




GOING BEYOND STANDARDS

SUSTAINABILITY 2023 AT  **PSA** ITALY

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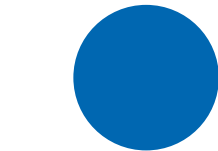
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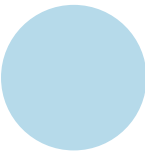


INDEX



6

Foreword from PSA Italy
Managing Director to the
stakeholders



9

- 1 PSA Italy presentation
- 11 1.1 Mission and HSSS policy
 - 14 1.2 Who we are
 - 30 1.3 Ownership structure and corporate governance
 - 34 1.4 Ethical business conduct



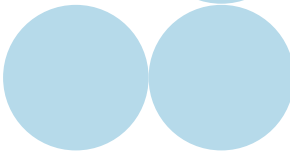
41

- 2 Reference market
- 52 2.1 Optimisation of global supply chain



57

- 3 PSA Italy's sustainable approach
- 58 3.1 Stakeholder engagement
 - 70 3.2 Materiality analysis
 - 73 3.3 Impacts, commitments, goals and targets



85

- 4 Economic sustainability
- 86 4.1 Balance sheet
 - 88 4.2 Operating results
 - 91 4.3 Direct economic generated and distributed value
 - 103 4.4 Labour relations and worker wellbeing



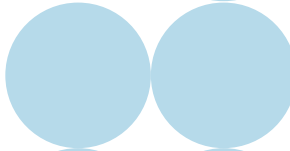
107

- 5 Environmental sustainability
- 111 5.1 Direct environmental impacts
 - 114 5.1.1 Resources consumption
 - 130 5.1.2 Production of waste
 - 150 5.1.3 Emissions
 - 165 5.2 Indirect environmental impacts
 - 170 5.3 Climate change adaptation
 - 173 5.3.1 Reduction of impacts at PSA Genova Pra'
 - 174 5.3.2 Reduction of impacts at PSA SECH
 - 175 5.3.3 Reduction of impacts at PSA Venice-Vecon



177

- 6 Social sustainability
- 178 6.1 Diversity and inclusion
 - 180 6.1.1 Staff development and composition
 - 188 6.1.2 Employment
 - 191 6.2 People development
 - 195 6.3 Sustainable procurement
 - 196 6.4 Occupational health and safety
 - 206 6.4.1 Employee injuries and professional diseases
 - 215 6.5 Security and dangerous goods management
 - 217 6.5.1 Dangerous goods in PSA Genova Pra'
 - 218 6.5.2 Dangerous goods in PSA SECH
 - 220 6.5.3 Dangerous goods in PSA Venice-Vecon



225

- 7 GRI content index
- 226 7.1 GRI standard contents and indicators
 - 246 7.2 Non-GRI topics
 - 248 7.3 Project lead(h)ers

FOREWORD FROM PSA ITALY MANAGING DIRECTOR TO THE STAKEHOLDERS



Dear All,

It is with great pleasure that I welcome you to the presentation of our 2023 Sustainability Report. This document is not just a list of figures and statistics, but a story of our path towards a more sustainable future. Through these pages, we wish to share with you the successes, challenges and aspirations that have characterised our commitment in the past year.

2023, despite volatility due to geopolitical events that threatened the economic stability of the country, was a year of great achievements for PSA Italy, with results that demonstrate our commitment to creating value not only for the company, but also for the territories in which we operate.

It is with great pride that we announce the renewal of the concession for the PSA Venice-Vecon terminal for the next 25 years. This decision not only strengthens our presence in Venice, but also symbolises confidence in our capabilities for growth and innovation. With a substantial investment plan, we are preparing to increase our operational capacity, a step towards our vision of a more efficient and ecological port future. The volume records achieved in 2023 at the Venetian terminal

are a further sign of our success. With an 11% increase in volumes compared to the previous year, we have demonstrated our ability to adapt to changing market needs and deliver high quality services to our customers.

Our success certainly would not be possible without the hard work and commitment of our employees. We are extremely grateful for their contributions and continued dedication. In 2023, we celebrated the successes of numerous colleagues who have dedicated 30 years of service to PSA Italy, an achievement that is proof of the deep connection between our team and the local communities where our workforce comes from. PSA SECH also marked 30 years in 2023, a milestone that celebrates not only its longevity, but also its fundamental role in the economic and social fabric of the Port of Genoa. Located in the heart of the ancient port, PSA SECH continues to support economic continuity and strive for operational excellence.

We have also invested in new technologies and innovative solutions to improve the efficiency of our operations and reduce our environmental impact. The introduction of eco-efficient reach stackers at the PSA Genova Pra' and PSA SECH

terminals is a tangible example of this commitment, with measurable results in terms of improved energy performance and reduction of carbon emissions.

However, for us sustainability does not just mean attention to the environment. We have invested in the training of port professionals of the future through our partnership with the Fondazione Accademia Italiana della Marina Mercantile, preparing a new generation of leaders capable of facing the challenges of an ever-evolving sector. Our social responsibility is equally important. In 2023, we allocated significant resources to support local initiatives for children, sport and social activities, demonstrating our commitment to positively contributing to the communities in which we operate.

Last but not least, in 2023, we began the journey towards the adoption of the Corporate Sustainability Reporting Directive (CSRD), a European Union directive aimed at improving the transparency and quality of sustainability information reported by companies.

I would like to reassure you that we continue to advance in our sustainability journey with determination. Sustainability, for

us, is not a mere regulatory compliance, but rather an intrinsic and fundamental value of our corporate culture. In fact, it has long been an integral part of our operational strategy and our way of doing business.

At PSA, sustainability is a holistic commitment: We continually strive to exceed regulatory standards, aiming for a more equitable, responsible and innovative future. This approach has allowed us to build solid and long-lasting relationships with our partners, based on trust, transparency and mutual respect.

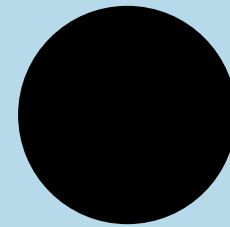
In conclusion, I would like to express my sincere gratitude for your continued support and trust. I am convinced that, together, we can not only achieve the objectives set by the CSRD, but also continue to grow and prosper, contributing positively to society and the environment.

Happy reading!

Roberto Ferrari

Managing Director
PSA Genova Pra', PSA SECH, PSA Venice-Vecon

1 PSA ITALY PRESENTATION





1.1 MISSION AND HSSS POLICY

The mission of PSA International and its subsidiaries is

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

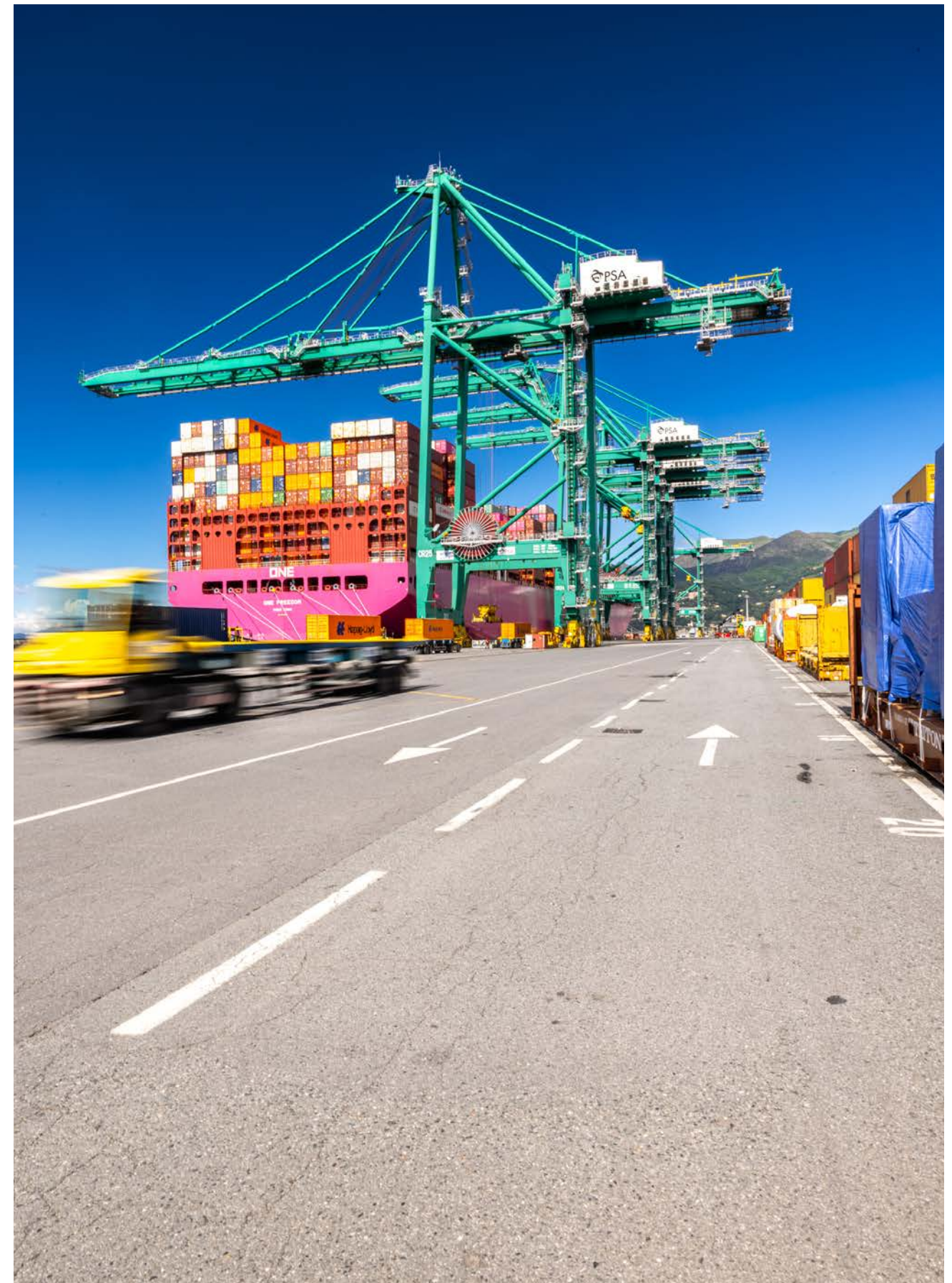
PSA’s Group Health, Safety, Security, and Sustainability (HSSS)² Policy highlights how sustainability is an integral part of the organisation’s business approach.

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

² HSSS: Health, Safety, Security, Sustainability

**“AT THE HEART OF PSA LIES A STRONG,
UNWAVERING COMMITMENT TO PROVIDE
OUR PEOPLE WITH A SAFE, SECURE, HEALTHY
WORKPLACE & TO PROMOTE SUSTAINABLE
DEVELOPMENT IN THE COMMUNITIES
WE OPERATE IN. AS AN INDUSTRY LEADER,
WE WILL CONTINUALLY UPGRADE OUR HEALTH,
SAFETY, SECURITY AND SUSTAINABILITY (HSSS)
PRACTICES & PERFORMANCE & BE
AN EXEMPLARY CORPORATE PARTNER
ON HSSS MATTERS.”**

The Group HSSS Policy was also shared with stakeholders and displayed at PSA Italy's three terminals in the form of an engraved metal plaque.



1.2 WHO WE ARE

PSA International (PSA) is a leading global port operator and trusted partner to cargo stakeholders. Currently, PSA's portfolio comprises over 60 deepsea, rail and inland terminals, across more than 170 locations in 45 countries – including two flagship port operations in Singapore and Belgium. Drawing on the deep expertise and experience from a diverse global team, PSA collaborates with its customers and partners to develop world-class port ecosystems and deliver innovative supply chain solutions to accelerate the shift towards sustainable trade*.

The [PSA Italy](#) brand, created in July 2021, aims to put the traditional activities of PSA Group's container terminals in Italy at the service of the logistics sector, activating commercial relations with its catchment areas, with the objective of finding innovative solutions that identify PSA Italy as the reference operator capable of responding to the needs of the market, in support of the national and international economy. The brand includes three organisations (PSA Genova Pra', PSA SECH and PSA Venice-Vecon), united under a single management, as well as all further possible acquisitions of PSA on Italian soil, in order to be able to better serve its global clientele in an increasingly efficient and integrated manner. As of 31 December 2023, PSA Italy is part of the Singapore-based PSA International Group, which:

- controls the Belgian-registered company, [PSA Genoa Investments NV](#) (62% owned by PSA Investments NV and 38% by GIP³), which represents the merger of two Genoese terminal operators that have been operating in the port sector for 30 years, PSA Genova Pra' S.p.A. ([PSA GP](#)) and Terminal Contenitori Porto di Genova S.p.A. ([PSA SECH](#)), in order to put in place the necessary synergy to consolidate leadership in the Upper Tyrrhenian Sea;
 - controls 65.33% of [PSA Venice-Vecon](#) S.p.A., while the remaining 34.67% belongs to GIP. The terminal is the hub of excellence in the Port of Venice and is located in the centre of the Venice Lagoon, at Molo B in Porto Marghera.
- The activities carried out by the three PSA Italy companies therefore revolve

around the complete cycle of port operations, in accordance with the scope of their respective state concessions, constituting a fundamental link in the logistics chain, through the handling, loading, unloading, storage and transshipment of containers from one carrier to another.

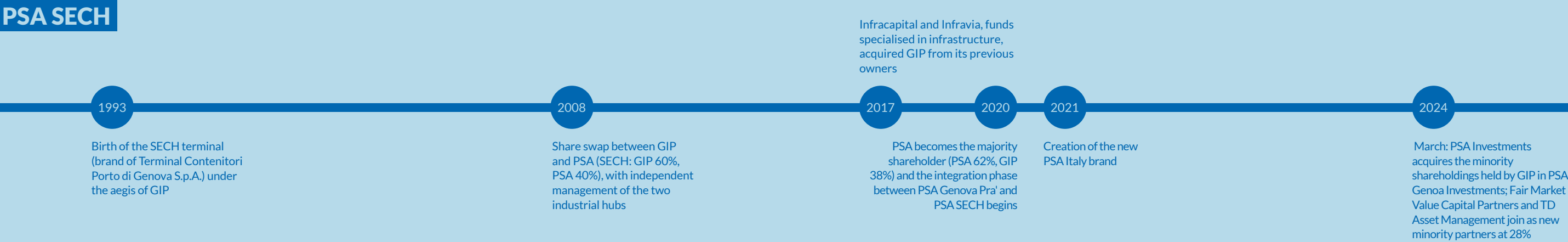
³ Gruppo Investimenti Portuali (GIP) is a holding company founded in 1993 by four Genoese families whose aim was to become an active part of the containerised cargo logistics chain and a point of reference in Italy. Since 2017, GIP has been acquired by two specialised infrastructure funds (the English Infracapital and the French InfraVia), which have contributed to its further development
* taken from the original PSAI boilerplate (www.globalpsa.com)

New corporate structure

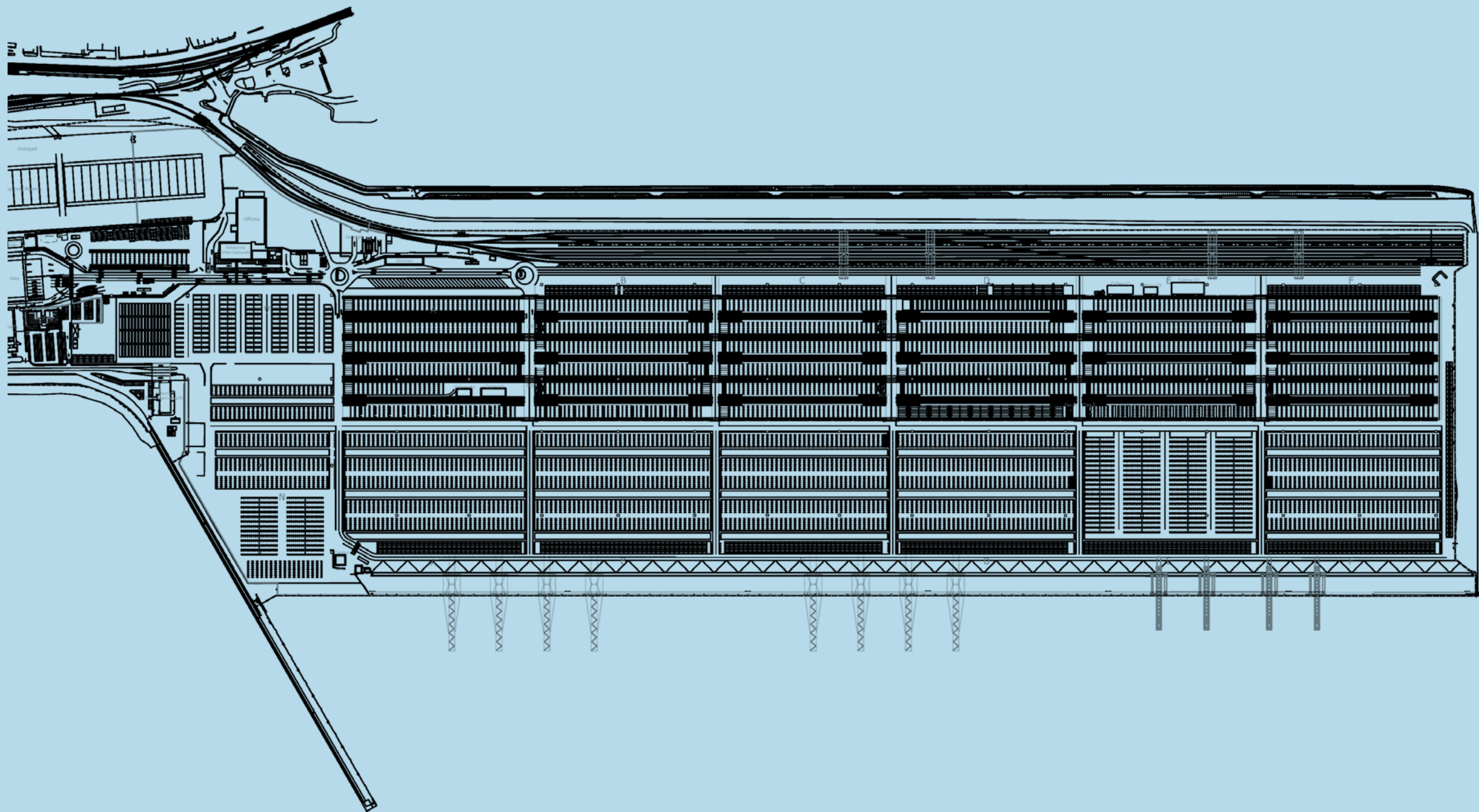
As of March 2024, PSA International has acquired 100% of the shares in PSA Italy from GIP (detained by the Infravia, Infracapital and IL Investimenti funds) and, on 27 March 2024, sold a 28% shareholding in PSA Italy to the Luxembourg-registered company FMV Ports (Italy) Bidco SARL, representing the Fair Market Value Capital Partners and TD Asset Management funds. The three PSA Italy terminals are therefore now controlled (via PSA Genoa Investments NV and PSA Investments NV) 72% by PSA International and 28% by the Fair Market Value Capital Partners and TD Asset Management funds.



TIMELINE



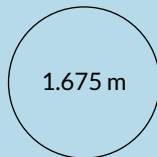
PSA GENOVA PRA' CONTAINER TERMINAL



Designed capacity
2M TEUs



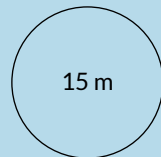
12 gantry cranes



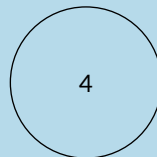
Length
of the quay



Area



Maximum depth
at berth

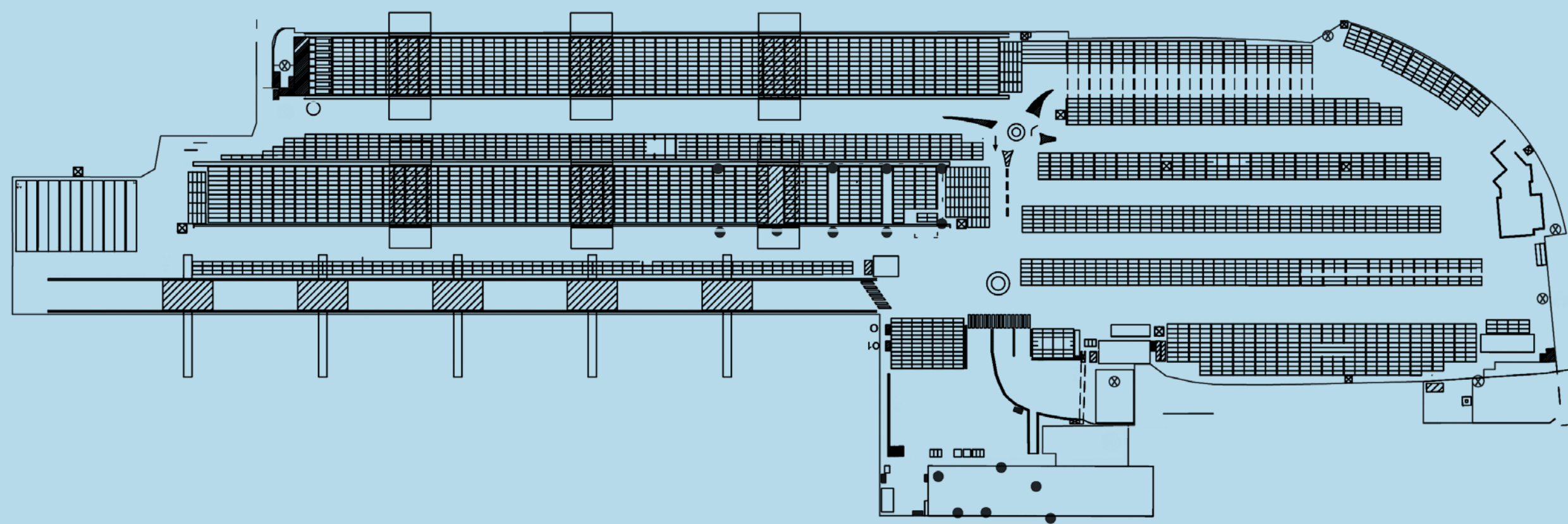


Container
berths

Located in the northwest of the Italian peninsula, PSA Genova Pra' is the gateway port for shipping lines serving the vast hinterland of southern continental Europe. It is directly connected to the 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



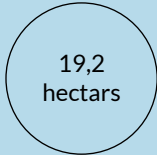
Designed capacity
550K TEUs



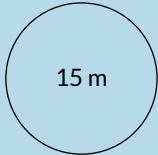
5 gantry cranes



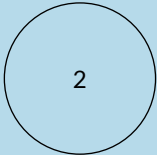
526 m
Length
of the quay



19,2
hectars
Area



15 m
Maximum depth
at berth

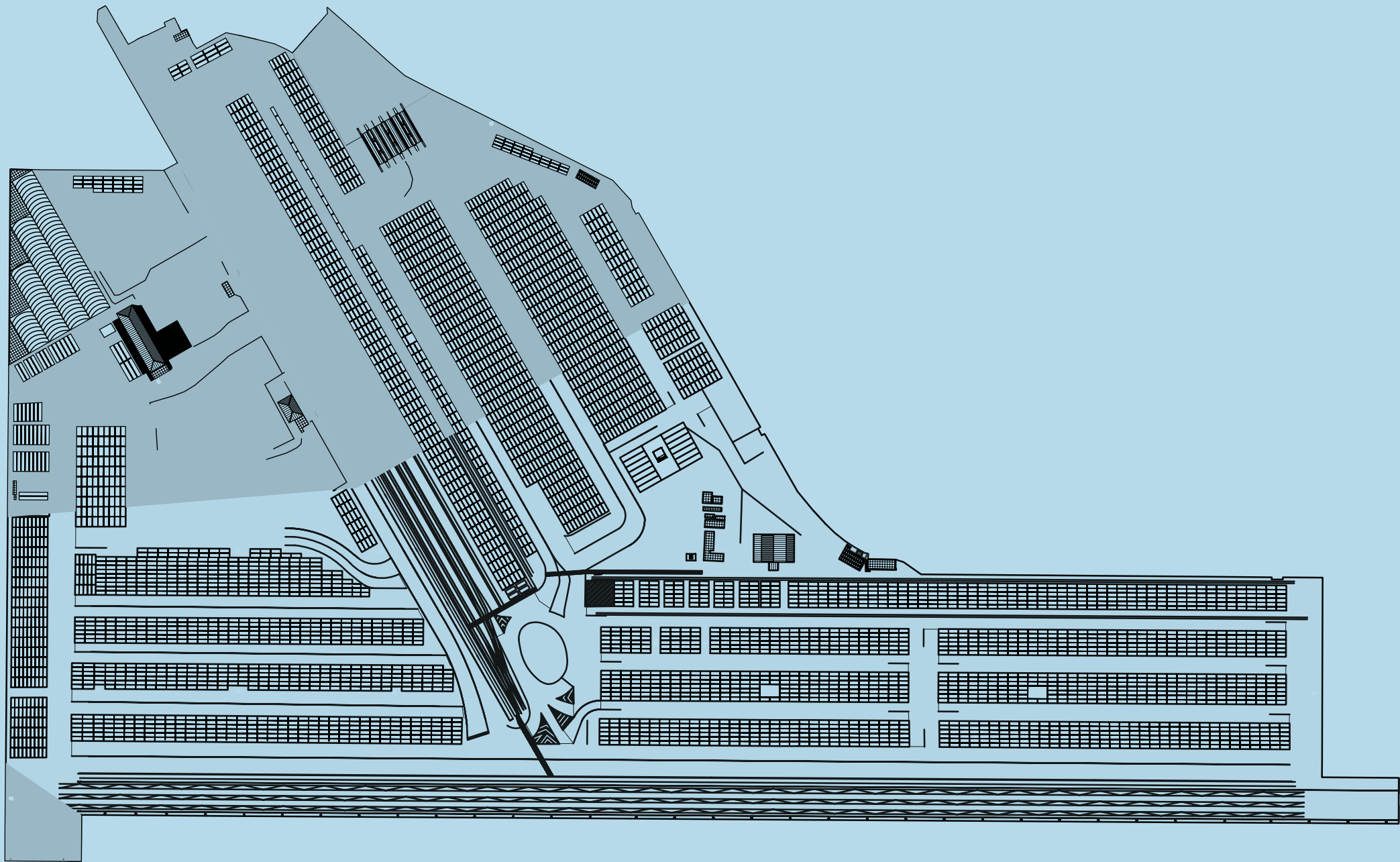


2
Container
berths

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 VENICE-VECON CONTAINER TERMINAL



Designed capacity
430K TEUs



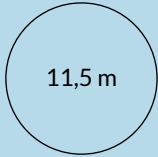
4 gantry cranes



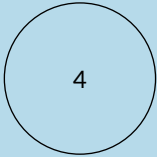
Length
of the quay



Area



Maximum depth
at berth

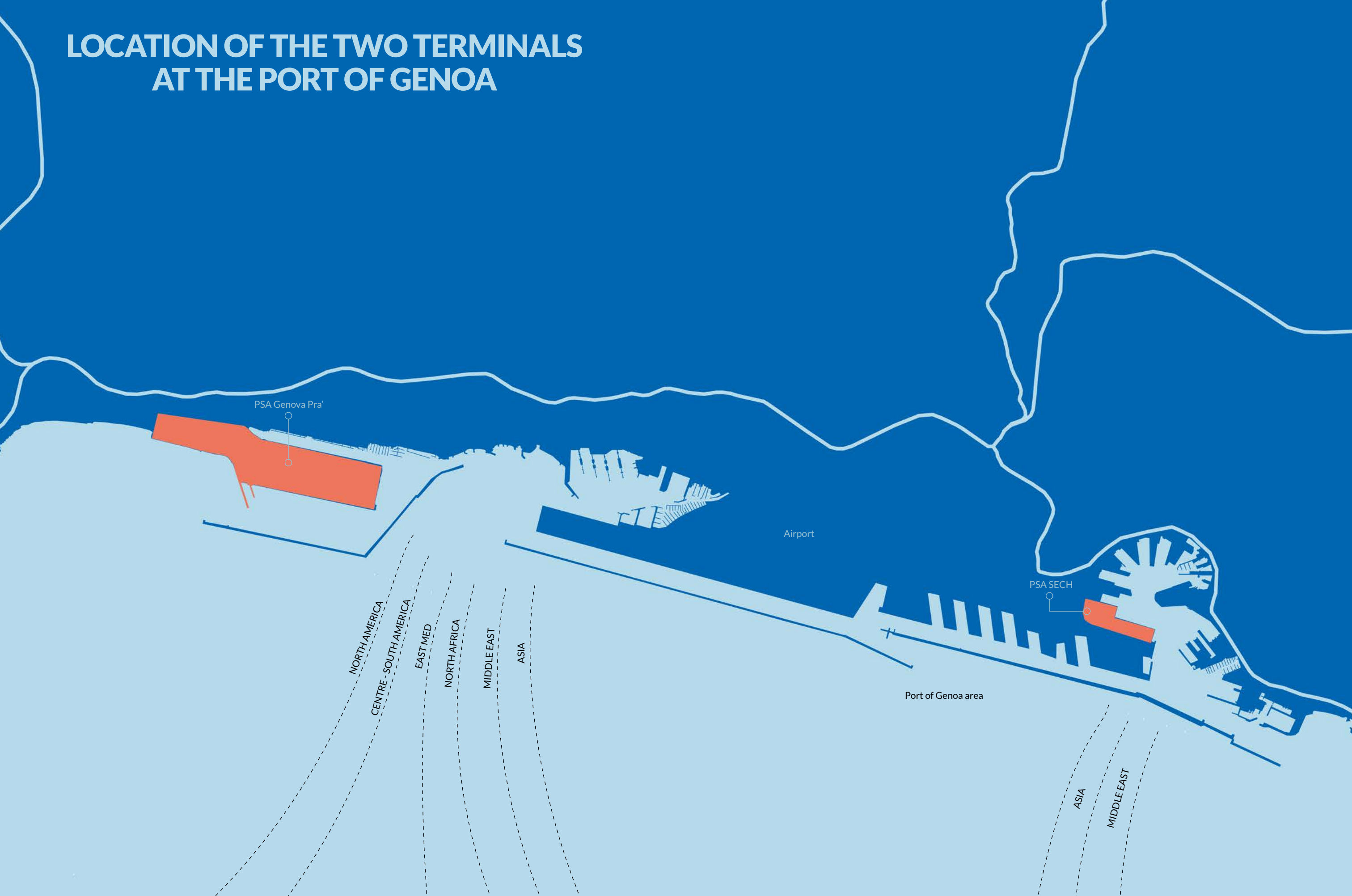


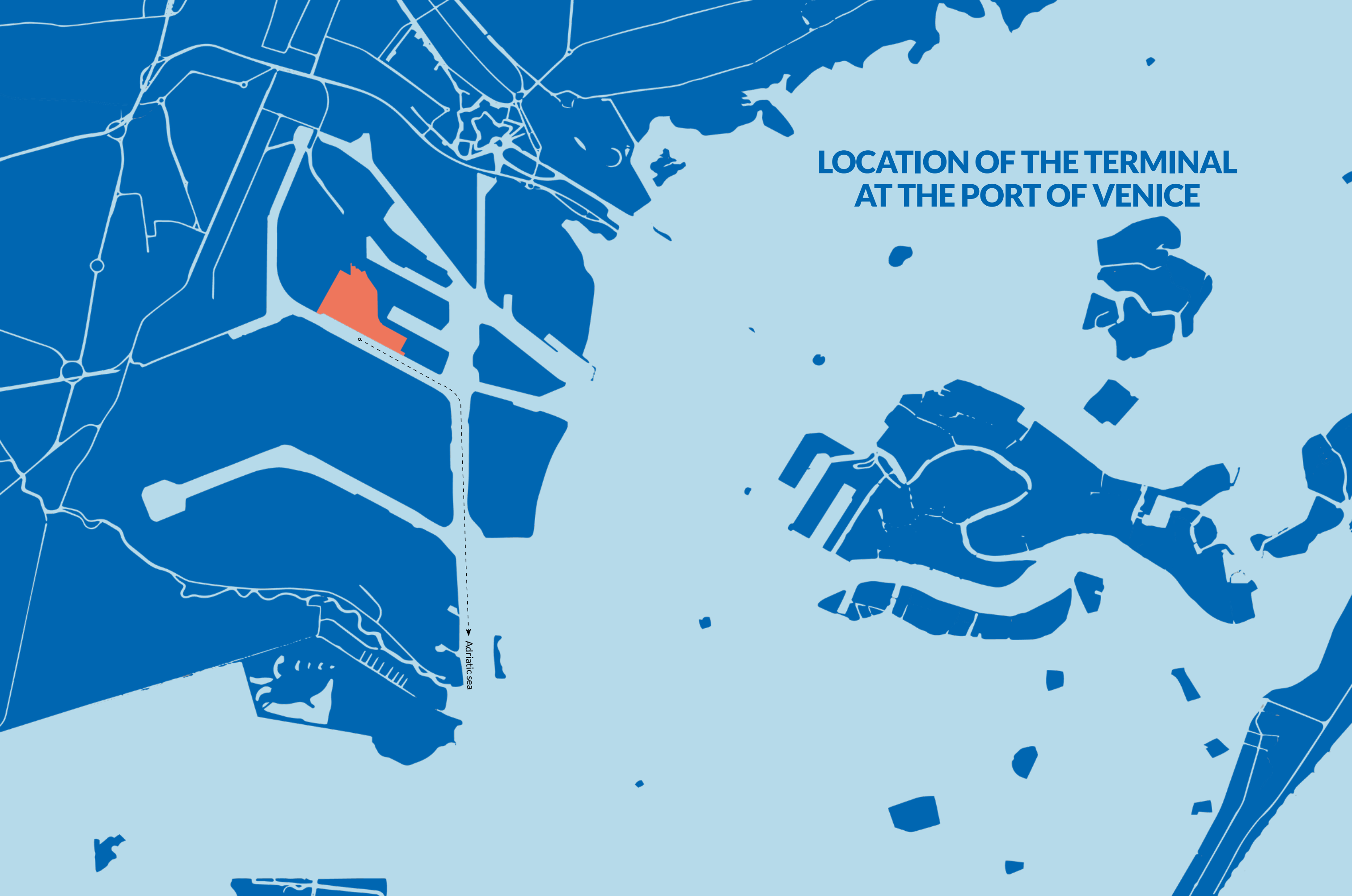
Container
berths

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.

LOCATION OF THE TWO TERMINALS AT THE PORT OF GENOA





**LOCATION OF THE TERMINAL
AT THE PORT OF VENICE**

Adriatic sea

CONNECTIONS

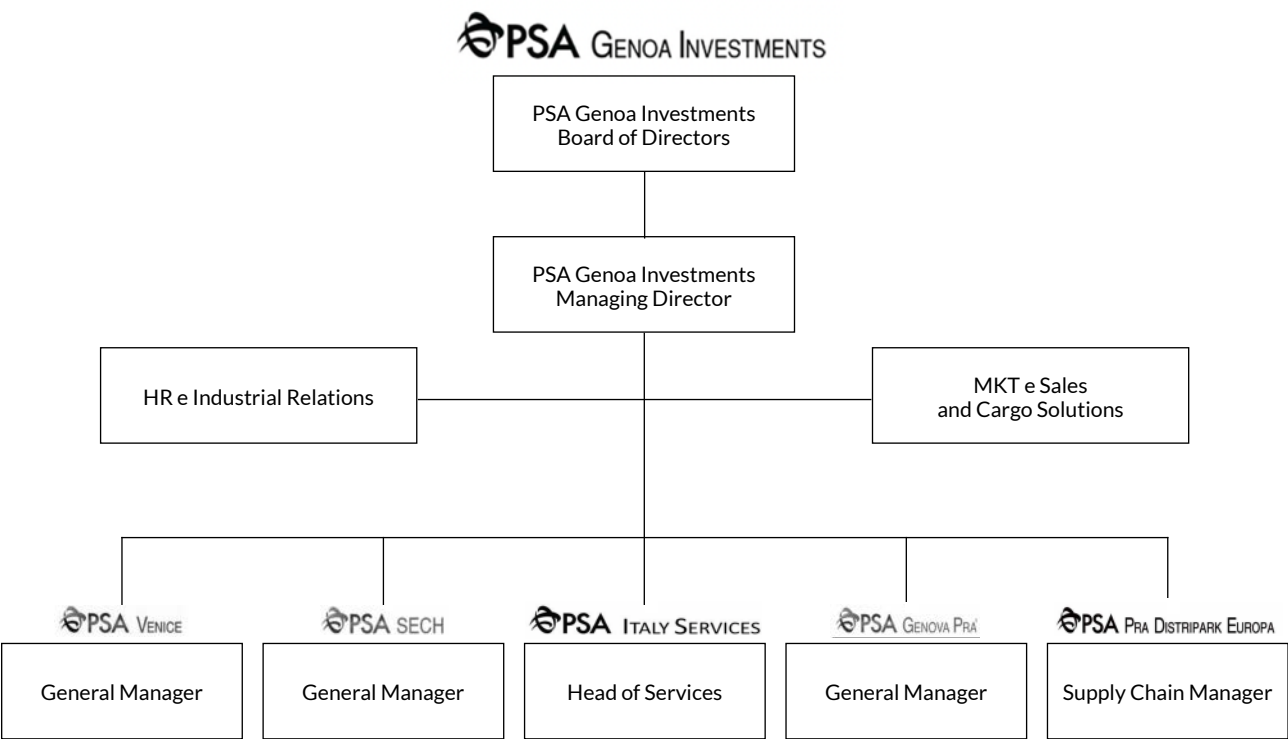
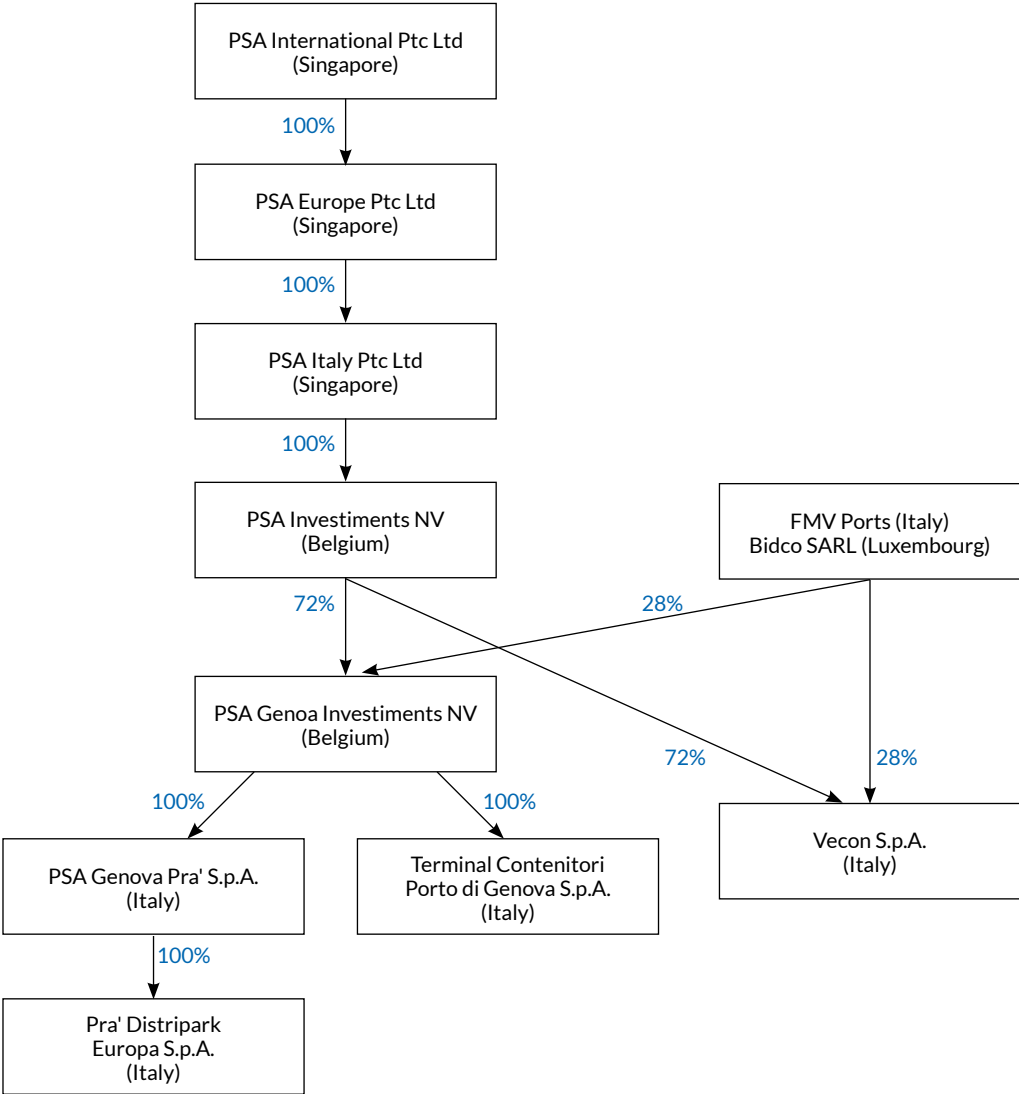
- Railway ———
- Highway - - - - -
- Sailings - - - - -



1.3 OWNERSHIP STRUCTURE AND CORPORATE GOVERNANCE

PSA Genova Pra' and PSA SECH (each one distinguished from the other by its historical nature, traditional values, practices and operational methodologies) are united through a company network contract (called "PSA Italy Services"), with the aim of developing a logistics platform that better responds to the various needs of customers, as well as aiming to fully satisfy them with innovative and high-quality services.

