

**2021**

**SUSTAINABILITY AT  
PSA ITALY**

## Credits

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## Aknowledgements

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# FOREWORD OF THE MANAGING DIRECTOR TO THE STAKEHOLDERS

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Dear Stakeholders,

one year has passed since the publication of the PSA Group's first sustainability report in Genoa, which for the first time was prepared jointly by the two terminals, PSA Genova Pra' and PSA SECH. This year, I am proud to announce that **the PSA Venice-Vecon terminal is also entering the joint sustainability report**. Finally, the PSA family is reaping the rewards of a great deal of integration work in Italy, leading all our production sites to act and interact as members of one large terminal group.

The year just ended, 2021, was certainly unique. The difficult economic recovery in a mitigated - but certainly not yet overcome - pandemic scenario has strengthened our conviction that just by drawing on common know-how, acting as a team and sharing the same goals, we can emerge victorious from a local and global market that poses new and unexplored challenges every day.

The financial year that we leave behind, although characterised by the uncertainties of the market in which we operate, has seen our business prove its solidity, reliability and resilience, cornerstones of the relationships we build daily with all our stakeholders.

The good economic results we have achieved are thanks to the dedication, commitment and professionalism of our workforce, together with the support and trust of our shareholders, customers, trade union representatives and all local and national authorities. They have enabled us to continue to cultivate our social responsibility policies.

We have done a lot and we are ready to do even more in the future with regard to innovation, social responsibility, environmental protection and trusting partnerships with our

suppliers and customers.

We promote ambitious service digitisation projects and solid investment strategies for the renewal of our equipment. We are looking for new green solutions both for our core business as a port operator and for the rail transport of the goods we move. We are relentlessly committed to safeguarding the health and safety of the people who work on our sites, to the well-being of the social fabric in which we operate and to the satisfaction of our customers.

In the document, you will discover all the commitment and dedication that PSA Genova Pra', PSA SECH and PSA Venice-Vecon have shown, and you will find tangible proof of the success of the initiatives promoted so far.

I would like to thank all those who have contributed and will continue to contribute to establishing PSA Italy as a leading port and logistics operator and as a company that promotes creative solutions aimed at being a social enterprise for the benefit of the entire community.

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**Roberto Ferrari**  
PSA Genoa Investments Managing Director  
PSA Venice-Vecon Managing Director

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# 00.

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# Mission



PSA International and its subsidiaries aim to deliver world-class port services, develop innovative cargo solutions and co-create an Internet of logistics, alongside our customers and partners.

PSAI's Official Boilerplate



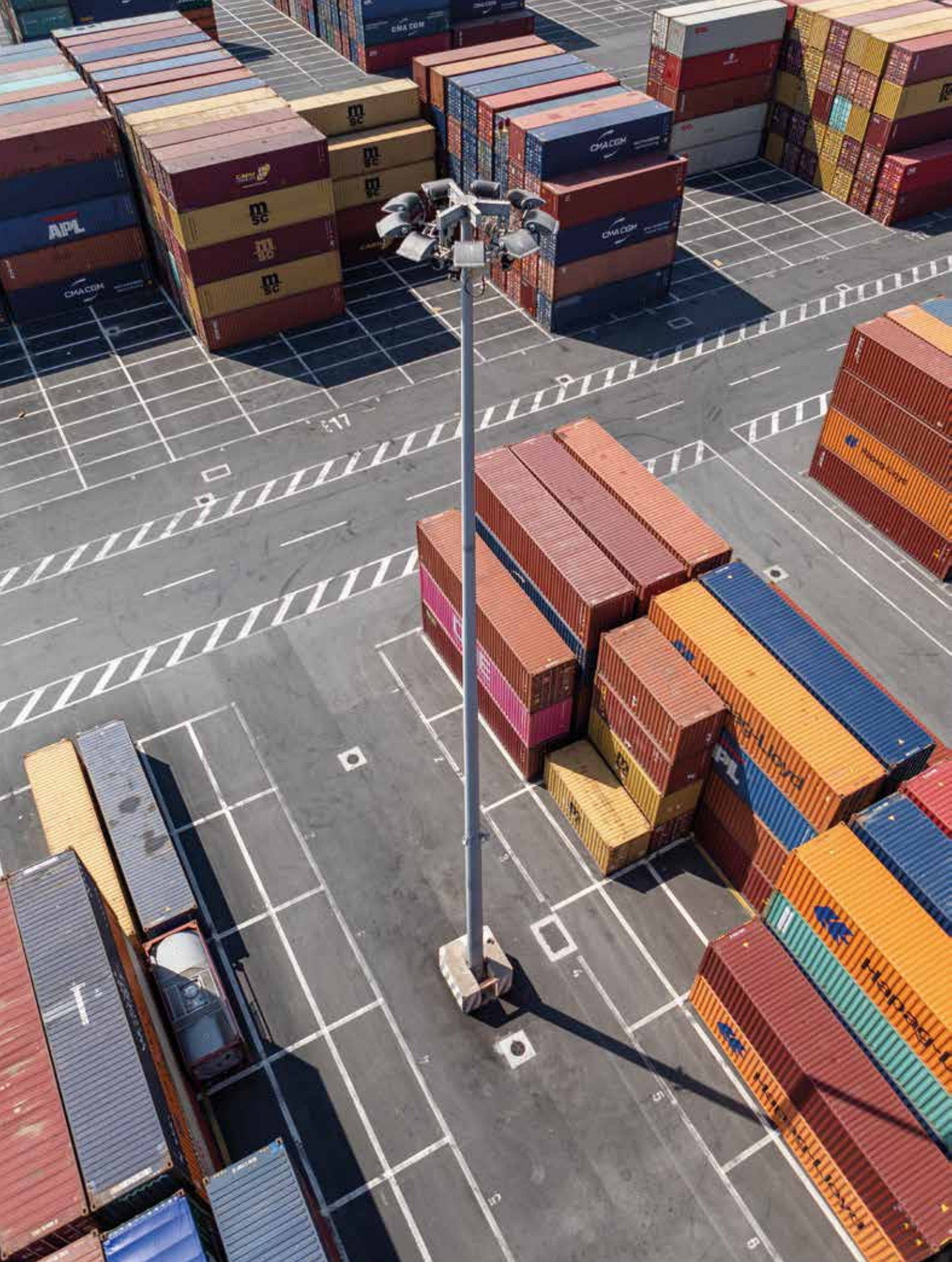


01.

**PSA ITALY  
PRESENTATION**







The PSA Italy brand, created in July 2021, has the aim of serving the logistics sector, creating commercial relations with its reference market, with the aim of seeking innovative solutions that establish PSA Italy as a reference operator capable of responding to the needs of the market and supporting the national and international economy.

The brand currently includes two organisations in the Port of Genoa, united under the sole PSA umbrella (SECH and Genova Pra'), with the intention of also including PSA Venice-Vecon and all further possible PSA acquisitions on national soil, in order to be able to serve its global customer base in an increasingly efficient and integrated manner. The Belgian-registered company, **PSA Genoa Investments NV** (62% owned by the PSA International group and 38% by GIP) represents the merger of two terminal companies, PSA Genova Pra' S.p.A. (PSA GP) and Terminal Contenitori Porto di Genova S.p.A. (PSA SECH), which have been operating in the port sector for more than 25 years, in order to put in place the necessary synergy to consolidate their leadership in the Upper Tyrrhenian Sea.

From the 1970s until 1996, PSA (as the Port of Singapore Authority) managed and developed commercial operations at the Port of Singapore; in 1997, following the transfer of regulatory functions to the local maritime authority, PSA Corporation Limited was established to manage the container terminal alone, later becoming PSA International Pte Ltd in December 2003, which now acts as a terminal holding company in

26 countries.

Gruppo Investimenti Portuali (GIP) is a *holding company* founded in 1993 by four Genoese families whose aim was to become an active part of the container cargo logistics chain and a point of reference in Italy; since 2017, GIP has been acquired by two specialised infrastructure funds (the English Infracapital and the French InfraVia), which have helped to develop it further.

**PSA Venice-Vecon** is the Port of Venice terminal of excellence and is located in the centre of the Lagoon of Venice (45°26' N; 12°20' E) at Pier B in Porto Marghera.

Container traffic first appeared in Venice at the end of the 1960s with conventional or adapted ships; in the early 1970s, the quay at Marghera Pier B was equipped to create a specific operations department to handle containerised goods.

In 1987, in the wake of experiences already gained abroad, the then Provveditore Dr. Alessandro di Cioè decided to set up a joint stock company to manage the container terminal as a port enterprise operating under a multi-year state concession.

The activities carried out by the three companies therefore revolve around the complete cycle of port operations in accordance with the subject matter of their respective state concessions, constituting a fundamental link in the logistics chain, by handling, loading, unloading, storing and transshipping containers from one carrier to another.

Here are the factsheets and highlights of the three companies' history to date:



# HISTORY OF PSA ITALY

## PSA SECH

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

## PSA Venice-Vecon

1993 birth of the SECH terminal (brand of Terminal Contenitori Porto di Genova S.p.A.) under the aegis of GIP

1992 FIAT Impresit sets up a port services company called SINPORT, which designed and partly built the VTE terminal

1994 first container ship at the VTE Terminal

1998 VTE becomes part of the PSA International Group

1997 in compliance with Law 84/1994, the Venice Port Authority launches an international tender for the sale of its controlling stake: SINPORT presented the best business plan and was awarded the Venice container terminal concession for 25 years for an area of 185,000 square metres and a 510-metre quay with a 30-metre berth for Roro ships

1998 Vecon joins the PSA International Group

2008 Share exchange between GIP and PSA (SECH: GIP 60%, PSA 40%), with independent management of the two industrial clusters

2008 Share exchange between GIP and PSA (PSA Genova Pra': PSA 60%, GIP 40%), with independent management of the two industrial clusters

2011 Vecon completes the expansion process for a total of 283,000 square metres in an adjoining area called 'CiPi Sartori'

2017 Infracapital and Infravia, funds specialised in infrastructure, acquired GIP from its previous owners

2020 PSA becomes the majority shareholder (PSA 62%, GIP 38%) and the integration phase between the two container terminals began

2019-20 PSA Venice-Vecon is under the direct control of PSA Investments NV (65.33%) and GIP (34.67%)

Creation of the new PSA Italy brand

Creation of the new PSA Italy brand

2021 Creation of the new PSA Italy brand

1987

1992

1993

1994

1998

1997

1998

2008

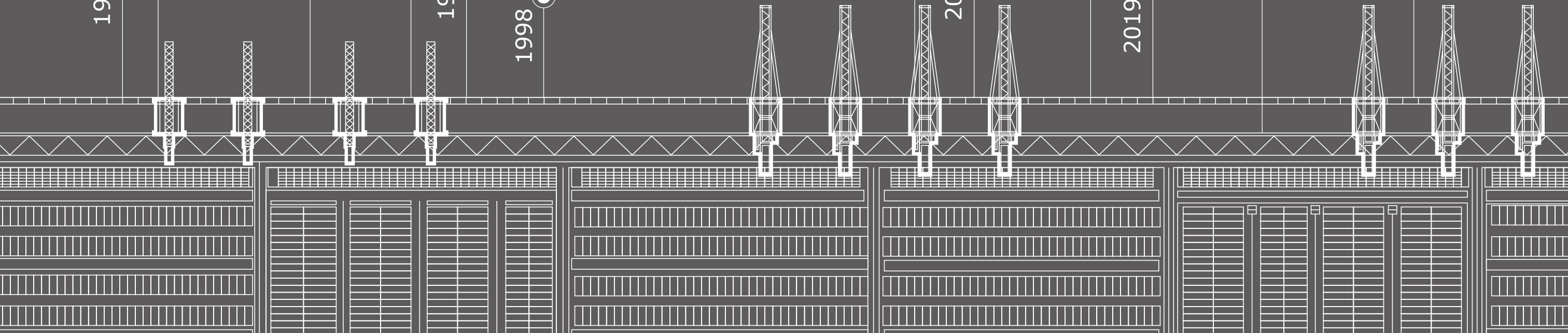
2011

2017

2019-20

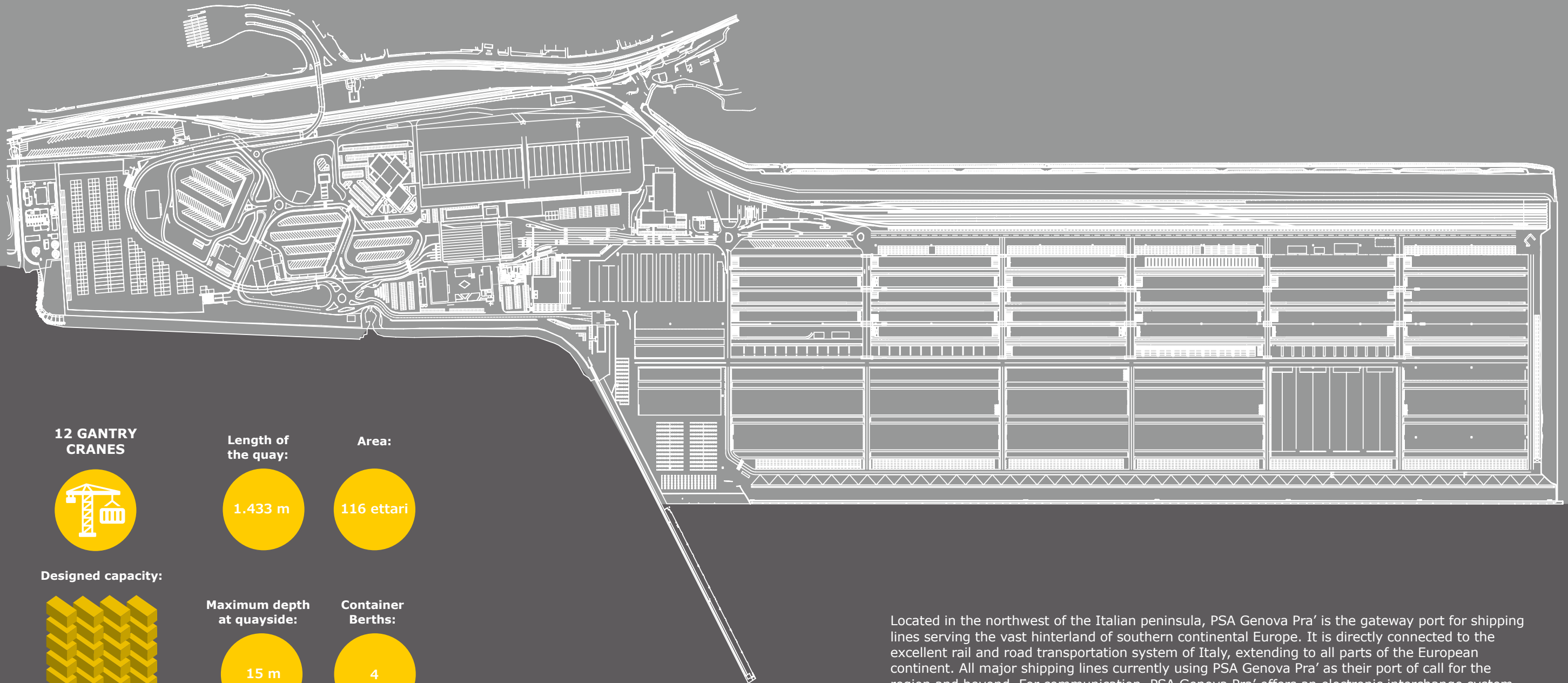
2020

2021





# PSA GENOVA PRA' CONTAINER TERMINAL



**12 GANTRY  
CRANES**



**Length of  
the quay:**

**1.433 m**

**Area:**

**116 ettari**

**Designed capacity:**



**2.000.000 TEUs**

**Maximum depth  
at quayside:**

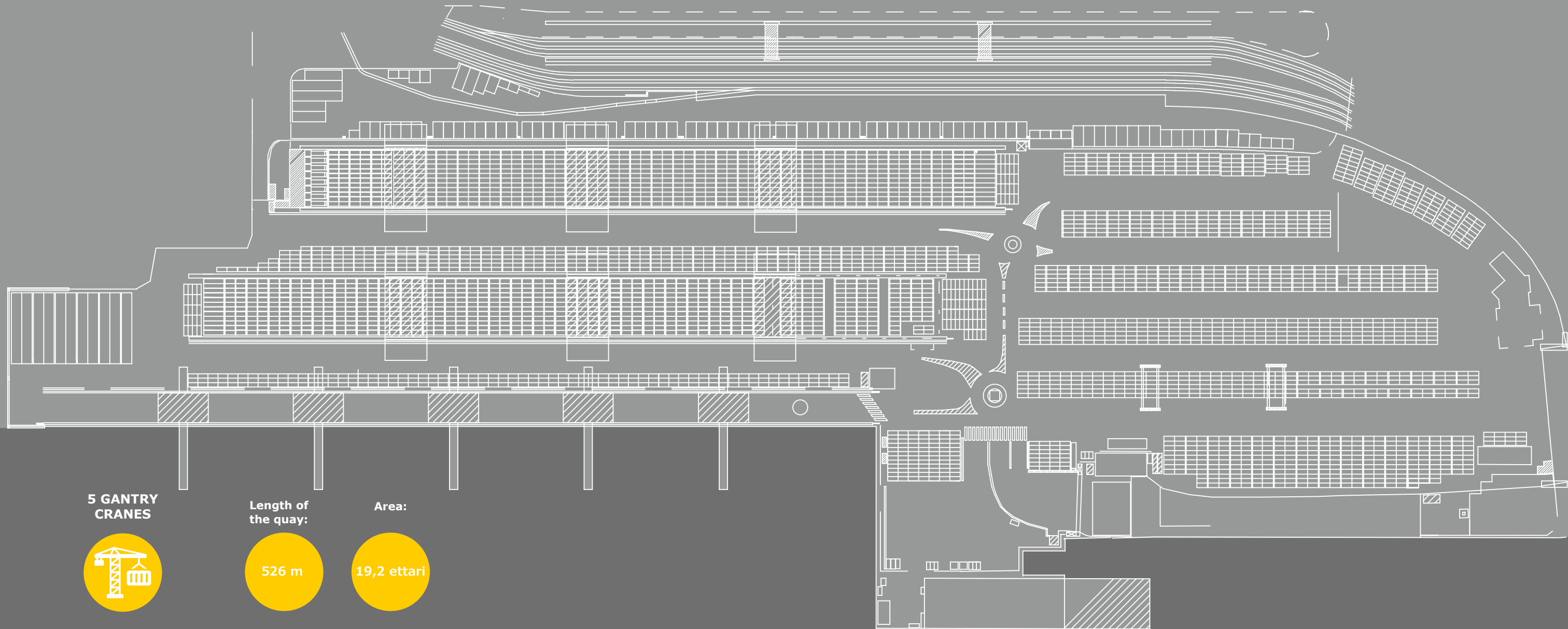
**15 m**

**Container  
Berths:**

**4**

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 excellent rail and road transportation system of Italy, extending to all parts of the European continent. All major shipping lines 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



**5 GANTRY  
CRANES**



**Length of  
the quay:**



**Area:**



**Designed capacity**



**550,000 TEUs**

**Maximum depth  
at quayside:**



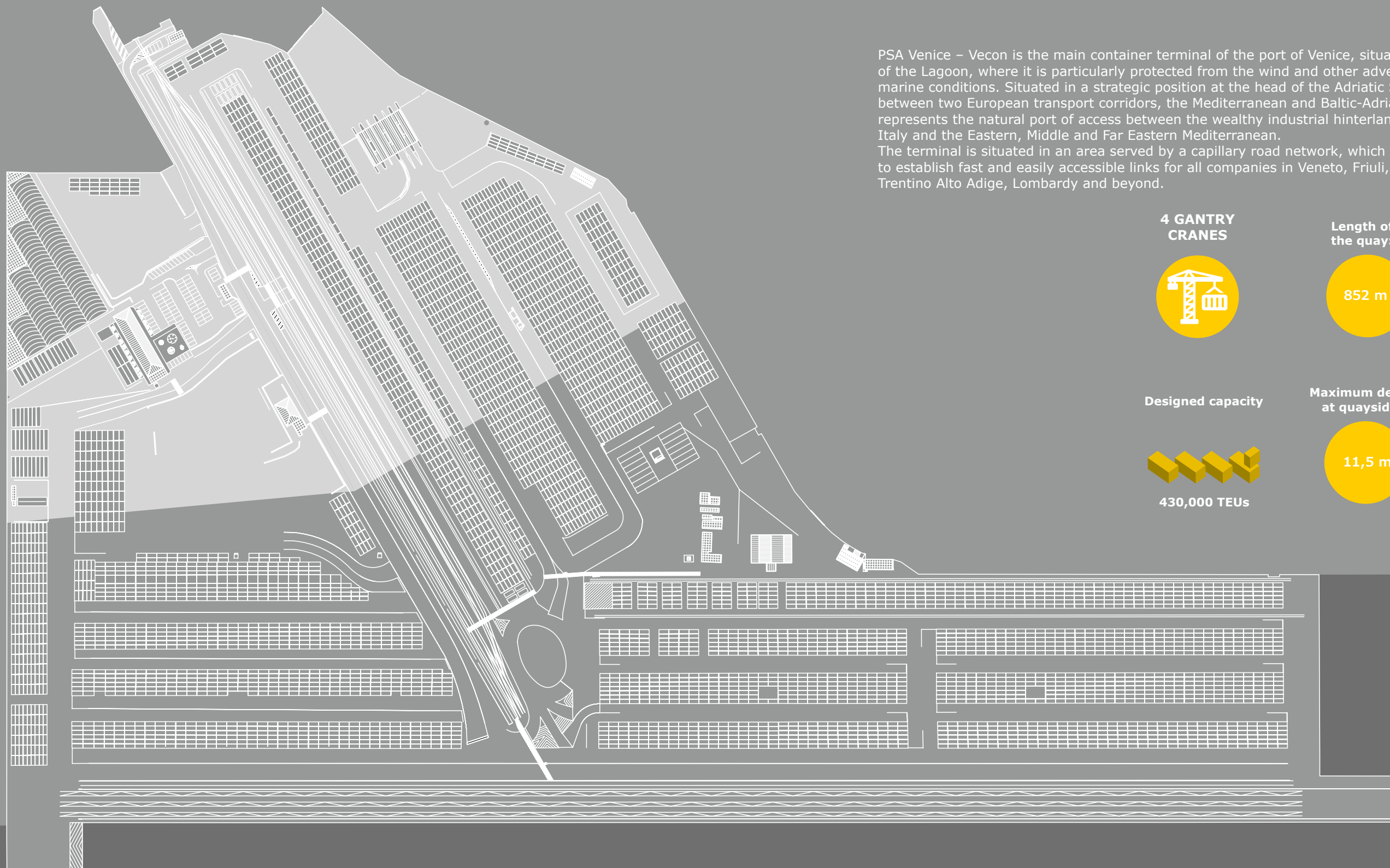
**Container  
berths:**



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 Genoa West motorway with linkage to Northern Italy, France, Switzerland and Germany as well as connection to the Italian rail network. PSA has a 62% financial interest company.



# PSA VENICE-VECON CONTAINER TERMINAL



PSA Venice – Vecon is the main container terminal of the port of Venice, situated at the centre of the Lagoon, where it is particularly protected from the wind and other adverse weather or marine conditions. 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 situated 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.

**4 GANTRY  
CRANES**



**Length of  
the quay:**

852 m

**Area:**

28 ettari

**Designed capacity**



430,000 TEUs

**Maximum depth  
at quayside:**

11,5 m

**Container  
Berths:**

4

# LOCATION OF THE TWO TERMINALS AT THE PORT OF GENOA

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PSA Genova Pra'

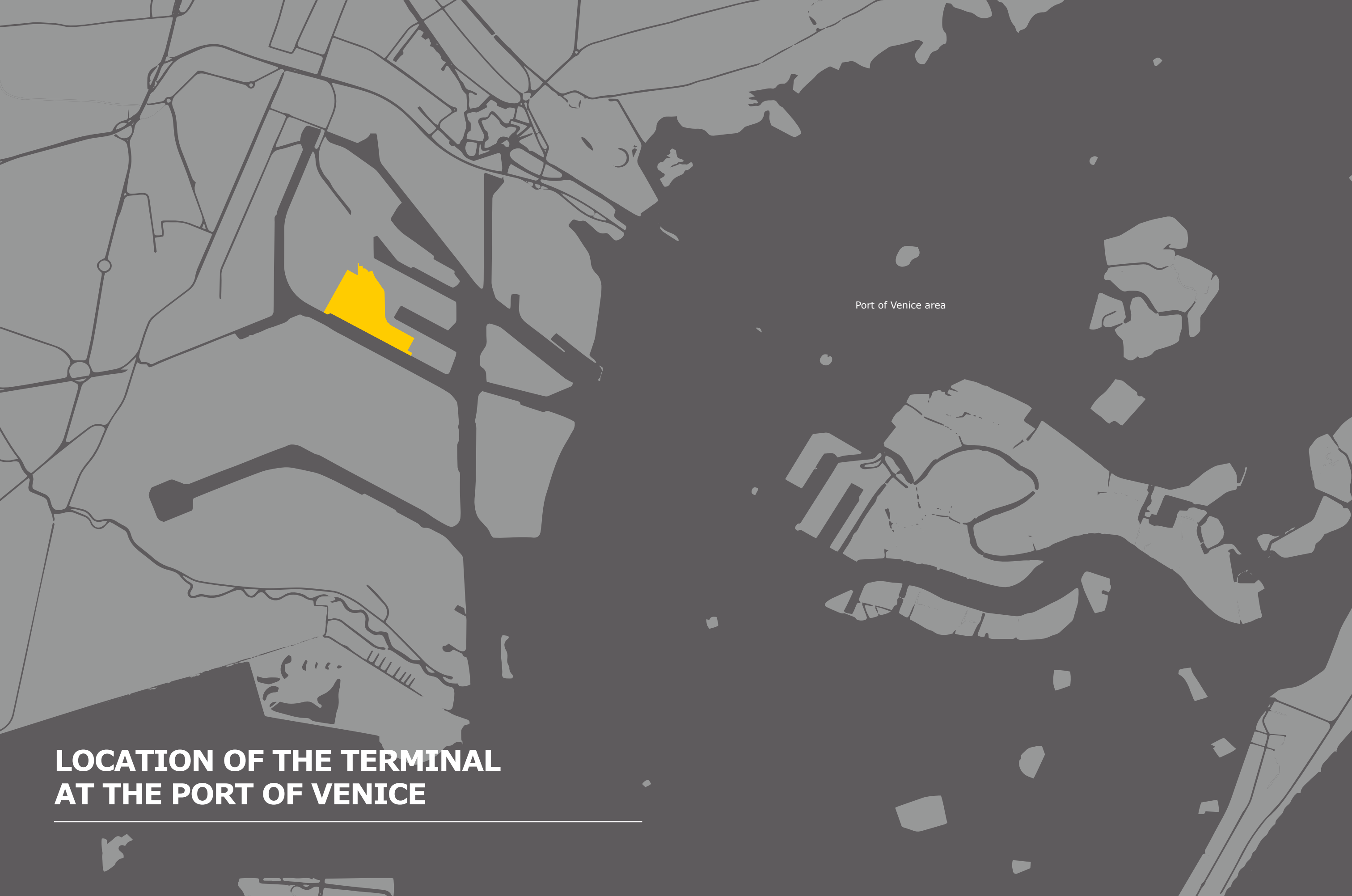
Airport

PSA SECH

Port of Genoa area

USA  
SOUTH AMERICA  
EUROPE  
NORTH AFRICA  
MIDDLE EAST  
ASIA





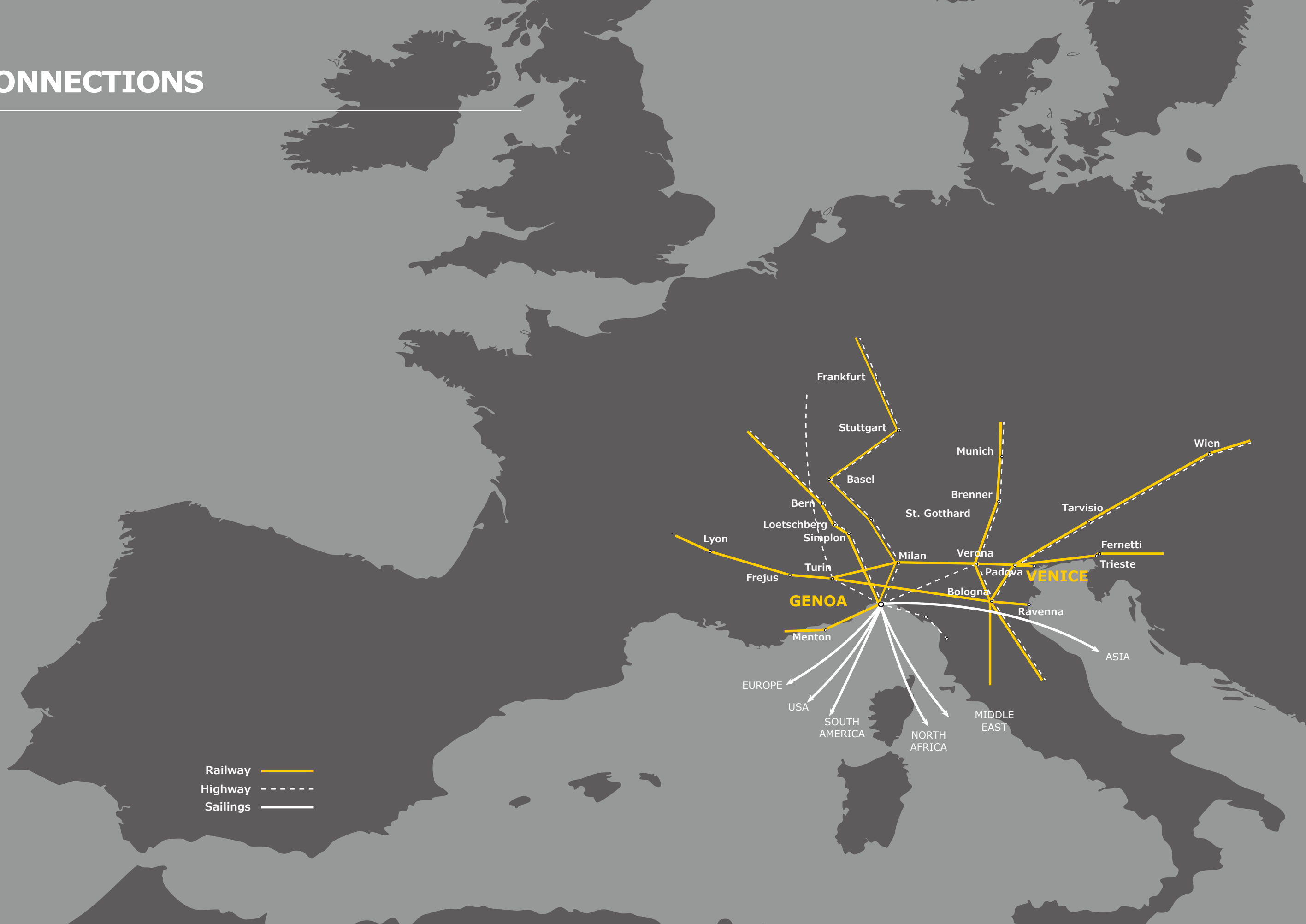
Port of Venice area

# LOCATION OF THE TERMINAL AT THE PORT OF VENICE

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# CONNECTIONS

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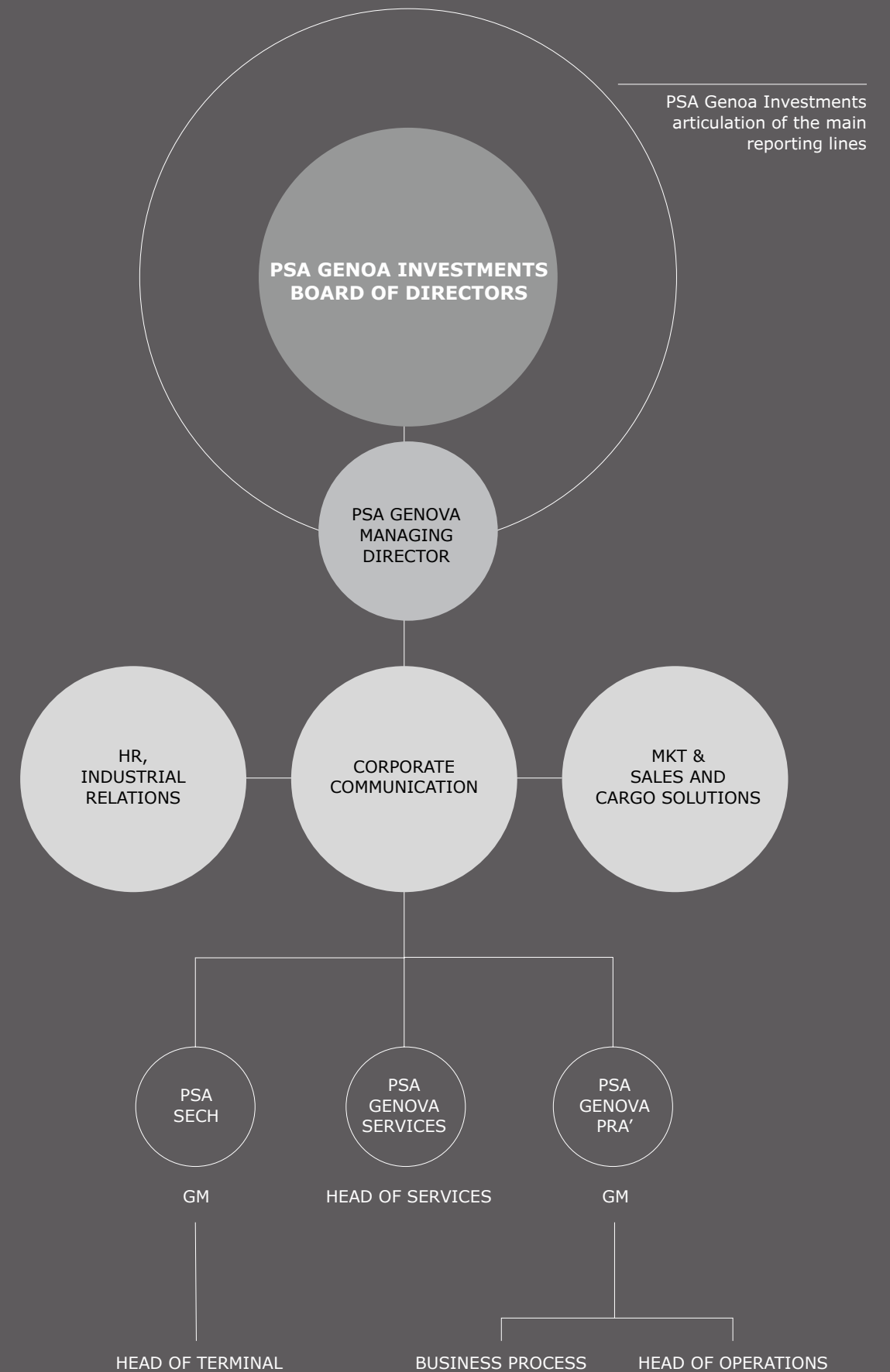
Railway ———  
Highway - - - - -  
Sailings ———



## 1.1 OWNERSHIP STRUCTURE AND CORPORATE GOVERNANCE

**P**SA Genova Pra' and PSA SECH - each one distinguished from the other by its historical nature, traditional values, practices and operational methodologies - are united by a Network of Enterprises contract (PSA Genova Services), with the aim of developing a logistics platform that better responds to the various needs of customers, as well

as aiming at their full satisfaction with innovative and high quality services. As a result of the above-mentioned restructuring, the new organisation has been defined, which will leverage the professionalism and experience of each employee. The breakdown of top management functions and the main reporting lines are depicted in the figure below:





Within PSA Genoa Investments, there is a system of powers of attorney and proxies divided between the Board of Directors members of the two companies, the General Managers (Roberto Goglio for PSA Genova Pra' and Roberto Ferrari for PSA SECH), and the executives, based on the value of the transactions. In 2021, PSA Genova Pra' employed 660 direct employees, while PSA SECH employed 228, most of whom

were employed in the operational activities of container handling and the ordinary and extraordinary maintenance of the yard and quayside equipment with which the terminals are equipped. The relationship with Compagnia Unica, which is still strong today, allows companies to have the flexibility required by the type of activity. Participation in associations is summarised in the following table:

#### PSA GENOA INVESTMENTS PARTICIPATION IN BODIES AND ASSOCIATIONS

BODY/ASSOCIATION	ROLE	NAME
Confindustria	Vice President	Giulio Schenone
	Director	Giuseppe Gilberto Danesi
	Director	Roberto Ferrari
Assiterminal	Legislation and Finance	Roberto Ferrari, Francesco Parodi
	HR and Industrial Relationsi	Massimo Lavezzini, Thomas Bertacchini
	QHSE and operations	Francesco Parodi
	IT & Digital	Enrico Rossi Ferrari
Confetra	Port Committee Member	Massimo Lavezzini
	Infrastructure Committee Member	Fausto Ferrera



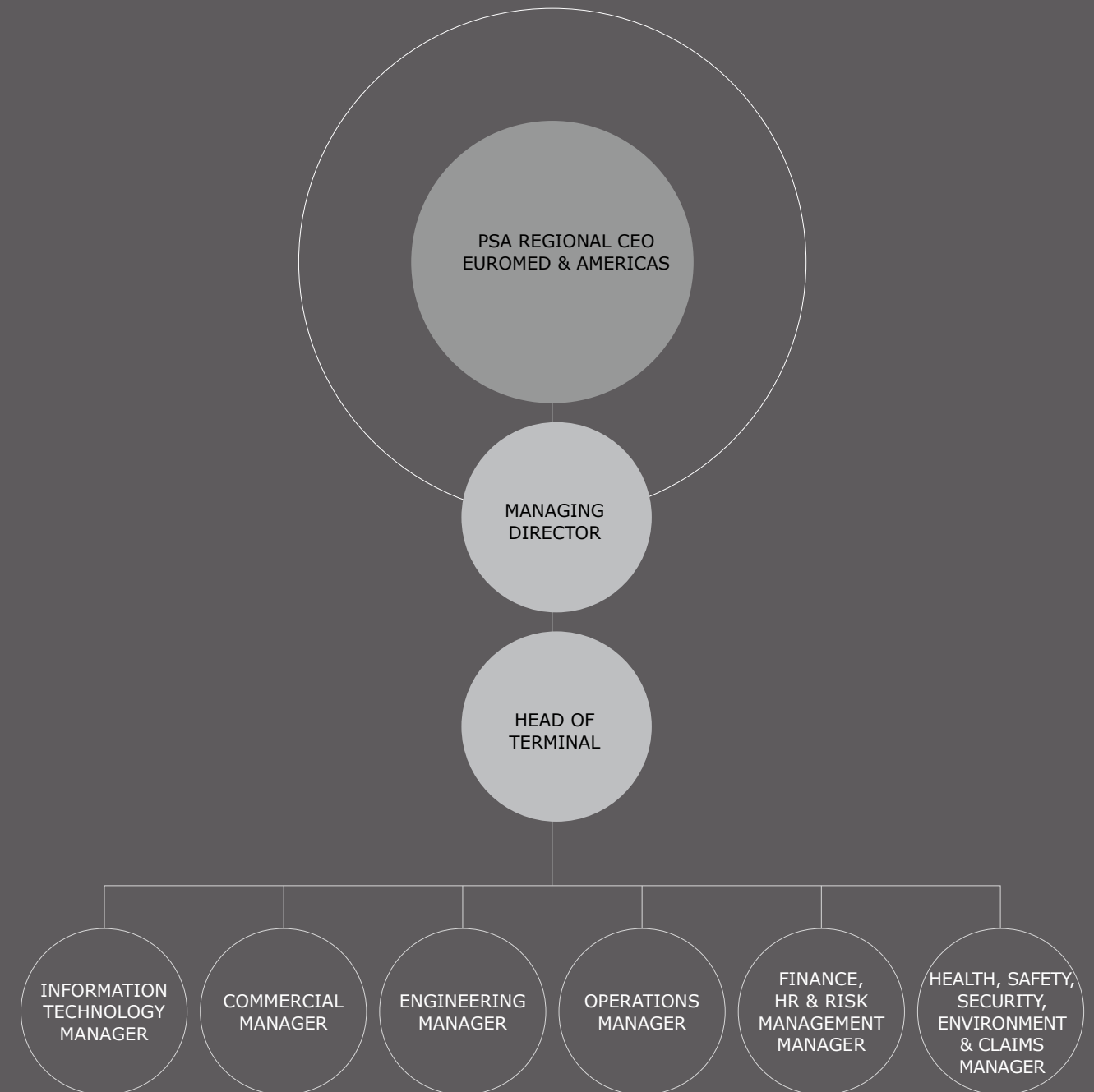


The PSA Genova Pra' Board of Directors, in office in 2021, consists of seven members: Chairman Giuseppe Gilberto Danesi and six directors, Nikolaus Roessner (Vice Chairman), David Yang, Hak Sen Vincent Ng, Sacha Denys, Olivier Laroche and Giulio Schenone. The PSA SECH Board of Directors, in office in 2021, consists of seven members: Chairman Giuseppe Gilberto Danesi and six Directors, Stephen Nelson (Vice Chairman), David Yang, Hak Sen Vincent Ng, Sacha Denys, Olivier Laroche and Giulio Schenone. The Board of Statutory Auditors of both companies consists of three standing members: the chairman,

Dr. Claudio Valz, and the auditors, Dr. Paolo Fasce and Dr. Enrico Giuseppe Maresca.

The Supervisory Board on the application of the management model for the prevention of offences, pursuant to Legislative Decree 231/2001, consists of three members for PSA Genova Pra' (Er. Guido Torrielli, President; Lawyer Francesco Brignola and Lawyer Pietro Barbieri) and three members for PSA SECH (Dr. Guido Leonardi, President, Lawyer Francesco Brignola and Lawyer Pietro Barbieri).

The 2021 financial statements of PSA Genova Pra' and PSA SECH are certified by the auditing firm KPMG S.p.A.



As far as the Venice terminal is concerned, participation in associations is summarised in the following table:

#### PSA VENICE-VECON PARTICIPATION IN BODIES AND ASSOCIATIONS

BODY/ASSOCIATION	ROLE	NAME
ADSP	Port Operators Representative Art. 16 and 18 in the Advisory Commission	Daniele Marchiori
Assiterminal	Member terminal advisory board	Daniele Marchiori
	Legislation and Finance Committee Member	Chiara Bortolami
	HR and Industrial Relations Committee Member	Chiara Bortolami
	IT and Digital Committee Member	Mirco Tamborra
	QSSE and Operations Committee Member	Luca Buoso
Confindustria	Port section director	Daniele Marchiori
Venice Port Community	Association Member	Daniele Marchiori
ITS Marco Polo	Supporting member	Chiara Bortolami
	Supporting member	Luca Buoso
Integrated Operating System (ISO)	Terminal representative	Luca Buoso

The PSA Venice-Vecon Board of Directors consists of seven members: Chairman Giuseppe Danesi, Nikolaus Roessner (Vice Chairman), Managing Director Roberto Ferrari, and Directors David Yang, Hak Sen Vincent Ng, Giulio Schenone and Olivier Laroche. The Board of Statutory Auditors consists of three members: the Chairman, Dr. Claudio Valz, and the Auditors, Dr. Giancarlo Tomasin and

Prof. Lorenzo De Angelis. The Supervisory Board on the application of the management model for the prevention of offences, pursuant to Legislative Decree 231/2001 consists of three members: Dr Elena Bonafè, President, Lawyer Pietro Barbieri and Dr Aldo Tassoni. The 2021 financial statement of PSA Venice-Vecon is certified by the auditing firm KPMG S.p.A.

## 1.2 REFERENCE MARKET

The shipping industry, and in particular the container industry, appears to be slowly but gradually recovering from the COVID-19 pandemic; the sea remains the leading player in trade, and Asia continues to be the main player in the container segment\*. In this context, 2021 saw a 6.5% growth in maritime transport compared to the previous year, with the world's top 30 ports handling 450 MTEUs compared to 421 million TEUs in 2020. Shanghai continued to cement its position as the world's busiest container port by recording its twelfth year at the top, as well as its twelfth year of growth, opening a gap of almost 10 million TEUs over its nearest competitor, Singapore\*\*. The relative rankings of the top eight ports did not change during the year, but there is a new entry in the Top 10 with the twin ports of Los Angeles/Long Beach rising to ninth position, recording a 15.8% growth in 2021. Maritime transport continues to be the main vehicle for the development

of international trade: 90% of goods travel by sea. According to studies conducted by SRM, 12% of global GDP is related to maritime transport and logistics.

According to the study reported by SRM, by 2025, worldwide container handling will grow at an average annual rate of 4.8% and reach 1 billion TEUs (Europe +3.9%, Africa +4.9%, Far East +5.3%, Middle East +4% and North America +3.6%). The Suez Canal showed remarkable resilience in the year of the pandemic by surpassing one billion tonnes of cargo, with the number of transits amounting to almost 19,000 ships. It has therefore remained a strategic hub for Mediterranean trade, continuing to account for 12% of world traffic.

The phenomenon of 'blank sailing' still characterised the first six months of 2021, causing a large number of voyages to be cancelled due to lack of cargo on all major strategic routes. Shortages of empty containers, rising freight rates and congestion

\* Source Alphaliner, Weekly newsletter No. 7,2022.

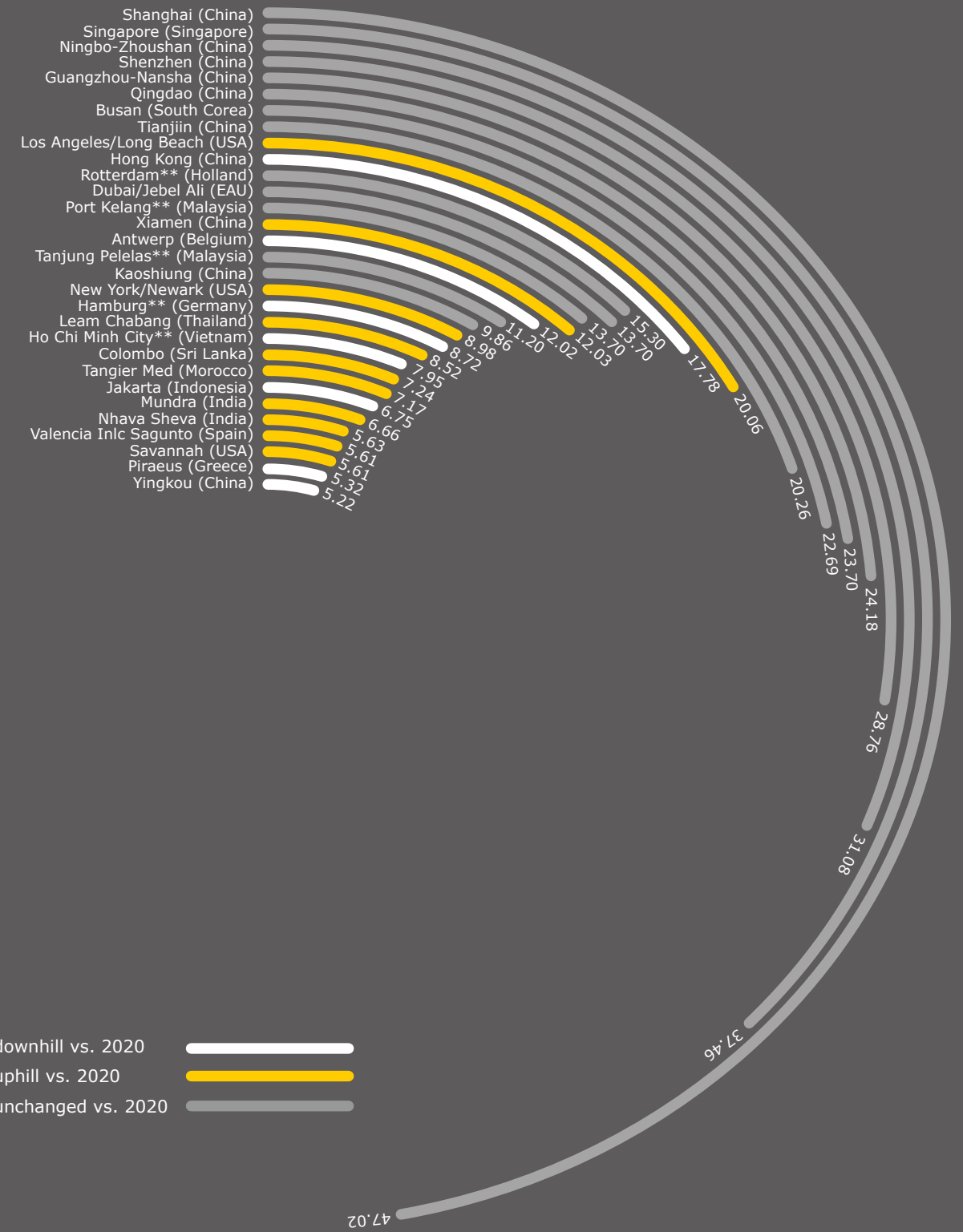
\*\* Source Alphaliner- Weekly newsletter No. 8,2022.



in ports had a negative impact on maritime traffic; a lower quality of containerised transport service was recorded: for example, in November 2021, only 34% of ships arrived on time at the destination port, with an average ship delay of 7.3 days\*\*\*. The growth in transport demand led to an all-time low reduction in the number of non-operational ships, which, at the end of 2021, stood at around 0.6% of the available capacity on the main services, including those operated with the largest ships. The lack of availability in terms of supply capacity contributed to the increase in freight rates, which, according to Drewry, rose from 1,700 USD for the 40' in 2019 to a high of over 10,000 USD in September 2021, a growth rate of 309% compared to the same period in 2019. Freight rates have reached record levels on the main routes and still show no signs of slowing down; moreover, shipping gigantism continues, and on the major routes, including the Mediterranean (Asia-

Europe), the three major inter-carrier alliances dominate. A further interesting statistic shows that global container terminal capacity is estimated to grow at an average annual rate of 2.1% over the next five years, equivalent to an additional 25 million TEUs per year. In this context, PSA International handled a total of 91.5 million TEUs at its terminals worldwide for the year ending 31 December 2021. The group's volume increased by 5.6% with respect to 2020, with the Singapore PSA terminal alone contributing 37.2 million TEUs (+1.6%), plus other PSA terminals outside the city state worth 55 million TEUs (+8.6%). As for many terminal operators worldwide, PSA International's overall volumes were positively influenced by the post-pandemic recovery and showed similar volumes to 2019 or even broke previous monthly records. All in all, this led to a result in 2021 quite comparable and even higher than in 2019.

\*\*\* Source SRM report: Port Infographics 1/2022.



\*\* variation based on estimates. Alphaliner's ranking includes estimates for ports that have not yet published annual data, so the ranking may vary.

Top 25 ports in the world by container traffic, year 2021 (preliminary data): Data are expressed in million TEUs. Source: Alphaliner - Weekly Newsletter - No. 8 2022

Narrowing the field, the Mediterranean still represents a privileged transit route for containerised traffic, concentrating 27% of the world's approximately 500 scheduled services by ship. Comparing the data of some Mediterranean ports (Barcelona and Genoa) with the Northern Range ports (Antwerp and Rotterdam) showed a + 5.7% higher percentage growth compared to the same period in 2019.

