

SUSTAINABILITY

REPORT 2024



A Message from our CEO

2024 has been a significant year in the evolution of the Arcese Group: marking not only our continued commitment to sustainable growth, but also the **first time our Sustainability Report includes both Arcese Trasporti S.p.A and Ventana Serra S.p.A.** This integrated approach reflects our Group's identity and reinforces our commitment to transparency across the entire organization.

While the Group's approach has expanded, the roots of our sustainable journey still lay in responsibility—towards our people, our customers, our partners, communities and the planet in which we operate. Sure enough, despite the considerable challenges presented by the macroeconomic environment, we have remained steadfast in our *purpose—Connecting worlds, driving emotions*—and loyal to our *promise—We build excellence through innovation and sustainability.*

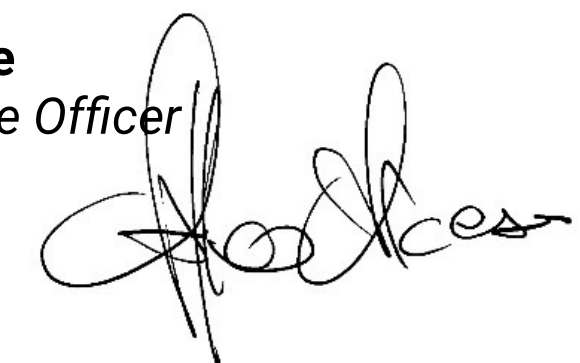
In 2024, we continued advancing our transformation into a sustainable supply chain partner, with our strategic decisions and business practices increasingly oriented towards Environmental, Social, and Governance (ESG) principles.

The Transport Purchasing team played and plays an increasingly central role in this effort: actively scouting new suppliers, assessing performance, and conducting targeted audits to ensure high standards throughout the supply chain, including environmental and social responsibility. We have taken tangible steps to drive sustainability across our operations:

- For the first time, we calculated the **Group's global Corporate Carbon Footprint**, covering all operations worldwide, including Scopes 1, 2, and part of Scope 3.
- **Increased adoption of low-emission fuels**, including BioLNG and HVO, contributing to significant emissions reductions.
- **We generated and distributed €601 million in economic value for Arcese and €155 million for Ventana Serra**, reflecting our continued contribution to employees, suppliers, communities, and public institutions.
- Our commitment to health and safety contributed to a **4% reduction in the recordable injury rate** for Arcese compared to 2023, while Ventana Serra once again reported **zero accidents**.
- Our **cybersecurity remained incident-free**, ensuring data protection and operational resilience.
- We continued to invest in **digital transformation**, enhancing visibility, traceability, and customer experience while reducing environmental impacts.

Looking ahead, we remain focused on **achieving carbon neutrality by 2040**, as outlined in our ESG & Sustainability Roadmap. In **2025**, we will further **strengthen our decarbonization strategy, increase supply chain resilience, and broaden our commitment to inclusive growth**. To our employees, clients, suppliers, and partners: thank you for your trust and support in this journey.

Matteo Arcese
Chief Executive Officer
Arcese Group



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Arcese Trasporti S.p.A. will hereinafter be referred to as **Arcese**, and Ventana Serra S.p.A. as **Ventana Serra**.

01

Group overview

THE WORLD NEEDS CONNECTIONS. WE EXIST TO CREATE THEM.



+100

SITES WORLDWIDE

+3.600

EMPLOYEES

5A1D&B

FINANCIAL RATING

+1 bln

EURO TURNOVER 2024

Group Overview

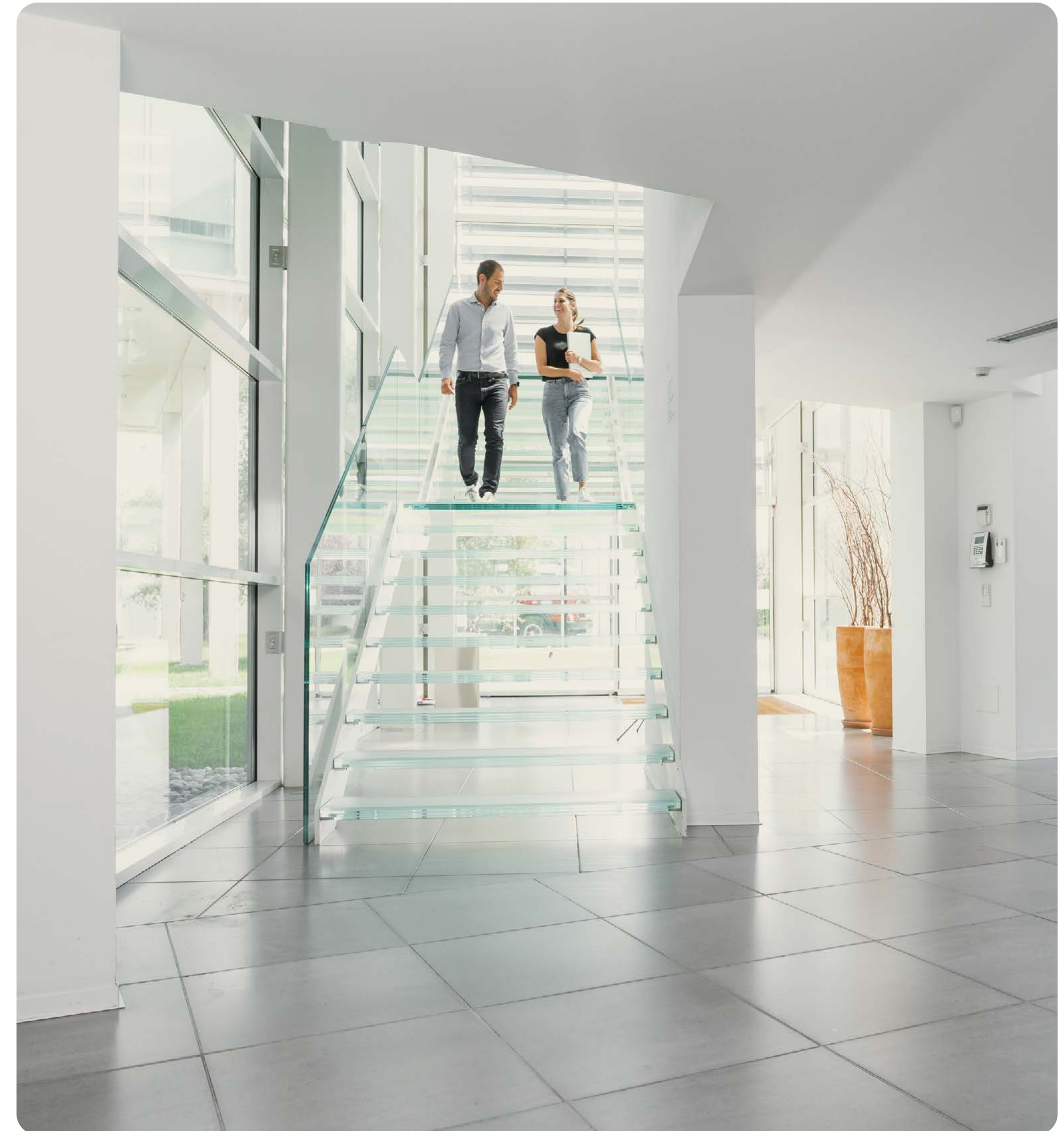
Renowned for its excellence in the logistics industry, Arcese Group stands out for its ability to deliver fully integrated, customized solutions that span the entire supply chain. Whether it's road and intermodal transport, ocean and air freight, warehousing, or e-commerce services, Arcese Group offers a comprehensive portfolio built on experience and a forward-thinking vision.

What truly sets the Group apart is its collaborative approach: working closely with each client to understand their needs and develop innovative strategies tailored to the unique challenges of their industry. **From agile small and medium-sized enterprises to large multinational corporations, Arcese Group combines deep expertise with a passion for creating tangible, long-lasting value.**

ARCESE GROUP'S EXPANDED TRANSPARENCY

The year 2024 marks a significant step in the Group's commitment to transparency and responsibility: **for the first time, the scope of the Sustainability Report has been extended to include not only Arcese Trasporti S.p.A., but also Ventana Serra S.p.A.,** two complementary companies that together represent the Group's identity.

- **Arcese Trasporti S.p.A.** is one of Europe's leading companies in road transport, integrated logistics, and freight forwarding. It offers national and international transport services, combining various transport modes to ensure efficiency and sustainability.
- **Ventana Serra S.p.A.**, a key member of the Group, specializes in international ocean and air freight forwarding. From customs services to end-to-end supply chain management, it provides door-to-door logistics solutions that connect global markets with precision and reliability.



1.1 Activities Performed, Services Provided and Market Coverage

[GRI 2-6]

With a global network and a customer-centric approach, **Arcese Group is a recognized international leader in supply chain management**. Its services cover every aspect of logistics—from transport and freight forwarding to warehousing and contract logistics—adapting flexibly to the needs of a wide range of industries and clients.

Our Fields

We are the strategic choice for thousands of companies around the world, which operate in a wide variety of fields both **B2B** and **B2C**.



Agriculture, Forestry & Fishing



Automotive



Chemical & Petrochemical/Plastic



Pharma & Healthcare



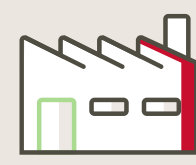
Defense & Aerospace



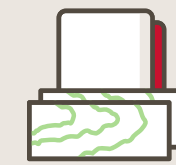
Public Administration



Food & Beverage



Industry



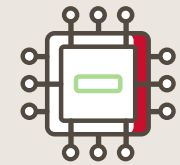
Paper & Wood



Consumer & Retail



Finance & Services



Technology



White Technology



Textile & Fashion

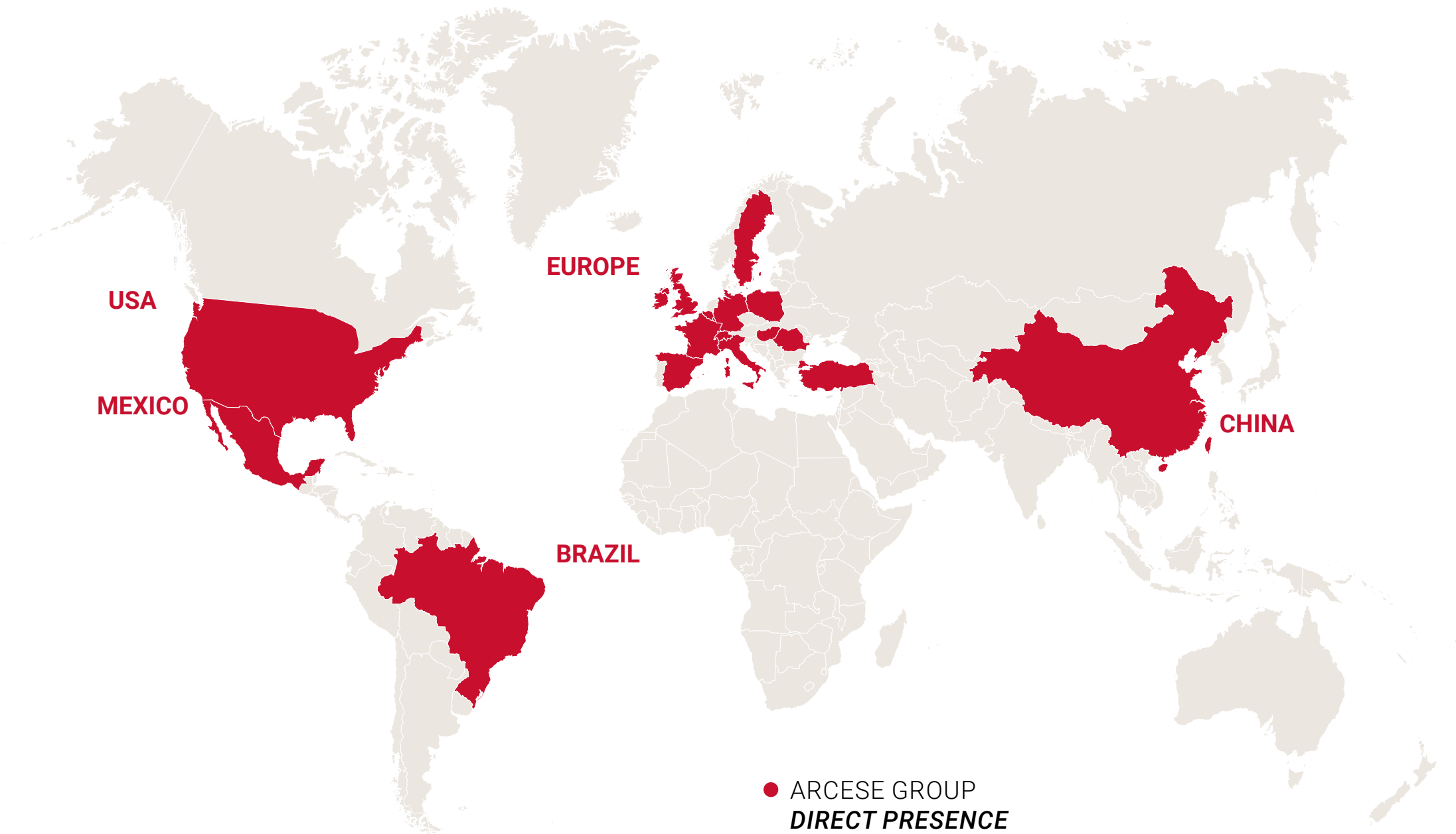


Transport & Logistics



Global Network

To strengthen its presence in key markets and support expansion into new regions, the Group has built a dense network of branches and operational units. Today, this network spans **over 100 locations worldwide and 1,5 million square meters of logistics infrastructure.**





The Group has progressively expanded its range of services, which now includes:

Road *Freight*

Since its inception, Arcese has made road and intermodal transport the core of its business. With a **modern fleet of over 650 tractors and 2.800 semi-trailers, supported by a robust distribution network**, the Group handles over 2.000 daily departures across more than 30 countries. This enables Arcese to meet a wide variety of transport needs—regardless of volume, delivery time, or logistical complexity.

Contract *Logistics*

Arcese's contract logistics division offers end-to-end supply chain and distribution solutions tailored to each client's business. By leveraging advanced technologies and a constant drive for innovation, **the team develops efficient, reliable strategies that adapt to various business models and industries.**

Air&Ocean *Freight*

With a solid international network and deep local expertise, **the Air & Ocean division provides reliable sea and air freight services worldwide.** Strong partnerships with top-tier carriers ensure regular departures, while value-added services—such as customs clearance, warehousing, and brokerage—enhance the overall offering with high-quality standards.

1.2 Purpose, Promise and Values

[GRI 2-23]

The Group's Purpose, Promise, and Values (PPV) form the core of its identity. These elements were defined by its people, reflecting a commitment to addressing the challenges of today and tomorrow.

Purpose (Why the Group exists):

Connecting worlds, driving emotions

The Group exists to **create connections** in a world that needs them. It supports individuals pursuing their dreams and companies investing in their ideas, striving to turn these aspirations into reality by connecting otherwise distant worlds.

Behind every delivery lies a story shaped by emotions.

Promise (What the Group does):

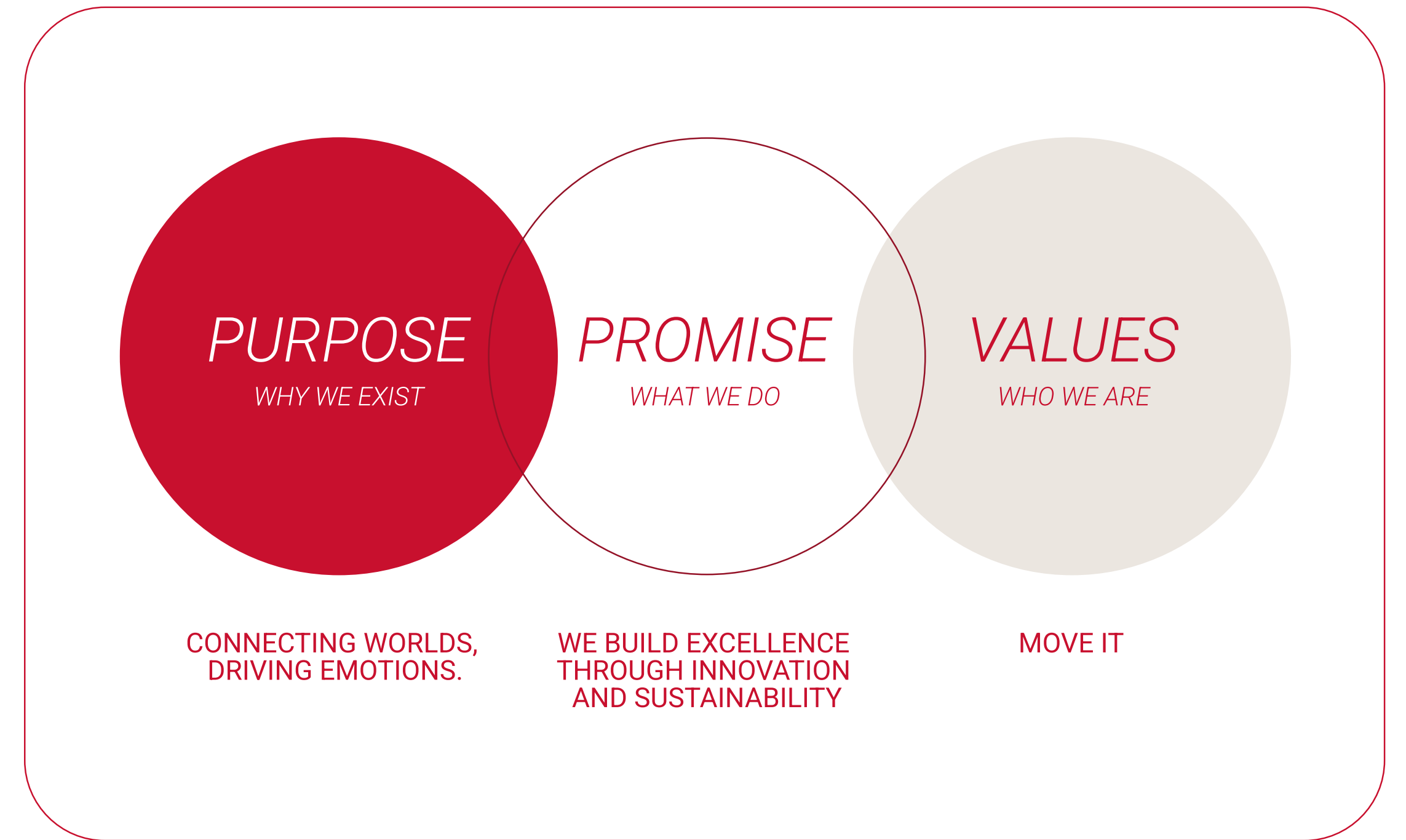
Building excellence through innovation and sustainability

With a digital and excellence-driven approach, the Group builds tomorrow's logistics today. Ethics, sustainability, and digitalization guide decisions, enabling the workforce to anticipate customer needs while ensuring maximum efficiency and operational excellence. **Choosing the Group means relying on a team of experts capable of meeting the ever-evolving challenges of the supply chain.**

Values (Who the Group is):

Empowering people's dreams and enterprises' ideas

The Group believes in the power of collaboration, inclusivity, and respect. It embraces the diversity of its team, empowering every individual to contribute, grow, and excel in an environment that nurtures talent and celebrates every achievement.



Arcese and Ventana Serra, empowering the Group values, recognize the following points as important development factors:

- Lessen the environmental footprint and attain sustainable practices in both economic and environmental responsibility
- Maintain personnel safety at the highest levels, grant security to customers goods and information, aligning operation requirement and adequate resource needed

M

Movement

We never settle.
We bring passion and commitment. We never stop learning and bringing change.

O

One Team

Together, we are more than the sum of our parts.
We advance with trust and a common goal.

V

Value to Customer

We go beyond what's at task.
We feel accountable for our results and add value in any way we can.

E

Excellence

We settle for nothing less than greatness.
We take risk and thrive on results.

I

Innovation

We are creative,
digital, never satisfied with the status quo.

T

Transformational Leadership

We inspire each other
to be what we have always dreamed of becoming.

1.3 Arcese Trasporti S.p.A.

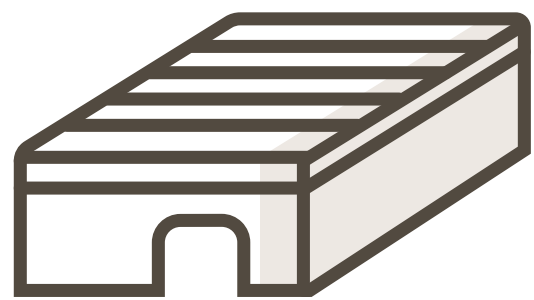
[GRI 2-1]

Arcese is the Arcese Group company **specialized in Road Freight and Contract Logistics in Italy**, with headquarters in Arco (TN). Founded in the 1960s, it represents the origin and foundation upon which the entire Group was built.

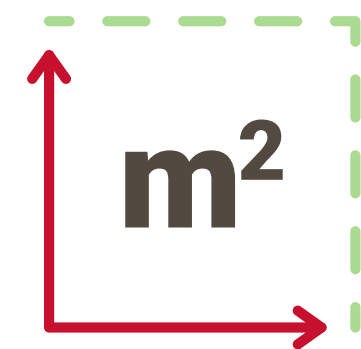
Its core activities include:

- Domestic and international road transport, both full truck load (FTL) and less than truck load (LTL);
- Integrated logistics services, including warehousing, storage, order picking, and distribution;
- Intermodal transport, which combines road, rail, and sea modes to optimize transit times and reduce environmental impact;
- Customs services and broader supply chain solutions.

Arcese operates through a network of **26 sites**, covering a total of approximately **551.400 square meters of logistics space**.



26 sites



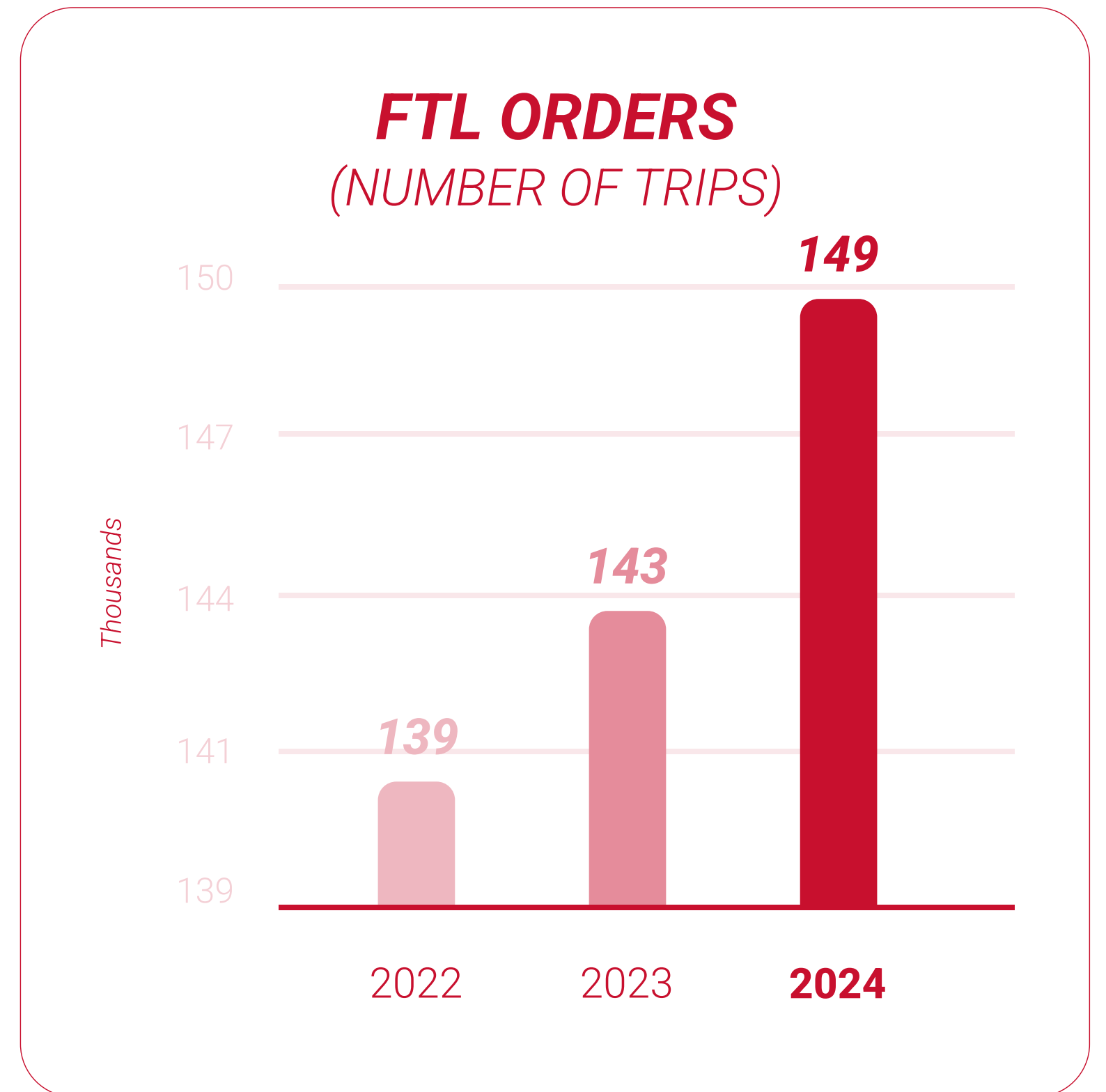
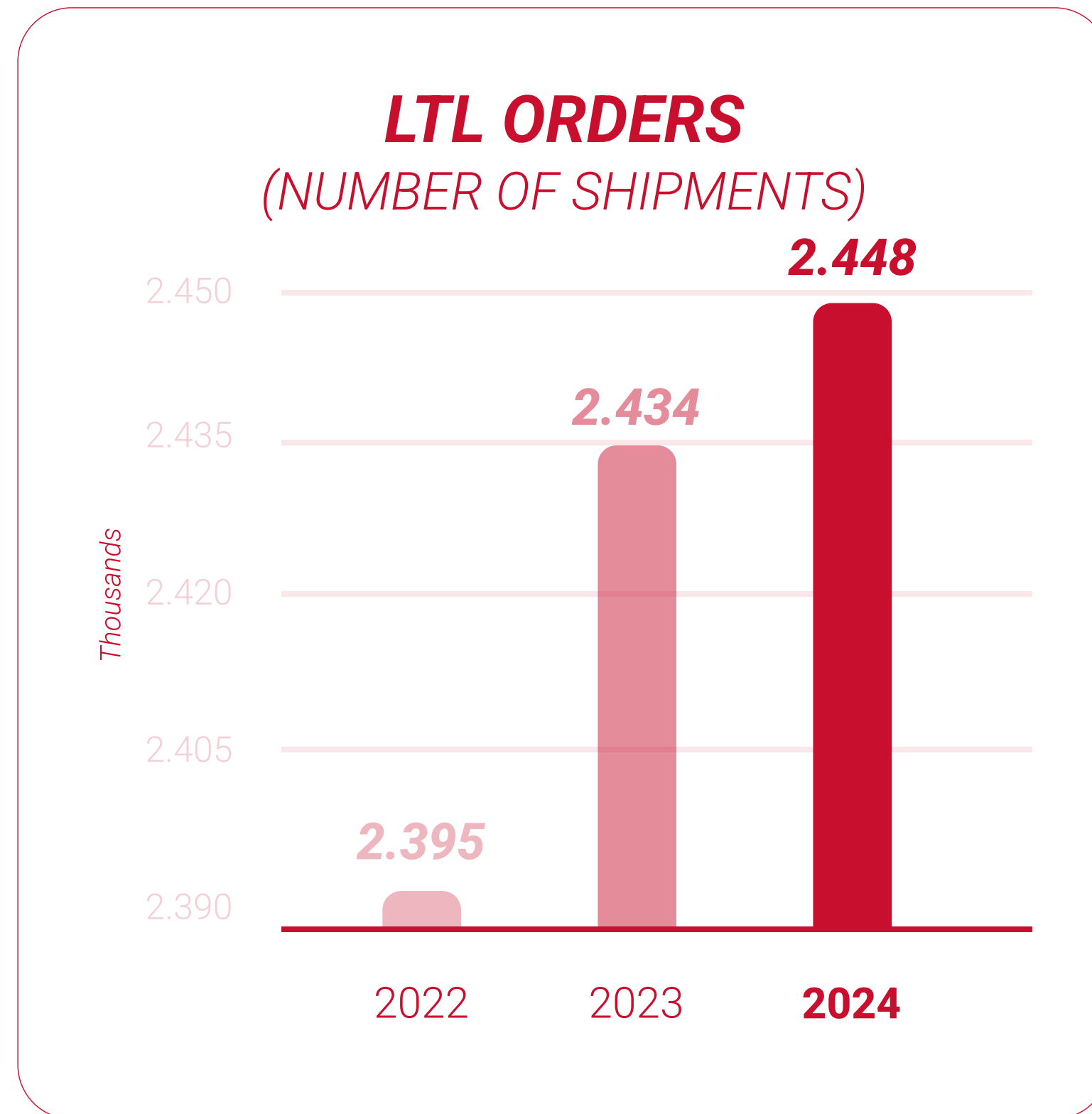
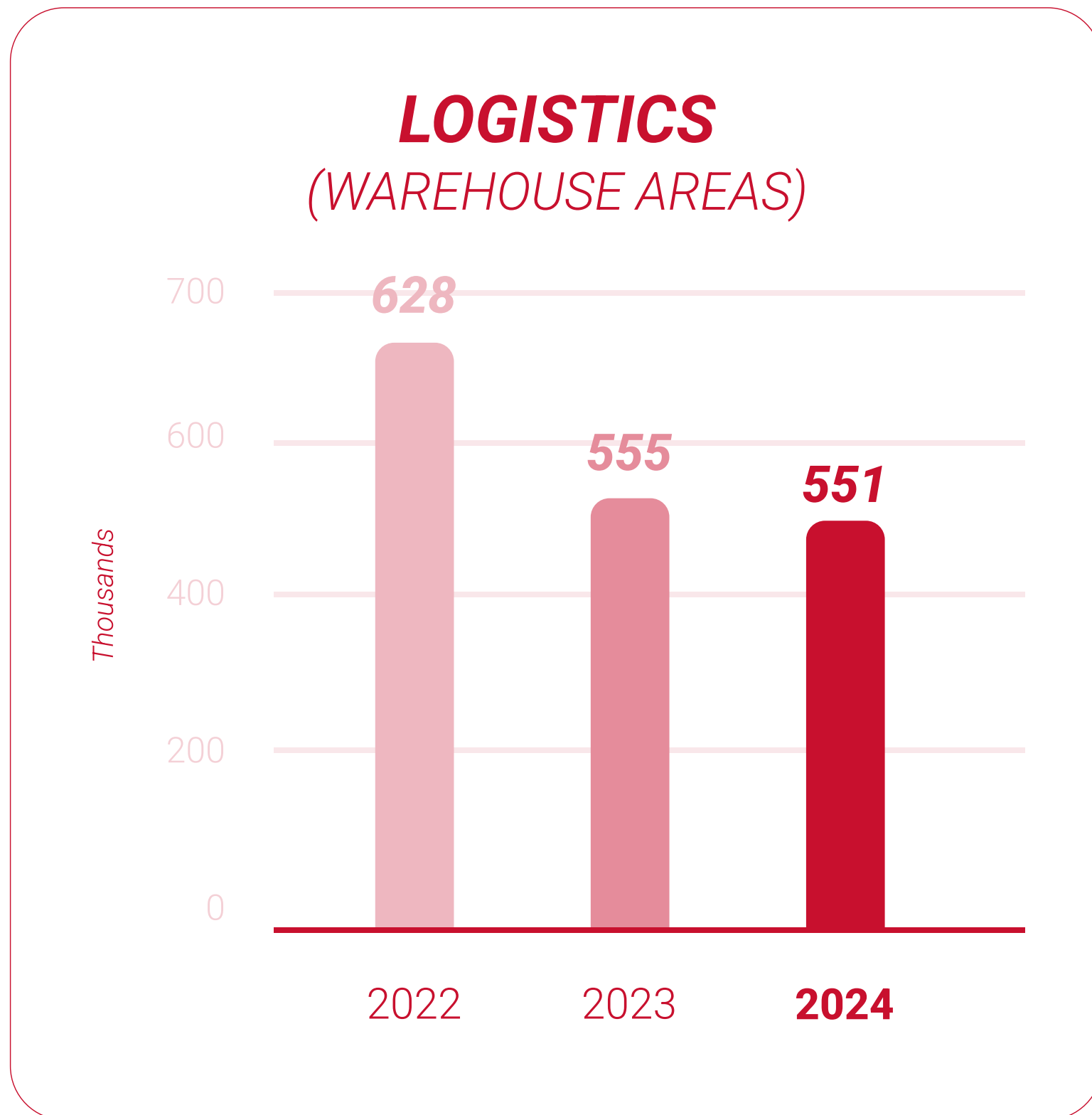
sqm

551.400



Looking at the business trend over recent years, a contraction is visible in logistics area usage between 2022 and 2023, with a **reduction of 11%**, as shown in the **Logistics graph**. This deviation is mainly attributed to the transfer of some sites, although the areas were still included in the overall count. **During the year 2024 the trend is stable.**

In particular, LTL shipments continue to follow a steady upward trajectory. Over the course of 2024, volumes rose to 2.448.548 shipments, reflecting an **increase of approximately 0,6% compared to the previous year**. The outlook on FTL orders shows a significant 4% increase, driven primarily by the expansion of the Italy–Poland company train, the growth of waste transport activities and the onboarding of new customers, contributing to the positive momentum in this segment.



📍 VENTANA SERRA
LOCATIONS



1.4 Ventana Serra S.p.A.

[GRI 2-1]

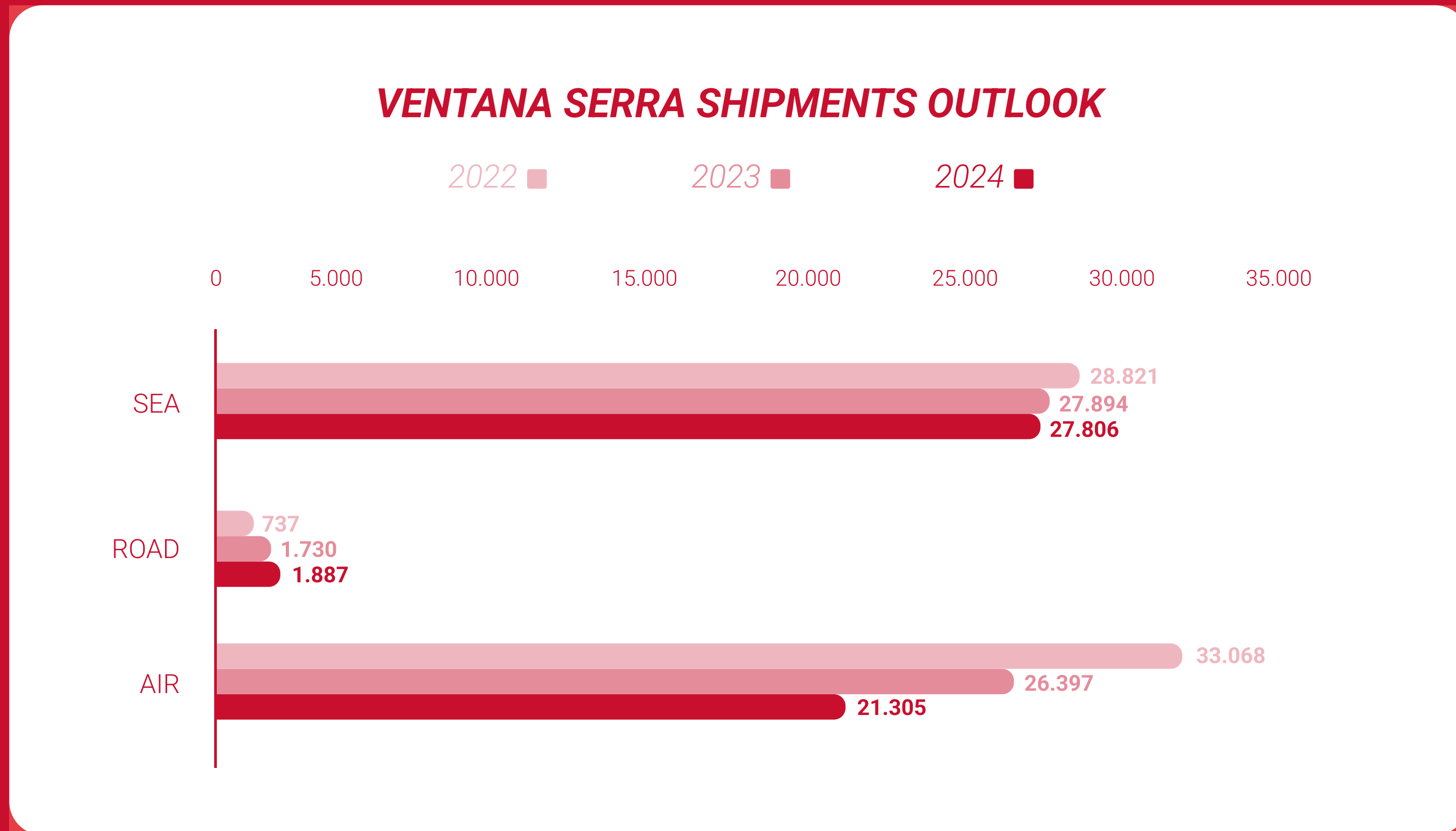
Ventana Serra is a global freight forwarding and logistics company, specializing in international sea and air shipping, as well as comprehensive supply chain management. Founded in 1934, the company joined Arcese Group in 1990 through the acquisition of Ventana Serra Cargo, formerly owned by FIAT. In 2006, it was rebranded as Ventana Serra. Today, the company is headquartered in Basiano (MI) and operates internationally, with a strong presence across Europe, the Americas, and Asia. Ventana Serra, a distinguished IATA Top Agent, has cultivated a comprehensive global network and secured allocations with premier airlines worldwide. Since 2011, Ventana Serra achieved AEOF certification (Customs and Safety Simplification) and attained Authorized Economic Operator (AEO) status. These credentials provide the company with significant advantages and benefits in fulfilling customs formalities, reinforcing the commitment to compliance and efficiency in international trade.

To ensure a seamless logistics experience, Ventana Serra directly manages customs operations with the utmost professionalism across all goods categories and shipping modalities, be it air or maritime. Its services encompass for example:

- **Customs Operations:** expert in customs procedures to facilitate smooth import and export processes.
- **Warehousing Solutions:** diverse storage options, including national, customs, fiscal, and temporary storage, accommodating goods awaiting customs clearance both in Italy and abroad.
- **Insurance and Logistics:** comprehensive coverage and logistics planning to safeguard and streamline the supply chain.
- **Documentation Services:** assistance with visas, legalizations, and ministerial licenses to ensure compliance with international regulations.

By leveraging the Group extensive expertise and comprehensive service offerings, Ventana Serra is dedicated to delivering reliable, efficient, and tailored logistics solutions to meet the diverse needs of our clients in the dynamic global marketplace. It can be observed that the business trend and volume decrease between 2022 and 2024 are complex to analyze due to post-Covid effects

(which mostly impacted air freight volumes, down by 36%) and the current geopolitical situation, which is leading to economic contraction. In 2023, a more balanced mix between air and sea transport was observed, with a further decrease in air volumes in 2024, mainly due to the shrinkage of the automotive market.



02

Integrating sustainability into the business

*EMBEDDED INTO OUR DNA:
ARCESE COMMITMENT
TO ETHICAL, FAIR AND
RESPONSIBLE OPERATIONS.*

2.1 Strategic Vision for a Sustainable Future

[GRI 2-22]

For the Arcese Group, being a sustainable company means **enriching management** and **strategic choices** with ethical and social considerations, investing in human capital, the environment, and relations with all stakeholders. We embarked on a conscious path by strongly **believing in an ethical** and **sustainable business** and by implementing several concrete actions over the years.

The Arcese Group has developed its ESG & Sustainability Roadmap, a long-term strategic plan that outlines key milestones to achieve its sustainability goals. **These objectives aim to reach climate neutrality ("Net Zero") by 2040**, marking a clear and ambitious target for the company's future. At the heart of the roadmap lies Arcese's aspiration to become a Sustainable Supply Chain Partner. This statement captures the company's strategic ambition, emphasizing a focused and purposeful approach based on the material issues identified through their impact assessments. **Each commitment is aligned with specific United Nations Sustainable Development Goals (SDGs)**, challenging Arcese to integrate sustainability across its entire value chain.

