SUSTAINABILITY REPORT
YEAR 2025

BRACCHI Logistics

www.bracchi.it
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ISO 9001 - ISO 14001 - ISO 45001 - UNI/PDR 125

SILVER | Top 15% ecovadis Sustainability Rating FEB 2025

Table of Contents

Letter to stakeholders

Dear Stakeholders,
It is with great satisfaction that we present the Bracchi Sustainability Report, now in its third edition.

The experience gained over the past years has not only strengthened our awareness of ESG topics, but has also enabled us to share with all our stakeholders our economic and financial performance, as well as, most importantly, our vision of a company committed to environmental and social sustainability.

We operate in a context where global challenges, from climate change to the protection of natural resources, from social inclusion to transparency, require concrete action and a forward-looking vision. In this scenario, we continue the journey we began three years ago, a path that has progressively consolidated and that aims to present the results achieved, the future goals we have set, and the concrete actions through which we address global challenges.

This document is inspired by the main applicable international standards (such as ESRS and SVME Standards) and covers the following areas:

Environment: Bracchi strives to reduce its environmental impacts, optimize resource use, and foster sustainable innovation.

Society: Bracchi promotes an inclusive approach, valuing all its employees, ensuring their well-being, and maintaining strong ties with the local community.

Governance: Bracchi is committed to ethical, transparent management, focused on continuous growth and improvement.

This Report covers all the companies within our Group, which operates on an increasingly international scale while remaining firmly anchored to its original principles, values, and its local community.

Thank you for your continued trust. We invite you to read this Report as a statement of our ongoing commitment to creating a more sustainable, inclusive, and responsible world.

Umberto Ferretti | CEO

Methodology note

Despite the extension of reporting deadlines introduced by Law 118/2025, which postponed mandatory compliance to 2027, Bracchi has voluntarily prepared this Sustainability Report in accordance with the Corporate Sustainability Reporting Directive (CSRD), published in 2023 and transposed in Italy through Legislative Decree 125/2024.

This strategic choice reflects the Company's commitment to ensuring a transparent, complete, and standardized disclosure of its environmental, social, and governance (ESG) performance in line with the most advanced European regulatory framework.

The Report was developed through a structured and methodologically robust process that included:

Preliminary assessment aimed at identifying Bracchi's material ESG impacts, risks, and opportunities.

Stakeholder engagement activities, involving employees, customers, suppliers, and other relevant parties.

Definition of **measurable and time-bound objectives**, aligned with the Company's sustainability strategy.

Bracchi adopted the European Sustainability Reporting Standards (ESRS), implementing a dedicated data collection and management system designed to ensure compliance with the qualitative and quantitative requirements established at European level.

The document covers the 2025 fiscal year (01.01.2025 – 31.12.2025) and consolidates information gathered across all relevant corporate functions through a structured process of data collection, verification, and validation.

To ensure comparability over time and support an accurate evaluation of performance trends, the Report also includes comparative data referring to the two preceding fiscal years.

The Report has been approved by the Board of Directors and is available on the Company's institutional website at the following link: www.bracchi.it

For further information, you are invited to contact our staff at the following e-mail address: qhse@bracchi.it

The Sustainability Report is presented as a standalone document, separate from the Annual Financial Report.

We would like to thank all those who contributed to the development of this important project and trust that this document will represent an added value in Bracchi's ongoing sustainability journey.

Our history

ORIGINS

The Beginning of the Journey

Founded in 1928 as a local transport company, Bracchi gradually established itself in the market thanks to tailor-made, high value-added services. During the 1970s, the Company expanded its presence across Italy, becoming a key partner in specialized sectors, and in the 1980s it extended its operations throughout Europe.

1990s

Integrated Logistics

Bracchi expanded its service portfolio by developing outsourcing projects and integrated logistics solutions. In 1994, the Company inaugurated its new **headquarters in Fara Gera d'Adda** and extended its European network to include both maritime and air transport services.
In 1997, Bracchi opened its **first international branch in Lublin (Poland)**, which today serves as a key hub for managing traffic flows across Eastern Europe.

2010s

An International Dimension

Bracchi strengthened its international presence with the opening of its first **Slovak hub in Levice**, dedicated to technical logistics and consumer goods. In 2015, the Company inaugurated its **German branch in Ettenheim**, a 44,000-sqm high-tech facility serving the elevator industry. The expansion in Slovakia continued with the launch of the new **Kostolné Kračany hub**, a 65,000-sqm facility dedicated to standard and integrated logistics for strategic clients.

2018

From Fashion to Exceptional Transport

In 2018, through the acquisition of **BAS Group** (Basped, Logisticnet, Il Corriere, Truckpooling), the Company expanded its range of services into new business areas such as fashion, e-commerce, cosmetics, and food & beverage.
In 2020, Bracchi acquired **Trasporti Peterlini**, a company based in Sorbolo (Parma) specialized in heavy and exceptional transport.

2023

A More Sustainable Direction

In 2023, **Argos Climate Action** announced its entry into the Company with a majority stake. At the core of the project is a decarbonization plan aimed at reducing emissions by 33% over five years. ANIMA Sgr and Clessidra Capital Credit co-invested in the transaction.
Two state-of-the-art logistics hubs certified LEED Gold were inaugurated in **Castrezzato** (Brescia) and Lonigo (Vicenza).

TODAY

The Journey Continues

In 2024, the acquisition of **Mateco S.p.A.** was completed, a historic company specialized in transport operations exceeding 200 tons. This marked the creation of a leading group in special, heavy, and intermodal transport.
In 2026, the new **Cittadella (Padua)** Hub was inaugurated—one of the largest in Italy—an 84,000-sqm facility featuring 82 loading bays and certified BREEAM Excellent.

Our locations

Italy

HEADQUATERS
Via Veneziana, 443 – 24045 Fara Gera d'Adda (BG)

The Nerve Center of the Bracchi Group, from which all national and European operations are coordinated.

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info@bracchi.it
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REGIONAL OFFICES

Regional Office Fara Gera D'Adda (BG)
Via Veneziana, 443 – 24045 Fara Gera d'Adda (BG)

Regional Office Rodano Millepini (MI)
Via Papa Giovanni XXIII, 42 – 20090 Rodano Millepini (MI)

Regional Office Bassano del Grappa (VI)
Via Vasco de Gama, 56 – 36061 Bassano del Grappa (VI)

Regional Office Sorbolo – Mezzani (PR)
Str. Chiozzola, 33/6 – 43058 Sorbolo – Mezzani (PR)

LOGISTIC HUBS

Lombardia
Castrezzato (BS)
Fara Gera d'Adda (BG)
Osio Sotto (BG)

Veneto
Bassano del Grappa (VI)
Lonigo (VI)
Cittadella (PD)
Tombolo (PD)
Oppeano (VR)

Germany

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Slovakia | operative@bsktransports.sk

REGIONAL OFFICES | LOGISTIC HUBS
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Slovakia | info@bsktransports.sk

Services offered

Bracchi offers tailor-made solutions across highly specialized sectors:

- **Standard Transport:** national and international routes, including FTL, LTL, and groupage
- **Exceptional Transport:** up to 200 tons
- **Air and Maritime Transport**
- **Warehouse Management:** from packaging to stock management and distribution
- **Integrated Logistics:** customized integrated-logistics projects and supply-chain optimization
- **Customs and Fiscal Procedures:** support for customers in managing customs-related activities

Our Strengths

- Customer-focused approach and attention to client needs
- Highly qualified team
- Timeliness and responsiveness in managing operations
- Continuous monitoring of service performance and efficiency
- Strong focus on health and safety, not only for employees but also for suppliers, contractors, visitors, and all other stakeholders
- Ongoing commitment to environmental protection and adherence to ethical and social principles

Corporate certifications

The certifications obtained by the Group demonstrate a concrete commitment to management excellence, operational safety, and supply-chain sustainability.

Issued by independent third-party bodies, they support the Company in its continuous improvement process and assist governance in risk management, ensuring transparency and compliance with international standards.

Below are the Group's main certifications:

ECOVADIS Certification/Rating

Bracchi has obtained the EcoVadis Certification with the aim of differentiating itself from competitors, managing and reducing risks, and identifying and monitoring its key environmental, social, and ethical areas. At the same time, the certification helps mitigate reputational and operational risks. This recognition also ensures full regulatory compliance, enhances corporate performance, and strengthens the trust of stakeholders, partners, and customers by demonstrating a concrete commitment to sustainability.

UNI EN ISO 9001:2015

Through the implementation of its **Quality Management System**, Bracchi promotes the continuous improvement of its business processes with the aim of ensuring and maintaining customer satisfaction, strengthening customer loyalty, acquiring new clients, and supporting business growth.

UNI EN ISO 45001:2023

For Bracchi, **workplace safety and the health** of its employees represent primary and non-negotiable values. The Company ensures regulatory compliance and adherence to safety rules and procedures through an effective system of controls, both documental and on-site, supported by formal delegations and a clear definition of roles and responsibilities. This approach involves not only top management but all employees, at every level, as well as third-party companies operating on behalf of Bracchi. A central priority for Management is ensuring that every employee returns home safely to their families.

UNI EN ISO 14001:2015

Bracchi has always been attentive to **environmental issues** and to the monitoring of the environmental impacts associated with its services. This commitment is reflected in the identification and assessment of the Company's environmental aspects and impacts, as well as in the definition of a progressive improvement plan. Bracchi has also embraced the 2030 Agenda for Sustainable Development, recognizing the strategic relevance of its goals as a framework for building a more equitable and sustainable future.

UNI PDR 125:2022

In 2025, Bracchi obtained the **Gender Equality Certification**, supporting and demonstrating a structured path that promotes sustainability, equity, and inclusion. This achievement is not merely symbolic; it represents the evolution of a comprehensive program aimed at fostering an organizational culture based on respect, equal opportunities, and the enhancement of talent in all its forms.

IATA

Bracchi is a **certified IATA** (International Air Transport Association) agent; it provides air transport services to and from all continents, including the handling and shipment of dangerous goods subject to ADR regulations.

