

Sustainability Report

Year 2025

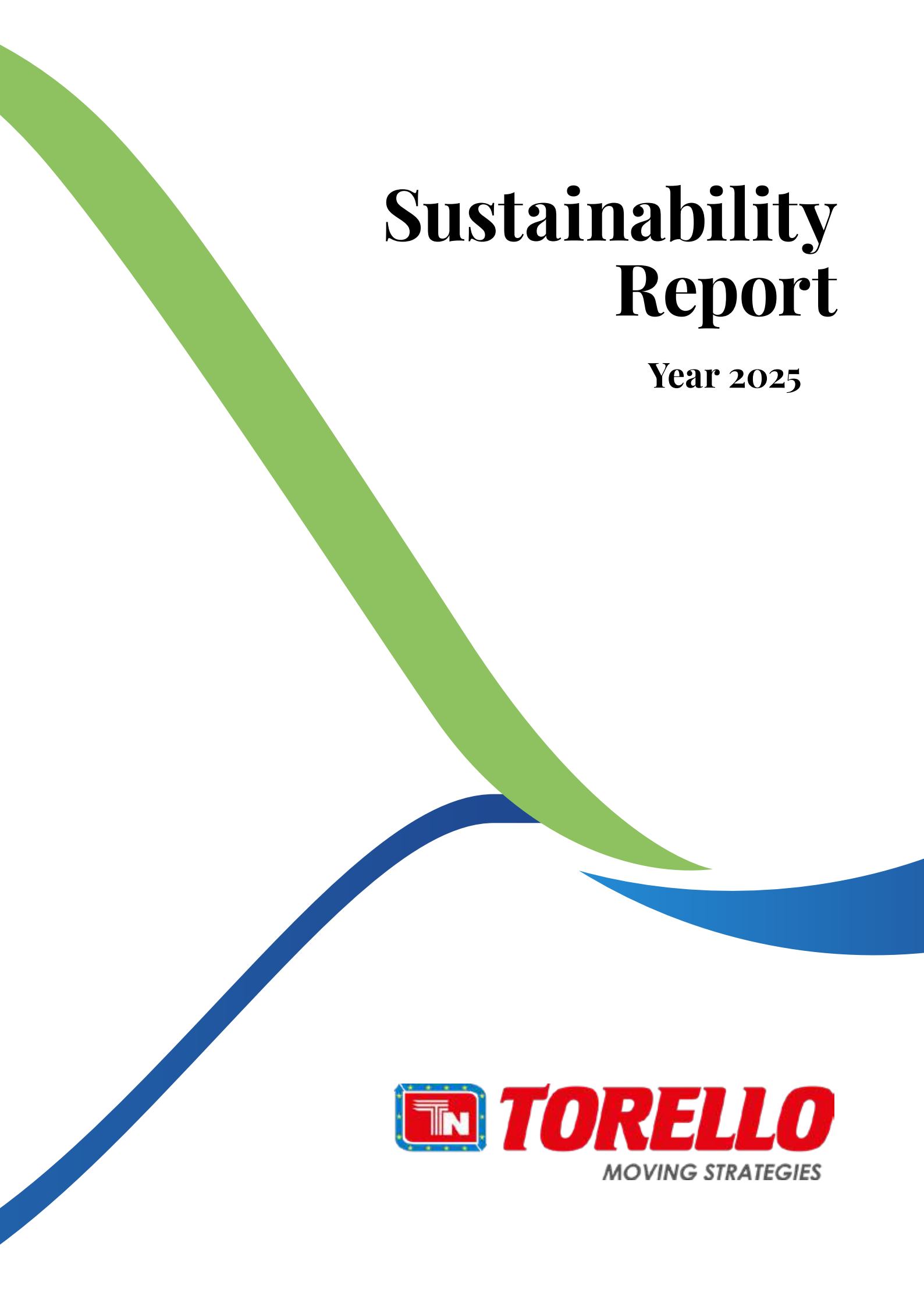


TORELLO

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Sustainability Report

Year 2025



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Produced by





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Letter to Stakeholders

Dear Stakeholders,

there are milestones that represent much more than just an anniversary. They are moments that invite us to pause, look back on the journey we have taken and reflect on the significance of what we have built over time.

2025 was one such moment: we celebrated Torello's fiftieth anniversary. Fifty years of work, relationships, challenges overcome and opportunities turned into growth. Fifty years during which a company founded in the heart of Irpinia has been able to evolve, innovate and establish itself as a leading logistics partner in Italy and Europe, without ever losing touch with the values that guided its founding. The company's history, which began in 1975 and has developed over time through the involvement of the second generation and international expansion, is today one of the defining features of Torello's identity.

Looking back, we see more than just figures, infrastructure, resources or operational sites. We see people. We see the women and men who have helped shape every stage of this journey with expertise, dedication and a sense of belonging. We see customers who have chosen to place their trust in us, partners who have shared our vision, and communities that have supported our growth. It is thanks to this network of relationships that we are able to celebrate such an important milestone today.



Sustainability stems precisely from this realisation: every business is part of a wider ecosystem and has a responsibility to generate value that endures over time. For Torello, sustainability means driving economic development without losing sight of the people, the environment and the local areas in which we operate. It is a responsibility that guides us every day and shapes our strategic decisions.

Throughout 2025, we continued to invest in making our business model ever more robust, innovative and resilient. We have strengthened our integrated logistics operations, developed new solutions for supply chain optimisation, invested in the digitalisation of processes and consolidated our infrastructure to support future growth. The strengthening of logistics operations, the expansion of hubs and investments in operational efficiency are, in fact, some of the strategic priorities highlighted by the company as part of its development strategy. At the same time, we have continued our commitment to the green transition of the logistics sector. The adoption of alternative fuels such as HVO, the ongoing renewal of our fleet and investments in energy efficiency demonstrate a genuine commitment to progressively reducing our environmental impact and contributing to more sustainable freight transport.

We know that change requires courage, investment and vision. That is why we continue to view innovation and sustainability not as separate objectives, but as parts of the same strategy. Technology, data, research and automation are essential tools for building a logistics system that is increasingly efficient, safe and resource-efficient. However, no innovation would have any value without the people who make it possible. Our staff are the company's most important asset.

Investing in their professional development, safety, training and wellbeing means investing in Torello's very future. Indeed, the report highlights both the company's welfare and training programmes and the 'Italy's Best Employers' award it has received.

The same commitment guides our relationship with local communities and the wider region. We believe that growth must always generate shared benefits and that a company's success is also measured by its ability to contribute to the social, cultural and economic development of the communities in which it operates. This is why we continue to support initiatives that promote inclusion, education and collective responsibility, whilst strengthening dialogue with all our stakeholders.

Our involvement in local communities and projects supporting local areas form part of the journey outlined in this report.

Our fiftieth anniversary now offers us the opportunity to look ahead with renewed determination. The challenges facing the world of logistics are significant: the energy transition, digitalisation, the evolution of global value chains and society's new expectations will require adaptability and a long-term vision.

Let us face this future with the same mindset that has guided us for fifty years. With a desire to innovate without forgetting our roots. With a commitment to growth whilst keeping people at the heart of everything we do. With the conviction that economic value and social value can and must go hand in hand.

On behalf of the Torello family and the entire organisation, I would like to thank each and every one of you for the trust, support and dialogue you continue to offer us.

The first fifty years of our history have taught us that no achievement is built alone.

We want to build the next fifty years together.

