



SUSTAINABILITY REPORT 2023

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LETTER TO STAKEHOLDERS

Dear Stakeholders,

This is our second sustainability report which aims to tell how this Group, born 76 years ago, is facing the challenges of the energy transition, digital evolution and social sustainability in a highly changing and dynamic context. Transparency in the reporting of our economic, social and environmental performances is a distinctive sign of our DNA and aims to underline the leading role we want to play in the future.

The diversification of the portfolio of our transport activities began substantially in 2023 with the acquisition of one of the leading companies in the transport of international liquid food products (Feccia Fratelli) and is continuing in 2024 with other important acquisitions: we want to give to each Country we operate (Italy, France, Spain and Great Britain) a project to diversify from oil transport to other sustainable businesses.

Considering the social and economic dimensions of sustainability, we are continuing to grow and create value for our Stakeholders: our employees can benefit from a solid company that guarantees good employment and respect for human and labor rights. Our clients can count on reliable partners who act in total transparency, fairness and that have made legality a cornerstone on which we have built our partnerships.

With regards to the environment, we are following in our long term strategy investing in the use of alternative Biofuels (HVO, BioLNG, BioCNG) able to reduce our CO2 emissions: the Group target is to reach the "Fitfor55" target in 2030: Italy today is the most advanced Country in terms of CO2 reduction performance followed by all the other Countries where we are studying the different trends and legislations to reach the goal. We are also investing, as a minority, in "Biomethane liquefied production" plants in Italy to secure the green molecules for our future needs and to provide solutions to the heavy duty market.

This is only the beginning of an exciting journey for SBG in the achievement of a more sustainable future. This document will help us in shaping a sustainable development strategy that will guide our further Sustainable Business Growth path.



SBG Group CEO
Filippo Redaelli



About us



OUR EMISSIONS
-30% 
 COMPARED WITH 1990

Highlights 2023

BUSINESS WERE WE OPERATE



LAST BUT NOT LEAST

70+ 
 YEARS ON THE MARKET

EUROPEAN NETWORK

60+ 



 4 COUNTRIES

 16 COMPANIES  1.000+ PEOPLE

 150 M€ TRANSPORT TURNOVER

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

1.000+  TRUCKS

70+ MILLIONS KM/YEAR

THE HISTORY OF SBG GROUP

The transport company, **Bertani Remo**, which takes its name from its founder, was established in 1948 in the aftermath of the Second World War and started working in the oil sector right from the outset. In 1969 Bertani Silvio took control of the Group and transformed the transport company into integrated logistics services (the name of the company changed from "Bertani Remo" in "SBG Group"). After approximately twenty years, the first joint ventures with the most important Italian oil companies were implemented. In 1992 the Group started its expansion towards the foreign markets, launching the internationalization

path in Spain. Eight years later, SBG Group's first petrol stations in Italy were established. In 2013 and 2015 the Groups landed in UK and France.

In 2022 the Group started the re-thinking of the business to diversify the activities and services offered with a view to sustainability and innovation.

In 2023 we begin the activity of Food liquid transports through the acquisition of an historical Company in Italy (Feccia Fratelli) working across Europe from more than 50 years.

76 YEARS AS A LEADING PLAYER IN FUEL TRANSPORT LOGISTIC SERVICES IN ITALY AND EUROPE

1948

THE BERTANI REMO COMPANY IS BORN

The founder Remo Bertani is the first company active in the oil transport sector.



1969

THE SBG GROUP WAS BORN

Silvio Bertani takes over the reins of the group and transforms the transport company into integrated services for logistics.

1988

JOINT VENTURES

Joint ventures are born with leading Italian oil companies such as Agip, IP, Tamoil, Api and Erg.

1992

IN SPAIN

The group begins to expand abroad and, starting from Spain, begins a path of internationalization.



2013

IN UK

The group lands in the UK with tanker transport activities.



2015

IN FRANCE

The group expands in France through the acquisition of three different companies.



2000

NETWORK OF ROAD DISTRIBUTORS

The first service stations of the SBG Group are born in Italy.



1996

RES DATA

The subsidiary Res Data dedicated and specialized in the development of management software for logistics is born.



2023

SBG TRANSFORMS

The group approves a business diversification plan with a view to sustainability and innovation. The new logo is launched.



2023

BUSINESS FOOD TRANSPORT IN ITALY

Acquisition of Feccia Fratelli to start the food business in Italy



SERVICE OFFERED

SBG is organized into three main business divisions: road haulage and logistic services, technological and computing services and management of Service Stations.

Every day, millions of litres of product are punctually delivered by SBG vehicles in total safety and with outstanding professionalism. Coming to the present day, the business is present into more areas such as:

TRANSPORTATION SERVICES

An efficient and modern fleet integrated with the most modern safety and control systems, ensures customers and employees the highest quality standards on the market. Examples of goods transported are:

- Fuels (gasoline, diesel, JETA1, LNG), crude oil, bitumen, bulk powder, etc.
- Liquid food
- Powder

FUEL SERVICE STATIONS

An efficient energy distribution network for mobility which supplies a differentiated offer of energy services and products required by present and future mobility (as EV offer).

IT SERVICES *resdata*

SBG Group, through its subsidiary RES DATA, offers IT solutions for the logistics world in order to implement innovative software solutions, designed for the management and optimization of transport systems.

SBG Group is made up of companies that mainly provide services to the oil sector: the main activity is the road transport of fuels (petrol, diesel, bitumen, jet fuel and LNG) for the road distribution network, motorway storage and consumption on behalf of leading oil companies with specific vehicles equipped with ADR for the transport of dangerous goods. It also provides transport-related logistics and administrative services.



The Group is also active in the pulverulent transport (as cement, waste ashes, agricultural lime) and, from 2023, in the liquid food transport.

NEW BUSINESS DEVELOPMENT

In 2023 the Group has started new business lines to follow in its diversification development strategy:



THE DEVELOPMENT OF THE NEW BITUMEN TRANSPORT IN ITALY



AVIATION TRANSPORT IN FRANCE



The development of new Aviation (JetA1/SAF) transport in France to complete the full European Area coverage



ACQUISITION OF FECCIA FRATELLI SRL IN ITALY to operate in International Food liquid transports with an integrated Washing Food Tank activity



THE DEVELOPMENT OF THE NEW BIO-LNG TRANSPORT IN ITALY AND IN SPAIN



The development of new HVO transport in all Countries where we operate



THE GROUP PROVIDES A 360-DEGREE SERVICE IN THE FIELD OF FUEL LOGISTICS, AND THIS TRANSLATES INTO THE FOLLOWING 3 PILLARS.

1 ROAD HAULAGE AND LOGISTIC SERVICES

These services represent the pillar of the entire value chain: it means delivering millions of cubic meters/years of fuels. It is a sort of "global service" that can meet the specific operational, territorial and dimensional needs of customers. The fleet with an average seniority of 3 years for tractors (Euro 6) and 8 for trailers is equipped with advanced remote-control systems that send real-time information on route tracking and quantities unloaded as well as any safety alarms for our drivers in compliance with privacy rules.

Tablet devices provided to drivers enable daily vehicle inspection checks by completing this network of online connection with operations centers for travel arrangements.

An infrastructure network of about 180,000 square meters of truck park as well as 6,000 square meters of management and operations offices at oil terminals ensures a presence in every area of the countries to ensure timely control of operations.

3 YEARS
FOR TRUCK AV 

8 YEARS
FOR TRAILERS 



2 TECHNOLOGICAL AND COMPUTING SERVICES

Logistics in the third millennium has in information systems the key to its success. The complexity of the activities to be managed and the importance of "real time" information require the adoption of systems of the highest level, which is why SBG Group's logistics services use innovative software solutions, designed and managed by its own organization:



Leadership in specialized software design for petroleum logistics.

Software solutions on behalf of major Italian and foreign petrol companies.



Consulting services.

3 MANAGEMENT OF SERVICE STATIONS

With a view to diversifying and vertically integrating its core business, SBG has been present in the oil retail sector since the 1990s, running service stations and serving around 15,000 m3/year of conventional fuels, LPG and methane. There are 8 service stations in Northern Italy equipped with modern bars, catering facilities, shops and car washes. All the stations are equipped with self-service pumps and advanced payment systems including circuits for truck credit cards.

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





COMPANY PROFILE

52 local units and 4 national bases, fully interconnected among each other, guarantee an extremely strong territorial presence able to transmit efficiency and flexibility to business activities.

SBG Holding S.p.A (hereinafter also "SBG Group" or "the Company") has the decision-making and functional areas of coordination, strategy, control and administration and all group activities at the headquarters in Fidenza (PR) and operates in 4 European Countries (Italy, UK, Spain and France). The

processes are controlled by advanced IT systems with visibility of branch activities in Italy, Spain, UK and France. Specific software is used to manage the fleet, and the administrative, financial and industrial accounting systems, tracking and deliveries, tanker routing, HSEQ integrated management systems.



984
DIRECT
EMPLOYEES

95%
PERMANENT

+5%
Increase of employees
vs 2022



890
OWNED TRUCKS

300 +
SUBVECTORS

72 M
KM RUN
(+9% vs 2022)





In these 4 countries, SBG has approximately 180,000 m2 of proprietary and/or rented truck parks, as well as 6,000 m2 of management and operational offices and executives, employees, drivers, vehicles and infrastructures are strategically placed throughout the territory, all with the same work methods, quality standards and entrepreneurial attitude.



ITALY

The Italian transport network is composed by 13 operational units, with offices and car park lots distributed along the Country, and ensures coverage of the entire country with timely control of operations.

-  HQ Office
-  Parking + Office

resdata

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

198  EMPLOYEES

1  ROUTING CENTERS

6  OPERATIONAL OFFICES



18  TRUCK PARKS

190  OWNED TRUCKS + TRAILERS



SPAIN

The Spanish transport network has 6 operational headquarters, with offices and nearby car park lots and depots distributed along the Country and ensures coverage of the operational areas for focus on operations.

-  HQ Office
-  Parking + Office



370  EMPLOYEES

2  ROUTING CENTERS

14  OPERATIONAL OFFICES

15  TRUCK PARKS

436  OWNED TRUCKS + TRAILERS

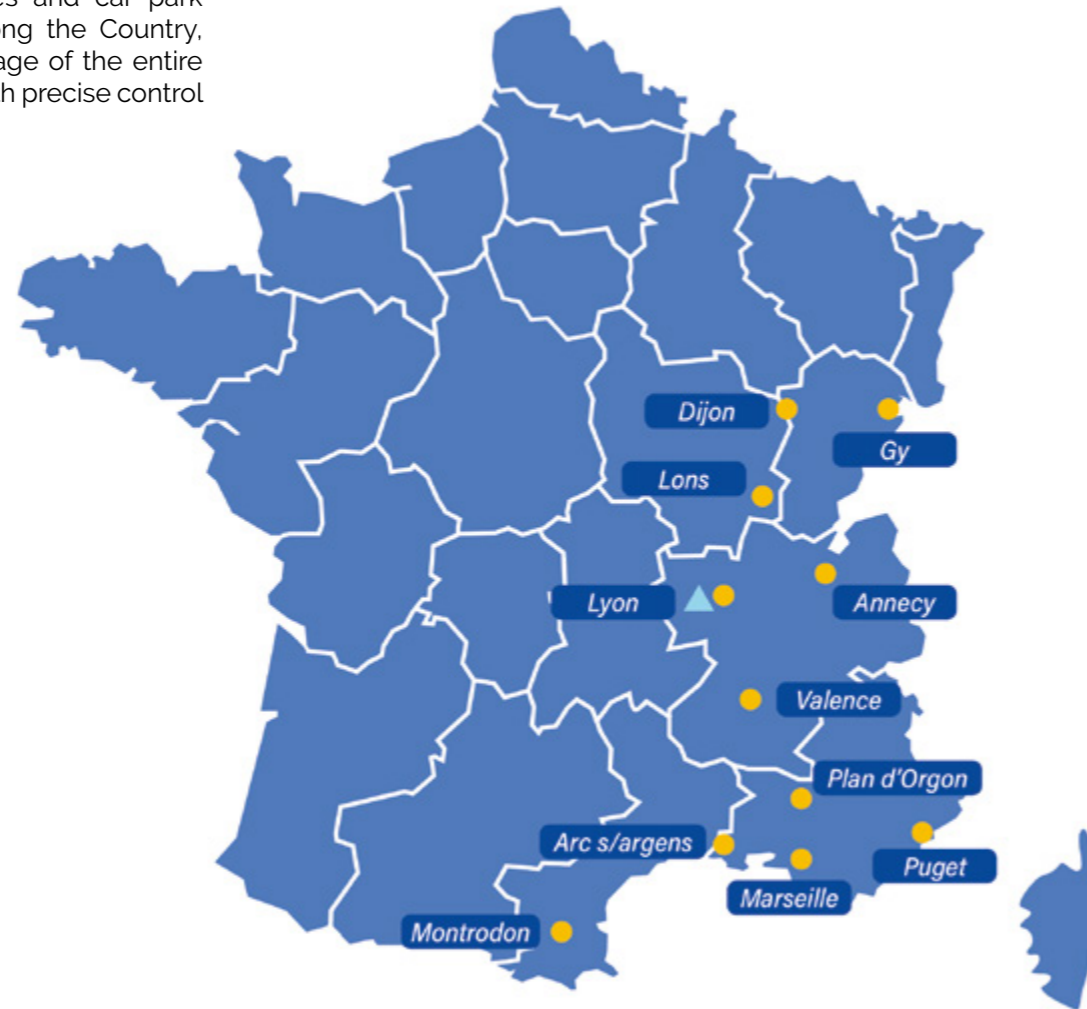


FRANCE



The French transport network is composed by 3 operational centers, with offices and car park lots distributed along the Country, and ensures coverage of the entire national territory with precise control of operations.