As far as the Suez Canal is concerned, 2021 was a record year. The information was released by the Egyptian Transit Authority, announcing record revenues, despite the COVID-19 pandemic and the six-day blockage of traffic in the canal, caused by the silting up of the giant Ever Given cargo ship, in March 2021. The Canal, which connects

the Red Sea with the Mediterranean, accounts for around 10% of global maritime trade. In 2021, some 1.27 billion tonnes of goods were shipped through the canal, worth EUR 5.5 billion in transit fees, 13% more than the previous year and the highest figures ever recorded. The number of ships transited rose from 18,830 in 2020 to 20,694, or 56 more ships per day. The Suez Canal Company announced a 6% increase in transit tolls on container ships transiting the Canal from 2022; this could lead to a reduction in the use of the Canal and could push companies to again exploit the phenomenon of 'slow steaming', already used during the 2020s. With this in mind, here is more insight into the volumes handled by Mediterranean ports in 2021 and the delta on the previous year.

	PORTO*	PAESE	TEU (M)	Δ '21/'20 (%)
1	<i>Tangier Med</i>	Morocco	7.17	24
2	Valencia	Spain	5.60	3.25
3	<i>Piraeus</i>	Greece	5.3	-2.2
4	<i>Algeciras</i>	Spain	4.79	-6.6
5	Ambarli	Turkey	4.53	5.0
6	Barcelona	Spain	3.53	19.3
7	<i>Gioia Tauro</i>	Italy	3.14	-1.5
8	<i>Marsaxlokk</i>	Malta	3.00	25
9	<b>Genoa</b>	<b>Italy</b>	<b>2.55</b>	<b>8.7</b>
10	Mersin	Turkey	2.00	4.4

\* Porti di trasbordo in corsivo.

Top 10 Mediterranean ports by container traffic, year 2021 (preliminary data) - Source: AP data of Mediterranean ports and subsequent reworkings.

	2019	2020	2021
Gioia Tauro	2,522,874	3,193,360	3,146,533
<b>Genoa</b>	<b>2,615,375</b>	<b>2,352,769</b>	<b>2,557,847</b>
La Spezia	1,409,381	1,173,660	1,375,626
Livorno	789,833	716,233	791,356
Trieste	789,640	776,022	757,255
Napoli	681,929	643,540	652,599
<b>Venice</b>	<b>593,070</b>	<b>528,676</b>	<b>513,814</b>
Salerno	414,220	377,886	419,012
Savona-Vado	54,542	146,081	223,265
Ravenna	218,138	194,868	212,926
Ancona	176,193	158,677	167,338
Cagliari	151,405	68,406	109,653
Civitavecchia	112,249	106,695	100,248
<b>TOTALE</b>	<b>10,528,849</b>	<b>10,436,873</b>	<b>11,027,472</b>

Container traffic in the main Italian ports, years 2019-2021 (preliminary data in TEU) - Source: AP and Assoport data (loading/unloading/transshipment).

In 2021, the total number of TEUs loaded and unloaded in Italy was about 11 million, an increase of 5.8 % compared to 2020; of this traffic, just over 3 million were handled at the Gioia Tauro transshipment port. In the other transshipment ports, on the other hand, transshipment traffic is zero. A positive sign, but, at the same time, a battle yet to be won - that of container handling. While the growth in TEU volumes handled on feeder vessels compared to 2020 is encouraging, the transshipment sector is still waiting for new operators to initiate its definitive revival. With the exception of the ports of Civitavecchia and Venice, which recorded a decrease in container traffic volumes compared to 2020, all the other terminals recorded an average growth of 5/10%, with some such as Livorno (which gained market share by bringing a service from America to its docks) and Savona-Vado exceeding the volumes recorded in 2019. The Genoa port system has never stopped its activity even during

the most critical moments of the pandemic, ensuring a fundamental logistics service for the regions of Northern Italy and Southern Europe; in 2021, it recorded 64,485,116 tonnes, equal to +10.3% compared to 2020 (-5.3% compared to 2019). This increase involved almost all types of traffic, from containers (+7.1%) and conventional traffic (+12.4%) to dry bulk and mineral oils, which closed the year with increases of 16.5% and 11.5% respectively. For the containerised freight sector, the past year saw a substantial return to the 2019 traffic conditions that existed prior to the outbreak of the COVID-19 pandemic. The Port System of Genoa and Savona-Vado maintains its consolidated leadership role in container handling, with 2,781,112 TEUs handled during the year (including the 223,265 TEU movements recorded by Savona-Vado) marking a new record, not only comparing the figure with 2020 (+11.3%) but especially with 2019 (+4.2% equal to 111,195 TEUs).

**PSA GENOVA PRA' AND PSA SECH IN THE PORT - DATA 2020/2021\***

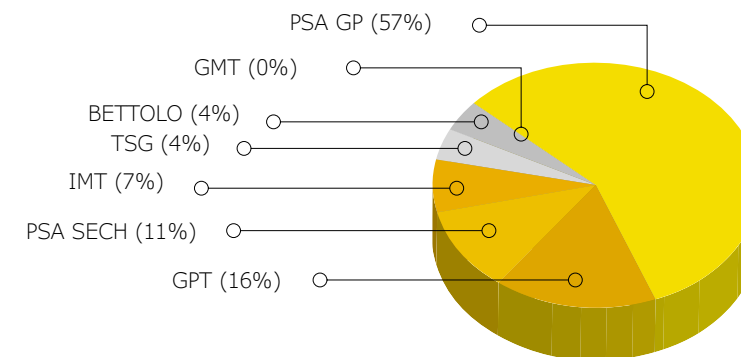
\* Source: AdSP MaLO data

TML	TEU 2020	TEU 2021	Δ 2021/2020	2020 MARKET SHARE (%)	2021 MARKET SHARE (%)
<b>PSA GP</b>	1,387,016	1,454,582	4.9%	59%	57%
<b>GPT</b>	351,472	419,537	19.4%	15%	16%
<b>PSA SECH</b>	270,002	287,363	6.4%	11%	11%
<b>IMT</b>	246,518	189,516	-23.1%	10%	7%
<b>TSG</b>	86,789	98,499	13.5%	4%	4%
<b>BETTOLO</b>	10,327	107,730	943.2%	0%	4%
<b>GMT</b>	645	619	-4.0%	0%	0%
<b>TOTAL</b>	2,352,769	2,557,846	8.7%	100%	100%

With the exception of IMT, where the volumes recorded in 2021 are lower than those in 2020, all other container terminals in the old port, and not only there, have recorded a total growth of +8.7% compared to 2020.

It should also be noted that 2021 also marked the first full year of the Genoa Mediterranean Gateway's operations at Calata Bettolo in Genoa, where more than 100,000 TEUs were handled in one year.

**PSA GENOVA PRA' AND PSA SECH IN THE PORT, DATA 2021**





**I**n particular, for PSA Genova Pra', 2021 was characterised by a slow and gradual recovery of traffic and volumes, recording a growth of 4.9% compared to the previous year. While maintaining high levels of control over the protocols applied to prevent outbreaks of infection, as was both necessary and unavoidable, the terminal resumed full operations in 2021.

Thanks to the increase in freight rates, the shipping lines saw an increase in turnover, especially on the route between Genoa and Shanghai; this result was also a consequence of the shipping lines' choice to resort to a high number of blank sailing - routes cancelled due to lack of cargo - with the aim of containing costs, increasing the number of containers transported per port of call, and having a high occupancy rate in the ship's hold. In addition to blank sailing, for operational ships, we have, on the other hand, witnessed a lack of reliability regarding schedules, with ships arriving almost always outside the agreed windows, often resulting in the close arrival of ships belonging to the same service. Obviously, this also had repercussions for the terminals. While they saw a greater volume of traffic, they also had to cope with a

more complicated management of space and resources (both workforce and vehicles) as a consequence of a greater number of containers handled per single call.

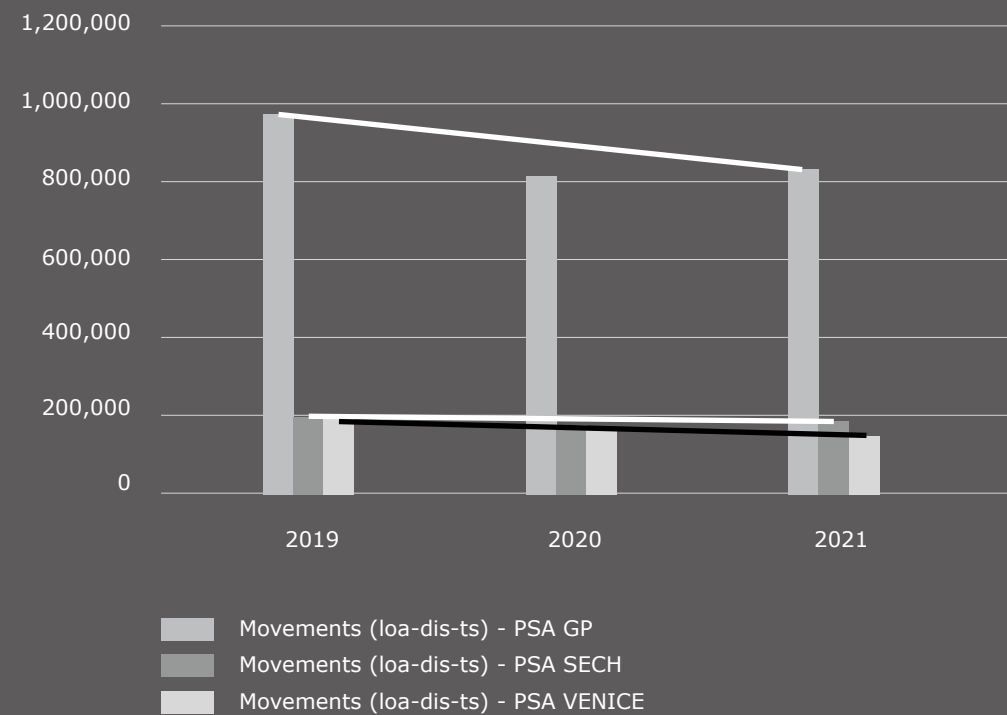
Shifting the focus to PSA SECH, the year just ended was characterised by a fluctuating trend with regard to the volumes recorded; the strong upturn in the first two quarters of the year was followed by a downturn in the fourth quarter of the year; at the root of this downturn was the non-renewal of the concession for the so-called 'Rugna' area, in which the empty containers were stored, which led to a severe limitation of the terminal's operating capacity, in fact preventing it from handling the traffic volumes of the first half of 2021. This situation, in addition to the queues outside the gates in the vicinity of the ship closure, prompted the management to divert THE Alliance's MD1 service, which had since grown enormously in terms of traffic volumes (around 4,000 movements per port of call compared to around 1,600 when the service took the reverse route), to PSA Genova Pra'. In total, PSA SECH achieved 181,148 movements (loading/unloading/transshipment) in 2021, an increase of 10.3% compared to 2020, the year of the COVID-19 pandemic.





## TOTAL MOVEMENTS AT PSA GENOVA PRA', PSA SECH AND PSA VENICE-VECON, TREND 2019-2021 (LOADING/UNLOADING/TRANSHIPMENT)

### TOTAL MOVEMENTS 2019-2021



### TRAFFIC VOLUMES

TERMINAL IN NUMBERS	2019			2020			2021		
	PSA GP	PSA SECH	PSA VECON	PSA GP	PSA SECH	PSA VECON	PSA GP	PSA SECH	PSA VECON
Operated vessels	678	268	296	573	231	295	523	161	274
Totale movements (load/dis/trsh)	972,405	198,952	189,211	833,351	164,219	155,189	861,745	172,534	132,197
TEUs (load/dis/ts)	1,604,305	311,749	310,054	1,387,016	270,002	254,672	1,454,582	287,364	218,731
Served trucks	521,901	145,162	146,755	452,502	131,988	127,798	432,039	134,655	112,905
Average truck turn-around time (minutes)	37.0	21.0	14.3	34.1	20.3	15.4	32.6	20.3	17.2
TEUs discharged/reloaded from train	196,916	33,084	-	192,959	21,449	-	232,629	21,791	-
Imported dwell time containers	5.7	7.1	6.5	4.9	6.2	5.9	5.7	7.4	6.4



## PSA GENOVA PRA' TRAFFIC TREND 2021 VS. 2020

### ACT PSA GENOVA PRA' - 2021 VS 2020

SINGLE MONTH (TEU)	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
2020 Monthly ACT	136,655	144,481	109,716	107,998	94,226	92,714	112,020	121,118	110,141	118,214	119,725	120,008
2021 Monthly ACT	123,495	115,840	134,540	128,820	142,185	132,434	113,701	140,802	99,639	105,690	108,150	109,286
Delta %	-10%	-20%	23%	19%	51%	43%	2%	16%	-10%	-11%	-10%	-9%

YTD (TEU)	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
2020 YTD ACT	136,655	281,136	390,852	498,850	593,076	685,790	797,810	918,928	1,029,069	1,147,283	1,267,008	1,387,016
2021 YTD ACT	123,495	239,335	373,875	502,695	644,880	777,314	891,015	1,031,817	1,131,456	1,237,146	1,345,296	1,454,582
Delta %	-10%	-15%	-4%	1%	9%	13%	12%	12%	10%	8%	6%	5%

## PSA SECH TRAFFIC TREND 2021 VS. 2020

### ACT PSA SECH - 2021 VS 2020

SINGLE MONTH (TEU)	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
2020 Monthly ACT	24,653	14,748	21,992	18,704	18,329	26,331	18,999	25,257	27,735	26,549	21,379	25,326
2021 Monthly ACT	17,249	22,686	26,283	33,605	22,656	25,299	31,436	23,670	29,421	19,343	17,388	18,328
Delta %	-30%	54%	20%	80%	24%	-4%	65%	-6%	6%	-27%	-19%	-28%

YTD	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
2020 YTD ACT	24,653	39,401	61,393	80,097	98,426	124,757	143,756	169,013	196,748	223,297	244,676	270,002
2021 YTD ACT	17,249	39,935	66,218	99,823	122,479	147,778	179,214	202,884	232,305	251,648	269,036	287,364
Delta %	-30%	1%	8%	25%	24%	18%	25%	20%	18%	13%	10%	6%

## PSA VENICE-VECON TRAFFIC TREND 2021 VS. 2020

### ACT PSA VENICE-VECON - 2021 VS 2020

SINGLE MONTH (TEU)	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
2020 Monthly ACT	20,706	27,803	24,814	21,575	19,600	20,938	24,284	19,371	19,121	20,242	18,708	17,510
2021 Monthly ACT	15,886	19,472	19,183	19,082	19,583	19,390	17,858	18,203	17,150	19,360	15,257	18,307
Delta %	-23%	-30%	-23%	-12%	0%	-7%	-26%	-6%	-10%	-4%	-18%	5%

YTD	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
2020 YTD ACT	20,706	48,509	73,323	94,898	114,498	135,436	159,720	179,091	198,212	218,454	237,162	254,672
2021 YTD ACT	15,886	35,358	54,541	73,623	93,206	112,596	130,454	148,657	165,807	185,167	200,424	218,731
Delta %	-23%	-27%	-26%	-22%	-19%	-17%	-18%	-17%	-16%	-15%	-15%	-14%



As far as the North Adriatic Sea Port System ports of Venice and Chioggia are concerned, 2021 is also marked by an overall recovery in traffic compared to the first year marked by the pandemic. Last year, the Port of Venice handled over 24,204,000 tonnes, marking a 7.9% increase in total volumes compared to 2020, with the commercial sector driving the recovery (+14.2%), while the Port of Chioggia handled over 1 million tonnes, marking a 16.7% increase in total volumes compared to 2020.

In detail, examining the data of all the other sectors characterising the lagoon port for the period from January to December 2021 and comparing them with the same period in 2020, in the Venetian port, liquid bulk suffered slightly, with 8,415,000 tonnes transited (-1.8%), while dry bulk regained its positive

trend, recording almost 6 million 440 thousand tonnes transited (+30.4%), with 9,350,000 tonnes (+5%) of general cargo recorded. These figures are largely conditioned by national and international dynamics related to energy supplies, suffice it to say that dry bulk, fossil fuels and lignites experienced a 105% increase. While the growth of metallurgical products continues with 2,144,000 tonnes transited (+42.7%). On the other hand, dry bulk, cereals and foodstuffs saw a decrease of 62,843 tonnes (-18.8%) and 88,244 tonnes (-5.6%) respectively, which were still affected by the drop in production activities linked to some of the sectors most affected by the COVID-19 restrictions and in particular by the changes taking place in agro-food logistics, increasingly oriented towards rail and road transport for supplies from Eastern European countries.

### PSA VENICE-VECON IN THE PORT - DATA 2020/2021\*

\* Source: AdSP MaS data

TML	TEU 2020	TEU 2021	%	Δ 2021/2020
PSA VENICE	254,672	218,731	43%	-14.1%
TIV	274,392	295,083	57%	7.5%
TOTALE	529,064	513,814	15,250	-2.9%

As already highlighted in the previous table, the container sector suffered a decline, losing a total of 15,250 TEUs (-2.9%), a figure conditioned by multiple factors already outlined (rise in maritime freight rates, blank sailing). In addition to this are the characteristics of nautical accessibility that limit access to the port mainly for feeder services that tranship containers in hub ports to direct services in connection with the Mediterranean area.

In detail, the two container terminals in the lagoon port, however, show different traffic trends. In fact, the TIV terminal closes with an increase of + 7.5%, mainly due to a strategic choice of its main operator and owner (MSC) to position itself in Venice in the post-pandemic period with a different presence than other companies. PSA Venice-Vecon, on the other hand, saw traffic fall by 14.1% with import traffic substantially in line with the previous year's volumes while export traffic fell by 18% for the reasons outlined above.

It was an exciting year full of successful initiatives for PSA Venice-Vecon, despite the reduction in traffic. During the year, in fact, the new website was published, full of updated content that allowed the terminal to make itself better known to companies in the area, always on the lookout for information especially at such a

delicate time following the pandemic. Moreover, as part of the 'Special Project for the Digitalisation of Customs Procedures in National Ports', the Venice terminal developed a new process in the same period to perform radiometric inspections of semi-finished metal products at the same time as unloading operations. A gantry, operated by qualified technicians, has been installed near the quay, allowing immediate control of loads of materials such as semi-finished steel, iron and metal alloys, detection of radiometric anomalies and prompt handling in case of emergency. In this way, the advantages for customers are tenfold, both in terms of tariffs and in terms of waiting time for formalities to be completed. Finally, this solution has important environmental benefits: by streamlining the procedure and carrying out the inspection when unloading, further handling and movement of the container (around 10,000 per year) is avoided, with considerable savings in CO2 emissions. A small but concrete step towards achieving the 'Sustainable Development Goals of the 2030 Agenda'. The last piece of news on Venice was the activation, in May 2021, of a large covered warehouse, which will contribute over time to the terminal's ancillary activities better specified in the section on PSA's Cargo Solutions.

## CARGO SOLUTIONS

PSA International's Cargo Solutions represent a new frontier for the Group's terminals, whose goal is to create value-added services to offer customers innovative solutions that improve their ability to manage their cargo and container flows with greater efficiency, agility and resilience.

Over the last few years, the PSA Group's terminals in Italy have also shown an ability to adapt to change and seized the opportunity to invest in and develop 'Cargo Solutions' complementary to container loading and unloading, with the aim of offering an ever-increasing range of services that could, over the years, build customer loyalty in their ports.

The main ongoing activities at PSA's Italian terminals are listed below.

### Cargo Solutions = Rail Services

In particular, the rail link between PSA Genova Pra' and Basel represents the first experiment carried out by the PSA Genova Pra' terminal in this sense: it is the terminal organisation itself that offers advanced logistics services, thus extending its gate to Central Europe.

The service is based on the unique interlocution that the terminal organisation is able to offer the customer, covering all aspects related to transit via the port: commercial, documentary, customs and rail and road transport organisation.

The service is, therefore, from a developmental perspective, leading the terminal to better understand the needs of its customers and to structure its extended offer in order to retain the end users of maritime transport and anchor as much traffic as possible at the PSA Genova Pra' terminal.

The provision of high value-added services, moreover, in relation to further rail routes such as the The rail link to Piacenza, on the other hand, is a different matter: the terminal organisation offers an administrative service to support a single customer who, on his own, would not have been able to structure a dispatch of import/export containers to this intermodal port not yet used by maritime operators in a short time; since September 2021, this service has come under the control of another MTO, with the intention of no longer making it a single-loader, but also opening it up to other companies.

However, the purpose is the same as for the PSA Genova Pra' - Basel service: to retain the shipping line in question and to defend PSA Genova Pra''s position against competing development projects implemented by the customer's partners.

### Cargo Solutions = Empty Depot Activities

In Venice, on the other hand, in connection with container loading and unloading activities, maintenance, washing and repair activities are carried out for all shipping lines in areas inside the terminal but separate from the unloading area. This activity has allowed the lines to increase their competitiveness in the market, being able to offer a quick 'sale' to the market immediately after unloading the empty units and a lower turnover of equipment that previously had to pass through external warehouses with considerable transfer costs before being made available to the exporter.

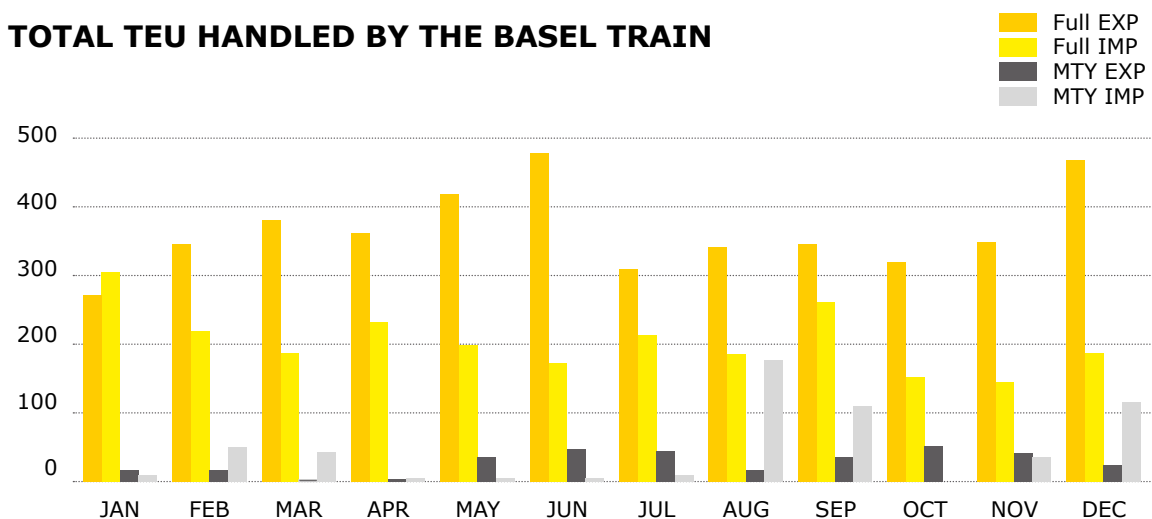
In parallel, the same activity is also performed on refrigerated containers with cleaning, washing and pre-loading inspection services carried out quickly and within the terminal in the concession areas.

### Cargo Solutions = Stuffing / Unstuffing Services / Warehousing

Another ancillary activity that continues to expand even in times of pandemic and offered by the PSA Venice-Vecon terminal and among those most in demand by customers is the filling and emptying of containers. The presence of equipment, dedicated personnel, adequate and covered space, and the availability of empty containers of all companies allows the container terminal to be a landmark in the area for this type of activity.

Cargo handling is an important distinguishing and value-adding element, and therefore remains an issue of primary interest in which PSA also intended to invest in 2021, where a marquee has been installed in Venice within its customs areas, allowing the terminal to further expand the Cargo Solutions package, with 2000 square metres of covered space for goods requiring storage and handling and consolidation services in the covered area.

TOTAL TEU HANDLED BY THE BASEL TRAIN





# 02.

## PSA ITALY'S SUSTAINABLE FOOTPRINT





**S**ustainability is fast becoming an essential component of modern corporate business, and the world of container freight forwarding and logistics is no exception. Environmental, social and governance (ESG) policies are now a fundamental requirement for all companies. PSA Italy's terminals, when conducting their business, manage numerous types of risk, which, if not adequately monitored, can generate significant impacts of an equity, economic-financial, social, environmental and reputational nature, deteriorating the company's image towards all stakeholders. It is therefore essential for the three companies to have management and internal control systems capable of recognising, preventing or minimising the impact of all risks inherent in the performance of their activities, ensuring the effectiveness of the actions taken, as well as compliance with mandatory regulations. The structure of the PSA Genova Pra', PSA SECH and PSA Venice-Vecon management systems and internal inspections is therefore based on the identification and periodic review of the internal and external factors of the context in which the organisations operate, identifying all the stakeholders and their expectations; in particular, the relevant requirements are considered as compliance obligations and therefore monitored over time and associated with continuous improvement objectives of the management system. Among

expectations, particular attention is paid to those relating to workers, with whom an open and continuous channel of communication is maintained, as detailed in the following chapters. PSA Genova Pra', PSA SECH and PSA Venice-Vecon have, therefore, adopted a set of rules, procedures and organisational measures aimed at enabling the identification, measurement, management and monitoring of the main risks, also determining their degree of acceptability through management consistent with the identified strategic objectives. Management sets and periodically reviews targets and objectives in order to improve the performance of the integrated management system, consistent with company policy and applicable requirements. PSA Italy's terminal management systems apply the process approach, which incorporates the concept of P-D-C-A (Plan, Do, Check, Act) and risk-based thinking, thus enabling the evaluation of factors that may cause processes to deviate from the expected results and the implementation of preventive controls to minimise negative effects and maximise opportunities when they arise. The planning process therefore takes into account significant environmental aspects, as well as relevant occupational health and safety risks, compliance obligations, relevant contextual factors and relevant stakeholder requirements.

## PSA GROUP HSSS\* POLICY

**At the heart of PSA lies a strong, unwavering commitment to provide our people with a safe, secure & healthy work place & to promote sustainable development in communities we operate in.**

**As an Industry leader, we will continually upgrade our HSSS practices & performance & be an exemplary corporate partner on HSSS matters.**

\* HSSS: Health, Safety, Security, Sustainability

# PSA HSS MANAGEMENT SYSTEM

## STANDARDS & 8 ELEMENTS



All this has been translated, for the PSA Italy terminals, into an integrated management system that complies with UNI EN ISO 9001:2015 (quality management system), UNI ISO 45001:2018 (health and safety management system) and UNI EN ISO 14001:2015 (environmental management system) standards; certification for the latter voluntary standard was obtained by PSA SECH in 2021. Since 2018, PSA SECH has implemented a system compliant with UNI ISO 37001:2016 (anti-corruption management system). From 2015 to 2019, PSA Genova Pra's integrated business system was also certified in accordance with

the requirements of the UNI CEI EN 50001 energy standard; PSA Venice-Vecon also achieved this certification in 2015. The management system of the three terminals has been adapted over time to meet the requirements of the PSA Group Standards, against which compliance is monitored. PSA Genova Pra', PSA SECH and PSA Venice-Vecon have also adopted the organisational, management and control model pursuant to Legislative Decree no. 231/01 and the management of the security of sensitive and personal data pursuant to Law 196/2003, supplemented with the amendments introduced by Legislative Decree. No 101, dated 10 August 2018.

## CYBERSECURITY AND PRIVACY

PSA Italy's terminals place primary importance on the protection against cyber attacks and the management of the resulting risks. Indeed, digitised companies are exposed on a daily basis to the effects of cyber attacks of various types, including malware, phishing, denial-of-service, among many others. One of the risks to me is the breach of data security, the possible compromise of confidentiality and integrity of both corporate information and information entrusted to us by stakeholders. Terminals are therefore committed to safeguarding digital assets through the adoption of the most up-to-date IT security standards and timely compliance with all applicable laws. To manage cybersecurity risks and safeguard digital assets, companies have implemented a cybersecurity management system and adhered to the policy and standards defined by the PSA group. PSA Italy terminals are also responsible for the implementation of national and European IT security regulations.

Since cyber security is everyone's responsibility, at every level and function, an initiative was implemented in 2021 to strengthen cyber security awareness among employees. A 'phishing' campaign was then conducted by sending an e-mail with an apparently trustworthy sender and enticing content, prompting users to enter their credentials. The results were satisfactory: above all, the timely reporting by some employees of the receipt of the suspicious e-mail was comforting, which is crucial for the prevention and prompt handling of any cybersecurity incident.

It should be noted that, in 2021, there were no incidents of loss and theft of stakeholder data or complaints about breaches of customer privacy.

The code of ethics that PSA Genova Prà (since 2012), PSA SECH (since 2011) and PSA Venice-Vecon (since 2012) have adopted is evidence of 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 organisations, aimed at avoiding any action dictated by improper or personal motives.

Furthermore, fulfilling the requirements of the ISPS code (International Maritime Security Code for Ships and Port Facilities), which came into force on 1 July 2004, PSA Genova Pra', PSA SECH and PSA Venice-Vecon have developed a security plan that provides for the

preparation, prevention and adoption of specific response procedures for each scenario assessed in the Port Facility Security Plan (PFSP). Complementing the above is the obtaining, 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 assessed and revised, in relation to the evolution of the company's operations and the reference context. The supervisory bodies present at the terminals also carry out periodic checks on the company's operations to ensure that the applicable mandatory and voluntary standards, such as the code of ethics and the

management systems adopted, are always complied with.

In 2021, there were no cases of bribery reported or referred to companies. Furthermore, no legal action was taken during the period under review, nor are there any pending and/or concluded legal actions relating to anti-competitive behaviour or violations of anti-trust and competition law.

On the websites of PSA Genova Pra' (www.psagp.it), PSA SECH(www.psasech.it)and PSA Venice-Vecon (www.vecon.it), documents relating to the company certifications obtained, integrated system policies, and organisational models pursuant to Legislative Decree 231/01 can be obtained.

The website www.psaitaly.com also contains references to codes of ethics and the terminal sustainability report section.

In terms of environmental sustainability, green issues remain at the forefront of the maritime supply chain, especially with regard to air and water cleanliness.

Now the big challenge is focused on climate change and the drive to improve the carbon footprint of shipping by reducing, and eventually eliminating, greenhouse gases (GHGs) such as CO2. In this sense, PSA Italy is committed to climate-related issues, which are detailed in section 4.3 Reducing Impacts, through an investment policy aimed at reducing environmental impacts.





# 2.1 STAKEHOLDER INVOLVEMENT IN PSA ITALY

STAKEHOLDER (MACRO-GROUPS)	STAKEHOLDER NEEDS	WAYS OF ENGAGING WITH STAKEHOLDERS	FREQUENCY OF STAKEHOLDER ENGAGEMENT
INVESTORS	<ul style="list-style-type: none"> <li>Dissemination of culture and values in economic, social and environmental matters.</li> <li>Legislative compliance with mandatory and voluntary standards.</li> <li>Economic, social and environmental value creation.</li> <li>Corporate governance aligned with best practices.</li> <li>Listening and providing timely and symmetrical information to shareholders.</li> <li>Business continuity guarantee.</li> <li>Absence of incidents with penalties and reputational damage.</li> <li>Adoption of risk anticipation and control systems.</li> <li>Ability to attract new customers.</li> </ul>	<ul style="list-style-type: none"> <li>Dedicated meetings.</li> <li>Evaluation and approval of the Sustainability Report</li> </ul>	More than once a year.
WORKERS	<ul style="list-style-type: none"> <li>Economic solidity, good business climate and work organisation.</li> <li>Protection of employees' physical integrity, health, safety and dignity.</li> <li>Absence of conflicts and claims.</li> <li>Non-discrimination and equal opportunities.</li> <li>Investment in professional growth, training.</li> <li>Participation, communication and consultation.</li> <li>Recognition of individual role, skills and merit.</li> <li>Strict application of the CCNL and supplementary company bargaining for the parts delegated to it by the CCNL.</li> <li>Management of labour relations with RSU and territorial secretariats in accordance with the provisions of the CCNL.</li> <li>Accessibility to terminals.</li> <li>Legislative compliance with mandatory and voluntary standards.</li> <li>Dissemination of culture and values in economic, social and environmental matters.</li> <li>Benchmarking activities.</li> <li>Sharing company policies</li> </ul>	<ul style="list-style-type: none"> <li>Organisational well-being survey.</li> <li>Communications via the company intranet, applications and dedicated totems.</li> <li>Focus groups on specific topics.</li> <li>Confrontation with the territorial secretariats of the trade union organisations stipulating the CCNL, RSU and RLS.</li> <li>Newsletter.</li> <li>Publication of the Sustainability Report on the intranet and internet.</li> </ul>	More than once a year.

STAKEHOLDER (MACRO-GROUPS)	STAKEHOLDER NEEDS	WAYS OF ENGAGING WITH STAKEHOLDERS	FREQUENCY OF STAKEHOLDER ENGAGEMENT
SUPPLIERS	<ul style="list-style-type: none"> <li>Opportunities to compete on quality and price.</li> <li>Transparent purchasing processes and compliance with contractual commitments.</li> <li>Qualification of suppliers also with quality, environmental and social certifications.</li> <li>Anti-mafia and anti-money laundering prevention towards suppliers.</li> <li>Efficient and quality service, striving for continuous improvement.</li> <li>Effectiveness of emergency plans.</li> <li>Legislative compliance with mandatory and voluntary standards.</li> <li>Training, information and health and safety protection.</li> <li>Timely, clear, complete and effective communication.</li> </ul>	<ul style="list-style-type: none"> <li>Visits to suppliers.</li> <li>Dedicated negotiation or behavioural meetings in terminals.</li> <li>Participation in meetings, expos and conferences.</li> </ul>	More than once a year.
FREIGHT FORWARDERS	<ul style="list-style-type: none"> <li>Operational efficiency and quality response service.</li> <li>Completeness and reliability of information.</li> <li>Location and accessibility of terminals.</li> <li>Timely, clear, complete and effective communication.</li> <li>Health and safety protection.</li> <li>Effectiveness of emergency plans.</li> </ul>	<ul style="list-style-type: none"> <li>Daily reports.</li> <li>Regular meetings/ institutional meetings.</li> </ul>	More than once a year.
TRANSPORTERS	<ul style="list-style-type: none"> <li>Operational efficiency and quality response service.</li> <li>Timely, clear, complete and effective communication</li> <li>Training and information.</li> <li>Location and accessibility of terminals.</li> <li>Dissemination of culture and values in economic, social and environmental matters.</li> <li>Effectiveness of emergency plans.</li> </ul>	<ul style="list-style-type: none"> <li>Daily reports.</li> <li>Regular meetings/ institutional meetings.</li> </ul>	More than once a year.
CUSTOMERS	<ul style="list-style-type: none"> <li>Efficient, quality service aimed at continuous improvement with a focus on the environment and safety.</li> <li>Reliability with respect to contractual commitments.</li> <li>Dissemination of culture and values in economic, social and environmental matters.</li> <li>Timely, clear, complete and effective communication.</li> </ul>	<ul style="list-style-type: none"> <li>Performance Indicators (VPR).</li> <li>Regular meetings.</li> <li>Customer satisfaction analysis.</li> <li>Litigation analysis</li> <li>Submission of the latest Sustainability Report</li> </ul>	More than once a year.
SUPERVISORY AUTHORITIES AND BODIES	<ul style="list-style-type: none"> <li>Legislative compliance with mandatory and voluntary standards.</li> <li>Collaborative approach, including participation in institutional forums, to facilitate the regulatory process.</li> <li>Business continuity guarantee.</li> <li>Absence of incidents with penalties and reputational damage.</li> <li>Collaboration on initiatives of common interest.</li> <li>Timely, clear, complete and effective communication.</li> </ul>	<ul style="list-style-type: none"> <li>Daily reports.</li> <li>Regular meetings.</li> <li>Institutional tables.</li> <li>Information flows.</li> </ul>	More than once a year.

STAKEHOLDER (MACRO-GROUPS)	STAKEHOLDER NEEDS	WAYS OF ENGAGING WITH STAKEHOLDERS	FREQUENCY OF STAKEHOLDER ENGAGEMENT
TECHNICAL-NAUTICAL SERVICES	<ul style="list-style-type: none"> <li>Timely, clear, complete and effective communication.</li> <li>Location and accessibility of terminals from outside.</li> <li>Training and information.</li> <li>Process control in adverse weather conditions.</li> <li>Collaborative approach to facilitate work.</li> </ul>	<ul style="list-style-type: none"> <li>Daily reports.</li> <li>Dedicated meetings</li> </ul>	More than once a year.
TRAINING INSTITUTIONS AND ORGANISATIONS	<ul style="list-style-type: none"> <li>Information exchanges for better schooling of pupils.</li> <li>Collaboration with universities to develop specific projects tailored to the real situation at the terminal.</li> <li>Lectures by terminal staff.</li> <li>Visits to terminals.</li> <li>Alternating school work at the terminal.</li> <li>Collaboration and co-participation in training programmes.</li> <li>Health and safety protection</li> <li>Effectiveness of emergency plans.</li> </ul>	<ul style="list-style-type: none"> <li>Daily reports.</li> <li>Dedicated meetings.</li> </ul>	More than once a year.
SOCIAL SECURITY AND WELFARE INSTITUTIONS	<ul style="list-style-type: none"> <li>Reduction of the accidents.</li> <li>Continuous monitoring of trends in occupational accidents and illnesses.</li> <li>Ensuring compliance with social security and insurance rights.</li> <li>Timely, clear, complete and effective communication.</li> </ul>	<ul style="list-style-type: none"> <li>Daily reports.</li> <li>Regular meetings.</li> <li>Institutional tables.</li> </ul>	More than once a year.
TRADE ASSOCIATIONS	<ul style="list-style-type: none"> <li>Representation of one's own interests and positions in a transparent, rigorous and consistent manner.</li> <li>Collaboration and initiatives of common interest.</li> <li>Guarantee of maximum clarity in relations.</li> <li>Dissemination of culture, values and focus on economic, environmental and social issues in the organisation.</li> </ul>	<ul style="list-style-type: none"> <li>Collaboration and partnership initiatives.</li> <li>Institutional tables.</li> <li>Direct participation in technical committees and governing bodies.</li> <li>Organisation of seminars, workshops, targeted surveys.</li> <li>Submission of the latest Sustainability Report and request for feedback.</li> </ul>	More than once a year.
ONLUS AND NON-PROFIT ORGANISATIONS	<ul style="list-style-type: none"> <li>Support for initiatives of social, humanitarian and cultural value.</li> </ul>	<ul style="list-style-type: none"> <li>Collaboration and partnership initiatives.</li> </ul>	More than once a year.
MEDIA	<ul style="list-style-type: none"> <li>Make the community aware of the results achieved by the terminals.</li> <li>Public dissemination of truthful information.</li> </ul>	<ul style="list-style-type: none"> <li>Newspaper articles.</li> <li>Press conferences</li> <li>Terminal visits for articles and television reports</li> </ul>	At least once a year.

STAKEHOLDER (MACRO-GROUPS)	STAKEHOLDER NEEDS	WAYS OF ENGAGING WITH STAKEHOLDERS	FREQUENCY OF STAKEHOLDER ENGAGEMENT
DOCKERS	<ul style="list-style-type: none"> <li>Ensure good working conditions and compliance with all occupational health and safety regulations.</li> <li>Training and information.</li> <li>Compliance with contractual commitments.</li> <li>Promoting the participation of employees in company life.</li> <li>Legislative compliance with mandatory standards.</li> <li>Effectiveness of emergency plans.</li> <li>Location and accessibility of terminals.</li> <li>Timely, clear, complete and effective communication.</li> <li>Dissemination of culture and values in economic, social and environmental matters.</li> </ul>	<ul style="list-style-type: none"> <li>Daily reports.</li> <li>Collaboration and partnership initiatives.</li> <li>Institutional forums</li> <li>Direct participation in technical committees and governing bodies.</li> </ul>	More than once a year.
TRADE UNIONS	<ul style="list-style-type: none"> <li>Cooperation and maintenance of labour relations in full compliance with contractual regulations.</li> <li>Absence of conflicts and claims.</li> <li>Absence of accidents, injuries and occupational diseases.</li> <li>Legislative compliance with mandatory requirements.</li> <li>Definition of working hours and shifts (work organisation).</li> <li>Timely, clear, complete and effective communication.</li> <li>Health and safety protection.</li> </ul>	<ul style="list-style-type: none"> <li>Daily reports</li> <li>Institutional forums</li> <li>Direct participation in technical committees and governing bodies.</li> </ul>	More than once a year.
COMMUNITY	<ul style="list-style-type: none"> <li>Contribute to the achievement of economic, social and environmental well-being in the relevant context.</li> <li>Strengthening the link with the port.</li> <li>Health and safety protection.</li> <li>Effectiveness of emergency plans.</li> <li>Absence of PSA inputs.</li> <li>Location and accessibility of terminals.</li> </ul>	<ul style="list-style-type: none"> <li>Participation in opportunities to meet such as expos and conferences.</li> <li>Terminal open days for visits</li> </ul>	More than once a year.
BANKS	<ul style="list-style-type: none"> <li>Reliability and compliance with contractual/ financial obligations.</li> </ul>	<ul style="list-style-type: none"> <li>Dedicated meetings.</li> </ul>	At least once a year.
INSURANCE	<ul style="list-style-type: none"> <li>Reliability and compliance with contractual/ insurance obligations.</li> </ul>	<ul style="list-style-type: none"> <li>Dedicated meetings.</li> </ul>	At least once a year.
RESCUE VEHICLES	<ul style="list-style-type: none"> <li>Location and accessibility of terminals.</li> <li>Effectiveness of emergency plans.</li> <li>Timely, clear, complete and effective communication.</li> </ul>	<ul style="list-style-type: none"> <li>Information flows.</li> </ul>	More than once a year.
NEIGHBOURING COMPANIES	<ul style="list-style-type: none"> <li>Absence of incidents with penalties and reputational damage</li> <li>Effectiveness of emergency plans.</li> </ul>	<ul style="list-style-type: none"> <li>Information flows.</li> </ul>	More than once a year.



The following are some of the initiatives implemented by PSA Italy terminals in 2021.

### **CORPORATE NEWSLETTER**

A group of PSA Genova Pra' and PSA SECH employees produce a quarterly company newsletter through the transversal drafting committee that, in a clear and transparent manner, informs all workers about ongoing initiatives and their progress. The intention is to share projects and company results, strengthen employees sense of belonging and foster collaboration between departments, as it is clear that the contribution of employees is

indispensable for the achievement of better company performance. April 2022 marks the one-year anniversary of the joint company newsletter of the two Genoese terminals, and work is currently under way to create the first PSA Italy newsletter, which will also include news processed by PSA Venice-Vecon, in order to maximise the information content for the employees of the three companies, while strengthening their integration and synergies.

### **NOT ONLY SUSTAINABILITY, BUT ALSO SOCIALITY: PSA ITALY'S LINKEDIN PAGE IS BORN**

On 22 July 2021, to celebrate the paper wedding between PSA Genova Pra' and PSA SECH, the PSA Italy LinkedIn page, the only official social channel for the two Genoese terminals, was launched, where it is possible to find posts and articles discussing the various activities of the two terminals. The future development of the page involves

the project being extended to PSA Venice-Vecon, which already has its own page. This will enable the expansion of the PSA community in Italy, naturally always in compliance with the global guidelines contained in 'The Code' regarding communication on social channels and the personal social profiles of PSA employees.



### **THE FIRST PSA GENOVA PRA' AND PSA SECH JOINT SUSTAINABILITY REPORT EMERGED**

In mid-July 2021, the first joint Sustainability Report for PSA Genova Pra' and PSA SECH emerged, the result of the work of a team of colleagues across the two organisations. At the same time as the document was issued, a video on the ten most 'popular' sustainability topics for the two companies was published on the PSA Italy website. The document includes all the sustainability targets achieved by the terminals in 2020 and the previous two years, as well as those for the future, testifying to the importance of doing business in a sustainable and responsible manner, always keeping

the territory in which the two facilities operate in mind and at the heart of the business strategy. To celebrate the achievement of such an ambitious goal, a press conference was held on 22 July, exactly one year after the Port Authority of the Western Ligurian Sea authorised the restructuring of the two organisations' corporate structures, at the Complesso Monumentale della Lanterna, carefully chosen as the symbol of the union of the two organisations under a single direction, that of PSA. Following the above-mentioned event, the document was distributed





to internal and external stakeholders. The next objective was to draw up a PSA Italy Sustainability Report that would include the three PSA

## EVOLVING WEBSITES

2021 saw the creation of a new look for the PSA SECH and PSA Venice-Vecon websites, reflecting the gradual integration of these business units with each other and the ongoing search for common ways of communicating with the outside world, as well as greater alignment with the Group's graphic specifications.

A central company-wide site, the PSA Italy site, was also created, encompassing all the common and

Italy terminals, in order to give greater resonance to the synergies created by the three PSA terminals at national level.

synergetic activities of the three PSA terminals on Italian soil and beyond. From this site, you can of course always reach the individual pages of the three companies, where their specific characteristics are detailed. Browsing through the site's 'News' section, you will also find the PSA Italy Magazine, where you will find all the news concerning the most significant activities carried out by the three terminals.

## MOVING FOR CHARITY - OUR CHARITY WEEK

The 'Moving for Charity' challenge, organised for the first time at EMA Region level, was a great success: each kilometre completed by walking, running, swimming or any other activity measurable through a dedicated application was matched by the value of one euro, and the proceeds were donated by PSA Italy to associations that care for children and operate locally in the area where the three companies carry out their operations.

The challenge was not only driven by health, but also by the desire to

cover, as a Region, at least as many kilometres as there are between the westernmost terminal on the EMA PSA Region map (Ashcroft) and the terminal located further east (Mersin). There was also the playful side to the challenge, which resulted in several stories involving around a hundred of our employees, who did not spare themselves: thanks to the efforts of all participants, the total number of kilometres travelled was more than doubled, thus increasing the value of the donations.

## READY, SET...GREEN!

From 13 to 18 September 2021, PSA Italy took part in 'PSA Go Green Week', an initiative created to promote environmental sustainability, involving all Business Units in the EMA Region. In particular, three days dedicated to trees, food and the fight against plastic in the sea were organised during the week, with concrete actions aimed at encouraging greater attention towards the negative environmental impacts generated by our habits and lifestyles, inside and outside the workplace.

As part of the 'Go Green' week, the employees of the three PSA Italy

terminals dedicated themselves, during 'Tree Day', to planting plants and flowers to create green spaces in the workplace that can, at the same time, offset CO2 emissions and be a recreational area for workers. For the occasion, employees were also able to choose to enjoy vegetarian menus during 'Veggie Day' for their lunch break, bringing them closer to a healthy and balanced diet, free from all exploitation, to the benefit of environmental protection, also resulting from the reduction of meat consumption in daily meals.

## INNOVATING AND SHARING - ICAN AND INNOVATION AWARDS

For PSA Italy terminals, technological innovation is a key factor in the implementation of the sustainability strategy. This involves an investment policy oriented towards the technologically innovative options available on the market and the implementation of projects involving employee participation with the aim of suggesting sustainable solutions. The PSA Innovation Awards project was created in 2013 with the aim of stimulating all employees to suggest innovative ideas for improving business processes, both from a work and safety perspective.

A milestone for the project was the birth of the iCAN platform in 2016, which gave birth to a real community, offering the opportunity for all people working in PSA companies to present, comment, suggest and vote on the various ideas proposed, with the aim of making everyday working life better. Prior to the birth of the platform, the iCAN group had a vision that was more focused on the hardware part of the terminal. After the numerous investments made, the creation of a new design for the PSA Genova Pra' terminal, and the various training campaigns, the staff's attention also began to turn towards

the company's interior, involving various departments, even those not in close contact with operations, but nevertheless equally important for the care of the other aspects necessary for the company's business.

In 2020, the 'Italy iCAN & Inno Team' group was established, now composed of people from the three Italian business units (PSA Genova Pra', PSA SECH and PSA Venice-Vecon), with experience ranging from operations to work process analysis, human resources, marketing, communication and safety. The aim of this new reality is to try to reach as many people working in the Group's companies located in Italy as possible.

Until now, only people with a company e-mail address could participate in iCAN, but thanks to the new team, even people without such an address can send their ideas to a 'robot', which, after verification, has the task of uploading them to the platform. The team comments weekly on the ideas received and, if deemed eligible, promotes them to the next level. At the end of the year, all ideas submitted and voted on by the largest number of people can be rewarded and implemented.







