



SUSTAINABILITY REPORT 2024

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LETTER TO STAKEHOLDERS

Dear stakeholders,

The SBG Group Sustainability Report 3rd edition is being presented with great satisfaction and pleasure, representing our commitment to ESG issues that are key to our development strategy.

We are convinced that implementing sustainable practices will help our Group create value in the medium to long term.

In the transport sector, which is still anchored on old practices from the past, sustainability has brought us new challenges and is very complex to reduce. However, our Group's values have always stood out, including the value of our people, employees, suppliers, and, in general, all our Stakeholders, which we have promptly addressed.

We are still on our path of consolidating our traditional oil transportation activities in all the countries where we operate, investing in quality and safety, through a careful selection of business opportunities that best enhance our efforts in the

field of sustainability.

The diversification of transport activities into new product sectors continues apace according to our Long Term Plan in order to give the right perspective and economic-financial solidity in the years to come to all our Stakeholders.

We have and will continue to invest in people, in all our employees, offering a flexible and inclusive work environment where everyone can express their values and ideas.

The protection of the Group's health and safety is a main objective that is strengthened and pursued through the adoption of the highest standards of prevention and protection up to the highest involvement by top management.

With regard to the environment, we continue on the path of reducing our CO2 emissions in line with the targets set by current European regulations for Heavy



Vehicles (-90% by 2040) through an investment policy on alternative Biofuels such as HVO and BioLNG/CNG, taking into account the technical difficulties and impositions arising from the markets in which we operate. In this sense, the recent investment of the business Group in the "production of Biomethane" made in Italy is made explicit.

Our goal is to achieve emission reductions in Scope 3 by engaging and raising awareness among all of our subcontractors.

Finally, we are aware of our social and economic role and how investments in infrastructure and training are crucial for the realization of sustainable development. I am very proud of what we have achieved in this last three years since we began this virtuous path based on the professionalism and commitment of all our human resources.

Thank you!

*Group Chief
Executive Officer*
Filippo Redaelli

About us



METHODOLOGICAL NOTE

*This document constitutes the third edition of the **Sustainability Report of SBG Holding S.p.A.** (also referred to in the document as **"the Group"** or **"SBG Group"** or **"the Company"**) and aims to transparently describe the Group's performance relating to the results of environmental, social and economic sustainability for the year 2024 (from 1 January to 31 December). Where possible, to allow comparability of the data over time, a comparison with the data for the year 2023 is also provided.*

To confirm the progressive path taken by the company, these sustainability report have been prepared according to the GRI referenced approach, with reference to the GRI Standard indicators.

The scope of economic, social and environmental data and information refers to SBG Holding S.p.A. and therefore corresponds to that of the Consolidated Financial Statements as at 31 December 2024.

To ensure greater reliability of the reported data, the use of estimates has been limited as much as possible, and, if present, they are appropriately reported and based on the best available methodologies.

The drafting of this document is not yet dictated by a legal obligation, but is dictated by a precise voluntary choice of the SBG group.



**THE DOCUMENT WILL BE
PUBLISHED ON THE
COMPANY'S WEBSITE
WWW.GROUPSBG.COM**

For more information on the SBG Group's sustainability strategy and the contents of this sustainability brochure, please contact: info-it@groupsbg.com



OUR EMISSIONS
-30% 
 COMPARED WITH 1990

Highlights ²⁰²³

BUSINESS WERE WE OPERATE



LAST BUT NOT LEAST

70+ 
 YEARS ON THE MARKET

EUROPEAN NETWORK

60+ 



 4 COUNTRIES

 16 COMPANIES  1.000+ PEOPLE

 150 M€ TRANSPORT TURNOVER

Quality, health, safety and environment. Knowledge, behaviour and communication

1.000+  TRUCKS

75+ MILLIONS KM/YEAR

THE HISTORY OF SBG GROUP

Founded in 1948, the Bertani Remo company, which takes its name from its founder, begins its fuel transport activity by immediately assuming a central role in the sector of reference. The company underwent its first transition in 1969 when Bertani Silvio took control of the group, gradually transforming Bertani Remo, initially engaged in fuel transport only, into today's "SBG group", a company that offers integrated logistics services. Twenty years after its foundation, the first joint ventures with TAMOIL, API, ERG and AGIP have allowed the group to consolidate its position within the domestic market, paving the way for expansion towards foreign markets. The arrival in Spain is only the first stage of an internationalization process that will see the group extend to the United Kingdom and France, respectively, in 2013 and 2015.

At the same time as foreign expansion, in 1996 SBG decided to diversify its business by first founding

the company **RES DATA**, specialized in software development for logistics management, then, in **2000**, **buying the first service stations** and thus **entering into the direct distribution of petroleum products**.

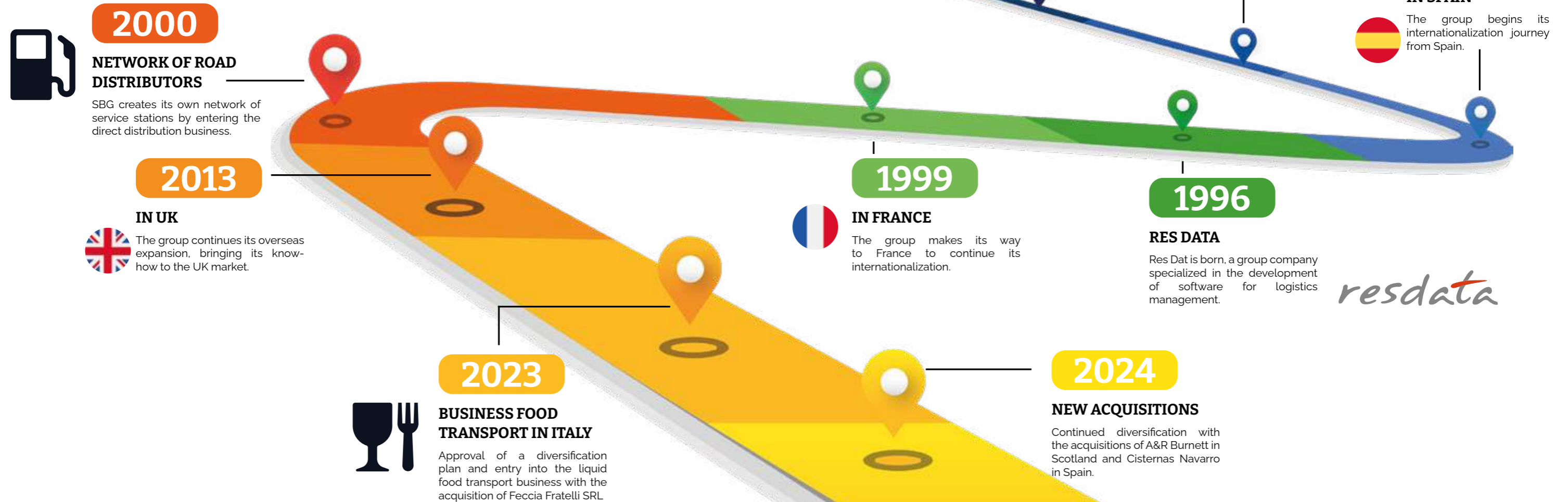
During **2022**, with the aim of optimizing resources and achieving an important synergy between the various structures, a series of important mergers were carried out between the Group's companies: **in France**, on 30 June, the merger of the company Bouquerod Pierre Sas into Team Sa was completed with a simultaneous **change of company name to SBG France Transports Sa**, which also included the newly acquired bulk powder transport division of the company Transport Robert Père et Fils. In Italy, the mergers of the companies Res Consulting Srl, Spauto Srl and Frizzarin srl into Bertani Remo di S. Bertani & C.

The theme of opening up to other types of business will become a cornerstone of the group's strategy which, **in 2023**, **approves a diversification plan strongly based on sustainability and innovation**; the direction taken will guide the group towards **3 fundamental acquisitions between 2023 and 2024**:

Feccia F.lli SRL, an important company in the food liquid transport sector, which for over 50 years has played a primary role at European level

A&R Burnett, a British company based in Scotland that, with its over thirty-year history, increases the cement and powder transport business for the group.

Cisternas Navarro and Santiga GN Serveis, which in addition to transporting food liquids has a flourishing certified washing activity of tanks used to transport food liquids.



SERVICES

SBG Holding SPA (hereinafter “SBG group” or “The company”) provides a **360-degree service in the field of logistics of petroleum products, food liquids and bulk powders**; the dedication and professionalism with which the group

meets the needs of customers throughout Europe every day have made possible the growth of its structure that lays the foundations in the following **three pillars**:

1 TRANSPORTATION SERVICES

The group is made up of companies that mainly provide services in the oil sector: the primary activity is the road transport of fuels (*petrol, diesel, bitumen, jet fuel and LNG*) for the road and motorway distribution network, at the request of the major oil companies, carried out with specific ADR-equipped vehicles for the transport of dangerous goods. The Group is also active in the transport of bulk powders (*cement, ash, agricultural lime*) and, **since 2023, also in the transport of food liquids**.

The transport activity represents the backbone of the entire group and is configured in the timely delivery of millions of cubic meters per year of products of various types and kinds. It is a type of complete service that meets the operational, territorial and dimensional needs of customers throughout Europe, thanks also to a fleet that, with an **average age of 3 years for tractors** (all Euro 6) and **8 for semi-trailers**, is equipped with an advanced remote control system; the SAMSARA system and the most modern ADAS systems, standard equipment for the fleet's tractors, as well as ensuring real-time monitoring of information on the status of the trip and the quantities unloaded, ensure that travelling personnel carry out their work in total safety in constant compliance with the road code. In addition, the tablet devices provided to drivers allow a continuous exchange of information between the travelling staff and the travel planning office, bringing obvious benefits from both a safety and a commercial point of view.

A network infrastructure of approximately 200,000 square meters of car parks for means of transport

and **6,500 square meters of offices for management and programming**, all located in the immediate vicinity of loading centers, ensure a widespread presence in every area of the countries where the group operates to ensure timely control of operations.



3 YEARS FOR TRUCK AV



8 YEARS FOR TRAILERS

2 SERVICE STATIONS

The group is made up of companies that mainly provide services in the oil sector: the primary activity Over the years SBG has created an efficient distribution network that provides a differentiated offer of energy services and products required by the current market; with a view to diversifying and vertically integrating its core business, SBG has been present in the road distribution sector since the 1990s, managing service stations and supplying about **15,000 m³ per year of conventional fuels, LPG and methane**. There are **8 service stations in Northern Italy equipped with modern bars, catering facilities, shops and car washes**; all stations are equipped with self-service pumps and modern payment systems, including circuits for fuel cards.

This year **15.000 M³/YEAR** of conventional fuels, LPG and methane.
8 SERVICE STATIONS



3 IT SERVICES

SBG Group, through its subsidiary **RES DATA**, a leading company in the design of specialized software for the logistics of the oil world, offers **IT solutions with the aim of implementing innovative systems, designed for the management and optimization of transport systems**.

The logistics of the third millennium have the key to success in computer systems. The complexity of the activities to be managed and the importance of transmitting information in “real time” require the adoption of systems of the highest level, which is why the SBG Group uses software solutions designed and managed by the company itself.

resdata

Specialized software for the logistics of the oil world.

Information in “real time”

Software solutions designed and managed by the company itself.

COMPANY PROFILE

SBG Holding S.p.A, based in Fidenza (PR), manages the functional areas of coordination, strategy, control and administration of all the group's activities; the processes are controlled by advanced IT systems, with visibility of the activities of the various branches in Italy, Spain, France and the United Kingdom.

Specific software is used to manage the fleet, administrative, financial and industrial accounting systems, tracking, deliveries, tank vehicle journeys and integrated management of HSEQ systems.

THE COMPANIES

The companies in the SBG perimeter examined for the preparation of the sustainability report.

COMPANY NAME	DESCRIPTION
SBG HOLDING SPA	Operational holding company with management and control function
BERTANI REMO DI SILVIO BERTANI & C. SRL	Fuel transportation company
FECCIA FRATELLI SRL	Food liquid transport and tank washing company
RESDATA SRL	Software development company
MPM PETROLI SRL	WService stations management
SBG IMMOBILIARE SRL	Asset management
SBG FRANCE TRANSPORTS S.A.	Fuel and bulk powders transport company
SBG FRANCE SARL	Asset Management
TRANSQUALITY SLU	Fuel transportation company
LOGISTICA LOICAR SL	Fuel transportation company
NARIM INVEST S.L.	Asset Management
OIOLOGIST H&B SL	Fuel transportation company
CISTERNAS GERMANS NAVARRO	Food liquid transport and tank washing companies
SANTIGA SERVEIS	Food liquid transport and tank washing companies
J W SUCKLING TRANSPORT LTD	Fuel transportation company
A&R BURNETT	Powder and cement transport company
SBG HOLDING INT.LTD	Sub Holding asset management



890 OWNED VEHICLES

150 SUBCARRIERS

75 M KM RUN



GROUP HEADQUARTERS

With an increase of 5% compared to 2023, SBG had 984 employees, which allowed the group to cover more than 75 million km on its 890 owned vehicles, assisted by a network of more than 150 subcarriers.

In the 4 countries in which it operates, SBG has approximately 210,000 m2 of surface and/or parking spaces, as well as 6,500 m2 of management areas available to travelling and office staff. Vehicles and infrastructures are strategically positioned throughout

the territory; by adopting the same working methods and professional ethics that have distinguished SBG throughout its history, in each of its locations it is able to guarantee the highest quality standards.



4 COUNTRIES



984 EMPLOYEES

+5% Increase of employees vs 2023

ITALY

The Italian transport network consists of 14 operating units, with offices and car parks distributed throughout the national territory, and ensures coverage of the entire national territory with timely control of operations. In addition to the transport network in Italy, the 8 MPM points of sale are also located in the north-east, of which six with the ENI flag, one with ESSO and one with Vega; also based in Italy, a few steps from the Fidenza headquarters, is the software company Res Data.



 HQ Office
 Parking + Office

resdata

RES DATA since 1996 offers innovative IT solutions for the logistics world, designed for the management and optimization of transport systems. The competence and professionalism of RES DATA are winning tools, which through the analysis of needs, processes and organizational processes, create "Winning Solutions" for both SMEs and large companies.

370 
EMPLOYEES



2 
ROUTING CENTERS

16 
OPERATING OFFICES

16 
TRUCK PARKS

+350 
VEHICLES



 HQ Office
 Parking + Office



SPAIN

To date, the Spanish facility has 9 operational centers for its transport network; each of them is associated with offices and car parks located in the immediate vicinity of cargo depots. When, in 2024, the companies Cisternas Navarro and Santiga Serveis joined the group, SBG's territorial presence became even more widespread and able to guarantee the highest standards of service.



198 
EMPLOYEES

2 
ROUTING CENTERS

20 
TRUCK PARKS

+200 
OWNED TRUCKS + TRAILERS

8 
OPERATING OFFICES

163  EMPLOYEES

3  ROUTING CENTERS

3  OPERATING OFFICES

11  TRUCK PARKS



+150  VEHICLES

FRANCE



The French structure is now composed of 3 operating units with offices and car parks distributed in the south-east of the country; their location guarantees widespread coverage of this part of the territory, in which the group is active both in the transport of fuels and in that of bulk powders.