- ▲ HQ Office
- Parking + Office



163 EMPLOYEES

1 ROUTING CENTERS

3 OPERATIONAL OFFICES

11 TRUCK PARKS

163 OWNED TRUCKS + TRAILERS



253

2 ROUTING CENTERS

2 OPERATIONAL OFFICES

18 TRUCK PARKS

121 OWNED TRUCKS + TRAILERS



UNITED KINGDOM

The English transport network has been developed since the 40s. It is specialized in the provision of tanker haulage services and provides flexible, cost effective and complete logistics solutions to its customers distributed along the Country.

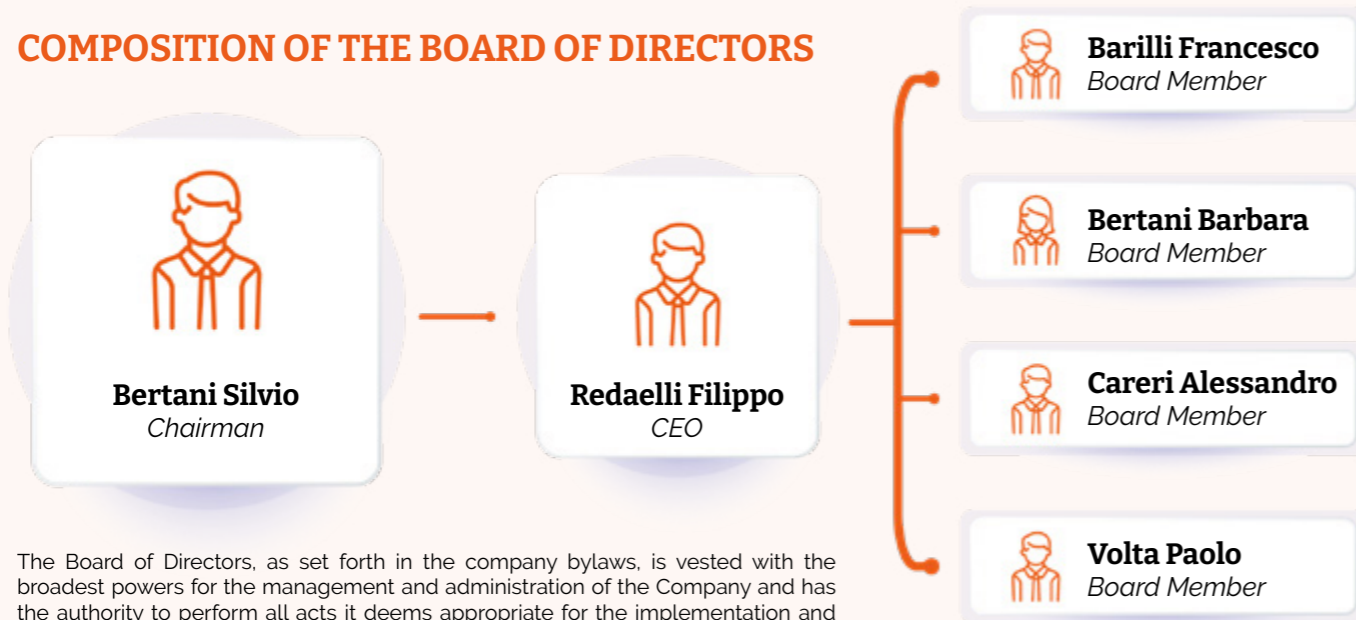
- ▲ HQ Office
- Parking + Office



THE GROUP GOVERNANCE

Concerning the Governance of the Group, it follows a traditional model and has a Board of Directors composed of 6 members as follows.

COMPOSITION OF THE BOARD OF DIRECTORS

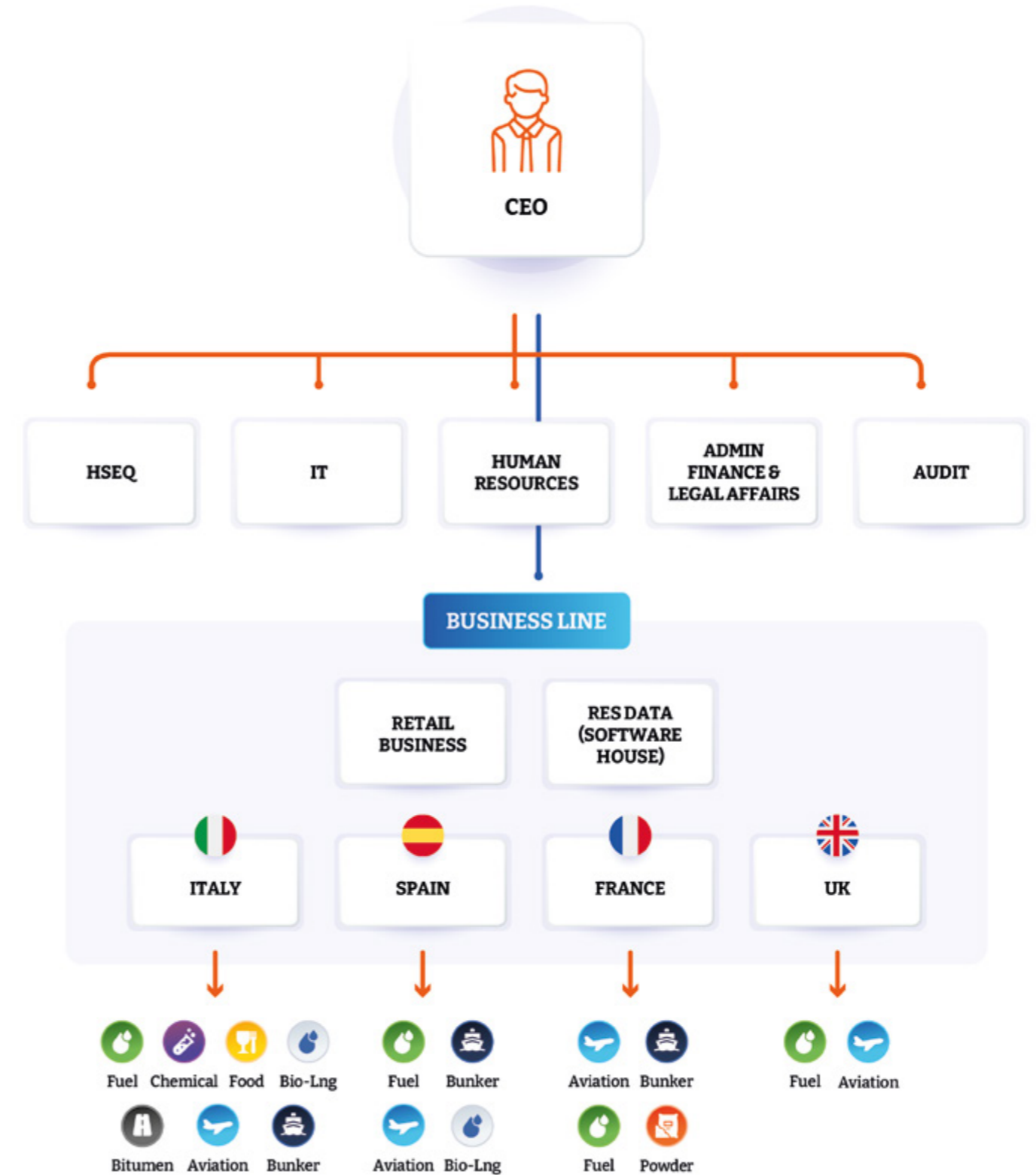


The Board of Directors, as set forth in the company bylaws, is vested with the broadest powers for the management and administration of the Company and has the authority to perform all acts it deems appropriate for the implementation and achievement of the corporate purposes, with the exception of those that the law and the company bylaws themselves reserve to the decision of the shareholders.

There is also a Board of Auditors, composed of 3 members, and a Statutory Auditor.



SBG GROUP ORGANIZATION SCHEME



THE MANAGERIAL COMMITTEE

As of 2023 the first lines of each Country are composed as follow



In addition, there is a managerial committee that supports the Board of Directors which meets periodically in order to discuss, review and eventually adjust the strategy of the Company and monitor the most relevant operational indicators of the business (ex. Health & Safety, Human Resources, etc.).



THE COMPANIES

The holding company also owns 100% of the consolidated shares of the following companies:



- **SBG HOLDING INT.LTD** (Holding Company)
- **BERTANI REMO DI SILVIO BERTANI & C. SRL** (Oil transport company)
- **CHI.MA. S.R.L.** (LPG transport company)
- **MPM PETROLI SRL** (Service Stations Company)
- **RESDATA srl** (IT software company)
- **FECCIA Fratelli srl** (Food Transport company)



- **LOGISTICA LOICAR SL** (Holding Company)
- **TRANSQUALITY SLU** (Oil Transport Company)
- **NARIM INVEST S.L.** (Asset Management)
- **OIOLOGIST H&B SL** (Oil Transport Company)



- **SBG Holding International** (Holding Company)
- **J W SUCKLING TRANSPORT LTD** (Oil Transport Company)



- **SBG FRANCE SARL** (Asset Management)
- **SBG FRANCE TRANSPORTS S.A.** (Oil Transport Company)

WHISTLEBLOWING

In the 2023 SBG engaged all the functions in creation of a culture that promote the spontaneous and individual whistleblowing of an illicit o irregularity inside the company as witness or as employee involved. The organization promotes and removes all the factors against the whistle-blowing and work also on removing of all the retaliation and discrimina-tions, protecting the whistleblower.

The Group adopted an integrated tool system, compliant with D.Lgs. 231/2001 a ss.mm. to D. Lgs. 24/23, Privacy Garante and with its own values. The system is composed as follows:



To guarantee the neutrality has been chosen the Anonymous form, managed by and external source. SBG organized an important training program to increase the attention on this significant area.



ETHIC, SOCIAL SUSTAINABILITY AND VALUES

SBG Group in 2023 started with the revisioning organization model, updating all the procedure in place in line with the goals to a modern system in IT reality, involving a continuous improvement and modernization process.

Privacy Governance model Company values

To guarantee the best level of service in this area the Company adopted DPO (an external Data Protection Officer).

CODE OF ETHICS

The Code of Ethics contains the general principles that must inspire the Group's actions, the rules of conduct that must guide the behavior and activities of those operating within the Companies and bind their conduct, whether they are directors, employees, collaborators external collaborators and agents. The principles highlighted in the Code are the following:

- LEGALITY HONESTY FAIRNESS
- PROFESSIONALISM
- QUALITY OF SERVICES CONFIDENTIALITY
- TRANSPARENCY RESPECT FOR THE INDIVIDUAL
- SUSTAINABLE DEVELOPMENT RESPECT FOR SAFETY AND THE ENVIRONMENT
- PROTECTION OF COMPETITION

The Group considers legality, correctness and transparency of action as essential prerequisites for the achievement of its economic and social objectives. Every-day activities are performed in compliance with the laws and regulations in force, as well as in observance of the principles and rules of conduct expressed in the Code of Ethics.

