



AT THE HELM TOWARDS A SUSTAINABLE FUTURE

SUSTAINABILITY 2024 @ PSA ITALY



Text edited by: Paola Cavassa and Tiziana Gianuzzi
Data mining: Working group from PSA Genova Pra', PSA SECH and PSA Venice-Vecon
Creative direction, art direction and graphic design: Studio Blinking City
Photography: Gianluca Giannone and Andrea Mignòlo
Consultancy: PwC Italy - Genoa Office - ESG Team for first DMA exercise and drafting of paragraph 3.2

Aknowledgements
Rimorchiatori Riuniti from the Ports of Genoa and Venice
Corpo Piloti from the Ports of Genoa and Venice
Gruppo Antichi Ormeggiatori from the Ports of Genoa and Venice

Copyright
© 2025 PSA Genova Pra', PSA SECH e PSA Venice-Vecon for textual contents
© 2025 Blinking City for pictures

INDEX



0	Managing Director's message to the Stakeholders	6	2	Tranforming supply chains	42	4	Taking climate action & ensuring responsible operations	88	6	Nurturing a future-ready workforce	152
				2.1 Optimisation of global supply chain	46		4.1 Direct environmental impacts	91		6.1 People development	155
				2.2 Innovation and technology	51		4.1.1 Waste	94		6.2 Occupational health and safety	161
							4.1.2 Resource consumption	106		6.2.1 Employee injuries and professional diseases	168
							4.1.3 Emissions	118		6.2.2 Responsible management of dangerous goods	
							4.2 Indirect environmental impacts	132		6.3 Keeping our operations safe and secure	174
							4.3 Climate change adaptation	135			176
							4.3.1 Reduction of impacts in PSA Genova Pra'	137			
							4.3.2 Reduction of impacts in PSA SECH	138			
							4.3.3 Reduction of impacts in PSA Venice-Vecon	139			
1	Acting with integrity	8	3	PSA Italy's sustainable approach	54	5	Protecting our people	140	7	Content index	178
	1.1 Mission and policy	10		3.1 Stakeholder engagement	57		5.1 Diversity and inclusion	142		7.1 GRI Content Index	180
	1.2 Who we are	14		3.2 Methodology and materiality assessment	63		5.1.1 Staff development and composition	143		7.2 Entity specific PSAI topics	192
	1.3 Ownership structure and corporate governance	30		3.3 Impacts, material topics, desiderata, goals and targets	65		5.1.2 Search and selection	149		7.3 Project leaders	194
	1.4 Ethical business conduct	34		3.4 Supporting our communities	77		5.2 Labour relations and worker wellbeing	150			
	1.5 Sustainable procurement	41		3.4.1 Terminals' initiatives							
				3.4.2 Direct economic generated and distributed value	81						

MANAGING DIRECTOR'S MESSAGE TO THE STAKEHOLDERS

Dear Stakeholders,

It is with great pleasure that I present our Sustainability Report, which testifies to PSA Italy's commitment to ESG (Environmental, Social and Governance) goals and our ongoing dedication to sustainable and responsible growth. 2024 proved to be a particularly significant year for our companies, marked by important milestones, but also by unforeseen challenges, which we faced with determination and resilience.



During the year, PSA Italy underwent a major reorganization at the shareholder level. PSA Investments NV acquired the minority interests held by GIP in PSA Genoa Investments NV, and we were pleased to announce the entry, as new 28% minority partners, of the Fair Market Value Capital Partners and TD Asset Management funds. These changes strengthen our financial stability and enable us to face the future with a more ambitious vision, pursuing sustainable growth objectives in full consistency with our ESG principles.

Another significant development for PSA Italy was the resumption of direct management of the Distripark warehouses in December 2024 by subsidiary Pra' Distripark Europa (PDE). This transition represents a key milestone in the context of the Node-to-Network initiatives promoted by PSA, aimed at improving the interconnectivity and efficiency of our global ports and logistics network. The inclusion of this activity in our business portfolio allows us to further strengthen our market position by optimizing the management of goods flows and enhancing the integration of the various nodes of our network. In this way, PSA Italy is on its way to creating an even more responsive and flexible system, capable of responding to the needs of an ever-changing market, offering increasingly competitive logistics solutions for our customers.

Our commitment to sustainability also extends to our transport operations. The activation of a new rail line between PSA Venice-Vecon and Montirone (Brescia) promotes more sustainable logistics, favouring rail over road transport. This initiative, which contributes to reducing CO₂ emissions, is a key strategic choice in our long-term commitment to creating a healthier and more sustainable environment.

The year 2024 was also marked by significant celebrations for PSA Italy. PSA Genova Pra' commemorated the 30th anniversary of its container operations — an important milestone that underscores both its long-standing presence and its substantial contribution to the economic and social development of the Port of Genoa. We also honoured colleagues who have dedicated 20, 30, and 35 years of service to PSA Italy, a testament to their enduring commitment and a reflection of the value we place on our people. This dedication is further reinforced by our ongoing efforts in sustainability. In this spirit, PSA Venice-Vecon achieved UNI/PdR 125:2022 certification for gender equality—another step forward in fostering a fair, inclusive, and diverse workplace, in line with the core values that guide our daily work.

During the year, we also invested in advanced technological solutions to improve efficiency and reduce the environmental impact of our operations. The introduction of eco-friendly reachstackers at our three port terminals is a clear sign of our commitment to reducing environmental impact and enhancing operational efficiency through the adoption of cutting-edge technologies.

Strategic investments are also aimed at upgrading infrastructure to further consolidate our market position and ensure a solid and resilient future for PSA Italy.

We are also honored by the awards we received this year including the Industria Felix award and the Best Terminal Operator award at the S2S Awards 2024. I was also proud to be among the recipients of the prestigious PSA Global Champions Award 2024. These awards not only celebrate the excellence of PSA Italy, but spur us on to continue on the path of innovation, with the goal of maintaining high standards of quality and sustainability in every area of our

activities.

The year 2024, however, was also marked by difficulties stemming from intensifying global geopolitical imbalances and economic uncertainty, which impacted our industry and tested our ability to adapt. Despite this, thanks to the support of our partners, employees and all our Stakeholders, we have managed to navigate these difficult times with resilience, remaining focused on our goals and holding firm to our principles of sustainability and responsibility.

In conclusion, although there was no shortage of challenges, 2024 was a year of significant growth and innovation for PSA Italy. We firmly believe that our commitment to sustainability, valuing people and strengthening our operations are key to a prosperous future. Our focus will keep on staying on innovative investments, in promoting more sustainable logistics, and in creating an inclusive and diverse culture, with the goal of generating value for all our Stakeholders.

We sincerely thank all those who support us on this journey and look forward to the future with renewed confidence, ready to face new challenges and seize new opportunities.

With gratitude,

Roberto Ferrari
Managing Director
PSA Italy

1

ACTING WITH INTEGRITY



1.1

MISSION AND POLICY

The mission of PSA International and its subsidiaries is

**“TO BE THE PORT OPERATOR
OF CHOICE IN WORLD’S GATEWAY HUBS,
RENOWNED FOR BEST-IN-CLASS SERVICES AND
SUCCESSFUL PARTNERSHIPS.”¹**

¹ Mission taken from the [PSA International – PSA International \(globalpsa.com\) website](https://www.globalpsa.com/).

The PSA Group's Health, Safety, Security and Sustainability (HSSS) policy highlights how sustainability is an integral part of PSA Italy's business approach.

“AT THE HEART OF PSA LIES A STRONG, UNWAVE-
RING COMMITMENT TO PROVIDE OUR PEOPLE
WITH A SAFE, SECURE, HEALTHY WORKPLACE &
TO PROMOTE SUSTAINABLE DEVELOPMENT IN
THE COMMUNITIES WE OPERATE IN.

AS AN INDUSTRY LEADER, WE WILL CONTINUAL-
LY UPGRADE OUR HSSS PRACTICES & PERFOR-
MANCE & BE AN EXEMPLARY CORPORATE PART-
NER ON HSSS MATTERS.”²

The policy was also shared with stakeholders and posted at PSA Italy's three terminals in the form of an engraved metal plaque.

² PSA GROUP HSSS Policy.



PSA International (PSA) is a leading global port operator and trusted partner to cargo stakeholders. Currently, PSA's portfolio comprises over 70 deepsea, rail and inland terminals, across more than 180 locations in 45 countries-including two flagship port operations in Singapore and Belgium. Drawing on the deep expertise and experience from a diverse global team, PSA collaborates with its customers and partners to develop world-class port ecosystems and deliver innovative supply chain solutions to accelerate the shift towards sustainable trade.

Visit us at www.globalpsa.com,
or follow us on
[LinkedIn](#) e [Facebook](#) (@globalpsa).



TIMELINE

PSA Genova Pra' (formerly VTE - Voltri Terminal Europa S.p.A.)

1992

FIAT Impresit forms a port services company called SINPORT, which designs and partly builds the VTE terminal



1998

VTE joins the PSA International Group



2021

Adoption of the new PSA Italy brand



1994

First container ship at the VTE terminal



2008

Share exchange between GIP and PSA (PSA Genova Pra': PSA 60%, GIP 40%), with independent management of the two industrial hubs



2020

PSA becomes majority shareholder (PSA 62%, GIP 38%) and the integration phase between PSA Genova Pra' and PSA SECH begins, with the signing of a Network Contract between the two companies

2023

New logistics services (PDE) are launched as part of the development of Port Ecosystem services

2024

PSA Investments NV acquires the minority interests held by GIP in PSA Genoa Investments NV; entry, as new 28% minority partners, of Fair Market Value Capital Partners and TD Asset Management funds. PDE assumes direct management of Distripark warehouses

PSA SECH

1993

Birth of the SECH terminal (brand of Terminal Contenitori Porto di Genova S.p.A.) under the aegis of GIP



2017

Infracapital and Infravia, funds specializing in infrastructure, acquire GIP from the previous owners

2021

Adoption of the new PSA Italy brand

2008

Share exchange between GIP and PSA (SECH: GIP 60%, PSA 40%), with independent management of the two industrial hubs

2020

PSA becomes majority shareholder (PSA 62%, GIP 38%) and the integration phase between PSA Genova Pra' and PSA SECH begins, with the signing of a Network Contract between the two companies

2024

PSA Investments NV acquires the minority interests held by GIP in PSA Genoa Investments NV; entry, as new 28% minority partners, of Fair Market Value Capital Partners and TD Asset Management funds

PSA Venice-Vecon

1987

Vecon S.p.A. was established, directly controlled by the then Port of Venice Superintendency



1997

In compliance with Law 84/1994, the Venice Port Authority launches an international tender for the sale of its controlling stake: SINPORT submits the best business plan and is awarded the Venice container terminal concession for 25 years for an area of 185,000 square meters and a 510-meter quay, with a 30-meter berth for ro-ro ships

2008

Share exchange between GIP and PSA (Vecon: PSA 60%; GIP 40%)



2020

PSA Venice-Vecon is under the direct control of PSA Investments NV (65.33%) and GIP (34.67%)

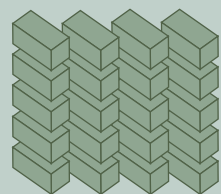
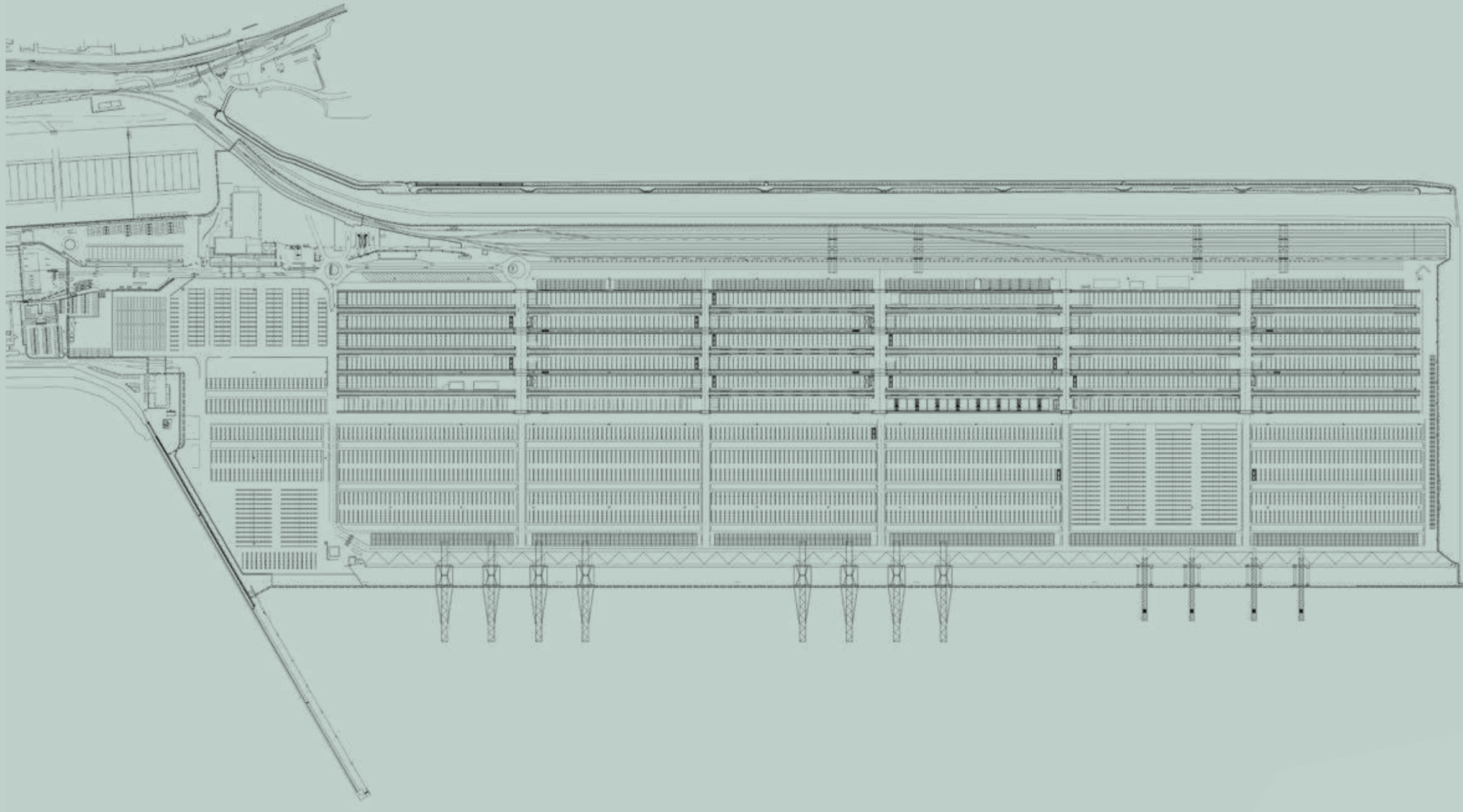
2023

PSA Venice-Vecon renews terminal concession for another 25 years

2024

PSA Investments NV buys the minority stakes held by GIP in Vecon; entry, as new 28% minority partners, of Fair Market Value Capital Partners and TD Asset Management funds

PSA GENOVA PRA' CONTAINER TERMINAL



Designed capacity
2M TEUs



12 gantry cranes



Length of the quay



Area



Maximum depth
at berth

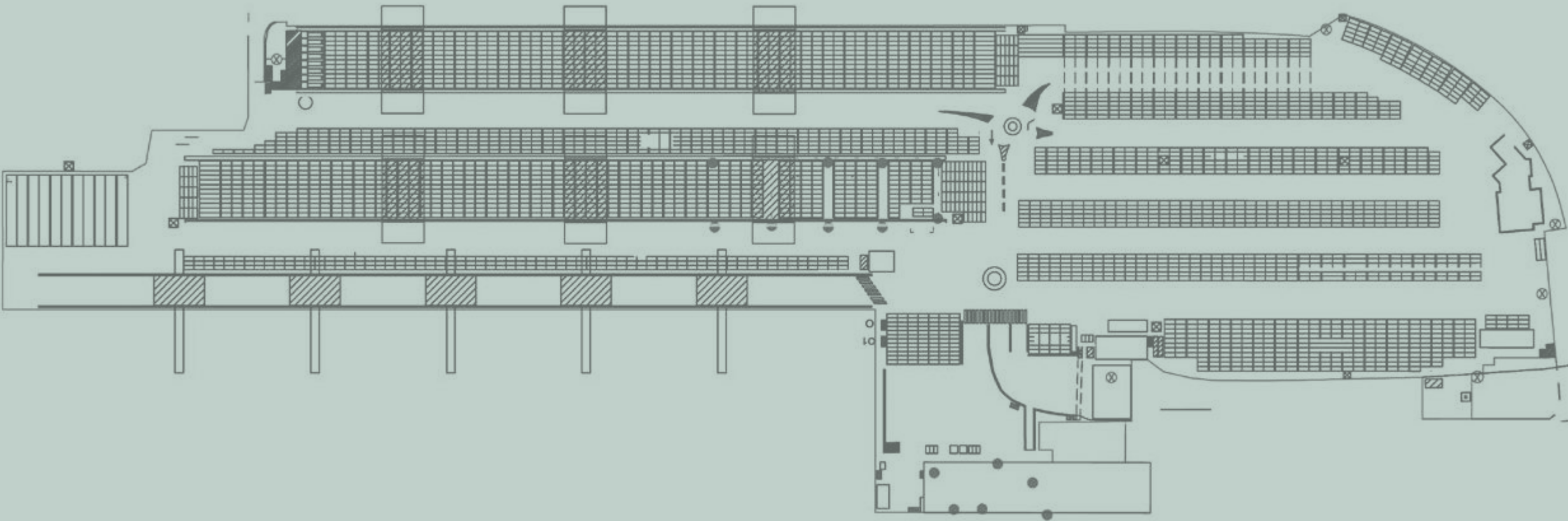


Berths

Located in the northwest of the Italian peninsula, PSA Genova Pra' is the gateway port for shipping lines serving the vast hinterland of southern continental Europe. It is directly connected to the rail Italian transportation system, extending to all parts of the European continent. All major shipping lines are currently using **PSA Genova Pra'** as their port of call for the region and beyond. For communication, **PSA Genova Pra'**

offers an electronic interchange system with shipping lines, shippers and other users, giving them the ability to track their containers in real-time. Import and export containers receive fast gate clearance at the port. **PSA Genova Pra'** is currently equipped with 12 cranes including eight super post panamax quay cranes.

PSA SECH CONTAINER TERMINAL



Designed capacity
550K TEUs



5 gantry cranes



526 m

Length of the quay



19,2
hectars

Area



15 m

Maximum depth
at berth



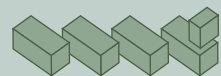
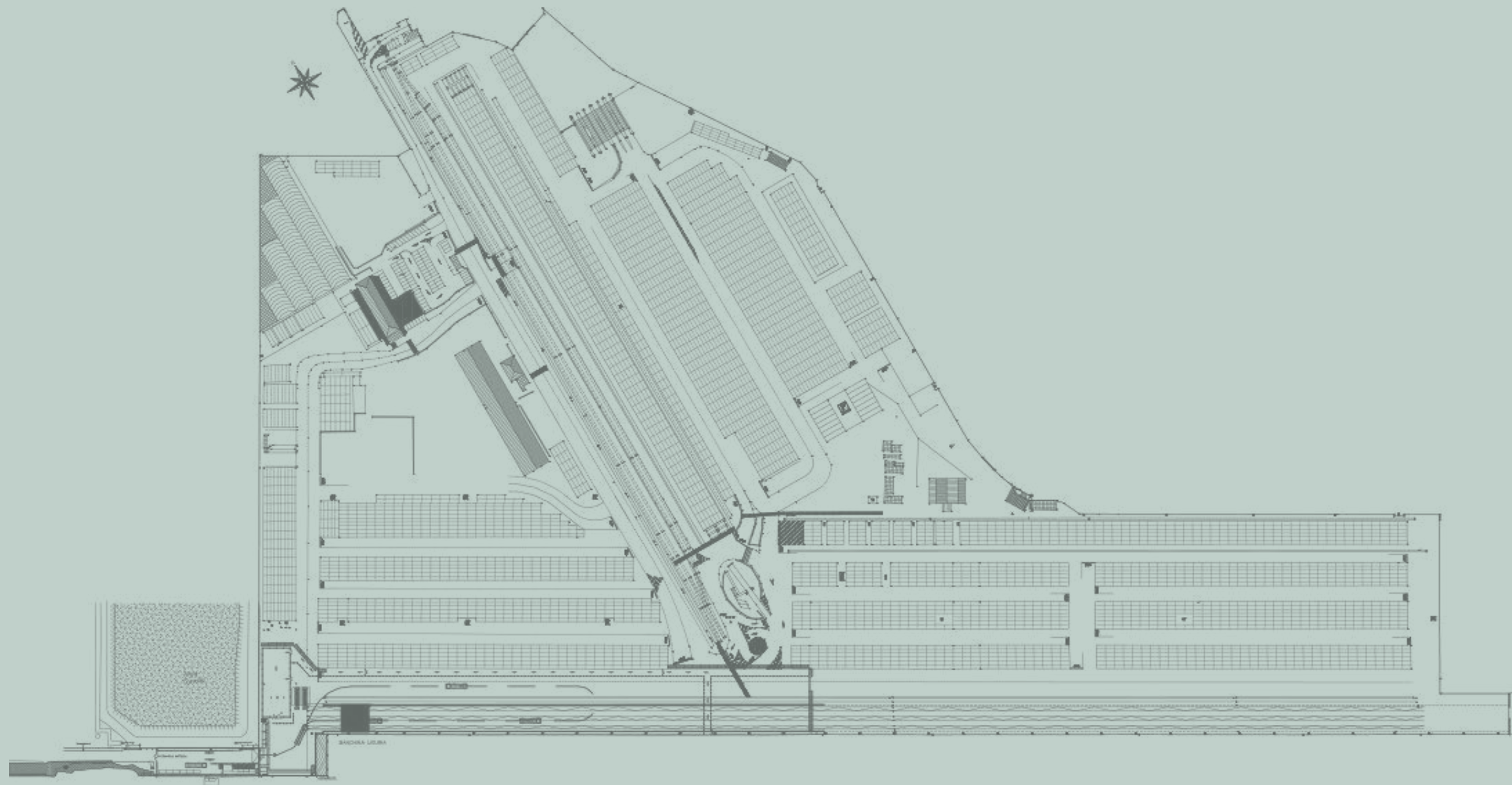
up to 2
vessels

Berths

PSA SECH is located at Calata Sanità in the heart of the Port of Genoa. It is close to the open sea with easy and quick access to pilotage. The terminal is also connected with the Ge-

noa West motorway with linkage to Northern Italy, France, Switzerland and Germany as well as connection to the Italian rail network.

PSA VENICE-VECON CONTAINER TERMINAL



Designed capacity
430K TEUs



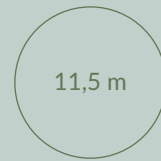
4 gantry cranes



Length
of the quay



Area



Maximum depth
at berth



Berths

PSA Venice-Vecon is the main container terminal of the port of Venice. Situated in a strategic position at the head of the Adriatic Sea – the crossroads between two European transport corridors, the Mediterranean and Baltic-Adriatic – the terminal represents the natural port of access between the wealthy industrial hinterland of north-eastern Italy and the

Eastern, Middle and Far Eastern Mediterranean. The terminal is located in an area served by a capillary road network, which makes it possible to establish fast and easily accessible links for all companies in Veneto, Friuli, Emilia Romagna, Trentino Alto Adige, Lombardy and beyond.

LOCATION OF THE TWO TERMINALS AT THE PORT OF GENOA



PSA Genova Pra'

Airport

PSA SECH

Port of Genoa area

NORTH AMERICA

MIDDLE - SOUTH AMERICA

EAST MED

NORTH AFRICA

MIDDLE EAST

ASIA

NORTH AFRICA

ASIA

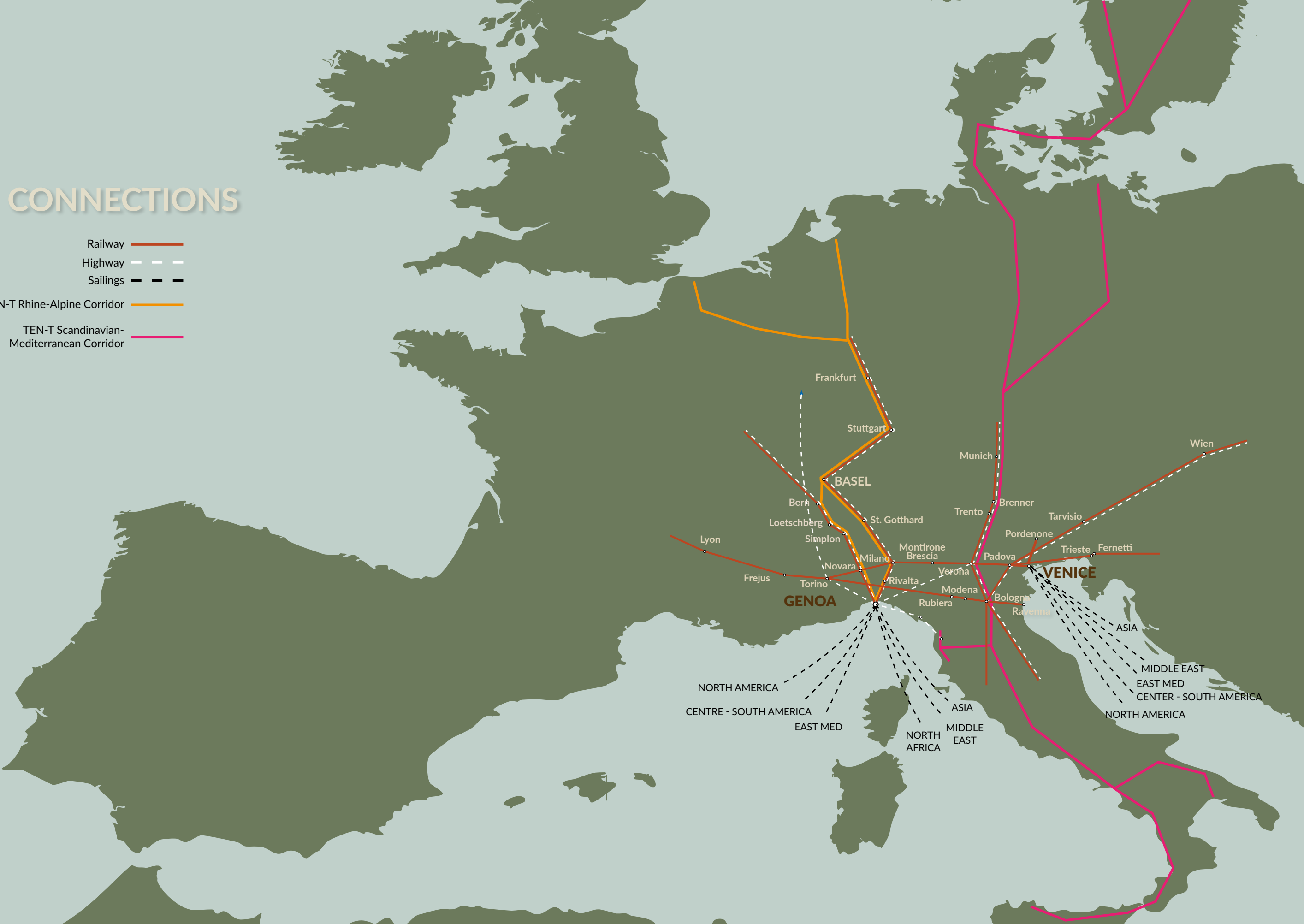
MIDDLE EAST

LOCATION OF THE TERMINAL AT THE PORT OF VENICE



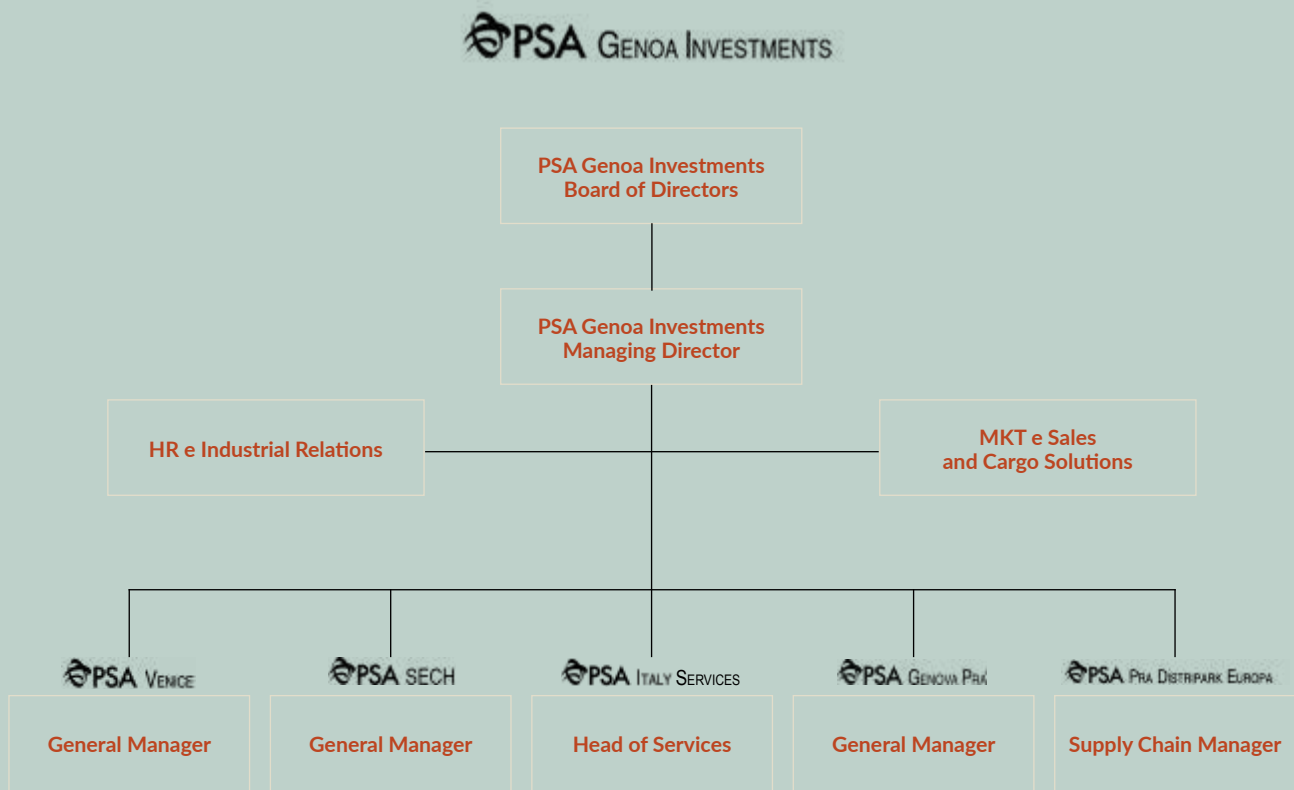
CONNECTIONS

- Railway
- Highway
- Sailings
- TEN-T Rhine-Alpine Corridor
- TEN-T Scandinavian-Mediterranean Corridor



1.3 OWNERSHIP STRUCTURE AND CORPORATE GOVERNANCE

PSA Genoa Investments organization chart



In the companies involved, there is a system of powers of attorney and proxies distributed among the directors of the Board of Directors of the two companies, the two General

Managers (Roberto Goglio for **PSA Genova Pra'** and Davide Romanengo for **PSA SECH**) and the executives, based on the value of the transactions.

The Boards of Directors of **PSA Genova Pra' S.p.A.** and **Terminal Contenitori Porto di Genova S.p.A. (PSA SECH)** serve until the approval of the financial statements as of December 31, 2025; as of March 27, 2024, both Boards will consist of seven members. Currently the composition of the two BoDs is identical: Chairman Eng. Marco Conforti and Directors Roberto Ferrari (CEO), Vincent Ng Hak Sen, Lim Pek Suat, Dirk Jan Storm, Frederic Michel-Verdier, and Jeffrey Moulard. The Board of Statutory Auditors of both companies consists of three regular members: chairman Dr. Claudio Valz and au-

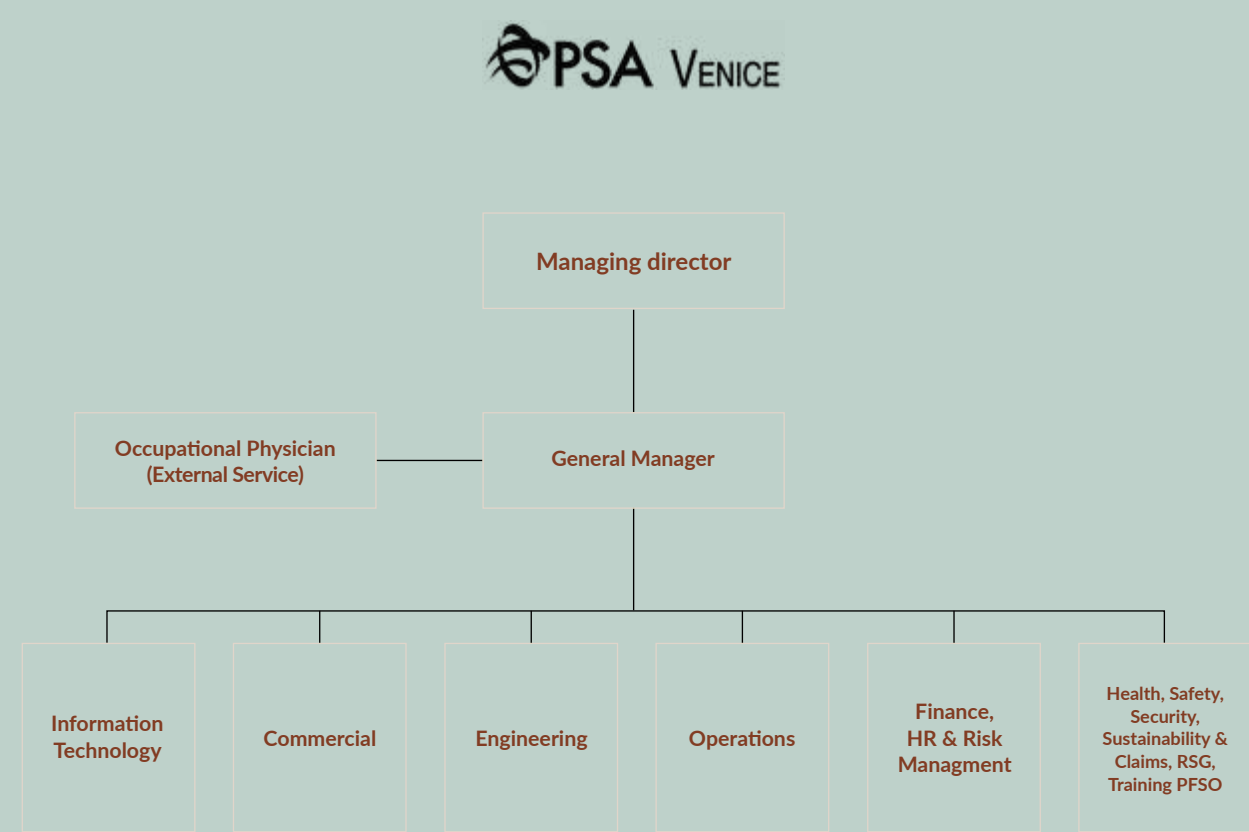
ditors Dr. Paolo Fasce and Dr. Enrico Giuseppe Maresca, and two alternates. The Supervisory Board on the application of the management model for the prevention of crimes under Legislative Decree 231/2001 consists of three members from each company:

- For **PSA Genova Pra'**: Eng. Guido Torrielli, President; Lawyer Francesco Brignola and Lawyer Pietro Barbieri;
- For **PSA SECH**: Dr. Guido Leonardi, Chairman, Lawyer Francesco Brignola and Lawyer Pietro Barbieri.

 The financial statements of the two companies are certified by the auditing firm KPMG S.p.A.



PSA Venice-Vecon organization chart



The Board of Directors of PSA Venice-Vecon also holds office until the approval of the financial statements as of December 31, 2025, and consists of seven members: chairman Eng. Marco Conforti, and directors Roberto Ferrari (CEO), Vincent Ng Hak Sen, Lim Pek Suat, Dirk Jan Storm, Frederic Michel-Verdier and Jeffrey Moulard. The Board of Statutory Auditors consists of three regular members: chairman Dr. Claudio Valz and auditors Dr. Aldo

Tassoni and Prof. Lorenzo De Angelis, and two alternates. The Supervisory Board on the application of the management model for the prevention of crimes under Legislative Decree No. 231/2001 consists of three members: Dr. Elena Bonafè, Chairman, Lawyer Pietro Barbieri and Dr. Andrea D'Este. The financial statements of PSA Venice-Vecon are also certified by the auditing firm KPMG S.p.A



1.4 ETHICAL BUSINESS CONDUCT

Management systems

In the course of conducting its activities, PSA Italy terminals are faced with a multiplicity of risks that, if not adequately monitored, could generate significant impacts in terms of assets, economic-financial, social, environmental and reputational aspects, compromising the corporate image among all stakeholders.

Therefore, it is essential for the three companies to have management and internal control systems capable of identifying, preventing and containing the effects of risks related to the performance of activities, ensuring the effectiveness of actions taken and compliance with current regulations. The terminals' management system is also adapted over time to the requirements of PSA Group standards, against which its compliance is monitored.

The architecture of the management systems and controls of **PSA Genova Pra'**, **PSA SECH**, and **PSA Venice-Vecon** is based on the analysis and periodic review of the internal and external factors that characterize the context in which the organizations operate, with a focus on identifying stakeholders and understanding their expectations. Relevant requirements are considered compliance obligations, monitored on an ongoing basis and linked to continuous improvement objectives. Particular attention is paid to the needs of workers, with whom a constant and transparent channel of communication is maintained, as detailed in the following chapters.

To this end, **PSA Genova Pra'**, **PSA SECH** and **PSA Venice-Vecon** have adopted a structured set of rules, procedures and organizational measures aimed at identifying, assessing, managing and monitoring the main business risks. These measures also make it possible to determine their level of acceptability through management, consistent with the defined strategic objectives. Company management establishes and periodically reviews objectives and targets in order to ensure continuous improvement in the performance of the integrated management system, in line with company policy and applicable requirements.

The management systems adopted by PSA Italy terminals are

based on a process approach, inspired by the principles of the Plan-Do-Check-Act (P-D-C-A) cycle and "risk-based thinking." This approach makes it possible to identify and assess factors that could hinder the achievement of expected results, and to implement measures to reduce potential negative effects and seize opportunities for improvement. At the planning stage, significant environmental aspects, occupational health and safety risks, compliance obligations, relevant contextual factors and stakeholder requirements, among others, are considered.

All this translates, for PSA Italy terminals, into an integrated management system that complies with the following international standards:

- UNI EN ISO 9001:2015 (Quality Management System);
- UNI EN ISO 45001:2023 (Occupational health and safety management system);
- UNI EN ISO 14001:2015 (Environmental management system).

Since 2018, **PSA SECH** has also adopted a UNI ISO 37001:2016-compliant anti-corruption management system, which was recertified in 2024. **PSA Genova Pra'** obtained the same certification at the beginning of January 2025, while **PSA Venice-Vecon**, during 2024, has defined the goal of adopting this system in its improvement plan.

Between 2015 and 2019, **PSA Genova Pra'**'s integrated management system was certified in accordance with the UNI CEI EN ISO 50001 standard on energy management, a certification that **PSA Venice-Vecon** has had since 2015.

During 2023, PSA Italy terminals achieved certification according to UNI EN ISO 14064-1:2019, thus certifying greenhouse gas (GHG) emissions for the year 2022. With the cooperation of an in-house consultant, the GHG emissions report for the year 2023 was also prepared in 2024. This achievement is part of the broader process of updating and integrating the documentation of the Integrated Management System (IMS), aimed at ensuring compliance with the requirements of the Climate Response Management System (CRMS). The latter represents a set of guidelines developed by PSA on environmental sustainability, to which all of the Group's Business Uni-

ts are required to adhere.

Since 2024, **PSA Venice-Vecon** has finally also certified its management system in accordance with CEI EN ISO/IEC 17021-1 and UNI/PdR 125:2022 reference practice, which addresses gender equality in organizations. This certification enables

the company's already firmly established culture of diversity, equity and inclusion to be strengthened, as evidenced by the achievement of the "SGS Merit Award," reserved for virtuous companies that have demonstrated tangible commitment by successfully implementing various certification schemes.



The code of ethics

The code of ethics that **PSA Genova Pra'** (since 2012), **PSA SECH** (since 2011) and **PSA Venice-Vecon** (since 2012) have adopted is a testimony to daily operations consistent with the principles of fairness, honesty and legality, which are some of the guiding values of those who work and collaborate with the organizations, aimed at avoiding any action dictated by improper or personal motives. The companies' codes of ethics are aligned with PSA Code of Business Ethics and Conduct ("The Code"), which all Business Units adhere to in order to ensure decision-making and operational processes in accordance with the values contained therein.

Since 2022, PSA Group organizations have also adopted the Suppliers' Code of Conduct (Suppliers' Code), which sets guidelines on the standards of behavior expected of all suppliers and business partners.

Complementing the above is the achievement, for all companies, of AEOF certification, which is essential to balance the need for greater control and security of shipments with the need to facilitate legitimate trade. This system is periodically evaluated and revised in relation to the evolution of the company's operations and the reference context. Supervisory bodies at terminals also carry out periodic audits on the company's operations to ensure that applicable mandatory and voluntary standards, such as the code of ethics and adopted management systems, are always complied with.

Update of "The Code"

PSA's Code of Ethics and Business Conduct ("The Code") is the fundamental guide for PSA employees in making ethical choices within the professional environment.

Following the principles and behaviors outlined in the code safeguards both individual integrity and the credibility of the company, while contributing to the creation of a quality work environment inspired by FISH values.

To ensure its relevance in a constantly changing business scenario, a review was carried out in 2024, with the document being updated accordingly. This enables staff to continue to operate in line with the highest ethical standards.

The update was carried out jointly by PSA's Group HR, Group Legal and Group Internal Audit/Group Risk Management.

Areas updated include:

- a section on anti-money laundering, reflecting the organization's commitment to work only with clients or entities conducting legitimate business and using legitimately sourced funds;
- a section on AI tools and platforms, which provides guidelines for ethical use of AI;
- greater clarity regarding the role and responsibilities of employees in protecting PSA information from cyber threats;
- timely guidelines on the right of employees to exercise their freedom of association and collective bargaining.



Compliance with laws and regulations

PSA Genova Pra', PSA SECH and PSA Venice-Vecon have also adopted the model of organization, management and

control pursuant to Legislative Decree 231/01 and security management of sensitive and personal data pursuant to Law 196/2003, integrated with the amendments introduced by Legislative Decree no. 101 of August 10, 2018.

Whistleblowing

PSA Group companies in Italy make available to employees, members of corporate bodies or third parties having business relations and relationships with the company, an appropriate communication channel to ensure the receipt and management of reports of wrongdoing and/or any violation or distorted use of corporate rules for private purposes (actual or alleged). In all cases, organizations and Supervisory Bodies shall ensure the confidentiality of the identity of the reporter, taking measures to maintain the confi-

dentiality of the information in any context following the report, to the extent that anonymity and confidentiality can be enforced by law. However, direct or indirect acts of retaliation or discrimination against the bona fide reporter remain expressly prohibited. The dedicated external reporting channel through the "Whistleblowing Italia" platform has been prepared in compliance with the obligations prescribed by Legislative Decree no. 24 of March 10, 2023 - implementing EU Directive 2019/1937, as reported within the websites of the three terminals.