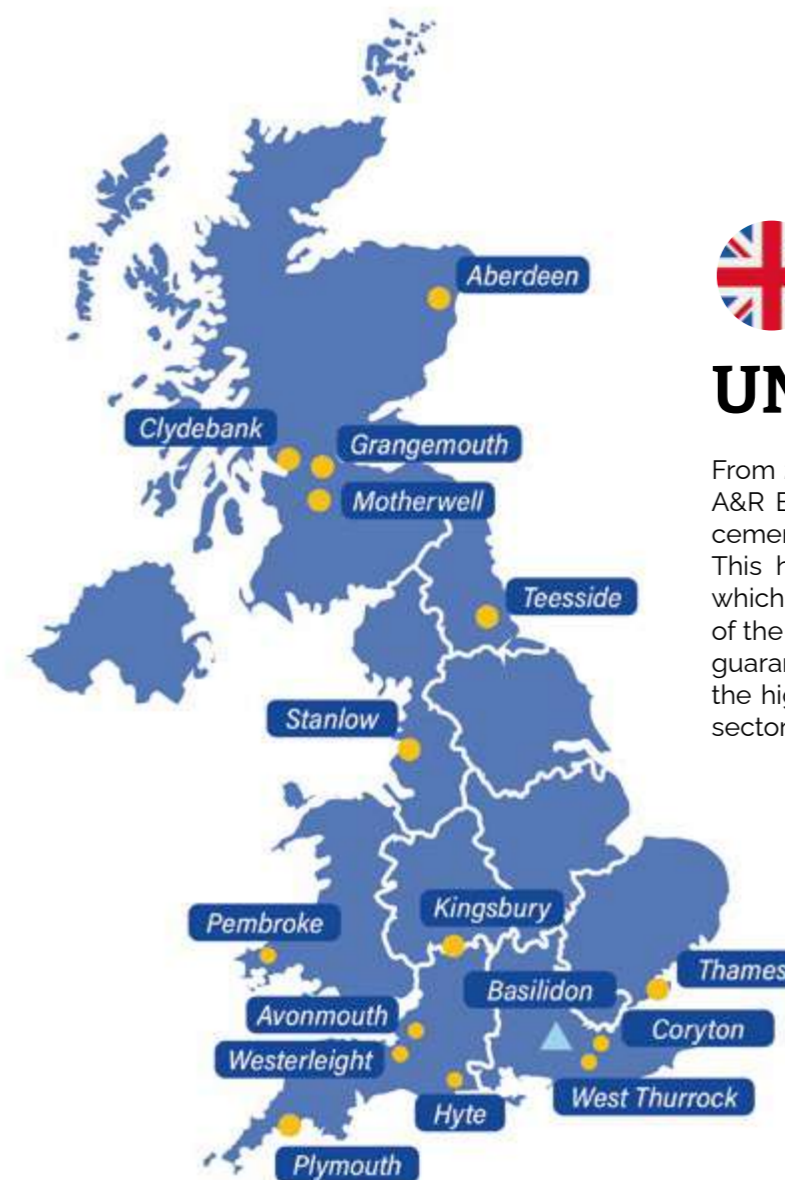




 HQ Office
 Parking + Office



UNITED KINGDOM

From 2024, thanks to the acquisition of the company A&R Burnett, the group faces the bulk powder and cement transport sector also in the United Kingdom. This has extended the territorial presence of SBG, which currently has 2 operating centers. The presence of the group at the two ends of the overseas territory guarantees efficiency to transport activities that have the highest quality standards as their strength in the sectors of transport of fuels and bulk powder products.



 HQ Office
 Parking + Office



253  EMPLOYEES

2  ROUTING CENTERS

3  OPERATING OFFICES

12  TRUCK PARKS

+150  OWNED TRUCKS + TRAILERS

THE GROUP GOVERNANCE

The Governance of SBG Holding is composed of a Board of Directors consisting of 6 members as follows.

COMPOSITION OF THE BOARD OF DIRECTORS



The Board of Directors is appointed taking into account the opinion of stakeholders (including shareholders) and the experience and competence of the candidates and, pursuant to the Articles of Association, is vested with the broadest powers for the management and administration of the Company. This makes it competent to carry out all the acts it deems appropriate for the implementation and achievement of the corporate purposes, with the exception of

those that the law and the **Articles of Association** reserve for the decision of the shareholders.

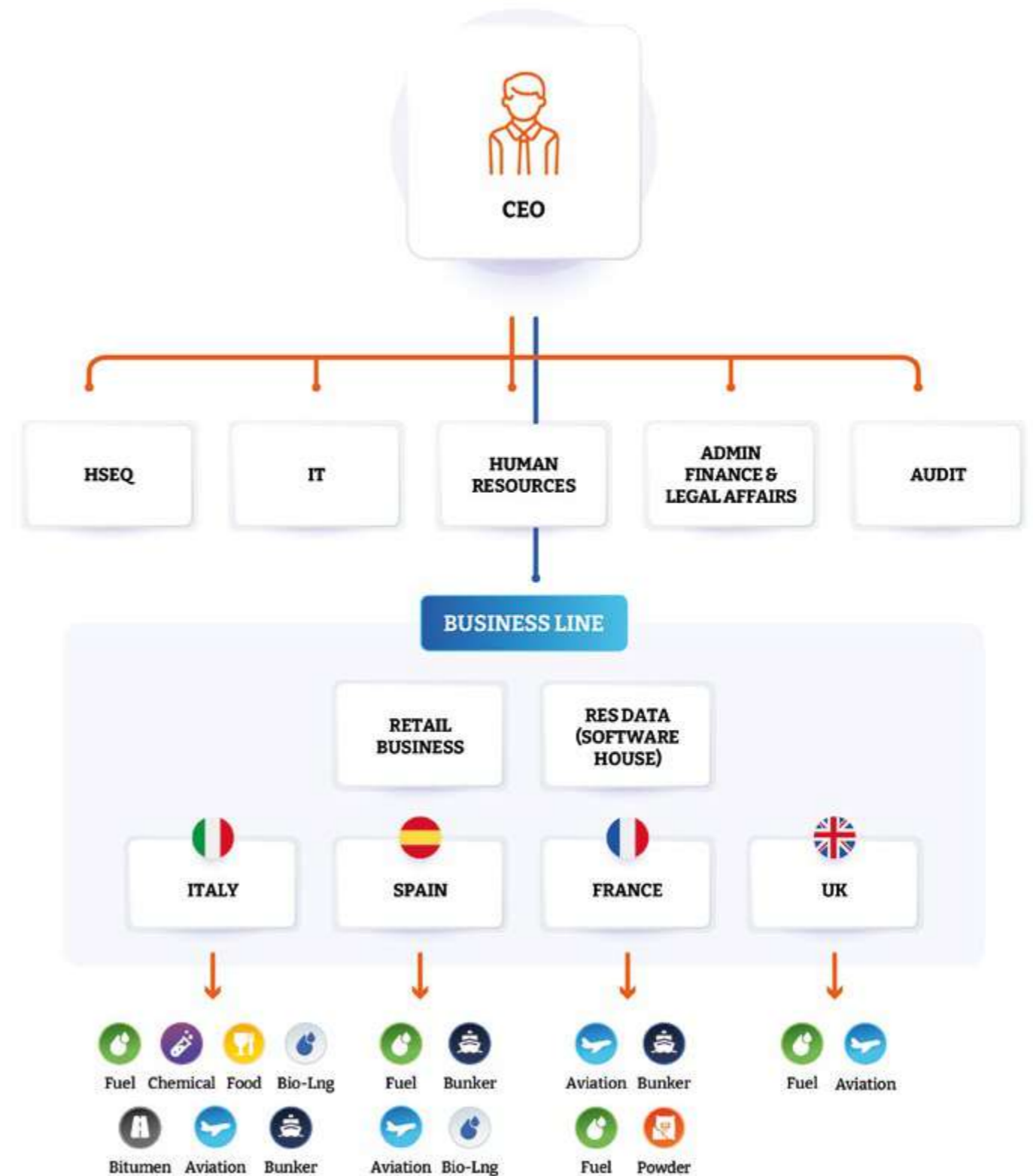
The Chairman of the highest governance body is a representative of the property.

There is also a **Board of Statutory Auditors**, consisting of 3 members and a Effective Auditor.

ORGANIZATIONAL SCHEME OF THE SBG GROUP

There is also a **steering committee** that supports the Board of Directors and meets periodically in order to discuss, review and possibly adapt the Company's

strategy and monitor the most relevant operational indicators of the business (e.g. Health and Safety, Human Resources, etc.).





SUSTAINABILITY GOVERNANCE

The group has been concerned about sustainability for a long time, so much so that it has created a committee for 5 years to monitor and improve aspects related to sustainability itself. In addition, with a view to continuous improve-

ment, external consultancies, provided by companies with renowned know-how in terms of sustainability, have helped the Group to increase its experience in the field.

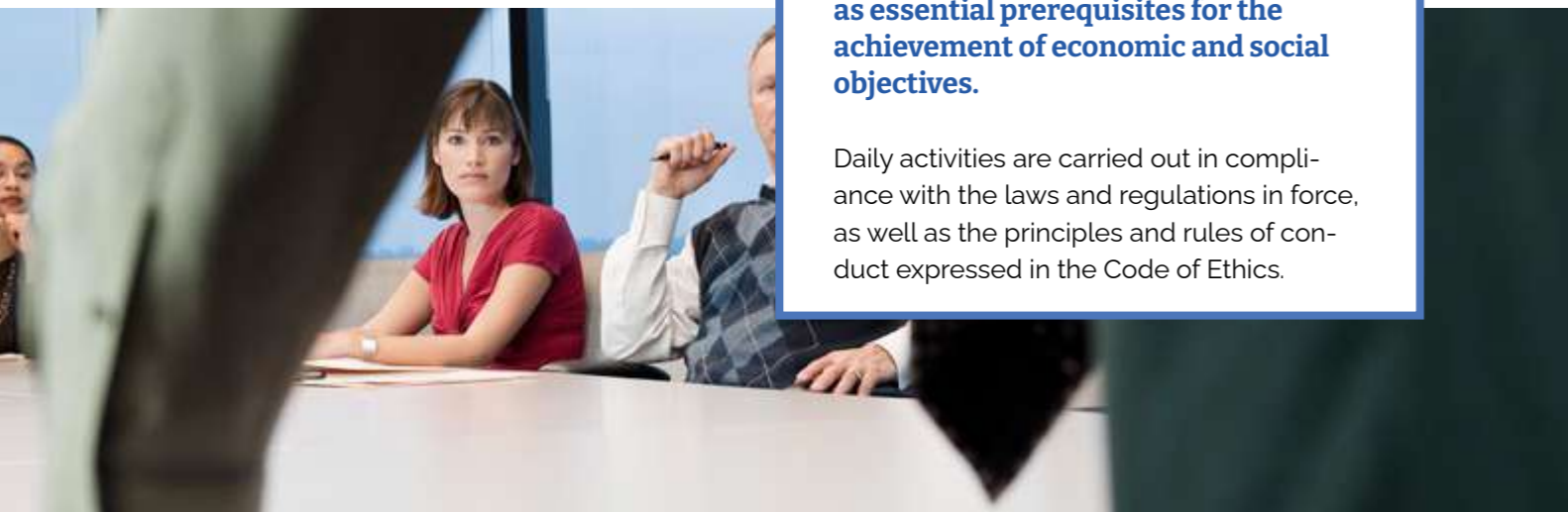
ETHICS, SOCIAL SUSTAINABILITY AND VALUES

The Code of Ethics, adopted by the Group on 21.06.2022, contains the general principles that must inspire the Group's actions, the rules of conduct that must guide the behaviour and

activities of those who operate within the companies, be they directors, employees, collaborators and external agents.

PRINCIPLES HIGHLIGHTED IN THE CODE





The group considers the legality, fairness and transparency of actions as essential prerequisites for the achievement of economic and social objectives.

Daily activities are carried out in compliance with the laws and regulations in force, as well as the principles and rules of conduct expressed in the Code of Ethics.

This document represents, in fact, the enunciation of the company values, as well as the rights, duties and responsibilities of the Company with respect to all the parties with whom it has relations for the achievement of its corporate purpose. It constitutes a fundamental point of reference in daily activities for each person operating in the name and on behalf of the Company, and is also an integral part of the **“Organization, Management and Control Model”** adopted by the Company. **The Group is responsible for training and compliance with regard to the content of the Code.** As a result of the correct observance of the above documents, **there were no cases of non-compliance with laws and regulations during the year.**

Also in 2024, the Group renews its commitment to respecting the principles of transparency and integrity, starting the review of the organization model, updating the entire procedure with the aim of aligning with a modern system that involves continuous improvement.

The number of Group companies included in the **Organization, Management and Control (MOG) Model** remains unchanged from the previous year. For all member companies, the main areas and related activities to be analyzed for the purposes provided for by Legislative Decree 231/2001 have been identified, based on the assessments on the nature of the presumed risks.



The main cases of potential risk/crime and the possible methods of carrying them out, inherent in the sphere of company activities identified as “sensitive”, have been identified thanks to the analysis and review of the procedures.

Compliance with the Model is guaranteed by the **Supervisory Body (SB)**, appointed by the respective **Board of Directors**, whose functions include monitoring the work of directors, managers, employees, collaborators and third parties operating for each company.

The effectiveness of the model, and compliance with the principles contained therein, are guaranteed by a specific communication path through which personnel inside and outside the company can make reports to the SB regarding projects and situations as well as any other information that may have an effect on the MOG.

In compliance with the identified targets, during 2024 regular training on the Model 231 was provided to all Group personnel in three different ways:

UPCOMING WEBINARS

MEETINGS IN PERSON

INFORMATION TO BE VIEWED AND APPROVED



By virtue of the amendments to the so-called catalogue of predicate offences referred to in Legislative Decree 231/2001, this type of activity represented a fundamental step for the group, which decided to make its staff aware of the risks associated with the exercise of improper actions in the workplace.

NO INCIDENTS OF CORRUPTION WERE RECORDED IN THE MONITORED COMPANIES DURING THE YEAR.

WHISTLEBLOWING

A Whistleblowing system is of significant importance since it simultaneously manages to:

Create a climate of trust towards the Company, for the various corporate stakeholders.

Protect employees, protecting both the whistleblower and the subjects whose rights are affected by the report

Allow the continuous control of processes through the timely detection of misconduct

Promote the management and containment of corporate risks through the creation of a correct company culture, the protection of the Company's image allows the reduction of economic, legal and reputational risks.



SBG is engaging all functions in promoting the culture of legality and compliance with the rules and regulations in force, as well as in creating an environment that encourages any spontaneous and individual reports of an offense or irregularity within the company, as a witness or employee involved.

The ability for individuals, protected by the right to confidentiality and anonymity, to report misconduct **without fear of retaliation promotes a company culture based on integrity, accountability and fairness.**

In this context, the company has implemented an integrated management system for reports

concerning **conduct, acts or omissions** that harm the public interest or the integrity of the Group, allowing violations of internal codes of conduct to be identified and addressed promptly, thus improving the reputation and trust of customers and stakeholders.



TWO WAYS TO MAKE INTERNAL REPORTS

Reporting made in writing through a digital platform (reporting channel considered preferential);

Report made orally, by meeting with the Receiver.

The reporting management process guarantees, in accordance with the provisions of Legislative Decree no. 24 of 10 March 2023, the maximum protection and confidentiality of the reporting persons, the reported subjects and the subject of the reports, not tolerating retaliatory consequences against the reporting party.

To guarantee neutrality, the Anonymous module was chosen, managed by an external source.