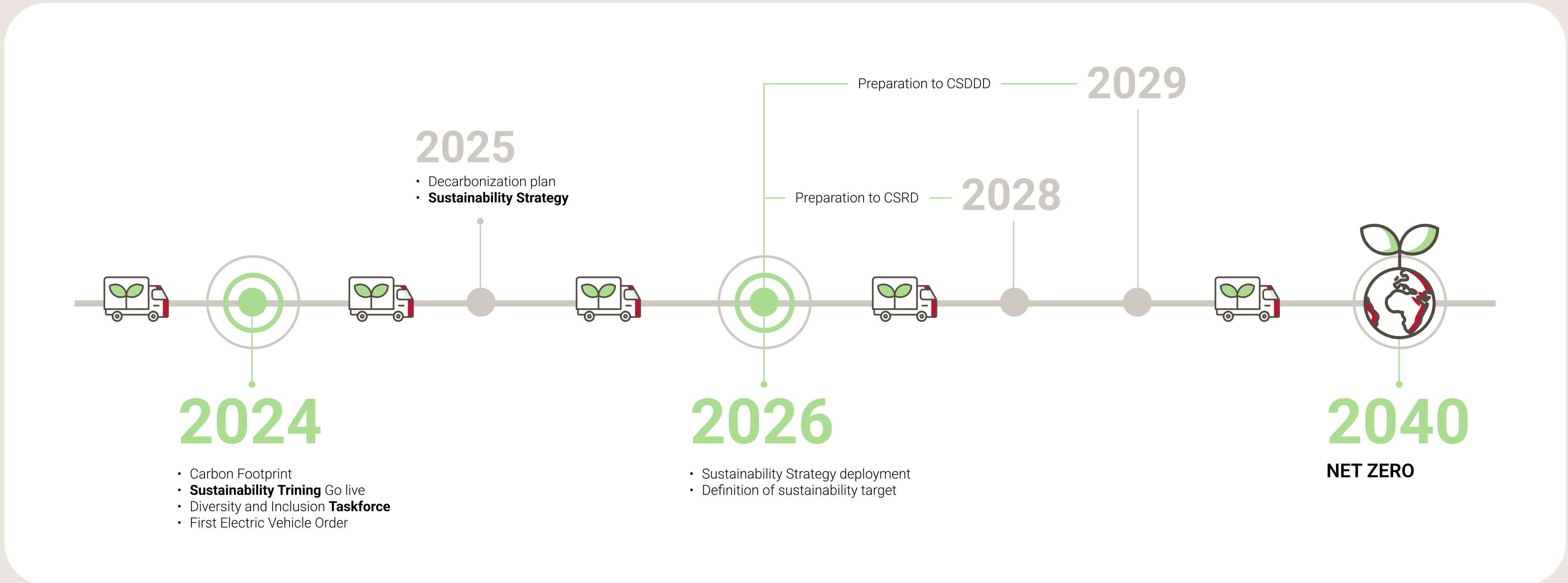


Our ambition:
be your sustainable
supply chain partner.

The journey is guided by the company's Strategic Plan, which is built around three foundational pillars: Environment, Social, and Governance. Within these pillars, concrete initiatives are being implemented, with details to be shared in forthcoming sustainability reports.

Arcese's sustainability objectives span various timeframes. In the short term, the company plans

to measure its Corporate Carbon Footprint in 2024. The mid-term goals include the implementation of a robust decarbonization strategy, while the long-term ambition is to achieve carbon neutrality by 2040. **Through these efforts, the Arcese Group is fully committed to transforming its vision into action, striving for a more sustainable future.**



2.2 Stakeholder Relationship Management

[GRI 2-29]

To strengthen a sustainable business model, it **is essential** not only to manage and improve environmental and social impacts but also **to maintain a constant and constructive dialogue with stakeholders.**

Arcese and Ventana Serra engage daily with a wide range of stakeholder categories, using tailored communication approaches based on each group's characteristics and level of engagement. **The relevance of each stakeholder category is determined by its degree of interdependence with the company.** Stakeholders have been identified through a thorough analysis of the context and aligned with the principles outlined in the company's governance model.

In total, **Arcese and Ventana Serra interact with ten key stakeholder categories**, each of which carries specific responsibilities and expectations. Below is an overview of these identified groups.



STAKEHOLDER**DEFINITION****METHODS OF DIALOGUE AND FREQUENCY OF ENGAGEMENT****EMPLOYEES***People working in Arcese*

- Management committee meeting every two weeks
- Monthly team meeting (committee members and direct reports)
- Function meeting every six months
- Monthly informative newsletter
- Annual survey
- Workshop to present the sustainability report

SUPPLIERS*Direct suppliers (transport) and indirect suppliers*

- Operational engagement: on a daily basis via phone and email
- Procurement engagement: monthly or quarterly frequency via online platform and remote or on-site audits.

CLIENTS*Users of the transport services offered by Arcese*

- Daily relationship with Sales representative and Customer Service by e-mail, phone call and live/online meeting
- Monthly KPI reports and monthly CO2 reports, if requested by the clients
- Annual client's satisfaction survey

ECONOMIC PARTNERS*Companies that supply goods and services, and local related companies*

Regular relationship with Purchasing Department by e-mail, physical or remote working groups

SHAREHOLDERS AND INVESTORS*Capital providers*

Daily presence in the business activities

STAKEHOLDER**DEFINITION****METHODS OF DIALOGUE AND FREQUENCY OF ENGAGEMENT****TRADE UNION ASSOCIATIONS**

Entities that protect the rights of workers

- Regular communication by e-mail
- Monthly worker council meeting

INSTITUTIONS

PA, national and international authorities, including bodies that regulate transport matters

- Participation to industry Associations
- Formal communication and provision of data/report required by law
- European/National financing project participation

LOCAL COMMUNITIES

Citizens who live in the areas of the Arcese production plants, families of collaborators, organizations operating in the same areas

- Surveys, interviews, and community meetings.
- Internal audits and reviews are conducted to evaluate compliance

UNIVERSITIES AND RESEARCH CENTRES

Organizations operating in the R&D of sustainable transport policies

- Workshop, written communications and advisory panels
- Research projects on specific topics are developed regularly

EXTERNAL CONSULTANTS

Professionals who are called upon by the Group to carry out dedicated projects

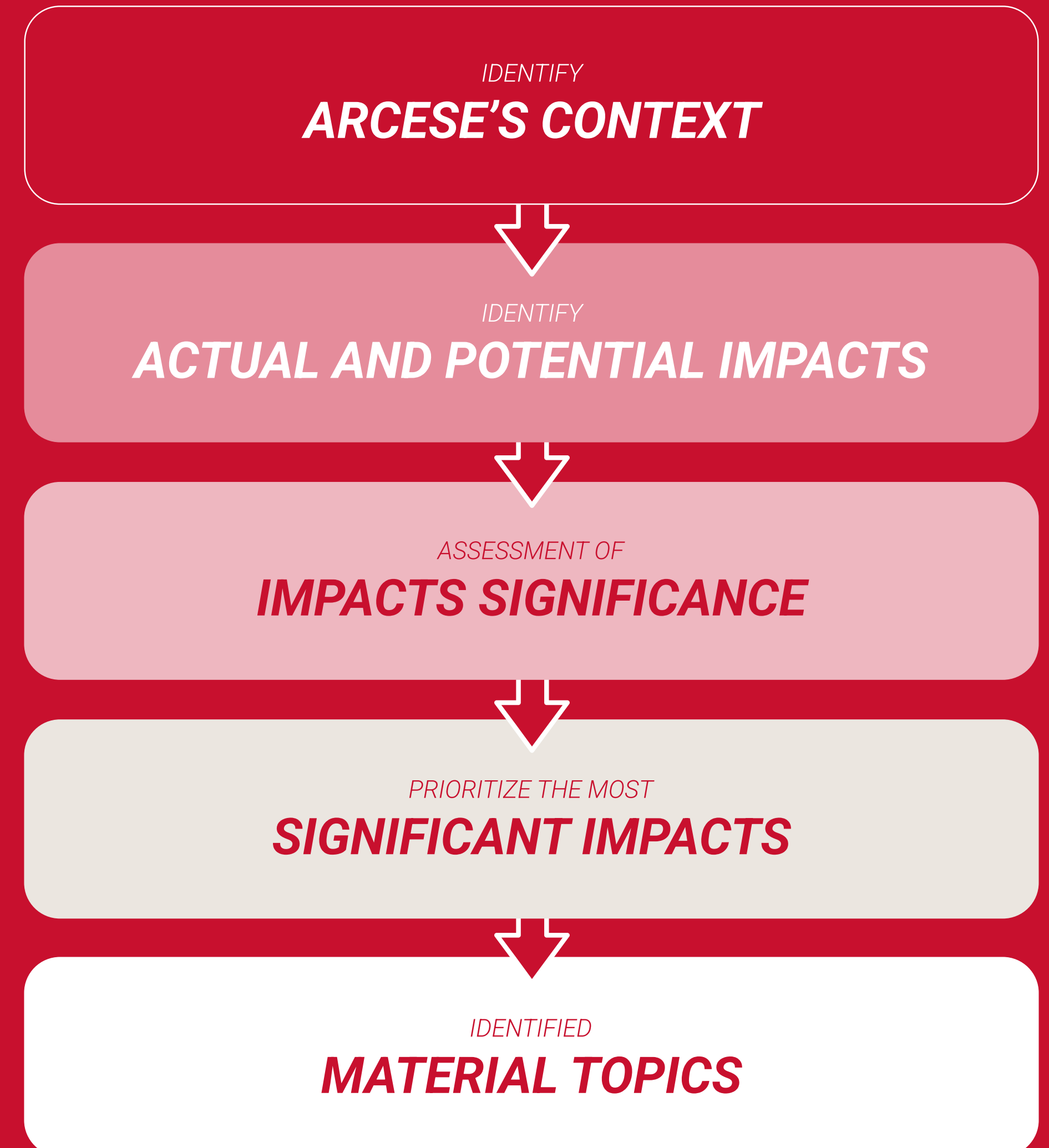
Daily relationship by e-mail, live/online meetings and workshops

2.3 Addressing material topics assessment

[GRI 3-1, GRI 3-2]

Arcese and Ventana Serra conducted a thorough materiality analysis following stakeholder identification. This analysis aims to pinpoint material topics for inclusion in the Sustainability Report. **The materiality results of both companies have been updated and reassessed by analysing sustainability trends at global and European levels,** benchmarking against national and international peers and competitors, and incorporating the outcomes of the ESG risk analysis. The activity was conducted by integrating the materiality results of Arcese and Ventana Serra, re-parameterizing them based on each company's turnover.

The engagement with internal corporate functions and top management enabled the identification of actual and potential impacts across the organization's value chain. These impacts were then evaluated to determine their significance, leading to the identification of the most critical ones. The process consists in the following steps illustrated in the following flow:



As a result of this process and in continuity with last year's sustainability report, Arcese has identified **11 material topics**, presented in the following chart. By also integrating Ventana Serra's materiality analysis, the identified topics remain unchanged, but their priority has been redefined.

As shown in the chart, **the most relevant topics are Supply Chain, Energy, Health and Safety and Innovation**. The impact analysis highlights the continuous commitment that both Arcese and Ventana Serra have made towards integrating ESG factors into their business operations.



The following table outlines **the key positive and negative impacts** identified by the companies throughout this process:

SUSTAINABILITY PILLAR	MATERIAL TOPIC	IMPACT	
GOVERNANCE	<i>Business Ethics management and value produced</i>	Value distributed can impact positively on relevant stakeholders, improving social, environmental, and economic factors.	✓
	<i>Supply Chain management</i>	Subcontractors and transport providers could be linked to environmental impacts generated with their services.	✗
	<i>Cybersecurity and data privacy</i>	Sensitive personal information is exposed to incorrect and/or illicit use if data are not managed properly.	✗
	<i>Service quality and repercussions on third-party entities</i>	The organization implements and invests in initiatives and solutions aimed at monitoring and improving service quality, including ESG factors, with positive effects on its business and on its value chain.	✗
	<i>Fleet management</i>	Internal infrastructures and expertise that increase fleet performance (e.g. by improving fleet maintenance in order to reduce its emissions)	✓
	<i>Innovation, research and digitalization</i>	The organization undertakes research activities to enhance its operations from an ESG perspective. It explores innovative solutions to increase the organization's value and strengthen its commitment to mitigating negative impacts.	✓

SUSTAINABILITY PILLAR

MATERIAL TOPIC

IMPACT

SOCIAL

Health and Safety at work

Hazards linked to the activities carried out in the plants have the potential to result in injuries and/or work-related ills that will temporary or permanently affect the health of workers.



Occupation, training, diversity, and welfare

Employees of companies that operates in several countries have to deal daily with several element of diversity (nationality, religion, age...) that may condition the relationship. In worst cases diversity may result in inequality and discrimination episodes.



Local Communities

The organization, with its services, produces noises and vibrations that can damage infrastructures and cause disturbance on people, potentially affecting their health and life quality.



Energy consumption and emissions

The use of intermodal transportation has a positive impact on climate change mitigation. Intermodal transport, which combines multiple modes of transportation such as rail, sea, and road, enhances efficiency and sustainability in freight movement.



ENVIRONMENT

Biodiversity

The organization, with its activities, damage protected biodiversity



Waste production and management

Generation of waste due to goods storage activities (e.g., pallets, plastic, paper) and workshop activities (oils, tires, mechanical parts).

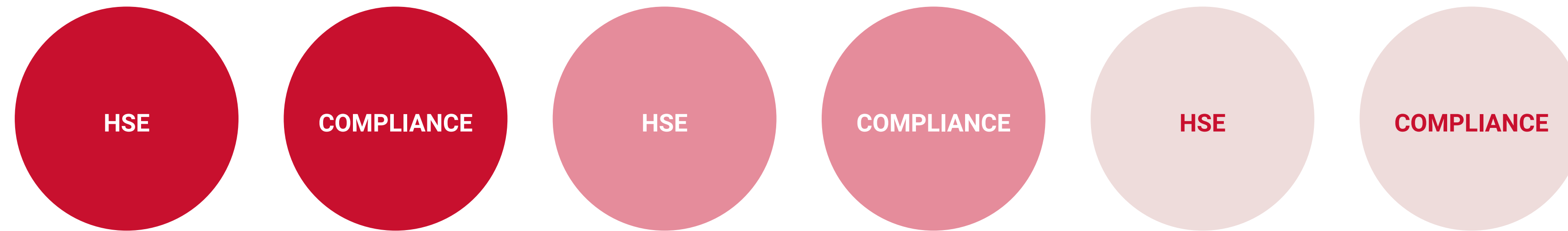


FOCUS ON ESG RISK MAPPING

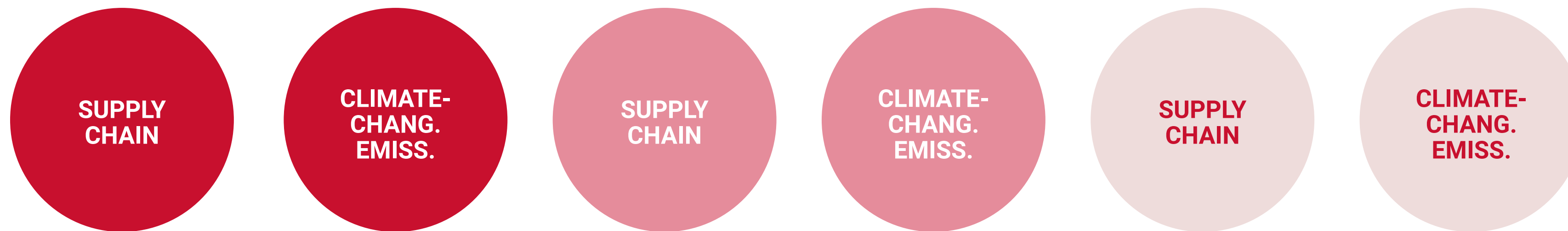
The Movement project was launched with the goal of supporting the Group in the development of an ESG risk map, created through interviews with several stakeholders (external and internal), the distribution of questionnaires, and a benchmarking phase.

The results of this analysis are underlining the higher priorities on the supply chain management and on Climate change emissions. This outcome is supporting the strategic decisions that the Group will bring along in the coming years.

Top risk factors for Arcese Group



Major exposure risks for Arcese Group



- Internal and external stakeholder
- External stakeholder
- Internal stakeholder

2.4 Commitments and achievements

[GRI 2-23]

The companies are actively advancing the identification and implementation of initiatives aligned with key ESG (Environmental, Social, and Governance) areas. These efforts reflect a shared commitment to achieving ambitious goals that guide both organizations in their journey toward responsible and sustainable growth. The core objectives driving these initiatives include:

- Delivering services that not only meet but exceed customer expectations—ensuring the safety of products, the security of information, and the well-being of people.
- Complying fully with applicable laws and regulations, with particular attention to health, safety, and environmental standards.
- Managing operations with efficiency and transparency, fostering clear and effective communication with all partners.
- Minimizing the consumption of natural resources through responsible waste management and improved energy efficiency, while increasingly favoring renewable energy solutions.



2024 vs 2025

The ESG initiatives carried out in 2024 have been organized into clusters based on material topics, each reflecting measurable progress toward the goals set in 2023. For every cluster, the corresponding Sustainable Development Goals (SDGs) impacted by the initiatives are also highlighted.






SDGs	PILLAR	MATERIAL TOPIC	COMMITMENTS 2024	STATUS ¹
  	GOVERNANCE	<i>Business ethics Management and value produced</i>	Keep high level of attention on tax management through constant update about normative	
		<i>Cybersecurity</i>	<ul style="list-style-type: none"> • Definition of comprehensive Cybersecurity strategy and related implementation roadmap • Definition and implementation of the application security framework to ensure a proper prioritization, tracking and monitoring of the vulnerabilities and their remediation • Extensive cybersecurity awareness training is offered to all the employees with tracked results and follow-up activities • Improve awareness about privacy in the company 	1
		<i>Purchasing</i>	<ul style="list-style-type: none"> • Implement by Q4 WAVE 2 of VLM Project with focus to create transport supplier CRM • Implementation scorecard for supplier assessment on sustainability issues 	
		<i>Fleet Management</i>	<ul style="list-style-type: none"> • Increase the Hybrids passenger cars • Second order BEV (Battery Electric Vehicle) car • 95% truck fleet euro 6 	
		<i>Innovation, research and digitalisation</i>	<ul style="list-style-type: none"> • Increase intermodal production share up to 3% 	3
			<ul style="list-style-type: none"> • Reduction of paper documentation applied on road transport carried out by subcontractors 	1
			<ul style="list-style-type: none"> • Digitalization of contract management (sales, purchasing, etc.) 	2
		<ul style="list-style-type: none"> • Data Platform: Shipment Lifecycle • Vendor Lifecycle Management: Order to Bill • Planning tool Control Tower 	1	
		<ul style="list-style-type: none"> • Order Management and Customer Track & trace 	2	

¹ 1 = Achieved, 2 =Partially achieved, 3 = Not achieved, postponed to 2025

SDGs	PILLAR	MATERIAL TOPIC	COMMITMENTS 2024	STATUS ¹
	SOCIAL	Health and safety	<ul style="list-style-type: none"> • Increase number of AED devices, with training for first aiders. • Self-contained breathing apparatus (APVR) course in warehouse for environmental emergency management • Increased security checks near operational sites 	1
		Occupation, training, diversity and welfare	<ul style="list-style-type: none"> • People academy and people academy management: launch in Italy on sap • D&I: Implementation actions plan • Increase percentage of local workers for Verona workshop: +4 manpower • Launching Space as a platform: more efficient and globally scalable data • Sustainability training to employees 	
	ENVIRONMENT	Energy consumption and emission	<ul style="list-style-type: none"> • New travel reporting software (data for carbon footprint) • Chemical product substitution: objective to introduce them into production • Fixing errors and incomplete information in the management system for calculating CO2 emissions using the Green RouterCorporate Carbon footprint and start target setting definition • Corporate Carbon footprint and start target setting definition • Complete implementation of Green Router for FTL and LTL 	1
		Waste production and management	<ul style="list-style-type: none"> • Increase waste sorting disposal at the branches with environmental certification • Proceed with the implementation of water dispenser at least on three additional branches 	
		Impact on biodiversity	Keep a high level of attention at operations sites close to protected areas	

¹ 1 = Achieved, 2 =Partially achieved, 3 = Not achieved, postponed to 2025

SDGs	PILLAR	MATERIAL TOPIC	COMMITMENTS 2025
		<i>Business ethics Management and value produced</i>	Constant updates on regulations, webinars, and training courses
		<i>Cybersecurity and data privacy</i>	<ul style="list-style-type: none"> • Improvement of cybersecurity technology • New engaging and more effective cybersecurity eLearning program • Enhanced cybersecurity governance, with additional policies • Increase awareness and training on privacy for employees • Strengthen privacy governance by collaborating with the involved functions • Privacy by Design Assessment for AI Usage in the Company
		<i>Supply chain Management</i>	<ul style="list-style-type: none"> • FTL: launching new intermodal service from Perpignan to Koeln • FTL: review the intermodal operational set up for UK market changing terminal from Piacenza to Novara • FTL: adoption wave 2 VLM with digital order and POD management through the web portal
	GOVERNANCE	<i>Fleet Management</i>	<ul style="list-style-type: none"> • 97% Euro 6 trucks fleet • Introduction of a fully electric BEV vehicle into the fleet • Number of trailer-related activities, reduction of mixed waste • Increase the hybrid fleet
		<i>Innovation, research and digitalisation</i>	<ul style="list-style-type: none"> • Creation of a customer-dedicated OM view (in SUG perspective), to replace Track&Trace • Inventory management and extension of the anomaly perimeter to Import and Integrated Logistics orders • Project for the review and optimization of asset management processes and activities of the internal Arcese workshop, aimed at improving operational efficiency, reducing waste, and enhancing sustainability. The initiative included the implementation of tools and processes for vehicle condition monitoring, predictive maintenance, and resource management and optimization, contributing to greater service reliability and reduced environmental impact • Implementation of contract management digitalization project

SDGs	PILLAR	MATERIAL TOPIC	COMMITMENTS 2025
 	SOCIAL	<p><i>Health and safety</i></p> <hr/> <p><i>Occupation, training, diversity and welfare</i></p>	<ul style="list-style-type: none"> • Increase number of AED devices, with training for first aiders • Increased security controls of at least 60% around operational sites • Implementation of new checklists for fire/emergency equipment (emergency shower, eyewash station, AED) <hr/> <ul style="list-style-type: none"> • Diversity & Inclusion (D&I): Implementation of action plans and engagement with social cooperative suppliers specialized in disability inclusion • D&I: Development and support of an internal D&I community • D&I: Creation of a comprehensive handbook, with the addition of interactive live training modules • Various updates on Sp@ce and SAP Concur • Process globalization: expansion and consolidation of all processes for blue-collar workers, including geographic scale
  	ENVIRONMENT	<p><i>Energy consumption and emission</i></p> <hr/> <p><i>Waste production and management</i></p>	<ul style="list-style-type: none"> • Preparation of Carbon Footprint training • Update of global Carbon Footprint calculation by the end of 2025 • Decarbonization plan (Pilot project in Italy) • Implementation of Greenrouter for Ventana Serra <hr/> <ul style="list-style-type: none"> • Awareness/training for waste management representatives on waste disposal • Implementation of water dispensers in each branch (>3) • Evaluate implementation of cigarette project (>2)

03

Governance

*LEADING WITH INTEGRITY:
OUR GOVERNANCE PRINCIPLES
FOR SUSTAINABLE LOGISTICS.*

3.1 Ethical Governance and Value Creation

3.1.1 Running Business pursuing an ethical approach

[GRI 3-3, GRI 2-15, GRI 2-23, GRI 2-24, 2-26]

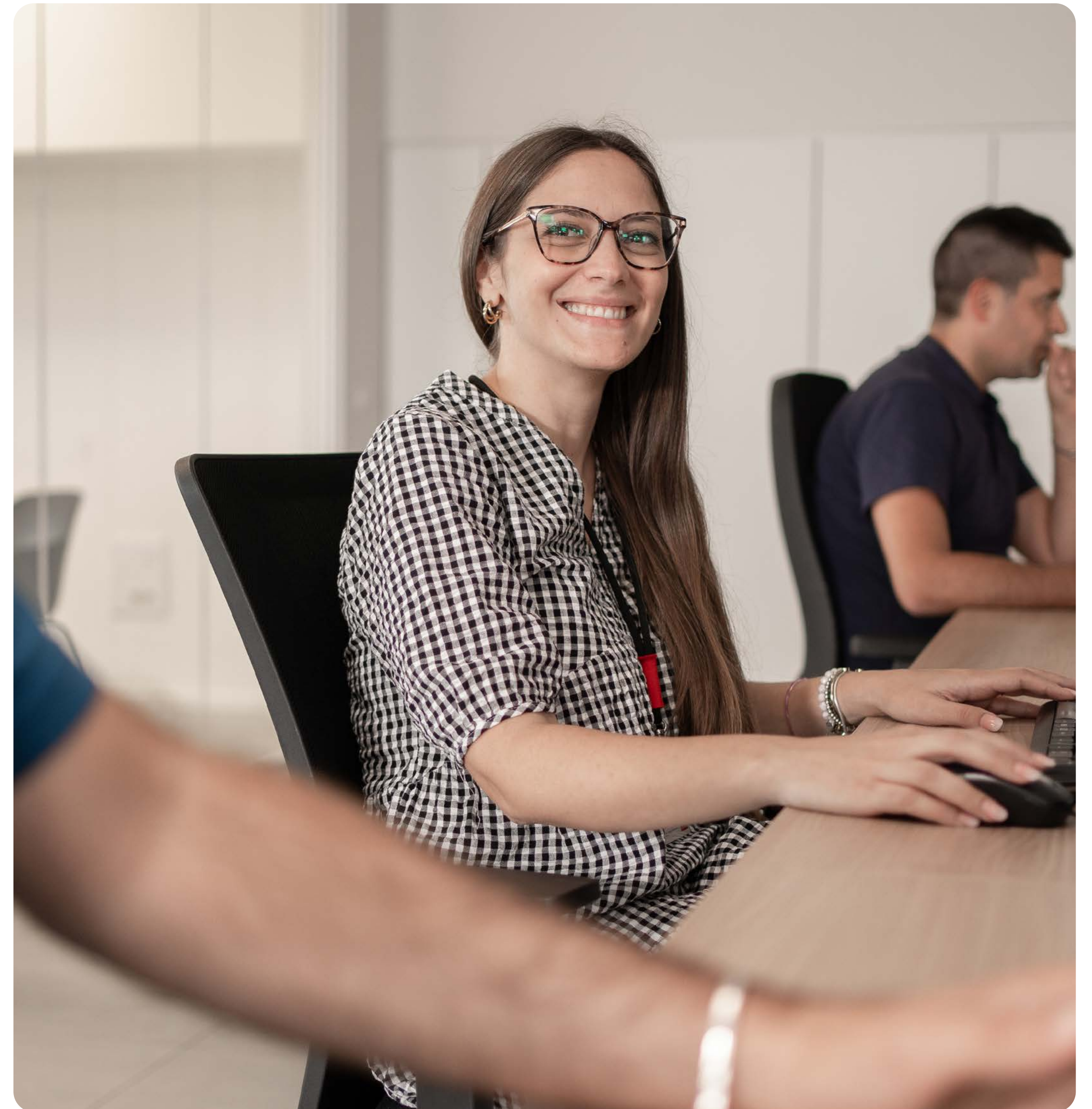
From the very beginning, the Arcese Group has recognized that every business decision sends ripples through society, affecting employees, clients, suppliers, partners, local communities, and institutions alike. Embracing this profound responsibility, the company has voluntarily committed to a path of ethical and fair practices through a meticulous self-regulation process. This unwavering dedication has given rise to five cornerstone documents² that form the very foundation of companies' operations:

- Code of Conduct
- Code of Ethics
- Corporate Social Responsibility Policy (CSR)
- Security Policy
- Code of Conduct for Business Partners

These documents reflect Arcese Group's unwavering commitment to legal compliance, human rights, honesty, fairness, cooperation, loyalty, workplace health and safety, environmental stewardship, transparent accounting, and a zero-tolerance policy against money laundering, corruption, and smuggling.

At Arcese Group, these principles are central to the company's values. Clear policies, open communication, and targeted training ensure that all stakeholders are not only informed but also actively involved in these commitments. **By fostering a culture of integrity, Arcese Group empower its employees to uphold the highest ethical standards. To maintain full transparency, all documents are accessible on Arcese's intranet for employees to review.**

² These documents integrate the requirements of the international standards ISO 9001-14001 and 45001 and are available at the following link: <https://arcese.com/responsabilita-di-impresa/>





3.1.2 Anomaly Management

The Supervisor Body of Arcese Group oversees compliance with corporate principles and regulations, fostering an ethical culture among employees and stakeholders. In addition to monitoring the adequacy of the Code of Ethics considering regulatory developments and corporate structure, it is responsible for regularly training and informing personnel on ethical and compliance principles. **In the event of critical issues, the Supervisor Body is tasked with promptly reporting concerns to Arcese Group's highest governing body, ensuring a proactive approach in managing sensitive situations.** Since July 2023, Arcese Group has implemented a Whistleblowing system in compliance with Legislative Decree 24/2023.

Furthermore, **during the last reporting period, Arcese and Ventana Serra have not received any sanctions**, demonstrating the effectiveness of the policies and procedures in upholding high standards of responsible corporate conduct. **Both companies are also committed to preventing and mitigating conflicts of interest in accordance with the Code of Ethics.** All personnel are responsible for acting in the best interest of the organisation, avoiding any situations where personal interests may conflict with those of the company.

All personnel are responsible for *acting in the best interest of the organisation*

3.1.3 Arcese Trasporti S.p.A. governance structure

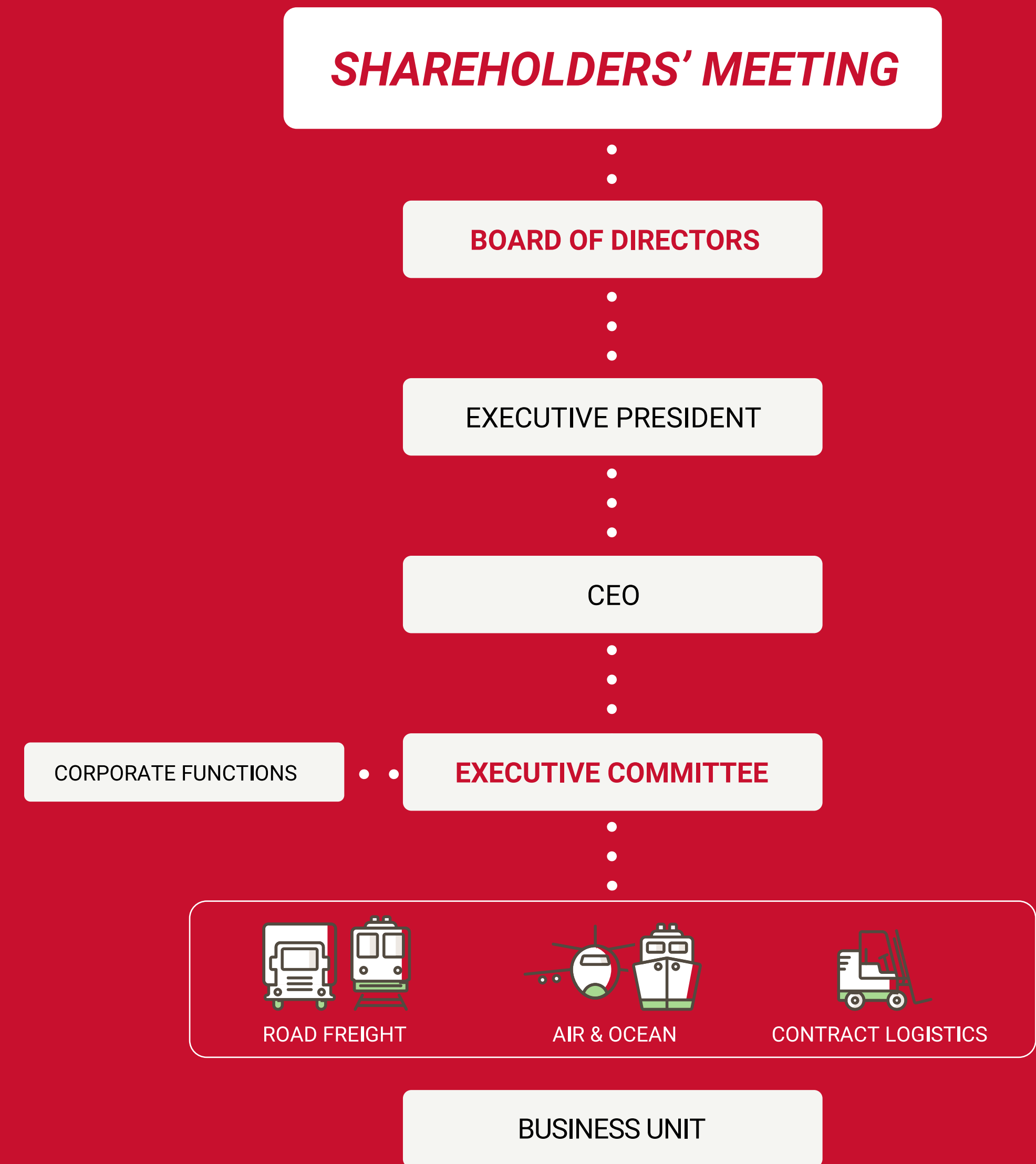
[GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-14, GRI 2-19]

The governance model of Arcese and Ventana Serra, and in general the entire organizational structure is designed in such a way as to ensure the successful implementation of strategies and the achievement of objectives. **The current structure was designed and built to achieve maximum efficiency and operational effectiveness.**

The corporate governance system is traditional and structured with five main actors:

SHAREHOLDERS' MEETING

Competent to deliberate in ordinary and extraordinary sessions on the matters reserved to it by law and by the Company's Articles of Association.



ARCESE BOARD'S MEMBERS

Matteo Arcese

Chairman and CEO

Guido Pietro Bertolone*

CEO and General Manager

Eleuterio Arcese

Director / Emeritus Chairman

Leonardo Arcese

Non-executive Director

Carlo Cesare Gatto

Independent and non-executive Director

Alberto Gennarini

Independent and non-executive Director

Arcese's Board is composed by 6 members, all men, of which two are less than 50 years old and one-third of the Board's members are independent

* In force till 31/12/2024

VENTANA SERRA BOARD'S MEMBERS

Paola Arcese

Chairman

Matteo Arcese

Vice Chairman and CEO

Guido Pietro Bertolone*

CEO

Silvano Cavallotto

CEO

Eleuterio Arcese

Non-executive Director

Leonardo Arcese

Non-executive Director

The board of Ventana Serra consists mainly of men over the age of 50, with one notable exception: a woman who serves as Chairman among the six members

* In force till 31/12/2024

BOARD OF DIRECTORS

In charge of administration of the company and for the achievement of the corporate purpose, within the limits of what permitted by law and by the articles of association. **The Board of Directors is responsible for defining the strategic direction, as well as defining and verifying the efficiency of the organizational and administrative structure of the company.**

The Chairman of the Board of Directors represents the company vis-à-vis third parties. The Managing Directors have the powers of representation and management attributed to them by the Board of Directors.

EXECUTIVE COMMITTEE

The Executive Committee **is the executive body responsible for discussion and decisions about business, economic, environment and social aspects.** It meets monthly with both strategic and executive purposes. Most significant decisions are discussed at Executive Committee level and then submitted to the Board of Directors for validation.

BOARD OF STATUTORY AUDITORS

Ventana Serra and Arcese have their own Board of Statutory Auditors, **entrusted by both legal mandate and the articles of association.** The supervisory role encompasses several key responsibilities:

- Ensuring compliance with legal provisions and the articles of association.
- Safeguarding principles of sound administration.
- Assessing the adequacy of the company's organizational structure, internal control systems, and administrative-accounting processes, with particular attention to the accurate representation of management operations.

AUDITORS

The auditor is responsible for independently **verifying a company's financial records**. Its main functions are:

- Checking the accuracy of accounting records
- Issuing an opinion on the financial statements
- Preparing an audit report for shareholders or partners
- Ensuring that the financial statements fairly represent the company's economic and financial position

It operates according to international auditing and accounting standards, with objectivity and independence.







3.1.4 Corruption Prevention Measures and Controls

[GRI 205-1, GRI 205-2, GRI 205-3]

Arcese and Ventana Serra base their Organizational Management and Control Models (according to Legislative Decree 231/01) on thorough risk assessments, focusing primarily on potential criminal offenses, especially corruption. Though currently assessed as a medium-level risk, corruption is managed through strict compliance with the Code of Ethics and established procedures. High-risk areas include HR, public administration interactions, finance, sales, procurement, and more.

No corruption incidents have been reported in the past three years. Both companies enforce anti-corruption policies through employee and governance training, mandatory onboarding commitments, and contractual obligations for third parties. Violations may lead to contract termination.

3.1.5 Compliance with Competition Regulations and Related Proceedings

[GRI 206-1, GRI 2-27]

Arcese and Ventana Serra reaffirm their commitment to strong business ethics, ensuring compliance with regulations and adherence to fair commercial practices. **Over the past three years, no legal actions have been initiated for anti-competitive behaviour, antitrust violations, or monopolistic practices.**

During the year 2024, the companies recorded 2.129 instances of non-compliance with laws and regulations, resulting in total fines of approximately €213.349. Most of these penalties stem from violations of road regulations, particularly those related to trucks, trailers, and company vehicles.

The highest fine in the Health and Safety context amounts to € 5.124, issued during an inspection by the Labour Inspectorate.

3.1.6 Tax management strategy

[GRI 3-3, GRI 207-1, GRI 207-2]

The Arcese Group mitigates tax risk by following OECD guidelines, making timely tax payments, complying with regulations, and maintaining transparency in transactions within the organisation. Both companies contribute to the tax revenues of the country in which they operate, following the principles of transparency, honesty, and integrity.

Business decisions are focused on industrial and commercial objectives, with taxation supporting these goals. The companies maintain a relationship of transparency and cooperation with tax authorities, using procedures to reduce tax disputes. Additionally, all the Group's main companies undergo external audits, demonstrating the company's commitment to responsible tax management and solid governance.

1. ASSESSMENT OF TAX RISKS



2. IDENTIFICATION AND VALUATION OF CONTROLS TO MANAGE THOSE RISKS

3.1.7 Direct economic value generated and distributed

[GRI 201-1]

The generation and distribution of economic value are key pillars of sustainability, as they reflect a company's economic impact and its commitment to stakeholder engagement. Generating value secures long-term business viability, while its fair distribution promotes social equity and supports community development. Striking the right balance between these elements helps build trust and drives sustainable growth. The table below shows the economic value generated and distributed for the years 2022–2024 for Arcese and Ventana Serra: Between 2022 and 2024, Arcese recorded a steady growth—from €555 million in 2022 to over €621 million in 2024—driven by higher operating revenues and financial income. Ventana Serra experienced a 38% decrease, with economic value decreasing from €233 million to €144 million.



Both companies consistently redistributed a high percentage of the value generated to key stakeholders. Throughout the year 2024, Arcese allocated approximately 97% of the value generated—primarily to suppliers (88%), employees (with a steadily increasing share), and

shareholders through stable dividend payments. Similarly, Ventana Serra redistributed over 90%, with suppliers representing the largest share, and a growing portion directed to employees, reflecting a continued commitment to supporting human capital.

DETERMINATION OF DIRECTLY GENERATED AND DISTRIBUTED ECONOMIC VALUE

VALUES EXPRESSED IN THOUSANDS OF EUROS

ECONOMIC VALUE GENERATED

Economic value for suppliers (Reclassified operating costs)

Economic value for employees

Economic value for the public administration

Economic value for shareholders

Economic value for lenders

Economic value for the community

ECONOMIC VALUE DISTRIBUTED

Depreciation, amortization, write-downs and adjustments

Operating result allocated to reserves

ECONOMIC VALUE RETAINED

ARCESE

VENTANA SERRA

	2022	2023	2024	2022	2023	2024
	555.027.937	612.190.794	621.964.118	233.357.200	190.055.254	144.143.317
Economic value for suppliers (Reclassified operating costs)	461.881.589	521.779.088	527.425.554	193.845.405	161.915.290	130.334.084
Economic value for employees	59.254.015	61.998.152	66.851.130	9.152.801	9.845.438	10.505.366
Economic value for the public administration	-2.431.004	326.557	233.908	5.757.096	4.074.001	1.012.531
Economic value for shareholders	3.600.000	5.000.000	5.000.000	12.000.000	24.000.000	13.080.000
Economic value for lenders	505.797	1.999.125	1.282.772	34.107	37.667	59.548
Economic value for the community	12.445	47.020	13.790	100	600	50
ECONOMIC VALUE DISTRIBUTED	522.822.842	591.149.942	600.807.154	220.789.509	199.872.996	154.991.580
Depreciation, amortization, write-downs and adjustments	4.934.725	6.118.430	7.324.607	332.205	771.108	386.626
Operating result allocated to reserves	27.270.370	14.922.422	13.832.357	12.235.486	-10.588.850	-11.234.888
ECONOMIC VALUE RETAINED	32.205.095	21.040.852	21.156.964	12.567.691	-9.817.742	-10.848.262

3.2 Responsible Supply Chain Management

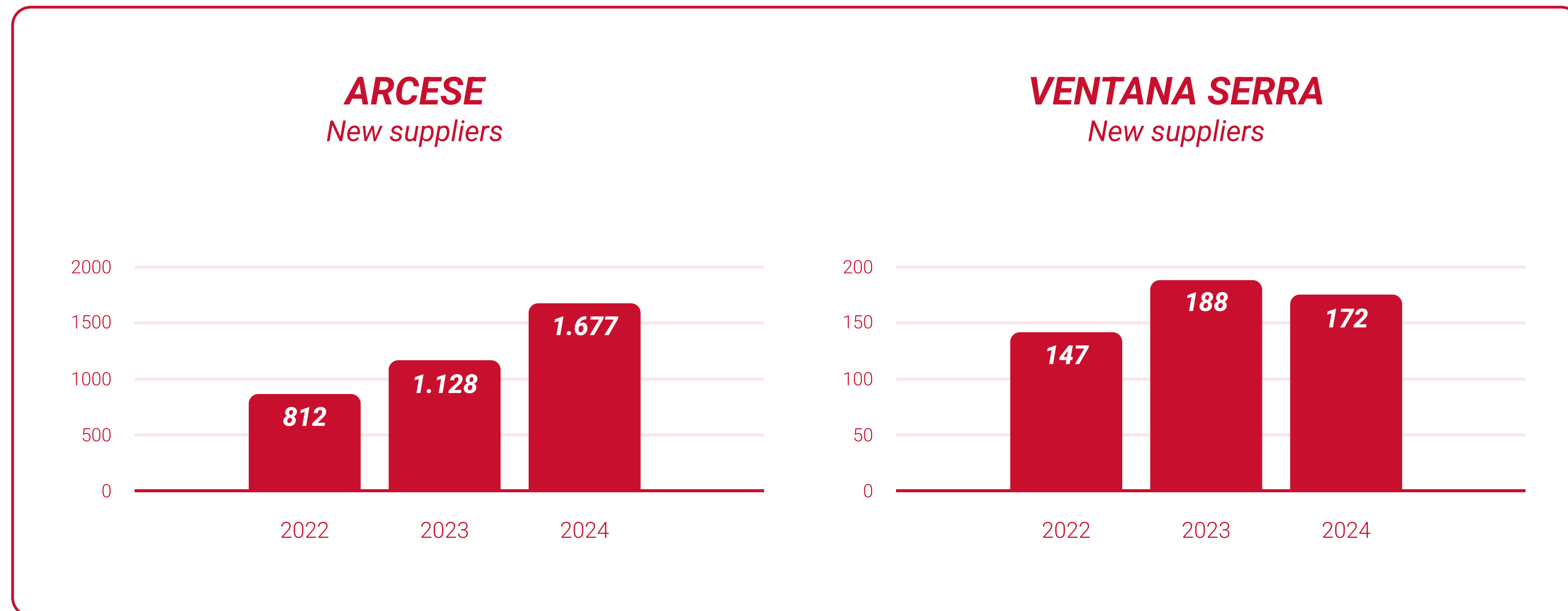
[GRI 2-6, GRI 308-1, GRI 414-1]

During its business operations, the companies collaborate with a diverse portfolio of partners, acknowledging the significance of managing a sustainable and responsible supply chain. For Arcese and Ventana Serra, sustainable sourcing incorporates social, ethical, and environmental factors, aiming to build strong and long-lasting relationships with selected suppliers.