In addition, fulfilling the requirements of the ISPS Code (International Maritime Security Code for Ships and Port Facilities) and Regulation (EC) 725/2004, which came into force on July 1, 2004, PSA Genova Pra', PSA SECH and PSA Venice-Vecon maintain and develop a security plan, as further detailed in Section 6.3.

In 2024, no cases of corruption referred or reportable to the companies were ascertained or reported, nor were there any non-compliance with laws and regulations or significant fines imposed. In addition, during the reporting period, there were no legal

actions taken, nor are there any pending and/or concluded legal actions related to anti-competitive behavior or violations of antitrust and competition regulations. On the websites of PSA Genova Pra' (www.psagp.it), PSA SECH (www.psasech.it) and PSA Venice-Vecon (www.vecon.it), documents related to the company certifications achieved, company policies, and organizational models pursuant to Legislative Decree 231/01 can be consulted.

There are also references to codes of ethics and the sustainability report section at www.psaitaly.com.



1.5 SUSTAINABLE PROCUREMENT



Total suppliers PSA Italy 2024: 1,132

PSA Italy terminals attach increasing importance to sustainable sourcing practices as purchasing decisions affect environmental, social and economic aspects both locally and globally.

Collaborating with qualified and reliable suppliers helps organizations meet customer needs in a timely and effective manner, while also enabling them to play a crucial role in options for abating negative impacts generated under ESG.

Thus, the three organizations that are part of PSA Italy adopt a qualification process that involves the initial assessment and periodic re-evaluation of suppliers to ensure that the services, equipment and products procured meet all aspects of quality, safety, ethics and others included in the macro-groups of economic, social and environmental sustainability.

Companies keep procurement processes under control, so that they take place in full compliance with the criteria of transparency and equal access opportunities, thus making sure that suppliers and contractors meet the requirements of professionalism, legality, reliability and cost-effectiveness in order to operate in terminal areas. Each supply of goods or services is subject to the assessment of the corporate functions that have actually used them, filling out special evaluation forms related to the type of activity performed by suppliers and compliance with respect to procurement requirements, as well as health, safety and environmental compliance. For the year 2024, no suppliers have been identified in PSA Italy's terminals as having significant potential and actual negative social and environmental impacts. Any non-conformities found are tracked, evaluated and taken into account for future supply assignments.

Second-party audits targeting safety-critical suppliers continued in PSA Genova Pra' and PSA SECH in 2024, carried out by qualified external party, with the aim of ascertaining compliance with company standards and procedures. The outcome was satisfactory, only a few reports surfaced, which were promptly handled. During 2024, the total number of suppliers with whom there were business relationships amounted to

1,132 subjects for PSA Italy, 794 involved by PSA Genova Pra' and PSA SECH, and the remaining 338 by PSA Venice-Vecon.

For PSA Italy's terminals, most of the expenditure by supply is concentrated on the purchase of services and goods instrumental to the conduct of operations. Specifically, the main types of services purchased in 2024 involved the use of temporary port labour, yard maintenance activities, rail shunting and handling (mainly at the Genova Pra' terminal), document management and coordination of operations in and out of the terminal, construction maintenance at quays and yards, inland transportation services (mainly for the Genova Pra' terminal), asphaltting activities, canteen service (only for the Genova Pra' terminal), software support, lifting equipment rental, and fire watch activities.

Regarding the assets purchased in the year 2024, most of the expenditure is for the purchase of: capital goods for the purchase of two new quay cranes for the PSA SECH terminal and for the renewal of yard equipment through the purchase of 12 RMG cranes for the PSA Genova Pra' terminal and three for the PSA Venice-Vecon terminal, electrical and mechanical maintenance material, tires for yard equipment, diesel fuel for equipment handling, electricity and gas.

The progressive integration of sustainable sourcing into PSA's - and thus PSA Italy's - ESG strategy will increasingly ensure awareness of the impact generated by the purchase of products and services, whose decisions weigh on the environment and society, along the value chain.

In fact, the parent company PSA has developed a Sustainable Procurement Framework (SPF) that provides for the enhancement of responsible operations in the areas of circular economy, green alternatives and cybersecurity, while holding the line on the principles of ethics and integrity already in place. In compliance with this standard and the PSA Group's CRMS requirements, the procurement process for equipment, facilities and technologies, as well as civil works and interventions that may impact environmental matrices and climate change, is subject to attention.

2 TRANSFORMING SUPPLY CHAINS

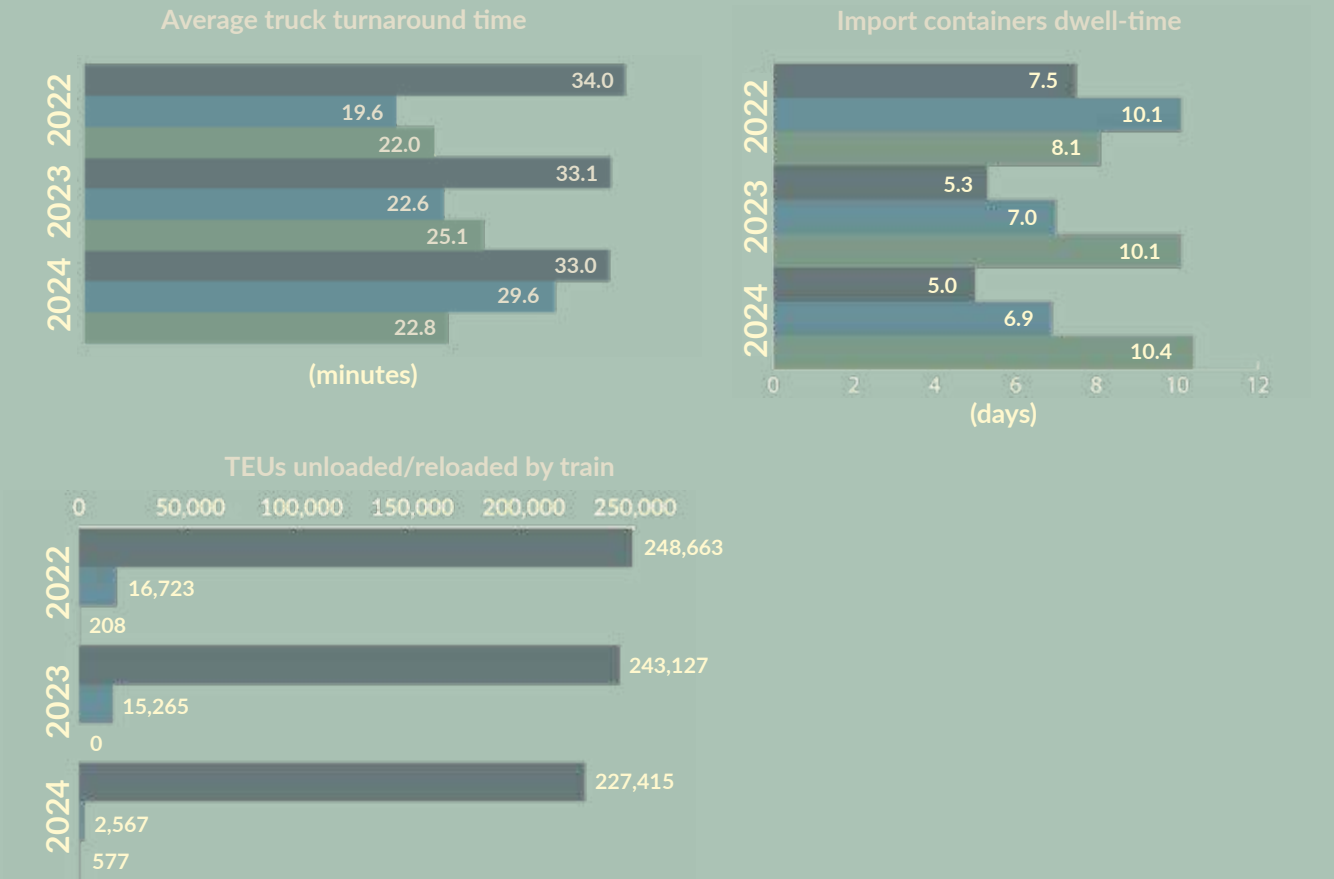
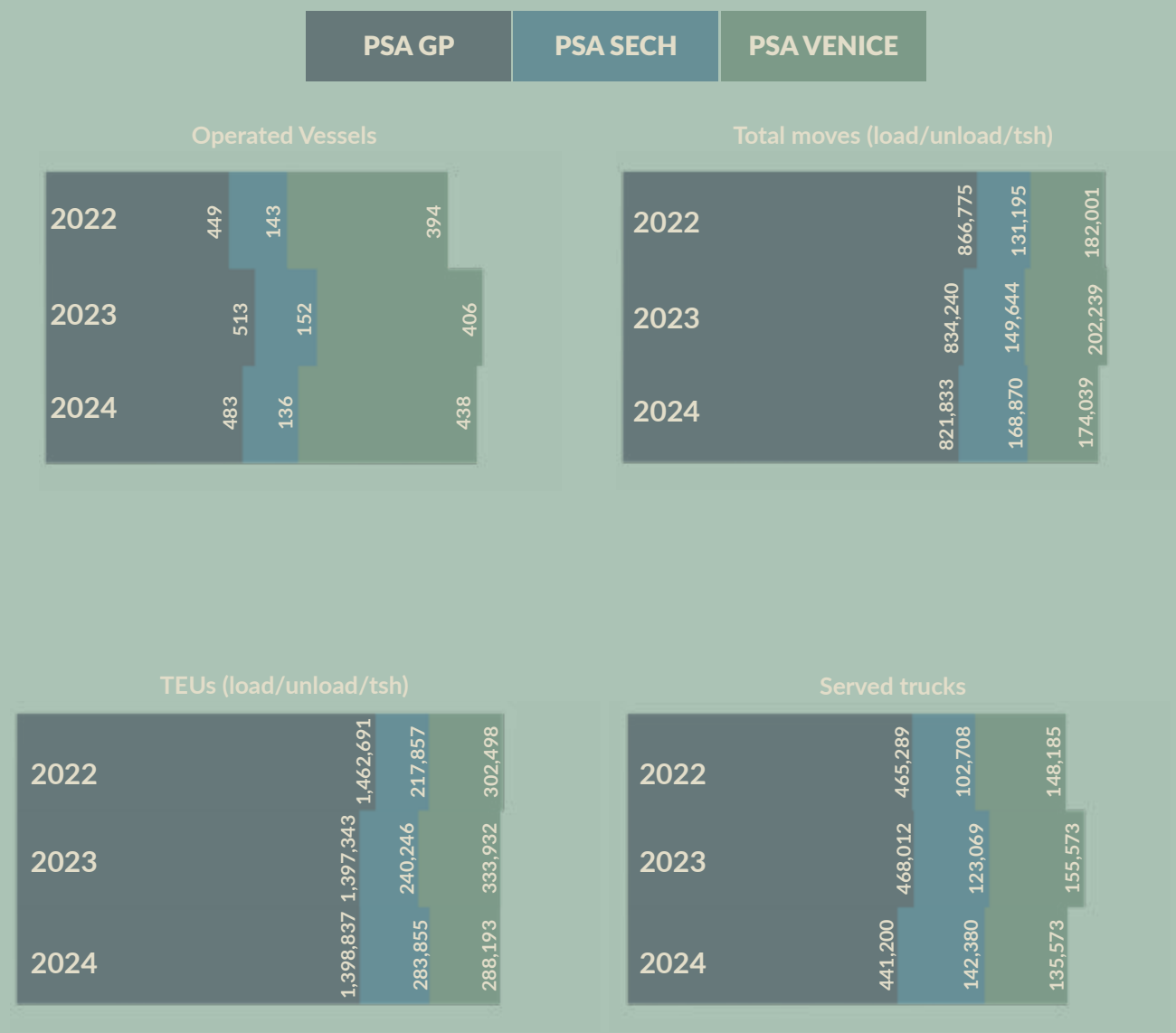


PSA International (PSA) achieved a new annual container handling record of 100.2 million Twenty-foot Equivalent Units (TEUs) across its global port terminals for the year ended 31 December 2024. This Group achievement is a historic mile-

stone as PSA surpassed 100 million TEUs handled in a single year for the first time.⁴

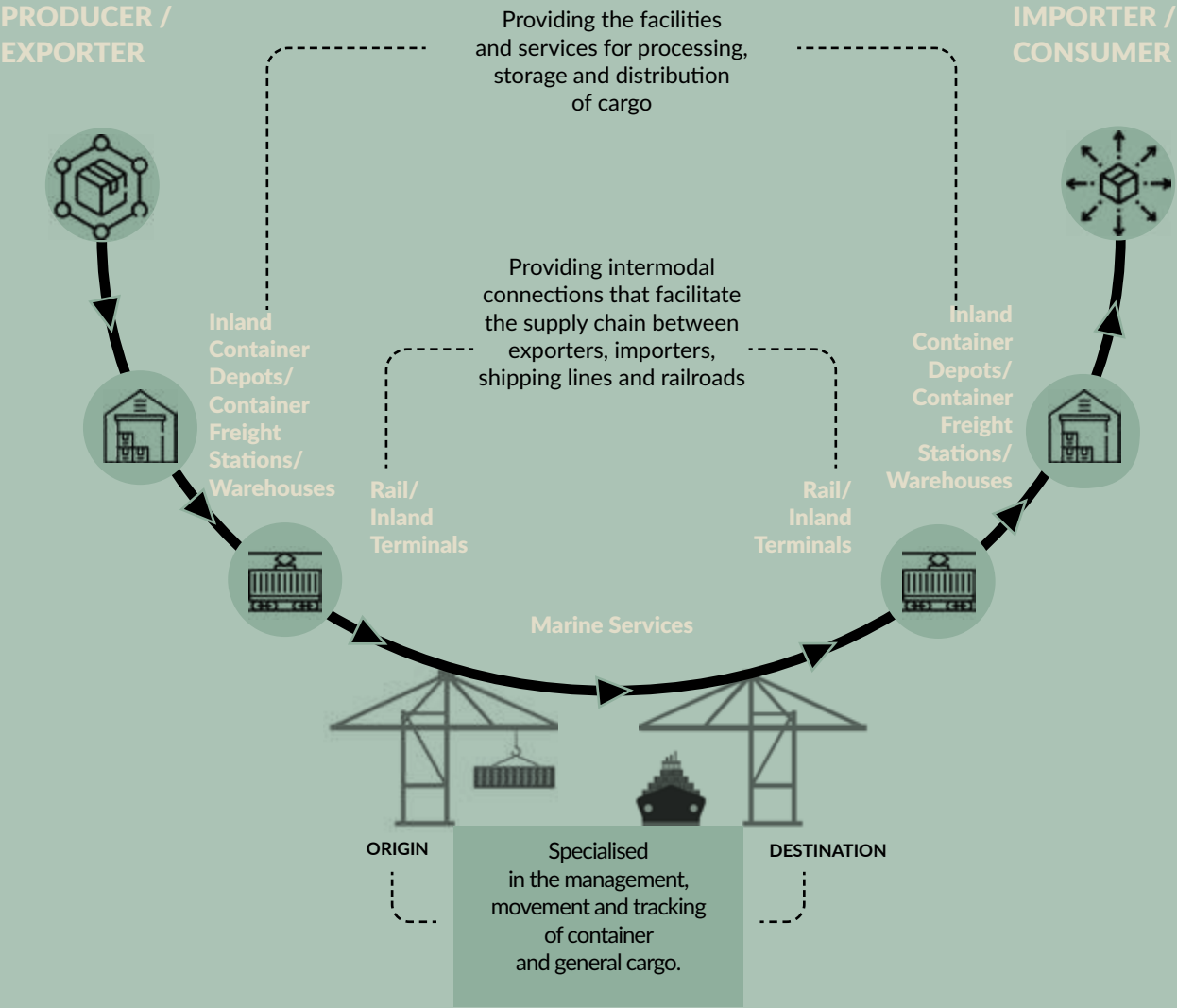
⁴ [Global PSA](#).

Traffic volumes



2.1

OPTIMISATION OF GLOBAL
SUPPLY CHAIN



PSAI Node to Network (N2N) strategy.

As global supply chains continue to face heightened volatility, PSA remains steadfast in our commitment to strengthening the resilience and adaptability of the world's ports and logistics networks. Across PSA's global portfolio, our business units are actively enhancing operational agility and infrastructure, and working closely with stakeholders to anticipate and respond to evolving challenges. "PSA is building partnerships with customers and stakeholders with common goals through a series of Node-to-Network ini-

tiatives to better coordinate upstream and downstream ports to improve the reliability of shipping schedules and overall network efficiency. At the same time, we are constantly looking for opportunities to expand our fabric of port networks and ecosystems in order to grow globally into locations that can add value and improve cargo flows. By leveraging our port facilities, supply chain capabilities and, most importantly, people, we remain firmly committed to improving collaboration with our customers to meet their specific needs in an ever-changing global landscape."¹ (Ong Kim Pong - Group CEO PSA International)

N2N IN GENOA

PDE - Warehouse and Distripark

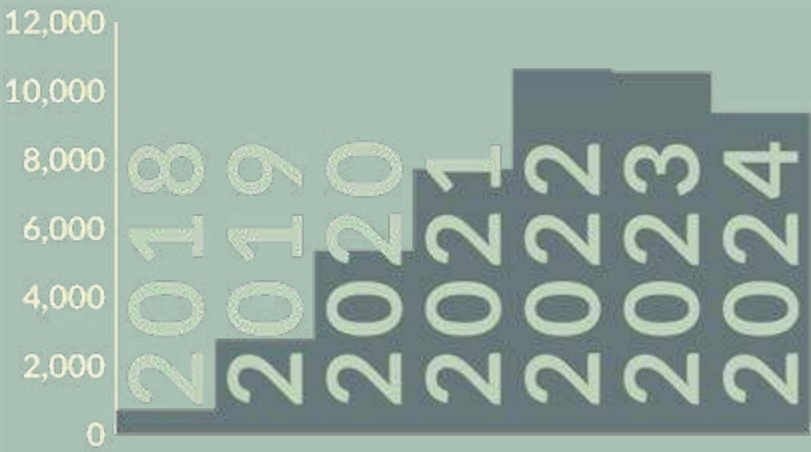
With the acquisition of the Distripark in December 2024, PDE expands the scope of its logistics activities, which were launched in April 2023 with the opening of PDE's first warehouse-a 1,200-square-meter indoor and 7,000-square-meter outdoor facility that is already widely recognized in the market. At both facilities, PDE offers container stuffing and unstuffing² services, including handling of oversized cargo, warehousing under customs and domestic regimes, as well as a wide range of value-added ancillary services, such as treatments, cargo inspections, and packaging. The strategic location of both facilities enables PDE to serve a wide variety of terminal-related players, such as shippers, shipping companies, transportation companies, and Beneficial Cargo Owners (BCOs), offering efficient solutions in an increasingly complex and disruption-prone environment. PDE receives assignments for stuffing and stripping³ operations of containers, issuance of lashing declarations, certified weighing, and installation of tarpaulins; handles import containers, both LCL (Less than Container Load) and FCL (Full Container Load), with storage options in customs or ordinary warehouses; and also handles outsourcing of activities such

as treatments and packaging of machinery and equipment. **Rail services** The rail link called "Southern Express," capable of connecting the quays in Genoa with Basel, reached 9,339 TEUs in 2024, which is a lower result than the previous year; the main causes associated with the decrease in volumes are the crisis in the Suez Canal and the works related to the adaptation of the Italian infrastructure network. Despite this, the rail link, which has been operational since October 2018, remains PSA's flagship: this is certainly a positive sign, not only in commercial terms, but also and above all in terms of confidence in the service and those who provide it. The service is based on the unique integrated approach that the terminal organization is able to offer to the customer, covering all aspects related to transit via port: commercial, documentary, customs and rail and road transport organization aspect. The service is, therefore, in a developmental perspective, leading the terminal to better serve the needs of its customers and to structure its extended offerings to build loyalty among shipping end users and anchor as much traffic as possible at the PSA Genova Pra' terminal. As a result of this rail link, 84% CO₂ emissions have been saved since its inception through the replacement of car-

bon-intensive truck moves.⁴ With a view to establishing new rail connections that would allow Genoa to be chosen as a gateway port of call to the South, PSA Italy in May 2023 launched a new connection service with Stuttgart: two trains per week connecting Southern Germany with PSA's Genova Pra' terminal. The Stuttgart Express reduces overall shipping connection

times by about seven days, as well as CO₂ emissions, with markets such as the Far East, the Middle East, and the Mediterranean, compared to routes via Northern European ports. The Stuttgart Express is also a reliable solution to challenges that may arise from congestion in northern ports. It is once again a testament to how PSA Italy champions alternative transportation solutions that are sustainable, efficient and cost-effective.

Total TEUs handled by Basel train since its inception



⁴ According to estimates on the track from the Eco Transit tool.



¹ <https://www.singaporepsa.com/wp-content/uploads/2024/07/240710-PSA-Group-and-Singapore-mitigate-impact-of-supply-chain-disruptions.pdf>
² Stuffing and unstuffing: stuffing is a process by which goods are loaded inside an empty container, then sealed (often in the presence of customs authorities) and transported to the carrier to be loaded onto the ship; the term unstuffing is widely known and used in the logistics community to refer to the unloading of packages containing goods from a loaded container.
³ Stripping: Stripping is a key activity in freight forwarding, which involves the careful unloading of shipments from containers or ships upon their arrival at the port of destination. This process is essential for efficient handling and distribution of goods and ensures that they reach their final recipients in optimal condition.



N2N IN VENICE

Intermodal link

Even during 2024 there was no shortage of disruptions in the logistics chain, which the market has become accustomed to dealing with. The detour of a significant portion of services to the Cape of Good Hope, as an alternative to transit through the Suez Canal, has made the Adriatic corridor less competitive in terms of transit time. Despite this, some sectors, particularly the steel industry, have continued to ensure regular and active supplies of raw materials and, partly under the impetus of sustainability, have identified new ways of sourcing materials. An example of such an approach is the intermodal link between the Ports of Venice and Montirone, in the province of Brescia. This service is operated by the Magli Intermodal Service Group (MIS Group) in cooperation with **PSA Venice-Vecon** and a major company in the steel industry, mainly for the supply of ferroalloys.

During the last quarter of 2024, a regular import rail link was successfully tested, connecting the quays of the **PSA Venice-Vecon** terminal in Marghera with the intermodal terminal in Montirone, located in one of the most significant industrial areas in the steel industry, which historically uses the quays in Marghera Port as an entry point for its raw materials and semi-finished products.

The train, consisting of 23 60-foot wagons with a loading capacity of 46 containers, activated 14 train links during the quarter, with a total of 530 TEUs handled by **PSA Venice-Vecon**. This operation resulted in a significant number of units diverted from road transportation, thus making a further contribution to reducing environmental impact.

Empty Depot Activities

At the Venice terminal, in connection with container loading and unloading activities, maintenance, washing and repair activities are carried out within areas inside the terminal, but separate from the unloading area. These operations are for all shipping lines. This activity has enabled the lines to increase their competitiveness in the market, as they have the ability to offer, immediately after the empty units are unloaded, a quick "sale" to the market itself, while reducing equipment turnover. In the past, in fact, empty units had to be necessarily transferred to external depots, with high handling costs, before being made available to the exporter. In parallel, the same type of service is also performed on refrigerated containers, with cleaning, washing and pre-loading inspection operations carried out quickly and directly inside the terminal, in the concession areas.

Stuffing / Unstuffing Services / Warehousing

Another ancillary activity in constant expansion and among the most requested by customers at the **PSA Venice-Vecon** terminal concerns the stuffing and unstuffing of containers. Thanks to the presence of specialized equipment, dedicated personnel, adequate and covered spaces, as well as the availability of empty containers of all companies, the terminal has been identified as a reference point in the territory for this type of operations. Cargo handling is a distinctive and value-adding element, representing a major factor. In fact, PSA has chosen to invest in this area again recently, with the installation of a sheltered area within its customs spaces in Venice. Such structure allows the terminal to further expand its range of ancillary services, offering a 2,000-square-meter covered space for goods requiring storage and handling and consolidation services in a protected area.

2.2 INNOVATION AND TECHNOLOGY



For PSA Italy terminals, technological innovation is a key factor in the realization of the sustainability strategy. This entails an investment policy oriented towards technologically innovative options available on the market and the implementation of projects involving employee participation to suggest sustainable solutions. Not only that, given its position as a leading port and logistics company, PSA Italy has a unique opportunity to lead significant initiatives and set the pace for coordinated actions within the industry. PSA Italy's vibrant organizational culture inspires creative thinking and provides solid support for innovative ideas. This fosters an environment where employees can freely exchange ideas and take risks to promote meaningful progress. Guided by INNOVISION@PSA, the PSA Group's vision of innovation, the commitment is to ingrain a culture in which employees are encouraged to "Dare to Innovate," "Never Stop Trying," and "Accept Failure as a Learning." This approach is an integral part of the identity of PSA Italy, an organization that consistently places excellence and creativity at the center of its priorities. The INNOVISION@PSA survey, conducted annually, engages employees to assess their attitudes towards innovation and analyze their level of leadership support. The feedback collected allows the effectiveness of innovation initiatives to be measured and enables an analysis of a business unit's performance against the global average.

The organization's approach to innovation is led by the PSA Italy Group Innovation and is supported by an innovation catalyst, a central figure who takes the company's proposals forward globally. The group in 2024 was further enlarged to increasingly facilitate the dissemination of the culture of innovation within the companies that are part of PSA Italy and is made up of people from different business departments, so as to go and embrace all the areas that make up the group's companies; the leitmotif is both to contribute to the development of innovative ideas published by colleagues through the iCAN platform, created to facilitate the exchange of knowledge between global business units, and to provide support for the implementation of these proposals directly during the periodic weekly meeting by group members. Here, each proposal is listened to and analyzed and, after being voted on for context and interest, eventually launched into development, as is currently happening with some of the projects that have arisen within PSA's annual Kua Hong Pak Innovation Awards (KHPIA) competition. In alignment with PSA Group's initiatives, PSA Italy also adopts several processes to monitor the effectiveness of its innovation initiatives. Key indicators, such as KHPIA applications, iCAN participation, and INNOVISION@PSA survey results, are tracked and communicated during innovation festivals and webcasts.





Innovation Festival 2024

In November, PSA Italy promoted the Innovation Festival 2024 campaign to incentivize each of the employees to propose new solutions and new ideas to make improvements, and to advance technological solutions in the service of work. There was noteworthy participation in the project, with more than 30 ideas posted on the iCAN platform. Colleagues who proposed at least one idea were awarded with a gadget by members of PSA Italy's Group Innovation in March 2025, during the awards ceremony for all participants and winners of the various innovation competitions held during 2024.

All submitted ideas were also evaluated by members of PSA Italy's Group Innovation: the top five ranked ideas were awarded by analyzing the preponderance of technological aspects as the foundational pillars through which companies contribute to the optimization of daily operations.

New to the 2024 Innovation Festival were visits to the Scuola Superiore Sant'Anna in Pisa and the crane simulator in Genova Pra'. In the first case, the visit was inspired by an article on semi-robotic exoskeletons used in the port of Livorno for lifting heavy loads, with the aim of exploring the use of such

tools in CFS operations. Two companies were met: one that creates customized simulators using augmented reality for risk scenarios and employee training, and the second which produces robotic exoskeletons for biomedical and industrial purposes.

The visit highlighted PSA Italy's ongoing commitment to innovation to improve production processes, as was the case with the release of an updated version of the crane simulator installed at **PSA Genova Pra'**. This new version, developed through collaboration between instructor, OPS Support department and supplier, enriches the training experience for crane operators by improving graphics, scenarios, travel speed and lifting. The updated physics engine refines crane movements and oscillations, while new ship models and training scenarios have been added. The simulator now includes exercises for handling different types of cargo and introduces more difficult conditions, such as bad weather and ship sways. New safety devices and emergency maneuvers have also been added to help trainees improve their skills. This update reflects PSA Italy's ongoing commitment to innovation as well as continuous improvement in occupational health and safety.

Kua Hong Pak Innovation Awards 2024

PSA has organized the Kua Hong Pak Innovation Awards (KHPIA) annually for eleven years now, which encourages employees to propose improvement projects, either within their own business units or in collaboration with others. In 2024, 669 proposals were submitted globally, matching the 2023 results. Projects developed globally through the KHPIA competition are evaluated according to their positive impact on the company or the environment, measured in terms of cost savings, personnel or carbon emissions.

PSA Italy's BUs in 2024 placed as many as eight award-win-

ning projects, which participated within categories "A" (Implemented Projects/Successful Trials with Results) and "B" (New Ideas, Prototypes and Proofs-of-Concept Innovative Idea). Colleagues were rewarded with sustainable gadgets during the award ceremony held in March 2025, as well as certificates distributed to all winners and the cash prize reserved for the four projects that excelled in the Bronze and Innovative Idea categories, sent directly from the Group's headquarters in Singapore; in addition, some of the projects have become sustainability goals for the year 2025 and the possibilities of implementing them in practice are currently being analyzed.



3

PSA ITALY'S SUSTAINABLE APPROACH





PSA International, as a global leader, and PSA Italy, as Italy's leading port operator, aspire to generate a positive social impact for all stakeholders by ensuring a safe and inclusive work environment, responsible business practices and actions to mitigate climate change by aiming for decarbonization, energy conservation, water conservation and waste reduction within their operations, including making greener logistical choices by working alongside their partners.




3.1

STAKEHOLDER ENGAGEMENT

PSA Italy's desire is to be there for all stakeholders, building great teams and partnerships and strengthening ties with local communities to achieve sustainable growth for the benefit of all.

STAKEHOLDER (MACROGROUPS)	STAKEHOLDER NEEDS	STAKEHOLDER ENGAGEMENT MODE
 INVESTORS	<ul style="list-style-type: none">• Dissemination of culture and values in economic, social and environmental matters.• Legislative compliance with mandatory and voluntary standards.• Value creation in economic, social and environmental matters.• Corporate governance aligned with best practices.• Timely and symmetrical listening and information to shareholders.• Assurance of business continuity.• Absence of incidents with penalties and reputational damage.• Adoption of risk anticipation and control systems.• Ability to attract new customers.	<ul style="list-style-type: none">• Dedicated meetings.• Evaluation and approval of the Sustainability Report.
 WORKERS	<ul style="list-style-type: none">• Economic soundness, good business climate and work organization.• Protection of employees' physical integrity, health, safety and dignity.• Absence of conflicts and claims.• Non-discrimination and equal opportunity.• Investment in professional growth, training.• Participation, communication and consultation.• Recognition of individual role, skills and merit.• Strict application of the CCNL and company supplementary bargaining for the parts delegated to it by the CCNL.• Management of labor relations with RSU and territorial Secretariats in accordance with the provisions of the CCNL.• Terminal accessibility.• Legislative compliance with mandatory and voluntary standards.• Dissemination of culture and values in economic, social and environmental matters.• Benchmarking activities.• Sharing of company policies.	<ul style="list-style-type: none">• Organizational well-being survey.• Communications through company intranet, apps and dedicated totems.• Focus groups on specific topics.• Comparison with territorial secretariats OOSS stipulating the CCNL, RSU and RLS.• Newsletter.• Publication of the Sustainability Report on the intranet and internet.
 SUPPLIERS	<ul style="list-style-type: none">• Opportunities to compete on the basis of quality and price.• Transparent purchasing processes and compliance with contractual commitments.• Qualification of suppliers including with quality, environmental and social certifications.• Anti-mafia and anti-money laundering prevention towards suppliers.• Efficient and quality service aimed at continuous improvement.• Effectiveness of contingency plans.• Legislative compliance with mandatory and voluntary standards.• Training, information and protection of health and safety.• Timely, clear, complete and effective communication.	<ul style="list-style-type: none">• Visits to suppliers.• Dedicated negotiation meetings or regarding behaviors within terminals.• Participation in meeting occasions such as meetings, expos and conventions.
 FREIGHT FORWARDERS	<ul style="list-style-type: none">• Operational efficiency and quality response service.• Timely, clear, comprehensive and effective communication.• Training and information.• Location and accessibility of terminals.• Dissemination of culture and values in economic, social and environmental matters.• Effectiveness of emergency plans.	<ul style="list-style-type: none">• Daily reports.• Periodic meetings/institutional meetings.

STAKEHOLDER (MACROGROUPS)	STAKEHOLDER NEEDS	STAKEHOLDER ENGAGEMENT MODE
 HAULIERS	<ul style="list-style-type: none"> Operational efficiency and quality response service. Timely, clear, comprehensive and effective communication. Training and information. Location and accessibility of terminals. Dissemination of culture and values in economic, social and environmental matters. Effectiveness of emergency plans. 	<ul style="list-style-type: none"> Daily reports. Periodic meetings/institutional meetings.
 CUSTOMERS	<ul style="list-style-type: none"> Efficient and quality service aimed at continuous improvement with emphasis on the environment and safety. Reliability with respect to contractual commitments. Dissemination of culture and values in economic, social and environmental matters. Timely, clear, complete and effective communication. 	<ul style="list-style-type: none"> Performance indicators (VPR). Periodic meetings. Customer satisfaction analysis. Litigation analysis. Submission of the latest Sustainability Report.
 SUPERVISORY AUTHORITIES AND BODIES	<ul style="list-style-type: none"> Legislative compliance with mandatory and voluntary standards. Collaborative approach, including participation in institutional tables, to facilitate the regulatory task. Assurance of business continuity. Absence of incidents with penalties and reputational damage. Collaboration on initiatives of common interest. Timely, clear, complete and effective communication. 	<ul style="list-style-type: none"> Daily reports. Periodic meetings. Institutional tables. Information flows.
 TECHNICAL NAUTICAL SERVICES	<ul style="list-style-type: none"> Timely, clear, comprehensive and effective communication. Location and accessibility of terminals from outside. Training and information. Control of processes in adverse condimeteo. Collaborative approach to facilitate work performance. 	<ul style="list-style-type: none"> Daily reports. Dedicated meetings.
 INSTITUTES AND TRAINING INSTITUTIONS	<ul style="list-style-type: none"> Information exchanges for better schooling of pupils. Collaboration with universities for the development of specific projects dropped on the reality of the terminal. Lectures by terminal staff. Visits at the terminals. Alternate school work experience at the terminal. Collaboration and co-participation in training programs. Health and safety protection. Effectiveness of emergency plans. 	<ul style="list-style-type: none"> Daily reports. Dedicated meetings.
 SOCIAL SECURITY AND WELFARE INSTITUTIONS	<ul style="list-style-type: none"> Reduction of the accident phenomenon. Continuous monitoring of trends in occupational injuries and illnesses. Ensuring compliance with social security and insurance rights. Timely, clear, comprehensive and effective communication. 	<ul style="list-style-type: none"> Daily reports. Periodic meetings. Institutional tables.

STAKEHOLDER (MACROGROUPS)	STAKEHOLDER NEEDS	STAKEHOLDER ENGAGEMENT MODE
 TRADE ASSOCIATIONS	<ul style="list-style-type: none"> Representation of own interests and positions in a transparent, rigorous and consistent manner. Collaboration and to initiatives of common interest. Assurance of maximum clarity in relationships. Dissemination of culture, values and focus in the Organization on economic, environmental and social issues. 	<ul style="list-style-type: none"> Collaboration and partnership initiatives. Institutional tables. Direct participation in technical committees and governing bodies. Organization of seminars, work shops, targeted surveys. Submission of the latest Sustainability Report and request for feedback.
 ONLUS AND NONPROFIT ORGANIZATIONS	<ul style="list-style-type: none"> Support for initiatives of social, humanitarian and cultural value. 	<ul style="list-style-type: none"> Collaboration and partnership initiatives.
 NEWS MEDIA	<ul style="list-style-type: none"> Bringing terminal achievements to the knowledge of the community. Public and truthful dissemination of information. 	<ul style="list-style-type: none"> Newspaper articles. Press conferences Terminal visits for articles and television reports



STAKEHOLDER (MACROGROUPS)	STAKEHOLDER NEEDS	STAKEHOLDER ENGAGEMENT MODE
 DOCKERS	<ul style="list-style-type: none"> • Ensure good working conditions and compliance with all regulations pertaining to occupational health and safety. • Training and information. • Compliance with contractual commitments. • Encouraging the participation of workers in the life of the company. • Legislative compliance with mandatory regulations. • Effectiveness of emergency plans. • Location and accessibility of terminals. • Timely, clear, complete and effective communication. • Dissemination of culture and values in economic, social and environmental matters. 	<ul style="list-style-type: none"> • Daily reports. • Collaboration and partnership initiatives. • Institutional tables. • Direct participation in technical committees and governing bodies.
 TRADE UNIONS	<ul style="list-style-type: none"> • Cooperation and maintenance of labor relations in full compliance with contractual regulations. • Absence of conflicts and claims. • Absence of accidents, injuries and occupational diseases. • Legislative compliance with mandatory requirements. • Definition of work schedules and shifts (work organization). • Timely, clear, complete and effective communication. • Protection of health and safety. 	<ul style="list-style-type: none"> • Daily reports • Institutional tables • Direct participation in technical committees and governing bodies.
 COMMUNITY	<ul style="list-style-type: none"> • Contributing to the achievement of economic, social and environmental well-being in the relevant context. • Strengthening the link with the port. • Protection of health and safety. • Effectiveness of emergency plans. • Absence of inputs from PSAs. • Location and accessibility of terminals. 	<ul style="list-style-type: none"> • Participation in meeting occasions such as expos and conventions. • Opening days of the terminal to visits
 BANKS	<ul style="list-style-type: none"> • Reliability and compliance with contractual/financial obligations. 	<ul style="list-style-type: none"> • Dedicated meetings.
 INSURANCE	<ul style="list-style-type: none"> • Reliability and compliance with contractual/insurance obligations. 	<ul style="list-style-type: none"> • Dedicated meetings.
 RESCUE SQUADS	<ul style="list-style-type: none"> • Location and accessibility of terminals. • Effectiveness of emergency plans. • Timely, clear, complete and effective communication. 	<ul style="list-style-type: none"> • Information flows.
 NEIGHBORING COMPANIES	<ul style="list-style-type: none"> • Absence of incidents with penalties and reputational damage. • Effectiveness of emergency plans. 	<ul style="list-style-type: none"> • Information flows.





3.2 METHODOLOGY AND MATERIALITY ASSESSMENT ¹

Reference framework

Stakeholder engagement - internal and external - is a key element in creating long-term shared value and pursuing responsible and sustainable transition. To understand the needs and expectations of stakeholders, PSA Italy promotes an ongoing, active and open dialogue with them through numerous listening initiatives conducted by the different business functions with different roles, levels of involvement and responsibilities. Through their involvement, PSA Italy conducts the impact materiality analysis that enables the identification of material issues for the organization, i.e., environmental, social and governance issues related to the most significant impacts for the company. In recent years, the materiality assessment has been strengthened by considering ongoing regulatory developments at the international level and the requirements introduced at the European level by the Corporate Sustainability Reporting Directive (CSRD), transposed into Italian law by Legislative Decree 125/2024, and the European Sustainability Reporting Standards (ESRS).

During 2024, PSA Italy therefore carried out a first exercise of Double Materiality Assessment (DMA), a new element introduced by CSRD, analyzing two dimensions:

- impact materiality: from an "inside-out" perspective, current and potential positive and negative impacts generated by the company were identified and assessed, i.e., the effects the organization has or could have on the economy, environment and people. The impact materiality analysis process involved key business functions, which actively contributed to the prioritization of the relevant impacts;
- financial materiality: based on an "outside-in" perspective, risks and opportunities that affect or could affect the company's financial position, financial performance and cash flows, access to financing, or cost of capital in the short, medium, or long term were defined and evaluated.

The outcomes of the Double Materiality Assessment enabled the identification of relevant sustainability issues associated with ESRS topics. The assessment involved both PSA Italy and the regional team for Europe and Mediterranean-Americas (EM-A) through an initial investigation of the materiality

aspects arising from both the identified impacts and the risks and opportunities that generate financial effects.

Since this is a first exercise, within this Sustainability Report, PSA Italy decided to report the findings that emerged exclusively from the Impact Materiality Assessment. Therefore, the material issues arising from this analysis have been transposed to the reporting scopes present within the GRI 2021 Standards, making use of the ESRS-GRI interoperability document prepared by the European Financial Reporting Advisory (EFRAG). This was done, using although a "with reference" approach, to ensure alignment with the Parent Company, which continues to report in accordance with the GRI Standards.

Impact Materiality Assessment

Impact materiality assessment consists of evaluating the impacts generated by the company on the economy, the environment, and people, both negative (taking into account any human rights violations) and positive (assessing the contribution to sustainable development). An ESG issue is therefore material, from the perspective of impact materiality, if it concerns material impacts (actual or potential, positive or negative) of the company on people or the environment in the short, medium or long term.

PSA Italy has, therefore, identified material impacts related to sustainability issues taking into account the main Reference Standards, including the GRI Universal Standards and the European Sustainability Reporting Standards, as well as a benchmark analysis carried out on the value chain, Risk Registers and Integrated Management System documents of the three BUs, which contribute to understanding the context in which the company operates. In addition, the company's internal stakeholders have participated in the process of identifying impacts, since, through their activities, they manage the relationship with external stakeholders, knowing the potential impacts (but also risks and opportunities) that could affect them (or affect the organization). Therefore, the external context in which PSA Italy operates, including business activities and relationships, was taken into account in defining impacts. Specifically, for the reporting year 2024, the potentially ma-

¹ Paragraph prepared with the support of PwC Italy - Genoa Branch - ESG Team, with which the DMA activity was carried out in 2024.

terial impacts generated (over 90 mapped) were evaluated according to the following criteria:

- negative or positive (potential and/or actual):
 - scale: how severe the impact is or could be;
 - scope: how widespread the impact is or could be;
 - irremediable character: how difficult it is or could be to counteract or repair the resulting damage, only for negative impacts;
 - probability of occurrence, which in the case of actual impact is rated with the highest score.

Based on the above described features, PSA Italy developed an assessment process that involved internal stakeholders in the analysis, leading to the definition of a final score linked to the severity (given by the average of scale, scope - and irremediable character if the impact is negative) and probability of occurrence of each impact. Once the ratings were assigned, materiality thresholds defined through the group Risk



Assessment Matrix (RAM) methodology were identified; each impact rated above the threshold was considered material, resulting in the materiality of the corresponding issue. The materiality threshold has been defined in such a way as to ensure a fair, comparable and correct representation of impacts, prioritizing maximum transparency, particularly on the most sensitive issues for the sector which the company belongs to. Finally, the significant issues identified by PSA Italy were shared with some external stakeholders representative by category in order to further validate these issues' materiality according to their point of view. The identification of material issues allowed the company to focus both on defining mitigation actions to manage the negative impacts generated and on conducting structured reflection related to the strategic directions to be pursued.








3.3 IMPACTS, MATERIAL TOPICS DESIDERATA, GOALS AND TARGETS

For the year 2024, the three terminals of PSA Italy have defined goals and targets consistent with the Targets & Commitments established by the parent company PSA. In addition to specific objectives for each entity, the three organizations have identified and shared goals of common interest aimed at promoting the continuous improvement of their respective business management systems. In many cases, these goals take the form of wide-ranging projects, with a time horizon of even several years, and are therefore structured in intermediate targets, approved by management, achievable in the short or medium term and subject to reporting, for the year 2024, in this Sustainability

Report. It should be noted that once the short- or medium-term milestones envisaged under the defined goals are achieved, the activities considered suitable are integrated into the company practices and procedures formalized within the Integrated Management System, thus ceasing to be monitored as improvement initiatives. Specifically, the table below illustrates the performance in the sustainable sphere of the three terminals through a summary table that relates the impacts generated, the topics reported on, PSA Italy's ambitions, goals, as well as the targets achieved during 2024.

