ESG Report

Year 2025



STANTE
LOGISTICS





ESG Report

2025

STANTE LOGISTICS

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Letter to stakeholders

Dear Stakeholders,

It is with great pride that we present our 2025 Sustainability Report, drawn up and published on a voluntary basis for the third consecutive year, as a testament to our commitment to sustainable, transparent and responsible growth.

The document also incorporates the Impact Report required for Benefit Corporations, confirming our commitment to combining economic growth, social responsibility and environmental protection within a long-term vision.

2025 was a significant year of consolidation and development. In a constantly evolving environment, we have strengthened our commitment to increasingly sustainable logistics, investing in people, governance and process innovation, with the aim of generating lasting value for all stakeholders.
The results achieved are the fruit of the daily commitment of our staff, the trust placed in us by our customers, the collaboration of our suppliers and the constant dialogue with all stakeholders who share our vision.
To each and every one of them, I would like to express my most sincere thanks.

We firmly believe that sustainability is not a destination, but a journey of continuous improvement that guides every decision we make. As a Benefit Corporation, we renew our commitment to creating a positive and shared impact, contributing to more responsible, inclusive and sustainable development. Future challenges will require adaptability, collaboration and vision. Sustainability is the common thread that links growth, responsibility and innovation, and its advancement requires the joint commitment of people, businesses, institutions and communities. Only through a shared vision can we transform the challenges of the present into opportunities for the future and generate tangible, lasting benefits for the common good.

Thank you for the trust you continue to place in us, and I invite you to join us on this journey of responsible growth.
“Sustainability is not a journey to be undertaken alone, but a path to be followed together: because true value is created when the benefit to each individual becomes the benefit to everyone.”

I hope you enjoy reading this.
Donato Stante
PRESIDENT & CEO STANTE LOGISTICS SPA SB





Foreword

Sustainability is the driving force behind our growth.

At Stante Logistics S.p.A. Società Benefit, we believe that a company's success is measured not only by its financial results, but by its ability to generate lasting value for people, the local community, the environment and all stakeholders. The certifications we have obtained, the ESG results we have achieved and the path we have embarked upon as a Benefit Corporation are a concrete expression of this vision: to build, today, a more responsible, innovative and sustainable logistics sector for the future.

Reporting Information

GRI 2-3 • GRI 2-4 • GRI 2-5

The company publishes its results relating to environmental, social and governance sustainability in a dedicated document, generated semi-automatically by the Synesgy View platform.

The ESG Report was drawn up on the basis of the questionnaire administered to STANTE LOGISTICS SPA SOCIETÀ BENEFIT by Synesgy. This tool has enabled the company's ESG performance figures to be highlighted for the period 1 January 2025 to 31 December 2025.

Synesgy is a current **GRI Licensed Software and Tools Partner** at a global level. This ensures that the use, within the Report, of the statements contained therein complies with GRI standards. The standards are designed to provide a comprehensive, comparable and credible picture of an organisation's material issues, their associated impacts and how they are managed.

The Sustainability Report is therefore aligned with the GRI Sustainability Reporting Standards, updated in line with the recent revisions of 1 January 2023, as well as with the ESRS set out in the new CSRD. Furthermore, it covers the Topic Standards set out in the VSME Directive. The ESRS are the European Sustainability Reporting Standards, adopted by the European Commission on 31 July 2023 as a common framework for ESG reporting by companies falling within the scope of the Corporate Sustainability Reporting Directive (CSRD).

On 25 September 2024, the Italian transposition decree, Legislative Decree 2024/125, officially came into force. The ESRS are highly aligned with the GRI standards.

- **GRI Sustainability Reporting Standards**
- **ESRS European Sustainability Reporting Standards**

For unlisted SMEs, which do not fall within the scope of the Corporate Sustainability Reporting Directive (CSRD), EFRAG has drawn up a Voluntary Standard (VSME) which encourages and guides them to report on their ESG performance nonetheless. This Standard covers the same sustainability topics as the European Sustainability Reporting Standards (ESRS) for large companies; however, it is proportionate and takes into account the key characteristics of micro, small and medium-sized enterprises.

By completing Synesgy, SMEs therefore also cover several of the key Topic Standards of the VSME Standard.

This statement is published on the website of STANTE LOGISTICS SPA SOCIETÀ BENEFIT, at **https://stantelogistics.com/sostenibilita/.**

Enquiries may be sent to **sustainability@stantelogistics.com**.

This report relates to the structures of the following offices:

- Registered office and operational headquarters in Bari: Via dei Gerani 4 - 70026 Modugno (BA);
- Operational office in Pescara: Interporto Val Pescara, S.S. 5 Tiburtina Valeria – 65024 Loc. Staccioli, Manoppello (PE).



Ecovadis Scorecard and, once again, the Platinum Medal

Retaining the Platinum Medal for the second consecutive year provides concrete confirmation of the effectiveness of the ESG strategies adopted by Stante Logistics and of its ability to generate sustainable value over the long term, consolidating the company's position amongst the sector's leaders in the field of sustainability.



EcoVadis Sustainability Rating

STANTE LOGISTICS SPA (GROUP)

This rating applies exclusively to the **group level** entity and not to its individual subsidiaries or affiliates.

STANTE LOGISTICS SPA has earned a **Platinum Medal**, a recognition awarded to the **Top 1%** of companies assessed by **EcoVadis** in the 12 months prior to the medal issue date. It reflects the quality of the company's sustainability management system and demonstrates a commitment to promoting transparency throughout the value chain. Learn more about EcoVadis Medals & Badges.

EcoVadis is recognized globally for trusted business sustainability ratings.



valid through **settembre 2027**

Evaluation areas

Environment | Labor and human rights | Ethics | Sustainable procurement



Key aspects

Overall score

STANTE LOGISTICS SPA (GROUP) ranks within the top 1 per cent of companies assessed by EcoVadis in the Warehousing and Storage sector.

Environment

STANTE LOGISTICS SPA (GROUP) ranks within the top 1 per cent of companies assessed by EcoVadis in the Warehousing and Storage sector.

Labour Practices and Human Rights

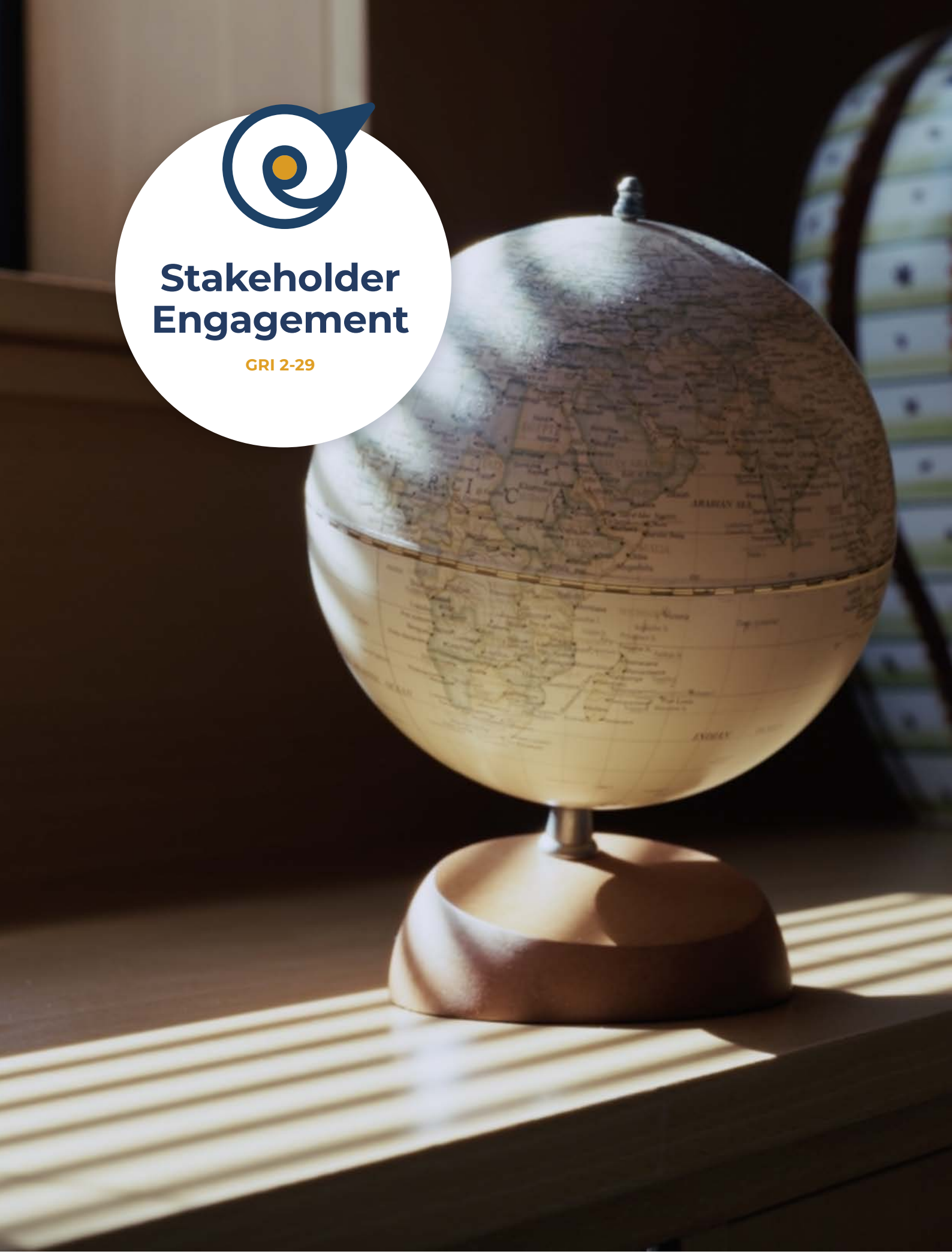
STANTE LOGISTICS SPA (GROUP) ranks amongst the top 8 per cent of companies assessed by EcoVadis in the Warehousing and Storage sector.

Sustainable Procurement

STANTE LOGISTICS SPA (GROUP) ranks amongst the top 1 per cent of companies assessed by EcoVadis in the Warehousing and Storage sector.

Ethics

STANTE LOGISTICS SPA (GROUP) ranks amongst the top 1 per cent of companies assessed by EcoVadis in the Warehousing and Storage sector.



