

SUSTAINABILITY

REPORT 2024

HIGHLIGHTS



A Message from our CEO

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

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

In 2024, we continued advancing our transformation into a sustainable supply chain partner, with our strategic decisions and business practices increasingly oriented towards Environmental, Social, and Governance (ESG) principles. The Transport Purchasing team played and plays an increasingly central role in this effort: actively scouting new suppliers, assessing performance, and conducting targeted audits to ensure high standards throughout the supply chain, including environmental and social responsibility.

We have taken tangible steps to drive sustainability across our operations:

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

- We continued to invest in **digital transformation**, enhancing visibility, traceability, and customer experience while reducing environmental impacts.

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

Matteo Arcese
Chief Executive Officer
Arcese Group

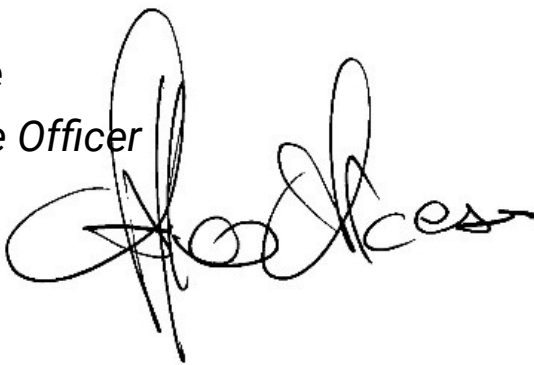


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Group overview

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

Group overview

In the world of logistics—where efficiency and innovation make all the difference— Arcese Group stands out as a global leader, delivering tailor-made solutions across the entire supply chain.

From road to air, from warehouses to the sea, every service is designed to connect worlds and turn ideas into reality. With over 100 locations worldwide and 1,5 million square meters of logistics infrastructure, Arcese Group is synonymous with reliability and vision.

+100

SITES WORLDWIDE

+3.600

EMPLOYEES

5A1D&B

FINANCIAL RATING

+1bln

EURO TURNOVER 2024

Our Fields

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



Agriculture, Forestry
& Fishing



Automotive



Chemical
& Petrochemical/Plastic



Pharma & Healthcare



Defense & Aerospace



Public Administration



Food & Beverage



Industry



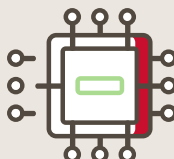
Paper & Wood



Consumer & Retail



Finance & Services



Technology



White Technology



Textile & Fashion

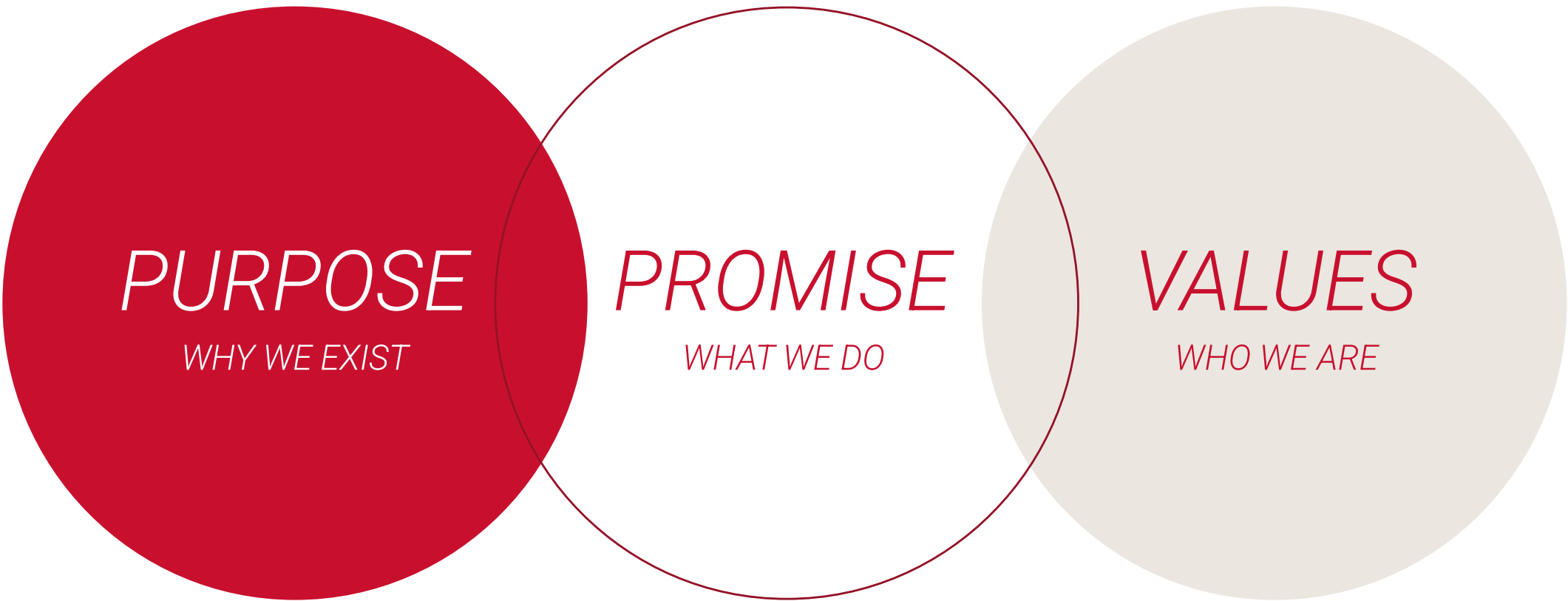


Transport & Logistics

Group overview

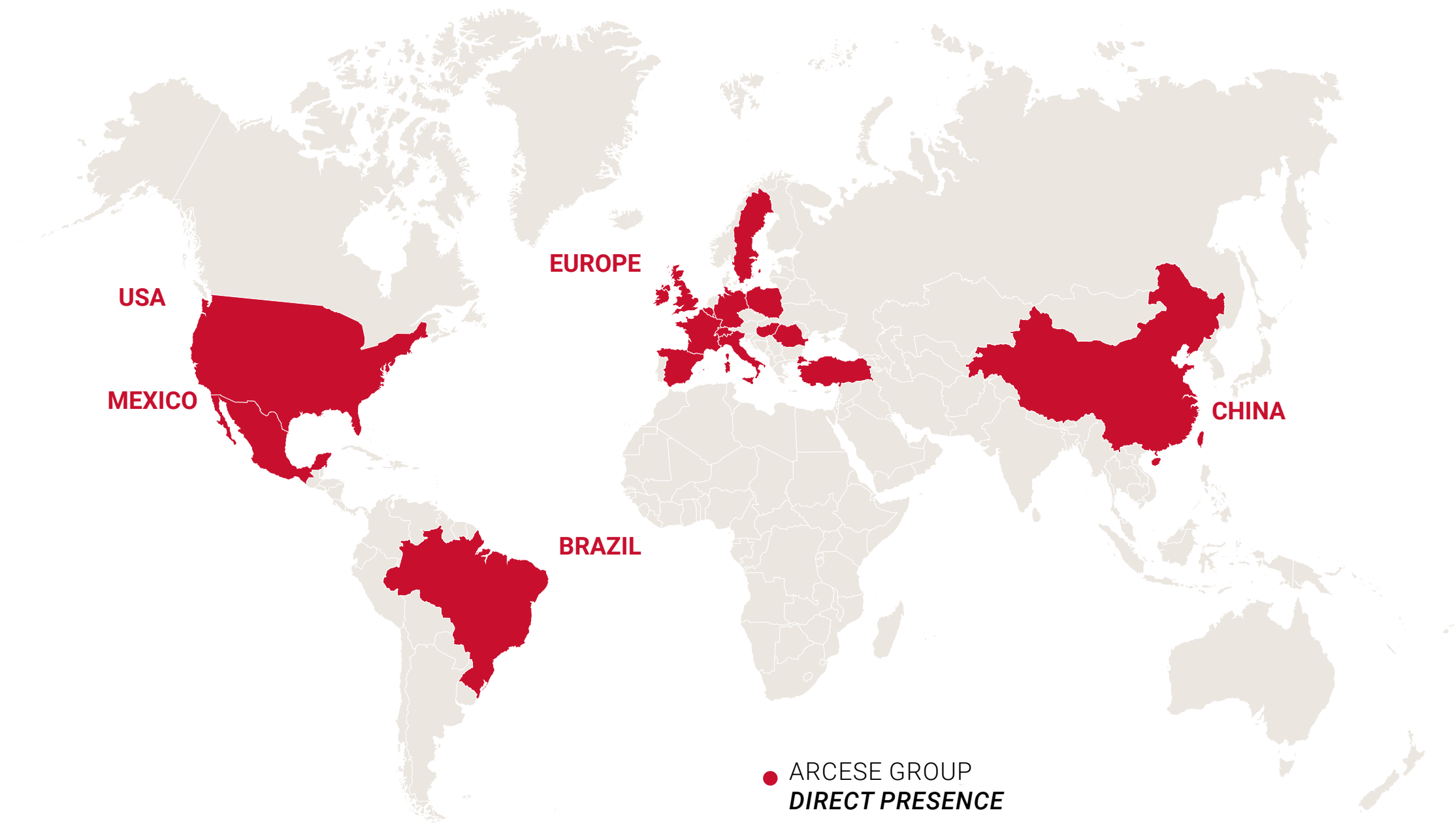
*Connecting worlds,
driving emotions*

*Empowering
people’s dreams and
enterprises’ ideas*



*Building excellence
through innovation
and sustainability*

Global Network



Arcese Trasporti S.p.A., together with **Ventana Serra S.p.A.**, are two complementary companies that together represent the Group’s identity:

Arcese Trasporti S.p.A.

Arcese within the Arcese Group is the company specialized in Road Freight and Contract Logistics in Italy, providing a complete package of services

Ventana Serra S.p.A.

Ventana Serra is a global freight forwarding and logistics company, specializing in international sea and air shipping, as well as comprehensive supply chain management.

Activities



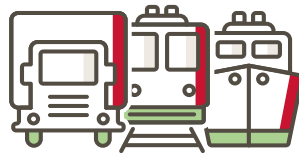
Customs services and broader supply chain solutions



Domestic and international road transport **FTL** and **LTL**



Integrated logistics services, including **warehousing, storage, order picking and distribution**



Intermodal transport

Some services

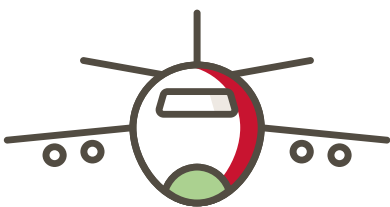
Customs operations

Warehousing solutions

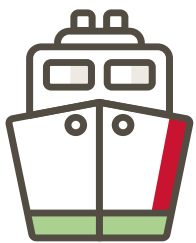
Insurance and logistics

Documentation Services

Number of shipments



21.305 n° shipment
-19% vs 2023



27.806 n° shipment
-0,32% vs 2023



1.887 n° shipment
9,08% vs 2023

LTL

2.448.548 n° shipment
+ 0,6% Compared to 2023

FTL

149.129 n° order
+ 4% Compared to 2023

Integrating sustainability into the business



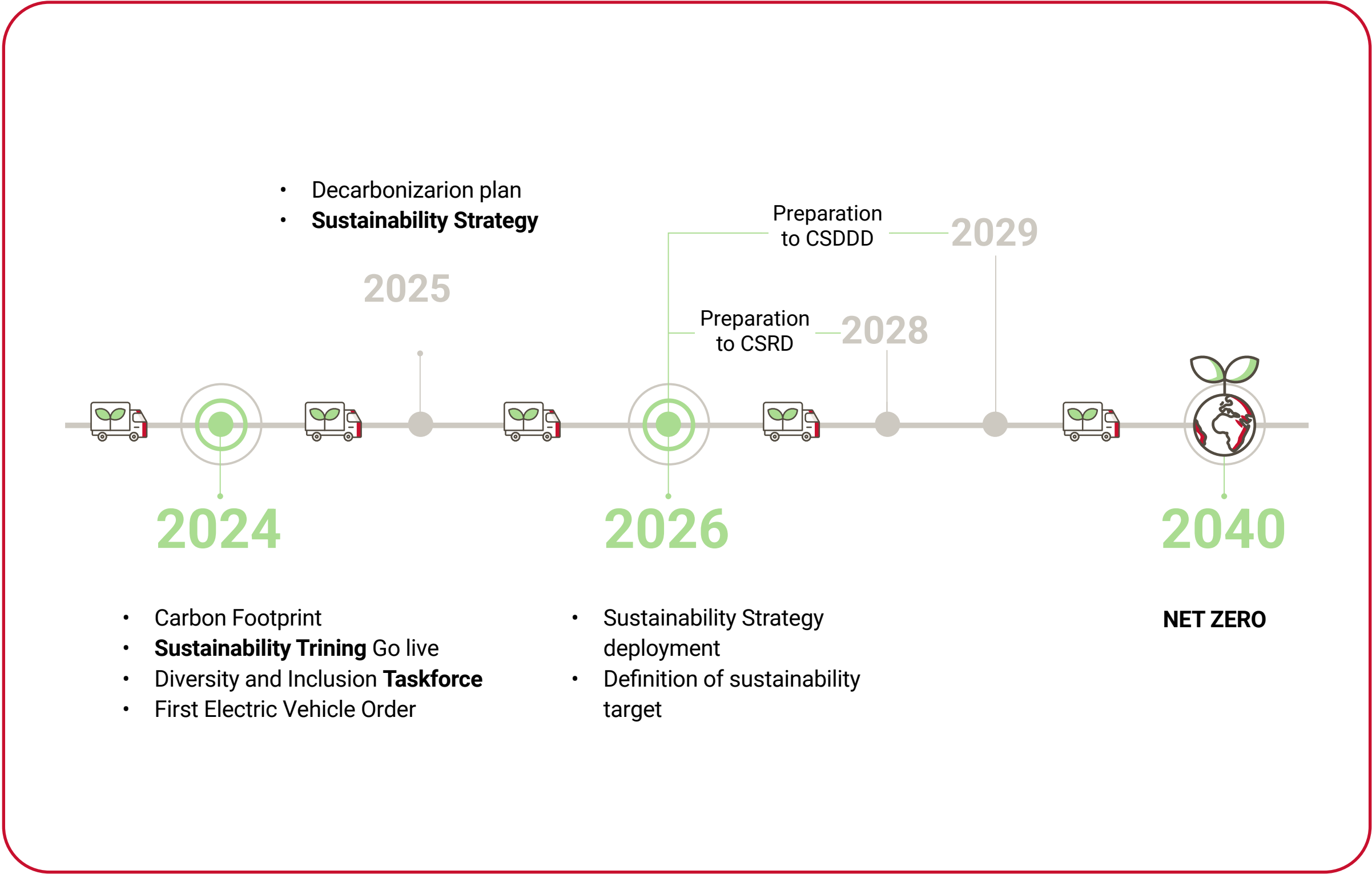
Strategic Vision for a Sustainable Future

For Arcese Group, sustainability is a core principle that guides strategic decision-making across all areas of the business. ESG values – Environmental, Social and Governance – are fully integrated into operations with the aim of becoming a Sustainable Supply Chain

Partner. The ESG & Sustainability Roadmap outlines a clear trajectory toward climate neutrality (Net Zero) by 2040, with specific targets and measurable actions aligned with the United Nations Sustainable Development Goals. This long-term ambition is

reinforced by a structured decarbonization strategy and a phased implementation plan. The journey is supported by a strategic framework built on three pillars – Environment, Social, and Governance – through which Arcese is translating its sustainability

vision into concrete results, beginning with the measurement of its corporate carbon footprint and the progressive development of a more responsible and resilient supply chain.