GOVERNANCE (G)	ACTING WITH INTEGRITY		
	<p>ECONOMIC PERFORMANCE</p> <p>Ensuring profitability not only for the benefit of shareholders, but also for all stakeholders, by fostering an investment policy aimed at generating sustainable positive impacts.</p>		
GRI TOPICS, SDGs	<p>GRI 201 - Economic Performance</p> 	<p>GRI 202 - Market Presence</p> 	<p>GRI 203 - Indirect Economic Impacts</p> 
PSA ITALY IMPACTS	<p>Realization of positive economic outcomes resulting in sustainability benefits:</p> <ol style="list-style-type: none"> 1) integration of measures necessary to address climate change into sustainable strategies, policies, goals and investments; 2) redistribution of generated value to Stakeholders to progressively achieve greater equality; 3) disbursement of revenue to the P.A. so that it is used in initiatives with sustainable returns; 4) investment in replacing old polluting vehicles with state-of-the-art environmentally friendly equipment capable of drastically reducing direct (Scope 1 and Scope 2) CO₂ emissions (50% by 2023, 75% by 2040, reaching Net Zero in 2050) and ensuring proper ergonomics for workers. 	<ol style="list-style-type: none"> 1) Realization of positive economic results; 2) increase in local employment; 3) creation of decent jobs for women men, youth and people with disabilities; 4) distribution of the value generated to Stakeholders with a focus on the target market. 	<ol style="list-style-type: none"> 1) Positive employment impacts through the lengthening of the value chain, including by building partnerships and trust with our suppliers and customers; 2) sustainable impacts of infrastructure investments, goods and services that are a measure of the contribution to the economy in terms of capital redistributed by PSA Italy; terminal investments seek as much as possible to put locally purchased supplies at the center; 3) donations given to associations that operate locally.
PSA ITALY DESIDERATA	<p>PSA Italy aims to achieve long-term profitability in order to generate positive impacts and promote sustainable economic growth by:</p> <ol style="list-style-type: none"> (a) the search for new sources of revenue; (b) reducing costs through improved energy performance, business process efficiency and production processes; (c) the implementation of the group's sustainable policy through investments that enable the gradual modernization of facilities and equipment at terminals. 	<p>PSA Italy, as Italy's leading terminal and intermodal operator, strives to further strengthen and affirm its market presence by maintaining a focus on commitment to responsible industrial leadership and a sustainable approach to business approach aimed at mitigating climate change through the decarbonization of its operations.</p>	<p>PSA Italy aims to extend the value chain by establishing partnerships and creating sustainable growth opportunities in collaboration with key customers, suppliers, and other stakeholders. For PSA Italy, economic sustainability involves integrating environmental, social, and governance (ESG) factors into decision-making, which in turn drives increased investment in sustainable economic activities and projects.</p>
PSA ITALY GOALS	<p>Driving profit, positive impact, and sustainable growth for a better future.</p>	<p>Strengthening our market position as a terminal and intermodal operator through decarbonized operations.</p>	<p>Extending the value chain by creating sustainable growth opportunities for stakeholders, including through N2N initiatives.</p>
PSA ITALY PROGRESS AND TARGETS 2024	<ol style="list-style-type: none"> 1) Achievement of a positive economic result through the implementation of new services and a concomitant cost reduction policy aimed at energy efficiency and improvement of operational and business processes, through an in-depth analysis of impacts, risks and opportunities arising from climate change. The terminals' efforts have been recognized through the awarding of several prizes, i.e. Industria Felix, Best Terminal Operator at the S2S Awards 2024 and PSA Global Champion Award (PSA Italy). To lengthen the value chain and offer an increasingly comprehensive portfolio, PSA Italy is firmly committed to building partnerships with customers and stakeholders through Node-to-Network (N2N) initiatives in order to increase overall network efficiency: <ol style="list-style-type: none"> (a) PSA Italy has expanded the scope of its logistics activities, launched in 2023 with the opening of the first warehouse, through the acquisition under direct management of the Distripark, through its subsidiary PDE; (b) maintenance of the Southern Express train service, operated personally by PSA Italy between PSA Genova Pra' and the Frenkendorf terminal in Basel (9,339 TEU handled); (c) maintenance of the rail connection linking PSA Genova Pra' with southern Germany (Stuttgart); (d) inauguration of the new rail connection that allows PSA Venice-Vecon to be connected with Brescia. 2) PSA Italy terminal traffic volumes : <ol style="list-style-type: none"> (a) vessels alongside: 1,057; (b) TEUs handled: 1,970,885; 3) PSA Italy has made every effort to support the social fabric in which it operates through concrete actions to support the activities promoted by institutions, local authorities and private associations that have been able to count on our contribution (90,655 euros; +24% on 2022); 4) PSA Italy participated in the presentation of Maritime Venture, an ambitious project aimed at the creation of ten new companies operating in the nautical and port logistics sectors; 5) extension of EPA (Energy Peak Assessment) to contracts that do not include it (PSA Genova Pra' and PSA SECH); 6) implementation of a single TSA (Terminal Service Agreement) between PSA Genova Pra' and PSA SECH terminals and shipowners; 7) migration of the PCS (Port Community System) to the new AdSP system (PSA Genova Pra' and PSA SECH). 		

GOVERNANCE (G)	ACTING WITH INTEGRITY			TRANSFORMING SUPPLY CHAINS	
	SUSTAINABLE PROCUREMENT Minimising environmental impacts and creating positive social impacts through our procurement of goods and services, by integrating sustainability criteria in the selection, monitoring and evaluation of suppliers, including ethical behaviours, environmental protection and upholding human rights.			ETHICAL BUSINESS CONDUCT Upholding high standards of ethics and regulatory compliance, to go beyond minimum legal requirements, reflecting our long-term commitment to building a business that is successful, honest and responsible.	INNOVATION & TECHNOLOGY Innovating and harnessing technology to drive digitalisation and create more efficient and sustainable operations.
GRI TOPICS, SDGs	GRI 204 - Procurement Practices 	GRI 308 - Environmental Assessment of Suppliers	GRI 414 - Social Evaluation of Suppliers   	GRI 205 - Anti-Corruption 	Entity-specific PSAI topic (non GRI)
PSA ITALY IMPACTS	Supporting productive activities, fostering employment in the area and encouraging the growth of local businesses.	Implementing increasingly sustainable investments by consciously choosing partnerships and suppliers with low environmental and social impacts.		1) Reduction of corruption in all its forms; 2) Dissemination of anti-corruption awareness among the workforce and key stakeholders.	Reducing environmental impact through business process optimization and efficient use of resources.
PSA ITALY DESIDERATA	PSA Italy wishes to promote and support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formation and growth of local micro, small and medium-sized enterprises.	Ensure stakeholders are aware of the impact generated by PSA Italy through the purchase of products and services, whose decisions weigh on the environment and society, along the value chain.		PSA Italy wishes to: 1) contribute to eliminating corruption in the sector in which it operates, both through multistakeholder collaborations and through concrete actions within its own operations; 2) raise awareness and train personnel involved in sensitive areas at risk of corruption offenses.	
PSA ITALY GOALS	Supporting productive activities, fostering entrepreneurship, and creating decent work in local communities, aligned with PSA's sustainable procurement framework (SPF).	Progressively adopting PSA's sustainable procurement framework (SPF) to strengthen responsible operations in circular economy, green alternatives, and cybersecurity, while upholding ethics and integrity.		Zero tolerance for corruption, promoting a culture of responsible ethical conduct.	Enhancing business process efficiency.
PSA ITALY PROGRESS AND TARGETS 2024	1) PSA Italy has had business relations with 1,132 suppliers; 2) use of local suppliers whenever possible; 3) PSA Italy spent 125 M euro on consumables and services, of which 71 M euro was in local supplies, using 62% of suppliers located in the reference territorial areas, Liguria and Veneto. If spending on the Italian territory is considered, the percentage rises to 80% of the total amount in supplies.	1) Progressive implementation for PSA Italy of the Group Climate Response Management System (CRMS), developed by the parent company PSA, which consists of a set of guidelines regarding environmental and sustainability aspects to be adhered to by the group's business units (PSA Italy).		1) No cases of corruption reported or referable to PSA Italy companies have been established; 2) PSA Genova Pra' obtained the first certification of compliance with the voluntary standard UNI EN ISO 37001:2016.	1) Activation of check list application also for maintenance supervisors (PSA Genoa Pra'); 2) use of Oracle portal for management of relevant tenders (PSA SECH).
PSA ITALY GOALS					Enhancing production processes for greater efficiency.
PSA ITALY PROGRESS AND TARGETS 2024					1) Global bottom-up PSA Innovation KHPIA campaign, 8 ideas to improve sustainability and productivity proposed by PSA Italy employees were awarded by HQ Singapore, with further opportunity for development and implementation; 2) migration of the current Port Community System to the new PCSO system (PSA Genova Pra' and PSA SECH); 3) expansion of dangerous goods fleet (PSA Genova Pra'); 4) updating TOS modules: new Service Pack CTCS and SPACE4 (PSA Genova Pra'); 5) rail registration automation for inbound and outbound trains (PSA Genova Pra'); 6) interface automation between Logwin dispatcher and Cargo Solutions department to acquire reservations (PSA Genova Pra').

ENVIRONMENT (E)		TAKING CLIMATE ACTION	
		EMISSIONS & ENERGY	
Decarbonising our own operations by reducing carbon emissions across our businesses through harnessing energy-saving and efficient technology, and increasing the use and generation of renewable energy, as well as supporting the decarbonisation of the shipping & logistics industry.			
GRI TOPICS, SDGs	<div>GRI 302 - Energy</div> <div><div>7</div>7. AFFORDABLE AND CLEAN ENERGY</div> <div><div>8</div>8. DECENT WORK AND ECONOMIC GROWTH</div> <div><div>12</div>12. RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div><div>13</div>13. CLIMATE ACTION</div>	<div>GRI 305 - Emissions</div> <div><div>3</div>3. GOOD HEALTH AND WELL-BEING</div> <div><div>12</div>12. RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div><div>13</div>13. CLIMATE ACTION</div> <div><div>14</div>14. LIFE BELOW WATER</div> <div><div>15</div>15. LIFE ON LAND</div>	
PSA ITALY IMPACTS	1) Energy consumption required to carry out terminal operational and administrative activities; 2) energy consumption by upstream (e.g., material suppliers and transporters within terminals) and downstream (ship) operators; 3) impact on global warming from purchase of energy from renewable sources (Guarantees of Origin); 4) electricity generation from renewable sources on newly constructed buildings (photovoltaic panels).	1) Direct greenhouse gas (GHG) emissions (Scope 1) from diesel, gasoline, methane and refrigerants; 2) indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2); 3) other indirect greenhouse gas (GHG) emissions (Scope 3); 4) impact on the environment due to the purchase of equipment to reduce emissions of nitrogen oxides Nox (SCR); 5) mitigation of global warming impact due to modernization of the vehicle fleet (hybrid/electric); 6) CO ₂ emissions abatement from the creation of the PSA Italy forest and the PSA Venice-Vecon nectar forest.	
PSA ITALY DESIDERATA	PSA Italy aims to mitigate the risks associated with climate change by fostering sustainable growth in the port and logistics sector through energy conservation, in collaboration with strategic partners. PSA Genova Pra' plans to replace 90% of its RTGs with electric or hybrid models by 2030.	As part of the PSA Group, PSA Italy terminals aspire to reduce CO ₂ emissions in Scope 1 and 2 by 50% by 2030 and 75% by 2040, with 2019 as the base year. The organization also plans to achieve net zero emissions by 2050.	
PSA ITALY GOALS	Enhancing environmental performance.		
PSA ITALY PROGRESS AND TARGETS 2024	1) Purchase by the terminals of energy covered by the Guarantee of Renewable Origin (G.O.), which guarantees the use of renewable energy sources without CO ₂ emissions; 100% of electricity purchased by PSA Italy comes from renewable sources; 2) progressive implementation for PSA Italy of the Group's Climate Response Management System (CRMS), developed by the parent company PSA, which consists of a set of guidelines regarding environmental and sustainability aspects to be adhered to by the group's business units; 3) gradual replacement of lights on the light towers carried out during maintenance on the light towers themselves or new builds (PSA Italy); 4) switching off some light towers and crane service lights (in non-operational conditions) and along the administration building to reduce energy consumption (PSA SECH).	1) As part of PSA Italy's Go Green initiative, in addition to Zero-Emission Day, Veggie Day, Upcycling Day, and Tree Day, PSA Venice-Vecon launched a campaign among workers to promote energy conservation by illustrating good practices applicable during the workday. On this occasion, the PSA Climate Action Wallet platform was also presented, through which each worker can monitor and receive practical suggestions to reduce his or her carbon footprint; 2) PSA Italy terminals achieved, in 2023, certification according to the UNI EN ISO 14064-1:2019 standard, thus certifying greenhouse gas (GHG) emissions for the year 2022. The GHG emissions report for the year 2023 was also prepared in 2024, with the cooperation of a consultant; 3) maintenance of PSA Italy forest (Treedom) for a total of 1,000 trees, one for each employee, enabling the achievement of 228 tons of CO ₂ absorbed; 4) maintenance of a nectariferous forest to feed the bees in the Veneto region, in collaboration with 3Bee, "Oasis of Biodiversity" project (PSA Venice-Vecon); 5) the rail connection called "Southern Express" has achieved 84% of CO ₂ savings since 2018, estimated by Eco Transit tool (PSA Genova Pra'); 6) maintenance of the rail connection service between the PSA Genova Pra' terminal and Stuttgart, launched in 2023. The Stuttgart Express will reduce the overall shipping connection time by about seven days, resulting in a reduction in CO ₂ emissions; 7) inauguration of the new rail connection linking PSA Venice-Vecon with Brescia, allowing the reduction of units transported by road.	
PSA ITALY GOALS	Modernizing equipment and facilities at the terminal for greater efficiency.		
PSA ITALY PROGRESS AND TARGETS 2024	1) Replacement of 12 reachstackers, 4 for each terminal, with declared reduction in consumption (PSA Italy); 2) commissioning of 5 electric port tractors (PSA Genova Pra'); 3) perimeter project for rail side cameras (PSA Genova Pra'); 4) replacement of workstations and UPS OCR on all quay cranes (PSA Genova Pra').		

ENVIRONMENT (E)		ENSURING RESPONSIBLE OPERATIONS		NURTURING A FUTURE-READY WORKFORCE	
SOCIAL (S)					
		WASTE MGMT & RECYCLING Adopting more circular approaches to optimize resource use, minimize the waste generated in our operations and increase recycling.	SUSTAINABLE PORT DEVELOPMENT Ensuring that the planning, design and development of port infrastructure and operations take into account and addresses the environmental impacts from land development and reclamation.	OCCUPATIONAL HEALTH & SAFETY Ensuring the highest standards of health and safety for workers across our operations.	
				PEOPLE DEVELOPMENT Building a future-ready organisation by attracting and retaining an engaged workforce, providing learning and development opportunities, and cultivating a purpose driven organisational culture that is aligned with our values.	
GRI TOPICS, SDGs	GRI 306 - Waste		Entity-specific PSAI topic (non GRI)	GRI 403 - Occupational Health and Safety	GRI 416 - Customer Health and Safety
	<div><div>3GOOD HEALTH AND WELL-BEING</div><div>6CLEAN WATER AND SANITATION</div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div>11SUSTAINABLE CITIES AND COMMUNITIES</div><div>12RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>15LIFE ON LAND</div></div>			<div><div>3GOOD HEALTH AND WELL-BEING</div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div>16PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>	<div><div>16PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>
PSA ITALY IMPACTS	1) Waste production arising from the processes of storage and handling of goods and containers, maintenance of vehicles and infrastructure, civil processes of administrative type and services to workers; 2) municipal waste production: paper, glass, plastic, and undifferentiated waste that results from activities assimilated to households such as office and food consumption activities; 3) production of special waste delivered to licensed transporters and disposers by contract; 4) production of oily substances (PSA Italy) and other emulsions (PSA GP and PSA SECH), waste oil and waste from maintenance activities; 5) transition to a regenerative and circular economy through the use of renewable, reusable resources and optimization in resource use.		Impacts due to terminal infrastructure changes in compliance with the Sustainable Procurement Framework (SPF) standard and PSA Group's Climate Response Management System (CRMS) requirements.	1) Accidents, injuries, nearmiss related to the type of activity performed; 2) creation of a safe and secure working environment for all workers; 3) promotion of a healthy and sustainable lifestyle for the well-being of all workers; 4) dissemination of a culture of health and safety in the workplace; 5) worker participation and consultation and provision of appropriate communication channels to promote a safe working environment for all.	
PSA ITALY DESIDERATA	PSA Italy is committed to reducing waste generation and progressively increasing the percentage of waste directed towards recovery.			PSA Italy is continuously committed to providing a healthy, safe, and secure working environment by implementing management systems aimed at continuously improving safety standards and promoting a Health & Safety culture among all employees and stakeholders who interact with the organization.	
PSA ITALY GOALS	Enhancing environmental performance.		Modernizing infrastructure, services, and buildings at the terminal.	Reducing accidents and improving safety frequency.	
PSA ITALY PROGRESS AND TARGETS 2024	1) Average waste sent for recovery at PSA Italy terminals : 2022 2023 2024 90,7% 93,39% 87%		1) Completed renovation of maritime building (target building sustainability requirements indicated by PSA Group: installation of solar panels, energy and water consumption detectors, sound-absorbing bulkheads, etc.) (PSA Genova Pra').	1) Safety training: 8,817 hours, up 63% from 2022 (PSA Italy); 2) initiatives implemented during "Safety Week" at PSA Italy terminals : (a) sharing of safety awareness video messages with workers, promoted by the PSA group; (b) delivery of the "PSA Group HSS Management System" certification to the General Manager of PSA SECH, which recognizes the company's commitment beyond mere compliance with health, safety and environmental management systems; (c) organization of an improvisational theater performance on the topic of occupational health and safety (PSA Genova Pra' and PSA SECH) (d) organization of a meeting with managers, supervisors, union representatives from trucking and the Port System Authority to promote greater awareness of occupational health and safety issues; HSSS Policy and "Take 5" posters were signed during the event (PSA Venice-Vecon); (e) promotion of an awareness campaign on alcohol and drugs, including through an immersive experience using special glasses that simulate the state of intoxication, highlighting alterations in balance, vision and reaction time (PSA Venice-Vecon); (f) launching the WHP (Workplace Health Promotion) project, in collaboration with the Local Health Authority, to foster a wellness-oriented work environment through targeted actions on nutrition, physical activity, smoking and alcohol prevention, and transversal health practices (PSA Venice-Vecon). 3) organization of courses aimed at safety officers, focusing on the concept of "Human Factor "which takes into consideration, in addition to technical skills, the psychological and social dynamics that influence daily operations (PSA Venice-Vecon); 4) PSA Venice-Vecon hosted the port community and the city to celebrate the World Day for Occupational Health and Safety (Vecon Loves Safety 2024), also staged the play "To Those Who Hesitate" to tell the story of the direct or indirect victims of the lack of a solid safety culture at work and in life.	
				1) Training provided by PSA Italy: total training: 36,952 hours, 66% over 2022 (beginning of the three-year period); 2) PSA Italy's three terminals have reached the Group's established goal of providing at least 16 average hours of training per employee; 3) annual initiatives towards the inside of PSA Italy terminals to consolidate the relationship with Workers (PSA GoGreen, Safety week, Employee 20 and 30 and 35th anniversary celebration, Innovation campaign, Charity Week - charity between wellness and movement); 4) access to the PSAU Learn platform for employee training (PSA Italy); 5) employee participation, through dedicated team, in the drafting of PSA Italy's Sustainability Report and its dissemination to all employees; 6) disbursed sustainability course to staff not directly involved in the drafting of the report (PSA SECH); 7) offer at least three students or recent graduates the opportunity to supplement or complete their studies with a training period to be carried out in the company (PSA SECH); 8) launching the welfare initiative "Postural Education Project" at the offices of PSAVenice-Vecon; (9) reactivating the PSA Venice-Vecon" Ideas Workshop" initiative having the objective of involving workers from different departments within the terminal, so as to create moments of sharing and reflection that allow workers to propose ideas for improvement and innovative ideas on issues of environment, health and safety, energy and sustainability.	

SOCIAL (S)	NURTURING A FUTURE-READY WORKFORCE	PROTECTING OUR PEOPLE	SUPPORTING OUR COMMUNITIES	KEEPING OUR OPERATIONS SAFE AND SECURE
	EMPLOYMENT Building an organization ready to embrace change, attracting workforce, promoting employment in the territories to which the terminals belong.	EMPLOYEE DIVERSITY & INCLUSION Creating a workplace environment that respects and promotes diversity and inclusion.	COMMUNITY RELATIONS Contributing meaningfully to the lives and wellbeing of the communities where we operate, and engaging community stakeholders to address the social and environmental impact of our operations.	CYBERSECURITY & DATA PRIVACY Protecting our business systems and ensuring data privacy through the adoption of robust cybersecurity measures.
GRI TOPICS, SDGs	GRI 401 - Employment 	GRI 405 - Diversity and Equal Opportunity 	GRI 413 - Local Communities 	GRI 418 - Customer Privacy 
PSA ITALY IMPACTS	1) Increased employment through the creation of decent jobs for women, men, youth and people with disabilities; 2) employment creation in the territories to which PSA Italy terminals belong; 3) positive impact due to stable labor contracts, adequate social protection, and coverage provided by collective bargaining agreements and second-level agreements.	Creation of decent and accessible jobs, in line with the dictates of the PSA Code of Business Ethics and Conduct and the guidelines of the Group, in total absence of discrimination by gender, nationality, religion, sexual orientation, with the ultimate goal of reducing inequality.	1) Employment creation; 2) redistribution of the value generated by PSA Italy through liberal donations and activities carried out in the area, including in partnership with the municipality and other entities, aimed at the involvement and benefit of the local population; 3) reduction in resource consumption: i.e., fuels, electricity - waste production, emissions.	Protection of customer privacy and prevention of data leakage.
PSA ITALY DESIDERATA	Building an organization ready to embrace change, attracting workforce, fostering employment in terminal territories.	At PSA Italy, we want to fight discrimination and create a more diverse, fair and inclusive workplace where employees feel they can make their own personal contribution to improving corporate life. A key priority is to promote gender equality as this is the biggest gap yet to be bridged, reflected in the company's diversity performance.	PSA Italy wishes to support local activities by promoting initiatives in areas where the organization's expertise and resources can generate a positive sustainable impact. Donations and social investments are always promoted and guided by strict corporate and Group guidelines.	PSA Italy would like to continue to demonstrate leadership in its ability to ethically manage and use the data of all stakeholders who entrust PSA Italy's terminals to handle sensitive information.
PSA ITALY GOALS	Facilitating the integration of new staff at PSA Italy terminals.	Enhancing the services we provide to our workers.	Strengthening relationships with external stakeholders and raising awareness of sustainability requirements.	Securing the future with robust cybersecurity.
PSA ITALY PROGRESS AND TARGETS 2024	Employment in the territory as of 12/31/2024: amount to 1,024 direct employees of PSA Italy, up 3% from 2022.	Obtaining UNI/PdR 125:2022 certification for gender equality (PSA Venice-Vecon).	1) Sponsorships and support to local entities for social purposes: 90K Euro disbursed by PSA Italy, +56% compared to 2022; 2) participation in PSA Group's annual global challenge "Moving for Charity " (PSA Italy); 3) offer to students or recent graduates the opportunity to supplement or complete their studies with a training period in PSA Italy terminals, aimed at direct knowledge of the world of work; 4) evaluation and implementation of relevant activities that emerged from the outcomes of the sustainability report: interview addressed to external stakeholders to involve them in the choice of PSA Italy material issues; 5) educational visits addressed to schools and universities in the area, in order to illustrate the activity of the terminals (PSA Italy) 6) development of activities aimed at the recognition and dissemination of the PSA Italy logo in the area; 7) urban regeneration project in the west of Genoa (PSA Genova Pra'); 8) celebration of 30 years of activity of PSA Genova Pra'; 9) receipt of honorary plaque from the Welfare Committee Gente di Mare (PSA Genova Pra').	1) No incidents related to loss and theft of stakeholder data occurred in 2024 (PSA Italy); 2) Cyber Security Awareness course initiated by PSA Italy to raise employee awareness on topics such as secure practices, digital risks and emerging threats; 3) virtual infrastructure implementation for OT environment, GOTSS scope (PSA Genova Pra'); 4) implementation of digital signature (Cabes Pades) Top Consult (PSA SECH).

3.4 SUPPORTING OUR COMMUNITIES



3.4.1 TERMINALS' INITIATIVES

Some of the initiatives implemented by PSA Italy terminals in 2024 are as follows

PSA 's first External Stakeholder Validation kicks off

The ESRS (European Sustainability Reporting Standards) do not explicitly provide for the direct involvement of external stakeholders. However, further engagement with some stakeholders enabled PSA Italy to consolidate the results of the double materiality assessment (DMA), carried out both locally with the support of consultants and with the EM-A Region, and to obtain validation of the shortlist of material issues.

The main objective of this activity, carried out at the level of the EM-A Region, was to collect the opinion of external stakeholders regarding the importance of the impact that PSA Italy has on the external environment, with reference to the sub-topics in the final list of material issues, and to see if, in their view, there were any missing sub-topics in that list. Specifically, the following stakeholders at the local level were requested to touch ground with: port authorities, local labour agencies (e.g., Dockers - CULMV/NCLP), and any stakeholder who had not been included in the benchmarking exercise during the DMA, nor had they been represented by an internal stakeholder during the IRO (impacts, risks, opportunities) assessment phase.

Thus, a group of three stakeholders was selected with whom PSA Italy has frequent interactions and who possess adequate knowledge of sustainability as it relates to the issues on the final list. These stakeholders are: the North Adriatic Sea Port Authority for port authorities, CULMV as a labour supplier, and Lanterna di Genova as a neighboring company (located on the border with the PSA SECH terminal).

The meetings, conducted online, lasted about an hour and were conducted through separate interviews.

The objective of the interviews was to ask external stakeholders to assess the importance of each sub-topic in the final list of material topics for PSA Italy and to express whether, in their view, the relevance of these could increase over time for the organization. In practice, the interview took the form of a dialogue aimed at checking with the interviewee whether the selected material topics were in line with those defined as relevant. In addition, the interviews provided an opportunity to delve into the priorities in the stakeholders' sustainability agenda and the progress of related projects.

The final result showed that the material topics identified in PSA Italy's long-list were fully aligned with the expectations of the stakeholders interviewed.

PSA Italy supports Maritime Venture Initiative for SMEs growth

There are two important initiatives that testify to the on-

going commitment to innovation and development in the logistics and marine sectors.

PSA Italy participated in the presentation of Maritime Venture, an ambitious project aimed at creating ten new companies operating in the marine and port logistics sectors. The initiative, implemented in collaboration with CDP Venture Capital SGR, Fincantieri and other strategic partners, aims to promote the digitization of small and medium-sized enterprises (SMEs) and help build a highly competitive entrepreneurial ecosystem.

In addition, 2024 saw the successful conclusion of the second leg of the roadshow "Ports of Genoa Meet Businesses in Northern Italy," organized in cooperation with Interporto di Padova S.p.A. The event was attended by many industry experts and provided an important opportunity to discuss how cooperation between ports and companies can contribute to the optimization of supply chains.

Moving for Charity: PSA Italy makes every minute count during annual fundraising initiative

Nearly 600 colleagues from the PSA EuroMed and PSA Americas regions participated in the fourth annual Moving for Charity, the two regions' annual charity initiative in which participants collectively work towards a pre-defined exercise goal and pledge funds to local charities and social causes. The fundraiser, titled "Every Minute Counts," had an overall goal of reaching 150,000 minutes of physical activity. The concept and goal are based on the World Health Organization's recommendation of 30 minutes of moderate to intense exercise each day to maintain a healthy lifestyle.

Divided into 170 teams, each consisting of up to six members, participants were asked to track the total minutes they spent swimming, running, biking or performing other physical activities over a two-week period in June. Participants were able to record their exercise minutes via the KeepMoving app, synchronizing it with fitness apps or manually entering their activity times. It was possible to view not only their own totals, but also those of teammates and other teams. An additional level of interactivity was conferred by the ability to share photos of their activities.

At the end of the challenge period, participants recorded an impressive total of 378,225 minutes, equivalent to 6,303 hours or nearly 263 days! This result translates into an expenditure of 1,598,000 kcal, equivalent to 3,392 slices of pizza or 20,593 scoops of ice cream. This is a 36% improvement over the results achieved in the 2023 fundraiser, a very commendable achievement!

In total, a sum of about EUR 30,000 (SGD 44,000) was raised.

sed, which was subsequently donated to a wide range of charities that support children and families in need. PSA Italy terminals raised funds for the Association of Childhood Rheumatic Diseases (AMRI), the National Association of Parents of Persons with Autism (Associazione Nazionale Genitori di Persone con Autismo ANGSA), and the Child Volunteer Association (Associazione Volontari del Fanciullo).

Going The Distance - Go Green 2024 Campaign

The annual Go Green campaign, an initiative involving all PSA terminals worldwide simultaneously, took place during the middle two weeks of September, with the aim of inviting workers to reflect on their daily habits and their impact on their surroundings and the entire planet. PSA Italy's terminals also actively contributed to the campaign, organizing locally a calendar of activities in which all employees were invited to participate, with the intention of making a small but significant contribution to the environment and raising awareness about the importance of responsible behaviour. This individual approach proves instrumental in the pursuit of minimizing the negative impacts resulting from our daily actions. Four thematic days were then organized, each with a specific topic, starting with Veggie Day. On this occasion, PSA Genova Pra' and PSA SECH employees had the opportunity to taste the same vegetarian menu. PSA Genova Pra' signed an agreement with the company cafeteria to raise awareness of the choice to consume seasonal, zero-mile vegetables, while PSA SECH offered an all-vegetarian meal at the Dockers' canteen, located near the terminal and managed by the same catering company as the Pra' terminal canteen. PSA Venice-Vecon offered its employees a vegan lunch, reminding them how a healthy and varied diet can prevent and manage many chronic diseases, including obesity, hypertension, cardiovascular disease, Type 2 diabetes, and some forms of cancer.

Zero Emission Day

A break for the planet: This day, promoted by PSA Italy, was created with the intention of giving our planet a break from fossil fuels and to offer a moment of reflection on how our daily choices affect our impact on the Earth. During Zero Emission Day, employees of the two Genoese Business Units were encouraged to use public transportation and reach the terminals with on-demand shuttle services, while PSA Venice-Vecon launched a campaign among workers to save energy, illustrating good practices applicable during the workday. Also presented on this occasion was the PSA Climate Action Wallet app, supported by Deedster, which promotes daily climate action. By signing up for the platform, every worker can monitor and improve their environmental impact, receiving practical tips to reduce their carbon footprint and participate in a global community of change, where experiences and results can be shared.

Tree Day

PSA Italy has chosen to partner with Treedom to reduce CO₂ emissions and support communities in need, thus contributing to both a positive social and economic impact. Planting projects respect local cultures, bringing benefits to the communities involved. For the fourth consecutive year, PSA Venice-Vecon also celebrated Tree Day by actively contributing to the biodiversity strategy with the support of 3Bee. The initiative involves the creation of an oasis 40 km from the terminal, a nectariferous forest in an area that is also monitored remotely. The project not only aims to preserve biodiversity, but also strives to oppose climate change and soil erosion. It also represents a tangible step in the fight to reduce honeybee mortality rates in Italy, emphasizing the importance of their protection for a healthy ecosystem.

Upcycling Day

Renewing with Creativity: This day was dedicated to promoting the reuse of items that are often overlooked and thrown away. The idea behind this practice is to give new life to objects, clothes or books that are no longer used, turning them into useful creations. Employees of PSA Genova Pra' and PSA SECH participated by donating furniture and small items to reuse centers distributed throughout the city. The City of Genoa, in collaboration with AMIU, promotes the circular economy and reuse, encouraging sustainable behaviours to reduce waste production. PSA Venice-Vecon organized a collection of used clothes in a special container in the terminal. The clothing collection contributes to a positive impact on the environment by promoting the reuse of clothing and the recovery of textile fibers for the creation of new products.

Thirty years of PSA Genova Pra'

On May 5, 1994, the first container ship, the Cosco Dainty River, 180 meters long and with a maximum capacity of 2,000 TEUs, moored at the PSA Genova Pra' terminal, then known as VTE. Today, the terminal accommodates vessels with a capacity of 24,000 TEUs and a length of 400 meters. The 30th anniversary celebration of the PSA Italy terminal in Genova Pra' was held in the presence of nearly 300 guests, including the terminal's historic CEOs, Group CEO of PSA International Ong Kim Pong and Deputy Minister of Infrastructure and Transport Edoardo Rixi. Thirty years of history, commitment, challenges and work! To view the video of the 30th anniversary of the Genoese terminal, you can click on the following link: <https://youtu.be/QSK0TWQH2eg>

Happy Anniversary - our colleagues turn 20, 30 and 35 years of seniority in PSA!

In early May, an award ceremony was held at the Genova Pra' terminal to honor employees of the PSA Genova Pra' and PSA SECH terminals who reached important work anniversaries in 2024. More than 180 colleagues who have completed 30 and 20 years of work at the port were honored

by the management of the two terminals. A celebration was also held for employees who reached the 35-year milestone at PSA Venice-Vecon. A meaningful and emotional moment for the women and men of the three terminals to celebrate the commitment, work and growth of a community and people who have dedicated their lives to Genoa and Venice, the port and the company.

PSA Italy Managing Director receives the prestigious PSA Global Champions Award 2024

In 2024, the PSA Global Champions Award was presented to three leaders across PSA's business units worldwide, including Roberto Ferrari, Managing Director of PSA Italy. His exceptional leadership has guided PSA's Italian business units through key challenges and opportunities, strengthening their position in the port and logistics sector.

Paving the way for a sustainable future through collaboration - EM-A Sustainability Workshop

In February 2024, the first joint sustainability workshop was held, attended by colleagues from across the EM-A Region, as well as representatives from PSA Business Units (BUs) around the world, with the aim of creating and growing a community to foster the interchange of ideas and strategies, in line with the Group's ongoing commitment to a greener and more sustainable future. The event represented the continuation of a series of biennial sustainability workshops (following the inaugural session held in 2022), the focal point of which was an information session on the new requirements outlined by the European Union (EU) Corporate Sustainability Reporting Directive (CSRD) and the EU Taxonomy, to which "in scope" companies, including PSA Italy, will have to compulsorily align themselves in the coming years. During this session, sustainability representatives from PSA Italy, together with colleagues from finance departments and corporate communications teams experienced in sustainability reporting according to Global Reporting Initiative (GRI) standards, addressed the theoretical and practical aspects of future implementation of these guidelines. During the workshop, participants also delved into the progress made by the various BUs towards meeting the Group's emission reduction targets and the implications of upcoming EU legislation, such as onshore energy obligations. They, then, discussed the potential business opportunities arising from the development of Green Corridors through the provision of sustainable solutions and services to customers. Finally, one of the sessions covered the various BU energy transition plans; individual representatives took the opportunity to collaborate, sharing and aligning strategies, exploring new opportunities and discussing challenges encountered during the transition process.

¹ GOP: Gross Operating Profit

PSA Genova Pra' Receives Felix Industry Award

The PSA Italy terminal in Genova Pra' received in March 2024 the Industria Felix Award as the best large enterprise for management performance and financial reliability with registered office in the province of Genoa, issued by Cerved (i.e., the study center for the analysis of chamber of commerce and company data). This is a prestigious award that is also in addition to a "green" rating, based on the 2022 sustainability report and compliance with ESG criteria, as evidenced by the annual editions of the report that gather progress and data from all three terminals of PSA Italy. The Centro Studi Industria Felix s.r.l. Award is given to companies on the basis of objective criteria, through careful fact-finding work conducted by the Industria Felix Scientific Committee, coordinated at the national level by Professor Cesare Pozzi, professor of Industrial Economics at Luiss Guido Carli University. The assessment is based on the margin of operations, before depreciation, amortization and provisions to funds, and identifies a number of binding parameters of the income statement, including a positive ROE, profit, financial expense ratio, and a GOP¹ below 50%, as well as an increase or stability in the number of employees compared to the previous year. Finally, in partnership with Cerved, only companies that are solvent or safe are considered, based on the Cerved Group Score (CGS), the financial reliability indicator that, through a suite of statistical models, determines the solvency of Italian companies.

PSA Genova Pra' receives honorary plaque from Sea People Welfare Committee

At the beginning of the year, PSA Genova Pra' CEO Roberto Ferrari received a prestigious honorary plaque from Genoa City Councilor. The plaque was delivered to the PSA Genova Pra' terminal by the Genoa Sea People Welfare Committee, chaired by Admiral Piero Pellizzari, Genoa Port Authority and Liguria Maritime Directorate. Each year, the Committee organizes a charity event to support the Stella Maris Foundation. The event in 2024 was attended by several entities, including the Propeller Club, Coast Guard, the Fondazione dell'Accademia Mercantile, and the City of Genoa, as well as other associations representing the Italian maritime cluster. The reason for the award is related to the support provided to seafarers' reception projects at the port of Genoa. In fact, the Stella Maris Foundation has, for many years, been present at the PSA Italy terminal in Genova Pra' with its office. From 2018 to 2023, the Foundation supported more than 276,000 seafarers in Genoa through the efforts of about 50 volunteers. In addition, starting from 2023, in response to the changing needs of the industry, a system for forwarding packages to seafarers was introduced.

Sustainability meeting: a concrete commitment to the future of the planet

PSA Venice-Vecon participated in the meeting organized by Marevivo in Venice, focused on sustainability and tangible actions to protect the environment. The event, part of the #OnlyOne campaign, was attended by experts and authorities, including Admiral Filippo Marini and Rosalba Giugni,

president of Marevivo. In this context, PSA Italy's Sustainability Report was presented, illustrating the organization's commitment to ESG reporting and the Go Green project. The latter, as outlined earlier, involves employees each year in recycling initiatives and virtuous behavior to promote environmental ethics.



3.4.2 DIRECT ECONOMIC GENERATED AND DISTRIBUTED VALUE

The reclassification of economic value generated and distributed below highlights the economic effect that the activities of PSA Genova Pra', PSA SECH and PSA Venice-Vecon have produced on the main categories of stakeholders, namely:

- its employees, through wage compensation;
- investors, through the distribution of dividends and remuneration of lending institutions;
- suppliers, through procurement and investment spending;
- Public Administration, through the payment of taxes;
- the community, through the provision of grants to non-profits operating in local contexts.

The economic impact of PSA Italy's companies is not limited

to the production and distribution of added value; in fact, the goal of the three companies is not only to generate profits for members, but also to create job opportunities and foster economic growth in the local community.

In terms of infrastructure, the three organizations focused primarily on interventions aimed at improving productivity and raising safety levels within the terminals, with the intention of optimizing working conditions for staff.

As for investments in training activities, they span the entire professional cycle, with the aim of generating value for people through the increase and diversification of skills (employability), and for companies, through the growth of their resources, consistent with the business mission and strategy.

Investment in funded and unfunded training

	2022			2023			2024		
INVESTMENT IN TRAINING (€)	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
FUNDED TRAINING	31,635	6,240	0	55,888	42,643	17,643	61,882	40,988	11,203
Of which:									
-Private funds	31,635	6,240	0	55,888	42,643	15,098	61,882	24,108	11,203
-Public funds	0	0	0	0	0	2,545	0	16,880	0
UNFUNDED TRAINING	48,252	50,871	35,780	52,854	93,062	19,663	74,422	88,264	38,365
TOTAL TRAINING	79,887	57,111	35,780	108,742	135,705	37,306	136,304	129,251	49,568

The following table shows the costs related to training provided, broken down by investment topic area.

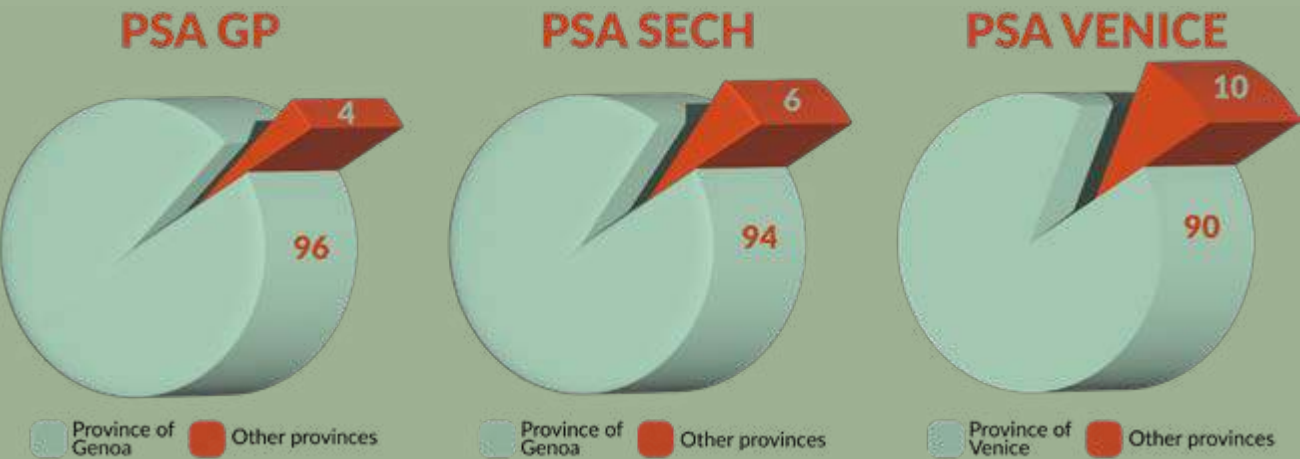
Costs by type of training

	2022			2023			2024		
COSTS BY TYPE OF TRAINING (€)	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Management training	25,369	163	5,927	30,544	3,485	2,261	29,672	9,496	7,747
Safety Training	14,506	19,546	12,097	17,775	12,112	11,329	14,537	19,924	9,531
Professional development	40,012	37,402	17,756	60,423	120,108	23,716	92,095	99,832	32,290
TOTAL	79,887	57,111	35,780	108,742	135,705	37,306	136,304	129,251	49,568

PSA Genova Pra' employed a total of 702 employees, almost totally from the province of Genoa (96.30 %). "Other provinces" (3.70%) includes the provinces of Alessandria and Savona. The figure considers the domicile of the workers. As a result of the network agreement between PSA Genova Pra' and PSA SECH, a relocation was made for some workers: the finance, procurement, corporate CSR and general services departments were relocated to the terminal offices of PSA SECH, where PSA Genova Pra' opened a branch of office.

PSA SECH employed a total of 226 employees in 2024, almost totally from the province of Genoa (93.81%), as depicted in the graph below. "Other provinces" (6.19%) includes the provinces of Alessandria, Cuneo, La Spezia and Savona. The front-line management of both entities comes almost entirely from the regional context, with the exception of one PSA Genova Pra' executive working in Switzerland and one supervisor working in Germany, both of whom are employed by PSA Genova Pra'.