Stakeholder Engagement

GRI 2-29

Lo Stakeholder Engagement

GRI 2-29
ESRS 1

According to the European Sustainability Reporting Standards (ESRS), stakeholders are all those parties who can influence the company's activities or be influenced by them.
Promoting a sustainable business model requires not only a commitment to adopting more responsible business practices, but also dialogue with stakeholders directly or indirectly involved in the company's activities.

Understanding and assessing the needs and expectations of these stakeholders is essential for building a shared vision and generating added value: on the one hand, it helps to improve the quality of life and well-being of stakeholders; on the other, it strengthens the effectiveness and legitimacy of the company's actions.
Through listening and dialogue with local stakeholders, it is possible to guide the company's sustainability strategies, setting objectives that serve the collective interest.

In the ESRS General Requirements, key stakeholders are divided into two categories:

- **Affected stakeholders:** individuals or groups whose interests are – or could be – affected by the company's activities and its commercial relationships throughout the entire value chain (identified by the letter *C* for '*Affected*');
- **Users of sustainability reporting:** parties who use non-financial disclosures, including the main users of financial reporting, business partners, civil society and public authorities (identified by the letter *F* for '*User*').

Stakeholder relations are managed through specific activities, tools, channels and engagement methods, tailored to the various characteristics, needs and institutional context in question.

The table below summarises the above:

Stakeholders	Definition	Engagement Tools
Employees	C	Meetings, dedicated sessions, workplace climate surveys and internal surveys; internal communication tools (press reviews, intranet, company email, internal social networks, etc.); group activities and training sessions.
Suppliers	C	Selection procedures, meetings and site visits; definition and sharing of standards; questionnaires; co-design; dedicated portals.
Affected communities	C/F	Communication and marketing campaigns; meetings with local community representatives; sponsorships and events.
Consumers/ Customers	C	Direct sales or sales meetings and visits; market research and customer satisfaction surveys; tests and focus groups; social media and the company website; dedicated meetings and industry events.
Trade unions	F	Support and dialogue initiatives; exchange of communications.

SDGs: UN Sustainable Development Goals



On 25 September 2015, the governments of 193 UN member countries signed the 2030 Agenda for Sustainable Development.

This action programme, approved by the UN General Assembly, includes 17 specific Sustainable Development Goals, which are part of a broader action programme comprising a total of 169 targets or milestones.

The 17 Goals commit governments and nations, but also every single company. The ESG principles are the expression of what companies must do.

Stante Logistics embraces Agenda 2030 in its entirety, recognising all 17 Sustainable Development Goals as a fundamental compass for guiding its choices. For us, each goal is part of a shared, global commitment that we want to translate into concrete actions in our daily lives. At the same time, we feel that we can have an even more significant impact on certain goals that are close to our values and our reality, thus becoming an active part of a change that affects everyone.

Environmental

- **Fossil fuel dependence**
- **High water footprint**
- **Complicity in deforestation**
- **Waste disposal**

Social

- **Conflicts with local communities**
- **Attention to employee health and safety**
- **Protection of diversity**
- **Fair interpersonal relations between employees**

Governance

- **Bonuses disproportionate to employees' salaries**
- **Involvement in corruption scandals**
- **Opening of offshore branches for the purpose of tax evasion**

In addition to its profit-making objectives, Stante Logistics SPA SB also pursues objectives of common benefit, which are expressly included in its articles of association following its transformation into a Benefit Corporation. This approach is based on the following aspects:

- a **business model** that integrates the principles of **sustainable development** into the supply chain, giving its services added value that is fully recognised in the market and contributes to the process of creating shared value for its stakeholders, pursuing the goals (the 'SDGs') of the 2030 Agenda;

- a **follow-up strategy** based on a medium/long-term strategic sustainability plan that sets out quantitative and qualitative objectives linked to specific actions and prioritised SDGs, integrated with the actions and objectives of the improvement plan that La Stante Logistics SPA SB is implementing as a Benefit Corporation, in line with the B Impact Assessment standard;

- a **renewed governance structure**, more participatory and open to issues of **diversity and inclusion**, which, thanks in part to the contribution of specific bodies (Management Committee, Gender Equality Committee and Impact Manager), has embarked on a process of analysing a n d evaluating the impacts of its business, acting more responsibly in the pursuit of common benefit and sustainable development;

- a **flexible organisational structure** with young professionals specialising in sustainability and digitalisation, which operates in accordance with the principles of management efficiency and effectiveness, including through better monitoring of the various types of business risk, including ESG risks, which are subject to external and internal assessment;

- a **reporting system** that continues to integrate financial and sustainability reporting through full connectivity between the Management Report and the Impact Report.

These aspects are based on a **corporate ethic** that La Stante Logistics SPA SB has revised following the acquisition of its status as a Benefit Corporation and which is now formalised in a vision, a mission and ethical values underpinned by the UN's Sustainable Development Goals (SDGs).

The SDGs of STANTE LOGISTICS SPA BENEFIT CORPORATION

La Stante Logistics has decided to share, support and promote the 2030 Agenda and has identified seven reference goals to focus on, which are closest to its values and commitments and on which it believes it can have a significant impact through its activities:



Health and Wellbeing
Ensure healthy lives and promote well-being for all.



Enterprises, innovation and infrastructure
Resilient infrastructure, sustainable industrialisation and innovation.



Quality Education
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



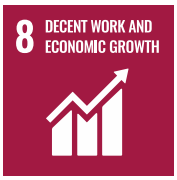
Reducing inequalities
Reducing inequality within and between nations.



Gender equality
Achieve gender equality and empower all women and girls.



Combat climate change
Promote action at all levels to combat climate change.



Decent work and economic growth
Promote full and productive employment, decent working conditions and encourage sustained economic growth.

The choice of these SDGs is in line with the priorities defined by the company and reflects the material issues identified, in particular:

- Ensuring a healthy working environment for employee wellbeing;
- Ensuring access to quality training for all employees;
- Ensuring full and effective participation and equal opportunities for women in leadership at all levels;
- Creating decent job opportunities to promote economic growth for the population;
- Aim for continuous improvement of our infrastructure and business model, making them increasingly eco-sustainable, and encourage our stakeholders to adopt sustainable policies and integrate sustainability information into their reporting cycle;
- Take urgent action to combat climate change and its consequences.

Analysis Materiality

GRI 2-2 • GRI 3-3

The mapping of environmental, social and economic issues relevant to Stante Logistics and which may influence the decisions and behaviour of the company's stakeholders is of fundamental importance for the preparation of the Sustainability Report.
For the purposes of this Report, issues that are highly or very highly relevant to Stante Logistics and its stakeholders are considered material, in particular:

- **Issues closely linked to business sustainability and corporate management:** service quality and safety, transparency in communication, creation of economic value;
- **The issue relating to Stante Logistics' focus on its customers and suppliers:** focus on customers and supplier users;
- **Environmental issues associated with the impact of services and their use;**
- **Issues relating to Stante Logistics' relationships with its employees and the community:** health and safety at work, employee care and training, community relations.




STANTE
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Stante Logistics Benefit Corporation

GRI 2-1 • GRI 2-2 • GRI 2-6

Our History

The origins of Stante Logistics date back to the 1970s, when the founder, Donato Stante, embarked on an entrepreneurial journey based on expertise, an international outlook and a focus on service quality. Over time, these values have guided the company's growth, fostering the development of an integrated logistics model geared towards innovation, reliability and the creation of long-term value.

Starting out as a company specialising in freight forwarding, Stante Logistics has progressively expanded its presence in the transport and logistics sector, developing a network of national and international services, logistics hubs in Italy and abroad, and a wellestablished network of qualified partners.

In 2021, the company became a public limited company and, in 2022, adopted the status of a Benefit Corporation, reinforcing its commitment to sustainable growth and the creation of shared value for customers, employees, the community and the local area.

Our Values

Over the years, we have based our growth on a few solid values that continue to guide us on our journey.



Quality of service, of our relationships with customers, and of our employees' working lives.



A balance between economic, social and environmental objectives in everything we do.



Compliance in every aspect of the company's operations, in terms of fairness, transparency and accountability.



Listening to our customers' needs, to changes in the competitive environment and the new opportunities offered by technological innovation, which we embrace to optimise costs, timescales and operational processes.

Benefit Corporation and the creation of value and shared benefits

In June 2022, STANTE LOGISTICS SPA adopted the status of a **Benefit Corporation**, incorporating into its Articles of Association a concrete and specific commitment to pursue, alongside its economic objectives, specific aims for the common good in relation to people, communities, the local area and the environment.

This decision represents the natural evolution of the company's sustainability journey and reflects its commitment to creating shared value through responsible, transparent and longterm management. In this context, the company's activities are carried out with due regard for their impact on stakeholders, promoting a balance between economic growth, environmental protection and social progress.

Impact measurement

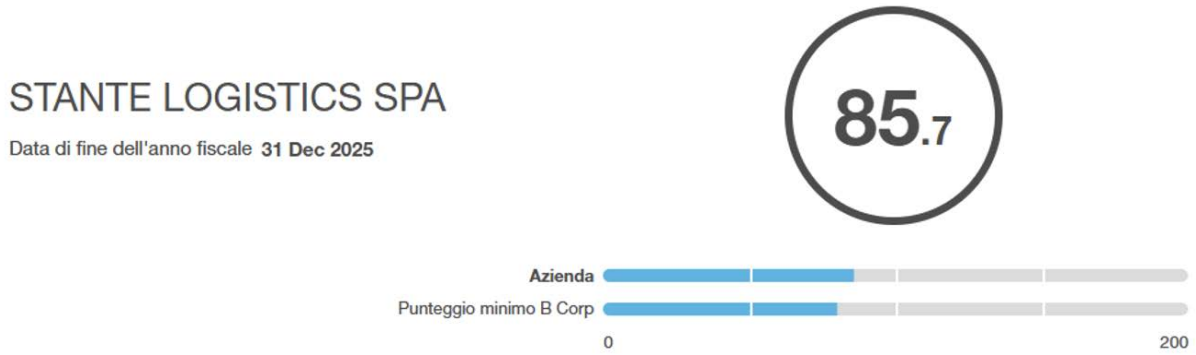
The legislation on Benefit Corporations requires the use of an external and independent standard to assess the impact generated. To this end, Stante Logistics S.p.A. SB has chosen to adopt the **B Impact Assessment (BIA)**, developed by B Lab and recognised internationally.
The standard enables the measurement of corporate performance across five key areas:

