pillar**

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GRI GRI 403-1 / 403-2 / 403-8

Occupational health and safety: a vital commitment

While the Group companies operate in different fields and have different requirements, they all consider occupational health and

safety to be a key objective. This commitment is expressed not only through compliance with legal requirements, but also in the search for innovative protocols.

All the companies apply the **relevant CCNL**, which provides for the application of health and safety measures to protect workers. Reference is also made to the **Consolidated Act on occupational health and safety, Lgs.Decree 81/08**.

From a healthcare perspective, a doctor, appointed by the employer, is present in all the companies and establishes the health protocols to be followed for occupations subject to health monitoring, with specific examinations and tests.

Every year, each company doctor draws up a report setting out the results of their healthcare surveillance activities, in anonymous and collective form.

GRI GRI 403-6

Safety training is developed and delivered by monitoring the situation of each individual worker. All newly hired workers are asked to complete the training course on their specific corporate risk, and all personnel are monitored so as to schedule refresher sessions within the terms required by Lgs.Decree 81/08.

The contents of the courses and the topics covered in the classroom comply with the requirements of the State-Regions Agreement, and the tutors are professionals with many years of experience and the legally required qualifications.

In **2023, 7,358 hours of training were organised on occupational health and safety**, accounting for **48% of total training hours** provided by Group companies.

In some companies in the transport sector, such as G&A, the HSE office organises regular meetings – driver days – either remotely or in person, to share information on accident-related HSE issues in order to prevent their recurrence in the future.

GRI GRI 403-3

GRI GRI 403-5

GRI GRI 403-6

GRI GRI 403-9

The numbers

In 2023, the numbers and indices were unchanged from 2022.

Slightly more than half of accidents occurred at the Autosped G and G&A companies, which have the largest number of workers.

Indicator	uom	2023	2022	2021
total accidents	no.	47	43	56
Accidents en route	no.	10	4	10
Hours worked	h	4,522,075	5,609,021	3,840,948
Frequency index (no. of accidents/hours worked x 1,000,000)		10.4	7.7	14.6
days of absence due to injury	days	1,696	1,594	1,644
Severity index (days of absence/hours worked x 1,000)		0.3	0.3	0.4
Incidence index (total accidents/total employees x 1,000)		14.1	19.2	27.2



GRI GRI 404-2

Training: a lever for growth and development

In 2023, total **hours of training** for all Group employees were **15,194**, equivalent to 7.40 hours per capita.

breakdown by gender	uom	2023
Training hours per male employee	h	13,992
Training hours per female employee	h	1,202

breakdown by role	uom	2023
Training hours senior managers	h	23
Training hours junior managers	h	39
Training hours white-collar workers	h	1,866
Training hours blue-collar workers	h	13,266

As in 2022, the main theme of Group training was Health, Safety and Environment (48%), confirming the importance of this topic for all the companies.

The rest was specialist training covering various types of courses. Courses shown in bold are not required by law:

- **use of the tachograph, a component of the on-board instrumentation of commercial and industrial vehicles circulating in the European Community area**
- work at high altitudes
- **transport regulations**
- **privacy and the GDPR**
- mandatory course for workers' safety representatives
- for fire prevention representatives
- use of defibrillators and AEDs
- **industrial waste management**
- use of special equipment for which a specific license is required (forklift trucks, hydraulic truck cranes, ...)

In 2023, the number of hours devoted to management training and process management training increased.



GRI GRI 404-2

The Group opens up to **young people**

The road haulage sector suffers, more than other sectors, from a difficulty in finding new resources to be employed as drivers and more generally as highly qualified travelling personnel.

Among the main causes are: the excessive cost of obtaining the necessary driving licences; the lack of training, expertise and professionalism; the low appeal of the profession and the younger generations' constant search for a better work-life balance. All this is in addition to Italy's need for infrastructure and the need for continuous investment in the sector.