This document represents, in fact, the enunciation of corporate values, as well as the rights, duties and responsibilities of the Company with respect to all parties with which it enters into relations for the achievement of its corporate purpose. It constitutes a fundamental reference point in day-to-day activities for each person operating in the name and on behalf of the Company, and it is also an integral part of the "Modello di Organizzazione, Gestione e Controllo" adopted by the Company. The Group is responsible for ensuring an adequate training and respect concerning the content of the Code. As result of the accurate observance of documents above mentioned, no cases of instances of non-compliance with laws and regulations occurred during the year. During the 2024 SBG is going to approach a more inclusive culture in privacy respectful, increasing the attention level to these delicate issues, sharing new guidelines with all the customers.



Our value

In carrying out its business activities, SBG refers to ethical principles derived from a heritage of individual and corporate values, consolidated over time.

All SBG people believe in:

- Personal loyalty
- Moral integrity
- Respect for people and the environment



And attach fundamental importance for:

- Mutual trust
- Transparency
- Teamwork, merit and professionalism
- Continuous innovation
- Passion for challenges and pride in their work



During the 2024 SBG is going to approach a more inclusive culture in privacy respectful, increasing the attention level to these delicate issues, sharing new guidelines with all the customers.

¹ As the Modello di Organizzazione, Gestione e Controllo ex d. Lgs. 2001 n. 231, the Code of Ethics concerns SBG Italy and will be applied also to the other countries within 2024.

THE SUPPLY CHAIN AND MAJOR BUSINESS PARTNERS

THE ART OF COLLABORATING FOR A SINGLE GOAL: QUALITY IN VENDOR MANAGEMENT

A specific standard per category needs to be reached by each Supplier to participate the Group Tender process.

The Group developed a new quality process to define a Vendor list: after a deep check of legal, economical and sustainable aspects the Supplier became certified Supplier for 2 years. Every 2 years the check is made again.



SUB-CONTRACTORS

As a company that mostly establishes itself in the market as a logistics company for fuel transportation, its supply chain is composed mainly by third-party hauler (also called “sub-contractors”) and trucks provider that, considering the kind of activity they provide, are also the most important business partners. Other important and strategical suppliers are workshop, tyres dealer, and IT service provider.



Regarding the sub-contractors, **the number of drivers in Italy is about 100**. It increases during the summer period in order to respond to the increase in demand for fuels by the high quantity of people on vacation that use the car to move from one place to another.



In Spain the service is very similar to the Italian one and the number of third-party haulers is about **35**.



In France about **10 third-party haulers** were counted in 2023.



In UK there are no sub-contractors used by the company.

SBG assures through several assessments the compliance, in labour and ethic matters, of third Party Companies working exclusively for the Group.

MAINTENANCE SERVICES AND TYRES PROVIDERS

Concerning fleet maintenance operators, they are fundamental to the business of the Group because, in order to deliver the goods in time and in an efficient way, it is important to have reliable and safe vehicles. In this way, maintenance operators are responsible for the efficiency of the fleet.

In addition, given the peculiarity of the service offered and the tactical geographical location of trucks maintenance operators, it is fundamental to create solid and lasting partnerships. For the just mentioned reasons, truck maintenance suppliers are subjected to internal and external audits (both documentary and physical audits). Internal audits are performed through the use of checklists which results are collected in dedicated reports and presented periodically during QHSE (Quality, Health and Safety, Environment) company meetings.

The most important purchasing activities (for example, fleet purchasing) are centralized in SBG Italy. At the moment, environmental or social aspects are not considered in the purchasing processes, however, thanks to the sustainability journey started through the redaction of this document, SBG Group intends to adopt them in the next future (where possible).

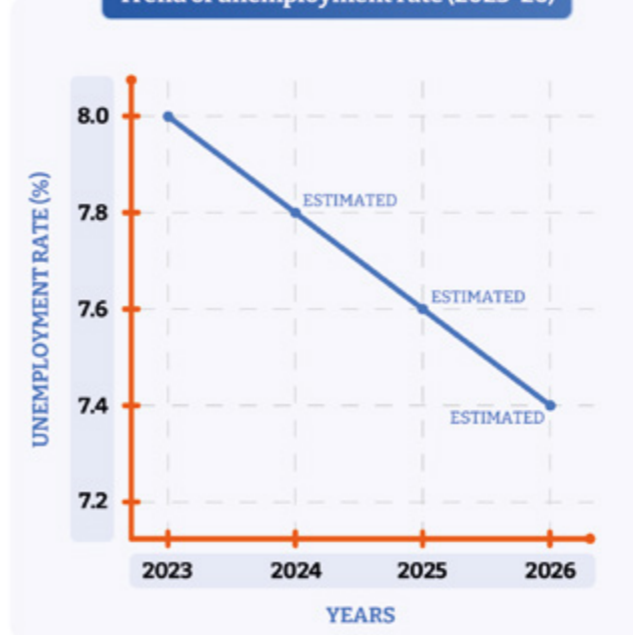
ECONOMIC IMPACT KEY ECONOMIC PERFORMANCE INDICATORS

The trend in oil consumption tended to reflect the world events that happened during the reporting year, but it showed a significant recovery on pre-pandemic volumes and increased turnover for the year.

In 2023, the world economy, according to the **International Monetary Fund**, grew by **3.0%** compared to 2022, driven by strong growth in **India (+6.3% in 2023)** and emerging Asian countries, capable of compensate for a slowdown in some advanced economies, that of the Euro area.

+ 3,0%
**WORLD ECONOMY
GROWTH**

Trend of unemployment rate (2023-26)

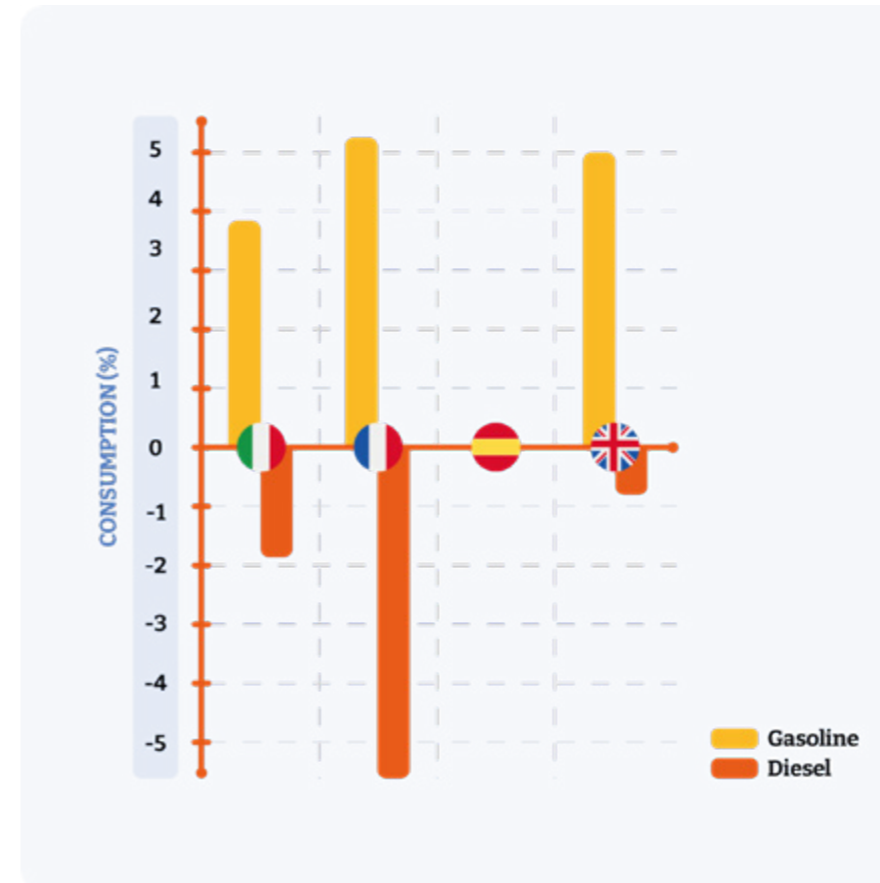


This trend has manifested itself despite some significant factors having weighed on the global scenario, such as the worsening of geopolitical instability, burdened by the emergence of the Israeli-Palestinian crisis and the continuation of the conflict in Ukraine, and the persistence of high inflation rates, albeit decreasing compared to the previous year and expected to decrease further.

With reference to the salary and employment issue, the salary dynamics increased slightly in the autumn months of 2023.

Employment, which will increase sharply in 2023, is expected to continue to grow but at a slower pace than GDP. The unemployment rate would slowly fall to 7.4 percent in 2026, more than 5 points lower than the peaks reached following the debt crisis a decade ago.

2023 TREND DIESEL AND GASOLINE CONSUMPTION



In the year 2023, the trend in oil consumption reflects the progressive return to normality after the difficult years of the pandemic.

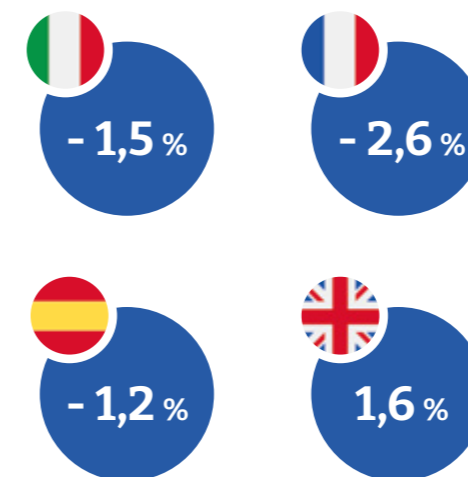
2023 MARKETS FUEL CONSUMPTION

Regarding the Italian market, consumption of transport fuels (petrol + diesel) amounted to 57.4 million tonnes, with a decrease of 1.5% (-895,000 tonnes) compared to 2022. In particular, compared to the whole of 2022: gasoline showed an increase of 3.9%, while diesel showed a decline of 1.9%.

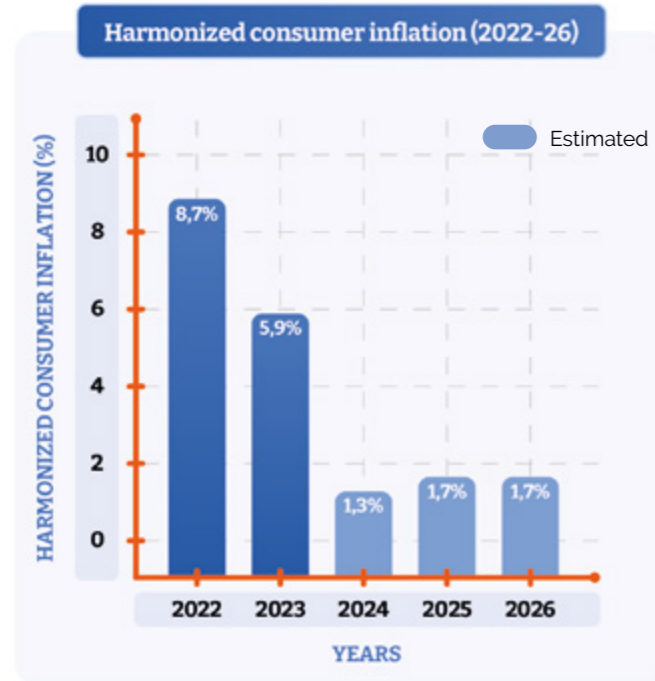
With reference to Spain, the year 2023 saw the overall consumption of petroleum products decrease by 1.2% compared to the previous year.

As regards France, the overall consumption of petroleum products for transport recorded a decrease of 2.6% overall, down by 4.1% on the pre-Covid values of the year 2019. Gasoline recorded +5.3% and confirms its growth trend at the expense of diesel which recorded -5.5%.