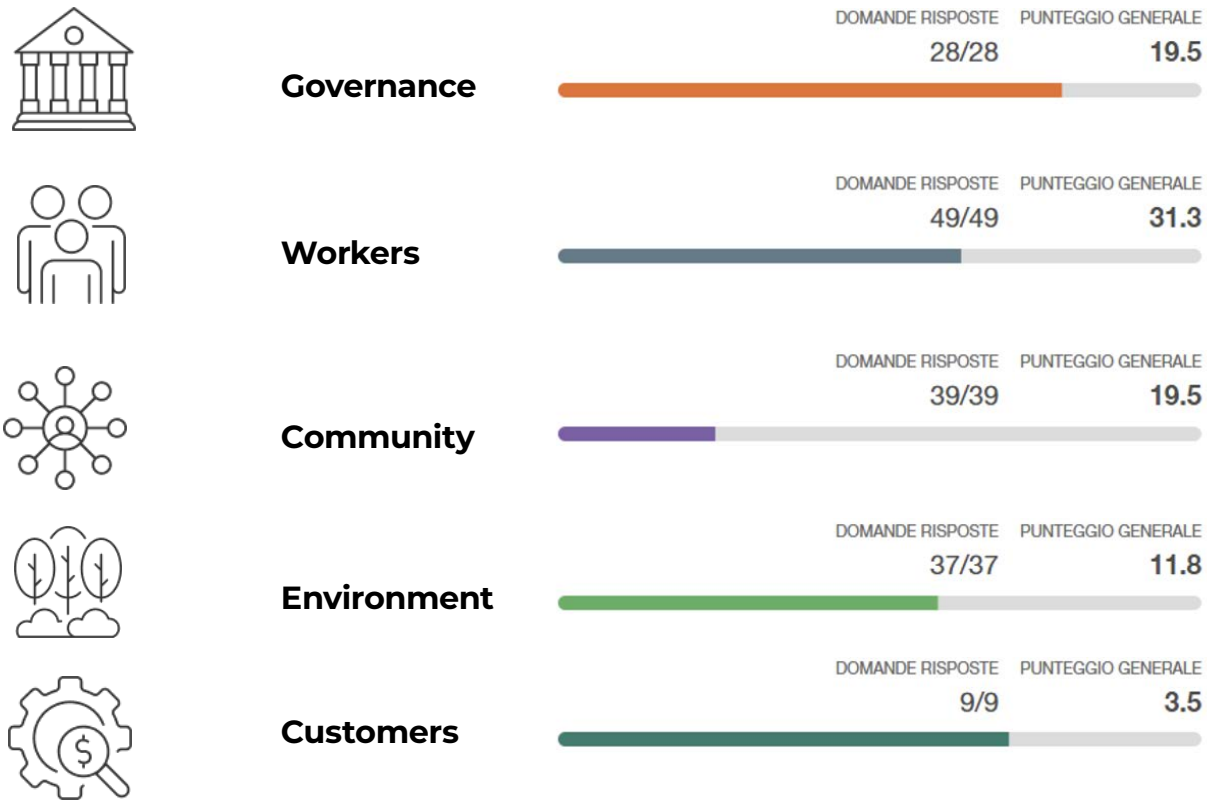
- **Governance:** transparency, accountability and stakeholder engagement;
- **Workers:** wellbeing, training, safety and personal development;
- **Community:** relationships with the local area, the supply chain and local stakeholders;
- **Environment:** management of environmental impacts and efficient use of resources;
- **Customers:** quality of services, transparency and value creation.

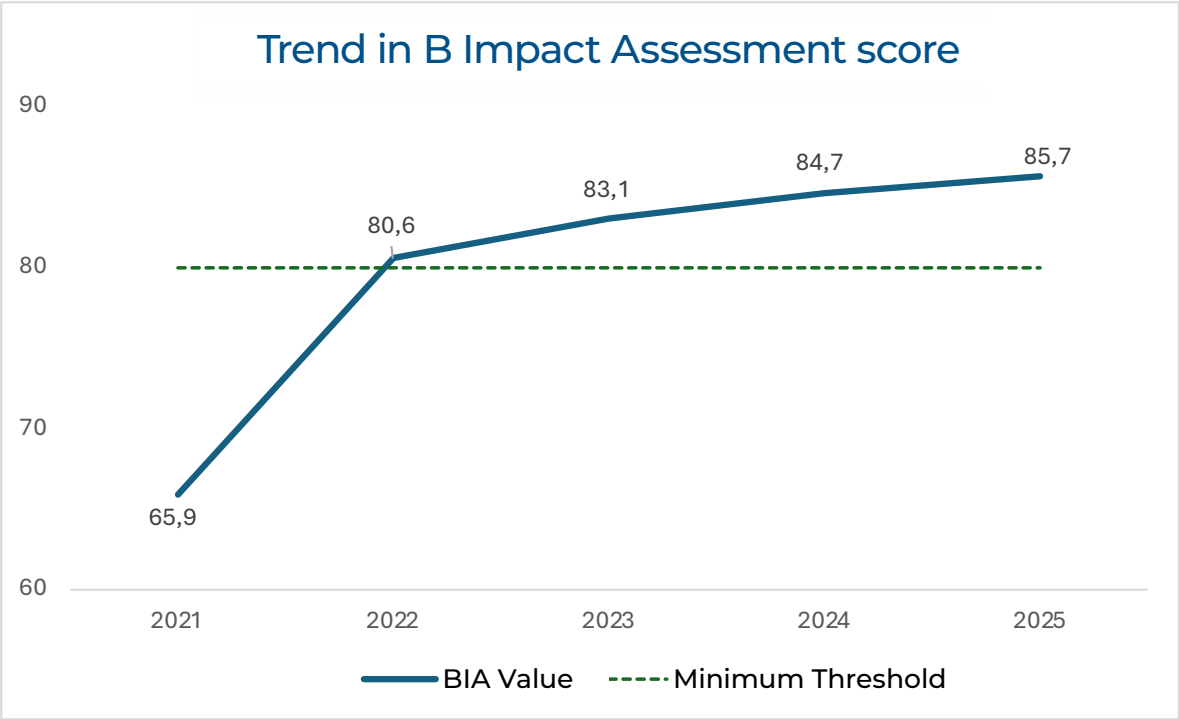
Through this approach, Stante Logistics monitors and reports on its contribution to sustainable growth, whilst striving for continuous improvement in its economic, environmental and social performance.

Stante Logistics' commitment to pursuing objectives for the common good is reflected in the evolution of its score in the **B Impact Assessment**, where it achieved **85.7 points**, confirming the progressive integration of ESG principles into the company's strategy and processes.

Overall score: B Impact Score







The evolution of the B Impact Assessment score highlights the gradual consolidation of Stante Logistics' sustainable business model. The score rose from 65.9 points in 2021 to 85.7 points in 2025, recording an overall increase of 30 per cent and consistently exceeding, from 2022 onwards, the minimum threshold of 80 points required for B Corp certification.

In 2025, the score reached 85.7 points, an improvement on the 84.7 points recorded in 2024. These results confirm the strengthening of governance practices, people management, community initiatives and environmental protection measures reported in the 2025 Impact Report.

As a Benefit Corporation, Stante Logistics S.p.A. SB has incorporated into its Articles of Association a commitment to creating shared value for shareholders, employees, customers, the community and the environment, through the responsible, sustainable and transparent management of its activities.

The process of reflection initiated during the transition to a Benefit Corporation has led the company to identify the areas in which its operations in the transport and logistics sector can generate the greatest positive impact. Although not a manufacturing company, Stante Logistics recognises its role in promoting people's well-being, developing communities and protecting the environment, guiding its decisions and initiatives towards the creation of longterm sustainable value.

The objectives of common benefit pursued by the company are organised into three priority areas:

People

To promote the professional and personal growth of our people through skills development, the enhancement of human capital, the continuous improvement of working conditions, and the fostering of a corporate culture based on responsibility, inclusion, safety and wellbeing.

Community

To contribute to the promotion of a culture of safety, sustainability and social responsibility, by fostering dialogue with the local community and sharing knowledge and experience with institutions, schools, universities, associations and other stakeholders.

Environment

To promote initiatives aimed at reducing environmental impacts, combating climate change and ensuring the responsible use of resources, whilst fostering innovation, efficiency and the adoption of sustainability-oriented practices throughout the value chain.

The implementation of these objectives is integrated into the corporate governance model and is monitored through specific targets, programmes and performance indicators set out in the relevant sections of this Sustainability Report. The effectiveness of the approach adopted is also assessed using the B Impact Assessment (BIA), which enables the company's contribution to the creation of economic, social and environmental value to be measured over time.




STANTE
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Benvenuti
Welcome



Corporate Conduct





Leadership Ethics and Conduct

GRI 1 • GRI 2-3 • GRI 2-4 • GRI 2-9-a • GRI 2-22
ESRS 2 SBM-3 • ESRS 2 IRO-1 • ESRS 2 IRO-2 • ESRS 2 BP-1 • ESRS 2 BP-2 • ESRS 2 GOV-1
VSME C9 • VSME B1 • VSME B2

The organisation's governance structure, composition, expertise and roles are important for understanding how the management of the organisation's impacts on the economy, the environment and people – including the impact on their human rights – is integrated into the organisation's strategy and operations, whilst also highlighting the extent to which the company itself is 'equipped' to oversee the management of these impacts. The corporate governance body of Stante Logistics consists of a sole director. In addition to the CEO, other key figures are responsible for overseeing the company's operations.

Board of Statutory Auditors

This body oversees compliance with current legislation and the Articles of Association, adherence to the principles of sound governance, the adequacy of the organisational structure in relation to matters within its remit, the internal control system and the administrative and accounting system, as well as the reliability of the latter in presenting operational facts and the adequacy of the instructions issued by the parent company to its subsidiaries. The Board acquires knowledge of and supervises, within the scope of its remit, the company's activities. With regard to reporting, in particular, it supervises the process of preparing the financial statements and the compliance of the Impact Report.