This is why the AutospedG and G&A companies, in collaboration with Randstad Italia and the Tortona Job Centre (one of the 31 Job Centres

coordinated by Agenzia Piemonte Lavoro, the Piedmont Regional Authority body responsible for the implementation of active employment policies), have promoted the “**Randstad for Driving**” Academy in the Tortona area for people to obtain the C+E licence and the CQC Driver Qualification Card.

Eighteen junior profiles were selected for the project on the basis of their interest in the road haulage sector, strong motivation and flexibility.

The Academy began in February 2023 and ended in December of the same year. Of the 18 candidates selected initially, **12 work for Group companies**. Of these, 6 are Group employees and 6 work through Randstad Italy.



the **voice of the protagonists**

A passion passed on to me: interview with Cristian Artusa, a G&A employee

I've been working at G&A for three months.

I decided to take up the opportunity offered by Randstad for Driving because I've been **attracted to the world of engines and transport** since I was a child, thanks to the passion passed on to me by my father, a G&A employee for many years.

One of the most important aspects of the course was being able to **interact on a daily basis with a class of 17 people** who shared the same goals as me, as well as the sacrifices required to complete a very demanding course.

I come from the very different world of catering, but I am very happy with the choice I've made. The level of this course was definitely high thanks to the commitment and professionalism of everyone involved (Autosped G, G&A, Randstad Italy and the driving schools). I'm **proud** to have been part of this project.

I know I still have a long way to go to improve and reach the required standards: **I can't wait to be able to say that I'm a professional driver**.

I would recommend this experience to anyone who wants to embark on this journey.

GRI 401-3

Diversity and inclusion

The percentage of **women in the workforce** remained **stable** compared to last year, at around 5%. It is a fact, confirmed by national statistics, that, historically, gender diversity in the Transport & Logistics sector, to which almost all the Group companies belong, has been low.

Over the years, there has been an increase in the number of women among the operational staff, who play a vital role in relations with the

drivers. An important inclusion indicator is that pay equality is guaranteed for all categories.

The “**pink licence**” project promoted by the Autosped G Group to attract growing numbers of women to the profession of driver is part of the integration planned in the next two years in the UNI Pdr125 Gender Equality certification of the female gender in the transport sector.

In 2023, **217 people** took **parental leave**.

Ratio between the baseline pay of women compared to men

Average basic pay ratio junior managers	% W/M	1.12
Average basic pay ratio white-collar workers	% W/M	0.74
Average basic pay ratio blue-collar workers	% W/M	1.09

GRI 405-2

Note: To ensure consistency, the calculation of the percentages did not include part-time employees.

GRI 401-2

Welfare

Over the years, the Autosped G Group has developed a policy that pays great attention to its people, whose well-being is an important factor in the growth of the entire organisation.

In 2023, the Group continued to guarantee an annual smart working plan of two days per week for the technical staff of the i-One Solutions company.

The Group provides employees with benefits depending on their area of activity and job, in compliance with current legislation. Benefits include shopping vouchers, pension funds, health insurance for some categories.

In 2023, in continuity with the previous year, an

extraordinary two-year support plan (2023-2024) was approved as a temporary measure to **counteract high prices**. The plan involves Autosped G Group employees with an annual gross income of up to 50,000 euro who are not recipients of other welfare benefits exceeding the amount stipulated in national and company agreements.

The beneficiaries are allocated 500 euro on the “AllianzMyWelfare” platform in two instalments, the first of which was in December 2023.

For staff employed under fixed-term and/or part-time contracts, the amount recognised will be proportionate to the minimum period worked.

Employee engagement

On **18 November**, in the beautiful setting of Villa Sparina, in Gavi, the Autosped G Group brought together 300 employees to celebrate the end of a year that was both challenging and successful.

The evening, which began with a welcome from CEO Luca Giorgi, was an opportunity to thank everyone who had contributed to the Group's success.

After a series of speeches from corporate officers describing performance during the year and looking to the future, the event concluded with a surprise guest: Max Angioni, a comedian known for his irreverent sketches on social media, TV and theatre.

The evening was an important point in management's growing awareness of the strategic importance of employee engagement through motivation and empowerment.