PSA Venice-Vecon: container stuffing and unstuffing services

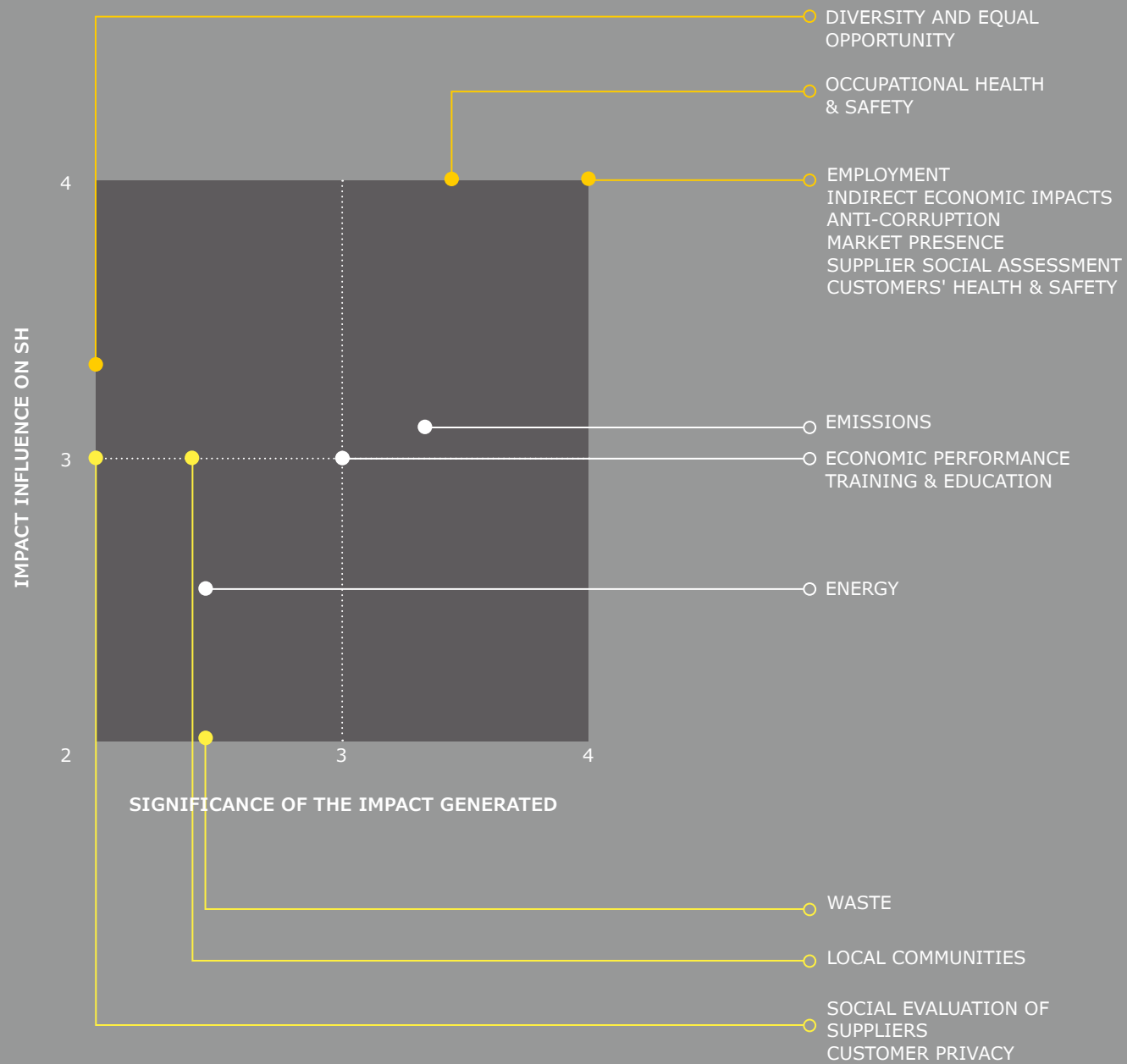


## 2.2 PSA ITALY MATERIALITY ANALYSIS

GRI MATERIAL TOPICS	LINK WITH SDGS (COMPASS, MAY 2022)
201-Economic performance	2 ZERO HUNGER, 5 GENDER EQUALITY, 7 AFFORDABLE AND CLEAN ENERGY, 8 DECENT WORK AND ECONOMIC GROWTH, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 13 CLIMATE ACTION
202-Market presence	1 NO POVERTY, 5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH
203-Indirect Economic Impacts	1 NO POVERTY, 2 ZERO HUNGER, 3 GOOD HEALTH AND WELL-BEING, 5 GENDER EQUALITY, 7 AFFORDABLE AND CLEAN ENERGY, 8 DECENT WORK AND ECONOMIC GROWTH, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 10 REDUCED INEQUALITIES, 11 SUSTAINABLE CITIES AND COMMUNITIES, 17 PARTNERSHIPS FOR THE GOALS
204-Procurement Practices	12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 8 DECENT WORK AND ECONOMIC GROWTH
205-Anti-corruption	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
302-Energy	7 AFFORDABLE AND CLEAN ENERGY, 8 DECENT WORK AND ECONOMIC GROWTH, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION
305-Emissions	3 GOOD HEALTH AND WELL-BEING, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION, 14 LIFE BELOW WATER, 15 LIFE ON LAND
306-Waste	3 GOOD HEALTH AND WELL-BEING, 6 CLEAN WATER AND SANITATION, 8 DECENT WORK AND ECONOMIC GROWTH, 11 SUSTAINABLE CITIES AND COMMUNITIES, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 15 LIFE ON LAND
401-Employment	3 GOOD HEALTH AND WELL-BEING, 5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES
403-Occupational health and safety	3 GOOD HEALTH AND WELL-BEING, 8 DECENT WORK AND ECONOMIC GROWTH, 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
404-Training and Education	4 QUALITY EDUCATION, 5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES
405-Diversity and Equal Opportunities	5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES, 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
413-Local communities	1 NO POVERTY, 2 ZERO HUNGER
414-Social Evaluation of Suppliers	5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
416-Customer Health and Safety	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
418-Customer Privacy	16 PEACE, JUSTICE AND STRONG INSTITUTIONS



# PSA ITALY MATERIALITY MATRIX



In 2021, the first joint sustainability report of the three PSA organisations in Italy (PSA Genova Pra', PSA SECH and PSA Venice-Vecon), gathered under the aegis of PSA Italy, was drawn up in accordance with the GRI 2016 Guidelines (latest edition, with 2020 amendments). Since the integration of PSA Venice-Vecon within the dynamics of the document was prioritised, it was decided that the new 2021 GRI Universal Standard would be included in next year's report. This activity made it possible to define the materiality matrix for the year under analysis, which identifies relevant issues understood as those aspects in which organisations generate significant economic,

social and environmental impacts and which, by influencing the expectations, decisions and actions of stakeholders, are perceived as relevant by them. Through the materiality analysis, the issues for which the terminals are most committed to develop concrete actions and coherent initiatives were identified. The issues identified are the result of the analysis of the global context and dialogue with part of the management of the three terminals, as well as with some external stakeholders. Although there are some minor deviations from the previous edition of the document, due to the aggregation of data from PSA Genova Pra', PSA SECH and PSA Venice-Vecon, which for the first time is



drawing up a sustainability report, the current materiality analysis in any case confirms the themes of last year, with the sole exception of **GRI 413 - Local Communities**

(incoming), **GRI 418 - Customer Privacy** (incoming) and **GRI 308 - Environmental Assessment of Suppliers** (outgoing).

## 2.3 THE REPORTING METHODOLOGY

PSA Italy intends to ensure maximum transparency while also enabling comparability in time and space (benchmarking) of the information contained in the report. For the first time, the three organisations jointly engaged in more comprehensive reporting and conducted the project by setting up a working team within and across the three companies. The contents of the report and their level of detail were, therefore, defined considering the reporting principles, as follows:

REPORTING PRINCIPLES FOR THE DEFINITION OF REPORT CONTENTS	REPORTING PRINCIPLES FOR THE DEFINITION OF REPORT QUALITY
<ul style="list-style-type: none"> <li>Stakeholders inclusivity</li> <li>Sustainability context</li> <li>Materiality</li> <li>Completeness</li> </ul>	<ul style="list-style-type: none"> <li>Accuracy</li> <li>Balance</li> <li>Clarity</li> <li>Comparability</li> <li>Reliability</li> <li>Timeliness</li> </ul>

"This report has been prepared in accordance with the GRI Standards: Core option".

The company also reported some indicators required by the comprehensive option (so-called all-inclusive/global level), in order to maximise the information content towards stakeholders. The reference period of this PSA Italy sustainability report was the year 2021 - from 1 January to 31 December, unless otherwise specified - and data from the previous two years were also reported in order to allow for a three-year analysis, as required by the GRI guidelines. The reference period of the previous report, for PSA SECH and PSA Genova Pra' only, was 2020. PSA SECH has also prepared the sustainability report since 2013. The data were calculated on the basis of the information available within the accounting and management systems of the three terminals; some data are the result of estimates, in which case the calculation assumptions are clearly stated. In the case of externally sourced information, the source is given in footnotes. PSA Italy has decided not to subject the 2021 Sustainability Report to verification by an external certifying body, but to register or send it to GRI, as required by the 2016 Guidelines: any organisation using the Guidelines is, in fact, required to notify GRI of its use of the Standard by sending a copy of the report to [standards@globalreporting.org](mailto:standards@globalreporting.org) or registering it at [www.globalreporting.org](http://www.globalreporting.org).

org/standards.

The structure of the report has been defined with the aim of making it easy to read for all stakeholders to whom it is addressed; the chapters are divided according to the macro-areas of interest, as defined in the GRI guidelines: economic, environmental and social sustainability. In addition, emphasis was placed on the correspondence between individual GRI topics and related SDGs, based on the 'Compass 2022' document. To facilitate the search for specific information, Chapter 6.1 Standard Content and GRI Indicators lists all the indicators and general content required by the Guidelines, with indications of the pages where these topics are discussed. In the next chapter, non-applicable or non-material indicators are listed with their reasons. New this year is the analysis conducted between the topics deemed relevant by PSA Italy for 2021 and PSAI in the 2020 Report and the 2020 and 2021 Survey, from the comparison of which a substantial alignment emerges. However, the differences in relevance identified have been managed, in order to ensure maximum uniformity at PSAI, by providing descriptive boxes within the PSA Italy 2021 report, describing the monitoring methods and other information deemed relevant to these aspects as well.

## 2.4 SUSTAINABILITY TARGETS AT PSA ITALY

For the year 2022, the three terminals of PSA Italy have defined targets aligned with the Targets & Commitments of the PSA parent company. In addition to the specific objectives for each company, the three organisations have identified and shared macro-objectives of common value, aimed at pursuing the continuous improvement of company management systems. These are, in many cases, wide-ranging projects, also lasting several years, and are therefore structured into targets approved by management, attainable in the short or medium term and reported, for the year 2021, in this sustainability report. The common areas of intervention for the three terminals are as follows:

### COMMON AREAS OF INTERVENTION FOR THE THREE TERMINALS

OBJECTIVE	PSA GP	PSA SECH	PSA VENICE
1. Improving environmental performance	x	x	x
2. Decrease in accidents and accident frequencies	x	x	x
3. Improving worker participation, involvement and promoting a sense of belonging to the company	x	x	x
4. Improving the efficiency of business processes	x		x
5. Improving production processes	x	x	x
6. Improving relations with stakeholders outside the company	x	x	x
7. Improving the service offered to internal customers	x		
8. Upgrading of infrastructures, services and buildings at terminals	x	x	x
9. Modernisation of equipment and facilities at the terminal	x	x	x
10. Cybersecurity	x	x	x
11. Integration of business processes following the creation of PSA Genova Investments	x	x	
12. Improving the efficiency of the response to emergencies		x	x
13. Corruption prevention		x	

It should be noted that, upon achieving the short or medium-term targets, into which the macro-objectives defined for performance improvement are divided, the activities deemed suitable become part of the corporate practices and procedures defined in the integrated management system and cease to be monitored as improvement activities.



03.

**ECONOMIC  
SUSTAINABILITY**



For PSA Italy, economic sustainability is the process of taking environmental, social and governance (ESG) aspects into account, leading to increased investment in sustainable economic activities and projects. In essence, a sustainable investment strategy integrates financial analysis with environmental, social and good governance analysis in order to create value for all stakeholders. This can be achieved either through direct investments in relevant sustainable projects or through indirect investments in associations,

organisations or entities that are primarily concerned with generating a positive social impact. Moreover, the achievement of the social objective also generates a broader and indirect return at the community level, undoubtedly also making public investment in welfare services more efficient. The investments planned for PSA GP, PSA SECH and PSA Venice-Vecon in the five-year period 2022-2026 are focused on plants and infrastructures capable as far as possible of sustainably managing energy sources and reducing emissions.

## 3.1 THE BALANCE SHEET

A solid capital structure and good margins form the basis for the concrete pursuit of sustainability. Companies are born to create profit and there can be no sustainable development without value creation and economic soundness. The capital structure of PSA Genova Pra<sup>1</sup>, PSA SECH and PSA Venice-Vecon is detailed below, with evidence of the revenue and expenditure for the financial years 2019, 2020 and 2021.

### PSA GENOVA PRA' BALANCE SHEET

IMPIEGHI	2019	2020	2021	FONTI	2019	2020	2021
Fixed assets intangible	2,841	3,662	3,249	NET ASSETS (N)	60,688	64,133	67,415
Fixed assets tangible	159,663	153,357	148,700				
Fixed assets financial	16,790	17,790	18,790	LONG TERM LIABILITIES	27,748	104,521	24,381
Inventories	2,619	2,724	2,904				
Liquidity deferred (Ld)	53,816	47,413	54,569	CURRENT LIABILITIES (Pc)	163,749	82,803	147,953
Liquidity immediate (Li)	16,456	26,512	11,537				
<b>TOTAL EXPENDITURE</b>	<b>252,185</b>	<b>251,458</b>	<b>239,749</b>	<b>TOTAL REVENUE</b>	<b>252,185</b>	<b>251,458</b>	<b>239,749</b>

### PSA SECH BALANCE SHEET

IMPIEGHI	2019	2020	2021	FONTI	2019	2020	2021
Fixed assets intangible	5,897	5,552	31,515	NET ASSETS (N)	10,118	8,701	46,266
Fixed assets tangible	18,845	17,135	15,661				
Fixed assets financial	9	13	22	LONG TERM LIABILITIES	3,016	2,593	2,602
Inventories	739	722	603				
Liquidity deferred (Ld)	11,277	10,366	12,088	CURRENT LIABILITIES (Pc)	23,698	22,861	11,681
Liquidity immediate (Li)	65	366	660				
<b>TOTAL EXPENDITURE</b>	<b>36,832</b>	<b>34,154</b>	<b>60,549</b>	<b>TOTAL REVENUE</b>	<b>36,832</b>	<b>34,154</b>	<b>60,549</b>

### PSA VENICE-VECON BALANCE SHEET

IMPIEGHI	2019	2020	2021	FONTI	2019	2020	2021
Fixed assets intangible	323	3,957	3,261	NET ASSETS (N)	9,943	12,153	12,975
Fixed assets tangible	8,264	6,595	5,177				
Fixed assets financial	5,003	4,003	3,003	LONG TERM LIABILITIES	4,599	2,742	464
Inventories	684	687	694				
Liquidity deferred (Ld)	5,579	4,404	4,361	CURRENT LIABILITIES (Pc)	6,291	6,317	6,881
Liquidity immediate (Li)	980	1,566	3,823				
<b>TOTAL EXPENDITURE</b>	<b>20,833</b>	<b>21,212</b>	<b>20,320</b>	<b>TOTAL REVENUE</b>	<b>20,833</b>	<b>21,212</b>	<b>20,320</b>



## 3.2 MANAGEMENT RESULTS

In 2021, PSA Italy companies recorded an overall recovery in terms of turnover and operating margins, although the effects COVID-19 had on the economy, and the consequent decisions to implement restrictive measures in order to stop its spread, persisted worldwide.

As far as the reference market is concerned, shipowners have kept their hold capacity limited, with associated cancellations of calls and in some cases entire services; this has led, on the one hand, to a marked increase in freight rates, and, on the other hand, to the extreme irregularity of calls. This trend, which is still ongoing, makes the management of port terminal operations challenging, with problems when approaching the quays and overcrowding the aprons.

At the PSA Genova Pra' terminal, the value of production (€171,655 thousand) showed an increase of 21% over the previous year, mainly due to the combined impact of higher container traffic volumes compared to 2020 (+5.5%) and higher average revenue per unit handled, mainly due to the stopover item. This phenomenon, a consequence of the increased irregularity in the arrival of ships, began in the second half of 2021 and became particularly pronounced in the last three months of the financial year.

Both the increase in volumes and the greater irregularity in the arrival of ships also had a proportional impact on the costs strictly related to port handling, which rose sharply. These

include increased costs for temporary port labour, a direct consequence of increased volumes and congestion in the yards. There was also an increase in fuel and electricity, the costs of which rose in the second half of the year.

The train service, launched in October 2018, from the terminal to Switzerland (Basel - Frenkendorf) continued to run throughout the year. It is the first dedicated container train connecting Liguria directly with the Swiss Federation. During the financial year, 7,708 TEU were transported, an increase of 45% over the previous year.

Compared to the previous year, the PSA SECH terminal recorded a 6% increase in handled volumes and a 17% increase in turnover. During the year, the IMEX service (Eastbound and Westbound) and the feeder service climbed the terminal continuously, albeit with the irregularities caused by congestion in several ports, primarily Piraeus. THE Alliance's MD1 service regularly called at PSA SECH until June; in the second half of the year, due to the increase in the size of the service and the volumes handled per call, some ships were processed by PSA Genova Pra'.

As far as PSA Venice-Vecon is concerned, 2021 saw a 14.1% decrease in traffic compared to the previous year, as a result of the combined effect of: 1) congestion in Piraeus and the Mediterranean Sea, which caused the delayed arrival of some ships and the loss of some calls (these trades were partially recovered

by feeder services) of some major customers, such as Cosco, Hapag-Lloyd and Evergreen; 2) shipping companies' strategy of offering limited hold capacity in order to implement a strategy aimed at increasing tariffs, with direct consequences on lower export traffic; 3) shortage of empty containers in the Mediterranean and Adriatic Sea area;

4) slow departure of the CMA shipping company's "TMX 3" service, starting in July 2021; 5) suspension of the Far East service, starting in May 2020. Core revenues decreased by 7.7 % in the financial year; in contrast to this, operating income grew by 20 %, thanks to an increase in unit revenues and a marked reduction in costs.

PSA Venice-Vecon: cargo handling services.





## 3.3 DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

### ECONOMIC ACCOUNTS

PROFIT AND LOSS ACCOUNT	PSA GP			PSA SECH			PSA VENICE		
	2019	2020	2021	2019	2020	2021	2019	2020	2021
Revenues	163,862,839	138,888,732	165,629,731	34,611,316	29,884,982	35,028,270	29,481,321	24,192,971	22,491,231
Other operating revenues	2,186,020	3,035,850	6,025,041	1,090,562	2,059,334	2,324,962	309,438	307,588	131,134
Raw materials and consumables	-5,997,126	-4,733,394	-6,061,612	-1,072,175	-867,620	-1,104,056	-841,686	-616,824	-617,598
Costs for services	-54,712,307	-46,712,233	-51,759,083	-11,946,630	-10,318,051	-12,542,210	-7,221,369	-5,756,236	-5,450,219
Other operating costs	-18,326,637	-16,211,829	-18,233,595	-2,032,315	-1,859,845	-1,956,213	-2,748,426	-2,717,751	-2,410,791
Personnel costs	-43,200,302	-43,540,795	-45,812,338	-16,880,557	-16,074,005	-16,472,388	-6,899,030	-6,938,387	-6,375,396
<b>GROSS OPERATING MARGIN</b>	<b>43,812,487</b>	<b>30,726,331</b>	<b>49,788,144</b>	<b>3,770,201</b>	<b>2,824,794</b>	<b>5,278,365</b>	<b>12,080,248</b>	<b>8,471,361</b>	<b>7,768,360</b>
Depreciation and Provisions	-15,098,139	-16,426,424	-16,219,845	-3,710,425	-3,954,384	-4,844,875	-3,053,697	-4,255,408	-2,727,713
<b>OPERATING PROFIT</b>	<b>28,714,348</b>	<b>14,299,907</b>	<b>33,568,299</b>	<b>59,776</b>	<b>-1,129,590</b>	<b>433,490</b>	<b>9,026,551</b>	<b>4,215,953</b>	<b>5,040,646</b>
Financial Management	5,399,915	-157,853	-43,082	-159,551	-166,108	-24,208	-23,066	-1,851	14,516
Extra-management items	0	0	0	0	0	0	0	0	0
<b>PROFIT BEFORE TAX</b>	<b>34,114,263</b>	<b>14,142,054</b>	<b>33,525,217</b>	<b>-99,775</b>	<b>-1,295,698</b>	<b>409,282</b>	<b>9,003,485</b>	<b>4,214,102</b>	<b>5,055,163</b>
Taxes	-8,431,732	-3,696,277	-10,243,573	292,149	-121,126	-138,524	-2,890,951	-1,750,261	-1,832,686
<b>NET PROFIT FOR THE YEAR</b>	<b>25,682,531</b>	<b>10,445,777</b>	<b>23,281,644</b>	<b>192,374</b>	<b>-1,416,823</b>	<b>270,758</b>	<b>6,112,534</b>	<b>2,463,841</b>	<b>3,222,477</b>

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

- their employees, through salary remuneration;
- lenders, through the distribution of dividends and the remuneration of credit institutions;
- suppliers, through procurement and investment expenditure;
- the public administration, through the payment of taxes;
- the community, through the provision of grants to non-profit organisations operating in local contexts.

PSA Venice-Vecon: the covered warehousing for storage, handling and freight consolidation.



**DISTRIBUTION OF ADDED VALUE TO STAKEHOLDERS**

STAKEHOLDER	PSA GP		
	2019	2020	2021
<b>Economic value generated</b>	<b>166,110,684</b>	<b>141,964,911</b>	<b>171,702,525</b>
Revenues	166,048,859	141,924,582	171,654,772
Income (financial and extraordinary)	61,825	40,329	47,753
<b>Economic value distributed</b>	<b>124,128,498</b>	<b>113,809,871</b>	<b>130,707,868</b>
Operating Costs	78,683,333	67,511,162	75,370,372
Employee remuneration	41,826,908	42,151,481	44,293,953
Lender remuneration	-5,166,212	304,657	116,053
Public Administration Remuneration	8,431,732	3,696,277	10,243,573
Local Community Remuneration	352,737	146,294	683,917
<b>Economic value retained in the company</b>	<b>41,982,186</b>	<b>28,155,040</b>	<b>40,994,657</b>
Depreciation and Amortisation	15,098,139	16,426,424	16,219,845
Provisions and Reserves	27,209,314	11,729,917	24,620,334

PSA SECH			PSA VENICE		
2019	2020	2021	2019	2020	2021
<b>35,738,000</b>	<b>31,944,324</b>	<b>37,356,580</b>	<b>29,795,799</b>	<b>24,525,964</b>	<b>22,640,148</b>
35,701,878	31,944,316	37,353,232	29,790,759	24,500,559	22,622,365
36,122	8	3,348	5,040	25,405	17,783
<b>31,459,442</b>	<b>29,032,965</b>	<b>32,113,446</b>	<b>20,244,434</b>	<b>17,406,427</b>	<b>16,336,328</b>
15,213,201	13,214,291	15,942,173	10,580,932	8,846,755	8,373,259
16,268,478	15,494,387	15,830,421	6,698,938	6,737,929	6,140,754
195,673	166,116	27,556	28,106	27,257	3,267
-292,149	121,126	138,524	2,890,952	1,750,261	1,832,686
74,239	37,046	174,772	45,506	44,225	-13,638
<b>4,278,558</b>	<b>2,911,358</b>	<b>5,243,134</b>	<b>9,551,365</b>	<b>7,119,537</b>	<b>6,303,820</b>
3,161,825	3,253,055	4,119,447	3,053,697	4,255,408	2,727,713
1,116,733	-341,697	1,123,687	6,449,125	2,680,799	3,459,619

## 3.4 REMUNERATION AND INCENTIVES

The employees of the PSA Italy companies are covered by national collective bargaining agreements: for 'managerial staff', 'clerical staff' and 'blue-collar workers' (around 98% of the total), reference is made to the CCNL for port workers, while for 'managers' (the remaining 2%) reference is made 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 a smaller part is established on the basis of the responsibility and role of the management reporting directly to the General Manager. Supplementary (or second-level) bargaining, in particular, plays an important role in determining overall remuneration. By complementing the national collective bargaining agreement, it has the dual objective of creating organisational efficiency for the company on the one hand and bringing additional remuneration to workers on the other.

Starting from the above assumptions, the company's current supplementary contract in PSA Genova Pra' focuses, mainly, on the recognition of an incentive pay mechanism to the staff, which is linked to two indicators: work attendance on an individual basis and average monthly productivity, calculated on the average quay crane movements. Similarly, PSA Venice-Vecon applies awards linked to presence, productivity and flexibility, also in order to limit absenteeism rates and achieve organisational efficiency. Increasing productivity also plays a key role in PSA SECH, as does decreasing actual absenteeism. Despite the presence of the epidemiological emergence of COVID-19 in PSA SECH during the year 2021, the latter index has returned to its lowest levels, better even than in its recent past, as can be seen from the figures in the table below. The goal for the coming years remains to consolidate the target achieved.

### ACTUAL ABSENTEEISM RATE

EMPLOYEES	2019			2020			2021		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
ACTUAL ABSENTEEISM RATE (%)*									
Actual Absentee Rate	8.26	7.12	5.93	8.17	7.7	5.36	7.93	6.30	5.11

\* Actual Absentee Rate: (Absence hours - Paid leave/workable hours)\*100

The contents of the PSA Genova Pra' supplementary company bargaining agreement include:

- a productivity bonus based on two indicators: one is work attendance, the other is the average monthly productivity result of the quay cranes;
  - an annual per capita amount provided in the form of welfare, which allows staff to use a range of tax-free goods and services through a special web portal.
- In PSA SECH, the division of bonuses is more comprehensive, being composed as follows:
- a productivity bonus, paid for the hours of actual presence at work and possibly increased following the achievement of certain monthly average performance values;
  - a professionalism bonus, paid only to workers with at least 50 % of their working hours;
  - an attendance-related bonus, which provides for the payment of an additional amount over and above the normal remuneration for each shift/days of actual presence at work;
  - the recognition of leave in addition to holidays, in the event of a zero incidence of injuries during the year and an absenteeism rate of less than 5%.
- In PSA Venice-Vecon, the division of bonuses is as follows:
- efficiency bonuses - linked to work attendance on an individual basis and on average monthly productivity, calculated on average quay crane movements.
  - efficiency bonuses - linked to MMBF indicators and number of TEUs handled in the month
  - mixed team bonuses - linked to the number of TEUs and willingness to work on a voluntary basis in teams composed of internal/external personnel.
  - reefer container handling bonuses - linked to the number of TEUs handled in the month and number of temperature-controlled container connections/disconnections.
  - variable production bonus- annual bonus linked only to the quantity of TEUs handled in the year.
  - Preparation allowance - allowance granted to operational/maintenance staff for a period of time at the start of a shift that is earlier than normal.
  - an annual per capita amount provided in the form of welfare, which allows staff to use a range of tax-free goods and services through a special web portal.





Following the tragedy of the collapse of the Morandi bridge and the consequent serious difficulties faced by many Genoese in reaching their workplaces, and in view of the absence of a public service within the port of Sampierdarena that could allow personnel working there to move around safely, the company set up a shuttle bus service (Monday to Friday) to help employees who had to reach their workplaces by public transport.

Given the staff's appreciation and despite the restoration of the area's road system through the reconstruction of the new Genova San Giorgio bridge, the company decided to keep the shuttle bus service running. PSA Genova Pra', on the same occasion, immediately launched several initiatives for the benefit of employees:

- free parking near Genoa's central station to allow employees to leave their cars and take the train, avoiding the traffic caused by the bridge collapse;
- free season ticket for public transport (train + bus) throughout the municipality of Genoa;
- a shuttle bus service from the centre to the terminal at times when no trains were available (late evening and early morning);
- a shuttle service from the terminal to the nearest station every 20 minutes from 05:40 to 22:00 every day of the week;
- extended flexibility of staff working hours on a daily basis.

With a view to concretely adopting measures aimed at favouring flexible organisation in terms of time and place of employment (in accordance with the provisions of Law 81 of May 2017), PSA SECH introduced, for the first time in its history, a new way of working known as "agile working" (smart working) in 2018, formalising an agreement to this effect with a female worker who was joined by another worker during 2019. The events of 2020, with the outbreak of the pandemic, led to a sudden increase in the use of this type of work thanks to the possibility given to private employers - in an emergency period such as the one specified - to resort to remote working in a simplified form, thus disregarding the individual agreements required by current legislation. In order to sustain this new way of working, the company decided to formalise individual agreements with the employees concerned (22% of the workforce) well in advance of the declaration of the end of the emergency period. In January 2019, after a detailed feasibility analysis within the different

departments, PSA Genova Pra' also launched the remote working project on an experimental and voluntary basis. The initial group of participants involved 54 employees, which later expanded, also with regard to the COVID-19 pandemic, to 110 workers in 2020. The company equipped all workers who were working remotely with a laptop and a mobile phone so that they could be reached easily. This project was well received by employees and it succeeded in mitigating the critical impact on the productivity of the staff involved, resulting from both the Morandi Bridge collapse and the subsequent pandemic. In terms of total remuneration, i.e. including all the elements of value (salary, benefits, bonuses, etc.) that the employee receives in exchange for their work in the company, the ratio between the remuneration of the highest paid individual in the organisation (excluding executives) compared to the average remuneration of all employees (the highest paid excluding) is 1.91 for PSA Genova Pra', 1.47 for PSA SECH and 1.50 for PSA Venice-Vecon.



### RATIO OF INCOMING PAY TO THE LOCALLY STIPULATED MINIMUM WAGE

%	2019			2020			2021		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Men	1.20	1.31	1.26	1.19	1.30	1.27	1.15	1.31	1.24
Women	1.21	1.24	1.15	1.20	1.25	1.16	1.15	1.26	1.17





## BENEFITS DUE UPON TERMINATION OF EMPLOYMENT

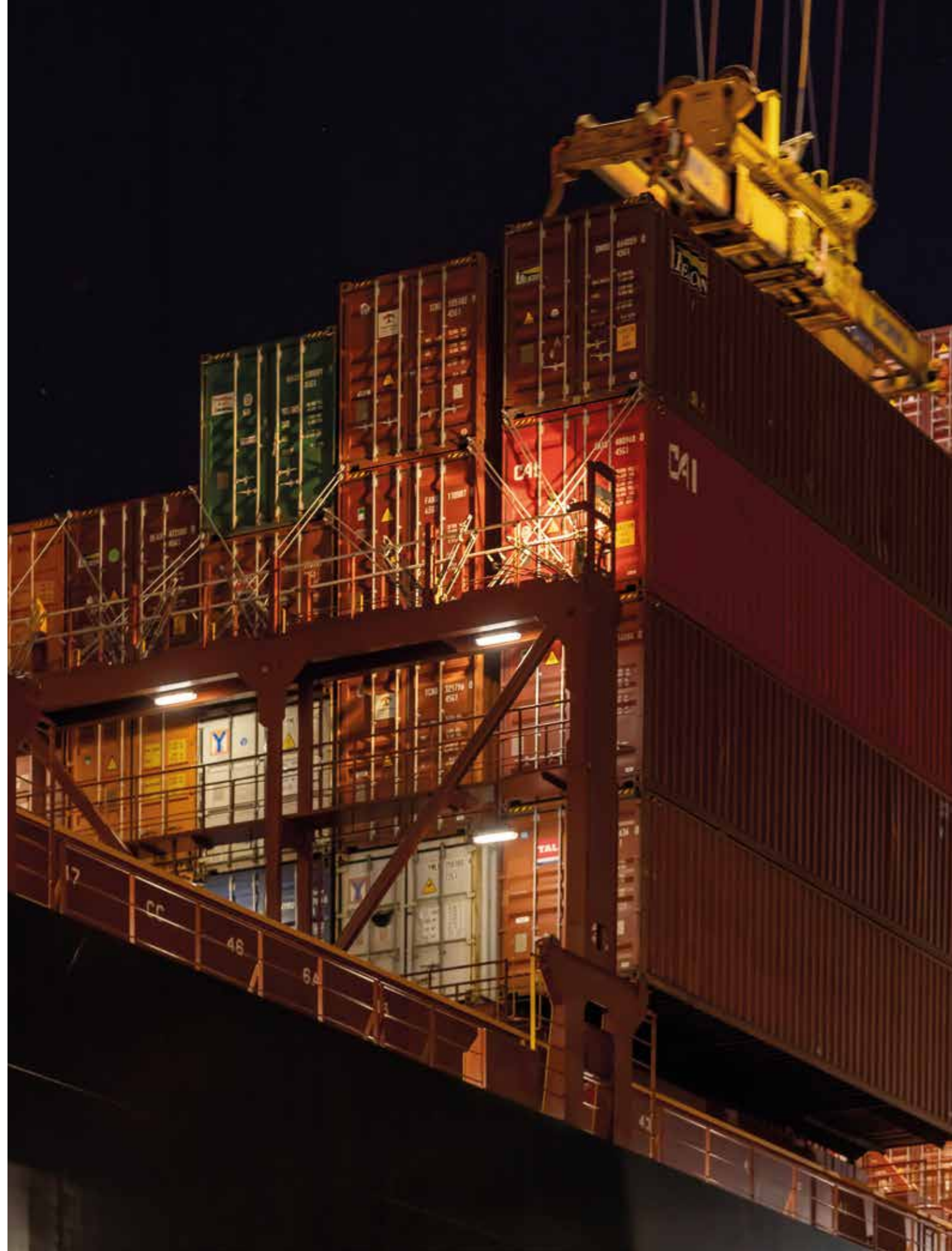
With regard to pension coverage at PSA SECH, there are no defined company benefit plans, nor does the company offer its staff any specific supplementary pension coverage in addition to that provided for by the national collective bargaining agreement, introduced in 2005, and currently identified in the Priamo Pension Fund, which all employees can join by contributing their accrued severance indemnity with an additional equal employee/company contribution of 1% of the salary elements valid for the calculation of the severance indemnity fund. As far as PSA Venice-Vecon is concerned, employees may choose to allocate their accrued severance indemnity in the manner provided for by Article 2120 of the Civil Code either to open-ended Supplementary Pension Funds or to the Veneto Solidarity Fund, which is an inter-branch pension fund, equivalent to Priamo as regards the additional employee-company contribution. In addition to the statutory pension plans guaranteed by the payment of compulsory INPS contributions, workers are therefore granted,

upon termination of employment, severance pay for those who have not joined the supplementary pension scheme, while those who have joined it can receive a life annuity and/or redemption of their accrued pension from the Priamo/Solidarietà Veneto Fund.

In the cases provided for, the employee is also entitled to an indemnity in lieu of notice.

In addition to what has already been described for PSA SECH, PSA Genova Pra' set up a Bilateral Fund on 14/12/2018, following the trade union agreement of 30/03/2018, aimed at facilitating the voluntary redundancy/early retirement of staff when they reach 63 years of age. The fund is designed to pay employees who have opted for this solution a monthly amount equal to the hypothetical gross pension payable at the date of joining the fund, as well as a lump sum equal to the amount needed for one year's voluntary contribution payments to INPS by the member. The composition of and changes in termination benefits and other personnel provisions as at 31 December 2021 are detailed below:

%	2019			2020			2021		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Severance pay	1,373,394	612,079	454,106	1,389,314	579,618	452,158	1,518,385	641,967	458,621
Other (replacement allowances, IMA, etc.)	-	-	-	-	-	-	-	-	-





## 3.5 VALUE DISTRIBUTION - ECONOMIC IMPACTS

The economic impact of the PSA Italy companies does not end with the production and distribution of added value; in fact, the objective of the two companies is not only to produce profits for the shareholders, but also to create job opportunities and economic growth for the local community.

As far as infrastructure is concerned, the three organisations focused, in particular, on measures to improve productivity and raise safety levels within the terminals by improving staff working conditions.

As far as the companies' investments in training activities are concerned, they continuously consider employees' entire professional life and aim to creating value for individuals, through the enhancement and diversification of skills (employability), and for companies, through the growth of their resources, in line with their mission and business strategy. Details of investments over the last three years are shown in the table below.

### INVESTMENT IN FUNDED AND NON-FUNDED TRAINING

€	2019			2020			2021		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
FUNDED TRAINING	73,672	19,285	4,505	41,035	15,586	22,647	30,360	27,580	4,947
of which:									
Private funds	73,672	19,285	4,505	41,035	15,586	22,647	30,360	27,580	4,947
Public funds	0	0	0	0	0	0	0	0	0
UNFUNDED TRAINING	96,322	34,823	31,854	28,194	42,327	16,517	54,969	45,927	38,673
<b>TOTAL TRAINING</b>	<b>169,994</b>	<b>54,108</b>	<b>36,359</b>	<b>69,229</b>	<b>57,913</b>	<b>39,164</b>	<b>85,329</b>	<b>73,507</b>	<b>43,620</b>



The following table shows the costs of the training provided, broken down by investment area.

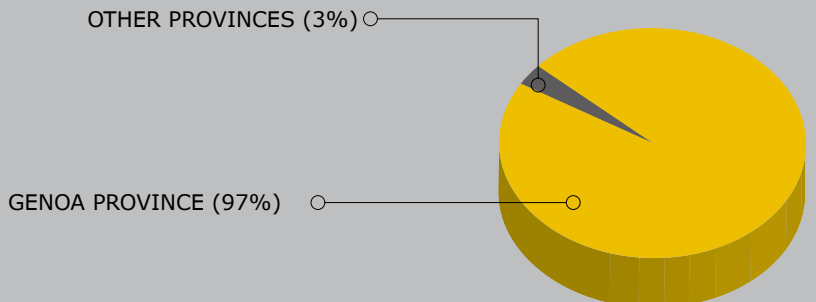
### COSTS BY TYPE OF TRAINING

€	2019			2020			2021		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Management training	8,900	2,546	9,915	10,864	0	22,647	15,292	0	21,041
Safety & Security Training	28,889	17,239	8,936	22,183	10,217	7,123	16,706	15,660	9,548
Professional development	132,205	34,323	17,508	36,182	47,696	9,394	53,331	57,847	13,031
<b>TOTAL</b>	<b>169,994</b>	<b>54,108</b>	<b>36,359</b>	<b>69,229</b>	<b>57,913</b>	<b>39,164</b>	<b>85,329</b>	<b>73,507</b>	<b>43,620</b>



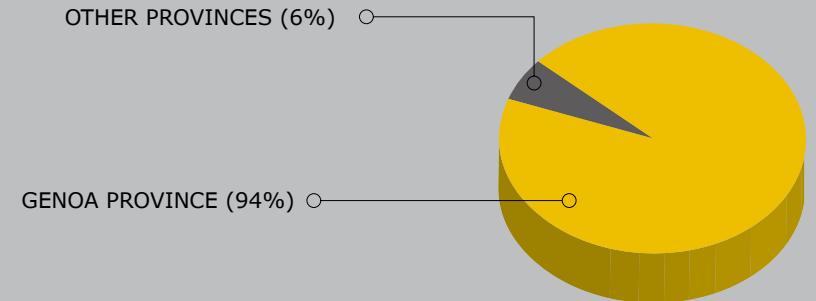


**DISTRIBUTION OF PSA GENOVA PRA' EMPLOYEES BY ORIGIN**



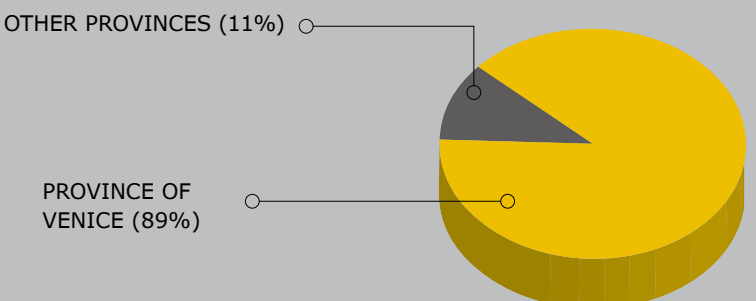
PSA Genova Pra' employed 660 employees in 2021, almost entirely from the province of Genoa (96.21%). The item 'other provinces' (3.79%) includes the provinces of Alessandria (1.82%) and Savona (1.21%). As a result of the network agreement between PSA Genova Pra' and PSA SECH, some workers were transferred to a new location: the Finance, Procurement, Corporate CSR and General Services departments were seconded to the PSA SECH terminal.

**DISTRIBUTION OF PSA SECH EMPLOYEES BY ORIGIN**



PSA SECH employed a total of 228 employees in 2021, almost entirely from the province of Genoa (93.86%), as depicted in the graph below. The item 'other provinces' (6.14%) includes the provinces of Alessandria, Cuneo, La Spezia and Savona. The first line managers of both companies come almost entirely from the region, with the sole exception of one PSA Genova Pra' manager, of Brazilian nationality, who works in Switzerland also on behalf of PSA Genova Pra'.

**DISTRIBUTION OF PSA VENICE-VENICE EMPLOYEES BY ORIGIN**



PSA Venice-Vecon employs a total of 83 employees, almost all of whom come from the province of Venice (89.41 %), as depicted in the graph below. The item 'other provinces' (10.59%) includes the provinces of Padua and Treviso.



For terminals, the assumption of positions of responsibility represents the natural outcome of an internal career path, thanks to which the employee develops a strong sense of identity and belonging within the company. Great importance is placed on this aspect, defining individual career paths and ad hoc targeted development plans that enable people to progress to roles with increasing responsibility. In addition to their own employees, PSA Genova Pra' and PSA SECH resort to the work of the dockers of Compagnia Unica fra i Lavoratori delle Merci Varie (CULMV) services, while PSA Venice-Vecon makes use of services provided by Compagnia

Lavoratori Portuali di Venezia, the only entities authorised to provide labour as they are authorised under Article 17 of Law 84/94.

With regard to procurement, in 2021, expenditure on services and consumables amounted to €80.3 million for PSA Genova Pra', €16 million for PSA SECH and € 6 million for PSA Venice-Vecon. Analysis by geographical area of origin shows a clear prevalence of suppliers located in Italy (over 95% of the total purchases made).

Below is a breakdown of the percentage share of expenditure out of the total purchases made in the three-year period 2019-2021 for the three companies.



### BREAKDOWN OF PSA GENOVA PRA' PROCUREMENT EXPENSES

	2019	%	2020	%	2021	%
GENOVA	60,158,853	71.71%	44,736,562	61%	50,492,349	63%
Rest of the Province	837,294	1.00%	828,383	1%	535,960	1%
Rest of the Region	1,002,997	1.20%	696,880	1%	853,976	1%
Rest of Italy	6,523,415	7.78%	22,536,335	31%	21,967,317	27%
EEC	3,513,862	4.19%	4,546,635	6%	1,879,436	2%
Extra EEC	11,852,227	14.13%	416,957	1%	4,664,637	6%
<b>TOTAL</b>	<b>83,888,647</b>	<b>100%</b>	<b>73,761,752</b>	<b>100%</b>	<b>80,393,678</b>	<b>100%</b>

### BREAKDOWN OF PSA SECH PROCUREMENT EXPENSES

	2019	%	2020	%	2021	%
GENOVA	10,933,890	65.43%	10,454,137	71%	10,927,675	68%
Rest of the Province	185,846	1.11%	140,973	1%	60,159	0%
Rest of the Region	170,113	1.02%	119,510	1%	72,518	0%
Rest of Italy	5,158,609	30.87%	3,490,100	24%	4,013,797	25%
EEC	72,293	0.43%	268,074	2%	404,301	3%
Extra EEC	191,261	1.14%	156,345	1%	578,091	4%
<b>TOTAL</b>	<b>16,712,012</b>	<b>100%</b>	<b>14,629,139</b>	<b>100%</b>	<b>16,056,542</b>	<b>100%</b>

### BREAKDOWN OF PSA VENICE-VECON PROCUREMENT EXPENSES

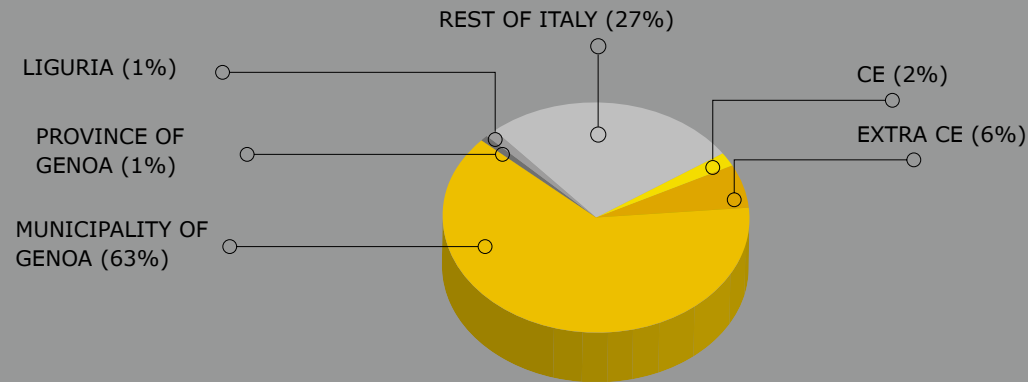
	2019	%	2020	%	2021	%
VENICE	6,356,887	78.63%	4,948,460	77.07%	3,938,245	64%
Rest of the Province	195,377	2.42%	184,107	2.87%	110,967	2%
Rest of the Region	413,486	5.11%	325,041	5.06%	287,770	5%
Rest of Italy	1,090,766	13.49%	874,138	13.61%	1,574,698	26%
EEC	14,527	0.18%	78,921	1.23%	73,844	1%
Extra EEC	13,510	0.17%	10,297	0.16%	105,459	2%
<b>TOTAL</b>	<b>8,084,553</b>	<b>100%</b>	<b>6,420,964</b>	<b>100%</b>	<b>6,090,982</b>	<b>100%</b>



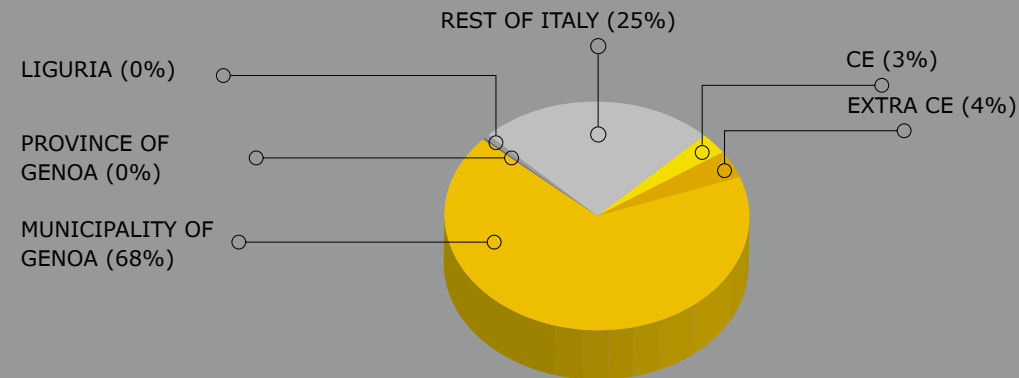
Testifying to the two organisations' strong roots in the territory, the graph highlights how purchases from suppliers located in the province of Genoa respectively represent 63% and 68% of the supplies made in Italy for PSA Genova Pra' and PSA SECH, with a value of

€51,028,310 and €10,987,934. The same applies to PSA Venice-Vecon, which, in 2021, purchased goods and services from suppliers located in the province of Venice for a total of €4,049,212.

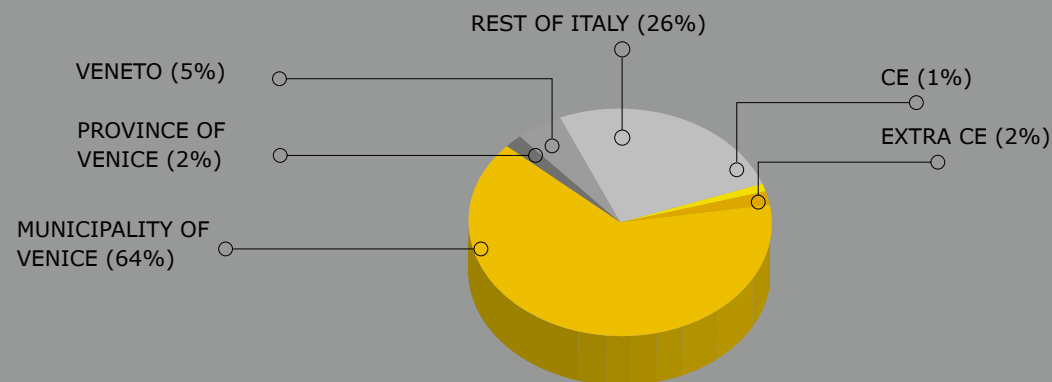
**VALUE OF SUPPLIES BY GEOGRAPHICAL AREA FOR PSA GENOVA PRA'**



**VALUE OF SUPPLIES BY GEOGRAPHICAL AREA FOR PSA SECH**



**VALUE OF SUPPLIES BY GEOGRAPHICAL AREA FOR PSA VENICE-VECON**



The new corporate structure of the two Genoese terminals has also brought with it synergies in the choice of qualified suppliers; the total expenses generated by common supplies amounted to 32% in the reference year and the target is to reach 40% in 2022. The strong ties of the three companies

forming part of PSA Italy with the territory and their closeness to citizens are also reflected in their choices to support non-profit organisations operating in the local areas. The following tables detail the amounts invested over the three-year period by the three organisations.

**PSA GP SPONSORSHIPS AND DONATIONS**

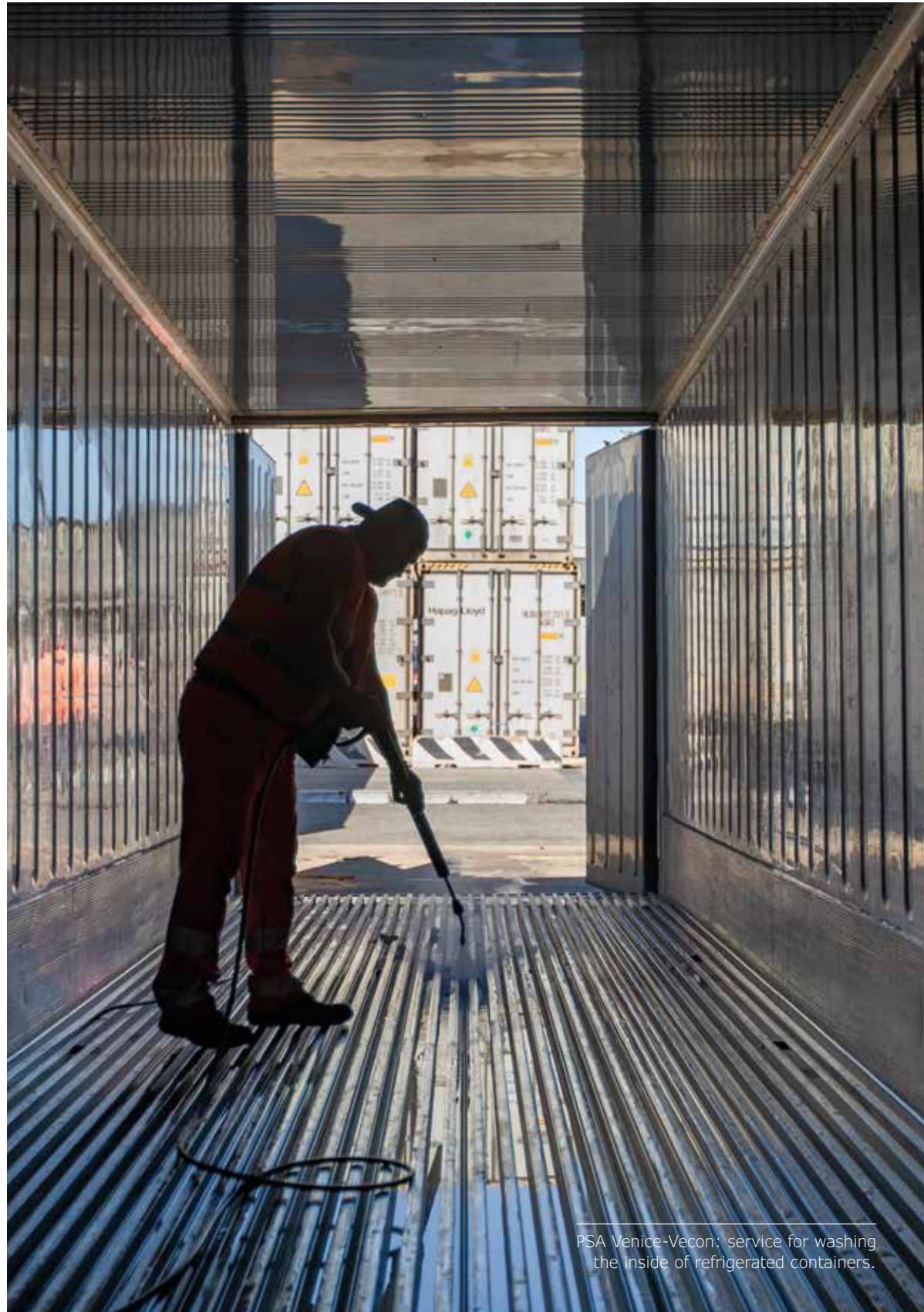
€	2019	2020	2021
TOTAL	404,111	89,392	219,936

**PSA SECH SPONSORSHIPS AND DONATIONS**

€	2019	2020	2021
TOTAL	48,389	46,232	10,000

Below is a list of the main PSA Genova Pra' and PSA SECH sponsorships and donations in 2021:

- Donation to 'Il Porto Dei Piccoli Onlus': a non-profit organisation for hospitalised and non-hospitalised sick children, which organises home/hospital educational and sea-related activities. (<http://www.ilportodeipiccoli.org/>);
- 'Associazione Tutti Per Atta' Sponsorship: a non-profit association for young people and parents with terminally ill children. The employees of PSA Genova Pra' and PSA SECH purchased clothing, paying for part of it, while the remainder was paid by the companies, in order to support the association. This was also made possible by a team of employees actively participating in one of the charity trails organised by the same association, all within the framework of the 'Moving for Charity' Challenge organised during Charity Week;
- 'Music Art Association' sponsorship: donations to an association dedicated to creating of public music events to be held in the historic 'Villa de Mari' in Pra';
- Partnership with 'Stelle Nello Sport': this sponsorship aims to promote the practice of sport as a healthy way of networking among the region's younger population. In September, our senior marketing manager awarded three



PSA Venice-Vecon: service for washing the inside of refrigerated containers.