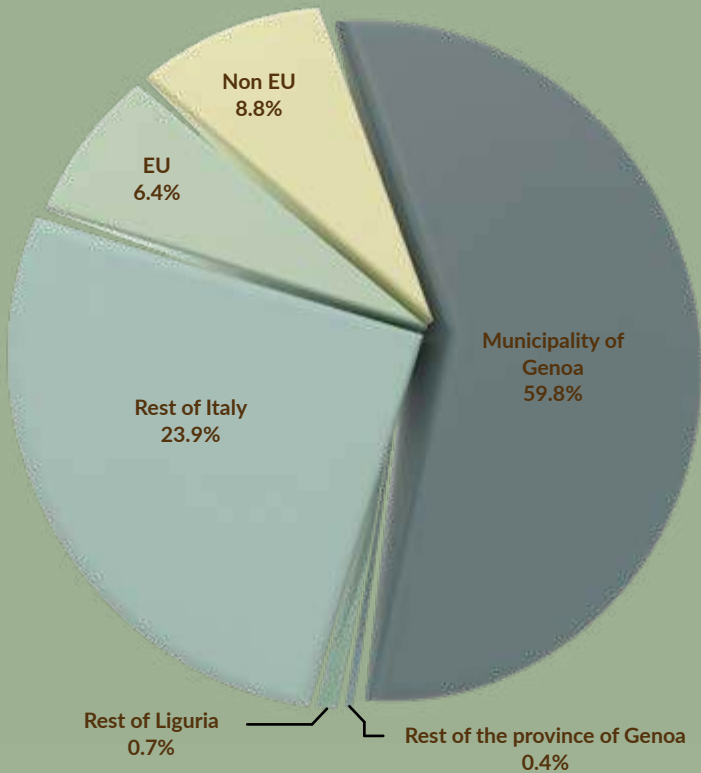
Distribution of employees by origin (%)



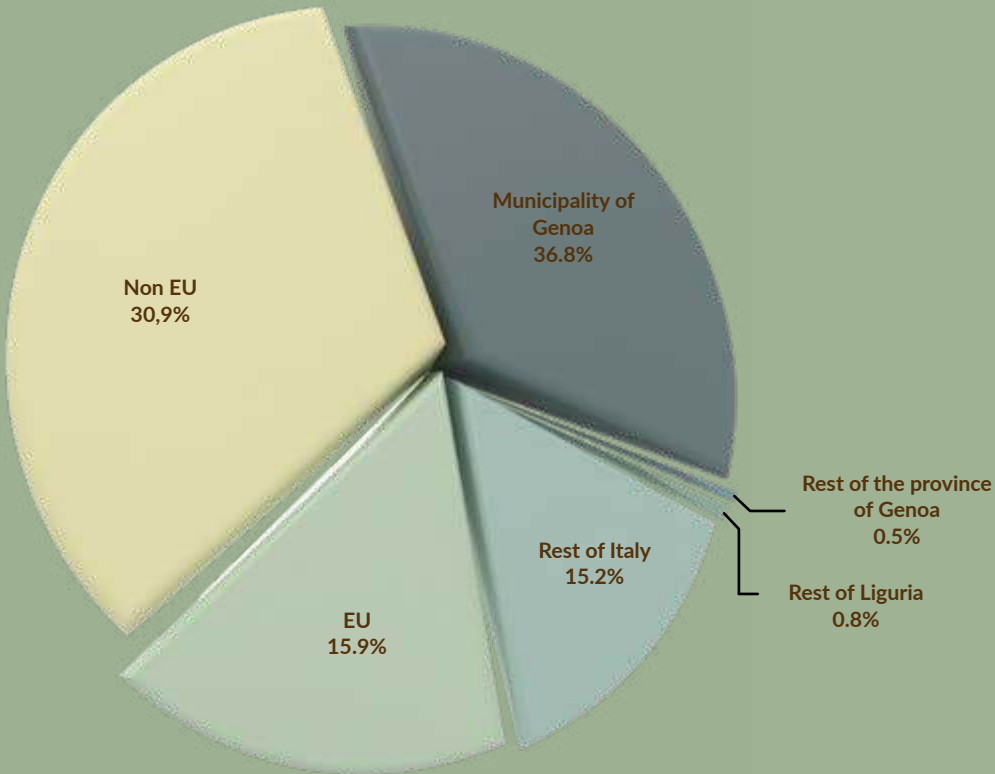
PSA Venice-Vecon employs a total of 96 employees, almost entirely from the province of Venice (90%), as depicted in the graph below. "Other provinces" (10%) includes the provinces of Padua and Treviso. For PSA Italy's terminals, assuming positions of responsibility represents the natural outlet of an internal career path, thanks to which the employee develops a strong sense of identity and belonging to the company. Great importance is attached to this aspect, defining individual career paths and targeted development plans that enable people to take on roles of increasing responsibility. In addition to managing their own personnel, PSA Genova Pra' and PSA SECH also make use of the services of the Compagnia Unica fra i Lavoratori delle Merci Varie (CULMV), while PSA Venice-Vecon makes use of the Nuova Compagnia Lavoratori Portuali di Venezia (NCLP), both of which are the only entities qualified to provide temporary port labour as they are concessionaires of the service under Article 17 of Law 84/94.

In terms of procurement, in 2024 spending on services and consumables amounted to €84,1 million for PSA Genova Pra', €31,8 million for PSA SECH, and €9,4 million for PSA Venice-Vecon. The analysis by geographical area of origin shows a clear prevalence of suppliers located on the Italian territory (almost 80% of total purchases made). Testifying to the organizations' strong roots in the territory, at suppliers located in the province of Genoa accounted for 60% of the supplies made for PSA Genova Pra'. The same is true for PSA Venice-Vecon, which in 2024 purchased goods and services from suppliers located in the province of Venice. For PSA SECH, the share of purchases made from suppliers located in the province of Genoa corresponds to 37% of total supplies. The decrease compared to previous periods is mainly attributable to advances, already accounted for, related to the purchase of two new quay cranes from a Chinese supplier, with a total value of EUR 7,9 million. This purchase resulted in a significant increase in the percentage of supplies from outside the European Union.

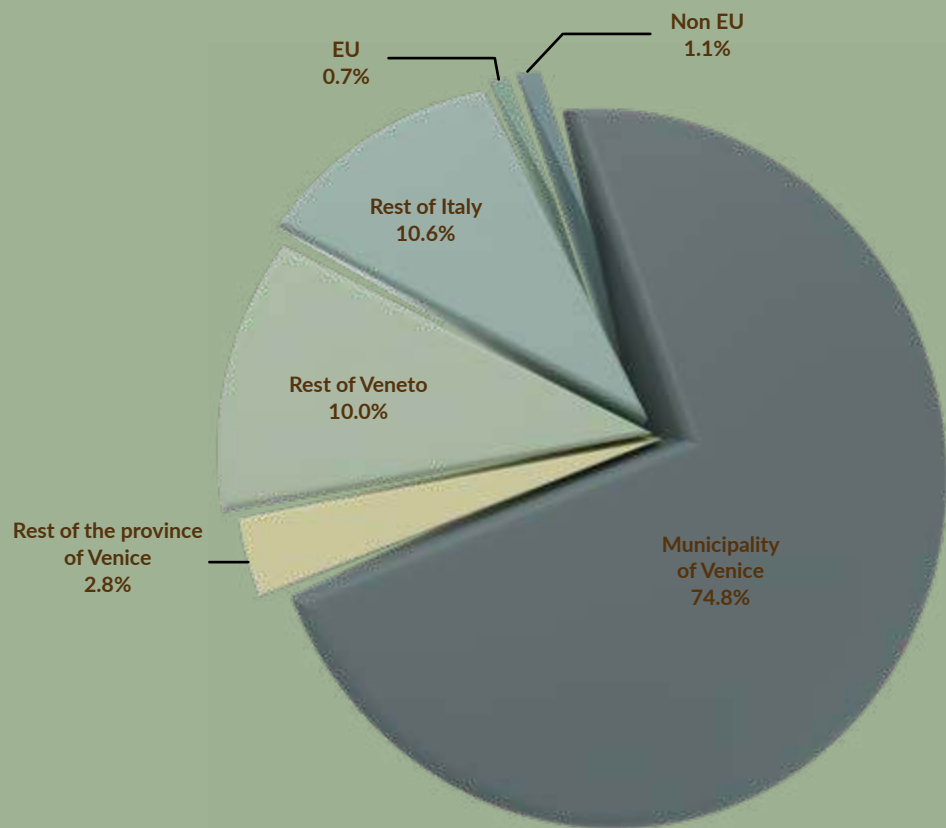
PSA Genova Pra': Supply value by geographical area



PSA SECH: Supply value by geographical area



PSA Venice-Vecon: Supply value by geographical area



The new corporate structure of the two Genoese terminals has also brought with it synergies in the selection of qualified suppliers; in fact, the total expenses generated by joint supplies amounted to 78% in the reporting year. This value is significantly higher than last year, due to both the synergies that continue to be realized and the joint purchase of new

equipment by PSA Genova Pra' and PSA SECH. The strong ties of the three companies part of PSA Italy with the local area and their closeness to citizens are also reflected in their choices to support nonprofits operating in local contexts.



Below is a list of the main sponsorships and liberality of PSA Genova Pra' and PSA SECH in 2024:

- donation to "Il Porto Dei Piccoli Onlus," a nonprofit organization for hospitalized and non-hospitalized sick children, which organizes home/hospital animation and sea-related activities. (<http://www.ilportodeipiccoli.org/>);
- donation to "Tutti Per Atta Association," a nonprofit association for teens and parents with terminally ill children;
- donation to AMRI (Association for Childhood Rheumatic Diseases). The budget earmarked for the "Moving for charity" challenge organized as part of the annual "Charity Week," thanks to the "energy points" burned by employees doing sports activities, was donated to AMRI, a nonprofit association for children suffering from serious rheumatic diseases, which works in collaboration with the scientific team of the Gaslini Children's Hospital in Genoa, the international research network on childhood rheumatic diseases PRINTO and the other family associations of the European Network for Children with Arthritis, ENCA;
- donation to ANGSA, again as part of the "Moving for Charity" challenge. ANGSA is a national association created to

defend the rights of people with autism and their families and improve their quality of life;

- sponsorships to various local sports teams, made to emphasize PSA's closeness to the world of youth, where sports are seen as an opportunity for growth and spreading a healthy culture among young people;
- contribution to "Music For Peace," a nonprofit organization dedicated to sending humanitarian aid to difficult areas of the world (Afghanistan, Syria, Palestine, etc.);
- contribution to "Fondazione Ambientalista Marevivo" for the protection of the sea and the environment, promoting actions to support marine protected areas, education in schools and universities for sustainable development and raising awareness of all issues related to the sea, with concrete actions throughout Italy;
- donation "Let's unite to support our colleagues in Cuba after Hurricane Rafael struck!", a donation organized globally in favor of the territories and colleagues affected by the hurricane in Cuba at the end of 2023 from which some families of employees of group companies come.

The following tables detail the amounts invested over the three-year period by the three organizations.

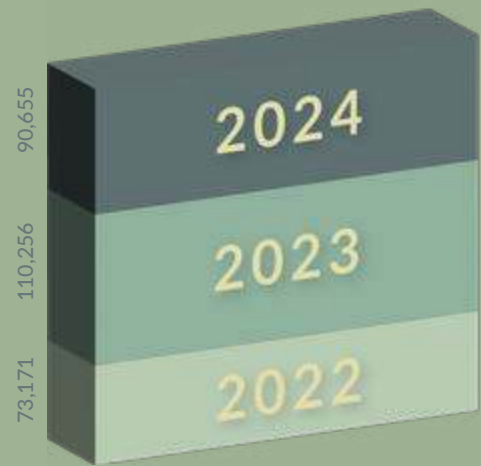
For PSA Venice-Vecon, CSR initiatives for 2024 are listed below:

- Sponsorship of local Reyer Citycamp youth basketball sports club;
- participation in PSA Group's 'Moving for Charity' initiative with a donation to the designated association "Casa del Fanciullo," which supports children in personal and family hardship, and to UILDM Venezia ODM, an association that

promotes the social inclusion of people with muscular dystrophy by supporting scientific research and health information;

- organization of the Go Green event, with the creation of a nectar forest and the planting of one hundred trees, in cooperation with 3Bee, for the preservation of bees. In addition, a donation of plants was made to employees;
- Telethon donation.

Sponsorships and donations: PSA Italy



4

TAKING CLIMATE ACTION & ENSURING RESPONSIBLE OPERATIONS



THE RIO DECLARATION ON ENVIRONMENT AND DEVELOPMENT

"In order to protect the environment, the precautionary approach shall be widely applied by States according to their capabilities. Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation."United Nations - Principle 15 of "Rio Declaration on Environment and Development."

None of the terminals are subject to constraints from the Kyoto Protocol or emission trading schemes.
As part of their management systems, PSA Italy terminals

identify the environmental aspects of their activities, products and services that they can keep under control and those over which influence can be exerted.



MARINE PROTECTION AND CONSERVATION

As a global terminal operator and preferred partner of numerous port authorities, PSA is actively engaged in promoting environmental conservation, pollutant reduction, and responsible waste management in all areas where it is present. In the context of PSA Italy, the **PSA Venice-Vecon** terminal stands out for its location within one of the largest and most relevant lagoon ecosystems in Europe and the Mediterranean basin, covering an area of 550 km². The Venice Lagoon, in fact, has been recognized as a UNESCO World Heritage Site, representing a wetland area of extraordinary biological, faunal and floristic biodiversity, where rare or endangered animal and plant species are found.

The protection of the natural environment, particularly in the delicate ecosystem of the Venetian lagoon, is therefore a priority in the operations of the Venice-Vecon PSA terminal, which cannot disregard respect for local ecological balances. The extraordinary value of this area requires constant attention to its enhancement and protection. In this context, the Venice Lagoon and its afferent water bodies have been identified as sensitive areas, subject to specific protection. The area has been delimited by the "Plan for the prevention of pollution and restoration of the waters of the catchment area immediately spilling into the Venice Lagoon," approved by Regional Council Resolution No. 23 of May 7, 2003.

In this context, the operational activity of the **PSA Venice-Vecon** terminal does not interfere with the aquatic environment, apart from runoff water resulting from rainfall, which is regulated by Concession No. 50/SAMA permit, renewed by Ministerial Decree dated 14/10/2024 by the Anti-pollution Office of the Interregional Superintendent of Public Works for the Triveneto (Former Water Authority). Stormwater runoff from paved surfaces on which vehicles travel can potentially carry pollutants, including hydrocarbons and surfactants. However, paved areas have an efficient system for collecting such water, minimizing the risk of environmental contamination.

¹ https://www.un.org/en/development/desa/population/migration/generalassembly/docs/globalcompact/A_CONF.151_26_Vol.I_Declaration.pdf

4.1 DIRECT ENVIRONMENTAL IMPACTS

The direct environmental aspects that are associated with the activities, products and services of PSA Italy's three terminals, over which there is direct management control, are those that arise from the vessel-rail-truck unloading and loading cycles and the upstream and downstream ancillary ones.

Alongside these are indirect environmental impacts, which are linked to activities of internal and external suppliers and customers and over which terminals have indirect power to intervene and vary in intensity.

In light of the above, we can consider the following significant direct environmental aspects related to the activities of the three terminals, while respecting their individual peculiarities:

- resource consumption, understood as fuel and electricity consumption. The consumption of terminal equipment can be attributed to direct use by staff and third parties;
- waste production. The waste produced is partly municipal and partly special. The former (paper, glass, plastic, and unsorted waste) derive from activities assimilated to hou-

seholds, such as office and food consumption activities, and as such the waste is delivered to the public collection service. Special waste is delivered to licensed transporters and disposers by contract. As part of its activities, each terminal maintains a temporary storage of waste, the management of which is carried out in accordance with Article 183 of Legislative Decree No. 152/2006, as amended;

- Air emissions, broken down into:
 1. conveyed emissions;
 2. diffuse emissions.
- Visual effect and outward light impact, relevant for **PSA Genova Pra'** under abnormal and emergency conditions and for **PSA SECH**, only under emergency conditions;
- water discharges, an aspect that assumes significance for terminals, only under emergency conditions;
- impact on traffic, relevant to **PSA Genova Pra'** and **PSA SECH**, in exceptional and emergency cases;
- releases to soil, subsoil, sea, relevant to **PSA SECH** under emergency conditions.



THE VISUAL EFFECT AND LIGHTING IMPACT FOR TERMINALS

The visual effect and luminous impact assume significance for PSA Genova Pra', as the terminal is highly visible from adjacent constituencies, both because of the conformation and size of the area and because of the type of equipment used and vessels that can moor at the quay.

Light impact affects both the man-made environment and the ecosystem, the orientation of animals (migratory birds, night moths) and, in general, circadian rhythms in plants, animals and humans.

The terminal is especially well visible during nighttime hours, when H24 operational needs require an adequate level of brightness, guaranteed both with light towers located on the yards and with lighting systems installed directly on board the facilities and operating vehicles. The visual impact of the terminal is, moreover, strongly accentuated in conditions of operational anomalies, which see the incidence of traffic at the local level strongly increase; similarly, the normal visual arrangement towards the local context could be compromised in case of particular emergency conditions, which could involve the sea surface or the yard in case of involvement of dangerous goods. Strict operational and emergency management procedures are in place to avoid this possibility.

Mitigation of the visual effect of the terminal is aided by some notable spatial elements:

- the presence of the buffer strip, all along the stilling channel and the stilling channel itself, which physically separate the terminal from the city constituency;
- the terminal's proximity to the highway, railroad, and other port and airport facilities, which therefore present, on their own, a significant visual impact and therefore dilute the light impact of the PSA Genova Pra' terminal.

The visual impact of PSA SECH and PSA Venice-Vecon terminals on the urban context is not significant because the areas fall in operational zones, not bordering residential areas; in fact, the site falls under class VI "exclusively industrial areas." The impact concerns the highest installations for PSA SECH (quay cranes), visible from the urban context adjacent to the port. For PSA Venice-Vecon, the light impact on the surrounding area, although not significant, concerns instead the potential production of light at night from the light towers, which remain lit only during working hours, and from the orions of the same towers, which are constantly active during the night. The terminal has also undertaken a plan to replace the light fixtures in the light towers with LED technology units.

Other aspects, again associated with terminal activity, but not significant for the low intensity of impact on the environment are as follows:

- noise emissions;
- water resource withdrawal;
 - electromagnetic emissions;
 - odorigenic emissions.

WATER USE AND POLLUTION

Water use and discharge comply with the requirements and guidelines of local regulatory authorities. Initiatives to reduce water consumption include the installation of water-efficient plumbing and sanitary systems in the case of new civil construction, as well as consumption monitoring processes. Terminals do not produce water; about water consumption within the terminals, it should be considered that the resource is mainly drawn from third-party or municipal vendors/suppliers in the port compendium. The water withdrawn does not come from water-stressed areas, drawing from surface water, groundwater or sea water, and is classified as fresh water. The water is used mainly for civilian use; use in operational areas is limited to equipment washing, in PSA Genova Pra' and PSA SECH carried out with a closed-loop system, and possible use of the fire-fighting system.



4.1.1 WASTE

All activities related to waste management and regulatory compliance (mandatory and voluntary) are regulated within specific procedures of PSA Italy's terminal management system.

Personnel working in the terminal, both internal and external, are informed about placing waste in the dedicated areas and containers

4.1.1.1 WASTE IN PSA GENOVA PRA'

In 2024, waste generation was up from the previous year (+12%), although it remained below the 2022 values. The most significant changes include an increase in mixed-material packaging (EWC 15 01 06), which is related to civil activities, and an increase in the production of rubber/plastic fenders (EWC 17 02 03) related to work carried out on inland roads.

Hazardous waste generation follows a variable trend, with an increasing production trend during the period under analysis.

The table below provides a detailed classification of the waste generated over the three-year period, including the corresponding treatment methods.

Total weight of PSA Genova Pra' by waste type

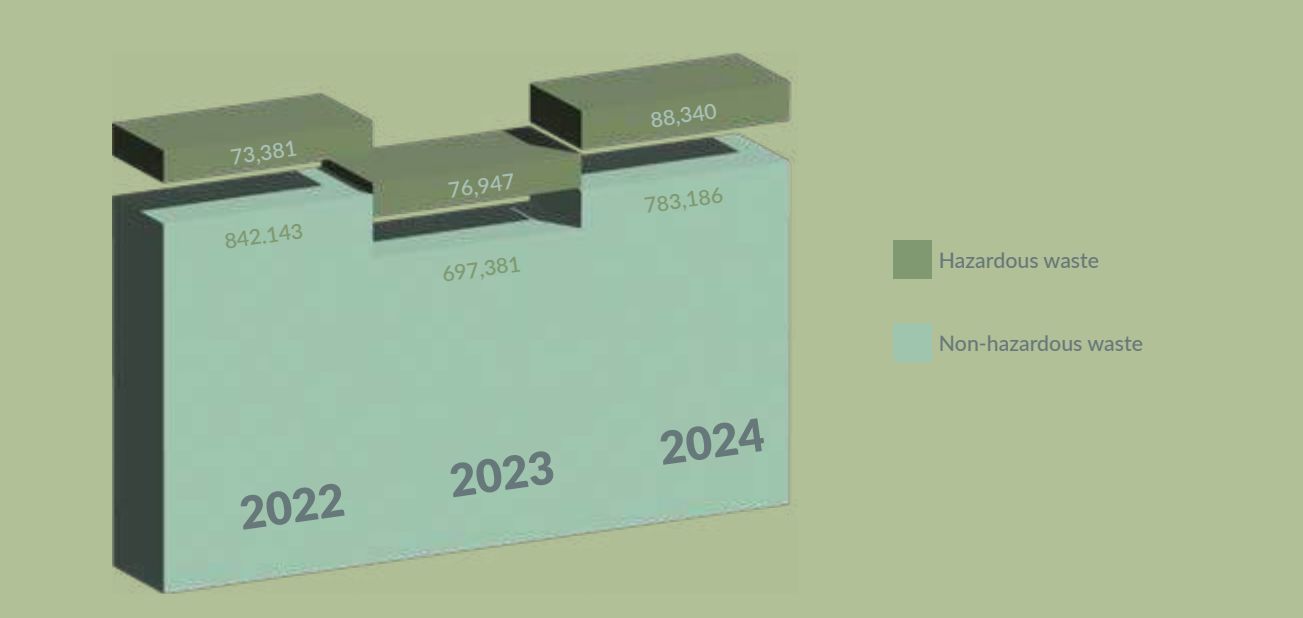
EWC Code*	Description	2022 (Kg)	2023 (Kg)	2024 (Kg)	Recovery	Disposal
02 03 04	Waste unusable for consumption or processing	0	560	0	R13	
04 02 22	Waste from processed textile fibers	0	0	0	R13	
08 01 11*	Waste paints and varnishes containing organic solvents or other hazardous substances	0	80	1,780	R13	
08 03 18	Spent printing toners, other than those mentioned in item 080317	125	42	110	R13	
12 01 12*	Spent waxes and fats	0	0	0	R12	
12 01 15	Processing sludge	0	0	0	R12	
13 02 05*	Mineral oil waste for engines, gears and lubrication, non-chlorinated	39,320	42,410	45,500		D9
13 03 07*	Non-chlorinated insulating oils	1,300	0	3,500		D15
13 08 02 *	Other emulsions	2,150	610	0	R13	
14 06 03*	Other solvents	0	0	0	R13	
15 01 01	Packaging paper and cardboard	15,060	11,360	4,180	R13	
15 01 03	Wood packaging	32,520	29,880	33,920	R13	
15 01 06	Mixed material packaging	2,640	2,160	14,610	R13	
15 01 07	Glass packaging	0	0	230	R13	
15 01 10*	Packaging containing residues of or contaminated with hazardous substances	4,242	3,891	4,260	R13	
15 01 02*	Absorbents, filter materials rags and protective clothing, contaminated with hazardous substances	5,475	12,530	3,710	R13	
15 01 03	Absorbents, filter materials, rags and protective clothing, other than those mentioned in item 15 02 02	3,738	4,885	2,980	R13	
16 01 03	End-of-Life Tires	0	420	60	R13	
16 01 07*	Oil filters	4,036	3,684	4,874	R13	

* Hazardous waste

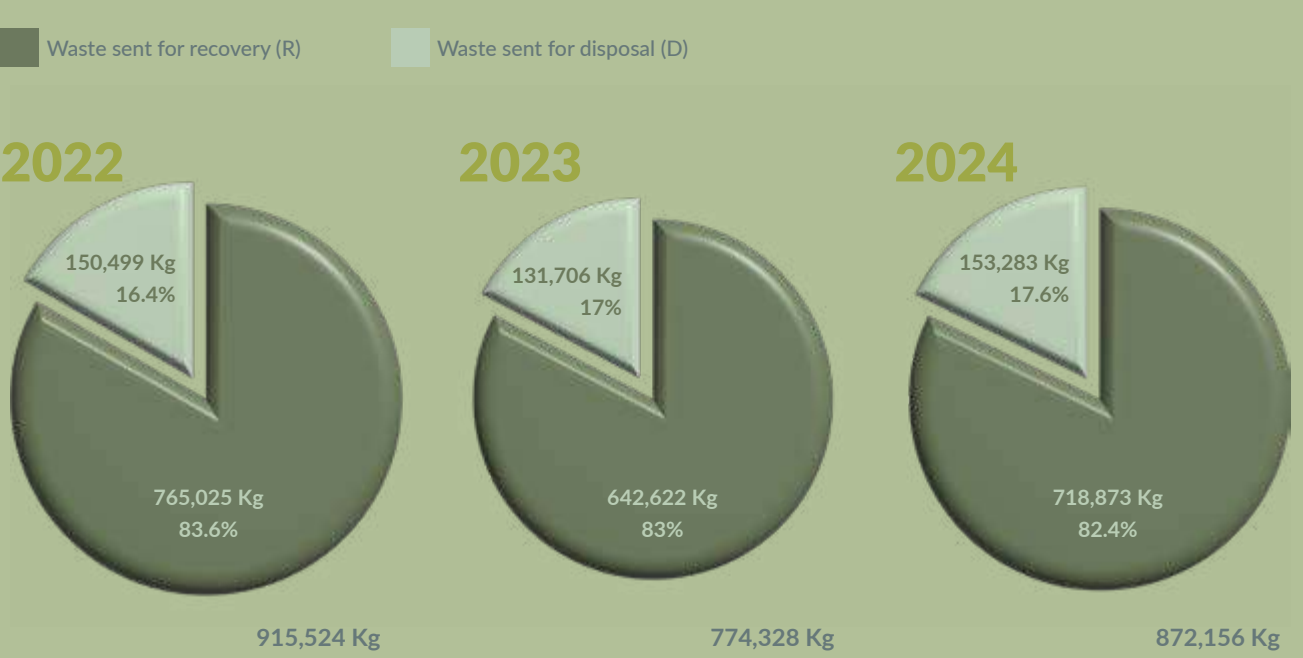
EWC Code*	Description	2022 (Kg)	2023 (Kg)	2024 (Kg)	Recovery	Disposal
16 01 21 *	Hazardous components other than those in 16 01 07 to 16 01 11, 16 01 13, and 16 01 14	485	375	710	R13	
16 01 22	Components not otherwise specified	0	0	0	R13	
16 02 09 *	Transformers and capacitors containing PCBs	0	0	0		D9
16 02 11 *	Discontinued equipment, containing chlorofluoro carbides, HCFCs, HFCs.	1,280	1,300	130	R13	
16 02 13 *	Discontinued equipment, containing hazardous components other than those listed in 16 02 09 and 16 02 12	300	390	14,000	R13	
16 02 14	Discontinued equipment, other than those in items 16 02 09 to 16 02 13	10,250	3,530	340	R13	
16 02 15 *	Hazardous components removed from discarded equipment	0	1,200	0	R13	
16 02 16	Components removed from discontinued equipment	240	2,120	0	R13	
16 03 05*	Organic waste containing hazardous substances			230		D15
16 05 04*	Gases in pressure vessels (including halons), containing hazardous substances	0	0	100		D15
16 05 05	Gases in pressure containers, other than those mentioned in 16 05 04*.	0	0	0		D15
16 06 01*	Lead-acid batteries	9,964	9,712	9,1563	R13	
16 06 02 *	Nickel-cadmium batteries	0	0	0	R13	
16 06 04 *	Alkaline batteries	0	0	0	R13	
16 07 08 *	Waste containing oil	1,570	155	0	R13	
16 10 02	Aqueous liquid wastes, other than those mentioned in 161001.	0	0	0		D13
17 01 01	Cement	0	0	0	R13	
17 02 02	Sheet glass	0	0	190	R13	
17 01 07	Mixtures of cement, brick, tile other than 170106	760	100	0	R13	
17 02 03	Plastic	705	0	2,430	R13	
17 03 01*	Tar	150	0	0	R13	
17 03 02	Bituminous mixtures	17,215	11,244	27,200	R13	
17 04 05	Iron steel	159,040	159,350	119,220	R13	
17 04 07	Mixed metals	0	2,420	0	R13	
17 04 11	Cables, other than those mentioned in heading 170410	380	480	0	R12	
17 06 03*	Other insulation materials containing or consisting of hazardous substances	2,994	299	250		D15
17 06 04	Insulating materials other than those mentioned in 17 06 01* and 17 06 03*.	6,690	30	0	R13	
17 08 02	Gypsum-based construction materials	2,180	2,160	2,140		D15
17 09 04	Mixed waste from construction and demolition activities, other than those listed in 17 09 01*, 17 09 02* and 17 09 03*	319,700	188,960	263,055	R13	
18 01 03 *	Waste that must be collected and disposed of by applying special precautions to avoid infection	15	17	13		D15
19 12 04	Plastic and rubber	0	1,400	100	R13	
20 01 01	Paper and cardboard	6,060	0	0	R13	
20 01 01	Clothing	0	0	0		D15
20 01 21 *	Fluorescent tubes and other wastes containing mercury	100	294	130	R13	
20 01 23 *	Discontinued equipment containing chlorofluorocarbons.	0	0	0	R13	
20 01 39	Plastic	3,310	1,020	40		D15

EWC Code*		Description	2022 (Kg)	2023 (Kg)	2024 (Kg)	Recovery	Disposal
20 01 40	Metal		0	0	0		D15
20 02 01	Biodegradable waste		0	0	550	R13	
20 03 01	Unsorted municipal waste		139,850	127,600	150,510		D15
20 03 03	Street cleaning residue		111,540	135,955	146,741	R13	
20 03 07	Bulky waste		10,140	11,705	15,210	R13	

Annual Production of Hazardous and Non-Hazardous Waste in PSA Genova Pra'



Trends in % of waste sent for disposal and recovery in PSA Genova Pra'



Treatment operations for Hazardous Waste in PSA Genova Pra'

	M.U.	2022	2023	2024
Hazardous Waste (H)	Kg	73,381	76,947	88,340
Radioactive waste	Kg	0	0	0
Disposal operations				
Sent to incinerators (with energy recovery)	Kg	0	0	0
Sent to incinerators (without energy recovery)	Kg	0	0	0
Sent to landfill	Kg	0	0	0
Sent to other disposal operations (codes D9, D13 and D15)	Kg	5,159	926	263
Recovery operations				
Sent to operations to prepare for reuse	Kg	0	0	0
Sent to recycling operations	Kg	0	0	0
Sent to other recovery operations (R12 -R13)	Kg	68,222	76,021	88,077

Treatment operations for Non-Hazardous Waste in PSA Genova Pra'

	M.U.	2022	2023	2024
Non-hazardous waste (NH)	Kg	842,143	697,381	783,816
Disposal operations				
Sent to incinerators (with energy recovery)	Kg	0	0	0
Sent to incinerators (without energy recovery)	Kg	0	0	0
Sent to landfill	Kg	0	0	0
Sent to other disposal operations (codes D9, D13 and D15)	Kg	145,340	130,780	153,020
Recovery operations				
Sent to operations to prepare for reuse	Kg	0	0	0
Sent to recycling operations	Kg	0	0	0
Sent to other recovery operations (R12 -R13)	Kg	696,803	566,601	630,796



4.1.1.2 WASTE IN PSA SECH

The waste produced by the PSA SECH terminal primarily results from maintenance activities of rolling stock and cranes, which is carried out by direct personnel and sees the production of some recurring waste types (e.g., oils, batteries, rags, filters, spare parts, consumables), but also by office activity. Personnel involved in waste handling have undergone specific training courses.

The terminal employs vendors qualified in collection and recovery operations (mainly R13 for storage of waste, prior to subjecting it to one of the other recovery operations, and R9 for regeneration or other reuse of oils) and disposal of the same (typically D9, D14 and D15, preliminary storage operations, prior to one of the disposal operations), depending on the type of waste in place.

As the tables and graphs below show, the total amount of waste generated in 2024 is significantly higher than in 2023. In addition, there is a marked increase in the hazardous material fraction intercepted in 2024, compared to the previous year. This increase can be attributed to two exceptional factors: the first relates to the disposal of materials from extraordinary demolitions, including the deterioration of new jersey. The second factor is related to two specific loads of hazardous waste from extraordinary disposals resulting from container damage. These disposals contributed significantly to the increase in the hazardous waste fraction generated in 2024.

Relative to the other EWCs, one can predominantly see a decrease in waste generation compared to 2023, specifically decreasing significantly:

- 13 01 10* "Non-chlorinated mineral oils for hydraulic circuits."
- 13 02 05* "Mineral oil waste for engines, gears and lubrication, non-chlorinated."
- 15 01 03 "Wood packaging."
- 15 02 02* and 15 02 03 "Absorbents, filter materials rags and protective clothing, contaminated with hazardous substances" and "Absorbents, filter materials, rags and protective clothing, other than those mentioned in 15 02 02." This commodity fraction underwent a further decrease in 2024, due to the replacement from 2022 of the absorbent material usually used to contain spills during maintenance activities and in workshops with washable and reusable absorbent cloths and rags that do not constitute waste;
- 16 02 11* "Discontinued equipment, containing chlorofluoro carbides, HCFCs, HFCs";
- 16 07 08* "Waste containing oil";
- 17 02 03 "Plastic";
- 17 04 11 "Cables, other than those mentioned in 17 04 10";
- 17 06 03 "Other insulating materials containing or consisting of hazardous substances."

- 20 03 07 "Bulky Waste."

Further analyzing the various entries, however, one can see an increase in the following EWC codes: 16 06 01* "Lead-acid batteries," 17 03 02 "Bituminous mixtures other than those mentioned in 17 03 01," 17 04 05 "Iron and steel," and 17 09 04 "Mixed waste from construction and demolition activities, other than those mentioned in 17 09 01, 17 09 02 and 17 09 03."

Regarding EWC 20 03 04 "Septic tank sewage," the ownership of the waste is, as per the latest regulations, the responsibility of the transporter.

In addition to these quantities, there are the percentages of unsorted municipal waste that are collected inside the terminal, using special bins, and then picked up by the municipal company in charge. In particular, reference is made to unsorted waste destined for disposal, as well as paper and plastic packaging sent for recovery. PSA SECH, however, is not able to keep detailed accounts of these types of waste, as they are collected by the municipal service provider together with waste produced by other port settlements, and consequently no quantitative data is available in this regard. It should also be noted that to reduce the abandonment of garbage, particularly plastic bottles, new bins have recently been installed on the trolleys of the gantry cranes in the terminal's operational areas.



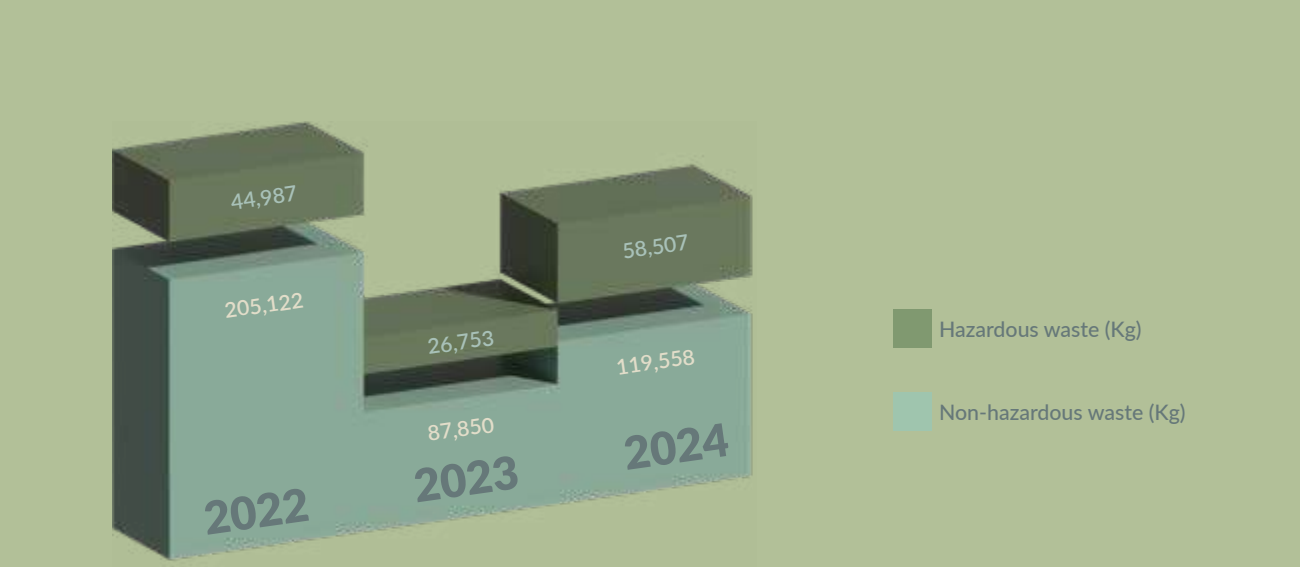
Total weight of PSA SECH by waste type

EWC Code*	Description	2022 (Kg)	2023 (Kg)	2024 (Kg)	Recovery	Disposal
02 03 04	Waste unusable for consumption or processing	0	0	800	R13	
04 02 22	Plastic waste	0	0	0	R13	
08 01 11*	Waste paints and varnishes containing organic solvents or other hazardous substances	290	80	1,780	R13	
08 03 18	Spent printing toners, other than those mentioned in item 08 03 17	19	5	18	R13	
12 01 12*	Spent waxes and fats	0	0	0		D15
13 01 10*	Non-chlorinated mineral oils for hydraulic circuits	5,700	6,600	6,500	R12	
13 01 10*	Non-chlorinated mineral oils for hydraulic circuits	0	1,250	0		D09
13 02 05*	Mineral oil waste for engines, gears and lubrication, non-chlorinated	5,300	4,400	2,500	R12	
13 07 01*	Fuel Oil and Diesel Fuel	0	0	0	R9	
15 01 01	Paper and cardboard	0	0	0	R13	
15 01 03	Wood packaging	5,080	7,580	6,360	R13	
15 01 06	Mixed material packaging	9,380	0	0	R13	
15 01 10*	Packaging containing residues of or contaminated with hazardous substances	620	715	780	R12	
15 01 10*	Packaging containing residues of or contaminated with hazardous substances	0	0	0		D09
15 01 11*	Gases in pressure vessels (including halons), containing hazardous substances	46	64	32	R13	
15 01 02*	Absorbents, filter materials rags and protective clothing, contaminated with hazardous substances	2,310	420	140	R13	
15 01 03	Absorbents, filter materials, rags and protective clothing, other than those mentioned in item 15 02 02	150	835	200	R13	
15 01 03	Absorbents, filter materials, rags and protective clothing, other than those mentioned in item 15 02 02	0	0	0		D14
16 01 03	End-of-Life Tires	0	1,800	0	R13	
16 01 07*	Oil filters	447	314	350	R13	
16 01 12	Brake pads other than those mentioned in heading 16 01 11	45	73	0	R13	
16 01 14 *	antifreeze liquids containing hazardous substances	5,381	629	0	R13	
16 01 19	Plastic	0	0	0	R13	
16 01 20	Glass from end-of-life vehicles	0	0	0	R13	
16 01 21*	Hazardous components other than those in 16 01 07 to 16 01 11, 16 01 13, and 16 01 14	163	205	320	R13/ R12	
16 01 22	Components not otherwise specified	0	0	0	R13	
16 02 11*	Discontinued equipment, containing chlorofluoro carbides, HCFCs, HFCs,	50	1,020	0	R13	
16 02 13*	Discontinued equipment, containing hazardous components other than those listed in items 16 02 09 and 16 02 12	120	40	90	R13	
16 02 14	Discontinued equipment, other than those in items 16 02 09 to 16 02 13	1,410	866	460	R13	
16 03 03*	Inorganic waste containing hazardous substances	0	0	0		D15
16 03 05*	Organic waste containing hazardous substances	0	0	8,580	R13	
16 03 06	Organic wastes other than those mentioned in 16 03 05	0	0	0		D15

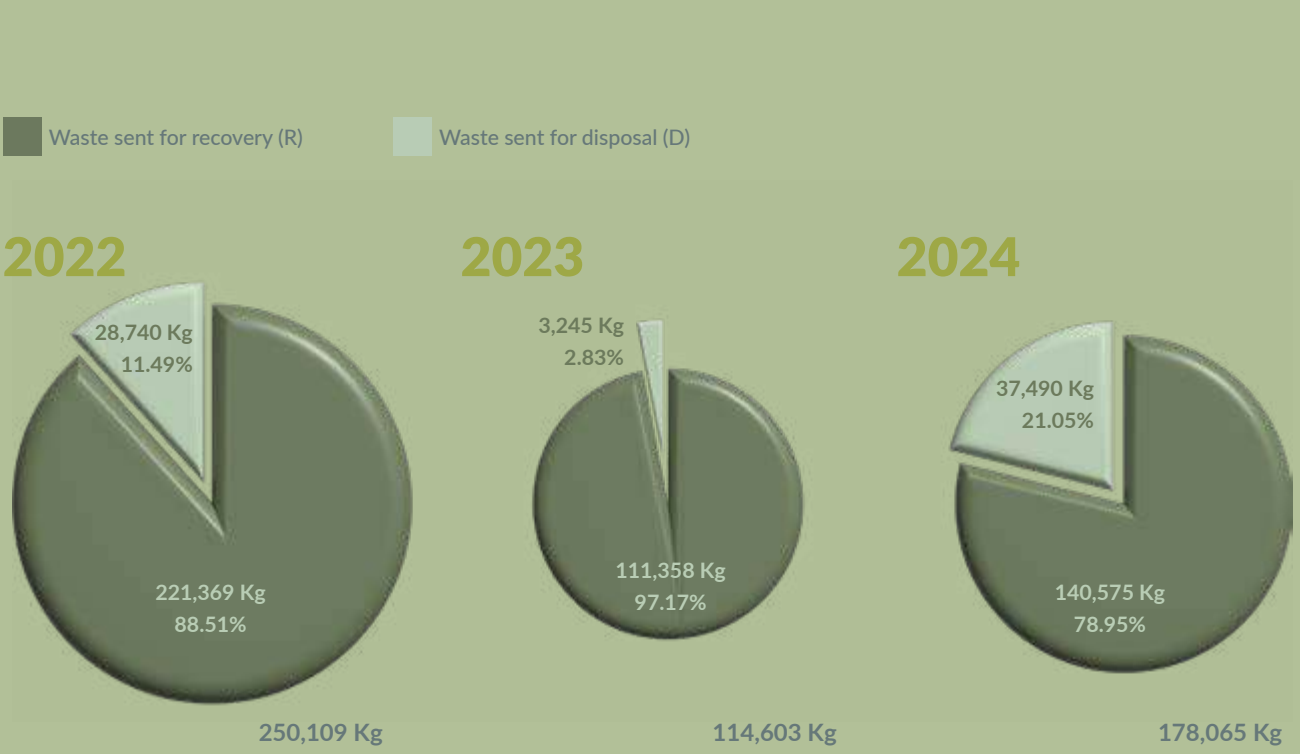
* Hazardous waste

EWG Code*	Description	2022 (Kg)	2023 (Kg)	2024 (Kg)	Recovery	Disposal
16 05 05	gases in pressure containers, other than those mentioned in 16 05 04	20	0	0	R13	
16 05 08*	Waste organic chemicals containing or consisting of hazardous substances	200	0	0		D15
16 06 01*	Lead-acid batteries	1,660	1,401	3,515	R13/ R12	
16 06 04	Alkaline batteries	8	0	0	R13	
16 06 05	Other batteries and accumulators	0	1	0	R13	
17 14 14	Waste containing oil	22,700	8,730	1,000	R9	
16 07 08*	Waste containing oil	0	0	0		D9
16 10 01*	Aqueous liquid waste containing hazardous substances	0	0	34,690		D9/D13
16 10 02	Aqueous liquid waste, other than those mentioned in 16 10 01,	18,790	1,030	2,800		D9/D13
16 10 03*	Aqueous concentrates, containing hazardous substances	0	0	0		D15
17 01 01	cement	41,380	0	0	R13	
17 01 07	Mixtures of cement, brick, tile other than 17 01 06	0	0	0	R13	
17 02 01	Wood	0	0	0	R13	
17 02 02	Sheet glass	0	0	0	R13	
17 02 03	plastic	120	2,020	120	R13	
17 02 04*	Glass, plastic and wood containing or contaminated with hazardous substances	0	0	0	R13	
17 03 02	bituminous mixtures other than those referred to in 17 03 01	0	5,880	7,310	R13	
17 04 02	Aluminum	0	0	0	R13	
17 04 05	Iron and steel	39,600	41,650	63,000	R13	
17 04 07	Mixed metals	0	0	0	R13	
17 04 11	Cables, other than those mentioned in heading 17 04 10	240	1,230	110	R13	
17 06 03	Other insulating materials containing or consisting of hazardous substances	0	965	0		D15
17 06 04	insulating materials, other than those referred to in items 17 06 01 and 17 06 03	630	0	0	R13	
17 09 04	Mixed waste from construction and demolition activities, other than those listed in 17 09 01, 17 09 02 and 17 09 03	74,340	21,510	36,060	R13	
18 01 03*	Waste that must be collected and disposed of by applying special precautions to avoid infection	0	0	0		D15
19 08 14	Sludges produced by other industrial wastewater treatment, other than those mentioned in 19 08 13*,	350	0	0		D15
20 01 01	Paper and cardboard	0	0	0	R13	
20 01 21*	Fluorescent tubes and other wastes containing mercury	0	0	10	R13	
20 01 23*	Discontinued equipment containing CFCs	0	0	0	R13	
20 01 38	Wood other than 20 01 37	0	0	0	R13	
20 02 01	Biodegradable waste	0	0	0	R13	
20 03 03	Street cleaning residue	0	0	0	R13	
20 03 03	Street cleaning residue	0	0	0		D9
20 03 04	Sewage from septic tanks	9,400	0	0		D9
20 03 06	Products from wastewater cleaning	0	0	0		D9
20 03 07	Bulky waste	4,160	3,370	2,320	R13	

Annual Production of Hazardous and Non-Hazardous Waste in PSA SECH



Trends in % of waste sent for disposal and recovery in PSA SECH



	M.U.	2022	2023	2024
Hazardous Waste (H)	Kg	44,987	26,753	58,507
Radioactive waste	Kg	0	0	0
Disposal operations				
Sent to incinerators (with energy recovery)	Kg	0	0	0
Sent to incinerators (without energy recovery)	Kg	0	0	0
Sent to landfill	Kg	0	0	0
Sent to other disposal operations (codes D9, D13 and D15)	Kg	200	2,215	34,690
Recovery operations				
Sent to operations to prepare for reuse	Kg	22,700	8,730	1,000
Sent to recycling operations	Kg	0	0	0
Sent to other recovery operations (R12 -R13)	Kg	22,087	15,808	22,817

	M.U.	2022	2023	2024
Non-hazardous waste (NH)	Kg	205,122	87,850	119,558
Disposal operations				
Sent to incinerators (with energy recovery)	Kg	0	0	0
Sent to incinerators (without energy recovery)	Kg	0	0	0
Sent to landfill	Kg	0	0	0
Sent to other disposal operations (codes D9, D13 and D15)	Kg	28,540	1,030	2,800
Recovery operations				
Sent to operations to prepare for reuse	Kg	0	0	0
Sent to recycling operations	Kg	0	0	0
Sent to other recovery operations (R12 -R13)	Kg	176,582	86,820	116,758



4.1.1.3 WASTE IN PSA VENICE-VECON

For PSA Venice-Vecon, an analysis of data from the last three years shows that after a 13%increase in waste generation in 2023, the consumption trend in 2024 settled back to 2022 levels. This was determined by the decrease in the number of containers handled compared to the peak reached in 2023. However, the production of hazardous waste has remained unchanged compared to 2023. During the three-year period, the largest quantities of waste produced were wood and mixed packaging, iron and steel, street cleaning residues, paper and cardboard, and municipal waste that cannot be separated. The latter does not depend solely on the operational activities of PSA Venice-Vecon, but

also on waste produced by third-party personnel at the terminal.