As a result of the above-mentioned restructuring, the new organisation was defined, which relies on the professionalism and experience of each employee. The organisation of the corporate structure, senior management functions and main reporting lines are represented in the following figures:



In the companies involved, there is a system of powers of attorney and proxies divided between the Board of Directors of the two companies, the two General Managers (Roberto Goglio for PSA Genova Pra' and Davide Romanengo for PSA SECH) and the executives, based on the value of the opera-

tions. Participation in associations for the reporting year is summarised in the following table:

Participation in bodies and associations (as at 31/12/2023)

BODY/ASSOCIATION	ROLE/POSITION	NAME
Confindustria Genova	Vice President	Giulio Schenone
	Director	Marco Conforti
	Director	Roberto Ferrari
Assiterminal	Legal and Finance	Roberto Ferrari, Paolo Casali
	HR and Industrial Relations	Massimo Lavezzini, Thomas Bertacchini
	QHSE and Operations	Francesco Parodi
	IT & Digital	Enrico Rossi Ferrari
Confetra	Member of the Ports Commission	Massimo Lavezzini
	Member of the Infrastructure Commission	Fausto Ferrera
Consorzio Terminal PCS	President	Enrico Rossi Ferrari
	Director	Fabio Bucchioni
	Director	Paolo Casali

The Boards of Directors of PSA Genova Pra' S.p.A. and Terminal Contenitori Porto di Genova S.p.A. (PSA SECH) will remain in office until the approval of the financial statements as at 31 December 2025; since 27 March 2024, both Boards will be composed of seven members: the President Marco Conforti (Engineer) and the Directors: Roberto Ferrari (Chief Executive Officer), Vincent Ng Hak Sen, Lim Pek Suat, Dirk Jan Storm, Frederic Michel-Verdier and Jeffrey Mouland. The Board of Statutory Auditors of both companies consists of three standing members: the President 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 each company:

- For PSA Genova Pra’ S.p.A.: Guido Torrielli (Engineer), President; Francesco Brignola (Lawyer) and Pietro Barbieri (Lawyer);
- For PSA SECH: Dr. Guido Leonardi, President, Francesco Brignola (Lawyer) and Pietro Barbieri (Lawyer).

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

As regards the Venice-Vecon PSA terminal, participation in associations is summarised in the following table:

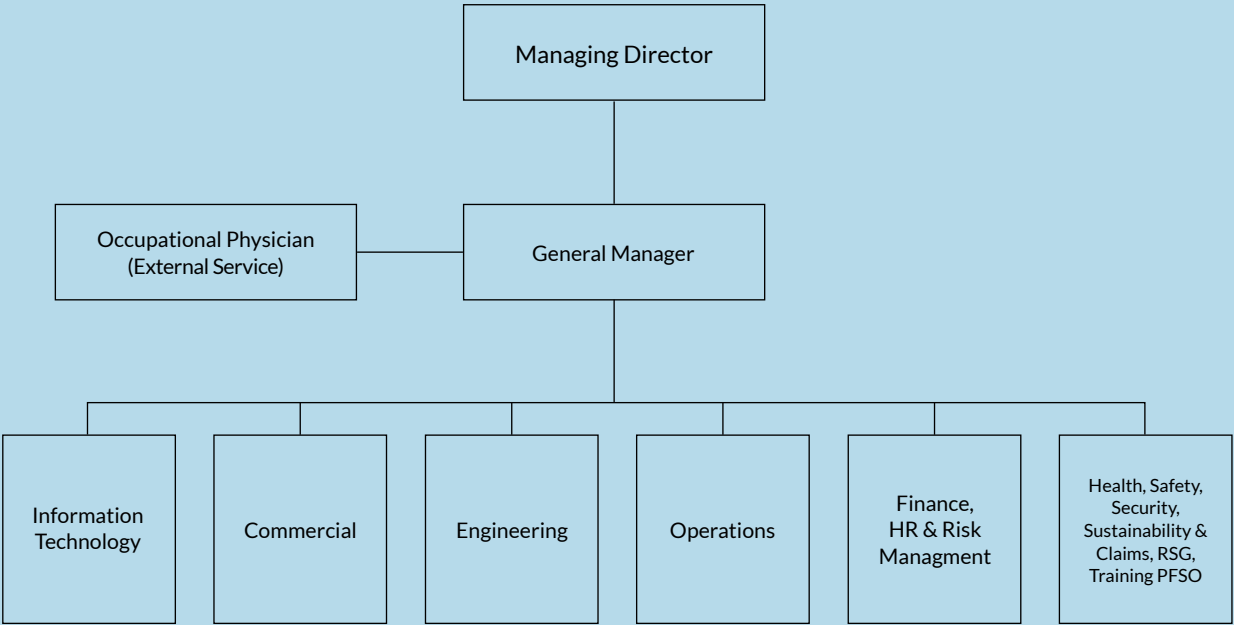
PSA Venice-Vecon Company Structure

BODY/ASSOCIATION	ROLE/POSITION	NAME
ADSP	Port Operators Representative Art. 16 and 18 in the Advisory Commission	Daniele Marchiori
Assiterminal	Member of the Terminal Advisory Commission	Daniele Marchiori
	Member of the Regulatory and Finance Commission Member of the HR and Industrial Relations Commission	Chiara Bortolami
	Member of the IT and Digital Commission	Emanuele Fabris
	Member of the QSSE and Operations Commission	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 (SOI)	Terminal Representative	Luca Buoso

The Board of Directors of PSA Venice-Vecon will remain in office until the approval of the financial statements as at 31 December 2025; since 27 March 2024, the Board consists of seven members: the President Marco Conforti (Engineer), and the Directors Roberto Ferrari (Chief Executive Officer), Vincent Ng Hak Sen, Lim Pek Suat, Dirk Jan Storm, Frederic Michel-Verdier and Jeffrey Mouland. The Board of Statutory Auditors consists of three standing

members: the President 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, Pietro Barbieri (Lawyer) and Dr. Aldo Tassoni. The financial statements of PSA Venice-Vecon are also certified by the auditing firm KPMG S.p.A.

PSA Venice-Vecon Company Structure



1.4 ETHICAL BUSINESS CONDUCT

Management systems

The terminals of PSA Italy, in the conduct of their business, manage numerous types of risk, which, if not adequately monitored, could create significant impacts of an equity, economic-financial, social, environmental and reputational nature, which could potentially damage the company's image.

It is therefore essential for the three companies to have management and internal control systems capable of identifying, 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 architecture of the management and internal control systems of PSA Genova Pra', PSA SECH and PSA Venice-Vecon is 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 are therefore monitored over time and associated with continuous improvement objectives within the management system. Among the expectations, particular attention is devoted 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 adopted a set of rules, procedures and organisational measures that enables the identification, measurement, management and monitoring of the main risks, also determining their level of acceptability through management in line with the identified strategic objectives. The management defines and periodically reviews targets and objectives in order to improve the performance of the integrated management system, consistent with company policy and the applicable requirements. PSA Italy's terminal management systems apply the process approach, which incorporates the concept of P-D-C-A and risk-based thinking, allowing it to evaluate factors that may cause processes to deviate from the expected results and to put in place preventive controls to minimise negative effects and maximise opportunities when they arise. The planning process takes into account significant environmental aspects, as well as relevant occupational health and safety risks, compliance obligations, relevant contextual factors and relevant

stakeholder requirements.

All of this has been translated, for the PSA Italy terminals, into an integrated management system compliant with the UNI EN ISO 9001:2015 (quality management system), UNI EN ISO 45001:2023 (health and safety management system) and UNI EN ISO 14001:2015 (environmental management system) standards.

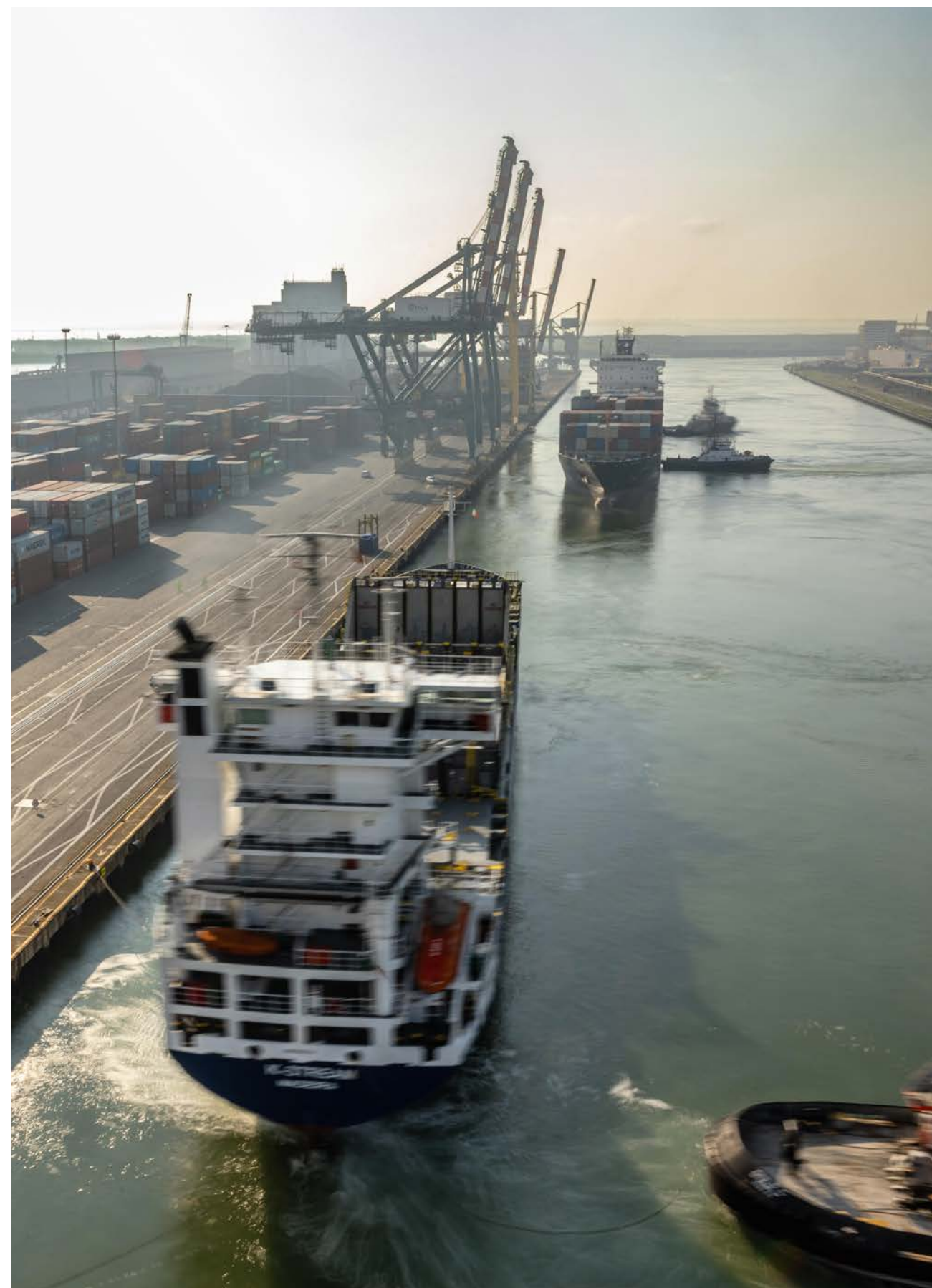
Since 2018, PSA SECH has implemented a system which complies with the UNI ISO 37001:2016 standard (anti-corruption management system), while in 2023, PSA Genova Pra' and PSA Venice-Vecon defined in their improvement plan the goal of adopting a system compliant with the standard, which will be certified by a third-party body in 2024.

From 2015 to 2019, the PSA Genova Pra' integrated business system was certified in accordance with the requirements of the UNI CEI EN 50001 energy standard; PSA Venice-Vecon also achieved this certification from 2015.

In 2023, the PSA Italy terminals obtained certification under the UNI EN ISO 14064-1:2019 standard, thus quantifying and reporting greenhouse gas (GHG) emissions for the year 2022. This fulfilment is part of the process of updating and integrating the documents of the Integrated Management System (IMS) to comply with the requirements of the Climate Response Management System (CRMS), which consists of a set of guidelines concerning environmental and sustainability aspects developed by PSA to which the Group's various Business Units must adhere.

The terminal management system is adapted over time to the requirements set by the PSA Group Standards, against which compliance is monitored.

4 P-D-C-A: Plan, Do, Check, Act.



The Code of Ethics

The Code of Ethics that PSA Genova Pra' (since 2012), PSA SECH (since 2011) and PSA Venice-Vecon (since 2012) have adopted is evidence of daily work in line 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.

The companies' Code of Ethics are in line with the PSA Code of Business Ethics and Conduct (The Code), to which all Business Units adhere in order to guarantee decision-making and operational processes are in compliance with the values contained therein.

Since 2022, PSA Group's subsidiaries have also adopted PSA's Supplier Code of Conduct, which defines the guidelines on the

standards of behaviour expected of all suppliers and business partners.

In addition to the above, all companies in PSA Italy have obtained AEOF certification. This is essential to balance the need for greater control and security of shipments with the need to facilitate legitimate trade. This certification is periodically evaluated and revised in relation to the evolution of company operations and the reference context.

The supervisory bodies present at the terminals also perform periodic checks on the company's operations to ensure that the applicable mandatory and voluntary standards, such as The Code and the adopted management systems, are always complied with.



CYBERSECURITY AND DATA PRIVACY

PSA Italy places primary importance on privacy and the protection of company data.

In fact, information security is considered crucial to ensure the trust of customers and partners. Therefore, strict protocols and advanced technologies are adopted to ensure the confidentiality and integrity of the data held by the brand's member companies. The priority is to provide a safe and reliable environment for all those interacting with the terminals.

To achieve these goals, the three PSA Italy terminals (PSA Genova Prà, PSA SECH and PSA Venice-Vecon) have introduced and progressively implemented an IT security programme guided by PSA's Group IT and cybersecurity frameworks together with the Italian and EU frameworks.

In the area of IT governance, the three terminals completed the activation of version 2.0 of the Global IT Security Standard (GITSS 2.0) framework in 2023. This framework, based on ISO 27002:2013, completes the classic IT governance areas, adding the implementation of advanced concepts regarding risk management, vendor management and security in the cloud.

In the area of IT security, version 1.0 of

the Cyber Security Management System framework (CSMS 1.0), based on the NIST CSF* community framework, is also active.

Starting 2023, the three terminals are implementing version 2, where collaboration between the different corporate functions, such as IT, Risk Management, HR, HSSE and Legal, is strengthened, emphasising how cyber security is applicable across all corporate departments.

Finally, in the area of Operational Technology (OT), the PSA Group implemented a dedicated framework in 2023, called Global OT Security Standard (GOTSS) 1.0.

OT refers to any hardware and software arrangement that is interconnected and used to monitor and/or control physical devices, processes and events. The three PSA Italy terminals place critical importance on this area for business service continuity and have committed to adopting these guidelines over a three-year period, concluding in 2025.

By implementing the GOTSS 1.0 Group framework, PSA Italy's industrial networks will be able to guarantee even higher levels of cyber security.

In addition to the PSA Group frameworks, PSA Italy's cybersecurity programme includes a solid awareness plan

for its end users. Conscious of the fact that cybersecurity is a shared responsibility, significant resources are invested in training and raising users' awareness of secure practices, digital risks and emerging threats. Through these initiatives, the aim is to create an informed and resilient corporate culture capable of recognising and addressing cybersecurity challenges in a proactive and collaborative manner.

PSA Genova Pra', PSA SECH and PSA Venice-Vecon have also adopted the organisational, management and control model pursuant to Legislative Decree 231/01 and the security management model for sensitive and personal data pursuant to Law 196/2003, supplemented with the amendments introduced by Legislative Decree 101 of 10 August 2018.

Finally, it should be noted that in 2023, there were no incidents related to loss and theft of stakeholder data.

* National Institute of Standards and Technology Cybersecurity Framework

Whistleblowing

The PSA Group companies in Italy provide employees, members of corporate bodies or third parties with business relations and relationships with the company with a communication channel, which ensures the receipt and management of reports of offences and/or any violation or distorted use of company rules for private purposes (whether actual or alleged).

In all cases, organisations and Supervisory Bodies guarantee the confidentiality of the identity of the whistleblower, adopting measures to maintain the confidentiality of the information in any context subsequent to the report, to the extent that anonymity and confidentiality are enforceable by law.

Retaliatory or discriminatory actions, whether direct or indirect, against the whistleblower acting in good faith are also expressly prohibited.

In 2023, a process was launched to set up a dedicated external whistleblowing channel, in compliance with the obligations set out in Legislative Decree dated 10 March 2023, as reported on the websites of the three terminals.



Furthermore, in compliance with the International Ship and Port Facility Security Code (ISPS Code) and Regulation (EC) 725/2004, which came into force on 1 July 2004, PSA Genova Pra', PSA SECH and PSA Venice-Vecon have developed a security plan, as detailed in paragraph 6.5.

In 2023, no cases of corruption were ascertained or reported in connection with the companies, nor were there any cases of non-compliance with laws and regulations or significant financial penalties imposed. There was only one case of anonymous whistleblowing, which resulted in a dismissal due to non-admissibility and manifest lack of grounds.

Furthermore, in the period under consideration, no legal action was taken, nor are there any pending and/or concluded le-

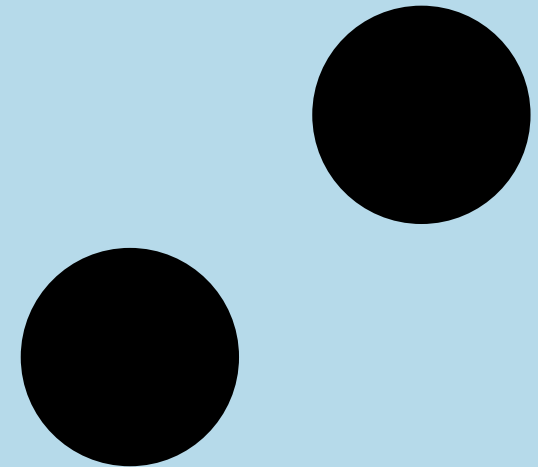
gal actions relating to anti-competitive behaviour or violations of antitrust and competition regulations.

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

The website of PSA Italy (www.psaitaly.com) also contains references to The Code and the Sustainability Report section.



2 REFERENCE MARKET



2023 was characterised by difficult situations for the shipping industry, and in particular for the container industry, due to geopolitical tensions and wars. According to Unctad in the latest edition of its report "Global Trade Unctad", published at the end of 2023, sea trade declined and one of the main reasons was the slowdown in the growth of global wealth, especially in the Euro-zone, where growth stopped at 0.5% compared to the previous year. Furthermore, 2023 was a year strongly characterised by high inflation which, although decreasing, significantly affected market choices. Despite this global scenario, the sea remains the main protagonist in trade and Asia continues to be the main player in the container segment⁵. In this context, global container traffic (net of transshipment and feeder activities) dropped sharply in 2023 when compared to the previous year. The world's top 30 ports barely reached 300 million TEUs handled, compared to 450 million TEUs in 2022. Shanghai reinforced its position as the world's

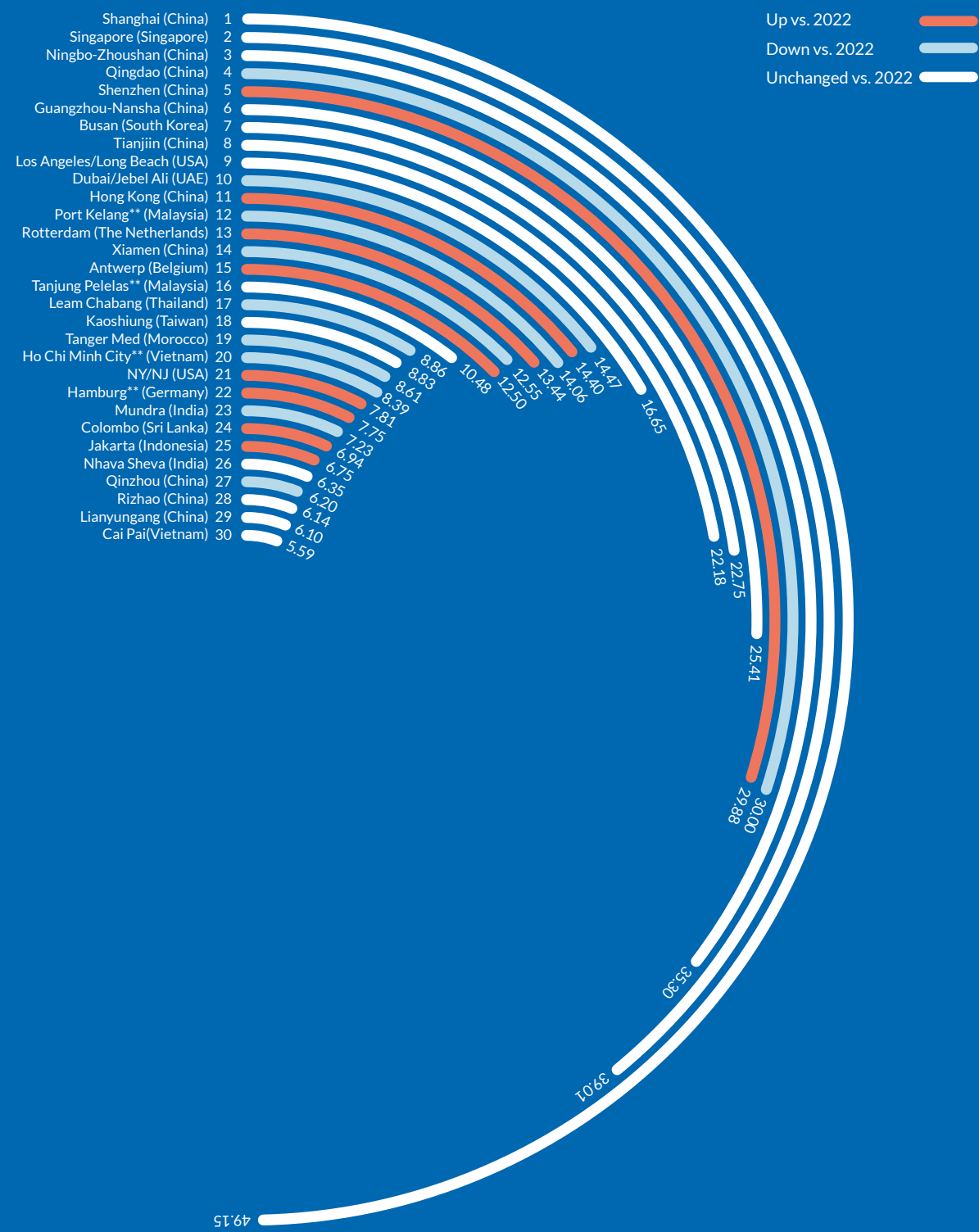
busiest container port by recording its fourteenth year at the top, as well as its thirteenth year of growth, opening a gap of almost ten million TEUs over its closest competitor, Singapore.⁶ In the final part of the year, the shipping world was faced with the difficulty of steamship lines transiting through the Suez Canal. This issue strongly influenced traffic trends in the fourth quarter of 2023: In fact, shipping companies diverted traffic routes and opted for the Cape of Good Hope, taking at least 10 to 11 days longer to sail. This forced choice has resulted in the consequent increase in the maritime freight rates that are paid by customers to move vessels from/to the Asian continent to the European continent.

According to SRM*'s report prepared in collaboration with Assoporti, global maritime trade will grow in the coming years with significantly more moderate growth forecasts for 2024 and 2025. However, these trends do not seem to consider the possible effects of the con-

tinued operational difficulties resulting from the impossibility of crossing the Red Sea. Asia's leadership in container handling is undisputed, but the Mediterranean area is becoming increasingly advanced and playing a leading role, closing the gap with Northern European ports year by year⁷. Looking at 2023 results, it is worth pointing out that PSA International handled a total of 94.8 million TEUs in 2023, marking a growth of 4.3% compared to the previous year's figures. PSA terminals in Singapore contributed 38.8 million TEUs, while other PSA terminals outside the city state amounting to 56 million TEUs.

5 Source Alphaliner, Weekly newsletter no. 13,2023
6 Source Alphaliner, Weekly newsletter no. 13,2023
7 Source Port Infographics 2024
* Centro Studi Gruppo Intesa San Paolo

Top 30 ports in the world by container traffic, 2023 in MTEU (preliminary data)⁸



8 Source: Dynaliners and Alphaliner
Weekly Newsletter - no.16-2024
** provisional data

Shifting the focus to the area where PSA Italy's terminals are located, i.e. the Mediterranean, once again it is pointed out how this area is a privileged transit route for containerised traffic, concentrating 27% of the approximately 500 world liner services by ship. Based on the above, the European context has suffered in terms of shrinking volumes; all major Northern Range ports (Antwerp-Zeebrugge, Rotterdam

and Hamburg) recorded negative results. In the Mediterranean area, it is important to emphasise the strong growth with respect to the volumes totalled in 2022 by the ports of Tanger Med and Gioia Tauro, the largest transshipment ports, together with Piraeus. Although there were situations of growth, those of decrease strongly influenced handling at port level in Europe, marking a contraction of 3.3%, according to es-

timates reported by Drewry. In 2023, Genoa recorded a slight decrease in the total volumes handled. In light of the above, more details on the volumes handled by Mediterranean ports in 2023 and the delta on the previous year are given below.

As far as Italian ports are concerned, we report the figures for the country's main ports, from which the residual traffic of

the quays not mentioned in the table is not accounted for.

Container traffic in the main Italian ports, 2021-2023
(preliminary data in TEU)¹⁰

Port	2021	2022	2023
Gioia Tauro	3,146,533	3,380,052	3,548,827
Genoa	2,557,847	2,532,552	2,394,335
La Spezia	1,375,626	1,147,682	1,139,088
Trieste	757,255	755,932	764,100
Livorno	791,356	673,846	669,414
Venice	513,814	533,991	491,118
Naples	652,599	529,588	595,740
Salerno	419,012	314,273	345,949
Savona-Vado	223,265	266,591	346,612
Ravenna	212,926	202,550	216,981
Ancona	167,338	165,346	173,152
Cagliari	109,653	140,216	122,737
Civitavecchia	100,248	112,200	103,507
Total	11,027,472	10,754,819	10,911,560

10 Source: AP data (unloading/loading/transshipment).

Top 10 Mediterranean ports by container traffic, 2023 (preliminary data)⁹

	PORT*	COUNTRY	TEU(M)	Δ '22/'23 (%)
1	Tangler Med	Morocco	8,614,400	13.4%
2	Valencia	Spain	4,804,000	-5.4%
3	Algeciras	Spain	4,733,400	-1.4%
4	Piraeus	Greece	4,580,000	-6.8%
5	Gioia Tauro	Italy	3,548,827	5.0%
6	Barcelona	Spain	3,280,000	-6.9%
7	Ambarli	Turkey	3,170,430	10.6%
8	Marsaxlokk	Malta	2,800,000	-3.2%
9	Genoa	Italy	2,394,335	-5.5%
10	Mersin	Turkey	1,949,882	-3.5%

9 Source: AP data (unloading/loading/transshipment).

In 2023, the total number of TEUs loaded and unloaded in Italy was about 11 million; of this traffic, 3.5 million were handled at the transshipment port of Gioia Tauro. In the other ports traditionally focused on transshipment (e.g. Cagliari), transport traffic was practically zeroed. With the exception of the ports of Trieste, Savona-Vado, Ancona, Naples, Salerno, and Gioia Tauro, which recorded an increase in container traffic volumes when compared to 2022, all the other terminals recorded a slight decrease or stability. The North Tyrrhenian area, the area where the Port Authority of reference for two of PSA Italy's three terminals is located, was

affected by a slight contraction in terms of traffic. In fact, in 2023, the port system of Genoa reached 25,381,697 tonnes with regard to the trend of containerised goods, marking a decrease of 4.5% compared to 2022. The year covered by our report demonstrates performance in line with what had already occurred in the second half of 2022. The Port System of Genoa and Savona maintained its leadership role in the handling of "gateway" containers with a total of 2,740,947 TEUs handled during the year (including movements recorded by Savona-Vado, equal to 346,612). During 2023, 1,855,148 full TEUs were handled in imports and exports from the

system's ports, representing a decrease of 4.3% from the previous year. It is important to highlight that volumes, especially in the month of December, were heavily affected by the Red Sea crisis, causing operational delays that led to a 13.6% decrease in movements, which then had an impact on the final figures for the year.

PSA Genova Pra' and PSA SECH in the Port of Genoa – 2022/2023 data¹¹

TML	TEU 2022	TEU 2023	%	Δ 2023/2022
PSA GP*	1,462,691	1,397,343	58%	-4.5%
GPT	434,386	424,270	18%	-2.3%
PSA SECH*	217,857	240,246	10%	10.3%
IMT	173,647	130,025	5%	-25.1%
TSG	93,105	101,079	4%	8.6%
BETTOLO	150,499	100,988	4%	-32.9%
GMT	367	384	0%	4.6%
TOTALE	2,532,552	2,394,335	100%	-5.5%

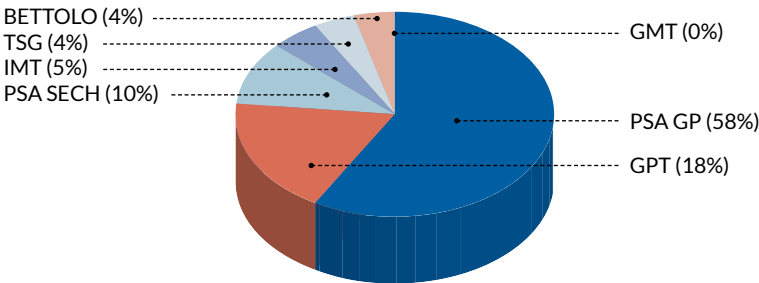
11 Source: AdSP MaLO data.
*loading/unloading/transshipment data

This year, positive volume growth with respect to 2022 can be attributed to

PSA SECH, TSG and GMT. All other terminals achieved results in line with what

was previously stated.

PSA Genova Pra’ and PSA SECH in the Port of Genoa, 2023 data

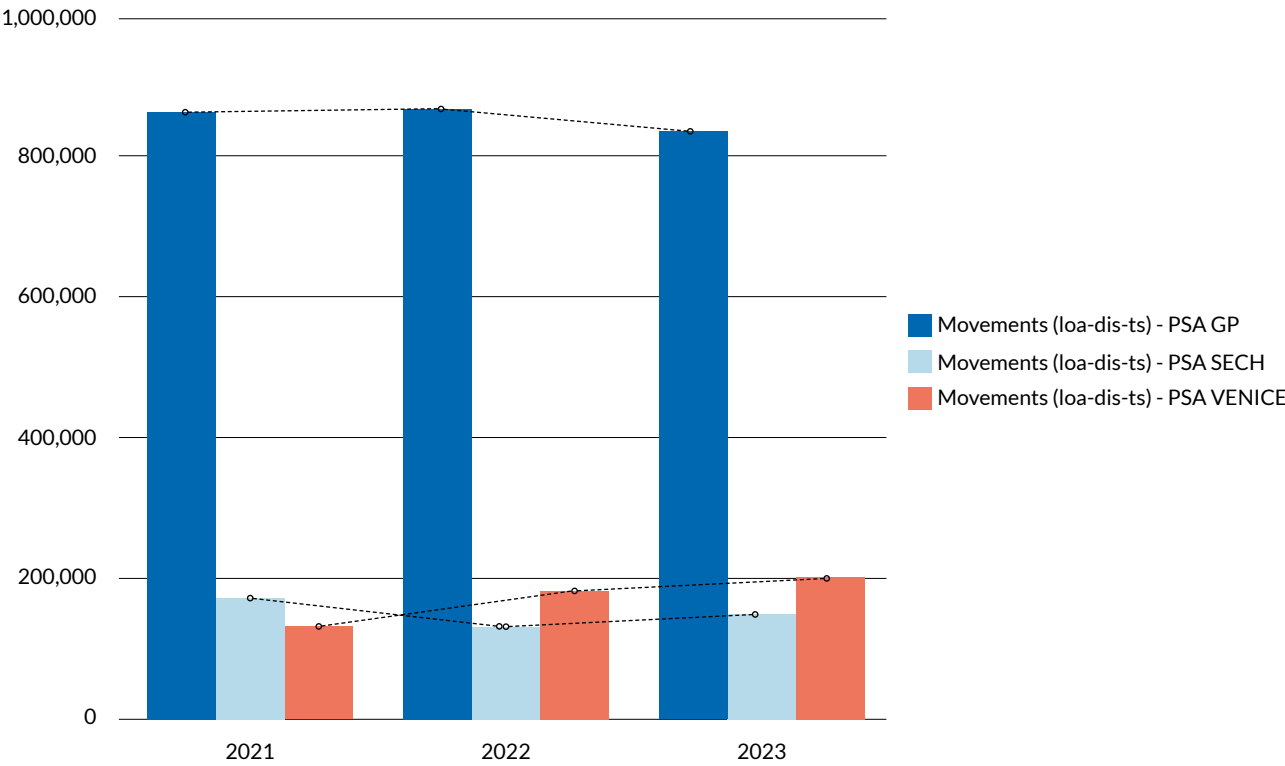


2023 saw a slight decline in volumes achieved for PSA Genova Pra’, equal to -4.5%. However, if we carefully analyse the results achieved, we can see that it is only the number of average TEUs per registered call that is lower than last year, which shows a decrease of 12.46% compared to 2022. For the rest, in fact, the number of ships that called at PSA Genova Pra' increased (513 in 2023 vs. 449 in 2022) and the number of blank sailing decreased, from 106 in 2022 to 88 in 2023.

Furthermore, when compared to the previous year, the ships that operated complied more closely with their schedules, although the percentage of ships that complied with their slots was still very low (29% vs. 19% in 2022). Another positive aspect with respect to 2022 is the return to normality for the dwell time of containers in storage at the PSA Genova Pra' yards: The values show an average of 5.7 days of storage for full export containers and 5.3 days for full import containers. Shifting the focus to PSA SECH, the

year just ended was characterised by an increase in volumes, which started in Q2 of 2023. The main reason for the growth was the acquisition of a new service, which was added to those previously present.

Total movements for PSA Genova Pra', PSA SECH and PSA Venice-Vecon, 2021-2023 trend (loading/unloading/transshipment)



In total, PSA SECH achieved 149,644 movements (loading/unloading/transshipment) in 2023, an increase of +10% compared to 2022, a year in which the terminal experienced a stop after the post Covid-19 pandemic recovery year.

Traffic trends 2023 vs. 2022 PSA Genova Pra¹²

ACT-2023 vs 2022												
Single month (TEU)	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2022 Monthly ACT	112,024	114,433	133,092	125,232	133,915	127,481	130,519	118,354	124,096	115,513	107,981	120,051
2023 Monthly ACT	100,828	106,238	124,697	123,738	136,615	124,910	124,910	108,128	110,000	125,211	120,057	91,940
Delta %	-10%	-7%	-6%	-1%	2%	-2%	-4%	-9%	-11%	8%	11%	-23%

YTD (TEU)	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2022 YTD ACT	112,024	226,457	359,549	484,781	618,696	746,177	876,696	995,050	1,119,146	1,234,659	1,342,640	1,462,691
2023 YTD ACT	100,828	207,066	331,763	455,501	592,116	717,026	841,936	950,064	1,060,064	1,185,275	1,305,332	1,397,343
Delta %	-10%	-9%	-8%	-6%	-4%	-4%	-4%	-5%	-5%	-4%	-3%	-4%

12 Re-stowage excluded.

Traffic trends 2023 vs. 2022 PSA SECH¹³

ACT-2023 vs. 2022												
Single month (TEU)	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2022 Monthly ACT	23,815	14,992	23,121	21,267	22,269	18,556	21,094	14,162	15,035	16,558	11,059	15,929
2023 Monthly ACT	16,558	17,410	19,124	16,793	25,056	24,553	26,985	18,380	17,514	21,012	14,357	22,504
Delta %	-30%	16%	-17%	-21%	13%	32%	28%	30%	16%	27%	30%	41%

YTD (TEU)	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2022 YTD ACT	23,815	38,807	61,928	83,195	105,464	124,020	145,114	159,276	174,311	190,869	201,928	217,857
2023 YTD ACT	16,558	33,968	53,092	69,885	94,941	119,494	146,479	164,859	182,373	203,385	217,742	240,246
Delta %	-30%	-12%	-14%	-16%	-10%	-4%	1%	4%	5%	7%	8%	10%

13 Re-stowage excluded.

Traffic trends 2023 vs. 2022 PSA Venice-Vecon¹⁴

ACT-2023 vs. 2022												
Single month (TEU)	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2022 Monthly ACT	18,777	23,783	24,782	24,257	31,513	23,144	23,650	22,675	27,336	26,235	28,210	28,136
2023 Monthly ACT	29,218	26,908	31,566	24,218	30,385	27,037	27,805	27,569	24,941	29,698	26,688	27,899
Delta %	56%	13%	28%	0%	-4%	17%	19%	21%	-10%	13%	-5%	-1%

YTD (TEU)	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2022 YTD ACT	18,777	42,560	67,342	91,599	123,112	146,256	169,906	192,581	219,917	246,152	274,362	302,498
2023 YTD ACT	29,218	56,126	87,692	111,910	142,295	169,332	197,137	224,706	249,647	279,345	306,033	333,932
Delta %	56%	32%	31%	23%	16%	16%	16%	17%	14%	14%	12%	11%

14 Re-stowage excluded.

Traffic volumes

	2021			2022			2023		
TERMINALS IN NUMBERS	PSA GP	PSA SECH	PSA VECON	PSA GP	PSA SECH	PSA VECON	PSA GP	PSA SECH	PSA VECON
Ships landed	523	161	274	449	143	394	513	152	406
Total movements (unloading/loading/ transshipment)	861,745	172,534	131,816	866,775	131,195	182,001	834,240	149,644	202,239
TEU (unloading/loading/ transshipment)	1,454,582	287,364	218,017	1,462,691	217,857	302,498	1,397,343	240,246	333,932
Trucks served	432,039	134,655	112,905	465,289	102,708	148,185	468,012	123,069	155,573
Average truck turnaround time (minutes)	32.6	20.3	17.2	34.0	19.6	22.0	33.1	22.6	25.1
TEUs unloaded/reloaded by train	232,629	21,791	-	248,663	16,723	208	243,127	15,265	-
Dwell time of import containers	5.7	7.4	6.4	7.5	10.1	8.1	5.3	7.0	10.1



PSA Italy total operated
ships: 1,071

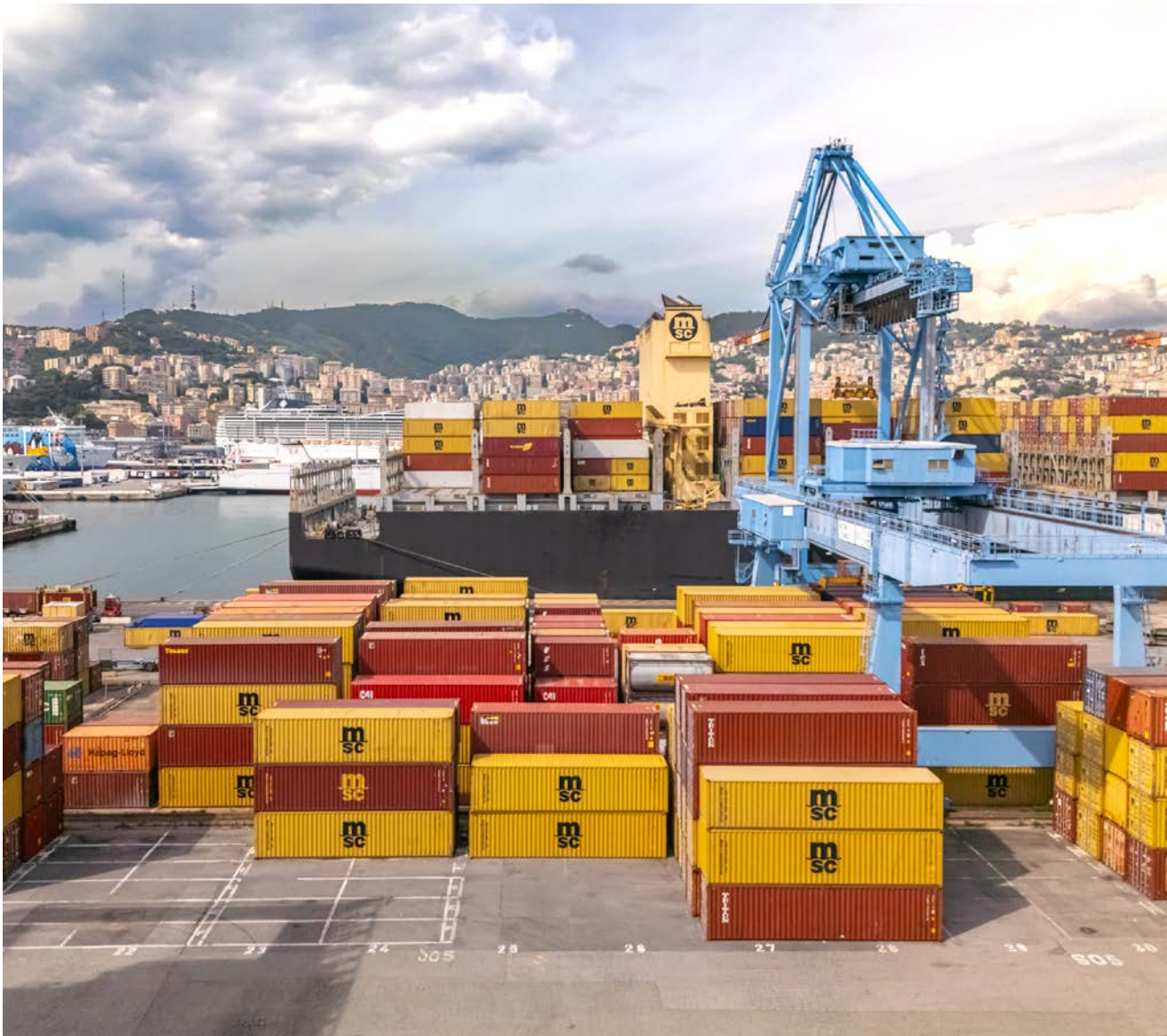


PSA Italy total TEUs handled:
1,971,521
loading/unloading/transhipment

As for the Venetian port, the general trend in terms of total tonnes handled showed a port in decline compared to 2023, mirroring the national trend, with some sectors, primarily steel, ro-ro and dry bulk, helping to contain the loss thanks to positive variations. In the container sector, the Port of Venice closed the year with a decrease of -8%, falling for the first time in many years below the 500,000 TEU threshold and closing at 491,118 TEU handled, with a decrease of -10% in empty containers and -7% in full containers. Full containers handled are the true indicator of traffic trends, which specifically show distinct trends between full import containers with a limited decrease of -3% and export containers with a heavier decrease of -9%. The reasons certainly include a regional economy that, in 2023, proved to be weak in all sectors with declining trends, especially in the second half of the year. The manufacturing sector in particular

has contributed to the unfavourable cyclical phase, which has a direct effect on containerised exports of finished products and likewise on the demand for raw materials that also arrive in containers. According to Unioncamere del Veneto, in the average of the first three quarters of 2023, the manufacturing output of Veneto companies with at least ten employees decreased compared to the same period last year. The decline reflected that of domestic and, in particular, foreign orders, which were affected by weak global demand. Among the Bank of Italy's analyses, the contraction of industrial activity in the first nine months of 2023 is evident when compared to the same period in 2022, with clear declines in business turnover, increased uncertainty and the rising cost of financing, which have led to a cautious approach to investment decisions. Even though inflation has fallen sharply from its peak at the end of 2022, house-

holds' spending decisions continue to be affected by rising prices, which erodes their purchasing power and slows down their consumption. Specifically, although showing an overall decrease, the two container terminals of the lagoon port also show different traffic trends in 2023. In fact, the TIV terminal closes the year with a negative sign of -32% due to the progressive reallocation of some liner services in favour of PSA Venice-Vecon, which, thanks to this transfer, consolidates a significant share of Venetian traffic and closes the year again with a positive result of more than 10% compared to 2022 volumes, with import and export traffic growing respectively by 7% and 16% on an annual basis.