Ligurian sports talents as the three winners of the PSA Trophy, sharing the company's values of spreading the culture of sport among young people and enhancing the territory;

- "Amici Della Lanterna" sponsorship: PSA Genova Pra' and PSA SECH donated to the conservation of the Lanterna di Genova, a historical monument dating back to the early Middle Ages, making it the oldest and tallest lighthouse in Europe, part of the UNESCO World Heritage. The lighthouse is located right in the middle of the commercial port, surrounded by container terminals and other commercial facilities; therefore, it is important to preserve it, keep its memory alive and highlight the importance of our history and roots;
- Sponsorships to various local sports teams: these were made to emphasise PSA's involvement with and awareness of youth culture, where sport is seen as an opportunity to grow and spread a healthy culture among young people;
- Contribution to 'Music For Peace': a non-profit organisation dedicated to sending humanitarian aid to disadvantaged areas of the world (Afghanistan, Syria, Palestine, etc.). They do this through using music as a way of bringing people together and breaking down barriers;
- Christmas donation 2021: PSA Genova Pra' and PSA SECH's Christmas donation was given to the local branch of the 'Associazione Nazionale Genitori perSone con Autismo' (ANGSA). The companies donated a fixed amount for each of their employees and workers, usually intended to buy Christmas presents for them, so as to materially help those in need and also, from a sustainability standpoint, to limit the unnecessary waste of food and other materials, which usually occurs during the festive period. Employees received a commemorative Christmas card, printed on eco-friendly paper, to remind all members of the PSA family of their big hearts.

**PSA VENICE-VECON SPONSORSHIPS AND DONATIONS**

€	2019	2020	2021
TOTAL	8,366	6,705	7,035

For PSA Venice-Vecon , the 2021 CSR initiatives are listed below:

- Sponsorship of local basketball sports club: Reyer Citycamp-youth;
- Participation in the PSA Group's 'Moving for Charity' initiative with a donation to the designated 'Casa del Fanciullo' Association;
- Donation of groceries and food collection for aid to families in need following the COVID-19 pandemic;
- Donation to Telethon.



# 04.

## ENVIRONMENTAL SUSTAINABILITY



## THE RIO DECLARATION ON ENVIRONMENT AND DEVELOPMENT

**“In order to protect the environment, the precautionary approach must be widely applied by states based on their respective capabilities. Where there are threats of serious or irreversible damage, lack of full scientific certainty should not be used as a reason for postponing cost-effective measures to prevent environmental degradation”.**

United Nations - Principle 15 of “The Rio Declaration on Environment and Development”.

None of the terminals are subject to the constraints of 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 which they can influence. During 2021, the three terminals reported no significant penalties, including non-monetary penalties, for non-compliance with environmental laws and/or regulations.

## PROTECTING THE MARINE ENVIRONMENT FOR PSA ITALY

As a global terminal operator and major partner of many port authorities, PSA is committed to actively encouraging nature conservation, pollutant reduction and proper waste management wherever it operates. Within PSA Italy, in particular, the PSA Venice-Vecon terminal has the unique distinction of being located within one of the largest (550 square kilometres) and most important lagoon ecosystems in Europe and the entire Mediterranean basin. The Venice Lagoon has been declared a UNESCO World Heritage Site. It is a natural wetland area with an immense biological, faunal and floristic biodiversity, with some animal and plant species that are rare or threatened with extinction. The conservation of nature, in the particular context of the Venetian lagoon, is therefore a priority in the human and operational activities of the PSA Venice-Vecon terminal, as the latter cannot disregard its commitment to protecting the dynamic balance of the lagoon ecosystem. The extraordinary value of this area deserves to be emphasised and protected\*. The Venice Lagoon and the waters falling within its drainage basin are therefore identified as sensitive areas subject to specific protection; the area was identified with the 'Plan for the prevention of pollution and the reclamation of the waters of the drainage basin immediately spilling into the Venice Lagoon - Director Plan 2000', the delimitation of which was approved by Regional Council Resolution No. 23 of 7 May 2003. In the context defined above, the activity carried out by PSA Venice-Vecon does not interfere with the marine environment, except by means of the second rainwater regulated by the authorisation Concession 50/SAMA rep. 900115, recently turned around by the Venice Port Authority. Storm water run-off from yards, on which vehicles run, can carry pollutants (essentially hydrocarbons and surfactants). The paved areas are equipped with a collection system for run-off water, so the possibility of contamination is deemed to be very unlikely.

\* Source <https://www.comune.venezia.it/it/content/tutele-e-vincoli-protezione-laguna-venezia>



## 4.1 DIRECT ENVIRONMENTAL IMPACT

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 arising from the ship/rail/truck unloading and loading cycles and from the upstream and downstream ancillary ones.

Alongside these are the indirect environmental impacts, which are linked to the activities of internal and external suppliers and customers and over which terminals have indirect power of intervention of varying intensity.

In light of the above, we can consider the following significant direct environmental aspects related to the activities of the three terminals, while taking into account their individual characteristics:

- Resource consumption, understood as fuel and electricity consumption. The consumption of terminal equipment is attributable 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 undifferentiated waste) derive from activities assimilated to households, such as office and food consumption activities, and as such the waste is delivered to the public collection service. Special waste is delivered to authorised transporters and disposers by contract. As part of its activities, each terminal maintains a temporary waste deposit, managed in accordance with Article 183 of Legislative Decree No. 152/2006 as amended;
- emissions into the atmosphere, broken down into:
  1. channelled emissions;
  2. diffuse emissions.
- external visual effect and light impact, relevant for PSA Genova Pra' in abnormal and emergency conditions and for PSA SECH, only in emergency conditions;
- water discharges, which is significant for terminals under emergency conditions;
- Impact on traffic, relevant for PSA Genova Pra' and PSA SECH, in exceptional and emergency cases;
- Soil, subsoil, sea discharges, relevant for PSA SECH under emergency conditions.



PSA Genova Pra': an electric rubber-tyred gantry.

## THE VISUAL EFFECT AND LIGHTING IMPACT FOR TERMINALS

The **visual effect** and the **light impact** are important for **PSA Genova Pra'**, as the terminal is highly visible from the adjacent districts, both because of the size of the area and because of the type of vehicles and ships that can dock 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.

Above all, the terminal is highly visible at night, when 24-hour operational needs require an adequate level of brightness, which is guaranteed both by light towers located on the aprons and by lighting systems installed directly on board the installations and operating vehicles. Moreover, the visual impact of the terminal is strongly accentuated in conditions of abnormal operations, which see a strong increase in the incidence of traffic at a local level. Similarly, the normal visual arrangement vis-à-vis the local environment could be compromised in the event of particular emergency conditions, which could involve the sea surface or the yard in the event of the involvement of dangerous goods. Strict operational and emergency management procedures are in place to avoid this possibility.

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

- the presence of the buffer strip along the calm channel and the calm channel itself, which physically separate the terminal from the city district;
- the terminal's proximity to the motorway, the railway and other port and airport facilities, which consequently present a considerable visual impact on their own and dilute the light impact of the PSA Genova Pra' terminal.

The visual impact of the **PSA SECH** and **PSA Venice-Vecon** terminals on the urban environment is not significant as the areas fall within operational areas; the site, in fact, falls within class VI 'exclusively industrial areas'. For PSA SECH, the impact relates to the highest installations (quay cranes), visible from the city environment adjacent to the port. For PSA Venice-Vecon, the light impact on the surrounding area, although not significant, relates to the potential production of light during the night from the light towers, which remain lit only during working hours, and from the orions of the towers themselves, which are constantly active during the night.

Other aspects, again associated with terminal activity, but not significant due to their low impact on the environment, are as follows:

- noise emissions;
- withdrawal of water resources;
- electromagnetic emissions;
- odorous emissions.

## WATER: WATER WITHDRAWAL, CONSUMPTION AND DISCHARGE FOR TERMINALS

Terminals strive to reduce their water footprint. The use and discharge of water comply with the requirements and guidelines of the local regulatory authorities. Initiatives to reduce water consumption include the installation of water-efficient plumbing and sanitary facilities, monitoring processes and employee awareness sessions on water conservation.

The terminals do not produce water; as far as water consumption within the terminals is concerned, it should be considered that the resource is mainly drawn from third-party or municipal suppliers. The water withdrawn does not come from water-stressed areas, does not draw from surface water, groundwater or sea water, and is classified as fresh water. Water is mainly used for operational activities, such as maintenance and repairs, and for civil use in buildings, such as offices and canteens.



## 4.1.1 RESOURCE CONSUMPTION

The consumption of resources in the terminals is strongly proportionate to the operational activity, although a physiological consumption base is maintained even during periods of lower production, related for example to the lighting of the aprons and the yard storage of reefer containers.

The main resources exploited in both terminals are:

- electricity;
- fuel;
- water.

The consumption of materials, such as office paper and beverages, often bottled, is also highlighted, requiring action to reduce environmental impacts.

### 4.1.1.1 ENERGY RESOURCES

In terms of energy consumption, the operations carried out by the terminals have different requirements, which can be attributed to the following energy sources: electricity, natural gas, diesel, petrol. The main sources of consumption are the facilities, vehicles and equipment used to support administrative and operational activities.

As far as **PSA Genova Pra'** is concerned, the company's energy users are grouped into the three functional areas of reference:

- core activities: the activities and related energy utilities exclusive to the production process (loading and unloading from ships, loading and unloading from trucks, loading and unloading from trains, container handling, reefer fleet);
- auxiliary services: activities and related energy utilities that are not strictly process-related, but necessary and supportive to the process itself (internal circulation, EDC conditioning, generator sets, air compression);
- general services: activities and related energy utilities of a general nature, i.e. not directly connected to production or supporting it (lighting, summer-winter air conditioning, power consumption, canteen and voltage transformers).

Starting from the year 2015, **PSA Genova Pra'** started a global terminal renewal project, with the purchase of new gooseneck quay cranes, the

replacement of yard equipment with the installation of electric cranes (Electric Rubber Tyred Gantries), the replacement of two rail crane installations, the expansion of the rail fleet, and finally the replacement of the self-propelled vehicles (reachstacker) with more efficient TIER4FINAL engines; the renewal of the fleet involved a reorganisation of the ship cycle, also related to the reduction of diesel consumption.

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

FLEET PSA GP	DIESEL FUELLING	POWER SUPPLY	SUPPLY PETROL
<b>2021</b>	10 yard RTGs 31 reach stackers (rental) 92 port tractors 11 forklift + front loaders (for empty containers) 16 forklifts 2 elevating platforms (AWPs) 2 vans 2 box trucks 1 tanker truck 2 sweepers 5 operating cars (rental) 3 owned cars (civil engineering)	21 E-RTG (yard crane) 12 quay cranes 4 RMGs (railway crane) 14 forklifts 3 pallet trucks 2 elevating platforms (AWP) 1 operating car (rental)	27 operational vehicles (rental)
<b>2020</b>	10 yard RTGs 34 reach stackers (rental) 97 port tractors 12 forklifts + front loaders (for empty containers) 16 forklifts 3 elevating platforms (AWP) 7 operating cars (rental)	21 E-RTG (yard crane) 12 quay cranes 4 RMGs (railway crane) 17 forklifts 2 elevating platforms (AWP) 2 operating cars (rental)	26 operational vehicles
<b>2019</b>	10 yard RTGs 41 reach stackers (rental) 97 port tractors 12 forklifts + front loaders (for empty containers) 16 forklifts 3 elevating platforms (AWP) 6 operating cars (rental)	21 E-RTG (yard crane) 12 quay cranes 3 RMGs (railway crane) 14 forklifts 2 elevating platforms (AWP) 2 operating cars (rental)	26 operational vehicles

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

- quay crane (QC) - for loading and unloading containers from ships;
- yard crane (E-RTG) - for loading and unloading containers from trucks;
- railway crane (RMG) - for loading and unloading containers and goods from trains;
- connection of refrigerated containers (reefer);
- lighting (street, light towers);
- buildings.

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

FLEET PSA SECH	DIESEL FUELLING	POWER SUPPLY	SUPPLY PETROL
<b>2021</b>	6 RTGs 23 port tractors (for which there are 28 semi-trailers) 15 self-propelled vehicles, 2 of which are leased 9 forklifts 1 PLE 3 company-owned vehicles 16 cars in leasing	5 quay cranes 6 RMGs 4 forklifts 1 PLE	1 leased car
<b>2020</b>	6 RTGs 23 port tractors (for which there are 28 semi-trailers) 15 self-propelled vehicles, 2 of which are leased 9 forklifts 1 PLE 3 company-owned vehicles 17 leased cars	5 quay cranes 6 RMGs 4 forklifts 1 PLE	1 leased car
<b>2019</b>	6 RTGs 23 port tractors (for which there are 28 semi-trailers) of which 12 are leased 19 self-propelled vehicles, 2 of which are leased 8 forklifts 2 PLEs 4 company-owned vehicles 16 cars in leasing	5 quay cranes 6 RMGs 4 forklifts 1 PLE	/

In PSA SECH, energy consumption is due to:

- use of quay cranes/RMGs/RTGs;
- use of rolling stock (forklifts, tractor-trailers, self-propelled vehicles);
- connection of temperature-controlled containers (reefer);
- yard lighting;
- office activities;
- auxiliary activities.

PSA SECH has also undertaken a number of initiatives to renew its vehicle fleet in recent years, starting with the scrapping of two old RTGs, which took place in the first quarter of 2019, implementing energy-saving policies and other actions aimed at reducing impacts in the replacement of vehicles, which are better detailed in section 4.3 Reducing Impacts.

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

FLEET PSA VENICE	DIESEL FUELLING	POWER SUPPLY	SUPPLY PETROL
<b>2021</b>	2 yard RTGs 11 reach stackers 17 port tractors 9 forklifts (1 rental) 2 front loaders 1 elevating platform (AWP) 2 operational vehicles	4 quay cranes 1 E-RTG (yard crane)	11 operational vehicles (2 rentals)
<b>2020</b>	2 yard RTGs 11 reach stackers 17 port tractors 9 forklifts (1 rental) 2 front loaders 1 elevating platform (AWP) 2 operational vehicles	4 quay cranes 1 E-RTG (yard crane)	11 operational vehicles (2 rentals)
<b>2019</b>	2 yard RTGs 11 reach stackers 17 port tractors 9 forklifts (1 for hire) 2 front loaders 1 elevating platform (AWP) 2 operational vehicles	4 quay cranes 1 E-RTG (yard crane)	11 operational vehicles (2 rentals)



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

- quay cranes (QC) - for loading and unloading containers from ships;
- yard crane (E-RTG) - for loading and unloading containers from trucks;
- connection of refrigerated containers (reefer);
- lighting (street, light towers);
- office building.

Over the past few years, PSA Venice-Vecon has begun a renovation project to replace existing equipment with more state-of-the-art and sustainable equipment, detailed in more detail in section 4.3 Impact Reduction.

At **PSA Genova Pra'**, the data for the three-year period provide evidence of, and are in line with, the replacement of the diesel RTG crane systems with modern E-RTG electrical systems, discussed above. The drop in non-operational diesel consumption is strongly related to the electrification of a new storage area for reefer containers and the decommissioning of the diesel generators initially used for this purpose, which were, however, too costly in terms of consumption.

#### ENERGY CONSUMPTION WITHIN PSA GENOVA PRA'

(expressed in kWh, litres, m<sup>3</sup>)

	SOURCES OF ENERGY CONSUMPTION	U.M.	2019	2020	2021
PSA GP	<b>A) TOTAL ELECTRICITY CONSUMPTION</b>	kWh	<b>25,561,450</b>	<b>23,292,320</b>	<b>25,784,483</b>
	<b>B) TOTAL DIESEL CONSUMPTION</b>	[litres]	<b>4,720,773</b>	<b>3,600,933</b>	<b>3,763,484</b>
	Non-operational diesel	[litres]	200,478	40,775	37,797
	Operational diesel	[litres]	4,520,295	3,560,158	3,763,484
	<b>C) METHANE BOILER</b>	[m <sup>3</sup> ]	<b>266,710</b>	<b>274,813</b>	<b>302,111</b>
	<b>D) PETROL</b>	[litres]	<b>51,385</b>	<b>44,372</b>	<b>46,954</b>

#### ENERGY CONSUMPTION WITHIN PSA GENOVA PRA'

(Expressed in G joule = 10<sup>9</sup> joule)

	SOURCE OF ENERGY CONSUMPTION	U.M.	2019	2020	2021
PSA GP	<b>A) TOTAL ELECTRICITY CONSUMPTION</b>	GJ	<b>92,021</b>	<b>83,852</b>	<b>92,824</b>
	<b>B) TOTAL DIESEL CONSUMPTION</b>	GJ	<b>168,338</b>	<b>128,406</b>	<b>135,550</b>
	Non-operational diesel	GJ	7,149	1,454	1,348
	Operational diesel	GJ	161,189	126,952	134,202
	<b>C) METHANE BOILER</b>	GJ	<b>9,416</b>	<b>9,702</b>	<b>10,665</b>
	<b>D) PETROL</b>	GJ	<b>549</b>	<b>474</b>	<b>501</b>
	<b>TOTAL ENERGY (A+B+C+D)</b>	<b>GJ</b>	<b>270,324</b>	<b>222,433</b>	<b>239,541</b>

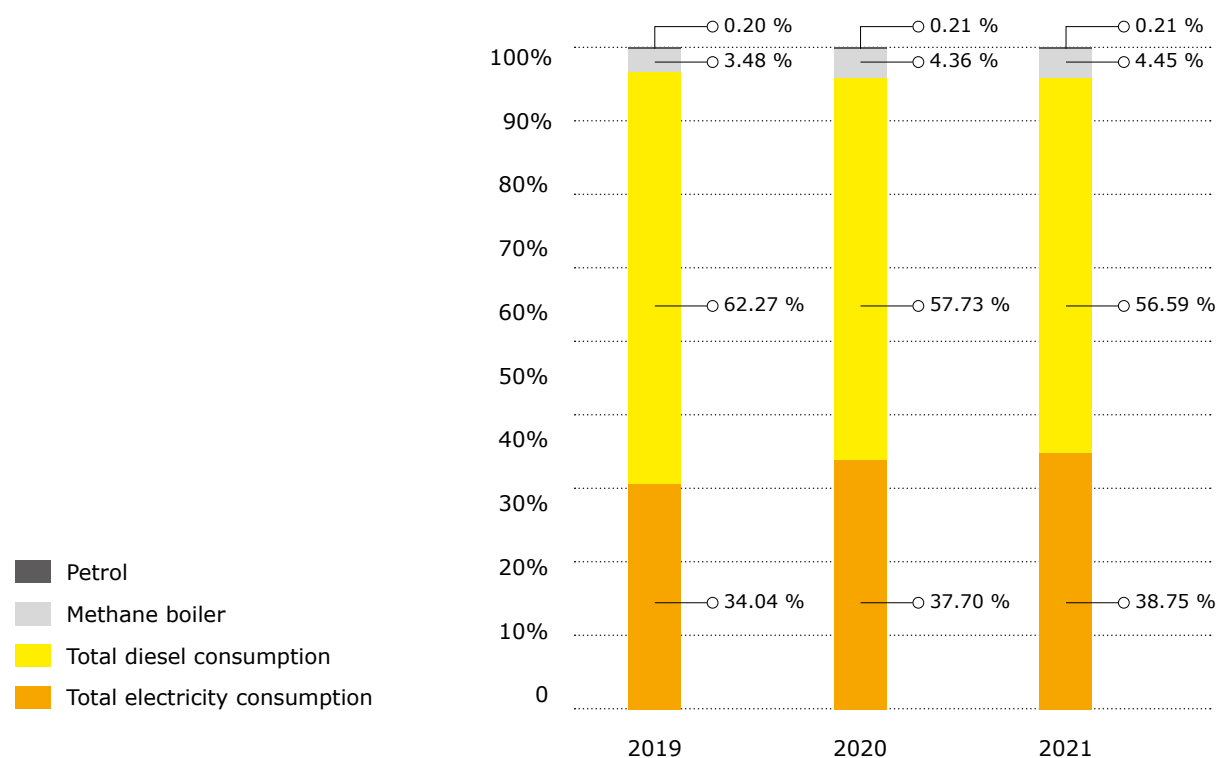
In the year 2021, consumption slightly increased compared to the previous year, although it did not exceed that of 2019. Contributing most to this slight increase is the higher power consumption due to the increased use of E-RTGs and the recalibration of measuring instruments on these vehicles. The data confirm a redistribution of energy carriers, although diesel consumption still predominates. The variability of electricity consumption is mainly influenced by cargo handling (with the largest

contribution from quay cranes) and reefer containers. Also for the year 2021, the largest energy contribution for PSA Genova Pra' is represented by diesel consumption (about 56% of total needs), although this is progressively decreasing in favour of an increase in electricity consumption (about 39%) following the decommissioning of diesel wheeled cranes replaced by electric E-RTGs. This is followed by the energy contribution of methane, which remains more or less constant (4%), used only for winter air conditioning and canteen uses.



PSA Venice-Vecon: il portale radiometrico situato in prossimità della banchina.

### BREAKDOWN OF ENERGY CONSUMPTION IN THE THREE-YEAR PERIOD 2019-2021 FOR PSA GENOVA PRA'



PSA Venice-Vecon: the radiometric portal situated at the quayside.

### CHANGE IN ENERGY CONSUMPTION WITHIN PSA GENOVA PRA'

(Expressed in G joules = 10<sup>9</sup> joules)

	SOURCE OF ENERGY CONSUMPTION	U.M.	2020	2021	Δ 2021/2020
PSA GP	A) TOTAL ELECTRICITY CONSUMPTION	GJ	83,852	92,824	8,972
	B) TOTAL DIESEL CONSUMPTION	GJ	128,406	135,550	7,144
	Non-operational diesel	GJ	1,454	1,348	-106
	Operational diesel	GJ	126,952	134,202	7,250
	C) METHANE BOILER	GJ	9,702	10,665	964
	D) PETROL	GJ	474	501	28
	TOTAL ENERGY (A+B+C+D)	GJ	222,433	239,541	17,107

### CHANGE IN ENERGY CONSUMPTION WITHIN PSA GENOVA PRA'

(Expressed in kWh, litres and m<sup>3</sup>)

	SOURCE OF ENERGY CONSUMPTION	U.M.	2020	2021	Δ 2021/2020
PSA GP	A) TOTAL ELECTRICITY CONSUMPTION	kWh	23,292,320	25,784,483	2,492,163
	B) TOTAL DIESEL CONSUMPTION	[litres]	3,600,933	3,763,484	162,551
	Non-operational diesel	[litres]	40,775	37,797	-2,978
	Operational diesel	[litres]	3,560,158	3,763,484	203,326
	C) METHANE BOILER	[m <sup>3</sup> ]	274,813	302,111	27,298
	D) PETROL	[litres]	44,372	46,954	2,582



At PSA SECH, as can be seen in the tables below, all energy carriers appear to be recovering with the exception of methane, mainly due to the gradual relaxation of national lockdown measures taken to contain the spread of COVID-19 and the consequent increased operation. For the second year, the petrol consumption of the new reefer vehicle, which was added to the fleet as of March 2020, is entered into the system.

**ENERGY CONSUMPTION WITHIN PSA SECH**

(Expressed in kWh, litres and m<sup>3</sup>)

	SOURCE OF ENERGY CONSUMPTION	U.M.	2019	2020	2021
PSA SECH	<b>A) TOTAL ELECTRICITY CONSUMPTION</b>	kWh	<b>6,096,660</b>	<b>5,423,875</b>	<b>5,499,656</b>
	<b>B) TOTAL DIESEL CONSUMPTION</b>	[litres]	<b>856,850</b>	<b>671,700</b>	<b>697,620</b>
	Non-operational diesel	[litres]	103,660	65,801	63,345
	Operational diesel	[litres]	753,190	605,899	634,275
	<b>C) METHANE BOILER</b>	[m <sup>3</sup> ]	<b>43,149</b>	<b>25,336</b>	<b>24,236</b>
	<b>D) PETROL</b>	[litres]	<b>0</b>	<b>964</b>	<b>1,399</b>

**ENERGY CONSUMPTION WITHIN PSA SECH**

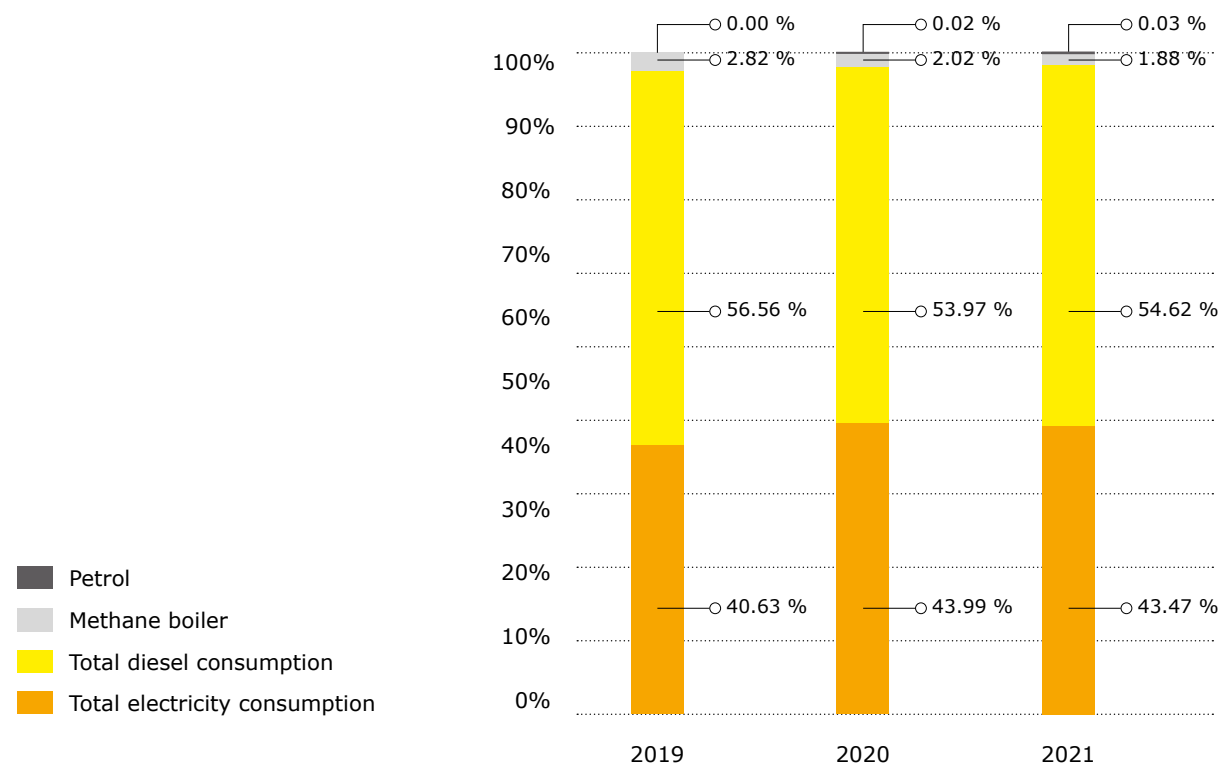
(Expressed in Gjoule<sup>16\*</sup> = 10<sup>9</sup> joule)

\* 1kWh = 3.6 GJ, 1l diesel = 35.65 GJ. Source of conversion factors used: 'National Energy Balance 2007'.

	SOURCE OF ENERGY CONSUMPTION	U.M.	2019	2020	2021
PSA SECH	<b>A) TOTAL ELECTRICITY CONSUMPTION</b>	GJ	<b>21,948</b>	<b>19,526</b>	<b>19,799</b>
	<b>B) TOTAL DIESEL CONSUMPTION</b>	GJ	<b>30,554</b>	<b>23,952</b>	<b>24,876</b>
	Non-operational diesel	GJ	3,696	2,346	2,259
	Operational diesel	GJ	26,858	21,606	22,618
	<b>C) METHANE BOILER</b>	GJ	<b>1,523</b>	<b>894</b>	<b>856</b>
	<b>D) PETROL</b>	GJ	<b>0</b>	<b>10</b>	<b>15</b>
	<b>TOTAL ENERGY (A+B+C+D)</b>	<b>GJ</b>	<b>54,026</b>	<b>44,383</b>	<b>45,546</b>



**BREAKDOWN OF ENERGY CONSUMPTION IN THE THREE-YEAR PERIOD 2019-2021 BY PSA SECH**



### VARIATION IN ENERGY CONSUMPTION WITHIN PSA SECH

(Expressed in G joules = 10<sup>9</sup> joules)

	SOURCE OF ENERGY CONSUMPTION	U.M.	2020	2021	Δ 2021/2020
PSA SECH	<b>A) TOTAL ELECTRICITY CONSUMPTION</b>	GJ	<b>19,526</b>	<b>19,799</b>	<b>273</b>
	<b>B) TOTAL DIESEL CONSUMPTION</b>	GJ	<b>23,952</b>	<b>24,876</b>	<b>924</b>
	Non-operational diesel	GJ	2,346	2,259	-88
	Operational diesel	GJ	21,606	22,618	1,012
	<b>C) METHANE BOILER</b>	GJ	<b>894</b>	<b>856</b>	<b>-39</b>
	<b>D) PETROL</b>	GJ	<b>10</b>	<b>15</b>	<b>5</b>
	<b>TOTAL ENERGY (A+B+C+D)</b>	GJ	<b>44,383</b>	<b>45,546</b>	<b>1,163</b>

### VARIATION IN ENERGY CONSUMPTION WITHIN PSA SECH

(Espresso in kWh, litri e m<sup>3</sup>)

	SOURCE OF ENERGY CONSUMPTION	U.M.	2020	2021	Δ 2021/2020
PSA SECH	<b>A) TOTAL ELECTRICITY CONSUMPTION</b>	kWh	<b>5,423,875</b>	<b>5,499,656</b>	<b>75,781</b>
	<b>B) TOTAL DIESEL CONSUMPTION</b>	[litres]	<b>671,700</b>	<b>697,620</b>	<b>25,920</b>
	Non-operational diesel	[litres]	65,801	63,345	-2,456
	Operational diesel	[litres]	605,899	634,275	28,376
	<b>C) METHANE BOILER</b>	[m <sup>3</sup> ]	<b>25,336</b>	<b>24,236</b>	<b>-1,100</b>
	<b>D) PETROL</b>	[litres]	<b>964</b>	<b>1,399</b>	<b>435</b>

**I**n 2021, PSA Venice-Vecon's total primary energy consumption consisted of 36.13% electricity consumption, 63.38% diesel consumption, with the remaining 0.5% being represented by the sum of LPG and service car fuel consumption.

In 2021, there is a decrease in both electricity and diesel consumption correlated with an equally sharp decrease in the number of TEUs handled in the same period. Normalising these consumptions on the basis of the number of TEU handled, a slight worsening of the overall performance (about 8%) is shown, mainly due to the strong decrease in handled volumes and consequently a higher incidence of fixed energy costs.

This is followed by the energy contribution of LPG, used only for domestic water use and locker room heating, and petrol for the cars used for internal travel.

### ENERGY CONSUMPTION WITHIN PSA VENICE-VECON

(Expressed in kWh, litres and m<sup>3</sup>)

	SOURCE OF ENERGY CONSUMPTION	U.M.	2019	2020	2021
PSA VENICE	<b>A) TOTAL ELECTRICITY CONSUMPTION</b>	kWh	<b>3,133,407</b>	<b>2,825,056</b>	<b>2,789,891</b>
	<b>B) TOTAL DIESEL CONSUMPTION</b>	[litres]	<b>705,212</b>	<b>552,785</b>	<b>494,092</b>
	Non-operational diesel	[litres]	21,172	13,227	13,365
	Operational diesel	[litres]	684,040	539,558	480,727
	<b>C) LPG BOILER</b>	[m <sup>3</sup> ]	<b>2,551</b>	<b>2,837</b>	<b>2,829</b>
	<b>D) PETROL</b>	[litres]	<b>3,344</b>	<b>2,986</b>	<b>3,585</b>



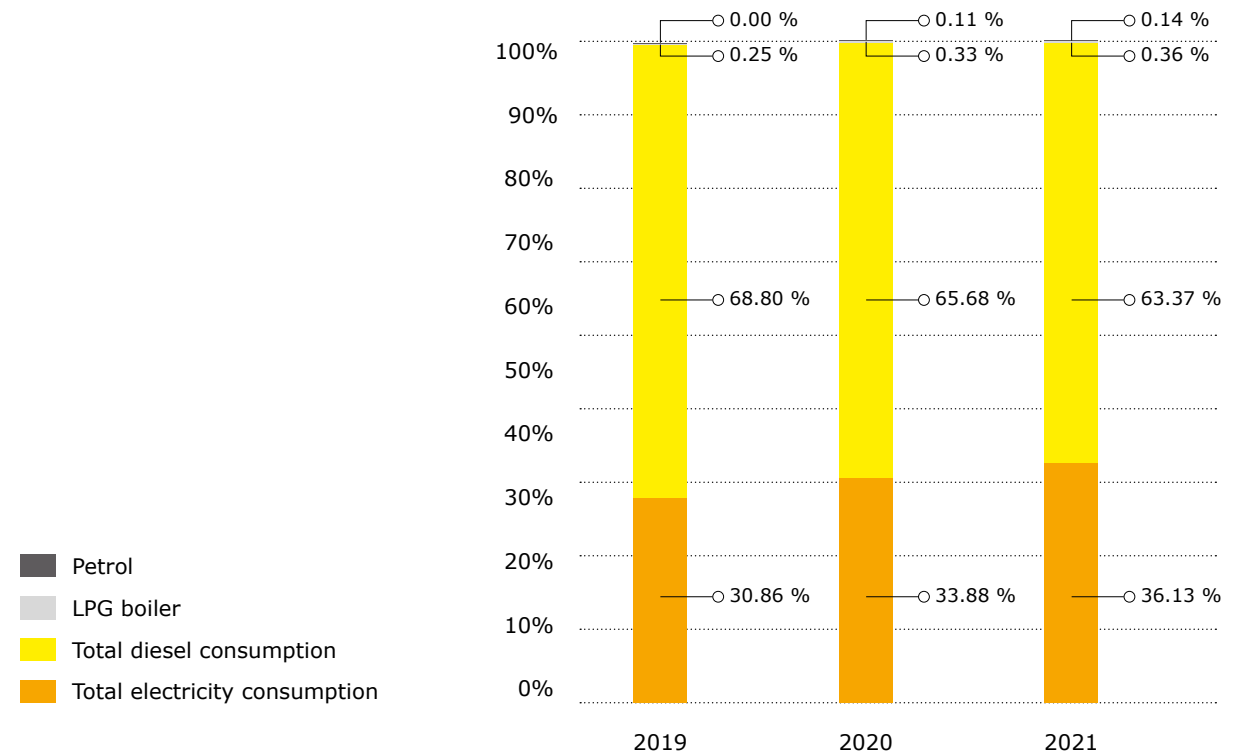
**ENERGY CONSUMPTION WITHIN PSA VENICE-VECON**  
(Expressed in Gjoules<sup>16\*</sup> = 10<sup>9</sup> joules)

\* 1kWh = 3.6 GJ, 1l diesel = 35.65 GJ. Source of conversion factors used: 'National Energy Balance 2007'.

	SOURCE OF ENERGY CONSUMPTION	U.M.	2019	2020	2021
PSA VENICE	<b>A) TOTAL ELECTRICITY CONSUMPTION</b>	<b>GJ</b>	<b>11,280</b>	<b>10,170</b>	<b>10,044</b>
	<b>B) TOTAL DIESEL CONSUMPTION</b>	<b>GJ</b>	<b>25,147</b>	<b>19,712</b>	<b>17,619</b>
	Non-operational diesel	GJ	755	472	477
	Operational diesel	GJ	24,392	19,240	17,142
	<b>C) LPG BOILER</b>	<b>GJ</b>	<b>90</b>	<b>100</b>	<b>100</b>
	<b>D) PETROL</b>	<b>GJ</b>	<b>36</b>	<b>32</b>	<b>38</b>
	<b>TOTAL ENERGY (A+B+C+D)</b>	<b>GJ</b>	<b>36,553</b>	<b>30,014</b>	<b>27,801</b>

The figures for internal energy consumption in PSA Venice-Vecon for the three-year period 2019 - 2021 are in line with the above. The reduction in operating diesel over the three-year period is certainly related to the reduction in the number of containers handled during the reference period.

**BREAKDOWN OF ENERGY CONSUMPTION IN THE THREE-YEAR PERIOD 2019-2021 FOR PSA VENICE-VECON**





### VARIATION IN ENERGY CONSUMPTION WITHIN PSA VENICE-VECON

(Expressed in G joules = 10<sup>9</sup> joules)

	SOURCE OF ENERGY CONSUMPTION	U.M.	2020	2021	Δ 2021/2020
PSA VENICE	A) TOTAL ELECTRICITY CONSUMPTION	GJ	10,170	10,044	-127
	B) TOTAL DIESEL CONSUMPTION	GJ	19,712	17,619	-2,093
	Non-operational diesel	GJ	472	477	5
	Operational diesel	GJ	19,240	17,142	-2,098
	C) LPG BOILER	GJ	100	100	0
	D) PETROL	GJ	32	38	6
	<b>TOTAL ENERGY (A+B+C+D)</b>	<b>GJ</b>	<b>30,014</b>	<b>27,801</b>	<b>-2,213</b>

### VARIATION IN ENERGY CONSUMPTION WITHIN PSA VENICE-VECON

(Expressed in kWh, litri e m<sup>3</sup>)

	SOURCE OF ENERGY CONSUMPTION	U.M.	2020	2021	Δ 2021/2020
PSA VENICE	A) TOTAL ELECTRICITY CONSUMPTION	kWh	2,825,056	2,789,891	-35,165
	B) TOTAL DIESEL CONSUMPTION	[litres]	552,785	494,092	-58,693
	Non-operational diesel	[litres]	13,227	13,365	138
	Operational diesel	[litres]	539,558	480,727	-58,831
	C) LPG BOILER	[m <sup>3</sup> ]	2,837	2,829	-8
	D) PETROL	[litres]	2,986	3,585	599

At PSA Genova Pra', the energy intensity indicator, calculated in relation to the number of box units moved in the three-year period, increased slightly compared to the year 2020 but remained in line with the values of the three-year period.

### PSA ITALY\* ENERGY INTENSITY

\* GRI requires reporting in Joules, PSAI requires data in kWh. Double reporting in GJ and kWh/Throughput TEU provided

	ENERGY INTENSITY	U.M.	2019	2020	2021
PSA GP	Total consumption (excluding central heating plant, Gjoule)	GJ	260,908	212,732	228,875
	Denominator (total units moved)	[unit]	1,547,672	1,329,962	1,386,888
	<b>ENERGY INTENSITY PER CONTAINER MOVED (GJ/UNIT)</b>	<b>GJ/unit</b>	<b>0.17</b>	<b>0.16</b>	<b>0.17</b>

	ENERGY INTENSITY	U.M.	2019	2020	2021
PSA GP	Total consumption (excluding central heating plant, kWh)	kWh	72,474,975	59,092,619	63,576,978
	Denominator (total units moved)	[unit]	1,547,672	1,329,962	1,386,888
	<b>ENERGY INTENSITY PER CONTAINER MOVED (KWH/UNIT)</b>	<b>kWh/unit</b>	<b>46.83</b>	<b>44.43</b>	<b>45.84</b>

At PSA SECH, the same intensity indicator is affected, similarly to last year, by the number of reefer containers in storage, which remains around 10,000 units throughout the three-year period (14,834 in 2019, 10,114 in 2020 and 10,270 in 2021), without having any impact on the terminal's operational energy performance. As can be seen, the relaxation of pandemic-related containment measures resulted in a slight increase in the number of boxes moved. This is clearly associated with an increase in consumption, the result of which is that the energy intensity remains more or less constant, taking into account that it is affected by all the terminal's consumption not strictly related to movements (apron lighting, reefer storage, building power supply, etc.). At PSA SECH, in fact, it is not possible to perform a more accurate analysis, as separate meters per user type are not yet available.

	ENERGY INTENSITY	U.M.	2019	2020	2021
PSA SECH	Total consumption (excluding central heating plant, Gjoule)	GJ	52,502	43,488	44,690
	Denominator (total units moved)	[unit]	190,952	164,529	171,326
	<b>ENERGY INTENSITY PER CONTAINER MOVED (GJ/UNIT)</b>	<b>GJ/unit</b>	<b>0.27</b>	<b>0.26</b>	<b>0.26</b>

	ENERGY INTENSITY	U.M.	2019	2020	2021
PSA SECH	Total consumption (excluding central heating plant, kWh)	kWh	14,584,107	12,080,201	12,414,025
	Denominator (total units moved)	[unit]	190,952	164,529	171,326
	<b>ENERGY INTENSITY PER CONTAINER MOVED (KWH/UNIT)</b>	<b>kWh/unit</b>	<b>76.38</b>	<b>73.42</b>	<b>72.46</b>

**A**t **PSA Venice-Vecon**, the energy intensity indicator, calculated in relation to box units moved, decreased between 2019 and 2020, and increased in 2021. Compared to the previous two-year period, the indicator certainly suffers from the number of reefer containers in stock. In fact, while the number of containers handled in 2021 was about 15% lower than in 2020, the number of reefer containers on the other hand increased by almost 10%, having a negative effect on the energy intensity, although having no bearing on the energy performance of the terminal.

	ENERGY INTENSITY	U.M.	2019	2020	2021
PSA VENICE	Total consumption (excluding central heating plant, Gjoule)	GJ	36,463	29,914	27,701
	Denominator (total units moved)	[unit]	189,211	155,189	132,197
	<b>ENERGY INTENSITY PER CONTAINER MOVED (GJ/UNIT)</b>	<b>GJ/unit</b>	<b>0.19</b>	<b>0.19</b>	<b>0.21</b>

	ENERGY INTENSITY	U.M.	2019	2020	2021
PSA VENICE	Total consumption (excluding central heating plant, kWh)	kWh	10,128,722	8,309,464	7,694,705
	Denominator (total units moved)	[unit]	189,211	155,189	132,197
	<b>ENERGY INTENSITY PER CONTAINER MOVED (KWH/UNIT)</b>	<b>kWh/unit</b>	<b>53.53</b>	<b>53.54</b>	<b>58.21</b>

## 4.1.2 WASTE GENERATION

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

Apart from the waste listed below, terminals do not handle or transport, import or export hazardous waste. Internal staff were informed of the correct handling of waste in dedicated containers, both through regular information updates and through training courses on the management system.









# PROCESS FLOW

## PRODUCTION AND WASTE MANAGEMENT

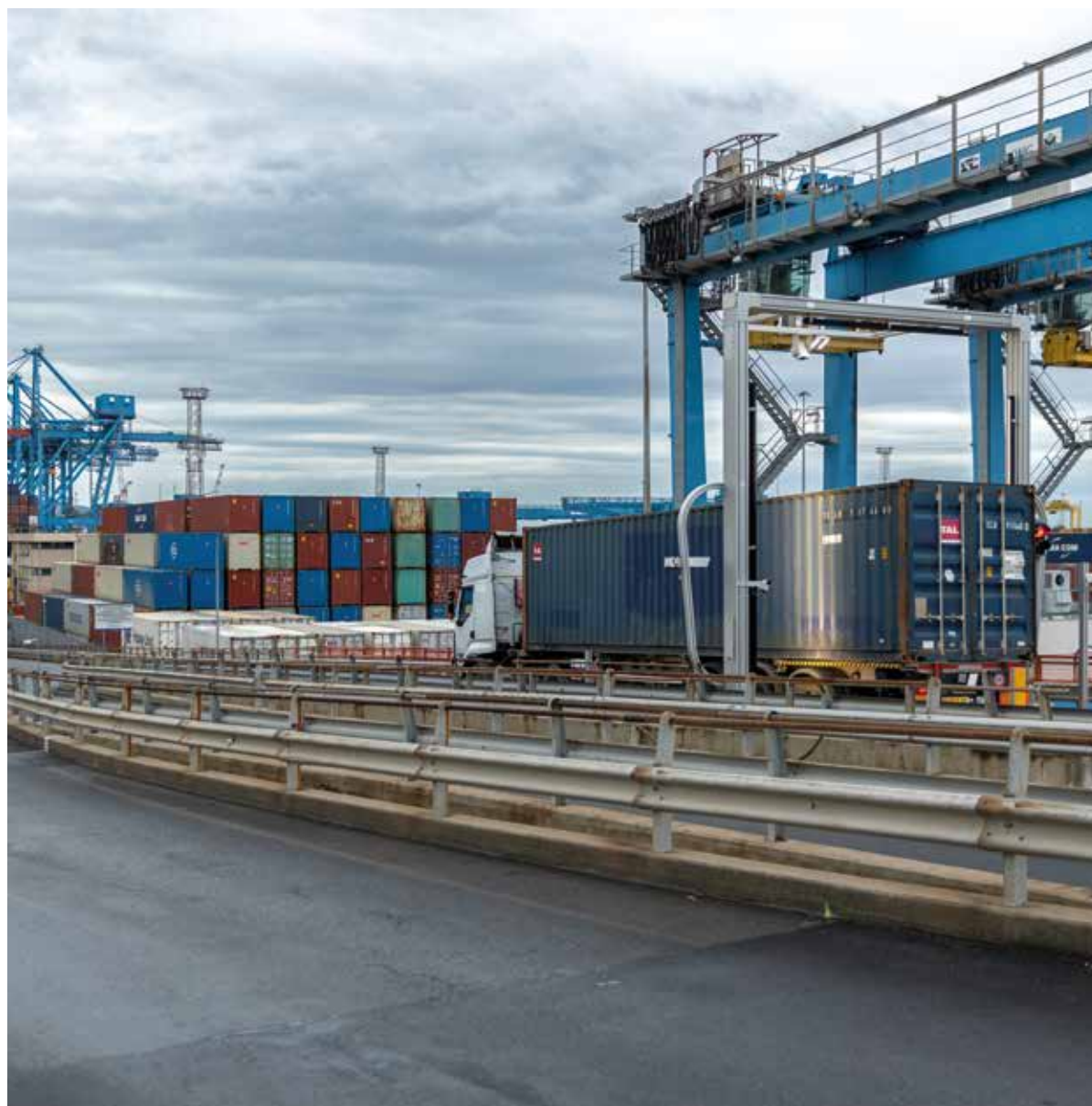


## 4.1.2 PSA GENOVA PRA' WASTE PRODUCTION

**W**aste generation at the terminal is mainly related to the maintenance activities carried out at the site, with the percentage of hazardous waste varying over the years.

Below is a detailed table of the classification of waste produced during the three-year period, complete with details of how it is processed.

PSA-SECH: the entrance gate has been automatized by the installation of an OCR portal that "reads" the data from lorries and containers entering the port.



### TOTAL WEIGHT OF PSA GENOVA PRA' WASTE BY TYPE

CER CODE*	DESCRIPTION	2019 (kg)	2020** (kg)	2021 (kg)	RECOVERY	DISPOSAL
02 03 04	Waste unusable for consumption or processing	0	0	0	R13	
04 02 22	Waste from processed textile fibres	0	0	0	R13	
08 01 11*	Waste paints and varnishes containing organic solvents or other hazardous substances	180	0	0	R13	
08 03 18	Waste printing toner, other than those mentioned in 080317	120	156	160	R13	
12 01 12*	Waste waxes and fats	0	0	0	R12	
12 01 15	Processing sludge	0	0	25	R13	
13 02 05*	Non-chlorinated mineral oil waste for engines, gears and lubrication.	45,932	49,509	41,090	R12	
13 08 02*	Other emulsions	33,500	1,040	9,680		D9
14 06 03*	Other solvents	0	0	0,12		D15
15 01 01	Paper and Cardboard Packaging	22,780	8,775	16,920	R13	
15 01 03	Wood Packaging	44,000	50,280	26,672	R13	
15 01 06	Mixed Material Packaging	6,200	3,120	0	R13	
15 01 10*	Packaging containing residues of or contaminated by hazardous substances	4,004	3,506	5,153	R13	
15 02 02*	Absorbents, filter materials, rags and protective clothing contaminated with hazardous substances	6,165	5,566,30	3,690	R13	
15 02 03	Absorbents, filter materials, wiping cloths and protective clothing, other than those mentioned in 15 02 02	1,978	1,807	2,350	R13	
16 01 03	End-of-Life Tyres	0	0	0	R13	
16 01 07 *	Oil filters	2,881	2,346	3,335	R13	

\* = hazardous waste.

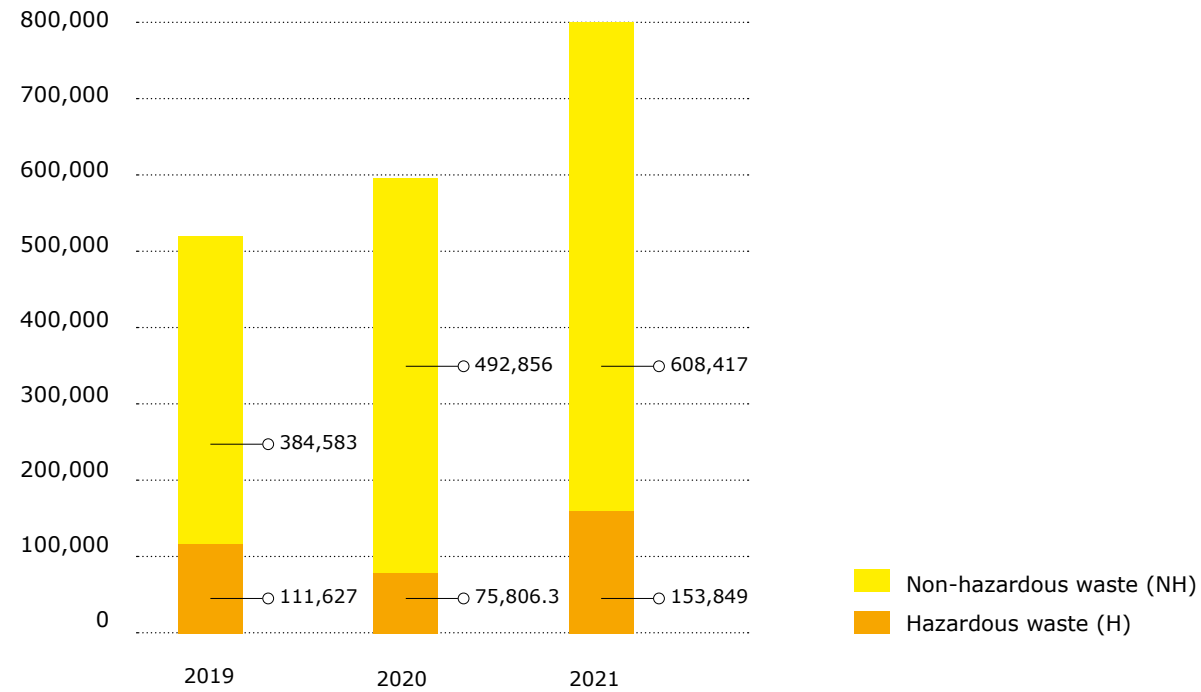
\*\* some values for the year 2020 have been updated following the closure of the annual accounts.