The production of waste from wood and mixed packaging is attributable to stuffing and unstuffing activities, while the production of iron and steel is mainly related to quay and/or yard crane ropes. Finally, the production of paper and cardboard is due to paper consumption in offices.

The following is a detailed table outlining the classification of waste generated over the three-year period, along with the corresponding treatment designated for each type.

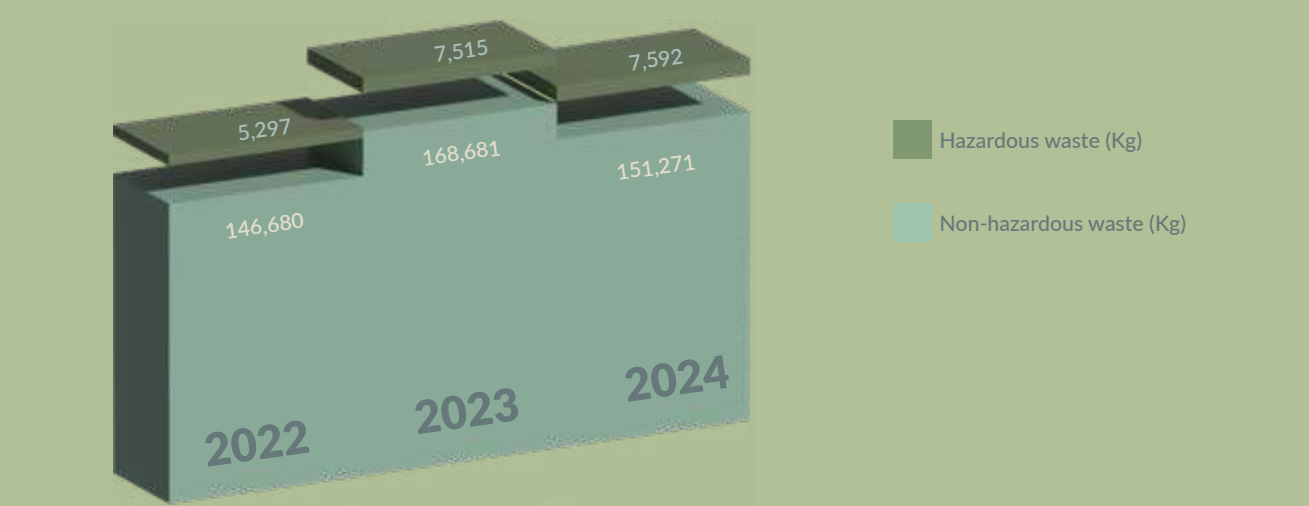
Total weight of waste in PSA Venice-Vecon by type

EWC Code*		Description	2022 (Kg)	2023 (Kg)	2024 (Kg)	Recovery	Disposal
07 02 13		Plastic Waste	410	0	0	R13	
08 01 21*		Paint or paint stripper residue	6	0	7	R13	
13 01 05*		N-chlorinated emulsions	0	0	148		D15
13 01 10*		Mineral oils for hydraulic circuits, non-chlorinated	1,383	1,132	0	R13	
13 02 05*		Mineral engine, gear and lubrication oils, non-chlorinated	1,923	3,627	4,333	R13	
15 01 03		Wooden packaging	80,600	80,720	81,300	R13	
15 01 06		Mixed material packaging	6,710	6,660	11,520	R13	
15 01 10*		Packaging containing residues of or contaminated with hazardous substances	55	51	61	R13	
15 02 02*		Absorbents, filter materials (including oil filters not otherwise specified), rags and protective clothing, contaminated with hazardous substances	233	256	481	R13	
15 01 01		Absorbents, filter materials, rags and protective clothing, other than those mentioned in heading 15 02 02	92	252	166	R13	
16 01 07*		Oil filters	206	249	351	R13	
16 01 12		Brake pads, other than those mentioned in heading 16 01 11	8	2	8	R13	
16 01 14*		Antifreeze liquids containing hazardous substances	0	0	0	R13	
16 01 21*		Hazardous components other than those in 16 01 07 to 16 01 11, 16 01 13, and 16 01 14	272	265	300	R13	
16 02 13*		Discontinued equipment, containing hazardous components (1) other than those in 16 02 09 and 16 02 12	0	0	0	R13	
16 02 14		Discontinued equipment, other than those in items 16 02 09 to 16 02 13	0	0	0	R13	
16 02 16		Components removed from discarded equipment other than those mentioned in item 16 02 15	0	0	0	R13	
16 03 05*		Organic waste containing hazardous substances	0	645	0	R13	
16 05 04*		Gases in pressure vessels (including halons), containing hazardous substances	38	26	21	R13	
16 05 05		Gas in pressure vessels	0	1,347	0	R13	
16 06 01*		Lead-acid batteries	1,181	1,264	1,995	R13	

* Hazardous waste

EWC Code*	Description	2022 (Kg)	2023 (Kg)	2024 (Kg)	Recovery	Disposal
17 04 05	Iron and steel	21,320	25,600	14,600	R13	
17 04 11	Cables, other than those mentioned in item 17 04 10	1,600	0	0	R13	
19 08 01	Screening residue washes	0	0	0	R13	
20 01 01	Paper and Cardboard	6,380	13,140	7,040	R13	
20 01 21*	Fluorescent tubes	0	0	43	R13	
20 03 01	Non-separable municipal waste	19,940	19,260	18,020	R13	
20 03 03	Street cleaning residue	9,620	21,700	18,620	R13	
20 03 03	Street cleaning residue	0	0	0		D15

Annual waste production in PSA Venice-Vecon



Total weight of waste by disposal method in PSA Venice-Vecon



Treatment operations for Hazardous Waste in PSA Venice-Vecon

	M.U.	2022	2023	2024
Hazardous Waste (H)	Kg	5,297	7,515	7,592
Radioactive waste	Kg	0	0	0
Disposal operations				
Sent to incinerators (with energy recovery)	Kg	0	0	0
Sent to incinerators (without energy recovery)	Kg	0	0	0
Sent to landfill	Kg	0	0	0
Sent to other disposal operations (codes D9, D13 and D15)	Kg	0	0	148
Recovery operations				
Sent to operations to prepare for reuse	Kg	0	0	0
Sent to recycling operations	Kg	0	0	0
Sent to other recovery operations (R12 -R13)	Kg	5,297	7,515	7,444

Treatment operations for Non-Hazardous Waste in PSA Venice-Vecon

	M.U.	2022	2023	2024
Non-hazardous waste (NH)	Kg	146,680	168,681	151,274
Disposal operations				
Sent to incinerators (with energy recovery)	Kg	0	0	0
Sent to incinerators (without energy recovery)	Kg	0	0	0
Sent to landfill	Kg	0	0	0
Sent to other disposal operations (codes D9, D13 and D15)	Kg	0	0	0
Recovery operations				
Sent to operations to prepare for reuse	Kg	0	0	0
Sent to recycling operations	Kg	0	0	0
Sent to other recovery operations (R12 -R13)	Kg	146,680	168,681	151,274



4.1.2 RESOURCE CONSUMPTION

Resource consumption at terminals is strongly proportionate to operational activity, although a consumption base is maintained even during periods of lower production, related, for example, to the lighting of the yards.

In terms of energy consumption, the activity carried out by the terminals has different needs, which can be attributed to the following energy carriers: electricity, natural gas, diesel fuel, gasoline. The main source of consumption consists of the facilities, equipment, and support machinery for both administrative and operational activities.

As for PSA Genova Pra', the company's energy utilities are grouped into the three functional areas of reference:

- Core activities: These encompass activities and related energy utilities exclusive to the production process, including loading and unloading from vessels, trucks, and trains, container handling, and the operation of the reefer fleet;
- auxiliary services: These include activities and related energy utilities that are not directly process-related but are necessary and supportive to the process performance, such as internal circulation, data center air conditioning, generator sets, and air compression;

PSA Genova Pra' fleet by energy carrier

FLEET PSA GP	DIESEL POWER SUPPLY	ELECTRIC POWER SUPPLY	GASOLINE POWER SUPPLY
2024	10 yard RTGs 30 reachstackers (17 for hire) 87 port tractors 11 forklifts + front loader (for empty containers) 15 forklifts 3 elevating platforms (AWPs) 15 operational vehicles (5 for hire)	21 E-RTGs (yard crane) 12 quay cranes 4 RMGs (railway crane) 14 forklifts 3 pallet trucks 2 elevating platforms (AWPs) 5 port tractors	33 operating vehicles (for hire)
2023	10 yard RTGs 31 reachstacker (18 for hire) 90 port tractors 11 forklift + front loader (for empty containers) 16 forklifts 3 elevating platforms (AWPs) 13 operational vehicles (5 for hire)	21 E-RTGs (yard crane) 12 quay cranes 4 RMGs (railway crane) 14 forklifts 3 pallet trucks 2 elevating platforms (AWPs)	34 operating vehicles (for hire)
2022	10 yard RTGs 25+3 Power Pack Unit (PPU) reachstackers 92 port tractors 11 forklift + front loader (for empty containers) 16 forklifts 2 elevating platforms (AWPs) 15 operational vehicles (5 for hire)	21 E-RTGs (yard crane) 12 quay cranes 4 RMGs (railway crane) 14 forklifts 3 pallet trucks 2 elevating platforms (AWPs) 1 operating car (rental)	32 operating vehicles (for hire)

The main resources utilized at the terminals are:

- electricity;
- fuel.

• general services: these encompass activities and related energy utilities of a general nature, not directly related to or supporting production, such as lighting, seasonal air conditioning, electromotive force consumption, canteen services and voltage transformers).

PSA Genova Pra' has been undergoing a comprehensive terminal renovation project for several years, aimed at modifying the terminal layout and introducing more efficient and sustainable equipment to enhance productivity. Currently, the replacement of diesel-powered yard cranes with electric/hybrid alternatives is underway, and the commissioning of electric port tractors, still in the testing phase, is nearing completed.

Below is the size of the PSA Genova Pra' fleet by energy carrier over the past three years.

Electrical power in PSA Genova Pra' is distributed in the following main functional areas:

- quay cranes (QC)-for loading and unloading containers from vessels;
- yard cranes (E-RTG)-for loading and unloading containers from trucks;

- Rail cranes (RMG)-for loading and unloading containers and goods from trains;
- Plugging of temperature-controlled containers (reefers);
- lighting (street, light towers);
- buildings.

Below is the size of the PSA SECH fleet by energy carrier:

PSA SECH fleet by energy carrier

FLEET PSA SECH	DIESEL POWER SUPPLY	ELECTRIC POWER SUPPLY	GASOLINE POWER SUPPLY
2024	22 port tractors (+ 24 semi-trailers) 15 reachstackers 8 forklift 1 AWP 2 company-owned vehicles 12 leased cars	5 quay cranes 6 RMGs 4 forklift 2 AWP	6 leased cars
2023	22 port tractors (+ 28 semi-trailers) 19 reachstackers 8 forklift 1 AWP 2 company-owned vehicles 17 leased cars	5 quay cranes 6 RMGs 4 forklift 2 AWP	1 leased cars
2022	2 RTGs 23 port tractors (+ 28 semi-trailers) 17 reachstackers 8 forklift 1 AWP 3 company-owned vehicles 16 leased cars	5 quay cranes 6 RMGs 4 forklift 1 AWP	1 leased cars

In PSA SECH, energy consumption is due to:

- use of quay cranes, RMGs;
- use of rolling stock (AWPs, forklifts, tractor-trailers, reachstackers);
- plugging of temperature-controlled containers (reefers);
- yard lighting;
- office activities;
- ancillary activities.

PSA SECH has also undertaken a number of initiatives to renew its fleet in recent years, starting with the demolition, which began in 2019 and ended in 2023, of the eight diesel-powered RTGs that operated on the yard. During 2023, specifically, the last two RTGs serving the rail were de-

commissioned. The terminal has also adopted PSA Group's equipment replacement policies, prioritizing energy-saving initiatives and other measures aimed at reducing environmental impacts, which are further elaborated in Section 4.3 on Climate Change Adaptation. In 2024, the introduction of four new high-performance reachstackers is noteworthy. These vehicles, through improved engine torque transmission efficiency, ensure a significant reduction in diesel consumption. They have replaced older units with considerably lower environmental performance.

It is also worth mentioning that since May 2024, the photovoltaic system (Capacity 19.8 kWp) located above the PCF (Front Control Post) of the terminal has commenced operation.

Below is the size of the PSA Venice-Vecon fleet by energy carrier over the past three years.

PSA Venice-Vecon fleet by energy carrier

FLEET PSA VENICE	DIESEL POWER SUPPLY	ELECTRIC POWER SUPPLY	GASOLINE POWER SUPPLY
2024	2 yard RTGs 13 reachstackersr 17 port tractors 9 forklifts (1 for hire) 2 elevating platforms (AWPs) 2 operating cars	4 quay cranes 1 E-RTG (yard crane) 2 full electric forklifts	9 operational cars (2 rented) of which 2 are mild hybrid
2023	2 yard RTGs 11 reachstackersr 19 port tractors 9 forklifts (1 for hire) 2 elevating platforms (AWPs) 2 operating cars	4 quay cranes 1 E-RTG (yard crane) 1 full electric forklifts	11 operational cars (2 rented) of which 2 are mild hybrid
2022	2 yard RTGs 11 reachstackersr 17 port tractors 9 forklifts (1 for hire) 2 elevating platforms (AWPs) 2 operating cars	4 quay cranes 1 E-RTG (yard crane) 1 full electric forklifts	11 operational cars (2 rented) of which 2 are mild hybrid

In PSA Venice-Vecon, electrical power is distributed in the following main functional areas:

- quay cranes (QC)-for loading and unloading containers from vessels;
- yard cranes (E-RTG, RTG)-for loading and unloading containers from trucks;
- plugging of temperature-controlled containers (reefers);
- lighting (street, light towers);
- office building.



Over the past few years, PSA Venice-Vecon has begun a renovation project involving the replacement of present equipment with increasingly state-of-the-art and sustainable equipment, which is better detailed in Section 4.3 Climate Change Adaptation.

The total energy consumption at PSA Genova Pra' in 2024 is consistent with the levels observed in 2023, which saw a significant reduction compared to previous years, primarily due to the energy efficiency measures implemented by the company.

Energy consumption within PSA Genova Pra' (expressed in kWh, liters and m³)

	Energy consumption sources	M.U.	2022	2023	2024
PSA GP	(A) TOTAL ELECTRICITY CONSUMPTION	kWh	25,567,489	23,324,114	23,932,957
	(B) TOTAL DIESEL CONSUMPTION	[liters]	3,843,186	3,244,417	3,271,925
	NON-OPERATIONAL DIESEL *	[liters]	16,712	15,859	19,971
	OPERATIONAL DIESEL	[liters]	3,826,474	3,228,558	3,251,954
	(C) METHANE BOILER	[m3]	252,110	221,963	213,468
	D) PETROL	[liters]	50,159	49,304	50,504

Energy consumption within PSA Genova Pra' (expressed in GJoules² = 10³joules)

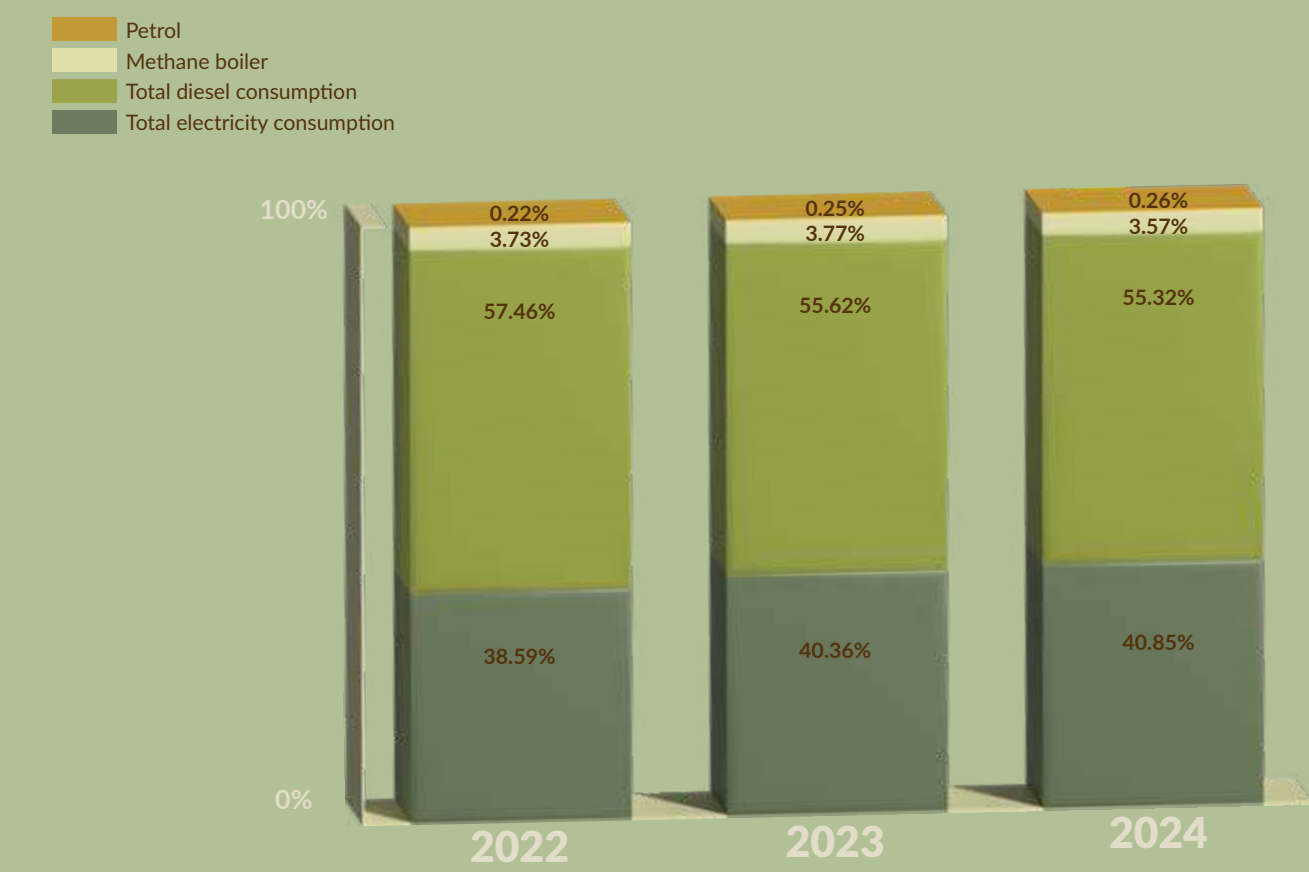
	Energy consumption sources	M.U.	2022	2023	2024
PSA GP	(A) TOTAL ELECTRICITY CONSUMPTION	GJ	92,043	83,967	86,159
	(B) TOTAL DIESEL CONSUMPTION	GJ	137,044	115,693	116,673
	NON-OPERATIONAL DIESEL *	GJ	596	566	712
	OPERATIONAL DIESEL	GJ	136,448	115,127	115,961
	(C) METHANE BOILER	GJ	8,900	7,836	7,536
	D) PETROL	GJ	536	526	539
	TOTAL ENERGY (A+B+C+D)	GJ	238,523	208,022	210,907

* For PSA Genova Pra', non-operational diesel fuel is defined as fuel not used in direct operational activities, i.e., fuel used for generators or vehicles.



² 1 kWh = 3.6 GJ, 1 L of diesel = 35.65 GJ. Source of the conversion factors used: ‘2007 National Energy Balance’.

Distribution of energy consumption in the three-year period 2022-2024 for PSA Genova Pra'



Variation in energy consumption within PSA Genova Pra' (expressed in kWh, liters and m³)

PSA GP	Energy consumption sources	M.U.	2022	2023	2024	Δ 2024/2023
	(A) TOTAL ELECTRICITY CONSUMPTION	kWh	25,567,489	23,324,114	23,932,957	608,843
	(B) TOTAL DIESEL CONSUMPTION	[liters]	3,843,186	3,244,417	3,271,925	27,508
	NON-OPERATIONAL DIESEL*	[liters]	16,712	15,859	19,971	4,112
	OPERATIONAL DIESEL	[liters]	3,826,474	3,228,558	3,251,954	23,396
	(C) METHANE BOILER	[m³]	252,110	221,963	213,468	-8,495
	D) PETROL	[liters]	50,159	49,304	50,504	1,200

Variation in energy consumption within PSA Genova Pra' (expressed in GJoules = 10°joules)

PSA GP	Fonti consumo energetico	U.M.	2022	2023	2024	Δ 2024/2023
	(A) TOTAL ELECTRICITY CONSUMPTION	GJ	92,043	83,967	86,159	2,192
	(B) TOTAL DIESEL CONSUMPTION	GJ	137,044	115,693	116,673	981
	NON-OPERATIONAL DIESEL*	GJ	596	566	712	147
	OPERATIONAL DIESEL	GJ	136,448	115,127	115,961	834
	(C) METHANE BOILER	GJ	8,900	7,836	7,536	-300
	D) PETROL	GJ	536	526	539	13
	TOTAL ENERGY (A+B+C+D)	GJ	238,523	208,022	210,907	2,886

* For PSA Genova Pra', non-operational diesel fuel is defined as fuel not used in direct operational activities, i.e., fuel used for generators or vehicles.

In PSA SECH, as can be seen in the tables below, with the exception of natural gas, the use of which is limited to powering the thermal power plant that provides hot water in the locker rooms, there is an absolute increase in the consumption of the various energy vectors considered. Specifically, the increase in the consumption of diesel fuel and electricity

is related to the consistently higher operation of the terminal in the year 2024 compared to the year 2023 and, therefore, the higher number of TEUs handled. Regarding gasoline consumption, it is important to note that the number of gasoline-powered vehicles increased from one to five in 2024.

Energy consumption within PSA SECH (expressed in kWh, liters and m³)

PSA SECH	Energy consumption sources	M.U.	2022	2023	2024
	(A) TOTAL ELECTRICITY CONSUMPTION	kWh	4,861,736	4,326,372	5,278,170
	(B) TOTAL DIESEL CONSUMPTION	[liters]	492,675	498,195	559,578
	NON-OPERATIONAL DIESEL*	[liters]	10,274	13,719	17,957
	OPERATIONAL DIESEL	[liters]	482,401	484,476	541,621
	(C) METHANE BOILER	[m³]	24,479	21,219	19,344
	D) PETROL	[liters]	1,054	988	2,853

Energy consumption within PSA SECH (expressed in Gjoules² = 10°joules)

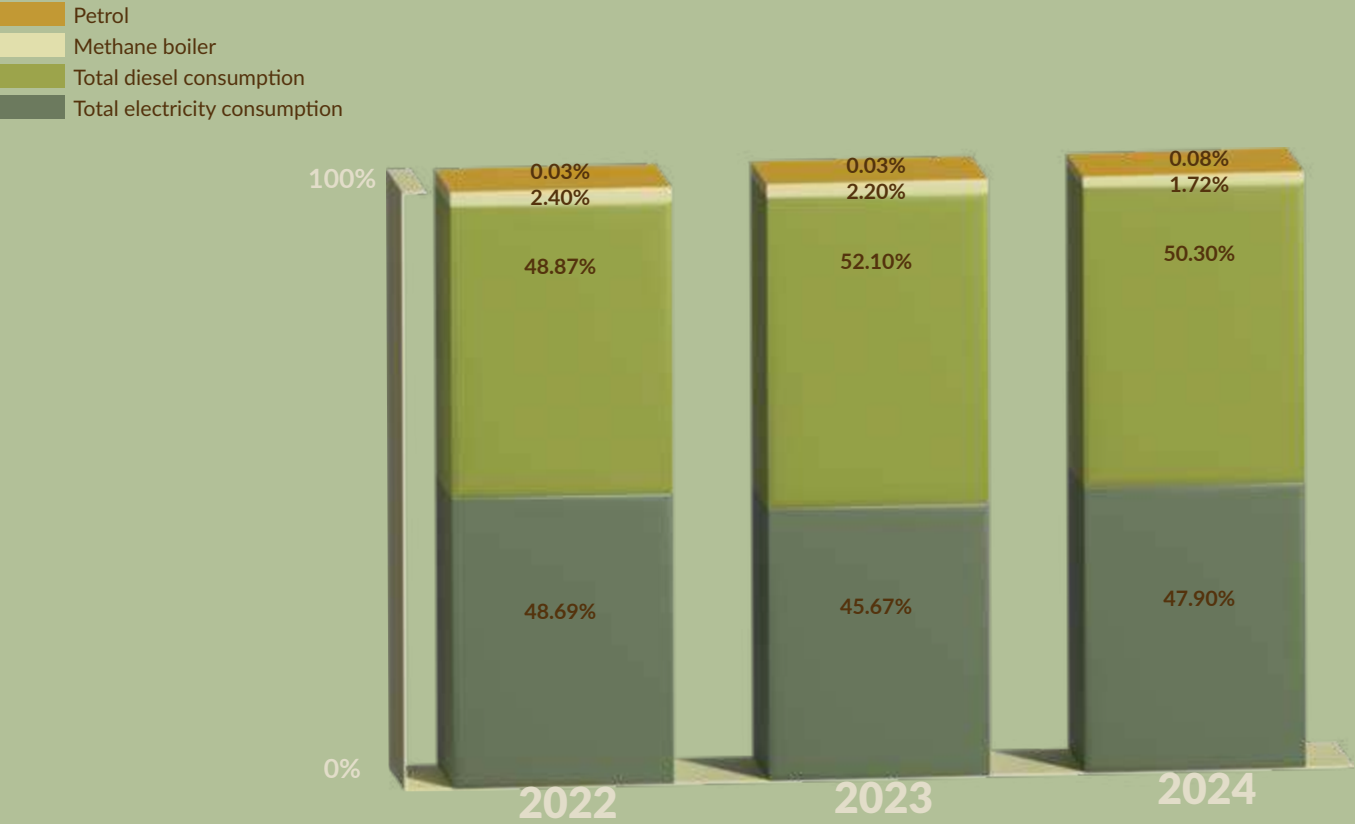
PSA SECH	Energy consumption sources	M.U.	2022	2023	2024
	(A) TOTAL ELECTRICITY CONSUMPTION	GJ	17,502	15,575	19,001
	(B) TOTAL DIESEL CONSUMPTION	GJ	17,568	17,765	19,954
	NON-OPERATIONAL DIESEL*	GJ	366	489	640
	OPERATIONAL DIESEL	GJ	17,202	17,276	19,314
	(C) METHANE BOILER	GJ	864	749	683
	D) PETROL	GJ	11	11	30
	TOTAL ENERGY (A+B+C+D)	GJ	35,946	34,100	39,669

* For PSA SECH, non-operational diesel fuel is defined as fuel not used in direct operational activities, i.e., fuel used for generators, cars, forklifts, and aerial work platforms.

² 1 kWh = 3.6 GJ, 1 L of diesel = 35.65 GJ. Source of the conversion factors used: '2007 National Energy Balance'".



Distribution of energy consumption in the three-year period 2022-2024 for PSA SECH



Variation in energy consumption within PSA SECH (expressed in kWh, liters, and m³)

PSA SECH	Energy consumption sources	M.U.	2022	2023	2024	Δ 2024/2023
	(A) TOTAL ELECTRICITY CONSUMPTION	kWh	4,861,736	4,326,372	5,278,170	951,798
	(B) TOTAL DIESEL CONSUMPTION	[liters]	492,675	498,195	559,578	61,383
	NON-OPERATIONAL DIESEL *	[liters]	10,274	13,719	17,957	4,238
	OPERATIONAL DIESEL	[liters]	482,401	484,476	541,621	57,145
	(C) METHANEBOILER	[m³]	24,479	21,219	19,344	-1,875
	D) PETROL	[liters]	1,054	988	2,853	1,865

Variation in energy consumption within PSA SECH (expressed in GJoules = 10⁹joules)

PSA SECH	Energy consumption sources	M.U.	2022	2023	2024	Δ 2024/2023
	(A) TOTAL ELECTRICITY CONSUMPTION	GJ	17,502	15,575	19,001	3,426
	(B) TOTAL DIESEL CONSUMPTION	GJ	17,568	17,765	19,954	2,189
	NON-OPERATIONAL DIESEL *	GJ	366	489	640	151
	OPERATIONAL DIESEL	GJ	17,202	17,276	19,314	2,038
	(C) METHANE BOILER	GJ	864	749	683	-66
	D) PETROL	GJ	11	11	30	20
	TOTAL ENERGY (A+B+C+D)	GJ	35,946	34,100	39,669	5,569

* For PSA SECH, non-operational diesel fuel is defined as fuel not used in direct operational activities, i.e., fuel used for generators, cars, forklifts, and aerial work platforms.

In 2024, PSA Venice-Vecon experienced a significant reduction in electricity and diesel consumption compared to the previous three-year period, with decreases of 21% and 20%, respectively. This decrease can be attributed to the reduction in the number of TEUs handled during the past year. Normalizing consumption based on the number of boxes moved shows a slight improvement in overall performance.

Specifically, it went from 6.83 TOE in 2023 to 6.24 TOE in 2024. This performance improvement was found in both diesel-powered and electric-powered equipment. Next, there is the energy contribution from LPG, which is used exclusively for domestic water use and locker room heating, as well as gasoline for vehicles used for internal travel.

Energy consumption within PSA Venice-Vecon (expressed in kWh, liters and m³)

PSA VENICE	Energy consumption sources	M.U.	2022	2023	2024
	(A) TOTAL ELECTRICITY CONSUMPTION	kWh	3,763,813	4,131,912	3,391,238
	(B) TOTAL DIESEL CONSUMPTION	[liters]	656,160	714,372	592,684
	NON-OPERATIONAL DIESEL *	[liters]	18,985	17,035	13,155
	OPERATIONAL DIESEL	[liters]	637,175	697,337	579,529
	(C) LPG BOILER	[m³]	2,174	2,077	2,541
	D) PETROL	[liters]	4,693	5,570	6,676

Energy consumption within PSA Venice-Vecon (expressed in Gjoules² = 10⁹joules)

PSA VENICE	Energy consumption sources	M.U.	2022	2023	2024
	(A) TOTAL ELECTRICITY CONSUMPTION	GJ	13,550	14,875	12,208
	(B) TOTAL DIESEL CONSUMPTION	GJ	23,398	25,474	21,135
	NON-OPERATIONAL DIESEL *	GJ	677	607	469
	OPERATIONAL DIESEL	GJ	22,721	24,866	20,665
	(C) LPG BOILER	GJ	77	73	90
	D) PETROL	GJ	50	59	71
	TOTAL ENERGY (A+B+C+D)	GJ	37,075	40,481	33,504

* For PSA Venice-Vecon, non-operational diesel fuel is defined as fuel not used in direct operating activities, i.e., fuel used for generators, cars, forklifts, and aerial work platforms.

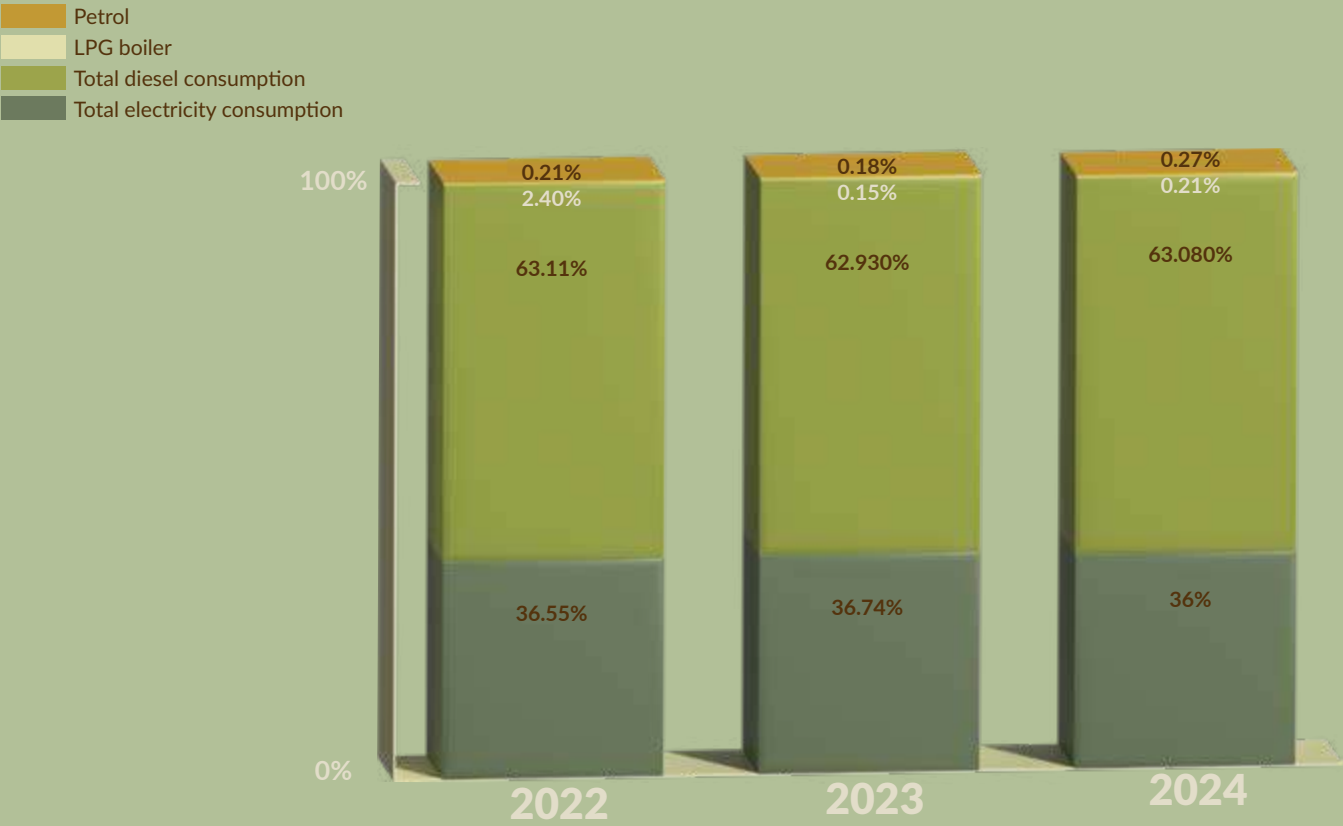
² 1 kWh = 3.6 GJ, 1 L of diesel = 35.65 GJ. Source of the conversion factors used: ‘2007 National Energy Balance’.

In 2024 for PSA Venice-Vecon there was a total primary energy consumption composed of 63% from diesel fuel consumption, 36% from electricity consumption, and the remaining 0.48% from the sum of LPG and service car fuel

consumption. These are homogeneous values over the three-year period 2022-2024 that depend on the fact that no substantial changes have been introduced in the activities carried out as well as the equipment at the terminal.



Distribution of energy consumption in the three-year period 2022-2024 for PSA Venice-Vecon



Variation in energy consumption within PSA Venice-Vecon (expressed in kWh, liters and m³)

PSA VENICE	Energy consumption sources	M.U.	2022	2023	2024	Δ 2024/2023
	(A) TOTAL ELECTRICITY CONSUMPTION	kWh	3,763,813	4,131,912	3,391,238	-740,674
	(B) TOTAL DIESEL CONSUMPTION	[liters]	656,160	714,372	592,684	-121,688
	NON-OPERATIONAL DIESEL *	[liters]	18,985	17,035	13,155	-3,880
	OPERATIONAL DIESEL	[liters]	637,175	697,337	579,529	-117,808
	(C) LPG BOILER	[m³]	2,174	2,077	2,541	464
	D) PETROL	[liters]	4,693	5,570	6,676	1,106

Variation in energy consumption within PSA Venice-Vecon (expressed in GJoules = 10⁹ Joules)

PSA VENICE	Energy consumption sources	M.U.	2022	2023	2024	Δ 2024/2023
	(A) TOTAL ELECTRICITY CONSUMPTION	GJ	13,550	14,875	12,208	-2,666
	(B) TOTAL DIESEL CONSUMPTION	GJ	23,398	25,474	21,135	-4,339
	NON-OPERATIONAL DIESEL *	GJ	677	607	469	-138
	OPERATIONAL DIESEL	GJ	22,721	24,866	20,665	-4,201
	(C) LPG BOILER	GJ	77	73	90	16
	D) PETROL	GJ	50	59	71	12
PSA VENICE	TOTAL ENERGY (A+B+C+D)	GJ	37,075	40,481	33,504	-6,978

* For PSA Venice-Vecon, non-operational diesel fuel is defined as fuel not used in direct operating activities, i.e., fuel used for generators, cars, forklifts, and aerial work platforms.

In PSA Genova Pra' the energy intensity indicator, calculated in relation to the TEUs moved, is almost unchanged for the three-year reporting period.

Energy intensity³ PSA Genova Pra⁴

PSA GP	Energy intensity	M.U.	2022	2023	2024
	Total consumption (excluding thermal power plant, kWh)	KWh	63,784,572	55,607,627	56,492,512
	Denominator (total units moved)	TEU	1,526,707	1,449,199	1,486,831
	Energy intensity per TEU moved (kWh/TEU)	KWh/TEU	41.78	38.37	38.00

PSA GP	Energy intensity	M.U.	2022	2023	2024
	Total consumption (excluding thermal power plant, Gjoule)	GJ	229,623	200,186	203,371
	Denominator (total units moved)	TEU	1,526,707	1,449,199	1,486,831
	Energy intensity per TEU moved (GJ/TEU)	GJ/TEU	0.15	0.14	0.14

In PSA SECH, the same intensity indicator ultimately maintains the downward trend established in the previous two years, thanks in part to the energy containment measures implemented, albeit affected by all terminal consumption not strictly related to handling (yard lighting, reefer storage - increased in 2024 - building power supply, etc.). In PSA SECH, in fact, it is not possible to perform a more accurate analysis, as separate meters by user type are not yet available.

Energy intensity⁵ PSA SECH

PSA SECH	Energy intensity	M.U.	2022	2023	2024
	Total consumption (excluding thermal power plant, kWh)	KWh	9,745,023	9,264,137	10,829,495
	Denominator (total units moved)	TEU	217,857	247,008	297,928
	Energy intensity per TEU moved (kWh/TEU)	KWH/TEU	44.73	37.51	36.35

PSA SECH	Energy intensity	M.U.	2022	2023	2024
	Total consumption (excluding thermal power plant, Gjoule)	GJ	35,082	33,351	38,986
	Denominator (total units moved)	TEU	217,857	247,008	297,928
	Energy intensity per TEU moved (GJ/TEU)	GJ/TEU	0.16	0.14	0.13

³ TEU: throughput TEU.
⁴ GRI requires reporting in Joules, PSAI requires data in kWh. Double reporting in Gj and kWh/Throughput TEU required.
⁵ TEU: throughput TEU.