Mission and values

From exceptional transport to fashion logistics, from e-commerce distribution to the industrial supply chain.

Bracchi is one of the leading European transport and logistics operators, with unique skills in the sector and a solid, long-standing position in highly specialized niche industries.

We provide an integrated and tailor-made offering that covers the entire logistics value chain.

Thanks to an experienced and constantly growing team, we deliver highly differentiated value-added services driven by strong motivation and deep industry expertise.

Innovation, safety, quality, and sustainability are the Group's guiding pillars.

Our Mission

Our purpose is to provide a complete range of transport and logistics solutions. Customer needs are at the center of everything we do, in a perspective of continuous improvement.

Every day, we put our passion into play to deliver a personalized service with a flexible, attentive, and results-oriented approach.

For us, every achievement is a new starting point. We grow for our customers and with our customers, through constant progress in training, technologies, and operational efficiency.

OUR VALUES

The core values that guide the Group's activities are:

- Tradition
- Innovation
- Passion
- Responsibility
- Fairness
- Professionalism
- Integrity
- Collaboration
- Solidarity
- Sense of Belonging

Sustainability strategies and policies

Bracchi is committed to the systematic integration of ESG (environmental, social, and governance) considerations into its corporate strategies, fully aware of the crucial role they play in ensuring sustainable and competitive growth.

This commitment is further strengthened by the presence of investors who, since 2023, have expressed their intention to define specific sustainability targets in line with international best practices.

Bracchi has adhered to the **2030 Agenda for Sustainable Development**, adopted by the United Nations in 2015, aimed at addressing global challenges such as poverty, hunger, lack of education, climate change, gender inequality, and insufficient access to clean water and energy.

This ambitious roadmap is structured into 17 Sustainable Development Goals (SDGs), further articulated into 169 specific targets to be achieved by 2030.

Bracchi has recognized the relevance of these goals as a strategic guide to building a more equitable and sustainable future, integrating them into its business processes and its broader vision for growth and development.

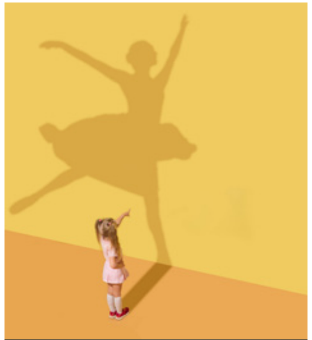
In 2023, Bracchi prepared its first Sustainability Report and launched a structured process to identify material sustainability topics, define an ESG strategy, and report on the results achieved.

In compliance with the main European sustainability standards, Bracchi conducted a **double materiality analysis**, assessing both the Company's impacts on the external environment and, conversely, the external impacts on the organization.

This was carried out through an **Impact, Risk & Opportunity Assessment** and the involvement of key stakeholders, with the objective of identifying material topics relevant from a financial, environmental, and social perspective.

The main phases of the Impact, Risk & Opportunity Assessment included:

- **Identification of risks**, opportunities, and impacts related to environmental, social, and governance topics, and assessment of their significance
- **Engagement of corporate stakeholders** in the process of identifying material topics
- **Identification of impacts** generated and impacts experienced



Environmental

Bracchi has placed a Decarbonization Plan at the core of its management approach, with the objective of **reducing greenhouse gas emissions by 33% by 2028**, acting across the areas defined by the Greenhouse Gas Protocol (GHG Protocol).

Decarbonization Plan: Progress Status

Based on the decarbonization plan developed in 2023, Bracchi achieved the following results:

- **Use of HVO biofuel** for the Company fleet, covering 45% of total fuel consumption
- **Procurement of electricity** exclusively from renewable sources (100%)
- **Warehouse re-layout**, including the installation of LED lighting systems
- Sharing of decarbonization objectives across the entire **value chain**

Within its QHSE Policy, Bracchi establishes the following environmental objectives:

- **Reduction of resource consumption** through technological innovation, i.e., the adoption of more efficient technical and organizational solutions that enhance both productivity and energy performance
- **Prevention of potential local pollution risks**, supported by continuous monitoring of the environmental impacts of sites, vehicles, and the entire supply chain
- Definition of **fleet specifications and performance standards** to ensure full control over environmental impacts
- **Mitigation of climate-change effects** through the reduction of greenhouse gas (GHG) emissions
- **Reduction of waste** generation, promoting material recovery and recycling in line with circular-economy principles

E

Reference KPIs

- Total amount of emissions released during the year
- Greenhouse gas emissions generated directly by the Company (Scope 1)
- Indirect emissions from the generation of purchased and consumed energy (Scope 2)
- Indirect emissions occurring upstream and downstream of the Company's activities (Scope 3)
- Electricity (kWh) and natural gas (Sm3) consumption
- Fuel consumption (HVO, diesel, etc.)
- Waste generated (t or kg)

Social

Bracchi aims to foster a supportive and inclusive work environment, considering its employees as a valuable asset.

In 2025, Bracchi obtained the **Gender Equality Certification**, in accordance with UNI/PdR 125:2022, and strengthened its Human Rights Policy, reinforcing the principles already outlined in its Code of Ethics, including:

- **Ethics:** acting with integrity, honesty, and respect, placing collective interests above individual ones.
- **Quality:** striving for excellence through high standards in order to achieve corporate objectives.
- **Proactivity:** anticipating change and offering innovative solutions that exceed expectations.
- **Belonging:** being an integral part of the Group and taking pride in representing and being recognized as one of its ambassadors.
- **Empowerment:** enhancing people's contributions by strengthening performance, skills, motivation, and potential in support of corporate goals.

Within the aforementioned Policy, Bracchi:

- Rejects any form of child labour.
- Rejects the use of forced or compulsory labour.
- Recognizes employees' right to association and their right to be represented by trade unions or other forms of representation.
- Ensures fair remuneration, benefits, and working conditions that guarantee all workers a dignified standard of living.
- Ensures the right to work in healthy and safe environments.
- Respects local communities and is committed to minimizing the social and environmental impacts of its activities.
- Rejects any form of discrimination based on ethnicity, skin colour, gender, age, disability, sexual orientation, religion, political opinion, nationality, or social origin.
- Rejects any form of violence or harassment.

S

Reference KPIs

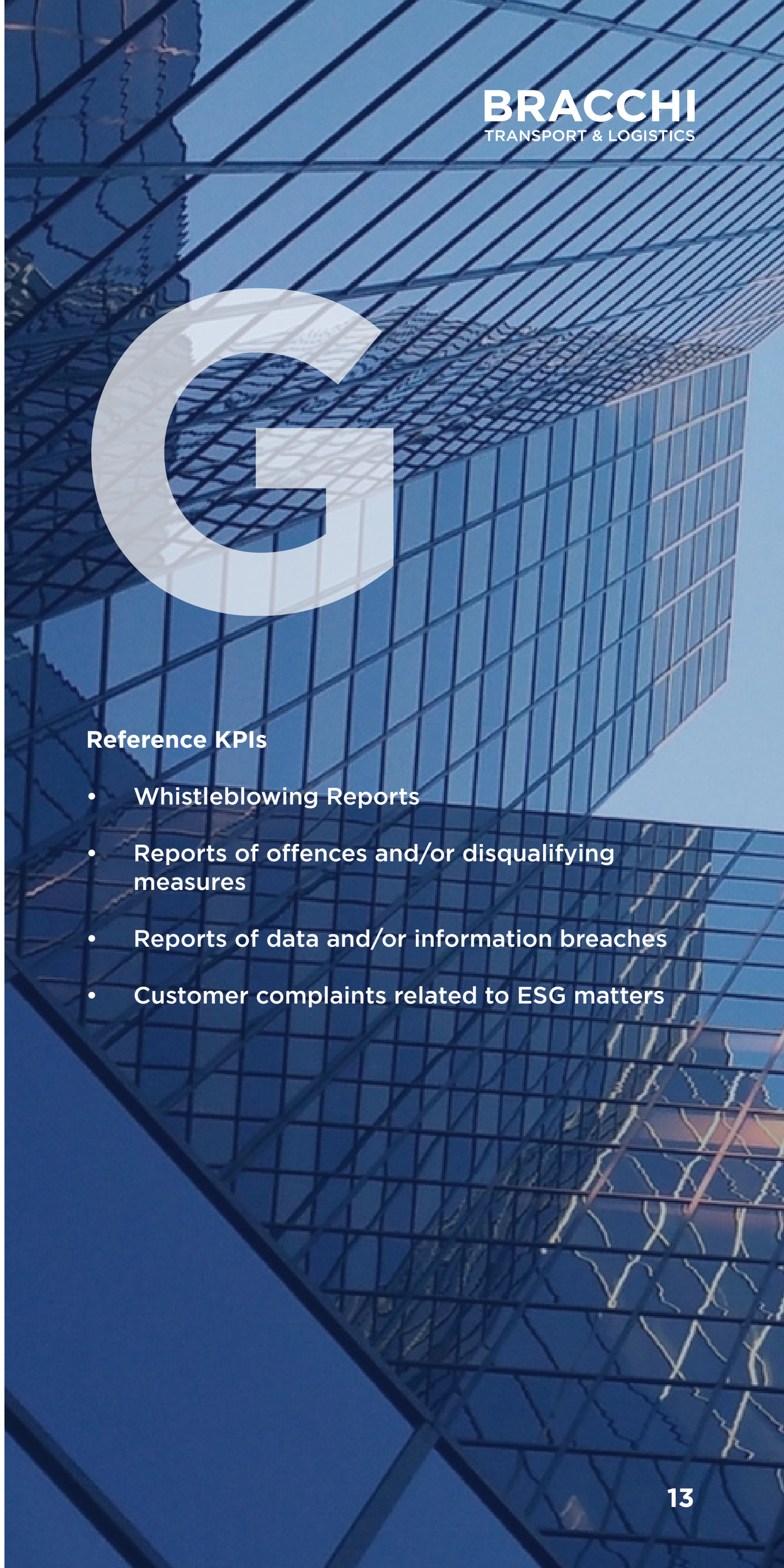
- Personnel Turnover
- % of Women in the Company
- % of Women in Management / Leadership Positions
- Age Distribution of Employees
- Training Hours
- % Utilization of Parental Leave
- Trend of Workplace Injuries and Occupational Diseases
- Trend of Near Misses
- HSE Training

Governance

Bracchi's governance is based on the principles of **integrity, responsibility, and compliance**. The Company's commitment to Corporate Governance Responsibility (CGR) represents a cornerstone of its daily management activities.