Supervisory Body under Legislative Decree 231/01

A body responsible for monitoring the adequacy of the Organisational Model pursuant to Legislative Decree No. 231/2001, as approved by the Company, by constantly monitoring: (a) compliance with the Model by those to whom it applies; (b) its actual effectiveness in preventing the commission of offences; (c) the implementation of the provisions contained therein; (d) its updating, should the need arise for adjustments due to changes in the organisational structure or in the Applicable Legislation.

Impact Manager

This role, established pursuant to Law 208/15 following Stante Logistics Spa's acquisition of Benefit Corporation status, is entrusted with the task of pursuing the objectives of common benefit set out in the Articles of Association. Among its functions, this role is responsible for:

a. Ensure the involvement of all company departments in the implementation of the plan to achieve these objectives, as well as in its improvement;

b. Promote transparency regarding impact results by ensuring their publication on the website via dedicated channels.

Integration of Lean, Quality and Sustainability into Corporate Governance

Stante Logistics' sustainability governance is based on an integrated management model that combines the responsibilities of Lean Management, Sustainability and Quality Management. This structure is a distinctive feature of the organisation and enables the synergistic management of operational performance, management systems, ESG objectives and continuous improvement processes.

Through this cross-functional approach, sustainability is not managed as a separate initiative, but is embedded within the company's decision-making processes, organisational models and operational standards, ensuring consistency between strategy, compliance, efficiency and the creation of value for stakeholders.

The integration of Lean, Quality and Sustainability expertise also facilitates the systematic identification of opportunities for improvement, the measurement of ESG performance and the strengthening of a corporate culture focused on excellence, responsibility and sustainable innovation.

Risk Management and Business Continuity

Risk management is an integral part of Stante Logistics S.p.A. SB's governance system and supports the protection of business continuity, the safeguarding of corporate value and the achievement of strategic objectives. The company adopts a structured and systematic approach to identifying, assessing and monitoring the risks and opportunities associated with its activities.

Risk management is ensured by a formalised governance model involving senior management and the main supervisory bodies, including the Ethics Committee (SPT), the Health and Safety Committee (CSS), the Steering Committee, the Anti-Corruption Officer and the Supervisory Body established under Legislative Decree 231/2001. Coordination of the process is entrusted to the Head of the Integrated Management System, who is responsible for risk mapping and monitoring the relevant mitigation measures.

Through this approach, the Company strengthens its organisational resilience, promotes regulatory compliance, environmental protection, the health and safety of people and the quality of services, thereby contributing to the creation of sustainable value in the long term.



Regulatory Compliance

GRI 2-22 • GRI 2-23 • GRI 2-26
ESRS 2 MDR-P
VSME B1

The company implements sustainability initiatives and/or has a formalised sustainability mission and/or strategy to manage the economic, social and environmental impacts arising from its activities: the company implements short-term sustainability initiatives, partly thanks to the availability of public incentives.

To mitigate the negative impacts of the risk factors outlined above, the Company utilises its own network of stakeholders (the Board of Directors and other corporate governance bodies, corporate functions, independent external audit bodies, rating agencies, etc.) by deploying the following tools:

- Code of Conduct;
- Organisational Management and Control Model 231/01;
- Whistleblowing Procedure;
- Anti-corruption certification in accordance with ISO 37001:2016;
- Occupational health and safety certification in accordance with ISO 45001:2018;
- Environmental certification in accordance with ISO 14001:2015;
- Quality certification in accordance with ISO 9001:2015;
- Social responsibility management system compliant with PAS 24000:2022;
- Management system for human resources, diversity and inclusion compliant with ISO 30415:2021;
- Gender equality certification compliant with UNI PDR 125:2022;
- Agri-food certification compliant with ISO 22000:2018;
- Code of Ethics. The company publishes this on its website at the following link: https://wp.stantelogistics.com/wp-content/uploads/2024/04/Codice-etico-STANTE-SPA-SB-rev.04.pdf;
- Code of Conduct for Suppliers;
- Corporate Social Responsibility ISO 26000;
- Information security management system compliant with ISO 27001;
- Sustainable procurement management system compliant with ISO 20400.

The Company has also achieved a legality rating of 2 stars ++.

Anti-corruption

GRI 2-22 • GRI 2-23
ESRS 2 MDR-P
VSME B1

Integrity is a fundamental principle of Stante Logistics' governance model and is an essential element in creating sustainable value over the long term. The Company interacts on a daily basis with a wide range of stakeholders, including customers, suppliers, employees, institutions, business partners and local communities, recognising that the trust of these parties is based on transparency in conduct and fairness in relationships.
For this reason, Stante Logistics adopts a structured approach to the prevention of corruption, based on the identification, assessment and management of risks potentially associated with its activities, decision-making processes and relationships with third parties. The aim is not only to ensure compliance with applicable regulations, but also to promote a corporate culture centred on ethics, responsibility and full accountability on the part of all those involved.

The prevention system is based on a combination of organisational safeguards, operational controls, monitoring activities, periodic audits, due diligence processes and staff awareness programmes, all aimed at strengthening the organisation's ability to prevent unlawful conduct and conflicts of interest. Particular attention is paid to activities considered most exposed to potential corruption risks and to relationships established throughout the value chain.

As a testament to its commitment, Stante Logistics has implemented an **Anti-Bribery Management System compliant with ISO 37001**, achieving the relevant certification in 2024. This system is integrated with the **Organisation, Management and Control Model adopted pursuant to Legislative Decree 231/2001**, with the **Code of Ethics** and with further corporate governance tools, creating a comprehensive framework of rules, responsibilities and controls designed to ensure conduct characterised by legality, fairness and transparency.

The effectiveness of this approach is underpinned by regular reviews and continuous improvement, which enable the organisation to assess the adequacy of the safeguards put in place in light of developments in the regulatory, organisational and market environments. In this context, the prevention of corruption is not regarded as a mere compliance exercise, but rather as a strategic factor in safeguarding the company's reputation, strengthening stakeholder confidence and supporting the company's sustainable growth.

At Stante Logistics, the prevention of corruption is not merely a compliance requirement, but an integral part of the corporate culture and sustainability strategy, aimed at ensuring transparency, fairness and the creation of shared value for all stakeholders.

KPIs

- **100% of employees covered by the ISO 37001 Management System**
- **100% of business functions subject to regular monitoring and audits**
- **0 confirmed cases of corruption**
- **ISO 37001 certification maintained**
- **Model 231 and Code of Ethics in place and up to date**




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Social Performance





Stante Logistics' commitment to its employees

At STANTE LOGISTICS, people are the foundation upon which the company's value is built. The decision to become a Benefit Corporation has reinforced this vision, translating the desire to promote the wellbeing, professional growth and full development of every employee into a formal and measurable commitment.

The company is committed to ensuring a safe, inclusive and skills-development-oriented working environment, in which respect for rights, equal opportunities, diversity and listening to people are essential principles. Through continuous training, welfare initiatives and professional development programmes, STANTE LOGISTICS invests in human capital as a strategic lever for creating sustainable value.

The belief that the company's success depends on the engagement, motivation and wellbeing of its people guides every organisational decision. For this reason, the company integrates social and impact objectives into its strategies, constantly measuring the results achieved and promoting a corporate culture based on responsibility, participation and shared growth.

"Sustainability at STANTE LOGISTICS begins with people: recognising their talent, safeguarding their wellbeing and fostering their development means creating lasting value for the company, the community and future generations."

Workforce

GRI 2-7-a • GRI 2-7-b • GRI 2-29-a • GRI 2-30-a • GRI 205-2 • GRI 401-2 • GRI 403-5 • GRI 403-9 • GRI 404-1 • GRI 405-1 • GRI 405-1-a-iii • GRI 405-2
ESRS S1-1 • ESRS S1-6 • ESRS S1-8 • ESRS S1-9 • ESRS S1-11 • ESRS S1-12 • ESRS S1-13 • ESRS S1-14 • ESRS S1-15 • ESRS S1-16
VSME B1 • VSME C6 • VSME B8 • VSME C5 • VSME B10 • VSME B9

Among the most important stakeholders for the organisation's success and sustainable growth are the people who contribute daily to the achievement of the company's objectives. For this reason, the Company regards human capital as a strategic asset and promotes a management model based on respect for rights, the development of skills, organisational wellbeing and the creation of opportunities for professional development.

The company's commitment is reflected in its promotion of safe, inclusive working environments that respect the dignity of the individual, whilst encouraging dialogue, active participation and the involvement of employees in continuous improvement processes. Particular attention is paid to training and skills development, which are regarded as essential factors in addressing the challenges of innovation, digital transformation and the sustainable transition.

The Company also promotes policies focused on equity, diversity and inclusion, combating all forms of discrimination and fostering a working environment based on merit, mutual respect and equal opportunities. Employees' wellbeing is also supported through initiatives aimed at promoting a healthy work-life balance, physical and mental health, and the quality of the working experience.

Social performance and people management are monitored using specific quantitative and qualitative indicators, with a view to continuous improvement and the creation of shared value. As a testament to its commitment, the company maintains management systems certified to the ISO 45001:2018 standard for occupational health and safety and the UNI/PdR 125:2022 standard for gender equality.

Employee engagement is supported by regular consultations, structured feedback channels, and workplace climate and satisfaction surveys designed to gather feedback, identify opportunities for improvement and strengthen a sense of belonging. The Company has also adopted and published on its website policies and procedures dedicated to human rights, diversity, equity and inclusion, to protect human dignity and combat phenomena such as discrimination, child labour, forced labour and any other form of abuse or violation of fundamental rights.

For STANTE LOGISTICS, adopting Benefit Corporation status represented a natural evolution of its sustainability journey, reinforcing its commitment to creating shared value and pursuing the common good. This decision has consolidated the company's role as a promoter of sustainable development initiatives and models, with a particular focus on issues such as climate neutrality, the circular economy, the protection of human rights, the inclusive management of migration, gender equality and the promotion of diversity. The inclusion of specific objectives for the common good in the Articles of Association has made it possible to formalise and make measurable an approach already deeply rooted in the corporate culture, guiding strategic decisions towards objectives that combine economic growth with the generation of positive impacts for people, communities and the environment.

In this context, STANTE LOGISTICS has progressively consolidated a sustainability governance model based on planning, performance monitoring and the setting of measurable targets, consistent with its responsible development strategy.