Similarly, **Tomato Farm** organised two days of corporate team-building, to boost internal cohesion and improve interpersonal relations among colleagues. The stakeholder engagement activity lasted an entire weekend, and included: a dinner, followed by the presentation of the year's figures, and on the following day a brainstorming session on "How to improve the team" using the Lego serious play methodology, followed by an afternoon of relaxation at the spa.



GRI GRI 413-1

Relations with the **territory**

The Autosped G Group has close ties with the territory in which it originated. The Group's aim is to consolidate relations with the most representative realities, keeping a special eye on the new generations. Its focus on young people is the leitmotif of the Group's experiences in the worlds of sport, schools and work.

Collaboration with schools

Proof of the Group's strong link with schools is its invitation to speak at the conference organised by the Istituto Marconi in Tortona entitled "Smart Logistics. Electronic Solutions for Logistics 4.0". The conference was an opportunity for engineer Barbara Agogliati, head of digital fleet management systems at the Autosped Group, to explain to the students the many challenges that the transport sector will face in the near future, starting with decarbonisation and the transition to electric mobility. The paper focused on the fact that this revolution will require experts in the fields of mechanics, electronics, IT and logistics.

Collaboration with the Italian Red Cross

The Autosped G Group decided to embrace an important project promoted and organised by the Tortona Committee of the Italian Red Cross "**Proteggiamo la Salute**"; the project goal is to implement the diagnostic potential of the "I.R.C. Point Of Care". The initiative makes a series of diagnostic instruments available free of charge in the municipalities of the Tortona, Bassa Valle Scivia, Val Curone, Val Grue and Valle Ossona areas, to provide measurements, evaluations and examinations to citizens who request them.

The Group provided support with the pur-

chase of a capillary blood analysis instrument, a portable electrocardiograph, a cardiac holter and a portable ultrasound machine.

Responsibility on the move: raising sustainability awareness

After publishing its first voluntary Sustainability Report in January 2023, in March 2023 the Autosped G Group officially presented the document in March of the same year in the Youth Room of the Civic Theatre of Tortona, illustrating the results of its journey to measure its sustainability to all the stakeholders present. The event was also an opportunity to discuss material topics: the "materiality questionnaire" – a useful tool for identifying and assessing priority issues for all the Group's stakeholders (including social and environmental issues) – was distributed to those present and collected at the end of the evening.

The Autosped G Group spread its sustainability message on other occasions, too.

During the "**Still Alive**" event to celebrate 20 years of *Economy* magazine, Autosped G CEO Luca Giorgi presented the Group's second Sustainability Report, explaining that it is crucial for the company to go beyond the required standards.

Finally, Sara Merlo, from the Legal Department of the Autosped Group, took part in the #ValoreSostenibile event entitled "**Reporting Sostenibile: da sfida a opportunità**" to illustrate the Group's commitment and recount how the UNI/PdR 125:2022 gender equality certification fitted perfectly with the Group's sustainability journey.

FOCUS**Historical ties** with basketball

With the start of the new sports season (July 2023), the Basket Club Castelnuovo Scrvia team, sponsored by Autosped G, joined the Derthona Basket family, becoming Autosped BCC Derthona Basket, and marking the expansion of Autosped G sponsorship activities.

This is a very important sponsorship from a social and territorial point of view because both teams are strongly committed to activities focusing on issues of social significance. For example, in 2023, together with other associations in the area, Autosped BCC Derthona Basket and Derthona Basket took part in “Spazio civico di comunità”, an initiative promoted by the Ministry for Sport and Youth through the Department for Youth Policies and Universal Civil Service of the Presidency of the Council of Ministers: a real “call to social participation” addressing young people between the ages of 14 and 34.



In 2024, the BCC Derthona Basket team qualified for the A1 Championship, an historic achievement.

FOCUS

Il Porto dei Piccoli visits Terminal San Giorgio

Social activities are not only organised in the Alexandria area.