Through its Code of Ethics, Bracchi establishes the following principles and values as fundamental pillars:
- **Compliance with laws and regulations:** all activities and services must be carried out in full compliance with the regulations in force in the countries where the Group operates.
- **Integrity, loyalty, and professionalism:** as essential rules of conduct.
- **Value of individuals and human resources:** the Company's focus on people is reflected in the creation of a positive working environment where everyone can develop their abilities and skills.
- **Non-discrimination, diversity, equal opportunities, and prevention of harassment:** diversity is recognized as a source of value for both individuals and the Group.
- **Business ethics:** corruption, unlawful advantages, collusive behaviour, and the solicitation of personal or career benefits are strictly prohibited.
- **Workplace safety and workers' health:** the working environment, health, and safety of employees are considered fundamental assets that must be safeguarded and protected.
- **Environmental protection and sustainability:** the environment is regarded as a primary asset that the Group is committed to protecting by implementing preventive measures to avoid environmental impacts.
- **Personal data protection:** the Group places significant importance on the processing of personal data, both of employees and of anyone interacting with the Company.
- **Traceability of activities:** documentation must be retained to ensure full traceability and verification of the activities carried out by the Group.
- **Confidentiality:** all information must be handled with the highest level of confidentiality.
- **Protection of industrial property:** all intellectual works and/or materials protected by copyright are the property of the Group and may not be used in any way without authorization.
- **Use of social networks and websites:** the use of social networks and websites is subject to the principles outlined in this Code of Ethics.
- **Transparency of financial reporting:** management events and related accounting records must be based on truthfulness, accuracy, and reliability.
- **Conflict of interest:** acting on behalf of the Group means pursuing the Group's objectives and overall interests.
- **Anti-money laundering:** any operation that may facilitate the transfer, substitution, or use of illicit proceeds—or otherwise hinder the identification of money, assets, or benefits of criminal origin—is strictly prohibited.

The Code of Ethics and the above-mentioned principles apply to employees, collaborators, consultants, and to all individuals who operate on behalf of Bracchi or maintain business relations with the Group.



Reference KPIs

- Whistleblowing Reports
- Reports of offences and/or disqualifying measures
- Reports of data and/or information breaches
- Customer complaints related to ESG matters

Stakeholder engagement

Bracchi attaches great importance to the engagement of its stakeholders, i.e. all parties that influence and/or are influenced by the Company's activities.

Stakeholders are, in fact, bearers of interests and expectations regarding the Company's economic, social, and environmental aspects and impacts.

Among the stakeholders considered critical by the Group are:

1. Employees

Employees are the driving force behind the Company's activities. Bracchi dedicates time and resources to ensuring a safe and inclusive work environment that prioritizes well-being and continuous training, fully aware that sustainable success and growth depend on the quality and motivation of its workforce.

2. Customers

Our customers play a fundamental role, as they represent the main driver of innovation and sustainability. Through ongoing dialogue with its clients, Bracchi gathers insights and inputs that fuel continuous improvement processes.

3. Suppliers

Suppliers are strategic partners with whom the Group maintains daily relationships based on collaboration, trust, and mutual respect. Synergy with suppliers enables the Company to effectively address the complexities and challenges of a dynamic market, developing innovative and sustainable solutions together across the entire supply chain.

4. Investors and Shareholders

They provide the capital required for operations and have a direct and significant interest in the organization's success, profitability, and long-term sustainability. They directly influence corporate strategies and, in turn, are influenced by economic results and business-related risks.

Stakeholder engagement

5. Institutions and Authorities

Institutions and public authorities are not directly involved in day-to-day operational management; however, they ensure institutional support and provide the legitimacy required to operate.

The main areas of impact are:

a. Legal compliance: Authorities oversee compliance with regulations (tax, labor, environmental, health and safety, etc.).
b. Authorizations and permits: The issuance of licenses and permits is essential to business continuity.
c. Reputation and accreditation: Institutional recognition enhances market visibility and credibility.
d. Public Affairs: Ongoing dialogue with institutional stakeholders is crucial to the sustainability of corporate strategies.

The management of relations with public authorities aims to:

a. Maintain a clear and stable regulatory framework.

b. Build solid and constructive relationships.

c. Involve institutions in decision-making processes.

d. Foster long-term sustainability.

6. Community

Bracchi takes into account the needs of the local community and the territory, orienting its strategies toward greater social responsibility.

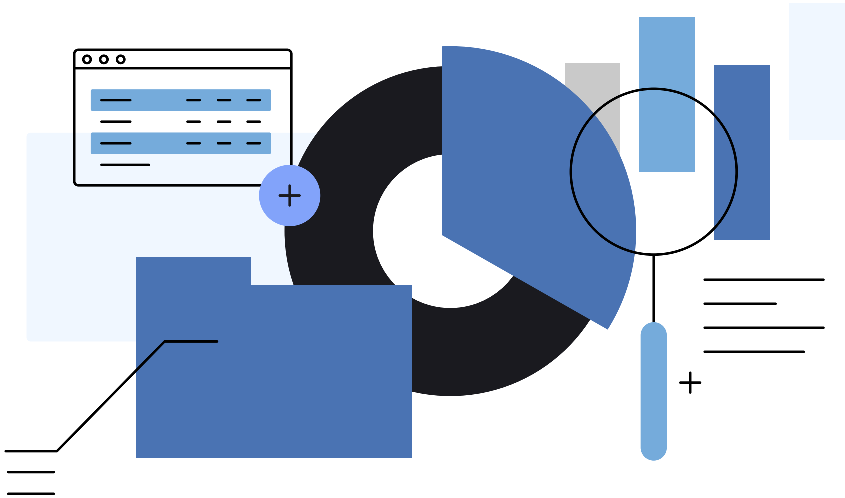
7. Trade Union

Trade unions represent the collective, professional, economic, and regulatory interests of workers. They influence the organization through collective bargaining, the protection of health and safety, and the right to strike, interacting with companies within the workplace.

8. Media

The media influence public opinion and corporate reputation. They act as intermediaries by monitoring company activities and disseminating information. This role requires proactive monitoring of media expectations and effective relationship management to mitigate reputational risks.

Materiality analysis



In 2025, Bracchi carried out a double materiality assessment, in compliance with the European Corporate Sustainability Reporting Directive (CSRD) and the related European Sustainability Reporting Standards (ESRS).

This initiative reflects Bracchi's commitment and proactive approach to sustainability matters.

The materiality analysis represents the tool through which Bracchi identifies strategic topics in terms of positive and negative impacts, risks, and opportunities for the organization, the environment, and the local community.

The materiality assessment process was structured into several phases:

1. **Identification of actual and potential significant impacts relevant to the logistics and transport sector.**
2. **Assessment of each identified impact.** The assessment takes into account:
   - Impact materiality (inside–out): the effects of the company's activities on the environment, people, and the community.
   - Financial materiality (outside–in): the risks and opportunities generated by ESG aspects that may affect performance, costs, and operational continuity.
3. **Identification of the main material topics.**

In the following pages, the identification of ESG-related risks and opportunities is presented. The analysis includes:

- The relevant ESRS topic

- The main risks identified

- The main opportunities identified

- The stakeholders involved

- The potential reversibility or irreversibility of impacts

- The time horizon for reversibility:
- Short term (>3 years)
- Medium term (3–5 years)
- Long term (<5 years)

Materiality analysis

ESRS	ESRS Topic	Identified Risks	Identified Opportunities	Involved Stakeholders	Reversibility of Impacts	Time Horizon
E1	Climate Change	Increase in fuel costs Increase in energy costs Sanction and regulatory risks Supply chain disruption Loss of customers Reputational damage	Decarbonization plan Competitive advantage Access to financing Acquisition of new customers Customer loyalty Improved corporate image	Employees Customers Suppliers Investors / Shareholders Institutions and Aut. Local Community	Reversible	Short term (>3 years)
E2	Pollution	Increase in consumption Sanction and regulatory risks Losses related to accidents and emergencies Stricter environmental regulations	Use of biofuels Consumption efficiency improvements Technological efficiency	Employees Customers Suppliers Investors / Shareholders Institutions and Aut. Local Community	Reversible	Short term (>3 years)
E3	Water and Marine Resources	Spills related to accidents and emergencies Stricter environmental regulations Sanction and regulatory risks Reputational damage	Technological efficiency improvements Improvement of monitoring and control processes	Employees Customers Suppliers Investors / Shareholders Institutions and Aut. Local Community	Reversible	Medium term (3–5 years)
E4	Biodiversity	Spills related to accidents and emergencies Stricter environmental regulations Sanction and regulatory risks Reputational damage	Technological efficiency improvements Improvement of monitoring and control processes	Employees Customers Suppliers Investors / Shareholders Institutions and Aut. Local Community	Reversible	Long term (<5 years)
E5	Resource Use and Circular Economy	Increase in disposal costs Spills related to accidents and emergencies Stricter environmental regulations Sanction and regulatory risks Reputational damage	Technological efficiency improvements Improvement of monitoring and control processes	Employees Customers Suppliers Investors / Shareholders Institutions and Aut. Local Community	Reversible	Medium term (3–5 years)