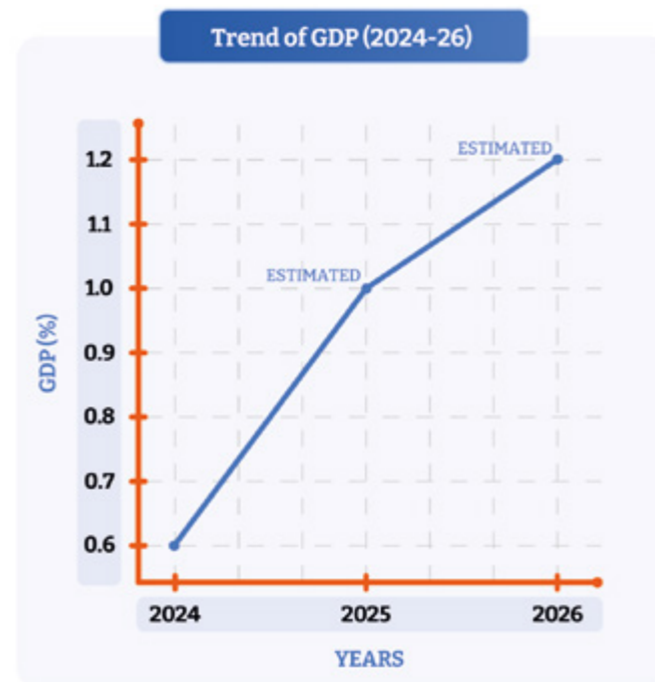
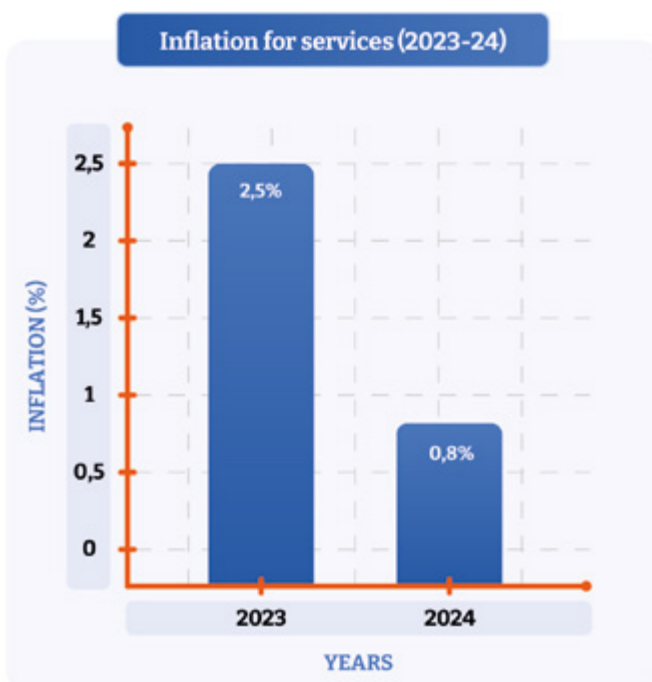
Relative to the United Kingdom, in 2023 final consumption of petroleum products recorded a general increase of 1.6% compared to 2022 data, in particular gasoline +5.1% and diesel - 0.70%.



In 2023, harmonized consumer inflation recorded a decrease compared to 2022 (5.9% in 2023 compared to 8.7% in 2022). The slowdown in inflation is the result of the disappearance of upward pressure on prices; overall, much of the inflation recorded in 2023 appears to be the result of the rise in prices of the previous year (5.1%). Inflation itself - as mentioned - is in fact very moderate (0.5%) and the drag on 2024 is almost zero (+0.1%). In particular, for services, inflation in 2023 (2.5%) explains more than half of the average annual growth in prices in the sector (4.2%) and determines a carryover to 2024 of 0.8%. With reference to forecasts on the development of the Italian economy, experts hypothesize that GDP would increase in the three-year period 2024-26, by 0.6 percent in 2024, 1.0 percent in 2025 and 1.2 percent in 2026 Economic activity would benefit from the recovery in foreign demand and the purchasing power of families but still restrictive financing conditions and the reduction of incentives for residential construction would weigh on investments.



Inflation is expected to decrease sharply in 2024, to 1.3 percent, mainly due to the effects of the decline in energy and intermediate product prices. The disappearance of this factor and the increase in wages would lead to a slight rise in the following two years, to 1.7 percent.





Sustainability for SBCG group

STAKEHOLDERS AND GROUP APPROACH TO SUSTAINABILITY



Sustainability is the driving force behind a process of continuous improvement that will go hand in hand with improved performance, enhanced reputation, and asset enhancement.

VISION

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

By relying on the skills and professionalism of our employees, and the use of state-of-the-art logistics and transport technology, we ensure the well-being of our employees and actively contribute to the reduction of pollutant emissions.



CORPORATE SOCIAL RESPONSIBILITY

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

SBG has decided to formalize its commitment with respect to ESG (Environmental, Social, Governance) issues by starting a path of reporting on sustainability, creating the present Sustainability Report, to communicate the solutions adopted to make the business more sustainable and enhance transparency and communication to its stakeholders. The Group is aware of the impacts that its activities have on people and environment and of its role as player in the transport sector. The redaction of this document constitutes the first step in the identification and monitoring of these impacts, in order to build a solid sustainable strategy with objectives in the short, medium and long-term.

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

MISSION

We offer innovative and customized solutions for our customers in the areas of logistics and transport of bulk products.

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



As part of this sustainability journey, stakeholders play a key role because, through their needs and expectations, they provide important insight that the Company is committed to consider within its decision-making processes and in setting economic, environmental and social goals. For this reason, as starting point of this process, SBG Group identified the categories of stakeholders capable of influencing business decisions and, subsequently, the most relevant sustainability impacts in relation to its own business reality.

STAKEHOLDERS



Company's stakeholders identified by the group through a benchmark analysis and main international sustainability standards.

SERVICE AND QUALITY CERTIFICATIONS

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

SBG Group believes that part of its success comes from the quality of its services. This is developed on three basic pillars



Quality standards



Continuous staff training



Engagement

CERTIFICATION

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

- **UNI EN ISO 9001: 2015**: it certifies the presence of a quality management system in compliance with the requirements of the standard. It is useful to useful for planning, implementing, monitoring and improving both operational and support processes and it is present in all of the Group's entities.
- **UNI ISO 45001:2018**: it certifies the presence of a health and safety management system in compliance with the requirements of the standard. Its aim is to help organizations provide safe and healthy workplaces by preventing occupational accidents and health problems. It is present in SBG Italy, Spain and UK.
- **UNI EN ISO 14001: 2015**: it certifies the presence of an environmental management system compliant to the standard procedures. It helps organizations minimizing the negative impacts of their operations on the environment. It is present in all of the Group's entities.
- **UNI ISO 39001:2016**: it certifies the presence of a system for the management of the road traffic safety compliant with the standard requirements. It is present in SBG Italy and Spain.
- **SQAS**: it certifies the quality (in terms of safety, environmental, security) of logistics services in the chemical sector. It is present in all of the Group's entities.

COMPANY CERTIFICATION		ITALY	SPAIN	FRANCE	UK
UNI EN ISO 9001:2015	Quality	✓	✓	✓	✓
UNI ISO 45001:2018	Health & Safety	✓	✓		✓
UNI EN ISO 14001:2015	Environmental	✓	✓	✓	✓
UNI ISO 39001:2016	Road Traffic Safety	✓	✓		
SQAS	Occupational Health & Safety	✓	✓	✓	✓

QUALITY PROCEDURE

In each of its areas of operation, SBG Group works efficiently, responsibly and profitably to meet the needs of customers as they evolve in compliance with regulatory, social and environmental frameworks.

To ensure the respect of these conditions, SBG Group has adopted the "Quality Procedure" (shared, implemented and maintained at each organizational level) by which the Group commits itself to use and review an integrated management system built to provide high quality standards and staff's proficiency and work processes.



THE POLICY IS INTENDED TO:

- Achieve the image and market reputation's continuous improvement and increase the number of clients, even by expanding the society and by entering new trade areas;
- Satisfy the concerned parties (ex. employees, clients, suppliers);
- Meet the contractual commitments (explicit and implicit);
- Excel in terms of efficiency, performance, reliability, service and image;
- Use the most up-to-date techniques for client support, even though ongoing training activities and updated of Company's management and managers;
- Comply with the reference law.

TRAINING

Concerning the **continuous training of staff**, in addition to the legally required training, the Group has provided to its employees (especially drivers) additional courses aimed at enhancing their professionalism and skills (safe driving, ADR, new tachograph use, languages courses, etc.).

In 2023 more than 14,000 hours of training (both mandatory and optional) were provided to drivers and employees. Of this total, approximately the 82% concerns Health & Safety issues. Additionally, drivers from each Country participated to "Toolbox meeting": during this occasion operations managers share with drivers the main events that happened in terms of safety and environment, discussing the experience occurred, the actions taken to mitigate risks and the related learnt lessons.

In addition, meetings involving key clients are promoted to discuss not only business aspects but also and especially sustainability issues, such as trip optimization, safety at points of sale, and best practices to be implemented.



ENGAGEMENT



Regarding the engagement, the dialogue between collaborators is an essential element.

The engagement goes beyond the simple transmission of information, but is based on direct and one-to-one meetings, where the various operational levels of the Company can exchange views. The engagement is usually put into practice through periodic meetings, involving all SBG's people (from each Country and from each employee category): this enables the Top Management to directly transmit the values and objectives of the Group and to gather any operational difficulties directly from the field.

PROMOTING SUSTAINABILITY INITIATIVES WITH SUPPLIERS AND BUSINESS PARTNERS



SBG Group does not believe in sustainability as something limited within the corporate perimeter, but rather is geared toward promoting and collaborating with suppliers and business partners that can make a real impact on reducing the negative effects caused by the activities of the Company on the environment, people and society.

SBG seeks as far as possible the cooperation with first-rate suppliers and main business partners, not only to improve business performance but also to make routine activities more sustainable, both environmentally and socially. During the year the Group has developed partnerships and initiatives aimed at optimizing the emissions produced by the fleet and increasing workers' safety.

In this regard, SBG Italy has developed a partnership with Michelin in order to manage tires in a sustainable way by optimizing their performance through the use of regrooved and re-treaded tires.



This initiative has resulted in savings of 417.28 tons of CO2 and 157.88 tons of raw materials in 2023. The benefits achieved from this initiative are not only a saving in terms of CO2 emissions, but also in the amount of resources needed to produce truck tires.

- 417.28 TONS OF CO₂

- 157.88 TONS OF RAW MATERIALS

SAFE AND ATTENTIVE DRIVING STYLE

Another initiative that is aimed at sub-haulers as business partners concerns the providing of safe-driving training to the driving staff (both internal and external) to ensure high standards performance, both in terms of safety and eco-efficiency.

A **safe and attentive driving** style allows the organization to ensure safety, respect for the environment in terms of emissions, tire wear and reduce the impact of its activities on the environment.



TRAVEL PLANNING

Another initiative on which SBG Group focuses is **travel planning**: a group of experts manages the planning of the journeys of the vehicles, from the moment of loading operations to the delivery of the products to the final customer.

Efficient delivery scheduling makes it possible to meet customer needs, optimize routes and consumption, ensure that the assigned routes allow staff to respect the driving hours. In this way, in addition to benefit from the point of view of timing (route optimization), there are also benefits from the **reduction of emissions (consumption optimization)**.



THE IMPORTANCE OF COOPERATION MEMBERSHIP ASSOCIATIONS

In order to strengthen the cooperation between business partners and boost sustainability projects and initiatives in the sector, the Group participates to the following trade associations

LOGISTICS UK

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



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



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



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



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





Environment and Energy



ENVIRONMENT AND ENERGY



It is SBG's policy to carry out its activities in a compatible manner with the balance between the environmental and economic needs of the communities in which it operates. In order to manage the environmental impacts of its activities, SBG Group is guided by its "Environmental Policy", which is structured around the following key points:

- **Respect** the environment by committing the Company to pollution prevention, through the continuous search for operational and management solutions aimed at minimizing impacts on the environment.
- **Collaborate** with government agencies and trade organizations to facilitate the timely development of effective environmental laws and regulations, based on sound scientific principles, risk assessment and cost-benefit analysis.
- **Purchase** vehicles and equipment with lower energy consumption and lower polluting emissions (GHG), fuels and tires that guarantee a balanced life/fuel consumption ratio, equipment with high energy efficiency, encourage the purchase of energy from renewable sources for their needs.
- **Carry out** its activities taking into account the potential impacts on sensitive areas and biodiversity in order to evaluate actions to minimize potential impacts on them.
- **Use suppliers** who share its policy and who guarantee not only the compliance with current legislation in environmental terms, but who guarantee a concrete commitment to minimize their environmental footprint.
- **Ask for** the respect of the same environmental policy and targets to all our suppliers working in a constant relation with the Group.
- **Respond quickly** and effectively to incidents that may occur in the course of its operations, cooperating with the relevant authorities and government bodies.
- **Conduct** appropriate reviews and evaluations of its operations to quantify progress and ensure compliance with this policy.