At Easter 2023, Il Porto dei Piccoli ONLUS visited the Terminal San Giorgio in Genoa. Captains for a day, the children – accompanied by the Terminal San Giorgio management – visited the Grimaldi Lines' Cruise Bonaria ferry moored at the Ponte Somalia quay, and then continued with a tour of the entire Terminal, where they saw the activities of the busy port in full swing. The day ended with a visit to the company's offices and the presentation of traditional Easter eggs to the young guests.



Customer **relations**

Customer **trust** and **satisfaction** are the foundation for the Group's success.

Below are a few examples of the results achieved in 2023 through the Group's steady nurturing of its business relations.



Score Card 2022 award ceremony with Siad Group

At the end of May 2023, at the Dalmine site, Autosped G and the Siad Group rewarded the most virtuous drivers, i.e., those who had been scrupulously meticulous in 2022 in ensuring safety and efficiency in the transportation of delicate cryogenic gases.



Terminal San Giorgio finalist at the 2023 Heavy Lift Awards

At the 2023 Heavy Lift Awards, Terminal San Giorgio was the only Italian terminal invited to the final awards evening as a finalist in the breakbulk sector.

The nomination was an important milestone because it recognised Terminal San Giorgio's excellent commercial and operating performance over the years.



Sustainability certificate for Gavio & Torti from Michelin Italy

At the beginning of 2024, Gavio & Torti, which provides third-party road haulage services for different types and sizes of container, received a "Certificate for Sustainable Management" from Michelin Italy together with 28 other Italian fleets for the savings achieved in 2023, which totalled 3,355 tonnes of CO₂.

Report of the independent auditors



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INDEPENDENT AUDITING FIRM'S REPORT ON THE SUSTAINABILITY REPORT

To the Board of Directors of Autosped G
S.p.A.

We have been engaged to perform a *limited assurance engagement* of the Sustainability Report of Autosped G S.p.A. and its subsidiaries (hereinafter referred to as "Autosped G Group" or "Group") for the year ended 31 December 2023.

Directors' responsibility for the Sustainability Report

The Directors are responsible for the preparation of the Sustainability Report in accordance with the Global Reporting Initiative *Sustainability Reporting Standards* as defined by the GRI- *Global Reporting Initiative* ("GRI Standards"), with reference to the selection of GRI Standards, as described in the section "Note methodology" of the Sustainability Report.

The Directors are also responsible for that part of the internal control they deem necessary to enable the preparation of a Sustainability Report that is free from material misstatement due to fraud or unintentional conduct or events.

Directors are also responsible for defining the Group's objectives in relation to sustainability performance, as well as for identifying *stakeholders* and significant reporting issues.

Independence of the auditing firm and quality control

We are independent in accordance with the ethics and independence principles of the *Code of Ethics for Professional Accountants* issued by the *International Ethics Standards Board for Accountants*, based on the fundamental principles of integrity, objectivity, professional competence and diligence, confidentiality and professional conduct.

Our auditing company applies *the International Standard on Quality Control 1 (ISQC Italy 1)* and, consequently, maintains a quality control system that includes documented guidelines and procedures on compliance with ethical principles, professional standards and applicable laws and regulations.

Ancona Bari Bergamo Bologna Brescia Cagliari Florence Genoa Milan Naples Padua Parma Rome Turin Treviso Udine
Verona

Registered Office: Via Tortona, 25- 20144 Milan | Capital stock: Euro 10,328,220.00 i.v.

Fiscal Code/Milan Monza Brianza Lodi Company Register No. 03049560166- R.E.A. No. MI-1720239 | VAT No: IT 03049560166

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Independent Auditors' responsibility

It is our responsibility to express, on the basis of the procedures performed, a conclusion on the conformity of the Sustainability Report with the requirements of the GRI Standards, with reference to the selection of GRI Standards, as described in the "Methodological Note" section of the Sustainability Report. Our work was performed in accordance with the criteria set out in the '*International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements Other than Audits or Reviews of Historical Financial Information*' (hereinafter also '*ISAE 3000 Revised*'), issued by the *International Auditing and Assurance Standards Board (IAASB)* for *limited assurance engagements*. This principle requires that procedures be planned and carried out in order to gain a limited degree of assurance that the Sustainability Report does not contain any significant errors.