Stakeholder Engagement

Stakeholders play a fundamental role in the value creation process and are considered an integral part of the responsible and sustainable management of the business.

In 2024, dialogue continued with the most representative stakeholders, with the aim of maintaining ongoing relationships through a structured and proactive approach to addressing their needs and expectations.

STAKEHOLDER	DEFINITION	METHODS OF DIALOGUE AND FREQUENCY OF ENGAGEMENT
Employees	People working in Arcese	Management committee meeting every two weeks Monthly team meeting (committee members and direct reports) Function meeting every six months Monthly informative newsletter Annual survey Workshop to present the sustainability report
Suppliers	Direct suppliers (transport) and indirect suppliers	<i>Operational engagement:</i> on a daily basis via phone and email <i>Procurement engagement:</i> monthly or quarterly frequency via online platform and remote or on-site audits.
Clients	Users of the transport services offered by Arcese	Daily relationship with Sales representatives and Customer Service by e-mail Phone call and live/online meeting Monthly KPI reports and monthly CO2 reports, if requested by the clients Annual client's satisfaction survey
Economic Partners	Companies that supply goods and services, and local related companies	Regular relationship with Purchasing Department by e-mail Physical or remote working groups
Shareholders and investors	Capital providers	Daily presence in the business activities
Trade union associations	Entities that protect the rights of workers	Regular communication by e-mail Monthly worker council meeting
Institutions	PA, national and international authorities, including bodies that regulate transport matters	Participation to Industry Associations Formal communication and provision of data/report required by law European/National financing project participation
Local communities	Citizens who live in the areas of the Arcese production plants, families of collaborators, organizations operating in the same areas	Surveys, interviews, and community meetings Internal audits and reviews are conducted to evaluate compliance
Universities and Research Centres	Organizations operating in the R&D of sustainable transport policies	Workshop, written communications and advisory panels Research projects on specific topics are developed regularly
External consultants	Professionals who are called upon by the Group to carry out dedicated projects	Daily relationship by e-mail Live/online meetings Workshops

Materiality analysis

Arcese and Ventana Serra conducted a thorough materiality analysis involving several stakeholders gathering most feedbacks on the context and impacts overview.

The materiality assessments of both Arcese and Ventana Serra have been thoroughly updated and re-evaluated through a comprehensive analysis of global and European sustainability trends, benchmarking with national and international peers, and the integration of ESG risk analysis findings.

The results were combined and recalibrated based on each company’s revenue, ensuring a balanced and representative materiality matrix.

Close collaboration with internal teams and top management allowed for the identification of actual and potential impacts across the entire value chain. These impacts were carefully assessed for their relevance and probability, leading to the prioritization of those deemed most critical.

The material topics for Ventana Serra and Arcese have been identified as follows:

ENVIRONMENT	SOCIAL	GOVERNANCE
Energy consumption and emissions7,95	Health and safety at work7,24	Supply chain management8,01
Biodiversity6,82	Occupation, training, diversity and welfare6,62	Innovation, research and digitalization7,52
Waste production and management5,30	Local Communities5,54	Business ethic management7,09
		Cybersecurity and data privacy5,78
		Fleet management5,84



Sustainability commitments 2025

Business ethics Management and value produced

9, 16, 13

Constant updates on regulations, webinars, and training courses focused on tax and accounting management

Supply chain Management

9, 16, 13

- FTL: launching new intermodal service from Perpignan to Koeln
- FTL: review the intermodal operational set up for UK market changing terminal from Piacenza to Novara
- FTL: adoption wave 2 VLM with digital order and POD management through the web portal

Fleet Management

9, 16, 13

- 97% Euro 6 trucks fleet
- Introduction of a fully electric BEV vehicle into the fleet
- Number of trailer-related activities, reduction of mixed waste
- Increase the hybrid passengers cars fleet

Cybersecurity and data privacy

9, 16, 13

- Improvement of cybersecurity technology
- New engaging and more effective cybersecurity e-learning program
- Enhanced cybersecurity governance, with additional policies
- Increase awareness and training on privacy for employees
- Strengthen privacy governance by collaborating with the involved functions
- Privacy by Design Assessment for AI Usage in the Company

Occupation, training, diversity and welfare

5, 8

- Diversity & Inclusion (D&I): Implementation of action plans, engagement with social cooperative suppliers specialized in disability inclusion
- D&I: Development and support of an internal D&I community
- D&I: Creation of a comprehensive handbook, along with interactive live training
- Various updates on Sp@ce and SAP Concur
- Expansion and consolidation of all processes for blue-collar workers, including geographic scale

Health and safety

5, 8

- Increase number of AED devices, with training for first aiders
- Increased security controls of at least 60% around operational sites
- Implementation of new checklists for fire/emergency equipment (emergency shower, eyewash station, AED)

Energy consumption and emission

7, 12, 13

- Preparation of Carbon Footprint training
- Update of global Carbon Footprint calculation by the end of 2025
- Decarbonization plan (Pilot project in Italy)
- Implementation of GreenRouter for Ventana Serra

 **Governance**
SDGS: 9, 16, 13

 **Social**
SDGS: 5, 8

 **Environmental**
SDGS: 7, 12, 13

Innovation, research and digitalisation

9, 16, 13

- Creation of a customer-dedicated OM view (in SUG perspective), to replace Track&Trace
- Inventory management and extension of the anomaly perimeter to Import and Integrated Logistics orders
- Arcese optimized workshop operations to boost efficiency, cut waste, and reduce environmental impact through vehicle monitoring and predictive maintenance
- Implementation of contract management digitalization project

Waste production and management

7, 12, 13

- Awareness/training for waste management representatives on waste disposal
- Implementation of water dispensers in each branch (>3)
- Evaluate implementation of cigarette project (>2)



Governance

Arcese and Ventana Serra governance structure

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



Shareholders' Meeting

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



Board of Directors

It is composed of 6 members, all men; two are under 50 years old and one-third are independent. The Chairman of the Board represents the company towards third parties. The Managing Directors have representation and management powers granted by the Board.



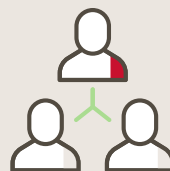
Executive Committee

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



Board of Statutory Auditors

The Board of Statutory Auditors monitors compliance with legal and statutory provisions, ensures sound management principles are followed, and assesses the adequacy of the organizational structure, internal controls, and administrative-accounting processes, ensuring the correct representation of management activities.



Auditors

The auditor independently verifies a company's financial documents, checks the accuracy of accounting records, expresses an opinion on the financial statements, prepares a report for shareholders or partners, and ensures that the financial statements fairly represent the company's economic and financial position. These tasks are performed according to international accounting and auditing standards, with objectivity and independence.

Direct economic value generated and distributed

As per GRI 201-1, the direct economic value generated and distributed during the reporting period is detailed below, highlighting the financial flows relevant to stakeholders in the transport and logistics sector.

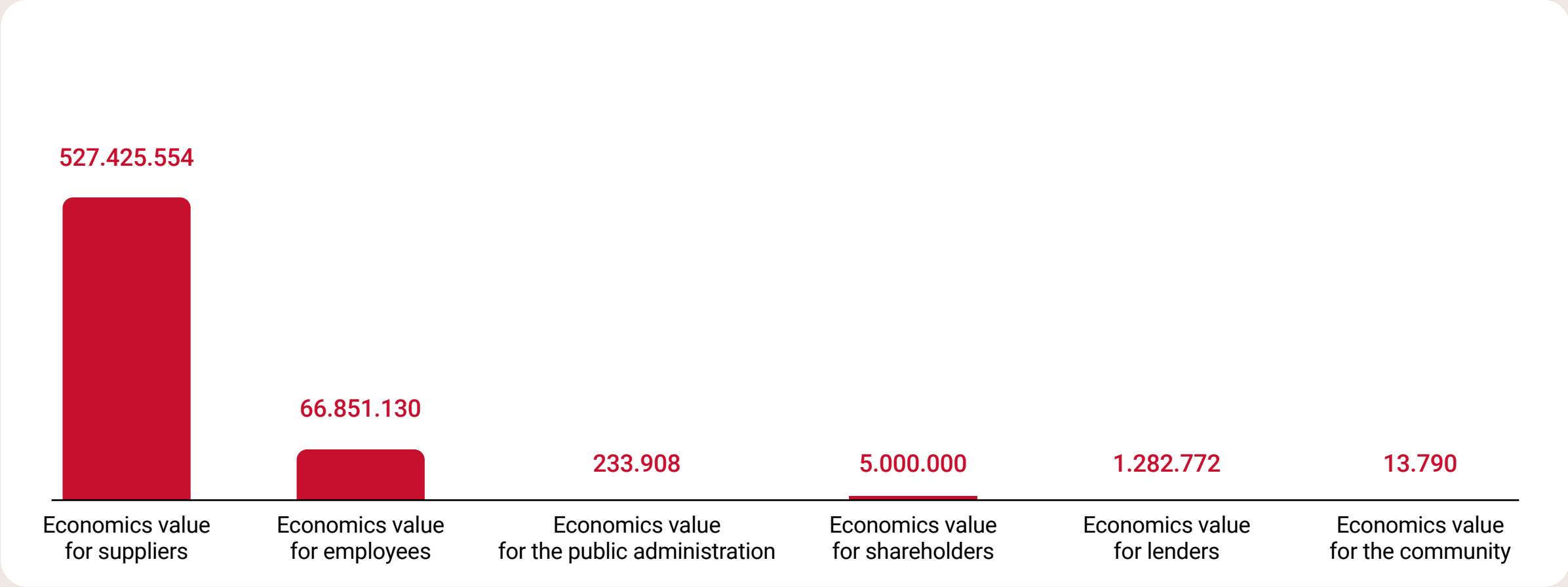
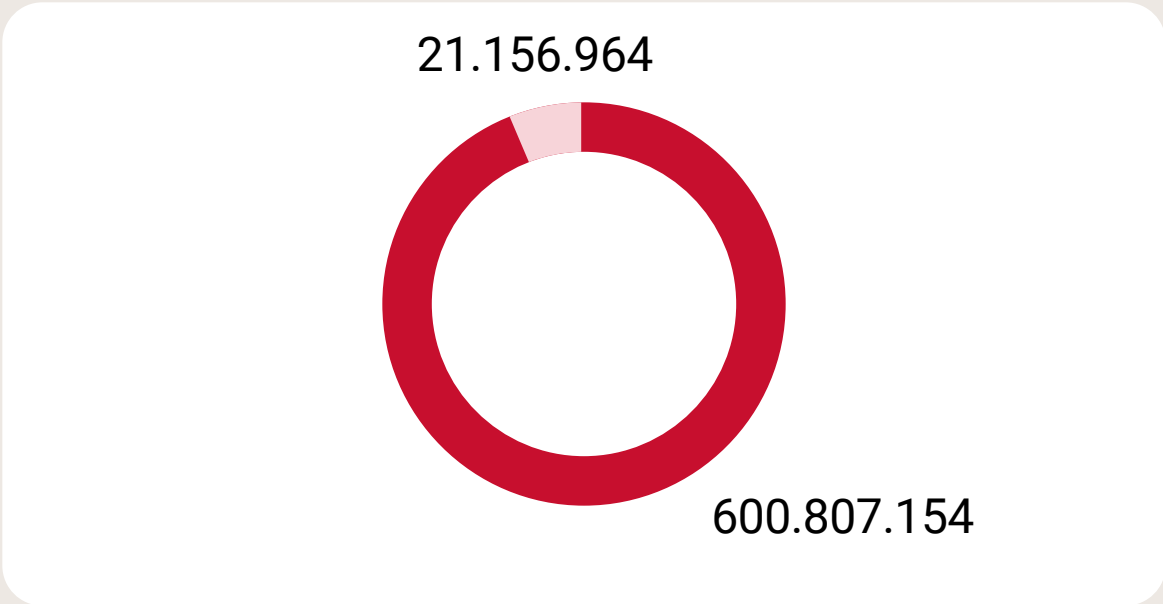
Between 2022 and 2024, Arcese and Ventana Serra showed strong growth in economic value. Arcese's value rose from €555M to over €621M, while Ventana Serra saw a 22% increase, from €233M to €284M,

driven by higher revenues and financial returns. Both companies consistently redistributed most of the generated value:

- **Arcese:** 97% in 2024, mainly to suppliers (88%), employees, and shareholders.
- **Ventana Serra:** Over 90%, with suppliers as the largest share and a growing focus on employees.