WASTE AND SPILL MANAGEMENT

The main business risk derives from the transport of dangerous goods.

SBG Group is aware that one of the most important environmental impacts is due to accidental spill (it happens when a vehicle spills the product it is transporting onto sensitive areas). In order to mitigate the damages that may arise from these cases, the Company has established strong relationships with environmental emergency response companies and in order to safeguard its stakeholders is supported by suitable insurance coverage that are adequate to the actual level of risk associated.

The companies of the Group have specific emergency plans both for situations that can arise within their own structures and during the transport of the products. Specific procedures for signaling and activating external assistance are in place and regularly tested.



The total amount of spills registered² by the Company during 2023 is about 2,473 liters (corresponding to 6 cases of spills). It represents the 0.01% of our global deliveries.

Concerning waste, the main quantities of waste produced are related to hazardous waste. Specifically, both for 2022 and 2021, they derive mainly from the disposal of electronic equipment, hoses for refills, used rags and used water from grease trap. Consequently, for the Company it is fundamental to use qualified suppliers who guarantee the controlled disposal of these materials.

On the other side, non-hazardous waste turns out to be produced by routine office activities (such as, for example, paper, plastic and cardboard), which is disposed through recycling bins and picked up by external disposal companies.

² All spills registered in 2022 and 2021 occurred on impermeable surfaces.

RESPONSIBLE FLEET MANAGEMENT

During the reporting year, SBG Group made steps forward in increasing the responsible management of its vehicle fleet.

SBG GROUP IN RECENT YEARS HAS IMPLEMENTED A FLEET MANAGEMENT POLICY WITH THE GOAL OF ACHIEVING THE “FIT FOR 55” CO2 EMISSION TARGET IN 2030³.

Until the year 2023, this policy was focused on the following aspects:

THE RENEWAL OF THE FLEET

SBG has applied a very thorough fleet renewal, renewing the driving fleet every 5/6 years, thus always being able to count on the latest generation vehicles with the lowest CO2 emission per kilometer driven.

EFFICIENT DRIVING

Results from the continuous education of drivers, in order to help them to obtain a driving style that, in addition to being environmentally sustainable, is safe. A careful driving style allows the protection of the driver and other people (pedestrians, other cars, etc.) and greater respect for the environment in terms of emissions and raw material consumption (given by lower tire consumption). Efficient driving is ensured also by the accurate monitoring of vehicle consumption that allows SBG to identify and promptly solve anomalies related to:

Vehicle inefficiencies Incorrect staff guidance.

For these reasons, efficient driving may also be associated to economical driving.

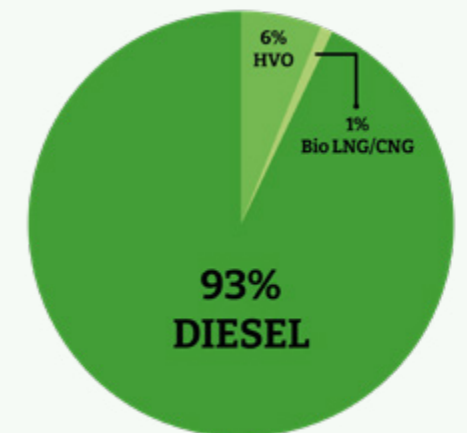
ENERGY CHANGE

In 2023 the Group began the diversification of the fuel used, introducing on the Italian and French subsidiaries the HVO⁴, LNG, Bio LNG, CNG and bio CNG to power an important part of the fleet.

³ 55% CO2 emission reduction vs 1990 data. In 2022, SBG Group has also started to develop the “2050 Net Zero strategy”, but it will be progressively evaluated according to available technological solutions.

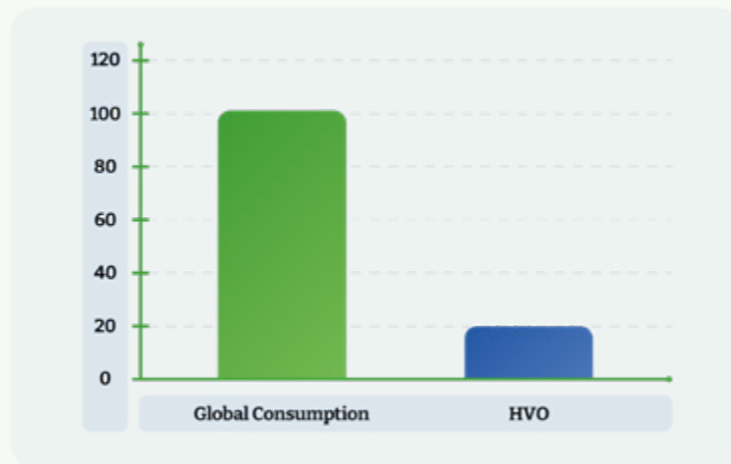
⁴ Hydrotreated Vegetable Oil, a renewable diesel resulting from the processing of simple cooking oil combined with hydrogen.

GLOBAL SBG CONSUMPTION 2023

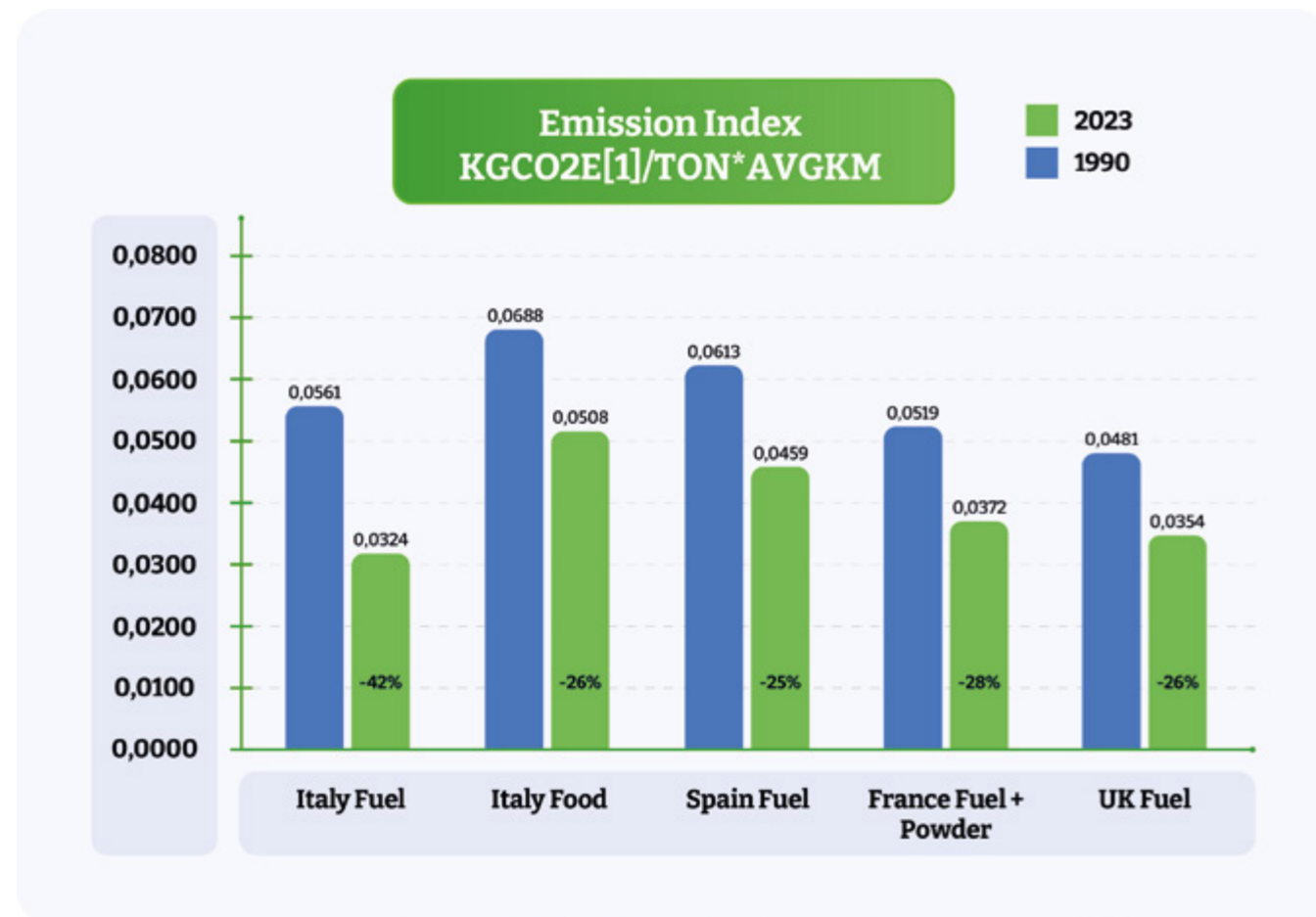


HVO AND FUEL CONSUMPTION

In Italy, HVO SBG's consumption reached around the 20% of global fuel consumption in the Country, bringing a significant reduction of CO2 emitted.



The above points have made it possible to drastically reduce emissions produced by the fleet since 1990, as shown in the graph below, based on GLEC Framework 2019 - European values:



ENERGY AND EMISSIONS REDUCTION MAIN INITIATIVES

We are aware of our role as players in the transport sector, and of the responsibility this entails towards the environment.

