

# SUSTAINABILITY REPORT 2022

*FOR YOUR  
TRANSPORT  
WE FOLLOW  
THE PATH  
OF NATURE*

**Trans Italia**

GREEN TRANSPORT



SUSTAINABILITY  
REPORT  
**2022**

For your transport  
we follow the path of nature  
**SINCE 1984**



**Trans Italia**  
GREEN TRANSPORT





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# Company Highlights 2022



**€177,910,961**

Directly generated economic value



**94%**

Non-hazardous waste produced out of total



**29 mln**

Km travelled



**286**

Drivers



**83%**

Load Factor



**-9.3%**

Carbon Footprint 2022 vs 2021



**0.02%**

Complaints against number of orders from customers out of total



**5,738**

Training hours provided



**446**

Total workforce



**6**

Accidents at work



**57%**

Drivers under 50





# Letter to the Stakeholders



Dear Stakeholders,

2022 was another year of great turbulence, characterised by converging crises: the continuation of the pandemic, the effects of climate change, economic uncertainty, and dramatic conflicts that caused tensions in the energy *commodities* market and contributed to increasing inequality and volatility in the supply chain. A context that has made clear the need to move to an approach that does not merely resist during disruption, but is able to innovate radically and constantly, anticipating and guiding changes, now considered constant, in order to progressively reduce business risks over time and produce greater economic and social value. An approach that Trans Italia has adopted for years, aiming at **increasingly sustainable mobility**.

In the past financial year, we received awards and accolades from rating agencies for our sustainability strategy. The Competition and Market Authority awarded us the **Legality Rating with the score of three “stars”**. And it is precisely on the basis of environmental, social

and *governance* responsibility practices that Cerved Rating Agency awarded us the **ESGe rating of A**, thus enabling access to sustainable finance instruments. In fact, in November 2022, we signed our first **sustainability-linked loan** with Crédit Agricole Italia with a loan *pricing* saving linked to the achievement of specific ESG targets. No less important was the entry into **ELITE**, Euronext’s ecosystem. ELITE’s mission is to support companies by connecting them with capital and know-how to drive their long-term sustainable growth and provide concrete support to accelerate their development.

**Decarbonising logistics** is our greatest responsibility today. To this end, we have accelerated the use of biofuels - as a transitional solution - towards zero-emission operation while waiting for the technologies and infrastructure that will enable the widespread use of hydrogen power to be ready.

Making further progress in reducing emissions necessarily requires rigorous measurement: the **ISO 14064** certification pathway highlighted the Group’s determination to mitigate climate impact risks and promote the development of a low environmental impact economy. During the reporting period, we recorded a **9.3% reduction in the carbon footprint of the entire organisation** - thanks to the energy efficiency plans implemented in conjunction with environmentally responsible practices that resulted in the greater environmental sustainability of processes and services in a sort of “virtuous circle”.

Our people are a passionate community of professionals committed every day to providing the best solutions and support to our customers. They are our most valuable asset, which is why we have continued to **invest in training our employees**, ensuring their well-being and safety. We introduced new HR processes and launched initiatives to involve the entire workforce through surveys, virtual and physical meetings and *training* sessions at all levels. We have overcome many challenges along the way, but we have always proved to be a resilient organisation of talented individuals, ready to take that “extra step”, and we are very proud of what we have achieved at this challenging juncture. We continue to “design” a strategy in support of the **17 Sustainable Development Goals** of the United Nations that guide our value creation: conscious that we are on the right path, I invite you to read this document, a clear testimony of the strategies implemented and of the awareness of the goals to be pursued.





# PROFILE

About us

Our History

Awards and accolades

Management systems

Economic sustainability

Sustainability-linked loan

Services offered



# About us

The D'Auria family founded Trans Italia in 1984. Today, almost forty years later, the company can be considered one of the main national and European players in the transport and logistics sector, also thanks to a constant focus on "Green Transport", a true hallmark of its business. The company, in fact, firmly pursues the objective of implementing business solutions characterised by maritime and rail intermodality, in order to guarantee efficient services for customers that run on time, have a reduced environmental impact and, at the same time, are characterised by concrete cost optimisation.



Already in the 1990s, in fact, Trans Italia had sensed the benefits of such innovative services by starting, with a managerial vision, a collaboration with the shipowner Grimaldi aimed at inaugurating the "Motorways of the Sea" with the first intermodal maritime Ro-Ro connection between Salerno and Barcelona.

In the wake of the insights that, as just described, through innovation and the continuous search for efficiency have enabled the company to achieve important growth targets, Trans Italia still presents itself to the market today as a player capable of offering fully digitalised integrated logistics services, suitable for pursuing a true *blue-economy* policy, with an extensive organisation oriented to road/sea/train multimodal transports in the major ports/terminals with the use of low-emission vehicles for first- and last-mile journeys. In February 2019, Trans Italia, confirming its continuous activity of research, study and updating of intermodal services, has, together with Grimaldi Group, put in operation the first intermodal transport entirely managed with electronic CMR<sup>1</sup> between Spain and Italy. A pioneer in the

development of innovative and increasingly sustainable transport solutions, the company uses e-CMR to promote collaboration between shippers, carriers and recipients with significant benefits, both in intermodal maritime and rail transport, aiming for increasingly environmentally-friendly and sustainable mobility. Constant growth, also favoured by the competitive advantage of having realised the importance of developing intermodal solutions, has enabled the Company to organise itself with a fleet dedicated to domestic and international transport always modern and efficient, with highly qualified staff and, consequently, to maintain its high quality standard of services offered to customers. The business results must, however, be attributed to a broader set of corporate values, constantly promoted by the Owners and *Management*, which can be traced back to the modern concept of corporate sustainability: principles of ethics and transparency, efficiency, punctuality and quality for its customers, reduction of environmental impacts, as well as respect for and development of its own people encapsulate, the true essence of ESG (*Environment, Social & Governance*), indispensable pillars that form the foundation for sustainability and profitability of a business in the medium and long term.



<sup>1</sup> A document bearing witness to the international transport contract. This document, drawn up by the carrier, proves that the goods have been taken over and specifies their condition. It is based on the Convention des Marchandises par Route (CMR), a convention concluded in Geneva on 19 May 1956 to regulate certain aspects of international road transport.

# Our History



As mentioned, Trans Italia S.r.l. was founded in 1984 thanks to the entrepreneurial initiative of the D'Auria brothers. From the very beginning, the current Chairman of the Board of Directors, Mr Domenico D'Auria, was a pioneer and innovator, not only in the logistics and goods transport sector, but generally in the world of Italian industry and southern Italy, characterised by a decisive and innovative *vision*, essential for the growth targets that have characterised the Company's decades of existence. Operating in an economic context that was not yet flourishing and mature, physically and conceptually distant from the large European markets, pushed the Company to develop solutions that were not ordinary for the time, centred on intermodality - especially maritime - as suitable for exploiting the infrastructure already present in southern Italy. This intermodality, together with the ability to cooperate with the shipowner class, enabled the company to assign a central role to the semi-trailer, which until then had been considered inseparable from its road tractor, making it possible for the Company to grow rapidly but solidly and, at the same time, to guarantee reduced delivery times and costs while also reducing atmospheric emissions. The main milestones that have characterised the historical evolution of the company from 1984 to the present day are outlined below.



# 39 years of Trans Italia History



**1984**

Establishment of the company by the **D'Auria Family**

**1986**

Purchase of first innloaders (Float Glass transport)

**1987**

First Ro-Ro transport on the **Brindisi - Patras** route

**1988**

Opening of **Patras branch**

**1995**

First Ro-Ro transport on the **Salerno - Valencia** route

**1996**

Opening of **Valencia branch**

**1997**

The fleet reaches **500 units**

**2004**

Opening of **Barcellona branch**

**2005**

First transports to **Tunisia** and **Morocco**

**2006**

Opening of **Tunisi branch**

**2011**

Opening of the **Udine office**

**2012**

The fleet reaches **900 units**

**2013**

Opening of **Koper office** and **Arcole office**

**2015**

Opening of the **Varedo (MB) office**. First rail transport to **Germany**

**2016**

Branch opening in **Portugal**

**2017**

Start-up Maltese market. Fleet reaches **2.000 units**

**2018**

Opening of new markets in **Turkey** and **Bulgaria**

**2019**

Branches opened in Bonn, Livorno, Piombino and Bolzano. **14 active Business Units** in Italy and 8 abroad

**2020**

25 years of collaboration with the shipowner **Grimaldi**

**2021**

New investments for increasingly **sustainable mobility**

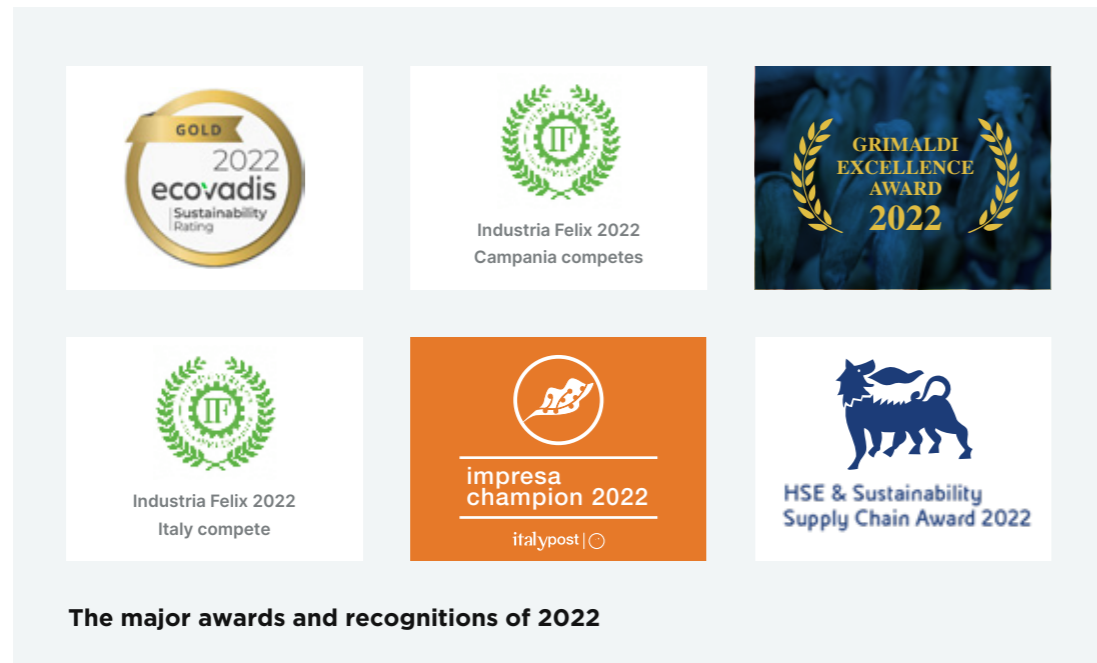
**2022**

Certification of emissions and application of **ESG models**

**2023**

Investment in the promotion and integration of **road-sea-rail** multimodality

## Awards and accolades



A particularly prolific year has just ended for the Company, which has collected a number of awards as proof of its performance in the economic, environmental and social spheres. Trans Italia is among the top 203 best-performing, financially reliable and sustainable companies with registered offices in Italy, as attested by the **Industria Felix 2022 Green Seal of Quality**, and ranks in the **Champions 2022** ranking of the ItalyPost Research Centre.

The company was also the winner of the **HSE & Sustainability Supply Chain Award 2022** in the “Innovation” category, as well as for its commitment to workplace safety and sustainability, confirming its focus on the supply and value chain.

The company was awarded the **EcoVadis Gold Medal** in 2022, with a score of 67/100, ranking in the 92nd percentile in its sector.

Sealing a *partnership* that has lasted for more than 20 years came the coveted **Grimaldi Excellence Award**, given to the Neapolitan group’s best partners who have succeeded in promoting short-sea shipping. Another feather in the hat of Trans Italia, one of the pioneers, together with its partner Grimaldi, in the use of Motorways of the Sea.

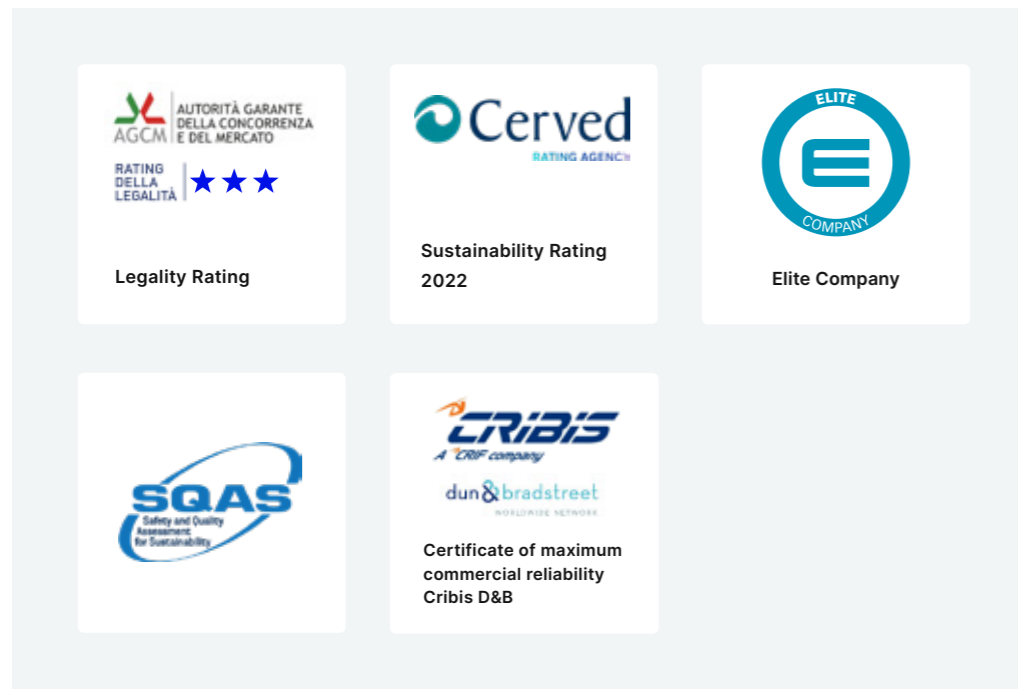
## Rating

During the reporting period, the Company was awarded the **Legality Rating**, assigned by the Italian Competition Authority, with the highest score. Furthermore, Cerved Rating Agency assigned an **ESGe rating of A**, a judgement based on all available proof certifying Trans Italia’s soundness in terms of environmental, social and *governance* aspects. The excellent result rewards the company’s commitment to and philosophy of sustainability. The approach adopted by Cerved Rating Agency is holistic and assesses: the environmental impact of activities, the empowerment of human capital and *welfare* provided, the ethical nature and transparency of corporate management and the social economic impact generated and redistributed by the company to internal and external *stakeholders*.





In addition, Trans Italia was admitted to the **21st ELITE** Italia class, Euronext's ecosystem that helps small and medium-sized enterprises to grow and access private and public capital markets. The Company renewed the **SQAS** Assessment (*Safety and Quality Assessment System* - that is a system for assessing the environmental, safety and quality performance of Logistics Service Providers to Chemical Companies), as well as the qualification processes of the platforms for the sustainable development of international customers (**Open-es** and **IntegrityNext**). Lastly, marking its commitment to the sustainability path it has undertaken, the company received the **CRIBIS** award for the highest levels of commercial reliability while this Report was being written. This recognition is based on the *CRIBIS Rating*, a dynamic and constantly updated indicator of a company's reliability.



## Management systems

Trans Italia has an Integrated Management System (IMS) aimed at “the provision of national and international transport services by road and intermodal transport of various goods, hazardous and non-hazardous waste and ADR-classified hazardous material on behalf of third parties”. With the aim of pursuing the Company’s mission, the System certifies Quality, Environment, Occupational and Road Safety, Sustainability and is a useful tool for the Company to control the management of processes while maintaining quality standards, aspects related to environmental protection, occupational and road health and safety, and sustainability.

The international standards incorporated in the IMS are shown below:

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**UNI EN ISO 9001:2015**

The international standard ISO 9001:2015, issued by the International Organization for Standardisation (ISO) in 2015, was introduced with the intention of specifying the requirements needed to implement and manage Quality Management Systems. This standard is useful for organisations to demonstrate their ability to consistently provide products and services that meet customer, applicable legal and regulatory requirements.

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**UNI EN ISO 14001:2015**

The standard ISO 14001:2015, issued by the International Organization for Standardisation (ISO) in 2015, was issued with the aim of laying down the necessary requirements to be incorporated within an Environmental Management System in order to improve an organisation's environmental performance. Thus, this standard enables companies to contribute positively to the environmental pillar of sustainability by providing value to the environment, the organisation itself and the people concerned.

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**UNI ISO 45001:2018**

ISO 45001 is an international standard that specifies requirements for an Occupational Health and Safety (OSH) Management System and provides guidance for its use to enable organisations to provide safe and healthy workplaces, preventing work-related injuries and illnesses, and proactively improving their OSH performance.

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#### UNI ISO 39001:2016

ISO 39001 is the reference standard for Road Safety Management Systems and sets out the requirements that a Management System must meet to enable any organisation, which in any way interacts with the road system, to contribute to reducing the number of injuries resulting from road accidents by controlling and managing the variables under its influence.



#### UNI EN ISO 14064

The main purpose of ISO 14064 is to bring credibility and reliability to GHG (Greenhouse Gases) reporting and monitoring processes in relation to emission declarations and implemented reduction projects. Specifically, the Company has planned the inventory of GHG - updated annually - and manages projects to reduce emissions/increase removals by integrating the following schemes:

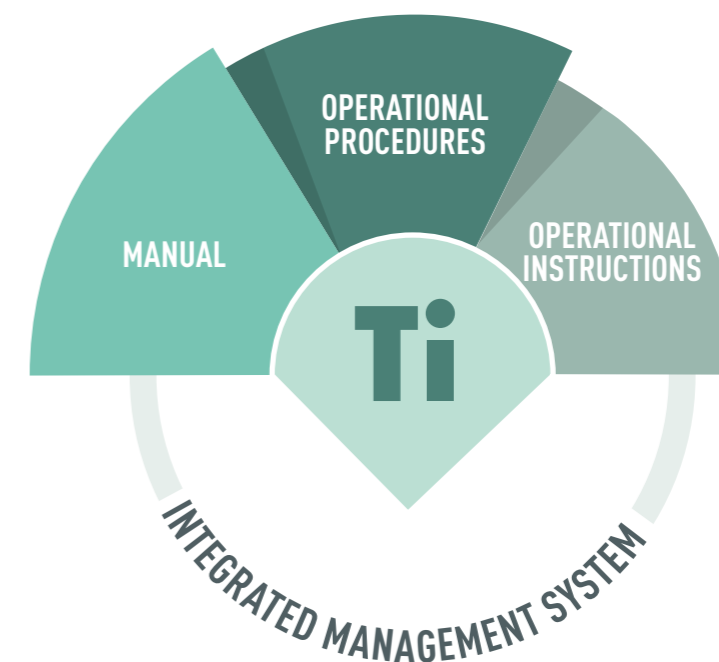
- **UNI EN ISO 14064-1:2018**, accounting for its GHG emissions at an organisational level in order to implement Carbon Management policies and communicate its commitment to environmental sustainability to its stakeholders through verification statements;
- **UNI EN ISO 14064-2:2019**, validating the methodology for calculating emissions from transport services and reporting GHG removals achievable through the use of green/intermodal/multimodal vehicles. This makes it possible to issue accredited environmental certificates to customers.

## Trans Italia's Integrated Management System

The certification of this System ensures the correct management of Quality, Environment, Occupational and Road Safety and Sustainability aspects, reconciling the needs, expectations and reliability of the Company's associates, such as customers, suppliers, employees, supervisory bodies, local authorities, associations.

The Integrated Management System consists of:

- a Manual, divided into 7 sections, describing how to apply the voluntary standards against which Trans Italia is certified. Within each section there is a reference to certain operating procedures and/or instructions;
- there are a total of 18 Operating Procedures, referred to by the acronym MAP, that explain how to organise or perform specific tasks;
- There are a total of 14 Operating Instructions, referred to as IOS, that outline the activities in a detailed and technical manner.





All resources within the organisation use the Manual to fulfil the commitments of the IMS Integrated Policies, guaranteeing all the principles below:

- the quality of the procedures adopted at each stage of the transport service delivery process to ensure full satisfaction of customer needs and systematic compliance with applicable legal requirements;
- conducting its business in such a way as to protect the safety of its staff and all those involved in the company's activities, such as customers and the community in which it operates;
- conduct its business in such a way as to ensure the road safety of its employees and all road users;
- the protection, preservation of the environment and sustainability of its own activities and of those under its control;
- the protection of food safety during all stages of the transport of products for human consumption and animal feed.

## The Integrated Management System is inspired by the shared principles of:



In addition, it is expressed through the following Integrated Policies:

- Quality policy;
- Environmental protection policy;
- Occupational Health and Safety Policy;
- Alcohol and drug policy;
- Security Policy;
- Road Traffic Safety (RTS) Policy;
- CSR policy (Corporate Social Responsibility - Code of Ethics);
- Supplier policy (Supplier Code of Conduct);
- Operation Clean Sweep (OCS) membership policy;
- Sustainability policy;
- Food safety policy.

Specifically, with respect to the Sustainability Policy, Trans Italia adheres to the following principles:

- training the workforce on sustainability issues across the board, with the understanding that the sustainable development of the company is only possible with the involvement of its people and requires knowledge of ESG principles;
- building an organisational culture of transparency and integrity, based on ethical behaviour and respect for the law, which prioritises integration, quality of life and staff safety, as well as the well-being of local communities;
- maintaining a working environment that respects the fundamental rights and dignity of people;
- promoting diversity and rejecting any kind of discrimination on grounds of gender, sexual orientation, ethnicity, colour, age, religion or political opinion;
- promoting environmental protection in the provision of transport services and all-round, seeking the efficient use of resources and working with intermodal operators internationally to proactively address climate change and reduce emissions throughout the supply chain.

# Economic sustainability

A business model based on the three ESG sustainability pillars is in itself a driver of growth capable of generating shared value with a company's internal and external stakeholders. Trans Italia, through innovative and efficient solutions for its customers, confirms itself as a company that is extremely attentive to the reduction of environmental impacts, to the empowerment and protection of its people and, consequently, a protagonist of important business results. In fact, the year 2022 saw an increase in the directly generated economic value (amounting to € 177,910,961), an increase of 10.36% compared to 2021. Similarly, the distributed economic value of € 163,304,769 increased by 10.82% over the previous year. Of these amounts, as shown in the table below<sup>2</sup>, more than € 142 million represented expenses to suppliers, while about € 20.6 million referred to expenses for remuneration paid to employees.

Directly generated and distributed economic value (€)	2022	2021
<b>Directly generated economic value</b>	<b>177,910,961</b>	<b>161,203,689</b>
<b>Economic value distributed</b>	<b>163,304,769</b>	<b>147,350,636</b>
Suppliers	142,044,560	128,669,803
Workers (salaries and benefits)	20,630,341	18,071,148
Payments to capital providers (credit and risk)	307,447	234,924
Payments to the Public Administration	297,421	350,761
Investments in the community	25,000	24,000
<b>Economic value withheld</b>	<b>14,606,192</b>	<b>13,853,053</b>

<sup>2</sup> In accordance with the requirements of the GRI Standards, the table was prepared by reclassifying the Profit and Loss Account of the Annual Financial Statements for the reporting period to show the economic value generated and distributed to the Company's internal and external stakeholders.

Trans Italia is directly committed to society: the Company contributes to the well-being of communities and the prosperity of local areas through initiatives aimed at creating shared value with all local stakeholders. Specifically, the financial contribution given in 2022 by Trans Italia was € 25,000, an increase from 2021.

It was mainly earmarked for:

- sponsoring charitable and sports projects, or those related to public health;
- promoting and supporting charitable and voluntary organisations;
- encouraging cultural and artistic initiatives;
- participating in fundraising events promoted by local authorities and organisations.

Another economic indicator to which Trans Italia has been paying particular attention to for years is what is known as the Gender Pay Gap<sup>3</sup>. In 2022, this ratio was 0.93 - up by 5.6% from the ratio of 0.88 recorded in 2021. The increase observed identifies an improvement in the ratio of average wages. Furthermore, on the subject of remuneration, the Company is giving more and more space to sustainability aspects in its remuneration schemes, including performance targets linked to ESG parameters.



<sup>3</sup> The Gender Pay Gap (GPG) is calculated by dividing the difference between the average wages of men and women by the average wages of men. A result close to 1 identifies an almost non-existent wage gap between the two genders.



# Sustainability-linked loan

## The Sustainability-linked loan envisages savings on loan pricing closely linked to the achievement of specific ESG targets.

In November 2022, Trans Italia signed an ESG-linked loan with Crédit Agricole Italia to confirm its commitment to sustainability.

The loan obtained is characterised by economic conditions related to ESG scoring. Specifically on the basis of environmental, social and governance responsibility practices, Cerved Rating Agency assigned the company an ESGe Rating of A, thus enabling access to sustainable finance.

The Sustainability-linked loan envisages savings on loan pricing closely linked to the achievement of specific ESG targets.

Obtaining the ESGe Rating is proof of a high capacity for managing risk and opportunity factors, showing a high level of awareness for ESG issues and a marked propensity to integrate sustainability as a lever for innovation and development. In particular, positive performance was recorded for all three ESG aspects.

For the Environmental section, the Company generated positive impacts in relation to natural capital with respect to emissions released into the atmosphere. Specifically, raw material intensity indicators are lower than the sector, and energy consumption indicators are in line with the sector median. On the positive side, we would like to highlight the recent approval of a project to install a photovoltaic system, the launch of a plan to replace vehicles in the company fleet with vehicles with reduced emission standards, including the purchase of 20 LNG (Liquefied Natural Gas) vehicles in 2021, and the implementation of energy efficiency initiatives, as well as the possession of ISO 9001, 14001 and 14064 certifications. Subsequently, environmental sustainability Targets are identified both in the 2022 - 2025 Business Plan and, with a short-term perspective, in the Management Review Report in line with the adopted certified management schemes.