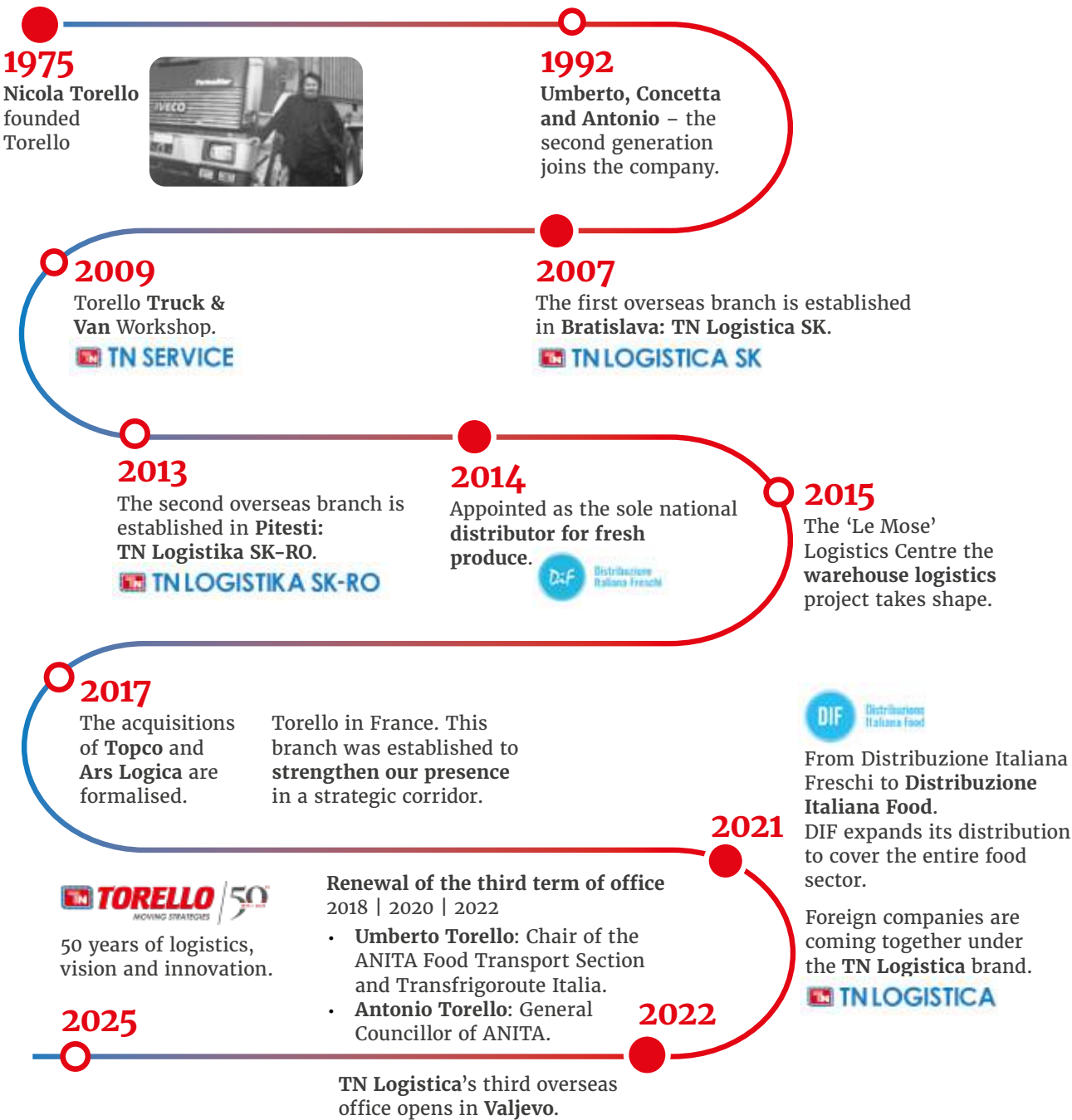
Nicola Torello

Chairman, Torello Trasporti Srl

Our History

Torello, a long-established business based in Montoro (AV) and founded in 1975, operates in the field of road haulage, logistics and distribution, with a mission to act as a link between producers and consumers. It designs bespoke, long-term solutions to optimise the logistics chain. Torello's vision places people at the centre. No matter what technology or new needs may arise in the future, it is people, with their values, who drive our services and determine their success.

Listed below are the most significant milestones that have characterised Torello's history from its inception to the present day:



Management Report

Company Information

Torello Trasporti S.r.l., hereinafter referred to as Torello or Torello Trasporti for brevity, is a leading logistics operator in the transport and logistics sector at both national and European level.

Whilst never neglecting its core business of full truckload (FTL) transport, the company is continuing to develop and consolidate its position in the 'last-mile' (LTL) distribution services sector, in close collaboration with its direct subsidiary D.I.F. – Distribuzione Italiana Food, as well as in warehouse logistics. In this regard, during the final months of the 2025 financial year, a series of initiatives were launched to develop a new line of business: 'in-house logistics' for established clients. This aims to enable the optimisation of logistics and supply chain processes for manufacturing companies, whilst also allowing them to benefit from a sector of activity which, for logistics companies (Torello) enables them to achieve significant results in terms of both turnover and profit margins.

Furthermore, whilst Torello is strongly focused on the transport of foodstuffs and temperature-controlled goods, it also takes a keen interest in other sectors (consumer goods, industrial goods, detergents, wellness and personal care): in this way, Torello is able to effectively optimise its monthly turnover flow in the face of economic and manufacturing sectors characterised by natural seasonal fluctuations.

Furthermore, over the last few financial years, Torello has developed, in collaboration with strategic clients, a live animal transport service, obtaining all the necessary certifications and authorisations to provide this service, thereby underlining the company's strategy of positioning itself vis-à-vis its strategic clients as a partner capable of meeting all their transport and logistics needs.

Finally, with a view to providing an excellent service of the highest quality, Torello Trasporti has obtained important quality certifications and accreditations, such as:

- certification for the production and labelling of organic products for certain domestic branches;
- 'IFS – high level' quality certification;
- ISO 9001:2015 quality certification.

Financial Results

Item	Financial Year 2025	%	Financial Year 2024	%	Absolute changes	Change %
Value of production	256,484,066	100%	262,302,692	100%	(5,818,626)	6.04%
– Raw material consumption	45,280,342	17.65%	54,297,894	20.70%	(9,017,552)	–5.62%
– General expenses	132,146,928	51.52%	130,882,193	49.90%	1,264,735	4.61%
Added value	79,056,796	30.82%	77,122,605	29.40%	1,934,191	19.17%
– Other revenue	13,603,042	5.30%	12,046,086	4.59%	1,556,956	–15.69%
– Staff costs	51,022,391	19.89%	46,830,441	17.85%	4,191,950	19.19%
– Provisions						
EBITDA	14,431,363	5.63%	18,246,078	6.96%	(3,814,715)	63.80%
– Depreciation, amortisation and write-downs	20,425,604	7.96%	19,255,228	7.34%	1,170,376	12.91%
Core operating profit	(5,994,241)	(2.34)%	(1,009,150)	(0.38)%	(4,985,091)	–82.94%
(Net operating profit)						
+ Other revenue	13,603,042	5.30%	12,046,086	4.59%	1,556,956	–15.69%
– Other operating expenses	2,509,800	0.98%	3,831,595	1.46%	(1,321,795)	–25.23%
Profit before financial operations	5,099,001	1.99%	7,205,341	2.75%	(2,106,340)	121.69%
+ Financial income	7,687		61,526	0.02%	(53,839)	–34.41%
+ Foreign exchange gains and losses	(751)		(96)		(655)	–96.31%
Operating profit	5,105,937	1.99%	7,266,771	2.77%	(2,160,834)	117.48%
(Operating profit before interest expense)						
+ Financial expenses	(1,925,375)	(0.75)%	(4,003,255)	(1.53)%	2,077,880	66.41%
Profit before adjustments to financial assets and liabilities	3,180,562	1.24%	3,263,516	1.24%	(82,954)	248.76%
+ Value adjustments to financial assets and liabilities						
+ Share of non-recurring items						
Profit before tax	3,180,562	1.24%	3,263,516	1.24%	(82,954)	(2.54)%
Income tax for the financial year	1,494,213	0.58%	6,696,173	2.55%	(5,201,960)	(77.69)%
Net profit	1,686,349	0.66%	(3,432,657)	(1.31)%	5,119,006	149.13%

Outlook

1. *Introduction*

The euro area economy continued to show resilience in 2025, despite the uncertainty and shocks arising from trade policies. Growth forecasts were consistently revised upwards over the past year and the economy largely maintained positive momentum until early 2026. However, the war in the Middle East has caused fresh uncertainty and the economic outlook has once again become clouded. Disruptions to maritime transport through the Strait of Hormuz – a vital route for global trade in oil and liquefied natural gas (LNG) – combined with attacks on energy infrastructure, led to significant volatility in global energy markets and a rise in the prices of these commodities.

At the end of last year, the euro area economy grew by 0.2 per cent, in line with the December projections drawn up by experts, and was supported by a strengthening of consumption and public investment. Short-term indicators suggested that the positive economic trend would continue in the first two months of 2026, but the war in the Middle East has led to a downward revision of the short-term growth outlook, as energy price shocks and increased uncertainty are likely to lead to a moderation in consumption and investment.

With regard to the domestic situation, according to the first available data, Italian GDP grew by 0.2 per cent quarter-on-quarter, based on the preliminary estimate for the first quarter of 2026, continuing the expansion that began in the second half of 2025. In March, the seasonally adjusted industrial production index recorded its second consecutive month-on-month increase (+0.7 per cent, following +0.2 per cent in February). On average for the first quarter, however, production fell slightly compared with the previous three months (-0.2 per cent).

In April, according to preliminary estimates, the harmonised index of consumer prices (HICP) in Italy rose by 2.9 per cent year-on-year, with an acceleration (+1.6 per cent in March) caused by recent international events, bringing it closer to the euro area average (+3.0 per cent in April; +2.6 per cent in March).

2. *Impact of the geopolitical context on operating costs in the transport sector*

The international geopolitical context continues to represent a significant source of uncertainty for the transport and logistics sector. Tensions in the Middle East, critical issues along key energy and trade routes, and increased instability in the commodities markets have led to greater volatility in the prices of fuel, energy, tyres, spare parts, insurance and ancillary transport services. For Torello Trasporti, these dynamics have a direct impact on the structure of operating costs, given the significant weight of fuel, fleet maintenance and external logistics services in total operating costs. Rising energy prices may also have indirect effects on suppliers, warehouse management costs and the economic terms applied throughout the supply chain. The Company constantly monitors developments in these variables and implements mitigation measures through the periodic review of tariff conditions, the introduction where possible of fuel adjustment clauses, the gradual renewal of the fleet, the selective use of alternative fuels, the optimisation of journeys and the improvement of the capacity utilisation. However, the persistence of an unstable geopolitical landscape could continue to put pressure on operating margins even in the 2026 financial year.

Against this backdrop, the Italian road haulage sector is heading towards 2026 with rather unpromising macroeconomic prospects, but with an internal trend within the sector that appears increasingly clear: the growth in the size of companies and the strengthening of technological

capabilities. According to forecast data, 2026 will not bring a significant increase in transport demand overall: it is reasonable to expect that the volumes required by the economy will not be much higher than those of 2025.

This macroeconomic scenario at both European and national levels requires significant efforts from companies operating in the transport sector. Indeed, companies are faced with challenges relating to staff shortages, costs and growing demand for rapid deliveries, as well as having to tackle the challenges of digitalisation and sustainability. Against this backdrop, forecasts from experts and trade associations confirm predictions of an increase in less-than-truckload (LTL) shipments and, above all, last-mile deliveries, alongside a largely steady trend in full truckload shipments, which, however, are characterised by ever-decreasing profit margins.

3. *Expected business performance*

In this context, Torello Trasporti has done its utmost over the years and intends to continue doing so in order to establish an organisational structure capable of meeting all the challenges and changes in the market. Indeed, Torello Trasporti positions itself as a strategic logistics provider for its clients, offering a full range of logistics services with a view to optimising and streamlining the supply chain.

In the field of digitalisation, the company has for years been working through its in-house IT department to liaise continuously with its customers in order to implement the automatic exchange of data (EDI) as well as the exchange of operational information relating to unloading results and the automatic dispatch of transport documents (PODs). As part of its comprehensive transport services, Torello has built up a fleet of tractor units and semi-trailers which, in terms of both size and efficiency, enables it to offer the best transport solutions to all types of customers. As part of this activity, for the year 2026 and beyond, Torello has embarked on an international project which involves making semi-trailers (refrigerated and curtain-sided) available to its customers; these are loaded at the port of Trieste to be shipped empty to Egypt. There, they are loaded to be returned to the port of origin, from where they then depart for all European destinations. In this way, Torello aims to expand into international transport operations, thereby optimising its logistics operations and improving the company's overall profit margins.