**2024
NO REPORTS
WERE RECORDED**

SBG HAS ORGANIZED A MAJOR TRAINING PROGRAM TO INCREASE THE FOCUS ON THIS SPECIFIC AREA

PRIVACY

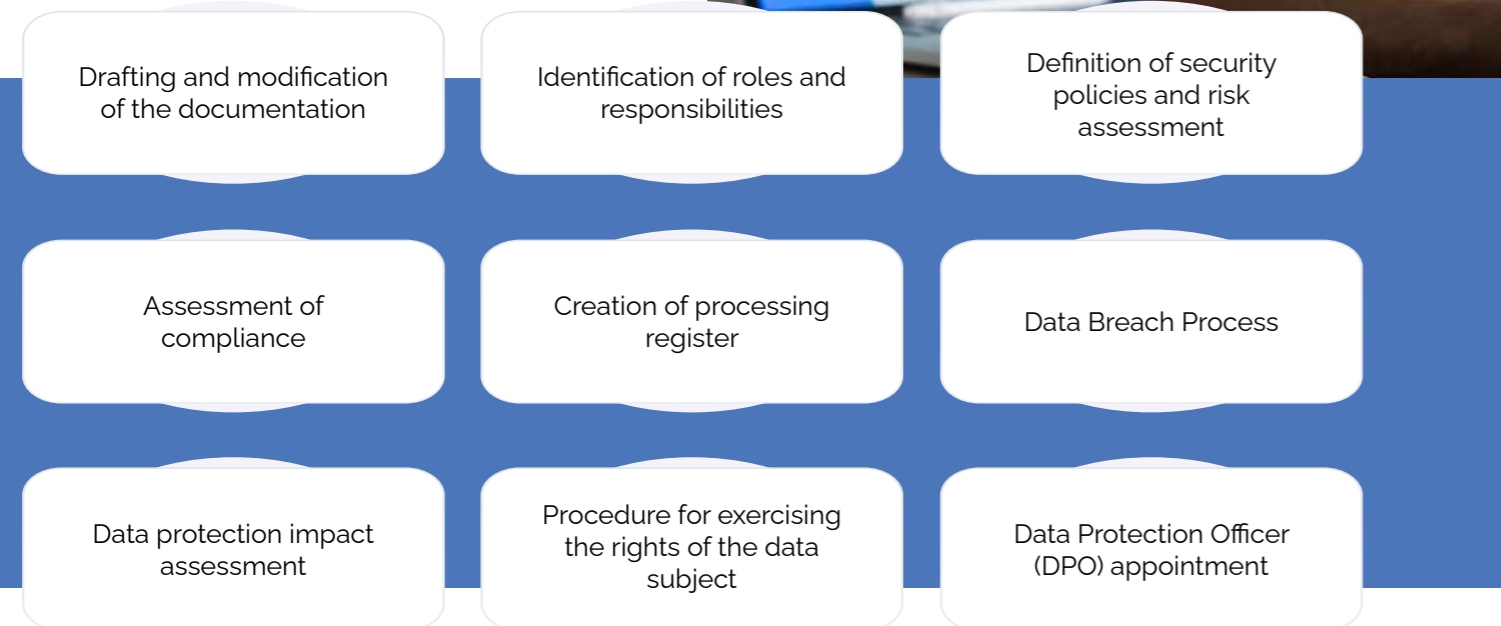
The needs of customers, the simultaneous evolution of activities and the opportunities for digitization of processes require all operators to consider the centrality of privacy & data protection issues.

For these reasons, the Group is carrying out a process of adaptation to the rules on data protection GDPR: Regulation (EU) 2016/679 of the European Parliament and of the Council, of 27 April 2016, and the Privacy Code: Legislative Decree no. 196/2003 (as amended by Legislative Decree no. 101/2018 and subsequent amendments and additions.)



ADVANCING PRIVACY AND COMPLIANCE STANDARDS

SBG is moving towards an inclusive culture of privacy, increasing the level of attention to these sensitive issues, sharing new guidelines with all customers and respecting an adaptation process that includes:



During the year 2024 there was a breach episode for a phishing case. The analysis and communication to the Privacy Guarantor has been made. No damage to third parties was found, but the company still carried out a training action aimed at all staff working

on the subject, to increase internal attention on these cases; the episode did not result in any loss of customer data, thanks to the technical intervention of the IT department.

DATA PROTECTION & CYBER SECURITY

The issue is also particularly important in light of the possible exposure to threats related to cybersecurity through attacks aimed at compromising computer systems and information, involving potential unlawful processing of personal data or confidential information.

The Group has therefore equipped itself, through an approach based on risk assessment, with numerous preventive, corrective and monitoring tools that jointly contribute to reducing the likelihood that potential cyber security attacks will achieve their purpose and to limiting any impact.



OUR PREVENTIVE TOOLS

- VULNERABILITY VERIFICATION SOFTWARE ON COMPUTER SYSTEMS
- CONSTANT TRAINING OF ITS EMPLOYEES
- CHECKS ON ITS SUPPLIERS
- THE ADOPTION OF ANTI-MALWARE AND ANTI-PHISHING SYSTEMS

OUR CORRECTIVE TOOLS

- CONSTANT UPDATING OF COMPUTER SYSTEMS

OUR MONITORING TOOLS

- CONSTANT MONITORING OF COMPUTER SYSTEMS FOR THE IDENTIFICATION AND MANAGEMENT OF ANY ANOMALOUS ACTIVITIES.

In the field of data protection, the SBG Group organizes the processing of personal data and the management of confidential information using an interdisciplinary approach that makes it possible to identify the best methods of processing them, in compliance with the principles and requirements established by European Regulation 2016/679.

During 2024, there were no leaks, theft or loss of data for which a violation of customer privacy was established



ECONOMIC ENVIRONMENT

In 2024, the world economy grew by 3.3% compared to 2023, according to the International Monetary Fund, driven by strong growth in China (+5%) and emerging Asian countries, which offset the slowdown of some advanced economies, in particular that of the Euro area.

This trend confirms a macroeconomic international environment characterized by high uncertainty, in a scenario of weak global growth and continuing conflicts in Ukraine and Palestine.

The US announcement on 2 April of a marked tightening of trade policies, with the introduction of new duties against surplus countries, has contributed to the climate of instability: **A protectionist shift**

that could have far-reaching repercussions on the global economy. The financial markets reacted with a sudden correction, evidenced by an increase in volatility, a widespread decline in stock indices and a weakening of the dollar. The subsequent decision, communicated on 9 April, to partially suspend differentiated duties in favor of a single rate of 10% - apart from China, for which duties were raised to 145% - was not sufficient to reduce uncertainty.

+3,3%
WORLD ECONOMIC GROWTH IN 2024

+5%
CHINA ECONOMY GROWTH IN 2024

One of the most important factors in 2024 was the fall in inflation.

In the European Union, it fell to 2.6%, marking a return to price stability after years of volatility. In Italy, inflation stood at 1%, thanks to the fall in energy prices and the moderation of wage growth. **This reduction provided a slight relief for both households and businesses**, although the service sector continued to experience high prices, particularly in tourism-related sectors.

The slowdown in inflation is a combination of structural factors and effective economic policies. Much of the inflation recorded in 2024 appears to be related to the increase in prices of the previous year (3.9%). The underlying inflation - that without temporary effects - has in fact remained very low (0.5%), and the carry-over forecast for 2025 is almost zero (+0.1%). In the services sector, the underlying inflation of 2024 (2.6%) explains more than half of the average annual price growth of the sector (3.7%), leading to a carry-over to 0.6% for 2025.

In the United States, despite a slightly cooling labour market, inflation continued to fall, allowing the Federal Reserve to reduce its reference rates by 50 basis points to 4.75-5.00%.

In the European Union, economic growth stood at a modest 0.9%, marking a slowdown compared to expectations. This dynamic is the result of the continuing weakness of the manufacturing sector, partly offset by a moderate expansion of the services sector, driven by tourism.

In Italy, GDP grew by 0.5%, mainly supported by public investment linked to the **National Recovery and Resilience Plan (PNRR)**. However, weak domestic demand and the negative contribution of net exports have constrained stronger growth.

Monetary policies have played a crucial role in this context. **The European Central Bank** has reduced interest rates to stimulate domestic demand and support economic activity. In Italy, too, this dynamic contributed to a slight upturn in credit demand, although firms remained cautious about investment.

2024 ended as a year of adjustment and consolidation, with Italy facing economic challenges with some resilience. However, the path to more robust growth will require further efforts, including effective implementation of PNRR projects and improved structural reforms. **On the European front, stabilization of inflation and expansionary monetary policies provide a solid basis for a possible stronger recovery in 2025.**

It should be stressed that these forecasts remain purely indicative, given the continuing uncertainty linked mainly to the evolution of the conflicts in Ukraine and in the Israeli-Palestinian context.

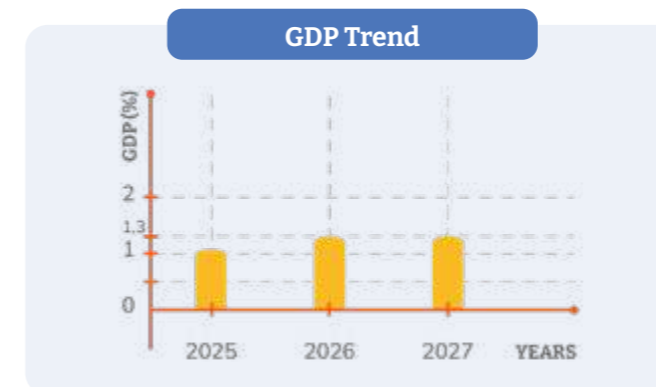
2,6%
EUROPEAN INFLATION IN 2024

1%
ITALY INFLATION IN 2024



In Europe, the Euro area economy continues a moderate growth path, supported by strong private consumption and signs of recovery in manufacturing.

Employment, which was rising strongly in 2024, will continue to grow, although at a slower rate than output. **The unemployment rate is expected to decline slowly, to 6.1% in 2027**, more than five percentage points lower than the peaks following the debt crisis a decade ago.



With reference to the forecasts on the development of the Italian economy, experts assume that **GDP will increase in the three-year period 2025-2027 by 1.1% in 2025, 1.3% in 2026 and again 1.3% in 2027**. Economic activity would benefit from the recovery of foreign demand and the strengthening of household purchasing power. However, still tight financing conditions and reduced housing incentives would continue to weigh on investment.

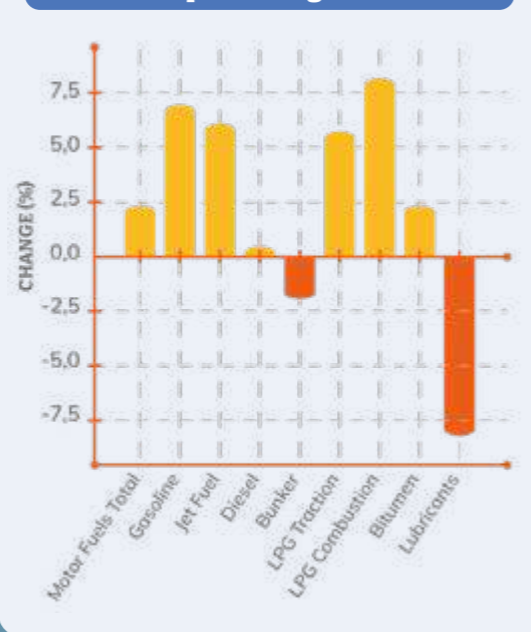
Inflation is expected to fall further in 2025, to 0.5%, thanks in particular to: public investments, especially those related to the PNRR; **private consumption growth**, supported by the improvement in the labour market and the rise in real wages; **net export growth**, supported by the recovery in external demand.

DEMAND DEVELOPMENT AND MARKET TRENDS IN WHICH THE GROUP OPERATES

In the year 2024, the trend of oil consumption appears to be growing compared to the previous year.

In relation to the **Italian market**, consumption of motor fuels (*petrol and diesel*) amounted to 52.4 million tonnes, an increase of 2.2% compared to 2023. Compared to the whole of 2023: gasoline showed an increase of 6.6%, while jet fuel showed an increase of 5.9% against a substantially flat trend of diesel (+0.2%) and a slight slowdown in bunker (-1.8%). Positive sign also for LPG, both traction (+5.4%) and combustion (+8.3%), and for bitumen (+2.1%), but decidedly negative for lubricants (-8.1%).

Oil Consumption Chages (2023 vs 2024)



Oil Consumption Chages (2023 vs 2024)



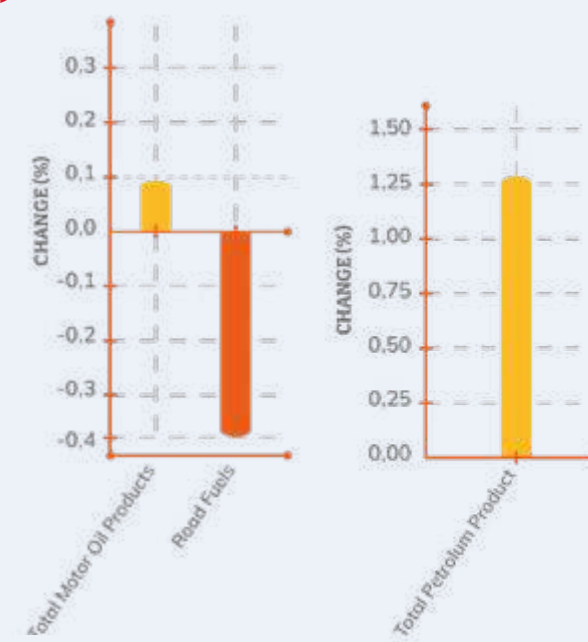
About **Spain**, in 2024 the total consumption of petroleum products increased by 5% compared to the previous year. In particular, the consumption of aviation kerosene grew by 5.3%, while the consumption of petrol increased by 5.3% and that of diesel for motor vehicles increased by 1%. Jet fuel consumption also increased by 5.9%, reflecting the recovery of the aviation sector.



(GRI 201-1)



Oil Consumption Chages (2023 vs 2024)



In **France**, total consumption of motor oil products increased slightly by 0.3%. Deliveries of road fuels reached 47.808 million m3, marking a decrease of 0.4% compared to 2023, but still below 4.5% compared to pre-pandemic levels in 2019.

In the **United Kingdom**, total consumption of petroleum products increased by 1.6% in 2024 compared to 2023 data. However, this figure remains 12% lower than the pre-pandemic levels of 2019.



In the food liquids transport sector, on the other hand, there were different trends according to the type of product and mode of transport.

The global food tanker transport market was valued at USD 5.41 billion in 2024, with a forecast of growth to 7.17 billion by 2029, corresponding to a compound annual growth rate (CAGR) of 5.88%. This expansion is driven by increased consumption of liquid foods such as milk, juices and edible oils. Technological innovations such as advanced temperature control and real-time monitoring are improving transport efficiency and safety. The liquid food transport sector in Italy showed signs of growth in 2024, supported by the increase in demand for liquid foods and the increasing adoption of advanced technologies. However, the challenges of operating costs and market dynamics require continuous adaptation and innovation to ensure efficiency and sustainability in the sector.



Finally, the transport sector of bulk powder materials in the Eurozone faced significant challenges in 2024, but prospects are more optimistic for the future, thanks to an expected economic recovery and efforts to address structural deficiencies.

Forecasts for 2025 indicate a possible acceleration of the sector, with an estimated growth of 2.7% in transport and logistics in the Eurozone, supported by a recovery in demand and favorable economic policies.



(GRI 201-1)

SUPPLY CHAIN & MAIN TRADING PARTNERS

In 2024, the SBG group, aware of the primary role played in the sector, decided to start a qualification process of its suppliers in order to reduce the risks related to the supply chain.

Suppliers are a very important asset for the Group and therefore it is essential to **select them carefully and monitor their performance**, to ensure a process of continuous improvement of the quality of products and services; one of the most delicate phases of the **Vendor Management** process is certainly qualification, when the company defines the "profile" of its suppliers, in line with company values and objectives.

This type of process then begins with the **preparation of a vendor list**, a structured list that collects suppliers approved by SBG, selected based on criteria of product quality, financial stability and compliance with regulations; creating and updating this list reduces operational risks and ensures that suppliers comply with strict health and safety standards.



OUR EVALUATION KPI

SBG has decided to approach this issue using well-defined KPIs divided into two macro categories.