When it comes to managing social issues, Trans Italia has recorded a high performance, with a high percentage of permanent employees and a low percentage of the workforce under 30. The Company also records higher levels of training and corresponding expenditure devoted to employees than the sector median, including not only technical training, but also training on Anti-Bribery, the Code of Ethics, the Model 231 and Human Rights.

With regard to the governance aspect, the Company has put in place appropriate instruments to prevent risks and certain unpleasant situations, such as those mentioned above.

Specifically, the 3 ESG KPIs - defined to obtain the discount on loan pricing - were reached as follows in 2022:

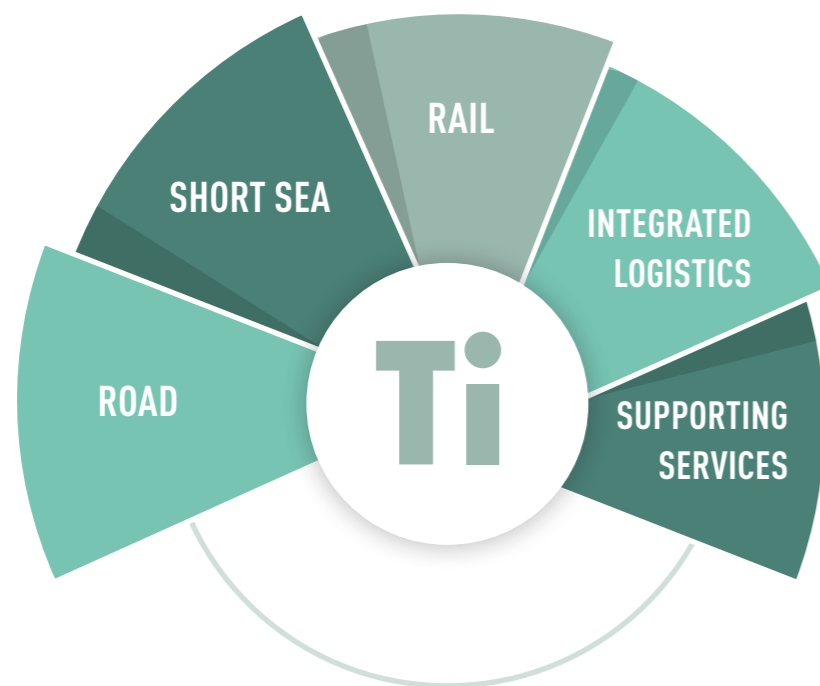
- 1 Increased volume of intermodal shipments**  
 Criterion fulfilled because in 2022 the total number of intermodal shipments was 73,740 (+ 3.08% compared to 2021 = 71,536 trips).
- 2 Number of innovation and digitalisation projects**  
 Criterion met due to the start of 3 new projects compared to 2021 (ISO 27001 - QUALIFICATION PLATFORM - ZTNA).
- 3 Training rate growth**  
 Criterion met because the total number of training hours in 2022 was 5,738 and in 2021 4,080 (up by 41%).

Below is an explanatory table, drawn up by Crédit Agricole Italia, indicating the Sustainability Performance Targets to be achieved:

ESG KPIs	Target values	Sustainability Performance Objective	
		2022	2023
<b>First KPI</b>	In 2021, out of a total of 126,487 shipments, 67,300 were short-sea and 4,236 rail. The percentage of intermodal shipments was 57%.	Increase in intermodal shipments by +3% compared to 2021	Increase in intermodal shipments by +3% compared to 2022
<b>Second KPI</b>	In 2021, 10 innovation and digitisation projects were managed	Increase by 3 projects compared to 2021	Increase by 3 projects compared to 2022
<b>Third KPI</b>	A total of 4,080 training hours were provided in 2021 for Training	Training Rate growth of +35% compared to 2021	Training Rate growth of +40% compared to 2022

## Services offered

Trans Italia serves various sectors and offers its expertise operating both domestically and internationally. In order to better meet the needs of a very large and diverse clientele, the company has expanded its range of services over the years:



In order to provide increasingly more extensive, more detailed and more transparent reporting to its stakeholders, in this Sustainability Report Trans Italia decided to supplement the ESG indicators of the GRI Standard with some SASB<sup>4</sup> indicators specific to the transport and logistics sector, namely Revenue Ton Miles (RTM) and Load Factor (LF). The first is aimed at measuring profitability per mile - in this case kilometres were used as the unit of measurement - and is calculated as the total quantity of goods transported related to the distance travelled and with reference to the revenue generated. The second, on the other hand, identifies the percentage of kilometres travelled between laden transport and transport as a whole (both laden and unladen).

<sup>4</sup> The SASB standards identify a subset of environmental, social and governance (ESG) issues that are reasonably likely to have an impact on a company's operational and financial performance and risk profile.

A lower RTM value corresponds to a better performance for the Company. With regard to the year 2022, it can be seen that this index is a clear improvement compared to 2021 (-9.6%), as against a slightly increased total fleet mileage, there was a definite increase in total revenue with a slight reduction in the tonnes of goods transported, proving that the efforts made to constantly improve the efficiency of the services offered have tangible effects on the business.

Revenue ton miles	UdM	2022	2021
Total distance travelled by own fleet	Km	28,658,482	28,155,941
Total revenue	€000	172,244	157,935
Total goods transported	T	3,063,650	3,162,175
<b>Total</b>	<b>RTM</b>	<b>509,739,489</b>	<b>563,736,607</b>

Load Factor is a measure of capacity utilisation based on the ratio of the total kilometres travelled with a load of goods on board to the kilometres travelled by the company fleet. Obviously, in this case, a high percentage, as close to 100% as possible, indicates a high level of efficiency on the part of the system of organising and planning transport and routes, reducing empty kilometres travelled as much as possible and, consequently, the associated energy consumption and emissions into the atmosphere.

Load Factor	UdM	2022	2021
Total km travelled (empty + full)	Km	28,658,482	28,155,941
Total km transport (full)	Km	23,878,460	22,524,753
<b>Total</b>	<b>LF</b>	<b>83%</b>	<b>80%</b>



# Road



## Just the bridge to intermodal

Trans Italia, thanks to the introduction of new LNG-fuelled vehicles, has embarked on a path towards a sustainable future that includes the use of zero-emission and zero noise-polluting means of transport. This objective of reducing negative externalities on the environment and society is obviously also supported by a strategic reduction of road transport through almost total supplementation with rail and sea transport. Furthermore, it is important to emphasise that the continuous updating of the fleet also brings with it an important aspect of protecting the company's workforce, thanks to the continuous improvement of both the comfort and the active and passive safety of the vehicles.





## Short Sea



### Short Sea - Over 30 ports served, used for traffic destinations beyond 600 kms

The sea is a key ally for Trans Italia, allowing it to implement environmentally sustainable, flexible and agile forms of transport, while ensuring daily connections between major European and non-European ports.

As early as the mid-1990s, Trans Italia started a cooperation with **Grimaldi Group**, which initially envisaged a weekly connection from Salerno to Barcelona, which later paved the way for the creation of the “Motorways of the Sea” by the European Union.

To date, the goods transported by the company travel on the new GG5G (Grimaldi Green5th Generation) ECO ships, which, with a view to the Blue Economy, aim to protect the sea. In fact, these ships are equipped with electronically controlled engines, exhaust purification systems to remove sulphur and particulate emissions, and filtering systems capable of intercepting microplastics present along the route in the Mediterranean Sea.

While anchored at port, they are powered by electricity, by means of lithium batteries recharged during navigation (in rough seas, the batteries keep the load on the engines constant, absorbing the energy peaks as the wave rises and falls), and by solar energy, thanks to installed panels.

Short-sea transport includes two policies that are highly relevant to the Company:

- **Blue Economy**, for the creation of a sustainable ecosystem involving the implementation of sustainable fishing, the reuse of previously wasted resources and the preservation of the purity of the sea;
- **Green Economy**, which considers a dual aspect, namely, the benefit produced by a certain production regime and the environmental impact generated by the raw material processing cycle.





# Rail



## Combined road/rail transport

On a daily basis, thanks to the work of specialised personnel, the combined road/rail transport of containers, tanks and swap bodies makes it possible for Trans Italia to offer an efficient, customised and suitable service for all types of goods.



### P400 Semi-Trailers Lines

- Trieste/Germany line
- Bari/Verona line
- Verona/Travemünde line
- Milan/Cologne/Holland/Belgium line
- Verona/Cologne/Holland/Belgium line
- Bari/Verona/Cologne line
- Verona/Rostock line

### Swap Body Lines

- Naples/Milan/Naples line





## Integrated logistics



### Added value for our customers

Logistics activities are carried out in close correlation with transport activities in order to meet the most diverse customer needs and to guarantee efficient service.

Trans Italia uses dedicated software to control incoming and outgoing loads and monitor products to ensure their protection and safety. Warehouse management is also supported by software that makes for the optimisation of activities to minimise costs, error margins and conduct organised flow management.

In this respect, the main advantages for customers are:

- 
- Reduced goods storage and retrieval time
  - On-time deliveries
  - Rotary inventory
  - Speed in packing shipments
  - Control tools (KPIs)
  - Traceability of all logistical processes
  - Space optimisation and rationalisation
  - Automation of repetitive procedures
  - Elimination of paper media
  - Precision and control in reception
  - Reducing errors in picking and shipping
- 

As far as customs warehouse management is concerned, Trans Italia offers an advanced service capable of coordinating customs, tax and VAT warehousing through the management of computerised registers and tax and customs documents. This service is carried out in accordance with the relevant regulations, allowing a reduction in time and costs and also taking the handling of goods out of the customers' hands.







## Supporting services

### Additional services aimed at anticipating customer needs

Additional services are aimed at customers and aim to anticipate their needs through:

- Customs clearance
- Analysis of letters of credit, consular visas, import licences
- All Risk Insurance in addition to normal insurance cover
- Deposit at owned warehouses
- Intrastat service for the processing of files relating to supplies or purchases within the European Community



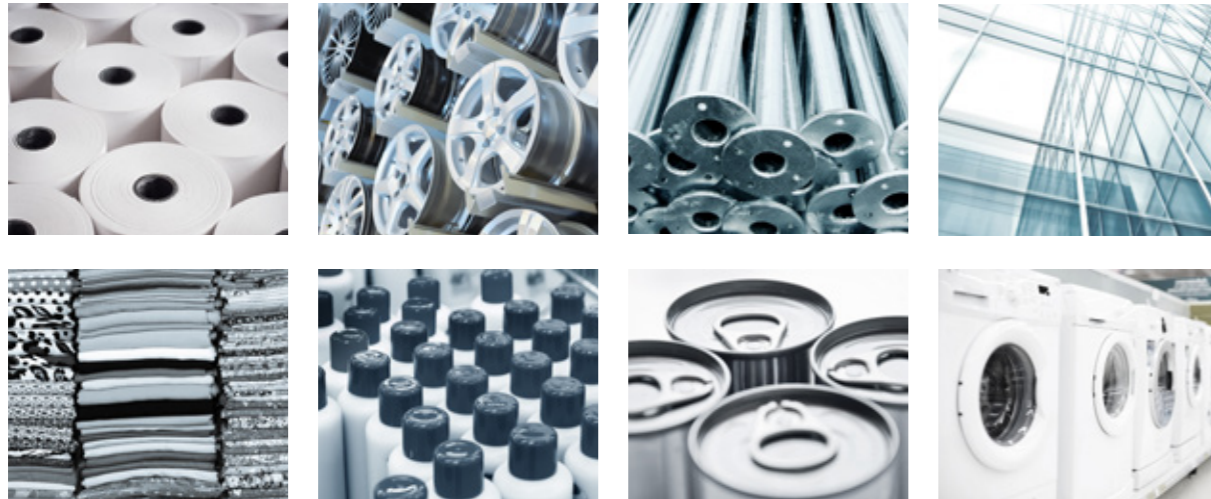
With regard to track & trace, vehicles' location and shipments' progress are constantly monitored. The presence of a global digitalised and co-ordinated shipment system offers significant advantages to customers:

- 1 Optimised vehicle management in maritime and rail terminals
- 2 Real-time display of shipment status
- 3 Production, sharing, archiving of transport documents with delivery receipt and goods status

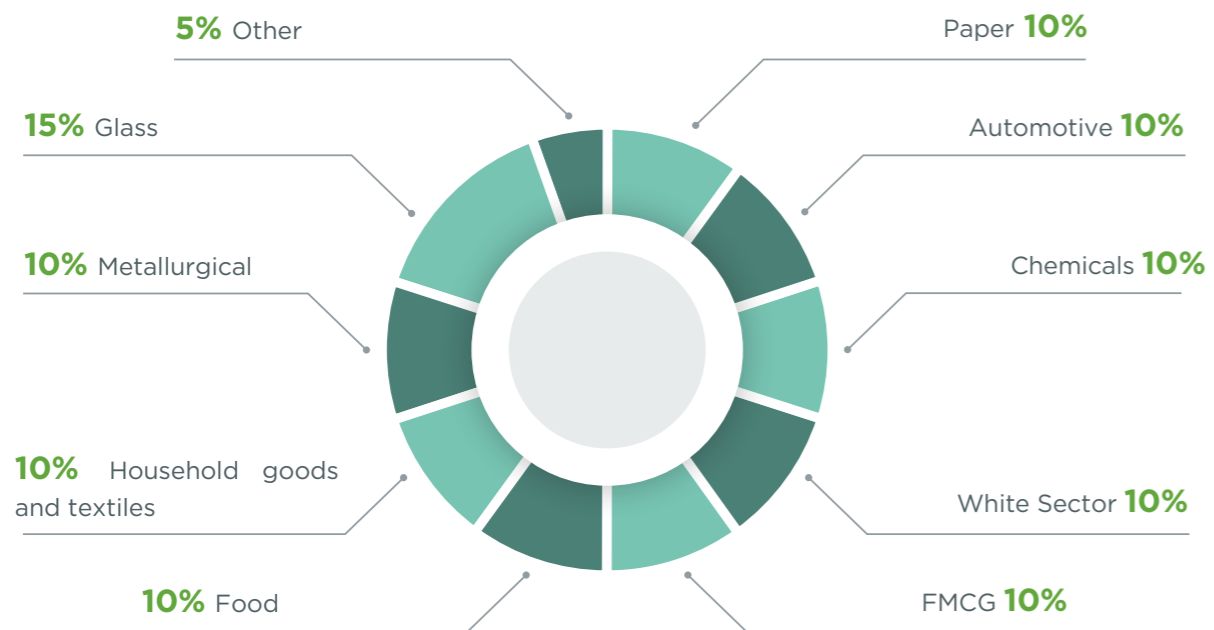
Improving the above process speed and management enables Trans Italia to make its planning activities tangibly more efficient: the advance knowledge of the arrival of goods at the terminals, supplemented with the information provided by the ship/railway operator, makes it possible to reduce port stops and increase the efficiency of semi-trailer operations.

## Sector of activity

Trans Italia serves a varied and differentiated portfolio of sectors by transporting mainly, as a product category, goods that are essential for people's lives and for the work of companies (performing in this sense a service of collective interest).



### Sector of activity in 2022 (% on sales volume)



## The network

In order to ensure an adequate presence in different geographic areas and support its strategies of growth and insertion in new territorial and product markets, Trans Italia has established several branches and local units over the years, thus consolidating a dense network of divisions as well as a true international network.

In **2022**, the Company has **31** Business Units



### Italy

Salerno - Head Office  
 Udine Branch  
 Verona Branch  
 Veronella Branch  
 Bolzano Branch  
 Milano Branch  
 Novi Ligure Branch  
 Livorno Branch  
 Piombino Branch  
 Genova Branch

Savona Branch  
 Ravenna Branch  
 Civitavecchia Branch  
 Foggia Branch  
 Bari Branch  
 Brindisi Branch  
 Palermo Branch  
 Catania Branch  
 Porto Torres Branch  
 Cagliari Branch  
 Olbia Branch

### Abroad

Valencia Branch  
 Barcellona Branch  
 Tarragona Branch  
 Córdoba Branch  
 Madrid Branch  
 Espinho Branch  
 Brühl Branch  
 Patrasso Branch  
 La Goulette Branch  
 Tangeri Branch





# TRENDS AND VISION TO 2030

Sustainable goals according to the 2030 Agenda

Materiality analysis

Materiality matrix

Analysis of impacts

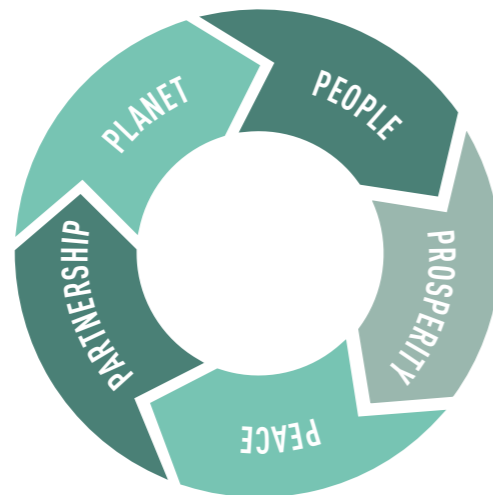


## Trends and vision to 2030

Long-term vision has always characterised the company’s work, contributing to excellence in processes, products and services. With this in mind, the Company has decided to embark on a path of sustainable development, seeking to impact, through its operations, the three dimensions of sustainability: environmental, social and governance.

The 2030 Agenda for Sustainable Development is the programme of action for people, the planet and prosperity signed on 25 September 2015 by the UN General Assembly, i.e. the governments of the 193 member countries. At its beating heart are the 17 Sustainable Development Goals (SDGs), encompassed in a grand programme of action with as many as 169 targets or goals. The Sustainable Development Goals follow on from the achievements of the Millennium Development Goals (MDGs) that preceded them, and aim to complete what they failed to achieve. The SDGs share common goals with their “predecessors” on a set of crucial issues: fighting poverty, for instance, but also eradicating hunger and combatting climate change. We speak of “Common Goals” because they concern all countries and all individuals: no one is excluded, nor should anyone be left behind along the path needed to bring the world onto the road to sustainability.

The material themes identified will be associated with the various SDGs, divided into the following pillars:



The SDGs are universal, therefore, they refer to problems/critical concerns that are common to all nations. For this reason, all Countries are called upon to contribute to the challenge of putting the world on a sustainable path, no longer distinguishing between developed, emerging and developing countries.

## Sustainable goals according to the 2030 Agenda

Below are the SDGs to which Trans Italia believes it can contribute through its activities.

A collection of 10 Sustainable Development Goal (SDG) icons arranged in two columns. The icons are: 3 GOOD HEALTH AND WELL-BEING (green), 4 QUALITY EDUCATION (red), 5 GENDER EQUALITY (red), 7 AFFORDABLE AND CLEAN ENERGY (yellow), 8 DECENT WORK AND ECONOMIC GROWTH (purple), 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE (orange), 13 CLIMATE ACTION (green), 15 LIFE ON LAND (green), and 16 PEACE, JUSTICE AND STRONG INSTITUTIONS (blue). To the right of the icons is a stylized Earth graphic. Below the icons is the text: SUSTAINABLE GOALS ACCORDING TO THE 2030 AGENDA.



# Sustainable goals



## ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES

Goal 3, in addition to advancing the WHO's efforts on infant and maternal mortality and communicable diseases, such as AIDS, malaria and tuberculosis, also includes instructions for combatting non-communicable diseases, such as diabetes, as well as the prevention of road accidents and drug abuse. Access to treatment in the area of sexual diseases and reproductive medicine, including services such as family planning, information and education on these issues, must also be guaranteed by 2030.



## ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFE-LONG LEARNING OPPORTUNITIES FOR ALL

Goal 4 aims to ensure that all children, young people and adults, especially those most marginalised and vulnerable, have access to education and training appropriate to their needs and context. Indeed, education contributes to a safer, sustainable and interdependent world.



## ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

Goal 5 aims to achieve equal opportunities for women and men in economic development, the elimination of all forms of violence against women and girls, including the abolition of forced and early marriages, and equal rights at all levels of participation.



## ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL

Goal 7 supports access to affordable, reliable, sustainable energy supply services for all. Since sustainable development is based on environmentally friendly assumptions of economic development, the share of renewable energies in the global energy mix will have to be significantly increased and the rate of increase in energy efficiency worldwide will have to be doubled. Research in the fields of renewable energy and energy efficiency will be stimulated, as will investment in infrastructure and clean energy technologies.



## PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL

Goal 8 includes sub-targets on economic growth, productivity growth and the creation of decent jobs. Forced labour must be combatted and the phenomena of modern slavery and human trafficking eradicated by 2030. Sustainable economic growth also cannot take place at the expense of the environment. This therefore calls for the worldwide improvement of resource efficiency in consumption and production and seeks the decoupling of economic growth from environmental degradation.



## BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALISATION AND FOSTER INNOVATION

Goal 9 aims to build a resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation. To make infrastructure and industry sustainable, resources will have to be used more efficiently by 2030 and clean and environmentally friendly technologies and industrial processes will have to be promoted.



## TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS

Goal 13 calls on states to integrate environmental protection measures into their national policies and to support each other in the face of challenges.



## PROTECT, RESTORE AND PROMOTE SUSTAINABLE USE OF TERRESTRIAL ECOSYSTEMS, SUSTAINABLY MANAGE FORESTS, COMBAT DESERTIFICATION, AND HALT AND REVERSE LAND DEGRADATION AND HALT BIODIVERSITY LOSS

Biodiversity is a prerequisite for the development of humans and other living beings, as well as ecosystems. Goal 15 aims to protect, restore and promote the sustainable use of ecosystems.



## PROMOTE PEACEFUL AND INCLUSIVE SOCIETIES FOR SUSTAINABLE DEVELOPMENT, PROVIDE ACCESS TO JUSTICE FOR ALL AND BUILD EFFECTIVE, ACCOUNTABLE AND INCLUSIVE INSTITUTIONS AT ALL LEVELS

Goal 16 aims to achieve peaceful and inclusive societies by 2030. To achieve this, it calls for the reduction of all forms of violence, a halt to torture and the fight against all forms of organised crime.

## Materiality analysis

A preliminary activity for the drafting of a Sustainability Report is the identification of what are known as material issues, i.e. those issues that reflect the significant impacts for the Company from a sustainability point of view (economic, social and environmental) and that substantially influence stakeholders' assessments and decisions.

The issues reported in this Report were identified through a process of materiality analysis, carried out following the materiality principle in correlation with the guidelines that define the criteria necessary for the content and quality of sustainability reporting (stakeholder engagement, completeness of information, sustainability context, balance, comparability, clarity, timeliness, reliability and accuracy)

The materiality analysis process consists of three main steps:

- *benchmark* analysis;
- *stakeholder engagement*;
- drawing up the materiality matrix.

### 1. Benchmark analysis

Benchmarking is the first step in the materiality analysis process and serves to provide a clear, broad and transparent picture of how ESG issues are interpreted and applied in a specific organisation's sector or industry.

The analysis took into account sector studies, research conducted by universities and other national and international institutions and identified the main best practices in the Logistics and Transport sector. In addition, a panel of companies comparable in terms of business activity and size was identified and their main ESG impacts, issues considered material and short-, medium- and long-term sustainability goals were analysed. Finally, a comparative analysis was carried out, both in quantitative and qualitative terms, of the evidence obtained from the benchmark in relation to the Company's activities and strategic and operational vision.

The activity led to the identification of a set of **21 potentially material issues** concerning the environmental, social and governance domains that are most recurrent in the industrial sector.

### 2. Stakeholder engagement

The second stage of the materiality analysis process is stakeholder engagement, a stage that materialises when the organisation engages the stakeholders themselves in order to fully understand their needs, expectations and opinions, so as to be able to conduct subsequent decision-making processes. This process also makes it possible to assess stakeholders' perceptions of the impacts generated and suffered by the company and thus ensures a materiality analysis of the ESG issues involved.

The inclusion of the issues identified in the value creation process allows the Group to pursue its "Shared Value", strengthening competitiveness while improving the economic and social conditions of the community in which it operates.

Stakeholders can be divided into two categories:

- Internal
- External

The methodology adopted involved the engagement of stakeholders by means of an online *survey* to top management and key corporate departments. Specifically, the survey's recipients were asked to assess the importance of each topic by assigning a score from 0 to 5 for each potentially material topic, for a total of 129 completed questionnaires.

The data from the questionnaires were processed and considered in the development of the materiality matrix, which shows the relevance for internal and external stakeholders on the x-axis and y-axis respectively.

Below are the **13 material issues** that emerged from the process described above, i.e. those in the upper right-hand quadrant of the materiality matrix, along with their description. The SDGs to which the Society contributes were also associated with each theme. In particular, the publication *Linking the SDGs and the GRI Standards* prepared by the *Global Reporting Initiative* was taken as a reference for this reconciliation.