In PSA Venice-Vecon, the energy intensity indicator, calculated in relation to TEUs moved, appears to be steadily decreasing for the three-year period 2022-2024.

Energy intensity⁶ PSA Venice-Vecon

PSA VENICE	Energy intensity	M.U.	2022	2023	2024
	Total consumption (excluding thermal power plant, kWh)	KWh	10,277,262	11,224,578	9,281,741
	Denominator (total units moved)	TEU	304,727	337,032	290,595
	Energy intensity per TEU moved (kWh/TEU)	KWH/TEU	33.73	33.30	31.94

PSA VENICE	Energy intensity	M.U.	2022	2023	2024
	Total consumption (excluding thermal power plant, Gjoule)	KWh	36,998	40,408	33,414
	Denominator (total units moved)	TEU	304,727	337,032	290,595
	Energy intensity per TEU moved (GJ/TEU)	KWH/TEU	0.12	0.12	0.11



⁶ TEU: throughput TEU.



4.1.3 EMISSIONS

The entire terminal area of PSA Italy is affected by the presence of ducted emissions.

The conveyed emissions within the **PSA Genova Pra'** terminal are represented by:

- Emissions from terminal thermal equipment.

Winter heating is provided by natural gas boilers located in various buildings across the terminal. These thermal systems undergo periodic inspections, as mandated by law, carried out by a third-party contractor. Qualified maintenance personnel conduct these inspections. **PSA Genova Pra'** monitors the release of refrigerant gases into the atmosphere

due to system-related causes, including point damages to refrigerants in the terminal's air conditioning systems (both civil and vehicle), as well as during system replacements. Any refills of fluorinated gases are documented in the F Gas Database, in compliance with Presidential Decree 146/2018. The status of the equipment installed at **PSA Genova Pra'** is outlined below; however, details regarding the equipment on the operational vehicles are not included. The terminal is equipped with the necessary tools to regenerate the air conditioning fluids in the operational vehicles, thereby minimizing the need for the replenishment of new gases within the air conditioning systems.

Air conditioning units at **PSA Genova Pra'**

Year	Tot climate	Total kilograms of gas contained	Ton CO ₂ equivalents	Air conditioners disassembled and replaced	Air conditioners added	Air conditioners removed and not replaced	Gas R22 alienated (kg)	Residual R22 gas (kg)
2022	57	585.63	1251.88	3	7	1	0	0
2023	56	499.10	1072.72	0	0	1	0	0
2024	59	525.20	1127.22	0	3	0	0	0

The terminal also has solar thermal systems for hot water production and photovoltaic systems for electricity production located in the more recently constructed buildings.

- Emissions from activities involving solvents, painting and welding.

Metal surface cleaning operations, painting activities of various metal and glass objects, and welding and thermal cutting activities of metal objects and surfaces are carried out in the workshop. The activities are subject to licensing by the relevant authorities and are operated as prescribed therein

In **PSA SECH** the conveyed emissions are represented by:

- emissions from thermal power plant, to which are added emissions under abnormal or emergency conditions from air conditioning systems.

In **PSA SECH**, the thermal power plant is used to heat domestic water for the locker rooms, while heating of the offices is provided by a heat pump system, used in air conditioning mode in the summer season. This solution significantly reduces the consumption of traditional fuels (in **PSA SECH**, the power supply of the thermal power plant used to heat sanitary water for the locker rooms is methane), as well as emissions; however, it must be kept under control for the presence of ozone-depleting substances (ODS), as the heat

pumps carry gases of the type R134A, R32, R407C, R410A and R448A. Pursuant to Presidential Decree 74/2013, all systems are equipped with the relevant booklets, both for central heating units and air conditioners. Energy efficiency reports are carried out every heating season, or every two, depending on the periodicity imposed by the regulations. The following lists detail of installed machines in **PSA SECH**; the various indicators referring to the air conditioner situation show comparable values with those of previous years, since the number of total air conditioners in 2024 decreased by only four units compared to 2023. Also, the absence of alienated gas is noted.

Air conditioning units at **PSA SECH**

Year	Tot climate	Total kilograms of gas contained	Ton CO ₂ equivalents	Air conditioners disassembled and replaced	Air conditioners added	Air conditioners removed and not replaced	Gas R22 alienated (kg)	Residual R22 gas (kg)
2022	192	253.79	438.75	1	2	3	0	0
2023	193	252.73	435.29	3	4	0	0	0
2024	189	258.55	440.19	1	0	4	0	0

- Emissions from welding activities, from in-house mechanical maintenance activities, regulated by the provisions of Article 272 Legislative Decree 152/2006 and G.R.D. 1260/2010;
- Emissions from metal mechanical processing and/or surfa-

ce treatment and/or other metal processing activities, from in-house mechanical maintenance activities, regulated by the provisions of Article 272 Legislative Decree 152/2006 and G.R.D. 1260/2010.

In **PSA Venice-Vecon**, ducted emissions come mainly from the thermal power plant. The Sartori building is air-conditioned by a variable refrigerant volume (VRV) system and has an LPG-fueled boiler for hot water production and locker room heating. The workshop shed area is heated by radiant panels. All buildings housing personnel are equipped with heat pump systems for cooling and heating, while the data center rooms are cooled using air conditioning units. In 2014, the refrigeration machines serving the Sartori building were replaced, switching from R22 refrigerant to the more

efficient R410A. The equipment is maintained by an external company, whose staff is qualified and certified as refrigeration specialists, in accordance with current legislation. In addition, some equipment is subject to energy efficiency verification every four years, as required by Presidential Decree 74/2013.

The following provides a detailed overview of the situation at **PSA Venice-Vecon**, including a list of the installed machines.

Air conditioning units at **PSA Venice-Vecon**

Year	Tot climate	Total kilograms of gas contained	Ton CO ₂ equivalents	Air conditioners disassembled and replaced	Air conditioners added	Air conditioners removed and not replaced	Gas R22 alienated (kg)	Residual R22 gas (kg)
2022	67	235.321	504.321	6	1	0	0	0
2023	73	213.79	491.88	2	3	0	0	0
2024	45	242.41	545.27	0	1	0	0	15.2

- Emissions from welding activities, from in-house mechanical maintenance activities, regulated by the provisions of Article 272 Legislative Decree 152/2006 and G.R.D. 1260/2010;
- emissions from metal mechanical processing and/or sur-

face treatment and/or other metal processing activities, by the mechanical maintenance activity, regulated by the provisions of Article 272 Legislative Decree 152/2006 and G.R.D. 1260/2010.

The areas of PSA Italy's three terminals are also impacted by diffuse emissions, including both direct emissions, primarily from exhaust gases of handling equipment, and indirect emissions, mainly from vessel emissions, as well as truck traffic and employee mobility (commuting between home and work, and internal travel).

Emissions from third-party activities operating at the site are discussed in the dedicated section 4.2 Indirect Environmental Impacts.

PSA Italy's three terminals monitor the consumption of ope-

rational equipment, electricity, methane, and LPG to periodically assess the release of greenhouse gases (GHGs) into the atmosphere. This enables the quantification of emissions associated with diffuse, direct, and indirect sources, such as diesel and electricity consumption, in terms of CO₂ equivalent and other greenhouse gases. The production of these emissions is influenced not only by the type of diesel used, but also by operational conditions and the technologies employed. (especially with reference to NM-VOC, CO, TSP)⁷ ; Therefore, it is emphasized that the reported values are useful for assessing their trends over time, providing an indication of the fleet's potential pollutant output, although

⁷ NM-VOC: non-methane volatile organic compounds; CO: carbon monoxide; TSP: total suspended dust.

they may significantly differ from actual emissions into the atmosphere. The diversity of vehicles and their varying conditions of use currently prevent a more accurate estimate for reporting purposes.

Below is the table quantifying GHG emissions from the com-

bustion of diesel and gasoline engines of yard machinery and other equipment and the use of natural gas and LPG for heating and domestic water production. The source, referenced by the PSA Group, is the GHG Protocol for Stationary Combustion.

PSA Group emission factors*	CO ₂ [KG/l]	CH ₄ [KG/l]	N ₂ O [KG/l]	Tot CO ₂ eq [KG/l]
FDC	CO ₂ Equivalenti			
DIESEL	2.6765	0.0101	0.0057	2.6923
PETROL	2.2718	0.0092	0.0052	2.2862
METHANE	1.8850	0.0047	0.0009	1.8906
LPG	2.9846	0.0066	0.0013	2.9925

*CH4: methane; N2O: nitrous oxide.

For the other pollutants (NOx, NM-VOC, CO, NH3and TSP), conversion factors are calculated using what was published by EMEP/EAA Air Pollutant Emission Inventory Guidebook 2019; these factors were applied to internal combustion en-

gines (diesel and gasoline) only. The calculation of tons of pollutants is based on the density of diesel and gasoline, as outlined in the MISE Circular 18/12/2014.

EMEP/EAA 2019 emission factors**	NOx [KG/KG]	NM-VOC [KG/KG]	CO [KG/KG]	NH ₃ [KG/KG]	TSP [KG/KG]
FDC	OTHER POLLUTANTS				
DIESEL	0.0334	0.0019	0.0076	0.0000	0.0009
PETROL	0.0087	0.0101	0.0847	0.0011	0.0000

**NOx: nitrogen oxides; NM-VOC: non-methane volatile organic compounds; CO: carbon monoxide; NH3: ammonia; TSP: total suspended particulates.

NOx, SOx and other significant air emissions from diesel combustion

DIESEL		PSA GP			PSA SECH			PSA VENICE		
		2022 (t)	2023 (t)	2024 (t)	2022 (t)	2023 (t)	2024 (t)	2022 (t)	2023 (t)	2024 (t)
	NOx	107.09	90.40	91.17	13.73	13.88	0.90	18.28	19.91	0.95
	NM-VOC	6.16	5.20	5.25	0.79	0.80	0.90	1.05	1.15	0.95
	CH ₄	38.87	32.81	33.09	4.98	5.04	5.66	6.64	7.22	5.99
	CO ₂	10,286.26	8,683.66	8,757.28	1,318.64	1,333.41	1,497.71	1,756.21	1,912.01	1,586.31
	CO	24.32	20.53	20.71	3.12	3.15	3.54	4.15	4.52	3.75
	NH ₃	0.04	0.04	0.04	0.01	0.01	0.01	0.01	0.01	0.01
	N ₂ O	22.07	18.63	18.79	2.83	2.86	3.21	3.77	4.10	3.40
	TSP	3.02	2.55	2.57	0.39	0.39	0.44	0.52	0.56	0.47
	Tot CO ₂ eq	10,347.20	8,735.10	8,809.16	1,326.45	1,341.31	1,506.58	1,766.61	1,923.34	1,595.71

NOx, SOx, and other significant air emissions from gasoline combustion

PETROL		PSA GP			PSA SECH			PSA VENICE		
		2022 (t)	2023 (t)	2024 (t)	2022 (t)	2023 (t)	2024 (t)	2022 (t)	2023 (t)	2024 (t)
	NOx	0.32	0.32	0.33	0.01	0.01	0.02	0.03	0.04	0.04
	NM-VOC	0.37	0.37	0.38	0.01	0.01	0.02	0.03	0.04	0.05
	CH ₄	0.46	0.45	0.46	0.01	0.01	0.01	0.04	0.05	0.06
	CO ₂	113.95	112.01	114.73	2.39	2.24	6.48	10.66	12.65	15.17
	CO	3.14	3.09	3.17	0.07	0.06	0.18	0.29	0.35	0.42
	NH ₃	0.04	0.04	0.04	0.00	0.00	0.00	0.00	0.00	0.01
	N ₂ O	0.26	0.26	0.26	0.01	0.01	0.01	0.02	0.03	0.03
	TSP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Tot CO ₂ eq	114.67	112.72	115.46	2.41	2.26	6.51	10.73	12.73	15.26

NOx, SOx, and other significant air emissions from methane/LPG combustion

METHANE/LPG		PSA GP			PSA SECH			PSA VENICE		
		2022 (t)	2023 (t)	2024 (t)	2022 (t)	2023 (t)	2024 (t)	2022 (t)	2023 (t)	2024 (t)
	NOx	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.
	NM-VOC	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.
	CH ₄	1.19	1.04	1.00	0.12	0.10	0.09	0.01	0.01	0.02
	CO ₂	475.22	418.39	402.38	46.14	40.00	36.46	6.49	6.20	7.58
	CO	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.
	NH ₃	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.
	N ₂ O	0.22	0.20	0.19	0.02	0.02	0.02	0.00	0.00	0.00
	TSP	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.
	Tot CO ₂ eq	476.63	419.63	403.57	46.28	40.12	36.57	6.51	6.22	7.60

None of the three terminals use substances qualified as ODS⁸ in the delivery of their services.

By splitting the directly produced GHG emissions (Scope 1)

from the indirect emissions (Scope 2), which are related to the use of electricity generated outside the three sites, the following tables are derived.



⁸ ODS: Ozone-Depleting Substances, mainly from chlorofluorocarbon (CFC) gases, which are responsible for the depletion of ozone layers.

GHG Emissions (Scope 1)

GHG emissions		2022 [tCO ₂ eq]	%	2023 [tCO ₂ eq]	%	2024 [tCO ₂ eq]	%
PSA GP	From diesel	10,347.20	93.02%	8,735.10	91.55%	8,809.16	91.52%
	From gasoline	114.67	1.03%	112.72	1.18%	115.46	1.20%
	From methane	476.63	4.28%	419.63	4.40%	403.57	4.19%
	From refrigerants	185.32	1.67%	273.52	2.87%	297.00	3.09%
PSA SECH	From diesel	1,326.45	96.06%	1,341.31	94.92%	1,506.58	95.27%
	From gasoline	2.41	0.17%	2.26	0.16%	6.52	0.41%
	From methane	46.28	3.35%	40.12	2.84%	36.57	2.31%
	From refrigerants	5.77	0.42%	29.41	2.08%	31.71	2.01%
PSA VENICE	From diesel	1,766.61	60.03%	1,923.34	63.49%	1,595.71	52.67%
	From gasoline	10.73	0.36%	12.73	0.42%	15.26	0.50%
	From methane	6.51	0.22%	6.22	0.21%	7.60	0.25%
	From refrigerants	0.00	0.00%	0.00	0.00%	0.00	0.00%



Indirect GHG emissions (Scope 2)

GHG emissions M.U.	PSA GP	PSA SECH	PSA VENICE-VECON
	from electricity [tCO ₂ eq]	from electricity [tCO ₂ eq]	from electricity [tCO ₂ eq]
2022 ACTUAL	7,826	1,498	1,458
% tCO ₂ eq E.E. on tot. tCO ₂ eq	0,00%	0,00%	39,39%
2022 NOT COMPENSATED	0	0	1.159
2023 ACTUAL	7,184	1,333	1,273
% tCO ₂ eq E.E. on tot. tCO ₂ eq	0,00%	0,00%	35,89%
2023 NOT COMPENSATED	0	0	1.087
2024 ACTUAL	7,582	1,651	1,044
% tCO ₂ eq E.E. on tot. tCO ₂ eq	0,00%	0,00%	33,71%
2024 NOT COMPENSATED	0	0	897

For the three PSA Italy terminals, all energy performance indicators are influenced by, among other factors detailed above, the number of refrigerated containers in storage. These units are maintained at temperature through specialized electrical equipment connected to the grid. In the

2022-2024 period, there has been a fluctuating trend in the demand for refrigerated container storage. Energy consumption is directly influenced by both the operating temperatures and the dwell time of reefer containers at the terminal.



Reefer units

Number of Reefer boxes	2022	2023	2024
PSA GP	33,043	36,428	34,053
PSA SECH	7,291	7,073	7,642
PSA VENICE	9,810	11,316	11,385

GHG emissions (Scope 1 + 2)²⁰

GHG Emissions	PSA GP	PSA SECH	PSA VENICE
	Total GHG emissions (E.E.+ diesel fuel + gasoline + natural gas + refrigerants	Total GHG emissions (E.E.+ diesel fuel + gasoline + natural gas + refrigerants	Total GHG emissions (E.E.+ diesel fuel + gasoline + LPG + refrigerants
	M.U.		
	[tCO ² eq]	[tCO ² eq]	[tCO ² eq]
2022	11,123.82	1,380.91	2,943.10
2023	9,540.97	1,413.10	3,029.44
2024	9,625.20	1,581.38	2,662.58

²⁰ PSA Venice-Vecon values adjusted for summation error from data published in last report.

At the PSA Genova Pra' terminal, the largest contribution of CO₂ emissions is from diesel fuel consumption (Scope 1).

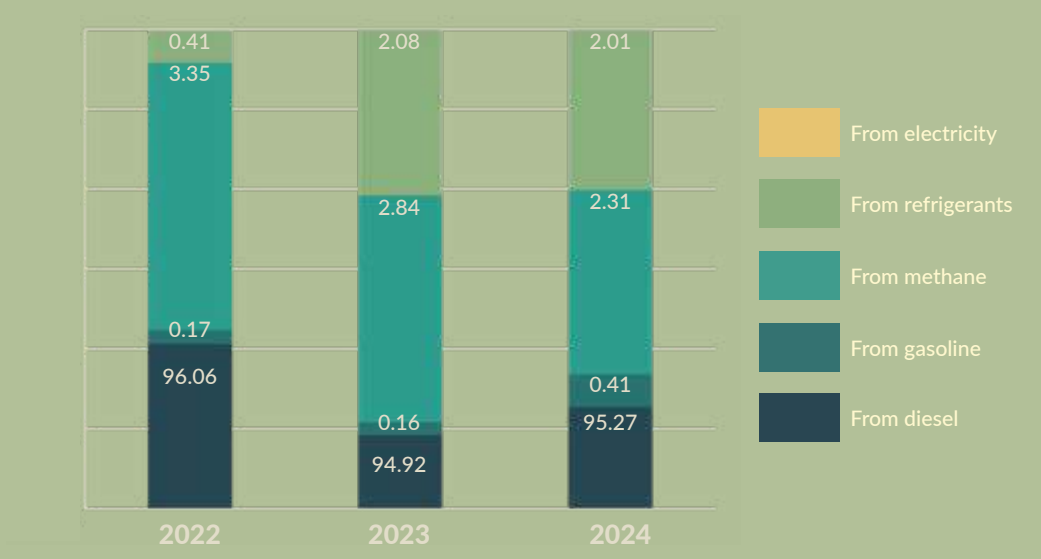
Percentage of GHG emissions at PSA Genova Pra' (Scope 1 + Scope 2)



For PSA SECH, the absolute figure for GHG emissions has been recalculated since 2020 considering the percentage of electricity covered by green certificates of origin⁹, which attest to production from renewable sources and, consequently, the absence of CO₂ emissions. This practice has been in place at PSA SECH since 2020, but it was only in 2021 that 100% of purchased energy was covered (Scope 2), meaning the related CO₂ emissions can be considered zero.

As a result, there has been a further reduction in all emission indices related to TEUs and boxes moved. With regard to direct emissions (Scope 1), the largest contribution comes from diesel fuel. However, the various indicators referring to 2024 are in line with the quantities produced during 2023, with the exception of emissions originating from gasoline, which, as noted above, have increased due to the rise in service vehicles powered by such fuel.

Percentage of GHG emissions at PSA SECH (Scope 1 + Scope 2)

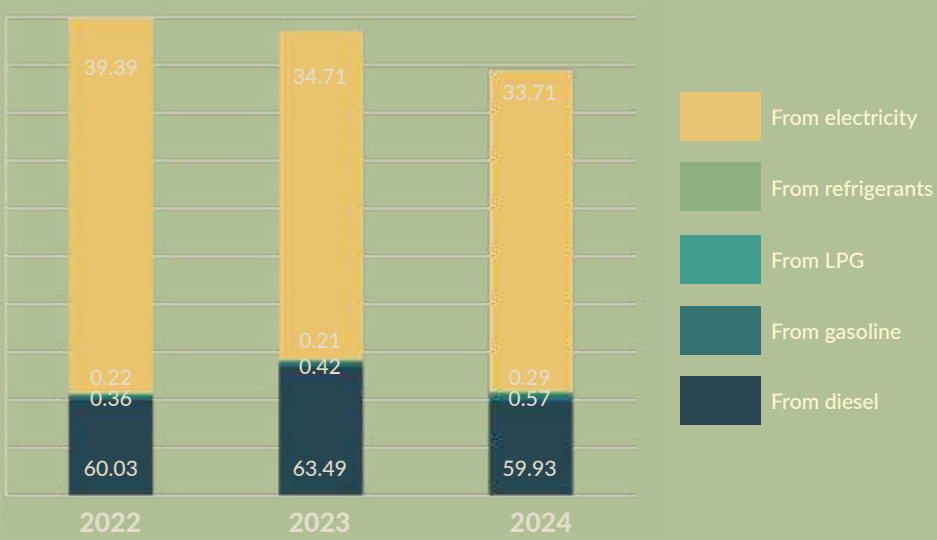


⁹ The Guarantee of Origin (GO) is an electronic certification attesting to the renewable origin of the sources used by IGO-qualified plants from the GSE (Gestore dei Servizi Energetici)

For PSA Venice-Vecon, the trend in GHG emissions relative to TEUs and boxes moved remained stable. The contribution of direct emissions (Scope 1) continued to be predominant, with a slight decrease from the previous year. In contrast, indirect emissions (Scope 2) showed improvement, reflecting the overall enhancement in the site's energy performance.

During 2023, the terminal purchased additional Guarantee of Origin (GO) certificates from its supplier, thereby covering the electricity consumption of the office building and light towers. Power for utilities not connected to the new electrical substation is supplied by four low-voltage meters, directly connected to the local distributor's grid.

Percentage of GHG emissions at PSA Venice-Vecon (Scope 1 + Scope 2)

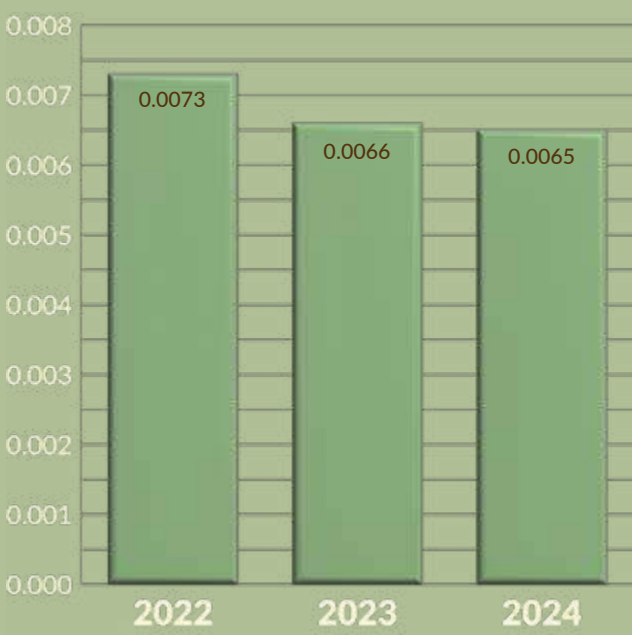


Intensity of GHG emissions

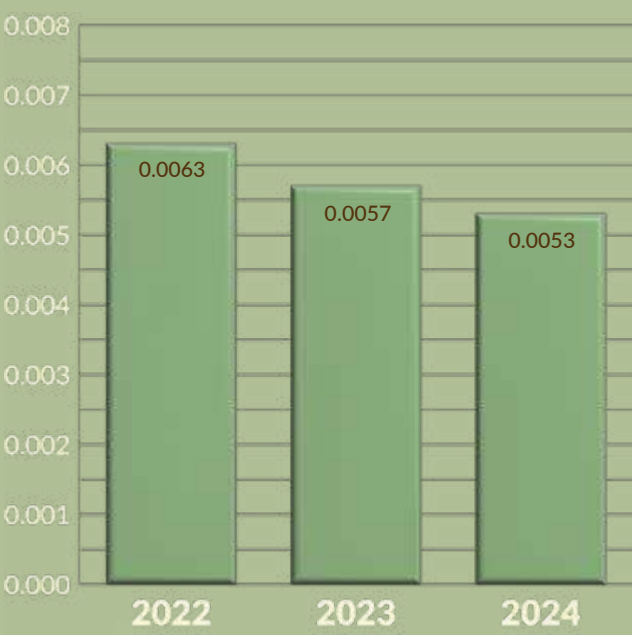
GHG/TEU emission intensity*		m.u.	2022	2023	2024
PSA GP	Intensity (Scope 1) Diesel + Methane+ Gasoline +Coolants	[tCO ₂ eq]	0.0073	0.0066	0.0065
	Intensity (Scope 2) Electricity	[tCO ₂ eq /TEU]	0.0000	0.0000	0.0000
	Total intensity (Scope 1 + 2) GP	[tCO₂eq /TEU]	0.0073	0.0066	0.0065
	Denominator [tot. TEU]	[TEU]	1,526,707	1,449,199	1,486,831
PSA SECH	Intensity (Scope 1) Diesel + Methane+ Gasoline +Coolants	[tCO ₂ eq]	0.0063	0.0057	0.0053
	Intensity (Scope 2) Electricity	[tCO ₂ eq /TEU]	0.0000	0.0000	0.0000
	Total intensity (Scope 1 + 2) SECH	[tCO₂eq /TEU]	0.0063	0.0057	0.0053
	Denominator [tot. TEU]	[TEU]	217,857	247,008	297,928
PSA VENICE	Intensity (Scope 1) Diesel + LPG+ Gasoline +Coolants	[tCO ₂ eq]	0.0059	0.0058	0.0056
	Intensity (Scope 2) Electricity	[tCO ₂ eq /TEU]	0.0038	0.0000	0.0037
	Total intensity (Scope 1 + 2) VENICE	[tCO₂eq /TEU]	0.0097	0.0058	0.0093
	Denominator [tot. TEU]	[TEU]	304,727	337,032	290,595

* TEU: throughput TEU.

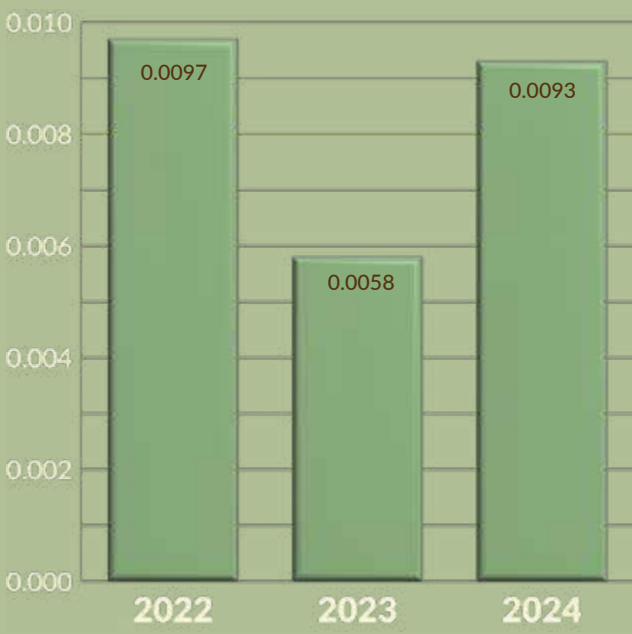
Intensity of GHG emissions/TEU PSA Genova Pra' [tCO₂eq/TEU]



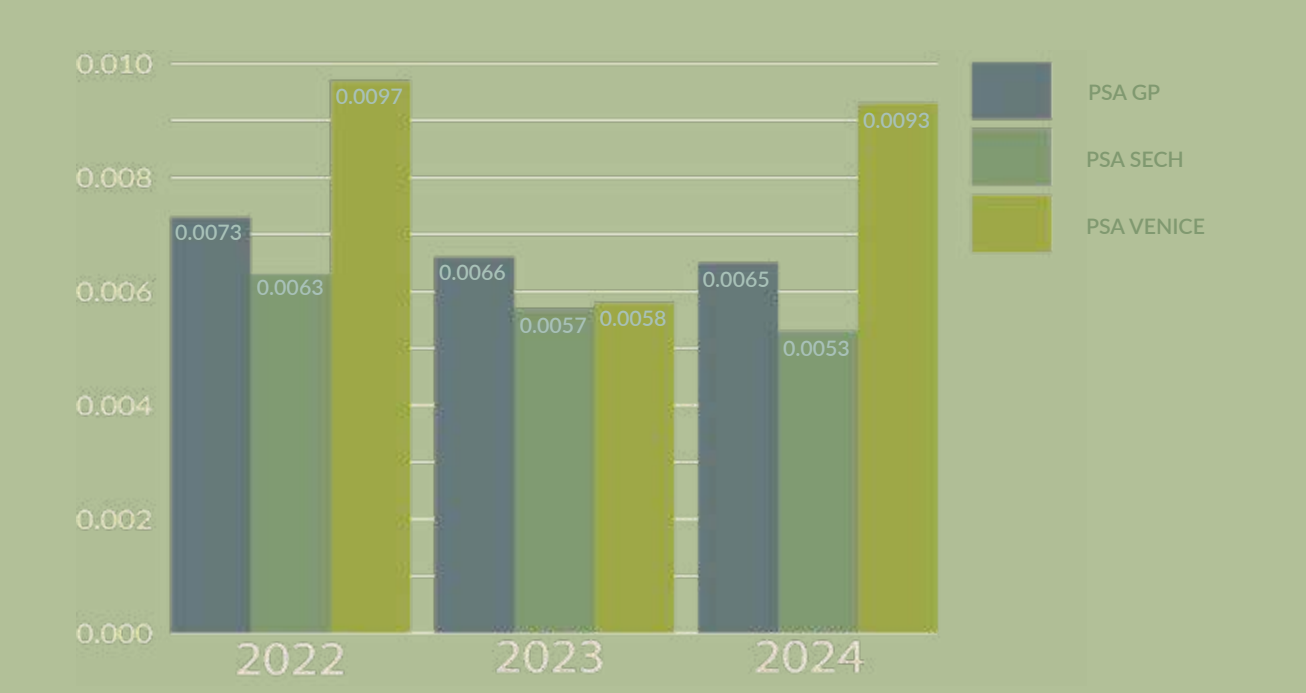
Intensity of GHG emissions/TEU PSA SECH [tCO₂eq/TEU]



Intensity of GHG emissions/TEU PSA Venice [tCO₂eq/TEU]



Intensity of tCO₂eq/TEU emissions at PSA Italy (Scope 1 + 2)



Below is evidence of the reduction in GHG emissions recorded at PSA Italy's three terminals.

Reduction of greenhouse gas (GHG) emissions (Scope 1 + 2)

	CO ₂ emissions	M.U.	2022	2023	2024
PSA GP	Total emissions	[tCO ₂ eq]	11,123.82	9,540.97	9,625.20
	Delta	[tCO ₂ eq /TEU]	162.35	-1,582.85	84.22
		%	1.48%	-14.23%	0.88%
PSA SECH	Total emissions	[tCO ₂ eq]	1,380.91	1,413.10	1,581.38
	Delta	[tCO ₂ eq /TEU]	-23.21	32.19	168.28
		%	-1.65%	2.33%	11.91%
PSA VENICE	Total emissions	[tCO ₂ eq]	2,943.10	3,029.44	2,662.58
	Delta	[tCO ₂ eq /TEU]	299.97	86.34	-366.86
		%	11.35%	2.93%	-12.11%

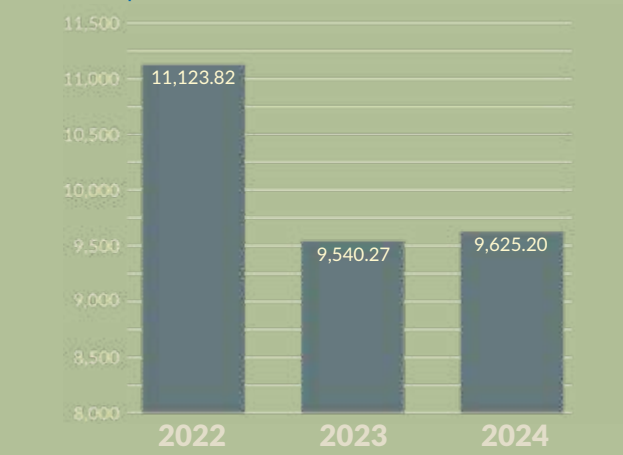
Intensity of GHG emissions/unit

GHG emission intensity/unit		M.U.	2022	2023	2024
PSA GP	Intensity (Scope 1) Diesel + Methane + Gasoline + Coolants	[tCO ₂ eq/unit]	0.0129	0.0116	0.0118
	Intensity (Scope 2) Electricity	[tCO ₂ eq /unit]	0.0000	0.0000	0.0000
	Total intensity	[tCO ₂ eq /unit]	0.0129	0.0116	0.0118
	Denominator (tot. units)	[unit]	859,553	821,996	818,956
PSA SECH	Intensity (Scope 1) Diesel + Methane + Gasoline + Coolants	[tCO ₂ eq/unit]	0.01063	0.00946	0.00946
	Intensity (Scope 2) Electricity	[tCO ₂ eq /unit]	0.00000	0.00000	0.00000
	Total intensity	[tCO ₂ eq /unit]	0.01063	0.00946	0.00946
	Denominator (tot. units)	[unit]	129,887	149,411	167,087
PSA VENICE	Intensity (Scope 1) Diesel + LPG + Gasoline + Coolants	[tCO ₂ eq/unit]	0.00974	0.00953	0.00923
	Intensity (Scope 2) Electricity	[tCO ₂ eq /unit]	0.00633	0.00533	0.00595
	Total intensity	[tCO ₂ eq /unit]	0.01606	0.01486	0.01518
	Denominator (tot. units)	[unit]	183,209	203,902	175,397

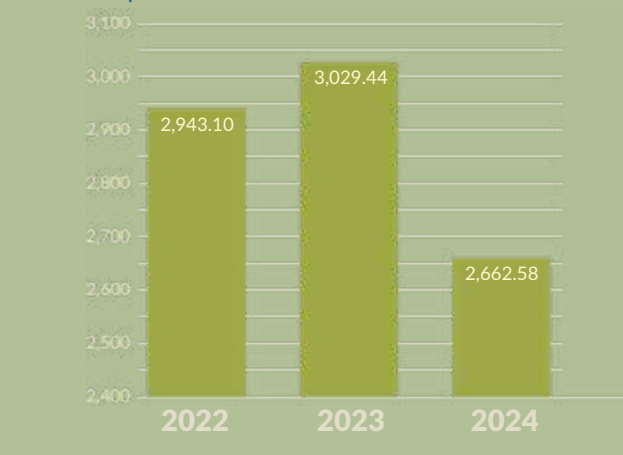




Total tCO₂eq emissions at PSA Genova Pra'



Total tCO₂eq emissions at PSA Venice



Total tCO₂eq emissions at PSA SECH



4.2 INDIRECT ENVIRONMENTAL IMPACTS

In the context of aligning with the environmental management system developed by PSA, known as the CRMS – Climate Response Management System, and implemented across the three Italian business units, a verification and certification of greenhouse gas (GHG) emissions was conducted in accordance with ISO 14064-1:2019. This process has strengthened the oversight of the terminal's indirect emis-

sions, which arise from activities such as maritime, road, and rail operations, despite the absence of direct management control over these. To provide a general indication of truck traffic and the diffuse indirect emissions generated by these activities, data on carrier access are shown in the table below.

Flow of vehicles in/out of terminals

	Site	2022	2023	2024
VESSELS	PSA GP	449	513	483
	PSA SECH	143	152	136
	PSA VENICE	394	406	438
TRUCKS	PSA GP	465,289	468,012	441,200
	PSA SECH	102,708	123,069	142,380
	PSA VENICE	148,185	155,573	135,573
TRAINS	PSA GP	5,849	5,646	5,624
	PSA SECH	418	391	65
	PSA VENICE	1	0	15

The terminals have been committed for several years to promoting the development of sustainable mobility by conducting surveys—among employees and third parties—through questionnaires. These surveys analyze habitual modes of travel and the willingness to switch to more sustainable alternatives. The mobility of employees working at the sites, for the Genoa terminals¹⁰, is analyzed annually in the Home-Work Travel Plan. Environmental surveys aimed at characterizing air quality during normal operations are periodically conducted at all terminals to assess workers' exposure to various chemical compounds. These result from emissions produced by combustion exhausts from operating vehicles, road surface degradation and tire wear, fumes from vessels alongside, and from filling ponds. The following is the list of agents considered:

- carbon monoxide (CO);
- particulate matter (PM₁₀) in PSA SECH;
- breathable dust;
- nitrogen dioxide (NO₂);
- sulfur dioxide (SO₂);
- Volatile organic compounds (VOCs) in PSA Genova Pra'.

The analyses aim to assess any deviation from the TLV (Threshold Limit Value or Threshold Limit Value¹¹) for the various substances under evaluation and, for gases only, to calculate, during sampling, any exceedance of the value equal to one-tenth of the TLV.

The following table summarizes the reference values on which the assessments were based.

Reference Values

Substance	TLV-TWA	1/10 of the TLV-TWA
Carbon monoxide	25 ppm	2.5 ppm
Sulfur dioxide	2 ppm	0.2 ppm
Nitrogen dioxide	3 ppm	0.3 ppm
Breathable dusts	3 mg/m3	0.3 mg/m3
PM ₁₀	40 µg/m3	-

At all PSA Italy terminals, air-dispersed dust controls are conducted to protect the health of workers in the various work environments. The most recent check, carried out during the reference three-year period, was conducted at the **PSA Venice-Vecon** terminal, where no exceedances of the minimum exposure limits were detected.

- Regarding other indirect environmental impacts, **PSA Genova Pra'** outsources certain relevant services, exercising contractual influence over its suppliers. As a result, a number of external personnel operate within the terminal, particularly staff from the dockers company (CULMV Paride Batini), as well as personnel from subcontracted companies working exclusively in the maintenance department. Below is the list of the main outsourced activities: Activities within the operational cycles (e.g., lashing, equipment driving, warehouse verification activities, also entrusted to the dockers company personnel);
- routine and extraordinary maintenance of terminal facilities (heating, air conditioning, lighting of owned buildings);
- routine and extraordinary maintenance on operating equipment carried out in the workshop by third parties;
- replacement and installation of tires on operating equipment by third-party providers;
- inspection and maintenance of fire and emergency equipment and generator sets;
- general workplace cleaning and company canteen services. In its daily operations, **PSA Genova Pra'** also interfaces with third-party operators/entities for the following activities:
- Transport of containers, both ingating and outgating, by terminal users;
- transportation of auxiliary materials and waste carried out by third parties;
- employee shuttle service for entry/exit from the terminal and internal shuttle transport for staff transitioning between work shifts;
- controls and operational services (Customs, Financial Police, Port Authority, Maritime and Air Border Police, Moorers et alia).

One of the significant impacts induced by the strong pre-

sence of third parties in the port area, which is also felt by the neighboring community, especially under non-routine operational conditions, is the effect on local traffic, which generates environmental impacts in terms of diffuse emissions and noise. The impact on traffic is primarily associated with the transit and parking of trucking vehicles, but also with the mobility of terminal employees and suppliers. Under normal operating conditions, the terminal does not significantly affect the urban road system, having two access points (both city and dedicated highway) and a traffic management system has been implemented to regulate truck hauling. However, under abnormal operational conditions, such as strikes or emergencies of various kinds, the urban and highway road system are affected by the flow of vehicles heading to the port area; as a result, the terminal has identified management procedures and designated extraordinary parking areas to mitigate the environmental impacts associated with the simultaneous presence of a large number of vehicles.

The indirect environmental impacts of **PSA SECH** are also due to activities related to those related to terminal operations that are outsourced to third parties, or linked to upstream and downstream parties of the main process, i.e., along the value chain. Such are the following activities:

- Maintenance of mechanical and lifting equipment (partially outsourced);
- tire maintenance;
- handling/transportation support;
- shuttle transport service to/from alongside the quay, from yards and railway shunting area;
- port services on board vessels (lashng/unlashng on board);
- maneuvering of railroad cars;
- control/verification (access, technical gate inspection, refer);
- private security for the entrance gate and nighttime;
- office cleaning;
- yard cleaning and waste disposal;
- equipment washing;

- transportation in/out via truck/rail/vessel;
- home/work employee commute;
- visitor and supplier flows in/out of terminal.

For such activities, the terminal’s level of managerial control is indirect and depends on the degree of influence **PSA SECH** has over the specific process or supplier. For processes and activities carried out internally within the terminal, the terminal has a higher level of control (e.g., through contractual clauses, audits, inspections, etc.). However, for activities conducted outside the terminal premises (e.g., transportation to/from the terminals), the ability to intervene is less significant, as these activities are independent of the core business and fall outside the organization's area of influence. Similarly, for **PSA Venice-Vecon**, the indirect environmental impacts are caused by activities related to the terminal operations that are outsourced to third parties or linked to upstream and downstream entities in the main process, and thus fall outside the organization's control. As a result, several external parties operate within the terminal, including: the dockers company (Nuova Compagnia Portuale di Venezia), with a workforce of up to 60 operators; the subcontractors providing auxiliary services to the operational cycle, employing more than 20 people; as well as truck drivers, with an average of about 1,000 terminal accesses per day.

The following are the main outsourced activities that have indirect environmental impacts:

- Handling/transportation support;
- private security for the entrance gate and night watch service;
- office cleaning;
- yard cleaning and waste disposal service;
- equipment washing;
- visitor and supplier flows in/out of the terminal;
- activities within the operational cycles (e.g., lashing, vessel and yard clerks, vehicle conduction, stuffing and unstuffing activities, customs and phytosanitary inspections also entrusted to the dockers company personnel);
- routine and extraordinary maintenance of terminal facilities (heating, air conditioning and lighting of owned buildings);
- routine and extraordinary maintenance on operating equipment carried out in the workshop with the support of third parties;
- replacement and installation of tires of operating vehicles by third-party providers;
- inspection and maintenance of fire, emergency and generator sets;
- activities of Customs, Financial Police, Port Authority, Maritime and Air Border Police, Moorers, etc.

4.3 CLIMATE CHANGE ADAPTATION

The world is currently facing an unprecedented global climate crisis. In the realm of environmental sustainability, environmental concerns, particularly air and water pollution, continue to be central priorities within maritime activities. The current challenge focuses primarily on climate change and efforts to reduce the carbon footprint of shipping by decreasing, and possibly eliminating, greenhouse gases (GHGs) such as CO₂.

PSA maintains a consistent focus on environmental issues, and in order to direct its efforts towards concrete and effective actions against climate change, it has developed the Climate Response Management System (CRMS), a management framework implemented across all its business units, including the three PSA Italy business units.

The system broadly addresses sustainability, with particular emphasis on GHG emissions (Scope 1, Scope 2, Scope 3). Specific targets have been established to align with the PSA Group's environmental priorities, with a particular focus on

adopting measures to reduce direct GHG emissions, specifically those related to Scope 1 and 2.

Compared to the 2019 baseline year, the PSA Group is committed to reducing direct GHG emissions by 50% by 2030 and 75% by 2040, with the goal of achieving net zero emissions by 2050.

In October 2023, a Climate Risk Assessment and Adaptation (CRAA) exercise was conducted at the two Genoa PSA terminals, coordinated by the PSA Group. The objective of this assessment was to examine the potential impact of climate change and extreme events on the terminals and to identify adaptation and mitigation measures to reduce the risks encountered. The results of the assessment did not identify any significant critical issues; however, follow-up updates are scheduled. In alignment with the PSA Group's vision, PSA Italy terminals are thence committed to reducing environmental impacts through targeted investment policies and strategies focused on climate resilience.