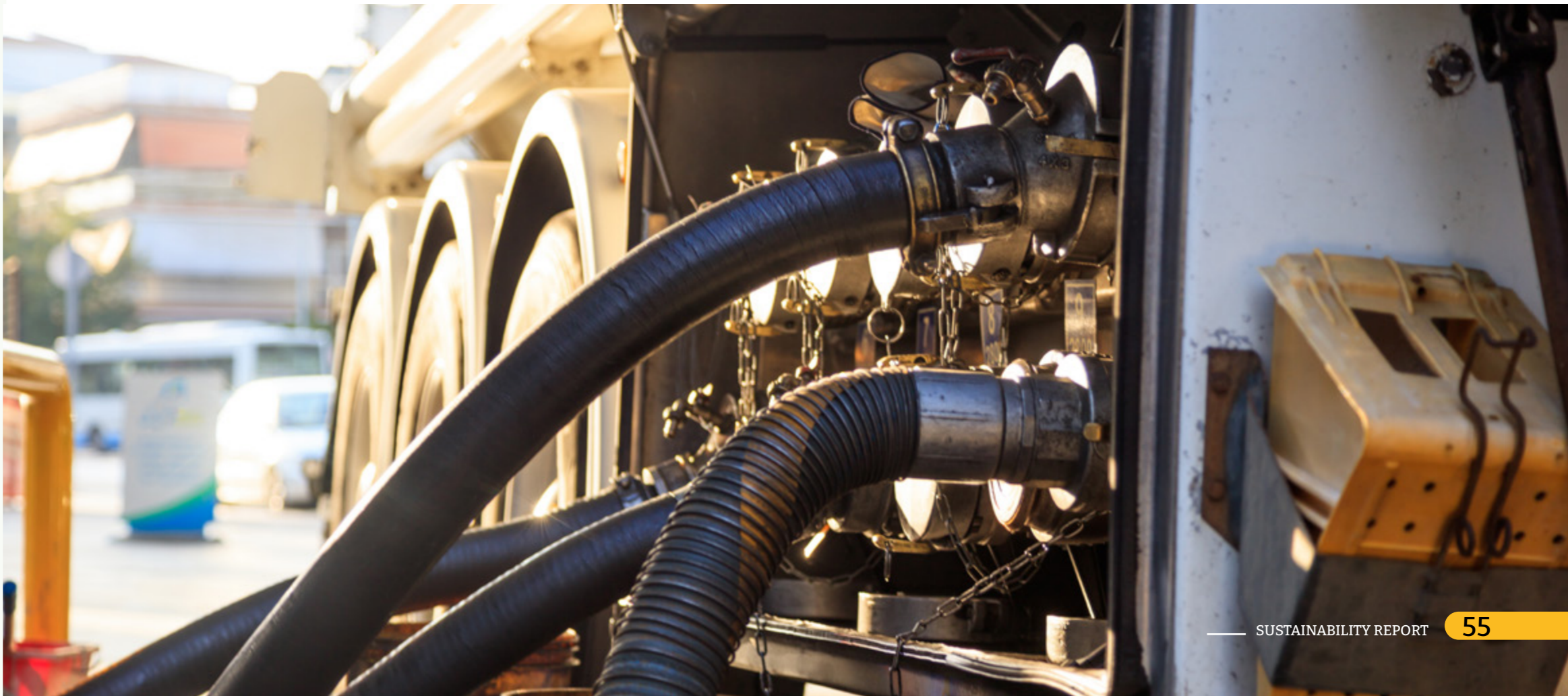
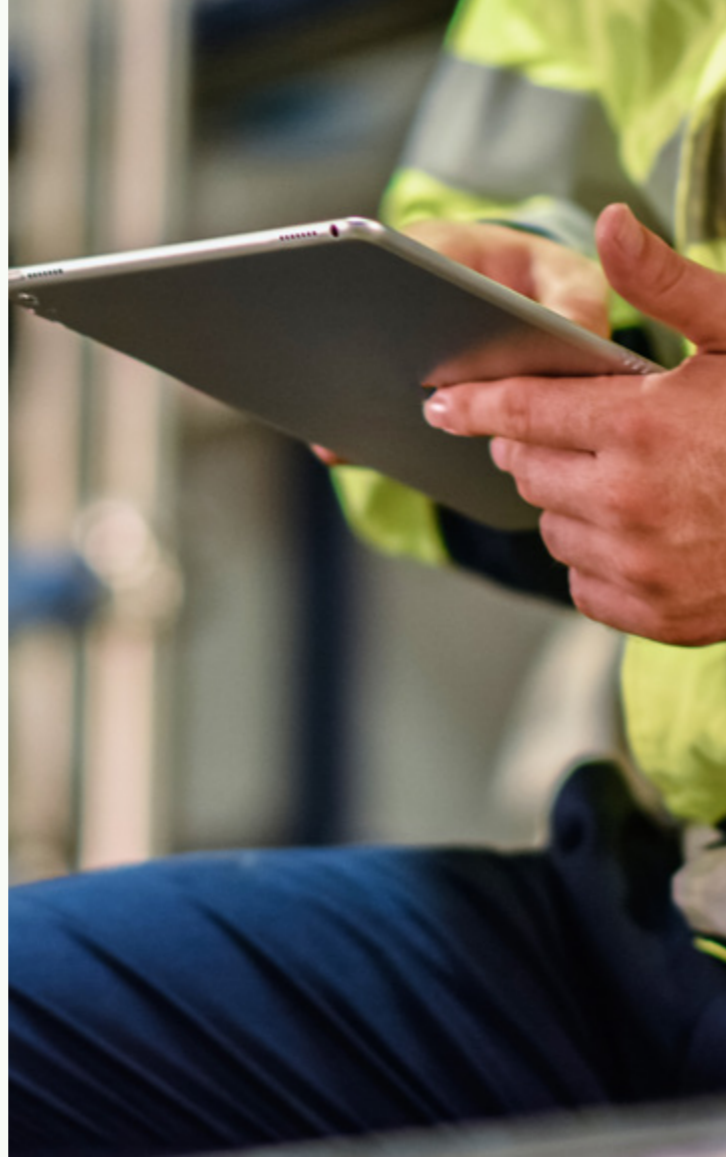
It is SBG's policy to direct the Company's growth in compliance with sustainable development, managing its activities in order ensure positive results in the long-term through a balance of economic-financial interests with social and environmental ones. It's SBG's interest to prosper in a contest in which the exploitation of resources, the direction of investments and the orientation of technological development are all in harmony and increase the present and future potential for the satisfaction of human aspirations and needs. **This is stated in the "Sustainable development and energy efficiency policy".**



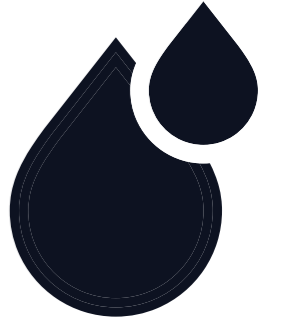
To support our strategy in CO2 emission reduction the Group is investing in the participation of 4 new Biomethane production plants to secure the supply of our BioLNG fleet in Italy: the production of the 1st plant will be effective in 2024 and the remaining plants later.

THEREFORE, IT IS SBG'S COMMITMENT

- **Sensitize** all stakeholders in the protection of the environment through the reduced and conscious consumption of environmental resources.
- **Constantly** renew the fleet to reduce the impact of emissions related to transport activities.
- **Monitor** consumption and environmental impact of its activities with particular attention to developing its business in line with national energy transition objectives.
- **Purchase** vehicles and equipment with lower energy consumption and lower polluting emissions (GHG), fuels and tires that guarantee a balanced life/fuel consumption ratio, equipment with high energy efficiency, encourage the purchase of energy from renewable sources for their needs.
- **Manage** and modernize its assets by evaluating technical solutions to increase their energy classes.
- **Organize** company purchases to direct choices in a conscious way towards solutions with a lower impact on the environment.
- **Collaborate** with customers and suppliers who share their policy and principles.
- **Train** staff in environmental matters.
- **Define** intervention procedures in the event of an environmental emergency with dissemination to all interested parties.
- **Disseminate** this policy to all levels of the organization through training meetings and exhibition within the premises, to ensure its understanding by all interested parties.
- **Continuously** review the environmental risks related to the activities carried out to reduce them through continuous improvement programs.



FUEL EMISSION FACTORS



Fuel emission factors play an important role in the calculation of transport emission. They are used to convert the fuel and energy used to power freight transportation into greenhouse gas emissions.

Emission factors are a key part of any carbon footprinting exercise and allow a consistent metric for considering fuel emissions that can be adopted by any party.

The emissions factor associated with fuel purchased on any day at a particular location has a natural variability associated with it, depending upon factors such as the nature of the original feedstock, the locations of production and consumption and the distribution mechanisms used, the energy inputs to and the nature of the production processes used, etc.

In general, conventional fuels tend to be blends that originate from a mix of sources and processes developed to ensure that they fit within the tolerances of the prevailing local fuel quality standards.

As a result, it is not standard practice to try to put an exact figure on every batch of fuel. Instead it is accepted practice to use representative values with the understanding that emissions will, over time, average out and match the representative value (assuming that it is well calculated). Variation in national fuel standards and local industrial energy efficiency can be identified in the official figures quoted in some national emission factor sources. The potential feedstocks and production processes for conventional fuels are relatively well known and as a result there tends to be a relatively low variation in values quoted for these fuels.

In contrast "new fuels", including some renewable fuels and fuels quoted as having low GHG emissions, tend to have a less well-established production process, with greater variability over the full life-cycle and a wider range of possible feedstocks.

Although it is commonplace to blend relatively low percentages (5-10%) of biofuels into conventional fuels, it is more common than for conventional fuels that higher blend or pure biofuel products are segregated and supplied as single source product. This means that generalization of emission factors is less appropriate and could lead to greater uncertainties, at least under current market conditions; as a result, a full consideration of emission factors for "new fuels" could be a time-consuming and costly process.

It is vital that emission factors are based on the most credible sources and are developed by specialists. The development of emission factors is outside the technical scope of the GLEC; thus in 2015, SFC commissioned the VTT Technical Research Centre of Finland to conduct a detailed review of the sources of emission factors used in the main international carbon foot printing standards, databases and methodologies, with a particular focus on those commonly applied or referenced in the logistics sector.

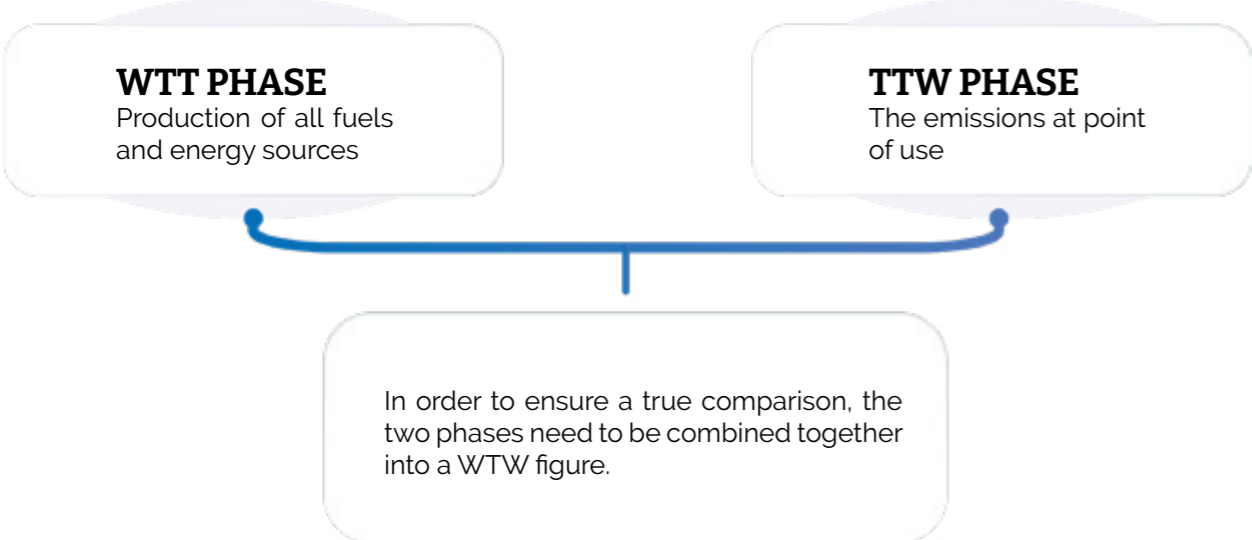


THE RECOMMENDED EMISSION FACTORS SHOULD BE REVIEWED ON A REGULAR BASIS TO ENSURE

- 1** They are updated in line with latest updates to the chosen sources
- 2** As more and better information becomes available for new, low carbon fuels this information is presented alongside information for conventional fuels

As a result, the emission factors quoted in this module to the GLEC Frame-work should be considered as advisory. We have taken all possible steps to provide a detailed starting point for companies wishing to calculate emissions in a harmonized and representative way. Wherever possible the emission factors have been chosen with the aim of maximizing overlap with nationally published values, existing transportation standards and values used by the representative UN bodies for air and water transportation.

THE EMISSION FACTORS ARE DIVIDED INTO TWO PHASES



However, in spite of these precautions, for the reasons stated previously, the values cannot be guaranteed; in particular, the use of specific emission factors may even be mandated in certain national legislation, and in such cases, it is not the role of the GLEC Framework to advise companies to act against the locally prevailing law.



CO2 EMISSION

Values are presented in the following tables that show CO2e emissions for the Wtt, TTW and full WTW phases of the fuel cycle. Values are also shown by volume and mass of fuel where appropriate. (Scientifically the most accurate presentation is by mass, although conventional liquid fuels are generally sold by volume and so in practice these values may be more useful.)

EUROPEAN VALUE

GLOBAL	WTT		TTW		WTW	
	Kg CO2e/kg fuel	Kg CO2e/l fuel	Kg CO2e/kg fuel	Kg CO2e/l fuel	Kg CO2e/kg fuel	Kg CO2e/l fuel
DIESEL 5% BIODISEL BLEND (B5)	0,76	0,63	3,04	2,54	3,8	3,17
HVO	0,76	0,63	0	0	0,76	0,63
LNG	0,81		2,84		3,65	
BIO LNG	1,41		0,1		1,53	
CNG	0,75		2,84		3,59	
BIO CNG	1,41		0,13		1,57	

In order to monitor the environmental impact of the Group considering the growth of the market demand and thus the business, high importance is given to the various intensity index analysed and represented in the present paragraph.

The most important environmental impact of the Group is due to logistics. For this reason the most significant energy source used by the company is use of fuels such as diesel, petrol and HVO for transport activities.



Regarding fuels, SBG has started to use alternative fuels to traditional diesel so much so that, especially in Italy, the % supply of fuels with lower emissions compared to diesel has reached 20% of the total liters supplied.

This diversification, already started in 2023 in France, will find further impetus in 2024 in all the countries where the group is present.

ENERGY SOURCES CONSUMPTION % 2023

	ITALY FUEL	ITALY FOOD	SPAIN FUEL	FRANCE FUEL + POWDER	UK FUEL
DIESEL	80,31%	100,00%	100,00%	97,98%	100,00%
HVO	19,32%	0,00%	0,00%	1,15%	0,00%
LNG	0,35%	0,00%	0,00%	0,00%	0,00%
BIO LNG	0,02%	0,00%	0,00%	0,00%	0,00%
CNG	0,00%	0,00%	0,00%	0,39%	0,00%
BIO CNG	0,00%	0,00%	0,00%	0,49%	0,00%

The **others energy sources** used by SBG Group, without significant impact in terms of emissions compared to the previous point, are:

- Natural gas and diesel fuel, both used for office heating,
- Electricity, which is used purely for office and warehouse lighting

Given the relevance of the **consumption of the sub-haulers**⁵, SBG Group monitors also their fuel use, which derives entirely from the consumption of diesel. **In detail, in 2023 the total amounted to 4.216.162 liters, which increased of 8% with respect to 2022**, however, as a result of the increase in the km travelled and a better efficiency in the vehicles used, the energy consumption per km decreased about the 0.8%.