Investing in the wellbeing of people

GRI 401-2 • GRI 401-3 • GRI 404-2
ESRS S1-1 • ESRS S1-3 • ESRS S1-6 • ESRS S1-6 • ESRS S1-9 • ESRS S1-12 • ESRS S1-16

In line with its model of responsible business and its commitment to people's wellbeing, Stante Logistics continued to operate a system of welfare measures in 2025 designed to support employees and their families. These initiatives include scholarships for the children of deserving employees, contributions towards summer camp fees, the extension of remote working to up to 10 days a month for employees with children aged up to three, and specific paid leave for personal, health and family needs. Employees are also guaranteed the parental leave provided for under current legislation.



Skills training and development

The development and consolidation of skills are a strategic element in achieving the company's objectives and creating sustainable value in the long term.
During 2025, STANTE LOGISTICS S.p.A. Società Benefit promoted a varied training programme for its staff, aimed at strengthening both technical skills and the culture of sustainability within the organisation.

Particular attention was paid to the themes **of sustainable transition, responsible supply chain management and the integration of ESG criteria into business processes**. In this context, training courses were delivered on **Green Procurement** in accordance with the principles of ISO 20400, **Green Supply Chain & Logistics, sustainability planning and reporting, sustainable communication, Digital Decarbonisation, Sustainability Data Management** and **Green Transition & Organisation**.

Alongside training provided by external organisations and trainers, the company has also developed an in-house training programme aimed at fostering a broad understanding of Integrated Management Systems and the principles of corporate sustainability. The training activities, designed and delivered in-house, focused in particular on the **Integrated Quality, Environment and Occupational Health and Safety Management System**; the commitments arising from the company's status as a Benefit Corporation; the company's ESG objectives; the principles of the Sustainability Report; and individual responsibilities in contributing to the continuous improvement of organisational, environmental and social performance.

At the same time, STANTE LOGISTICS has continued to invest in the development of operational and professional skills through training programmes on **the transport of dangerous goods (ADR, IMDG and DGR), customs regulations, digital tools and Microsoft 365 applications**, as well as **English language** courses to facilitate increasingly effective management of international relations.

This approach reaffirms STANTE LOGISTICS' commitment to promoting a corporate culture focused on continuous learning, empowering staff and embedding the principles of sustainable development throughout the organisation. Training is, in fact, an essential tool for supporting the achievement of the company's strategic objectives, raising staff awareness and fostering the integration of sustainability into day-to-day activities.


STANTE
LOGISTICS
COMPANY PROFILE





Environmental Performance





Climate Change Management

GRI 102-6 • GRI 305-5
ESRS E1-1 • ESRS E1-2 • ESRS E1-4 • ESRS E2-3 • ESRS E3-3 • ESRS E4-4 • ESRS E5-3
VSME B1 • VSME B2 • VSME C2

Environmental protection is a strategic element of Stante Logistics S.p.A. Società Benefit's business model. In line with its values and its commitment to sustainable development, the company identifies, assesses and monitors the environmental impacts arising from its activities and its relationships with stakeholders throughout the value chain, with particular attention to energy consumption, greenhouse gas (GHG) emissions, resource use and the impacts associated with transport and logistics services.
The management of environmental aspects is supported by an Environmental Management System compliant with the UNI EN ISO 14001 standard, certified since 2007, which enables environmental protection to be integrated into business processes through planning, performance monitoring, risk assessment and continuous improvement.

ISO 14001:2015 Environmental Management Certification

The Company regularly monitors quantitative indicators relating to its environmental performance, using IT tools and traceability systems that enable the collection and analysis of the data required to assess trends in energy consumption, CO_2 emissions and other significant environmental aspects. The information gathered forms the basis for setting improvement targets and for measuring the results achieved.
As part of its initiatives to mitigate environmental impacts, Stante Logisti-cs invests in energy-efficient equipment and technologies, prioritising the purchase of state-of-the-art machinery and innovative solutions aimed at reducing energy consumption and emissions associated with its operational activities. Part of these investments has also been made through access to specific European funding programmes.

The optimisation of transport operations is also of particular importance. Through load planning and maximising vehicle capacity utilisation at its logistics hubs, the company aims to improve operational efficiency and reduce transport-related emissions. This approach is consistent with the company's strategy of progressively reducing its carbon footprint and promoting increasingly sustainable logistics models, including through the development of intermodal solutions and the monitoring of emissions throughout the supply chain.
Stante Logistics recognises that achieving environmental objectives requires the active involvement of employees, customers, suppliers and business partners. For this reason, it promotes a culture focused on sustainability, encouraging responsible behaviour and collaborating with stakeholders to help reduce environmental impacts throughout the entire value chain.

Energy and Emissions

GRI 102-2 • GRI 102-3 • GRI 102-4 • GRI 102-5 • GRI 102-6 • GRI 102-7 • GRI 103-2 • GRI 302-1 • GRI 305-1 • GRI 305-2 • GRI 305-3
ESRS E1-5 • ESRS E1-6
VSME B3 • VSME C3

Energy consumption and efficiency measures are key factors in assessing an organisation's environmental impact and its ability to use resources responsibly and effectively.
Through a structured system for monitoring energy consumption and the associated rationalisation processes, Stante Logistics identifies priority areas for action, defining measures aimed at the continuous improvement of its environmental performance and the reduction of the impacts associated with its business activities.

In 2025, the scope of reporting was extended to the organisation's entire value chain, including the quantification of direct emissions (Scope 1), indirect emissions from purchased energy (Scope 2) and other indirect emissions generated along the value chain (Scope 3). This development allows for a more comprehensive assessment of the company's climate impacts and represents a significant step forward in the management and reduction of greenhouse gas emissions.
The aim of this initiative is to quantify, analyse and transparently report the organisation's climate-changing gas emissions, adopting internationally recognised methodologies and promoting increasingly effective management of environmental impacts. The systematic measurement of emissions makes it possible to identify the main sources of emissions, set improvement targets and monitor the effectiveness of the actions taken over time.

The organisation's carbon footprint was calculated in accordance with the guidelines of the **GHG Protocol Corporate Accounting and Reporting Standard**, the leading international reference for the accounting and reporting of greenhouse gas emissions.

Emissions were quantified, expressed in tonnes of CO_2 equivalent (tCO_2e), using the following methodology:

GHG Emissions = Activity data x EF x GWP

The analysis takes into account the emissions over which Stante Logistics exercises financial and/or operational control and covers the period from 1 January 2025 to 31 December 2025, with reference to the operational sites located throughout the country.
The results obtained provide essential information for defining the company's decarbonisation strategies and for identifying further opportunities to improve environmental performance.

RESULTS

SCOPE 1	57 tCO2eq
SCOPE 2	129 tCO2eq
SCOPE 3	36322 tCO2eq
TOTAL	36.508 tCO2eq

The company has taken steps to diversify its services in order to reduce its pollution levels, for example by modernising its fleet with electric and state-of-the-art vehicles.

The company has selected strategic hubs for its operations to ensure that the shortest possible distances are travelled: in particular, it promotes the development and use of intermodal transport, partly through strategic terminals in the Czech Republic, Poland and Italy, to minimise emissions from road transport.

The electricity consumed at the company's premises, both owned and leased, during the reporting period from 1 January to 31 December 2025 amounted to 263,833 kWh.

The proportion of the company's energy consumption derived from fossil fuels amounts to 46 per cent of total consumption.

Stante Logistics has a medium- to long-term plan aimed at progressively reducing its energy consumption. Among the main initiatives planned is the construction of the new Green Logistics Hub, designed in accordance with sustainability criteria and equipped with photovoltaic systems for the self-generation of electricity.

The company uses digital technologies and tools that enable the monitoring and analysis of data relating to:

- energy consumption;
- greenhouse gas (GHG) emissions.

These systems enable the company to continuously assess its environmental performance, identify opportunities for improvement and support decision-making through a data-driven approach.

The company also uses innovative equipment and technologies designed to improve energy efficiency and reduce emissions, prioritising the purchase of state-of-the-art machinery and solutions that meet high energy performance standards. Some of the investments made have benefited from access to European-level funding and incentive schemes.

Waste

GRI 306-2-a • GRI 306-2
ESRS E5-1 • ESRS E5-5 VSME B7

Within the framework of the GRI Standards, the environmental dimension of sustainability concerns an organisation's impacts on living and non-living natural systems, including soil, air, water and ecosystems. It is within this context that the issue of waste arises; waste may be generated by the organisation's own activities, but may also be generated by entities upstream and downstream in the organisation's value chain. Proper waste management therefore begins with reduction at source, minimising the production of waste. It is essential to sort waste by type (recyclable, hazardous, organic) and ensure it is disposed of correctly in accordance with current regulations. Promoting the recycling and reuse of materials helps to reduce environmental impact. Adopting a waste management plan and raising staff awareness are fundamental to a sustainable and responsible approach.

Waste can therefore have significant negative impacts on the environment and human health if managed inadequately.

The total amount of company waste produced in 2025 is 54.7 tonnes.

The company sorts the following at its premises:

- IT equipment;
- plastic;
- paper;
- glass.

The company uses packaging made from recycled materials, which is durable and can therefore be reused as other items.

Packaging is selected on the basis of criteria such as reducing its overall volume, ensuring it is recyclable and minimising the number of materials used.




STANTE
LOGISTICS



Sustainable Supply chain

GRI 2-22 • GRI 2-23 • GRI 2-29-a • GRI 204-1 • GRI 308 • GRI 414-1 ESRS 2 MDR-P • ESRS S2-1 • ESRS 2 G1-2





Intermodal Services

Respect for the environment has always been a key priority for Stante Logistics, which is why we continually invest in intermodal road-rail and road-sea transport – a solution that offers significant benefits in terms of efficiency and environmental sustainability: reduced costs, enhanced safety thanks to satellite monitoring, and a significant reduction in CO_2 emissions.

Since 2014, we have strengthened our strategic network by implementing direct road-rail links between Italy and Poland and vice versa; specifically, we operate in Italy via the terminals at Orbassano (TO), Manoppello (PE) and Nola (NA), and in Europe via the terminals at Slawkow (PL) and Ostrava (CZ).
Our company offers its clients a comprehensive range of transport and integrated logistics services, drawing on its areas of excellence, such as a wealth of knowledge, experience and specialist expertise; a widespread presence in international markets through a dense network of renowned and qualified agents; and the use of advanced technologies to optimise distribution processes and ensure precise monitoring of every single stage of operational and administrative work.
We have always been mindful of and respectful towards the environment; in recent years, we have stepped up our use of intermodal road/rail and road/sea transport. This decision stems from a growing awareness of sustainable development, but also from our desire to offer increasingly innovative and cutting-edge services that are in line with market needs.