BRACCHI Logistics

Materiality analysis

ESRS	ESRS Topic	Identified Risks	Identified Opportunities	Involved Stakeholders	Reversibility of Impacts	Time Horizon
S1	Own Workforce	High operating costs caused by workplace accidents and injuries Shortage of qualified personnel Decrease in productivity Decline in employee satisfaction Stricter health and safety regulations Sanction and regulatory risks Reputational damage Loss of certifications Decrease in productivity Increase in costs	Improvement of employee well-being and satisfaction Development of internal skills and competencies Increase in productivity Business growth Stimulation of innovation Reduction in the number of workplace accidents and injuries Improvement of inclusiveness	Employees Investors / Shareholders Institutions and Authorities Trade Unions	Irreversible	Short term (>3 years)
S2	Workers in the Value Chain	High operating costs caused by workplace accidents and injuries Shortage of qualified personnel Delays or disruptions in the supply chain Stricter health and safety regulations Sanction and regulatory risks Loss of strategic suppliers Reputational damage Loss of certifications Decrease in productivity Increase in costs	Reduction in the number of workplace accidents and injuries Supplier loyalty Highly qualified third-party workforce Improvement of monitoring and control processes	Suppliers Investors / Shareholders Institutions and Authorities Trade Unions	Irreversible	Medium term (3–5 years)

Materiality analysis

ESRS	ESRS Topic	Identified Risks	Identified Opportunities	Involved Stakeholders	Reversibility of Impacts	Time Horizon
S3	Affected Communities	Stricter health and safety regulations Sanction and regulatory risks Loss of certifications Reputational damage Increase in costs	Improvement of monitoring and control processes Reduction in operating costs Access to financing	Local Community Institutions / Authorities	Reversible	Long term (<5 years)
S4	Consumers and End Users	Stricter regulations Sanction and regulatory risks Loss of certifications Reputational damage Increase in costs	Improvement of monitoring and control processes Reduction in operating costs Access to financing	Local Community Institutions / Authorities	Reversible	Long term (<5 years)
G1	Business Conduct	Stricter regulations Sanction and regulatory risks Loss of authorizations Reputational damage Increase in costs	Reputational improvement Access to financing Business growth	Investors / Shareholders Local Communities Institutions and Authorities Media	Reversible	Medium term (3–5 years)
G2	Sustainability Governance	Stricter regulations Sanction and regulatory risks Loss of authorizations Reputational damage Increase in costs	Reputational improvement Access to financing Business growth	Investors / Shareholders Local Communities Institutions and Authorities Media	Reversible	Medium term (3–5 years)

Materiality analysis

Based on the results of the double materiality assessment and the related calculations, the following areas have been identified as material:

E1: Climate Change
S1: Own Workforce
S2: Workers in the Value Chain
G1: Business Conduct
G2: Sustainability Governance

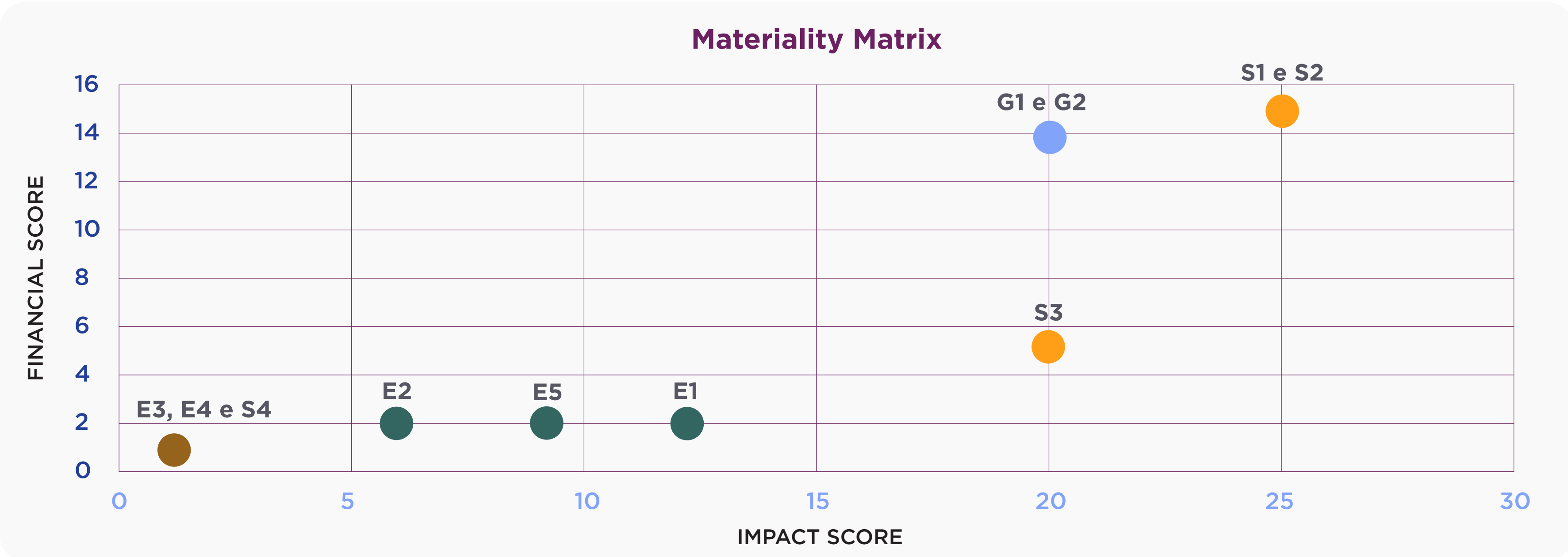
Below, a visual summary of the double materiality assessment carried out is presented.

The topics positioned in the upper right-hand area of the matrix represent the most sensitive areas and define the key domains on which Bracchi will need to focus its attention.

To identify critical impacts, a materiality threshold ≥ 12 was established.

For Bracchi, sustainability is not a statement of intent: it is a concrete plan, with measurable targets and clear deadlines. From the 2024–2028 Decarbonization Plan to ISO certifications, every action we take today represents a responsibility towards future generations. My role is to ensure that this commitment is experienced every day, at every level of the organization.

Claudia Mastrogiorgio | QHSE Manager



BRACCHI Logistics

Materiality analysis

By analyzing the topics classified as material, a clear focus and commitment toward the following developments emerges.

E1 – Climate Change: Bracchi has developed a decarbonization plan aimed at reducing CO2 emissions generated throughout the entire value chain.

S1 and S2 – Own Workforce and Workers in the Value Chain: For Bracchi, the health, safety, and well-being of its employees represent a primary and strategic priority. This commitment extends to all workers involved across the value chain.

G1 and G2 – Business Conduct and Sustainability Governance: Bracchi has progressively adopted a business model based on transparent and responsible management, aimed at reducing risks, ensuring regulatory compliance, and safeguarding the security and integrity of information systems.

ENVIRONMENTAL (E)

With regard to the risks related to climate change and air pollution, the Group has addressed the risks associated with fluctuations in energy resource prices and the market contraction of fossil fuels by implementing concrete initiatives such as the use of biofuels (HVO), fleet renewal, and energy efficiency improvements in its warehouses, including the introduction of LED technology.

Bracchi also pays close attention to the selection of new warehouses, considering both strategic business locations and the energy efficiency of buildings. With reference to waste management, the Company has fully aligned with recent legislative changes, enhancing its monitoring and control procedures. All Bracchi waste streams, both hazardous and non-hazardous, are directed toward recovery operations (R13).

SOCIAL (S)

On the social front, Bracchi has invested time and resources in safeguarding the health and safety of its employees. The Company has promoted continuous training processes, procedural updates, monitoring and analysis of workplace accidents and near misses (including environmental incidents), as well as documentary and on-site verification and control activities. These initiatives aim to improve employee safety and well-being, increase productivity, and reduce turnover.

In order to further enhance the well-being of its female and male employees from a Diversity & Inclusion perspective, Bracchi achieved Gender Equality Certification in December 2025, in accordance with PdR 125:2022. This milestone marked the launch of a structured gender pay gap assessment process and the implementation of employee surveys.

GOVERNANCE (G)

With regard to governance and anti-corruption, the Group has adopted and periodically updated its Code of Ethics, the Organizational Model pursuant to Legislative Decree 231/2001, and an anti-corruption policy, thereby strengthening its image as a compliant and transparent organization.

Bracchi aims to extend its values throughout the entire value chain, both upstream and downstream.

Climate change

ENVIRONMENTAL (E)

Over the years, Bracchi has developed a formalized environmental policy within the framework of its Environmental Management System certified in accordance with UNI EN ISO 14001:2015.

The Company is actively committed to managing and reducing the environmental impacts arising from its operational activities, with particular focus on monitoring energy consumption and reducing CO_2 emissions into the atmosphere.

Fuel Consumption

The Group's primary energy carrier is diesel for road transport, directly linked to its core freight transportation activities. An analysis of the data shows a significant reduction in diesel consumption (-73%), accompanied by an increase in the use of biofuels (+15%).

Bracchi has also undertaken a fleet renewal program, replacing part of its vehicles with units compliant with the Euro 6 standard.

Below, the trend in fuel consumption over the last two financial years is presented:

Fuel Type	Consumption 2024 (L)	Consumption 2025 (L)
Italy site LPG consumption	4200	-
Diesel for automotive	3.836.698,47	1.023.576,43
Biodisel for automotive	1.117.087,27	1.275.768,03
Petrol for automotive	-	10.969,01
LNG	32.814,25	28.683,63

Climate change

ENVIRONMENTAL (E)

Natural Gas Consumption

As part of the analysis of factors that may contribute to climate change, Bracchi also monitored natural gas consumption, recording a reduction in consumption of 88%.

Natural Gas Consumption	2024	2025
Sm3	740.615,10	393.105

Electricity Consumption

Another relevant factor concerns energy consumption required for the regular continuation of operations. In this regard, Bracchi reports electricity consumption data related to logistics hubs and offices under its control, including both direct and indirect emissions associated with purchased or acquired electricity.

The significant increase in consumption within the reporting perimeter (+112%) was driven by business growth and by the expansion of operational sites, both in Italy and abroad.

Bracchi does not independently produce renewable energy.

In 2025, 100% of the electricity purchased by Bracchi came from renewable energy sources.