PSA Venice-Vecon in the port - 2022/2023 data¹⁵

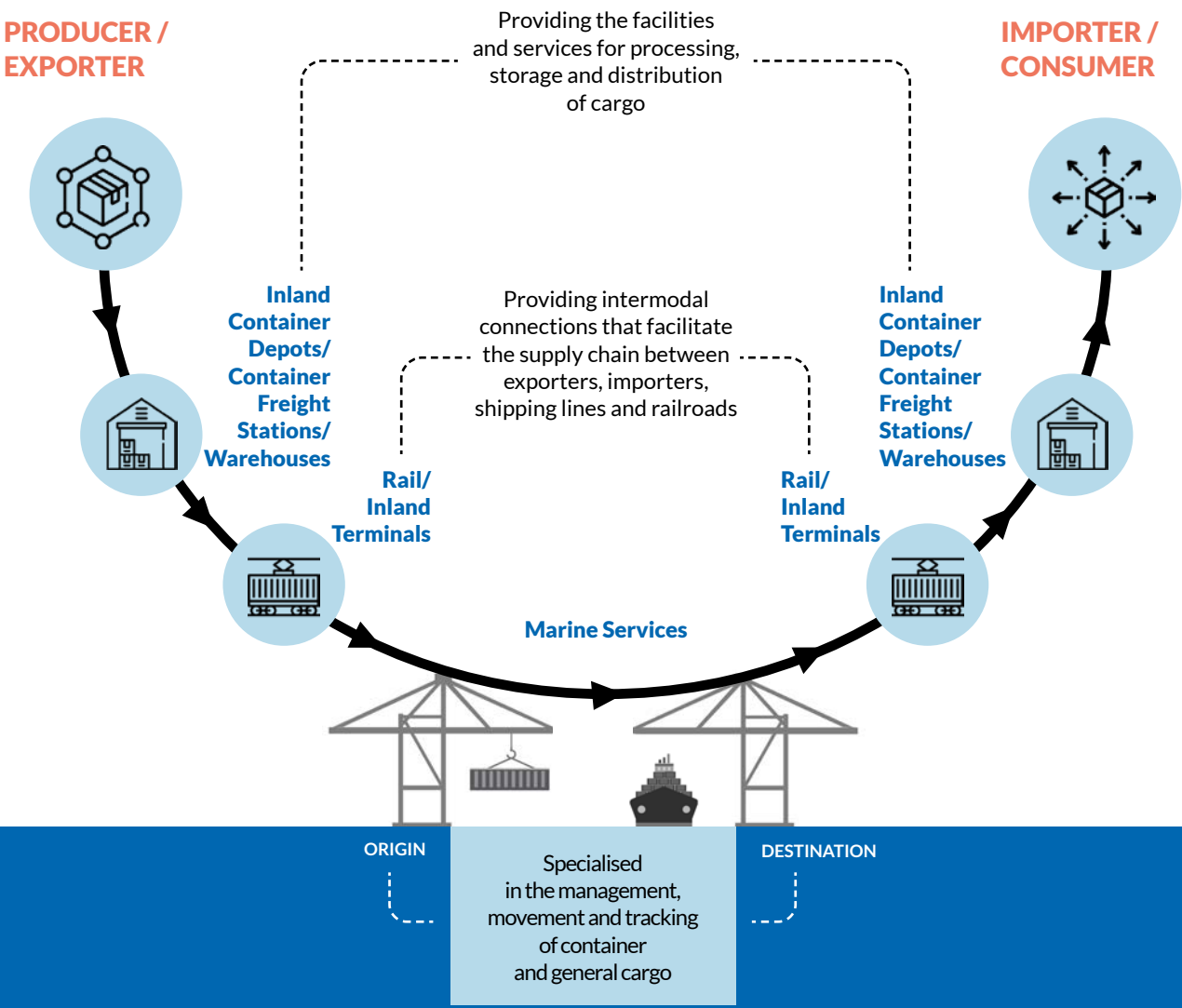
TML	TEU 2022	TEU 2023	%	Δ 2023/2022
PSA VENICE*	302,498	333,932	68%	10.4%
TIV	231,493	157,186	32%	-32.1%
TOTAL	533,991	491,118	100%	-8.0%

Also in 2023, the commercial terminals' operations were characterised by the presence of cruise ship dockings, always considered as temporary and alternative solutions to transit at the Giudecca Canal as per Legislative Decree no. 103 of 20 July 2021. During 2023, 21 ship dockings were re-

ceived at PSA Venice-Vecon, in the period from May to September, limited to the daily Saturday shift. Thanks to the terminal's layout and dedicated road accessibility, these operations had no impact on the terminal's core business.

¹⁵ Source: AdSP MaS data.
* loading/unloading/transshipment data

2.1 OPTIMISATION OF GLOBAL SUPPLY CHAIN



PSA International's port adjacent services solutions are a key enabler to the Group's core business in port management, whose objective is to create value-added services to be offered to customers and 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, even those in Italy, have shown an ability to adapt to change and seize the opportunity to invest in and develop port adjacent services complementary to container unloading and loading, with the aim of offering an ever-increasing range of services that could, over the years, build loyalty among customers operating in their port of reference.

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

PDE Warehouse

At the end of April 2023, PSA Italy launched a new product on the market, linked to PSA's Port Ecosystem line, renamed "Magazzino PDE" (PDE Warehouse), with the intention of offering logistics services to customers in the Port of Genoa: BCOs, freight forwarders and shipping companies. The warehouse, located just 800 metres from the PSA Genova Pra' terminal's truck gate, offers offers value-added services such as container stuffing and unstuffing, cargo and container storage, and other operations, named VAS, such as fumigation or cargo packaging projects. The goods processed range from industrial machinery and vehicles to steel products, machinery, building materials, and more than half of the operations performed are on oversized parts. The customer portfolio is diversified and mainly consists of freight forwarders, with growth potential thanks to the future expansion of the services offered (import flows for customs warehouses) and thanks to planned commercial actions aimed at BCOs. PDE Warehouse was initially launched as a POC¹⁷ project, anticipating PSA's acquisition of the Distripark (15,000 square metres indoor + 35,000 square metres of yard), with the intention of enabling PSA to break into a new market.

The Stuttgart Express reduces the overall navigation connection time by approximately 7 days, as well as CO2 emissions, with markets such as the Far East, the Middle East and the Mediterranean, when compared to routes via northern European ports. The Stuttgart Express is also a reliable solution to deal with the challenges that can arise from congestion in northern ports. It once again shows how PSA Italy is leading the way for alternative transport solutions that are sustainable, efficient and cost-effective.

Empty Depot Activities

In Venice, in connection with container unloading and loading, maintenance, washing and repair activities are carried out for all shipping companies in areas inside the terminal, but separate from the unloading area. This activity has enabled the lines to increase their competitiveness, being able to offer a quick "sale" to the market immediately after the unloading of the empty units, as well as a reduced rotation of the equipment, which previously had to pass through external warehouses with considerable transfer costs before being made available to the exporter. At the same time, the same activity is also performed on temperature-controlled containers with cleaning, washing and pre-loading inspection services carried out quickly and within the terminal in the concession areas.



The Southern Express train reduced CO2 emissions by 84% since its inception

Rail Services

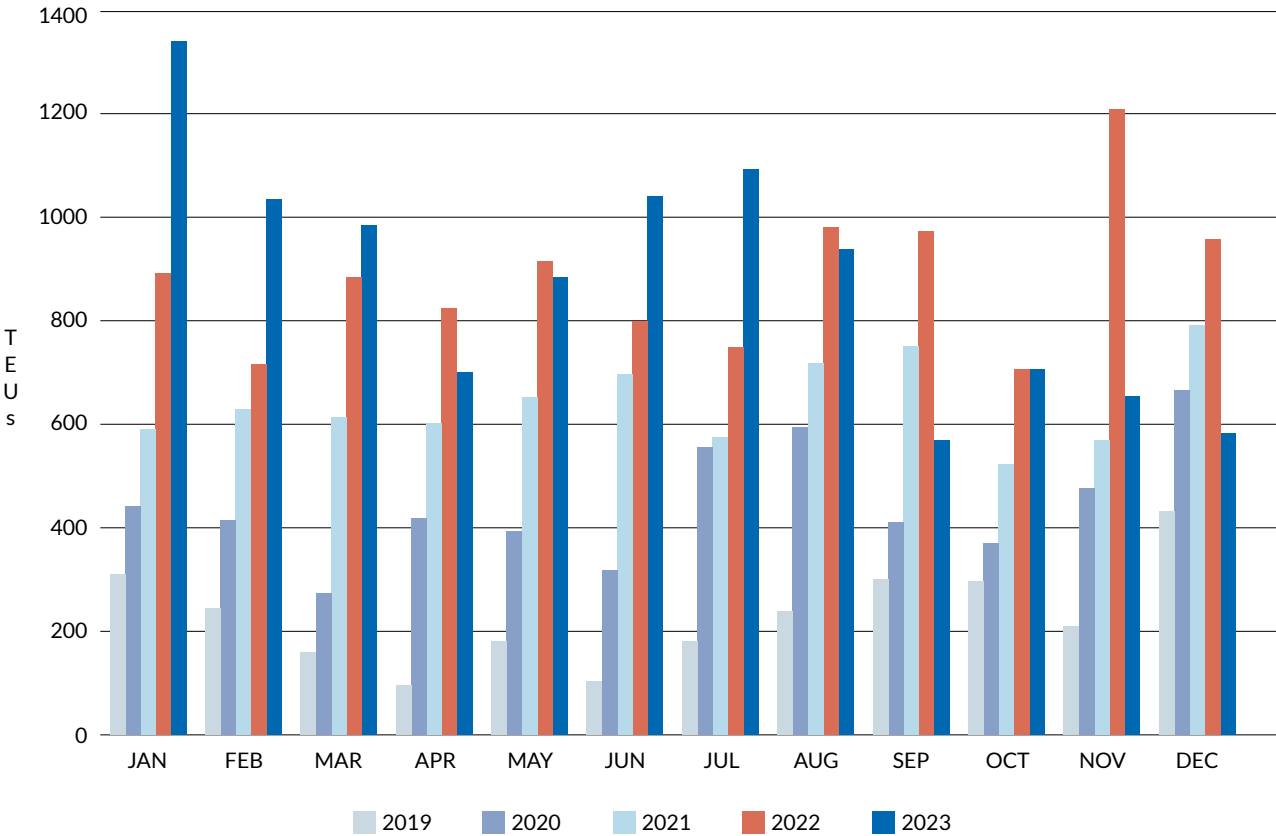
The "Southern Express" rail link, which connects the quays of Genoa with Basel, achieved 10,523 TEUs in the year just ended, a result in line with what was achieved in the previous year. The connection, which has been in operation since October 2018, is increasing year on year: this is certainly a positive sign, not only in commercial terms, but also and above all in terms of trust in the service and those who provide it. The service is based on the unique interaction 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, aimed at development, allowing 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. With the introduction of this rail link, 84% of CO2 emissions have been saved since its launch¹⁸. With a view to create new rail connections that would allow Genoa to be chosen as the gateway port to the South, PSA Italy launched the new Stuttgart connection service in May 2023: it consists of 2 trains per week connecting southern Germany with PSA's Genova Pra' port.

Stuffing / Unstuffing Services / Warehousing

Another ancillary activity that continues to expand, offered by the PSA Venice-Vecon terminal and among those most in demand by customers is the stuffing and unstuffing of containers. The presence of equipment, dedicated personnel, adequate and covered space, and the availability of empty containers for all companies allows the terminal to be a reference point in the area for this type of activity. The handling of cargo is an important distinguishing and value-adding element, and therefore remains an issue of primary interest and one in which PSA intended to invest in 2021. In Venice, a marquee was installed within its customs areas, allowing the terminal to further expand its Cargo Solutions package, with a 2000 square metre covered area for goods requiring storage and handling and consolidation services in a covered area. It should be emphasised that during 2023, despite fluctuating volume trends at the Venetian port, demand for the use of covered space, consolidation and storage areas received a major boost, allowing PSA Venice-Vecon to consolidate its role as a market-neutral logistics operator.

17 POC: Proof-of-concept.
18 According to estimates by the Eco Transit tool.

Total TEUs handled by the Basel train since its inception

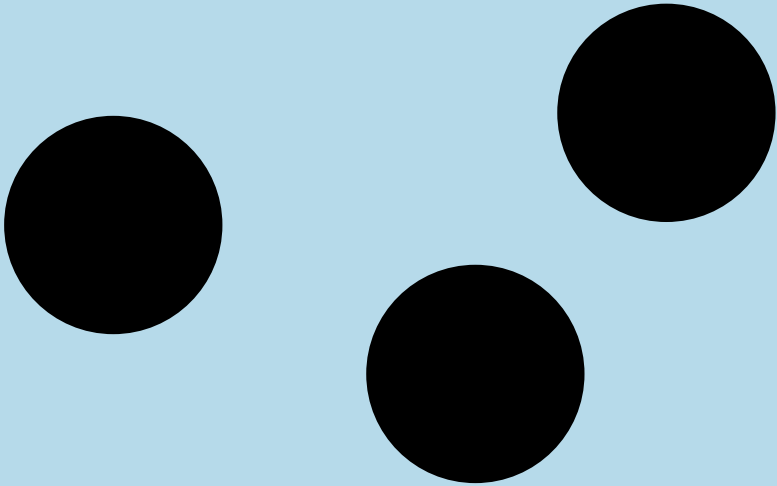


The Southern Express train handled 10,523 TEUs





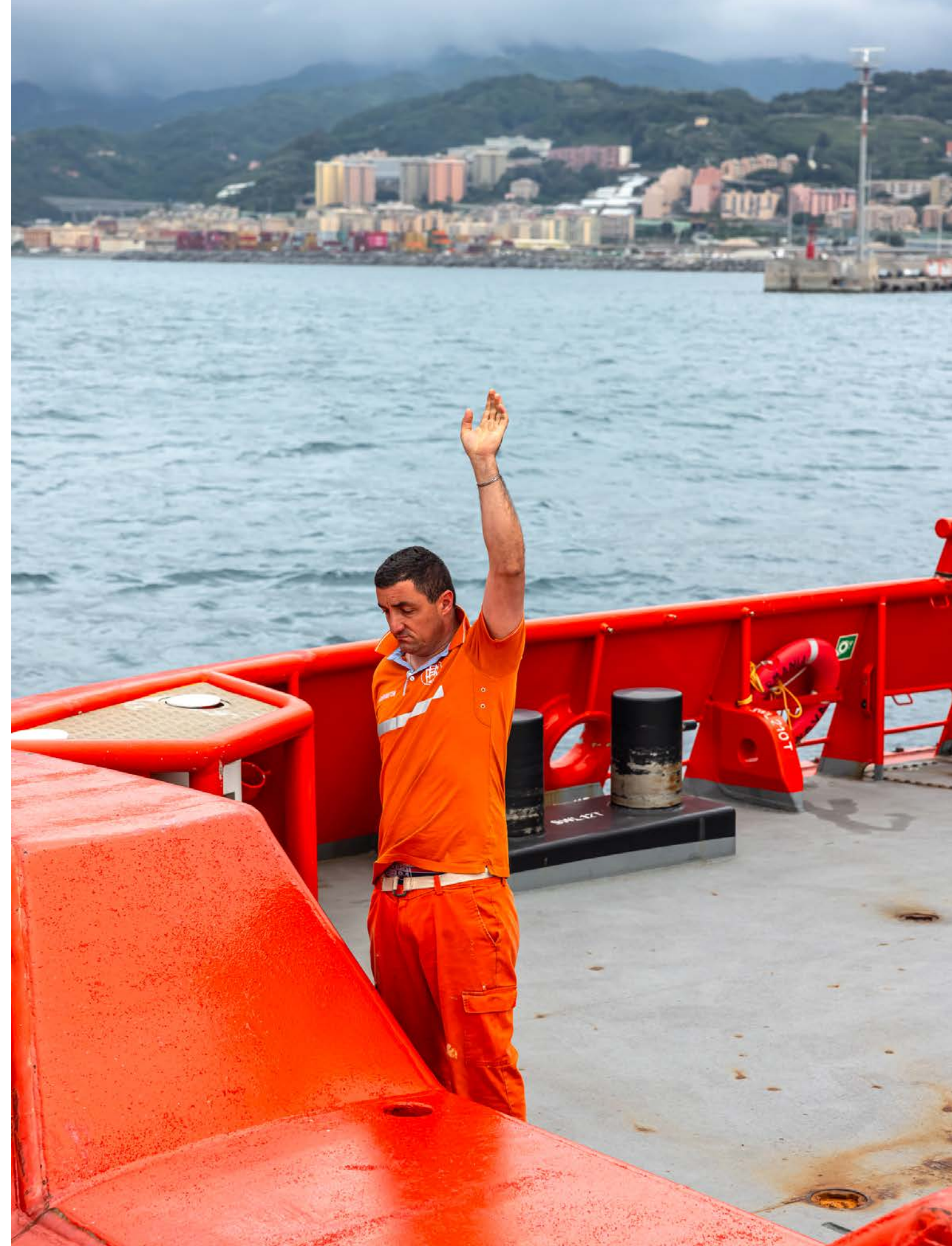
3
PSA ITALY'S
SUSTAINABLE APPROACH



PSA International, as a global leader in port services and supply chain services, and PSA Italy, as the first Italian port operator, aim to generate a positive social impact for all stakeholders by guaranteeing a safe and inclusive working environment, responsible business practices and actions to mitigate climate change by focusing on decarbonisation, energy saving, water conservation and waste reduction within their activities, also by making more environmentally friendly logistical choices when working alongside their partners.

3.1 STAKEHOLDER ENGAGEMENT

PSA Italy aims to be there for all stakeholders, building great teams and partnerships and strengthening links with local communities to achieve sustainable growth for the benefit of all.



Stakeholder identification and engagement 2023

STAKEHOLDER (MACROGROUPS)	STAKEHOLDER NEEDS	WAYS WE ENGAGE WITH STAKEHOLDERS
INVESTORS	<ul style="list-style-type: none">• Dissemination of culture and values in economic, social and environmental matters.• Legislative compliance with mandatory and voluntary standards.• Creation of values in economic, social and environmental matters.• Corporate governance aligned with best practices.• Timely and symmetrical listening and information to shareholders.• Guarantee of business continuity.• Absence of incidents with penalties and reputational damage.• Adoption of risk anticipation and control systems.• Ability to attract new customers.	<ul style="list-style-type: none">• Dedicated meetings.• Evaluation and approval of the Sustainability Report.
WORKERS	<ul style="list-style-type: none">• Economic stability, good business climate and work organisation.• Protection of employees' physical integrity, health, safety and dignity.• Absence of conflicts and claims.• Non-discrimination and equal opportunities.• Investment in professional development, training.• Participation, communication and consultation.• Recognition of individual role, skills and merit.• Strict application of the CCNL (National Collective Bargaining Agreement) and supplementary company bargaining for the parts delegated to it by the CCNL.• Management of labour relations with RSU and territorial Secretariats in accordance with the provisions of the CCNL.• Accessibility to terminals.• Legislative compliance with mandatory and voluntary standards.• Dissemination of culture and values in economic, social and environmental matters.• Benchmarking activities.• Sharing of company policies.	<ul style="list-style-type: none">• Organisational well-being survey.• Communication via the company intranet, applications and dedicated totems.• Focus groups on specific topics.• Dialogue with the territorial secretariats of the trade unions that signed the CCNL, RSU and RLS.• Newsletters.• Publication of the Sustainability Report on the intranet and internet.

STAKEHOLDER (MACROGROUPS)	STAKEHOLDER NEEDS	WAYS WE ENGAGE WITH STAKEHOLDERS
SUPPLIERS	<ul style="list-style-type: none">• Opportunities to compete in terms of quality and price.• Transparent purchasing processes and compliance with contractual commitments.• Qualification of suppliers also with quality, environmental and social certifications.• Anti-mafia and anti-money laundering prevention towards suppliers.• Efficient, quality service aimed at continuous improvement.• Effectiveness of emergency plans.• Legislative compliance with mandatory and voluntary standards.• Training, information and health and safety protection.• Timely, clear, complete and effective communication.	<ul style="list-style-type: none">• Visits to suppliers.• Dedicated meetings on negotiation or regarding behaviour within terminals.• Participation in meeting occasions such as meetings, expos and conventions.
FREIGHT FORWARDERS	<ul style="list-style-type: none">• Operational efficiency and response service quality.• Completeness and reliability of information.• Location and accessibility of terminals.• Timely, clear, complete and effective communication.• Health and safety protection.• Effectiveness of emergency plans.	<ul style="list-style-type: none">• Daily reports.• Regular meetings/institutional discussions.
TRANSPORTERS	<ul style="list-style-type: none">• Operational efficiency and response service quality.• Timely, clear, complete and effective communication.• Training and information.• Location and accessibility of terminals.• Dissemination of culture and values in economic, social and environmental matters.• Effectiveness of emergency plans.	<ul style="list-style-type: none">• Daily reports.• Regular meetings/institutional discussions.
CUSTOMERS	<ul style="list-style-type: none">• Efficient, quality service aimed at continuous improvement with particular attention on the environment and safety.• Reliability with respect to contractual commitments.• Dissemination of culture and values in economic, social and environmental matters.• Timely, clear, complete and effective communication.	<ul style="list-style-type: none">• Performance Indicators (VPR).• Regular meetings.• Customer satisfaction analyses.• Litigation analysis• Submission of the latest Sustainability Report.

STAKEHOLDER (MACROGROUPS)	STAKEHOLDER NEEDS	WAYS WE ENGAGE WITH STAKEHOLDERS
SUPERVISORY AUTHORITIES AND BODIES	<ul style="list-style-type: none">• Legislative compliance with mandatory and voluntary standards.• Collaborative approach, including participation in institutional discussions, to facilitate regulatory tasks.• Guarantee of business continuity.• Absence of incidents with penalties and reputational damage.• Collaboration on initiatives of common interest.• Timely, clear, complete and effective communication.	<ul style="list-style-type: none">• Daily reports.• Regular meetings.• Institutional discussions.• Information flows.
TECHNICAL- NAUTICAL SERVICES	<ul style="list-style-type: none">• Timely, clear, complete and effective communication.• Location and accessibility of terminals from outside.• Training and information.• Process control in adverse conditions.• Collaborative approach to facilitate workflow.	<ul style="list-style-type: none">• Daily reports.• Dedicated meetings.
TRAINING INSTITUTIONS AND ORGANISATIONS	<ul style="list-style-type: none">• Information exchanges for better schooling of pupils.• Collaboration with universities to develop specific projects focused on the reality of the terminal.• Lectures by terminal staff.• Visits at the terminals.• School-work alternation at the terminal. • Collaboration and co-participation in training programmes.• Health and safety protection.• Effectiveness of emergency plans.	<ul style="list-style-type: none">• Daily reports.• Dedicated meetings.
SOCIAL SECURITY AND WELFARE ORGANISATIONS	<ul style="list-style-type: none">• Reduction of the accident phenomenon.• Continuous monitoring of trends in occupational accidents and illnesses.• Ensuring compliance with social security and insurance rights.• Timely, clear, complete and effective communication.	<ul style="list-style-type: none">• Daily reports.• Regular meetings.• Institutional discussions.
TRADE ASSOCIATIONS	<ul style="list-style-type: none">• Representation of own interests and positions in a transparent, rigorous and consistent manner.• Collaboration on initiatives of common interest.• Guarantee of maximum clarity in relations.• Dissemination of the organisation's culture, values and focus on economic, environmental and social issues.	<ul style="list-style-type: none">• Collaboration and partnership initiatives.• Institutional discussions.• Direct participation in technical committees and steering bodies.• Organisation of seminars, workshops, targeted surveys.• Sending out the latest Sustainability Report and requesting feedback.
ONLUS AND NON-PROFIT ORGANISATIONS	<ul style="list-style-type: none">• Supporting initiatives of social, humanitarian and cultural value.	<ul style="list-style-type: none">• Collaboration and partnership initiatives.

STAKEHOLDER (MACROGROUPS)	STAKEHOLDER NEEDS	WAYS WE ENGAGE WITH STAKEHOLDERS
MEDIA	<ul style="list-style-type: none">• Making the community aware of the results achieved by the terminals.• Public and truthful dissemination of information.	<ul style="list-style-type: none">• Newspaper articles.• Press conferences• Visits to terminals for articles and television reports
DOCKERS	<ul style="list-style-type: none">• Ensuring good working conditions and compliance with all occupational health and safety regulations.• Training and information.• Compliance with contractual commitments.• Promoting the participation of employees in company life.• Legislative compliance with mandatory standards.• Effectiveness of emergency plans.• Location and accessibility of terminals.• Timely, clear, complete and effective communication.• Dissemination of culture and values in economic, social and environmental matters.	<ul style="list-style-type: none">• Daily reports.• Collaboration and partnership initiatives.• Institutional discussions.• Direct participation in technical committees and steering bodies.
UNIONS	<ul style="list-style-type: none">• Cooperation and maintenance of labour relations in full compliance with contractual regulations.• Absence of conflicts and claims.• Absence of injuries, accidents and occupational diseases.• Legislative compliance with mandatory requirements.• Definition of working hours and shifts (work organisation).• Timely, clear, complete and effective communication.• Health and safety protection.	<ul style="list-style-type: none">• Daily reports.• Institutional discussions.• Direct participation in technical committees and steering bodies.
COMMUNITY	<ul style="list-style-type: none">• Contributing to the achievement of economic, social and environmental well-being in the reference context.• Reinforcing the link with the port.• Health and safety protection.• Effectiveness of emergency plans.• Absence of inputs from PSA.• Location and accessibility of terminals.	<ul style="list-style-type: none">• Participation in meeting occasions such as expos and conventions.• Terminal open days for visits
BANKS	<ul style="list-style-type: none">• Reliability and compliance with contractual/financial obligations.	<ul style="list-style-type: none">• Dedicated meetings.
INSURANCE	<ul style="list-style-type: none">• Reliability and compliance with contractual/insurance obligations.	<ul style="list-style-type: none">• Dedicated meetings.
RESCUE VEHICLES	<ul style="list-style-type: none">• Location and accessibility of terminals.• Effectiveness of emergency plans.• Timely, clear, complete and effective communication.	<ul style="list-style-type: none">• Information flows.
NEIGHBOURING COMPANIES	<ul style="list-style-type: none">• Absence of incidents with penalties and reputational damage.• Effectiveness of emergency plans.	<ul style="list-style-type: none">• Information flows.

The following are some of the initiatives implemented by PSA Italy terminals in 2023.

The first sustainability survey for PSA Italy stakeholders kicks off

There is a growing expectation that organisations not only consider sustainability issues when making strategic decisions, but also actively promote and pursue sustainable outcomes. Without adequate stakeholder engagement, there is no guarantee that sustainability measures, although in place, will bring any real benefit. For this reason, PSA Italy launched a sustainability survey via an online platform addressed to all its key external stakeholders, including all material topics identified in PSA Italy's 2022 report, requesting them to rank and prioritise topics to determine whether misalignments existed between the organisation's ESG strategy and stakeholder expectations. The result was positive, since, across all respondents, the first five material topics were given exactly the same importance ("Occupational health and safety", "Ethical business conduct", "Economic performance", "Waste management and recycling" and "Employment"), confirming the organisation's deep understanding of stakeholders' ESG needs. This also reaffirms the basis on which this PSA Italy sustainability report was developed, the latest one entirely based on the GRI Standards. This enables the organisation to progress more easily towards its ESG goals, given the reassurance provided to the validity of the pursued sustainability strategy. The future goal is to further extend the survey to internal stakeholders, in line with the requirements of the European Sustainability Reporting Standards (ESRS).

Charity Week, charity through wellness and movement

The "Moving for Charity" challenge, organised for the third time by the Europe, Mediterranean, and the Amercias Region of PSA with the involvement of all terminals, was once again very successful: every calorie burned by the employees of the three companies in sporting activities, measured using a dedicated application, was associated with the value of one euro and the proceeds were donated by each individual business unit, including the three terminals of PSA Italy, to associations that deal with children, active locally in the areas where the companies operate. Thanks to the efforts of all the participants, the total number of calories accumulated exceeded all expectations, thereby increasing the value of the donations, supporting the Group's focus on distributing the value generated in the area in which it operates.

Ready, steady...go (green)!

During the two middle weeks of September, the customary **Go Green** campaign took place. This is a project involving all PSA terminals worldwide at the same time, with the objective of inviting all workers to reflect on their daily habits and how these can impact the environment and the entire planet. Naturally, the PSA Italy terminals also made an active contri-

bution to the campaign, locally organising a schedule of activities in which all employees were invited to participate, in order to make a small but significant contribution to the environment and to spread awareness of how the approach of each individual is instrumental in achieving the desired minimisation of the negative impacts generated by our daily actions. Five days were therefore launched, each characterised by an underlying leitmotiv, starting with **Veggie day**. On this day, both PSA Genova Pra' and PSA SECH employees were able to try the same vegetarian menu. PSA Genova Pra' entered into an agreement with the company canteen to promote knowledge and awareness of the importance of consuming seasonal farm-to-table vegetables. PSA SECH decided to offer an entirely vegetarian meal at the CULMV canteen, which is close to the terminal and managed by the same catering company as the canteen at the Pra' terminal. PSA Venice-Vecon, on the other hand, offered its employees a vegan lunch, reminding them that a healthy and varied diet helps to prevent and cure many chronic diseases such as obesity, high blood pressure, cardiovascular diseases, metabolic diseases, type 2 diabetes and some types of cancer.

Upcycling day

CAs PSA Italy, we have decided to participate in the sponsorship of OPERAE by the artist Gianni Lucchesi, which was presented during Design Week 2023 in Milan and stayed in Genoa's main square, Piazza De Ferrari, until 5 November. This sculpture was born from a reflection analysing man's behaviour towards the environment and building: this is why it was decided to be its main sponsor. Locally in the three BUs, other parallel initiatives were also launched: at PSA SECH, the **Green Ports mural** was inaugurated with a dedicated event. The mural offers a glimpse into the past, but with the awareness of looking to the future with a corporate and managerial spirit aimed increasingly at protecting not only health and safety, but also respect for the environment through sustainable industrial choices. At PSA Venice-Vecon, this day was dedicated to the collection of used clothing, placed in special containers. This initiative encouraged the reuse of used clothing, or its recovery to create new products, with a view to promote a circular economy. At PSA Genova Pra', we made **The difference together!** This is the slogan that accompanied PSA Genova Pra''s new campaign, which aims to increase separate waste collection within the company. In fact, during the Go Green event, more waste bins were placed in all terminal offices.

Zero emission day

The day promoted by PSA Italy was born from the need to give our planet a break from fossil fuels, but also to have a day when to stop and reflect on how it is indeed our daily choices that determine our carbon footprint and impact on the Earth. Both PSA Genova Pra' and PSA SECH have launched an awareness-raising campaign for sustainable commuting. The cam-



Villa Figoli: one of the branches of the Fondazione Accademia Italiana della Marina Mercantile

paign focused mainly on the shuttle service from the "Stazione Marittima" (served by city buses, metro and trains) to the PSA SECH terminal, and from the "Genova Voltri" railway station to the PSA Genova Pra' terminal. PSA Venice-Vecon organised a challenge with its employees, which consisted in avoiding the use of cars on Zero-emission Day and encouraging sustainable forms of mobility. At the end of the challenge, each employee was given a Sanseveria plant with instructions on how to take care of it and the benefits it brings to the environment, such as its ability to purify the air in enclosed spaces.

Tree day

To celebrate Tree Day, PSA Genova Pra' and PSA SECH adopted a further 400 trees through the B-Corp TREEDOM association, to complete the already established PSA Italy forest, in which there will soon be a tree for each of the employees of PSA's business units in Italy (more detailed information on the PSA Italy forest can be found at the following link: www.psaitaly.com/en/content/sustainability). Furthermore, PSA Genova Pra' has been working on restoring the flowerbed near the terminal canteen and planting a tree, while PSA SECH will build flowerbeds near the car parking lot to replace the current concrete blocks delimiting it, thus increasing the greenery within the terminal area. In cooperation with the local company 3Bee, PSA Venice-Vecon has, in parallel, carried out (from 2022) a project consisting of the creation of forests, planting native trees with high nectar potential, which enable the rebalancing of environmental ecosystems. The nectar forest is made up of 100 plants, which are home to up to 280,000 bees and will be able to compensate for approximately 9 tonnes of CO₂ per year.

Clean-up day

Several local initiatives were launched to clean up certain areas of the terminals, such as the collection of waste between the inner reefs at PSA Genova Pra' or of abandoned plastic at PSA SECH, for which the quantity of plastic collected was estimated at around 50kg. The activity put in place did not solve all the critical issues, but it proved to be very effective for the part involved in the cleaning. This is the beginning of a process that will continue over time to cover all areas of the terminal. *protrarrà nel tempo per coprire tutte le aree del terminal.*

Innovation and technology

For PSA Italy terminals, technological innovation represents a key factor in the implementation of the sustainability strategy. This involves an investment policy oriented towards technologically innovative options available on the market and the implementation of projects that involve employees in suggesting sustainable solutions. The PSA Innovation Awards project was launched at Group level in 2013 with the goal of inspiring employees from all business units to suggest innovative ideas to improve all aspects of working life from an operational, health and safety and environmental impact point of view. At Group level, the iCAN platform was launched in 2016, which gave life 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. Before the birth of the platform, the innovation group had a vision that was more focused on the hardware part of the terminal, mainly aimed at improving the working equipment. After the numerous



PSA Venice-Vecon employees celebrate the renewal of the concession

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 internal side of the company, involving various departments, even those not in close contact with operations, but nevertheless equally as important for taking care of the other aspects necessary for the company's activities. In 2020, the "Italy iCAN & Inno Team" group was created, now composed of people from the three Italian business units (PSA Genova Pra', PSA SECH and PSA Venice-Vecon), with experience ranging from operations, human resources and marketing, to engineering, communications, business processes 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, following verification, is tasked with uploading them to the platform. The group 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 shared, rewarded and implemented.

Innovation Festival 2023

In November, PSA promoted the Innovation Festival 2023 campaign to encourage each of its employees to propose new solutions and new ideas, in order to bring about improvements, this year in the area of sustainability, within our companies. There was great satisfaction with the participation in the project, with more than 40 ideas published on the iCAN

platform. Colleagues who submitted at least one idea were rewarded with a gadget by members of the PSA Italy Innovation Team in January. But it doesn't end there! All ideas submitted were evaluated by the "Italy iCAN & Innovation Team" commission: the top five ideas were awarded by analysing the prevalence of sustainability and energy-saving aspects as the founding pillars through which companies contribute to the mitigation of the impacts generated, in support of the planet.

Kua Hong Pak Innovation Awards (KHPIA) 2023 follow up!

The first KHPIA took place a whole ten years ago, in 2013, and since then the number of entries has grown exponentially. In particular, the number of qualified projects has shown an upward trend, indicating a continuous positive influx of innovative projects and ideas. Once the project submission period was over, from June to August 2023, the most hectic phase began for the judging teams, made up of 45 leaders and members of the Innovation department organised into 6 teams and a panel of subject matter experts: in 2023, the contest gathered a record of 682 entries globally, with almost 400 qualified projects. The jury met at the beginning of November to announce the results: our BUs ranked well with an impressive eight award-winning projects, all of which stood out within the participation category B (New Ideas, Prototypes and Proofs-of-Concept Innovative Idea). Colleagues were rewarded with free theatre tickets to attend one of the many different scheduled performances in Genoa's National Theatre Network, as well as with prize money and certificates sent by PSA's Corporate Centre function. In addition,

some of the projects have become sustainability goals for 2024, and the possibilities of concretely implementing them are currently being analysed.

30 years of SECH

There was a great celebration for the anniversary of the foundation of the SECH terminal, which took place on 1 June 1993. An entirely Genoese enterprise, started 30 years ago, which anticipated the 84/94 law and breathed new life into the Port of Genoa during its darkest years. To learn more about the terminal's history, a video is available on the YouTube channel of PSA Italy.

Happy Anniversary – our colleagues celebrate 20 and 30 years at PSA!

At the end of May, an award ceremony was held at the Lanterna di Genova for the employees of the PSA Genova Pra' and PSA SECH terminals who celebrated important work anniversaries in 2023. More than 80 colleagues who have achieved 30 and 20 years of service in the port were recognised by the management of the two terminals. A meaningful and emotional moment for the women and men of PSA Genova Pra' and PSA SECH to celebrate the commitment, work and growth of a community and of people who have dedicated their lives to Genoa, its port and the company.

PSA Venice-Vecon: new concession for 25 years!

On 6 June 2023, the ceremony for PSA Venice-Vecon's new

25-year concession took place following the announcement by the Venice and Chioggia Port Authority on 1 June 2023. The ceremony symbolically sanctioned the unanimous resolution of the Management Committee for PSA Venice-Vecon's concession from October 2024 until October 2049. The original concession lasted 25 years. The event took place as part of PSA's EAMM (Europe & America Management Meeting), which brings together 52 high-profile CEOs, Terminal Directors and Executive Managers. The signing was attended by President Fulvio Lino Di Blasio and Secretary General Antonella Scardino of the Venice and Chioggia AdSP, and PSA Venice-Vecon General Manager Daniele Marchiori, together with President Marco Conforti and PSA Italy CEO Roberto Ferrari, Enterprise Growth CEO Ng Hak Sen Vincent, CFO Dirk Jan Storm, and, in particular, the then in charge PSA Regional CEO David Yang. With the renewal of the PSA Venice-Vecon concession, an investment season begins at the terminal with the aim of increasing capacity from 300,000 to 500,000 TEU.

First reefer container shipped by rail

The Southern Express intermodal service, operated primarily by PSA Italy between Genova Pra' and the Frenkendorf terminal in Basel, has taken a step forward by opening up to the possibility of transporting reefer containers. The first shipment, sent in September 2023, was a box of pharmaceutical products from an Italian multinational in the sector. Departing from Basel, the pharmaceuticals were loaded onto a ship in Genova Pra', which then sailed to the port of Savannah



The new rail-based OCR system at PSA Genova Pra'

in the United States.

The development of the service is due to the collaboration between PSA Italy and PSA BDP, the company born from PSA's acquisition of BDP International, a provider of globally integrated supply chain, transportation, and logistics solutions. Rather than being powered by diesel, the mechanism for maintaining the temperature of the containers is based on the use of a dynamo, which converts the energy generated by the train's wheels, while in motion, onto a battery, which allows it to run even when the convoy is stationary.

As the first service of its kind to be launched by PSA in Europe, the solution could prospectively serve to transport other goods at controlled temperatures.

Accademia Mercantile students at PSA: internship at Pra' and SECH

In the first half of 2023, the 25 students who were selected as part of the ITS course for "Advanced Technician for the Management of Automation Processes in the Port Sector (Business Process Officer)" of the Fondazione Accademia Italiana della Marina Mercantile (Italian Academy of the Merchant Navy Foundation) visited the terminals and control rooms of PSA Genova Pra' and PSA SECH. The training course is reserved for students between the ages of 18 and 32 and aims to develop mixed skills in Information Technology (IT), computer science, automation and robotics, as well as to provide the technical and technological tools and soft skills required to have a 360° view of the world of transport, terminal planning and port hub organisation. The new ITS course, presented in July 2022 and started in October, is structured over two years for a total of 1,200 classroom hours and 800 internship hours in companies. The students worked alongside all Genoa terminal departments to understand and gain first-hand experience of the work of a port terminal.

PSA Venice-Vecon: National Day of the Sea - Italian Port Days

On National Day of the Sea, which occurs on 11 April, our Venice terminal celebrated by hosting the fifth grade students of the Istituto Tecnico Tecnologico Chilesotti di Thiene, during the Italian Port Days event. The port and the sea as resources to learn about and experience: this is the message aimed at young people, families, and the entire Venetian community at the spring session of the Italian Port Days, the event promoted by Assoporti - the Italian Ports Association at national level and organised in the lagoon city by the North Adriatic Sea Port Authority - Ports of Venice and Chioggia, in cooperation with the Harbour Masters - Coast Guard, ITS Academy Marco Polo and PSA Venice-Vecon. During the morning, the students were introduced to the history of the lagoon port and its commercial evolution, the functions and roles of the institutions operating in the port area were explained and shown, with an overview of post-diploma study paths and outlets related to logistics professions. In the afternoon, the students visited the terminal to discover PSA Venice-Vecon's port operations and activities. The port opens up to the city: this is the essence of

the Italian Port Days in Venice, during which a rich programme of events and recreational, educational and in-depth initiatives on the world of ports, their professions, history and values was proposed.

ServiceNow è qui!

ServiceNow is the online platform, managed at PSA's Europe region level, through which, as of 1 August 2023, it is possible to register and report any problems or request the status of tickets (i.e. requests) in the IT area. It was implemented and launched simultaneously in all three Italian PSA Business Units, representing a further step towards their integration.

New rail-based OCR system

During the summer, PSA Genova Pra' completed the automation of two Rail OCR portals on the north and south tracks in front of the access to the railway plant. Each portal is equipped with a set of cameras and sensors/lasers on both posts, as well as servers/workstations located at the data centre. This solution enables automatic recognition of the train composition, both when entering and leaving the terminal. The information allows the operations department to have all convoy passages with their operational data and photos available on a dedicated software. The OCR system is integrated with the TOS through a middleware (Milos), in order to automatically perform the Rail registration (carriage-container association) of incoming convoys. The system is equipped for other integrations, for example with PCS Rail (Port Community System) and Customs systems.



Reefer containers can now be shipped on the Southern Express train thanks to this power box

3.2 MATERIALITY ANALYSIS

PSA Italy's intention is to ensure full transparency in reporting activities, also allowing for comparability in time and space (i.e. benchmarking) of the information contained in the document.

Together, the three organisations have started a more comprehensive reporting process and have conducted the project by setting up an internal and transversal working group across the three companies, making use of the tool offered by the GRI guidelines in their renewed 2021 edition.