In total, **in 2024, Arcese engaged 1.677 new suppliers**, recording a 49% increase compared to the previous year. **Ventana Serra engaged 172 new suppliers**, showing a decrease of 9% compared to last year. **100% of these newly activated suppliers have reviewed the Code of Conduct for Business Partners**, as it is included in the General Terms and Conditions of Supply.

The Code of Conduct was developed starting from Arcese Group values and structured on the following principles:

<p>ENVIRONMENT </p>	<p>PEOPLE </p>	<p>ETHICS </p>
<ul style="list-style-type: none"> Respect for the environment Health and safety 	<ul style="list-style-type: none"> Respect for people Zero discrimination Equal opportunities Freedom of unions and wage negotiation Adequate remuneration 	<ul style="list-style-type: none"> Respect for the law Protection of data and confidential information Business ethic management Verification of compliance



3.2.1 Arcese's suppliers management

[GRI 3-3]

Arcese has adopted a structured and comprehensive supplier qualification and management process, divided into specific sub-categories to ensure targeted and efficient procurement. The supply chain is structured into four main areas:

- Transport sub-contractors,
- Warehouse handling and cleaning services,
- Other services (e.g., energy, maintenance, packaging, waste disposal, consultancy),
- Company assets (e.g., infrastructure, vehicles).

Each supplier cluster, whether goods or services, undergoes into a qualification process that is activated to verify alignment between the supplier's capabilities and the services requested by Arcese. For providers operating within Arcese facilities, the tax and wage compliance certificate is mandatory.

Since October 2023, Arcese has implemented a new digital platform called VLM (Vendor Lifecycle Management), which covers the full end-to-end process for transport suppliers –from scouting to contracting. The onboarding process begins with an interview conducted by the buyer to gather qualitative information, such as:

- Fleet composition
- Routes served
- Main and additional services offered
- Relevant certifications (e.g., ADR certificate for hazardous goods)

Suppliers must register on the platform, agree to Arcese's General Terms and Conditions, and accept the Code of Conduct for Business Partners. Each supplier is assigned a personal user account to autonomously manage and update their data.

In line with Arcese's commitment to continuous improvement, a dedicated Training Department conducts regular training sessions for external transport suppliers.

A key pillar of this process is Arcese's traceability program, which monitors the efficiency of transport suppliers and facilitates real-time sharing of transport data with customers.

This enhances transparency and helps prevent service disruptions.



3.2.2 Ventana Serra's suppliers management

[GRI 3-3]

The qualification process for all the suppliers is managed thank to a process supported by a document management software, covering categories such as:

- Waste disposers
- Cleaning service providers
- Infrastructure maintenance and inspection providers
- Packaging and packaging materials suppliers
- Providers of assembly, disassembly, maintenance, and verification services for shelving units

In this process, profiling documents are uploaded into the software, each linked to a renewal schedule with automated email alerts to ensure continuous compliance.



FOCUS ARCESE SCORECARD

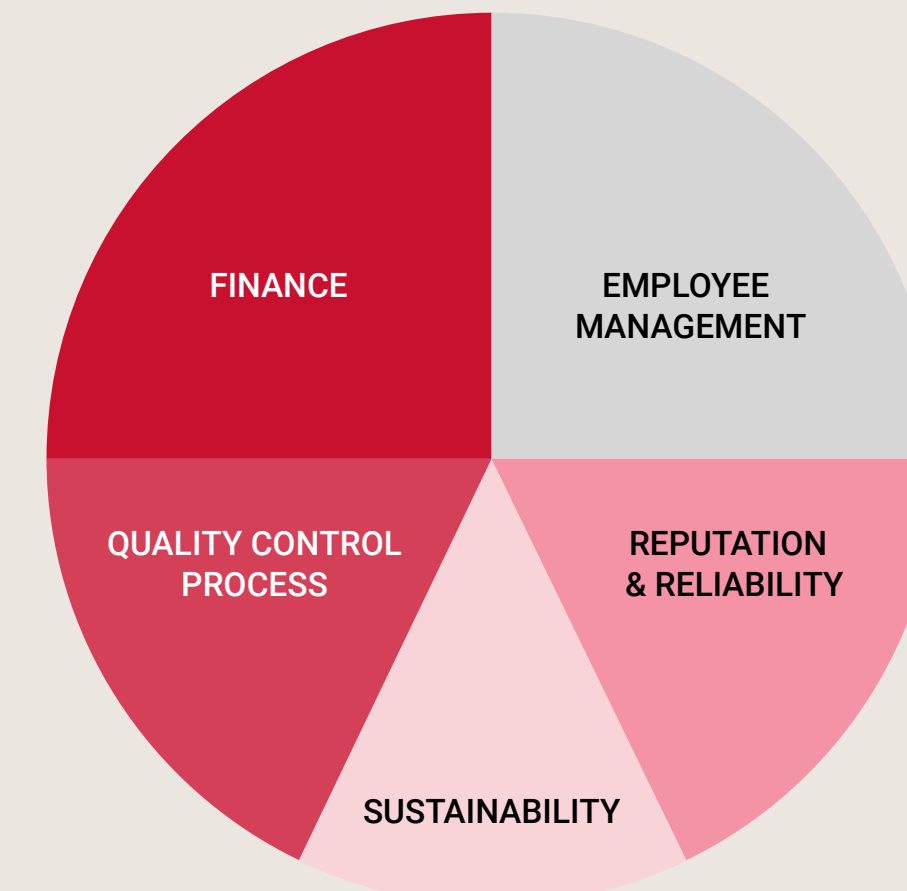
Arcese has implemented a Transport Supplier Evaluation Scorecard, which serves as the main reference during audits conducted by the Transport Qualification & Compliance department. **The Scorecard evaluates 5 areas, divided into 15 categories, and considers a total of 34 assessment parameters**, as illustrated in the diagram provided.

Audit Scope

Using a revenue-based approach, transport suppliers with higher annual turnover have been identified as strategic and selected for audits based on the criteria defined in the Scorecard.

Audit Progress

To date, 52% of the audits on the selected suppliers have been completed, covering 64% of the total revenue defined within the audit scope.



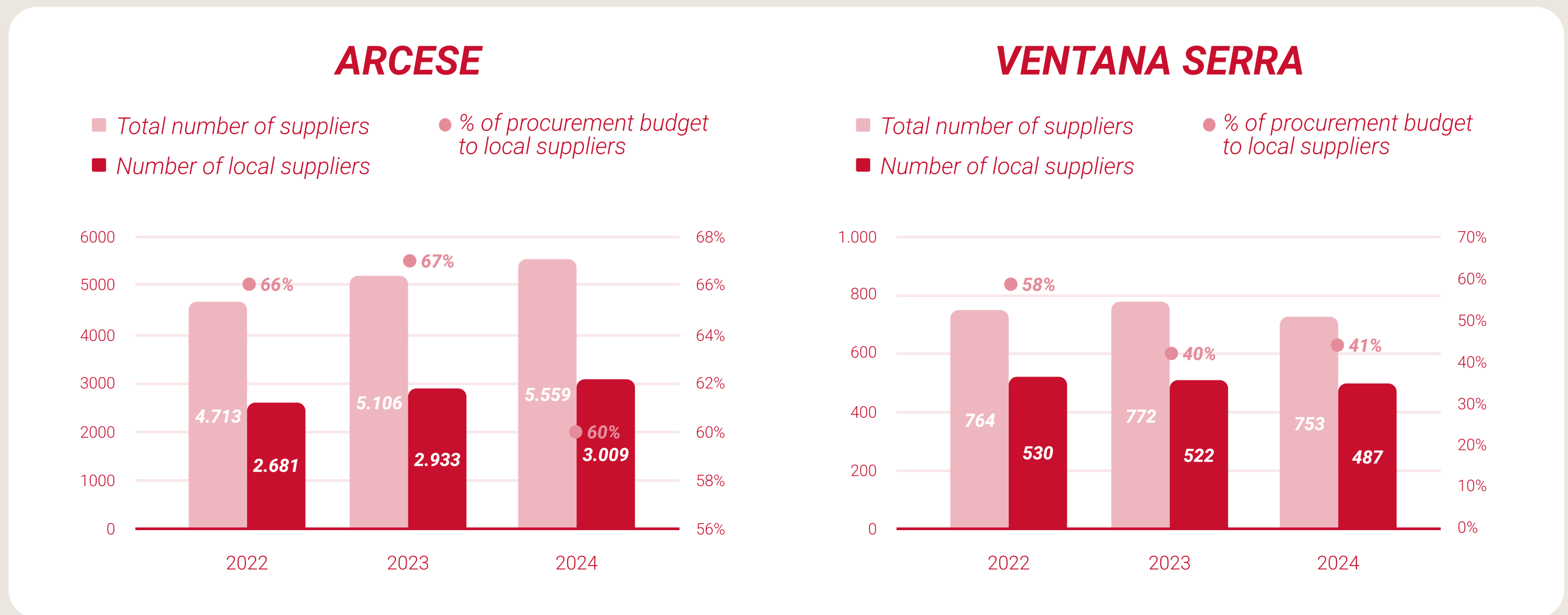
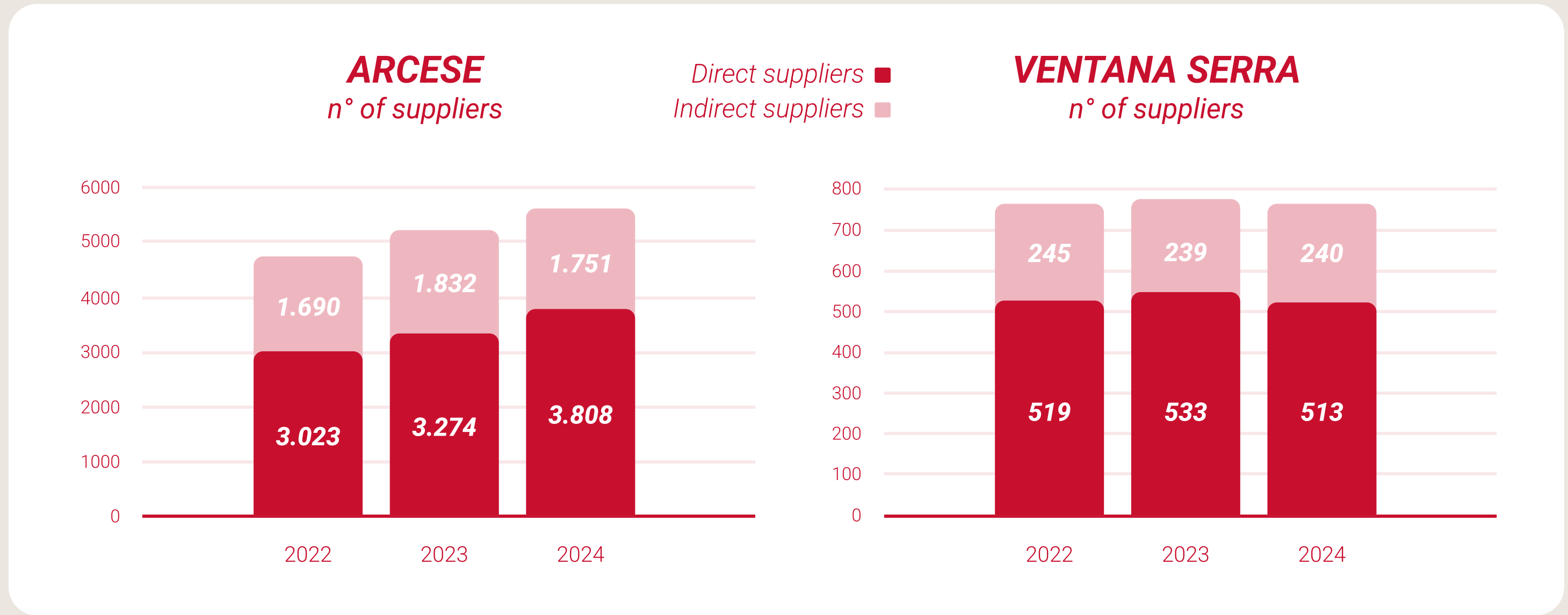
3.2.3 Proportion of spending on local suppliers

[GRI 204-1]

During the reporting period the supplier landscape evolved differently for the two companies: **Arcese saw a notable 9% growth in its supplier base**, expanding across both direct and indirect partners, whereas **Ventana Serra conserved a steady supplier base**.

Arcese reaffirms its commitment to fostering relationships with local suppliers. During the reporting year, this dedication is once again reflected in the data: despite a slight decrease in the overall percentage, the company allocated €310,3 million to local suppliers, continuing a steady increase compared to the previous two years.

The chart highlights a significant decrease in spending on local suppliers between 2022 and 2023, likely driven by business needs. **In 2024, a slight recovery is observed, suggesting a potential reversal of the trend and a positive outlook for the future.**





3.3 Cybersecurity and data privacy

[GRI 3-3, GRI 418-1, NON GRI 4]

Arcese and Ventana Serra consider cybersecurity a key element of business resilience and customer trust. As companies handling large volumes of sensitive data, they adopt a comprehensive approach to security, based on organizational, technological, and procedural safeguards.

A dedicated Cyber Security Department and a Security Operations Centre (SOC) ensure continuous monitoring, internal audits, and rapid incident response, supported by tools such as multi-factor authentication and simulated phishing campaigns to train staff.

In recent years, they introduced a new security strategy built around four core policies:

- Cybersecurity Policy
- Incident Management Policy
- Patching and Application Security Policy
- Business Continuity Policy

An internal Privacy Committee and external consultants support compliance with GDPR and local privacy laws. Additionally, a new cybersecurity eLearning platform is set to launch in Q1 2025 to improve the quality and effectiveness of employee training.

It continues the positive streak of absence of incidents, reaching the third year with zero events. This result confirms the effectiveness of the adopted measures and the commitment of Arcese and Ventana Serra to ensure a security-oriented and prevention-focused company culture.

For the third year
in a row Arcese reports
*no incidents related
to cybersecurity issues.*

3.4 Fleet Management

[GRI 3-3, NON GRI 5]



Unlike Ventana Serra, Arcese operates its own company fleet, a key asset in supporting its logistics and transport operations. By 2024, the fleet counted 267 trucks and 2,958 trailers. While this marks a slight reduction of 3 trucks compared to 2023, it's no accident – **it reflects a deliberate move in line with the company's strategy to phase out older Euro 5 vehicles, paving the way for a cleaner, more efficient fleet.**

This commitment to sustainability goes hand-in-hand with innovation. The Technical Department has upgraded its fleet planning capabilities by refining a dynamic dashboard aligned with key strategic KPIs. This tool enables precise, data-driven decisions, analysing critical factors such as vehicle age, mileage, and trailer lifecycle. Every year, the updated fleet plan, prepared by the

Technical Director, is shared with the FTL Business Unit and submitted to the Board for validation – a process that ensures alignment between operations and long-term goals.

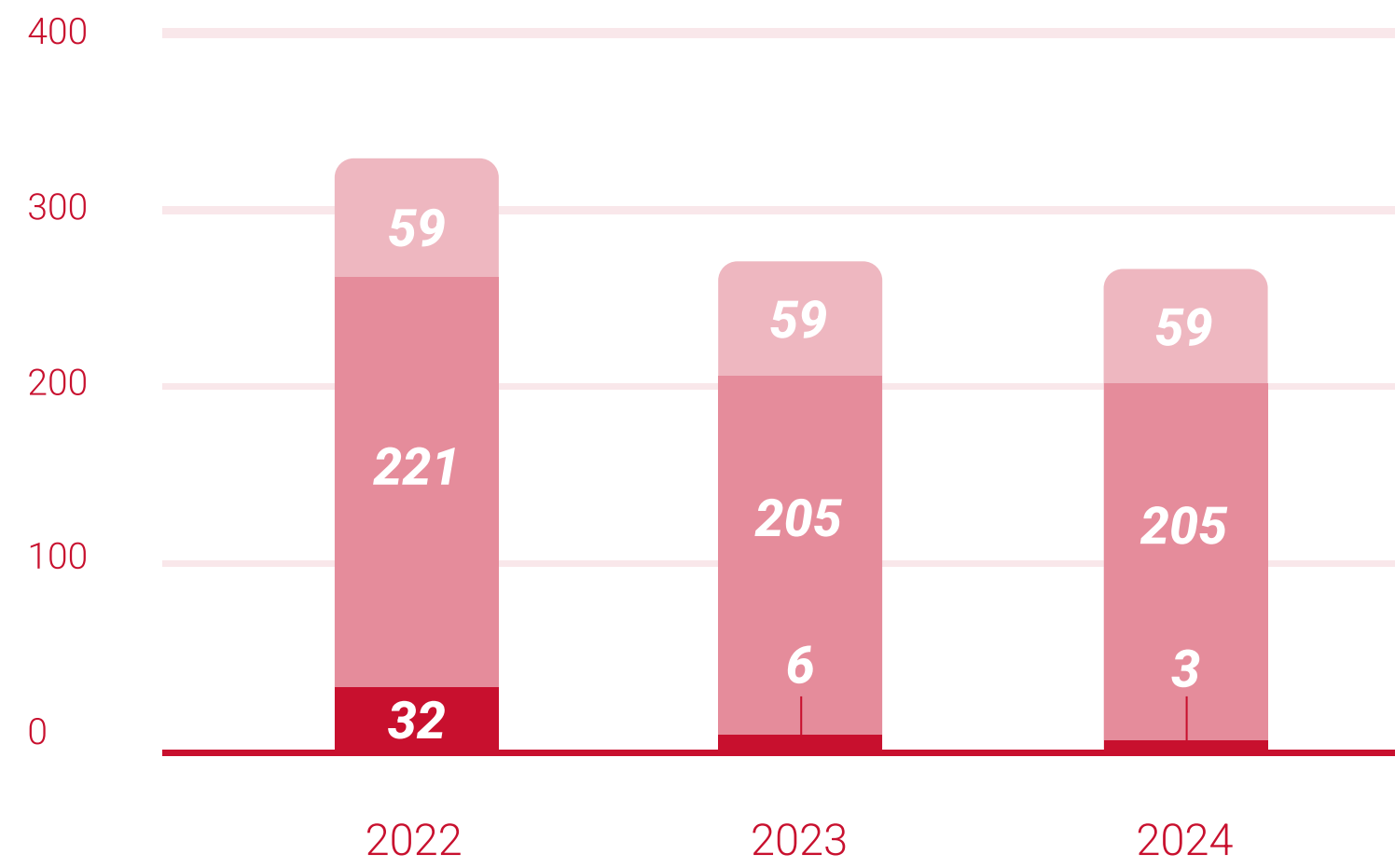
3.4.1 Maintenance

[NON GRI 6]

Fleet maintenance continues to be managed internally by a dedicated team of 28 workshop professionals. As in previous years, most interventions involved routine maintenance (29%), breakdowns (20%), and accident-related repairs (38%), ensuring the fleet remains safe and reliable.

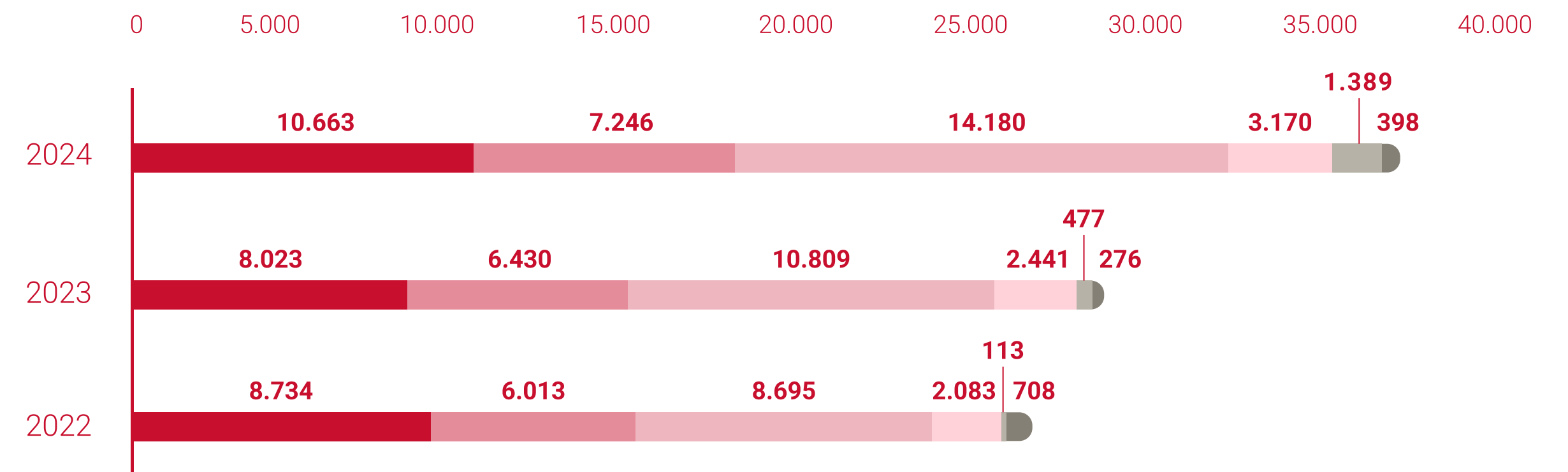
TRUCKS FLEET MIX (n)

Euro 5 ■ Euro 6 ■ LNG ■



NUMBER OF OPERATIONS PERFORMED BY INTERNAL MECHANICAL WORKSHOP

Ordinary maintenance ■ Breakdown - failures ■ Incident - damage ■
 Commissioning - decommissioning ■ Recall campaign ■ Various services ■





3.4.2 Company Car Strategy

[GRI 3-3]

On the company car front, 2024 brought a clearer and greener direction. A revised strategy introduced strict criteria: vehicles must stay under 5 years and 200.000 km and meet a new emissions threshold of under 160 g/km of CO₂e. As a result, the combined Arcese and Ventana Serra car fleet grew by 22%, with a surge in hybrid vehicles – including MHEV, FHEV, and PHEV models – and the arrival of the first fully electric vehicle (BEV). At the same time, HVO (Hydrotreated Vegetable Oil) refuelling was introduced, marking another step toward greener mobility.

To support this transformation, Arcese launched a new fleet management system. Equipped with contract and inspection tracking, mileage monitoring, and smart alerts – including automated reminders for data entry – the system also includes vehicle booking features, making fleet administration more efficient, transparent, and forward-looking.

3.5 Quality of Services and Customer Satisfaction

[GRI 3-3]

In today's logistics landscape, service quality is a crucial factor in ensuring that transportation activities do not result in economic, environmental, or reputational harm to third parties. Both Ventana Serra and Arcese adopt a structured and proactive approach to risk management and service excellence, guided by compliance, continuous improvement, and collaboration with stakeholders.

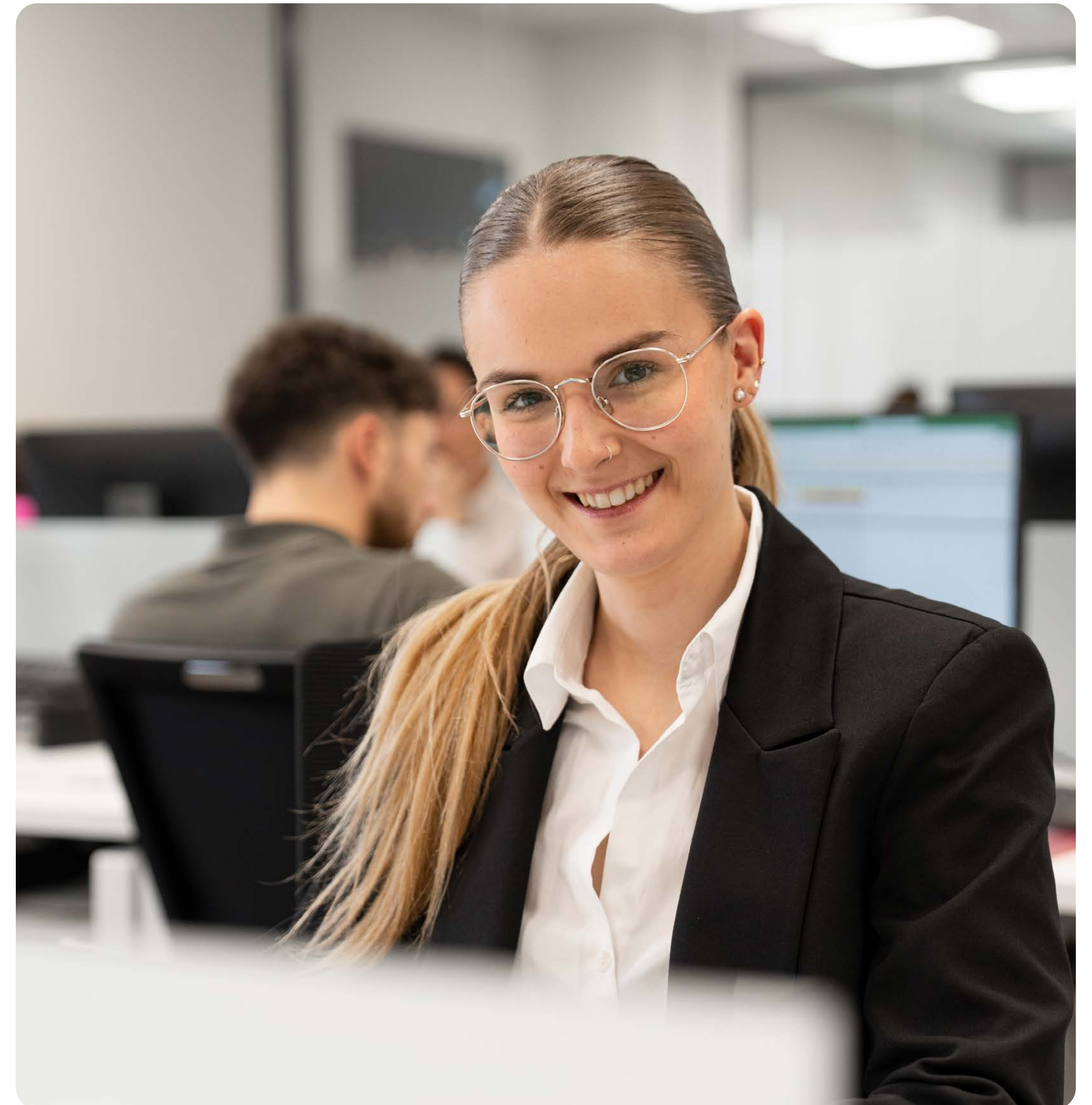
Ventana Serra takes full responsibility for the quality of freight transport, with a strong focus on safety compliance and punctual delivery. Suppliers are rigorously selected through a qualification process aligned with Italian and international standards, and the validity of road carriers' documentation is monitored continuously. Similarly, Arcese addresses risks such as cargo damage and delivery delays through detailed monitoring and a dedicated complaints office, which analyses inefficiencies and acts as an intermediary in cases involving subcontractors. Both companies emphasize preventive and corrective actions, applying root cause analysis and involving suppliers to ensure adherence to strict service, safety, and environmental standards. Complaints are tracked and analysed across departments to evaluate their impact on internal processes and stakeholders, promoting transparency and accountability.

To further support these efforts, both companies rely on Integrated Management Systems that align with their strategic objectives.

These systems:

- Ensure compliance with customer, legal, and regulatory requirements;
- Promote environmental sustainability and workplace safety;
- Drive continuous improvement through audits, training, KPIs, and cross-functional action plans;
- Manage risks and opportunities through regular reviews and stakeholder engagement.

Through shared values, integrated systems, and a strong commitment to innovation, customer satisfaction, and sustainability, **Ventana Serra and Arcese demonstrate a cohesive and responsible approach to logistics, ensuring resilience and excellence in service delivery.**







3.5.1 Monitoring of the service offered

[NON GRI 3]

The introduction of a visibility platform enhanced the operational capabilities around transportation services and providing an integrated vision of order both for the company but even more important to customers.

By providing accurate and contextualized representations of physical flows along the supply chain, it effectively supports the company's core operational functions – such as Customer Service, Dispatch, and other logistics departments – while also enabling efficient collaboration with commercial partners. The platform also facilitates real-time sharing of traceability data with Arcese's customers, allowing them to track the progress of their shipments, access Estimated

Time of Arrival (ETA) data, and optimize their logistics processes based on timely and reliable information. This transparent and collaborative approach enhances responsiveness and efficiency across the entire supply chain.

Complementing this digital system, a dedicated Insurance & Risk Office has been established to manage and continuously monitor events that may negatively impact goods in transit. In cases of damage or theft, specific internal procedures are activated. These cover the full operational scope – from company-owned fleet services and subcontracted transport to storage and handling services provided by the Contract Logistics business unit. These protocols ensure swift and targeted intervention, minimizing losses and safeguarding both operational reliability and customer interests.

Arcese

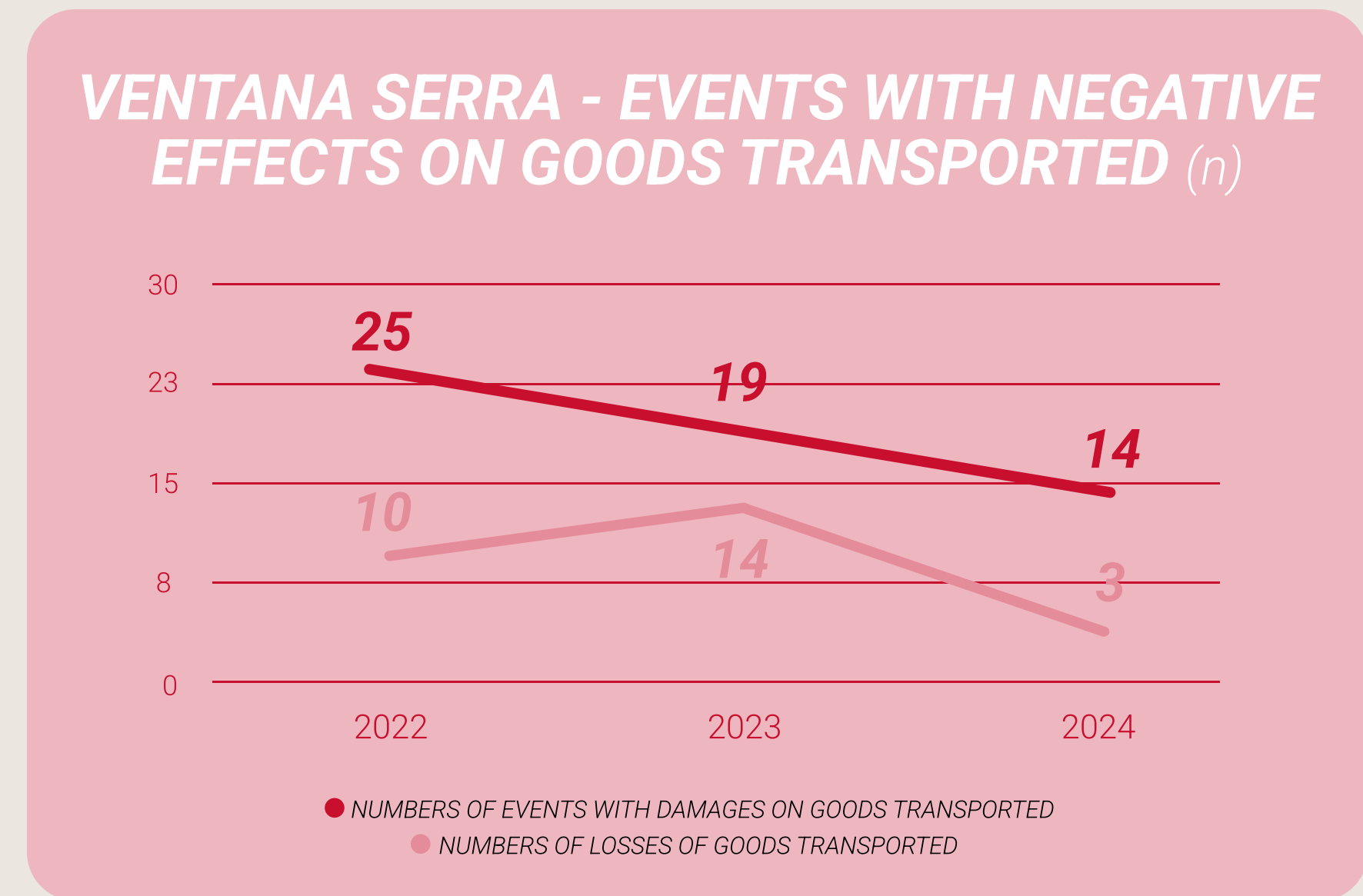
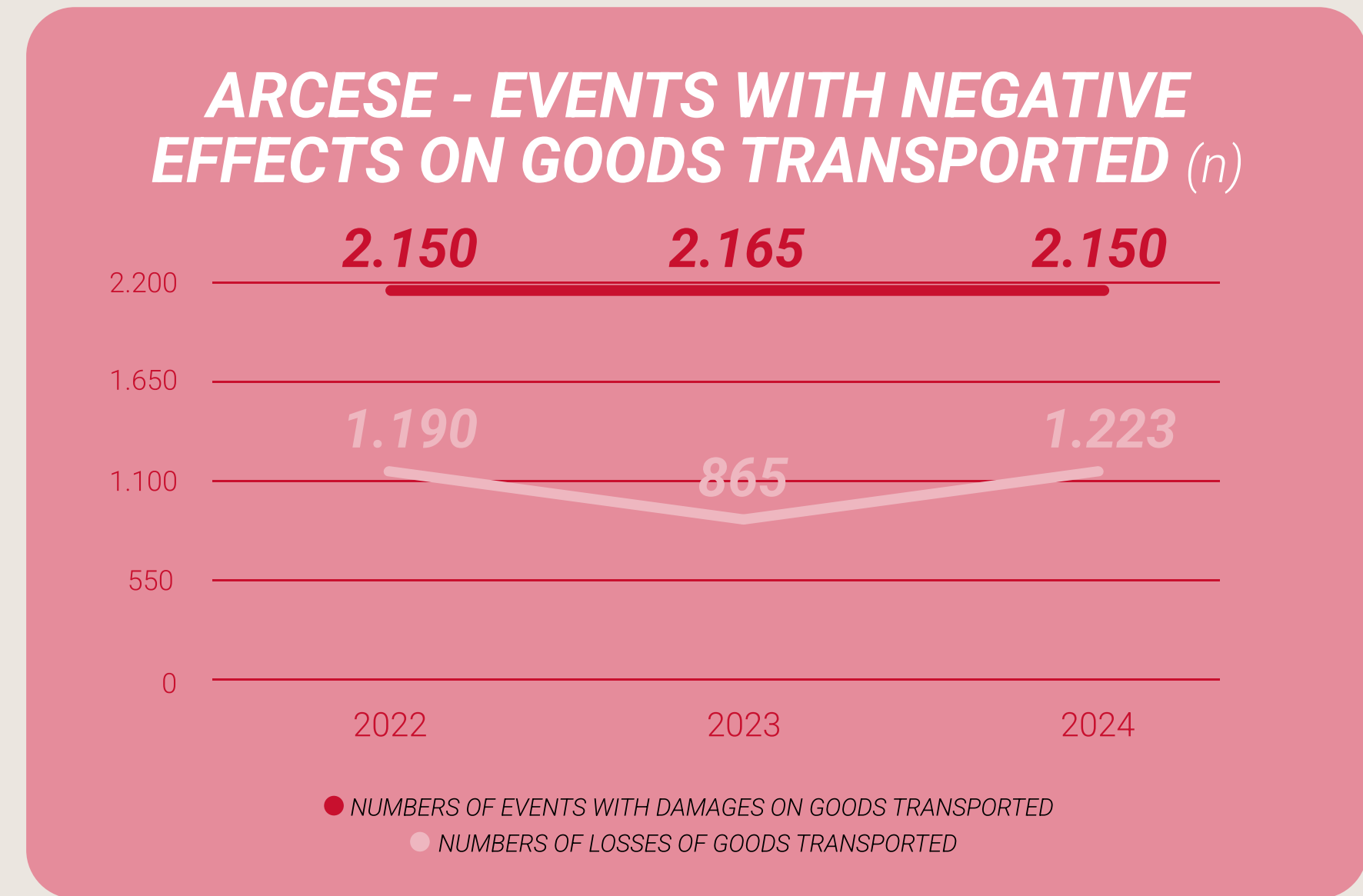
The graph illustrates the trend in incidents affecting transported goods for Arcese between 2020 and 2024, highlighting two key metrics:

- Damages to goods transported: Starting at around 2.000 events in 2020, this figure shows only minor fluctuations over the years, with a slight dip in 2021, a modest rise in 2022, and then stabilizing through to 2024.
- Loss of goods transported: In contrast, this line tells a different story. Beginning at roughly 500 events in 2020, it reveals a steady year-on-year increase, tripling to reach about 1.200 events by 2024.

In summary, while the number of events with damages to goods transported is relatively stable, the number of losses of goods transported is steadily increasing. It is important to point out that the percentage (0,12%) of damage to total transported goods has remained unchanged over the years.

Ventana Serra

As shown in the graph, unlike Arcese, negative events for Ventana Serra have decreased over time – this indicates an improvement in the management and safety of goods transportation.





3.5.2 Customer satisfaction

[NON GRI 2]

As in previous years, also in 2024, **Arcese and Ventana Serra conducted customer satisfaction surveys to assess the perceived quality of their services.** Arcese targeted Road Freight and Logistics customers with an annual turnover above €5.000, achieving a 15,29% response rate, while Ventana Serra surveyed 129 top clients and received a 13,18% response rate. Arcese's respondents were mostly companies with a turnover between €1M and €50M, and 54% primarily used LTL transport services. For 81% of the sample, selecting a transport and logistics provider is considered strategic, with long-term partnerships being common (45% have worked with Arcese for over 3 years, and 25% for more than 10 years).

Arcese is mainly perceived as a transport provider (67%), although a growing share (20%) sees it as capable of offering broader logistics solutions. Key improvement areas identified include handling of critical issues and price competitiveness.

Sustainability is increasingly relevant, yet only 26% of customers are willing to pay a premium for eco-friendly services. Arcese's Net Promoter Score stands at +16,24%, an improvement from 2023, though still impacted by satisfied yet passive customers who are not active promoters. Ventana Serra, on the other hand, recorded very positive perceptions: 100% of respondents are satisfied with its reliability, with year-over-year improvements in response times and issue management.

Its NPS rose to 59%, reflecting strong customer loyalty and advocacy.

16,24%

ARCESE NPS SCORE

59%

VENTANA SERRA
NPS SCORE



3.6 Innovation, research and digitalization

[GRI 3-3, NON GRI 1]

Arcese and Ventana Serra are undergoing a company-wide transformation focused on embedding sustainability and innovation into their core strategy, moving beyond traditional R&D. This transformation spans technological, structural, and cultural dimensions, **positioning them as forward-looking logistics leaders.**

The transformation has broad impacts:

- **Economic:** It drives long-term value through smart logistics, digitalization, and new business models, generating skilled jobs.
- **Environmental:** Digital tools help reduce emissions and resource use.
- **Social:** It promotes upskilling, well-being, and inclusion, while upholding human rights and ethical standards.
- **Market & Business:** It boosts competitiveness and ESG alignment.

The companies acknowledge that both direct operations and business relationships may result in negative impacts—such as emissions or labour risks in the supply chain. These are addressed through integrated sustainability roadmaps and cross-functional collaboration, structured around three transformation pillars: Demand, Factory, and Operations. Risks are managed via structured governance, ESG assessments, and supplier engagement.