Furthermore, during 2025, the company also reviewed its management structure and appointed a new head of the business unit dedicated to distribution and logistics, underlining its commitment, extending into 2026, to continue the process of streamlining and improving internal operations aimed at restoring profit margins – a process that had already begun, with the first results emerging during the 2025 financial year.

The distribution services, in synergy with the direct subsidiary D.I.F. – Distribuzione Italiana Food –, represent a sector that is constantly evolving and expanding. Thanks also to strategic relationships with other partners, Torello is a leading logistics operator in the distribution sector, capable of offering reliable services that meet the delivery times required by its customers. In the field of distribution, Torello has launched 'international distribution' services, enabling its customers to ship between 1 and 4 pallets throughout Europe, drawing on a network of partners with proven experience and a strong position in distribution across all European countries.

Torello is also strongly committed to the logistics sector, consolidating its presence in the industry as a logistics partner capable of guaranteeing its customers the streamlining and optimisation of logistics processes.

In this context, Torello intends to continue developing its Verona logistics hub, designed to serve not only as a storage facility but also as a 'cross-docking' centre for other distribution hubs in north-eastern Italy and Eastern Europe. Torello has also completed the opening of its new site in Forlì, which is also equipped with racking, thereby consolidating its presence in Romagna – a region characterised by a significant number of manufacturing companies that require everincreasing amounts of logistics space.

The aforementioned efforts to streamline operations and improve profit margins, as described above, naturally also extend to the logistics sector: in this regard, Torello has embarked on a programme aimed at streamlining its logistics sites with a view to enhancing efficiency and improving profit margins. For this reason, it has closed the warehouse at Castel San Pietro Terme and, as part of a partnership approach with its customers, is continuing to move towards 'in-house' logistics.

Finally, the company is pursuing with ever-greater vigour a commercial strategy designed to offer customers – particularly those deemed strategic – not only short-term transport solutions, such as transport for the so-called 'peak seasons' (Christmas, Easter, tomato harvest), but also to position itself as a logistics partner capable of providing comprehensive solutions to meet the full range of logistics and transport requirements.

The initiatives described are aimed at consolidating the Company's competitive position and improving operating margins. These objectives remain, however, subject to developments in the macroeconomic and geopolitical environment, with particular reference to the volatility of energy prices, the cost of fuel, the availability of skilled staff and trends in demand for transport and logistics services.







Organisational Profile

GRI 2-1 • GRI 2-2 • GRI 2-6

Torello Trasporti is a limited liability company with a share capital of €10,000,000, fully paid up, the shares of which are held by the following shareholders:

- Antonio Torello 33 per cent;
- Concetta Rosa Torello 33%;
- Umberto Torello 34 per cent.

The role of Sole Director is held by Nicola Torello, and that of Sole Auditor by José María Gallo. This report covers the structure of the head office situated in Montoro (AV), Via Marconi 381, 83025.

Torello operates throughout Europe, thanks in part to its French branch and its subsidiaries in Slovakia, Romania and Serbia. The financial year ends on 31 December each year; the sustainability reporting covers the same period, and 2025 marks the fourth year in which the sustainability report has been drawn up.

Torello operates primarily in the fields of road haulage services, logistics and distribution.

An aerial photograph of a large industrial facility, likely a warehouse or distribution center, with a red semi-truck parked in front. The image is overlaid with a semi-transparent red filter. The truck has the word "TORELLLO" on its side. The facility has a large, flat roof and several loading docks. There are some trees and other buildings in the background.

“

We must inspire concrete action and involve everyone by raising awareness, because the practical dimension — the one closest to my heart — is what ensures our long-term survival. There can be no sustainability without future generations.

Nicola Torello

Chairman of Torello Trasporti Srl



Reporting information

GRI 2-3 • GRI 2-4 • GRI 2-5

The company publishes its results regarding environmental, social and governance sustainability in a dedicated report, produced semi-automatically using the Synesgy View platform.

The Sustainability Report was drawn up on the basis of the questionnaire provided to **Torello Trasporti Srl** by Synesgy. This tool enabled the company's ESG performance figures for the period **1 January 2025 to 31 December 2025** to be identified.



Synesgy is a full **Licensed Software and Tools Partner** of the GRI 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 impacts and how they are managed.

The Sustainability Report is therefore in line with the GRI Sustainability Reporting Standards, updated in accordance with the recent revisions of 1 January 2023, and also with the ESRS set out in the new CSRD. The latter are the European Sustainability Reporting Standards (ESRS), 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 largely aligned with the GRI standards.

✓ **GRI Sustainability Reporting Standards**

✓ **ESRS European Sustainability Reporting Standards**

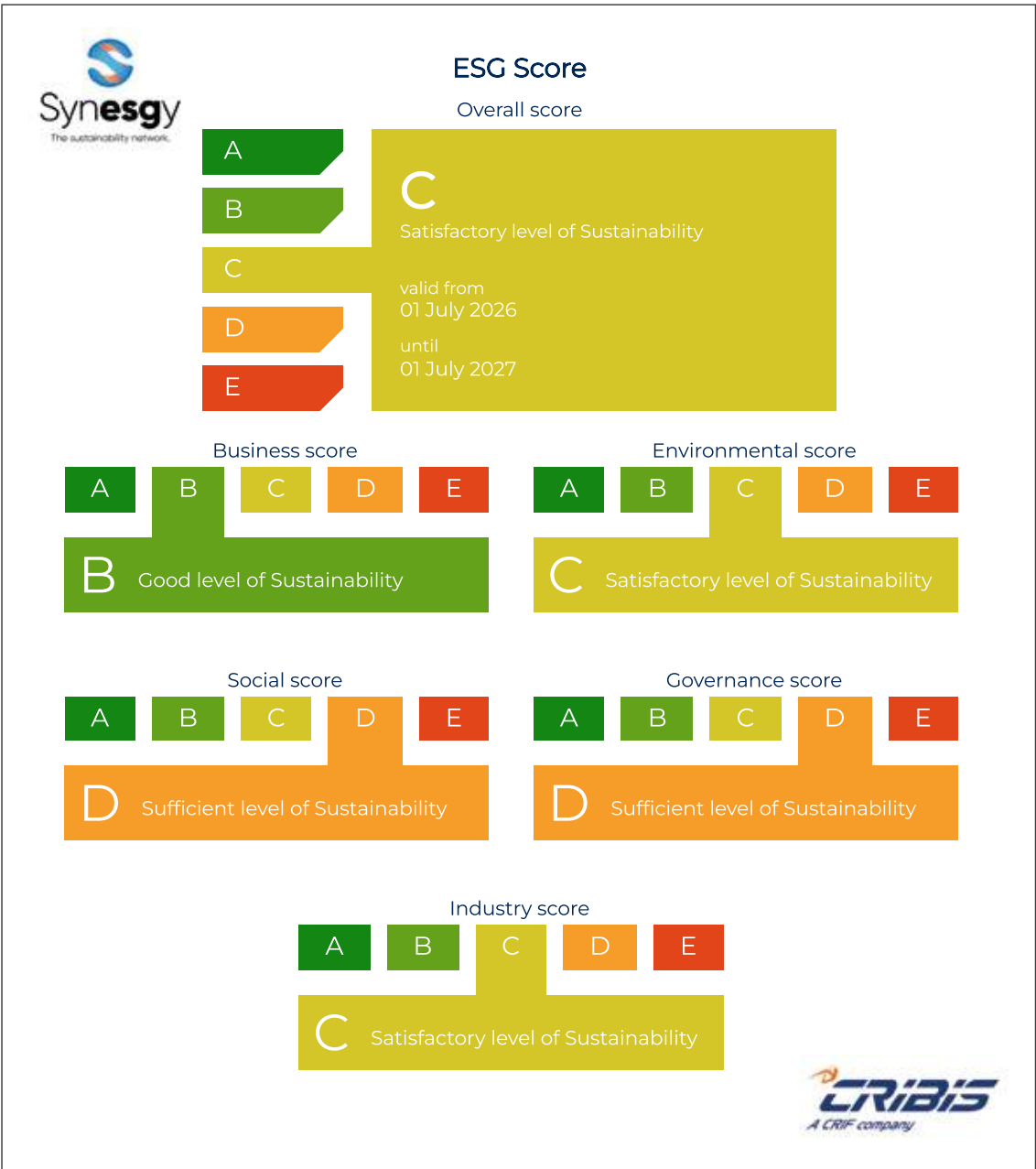
For unlisted SMEs that do not fall within the scope of the Corporate Social Reporting Directive (CSRD), EFRAG has drawn up a Voluntary Standard (VSME) that encourages and guides them to report on their ESG performance nonetheless. This Standard covers the same sustainability topics as the European Sustainability 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 are therefore also compliant with the voluntary requirements set out in the VSME Standard.