Material topic	GRI aspect	GRI Indicator	SDG
Sustainable supply chain management	Management of material issues; New suppliers that have been assessed using environmental criteria; New suppliers that have been assessed using social criteria.	<b>3-3</b> <b>308-1</b> <b>414-1</b>	
Ethical and transparent governance management	Management of material issues; Directly generated and distributed economic value; Established incidents of corruption and actions taken; Non-compliance with environmental laws and regulations; Non-compliance with laws and regulations in the social and economic area.	<b>3-3</b> <b>201-1</b> <b>205-3</b> <b>307-1</b> <b>419-1</b>	
Innovation, digitalisation and cybersecurity	Number of innovation and digitisation projects; Digital Intensity Index.	<b>3-3</b> <b>TS 6</b> <b>TS 7</b>	
Quality of services	Management of the material issue; Number of total complaints compared to the number of orders from customers	<b>3-3</b> <b>TS 5</b>	
Resource management and consumption reduction	Management of material topics.	<b>3-3</b>	
Sustainable mobility	Material handling; Energy consumed within the organisation; Energy intensity; Shipments; Intermodality index; Transport units; Fleet composition by fuel type and emission class.	<b>3-3</b> <b>302-1</b> <b>302-3</b> <b>TS 1</b> <b>TS 2</b> <b>TS 3</b> <b>TS 4</b>	  
Waste management	Management of material issues; Waste produced.	<b>3-3</b> <b>306 - 3</b>	
Reduction of emissions	Management of material issues; Direct GHG emissions (Scope 1); Indirect GHG emissions from energy consumption (Scope 2).	<b>3-3</b> <b>305-1</b> <b>305-2</b>	

Material topic	GRI aspect	GRI Indicator	SDG
Occupational health and safety	Material Management; Occupational Health and Safety.	<b>3-3</b> <b>403-1</b> <b>a 403-7</b> <b>e 403-9</b>	
Respect for workers' rights	Management of material issues; Discrimination events and corrective measures.	<b>3-3</b> <b>406-1</b>	
Respect for human rights	Management of material issues; Training of employees on human rights policies or procedures.	<b>3-3</b> <b>412-2</b>	
Training and human capital development	Management of material issues; Average hours of training per employee per year; Percentage of employees receiving regular performance and professional development appraisals.	<b>3-3</b> <b>404-1</b> <b>404-3</b>	  
Diversity and inclusion	Management of material issues; Employees; New hires and turnover; Diversity in governing bodies and among employees.	<b>3 - 3</b> <b>2 - 7</b> <b>401-1</b> <b>405-1</b>	

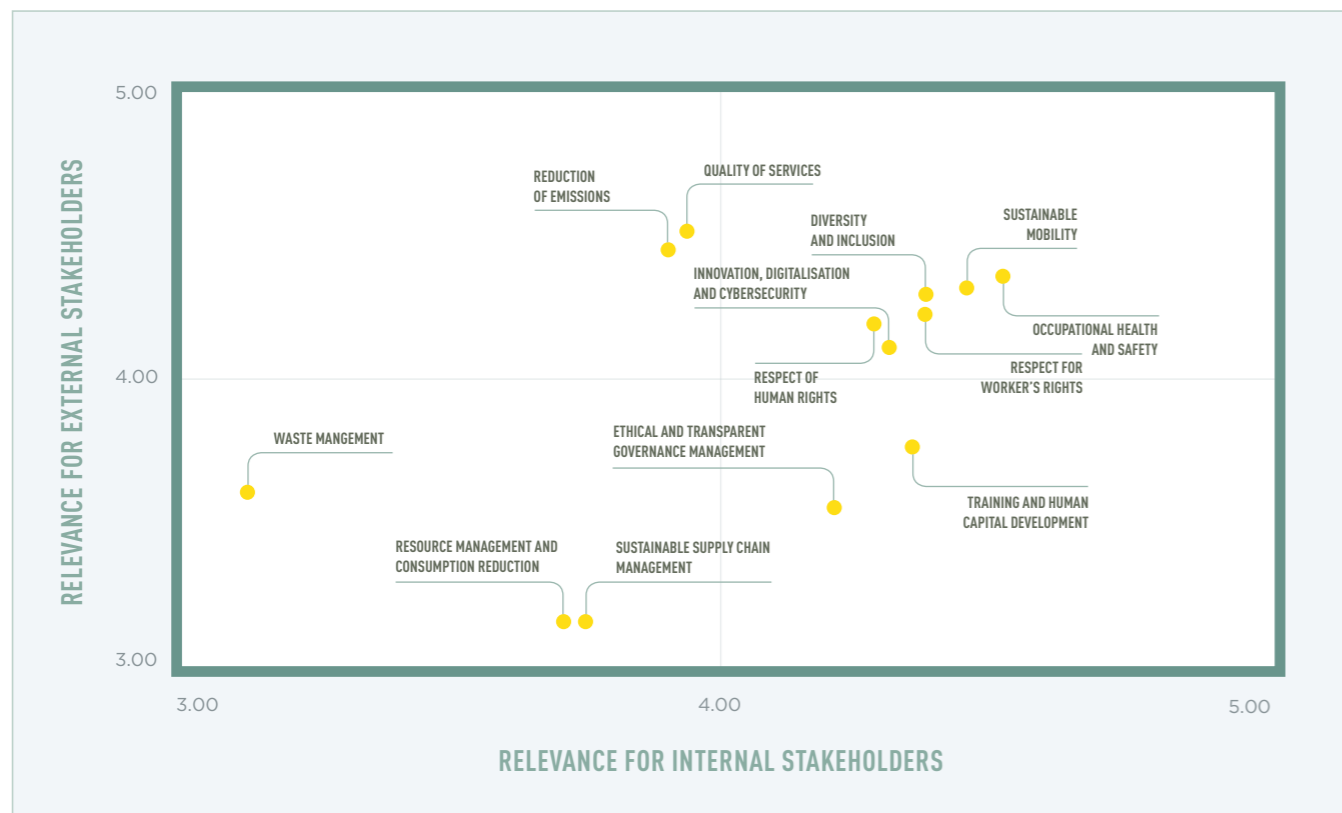
Due to the absence of GRI Sector Standards for the Logistics and Transport sector - specific GRI indicators measuring the performance of certain material topics peculiar to the sector - additional indicators were developed (ref. TS indicators 1 to 7).

### 3. Developing the materiality matrix

Asking the stakeholders to answer the questionnaires made it possible to graphically represent the positioning of the issues thus defined as material.

# Materiality matrix

The materiality matrix represents the graphical synthesis of this process and highlights the positioning of issues with respect to the priority level of relevance and impacts assessed by the Company (axis x) against the assessments, interests and expectations of external stakeholders (y-axis).



Materiality analysis is a tool that succeeds in providing an objective view of the Company, as it makes it possible to combine issues relevant to both the Company and its stakeholders.

This stage plays a key role in defining the content of the reporting itself, outlining the information priorities for the company and stakeholders (risk analysis; performance measurement; etc.)

# Analysis of impacts

Impact analysis characterises Trans Italia's concrete commitment to integrating ESG factors into business processes.

This section assessed the impacts, both positive and negative, associated with each material issue. Each impact assessed was associated with a level of significance to allow prioritisation.

The impacts were identified through internal company assessments and assessments of the external context, considering the environment, people, the economy and human rights.

## Assessment of negative impacts

The significance of an actual negative impact is related to the severity of the impact, while that of a potential negative impact depends on the likelihood and severity of the impact.

The calculation of an actual negative impact therefore depends on the severity associated with it, characterised specifically by the following items:

- **Scale:** how serious the impact is.
- **Scope:** how widespread the impact is, for example, the number of people affected or the extent of environmental damage.
- **Characteristics of irreparability:** how difficult it is to mitigate or compensate the resulting damage.
- **Likelihood:** the likelihood of a potential negative impact refers to the possibility of the impact occurring and can be measured or determined qualitatively or quantitatively.

The following table sets out the main actual and potential impacts identified by Trans Italia, detailing the scale, scope and irremediable characteristics assessed with a Likert scale from 1 to 5 (1= low; 5= high). The methodology for calculating the impact (last column) is given by the product of the probability of the impact occurring by the average of the scores obtained for the scale, scope and remediability:

$$\text{Impact} = \text{probability} \times [(\text{average (scale; scope; remediability)})]$$



Material topics	NEGATIVE Impact Description	Real	Potential	Short-term	Long-term	Remediability	Probability	Scale	scope	Remediability	Impact
Sustainable supply chain management	Failure to adopt environmental policies and increased impacts related to suppliers' activities.		X		X	SI	2	4	5	3	8
Ethical and transparent governance management	Incidents of corruption and misconduct with possible economic repercussions on markets and businesses.		X		X	SI	1	4	3	3	3
Innovation, digitalisation and cybersecurity	Loss of sensitive data and information of employees, customers, partners, etc..		X	X		SI	2	3	2	5	7
Quality of services	Reduced customer satisfaction due to inefficient engagement and the company's inability to offer sustainable, innovative and competitive solutions.		X		X	SI	3	4	3	3	10
Resource management and consumption reduction	Increased environmental impacts due to lack of focus on R&D.		X		X	SI	2	3	3	5	7
Sustainable mobility	Contribution to climate change through the generation of greenhouse gases and consumption of fossil energy sources.		X	X		SI	2	3	3	3	6
Waste management	Increased pollution with consequent negative externalities on the environment and people.		X		X	SI	1	3	2	5	3
Reduction of emissions	Increased consumption and emissions with negative externalities on the environment and the community.		X		X	SI	1	4	3	3	3
Occupational health and safety	Potential accidents, near misses, accidents and/or occupational diseases.		X	X		SI	2	4	3	4	7
Respect for workers' rights	Decline in brand reputation, public trust and appeal to employees and new talent.		X		X	SI	2	5	3	3	7
Respect for human rights	Lack of attention in mitigating and preventing internal conflicts related to the issue.		X	X		SI	1	3	2	5	3
Training and human capital development	Reduced employee satisfaction and motivation due to inadequate training provision and reduced opportunities for growth.		X	X		SI	2	4	5	3	8
Diversity and inclusion	Possible incidents of discrimination at work (e.g., exclusion of employees from services because of personal characteristics, harassment, inappropriate behaviour).		X	X		SI	1	4	3	3	3

## Assessing positive impacts

The significance of an actual positive impact depends on the scale and scope of the impact, while the magnitude of a potential positive impact depends on both the scale and scope and the likelihood of the impact. Positive impacts are characterised by:

- **Scale:** refers to the actual and/or potential benefits of the impact itself.
- **Scope:** refers to its actual or possible extent (e.g., the number of people or the spectrum of environmental resources that are or could be positively influenced).
- **Probability** of a potential positive impact refers to the possibility of the impact occurring and can be measured or determined qualitatively or quantitatively.

Below is the methodology used to calculate the impact:

$$\text{Impact} = \text{probability} \times [(\text{average (scale; scope)})]$$

Material topics	POSITIVE Impact Description	Real	Potential	Short-term	Long-term	Probability	Scale	Remediability	Impact
Sustainable supply chain management	Adoption of circular economy practices by making the entire production chain more sustainable.		X		X	4	4	3	14
Ethical and transparent governance management	Countering the spread of unlawful practices through the development of internal safeguards and controls and anti-corruption training activities.	X		X		3	5	4	14
Innovation, digitalisation and cybersecurity	Improving the cybersecurity of assets through constant monitoring of electronic information systems and cybersecurity risk assessment programmes involving all logistics sites in Italy and abroad.	X			X	5	4	2	15
Quality of services	Increased customer satisfaction through the creation of strong relationships, regular update meetings, support mechanisms and resolution of any critical issues.	X		X		4	4	3	14
Resource management and consumption reduction	Promotion of energy-efficient practices with reduced consumption.	X		X		4	5	5	20
Sustainable mobility	Reduction of greenhouse emissions into the atmosphere through intermodality, the use of biofuels and the creation of circular solutions. Optimising the use of energy resources through a low-carbon energy mix and energy efficiency measures.	X			X	5	4	2	15
Waste management	Promoting the culture of materials savings and management.	X		X		3	4	3	11
Reduction of emissions	Reducing emissions by improving the energy mix.		X		X	4	5	2	14
Occupational health and safety	Protection of workers' health and safety, through the development of a safety culture, training activities and constant identification and monitoring of health and safety risk elements supported by specific internal procedures (e.g., process safety). E.g. process safety).	X		X		4	3	3	12
Respect for workers' rights	Reduced management costs (employee engagement practices).	X		X		4	3	2	10
Respect for human rights	Development of listening practices and techniques towards all relevant stakeholders.		X	X		5	4	3	18
Training and human capital development	Employee engagement, skills enhancement and improvement of career opportunities through continuous training activities.	X			X	4	4	3	14
Diversity and inclusion	Improving the well-being of employees through the creation of an inclusive work environment and initiatives aimed at supporting and valuing diversity.	X		X		5	4	2	15



**GOVERNANCE**

**INNOVATION**

**DIGITALIZATION**

**SUPPLIERS**

## **GOVERNANCE**

The governance of Trans Italia

Governance management

The corporate structure

Sustainability and digitalisation

Cybersecurity

Responsible supplier management

Our interlocutors



# The governance of Trans Italia

Trans Italia's governance model is aimed at maximising value, transparency towards stakeholders and controlling business risks. The organisational model is of a horizontal type within which we recognise the presence of the Shareholders' Meeting, the Board of Directors, the Board of Statutory Auditors, the Supervisory Body (pursuant to (It.) Legislative Decree 231/2001) and the Auditing Firm.



## Shareholders' Meeting

**Decision-making body whose powers are conferred by the Articles of Association or the Law.**

- Approves the annual financial statements;
- Appoints and dismisses members the boards of Directors and the Board of Statutory Auditors also determining their compensation.



## Board of Directors

**Collegial body that plays a central role in the Company's corporate governance process.**

- It approves the financial statements;
- Update the 231 Model;
- Appoints members of the Supervisory Board and conducts performance evaluation.



## Auditing firm

**Conducts appropriate checks to ensure the accuracy and reliability of communications.**

- Evaluates the adequacy of the company's administrative and accounting structure.



## Board of Statutory auditors

**Control body over the administration of the enterprise.**

- Evaluates the adequacy of the system of internal control, risk management and conflicts of interest;
- Verifies the proper application of Board's criteria and procedures.



## Supervisory Body

**Body formed by a single external member**

- Verifies the proper adoption of the model 231
- Update the 231 Model

What follows is a more detailed analysis of these bodies.

### Shareholders' Meeting

Decision-making body whose powers are conferred by the Articles of Association or the Law. It may meet in ordinary or extraordinary session depending on the matters to be discussed and approved. The shareholders' meeting approves the Annual Financial Statements, appoints and dismisses the members of the Board of Directors and the Board of Statutory Auditors, as well as determining their remuneration.

### Board of Directors

A collective body that plays a central role in the Company's corporate governance process. It has the power to perform all appropriate acts for the furtherance of the Company's objectives, except those entrusted to the Shareholders' Meeting by the Law or the Articles of Association. It is tasked with approving the Draft of the Economic and Financial Statements and the Sustainability Report, it updates the Model 231 and appoints the members of the Supervisory Body. In order to monitor any critical concerns within the business processes, the Board of Directors carries out a quarterly and/or half-yearly evaluation of their performance and general functioning. Within the scope of their powers, the directors are also called upon to draw up a self-assessment and a merit judgement on the functioning of the Board of Directors, to be carried out quarterly and/or half-yearly. The purpose of this Self-Assessment is to prepare an overview of all factors that could potentially hinder the proper functioning of the Board of Directors, since the evaluation of the qualities of good governance is closely related to the activities of the Board itself. It is left to the board members, in the final part of the board review, to share feedback on the areas of improvement in the company's management during the year.

### Board of Statutory Auditors

A control body entrusted with the supervision of the company's administration. It has the task of verifying the correct application of the assessment criteria and procedures adopted by the Board of Directors. It assesses the adequacy of the organisational set-up with particular reference to the internal control and risk management system and the management of conflicts of interest.

### Auditing Firm

It is registered in the special register of Consob [National Commission for Companies and the Stock Exchange] and appointed by the Shareholders' Meeting. It is responsible for carrying out due checks to ensure the correctness and reliability of communications. It assesses the adequacy of the company's administrative and accounting structure.

### Supervisory Body

A Trans Italia body consisting of a single external member. The body is established pursuant to (It.) Legislative Decree 231/2001 and is responsible for verifying that the Model 231 is correctly adopted and ensures that it is updated.

## Business ethics and responsible governance

The introduction of sustainability policies within corporate governance has entailed an additional task for the Board of Directors, which, in addition to investigating compliance with regulations, is required to analyse the effect that the company's activities have on the environment. The aim is to ensure a balance between governance practices and the external context in which the company operates.

## Focus on: managing risks and defining opportunities

### Identification of risk macro-areas

The Company's own risk management and control system is defined on the basis of the business sector in which it operates and its business. The identification of risk macro-areas is the responsibility of the Quality Team assisted by Area Managers. The macro-areas of identified risks are: workers' health and safety, economics/finance, outsourcing, service delivery, road safety, environment and sustainability.

### Risk analysis and identification methodology with related KPIs

Risk analysis is conducted on the basis of the product of the probability of occurrence and its consequences and can be considered as an assessment of the probability of occurrence and consequences for the identified risk scenarios.

The output resulting from the risk analysis process, for each macro-area, identifies:

- Type of risk
- Risk Indicator
- Risk level
- Indicator code
- Measurement modes

## Risk monitoring/management plan and definition of opportunities

During the Management Review, senior management studies and evaluates the risk map, formulated as described above, in order to prepare plans for monitoring risks. A distinction is made between risks of acceptable or low magnitude, for which simple control is sufficient, and risks of moderate/medium or high magnitude, which require mitigation actions. This activity is implemented through a detailed plan that envisages the identification of a precise number of both human and financial resources available. The timescales and objectives to be achieved in terms of the value of the risk are also precise and well-defined.

The plan foreseeing opportunities for improvement is based on the observation of risks and is divided into two distinct and specific areas: risk and improvement. The former is defined as being below a certain threshold established as critical; the latter is the one within which the improvement targets defined for the current year are deemed to fall.

Lastly, the monitoring/improvement plan lists the major risks identified and sets out the method of measuring the indicators associated with them in grid form. The diagram also shows the figures responsible for implementing the actions necessary to achieve the improvement objectives, as well as the figures responsible for periodic monitoring of the indicators.





# Governance Management

The Board of Directors is a collective body whose members are elected on the basis of the professional requirements laid down by Law and the Articles of Association (honourableness, professionalism, independence) and experience acquired. There are currently five directors, all of whom are non-independent executives. The Directors are elected by the Shareholders' Meeting, which may also remove them at any time for just cause; they remain in office for three years and, unless otherwise stipulated in the Articles of Association, they may be re-elected.

The Chairman of the Board of Directors of Trans Italia is Mr Domenico D'Auria, who also holds the position of Chief Executive Officer as a reference figure for the Company and the Group. He legally represents the Company, possesses signatory rights and powers of ordinary and extraordinary administration falling within the Corporate Purpose without limitation.

Below please find the composition of the body:

Composition of the Board of Directors as at 31st December 2022	
Domenico D'Auria	Chair
Luigi D'Auria	Vice President
Antonio D'Auria	HSE Manager
Aniello D'Auria	Logistics-operations manager
Pasquale Pescino	Chartered Accountant & Auditor

For the two-year period 2021-2022, 60% of the Board of Directors' members are men aged between 30 and 50, while 40% are men aged over 50.

BoD Composition	30 - 50			> 50		
	Men	Women	Total	Men	Women	Total
<b>2021</b>	60%	0%	<b>0%</b>	40%	0%	<b>40%</b>
<b>2022</b>	60%	0%	<b>60%</b>	40%	0%	<b>40%</b>

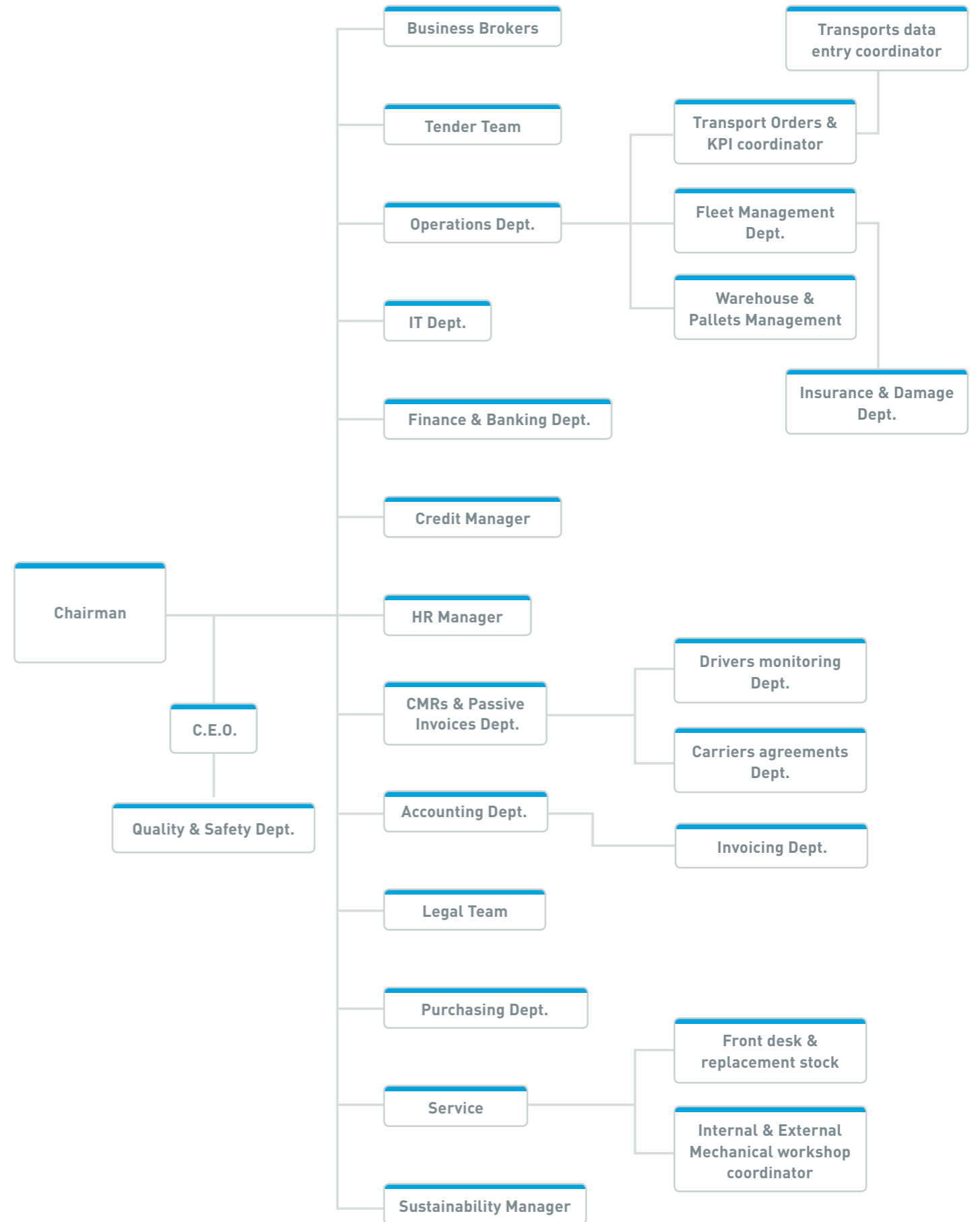
The Directors' circumscribed powers of action, limited by precise thresholds, provide a twofold advantage: a strengthened efficiency of the organisational structure and a safeguard against conflicts of interest. This is possible thanks to the presence of a precise delegation system and procedures differentiated by degree of experience and professionalism acquired with reference to the nature of the delegated action.

## The corporate structure

Trans Italia's organisational chart is horizontal and identifies the presence of a balance of decision-making by means of "side-by-side" relationships. Such a system ensures the democratisation and sharing of actions undertaken as all roles and responsibilities have, as opposed to top-down logic, an equal impact on the value creation processes. The various Departments report to the President of Trans Italia, Mr Domenico D'Auria, assisted by CEO and Vice-President, Mr Luigi D'Auria. The structure of the corporate organisation is defined in such a way as to ensure efficient management and monitoring of relevant issues and principles of conduct implemented by corporate policies including the Organisation, Management and Control Model pursuant to (It.) Legislative Decree 231/2001, which includes the Code of Ethics.



# MULTIMODALITY ALL IN ONE TRANSPORT





## Organisation and Management Model pursuant to Italian Legislative Decree 231/2001 (Model 231)

The Legislative Decree of 8 June 2001, no. 231 introduced into the Italian legal system a system of administrative liability of legal persons, companies and associations, including those without legal personality, in addition to that of the natural person who materially committed one of the offences covered by the decree. The Model 231, which includes the Code of Ethics, is an integral part of employment contracts and one of the founding principles of Trans Italia is respect for individuals.

The Company requires that, irrespective of job level, relations between the people who work there must be based on criteria and behavioural standards of honesty, fairness, cooperation, mutual respect and integrity. In addition, any form of discrimination such as ethnicity, gender and religion is condemned. Model 231 consists of a General Part and a Special Part.

The General Part contains a description of the model's regulatory framework of reference, as well as the methods of providing training and information to the recipients of the Model and its essential components, such as the composition and organisation of the Supervisory Body (SB), with specific reference to its powers and functions, basic rules for updating the Model, the set of disciplinary actions envisaged for violations of the model, the external communication and training system for personnel. The Special Part is divided into sections containing the types of offences related to the administrative liability of entities. These are activities that can potentially lead to wrongdoing, the control of which is aimed at risk mitigation. The process of drafting the Model 231 includes the most widespread guidelines and *best practices*:

- Information phase and assessment of tasks and responsibilities through the acquisition and verification of the necessary documentation (e.g., organisation charts, procedures, operating instructions, contracts, etc.);
- Phase of mapping company activities in order to verify whether any may be subject to the risk of an offence pursuant to Law 231. This phase is implemented by means of interviews with top management and workers' representatives;
- Phase involving the identification of control measures and gap analysis in the event that the moderation of the identified risks of offence requires the inclusion of additional control measures;
- Establishment of corporate protocols to manage activities subject to the risk of offences, providing precise indications regarding the decision-making and operational process for managing these activities.

## Supervisory Body

In line with the provisions of the Decree, Trans Italia has arranged for the appointment of a Supervisory Body (SB) with the power to supervise and control the alignment of the Company's activities with the principles contained in the Model 231. The Supervisory Body's own activities therefore consist of a reporting process (receipt, investigation and assessment) on possible violations of the Code of Ethics. Initially, the Supervisory Body receives the reports by e-mail from the reporting party or, also, from the Head of Department/Office/Unit; subsequently, the Supervisory Body investigates the presence of the offence, making use, where possible, of the Company's internal structures. The investigation is concluded with the expression of a judgement that envisages either the filing of the report or a request to the Company for disciplinary proceedings and sanctions in respect of the findings.