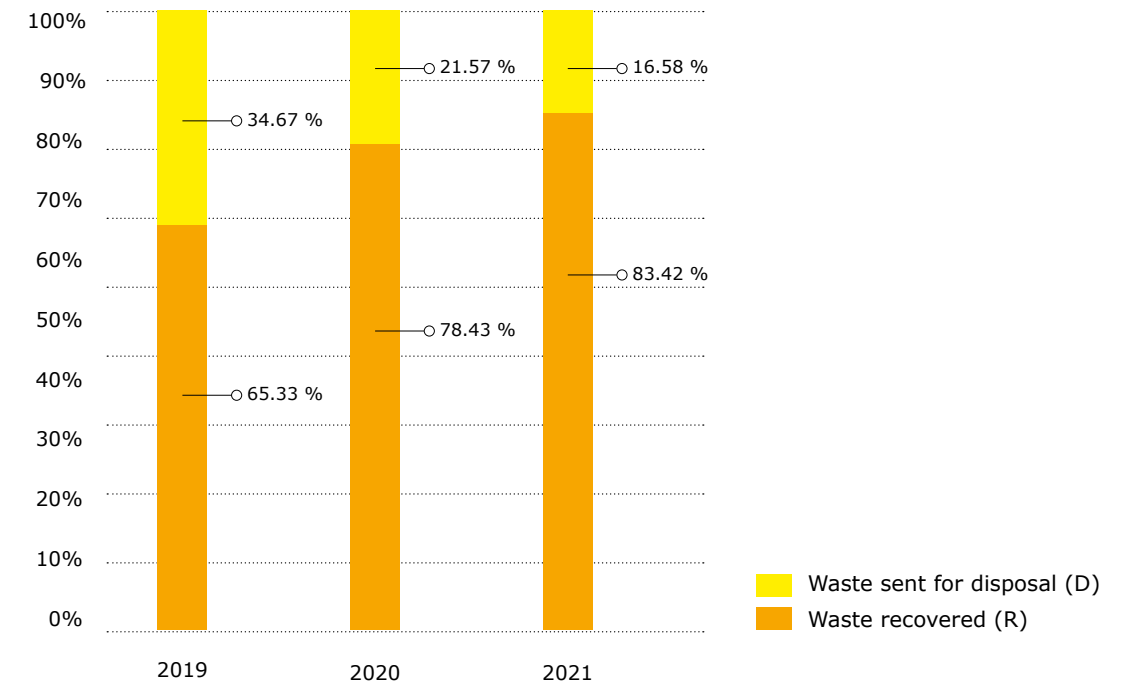
CODICE CER*	DESCRIPTION	2019 (kg)	2020** (kg)	2021 (kg)	RECOVERY	DISPOSAL
16 01 21*	Hazardous components other than those mentioned in 160107 to 160111, 160113 and 160114	622	712	360	R13	
16 01 22	Components not otherwise specified			25	R13	
16 02 09*	Transformers and Capacitors containing PCBs	0	0	0		D9
16 02 11*	Discarded equipment containing chlorofluorocarbon, HCFCs, HFCs.	550	1,848	245	R13	
16 02 13*	Discarded equipment containing hazardous components other than those mentioned in 160209 and 160212	220	215	73,140	R13	
16 02 14	Discarded equipment, other than those mentioned between headings 160209 to 160213	360	375	2,285	R13	
16 02 15*	Hazardous components removed from discarded equipment	35	0	0	R13	
16 05 04*	Gases in pressurised containers (including halons) containing hazardous substances	0	43	7		D15
16 05 05	Gases in pressurised containers other than those mentioned in 16 05 04*	0	185	0		D15
16 06 01*	Lead-acid batteries	10,280	9,167	8,821	R13	
16 06 02*	Nickel-cadmium batteries	0	0	0	R13	
16 06 04*	Alkaline batteries	350	0	0	R13	
16 07 08*	Waste containing oil	0	634	8,080	R13	
16 10 02	Aqueous liquid waste other than those mentioned in 161001	0	0	0		D13
17 01 01	Cement	9,000	0	0	R13	
17 02 02	Sheet glass	460	0	0	R13	

CODICE CER*	DESCRIPTION	2019 (kg)	2020** (kg)	2021 (kg)	RECOVERY	DISPOSAL
17 01 07	Concrete mixtures, bricks and tiles other than those mentioned in 170106	160	0	540	R13	
17 02 03	Plastic	150	260	0	R13	
17 04 05	Iron Steel	104,620	94,200	69,140	R13	
17 04 11	Cables, other than those mentioned in 170410	660	0	0	R12	
17 06 03*	Other insulation materials containing or consisting of hazardous substances	6,666	961	0		D15
17 06 04	Insulating materials other than those mentioned in 17 06 01* and 17 06 03*	0	480	0	R13	
17 09 04	Mixed construction and demolition wastes other than those mentioned in 17 09 01*, 17 09 02* and 17 09 03*	1,140	1,020	297,360	R13	
18 01 03*	Waste that must be collected and disposed of with special precautions to avoid infection	2	19	8		D15
19 12 04	Plastic and rubber	0	0	0	R13	
20 01 01	Paper and cardboard	13,720	11,693	13,420	R13	
20 01 10	Clothing	100	0	75		D15
20 01 21*	Fluorescent tubes and other mercury-containing waste	240	240	240	R13	
20 01 23*	Discarded equipment containing chlorofluorocarbons	0	0	0	R13	
20 01 39	Plastic	70	60	880		D15
20 01 40	Metal	15	0	0		D15
20 02 01	Biodegradable waste	0	0	0	R13	
20 03 01	Unsorted municipal waste	131,680	120,345	115,745		D15
20 03 03	Street cleaning residues	47,260	190,300	59,460	R13	
20 03 07	Bulky waste	110	9,800	3,360	R13	

**ANNUAL PSA GENOVA PRA' WASTE PRODUCTION**



**TREND IN % OF PSA GENOVA PRA' WASTE SENT FOR DISPOSAL AND RECOVERED**



**TOTAL WEIGHT OF PSA GENOVA PRA' WASTE BY DISPOSAL MODE**

	U.M.	2019	2020	2021
Waste Sent for Recovery (R)	kg	324,177	446,009	635,871
	%	65.3%	78.4%	83.4%
Waste sent for disposal (D)	kg	172,033	122,653	126,395
	%	34.7%	21.6%	16.6%
<b>TOTAL</b>	<b>kg</b>	<b>496,210</b>	<b>568,662</b>	<b>762,266</b>

An analysis of data from the last three years shows a progressive increase in annual waste production for PSA Genova Pra'. The increased production of waste in the year 2021 was mainly due to the removal of deteriorated new jersey concrete, which considerably influenced the final total numbers, as well as the production of hazardous waste due mainly to the disposal of old, disused transformers. Overall, over the three-year period, there was a percentage increase in waste sent for recovery, compared to waste sent for disposal. The disposal of oily substances

remained largely unchanged, while the disposal of 'other emulsions' increased considerably, mainly due to the disposal of a single, 8,000 litre batch of emulsified oils from a customs seizure. Street cleaning residues dropped from the previous 190,000 kg to less than 60,000 kg per year, due to the reduction of hours of street cleaning work. There is a slight reduction in the values on the disposal of 'unsorted municipal waste', but this is significant as it denotes a decreasing trend over the three-year period, which confirms that PSA Genova Pra' personnel pay greater attention to the sorting of material for disposal.

**OPERATIONS INVOLVING HAZARDOUS WASTE AT PSA GENOVA PRA'**

	U.M.	2019	2020	2021
<b>HAZARDOUS WASTE (H)</b>	<b>kg</b>	<b>111,627</b>	<b>75,806</b>	<b>153,849</b>
<b>DISPOSAL OPERATIONS</b>				
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 (cod. D9, D13 and D15)	kg	40,168	2,063	9,695
<b>RECOVERY OPERATIONS</b>				
Prepared for re-use	kg	0	0	0
Sent to recycling centres	kg	0	0	0
Sent to other recovery sites (R12 -R13)	kg	71,459	73,743	144,154

**OPERATIONS INVOLVING NON-HAZARDOUS WASTE AT PSA GENOVA PRA'**

	U.M.	2019	2020	2021
<b>NON-HAZARDOUS WASTE (NH)</b>	<b>kg</b>	<b>384,583</b>	<b>492,856</b>	<b>608,417</b>
<b>DISPOSAL OPERATIONS</b>				
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 sites (cod.D9, D13 and D15)	kg	131,865	120,590	116,700
<b>RECOVERY OPERATIONS</b>				
Prepared for re-use	kg	0	0	0
Sent to recycling centres	kg	0	0	0
Sent to other recovery sites (R12 -R13)	kg	252,718	372,266	491,742

**4.1.2.2 PSA SECH WASTE GENERATION**

The waste produced by the PSA SECH terminal is mainly generated by the maintenance activity of rolling stock and cranes, which is carried out by direct personnel and involves the production of certain recurring types (e.g. oils, batteries, rags, filters, spare parts, consumables), but also by office activity. Staff handling waste have been given specific courses.

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

As can be seen from the table below, the total amount of waste generated in 2021 decreased by approximately 26% compared to the previous year, of which the absolute figure in kg of waste sent for recovery is less significant, and consequently accounts for a higher percentage than in 2021 (from 70.10% to 78.30%). Waste sent for disposal

fell sharply and almost halved (by approximately 20 tonnes), returning to values similar to 2019, more in line with the terminal's activities (septic tank waste disposal, routine cleaning, etc.).

Quickly analysing the other items, the production of CERs 170405, 170407 and 170411 (metals and cables) from container demolition and vehicle and equipment maintenance remains significant. A significant decrease in oil-containing waste should also be noted, as the quantity produced in 2020 had been affected by the replacement of the vehicle washing plant.

The percentage of unsorted municipal waste collected inside the terminal in special bins and collected by the municipal company in charge is added to these quantities.

Specifically we refer to:

- unsorted waste sent for disposal;
- paper and plastic packaging sent for recovery.

PSA SECH is not obliged to keep records of these types of waste, which is collected by the municipal service provider together with waste produced by the other port



settlements, so no quantitative data is available in this regard. An analysis of the data also shows an important decrease in hazardous waste, which accounts for just over 20% of the total, mainly attributable

to the decrease in EWC 160121\* relating to the dismantling of rubber hoses with a steel core for hydraulic oil and motors of self-propelled vehicles, with hazardous residues.

#### TOTAL WEIGHT OF PSA SECH WASTE BY TYPE

CER CODE*	DESCRIPTION	kg 2019	kg 2020	kg 2021	RECOVERY	DISPOSAL
07 02 13	Plastic waste	0	485	0		
08 03 18	Waste printing toner, other than those mentioned in 080317	35	72	86	R13	
12 01 12*	Waste waxes and fats	0	0	0		D15
13 01 10*	Mineral oils for non-chlorinated hydraulic circuits	8,300	2,800	6,770	R12	
13 02 05*	Non-chlorinated mineral oil waste for engines, gears and lubrication.	7,920	5,750	5,880	R12	
13 07 01*	Fuel Oil and Diesel	2,610	0	0	R9	
15 01 01	Paper and cardboard	4,320	0	2,520	R13	
15 01 03	Wood Packaging	6,280	3,240	8,300	R13	
15 01 06	Mixed Material Packaging	0	400	0	R13	
15 01 10*	Packaging containing residues of or contaminated by hazardous substances	273	1,265	317	R12	
15 01 10*	Packaging containing residues of or contaminated by hazardous substances	0	0	82	R13	
15 01 11*	Gases in pressurised containers (including halons) containing hazardous substances	93	98	96	R13	
15 02 02*	Absorbents, filter materials, rags and protective clothing contaminated with hazardous substances	2,114	4,487	4,655	R13	
15 02 03	Absorbents, filter materials, wiping cloths and protective clothing, other than those mentioned in 15 02 02	147	0	220	R13	

\* = hazardous waste.

CER CODE*	DESCRIPTION	kg 2019	kg 2020	kg 2021	RECOVERY	DISPOSAL
15 02 03	Absorbents, filter materials, wiping cloths and protective clothing, other than those mentioned in 15 02 02	0	12,483	196		D14
16 01 03	End-of-Life Tyres	5,240	0	0	R13	
16 01 07*	Oil filters	725	764	629	R13	
16 01 12	Brake pads other than those mentioned in 160111	0	12	2	R13	
16 01 19	Plastic	0	70	0	R13	
16 01 20	Glass from end-of-life vehicles	460	0	0	R13	
16 01 21*	Hazardous components other than those mentioned in 160107 to 160111, 160113 and 160114	280	11,963	326	R13/R12	
16 01 22	Components not otherwise specified	0	8,440	0	R13	
16 02 11*	Discarded equipment containing chlorofluorocarbon, HCFCs, HFCs.	0	70	0	R13	
16 02 13*	Discarded equipment containing hazardous components other than those mentioned in 160209 and 160212	46	95	20	R13	
16 02 14	Discarded equipment, other than those mentioned between headings 160209 to 160213	1,260	2,005	1,199	R13	
16 03 03*	Inorganic wastes containing hazardous substances	0	320	0		D15
16 03 05*	Organic waste containing hazardous substances	2,200	520	0		D15
16 03 06	Organic wastes other than those mentioned in 16 03 05	0	0	0		D15
16 06 01*	Lead-acid batteries	2,340	2,476	2,647	R13/R12	
16 06 04	Alkaline batteries	0	0	14	R13	
16 07 08*	Waste containing oil	5,200	11,980	6,690	R9	
16 07 08*	Waste containing oil	0	0	92		D9
16 10 02	Aqueous liquid waste other than those mentioned in 161001	2,800	2,500	1,480		D9/D13
16 10 03*	Aqueous concentrates containing hazardous substances	1,720	0	0		D15
17 01 07	Concrete mixtures, bricks and tiles other than those mentioned in 170106	140	0		R13	
17 02 01	Wood	0	2,220	0	R13	
17 02 02	Sheet glass	0	0	0	R13	

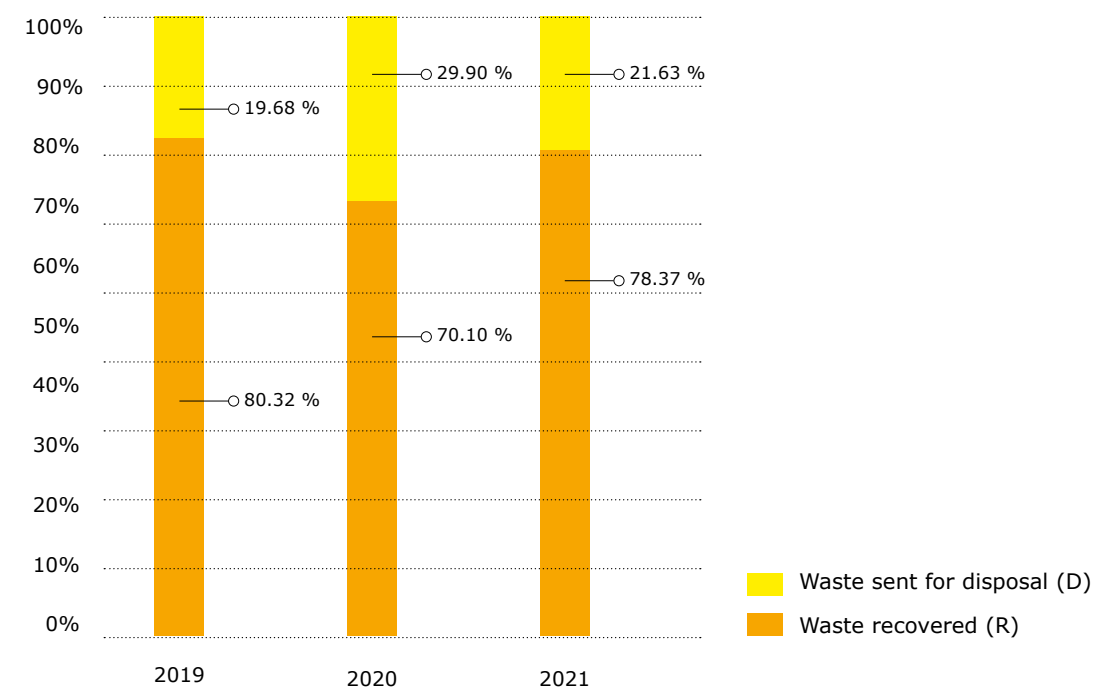


CER CODE*	DESCRIPTION	kg 2019	kg 2020	kg 2021	RECOVERY	DISPOSAL
17 02 03	plastic	0	0	240	R13	
17 02 04*	glass, plastic and wood containing or contaminated by hazardous substances			121	R13	
170402	Aluminium	0	0	180	R13	
17 04 05	Iron and steel	47,890	49,900	30,320	R13	
17 04 07	Mixed metals	1,280	0	11,540	R13	
17 04 11	Cables, other than those mentioned in 170410	2,510	1,405	920	R13	
17 06 04	insulating materials, other than those mentioned in 17 06 01 and 17 06 03	0	0	2,120	R13	
18 01 03*	Waste that must be collected and disposed of with special precautions to avoid infection	0	5	0		D15
19 08 14	Sludge from processing of industrial waste water other than those mentioned in 19 08 13*	0	230	300		D15
20 01 01	Paper and cardboard	6,910	0	0	R13	
20 01 21*	Fluorescent tubes and other mercury-containing waste	34	13	0	R13	
20 01 23*	Discarded equipment containing CFCs	70	0	0	R13	
20 01 38	Wood other than those mentioned in 200137	3,180	0	0	R13	
20 02 01	Biodegradable waste	0	140	0	R13	
20 03 03	Street cleaning residues	0	0	680	R13	
20 03 03	Street cleaning residues	0	880	0		D9
20 03 04	Septic tank sewage	20,680	13,500	20,360		D9
20 03 06	Products from waste water cleaning	0	17,320	3,140		D9
20 03 07	Bulky waste	2,160	1,800	6,080	R13	

### TOTAL WEIGHT OF PSA SECH WASTE BY DISPOSAL MODE

	U.M.	2019	2020	2021
Waste Sent for Recovery (R)	kg	111,817	111,950	92,654
	%	80.32%	70.10%	78.37%
Waste sent for disposal (D)	kg	27,400	47,758	25,568
	%	19.68%	29.90%	21.63%
<b>TOTAL</b>	<b>kg</b>	<b>139,217</b>	<b>159,708</b>	<b>118,222</b>

### TREND IN % OF WASTE SENT FOR DISPOSAL AND RECOVERED AT PSA SECH





### OPERATIONS INVOLVING HAZARDOUS WASTE AT PSA SECH

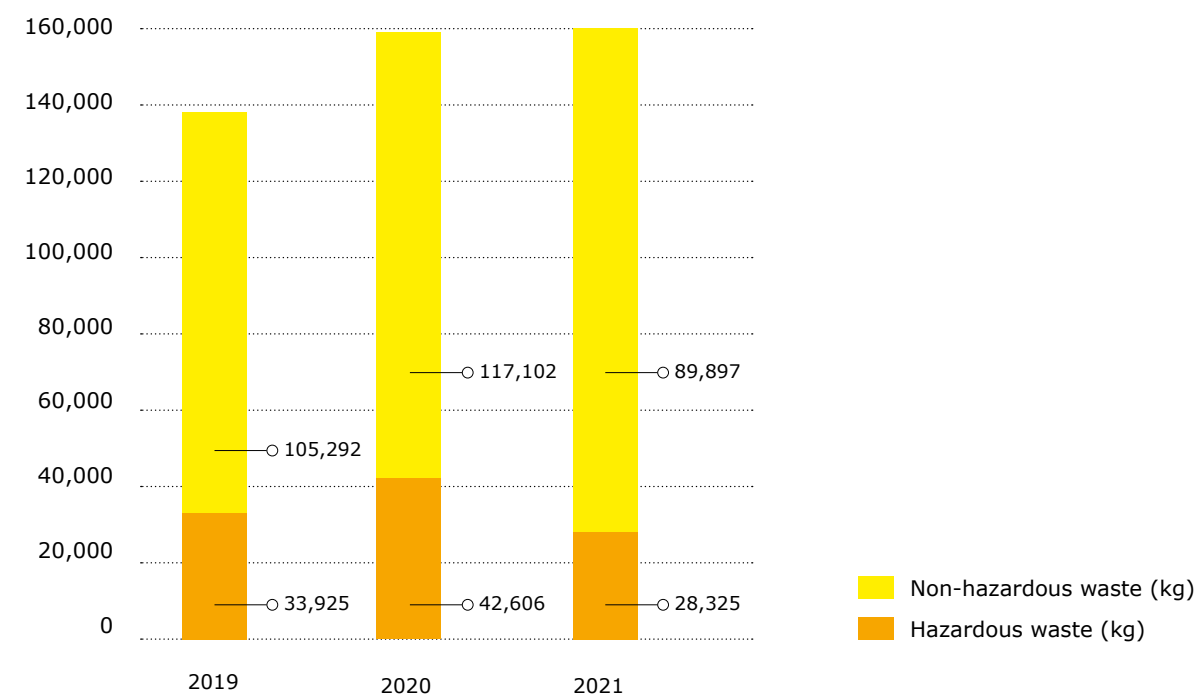
	U.M.	2019	2020	2021
<b>HAZARDOUS WASTE (H)</b>	<b>kg</b>	<b>33,925</b>	<b>42,606</b>	<b>28,325</b>
<b>DISPOSAL OPERATIONS</b>				
Sent to incinerators (with energy recovery)	kg	0	0	0
Sent to incinerators (without energy recovery)	kg	0	0	0
Sent to landfill	kg	0	0	0
Sent to other disposal operations (cod. D9, D13, D14 and D15)	kg	3,920	845	92
<b>RECOVERY OPERATIONS</b>				
Prepared for re-use (cod. R09)	kg	7,810	11,980	6,690
Sent to recycling centres	kg	0	0	0
Sent to other recovery sites (R12 -R13)	kg	22,195	29,781	21,543

### OPERATIONS INVOLVING NON-HAZARDOUS WASTE AT PSA SECH

	U.M.	2019	2020	2021
<b>NON-HAZARDOUS WASTE (NH)</b>	<b>kg</b>	<b>105,292</b>	<b>117,102</b>	<b>89,897</b>
<b>DISPOSAL OPERATIONS</b>				
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 (cod. D9, D13, D14 and D15)	kg	23,480	46,913	25,476
<b>RECOVERY OPERATIONS</b>				
Prepared for re-use	kg	0	0	0
Sent to recycling centres	kg	0	0	0
Sent to other recovery sites (R12 -R13)	kg	81,812	70,189	64,421



### ANNUAL PSA SECH WASTE PRODUCTION





### 4.1.2.3 PSA VENICE-VECON WASTE GENERATION

For PSA Venice-Vecon, the most important production from a quantitative point of view is wood packaging (up 24% compared to 2020), residues from street cleaning (up 37% compared to 2020), iron and steel (doubled compared to 2020) and mixed-material packaging (down 65% compared to last year), mostly from container cleaning. An analysis of the PSA Venice-Vecon data from the last three years shows a decrease of about 5% in the overall annual waste production, also due to the decrease in the volume of containers handled.

The reduction in waste generation over the three-year period 2019-2021 was constant for non-hazardous waste; on the other hand, the trend for hazardous waste was fluctuating,

as in 2020 there was an increase of about 13% compared to 2019, while in 2021 there was a net decrease of 42% compared to the previous year. With regard to wood and mixed-material packaging, the generation of waste is attributable to the intensification of the stuffing and unstuffing of containerised goods (pipes, marble), as well as the installation of a large tent used for the storage of steel material for third parties. In 2021, on the other hand, the production of residues from street cleaning increased due to the increased frequency of yard cleaning caused by the growing movement of goods in the stuffing and unstuffing area. As far as the production of iron and steel waste is concerned, this mainly resulted from the disposal of containers that can no longer be used.

### TOTAL WEIGHT OF PSA VENICE-VECON WASTE BY TYPE

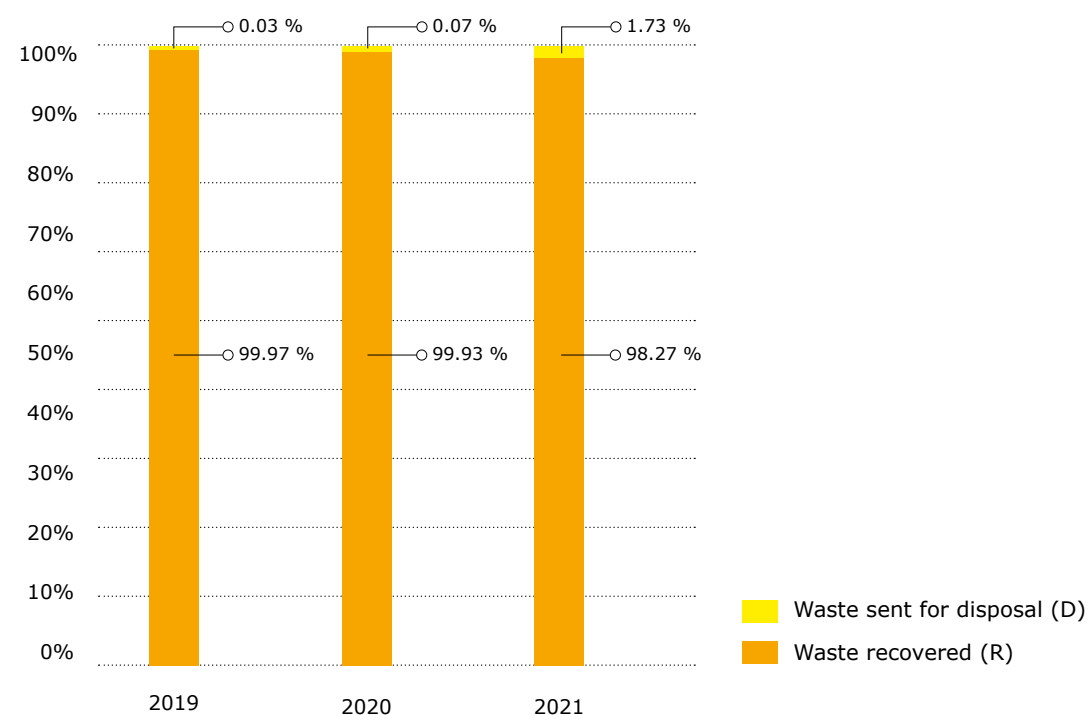
CER CODE*	DESCRIPTION	kg 2019	kg 2020	kg 2021	RECOVERY	DISPOSAL
07.02.13	Plastic Waste	0	5,980	0	R13	
08.01.21*	Paint or paint stripper residues	69	5	67	R13	
13.01.05*	non-chlorinated emulsions	41	90	0		D15
13.01.10*	Non-chlorinated mineral oils for hydraulic circuits	849	437	237	R13	
13.02.05*	Non-chlorinated mineral oil for engines, gears and lubrication.	7,141	4,813	4,043	R13	
15.01.03	Wood Packaging	51,890	66,800	69,130	R13	
15.01.06	Mixed Material Packaging	20,630	32,900	11,280	R13	
15.01.10*	Packaging containing residues of or contaminated by hazardous substances	48	174	122	R13	
15.02.02*	Absorbents, filter materials (including oil filters not otherwise specified), rags and protective clothing, contaminated with hazardous substances	368	308	263	R13	
15.02.03*	Absorbents, filter materials, wiping cloths and protective clothing, other than those mentioned in 150202	118	115	102	R13	
16.01.07*	Oil filters	307	327	265	R13	
16.01.12	Brake pads other than those mentioned in 160111	60	114	37	R13	
16.01.14*	Antifreeze liquids containing hazardous substances	48	42	0	R13	
16.01.21*	Hazardous components other than those mentioned in 160107 to 160111, 160113 and 160114	252	165	329	R13	
16.02.13*	discarded equipment containing hazardous components (1) other than those mentioned in 160209 and 160212	340	0	0	R13	
16.02.14	Discarded equipment, other than those mentioned between headings 160209 to 160213	460	0	0	R13	
16.02.16	Components removed from discarded equipment other than those mentioned in 160215	120	0	0	R13	
16.05.04*	Gases in pressurised containers (including halons) containing hazardous substances	26	25	48	R13	
16.06.01*	Lead-acid batteries	958	1,296	1,545	R13	
17.04.05	Iron and steel	19,170	3,010	9,420	R13	
19.08.01	Screening washing residues	0	80	0	R13	
20.01.01	Paper and Cardboard	0	1,400	4,380	R13	
20.01.21*	fluorescent tubes	0	0	12	R13	
20.03.03	Street cleaning residues	36,790	18,380	27,180	R13	
20.03.03	Street cleaning residues	0	0	2,250		D15

\* = hazardous waste.

### TOTAL WEIGHT OF PSA VENICE-VECON WASTE BY DISPOSAL MODE

	U.M.	2019	2020	2021
Waste Sent for Recovery (R)	kg	139,644	136,371	128,460
	%	99.97%	99.93%	98.28%
Waste sent for disposal (D)	kg	41	90	2,250
	%	0.03%	0.07%	1.72%
<b>TOTAL</b>	<b>kg</b>	<b>139,685</b>	<b>136,461</b>	<b>130,710</b>

### TREND IN % OF PSA VENICE-VECON WASTE SENT FOR DISPOSAL AND RECOVERED



### OPERATIONS INVOLVING HAZARDOUS WASTE AT PSA VENICE-VECON

	U.M.	2019	2020	2021
<b>HAZARDOUS WASTE (H)</b>	<b>kg</b>	<b>10,565</b>	<b>7,797</b>	<b>7,033</b>
<b>DISPOSAL OPERATIONS</b>				
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 (cod. D9, D13, D14 and D15)	kg	41	90	0
<b>RECOVERY OPERATIONS</b>				
Prepared for re-use (cod. R09)	kg	0	0	0
Sent to recycling centres	kg	0	0	0
Sent to other recovery sites (R12 -R13)	kg	10,524	7,707	7,033

### OPERATIONS INVOLVING NON-HAZARDOUS WASTE AT PSA VENICE-VECON

	U.M.	2019	2020	2021
<b>NON-HAZARDOUS WASTE (NH)</b>	<b>kg</b>	<b>129,120</b>	<b>128,664</b>	<b>123,677</b>
<b>DISPOSAL OPERATIONS</b>				
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 (cod. D9, D13, D14 and D15)	kg	0	0	2,250
<b>RECOVERY OPERATIONS</b>				
Prepared for re-use	kg	0	0	0
Sent to recycling centres	kg	0	0	0
Sent to other recovery sites (R12 -R13)	kg	129,120	128,664	121,427



### 4.1.3 ATMOSPHERIC EMISSION

The **PSA Italy** entire terminal area is affected by **channelled emissions**.

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

- emissions from terminal thermal systems.

Winter air conditioning is provided by natural gas boilers, which are located in the different buildings in the terminal.

The thermal installations are subject to the periodic inspections required by law by the third party contractor in charge; experienced maintenance engineers are used to carry out the inspection of the installations. PSA Genova Pra' monitors the quantities of refrigerant gases released into the atmosphere as a result of

physiological system causes, punctual damage to the refrigerants loaded by the terminal in the air conditioning systems (civil or vehicle), as well as plant replacements. At present, civil installations all use R404A gas, while HFC-134a gas is used in operational vehicles. Any refills of fluorinated gases are recorded in the regional computerised register (CAITEL). Details of the situation at PSA Genova Pra' with the list of installed machines are given below; no details of the installations on the operating vehicles are given. The terminal has the necessary equipment to regenerate the air conditioning fluids of operating vehicles, thus minimising the reintegration of new gases into the air conditioning systems themselves.

#### PSA GENOA PRA' AIR-CONDITIONING SITUATION

YEAR	AIR CONDI-TIONERS	TOTAL kg OF GAS CONTAINED	TON CO <sub>2</sub> EQUIVALENT	DISMANTLED AND REPLACED AIR CONDITIONERS	AIR CONDI-TIONERS ADDED	AIR CONDI-TIONERS REMOVED AND NOT REPLACED	Alienated R22 gas (kg)	Residual R22 gas (kg)
2019	27	415.67	973.63	0	0	0	0	0
2020	28	419.15	980.94	0	1	0	0	0
2021	30	433.75	1,000.95	2	2	2	0	0

The terminal also has a small solar thermal system and a photovoltaic system for the production of hot water and electricity in the terminal building near the international quay.

- emissions from activities involving solvents, paint and welding.

In the workshop, metal surface cleaning, painting of various metal and glass objects, and welding and thermal cutting of metal objects and surfaces are carried out. Activities are subject to authorisation by the competent authorities and are managed as prescribed therein.

At **PSA SECH**, channelled emissions are represented by:

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

At PSA SECH, the central heating system is used to heat 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 (diesel or methane), as well as emissions, however, it must be kept under control for the presence of ozone-depleting substances (ODS), as heat pumps emit gases such as R32, R410A, R134A, R22 and

R407C. At PSA SECH, the power supply of the central heating system used to heat domestic water for the locker rooms is methane. Pursuant to Presidential Decree 74/2013, all installations are equipped with system logbooks, both for central heating units and air conditioning units. Energy efficiency reports are carried out every heating season, or every two, depending on the frequency prescribed by the regulations. Consequently, at PSA SECH, residual machines carrying R22 refrigerant gas are replaced as required, without maintenance/refilling, as allowed by the regulations. For this equipment, the system logbook is maintained in accordance with previous Presidential Decree 147/2006 regulations in order to ensure the absence of leaks. Since 2020, the removal of this equipment progressed, meaning that the total number of R22 gas-carrying machines at PSA SECH dropped to three.

Below is a breakdown of the machines installed at PSA SECH; the various indicators referring to the air-conditioning show values that are comparable with those of previous years, considering the fact that the number of air-conditioners increased by nine units compared to 2019 and 2020. There was also a positive decrease in the amount of gas sold.

\* At SECH, the boiler is also used to heat the buildings and the two offices of the maintenance department.

PSA Genova Pra': new area for modular reefers.

## PSA SECH AIR-CONDITIONING SITUATION

YEAR	AIR CONDI-TIONERS	TOTAL kg OF GAS CONTAINED	TON CO <sub>2</sub> EQUIVALENT	DISMANTLED AND REPLACED AIR CONDITIONERS	AIR CONDI-TIONERS ADDED	AIR CONDI-TIONERS REMOVED AND NOT REPLACED	Alienated R22 gas (kg)	Residual R22 gas (kg)
2019	181	212.865	402.711	9	1	0	1.15	6.49
2020	181	204.71	380.59	7	2	2	0.92	3.47
2021	190	219.34	396.75	9	2	2	0.85	3.47



- emissions from welding activities, from in-house mechanical maintenance activities, regulated by Art. 272 of Legislative Decree 152/2006 and Regional Government Decree 1260/2010;
- emissions from mechanical metalworking and/or surface processing and/or other metalworking activities, by mechanical maintenance activities, regulated by the provisions of Article 272 of Legislative Decree 152/2006 and Regional Government Decree 1260/2010.

At PSA Venice-Vecon, channelled emissions are represented by:

- emissions from the thermal power system; the Sartori building is air-conditioned by a variable refrigerant volume (VRV) system. In addition, an LPG-fuelled boiler is installed for the production of hot water and

the heating of the locker rooms. The workshop area is heated by radiator panels. All buildings with personnel are equipped with heat pump cooling/heating units. The data processing rooms are cooled by air conditioners. In 2014, the Sartori Building's refrigeration machines were replaced by switching from R22 to R410A refrigerant. The company has entrusted the maintenance of the systems to an external company and its personnel, both of whom are qualified refrigeration technicians (certified and licensed as required by current legislation). With regard to energy efficiency, in accordance with Presidential Decree 74/2013, some equipment must undergo energy efficiency verification checks every four years.

Details of the situation at PSA Venice-Vecon with the list of installed machines are given below:

## PSA VENICE AIR-CONDITIONING SITUATION

YEAR	AIR CONDI-TIONERS	TOTAL kg OF GAS CONTAINED	TON CO <sub>2</sub> EQUIVALENT	DISMANTLED AND REPLACED AIR CONDITIONERS	AIR CONDI-TIONERS ADDED	AIR CONDI-TIONERS REMOVED AND NOT REPLACED	Alienated R22 gas (kg)	Residual R22 gas (kg)
2019	48	207.421	485.473	0	0	0	0	0
2020	49	209.421	488.193	0	1	0	0	0
2021	50	212.421	494.785	0	1	0	0	0

- emissions from welding activities, from in-house mechanical maintenance activities, regulated by Art. 272 of Legislative Decree 152/2006 and Regional Government Decree 1260/2010;
- emissions from mechanical metalworking and/or surface processing and/or other metalworking activities, by mechanical maintenance activities, regulated by the provisions of Article 272 of Legislative Decree 152/2006 and Regional Government Decree 1260/2010.

## THE REGULATION OF AIR-CONDITIONING SYSTEMS IN DEPTH

Since 2012, R22 gas has been banned from being marketed and filled in the event of leaks in accordance with EC Regulation 2037/2000 (implemented in Italy by Presidential Decree No. 147 of 2006). The subsequent EC Regulation 517/2014 on fluorinated greenhouse gases aims to further reduce emissions through a number of measures: rules on the containment, use, recovery and destruction of fluorinated greenhouse gases, conditions concerning the marketing of certain types of products or devices containing or relying on fluorinated greenhouse gases (bans), specific uses of these gases (ban on servicing together with certain gases), quantitative limits on the marketing of HFCs (elimination). As of 24 January 2019, Presidential Decree No. 146/2018, implementing Regulation (EU) No. 517/2014 on fluorinated greenhouse gases, repealing and replacing Presidential Decree No. 43/2012, came into force. This implies, for terminals, that the obligation to report to ISPRA, by 31 May each year, the information concerning the quantities of emissions of fluorinated gases into the atmosphere (the so-called 'F-Gas Declaration') no longer applies. In lieu of this requirement, the Data Bank (Article 16 of Presidential Decree No. 146/2018) was established. It concerns the collection and storage of information on leakage control activities, as well as the installation, servicing, maintenance, repair, and decommissioning of equipment containing fluorinated greenhouse gases. As of 24 September 2019, following the first useful interventions for leakage control, maintenance, servicing, repair and/or dismantling of the equipment already installed on the date Presidential Decree No. 146/2018 came into force, terminals electronically communicated, through their suppliers, the mandatory information required by the new regulations to the new database. It should be noted that, unlike previous requirements, all gas-carrying units are affected, not only those exceeding 3kg or 5 tonnes of CO<sub>2</sub>.

\* HFC: Cooling fluid.

The three **PSA Italy** terminal areas are also affected by the presence of **diffuse emissions**, both of a direct type, attributable mainly to exhaust emissions from handling vehicles, and of an indirect type, attributable to truck traffic, as well as to the mobility of employees (commutes and internal travel).

Emissions from the activities of third parties operating on the site are dealt with in the dedicated section (4.2 indirect impacts).

PSA Italy's three terminals monitor the consumption of operating vehicles, electricity consumption, methane and LPG, in order to periodically assess emissions in terms of GHG (Green House Gases); in this way, diffuse emissions, both direct and indirect, arising from diesel and electricity consumption, can be quantified in terms of tonnes of CO<sub>2</sub> equivalent and greenhouse gases produced. The production of

these substances depends not only on the type of diesel used, but also on the conditions of use and the technologies employed (especially with reference to NM-VOC, CO, TSP)\*; it should therefore be noted that the values reported are useful, at an indicative level, to assess the trend over time in order to have an indication of the polluting potential of the fleet, even though they may differ significantly from the actual emissions released into the atmosphere. The multitude of means and conditions of their use do not currently allow for a more accurate estimate for reporting purposes.

Below is a table quantifying the GHG emissions from the combustion of diesel and petrol engines of yard machinery and other equipment, and from the use of methane and LPG for heating and domestic water production. The source, referred to by the PSA group, is the GHG Protocol for Stationary Combustion.

\* NM-VOC: non-methane volatile organic compounds; CO: carbon monoxide; TSP: total suspended particulate.

PSA GROUP EMISSION FACTORS*	CO <sub>2</sub> [Kg/l]	CH <sub>4</sub> [kg/l]	N <sub>2</sub> O [Kg/l]	TOT CO <sub>2</sub> eq [kg/l]
	2.6765	0.0101	0.0057	2.6923

\* CH<sub>4</sub>: methane; N<sub>2</sub>O: nitrogen monoxide.



For the other pollutants (NO<sub>x</sub>, NM-VOC, CO, NH<sub>3</sub> and TSP), conversion factors were recalculated and refined from the previous edition of the report using what was published by EMEP/EAA Air Pollutant Emission Inventory Guidebook 2019; these factors were

applied to internal combustion engines (diesel and gasoline) only. For the calculation of the tonnes of pollutants, the density of diesel and petrol is used, according to MISE circular 18/12/2014.

EMEP/EAA 2019 EMISSION FACTORS*	NO <sub>x</sub> [kg/kg]	NM-VOC [kg/kg]	NH <sub>3</sub> [kg/kg]	TSP [kg/kg]
	0.0334	0.0019	0.0000	0.0009

\* NO<sub>x</sub>: nitrogen oxides; NM-VOC: non-methane volatile organic compounds; CO: carbon monoxide; NH<sub>3</sub>: ammonia; TSP: total suspended particulate.

		PSA GP			PSA SECH			PSA VENICE		
		2019 (T)	2020 (T)	2021 (T)	2019 (T)	2020 (T)	2021 (T)	2019 (T)	2020 (T)	2021 (T)
DIESEL	NO <sub>x</sub>	131.54	100.34	104.87	23.88	18.72	19.44	19.65	15.40	13.77
	NM-VOC	7.57	5.77	6.03	1.37	1.08	1.12	1.13	0.89	0.79
	CH <sub>4</sub>	47.74	36.42	38.06	8.67	6.79	7.06	7.13	5.59	5.00
	CO <sub>2</sub>	12,635.11	9,637.87	10,072.93	2,293.35	1,797.80	1,867.17	1,887.49	1,479.52	1,322.43
	CO	29.88	22.79	23.82	5.42	4.25	4.42	4.46	3.50	3.13
	NH <sub>3</sub>	0.05	0.04	0.04	0.01	0.01	0.01	0.01	0.01	0.01
	N <sub>2</sub> O	27.11	20.68	21.61	4.92	3.86	4.01	4.05	3.17	2.84
	TSP	3.71	2.83	2.95	0.67	0.53	0.55	0.55	0.43	0.39
	TOT CO <sub>2</sub> EQ	12,709.97	9,694.97	10,132.61	2,306.94	1,808.45	1,878.24	1,898.68	1,488.29	1,330.27

		PSA GP			PSA SECH			PSA VENICE		
		2019 (T)	2020 (T)	2021 (T)	2019 (T)	2020 (T)	2021 (T)	2019 (T)	2020 (T)	2021 (T)
PETROL	NO <sub>x</sub>	0.33	0.29	0.30	0.00	0.01	0.01	0.02	0.02	0.02
	NM-VOC	0.38	0.33	0.35	0.00	0.01	0.01	0.02	0.02	0.03
	CH <sub>4</sub>	0.47	0.41	0.43	0.00	0.01	0.01	0.03	0.03	0.03
	CO <sub>2</sub>	116.74	100.80	106.67	0.00	2.19	3.18	7.60	6.78	8.14
	CO	3.22	2.78	2.94	0.00	0.06	0.09	0.21	0.19	0.22
	NH <sub>3</sub>	0.04	0.04	0.04	0.00	0.00	0.00	0.00	0.00	0.00
	N <sub>2</sub> O	0.27	0.23	0.24	0.00	0.01	0.01	0.02	0.02	0.02
	TSP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	TOT CO <sub>2</sub> EQ	117.48	101.44	107.35	0.00	2.20	3.20	7.64	6.83	8.20

		PSA GP			PSA SECH			PSA VENICE*		
		2019 (T)	2020 (T)	2021 (T)	2019 (T)	2020 (T)	2021 (T)	2019 (T)	2020 (T)	2021 (T)
METHANE/GPL	NO <sub>x</sub>	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 <sub>4</sub>	1.25	1.29	1.42	0.20	0.12	0.11	0.02	0.02	0.02
	CO <sub>2</sub>	502.74	518.01	569.47	81.33	47.76	45.68	7.61	8.47	8.53
	CO	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.
	NH <sub>3</sub>	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.	N.D.
	N <sub>2</sub> O	0.24	0.24	0.27	0.04	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 <sub>2</sub> EQ	504.23	519.55	571.16	81.58	47.90	45.82	7.63	8.49	8.55

\* Only PSA Venice-Vecon uses LPG instead of methane.

\*\* N.A. = consumption and emissions do not refer to operational means, but to heating.

None of the three terminals use ODS-qualified substances in the provision of their services\*.

By separating the three terminals' direct GHG emissions (Scope 1) from the indirect emissions (Scope 2), which are related to the use of electricity generated off-site, the following tables are derived.

\* ODS: Ozone-Depleting Substances, mainly chlorofluorocarbon gases (CFCs), which are responsible for the depletion of ozone belts.

### GHG EMISSIONS (SCOPE 1)

SITE	GHG EMISSIONS*	U.M.	2019	%	2020	%	2021	%
PSA GP	From diesel	[tCO <sub>2</sub> eq]	12,709.97	57.86%	9,694.97	53.74%	10,132.61	92.44%
	From petrol	[tCO <sub>2</sub> eq]	117.48	0.53%	101.44	0.56%	107.35	0.98%
	From methane	[tCO <sub>2</sub> eq]	504.23	2.30%	519.55	2.88%	571.16	5.21%
	From refrigerant fluids	[tCO <sub>2</sub> eq]	274.66	1.25%	109.20	0.61%	150.35	1.37%
PSA SECH	From diesel	[tCO <sub>2</sub> eq]	2,306.94	52.46%	1,808.45	85.44%	1,878.24	96.01%
	From petrol	[tCO <sub>2</sub> eq]	0.00	0.00%	2.20	0.10%	3.20	0.16%
	From methane	[tCO <sub>2</sub> eq]	81.58	1.86%	47.90	2.26%	45.82	2.34%
	From refrigerant fluids	[tCO <sub>2</sub> eq]	15.11	0.34%	73.13	3.45%	28.99	1.48%
PSA VENICE	From diesel	[tCO <sub>2</sub> eq]	1,898.68	64.61%	1,488.29	61.31%	1,330.27	64.17%
	From petrol	[tCO <sub>2</sub> eq]	7.64	0.26%	6.83	0.28%	8.20	0.40%
	From LPG	[tCO <sub>2</sub> eq]	7.63	0.26%	8.49	0.35%	8.55	0.41%
	From refrigerant fluids	[tCO <sub>2</sub> eq]	0.00	0.00%	0.00	0.00%	0.00	0.00%

\* The data for the years 2019 and 2020, published in previous PSA Genova Pra' and PSA SECH reports, were recalculated based on the tCO<sub>2</sub>eq conversion factors provided by the PSA group after the report was published. From 2019 onwards, the collected GHG emission figure also takes into consideration the contribution of cooling fluids from filling/discharging plants, albeit of minimal contribution compared to the others.

### INDIRECT GHG EMISSIONS (SCOPE 2)

SITE	GHG EMISSIONS	U.M.	2019		2020		2021	
			GHG EMISSIONS FROM ACTUAL E.E	% GHG EMISSIONS FROM E.E. OFFSET	GHG EMISSIONS FROM ACTUAL E.E	% GHG EMISSIONS FROM E.E. OFFSET	GHG EMISSIONS FROM ACTUAL E.E	% GHG EMISSIONS FROM E.E. OFFSET
PSA GP*	by electricity	[tCO <sub>2</sub> eq]	8,359.00	0.00%	7,617	0.00%	7,942.00	100.00%
PSA SECH**	by electricity	[tCO <sub>2</sub> eq]	1,994.00	0.00%	1,774	89.57%	1,694.00	100.00%
PSA VENICE***	by electricity	[tCO <sub>2</sub> eq]	1,025.00	0.00%	920	0.00%	859.00	15.48%

\* By 2021, PSA Genova Pra' offset its energy consumption to zero by purchasing certificates guaranteeing the renewable origin of the sources used by the production plants.

\*\* By 2020, PSA SECH offset approximately 90% of its electricity consumption with the purchase of certificates guaranteeing the renewable origin of the sources used by the production plants; By 2021, this percentage had risen to 100%, reducing GHG emissions to zero with the purchase of energy.

\*\*\* By 2021, PSA Venice-Vecon offset about 15% of its electricity consumption with the purchase of certificates guaranteeing the renewable origin of the sources used by the production plants.

For the three PSA Italy terminals, all energy performance indicators are affected, among other things, by the number of refrigerated containers stored, whose units are kept at temperature by means of electric columns connected partly to the grid and partly to diesel generators rented and added for this purpose. In the three-year period from 2019 to 2021, connections varied significantly, with consumption depending on energy efficiency, quantities and dwell times of temperature-controlled containers, which offset the reductions achieved by the energy-saving measures adopted.

### REEFER UNITS

	2019	2020	2021
PSA GP	42,344	36,202	32,165
PSA SECH	14,834	10,114	10,270
PSA VENICE	13,327	9,810	10,893



**GHG EMISSIONS (SCOPE 1 + 2)**

SITE	GHG EMISSIONS*	U.M.	2019	2020	2021
<b>PSA GP</b>	Total GHG emissions (E.E. + diesel + petrol + methane + refrigerants)	[tCO <sub>2</sub> eq]	21,964.93	18,041.75	10,961.47
<b>PSA SECH</b>	Total GHG emissions (E.E. + diesel + petrol + methane + refrigerants)	[tCO <sub>2</sub> eq]	4,397.23	2,116.68	1,956.24
<b>PSA VENICE</b>	Total GHG emissions (E.E. + diesel + petrol + methane + refrigerants)	[tCO <sub>2</sub> eq]	2,938.58	2,427.40	2,073.01

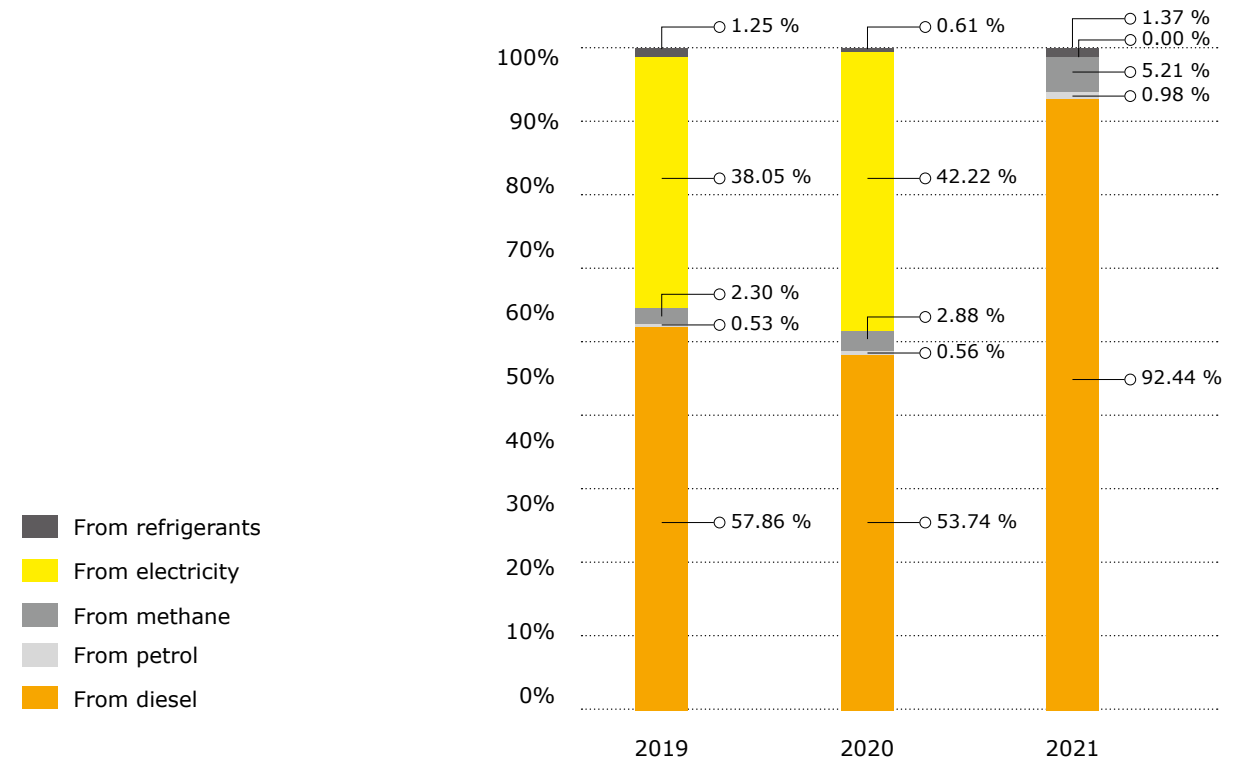
\* From 2019 onwards, the collected GHG emission figure also takes into consideration the contribution of cooling fluids from filling/ discharging plants, albeit of minimal contribution compared to the others.