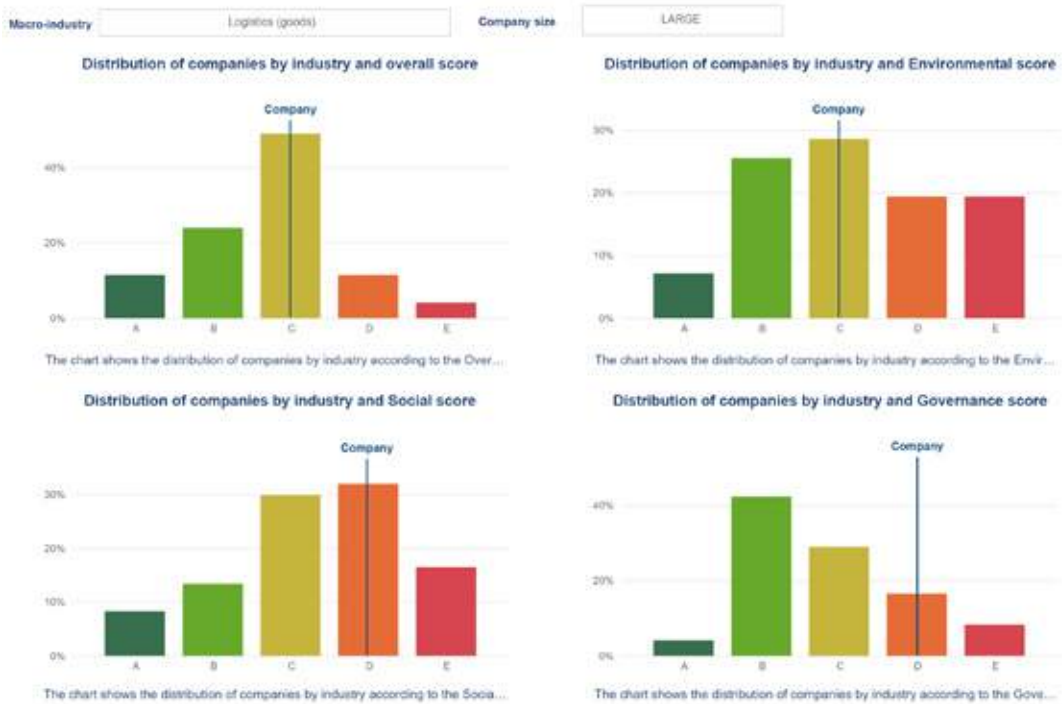
This statement is published on the Torello Trasporti Srl website at [tntorello.com](https://www.tntorello.com).

Information may be requested by emailing d.grimaldi@tntorello.com.

The Sustainability Report was developed by Synesgy View.



Benchmark Statistics



Why was it important for Torello Trasporti Srl to complete the Synesgy questionnaire?

- It enabled the company to create a virtuous circle with its customers, suppliers and all stakeholders

It is supported by a platform that enables data collection in a matter of moment

It is a questionnaire that can be used across all recognised banking networks, as it is based on international measurement criteria (GRI and ESRS)

It is produced by CRIF, an internationally recognised player

Data is shared in real time

It enables this report to be generated automatically thanks to its integration with the Synesgy View platform

Stakeholder Engagement

GRI 2-29

ESRS 1

In line with the ESRS, stakeholders are defined as individuals or groups that can reasonably be expected to affect, or be affected by, the company's activities, decisions or impacts.

The objective of strengthening a **sustainable business model** involves, in addition to a commitment to improving the adoption of sustainable business practices, the need to engage with stakeholders directly or indirectly involved in business operations.

The ability to understand and assess stakeholder needs and expectations is particularly important for **sharing the objectives and generating shared added value**. This can lead both to improvements in the **quality of life and well-being of stakeholders, as well as greater efficiency and legitimacy for the company**.

Engaging in dialogue with and listening to local stakeholders enables the company to lay the foundations for shaping its **sustainability strategies** by establishing objectives in the common interest.

Within the General Requirements of the ESRS, the company's key stakeholders are divided into two groups:

- ✔ Affected stakeholders: individuals or groups whose interests are or could be impacted by the company's activities and its direct or indirect business relationships across the value chain (identified in the table with an **"A" for Affected**);
- ✔ Users of sustainability statements: the primary users of general-purpose financial reporting, along with other stakeholders such as business partners, civil society, and public authorities (identified in the table with a **"U" for User**).

The company's stakeholder engagement system encompasses activities, tools, channels, and methods designed to address the diverse profiles and needs of stakeholders while considering the overall governance structure.

The following table summarizes the above:

Stakeholders	Definition	Engagement Tools
Employees	A	Meetings, corporate climate surveys and internal surveys; internal communication tools (press review, intranet, company e-mail, internal social network, etc.); group and training activities.
Suppliers	A	Selection procedures, meetings and visits; definition and sharing of standards; questionnaires; joint planning; dedicated portals.
Affected Communities	A/U	Communication and marketing campaigns; meetings with local community representatives; sponsorships and events.
Consumers/Clients	A	Direct sales or business meetings and visits; customer satisfaction and market research; tests and focus groups; social media and corporate website; dedicated meetings and industry events.
Trade Unions	U	Support and dialogue initiatives, exchange of communications.

Double Materiality Matrix

GRI 2-9

ESRS 1 • ESRS 2

Once the company's key stakeholders have been identified, the next step is to prioritize the most relevant issues for them and for the company.

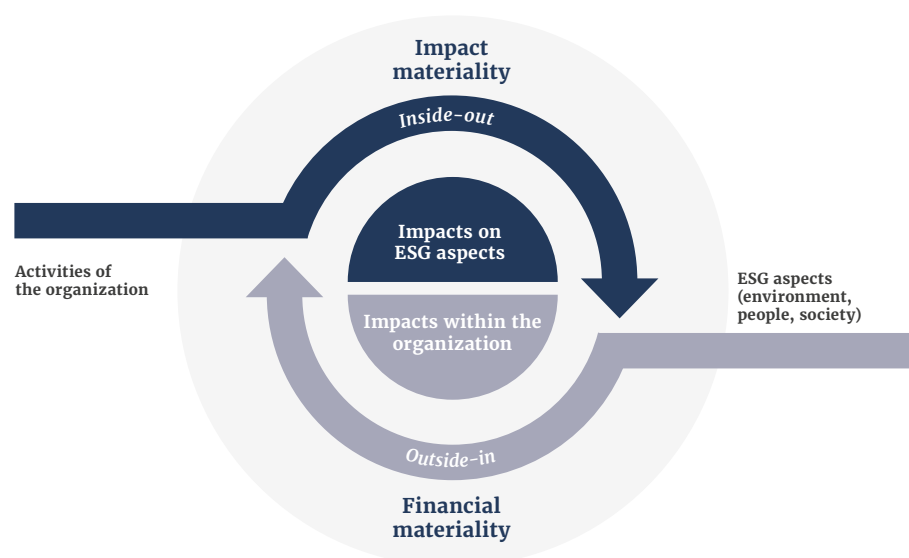
The materiality analysis process follows the guidelines defined by the 2021 GRI Universal Standards, in particular by "GRI 3: Material Topics 2021", and similarly the guidance contained in ESRS 1, which defines when a sustainability issue is considered **material from an impact perspective** when it concerns actual or potential negative or positive effects on people and the environment in the short, medium or long term.

The current European reference standards involve a **double materiality approach**.

This term refers to the process of assessing impacts from both the "**Inside-out**" (Impact Materiality) and the "**Outside-in**" (Financial Materiality) perspectives. While the former identifies the impacts actually or potentially generated by the organization and its value chain in relation to the outside world, the latter considers the risks and opportunities that can affect the company's value creation, strategy, financial performance, and positioning in the short, medium, or long term.

In a more immediate way, the double materiality approach answers two questions:

- ✓ **Financial Materiality:** How can ESG factors affect the financial stability and operations of the organization?
- ✓ **Impact Materiality:** How can the choices and activities of the organization influence the environment and society?

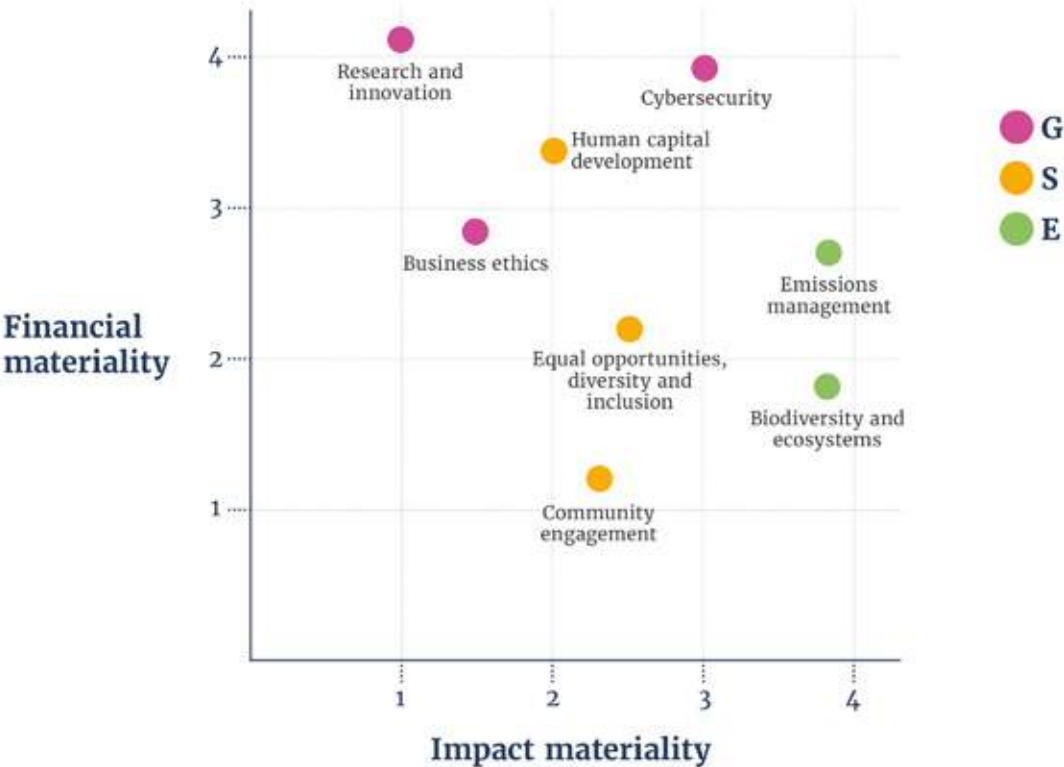


This analysis is graphically represented by a matrix that provides an immediate snapshot of the material topics considered to be significant to stakeholders and the company, and how these can have positive or negative effects on the external environmental and social impact and on the financial impact of the company.

Below is an example of how to identify the most common material themes:



In particular, as an application example for the company Torello Trasporti Srl (tertiary sector), here is a further example of a materiality matrix tailored to the relevant macro-sector:





SDGs: UN Sustainable Development Goals



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

An action plan approved by the UN General Assembly, which includes 17 specific Sustainable Development Goals (SDGs), set out in a broader action programme with a total of 169 associated targets.