A further power associated with the Supervisory Body is that of updating the Model 231 by monitoring legislation and reporting to the Administrative Body on new cases that might require a renewal of risk management activities. With the aim of verifying compliance with the contents of the Code of Ethics, the Company has set up a communication channel (whistleblowing) through which stakeholders can report problems or violations of the Code. The information received by the Supervisory Body, in accordance with the powers at its disposal, is processed in such a way as to ensure respect for the person, human dignity and confidentiality. Whistleblowers are also guaranteed a mechanism to protect them from any form of retaliation, penalisation, disadvantage or discrimination, regardless of whether the report is well-founded or unfounded. Please note that in the last two-year period 2021-2022, there have been no incidents of corruption or violations of social, environmental and economic regulations.

In the wake of this positive trend, Trans Italia has decided to strengthen its "sustainable governance" through a programme that focuses on generating economic profit and promoting the company's social and environmental benefits.

## Code of Ethics

The Code of Ethics is the instrument through which a company defines the principles and rules of conduct suitable to avoid conduct detrimental to the interests of the various stakeholders by the company's governance and management. The principles and provisions of the Code of Ethics are an integral part of the Model 231 and represent general obligations of diligence, fairness and loyalty to be maintained in the conduct of the work environment, in negotiating, hiring and fulfilling the company's obligations with respect to internal procedures. It describes and outlines the principles that guide the company's activities and its commitment to sustainable operations, the core values of which are compliant with laws and regulations, transparency, dignity and equality, business ethics, the spirit of cooperation, health and safety, confidentiality, responsibility and protection of the environment.

The drafting of a corporate Code of Ethics considers the specific interests at stake and the concrete ways of implementation, with a focus on: managerial will, management consistency, company responsibility. With regard to ethics, the Code pertains to collective and individual conduct and, for this reason, it is set forth that the application of the aforementioned principles must relate to respect for the law and moral values.

The application of the values identified is achieved, in addition to the implementation of corporate governance, through social communications, the application of Social Responsibility, external relations, human resources, and the knowledge and dissemination of the company's Code of Ethics. Specifically, the process of handling reports of possible violations of the Code of Ethics is divided within the SB into the following phases:

### 1) Receipt

The Supervisory Body receives reports directly from the reporting party or via the Head of Department/Office/Unit in its e-mail box.

### 2) Investigation and assessment

The Supervisory Body assesses the reports received, making use, depending on their nature, of the internal structures of the Company to carry out in-depth investigations on the facts that are the subject of the report. At the end of the preliminary investigation, it takes the consequent decisions, stating the reasons, and files the report or requests the Company to proceed with the assessment for disciplinary and sanctioning purposes of what has been ascertained.

## Principles Of The Trans Italia Code Of Ethics

<b>Compliance with laws and regulations</b>	<b>Spirit of collaboration</b>
<b>Transparency</b>	<b>Responsibility</b>
<b>Dignity and equality</b>	<b>Health and Safety</b>
<b>Dignity and equality</b>	<b>Confidentiality</b>
<b>Environmental protection</b>	





# Sustainability and digitalisation

For some years now, digital security and sustainability have been integrated, making it possible for the role of *cybersecurity* to be geared towards infrastructure protection, becoming an important factor in corporate sustainability.

From an analysis of the 2030 Agenda for Sustainable Development and the 17 Goals set out therein, it can be deduced that digital security and sustainability are now combined, making it possible for the role of *cybersecurity* to be geared towards infrastructure protection and also balancing a general interest

The company aims at sustainable business growth by ensuring the active involvement of people and the possession of innovative digital facilities.

The objectives are:

- to stimulate digital technological evolution, accelerating the digitalisation of business processes;
- to seize the opportunities that this path offers to consolidate the safeguards that protect the privacy and security of corporate data, ensuring high standards of IT security and promoting the traceability and transparency of data and information.

For the company, harmony between the IT digitalisation project and sustainability is an indispensable factor, considering that these two aspects move on parallel paths and support each other. For some years now, these processes have been implemented with the aim of increasing efficiency and enabling a connection between people and technology, optimising the use of information, also through automation and predictive logic. Trans Italia has therefore moved towards a multi-normative, multi-currency ERP model adapted to different taxation regimes. It has a digital monitoring system for shipments and attaches strategic importance to the protection of information: *cybersecurity* is governed by integrated guidelines and processes to protect the interests and rights of all *stakeholders*.

Among the professional figures identified is the *IT Manager*, who is responsible for IT services and is in charge of the maintenance and management of corporate information systems. His or her tasks include consulting such as, for instance, the ability to provide optimal tools for data and information management, as well as the monitoring of activities with regard to their compliance with guidelines, protocols and functional procedures.



## Economic sustainability

Digitalised companies exhibited a productivity benefit compared to non-digitalised companies.



## Environmental sustainability

Digital transformation is an excellent driver for the green transition.



## Social sustainability

Social sustainability: remote working and new forms of remote collaboration appear to be the main levers of action through which companies contribute to people's well-being and social and territorial inclusion. If, in 2020, remote working was a process forced by the events triggered by the health emergency, 2021 offered more and more new insights into the conscious and constant use of working from home, which today - to all intents and purposes - is formally part of Trans Italia's work-life balance project for administrative staff.

## The Innovation Plan

The Innovation Plan is one of the main initiatives in the field of sustainability; it is valid for the next three years, and outlines innovative strategies in the field of transport decarbonisation.

The Plan contains six points for sustainable development that aim at alternative modes of transport. These are targets for “zero-emission transport”, also with a view to making the company’s transition process to a circular economy system transparent and verifiable.

Innovative strategies involve all corporate departments and various stakeholders, containing targeted digitalisation and sustainability instructions, such as the reduction of environmental impacts, especially related to emissions, through the search for additional forms of power supply for vehicles (e.g., biomass or electricity/hydrogen), the search for new business opportunities especially in multimodal transport, the strengthening of network nodes, the computerisation of internal systems and the development of forms of sharing data and information between the various actors more quickly and in digital form.



**Biomethane fuelling**



**Partnership for sustainability**



**Electric or hydrogen-fuelled vehicles**



**Complete digitalisation of transport**



**Strengthening the existing network**



**Symbiotic multimodality**

## The objectives of the Innovation Plan

### 1

#### Biomethane fuelling

Trans Italia is committed to researching plants for the production and distribution of biomethane, a renewable energy source obtained from agricultural (dedicated crops, agricultural by-products and waste, and animal manure), agro-industrial (waste from food processing) biomass and the organic fraction of solid urban waste. It is essential that petrol stations are equipped with a dual dispenser that allows biogas to be stored separately from fossil methane.

### 2

#### Partnership for sustainability

Future challenges for sustainable development include partnership opportunities with operators of the calibre of Grimaldi Group and the development of projects with universities and research institutes aimed at sustainable mobility. Trans Italia’s commitment to the decarbonisation of transport takes on a dual guise: on the one hand finding innovative solutions to reduce environmental impacts in terms of emissions and noise (e.g., thanks to biofuels), on the other hand reducing fuel consumption itself. This is the backdrop to the initiative, in collaboration with MinervaS, a university spin-off and innovative start-up, created with the aim of identifying savings in terms of fuel and emissions through the use of the TruckY device on board the Iveco S-Way vehicles of the Trans Italia fleet. The algorithm calculates the optimal speed in relation to the morphology of the entire route, the moving mass and the characteristics of the vehicle, without affecting journey times and respecting speed limits. This allows the driver to save fuel and reduce harmful emissions: it is flexible and adaptable to all vehicle configurations.

### 3

#### Electric or hydrogen-fuelled vehicles

The company is closely following the development of new commodities, such as electricity and hydrogen: the plan for the next three years includes the goal of building up a land-based fleet using fuels other than diesel to achieve zero environmental impact in terms of emissions and noise. Trans Italia has already offered to start road tests, in synergy with



the CNH-Iveco Group, of the first prototype of the NIKOLA TRE electric engine vehicle, which is capable of covering 500 kilometres on a single charge: initially it will be battery-powered and later on fuel cell-powered. Hydrogen versions will be tested next, with a range of up to 1,000 kilometres and drastically reduced average charging times.

## 4 Complete digitalisation of transport

At Trans Italia, digitalisation is closely linked to sustainability - for a more detailed reference see the discussion in the section "Sustainability and digitalisation".

## 5 Strengthening the existing network

Trans Italia is committed, for the future, to adopting strategies to expand the radius of the existing network so that the flow of shipments can be harmonised.

## 6 Symbiotic multimodality

Trans Italia's ambition is to develop greater multimodality, i.e. the use of sea plus rail modes during a single transport cycle.

The Company reaffirms its commitment to pursue the path towards environmental sustainability also through the objectives of the Industrial Plan for the period 2022-2025, which, in continuity with the above points, take the form of the ways through which the decarbonisation of the transport sector is achieved. The investments included in the Industrial Plan include:

- the progressive conversion of first- and last-mile road transport through the use of rail transport;
- the realisation of potential green investments for the Group's sites (e.g., photovoltaic systems, etc.);
- collaboration with customers, suppliers and control authorities in the definition of environmental sustainability projects;
- agreements with suppliers whose operations pay special attention to environmental sustainability aspects in the supply chain (e.g., the new hybrid ships of the Grimaldi Green 5thgeneration - GG5G).

In addition, the use of biofuels is planned as a transition solution towards zero-emission operation, with a gradual conversion of LNG-fuelled green transport vehicles and the continuous monitoring of hydrogen transport vehicle technologies as well.

The use of bio-LNG vehicles yields a number of advantages, including:

## The use of BIO-LNG vehicles offers considerable advantages:



### Green alternative to traditional fuels

- Capture of biogas reducing its contribution to the greenhouse effect
- Replacing an equivalent fossil fuel while ensuring emissions reduction



### Immediate usability equipment

- Methane-fuelled vehicles can be fuelled with biomethane without conversion
- Nationwide distribution infrastructure



### Domestic commodity

- Not subject to fluctuations or speculative pressures
- Promotes local development by decreasing dependency on imports

In essence, **biofuels are a transitional solution** towards achieving zero-emission operation while waiting for the technologies and infrastructure that will enable the widespread use of hydrogen power to be ready.

The emissions of the entire fuel life cycle, Wheel-to-wheel (WTW), are equivalent to the sum of two factors:

- **Well-to-tank (WTT) emissions**, which include all processes from the energy source (the well) through the extraction, processing, storage and delivery of energy to the point of use (the tank);
- **Tank-to-wheel (TTW) emissions**, i.e. fuel combusted for motor activities (the wheel).

Used pure, bio-LNG allows a reduction in CO2e emissions calculated throughout the supply chain (WTW) compared to the reference fossil mix, as shown below:

	Well-to-Wheel CO <sub>2</sub> e emissions (kgCO <sub>2</sub> e/l fuel)	% Reduction of Well-to-Wheel CO <sub>2</sub> e emissions vs. LNG
LNG	3.44	-
BIO-LNG	0.56	83.7%

5

The Group has begun to make technical/economic evaluations on an additional *green* fuel alternative to diesel: *Hydrotreated Vegetable Oil* (HVO).

This biofuel is produced using waste raw materials and residues or wastes from the processing of plant products or crops without affecting the food chain. Trans Italia vehicles are fully compatible with the HVO product, with no appreciable differences in consumption or maintenance intervals.

Used pure, HVO allows a reduction in CO<sub>2</sub>e emissions calculated throughout the supply chain (WTW) compared to the reference fossil mix, as shown below:

## WHAT IS HVO

- 1 It has a **high cetane number**, which makes for excellent combustion, especially in cold starts, and reduces engine noise
- 2 It is **free of aromatic and poly aromatic** compounds that have the greatest impact on the environment
- 3 It is a mixture of stable paraffins that is non-hygroscopic and therefore **not susceptible to bacterial contamination**

## ADVANTAGES

- 1 It can be **used undiluted** on specially validated engines
- 2 It allows a **reduction of CO<sub>2</sub>e emissions** calculated over the whole life cycle (WTW) of up to 90% compared to the reference fossil mix
- 3 It is a diesel of biological origin that is **readily available**

5 Source of emission factors (LNG, Diesel and biofuels):

<https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2022>.

	Well-to-Wheel CO <sub>2</sub> e emissions (kgCO <sub>2</sub> e/l fuel)	% Reduction of Well-to-Wheel CO <sub>2</sub> e emissions vs. LNG
Diesel	3.33	-
HVO	0.39	88.3%

In order to implement a business strategy in accordance with the trends and continuous changes in the digital sector, the company has diversified its IT project *portfolio*, aiming at the *empowerment* of the digital infrastructure.

The table shows the assessment of the digitalisation level of Trans Italia:

Digital Intensity Index	2022	2021
Presence of ITC specialist	V	V
Percentage of connected employees higher than 50%	V	V
Proportion of employees with connected mobile devices above 20%	V	V
Presence of a website	V	V
Presence of services offered through the website	V	V
Download speed of the Internet connection at least equal to or higher than 30 Mbit/s	V	V
Use of 3D printers	N/A	N/A
Use of medium-high level cloud services	V	V
Sending electronic invoices	V	V
Use of robots	N/A	N/A
Value of online sales at least 1% of total revenue (on total turnover)	V	V
Big data analysis	V	V
Total number of digital activities implemented	10	10
<b>Digital Intensity Index</b>	<b>Very High</b>	<b>Very High</b>

The metrics used to assess ICT progress include:

- the *Digital Intensity Index*;
- the number of existing innovation and digitalisation projects.

The *Digital Intensity Index* is an index - developed by Eurostat - built at micro-data level that measures the use by undertakings of 12 different digital technologies. From the analysis conducted, as can be seen, Trans Italia recorded a "very high" *Digital Intensity Index*.



## Innovation and digitalisation projects

In order to implement a business strategy in line with the trends and able to follow the changes imposed by the digital transformation, as mentioned in the previous section, the company has diversified its range of IT projects by focusing on the empowerment of the digital infrastructure.

The IT Manager is in charge of setting up the follow-up process by which the progress of new innovation and digitalisation solutions is monitored. Milestones are also set, showing the progress of the process, from the goals achieved to the targets to be reached. The range of IT projects from 2021 to 2022 has been significantly expanded and enriched.

Trans Italia aims at the complete digitalisation of transport for which there are projects already implemented or in the start-up phase.

Innovation and digitalisation projects	UdM	2022	2021
Number of projects	n.	13	10

In 2022, the company managed 13 projects in the area of innovation and digitalisation, an increase over the previous year by 3 projects.

Below is an overview of the projects implemented in 2020:

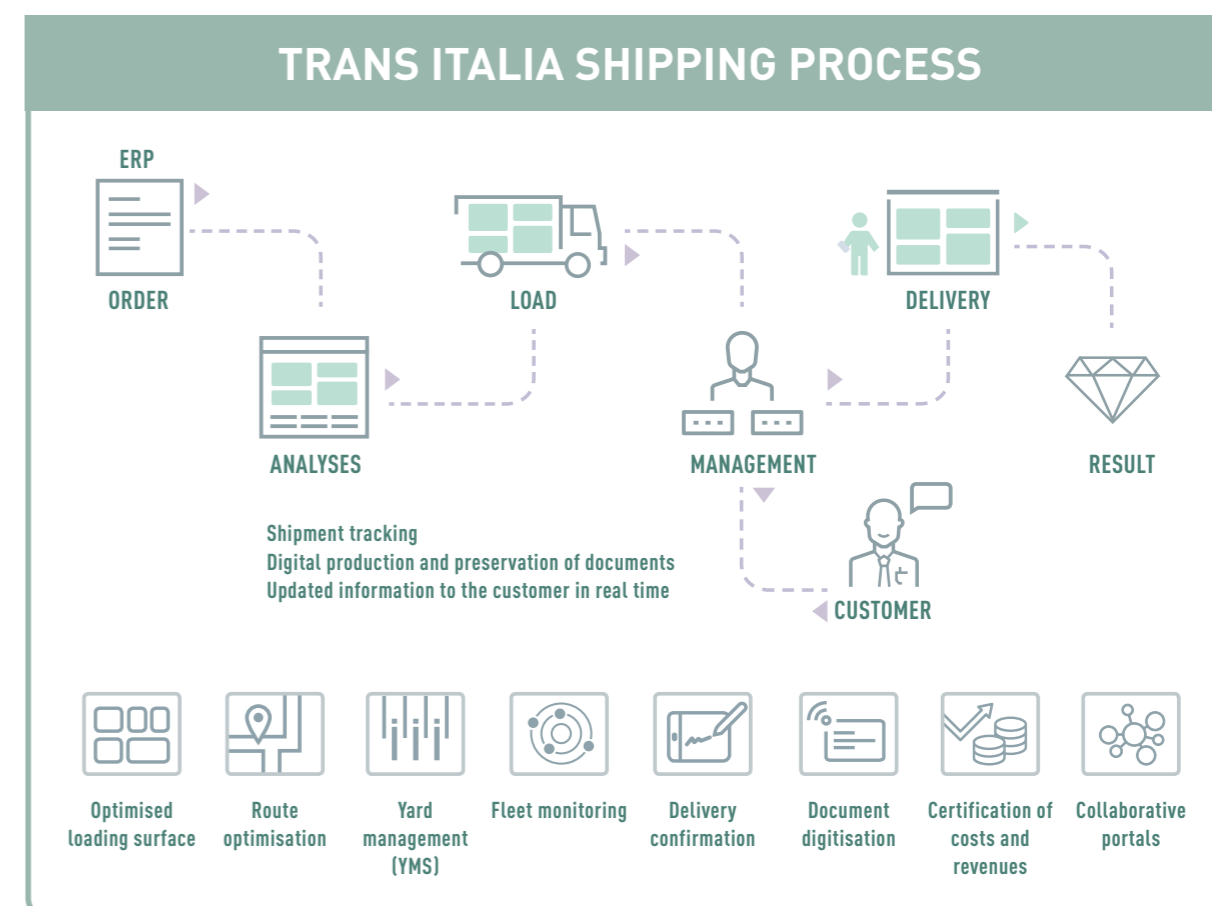
- 1. substitutive optical archiving of documents**, which guarantees their legal value within the company's document management system, putting paper documents on an equal footing with electronic ones;
- 2. the implementation of a new app to manage all information concerning drivers and trips** in real time directly from smartphones, rationalising the costs and time of the entire process;
- 3. the B2B platform**, which enables customers/suppliers, by means of authentication, to consult and *download* documentation and invoices related to transports performed;
- 4. track & trace**, which makes it possible for customers to monitor journeys by accessing vehicle location data on the various platforms used. Added to this is the event management software (e.g., arrival at the loading/unloading point, delivery outcomes);
- 5. electronic CMR** - creation of the first intermodal transport managed with electronic CMR together with the ship owner Grimaldi in 2019. The use of e-CMR is a decisive step that will enable the company to digitalise the document processes involved in international trade. At the moment, the project with ALIS and Telecom Italia is in the start-up phase.

Below please find the projects undertaken in 2021:

**6. Cybersecurity** - Trans Italia started an analysis process for IT Emergency Management. The usefulness of the project lies in its ability to measure the maturity level of key IT processes and to identify areas for improvement;

**7. ERP MS Business Central** - the new ERP, by analysing internal flows, makes it possible to overcome problems and shortcomings of the previous model with a view to reorganising internal processes.

Below is a schematisation of the flows of the new ERP:



- 8. Car park monitoring** - to be implemented by means of RFID technology that envisages the precise mapping of all vehicles in the Company's car parks, allowing them to be monitored. The possibility of extending the technology to customers and suppliers through the support provided by the new management system is also being considered;
- 9. Employee portal** - the possibility of creating a new portal that would be more user-friendly for employees and would also solve aspects related to the management of Human Resources was analysed. The focal points are: employee file, deadline management, employee requests via app or portal, pay slips and data, disciplinary proceedings, etc.;
- 10. Data Centre Digital Innovation** - it is defined by reviewing existing technologies and solutions and tracking the compliance of the IT structure with current technology standards. The following elements were found to be of fundamental importance: the identification of necessary structural adjustments together with the design of enhancement and consolidation solutions as well as the requirements for their implementation; the necessary operational steps for implementation activities; and the corresponding time and cost estimates.

In 2022, the portfolio was expanded with the following projects:

- 11. ISO 27001** - the management of information security is a central issue especially in relation to our "new everyday life", which is increasingly made up of information - often via telematics/informatics - that needs to be managed securely. The company started the certification process in accordance with ISO 27001, which is aimed at ensuring the conformity and effectiveness of an information security management system in terms of protecting its confidentiality, integrity and availability;
- 12. Qualification platform** - a new integrated platform for the digital management of the company's register of qualified customers/suppliers is being implemented. Scores are awarded through the completion of appropriate evaluation *check-lists* and the resulting qualification is communicated. Periodic monitoring of performance is also envisaged. At set intervals, the software launches the automatic calculation of the performance monitoring value for the period. The application records the values obtained and generates the corresponding classification, updating customer/supplier sheets and related dashboards;
- 13. ZTNA (Zero Trust Network Access)** - Zero Trust Access (ZTA) functionality was enabled, providing secure remote access to the organisation's applications, data and services based on clearly defined control criteria. This functionality solves the shortcomings of VPNs and is the ideal solution for the following use cases:

- Agile working - the company must provide secure connections to applications, regardless of the point of connection (office, remote, while travelling).
- Path to the cloud - the Company's applications are moving from on-premise servers to private and public clouds. With a ZTNA access proxy, IT can take complete control over where they connect.
- Risk reduction - ZTNA functionality ensures that only users and devices that need to access an application can obtain it, with support for multi-factor authentication.

The implementation of the above-mentioned projects (ISO 27001, Qualification Platform and ZTNA) made it possible to meet the second KPI related to the *Sustainability-linked loan* (see section "*Sustainability-linked loan*"): the IT project portfolio was enhanced with the addition of three initiatives compared to 2021.





# Cybersecurity

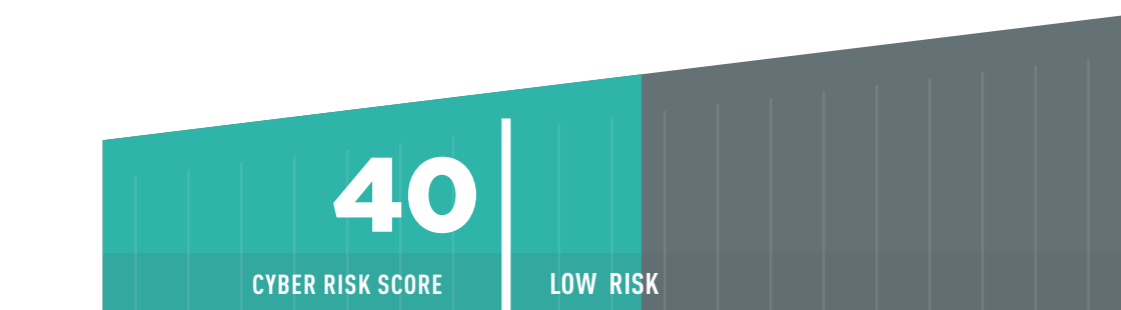
In a highly digitalised era such as ours, cybersecurity is indispensable to ensure risk-free operations for businesses because, as is well known, the number and types of cyber attacks have grown over time, as have the significance and number of digital data.

Trans Italia, in line with the needs of its sector, has adopted a digital risk prevention, analysis and management system with the help of two platforms:

**1. CyberVadis Platform** - the third-party cybersecurity risk assessment solution awarded an overall score of 543/1000 (basic) vs. benchmark average of 646/1000. This platform works in the same way as EcoVadis: an overall score is obtained by filling in a questionnaire and attaching supporting evidence. The achieved score is combined with a “basic” level. Aware that corporate cybersecurity is a real strategic asset, to improve the cybersecurity trust level, the Company intends to pursue a number of projects including ISO 27001 certification to lay down the requirements for setting up an information security management system.

**2. Open-es platform** - by using the Cyber Risk Card, available on the Open-es platform for sustainable development, an initial assessment of the company’s cybersecurity level can be obtained in a simple way, as well as indications on the areas of improvement where action can be taken to boost cybersecurity, protecting the company from economic, operational and reputational risks and contributing to the growth of the entire supply chain’s competitive advantage.

The Cyber Assessment process starts by answering some simple questions. At the end you will get a Cyber Risk Score and an analysis of the potential threats and attacks to which the company is most vulnerable. In 2022, the Company’s score is<sup>6</sup>:



<sup>6</sup> The overall risk can range from 0 (high level of maturity and effectiveness of defences) to 100 (maximum exposure).

Trans Italia also commissioned an *Information Security Review* from **Assiteca**, in order to investigate the general level of the Company’s technological-organisational set-up for IT security and its compliance with the GDPR. Thanks to the dialogue with the IT Managers, the verification of infrastructures and the study of available documentation, Assiteca carried out a general analysis of security in order to highlight the aspects that are already effectively monitored, the areas in which further investigation would be appropriate, the main critical concerns in processes and procedures, with respect to international best practices and *Privacy* regulations. This analysis was also designed to define a plan of improvement actions indicating the interventions to be carried out immediately or to be scheduled in subsequent periods to adapt the Organisation to the level of risk desired by Top Management.

**Four areas of analysis** were explored in depth, sufficient to represent the risks that Trans Italia has to monitor in relation to its IT security. These areas are: *Service Delivery*, *Cybersecurity*, *Application Security* and, *lastly*, *Governance*.

# Responsible supplier management








A significant part of the negative externalities affecting companies originates in the nodes and connections that make up the supply chain. Hence the need to adopt “extended management models” that can create sustainable value for stakeholders while minimising risks and inefficiencies.

Sustainable sourcing for Trans Italia incorporates social, ethical and environmental factors, and aims to implement the establishment of strong and lasting relationships with its selected suppliers.