Innovation is central, anchored in a “Digital Thinking” approach. Both companies collaborate with research bodies and think tanks to integrate new tools and knowledge across functions. **The MOVE IT manifesto reinforces core values like innovation and responsibility in hiring and performance reviews.**

Key initiatives include:

- Annual development of intermodal transport solutions to shift freight from road to rail
- A 2024 digital transformation strategy combining tech and talent to enhance data visibility and efficiency
- Performance management tied to core values and sustainability behaviours
- A People Manager Academy for digital leadership and agile methods
- Supplier collaboration for shared sustainability standards

To address real challenges—such as rising costs, market contraction, and supply chain complexity—Arcese and Ventana Serra have launched transformation projects, including a unified visibility platform aggregating transport data in real time. This is supported by redesigned processes, tech upgrades, and performance tracking across IT and operations.

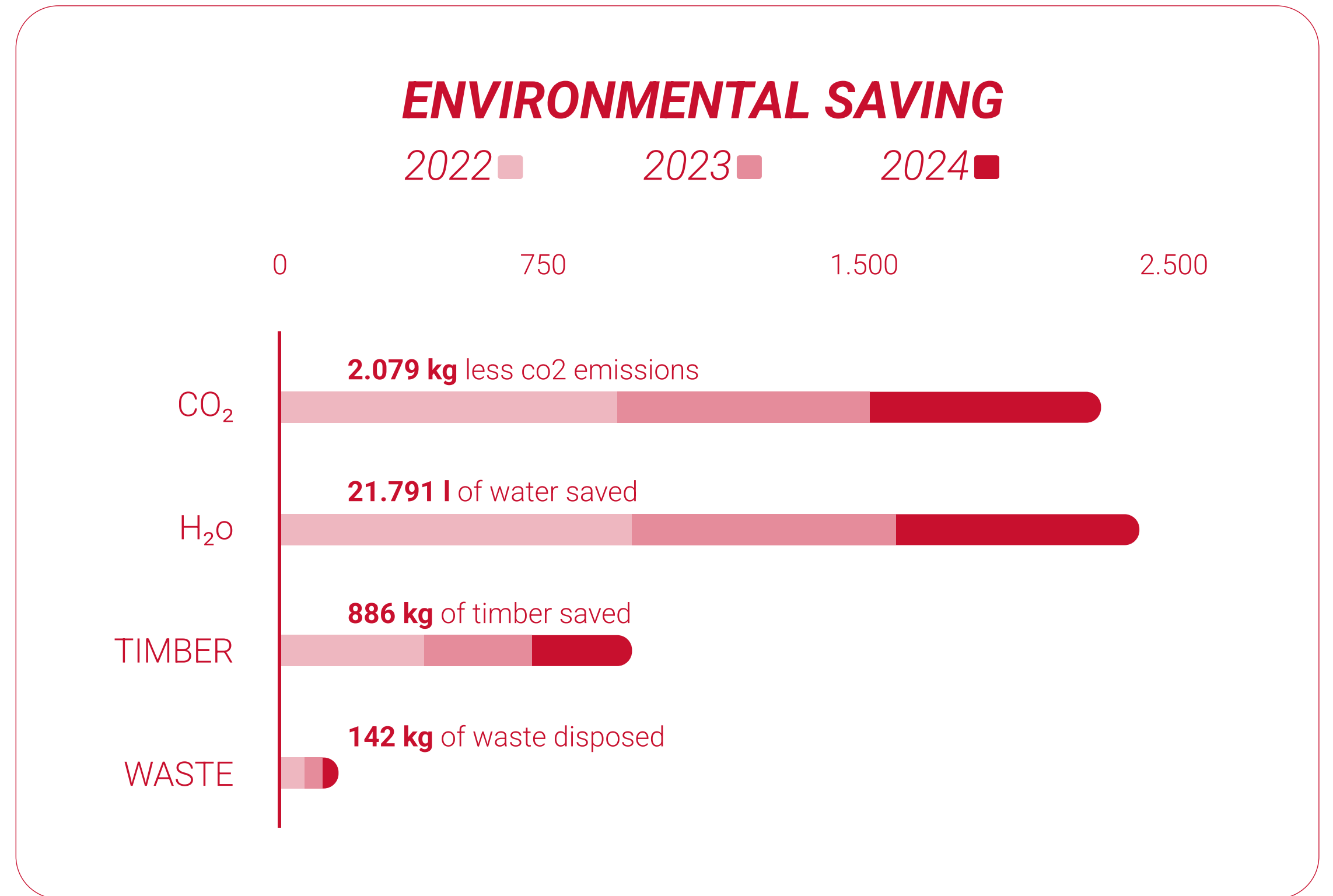
Progress is monitored via KPIs in four areas: financial, operational, sustainability, and people. Lessons learned feed into continuous improvement loops to refine standards and policies.

Stakeholder engagement is core to their governance model. Employee surveys and regular partner reviews ensure transparency, alignment, and responsiveness across all levels. In summary, **Arcese and Ventana Serra are building resilient, responsible, and innovative freight-tech operations, embedding sustainability and innovation throughout their business through**



structured, stakeholder-driven transformation.

The graph above illustrates the environmental savings obtained thanks to the digitalisation of document signature workflows; the data illustrate the cumulative results since 2022.



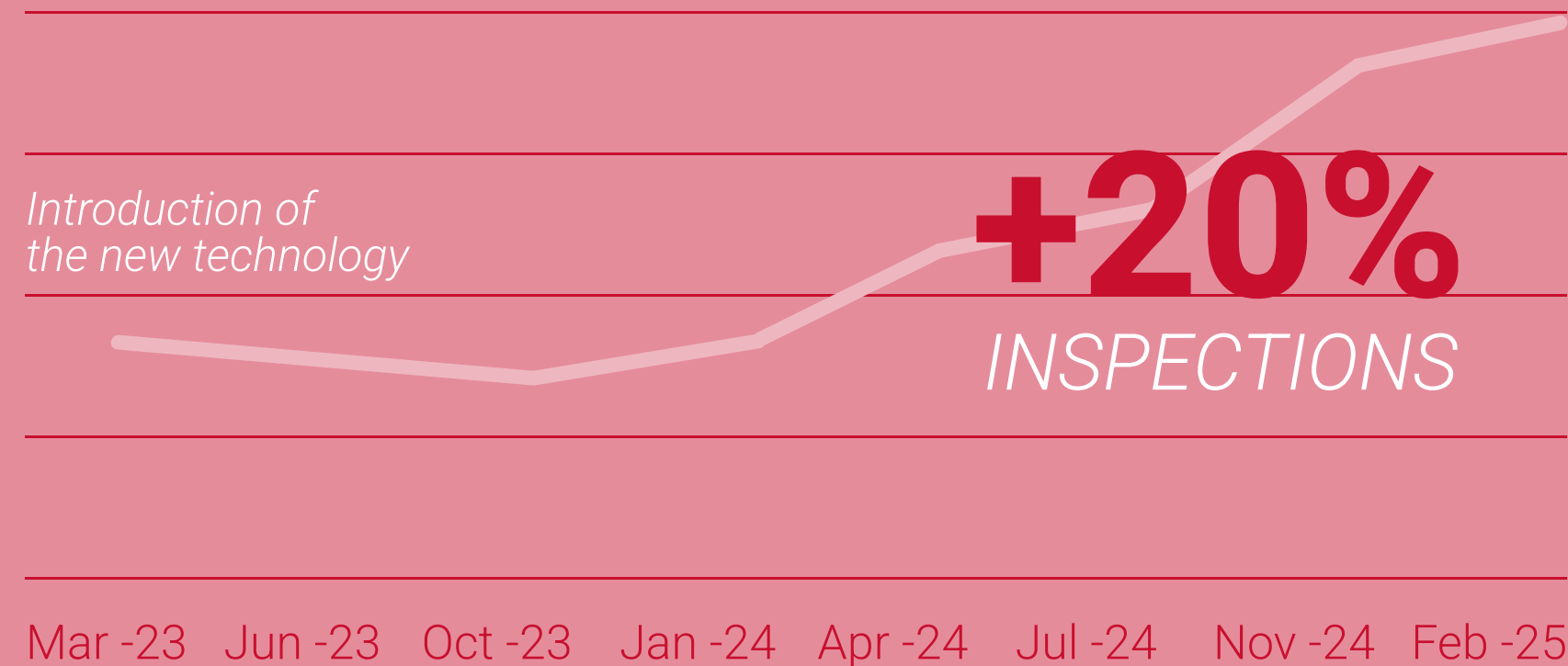
EFFITIRES: SUSTAINABLE INNOVATION IN TYRE MAINTENANCE

As part of Arcese’s ongoing commitment to advanced and sustainable technological solutions, **the EFFITIRES system developed by Michelin has recently been implemented across the fleet, offering a cutting-edge approach to tyre management and maintenance.**

Thanks to QuickScan technology, the system enables automated and highly accurate tread wear inspections, reducing the risk of human error and increasing the frequency and effectiveness of checks. The integration of magnetic sensors and RFID tags allows for continuous, automatic measurement of tread depth, with data processed in real time by Michelin’s smart algorithms.

EFFITIRES sends immediate alerts in the event of critical wear to operators and service providers, enabling prompt action and optimized vehicle resource management. The system is also quick and non-invasive to install, requiring no structural work. **In addition to enhancing road safety, this technology contributes to reducing fuel consumption and CO₂ emissions, further reinforcing Arcese’s commitment to more efficient and sustainable logistics operations.**

% INSPECTED ASSETS OF THE ARCESE FLEET





3.7 Association and partnership

[GRI 2-28]

Arcese Group actively collaborates with numerous national and international associations, strengthening its presence in the sector and contributing to the development of sustainable, innovative, and quality-oriented practices. Key Associations:

CONFINDUSTRIA

The main association representing manufacturing and service companies in Italy, with over 150,000 member businesses. It works to uphold the central role of companies and foster the country's economic, social, and civil development.

ANITA *(National Association Of Road Transport Companies)*

The specific association representing road transport companies within Confindustria.

ASSONIME *(Association of Joint Stock Companies)*

A voluntary non-profit association focused on studying and analyzing economic and legal topics that impact the development of the Italian economy.

ALIS *(Logistic Association of Sustainable Intermodality)*

A cross-sector association bringing together logistics operators and stakeholders to promote sustainable intermodal transport, including large companies, ports, interports, and academic institutions.

ASSOLOGISTICA *(Association of Logistic Providers)*

Represents logistics operators and managers of port, interport, and airport terminals. It works to promote quality, innovation, and the reputation of Italian logistics companies.

F&L *(European Freight Leaders)*

An independent European forum that fosters dialogue among logistics leaders. The network covers all transport modes and sectors, including shippers, carriers, tech companies, service providers, ports, academics, policymakers, and NGOs.

GLEC *(Global Logistics Emissions Council)*

An industry-led partnership focused on reducing emissions and improving efficiency in global logistics supply chains, through globally harmonized guidelines for emissions reporting and reduction.

VALORE D

Business association that promotes diversity, equity, and inclusion (DE&I) in the workplace, with a particular focus on enhancing female talent and fostering inclusive leadership. Founded in 2009, it is now a key point of reference for many companies seeking to make their organizational culture more inclusive.



Academic Collaborations:

POLYTECHNIC UNIVERSITY OF MILAN AND CONTRACT LOGISTICS OBSERVATORY

Arcese has established a strategic collaboration with the Polytechnic University of Milan and its Contract Logistics Observatory to support research and innovation. The partnership provides access to specialized skills, knowledge exchange, and networking with academic staff, competitors, operators, and clients.

BOCCONI UNIVERSITY – MEMIT

Collaboration with MEMIT (Master in Economics and Management of Transport, Infrastructure and Supply Chain) to share Arcese's business experience with master's students and promote talent development programs.

Other Educational Collaborations:

Over the course of 2024, the companies continued to expand its collaboration with **educational institutions across Italy, adding Liguria and Piedmont to their network of strategic partnerships.** Their presence now spans from Veneto to Piedmont and from Lombardy to Puglia. A new collaboration with LogiMaster in Verona further reinforced their commitment to connecting with higher education.

Efforts to raise awareness about the industry, their culture, and career opportunities for young talent were intensified through deeper engagement with schools and institutes at all levels, from secondary education to higher technical institutes. Tailored initiatives were developed to enrich students' learning experiences and spark their interest in the logistics sector.

Beyond classroom interactions, the companies organized student-focused events at its branches and in local schools, where employees shared their experiences and presented the company.

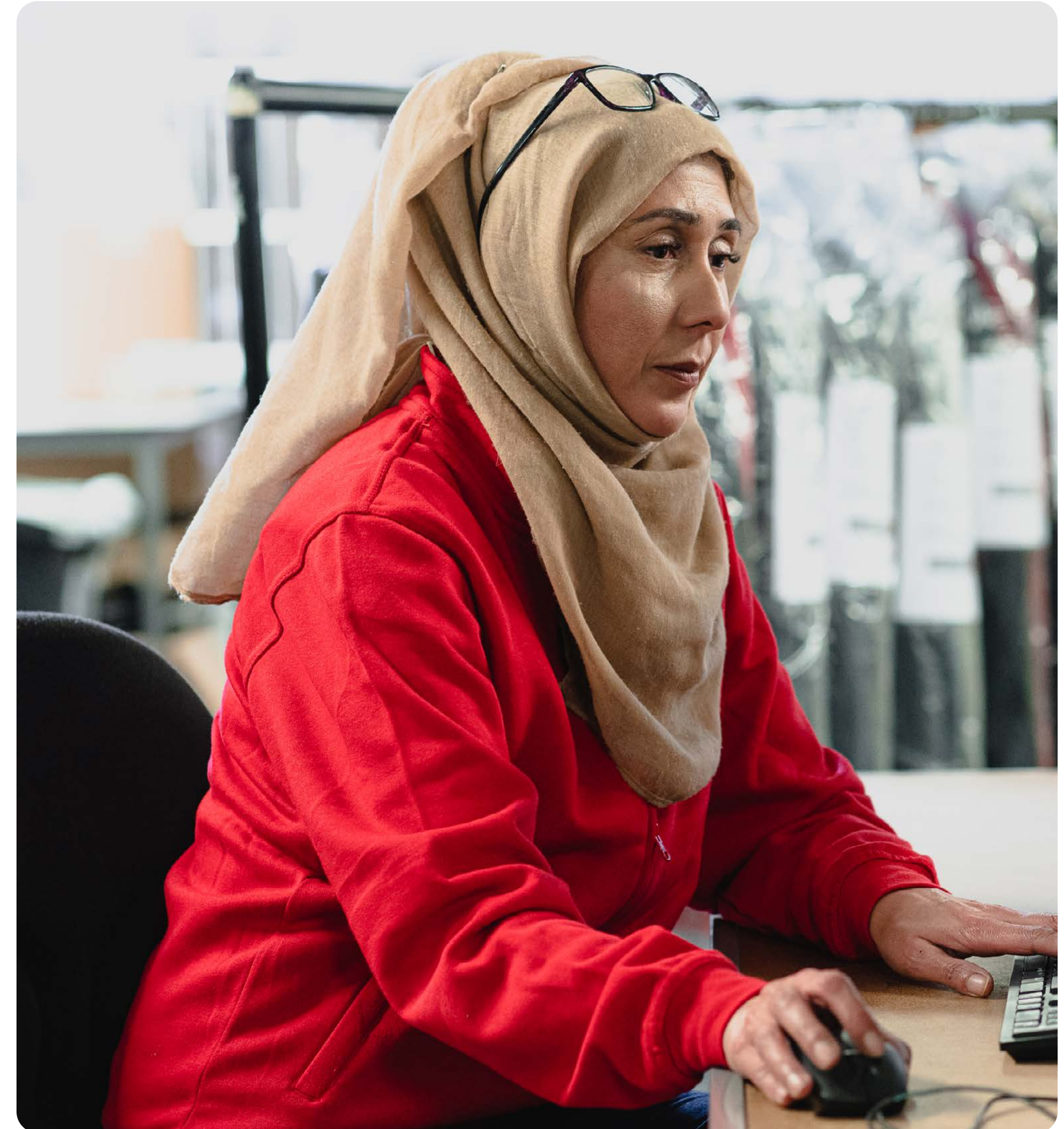
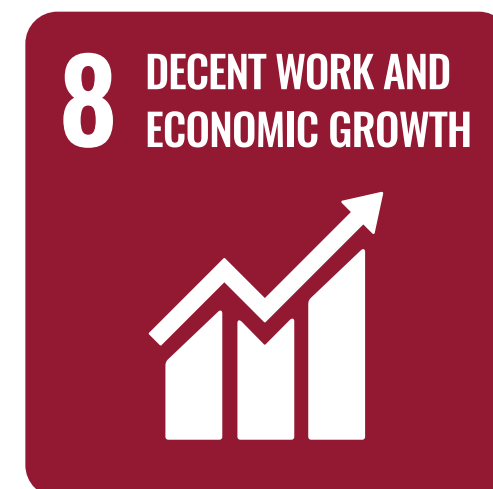
In some cases, colleagues acted as guest lecturers, providing students with practical insights and real-world knowledge. To further connect education and the professional world, both digital and in-person Career Days were held. These events offered students a behind-the-scenes view of the industry, insights into the hiring process, professional development tips, and information on entry-level opportunities for recent graduates.

PARTNERSHIP WITH VALORE D

Ventana Serra and Arcese renew their commitment to fostering an inclusive corporate culture through active participation (started in 2024) in the Valore D network, **the first Italian association dedicated to promoting diversity, equity, and inclusion (DEI) in the workplace.** Valore D supports member companies with practical tools for training, measurement, and advisory services aligned with ESG (Environmental, Social, Governance) principles, offering:

- Inclusion Impact Index Plus, a self-assessment tool to measure inclusion within organizations;
- Academy and training programs focused on inclusive leadership, bias awareness, and driving cultural change;
- Cross-company mentorship programs to develop talent and enhance diversity;
- Sharing Labs and awareness campaigns, promoting best practices on topics like parenthood, disability, generational collaboration, and inclusive language.

This collaboration contributes to Arcese Group's social sustainability strategy, aligning with the UN 2030 Sustainable Development Goals (SDGs), particularly:



Social *04*

*WE'RE DRIVING POSITIVE
CHANGE BEYOND THE ROAD.*



4.1 Occupation, training, diversity and welfare

[GRI 3-3, GRI 2-30]

Arcese and Ventana Serra share a unified People Strategy based on four pillars: Cultural Transformation, Employee Life Cycle Management, Employee Experience, and Leadership Empowerment.

This approach aims to create an inclusive, fair, and respectful workplace, supporting long-term business sustainability and talent retention.

The employee journey is managed through the **HIRE–DEVELOP–ADVANCE–ENGAGE framework, which promotes meritocracy and equal opportunities**. Two core procedures ensure consistency: Talent Acquisition and Role Management, aligning skills with business needs, and Training and Development, supporting onboarding and continuous learning. Both companies comply with national labour laws and ILO standards, with all employees covered by national and local collective agreements. The introduction of the principle of "Freedom and Responsibility" has defined a new working model, fostering **autonomy and accountability, including the flexibility of smart working**.

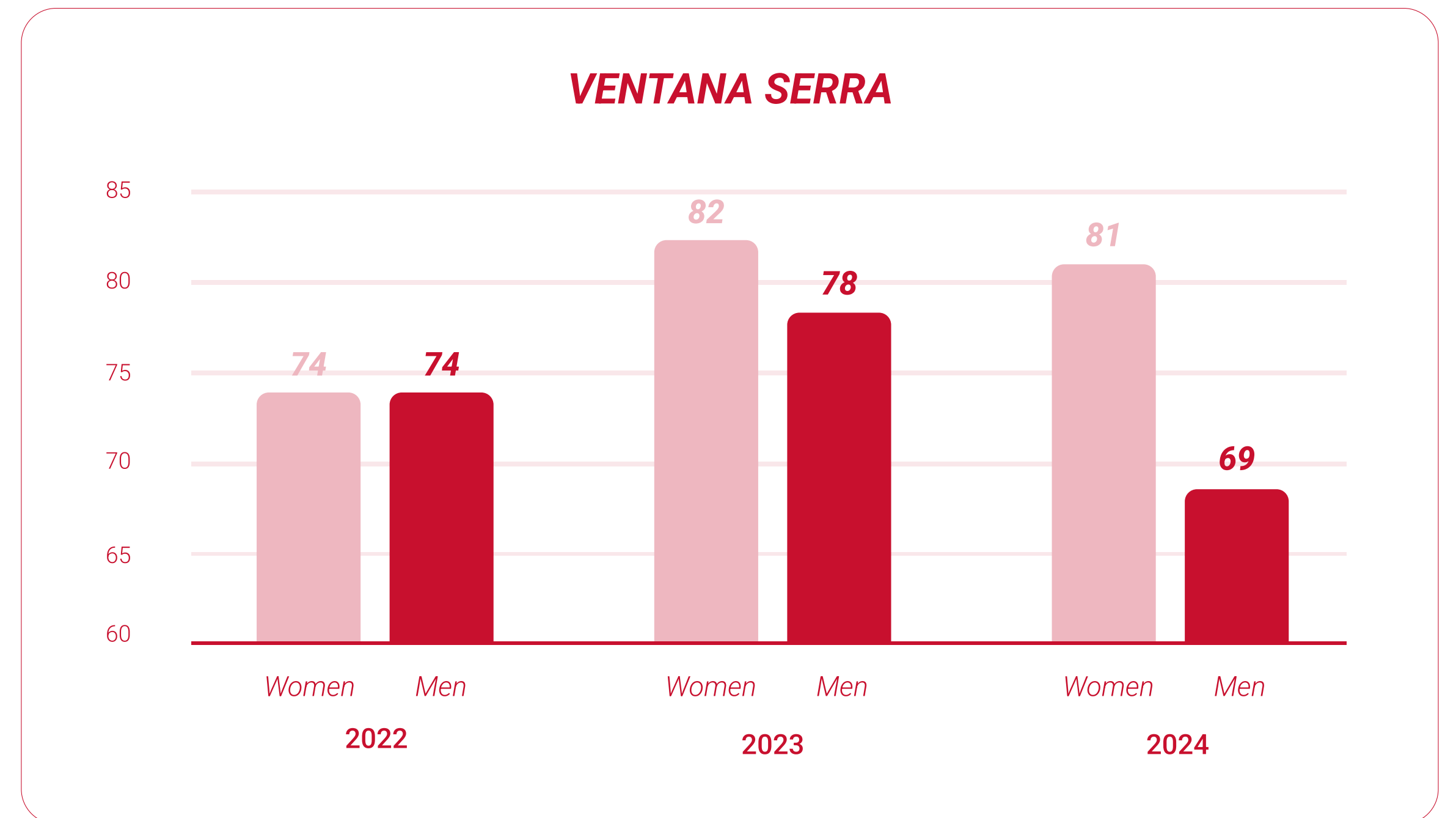
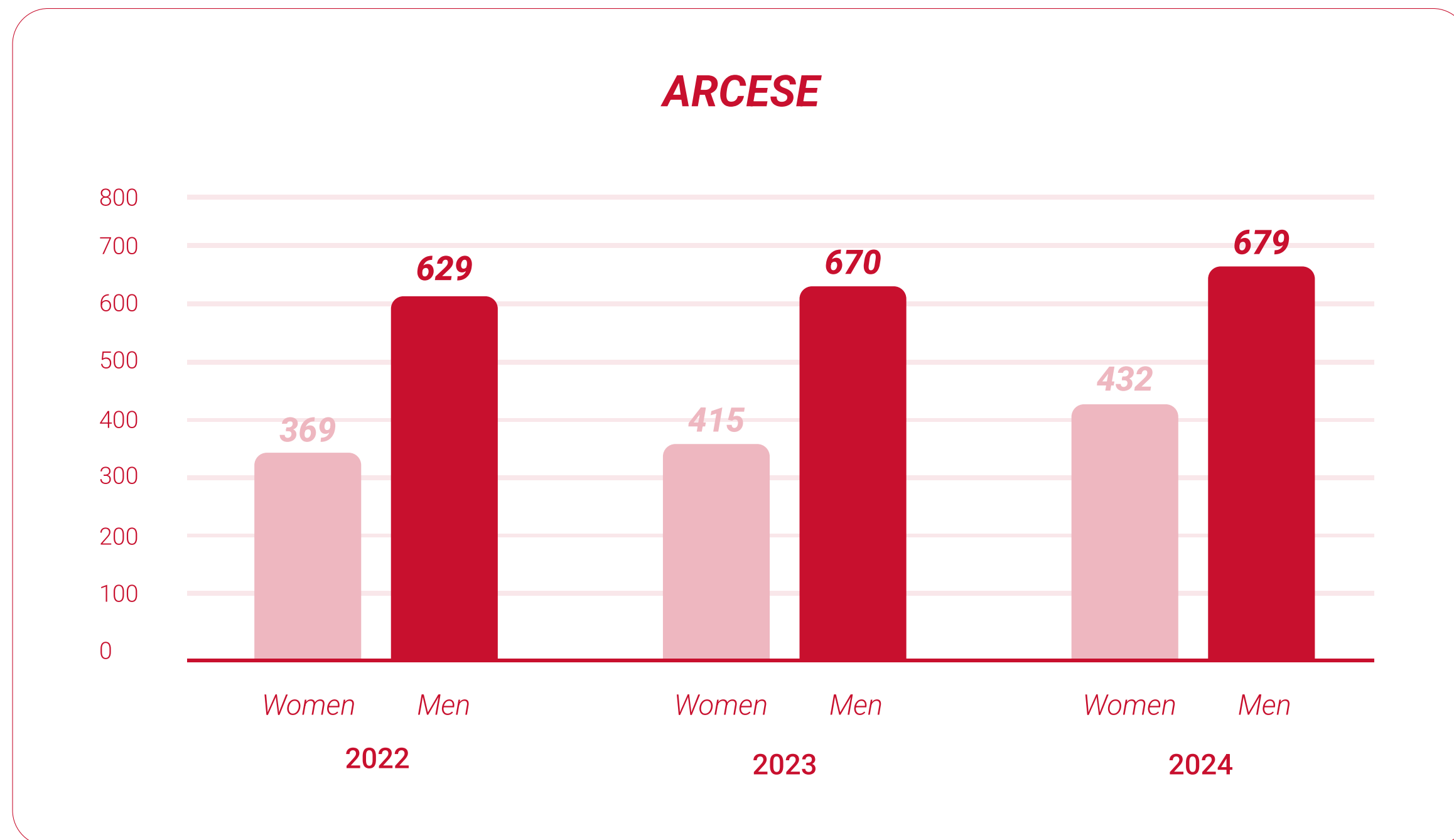
4.1.1 Arcese and Ventana Serra workforce

[GRI 2-7, GRI 2-8, GRI 405-1]

Between 2022 and 2023, the workforce across companies grew by approximately 8,6%, followed by a phase of consolidation in 2024, with a modest increase of 2,4% compared to the previous year only for Arcese. Particularly encouraging is the rise in the number of female employees clear evidence of growing commitment to gender equality and inclusion.

The nature of each company's operations is reflected in their respective employee profiles.

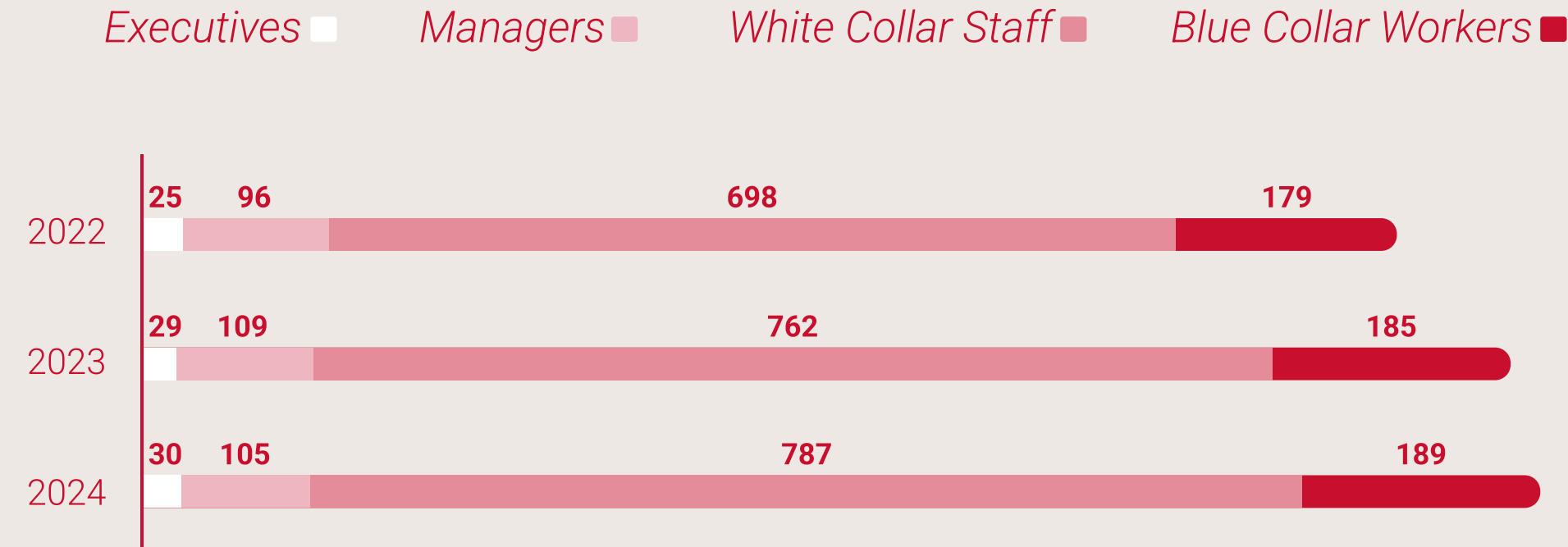
At Arcese, 17% of the workforce is made up of blue-collar workers, while Ventana Serra, operating in freight forwarding and customs services, does not include this category among its staff. At Ventana Serra, white-collar professionals make up 85% of employees, and notably, women represent 59% of this group. Arcese also shows a strong female presence, with women accounting for 51% of its white-collar workforce.



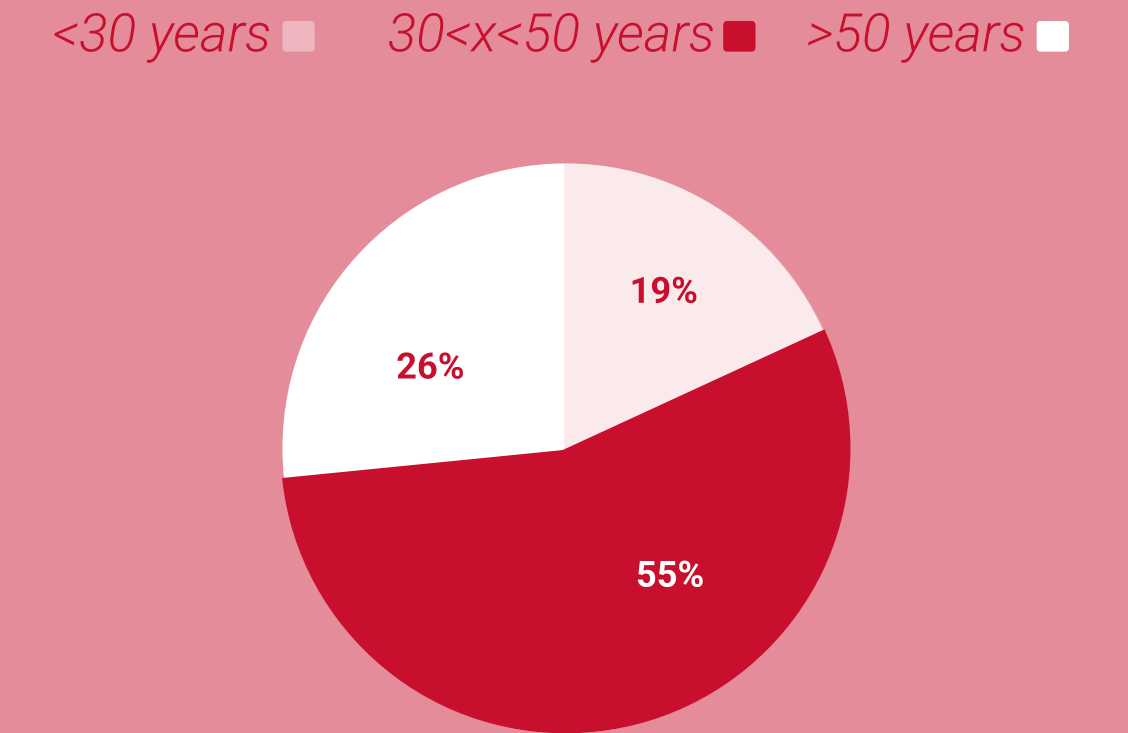
Looking at the age distribution during the reporting year, the majority of employees—43%—are over 50, followed closely by those aged 30 to 50, who represent 42%. Only 15% of employees are under 30. **This breakdown suggests a workforce with a wealth of experience, but it also points to the need for generational renewal to ensure long-term vitality and innovation.**

In terms of employment types, Ventana Serra, due to the specific characteristics of its business, relies on a very limited number of non-employee workers—just 20 in total. Arcese, on the other hand, makes broader use of external labour—including agency and cooperative workers—through carefully managed service contracts. These are exclusively related to goods handling at specific logistics platforms and are carried out in full compliance with labour regulations and internal standards.

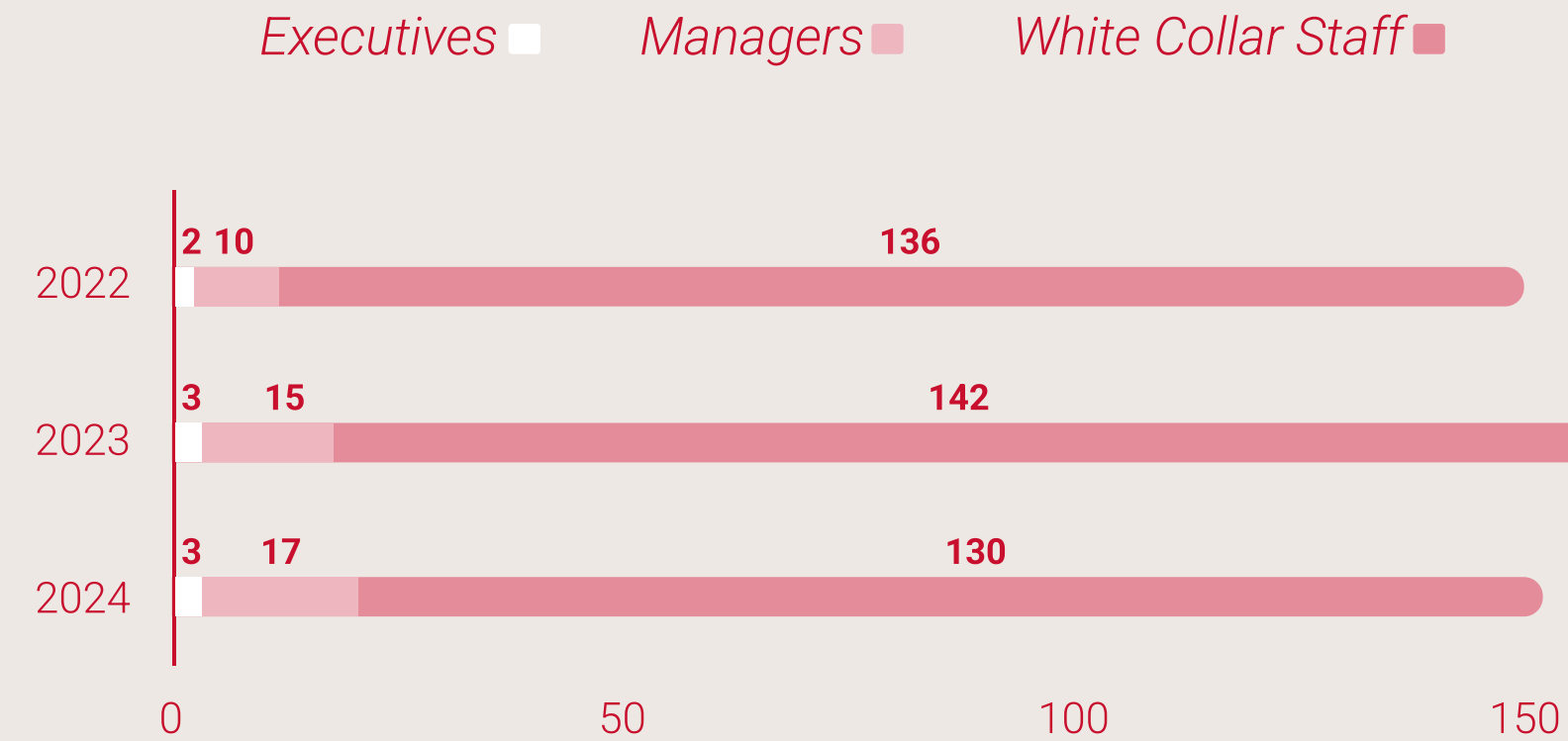
ARCESE EMPLOYEES CATEGORIES



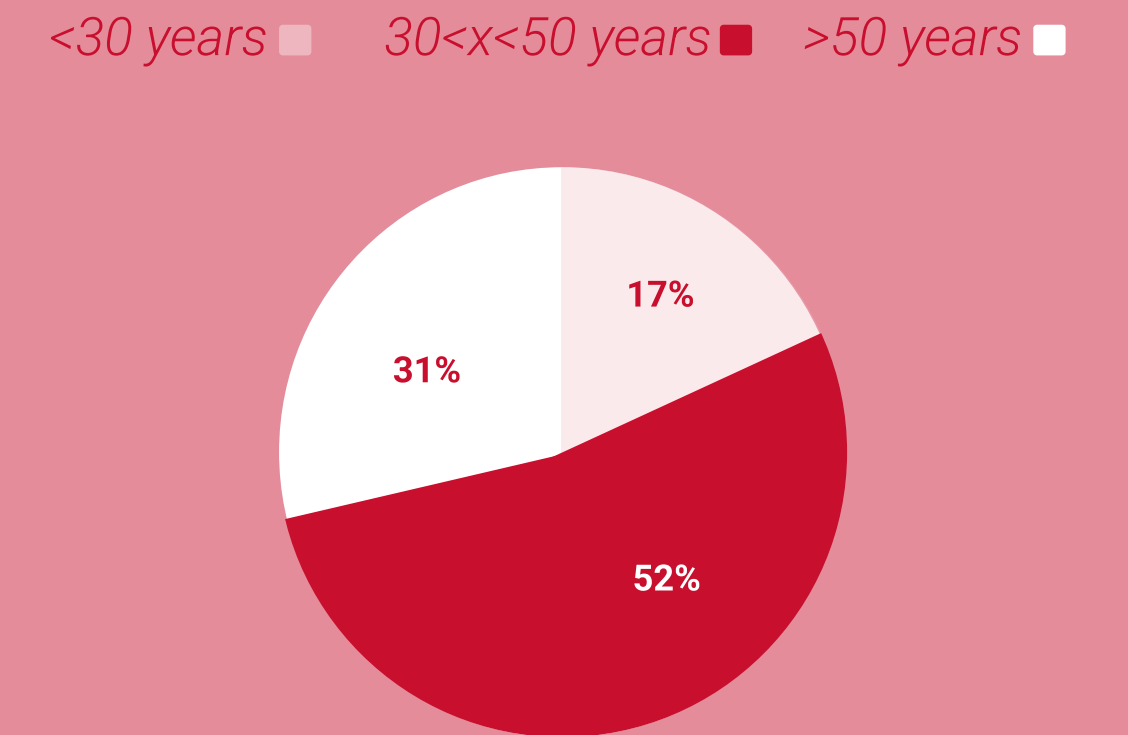
2024 EMPLOYEES BY AGE



VENTANA SERRA EMPLOYEES CATEGORIES



2024 EMPLOYEES BY AGE





4.1.2 Remuneration and welfare

[GRI 2-20, GRI 2-21, GRI 401-2]

Since 2022, Arcese Group has been developing a transparent and structured remuneration policy—set for implementation by 2025. The policy will ensure fair and consistent role evaluation, considering performance-based bonuses, benefit eligibility (e.g., company car), and alignment with market benchmarks. All benefits provided to full-time employees are also extended to part-time and fixed-term workers, promoting equity and inclusion. The corporate welfare system includes meal vouchers or canteen access, an extra paid day off for birthdays, additional paternity leave, and access to welfare programs like:

- **EBILOG:** financial support for education, childcare, driver license renewals, and more
- **SANILOG:** free supplementary health coverage offering a wide range of medical services.

SANILOG is limited to permanent contract holders, as per the National Collective Labour Agreement. Executives have access to a different, more comprehensive health fund but are excluded from EBILOG and SANILOG. As of 2024, Arcese reported a ratio of 11,49 between the total annual compensation of the highest-paid employee and the median total annual compensation of all other employees (excluding the highest-paid individual). The median percentage increase in total annual compensation for the remaining employees was 4%.

For Ventana Serra, the ratio between the total annual compensation of the highest-paid employee and the median total annual compensation of the other employees (excluding the highest-paid individual) was 5,11, while the median percentage increase in compensation for the other employees stood at 2%. These indicators reflect the Group’s commitment to monitoring and promoting fair and transparent compensation policies, in line with the principles of social sustainability and the enhancement of human capital.