The content of the report and its level of detail have, therefore, been defined considering the updated reporting principles, with the aim of emphasising the importance of the accuracy of the information presented and disseminated within the sustainability report. The key principles identified by the new edition of the GRI Standards on which the preparation of the report is based are as follows:

- accuracy;
- balance;
- clarity;
- comparability;
- completeness;
- sustainability context;
- timeliness;
- verifiability.

Moreover, one of the main novelties of the 2021 edition of the GRI Guidelines consists of the definition of two new methods for the preparation of GRI reporting, which provide for the elimination of the previous distinction between Core and Comprehensive modes and the introduction of the two new options: In accordance (in accordance with the Standards) and With reference (with reference to the Standards).

For the year 2023, PSA Italy has reported in accordance with the GRI Standards, fulfilling compliance in the following nine requirements:

- application of the reporting principles;
- reporting the information required by GRI 2: General Information 2021;
- Identification of material themes;
- reporting the information required by GRI 3: Material Themes 2021;
- reporting of the disclosures required by the GRI Specific Standards for each material topic;
- description of the reasons for omission of disclosures and

- requirements that the organisation cannot comply with;
- publication of the GRI content index;
- preparation of a statement of use;
- notification to GRI.

The data was calculated based on the information available within the accounts and management systems of the three terminals. Some data is the result of estimates, in which case the calculation assumptions are clearly indicated. With regard to externally sourced information, the source is listed in the footnotes.

PSA Italy has decided not to subject the 2023 Sustainability Report to verification by an external certifying body, but to proceed with registration by sending it to GRI, as provided for by the compliance requirements of the 2021 Guidelines: every organisation that uses the Guidelines is, in fact, required to communicate its use of the Standard to GRI by sending a copy of the report to reportregistration@globalreporting.org.

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 Topic Specific sections of the GRI guidelines: economic, environmental and social sustainability, while the introductory part is more dedicated to issues pertaining to governance.

In order to facilitate the search for timely information, Chapter 7.1 Standard Content and GRI Indicators lists all the indicators and general content required by the Guidelines, with an indication of the paragraphs in which these topics are discussed. Omissions are also reported for all disclosures or requirements of a disclosure that cannot be fulfilled and for which the reasons for omission are allowed, which can only be the following:

- not applicable;
- legal prohibitions;
- confidentiality constraints;
- information not unavailable/incomplete.

For the second consecutive year, an analysis of the issues considered material by PSA Italy for 2023 and by the Parent Company PSA International (PSAI) in the 2022 Report was then conducted, from the comparison of which a substantial

alignment emerges. However, the differences in materiality identified have been managed, in order to ensure maximum uniformity at PSAI, by reporting in the PSA Italy 2023 document detailed boxes describing the monitoring methods and other information considered relevant to these aspects as well.

Turning to the identification of material issues, as in the previous year, the revision of the approach adopted for the significance analysis was fundamental, with the introduction of the concept of impact, which is also useful in view of the next round of reporting based on the mandatory ESRS standards. The process of determining the material issues was again based on the identification and evaluation of the impacts generated by the organisation, an analysis that included the involvement of the main stakeholders (see table in section 3.1), as well as the management of the three companies, and which led to a wider consideration of the reference context.

Through the aforementioned analysis, the fronts on which the terminals are most committed in the development of concrete actions and consistent initiatives were identified. Specifically, once the impacts had been identified, a qualitative threshold of significance was established, according to which the various themes attributable to them could be evaluated: the topics that received a score between 3 and 4 were considered a priority, between 2 and 3 were important, while below the threshold of 2 were all the aspects that, although considered relevant, were not found to be significant in the same way as the priority and important themes.

The following table shows the division between priority and important topics within the group of material aspects, with particular attention being paid to the correspondence between individual GRI topics and the relevant SDGs significant for the organisation, based on the "Compass 2022" document.

Significance assessment of GRI topics for PSA Italy

PRIORITY TOPICS: topics of highest importance to the business and our stakeholders. These form the focus of our Sustainability Strategy.		
GRI Disclosure	Topic	SDGs relevant to the organisation
ECONOMIC AREA		
201	Economic performance	<div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div>13 CLIMATE ACTION</div></div>
202	Market presence	<div><div>1 NO POVERTY</div><div>5 GENDER EQUALITY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div></div>
203	Indirect economic impacts	<div><div>1 NO POVERTY</div><div>3 GOOD HEALTH AND WELL-BEING</div><div>5 GENDER EQUALITY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div>11 SUSTAINABLE CITIES AND COMMUNITIES</div></div>
204	Procurement practices	<div><div>8 DECENT WORK AND ECONOMIC GROWTH</div></div>
205	Anti-corruption	<div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>
ENVIRONMENTAL AREA		
302	Energy	<div><div>7 AFFORDABLE AND CLEAN ENERGY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div></div>
305	Emissions	<div><div>3 GOOD HEALTH AND WELL-BEING</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div><div>14 LIFE BELOW WATER</div><div>15 LIFE ON LAND</div></div>
306	Waste	<div><div>3 GOOD HEALTH AND WELL-BEING</div><div>6 CLEAN WATER AND SANITATION</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>11 SUSTAINABLE CITIES AND COMMUNITIES</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>15 LIFE ON LAND</div></div>

PRIORITY TOPICS: topics of highest importance to the business and our stakeholders. These form the focus of our Sustainability Strategy.		
GRI Disclosure	Topic	SDGs relevant to the organisation
SOCIAL AREA		
401	Employment	<div><div>3GOOD HEALTH AND WELL-BEING</div><div>5GENDER EQUALITY</div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div>10REDUCED INEQUALITIES</div></div>
403	Occupational health and safety	<div><div>3GOOD HEALTH AND WELL-BEING</div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div>16PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>
416	Customer health and safety	<div><div>16PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>

IMPORTANT TOPICS: topics of high to medium importance to the business and our stakeholders, which are actively managed by PSA and are included in the reporting as relevant.		
GRI Disclosure	Topic	SDGs relevant to the organisation
ENVIRONMENTAL AREA		
308	Supplier environmental assessment	-
SOCIAL AREA		
404	Training and education	<div><div>4QUALITY EDUCATION</div><div>5GENDER EQUALITY</div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div>10REDUCED INEQUALITIES</div></div>
405	Diversity and equal opportunity	<div><div>5GENDER EQUALITY</div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div>10REDUCED INEQUALITIES</div></div>
413	Local communities	<div><div>1NO POVERTY</div><div>2ZERO HUNGER</div></div>
414	Supplier social assessment	<div><div>5GENDER EQUALITY</div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div>16PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>
418	Customer Privacy	<div><div>16PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>

The current significance analysis of the aspects confirms the topics of the previous year, also according to the sustainabil-

ity survey carried out on the external stakeholders (please see paragraph 3.1 for more information).

CSRD and ESRS standards: from non-financial information to sustainability information

On 5 January 2023, the European directive on corporate sustainability reporting, known as the CSRD (Corporate Sustainability Reporting Directive), came into force, meaning that a broader group of large companies on European soil, as well as listed SMEs, will be required to report on sustainability. There are about 50,000 companies involved in total, including PSA Italy's BUs.

In order to make the ESG disclosure comparable, consistent and transparent, the CSRD introduces the obligation to report in accordance with a single European standard (the **ESRS standards**), the development of which was entrusted to **EFRA**G, the European Financial Reporting Advisory Group, i.e. the European working group in charge of making proposals on financial reporting. The new standards call for organisational and managerial efforts: an evolution of the cor-

porate mission and culture, designed to change the industrial strategies of companies, guiding them towards sustainable development.

In fact, the adoption of the European Sustainability Reporting Standards (**ESRS**) codifies new rules for measuring companies' commitment to environmental, social and governance (ESG) sustainability. The main innovations made are the extension of the scope of application to the entire value chain, the introduction of the concept of double materiality, which analyses not only the materiality of impact as introduced by the GRI standards, but also the financial materiality of risks and opportunities also identified throughout the company's value chain, the integration of sustainability reporting into the annual financial statements, and the obligation to audit (assurance) the sustainability disclosure.

In order to achieve full compliance with the requirements of the CSRD in 2026, the first year for PSA companies in Italy in which sustainability reporting will

have to follow the dictates of the ESRS standards, **PSA Italy** embarked on a three-year journey that began at the end of 2023 to enable its companies that fall within the perimeter of the directive to align themselves within a reasonable timeframe. This is a journey that requires a profound adaptation of the structure itself and a strong corporate culture, as well as long-term commitment from both management and employees.

As a result of its focus on sustainability issues that permeates its strategy and the entire corporate fabric, as well as its long-standing use of GRI standards for sustainability reporting, PSA Italy is well prepared for the adoption of ESRS. In addition, GRI is committed to working with EFRA G to provide technical guidance on how current reporters can use their reporting practices and processes based on GRI guidelines to comply with ESRS, which have already been integrated into the corporate roadmap.

3.3 IMPACTS, COMMITMENTS GOALS AND TARGETS

For 2023, the three PSA Italy terminals have defined objectives aligned with the Targets & Commitments of the parent company PSA.

In addition to specific objectives for each company, the three organisations have identified and shared macro-objectives of common value, aimed at pursuing the continuous improvement of business management systems. These are, in many cases, wide-ranging projects with a multi-year duration, therefore articulated into targets approved by management, achievable in the short or medium term and reported, for 2023, in this sustainability report.

With regard to the latter, 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.

More specifically, the following table shows the sustainable performance of the three terminals. It is a summary table that links the impacts generated, the topics reported (divided between priority and important), PSA Italy's commitments, the goals and targets achieved in 2023, representing the most important innovation introduced by the GRI guidelines in their renewed 2021 edition.





GRI priority topics

	<div>ECONOMIC PERFORMANCE</div> <div>Guaranteeing profitability not only for the benefit of shareholders, but also for all stakeholders, promoting an investment policy aimed at generating sustainable positive impacts.</div>		
	<div>GRI 201</div> <div>Economic performance</div>	<div>GRI 202</div> <div>Market presence</div>	<div>GRI 203</div> <div>Indirect economic impacts</div>
	<div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div> <div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div></div> <div><div>13</div><div>CLIMATE ACTION</div></div>	<div><div>1</div><div>NO POVERTY</div></div> <div><div>5</div><div>GENDER EQUALITY</div></div> <div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div>	<div><div>1</div><div>NO POVERTY</div></div> <div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div></div> <div><div>5</div><div>GENDER EQUALITY</div></div> <div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div> <div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div></div> <div><div>11</div><div>SUSTAINABLE CITIES AND COMMUNITIES</div></div>
PSA ITALY'S IMPACTS	Achieving positive economic performance, with subsequent: 1) integration of necessary measures to tackle climate change into sustainable strategies, policies, goals, and investments; 2) redistribution of generated value to Stakeholders to progressively achieve greater equality; 3) provision of revenue to P.A., for use in initiatives with sustainable returns; 4) replacement of old polluting vehicles with state-of-the-art electrical equipment, which is able to drastically cut emissions and ensure the correct ergonomics for workers; 5) job creation; 6) increase in employee welfare and retention.	1) Achieving positive economic performance; 2) increase in local employment; 3) creation of decent jobs for women, men, young people, and people with disabilities; 4) distribution of generated value to Stakeholders, with a focus on the reference market.	1) Positive impact on employment thanks to the lengthening of the value chain, and also the creation of partnerships and a relationship of trust with our suppliers and customers; 2) sustainable impacts of investments in infrastructure, goods, and services, which are a measure of contribution to the economy in terms of capital redistributed by PSA Italy; investments in terminals strive to place locally-sourced supplies at the centre as much as possible; 3) donations given to associations operating within the territory.
PSA ITALY'S COMMITMENTS	PSA Italy strives for long-term profitability to generate positive impacts and foster sustainable economic growth through: a) the search for new revenue streams; b) the reduction of costs through improving energy performance, the efficiency of company processes, and productive processes; c) the implementation of the Group's sustainability policy through investments which enables the progressive modernisation of the machinery and equipment within the terminals.	As a leading Italian port operator and inter-modal operator, PSA Italy strives to consolidate and further establish its own market presence, maintaining a focus on responsible industrial leadership and a sustainable approach to business, aimed at alleviating the effects of climate change through decarbonising operations.	As part of the PSA Group, the PSA Italy terminals aim to reduce CO2 emissions in Scope 1 and 2 by 50% by 2030, and by 75% by 2040, with 2019 as the baseline year. The organisation also plans to reach net-zero by 2050.
GOALS	Achieving medium- and long-term profitability, generating positive impacts for stakeholders, and fostering sustainable economic growth.	Consolidating and establishing market position both as a port and intermodal operator, promoting the decarbonisation of operations.	Lengthening the value chain, creating sustainable growth opportunities for stakeholders. psa's debut in the logistics sector will be one of the most captivating challenges in the coming years in terms of business.
2023 TARGETS & PROGRESS	1) Achievement of positive economic performance through the implementation of new services and a concurrent cost reduction policy aimed at energy efficiency and the improvement of operational and company processes, through an in-depth analysis of the risks and opportunities arising from climate change (PSA Italy). To lengthen the value chain and offer an increasingly comprehensive portfolio, PSA Italy has launched Port+, which offers additional logistics services to companies: a) PSA Italy has launched the "PDE Warehouse" on the market, linked to PSA's Port+. Operations take place in an area which is adjacent to the PSA Genova Pra' terminal, to offer logistics services directed to Port of Genoa customers: BCOs, shipping agents freight forwarders and navigation companies shipping lines. b) the transportation, via Southern Express train operated first-hand by PSA Italy, between PSA Genova Pra' and the Basel-Frenkendorf terminal, of reefer containers for which the maintenance of temperature is facilitated through the conversion of energy generated by the train wheels onto a battery; the transportation of the first reefer container via train was carried out in partnership with PSA BDP; c) in order to create new rail connections which allow Genoa to be chosen as a southern gateway port, PSA Italy has launched a new connection service with Stuttgart, to connect PSA Genova Pra' with Southern Germany. 2) PSA Italy terminals traffic volume: a) ships landed: 1,071; b) TEUs handled (loading/discharge/transshipment): 1,971,521; c) record of volume registered at the PSA Venice-Vecon terminal (+11% from 2022); 3) terminal concession renewal for PSA Venice-Vecon ; 4) PSA Italy has established commercial relationships with 1,247 suppliers (+13% from 2022); 5) PSA Italy has made every effort to support the social fabric in which it operates, through concrete actions to support the activities promoted by institutions, local authorities, and private associations which have been able to count on our contribution (110,256; +51% from 2022); 6) Three-year renewal of the UNI EN ISO 9001:2015 certification for PSA Genova Pra' and annual monitoring for PSA SECH and PSA Venice-Vecon .		








<div>SUSTAINABLE PROCUREMENT</div> <div>Minimising environmental impacts and creating positive social impacts through our procurement of goods and services, by integrating sustainability criteria in the selection, monitoring, and evaluation of suppliers, including ethical behaviours, environmental protection, and upholding human rights.</div>	<div>ETHICAL BUSINESS CONDUCT</div> <div>Upholding high standards of ethics and regulatory compliance, to go beyond minimum legal requirements, reflecting our long-term commitment to building a business that is successful, honest and responsible.</div>
<div>GRI 204</div> <div>Procurement practices</div>	<div>GRI 205</div> <div>Anti-corruption</div>
<div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div>	<div><div>16</div><div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>
Support for production activities, promoting employment within the territory, and encouraging the growth of local businesses.	1) Reduction of corruption in all its forms; 2) raising awareness on anti-corruption among the workforce and the main Stakeholders.
PSA Italy wants to promote and support production activities, the creation of decent work, entrepreneurship, creativity and innovation, and encourage the growth and development of micro, small, and medium-sized local enterprises.	PSA Italy wants to: 1) contribute towards eliminating corruption within the sector in which it operates, through both multi-Stakeholder partnerships, and concrete actions within its own operations; 2) raise awareness and train employees involved in sensitive areas at risk of corruption offences.
Supporting production activities contributing to the development of entrepreneurship and the creation of decent work within their territories, in accordance with the spf (sustainable procurement framework) defined by the PSA parent organisation.	No instances of corruption and dissemination of a culture aimed at adopting responsible ethical conduct
1) Use of local suppliers where possible; 2) PSA Italy has spent 69 million euros on local suppliers, using 68% of suppliers located within the territory's reference areas, Liguria and Veneto.	1) No cases of corruption related or attributable to the companies within PSA Italy have been uncovered; 2) PSA Italy ; training provided on ethical conduct, based on the PSA Group's standard (The Code); 3) anti-corruption training in accordance with the voluntary standard UNI EN ISO 37001 :2016, and training on Lg. D. 231/01 (PSA SECH).






	ENERGY & EMISSIONS Decarbonising our own operations by reducing carbon emissions across our businesses through harnessing energy-saving and efficiency technology, and increasing the use and generation of renewable energy, as well as supporting the decarbonisation of the shipping & logistics industry.	
	GRI 302 - Energy	GRI 305 - Emissions
	<div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div>	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div> <div>14 LIFE BELOW WATER</div> <div>15 LIFE ON LAND</div>
PSA ITALY'S IMPACTS	1) Necessary energy consumption for carrying out the terminals' operating and administrative activities; 2) energy consumption by operators, both upstream (e.g. equipment suppliers and hauliers within the terminals), and downstream (ship).	1) Direct greenhouse gas emissions (GHG) (Scope 1) from diesel oil, petrol, methane, and coolant; 2) Indirect greenhouse gas emissions (GHG) from energy consumption (Scope 2); 3) Other indirect greenhouse gas emissions (GHG) (Scope 3).
PSA ITALY'S COMMITMENTS	PSA Italy seeks to tackle the climate change risk, driving sustainable growth within the port and logistics sector through energy saving, working alongside strategic partners.	As part of the PSA Group, the PSA Italy terminals aim to reduce CO ₂ emissions in Scope 1 and 2 by 50% by 2030, and by 75% by 2040, with 2019 as the baseline year. The organisation also plans to reach net-zero by 2050.
GOALS	IMPROVING ENVIRONMENTAL PERFORMANCE	
2023 TARGETS & PROGRESS	1) Terminals' purchase of energy covered by a renewable energy Guarantee of Origin (G.O.), which ensures the use of renewable energy sources free from CO2 emissions; 100% of the electrical energy purchased by PSA Italy comes from renewable sources; 2) PSA Italy 's progressive implementation of the Group's Climate Response Management System (CRMS), developed by the PSA Parent Organisation, which consists of a set of guidelines regarding environmental and sustainability aspects which the Group's business unit must address; 3) progressive replacement of the lights in the light towers, carried out during maintenance on the light towers themselves, or new projects. (PSA Genova Pra'); 4) progressive adoption of VRV/VPF heat pump systems, for the heating and cooling of newly-built and existing buildings within the company. (PSA Genova Pra'); 5) installation of the on/off system lights in new/renovated buildings equipped with presence detectors with microwave sensors in the new changing rooms (PSA Genova Pra'); 6) shut-down of several of the cranes' light towers and service lights (not in operation) and along the administrative building, to reduce energy consumption (PSA SECH); 7) installation of LED lights on five quay cranes, with a reduction in the power required to light the fixed and movable booms (PSA SECH); 8) power factor correction of reefer units, which is carried out by installing an automatic power factor correction panel upstream of the electrical loads of the relevant fleet, improving power distribution and minimising negative impacts such as losses, uncontrolled surges, and overloads (PSA SECH); 9) replacement of the switchboard that powers the office building, the operational workshop building, and the light towers (PSA SECH); 10) installation of new reefer socks plugs along the border with the TRV Terminal (PSA Venice-Vecon); 11) installation of LED lamps in the current light towers in the CIPI area (PSA Venice-Vecon); 12) annual monitoring of the UNI CEI EN 50001:2018 certification (PSA Venice-Vecon).	1) Organisation of the Go Green initiative in the PSA Italy terminals to disseminate green culture, with days dedicated to sustainable mobility, healthy eating, and planting green spaces, such as Zero-Emission Day, Veggie Day, Upcycling Day, and Tree Day; 2) annual monitoring of the UNI EN ISO 14001:2015 certification for PSA Italy terminals; 3) achievement of UNI EN ISO 14064-1:2019 certification to calculate their own GHG emissions, in order to indicate their own commitment to environmental sustainability to their stakeholders (PSA Italy); 4) expansion of PSA Italy forest (freedom) purchasing an additional 400 trees to add to the previous 600; 5) in order to create new rail connections which allow Genoa to be chosen as a southern port gateway, a new connection service with Stuttgart has been launched, with two weekly trains connecting Southern Germany with the Port of Genoa (PSA Genova Pra'); 6) donation of a nectariferous forest, to feed the territory's bees, in collaboration with 3Bee's "Biodiversity Oasis" project (PSA Venice-Vecon); 7) extension of remote working to the post-COVID-19 period (PSA Genova Pra' ; PSA SECH); 8) progressive replacement of the operating vehicle fleet with mild hybrids (PSA Genova Pra'); 9) use of wagons with power boxes for rail transport the transportation of reefer containers via rail (PSA Genova Pra').
GOALS	Modernisation of the equipment and systems within the terminal	
2023 TARGETS & PROGRESS	1) Purchase of 8 reachstackers with reduced consumption (PSA Genova Pra' ; PSA SECH).	


	WASTE MGMT & RECYCLING Adopting more circular approaches to optimise resource use, minimise the waste generated in our operations and increase recycling.	EMPLOYMENT Build an organization ready to embrace change, attracting workforce, promoting employment in the territories to which the terminals belong.
	GRI 306 - Waste	GRI 401 - Employment
	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>6 CLEAN WATER AND SANITATION</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>11 SUSTAINABLE CITIES AND COMMUNITIES</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>15 LIFE ON LAND</div>	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>5 GENDER EQUALITY</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>10 REDUCED INEQUALITIES</div>
	1) Waste production arising from goods and container storage and handling processes, vehicle and infrastructure maintenance, administrative civil proceedings, and workers' services; 2) municipal waste production: cardboard, glass, plastic, and undifferentiated waste, deriving from domestic activities such as office and food consumption activities; 3) hazardous waste production taken to authorised transportation and disposal services by contract; 4) production of oily substances (PSA Italy) and other emulsions (PSA GP, and PSA SECH), waste oils, and waste from maintenance activities; 5) waste production from street cleaning.	1) Increase in employment through the creation of decent jobs for women, men, young people, and people with disabilities; 2) job creation in the territories belonging to PSA Italy's terminals.
	PSA Italy strives to reduce waste production and continually increase the percentage of waste recycled.	Building an organization ready to embrace change, attracting workforce, promoting employment in the territories to which the terminals belong.
	IMPROVING ENVIRONMENTAL PERFORMANCE	DRAFTING OF A PLAN TO ENCOURAGE NEW STAFF TO JOIN THE PSA ITALY TERMINALS
	1) As part of PSA Italy 's Go Green initiative, as well as Zero-Emission Day, Veggie Day, and Tree Day, PSA Venice-Vecon has organised Upcycling Day to raise awareness among workers and generate positive impacts in terms of reducing consumption in offices, and recycling of clothes and garments; on the same day PSA Genova Pra' and PSA SECH have organised an activity to raise awareness among workers and generate positive impacts in terms of plastic collection in terminal areas and those adjacent to them; 2) average waste deposited for recycling in PSA Italy terminals: 2021 2022 2023 86.8% 90.7% 93.394% 3) reduction in production of plastic in canteen, linked to the restoration of automatic water dispensers (PSA Genova Pra').	1) Employment within the territory: as of 31/12/2023, there were a total of 1,014 workers employed directly by PSA Italy , +2.1% in comparison with 2022; 2) insertion inclusion of young apprentices within operations departments and offices (PSA Italy);
	Ammodernamento delle attrezzature e impianti presenti nel terminal	
	1) Purchase of a portable tank for spilled IMDG products (PSA SECH);	

	OCCUPATIONAL HEALTH & SAFETY Ensuring the highest standards of health and safety for workers and other Stakeholders across our operations.	
	GRI 403 - Occupational health and safety	GRI 416 - Customer health and safety
	 3 GOOD HEALTH AND WELL-BEING  8 DECENT WORK AND ECONOMIC GROWTH  16 PEACE, JUSTICE AND STRONG INSTITUTIONS	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
PSA ITALY'S IMPACTS	1) Accidents, injuries, and near misses related to the type of activity carried out; 2) creation of a safe and secure working environment for all workers; 3) promotion of the health and well-being of workers; 4) dissemination of a health and safety culture within the workplace; 5) participation and consultation of workers, and preparation of communication channels designed to promote a safe working environment for all.	
PSA ITALY'S COMMITMENTS	PSA Italy is constantly working to provide a healthy, safe, and protected working environment, by implementing management systems that focus on the continuous improvement of safety standards and the dissemination of a Health & Safety culture among all the employees and Stakeholders that interact with the organisation.	
GOALS	Decreasing the number of accidents injuries and the injury rates	
2023 TARGETS & PROGRESS	1) Safety training: 5,322 hours (PSA Italy); 2) annual monitoring of UNI EN ISO 45001:2023 certification for PSA Italy terminals; 3) during “Safety Week” the PSA Italy terminals shared video messages with workers to raise awareness on safety, provided by the PSA Group, and completed a “Safety Walk” - walks with managers in the yard and along the quay - and “Safety Walkabout” within the operating areas of the three terminals, which managers and HSSS (Health, Safety, Security and Sustainability) staff participated in; 4) implementation of the SYOP - Safety Yard Operation Plan - required by the Group, e.g. minimum safety standards introduced by the PSA Group, and monitoring via the Safety Barometer tool, or rather a series of indicators which all the business units within the Group must report on, to monitor and maintain a strong focus on safety within the working environment (PSA Italy); 5) detailed study on the safety culture through a course for supervisors involving Fondazione LHS - Leader in Health and Safety (PSA Genova Pra' and PSA SECH); 6) Introduction of CCTV (Closed circuit television) video analysis in yard to identify potential investment hazards for road hauliers (PSA Genova Pra'); 7) replacement of fireproof clothing and emergency equipment and training with new material (PSA Venice-Vecon); 8) Cross-sector training centre (joint training department), applicable to regional state training (PSA Genova Pra' , PSA SECH); 9) the tracking system, laser 4th tier RMG, has been commissioned. The safety system for yard cranes (transtainer) allows you to work in 4 rotations to avoid collisions between the containers stored with the fleet, and those attached to the spreader (PSA SECH).	

GRI important topics

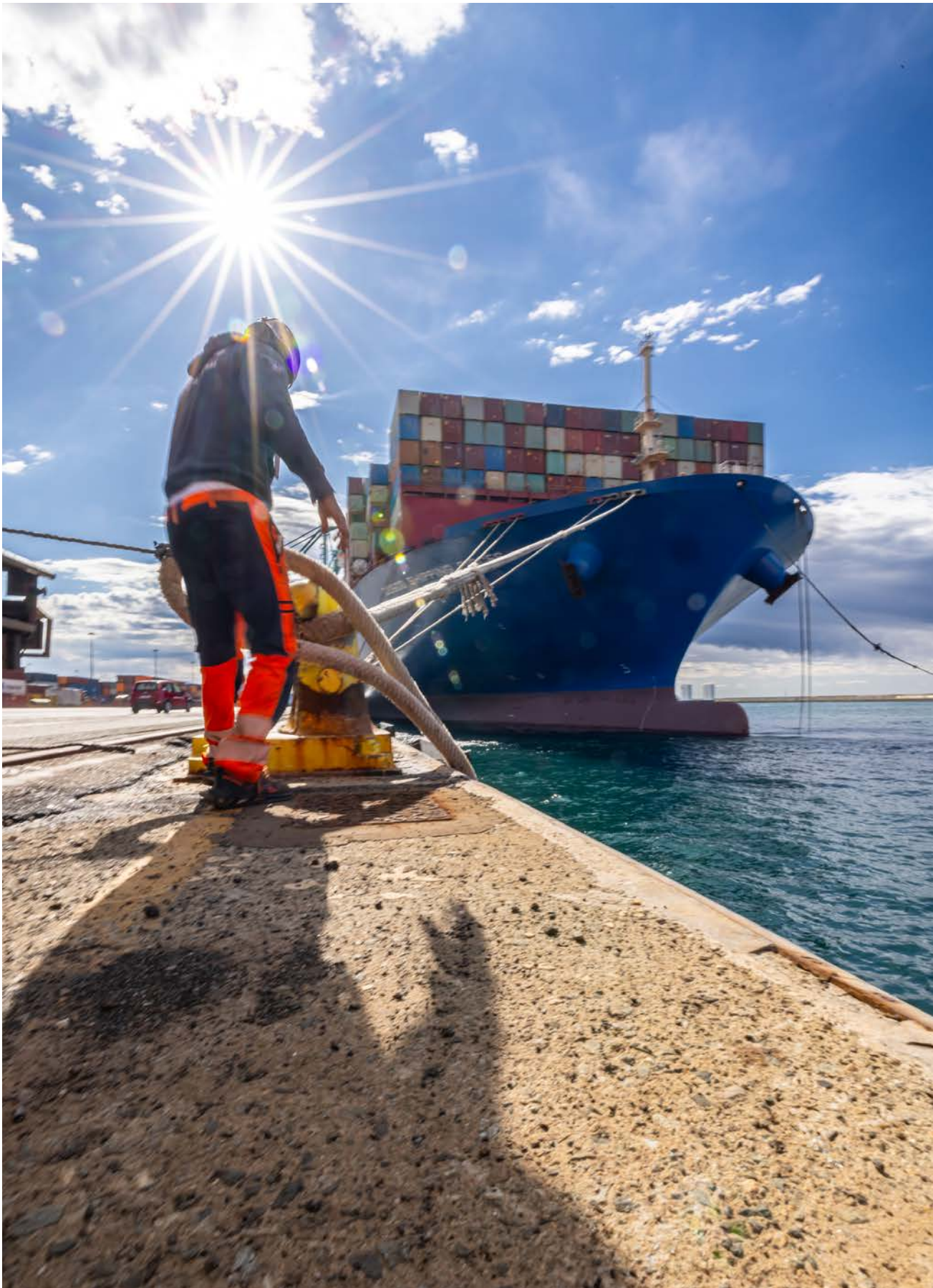
	SUSTAINABLE PROCUREMENT		PEOPLE DEVELOPMENT
	Minimising environmental impacts and creating positive social impacts through our procurement of goods and services, by integrating sustainability criteria in the selection, monitoring and evaluation of suppliers, including ethical behaviours, environmental protection and upholding human rights.		Building a future-ready organisation by attracting and retaining an engaged workforce, providing learning and development opportunities, and cultivating a purpose-driven organisational culture that is aligned with our values and supports our people to do their best work.
	GRI 308 - Supplier environmental assessment	GRI 414 - Supplier social assessment	GRI 404 - Training and education
		<div>5 GENDER EQUALITY</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div> <div></div>	<div>4 QUALITY EDUCATION</div> <div>5 GENDER EQUALITY</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>10 REDUCED INEQUALITIES</div> <div></div>
PSA ITALY'S IMPACTS	Implementation of increasingly sustainable investments through the conscious choice of partnerships and suppliers with low environmental and social impact.		1) promotion of a healthy and sustainable lifestyle for the well-being of all workers; 2) provision of learning and training opportunities for workers.
PSA ITALY'S COMMITMENTS	Ensuring Stakeholders' awareness of the impact generated by PSA Italy, through the purchase of products and services, whose decisions are a burden on the environment and society, along the value chain.		PSA Italy is aware of how the workforce is the most important resource. For this reason, the three terminals take notice of each individual's growth and learning, recognising each and every worker's unique contribution. PSA Italy provides employees with growth paths which expand their capabilities and empowerment, which is reflected in the retention of a loyal workforce. The passion and commitment of our workers increases our success.
GOALS	Progressive adoption of the spf, sustainable procurement framework, developed by the psa parent organisation which envisages the strengthening of responsible operations in terms of the circular economy, green alternatives, and cybersecurity, in accordance with the principles of ethics and integrity already in place.		Continuous training of workers increasing the participation and involvement of workers, and the promotion of a sense of belonging within the company improvement of service offered to internal customers integration of company processes following the launch of psa genoa investments
2023 TARGETS & PROGRESS	1) PSA Italy 's progressive implementation of the Group's Climate Response Management System (CRMS), developed by the PSA Parent Organisation, which consists of a set of guidelines regarding environmental and sustainability aspects which the Group's business unit must address; 2) PSA GP and PSA SECH : extension of Oracle certification portal to all contractors		1) Training provided by PSA Italy : overall training: 36,145 hours +62% from 2022; 2) PSA Italy 's three terminals achieved the target set by the Group of providing at least 16 hours of training on average, per employee; 3) annual initiatives within the PSA Italy terminals to strengthen relationships with Workers (PSA GoGreen, Safety Week, celebration for employees with a length of service of 20 to 30 years, Innovation campaign, Charity Week - charities concerning well-being and movement); 4) PSA Italy Group's biannual EOP (Employee Opinion Poll) survey completed by workers within the terminals , aimed at measuring employee engagement and organisational well-being; 5) Leaderfish+ workshop in Genoa, aimed at PSA Italy 's executives and managers, with the goal of conveying the values of FISH! and FISH+; 6) access to the Udemy platform for staff training (PSA Italy); 7) employee participation, via a dedicated team, in the drafting of PSA Italy 's Sustainability Report and its distribution to all workers; 8) management of PSA Italy 's communications plan dedicated to workers (Meet Roger, MyNet, website, business monitor, LinkedIn); 9) extended use of smart working beyond the COVID-19 emergency (PSA Genova Pra' and PSA SECH); 10) expansion of classes offered in the company gym (PSA Genova Pra'); 11) launch of the "Postural education project" welfare initiative at the PSA Venice-Vecon offices; 12) relaunch of PSA Venice-Vecon 's "Workshop of ideas" initiative, with the goal of engaging workers from different departments with the terminal to create opportunities for sharing and reflection, which allow workers to suggest areas for improvement and innovative ideas on the subject of the environment, health and safety, energy, and sustainability.

	EMPLOYEE DIVERSITY & INCLUSION Creating a workplace environment that respects and promotes diversity and inclusion.	COMMUNITY RELATIONS Contributing meaningfully to the lives and wellbeing of the communities where we operate, and engaging community stakeholders to address the social and environmental impact of our operations.
	GRI 405 - Diversity and equal opportunity	GRI 413 - Local communities
	  	 
PSA ITALY'S IMPACTS	Creation of decent and accessible jobs, in accordance with the requirements of the company Code of Ethics, and the Parent Organisation's guidelines, free from any discrimination on the basis of gender, nationality, religion, and sexual orientation, with the end goal of reducing inequalities.	1) Job creation; 2) redistribution of generated value by PSA Italy, through donations and activities carried out within the territory, and in partnership with the municipality and other authorities, aimed at the involvement and benefit of local people; 3) reduction in resource consumption: e.g. fuels, electrical energy - production of waste, emissions.
PSA ITALY'S COMMITMENTS	At PSA Italy, we want to tackle discrimination and create a more diverse, equal, and inclusive workplace, where employees feel they can make their own personal contribution to improving company life. A key priority is promoting gender equality, as this is the greatest gap still to bridge, reflecting on company performance in terms of diversity.	PSA Italy wants to support local activities through the promotion of initiatives in areas where the organisation's skills and resources can generate a positive and sustainable impact. Donations and social investments are always promoted and guided by strict company and Group guidelines.
GOALS		Improvement of the relationship with the company's external stakeholders and their awareness of sustainability requirements
2023 TARGETS & PROGRESS	1) As evidence of the breakdown of gender stereotypes, the PSA Venice-Vecon terminal has also authorised qualified two female colleagues to be reachstacker operators, and one to be a yard container handler.	1) Funding and support for territories of the nearby areas for social purposes: 110k euros provided by PSA Italy ; 2) offering students and recent graduates the opportunity to integrate into or complete their studies with a training period at the PSA Italy terminals, providing a first-hand insight into the world of work; 3) assessment and implementation of relevant activities emerging from the results of the Sustainability Report: sustainability survey aimed at external stakeholders, to involve them in choosing PSA Italy 's material topics; 4) Educational visits to schools and universities with the territory, to illustrate the terminals' activities (PSA Italy); 5) partnership with FAAIM (Italian Merchant Marine Academy Foundation) aimed at training future port professionals: the ITS (Higher Technical Institute) course "Higher Technician in the management of automation processes in port areas (Business Process Officer)" aims to develop the necessary skills to enable a 360° view of the world of transport, terminal planning, and port hub organisation. (PSA Genova Pra , PSA SECH); 6) urban renewal project - phase 6 - with Municipality VII in Genoa (PSA Genova Pra); 7) celebration of 30 years of business at PSA SECH ; 8) participation in the "Venice Committee Port Community", composed of 36 sponsors representing associations and operators within the port cluster, improving the team play on strategic issues of common interest (PSA Venice-Vecon); 9) to mark the National Day of the Sea, which takes place on the 11 April, the PSA Venice-Vecon terminal celebrated by hosting students from a local ITS.

CYBERSECURITY & DATA PRIVACY Protecting our business systems and ensuring data privacy through adoption of robust cybersecurity measures.
GRI 418 - Customer privacy

Customers privacy protection and prevention of data breaches.
PSA Italy wants to continue demonstrating leadership, in their ability to ethically manage and use the data belonging to all the Stakeholders who rely on PSA Italy's terminals, when managing sensitive information.
Cybersecurity
1) The PSA Italy terminals have completed the activation of the Global IT Security Standard framework, version 2.0 (GITSS 2.0). Version 2.0 of this framework, based on the ISO 27002:2013 international standard, supplements the traditional areas of IT governance, by adding the implementation of advanced risk management, vendor management, and cloud security concepts; 2) the Cyber Security Management System framework, version 1.0 (CSMS, 1.0) is always active for PSA Italy terminals, based on the NIST CSF community framework; 3) progressive implementation of a dedicated Group framework in the field of Operation Technology, named Global OT Security Standard 1.0; (PSA Italy); 4) Cyber Guru course: Cyber Security Awareness course launched by PSA Italy to raise awareness among workers of the issues of safe practice, digital risk, and emerging threats; 5) PSA Italy terminals have appointed a Data Protection Officer (DPO), or in other words an individual responsible for observing, assessing, and organising the management of personal data processing (and therefore its protection) within companies; 6) implementation of new antivirus (CrowdStrike EDR) (PSA Genova Pra); 7) ASA for OT (Operation Technology) to be moved to Palo Alto: replacement of the current firewall used for connecting to the OT network with a latest-generation model ('Palo Alto' brand) (PSA Genova Pra); 8) transition to Forcepoint 8.5.4 (PSA Genova Pra); 9) transfer of current Internet connection from the current "Checkpoint" internal firewall, to the external "Palo alto", to increase the level of Cyber protection. (PSA Genova Pra); 10) implementation of a new immutable backup feature, within the VMware infrastructure which hosts company servers, to better protect the data park/company server (PSA Genova Pra); 11) DDoS attack protection (PSA SECH).

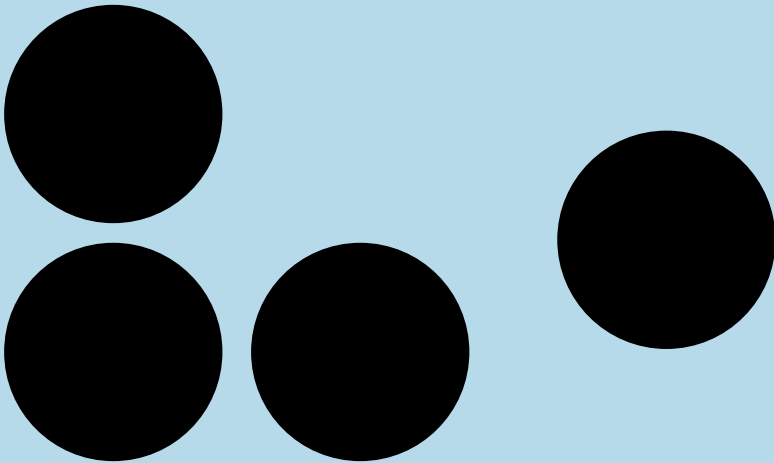
Non-GRI topics

	INNOVATION & TECHNOLOGY Innovating and harnessing technology to drive digitalisation and create more efficient and sustainable operations.	SUSTAINABLE PORT DEVELOPMENT Ensuring that the planning, design and development of port infrastructure and operations take into account and addresses the environmental impacts of from land development and reclamation.
GOALS	Improving the efficiency of company processes	Modernisation of infrastructures/services and buildings within the terminal
2023 TARGETS & PROGRESS	1) Automation of the process for checking and recording invoices from suppliers in XML format (Automatic 3WM) – pilot project at Group level (PSA Genova Pra’); 2) implementation of the ANAPLAN software for budgeting and financial planning (PSA Genova Pra’); 3) RPA (Robotic Process Automation) for warehouse item tracking automation with delivery delays (PSA Genova Pra’, PSA SECH); 4) extension of Oracle certification portal to all contractors (PSA Genova Pra’, PSA SECH).	1) Installation of gate on access ramp to terminal from S. Benigno yard, with electric cable connection (PSA SECH); 2) end of Rugna area design project (i.e. empty container area, phase II), awaiting implementation of new FS (state railway) park area by Port Authority (PSA SECH); 3) refurbishment of women’s changing rooms (PSA Venice-Vecon); 4) renovation of cruise area, with the use of sentry boxes in the area to create a rest stop for security guards on duty and zones to sort out emergency equipment provided. The quay road system has also been reworked to improve vehicle traffic (PSA Venice-Vecon).
GOALS	Improving production processes	
2023 TARGETS & PROGRESS	1) PSA Innovation KHPIA global bottom-up campaign, 8 ideas to improve sustainability and productivity, proposed by the workers at PSA Italy have been recognised awarded by HQ in Singapore, with further opportunities for development and implementation; 2) upgrade to operating site, with the adoption of common features at PSA Genova Pra’ (PSA SECH); 3) new external interface for PSA Venice-Vecon’s IT systems, which continues the journey towards improving its own processes and IT systems, and after having gathered inputs and suggestions from shippers and agencies, is inviting external partners to use the order entry form for empties storage on the portal (webapp.vecon.it); 4) Installation of the OCR portal on the train gate for wagon-container coupling (PSA Genova Pra’); 5) Use of wagons with power boxes for rail transport of reefer containers (PSA Genova Pra’).	





**4 ECONOMIC
SUSTAINABILITY**



For PSA Italy, economic sustainability involves the process of taking into account and valuing environmental, social and governance (ESG) aspects, leading to increased investment in sustainable economic activities and projects. In essence, a sustainable investment strategy integrates financial analysis with environmental, social and governance analysis in order to create value for all stakeholders. This objective 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 community level, which certainly also makes public investment in welfare services more efficient. The investments planned for PSA Genova Pra', PSA SECH and PSA Venice-Vecon over the five-year period 2024-2028 are focused on plants and infrastructures capable, as far as possible, of sustainably managing energy sources and reducing emissions.