EVALUATION TYPE	KPI
General	Potential Alternatives on the Market
	Production Capacity Availability Service
	Market Positioning
	Evaluation of the Company Structure
	Adherence of the Product/Service to the Specifications Requested
	Respect of Delivery Times
	Price and Payment Conditions
	Availability After-sales Structure
	Discount Management
ESG	Environnement
	Social
	Governance

The general evaluation criteria are taken into consideration based on the specific type of supplier, while the 3 ESG criteria are the same for each type of supplier; the scores achieved in the various fields contribute to the creation of an overall vendor rating that will place the analyzed vendor in the following categories.

RANGE	EVALUATION	ACTION
5	NOT SUITABLE	Exclusion from the SBG Vendor List
4	NOT SUITABLE	Further assessment required within 60 days
3	SUITABLE	Further assessment required within 120 days
2	SUITABLE	No action required
1	SUITABLE	No action required

This type of operation is carried out annually; however, additional evaluations may be required based on the score band in which a given supplier is located.

The vendor management procedure, which is still being defined, therefore aims to qualify suppliers also using the operational support of the **Open ES Portal: an initiative that brings together the industrial, financial and institutional world to involve and support all companies in the measurement and growth path on the dimensions of sustainability through a digital platform.** Started by Eni with **Boston Consulting Group** and Google Cloud in early 2021, the project has been associated with important Italian and international companies as partners. **The platform combines a shared method, based on standard and versatile metrics to cover all sectors and business models: the Stakeholder Capitalism Metrics, a set of metrics for corporate sustainability defined by the International Business Council of the World Economic Forum in September 2020.**



THE OBJECTIVES

Through the use of **OPEN-ES**, the objectives that the group, together with its partners, sets itself are the following:

SUPPLY CHAIN TRANSPARENCY

Classification of the companies that are part of our supply chain and related ESG risks on the basis of the activities entrusted

VERIFICATION OF SAFEGUARDS

The process of measuring and monitoring the characteristics of suppliers and their commitment to ESG

INFORMATION VISIBILITY

Profiling of actors along the supply chain through the adoption of an integrated approach with SBG

HOW WE ACHIEVE OUR OBJECTIVES

The achievement of these objectives will go through the completion of three distinct phases:

1 SUPPLIER COLLABORATION

SBG suppliers who play an important role in carrying out the group's operations have been invited or will be invited to create a profile on the Open ES portal; since the methods of the qualification process may not be fully clear in this first phase of the project, the group has decided to accompany its suppliers in the various steps required by the portal, in order to make work easier for all key suppliers. Considering the activity carried out by the group, it is believed that the suppliers with the greatest impact on the supply chain may be the following



Subcarriers: SBG employs a significant number of Subcarriers, exceeding 150 units in the 4 countries in which it operates. This number is increasing during the summer to respond to the increase in transport demand.



Workshops: these are fundamental suppliers for the Group's activity, because their intervention has a significant impact on both the safety of vehicles and their availability, which allows us to fully meet the needs of our customers. Given the peculiarity of the service offered and the tactical geographical location of vehicle maintenance operators, it is therefore essential to create solid and lasting partnerships. For the aforementioned reasons, maintenance service providers are subject to both documentary and physical checks by our facility. Internal audits are performed through the use of checklists whose results are collected in dedicated reports and presented periodically during QHSE (Quality, Health and Safety, Environment) company meetings.

In addition, precisely because of the importance of the service, the group tends to entrust tractor maintenance to the same construction companies by signing scheduled maintenance contracts, in order to guarantee the best performance in terms of quality and professionalism of the service.



Manufacturers: over the years SBG has created solid partnerships with the main suppliers of vehicles (both tractors and tanks), transferring the dialogue from a local to an international dimension; to date the group can boast some of the largest manufacturers among its suppliers.



Fuel: Considering the nature of the activity carried out by the group, a crucial role is played by fuel suppliers.



Tiers: SBG has been outsourcing this service for more than twenty years, relying on recognized international partners of primary importance on the market. By 2025, the group aims to complete the installation of the TPMS (Tier Pressure Monitoring Systems) system on the tires of the entire fleet to allow the control of the pressure of the SBGs themselves.

In this first phase, SBG decided to start this process by communicating its **sustainability** vision to the aforementioned categories of suppliers by letter and inviting its suppliers to use sustainability reporting tools, which will become a **fundamental aspect to be included in the group's vendor list**.

This invitation was mainly accepted by the subcarrier category, many of whom registered on the OPEN ES portal.

(GRI 2-6/2-8)

2 IDENTIFICATION OF ASSESSMENT AREAS

This step goes through the identification of the areas of evaluation considered significant for SBG and, once shared with the suppliers themselves, the assignment of a rating based on a weighed and objective analysis of the various ESG aspects taken into consideration



3 INTRODUCTION OF ESG CLAUSES IN CONTRACTS

Inclusion of standard ESG clauses in the drafting of contracts: this phase will seek to create a virtuous system in which vendors with high ESG ratings will be adequately rewarded to support their commitment to ESG issues.



(GRI 2-6/2-8)

STAKEHOLDERS AND THE GROUP'S APPROACH TO SUSTAINABILITY

SBG identified its stakeholders after careful analysis, carried out both within the group (*through comparison with the various department managers*) and by observing the various reference sectors in which SBG operates.

VISION

Our vision is to constantly improve the experience of our customers.

Relying on the skills and professionalism of our employees and equipping our staff and vehicles with the best technologies on the market, we guarantee the well-being of our employees and actively contribute to the reduction of polluting emissions.



MISSION

We offer innovative and customized solutions for our customers in the logistics and bulk transport sectors.

We are committed to maximum efficiency in supply chain management, maintaining a high level of security and service quality; we promote the diversification of our activities, expanding our portfolio of services to meet the changing needs of the market.

(GRI 2-29/2-22/2-23)



CORPORATE SOCIAL RESPONSIBILITY

From the national company of the 1950s to the internationalized one of today, SBG Group has always believed in Social Responsibility as an essential element to be competitive in today's and tomorrow's market.

SBG has decided to formalize its ESG commitment and create a communication model with stakeholders thanks to the Sustainability Report, in order to make known the solutions adopted to make the activity more sustainable with regard to the various ESG aspects. The Group is aware of the impact its activities have on people and the environment and its role as an actor in the transport sector. The drafting of this document constitutes an important step for the identification and monitoring of these impacts, in order to build a solid sustainable strategy with objectives in the short, medium and long term.

THE OBJECTIVE OF THE COMING YEARS IS TO CONTRIBUTE TO THE REALIZATION OF A MORE SUSTAINABLE FUTURE FOR THE SBG GROUP AND FOR FUTURE GENERATIONS, WITHOUT LOSING SIGHT OF EFFICIENCY AND QUALITY OF TRANSPORT

In this sustainability path, stakeholders have a key role because, through their needs and expectations, they provide important information that society undertakes to consider, within its decision-making processes and in the setting of economic, environmental and social objectives.

(GRI 2-29/2-22/2-23)



STAKEHOLDERS



For this reason, as a starting point for this process, SBG Group has identified the categories of stakeholders capable of influencing business decisions and, consequently, the sustainability of its company.



THE IMPORTANCE OF COOPERATION MEMBERSHIP ASSOCIATIONS

In order to strengthen cooperation between business partners and give impetus to sustainability projects and initiatives in the sector, the Group is an active part of the following trade associations in the various countries:



Associazione Nazionale Imprese Trasporti Automobilistici (ANITA): founded in 1944, ANITA is the Confindustria Association representing road haulage and logistics companies operating in Italy and Europe.



LOGISTICS UK

Logistics UK: is a campaigning for state-of-the-art trade facilitation measures that allow its trader members, and the logistics companies that support them, to keep trading seamlessly with the EU while also forging new global partnerships.



The biggest **Federation of Italian Logistic and Road Packages Hauliers** who represents 63 territorial Associations.



Confederación Española de Transporte de Mercancías (CETM): founded in 1977, CETM is a non-profit business organization that groups together freight transport companies from all over Spain.



(GRI 2-28)



Federation Nationale Transports Routier (FNTR): French employers' association representing transport companies. Created in 1933, its goal is to defend and promote its members, including the long-term health of firms in the French trucking sector.

(GRI 2-28)





Materiality Analysis

STAKEHOLDER PRIORITIES

The materiality analysis, through the involvement of the different categories of internal and external stakeholders, makes it possible to identify the material issues, that is, the issues that represent the most significant impacts of the organization on the economy, the environment and people, including impacts on human rights.

The results of this analysis support the definition of the objectives included in the **Sustainability Plan**, to the achievement of which the different **Functions and Business Lines of the Group** contribute.

The topics covered by the 2024 analysis cover the activities of the entire sustainable business model and are ordered according to the order that emerged from the comparison with the stakeholders interviewed.

In the table below, each material theme is associated with the definition of the impact, the evaluation of the same (*positive or negative, high or low*), the stakeholders involved as well as the ESG pillars and reference SDGs, the list of which is shown below.



STAKEHOLDER RANKING	MATERIAL ISSUE	DESCRIPTION OF THE IMPACT	POSITIVE/NEGATIVE IMPACT	HIGH / LOW IMPACT LEVEL	STAKEHOLDERS INVOLVED	ESG /SGGS PILLAR
1	Employee health and safety	Reduction of traffic accidents and improvement of road safety	Positive	HIGH	Customers Employees Transport Partners	3
2	Respect for the Law	Sanctioning and reputational risk	Negative	HIGH	Customers Public authorities Investors	8/12
3	Economic-financial solidity	Creating value to ensure stability for the company	Positive	HIGH	Customers Employees Suppliers Transport Partners	4
4	Quality and security of service	Improve the quality of the service to avoid economic and reputational damage	Positive	MEDIUM	Customers	8
5	Staff training and growth	Improving the skills, involvement and sense of belonging of the employee to raise the quality level of the company and reduce the risk of turnover and loss of skills	Positive	HIGH	Employees Customers Suppliers Transport partners	4
6	Reduction of CO2 emissions	Renewal of vehicle fleet, use of alternative fuels, economic driving training for drivers	Positive	HIGH	Customers Suppliers Transport Partners	7/8

This analysis will be updated with double materiality for the next sustainability report, in compliance with the requests of the CSRD to which the group will be subject from fiscal year 2025.

SUSTAINABILITY OBJECTIVES

The SBG group has also worked, during 2024, to identify some objectives in terms of sustainability on which it worked in 2024, involving the various company functions, and on which it will continue to work in 2025.

The table below shows the list of these objectives as well as the progress of work for each of them.



MATERIAL ISSUE	DESCRIPTION	TIMEFRAME	THEME STATUS
Employee health and safety	Installation on the entire fleet of the Samsara system for monitoring the fleet itself (quality, safety, environment)	2024	ACHIEVED
Employee health and safety	Obtaining certification 9001 Spain food and UK powder	2025	IN PROGRESS
Employee health and safety	Installation of the TPMS (Tire Pressure Monitoring Systems) system on the tires of the entire fleet to allow the tire pressure to be checked	2025	IN PROGRESS
Economic-financial solidity	Continuation on the path of differentiation	2025 and following years	IN PROGRESS
Staff training and growth	Increase in training hours compared to the previous year (safe driving, languages, information technologies, privacy, L231..)	2024 and 2025	2024 ACHIEVED – 2025 IN PROGRESS
Staff training and growth	Academy Development	2024 and 2025	IN PROGRESS
Respect for the Law	Update model 231	2025	IN PROGRESS
Quality and security of service	Investment in digitization in business processes	2025 and following years	IN PROGRESS
Employee health and safety	Implementation of an adequate welfare and smart working policy	2024	ACHIEVED
Respect for the Law	Cybersecurity: adopt a set of processes, best practices and technological solutions that can protect the network and critical systems from digital attacks.	2025	IN PROGRESS
Reduction of CO2 emissions	Increase in the use of green fuels	2024 and following years	2024 ACHIEVED - IN PROGRESS
ALL	ESG Vendor Management	2024 and following years	IN PROGRESS 2024 and following years



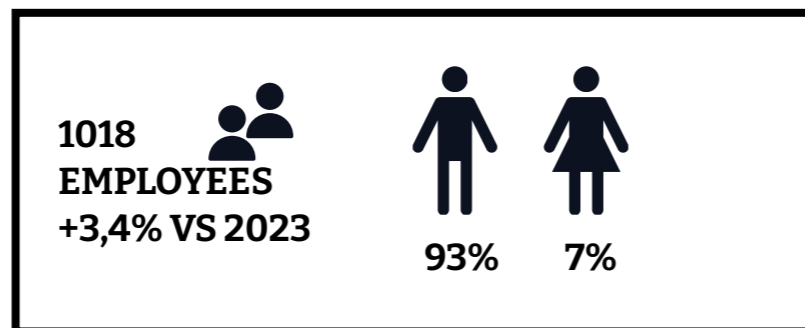
Employees & Collaborators

THE SBG NUMBERS

SBG's workforce has grown significantly in recent years: the Group has 1018 employees (average 2024), compared to 984 in 2023 and 836 in 2022: in 2 years the increase was 22%.

SBG's workforce has grown significantly in recent years: the Group has 1018 employees (average 2024), compared to 984 in 2023 and 836 in 2022: in 2 years the increase was 22%.

SBG Group employees are divided into 950 men and 68 women (this male predominance is determined by the sector in which the Company operates).



The workforce consists almost exclusively of staff on permanent contracts (995 people out of 1018, equal to 98%) and full-time (1003 people out of 1018, equal to 99%).

4% of the workforce are under 30 years of age, while 55% are between 30 and 50 years of age; the remaining 42% are over 50 years of age.