Our strategy, centred on customer service and the constant pursuit of innovative and competitive logistics solutions, has enabled us to respond appropriately and promptly to the market's increasingly pressing and varied demands, thereby confirming the competitiveness of our offering and the strength of our brand.

Road-Rail Connections



7 weekly round-trip rail services between Italy and Poland, and between Italy and the Czech Republic

> Southern Adriatic service
> Southern Tyrrhenian service
> Northern Italy service

Our swap bodies



Casse mobili tipo C45 TILT Capacità massima 90m3	
Dimensioni esterne	**Dimensioni interne**
Lunghezza mt. 13,71	Lunghezza mt. 13,56
Larghezza mt. 2,55	Larghezza mt. 2,48
Altezza mt. 2,90	Altezza mt. 2,66
Casse mobili tipo C45 BOX Capacità massima 90m3	
Dimensioni esterne	**Dimensioni interne**
Lunghezza mt. 13,71	Lunghezza mt. 13,55
Larghezza mt. 2,46	Larghezza mt. 2,44
Altezza mt. 2,93	Altezza mt. 2,69
Casse mobili tipo C78 TILT Capacità massima 100m3	
Dimensioni esterne	**Dimensioni interne**
Lunghezza mt. 13,71	Lunghezza mt. 13,55
Larghezza mt. 2,55	Larghezza mt. 2,48
Altezza mt. 3,235	Altezza mt. 3,00

Stante Logistics owns 734 swap bodies, both tipper and box types:

- C45 maximum capacity 90 m^3
- C78 maximum capacity 100 m^3.

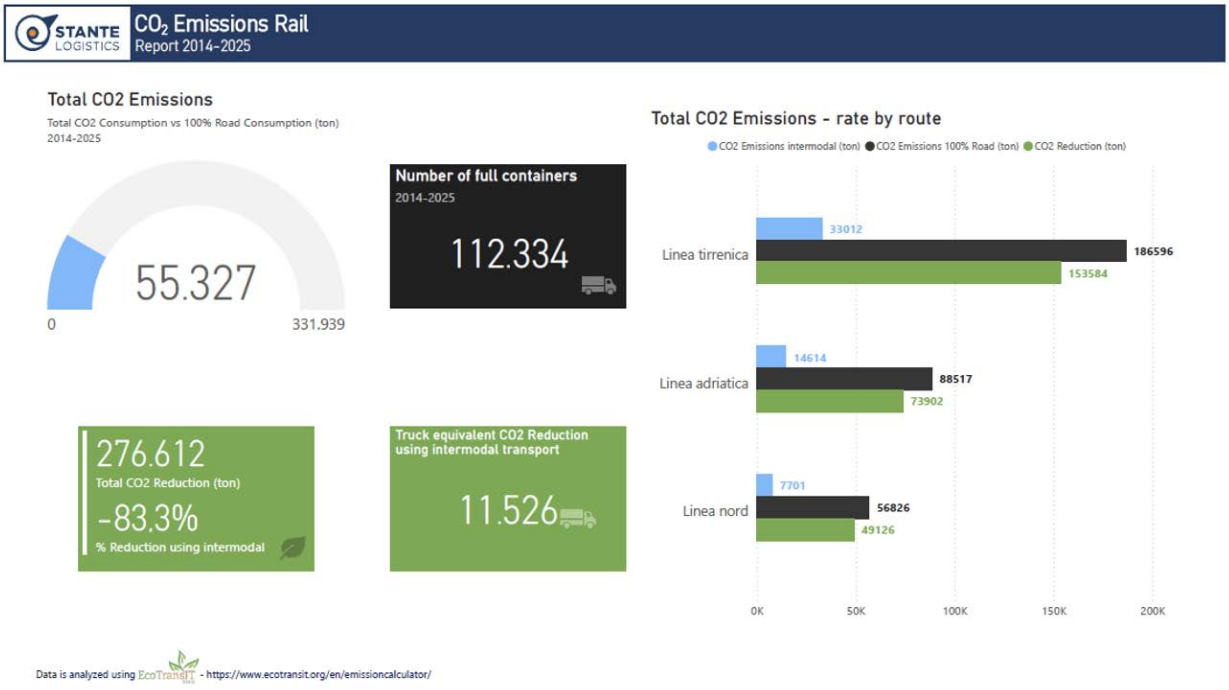
The procurement of swap bodies began in 2014. In the years that followed, thanks to growing demand for intermodal services, the company decided to invest in the purchase of the latest generation swap bodies, with the most recent acquisition taking place in 2022, totalling 324 units of various models. All swap bodies are fitted with **GPS** to improve customer service, transparency and the safety of transport and logistics operations.

Stante Logistics owns 734 swap bodies

Environment, Sustainability and Innovation

We firmly believe in road-rail intermodal services, a highly competitive transport solution that combines operational efficiency with a reduced environmental impact.
In 2014, we were the first in Italy to launch a direct road-to-rail intermodal link between Southern Italy and Eastern European countries. Since then, we have extended this service to Northern Italy as well, helping to reduce CO_2 emissions in the transport sector (SDG 13 – Climate Action).
Thanks to the adoption of cutting-edge technologies and dynamic satellite monitoring systems, we optimise the supply chain by reducing the number of kilometres travelled by road and improving service punctuality (environmental KPIs: tonnes of CO_2 avoided; % of intermodal transport as a proportion of the total).
All our investments are future-oriented and based on a model of sustainable innovation, which integrates environmental (E), social (S) and governance (G) aspects. In particular:

- **E (Environmental):** promoting low-emission transport, reducing energy consumption, and using low-impact vehicles;
- **S (Social):** ongoing training for logistics staff, improvement of working conditions and safety (SDG 8 – Decent Work and Economic Growth);
- **G (Governance):** transparency in decision-making processes, traceability of flows, and performance monitoring through certified systems (e.g. ISO 14001, 45001).



In 10 years of intermodal transport, we have saved **276.612 tonnes of CO_2eq**

Source for CO_2 emissions calculation: EcoTransIT World compares the energy consumption, CO_2 and atmospheric exhaust emissions of aeroplanes, cars, trains and lorries. The methodology behind the calculations is robust and scientific, adopts a life-cycle approach to energy and is approved by the European Environment Agency. Powered by the most accurate data available for all modes of transport, EcoTransIT World was developed in collaboration with ifeu (the German Institute for Environment and Energy) and European routing system and software providers Hacon and IVE mbH. This data includes rail data from the new UIC Energy and CO_2 database.EcoTransIT World does not just calculate the energy or fuel needed to run the train, car or aeroplane. The calculations include emissions from cumulative energy consumption, including the energy used to produce electricity or fuel, using a 'well-to-wheel' approach. The EcoTransIT World tool was originally developed by a consortium of five European railways: FS, SNCF, SBB, DB and Green Cargo.

Next-Generation Warehouse: Green Excellence and Integrated Sustainability

The construction of the new warehouse is fully in line **with the principles of environmental sustainability and energy efficiency**, serving as a concrete example of green industrial architecture. This approach is reflected in every aspect of the project, from the structure to the state-of-the-art technical systems.

A key element of the sustainability strategy adopted is the **2,500 m² refrigerated section**, integrated within the 7,500 m² warehouse. This section has been fitted with an ammonia refrigeration system using ethylene glycol as the secondary fluid. Ammonia was chosen as the primary refrigerant not only for its excellent thermodynamic properties, but above all for its environmental profile. As a natural refrigerant with a GWP of zero and an ODP of zero, ammonia represents a long-term solution, in line with the most stringent European regulatory requirements for the phase-out of F-gases.

The use of this refrigerant, widely recognised in the industrial refrigeration sector, particularly in the food industry, ensures low energy consumption and high efficiency, thus combining excellent performance with minimal environmental impact.

As further confirmation of our commitment to sustainability, **the entire plant is powered by electricity generated from renewable sources**. A photovoltaic system has been installed on the factory roof, with an estimated output of 885,000 kWh/year (885 MWh/year). This innovative solution is capable of **covering over 100 per cent of the plant's energy requirements**, eliminating dependence on non-renewable sources and reducing CO_2 emissions.

In summary, the warehouse – with its state-of-the-art refrigerated section and energy supply from renewable sources – together with its focus on **recycling the materials used**, the use of CAM-certified (Mini Environmental Criteria) building materials, the recovery and treatment of first-flush rainwater from the yards, the collection and recovery of rainwater from the roofs, stored in an innovative tank built in accordance with principles of environmental sustainability – all of which serves the fire-fighting water supply, yard washing and irrigation – and, finally, the fact that a large part of the external yard is laid with permeable paving to ensure water permeability into the subsoil – fully embodies the criteria of **environmental sustainability, energy efficiency and the circular economy**.

This project is not merely a functional piece of infrastructure, but a model of how innovation and environmental responsibility can coexist for a more sustainable future.



Sea and Air Services - Growth in trade with Turkey

In 2023, we began a process of expansion into Turkey, with the opening in 2024 of a representative office in Istanbul and a further expansion in 2025 with a new operational base in Izmir. This strategic presence enables us to support the growth and development of our activities in that market and to strengthen intermodal connections. Trade with Turkey is facilitated through combined road and short-sea shipping services, the use of RO-RO vessels for the transport of semi-trailers, and sea-rail intermodal transport where international routes permit.

Offering increasingly integrated and efficient logistics solutions enables us to compete on an international level, responding effectively to our customers' needs whilst keeping pace with market developments.



Supplier Qualification, Engagement and Sustainability

Supply chain sustainability is a fundamental element in Stante Logistics' approach to creating shared value. As a Global Logistics Provider, the Company promotes responsible management of its relationships with suppliers through qualification and monitoring processes designed to verify compliance with the technical, regulatory and sustainability requirements deemed relevant to the services provided.

As part of its assessment and accreditation activities, the company considers aspects such as the possession of environmental and occupational health and safety certifications, as well as factors relating to operational efficiency and the sustainability of the supply chain. When purchasing goods and services, the Company also gives preference to partners who share the principles of integrity, responsibility and sustainability. In this context, the Code of Ethics, the Code of Conduct and the main corporate policies are made available to stakeholders in the supply chain, with the aim of encouraging behaviour consistent with the Company's values and promoting continuous improvement throughout the entire value chain.