At the **PSA Genova Pra'** terminal, the contribution of direct emissions (Scope 1) remains in line with that of the previous year, although slightly up. The Coronavirus emergency had a greater impact in the first half of 2020, at the start of the pandemic. The development of GHG emissions

in the year 2021 was strongly influenced by the reduction of electricity emissions to zero (Scope 2), due to the purchase of certificates of origin, which guarantee the use of renewable energy sources without CO<sub>2</sub> emissions. This resulted in a reduction of all emission indices in relation to TEUs and boxes moved.

PSA Genova Pra': Shuttle bus service to the railway station.

**PSA GENOVA PRA' PERCENTAGE OF GHG EMISSIONS (SCOPE 1 + SCOPE 2)**



For **PSA SECH**, the absolute figure for GHG emissions from 2020 has been recalculated by taking into account the percentage of electricity covered by green certificates of origin\*, which certify that production comes from renewable sources and is free of CO<sub>2</sub> emissions. At PSA SECH, in fact, this good practice has been adopted since 2020, but it was not until 2021 that 100% of the purchased

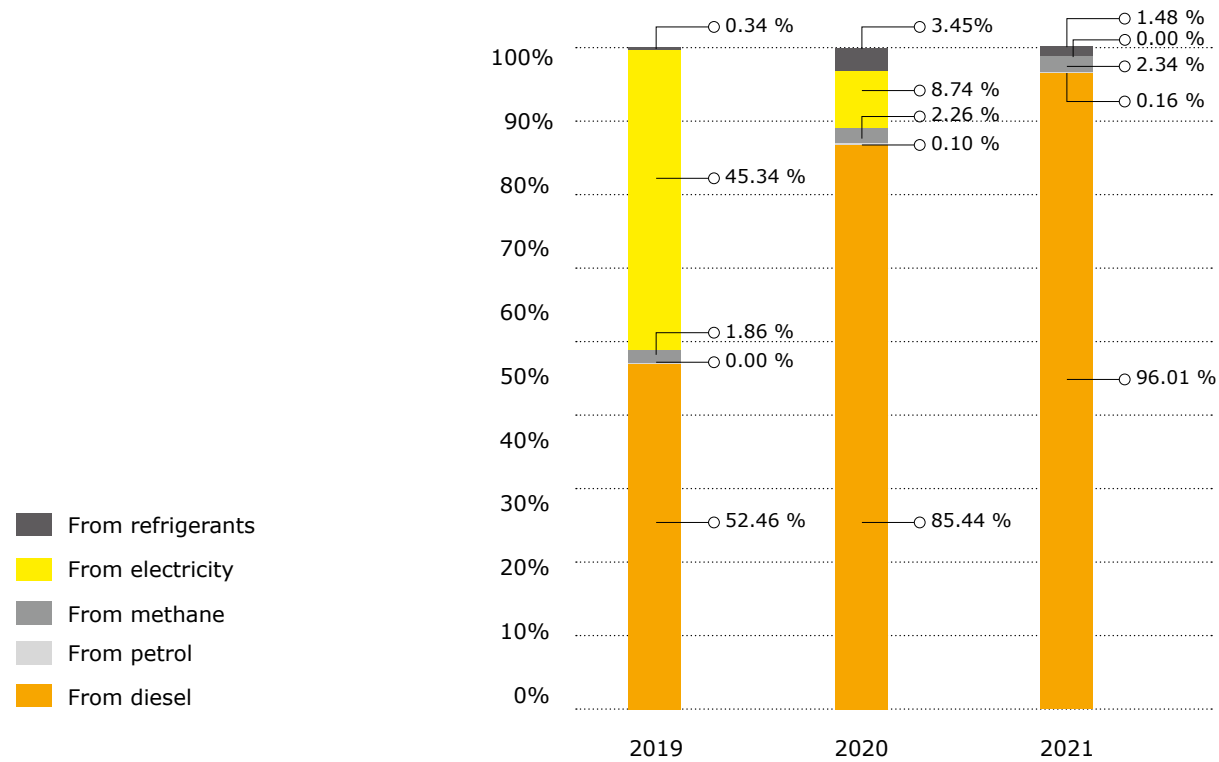
energy was covered (Scope 2), thus the related CO<sub>2</sub> emissions can be considered theoretically non-existent, resulting in a further reduction of all emission indices in relation to TEUs and boxes moved. With regard to direct emissions (Scope 1), the largest contribution is made by diesel fuel. The various indicators, with the exception of refrigerant gases which are in sharp decline, are in line with the quantities produced during 2020.

\* The Guarantee of Origin (GO) is an electronic certification certifying the renewable origin of the sources used by IGO-qualified plants from the GSE (Gestore dei Servizi Energetici).





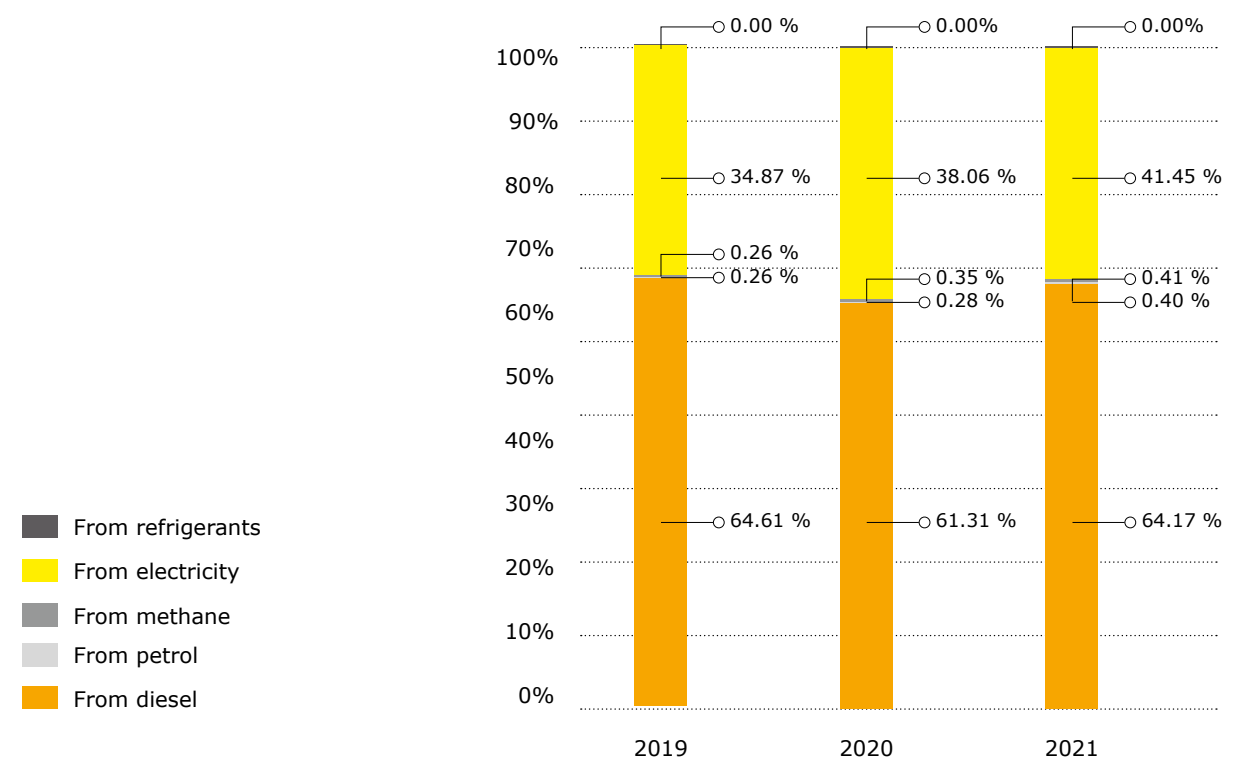
**PSA SECH PERCENTAGE OF GHG EMISSIONS (SCOPE 1 + SCOPE 2)**



**P**SA Venice-Vecon shows a constant trend of GHG emissions in relation to TEUs and boxes moved. The contribution of direct emissions (Scope 1) is still predominant, showing a slight increase over the previous year, while the figure for indirect emissions (Scope 2) showed an improvement in overall site energy performance. Throughout 2021, the terminal purchased Guarantee of Origin (GO) certificates from its electricity supplier and thus covered the

electricity consumption of the office building and light towers. In the short term, the purchase of Guarantee of Origin (GO) certificates is also planned to cover the electricity consumption of operations, which relate to the new PSA Venice-Vecon electricity substation. The power supply of consumers not connected to the latter is provided by four low-voltage meters, which are directly connected to the local distributor's network.

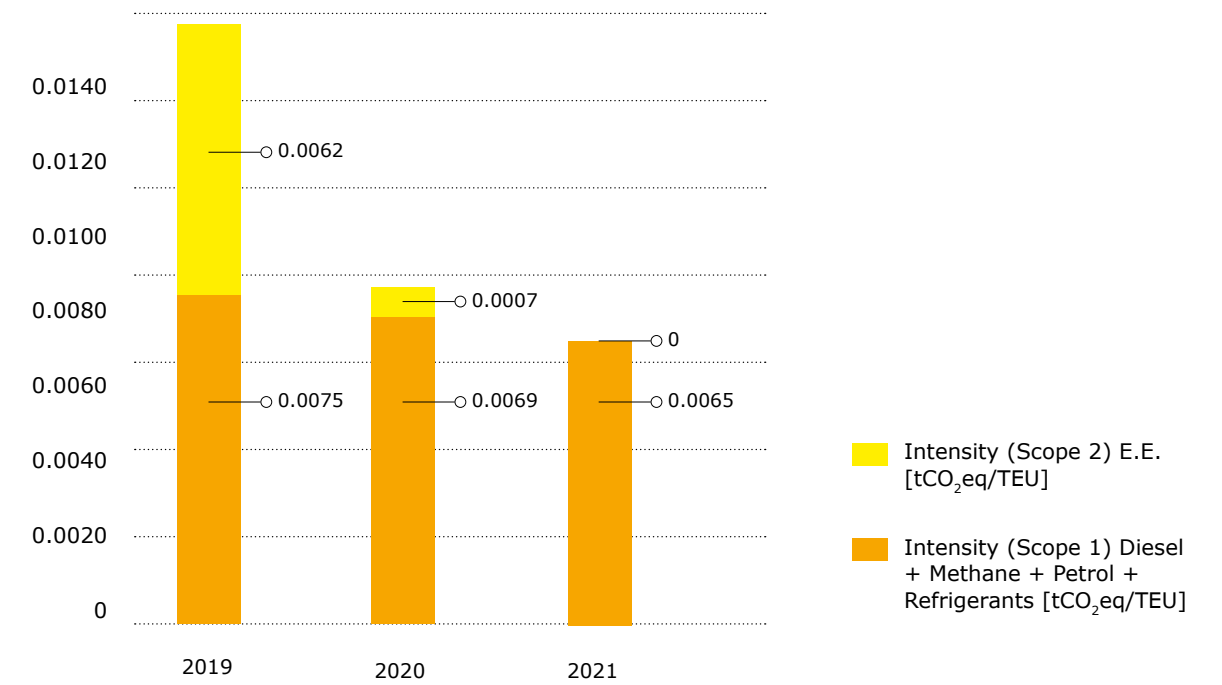
**PSA VENICE-VECON PERCENTAGE OF GHG EMISSIONS (SCOPE 1 + SCOPE 2)**



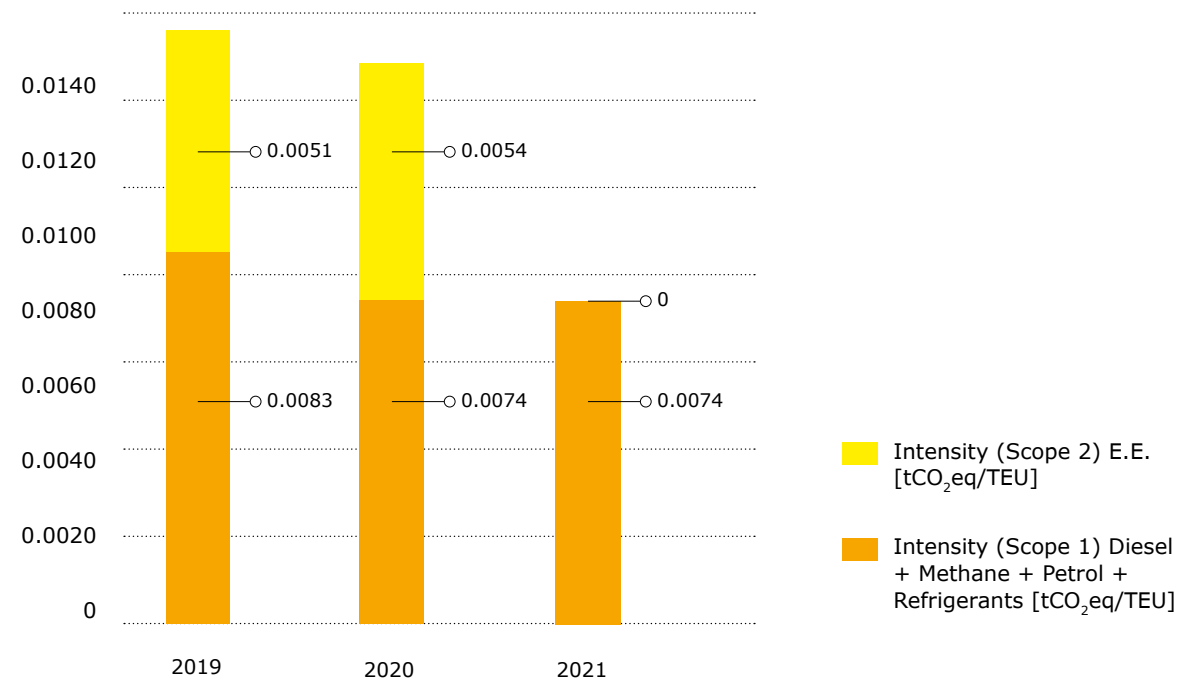
**INTENSITY OF GHG EMISSIONS**

SITE	GHG/TEU EMISSION INTENSITY	U.M.	2019	2020	2021
PSA GP	Intensity(Scope 1) Diesel + Methane + Petrol + Refrigerant fluids	[tCO <sub>2</sub> eq/TEU]	0.0083	0.0074	0.0074
	Intensity(Scope 2) E.E	[tCO <sub>2</sub> eq/TEU]	0.0051	0.0054	0
	<b>Total intensity (Scope 1 + 2) GP</b>	<b>[tCO<sub>2</sub>eq/TEU]</b>	<b>0.0135</b>	<b>0.0128</b>	<b>0.0074</b>
	Denominator [tot. TEU]	[TEU]	1,632,069	1,407,308	1,484,580
PSA SECH	Intensity (Scope 1) Diesel + Methane + Petrol + Refrigerant fluids	[tCO <sub>2</sub> eq/TEU]	0.0075	0.0069	0.0065
	Intensity(Scope 2) E.E	[tCO <sub>2</sub> eq/TEU]	0.0062	0.0007	0.0000
	<b>Total intensity (Scope 1 + 2) SECH</b>	<b>[tCO<sub>2</sub>eq/TEU]</b>	<b>0.0136</b>	<b>0.0075</b>	<b>0.0065</b>
	Denominator [tot. TEU]	[TEU]	322,517	281,985	303,213
PSA VENICE	Intensity (Scope 1) Diesel + LPG + Petrol + Refrigerant fluids	[tCO <sub>2</sub> eq/TEU]	0.0062	0.0059	0.0062
	Intensity(Scope 2) E.E	[tCO <sub>2</sub> eq/TEU]	0.0033	0.0036	0.0033
	<b>Total intensity (Scope 1 + 2) VENICE</b>	<b>[tCO<sub>2</sub>eq/TEU]</b>	<b>0.0095</b>	<b>0.0095</b>	<b>0.0095</b>
	Denominator [tot. TEU]	[TEU]	310,054	255,136	218,731

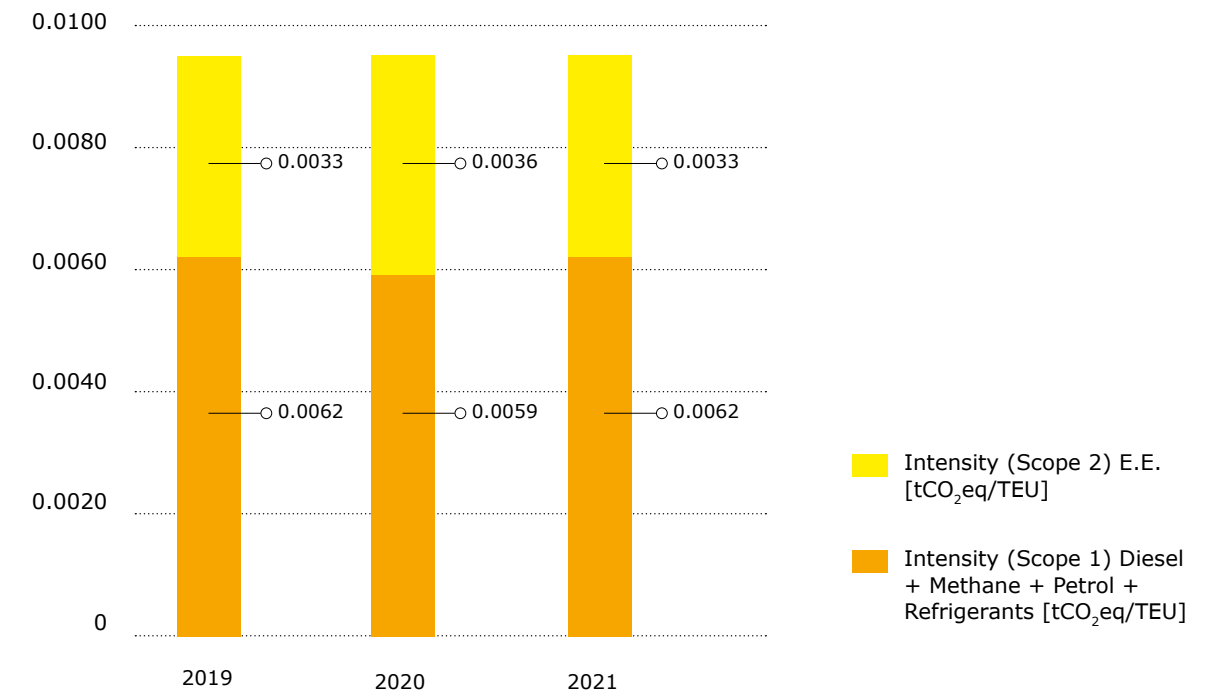
**PSA SECH GHG/TEU EMISSION INTENSITY**



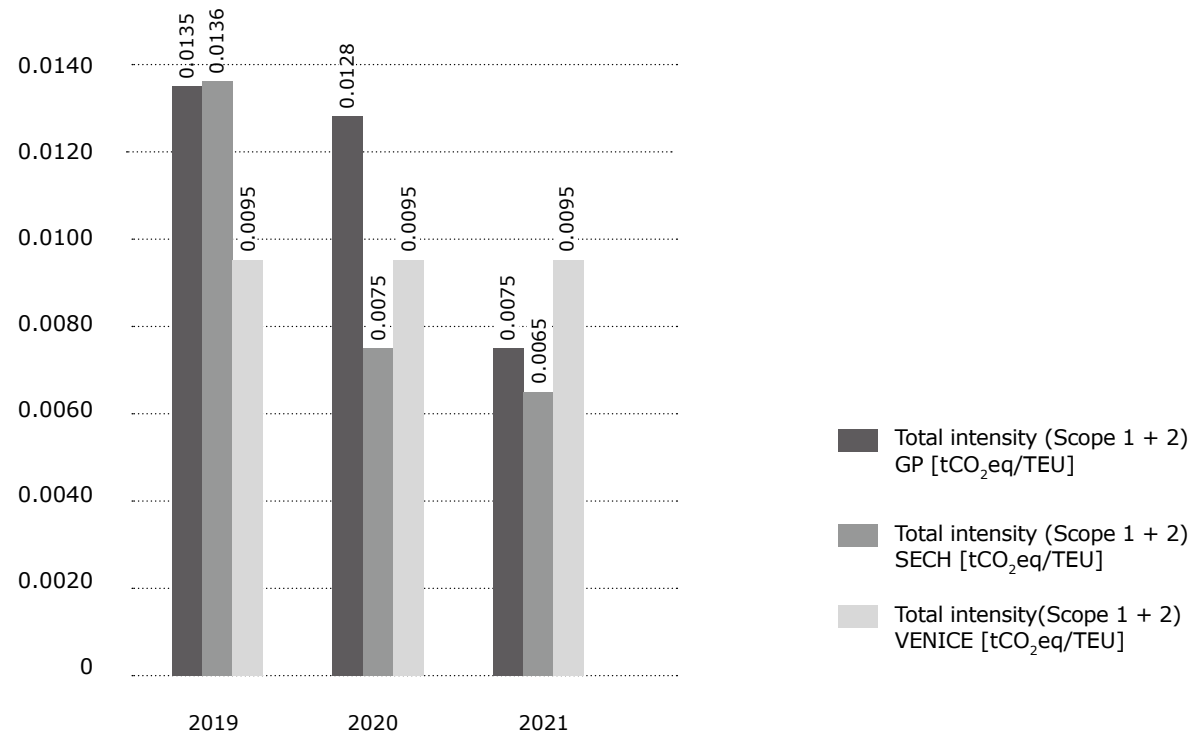
**PSA GENOVA PRA' GHG/TEU EMISSION INTENSITY**



**PSA VENICE-VECON GHG/TEU EMISSION INTENSITY**



### TOTAL PSA ITALY EMISSION INTENSITY (tCO<sub>2</sub>eq/TEU)



### GHG EMISSION INTENSITY/UNIT

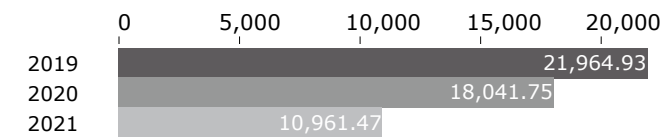
SITE	GHG EMISSION INTENSITY/UNIT	U.M.	2019	2020	2021
PSA GP	Intensity(Scope 1) Diesel + Methane + Petrol + Refrigerant fluids	[tCO <sub>2</sub> eq/unit]	0.0088	0.0078	0.0079
	Intensity(Scope 2) E.E.	[tCO <sub>2</sub> eq/unit]	0.0054	0.0057	0.0000
	<b>Total intensity</b>	<b>[tCO<sub>2</sub>eq/unit]</b>	<b>0.0142</b>	<b>0.0136</b>	<b>0.0079</b>
	Denominator (tot. units)	[unit]	1,547,672	1,329,962	1,386,888
PSA SECH	Intensity(Scope 1) Diesel + Methane + Petrol + Refrigerant fluids	[tCO <sub>2</sub> eq/unit]	0.01259	0.01174	0.01142
	Intensity(Scope 2) E.E.	[tCO <sub>2</sub> eq/unit]	0.01044	0.00112	0.00000
	<b>Total intensity</b>	<b>[tCO<sub>2</sub>eq/unit]</b>	<b>0.02303</b>	<b>0.01287</b>	<b>0.01142</b>
	Denominator (tot. units)	[unit]	190,952	164,529	171,326
PSA VENICE	Intensity(Scope 1) Diesel + LPG + Petrol + Refrigerant fluids	[tCO <sub>2</sub> eq/unit]	0.01012	0.00969	0.01019
	Intensity(Scope 2) E.E.	[tCO <sub>2</sub> eq/unit]	0.00542	0.00595	0.00549
	<b>Total intensity</b>	<b>[tCO<sub>2</sub>eq/unit]</b>	<b>0.01553</b>	<b>0.01564</b>	<b>0.01568</b>
	Denominator (tot. Unit Box)	[unit]	189,211	155,189	132,197

This is followed by evidence of the reduction in GHG emissions recorded at the three PSA Italy terminals.

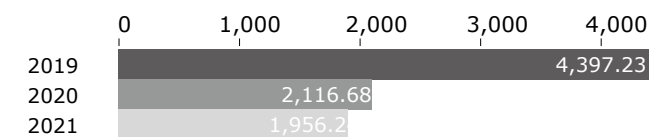
### REDUCING GREENHOUSE GAS (GHG) EMISSIONS

SITE	CO <sub>2</sub> EMISSIONS	U.M.	2019	2020	2021
PSA GP	<b>Total emissions</b>	<b>[tCO<sub>2</sub>eq]</b>	<b>21,964.93</b>	<b>18,041.75</b>	<b>10,961.47</b>
	Delta	[tCO <sub>2</sub> eq] absolute	-1,306.67	-3,923.18	-7,080.28
		[%]	-5.44%	-17.86%	-39.24%
PSA SECH	<b>Total emissions</b>	<b>[tCO<sub>2</sub>eq]</b>	<b>4,397.23</b>	<b>2,116.68</b>	<b>1,956.24</b>
	Delta	[tCO <sub>2</sub> eq] absolute	330.00	-2,280.56	-160.44
		[%]	9.70%	-51.86%	-7.58%
PSA VENICE	<b>Total emissions</b>	<b>[tCO<sub>2</sub>eq]</b>	<b>2,939.00</b>	<b>2,423.61</b>	<b>2,072.93</b>
	Delta	[tCO <sub>2</sub> eq] absolute	330.00	-514.97	-350.68
		[%]	6.41%	-17.52%	-14.47%

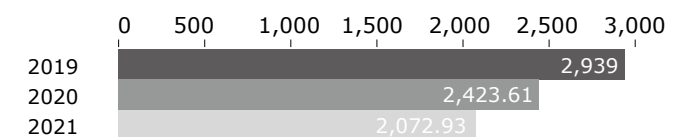
### TOTAL CO<sub>2</sub>eq EMISSIONS IN PSA GENOVA PRA'



### TOTAL CO<sub>2</sub>eq EMISSIONS IN PSA SECH



### TOTAL CO<sub>2</sub>eq EMISSIONS IN PSA VENICE





## 4.2 INDIRECT ENVIRONMENTAL IMPACTS

**I**ndirect diffuse emissions, related to incoming and outgoing vehicles, are not quantifiable due to the objective unavailability of data; in order to provide a rough indication of heavy traffic, the table below shows the data on carrier access.

	SITO	2019	2020	2021
SHIPS	PSA GP	678	573	523
	PSA SECH	268	231	161
	PSA VENICE	296	295	274
TRUCKS	PSA GP	521,901	452,502	432,039
	PSA SECH	145,163	131,988	134,655
	PSA VENICE	146,755	127,798	112,905
TRAINS	PSA GP	4,433	4,674	5,460
	PSA SECH	733	484	526
		1	29	8

Similarly, for all terminals, no data is available on the mobility of employees or third-party personnel working at the sites. The latter is co-ordinated, for the Genoese terminals\* by the home-to-work travel plan, as companies are subject to the appointment of a Mobility Manager from 2021. This figure, in accordance with the Decree of 12 May 2021, is in charge of optimising corporate mobility as much as possible, promoting a reduction in the use of individual

means of transport and activating better organisation of timetables to limit traffic congestion. At all terminals, however, environmental investigations are conducted to characterise air quality, relating to the concentration of dust, volatile organic substances and combustion fumes. They are conducted during the course of normal operations, in order to assess workers' exposure to the various chemical compounds, resulting from the emissions produced by the

\* There is no obligation for PSA Venice-Vecon to appoint this figure, as the total number of employees is below the required minimum threshold (>=100 employees).

combustion exhausts of operating vehicles, the degradation of road surfaces and tyre wear, the fumes of ships on the quayside and the filling of the reclaimed water tanks. Below is a list of the agents considered:

- carbon monoxide (CO);
- particulate matter (PM<sub>10</sub>) at PSA SECH;
- Breathable dusts;
- nitrogen dioxide (NO<sub>2</sub>);
- sulphur dioxide (SO<sub>2</sub>);
- volatile organic compounds (VOCs) at PSA Genova Pra'.

The TLV (Threshold Limit Value\*\*) deviation of the various substances under evaluation was verified and, for gases, a check was carried out to demonstrate how many times the value of one tenth of the TLV was exceeded during sampling. For dust, the results obtained were compared with the reference values (the TLV for breathable dust and the limits for urban areas as per Ministerial Decree of 25-11-1994 for PM<sub>w</sub>). The following table summarises the reference values on which the assessments were based.

\*\* They refer to ambient concentrations of airborne chemicals and indicate concentrations below which most workers are considered to be able to remain continuously exposed on a daily basis, throughout their working life, without adverse health effects.

### REFERENCE VALUES

SUBSTANCE	TLV-TWA*	1/10 DEL TLV-TWA
Carbon monoxide	25 ppm	2,5 ppm
Sulphur dioxide	2 ppm	0,2 ppm
Nitrogen dioxide	3 ppm	0,3 ppm
Breathable dusts	3 mg/m <sup>3</sup>	0,3 mg/m <sup>3</sup>
PM <sub>10</sub> **	40 µg/m <sup>3</sup>	-

\* Threshold limit value.

\*\* There is no TLV value for PM<sub>10</sub>. For this, the limit referring to urban areas as per Ministerial Decree of 25-11-1994 was taken as a reference

At the PSA Genova Pra' terminal, frequent monitoring of airborne dust has been carried out over time for the purpose of protecting the health of workers in various working environments; the latest monitoring was carried out in June 2018 and did not reveal significant levels of the parameters. At the PSA SECH terminal, the analysis was conducted during 2017; seven sensitive areas were identified where measurement instruments were placed and maintained. The survey found concentration values below the reference limits for all the parameters observed.

With regard to further indirect environmental impacts, PSA Genova Pra' outsources some important services to third parties, exerting contractual influence on the suppliers; therefore, numerous outsourcers operate in the terminal. In particular, the personnel employed by the Compagnia Portuale CULMV Paride Batini participate in the port cycle, with the average presence of about 280 people per day, joined by about 50 people per day employed by other contractors working in the maintenance department alone. Conducting operations involves liaising with numerous other operators or entities, first and foremost the hauliers. Below is a list of the main outsourced activities:

- activities within the operational cycles (e.g. lashing, vehicle driving, warehouse inspection activities, also entrusted to Compagnia Portuale CULMV personnel);

- ordinary and extraordinary maintenance of the terminal facilities (heating, air conditioning, lighting of the buildings owned);
  - ordinary and extraordinary maintenance on operating vehicles carried out in the workshop by third parties;
  - replacement and fitting of tyres on operating vehicles by a third party company;
  - container weighing service in the port area;
  - control and maintenance of fire and emergency equipment and generators;
  - general workplace cleaning and company canteen services.
- Moreover, in carrying out its day-to-day business, PSA Genova Pra' liaises with third-party firms which it can exercise influence over, even partially; these firms operate in the following activities:
- transport of containers in and out of the terminal carried out by users;
  - transport of auxiliary materials and waste by third parties;
  - shuttle service for employees entering/leaving the terminal and internal shuttle transport for staff on/off shift;
  - Customs, Guardia di Finanza, Port Authority, Maritime and Air Border Police, Mooring.

The above list identifies the main subjects on which PSA Genova Pra' can exercise its influence, sometimes only partially, on the management of relevant aspects of environmental and social sustainability. One of the significant impacts induced by the strong presence



of third parties in the port area, also felt by neighbouring citizens, especially in non-ordinary operating conditions, is the impact on local traffic that generates environmental effects in terms of diffuse emissions and noise. The impact on traffic is strongly associated with the transit and parking of trucking vehicles, but also with the mobility of employees and terminal suppliers. Under normal operating conditions, the terminal does not have a negative impact on urban traffic, as it has two access points (both city and dedicated motorway) and also has a computer system in place to regulate road traffic. In abnormal operating conditions, on the other hand, related, for example, to strikes or emergencies of various

kinds, the urban and motorway road network suffers from the effects of vehicles heading to the port area; the terminal has therefore developed management procedures and extra parking areas to mitigate the environmental impacts related to the simultaneous presence of so many vehicles.

PSA SECH's indirect environmental impacts are also caused by activities related to those of the terminal and outsourced to third parties or linked to parties upstream and downstream of the main process, i.e. along the production chain.

These activities are as follows:

- maintenance of mechanical and lifting equipment;
- tyre maintenance;



- handling/transport support;
- shuttle service to/from submarine, yards and railway junction;
- port services on board ship (lashing/unlashing on board);
- manoeuvring of railway wagons;
- checks/verification (access, technical gate inspection, reefer);
- private security for the entrance gate and at night;
- office cleaning;
- yard cleaning and waste disposal;
- vehicle washing;
- transport in/out by truck/rail/ship;
- employee home/work flows;
- flows of visitors and suppliers in/out of terminals.

Compared to 2019, the internalisation of the reefer connection/disconnection/monitoring service, which from 2020 onwards was carried out by in-house, trained and qualified personnel, is worth mentioning.

Regarding these activities, the terminal's level of management control is indirect and depends on the power of influence that PSA SECH has on that particular process or supplier. For processes and activities carried out internally at the site, the terminal has a greater level of control (e.g. on contractual clauses, audits, inspections, etc.). However, for activities held outside

the terminal areas (e.g. transport to/from the terminals), the power of intervention is not very significant, since the activities are independent from the core business and outside the organisation's area of influence. Logistics activities upstream and downstream of the process (from ship, truck, train, employee home-work journeys) are outside organisational management's control: reliable consumption checks and measurements cannot be carried out on them.

Also for PSA Venice-Vecon, indirect environmental impacts are caused by activities related to those of the terminal and outsourced to third parties or linked to parties upstream and downstream of the main process, thus outside the organisation's management control.

These activities are as follows:

- mechanical workshop;
- handling/transport support;
- private security for the entrance gate and at night;
- office cleaning;
- yard cleaning and waste disposal;
- vehicle washing;
- transport in/out by truck/rail/ship;
- flows of visitors and suppliers in/out of terminals.





## 4.3 REDUCING IMPACTS

### CLIMATE CHANGE\*

The world is facing an unprecedented global climate crisis. Increased carbon dioxide (CO<sub>2</sub>) emissions have led to an increase in global temperatures of about 1°C since pre-industrial times at the end of the 19th century. If global CO<sub>2</sub> emissions are not reduced, the rise in global temperatures will have devastating impacts.

PSA has set emission reduction targets, Scope 1 and 2, to limit the global temperature increase to 1.5°C above pre-industrial temperatures. Compared to 2019, taken as the base year, the PSA group is thus committed to reducing carbon dioxide emissions by 50% by 2030 and 75% by 2040, to achieve zero emissions by 2050.

The PSA Italy terminals, in line with the PSA Group's vision, therefore aim to act on the climate front, the cornerstone of sustainable growth for the port and logistics sector. Decarbonisation, energy saving, water saving and waste reduction are, in fact, just some of the goals pursued, together with greener logistical choices, thanks to more intense collaboration with partners within the supply chain.

\* Source: <https://globalpsa.sharepoint.com/sites/dept-crc/SitePages/Vision.aspx>

### DECARBONISATION, EMISSION OFFSETTING, ENVIRONMENTAL CARE AND MORE

The three PSA Italy terminals decided to collaborate with B-Corp Treedom to plant trees in different areas of the world with the aim of bringing not only environmental benefits, but also economic and social ones.

The collaboration with Treedom came about as a result of the PSA Group's philosophy, which is to pursue sustainable development goals through the protection of biodiversity and the fight against CO<sub>2</sub> emissions. Treedom is a B-Corp (a company that, in addition to profit goals, meets the highest standards of social and environmental performance, transparency and accountability) that has been developing agroforestry projects together with local farmers in different parts of the world for more than ten years. The decision to collaborate was made to develop an environmentally sustainable project.

The project being carried out involves planting trees, together with Treedom, in areas of the world that show extreme exploitation of forest reserves, in order to help absorb CO<sub>2</sub> from the atmosphere and try to offset PSA Italy's footprint on the planet.

To date, our Italian group has planted 300 trees, equivalent to 76 tonnes of CO<sub>2</sub> absorbed. The plan is to continue this initiative over time to create the 'PSA Italy Forest', with the aim of donating a tree to each of the more than 900 workers of the three organisations.

The forest will feed itself through continuous planting. The project is alive and developing through an ever-growing collective awareness. It is no coincidence that the Treedom website makes the progress of every agro-forestry initiative involving trees visible over time, which is why we decided to link and make public our forest's customised Treedom page on the PSA Italy website: <https://www.psaitaly.com/it/content/sostenibilita>

This gesture is intended to create a corporate culture that is increasingly aware of the importance of environmental sustainability.

### 4.3.1 REDUCING IMPACTS AT PSA GENOVA PRA'

For years, PSA Genova Pra' has been assessing and monitoring impacts on environmental matrices through the company's integrated management system, drawing up dedicated improvement plans. The company has a comprehensive electricity consumption monitoring system, powered by a large number of multimeters, which are managed through a centralised computer network; it is therefore possible to monitor the energy consumption of electricity, supplied by third-party companies, in detail.

PSA Genova Pra' draws up and periodically updates its energy audit, as required by Legislative Decree. 102/2014, in order to identify possible measures to improve its energy performance and reduce its environmental impacts.

Below is a brief description of the main measures implemented to reduce environmental impacts over the past three years:

- modernisation of the vehicle fleet and crane installations, with progressive reduction of resource consumption;
- gradual replacement of lights on the light towers, switching from fluorescent tube lighting to LED lighting. Gradual replacement occurs periodically and will continue in the coming years;
- conversion from diesel to electric power at a refrigerated container storage park, with a significant reduction in diesel consumption and CO<sub>2</sub> emissions;
- continuation of the project for the commissioning of power sockets along the quay, by the local Port Authority, in order to allow ships at berth to connect to the electricity grid and reduce atmospheric fuel emissions coming from ships at berth;
- constant plastic reduction measures and raising staff awareness of correct waste disposal;
- purchase of energy covered by the Guarantee of Renewable Origin (GO) from the supplier;
- installation, in some buildings, of solar panels that supply the building with a small amount of energy.

### 4.3.2 REDUCING IMPACTS AT PSA SECH

With its entry into PSA, the terminal has revised its position from a regulatory point of view regarding the obligation to draw up the energy audits required by Legislative Decree. 102/2014, in order to identify possible measures to improve its energy-environmental performance. The audit will be completed in 2022, however it will also take into account the impacts produced in 2021, the mitigation of which specific targets were also maintained in previous years, as listed below:

- Lighting fixtures, with interventions that mainly concerned:
  - RMG: the installation of new LED floodlights on each of the six cranes resulted in savings of around 31 kW;
  - quay cranes (PT): the installation of new floodlights on the five quay cranes resulted in savings of around 28 kW;
  - Lighthouse towers (TF): replacement work, modernising the lighthouse towers, was completed, including work on the floodlights. At the end of the interventions, power was reduced, resulting in a saving of 68.6 kW;
  - office area for both buildings: the neon lights used for interior lighting were replaced. The project involved all ceiling lights with fluorescent tubes, which were replaced with LED technology. At the same time, the floodlights on the roof of the administration building were replaced (saving about 1kW), as were those in the company car park (saving about 200W).
- Replacing vehicles and equipment: PSA SECH's fleet has been progressively supplemented with new self-propelled vehicles, designed to reduce NO<sub>x</sub> emissions through the Selective Catalytic Reduction (SCR) system, which consists of mixing an aqueous solution containing urea as a reducing agent into the exhaust gas.
- Installation of a solar thermal system attached to the PIF/PED, with a total area of approximately 12 square metres. For the production of domestic hot water, the energy saved was estimated by calculating the production of 800 litres of water per day with solar panels alone (i.e. without using methane gas or electricity), resulting in an energy value of approximately 11,500 kWh/year.

- Implementation of the automatic gate in entry, in production from November 2021. This innovation allows the reduction of the residence times of the trucks at the gate, allowing a lower congestion of the incoming flows, with further positive effects due to lower emissions.
- Purchase of renewable energy: during 2021, the terminal renewed its choice to purchase energy covered by the Guarantee of Renewable Origin (G.O.) from the supplier. The decision was made to set the coverage at 100% energy, improving on the 2020 figure where the percentage of the total purchased was 89.54% green.
- Resources and raw materials, with initiatives that covered:
  - recycled paper, which in 2021 accounted for about 13% of the total;
  - water coolers, which replaced the use of plastic bottles for office staff in 2021. Through this initiative, the production of plastic waste is estimated to decrease by about 100,000 bottles per year, with an estimated emission saving of 5 tonnes of CO<sub>2</sub> equivalent.

### 4.3.3 REDUCING IMPACTS AT PSA VENICE-VECON

**P**SA Venice-Vecon monitors the impacts on environmental matrices, having a complete control system for electricity consumption, powered by a vast number of multimeters, managed through a centralized computer system.

Between 2020 and 2021, some evolutions both at group and local level, have allowed the realization of some important improvement opportunities for the terminal:

- Since 2020, the radio protection service has been entrusted, in accordance with Legislative Decree No. 101/2020, to a qualified expert; the installation of the portal for radiometric checks on goods has made it possible to reduce the manual checks at the container yard, reducing the handling of containers by 50%. This had a positive impact not only on interference risks, but also on dwell times and the provision of containers to the customer, allowing the terminal to report a reduction in consumption and the resulting CO<sub>2</sub> emissions;
- During 2021, the terminal purchased a portion of energy covered by the renewable Guarantee of Origin (G.O.) and renewed this choice by planning the extension of coverage for 2022.

PSA Genova Pra': Solar panels on the building housing the changing-room.





05.

**SOCIAL  
SUSTAINABILITY**



## OUR FISH CULTURE

Fish! and Fish+ form the core of our shared commitment towards making PSA a great place to work. The ultimate aim is to create an environment that is aligned to our brand manifesto - "Alongside", because it is what we do alongside that defines us as the World's Port of Call.

At the foundation of the Fish! Philosophy are four Fish! Principles. - Be There, Play, Choose Your Attitude, Make Their Day.

### BE THERE

Dedication & commitment to building great teams and partnerships.

### PLAY

Spirit of camaraderie & teamwork to harness the spirit of adventure and innovation.

### CHOOSE YOUR ATTITUDE

Excellent customer service to aim towards being beyond reliable in our commitment to excellence and choosing to be "Alongside".

### MAKE THEIR DAY

Being positive to create connections, through listening, understanding and communicating.

Fish+ builds on the foundation set by Fish! to create an environment that sustains peak performance through the Fish+ Principles of Stretch, Support, Self-Discipline, Trust.

### STRETCH

To create a sense of passion & purpose allowing individuals and teams to be self-driven in their desire for achievement.

### SUPPORT

To help each other succeed and reach higher goals.

### SELF DISCIPLINE

To achieve greater alignment and see through our promises.

### TRUST

To commit to believing in each other and our potential to achieve great things together.

Both the Fish! and Fish+ Principles guide our behaviours, transform our environment, and underscore our belief that an empowered workforce is one of the key ingredients of business success.



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## 5.1 PERSONNEL DEVELOPMENT AND COMPOSITION

### STAFF COMPOSITION AT PSA ITALY

STAFF COMPOSITION	2019			2020			2021		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
<b>TOTAL EMPLOYEES</b>	<b>662</b>	<b>236</b>	<b>87</b>	<b>658</b>	<b>229</b>	<b>85</b>	<b>660</b>	<b>228</b>	<b>83</b>
<b>BY GENDER</b>									
Men	613	212	73	609	206	72	605	206	70
Women	49	24	14	49	23	13	55	22	13
<b>BY AGE</b>									
Under 30 years old	5	4	10	6	5	8	12	6	8
Between 30 and 50 years old	479	118	51	436	104	49	358	105	48
Over 50	178	114	26	216	120	28	290	117	27
Average age of staff	46	49	44	47	49	44	48	50	44
<b>BY PROFESSIONAL CATEGORY</b>									
Managers	9	5	1	12	5	1	13	6	1
Professionals	17	8	6	15	7	6	10	6	6
Employees	184	122	30	192	126	30	204	126	28
Operational workers	452	101	50	439	91	48	433	90	48
<b>BY TYPE OF CONTRACT</b>									
Permanent	647	235	78	643	228	80	656	226	77
Fixed-term	15	0	3	15	0	0	1	0	1
Apprentices	0	1	6	0	1	5	3	2	5
Full time	649	228	85	645	222	83	646	220	81
Part time	13	8	2	13	7	2	14	8	2



### TOTAL OF MEN AND WOMEN AT PSA ITALY BY EMPLOYEE CATEGORY

NUMBER	2019			2020			2021		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
<b>Managers</b>	<b>9</b>	<b>5</b>	<b>1</b>	<b>12</b>	<b>5</b>	<b>1</b>	<b>13</b>	<b>6</b>	<b>1</b>
Men	8	5	1	10	5	1	11	6	1
Women	1	0	0	2	0	0	2	0	0
<b>Professionals</b>	<b>17</b>	<b>8</b>	<b>6</b>	<b>15</b>	<b>7</b>	<b>6</b>	<b>10</b>	<b>6</b>	<b>6</b>
Men	14	7	5	13	5	5	9	4	5
Women	3	1	1	2	2	1	1	2	1
<b>Employees</b>	<b>184</b>	<b>122</b>	<b>30</b>	<b>192</b>	<b>126</b>	<b>30</b>	<b>202</b>	<b>126</b>	<b>28</b>
Men	142	99	18	152	105	20	153	106	10
Women	42	23	12	40	21	10	49	20	18
<b>Operational workers</b>	<b>452</b>	<b>101</b>	<b>50</b>	<b>439</b>	<b>91</b>	<b>48</b>	<b>435</b>	<b>90</b>	<b>48</b>
Men	449	101	48	436	91	46	432	90	46
Women	3	0	2	3	0	2	3	0	2
<b>TOTAL</b>	<b>662</b>	<b>236</b>	<b>87</b>	<b>658</b>	<b>229</b>	<b>85</b>	<b>660</b>	<b>228</b>	<b>83</b>

### PERCENTAGE OF MEN AND WOMEN AT PSA ITALY BY EMPLOYEE CATEGORY

PERCENTAGE	2019			2020			2021		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
<b>Managers</b>	<b>1%</b>	<b>2%</b>	<b>1%</b>	<b>2%</b>	<b>2%</b>	<b>1%</b>	<b>2%</b>	<b>3%</b>	<b>1%</b>
Men	1%	2%	1%	2%	2%	1%	2%	3%	1%
Women	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>Professionals</b>	<b>3%</b>	<b>3%</b>	<b>7%</b>	<b>2%</b>	<b>3%</b>	<b>7%</b>	<b>2%</b>	<b>3%</b>	<b>7%</b>
Men	2%	3%	6%	2%	2%	6%	1%	2%	6%
Women	0%	0%	1%	0%	1%	1%	0%	1%	1%
<b>Employees</b>	<b>28%</b>	<b>52%</b>	<b>34%</b>	<b>29%</b>	<b>55%</b>	<b>35%</b>	<b>31%</b>	<b>55%</b>	<b>34%</b>
Men	21%	42%	21%	23%	46%	24%	23%	46%	12%
Women	6%	10%	14%	6%	9%	12%	7%	9%	22%
<b>Operational workers</b>	<b>68%</b>	<b>43%</b>	<b>57%</b>	<b>67%</b>	<b>40%</b>	<b>56%</b>	<b>66%</b>	<b>39%</b>	<b>58%</b>
Men	68%	43%	55%	66%	40%	54%	65%	39%	55%
Women	1%	2%	2%	2%	0%	2%	0%	0%	2%





## PSA ITALY EMPLOYEES IN AND OUT

IN AND OUT	2019			2020			2021		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
<b>Total employees</b>	<b>662</b>	<b>236</b>	<b>87</b>	<b>658</b>	<b>229</b>	<b>85</b>	<b>660</b>	<b>228</b>	<b>83</b>
<b>EMPLOYEES HIRED DURING THE YEAR</b>	<b>18</b>	<b>1</b>	<b>6</b>	<b>8</b>	<b>2</b>	<b>1</b>	<b>16</b>	<b>2</b>	<b>3</b>
Men	18	1	4	7	2	1	6	2	2
Women	0	0	2	1	0	0	10	0	1
Under 30 years old	6	1	6	1	1	0	7	2	2
Between 30 and 50 years old	11	0	0	4	1	0	7	0	1
Over 50	1	0	0	3	0	1	2	0	0
<b>EMPLOYEES LEAVING DURING THE YEAR</b>	<b>7</b>	<b>3</b>	<b>3</b>	<b>12</b>	<b>9</b>	<b>3</b>	<b>12</b>	<b>3</b>	<b>5</b>
Men	7	3	2	11	8	2	11	2	5
Women	0	0	1	1	1	1	1	1	0
Under 30 years old	0	0	0	0	0	0	0	0	0
Between 30 and 50 years old	3	0	1	7	2	1	4	0	3
Over 50	4	3	2	5	7	2	8	3	2

PSA SECH's workforce, which had remained more or less stable over the past few years, declined from 2018 onwards due to the departure of a number of employees not compensated by the same number of new hires, and then stabilised again with the current numbers. In almost all cases, similarly to what happened at PSA Genova Pra', these were people who stopped working due to reaching retirement age.

In 2021, turnover at PSA Genova Pra' was as follows:

Recruitment:

- 6 employees with previous staff leasing contract in staff increase;
- 1 manager based in Basel (hiring end of 2020) in staff increase;
- 1 employee in staff increase;
- 1 employee with previous secondment from PSA SECH;
- 1 manager replacing a manager who left;
- 3 employees to replace 3 outgoing;
- 3 apprentices in staff increase.

Terminations:

- 1 retiring manager;
- 1 manager voluntarily resigned;
- 1 manager seconded to PSA Turkey;
- 4 retiring employees;
- 2 employees voluntary resigned;
- 2 retiring workers;
- 1 worker deceased.

In 2021, turnover at PSA Venice-Vecon remained virtually unchanged: workers who had reached retirement age or resigned were replaced and the increases relate to apprenticeship contracts.

In all companies, open-ended contracts are the main form of contract used.