PEOPLE BY CATEGORY (vs 2023)

COUNTRY	CATEGORY	SENIOR MANAGERS	MIDDLE MANAGERS	EMPLOYEES	DRIVERS	OTHERS	TOT
Italy	Fuel (Holding included)	3	4	50	238	6	300
Italy	Food	-	1	5	40	3	49
Spain	Fuel (Holding included)	2	6	23	170	-	200
Spain	Food	-	-	3	11	9	23
France	Fuel + Powder	1	3	15	146	-	165
Uk	Fuel	2	5	28	198	1	234
Uk	Powder	1	1	2	24	2	30
Italy	IT Service	1	2	14	-	-	17
Italy	Service Station	-	-	1	-	-	1
TOT 2024	-	10	22	130	826	21	1018

TOT 2023	-	9	20	124	804	27	984
24 VS 23	-	1	2	15	22	-6	34
%	-	11,11%	9,00%	12,10	2,76%	-22,96%	3,43%

PEOPLE BY CATEGORY AND GENDER (vs 2023)

COUNTRY	CATEGORY	SENIOR MANAGERS		MIDDLE MANAGERS		EMPLOYEES		DRIVERS		OTHERS		TOT	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Italy	Fuel (Holding included)	3	-	2	2	32	17	237	-	6	-	281	20
												300	
Italy	Food	-	-	1	-	4	1	40	-	3	-	48	1
												49	
Spain	Fuel	2	-	3	3	13	10	170	-	-	-	188	12
												200	
Spain	Fuel (Holding included)	-	-	-	-	1	1	11	-	9	-	21	1
												22	
France	Fuel + Powder	1	-	2	1	7	7	140	7	-	-	150	15
												165	
Uk	Fuel	2	-	5	-	15	13	198	-	1	-	221	13
												234	
Uk	Powder	1	-	-	1	-	2	24	-	2	-	27	3
												30	
Italy	IT Service	1	-	2	-	12	2	-	-	-	-	15	2
												17	
Italy	Service Station	-	-	-	-	-	1	-	-	-	-	-	1
												1	
TOT	-	10	-	15	7	85	54	819	7	21	-	950	68
												1018	
%		100%	0,00%	68,81%	31,19%	61,08%	38,92%	99,15%	0,85%	100%	0,00%	93,33%	6,67%
												93,75%	
2023												920	64
												984	
24 VS 23												30	4
												34	



WORKFORCE BY PERMANENT OR TEMPORARY (VS 2023)

COUNTRY	CATEGORY	PERMANENT	TEMPORARY	TOT
Italy	Fuel (Holding included)	282	19	300
Italy	Food	42	7	49
Spain	Fuel (Holding included)	181	18	200
Spain	Food	22	-	22
France	Fuel + Powder	163	2	165
Uk	Fuel	232	1	234
Uk	Powder	30	-	30
Italy	IT Service	16	1	17
Italy	Service Station	1	-	1
TOT 2024	-	970	48	1018
%	-	95%	5%	-

TOT 2023	-	962	22	984
24 VS 23	-	8	26	34
%	-	0.83%	116.82%	3.42%



WORKFORCE BY FULL-TIME OR PART-TIME (VS 2023)

COUNTRY	CATEGORY	FULL-TIME	PART-TIME	TOT
Italy	Fuel (Holding included)	297	3	300
Italy	Food	49	-	49
Spain	Fuel (Holding included)	190	10	200
Spain	Food	22	-	22
France	Fuel + Powder	164	1	165
Uk	Fuel	233	-	233
Uk	Powder	30	-	30
Italy	IT Service	17	-	17
Italy	Service Station	1	-	1
TOT 2024	-	1003	14	1017
%	-	99%	1%	-

TOT 2023	-	978	6	984
24 VS 23	-	25	8	33
%	-	2.56%	133.33%	3.35%



WORKFORCE BY AGE GROUP (vs 2023)

COUNTRY	CATEGORY	<30	30<50	>50	TOT
Italy	Fuel (Holding included)	14	150	136	300
Italy	Food	3	14	31	48
Spain	Fuel (Holding included)	3	142	55	200
Spain	Food	-	22	-	22
France	Fuel + Powder	2	92	71	165
Uk	Fuel	16	116	102	234
Uk	Powder	-	11	18	29
Italy	IT Service	1	6	10	17
Italy	Service Station	-	1	-	1
TOT 2024	-	40	555	423	1017
%	-	4%	55%	42%	

TOT 2023	-	39	532	413	984
24 VS 23	-	1	23	10	33
%	-	1,69%	4,29%	2,40%	3,39%



DRIVER WORKFORCE BY AGE GROUPS (vs 2023)

COUNTRY	CATEGORY	<30	30<50	>50	TOT
Italy	Fuel (Holding included)	4	121	113	238
Italy	Food	3	12	25	40
Spain	Fuel (Holding included)	2	120	48	169
Spain	Food	-	11	-	11
France	Fuel + Powder	1	77	69	146
Uk	Fuel	7	95	96	198
Uk	Powder	-	7	17	24
TOT 2024	-	16	442	367	826
%	-	2%	54%	44%	





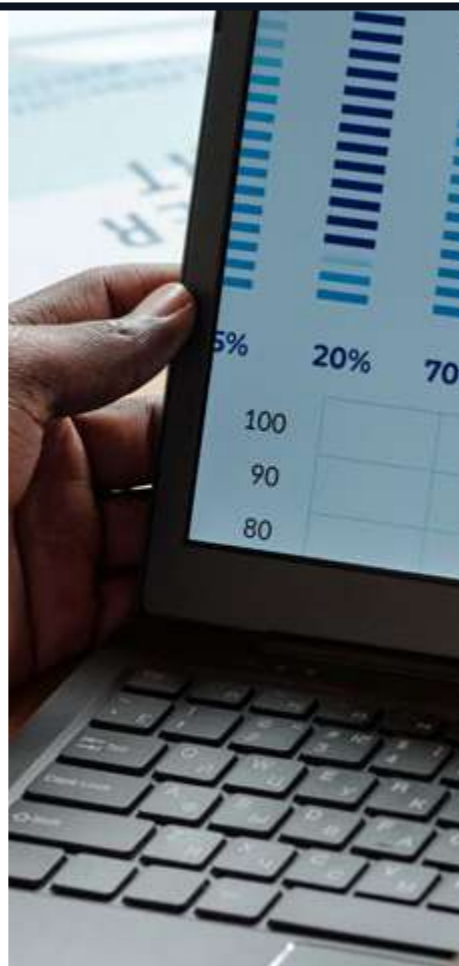
It should not be overlooked that the new generations are aiming at a different work-life balance than in the past, and jobs such as that of the driver are perceived negatively. For all these aspects, the activity in young people has little attractiveness.

A SECTOR FACING A GENERATIONAL GAP

Analysing the above data, it is evident that the composition of the SBG workforce reflects a critical aspect of the sector that affects the whole of Europe.

The progressive average ageing of the resources used in driving vehicles is in fact a crucial issue for the entire road transport sector, and it is expected to present itself even more markedly in the next decade and will not have a quick solution: according to the assessments of industry organizations, **there are more than 20,000 drivers missing in Italy and the number continues to rise.**

The causes of this objective difficulty in finding drivers lie above all in the fact that the work of a driver, as well as being complex and stressful, is not very accessible (*although in many cases well paid*). In fact, on the one hand, in many countries (*including Italy*) **the minimum age to obtain a driver's license is 21 years old**, which cuts out the band of eighteen-year-olds just out of school and looking for a job. To this are then added the **high costs for obtaining licenses**, generally higher than those of the simple B license, to which, then, are added the **costs of specialization and coaching**. Finally, it should not be overlooked that the **new generations are aiming at a different work-life balance** than in the past, and jobs such as that of the driver are perceived negatively. For all these aspects, the activity in young people has little attractiveness.



THE SBG GROUP WILL ADDRESS THIS ISSUE WITH A COMPREHENSIVE PROGRAM OF INITIATIVES

A communication campaign will be conducted at schools to spread awareness of this work and its opportunities to younger generations.

Projects will be launched to facilitate access to training through financial support.

OUR INITIATIVES

Solving this problem could also allow companies like SBG to study more **flexible working hours** for a better balance between personal and professional life.

While it is crucial to create new professionals, on the other hand it is important to take care of those who are already part of the SBG workforce: for our Group, **the aspect of the well-being of our drivers is of primary interest**, so much so that for this purpose programs will be launched aimed at creating in the employee the necessary **awareness and sensitivity regarding fundamental issues such as the health risk related to the task performed**, in order to prevent the most widespread diseases in their category of workers.



OUR GOAL



**TALENT ATTRACTION
FOR YOUNG PEOPLE**



**INTENSIVE TRAINING
PROGRAM FOR DRIVERS**



ACADEMY

EMPLOYEE POLICIES AND TRAINING

All our employees, in four European countries, are covered by collective bargaining agreements.



Ensuring growth targets through the inclusion of senior figures and even more young people who guarantee generational change is a fundamental element to support the company's growth process. For this reason, **recruitment is a continuous activity**, precisely because it is considered an important strategic lever on which the company focuses.

For drivers, recruitment takes place through **research on the territory of expert figures**, with ads placed at strategic junctions thanks to partnerships with driving schools and through the publication of ads on official channels (*LinkedIn, Search Engines*). With regard to **employment positions, recruitment is conducted through specialized recruitment companies or** independently through the publication of **vacancies in official search engines** (*LinkedIn, Indeed, etc.*).



Thanks to a series of initiatives, the Group continues its employer branding project, increasing its visibility through regular and constant external communication, activating the various research channels according to the necessary professionalism linked to the organizational plans.

Greater communication through the dissemination of events, initiatives and growth operations has attracted greater attention to the group, promoting visibility and creating greater attractiveness; this has led to **an increase in spontaneous applications** (*especially with regard to drivers*). The selection process, whatever the figure sought, takes place in compliance with the **policies for the promotion of diversity and inclusion, favoring equal opportunities without any form of discrimination**.

In absolute harmony with company values, all interviews are carried out involving HR and the requesting function from the beginning, to guarantee the neutrality of the evaluation and with a view to exchanging and enriching the different points of view, with the sole objective of jointly identifying the most competent figure based on the role to be covered.

In addition, the Company is aware of the value of dialogue and listening to its people.

Periodic information meetings are then organized to illustrate the Group's progress, **to share projects and to gather feedback**. In order to improve communication also with the different countries, SBG is **considering the possibility of implementing the company intranet** and increasing the number of meetings with the Group's people (*for example, team building events, Christmas meetings, etc.*).

In addition, SBG has adopted a new AIR (Annual Individual Review) system since 2022 to evaluate the previous year's performance and assign individual objectives for each employee.

The meeting organized by the department manager with each team member is a fundamental moment in the valorization of resources: it allows **sharing new targets, verifying annual performance and identifying areas for professional or managerial improvement**. It is a transparent and fair method to define performance and objectives, as well as to plan career advancements and salary changes, aspects that are analyzed and defined taking into account, among other things, professionalism and meritocracy.



WITH A VIEW TO SUPPORTING GREATER WORK-LIFE BALANCE, SMART WORKING WAS INTRODUCED AND FLEXIBLE HOURS WERE GRANTED.



In 2025, the Italian driver staff will be provided with the "driver manual" in digital format. In addition, a technical poll will supervise the creation of the video procedures relating to the most important phases of the product loading and unloading process and the operations connected to them. The content will be agile and available on the app provided to drivers.

2025 WILL SEE THE COMPANY ENGAGED IN THE FOLLOWING PROJECTS



CARE IS IMPORTANT

Care is important: in the year we will launch a training initiative to disseminate culture and promote the well-being of drivers through a series of meetings aimed at a more timely reading of some alarm bells for our health.



PREVENTION FOR YOU

SBG will organize a preventive diagnosis event on a disease whose choice will be made by the staff through a questionnaire (*nutrition, sleep disorders, etc.*)

LESS PLASTIC

With a view to eco-sustainability, the group, in each location where possible, will install new water dispensers with a drastic reduction in the use of plastic.



WE ARE HERE

For a greater connection with the territory: the SBG group, recognizing the importance of people in its growth, maintains a firm connection with the territory; to increase its contribution to its growth it will open its doors, inaugurating an Open Day in all the company's offices to welcome students from logistics institutes close to the most representative locations. The event will be a time of growth for students and dissemination of transport culture. Two 120-hour internships will be organized downstream.

GIVING BACK TOGETHER

Strengthened by a long tradition and a history of achievements, SBG promotes the corporate volunteering day; a day will be organized in which all employees will be able to join a volunteering initiative on an ecological or social theme. A concrete contribution to the territory and the people who work there.



ACADEMY

In a constantly changing world, the group has decided to create its own Academy to remain competitive and ensure that employees are up to the fast-changing challenges, since finding highly qualified human resources is not easy at all.

The goal is to support HR in developing the skills needed to improve performance at work and stay ahead of emerging trends and technologies in each industry. All personnel will be provided with adequate training, compulsory or not, to allow the achievement of the expected results.

The 2025 goal is to expand the project, extending the contents to the soft skills part for clerical staff and increasingly expanding digital skills and the integration of artificial intelligence among work tools.

With regard to drivers, the Academy will allow the digitization of the training process, through the population of the platform with the digital version of the driving manual, the creation of video operating procedures for the creation of the technical knowledge necessary for the correct performance of the task, with the integration of video operating instructions.

All of the above, in addition to providing for the involvement of internal professionals, will also see suppliers as strategic partners to better transfer specialist content.

This new approach will allow us to further raise the quality standards of our service and allow us to remain competitive in an ever-moving market.

In 2024 SBG adopted an internal training infrastructure for its employees by starting its own Academy, a project that is aimed at all the Group's resources



Health, Safety, Quality, Training, Territory

Workforce performance

2025 expansion

Drivers' Academy

Collaboration

Creation of processing register

Outcome

HEALTH AND SAFETY

For the Group, safety first of all means sustainability. The safety of one is the safety of all.

For SBG it is mandatory that the activities are managed always putting the safety first, not only of employees but of all those who are influenced and involved in the activity. The safety of a Group vehicle on the road is the safety of even the weakest road user, from pedestrians to motorcyclists to motorists. SBG believes that everyone's commitment is the basis not only of their own safety, but of the safety of their colleagues and the safety of every citizen.

In order to increase the safety policy, two dash cam systems (*SAMSARA* and *"Angelo Custode"*, the Italian term for *"Guardian Angel"*) have been finalized, which provide **reporting tools for fleet operators, so as to implement safety coaching programs, prevent injuries, accidents and simultaneously reduce costs.**

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AWARE OF THE DANGEROUS TASKS PERFORMED BY DRIVERS, SBG WORKS HARD IN ORDER TO



Train all employees to increase safety (e.g. Safety Driver training, Tools...) and to protect the environment (e.g. spill management).



Identify and manage the risks associated with unloading activities and do not perform them if it is not possible to guarantee an adequate level of safety for people and the environment.



Indicate the precautions to be taken when performing the services.

(GRI 403-1/403-2/403-3/403-4/403-5/403-6/403-7/403-8/403-9/401-1/404-1/404-2 / 413-1)



Develop on the basis of the laws and the suggestions of the competent institutions, internal regulations based on sound scientific principles and risk assessment.



Establish the role and responsibility for safety at work for each employee or external collaborator involved in their activities, encouraging safe behaviour even outside the work environment.



Periodically monitor security activities in order to carry out appropriate reviews and evaluations to quantify the progress made and ensure compliance with this policy.



Promote the reporting of anomalies and near misses.



Organize a well-structured communication system to have a continuous exchange of information.

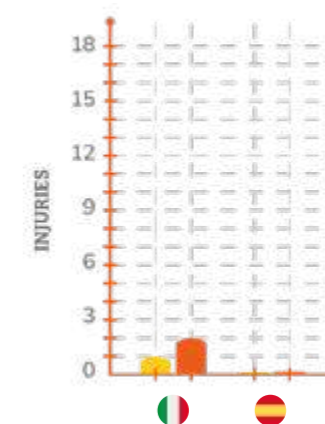
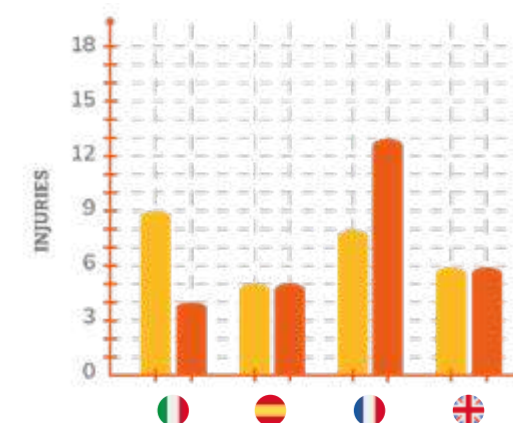


Implement an action plan to reduce risk factors.

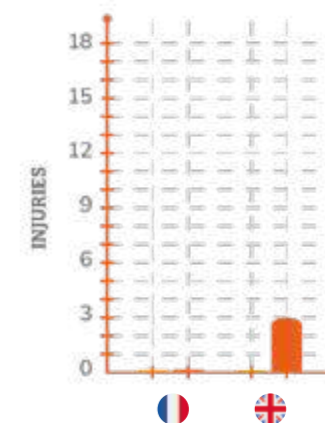
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From the point of view of health control, the competent doctor defines the health protocols for the tasks subject to health surveillance and defines specific medical visits and examinations.

Injuries in the oil sector (2023 vs 2024)



Injuries in the food sector (2023 vs 2024)



Injuries in the powder sector (2023 vs 2024)

With regard to employee accidents, in 2024 there were 31 accidents compared to 29 in 2023 (+10%). Only driver categories were involved.

TECHNOLOGY AT THE SERVICE OF HEALTH

For the Group, safety first of all means sustainability. The safety of one is the safety of all.

Road safety is constantly getting worse. Risks on the road are increasingly difficult to predict. The coaching used so far and the training are fundamental measures but not sufficient to maintain a safe and quality level of service.