Electricity consumption	2024	2025
kWh	2.429.523	5.154.405

Climate change

ENVIRONMENTAL (E)

Bracchi	2024	2025	Δ %
Scope 1 [tCO2]	**4.896**	**3.419**	**-30%**
Stationary combustion	670	767	14%
Mobile combustion	4.226	2.652	-37%
Fugitive	-	0,80	-
Scope 2 [tCO2]	**293**	**174**	**-41%**
Electricity consumption	293	174	-41%
Scope 3 [tCO2]	**61.074**	**56.699**	**-7%**
Category 1 - Purchased Services	2.380	2.418	2%
Category 2 - Capital Goods	611	1.211	98%
Category 3 - Fuel and energy related activities	1.669	1.738	4%
Category 4 - Upstream transport and distribution	55.431	49.792	-10%
Category 6 - Business Travel	20	13	-36%
Category 7 - Employee commuting	660	800	21%
Category 13 - Downstream leased assests	304	728	139%
Total [tCO2]	**66.263**	**60.292**	**-9,0%**
Revenue [mln €]	**185,3**	**187,6**	**1,2%**
Emissions Intensity [txCO2/mln€]	**357,6**	**321,5**	**-10,1%**

CO2eq Emissions to the Atmosphere

The analysis of data relating to CO2 equivalent emissions highlights the information presented in the table alongside and on the following page.

The data show a positive trend, confirming the effectiveness of the actions included in the decarbonization plan implemented by the Company. The progressive reduction in emissions demonstrates a structured and consistent approach toward Bracchi's sustainability objectives and reflects the Company's commitment to minimizing the environmental impact of its activities.

BRACCHI Logistics

Climate change

MATECO A BRACCHI COMPANY

ENVIRONMENTAL (E)

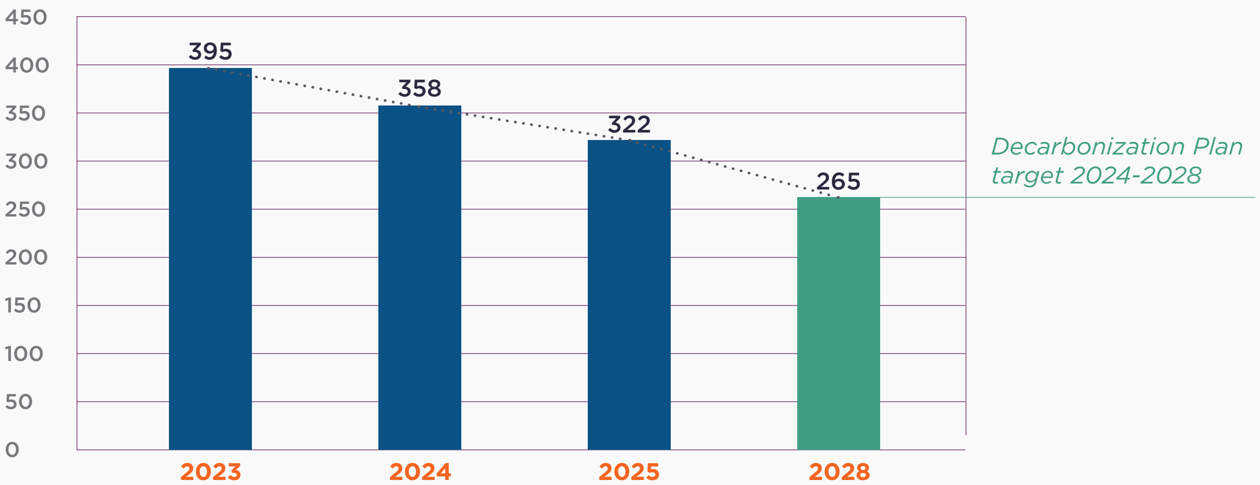
Mateco	2024	2025	Δ %
Scope 1 [tCO2]	**858**	**532**	**-38%**
Stationary combustion	12	12	0%
Mobile combusiton	845	519	-39%
Fugitive	0	0	0%
Scope 2 [tCO2]	**14**	**30**	**112%**
Electricity consumption	14	30	112%
Scope 3 [tCO2]	**24.242**	**19.959**	**-18%**
Category 1 - Purchased Services	239	194	-19%
Category 2 - Capital Goods	91	201	121%
Category 3 - Fuel and energy related activities	217	153	-29%
Category 4 - Upstream transport and distribution	23.654	19.365	-18%
Category 6 - Business Travel	7	8	12%
Category 7 - Employee commuting	34	38	10%
Total [tCO2]	**25.114**	**20.521**	**-18%**
Revenue [mln €]	**33,4**	**35,8**	**7,1%**
Emissions Intensity [txCO2/mln€]	**752,2**	**574,0**	**-23,7%**

Climate change

ENVIRONMENTAL (E)

Bracchi + Mateco	2024	2025	Δ %
Scope 1 [tCO2]	5.754	3.951	-31,3%
Scope 2 [tCO2]	308	204	-33,8%
Scope 3 [tCO2]	85.315	76.658	-10,1%
Total [tCO2]	**91.377**	**80.813**	**-11,6%**
Revenue [mln €]	**218,7**	**223,3**	**2,1%**
Emissions Intensity [txCO2/mln€]	**417,9**	**361,9**	**-13,4%**

Status of the Decarbonization Plan Progress: Bracchi



A Virtuous Path

An analysis of the data collected over recent years shows a clearly positive trend in the reduction of Emission Intensity (tCO2eq per million euros), a key indicator for assessing emissions efficiency in relation to economic growth.

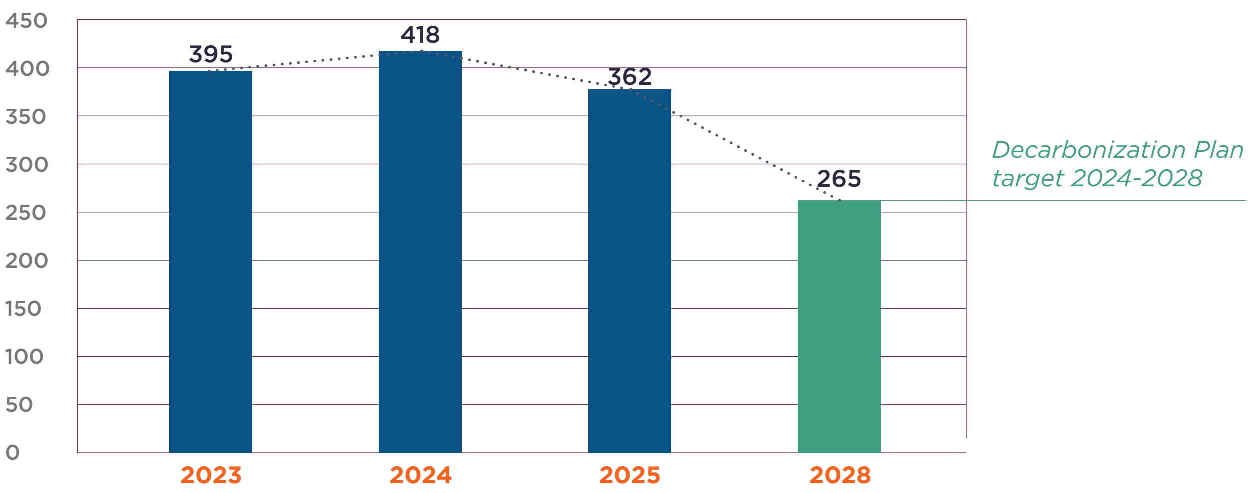
Focusing exclusively on the Bracchi perimeter, a progressive and consistent decrease in the reference parameter is observed. This trend is particularly significant when compared with the initial target set for 2028, equal to 265 tCO2eq: current figures already show an early convergence toward the target, confirming the effectiveness of the strategies adopted in terms of energy efficiency, process optimization, and emissions rationalization.

BRACCHI Logistics

Climate change

ENVIRONMENTAL (E)

Status of the Decarbonization Plan Progress: Bracchi + Mateco



A Shared Journey

When considering the Bracchi + Mateco perimeter, following the integration of Mateco into Bracchi's decarbonization plan starting in 2024, an initial negative deviation of the indicator can be observed.

This variation is attributable to the start-up of Mateco's activities within the reporting scope and to the expansion of the reporting perimeter, which inevitably led to a temporary increase in overall emissions.

However, this gap was rapidly closed during 2025, thanks to the extension to Mateco of the measures already adopted and consolidated within the Bracchi Group.

The initiatives implemented include, for example, fleet re-newal, the adoption of biofuels, and other actions aimed at improving energy efficiency and reducing operational emis-sions.

Air pollution

ENVIRONMENTAL (E)

Pollution (E2)

As indicated in the previous section, the CO2-equivalent emissions analysis is carried out through an inventory of greenhouse gases, prepared in accordance with the corporate accounting and reporting standard of the Greenhouse Gas Protocol and its related updates.

The standard covers the accounting and reporting of the seven greenhouse gases recognized under the Kyoto Protocol: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulfur hexafluoride (SF_6).

The emissions of each greenhouse gas are converted into CO2-equivalent values based on their global warming potential (GWP), as shown in the table below.

Greenhouse Gas	Chemical form	GWP100
Carbon dioxide	CO_2	1
Methan	CH_4	29.8
Nitrous oxide	N_2O	273

No environmental damage or incidents were recorded over the past two years.

BRACCHI Logistics

Water and biodiversity

ENVIRONMENTAL (E)

Water and marine resources (E3)

Water is not a process raw material within Bracchi's services; therefore, all water withdrawn is used exclusively for sanitary services and for vehicle washing.

All of Bracchi's water consumption comes from the public water supply, and wastewater is discharged into the sewer system.

In accordance with the applicable Single Environmental Authorization (AUA) requirements, periodic analyses are carried out on the discharges generated by washing activities. These analyses have revealed no anomalies over the past two years.

Bracchi's activities do not generate industrial wastewater, with discharges being comparable to those of domestic use.