4.1 BALANCE SHEET

A solid capital structure and good margins are the basis for being able to concretely pursue sustainability. Companies are born to create profit and there can be no sustainable development without the creation of value and economic solidity.

The balance sheet structures of PSA Genova Pra', PSA SECH and PSA Venice-Vecon are detailed below, with evidence of the sources and uses for the 2021, 2022 and 2023 financial years.

PSA Genova Pra’ balance sheet

USES	2021	2022	2023	SOURCES	2021	2022	2023
Fixed assets (Intangible)	3,249	2,870	2,444	NET EQUITY (N)	67,415	84,767	69,543
Fixed assets (Tangible)	148,700	144,121	144,512				
Fixed assets (Financial)	18,790	22,669	19,795	CONSOLIDATED LIABILITIES	24,381	27,344	26,541
Inventories	2,904	3,130	3,370				
Liquidity deferred liabilities(Ld)	54,569	68,028	64,516	CURRENT LIABILITIES (Pc)	147,953	155,523	151,483
Liquidity immediate (Li)	11,537	26,816	12,931				
TOTAL USES	239,749	267,634	247,568	TOTAL SOURCES	239,749	267,634	247,568

PSA SECH balance sheet

USES	2021	2022	2023	SOURCES	2021	2022	2023
Fixed assets (Intangible)	31,515	30,366	28,704	NET EQUITY (N)	46,266	48,664	47,136
Fixed assets (Tangible)	15,661	14,879	19,792				
Fixed assets (Financial)	22	30	35	CONSOLIDATED LIABILITIES	2,602	2,512	2,387
Inventories	603	570	1,113				
Liquidity deferred liabilities(Ld)	12,088	15,081	12,579	CURRENT LIABILITIES (Pc)	11,681	13,719	13,312
Liquidity immediate (Li)	660	3,969	612				
TOTAL USES	60,549	64,895	62,835	TOTAL SOURCES	60,549	64,895	62,835

PSA Venice-Vecon balance sheet

USES	2021	2022	2023	SOURCES	2021	2022	2023
Fixed assets (Intangible)	3,261	2.271	1,190	NET EQUITY (N)	12,975	18,080	22,008
Fixed assets (Tangible)	5,177	3.214	3,826				
Fixed assets (Financial)	3,003	3	3	CONSOLIDATED LIABILITIES	464	522	523
Inventories	694	647	504				
Liquidity deferred liabilities(Ld)	4,361	7,005	8,659	CURRENT LIABILITIES (Pc)	6,881	8,294	8,147
Liquidity immediate (Li)	3,823	13,755	16,495				
TOTAL USES	20,320	26,895	30,678	TOTAL SOURCES	20,320	26,895	30,678

4.2 OPERATING RESULTS

In 2023, the PSA Italy companies recorded an overall decrease in terms of turnover and operating margins, following the geopolitical issues that emerged in 2022.

As far as the reference market is concerned, shipowners continued to maintain limited hold capacity, with related cancellations of calls and, in some cases, entire services. This trend, which is continuing albeit with reduced intensity, makes the management of container terminal operations challenging, with problems of congestion at yard especially in the first part of the year.

At the PSA Genova Pra' terminal, the value of production decreased by 11% compared to the previous year, mainly due to the combined effect of lower container traffic volumes compared to 2022 (-4.5%) and lower average revenues per unit handled, mainly related to lower revenues from storage of imported containers. The shorter container storage times are due to a return to normality in the logistics chain, considering that 2022 was characterised by extreme irregularity in the arrival of ships and particularly high container storage times in port.

Production costs also decreased by 5.5% compared to the previous year. These included lower costs for fuel (-27.8%) and electricity (-48.3%). The above-mentioned decrease in production costs was counterbalanced by the economic impact during the year of the "expansion contract" (visible in the 7% increase in personnel costs), which made it possible to implement agreed retirement plans for workers who were less than 60 months (five years) from reaching pension eligibility (both old-age and early retirement pursuant to Law 92/2012). 16 company employees, with an exit date of 30 November 2023, have entered this scheme.

The rail service, launched in October 2018, with dedicated container trains from the terminal to Switzerland (Basel-Frenkendorf) continued during the year, with a direct connection between Liguria and the Swiss Federation. During the financial year, 10,523 TEUs were transported, confirming the traffic level of the previous year.

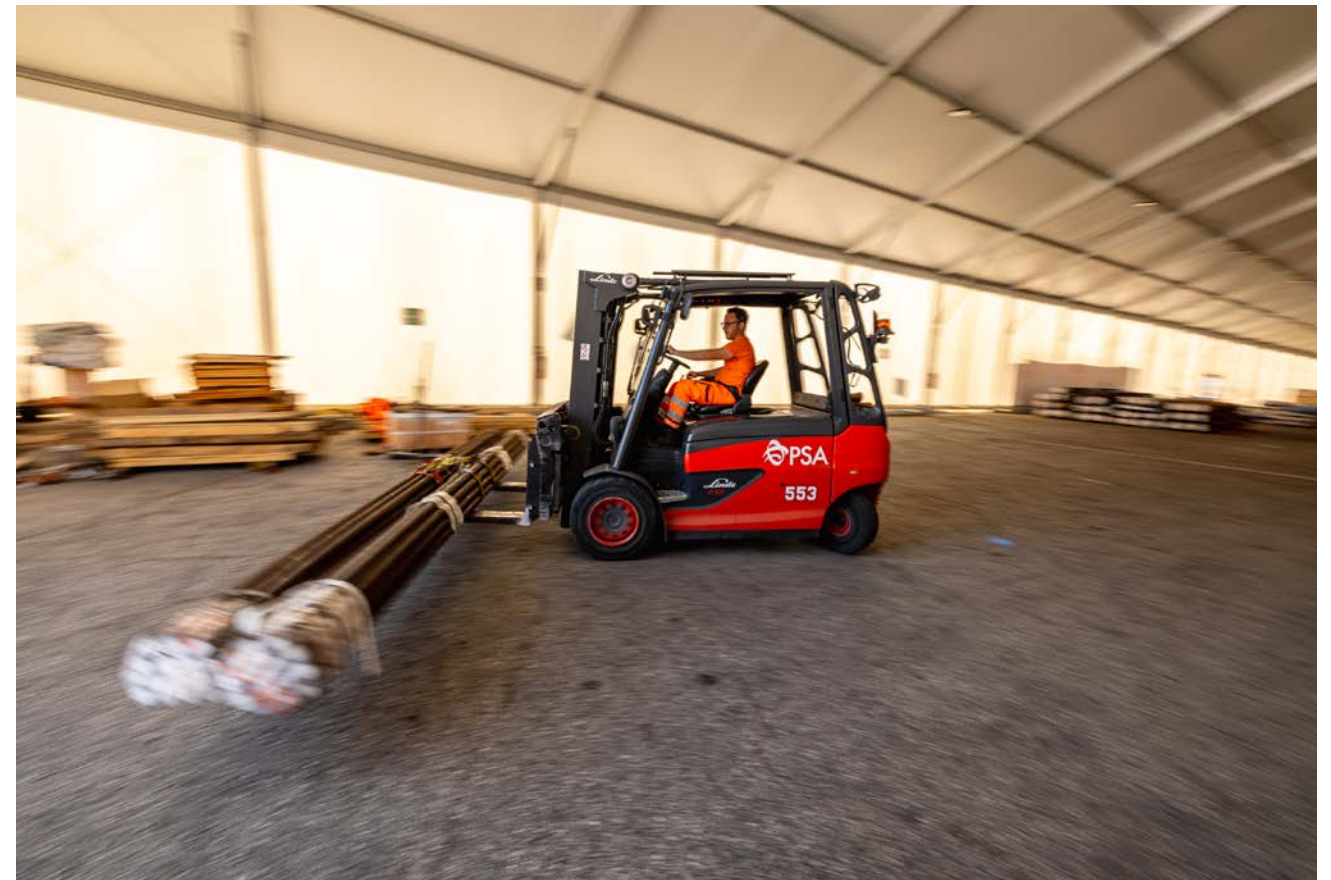
As for the PSA SECH terminal, the year under analysis saw a 10% increase in volumes handled compared to the previous year, mainly as a result of the arrival of a new service in April. Revenues decreased by 12%, due to lower average revenues per unit handled, as a result of lower revenues from storage of imported containers.

As for PSA Genova Pra' and PSA SECH, costs partially decreased, as a combined effect of lower electricity and fuel costs, counterbalanced by higher personnel costs, related to the participation of eight employees in the "expansion contract", as mentioned above under PSA Genova Pra'.

Volumes at the beginning of 2024 were negatively affected by the conflicts in the Red Sea. Most of the services that normally pass through the Suez Canal were diverted to the Cape of Good Hope route, extending navigation by 14 days. To date, this delay has been largely absorbed.

With regard to PSA Venice-Vecon, the 2023 financial year saw a historical record in volumes, which increased by 11% compared to the previous year, mainly due to the improved performance of certain customers. The value of production increased by 4% compared to the previous year, mainly due to the increase in terminal revenues (+12%). The latter was positively influenced by the increase in volumes, container storage at the yard, and finally, by the increased activities related to refrigerated containers. Other revenues and income decreased when compared to the previous year, mainly as a result of the lack of funding received from the Italian Ministry of Infrastructure and Transport, as well as lower revenues from cruise activity.

Below is a summary of the economic results for the years 2021, 2022 and 2023.



4.3 DIRECT ECONOMIC GENERATED AND DISTRIBUTED VALUE

Profit and loss accounts

	PSA GP			PSA SECH			PSA VENICE		
(€)	2021	2022	2023	2021	2022	2023	2021	2022	2023
Revenues	165,629,731	214,063,885	187,645,580	35,028,270	38,338,331	34,003,546	22,491,231	33,815,177	37,752,695
Other operating revenues	6,025,041	4,968,455	6,397,747	2,324,962	2,883,985	2,437,494	131,134	3,030,713	698,280
Raw materials and consumables	-6,061,612	-7,345,732	-5,817,750	-1,104,056	-1,259,700	-1,259,640	-617,598	-1,131,703	-1,223,318
Costs for services	-51,759,083	-59,788,325	-52,620,449	-12,542,210	-11,289,494	-10,775,929	-5,450,219	-8,288,009	-8,591,320
Other operating costs	-18,233,595	-20,625,118	-19,657,447	-1,956,213	-3,816,183	-3,361,771	-2,410,791	-3,128,576	-3,493,807
Staff costs	-45,812,338	-48,535,968	-52,084,139	-16,472,388	-16,806,740	-18,408,483	-6,375,396	-7,045,205	-7,726,849
Gross operating margin	49,788,144	82,737,197	63,863,542	5,278,365	8,050,199	2,635,217	7,768,360	17,252,397	17,415,681
Depreciation and Provisions	-16,219,845	-17,838,545	-15,454,885	-4,844,875	-4,140,195	-4,294,399	-2,727,713	-3,433,182	-1,725,774
Operating profit	33,568,299	64,898,652	48,408,657	433,490	3,910,004	-1,659,182	5,040,646	13,819,215	15,689,907
Financial management	-43,082	-798,577	-3,847,954	-24,208	-30,842	-13,091	14,516	7,485	67,258
Non-operating items	0	0	0	0	0	0	0	0	0
Profit before tax	33,525,217	64,100,075	44,560,703	409,282	3,879,162	-1,672,273	5,055,163	13,826,700	15,757,165
Taxes	-10,243,573	-18,176,228	-11,959,650	-138,524	-1,481,629	144,681	-1,832,686	-3,722,238	-4,828,489
Net profit for the year	23,281,644	45,923,847	32,601,053	270,758	2,397,533	-1,527,592	3,222,477	10,104,462	10,928,676

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

- its employees, through salary remuneration;
- the shareholders through the distribution of dividends and remuneration of credit institutions;

- the suppliers, through procurement and investment spending;
- the Public Administration, through the payment of taxes;
- the community, through the disbursement of contributions to non-profit organisations operating in local environments.



Distribution of added value to stakeholders

	PSA GP		
(€)	2021	2022	2023
Economic Value Generated	171,702,525	219,132,868	195,285,516
Revenues	171,654,772	219,032,340	194,043,326
Income (financial and extraordinary)	47,753	100,528	1,242,189
Distributed Economic Value	130,707,868	153,839,054	145,886,763
Operating costs	75,370,372	87,882,887	78,232,044
Remuneration of employees	44,293,953	46,779,043	50,500,550
Remuneration of shareholders	116,053	899,104	5,090,143
Remuneration of Public Administration	10,243,573	18,176,228	11,959,650
Remuneration of the Local Community	683,917	101,792	104,376
Economic value retained in the company	40,994,657	65,293,814	49,398,753
Amortisation and depreciation	16,219,845	17,838,545	15,454,885
Provisions and reserves	24,620,334	47,455,268	33,943,868

PSA SECH			PSA VENICE		
2021	2022	2023	2021	2022	2023
37,356,580	41,232,098	36,447,289	22,640,148	36,856,839	38,522,320
37,353,232	41,222,316	36,441,040	22,622,365	36,845,890	38,450,975
3,348	9,782	6,250	17,783	10,950	71,345
32,113,446	33,972,193	33,517,544	16,336,328	22,752,986	25,273,316
15,942,173	16,321,586	15,352,942	8,373,259	12,222,977	12,911,919
15,830,421	16,084,564	17,787,832	6,140,754	6,777,483	7,477,261
27,556	40,624	477,052	3,267	3,465	4,087
138,524	1,481,628	-144,680	1,832,686	3,722,238	4,828,489
174,772	43,791	44,398	-13,638	26,823	51,560
5,243,134	7,259,905	2,923,496	6,303,820	14,103,854	13,249,004
4,119,447	4,072,515	4,294,399	2,727,713	3,433,182	1,725,774
1,123,687	3,187,390	-1,370,903	3,459,619	10,670,672	11,523,230

The economic impact of PSA Italy's companies does not end with the production and distribution of added value. In fact, the objective of the three companies is not only to generate profits for 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 aimed at improving productivity and raising safety levels within the terminals by improving working conditions. As far as the companies' investments in training activities are concerned, they embrace continuously the entire professional life and are aimed at creating value for people through the enhancement and diversification of skills (em-

ployability) 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 given in the table below.

Investments in funded and non-funded training

	2021			2022			2023		
INVESTMENTS IN TRAINING (€)	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
FUNDED TRAINING	30,360	27,580	4,947	31,635	6,240	0	55,888	42,643	17,643
Of which:									
Private funds	30,360	27,580	4,947	31,635	6,240	0	55,888	42,643	15,098
Public funds	0	0	0	0	0	0	0	0	2,545
NON-FUNDED TRAINING	54,969	45,927	38,673	48,252	50,871	35,780	52,854	93,062	19,663
TOTAL TRAINING	85,329	73,507	43,620	79,887	57,111	35,780	108,742	135,705	37,306

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

Costs by type of training

	2021			2022			2023		
INVESTMENTS IN TRAINING (€)	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Managerial training	15,292	0	21,041	25,369	163	5,927	30,544	3,485	2,261
Safety training	16,706	15,660	9,548	14,506	19,546	12,097	17,775	12,112	11,329
Professional refresher training	53,331	57,847	13,031	40,012	37,402	17,756	60,423	120,108	23,716
TOTAL	85,329	73,507	43,620	79,887	57,111	35,780	108,742	135,705	37,306



93% of PSA Italy employees comes from the provinces of Genoa and Venice

PSA Genova Pra' employed a total of 696 employees, almost entirely from the province of Genoa (95.40%). The "other provinces" segment (4.60%) includes the provinces of Alessandria, Cuneo, Como, Reggio Emilia and Savona.

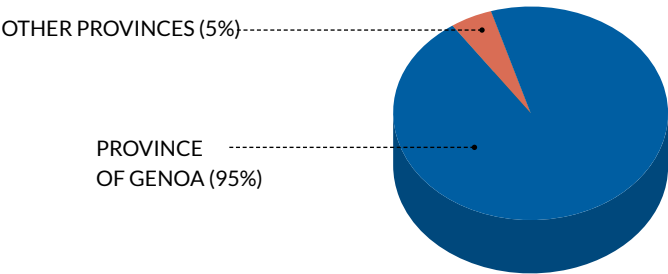
The figure takes residency into account. Workers residing outside the region are domiciled in Liguria. As a result of the network contract between PSA Genova Pra' and PSA SECH, some workers were relocated: The fi-

nance, procurement, corporate CSR and general services departments were relocated to the terminal offices of PSA SECH, where PSA Genova Pra' opened a branch office.



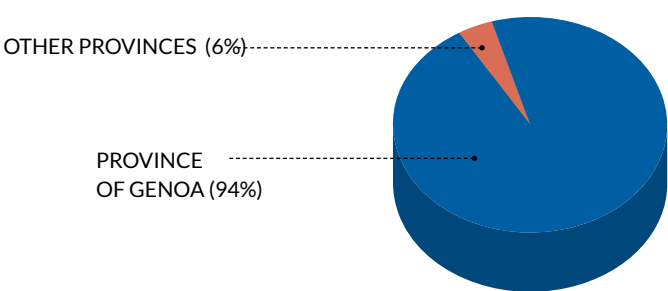


Distribution of PSA Genova Pra' employees by residence



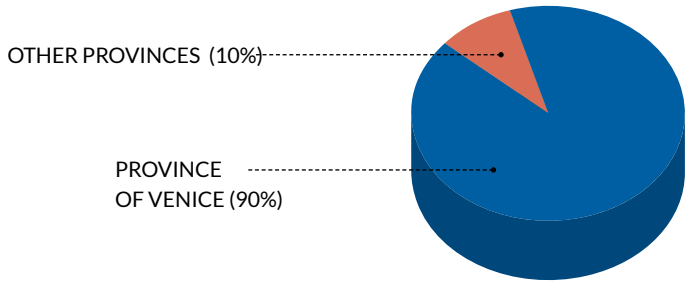
PSA SECH employed a total of 221 employees in 2023, almost entirely from the province of Genoa (93.67%), as depicted in the graph below. The item "other provinces" (6.33%) includes the provinces of Alessandria, Cuneo, La Spezia and Savona.

Distribution of PSA SECH employees by residence



The first line management of both companies comes almost entirely from the region, with the sole exception of one manager from PSA Genova Pra', who works in Switzerland, also on behalf of PSA Genova Pra'.

Distribution of PSA Venice-Vecon employees by residence



PSA Venice-Vecon employs a total of 97 employees, almost entirely from the province of Venice (90%), as depicted in the graph below. The item "other provinces" (10%) includes the provinces of Padua and Treviso. For the terminals of PSA Italy, 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 to the company. Great importance is attached to this aspect, defining individual career paths and ad hoc targeted development plans that enable people to be able to occupy roles of increasing responsibility.

In addition to their own employees, PSA Genova Pra' and PSA SECH make use of the services of the Compagnia Unica fra i Lavoratori delle Merci Varie (CULMV, the Unique Company of Miscellaneous Cargo Workers), while PSA Venice-Vecon makes use of the Nuova Compagnia Lavoratori Portuali di Venezia (NCLP, the New Venice Port Workers Company), the only entities qualified to provide temporary port labour as they are concessionaires of the service pursuant to Article 17 of Law 84/94.

With regard to procurement, in 2023, expenditure for services and consumables amounted to EUR 79.1 million for PSA Genova Pra', EUR 21.8 million for PSA SECH and EUR 9.8 million for PSA Venice-Vecon. The analysis by geographical area of origin shows a clear prevalence of suppliers located in Italy (over 80% of total purchases made). Details of the percentage shares of expenditure on total purchases made in the 2021-2023 period for the three companies are shown below.

Breakdown of procurement expenses PSA Genova Pra'

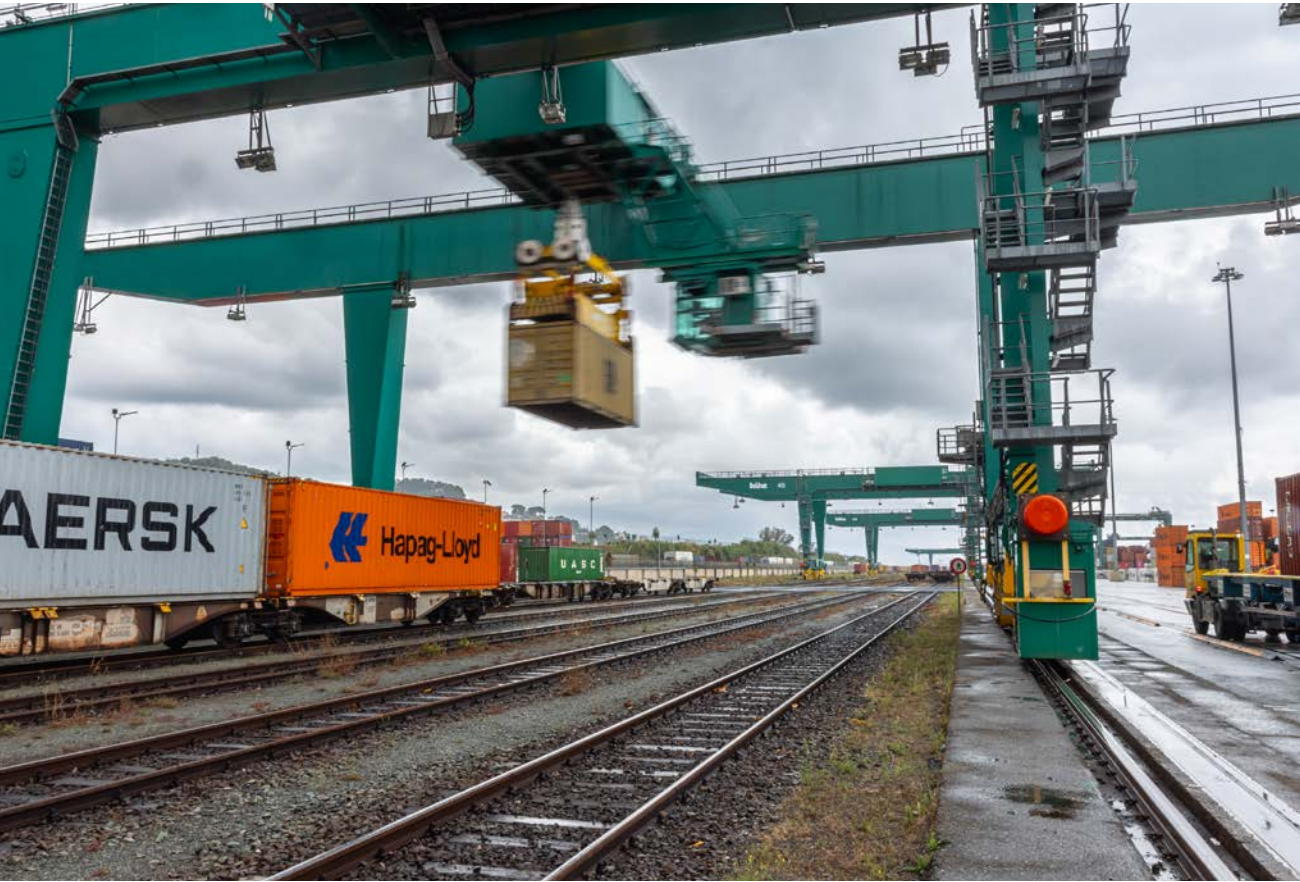
Breakdown of procurement expenses (€)	2021	%	2022	%	2023	%
GENOA	50,492,349	63%	53,615,017	63%	46,762,527	59%
Rest of the Province	535,960	1%	661,841	1%	564,260	1%
Rest of the Region	853,976	1%	731,227	1%	965,559	1%
Rest of Italy	21,967,317	27%	21,485,948	25%	18,139,476	23%
EEC	1,879,436	2%	1,302,888	2%	4,785,237	6%
Non-EEC	4,664,637	6%	6,786,607	8%	7,957,522	10%
TOTAL	80,393,678	100%	84,583,529	100%	79,174,581	100%

Breakdown of procurement expenses PSA SECH

Breakdown of procurement expenses (€)	2021	%	2022	%	2023	%
GENOA	10,927,675	68%	8,387,217	67%	12,084,441	55%
Rest of the Province	60,159	0%	61,888	0%	363,489	2%
Rest of the Region	72,518	0%	76,522	1%	242,744	1%
Rest of Italy	4,013,797	25%	3,068,422	25%	2,394,604	11%
EEC	404,301	3%	455,119	4%	5,363,201	25%
Non-EEC	578,091	4%	465,573	4%	1,394,728	6%
TOTAL	16,056,542	100%	12,514,743	100%	21,843,208	100%

Breakdown of procurement expenses PSA Venice-Vecon

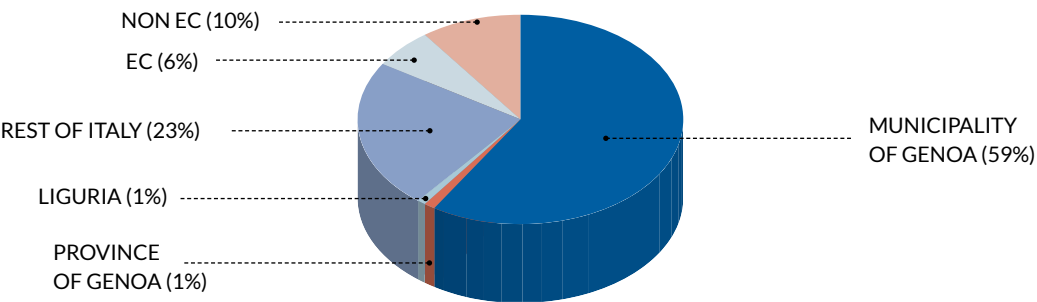
Breakdown of procurement expenses (€)	2021	%	2022	%	2023	%
VENICE	3,938,245	64%	7,629,858	81%	7,879,986	80%
Rest of the Province	110,967	2%	104,969	1%	124,130	1%
Rest of the Region	287,770	5%	360,248	4%	484,901	5%
Rest of Italy	1,574,698	26%	1,172,744	12%	1,139,193	12%
EEC	73,844	1%	87,219	1%	114,093	1%
Non-EEC	105,459	2%	109,936	1%	91,684	1%
TOTAL	6,090,982	100%	9,464,973	100%	9,833,988	100%



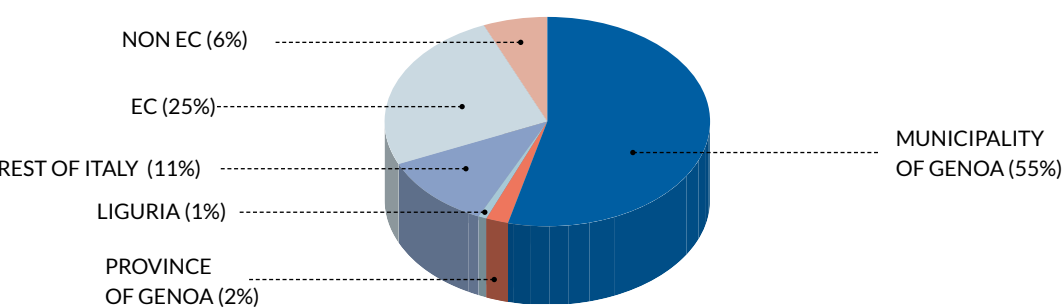
As evidence of the strong roots of the two organisations in the territory, the graph highlights how purchases from suppliers located in the province of Genoa represent for PSA Genova Pra' and PSA SECH respectively 60% and 57% of the supplies made, for a value of €47,326,787 and €12,447,931. The same applies to PSA Venice-Vecon, which in 2023 pur-

chased goods and services from suppliers located in the province of Venice for a total of €8,004,116.

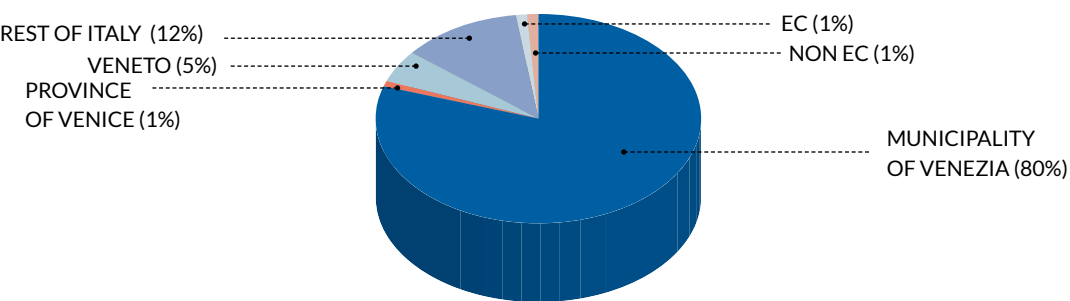
Value of supplies by geographical area for PSA GP



Value of supplies by geographical area for PSA SECH



Value of supplies by geographical area for PSA Venice-Vecon



In 2023 PSA Italy invested 110,256 euros to support local associations

The new corporate structure of the two Genoese terminals has also brought with it synergies in the choice of qualified suppliers. In fact, the total expenses generated by common supplies was equal to 41% in the reference year. The strong ties that the three PSA Italy companies have with the territory and their closeness to citizens are also reflected in their choices to support non-profit organisations operating in local environments.

Below is a list of the main sponsorships and donations of PSA Genova Pra' and PSA SECH in 2023:

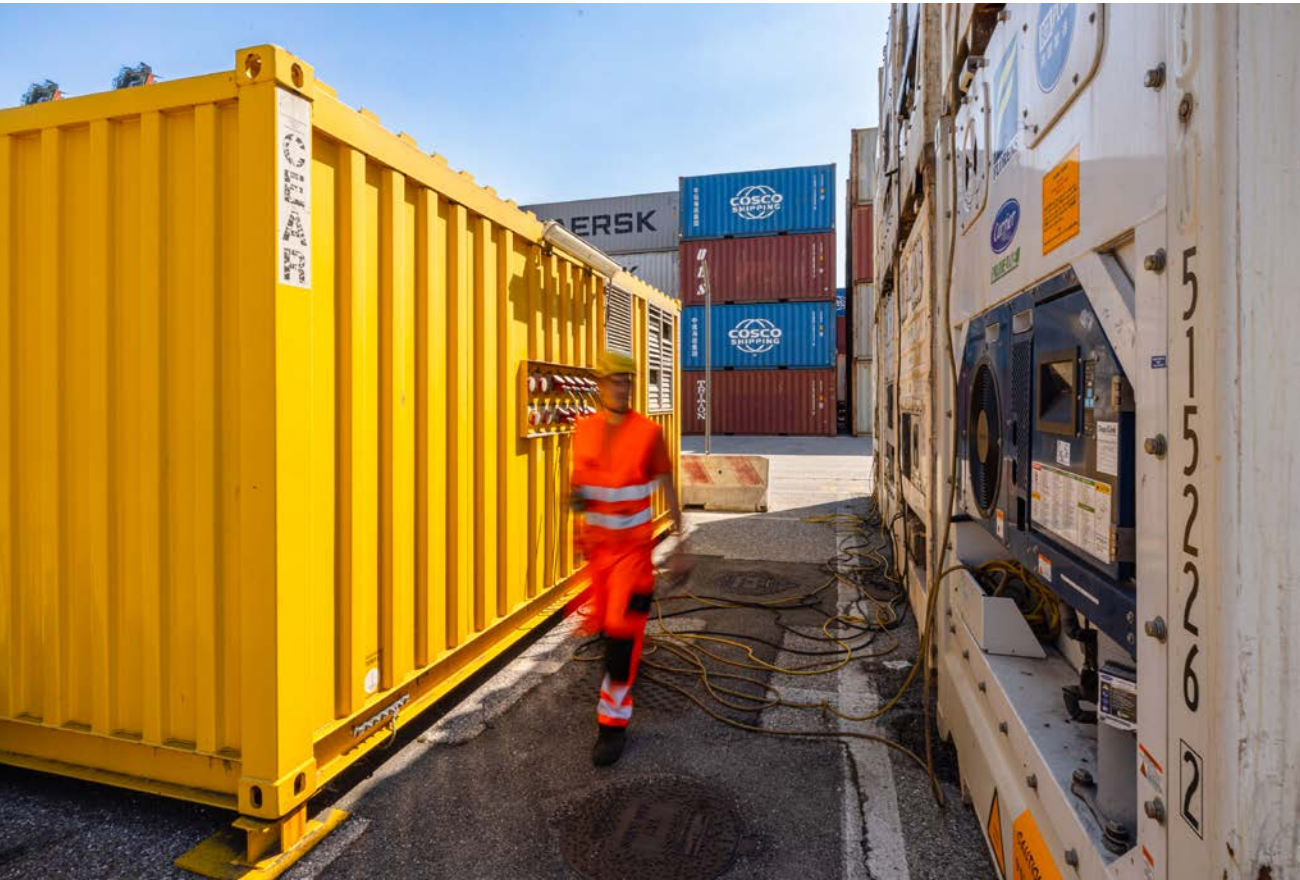
- donation to 'Il Porto Dei Piccoli Onlus', a non-profit organisation for hospitalised and non-hospitalised sick children, which organises home/hospital entertainment and sea-related activities;
- donation to 'Associazione Tutti Per Atta', a non-profit association for young people and parents with terminally ill children;
- donation to AMRI (Association for Childhood Rheumatic Diseases). The budget allocated for the "Moving for Charity" challenge organised as part of the annual "Charity Week", thanks to the "energy points" burned by employees doing sporting activities, was donated to AMRI, a non-profit association for children affected by serious rheumatic diseases, which works in collaboration with the scientific team of the Gaslini Children's Hospital in Genoa, the international research network for childhood rheumatic diseases, PRINTO, and the other family associations of the European Network for Children with Arthritis, ENCA;
- donation to ANGSA, again as part of the "Moving for Charity" challenge. ANGSA is a national association created to defend the rights of people with autism and their families and improve their quality of life;
- "Amici Della Lanterna" sponsorship, PSA Genova Pra' and PSA SECH made a donation to the preservation of the Lan-

terna di Genova, a historical monument dating back to the early Middle Ages, making it Europe's oldest and tallest lighthouse, 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. It is therefore important to preserve it, keep its memory alive and highlight the importance of our history and roots;

- sponsorships to various local sports teams, made to highlight PSA's closeness with the younger generation, who see sport 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.);
- "Earthquake Relief Aid - PSA Turkey" donation, organised on a regional level to help the territories and colleagues affected by the earthquake at the beginning of 2023 in Turkey, where Mersin International Port terminal (MIP), a member of the PSA Group, is located.

For PSA Venice-Vecon, the CSR initiatives for 2023 are listed below:

- sponsorship of the local Reyer Citycamp youth basketball club;
- sponsorship of the local "Asd Virtus Venezia" amateur basketball club;
- participation in the PSA Group's "Moving for Charity" initiative with a donation to the "Casa del Fanciullo" association;
- Go Green event with the creation of a nectariferous forest and the planting of one hundred trees, in collaboration with 3Bee, for the protection of bees. In addition, employees were given plants as gifts;
- Telethon donation.



4.4 LABOUR RELATIONS AND WORKER WELLBEING

The employees of the PSA Italy companies are covered by national collective bargaining agreements (CCNL): for employees with "supervisors", "clerk" and "worker" status (about 99% of the total) reference is made to the CCNL for port workers, for "managers" (the remaining 1%) reference is made to the CCNL for executives of industrial companies. Remuneration is mainly based on the first-level national contract and the supplementary company contract, while to a lesser extent it is determined based on 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 (CCNL), it has the combined objective of creating organ-

isational efficiency for the company, on the one hand, and of bringing additional remuneration to workers, on the other. Based on the above assumptions, the current supplementary company agreement within [PSA Genova Pra'](#) focuses mainly on the awarding to staff of an incentive-based remuneration mechanism, linked to two indicators that will be further described below. Similarly, [PSA Venice-Vecon](#) links remuneration to attendance, productivity and flexibility, also in order to limit the rate of absenteeism and achieve organisational efficiency. At [PSA SECH](#), increasing productivity also plays a key role in this respect, as does decreasing actual absenteeism.

Actual Absentee Rate

EMPLOYEES	2021			2022			2023		
ACTUAL ABSENTEE RATE (%) ¹⁹	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Actual Absentee Rate	7.93	6.30	5.11	8.91	6.86	7.90	6.37	4.83	6.58

The contents of the [PSA Genova Pra'](#) supplementary company bargaining agreement include:

- a performance bonus based on monthly TEU handling volumes and a productivity incentive based on two indicators: Work attendance and the average monthly productivity result of the quay cranes;
- an annual per capita amount provided in the form of welfare, which allows staff to make use of a variety of tax-free goods and services through a special web portal.

At [PSA SECH](#), the breakdown of bonuses is more extensive, consisting of the following:

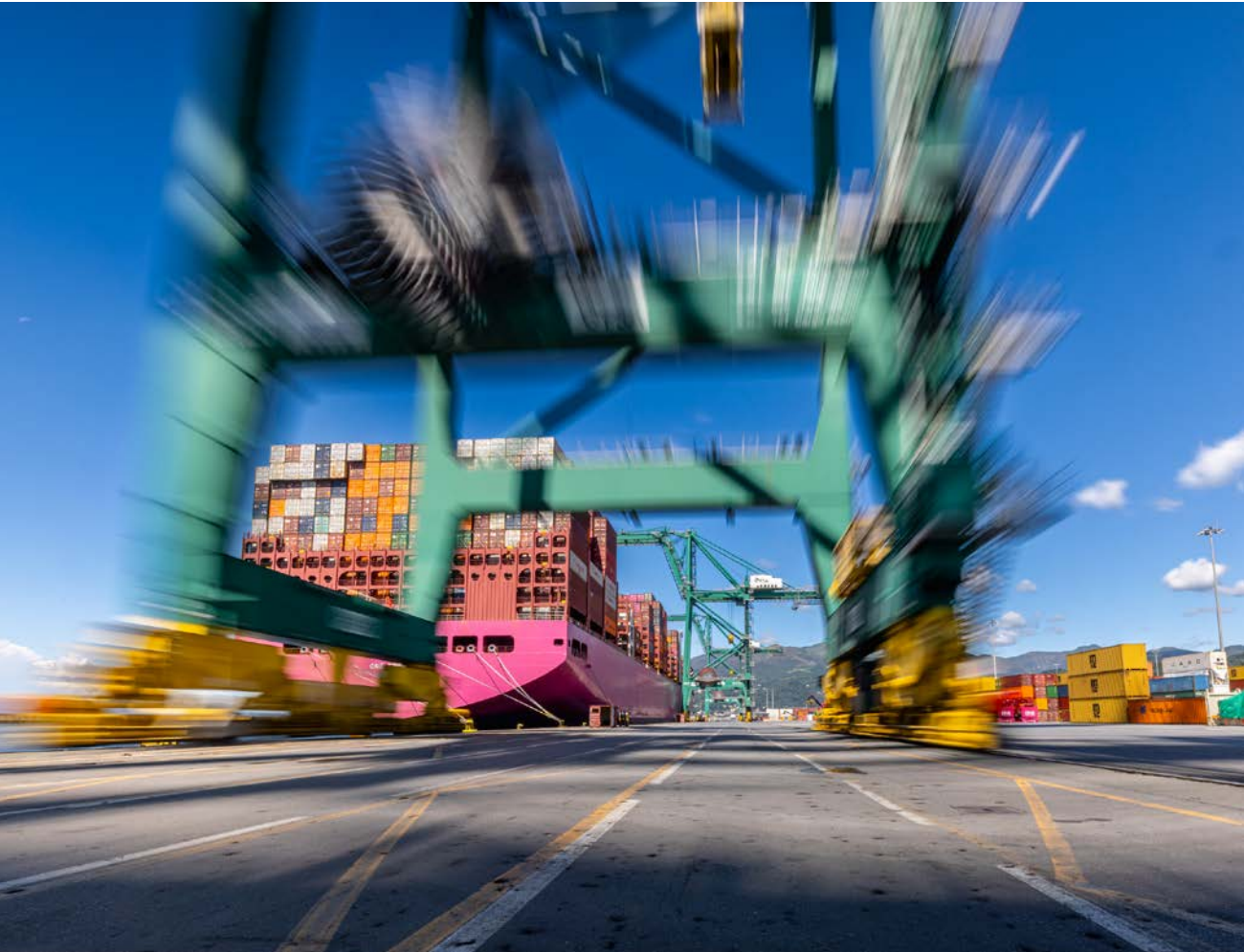
- a productivity bonus, paid for the hours of actual presence at work and possibly increased following the achievement of certain monthly average performance values;
- a professionalism bonus, paid only to workers with at least 50% of workable hours;

- an attendance-related bonus, which provides for the payment of an additional amount on top of the normal salary 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%.

At [PSA Venice-Vecon](#), the breakdown of bonuses is as follows:

- efficiency bonuses, linked to work attendance on an individual basis and average monthly productivity, calculated based on average quay crane movements;
- efficiency bonuses, linked to MMBF²⁰ indicators and number of TEUs handled per month;
- mixed team bonuses, linked to the number of TEUs and willingness to work on a voluntary basis in teams consisting of internal/external personnel;
- reefer container handling bonuses, linked to the number of

¹⁹ Actual Absentee Rate: (Absence hours - Paid leave/workable hours)*100
²⁰ MMBF: Mean Movements Between Failure, the numerical representation of how many containers are handled during loading and unloading operations between two crane outages.



- TEUs handled per month and the number of plugging/unplugging of temperature-controlled containers;
- variable production bonus, annual bonus linked only to the quantity of TEUs handled per year;
 - stand-by allowance, granted to operational/maintenance staff for an earlier start of their shift than usual;
 - an annual per capita amount provided in the form of welfare, which allows staff to make use of a variety of tax-free goods and services through a special web portal.