<p>2 DAYS VACATION (ON TOP ON ITALY REGULATIONS) FOR FATHER'S PARENTAL LEAVE</p>	<p>1 DAY VACATION FOR BIRTHDAY</p>	<p>TICKET RESTAURANT (MEAL VOUCHER) OR CANTEEN</p>	<p>CONVENTIONS/ DISCOUNTS ON DIFFERENT PARTNER PRODUCTS RELATED TO TOPICS SUCH AS CLOTHING, TRAVELLING, RENTAL CARS, HOME APPLIANCES, INSURANCES.</p>
<p>EBILOG BILATERAL BODY OF ITALY LOGISTIC TRANSPORTATION WITH FUNDINGS TO SUPPORT EMPLOYEES FOR NURSERY COSTS, CHILDREN UNIVERSITY COSTS, CHILDREN SCHOOLBOOKS, CHILDREN DEGREES AWARDS, THE DRIVING LICENSE (DRIVERS) RENEWAL, AND OTHER INITIATIVES.</p>		<p>SANILOG FREE SUPPLEMENTARY HEALTH FUND FOR EMPLOYEES OF THE LOGISTICS, FREIGHT AND SHIPPING SECTOR, WHICH PROVIDES HEALTH CARING WITHOUT COSTS OR WITH VERY LIMITED COSTS SUCH AS SPECIALISTIC EXAMINATIONS, DENTAL CARE, PREVENTIVE TESTS, MATERNITY TEST, PSYCHOLOGICAL COUNSELLING, AND OTHER INITIATIVES.</p>	

4.1.3 New hires and turnover

[GRI 401-1]

Talent acquisition serves as the initial step in cultivating an effective Employee Experience.

By engaging with the appropriate talent pool and adeptly identifying high-potential individuals, the companies' business operations are bolstered.

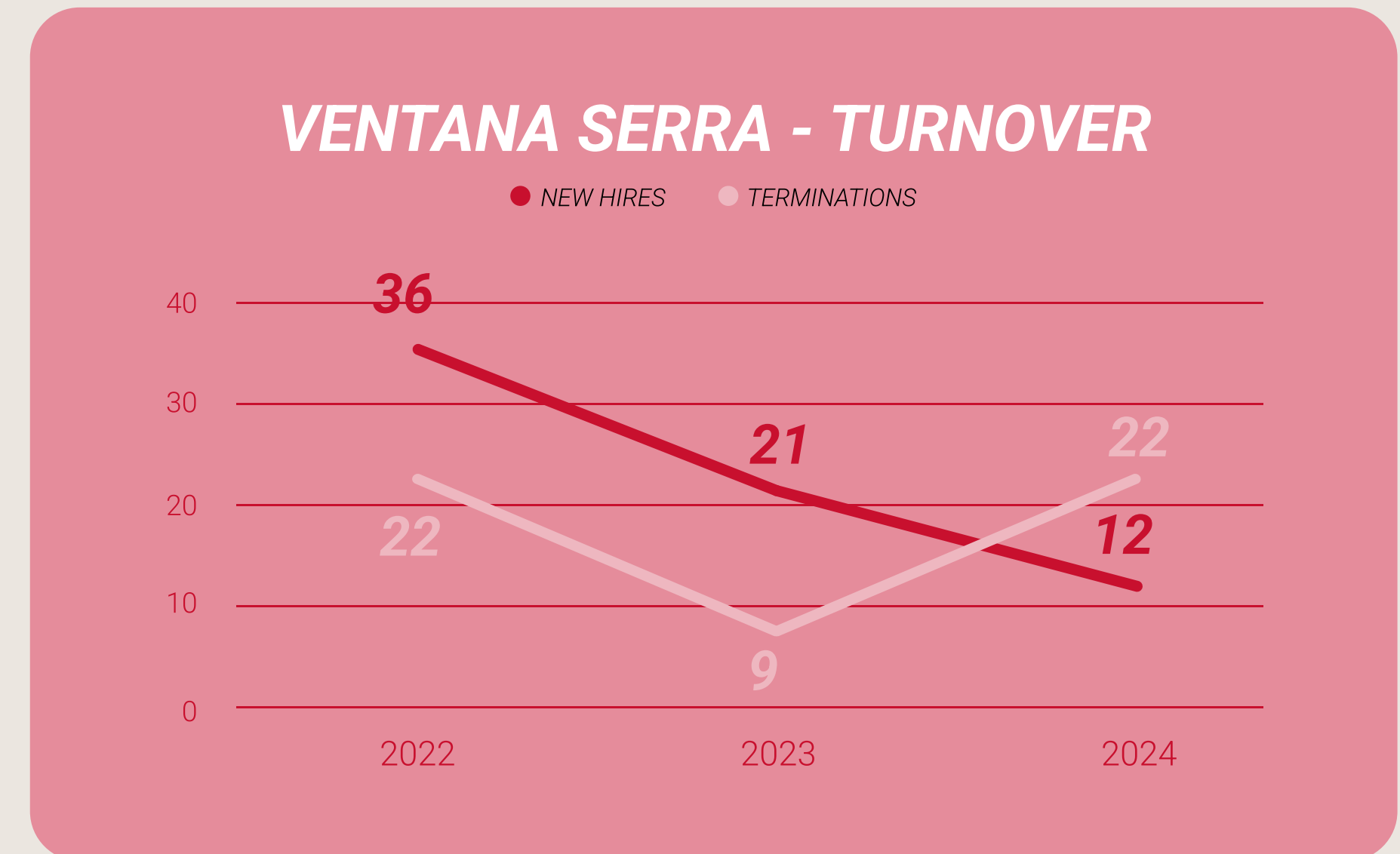
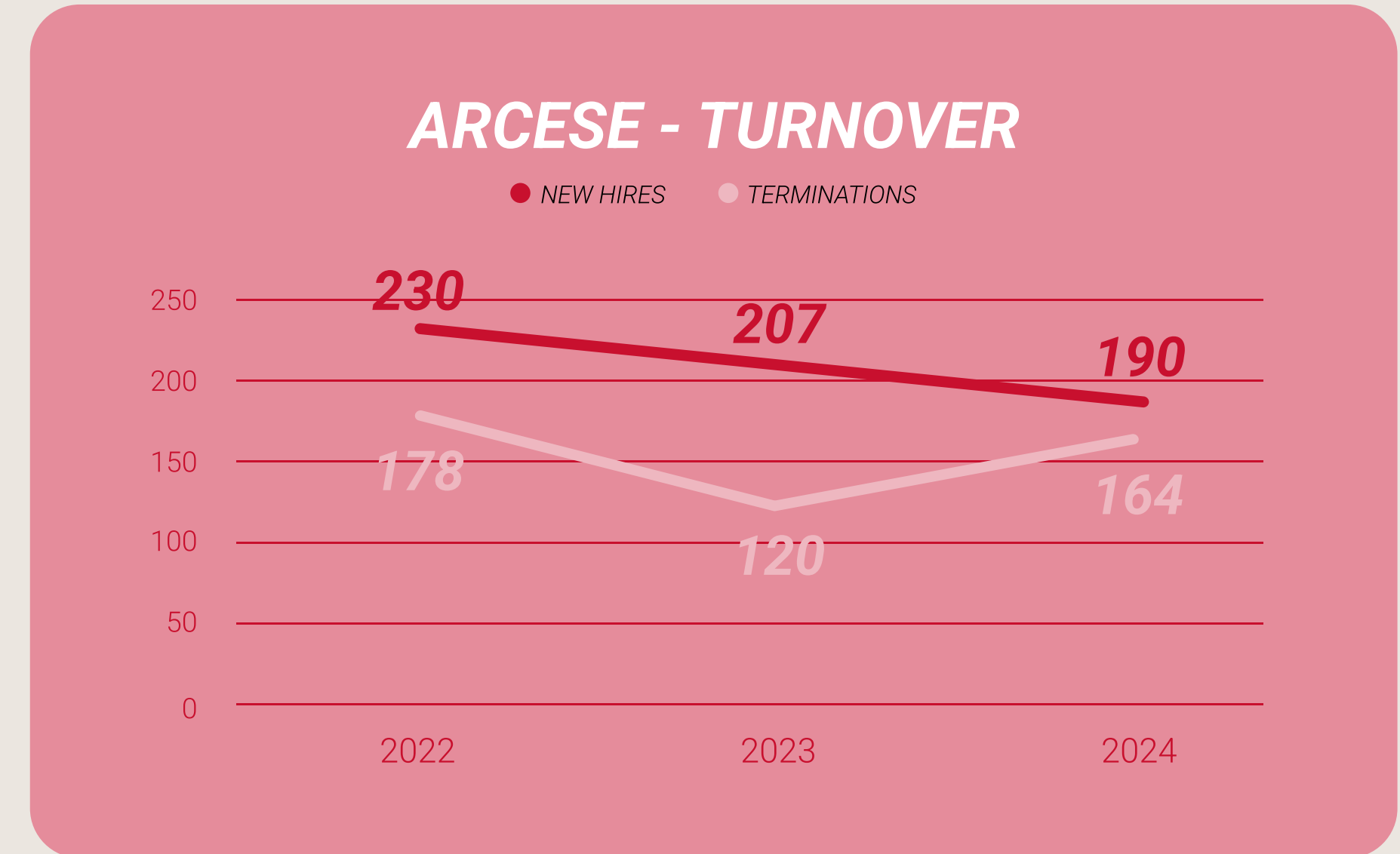
Arcese

The trend reveals a steady decline in new hires over the period under review, while the number of terminations followed a fluctuating pattern: dropping from 2022 to 2023 and then rising again in 2024. However, despite the overall reduction in recruitment, **new hires consistently outpaced terminations each year, maintaining a positive net flow of talent.**

A particularly noteworthy trend is the strong emphasis on young talent, with **40% of new hires being under the age of 30**. This focus on youth suggests the company is actively seeking to inject fresh perspectives and energy into its workforce. While it's true that 30,5% of terminations occur within this age group, indicating some turnover, the overall result remains positive, with the number of young recruits still surpassing those leaving the company.

Ventana Serra

The number of new hires has seen a significant decrease from 2022 to 2024, dropping from 36 to 12. This decline could reflect a reduction in staffing needs, possibly due to greater stability in the existing workforce. In other words, **the company may have reached a point where it does not need to hire many new employees.**

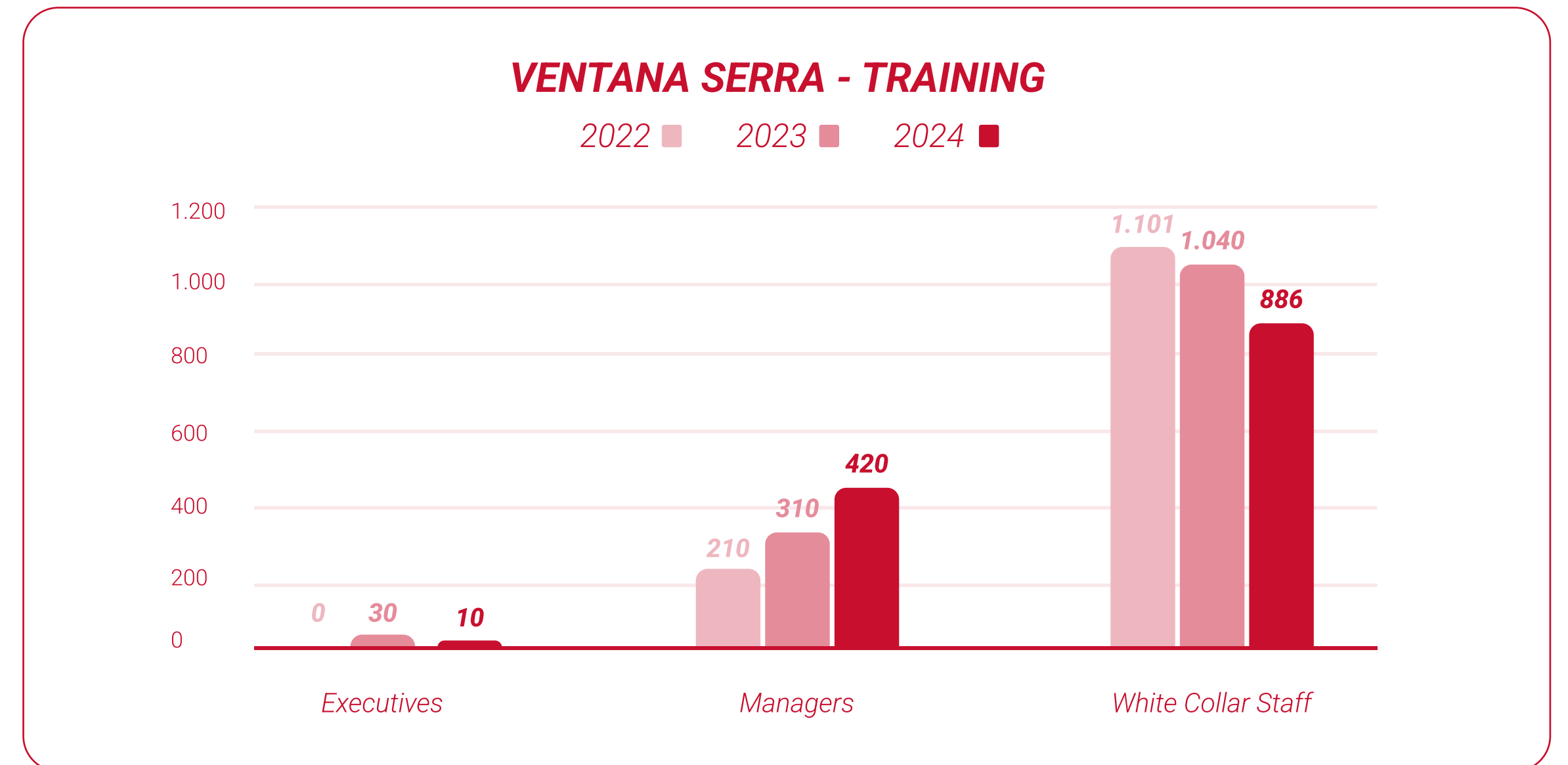
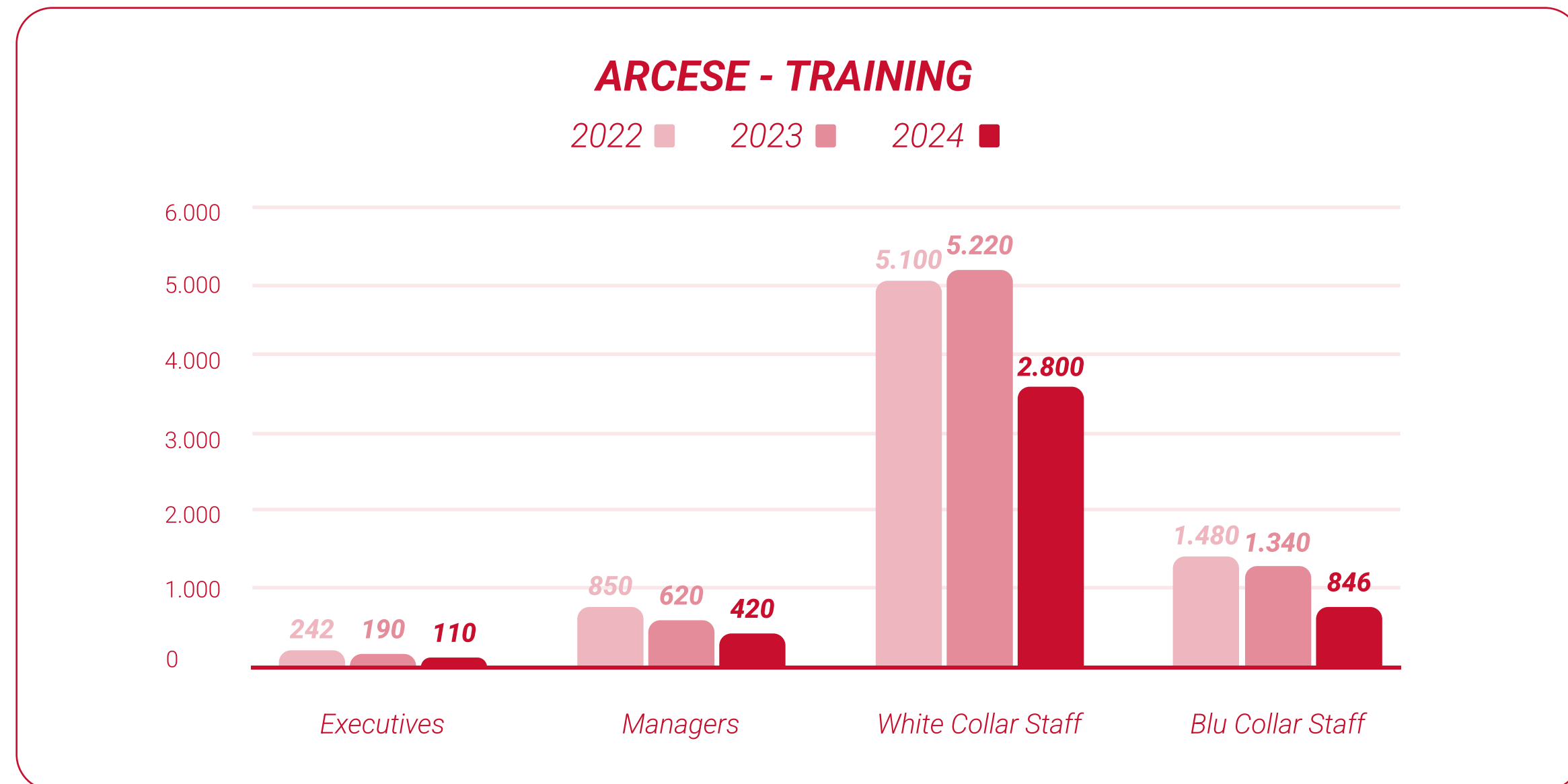


4.1.4 Employees learning and development

[GRI 3-3, GRI 404-1, GRI 404-2, GRI 404-3]

Arcese and Ventana Serra prioritize employee learning and development to maintain a skilled and engaged workforce. The "Hire-Develop-Advance-Engage" process focuses on enhancing the employee experience to drive business growth and attract talent. Managers play a key role in overseeing initiatives such as Move My Performance (MMP) and Move My Career (MMC), which aim to set and achieve goals, provide feedback, and facilitate career development discussions. MMP involves goal setting, mid-year check-ins, and performance evaluations, while MMC encourages career planning and improvement discussions, guided by the company's core values.

There was a decrease in training activity during 2024, with a total of 5.392 hours completed, compared to 8.750 hours in 2023. On average, each Arcese or Ventana Serra employee received approximately 4,28 hours of training during the year. The overall decrease in training hours for both Arcese and Ventana Serra is due to a change in the training plan, and some courses delivered in 2023 were not offered in 2024.





4.1.5 Respect for People

[GRI 405-1; GRI 406-1]

In today's landscape, **inclusion is considered a top priority, with a vision toward a future where diversity and equity are standard practice.** Full commitment has been made to contributing to this transformation, with efforts directed toward creating a workplace that values the uniqueness of each individual and reflects the vibrant diversity of the broader society. A culture of respect, diversity, and inclusion is actively fostered. This commitment is embedded in the Code of Ethics, an integral component of employment contracts, which emphasizes the importance of respecting every individual. **Principles such as honesty, integrity, cooperation, fairness, and mutual respect are upheld in all interactions involving employees and stakeholders.** Any form of discrimination—whether based on race, gender, religion, or other factors—is unequivocally rejected. Emphasis is placed on ensuring physical safety, supporting cultural rights, promoting gender equality, and respecting personal relationships.

Diversity is recognized as a strength that enhances organizational effectiveness, with the acknowledgment that each individual contributes unique skills and perspectives vital to the success of the corporate strategy. No instances of discrimination were reported during the year under review.

As part of ongoing efforts to reinforce these principles and in response to employee feedback, **a task force was launched in 2023 dedicated to Diversity & Inclusion initiatives, with particular attention given to addressing gender disparities.**

DIVERSITY&INCLUSION TASK FORCE

Diversity, Equity, and Inclusion (D&I) are considered key success factors. **The company aims to create an inclusive and collaborative environment where differences are recognized and valued.** Efforts are made to ensure that everyone feels a sense of belonging and is empowered to contribute their best, positively influencing engagement and overall

performance. Guided by the core mission of **“Driving change, embracing uniqueness,”** four key focus areas have been identified. A dedicated task force has been established to address these areas in collaboration with essential stakeholders and various company functions.

DRIVING CHANGE, EMBRACING UNIQUENESS



4.2 Health and safety at work

[GRI 3-3]

The Group places the highest priority on health and safety in the workplace, ensuring a consistently healthy, safe, and hygienic environment for all parties involved, including employees, customers, and communities. The company is committed to staying updated on the latest regulations and emerging industry risks, enabling it to proactively address potential hazards. Its approach to health and safety management encompasses all strategic elements, driving continuous improvement in logistics, transport activities, and workplace conditions.

The organisation constantly strives to ensure the highest quality in every aspect of its activities. From the early days, equal importance has been placed on the quality of services provided, workplaces, and procedures followed. **Every detail is meticulously cared for because it is believed that quality should not just be a promise, but a tangible reality in everything that is done.** In particular, the companies are focused on implementing high safety standards across all activities that pose risks to employees, customers, and communities. The company's policy emphasizes the involvement of all stakeholders, promoting a culture of prevention and safety to maximize protection and minimize accidents and injuries. This commitment is reinforced by the achievement of ISO 45001 certification, which applies exclusively to Arcese (with 9 certified operations).



4.2.1 The Health and Safety management system

[GRI 403-1; GRI 403-6; GRI 403-8]

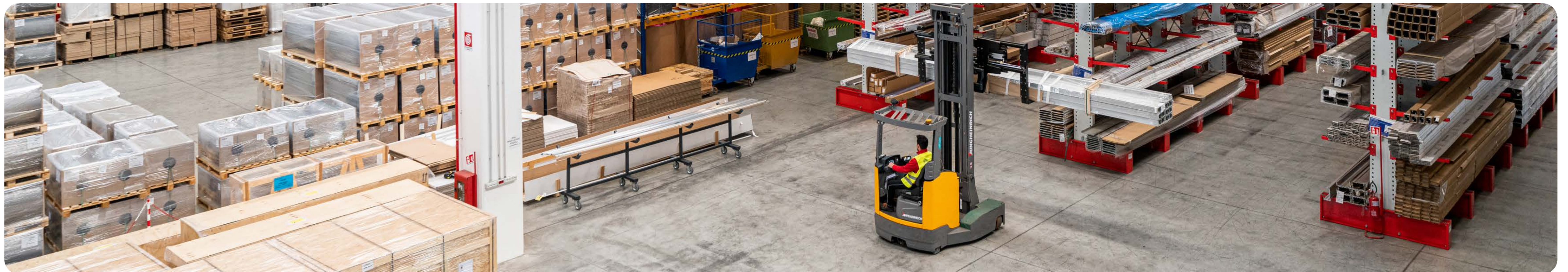
In recent years, notable progress has been made in the Health & Safety domain, reflecting the company's strong commitment to protecting employee wellbeing and fostering a culture of prevention. The main achievements include:

- **Enhancement of the Company Health Service:** Medical examination services were significantly expanded through a new strategic partnership, enabling broader territorial coverage. This collaboration strengthened emergency support capabilities and introduced greater flexibility, particularly in smaller locations, enhancing overall responsiveness and care for employees.
- **Introduction of a Periodic HSE Newsletter:** A dedicated Health, Safety, and Environment (HSE) Newsletter was launched to raise employee awareness. Each edition highlights major events, outlines newly implemented safety initiatives, and shares practical recommendations, further embedding a strong safety culture across all company sites.
- **Expansion of the "World Heart Day" Initiative:** As part of efforts to reinforce first aid readiness, four additional semi-automatic AED defibrillators were installed at the Chiari, Verona Workshop, Rovereto, and Ubersetto locations. This initiative underlines the company's ongoing commitment to emergency preparedness and cardiac safety.

Building on the progress made, the companies has set the following priorities for 2025:

- **Extension of the Periodic Prevention and Protection Service Meeting** (art. 35, Legislative Decree 81/08): Regular safety meetings will be extended to all branches, including those with less than 15 employees, even where not mandated by law, to ensure a unified and comprehensive approach to risk management and employee involvement.
- **Procurement of Exoskeletons for the Castel San Pietro Terme:** To improve ergonomics and reduce the risk of musculoskeletal injuries, exoskeletons will be acquired and deployed within the Castel San Pietro Terme. This investment will help protect workers engaged in physically demanding tasks, enhancing both safety and operational efficiency.

Through these initiatives, the company continues to prioritize the health and safety of its workforce, striving to cultivate an increasingly safe, inclusive, and proactive working environment. Total number of employees covered by an occupational health and safety management system audited or certified by an external party: reported only for operations included in the ISO 45001 certification.





4.2.2 Health and Safety Risk Management and Training

[GRI 403-3, GRI 403-5, GRI 403-2, GRI 403-4, GRI 403-7]

Arcese and Ventana Serra, through their respective HSE Offices, manage the analysis of health and safety risks across all operational processes, including those involving cooperatives, ensuring full compliance with applicable regulations. A risk assessment matrix is used to identify hazards and determine risk levels. A specific procedure is in place for reporting and analysing incidents and near misses, which leads to the implementation of corrective and preventive actions.

Both companies actively promote a strong safety culture by involving employees through safety representatives and direct reporting channels. Risks related to processes, infrastructure, equipment, and substances are systematically assessed, with mitigation measures including hazard elimination, activity modification, exposure reduction, and the provision of personal protective equipment (PPE).

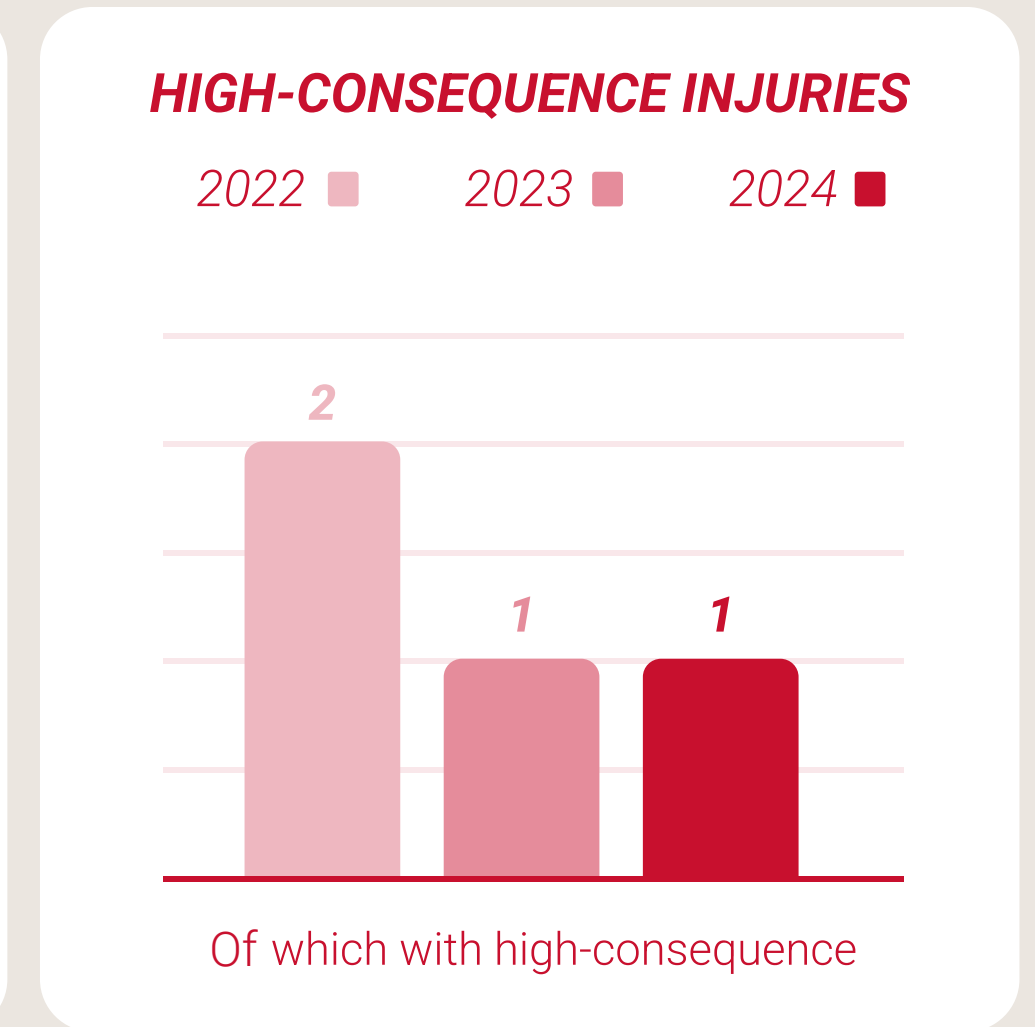
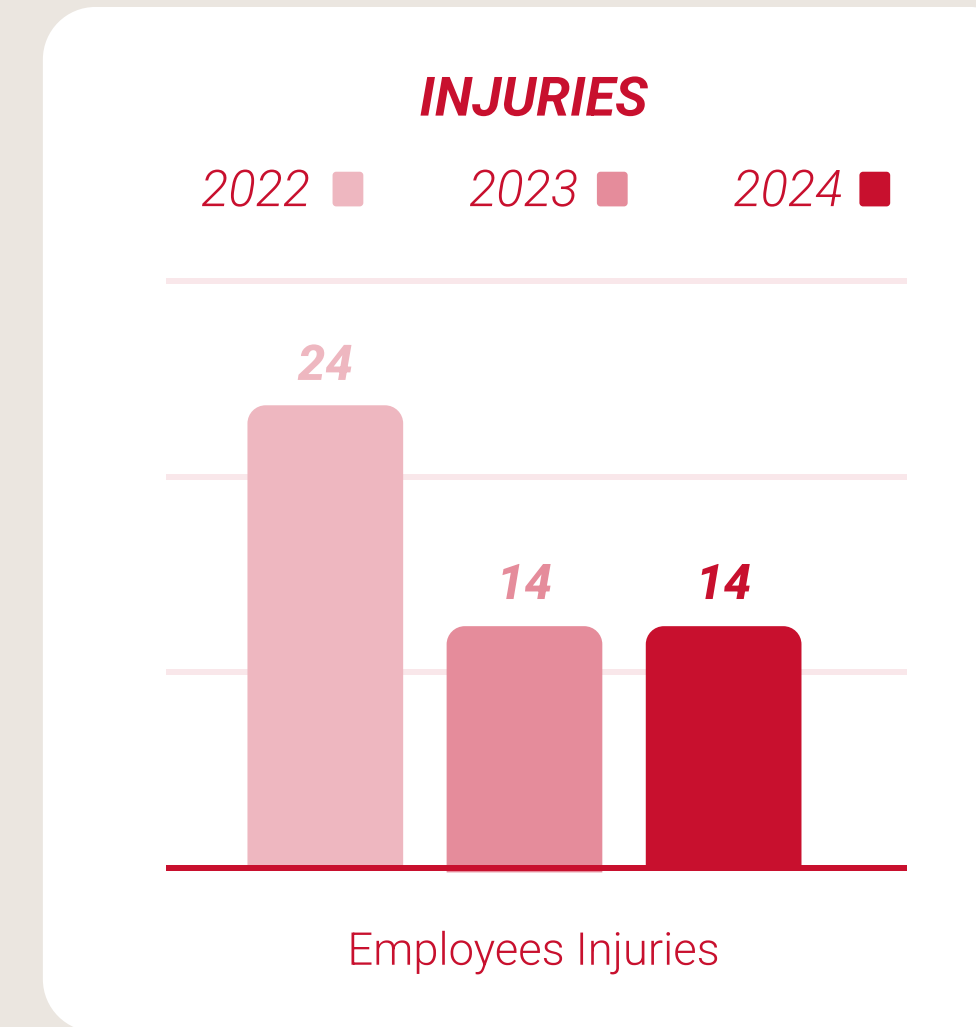
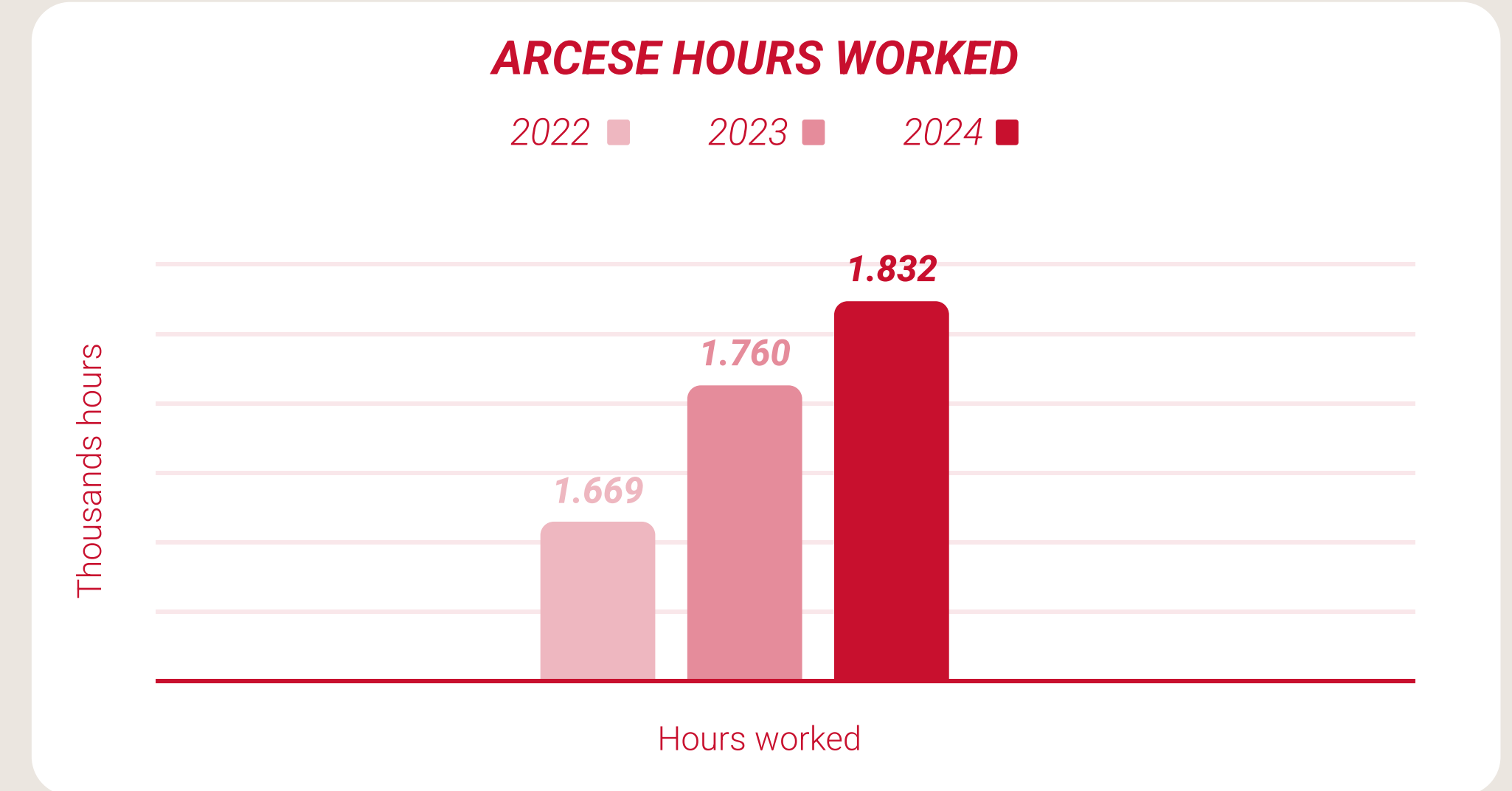
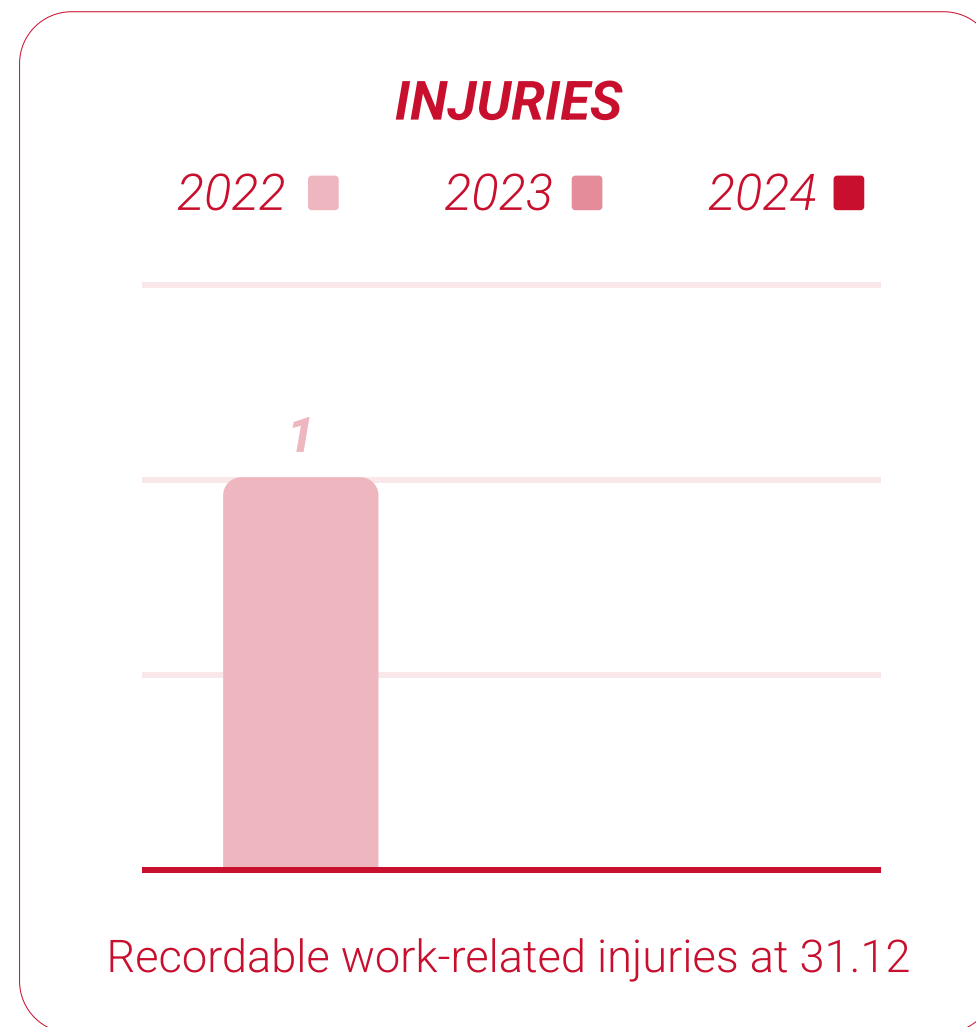
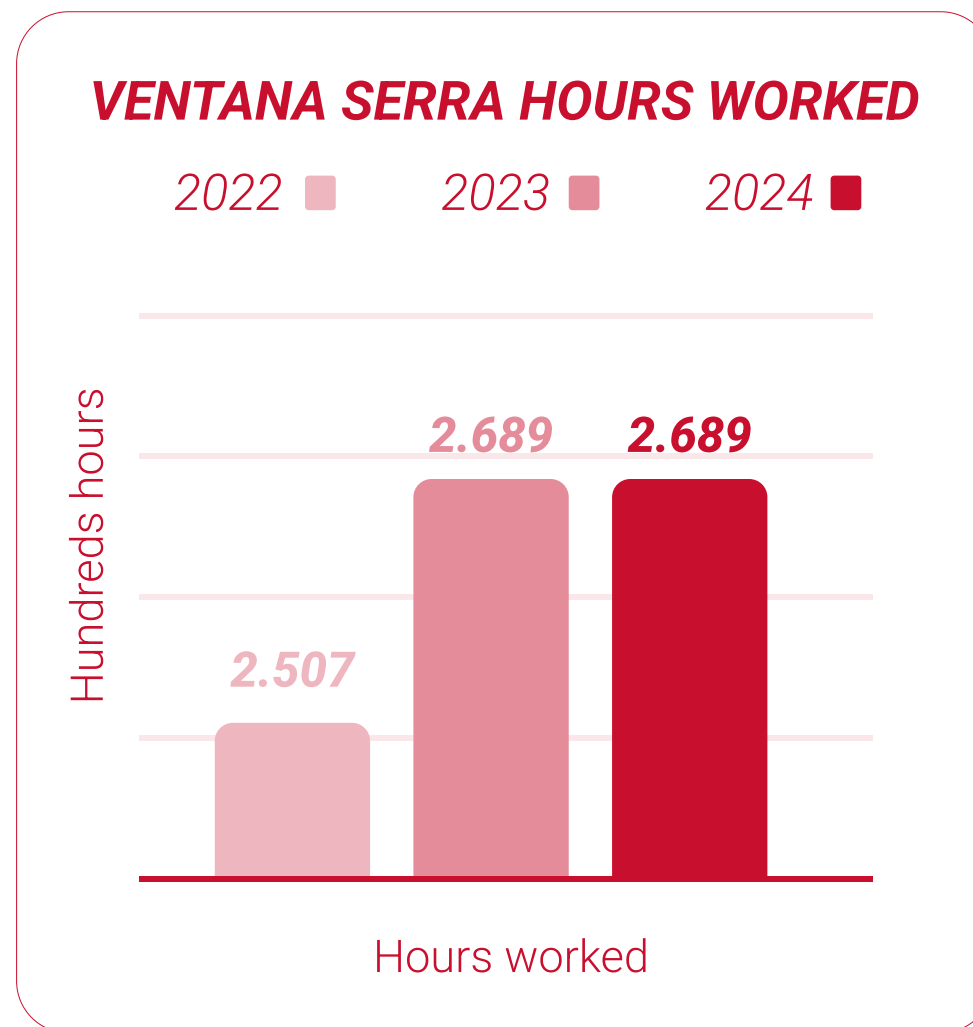
To prevent negative impacts on workers' health, Arcese and Ventana Serra implement health surveillance programs, continuous training, and regular updates to risk assessments. An occupational physician has been appointed to define a health surveillance protocol based on work-related risks and any previous injuries, with the aim of assessing workers' fitness for duty. Mandatory health and safety training is also provided in accordance with the identified risks.