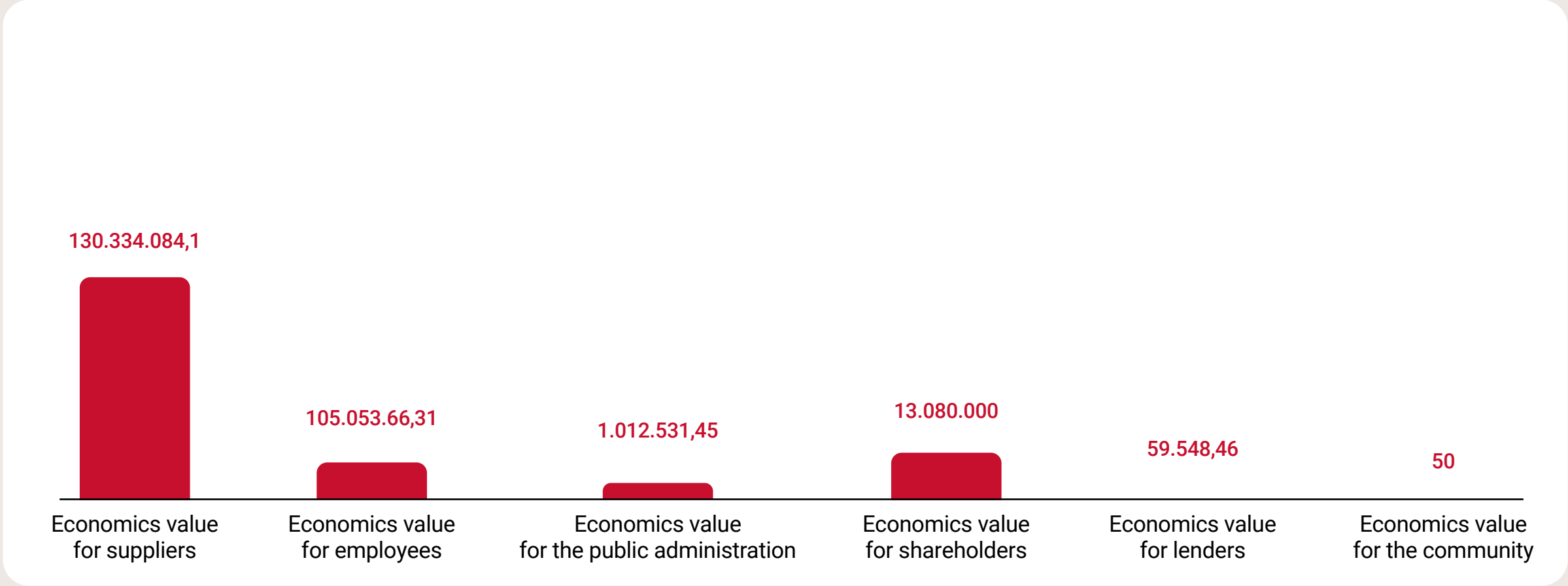
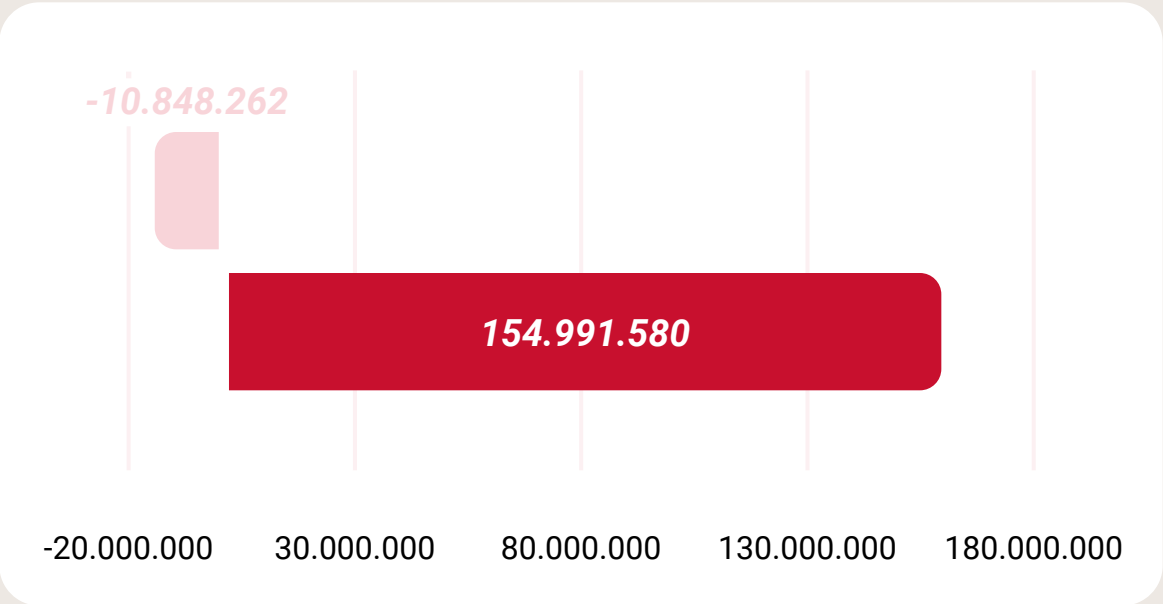
Arcese

- Economic value distributed
- Economic value retained



Ventana Serra

- Economic value distributed
- Economic value retained

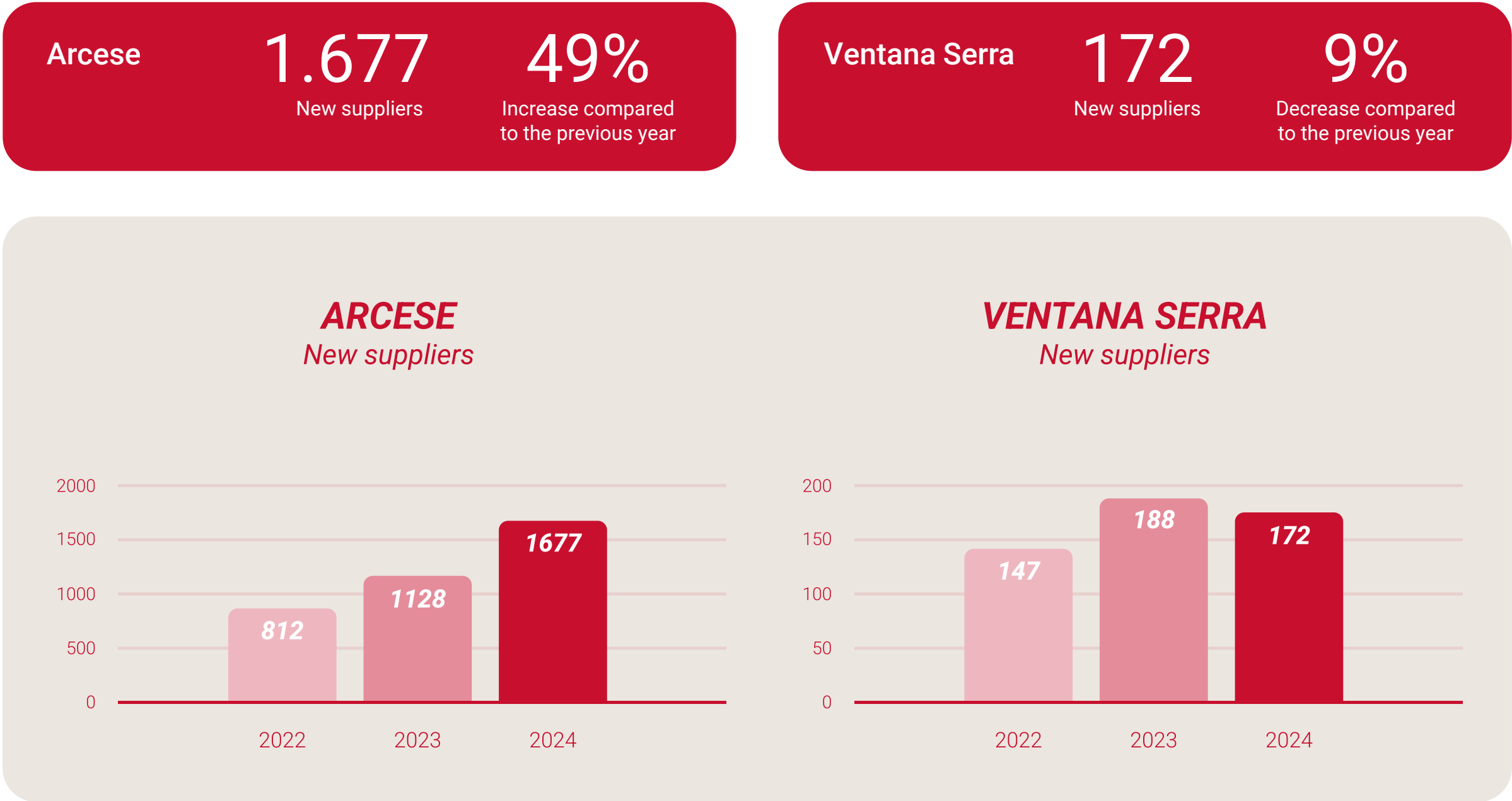
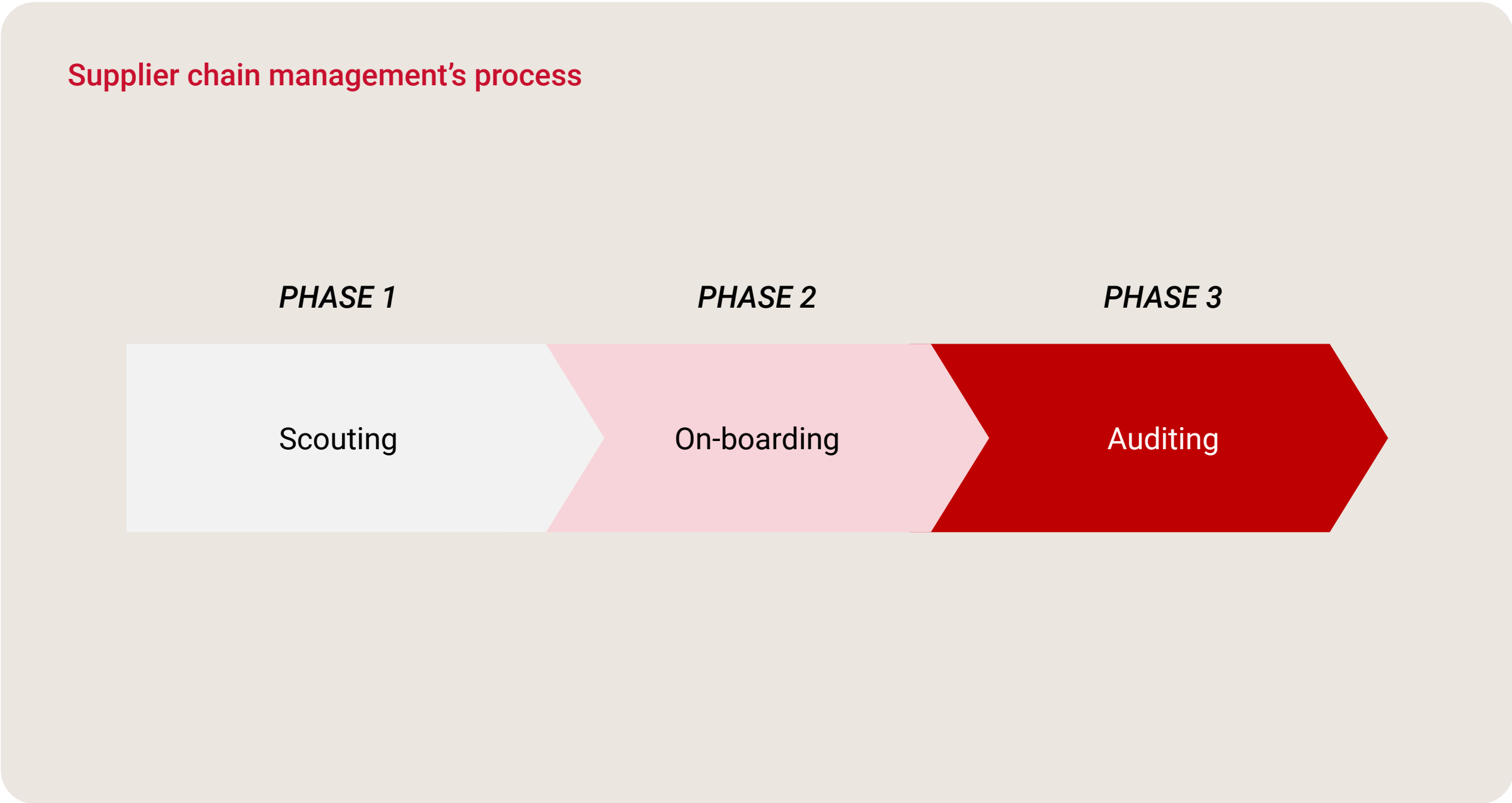


Responsible Supply Chain Management

Arcese and Ventana Serra have implemented structured and digitalized supplier qualification and management systems to ensure efficient, compliant, and value-aligned procurement processes.

New suppliers scoring process

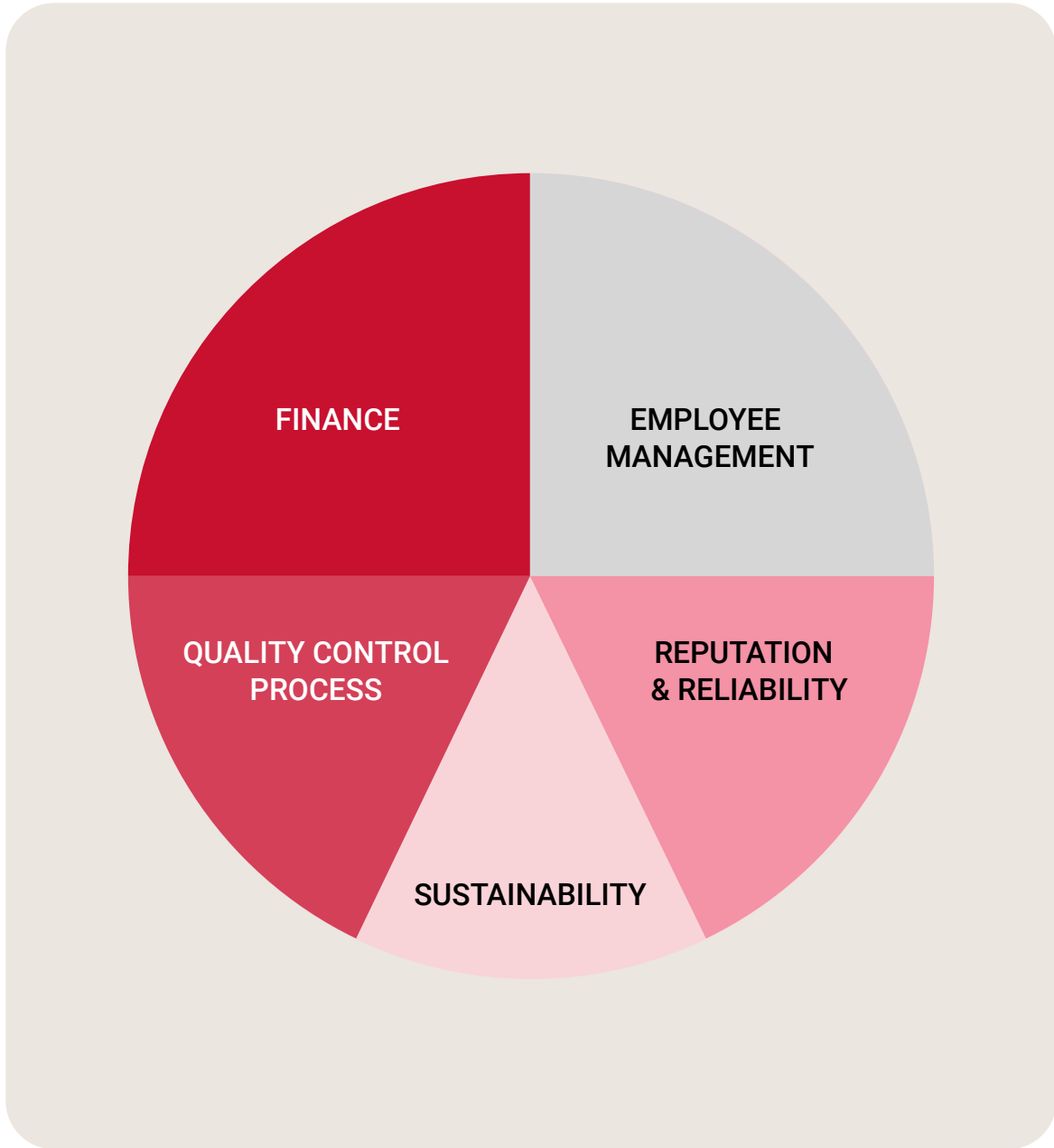
100% of these newly activated suppliers have reviewed the Code of Conduct for Business Partners, as it is included in the General Terms and Conditions of Supply.