Water consumption	2024	2025
Carbon dioxide	7.002	10.577

The comparison between the two values is not significant, as foreign water consumption was not accounted for in 2024.

Within the Italian perimeter alone, however, an increase in consumption is observed, driven by the expansion of operational floor space and the detection of leaks and malfunctions (+49%).

Biodiversity and ecosystems (E4)

Bracchi's sites are not located in areas considered ecologically sensitive or relevant in terms of biodiversity.

None of the Company's sites are situated in urban planning areas or within historical-residential contexts that may be sensitive to risks related to vehicle traffic, air quality, or noise.

BRACCHI Logistics

Circular economy

ENVIRONMENTAL (E)

Circular economy and resource use (E5)

Waste generation and disposal represent a significant environmental impact.

The Company is committed to promoting waste separation at every stage of its operations, with the active involvement of its employees.

Bracchi primarily generates waste comparable to municipal waste; special waste (hazardous and non-hazardous) is managed through authorized transporters and treatment facilities.

In 2025, Bracchi implemented a waste-monitoring system covering all stages of the waste lifecycle, in compliance with the Italian environmental regulations that came into force during the reporting year.

All Bracchi waste is directed to recovery/reuse (R13).

Waste generated	2024	2025
Kg	774.009	778.216

Hazardous waste	2024	2025
Kg	2.275	5.502

The hazardous waste generated by Bracchi is linked to transport and vehicle maintenance activities, as well as to maintenance operations carried out within the warehouses.

It is difficult to predict waste trends over the course of the year—both in terms of type and quantity—as they are closely related to operational activity levels.

Own workforce

SOCIAL (S)

Own workforce (S1)

Bracchi places the utmost importance on the health and safety of its employees; the Company is committed every day to building a safe and healthy working environment, recognizing that employee well-being is essential to its success.

Bracchi is **certified UNI EN ISO 45001:2023** and embraces the principle of continuous improvement of its Occupational Health and Safety Management System (SGSL).

The main objectives defined by Bracchi for the protection of its workers are:

- Eliminate risks or, where not possible, reduce them
- Reduce costs arising from accidents, injuries, and occupational diseases
- Increase operational efficiency
- Improve the level of health and safety in the workplace

To this end, Bracchi has:

1. Identified and assessed all risks related to the activities carried out
2. Clearly defined roles and responsibilities in the field of Health & Safety
3. Implemented periodic safety meetings, involving the various corporate functions
4. Implemented a monitoring and analysis system for injuries and near misses
5. Promoted continuous improvement in the field of Health & Safety
6. Implemented the procedural system
7. Encouraged the active involvement of all employees in the internal reporting system

Own workforce

SOCIAL (S)

Accident trends: frequency vs. severity

With regard to the Italian perimeter, over the last three years there has been a progressive increase in the number of workplace accidents.

Compared with previous years, an increase in the frequency rate has been recorded; however, this has been accompanied by a reduction in the severity rate, as fewer days of absence due to injury were reported in the most recent year, despite the higher number of accidents.

Number of recorded accidents | Italy

2023	2024	2025
5	7	11

Frequency rate

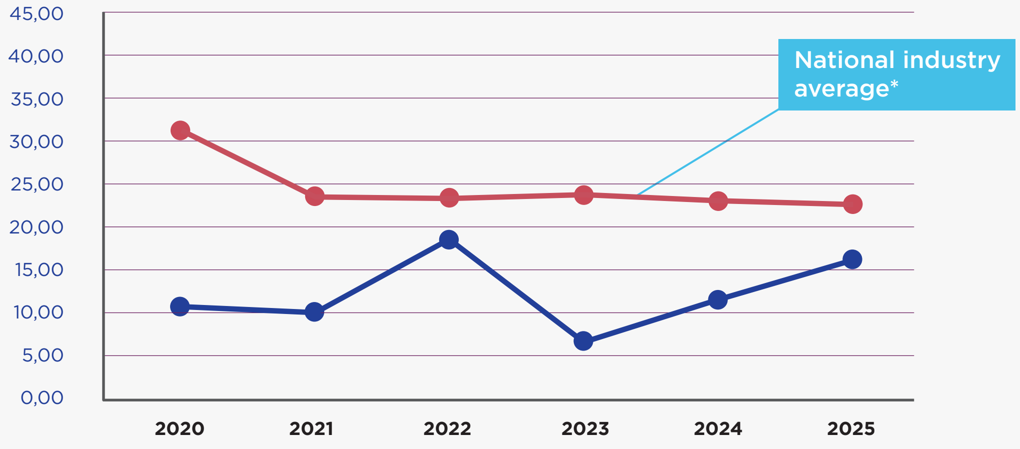
The frequency rate increased compared to 2024, rising from 11.91 to 16.21. This increase was driven by a higher number of reported incidents.

Despite this increase, the Bracchi frequency rate remains below the national average (23.39 – official INAIL data, 2023).

INAIL projections for 2024 and 2025 indicate a slight decrease, with estimated values of 23.00 for 2024 and 22.80 for 2025, based on an expected reduction in reported claims.

Even in these years, the INAIL estimated values remain higher than the Bracchi frequency rate.

Frequency rate 2020-2025



*Source: INAIL

Own workforce

SOCIAL (S)

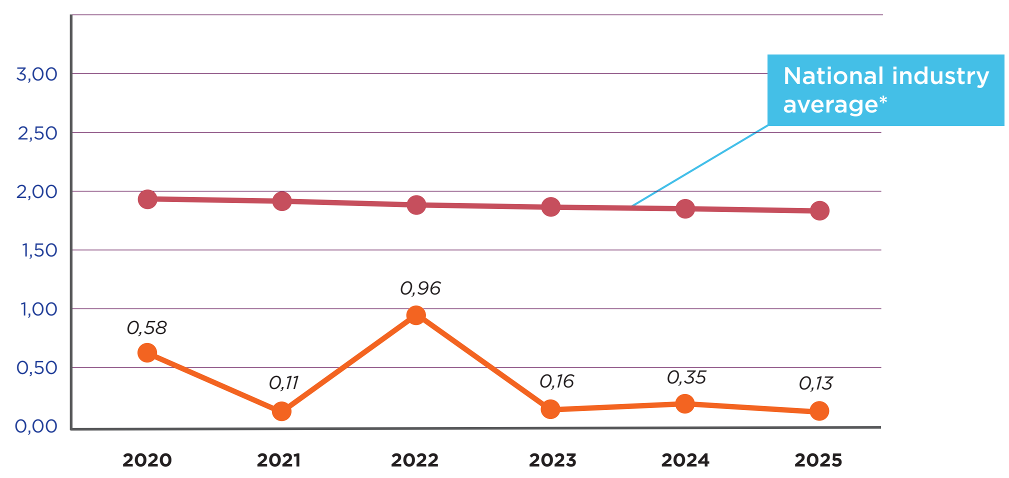
Severity rate

The severity rate decreased compared to 2024, falling from 0.35 to 0.13, as a result of the reduction in days of absence from work.

The Bracchi severity rate also remains below the national average (1.82 – official INAIL data, 2023).

INAIL projections for 2024 and 2025 indicate a slight decline, with estimated values of 1.80 for 2024 and 1.78 for 2025, based on an expected decrease in reported claims.

Severity Rate 2020-2025



*Source: INAIL

An analysis of the Group perimeter highlights the following situation (reference year 2025)

Country	Injuries 2025
ITALY	11
GERMANY	0
SLOVAKIA	2
POLAND	0
Total	**13**

The analysis of the causes shows that the vast majority of recorded accidents can be attributed to non-compliant behaviour with safety procedures, distractions and operational errors.

These findings confirm the importance of continuing and strengthening training, awareness-raising and prevention activities, with the aim of consolidating an increasingly widespread and shared safety culture.

Own workforce

SOCIAL (S)

Near-Miss trends

In 2025, a significant increase in the number of recorded near misses was observed compared to 2024, with a rise of approximately 87%. This trend demonstrates Bracchi's commitment to promoting a strong safety culture and encouraging the active involvement of all employees.

The causes of a near miss can be varied, but the analysis shows that the main contributing factors include:

- **Failure to comply with safety rules**
- **Underestimation of risk**
- **Unauthorized maneuvers**
- **Procedures not followed**
- **Wear and/or malfunctions**
- **Failure to use PPE**
- **Weather events**

+87%
Near-Miss Reports
2025 vs 2024

In 2024 we launched the awareness campaign 'ZERO ACCIDENTS – MISSION POSSIBLE'

HSE training

SOCIAL (S)

Bracchi places great importance on the training of its personnel in the field of **Health, Safety and Environment**, not only in compliance with the requirements set out by the relevant legislation (Legislative Decree 81/2008, State-Regions Agreement 2025, etc.), but also with the aim of creating and spreading a strong "Safety Culture" throughout the organisation, firmly supported by Top Management.

Bracchi's goal is not only to achieve **ZERO work-related accidents**, but above all to ensure that all workers, both employees and third parties, are able to return home to their families every evening in full health.

4,5
Training Hours per Employee

Safety training
Below are the data relating to health and safety training carried out during 2025, referring to the Bracchi Group:

Country	Hours of HSE training
ITALY	1.112
GERMANY	45
SLOVAKIA	433
POLAND	127
Total	**1.717**
Hours per Employee	**4,5**

BRACCHI Logistics

Human capital management

SOCIAL (S)

Employees represent an essential element for Bracchi; the Company fully recognizes the key role that its people play in driving business success and ensuring long-term sustainability.

The workforce is considered the main strategic asset, as each individual contributes significantly to the Company's development, innovation, and growth.
In 2025, Bracchi **employed 597 people**, an increase compared to 2024.

85% of Bracchi's employees have permanent employment contracts, reflecting a commitment to retention and to fostering employees' growth within the organization.

In 2025, the hiring rate was 24%, a sharp increase compared to 2024 (7.4%), supporting the Company's overall growth and Top Management's intention to invest in new resources and skills.

19% of newly hired staff were placed in management or middle-management positions.