4.2.3 Occupational Health and Safety injuries

[GRI 403-9]

In the transportation and logistics sector, Arcese has identified that most injuries are caused by improper manual handling of loads and failure to adhere to correct procedures or proper use of equipment. **To mitigate these risks, the organization has thoroughly assessed and addressed them in its Risk Assessment Document (DVR).** For Ventana Serra, however, the leading cause of accidents is commuting injuries, occurring during the home-to-work and work-to-home journeys.

For the reporting year, Arcese registered 14 injuries among employees, with 1 resulting in an absence from work exceeding 6 months and no fatalities. Consequently, the frequency index decreased from 1,59 in 2023 to 1,53 in 2024, indicating a positive trend in workplace safety. Furthermore, the number of registered injuries among non-employee workers remained consistent with previous trends, with 18 incidents reported. This figure, while higher than in 2022 (5 incidents), reflects the ongoing expansion of warehouse operations and a stable pattern aligned with the increased scale and complexity of activities.



The chart highlights that there have been no reported workplace injuries in the last two years (only 1 in 2022).



4.2.4 Work related ill health

[GRI 403-10]

The primary health risks associated with transport and logistics activities stem from musculoskeletal overload. To mitigate these risks, the following measures have been implemented:

- Preventive Health Surveillance: Regular monitoring to identify and address potential issues early.
- Information and Awareness: Providing workers with knowledge to reduce risks.
- Provision of DPI or Tools: Ensuring appropriate equipment or protective gear is available where needed.
- Constant MMC Assessment Updates: Keeping the Manual Material Handling (MMC) assessments up to date whenever production processes change, or new activities and tools are integrated.

YEAR	PROCEDURES RAISED	PROCEDURES ACCEPTED
2022	2	0
2023	5	0
2024	2	0

This table highlights the trend of procedures raised versus those accepted, emphasizing the need for ongoing evaluation and improvement.

4.3 About local communities

[GRI 3-3]

The Arcese Group has always been guided by the belief that businesses hold a fundamental responsibility to contribute to the progress and well-being of society. In line with this principle, the company believes that organizations capable of creating value should go beyond pursuing economic performance alone and actively engage in initiatives that generate positive social and environmental impact.

For this reason, Arcese is increasingly investing in projects that embody its core values—solidarity, individual centrality, and a strong commitment to community well-being. This is not only a strategic decision, but also a value-driven one, fully aligned with the Group's long-term vision: to view every business action as an opportunity to promote sustainable development within the communities in which it operates.

This approach reflects Arcese's identity as a conscious and responsible company, one that creates shared value and fosters positive change in society. As part of this commitment:

- When opening new facilities, Arcese conducts noise testing in compliance with local urban planning regulations to ensure that sound levels remain within legally defined thresholds.
- Road traffic mitigation around our sites is generally limited, as our operations are located in logistics hubs with minimal residential impact. However, the company proactively invests in driver training through the Behaviour-Based Safety (BBS) program, aiming to minimize the risk of traffic accidents involving company vehicles.



Arcese also promotes positive social and environmental impacts through a structured set of initiatives:

SOCIAL RESPONSIBILITY AND COMMUNITY DEVELOPMENT



WE SPONSOR ANNUAL SPORTS EVENTS THAT PROMOTE BOTH PHYSICAL AND MENTAL WELL-BEING, ENSURING ONGOING SUPPORT AND ENGAGEMENT WITHIN LOCAL COMMUNITIES.

TRANSPARENCY AND ACCOUNTABILITY



ALL SPONSORSHIPS AND COMMUNITY INITIATIVES ARE COMMUNICATED BOTH INTERNALLY AND EXTERNALLY VIA OFFICIAL SOCIAL MEDIA CHANNELS, WHILE INTERNALLY WE TRACK EMPLOYEE PARTICIPATION AND ENGAGEMENT.

LOCAL PARTNERSHIPS AND COLLABORATION



WE WORK CLOSELY WITH EXTERNAL PARTNERS, INCLUDING NON-PROFIT ORGANIZATIONS, TO CO-DEVELOP AND SUPPORT COMMUNITY PROJECTS AND EVENTS.

ENVIRONMENTAL STEWARDSHIP



WE ARE COMMITTED TO MONITORING DRIVER TRAINING FOR ROAD SAFETY AND PERFORMING NOISE ASSESSMENTS DURING THE ESTABLISHMENT OF NEW OPERATIONAL SITES.

EMPLOYEE WELL-BEING



AS PART OF OUR WELFARE PROGRAM, EACH EMPLOYEE RECEIVES A DAY OFF ON THEIR BIRTHDAY AS A SIGN OF APPRECIATION. DURING OUR ANNUAL CHRISTMAS CELEBRATION, WE HONOUR LONG-SERVING EMPLOYEES (30+ YEARS) AND THOSE APPROACHING RETIREMENT, WHILE ALSO RECOGNIZING TEAMS THAT HAVE EXCELLED IN PROJECTS THAT REFLECT OUR CORPORATE VALUES.

Our efforts are measured in the following events and collaborations that we have managed so far:

MARATONA DLES DOLOMITES - ENEL

Since 2014, Arcese has proudly sponsored the Maratona dles Dolomites - Enel. This partnership supports an event that promotes health, eco-friendly practices, and environmental preservation. By backing this prestigious race, Arcese raises awareness about sustainability while engaging with the local community. The ongoing involvement highlights Arcese's dedication to promoting green initiatives in the sports sector.

TOP DOLOMITES - OUTDOOR FESTIVAL

Arcese is also the Main Sponsor of the Top Dolomites Outdoor Festival, a premier event celebrating cycling and trail running amidst the breathtaking landscapes of the Brenta Dolomites. This partnership underscores the Group's dedication to promoting sustainability and active lifestyles in harmony with nature. By supporting both disciplines, Arcese fosters community engagement and encourages eco-conscious sportsmanship.

RUN 5.30

As the Main Sponsor of Run 5.30, Arcese supports an event that promotes holistic wellness through physical activity, wholesome food, and cultural immersion. Additionally, Arcese organizes the virtual edition, known as the "Arcese Edition," in collaboration with Run 5.30, enabling employees from around the world to participate. This partnership allows the Group to engage with its global team, promoting health, well-being, and solidarity across borders. By supporting both the physical and virtual editions, Arcese fosters a sense of unity and encourages an active lifestyle among participants.

INSUPERABILE - LA STAFFETTA DELL'INCLUSIONE

Arcese supported the "InSuperAble – La staffetta dell'inclusione" project in 2024, organized by ADS Rosa Running Team in collaboration with LAMU. This initiative involved various groups and associations with different frailties and pathologies walking across Italian villages and cities to promote the benefits of supervised movement and psychological support.





KENYA PROJECT

Arcese engages with various communities, some near its operational sites and others further afield, supporting solidarity initiatives worldwide. Since 2018, Arcese has partnered with Rosa Associati to create new opportunities for children and young people in the West Pokot-Marakwet district of the Rift Valley province in Kenya, using sport and education as tools for empowerment. In 2022, Arcese expanded its support with two new projects, in addition to the three already in place. The first is the Lemotit girls' training camp, which hosts and supports 40 young female athletes and students. The second project is in Torongo, where Arcese is involved in providing new beds and ensuring a reliable water supply for the training camp.

WAMI PROJECT – WATER WITH A MISSION

In 2024, Arcese and Ventana Serra introduced the WAMI – Water With A Mission in their subsidiaries, introducing WAMI water bottles in the vending machines across company premises. This high-impact social initiative connects a simple daily action to a meaningful outcome: for every bottle purchased, 100 litres of drinking water are donated to communities in need in developing countries. Since the start of the project in October 2024, 1.574 bottles have been purchased, resulting in 157.400 litres of clean water donated.

SUMBA PROJECT

Arcese supports The Sumba Foundation in promoting education and equal opportunities on the Indonesian island of Sumba. This partnership combines respect for local traditions with a concrete commitment to social progress.

In a region marked by poverty and limited access to education, Arcese funds scholarships aimed at empowering young generations—particularly girls— by fostering inclusion, gender equality, and sustainable development. Through this initiative, Arcese reaffirms its dedication to building a fairer and more inclusive future.

05

Environment

*WE PRIORITIZE
ENVIRONMENTALLY
RESPONSIBLE PRACTICES
THROUGHOUT OUR ENTIRE
LOGISTICS NETWORK.*

5.1 Impact on biodiversity

[GRI 3-3, GRI 304-2]

The preservation of biodiversity is increasingly recognized as a critical priority for companies operating in the transport and logistics sector. Healthy ecosystems support essential natural services—such as clean air, water, and soil—which are indispensable for infrastructure development, operational continuity, and long-term resilience. Biodiverse environments also help mitigate environmental risks that could disrupt supply chains, while contributing to a company's reputation and positioning in a market increasingly oriented toward sustainability.

Arcese and Ventana Serra are committed to environmental protection respecting the principles of Group values and ethics, adopting an integrated management approach aligned with international standards.

This approach grants:

- Baseline for strategies and initiatives to protect the environment and biodiversity
- Compliance with applicable laws and regulations
- Risk identification and mitigation tool for operations



5.1.1 Dangerous Goods (ADR) Management

[NON GRI 7]

In compliance with the ADR, Arcese and Ventana Serra have established a dedicated internal structure to ensure the safe and compliant handling, transportation, and storage of dangerous goods. The company works with a certified ADR-DGSA (Dangerous Goods Safety Advisor), who collaborates with the internal ADR Committee and the Health, Safety & Environment (HSE) office.

Carrier and driver qualifications are assessed, with operational oversight provided by the “Transport Purchasing” department. The system includes controls such as eligibility verification, management of UN codes, and risk assessments by the ADR Committee to ensure transport feasibility. **To minimize or prevent potential adverse impacts on biodiversity, Arcese implements a range of measures across its operations:**

TRAINING AND AWARENESS:

PROVIDING WORKERS WITH INFORMATION AND EDUCATION ON HEALTH, SAFETY, AND ENVIRONMENTAL PROTECTION IN THE WORKPLACE

RISK ANALYSIS:

CONDUCTING INITIAL AND PERIODIC RISK ASSESSMENTS IN ACCORDANCE WITH LEGISLATIVE DECREE 81/2008, IN COLLABORATION WITH THE COMPANY’S PREVENTION AND PROTECTION SERVICE. NEW OPERATIONAL UNITS UNDERGO RISK EVALUATIONS WITHIN 30 DAYS OF OPENING

ENVIRONMENTAL POLICY IMPLEMENTATION:

APPLYING PROCEDURES IN LINE WITH THE COMPANY’S INTEGRATED QUALITY, ENVIRONMENT, AND SAFETY POLICY, WHICH OUTLINES ARCESE’S ENVIRONMENTAL COMMITMENTS

AUDITING AND MONITORING:

CARRYING OUT INTERNAL AUDITS AND FOLLOW-UP INSPECTIONS, LED BY THE HSE OFFICE IN COORDINATION WITH RELEVANT DEPARTMENTS, TO ENSURE ONGOING COMPLIANCE WITH ENVIRONMENTAL AND OCCUPATIONAL HEALTH AND SAFETY STANDARDS

LEGAL COMPLIANCE:

ENSURING FULL ADHERENCE TO ENVIRONMENTAL REGULATIONS AND RELEVANT STANDARDS

CORRECTIVE ACTION PLANNING:

DEVELOPING SPECIFIC ACTION PLANS IN RESPONSE TO RECURRING OR HIGH-SEVERITY ISSUES, WITH PROMPT IMPLEMENTATION OF CORRECTIVE MEASURES TO MITIGATE RISKS

5.1.2 Biodiversity and our operations

[GRI 304-1]

Arcese and Ventana Serra have established comprehensive procedures for identifying, recording, and managing environmental impacts and near misses. These processes ensure thorough investigation and analysis of their causes, as well as the identification of any potential deviations.

By evaluating these incidents, companies can make informed decisions to prevent future pollution.

The mapping of our sites in relation to natural areas has not changed compared to the previous reporting period. **The table below outlines the sites for both Arcese and Ventana Serra along with their respective environmental category.**

OPERATIONAL SITE	POSITION IN RELATION TO THE PROTECTED AREA	BIODIVERSITY VALUE CHARACTERIZED BY LISTING OF PROTECTED STATUS
CASTEL SAN PIETRO TERME (BO)	Within the area	The area is classified as a public green area. At the moment no activities are carried out to modify the status.
BASIANO (MI)	Adjacent location	Green protection with trees along the Vareggio torrent. The area is protected by a construction ban. No fauna and flora species under protection.
CAMPOGALLIANO (MO)	Containing portions of the protected area	A very small portion of the area is within the Secchia river zone. The distance between the river and the yard is 300 meters so no big critical issues have been identified. No fauna and flora species under protection.
SAN GENESIO ED UNITI (PV)	Adjacent location	Zone along water channel protected by construction ban. No fauna and flora species under protection.
GERBOLE DI VOLVERA (TO)	Adjacent location	Two mitigation areas with vegetation zones as required by urban regulation. First area is close to residential zone Br 41 consisting of 1.342 m ² . Second area is close to residential zone Ce 12 consisting of 2.077 m ² at a distance of 11,80 m from the building. No fauna and flora species under protection.

5.1.3 Dangerous goods transport and storage

[NON GRI 7]

This paragraph includes information disclosed by our Companies regarding the operational sites involved in the storage and transport of ADR goods.

Below is the list of sites along with the respective ADR categories managed:

ARCESE


BASIANO


CAMPOGALLIANO


CASTEL SAN PIETRO TERME


CHIARI


MARANELLO
FRAZ. UBERSETTO


NOLA


GERBOLE DI VOLVERA


PAESE


PRATO


RIANO


RIVALTA


SAN GENESIO ED UNITI

VENTANA SERRA












TORTONA


VERONA Q.E.


BENTIVOGLIO


ALTAVILLA VICENTINA


GENOVA

CLASS ADR	DESCRIPTION	
CLASS 1	Explosive substances and articles (only 1.4S and 1.4G categories)	
CLASS 2	Gases	
CLASS 3	Flammable liquids	
CLASS 4.1	Flammable solids, self-reactive substances, polymerizing substances and desensitized oxid explosives	
CLASS 4.2	Substances liable to spontaneous combustion	
CLASS 4.3	Substances which, in contact with water, emit flammable gases	
CLASS 5.1	Oxidizing substances	
CLASS 6.1	Toxic substances	
CLASS 8	Corrosive substances	
CLASS 9	Miscellaneous dangerous substances and articles	





5.2 Energy consumption and emissions

[GRI 3-3]

The companies are committed to propose efficient and high-quality services across its logistics operations, looking at opportunities to implement sustainable solutions, with a comprehensive set of initiatives already in motion and a clear long-term ambition to achieve Net Zero emissions by 2040. Significant progress has been made in various areas of the supply chain, from energy efficiency to alternative fuel adoption and smarter transport solutions.

In the air freight sector, Ventana Serra is collaborating with airlines companies that have the most updated fleet, providing more efficiency in favor of less emissions.

Ventana Serra is continuing to investigate possible collaborations to implement Sustainable Aviation Fuel (SAF) and sustainable fuels in the maritime sector as well in the coming years.

More related to road transportation Arcese continues the investments on renewable fuels (BioLNG and HVO) and related improvements are providing important emission reductions as reported later in our report. Where there is technical and economic feasibility, Arcese is implementing solutions with electric vehicles together with our business partners mostly involved into the last mile operation in urban and near-urban context. These efforts are complemented by the intensive use of intermodal transport, combined with first and last mile operations supported by HVO (Hydrotreated Vegetable Oil), resulting in an overall emissions reduction of more than 80% compared to fully road-based transport using traditional fuels.

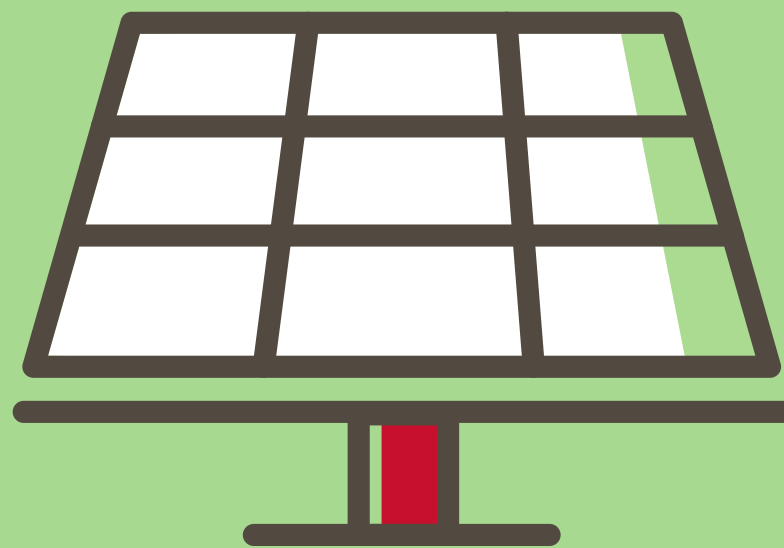
The geopolitical situation is putting an important focus on the efficient management of energy, making it a strategic priority. Logistics platforms are increasingly equipped with technologies aimed at reducing energy waste and optimizing consumption. The installation of photovoltaic solar panels is expanding (currently covering 5% of energy needs), further reducing dependence on conventional energy sources. **Waste management also reflects this sustainability-driven mindset, with 99% of waste already being recycled, and employees actively engaged in promoting the principles of reduce, reuse, and recycle.**

FOCUS ON SOLAR ENERGY

Looking at 2024, Arcese continued to invest in self-produced renewable energy, reaching a total of 3 MWp of installed photovoltaic capacity across various operational sites in Italy. **The total solar energy production amounted to 607,368 kWh, covering 5% of the company's total energy consumption.**

The installations are strategically distributed throughout the country, with the largest systems located in Arco (959 kWp), Tortona (326 kWp), and Basiano (280 kWp). This commitment to the energy transition highlights Arcese's Group dedication to reducing the environmental impact of its operations and promoting a more sustainable business model.

Emissions intensity comparison



Basiano
with photovoltaic system

kgCO₂e/m²

5,36

CSPT 1
without photovoltaic system

13,74

Case Study

This simple example presents a comparison between two Arcese Group logistics hubs – Basiano and CSPT 1 (Castel San Pietro Terme) – in terms of energy efficiency and environmental impact, highlighting the benefits of implementing more sustainable solutions.

At the Basiano site, CO2 emissions per square meter are significantly lower (5,36 kgCO₂e/m²) compared to the CSPT 1 site, which reports 13,74 kgCO₂e/m², the calculation is based on an equivalent area (6.100 m²). This translates into total emissions of 32,70 tCO₂e at Basiano versus 83,81 tCO₂e at CSPT 1.

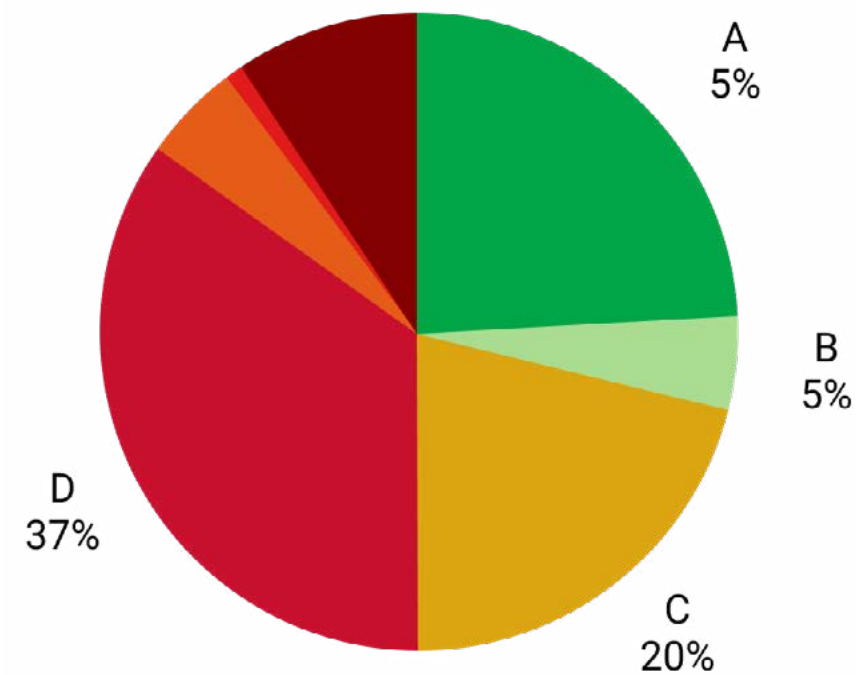
Thanks to this higher efficiency and the absence of natural gas usage, the Basiano site achieved a saving of 51,12 tCO₂e, demonstrating the effectiveness of the energy optimization measures and emission reduction strategies in place. This result underscores Arcese's ongoing commitment to improving its environmental performance through technological innovation and more sustainable operational choices.

FOCUS WAREHOUSE

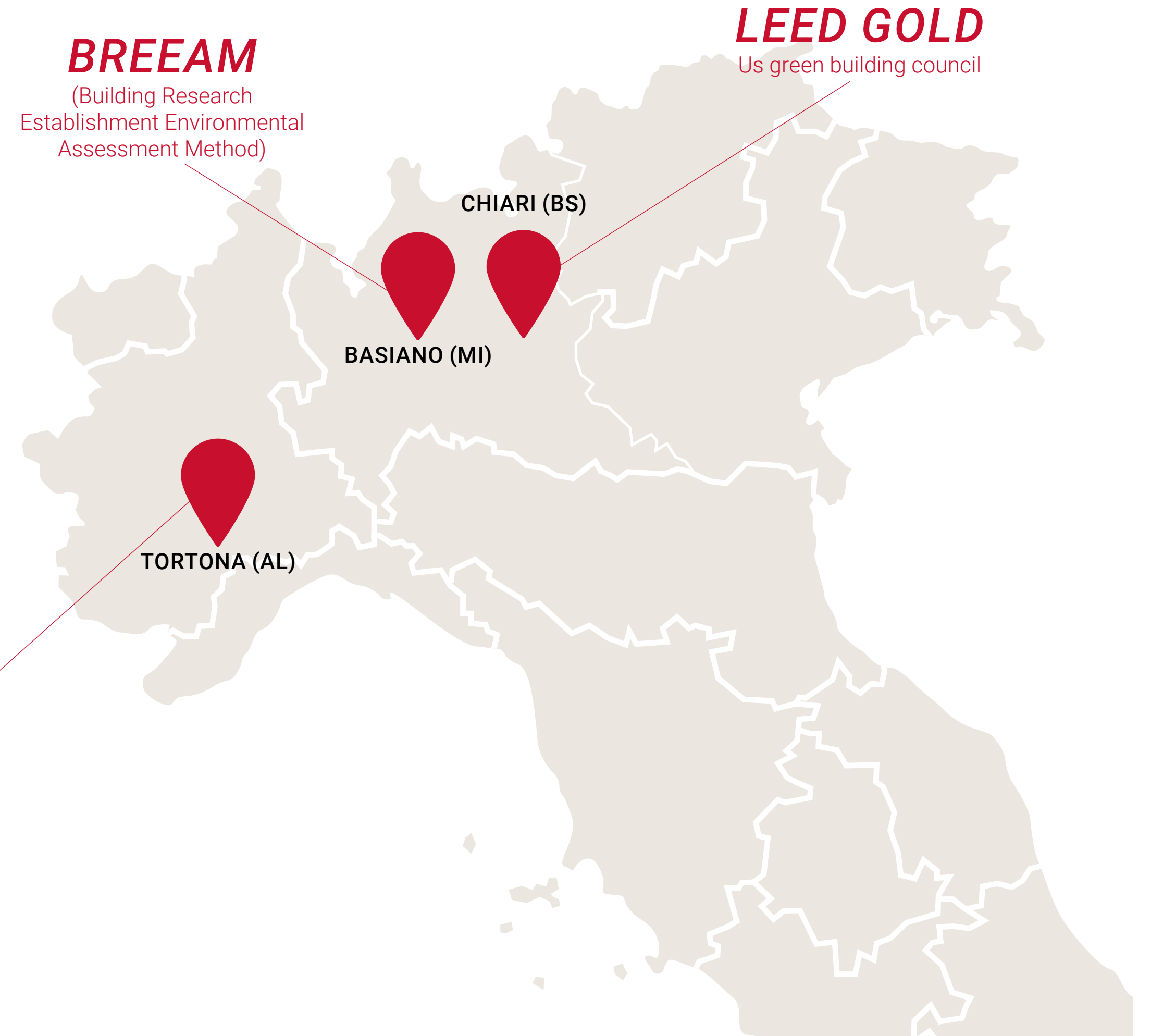
The attention on sustainability includes also certifications of our logistics platforms. The Group has obtained prestigious environmental certifications for key warehouses, including **LEED Gold and BREEAM**. These internationally recognized standards reflect the high environmental quality of the facilities and align with the United Nations Sustainable Development Goals (SDGs), particularly Goals **3, 12, and 13**. In addition to this energy performance class shows that **24% of warehouses** fall into **class A**, while **37% are still in class D**, highlighting a priority area for improving the overall energy efficiency of the building portfolio.



WAREHOUSE ENERGY CLASS



BUILDING SUSTAINABILITY CERTIFICATIONS



5.2.1 Energy consumption

[GRI 302-1]

ARCESE ENERGY CONSUMPTION

Over the last three years, Arcese recorded a steady decline in overall energy consumption, reflecting the effectiveness of the decarbonization and efficiency strategies put in place. During the reporting period, total consumption dropped below 392.000 GJ, marking a significant step towards a more sustainable logistics model.

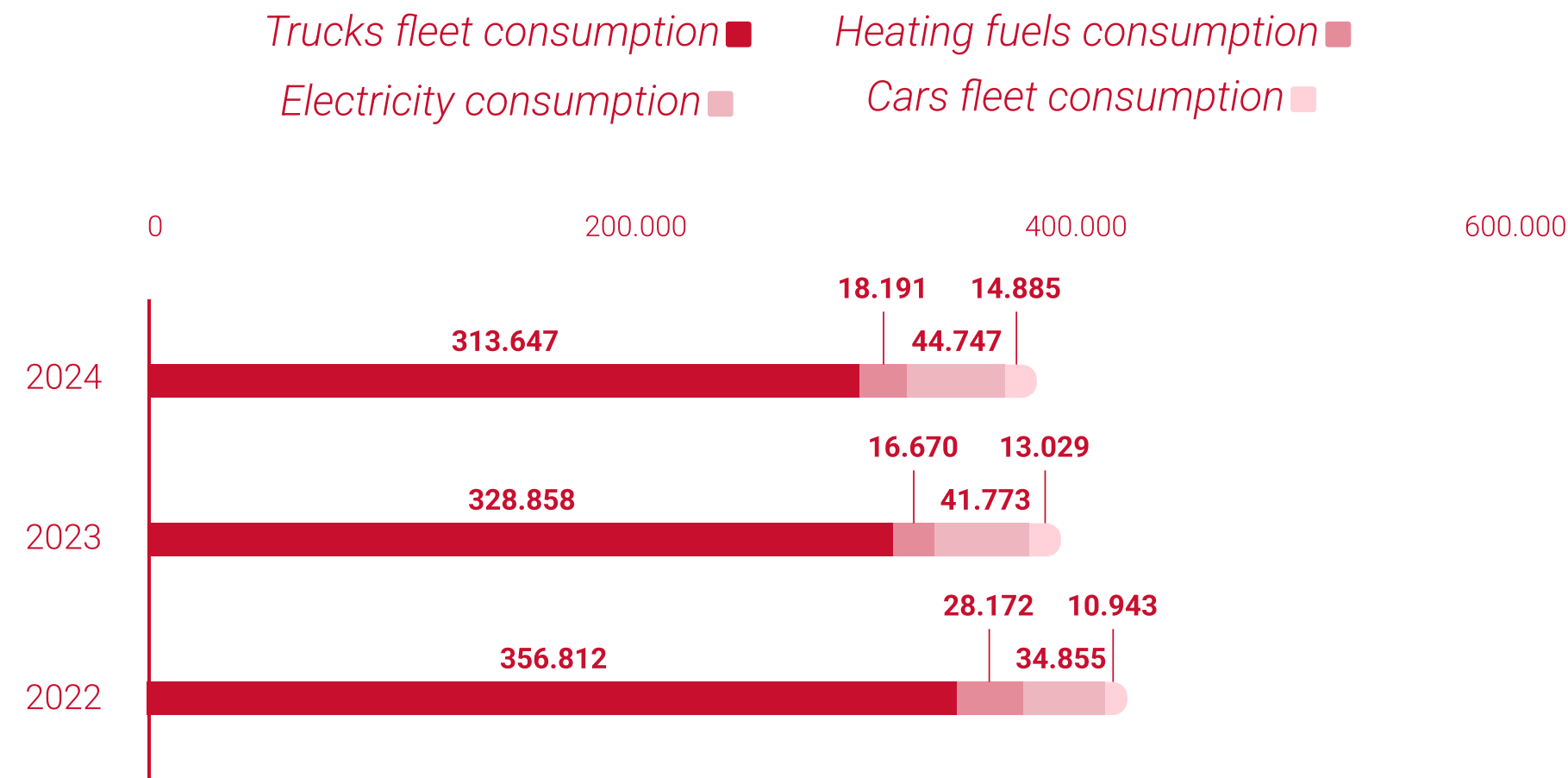
The most notable result came from the truck fleet, which remains the largest contributor to energy use. In this area, consumption decreased by over 12% compared to 2022, thanks to continuous investments in vehicle renewal, route planning, and logistics optimization. Regarding heating, fuel consumption saw a sharp drop in 2023 (-41% compared to 2022), followed by a slight increase in 2024. However, levels remain significantly lower than before the reduction, demonstrating increased energy efficiency of the buildings.

In contrast, electricity consumption steadily increased, rising 28% from 2022 to 2024. This increase is linked to the electrification of business processes, mostly from the introduction of warehouse automation and natural gas substitution, and the use of photovoltaic systems at logistics sites, all contributing to reducing reliance on fossil fuels. The car fleet also saw a modest increase in energy use, due to the increase of vehicles in use. **In summary, 2024 represents a key year for Arcese's energy transition: a tangible reduction in environmental impact combined with strategic choices focused on sustainable innovation.**

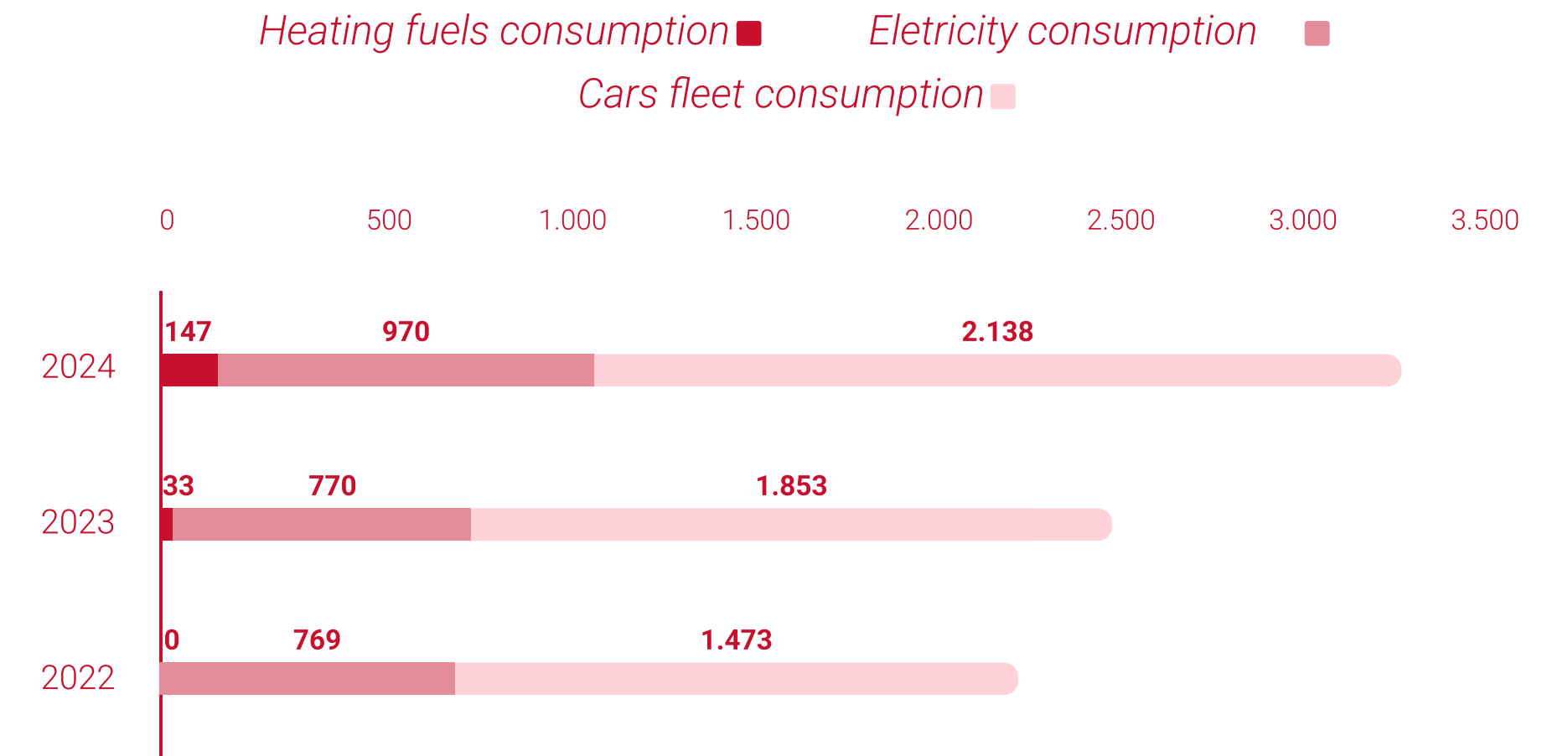
VENTANA SERRA ENERGY CONSUMPTION

Over the three-year period from 2022 to 2024, there has been a progressive increase in overall energy consumption, rising from 2.242 GJ in 2022 to 3.263 GJ in 2024, representing a total increase of 45,6%. The category with the greatest impact remains company fleet consumption, which has shown a steady increase from 1.473 GJ in 2022 to 2.138 GJ in 2024 (+45,1%). At the same time, there has been a growth in electricity consumption, rising from 769 GJ to 970 GJ (+26,1%), indicating a greater electrification of operational activities.

ARCESE - ENERGY CONSUMPTION (GJ)



VENTANA SERRA - ENERGY CONSUMPTION (GJ)



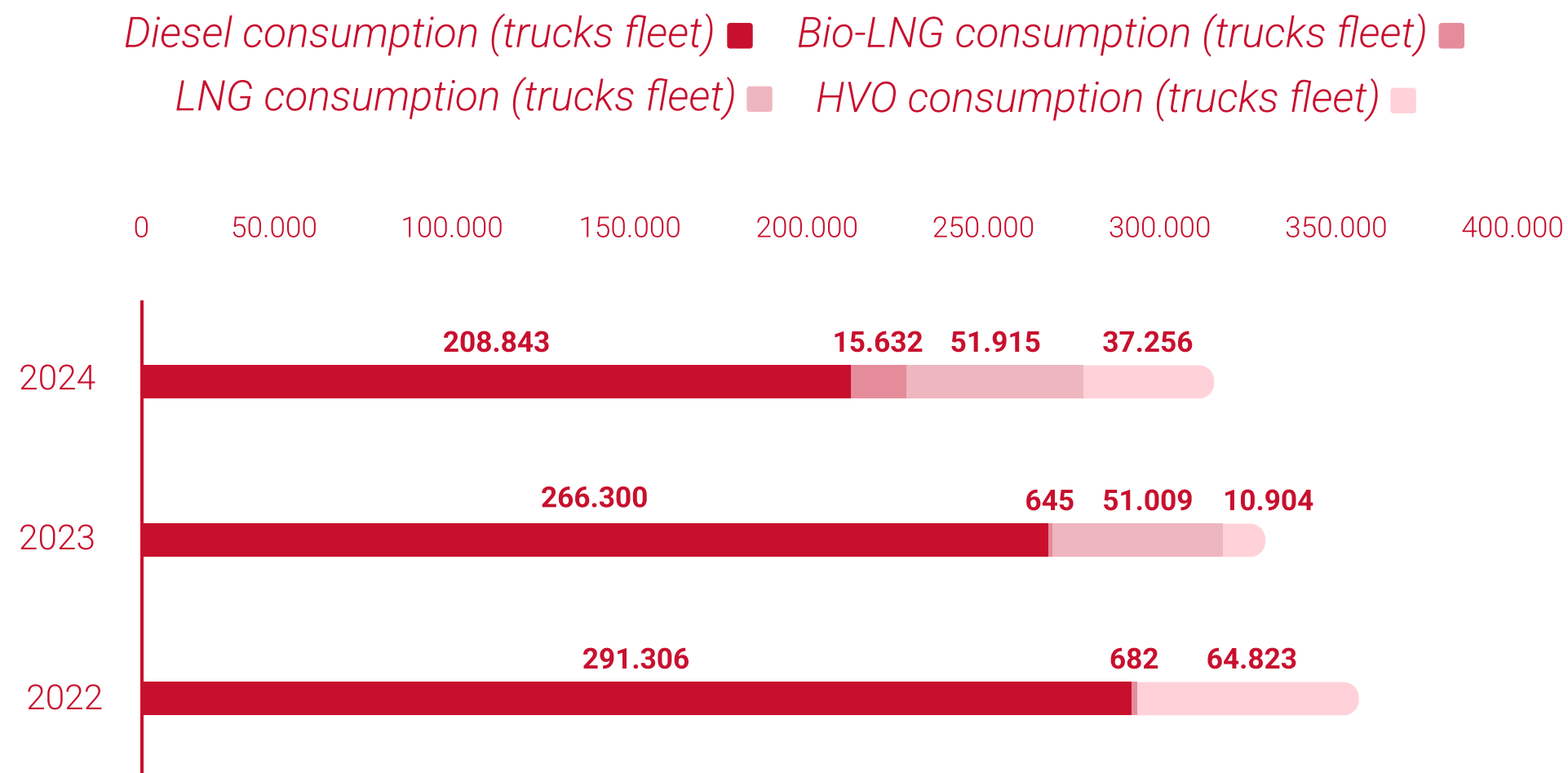
Between 2022 and 2024, the fuel mix for the truck fleet evolved significantly, reflecting the Group's strategic commitment to reducing reliance on fossil fuels and progressively integrating low-carbon alternatives. While overall energy consumption of the fleet decreased year-over-year, the most notable shift concerns the type of fuels used. In 2022, diesel and LNG dominated, with diesel accounting as the predominant energy source. However, from 2023 onward, a clear diversification of fuel sources is visible.

The introduction of HVO (Hydrotreated Vegetable Oil) and Bio-LNG, occurred in 2023, marked a decisive step toward decarbonisation. Although their contribution was still limited in absolute terms, their presence signalled the beginning of a transition. By 2024, these low-emission fuels

represented a visibly larger share, indicating a growing adoption rate and enhanced procurement capabilities. Diesel consumption showed a downward trend over the three years, while LNG remained relatively stable but started to be partially replaced by Bio-LNG, confirming a shift from conventional to renewable gas-based fuels.

This transition aligns with the Group's Net Zero 2040 strategy and demonstrates a tangible commitment to transforming logistics operations. The continuous increase in the share of alternative fuels highlights both operational feasibility and the scalability of sustainable mobility solutions within the heavy transport sector.

TRUCKS FLEET CONSUMPTION (GJ)



5.2.2 Emissions control and reduction activities

[GRI 305-1, 305-2, 305-3, 305-4, 305-6]

An analysis of the GHG emission intensity of trucks—calculated by comparing emissions to kilometres travelled—shows that, after an increase in 2023 (0,840 kgCO₂e/km), the current year recorded a decrease to 0,722 kgCO₂e/km. This improvement reflects the implementation of alternative fuels contributing mostly to the reduction.

ARCESE – SCOPE 1

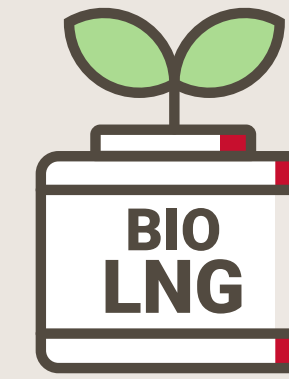
Focusing on the Scope 1, the chart shows a gradual reduction in direct CO₂ equivalent emissions from 2022 to 2024, with a significant drop between 2022 and 2023, followed by a further decline in 2024. The main sources of emissions remain the company fleet (trucks and cars), followed by natural gas for heating. Other sources, such as fuel oil, propane, and refrigerant gases, have a more limited impact. This positive trend highlights the effectiveness of the measures implemented and the ongoing commitment to the use of alternative fuels. This decrease is largely due to the increased use of alternative fuels such as HVO, the growing adoption of hybrid vehicles, and the gradual phasing out of Euro 5 trucks.