**OVERALL PSA ITALY TURNOVER RATE**

OVERALL TURNOVER RATE (%)*	2019			2020			2021		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
<b>TOTAL</b>	<b>3.82</b>	<b>1.68</b>	<b>0.11</b>	<b>3.04</b>	<b>4.75</b>	<b>0.05</b>	<b>4.10</b>	<b>2.20</b>	<b>0.11</b>
Men	3.82	1.68	0.07	2.74	4.31	0.03	2.58	1.76	0.09
Women	0.00	0.00	0.04	0.3	0.43	0.01	1.66	0.44	0.02
Under 30 years old	0.92	0.42	0.07	0.15	0.43	-	1.06	0.88	0.02
Between 30 and 50 years old	2.14	0.00	0.01	1.67	1.29	0.01	1.66	0.00	0.07
Over 50	0.76	1.24	0.02	1.22	3.02	0.03	1.52	1.32	0.02

\* Overall turnover rate: entrants + leavers in the period/average of the period.

**PSA ITALY POSITIVE TURNOVER RATE**

POSITIVE TURNOVER RATE (%)*	2019			2020			2021		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
<b>TOTAL</b>	<b>2.76</b>	<b>0.42</b>	<b>0.07</b>	<b>1.23</b>	<b>0.84</b>	<b>0.01</b>	<b>2.42</b>	<b>0.87</b>	<b>0.05</b>
Men	2.76	0.42	0.05	1.07	0.84	0.01	0.91	0.87	0.03
Women	0.00	0.00	0.02	0.16	0.00	0.00	1.51	0.00	0.02
Under 30 years old	0.92	0.42	0.07	0.15	0.42	0.00	1.06	0.87	0.02
Between 30 and 50 years old	1.68	0.00	0.00	0.61	0.42	0.00	1.06	0.00	0.03
Over 50	0.15	0.00	0.00	0.46	0.00	0.01	0.30	0.00	0.00

\* Positive turnover rate: entrants in the period/organic at the beginning of the period.

**NEGATIVE TURNOVER RATE**

NEGATIVE TURNOVER RATES (%)*	2019			2020			2021		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
<b>TOTAL</b>	<b>1.07</b>	<b>1.26</b>	<b>0.04</b>	<b>1.84</b>	<b>3.81</b>	<b>0.03</b>	<b>1.82</b>	<b>1.31</b>	<b>0.05</b>
Men	1.07	1.26	0.02	1.68	3.39	0.02	1.67	0.87	0.05
Women	0.00	0.00	0.01	0.15	0.42	0.01	0.15	0.44	0.00
Under 30 years old	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Between 30 and 50 years old	0.46	0.00	0.01	1.07	0.85	0.01	0.61	0.00	0.03
Over 50	0.61	1.26	0.02	0.77	2.97	0.02	1.21	1.31	0.02

\* Negative turnover rate: exits in the period/early period.

**TURNOVER COMPENSATION RATE**

TURNOVER COMPENSATION RATE (%)*	2019			2020			2021		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
<b>TOTAL</b>	<b>38.89</b>	<b>33.33</b>	<b>2.00</b>	<b>66.67</b>	<b>22.22</b>	<b>0.33</b>	<b>75.00</b>	<b>66.67</b>	<b>1.00</b>
Men	38.89	33.33	1.33	58.33	25.00	0.33	68.75	100.00	0.60
Women	0.00	0.00	0.67	8.33	0.00	0.00	6.25	0.00	0.40
Under 30 years old	0.00	33.33	2.00	8.33	0.00	0.00	0.00	0.00	2.00
Between 30 and 50 years old	16.67	0.00	0.00	33.33	50	0.00	0.25	0.00	1.00
Over 50	22.22	0.00	0.00	25.00	0.00	0.33	0.50	0.00	0.00

\* Turnover compensation rate: entries in the period/exits in the period.

Within PSA Genova Pra' and PSA SECH, the value of staff turnover (especially the negative one) changed, as described above, as a result of terminations of employment

not fully compensated by new hires. For PSA Venice-Vecon, the change is due to the hiring of personnel under apprenticeship contracts.



## PSA ITALY PARENTAL LEAVE

PARENTAL LEAVE	2019					
	PSA GP		PSA SECH		PSA VENICE	
Gender	M	F	M	F	M	F
<b>No. of workers entitled to parental leave</b>	<b>324</b>	<b>6</b>	<b>90</b>	<b>7</b>	<b>6</b>	<b>3</b>
No. of workers who took parental leave	59	6	13	0	6	3
No. of workers returning from parental leave in the reference year	59	6	13	0	6	3
No. of workers returned to work at the end of parental leave and still employed in the following 12 months	59	6	13	0	6	3
Percentage (%) of workers returned to work at the end of parental leave and still employed in the following 12 months	100	100	100	0	100	100

2020						2021					
PSA GP		PSA SECH		PSA VENICE		PSA GP		PSA SECH		PSA VENICE	
M	F	M	F	M	F	M	F	M	F	M	F
<b>283</b>	<b>6</b>	<b>90</b>	<b>7</b>	<b>6</b>	<b>5</b>	<b>189</b>	<b>10</b>	<b>90</b>	<b>7</b>	<b>3</b>	<b>2</b>
49	6	11	2	6	5	74	3	5	0	2	2
49	6	11	2	6	5	74	3	5	0	3	2
49	6	11	2	6	5	74	3	5	0	3	2
100	100	100	0	100	100	100	100	100	0	100	100



PSA Venice-Vecon: training to become a reach stacker operator.

## 5.2 SEARCH AND SELECTION

**H**uman resources are an essential corporate asset; their growth is a fundamental and indispensable factor for terminal development.

The search and selection process aims to provide companies with the necessary skills to offer a quality service to our clients: it is managed by the personnel department, which also oversees relations with schools, universities and employment centres. The search and selection methods employed by the companies comply with the principles of the code of ethics adopted by PSA Genova Pra', PSA SECH and PSA Venice-Vecon, with the legal provisions on employment, with the National Collective Labour Agreements (CCNL Ports and CCNL Managers of Industrial Companies) in all their regulated institutes, and with strict compliance with the requirements established by law.

The company's policy guarantees equal opportunities for men and women in access to employment,

without any discrimination based on gender, ethnicity, nationality, language, religion, political opinions, sexual orientation, personal and social conditions in line with the applicable legislation and, in particular, with the Equal Opportunities Code (Legislative Decree no. 198/06).

Staff are only hired on the basis of regular employment contracts, as no form of irregular employment is tolerated, neither for Italian nor foreign nationals. The candidate must be made aware of all the characteristics relevant to the employment relationship.

The recognition of salary increases or other incentive tools, as well as access to higher roles and positions (promotions), are linked, in addition to the rules established by law and by the sector's collective labour agreement, to the individual merits of employees, including the ability to express behaviour and organisational skills in line with the company's ethical principles.

### STAFF COMPOSITION (% BY EDUCATIONAL QUALIFICATION)

STAFF COMPOSITION (% BY EDUCATIONAL QUALIFICATION)	2019			2020			2021		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Degree	N.D.	10.6	11	N.D.	10.9	9	N.D.	11	9
Diploma	N.D.	44.4	50	N.D.	45	50	N.D.	45.6	50
Professional qualification	N.D.	17	9	N.D.	17.5	9	N.D.	18	8
Primary/middle school	N.D.	28	17	N.D.	26.6	17	N.D.	25.4	16





## 5.3 TRAINING

Corporate training has become an increasingly important element in achieving business success, and it is clear that in order to operate cohesively and efficiently in any working and production environment, it is necessary to be united and to make all employees, from the first to the last, feel that they are taking part in a common project.

It is also considered that, from a psychological point of view, in-company training fulfils an indispensable task, in terms of usefulness and benefit, in two ways: for the employee, because

they feel valued and relevant to the company's performance, and for the company, because in this way the employee will work with greater commitment and motivation. Human resources are undoubtedly the most influential tool for the growth of companies, and the importance of corporate training can be seen in the fact that, through the personal and professional development of individuals, improvements are made across the board.

As a result of the training activities, creativity and initiative are enhanced,

the ability to find cooperative solutions increases, and employees become more aware of the meaning and importance of their role in the company; the importance of company training should therefore not be underestimated, as it enables the positive growth of the PSA

Genova Pra', PSA SECH and PSA Venice-Vecon employees, which translates into overall company development. The following tables provide a detailed picture of the training within the three companies:

### AVERAGE PSA ITALY TRAINING HOURS

AVERAGE TRAINING HOURS	2019			2020			2021		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
<b>Total hours provided</b>	<b>19,147</b>	<b>3,999</b>	<b>1,970</b>	<b>8,251</b>	<b>2,575</b>	<b>1,131</b>	<b>9,765</b>	<b>2,737</b>	<b>2,798</b>
• Of which internal teaching	13,554	568	592	5,360	181	302	6,886	112	299
<b>Average hours per employee*</b>	<b>N.D.</b>	<b>20</b>	<b>23</b>	<b>N.D.</b>	<b>27</b>	<b>89</b>	<b>N.D.</b>	<b>25</b>	<b>32</b>
Average hours per total employees**	29	17	23	13	11	13	15	12	34
<b>Average hours per employee category</b>									
• Managers	N.D.	58	8	7	56	34	12	79	50
• Professionals	N.D.	63	43	14	77	35	22	76	52
• Employees	N.D.	18	8	13	12	6	15	12	30
• Workers	N.D.	11	29	12	3	15	15	3	34
<b>Average hours per employee gender</b>									
• Men	N.D.	17	24	12	10	13	15	11	28
• Women	N.D.	19	15	16	25	14	16	23	55
<b>Coverage % of employees</b>	<b>N.D.</b>	<b>86%</b>	<b>100%</b>	<b>N.D.</b>	<b>42%</b>	<b>100%</b>	<b>N.D.</b>	<b>48%</b>	<b>100%</b>

\* Employees who have received training.

\*\* Employees who have received training.

## TRAINING COSTS

TRAINING COSTS	2019					
	PSA GP		PSA SECH		PSA VENICE	
	€	%	€	%	€	%
Financed training cost	73,672	43	19,285	35	4,505	12
Non-financed training cost	96,322	57	34,823	65	31,854	88
<b>TOTAL</b>	<b>169,994</b>	<b>100</b>	<b>54,108</b>	<b>100</b>	<b>36,359</b>	<b>100</b>

PSA GP	PSA SECH	PSA VENICE	2020						2021					
			PSA GP		PSA SECH		PSA VENICE		PSA GP		PSA SECH		PSA VENICE	
			€	%	€	%	€	%	€	%	€	%	€	%
41,035	59	15,586	27	22,647	58	30,360	36	27,580	38	4,947	11			
28,194	41	42,327	73	16,517	42	54,969	64	45,927	62	38,673	89			
<b>69,229</b>	<b>100</b>	<b>57,913</b>	<b>100</b>	<b>39,164</b>	<b>100</b>	<b>85,329</b>	<b>100</b>	<b>73,507</b>	<b>100</b>	<b>43,620</b>	<b>100</b>			

## COSTS BY TYPE OF TRAINING

COSTS BY TYPE OF TRAINING (€)	2019			2020			2021		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Management training	8,900	2,546	9,915	10,864	0	22,647	15,292	0	21,041
Security Training	28,889	17,239	8,936	22,183	10,217	7,123	16,706	15,660	9,548
Professional development	132,205	34,323	17,508	36,182	47,696	9,394	53,331	57,847	13,031
<b>TOTAL</b>	<b>169,994</b>	<b>54,108</b>	<b>36,359</b>	<b>69,229</b>	<b>57,913</b>	<b>39,164</b>	<b>85,329</b>	<b>73,507</b>	<b>43,620</b>

The above figures take into account all financing received directly by the company, excluding financed training whose ownership remains with accredited training organisations that allow training activities to be provided to employees without direct costs incurred by the company for tuition. Of course, the cost of the trainees is always borne by the company. Within the economic investments made over the last three years on training, **PSA Genova Pra'** was able to utilise funding from private interprofessional funds and from public funds as detailed below:

- 2019: €73,672 financed, 100% from private interprofessional funds (Fondimpresa and Fondirigenti);

- 2020: € 41,035 financed, 100% from private interprofessional funds (Fondimpresa).
- 2021: € 30,360 financed, 100% from private inter-professional funds (Fondimpresa and Fondirigenti).

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

- 2019: € 19,285 financed, 100% from private interprofessional funds (Fondimpresa and Fondirigenti);
- 2020: financed € 15,586, 100% from private interprofessional funds (Fondimpresa);
- 2021: financed € 27,580, 100% from private interprofessional funds (Fondimpresa);

In the case of **PSA Venice-Vecon**, on the other hand, the company managed to use funding from private interprofessional funds, detailed as follows:

- 2019: financed € 4,505, from private interprofessional funds (Fondimpresa);
- 2020: financed € 22,647, 100% from private interprofessional funds (Fondimpresa);
- 2021: € 4,947 financed, 100% from private interprofessional funds (Fondimpresa).



## HOURS DELIVERED BY COURSE TYPE

HOURS DELIVERED BY TYPE OF COURSE (€)	2019			2020			2021		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Management training	2,560	423	355	1,104	646	481	253	0	434
Safety & Security Training	5,328	898	1,495	1,656	489	415	4,053	821	1,194
Professional development	11,259	2,678	120	5,492	1,440	235	5,459	1,916	1,170
<b>TOTAL</b>	<b>19,147</b>	<b>3,999</b>	<b>1,970</b>	<b>8,252</b>	<b>2,575</b>	<b>1,131</b>	<b>9,765</b>	<b>2,737</b>	<b>2,798</b>

## DELIVERY METHODS

DELIVERY METHOD (%)	2019			2020			2021		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
% Classroom	100	100	100	88	35	100	83	26	77
% Online	0	0	0	12	65	0	17	74	23

With regard to the PSA Genova Pra' terminal during the year 2021, due to the continuation of the COVID-19 pandemic, several adjustments were necessary with respect to the planning approved at the beginning of 2021. In this regard, some courses were not planned due to the impossibility of conducting them in

person, while other external inter-company courses were postponed to the beginning of 2022 due to a shortage in the number of participants. In particular, it was not possible to organise some compulsory courses which, by their nature, require not only physical presence but also the inability to maintain a safe distance (e.g. courses for risks from confined spaces).

However, an internal course to certify five new crane operators started in autumn 2020, and three internal courses were launched and completed to certify 14 new RTG/RMG operators.

By taking advantage of the months when the pandemic was less severe, a number of compulsory courses from 2020 were made available, including those related to Emergency Managers, i.e., First Aid + BLS-D and Fire Fighting refresher courses. English language courses also continued regularly, with both one-to-one and group courses being converted to virtual mode.

Despite the continuing COVID-19 pandemic, PSA SECH continued to carry out its planned training activities, completing many of the training courses that had been planned and included in the relevant training plan.

It is useful to emphasise that management training and refresher training sessions are a matter of corporate will, while safety training sessions are mandatory. In fact, several training activities are planned for the year 2022, some of which derive from obligations under the State-Regions Agreements on health and safety in the workplace. Continuing a path started years ago, PSA SECH's commitment to training and prevention has been ongoing. The number of emergency responders has grown and it has become more necessary than ever to continue their compulsory initial or

refresher training.

During the year 2020, a substantial amount of training was directed at management (mainly through two special courses, Project management and Team building). The intention is to revisit this in 2022, while for 2021, among the various activities planned and carried out, the decision was made to get a substantial number of employees involved in privacy and cybersecurity training courses. Building on what has happened in the recent past, English language courses were again provided in 2021 at TILC (The International Language Centre), attended by PSA SECH staff from various departments.

Based on the experiences following the pandemic, PSA Venice-Vecon has been using web-based training for more than 20% of its employee training sessions since 2021, thereby doubling the number of training sessions compared to the previous year. This has allowed the company to reach and exceed pre-COVID training levels, meeting the compulsory refresher and training requirements of the State-Regions Agreements on health and safety in the workplace. As can be seen from the table above, during the year 2021, a substantial part of PSA Venice-Vecon's training activity was devoted to safety, followed by professional refresher courses (renewal of licences, vehicle driving and operating skills, etc.) and, finally, managerial training, through courses in English, public speaking, and counselling programmes.

## 5.4 QUALIFICATION, SELECTION AND EVALUATION OF SUPPLIERS

Working with qualified and reliable suppliers helps our organisations meet the needs of customers, a key link in the supply chain, promptly and efficiently. The qualification of suppliers, i.e. their initial assessment, selection and periodic re-evaluation, is kept active by PSA Italy through documented procedures, in order to ensure that the services, equipment and products procured meet aspects related to quality, safety, economic, social and environmental sustainability. Companies keep procurement processes under control, so that they are carried out in full compliance

with the criteria of transparency and equal access, thus ensuring that suppliers and contractors meet the requirements of professionalism, legality, reliability and cost-effectiveness in order to operate in terminal areas.

Every supply or service is subject to judgement by the corporate functions that actually used it, analysing any non-conformities that may have emerged, filling in special evaluation forms and verifying the validity of the certifications according to the type of activity to be performed, as well as the fulfilment of safety and environmental protection obligations.

### SUPPLIERS INVOLVED

NUMBER OF SUPPLIERS INVOLVED (ACTIVE YEAR 2021)		
PSA GP	PSA SECH	PSA VENICE
724	387	463

### CATEGORIES OF SUPPLIERS INVOLVED AND RELATIVE VALUE OF EXPENDITURE

	PSA GP	PSA SECH	PSA VENICE
CATEGORIES OF SUPPLIERS INVOLVED (YEAR 2021)	VALUE OF EXPENDITURE (€)	VALUE OF EXPENDITURE (€)	VALUE OF EXPENDITURE (€)
Goods	N.D.	2,326,152,32	852,590
Services	N.D.	12,728,461,50	2,179,023
Consultancy	N.D.	251,634,79	200,741
Contracts	N.D.	750,293,58	2,858,628
<b>TOTAL</b>	<b>N.D.</b>	<b>16,056,542.20</b>	<b>6,090,982</b>



## 5.5 OCCUPATIONAL HEALTH AND SAFETY AT PSA ITALY

PSA Italy is committed to promoting a safety culture in order to ensure operational efficiency, protect people working at terminals and prevent damage to vehicles and equipment.

The PSA Italy terminals pursue these aims through:

- strong leadership and health & safety culture;
- collaboration with all stakeholders, both internal and external to the brand, and a commitment to spreading the culture of health & safety outside the workplace;
- continuous staff training;
- technologies and protection devices that are always effective and efficient;
- certified management systems.

### THE HEALTH AND SAFETY MANAGEMENT SYSTEM

The three PSA Italy terminals place great importance not only on the quality of the services provided, i.e. the attention paid to customer needs, but also on respect for the environment and the protection of all stakeholders. All companies in the group have chosen to operate according to the UNI ISO 45001:2018 standard, responding to the need for continuous improvement in health and safety performance.

PSA Italy's terminals also implement a system of controls aimed at

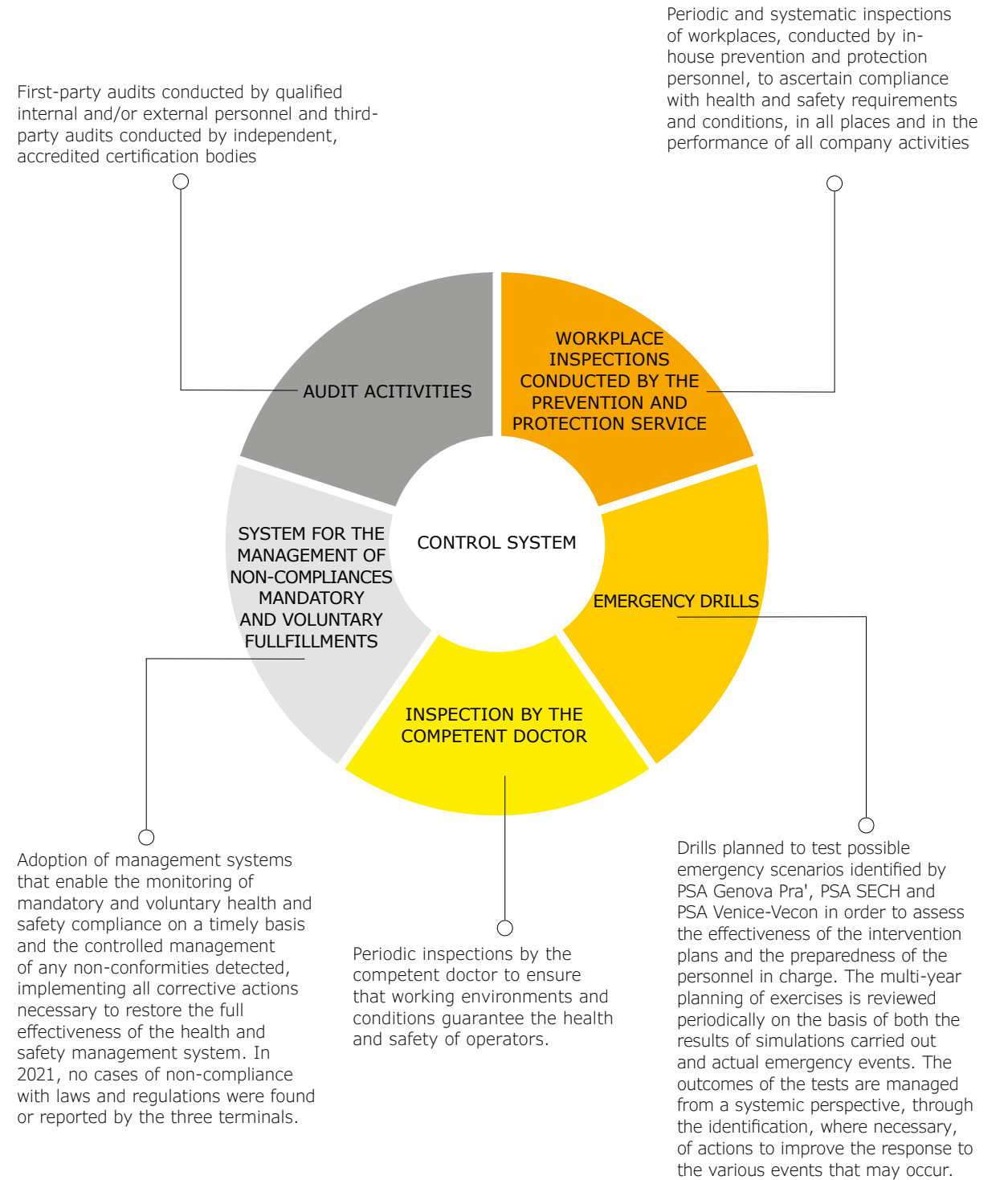
ascertaining the compliance of the health and safety management system with the reference standard and mandatory regulations, as well as verifying:

- the implementation and effectiveness of the 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.

Safety walks are an excellent tool to measure the spread of health & safety culture in terminals. In fact, being able to observe how people work allows one to understand how it is perceived by workers. At PSA Italy terminals, 'safety walks' consist of inspections of operational areas, which are carried out by managers or supervisors, even during night hours. The activity is a method of gathering information for future business improvement plans.



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



## HEALTH AND SAFETY RISK ASSESSMENT AND MANAGEMENT

PSA Italy implements and maintains processes aimed at the continuous identification and elimination of hazards to minimise risks to the health and safety of operators. These processes take into account not only routine business activities, but also non-routine activities, accidents, emergency situations and organisational changes.

Once the hazard identification and risk assessment phases have been completed, terminals take effective preventive and protective measures to ensure the protection of the health and safety of workers and all those who access company areas.

## COVID-19

It all started on 31/12/19, when the Municipal Health Commission of Wuhan (CHINA), reported cases of pneumonia of unknown aetiology to the WHO. On 01/01/2020, the Chinese CDC reported that it had identified a new Coronavirus as the causative agent and the genome sequence was made public. Coronaviruses are a large family of respiratory viruses that can cause illnesses ranging from the common cold to Middle East Respiratory Syndrome (MERS) and SARS. The continuous evolution of the phenomenon and the international epidemiological situation that has emerged have meant that since February 2020, Italy, along with many countries, has been facing a very difficult situation linked to the spread of the virus. Actions to limit its spread have been defined in several Prime Ministerial Decrees, which have gradually imposed increasingly strict and restrictive rules. Our companies immediately implemented the new directives, adopting organisational measures and management protocols to protect workers, providing for specific measures such as: the distribution of masks, gloves and hygiene kits, the setting up of temperature check stations and tools to ensure social distancing, the encouragement of remote working and meeting modes. We can safely say that, since the beginning of the pandemic, we have done our best, limiting the health consequences as much as possible, while managing to maintain continuity in the delivery of our service, which is of strategic importance in the national economy.

The above naturally also had an impact on health surveillance which, let's not forget, is one of the preventive measures for workers exposed to health risks caused by physical, chemical, biological or ergonomic agents.

## WORKER PARTICIPATION, CONSULTATION AND COMMUNICATION ON HEALTH AND SAFETY ISSUES

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

## OUR STORIES - HOW COVID-19 CHANGED THE PERCEPTION OF OUR HEALTH AND SAFETY

Since February 2020, our perception of individual health and safety has been drastically changed by the events triggered by the pandemic.

Each of us externally and internally experienced a different story with a personal view of what was happening and the rules that were being imposed.

PSA Italy, like the rest of the world, was overwhelmed by this event but, strong in our values, we managed to pull together and organise ourselves to move forward without interrupting a service to the country's economy - something that could have made the situation even worse. Injury rates in the group (LTIF) have fallen further, a sign that our focus on safety has increased. We have confirmed how important it is to maintain correct behaviour at all times and in all places in order to avoid endangering our lives and the lives of those around us.

In collaboration with Italia Loves Sicurezza, PSA Italy has promoted a collection of stories to ensure that what we have experienced over the past year and a half remains as a testimony for the future, showing us, once again, that the behaviour of the individual can affect the entire community.

Each of us was given the opportunity to write our own story about what we experienced in the year 2020. Some colleagues decided to sign their stories, others preferred to remain anonymous, but the desire to express feelings and fears was shared by all.

These stories have been collected in a book. Reading the book will provide new insights into the perception of risks in the workplace that, inevitably, spills over into the social and family spheres, testifying to its importance in our lives.

This publication is intended to represent another element that the PSA group has included in its more general framework of corporate 'safety and prevention', in the wake of the 'Valuing Lives' initiative and in the spirit of the 'Italia Loves Sicurezza' movement.

Consultation activities involve the definition of communication processes that:

- ensure that workers acquire the necessary awareness of:
  - occupational health and safety policy and objectives;
  - the importance of its contribution to the effectiveness and performance improvement of the health and safety management system and the implications and potential consequences of not complying with legal and system requirements;
  - the importance of active participation in the analysis of incidents affecting them and the results of root cause analysis; terminals ensure that workers at all levels are encouraged to report hazardous situations so that preventive measures can be taken and corrective action taken;
  - the importance of their involvement and the involvement of personnel present in PSA Genova Pra', PSA SECH and PSA Venice-Vecon during the audit activities,
- to ascertain compliance with the requirements of the management system;
- knowledge of the risks present in the context in which they operate;
- the importance of complying with existing health and safety procedures and instructions;
- the correct identification of hazards, health and safety risks;
- the ability to remove themselves from work situations that they believe pose a serious and immediate danger to their life or health.
- encourage dialogue and exchanges, with the aim of making the necessary information available to workers and workers' health and safety representatives, in order to provide informed feedback that must be taken into account by terminals before making a decision in terms of workers' health and safety;
- prescribe appropriate health and safety behaviour towards internal and external stakeholders, such as direct and indirect workers, suppliers, contractors and visitors.

## HEALTH AND SAFETY SURVEILLANCE

Health surveillance is one of the preventive measures for workers exposed to health risks caused by physical, chemical, biological or ergonomic agents.

Health examinations are carried out according to a schedule defined by the competent doctor in consultation

with the terminal employers. The competent doctor, who meets the requirements laid down by law, carries out medical examinations in a suitable environment equipped to examine the various aspects of workers' physical and psycho-aptitude.

The results of the medical





examination are attached to the health and risk file. The competent doctor accordingly makes a judgement on the specific task, which may be: suitability; partial, temporary or permanent unfitness, with prescriptions or limitations; temporary unfitness or permanent unfitness. The competent doctor's work does not end with workers' health surveillance; in fact, they collaborate with the employer and with the prevention and protection service in assessing risks and implementing measures to protect the health and psycho-physical integrity of workers; they also collaborate in organising the first aid service, with particular regard to defining the medical-surgical aids available to first aid workers. They participate in informing and training workers and are the only person authorised to provide information to workers on the

## HEALTH AND SAFETY TRAINING FOR WORKERS

It is the duty of PSA Genova Pra', PSA SECH and PSA Venice-Vecon to implement informative, educational and training activities consistent with company policies, the ethical principles contained therein, the relevant applicable legislation, the voluntary adoption rules, the commitments entered into and the corrective actions relating to the prevention of the recurrence of non-compliance, accidents and injuries. It is the task of PSA Genova Pra', PSA SECH and PSA Venice-Vecon to ensure that workers are competent, which includes the ability to identify

results of diagnostic tests and health checks and to hand over medical documentation, either on request or on termination of employment. It is important to emphasise that the risk health record contains sensitive data and should therefore be treated in accordance with professional secrecy and the provisions of Legislative Decree no. 196/2003 on the protection of personal data. In addition to the health surveillance activities described above, PSA Genova Pra', PSA SECH and PSA Venice-Vecon have taken out private insurance in order to guarantee all workers access to health services, even outside of work, with the aim of preserving their health through annual check-up programmes and additional visits, as well as diagnostic examinations.

hazards; to this end, the two sites plan, organise, implement and verify the learning and effectiveness of informative, educational and training activities, either internally or through qualified external parties. Terminals provide workers with safety training, in accordance with the provisions of the State-Regions Conference Agreement No. 221 of 21 December 2011, pursuant to Legislative Decree no. 81, dated 9 April 2008, which regulates the duration, minimum contents and methods of compulsory safety training, the updating of workers, supervisors and managers,

as well as the optional training of persons referred to in Article 21, paragraph 1, of Legislative Decree no. 81/08.

In detail, the terminals provide the following types of health and safety training, also guaranteeing the required updates according to regulatory requirements:

- general training, lasting 4 hours, covers all workers and covers general concepts of safety at work (Art. 37, Legislative Decree No. 81/2008). This training is provided on a one-off basis to all personnel.
- specific training refers to the tasks, the risks associated with them and the relevant prevention and protection measures and procedures, which are characteristic of the sector or industry to which the company belongs. The duration of the specific training is in addition to the general training and varies from 4, 8 or 12 hours depending on whether it is aimed at low, medium or high risk tasks respectively. E-learning training for workers is only permitted for the general part (4 hours) but not for the specific part. This training is refreshed every five years by providing workers with a six-hour course.
- training for supervisors is of a minimum duration of 8 hours, is provided in addition to the training received as a worker and includes the development of the following topics:
  - main actors in the company's prevention system;
  - relations between the various

internal and external actors in the prevention system;

- definition and identification of risk factors;
- accidents and damage;
- communication and awareness-raising techniques for workers;
- risk assessment of the company, with particular reference to the context in which the supervisor works;
- identification of technical, organisational and procedural prevention and protection measures;
- ways of exercising the function of monitoring compliance by workers.

This training is refreshed every five years by providing workers with a six-hour course.

- training for managers is of a minimum duration of 16 hours, divided into 4 modules:
  - legal-regulatory module;
  - security management and organisation;
  - identification and assessment of risks;
  - communication, training and consultation of workers.

This training is refreshed every five years by providing managers with a six-hour course.

- training for workers' safety representatives, pursuant to Article 37(11) of Legislative Decree 81/2008 as amended, which provides for an initial 32-hour training course and an annual 8-hour refresher course.
- mandatory training of staff in emergency preparedness and

response roles, divided into:

- first aid training, provided in accordance with Ministerial Decree 388/03. This has a duration of 16 hours and is refreshed every three years through a 6-hour course. First-aid responders are trained in the use of automatic external defibrillators (AEDs) and included in the regional network of qualified persons. Specific training on BLS (Basic Life Support) is updated every 2 years, as required by legislation.
- fire-fighting training. This training, provided in accordance with Ministerial Decree 10/3/98, and has a different duration, varying between 4 and 16 hours depending on the type of company and the risk related to the job. It is refreshed every 3 years through a course ranging from 2 hours (low risk) to 8 hours (high risk).
- training on the use of means and equipment, necessary for the

issuance of the qualification to drive such means and equipment, governed by the State-Regions Conference Agreement No. 53 of 22 February 2012, which regulates the procedures for recognising the qualification to drive work equipment, the training subjects, the duration, the addresses and the minimum requirements for the validity of the training, in implementation of Article 73, paragraph 5 of Legislative Decree 81/2008 as amended. In terminals, the equipment that falls within the scope of this regulation are forklifts, mobile and elevating work platforms and self-propelled vehicles. Again, this is training that must be updated every five years.

- training for the qualification to drive other means and equipment present in the terminals and whose training is not covered by the State-Regions Conference Agreement no. 53 of 22 February 2012, but is provided in compliance with internal procedures and in accordance with the provisions of Legislative Decree 81/08.



## 5.5.1 THE PSA GENOVA PRA' APPROACH

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**W**ith the aim of continuously improving health and safety performance, PSA Genova Pra' also implemented the following initiatives throughout 2021:

- **Improved employee participation and involvement, as well as a promoted a sense of belonging to the company.**

- In January 2021, the PSA Group held its now customary 'Safety Week', with the theme of 2021 being 'Valuing Life'; during this week, safety awareness video messages were shared with workers.
- An integrated document was adopted for the PSA Genova Pra' and PSA SECH business units, consistent with the PSA Group policy (Health, Safety, Security, Environment).
- The use of company monitors was implemented to broadcast messages related to behavioural aspects affecting health and safety in the workplace.
- Web-based company procedures were made available to workers via mobile apps.
- A specialised book, written specifically for PSA by experts in the field (i.e. occupational and organisational psychologists, occupational physicians, etc.), was provided to all workers. It deals with the topic of remote working in a comprehensive manner, both from a regulatory point of view and in terms of time and stress management, providing useful guidance.
- On 20 July 2021, colleagues who had completed 20 years at PSA Genova Pra' were honoured with a commemorative plaque to mark the special milestone. For the occasion, an event was organised in the yards in front of the PSA Genova Pra' office building (of course, in line with the restrictions in place to counter the spread of COVID-19). The employees were honoured by the managers to whom they report, in the presence of Managing Director Roberto Ferrari and General Manager Roberto Goglio.
- The annual 'Understanding Your Culture' questionnaire, requested by the PSA Group, was administered to managers, executives and front-line staff in the operating departments to monitor the extent to which the safety culture is embedded in the company. The questionnaire confirmed a more proactive perception, i.e. values and leadership in security guide future behaviour.

- **Improving the efficiency of terminal response to emergencies.**

In addition to what has already been implemented, a system has been put in place to warn the transporters present in the terminal in the event of an alert or evacuation, by means of an alert sent via notification on the app and/or text message.

## 5.5.2 THE PSA SECH APPROACH

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**W**ith the aim of continuously improving health and safety performance, PSA SECH' also implemented the following initiatives throughout 2021:

- **Improved employee participation and involvement, as well as a promoted a sense of belonging to the company.**

- **'Safety Week' initiative:** In January 2021, the PSA Group held its now customary 'Safety Week', with the theme of 2021 being 'Valuing Life'; during this week, safety awareness video messages were shared with workers.
- An integrated document was adopted for the PSA Genova Pra' and PSA SECH business units, consistent with the PSA Group policy (Health, Safety, Security, Environment).
- The use of company monitors was implemented to broadcast messages related to behavioural aspects affecting health and safety in the workplace.
- "Improvement group" meetings have been held since December 2018; this project allows colleagues from different departments to create synergies that are conducive to collaboration and the sharing of ideas with the aim of improving organisation and productivity within the areas in which each person works every day. The improvement initiatives resulting from these meetings are constantly communicated to workers through various means, ranging from the company newsletters to visualisations via a series of monitors installed at different locations in the terminal.

- **PPE**

In 2021, PPE continued to be of interest due to the pandemic, with the search and selection of PPE to protect workers from the virus. On the other hand, with regard to the traditional PPE distributed to workers, the work



of the safety office focused on reviewing the existing equipment, which involved the company's workers' health and safety representatives and identified margins for improvement, mainly concerning clothing. Some winter garments were replaced with more high-performance ones, and finally, the clothing catalogue for PSA SECH employees was revised to include the required high-visibility clothing for each task. These changes will be fully implemented throughout 2022, with a project which is planned to adopt new and improved management methods for the delivery of clothing.

#### • Emergency equipment

In the course of 2021, the fire prevention authorisation file of the transformer room, activity 48.1.B, was renewed by a qualified external technician assisted by the maintenance department.

Another important innovation was the installation of Tracking, Laser 4th Tier RMG system, i.e. a safety system for apron cranes (transtainer) that allows them to work in the 4th tier avoiding collision with containers hooked to the spreader, those stored in the yard. The system works by detecting obstacles via laser while the truck is moving and has undergone several modifications and refinements over the course of the year to make it more efficient. The collision of containers stored in yards served by RMGs is in fact one of the most frequent accident situations for PSA SECH and this initiative aims to reduce its incidence.

#### • Training

PSA SECH's commitment to compulsory training on safety and use of equipment continued in 2021. However, since training does not only mean fulfilling the obligation provided for by laws and regulations for PSA SECH, during the year the company offered its employees the opportunity to grow and keep up-to-date, in order to keep their skills and competences in line with the evolution of their work. Among the growth initiatives that the organisation has offered its workers are courses for the qualification to drive vehicles excluded from the State-Regions Agreement (overhead cranes, rubber-tyre cranes, quayside cranes), as well as those aimed at qualification for operational tasks (checker, gate technician, stevedore). These courses include a large section on the behavioural safety rules to be followed during the task and the main risk prevention and management measures.



### 5.5.3 THE PSA VENICE-VECON APPROACH

With the aim of continuously improving health and safety performance, PSA Venice-Vecon also implemented the following initiatives throughout 2021:

• **Improved employee participation and involvement, as well as a promoted a sense of belonging to the company.**

- 'Safety Week' initiative.  
During the 'Safety at Work' week, celebrated like every year by the PSA International group simultaneously in all terminals worldwide, PSA Venice-Vecon organised:
- the 'Valuing lives' initiative, which consisted of the creation of a short video in which each employee, together with family members, freely expressed a message on the following topics
  - "The meaning of health and safety in the age of COVID"
  - "Your health & safety as seen by a family member"
  - "The eyes of health & safety, not just yours"
  - 'Advice: health & safety'
  - "Let's build health & safety together"
  - "Health & safety? It's up to me"
  - 'Tomorrow's health & safety'.
- The "Take5 Reboot" group campaign, launched by the PSA Group, urges all workers to use the Take 5 methodology, paying particular attention to the first three points of the methodology:
  - stop and think before performing an activity;
  - identify the hazards associated with the activity itself;
  - assess the risks involved.

• **Improved the efficiency of the response during emergencies.**

- Update of the emergency procedure: the installation of a radio-protection portal at PSA Venice-Vecon for the surveillance of containers containing semi-finished metal products, scrap iron and other metal products and/or materials, made it appropriate to update the terminal's emergency plan, aligning it with the provisions of Legislative Decree 101/2020, of Directive 2013/59/Euratom, and of the "Intervention plan for safety in the event of discovery or suspected presence of orphan sources in the territory of Venice of 2013- UTG prefecture of Venice". Also during the year, in order to expand the services to be offered to customers, work was completed on the installation of a new marquee warehouse, equipped with the necessary space to store goods, mainly semi-finished metal products, for import and export (target 169).

- In addition to what has already been implemented, a system has been put in place to warn the transporters present in the terminal in the event of an alert or evacuation, by means of an alert sent via notification on the app and/or text message.
- Two emergency drills were carried out in 2021 to test various scenarios contained in the terminal's contingency plan. These simulations provided an opportunity to train port and operational fire brigade first aid personnel with SAF (Alpine River Caving) specialities, who carried out some rescue manoeuvres at height, on quay cranes.

• **Training**

- During the year, continuous operational inspections and training activities made it possible to increase workers' awareness of workplace safety issues and the importance of anomaly reports on equipment and near-misses as a prevention tool.
- For 2021, PSA Venice-Vecon has maintained the qualifications set forth in AdSP Order MAS No. 16/2018, providing refresher courses for each individual operating personnel qualification. These education and training activities are in addition to the ones previously listed and also have a five-year term.
- In 2022, PSA Venice-Vecon plan to resume activities related to the 'HSSE Ideas Workshop' working table, which had been interrupted in 2021 due to the COVID-19 pandemic. The aim of this working group is to involve workers in work-related aspects and to discuss the implementation of safety, energy, environmental and process improvement measures.

## 5.6 DANGEROUS GOODS MANAGEMENT

In order to allow the segregation of loading units, PSA Genova Pra', PSA SECH and PSA Venice-Vecon have dedicated parks for the storage of containers used for the transport of goods considered dangerous (IMO). Terminals ensure compliance with national and international regulations,

as well as with the IMO's "Revised Recommendations on the Safe Transport of Dangerous Cargoes and Related Activities in Port Areas". Incoming hazardous goods containers are subjected to a series of checks to verify their suitability for acceptance; in particular, the following checks are carried out:

- absence of superficial damage;
- presence of appropriate pictograms indicating the characteristics of the goods contained;
- absence of leakages;
- integrity and seal detection for system data input.

The IMO containers deemed suitable are stored at the yard in the dedicated parks; these areas are monitored by the terminals' technical-operating staff and manned 24/7 by the supplementary fire-fighting service, in compliance, for Genoa, with the provisions also of the A.P. ordinance no. 4/2001. Within these areas dedicated to the storage of dangerous goods, containers must be positioned in compliance with the relevant hazard classes and segregation constraints imposed for reasons related to compatibility between the different materials stored in the containers. Dangerous goods belonging to the following hazard classes are not permitted to stop: explosives - class 1 (except class 1.4 S), infectious substances - class 6.2 and radioactive/fissile material - class 7, which may be permitted for direct unloading and loading without stopping and in accordance with local ordinances. The procedures provide for constant monitoring of the IMO fleet set-up, its proper separation and the presence of any anomalies.

The presence of dangerous goods within a port temporary storage facility is, in fact, subject to constant change, as it is constantly influenced by the handling (loading/unloading) activity that takes place within it. Therefore, the risk analysis is dynamic and is managed by means of a dedicated software, Hackpack, which is used in many other Italian terminals. This allows the risk to be constantly assessed according to the type of goods, the hazard class, the packaging, the weight of each individual package and the total weight of the load of containers in the park. In addition, the software is also able to provide the safety data sheets of the goods in the warehouse in real time to allow any emergency interventions to be managed quickly and correctly, both for environmental aspects and those related to workers' health and safety. The PSA Genova Pra', PSA SECH and PSA Venice-Vecon terminals also have special procedures and monitoring systems in place to ensure the management of dangerous goods and emergency response. In this regard, terminals ensure that all employees are specifically trained, and that all third-party personnel who enter their areas are informed of the risks present, the conduct required and the emergency procedures adopted.

### TOTAL PSA ITALY IMDG CARGO 2019 - 2021

IMO PER CYCLE	2019			2020			2021		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Import	10,521	1,913	202	9,724	2,247	47	10,846	2,641	12
Export	12,876	5,040	857	11,948	3,130	962	11,662	4,805	822
<b>Total container*</b>	<b>23,397</b>	<b>6,953</b>	<b>1,059</b>	<b>21,672</b>	<b>5,377</b>	<b>1,009</b>	<b>22,508</b>	<b>7,446</b>	<b>834</b>
CSC/NSN/TSC**	1,785	228	0	1,487	216	0	1,329	434	0
<b>TOTAL</b>	<b>25,182</b>	<b>7,181</b>	<b>1,059</b>	<b>23,159</b>	<b>5,593</b>	<b>1,009</b>	<b>23,837</b>	<b>7,880</b>	<b>834</b>

\* For safety reasons, the unit of measurement taken into account is the container and not the weight or volume of the substances passed.

\*\* CSC: truck storage; NSN: ship storage; TSC: truck storage train.

## 5.6.1 DANGEROUS GOODS PARK AT PSA GENOVA PRA'

The PSA Genova Pra' terminal has two adjacent areas for the storage of dangerous goods according to compatible segregation classes; the areas are covered by a fire-fighting water network, as well as mobile fire-fighting equipment. A mobile fire-fighting vehicle is also available in the terminal, which the operations department emergency personnel are authorised to use. In order to avoid spillage of substances on the ground, there

are two transportable MAFI tanks in the terminal where containers with leaks or spillage are to be placed; a movable container containing all the material for handling any emergencies is kept near the IMO park. The table below shows the percentage figures for the transit of hazardous goods through the terminal over the three-year period under review, which from 2021 are broken down into subclasses.



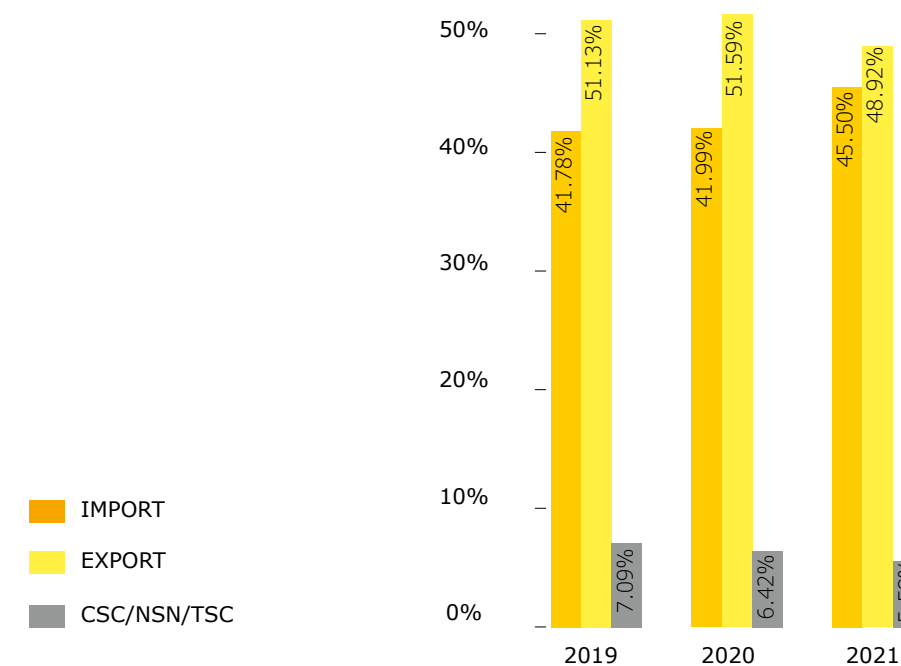
### PSA GENOVA PRA' BREAKDOWN OF DANGEROUS GOODS BY IMPORT/EXPORT HAZARD CLASSES (%)

CLASSES	DESCRIPTION	IMPORT (%)			EXPORT (%)			TRANSHIPMENT (%)		
		2019	2020	2021	2019	2020	2021	2019	2020	2021
1.4	Explosives	0	0	0	0	0.01	0	0	0.07	0
2	Gas*	6.13	0	0	12.69	0	0	10.32	0	0
2.1	Flammable Gases	N.D.	2.58	2.20	N.D.	6.29	6.23	N.D.	8.63	6.92
2.2	Non-flammable/ non-toxic gases	N.D.	2.81	2.54	N.D.	5.17	4.92	N.D.	4.66	3.50
2.3	Toxic gases	N.D.	0.06	0.03	N.D.	0.25	0.15	N.D.	0.49	0.47
3	Flammable liquids	27.72	28.55	25.98	44.97	47.53	50.91	37.41	32.57	22.47
4	Flammable substances*	4.34	0	0	2.15	0	0	9.45	0	0
4.1	Flammable solids, self-reactive substances and desensitised explosives	N.D.	2.94	4.04	N.D.	0.71	0.39	N.D.	3.62	4.04
4.2	Substances subject to spontaneous ignition	N.D.	0.32	0.33	N.D.	0.50	0.51	N.D.	0.35	0.86
4.3	Substances that emit flammable gases in contact with water	N.D.	1.89	0.47	N.D.	0.62	0.67	N.D.	1.88	1.01
5	Oxidants and organic peroxides*	3.25	0	0	3.75	0	0	4.35	0	0
5.1	Oxidising substances	N.D.	2.37	1.82	N.D.	2.19	2.30	N.D.	6.19	12.21
5.2	Organic peroxides	N.D.	0.68	0.53	N.D.	1.36	0.73	N.D.	0.70	0.70
6.1	Toxic substances	7.26	5.71	6.83	2.96	3.26	2.47	3.77	1.95	9.10
8	Corrosive substances	23.70	20.98	20.61	14.15	14.95	13.72	15.49	10.79	17.19
9	Miscellaneous Hazardous Materials and Objects	27.59	31.12	34.57	19.33	17.16	17.01	19.20	28.11	21.54

\* Subdivisions for IMO classes 2, 4 and 5 are available from 2020; data are merged for 2019.

An analysis of the data shows that the bulk of IMO traffic in PSA Genova Pra' consists of flammable liquids (class 3), corrosive substances (class 8) and other hazardous materials (class 9). The percentages, shown in the graph below, show that the percentage of hazardous containers in export is preponderant compared to IMO containers in import and other cycles, which are of minimal importance in the total number of accesses to the terminal.

### PERCENTAGE OF IMO IMPORT/EXPORT/OTHER CYCLES CONTAINERS COMPARED TO THE PSA GENOVA PRA' TOTAL





## 5.6.2 DANGEROUS GOODS PARK AT PSA SECH

**P**SA SECH's IMO park has a storage capacity of 549 TEUs; PSA SECH has a fire-fighting system attached to it.

In order to prevent the leakage of products from a container or tank from causing a spillage of substances onto the ground, PSA SECH set up a collection tank in the hazardous goods park, divided into four sections, with a total area of approximately 60 square metres and perimeter walls made of reinforced concrete.

The tank is capable of housing four 20-foot containers or two 40-foot containers and their contents and is equipped with piping and shut-off valves that allow direct withdrawal of any product present in one of the sections.

Emergency personnel continue to be duly trained in the procedures of the IMDG Code, as well as in the use of the installed equipment, following practical tests carried out directly in the field during high-risk fire-fighting courses. From the statistical analysis referring to the three-year period 2019-2021, it can be seen that, also in 2021,

the export movement of class 3 flammable material alone contributes more than 40% of the total. Adding Class 8 (up slightly from 2020, from 16.97% to 17.98%) and Class 9 (down slightly from 2020, from 22.30% to 20.50%) brings it to over 80% of total exports, indicating how this market is dominated by these three types of IMO classes. As far as imports are concerned, the representation of volumes is more varied, although it can easily be seen from the table that, for this market too, the largest container volumes recorded are those of class 3 (39.95%) and 9 (25.63%). Classes 8, 5 and 6 are also important. Class 8, however, declines significantly compared to 2020, from 17.40% to 13.75%, in favour of an increase in Classes 5 and 6. Finally, with regard to the transshipment cycle, the largest volumes are again represented by classes 3 (25.86%), 8 (22.74%) and 9 (17.13%), alone covering almost two thirds of the container volume transported through this cycle.