The resignation rate stood at 20.3%, in line with 2024, confirming that Bracchi benefits from a positive internal organizational climate.

In 2025, Bracchi launched a living wage analysis aimed at ensuring fair and respectful treatment for all employees, regardless of the contractual level applied. The Company is committed to promoting an organizational culture that places the individual at the center, upholding the principles of equality and diversity.

Respect for human rights and labour regulations is a priority, and corporate practices are designed to foster a safe, inclusive, and collaborative working environment.

To this end, the Group has established a series of procedures aimed at:

- **Describing the personnel management process**, to ensure that all workers have the tools necessary to carry out their tasks safely throughout each stage of their lifecycle within the Company

- **Describing the recruitment and selection process**, to ensure that all phases of hiring are conducted without discrimination or bias and in accordance with principles of fairness and objectivity

- **Regulating working hours**, to ensure an appropriate balance between professional and personal life for all functions and at all levels

- **Defining the incentive system** linked to the achievement of objectives

- **Regulating flexible working arrangements** for new mothers

All employees are covered by the National Collective Labour Agreement (CCNL) for logistics and transport.

In accordance with its Human Rights Policy, Bracchi:
- Guarantees freedom of association and the right to collective bargaining
- Rejects any form of forced or compulsory labour
- Prohibits child labour in all its forms
- Rejects all forms of discrimination in employment and occupation
- Ensures fair and favourable working conditions, including remuneration practices, benefits, and overall working conditions
- Safeguards the health and safety of its employees
- Is committed to reducing the social and environmental impact on the local communities in which it operates.

Human capital management

SOCIAL (S)

Company Workforce by Gender

Level	2024 Women	2024 Men	2025 Women	2025 Men
Executives	-	8	-	8
Middle Managers	6	24	7	33
Office Workers	139	103	147	118
Blue Collar Workers	46	213	50	231
Total	**191**	**348**	**204**	**390**

The company recorded an **increase in the female workforce of approximately 10%** compared to the previous year, confirming a path oriented towards greater balance and inclusion.

Female employees are mainly **concentrated in clerical and office-based roles**; this distribution is related to the type of services provided by Bracchi and to the characteristics of the reference sector, which influence the composition of operational roles.

+10%

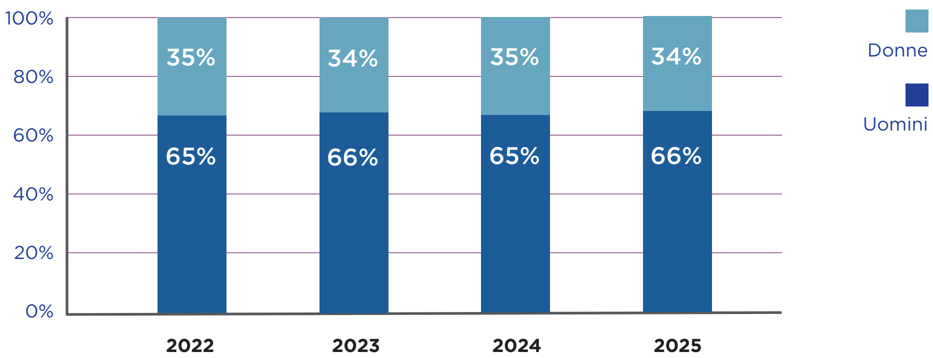
Approximately increase in the female workforce in 2025 compared to 2024

Human capital management

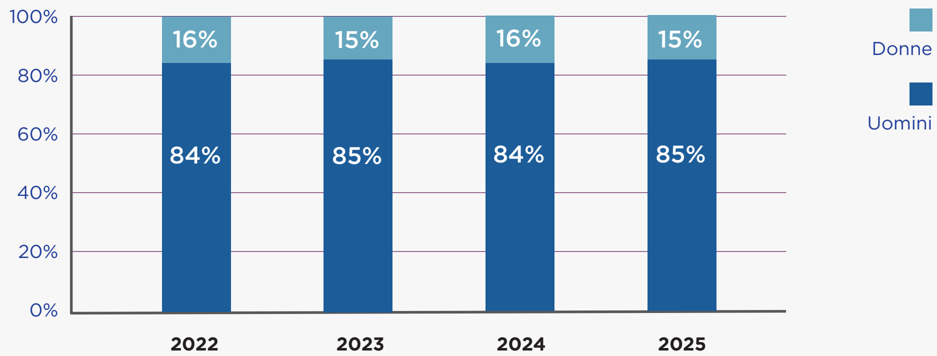
SOCIAL (S)

Workforce composition by gender

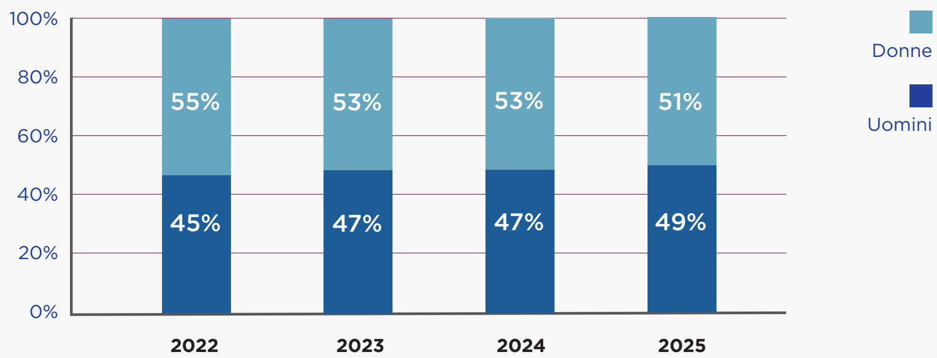
Workforce gender ratio – Bracchi Group



Blue Collar workforce gender ratio – Bracchi Group



White Collar workforce gender ratio – Bracchi Group



Human capital management

SOCIAL (S)

Organico aziendale per fasce di età

Level	2024 <30	2024 30-50	2024 >50	2025 <30	2025 30-50	2025 >50
Executives	0	4	4	0	4	4
Middle Managers	0	20	10	0	20	20
Office Workers	53	148	41	64	157	44
Blue Collar Workers	18	144	97	29	138	114
Total	**71**	**316**	**152**	**93**	**319**	**182**

Turnover

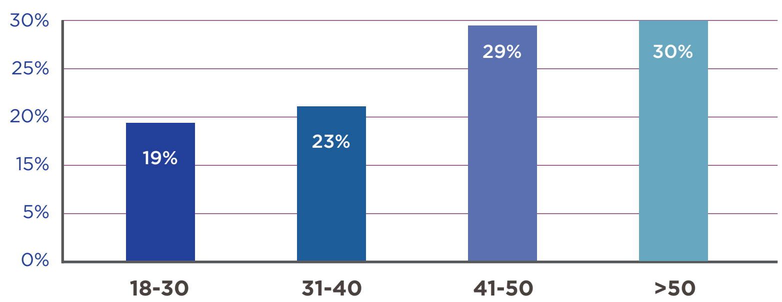
The table below shows the company's turnover rate, broken down by gender and age groups. New hires and departures mainly involve employees in operational roles, due to the strong demand currently present in the labour market.

Level	Women <30	Women 30-50	Women >50	Men <30	Men 30-50	Men >50
Number of employees	36	124	44	57	195	138
Number of new hires	23	45	18	49	33	36
Number of leavers	6	30	7	7	21	15
New hire rate	**64%**	**36%**	**41%**	**86%**	**17%**	**26%**
Turnover rate	**17%**	**24%**	**16%**	**12%**	**11%**	**11%**

The comparison between 2024 and 2025 shows that the percentage distribution of age groups across the total workforce remained substantially stable.

An increase in the share of employees under 30 was recorded, confirming Bracchi's focus on professional training and the integration of new generations.

The presence of experienced personnel within the company demonstrates not only Bracchi's commitment to attracting highly skilled professionals, but also a solid level of employee retention and loyalty towards the company.



Human capital management

SOCIAL (S)

Training and employee development

Bracchi places great importance on the training of its workforce, not only with regard to mandatory training (pp. 34 and 35), but also in relation to the technical and professional development of its employees, leadership development and the enhancement of soft skills within the organisation.

During 2025, a **total of 5,934 training hours were delivered**, representing a 51% increase compared to 2024, with an average of 16 hours per employee.

The tables below show the total number of hard and soft training hours recorded by the Group, broken down by gender.

Training content was defined through an analysis that takes into account corporate competencies, organisational expectations, and the assessment of employees carried out by managers and the HR Department.

Course	Course hours	Total hours	Hours - men	Hours - women
Hard Skills	19	4262	2121	2140
Soft Skills	7	1675	949	726
Total	**26**	**5937**	**3071**	**2866**

Organizational well-being

SOCIAL (S)

In terms of Welfare, the Bracchi Group has implemented the following initiatives to support the well-being of full-time employees with permanent employment contracts:

SANILOG Health Assistance: all employees are covered by the supplementary healthcare insurance scheme provided by the national collective agreement.

Industry Severance Pay Fund (TFR): employees classified as blue-collar workers who choose to allocate their severance pay (TFR) to the sector fund—optionally adding a voluntary contribution—benefit from an equal matching contribution paid by the Company.

Company Car for Managers and Executives: executives, managers, and Sales personnel may benefit from a company car, available for mixed business and personal use.

New Mothers Policy: Bracchi provides new mothers with work arrangements that allow greater flexibility in managing their daily work schedule, in line with family needs.

Scholarship Policy: this initiative is intended for Bracchi employees and their children, offering tangible economic support to reward merit and the pursuit of excellence.

Parental Leave: leave dedicated to new parents to support a balanced integration of personal and professional life during a particularly delicate period.

	2024		2025	
Parental Leave Data	**Men**	**Women**	**Men**	**Women**
Employees entitled to parental leave	0	9	0	11
Employees who took parental leave	0	9	0	11
Employees who returned to work after parental leave	0	9	0	9

Survey on Gender Equality, Inclusion and Diversity

In 2025, Bracchi carried out an internal survey addressed to all Bracchi Italy employees, with the aim of gaining deeper insight into employees' perceptions of organisational well-being, gender equality, inclusion, and the prevention of stereotypes and discriminatory behaviour.