DIRECT EMISSION - SCOPE 1 (tCO_{2eq})



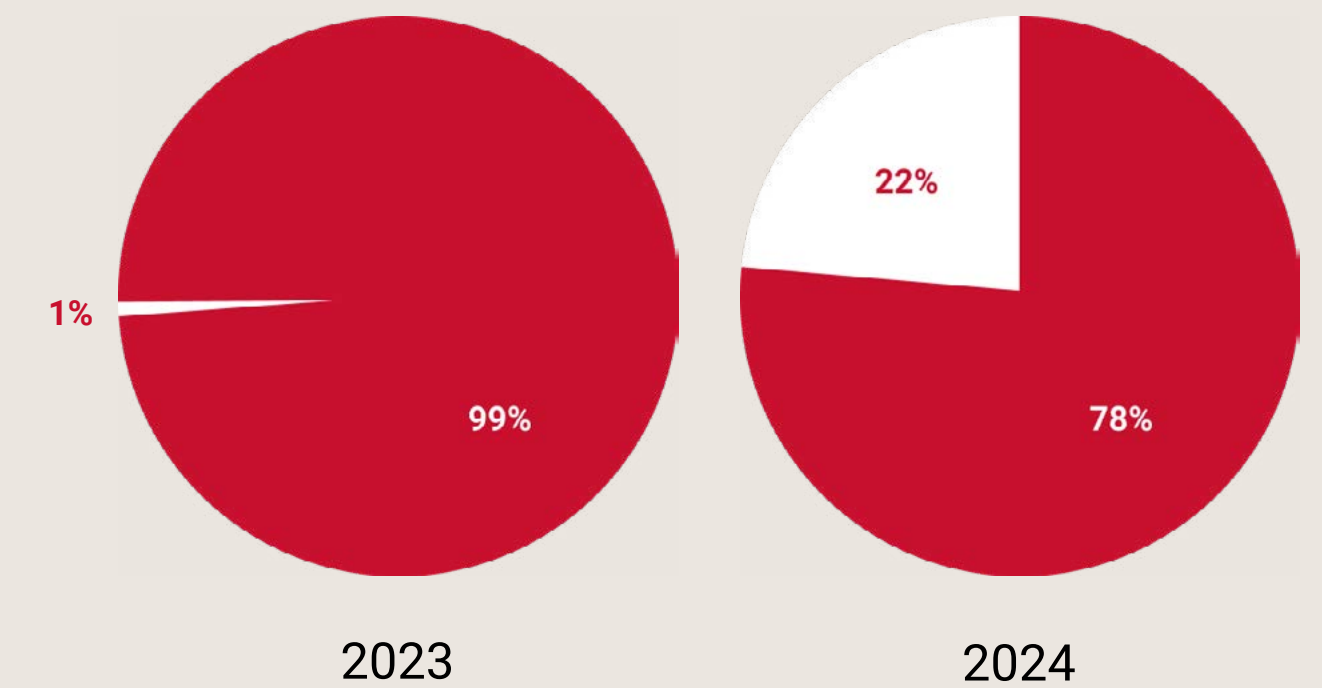
	2022	2023	2024		2022	2023	2024
Company fleet emissions (trucks)	29.722,55	27.263,94	22.789,68	Burning oil	63,50	25,40	7,06
Company fleet emissions (cars)	775,85	898,53	1.239,23	Propane	0,00	17,91	-
Natural gas emissions for heating	1.545,06	867,29	1.120,73	Refrigerant gases	0,00	68,81	20,29

BIO-LNG from 1% to 22%



EVOLUTION OF BIO-LNG

Legend: BIO-LNG (white), LNG (red)



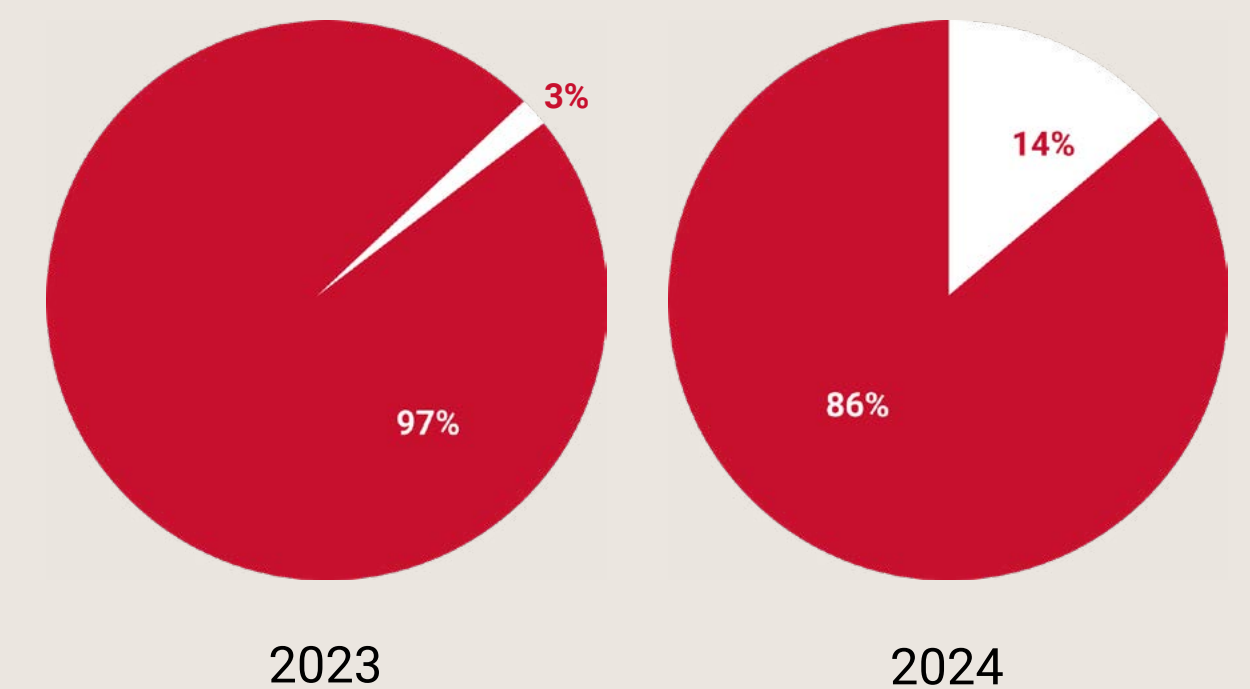
Since December 2023, we have started using BIO-LNG, which now accounts for nearly a quarter of LNG usage. In 2024 we will be **saving 13% of emissions** compared to fossil LNG.

OVER 1 MILLION LITRES of HVO purchased



EVOLUTION OF HVO

Legend: HVO (white), DIESEL B7 (red)

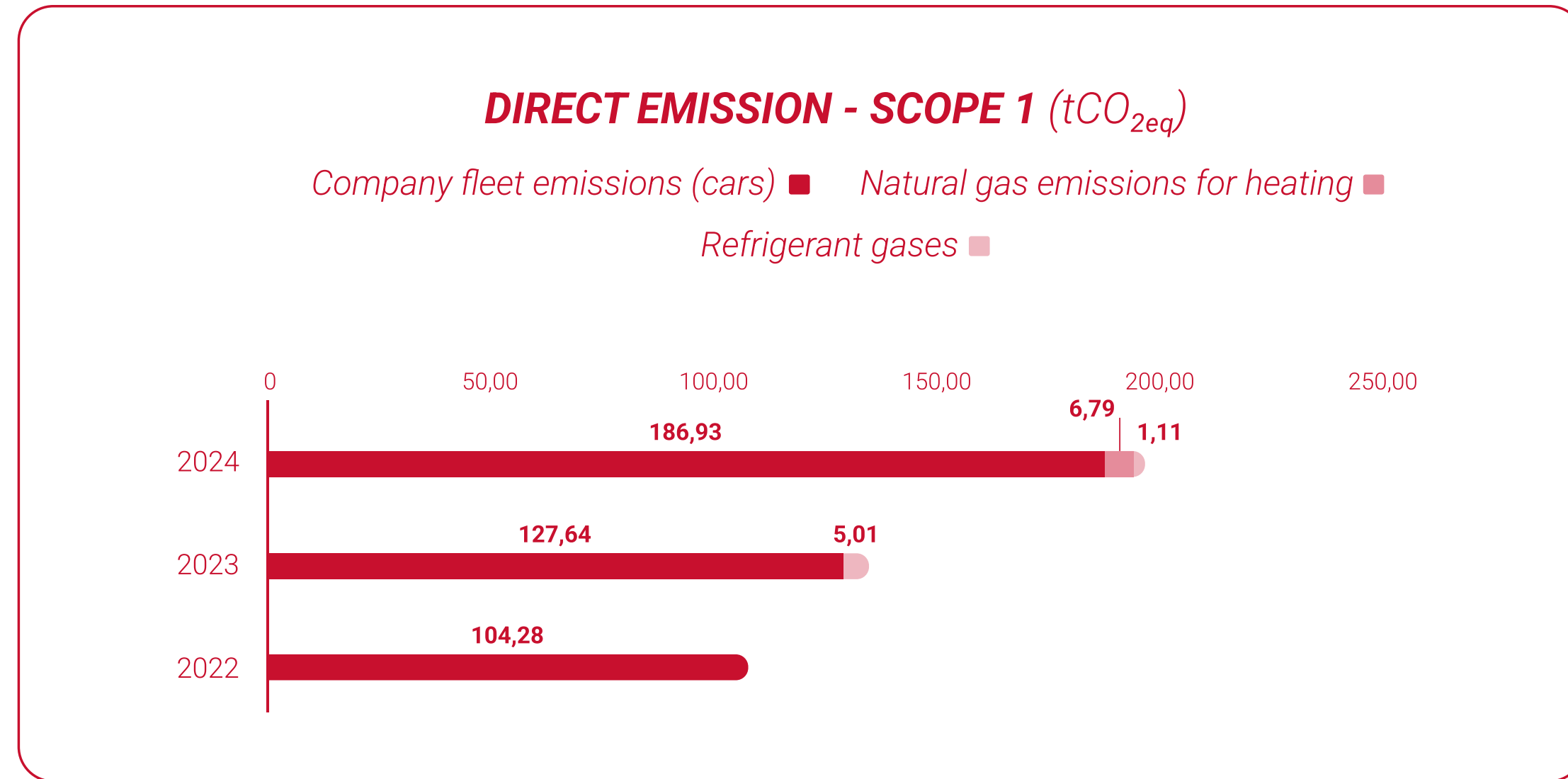


The share of HVO compared to diesel has increased from 3% in 2023 to 14% in 2024, along this we will be **saving 10% of emissions**.

VENTANA SERRA – SCOPE 1

Being a freight forwarder with no transport asset and limited warehousing areas the predominant emissions for Ventana Serra are passenger cars.

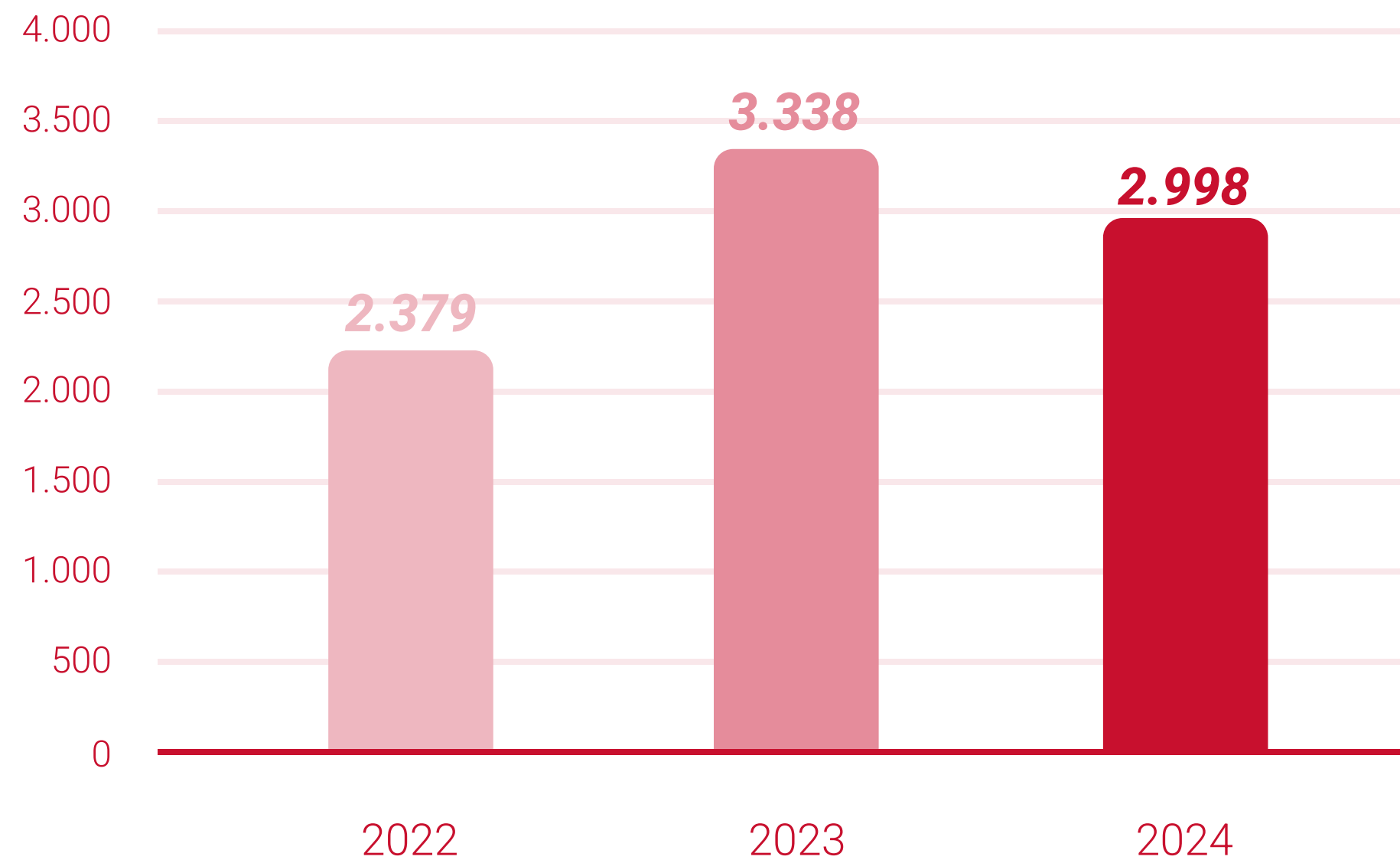
The company's cars emissions have increased significantly over the years, rising from 104,28 tCO₂eq in 2022 to 186,93 tCO₂eq in 2024. The higher value is due to an approximately 22% increase in the company car fleet numbers.



ARCESE SCOPE 2

In 2024, Scope 2 emissions show a reversal of the previous trend, with a 10% decrease compared to 2023. The decrease of emissions is mainly related to the updated emission factor (256,60 gCO₂e/kWh)

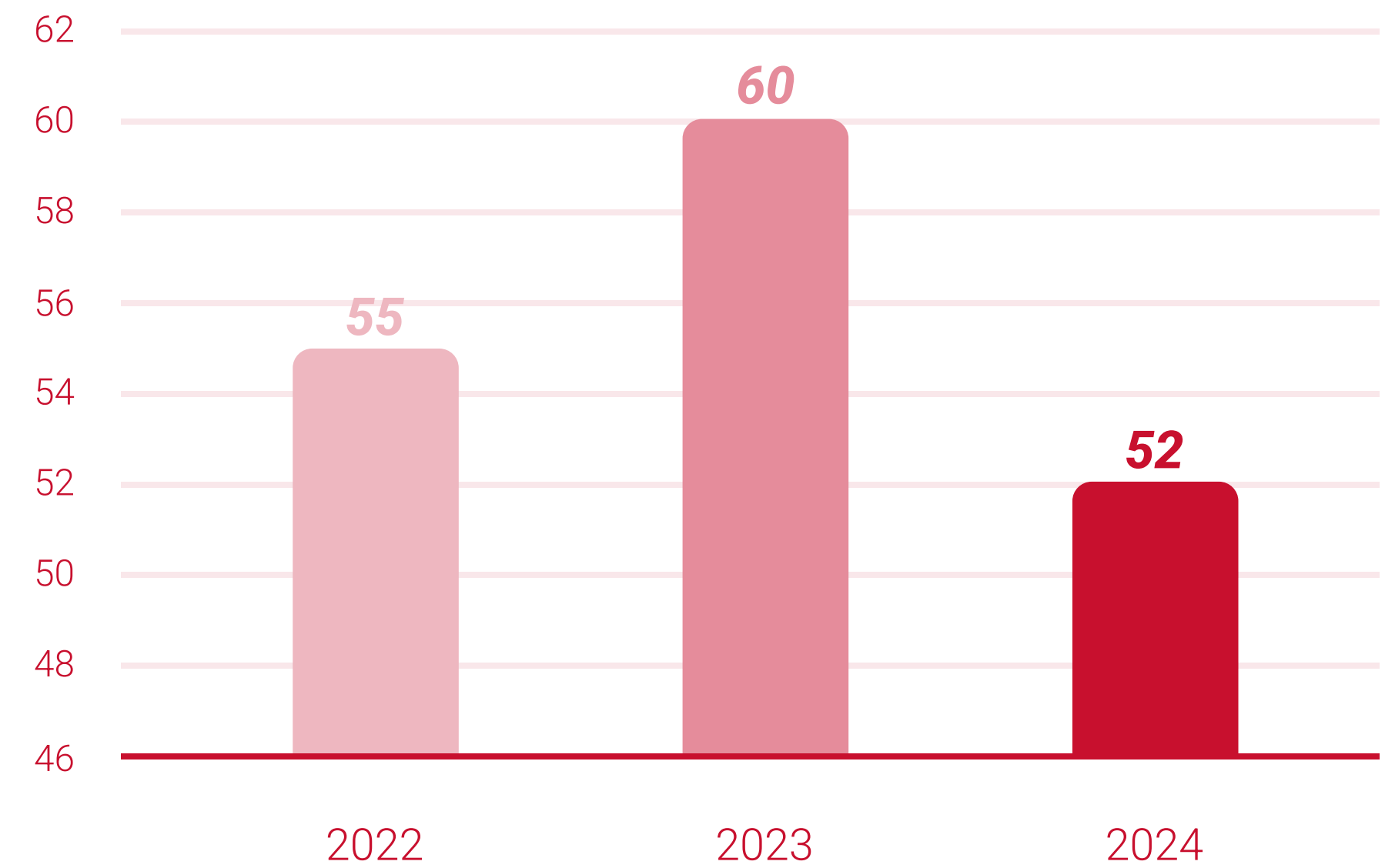
ARCESE - SCOPE 2 (tCO_{2eq})



VENTANA SERRA SCOPE 2

Between 2022 and 2024, indirect emissions related to electricity consumption (Scope 2) show a fluctuating trend. After an increase in 2023, reaching a peak of nearly 60 tCO₂eq, there is a sharp decline in 2024, bringing emissions to a level even lower than in 2022.

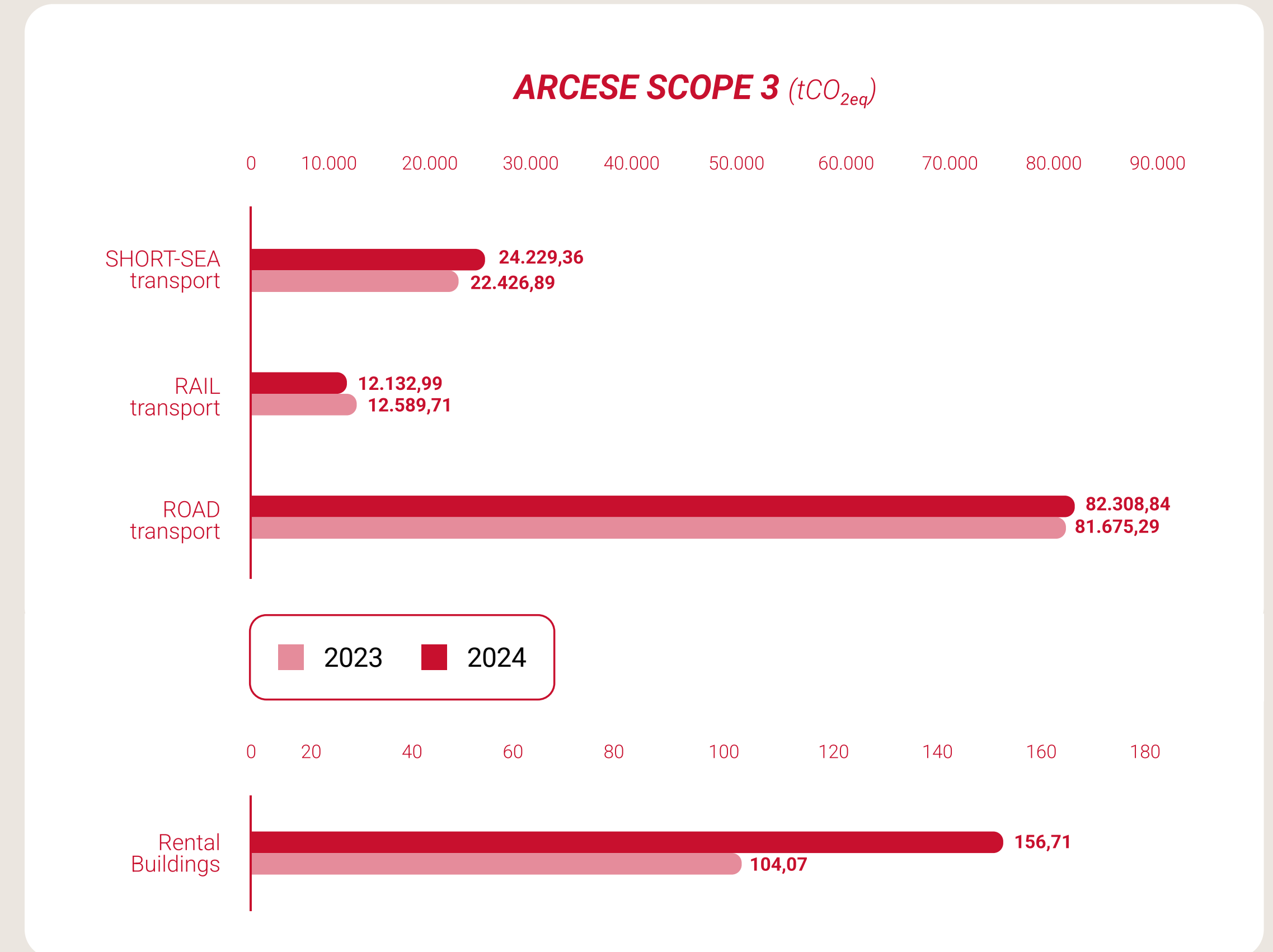
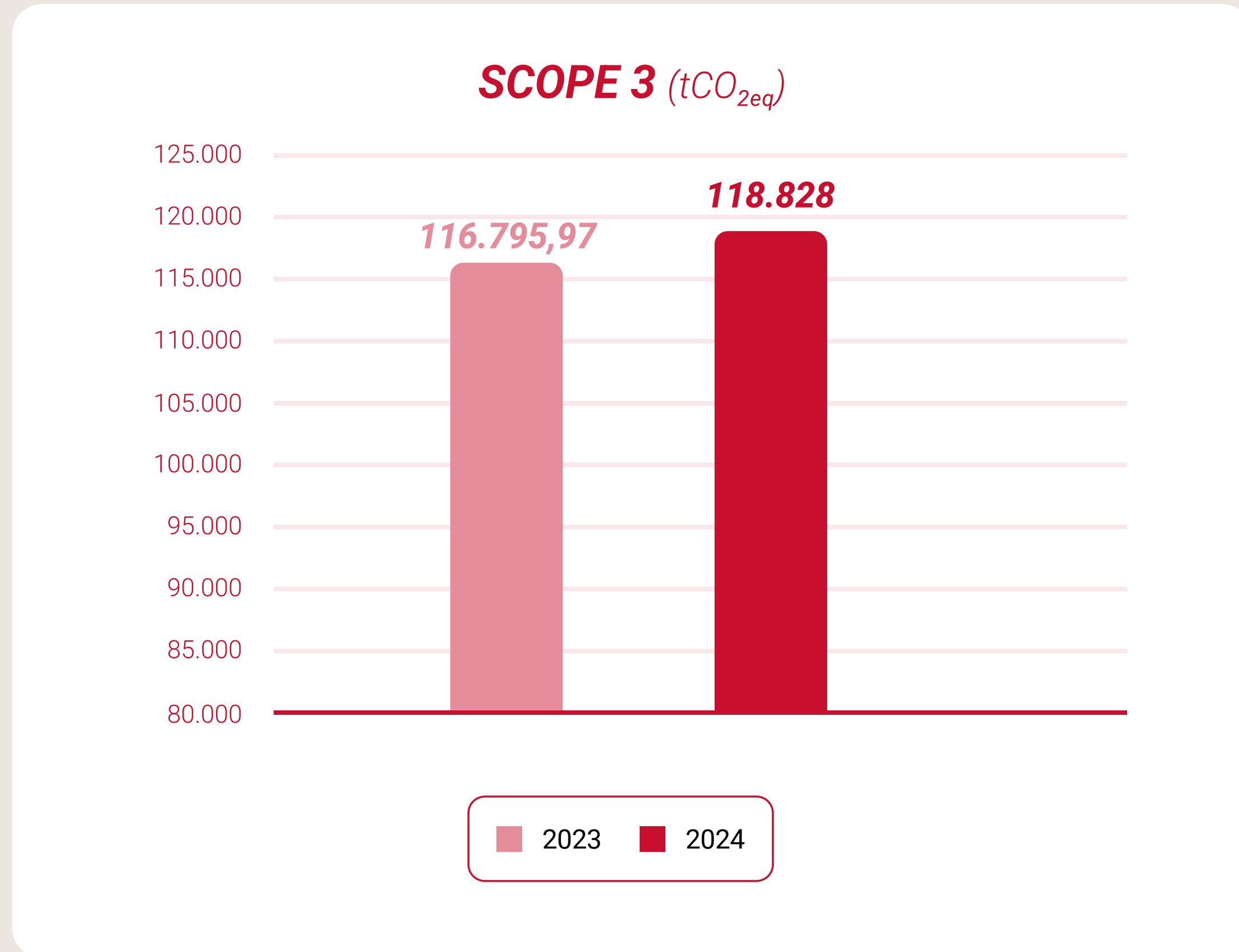
VENTANA SERRA - SCOPE 2 (tCO_{2eq})



ARCESE SCOPE 3

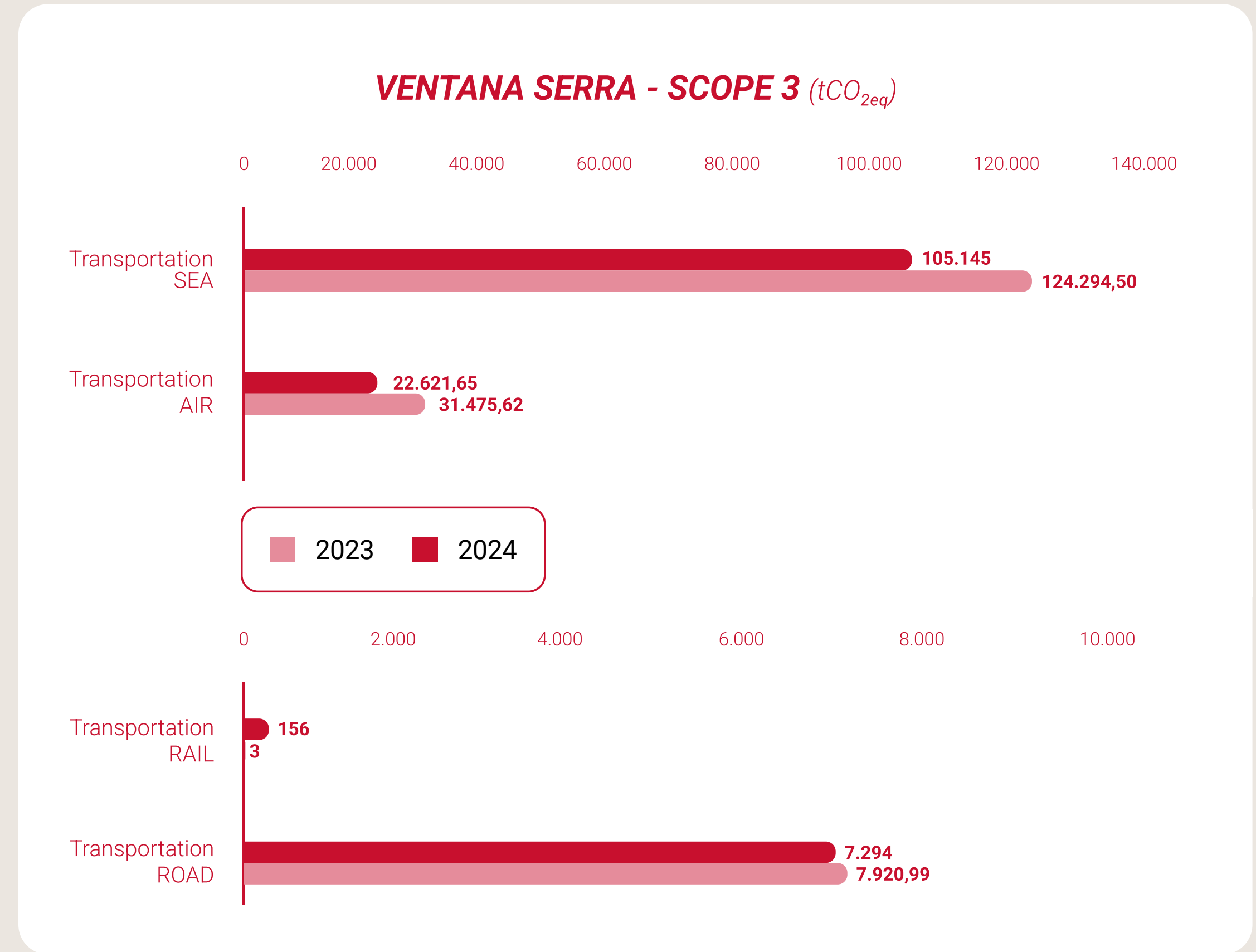
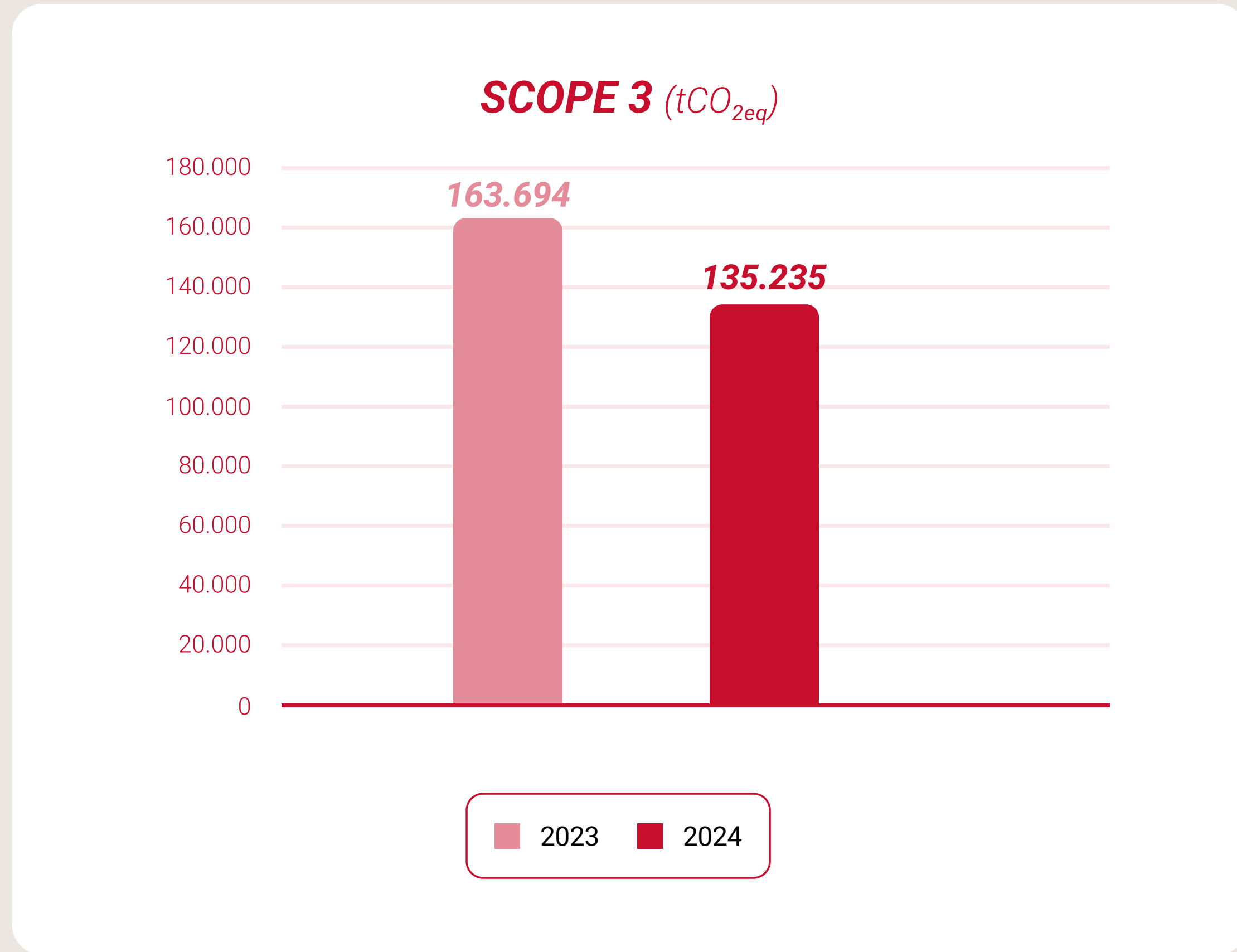
The scope 3 emissions have been recalculated after the CFP project and are considering all transport services purchased by Arcese including intercompany activities. The increase of 2% of emission is mostly related to the increase of volumes.

The calculation is following a spend based approach. Looking at the transport mode breakdown it can be observed that the production mix is unchanged, with a slight increase on the short-sea mode.



VENTANA SERRA SCOPE 3

Being the first reporting year for Ventana Serra the outline of Scope 3 emissions shows a decrease of 21% mostly related to lower volumes in both air and sea transport mode. (Emission calculated with a spend based approach). In the breakdown for transport mode the biggest portion of emissions are related to sea product.



CORPORATE CARBON FOOTPRINT ASSESSMENT

In 2024, it was conducted the measurement of the Corporate Carbon Footprint, in accordance with the Greenhouse Gas Protocol. The analysis covered Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased energy), and Scope 3 (other indirect emissions along the value chain), referring to the 2023 calendar year. The assessment included 26 legal entities representative of the Group. The results show a total emission of 375.688 tonnes of CO₂ equivalent, broken down as follows:

36.362 tCO₂e

FOR SCOPE 1

5.857 tCO₂e

FOR SCOPE 2 (MARKET-BASED APPROACH)

333.469 tCO₂e

FOR SCOPE 3

Scope 3 emissions represent approximately 89% of the total, mainly driven by Category 4 – Upstream Transportation and Distribution, which reflects the core nature of the Group's business. This assessment represents a crucial step toward the development of the company's integrated decarbonization plan and the definition of future climate targets aligned with international standards.



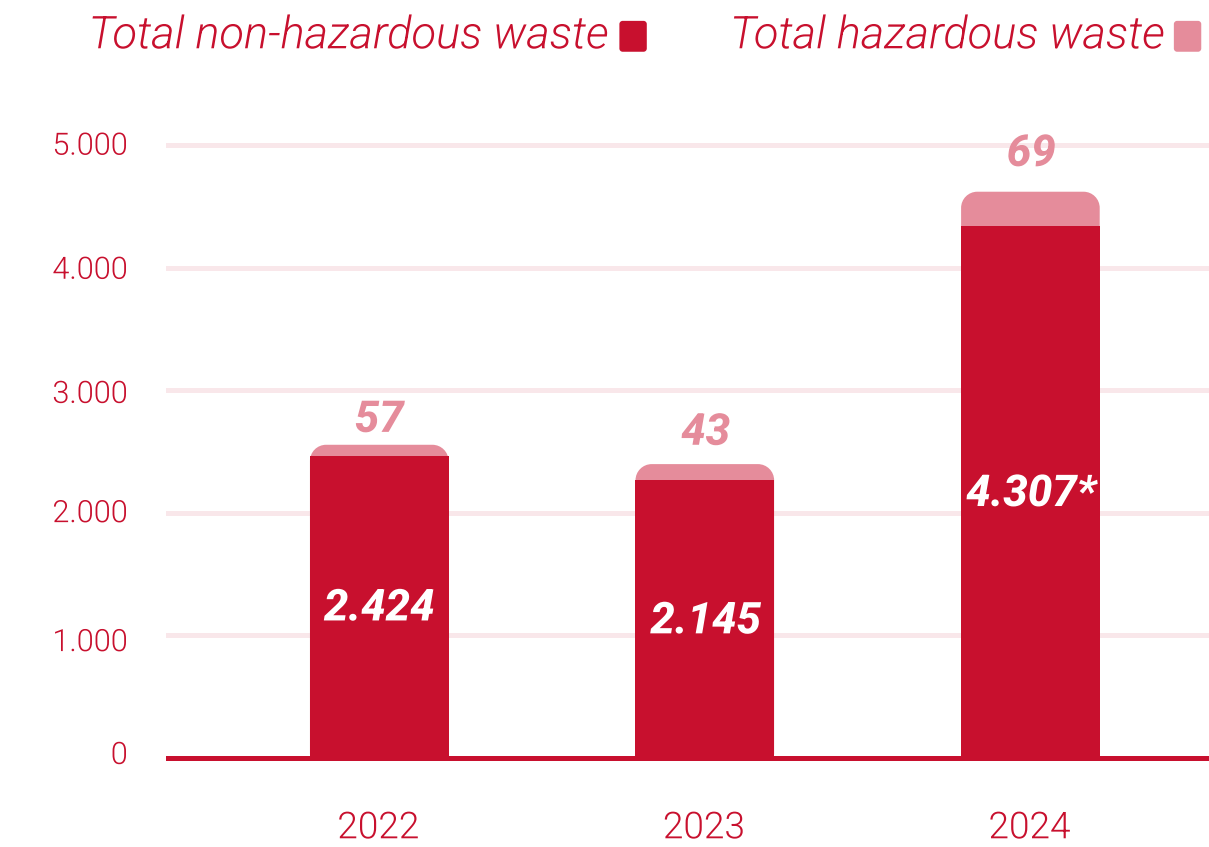
5.3 Waste production and management

[GRI 3-3, GRI 306-1, GRI 306-2, GRI 306-3]

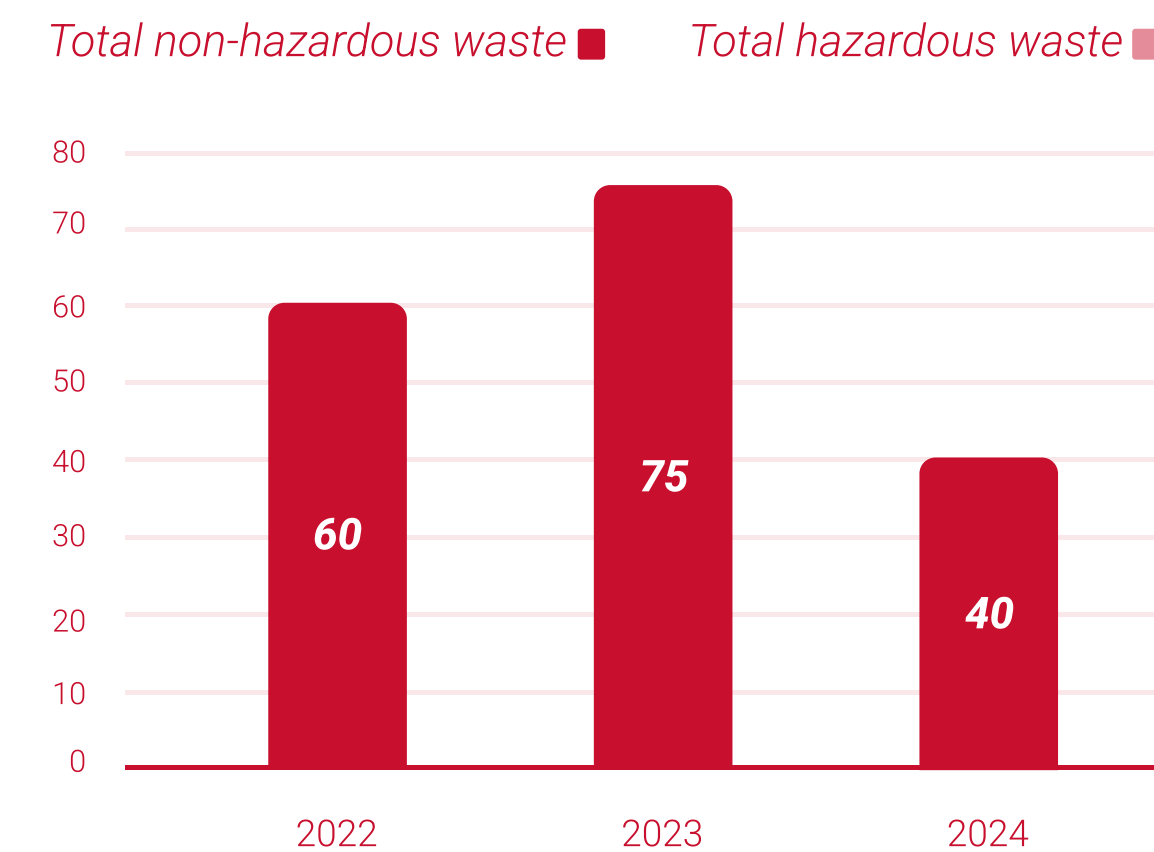
Arcese and Ventana Serra are committed to integrated management systems aligned with leading international standards. **Environmental protection is a core ethical principle that continuously drives improvements in companies' operational impact—particularly in optimizing resource use and identifying sustainable alternatives to reduce depletion.**

Arcese generated almost exclusively non-hazardous (NH) waste (98%), with 99,5% of it sent for recycling. The overall increase in waste volumes for 2024 is mainly attributable to the introduction of CER code 20.01.01 (paper and cardboard packaging), specifically linked to operations in the fashion sector; and *the inclusion of data from three new sites that began reporting waste figures in 2024. The 38% increase in hazardous waste, although representing a small fraction of total waste, is primarily due to three factors: a one-off disposal of approximately 1.500 kg of metal packaging containing hazardous materials at the San Genesio site; a more frequent use—compared to 2023—of the CER code for organic waste containing hazardous substances by several branches.