Therefore, our examination involved less work than that required to conduct a full examination in accordance with *ISAE 3000 Revised* ("*reasonable assurance engagement*") and, as a result, does not allow us to be confident that we were aware of all significant facts and circumstances that could be identified by conducting such an examination.

The procedures carried out on the Sustainability Report were based on our professional judgement and included interviews, mainly with the personnel of the company responsible for preparing the information presented in the Sustainability Report, as well as document analyses, recalculations and other procedures aimed at obtaining evidence deemed useful.

In particular, we carried out the following procedures:

- analysis of the process of defining the relevant issues reported in the Sustainability Report, with reference to how they are identified in terms of their priority for the different stakeholder categories and to the internal validation of the findings of the process;
- comparison of the economic and financial data and information reported in the section 'Economic value generated and distributed' of the Sustainability Report with the data and information included in the Group's consolidated financial statements;
- understanding of the processes underlying the generation, collection and management of the significant qualitative and quantitative information included in the Sustainability Report.

In particular, we held interviews and discussions with Autosped G S.p.A.'s management personnel and carried out limited documentary checks, in order to gather information on the processes and procedures that support the collection, aggregation, processing and transmission of non-financial data and information to the function responsible for preparing the Sustainability Report.

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Furthermore, for significant information, taking into account the activities and characteristics of the Group:

- at the level of the parent company and subsidiaries:
 - with regard to the qualitative information contained in the Sustainability Report, we conducted interviews and acquired supporting documentation to verify its consistency with the available evidence;
 - with regard to quantitative information, we carried out both analytical procedures and limited verifications to ascertain the correct aggregation of data on a sample basis.
- for the site in Viale Europa 25 in Castelnuovo Scrivia, we carried out site visits during which we discussed with the managers and obtained documentary evidence on a sample basis on the correct application of the procedures and calculation methods used for the indicators.

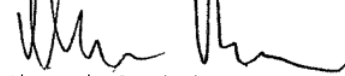
Other aspects

The comparative data presented in the Sustainability Report for the year ending 31 December 2022 were not audited.

Conclusions

On the basis of the work performed, nothing has come to our attention that causes us to believe that the Sustainability Report of the Autosped G Group for the year ending 31 December 2023 has not been prepared, in all material respects, in accordance with the requirements of the GRI Standards, with reference to the selection of GRI Standards, as described in the paragraph "Methodological Note" of the Sustainability Report.

DELOITTE & TOUCHE S.p.A.
Member



Alessandro Puccioni
Turin, 7 June 2024

GRI content index

Statement of use:

The Autosped G Group has presented a report in compliance with the GRI Standards for the period 1 January - 31 December 2023.

GRI 1 used:

GRI 1 - Foundation 2021

GRI standard	Disclosure	Section	Reason for omission/note	page
General disclosures				
GRI 2 – General Disclosures 2021				
The organisation and its reporting practices				
	2-1 Organisational details	Chap. 1 - Identity card; back cover		12; 16; 18
	2-2 Entities included in the organisation's sustainability reporting	Methodological note		9; 16
	2-3 Reporting period, frequency and contact point	Methodological note		9
	2-4 Restatements of information	Methodological note		9
	2-5 External assurance	Methodological Note; Report of the Independent Auditors		9; 35
Operations and workers				
	2-6	Chap. 1 - The Autosped G Group value chain		30
	2-7 Employees	Chap .1 - Employees		34; 36
	2-8 Workers who are not employees	Chap. 1 – non-employee workers		37
Governance				
	2-9 Governance structure and composition	Chap. 1 – Administration and control bodies		23
	2-10 Nomination and selection of the highest governance body	Chap. 1 – Administration and control bodies		23
	2-11 Chair of the highest governance body	Chap. 1 – Administration and control bodies		23
	2-12 Role of the highest governance body in overseeing the management of impacts	Chap. 1 - Sustainability governance		23