The 17 SDGs involve governments and nations but also every single enterprise. ESG principles are an expression of what businesses should do.

Environmental

- ✓ Dependence on fossil fuels
- ✓ High water footprint
- ✓ Complicity in deforestation
- ✓ Waste disposal

Social

- ✓ Conflicts with local communities
- ✓ Focus on employee health and safety
- ✓ Protection of diversity
- ✓ Appropriate interpersonal relationships between employees

Governance

- ✓ Bonuses disproportionate to employee salaries
- ✓ Involvement in corruption scandals
- ✓ Opening of offshore subsidiaries to evade tax

Torello Trasporti Srl and the SDGs

The Synesgy questionnaire enabled Torello Trasporti Srl to map out material issues and themes within the field of sustainability, thereby highlighting the most significant achievements during the reporting year in question and providing its stakeholders with an immediate, but above all certified – as it complies with internationally recognised parameters – overview of its activities. The awareness-raising process initiated has highlighted a positive trajectory on the part of Torello Trasporti Srl, as evidenced by the alignment of its actions with 7 of the 17 SDGs (Sustainable Development Goals) recognised by the United Nations.



3 – HEALTH AND WELL-BEING

Ensure good health and well-being for all.



7 – AFFORDABLE AND CLEAN ENERGY

To integrate low-impact solutions into one's production cycle through the use of sustainable energy sources.



8 – DECENT WORK AND ECONOMIC GROWTH

Promote full and productive employment, decent working conditions and foster sustainable economic growth.



9 – BUSINESS, INNOVATION AND INFRASTRUCTURE

Resilient infrastructure, sustainable industrialisation and innovation.



11 – SUSTAINABLE CITIES AND COMMUNITIES

Make cities and human settlements inclusive, safe, resilient and sustainable.



12 – RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns.



13 – CLIMATE ACTION

Promote action at all levels to combat climate change.

The mapping of these issues using Synesgy and the 26 materiality factors – which relate to ESG areas – based on this analysis, has set in motion a genuine process of raising awareness that engages all stakeholders through multiple communication channels.





Environment





Management of environmental impacts

GRI 1 • GRI 2-25 • GRI 3-1 • GRI 201-4 • GRI 204
ESRS 2 SBM-3 • ESRS 2 IRO-1

Organisations inherently generate environmental impacts, either through their day-to-day activities or as a result of their relationships with stakeholders. It is therefore essential to be able to identify and assess the main sources of impact, such as CO₂ emissions and the consumption of natural resources, and subsequently to seek to monitor and reduce their intensity. The involvement of all stakeholders, from employees to the supply chain, is essential for promoting an environmentally conscious and responsible corporate culture, which is indispensable for bringing about tangible improvements.

The company monitors its environmental sustainability performance using specific quantitative indicators and holds nationally or internationally recognised third-party environmental certifications.

The company complies with the regulatory requirements of the most common environmental impact assessment tools, including Ecovadis.

As part of its operations, the company uses traceability systems and/or applications.

Torello uses innovative machinery that improves energy efficiency and reduces emissions, such as equipment with energy efficiency certification or state-of-the-art machinery (purchased within the last five years).

Torello Trasporti Srl has accessed European funding to implement these innovations.

The company has plans to improve the load efficiency of its vehicles: Torello Trasporti Srl has developed its own algorithm in Visual Basic that enables it to optimise loads so as to balance the weight and make the best use of space in its semi-trailers, with the aim of consuming as little diesel as possible and thus reducing harmful emissions.

Torello places great emphasis on selecting and testing potential fuels of the future and on renewing its fleet, recognising the importance of the link between these two aspects.



The impetus in this case comes from the EU, which, in its 2020 and 2023 climate and energy packages, has committed to reducing greenhouse gas emissions by 20 per cent by 2020 and by 40 per cent by 2030. The EU has also committed to achieving a 20 per cent share of renewable energy sources by 2020 and at least 27 per cent by 2030. By 2050, the share of renewables could reach 40–60 per cent. For these reasons, recent years have seen the development of alternative fuels, derived from non-fossil sources, capable of reducing pollutant emissions. In 2022, sustainability solutions offered by two types of fuel were considered: LNG (Liquefied Natural Gas) and HVO (Hydrotreated Vegetable Oil).

Furthermore, **Torello** has set up a 24-hour Environmental Emergency Response Service, provided by Pragmatica Ambientale Srl, to be activated should a vehicle be involved in an accident that could potentially cause damage to the environment. Pragmatica provides a dedicated emergency response operations centre, accessible by telephone, whenever specialist, technical and operational support is deemed necessary. The procedure to be followed in the event of incidents with potential environmental damage is also set out.

Energy

GRI 3-3 • GRI 302-1 • GRI 302-4

ESRS E1-3 • ESRS E1-4 • ESRS E1-5

A company's energy consumption is one of the key indicators that significantly influences not only its socio-environmental indicators but also its economic performance. Knowing how to take action to improve the energy efficiency of its plants, offices, production lines and machinery is fundamental to achieving positive outcomes across all pillars of sustainability.

The company's electricity consumption, across its owned and rented premises, amounts to 8,767 kWh.

The company has photovoltaic power generation systems.

Furthermore, it carried out energy efficiency measures through a lighting retrofit in 2022 at its Faenza branch.

The cost of the energy efficiency measures amounted to €100,000.

The company has estimated that the reduction in consumption compared with the year prior to the efficiency measures is approximately 70 per cent.



€100,000
Value of energy efficiency
measures

The company uses technologies that enable data analytics (e.g. analysis of consumption data) and diagnostics (e.g. monitoring of functionality) by recording energy consumption; using these, it has devised medium- to long-term plans to reduce consumption.

In particular, the analysis of KPIs has highlighted the need to plan for the efficient monitoring of routes, drivers' driving styles and the condition of vehicles.

Specifically, it plans to monitor routes, drivers' driving styles and the condition of vehicles in order to reduce diesel consumption and, consequently, CO₂ emissions.

The company has energy supply agreements that provide for an energy mix with a lower environmental impact (e.g. energy from renewable sources).

Water and wastewater

GRI 303-5

ESRS E3-4

The sustainable management of water resources and effluent is crucial for reducing a company's environmental impact. Firstly, it is important to monitor water consumption and implement reduction strategies, such as the use of high-efficiency technologies and the recycling of wastewater. To limit pollution, effluent must be treated appropriately before discharge, in compliance with environmental regulations. Furthermore, it is useful to develop a water risk management plan, which includes measures to deal with water crises or contamination. Companies can also collaborate with local communities to promote sustainable practices and minimise the impact on natural water bodies, thereby contributing to the conservation of resources for future generations.

The total water consumption across all company sites in a year amounts to 10,024 m³.

The company uses technologies that enable data analytics (e.g. analysis of consumption data) and diagnostics (e.g. monitoring of functionality) by recording the amount of water consumed and/or reused.

Emissions

GRI 305-1 • GRI 305-2 • GRI 305-3 • GRI 305-5

ESRS E1-6

A company's management of emissions is essential for reducing its environmental impact and combating climate change. The first step is to measure greenhouse gas (GHG) emissions arising from production activities, transport and energy consumption, using specialised tools such as Life Cycle Assessment. Subsequently, the company can adopt reduction strategies, such as optimising industrial processes, using renewable energy, and implementing low-emission technologies.

Investing in carbon capture and storage (CCS) systems and promoting emissions offsetting through reforestation projects or carbon credits can further mitigate the impact. Transparency in emissions reporting and adherence to international regulations such as the Paris Agreement help to demonstrate a commitment to sustainability and strengthen stakeholder confidence.

The company measures its emissions relating to air pollution.

Total SCOPE 1 greenhouse gas emissions (direct emissions) amount to 43,346.34 tCO₂eq.

Total SCOPE 2 greenhouse gas emissions (indirect emissions resulting from the generation or purchase of electricity) amount to 2,963.12 tCO₂eq.

Total SCOPE 3 greenhouse gas emissions (indirect emissions relating to the value chain) amount to 87,643.19 tCO₂eq.

Torello Trasporti Srl measures the carbon footprint of its services:

- Long-haul transport (FTL): 40,355 t CO₂eq;
- Last-mile distribution (groupage): 2.2 t CCO₂eq.

The company has selected strategic hubs for its operations to ensure that the shortest possible distance is travelled: in particular, its warehouses and company car parks are strategically located based on various criteria, including proximity to loading points, proximity to destinations, proximity to intermodal hubs, and the presence of freight terminals.

The vehicles in the company's fleet are:

Natural gas	24
Electric	13
Diesel	1688
LNG	24

The evolution of the Torello fleet: a journey towards sustainable excellence

Over the years, Torello has embarked on a process of continuous renewal of its fleet, guided by a clear vision: to constantly improve environmental and operational performance through the adoption of cutting-edge technologies. By 2024, this commitment will result in a fleet comprising over 96 per cent Euro VI vehicles, with the complete phasing out of Euro IV vehicles and a significant reduction in the proportion of Euro V vehicles.