For this reason, in 2024 SBG equips its entire fleet with the SAMSARA technology system, introducing a "front dash cam" for the first time in the company's history. The system provides important information on driver behaviour, vehicle status and location, as well as coaching tools, to improve the company's overall safety performance.

SBG's idea is to proactively define safer and more efficient driving habits and improve staff retention. The system receives information through smart Dash Cams, the vehicle's on-board computer and also thanks to the active contribution of its staff with personalized APPs.

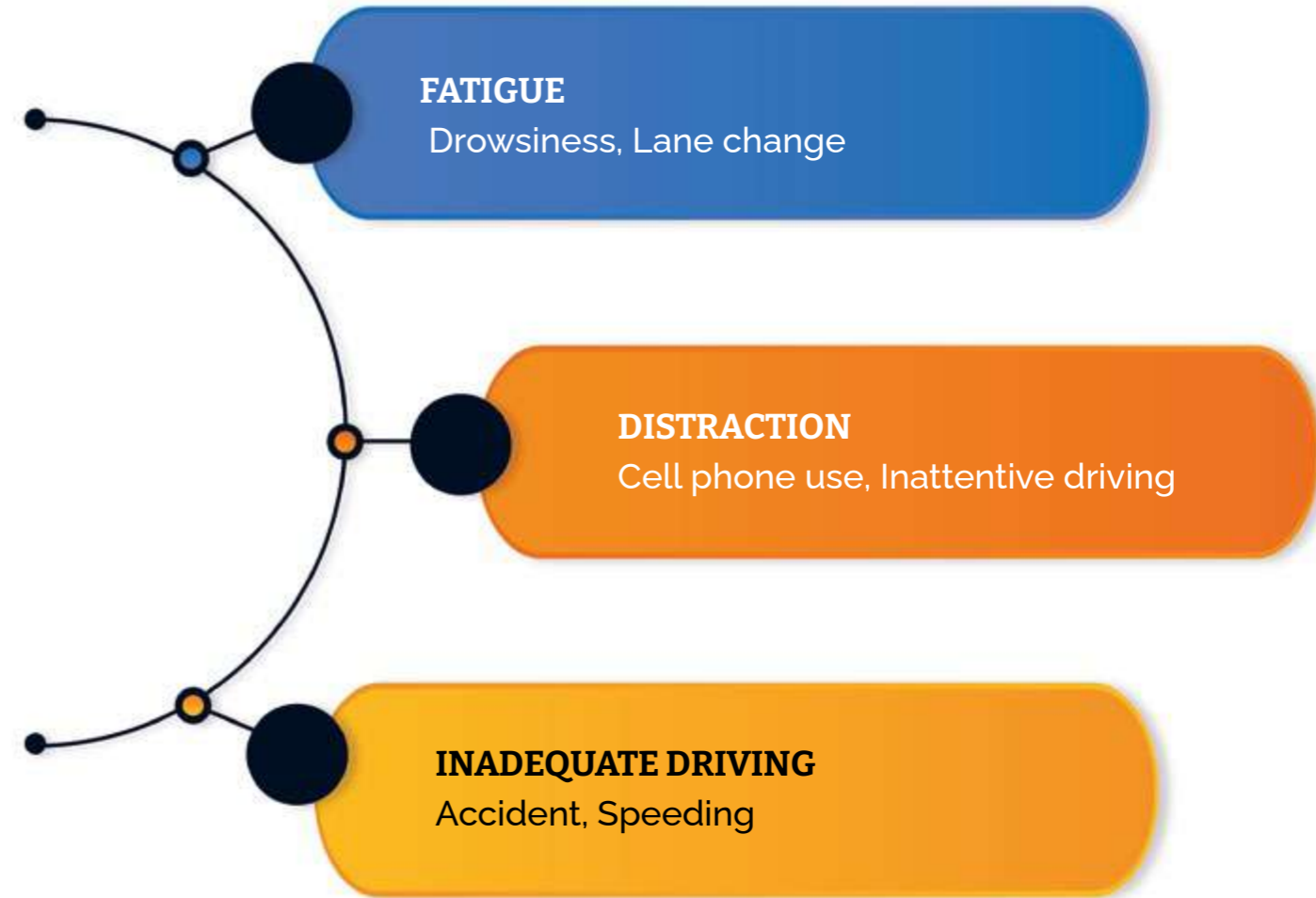
SBG wants to focus on the most risky behaviors and the professional growth of its drivers through coaching and training in a personalized way, based on the behaviors kept driving, identifying both positive and risky behaviors: for those with low risk, not repeated, it is possible to intervene in real time, through In-Cab Alerts; for those with low risk, repetitive, the system works with a Virtual Coach; for those with high risk, in-person training is provided.



THE SAFETY OF ONE IS THE SAFETY OF ALL

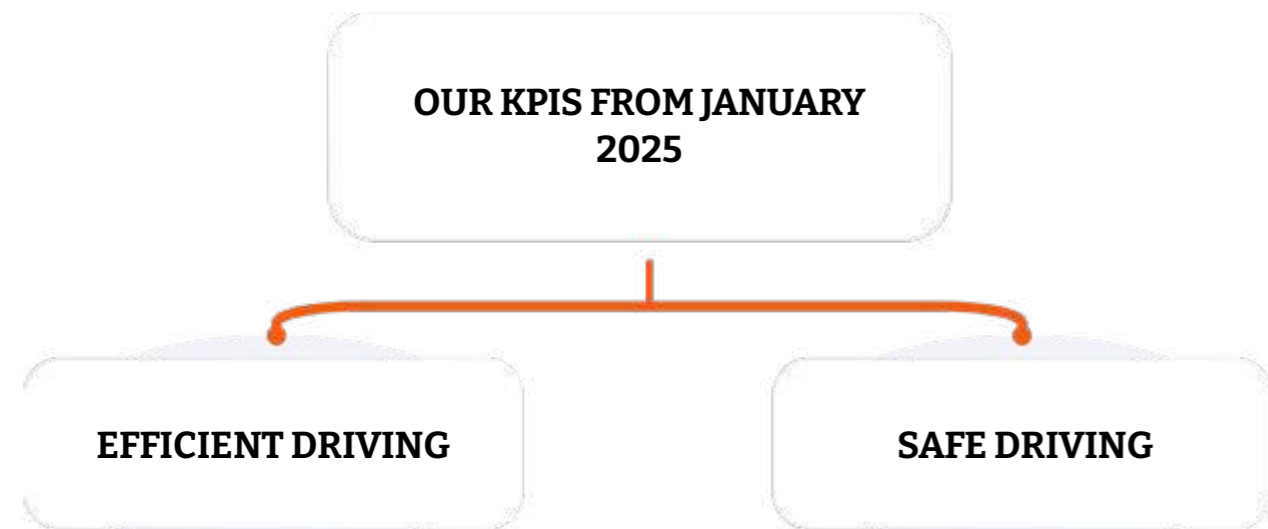
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BELOW ARE THE PARAMETERS AND INFORMATION MONITORED TO DEFINE AND IDENTIFY THE RISK:



OUR KPIS

SBG has also defined the following KPIs, provided in real time by the SAMSARA system, which will allow a comparison between all business activities during international HSE meetings, starting from January 2025



Cruise Control: Time of use of cruise control by the driver in proportion to the driving time.

Coasting: Time elapsed without pressing the accelerator or brake in proportion to the driving time.

Predictive Braking: Rapid braking events (based on the time between acceleration and braking) in proportion to the total braking events.

Engine rpm (low): time spent at an efficient rpm in proportion to driving time.

Idling: Time when the vehicle engine is idling and the PTO is not on, in proportion to the engine ignition time

Engine Torque: Time in which the engine torque of the vehicle is greater in proportion to the driving time.

Sharp braking: when a driver uses more force than necessary to stop a vehicle. This action may indicate distracted or aggressive driving.

Sharp Turn: When a driver tackles a curve or hairpin turn too quickly. This action increases the force on the vehicle, putting heavier vehicles at risk of tipping over.

Safety Distance: A safety distance helps prevent roadblocks.



(GRI 403-1/403-2/403-3/403-4/403-5/403-6/403-7/403-8/403-9/401-1/404-1/404-2 / 413-1)

TRAINING

SBG Group believes in the crucial value of training. For this reason, also thanks to the needs identified in the AIR described in the previous paragraph, training plans for employees are regularly defined and promoted.

In 2024, the training interventions covered not only the **mandatory technical part** (transport of explosive materials, tachograph, etc.) but also **topics more related to safety culture** such as those on **Safe**

Driving. For clerical staff, courses on **digital and language skills** were similarly organized, as well as refresher courses on **privacy, cybersecurity and GDPR.**

IN 2024, SEVERAL HOURS OF TRAINING WERE CARRIED OUT (BOTH MANDATORY AND OPTIONAL)

- Safe Driving** with the help of a simulator,
- Fire drills** with the help of a simulator
- Emergency procedures** with simulations of fire/loss of product and/or road accident
- Courses** on the tachograph with particular focus on driving and rest times
- Training** on the latest updates to the Highway Code
- Loading from above and **use of category III PPE**, in particular the safety belt for all employees of the group, with a particular focus on drivers.

During the year 2024, the SBG group provided a total of 20,675 hours of training, of which 16,577 to travelling staff and 3,476 to clerical staff. These numbers are increasing significantly year after year; in fact, in 2023 there were 14,000 hours of training, with a percentage increase of 47%. Regarding the average hours of training for each employee, the table below shows an increase of approximately 43%.

YEAR	TRAINING HOURS	EMPLOYEES NO.	HOURS/EMPLOYEE
2024	20.675	1017	20
2023	14.000	984	14
24 VS 23	6.675	33	6
%	4,68	3,35	42,89

(GRI 403-1/403-2/403-3/403-4/403-5/403-6/403-7/403-8/403-9/401-1/404-1/404-2 / 413-1)

BEST PRACTICES

Also in 2024, the group continued with the **monthly HSE meetings**, a fundamental moment for the sharing of events and experiences in the field, with the aim of bringing out **"best practices"**.

TOOLBOX MEETING

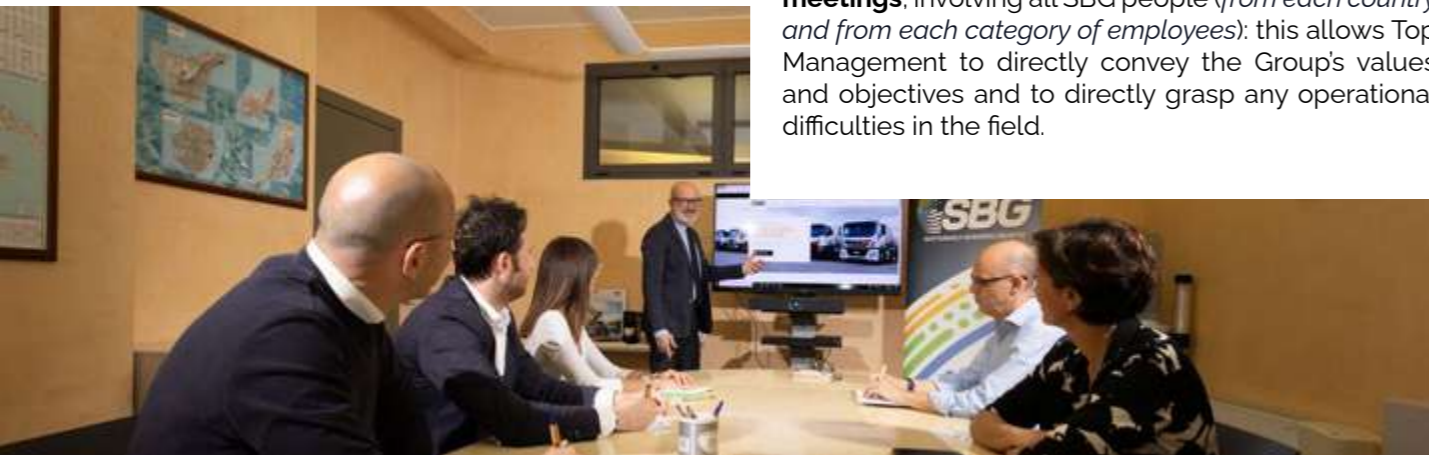
In addition, drivers from each country participated in the **"Toolbox meeting"**: during this occasion, operations managers share with drivers the main events that have happened in terms of safety and the environment, discussing the experience, the actions taken to mitigate risks and the related lessons learned.

SAFETY WALK

As for engagement, during 2024 we wanted to repeat the experience of the **"safety walk"**, a moment of growth and involvement of management, but also a fundamental demonstration of dialogue between employees, an essential element in the perspective of sharing perspectives.

ENGAGEMENT

In addition, engagement goes beyond the simple transmission of information, as it is based on direct and **one-to-one meetings**, in which the various operational levels of the Company can compare. Engagement usually takes place through **periodic meetings**, involving all SBG people (*from each country and from each category of employees*): this allows Top Management to directly convey the Group's values and objectives and to directly grasp any operational difficulties in the field.



QUALITY

An efficient and modern fleet integrated with the most modern safety and control systems ensures our customers and employees the highest quality standards on the market.

SBG Group believes that part of its success comes from the quality of its services. This is based on three fundamental pillars: quality standards, continuous staff training and involvement.



Quality standards



Continuous staff training



Involvement

(GRI 403-1/403-2/403-3/403-4/403-5/403-6/403-7/403-8/403-9/401-1/404-1/404-2 / 413-1)

CERTIFICATION

The high quality standards that the Company has achieved are also represented by the certifications obtained. In detail:

- **UNI EN ISO 9001:2015:** certifies the presence of a quality management system that complies with the requirements of the standard. It is useful for the planning, implementation, monitoring and improvement of operational and support processes and is present in all Group entities.
 - **UNI ISO 45001:2018:** certifies the presence of a health and safety management system that complies with the requirements of the standard. Its aim is to help organizations provide safe and healthy workplaces by preventing accidents at work and health problems. It is present in SBG Italy, Spain and the United Kingdom.
 - **UNI EN ISO 14001:2015:** certifies the presence of a road safety management system that complies with the requirements of the legislation. It is present in SBG Italy and Spain.
 - **UNI ISO 39001:2016:** it certifies the presence of a system for the management of the road traffic safety compliant with the standard requirements. It is present in SBG Italy and Spain.
 - **SQAS:** certifies the quality (in terms of safety, environment, safety) of logistics services in the chemical sector. It is present in all Group entities.
 - **UNI ISO 22000:** certifies the management of food safety, precisely identifying the risks, and the consequent management, to which the food supply chain is exposed.
- Standards and technical standards for the definition of food safety, quality, authenticity, and legality requirements for all the specifications required by the transported product: HACCP, EFTCO foods, Kosher, Halal etc...

COMPANY CERTIFICATION		ITALY	SPAIN	FRANCE	UK
9001	Oil	✓	✓	✓	✓
	Powder	-	-	✓	To be 2025
Quality	Food	✓	✓	-	-
45001	Oil	✓	✓	-	✓
Health & Safety	Food	✓	To be 2026	-	To be 2026
14001 Environmental	Oil	✓	✓	✓	✓
	Powder	-	-	✓	To be 2026
39001	Oil	✓	✓	To be 2025	-
Road Traffic Safety	Powder	-	-	To be 2025	-
SQAS	Oil	✓	✓	✓	✓
	Powder	-	-	✓	-
Occupational Health & Safety	Food	✓	✓	-	-
22000	Food Safety Management	To be 2026	-	-	-

BOND WITH THE TERRITORY

In terms of proximity to communities and the social fabric, SBG in the UK has promoted the development of sport at the amateur level, demonstrating a concrete commitment to supporting the health, well-being and social development of the communities in which it operates.

This type of sponsorship is associated with positive values such as teamwork, perseverance and excellence; principles that reflect the company's mission and vision.