Relations with suppliers are regulated through the provisions contained in the Code of Conduct for Third Parties adopted by the Company. The latter’s choice to use such a code is dictated by the desire to ensure that suppliers implement safe working conditions, that their employees are treated with respect and that their production processes are carried out in an environmentally friendly manner.

The founding principles in the Code of Conduct are as follows:

## Principles of the Trans Italia Code of Conduct

 <b>Employee Health and Safety</b>	 <b>Equal opportunities</b>
 <b>Anti-corruption and anti-money laundering</b>	 <b>Non-discrimination and fair working conditions</b>
 <b>Compliance with current legislation</b>	 <b>Compliance with environmental regulations</b>
 <b>Environmental management systems</b>	

## Supplier qualification process

By leveraging technological innovation and sustainability, it is possible to increase the effectiveness and quality of the *supply chain*, thus providing for careful risk management throughout the supply chain.

Today, more than ever, assessing one’s value chain has become a priority: the link between sustainable procurement and business value is attested by numerous studies that have shown how sustainable supply chains enable companies to achieve increases in turnover, attract new talent and improve their reputation.

From 2021 to 2022, the process of mapping new suppliers was intensified, highlighting the critical nodes within the chain.

The benefits of the supplier qualification process included:

- 1.** the achievement of company objectives in terms of customer satisfaction, performance, turnover, quality;
- 2.** the reduction of risks related to occupational health and safety accidents or injuries, with potential reputational damage and disruption of supply;
- 3.** the possibility of generating know-how and shared value in customer management.

The choice of reliable suppliers is an essential element of the quality standards set by Trans Italia. To this end, suppliers are selected and evaluated according to unambiguous criteria coordinated by the Purchasing Department. “Qualified” status is awarded based on the requirements set out by the Company and which are listed below:

- safety;
- possibility of shared control and monitoring;
- consistent quality in delivery;
- timeliness of response in the event of complaints;
- certifications.

To complete the qualification process, the company requires new suppliers, carriers and non-carriers, to complete two questionnaires:

- 1. Qualification questionnaire** which checks quality, environmental and safety certifications and the authorisation, if held, to transport ADR goods and foodstuffs;
- 2. Sustainability appraisal** which verifies the degree of Sustainability and Social Responsibility.



## Our interlocutors

The questionnaires, once completed, are reviewed by the *Quality & Safety Dept.* which assigns an initial score and places the supplier on the qualified suppliers list. This process is essential for the establishment of an informed relationship with suppliers, which is then followed by a periodic audit so as to monitor the situation and take prompt action in case of non-conformities. The Procurement Department aims at efficient procurement, optimising costs and monitoring evaluation criteria to bring them into line with environmental prevention and social responsibility requirements.

In 2022, a total of 1,018 new suppliers were assessed according to environmental and social criteria (for both there was an increase of +108).

New suppliers assessed on the basis of environmental and social criteria	UdM	2022	2021
New suppliers assessed on the basis of environmental criteria	N.	1,018	910
New suppliers assessed on the basis of social criteria	N.	1,018	910
Total new suppliers	N.	1,345	1,343
<b>Percentage</b>	<b>%</b>	<b>76%</b>	<b>68%</b>

The objective of strengthening a sustainable business model involves not only monitoring and improving environmental and social impacts, but also the need to establish a constant and constructive dialogue with the *stakeholders*.

Trans Italia interfaces daily with different categories of stakeholders, with specific tools for the type of *stakeholder* and engagement needs, which assume various importance values depending on the degree of dependence they have with the company.

The stakeholders were preliminarily identified by taking as a point of reference those mentioned in the company's Code of Ethics. Subsequently, this identification activity was endorsed by an in-depth study of the main competitors and peers in the industry, as well as the involvement of *Top management* and key corporate departments.

**The nine stakeholder categories** identified represent the main actors, bearers of legitimate interests towards the Company, with whom Trans Italia deals on a recurring basis and towards whom it has responsibilities. The categories identified are outlined below.

The nine stakeholder categories
Employees
Trade Associations
Customers
Suppliers
Industry and trade associates
Local communities
Institutions
Universities and Research Centres
Economic Partners

## Focus on: Institutional communication

In this context, membership of associations represents an advantage in strategic and competitive terms as it enables the establishment of a network of *partnerships* both at institutional and non-institutional level. The associations with which Trans Italia has signed cooperation agreements are listed below:

- **CONFINDUSTRIA** - the main association representing manufacturing and service companies in Italy;
- **ALIS and ALIS EUROPE** - a transversal association bringing together all operators and *stakeholders* of the logistics sector in order to promote sustainable transport;
- **ASSOLOGISTICA** - represents the association of logistics, general warehousing and refrigeration companies, port, interport and airport terminal operators. The association's activities are aimed at promoting the study, quality and reputation of Italian logistics companies;
- **FAI** - it is the largest entrepreneurial association in the road haulage sector in Italy, directed, initiated and supported solely by road hauliers.

The company has also signed partnerships with the academic world, including the University of Naples "Federico II", the University of Salerno and the Higher Technical Institute for Logistics.

This makes it possible to acquire new skills and sector-specific *know-how* and to establish a dialogue with academics, competing companies, industry players and customers.

Collaborations with the academic world also make it possible to identify figures who will be able to join the company's workforce, creating the prerequisites for a structured talent attraction activity suitable for the necessary generational turnover.



## Internal communication

In addition to meetings and operational meetings dictated by contingent needs and difficult to schedule ex-ante, specific meetings for and between employees are held annually, during which:

- employees are required, by filling in an ad hoc questionnaire, to express their assessment of the perceived **company climate**. The processed results are communicated to everyone so that improvement solutions can be found cooperatively;
- employees are invited to a joint activity, combining *team building* objectives with the creation of a **sense of belonging**;
- **the Supervisory Body** interfaces with all employees and collaborators in order to monitor the correct implementation of all the regulations of the Code of Ethics and ascertain an effective improvement in its application.





## External communication

Trans Italia has always pursued a **two-pronged communication** strategy, i.e. it combines an online presence with the world of classic communication.

In 2022, the Company participated in the following trade fairs and industry events:

- **LetExpo** (16-19 March, Verona);
- **ALIS on Tour** (24 May, Rome);
- **ALIS on Tour** (14 June, Naples);
- **ALIS on Tour** (5 July, Manduria);
- **ALIS on Tour** (3 August, Catania);
- **Green Logistics Expo** (5-7 October, Padua);
- **Ecomondo** (8-11 November, Rimini);
- **ALIS Assembly and General Assembly for Transport and Logistics** (29-30 November, Rome).

In addition, several trade and news magazines have dedicated specific sections to the Company's activities:

- **Alis Magazine;**
- **Golfarelli Editore;**
- **Il Sole 24 Ore;**
- **Industria Felix Magazine;**
- **Platinum "Aziende & Protagonisti";**
- **Transportonline**







# OUR COMMITMENT TO THE ENVIRONMENT

Our commitment to the environment

Sustainable Mobility and Reduction of emissions

GHG inventory

Energy consumption

Waste

# Our commitment to the environment

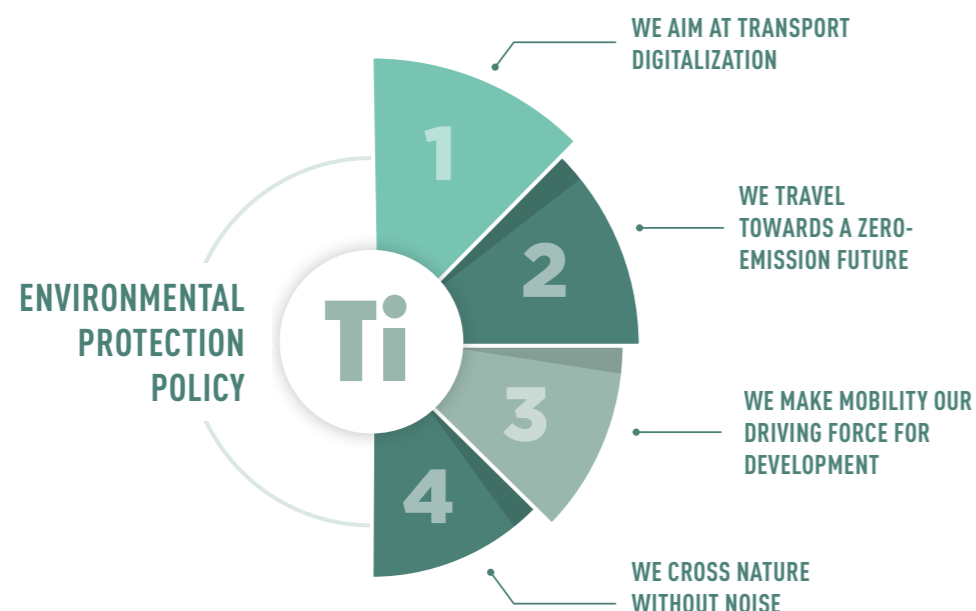
Trans Italia has implemented and maintains an **Environmental Management System** that complies with **UNI EN ISO 14001:2015**. In addition, in the field of environmental sustainability certifications, in 2022 the Company activated two projects related to ISO 14064: the first concerned the methodology for calculating emissions generated by transport services (**ISO 14064-2**), while the second pertains to the methodology for designing, managing and reporting the inventory of emissions of the entire organisation (**ISO 14064-1**).

Commitment to the environment is regarded by Trans Italia as one of the main issues to be addressed. With the aim of paying attention to the surrounding environment and consequently to the communities, the Company strives to promote and implement activities that aim at more sustainable actions - mitigating negative impacts.

In addition, the Company has dedicated particular attention to sustainable mobility and emission reduction issues. Today, dealing with these issues, moving towards an ecological transition and following ESG principles, means making changes to one's means of transport, making them *eco-friendly*.

Trans Italia - since the 1990s - has established partnerships to set up maritime intermodal networks, such as the collaboration with the shipowner Grimaldi, inaugurating the so called "*Motorways of the Sea*". In particular, the Company, as a forerunner in maritime intermodality, has benefited from a competitive edge on the European market, difficult to be reached by existing competitors, also because this "competitive edge" has been, and still is, continually fuelled by a perennial search for new equipment, tools and processes.

*"Our mission, and above all our ambition, is to provide efficient, reliable, innovative and high-quality freight transport services by pursuing a constant process of identifying the needs and expectations of our customers. The company is dedicated to the pursuit of excellence, social responsibility and transport solutions that promote sustainable mobility."*



Consistent with its mission, the Company adopts an **Environmental Protection Policy** and has joined the **Operation Clean Sweep (OCS)** Programme. The OCS programme aims to achieve zero dispersion of plastic granules in the environment; it is therefore necessary that transport and handling of plastic pellets be carried out with particular care, implementing good practices for cleaning and containing the granules. To date, the Company's fleet consists of **2,279 transport units** with a dual fuel mode: Diesel and LNG. With the adoption of LNG-fuelled vehicles, the Company looks forward to a future of zero emissions and noise, also by reducing the use of road transport through its full integration with motorways of the sea and rail. Trans Italia is constantly updating its fleet with vehicles that are more comfortable for drivers, more efficient on the road and more environmentally friendly. In view of the 2035 EU restrictions and the proposed 2040 restrictions on lorries, the Company is concretely thinking about carbon-neutral biofuels. Measuring one's emissions accurately is the starting point for disclosure and *engagement* with "stakeholders", being able to transparently communicate how climate change is addressed and to demonstrate the sustainability of its business model over time. The purposes of *carbon accounting activities* for customers could include actual *business cases* accompanying investment choices, making it possible to assess the impact of the choice in terms of CO<sub>2</sub>e alongside other criteria, such as cost (economic benefit), level of service or others. In these cases, either differential reporting, which compares the current situation to a future hypothesis, or "*carbon pricing*" can be used. The latter evaluates the economic benefit linked to the reduction of emissions parameterised to a certain business value - e.g. the trading value of ETS (*Emission Trading Scheme* active in Europe) allowances - and that can be translated into additional return or monetary savings (e.g., if lower than the carbon tax due) depending on the point of view of the *business case writer*.

The emission figure could also be used to qualify the service offer, through the possibility not only to characterise one's service as guaranteeing e.g. a GHG saving, but also to differentiate the offer by proposing different possible alternatives for customers with their relative impacts in terms of CO<sub>2</sub>e (e.g., between a "100% road" or "intermodal rail-road" trip).

The effectiveness of the actions undertaken for *green mobility* is verified at the end of the financial year with the analysis of the final data. Ergo, the results on emission savings by using intermodality/multimodality/green vehicles compared to traditional all-road transport on an equivalent route, as well as on other environmental parameters, are reviewed annually as part of the **Management Review**. Furthermore, in line with the adherence to the OCS programme, the company has developed a dashboard of indicators to monitor its proper implementation (monitoring pellet release risk areas, pellet release incidents, pellet loss within risk areas, release site monitoring, operational training).



# Sustainable mobility and reduction of emissions

The table below shows a slight decrease (-3.1%) in total traffic compared to the previous year. However, consistent with the company's *mission*, there was an increase in the volume of intermodal shipments of +3.1% at the expense of "road" transport services (-11.2%).

With regard to the above, the increase in intermodal shipments (>3%) made it possible to achieve the first *Sustainability-linked loan* KPI (see specific section).

Shipping	UdM	2022	%2022	2021	%2021
Road	N.	48,806	40%	54,951	44%
Short-Sea	N.	68,643	56%	67,300	53%
Rail	N.	5,097	4%	4,236	3%
<b>Tot. Shipping</b>	<b>N</b>	<b>122,546</b>	<b>100%</b>	<b>126,487</b>	<b>100%</b>

The regeneration process of semi-trailers combined with the purchase of road tractors of the latest generation has had the effect of reducing - albeit marginally - the intermodality index compared to last year.

Intermodality index	UdM	2022	2021
Intermodality index	N.	6.7	7.3

In the table below, you can see that, in 2022, **transport units reached the number of 2,279**, an increase of 1.1% compared to 2021.

Transport units	UdM	2022	2021
Road tractors	N.	296	272
Trailers	N.	1,514	1,514
Innloaders	N.	84	83
Swap bodies	N.	60	60
Frigo	N.	5	5
Coil trailers	N.	315	315
(Other) motor vehicles (=Executive Cars)	N.	5	5
<b>Tot. Transport units</b>	<b>N.</b>	<b>2,279</b>	<b>2,254</b>

Sustainability has always been the leitmotif of Trans Italia's business actions: in order to reduce its *carbon footprint*, the Campania-based company, a leader in Europe in the intermodal transport sector, has combined the choice of latest-generation road tractors - also powered by biofuels - which guarantees the best possible performance in terms of emissions according to the current state of the art in the field of motoring - to the refurbishment of its own semi-trailers, instead of buying new ones. Specifically, the Salerno-based group - last year as well as this year - will refurbish 150 trailers in both internal and external contracted workshops.

The refurbishment consists of replacing the components most subject to wear, such as brake discs and pads, brake chambers, shock absorbers, hubs and bearings, tarpaulins, diapress (suspensions) and possibly wooden bars and electrics. Considering that the production of a new semi-trailer causes the emission of approximately 18.6 tonnes of CO2 into the atmosphere, while the refurbishment operations emit around 2.7 tonnes, **preventing the purchase of 150 new units per year, approximately 2,400 tonnes of CO2 are saved.**



## Fuel type and emission class

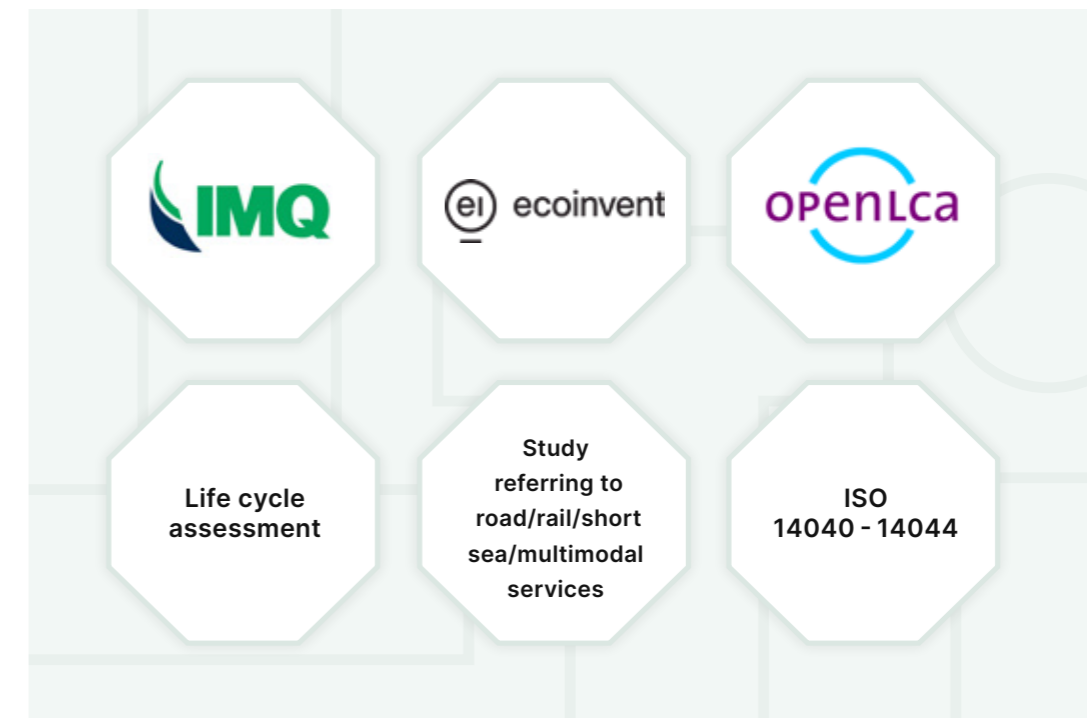
Trans Italia road tractors have a dual power mode: Diesel Euro VI and LNG. The *payback* contract expired at the beginning of 2023, so, during 2022, LNG vehicles registered in 2018 were gradually returned to the manufacturer, being replaced with new-generation units.

Fleet composition (road tractors) by fuel type	UdM	2022	2021
Diesel	N.	222	202
LNG	N.	74	70
<b>Tot. Fleet composition (road tractors)</b>	<b>N.</b>	<b>296</b>	<b>272</b>

Fleet composition (road tractors) by emission class	UdM	2022	2021
Euro 6	N.	222	202
Other emission category (LNG)	N.	74	70
<b>Tot. Fleet composition (road tractors)</b>	<b>N.</b>	<b>296</b>	<b>272</b>

At present, Trans Italia is moving towards the use of **bio-LNG**, and is also beginning to carry out specific evaluations, also from a technical/economic point of view, regarding an alternative fuel to diesel that is more respectful of the environment and the community. The green fuel in question is known as *Hydrotreated Vegetable Oil (HVO)*.

Awareness of the importance of environmental protection has led to an increased interest in the development of methods for measuring and reducing the impacts caused by production/service processes. The most comprehensive methodology is **Life Cycle Assessment (LCA)**, which is rapidly expanding nationally and internationally. The LCA study involves an examination of the environmental impacts that can potentially result from the creation, use and final disposal phases of new products or services, a process defined as “cradle-to-grave”. *Life Cycle Assessment* represents a strategy for improving the environmental performance of products/services aimed at a more sustainable market ideology, identifying the different stages of the life cycle in which to intervene. At the beginning of the year, Trans Italia launched the LCA study on the 4 transport modes in accordance with the ISO 14040 series of standards. The certification process is scheduled to be completed by June 2023.



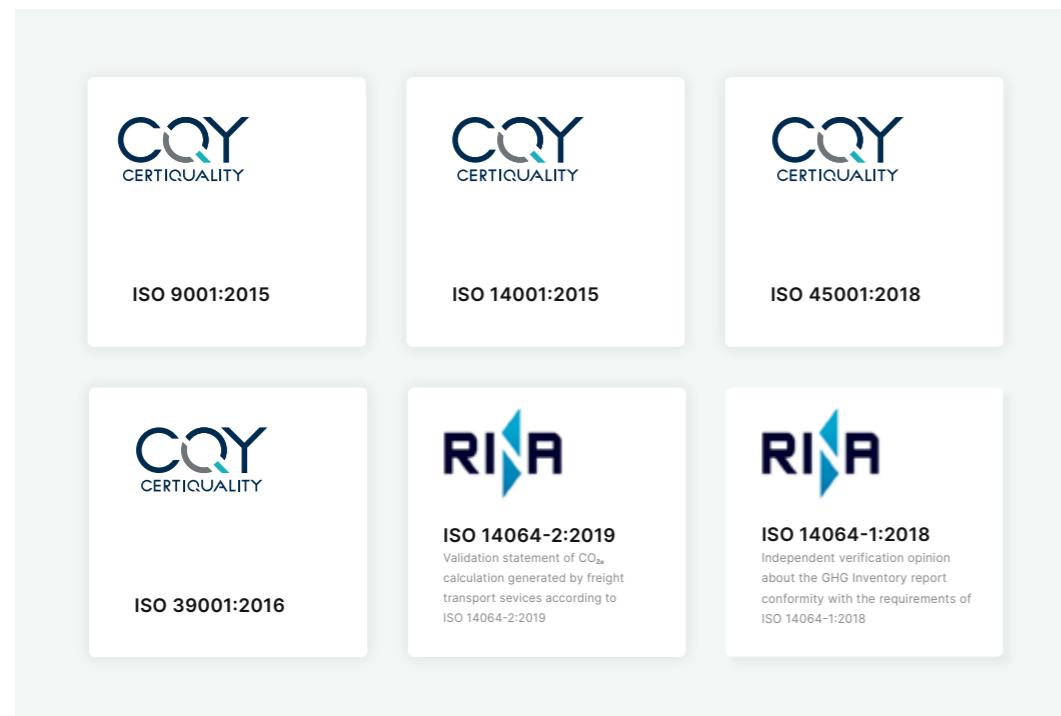
# GHG inventory

In order to increase the credibility and reliability of the GHG reporting and monitoring processes, the Company designed the GHG inventory - updated annually - and manages projects of emissions reduction / removals increase by integrating the following schemes:

- **UNI EN ISO 14064-1:2018**, recording its GHG emissions at an organisational level in order to implement Carbon Management policies and communicate its commitment to environmental sustainability to its stakeholders through verification statements;
- **UNI EN ISO 14064-2:2019**, validating the methodology for calculating emissions from transport services and reporting GHG removals achievable using *green*/intermodal/multimodal vehicles. This makes it possible to issue accredited environmental certificates to customers.

The company's certification *portfolio* - last year - was therefore enriched by the parts pertaining to the accreditation of (i) the inventory of the entire organisation and (ii) the algorithm for calculating emissions generated by transport services.

For the sake of completeness, all of Trans Italia's ISO certifications incorporated in the IMS are outlined below.

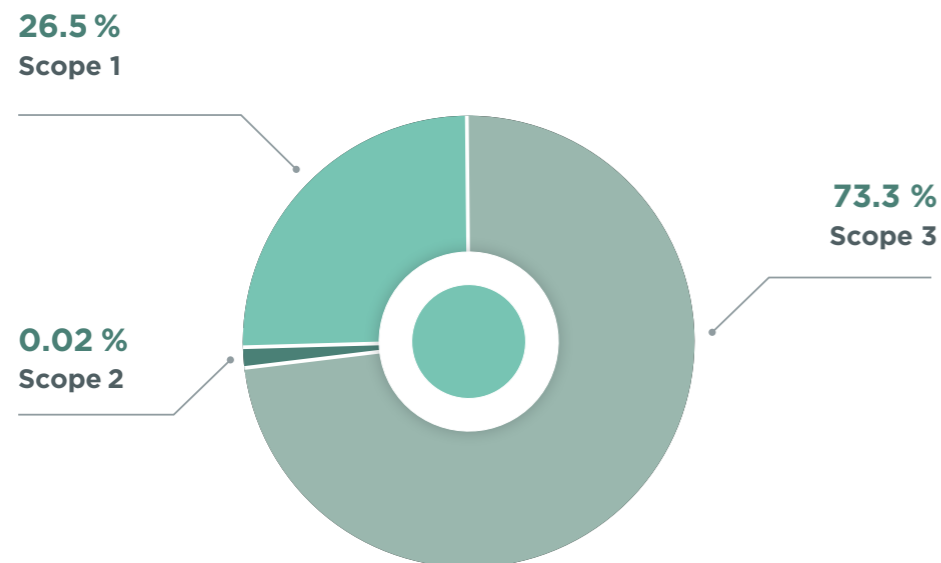
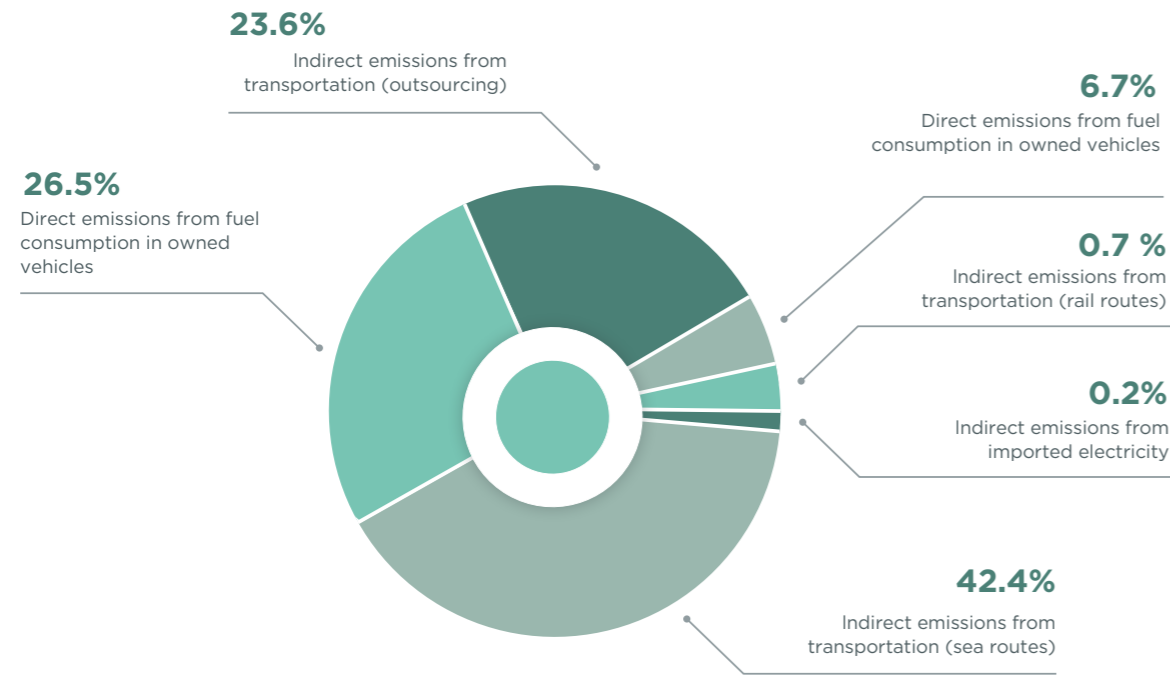


Specifically, the (direct and indirect) emissions produced by the organisation in 2022 are divided into six categories in accordance with ISO 14064-1:

GHG Emissions	GHG emissions for 2022 [tCO <sub>2e</sub> ]
Direct emissions	26,476
Indirect emissions from imported energy	222
Indirect emissions from transportation	66,511
Indirect emissions from products used by the organization	6,706
Indirect emissions associated with the use of products from the organization	0
Indirect GHG emissions from other sources	0
<b>Total</b>	<b>99,915</b>

The largest contribution (ffi 42%) to total emissions is made by the maritime transport of ITUs (Intermodal Transport Units = semi-trailers) in line with the strategic value of short-sea for Trans Italia's business. Linking the six categories to the three Scopes, the preponderant share of emissions belongs to Scope 3 (ffi 73%): this result is consistent with the strong propensity for intermodality (short-sea and rail). By contrast, Scope 2 (ffi 0%) is almost negligible.