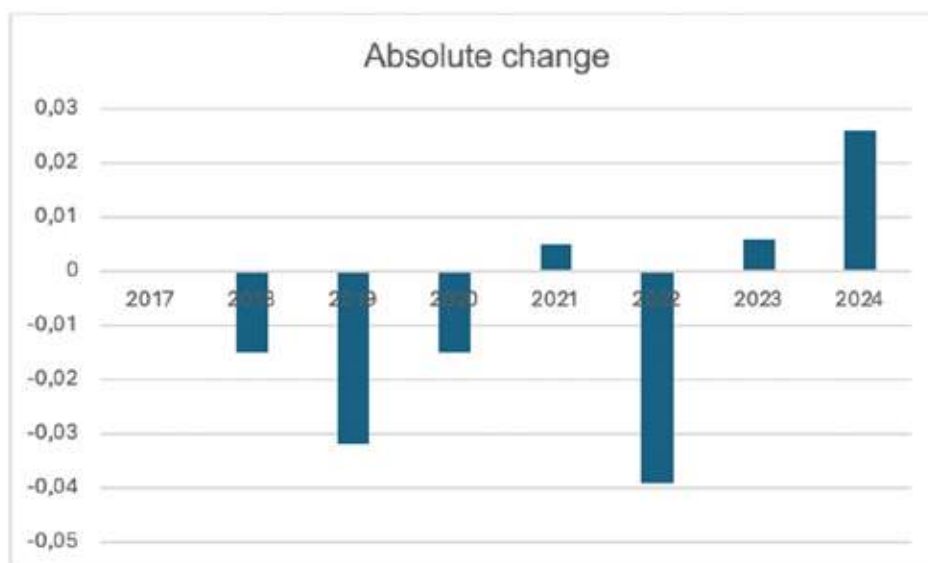
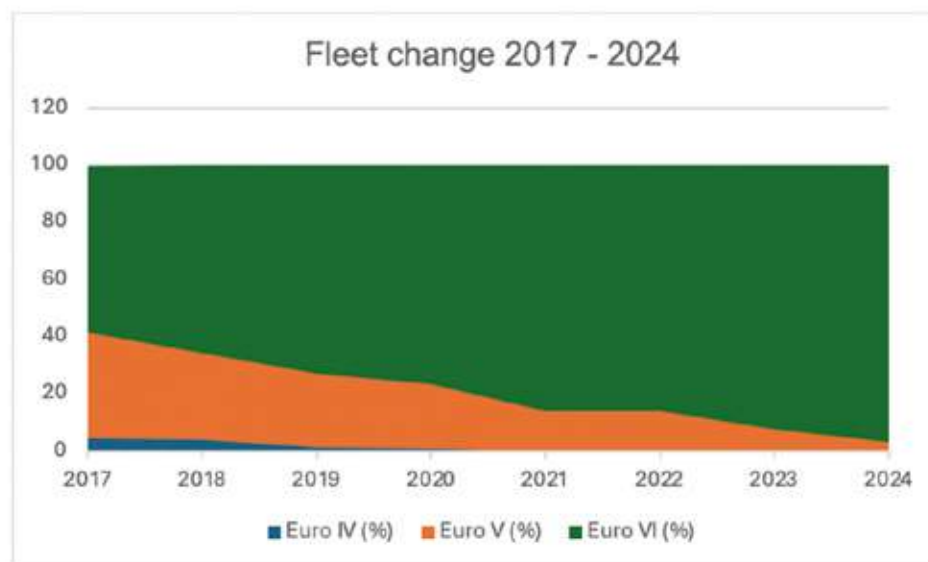
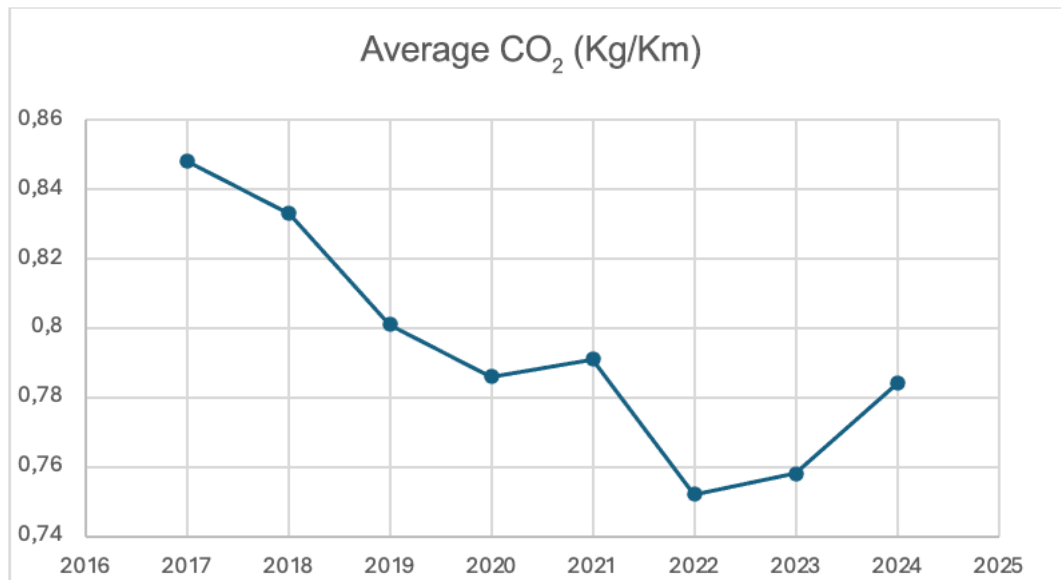
The introduction of 40 IVECO S-WAY vehicles, of which 20 are powered by LNG (liquefied natural gas) and 20 by diesel, represents a concrete step towards cleaner mobility. These vehicles are equipped with the most advanced fuel-saving systems, such as predictive GPS, intelligent auxiliary systems and Smart EGR, as well as an aerodynamic design that reduces fuel consumption by up to 4 per cent. The adoption of LNG is not merely a technological choice, but a statement of environmental responsibility: gas-powered lorries emit up to 35 per cent less CO₂ than equivalent diesel models, with a drastic reduction also in nitrogen oxides (-35 per cent) and particulate matter (-95 per cent).

At the same time, Torello has continued to invest in intermodal transport, particularly in unaccompanied combined transport (TCNA), which reduces environmental impact by using rail for longer journeys and optimising the use of road transport solely for the final legs of the journey. This integrated strategy demonstrates that the company does not merely limit itself to renewing its fleet, but pursues a systemic vision of sustainability that encompasses the entire logistics chain.

Measuring the carbon footprint and adopting green driving practices round off an approach geared towards continuous improvement, in which every decision is guided by the desire to combine efficiency, innovation and respect for the environment.

YEAR	Total vehicles	EURO IV (%)	EURO IV CO ₂ (kg/km)	EURO V (%)	EURO V CO ₂ (kg/km)	EURO VI (%)	EURO VI CO ₂ (kg/km)	Weighted average CO ₂ emissions (kg/km)	Absolute change	Percentage change
2017	978	4.56%	0.917	36.9%	0.862	58.48%	0.834	0.848	–	
2018	1,034	4.24%	0.903	30.17%	0.857	65.59%	0.818	0.833	–0.015	–1.77
2019	1,061	1.52%	0.9	25.7%	0.855	72.78%	0.78	0.801	–0.032	–3.84
2020	1,475	0.79%	0.882	22.7%	0.836	76.52%	0.77	0.786	–0.015	–1.87
2021	1,488	0.00%	–	14%	0.849	86%	0.782	0.791	0.005	0.64
2022	1,597	0.00%	–	14%	0.845	86%	0.737	0.752	–0.039	–4.93
2023	1,920	0.00%	–	7.5%	0.85	92.5%	0.75	0.758	0.006	0.8
2024	1,690	0.00%	–	3.13%	0.836	96.87%	0.782	0.784	0.026	3.43





Waste

GRI 306-1 • GRI 306-2
ESRS E5-1 • ESRS E5-5

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; such 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. The adoption of a waste management plan and raising staff awareness are fundamental to a sustainable and responsible approach.

The total amount of waste produced by the company over the last year amounts to 950 tonnes.

The company carries out separate collection of the following at its premises:

- ✓ paper
- ✓ plastic
- ✓ glass
- ✓ IT equipment
- ✓ wood
- ✓ organic waste





FOCUS

Fuel with a lower environmental impact

For years, Torello has been renewing its commitment to providing a high-quality service that fully respects the environment and meets customers' needs.

For the 2025 financial year and beyond, the company remains committed to continuously renewing its fleet of vehicles (tractors and semi-trailers) by purchasing vehicles fitted with the latest-generation engines that have a low environmental impact and run on alternative fuels such as natural gas, HVO and methane. A small step forward in this direction towards sustainable mobility was taken in 2023 through a partnership with Q8 Quaser, a partnership that is constantly being strengthened. The agreement in question provides for the refuelling of the Torello fleet with the innovative Q8 HVO+ product, a biofuel produced from renewable raw materials using an exclusive formula.

Research, innovation and the reduced environmental impact of the energy mix are the drivers that will underpin the decarbonisation of transport in the coming years. For Torello, Q8 Quaser is one of the ideal partners for tackling the new paradigm of sustainable mobility.

In relation to these issues, the company has achieved significant objectives, such as:

- 1) Adopting an integrated approach, utilising innovative technologies, fostering collaboration amongst the various players in the supply chain and investing in a long-term vision to build a truly sustainable logistics system.**
- 2) Investing in the local area through trusted partnerships, reducing greenhouse gas emissions and continuing to improve energy efficiency.**



FOCUS

100 new vehicles for an increasingly green fleet

Torello's commitment to sustainability continues, with the company set to invest in 100 new green vehicles from Scania Italia by mid-2023.

Specifically, the new Scania vehicles joining the fleet comprise 70 Super models, fitted with 6-cylinder engines that reduce fuel consumption by 8 per cent, thereby increasing the vehicles' efficiency, and 30 V8 models, which deliver significant fuel savings of up to 6 per cent: "One of our organisation's core values is the care we take in selecting partners who, like us, are committed to sustainability. We are delighted to be able to work together to achieve ambitious targets in reducing our environmental impact," explains Antonio Torello.

These vehicles join the 97 per cent of the fleet – comprising around 3,300 units, including semi-trailers and tractor units – that are Euro VI-compliant, in line with the latest developments in European standards governing pollutant emissions. In January, 40 new natural gas-powered vehicles were also added to the fleet.

In this regard, the company has achieved significant objectives, such as:

- 1) Adopting new approaches to reducing its environmental impact.**
- 2) Investing in the local area through trusted partnerships and sustainable investments.**





People



Employment

GRI 1 • GRI 2-7-a • GRI 2-7-b • • GRI 2-12 • GRI 2-29 • GRI 2-30-a • GRI 3-1 • GRI 3-2 • GRI 3-3 • GRI 401-1 • GRI 401-2 • GRI 403-1 • GRI 403-2 • GRI 403-9 • GRI 405-1 • GRI 405-2
ESRS 2 SBM-3 • ESRS 2 IRO-1 • ESRS S1-6 • ESRS S1-9 • ESRS S1-11 • ESRS S1-12 • ESRS S1-14 • ESRS S1-15 • ESRS S1-16

One of the key stakeholders for an organisation's success is undoubtedly its workforce. Sustainable workforce management involves striking a balance between employee wellbeing, business growth and positive social impact. First and foremost, it is essential to promote safe and healthy working conditions, ensuring respect for human rights and labour regulations. Investing in continuous training and skills development enables employees to adapt to technological changes and grow professionally. Diversity and inclusion must be prioritised, creating a fair and inclusive working environment for all. It is important to promote physical and mental wellbeing, including through policies on work-life balance and flexibility. Finally, ongoing dialogue between management and the workforce, combined with transparency, helps to build trust and strengthen employees' commitment to the company's sustainable objectives.