New suppliers scoring process

Focus Arcese scorecard

Arcese has implemented a Transport Supplier Evaluation Scorecard, which serves as the main reference during audits conducted by the Transport Qualification & Compliance department.



The Scorecard evaluates 5 areas, divided into 15 categories, and considers a total of 34 assessment parameters, as illustrated in the diagram provided.

Audit Scope

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

Audit Progress

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



Proportion of spending on local suppliers

Arcese and Ventana Serra reaffirm their shared commitment to fostering strong relationships with local suppliers, recognizing their strategic role in supporting sustainable and resilient supply chains.

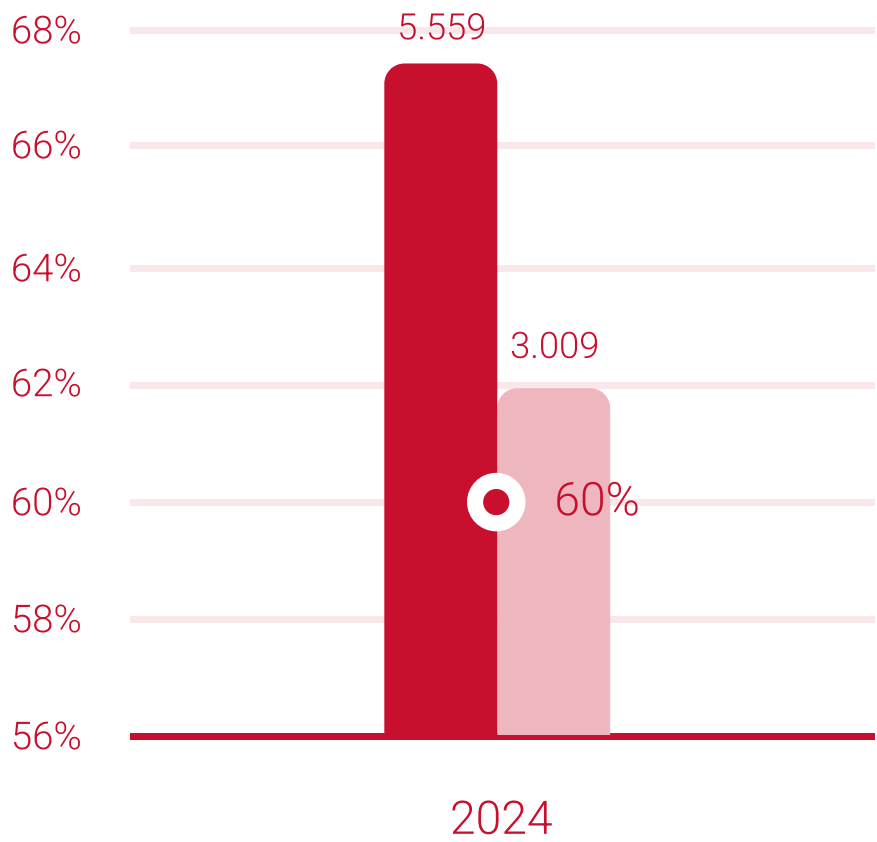
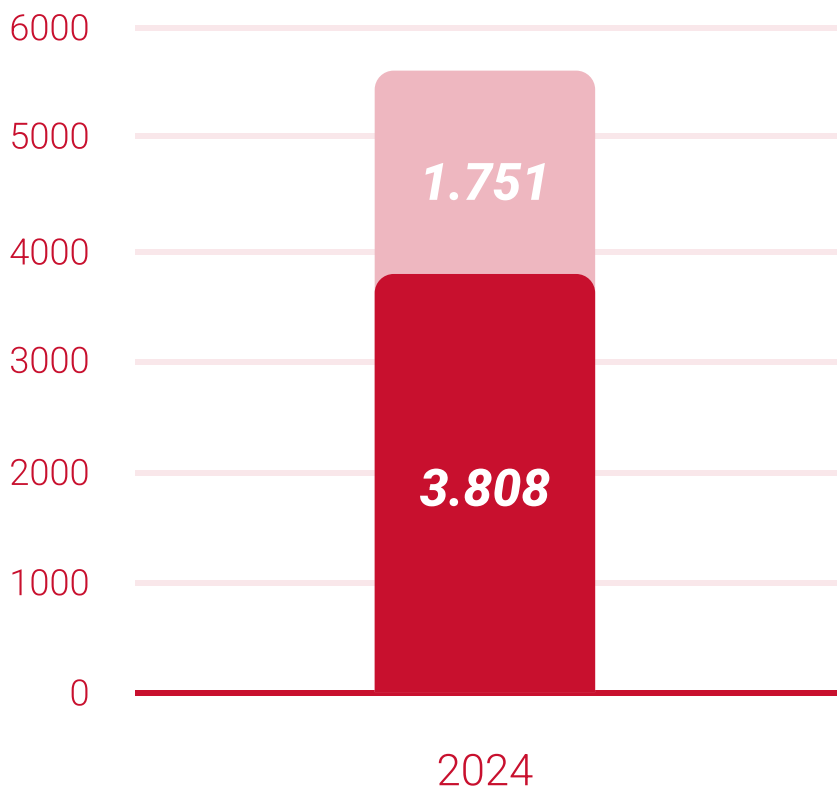
During the reporting period the supplier landscape evolved differently for the two companies: Arcese saw a notable 9% growth in its supplier base, expanding across both direct and indirect partners, whereas Ventana Serra conserved a steady supplier base.

This commitment is reflected in the 2024 data: Arcese allocated €310,3 million to local suppliers, continuing a general upward trend seen over the past two years, despite a slight decrease in the overall percentage. This evolution reflects a broader long-term strategy aimed at creating value within the communities where Arcese and Ventana Serra operate.

Arcese

- Direct suppliers
- Indirect suppliers

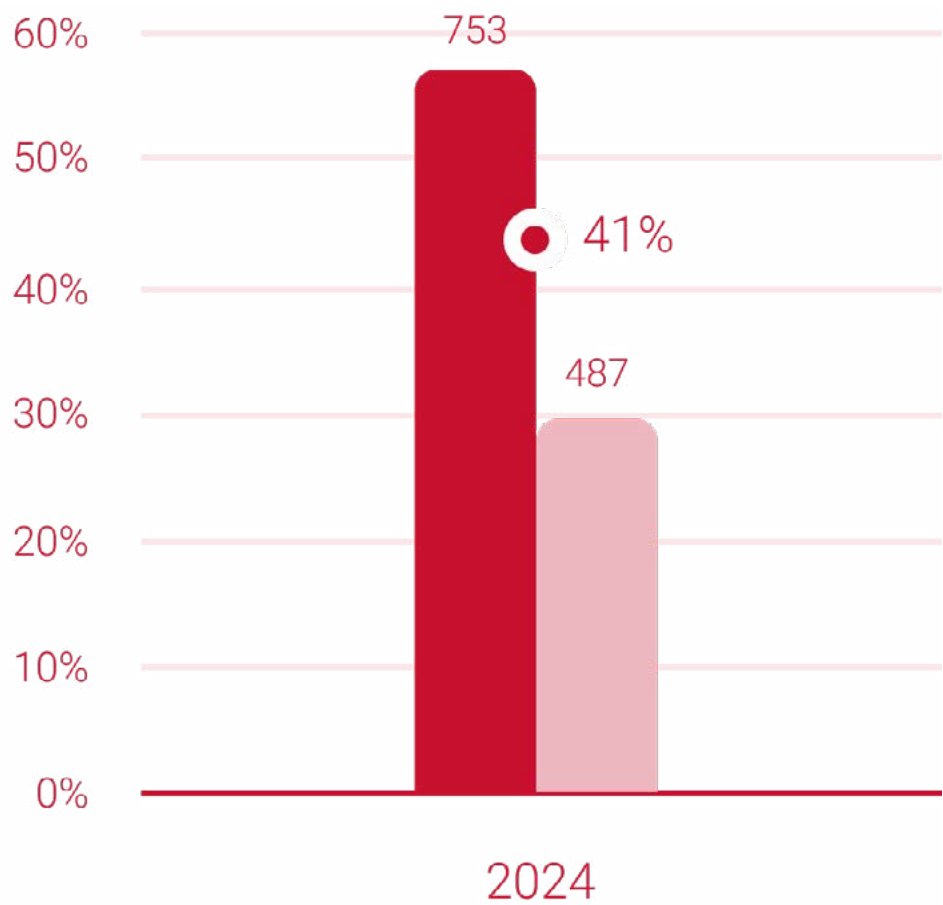
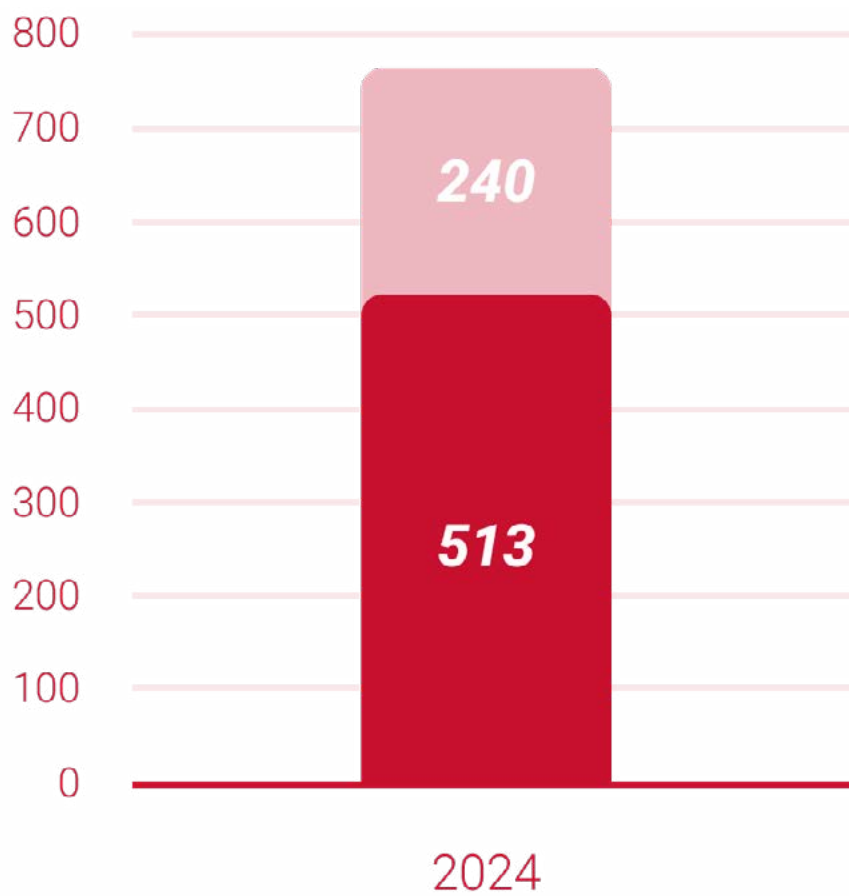
- Total number of suppliers
- Number of local suppliers
- % of procurement budget to local suppliers



Ventana Serra

- Direct suppliers
- Indirect suppliers

- Total number of suppliers
- Number of local suppliers
- % of procurement budget to local suppliers



Cybersecurity and data privacy

1 Strategic Importance

Cybersecurity is central to business resilience and customer trust.

2 Comprehensive Approach

Organizational, technological, and procedural safeguards are in place to protect sensitive data.

3 Dedicated Structures

A Cybersecurity Department and Security Operations Centre (SOC) provide 24/7 monitoring, audits, and rapid response.

4 Preventive Tools

Use of multi-factor authentication, phishing simulations, and regular staff training.

5 Four Core Policies

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

6 Governance & Compliance

GDPR compliance ensured through an internal Privacy Committee and external consultants.

7 eLearning Initiative

New cybersecurity training platform launching in Q1 2025.

8 Zero Incidents

Third consecutive year without security incidents – demonstrating the effectiveness of their cybersecurity strategy and culture.

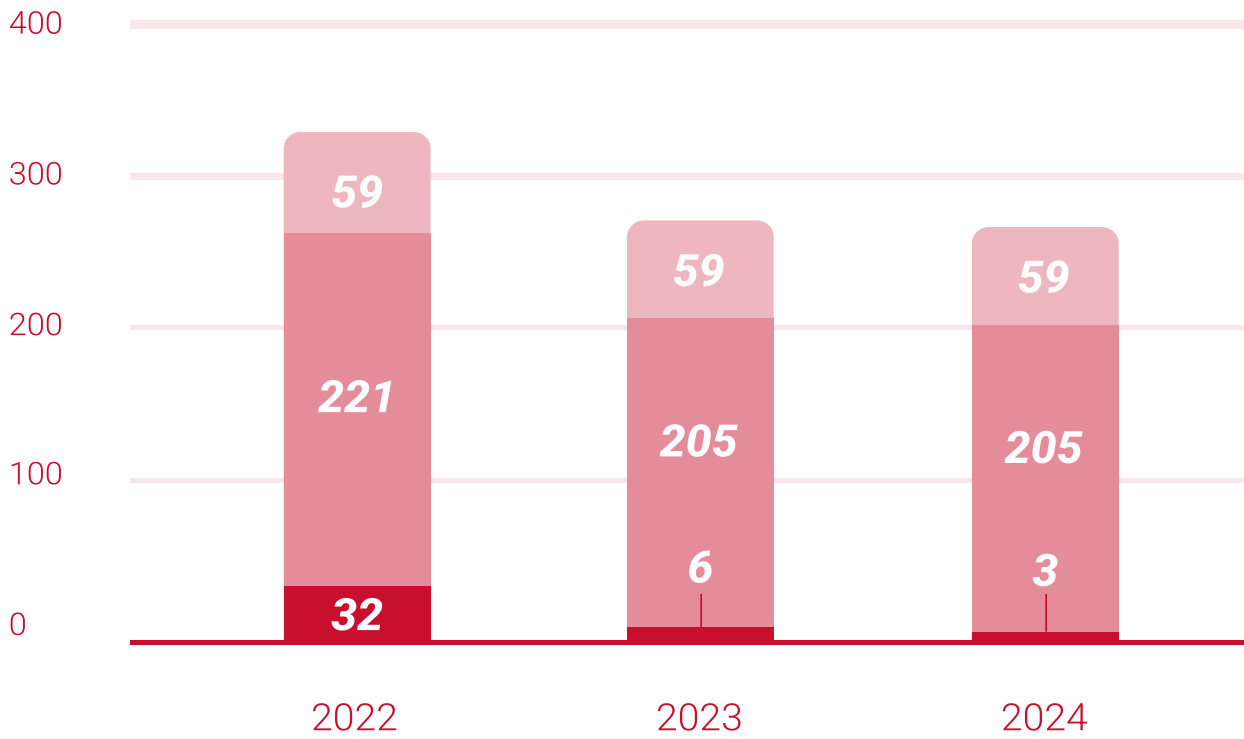
Fleet Management

Fleet management is addressed as a material topic, for Arcese, due to its significant impact on operational efficiency, emissions, and road safety; key practices and performance are outlined below.