Decarbonization, emission offsetting, environmental protection and more

For several years, PSA Italy's three terminals have been collaborating with B Corp-certified Treedom for tree planting initiatives in various regions around the world, with the goal of generating benefits not only on an environmental level, but also economically and socially.

This collaboration aligns closely with the PSA Group's philosophy, which is dedicated to achieving sustainable development goals through the protection of biodiversity and the reduction of CO₂ emissions. Treedom, a B-Corp certified company (a company that, in addition to pursuing profit goals, adheres to the highest standards of social and environmental performance, transparency, and accountability), has been promoting agroforestry projects in partnership with local farmers in various regions worldwide for over a decade.

The project, tailored specifically for PSA Italy, focuses on planting trees in areas facing over-exploitation of forest resources, with the goal of contributing to the atmospheric CO₂ absorption and helping offset the ecological footprint of the three organizations. To date, the Italian Group has planted 1,000 trees, corresponding to 228 tons of CO₂ absorbed, with the aim of donating a tree for each employee.

Treedom's website enables the tracking of each agroforestry initiative's progress, which is why it was selected to create a personalized page on the PSA Italy website, making it publicly accessible:

<https://www.psaitaly.com/it/content/sostenibilita>.

This initiative is aimed at fostering a corporate culture increasingly aware of the importance of environmental sustainability.



Biodiversity Oasis: PSA Venice-Vecon's Corporate Forest

Thanks to the "Adopt a Nectarous Forest" project launched in 2022 as part of the Oasis of Biodiversity initiative, PSA Venice-Vecon supports the growth of high nectar-producing plants in collaboration with 3Bee. This is achieved through the maintenance of one hundred trees hosted by a local beekeeper, contributing to the restoration of the environmental ecosystem and ensuring a nectar supply for pollinators. The purpose of the initiative is the continuous preservation of the ecosystem, enhancing biodiversity while simultaneously supporting the economic and social development of local beekeepers and farmers.

By adopting an entire forest, the company has made a concrete contribution to the maintenance and preservation of native species in the area. Nectarous plants are vital to biodiversity by attracting and nourishing pollinators. This process promotes plant diversity through pollination, which is essential for plant reproduction and propagation. Furthermore, by supporting a healthy pollinators ecosystem, these plants also encourage animal diversity. Additionally, the contribution in terms of CO₂ absorption plays a crucial role in mitigating climate change. In summary, the plants are selected following specific criteria:

- They must be native to support local adaptation and ecological resilience;
- they must offer staggered blooming to ensure a constant food source for pollinators;
- they must represent at least three different species to sustain and promote biodiversity.

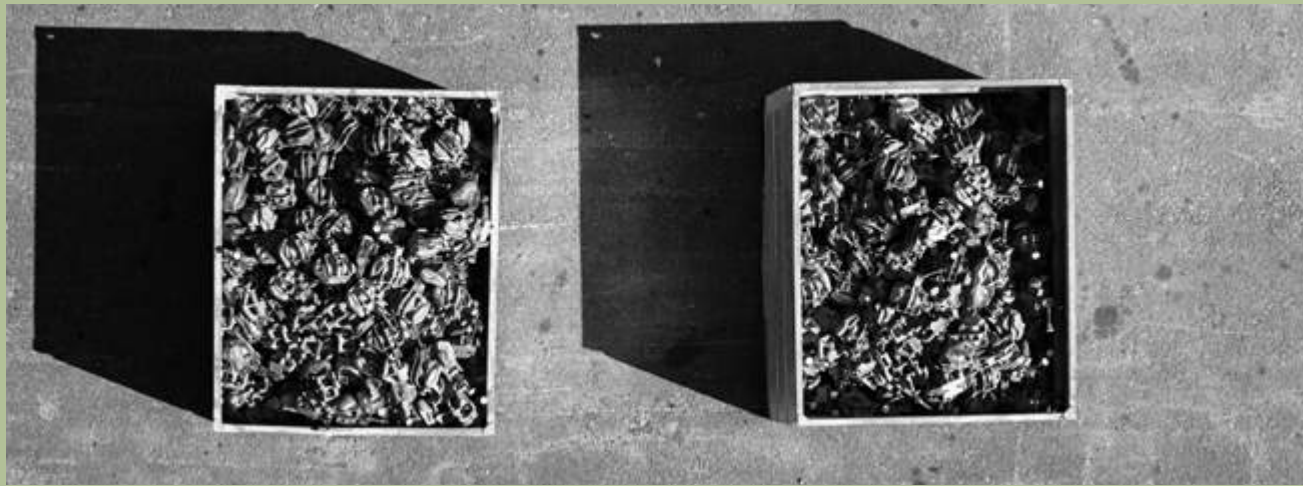
4.3.1 REDUCTION OF IMPACTS IN PSA GENOVA PRA'

For years, PSA Genova Pra' has been evaluating and monitoring the impacts on environmental matrices through its integrated management system, developing dedicated improvement plans accordingly. The company has a comprehensive electricity consumption monitoring system, supported by a large network of multimeters and managed through a centralized computer system. This allows for detailed monitoring of electricity consumption supplied by third-party providers. PSA Genova Pra' prepares and periodically updates its energy diagnosis, as required by Legislative Decree 102/2014, in order to identify possible measures to improve its energy performance and reduce environmental impacts. The following is a brief description of the main measures implemented to reduce environmental impacts in the past

three years:

- Continuous modernization of the equipment and crane systems, with a gradual reduction in resource consumption and the progressive replacement of fossil fuels with electric power sources;
- gradual replacement of lights on light towers, switching from fluorescent tube technology to LED technology;
- progressive adoption of heat pump systems for heating and cooling in both newly constructed and existing company buildings; installation of photovoltaic panels on newly constructed buildings, providing a portion of the energy needs of the building on which they are installed.





4.3.2 REDUCTION OF IMPACTS IN PSA SECH

Following its integration into the PSA Group, the terminal reassessed its regulatory obligations concerning the energy audit required by Legislative Decree 102/2014. This reassessment aimed to identify potential measures for improving energy and environmental performance. The audit was completed in December 2022 and included an analysis of the impacts generated in 2021. The targets for emission reduction outlined in the audit were subsequently updated in 2023 and 2024.

In alignment with these efforts, the integrated management system also sets and monitors improvement targets for emission reduction and energy efficiency. The objectives planned for 2024 are outlined below:

- energy containment measures, in place since as early as 2023, have mainly affected the operational areas and mainly the lighting fixtures and other ancillary services. These measures included switching off certain light towers illuminating the yard when no operations were underway and disconnecting some light fixtures near the gatehouse and adjacent parking area—while ensuring adequate lighting levels were maintained with the remaining fixtures. These actions were also supported by reminders and informative initiatives aimed at raising awareness among all employees about the importance of careful management of lighting fixtures and energy-consuming machinery;
- replacement of vehicles and equipment, the four new reachstackers purchased at the end of 2023 were fully utilized in 2024. A new forklift was also purchased. During 2024, work also began on the installation of the two new electric RMGs in the rail fleet that will replace the old diesel-powered RTGs. Also planned for the future are the replacement of two quay cranes, and the purchase of electric-powered port tractors;
- setting up a photovoltaic plant: a plant built together with

PCF and in operation since May 2024, having an installed power of 19,800 W, whose estimated energy production is 20,000 kWh/year;

- purchase of renewable energy, during 2024 the terminal renewed the choice to purchase energy covered by the Guarantee of Renewable Origin (G.O.) from the supplier. The choice was made to was made to achieve 100% energy coverage;
- consumption control and monitoring system: an initiative started in 2022 aims to equip the terminal with separate meters for the various electrical utilities to improve the management and control of electricity consumption. This project is nearing completion, with plans to finalize it by 2025.
- resources and raw materials: initiatives included the use of recycled paper as well as water bottles, which replaced plastic bottles for office staff in 2024. Through this initiative, it is estimated to decrease the production of plastic waste by about 100,000 bottles per year, with an estimated emission savings of 5 tons of CO₂ equivalent. Also worth noting is the use of oil-absorbing cloths and mats by the maintenance department since 2022, which continues to yield positive results.: in fact, **PSA SECH**, as part of an increasingly environmental sustainability-oriented approach, with the aim of reducing the impact of its activities on water and energy consumption and related CO₂ emissions, has decided to replace disposable rags with cloths that can be reused up to 50 times. To facilitate washing and reuse, the supplier collects the used cloths—deposited in special containers—and delivers cleaned replacements. With regard to oil-absorbing mats, which are used to contain oil spills following routine and/or extraordinary maintenance work on operating vehicles (e.g., spills due to broken fittings or similar situations), the storage-washing-delivery procedure is the same as that identified for cloths. The key advantage of these two operations is that the soiled materials are not classified as waste, thereby preventing their disposal.

4.3.3 REDUCTION OF IMPACTS IN PSA VENICE-VECON

PSA Venice-Vecon monitors impacts on environmental matrices by having a comprehensive electrical consumption control system, powered by a vast number of multimeters, managed through a centralized computer system.

In the three-year period 2022-2024, several changes at both the Group and local levels have enabled the implementation of improvements for the terminal:

- PSA Venice-Vecon has begun a process of reorganizing the terminal layout with the aim of increasing its capacity. This process includes revising the relocation of some areas of the yard that are currently underutilized and optimizing the flow of operating vehicles within the terminal. The investments, made in line with a sustainable policy, aim to promote decarbonization and improve operational efficiency. To date, investments have included the renovation of the Zorzetto Building, which will house locker rooms, operational garrets and silent rooms for all operational and technical staff in 2025;
- since 2020, the radio protection service has been entrusted, in accordance with Legislative Decree No. 101/2020, to an experienced and licensed party. The installation of the portal for the radiometric inspections of goods enabled

a 50% reduction in manual container yard checks and handling. This has had a positive impact not only on interference risks, but also on dwell times and the availability of containers to the customer, allowing the terminal to record a reduction in consumption and consequent CO₂ emissions.

- in the three-year period 2022-2024, the terminal purchased a share of its energy covered by the Guarantee of Renewable Origin (G.O.).
- modernization of the equipment and crane facilities has been undertaken, resulting in a gradual reduction in resource consumption. From 2022 to the present, **PSA Venice-Vecon** has upgraded its fleet with the purchase of four new next-generation endothermic reachstackers, two new next-generation endothermic port tractors, two three- and five-ton electric forklifts, and one new 25-ton endothermic forklift.
- gradual replacement of lights on light towers is underway, switching from fluorescent tube technology to LED technology. This replacement occurs periodically and will continue in the coming years.

Plastic reduction initiatives and staff awareness campaigns on proper waste disposal continue.



5

PROTECTING OUR PEOPLE



5.1

DIVERSITY AND INCLUSION



5.1.1

STAFF DEVELOPMENT AND COMPOSITION

Staff composition at PSA Italy

Staff composition	2022			2023			2024		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
TOTAL EMPLOYEES	683	225	85	696	221	97	702	226	96
BY GENDER									
Men	622	201	72	633	198	79	635	202	78
Women	61	24	13	63	23	18	67	24	18
BY AGE									
Under the age of 30	33	7	6	64	11	16	58	13	15
Between 30 and 50 years old	312	91	52	314	64	51	251	61	40
Over 50	338	127	27	318	146	30	393	152	41
Average age of staff	48	50	45	47.5	50	44	48.24	51	45
BY PROFESSIONAL CATEGORY									
Executives	13	5	1	13	5	1	13	5	1
Supervisors	13	8	6	13	6	6	17	11	6
TOTAL EXECUTIVES	26	13	7	26	11	7	30	16	7
Employees	218	124	29	233	120	34	242	120	34
Workers	439	88	49	437	90	56	430	90	55
TOTAL NON-EXECUTIVES	657	212	78	670	210	90	672	210	89
BY CONTRACT TYPE									
Permanent contract	654	220	80	639	211	81	702	213	83
Fixed-term contract	2	0	0	0	0	3	0	0	0
Apprentices	27	5	5	57	10	13	52	13	13
Full time	670	218	83	684	213	91	690	219	93
Part time	13	7	2	12	8	6	12	7	3



Total men and women by BU by employee category at PSA Italy

	2022			2023			2024		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Executives	13	5	1	13	5	1	13	5	1
Men	11	5	1	11	5	1	11	5	1
Women	2	0	0	2	0	0	2	0	0
Supervisors	13	8	6	13	6	6	17	11	6
Men	12	6	5	13	5	5	15	9	5
Women	1	2	1	0	1	1	2	2	1
Employees	218	124	29	233	120	34	242	120	34
Men	163	102	18	176	98	20	183	98	20
Women	55	22	11	57	22	14	59	22	14
Workers	439	88	49	437	90	56	430	90	55
Men	436	88	48	433	90	53	426	90	52
Women	3	0	1	4	0	3	4	0	3
Total	683	225	85	696	221	97	702	226	96

Percentage of men and women per BU by employee category at PSA Italy

	2022			2023			2024		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Executives	1.90%	2.22%	1.18%	1.87%	2.26%	1.03%	1.85%	2.21%	1.04%
Men	1.61%	2.22%	1.18%	1.58%	2.26%	1.03%	1.57%	2.21%	1.04%
Women	0.29%	0.00%	0.00%	0.29%	0.00%	0.00%	0.28%	0.00%	0.00%
Supervisors	1.90%	3.56%	7.06%	1.87%	2.71%	6.19%	2.42%	4.87%	6.25%
Men	1.76%	2.67%	5.88%	1.87%	2.26%	5.15%	2.14%	3.98%	5.21%
Women	0.15%	0.89%	1.18%	0.00%	0.45%	1.03%	0.28%	0.88%	1.04%
Impiegati	31.92%	55.11%	34.12%	33.48%	54.30%	35.05%	34.47%	53.10%	35.42%
Men	23.87%	45.33%	21.18%	25.29%	44.34%	20.62%	26.07%	43.36%	20.83%
Women	8.05%	9.78%	12.94%	8.19%	9.95%	14.43%	8.40%	9.73%	14.58%
Workers	64.28%	39.11%	57.65%	62.79%	40.72%	57.73%	61.25%	39.82%	57.29%
Men	63.84%	39.11%	56.47%	62.21%	40.72%	54.64%	60.68%	39.82%	54.17%
Women	0.44%	0.00%	1.18%	0.57%	0.00%	3.09%	0.57%	0.00%	3.13%

Incoming and outgoing PSA Italy employees

HIRES AND LEAVERS	2022			2023			2024		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Total employees	683	225	85	696	221	97	702	226	96
EMPLOYEES HIRED DURING THE YEAR	29	5	3	37	7	14	11	9	1
Men	25	2	3	31	6	9	7	7	1
Women	4	3	0	6	1	5	4	2	0
Under the age of 30	25	3	3	28	6	11	6	4	1
Between 30 and 50 years old	4	1	0	8	1	2	4	4	0
Over 50	0	1	0	1	0	1	1	1	0
EMPLOYEES LEAVING DURING THE YEAR	6	8	3	23	11	2	4	4	2
Men	6	7	1	19	9	2	4	3	2
Women	0	1	2	4	2	0	0	1	0
Under the age of 30	0	0	3	0	1	1	0	0	1
Between 30 and 50 years old	2	0	0	3	1	0	3	1	0
Over 50	4	8	0	20	9	1	1	3	1

Regarding the workforce rejuvenation plan carried out in 2022 and 2023, in 2024 PSA Genova Pra' focused on training young apprentices, who had joined the operations department in the previous two years, in vehicle operation. The company also recruited young talent to strengthen departments in the areas of digitization, automation, and remote operations. Following numerous departures linked to the "Expansion Contract" in 2023, PSA SECH experienced four additional

exits in 2024 and made nine new hires, including four under the age of 30, continuing its commitment to workforce rejuvenation. In 2024, at PSA Venice-Vecon, the turnover rate remained extremely low as a result of workforce stabilization following the numerous hires made in 2023. In concrete terms, there were only two exits and one new hire. Across all companies, permanent contracts continue to be the predominant form of employment.



Overall PSA Italy turnover rate

Overall turnover rate (%)*	2022			2023			2024		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
TOTAL	5.25	5.76	0.07	0.09	8.00	0.18	0.02	5.80	0.03
Men	4.65	3.99	0.05	0.07	6.67	0.12	0.02	4.46	3.03
Women	0.60	1.77	0.02	0.01	1.33	0.05	0.06	1.34	0.00
Under the age of 30	3.75	1.33	0.07	0.03	3.11	0.12	0.01	1.79	0.02
Between 30 and 50 years old	0.90	0.44	0.00	0.02	0.89	0.02	0.01	2.23	0.00
Over 50	0.60	3.99	0.00	0.03	4.00	0.02	0.00	1.78	0.01

* Overall turnover rate: new hires + leavers in the period/average workforce during the period.

Positive PSA Italy turnover rate

Positive turnover rate (%)**	2022			2023			2024		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
TOTAL	4.35	2.22	0.04	0.05	3.13	0.2	0.02	4.07	0.01
Men	3.75	0.89	0.04	0.05	2.68	0.1	0.01	3.17	0.01
Women	0.60	1.33	0.00	0.01	0.45	0.1	0.01	0.90	0.00
Under the age of 30	3.75	1.33	0.04	0.04	2.68	0.1	0.01	1.81	0.01
Between 30 and 50 years old	0.60	0.44	0.00	0.01	0.45	0.0	0.01	1.81	0.00
Over 50	0.00	0.44	0.00	0.00	0.00	0.0	0.00	0.45	0.00

** Positive turnover rate: new hires during the period/workforce at the beginning of the period.



Negative PSA Italy turnover rate

Negative turnover rates (%)***	2022			2023			2024		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
TOTAL	0.90	3.56	0.04	0.03	4.91	0.02	0.006	1.81	0.02
Men	0.90	3.11	0.01	0.03	4.02	0.02	0.01	1.36	0.02
Women	0.00	0.44	0.02	0.01	0.89	0.00	0.00	0.45	0.00
Under the age of 30	0.00	0.00	0.04	0.00	0.45	0.01	0.00	0.00	0.01
Between 30 and 50 years old	0.30	0.00	0.00	0.00	0.45	0.00	0.004	0.45	0.00
Over 50	0.60	3.56	0.00	0.03	4.01	0.01	0.001	1.36	0.01

*** Negative turnover rate: leavers in the period/workforce at the beginning of the period.

PSA Italy turnover compensation rate

Compensation rate turnover (%)****	2022			2023			2024		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
TOTAL	20.69	62.50	1.00	1.61	63.64	7.00	2.75	225.00	0.50
Men	24	25	3.00	1.63	54.55	4.50	1.75	233.33	2.00
Women	0.00	37.50	0.00	0.00	9.09	5.00	1.00	200.00	0.00
Under the age of 30	0.00	0.00	1.00	0.00	54.55	11.00	1.50	0.00	2.00
Between 30 and 50 years old	50.00	50.00	0.00	2.67	9.09	2.00	1.00	400.00	0.00
Over 50	0.00	12.50	0.00	0.05	0.00	1.00	0.25	33.33	1.00

**** Turnover compensation rate: hires in the period/leavers during the period.



PSA Italy parental leave

Parental leave	2022						2023						2024					
	PSA GP		PSA SECH		PSA VENICE		PSA GP		PSA SECH		PSA VENICE		PSA GP		PSA SECH		PSA VENICE	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
N° of workers entitled to parental leave	156	7	89	8	2	3	166	10	46	2	3	4	180	14	36	2	3	3
N° of workers who benefited from parental leave	75	2	7	1	2	3	59	8	1	1	3	4	64	5	5	1	2	3
N° of workers returning from parental leave in the reporting year	75	2	7	1	2	3	59	6	1	1	3	3	14	4	5	1	2	3
N° of workers returning to work at the end of parental leave and still employed in the following 12 months	75	2	7	1	2	5	59	6	1	1	3	4	64	5	5	1	2	3
Percentage (%) of workers returned to work at the end of parental leave and still employed in the following 12 months	100	100	100	100	100	100	100	97	100	100	100	100	100	100	100	100	100	100

5.1.2 SEARCH AND SELECTION

Human resources represent an indispensable strategic asset for the company, and their enhancement is a key element for the sustainable development of terminal activities. In this context, the personnel recruitment and selection process aims to ensure that Group companies possess the necessary skills to maintain high standards of customer service. This process is managed by the Personnel Department, which also oversees relationships with educational institutions, universities, and employment centers to foster a network of collaborations aimed at supporting professional development and job placement. The methodologies adopted for personnel selection comply with the principles enshrined in the PSA Code of Business Ethics and Conduct and current labour regulations, as well as with the applicable National Collective Bargaining Agreements (CCNL Ports and CCNL Industrial Company Managers), in full compliance with legislative provisions. The company policy actively promotes equal access to employment between men and women, guaranteeing the absence of any form of discrimination based on gender, ethnic

origin, nationality, language, religion, political opinion, sexual orientation, personal or social conditions, in line with the provisions of the current regulatory framework, with particular reference to the Equal Opportunities Code (Legislative Decree 198/2006). Consistent with this commitment, PSA Venice-Vecon updated its human resources policies and procedures during 2024, to align with the requirements of the UNI/PdR 125:2022 certification on Gender Equality. All hiring is done through regular employment contracts, with no tolerance for non-compliant forms of employment, whether for Italian citizens or foreign nationals. Applicants are adequately informed about all contractual and regulatory conditions related to the employment relationship. Any award of pay increases, incentive tools or career advancement is subject, in addition to compliance with legal and contractual provisions, to the evaluation of individual merit. Among the criteria considered, particular emphasis is placed on the ability to adopt behaviors and develop organizational skills consistent with the ethical values promoted by Group companies.

Staff composition (% by educational qualification) PSA Italy

Staff composition (%) by educational qualification)	2022			2023			2024		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Degree	N.D.	12	9	N.D.	12	17	N.D.	12	17
Diploma	N.D.	46	52	N.D.	46	54	N.D.	48	53
Professional qualification	N.D.	17	8	N.D.	17	9	N.D.	16	9
Primary/middle school	N.D.	25	16	N.D.	25	17	N.D.	24	17



5.2

LABOUR RELATIONS
AND WORKER WELLBEING

Workers in PSA Italy companies are covered by national collective bargaining agreements: for employees with "managerial", "clerical" and "blue-collar" status (about 99% of the total), reference is made to the CCNL for port workers, and for "managers" (the remaining 1%) to the CCNL for managers of industrial companies.

Remuneration is mainly based on the first-level national contract and the company's supplementary contract, while to a lesser extent it is established on the basis of the responsibility and role held by management reporting directly to the General Manager.

Integrative (or second-level) bargaining assumes an important role in determining overall remuneration. By supplementing the national collective bargaining agreement, it

serves the dual purpose of creating organizational efficiency for the company, on the one hand, and bringing additional remuneration to workers, on the other.

On the basis of the above assumptions, the current supplementary company contract in **PSA Genova Pra'** focuses, predominantly, on the recognition of an incentive pay mechanism to staff, which is linked to two indicators further detailed below.

Similarly, **PSA Venice-Vecon** applies rewards related to attendance, productivity, and flexibility, also to limit absenteeism rates and achieve organizational efficiency.

In **PSA SECH**, increasing productivity also plays a key role in this regard, as does decreasing actual absenteeism.

Actual absenteeism rate

Employees	2022			2023			2024		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Actual absenteeism rate (%)	8.91	6.86	7.90	6.37	4.83	6.58	6.51	4.71	6.77

* Actual absenteeism: (Absence hours – Paid leave) / Workable hours * 100

The contents of **PSA Genova Pra'** corporate supplementary bargaining include:

- a performance bonus based on monthly TEUs handling volumes and a productivity incentive based on two indicators: one is work attendance, the other is the average monthly productivity result of quay cranes;
- an annual per capita amount provided in the form of welfare, which allows staff to use a whole range of tax-deferred goods and services through a special web portal.

In **PSA SECH** the distribution of bonuses is more widespread, resulting in the following composition:

- a productivity bonus, paid for the hours of actual attendance at work and possibly increased following the achievement of certain monthly average yield values;
- a professionalism bonus, paid only to workers with at least 50% of workable hours;
- an attendance-related bonus, which provides an additional amount over and above normal pay for each shift/days of actual attendance at work;
- the recognition of leave in addition to vacation, in case of zero incidence of accidents in the year and an absenteeism

rate of less than 5%.

In **PSA Venice-Vecon** the breakdown of bonuses is as highlighted below:

- efficiency bonuses, linked to work attendance on an individual basis, and average monthly productivity, calculated on average quay crane movements;
- efficiency rewards, linked to MMBF¹ indicators and number of TEUs moved in the month;
- mixed team awards, linked to the number of TEUs and willingness to operate on a voluntary basis in teams composed of internal/external personnel;
- reefer container handling awards, linked to the number of TEUs handled in the month and number of temperature-controlled container connections/disconnections;
- variable production premium, annual premium linked only to the amount of TEUs handled in the year;
- readiness allowance, awarded to operations/maintenance personnel for a period of time to start their shifts earlier than usual;
- an annual per capita amount provided in the form of welfare, which allows staff to use a whole range of tax-deferred

¹ MMBF: Mean Movements Between Failure which is a numerical representation of how many containers are moved during loading and discharge operations between two crane outage episodes.

goods and services through a special web portal.

Additional initiatives launched to increase employee wellbeing are:

- for **PSA Genova Pra'** and **PSA SECH** a shuttle service is provided to transport employees between the nearest train station and their workplace;
- for **PSA Genova Pra'** and **PSA SECH** the option to carry out part of their work under the “agile work” model (smart working).

In **PSA Italy**, considering total remuneration—which includes all components of value such as salary, benefits, bonuses, etc., received by an employee in exchange for their work—the ratio between the highest-paid individual in the organization (excluding managers) and the average remuneration of all employees (excluding the highest-paid) is 2.11 for **PSA Genova Pra'**, 1.43 for **PSA SECH**, and 1.61 for **PSA Venice-Vecon**.

Ratio between remuneration paid on entry and the local minimum wage

	2022			2023			2024		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Men	1.17	1.31	1.23	1.04	1.32	1.24	1.15	1.31	1.22
Women	1.18	1.27	1.14	1.02	1.29	1.16	1.02	1.25	1.13

Following the profound transformation of work organization over recent years, the parties to the national contract have agreed to establish an early retirement support fund. Starting from January 1, 2022, this fund is financed by a monthly employer contribution of €10.00 per worker (for thirteen months) and by amounts paid by the Port System Authorities, equal to 1% of the revenue from taxes on landed and embarked goods. Effective from 2023, the fund is also financed by a contribution from each employee of €65, collected through monthly deductions of €5.00 over thirteen months. In 2024, **PSA Genova Pra'** and **PSA SECH** did not use other forms of early retirement.

Since 2005, the Ports CCNL has introduced a supplementary pension fund (Art. 51), now known as the Priamo pension fund. All employees can join this fund by allocating their accrued severance pay to it, alongside an additional combined employee and employer contribution of 1% based on the salary components used to calculate severance pay. In addition

to the statutory pension plans guaranteed by the payment of mandatory INPS contributions, workers are thus granted, upon termination of employment, severance pay to those who have not joined the supplementary pension plan, while those who have joined the fund have the option of receiving a life annuity and/or redemption of their accrued pension position from the Priamo fund.

In the cases provided for, the employee is also entitled to a substitute indemnity in lieu of notice. With regard to **PSA Venice-Vecon**, employees can choose to allocate their accrued severance pay in the manner provided for in Article 2120 of the Civil Code either to open-ended supplementary pension funds, or to the Solidarietà Veneto fund, which is an inter-industry pension fund, equivalent to Priamo in terms of additional employee-company contributions.

The composition and changes in severance and other personnel provisions as of December 31, 2024 are detailed below:

Benefits due upon termination of employment

SEVERANCE INDEMNITY (€)	2022			2023			2024		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Provision for severance indemnities remaining in the company	4,184,083	1,451,631	479,142	3,853,389	1,304,687	483,233	3,819,553	1,230,729	457,577
Other (replacement indemnities, IMA, etc.).	-	-	-	519,094	-	-	-	-	-

6 NURTURING A FUTURE-READY WORKFORCE



PSA ITALY DATA ANALYTICS

To enhance data analysis skills across the Group, PSA Genova Pra' hosted a training workshop on data analysis, in collaboration with PSA Group Data For Excellence (DFE), PSA University (PSAU) and EMA Data for Excellence and Competency Center. The program was attended by representatives from various terminals. In addition, several PSA Italy leaders participated in the Data Analytics Foundation (DAF) workshop, gaining insights into recent advances in data analytics capability, as well as a workshop on the use of Power BI (PBI). Under the guidance of two DFE trainers, participants learned how to use the tool to create and share dashboards and other data analytics solutions.

The workshops covered topics such as artificial intelligence (AI), technology, and data quality within PSA, providing guidance on problem management and resolution. In addition, PSA's data governance standards were analyzed to ensure the protection of the Group's assets from misuse, breaches and other threats.



6.1 PEOPLE DEVELOPMENT

In today's environment of rapid change and increasing competitiveness, corporate training assumes a strategic role in promoting the sustainable development of organizations. It represents a key investment for long-term success, as it enables the strengthening of internal cohesion and fosters an inclusive and collaboration-oriented work environment. The ability to operate in an efficient and integrated manner is based on a shared vision that involves the entire workforce, at every level, in the pursuit of corporate objectives. Training meets this need, helping to build a sense of belonging and an organizational culture based on active participation. From the perspective of organizational well-being, training also serves an essential function: it enhances the sense of individual empowerment and strengthens staff motivation, generating a positive impact on both the corporate climate and collective performance. A trained employee is a more knowledgeable, engaged and aligned with the values and

mission of the company. Human resources represent a strategic asset for sustainable growth. Continuous education is an indispensable tool for personal and professional development, as it enables the transfer of skills, stimulates innovation and strengthens decision-making and collaborative capabilities within the organization. The effects of training activities are reflected in an enhancement of individual and shared creativity, initiative and problem-solving skills. At the same time, employees' awareness of the importance of their role in achieving company goals grows. Therefore, corporate training is not only a lever to productivity, but also a factor contributing to the equitable growth of resources, in line with the principles of social sustainability promoted by PSA.

SPREADING THE CULTURE OF SUSTAINABILITY WITHIN PSA ITALY

The Parent Company PSA and all its business units, including the terminals of PSA Italy, are increasingly committed to promoting awareness regarding sustainability issues so that employees acquire the knowledge they need to operate according to a sensitive approach to these issues.

In addition to initiatives related to Go Green and Safety Week, along with other activities aimed at raising employee awareness of environmental compliance, health and safety concerns, and general well-being, PSA developed a comprehensive sustainability training program. This program was delivered to employees to encourage sustainable and planet-friendly behaviours. Among the courses conducted in 2024 in the field of sustainability are the following:

- For PSA Italy, training workshop on Corporate Sustainability Reporting Directive (CSRD) regulations and EU Taxonomy at regional offices in Antwerp.
- for PSA Genova Pra', executives and supervisors took the e-learning course "Greenfish II - Climate Action," promoted and produced by PSA to improve awareness on the issue of climate change, raising awareness of causes, impacts, and actions to counteract ongoing changes, including through conscious individual choices.
- For PSA SECH, the "Skills for Sustainability" course was organized, aimed at fostering the dissemination of ESG culture, particularly among colleagues not directly involved in the sustainability reporting process, by offering an overview of the initiatives undertaken by the company since 2013, when the first report was prepared.

Below are some tables providing a detailed overview of the training activities across the three companies:

PSA Italy average training hours

Average training hours	2022			2023			2024		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Total hours provided	16,681	3,113	2,499	26,168	7,601	2,376	26,403	7,381	3,169
-Of which internal teaching	12,320	445	295	19,132	1,504	907	19,338	552	1,088
Of which internal teaching*	39	16	33	44	34	25	39	34	33
Average hours per total employees**	24	14	29	37	34	25	37	33	32
Average hours by employee category									
-Executives	38	62	5	32	75	14	11	57	29
-Supervisors	24	80	44	31	123	67	45	74	35
-Employees	14	13	26	24	34	33	23	34	40
-Workers	25	6	19	42	27	15	44	25	27
Average hours by employee gender									
Men	23	13	26	38	33	21	38	32	29
Women	37	23	40	32	46	39	32	48	48
Coverage % of employees	62%	87%	94%	84%	100%	100%	94%	97%	100%

* and ** Employees who have received training.



PSA Italy training costs

		Amounts and percentage	Funded training cost	Unfunded training cost	Total
2022	PSA GP	€	31,635	48,252	79,887
		%	40	60	100
	PSA SECH	€	6,240	50,871	57,111
		%	11	89	100
	PSA VENICE	€	0	35,780	35,780
		%	0	100	100
2023	PSA GP	€	55,888	52,854	108,742
		%	51	49	100
	PSA SECH	€	42,643	93,062	135,705
		%	31	69	100
	PSA VENICE	€	17,643	19,663	37,306
		%	47	53	100
2024	PSA GP	€	61,882	74,422	136,304
		%	46	55	100
	PSA SECH	€	40,988	88,264	129,251
		%	32	68	100
	PSA VENICE	€	11,203	38,365	49,568
		%	23	77	100

PSA Italy costs by training type

COSTS BY TRAINING TYPE (€)	2022			2023			2024		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Managerial training	25,369	163	5,927	30,544	3,485	2,261	29,672	9,496	7,747
Safety training	14,506	19,546	12,097	17,775	12,112	11,329	14,537	19,924	9,531
Refresher training	40,012	37,402	17,756	60,423	120,108	23,716	92,095	99,832	32,290
TOTAL	79,887	57,111	35,780	108,742	135,705	37,306	136,304	129,251	49,568

The above data include all funding received directly by the company, excluding funded training managed by accredited training institutions where the company does not directly bear the teaching costs. However, the company always covers the cost of the trainees. Within the economic investments made over the past three years on training, PSA Genova Pra' has managed to use funding from private interprofessional funds and public funds detailed as follows:

- 2022: funded € 31,635, 100%from private interprofessional funds (Fondimpresa).
- 2023: funded € 55,888, 100%from private interprofessional funds (Fondimpresa and Fondirigenti).
- 2024: funded € 61,882, 100%from private interprofessional funds (Fondimpresa).

PSA SECH was able to use funding from private interprofessional funds and public funds, detailed as follows:

- 2022: funded € 6,240, 100%from private interprofessional

funds (Fondimpresa and Fondirigenti);

- 2023: funded € 42,643, 100%from private interprofessional funds (Fondimpresa and Fondirigenti);
- 2024: funded € 40,988, 59%from private interprofessional funds (Fondimpresa and Fondirigenti) and 41%from public funds.

As for PSA Venice-Vecon, the company was able to use funding from private interprofessional funds, detailed as follows:

- 2022: training costs were self-funded;
- 2023: funded €17,643, 86%from private interprofessional funds (Fondimpresa) and 14%from public funds (port voucher);
- 2024: funded €11,203, 100%t from private interprofessional funds (Fondimpresa)



Hours delivered by course type PSA Italy

Hours delivered by course type	2022			2023			2024		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Managerial training	1,052	685	270	558	176	413	1,317	62	231
Safety training	2,953	787	1,672	1,834	2,442	1,046	4,901	1,838	2,078
Refresher training	12,676	1,641	557	23,776	4,983	917	20,185	5,481	860
TOTAL	16,681	3,113	2,499	26,168	7,601	2,376	26,403	7,381	3,169

PSA Italy delivery method

Modalità erogazione (%)	2022			2023			2024		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
% Classroom	90	59	14	90	54	82	90	62	79
% On Line	10	41	86	10	46	18	10	38	21

PSA Italy's three terminals, for the year 2024, confirm their commitment to training, with a 66% increase in training hours provided compared to 2022, the year the three-year reporting period began.

For **PSA Genova Pra'**, the significant increase in training hours can be attributed to, among other factors, the intensive hiring campaign that started in 2022 and continued in 2023. This campaign mainly involved multi-purpose labour trainees driving vehicles, maintenance personnel, and some clerical staff. The inclusion of these resources required a substantial training effort, encompassing both vehicle operation training and mandatory safety and technical courses. For **PSA Venice-Vecon**, the substantial increase in the number of apprentices compared to 2022 resulted in a moderate increase in vocational training hours in 2023, followed by a further increase in mandatory training hours in 2024. For the Genoese terminals of **PSA Genova Pra'** and **PSA SECH**, English language courses continued regularly, registe-

ring an increase in the number of participants, both for group and individual (one-to-one) courses; The training program on Cyber Security Awareness was also completed in e-learning mode. Additionally, licenses were purchased—subscribed to by all business units in the EM-A Region, granting access to an online platform with a broad catalog of courses, allowing qualified employees to select training according to their preferences. **PSA SECH** has, in addition, provided refresher training on Legislative Decree 231/01, the UNI ISO 37001:2016 standard and the whistleblowing reporting tool.

During 2024, for **PSA Venice-Vecon**, as part of the training provided, safety courses continued to be a priority. At the same time, an increase in training initiatives was observed, also supported by the introduction of specific training programs on gender equality, targeted at certain company roles.

6.2

OCCUPATIONAL HEALTH AND SAFETY

The health and safety management system

PSA Italy's three terminals operate in accordance with PSA Group policy and standards.

PSA HSS MANAGEMENT SYSTEM

STANDARDS & 8 ELEMENTS



SA Genova Pra', PSA SECH and PSA Venice-Vecon have also opted to operate under UNI EN ISO 45001:2023, meeting the need for continuous improvement in health and safety performance.

PSA Italy terminals, therefore, implement a system of controls aimed at ascertaining the compliance of the health and safety management system with the relevant regulations and mandatory legislation, as well as verifying:

- The implementation and effectiveness of prevention and protection measures planned as a result of the risk assessment activity;
- The provision of adequate resources and means for the maintenance and continuous improvement of the management system.

This control system, implemented by the terminals of PSA Italy, allows the identification of non-compliant services and activities and is mainly divided into:

- first-party audits conducted by qualified internal and/or external personnel and third-party audits conducted by in-

- dependent and accredited certification bodies;
- Periodic and systematic inspections of working environments, conducted by internal prevention and protection service personnel, to ascertain compliance with health and safety requirements and conditions, in all places and in the performance of all company activities;
- drills scheduled to test possible emergency scenarios identified by PSA Genova Pra', PSA SECH, and PSA Venice-Vecon in order to assess the effectiveness of the response plans and the preparedness of the assigned personnel. The multi-year schedule of drills is reviewed periodically and based on the outcomes of simulations conducted and actual emergency events that have occurred. The outcomes of the drills are managed from a system's perspective, through the identification, where necessary, of actions to improve the response to different events that may occur;
- Periodic inspections by the physician in charge to ensure that the working environments and conditions ensure that the health and safety of the operators are respected;
- Adoption of management applications that support the monitoring of deadlines and obligations related to occupational health and safety.



EMERGENCY MANAGEMENT IN PSA ITALY - YEAR 2024

During the year 2024, PSA Genova Pra' conducted the usual annual workplace evacuation tests and simulations of emergency situations planned on a three-yearly basis. In addition, confirming the cooperation with the area's emergency teams, a test of personnel recovery from the yard and quay crane facilities was again conducted with the fire department. The terminal also dealt with eight actual emergencies, which were handled in accordance with the company's emergency plan. The PSA SECH terminal conducted several planned emergency drills. The "fire at mechanical equipment" scenario was tested, following a real event without damage or fire, which was effectively managed. Another drill involved the "accidents with minor environmental consequences" scenario, simulating the spillage of non-hazardous goods, which was handled quickly and successfully. Two rescue scenarios were also tested: "ordinary rescue with recovery problems" and "man overboard," during which a new stretcher was successfully used to recover injured people in complex situations. The trials were successful, with good response times and the adequacy of all equipment met.

The drills also provided an opportunity to review the new emergency vehicle communication procedure, introduced by Port Authority regulations, which provides for zoning of port areas. Some room for improvement was identified and will be implemented in 2025. Finally, an unplanned scenario related to a "fire in the dangerous goods stacking area" was tested, with positive results, confirming the effectiveness of the fire-fighting system and the preparedness of the personnel. The simulations were successful overall, with minor critical issues managed within the QHSSS for continuous improvement. Emergency drills were again held at the PSA Venice-Vecon terminal in cooperation with cruise ship personnel. Fires were simulated at the quayside vehicles and the need for evacuation of shore personnel due to activation of the external emergency plan, also involving the rescue vehicles of the fire brigade and the Port Authority Health Emergency Unit. In particular, a complex exercise was held in which two different scenarios were simulated during an emergency situation in the cruise area: a security incident and a fire alarm, in order to test the management in accordance with the terminal's Security and Emergency Plan.



Health and safety risk assessment and management

PSA Italy implements and maintains processes focused on the continuous identification and elimination of hazards, with the goal of minimizing risks to the operator’s health and safety. These processes consider not only daily business activities, but also non-routine activities, injuries, emergency situations, and organizational changes.

Workers’ participation, consultation and communication on health and safety issues

Workers’ participation, consultation and communication on health and safety issues

PSA Italy establishes processes to promote communication, participation, consultation and involvement of workers in health and safety matters, both directly and indirectly through the company’s RLSs¹; the company’s communication methods take place with respect for diversity of gender, language, culture, literacy and disability.

Consultation activities involve establishing communication processes that:

- Ensure that workers acquire the necessary awareness regarding:
 - HSSS policy² and goals for occupational health and safety, security and sustainability;
 - importance of one’s contribution to the effectiveness and improved performance of the health and safety management system and the implications and potential consequences of not complying with legal and system requirements;
 - relevance of active participation in the analysis of incidents affecting them and the results of the analysis of their causes; in fact, terminals ensure that workers at all levels are

Once hazard identification and risk assessment are completed, the terminals implement appropriate preventive and protective measures to ensure the health and safety of workers and all individuals accessing company premises.

- encouraged to report dangerous situations so that preventive measures can be taken and corrective action taken;
- importance of their involvement and personnel present in PSA Genova Pra’, PSA SECH and PSA Venice-Vecon during audit activities to ascertain compliance with management system requirements;
 - knowledge of the risks present in the environment in which they work;
 - importance of following current safety procedures and instructions;
 - proper identification of hazards, health and safety risks;
 - ability to remove themselves from work situations they believe pose a serious and immediate danger to their life or health.
- foster dialogue and exchanges, with the aim of making the necessary information available to workers and RLSs to provide informed feedback to be considered by terminals before making a decision in terms of worker health and safety;
 - prescribe appropriate health and safety behaviours towards internal and external stakeholders, such as: direct and indirect workers, suppliers, contractors and visitors.

SAFETY WEEK 2024

During the reporting year, the PSA Group’s annual "Safety Week" initiative was held, during which the PSA Group CEO reiterated the importance of a safety culture to protect the health and safety of workers, as the very theme of Safety Week (Valuing Lives) suggests.

Locally, Davide Romanengo, general manager of PSA SECH, was presented with the "PSA Group HSS Management System" award, a certification that recognizes the Group’s values, which extend beyond traditional health, safety and environmental management systems.

At a joint event with the PSA Genova Pra’ terminal, a theatrical improvisation show (IMPROSAFE) was also organized, which dealt with the topic of occupational health and safety in an engaging, entertaining and interactive way, in collaboration with the LHS Foundation.

The use of company monitors and internal communication platforms to share brief informational messages promoting positive occupational health and safety behaviours has also continued.