The survey was conducted anonymously, and the results showed:

- An overall positive picture regarding values of respect and civil coexistence
- Strong distancing from traditional stereotypes
- Need to strengthen tools, measures, and communication related to work-life balance
- Need to enhance inclusive managerial behaviours
- Opportunity to reinforce internal communication, structure HR processes, and adopt clearer and more measurable criteria in professional development decisions

Overall, the survey confirms the presence of a collaborative and respectful work climate, while highlighting the need to continue investing in training initiatives, awareness programs, and organizational tools that can foster a more inclusive, equitable, and well-being-oriented corporate culture.

Survey Data

Employees Invited	Responses	Response Rate
376	166	44%

Value chain workforce and communities of interest

SOCIAL (S)

Within the value chain, Bracchi places great importance on all workers and all individuals who, although not employees of the Company, nevertheless contribute to the delivery of services both upstream and downstream.

Upstream

- Customers
- Suppliers of goods and services
- Contractors / subcontractors
- Temporary employment agencies
- Maintenance workers, cleaning staff, security personnel, etc.

Downstream

- Customers
- Suppliers of goods and services
- Contractors / subcontractors

In 2025, Bracchi conducted an assessment of the ESG performance of both customers and suppliers.

Customer ESG Questionnaire

From the analysis of the questionnaires received (51), it emerges that the majority of Bracchi's customers place strong attention on ESG topics, in particular:

- Almost all customers give significant importance to ESG criteria and have a structured risk-management model
- More than half of the customers have a sustainability plan based on a materiality analysis
- Almost all customers apply ESG criteria across their entire supply chain
- More than half of the customers monitor their emissions and purchase, or self-produce, energy from renewable sources, with percentages ranging from 20% to 100%
- Almost all customers have adopted an HSE policy and monitor their workplace injuries and occupational diseases

Supplier ESG Questionnaire

From the analysis of the questionnaires received (233), it emerges that interest in environmental and ESG topics is also growing among Bracchi's suppliers:

- Most suppliers give relevance to ESG topics and have a risk-management model in place

- There is still limited attention to monitoring greenhouse-gas emissions and to purchasing (or self-producing) energy from renewable sources

- Most suppliers already have a plan in place to reduce waste

Survey Data	Suppliers invited	Responses	Response Rate
	3516	233	6,6%
	Customers invited	**Responses**	**Response Rate**
	1042	51	4,9%

Governance and business conduct

GOVERNANCE (G)

GOVERNING BODIES

Shareholders' Meeting

The Shareholders' Meeting is the body responsible for forming and expressing the Company's will, which is then implemented by the administrative body in compliance with the powers established by law and by the Articles of Association.

Within the Bracchi Group, this function is exercised by the Legal Representative of the Sole Shareholder, Eco Midco S.p.A.

Board of Directors

The Board of Directors is composed of 9 members: the Chair, the Chief Executive Officer, and 7 Directors.

Board of Statutory Auditors

The Board of Statutory Auditors is composed of 3 standing members, plus two alternate auditors.
Its role is to supervise compliance with the law and with the Company's Articles of Association, to ensure adherence to corporate principles, and to assess the adequacy of the governance structure adopted to ensure the proper functioning of the Group.
The Board of Statutory Auditors does not perform accounting audits, which are assigned to an external audit firm.

Supervisory Body

Composed of three members, the Supervisory Body is responsible for monitoring the functioning of and compliance with the Organizational, Management and Control Model pursuant to Legislative Decree 231/2001, as well as ensuring its continuous updating.

Sustainability Governance

The management and reporting of sustainability-related aspects, the monitoring of the relevant KPIs, and the continuous improvement of ESG performance are entrusted to a dedicated Working Group composed of:

- **Chief Financial Officer (CFO)**
- **HR Director**
- **Legal Manager**
- **QHSE Manager**
- **PMO & Strategic Marketing**

Corporate culture

GOVERNANCE (G)

The Group has consolidated a governance system designed to identify, prevent, and mitigate the risks of unlawful conduct, as well as to promote ethical behaviour and a strong corporate culture.

Organizational Model pursuant to Legislative Decree 231/2001

Bracchi has adopted its own Organizational, Management and Control Model and appointed a Supervisory Body (OdV), composed of external members and one internal member (Legal Counsel).

The OdV is entrusted with powers of analysis and monitoring to ensure the effectiveness of the Model and to propose updates. It has also provided all addressees of the Model with the possibility to submit reports—including anonymously—thus ensuring confidentiality and whistleblower protection. The prohibition of retaliation remains in force, as established by Article 17 of Legislative Decree 24/2023.

The Supervisory Body has oversight responsibilities and must:

- Communicate the results of its assessments to the managers of relevant functions/processes, where findings indicate areas for improvement
- Report any unlawful behaviour, or conduct not aligned with the Code of Ethics and/or company procedures and protocols

Code of Ethics

Bracchi has adopted a Code of Ethics applicable to all executives, employees, collaborators, board members, consultants, and contracted third parties.

The Code of Ethics and the Company's Anti-Corruption Policy aim to ensure:

- Fairness and professionalism
- Legality and compliance with laws
- Sustainability and social responsibility
- Collaboration and solidarity
- Transparency in communication
- Sense of belonging

The Code of Ethics sets out the core values that must guide all Company actions—at every level—and the conduct of all stakeholders, both internal and external:

- Impartiality
- Competence in the process of recruiting, training, and developing human resources
- Credibility, to be conveyed to customers, suppliers, institutions, and the community
- Achievement of excellence through continuous improvement
- Environmental, social, and safety responsibility, with a focus on employee well-being, environmental protection, and compliance with health and safety regulations

Whistleblowing Mechanisms

The Whistleblowing Procedure complies with Legislative Decree 24/2023 (EU Directive 2019/1937). The procedure governs internal and external reports of behaviours, acts or omissions that violate the Organizational Model, the Code of Ethics, national or international regulations, or that harm the public interest or the Company.

The procedure protects whistleblowers by ensuring confidentiality of their identity, and protection against any form of retaliation (dismissal, penalties, harassment), with sanctions for those who violate the procedure or submit reports in bad faith.

The procedure also aims to protect the reported individual through impartial processes and the involvement of an independent Supervisory Body (OdV) to avoid conflicts of interest. Reports are shared with the Board of Directors, including the number, status, and outcomes of the reports, in an aggregated and anonymous form.

Business Ethics

Over the past two years, no cases of corruption, legal actions related to anti-competitive behaviour, or other non-compliances with laws and regulations have been recorded.

BRACCHI Logistics

Corporate culture

GOVERNANCE (G)

Privacy and Data Management

In compliance with EU Regulation 679/2016 – General Data Protection Regulation (GDPR), Bracchi regulates the protection of personal data through the implementation of the following measures:

- **Adoption of anti-intrusion software** to prevent unauthorized access to the Company's IT network
- **Implementation of a data-management system**, including the appointment of a Privacy Officer, the identification of authorized data-processing personnel, and periodic stress tests to assess the effectiveness of protection measures against external attacks
- **Data breach management systems** and the execution of a Data Protection Impact Assessment (DPIA)
- **Training courses** on data management and data security delivered to all employees

Fiscal Approach

The analysis of the economic value generated provides a comprehensive perspective not only on the Company's ability to create wealth, but also on how such value is allocated among the various stakeholders of the Group.

The categories that make up the "Distributed Economic Value" are:

- **Operating Costs:** all costs incurred by the Group for the functioning of its business activities.
- **Employee Remuneration:** this includes direct remuneration (wages, salaries, and severance pay – TFR) and indirect remuneration (social security contributions).
- **Remuneration of Financial Stakeholders:** includes stakeholders who provide credit to the Group (banks, financial institutions, and shareholders).
- **Remuneration of Public Administration:** includes current taxes.
- **Remuneration of the Community:** includes all charitable contributions and sponsorships.

Bracchi promotes a transparent relationship with its stakeholders, including local authorities and national institutions.

The Company's tax strategy is integrated into the day-to-day accounting and administrative management activities, coordinated by the Board of Directors (BoD) and supported by the Finance Department and appointed professionals.

Bracchi defines the management of its tax register within its Organizational, Management and Control Model, which includes a dedicated section on tax offences.

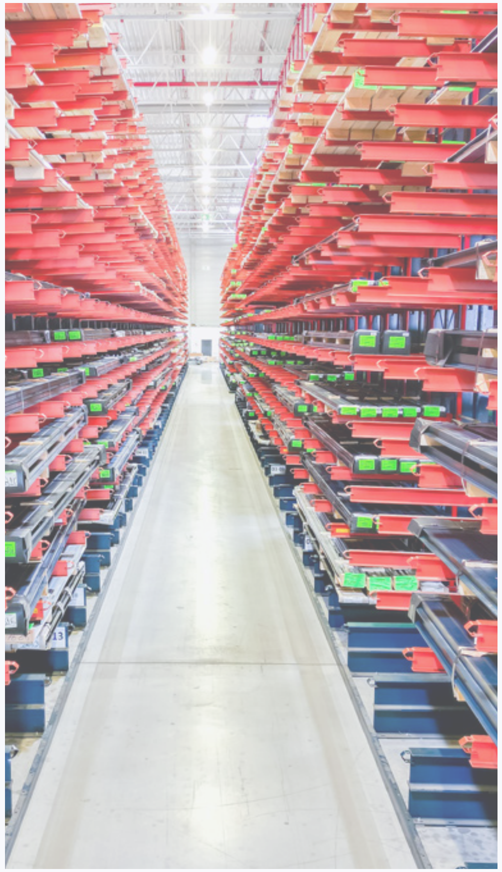
Tax statements and overall tax management are subject to oversight by the competent bodies (Board of Statutory Auditors and External Audit Firm).

Driving sustainable logistics

BRACCHI Logistics





SILVER | Top 15%
ecovadis
Sustainability Rating
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