Arcese’s fleet includes 267 trucks and 2.958 trailers, marking a slight reduction of 3 trucks compared to 2023. This decrease is part of a strategy aimed at phasing out Euro 5 vehicles in favor of a cleaner and more efficient fleet.

TRUCKS FLEET MIX (n)

Euro 5 ■ Euro 6 ■ LNG ■



99%
of vehicle Euro 6

22%
Fleet expanded by 22%

Company Car

Both companies are addressing the improvement of passenger car fleet implementing the following actions:

Fleet expanded by 22%, with a strong increase in hybrid vehicles (MHEV, FHEV, PHEV) and the introduction of the first fully electric vehicle (BEV).

Launched the use of Hydrotreated Vegetable Oil (HVO) as a more sustainable fuel option.



Customer Satisfaction

In the context of Arcese and Ventana Serra’s commitment to continuous improvement and responsible growth, customer satisfaction is a key indicator for assessing the quality of the services provided and strengthening long-lasting, sustainable relationships.

For this reason, in 2024, as in previous years, Arcese and Ventana Serra conducted customer satisfaction surveys to assess the perceived quality of their services.

Participation

Arcese: 15,29% response from Road Freight and Logistics customers with turnover > €5.000.
Ventana Serra: 13,18% response from 129 top clients.

Brand Perception

Arcese: 67% see it as a transport provider, 20% as a logistics solutions provider.
Ventana Serra: 100% satisfied with reliability, improvements in response times and issue management.

Net Promoter Score (NPS)

Arcese: +16,24% (improved from 2023, but hindered by passive customers).
Ventana Serra: 59% (high loyalty and advocacy).



Innovation, research and digitalization

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

Key initiatives include:

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

EFFITIRES: Sustainable Innovation in Tyre Maintenance

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

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



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

% INSPECTED ASSETS OF THE ARCESE FLEET

Introduction of
the new technology

+20%
INSPECTIONS

Mar -23 Jun -23 Oct -23 Jan -24 Apr -24 Jul -24 Nov -24 Feb -25

Association and Partnership

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

CONFINDUSTRIA



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

ANITA



National Association of Road Transport Companies

The specific association representing road transport companies within Confindustria.

ASSONIME



Association of Joint Stock Companies

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

ALIS



Logistic Association of Sustainable Intermodality

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

ASSOLOGISTICA



Association of Logistic Providers

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

F&L



European Freight Leaders Forum

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

GLEC



Global Logistics Emissions Council

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

Valore D



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

Association and Partnership

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

Academic Collaborations



Polytechnic University of Milan and Contract Logistics Observatory

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

Bocconi

Bocconi University – MEMIT

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

Other Educational Collaborations

Over the course of 2024, the companies continued to expand its collaboration with educational institutions across Italy, adding Liguria and Piedmont to their network of strategic partnerships. Their presence now spans from Veneto to Piedmont and from Lombardy to Puglia. A new collaboration with LogiMaster in Verona further reinforced their commitment to connecting with higher education. Efforts to raise awareness about the industry, their culture, and career opportunities for young talent were intensified through deeper engagement with schools and institutes at all levels, from secondary education to higher technical institutes. Tailored initiatives were developed to enrich students’ learning experiences and spark their interest in the logistics sector. Beyond classroom interactions, the companies organized student-focused events at its branches and in local schools, where employees shared their experiences and presented the company. In some cases, colleagues acted as guest lecturers, providing students with practical insights and real-world knowledge. To further connect education and the professional world, both digital and in-person Career Days were held. These events offered students a behind-the-scenes view of the industry, insights into the hiring process, professional development tips, and information on entry-level opportunities for recent graduates.

Partnership with Valore D

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

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

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



Social



Occupation, training, diversity and welfare

Arcese and Ventana Serra share a unified People Strategy based on four pillars: Cultural Transformation, Employee Life Cycle Management, Employee Experience, and Leadership Empowerment. This approach aims to create an inclusive, fair, and

respectful workplace, while supporting long-term business sustainability and talent retention. The employee journey is managed through the HIRE–DEVELOP–ADVANCE–ENGAGE framework, which promotes meritocracy and equal opportunities.

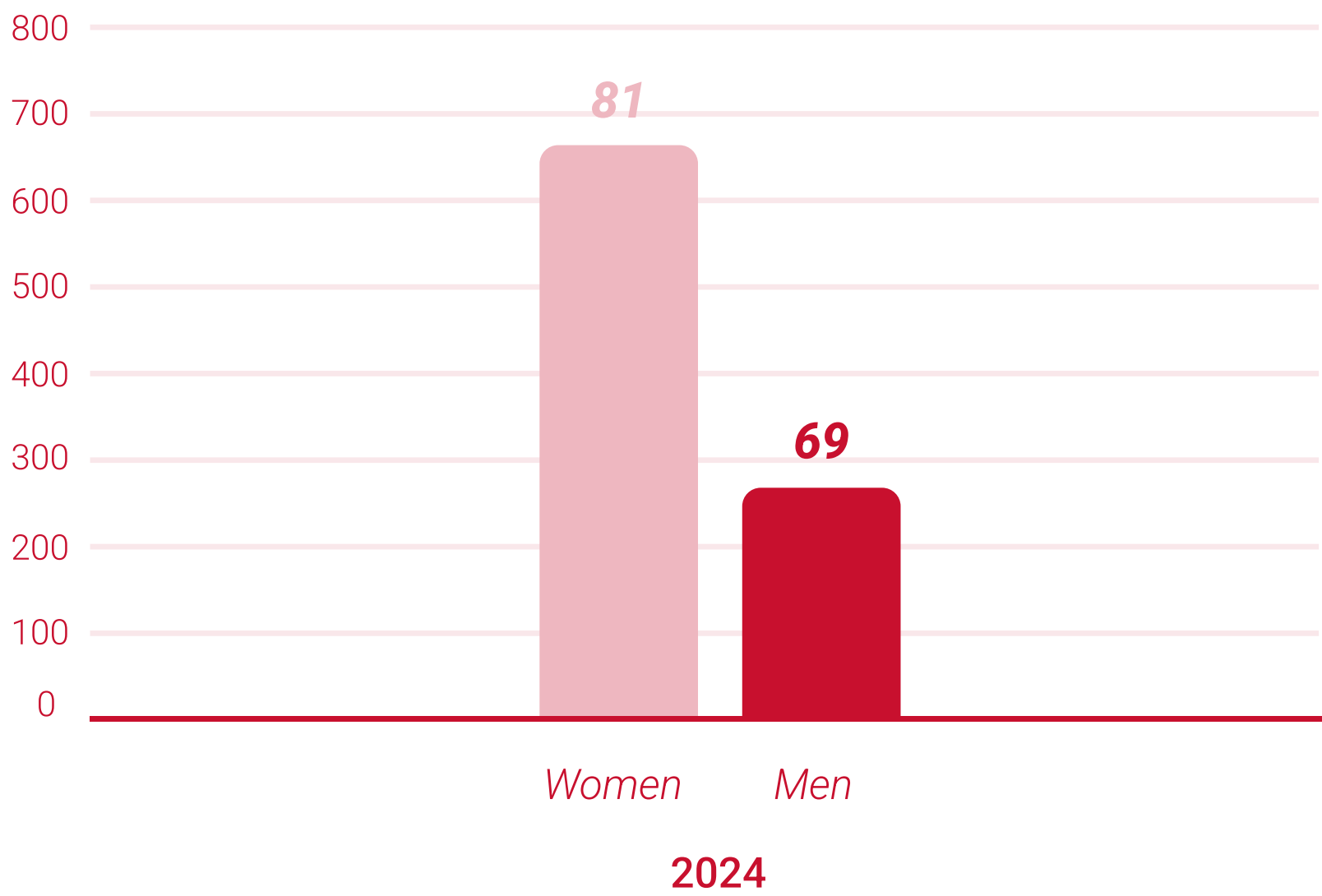
The introduction of the “Freedom and Responsibility” principle has established a new working model that fosters autonomy and accountability, while also enabling flexible smart working. Between 2022 and 2023, the workforce across companies grew

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

ARCESE



VENTANA SERRA

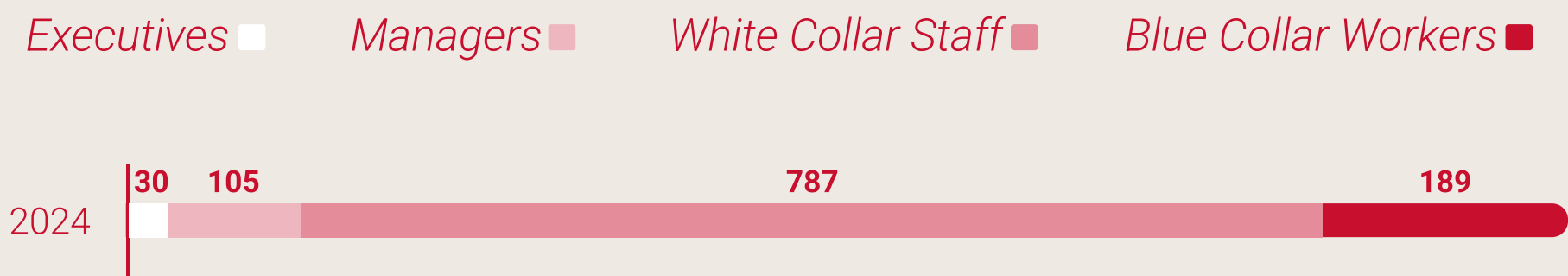


Occupation, training, diversity and welfare

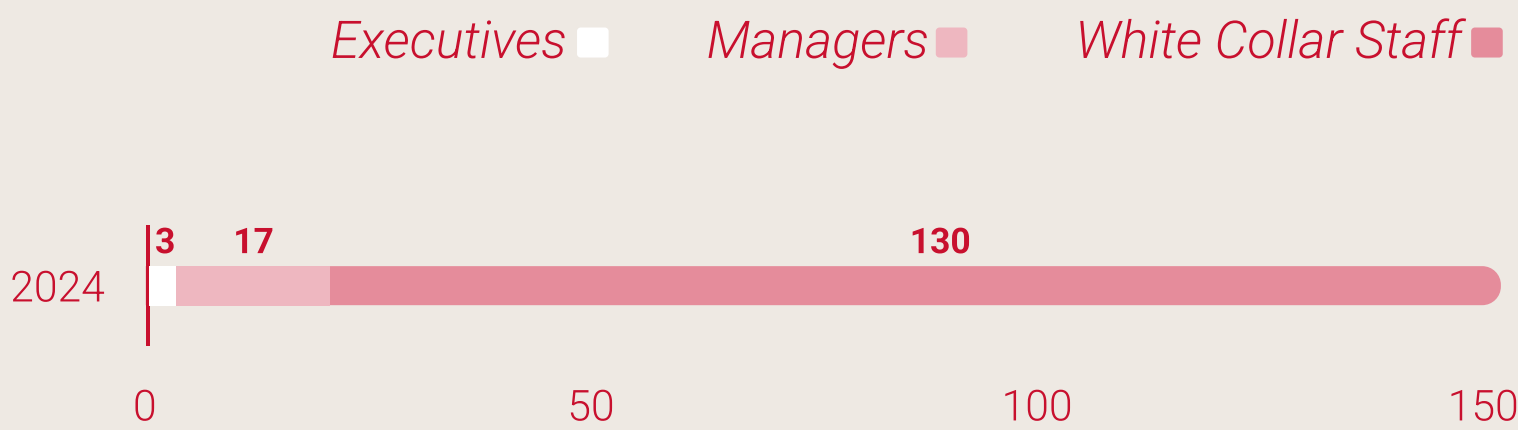
At Arcese, 17% of the workforce is made up of blue-collar workers, while Ventana Serra, operating in freight forwarding and customs services, does not include this category among its staff.

At Ventana Serra, white-collar professionals make up 85% of employees, and notably, women represent 59% of this group. Arcese also shows a strong female presence, with women accounting for 51% of its white-collar workforce.

ARCESE EMPLOYEES CATEGORIES



VENTANA SERRA EMPLOYEES CATEGORIES

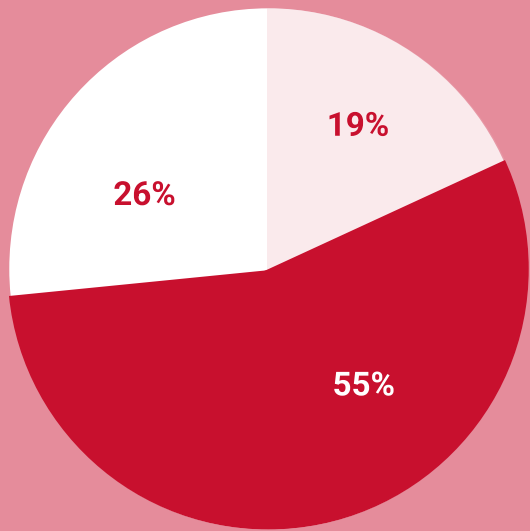


Looking at the age distribution during the reporting year, the majority of employees—43%—are over 50, followed closely by those aged 30 to 50, who represent 42%. Only 15% of employees are under 30.