**PSA SECH BREAKDOWN OF DANGEROUS GOODS BY HAZARD CLASSES (%)**

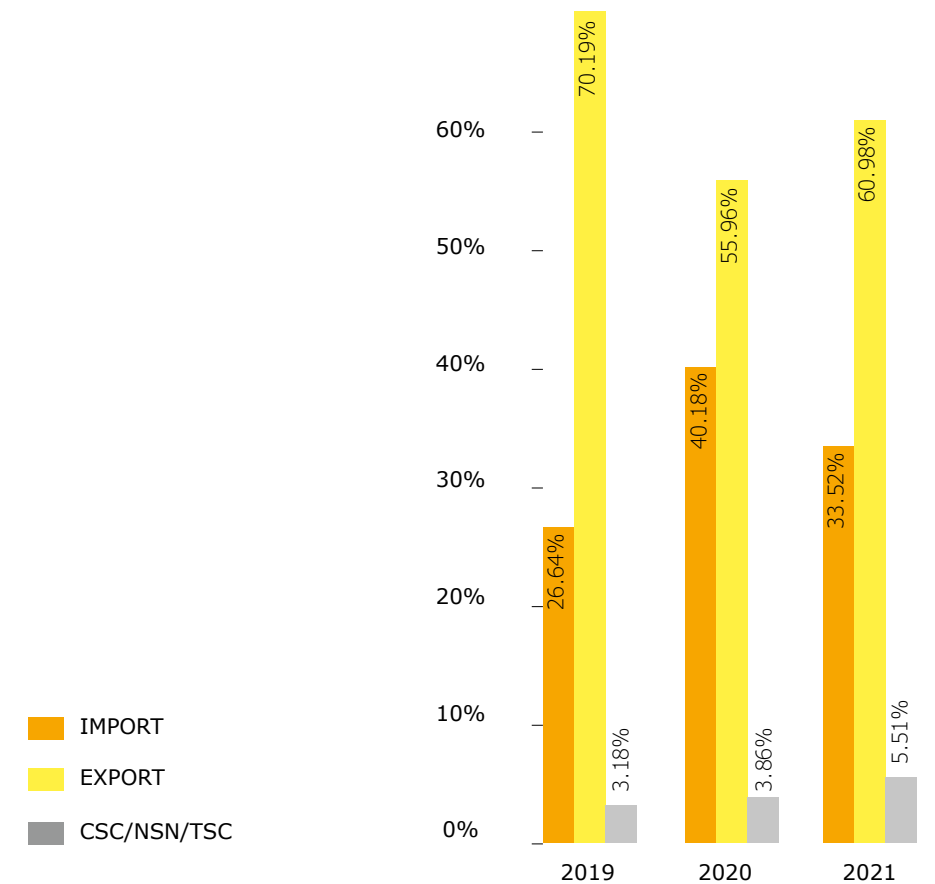
CLASSES	DESCRIPTION	IMPORT (%)			EXPORT (%)			TRANSHIPMENT (%)		
		2019	2020	2021	2019	2020	2021	2019	2020	2021
1	Explosives	0	0	0	0	0	0	0	0	0
2	Gas	0	0.04	0.04	0.06	0.06	0.06	0	0	0
2.1	Flammable Gases	2.14	1.38	2.42	2.98	3.07	5.77	3.50	2.33	6.54
2.2	Non-flammable/non-toxic gases	4.23	4.32	2.84	6.59	6.20	4.41	4.89	9.30	5.92
2.3	Toxic gases	0.26	0.27	0.27	0.24	0.22	0.23	0	0	0.31
3	Flammable liquids	48.72	37.56	39.95	50.42	43.45	42.35	27.97	19.77	25.86
4.1	Flammable solids, self-reactive substances and desensitised explosives	2.72	2.14	2.35	0.38	0.42	0.77	5.59	6.98	9.97
4.2	Substances subject to spontaneous ignition	0.05	0.13	0.15	0.08	0.32	0.17	1.40	1.16	1.25
4.3	Substances that emit flammable gases in contact with water	0.52	0.67	0.38	0.55	0.22	0.29	2.80	2.33	1.25
5.1	Oxidising substances	2.82	3.16	5.26	2.06	2.65	3.66	5.59	5.23	4.67
5.2	Organic peroxides	0	0.13	0.53	0.42	1.31	0.87	1.40	2.91	0.62
6.1	Toxic substances	5.18	5.56	6.44	1.94	2.81	2.93	4.20	4.07	3.74
8	Corrosive substances	11.19	17.40	13.75	16.82	16.97	17.98	9.79	22.67	22.74
9	Miscellaneous Hazardous Materials and Objects	22.17	27.24	25.63	17.46	22.30	20.50	32.87	23.25	17.13

Looking at the percentage trend of IMO containers according to the transport cycle (import, export or other cycles), it can be seen that the quantity of export containers is predominant (60.98%), followed by

a still significant quantity of import containers (33.52%). Decidedly less important is the number of containers belonging to the other cycles, which slightly exceed 5.5%.



**PERCENTAGE OF IMO IMPORT/EXPORT OTHER CYCLES CONTAINERS COMPARED TO PSA SECH TOTAL**





## 5.6.3 DANGEROUS GOODS PARK AT PSA VENICE-VECON

For PSA Venice-Vecon, hazardous goods container traffic represents a residual part of the total volume handled. These containers are placed in the dedicated area, which varies according to the amount and type of hazard class defining the risk. The terminal is equipped with emergency equipment for first aid and for the containment of leakage or accidental spillage of products

inside the containers; PSA Venice-Vecon also has a fire-fighting network with foam units and two containment tanks, one mobile and one fixed, near the storage area for dangerous goods containers. Since the company began operating as a container terminal (1988) to date, there have been no accidents involving the release of hazardous substances from the containers handled.



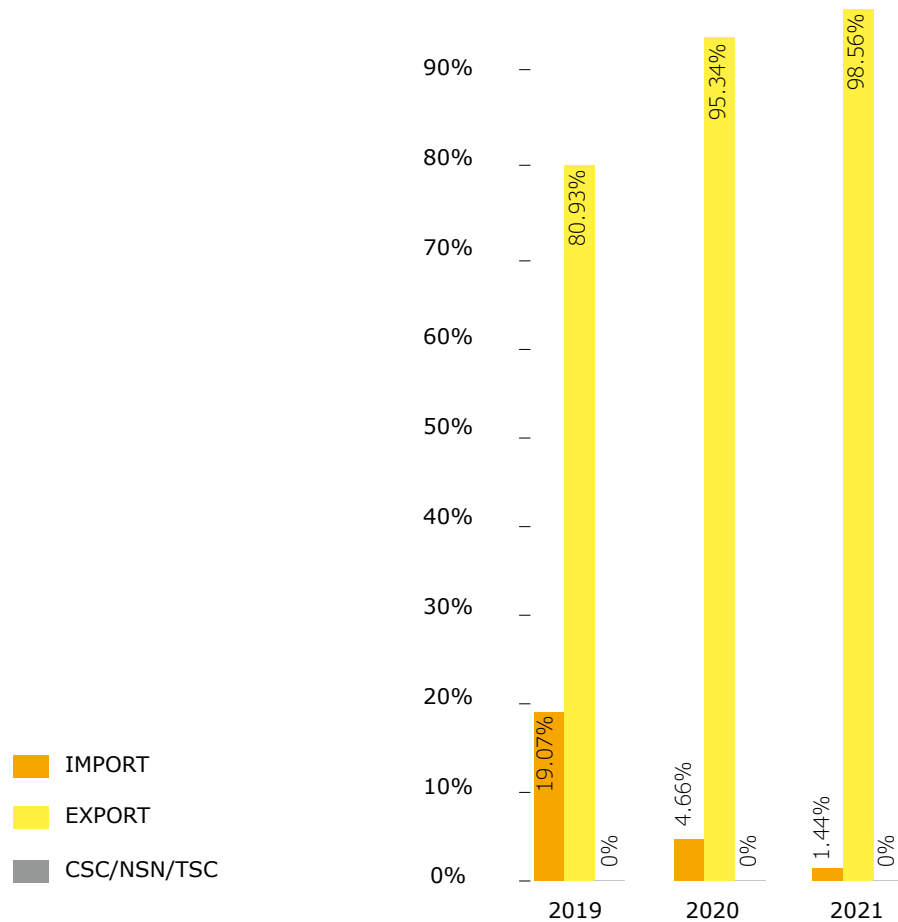
### PSA VENICE-VECON BREAKDOWN OF DANGEROUS GOODS BY HAZARD CLASSES (%)

CLASSES	DESCRIPTION	IMPORT (%)			EXPORT (%)			TRANSHIPMENT (%)		
		2019	2020	2021	2019	2020	2021	2019	2020	2021
1	Explosives	0	0	0	0	0	0	0	0	0
2	Gas	0	3.9	0	7.8	7.0	8.1	0	0	0
2.1	Flammable Gases	1.5	3.9	0	1	0.8	1.6	0	0	0
2.2	Non-flammable/non-toxic gases	1	2	0	6.4	7.5	5.8	0	0	0
2.3	Toxic gases	0	0	0	0	0.1	0	0	0	0
3	Flammable liquids	39.2	33.3	50.0	36.2	34.5	38.9	0	0	0
4.1	Flammable solids, self-reactive substances and desensitised explosives	0	0	0	0.6	0.8	0.7	0	0	0
4.2	Substances subject to spontaneous ignition	0.5	0	0	0.1	0	0	0	0	0
4.3	Substances that emit flammable gases in contact with water	0	3.9	0	0	0	0	0	0	0
5.1	Oxidising substances	2.5	2	0	3.3	2.1	3.9	0	0	0
5.2	Organic peroxides	0	0	0	0	0	0	0	0	0
6.1	Toxic substances	0	0	0	1.6	1.0	1.5	0	0	0
8	Corrosive substances	27.5	39.2	33.3	22.9	26.4	19.3	0	0	0
9	Miscellaneous Hazardous Materials and Objects	27.9	11.8	16.7	20.2	20	20.1	0	0	0

As shown above, a moderate proportion of the goods moved belong to classes 3, 8 and 9; the transport-related risk for the year 2021 can be considered of medium to high importance.



**PERCENTAGE OF IMO IMPORT/EXPORT OTHER CYCLES CONTAINERS COMPARED TO PSA VENICE-VECON TOTAL**



## 5.7 OCCUPATIONAL ACCIDENTS AND DISEASES IN PSA ITALY

PSA Genova Pra', PSA SECH and PSA Venice-Vecon protect the health and safety of workers according to the internationally recognised standard UNI ISO 45001:2018. Following the occurrence of accidents and incidents, in particular, terminals initiate in-depth investigation activities, which are necessary to ensure the reconstruction of the dynamics of the events, the identification of root causes and

the definition of actions to be implemented to avoid the recurrence of the same types of occurrence. PSA monitors the injury trends of the terminals belonging to the group through the Lost Time Injury Frequency Overall indicator, which shows the total number of work-related injuries, occurring to PSA employees and external workers, per million hours worked.

For 2021, the figures for the three terminals of PSA Italy are as follows:

### LOST TIME INJURY FREQUENCY OVERALL

2021	PSA GP	PSA SECH	PSA VENICE
LTIF	7.90	1.94	4.20



## 5.7.1 EMPLOYEE INJURIES AND PROFESSIONAL DISEASES

### EMPLOYEE INJURIES AT WORK

EMPLOYEES	2019			2020			2021		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
No. of injuries at work*	33	10	0	14	6	0	16	5	0
- of which severe**	11	2	0	8	2	0	2	0	0
- of which fatal	0	0	0	0	0	0	0	0	0

\* Number of injuries reported to INAIL in accordance with national regulations.

\*\* Serious injuries are defined as those exceeding 39 days of absence from work. The PSA SECH terminal does not have data on the days of absence from work of external non-employed staff.

### OCCUPATIONAL INJURIES OF NON-EMPLOYED WORKERS

EMPLOYEES	2019			2020			2021		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
No. of injuries at work	4	4	0	5	1	0	7	2	1
- of which severe*	N.D.	N.D.	0	N.D.	N.D.	0	N.D.	N.D.	0
- of which fatal	0	0	0	0	0	0	0	0	0

\* Serious injuries are defined as those exceeding 39 days of absence from work. The PSA SECH terminal does not have data on the days of absence from work of external non-employed staff.





## KPI OCCUPATIONAL INJURIES

EMPLOYEES	2019			2020			2021		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Injury incidence rate	50.53	42.55	0	21.57	25.97	0	24.73	22.12	0
Injury frequency rate	34.49	26.38	0	14.50	17.05	0	16.35	14.06	0
Fatal injury frequency rate	0	0	0	0	0	0	0	0	0
High-consequence work-related injuries index	11.49	5.28	0	8.28	5.68	0	2.04	0	0
Recordable work-related injuries frequency index	22.99	21.10	0	6.21	11.37	0	14.31	14.06	0
Injury severity rate	1.15	0.74	0	0.89	0.55	0	0.47	0.11	0
Injury average duration	33.45	28.00	0	61.71	32.33	0	28.87	7.60	0

The injury rates follow the following calculation methods, consistent with the GRI guidelines:

- **Injury incidence rate:** no. of injuries \* 1,000/no. of employees - This index, starting with the 2018 Sustainability Report, has been calculated using a multiplier of 1,000 instead of 100, in order to obtain a value in line with legal parameters, instead of a figure that until now had been considered more representative when compared to terminal size.
- **Injury frequency rate:** (total injuries/total hours worked) \*1,000,000. This index, starting with the sustainability report 2018, is calculated using a multiplier of 1,000,000 instead of 100,000, in order to obtain a value in line with legal parameters, rather than a figure that until now had been considered more representative when compared to terminal size.
- **Injury severity rate:** (total days lost/total hours worked) \* 1,000 - Compared to other indicators, this index is calculated using a multiplier of 1000 to obtain a representative value when compared to terminal size.
- **Injury average duration:** no. of days off work due to injury/no. of injuries.

At PSA Genova Pra', PSA SECH and PSA Venice-Vecon, there were no cases of occupational diseases for the three-year reporting period.

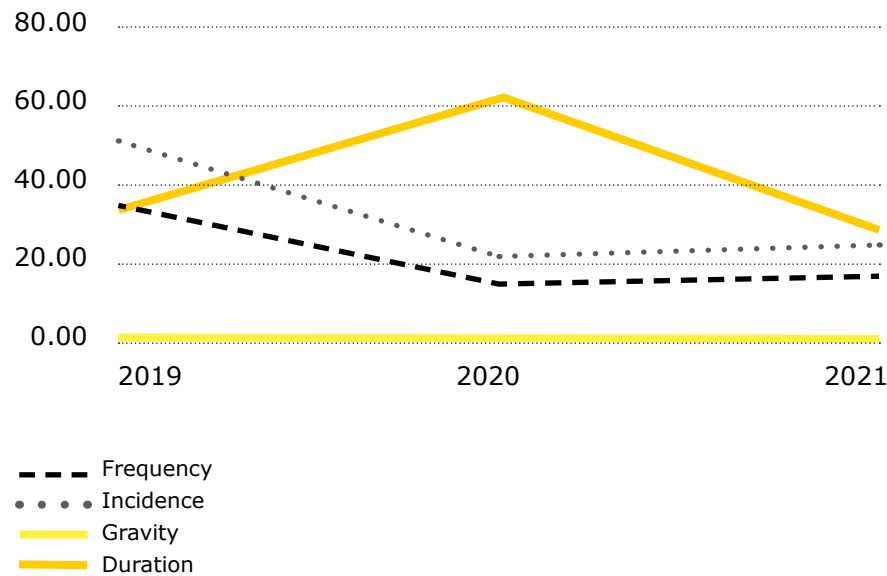


### 5.7.1.1 PSA GENOVA PRA' INJURY ANALYSIS

Referring more specifically to injuries occurring to **PSA Genova Pra' employees**, in the year 2021, the number of injuries reported to INAIL (excluding

commuting accidents) is comparable to that of 2020 and lower than in previous years: 16 in 2021, 14 in 2020 and 33 in 2019.

#### PSA GENOVA PRA' INJURY TREND



There were also seven injuries in 2021, which occurred to **staff not employed** but working at the terminal. In particular, there were accidents involving vehicles and 'foot-foul' issues. In addition, the injuries mainly resulted in contusions (37.5%) and sprains (31.2%).

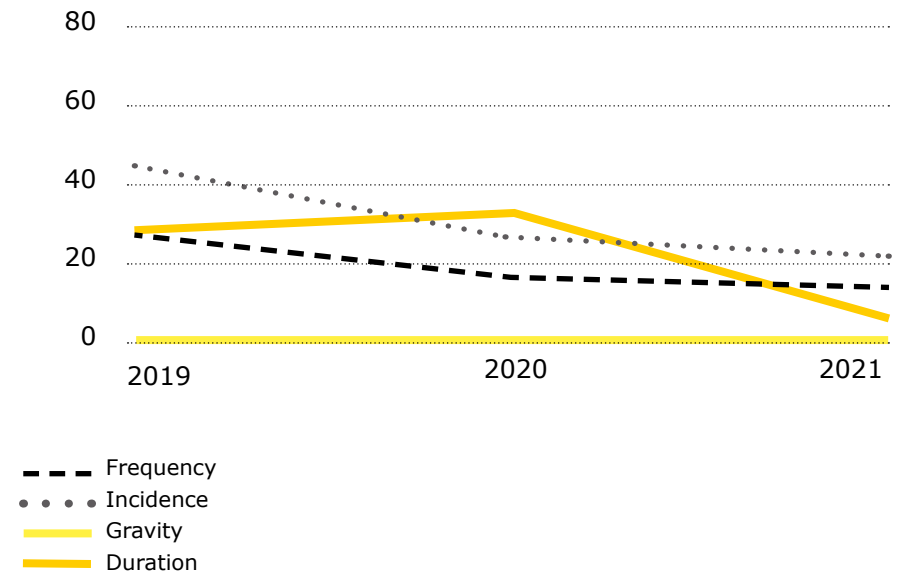
- All events were subjected to analysis in order to identify their causes and possible additional prevention and protection measures such as:
- modifications to be made to equipment;
  - definition of specific operating instructions;
  - awareness of personnel involved in injury events;
  - implementation of additional technical measures to improve the safety of equipment or machines.

### 5.7.1.2 PSA SECH INJURY ANALYSIS

Seven injuries occurred at PSA SECH in 2021, of which five occurred to **employees** and two to **external personnel**, but none of them turned out to be serious injuries. PSA SECH also started to enhance the value of the LTIF Overall adopted by the group; in 2021, this index settled at 1.94

against a target of 16 in the first instance. This is a very good result, even though the only enhanced injury was potentially very critical, as will be described below. PSA SECH's injury trend data for the three-year period 2019-2021 is reported:

#### PSA SECH INJURY TREND



The statistics for frequency (14%), incidence (22%), severity (0.11%) and duration (7.6) are all lower than the 2020 values (17%; 26%; 0.55%; 32), respectively, confirming the company's good injury trend. Of particular note is the significant decrease in duration (from 32 to 7.6). In 2021, internal injuries at PSA SECH resulted exclusively in trauma (60%), lacerated contusion wounds (20%) and contusions (20%). All events were subjected to analysis in order to identify their causes and possible additional prevention and protection measures, which were limited to the following:

- awareness 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.

All events were characterised by low severity and resulted in very short prognoses (38 days in total).

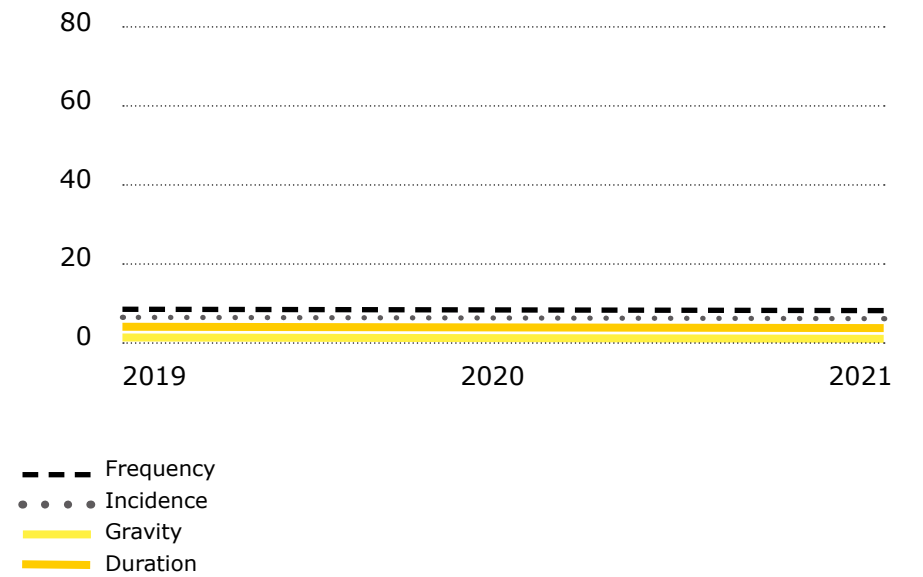
It should be noted that one of the two injuries that occurred to external personnel (both CULMV operators) - although not serious - is worth being reported as potentially fatal. The driver of a port tractor lost control of the vehicle, driving it over the quay and into the sea. Fortunately, the operator managed to wriggle out of the driver's cage and was then rescued. It is clear that, in the event of entrapment or for any other reason that would have prevented the operator from leaving the cage, the injury would have had far more serious consequences. Following this event, the decision was made to launch a study to provide manoeuvre operators with a tool that, by recognising dangerous situations, would alert them to the potential drifting of the vehicle and prevent it from leaving the roadway. The system relies on satellite surveys and the study is very complex due to the shielding offered by the ships, which is why the work is not yet finished, but tests are being conducted.



### 5.7.1.3 PSA VENICE-VECON INJURY ANALYSIS

At PSA Venice-Vecon, there were no injuries to **employees** in the three-year reporting period. During 2021, an injury occurred to **non-employee personnel** at the terminal, pursuant to Article 17 of Law 84/1994; this is the only injury to have occurred in the last five years.

#### PSA VENICE-VECON INJURY TREND



### 5.7.2 NEARMISS

The attention of PSA Italy's terminals is also focused on the identification of **near misses**, i.e. events for which, due to a fortunate circumstance, there were no consequences for people, but which, had these favourable conditions not occurred, could have resulted in serious consequences.

The analysis of near misses is an important prevention tool. Therefore, PSA Genova Pra', PSA SECH and PSA Venice-Vecon analyse and deal with near misses, with the aim of identifying new potential hazards and foreseeing



appropriate and effective measures that can prevent the recurrence of such events.

In particular, with regard to the near misses which occurred in 2021, **PSA Genova Pra'** initiated the following corrective actions:

- recall of certain employees or external workers, through their respective figureheads, in order to raise awareness of compliance with correct working procedures;
- raising operators' awareness of the correct application of the Take 5 risk management methodology;
- raising operators' awareness on the use of PPE, and monitoring them to ensure that it is properly worn;
- carrying out specific inspections on vehicles and equipment in order to verify their integrity and the functioning of the safety devices in place;
- definition of new working procedures;
- implementation of additional technical measures to improve the safety of equipment or machines.

As far as **PSA SECH** is concerned, the most significant actions resulting from near misses occurred in 2021 were as follows:

- Sending a report to make the responsible of the prevention and protection service for CULMV aware of the nearmiss regarding a worker of the prevention and protection service at SECH;
- improvement in the management and archiving of safety data sheets following the discovery of a dirty spillage container in the IMO park by fire watch personnel;
- evaluation of management improvements related to the radio channel following an event involving a worker from the referee department who was almost hit by a live cable.

For **PSA Venice-Vecon**, the most significant actions highlighted by the near-misses concerned:

- recall of certain employees or external workers, through their respective figureheads, in order to raise awareness of compliance with correct working procedures;
- raising operators' awareness of the correct application of the Take 5 risk management methodology;
- raising operators' awareness on the use of PPE and monitoring them to ensure that it is properly worn;
- carrying out specific inspections on vehicles and equipment in order to verify the integrity and the functioning of the safety devices in place.





## 5.8 SECURITY AT PSA ITALY

### SECURITY IN PSA ITALY (KEEPING OUR PORTS SAFE AND SECURE)

The management of security at the three PSA terminals has always been of paramount importance in view of the fact that port terminals around the world are exposed to potential theft, attempted entry by illegal immigrants, and a transit point for international trafficking in drugs or illegal waste.

Following the tragic event of 11 September 2001 and the issuance of the International Security Code - ISPS Code in 2004, terminals have further raised their level of attention aimed at managing potential terrorist attacks.

In order to maintain a high level of professionalism and compliance with security standards, during 2021, PSA terminals employed experienced security professionals to conduct a Threats, Vulnerabilities Readiness Assessment (TVRA) to assess the threats and vulnerable aspects related to terrorism and related incidents, as well as their readiness to handle such incidents and any necessary changes to their security plans (PFSPs).

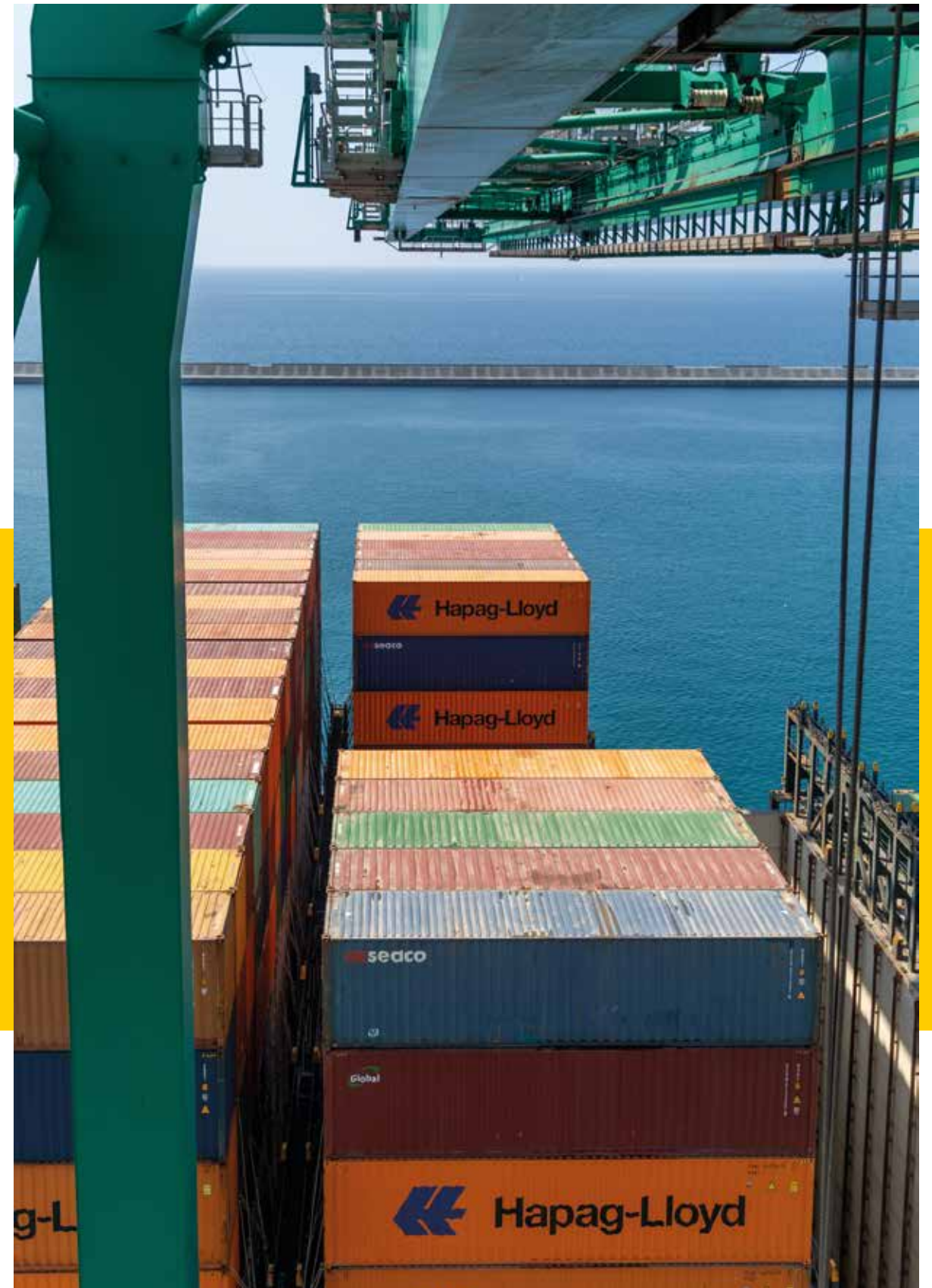
Internal PSA terminal personnel with security duties are required to attend specific training courses, in compliance with international and national standards. Familiarisation sessions are conducted with all other company personnel in order to achieve the greatest possible awareness of the problem on the part of all employees.

The guidelines which PSA terminals refer to for the delivery of the above-mentioned security training activities are IMO Model Courses 3.24 and 3.25 - created to promote the adoption of the 1978 International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW) - and ISPS Code Sheet 6 of the National Maritime Security Programme (PNSM).

As a company rule and as required by the relevant regulations, security service providers must also operate at terminals with personnel duly trained according to the ISPS Code.

In particular, with regard to security checks on persons 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. PFSOs and deputy PFSOs at PSA terminals, as well as external staff used to fulfil security duties, maintain their competencies by attending periodic refresher training sessions in accordance with the IMO models and PNSM Form 6.

In addition to the provision of the above-mentioned courses, security training and education of terminal personnel is also continuously ensured through drills and exercises, incident investigations, and information and guidance from audits.





06.

**GRI CONTENT INDEX**

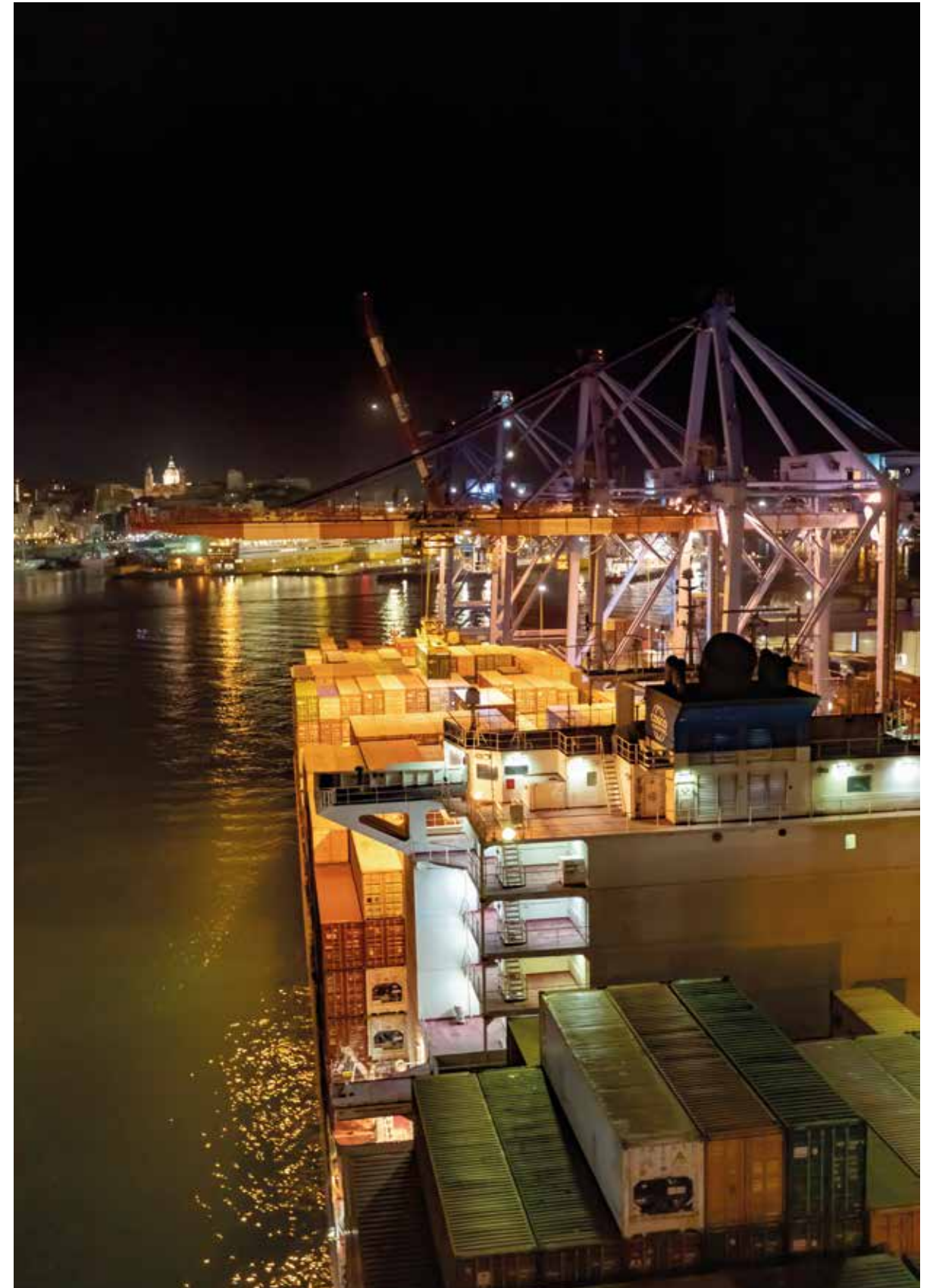




## 6.1 STANDARD CONTENTS AND GRI INDICATORS

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**B**elow is the index of the general content (GRI 102 - General Disclosures 2016), the details of the indicators expressing how PSA Italy oversees each material topic (GRI 103 - Management Approach 2016) and the list of published indicators related to each material aspect identified by the two organisations (Topic-Specific Standards Disclosures, GRI 200 - Economic, GRI 300 - Environmental; GRI 400 - Social). In order to facilitate reading and searching for indicators of interest, the GRI code is given for each element, with the possible identification of the area of interest (e.g. Strategy and Analysis, Governance, Economic, Environmental, etc.) and the section of the report where the related information can be found. With reference to general content, the Core/Comprehensive column highlights the points required by the **core option** application level. Some contents related to the comprehensive option have not been reported for 2021 ("NR" in the table).



## GRI 102 - GENERAL DISCLOSURES

SECTION	CORE/ COMPREHENSIVE	GRI DISCLOSURE	SDG #	DESCRIPTION	PARAGRAPH
ORGANISATION PROFILE	Core	102 - 1		Name of the organisation.	1
	Core	102 - 2		Activities, brands, products, services.	1
	Core	102 - 3		Location of headquarters.	1
	Core	102 - 4		Location of operations.	1
	Core	102 - 5		Ownership and legal form.	1, 1.1
	Core	102 - 6		Markets served.	1.2
	Core	102 - 7		Scale of the organisation.	1.2, 3.1, 3.2, 3.3, 5.1
	Core	102 - 8	8	Information on employees and other workers.	3.4, 3.5, 5.1, 5.2
	Core	102 - 9		Supply chain.	3.5
	Core	102 - 10		Significant changes to the organisation and its supply chain.	1.1, 3.1, 3.5
	Core	102 - 11		Precautionary Principle or approach.	4
	Core	102 - 12		External initiatives.	3.5
	Core	102 - 13		Membership of associations.	1.1
	STRATEGY	Core	102 - 14		Statement from senior decision-maker.
Comprehensive		102 - 15		Key impacts, risks and opportunities.	NR
ETHICS & INTEGRITY	Core	102 - 16	16	Values, principles, standards and norms of behavior.	Mission, 1.2, 5.2
	Comprehensive	102 - 17	16	Mechanisms for advice and concerns about ethics.	2
GOVERNANCE	Core	102 - 18		Governance structure	1.1
	Comprehensive	102 - 19		Delegating authority.	1.1
	Comprehensive	102 - 20		Executive-level responsibility for economic, environmental and social topics.	1.1
	Comprehensive	102 - 21	16	Consulting stakeholders on economic, environmental and social topics.	2.1, 5.5
	Comprehensive	102 - 22	5, 16	Composition of the highest governance body and its committees.	1.1

SECTION	CORE/ COMPREHENSIVE	GRI DISCLOSURE	SDG #	DESCRIPTION	PARAGRAPH	
GOVERNANCE	Comprehensive	102 - 23	16	Chair of the highest governance body.	1.1	
	Comprehensive	102 - 24	5, 16	Nominating and selecting the highest governance body.	NR	
	Comprehensive	102 - 25	16	Conflicts of interest.	NR	
	Comprehensive	102 - 26		Role of the highest governance body in setting purpose, values, and strategy.	1.1	
	Comprehensive	102 - 27	4	Collective knowledge of the highest governance body.	NR	
	Comprehensive	102 - 28		Evaluating the highest governance body's performance.	NR	
	Comprehensive	102 - 29	16	Identifying and managing economic, environmental, and social impacts.	2.1, 2.2, 2.4	
	Comprehensive	102 - 30		Effectiveness of risk management processes.	2, 3, 4, 5	
	Comprehensive	102 - 31		Review of economic, environmental, and social topics.	2, 2.2, 3, 4, 5	
	Comprehensive	102 - 32		Highest governance body's role in sustainability reporting.	2.1	
	Comprehensive	102 - 33		Communicating critical concerns.	2, 3, 4, 5	
	Comprehensive	102 - 34		Nature and total number of critical concerns.	NR	
	Comprehensive	102 - 35		Remuneration policies.	3.4	
	Comprehensive	102 - 36		Process for determining remuneration.	3.4	
	Comprehensive	102 - 37	16	Stakeholders' involvement in remuneration.	3.3, 3.4	
	Comprehensive	102 - 38		Annual total compensation ratio.	3.4	
	Comprehensive	102 - 39		Percentage increase in annual total compensation ratio.	3.4	
	STAKEHOLDER INVOLVEMENT	Core	102 - 40		List of stakeholder groups.	2.1
		Core	102 - 41	8	Collective bargaining agreements.	3.4
		Core	102 - 42		Identifying and selecting stakeholders.	2.1
Core		102 - 43		Approach to stakeholder engagement.	2.1	
Core		102 - 44		Key topics and concerns raised.	2.1	

SECTION	CORE/ COMPREHENSIVE	GRI DISCLOSURE	SDG #	DESCRIPTION	PARAGRAPH
<b>REPORTING PRACTICES</b>	Core	102 - 45		Entities included in the consolidated financial statements.	2.1
	Core	102 - 46		Defining report content and topic boundaries.	2.2, 6.1
	Core	102 - 47		List of material topics.	2.2, 6.1
	Core	102 - 48		Restatements of information.	2.2
	Core	102 - 49		Changes in reporting.	2.3
	Core	102 - 50		Reporting period.	2.3
	Core	102 - 51		Date of most recent report.	2.3
	Core	102 - 52		Reporting cycle.	2.3
	Core	102 - 53		Contact point for questions regarding the report.	6.3
	Core	102 - 54		Claims of reporting in accordance with the GRI Standards.	2.3
	Core	102 - 55		GRI content index.	6.1, 6.2
	Core	102 - 56		External assurance.	2.3

### GRI 103 - MANAGEMENT APPROACH

GRI DISCLOSURE	SDG #	DESCRIPTION	PARAGRAPH
103 - 1	12, 13, 14, 15	Explanation of the material topic and its boundary.	2.2
103 - 2	1, 5, 8, 12, 13, 14, 15, 16	The management method and its components.	2, 3, 4, 5
103 - 3	12, 13, 14, 15	Evaluation of the management approach.	2, 3, 4, 5

### GRI 200 - ECONOMIC TOPIC-SPECIFIC STANDARD DISCLOSURES

TOPICS	GRI DISCLOSURE (CODE AND DESCRIPTION)	SDG #	PARAGRAPH
<b>ECONOMIC PERFORMANCE</b>	201 - 1: Direct economic value generated and distributed.	2, 5, 7, 8, 9	3.2, 3.3, 3.5
	201 - 2: Financial implications and other risks and opportunities due to climate change.	13	NR
	201 - 3: Defined benefit plan obligations and other retirement plans.		3.4
	201 - 4: Financial assistance received from the government.		3.5
<b>MARKET PRESENCE</b>	202 - 1: Ratios of standard entry level wage by gender compared to local minimum wage.	1, 5, 8	3.4
	202 - 2: Proportion of senior management hired from the local community.	8	3.5
<b>INDIRECT ECONOMIC IMPACTS</b>	203 - 1: Infrastructure investments and services supported.	2, 5, 7, 9, 11	2.4, 3.4
	203 - 2: Significant indirect economic impacts.	1, 2, 3, 8, 10, 17	1.2, 3.5
<b>PROCUREMENT PRACTICES</b>	204 -1: Proportion of spending on local suppliers.	12, 8	3.5
<b>ANTI-CORRUPTION</b>	205 - 1: Operations assessed for risks related to corruption.	16	2
	205 - 2: Communication and training about anti-corruption policies and procedures.	16	2
	205 - 3: Confirmed incidents of corruption and actions taken.	16	2
<b>ANTI-COMPETITIVE BEHAVIOUR</b>	206 -1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices.	16	NR
<b>TAXES</b>	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



**GRI 300 - ENVIRONMENTAL TOPIC-SPECIFIC STANDARD DISCLOSURES**

TOPICS	GRI DISCLOSURE (CODE AND DESCRIPTION)	SDG #	PARAGRAPH
<b>MATERIALS</b>	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
<b>ENERGY</b>	302 - 1: Energy consumption within the organisation.	7, 8, 12, 13	4.1, 4.1.1
	302 - 2: Energy consumption outside the organisation.	7, 8, 12, 13	4.2
	302 - 3: Energy intensity.	7, 8, 12, 13	4.1.1
	302 - 4: Reduction of energy consumption.	7, 8, 12, 13	4.1.1.1, 4.3.1, 4.3.2, 4.3.3
	302 - 5: Reduction in energy requirements of products and services.	7, 8, 12, 13	4.3.1, 4.3.2, 4.3.3
<b>WATER AND EFFLUENTS</b>	303 - 1: Interaction 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
<b>BIODIVERSITY</b>	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

TOPICS	GRI DISCLOSURE (CODE AND DESCRIPTION)	SDG #	PARAGRAPH
<b>EMISSIONS</b>	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, 13	4.1.3
	305 - 7: Nitrogen oxides (Nox), sulphur oxides (Sox) and other significant air emissions.	3, 12, 13, 14, 15	4.1.3
<b>WASTE</b>	306 - 1: Waste generation and significant waste-related impacts.	3, 6, 8, 11, 12, 15	4.1.2
	306 - 2: Management of significant waste-related impacts.	3, 6, 8, 11, 12, 15	4.1.2
	306 - 3: Waste generated.	3, 8, 11, 12, 15	4.1.2.1, 4.1.2.2, 4.1.2.3
	306 - 4: Waste diverted from disposal.	3, 8, 11, 12, 15	4.1.2.1, 4.1.2.2, 4.1.2.3
	306 - 5: Waste directed to disposal.	3, 8, 11, 12, 15	4.1.2.1, 4.1.2.2, 4.1.2.3
<b>ENVIRONMENTAL COMPLIANCE</b>	307 - 1: Non-compliance with environmental laws and regulations.	16	4
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>	308 - 1: New suppliers that were screened using environmental criteria.		NR
			NR

## GRI 400 - SOCIAL TOPIC-SPECIFIC STANDARD DISCLOSURES

TOPICS	GRI DISCLOSURE (CODE AND DESCRIPTION)	SDG #	PARAGRAPH
<b>EMPLOYMENT</b>	401 - 1: New employee hires and employee turnover.	5, 8, 10	5.1
	401 - 2: Benefits provided to full-time employees that are not provided to temporary or part-time employees.	3, 5, 8	3.4
	401 - 3: Parental leave.	5, 8	5.1
<b>LABOR/MANAGEMENT RELATIONS</b>	402 - 1: Minimum notice periods regarding operational changes.	8	3.4
<b>OCCUPATIONAL HEALTH AND SAFETY</b>	403 - 1: Occupational health and safety management system.	3, 8, 16	5.5, 5.5.1, 5.5.2, 5.5.3, 5.7
	403 - 2: Hazard identification, risk assessment, and incident investigation.	8	5.5, 5.6, 5.7
	403 - 3: Occupational health services.	8	5.5
	403 - 4: Worker participation and consultation and communication on occupational health and safety.	8, 16	5.5, 5.5.1, 5.5.2, 5.5.3
	403 - 5: Worker training on occupational health and safety.	8	5.5, 5.5.1, 5.5.2, 5.5.3
	403 - 6: Promotion of worker health.	3	3.4, 5.5
	403 - 7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.	8	5.5, 5.6, 5.7
	403 - 8: Workers covered by an occupational health and safety management system.	8	5.5
	403 - 9: Work-related injuries.	3, 8, 16	5.7
		3, 8, 16	5.7
<b>TRAINING AND EDUCATION</b>	404 - 1: Average hours of training per year per employee.	4, 5, 8, 10	5.3
	404 - 2: Programs for upgrading employee skills and transition assistance programs.	8, 10	5.3
	404 - 3: Percentage of employees receiving regular performance and career development reviews.	5, 8, 10	5.3
<b>DIVERSITY AND EQUAL OPPORTUNITIES</b>	405 - 1: Diversity of governance bodies and employees.	5, 8	5.1
	405 - 2: Ratio of basic salary and remuneration of women to men.	5, 8, 10	5.1
<b>NON-DISCRIMINATION</b>	406 - 1: Incidents of discrimination and corrective actions taken.	5, 8, 16	NR
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>	407 - 1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk.	8	NR
<b>CHILD LABOUR</b>	408 - 1: Operations and suppliers at significant risk for incidents of child labor.	8, 16	NR

TOPICS	GRI DISCLOSURE (CODE AND DESCRIPTION)	SDG #	PARAGRAPH
<b>FORCED OR COMPULSORY LABOUR</b>	409 - 1: Activities and suppliers at significant risk of incidents of forced or compulsory labour.	8	NR
<b>SECURITY PERSONNEL TRAINING</b>	410 - 1: Security personnel trained in human rights policies or procedures.	16	NR
<b>RIGHTS OF INDIGENOUS PEOPLES</b>	411 - 1: Incidents of violations involving rights of indigenous peoples.	2	NR
<b>HUMAN RIGHTS ASSESSMENT</b>	412 - 1: Operations that have been subject to human rights reviews or impact assessments.		NR
	412 - 2: Employee training on human rights policies or procedures.		NR
	412 - 3: Significant investment agreements and contracts that include human rights clauses or that have undergone a human rights assessment.		NR
<b>LOCAL COMMUNITIES</b>	413 - 1: Operations with local community engagement, impact assessments, and development programs.		2.1, 3.5
	413 - 2: Operations with significant actual and potential negative impacts on local communities.	1, 2	2.1, 3.5
<b>SOCIAL EVALUATION OF SUPPLIERS</b>	414 - 1: New suppliers that were screened using social criteria.	5, 8, 16	5.4
	414 - 2: Negative social impacts in the supply chain and actions taken.	5, 8, 16	5.4
<b>PUBLIC POLICY</b>	415 - 1: Political contributions.	16	NR
<b>CUSTOMER HEALTH AND SAFETY</b>	416 - 1: Assessment of the health and safety impacts of product and service categories.		5.5
	416 - 2: Incidents of non-compliance concerning the health and safety impacts of products and services.	16	5.5
<b>MARKETING AND LABELLING</b>	417 - 1: Requirements for product and service information and labelling.	12, 16	NR
	417 - 2: Incidents of non-compliance regarding information and labelling of products and services.	16	NR
	417 - 3: Incidents of non-compliance concerning marketing communications.		NR
<b>CUSTOMER PRIVACY</b>	418 - 1: Substantiated complaints concerning breaches of customer privacy and losses of customer data.	16	2
<b>SOCIOECONOMIC COMPLIANCE</b>	419 - 1: Non-compliance with laws and regulations in the social and economic area.	16	NR

## 6.2 REASONS FOR NON-APPLICABILITY OF GRI INDICATORS

UNREPORTED GRI DISCLOSURE (CODE AND DESCRIPTION)	MOTIVATION
201 - 2: Financial implications and other risks and opportunities due to climate change.	Not reported due to current unavailability of data (implications and opportunities related to climate change). Inserted box on Climate Change Adaptation, partially traceable to the indicator.
206 - 1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices.	There are no appeals that fall under anti-corruption, anti-trust and monopoly.
207 - 1: Approach to tax.	Aspect is non-material for the three terminals.
207 - 2: Tax governance, control and risk management.	Aspect is non-material for the three terminals.
207 - 3: Stakeholder engagement and management of concerns related to tax.	Aspect is non-material for the three terminals.
207 - 4: Country-by-country reporting.	The terminals operate in one country.
301 - 1: Materials used by weight or volume.	Non-material for terminal activities.
301 - 2: Recycled input materials used.	Non-material for terminal activities.
301 - 3: Reclaimed products and their packaging materials.	Non-material for terminal activities.
303 - 1: Interaction with water as a shared resource.	Non-material, descriptive hints within the document.
303 - 2: Management of water discharge-related impacts.	Non-material, descriptive hints within the document.
303 - 3: Water withdrawal.	Non-material, descriptive hints within the document.
303 - 4: Water discharge.	Aspect reported by PSA Genova Pra' and PSA Venice-Vecon, but not by PSA SECH and partially only for points d) and e).
303 - 5: Water consumption.	Non-material for terminal activities.
304 - 1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	The PSA Genova Pra' and PSA SECH terminals are not located in these areas. Descriptive box for PSA Venice-Vecon, given its location on the Venice Lagoon.
304 - 2: Significant impacts of activities, products and services on biodiversity.	The PSA Genova Pra' and PSA SECH terminals are not located in these areas. Descriptive box for PSA Venice-Vecon, given its location on the Venice Lagoon.

UNREPORTED GRI DISCLOSURE (CODE AND DESCRIPTION)	MOTIVATION
304 - 3: Habitats protected or restored.	The PSA Genova Pra' and PSA SECH terminals are not located in these areas. Descriptive box for PSA Venice-Vecon, given its location on the Venice Lagoon.
304 - 4: IUCN Red List species and national conservation list species with habitats in areas affected by operations.	The PSA Genova Pra' and PSA SECH terminals are not located in these areas. Descriptive box for PSA Venice-Vecon, given its location on the Venice Lagoon.
308 - 1: New suppliers that were screened using environmental criteria.	Not reported due to current unavailability of data.
308 - 2: Negative environmental impacts in the supply chain and actions taken.	Not reported due to current unavailability of data.
406 - 1: Incidents of discrimination and corrective actions taken.	Non-material due to absence of such incidents.
407 - 1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk.	Non-material due to the regulatory framework in which the terminals are placed.
408 - 1: Operations and suppliers at significant risk for incidents of child labor.	PSA Italy has no operations located in countries that use child labour.
409 - 1: Activities and suppliers at significant risk of incidents of forced or compulsory labour.	PSA Italy has no operations located in countries that use forced or compulsory labour.
410 - 1: Security personnel trained in human rights policies or procedures.	PSA Italy has no operations located in countries that operate in violation of human rights.
411 - 1: Incidents of violations involving rights of indigenous peoples.	PSA Italy has no operations located in countries that operate in violation of respect for indigenous peoples.
412 - 1: Operations that have been subject to human rights reviews or impact assessments.	PSA Italy has no operations located in countries that operate in violation of human rights.
412 - 2: Employee training on human rights policies or procedures.	PSA Italy has no operations located in countries that operate in violation of human rights.
412 - 3: Significant investment agreements and contracts that include human rights clauses or that have undergone a human rights assessment.	PSA Italy has no operations located in countries that operate in violation of human rights.
415 - 1: Political contributions.	Non-material, linked to topic 207.
417 - 1: Requirements for product and service information and labelling.	Not applicable to the type of service provided by terminals.
417 - 2: Incidents of non-compliance regarding information and labelling of products and services.	Not applicable to the type of service provided by terminals.
417 - 3: Incidents of non-compliance concerning marketing communications.	Not reported due to current unavailability of data.
419 - 1: Non-compliance with laws and regulations in the social and economic area.	Not reported due to current unavailability of data.



## 6.3 RESPONSIBLE FUNCTIONS

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For information, comments, requests or observations on the contents of PSA Italy's Sustainability Report 2021, please write to the relevant departments by sending a letter or e-mail to the following contacts:

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