The Supplier Register, which is constantly updated, serves as the key tool for managing and monitoring the supplier base, ensuring a structured oversight of the processes for qualifying suppliers and maintaining the required standards.





Masino Castle and Park, Caravino (TO)
FAI listed property since 1988
Photo © Immodrone



Relations with the Community



Masino Castle and Park, Caravino (TO)
FAI listed property since 1988
Photo by Lorenzo Cicconi Massi © FAI



Community

GRI 2-29-a • GRI 203-1
ESRS S3-1 • ESRS S3-2
VSME B2

We believe that the value of what we do increases when knowledge, experience and opportunities are shared with others, both within and outside the company.
For this reason, at Stante Logistics, we promote a culture based on sharing, raising awareness, responsibility and appreciation, transforming these values into concrete initiatives and creating opportunities for dialogue and collaboration with local organisations and the community of which we are a part.
Because when we work together, ideas can flourish and reach further. In 2024, too, we have chosen to renew our commitment to environmental sustainability through concrete actions and symbolic initiatives that actively involve everyone in our organisation.
A commitment that starts with us, but which takes on even greater value when it becomes a shared journey.

Sharing, information, prevention, satisfaction

Solidarity Partnerships

Our commitment alongside **GV3 – A Gonfie Vele Verso la Vita**, a non-profit organisation affiliated with the Italian Union for Solidarity Sailing – which promotes inclusion through sport and Paralympic sailing, continues into 2025.
In 2025, 160 people received practical training at sea, Paralympic sailing activities in Puglia expanded, and significant results were achieved in national competitions.



We remain committed to investing in inclusive projects, helping to transform sport into an opportunity for growth, community building and the creation of shared value.

Furthermore, we have renewed our support for **the FAI**, as a Corporate Golden Donor, through to 2025, with the aim of actively contributing to the promotion and protection of our country's cultural and landscape heritage.

A shared journey that grows stronger over time, built on common values and a shared vision: every project is a concrete step towards enhancing Italy's treasures, safeguarded with the same care, precision and responsibility that guide our work every day.



Integration of the UN Global Compact Principles into corporate policies, certifications and management systems

Stante Logistics adheres to the principles of the United Nations Global Compact, the world's largest voluntary initiative for corporate sustainability promoted by the United Nations. Through this commitment, the company reaffirms its dedication to integrating the ten principles relating to human rights, labour standards, environmental protection and the fight against corruption into its decision-making and operational processes, thereby contributing to the achievement of the Sustainable Development Goals (SDGs) of the 2030 Agenda. This commitment is underpinned by policies, procedures, certifications and management systems that enable the principles of the Global Compact to be translated into concrete and measurable actions. The company reports annually on its progress through the Communication on Progress (CoP) required by the initiative.

Reconciliation Table: UN Global Compact – Stante Logistics Spa SB

UNGC Principle	Theme	Stante Logistics' tools, policies and initiatives
Support and respect the protection of internationally proclaimed human rights	Human Rights	Code of Ethics, Model 231, Sustainability Policy, Sustainability Report, Impact Report, EcoVadis
Ensuring we are not complicit in human rights abuses	Human Rights	Supplier due diligence, Supplier Code of Conduct, ESG clauses in contracts, ESG supplier assessment
Supporting freedom of association and the right to collective bargaining	Employment	National Collective Labour Agreement applied, HR procedures
Elimination of all forms of forced and compulsory labour	Employment	Selection and recruitment procedures, supply chain audits, Code of Ethics, Supplier Code, contractual requirements for partners
Effective elimination of child labour	Employment	HR procedures, document checks during recruitment, Code of Ethics, monitoring of suppliers and partners
Elimination of discrimination in relation to employment and the workplace	Employment	UNI/PdR 125:2022 certification, Gender Equality Policy, DE&I initiatives, corporate welfare, inclusive training
Precautionary approach to environmental challenges	Environment	ISO 14001 Environmental Management System, monitoring of Scope 1-2-3 emissions, environmental risk assessment, ESG KPIs
Promoting greater responsibility environmental	Environment	Sustainability Report, emissions reduction targets, intermodality, energy efficiency, green building, consumption monitoring
Encouraging the development and widespread adoption of environmentally friendly technologies	Environment	Installation of photovoltaic systems, investment in energy efficient facilities, promotion of intermodal transport to reduce CO_2 emissions
Combating corruption in all its forms, including extortion and bribes	Anti-corruption	ISO 37001 system, Organisational Model 231, Code of Ethics, whistleblowing, anti-corruption training, internal controls

GRI Index

STANTE LOGISTICS SPA SOCIETÀ BENEFIT has reported in accordance with the GRI Standards for the period 1 January 2025 to 31 December 2025.

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VSME B7	Resource use, the circular economy and waste management	Waste	48
VSME B8	Workforce – General Characteristics	Workforce	37
VSME B9	Workforce - Health and safety	Workforce	37
VSME B10	Workforce - Pay, National Collective Labour Agreement and training	Workforce	37
VSME C2	Description of practices, policies and future initiatives for the transition to a more sustainable economy	Climate change management	44
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VSME C5	Workforce - Additional Characteristics	Workforce	37
VSME C6	Further information on your workforce – Policies and processes relating to rights	Workforce	37
VSME C9	Gender diversity on the Board of Directors	Leadership Ethics and Conduct	28

KEY FIGURES RELATING TO KPIs

The data and information contained in this document relate to the year 2024 (the period from 1 January 2024 to 31 December 2024).

Performance Indicators: ENVIRONMENT

Targets

- Reduction in Electricity Consumption
- Maintenance of Waste Management Control
- Reduction in tCO_2 Emissions (Scope 1)
- Reduction in tCO2 Emissions (Scope 2)
- Reduction in tCO2 Emissions (Scope 3)
- Reduction in tCO_2 Emissions (Scope 3 Downstream)
- Reduction in tCO_2 Emissions (Scope 3 Upstream)
- Total tCO2 Emissions Reduction (Scopes 1, 2, 3) – Intensity Measurement
- Reduction in tCO_2 Emissions (ISO 14064-1 Category 1 – Scope 1) – Intensity Measurement
- Reduction in tCO_2 Emissions (ISO 14064-1 Category 2 – Scope 2) – Intensity Measurement
- Reduction in tCO_2 Emissions (ISO 14064-1 Category 3 – Scope 3) – Intensity Measurement

	KPI	Result				Target		Sustainable Development Goals (SDGs)	GRI Standards / ESRS	
		2022	2023	2024	2025	2026	2030			
1	Total Electricity Consumption (KWh)	187502	179106	191652	263833	-2% Reduction	-7% Reduction		302-1 302-4 305-1 305-2 305-5 306-1 306-2	ESRS E1 ESRS E2-E4 ESRS E5
2	Total Electricity Consumption Renewable (KWh)	79350	65982	88754	122181	+2% Increase	+7% Increase			
3	Total weight of hazardous waste (Kg)	785,6	0	0	0	-2% Reduction	-7% Reduction			
4	Total Weight of Non-Hazardous Waste (Kg)	16141,4	24030	43770	54700	-5% Reduction	-10% Reduction			
5	Total weight of recovered waste (Kg)	16927	24030	43770	54700	100% Retention	100% Retention			
6	Waste percentage check (Total Waste in R / Total Waste Products)	100%	100%	100%	100%	100% Retention	100% Retention			
7	Total CO_2 emissions (Scope 1) (tCO_2)	New KPI from 2023	50	43	57	-5% Reduction	-10% Reduction			
8	Total CO_2 emissions (Scope 2) (tCO_2)	New KPI from 2023	113	217	129	-5% Reduction	-10% Reduction			
9	Total CO_2 emissions (Scope 3) (tCO_2)	New KPI from 2024		39626	36322	-5% Reduction	-10% Reduction			
10	Total tCO_2 emissions (Scope 3 downstream) (tCO_2)	New KPI from 2024		261	94	-2% Reduction	-5% Reduction			
11	Total emissions tCO2 (Scope 3 upstream) (tCO_2)	New KPI from 2024		39365	36228	-2% Reduction	-5% Reduction			
12	Total CO_2 emissions (Scope 1-2-3) (tCO_2)	New KPI from 2023	163	39886	36508	-5% Reduction	-10% Reduction			
13	tCO_2 emissions (Scope 1) – Intensity measure (tCO_2/Revenue in millions)	New KPI from 2023	5,36 E-07	4,68 E-07	6,26 E-07	-5% Reduction	-10% Reduction			
14	CO_2 emissions (Scope 2) – Intensity measure (tCO_2/Revenue in millions)	New KPI from 2023	1,21 E-06	2,36 E-06	1,41 E-06	-5% Reduction	-10% Reduction			
15	CO_2 emissions (Scope3) – Intensity measure (tCO_2/ Revenue in millions of euros)	New KPI from 2024		0,00043	0,00040	-5% Reduction	-10% Reduction			
16	Total Emissions Reduction (tCO_2) (Scopes 1–2–3) – Measurement of intensity (tCO_2/Revenue in millions)	New KPI from 2023	1,74 E-06	0,00043	0,00040	-5% Reduction	-10% Reduction			

Other ENVIRONMENTAL Performance Indicators

N.	Objective	Indicator	Result				Target	Sustainable Development Goals (SDGs)	GRI Standards / ESRS	
			2022	2023	2024	2025	2030			
17	Materials, Chemicals	Penalties for improper management	0	0	0	0	0		302-3 302-4 303-1 303-2 303-3 303-4 304-2 305-4 306-1 306-2 306-3 306-4 307-1	ESRS E1 ESRS E2-E4 ESRS E5
18	Waste Management	Penalties for improper management	0	0	0	0	0			
19	Compliance with Regulations and Applicable Laws	Penalties relating to environmental matters	0	0	0	0	0			
20	Dust emissions	Penalties/complaints / nonconformities identified in relation to the specific aspect	0	0	0	0	0			
21	Noise	Penalties/complaints / nonconformities identified in relation to the specific aspect	0	0	0	0	0			
22	Odours	Penalties/complaints / nonconformities identified in relation to the specific aspect	0	0	0	0	0			
23	Accidental pollution	Penalties/complaints / nonconformities identified in relation to the specific aspect	0	0	0	0	0			
24	Road congestion	Penalties/complaints / nonconformities identified in relation to the specific aspect	0	0	0	0	0			
25	Biodiversity	Monitoring of the diesel refuelling operation (To Prevent soil contamination)	Spills not contents = 0	Spills not contents = 0	Spills not contents = 0	Spills not contents = 0	0			
26	Renewable Energy Sources	Signing of a purchase contract 100% renewable energy renewables	100%	100%	100%	100%	100%			
27	Customer safety	No. of reports/complaints /noncomplaints/ Accidents/ Incidents, dangerous behaviour attributable to improper conduct on the part of the Company	0	0	0	0	0			