Arcese

2024 EMPLOYEES BY AGE

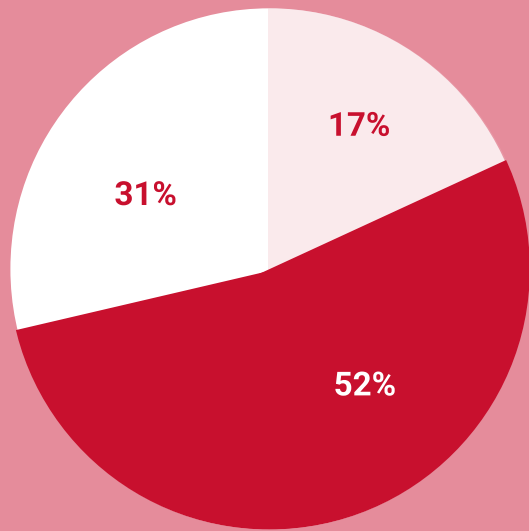
<30 years 30<x<50 years >50 years



Ventana Serra

2024 EMPLOYEES BY AGE

<30 years 30<x<50 years >50 years



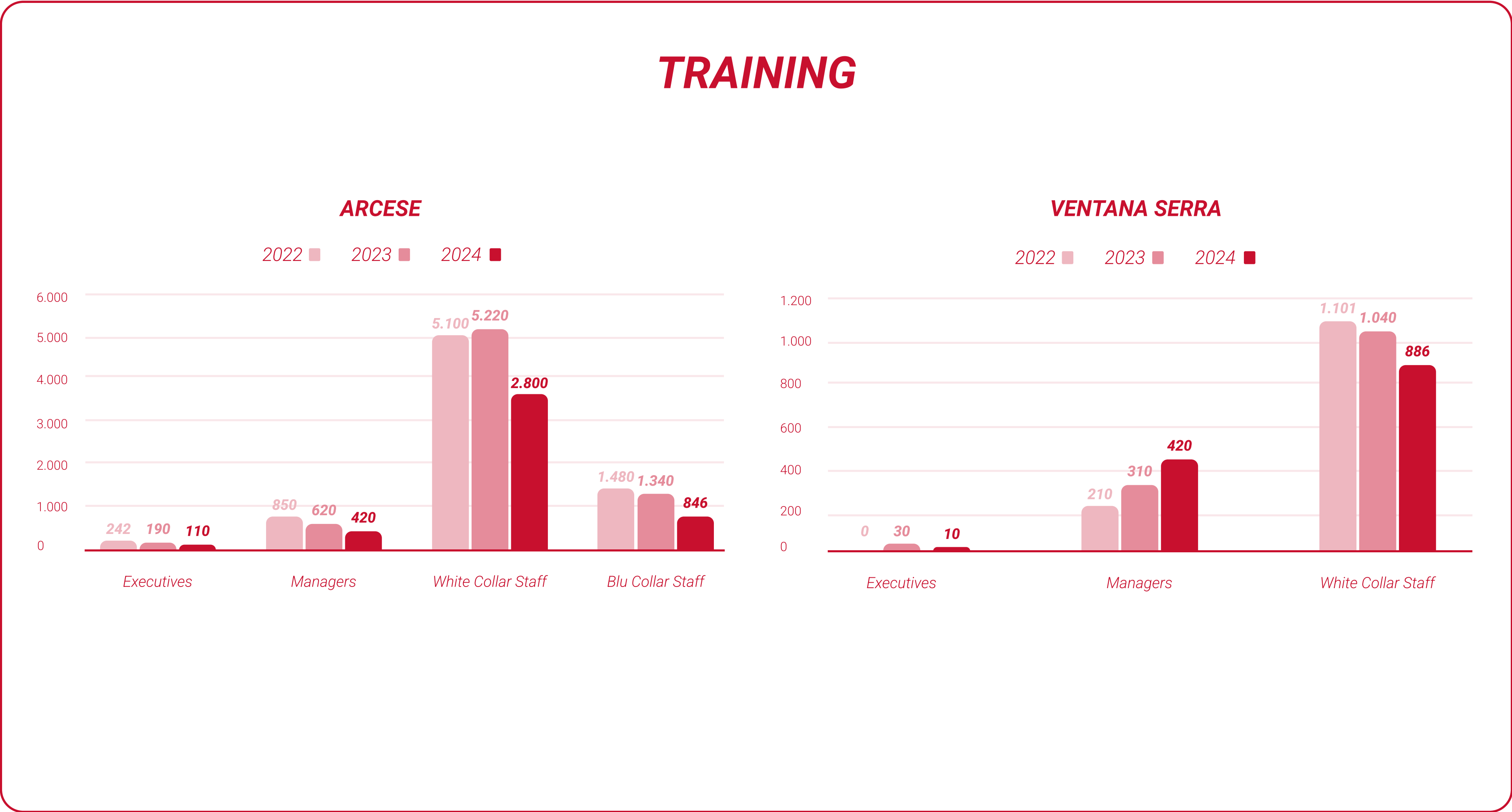
Employees learning and development

Investing in people is at the heart of our sustainable growth strategy, which is why employee learning and development remains a key priority for the organizations.

During 2024 there was a decrease in training activity, with a total of 5.392 hours completed, compared to 8.750 hours in 2023. On average, each Arcese or Ventana Serra employee received approximately 4,28 hours of training during the year.

The overall decrease in training hours for both Arcese and Ventana Serra is due to a change in the training plan, and some courses delivered in 2023 were not offered in 2024.

TRAINING



Diversity and Inclusion

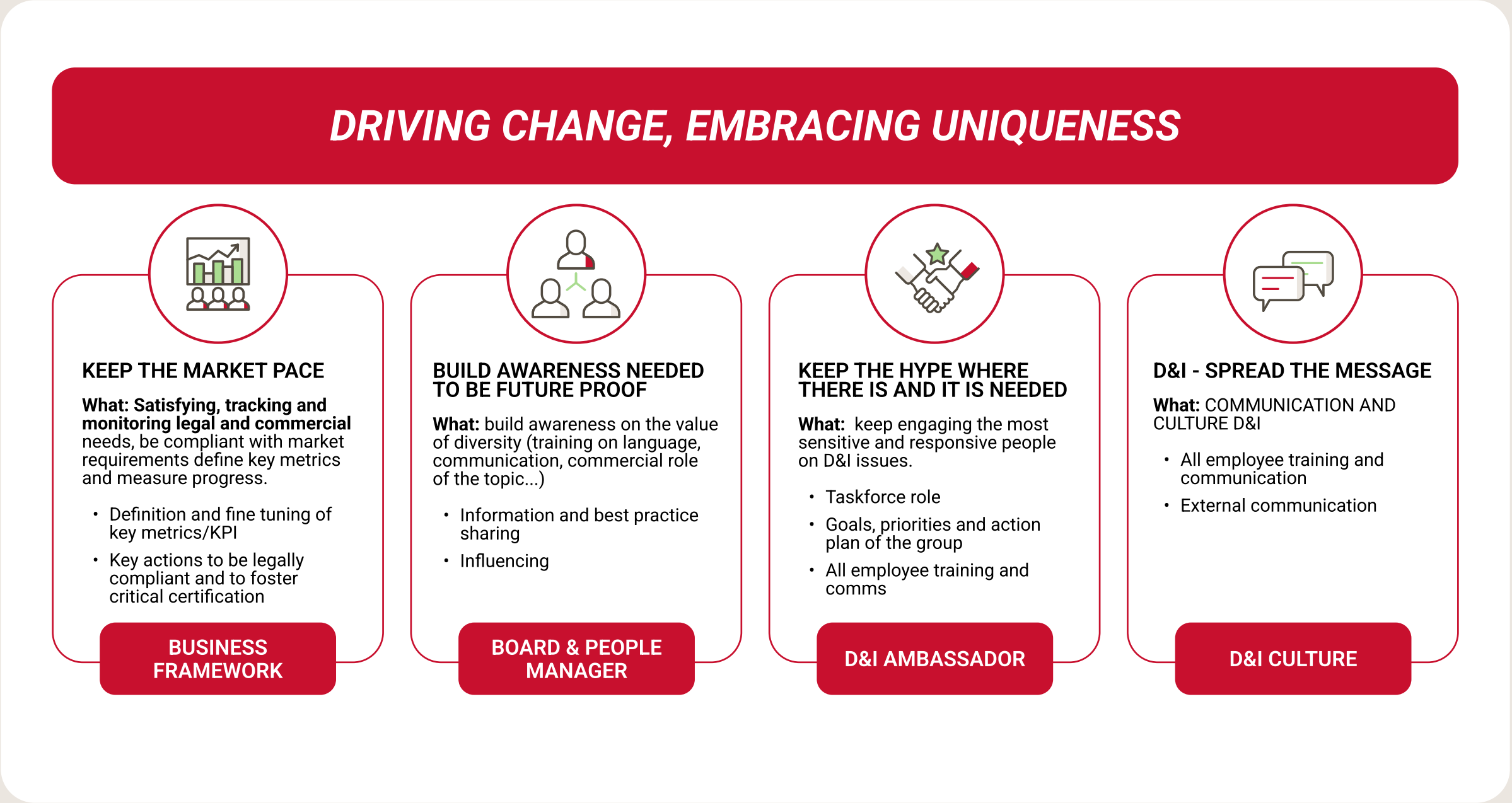
Diversity, Equity, and Inclusion (D&I) are considered key success factors. The company aims to create an inclusive and collaborative environment where differences are recognized and valued. Efforts are made to ensure that everyone feels a sense of belonging and is empowered to contribute their best,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

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

Health and Safety and Quality

Arcese and Ventana Serra place the greatest importance on health, safety, and quality, ensuring safe, healthy, and hygienic environments for employees, customers, and communities. Their integrated management system ensures regulatory compliance, risk prevention, and continuous improvement across all activities, with high standards applied even in higher-risk operations. The companies actively promote a safety culture by involving employees, using a risk

matrix to identify hazards and implement corrective and preventive actions. Health surveillance programs, mandatory training, and the use of personal protective equipment (PPE) are in place. An occupational physician defines health protocols based on job-specific risks. Quality is treated as a tangible value, reflected in the care given to services, procedures, and workplaces. This commitment is further demonstrated by Arcese’s ISO 45001 certification (covering 9 certified sites).



Occupational Health and Safety injuries

In the transportation and logistics sector, Arcese has identified that most injuries are caused by improper manual handling of loads and failure to adhere to correct procedures or proper use of equipment. For Ventana Serra, however, the leading cause of accidents is commuting injuries, occurring during the home-to-work and work-to-home journeys.

Arcese



Arcese registered 14 injuries among employees, with 1 resulting in an absence from work exceeding 6 months and no fatalities. Consequently, the frequency index decreased from 1,59 in 2023 to 1,53 in 2024, indicating a positive trend in workplace safety.

Ventana Serra



The chart highlights that there have been no reported workplace injuries

Local Communities

Arcese believes in the responsibility of businesses to contribute to social and environmental well-being, going beyond economic goals. Guided by values such as solidarity, individual centrality, and community commitment, the Group invests in initiatives that promote sustainable development and shared value.

Maratona dles Dolomites – Enel



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

Insuperabile – La Staffetta dell’Inclusione



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

Key actions include:

- New sites: Noise assessments and low-impact traffic planning
- Driver safety: Behaviour-Based Safety (BBS) training to reduce accidents
- Community engagement: Sponsorship of local sports events, partnerships with non-profits, and transparent communication of initiatives
- Employee well-being: Birthday leave, recognition events, and team awards
- Environmental care: Focus on sustainability in operations and local impact
- Arcese actively engages in a wide range of initiatives to support local communities and foster positive change.

KENYA PROJECT



Arcese engages with various communities, some near its operational sites and others further afield, supporting solidarity initiatives worldwide. Since 2018, Arcese has partnered with Rosa Associati to create new opportunities for children and young people in the West Pokot-Marakwet district of the Rift Valley province in Kenya, using sport and education as tools for empowerment.

SUMBA PROJECT



Arcese supports The Sumba Foundation in promoting education and equal opportunities on the Indonesian island of Sumba. In a region marked by poverty and limited access to education, Arcese funds scholarships aimed at empowering young generations—particularly girls—by fostering inclusion, gender equality, and sustainable development.

Environment

Arcese and Ventana Serra aim to play a leading role in the country's ecological transition, contributing to the decarbonization of the transport and logistics sector.

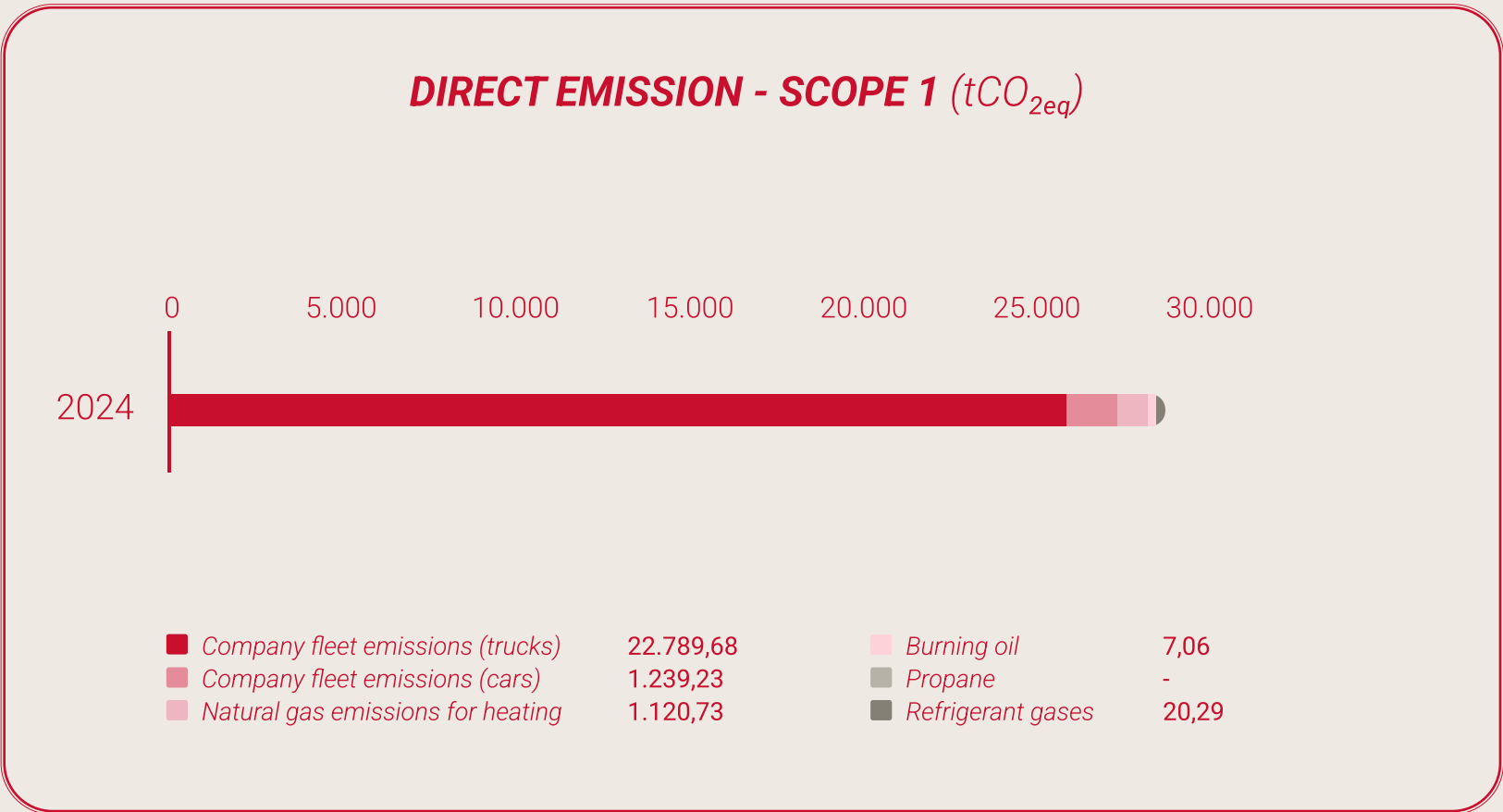
The companies are adopting sustainable solutions in logistics to achieve net zero emissions by 2040. Ventana Serra focuses on efficient aircraft fleets and sustainable fuels, while Arcese invests in BioLNG, HVO, electric vehicles for road and intermodal solutions. Energy efficiency in logistics platforms and waste management are also improving, with 99% of waste already being recycled.