Additional initiatives have been launched by the three terminals to further improve the well-being of employees. [PSA Genova Pra'](#) and [PSA SECH](#) offer a shuttle service to transport employees from the railway station to their workplace. For PSA SECH, it was launched to alleviate the difficulties many employees faced in reaching their place of work following the collapse of the Morandi Bridge. Given the appreciation of the staff and despite the restoration of the road system through the reconstruction of the new Genova San Giorgio bridge, PSA SECH decided to continue running the shuttle bus service. With the intention of concretely adopting measures aimed at favouring flexible working in terms of time and place (in accordance with the dictates of Law 81 of May 2017), for the first time in its history, [PSA SECH](#) introduced the option of carrying

out its work using the method known as "agile work" (smart working) in 2018, formalising an agreement to this effect with a staff member, who was joined by another employee in 2019. The events in 2020, with the outbreak of the pandemic, led to a sudden increase in the use of this working method as a result of the option given to private employers (in an emergency situation such as the one specified) to use smart working in a simplified form, thus disregarding the individual agreements required by current legislation. In order to stabilise this new working method within its own environment, the company decided, well in advance of the declaration of the end of the emergency period, to formalise individual agreements with the employees concerned (currently 23% of the workforce). In January 2019, after a detailed analysis on the feasibility across different departments, PSA Genova Pra' also launched the smart working project on an experimental and voluntary basis. The initial group of adherents was 54 employees, which later increased to 110 workers in 2020, in light of the COVID-19 pandemic. The company equipped all smart working employees with a laptop and a mobile phone so that everyone could be easily contactable. This project was very well received by the employees. Therefore, the company decided to extend the use of this approach and with a company agreement, regu-

lated smart working for two working days per week. At [PSA Italy](#), in terms of total remuneration, i.e. including all the elements of value (salary, benefits, bonuses, etc.) that employees receive in exchange for their work in the company, the ratio between the remuneration of the highest paid individual in the organisation (excluding managers) compared to the average remuneration of all employees (excluding the highest

paid) is equal to 2.08 for PSA Genova Pra', 1.53 for PSA SECH and 1.49 for PSA Venice-Vecon.

Ratio between remuneration paid on entry and the local minimum wage

	2021			2022			2023		
%	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Men	1.15	1.31	1.24	1.17	1.31	1.23	1.04	1.32	1.24
Women	1.15	1.26	1.17	1.18	1.27	1.14	1.02	1.29	1.16

Following the profound transformation of the organisation of work in recent years, the parties entering into the national contract agreed to set up an early retirement support fund. Starting from 1 January 2022, this fund is supplied by a monthly contribution to be paid by the employer equal to €10 for each worker (for thirteen months) and by the amounts paid by the Port System Authorities, equal to 1% of the revenue from taxes on unloaded and loaded goods. Starting from 2023, the fund is also financed by each employee's contribution of €65 (through thirteen monthly deductions of €5). During 2023, in order to encourage generational turnover and to accompany into retirement workers who, by 30 November 2023, are less than 60 months away from their first useful retirement age, [PSA Genova Pra'](#) and [PSA SECH](#) implemented the expansion contract, pursuant to Article 41 of Legislative Decree No. 148/2015. Therefore, for [PSA Genova Pra'](#) the bilateral fund established by union agreement of 30/03/2018 for support and accompaniment to early retirement is not currently activated. Starting in 2005, the Ports National Collective Bargaining Agreement (CCNL) introduced a supplementary pension fund (Art. 51), currently identified as the Priamo pension fund, which all employees can join by merging their accrued severance indemnity with an additional employee/company equal

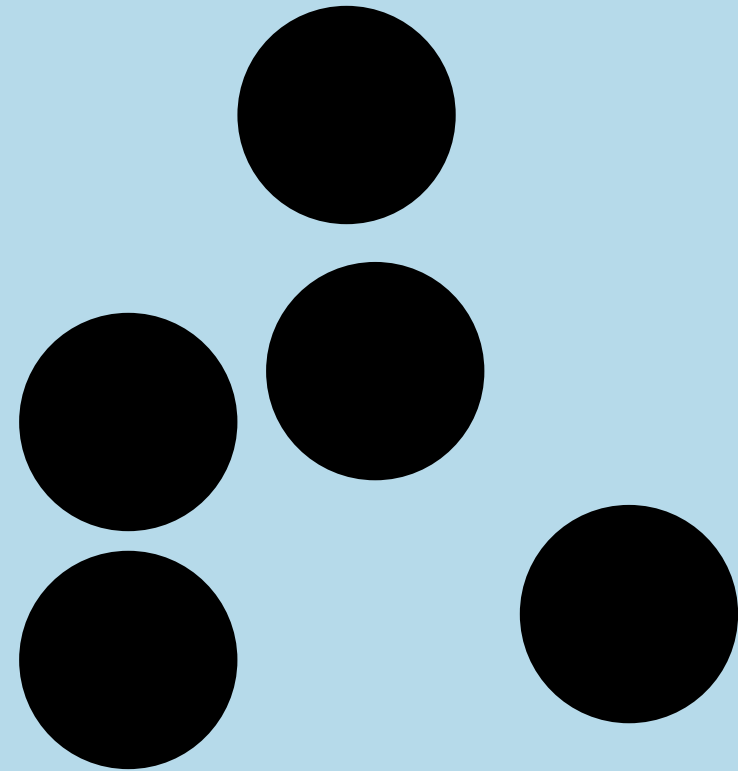
contribution of 1% of the pay elements valid for the calculation of severance indemnity. In addition to the statutory pension plans guaranteed by the payment of compulsory INPS contributions, workers are therefore granted, upon termination of their employment, severance pay for those who have not joined the supplementary pension scheme, while those who have joined it have the option of receiving a life annuity and/or redemption of their accrued pension entitlement from the Priamo fund. In the cases provided for, the employee is also entitled to an indemnity in lieu of notice. At [PSA Venice-Vecon](#), employees can choose to allocate their accrued severance pay in the manner provided for by Article 2120 of the Italian Civil Code either to open-ended supplementary pension funds, or to the Solidarietà Veneto fund, which is an inter-branch pension fund, equivalent to Priamo as far as the additional employee-company contribution is concerned. The composition of and changes in severance indemnity and other personnel provisions as at 31 December 2023 are detailed below:

Benefits due upon termination of employment

SEVERANCE INDEMNITY (€)	2021			2022			2023		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Provision for severance indemnities remaining in the company	3,997,344	1,526,840	458,760	4,184,083	1,451,631	479,142	3,853,389	1,304,687	483,233
Other (replacement indemnities, IMA, etc.)	-	-	-	-	-	-	519,094	-	-



5. ENVIRONMENTAL SUSTAINABILITY



The Rio Declaration
on environment and development

"In order to protect the environment, the precautionary approach must be widely applied by states according to their capacities. Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason to postpone 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 deriving from the Kyoto Protocol or *emission trading* schemes. As part of their management systems, PSA Italy terminals identify the environmental aspects of their activities, products and services that they can keep under control and those that they can have an influence on.

MARINE PROTECTION
AND CONSERVATION

As a global port operator and major partner of many port authorities, PSA is committed to actively encouraging the conservation of nature, reduction of pollutants and correct management of waste wherever it operates. Within PSA Italy, in particular, the PSA Venice-Vecon terminal has the special characteristic of being located within one of the largest (550 square kilometres) and most important lagoon ecosystems in Europe and the entire Mediterranean basin. In fact, the Venice Lagoon has been identified as a UNESCO World Heritage Site. It is a natural wetland area with immense biological, faunal and floristic biodiversity, with some animal and plant species that are rare or threatened with extinction. The conservation of nature, particularly in the 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 exceptional value of this territory deserves to be enhanced and protected²⁰. The Venice Lagoon and the bodies of water falling within its

drainage basin have been identified as sensitive areas subject to specific protection. The area was identified with the "Plan for the prevention of pollution and the restoration of the waters of the drainage basin immediately flowing into the Venice Lagoon", 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 water environment, except through the rainwater regulated by the Concession No. 50/SAMA authorisation currently being renewed by the Anti-pollution Office of the Interregional Board of Public Works for the Triveneto (formerly the Water Authority). Rainwater runoff from the yards, on which vehicles travel, can carry pollutants (mainly hydrocarbons and surfactants). The paved areas are equipped with a collection system for runoff water, so the possibility of contamination is therefore deemed to be very remote.

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



5.1 DIRECT ENVIRONMENTAL IMPACTS

The direct environmental aspects that are associated with the activities, products and services of PSA Italy's three terminals, over which there is direct management control, are those resulting from the ship-rail-truck unloading and loading cycles and from the upstream and downstream ancillary ones. In addition, there are indirect environmental impacts, linked to the activities of internal and external suppliers and customers, 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 linked to the activities of the three terminals, while considering their individual characteristics:

- **consumption of resources**, under-

stood as fuel and electricity consumption. The operation of equipment supplied to the terminals is attributable to direct use by staff and third parties;

- **production of waste**. The waste produced is partly urban and partly special. The former (paper, glass, plastic and undifferentiated waste) derives from activities assimilated to domestic waste, 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 disposal firms by contract. As part of its activities, each terminal keeps a temporary storage of waste, the management of which is carried out in accordance with Article 183 of Legislative Decree No. 152/2006, as

amended;

- **emissions into the atmosphere**, broken down into:
 1. channelled emissions;
 2. diffuse emissions.
- **visual effect and light impact towards the outside**, relevant for PSA Genova Pra' under abnormal and emergency conditions and for PSA SECH, only under emergency conditions;
- **water discharges**, an aspect that is relevant for terminals, only under emergency conditions;
- **impact on traffic**, relevant for PSA Genova Pra' and PSA SECH, under exceptional and emergency conditions;
- **inputs into the soil, subsoil, sea**, relevant for PSA SECH under emergency conditions.



THE VISUAL EFFECT AND LIGHT IMPACT FOR TERMINALS

The visual effect and light impact are significant for PSA Genova Pra', as the terminal is clearly visible from the adjacent districts, both because of the shape and size of the area and because of the type of equipment used and vessels that can moor at the quay.

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

The terminal is especially highly visible at night, when 24-hour operational needs require an adequate level of brightness, provided both by light towers located on the yards, and by lighting systems installed directly on board the facilities and operating equipment. Furthermore, the visual impact of the terminal is strongly emphasised under abnormal operating conditions, which see a strong increase in the incidence of traffic at a local level. Similarly, the normal visual appearance vis-à-vis the local context could be compromised in the event of particular emergency conditions, which could involve the sea surface or the yard in the event that hazardous goods are involved. In order to avoid this possibility, strict operational and emergency management procedures are in place.

The visual effect of the terminal is mitigated by some notable

territorial elements:

- the presence of the buffer zone, along the entire calm channel and of 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 have a considerable visual impact on their own and therefore 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 context is not significant as the sites are located in operational areas, not bordering residential areas. In fact, the site falls under class VI "exclusively industrial areas". For PSA SECH, the impact concerns the highest installations (quay cranes), visible from the city environment adjacent to the port. For PSA Venice-Vecon, the luminous impact on the surrounding area, although not significant, concerns the potential production of light at night from the light towers, which only remain lit during working hours, and from the orions of the towers themselves, which are constantly active during the night. The terminal has also embarked on a plan to replace the light fixtures in the light towers with LED technology systems.

Other aspects associated with terminal activity, but not significant due to their relatively lower intensity of impact on	the environment, include the following: <ul style="list-style-type: none">• noise emissions;• withdrawal of water resources;	<ul style="list-style-type: none">• electromagnetic emissions;• odorous emissions.
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WATER USE AND POLLUTION

The terminals are committed to reducing their water footprint. The use and discharge of water complies 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-raising sessions on the conservation of water.

The terminals do not produce water. With regard to water consumption within the terminals, it should be considered that the resource is mainly drawn from third-party or municipal providers/suppliers in the port complex. The water

withdrawn does not come from water-stressed areas, is not drawn from surface water, groundwater or sea water, and is classified as fresh water. The water is primarily used for operational activities, such as maintenance and repairs, and for civil use in buildings, such as offices and canteens.

5.1.1 RESOURCES CONSUMPTION

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

- electricity;
- fuel;
- water.

The consumption of materials, such as office paper and beverages, often bottled, is also highlighted, which re-

quired action to reduce environmental impacts. In terms of energy consumption, the activity carried out by the terminals involves different needs, which can be attributed to the following energy sources: electricity, natural gas, diesel, petrol. The main sources of consumption are the plants, vehicles and equipment that support administrative and operational activities. At [PSA Genova Pra'](#), the company's energy consumption is grouped into the three functional areas of reference:

- main activities: these include the activities and the related energy

consumption exclusive to the production process (loading and unloading from vessels, loading and unloading from trucks, loading and unloading from trains, container handling, reefer fleet);

- auxiliary services: these include activities and the related energy consumption that are not strictly process-related, but necessary and supportive to the performance of the process (internal circulation, CED air conditioning, generators, air compression);
- general services: these include activities and the related energy consu-

mption of a general nature, i.e. not directly connected to production, nor at the service of production (lighting, summer-winter air conditioning, consumption of electromotive force, canteen and voltage transformers). For several years now, PSA Genova Pra' has been carrying out a global terminal renewal project, modifying the terminal's layout and introducing bet-

ter performing and more sustainable equipment to improve productivity: gooseneck-type quay cranes capable of serving mega-ships, replacement of yard equipment with the installation of electric cranes (Electric Rubber Tyred Gentries), replacement of rail cranes and expansion of the rail fleet, and replacement of reachstackers with more efficient engines. The renewal of the

vehicle 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 source over the last three years.

PSA Genova Pra' fleet by energy source

FLEET PSA GP	DIESEL POWER SUPPLY	ELECTRIC POWER SUPPLY	PETROL POWER SUPPLY
2023	10 yard RTGs 31 reach stackers (18 rented) 90 port tractors 11 forklifts + front loaders (empties trolley) 16 forklifts 3 lifting platforms (AWP) 13 operational vehicles (5 rented)	21 E-RTGs (yard crane) 12 quay cranes 4 RMGs (railway crane) 14 forklifts 3 pallet trucks 2 lifting platforms (AWP)	34 operational vehicles (rented)
2022	10 yard RTGs 25+3 ppu reach stackers 92 port tractors 11 forklifts + front loaders (empties trolley) 16 forklifts 2 lifting platforms (AWP) 15 operational vehicles (5 rented)	21 E-RTG (yard crane) 12 quay cranes 4 RMGs (railway crane) 14 forklifts 3 pallet trucks 2 lifting platforms (AWP) 1 operational vehicles (rented)	32 operational vehicles (rented)
2021	10 yard RTGs 31 reach stackers (18 rented) 92 port tractors 11 forklifts + front loaders (empties trolley) 16 forklifts 2 lifting platforms (AWP) 15 operational vehicles (5 rented)	21 E-RTG (yard crane) 12 quay cranes 4 RMGs (railway crane) 14 forklifts 3 pallet trucks 2 lifting platforms (AWP) 1 operational vehicles (rented)	27 operational vehicles (rented)

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

- quay cranes (QCs) - for loading and unloading of containers onto/from vessels;

- quay cranes (E-RTGs) - for loading and unloading of containers onto/from trucks;
- railway cranes (RMGs) - for loading and unloading of containers and goods onto/from trains;

- temperature-controlled containers plug-in (reefer);
- lighting (streets, light towers);
- buildings.



Below is the size of the [PSA SECH](#) fleet by energy source:

PSA SECH fleet by energy source

FLEET PSA SECH	DIESEL POWER SUPPLY	ELECTRIC POWER SUPPLY	PETROL POWER SUPPLY
2023	22 port tractors (for which there are 28 semi-trailers) 19 reachstackers 8 forklift 1 AWP 2 company-owned vehicles 17 leased vehicles	5 quay cranes 6 RMGs 4 forklifts 2 AWP	1 leased vehicle
2022	2 RTGs 23 port tractors (for which there are 28 semi-trailers) 17 reachstackers 8 forklift 1 AWP 3 company-owned vehicles 16 leased vehicles	5 quay cranes 6 RMGs 4 forklifts 1 AWP	1 leased vehicle
2021	6 RTGs 23 port tractors (for which there are 28 semi-trailers) 15 reachstackers 9 forklift 1 AWP 3 company-owned vehicles 16 leased vehicles	5 quay cranes 6 RMGs 4 forklifts 1 AWP	1 leased vehicle

At [PSA SECH](#), energy consumption is due to:

- use of quay cranes, RMGs, RTGs (from February 2023 there are no more RTGs in the terminal)
- use of rolling vehicles (AWPs, forklifts, tractor-trailers, reachstackers);
- temperature-controlled containers plug-in (reefer);

- yard lighting;
- office activities;
- auxiliary activities.

PSA SECH has also undertaken some fleet renewal initiatives in recent years, starting with the demolition of the 8 diesel-powered RTGs that operated on the yard, which began in 2019 and was completed in 2023. In the course

of 2023, specifically, the last two RTGs serving the railway connection were decommissioned. The terminal also embraced PSA Group policies in the replacement of vehicles, favouring energy-saving actions and others aimed at reducing impacts, further detailed in section 5.3 Climate Change Adaptation.

Below is the size of the [PSA Venice-Vecon](#) fleet by energy source over the last three years.

PSA Venice-Vecon fleet by energy source

FLEET PSA VENICE	DIESEL POWER SUPPLY	ELECTRIC POWER SUPPLY	PETROL POWER SUPPLY
2023	2 yard RTGs 11 reachstackers 19 port tractors 9 forklifts (1 rented) 2 lifting platforms (AWPs) 2 operational vehicles	4 quay cranes 1 E-RTG (yard crane) 1 full electric forklift	11 operational vehicles (2 rented); of which 2 are mild hybrid
2022	2 yard RTGs 11 reachstackers 17 port tractors 9 forklifts (1 rented) 2 lifting platforms (AWPs) 2 operational vehicles	4 quay cranes 1 E-RTG (yard crane) 1 full electric forklift	11 operational vehicles (2 rented); of which 2 are mild hybrid
2021	2 yard RTGs 11 reachstackers 17 port tractors 9 forklifts (1 rented) 2 front loaders 1 lifting platforms (AWP) 2 operational vehicles	4 quay cranes 1 E-RTG (yard crane)	11 operational vehicles (2 rented);

At [PSA Venice-Vecon](#), electrical power is distributed over the following main functional areas:

- quay cranes (QCs) - for loading and unloading of containers onto/from vessels;
- quay cranes (E-RTGs, RTGs) - for loading and unloading of containers onto/from trucks;

- temperature-controlled containers plug-in (reefer);
- (streets, light towers);
- office building.

Over the past few years, PSA Venice-Vecon has undertaken a renovation project involving the replacement of existing equipment with more state-of-the-art and sustainable equipment,

further detailed in section 5.3 Climate Change Adaptation.

The absolute energy consumption at
PSA Genova Pra' decreased in 2023

due to both the energy efficiency
measures implemented by the compa-

ny and the slight decrease in volumes
recorded in this year.

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

	SOURCES OF ENERGY CONSUMPTION	U.M.	2021	2022	2023
PSA GP	A) TOTAL ELECTRICITY CONSUMPTION	kWh	25,784,483	25,567,489	23,324,114
	B) TOTAL DIESEL CONSUMPTION	[litres]	3,763,484	3,843,186	3,244,417
	Non-operational diesel ²²	[litres]	37,797	16,712	15,859
	Operational diesel	[litres]	²³ 3,725,687	3,826,474	3,228,558
	C) METHANE BOILER	[m3]	302,111	252,110	221,963
	D) PETROL	[litres]	46,954	50,159	49,304

22 For PSA Genova Pra', non-operational diesel is de-
fined as diesel not used in direct activities of the op-
erational cycle, i.e. diesel used for generators or cars.
23 Value corrected from that published in the 2022
report (calculation error).

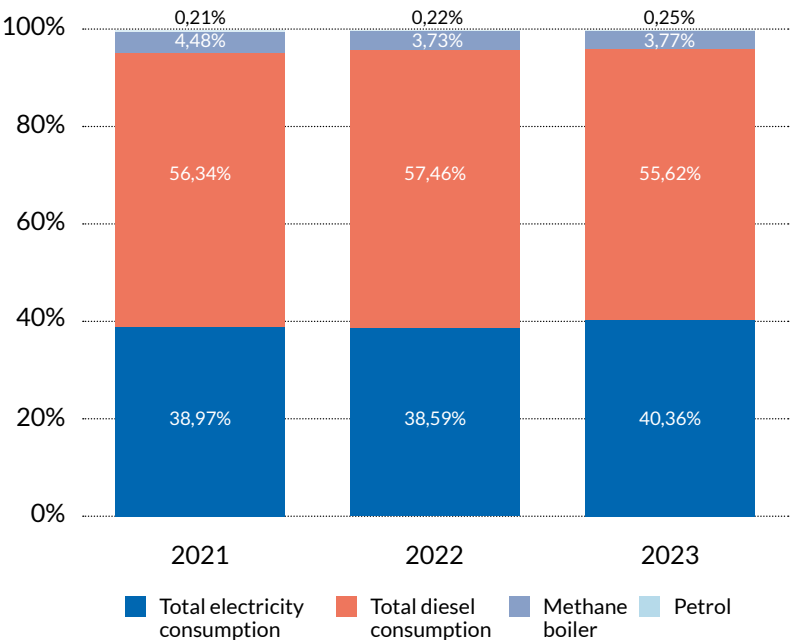


The distribution of energy consumption in the previous two-year period is also confirmed for 2023.

Distribution of energy consumption in the three-year period 2021-2023
for PSA Genova Pra'

Energy consumption within PSA Genova Pra'
(expressed in G joules = 10⁹ joules)

	SOURCES OF ENERGY CONSUMPTION	U.M.	2021	2022	2023
PSA GP	A) TOTAL ELECTRICITY CONSUMPTION	GJ	92,824	92,043	83,967
	B) TOTAL DIESEL CONSUMPTION	GJ	134,202	137,044	115,693
	Non-operational diesel	GJ	1,348	596	566
	Operational diesel	GJ	132,854	136,448	115,127
	C) METHANE BOILER	GJ	10,665	8,900	7,836
	D) PETROL	GJ	501	536	526
	TOTAL ENERGY (A+B+C+D)	GJ	238,193	238,523	208,022



Variation in energy consumption within PSA Genova Pra’
(expressed in kWh, litres and m³)

	SOURCES OF ENERGY CONSUMPTION	U.M.	2022	2023	Δ 2023/2022
PSA GP	A) TOTAL ELECTRICITY CONSUMPTION	kWh	25,567,489	23,324,114	-2,243,375
	B) TOTAL DIESEL CONSUMPTION	[litres]	3,843,186	3,244,417	-598,769
	Non-operational diesel	[litres]	16,712	15,859	-853
	Operational diesel	[litres]	3,826,474	3,228,558	-597,916
	C) METHANE BOILER	[m3]	252,110	221,963	-30,147
	D) PETROL	[litres]	50,159	49,304	-855

Variation in energy consumption within PSA Genova Pra’
(expressed in G joules = 10⁹ joules)

	SOURCES OF ENERGY CONSUMPTION	U.M.	2022	2023	Δ 2023/2022
PSA GP	A) TOTAL ELECTRICITY CONSUMPTION	GJ	92,043	83,967	-8,076
	B) TOTAL DIESEL CONSUMPTION	GJ	137,044	115,693	-21,351
	Non-operational diesel	GJ	596	566	-30
	Operational diesel	GJ	136,448	115,127	-21,321
	C) METHANE BOILER	GJ	8,900	7,836	-1,064
	D) PETROL	GJ	536	526	-9
	TOTAL ENERGY (A+B+C+D)	GJ	238,523	208,022	-30,501

At [PSA SECH](#), as can be seen in the tables below, there has been an increase in diesel consumption, mainly due to a higher number of TEUs handled, which is not, however, reflected in the other energy sources considered (electricity, methane and petrol). The considerable decrease in electricity consumption is

in fact the result of the implementation of energy efficiency and saving measures that have taken place in the terminal since the end of 2022, which will be further detailed below. Finally, with regard to diesel consumption, it should be noted that, as was the case in 2022, it was not necessary to

use additional generators to power the reefer containers to be kept at a certain temperature, for which electrical outlets were not sufficient at the time.

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

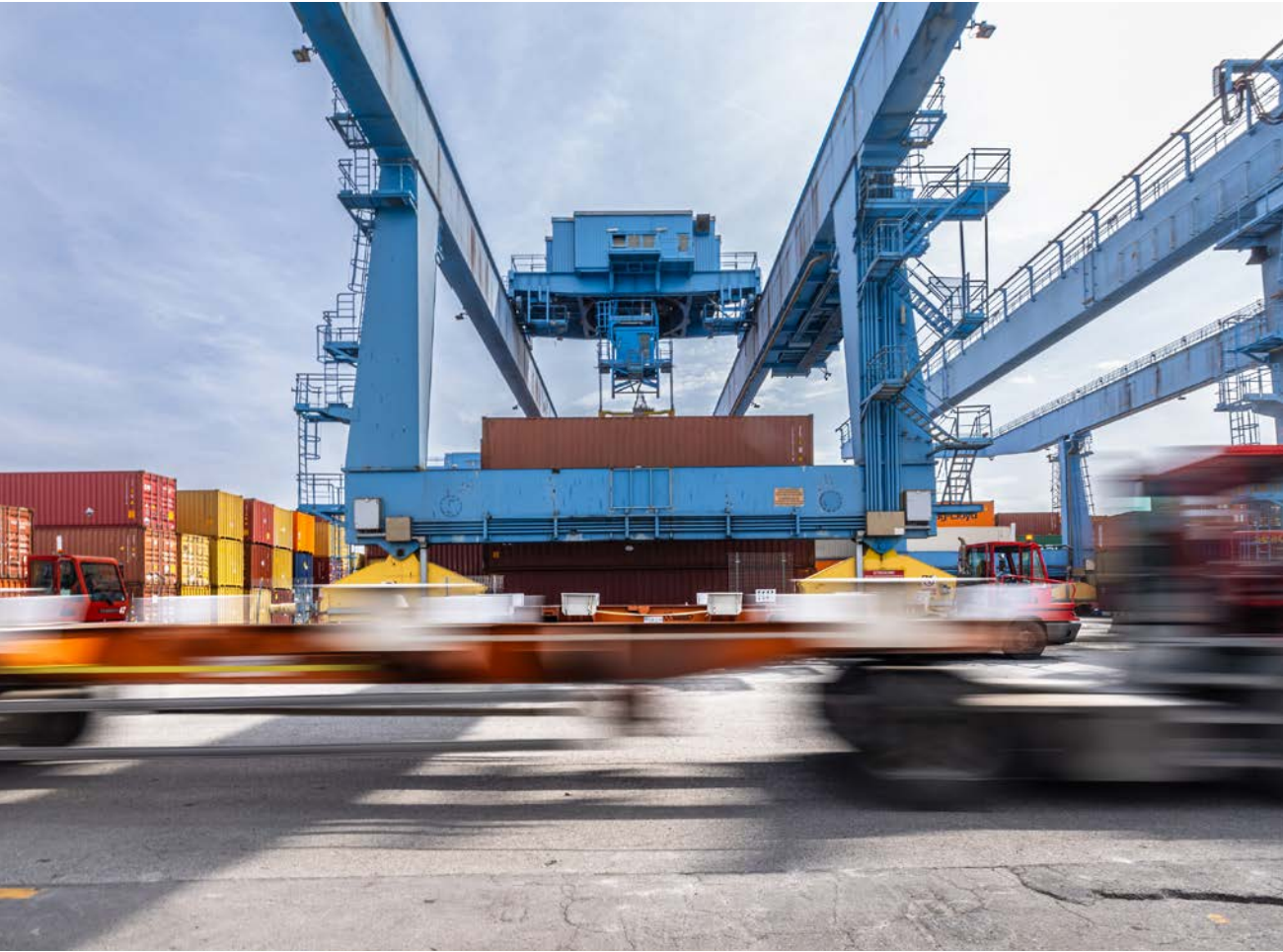
	SOURCES OF ENERGY CONSUMPTION	U.M.	2021	2022	2023
PSA SECH	A) TOTAL ELECTRICITY CONSUMPTION	kWh	5,499,656	4,861,736	4,326,372
	B) TOTAL DIESEL CONSUMPTION	[litres]	697,620	492,675	498,195
	Non-operational diesel ²⁴	[litres]	63,345	10,274	13,719
	Operational diesel	[litres]	634,275	482,401	484,476
	C) METHANE BOILER	[m3]	24,236	24,479	21,219
	D) PETROL	[litres]	1,399	1,054	988

24 For PSA SECH, non-operational diesel is defined as diesel not used in direct activities of the operational cycle, i.e. diesel used for generators, cars, fork-lifts and AWP’s.

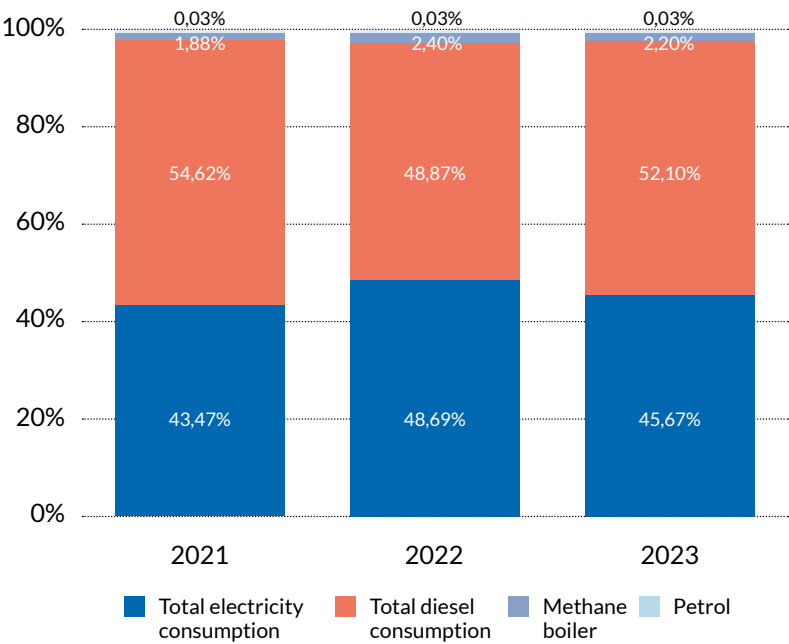
Energy consumption within PSA SECH
(expressed in Gjoules²⁵ = 10⁹ joules)

	SOURCES OF ENERGY CONSUMPTION	U.M.	2021	2022	2023
PSA SECH	A) TOTAL ELECTRICITY CONSUMPTION	GJ	19,799	17,502	15,575
	B) TOTAL DIESEL CONSUMPTION	GJ	24,876	17,568	17,765
	Non-operational diesel	GJ	2,259	366	489
	Operational diesel	GJ	22,618	17,202	17,276
	C) METHANE BOILER	GJ	856	864	749
	D) PETROL	GJ	15	11	11
	TOTAL ENERGY (A+B+C+D)	GJ	45,546	35,946	34,100

25 1kWh = 3,6 GJ, 1l gasolio= 35,65 GJ.
Fonte dei fattori di conversione usati: “Bilancio Energetico Nazionale 2007”.



Distribution of energy consumption in the three-year period 2021-2023 for PSA SECH



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

	SOURCES OF ENERGY CONSUMPTION	U.M.	2022	2023	Δ 2023/2022
PSA SECH	A) TOTAL ELECTRICITY CONSUMPTION	kWh	4,861,736	4,326,372	-535,364
	B) TOTAL DIESEL CONSUMPTION	[litres]	492,675	498,195	5,520
	Non-operational diesel	[litres]	10,274	13,719	3,445
	Operational diesel	[litres]	482,401	484,476	2,075
	C) METHANE BOILER	[m3]	24,479	21,219	-3,260
	D) PETROL	[litres]	1,054	988	-66

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

	SOURCES OF ENERGY CONSUMPTION	U.M.	2022	2023	Δ 2023/2022
PSA SECH	A) TOTAL ELECTRICITY CONSUMPTION	GJ	17,502	15,575	-1,927
	B) TOTAL DIESEL CONSUMPTION	GJ	17,568	17,765	197
	Non-operational diesel	GJ	366	489	123
	Operational diesel	GJ	17,202	17,276	74
	C) METHANE BOILER	GJ	864	749	-115
	D) PETROL	GJ	11	11	-1
	TOTAL ENERGY (A+B+C+D)	GJ	35,946	34,100	-1,846



At [PSA Venice-Vecon](#), electricity and diesel consumption increased by 8% and 9% respectively in 2023 compared to 2022 as a result of the sharp increase in the number of TEUs handled in the same period. By normalising this consumption based

on the number of TEUs handled, a slight improvement in overall performance (around 5%) is shown, mainly due to the increase in volumes handled and consequently a better saturation of the production cycle and a lower incidence of fixed energy costs.

This is followed by the energy contribution of LPG, used only for sanitary water use and the heating of the changing rooms, and of petrol for the vehicles used for internal travel.

Energy consumption within [PSA Venice-Vecon](#)
(expressed in kWh, litres and m³)

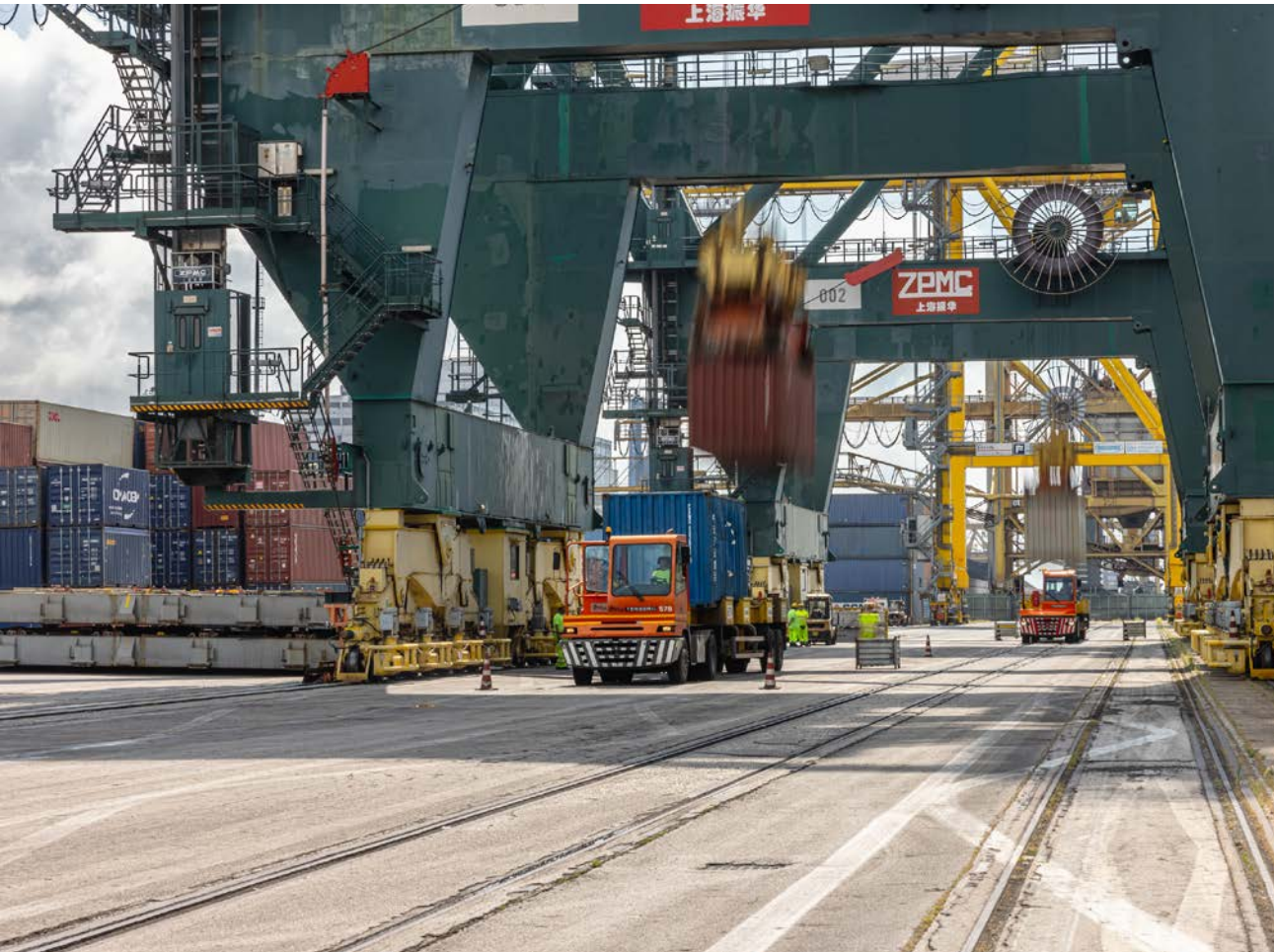
	SOURCES OF ENERGY CONSUMPTION	U.M.	2021	2022	2023
PSA VENICE	A) TOTAL ELECTRICITY CONSUMPTION	kWh	2,789,891	3,763,813	4,131,912
	B) TOTAL DIESEL CONSUMPTION	[litres]	494,092	656,160	714,372
	Non-operational diesel ²⁶	[litres]	13,365	18,985	17,035
	Operational diesel	[litres]	480,727	637,175	697,337
	C) BOILER LPG	[m3]	2,829	2,174	2,077
	D) PETROL	[litres]	3,585	4,693	5,570

26 For PSA VENICE, non-operational diesel is defined as diesel not used in direct activities in the operational cycle, i.e. diesel used for generators, cars, forklifts and AWPp.

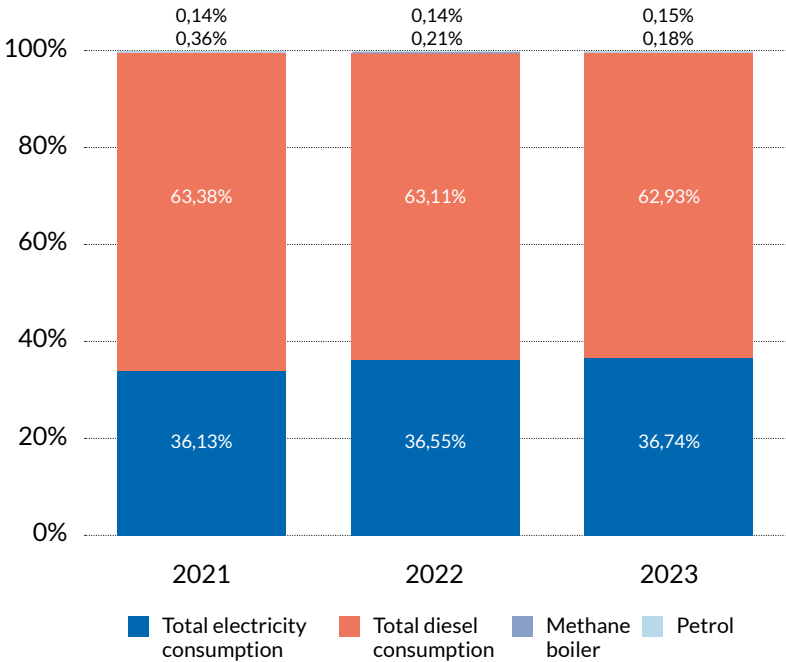
Energy consumption within [PSA Venice-Vecon](#)
(expressed in Gjoules²⁷ = 10⁹ joules)

	SOURCES OF ENERGY CONSUMPTION	U.M.	2021	2022	2023
PSA VENICE	A) TOTAL ELECTRICITY CONSUMPTION	GJ	10,044	13,550	14,875
	B) TOTAL DIESEL CONSUMPTION	GJ	17,619	23,398	25,474
	Non-operational diesel	GJ	477	677	607
	Operational diesel	GJ	17,142	22,721	24,866
	C) BOILER LPG	GJ	100	77	73
	D) PETROL	GJ	38	50	59
	TOTAL ENERGY (A+B+C+D)	GJ	27,801	37,075	40,481

27 1kWh = 3.6 GJ, 1l diesel = 35.65 GJ. Source of conversion factors used: "National Energy Budget 2007".



Distribution of energy consumption in the three-year period 2021-2023 for PSA Venice-Vecon



In 2023, for [PSA Venice-Vecon](#), total primary energy consumption was made up of 63% from diesel consumption, 36.74% from electricity consumption and the remaining 0.35% from the

sum of LPG and service car fuel consumption. These values are homogeneous over the three-year period from 2021 to 2023 and depend on the fact that no substantial changes have been

introduced in the activities carried out and the equipment present within the terminal.

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

	SOURCES OF ENERGY CONSUMPTION	U.M.	2022	2023	Δ 2023/2022
PSA VENICE	A) TOTAL ELECTRICITY CONSUMPTION	kWh	3,763,813	4,131,912	368,099
	B) TOTAL DIESEL CONSUMPTION	[litres]	656,160	714,372	58,212
	Non-operational diesel	[litres]	18,985	17,035	-1,950
	Operational diesel	[litres]	637,175	697,337	60,162
	C) BOILER LPG	[m3]	2,174	2,077	-97
	D) PETROL	[litres]	4,693	5,570	878

Variation in energy consumption within PSA Venice-Vecon (expressed in G joules = 10⁹ joules)

	SOURCES OF ENERGY CONSUMPTION	U.M.	2022	2023	Δ 2023/2022
PSA VENICE	A) TOTAL ELECTRICITY CONSUMPTION	GJ	13,550	14,875	1,325
	B) TOTAL DIESEL CONSUMPTION	GJ	23,398	25,474	2,076
	Non-operational diesel	GJ	677	607	-70
	Operational diesel	GJ	22,721	24,866	2,145
	C) BOILER LPG	GJ	77	73	-3
	D) PETROL	GJ	50	59	9
	TOTAL ENERGY (A+B+C+D)	GJ	37,075	40,481	3,407

At [PSA Genova Pra](#), the energy intensity indicator, calculated in relation to

the TEUs handled, was almost stable for the three-year period of reference,

with a slight decrease in 2023.