GRI standard	Disclosure	Section	Reason for omission/note	page
	2-13 Delegation of responsibility for managing impacts	Chap. 1 - Sustainability governance		23
	2-14 Role of the highest governance body in sustainability reporting	Chap. 1 - Ethics and integrity: 231 organisational model		23
	2-15 Conflicts of interest	Chap. 1 - Ethics & integrity: 231 organisational model		24
	2-16 Communication of critical concerns	Chap. 1 - Ethics & integrity: 231 organisational model		24
	2-17 Collective knowledge of the highest governance body	Chap. 1 - Sustainability governance		23
	2-18 Evaluation of the performance of the highest governance body	Chap. 1 - Sustainability governance		23
	2-19 Remuneration policies	Chap. 1 Remuneration policies		38
	2-20 Process to determine remuneration	Chap. 1 Remuneration policies		38
Strategy, policies and practices				
	2-22 Statement on sustainable development strategy	Letter to the stakeholders; Chap. 2 - Sustainability goals		48
	2-23 Policy commitments	Chap. 2 - Sustainability goals		48
	2-24 Embedding policy commitments	Chap. 2 - Sustainability goals		48
	2-25 Processes to remediate negative impacts	Chap. 2 - Sustainability goals		24
	2-26 Mechanisms for seeking advice and raising concerns	Chap. 1 - Whistleblowing		26
	2-28 Membership associations		The Group companies are members of various trade associations such as FAI, Confindustria and Confagricoltura.	
Stakeholder engagement				

GRI standard	Disclosure	Section	Reason for omission/note	page
	2-29 Approach to stakeholder engagement	Chap. 2 - Our stakeholders		44
	2-30 Collective bargaining agreements	Chap. 1 – Employees		37
Material topics				
GRI 3 – Material topics 2021				
	3-1 Process to determine material topics	Chap. 2 – Materiality analysis		45
	3-2 List of material topics	Chap. 2 – Materiality analysis		45
Material topic: Compliance with regulations and legal requirements				
	3-3 Management of material topics	Chap. 2 – Materiality analysis		45
GRI 205: ANTI-CORRUPTION 2016				
	205-1 Operations assessed for risks related to corruption	Chap. 1 - Ethics and integrity: 231 organisational model		24
	205-2 Communication and training about anti-corruption policies and procedures	Chap. 1 - Ethics and integrity: 231 organisational model		24
	205-3 Confirmed incidents of corruption and actions taken	Chap. 1 - Ethics and integrity: 231 organisational model		25
Material topic: Adopting transparent governance towards stakeholders				
	3-3 Management of material topics	Chap. 2 - Materiality analysis; Chap. 2 - Our stakeholders		44-45
Material topic: Creation of economic value				
	3-3 Management of material topics	Chap. 2 - Materiality analysis; Chap. 1 - Economic value generated and distributed		44; 33
GRI 201: ECONOMIC PERFORMANCE 2016				
	201-1 Direct economic value generated and distributed	Chap. 1 - Economic value generated and distributed		33
Material topic: Responsibility, safety, quality and innovation in service delivery				

GRI standard	Disclosure	Section	Reason for omission/note	page
	3-3 Management of material topics	Chap. 2 – Materiality analysis		
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018				
	403-1 Occupational health and safety management system	Chap. 4 - Occupational health and safety: a vital commitment		68
	403-2 Hazard identification, risk assessment and incident investigation	Chap. 4 - Occupational health and safety: a vital commitment		68
	403-3 Occupational health services	Chap. 4 - Occupational health and safety: a vital commitment		68
	403-4 Worker participation, consultation, and communication on occupational health and safety	Chap. 4 - Occupational health and safety: a vital commitment		68
	403-5 Worker training on occupational health and safety	Chap. 4 - Occupational health and safety: a vital commitment		68
	403-6 Promotion of worker health	Chap. 4 - Occupational health and safety: a vital commitment		68
	403-8 Workers covered by an occupational health and safety management system	Chap. 4 - Occupational health and safety: a vital commitment		68
	403-9 Work-related injuries	Chap. 4 - Occupational health and safety: a vital commitment		69
Material topic: Personnel training and development				
	3-3 Management of material topics	Chap. 2 – Materiality analysis		44
GRI 404: TRAINING AND EDUCATION 2016				
	404-1 Average hours of training per year per employee	Chap. 4 - Training: a lever for growth and development		70-71
	404-2 Programs for upgrading employee skills and transition assistance programs	Chap. 4 - Training: a lever for growth and development		70-71
GRI 401: EMPLOYMENT 2016				