ARCESE – Waste generated (t)



VENTANA SERRA – Waste generated (t)





VENTANA SERRA

In 2024, there was a significant 47% reduction in non-hazardous waste compared to the peak recorded in 2023. Notably, there was a 77% decrease in the category “mixed material packaging”, a result that highlights the effectiveness of the virtuous behaviour adopted within the organization. The percentage of hazardous waste is negligible and insignificant. **In addition, hazardous waste was minimal in 2024, totalling just 0,005 tons.**

This important achievement is the result of a sustainability strategy promoted by the Arcese Group, which implemented targeted initiatives to raise awareness among staff about the three core principles of responsible waste management: Reduce, Re-Use, Recycle. This principle aims to spread the culture of sustainability throughout the organization to avoid the waste of valuable resources such as water, paper and electrical energy. Moreover, in all Arcese sites there are specific recycling and sorting areas, with indications on the correct disposal of waste.

The reporting year saw a progress about the Plastic Free project, thanks to 3 additional water dispensers the coverage of Italian subsidiaries now has reached 70%.

Arcese in collaboration with Re-Cig, has implemented a project for the recovery and recycling of cigarette butts. Thanks to this initiative, in 2024, 12,46 kg of cigarette utts were collected, equivalent to 41.529 cigarettes. This has resulted in the production of 6,23 kg of Re-CaO and the prevention of 29,78 kg of CO2 equivalent emissions.

Partnership with supplier for sustainable tire management system



Thanks to the Michelin project, **ARCESE achieved the following estimated savings in 2024 through the sustainable management of its fleet's tires:**

- 847,6 tons of CO₂
- 301,1 tons of raw materials

The average saving per vehicle is estimated at 0,27 tons of CO₂, based on an average annual mileage of 28,248 km.

The actions that contributed to these results include:

- Tire pressure checks
- regrooving
- Tire retreading
- Using tires until the legal wear limit

These practices help reduce the environmental impact of the fleet.

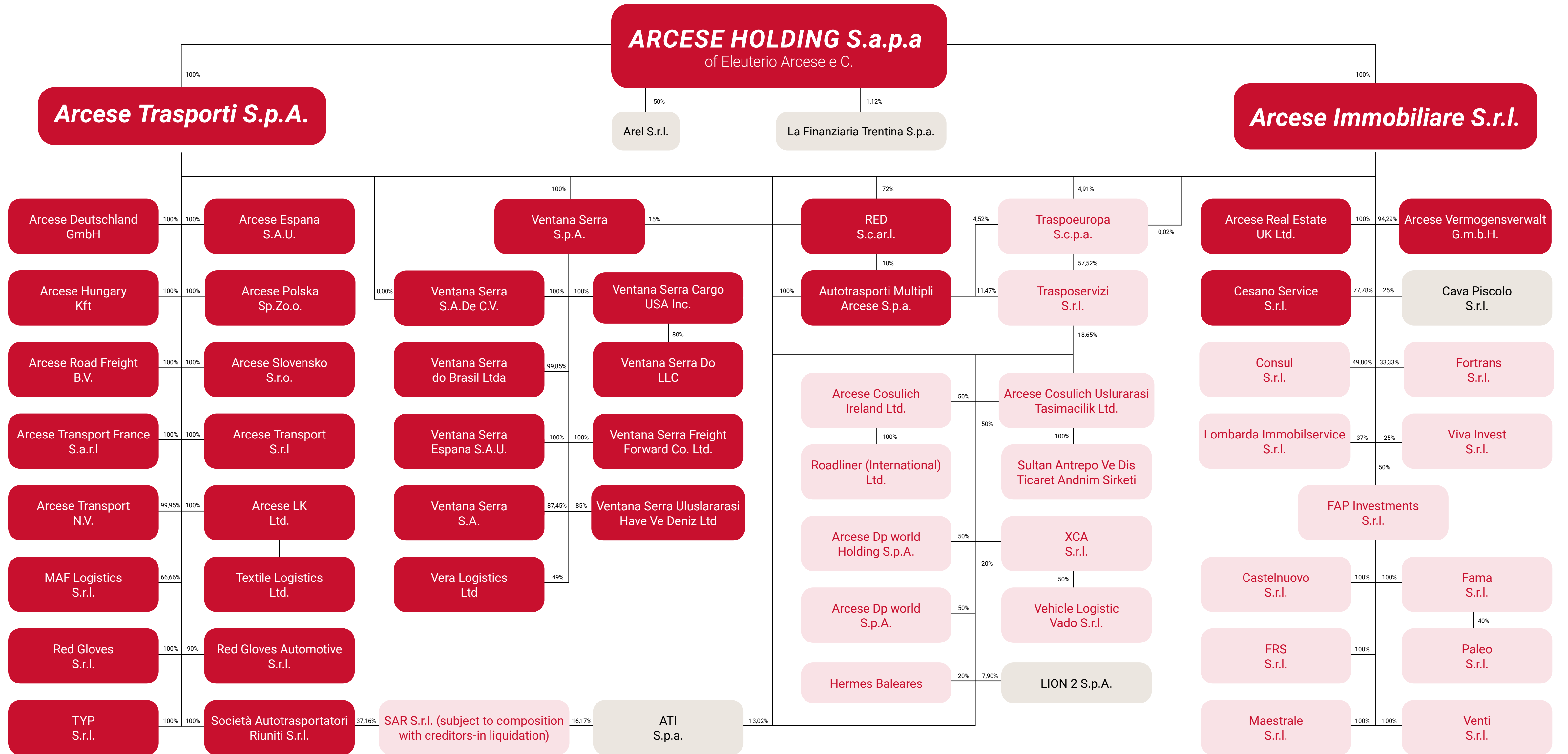
Michelin notes that these figures are theoretical, based on internal calculations, and declines any responsibility for the external communication of the data.



Data summary

*A LIST OF ALL
RELEVANT DATA.*

ORGANISATION CHART OF EQUITY at 31.12.2024



ABOUT ARCESE**GRI 2-6 ACTIVITIES, VALUE CHAIN AND OTHER BUSINESS RELATIONSHIPS**

	2024	2023	2021
Total number of employees	1111	1085	998
Total number of operations ³	26	29	27
Net Sales €	587.480.419	578.325.480	516.887.036
Total Capitalization €	349.168.400	326.998.296	324.751.796
of which debt €	204.351.932	195.471.986	208.378.258
of which equity €	144.816.468	131.526.311	116.373.538
SERVICES PROVIDED			
LTL orders (number of shipments)	2.448.548	2.434.830	2.395.453
FTL orders (number of trips)	149.129	143.817	139.987
Logistics (warehouses areas – m ²)	551.404	555.960	628.162

³ Total number of operations doesn't include clients owned sites where Arcese performs operations.

ABOUT VENTANA SERRA

GRI 2-6 ACTIVITIES, VALUE CHAIN AND OTHER BUSINESS RELATIONSHIPS

	2024	2023	2022
Total number of employees	150	160	148
Total number of operations ⁴	5	5	5
Net Sales €	141.568.066	182.056.976	220.584.429
Total Capitalization €	62.258.273	84.435.886	89.331.380
of which debt €	27.444.173	38.866.346	32.754.976
of which equity €	34.814.099	46.069.540	56.576.404

SERVICES PROVIDED

Air	21.305	26.397	33.068
Sea	27.806	27.894	28.821
Road	1.887	1.730	737
Logistics (warehouses areas – m ²)	6.454	6.454	6.454

⁴ Total number of operations doesn't include clients owned sites where Ventana Serra performs operations.

GOVERNANCE

GRI 205-2 TRAINING ON ANTI-CORRUPTION

	ARCESE			VENTANA SERRA			CONSOLIDATED		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Percentage of governance body members that have received training on anti- corruption	100%	100%	100%	100%	100%	100%	100%	100%	100%
Percentage of employees that have received training on anti-corruption	15%	19%	25%	11%	13%	24%	14%	18%	25%
of which Executives	7%	14%	8%	0%	0%	0%	6%	13%	7%
of which Managers	7%	9%	9%	24%	0%	0%	9%	8%	8%
of which White Collar Staff	14%	22%	29%	9%	15%	26%	14%	21%	28%
of which Blu Collar Workers	23%	15%	19%	0%	0%	0%	23%	15%	19%

GOVERNANCE

GRI 205-2 BUSINESS ETHIC MANAGEMENT AND VALUE PRODUCED

	ARCESE			VENTANA SERRA			CONSOLIDATED		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Total number of suppliers engaged during the reporting year	5.544	5.106	4.714	738	772	764	6.282	5.878	5.478
Direct suppliers	3.802	3.274	3.023	498	533	519	4.300	3.807	3.542
Indirect suppliers	1.742	1.832	1.691	240	239	245	1.982	2.071	1.936

GOVERNANCE

GRI 204-1 PROPORTION OF SPENDING ON LOCAL SUPPLIERS

	ARCESE			VENTANA SERRA		
	2024	2023	2022	2024	2023	2022
Total number of suppliers	5.559	5.106	4.713	753	772	764
Number of local suppliers	3.009	2.933	2.681	487	522	530
Procurement budget used for local suppliers	310.328.058 €	285.301.285 €	250.129.523 €	54.727.384 €	67.732.063 €	120.414.902 €
Total procurement budget used for suppliers	515.955.604 €	428.577.177 €	377.412.961 €	133.641.818 €	167.827.101 €	206.627.477 €
% of procurement budget to local suppliers	60	67	66	41	40	58

GOVERNANCE

NON GRI 1 NUMBER OF PROJECTS ACTIVATED WITH THE AIM OF STUDYING MODES OF TRANSPORT WITH A LOWER ENVIRONMENTAL IMPACT

	2024	2023	2022
Projects activated with the aim of studying modes of transport with a lower environmental impact	2	4	4

GOVERNANCE - ARCESE

NON GRI 2 CUSTOMER SATISFACTION INDEX (%)

	2024	2023	2022
Net Promoter Score (% of customer who would highly recommend Arcese (Promoters) - % of customer who wouldn't recommend Arcese (Detractors))	16%	9%	14%
Level of security of the transport service (% customer satisfied to very satisfied)	73%	67%	69%
Critical issues management (% customer satisfied to very satisfied)	63%	57%	62%
Timeliness of communication (% customer satisfied to very satisfied)	68%	64%	71%
Service reliability (% customer satisfied to very satisfied)	71%	65%	69%
Rates and economic aspects (% customer satisfied to very satisfied)	63%	65%	57%

GOVERNANCE - VENTANA SERRA

NON GRI 2 CUSTOMER SATISFACTION INDEX (%)

	2024	2023	2022
Net Promoter Score (% of customer who would highly recommend Arcese (Promoters) - % of customer who wouldn't recommend Arcese (Detractors))	59%	48%	50%
Service reliability	100%	98%	100%
Timeliness of communication (% customer satisfied to very satisfied)	100%	98%	96%
Issues management	100%	99%	98%

GOVERNANCE

NON GRI 3 EVENTS WITH NEGATIVE EFFECTS ON GOODS TRANSPORTED (N)

	ARCESE			VENTANA SERRA			CONSOLIDATED		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Events with damages on goods transported	2.150	2.165	2.150	14	19	25	2.164	2.184	2.175
Losses of goods transported	1.223	865	1.190	3	14	10	1.226	879	1.200
Total events with negative effects on goods transported	3.373	3.030	3.340	18	33	35	3.391	3.063	3.375
Good transports performed	2.597.677	2.578.647	2.535.440	62.626	56.021	50.998	2.660.303	2.634.668	2.586.438
Percentage of events with negative effects on goods transported out of good transports performed	0,13%	0,12%	0,13%	0,03%	0,06%	0,07%	0,13%	0,12%	0,13%

GOVERNANCE

NON GRI 4 NUMBER OF CYBERSECURITY INCIDENTS OCCURRED

Entry	2024	2023	2022
Number of cybersecurity incidents occurred (n)	0	0	0

GOVERNANCE - ARCESE

NON GRI 5 FLEET COMPOSITION AND TURNOVER

TRUCKS	2024	2023	2022
Number of asset owned (n)	267	270	312
Euro 5	3	6	32
Euro 6	205	205	221
LNG	59	59	59
Of which new assets	70	43	30
% of new asset (%)	26%	16%	10%
Number of dismissed assets (n)	71	144	18
TRAILERS	2024	2023	2022
Number of asset owned (n)	2.958	3.169	3.163
Of which new assets	0	237	438
% of new asset (%)		7%	14%
Number of dismissed assets (n)	228	235	18

GOVERNANCE

NON GRI 6 NUMBER OF OPERATIONS PERFORMED BY INTERNAL MECHANICAL WORKSHOP (n)

	2024	2023	2022
Ordinary Maintenance	10.663	8.023	8.734
Breakdown - Failures	7.246	6.430	6.013
Incident - Damage	14.180	10.809	8.695
Commissioning - Decommissioning	3.170	2.441	2.083
Recall Campaign	1389	477	113
Various services	398	276	708
Total number of operations of which	37.812	28.456	26.346
Number of employees working in the mechanical workshop	28	27	32

SOCIAL - ARCESE

GRI 405-1 DIVERSITY OF GOVERNANCE BODIES

	2024	2023	2022
Total members of governance bodies	6	6	6
<i>Men</i>	100%	100%	100%
30 ≤ x ≤ 50 years	17%	17%	33%
> 50 years	83%	83%	67%

SOCIAL - VENTANA SERRA

GRI 405-1 DIVERSITY OF GOVERNANCE BODIES

	2024	2022	2021
Total members of governance bodies	6	6	6
<i>Men</i>	83%	83%	83%
<i>Women</i>	17%	17%	17%
30 ≤ x ≤ 50 years	33%	33%	33%
> 50 years	67%	67%	67%

SOCIAL**GRI 405-1 DIVERSITY OF EMPLOYEES⁵**

INVALID PEOPLE	ARCESE			VENTANA SERRA			CONSOLIDATED		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Total	4%	3%	3%	6%	5%	5%	4%	3%	4%
Men	54%	71%	79%	11%	12%	12%	46%	60%	67%
Women	46%	29%	21%	89%	88%	88%	54%	40%	33%
< 30 years	10%	9%	12%	0%	0%	0%	8%	7%	10%
30 ≤ x ≤ 50 years	46%	38%	38%	67%	75%	75%	50%	45%	45%
> 50 years	44%	53%	50%	37%	25%	25%	42%	48%	45%

⁵The percentage of employees within each category is calculated on the total number of employees. The percentage breakdown by gender and age group is calculated within each employee category.

SOCIAL**GRI 405-1 DIVERSITY OF EMPLOYEES⁵**

EXECUTIVES	ARCESE			VENTANA SERRA			CONSOLIDATED		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Total	3%	3%	3%	2%	2%	1%	3%	3%	2%
Men	80%	83%	76%	100%	100%	100%	82%	84%	78%
Women	20%	17%	24%	0%	0%	0%	18%	16%	22%
< 30 years	0%	0%	0%	0%	0%	0%	0%	0%	0%
30 ≤ x ≤ 50 years	47%	41%	48%	0%	0%	0%	42%	38%	44%
> 50 years	53%	59%	52%	100%	100%	100%	58%	63%	56%

MANAGERS	ARCESE			VENTANA SERRA			CONSOLIDATED		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Total	9%	10%	10%	11%	9%	7%	10%	10%	9%
Men	85%	84%	86%	76%	73%	60%	84%	83%	84%
Women	15%	16%	14%	24%	27%	40%	16%	17%	16%
< 30 years	0%	0%	0%	0%	0%	0%	0%	0%	0%
30 ≤ x ≤ 50 years	58%	57%	55%	65%	73%	60%	59%	59%	56%
> 50 years	42%	43%	45%	35%	27%	40%	41%	41%	44%

⁵The percentage of employees within each category is calculated on the total number of employees. The percentage breakdown by gender and age group is calculated within each employee category.

SOCIAL**GRI 405-1 DIVERSITY OF EMPLOYEES⁵**

WHITE COLLAR STAFF	ARCESE			VENTANA SERRA			CONSOLIDATED		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Total	71%	70%	70%	87%	89%	92%	73%	73%	73%
Men	49%	50%	51%	41%	45%	49%	48%	49%	50%
Women	51%	50%	49%	59%	55%	51%	52%	51%	50%
< 30 years	23%	25%	24%	19%	21%	18%	23%	25%	23%
30 ≤ x ≤ 50 years	59%	56%	57%	52%	54%	54%	58%	56%	57%
> 50 years	18%	19%	19%	28%	25%	28%	20%	20%	21%

BLUE COLLAR STAFF	ARCESE			VENTANA SERRA			CONSOLIDATED		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Total	17%	17%	18%	0%	0%	0%	15%	15%	16%
Men	94%	95%	96%	0%	0%	0%	94%	95%	96%
Women	6%	5%	4%	0%	0%	0%	6%	5%	4%
< 30 years	12%	8%	5%	0%	0%	0%	12%	8%	5%
30 ≤ x ≤ 50 years	41%	38%	42%	0%	0%	0%	41%	38%	42%
> 50 years	47%	54%	53%	0%	0%	0%	47%	54%	53%

⁵The percentage of employees within each category is calculated on the total number of employees. The percentage breakdown by gender and age group is calculated within each employee category.

SOCIAL**GRI 2-7 EMPLOYEES**

EMPLOYMENT CONTRACT	ARCESE			VENTANA SERRA			CONSOLIDATED		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Total permanent	1.042	1.008	913	148	157	142	1.190	1.165	1.055
Men	642	636	585	69	77	72	711	713	657
Women	400	372	328	79	80	70	479	452	398
Total temporary	69	77	85	2	3	6	71	80	91
Men	37	34	44	0	1	2	37	35	46
Women	32	43	41	2	2	4	34	45	45

EMPLOYMENT TYPE	ARCESE			VENTANA SERRA			CONSOLIDATED		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Full-time	1048	1.029	949	147	159	147	1.195	1.188	1.096
Men	673	664	624	68	78	74	741	742	698
Women	375	365	325	79	81	73	454	446	398
Part-time	63	56	49	3	1	1	66	57	50
Men	6	6	5	1	0	0	7	6	5
Women	57	50	44	2	1	1	59	51	45

⁵The percentage of employees within each category is calculated on the total number of employees. The percentage breakdown by gender and age group is calculated within each employee category.

SOCIAL

GRI 2-8 WORKERS WHO ARE NOT EMPLOYEES

	ARCESE			VENTANA SERRA			CONSOLIDATED		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Total workers	805	745	56	20	31	16	825	776	72
Men	801	(*) ⁶	38	20	28	14	821	14(*)	52
Women	4	(*)	18	0	3	2	4	2(*)	20

⁶For Arcese gender and age for FY'23 are not available.

SOCIAL

SOCIAL - GRI 401-1 NEW HIRES

	ARCESE						VENTANA SERRA						CONSOLIDATED					
	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022			
Total New Hires	190	17%	207	19%	230	23%	12	8%	21	13%	36	24%	202	16%	228	18%	266	23%
Men	122	64%	123	59%	137	60%	7	58%	9	43%	18	50%	129	64%	132	58%	155	58%
Women	68	36%	84	41%	93	40%	5	42%	12	57%	18	50%	73	36%	96	42%	111	42%
< 30 years	76	40%	96	46%	101	44%	6	50%	11	52%	19	53%	82	41%	107	47%	120	45%
30 ≤ x ≤ 50 years	92	48%	92	44%	103	45%	1	8%	9	43%	15	42%	93	46%	101	44%	118	44%
> 50 years	22	12%	19	9%	26	11%	5	42%	1	5%	2	6%	27	13%	20	9%	28	11%

SOCIAL

SOCIAL - GRI 401-1 TERMINATIONS

	ARCESE						VENTANA SERRA						CONSOLIDATED					
	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022			
Total Terminations	164	120	178	11%	11%	18%	22	9	22	15%	6%	15%	186	129	200	15%	10%	17%
Men	113	82	113	69%	68%	63%	16	5	14	73%	56%	64%	129	87	127	69%	67%	64%
Women	51	38	65	31%	32%	37%	6	4	8	27%	44%	36%	57	42	73	31%	33%	37%
< 30 years	50	39	42	30%	32%	24%	6	3	5	27%	33%	24%	56	42	47	30%	33%	24%
30 ≤ x ≤ 50 years	75	57	90	46%	48%	51%	13	4	11	59%	44%	51%	88	61	101	47%	47%	51%
> 50 years	39	24	46	24%	20%	26%	3	2	6	14%	22%	26%	42	26	52	23%	20%	26%

SOCIAL**SOCIAL - GRI 404-1 TRAINING⁷**

	ARCESE			VENTANA SERRA			CONSOLIDATED		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Total hours of training	4.176	7.370	7.856	1.316	1.380	1.311	5492	8750	9167
Average hours of training	3,76	6,79	7,87	8,77	8,63	8,86	4,36	7,03	8,00
Men	3,69	7,16	7,86	11,81	9,62	9,19	4,44	7,42	8,00
Women	3,87	6,19	7,89	6,19	7,68	8,53	4,23	6,44	8,00
Executives	3,67	6,55	10	3,33	10,00	0	3,64	6,88	9,04
Managers	4	5,69	9	24,71	20,67	21	6,89	7,50	10,07
White Collar Staff	3,56	6,85	8	6,82	7,32	8	4,02	6,92	7,62
Blu Collar Workers	4,48	7,24	8	(*) ⁸	(*)	(*)	4,48	7,24	8

⁷ The percentage of employees within each category is calculated on the total number of employees. The percentage breakdown by gender and age Group is calculated within each employee category.

⁸ The company does not have blue-collar workers.

SOCIAL**SOCIAL - GRI 403-9 EMPLOYEES INJURIES**

	ARCESE						VENTANA SERRA					
	2024		2023		2022		2024		2023		2022	
	n	rate	N	rate	n	rate	N	rate	n	rate	n	rate
Recordable work-related injuries at 31.12	14	1,53	14	1,59	24	2,88	0	0	0	0	1	1
<i>of which fatalities</i>	0	0	0	0	0		0	0	0	0	0	0
<i>of which with high consequence</i>	1	0,11	1	0,11	2	0,24	0	0	0	0	0	0
Hours worked ⁹	1.831.521		1.759.578		1.699.312		268.948		269.183		250.734	

⁹ The hours worked by external workers were estimated on the basis of the number of active workers at the end of the year, the weeks worked in the year and the average hours worked in a week.

SOCIAL

SOCIAL - GRI 403-9 WORKERS WHO ARE NOT EMPLOYEES INJURIES

	ARCESE						VENTANA SERRA					
	2024		2023		2022		2024		2023		2022	
	n	rate	N	rate	n	rate	N	rate	n	rate	n	rate
Recordable work-related injuries at 31.12	18	2,58	18	2,58	5	0,99	0	0	0	0	0	0
<i>of which fatalities</i>	0	0	0	0	0	0	0	0	0	0	0	0
<i>of which with high consequence</i>	0	0	2	0,29	1	0,2	0	0	0	0	0	0
Hours worked ⁹	1.394.640		1.394.640		1.010.880		37.440		41.184		16.848	

SOCIAL

GRI 403-10 EMPLOYEES ILL HEALTH

	Uom	ARCESE			VENTANA SERRA			CONSOLIDATED		
		2024	2023	2022	2024	2023	2022	2024	2023	2022
Employees ill health										
Recordable work-related ill health at 31.12	N	0	0	0	0	0	0	0	0	0
of which fatalities	N	0	0	0	0	0	0	0	0	0

SOCIAL

GRI 2-21, ANNUAL TOTAL COMPENSATION

	ARCESE		VENTANA SERRA	
	2024	2023	2024	2023
Annual total compensation	11,49	11,27	5,11	6,13

ENVIRONMENT

SOCIAL - GRI 302-1 ENERGY CONSUMPTION (GJ)

	ARCESE			VENTANA SERRA			CONSOLIDATED		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Gasoline for cars	3.082	1.907	696	867	567	122	3.949	2.474	818
Diesel for cars	11.225	10.971	10.247	0,00	0,00	0,00	11.225	10.971	10.247
HVO100	578	150	-	1270	1287	1350	1.848	1.437	1.350
Cars fleet consumption	14.885	13.029	10.943	2138	1853	1473	17.023	14.882	12.416
Diesel for trucks	208.843	266.300	291.306				208.843	266.300	291.306
LNG for trucks	51.915	51.009	64.823				51.915	51.009	64.823
Bio-LNG for trucks	15.632	644	682				15.632	644	682
HVO consumption (trucks fleet)	37.256	10.904	-				37.256	10.904	-
Trucks fleet consumption	313.647	328.858	356.812	(*) ¹⁰	(*)	(*)	313.647	328.858	356.812
Burning oil for heating	81	352	881				73	352	881
Natural gas for heating	18.110	16.319	27.292	147			18.257	16.319	27.292
Consumption of propane gas for heating		277	-				-	277	-
Heating fuels consumption	18.191	16.671	28.172	147			18.338	16.671	28.172
Electricity purchased from Non-renewable sources	42.624	39.576	32.517	907	796	769	43.531	40.272	33.286
Electricity consumed by photovoltaic system	2.123	2.197	2.338	63	74	0,00	2.186	2.271	2.338
Electricity consumption	44.748	41.774	34.855	970	770	769	45.718	42.544	35.624
TOTAL ENERGY CONSUMED	391.470	400.180	430.782	3255	2623	2242	394.725	402.803	433.024

¹⁰ The company does not operate its own fleet of trucks.

ENVIRONMENT

GRI 305-1 EMISSIONS SCOPE 1 (tCO₂eq)

	ARCESE			VENTANA SERRA			CONSOLIDATED		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Company fleet emissions (trucks)	22.790	27.264	29.723	0	0	0	22.790	27.264	29.723
Company fleet emissions (cars)	1.239	899	776	187	128	104	1.426	1.026	880
Natural gas emissions for heating	1.121	867	1.545	7	0	0	1.128	867	1.545
Burning oil emissions for heating	7	25	64	0	0	0	6	25	64
Propane gas emissions for heating	0	18	0	0	0	0	0	18	0
Refrigerant Gases	20	69	0	1	5	0	21	75	0
TOTAL EMISSIONS SCOPE 1	25.176	29.143	32.107	195	133	104	25.371	29.276	32.211

ENVIRONMENT

GRI 305-2 EMISSIONS SCOPE 2 (tCO₂eq)

	ARCESE			VENTANA SERRA			CONSOLIDATED		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Electricity emissions from Non-renewable sources	2.998	3.338	2.379	52	60	55	3.050	3.398	2.434

ENVIRONMENT

GRI 305-3 EMISSIONS SCOPE 3 (tCO₂eq)

	ARCESE		VENTANA SERRA	
	2024	2023	2024	2023
Terberg	59	0	0	0
Electricity emissions from rented buildings	40	58	16	0
Gas emissions from rented buildings	57	46	3	0
Subcontractors fleet emissions	118.671	116.691 ¹¹	135.216	163.694
TOTAL EMISSIONS SCOPE 3	118.828	116.795	135.235	163.694

¹¹ The data has been recalculated using the spend-based methodology

ENVIRONMENT

GRI 305-4 GHG EMISSION INTENSITY

ARCESE	2024	2023	2022
Truck fleet emissions (tCO ₂ eq)	22.789,68	27.264	29.723
Total km travelled (km)	31.567.980	32.466.623	34.689.386
GHG Emission Intensity (tCO ₂ eq/km)	0,722	0,840	0,857
Logistic platforms (tCO ₂)	4.222,82	4.353	4.129
Total area (sqm)	551.404	555.960	628.162
GHG Emission Intensity (kgCO ₂ /sqm)	7,66	7,83	6,57

ENVIRONMENT

GRI 306-3 WASTE PRODUCED (t)

	ARCESE			VENTANA SERRA			CONSOLIDATED		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Total non-hazardous waste	4.307	2.145	2.424	40	75	60	4.347	2.220	2.484
Total hazardous waste	69	43	57	0,005	0	0	69	43	57
TOTAL WASTE	4.376	2.188	2.481	40,005	75	60	4.416	2.263	2.541



Methodological note

*OUR GUIDELINES
FOR TRANSPARENCY.*

Methodological Note

[GRI 2-2, GRI 2-3, GRI 3-1]

This report represents the fifth Sustainability Report of Arcese and the first Report for Ventana Serra. **This document expresses the commitment of the Companies to communicate to internal and external Stakeholders the commitments, the strategy, the management methods and the results of the business activity**, declined in their threefold economic, environmental and social aspect.

Data and information reported inside the document refer to the fiscal years 2022, 2023 and 2024 (01 January – 31 December). **The Companies have decided to report on a three-year data basis, where available, to provide comparability of the information and describe trends of the data.**

The reporting scope of this report concerns Arcese and Ventana Serra, including external workers ranging from administrative functions to labour cooperatives involved in handling activities in the Arcese and Ventana Serra warehouses were considered.

In addition, the companies monitor some indirect emissions, including those related to logistics services outsourced to subcontractors (including intermodal transports) and those of the non-owned logistics centres used. In particular, emissions from the truck fleet of Arcese Poland and Arcese Romania have been reported in Scope 1 of Arcese.

The Sustainability Report has been prepared following the GRI Standards published in 2021 by the Global Reporting Initiative (GRI), according to the “With reference” option. With respect to the topics Occupational health and safety (GRI 403), Tax (GRI 207) and Waste (GRI 306), the versions updated to 2018, 2019 and 2020 were respectively adopted. In drafting the document, the principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability were adopted.

For the purpose of a correct representation of the performances and to guarantee the reliability of the data, the use of estimates has been limited as much as possible which, if present, are appropriately reported.

In the case in which there were no suitable GRI Standards topic specific indicators to represent the performance of Arcese and Ventana Serra in relation to a material topic, NON-GRI indicators were developed:

NON GRI 1: *Number of projects activated with the aim of studying modes of transport with a lower environmental impact.*

The reporting organization should report all new projects started during the reporting year related to the usage of non-conventional modes of transport (an example of conventional mode of transport is road) and not conventional fuels (examples of conventional fuels are gasoline and diesel) must be considered.

NON GRI 2: *Clients' satisfaction indices.*

The reporting organization should report customer satisfaction indices, provide a description of the types of surveys conducted during the year, the recipients, the results emerged and eventually the actions taken. **On an annual basis, Arcese and Ventana Serra asks clients to complete a satisfaction survey on ten aspects relating the area of security and reliability of the service, issues management, communication, and price.** They are asked to specify for each one of them the level of importance (Very important, Important, Quite important, Not very important, Not important, Not evaluable) and the level of satisfaction (Very satisfied, Satisfied, Quite satisfied, Not very satisfied, Not satisfied, Not evaluable).

NON GRI 3: *Number and percentage of events with negative effects on goods transported.*

The reporting organization should report the number of events with damages (e.g. broken, crushed or punctured parcel) on goods transported and the number of losses (including stolen or lost parcels / pallets) of goods transported recorded during the reporting year. These data must then be related to the total number of transports of goods performed during the reporting year.

NON GRI 4: *Number of cybersecurity incidents occurred.*

The reporting organization should report all kinds of cybersecurity incidents recorded during the reporting year must be taken into consideration. In the present document the reference to the definitions of NCSC (National Cyber Security Centre of the United Kingdom Government) is used. The NCSC defines a cyber incident as a breach of a system's security policy to affect its integrity or availability and/or the unauthorized access or attempted access to a system or systems; in line with the Computer Misuse Act (1990).

NON GRI 5: *Fleet composition and turnover.*

The reporting organization should report information about the number and type of assets owned by Arcese, among trucks, trailers and other types of vehicles, of which the number of new assets must be reported. Also, the number of assets dismissed is considered. The indicator also requires a general description of fleet renewal and turnover.

NON GRI 6: *Number of operations performed by internal mechanical workshop.*

The reporting organization should report the number and type of operations performed by the internal mechanical workshop owned by Arcese, and the number of employees working in it.

NON GRI 7: *ADR Hazardous goods transport and storage.*

For each operational hazardous site owned, leased, managed considered, the Organization shall report:

- Geographic location.
- Type of operation (office, manufacturing or production, or extractive).
- Hazardous operations conducted in the site.
- Hazardous substances managed in the site.

Energy conversion and emissions factors

In order to represent energy consumptions in GJ, as required by GRI Standards, the conversion factors and emissions factors are from:

- 2024 of Department for Environment, Food and Rural Affairs (DEFRA) of the United Kingdom
- BioLNG and HVO conversion factors have been taken from GLEC Framework 3.0 (ISO 14083)

Moreover, in order to determine indirect CO₂ emissions (Scope 2), **the emission factor of electricity used was the one published by the Italian government agency ISPRA** (Istituto superiore per la protezione e la ricerca ambientale) inside the Report R404-2024 (Efficiency and decarbonization indicators in Italy and in the biggest European Countries.).

CO₂ emissions for Scope 1 have been calculated using the amount of fuels consumed and the associated emissions factor. CO₂ emissions for Scope 3 are calculated with a spend based approach in line with the analysis done for the Corporate Carbon Footprint project.

Electric Energy: for the Verona Offices energy consumption is an estimation based on the consumption intensity of Orbassano office, having these two offices very similar dimensions.

For any need of clarification or desire to deepen the contents of this document, please contact the Sustainability department at the following email address: sustainability@arcese.com.





GRI Content Index and other relevant KPI

*A MAP TO THE GRI STANDARDS
DISCLOSURES REPORTED.*

Statement of use

Arcese and Ventana Serra reported the information cited in this GRI content index for the period 01/01/2024 - 31/12/2024 with reference to the GRI Standards.

GRI 1 USED

GRI 1: Foundation 2021

GRI STANDARD

DISCLOSURE

LOCATION

GENERAL DISCLOSURE

GRI 2: General Disclosures 2

2-1 Organizational details

1.3

2-2 Entities included in the organization's sustainability reporting

1.4

2-3 Reporting period, frequency and contact point

7

2-4 Restatements of information

6

2-5 External assurance

2-6 Activities, value chain and other business relationships

1.1 - 3.2

2-7 Employees

4.1.1

2-8 Workers who are not employees

4.1.1

2-9 Governance structure and composition

3.1.3

2-10 Nomination and selection of the highest governance body

3.1.3

2-11 Chair of the highest governance body

3.1.3

2-14 Role of the highest governance body in sustainability reporting

3.1.3

2-15 Conflicts of interest

3.1.1

2-19 Remuneration policies

3.1.3

2-20 Process to determine remuneration

4.1.2

2-21 Annual total compensation ratio

4.1.2

2-22 Statement on sustainable development strategy

2.1

2-23 Policy commitments

1.2 - 2.4 - 3.1.1

GRI STANDARD**DISCLOSURE****LOCATION***2-24 Embedding policy commitments*

3.1.1

2-26 Mechanisms for seeking advice and raising concerns

3.1.1

2-27 Compliance with laws and regulations

3.1.5

2-28 Membership associations

3.7

2-29 Approach to stakeholder engagement

2.2

2-30 Collective bargaining agreements

4.1

MATERIAL TOPIC

GRI 3: Material Topics 2021

3-1 Process to determine material topics

2.3

3-2 List of material topics

2.3

**BUSINESS ETHIC MANAGEMENT
AND VALUE PRODUCED**

GRI 3: Material Topics 2021

3-3 Management of material topics

3.1.1

GRI 201: Economic Performance 2016

201-1 Direct economic value generated and distributed

3.1.7

GRI 205: Anti-corruption 2016

205-1 Operations assessed for risks related to corruption

3.1.4

*205-2 Communication and training about anti-corruption policies
and procedures*

3.1.4

205-3 Confirmed incidents of corruption and actions taken

3.1.4

GRI STANDARD

DISCLOSURE

LOCATION

GRI 206: Anti-competitive Behaviour 2016

206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices

3.1.5

GRI 207: Tax 2019

207-1 Approach to tax

3.1.6

207-2 Tax governance, control, and risk management

3.1.6

ENERGY CONSUMPTION AND EMISSION

GRI 3: Material Topics 2021

3-3 Management of material topics

5.2

GRI 302: Energy 2016

302-1 Energy consumption within the organization

5.2.1

GRI 305: Emissions 2016

305-1 Direct (Scope 1) GHG emissions

5.2.2

305-2 Energy indirect (Scope 2) GHG emissions

5.2.2

305-3 Other indirect (Scope 3) GHG emissions

5.2.2

305-4 GHG emissions intensity

5.2.2

305-6 Emissions of ozone-depleting substances (ODS)

5.2.2

IMPACT ON BIODIVERSITY

GRI 3: Material Topics 2021

3-3 Management of material topics

5.1

GRI 304: Biodiversity

304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

5.1.2

GRI STANDARD**DISCLOSURE****LOCATION**

NON GRI 7

304-2 Significant impacts of activities, products and services on biodiversity

5.1

Hazardous sites

5.1.1 - 5.1.3

WASTE PRODUCTION AND MANAGEMENT

GRI 3: Material Topics 2021

3-3 Management of material topics

5.3

306-1 Waste generation and significant waste-related impacts

5.3

GRI 306: Waste 2020

306-2 Management of significant waste-related impacts

5.3

306-3 Waste generated

5.3

SUPPLY CHAIN MANAGEMENT

GRI 3: Material Topics 2021

3-3 Management of material topics

3.2.1 - 3.2.2

GRI 308: Supplier Environmental Assessment 2016

308-1 New suppliers that were screened using environmental criteria

3.2

GRI 414: Supplier Social Assessment 2016

414-1 New suppliers that were screened using social criteria

3.2

GRI 204: Procurement Practices 2016

204-1 Proportion of spending on local suppliers

3.2.3

GRI STANDARD

DISCLOSURE

LOCATION

OCCUPATION, TRAINING, DIVERSITY AND WELFARE

GRI 3: Material Topics 2021

3-3 Management of material topics

4.1

401-1 New employee hires and employee turnover

4.1.3

GRI 401: Employment 2016

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

4.1.2

404-1 Average hours of training per year per employee

4.1.4

GRI 404: Training and Education 2016

404-2 Programs for upgrading employee skills and transition assistance programs

4.1.4

404-3 Percentage of employees receiving regular performance and career development reviews

4.1.3

GRI 405: Diversity and Equal Opportunity 2016

405-1 Diversity of governance bodies and employees

4.1.1 - 4.1.5

GRI 406: Non-discrimination 2016

406-1 Incidents of discrimination and corrective actions taken

4.1.5

HEALTH AND SAFETY AT WORK

GRI 3: Material Topics 2021

3-3 Management of material topics

4.2

403-1 Occupational health and safety management system

4.2.1

403-2 Hazard identification, risk assessment, and incident investigation

4.2.2

403-3 Occupational health services

4.2.2

GRI STANDARD	DISCLOSURE	LOCATION
GRI 403: Occupational Health and Safety 2018	<i>403-4 Worker participation, consultation, and communication on occupational health and safety</i>	4.2.2
	<i>403-5 Worker training on occupational health and safety</i>	4.2.2
	<i>403-6 Promotion of worker health</i>	4.2.1
	<i>403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</i>	4.2.2
	<i>403-8 Workers covered by an occupational health and safety management system</i>	4.2.1
	<i>403-9 Work-related injuries</i>	4.2.4
	<i>403-10 Work-related ill health</i>	4.2.4
CYBERSECURITY AND DATA PRIVACY		
GRI 3: Material Topics 2021	<i>3-3 Management of material topics</i>	3.3
GRI 418: Customer Privacy 2016	<i>418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data</i>	3.3
NON GRI 4	<i>Number of cybersecurity incidents occurred</i>	3.3

GRI STANDARD**DISCLOSURE****LOCATION****SERVICE QUALITY
AND REPERCUSSION
ON THIRD-PARTY ENTITIES**

GRI 3: Material Topics 2021

3-3 Management of material topics

3.5

NON GRI 2

Customer satisfaction index (%)

3.5.2

NON GRI 3

*Number and percentage of events with negative effects
on goods transported*

3.5.1

**INNOVATION, RESEARCH
AND DIGITALIZATION**

GRI 3: Material Topics 2021

3-3 Management of material topics

3.6

NON GRI 1

*Number of projects activated with the aim of studying
modes of transport with a lower environmental impact*

6

FLEET MANAGEMENT

GRI 3: Material Topics 2021

3-3 Management of material topics

3.4

NON GRI 5

Fleet composition and turnover

3.4

NON GRI 6

Number of operations performed by internal mechanical workshop

3.4.1

We build excellence ***through innovation and sustainability***