Emissions control and reduction activities

Emission control and reduction activities are presented below, reflecting efforts to mitigate environmental impacts in line with climate-related commitments. GHG emissions intensity of trucks dropped sharply in 2024—falling from 0,840 to 0,722 kgCO₂e/km—thanks largely to the growing impact of alternative fuels.

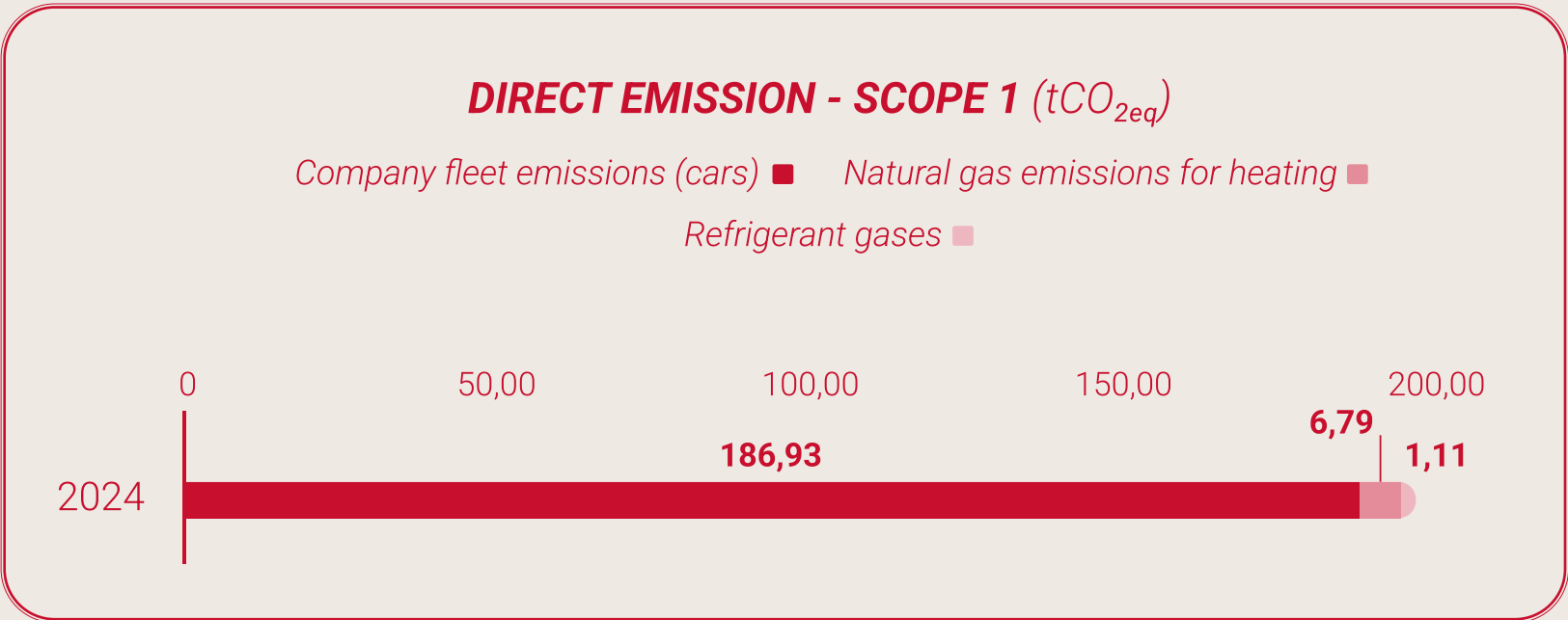
ARCESE – SCOPE 1

During the years there was a gradual reduction in direct CO₂ equivalent emissions from 2022 to 2024. The main sources of emissions remain the company fleet (trucks and cars), followed by natural gas for heating. This positive trend highlights the effectiveness of the measures implemented and the ongoing commitment to the use of alternative fuels. This decrease is largely due to the increased use of alternative fuels such as HVO, the growing adoption of hybrid vehicles, and the gradual phasing out of Euro 5 trucks.



VENTANA SERRA – SCOPE 1

Being a freight forwarder with no transport asset and limited warehousing areas the predominant emissions for Ventana Serra are passenger cars. The company’s cars emissions have increased significantly over the years, rising from 104,28 tCO₂eq in 2022 to 186,93 tCO₂eq in 2024. The higher value is due to an approximately 22% increase in the company car fleet numbers.

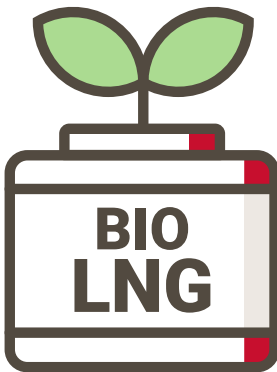


Alternative Fuels Focus

Since December 2023, the use of BIO-LNG has increased significantly, rising from 1% to 22% of total LNG consumption, with an estimated 13% emissions reduction compared to fossil-based LNG in 2024. Similarly, the share of HVO compared to diesel grew from 37% in 2023 to a projected 74% in 2024, resulting in a 10% reduction in emissions.

In total, over one million litres of HVO have been purchased, confirming Arcese’s strategy toward increasingly efficient and sustainable transport solutions.

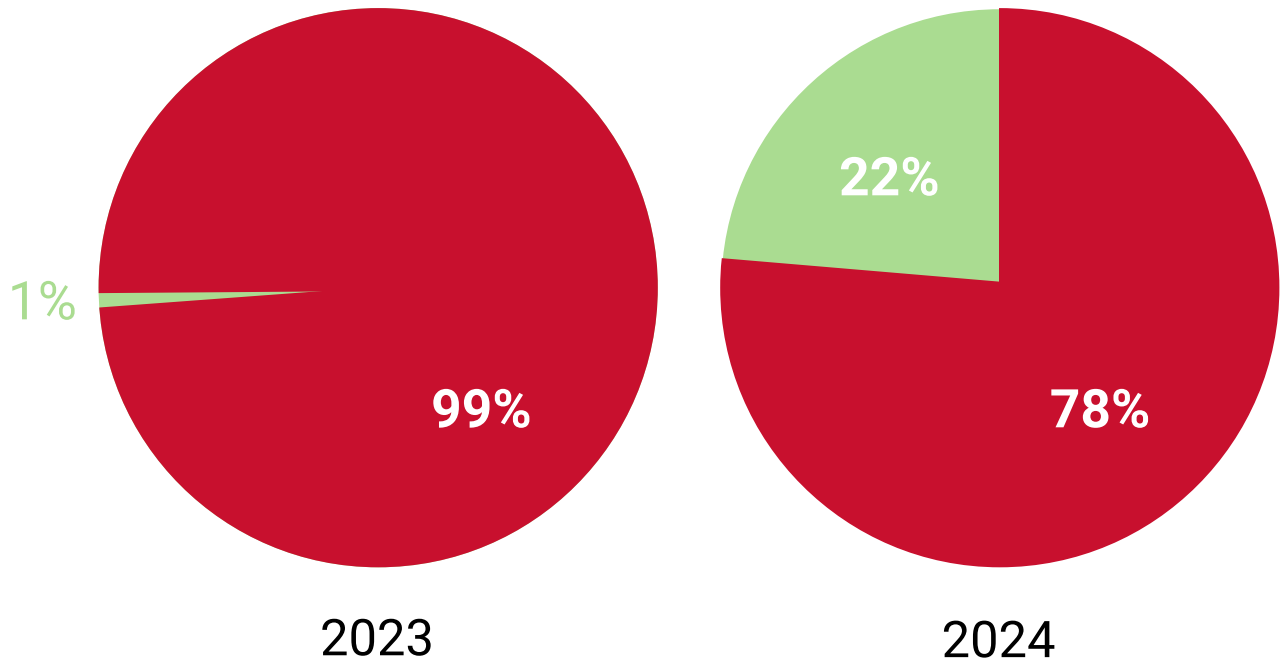
BIO-LNG *from 1% to 22%*



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

EVOLUTION OF BIO-LNG

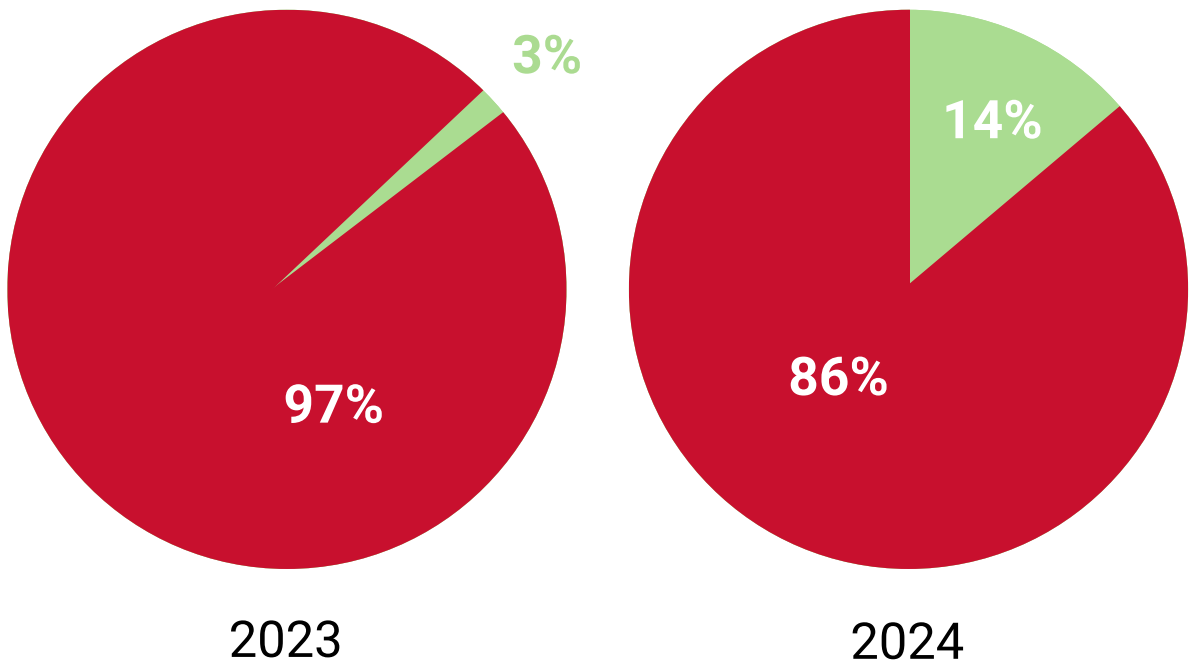
 BIO-LNG  LNG



OVER 1 MILLION LITRES *of HVO purchased*

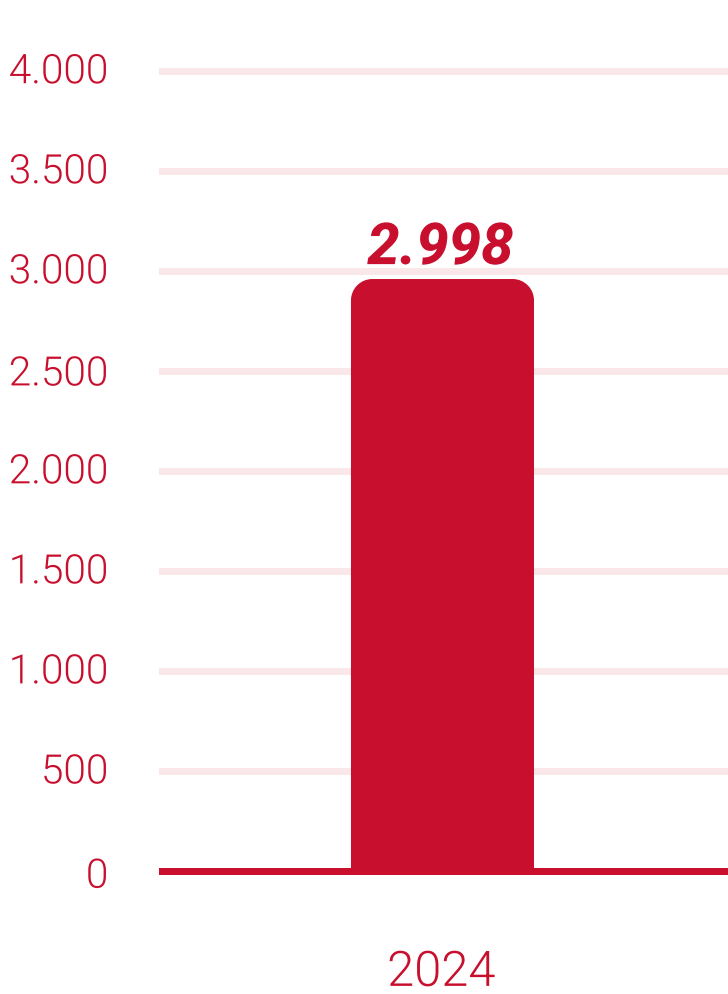
EVOLUTION OF HVO

 HVO  DIESEL B7



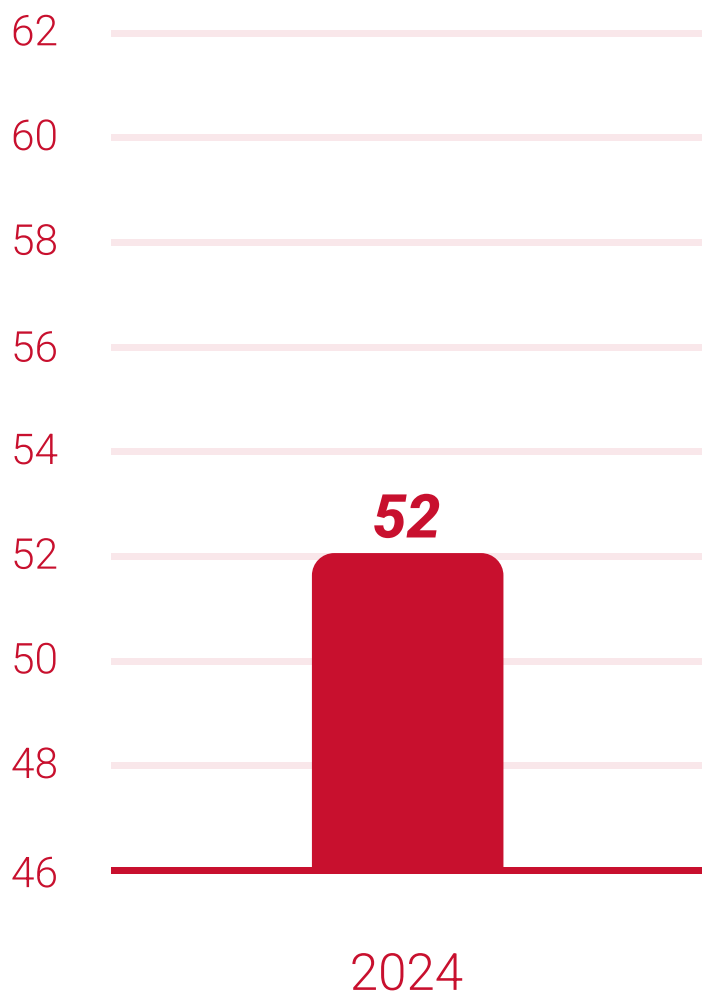
The share of HVO compared to diesel has increased from 3% in 2023 to 14% in 2024, along this we will be **saving 10% of emissions**.