⁵ Sub-haulers are not present in United Kingdom.



THE EMISSION GENERATE

SBG Group monitors greenhouse gas emissions, aware of the impact these have on the climate, specifically:

SCOPE 1

Includes direct emissions generated by the Company, the source of which is owned or controlled by SBG, such as fuels used for own vehicles (TTW), heating and operating equipment required for company operations.

SCOPE 2

Includes indirect emissions generated by energy purchased and consumed by the Company. These are calculated according to location-based and market-based methodologies, using nationally and internationally recognized emission factors.

SCOPE 1⁶

Regarding direct emissions indeed most of them are caused by the vehicles used the logistic activities. The total Scope 1 emissions for the reporting year is 44.985 tCO₂e with an increase of 8% from 2022.

SCOPE 2⁷

Regarding indirect emissions, considering the location-based approach, the Group during 2023 consumed 185 tCO₂.

SCOPE 3⁸

Concerning the other indirect emissions (Scope 3) SBG, due to the fact that the majority of its logistic activities is outsourced to sub-haulers, has started analysing its environmental impacts, aware that this first exercise constitutes only the starting point. Scope 3 includes in fact emissions due to the company's activity from sources that are not under direct Company control, but whose emissions are indirectly due to the company's activity.

IN 2023 SBG REDUCED 2.300 TON OF CO₂E

OVERALL CO₂ REDUCTION 2023

TYPE OF EMISSION	TOTAL EMISSION 2023
Scope 1	44,985 ton Co ₂ e
Scope 2	185 ton Co ₂ e
Scope 3	25,261 ton Co ₂ e

⁶For the calculation of Scope 1 emissions of natural gas and diesel and petrol for heating processes, "DEFRA 2022" and "DEFRA 2021" emission factors were used. For the calculation of Scope 1 emissions derived from vehicles use, "GLEC 2019" emission factors were used.

⁷The GRI Sustainability Reporting Standards provide two methodologies for calculating Scope 2 emissions, the "Location-based method" and the "Market-based method". The Market-based method considers CO₂ emissions deriving from electricity purchased from external suppliers through an actual contract, and can be calculated considering certificates of Guarantee of Origin of energy and direct contracts with suppliers, supplier-specific emission factors, emission factors related to the "residual mix", i.e. energy and emissions not monitored or unclaimed. The location-based method is based on average emission factors related to power generation for well-defined geographical boundaries, including local, sub-national or national boundaries.

⁸For the calculation of Scope 3 emissions "GLEC 2019" emission factors were used, in detail the activities analysed include the liters consumed by sub-haulers ("Well to Wheel" emission factors) and the upstream activities referred to the liters used by Company owned vehicles ("Well to Tank" emission factors).

Aware of the environmental impacts of its value chain (sub-haulers) the Company has started analysing also Scope 3 emissions which include the emissions that results from activities from assets not owned or controlled by the Company, but that the indirectly affects in its value chain.



OVERALL EMISSION INTENSITY INDEX

In order to monitor and reduce the tons of CO2 produced, the Group has proceeded to calculate the Overall Emission Intensity Index. This Index relates the emissions generated (Scope 1 only fuel used for trucks, and Scope 3) to the tons of product transported (both carried out by its own vehicles and by subcontractors) multiplied by the trip size⁹.

	ITALY FUEL (KGCO ₂ E ^[1] /TON*AVGKM) ^[2]	ITALY FOOD (KGCO ₂ E ^[1] /TON*AVGKM) ^[2]	SPAIN FUEL (KGCO ₂ E ^[1] /TON*AVGKM) ^[2]	FRANCE FUEL + POWDER (KGCO ₂ E ^[1] /TON*AVGKM) ^[2]	UK FUEL (KGCO ₂ E ^[1] /TON*AVGKM) ^[2]
2023	0,0362	0,0520	0,0474	0,0384	0,0363
2022	0,0324	0,0508	0,0459	0,0372	0,0354
TOT	-10,58%	-2,20%	-3,23%	-3,07%	-2,59%

⁹Average km is estimated based on total km travelled over number of trips.

Analysing the previous table, it is clear how the group has improved the index analysed in each of its business areas. The most evident improvement concerns the transport of fuel in Italy, where, as mentioned, the group has significantly pushed for the use of fuels with a lower impact in terms of emissions such as HVO.

Even if the activities performed in each country is similar, there are different aspects that can influence the index, as the limit of transportation by law of 40 tons in Spain or some other technical characteristics in the UK.

The company Feccia Fratelli srl, a historic company founded in 1963, which joined the SBG group in 2023, has installed a photovoltaic system at its headquarters in Casalpusterlengo (LO), operational since 09/05/2011, which has a nominal power of 104.16 kW. The headquarters, in addition to hosting the administrative offices, has its own square of approximately 9,000 m² used for parking, a workshop for the maintenance of its semi-trailers and both internal and external washing of tanks used for the transport of food liquids.

We estimate that this washing would have emitted approximately 1600 tons of CO₂ into the atmosphere in 2023, considering the average value equal to approximately 81.5 kg of CO₂ for each washing (counting approximately 1665 washings/year).

The use of this photovoltaic system allows these emissions to be almost eliminated, since the difference between the kW consumed in 2023 (108,884) and those produced (99,455) is substantially close to zero.



People & Social Responsibility

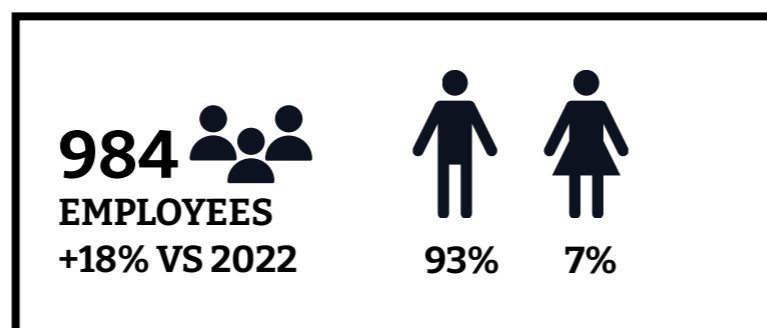


SBG GROUP'S FOCUS ON PEOPLE IN 2023

SBG Group pays great attention to the protection and growth of its people and their skills, as they are fundamental in the corporate value creation process. On the strength of this conviction, the Company strives to enhance the capabilities of its employees and ensures that their health and safety, as well as their well-being, are always guaranteed.

SBG Group workforce has seen a significant growth in recent years: the Group counts 953 employees (average 2023), an increase of 13 % from 2022.

As of 2023, the employees of SBG Group are divided into 891 men and 62 women (this male dominance is determined by the sector in which the Company operates). Moreover, they are typically employed on a permanent basis (96%): a total of 914 people has a permanent contract.



PEOPLE BY CATEGORY

COUNTRY	CATEGORY	SENIOR MANAGERS	MIDDLE MANAGERS	EMPLOYEES	DRIVERS	OTHERS (OPERAI)	TOT
Italy	Fuel	4	8	43	243	5	303
Italy	Food	2	2	1	43	-	48
Italy	Service Station	0	0	1	-	-	1
Italy	IT Service	1	4	13	-	-	18
Spain	Fuel	6	9	11	165	7	198
France	Fuel + Powder	2	4	6	151	-	163
Uk	Fuel	4	7	25	202	15	253
TOT		19	34	100	804	27	984

PEOPLE BY CATEGORY AND GENDER

COUNTRY	CATEGORY	MANAGERS + EMPLOYEES		DRIVERS		OTHERS		TOT
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
Italy	Fuel	36	19	242	1	5	0	303
Italy	Food	4	1	43	0	0	0	48
Italy	Service Station	0	1	0	0	0	0	1
Italy	IT Service	17	1	0	0	0	0	18
Spain	Fuel	15	11	172	0	0	0	198
France	Fuel + Powder	4	8	144	7	0	0	163
Uk	Fuel	21	15	202	0	15	0	253
TOT	-	97	56	803	8	20	0	984



PEOPLE BY PERMANENT OR TEMPORARY

COUNTRY	CATEGORY	PERMANENT	TEMPORARY	TOT
Italy	Fuel	286	17	303
Italy	Food	48	0	48
Italy	Service Station	1	0	1
Italy	IT Service	18	0	18
Spain	Fuel	183	15	198
France	Fuel + Powder	158	5	163
Uk	Fuel	238	15	253
TOT	-	932	52	984

PEOPLE BY FULL-TIME OR PART-TIME

COUNTRY	CATEGORY	FULL-TIME	PART-TIME	TOT
Italy	Fuel	300	3	303
Italy	Food	48	0	48
Italy	Service Station	1	0	1
Italy	IT Service	17	1	18
Spain	Fuel	197	1	198
France	Fuel + Powder	162	1	163
Uk	Fuel	253	0	253
TOT	-	978	6	984



All employees from Italy, France and Spain are covered by collective bargaining agreements, in the UK there are Recognition Agreements for three different driver groupings, of which some are managed on a national basis while others on local agreements.¹⁰ Considering the total of the working force, 84% is the coverage percentage for the reporting period.

EMPLOYER BRANDING PROJECT

Recruitment is an important strategic leverage in which the Company focuses on. The Group is concentrate on an employer branding project to attract It is managed differently according to the role required.

1. Drivers are recruited especially by placing announcement at strategic points and through partnerships with driving schools.
2. Concerning white-collar positions, recruitment is performed particularly through LinkedIn and other social media.
3. Personnel selection is made solely based upon the verification of the skills required to perform the tasks that the Company needs at that time, in compliance with internal policies and respecting the personality and dignity of each employee. These are, in fact, considered fundamental requisites for the development of a work environment inspired by mutual trust and loyalty.

Additionally, the Company is aware of the value of dialogue and listening to its people. Regular meetings are organized in order to receive feedbacks and provide updates concerning Company trends. In order to improve the communication also with the different countries, SBG is considering implementing the company intranet and increasing the number of meetings with the people of the Group (for example, team building events, Christmas meeting, etc.) in the following years.

¹⁰ In UK working conditions and conditions of employment are determined independently of the other collective bargaining arrangements.



ANNUAL INDIVIDUAL REVIEW

Moreover, SBG is adopting an AIR (Annual Individual Review) system to evaluate the previous year performances and assigns individual objectives for each employee: this method allows to deepen, during a formal meeting between responsible and employee, all the aspects to improve personal and professional behaviors. This is a transparent and fair method for defining performances and goals.

TRAINING & SAFETY

SBG Group believes in the crucial value of training. For this reason, training plans are regularly defined and promoted both for staff employees and drivers. In 2023, in addition to the general and specific training courses like technical issues (transportation of explosives materials, safe driving, tachograph, etc.) the company invested on other skills like languages, IT tools, development skills. Other efforts have been done on wellbeing of all the personnel, implementing, where possible, flexible working time, promoting part-time and smart working.



HSE KPIs are monitored constantly to develop specific action plans to improve competences and performances on the following areas:

- Accidents
- Incident
- Crossovers
- Spills
- Respect of Safety Rules

COMPANY EMPLOYER BRANDING

The personnel, drivers and employees, are the most important asset for the company, a strategic factor to support the company growth. The company has developed different actions, here it detailed.



TALENT ATTRACTION FOR YOUNG PEOPLE



INTENSIVE TRAINING PROGRAM FOR DRIVERS



LANGUAGE AND IT TRAINING FOR EMPLOYEES



SAFETY TRAINING PROGRAM FOR ALL THE STAFF



ACADEMY



ANTI-FRAUD PROGRAM FOR TECHNICAL STAFF



The average age requires some important actions to create a virtual circle and to compensate for staff turnover.