Performance Indicators “LABOUR PRACTICES AND HUMAN RIGHTS” – Data on accidents and occupational illnesses

Health and Safety (Staff)	
Workplace Accidents and Occupational Illnesses	
Data	**2024**
Total number of workplace accidents	0
Number of work-related illnesses	0
Total number of deaths due to workplace accidents and illnesses	0
Total number of serious workplace accidents (excluding fatalities)	0
Number of days lost due to accidents caused by issues relating to equipment and hazardous substances	0
Number of days lost due to workplace accidents	0
Number of days lost due to fatalities and occupational illnesses	0
Total number of hours worked	2,072,448
Number of working days	240
Multiplier for the calculation	1,000,000 (rate of recordable accidents)
	1,000 severity index

Performance Indicators: ACCIDENTS AND OCCUPATIONAL ILLNESSES

Objectives

- To reduce the number of accidents
- Maintain the number of work-related illnesses
- To reduce the number of days lost due to workplace accidents, fatalities and illnesses
- Reduction in accident frequency
- Reduce the severity of accidents
- Reduce the number of accidents resulting in fatalities
- Reduce the number of serious accidents
- Reduction in the risk of occupational diseases
- Reduction in accidents caused by issues with equipment or hazardous substances

KPI		Result				Target		Sustainable Development Goals (SDGs)	GRI Standards / ESRS	
		2022	2023	2024	2025	2026	2030			
28	Number of workplace accidents	0	0	0	0	0	0		403-9	ESRS S1
29	Number of work-related illnesses	0	0	0	0	0	0			
30	Number of days lost due to workplace accidents, fatalities and illnesses	0	0	0	0	0	0			

KPI		Result				Target		Sustainable Development Goals (SDGs)	GRI Standards / ESRS	
		2022	2023	2024	2025	2026	2030			
31	Recordable workplace accident rate (frequency index) (N × 1,000,000 / hours worked)	0	0	0	0	0	0		403-9	ESRS S1
32	Severity index days × 1,000 / hours worked	0	0	0	0	0	0			
33	Death rate due to work-related accidents (Number of deaths per 1,000,000 / hours worked)	0	0	0	0	0	0			
34	Serious workplace accident rate (excluding fatalities) (No. of serious accidents × 1,000,000 / hours worked)	0	0	0	0	0	0			
35	Accident Rate relating to Illnesses Occupational (Sick days professional / Working working days)	0	0	0	0	0	0			
36	Accident rate due to issues relating to equipment and Hazardous Substances (Days off work for the reasons described/ Working days)	0	0	0	0	0	0			

Performance indicator relating to the ratio of the total annual remuneration of the highest-paid individual to the median total annual remuneration of all employees

KPI		2022	2023	2024	2025	Sustainable Development Goals (SDGs)	GRI Standards / ESRS	
37	Annual remuneration per individual highest-paid	€ 66.668	€ 70.043	€ 90.000	€ 90.000		405-2	ESRS S1
	Median total annual pay for all employees	€ 25.233	€ 26.214	€ 28.423	€ 28.423			
	Total Ratio	2,64	2,67	3,16	3,16			

Data relating to training (excluding compulsory training)

Training (excluding compulsory training)	
Average number of training hours provided to employees	
Data	**2024**
Number of employees	95
- of whom received training	68
Training hours	3060

TRAINING Performance Indicators (excluding compulsory training)

Objectives

- To enhance and invest in the development of staff skills and strengthen their sense of belonging

KPI		Result				Target		Sustainable Development Goals (SDGs)	GRI Standards / ESRS	
		2022	2023	2024	2025	2026	2030			
38	Average number of training hours per employee (Hours of Training per Employee)	28,7	43,5	45	24	25	50		404-1	ESRS S1

Performance indicators relating to the percentage of women employed across the entire organisation

Objectives

- To promote equal opportunities

KPI		Result				Target		Sustainable Development Goals (SDGs)	GRI Standards / ESRS	
		2022	2023	2024	2025	2026	2030			
39	Percentage of women employed across the entire organisation (No. of women / Total Employees)	55%	51%	50%	49%	60%	65%		405-1	ESRS S1
40	Percentage of women in top management	16%	30%	36%	36%	40%	45%			

Performance indicator relating to the average unadjusted gender pay gap

STANTE LOGISTICS S.p.A. SB guarantees fair and favourable working conditions, in particular remuneration that is equitable and compliant in all its components (salary level, benefits, working hours and overtime) with the requirements set out in the relevant legislation, collective agreements and industry standards. Furthermore, the company constantly monitors the level of remuneration paid to its employees to ensure compliance with the right to a living wage, in accordance with the standards set out in the national collective agreement for workers in the construction and industrial sectors.
Remuneration at STANTE LOGISTICS S.p.A. SB is determined on the basis of the relevant national collective agreement, and the figures are as follows:

- average annual gross remuneration:

KPI	Average Gender Pay Gap Unadjusted	2022	2023	2024	2025	Sustainable Development Goals (SDGs)	GRI Standards / ESRS	
41	Annual Gross Hourly Pay for Men	€ 14,20	€ 14,65	€14,80	€14,80		405-2	ESRS S1
	Annual Gross Hourly Rate for Women	€ 13,00	€ 13,30	€13,65	€13,65			
	% of the gender pay gap	9,2 %	10,1 %	8,8 %	8,8 %			

Relative Performance Indicator: Percentage of employees from minority groups and/or vulnerable groups employed in relation to the organisation as a whole

KPI	Percentage of employees from minority groups and/or vulnerable workers employed as a proportion of the entire organisation	2022	2023	2024	2025	Sustainable Development Goals (SDGs)	GRI Standards / ESRS	
42	% of workers from minority groups and/ or vulnerable workers employed in relation the organisation as a whole	12%	14%	13%	8%		405-1	ESRS S1

Other KPIs relating to Labour Practices and Human Rights

N.	Target	Indicator	Result				Target	Sustainable Development Goals (SDGs)	GRI Standards / ESRS	
			2022	2023	2024	2025	2030			
43	Safety workers: Reports Fields goals	No. of customer complaints and Regulatory bodies	0	0	0	0	0			
44	Customer/User Safety	Number of customer accidents attributable to the Company	0	0	0	0	0			
45	Child labour	No. of workers < 16 years	0	0	0	0	0			
46	Employment Forced and Compulsory	No. of reports during the year	0	0	0	0	0			
47	Promoting freedom of association and the right to collective bargaining Collective	No. of reports during the year	0	0	0	0	0			
48	Contracts	Number of employees covered by / Total number of employees	100%	100%	100%	100%	100%			
49	Employee representation	No. of employees covered by Workers' Representatives	100%	100%	100%	100%	100%		403-1 403-2 403-4 403-5 403-6 403-8 404-1 404-3 405-1 407-1 408-1 409-1 416-1	ESRS S1 ESRS S2-4
50	Employee representation	Number of trade union members	1	1	2	2	Free choice			
51	Discriminatory practices	Total number of incidents relating to discriminatory practices	0	0	0	0	0			
52	Discrimination, harassment, physical, psychological and verbal abuse	Numero totale di episodi registrati	0	0	0	0	0			
53	Decrease of the number of cases Regulations	Number of disciplinary measures (reprimands, fines, disputes, dismissals) / Total No.of workers	4,2%	3,7%	3,4%	4,3%	<3%			
54	Working hours	No. of reports during the year	0	0	0	0	0			
55	Working hours	Overtime hours / total working hours	0,15%	0,13%	0,12%	0,38%	< 0,10%			
56	Remuneration	No. of reports during the year	0	0	0	0	0			
57	Careers	No. of employees with a personal development plan / Total no. staff	10%	8,5%	14%	6%	>15%			
58	Assessment Staff performance	No. of employees assessed / Total no. of administrative and technical staff	100%	100%	100%	100%	100%			

N.	Target	Indicator	Result				Target	Sustainable Development Goals (SDGs)	GRI Standards / ESRS	
			2022	2023	2024	2025	2030			
59	Increase of training activities	Training hours delivered / Planned training scheduled	100%	100%	100%	100%	100%		403-1 403-2 403-4 403-5 403-6 403-8 404-1 404-3 405-1 407-1 408-1 409-1 416-1	ESRS S1 ESRS S2-4
60	Staff Training	Percentage of employees trained in health and safety	100%	100%	100%	100%	100%			
61	Staff Training	Percentage of employees who have attended training courses on discrimination and harassment	69%	71%	78%	95%	100%			
62	Staff Training	Percentage of employees who have undertaken training courses on Diversity & Inclusion/Gender Equality	69%	71%	78%	95%	100%			
63	Reduction in Absenteeism	No. of absences / Total hours	2%	1,7%	1,1%	1,3%	< 1%			

ETICA Performance Indicators

N.	Target	Indicator	Result				Target	Sustainable Development Goals (SDGs)	GRI Standards / ESRS	
			2022	2023	2024	2025	2030			
64	Staff Training	Percentage of employees who have undertaken training courses on ethical issues	100% Critical Functions	100% Critical Functions	100% Critical Functions	100% Critical Functions	100% Critical Functions		205-1 205-2 205-3	ESRS G1
65	Privacy	No. of cases or complaints regarding breaches of privacy and loss of employee/ customer/ supplier data	0	0	0	0	0			
66	Anti-corruption	Communication of anti-corruption policies to employees	100% Critical Functions	100% Critical Functions	100% Critical Functions	100% Critical Functions	100% Critical Functions			
67	Cyber Security	Confirmed cyber security incidents	0	0	0	0	0			
68	Breaches of Corporate Ethics (Whistleblowing Reports)	No. of reports of whistleblowing or other	0	0	0	0	0			
69	Anti-corruption	No. of confirmed cases of corruption	0	0	0	0	0			


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