PSA Venice-Vecon organized a meeting with managers, supervisors, union, trucking and Port Authority representatives to inaugurate Safety Week, promoting awareness of occupational health and safety issues among stakeholders. During the event, the HSSS Policy and "Take 5"²⁸ posters were signed . In parallel, the activities of the HSSS Ideas Lab, an interdepartmental working group that, through discussion and sharing of projects, aims to develop concrete solutions to improve the work environment, were revitalized.

During the week, the terminal also promoted an awareness campaign on alcohol and drugs, including offering an immersive experience through special glasses that simulate the state of intoxication, highlighting alterations in balance, vision and reaction time. The WHP (Workplace Health Promotion) project was also launched, in collaboration with the Local Health Authority, to foster a wellness-oriented work environment through targeted actions on nutrition, physical activity, smoking and alcohol prevention, and cross-cutting health practices.

The activities continued with field training sessions, where HSSS personnel supported operators in different operational areas—such as handling equipment, dock, shipboard, and workshop—sharing good practices and promoting compliance with Safe Operating Procedures (SOPs) and the “Take 5” program.

Rounding out the initiative were the customary "Safety Walks," organized safety walks with supervisors and managers, in which compliance with operating procedures was deepened by directly observing ongoing activities and establishing constructive dialogue with staff.

PSA VENICE-VECON PROPOSES THE FOURTH EDITION OF "VECON LOVES SAFETY 2024"

PSA Venice-Vecon proposed the fourth edition of "Vecon Loves Safety 2024," opening the terminal to the port community and the city to celebrate World Occupational Health and Safety Day, which occurs on April 28 each year.

The event was an opportunity to celebrate together the achievements, including the record volume in 2023 with more than 337,000 containers handled, new hires and investments obtained with the renewal of the port concession. More than 360 guests, including terminal workers with their families, 415 children from primary school in the province of Venice, 60 safety expert exhibitors and representatives of institutions and the port community attended the event.

Also presented during the day was the play "To Those Who Hesitate." Through a series of monologues, the play recounted the stories of victims—both direct and indirect—of the absence of a strong safety culture in the workplace and in life.

¹ Workers’ representative for Health & Safety..

² HSSS: Health, Safety, Security, Sustainability

²⁸ The PSA "Take 5" safety methodology encourages workers to reflect during their activities to assess potential hazards before continuing. This reflection helps to identify hazards and implement control measures, thus helping to prevent accidents and injuries. The steps involved are as follows: stop and reflect, identify hazards, assess risks, take necessary actions, and carry out activities safely.

Health Surveillance

Health surveillance is a preventive measure aimed at workers exposed to health risks caused by physical, chemical, biological or ergonomic agents. Medical examinations are arranged according to a schedule established by the competent physician, in cooperation with terminal employers. The latter, meeting the requirements of the law, conducts medical examinations in properly equipped rooms, assessing various aspects of the physical and psycho-aptitude functionality of workers. The results of the medical examinations are attached to the health and risk records, and based on them the competent physician makes a judgment regarding the specific task, which may be suitability; partial, temporary or permanent unfitness, with prescriptions or limitations; temporary unfitness; permanent unfitness. The activity of the competent physician does not end with the health surveillance of workers; in fact, they work alongside the employer and the prevention and protection service in assessing risks and implementing measures to protect the

health and psycho-physical integrity of workers. They are also involved in the organization of the first aid service, particularly with regard to the definition of the medical-surgical aids available to the employees dedicated to it. The competent doctor participates in the information and training of workers and is the only person authorized to provide information to workers about the results of diagnostic tests and health surveillance and the delivery of medical records, upon request or termination of employment. It is important to emphasize that the risk health record contains sensitive data and should therefore be treated in accordance with professional secrecy and the provisions of Reg. EU/2016/679 and Legislative Decree 196/2003, the Personal Data Protection Code. In addition to the health surveillance activities described above, PSA Genova Pra', PSA SECH and PSA Venice-Vecon have taken out private insurances to ensure that all workers have access to health care services, even outside of work, with the aim of preserving health through annual check-up programs and additional visits and examinations for diagnostic tests.

Health and safety training for workers

PSA Genova Pra', PSA SECH and PSA Venice-Vecon are committed to ensuring structured and ongoing information, education and training activities in line with company policies, adopted ethical principles, current regulations, voluntarily signed standards, as well as commitments made and corrective actions implemented to prevent the recurrence of nonconformities, accidents, and injuries. It is the responsibility of the three terminals to ensure that all personnel possess the necessary skills, including the ability to identify and manage risks. To this end, each site plans, organizes, implements and monitors the effectiveness of training

activities, either internally or by using qualified external entities. Occupational health and safety training is provided in accordance with the provisions of the State-Regions Conference Agreement No. 221 of December 21, 2011, implementing Legislative Decree No. 81 of April 9, 2008. This training regulates the duration, minimum content and delivery methods of compulsory training and updates for workers, supervisors, managers and, optionally, the persons identified in Article 21, paragraph 1, of the same decree.

THE PROMOTION OF HEALTH IN THE WORKPLACE - WHP

In 2024, PSA Venice-Vecon joined the voluntary regional Workplace Health Promotion (WHP) program, thus introducing a preventive strategy aimed at improving people's health and well-being starting from the workplace context, as a privileged environment to spread the adoption of healthy lifestyles. The concept of occupational health promotion has not only been limited to the implementation of measures to prevent occupational injuries and illnesses, but has also offered workers initiatives to improve their health regardless of the workplace by reducing risk factors, such as those related to the development of chronic diseases, which are the leading cause of death in the general population. The program includes a three-year plan, in collaboration with local health authorities, to ensure the effectiveness and sustainability of initiatives, such as encouraging physical activity, raising awareness of the harmful effects of smoking and alcohol, and promoting healthy eating.

GHSS GROUP MANAGERS MEETING AT THE PSA SECH TERMINAL

In the spring of 2024, a meeting was held at the PSA SECH terminal with the managers of the Group Health, Safety and Security (GHSS) department in Singapore. During the meeting, the training course called "Understand Your Culture" (UYC) was conducted, aimed at defining the level of safety present in the company through a survey, with the objective of monitoring progress in safety culture.

PSA GENOVA PRA' AND PSA SECH BRING SAFETY TO THE STAGE

PSA Italy's Genova Pra' and SECH terminals organized the improvisation-based IMPROSAFE theater show to promote the culture of occupational health and safety. The use of engaging and entertaining theatrical techniques made it possible to deal with a serious topic such as safety in an accessible way, creating a direct bond with the audience and making them active participants in the performance. The initiative aims to initiate a dialogue between actors and spectators to raise awareness about the importance of prevention and safe behaviours, fundamental principles for PSA and an integral part of its business ethics. The show, while maintaining a light tone, aimed to strongly emphasize the importance of operating safely to protect the well-being of workers and their families by highlighting the risks associated with improper conduct. The event is a collaboration with the LHS Foundation – a nonprofit organization founded by Saipem in 2010 to spread the culture of health and safety – and the Traattori Social Promotion Association, which specializes in teaching theatrical improvisation in educational, corporate and training settings.

PSA VENICE-VECON AND THE "HUMAN FACTOR"

Among the training initiatives proposed by PSA Venice-Vecon for the year 2024 is the organization of courses aimed at safety officers, focusing on the concept of "Human Factor." This term, originally employed in the aviation sector, has been progressively adopted in other areas as well to improve safety at work. The primary objective of such courses is to reduce injuries and near misses (nearmiss) through conscious management of the human factors that influence the operators' behaviour, with the aim of enhancing reliability and overall performance. This integrated approach considers not only technical skills, but also the psychological and social dynamics that influence daily operations.

6.2.1

EMPLOYEE INJURIES AND PROFESSIONAL DISEASES

PSA Genova Pra', PSA SECH and PSA Venice-Vecon protect the health and safety of their workers by following the guidelines established by the PSA Group and the UNI EN ISO 45001:2023 standard.

Following the occurrence of injuries, in particular, terminals initiate thorough investigations to ensure proper reconstruction of the dynamics of the events, identification of the root causes and definition of the corrective actions to be implemented to avoid the repetition of the same kind of injury.

PSA constantly monitors accident trends at the Group's terminals using the Lost Time Injury Frequency (LTIF) Overall indicator, which represents the total number of work-related injuries occurring to both PSA employees and outside workers, per million hours worked.

For the year 2024, data for PSA Italy's three terminals are shown below.

Lost Time Injury Frequency Overall

2024	PSA GP	PSA SECH	PSA VENICE
LTIF	6.50	1.85	3.04

Accidents at work and occupational diseases in PSA Italy

Employee injuries in the workplace

Employees	2022			2023			2024		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
No. of injuries in the workplace	18	5	0	21	5	0	20	2	1
-of which severe*	3	2	0	6	0	0	4	0	0
-of which fatal	0	0	0	0	0	0	0	0	0

Non-employee injuries in the workplace³

Non-employees	2022			2023			2024		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
No. of injuries in the workplace	7	1	1	7	2	0	7	0	0
-of which severe*	N.D.	N.D.	0	N.D.	N.D.	0	N.D.	N.D.	0
-of which fatal	0	0	1	0	0	0	1	0	0

* Serious accidents are defined as those resulting in more than 39 days of absence from work. The PSA SECH terminal does not have data on the number of days of absence from work of external non-employee personnel.

³ Including dockers' company workers.

Injuries in the workplace KPIs⁴

Employees	2022			2023			2024		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Injury Incidence Rate	26.87	22.12	0.00	30.75	22.22	0.00	29.94	8.85	10.31
Injury Frequency Rate	18.17	13.97	0.00	19.99	13.70	0.00	19.12	5.32	5.84
Fatal Injury Frequency Rate	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
High-consequence work-related injuries index	3.03	5.59	0.00	5.71	0.00	0.00	3.82	0.00	0.00
Recordable work-related injury frequency index	15.14	8.38	0.00	14.28	13.70	0.00	15.29	5.32	0.00
Injury Severity Rate	0.62	0.42	0.00	0.62	0.21	0.00	0.53	0.10	0.08
Injury Average Duration	34.28	30.40	0.00	31.24	15.00	0.00	27.60	18.50	14.00

In PSA SECH and PSA Venice-Vecon, there were no cases of occupational diseases for the three-year reporting period. For the first time, INAIL recognized an occupational disease

for a PSA Genova Pra' employee, who was then accommodated to perform tasks compatible with their current health condition.



⁴ Accident rates follow the following calculation methods, consistent with the GRI guidelines:

- Incidence Rate (Incidence Rate), calculated using a multiplier of 1,000 instead of 100, to obtain a value aligned with legal parameters, rather than a figure that until now had been considered more representative when compared to terminal size.
- Injury Frequency Index (Frequency Rate), calculated using a multiplier of 1,000,000 instead of 100,000, to obtain a value aligned with legal parameters, rather than a figure that until now had been considered more representative when compared to terminal size.
- Accident Severity Rate (Severity Rate), calculated using a multiplier of 1,000 to obtain a representative value when compared to terminal size.

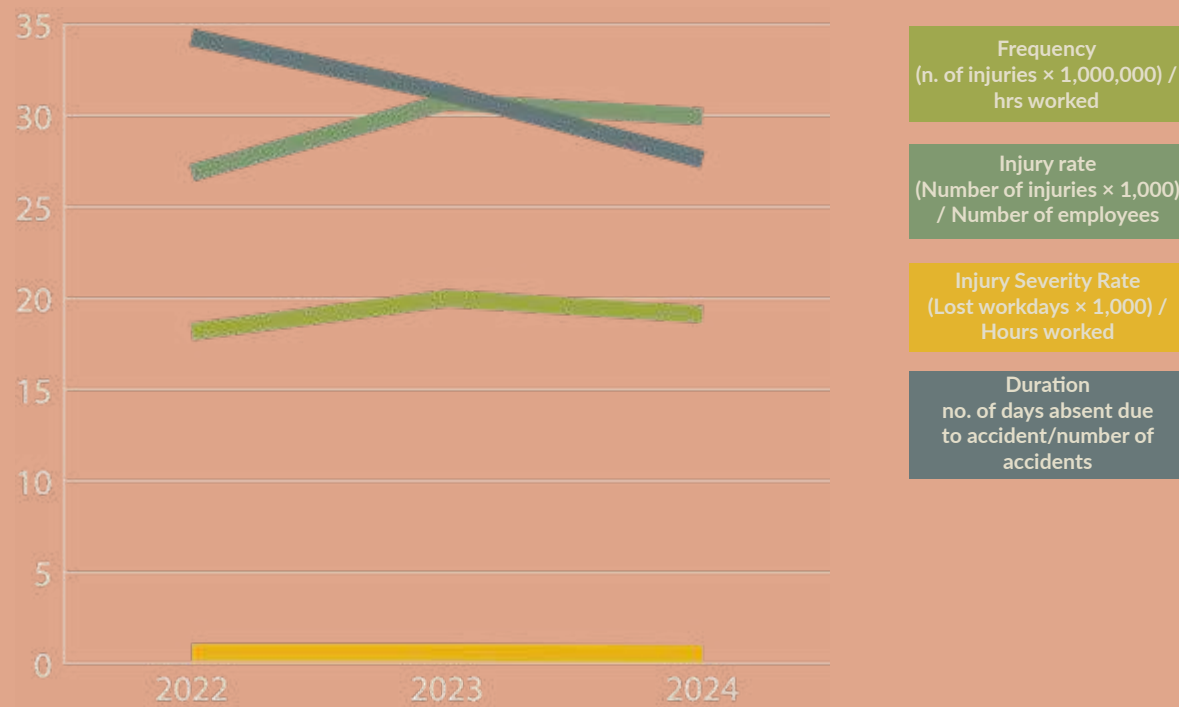
6.2.1.1

PSA GENOVA PRA' INJURY ANALYSIS

Twenty occupational injuries occurred to PSA Genova Pra' employees in 2024, excluding commuting ones. The acci-

dent trends for terminal personnel over the last three years, which show no significant changes, are shown below.

PSA Genova Pra' injury trend



Accidents occurring to non-employee personnel working at the terminal settled at seven events for the entire three-year period. In 2024, a tragic fatal accident involving an operator of the dockers' company occurred, which is being investiga-

ted by the relevant authorities. PSA Genova Pra' reported for the reporting year an LTIF Overall value of 6.5, lower than the Group's target of 7.

6.2.1.2

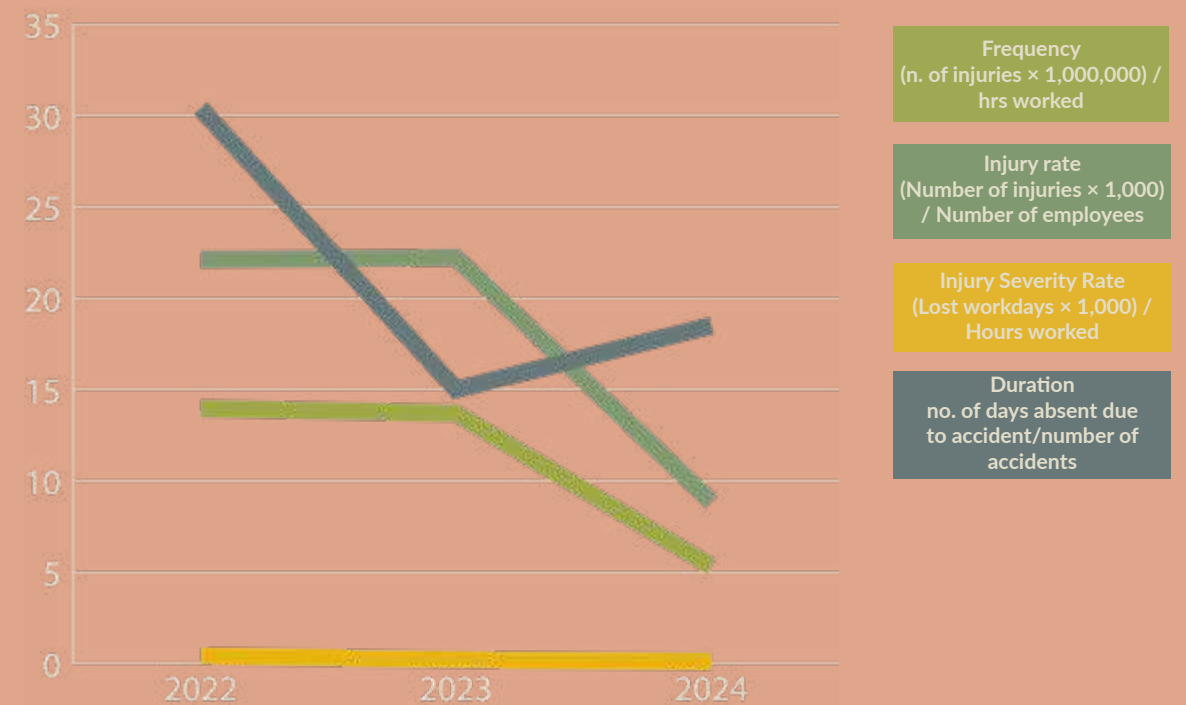
PSA SECH INJURY ANALYSIS

In PSA SECH, there were two injuries in 2024, both of which occurred to employees; of these none was found to be a serious one. PSA SECH also continued to improve the value of the LTIF Overall adopted by the Group and which also considers external personnel; in 2024 this index settled at

1.85, marking a significant decrease from the value recorded in 2023 (4.01).

Data on the injury trend of PSA SECH over the three-year period 2022-2024 are reported:

PSA SECH injury trend



The statistical data of Frequency (5.32%), Incidence (8.85%), Severity (0.10%) and Duration (18.5) were all found to be lower than the average of the previous three years (Frequency 11%; Incidence 17.73%; Severity 0.24%; Duration 21.3), reaffirming the positive trend of decreasing injuries. Particularly noteworthy is the decrease in frequency, incidence and severity in 2024 compared to 2023. Slightly higher, on the other hand, was the duration, due to a higher number of days of prognosis, which, however, were always contained. All events were subjected to analysis to identify their causes

and possible additional prevention and protection measures, which, considering the various dynamics, were limited to the following:

- Improvement business procedures and control documents for operational areas where necessary;
- sensitization of personnel involved in injury events;
- dedicated communication to workers on health and safety issues through posters, videos and text messages on company tools available to staff.

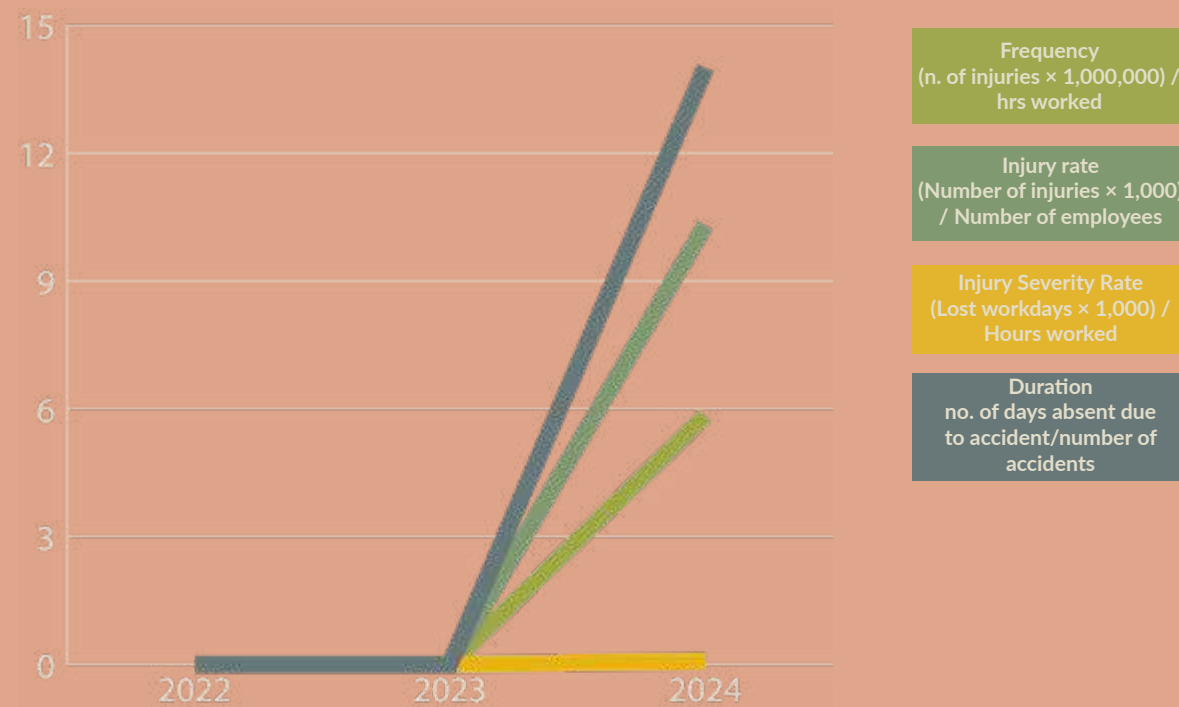
6.2.1.3

PSA VENICE-VECON INJURY ANALYSIS

During 2024, there was one injury at PSA Venice-Vecon involving employees, while there were no injuries among

outside personnel. The last previous injury was in 2022 and involved non-employee personnel

PSA Venice-Vecon injury trend



Near misses at PSA Italy

PSA Italy terminals also place significant emphasis on the identification of near misses—incidents that, while not resulting in physical harm, were averted solely due to favorable conditions or chance. Near misses are analyzed by PSA Italy terminals in order to identify new potential hazards and provide for appropriate and effective measures that can prevent the recurrence of such events.

- Near misses that comply with the criteria established by the PSA Group are recorded on the GIMS (Global Incident Management System) platform and made available to authorized Group functions for analysis. In particular, in response to the events reported in 2024, PSA Genova Pra' implemented the following corrective actions: "Implementation of additional technical measures to improve the safety of equipment or machines;
- establishment of new working procedures;
- implementation of training and information activities dedicated to the prevention of certain types of accidents;
- recall of some employees or outside workers, through respective figurehead, to raise awareness about compliance with proper work procedures;
- awareness raising of operators focused on the proper application of the "Take 5" risk management methodology;
- awareness raising of operators on the use of Personal Protective Equipment (PPE) and monitoring, so that it is properly worn;
- carrying out of specific checks on the vehicles in order to verify their integrity as well as the functioning of the safety devices.

Regarding PSA SECH, the following corrective actions were initiated in response to the near misses (nine events) that occurred in the year under analysis:

- Recall of workers to raise awareness about adherence to proper work procedures;
- technical assessments to implement measures increasing

the safety of work equipment;

- increasing the frequency of periodic inspections of work equipment and facilities to assess their condition;
- organization of dedicated emergency drills to optimize emergency response and rapid arrival of vehicles at the terminal.

For PSA Venice-Vecon, the most relevant actions taken in 2024 following the occurrence of near misses included:

- The formal recall, through their respective figures of reference, of certain workers, both employees and non-employees, in order to sensitize them on strict compliance with the current operating instructions;
- raising awareness among operators on the proper application of the "Take 5" risk management methodology, with special emphasis on hazard identification and mitigation;
- awareness raising on the appropriate use of Personal Protective Equipment (PPE), with continuous monitoring to ensure their proper use;
- the performance of specific technical inspections of the vehicles to verify their structural integrity and the proper functioning of the installed safety systems, in accordance with current regulations;
- conducting group operational simulations during occupational safety refresher courses to improve operational readiness and incident response;
- the implementation of additional training and awareness activities, delivered directly in workplaces, to increase their effectiveness and contextual applicability, in accordance with safety regulations.

Operational inspections and audits also continued during night and holiday shifts, to keep the vigilance of operators high.

6.2.2 RESPONSIBLE MANAGEMENT OF DANGEROUS GOODS

As part of an ongoing commitment to safe, responsible, and regulatory-compliant logistics, PSA Genova Pra', PSA SECH, and PSA Venice-Vecon terminals have implemented advanced systems for handling dangerous goods, with a focus on protecting the environment, worker health, and the safety of port operations.

To this end, each terminal is equipped with dedicated areas for the storage of containers used for the transport of dangerous goods classified under the International Maritime Dangerous Goods (IMDG) Code, ensuring the segregation of cargo units according to stringent criteria. All handling and storage activities are conducted in compliance with national regulations and international guidelines, including the Revised Recommendations on the Safe Transport of Dangerous Cargoes and Related Activities in Port Areas issued by the International Maritime Organization (IMO).

Upon entry, containers undergo rigorous inspections to verify their suitability for storage.

In particular, checks are performed on:

- Structural integrity and absence of visible damage;
- proper posting of signage and pictograms related to the dangerousness of the contents;
- absence of spills or leaks;
- seal integrity and proper registration in the management system.

Containers that successfully pass these criteria are allocated to dedicated areas, which are constantly monitored by technical-operational staff and manned 24 hours a day by a fire-fighting service, also in line with local regulations.

Within these areas, containers are placed in full complian-

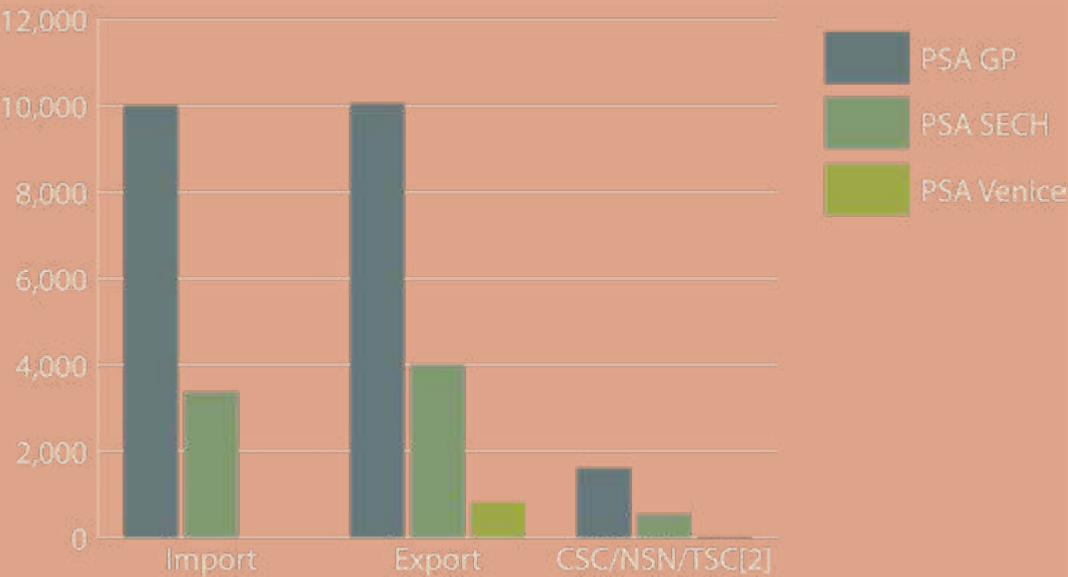
ce with the hazard classes and segregation constraints provided to ensure compatibility between different materials. Certain types of dangerous goods, such as explosives (class 1, excluding subclass 1.4S), infectious materials (class 6.2) and radioactive or fissile materials (class 7), are not allowed to be stored, but may only be accommodated for direct loading and unloading operations, in compliance with the provisions of the competent authorities.

Risk management within the dangerous goods area is dynamic and adapts in real time to changing operational flows. Supporting this activity is the Hapack© software, also adopted in other Italian terminals, which enables continuous assessment of the risk associated with the presence of dangerous goods, based on parameters such as hazard class, type of packaging and total weight of packages. The system also provides updated safety data sheets for each substance, facilitating any emergency management in a timely and effective manner, with attention to both environmental impacts and worker safety.

With a view to emergency prevention and preparedness, PSA terminals have adopted dedicated procedures and proactive monitoring systems. In addition, ongoing and specialized training is provided to all employees, while external personnel working in terminal areas receive timely information on the risks, the behaviours to be adopted and the emergency measures in place.

These actions are part of the PSA Group's broader commitment to sustainable, responsible and resilient management of logistics operations for the benefit of the community, the environment and the stakeholders involved.

Total IMDG cargo PSA Italy 2022 - 2024



SECURITY AT PSA ITALY

Security management at the three PSA terminals in Italy has always been a top priority, given that port terminals worldwide are inherently exposed to a range of potential threats, including theft, unauthorized entry by illegal immigrants, and use as transit points for international drug trafficking or illegal waste disposal. Moreover, the growing emphasis on maritime security has prompted the PSA Group to enhance preventive measures and controls aimed at safeguarding port infrastructure and maritime activities. Following the events of September 11, 2001 and the enactment in 2004 of the International Security Code-ISPS Code, terminals have further raised their level of attention also aimed at managing potential terrorist attacks. Maritime security has become a global priority, with the goal of preventing and mitigating risks associated with port and maritime activities. Security is not only risk prevention, but also business continuity protection. Adopting ISPS measures enables PSA terminals to respond in a timely and coordinated manner to extraordinary events (cyber-attacks, pandemics, geopolitical tensions), minimizing the impact on global supply chains.

PSA Italy's terminals, in order to ensure compliance with the Group policy adopted globally by all PSA business units, engage professionals who are experts in the field to support them in assessing threats related to terrorism and maintaining high security standards, in accordance with the relevant regulations, while always maintaining attention to the constantly evolving changes generated also by the global instability scenarios of recent years. These experts work closely with local and international authorities to ensure that security measures are always up-to-date and effective. At the same time, collaborations have expanded globally within the PSA Group, which has created specific security working groups to facilitate the sharing of experience and know-how among department heads.

Internal personnel at PSA terminals with security duties participate in specific training courses, in compliance with the provisions and requirements of international and national standards, while at the same time familiarization interventions are carried out with all other company personnel to increase the spread of security culture and awareness. Ongoing training is essential to maintain a high level of preparedness and responsiveness in the face of possible threats.

The guidelines that PSA terminals refer to for the delivery of the above security training activities are IMO Model Courses 3.21, 3.24 and 3.25, as stipulated in the National Maritime Security Program (PNSM) Rev. 2 edition December 2024. As a business rule and as required by the relevant regulations, security service providers must also operate at terminals with personnel duly trained under the ISPS Code. Collaboration with qualified security service providers is essential to ensure comprehensive and integrated protection.

In particular, regarding security controls on individuals and their belongings, these are carried out with respect for the fundamental rights and dignity of the human person, respecting gender and different cultural and religious sensitivities. Sensitivity to different cultures and religions is a crucial aspect of ensuring that security operations are conducted in a respectful and inclusive manner.

PFSOs, Deputy PFSOs at PSA terminals, as well as external resources used to comply with the security service maintain their competencies through participation in periodic refresher training sessions, consistent with IMO and PNSM models. Ongoing training and skills upgrading are essential to address new challenges and threats emerging in the maritime security environment. The strength of security at PSA terminals lies primarily in people. Their daily awareness and ability to act responsibly are at the heart of our terminals' security system.

Security training and education of terminal personnel, in addition to the provision of the above-mentioned courses, is also ensured by the conduct of drills and exercises, the investigation of incidents, as well as the continuous information conveyed by terminals and the management of observations arising during audits.

CYBERSECURITY AND DATA PRIVACY

PSA Italy attaches primary importance to privacy and the protection of company data.

Indeed, it is believed that information security is critical to ensuring the trust of customers and partners. Therefore, rigorous processes and advanced technologies are adopted to ensure the confidentiality and integrity of data held by companies that are part of the brand. The primary objective is to ensure a safe and dependable environment for all individuals engaging with the terminals. To achieve these goals, PSA Italy's three terminals-PSA Genova Pra', PSA SECH, and PSA Venice-Vecon have introduced and progressively implemented a cybersecurity program guided by PSA Group's IT and Cybersecurity frameworks along with Italian and EU frameworks.

In the area of IT governance since 2023, the three terminals have been implementing the PSA Global IT Security Standard framework in version 2.0 (GITSS 2.0). This framework, based on the ISO 27002:2013 international standard in version 2, complements the classic IT governance domains by adding the implementation of advanced concepts of risk management, vendor management, and cloud security.

In the area of cybersecurity, the Cyber Security Management System framework is also active in version 1.0 (CSMS 1.0), based on the NIST CSF community framework.

The three terminals, starting in 2024 and expiring in 2025 are implementing version 2, where collaboration between different business functions, such as IT, Risk Management, HR, HSSS and Legal, is strengthened, highlighting how cybersecurity is of cross-departmental application.

Finally, in Operation Technology, the PSA Group in 2023 launched the implementation of a dedicated framework, called Global OT Security Standard 1.0.

Operation Technology (OT) refers to any arrangement of hardware and software that is interconnected and used to monitor and/or control physical devices, processes and events. PSA Italy's three terminals attach critical importance to this area for business service continuity and have committed to adopting these guidelines over three years, concluding in 2025. By implementing the Group GOTSS 1.0 framework, PSA Italy's industrial networks will be able to ensure even higher levels of cybersecurity.

In addition to Group frameworks, PSA Italy's cybersecurity program includes a robust awareness plan toward its end users. Recognizing that cybersecurity is a shared responsibility, significant resources are allocated to training and raising user awareness about secure practices, digital risks, and emerging threats. These initiatives are designed to foster a resilient corporate culture that proactively and collaboratively addresses cybersecurity challenges.

In February 2025, PSA Italy Group companies registered on the platform of the National Cybersecurity Agency (ACN), as a first step in fulfilling their regulatory obligations under the European NIS2 directive, transposed into Italian law by Legislative Decree No. 138/2024. Activities to implement the directive will be developed in compliance with the deadlines set by ACN, in full awareness of the importance of coordinated action at the European level to deal with global cyber threats.

Finally, it should be noted that there were no incidents related to loss and theft of stakeholder data in 2024.



7.1

GRI CONTENT INDEX

Statement of use	PSA Genova Pra', PSA SECH and PSA Venice-Vecon have reported the information cited in this GRI content index for the period 1st January 2024 to 31st December 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SDG#	LOCATION
GRI 2: General Disclosures 2021			
1. The organization and its reporting practices	2-1 Organizational details		1.2, 1.3
	2-2 Entities included in the organization's sustainability reporting		MD's message to the stakeholders, 1.2, 1.3
	2-3 Reporting period, frequency and contact point		7.1, 7.3
	2-4 Restatements of information		NR
	2-5 External assurance		NR
2. Activities and workers	2-6 Activities, value chain and other business relationships		1.5, 2.1, 3.4.2
	2-7 Employees	8, 10	3.4.2, 5.1.1, 5.1.2, 5.2
	2-8 Workers who are not employees	8	3.4.2, 5.1.1, 5.1.2, 5.2
3. Governance	2-9 Governance structure and composition	5, 16	1.3
	2-10 Nomination and selection of the highest governance body	5, 16	NR
	2-11 Chair of the highest governance body	16	NR
	2-12 Role of the highest governance body in overseeing the management of impacts	16	1.1, 1.3, 3.1, 3.2, 3.3
	2-13 Delegation of responsibility for managing impacts		NR
	2-14 Role of the highest governance body in sustainability reporting		NR
	2-15 Conflicts of interest	16	NR
	2-16 Communication of critical concerns		NR
	2-17 Collective knowledge of the highest governance body		NR
	2-18 Evaluation of the performance of the highest governance body		NR
	2-19 Remuneration policies		5.2
	2-20 Process to determine remuneration		5.2
	2-21 Annual total compensation ratio		5.2

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SDG#	LOCATION
4. Strategy, policies, and practices	2-22 Statement on sustainable development strategy		MD's message to the stakeholders
	2-23 Policy commitments	16	1.1, 5.1.2
	2-24 Embedding policy commitments		1.1
	2-25 Processes to remediate negative impacts		1.4, 4.3
	2-26 Mechanisms for seeking advice and raising concerns	16	1.4
	2-27 Compliance with laws and regulations		1.4
	2-28 Membership associations		NR
5. Stakeholder engagement	2-29 Approach to stakeholder engagement		3.1, 3.4
	2-30 Collective bargaining agreements	8	5.2
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics		3.2, 7.1
	3-2 List of material topics		3.2, 3.3, 7.1
	3-3 Management of material topics		1.4, 3.2, 4, 5, 6
Economic Performance			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	8, 9	3.4.2
	201-2 Financial implications and other risks and opportunities due to climate change	13	4.3
	201-3 Defined benefit plan obligations and other retirement plans		5.2
	201-4 Financial assistance received from government		NR
Market Presence			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	1, 5, 8	5.2
	202-2 Proportion of senior management hired from the local community	8	3.4.2
Indirect Economic Impacts			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	5, 9, 11	3.3
	203-2 Significant indirect economic impacts	1, 3, 8	3.4.2
Procurement Practices			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	8	3.4.2

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SDG#	LOCATION
Anti-corruption			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	16	1.4
	205-2 Communication and training about anti-corruption policies and procedures	16	1.4
	205-3 Confirmed incidents of corruption and actions taken	16	1.4
Anti-competitive Behavior			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	16	NR
Tax			
GRI 207: Tax 2019	207-1 Approach to tax	1, 10, 17	NR
	207-2 Tax governance, control, and risk management	1, 10, 17	NR
	207-3 Stakeholder engagement and management of concerns related to tax	1, 10, 17	NR
	207-4 Country-by-country reporting	1, 10, 17	NR
Materials			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	8, 12	NR
	301-2 Recycled input materials used	8, 12	NR
	301-3 Reclaimed products and their packaging materials	8, 12	NR
Energy			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	7, 8, 12, 13	4.1, 4.1.2
	302-2 Energy consumption outside of the organization	7, 8, 12, 13	4.2
	302-3 Energy intensity	7, 8, 12, 13	4.1.2
	302-4 Reduction of energy consumption	7, 8, 12, 13	4.1.2, 4.3.1, 4.3.2, 4.3.3
	302-5 Reductions in energy requirements of products and services	7, 8, 12, 13	4.3.1, 4.3.2, 4.3.3
Water and Effluents			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	6, 12	NR
	303-2 Management of water discharge-related impacts	6	NR
	303-3 Water withdrawal	6	NR
	303-4 Water discharge	6	NR
	303-5 Water consumption	6	NR

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SDG#	LOCATION
Biodiversity			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	6, 14, 15	NR
	304-2 Significant impacts of activities, products and services on biodiversity	6, 14, 15	NR
	304-3 Habitats protected or restored	6, 14, 15	NR
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	6, 14, 15	NR
Emissions			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	3, 12, 13, 14, 15	4.1.3
	305-2 Energy indirect (Scope 2) GHG emissions	3, 12, 13, 14, 15	4.1.3
	305-3 Other indirect (Scope 3) GHG emissions	3, 12, 13, 14, 15	4.1.3
	305-4 GHG emissions intensity	13, 14, 15	4.1.3
	305-5 Reduction of GHG emissions	13, 14, 15	4.1.3, 4.3.1, 4.3.2, 4.3.3
	305-6 Emissions of ozone-depleting substances (ODS)	3, 12	4.1.3
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	3, 12, 14, 15	4.1.3
Waste			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	3, 6, 11, 12	4.1.1
	306-2 Management of significant waste-related impacts	3, 6, 8, 11, 12	4.1.1
	306-3 Waste generated	3, 6, 11, 12, 15	4.1.1.1, 4.1.1.2, 4.1.1.3
	306-4 Waste diverted from disposal	3, 11, 12	4.1.1.1, 4.1.1.2, 4.1.1.3
	306-5 Waste directed to disposal	3, 6, 11, 12, 15	4.1.1.1, 4.1.1.2, 4.1.1.3
Supplier Environmental Assessment			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		1.5
	308-2 Negative environmental impacts in the supply chain and actions taken		1.5
Employment			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	5, 8, 10	5.1.1
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	3, 5, 8, 10	5.2
	401-3 Parental leave	5, 8	5.1.1
Labor/Management Relations			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	8	5.2

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SDG#	LOCATION
Occupational Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	8	6.2. 6.2.1
	403-2 Hazard identification, risk assessment, and incident investigation	8	6.2, 6.2.1, 6.2.2
	403-3 Occupational health services	8	6.2
	403-4 Worker participation, consultation, and communication on occupational health and safety	8, 16	6.2
	403-5 Worker training on occupational health and safety	8	6.2
	403-6 Promotion of worker health	3	6.2
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	8	6.2, 6.2.1, 6.2.2
	403-8 Workers covered by an occupational health and safety management system	8	6.2
	403-9 Work-related injuries	3, 8, 16	6.2.1
	403-10 Work-related ill health	3, 8, 16	6.2.1
Training and Education			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	4, 5, 8, 10	6.1
	404-2 Programs for upgrading employee skills and transition assistance programs	8	6.1
	404-3 Percentage of employees receiving regular performance and career development reviews	5, 8, 10	6.1
Diversity and Equal Opportunity			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	5, 8	5.1.1
	405-2 Ratio of basic salary and remuneration of women to men	5, 8, 10	5.1.1
Non-discrimination			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	5, 8	NR
Freedom of Association and Collective Bargaining			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	8	NR
Child Labor			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	5, 8, 16	NR
Forced or Compulsory Labor			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	5, 8	NR
Security Practices			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	16	NR
Rights of Indigenous Peoples			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	2	NR

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SDG#	LOCATION
Local Communities			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		3.1, 3.4.1, 3.4.2
	413-2 Operations with significant actual and potential negative impacts on local communities	1, 2	3.1, 3.4.1, 3.4.2
Supplier Social Assessment			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	5, 8, 16	1.5
	414-2 Negative social impacts in the supply chain and actions taken	5, 8, 16	1.5
Public Policy			
GRI 415: Public Policy 2016	415-1 Political contributions	16	NR
Customer Health and Safety			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		6.2
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	16	6.2
Marketing and Labeling			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	12	NR
	417-2 Incidents of non-compliance concerning product and service information and labeling	16	NR
	417-3 Incidents of non-compliance concerning marketing communications	16	NR
Customer Privacy			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	16	1.4, 6.3

7.2

ENTITY SPECIFIC PSAI TOPICS

PSAI MEGATREND	ENTITY-SPECIFIC PSAI THEMES (NON GRI)	DESCRIPTION	PARAGRAPH
TRANSFORMING SUPPLY CHAINS	OPTIMISATION OF GLOBAL SUPPLY CHAIN	Driving sustainability improvements in global shipping and logistics supply chains by working with suppliers, partners and customers on route optimization and alternative transport options for better efficiency and safety.	2.1
	INNOVATION & TECHNOLOGY	Innovating and harnessing technology to drive digitalisation and create more efficient and sustainable operations.	2.2
ENSURING RESPONSIBLE OPERATIONS	SUSTAINABLE PORT DEVELOPMENT	Ensuring that the planning, design and development of port infrastructure and operations address the environmental impacts from land development and reclamation.	3.3
	MARINE PROTECTION AND CONSERVATION	Protecting marine biodiversity and preventing ocean pollution through responsible management of ongoing port and marine operations, as well as conservation activities.	4
	WATER USE AND POLLUTION	Ensuring efficient use of water and responsible management of wastewater discharge.	4
KEEPING OUR OPERATIONS SAFE AND SECURE	PORT SECURITY	Ensuring safety and security of port operations, including ensuring responsible handling of dangerous goods, as well as working with relevant authorities and partners to put in place adequate controls to safeguard against terrorism and illicit trade.	6.3
PROTECTING OUR PEOPLE	LABOUR RELATIONS AND WORKER WELLBEING	Maintaining strong relationships and engagement with labor unions, establishing best practice labor standards, including respecting human rights, having zero tolerance of modern slavery and ensuring worker wellbeing.	5.2



7.3 PROJECT LEADERS

For information, comments, requests or observations on the contents of PSA Italy's Sustainability Report 2024, you can write to the relevant functions by sending a letter or e-mail to the following contacts:

Paola Cavassa and Tiziana Gianuzzi
PSA Italy Sustainability Compliance
Coordinators
Calata Sanità, Office Building - 16126 -
Genoa - Italy

PSA-Italy-SustainabilityReporting@globalpsa.com
www.psaitaly.com