Below please find the 2021 emission statement, again in accordance with ISO 14064-1:

GHG Emissions	GHG emissions for 2021 [tCO <sub>2e</sub> ]
Direct emissions	26,278
Indirect emissions from imported energy	205
Indirect emissions from transportation	76,939
Indirect emissions from products used by organization	6,700
Indirect emissions associated with the use of products from the organization	0
Indirect GHG emissions from other sources	0
<b>Total</b>	<b>110,122</b>

The year 2021 is taken as the “baseline”, i.e., the first year for which a coherent and sufficiently reliable picture of emissions is available, developed with methodologies that can be adopted and maintained in subsequent versions of the inventory, in order to monitor progress towards environmental footprint reduction commitments in accordance with corporate policies. In fact, we have seen a **reduction in the organisation’s carbon footprint of 9.3%** (from 110,122 to 99,915 tonnes of CO<sub>2e</sub>) - thanks to the energy efficiency plans implemented in conjunction with environmentally responsible practices that have resulted in greater environmental sustainability of processes and services in a sort of “virtuous circle”. All this demonstrates commitment to the environment and enhances the company’s *green reputation*. In 2022, Trans Italia decided to include - for the first time - **carbon intensity indicators** in the analysis of its climate impact, in order to compare CO<sub>2e</sub> emissions normalised according to revenue or total shipping over time. Indeed, the metrics for measuring carbon intensity focus on efficiency, which can be calculated in economic terms (using revenue as the common economic denominator) or in physical terms (using physical units of service delivered). In this case, there is a clear improvement (from 2021 to 2022) in both additional indicators in the form of emission intensities, as shown below:

Carbon intensity	UdM	2022	2021
Tonnes CO <sub>2e</sub> per shipment	tCO <sub>2e</sub> /shipment	0.82	0.87
Tonnes CO <sub>2e</sub> per annual revenue	tCO <sub>2e</sub> /M€	580	697

In what follows, we show the breakdown of the Scopes<sup>7</sup> with the respective calculation methodology at aggregate level (Activity figure \* Emission factor).

#### SCOPE 1

Direct emissions from mobile combustion

The calculation is made by means of the fuel consumption by owned vehicles per type taken from the purchase invoices and the corresponding emission factors.

#### SCOPE 2

Indirect emissions from imported electricity

The calculation is performed using the consumption of electricity taken from the national grid as per electricity bills and the respective emission factors.

#### SCOPE 3

- Indirect emissions from transportation (outsourcing)

The calculation takes into account the use of outsourced transport services and the related emission factors.

Indirect emissions from transportation (sea routes)

The calculation is made by means of the number of ITUs embarked on a ship per maritime route deduced from the invoices of the maritime carriers and the corresponding emission factors.

<sup>7</sup> The calculation methodology complies with ISO 14064-1:2018.

- Indirect emissions from transportation (rail routes)

The calculation is performed using the number of ITUs loaded on trains per train route taken from the invoices of the rail carriers and the corresponding emission factors.

- *Upstream* emissions

The calculation is made by means of the fuel consumption by owned vehicles per type taken from the purchase invoices and the relevant emission factors.

On 30 March 2022, Trans Italia also obtained the validation declaration from RINA for the calculation methodology “CO<sub>2e</sub> saved through the reduction of emissions from fuel consumption in freight transport activities (tank to wheel), from the point of loading to the point of unloading of goods, through the adoption of mono-modal, intermodal, multimodal solutions with reduced emissions compared to traditional mono-modal road solutions (Euro VI)”.

What follows illustrates the Verification Opinion (ISO 14064-1) and the Validation Statement (ISO 14064-2) issued by RINA respectively.





## OPINIONE DI VERIFICA VERIFICATION OPINION

RINA SERVICES S.p.A., sulla base della verifica di terza parte condotta, attesta che  
RINA SERVICES S.p.A., on the basis of the third party verification conducted, declares that

Rapporto GHG: Report GHG 2021 Rev. 1 - October 2022  
GHG Report: Report GHG 2021 Rev. 1 - October 2022

Anno di Riferimento: 2021  
Periodo: 01/01/2021 - 31/12/2021  
Reference Year: 2021  
Period: 01/01/2021 - 31/12/2021

Predisposto dall'organizzazione  
Prepared by the organization

### TRANS ITALIA S.r.l.

Sede legale: Piazza Martinez 5, 84085, Mercato San Severino (SA)

Presso i seguenti siti:

Via Polcareccia 7, Fisciano, SA, 84084	Via Meucci SN, San Giorgio di Nogaro, UD, 33068
Via Polcareccia 2, Fisciano, SA, 84084	Via Comparene 6A, Aroole, VR, 37040
Via Unione Europea 1, Novi Ligure, AL, 15067	Via della Torre 8, Albano Laziale, RM, 00041
Via J.F. Kennedy 288, Laives, BZ, 39055	Via Oglio 1, Montegemoli, LI, 57025
Via Isonzo 46, Piombino, LI, 57026	Via di Vallin Bulo 7, Livorno, LI, 57121
Via Federico Enriques 44, Livorno, LI, 57121	Via Fratelli Grondona 2, Savona, SV, 17100
Via Torino 3/5, Varedo, MB, 20814	

è conforme ai requisiti del seguente documento di riferimento  
complies with the requirements of the following reference document

ISO 14064-1:2018 "Parte 1: Specifiche e guida, al livello dell'organizzazione, per la quantificazione e la rendicontazione delle emissioni di gas ad effetto serra e della loro rimozione"

ISO 14064-1:2018 "Part 1: Specification with guidance, at the organization level, for quantification and reporting of greenhouse gas emissions and removals"

In allegato sono riportate le emissioni di GHG rendicontate  
The GHG emission calculated can be found in the annex

La verifica è stata compiuta ai sensi della ISO 14064-3, della ISO 14065 e della ISO 17029  
The verification was carried out in accordance with ISO 14064-3, ISO 14065 and ISO 17029

Data di rilascio: 13/10/2022  
Date of issue: 13/10/2022

RINA Services S.p.A.  
Jacopo Ferrando  
Genoa & Milan Management System Certification, Head



## DICHIARAZIONE DI VALIDAZIONE VALIDATION STATEMENT

RINA SERVICES S.p.A., sulla base delle valutazioni condotte dai suoi tecnici, dichiara che  
RINA SERVICES S.p.A., on the basis of the assessments carried out by its technical personnel, declares that the

Metodologia di calcolo "CO<sub>2e</sub> risparmiata tramite la riduzione delle emissioni derivanti dal consumo di carburante nelle attività di trasporto merci (tank to wheel), dal punto di carico al punto di scarico delle merci, tramite l'adozione di soluzioni monomodali, intermodali, multimodali a ridotte emissioni rispetto a soluzioni tradizionali monomodali via strada (Euro 6)" Revisione del 25/02/2022

Calculation methodology "CO<sub>2e</sub> saved through the reduction of emissions deriving from fuel consumption in freight transport activities (tank to wheel), from the point of loading to the point of unloading of goods, through the adoption of mono-modal, intermodal, multimodal solutions with reduced emissions compared to traditional mono-modal road solutions (Euro 6)" Revision dated 25/02/2022

predisposta dall'Organizzazione  
drawn up by the Organisation

Trans Italia S.r.l.  
Piazza Martinez 5  
84085 Mercato San Severino (Salerno) - Italia

- Adotta metodologie e fattori di emissione desunti da fonti riconosciute, fornendo una giusta rappresentazione dei dati e delle informazioni di gas a effetto serra  
Uses methodologies and emission factors derived from recognized origins, providing a fair representation of greenhouse gas data and information
- È stata sviluppata seguendo l'applicazione delle migliori conoscenze disponibili e secondo i principi identificati nella UNI EN ISO 14064-2:2019 "Specifiche e guida, a livello di progetto, per la quantificazione, il monitoraggio e la rendicontazione della riduzione delle emissioni di gas ad effetto serra o dell'aumento della loro rimozione"  
Has been developed following the application of the best available knowledge and according to the principles identified in UNI EN ISO 14064-2:2019 "Specification with guidance at the project level for quantification, monitoring and reporting of greenhouse gas emission reductions or removal enhancements"
- Non contiene errori che potrebbero portare a calcoli errati  
Does not contain errors that could lead to incorrect calculations

Nel rapporto RINA è riportata una sintesi dell'attività svolta e delle evidenze oggettive acquisite.  
The RINA report contains a summary of the activities carried out and the objective evidence acquired

Laura Severino

Head of Sustainability Compliance & New Scheme  
Development Coordination

Laura Severino

Data di emissione/issuance date: 30/03/2022



## Energy consumption

Trans Italia is committed at every stage of its action to applying protection criteria and a preventive approach to the environment and its biodiversity.

Specifically, (direct and indirect) energy consumption within the organisation is broken down as follows:

Direct energy consumption	UdM	2022	2021
Diesel	GJ	288,167.32	279,954.68
Liquefied natural gas	GJ	66,501.61	57,764.64
<b>Total</b>	<b>GJ</b>	<b>354,668.93</b>	<b>337,719.32</b>

Indirect energy consumption	UdM	2022	2021
Purchased electricity	GJ	2,007.91	1,816.27

Energy consumption intensity, calculated in relation to the number of employees in the workforce, decreased compared to the previous year::

Energy intensity (GJ/Persons)	2022	2021
Intensity of direct consumption	795	844

## Waste

Since the Rio Conference in 1992, there has been an increased global focus on proper waste management by governments and companies. In this context, Trans Italia presents an **Environmental Protection Policy** to promote a reduction in waste production, with subsequent recycling and recovery. Waste management oriented towards sustainable development is a key element in developing a strategy that takes environmental sustainability into account. Trans Italia's commitment in this respect is demonstrated by the company's identification, for the first time, of a specific material topic aimed at ensuring the relevance of proper waste management and treatment. Consequently, starting this year, Trans Italia has decided to report on the management of waste generated.

Waste management plays a significant role in the Company's business, as the adoption of integrated models makes it possible to improve the "man-environment" relationship, which has always been the focus of sustainability initiatives and actions.

A key element of the Environmental Protection Policy is the reduction of waste production and its hazardousness, encouraging both recycling and recovery.

The Waste Management Process is structured as follows:

- 1. Audit of company waste** - Knowing the different types of waste produced in a company helps to treat it appropriately, reduce costs and protect the environment. Information must be gathered before waste can be reduced. Ergo, data on waste, from types to volumes produced, are necessary to create efficient and more economical strategies.
- 2. Development of proper waste management awareness throughout the workforce** - Companies are made up of people. Awareness of ethical and accurate waste management cannot be achieved without everyone's involvement. Therefore, spreading this awareness and encouraging everyone to develop good recycling habits can make a difference in a company's waste management strategy.



**3. Implementing appropriate solutions in different working contexts** - One of the essential points of the waste audit is to understand where the critical points are in the company's waste management process in order to ensure hygienic and differentiated waste collection, directly at the source.

The Company has adopted an operational waste management programme called "Winwaste.net". The software, which is reliable and constantly updated with respect to current legislation, facilitates waste management within the company processes, supporting the company in all phases of the management process.

Details of the waste produced are given below:

Waste generated (kg)	2022	%
Non hazardous	80,120	94%
Hazardous	5,490	6%
<b>Total</b>	<b>85,610</b>	<b>100%</b>

The following table gives the breakdown per individual EWC code<sup>8</sup>:

EWC Codes	Waste generated (kg)
<b>020304</b> <i>Waste unsuitable for consumption or processing</i>	<b>3,140</b>
<b>030105</b> <i>Sawdust, shavings, cuttings, wood</i>	<b>7,820</b>
<b>080318</b> <i>Waste printing toner other than those mentioned in 08 03 17</i>	<b>110</b>
<b>130208*</b> <i>Other engine, gear and lubricating oils</i>	<b>300</b>
<b>150102</b> <i>Plastic packaging</i>	<b>12,540</b>
<b>150103</b> <i>Wooden packaging</i>	<b>6,410</b>
<b>150106</b> <i>Mixed packaging</i>	<b>2,010</b>
<b>150110*</b> <i>Packaging containing residues of or contaminated by hazardous substances</i>	<b>620</b>
<b>150111*</b> <i>Metallic packaging containing a hazardous solid porous matrix</i>	<b>170</b>
<b>150202*</b> <i>Absorbents, filter materials (including oil filters not otherwise specified), wiping cloths, protective clothing contaminated by hazardous substances</i>	<b>100</b>
<b>160107*</b> <i>Oil filters</i>	<b>340</b>
<b>160112</b> <i>Brake pads and clutch discs</i>	<b>2,480</b>
<b>160117</b> <i>Ferrous metals</i>	<b>8,560</b>
<b>160118</b> <i>Non-ferrous metals</i>	<b>830</b>
<b>160119</b> <i>Plastic</i>	<b>28,080</b>
<b>160601*</b> <i>Lead batteries</i>	<b>3,960</b>
<b>170405</b> <i>Iron and steel</i>	<b>3,000</b>
<b>190119</b> <i>Sands from fluidised beds</i>	<b>470</b>
<b>200130</b> <i>Detergents separated from those in 20 0 7 29</i>	<b>1,000</b>
<b>200130</b> <i>Detergents separated from those in 20 0 7 29</i>	<b>1,110</b>
<b>200201</b> <i>Biodegradable waste</i>	<b>2,560</b>
<b>Overall total</b>	<b>85,610</b>

<sup>8</sup> Waste with an asterisk refers to the "Hazardous" type





With regard to paper and cardboard consumption, Trans Italia only purchases certified products (FSC, Ecolabel, etc.).

The Company sets itself the challenging goal of reducing the use of landfills, increasing the amount of recycled and reused waste through a strategy of virtuous management of the entire waste cycle. Consequently, it is crucial to increase the quality and not only the quantity of separate collections, intervening at the source and preventing waste production.

Continuous dialogue with its stakeholders has shown how today's consumers support companies that implement environmentally sustainable production strategies. In this sense, efficient management of the waste generated enhances the corporate image and strengthens companies' loyalty relationship with their customers.

From 2021 to 2022, the percentage of waste going for recycling **increased from 88.49% to 100.00%**, thus reaching the recycling target according to a "circular" approach.

In this context, the total GHG emissions from Waste generated<sup>9</sup> in 2022 was **1.8 tCO<sub>2</sub>e**.

<sup>9</sup> In accordance with ISO 14064-1, emissions generated by waste products not included in the GHG inventory - argued above - were calculated as "insignificant".







# TRANS ITALIA FOR SOCIETY

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## Trans Italia for Society

Human resources are an indispensable aspect for the existence, development and growth of any undertaking. From this perspective, human capital is for Trans Italia the main driver for pursuing long-term goals and continuous improvement.

Diversity is a great business resource, capable of becoming the key to a company's success provided it is put to the best possible use. Cultivating diversity is very important, as people with different *backgrounds*, ages, origins, cultures, sexual orientations and physical abilities can bring unique points of view and original contributions, which make it possible to identify creative and innovative solutions. Getting to know diversity closely means on the one hand understanding its difficulties and thus being able to more easily identify tools to promote its inclusion, but above all it means being aware of the great potential that diversity, if included, can express. "Exploiting" diversity and inclusion is an opportunity to create value. In the corporate environment, for example, they translate into an economic advantage: first of all, they capitalise on everyone's value and contribute to a more peaceful and productive working environment. Moreover, the presence of different points of view is an engine of innovation which, in turn, generates other value. Once more, a company that pays attention to diversity and inclusion tends to attract talent and becomes more attractive to the outside world.

The Company places the professionalism and added value of each individual resource at the centre of its work, thus creating a working environment characterised mainly by trust and mutual interdependence.

The attention given to staffing is reflected in several aspects, such as:

- skills development and career plan;
- *work-life* balance projects;
- *remote working* agreement;
- internal health and safety procedures.

This includes the aspect of **diversity and inclusion**, an issue not reported on in 2021. This is the first year that Trans Italia has deemed it appropriate to assess the topic as "material", identifying relevant indices capable of analysing inclusion in all its forms. In this regard, the Company repudiates discriminatory behaviour and protects its workforce through actions favouring professional growth and internal promotion, such as:



The initiatives undertaken contribute to creating a work environment that allows each employee to feel welcomed and valued by the Company, helping them to be more innovative, creative and connected to the Company's objectives and values. In this regard, the company intends to start the gender equality certification process introduced by (It.) Law no. 162/2021.

## Composition of the Workforce

In 2022, Trans Italia's workforce consists of 446 employees, an increase of 11.5% compared to 2021. Of the total staff, 87% of the workers are men while the remaining 13% are women, as shown below.

Number of employees by employment category	2022	2021
<b>Executives</b>	<b>5</b>	<b>5</b>
Men	5	5
Women	0	0
<b>Middle managers</b>	<b>5</b>	<b>5</b>
Men	5	5
Women	0	0
<b>White-collar</b>	<b>130</b>	<b>116</b>
Men	78	68
Women	52	48
<b>Blue-collar</b>	<b>306</b>	<b>274</b>
Men	302	271
Women	4	3
<b>Total</b>	<b>446</b>	<b>400</b>

The majority of employees are in the White-collar and Blue-collar categories, 29% and 69% respectively. It is important to emphasise that the White-collar category also includes *Apprentices* and the Blue-collar category includes *Drivers*.

**The total absenteeism rate**, given by the ratio "days of absence/total days worked %", decreased from 5.06% in 2021 to 4.00% in 2022.

As far as the type of contracts goes, the Company guarantees its employees a solid and lasting employment position. In this regard, the contractual categories by gender are detailed below.

Type of contract	2022	2021
<b>Permanent</b>	<b>422</b>	<b>380</b>
Men	377	338
Women	45	42
<b>Fixed term</b>	<b>0</b>	<b>0</b>
Men	0	0
Women	0	0
<b>Apprenticeship</b>	<b>24</b>	<b>20</b>
Men	13	11
Women	11	9
<b>Total</b>	<b>446</b>	<b>400</b>

Type of contract	2022	2021
<b>Full time</b>		
Men	390	349
Women	56	51
<b>Total</b>	<b>446</b>	<b>400</b>

Personnel management is therefore of paramount importance for Trans Italia, ensuring fair wages, social benefits and a balanced work pace for employees.

With regard to the composition of the workforce by gender and age group, the 30-50 age group is most numerous, consisting mainly of men and in line with previous years.

**The average total length of service** is 4.49 years, broken down by gender as follows: 4.63 years for men and 3.47 for women. For 2021, they are respectively 4.91 years (aggregate figure), 5.02 years for men and 4.20 years for women.



Age groups 2022	<30	30-50	>50
<b>Executives</b>	<b>0%</b>	<b>80%</b>	<b>20%</b>
Men	0%	100%	100%
Women	0%	0%	0%
<b>Middle managers</b>	<b>0%</b>	<b>20%</b>	<b>80%</b>
Men	0%	100%	100%
Women	0%	0%	0%
<b>White-collar</b>	<b>33%</b>	<b>52%</b>	<b>15%</b>
Men	53%	63%	65%
Women	47%	37%	35%
<b>Blue-collar</b>	<b>5%</b>	<b>50%</b>	<b>45%</b>
Men	93%	99%	99%
Women	7%	1%	1%

Age groups 2021	<30	30-50	>50
<b>Executives</b>	<b>0%</b>	<b>80%</b>	<b>20%</b>
Men	0%	100%	100%
Women	0%	0%	0%
<b>Middle managers</b>	<b>0%</b>	<b>40%</b>	<b>60%</b>
Men	0%	100%	100%
Women	0%	0%	0%
<b>White-collar</b>	<b>37%</b>	<b>47%</b>	<b>16%</b>
Men	53%	60%	67%
Women	47%	40%	33%
<b>Blue-collar</b>	<b>5%</b>	<b>51%</b>	<b>44%</b>
Men	93%	99%	100%
Women	7%	1%	0%

The Company, in order to enhance Diversity, has seven employees from vulnerable categories in its workforce, broken down as follows:

Numbers of employees belonging to minorities or vulnerable groups	2022	2021
<b>Employees</b>		
Men	3	3
Women	4	4
<b>Total</b>	<b>7</b>	<b>7</b>

The Workforce also consists of 286 drivers, all with permanent/full-time contracts, classified below by gender and age group:

Type of contract	2022	2021
<b>Permanent / full time</b>	<b>286</b>	<b>253</b>
Men	282	250
Women	4	3

Age groups 2022	<30	30-50	>50
<b>Drivers</b>	<b>5%</b>	<b>52%</b>	<b>43%</b>
Men	92%	99%	99%
Women	8%	1%	1%

Age groups 2021	<30	30-50	>50
<b>Drivers</b>	<b>5%</b>	<b>52%</b>	<b>43%</b>
Men	92%	98%	100%
Women	8%	2%	0%

The figure of the HGV driver today encompasses a very broad professional category, expressed in certain founding characteristics such as:

- **patience;**
- **dynamism;**
- **ability to work alone.**

Trans Italia cares about these professionals, and in order to facilitate and improve its drivers' life has opted for a number of solutions, including:

- **shorter journey times, making it easier to return home;**
- **reduction of road accidents through the use of intermodality;**
- **implementation of driving support systems.**

Indeed, intermodality offers drivers a better quality of life and a work-life balance such that they no longer have to choose between work and private life. In this regard, 90% of Trans Italia drivers return home at the end of each day.

## Workers' rights

With regard to the attention paid to the workers that make up the Company's Workforce, respect for their rights is an essential value on which the Company's culture and strategy are based, representing a priority in all business areas.

Each employee, in order to create a healthy and welcoming environment, is required to:

- comply with national and international labour, human rights and legality legislation, with particular reference to regulations on pay and working hours
- adhere to international human rights standards such as the *Declaration of Human Rights*;
- use maximum transparency in communicating and sharing their *performance* and improvements in the field of social responsibility;
- promote adherence to these principles towards the people with whom Trans Italia is doing business;
- promote the exchange of experiences and the documentation and dissemination of "Good Practices" between the various *stakeholders*.

An adequate standard of living is guaranteed to all workers thanks to remuneration policies in accordance with the "Logistics, Freight Transport and Shipping" National Collective Bargaining Agreement, and thanks to benefits and adequate working conditions. In this regard, during the two-year reporting period, 18 employees took **maternity/paternity leave**, specifically:

### Maternity/paternity leave



There have been no incidents of discrimination in the last two years.

## New hires and outgoing

Personnel selection and the enhancement of human capital are fundamental pillars of the Company's productivity. In fact, Trans Italia selects and attracts personnel based on respect for equal opportunities, without discrimination on grounds of race, religion or gender. The selection and recruitment process applied by the Organisation encompasses and guarantees all the provisions of the Model 231 in force. Trans Italia respects the dignity of the individual and supports the rights of free association and collective bargaining. Remuneration complies with the contractual standards laid down by law: the company applies the NCBA "*Logistics, Freight Transport and Shipping*". The Company employs an external consultant for the management of remuneration, verifying its compliance with the applicable NCBA. The fixed remuneration corresponds to the contractual classification level. In addition, the Company provides for additional compensation for certain resources to protect *know-how*. In terms of ESG strategies, inclusion is the "keystone" that can gather acceptance from investors and consumers. *Diversity management* policies contribute to the creation of a working environment that ensures that each employee feels welcomed and valued by the organisation and, therefore, makes it possible to push them to be more innovative, creative and connected to the company's objectives. There are also benefits on a symbolic level and on the social reputation of an organisation that can optimise, when dealing with various stakeholders, its ability to manage its working environment. Having a diverse and inclusive Workforce makes it possible, in concrete terms, to improve essential aspects of an undertaking's productivity, including some aspects that characterise Trans Italia's business, such as:



#### Best results

A more balanced gender distribution leads to superior result. In addition, diversity in work teams results in diversity of ideas from different points of view, which adds value and is very beneficial.



#### Improved productivity

Diversity produces creativity, stimulation, commitment, continuous challenge, proactivity, learning, collaboration and, ultimately, team satisfaction.



#### Attracting top talent and improving employer branding

An inclusive company not only improves employer branding and its culture, making it more attractive to qualified talent, but also provides access to the best talent, as it takes into account all professionals without prejudice of gender, religion, etc.