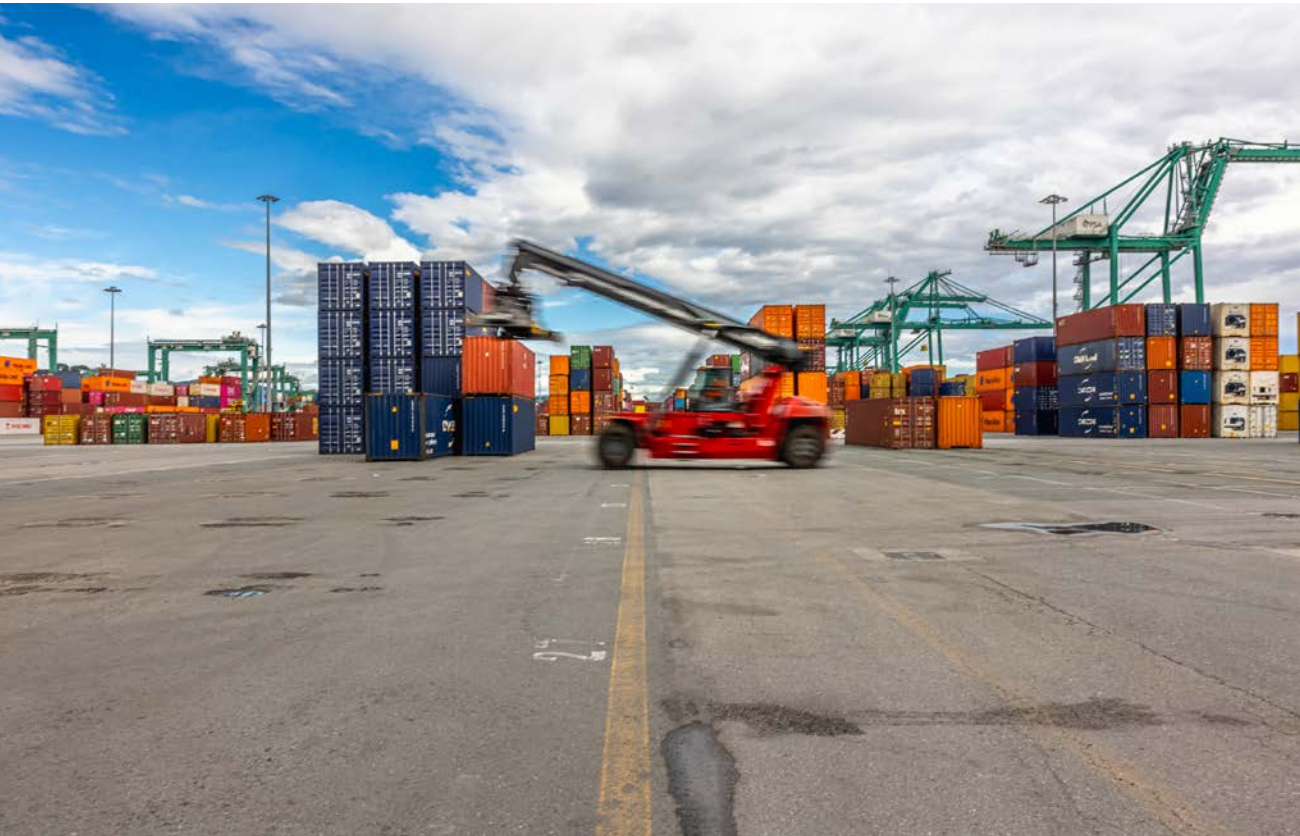
Energy intensity²⁸ [PSA Genova Pra](#)²⁹

	ENERGY INTENSITY	U.M.	2021	2022	2023
PSA GP	Total consumption (excluding thermal power plant, Gjoule)	GJ	227,527	229,623	200,186
	Denominator (total units handled)	TEU	1,484,580	1,526,707	1,449,199
	ENERGY INTENSITY PER TEU HANDLED (GJ/TEU)	GJ/TEU	0.15	0.15	0.14

28 TEU: throughput TEU.

29 GRI requires reporting in Joules, PSAI requires data in kWh. Double reporting in Gj and kWh/Throughput TEU required.

	ENERGY INTENSITY	U.M.	2021	2022	2023
PSA GP	Total consumption (excluding thermal power plant, kWh)	kWh	63,202,585	63.784.572	55,607,627
	Denominator (total units handled)	TEU	1,484,580	1.526.707	1,449,199
	ENERGY INTENSITY PER TEU HANDLED (KWH/TEU)	kWh/TEU	42.57	41.78	38.37



At [PSA SECH](#), the same intensity indicator is mainly affected by the number of reefer containers in storage, which continue the downward trend started in the previous two-year period (10,270 in 2021, 7,291 in 2022 and 7,073 in 2023). In fact, the number of reefers affects the indicator in terms of energy used for maintenance, but

does not affect the units, as it has no relevance to the terminal's operational energy performance. The indicator ultimately maintains the consolidated downward trend of the previous two years, thanks partly to the energy containment measures implemented, although it is affected by all terminal consumption not strictly

linked to movements (yard lighting, reefer storage, building power supply, etc.). In fact, at PSA SECH, it is impossible to perform a more accurate analysis, as separate meters per source type are not yet available.

Energy intensity³⁰ [PSA SECH](#)

	ENERGY INTENSITY	U.M.	2021	2022	2023
PSA SECH	Total consumption (excluding thermal power plant, Gjoule)	GJ	44,690	35,082	33,351
	Denominator (total units handled)	TEU	303,213	217,857	247,008
	ENERGY INTENSITY PER TEU HANDLED (GJ/TEU)	GJ/TEU	0.15	0.16	0.14

	ENERGY INTENSITY	U.M.	2021	2022	2023
PSA SECH	Total consumption (excluding thermal power plant, kWh)	kWh	12,414,019	9,745,023	9,264,137
	Denominator (total units handled)	TEU	303,213	217,857	247,008
	ENERGY INTENSITY PER TEU HANDLED (KWH/TEU)	kWh/TEU	40.94	44.73	37.51

30 TEU: throughput TEU.

At [PSA Venice-Vecon](#), the energy intensity indicator, calculated in relation to the TEUs handled, has been con-

stantly decreasing for the three-year period 2021-2023.

Energy intensity³¹ [PSA Venice-Vecon](#)

	ENERGY INTENSITY	U.M.	2021	2022	2023
PSA VENICE	Total consumption (excluding thermal power plant, Gjoule)	GJ	27,681	36,998	40,408
	Denominator (total units handled)	TEU	218,731	304,727	337,032
	ENERGY INTENSITY PER TEU HANDLED (GJ/TEU)	GJ/TEU	0.13	0.12	0.12

	ENERGY INTENSITY	U.M.	2021	2022	2023
PSA VENICE	Total consumption (excluding thermal power plant, kWh)	kWh	7,689,302	10,277,262	11,224,578
	Denominator (total units handled)	TEU	218,731	304,727	337,032
	ENERGY INTENSITY PER TEU HANDLED (KWH/TEU)	kWh/TEU	35.15	33.73	33.30

31 TEU: throughput TEU.

5.1.2 PRODUCTION OF WASTE

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

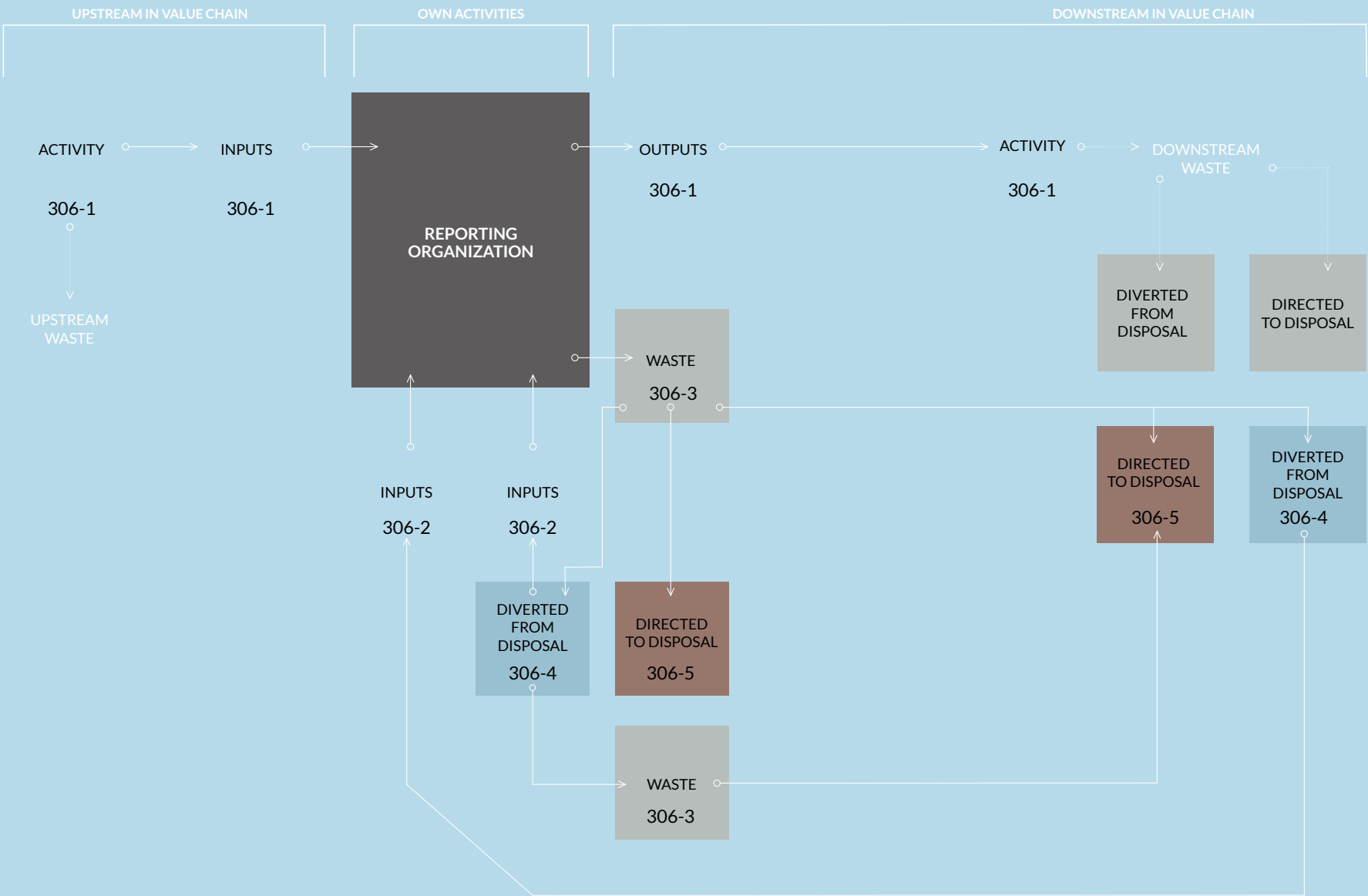
Beyond the waste listed below, the terminals do not handle, transport, import or export any other hazardous waste. Internal personnel are informed about the correct management of waste in

dedicated containers, both through periodic notices and through training courses on the management system.



Average waste gone to recycling at PSA Italy terminals

2021	2022	2023
86.8%	90.7%	93.4%



5.1.2.1 PRODUCTION OF WASTE AT PSA GENOVA PRA’

In 2023, there was a 15% reduction in waste produced with respect to the previous year, with the total value more in line with that of 2021. Reduction was mainly due to the decrease in mixed demolition waste (EWC 17 09 04), which in the previous year had been influenced by the withdrawal of old, deteriorated concrete new jersey. Despite the general reduction in the waste produced, there is

a slight increase in hazardous waste, which follows a variable trend. Below is a detailed table of the classification of waste produced during the three-year period, complete with the treatment to which it is destined.



Total weight of waste by type PSA Genova Pra’

EWC CODE ³²	DESCRIPTION	2021 (kg)	2022 (kg)	2023 (kg)	RECOVERY	DISPOSAL
02 03 04	Waste unusable for consumption or processing	0	0	560	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	0	0	80	R13	
08 03 18	Waste printing toner, other than those mentioned in 080317	160	125	42	R13	
12 01 12*	Used waxes and greases	0	0	0	R12	
12 01 15	Processing sludge	25	0	0	R13	
13 02 05*	Mineral oil waste for engines, gears and lubrication, non-chlorinated	41,090	39,320	42,410	R12	
13 03 07*	Non-chlorinated insulating oils	0	1,300	0	R12	
13 08 02*	Other emulsions	9,680	2,150	610		D9
14 06 03*	Other solvents	0.12	0.00	0.00		D15
15 01 01	Paper and cardboard packaging	16,920	15,060	11,360	R13	
15 01 03	Wooden packaging	26,672	32,520	29,880	R13	
15 01 06	Mixed-metal packaging	0	2,640	2,160	R13	
15 01 10*	Packaging containing residues of or contaminated by hazardous substances	5,153	4,242	3,891	R13	
15 02 02*	Absorbents, filter materials, wiping cloths and protective clothing contaminated by dangerous substances	3,690	5,475	12,530	R13	
15 02 03	Absorbents, filter materials, wiping cloths and protective clothing, other than those mentioned in 15 02 02	2.350	3.738	4.885	R13	
16 01 03	End-of-Life tyres	0	0	420	R13	
16 01 07*	Oil filters	3.335	4.036	3.684	R13	
16 01 21*	Hazardous components other than those mentioned in 160107 to 160111, 160113 and 160114	360	485	375	R13	
16 01 22	Components not otherwise specified	25	0	0	R13	
16 02 09*	PCB-containing transformers and capacitors	0	0	0		D9
16 02 11*	Discarded equipment containing chlorofluorocarbons, HCFCs, HFCs.	1,848	245	1,280	R13	
16 02 13*	Discarded equipment containing hazardous components other than those mentioned in 160209 and 160212	73,140	300	390	R13	

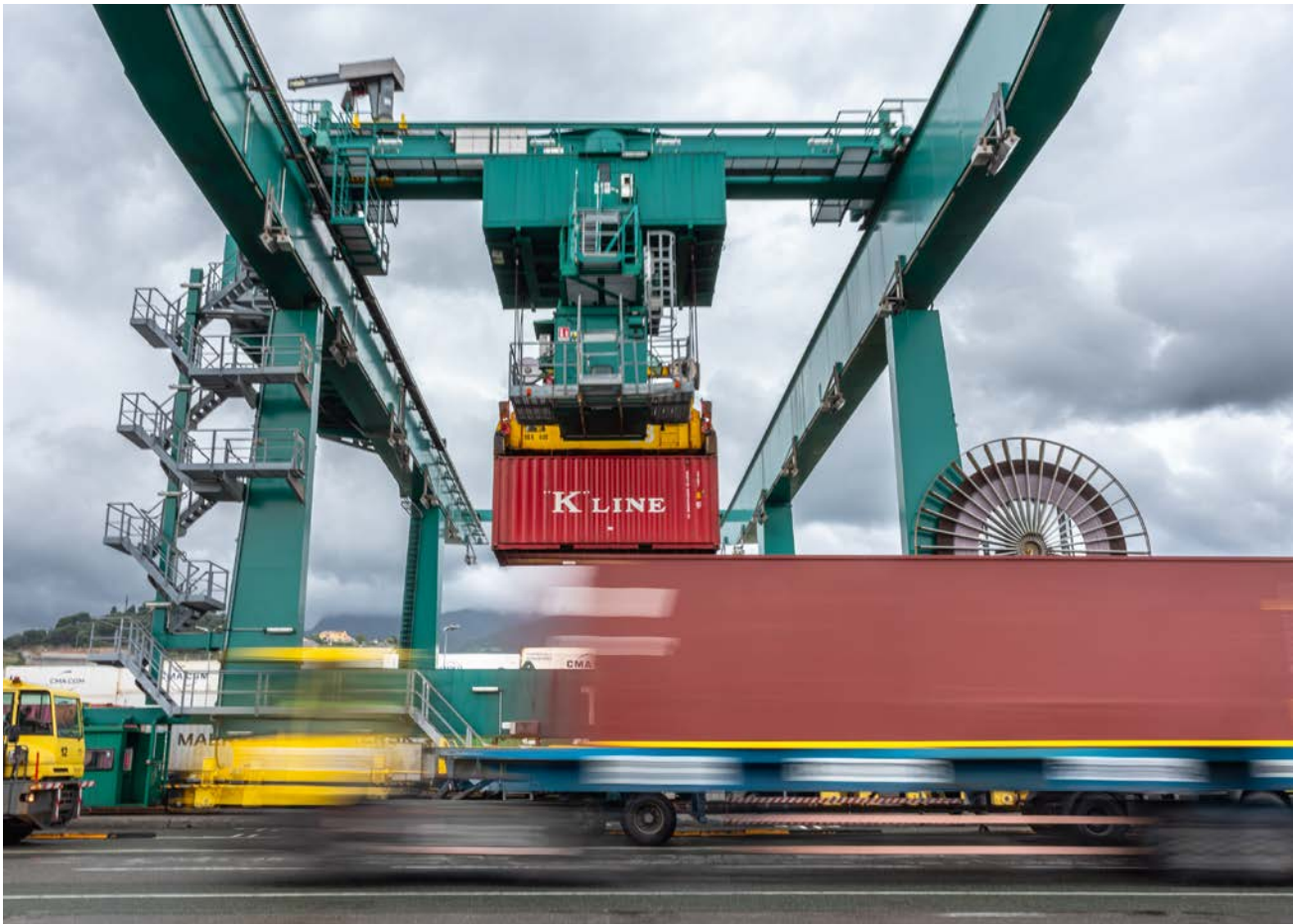
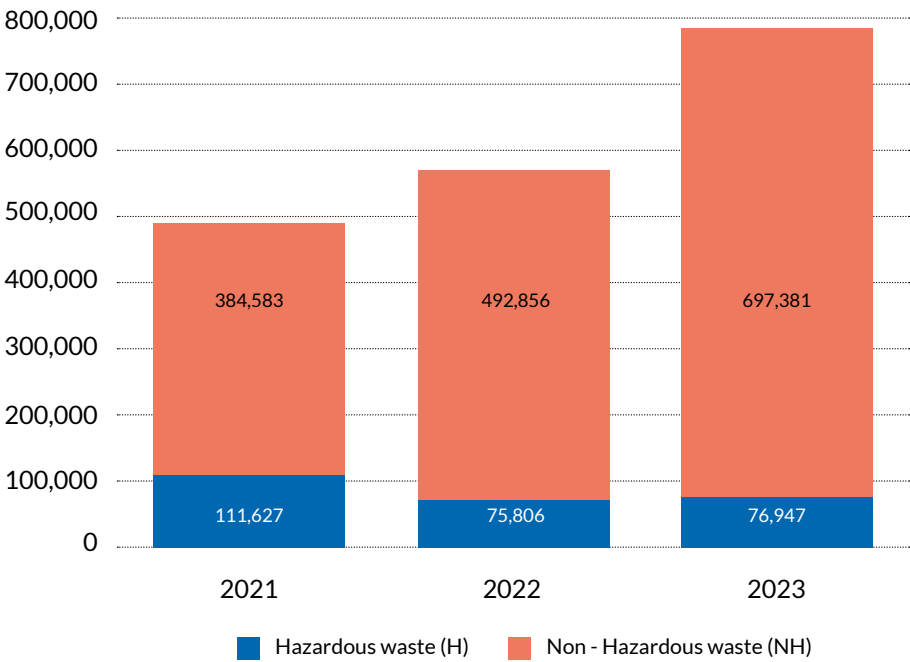
32 * hazardous waste.

EWG CODE ³²	DESCRIPTION	2021 (kg)	2022 (kg)	2023 (kg)	RECOVERY	DISPOSAL
16 02 14	Discarded equipment other than those mentioned in 160209 to 160213	2,285	10,250	3,530	R13	
16 02 15*	Hazardous components removed from discarded equipment	0	0	1,200	R13	
16 02 16	Components removed from discarded equipment	0	240	2,120	R13	
16 05 04*	Gases in pressure containers (including halons) containing hazardous substances	7	0	0		D15
16 05 05	Gases in pressure containers other than those mentioned in 16 05 04*.	0	0	0		D15
16 06 01*	Lead-acid batteries	8,821	9,964	9,712	R13	
16 06 02*	Nickel-cadmium batteries	0	0	0	R13	
16 06 04*	Alkaline batteries	0	0	0	R13	
16 07 08*	Oil-containing waste	8,080	1,570	155	R13	
16 10 02	Aqueous liquid waste other than those mentioned in 161001	0	0	0		D13
17 01 01	Cement	0	0	0	R13	
17 02 02	Glass in sheets	0	0	0	R13	
17 01 07	Mixtures of concrete, bricks, tiles other than those mentioned in 170106	540	760	100	R13	
17 02 03	Plastic	0	705	0	R13	
17 03 01*	Tar	0	150	0	R13	
17 03 02	Bituminous mixtures	0	17,215	11,244	R13	
17 04 05	Iron steel	69,140	159,040	159,350	R13	
17 04 07	Mixed metals	0	0	2,420	R13	
17 04 11	Cables, other than those mentioned in 170410	0	380	480	R12	
17 06 03*	Other insulating materials containing or consisting of hazardous substances	0	2,994	299		D15
17 06 04	Insulating materials other than those mentioned in 17 06 01* and 17 06 03*.	0	6,690	30	R13	
17 08 02	Gypsum-based construction materials	0	2,180	2,160		
17 09 04	Mixed construction and demolition waste other than those mentioned in 17 09 01*, 17 09 02* and 17 09 03*	297,360	319,700	188,960	R13	

EWG CODE ³²	DESCRIPTION	2021 (kg)	2022 (kg)	2023 (kg)	RECOVERY	DISPOSAL
18 01 03*	Waste that must be collected and disposed of using special precautions to prevent infection	27	15	17		D15
19 12 04	Plastic and rubber	0	0	1,400	R13	
20 01 01	Paper and cardboard	13,420	6,060	0	R13	
20 01 10	Clothing	75	0	0		D15
20 01 21*	Fluorescent tubes and other mercury-containing waste	240	100	294	R13	
20 01 23*	Discarded equipment containing chlorofluorocarbons	0	0	0	R13	
20 01 39	Plastic	880	3,310	1,020		D15
20 01 40	Metal	0	0	0		D15
20 02 01	Biodegradable waste	0	0	0	R13	
20 03 01	Non-differentiated urban waste	113,945	113,945	127,600		D15
20 03 03	Street cleaning residues	59,460	111,540	135,955	R13	
20 03 07	Bulky waste	3,360	10,140	11,705	R13	

32 * hazardous waste.

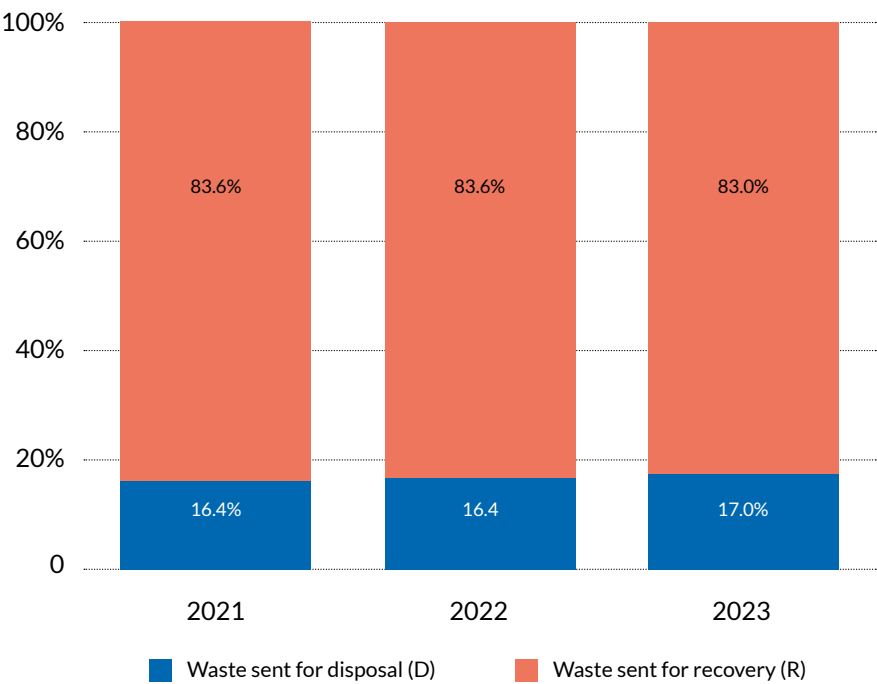
Annual production of waste at PSA Genova Pra'



Total weight of waste by disposal method at PSA Genova Pra'

	U.M.	2021	2022	2023
Waste sent for recovery (R)	Kg	635,976	765,025	642,622
	%	83.6%	83.6%	83.0%
Waste sent for disposal (D)	Kg	124,614	150,499	131,706
	%	16.4%	16.4%	17.0%
TOTAL	kg	760,590	915,524	774,328

Trend in % of waste sent for disposal and recovered at PSA Genova Pra'



Operations for which hazardous waste is destined at PSA Genova Pra'

	U.M.	2021	2022	2023
HAZARDOUS WASTE (H)	kg	153,868	73,381	76,947
DISPOSAL OPERATIONS				
Sent to incinerators (with energy recovery)	kg	0	0	0
Sent to incinerators (without energy recovery)	kg	0	0	0
Sent to landfill	kg	0	0	0
Sent to other disposal operations (cod. D9, D13 and D15)	kg	9,714	5,159	926
RECOVERY OPERATIONS				
Sent for preparation for re-use	kg	0	0	0
Sent for recycling	kg	0	0	0
Sent to other recovery operations (R12 -R13)	kg	144,154	68,222	76,021

Operations for which non-hazardous waste is destined at PSA Genova Pra'

	U.M.	2021	2022	2023
NON-HAZARDOUS WASTE (NH)	kg	606,722	842,143	697,381
DISPOSAL OPERATIONS				
Sent to incinerators (with energy recovery)	kg	0	0	0
Sent to incinerators (without energy recovery)	kg	0	0	0
Sent to landfill	kg	0	0	0
Sent to other disposal operations (cod.D9, D13 and D15)	kg	114,900	145,340	130,780
RECOVERY OPERATIONS				
Sent for preparation for re-use	kg	0	0	0
Sent for recycling	kg	0	0	0
Sent to other recovery operations (R12 -R13)	kg	491,822	696,803	566,601

5.1.2.2 PRODUCTION OF WASTE AT PSA SECH

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

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 involved.

As the tables and graphs reported below indicate, the quantity of total waste produced in 2023 has significantly reduced compared to 2022, with a decrease of 135,506kg. The values reported below are still in line with the physiological production of the terminal, attributing to the exceptional condition associated with some demolitions in 2022. Also with regard to the hazardous goods fraction intercepted in 2023, there is a significant decrease compared to 2022 (-18,234 kg). The decrease in the total amount of waste generated is specifically attributable to the decrease in the following EWCs:

- 150106 "Mixed-metal packaging";
- 150202* "absorbents, filter materials, wiping cloths and protective clothing contaminated by dangerous substances". This fraction decreased significantly in 2023, due to the replacement of the absorbent material usually used to contain spills during maintenance activities and in workshops with washable and reusable absorbent cloths and rags that do not constitute waste;
- 160114* "antifreeze liquids containing hazardous substances", 160214 "discarded equipment other than those mentioned in 160209 to 160213", 160601* "lead-acid batteries", 160708* "oil-containing waste (R13)" and 161002

- "aqueous liquid waste other than those mentioned in 161001" also decreased;
- With regard to EWC 170101 "cement", which was present in 2022 due to the extraordinary demolition of the deteriorated new jersey, in 2023, as in previous years, no production took place, and EWC 170904 "Mixed construction and demolition waste other than those mentioned in 170901, 170902 and 170903" also decreased significantly;
- with regard to EWC 200304 "septic tank sewage", ownership of the waste is the responsibility of the transporter, as per new legislation.

By further analysing the various items, an increase in the following EWC codes can be observed: 160103 "end-of-Life tyres", 170302 "bituminous mixtures other than those mentioned in 170301", 160211* "discarded equipment containing chlorofluorocarbons, HCFCs, HFCs", 170411 "cables, other than those mentioned in 170410", still in line with 2020 and 2021.

The percentage of non-differentiated urban waste, which is collected inside the terminal in special bins and picked up by the municipal company in charge, is added to these quantities. Specifically, this refers to: non-differentiated waste, sent for disposal; paper and plastic packaging, sent for recovery. PSA SECH is unable to keep records of these types of waste, which is collected by the municipal service operator together with that produced by the other port facilities, meaning that no quantitative data is available in this regard. In this respect, it should be noted that new bins have been installed on the trolleys of some of the equipment in order to reduce the abandonment, especially of plastic bottles, in the operational areas of the terminal.

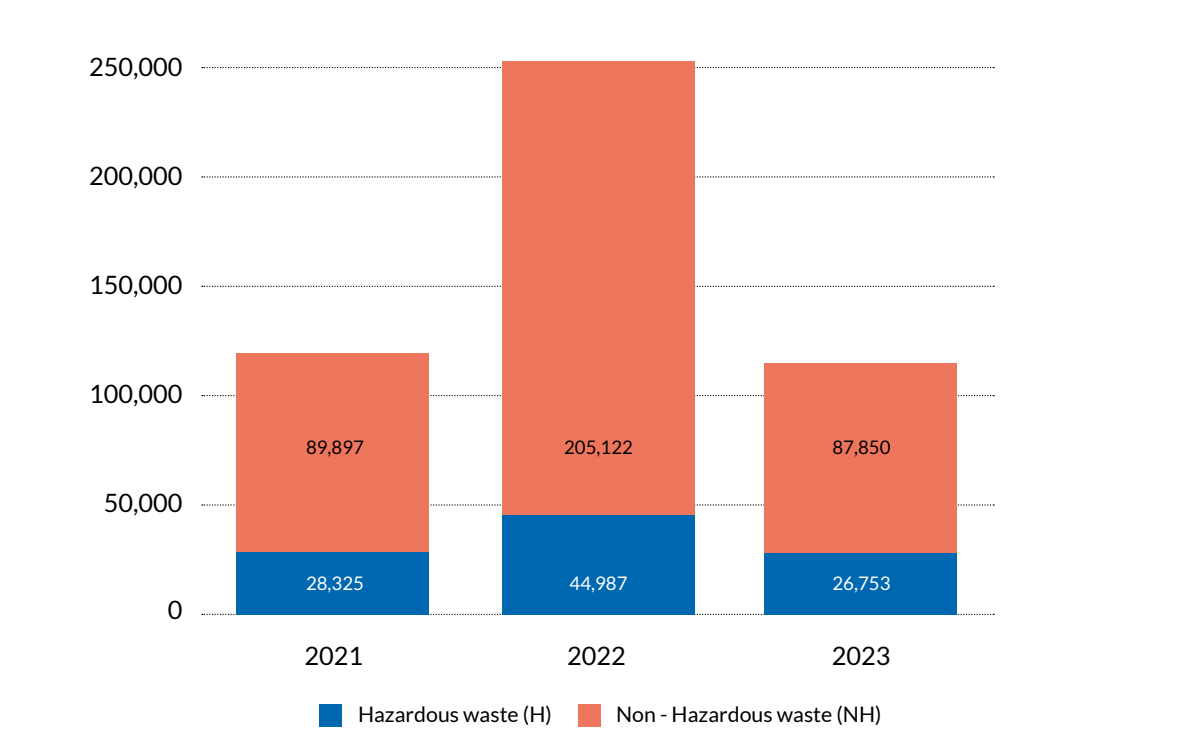
Total weight of waste by type PSA SECH

EWC CODE ³³	DESCRIPTION	kg 2021	kg 2022	kg 2023	RECOVERY	DISPOSAL
07 02 13	Plastic waste	0	0	0	R13	
08 01 11*	waste paints and varnishes containing organic solvents or other hazardous substances	0	290	0	R13	
08 03 18	Waste printing toner, other than those mentioned in 080317	86	19	5	R13	
12 01 12*	Used waxes and greases	0	0	0		D15
13 01 10*	Mineral oils for non-chlorinated hydraulic circuits	6,770	5,700	6,600	R12	
13 01 10*	Mineral oils for non-chlorinated hydraulic circuits	0	0	1,250		D09
13 02 05*	Mineral oil waste for engines, gears and lubrication, non-chlorinated	5,880	5,300	4,400	R12	
13 07 01*	Fuel Oil and Diesel	0	0	0	R9	
15 01 01	Paper and cardboard	2,520	0	0	R13	
15 01 03	Wooden packaging	8,300	5,080	7,580	R13	
15 01 06	Mixed-metal packaging	0	9,380	0	R13	
15 01 10*	Packaging containing residues of or contaminated by hazardous substances	317	0	715	R12	
15 01 10*	Packaging containing residues of or contaminated by hazardous substances	82	620	0	R13	
15 01 11*	Gases in pressure containers (including halons) containing hazardous substances	96	46	64	R13	
15 02 02*	Absorbents, filter materials, wiping cloths and protective clothing contaminated by dangerous substances	4,655	2,310	420	R13	
15 02 03	Absorbents, filter materials, wiping cloths and protective clothing, other than those mentioned in 15 02 02	220	150	835	R13	
15 02 03	Absorbents, filter materials, wiping cloths and protective clothing, other than those mentioned in 15 02 02	196	0	0		D14
16 01 03	End-of-Life tyres	0	0	1,800	R13	
16 01 07*	Oil filters	629	447	314	R13	
16 01 12	Brake pads other than those mentioned in 160111	2	45	73	R13	
16001 14*	Antifreeze liquids containing hazardous substances	0	5.381	629	R13	
16 01 19	Plastic	0	0	0	R13	
16 01 20	Glass from end-of-life vehicles	0	0	0	R13	
16 01 21*	Hazardous components other than those mentioned in 160107 to 160111, 160113 and 160114	326	163	205	R13/R12	
16 01 22	Components not otherwise specified	0	0	0	R13	
16 02 11*	Discarded equipment containing chlorofluorocarbons, HCFCs, HFCs.	0	50	1,020	R13	
16 02 13*	Discarded equipment containing hazardous components other than those mentioned in 160209 and 160212	20	120	40	R13	
16 02 14	Discarded equipment other than those mentioned in 160209 to 160213	1,199	1,410	866	R13	
16 03 03*	Inorganic waste containing hazardous substances	0	0	0		D15
16 03 05*	Organic waste containing hazardous substances	0	0	0		D15
16 03 06	Organic waste other than those mentioned in 16 03 05	0	0	0		D15

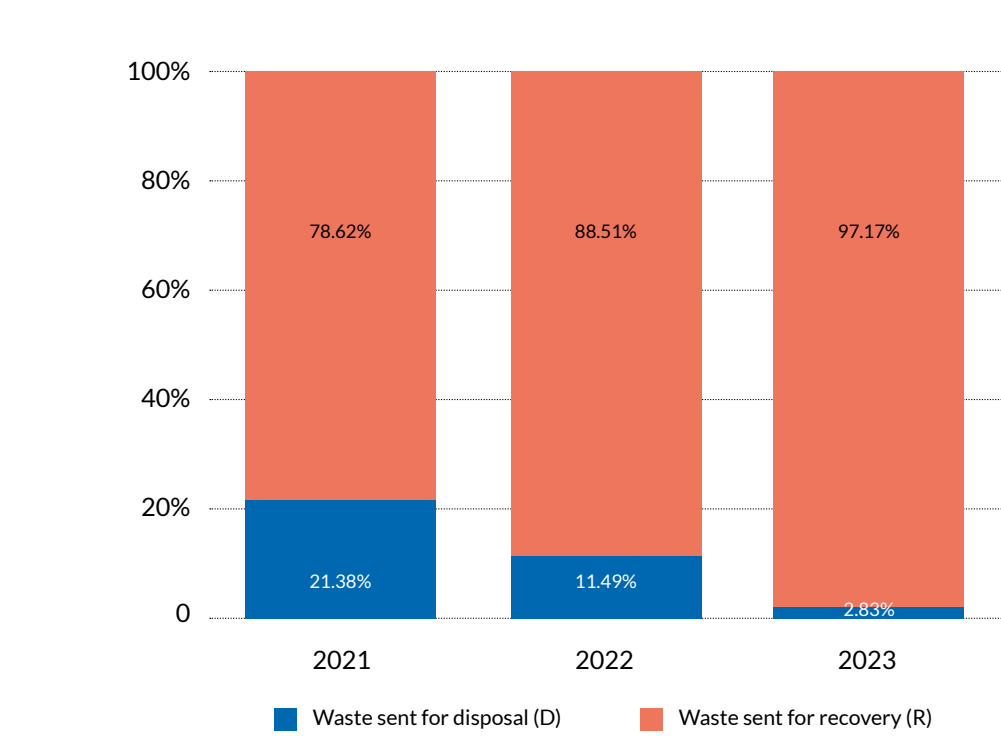
33* hazardous waste.

EWC CODE ³³	DESCRIPTION	kg 2021	kg 2022	kg 2023	RECOVERY	DISPOSAL
16 05 05	Gases in pressure containers other than those mentioned in 16 05 04	0	20	0	R13	
16 05 08*	waste organic chemical substances containing or consisting of hazardous substances	0	200	0		
16 06 01*	Lead-acid batteries	2,647	1,660	1,401	R13/R12	
16 06 04	Alkaline batteries	14	8	0	R13	
16 06 05	Other batteries and accumulators	0	1	1	R13	
16 07 08*	Oil-containing waste	6,690	22,700	8,730	R9	
16 07 08*	Oil-containing waste	92	0	0		D9
16 10 02	Aqueous liquid waste other than those mentioned in 16 1001	1,480	18,790	1,030		D9/D13
16 10 03*	Aqueous concentrates containing dangerous substances	0	0	0		D15
17 01 01	Cement	0	41,380	0	R13	
17 01 07	Mixtures of concrete, bricks, tiles other than those mentioned in 170106		0	0	R13	
17 02 01	Wood	0	0	0	R13	
17 02 02	Glass in sheets	0	0	0	R13	
17 02 03	Plastic	240	120	2,020	R13	
17 02 04 *	Glass, plastic and wood containing or contaminated by hazardous substances	121	0	0	R13	
17 03 02	Bituminous mixtures other than those mentioned in 17 03 01	0	0	5,880	R13	
17 04 02	Aluminium	180	0	0	R13	
17 04 05	Iron and steel	30,320	39,600	41,650	R13	
17 04 07	Mixed metals	11,540	0	0	R13	
17 04 11	Cables, other than those mentioned in 170410	920	240	1,230	R13	
17 06 03	Other insulating materials containing or consisting of hazardous substances	0	0	965		D15
17 06 04	Insulating materials other than those mentioned in 17 06 01 and 17 06 03	2,120	630	0	R13	
17 09 04	Mixed construction and demolition waste other than those mentioned in 17 09 01, 17 09 02 and 17 09 03	0	74,340	21,510	R13	
18 01 03*	Waste that must be collected and disposed of using special precautions to prevent infection	0	0	0		D15
19 08 14	Sludges from other treatment of industrial waste water other than those mentioned in 19 08 13*.	300	350	0		D15
20 01 01	Paper and cardboard	0	0	0	R13	
20 01 21*	Fluorescent tubes and other mercury-containing waste	0	0	0	R13	
20 01 23 *	Discarded equipment containing CFC	0	0	0	R13	
20 01 38	Wood other than 200137	0	0	0	R13	
20 02 01	Biodegradable waste	0	0	0	R13	
20 03 03	Street cleaning residues	680	0	0	R13	
20 03 03	Street cleaning residues	0	0	0		D9
20 03 04	Septic tank sewage	20,360	9,400	0		D9
20 03 06	Products from waste water cleaning	3,140	0	0		D9
20 03 07	Bulky waste	6,080	4,160	3,370	R13	

Annual production of waste at PSA SECH



Trend in % of waste sent for disposal and recovered at PSA SECH



Total weight of waste by disposal method at PSA SECH

	U.M.	2021	2022	2023
Waste sent for recovery (R)	kg	92,942	221,369	111,358
	%	78.62%	88.51%	97.17%
Waste sent for disposal (D)	kg	25,280	28,740	3,245
	%	21.38%	11.49%	2.83%
TOTAL	kg	118,222	250,109	114,603

Operations for which hazardous waste is destined at PSA SECH

	U.M.	2021	2022	2023
HAZARDOUS WASTE (H)	kg	28,325	44,987	26,753
DISPOSAL OPERATIONS				
Sent to incinerators (with energy recovery)	kg	0	0	0
Sent to incinerators (without energy recovery)	kg	0	0	0
Sent to landfill	kg	0	0	0
Sent to other disposal operations (cod. D9, D13, D14 and D15)	kg	174	200	2,215
RECOVERY OPERATIONS				
Sent for preparation for re-use (cod. R09)	kg	6,690	22,700	8,730
Sent for recycling	kg	0	0	0
Sent to other recovery operations (R12 -R13)	kg	21,461	22,087	15,808

	U.M.	2021	2022	2023
NON-HAZARDOUS WASTE (NH)	kg	89,897	205,122	87,850
DISPOSAL OPERATIONS				
Sent to incinerators (with energy recovery)	kg	0	0	0
Sent to incinerators (without energy recovery)	kg	0	0	0
Sent to landfill	kg	0	0	0
Sent to other disposal operations (cod. D9, D13, D14 and D15)	kg	25,476	28,540	1,030
RECOVERY OPERATIONS				
Sent for preparation for re-use	kg	0	0	0
Sent for recycling	kg	0	0	0
Sent to other recovery operations (R12 -R13)	kg	64,421	176,582	86,820

5.1.2.3 PRODUCTION OF WASTE AT PSA VENICE-VECON

For [PSA Venice-Vecon](#), an analysis of the data from the last three years shows a progressive increase in overall annual waste production, due to the increase in the volumes of containers handled. In addition, there was a 30% increase in hazardous waste compared to 2022. Over the same period, non-hazardous waste remained practically unchanged, at around +2%. In 2023, the most important production from a quantitative point of view was that of: wood, iron and steel packaging,

residues from street cleaning, paper and cardboard, and non-differentiated urban waste, which is not strictly dependent on the operational activity of PSA Venice-Vecon, but also on the waste produced by the third-party personnel present at the terminal, which increased in 2023 due to the higher number of containers handled. Below is a detailed table of the classification of waste produced during the three-year period, complete with the treatment method of the waste.