GRI standard	Disclosure	Section	Reason for omission/note	page
	401-1 New employee hires and turnover	Chap. 1 – Employees		34
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chap. 4 – Welfare		72
	401-3 Parental leave	Chap. 4 – Welfare		72
Material topic: Service quality				
	3-3 Management of material topics	Chap. 2 - Materiality analysis;		44
		Chap. 1 - Cybersecurity: safeguarding business continuity;		28
		Chap. 4 - Customers: a solid and fruitful relationship		76
Material topic: Development and partnerships with local communities				
	3-3 Management of material topics	Chap. 2 – Materiality analysis		44
GRI 413: LOCAL COMMUNITIES 2016				
	413-1 Operations with local community engagement, impact assessments and development programs	Chap. 4 - Relations with the territory		74
Material topic: Circular economy and waste management				
	3-3 Management of material topics	Chap. 2 – Materiality analysis		44
GRI 306: WASTE 2020				
	306-1 Waste generation and significant waste-related impacts	Chap. 3 – Waste management		61
	306-2 Management of significant waste-related impacts	Chap. 3 – Waste management		61
	306-3 Waste generated	Chap. 3 – Waste management		61
	306-4 Waste diverted from disposal	Chap. 3 – Waste management		61

GRI standard	Disclosure	Section	Reason for omission/note	page
	306-5 Waste directed to disposal	Chap. 3 – Waste management		61
Material topic: Reduction in risks to the environment through innovative technologies				
	3-3 Management of material topics	Chap. 2 – Materiality analysis		44
GRI 302: ENERGY 2016				
	302-1 Energy consumption within the organisation	Chap. 3 – Energy consumption		52
	302-2 Energy consumption outside of the organisation		Not monitored because residual compared to energy consumed during the main business activity.	
	303-3 Energy intensity		Calculated only for Tomato Farm as follows: 101.1 kWh/t electricity and 64.9 scm/t methane.	
	302-4 Reduction of energy consumption	Chap. 3 – Improving energy efficiency		65
	302-5 Reductions in energy requirements of products and services	Chap. 3 – Improving energy efficiency		65
GRI 303: WATER AND EFFLUENTS 2018				
	303-1 Interactions with water as a shared resource	Chap. 3 – Water management		58
	303-3 Water withdrawal	Chap. 3 – Water management		58
	303-4 Water discharge	Chap. 3 – Water management		58
	303-5 Water consumption	Chap. 3 – Water management	Information about the supply chain is missing due to a lack of data.	58
GRI 301: MATERIALS 2016				
	301-1 Materials used by weight or volume	Chap. 3 - Raw materials used		60

GRI standard	Disclosure	Section	Reason for omission/note	page
	301-2 Recycled input materials used	Chap. 3 - Raw materials used		60
	301-3 Reclaimed products and their packaging materials	Chap. 3 - Raw materials used		60
Material topic: Reduction in CO₂ emissions				
	3-3 Management of material topics	Chap. 2 – Materiality analysis		44
GRI 305: EMISSIONS				
	305-1 Direct (Scope 1) GHG emissions	Chap. 3 – Emissions		54
	305-2 Energy indirect (Scope 2) GHG emissions	Chap. 3 – Emissions		54
	305-3 Other indirect (Scope 3) GHG emissions		Not yet calculated.	
	305-4 GHG emissions intensity	Chap. 3 – Emissions	Not yet calculated.	
	305-5 Reduction of GHG emissions	Chap. 3 – Emissions		87