#### Retention of top talent

Attracting top talent is not enough: it is also necessary to retain it. If the organisation offers good working conditions, developing as a professional and as a person, without restrictions or prejudices, will be easier.



#### Improved customer relations

It is now a proven fact that consumers today prefer companies that position themselves and share values on sustainability, transparency, diversity and inclusion.

During the reporting period, the number of hires, as shown below, was higher than the number of outgoing employees. In 2022, there were 170 new hires, while the total number of terminations stands at **124**. The hires/terminations together with the turnover rate are broken down by gender and age group.

Hiring number 2022	<30	30-50	>50
<b>Hires</b>	<b>31</b>	<b>97</b>	<b>42</b>
Men	20	86	41
Women	11	11	1

Hiring number 2021	<30	30-50	>50
<b>Hires</b>	<b>18</b>	<b>61</b>	<b>33</b>
Men	13	58	31
Women	5	3	2

Compared to the financial year 2021, recruitment increased significantly (170 vs. 112), denoting a work environment that is desirable to new talent. Below is the relevant recruitment rate, again broken down by gender and age group:

Hiring rate 2022	<30	30-50	>50
<b>Hires</b>	<b>54%</b>	<b>43%</b>	<b>26%</b>
Men	55%	48%	26%
Women	52%	41%	12%

Hiring rate 2021	<30	30-50	>50
<b>Hires</b>	<b>31%</b>	<b>30%</b>	<b>80%</b>
Men	35%	33%	23%
Women	24%	12%	33%

In this respect, the recruitment rate is calculated as the ratio between the total number of new hires (broken down by gender and age group) and the total corresponding to the age group of the employees already working in the Organisation. As far as outgoing employees are concerned, there were no retirements during the reporting period. The reasons for leaving are mainly due to resignations and, to a negligible extent, to dismissals/end of contract.

Number of disposals	2022	2021
<b>Men</b>	<b>124</b>	<b>32</b>
<30	17	4
30-50	70	19
>50	37	9

The terminations affected only men, with a higher incidence in the 30-50 age group. Lastly, the *turnover* rate recorded<sup>10</sup> during the reporting period is as follows:

Turnover rate 2021-2022	2022	2021
<b>Men</b>	<b>27%</b>	<b>8%</b>
<30	47%	11%
30-50	35%	7%
>50	24%	8%

The *turnover* rate at the end of the year 2022 was calculated through the ratio of the total number of terminations to the total number of employees at 31/12/2022. Specifically, greater mobility was found for drivers.

<sup>10</sup> The rates relating to hires and terminations were calculated in relation to the total number of employees (446 for 2022 and 400 for 2021).



# Training

The training courses that the company offers are a moral obligation aimed at the safety of the people at work and the goods transported, as well as being a way of ensuring the efficient operation of all company departments.

Through training, it is also possible to strengthen both the knowledge of employees and the corporate culture. With a view to effective sustainability *governance*, Trans Italia has recognised the importance of integrating specific socio-environmental skills - not only in the administrative and travelling personnel - but also in the Board of Directors and keeping them up-to-date through special training programmes.



In some cases, lessons learnt from training/refresher courses (e.g., safety at work, digitalisation of procedures, Behavior Based Safety programme, Logistics 4.0, One Point Lessons) have made for enriched operational policies/procedures, correcting their critical concerns (training that changes policy).

Each Company Manager:

- must fully utilise and develop all the professional skills present in the structure by using the available levers to support the development and growth of its employees;
- must also communicate the various strengths and weaknesses to them, so that they can improve their skills. This is of particular relevance and importance in this context.

The quality of human capital is the decisive factor for Sustainable Development. A real paradigm shift is taking place in the focus on human capital - a focus that in the time of the pandemic has become even more aware of its being a strategic lever for sustainability and that must stimulate companies to build and provide skill development paths. For Trans Italia, providing efficient, ethical and clean transport that moves along the lines of ESG means applying the best *available technologies* with an ultra-modern fleet, also powered by biofuels, whose units are perfectly interchangeable on road/ship/train modes, allowing full adherence to and implementation of the concept of intermodality to respect the environment. Sustainability, however, is not only environmental: the Company pays continuous attention to the training of new recruits to provide stability and a future with work-life balance projects aimed at administrative and travelling personnel in the transition from trade to profession:



The Human Resources Department is responsible for creating the best conditions for the professional development of all employees. This is achieved through the process of empowering individual resources, favouring and rewarding the joint development of skills.

Trans Italia annually produces the **Training Plan** that specifically covers the company's needs, and which lays down the topics to be covered and the personnel who must attend the courses. The training activities take into account all employees working within the company and are therefore aimed at both permanent and non-permanent employees.

Given the importance that the Company attaches to the issues of safety/quality of services, workplace and environmental safety, and sustainability, each year transversal training sessions are created for all operators belonging to different areas, in order to increase collective awareness and to update their knowledge of the mandatory and voluntary rules of the sector.

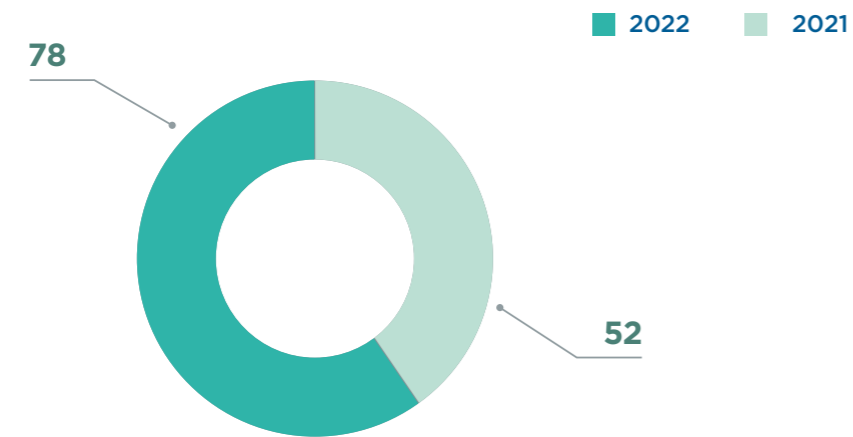
Specific sessions by areas or topics, particularly of a technical or practical nature, are scheduled and organised on the basis of training needs that emerge during the year, e.g., following procedural updates or management changes or the introduction of new equipment. These sessions are aimed at enhancing the professional assets of employees and, therefore, of the company as well. The specific training of safety officers in the workplace is also of great importance.

The **Training Plan** includes compulsory, strategic and elective courses. As regards compulsory training, the proper implementation of the Management, Organisation and Control Model requires courses on ethical business conduct; similarly, (It.) Law 81/2008 requires specific courses on occupational health and safety. Trans Italia is also certified to ISO 9001, ISO 14001, ISO 14064, ISO 39001 and ISO 45001 standards; therefore, for compliance purposes, specific courses are provided for employees.

Among its various training programmes, Trans Italia delivers courses on topics related to the Model 231, the Code of Ethics, Anti-Money Laundering and Anti-Corruption. The graph below shows the number of individuals who were provided with such training, broken down between 2022 and 2021.



Training on the Model 231, the Code of Ethics, Anti-Money Laundering and Anti-Corruption issue



The Company also provides training on purely technical matters and on safety and environmental issues for new recruits.

From time to time, the Company organises meetings at the various locations to provide training on safe and environmentally friendly driving, document management, and the handling of unforeseen contingencies while travelling both from the office and from the road, so that all staff always feel part of a structured organisation and a large extended family. This training, aimed at operational staff, can also be delivered remotely, by means of video tutorials posted directly on the INAZ employee portal in order to delve into specific topics for vehicle-driving personnel.

The Company aims to:

- develop a business model that can attract young talent and outstanding figures working in the sector;
- offer employees modern and flexible working tools and approaches that meet specific personal needs and ensure work-life balance (e.g., company benefits, maternity, paternity);
- ensure, furthermore, that the employee *welfare* offer responds to current needs, guaranteeing operational continuity through the promotion of the extension of *remote working*, the organisation of *webinars*, the preparation of activities that favour inclusion and remote interactivity.

Training is a strategic activity that makes it possible for the Company to gain an important competitive advantage through a motivated and qualified workforce. Training can also strengthen both employee knowledge and corporate culture. *Ad hoc* training activities (e.g., *team building* sessions) are planned for the coming years to create and maintain a unique and shared corporate culture. In addition, the Company is committed to ensuring that employees are trained again when company policies and procedures are updated.

In 2022, a total of 5,738 hours of training were provided, of which 100 hours to managers, 100 hours to middle managers, 1,560 hours to white-collar workers and 3,978 hours to blue-collar workers<sup>11</sup>.

Hours of training	2022			2021		
	Men	Women	Total	Men	Women	Total
Executives	100	0	100	90	0	90
Middle managers	100	0	100	90	0	90
White-collar workers	936	624	1,560	680	480	1,160
Blue-collar workers	3,926	52	3,978	2,710	30	2,740
<b>Total</b>	<b>5,062</b>	<b>676</b>	<b>5,738</b>	<b>3,570</b>	<b>510</b>	<b>4,080</b>

<sup>11</sup> The term "Training" refers to any kind of external training or institution, which is carried out by third parties both outside and inside the company. It can also refer to paid leave for study purposes offered by the company to its employees, or it can refer to any kind of in-house training or education carried out by an organisation through its employees either inside or outside the company.





In 2022, each white-/blue-collar worker attended an average of 12/13 hours of training, while managers/ middle managers attended 20 hours of training. The training was provided online and face-to-face. The training rate increased by +41% compared to the previous year: this enabled the company to reach the third Sustainability-linked loan KPI (see specific section).

Average hours of training per employee	2022		2021	
	Men	Women	Men	Women
Executives	20	0	18	0
Middle managers	20	0	18	0
White-collar workers	12	12	10	10
Blue-collar workers	13	13	10	10
<b>Total</b>	<b>13</b>	<b>12</b>	<b>10</b>	<b>10</b>

The data in the above table are obtained from the ratio of total training hours to the number of employees per employment category.

The effectiveness of the training is verified at the end of the financial year with the analysis of the final data. Ergo, the results of education, information and training are examined annually as part of the **Management Review**: annexes to the periodic review report include the Personnel Training Report drawn up by the *HR Manager*, which details - for training courses/training projects - the subject areas, the number of hours dedicated and the personnel involved. With regard to the degree of learning achieved, the courses include a test at the end.



## Vocational training

Most of the training hours were devoted to health and safety courses, as well as courses of a technical/professional nature.

The training hours are categorised below by topic<sup>12</sup>, also specifying the number of participants:

No. of training hours broken down by topic	2022			2021		
	Men	Women	Total	Men	Women	Total
Compliance	98	0	<b>98</b>	56	0	<b>56</b>
IT	640	56	<b>696</b>	480	40	<b>520</b>
Languages	168	40	<b>208</b>	152	25	<b>177</b>
Health and Safety	1,520	280	<b>1,800</b>	1,200	220	<b>1,420</b>
Technical - Professional	1,160	180	<b>1,340</b>	800	140	<b>940</b>
Soft skill	240	40	<b>280</b>	160	25	<b>185</b>
Other	1,236	80	<b>1,316</b>	722	60	<b>782</b>
<b>Total</b>	<b>5,062</b>	<b>676</b>	<b>5,738</b>	<b>3,570</b>	<b>510</b>	<b>4,080</b>

No. of participants	2022			2021		
	Men	Women	Total	Men	Women	Total
Compliance	10	0	<b>10</b>	10	0	<b>10</b>
IT	185	56	<b>241</b>	150	51	<b>201</b>
Languages	78	52	<b>130</b>	68	48	<b>116</b>
Health and Safety	390	56	<b>446</b>	349	51	<b>400</b>
Technical - Professional	390	56	<b>446</b>	349	51	<b>400</b>
Soft skill	88	52	<b>140</b>	78	48	<b>126</b>
Other	390	56	<b>446</b>	349	51	<b>400</b>
<b>Total</b>	<b>1,531</b>	<b>328</b>	<b>1,859</b>	<b>1,353</b>	<b>300</b>	<b>1,653</b>

<sup>12</sup> The subject "Technical/Professional" includes the subjects "Quality/Environmental system/Sustainability".

## Driving with a simulator

The implementation of the Road Safety Management System, in accordance with the UNI ISO 39001:2016 standard, was the starting point for a series of advanced training courses on Safe and Environmentally Friendly Driving, which included the use of a high-end simulator. A training course for BBS and safe driving with a completely innovative approach. Starting this year, Trans Italia experimented with a practical module alongside the theoretical training, giving travelling personnel the opportunity to try their hand at a driving simulator on an obstacle course.

The training events on *Eco&Safe* driving topics were not limited to travelling personnel, but were also aimed at administrative staff and their families: Trans Italia's intention is to involve everyone in raising awareness of road safety on every occasion, both professional and private. Attention behind the wheel and the right behaviour must always be the same, even on the way home from work.

In-depth courses on load positioning and securing and on the management of driving and rest times were also offered once more during the year, extended to both administrative logistics staff and travelling personnel.



## Focus on: Tritti testimonial for sustainability

Tritti the *mascot* becomes a *testimonial* for Trans Italia's new communication campaign focused on boosting corporate sustainability. In fact, in addition to accompanying staff at events and trade fairs, giving away nice gadgets and attracting visitors, Tritti now also appears in videos, starring in animations designed to present the advantages of multimodality in freight transport and the Company's commitment to ESG principles. A direct and playful way to inform everyone and be an inspiration to those who believe in the possibility of being sustainable in every aspect of business.

An ant was chosen as *mascot* because it is hard-working, tireless, with superhuman strength, always busy transporting supplies for the winter in an extremely organised team effort. It has a semi-trailer as a backpack, which is the common travel element for all modes of transport, and a leaf as a scarf. Its eyes and its proud and forceful walk are a concrete expression of all the values that a team must have: team spirit, efficiency, enthusiasm and the attention to the environment that have always guided the Company's work.



In its animated version, Tritti has a young and contemporary image. It is still characterised by a leaf that has turned from a *scarf* into a hat visor and always travels with its backpack in the shape of a semi-trailer.

In addition to gadgets, Tritti also distributes the "Trans Italia Magazine", which has replaced the old glossy paper brochure. The magazine will offer a format entirely focused on topics of relevance to the Logistics and Transport sector. The thousands of facets, the thousands of issues to be addressed and resolved, the achievements, the goals set and put on the agenda. It will be a logbook full of testimonials, interviews, images and projects, aiming to give a real time idea of what is going on in the minds of Trans Italia, its managers, its staff and its customers, new and historic.

## Human rights training

A training programme was launched at Trans Italia with the aim of supporting the knowledge and dissemination of the essential elements of human rights culture. It must be specified that this culture is closely linked to the issues of diversity and inclusion.

The course on human rights is part of Trans Italia's general plan and process for the development and growth of its people: training and informing, spreading a culture of protection of rights and principles, and developing skills in full respect for the personalities, peculiarities and dignity of each individual is what the company has set itself through a **Training Plan** aimed at increasing not just all-round skills, but above all well-being and motivation in its workers.

From 2021 to 2022, training on human rights policies/procedures was intensified in terms of the number of employees attending the course and the total hours provided. In 2022, 17% of employees were trained in human rights policies/procedures (up 4% from the previous year).

Training on human rights policies or procedures	2022		2021	
	Total hours provided (h)	% of total employees	Total hours provided (h)	% of total employees
Total number of hours percentage employees	15	17%	12	13%

## Performance and career development reviews

Employees' *performance* is assessed through a periodic performance measurement system involving the Human Resources Department, the relevant managers and the person concerned. During the evaluation process, the Human Resources Department ensures compliance with the non-discrimination criterion and, within the limits of the information available, takes appropriate measures to avoid favouritism, nepotism or forms of patronage.

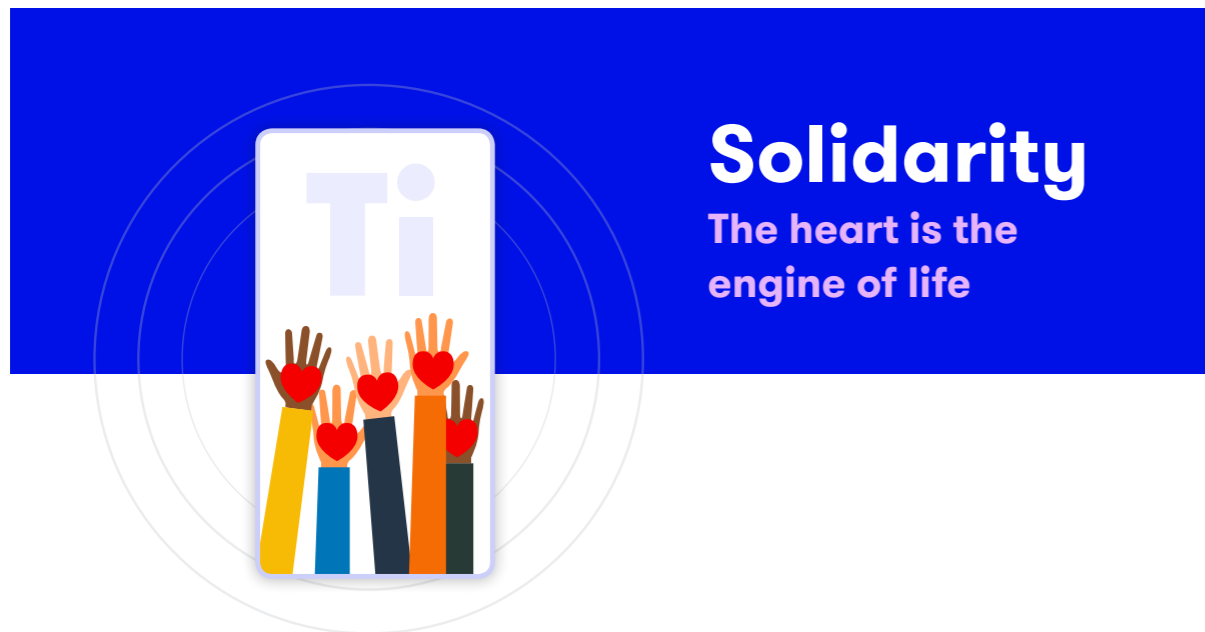
In 2022, the percentage of employees who received a formal evaluation of their performance and professional development grew by +4% year-on-year.

Number and % of employees who received a performance appraisal by classification and gender

	2022						2021					
	Men		Women		Total		Men		Women		Total	
	N.	%	N.	%	N.	%	N.	%	N.	%	N.	%
Executives	5	100%	0	0	5	100%	5	100%	0	0	5	100%
Middle managers	5	100%	0	0	5	100%	5	100%	0	0	5	100%
White-collar workers	55	71%	38	73%	93	72%	48	70%	34	71%	82	70%
Blue-collar workers	228	75%	4	100%	232	76%	190	70%	3	100%	193	70%
<b>Total</b>	293	75%	42	75%	335	75%	247	71%	37	73%	284	71%



## Relations with the community

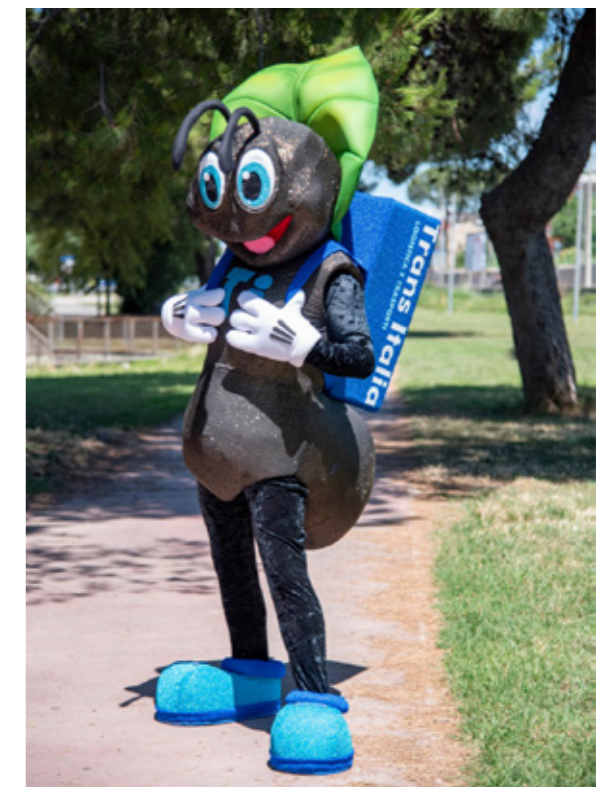


Every year, Trans Italia implements initiatives in the local area, which benefit the entire community. This is a new vision of social responsibility, according to which the company not only engages in Corporate Social Responsibility (CSR) in the strict sense, but also implements actions of community charity, making its human resources available for community projects, developing social entrepreneurship logics and directly engaging in corporate governance issues. Among its main projects, for several years Trans Italia has been supporting the G.I.E.C. (Cardiological Emergency Intervention Group), an association of doctors working for the prevention and dissemination of information on the symptoms and treatment of cardiovascular diseases. With this in mind, the Company has promoted, free of charge, the donation, maintenance and training in use of defibrillators to companies in the Fisciano/Mercato San Severino industrial hub.

## FOR SCHOOLS

In collaboration with primary schools, the company implemented the project “Tritti the ant - Trans Italia’s Mascot” to introduce children to the world of logistics and transport and, in particular, the figure of the driver in the transition from trade to profession.

This initiative is aimed at enhancing and promoting the figure of the driver, eradicating the obsolete image associated with this job in the younger generations and introducing them to the opportunities that the sector offers.



## Generational Transition

By investing in a training circuit, Trans Italia aims to encourage the generational transition from father to son in the profession of driver, which guarantees stable employment and a secure future, quality of working conditions, training, personal satisfaction, and the use of environmentally friendly vehicles. Thanks to intermodality, journeys are most often short, aimed at first-/last-road mileage departing from or arriving at a port or terminal. Ergo, intermodality offers drivers a better quality of life and a work-life balance so that they no longer have to choose between work and private life.



## Occupational Health and Safety

Whichever way we look at the definition of Sustainable Development, there is no doubt that the ESG landscape also includes the issue of working conditions and, specifically, the protection of workers' health and safety. Trans Italia considers Safety in the Workplace not as a mere fulfilment (however complete and effective) of regulatory prescriptions through as many internal rules of conduct aimed at preventing accidents or occupational disease, but as a strategy that places the "Person of the Worker" at the centre, protecting and indeed empowering "human" (the well-being of the Person of the Worker) together with "technical/economic" (professionalism, work competence) and "social" (experience, relations with others, role in the community) factors. In this context, the challenge for Trans Italia was to achieve the synergy of the management systems, to which ISO 45001 contributed significantly by virtue of its integrated structure with that of the management standards for quality (ISO 9001) and the environment (ISO 14001- 14064). The certification portfolio was also expanded with the acquisition of compliance with ISO 39001 (RTS - *Road Traffic Safety*), which establishes a safe, reliable and sustainable road traffic management system. The introduction of a road safety management system is a clear sign of how committed Trans Italia is to the European programme for "safe and sustainable mobility". In fact, ISO 39001 refers to road safety management by talking about shared responsibility.

### The Occupational Health and Safety Management System (OHSMS)

Management undertakes to provide the organisational, instrumental and economic resources necessary to activate and maintain the Occupational Health and Safety Management System (**OHSMS**) in accordance with the UNI ISO 45001:2018 standard and to organise the company structure (employer, Health and Safety Officer, managers, company doctor, safety officers, workers' health and safety representative, supervisors, employees, casual workers) in such a way that everyone is involved, according to their responsibilities and skills, in reaching the assigned safety objectives.

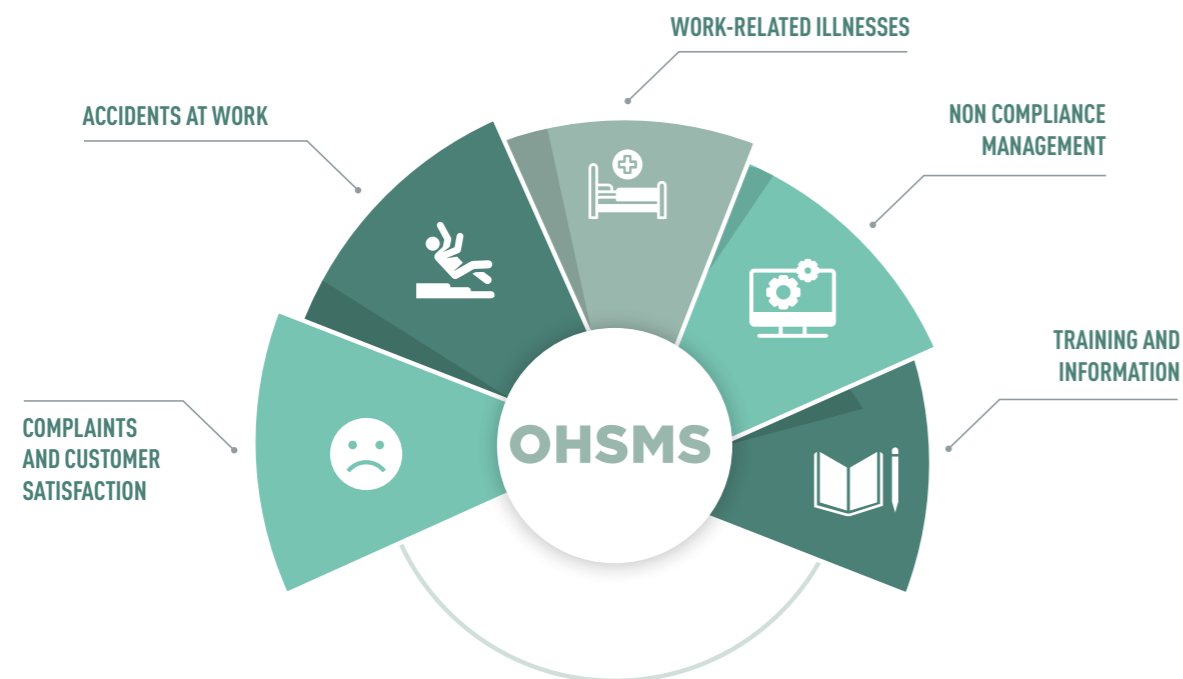
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"Safety is not a cost but an opportunity and an asset"

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The Organisation has defined the elements to be monitored and/or measured, which include: the degree to which legal requirements are met, the effectiveness of operational controls and emergency testing, complaints, *near misses*, accidents and illnesses, and the degree to which objectives are achieved. The following information is collected during the **Management Review**: instructions regarding good practices to prevent the risks of accidents and occupational diseases, instructions regarding objectives for improving the company's overall safety.