ARCESE – SCOPE 2 (tCO₂eq)



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

VENTANA SERRA – SCOPE 2 (tCO₂eq)



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

Focus on solar energy

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

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



This simple example presents a comparison between two Arcese Group logistics hubs – Basiano and CSPT 1 (Castel San Pietro Terme) – in terms of energy efficiency and environmental impact, highlighting the benefits of implementing more sustainable solutions. At the Basiano site, CO₂ emissions per square meter are significantly lower (5,36 kgCO₂e/m²) compared to the CSPT 1 site, which reports 13,74 kgCO₂e/m², the calculation is based on an equivalent area (6.100 m²). This translates into total emissions of 32,70 tCO₂e at Basiano versus 83,81 tCO₂e at CSPT 1.

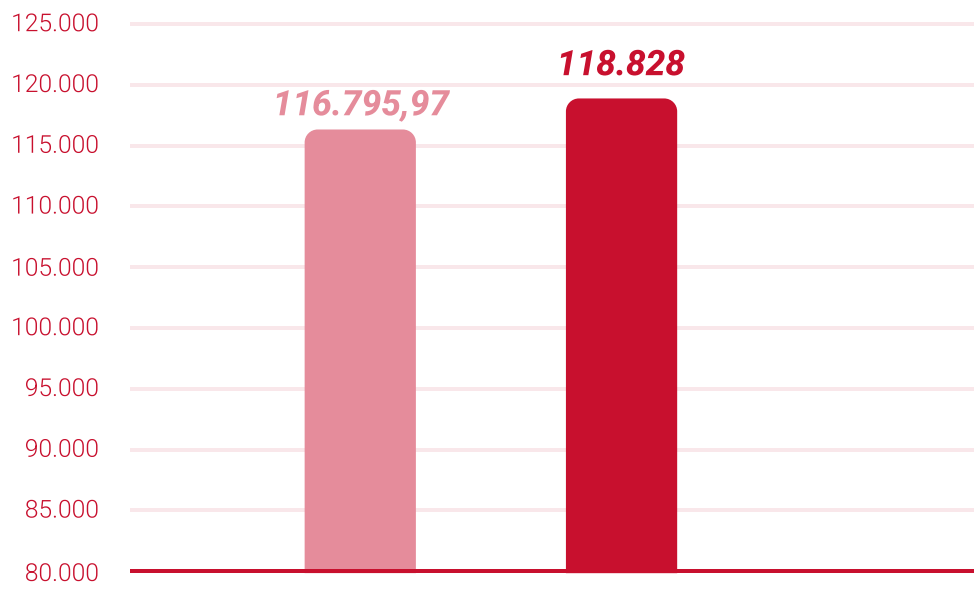
Scope 3

2023

2024

Arcese

The increase of 2% of emission is mostly related to the increase of volumes.

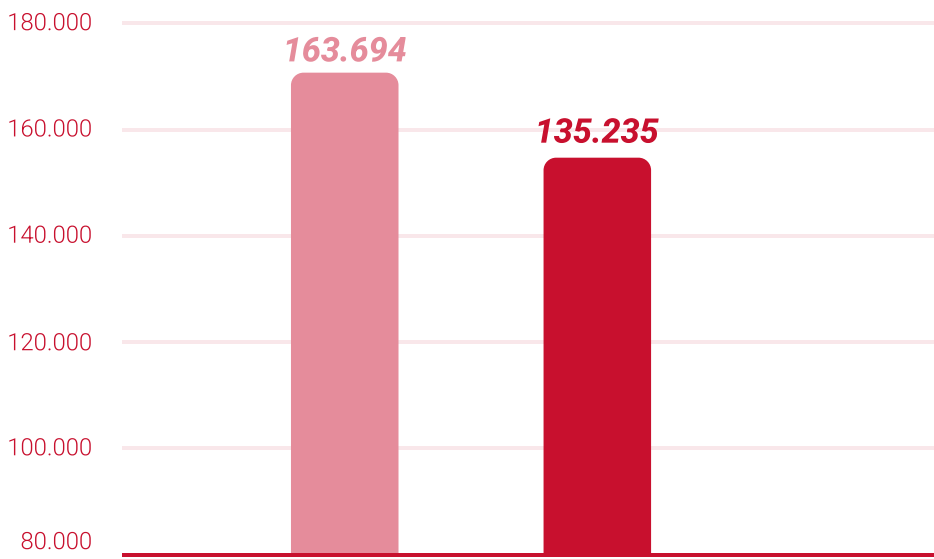


Looking at the transport mode breakdown it can be observed that the production mix is unchanged, with a slight increase on the short-sea mode.

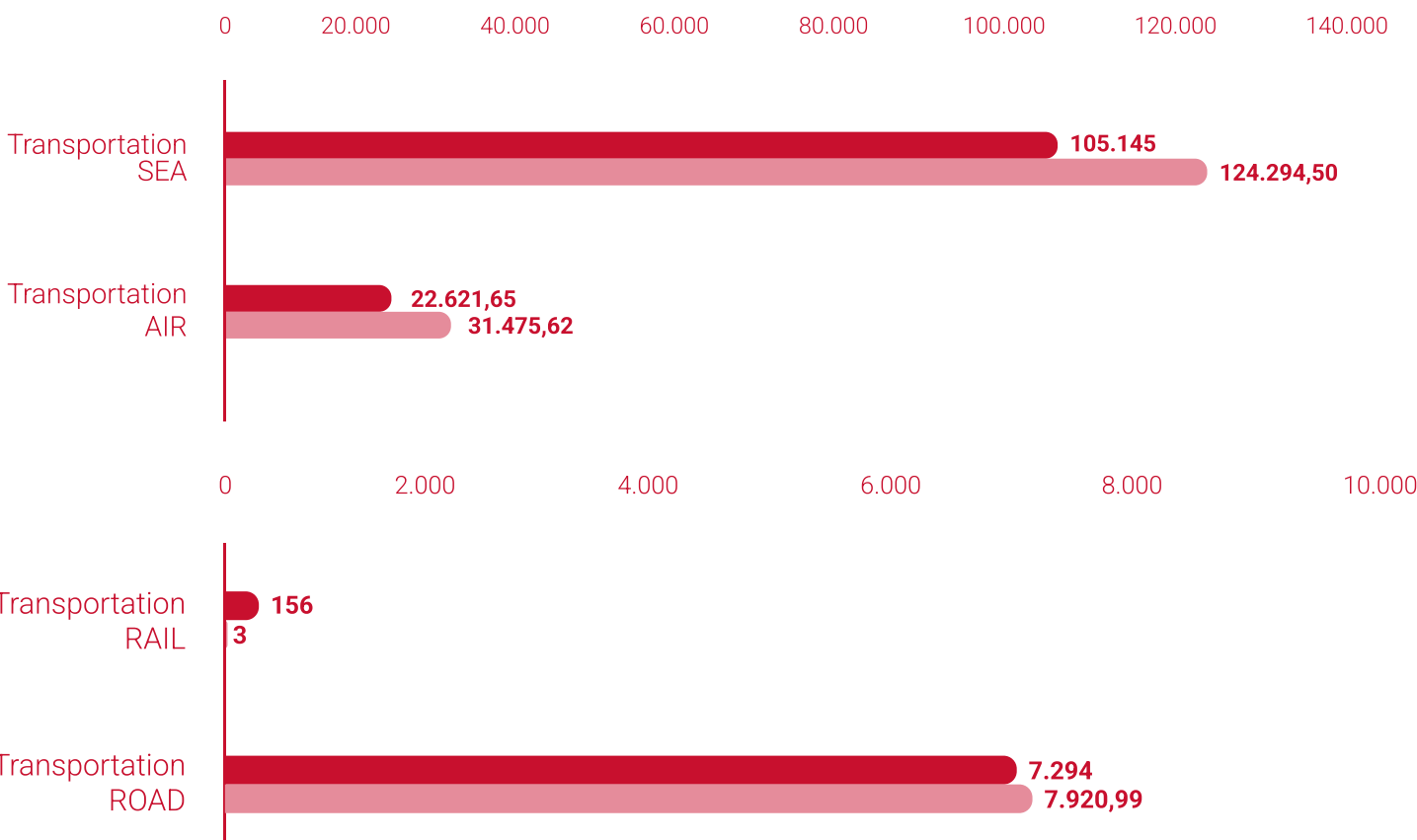


Ventana Serra

Being the first reporting year for Ventana Serra the outline of Scope 3 emissions registers a decrease of 21% mostly related to lower volumes in both air and sea transport mode.



In the breakdown for transport mode the biggest portion of emissions are related to sea product.



Corporate Carbon Footprint Assessment

In 2024, it was conducted the measurement of the Corporate Carbon Footprint, in accordance with the Greenhouse Gas Protocol. The analysis covered Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased energy), and Scope 3 (other indirect emissions along the value chain), referring to the 2023 calendar year. The assessment included 26 legal entities representative of the Group.

The results show a total emission of 375.688 tonnes of CO₂ equivalent, broken down as follows:

- 36.362** tCO₂e for Scope 1
- 5.857** tCO₂e for Scope 2 (market-based approach)
- 333.469** tCO₂e for Scope 3

Scope 3 emissions represent approximately 89% of the total, mainly driven by Category 4 – Upstream Transportation and Distribution, which reflects the core nature of the Group’s business.

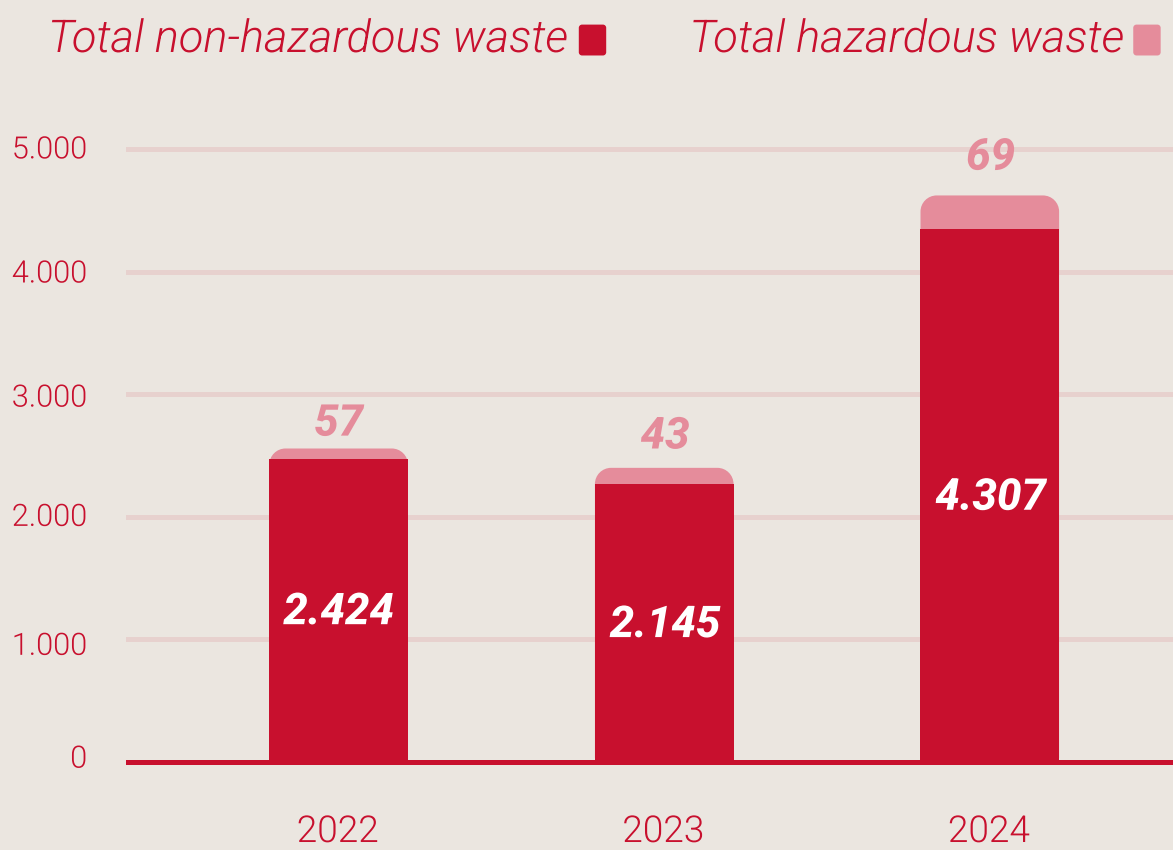
This assessment represents a crucial step toward the development of the company’s integrated decarbonization plan and the definition of future climate targets aligned with international standards.



Waste production and management

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

ARCESE – Waste generated (t)



In 2024, Arcese generated 98% non-hazardous waste, with 99,5% of it being recycled. The overall increase in waste volume is due to the introduction of new CER codes (notably for paper/cardboard packaging in the fashion sector) and the inclusion of

three new sites in the reporting scope. Although still a minor component, hazardous waste increased by 38%, mainly due to a one-off disposal at the San Genesio site and more frequent use of CER codes for hazardous organic waste.

VENTANA SERRA – Waste generated (t)



In 2024, there was a significant 47% reduction in non-hazardous waste compared to the peak recorded in 2023. Notably, there was a 77% decrease in the category “mixed material packaging”, a result that highlights the effectiveness of the virtuous

behaviour adopted within the organization. The percentage of hazardous waste is negligible and insignificant. In addition, hazardous waste was minimal in 2024, totalling just 0,005 tons.

Waste production and management

Partnership for a sustainable tire management system

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

847,6 tons of CO₂

301,1 tons of raw materials

The average saving per vehicle is estimated at 0,27 tons of CO₂, based on an average annual mileage of 28.248 km.

The actions that contributed to these results include:

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

These practices help reduce the environmental impact of the fleet. Michelin notes that these figures are theoretical, based on internal calculations, and declines any responsibility for the external communication of the data.



Further information

We recommend consulting the full document at the following link: [Sustainability Report 2024](#).

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

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