On the merits, SBG provided sports material by sponsoring the MPE Sports FC under 15's boys team in the Kent Maidstone Youth Football League.

(GRI 403-1/403-2/403-3/403-4/403-5/403-6/403-7/403-8/403-9/401-1/404-1/404-2 / 413-1)



Environment, Energy & Emissions

ENVIRONMENTAL POLICY

SBG's strategy is to operate with strong consideration for both the environmental and economic needs of the communities in which it operates.

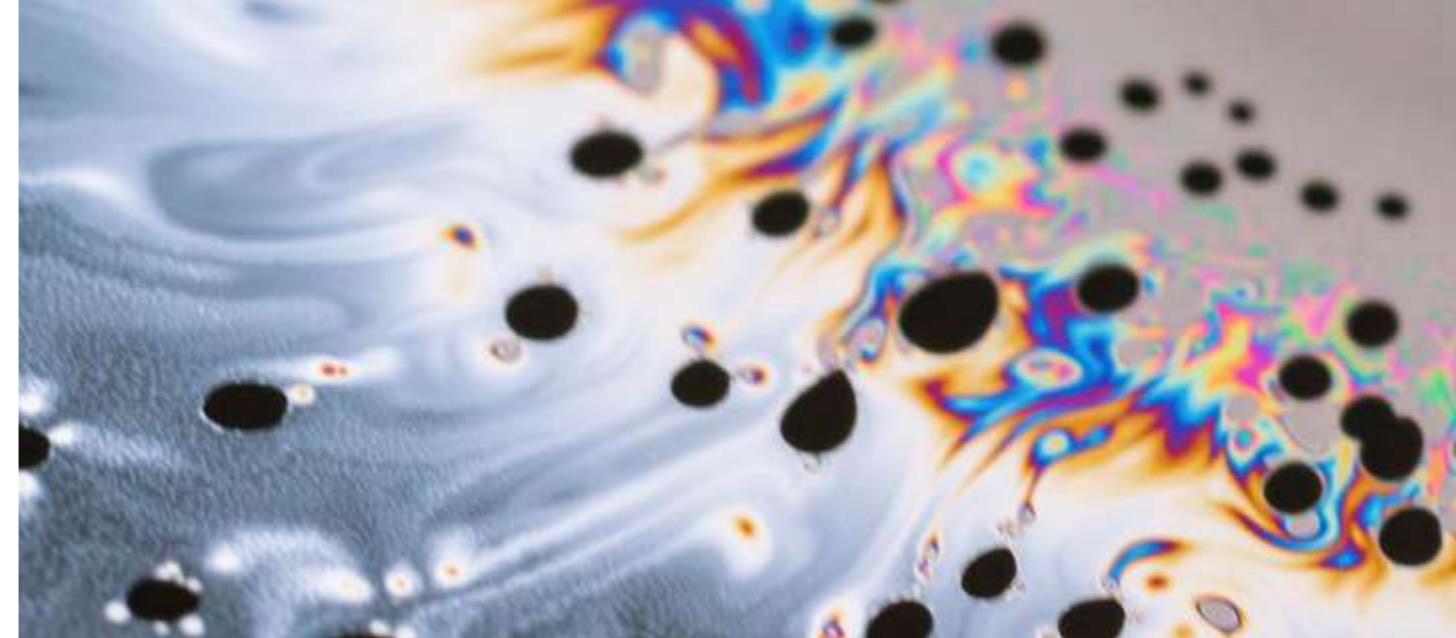
In order to mitigate the environmental impact, the SBG Group builds its "Environmental Policy" around the following key points:

- **Respect** the environment by committing to pollution prevention, through the continuous search for operational and management solutions aimed at minimizing impacts on the environment.
- **Engage** in compliance with applicable legislation and the remaining signed environmental compliance and in the implementation/maintenance of its management system
- **Collaborate** with government agencies and industry organizations to facilitate the timely development of effective environmental laws and regulations, based on sound science, risk assessment, and cost-benefit analysis.
- **Buy** vehicles and equipment with lower energy consumption and lower pollutant emissions (GHG), fuels and tires that guarantee a balanced duration/fuel consumption ratio, equipment with high energy efficiency, encourage the purchase of energy from renewable sources for their needs.
- **Carry out** its activities taking into account the potential impacts on sensitive areas and biodiversity, in order to evaluate actions to minimize the potential impacts on them.
- **Use** suppliers who share our environmental policy and who guarantee not only compliance with current legislation, but also a concrete commitment to minimize their footprint on the environment and the controlled disposal of consumables (batteries, tires, used oils, fire extinguishers)
- **Request** compliance with the same policy and environmental objectives from all our suppliers who operate in constant relationship with the Group.
- **Respond** quickly and effectively to incidents that may occur during operations, cooperating with the competent authorities and government bodies.
- **Carry out** appropriate environmental safety controls to ensure compliance with this policy.
- **Carry out** appropriate reviews and evaluation of operations to quantify progress.



With a view to supporting the strategy to reduce CO₂ emissions, the Group is investing in the participation of 4 new Biomethane production plants to ensure the supply of its BioLNG fleet in Italy; the first plant was inaugurated in 2024 .

(GRI 403-1/403-2/403-3/403-4/403-5/403-6/403-7/403-8/403-9/401-1/404-1/404-2 / 413-1) (GR1 2-22)



WASTE AND SPILL MANAGEMENT

During the transport and handling of the product, both at loading and unloading, possible accidental spills may occur, with consequences both for the environment (pollution of land, waterways...) and for people (fire, explosion...).

Spills can be caused either by mechanical or electronic failures, incorrect application of procedures or incorrect use of equipment.

In order to mitigate the damages that may arise from these cases, SBG has established solid relationships with our third-party partners that intervene in the event of environmental emergencies; moreover, with a view to safeguarding its stakeholders, the Group uses the support of suitable insurance coverage, appropriate to the actual level of risk associated with this type of event.

Emergency management takes place with the direct intervention of operational teams that deal with the resolution of the entire claim, whose phases are the following: emergency safety, removal of the contamination core, management of the waste produced, relations with the control bodies for the

presentation of the characterization plan and the operational remediation project, execution of the remediation activities approved by the control bodies.

SBG also believes that for the proper management of these events the activity of its personnel, both in advance and in emergency management, is of fundamental importance. Consequently, training and information sessions on correct transport procedures, both ordinary and emergency, are always present in the annual training plans.

The Group companies have specific emergency plans both for the situations that may arise within their facilities and for what may occur during transport and delivery; to this end, specific procedures have been established for reporting and activating external assistance, which are regularly tested.

IN 2024, 16 CASES OF SPILLAGE WERE RECORDED, FOR A TOTAL OF 500 LITERS OF SPILLED PRODUCT; THIS REPRESENTS LESS THAN 0.01% OF OUR GLOBAL DELIVERIES.

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

RESPONSIBLE WASTE DISPOSAL

A fundamental issue, in addition to the management of spills, is the management of hazardous waste, which is mainly represented by electronic equipment, pipes for handling the product, first flush runoff from yard areas, etc.

For the Company, it is therefore essential to use qualified suppliers that guarantee the controlled disposal of this type of material.

Non-hazardous waste is instead represented by the waste material produced by the routine activities of the offices (such as, for example, paper, plastic and cardboard), which is disposed of through bins for separate collection and collected by external disposal companies.

It is also necessary to mention the **treatment and recovery of the water** intended for the internal washing of the tanks, an activity carried out by the group's food liquid transport companies, Cisternas

Navarro and Feccia F.lli; the procedure provides that the **water used is treated by a special purification plant, and consequently discharged into public sewerage.**

Finally, it should be noted that there are **2 workshops for the small maintenance of vehicles**, one in Italy at F.lli Feccia and the other in Scotland at the powder transport company A&R Burnett; In these cases, the production of waste essentially concerns small quantities of spent oil, batteries, small parts and ferrous material that are recorded and managed in accordance with the provisions of the respective national regulations



RESPONSIBLE FLEET MANAGEMENT

SBG Group in recent years has implemented a fleet management policy that aims to reach the European CO₂ emissions target by 2040 (-90%), and focuses on the following aspects:

-90%
EUROPEAN CO₂
EMISSION
TARGET 2040

✓ **Fleet renewal**



SBG applies a very aggressive turnover policy that has led the group to have a fleet of tractors with an average age of 3,5 years; in this way the group can rely on the latest generation vehicles with the lowest CO₂ emissions per kilometer travelled



✓ **Efficient driving**



Born from the continuous training of drivers, in order to help them achieve a driving style that, in addition to being eco-sustainable, is safe. A careful driving style allows the protection of the driver and other people (pedestrians, other cars, etc.) and greater respect for the environment in terms of emissions and consumption of raw materials (due to the lower consumption of tires). Driving efficiency is also ensured by the accurate monitoring of vehicle consumption which allows SBG to promptly identify and resolve anomalies related to vehicle inefficiencies and incorrect driving of personnel. For these reasons, efficient driving can also be associated with economical driving.

✓ **Tolls**



The group has decided to integrate the use of electronic devices for toll payment into its emission reduction strategy. These systems, which are part of the standard equipment of every SBG vehicle, make it possible to avoid the stop-and-go at the toll booths for the payment of tickets, thus allowing an effective rationalization of traffic flows and, at the same time, a significant reduction in greenhouse gas emissions.

✓ **Green Fuel**



In 2024 the Group continued on its **path of diversifying** the fuels used, increasing the use of products such as **HVO, LNG, Bio LNG, CNG and bio CNG** in almost all countries and in almost all its activities, which has allowed a significant reduction in terms of CO₂ emitted.

ALTERNATIVE FUEL

The table below shows, broken down by country and business area, the percentages of alternative fuel supply with respect to the total

BUSINESS	YTD 2024	HVO+BIOLNG
Oil	Italy	51.2%
	Spain	0.3%
	France	5.6%
	UK	0.0%
Food	Italy	8.7%
	Spain	0.0%
Powder	France	0.0%
	UK	0.0%



EMISSION FACTORS

Emission factors are coefficients that allow to quantify how much an activity or process emits pollutants into the atmosphere; they allow to convert data (e.g. methane gas consumption) into greenhouse gas emissions; they are mainly used to estimate and monitor the impact of certain activities on the environment and are also defined as conversion factors.



FUEL & ENERGY USE

In the context in which the group operates, i.e. the transport sector, the predominant emission factor is undoubtedly that associated with the consumption of fuel and energy used to power the vehicles of the fleet.

EMISSION VARIABILITY

The emission factors associated with the supply of fuel on a given day in a given place are subject to a natural variability associated with it, depending on elements such as the nature of the raw materials, the places of production and consumption, the distribution mechanisms used, the energy inputs, the nature of the production processes used, etc.

REPRESENTATIVE VALUES

In general, conventional fuels tend to be mixtures that come from a mix of sources and processes developed to ensure their circumscription within local quality standards. In light of this, it is not standard practice to try to translate the emissions produced by each individual batch of fuel into an exact quantity, on the contrary, representative values are used with the knowledge that, over time, the average of emissions will approach the aforementioned value (assuming it is well calculated).

NATIONAL STANDARDS

Variations in national fuel standards and local industrial energy efficiency can be found in the official data cited by national sources on emission factors; the potential raw materials and production processes for conventional fuels are relatively well known and, consequently, there tends to be a relatively small variation in the values provided for these products.

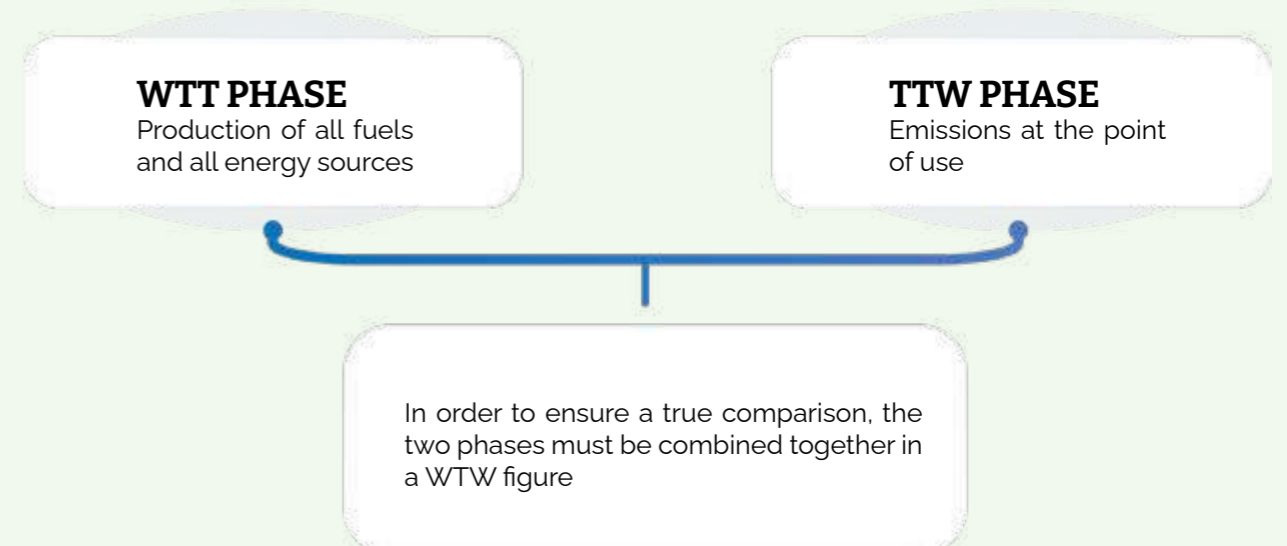
NEW FUELS

So-called "new fuels" on the other hand, including some renewable fuels and low greenhouse gas emission fuels, tend to have a less consolidated production process, with greater variability over the entire life cycle and a wider range of possible feedstocks.



It is essential that emission factors are based on the most established sources, and developed by specialists; the development of emission factors is outside the technical scope of the GLEC, therefore, in 2015 the SFC commissioned the **VTT Technical Research Centre of Finland** to carry out a detailed examination of the sources of emission factors used in the **main international standards on carbon footprint, databases and methodologies, with particular attention to those commonly applied or cited in the logistics sector.**

THE EMISSION FACTORS ARE DIVIDED INTO TWO PHASES





THE RECOMMENDED EMISSION FACTORS SHOULD BE REVIEWED ON A REGULAR BASIS TO ENSURE

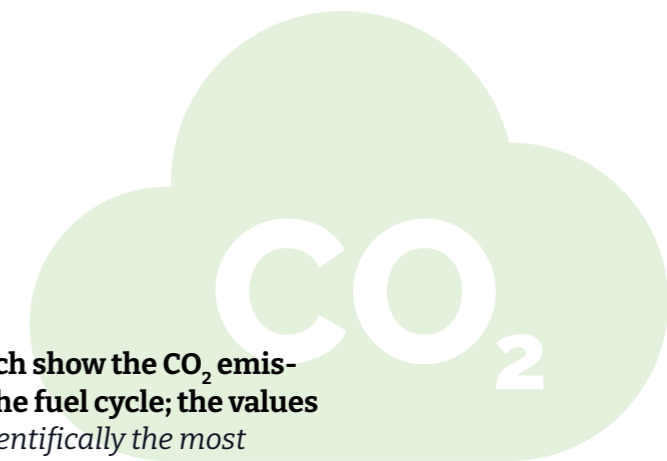
- 1** That they are constantly updated and in line with any updates of the identified sources.
- 2** As more and better information becomes available for new low-carbon fuels, they are presented together with information for conventional fuels.

Accordingly, the emission factors cited in this module for the GLEC framework should be considered as indicative; we have taken all possible measures to provide a detailed baseline in order to calculate emissions in a harmonized and representative manner. Where possible, emission factors have been chosen with the aim of maximizing overlap with nationally published values, existing transport standards and values used by UN representative bodies for transport.