### The main objectives of the OHSMS



Specifically, the main objectives of the OHSMS to be achieved are as follows:

- **Accidents at work:** Reduce the number of accidents in all work phases (loading, unloading, transport, etc.);
- **Complaints and customer satisfaction:** Reduce complaints and non-conformities related to non-compliance with procedures and/or safety regulations;
- **Training and information:** Increase awareness, training and information of all personnel regarding safety;

- **Occupational illnesses:** Prevent the risk of occupational diseases;
- **Non-conformities and near misses:** Manage non-conformities and report near misses.

As part of the monitoring of the effectiveness of actions related to the OHSMS, the Organisation has defined certain elements that are subject to constant measurement to assess its capacity for continuous improvement, including:

### Monitoring indicators for the continuous improvement of the OHSMS

- Full compliance with legal requirements**
- The effectiveness of operational controls and emergency testing**
- Complaint management**
- Zero accidents and occupational diseases**
- The achievement of the objectives themselves**

To ensure effective management of the OHSMS, the Company is committed to periodically reviewing the OHSMS Policy, Objectives and Implementation in order to achieve a constant level of health and safety in the company. The reporting of accidents at work occurring at Headquarters and at the different branches is managed centrally with a Register included in the company's Shared Documents and updated in real time. Data collection enables a specific evaluation of the types of accidents - as well as the training/education programme to be implemented if the type of accident is constant - in order to prevent their occurrence in the future.



## RAD

The Company is committed to ensuring health and safety in the workplace by maintaining consistently healthy, safe and hygienic working environments, so that activities involving potential risks to employees, customers and communities can be carried out properly. Part of Trans Italia's commitment is also to constantly monitor regulatory updates and/or any new industry-specific hazards. The Company carries out the risk assessment involving all the company figures envisaged by the regulations in force, drawing up the "Risk Assessment Document" (RAS), which contains all the prevention measures prepared, a time schedule and a person responsible for implementing them.

Various processes in terms of occupational health and safety require the management and involvement of Trans Italia's stakeholders: first and foremost, the process leading to the assessment of risks in the company. To carry out the risk assessment, the company identified all hazards associated with the activity and quantified the risk, i.e. the probability of each hazard turning into harm, taking into account the extent of the potential harm. The RAD also contains a programme for the improvement of safety over time, which lists all the preventive measures prepared, the person responsible for their implementation and a time schedule. The workers' obligations include the fundamental obligation to promptly notify the employer, manager or supervisor of any deficiencies in:

- vehicles;
- protective devices;
- as well as any hazardous conditions.

In order to ensure that the Integrated Management System can achieve the expected results, the company must determine the process of analysing risks and defining opportunities. The process and methodological approach used in the risk analysis phase incorporate the instructions derived from the UNI ISO 31000:2010 principles and guidelines.

The analysis process progresses through the following stages:

- Process mapping;
- Identification of macro-areas of risk;
- Risk analysis methodology;
- Identification of risks and definition of KPIs;
- Monitoring plan, risk management and definition of opportunities.

The most important stage begins once hazards have been identified and all work-related risks have been assessed - problem solving: the first measures implemented to mitigate each risk are based on prevention with the aim of decreasing the probability that the harmful event will occur; subsequently, residual risks are reassessed for the application of appropriate protective measures. Ways to keep risks under control are based on constant updating of the RAD and also on communication between the various figures in charge of control, such as supervisors, prevention and protection officers and the Health and Safety Officer.

Trans Italia has joined the Sanilog fund, a supplementary fund of the Italian NHS for employees in the sector to which the NCBA "*Logistics, Freight Transport and Shipping*" applies. The healthcare services offered (reimbursement of diagnostic and control tickets, specialist visits, hospitalisation, maternity package, physiotherapy treatments, dental care, etc.) are guaranteed through two leading insurance companies: Unisalute for general benefits and Aig-Odontonetwork for dental benefits.

In this context, the aspect of occupational health and safety goes through the fundamental figure of the Company Doctor, directly appointed by the Employer.

The Company Doctor has the following tasks:

- Collaborating with the Employer and the Prevention and Protection Service on risk assessment activities and on drafting the Assessment Document;
- Carrying out health surveillance;
- Processing the data on the health of operators in order to identify the causal link between the diseases developed and the risk agents detected.

An extraordinary health policy was activated to provide concrete support to employees for the Covid-19 health emergency which provides for daily allowances, convalescence and aftercare allowances in addition to the implementation of protective measures from the onset of the pandemic.

## Safety Operating Procedures (SOPs) and Driver's Handbook (One Point Lessons)

The Driver's Handbook is a quick and comprehensive reference tool for travelling personnel, in line with the Integrated Management System adopted by the Company. The Driver's Handbook contains a range of information and tips aimed at the proper performance of the driving profession.

The Handbook includes 60 operating instructions covering practically all of the driver's work stages and activities, in particular the optimal mental and physical requirements before setting out on the journey; personal protective equipment and its correct use; daily checks on the vehicle in use; instructions for loading and unloading goods; handling complaints about the state of the goods and managing transport documents; handling intermodal transport; managing refuelling; handling accidents and emergencies; cleaning and caring for the vehicle; parking the vehicle on returning; specific instructions per customer and type of goods; managing Covid-19 prevention measures.

In addition to the operating instructions contained in the OPL (One Point Lessons) Training Manual, Trans Italia has defined Safety Operating Procedures (SOPs) as an additional technical support and training tool for drivers during the following work stages:

 **Risk management both before departure with related controls and checks to be carried out and in the subsequent driving phases**

 **Anomaly management**

 **Driving in rain/fog**

 **Emergency management or road accidents**

 **Behaviour in case of mechanical failure**

 **Tunnel emergency management**

 **Instructions in case of injuries**

## Accidents at work

The performance of the OHSMS is measured through the company's statistics on accidents at work. Trans Italia has established a structured information flow of actions and responsibilities in accident management. The following table shows the number and rate of accidents at work during the reporting period.

Employee accidents	2022		2021	
	No.	Rate	No.	Rate
<b>Number of hours worked</b>	<b>796,316</b>		<b>841,276</b>	
<b>Number and rate of deaths caused</b>	0	0.00	0	0.00
<b>Number and rate of accidents at work with serious consequences (excluding deaths)</b>	0	0.00	0	0.00
<b>Number and rate of accidents at work</b>	6	1.51	7	1.66

**A decrease in the accident rate of 9.4%** was observed, consistent with the continued awareness of personnel regarding the application of prevention and protection measures implemented during company operations.

In 2022, there were 6 accidents among employees and 0 accidents among external workers. The accidents are mainly due to failure to follow operating instructions (OPL) and are caused by falling, slipping, standing in a forbidden position, uncoordinated movement.





## Customers and Service Quality

Sustainable quality is an important competitive lever and forms the basis both for the creation of value and the lasting success of the organisation, and for a positive impact on the environmental, social and economic context in which the organisation is embedded. Indeed, quality and sustainability are two core values for Trans Italia. The Company pursues objectives that go beyond profit and have a positive impact on people, the environment and society.

All this is covered in the Integrated Management System that combines quality, environment, safety and sustainability.

Monitoring service quality has a crucial impact on the consolidation and especially on the improvement of *company reputation*. The Company focuses on quality not only to meet and exceed customer expectations, but also to test the effect of total Quality on the organisation, its profitability and operating costs. Service quality is undoubtedly a key factor for competitiveness as it tends to catalyse growth in equilibrium. In this regard, the Company is committed to pursuing long-term objectives in order to provide increasingly environmentally sound, efficient and punctual services. This is why there is a Quality Management System that complies with UNI EN ISO 9001:2015.

Management is every day committed to pursuing the company's objectives through the provision of high-quality services and in compliance with a sustainable development policy. The objectives of the Quality Management System are manifold:

- to ensure a high level of customer satisfaction by developing a relationship based on constant dialogue in response to the growing demand for transparency;
- to develop mechanisms for direct involvement and assistance to achieve ever greater safety for end users;
- to offer the market services with high standards of quality, efficiency, innovation, safety and sustainability that comply with applicable industry regulations.

Complaints, understood as the manifestation of customer dissatisfaction with an inefficiency, are handled centrally by the *KPI & Customer service coordinator (CSC)* in cooperation with the *Customer Service* team. All inefficiency reports received from customers are entered in a special Register: in this way, the Company has a real "thermometer" that constantly measures customer satisfaction. The analysis of the causes of complaints and non-conformities and the consequent policy of continuous improvement make it possible to manage negative impacts.

Each complaint is handled by the CSC in cooperation with the Customer Service team through the following steps. The CSC:

- examines the nature of the complaint and identifies the actors concerned (*stakeholders*);
- conducts investigations to determine how the complaint can be resolved and identify its cause and corrective action;
- formulates any proposals on what to do, sharing them with the *stakeholders* and taking their suggestions into account;
- responds to the complainant by setting out what has been agreed;
- assesses, at his or her discretion depending on the nature of the seriousness, whether to refer the complaint to the *General Manager*;
- closes the complaint to the extent that the customer agrees to the proposed corrective action;
- logs the complaint in the Register;
- verifies the effectiveness of corrective actions by monitoring the recurrence of similar events.

Below please find the % of complaints in relation to the number of service orders for the two-year reporting period:

Number and rate of complaints	2022	2021
<b>Number and rate of complaints</b>	30	29
<b>Total number of complaints</b>	122,546	126,487
<b>% number of orders from customers</b>	<b>0.02%</b>	<b>0.02%</b>

The CSC sets up the *follow-up* process to monitor and ensure that corrective actions have been effectively implemented. From 2021 to 2022, the percentage incidence of complaints remained substantially unchanged and negligible.

Some of the proposed corrective actions took the following form:

- Developing new operational procedures/instructions mainly addressed to travelling personnel (e.g., for the correct execution of cargo securing operations, behavioural aspects to be observed, etc.);
- preparing *newsflashes* on the INAZ employee portal.

In addition to the above, CSC, as *Sustainability Manager*, has prepared **Environmental Certificates** for customers who requested them, reporting GHG removals in accordance with the principles identified in ISO 14064-2:2019.

our commitment to guaranteeing workers' rights by developing protection strategies



## Respect for human rights

The issue of human rights is a focal point in the management of the business system. Since 1984, the year of its foundation, Trans Italia has been committed to managing its business and internal and customer-facing business processes in accordance with the principles of honesty, integrity and transparency, respecting human rights and the interests of its employees. This is because businesses have, through their activities, an impact on employees, suppliers, customers, communities and partners. The focus on an approach aimed at the protection of these rights is the basis for the definition of a system aimed, as far as possible, at preventing unfavourable dynamics towards the individual and the community, also including a focus on the environment in this term. The company is working towards a system that guides its outward- and inward-facing relations based on trust. Specifically, Trans Italia adopts a "business sustainability" approach to ensure a balance between the production of monetary, environmental and social value. Repudiating all forms of discrimination and corruption, the Company operates with respect for human integrity, freedom and the equality of individuals. The Company is also committed to promoting fundamental values, such as moral integrity, fairness, good faith, transparency and equity. This commitment is part of the sustainability journey, combining financial and business objectives with a dedication to social responsibility.

The culture of respect for human rights is strongly linked to issues of diversity and inclusion: the Company thus demonstrates its commitment both to guaranteeing workers' rights and to developing and implementing protection strategies. The course on human rights is part of Trans Italia's general plan and process for the development and growth of its people: training and informing, spreading a culture of protection of rights and principles, and developing skills in full respect for the personalities, peculiarities and dignity of each individual is what the company has set itself through a training plan aimed at increasing not just all-round skills, but above all well-being and motivation in its workers.



# Methodological note

## Document purpose

The purpose of this document is to provide an overview of the Company's strategy, operating and governance model and the results achieved during the period from 1st January 2022 to 31st December 2022, in line with financial reporting. The 2022 Sustainability Report was approved by the Board of Directors on 26/05/2023.

Please note that the quantitative and qualitative information contained in this report refers to Trans Italia S.r.l. (VAT number 02032300655 and registered office at Piazza Martinez 5, 84085, Mercato San Severino, Salerno).

## Methodology and reference standards

The contents of the Sustainability Report are reported in accordance with the methodologies and principles laid down in the GRI Sustainability Reporting Standards ("In accordance with" option), published by the Global Reporting Initiative ("GRI Standards"), with the addition of some SASB indicators. The general principles applied in the preparation of the sustainability disclosure are those established by the GRI Standards: relevance, inclusiveness, sustainability context, completeness, balance between positive and negative aspects, comparability, accuracy, timeliness, reliability, clarity. The performance indicators selected are those included in the adopted reporting standards, representative of the specific areas of sustainability analysed and consistent with the activity carried out and the impacts produced. These indicators were selected on the basis of a materiality analysis thereof, as described in the section "Materiality Analysis".

The issues identified are consistent with the GRI guidelines, having been defined through a mapping process of the positive and/or negative, current and/or potential impacts generated by the Company through its business activities on the three ESG pillars, namely Environment, Society and Governance.

## External Assurance

This document is subject to external Assurance by KPMG S.p.A.

In order not to make the document excessively heavy and to make it less burdensome for stakeholders to read, in continuity with what was done for previous years, the comparison of the 2022 data was limited to 2021; as for the 2020 data, these are already available in the 2021 Sustainability Report published on the company website at the link <https://www.transitalia.it/esg/>.

## Employee involvement

The process of preparing the Sustainability Report was managed in cooperation with the various corporate departments, in order to allow a clear and precise indication of the information considered pertinent. Their contribution was requested both in the identification and assessment of sustainability issues, and in the data collection, analysis and consolidation phase, with the role of verifying and validating all the information included in the statement, each for their own area of competence. In particular, it should be noted that the data were processed by means of precise extractions and calculations and, where specified, by means of estimates. Data and information of an economic and financial nature are derived from the 2022 Financial Statements.

Lastly, the Sustainability Report is widely disseminated to all the stakeholders of the Group by being published on the Company's website.

## Material topics

Based on the requirements of the reporting standard "GRI 3 - 2021 Material Topics" issued by the Global Sustainability Standard Board (GSSB) and in force since 1st January 2023, an organisation is required to determine its material topics in order to prepare its ESG reporting.

In defining its material topics, the Company has therefore followed a process of analysis aimed at:

- Understanding the context of the organisation;
- Identifying potential and actual impacts;
- Assessing the significance of the impacts;
- Reporting the most significant impacts.

When identifying the material topics, Trans Italia defined its reference context, also addressing its internal and external stakeholders, first identified, and then involved, in the stakeholder engagement process carried out during the first months of 2023.

This procedure guided the process of obtaining useful information to identify actual and potential, negative or positive impacts in all three ESG areas.



# GRI Content Index



GENERAL DISCLOSURE		
Organization Details	Description	Reference Chapter / Direct response
<b>The organisation and its reporting practices</b>		
<b>2-1</b>	Name of the organisation	Trans Italia S.r.l.
	Ownership structure and legal form	Family; Limited Liability Company
	Registered office of the organisation	Piazza Martinez, 5 - 84085 - Mercato San Severino (SA), Italia
	Countries in which it operates	The Group has offices in 5 European countries (Italy, Spain, Portugal, Greece, Germany) and in Tunisia
<b>2-2</b>	Entities included in the Sustainability Report of the Organisation	The Sustainability Report refers to the company Trans Italia S.r.l. and not to the whole Group
<b>2-3</b>	Reporting period, frequency and point of contact	<p>The Sustainability Report covers the financial year ending 31/12/2022 and will be renewed annually.</p> <p>There is a special department dedicated to sustainability issues. The Head of the Sustainability department is the person in charge of strategic planning and monitoring of ESG activities. It directly supports the governing bodies in defining the specific objectives to be achieved in accordance with the corporate sustainability vision. The Company's Sustainability Manager is Emilia Lamberti (email: emilia.lamberti@transitalia.it)</p>
<b>2-4</b>	Restatements of information	There are no corrections with regard to the previous reporting period
<b>2-5</b>	External Assurance	<b>Audit Report</b>

GENERAL DISCLOSURE		
Organization Details	Description	Reference Chapter / Direct response
<b>Activities and workers</b>		
<b>2-6</b>	Assets, value chain and other commercial relationships	Sector: Logistics and Transport Activity pursued since 18/02/1985 road haulage on behalf of third parties - transport and forwarding agency ATECO code: 49.41 NACE Code: 49.41
<b>2-7</b>	Employees	<b>Composition of the Workforce</b>
<b>2-8</b>	Non employees	GRI disclosure 2-8 was not reported by the Company due to incomplete data, as it was not possible to obtain the actual number of non-employees
<b>Governance</b>		
<b>2-9</b>	Governance structure and composition	<b>Governance</b>
<b>2-10</b>	Nomination and selection of the highest governance body	<b>Governance</b>
<b>2-11</b>	Chair of the highest governance body	<b>Governance</b>
<b>2-12</b>	Role of the highest governance body in overseeing the management of impacts	<b>Governance</b>
<b>2-13</b>	Delegation of responsibility for managing impacts	<b>Governance</b>
<b>2-14</b>	Role of the highest governance body in sustainability reporting	<b>Governance</b>
<b>2-15</b>	Conflicts of interest	There are no conflicts of interest

GENERAL DISCLOSURE		
Organization Details	Description	Reference Chapter / Direct response
2-16	Communication of critical concerns	<b>Governance</b> There were no critical concerns during the reporting period
2-17	Collective knowledge of the highest governance body	<b>Governance</b>
2-18	Evaluation of the performance of the highest governance body	<b>Governance</b>
2-19	Remuneration policies	The fixed remuneration corresponds to the contractual classification level. Bonuses are regulated according to productivity targets. Lastly, any advances on severance pay are recognised as per the applicable regulations
2-20	Process to determine remuneration	<b>Economic sustainability</b> An external consultant takes care of payroll development, verifying compliance with the NCBA Logistics, Transport of Goods and Shipping
2-21	Annual total compensation ratio	<b>Annual rate of pay: 4</b> Change in the annual total remuneration rate: 1%

GENERAL DISCLOSURE		
Organization Details	Description	Reference Chapter / Direct response
<b>Strategy, policy and practices</b>		
2-22	Statement on sustainable development strategy	<b>Letter to the stakeholders</b>
2-23	Policy commitments	<b>Profile</b>
2-24	Embedding policy commitments	<b>Governance</b>
2-25	Processes to remedy negative impacts	The company has a dedicated Insurance & Damage department that continuously monitors the occurrence of events with negative impacts on goods during transport activities
2-26	Mechanisms for seeking advice and raising concerns	<b>Governance</b> No reports were received concerning the Supervisory Body during the reporting period
2-27	Compliance with laws and regulations	There was no non-compliance with social, economic and environmental laws and regulations during the reporting period
2-28	Membership associations	<b>Our interlocutors</b>
<b>Stakeholder engagement</b>		
2-29	Approach to stakeholder engagement	<b>Materiality analysis</b>
2-30	Collective bargaining agreements	100% of employees are covered by collective bargaining agreements

MATERIAL TOPICS		
Organization Details	Description	Reference Chapter / Direct response
<b>Information on material topics</b>		
3-1	Process to determine material topics	Materiality analysis
3-2	Management approach	Materiality analysis Materiality matrix
3-3	Management of material topics	Materiality analysis
<b>Ethical and transparent governance</b>		
3-3	Management of material topics	Economic sustainability
201-1	Direct economic value generated and distributed	Economic sustainability
205-3	Confirmed incidents of corruption and actions taken	No incidents of corruption were confirmed in the reporting period
307-1	Non-compliance with laws and regulations on the environment	There were no fines or penalties for non-compliance with environmental laws or regulations in the reporting period
419-1	Non-compliance with laws and regulations in the social and economic area	There were no non-compliances with social and economic laws and regulations in the reporting period
<b>Innovation, digitalisation and cybersecurity</b>		
3-3	Management of material topics	Sustainability and digitalisation
TS 6	Number of innovation and digitalisation projects	Sustainability and digitalisation
TS 7	Digital Intensity Index	Sustainability and digitalisation

MATERIAL TOPICS		
Organization Details	Description	Reference Chapter / Direct response
<b>Sustainable supply chain management</b>		
3-3	Management of material topics	Responsible supplier management
308-1	New suppliers that were screened using environmental criteria	Responsible supplier management
414-1	New suppliers that were screened using social criteria	Responsible supplier management
<b>Quality of services</b>		
3-3	Management of material topics	Customers and Service Quality
TS 5	Number of total complaints vs. number of orders from customers	Customers and Service Quality
<b>Resource management and consumption reduction</b>		
3-3	Management of material topics	<b>Commitment to the environment</b>
<b>Sustainable mobility</b>		
3-3	Management of material topics	<b>Sustainable mobility and reduction of emissions</b>
302-1	Energy consumption within the organisation	<b>Energy consumption</b>
302-3	Energy intensity	<b>Energy consumption</b>
TS 1	Shipping	<b>Sustainable mobility and reduction of emissions</b>
TS 2	Intermodality index	<b>Sustainable mobility and reduction of emissions</b>
TS 3	Transport unit	<b>Sustainable mobility and reduction of emissions</b>
TS 4	Fleet composition by fuel type and emission class	<b>Sustainable mobility and reduction of emissions</b>



MATERIAL TOPICS		
Organization Details	Description	Reference Chapter / Direct response
<b>Waste management</b>		
3-3	Management of material topics	Waste
306-3	Waste generated	Waste
<b>Reduction of emissions</b>		
3-3	Management of material topics	Sustainable mobility and reduction of emissions
305-1	Direct GHG emissions (Scope 1)	Sustainable mobility and reduction of emissions
305-2	Energy indirect GHG emissions (Scope 2)	Sustainable mobility and reduction of emissions Location-based emissions amount to 222 tCO <sub>2e</sub> in 2022 and 205 tCO <sub>2e</sub> in 2021, while Market-based emissions amounted to 255 tCO <sub>2e</sub> for 2022 and 230 tCO <sub>2e</sub> for 2021 (European Residual Mix conversion factor)
<b>Occupational Health and Safety</b>		
3-3	Management of material topics	Occupational health and safety
403-1	Occupational health and safety management system	Occupational health and safety
403-2	Hazard identification, risk assessment, and incident investigation	Occupational health and safety
403-3	Occupational health services	Occupational health and safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational health and safety
403-5	Worker training on occupational health and safety	Occupational health and safety

MATERIAL TOPICS		
Organization Details	Description	Reference Chapter / Direct response
403-6	Promotion of worker health	Occupational health and safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational health and safety
403-9	Accidents at work	Occupational health and safety
<b>Diversity and inclusion</b>		
3-3	Management of material topics	Composition of the Workforce
2-7	Employees	Composition of the Workforce
401-1	New employee hires and employee turnover	New hires and outgoing employees
405-1	Diversity of governance bodies and employees	Composition of the Workforce
<b>Training and human capital development</b>		
3-3	Management of material topics	Training
404-1	Average hours of training per year per employee	Training
404-3	Percentage of employees receiving regular performance and career development reviews	Training

MATERIAL TOPICS		
Organization Details	Description	Reference Chapter / Direct response
<b>Respect for workers' rights</b>		
3-3	Management of material topics	Workers' rights
406-1	Incidents of discrimination and corrective actions taken	There were no incidents of discrimination during the reporting period
<b>Respect for human rights</b>		
3-3	Management of material topics	Training
412-2	Employee training on human rights policies or procedures	Training

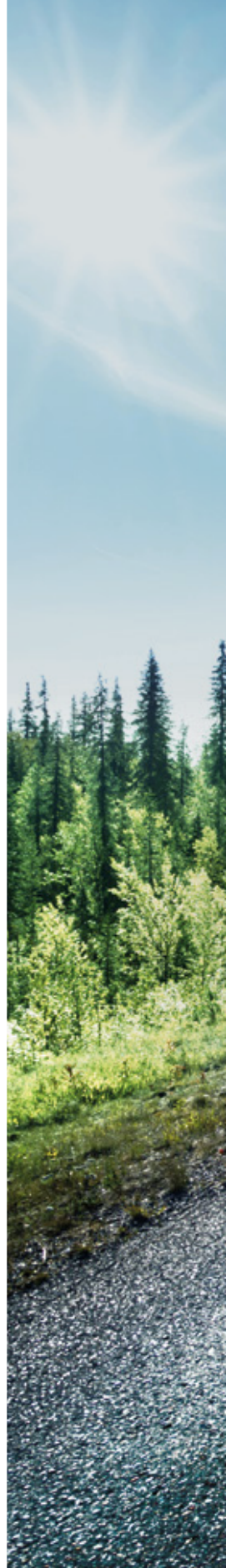
## SASB Content Index

MATERIAL TOPICS		
Organization Details	Description	Reference Chapter / Direct response
<b>Quality of services</b>		
TR-RO-000.A	Revenue Ton Miles	Services offered
TR-RO-000.B	Load Factor	Services offered
<b>Diversity and inclusion</b>		
TR-RO-000.B	Number of employees, number of drivers	Composition of the Workforce

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Job Coordination:  
**Trans Italia Sustainability Department**  
Text editing:  
**Trans Italia Sustainability Department & KPMG SpA**  
Assurance of  
**31 Maggio 2023**

Design:  
**Mercurio Comunicazione**  
Print by:  
**GSP**  
Finished printing  
**in August 2023**



**Trans Italia**  
GREEN TRANSPORT