The company monitors its sustainability performance using specific quantitative indicators: it monitors performance relating to social management (including employee management).

Number of employees (including interns and trainees) by professional category – women:

Middle management	2
Clerical staff	188
Manual workers	17
Work experience/Internships	1
Self-employed	1

Number of employees (including work experience and traineeships) by occupational category for men:

Middle management	9
Clerical staff	206
Manual workers	405
Work experience/Internships	11
Self-employed	4

The percentage difference in annual basic pay between men and women in the most represented occupational category is 8 per cent.

Average annual pay by gender and by occupational category:

Women	25,903.22
Men	28,005.18

The average age of employees is between 30 and 50.
The percentage of employees on fixed-term contracts out of the total workforce is 22 per cent.
The percentage of employees on part-time contracts out of the total workforce is 18 per cent.
The percentage of the total workforce on work placements or internships started in the last year is 1 per cent.
The company has employed, as a proportion of the total workforce, 3 per cent of employees belonging to protected categories under Law 68/99 or disadvantaged individuals under Law 381/91.

The number of accidents that occurred in 2025 – last year, as well as two years ago – was 10 or more.

The total number of days lost, both in the current year and in the two preceding years, due to accidents resulting in temporary incapacity for work was 50 or more.

The average total number of hours worked over the last year was 1,662,960.

Over the past year, the company has created 84 new jobs.

The company applies the National Collective Labour Agreement for Transport and Logistics.

In terms of employee welfare, the company offers its staff flexible working hours and remote working options.



84

New jobs created over the past year

Torello ranks among the best employers in Italy: a recognition of the value of people

In 2024, Torello officially entered the **'Italy's Best Employers'** ranking, compiled by Statista in collaboration with **Corriere della Sera**, with a score of **7.96**. This result recognises the company's ongoing commitment to creating a healthy, inclusive working environment focused on people's wellbeing.

This recognition is not merely a milestone, but confirmation of a vision that has guided the company's strategic decisions for years: **putting people at the centre**, valuing human capital as a fundamental driver of sustainable growth. In an ever-changing labour market, Torello has successfully identified the needs of the younger generations, integrating values, flexibility and a forward-looking approach within a solid and stimulating professional environment.

The pandemic has made it even clearer that internal wellbeing is a key indicator of an organisation's health. Against this backdrop, Torello has maintained high standards of attractiveness and expanded the concept of welfare towards a broader approach to **wellbeing**, encompassing the social, financial and professional spheres, whilst promoting a genuine work-life balance.

With over **2,000 employees** spread across its various sites, the company is committed every day to ensuring **consistency and quality in the working experience** across all its regional offices. The aim is clear: to be a company people would 'recommend', one where people are proud to work and which they would recommend to friends and family.

As **Concetta Torello** emphasised, this achievement is the result of collaborative effort: "Where there is synergy, there is always growth". A statement that perfectly encapsulates the spirit with which Torello tackles the challenges of the present, building a future in which people, innovation and sustainability go hand in hand.

The company publishes its human rights management policy on its website:

<https://tntorello.com/wp-content/uploads/2025/06/PA-01-Codice-Etico-Aziendale-Rev.01.pdf>.

The company applies additional internal policies and/or procedures, supplementing the standard protocols, to safeguard the health and safety of its employees at work:

- ✓ by establishing rules for the division of work phases in order to minimise the risk of interference;
- ✓ by monitoring performance through checks and audits;
- ✓ implementing specific support or assistance procedures to ensure the safety of employees exposed to external risks (e.g. assault by third parties, access control, background checks, CCTV).

Training

GRI 401-1 • GRI 403-5 • GRI 404-1
ESRS S1-13

Staff training in a sustainability-focused organisation is crucial for embedding responsible practices and fostering a culture of sustainability. The training programme must include courses and workshops on topics such as energy efficiency, waste management, the responsible use of resources and the reduction of emissions. It is important to raise employees' awareness of the environmental impact of the company's activities and to actively involve them in green initiatives, such as recycling or adopting eco-friendly behaviours. Training must also foster the development of technical skills related to sustainable innovation and the responsible management of supply chains. Finally, encouraging participation in continuous professional development programmes ensures that employees are equipped to contribute to the company's long-term sustainability objectives.

The number of hours spent on training courses over the past year totalled 1,200.

During the year, the main topics covered in the training provided included:

- ✓ health and safety at work;
- ✓ privacy (formerly the GDPR);
- ✓ Quality, Certifications, Organic Production, and Food Safety.







Suppliers, Local Communities and Customers





Local communities and exemplary initiatives

GRI 203-1

A sustainable company must consider the impact of its activities not only on the environment, but also on people and the surrounding areas. Collaborating with local communities is essential for promoting equitable economic development, creating jobs, investing in infrastructure and supporting social initiatives. Companies can contribute to the sustainable growth of communities through corporate social responsibility (CSR) programmes, by supporting educational, cultural or environmental projects. Furthermore, they must be transparent and open to dialogue, involving communities in decisions that affect them, and respecting local traditions and resources. This approach not only strengthens social ties but also enhances the company's reputation and the trust placed in it.

It is therefore important for the company to forge a relationship with local communities, such that the community is not merely affected by the company's operations, but becomes a genuine stakeholder with a significant influence on operational and development decisions. Investment, innovation, technological development and the pursuit of quality are fundamental elements of economic strategies, as they create a genuine multiplier effect that benefits a wide range of stakeholders, including local communities.



Torello Trasporti Srl has carried out projects in schools and within the community on issues relating to sustainability.

It has also made donations, sponsorships and contributions totalling approximately €5,000 for the benefit of the local community in the area where it operates.

Customer relations

A company's relationships with its customers must be based on transparency, trust and accountability. A sustainable company is committed to clearly communicating its values and the actions it has taken to reduce its environmental and social impact, through verified labels, certifications and detailed reporting. Customer education plays a key role: the company must raise its customers' awareness of the benefits of sustainable products or services, encouraging informed choices. Offering high-quality, safe products with a long lifespan that are ethically produced strengthens the relationship with customers. It is essential to listen to consumer feedback and involve them in environmental or social initiatives, building an active and responsible community. Consistency between business practices and marketing helps to build long-term trust and loyalty.

The company has a privacy and data security policy in place.





FOCUS

Positive Impact Cities: Torello and its sustainable contribution to San Giovanni Lupatoto

Torello Trasporti is one of the companies supporting ‘Città ad Impatto Positivo’ (Positive Impact Cities), a project by PMG Italia Società Benefit dedicated to sustainability, the environment and educating the younger generation on the principles of the common good, social equity and responsibility.

‘Cities with a Positive Impact’ was established to support services of social utility, enabling local councils, associations and businesses to work together towards a common goal: improving the lives of all citizens, particularly the most vulnerable.

In San Giovanni Lupatoto, in the province of Verona – one of the areas where Torello Trasporti operates – the PMG Italia Società Benefit project came about thanks to a fruitful collaboration between the local council, residents and local business owners. Torello Trasporti did not let this opportunity pass, seeking to put into practice the words of Umberto Torello: “We must set our sights on a more ambitious level of quality. The crux of the matter is moral and corporate responsibility” – as, as a Group, we invest in projects that support local development.

Sustainability, dialogue and the local area fuel a cycle of mutual benefit that is good for everyone. But above all, it is good for the younger generations: they will be the first citizens of the City of Positive Impact, so we have a duty to make every place more comfortable and inclusive for everyone.



FOCUS INNOVATION in refrigeration systems

TrailerCOLD Blue has been designed to intelligently monitor connected refrigeration systems wherever they are located, providing essential information on the goods being transported and on the vehicles carrying them. The application meets the needs of manufacturers, drivers, transport sector entrepreneurs and retailers.

TrailerCOLD allows full control over all on-board sensors:

- Temperature inside the cargo hold
- Refrigeration unit data
- Rear door status
- EBS control unit data
- TPMS data

It provides specific services for monitoring the cold chain. It allows you to view the operating hours of the refrigeration unit, the litres of fuel consumed and the level of diesel in the refrigeration tank. Furthermore, it detects tailgate opening alarms, deviations from the route and instances where set-point thresholds are exceeded, whilst also allowing you to view the alarm history.

TrailerCOLD also enables GPS tracking of trailers on maps and, most importantly, allows you to monitor their progress. Satellite tracking enables you to view the route taken via the position history and provides real-time alerts in the event of a deviation from the planned route. It allows you to set waypoints and send an automatic message to the vehicle when it enters a high-risk area, such as speed enforcement zones, speed cameras, etc.

The device is capable of reading all data from the sensors used to monitor the cold chain and allows you to view and print all data monitored and stored by the system for quicker and more efficient reference. TrailerCOLD enables you to analyse and measure temperature data quickly and easily in real time; thanks to its integration with GPS tracking, it allows you not only to monitor temperature fluctuations in refrigerated trailers but also to identify the exact location where such a fluctuation occurred. Essentially, with TrailerCOLD, you have comprehensive and complete control over all data relating to the refrigeration unit.





Leadership and Governance



Governance

GRI 2-9-a • GRI 2-9-c
ESRS 2 GOV-1

A company committed to adopting sustainable practices should be led and governed by a leadership model that integrates sustainability into strategic decision-making, fostering alignment between economic objectives and environmental and social responsibilities. A key aspect is the establishment of a board of directors that includes experts in environmental and social issues who can develop policies and procedures to promote transparency and reporting on the company's environmental and social impact. Implementing sustainability-related risk management practices enables potential negative impacts to be anticipated and mitigated. Finally, setting measurable targets and establishing regular reporting allows progress to be monitored and accountability to be ensured, contributing to a corporate culture focused on sustainability.