However, despite these precautions, for the reasons set out above, the values cannot be guaranteed; in particular, the use of specific emission factors may also be prescribed by certain national legislations and, in such cases, it is not the task of the GLEC Framework to advise companies to act against the local law in force.



(GRI 302-1/305-1/305-2/305-3/305-4/305-5)



CO₂ EMISSION

The values are presented in the tables below which show the CO₂ emissions for the **WTT**, **TTW** and full **WTW** phases of the fuel cycle; the values are also indicated in volume and mass of fuel (scientifically the most accurate presentation is in mass, although conventional liquid fuels are generally sold in volume, so this indication may be more useful).

EUROPEAN VALUE

GLOBAL	WTT		TTW		WTW	
	Kg CO ₂ e/kg fuel	Kg CO ₂ e/l fuel	Kg CO ₂ e/kg fuel	Kg CO ₂ e/l fuel	Kg CO ₂ e/kg fuel	Kg CO ₂ e/l fuel
DIESEL	0,76	0,63	3,04	2,54	3,8	3,17
HVO	0,76	0,63	0	0	0,76	0,63
LNG	0,81	-	2,84	-	3,65	-
BIO LNG	1,41	-	0,1	-	1,53	-
CNG	0,75	-	2,84	-	3,59	-
BIO CNG	1,41	-	0,13	-	1,57	-

The environmental impact that the group has the duty to monitor is that represented by transport, since the energy source most used by the company is fuels, such as diesel and gasoline, destined for motor vehicles.



The other energy sources used by the SBG Group, without significant impacts in terms of emissions compared to the previous point, are **natural gas, diesel and electricity**, which are used exclusively for the lighting of offices, warehouses and car parks.

Given the importance of the consumption of sub-carriers, SBG Group also monitors their fuel consumption, which derives entirely from diesel consumption. In detail, in 2024 the total was 4,050,306 liters, decreasing by 4% compared to 2023; however, due to the increase in kilometers travelled and better efficiency in the vehicles used, energy consumption per km decreased by about 0.8%.

4.050,306 **-4% DIESEL CONSUMPTION**
DIESEL CONSUMPTION **(2024 VS 2023)**

(GRI 302-1/305-1/305-2/305-3/305-4/305-5)

EMISSIONS GENERATED

SBG Group, aware of the impact that greenhouse gas emissions have on the climate, monitors their progress according to the following classification:

SCOPE 1

includes direct emissions generated by the Company, the source of which is owned or controlled by SBG, such as emissions generated by the use of its vehicles (TTW), heating and operating equipment necessary for business operations as well as for the implementation of washes; most of them are obviously generated by transport activities. The group's total Scope 1 emissions for the year 2024 are 43,838 tCO_{2e}, a decrease of about 3% compared to 2023.

SCOPE 2

Includes indirect emissions generated by the energy purchased and consumed by the Company. These are calculated according to location-based and market-based methodologies, using emission factors recognized nationally and internationally; with these premises, the Group consumed 176 tCO₂ during 2024, substantially in line with 2023.



SCOPE 3

Includes emissions generated by activities not owned or controlled by the company, but which indirectly affect its value chain; considering that part of its transport activities is outsourced to sub-vectors, SBG has begun to analyse the environmental impact of the latter, which for 2024 stands at 25,368 tCO₂, an increase of 0.5% compared to 2023.

IN 2024 SBG CONSUMED 176 TCO₂ IN LINE WITH 2023.

OVERALL CO₂ REDUCTION 2024

TYPE OF EMISSION	2023	2024
Scope 1	43,838 ton Co _{2e}	44,985 ton Co _{2e}
Scope 2	1176 ton Co _{2e}	185 ton Co _{2e}
Scope 3	25,368 ton Co _{2e}	25,261 ton Co _{2e}

In order to monitor and reduce the tons of CO₂ produced, the Group has calculated the **Total Intensity Index of Emissions from transport activities**; this Index relates the emissions generated (*belonging to categories Scope 1 and Scope 3*) to the tons of product transported (*both by its own vehicles and by subcontractors*) multiplied by the size of the trip.

TYPE OF EMISSION	2024	2023	EMISSION INDEX (kgco _{2e} ^[1] /ton*avgkm) ^[2]
Italy Fuel	0,0269	0,0324	-17%
Italy Food	0,5250	0,0550	-5%
Spain Fuel	0,0445	0,0459	-3%
Spain Food	0,0460	0,0467	-1%
France Fuel	0,0367	0,0372	-1%
France Powder	0,0434	0,0440	-1%
Uk Fuel	0,0349	0,0354	-1%
Uk Powder	0,0396	0,0401	-1%



Analyzing the previous table, it is evident how the group has **improved, in each of its business areas, the index analyzed compared to the previous year**. The most obvious improvement concerns the transport of fuels in Italy, where, as mentioned, the group has pushed significantly on the use of fuels with a lower impact in terms of emissions, such as HVO.

(GRI 302-1/305-1/305-2/305-3/305-4/305-5)

Although the activities carried out in each country are similar, there are several aspects that can affect the index, such as the legal transport limit of 40 tons in Spain or some other technical characteristics in the UK.

In light of what has just been reported, it is essential to point out that the trend in terms of reducing emissions for SBG is continuously improving, as evidenced by the following table that photographs the group's performance from 1990 to 2024, and attests to its commitment to the issues analyzed.

TYPE OF EMISSION	2024	1990	EMISSION INDEX (kgco _{2e} ^[1] /ton*avgkm) ^[2]
Italy Fuel	0,0269	0,0561	-52%
Italy Food	0,5250	0,0742	-29%
Spain Fuel	0,0445	0,0613	-27%
Spain Food	0,0460	0,0640	-28%
France Fuel	0,0367	0,0519	-29%
France Powder	0,0434	0,0590	-26%
Uk Fuel	0,0349	0,0481	-27%
Uk Powder	0,0396	0,0540	-27%

WASHING

As mentioned, the group began between 2023 and 2024, a differentiation activity that led it to dedicate itself not only to the predominant activity, namely transport, but also to a complementary activity, namely the washing of tanks dedicated to the transport of food products

This activity is carried out at two sites, attributable to the companies **Feccia Fratelli srl (Italy)** and **Cisternas Navarro sl (Spain)**.

These two companies carried out washes for both their own fleet and for third-party fleets during 2024; considering an emission factor of 0.42 tons of CO₂ for each wash, we estimate that they emitted about 900 tons of CO₂ into the atmosphere for the Italian site and about 5,300 tons of CO₂ for the Spanish one.



(GRI 302-1/305-1/305-2/305-3/305-4/305-5)

PHOTOVOLTAIC AND SOLAR PANELS

The company Feccia Fratelli srl, a historic company founded in 1963, joined the SBG group in 2023, has installed a photovoltaic system at its headquarters in Casalpusterlengo (LO), operational since 09/05/2011, which has a rated power of 104.16 kw.

THE HEADQUARTERS



9.000 M²
PARKING

WORKSHOP
FOR THE MAINTENANCE
OF ITS SEMI-TRAILERS



EXTERNAL
WASHING OF TANKS
USED FOR THE TRANSPORT
OF FOOD LIQUIDS.



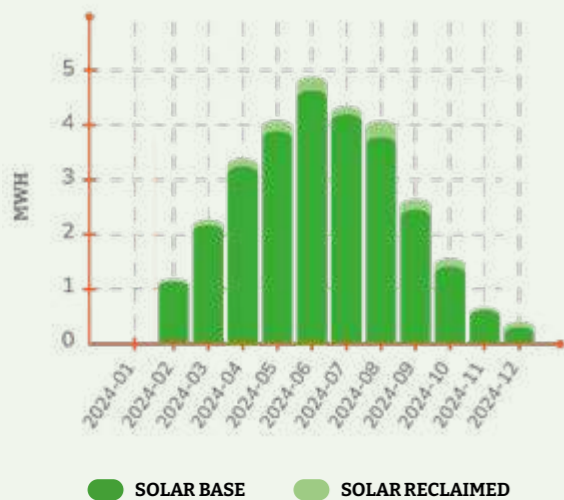
The use of this photovoltaic system has made it possible to significantly reduce emissions from washing activities, since the difference between the kwatts consumed in 2024 (100,229) and those produced (79,207) is substantially minimal: in fact, a lower amount of emissions equal to 586 tons of CO₂ is estimated for the year 2024.

panel system at the Grangemouth-owned car park in Scotland. The system (which consists of 84 latest-generation panels, storage battery and inverter) generated over 27,000 kWh in 2024 and the energy produced largely covers the energy needs of the Grangemouth car park and offices.

Below, data relating to the production of generated renewable energy and equivalent results achieved.

In addition, in February 2024, SBG, continuing its commitment to reducing CO₂ emissions, built a solar

Renewable Energy



Total 28.97 MWh
Solar Base 27.36 MWh
Solar Reclaimed 1,61 MWh

LIFETIME ENERGY EQUIVALENTS

27.1 K LBS
COAL NOT BURNET

408.6
TREES

2.8 K
GAL GAS NOT
CONSUMED

61.6 K MILES
DISTANCE NOT
DRIVEN



Index of GRI contents

DECLARATION OF USE

SBG Group has submitted a report in accordance with the GRI Standards for the period from 1 January 2024 to 31 December 2024.

USED GRI 1

GRI 1 – Fundamental principles – 2021 version

GRI STANDARD	INFORMATION GUIDELINES	CHAPTER	REASON FOR OMISSION
GRI 2 – General information 2021			
2-1	Organizational details	1.1 The history of the group 1.2 The services offered 1.3 Company profile 1.4 Group headquarters	
2-2	Entities included in the organization's sustainability reporting	1.3 Company profile	
2-3	Reporting period, frequency and contact point	Methodological note	
2-4	Restatements of information	Methodological note	
2-5	External assurance		
2-6	Activities, value chain and other business relationships	1.7 Supply chains and main trading partners	
2-7	Employees	3. Employees and collaborators	
2-8	Non-employee workers	1.7 Supply chains and main trading partners	
2-9	Governance structure and composition	1.5 Group governance	
2-10	Nominating and selecting the highest governance body	1.5 Group governance	
2-11	Chairman of the highest governance body	1.5 Group governance	
2-12	Role of the highest governing body in overseeing the management of impacts	1.5 group governance – sustainability governance	
2-13	Delegation of responsibility for managing impacts	1.5 group governance – sustainability governance	
2-14	Role of the highest governing body in the sustainability report	1.5 group governance – sustainability governance	
2-15	Conflicts of interest	1.5 group governance – ethics, social sustainability and values – mog 231	
2-16	Communication of critical issues	1.5 group governance – ethics, social sustainability and values – mog 231	
2-17	Collective knowledge of the highest governing body	1.5 group governance – sustainability governance	
2-18	Evaluation of the performance of the highest governance body	1.5 group governance – sustainability governance	
2-19	Remuneration rules	3. employees and collaborators	
2-20	Process to determine remuneration	3. employees and collaborators	

GRI STANDARD	INFORMATION GUIDELINES	CHAPTER	REASON FOR OMISSION
2-21	Total annual remuneration report		Confidential topic
2-22	Sustainable development strategy statement	Letter to stakeholders 1.8 Stakeholders and the group's approach to sustainability 2.1 sustainability objectives	
2-23	Policy commitment	1.8 Stakeholders and the Group's Approach to Sustainability 2.1 Sustainability Objectives	
2-24	Embedding policy commitments	2.1 Sustainability Objectives	
2-25	Processes to remedy negative impacts	1.5 group governance – ethics, social sustainability and values – mog 231 1.5 group governance – data protection and cybersecurity	
2-26	Mechanisms for requesting clarifications and raising concerns	1.5 group governance – Whistleblowing	
2-27	Complying with laws and regulations	1.5 group governance – ethics, social sustainability and values – mog 231	
2-28	Membership of associations	1.9 The importance of cooperation: membership associations	
2-29	Approach to stakeholder engagement	1.8 Stakeholders and the Group's approach to sustainability	
2-30	Collective agreements	3. employees and collaborators	
MATERIAL ISSUES			
GRI 3 - MATERIAL ISSUES 2021			
3-1	Process for determining material issues	2. Materiality Analysis	
3-2	List of material issues	2. Materiality Analysis	
3-3	Management of material issues	2. Materiality Analysis	
Topic: Creation of value and positive spin-offs for the benefit of communities			
201-1	Direct economic value generated and distributed	1.6 Economic environment	
TOPIC: EFFECTIVE AND TRANSPARENT COMMUNICATION, ETHICS AND INTEGRITY IN CONDUCTING BUSINESS			
205-1	Operations assessed for risks related to corruption	1.5 group governance – ethics, social sustainability and values – mog 231	
205-3	Confirmed cases of corruption and measures taken	1.5 group governance – ethics, social sustainability and values – mog 231	

GRI STANDARD	INFORMATION GUIDELINES	CHAPTER	REASON FOR OMISSION
TOPIC: CONTRIBUTION TO THE PURSUIT OF THE ENERGY TRANSITION AND DECARBONIZATION			
302-1	Energy consumption within the organization	5.3 Emission factors/ 5.4 emissions generated	
305-2	305-1 Direct (Scope 1) Greenhouse gas emissions (GHG) emissions	5.3 Emission factors/ 5.4 emissions generated	
305-3	Other indirect GHG emissions (Scope 3)	5.3 Emission factors/ 5.4 emissions generated	
305-4	GHG emissions intensity	5.3 Emission factors/ 5.4 emissions generated	
305-5	Reduction of GHG emissions	5.3 Emission factors/ 5.4 emissions generated	
TOPIC: CONTRIBUTION AND PROMOTION OF THE CIRCULAR ECONOMY AND WASTE VALORIZATION			
3-3	Management of material issues	5.1 Waste and Spill Management	
306-1	Waste generation and waste-related impacts	5.1 Waste and Spill Management	
306-2	Management of significant waste-related impacts	5.1 Waste and Spill Management	
306-3	Waste generated	5.1 Waste and Spill Management	
306-4	Waste not landfilled	5.1 Waste and Spill Management	
306-5	Waste sent to landfill	5.1 Waste and Spill Management	
TOPIC: ATTENTION TO HUMAN RESOURCES: PROMOTION OF DIVERSITY, EQUAL OPPORTUNITIES AND WELFARE & WORK-LIFE BALANCE			
401-2	Full-time employee benefits that are not available to fixed-term or part-time employees	4. Health, safety, quality, training, territory	
404-2	Employee Skills Updating Programs and Transition Assistance Programs	4. Health, safety, quality, training, territory	
404-1	Average hours of training per year per employee	4. Health, safety, quality, training, territory	
TOPIC: HEALTH AND SAFETY IN THE WORKPLACE			
3-3	Management of material issues		
403-1	Occupational health and safety management system	4. Health, safety, quality, training, territory	
403-2	Hazard identification, risk assessment and accident investigations	4. Health, safety, quality, training, territory	
403-3	Health Care Services	4. Health, safety, quality, training, territory	

GRI STANDARD	INFORMATION GUIDELINES	CHAPTER	REASON FOR OMISSION
403-4	Participation and consultation of workers on occupational health and safety programs and related communication	4. Health, safety, quality, training, territory	
403-5	Worker training on occupational health and safety	4. Health, safety, quality, training, territory	
403-6	Promotion of worker health	4. Health, safety, quality, training, territory	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4. Health, safety, quality, training, territory	
403-8	Workers covered by an occupational health and safety management system	4. Health, safety, quality, training, territory	
403-9	Occupational Accidents	4. Health, safety, quality, training, territory	
TOPIC: LOCAL BOND			
413-1	Local bond	4. Health, safety, quality, training, territory	





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WE THANK ALL THE COLLEAGUES WHO COLLABORATED IN THE CREATION OF THIS DOCUMENT.
Graphic project by Individual Creative.