AGE STAFF

COUNTRY	CATEGORY	AGE					
		18/30	30/40	41/50	51/60	>60	
Italy	Employee	13	10	27	28	1	79
	Drivers	9	41	91	137	13	291
Spain	Employee	1	2	9	12	2	26
	Drivers	3	12	69	70	18	172
France	Employee	2	2	5	3	0	12
	Drivers	9	26	43	58	15	151
Uk	Employee	9	11	8	4	4	36
	Drivers	6	46	48	81	36	217
TOT		52	150	300	393	89	984



SBG LAUNCHED AN EMPLOYER BRANDING CAMPAIGN ADDRESSED TO YOUNG DRIVERS.

The HR operation model 2023 worked on:

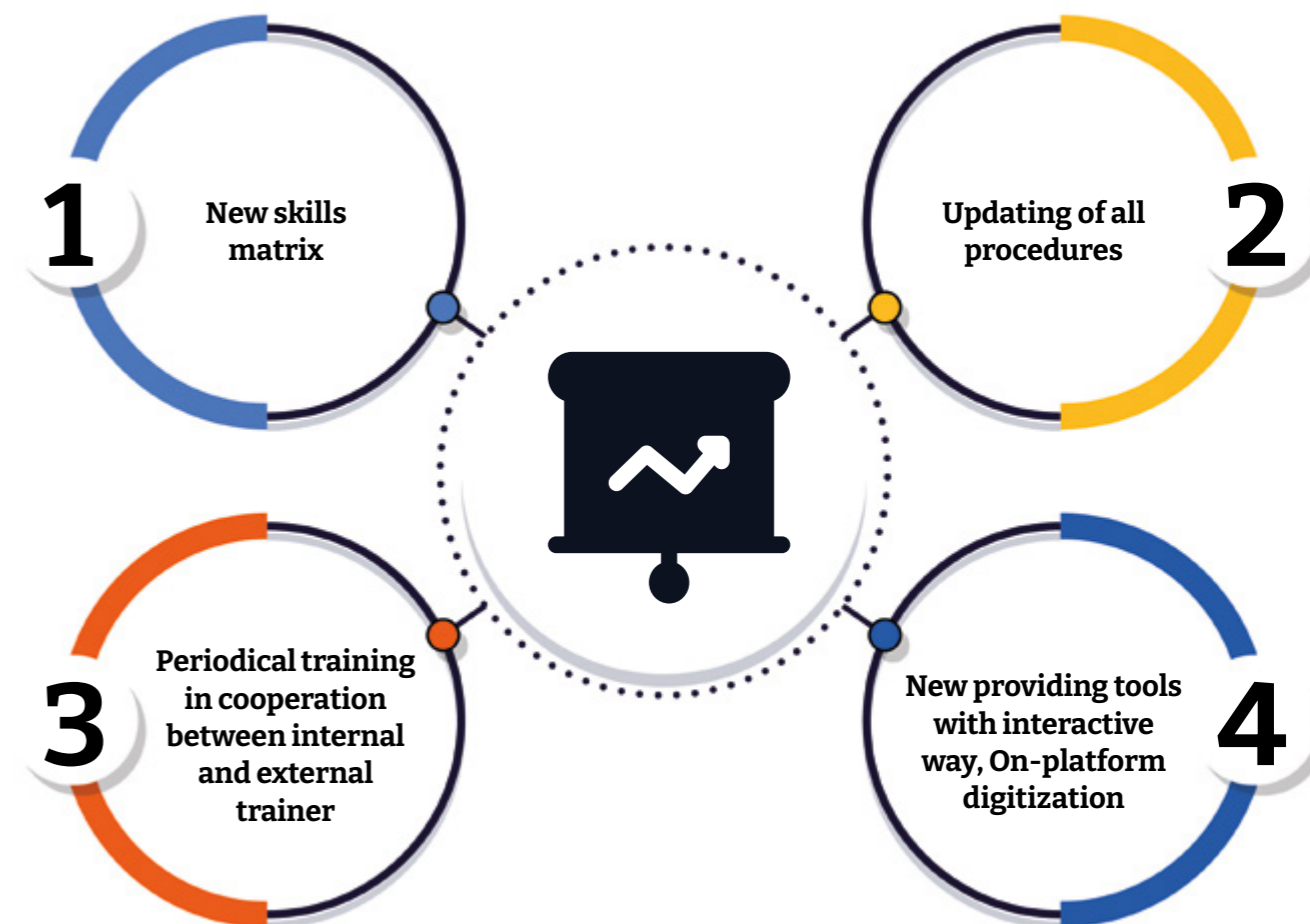
- Professional school networking,
- Social communication program.
- Refunding system in gaining the License through some convention to facilitate all young generation to approach this job.

TRAINING AND ACADEMY

In 2023 SBG provided training hours.

The group involved the employees in a training program to increase the skill in foreign language, in it tools and technical skill in compliance with the development plan.

SBG IS GOING TO CREATE AN INTERNAL ACADEMY DRIVERS TO REDEFINE A NEW STANDARD IN TERMS OF SKILLS .



ANTI-FRAUD CULTURE

SBG is fully engaged in anti-fraud program, promoting:

An annual campaign to spread compliance culture to prevent any illicit

Identifying a technical team specialized on checking

Training program specific provided by external qualified consultant

HEALTH AND SAFETY

Safety above all, for the Group, means sustainability. The security of one is the security of all.

It's mandatory for SBG that activities are managed by always placing the safety first, not only of the employees but of all those who are influenced and involved in the business. The safety of one of the Group vehicles on the road is the safety of even the weakest road user, from pedestrians to motorcyclists to motorists. SBG believes that everyone's commitment is the basis not only of their own safety, but of the safety of colleagues and the safety of any citizen.

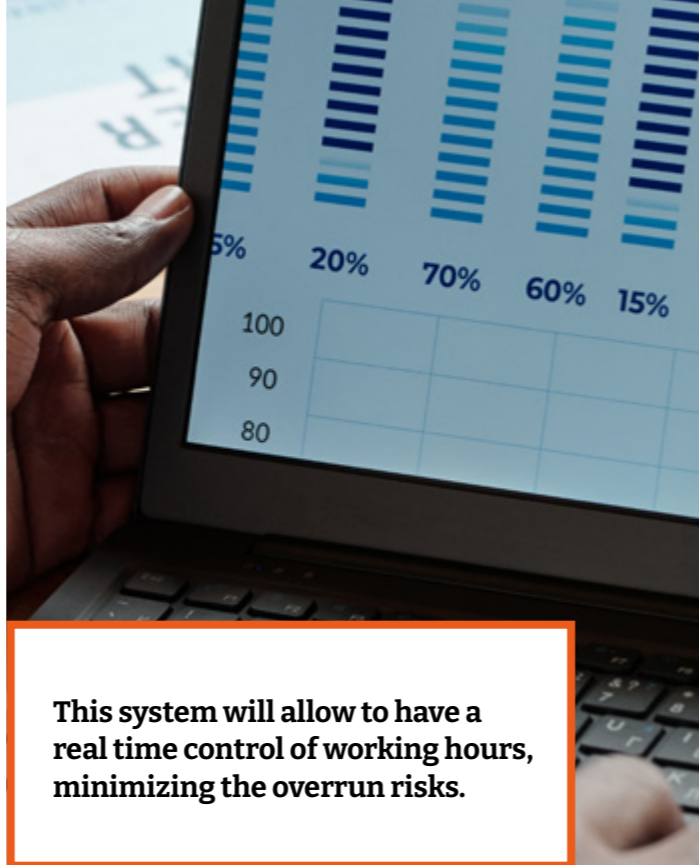


The health and safety of employees, whether hired or contracted, and outside workers during the performance of their work has always been treated with the utmost care and seriousness by the Group. Evidence of concrete commitment in this area is provided by the following:

- The publication of various HSE policies (among which, "Health Policy", "Security Policy", "Alcohol and drugs policy" and "Road traffic safety policy"), which provide guidelines for all employees to follow to avoid dangers and risks arising from their work activities.
- The presence of UNI ISO 45001:2018 certification for SBG Italy, Spain and UK.
- The presence of a Driver's Manual, that consists in the formalization of an instrument containing health and safety provisions to be kept by the driver.
- The presence of a tachograph card to manage drivers working hours: with this systems, if drivers exceed their working hours they receive fines and penalties. Aware of the stress that can be caused by travelling long distances, SBG is very strict in the managing of drivers overrun: when a driver is close to overrun, it's mandatory as for the Group policy to ask the driver to stop, to replace the driver with another one and pay the accommodation to rest. Data from the tachograph card are in real-time and downloadable after 28 days.

A NEW SYSTEM INTERNET-CONNECTED DASH CAMERA

In order to increase the Safety Policy is going to implement a new system internet-connected dash camera with intuitive cloud-based software, this will provide reporting tools that enable fleet operators to implement safety coaching programs, prevent accidents, and lower costs. This system will allow to have a real time control of working hours, minimizing the overrun risks.



This system will allow to have a real time control of working hours, minimizing the overrun risks.

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

- **Training** activities to all employee to increase the safety (ex. Safety Driver training, Tools) and to protect the Environment (ex. spillage management).
- **Identify** and manage the risks associated with its services and not carry them out if it is not possible to ensure an adequate level of safety for people and the environment.
- **Indicate** specifically the precautions to be taken in the performance of the services.
- **Develop**, on the basis of the laws and suggestions of the competent institutions, internal regulations based on sound scientific principles and risk assessment.
- **Establish** the role and responsibility in the field of safety at work for each employee or external collaborator involved in their activities, encouraging safe behavior even outside the work environment.
- **Periodically monitor** safety activities in order to carry out appropriate reviews and evaluations to quantify progress made and ensure compliance with this policy.
- **Promote** the reporting of anomalies and near misses.
- **Organize** a well-structured communication system to have a continuous exchange of information.
- **Put** in place an action plan to reduce risk factor.

Concerning employee injuries, 28 incidents occurred in 2023 and 33 in 2022 (-15%). They involved only the categories of drivers.

Considering the average hours of training per year per driver, the groups increased from 13.4 to 16.17 (+20%).

- 15%
INCIDENTS IN
2023 VS 2022

+ 20%
GROUP INCREASE
VS 2022

SBG PLAN FOR THE FUTURE

INCREASE OF TRAINING HOURS PER PERSON (SBG ACADEMY): SAFETY, DRIVING



To assure new fleet management all over European Affiliates to standardize and compare safety, quality, environmental and business performances.

Investing in digitalization in all our businesses to improve efficiency and business performances

GREEN FLEET RENEWAL

WITH HIGHEST SAFETY STANDARD

INSTALLING OF PHOTOVOLTAIC SYSTEM

In order to reduce the impacts generated by the purchase of non-renewable electricity: in all Countries projects will be developed at Main office level.



Use of Green Fuels throughout Europe

according to the requirements and technologies available in each Country to respond to the emission Group target and the demand of our customers

BUSINESS GROWTH

to continue to follow the strategic diversification through external growth



TO DEVELOP EV CHARGING POINTS AT OUR MAIN OFFICES AND SERVICE STATIONS



NEW 3 BIOMETHANE PRODUCTION PLANTS

To invest in new 3 biomethane production plants in order to assure the availability of green molecules for our fleet and to support the green deal over transport activity.



VENDOR MANAGEMENT

To improve the quality level assessment of our Suppliers linked to their carbon footprint policy.

REBUILD A NEW WELFARE AND SMART-WORKING POLICY FOR OUR EMPLOYEE LINKED TO ESG TARGETS.



SBG supports Motorsport



METHODOLOGICAL NOTE

This document constitutes the first edition of the Sustainability Brochure of SBG Holding S.p.A. (also referred to in the document as “the Group” or “SBG Group” or “the Company”) and aims to transparently describe the Group’s performance related to the environmental, social and economic sustainability results for the year 2023 (from 1st of January to 31st of December). To allow comparability of data over time, a comparison with data for the year 2022 is also provided where possible.

This Sustainability Brochure has been prepared by reporting on a selection of the GRI Sustainability Reporting Standards (GRI Referenced option) published by the Global Reporting Initiative (GRI).

The scope of economic, social and environmental data and information refers to SBG Holding S.p.A. and therefore corresponds to that of the Consolidated Financial Statements as at 31st of December 2023.

There have been no significant changes in size, structure, ownership or supply chain.

To ensure greater reliability of the data reported, the use of estimates has been limited as much as possible, and, if present, are appropriately reported and based on the best available methodologies. The contents of the present document are not subject to external assurance.



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

For further information on the sustainability strategy of SBG Group and on the contents of this Sustainability Report, please contact: info-it@groupsbg.com

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