The company's governing body consists of a sole director.

The average age of the governing body is over 50.

The company is a member of the following trade associations: Anita, ALIS, Confindustria Avellino.



Professional ethics

GRI 1 • GRI 2-22 • GRI 2-28

ESRS 2 SBM-3 • ESRS 2 IRO-1

Professional ethics within a company refer to a set of principles and values that guide the behaviour of employees and managers in their day-to-day interactions. They involve compliance with legal regulations, but go beyond this to include moral standards that promote integrity, transparency and accountability. A strong code of ethics sets out clear expectations on how to deal with complex situations, such as conflicts of interest, unfair commercial practices and the handling of confidential information. Professional ethics encourage fairness and equity in dealings with colleagues, customers and suppliers, helping to create a positive and productive working environment. Furthermore, sound professional ethics enhance the company's reputation and stakeholder trust, positively influencing customer satisfaction and loyalty.

The company considers socio-environmental impacts to be among its business risks and manages the risks identified by regulations.

The company implements sustainability initiatives and has a formalised mission to manage the economic, social and environmental impacts arising from its long-term activities.

The company participates in trade associations that also address sustainability issues (for example, through initiatives or training courses).



Regulatory compliance

GRI 1 • GRI 2-3 • GRI 2-4 • GRI 2-22 • GRI 2-23 • GRI 2-27 • GRI 307 • GRI 403-1 • GRI 419
ESRS 2 SBM-3 • ESRS 2 MDR-P • ESRS 2 IRO-2 • ESRS 2 BP-1 • ESRS 2 BP-2

An organisation's compliance refers to the ability of its governing bodies to ensure that its operations comply with specific performance benchmarks or universally recognised standards. In this context, obtaining certifications that attest to the high level of compliance of a business activity, sector or procedure serves as a guarantee in the eyes of stakeholders and those directly or indirectly involved in the company's value chain, with a view to reducing or mitigating negative impacts on specific sustainability-related issues, whether social, environmental or economic.

The company will publish its results regarding environmental and social sustainability in a dedicated report from 2022 onwards.

The company holds third-party certifications recognised at national or international level regarding the quality of its products, services and activities. In particular, these include:

- ✓ ISO 9001:2015
- ✓ IFS Logistics
- ✓ BIO
- ✓ Supplier certifications for the use of alternative fuels
- ✓ FDA
- ✓ Registration with the Register of Company Operators
- ✓ TUV Nord
- ✓ ASL certificate for the transport of foodstuffs, both temperature-controlled and non-temperature-controlled
- ✓ Petfood certificate
- ✓ Border Force
- ✓ Ecovadis

For further information on certifications, visit tntorello.com.

The company has internal controls in place, in particular a Compliance Function.

There is a code of ethics that also addresses sustainability issues (including governance, social and environmental aspects), available via the company link: <https://tntorello.com/wp-content/uploads/2025/06/PA-01-Codice-Etico-Aziendale-Rev.01.pdf>.

The company has an internal policy for the integrated management of the environment, health and safety, which it monitors using specific KPIs.



Anti-corruption and Tax Governance

GRI 2-12 • GRI 2-29 • GRI 3-2 • GRI 3-3
ESRS 2 SBM-3 • ESRS 2 IRO-1

In the course of its business operations, the company comes into contact with a wide range of parties, whose interests may not always be compatible or align with one another. It is therefore essential to regulate these aspects in order to establish clear and transparent practices that can prevent misunderstandings from arising in situations where there is a risk of corruption. Through clearly established organisational models and internal/external procedures for mapping such risks, the company implements a series of strategies and initiatives designed to reduce – and ultimately eliminate entirely – the possibility of corruption occurring. Tax governance, on the other hand, involves the responsible management of tax obligations, ensuring compliance with regulations and transparency practices.

The company conducts its business by applying a system for the management and prevention of corruption.

Actions recommended by Synesgy



Business and corporate governance

- Consider socio-environmental impacts as business risk factors, in addition to those required by law.
- Implement an energy management system.
- Establish a Risk Management Function to oversee the company's internal controls.
- Implement an environmental management system.



Water, energy and waste

- Give preference to electricity suppliers that generate most of their power from renewable sources.
- Offer employees es.abbonamenti/convenzioni to encourage the use of public transport or eco-friendly vehicles for commuting to work.
- Consider launching a CO₂ emissions offsetting scheme in which users can participate by paying an additional fee when purchasing the service.
- Select packaging based on criteria relating to the recyclability of the materials.

Environmental Certifications

- Adopt ISO 14001 certification for environmental management.
- Adopt ISO 50001 certification for energy management systems.
- Adopt tools for assessing environmental impact, such as Life Cycle Assessment, Carbon Footprint, Water Footprint, Environmental Product Declaration, Eco-label and EMAS registration.



Personnel Management, Certifications and Regulations

- Assess the possibility of adopting the guidelines set out in the UNI EN ISO 45001 standard regarding occupational health and safety management.
- Publish the company's policy on equality, diversity and inclusion on its website.
- Consider adopting the guidelines set out in ISO 26000 on corporate social responsibility.
- Consider appointing a welfare officer within the company.
- Consider including expenses relating to education, healthcare and care for family members within the company's welfare scheme.



Regulatory certifications

- Identify a role within the organisation dedicated to sustainability.
- Adopt the ISO 37001 certification for the anti-bribery management system.



Relations with Stakeholders and the Local Community

- Organise the procurement function with a view to sustainability by defining an appropriate procurement strategy. To assess the procurement strategy, an analysis of suppliers and the entire supply chain must be carried out.

GRI Key Concept

Key Concepts (GRI 1, Section 2, Page 8)

Understanding the basic concepts for sustainability reporting is essential for those who collect and prepare the information for reporting, as well as for those who read that information using the GRI Standards. The main concepts are:

- ✔ **Impacts:** Consequences of an organization's activities on economic, environmental and social systems, including human rights. They can be direct or indirect, short-term or long-term, and can occur inside or outside the organization. It is important to consider the entire value chain of the organization when evaluating its impacts.
- ✔ **Material topics:** Determined through a due diligence process that considers the organization's impacts, stakeholder expectations and the context in which it operates. Material topics should be relevant (significant to the organization and its stakeholders), comprehensive (covering all significant impacts of the organization) and comparable (allowing comparison between organizations over time and across sectors).
- ✔ **Due diligence:** An ongoing process that includes identification (recognizing and understanding the potential impacts of the organization), evaluation (severity and likelihood of such impacts), prevention and mitigation (developing and implementing measures to avoid or minimize negative impacts), monitoring and reporting (monitoring the effectiveness of the measures taken and reporting on the progress made).
- ✔ **Stakeholders:** Identifying individuals or groups who may be positively or negatively affected by an organization's activities.

Requirements for Reporting in Accordance with the GRI Standards (GRI 1, Section 3, Page 11)

Reporting in accordance with the GRI Standards allows an organization to provide a comprehensive overview of its most significant impacts on the economy, environment and people, including those on human rights, and these impacts are managed. This enables users of such information to make informed assessments and decisions regarding the organization's impacts and its contribution to sustainable development.

Requirements for Reporting with Reference to the GRI Standards (GRI 1, Section 3, Page 11)

An organization can prepare a report with reference to the GRI Standards when it cannot meet all the reporting requirements needed to comply with the GRI Standards. Over time, the organization should transition to reporting in accordance with the GRI Standards, to provide a comprehensive overview of its most significant impacts on the economy, environment and people, including those on human rights.

Additionally, an organization can prepare a report with reference to the GRI Standards if it uses some of them or parts of their content, to report information on specific topics and for specific purposes, such as complying with climate change reporting regulations.

Reporting Principles and Related Requirements (GRI 1, Section 4, Page 20)

Reporting principles are fundamental to achieve high-quality sustainability reporting. The principles guide the organization in ensuring the quality and accurate presentation of reported information. There are eight reporting principles:

- ✓ **Accuracy:** The organization must report correct information with sufficient detail to allow an assessment of its impacts.
- ✓ **Balance:** The organization must report information objectively, providing a fair representation of its positive and negative impacts.
- ✓ **Clarity:** The organization must present information in a comprehensible and accessible manner.
- ✓ **Comparability:** The organization must select, complete and report information consistently, to allow an analysis of changes in its impacts over time.
- ✓ **Completeness:** The organization must provide sufficient information to allow an assessment of its impacts during the reporting period.
- ✓ **Sustainability context:** The organization must report information related to its impacts within the broader context of sustainable development.
- ✓ **Timeliness:** The organization must report information regularly and make it available in a timely manner, to enable data users to make decisions.
- ✓ **Verifiability:** The organization must collect, record, complete and analyze data so that the information can be examined to establish its quality.

Additional Recommendations for Reporting (GRI 1, Section 5, Page 25)

An organization should align sustainability reporting with regulatory and legislative reporting, in particular financial reporting. There are various ways to enhance the credibility of an organization's sustainability reporting, including:

- ✓ **Internal controls:** Examples include (i) establishing procedures to ensure the integrity and credibility of data and (ii) evaluating the adequacy of financial controls for sustainability.
- ✓ **External assurance:** Examples include (i) verifying the quality and credibility of the information and (ii) a publicly available assurance process.
- ✓ **Stakeholder engagement:** Examples include (i) seeking feedback and (ii) obtaining advice on the data to be reported.

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Statement of Use

Torello Trasporti Srl has reported in accordance with the GRI Standards for the period 1 January 2025 to 31 December 2025.

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	2-6	Activities, value chain and other business relationships	Organisation profile	17
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	2-7-b	Report the total number of employees by type of type of contract signed	Employment	42
	2-9-a	Describe the structure of governance, and the highest governing body of governance	Governance	54
	2-9-c	Describe the composition of the the highest governing body and and its committees	Governance	54
	2-12	Role of the highest governing body in overseeing management of impacts	Employment	42
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