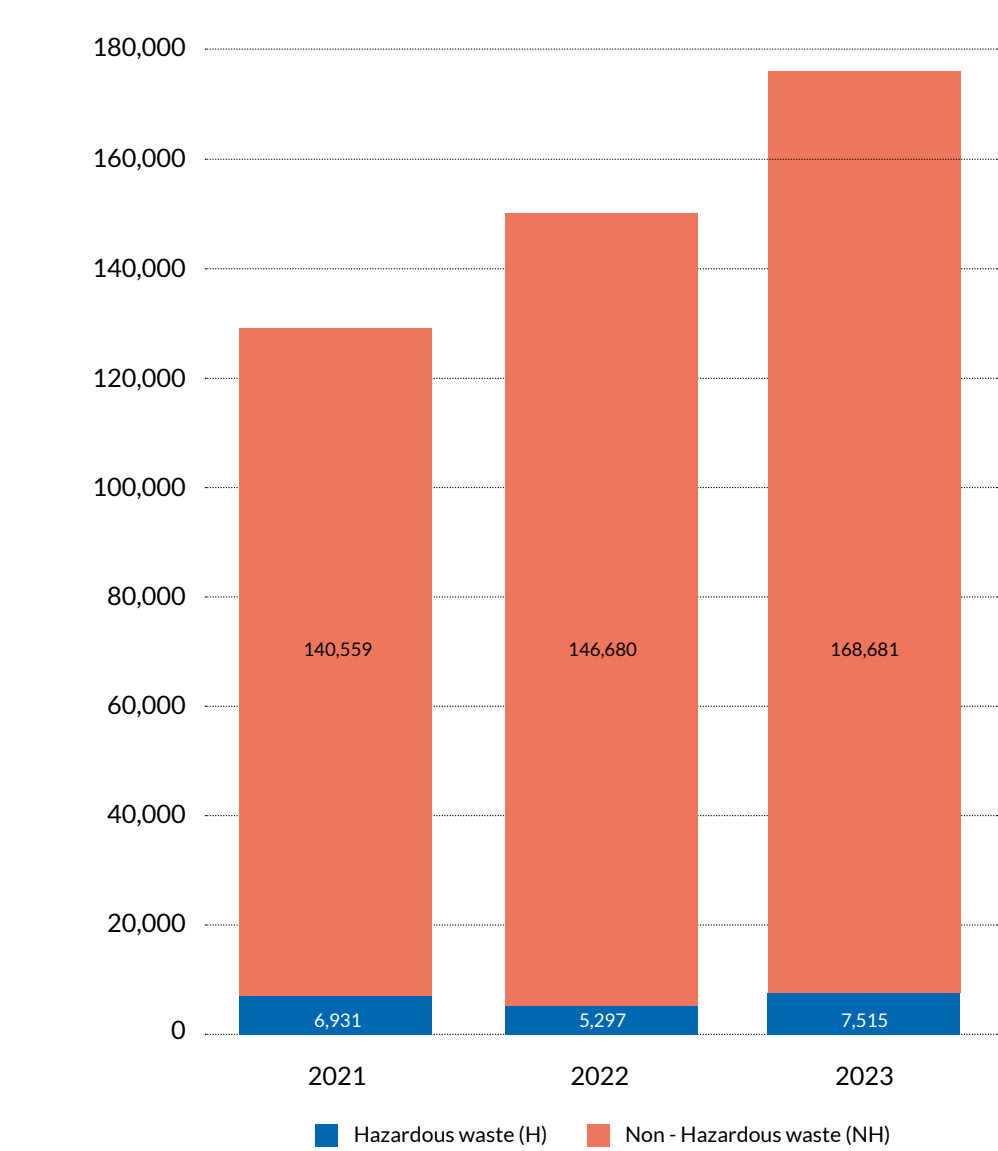


Total weight of waste by type PSA Venice-Vecon

EWC CODE ³⁴	DESCRIZIONE	2021 kg	2022 kg	2023 kg	DISPOSAL	RECOVERY
07 02 13	Plastic waste	0	410	0	R13	
08 01 21*	Paint or paint stripper residues	67	6	0	R13	
13 01 05*	non-chlorinated emulsions	0	0	0		D15
13 01 10*	Mineral oils for non-chlorinated hydraulic circuits	237	1,383	1,132	R13	
13 02 05*	Mineral oils for engines, gears and lubrication, non-chlorinated	4,043	1,923	3,627	R13	
15 01 03	wooden packaging	69,130	80,600	80,720	R13	
15 01 06	Mixed-metal packaging	11,280	6,710	6,660	R13	
15 01 10*	Packaging containing residues of or contaminated by hazardous substances	122	55	51	R13	
15 02 02*	Absorbents, filter materials (including oil filters not otherwise specified), wiping cloths and protective clothing, contaminated with hazardous substances	263	233	256	R13	
15 02 03	Absorbents, filter materials, wiping cloths and protective clothing, other than those mentioned in 150202	102	92	252	R13	
16 01 07*	Oil filters	265	206	249	R13	
16 01 12	Brake pads, other than those mentioned in 160111	37	8	2	R13	
16 01 14*	Antifreeze liquids containing hazardous substances	0	0	0	R13	
16 01 21*	Hazardous components other than those mentioned in 160107 to 160111, 160113 and 160114	329	272	265	R13	
16 02 13*	discarded equipment containing hazardous components (1) other than those mentioned in 160209 and 160212	0	0	0	R13	
16 02 14	Discarded equipment other than those mentioned in 160209 to 160213	0	0	0	R13	
16 02 16	Components removed from discarded equipment other than those mentioned in 160215	0	0	0	R13	
16 03 05*	Organic waste containing hazardous substances	0	0	645	R13	
16 05 04*	Gases in pressure containers (including halons) containing hazardous substances	48	38	26	R13	
16 05 05	Gases in pressurised containers	0	0	1,347	R13	
16 06 01*	Lead-acid batteries	1,545	1,181	1,264	R13	
17 04 05	Iron and steel	9,420	21,320	25,600	R13	
17 04 11	Cables, other than those mentioned in 17 04 10	0	1,600	0	R13	
19 08 01	Screening residues from washing	0	0	0	R13	
20 01 01	Paper and cardboard	4,380	6,380	13,140	R13	
20 01 21*	fluorescent tubes	12	0	0	R13	
20 03 01	non-differentiated urban waste	16,780	19,940	19,260	R13	
20 03 03	Street cleaning residues	27,180	9,620	21,700	R13	
20 03 03	Street cleaning residues	2,250	0	0		D15

34 * hazardous waste.

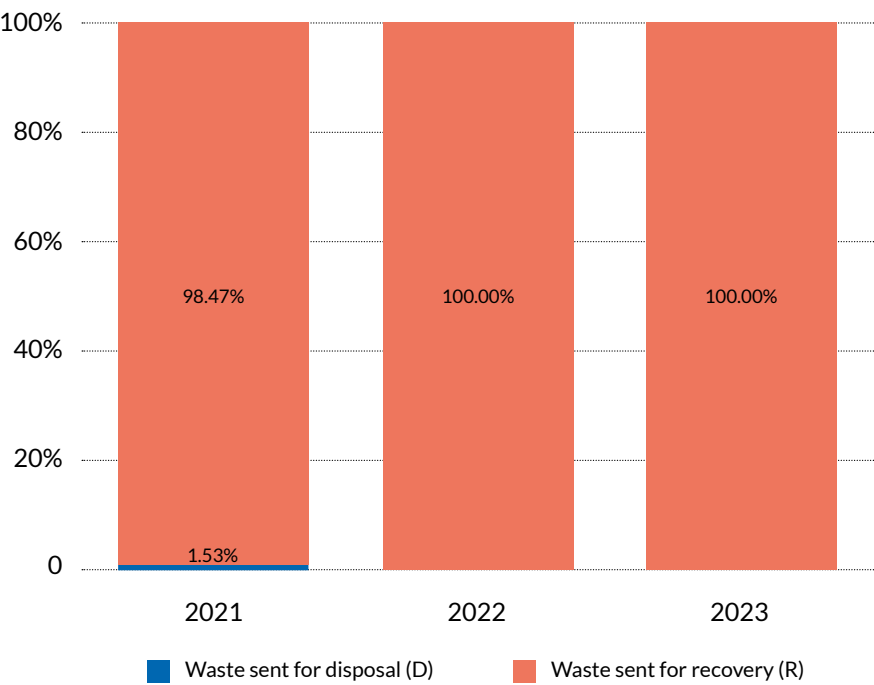
Annual production of waste at PSA Venice-Vecon



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

	U.M.	2021	2022	2023
Waste sent for recovery (R)	kg	145,240	151,977	176,196
	%	98.47%	100.00%	100.00%
Waste sent for disposal (D)	kg	2,250	0	0
	%	1.53%	0.00%	0.00%
TOTAL	kg	147,490	151,977	176,196

Trend in % of waste sent for disposal and recovered at PSA Venice-Vecon



Operations for which hazardous waste is destined at PSA Venice-Vecon

	U.M.	2021	2022	2023
HAZARDOUS WASTE (H)	kg	6,931	5,297	7,515
DISPOSAL OPERATIONS				
Sent to incinerators (with energy recovery)	kg	0	0	0
Sent to incinerators (without energy recovery)	kg	0	0	0
Sent to landfill	kg	0	0	0
Sent to other disposal operations (cod. D9, D13, D14 and D15)	kg	0	0	0
RECOVERY OPERATIONS				
Sent for preparation for re-use (cod. R09)	kg	0	0	0
Sent for recycling	kg	0	0	0
Sent to other recovery operations (R12 -R13)	kg	6,931	5,297	7,515

Operations for which non-hazardous waste is destined at PSA Venice-Vecon

	U.M.	2021	2022	2023
NON-HAZARDOUS WASTE (NH)	kg	140,559	146,680	168,681
DISPOSAL OPERATIONS				
Sent to incinerators (with energy recovery)	kg	0	0	0
Sent to incinerators (without energy recovery)	kg	0	0	0
Sent to landfill	kg	0	0	0
Sent to other disposal operations (cod. D9, D13, D14 and D15)	Kg	0	0	0
RECOVERY OPERATIONS				
Sent for preparation for re-use	kg	0	0	0
Sent for recycling	kg	0	0	0
Sent to other recovery operations (R12 -R13)	kg	140,559	146,680	168,681



5.1.3 EMISSIONS

The entire [PSA Italy](#) terminal area is affected by the presence of channelled emissions.

The channelled emissions present within the [PSA Genova Pra'](#) terminal are represented by:

- emissions from the terminal thermal plants. Winter thermal conditioning is guaranteed using natural gas boilers, located in the various buildings throughout the terminal. The thermal plants are periodically inspected by the third-party contractor responsible, in accordance with the law. Experienced maintenance engineers are used to carry out the plant inspection activities. PSA Genova Pra' monitors the quantities of refrigerant gases released into the

atmosphere as a result of physiological causes in the plants, following specific damage to the refrigerants loaded by the terminal in the air conditioning systems (civil or vehicle), and also as a result of plant replacements. Any refills of fluorinated gases are reported in the F Gas Database, established pursuant to Presidential Decree 146/2018.

The number of air conditioning units handled at PSA Genova Pra' is shown below. However, the details of the air conditioning systems on our operating vehicles are not shown. 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.

Air conditioning units at PSA Genova Pra'

YEAR	TOT CLIMATE	TOTAL KG OF GAS CONTAINED	TON CO ₂ EQUIVALENT	AIR CONDITIONERS DISMANTLED AND REPLACED	AIR CONDITIONERS ADDED	AIR CONDITIONERS REMOVED AND NOT REPLACED	DISPOSED R22 GAS (KG)	RESIDUAL R22 GAS (KG)
2021	50	510.50	1,097.37	2	26	2	0	0
2022	57	585.63	1,251.88	3	7	1	0	0
2023	56	499.10	1,072.72	0	0	1	0	0

There are also solar thermal systems for the production of hot water and photovoltaic systems for the production of electricity located in the more recently constructed buildings within the terminal.

- emissions from activities involving solvents, painting 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. The 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 plants, to which the emissions of air conditioning systems under abnormal or emergency conditions are accounted for. At PSA SECH, the thermal power plant is used to heat the sanitary water for the changing rooms, while the heating of the offices is provided by a heat pump system, used in air conditioning mode during the summer. This solution significantly reduces the consumption of traditional fuels (at PSA SECH, the thermal power plant used to heat the sanitary water for the changing rooms is powered by methane), as well as emissions. However, it must be kept under control due to the presence of ozone depleting substances (ODS), as heat pumps carry gases such as R134A, R32, R407C, R410A and R448A. Pursuant to Presidential Decree 74/2013, all systems are equipped with the relevant booklets, both for

thermal power plants and air conditioners. Energy efficiency reports are carried out at every heating season, or every two, depending on the periodicity imposed by the regulations. In relation to the refrigerant gas R22, the use of which is no longer permitted in new installations, there are no longer any units using this refrigerant gas at PSA SECH in 2023, the last of which was phased out in 2022. Below are details of the machines installed at PSA SECH. The various indicators referring to the air-conditioning situation show values comparable with those of previous years, considering the fact that the number of total air-conditioners only increased by one unit in 2023 compared to 2022. It is also worth highlighting the absence of disposed gas and, as described above, an absence of residual R22 gas given that there are no longer any air conditioners equipped with this refrigerant gas in the terminal.

Air conditioning units at PSA SECH

YEAR	TOT CLIMATE	TOTAL KG OF GAS CONTAINED	TON CO ₂ EQUIVALENT	AIR CONDITIONERS DISMANTLED AND REPLACED	AIR CONDITIONERS ADDED	AIR CONDITIONERS REMOVED AND NOT REPLACED	DISPOSED R22 GAS (KG)	RESIDUAL R22 GAS (KG)
2021	194	219.34	396.75	5	9	5	2.44	1.57
2022	192	253.79	438.75	1	2	3	0	0
2023	193	252.73	435.29	3	4	0	0	0

- missions from welding activities, from internal mechanical maintenance activities, regulated by the provisions of Article 272 of Legislative Decree 152/2006 and Regional Government Decree 1260/2010;
- emissions from mechanical metalworking and/or surface treatment and/or other metalworking activities, from internal 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 plant; the Sartori building is heated and cooled by a variable refrigerant volume (VRV) system. In addition, an LPG-fuelled boiler was installed for the supply of hot water and the heating of the

changing rooms. The workshop area within the warehouse is heated by radiant panels. All buildings where staff are present are equipped with heat pump cooling/heating units. The data centres are cooled by air conditioners. In 2014, the refrigeration machines serving the Sartori Building were replaced by changing from coolant R22 to R410A. The company has entrusted the maintenance of the plants to an external company and its personnel, qualified as refrigeration technicians (certificate and licence as required by current legislation). With regards to energy efficiency, some equipment is subject to energy efficiency verification every four years according to Presidential Decree 74/2013.

Below are the details of the situation at PSA Venice-Vecon, with the list of installed machines:

Air conditioning units at PSA Venice-Vecon

YEAR	TOT CLIMATE	TOTAL KG OF GAS CONTAINED	TON CO ₂ EQUIVALENT	AIR CONDITIONERS DISMANTLED AND REPLACED	AIR CONDITIONERS ADDED	AIR CONDITIONERS REMOVED AND NOT REPLACED	DISPOSED R22 GAS (KG)	RESIDUAL R22 GAS (KG)
2021	66	248.72	514.92	3	1	0	0	0
2022	67	235.32	504.32	6	1	0	0	0
2023	73	213.79	491.88	2	3	0	0	0

- emissions from welding activities, from internal mechanical maintenance activities, regulated by the provisions of Article 272 of Legislative Decree 152/2006 and Regional Government Decree 1260/2010;
- emissions from mechanical metalworking and/or surfa-

ce treatment and/or other metalworking activities, from mechanical maintenance activities, regulated by the provisions of Article 272 of Legislative Decree 152/2006 and Regional Government Decree 1260/2010.

The [three PSA Italy terminal](#) reas are also affected by the presence of [diffuse](#) emissions, both direct, attributable mainly to exhaust emissions from handling vehicles, and indirect, attributable to truck traffic, as well as to employee mobility (home-work commuting and internal travel).

The emissions from the activities of third parties operating on the site are dealt with in the dedicated section 5.2 Indirect Environmental Impacts.

The three [PSA Italy terminals](#) monitor the consumption of operating vehicles, as well as the consumption of electricity, methane and LPG, in order to periodically assess greenhouse gas (GHG) emissions. In this way, emissions related to direct and indirect diffuse emissions resulting from diesel and electricity consumption can be quantified in terms of the production of tonnes of CO₂ equivalent and greenhouse gases. The production of these substances depends not only on the type of diesel used, but also on the conditions of use

and the technologies used (especially with reference to NM-VOC, CO, TSP)³⁵. Therefore, it is important to note that the values reported are useful, at an indicative level, for assessing their trend over time, in order to get an indication of the fleet’s polluting potential, even though they may differ significantly from the actual emissions into the atmosphere. The plurality of equipment and their conditions of use does not allow a more accurate estimate for reporting purposes at the moment.

Below is a table showing the quantification of GHG emissions derived 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 sanitary water production. The source, referred to by the PSA Group, is the GHG Protocol for Stationary Combustion.

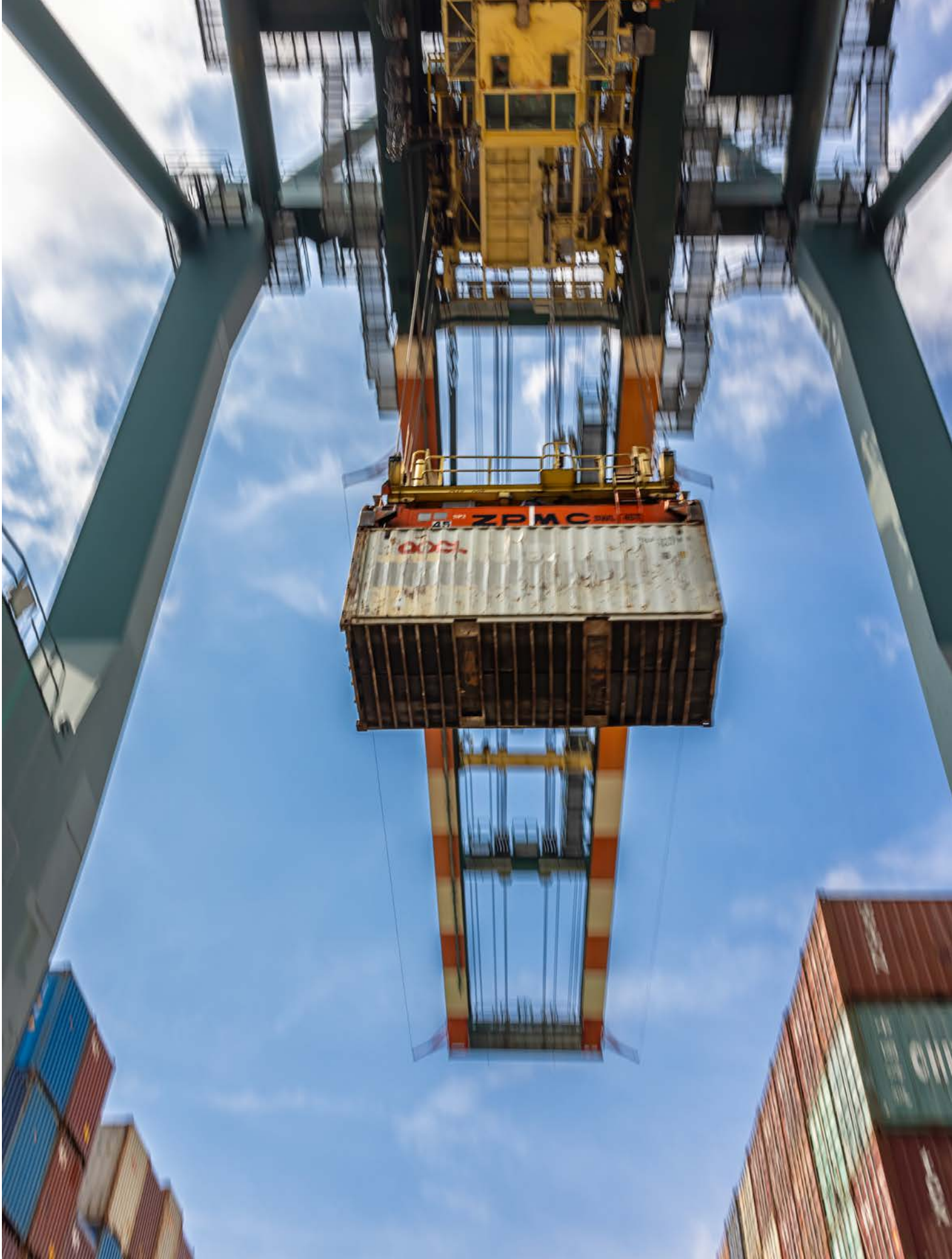
PSA GROUP EMISSION FACTORS ³⁶	CO ₂ [kg/l]	CH ₄ [kg/l]	N ₂ O [kg/l]	TOT CO ₂ eq [kg/l]
SOURCE	CO ₂ EQUIVALENTS			
DIESEL	2.6765	0.0101	0.0057	2.6923
PETROL	2.2718	0.0092	0.0052	2.2862
METHANE	1.8850	0.0047	0.0009	1.8906
LPG	2.9846	0.0066	0.0013	2.9925

With regard to the other pollutants (NO_x, NM-VOC, CO, NH₃ and TSP), the conversion factors were recalculated and refined, with respect to the previous edition of the report, using what was published in the EMEP/EAA Air Pollutant Emission Inventory Guidebook 2019. These factors were only applied

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

EMEP/EAA 2019 EMISSION FACTORS ³⁷	NO _x [KG/KG]	NM-VOC [KG/KG]	CO [KG/KG]	NH ₃ [KG/KG]	TSP [KG/KG]
SOURCE	OTHER POLLUTANTS				
DIESEL	0.0334	0.0019	0.0076	0.0000	0.0009
PETROL	0.0087	0.0101	0.0847	0.0011	0.0000

35 NM-VOC: non-methane volatile organic compounds; CO: carbon monoxide; TSP: total suspended particulates.
36 CH₄: methane; N₂O: nitrogen monoxide.
37 NO_x: nitrogen oxides; NM-VOC: non-methane volatile organic compounds; CO: carbon monoxide; NH₃: ammonia; TSP: total suspended particulates.



NOx, SOx and other significant atmospheric emissions
from diesel combustion

		PSA GP			PSA SECH			PSA VENICE		
		2021 (T)	2022 (T)	2023 (T)	2021 (T)	2022 (T)	2023 (T)	2021 (T)	2022 (T)	2023 (T)
D I E S E L	NO _x	104.87	107.09	90.40	19.44	13.73	13.88	13.75	18.28	19,91
	NM-VOC	6.03	6.16	5.20	1.12	0.79	0.80	0.79	1.05	1,15
	CH ₄	38.06	38.87	32.81	7.06	4.98	5.04	4.99	6.64	7,22
	CO ₂	10,072.93	10,286.26	8,683.66	1,867.17	1,318.64	1,333.41	1,320.97	1,756.21	1.912,01
	CO	23.82	24.32	20.53	4.42	3.12	3.15	3.12	4.15	4,52
	NH ₃	0.04	0.04	0.04	0.01	0.01	0.01	0.01	0.01	0,01
	N ² O	21.61	22.07	18.63	4.01	2.83	2.86	2.83	3.77	4,10
	TSP	2.95	3.02	2.55	0.55	0.39	0.39	0.39	0.52	0,56
	TOT CO ₂ EQ	10,132.61	10,347.20	8,735.10	1,878.24	1,326.45	1,341.31	1,328.80	1,766.61	1.923,34

NOx, SOx and other significant atmospheric emissions
from petrol combustion

		PSA GP			PSA SECH			PSA VENICE		
		2021 (T)	2022 (T)	2023(T)	2021 (T)	2022 (T)	2023 (T)	2021 (T)	2022 (T)	2023 (T)
P E T R O L	NO _x	0.30	0.32	0.32	0.01	0.01	0.01	0.02	0.03	0.04
	NM-VOC	0.35	0.37	0.37	0.01	0.01	0.01	0.03	0.03	0.04
	CH ₄	0.43	0.46	0.45	0.01	0.01	0.01	0.03	0.04	0.05
	CO ₂	106.67	113.95	112.01	3.18	2.39	2.24	8.14	10.66	12.65
	CO	2.94	3.14	3.09	0.09	0.07	0.06	0.22	0.29	0.35
	NH ₃	0.04	0.04	0.04	0.00	0.00	0.00	0.00	0.00	0.00
	N ² O	0.24	0.26	0.26	0.01	0.01	0.01	0.02	0.02	0.03
	TSP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	TOT CO ₂ EQ	107.35	114.67	112.72	3.20	2.41	2.26	8.20	10.73	12.73

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

		PSA GP			PSA SECH			PSA VENICE		
		2021 (T)	2022 (T)	2023 (T)	2021 (T)	2022 (T)	2023 (T)	2021 (T)	2022 (T)	2023 (T)
M E T H A N E - L P G	NO _x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	NM-VOC	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	CH ₄	1.42	1.19	1.04	0.11	0.12	0.10	0.02	0.01	0.01
	CO ₂	569.47	475.22	418.39	45.68	46.14	40.00	8.44	6.49	6.20
	CO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	NH ₃	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	N ² O	0.27	0.22	0.20	0.02	0.02	0.02	0.00	0.00	0.00
	TSP	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	TOT CO ₂ EQ	571.16	476.63	419.63	45.82	46.28	40.12	8.47	6.51	6.22



None of the three terminals use ODS-qualified³⁸ substances in the provision of their services.
By separating direct GHG emissions (Scope 1) from indirect emissions (Scope 2), related to the use of electricity produced

outside the three sites, the following tables are derived.

GHG emissions (Scope 1)

SITE	GHG EMISSIONS	U.M.	2021	%	2022	%	2023	%
PSA GP	From diesel	[tCO ₂ eq]	10,132.61	53.60%	10,347.20	93.02%	8,735.10	91.55%
	From petrol	[tCO ₂ eq]	107.35	0.57%	114.67	1.03%	112.72	1.18%
	From methane	[tCO ₂ eq]	571.16	3.02%	476.63	4.28%	419.63	4.40%
	From coolants	[tCO ₂ eq]	150.35	0.80%	185.32	1.67%	273.52	2.87%
PSA SECH	From diesel	[tCO ₂ eq]	1,878.24	96.01%	1,326.45	96.06%	1,341.31	94.92%
	From petrol	[tCO ₂ eq]	3.20	0.16%	2.41	0.17%	2.26	0.16%
	From methane	[tCO ₂ eq]	45.82	2.34%	46.28	3.35%	40.12	2.84%
	From coolants	[tCO ₂ eq]	28.99	1.48%	5.77	0.42%	29.41	2.08%
PSA VENICE	From diesel	[tCO ₂ eq]	1,328.80	60.27%	1,766.61	60.03%	1,923.34	63.49%
	From petrol	[tCO ₂ eq]	8.20	0.37%	10.73	0.36%	12.73	0.42%
	From LPG	[tCO ₂ eq]	8.47	0.38%	6.51	0.22%	6.22	0.21%
	From coolants	[tCO ₂ eq]	0.00	0.00%	0.00	0.00%	0.00	0.00%

or the [three PSA Italy terminals](#), all energy performance indicators are affected, among other things and as detailed above, by the number of refrigerated containers in storage, whose units are kept at a constant temperature using electric columns connected to the grid.

In the three-year period from 2021 to 2023, there was a variable trend in the refrigeration service, linked to market demands. Consumption is directly influenced by both the operating temperatures and the dwell times of temperature-controlled containers in the terminal.

Reefer units

	2021	2022	2023
PSA GP	32,165	33,043	36,428
PSA SECH	10,270	7,291	7,073
PSA VENICE	10,893	9,810	11,316

GHG emissions (Scope 1 + 2)³⁹

SITE	GHG EMISSIONS	U.M.	2021	2022	2023
PSA GP	Total GHG emissions (electricity + diesel + petrol + methane+ coolants	[tCO ₂ eq]	⁴⁰ 10,961.47	11,123.82	9,540.97
PSA SECH	Total GHG emissions (electricity + diesel + petrol + methane + coolants	[tCO ₂ eq]	1,956.24	1,380.91	1,413.10
PSA VENICE	Total GHG emissions (electricity + diesel + petrol + LPG + coolants	[tCO ₂ eq]	2,204.75	2,943.10	3,029.44

At the [PSA Genova Pra'](#) terminal, the contribution of GHG emissions was positively affected in 2023 by the zeroing of electricity emissions (Scope 2) following the terminal's pro-

curement of certificates of origin, which guarantee the use of renewable energy sources free of CO2 emissions.

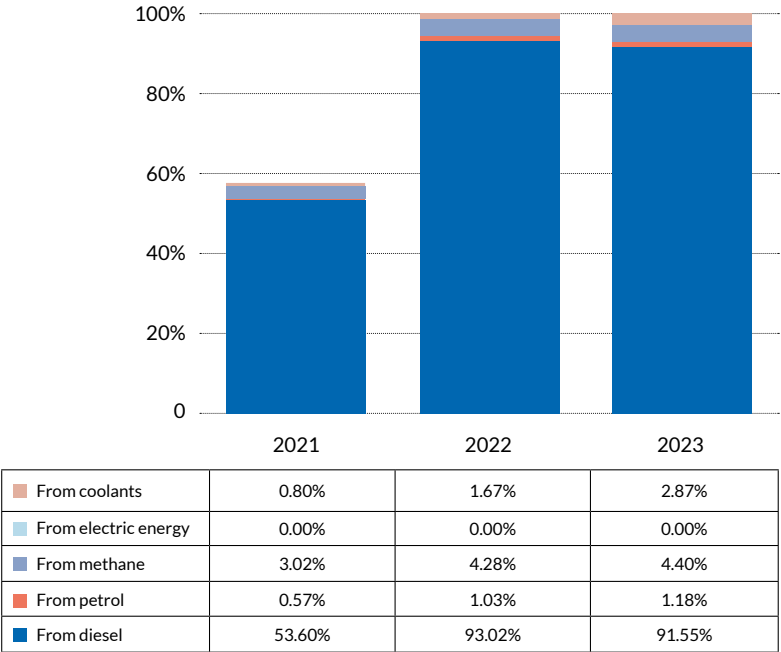
Indirect GHG emissions (Scope 2)

SITE	GHG EMISSIONS	U.M.	2021 ACTUAL	% TCO ₂ EQ E.E. ON TOT. TCO ₂ EQ	2021 NON OFFSET	2022 ACTUAL	% TCO ₂ EQ E.E. ON TOT. TCO ₂ EQ	2022 NON OFFSET	2023 ACTUAL	% TCO ₂ EQ E.E. ON TOT. TCO ₂ EQ	2023 NON OFFSET
PSA GP	from electricity	[tCO ₂ eq]	7,942	0.00%	0	7,826	0.00%	0	7,184	0.00%	0
PSA SECH	from electricity	[tCO ₂ eq]	1,694	0.00%	0	1,498	0.00%	0	1,333	0.00%	0
PSA VENICE	from electricity	[tCO ₂ eq]	859	32.96%	727	1,458	39.39%	1,159	1,273	35.89%	1,087

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

39 PSA Venice-Vecon values corrected due to summation errors with respect to the data published in the last report.
40 Excel summation error: 18,903.09, reported last year, is given by considering, among the summations, emissions from real energy, while for 2022 and 2023, un-adjusted emissions are considered. The values are now aligned.

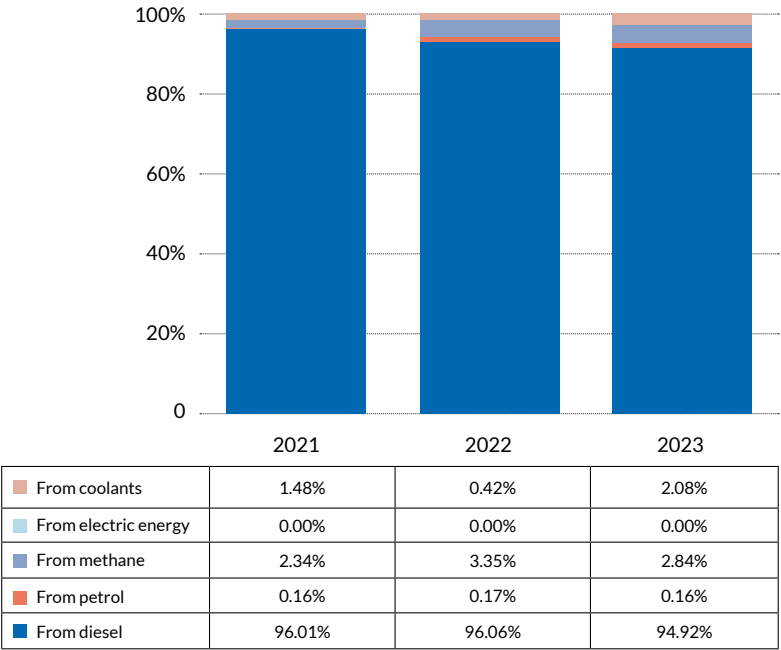
% of GHG emissions at PSA GP
(Scope 1 + Scope 2)



For **PSA SECH**, the absolute figure of GHG emissions has been recalculated from 2020, taking into account the percentage of electricity covered by green certificates of origin⁴¹, which attest to production coming from renewable sources and, consequently, free of CO₂ emissions. In fact, this good practice was adopted by PSA SECH in 2020, but it was only in 2021 that 100% of the purchased energy was covered (Scope 2), meaning the related CO₂ emissions can be theo-

retically considered zero. This results in a further reduction of all emission indices related to TEUs and boxes handled. As far as direct emissions (Scope 1) are concerned, the largest contribution is made by diesel fuel. The various indicators are in line with the quantities produced during 2022, with the exception of refrigerant gases, which increased slightly due to major maintenance work.

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

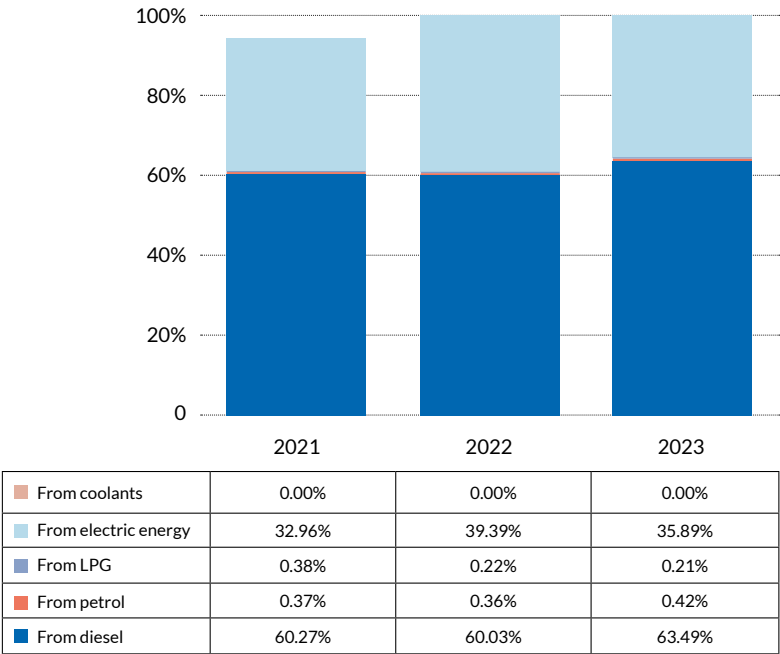


41 The Guarantee of Origin (GO) is an electronic certification attesting to the renewable origin of the sources used by IGO-qualified plants from the GSE (Gestore dei Servizi Energetici).

For **PSA Venice-Vecon**, the trend in GHG emissions in relation to TEUs and boxes moved is constant. The contribution of direct emissions (Scope 1) is still predominant, with a slight increase compared to the previous year, while the figure for indirect emissions (Scope 2) showed an improvement in overall site energy performance. During 2023, the terminal purchased additional Guarantee of Origin (GO) certificates from

its supplier and thus covered the electricity consumption of the office building and light towers. The power supply of the consumers not connected to the new electrical substation is provided by four low-voltage meters, directly connected to the local distributor's grid.

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

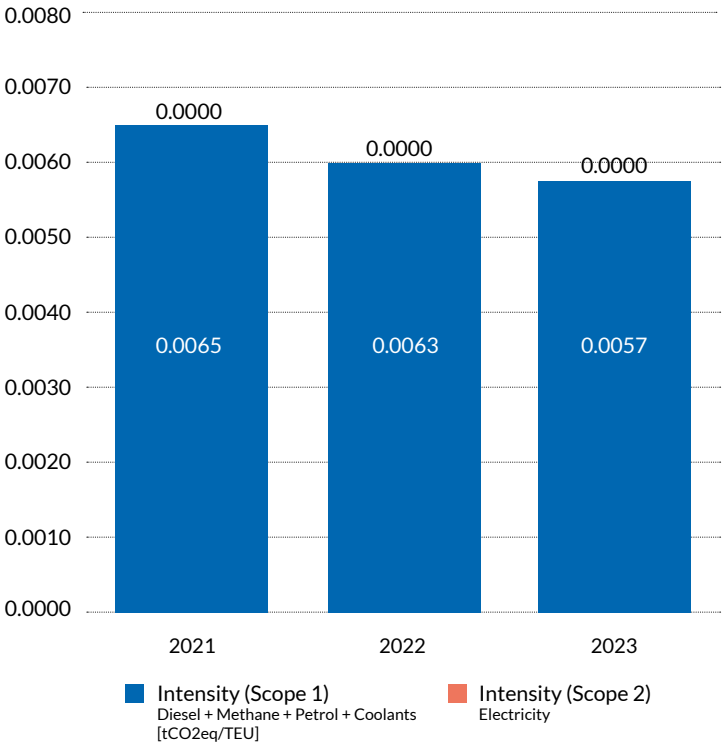


Intensity of GHG emissions

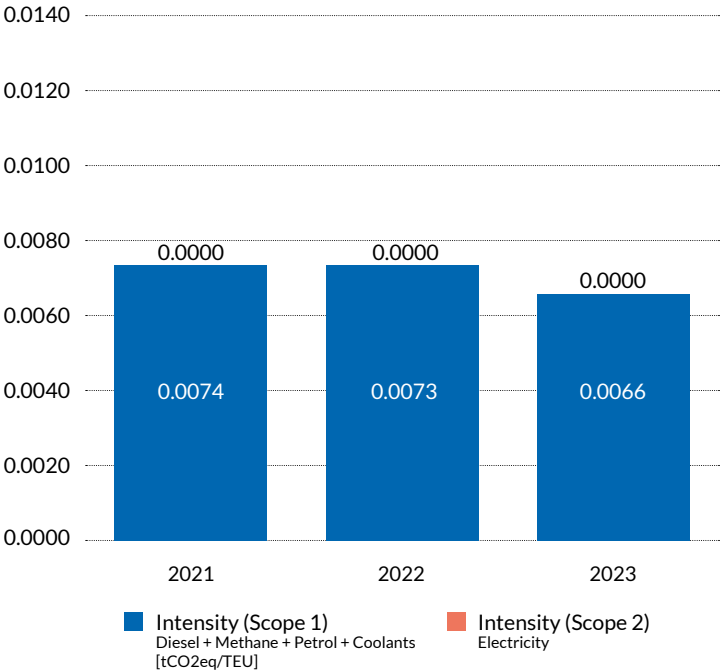
SITE	INTENSITY OF GHG EMISSIONS/TEU ⁴²	U.M.	2021	2022	2023
PSA GP	Intensity (Scope 1) Diesel + Methane + Petrol + Coolants	[tCO ₂ eq/TEU]	0.0074	0.0073	0.0066
	Intensity (Scope 2) Electricity	[tCO ₂ eq/TEU]	0.0000	0.0000	0.0000
	Total intensity (Scope 1 + 2) GP	[tCO₂eq/TEU]	0.0074	0.0073	0.0066
	Denominator [tot. TEU]	[TEU]	1,484,580	1,526,707	1,449,199
PSA SECH	Intensity (Scope 1) Diesel + Methane + Petrol + Coolants	[tCO ₂ eq/TEU]	0.0065	0.0063	0.0057
	Intensity (Scope 2) Electricity	[tCO ₂ eq/TEU]	0.0000	0.0000	0.0000
	Total intensity (Scope 1 + 2) SECH	[tCO₂eq/TEU]	0.0065	0.0063	0.0057
	Denominator [tot. TEU]	[TEU]	303,213	217,857	247,008
PSA VENICE	Intensity (Scope 1) Diesel + LPG + Petrol + Coolants	[tCO ₂ eq/TEU]	0.0062	0.0059	0.0058
	Intensity (Scope 2) Electricity	[tCO ₂ eq/TEU]	0.0039	0.0038	0.0000
	Total intensity (Scope 1 + 2) VENICE	[tCO₂eq/TEU]	0.0101	0.0097	0.0058
	Denominator [tot. TEU]	[TEU]	218,731	304,727	337,032

42 TEU: throughput TEU.

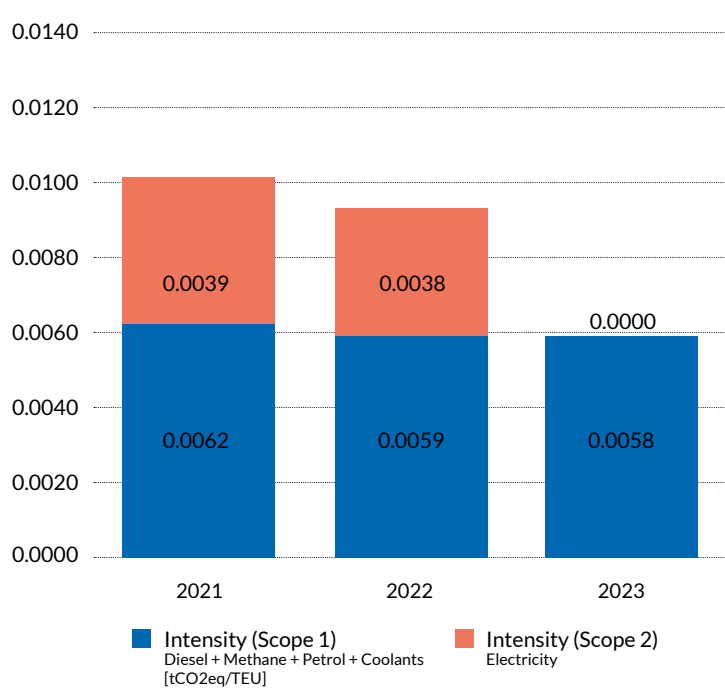
Intensity of GHG emissions/TEU PSA SECH
[tCO₂eq/TEU]



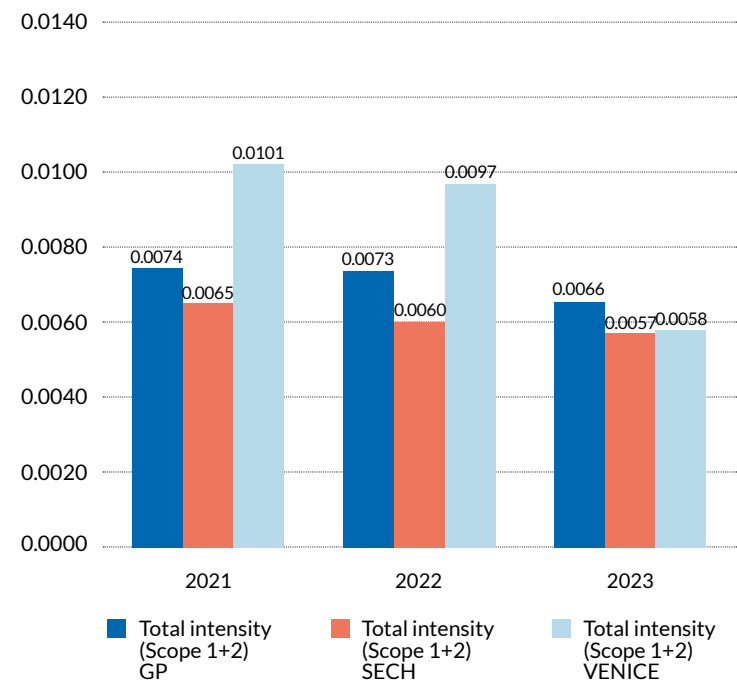
Intensity of GHG emissions/TEU PSA Genova Pra'
[tCO₂eq/TEU]



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



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



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

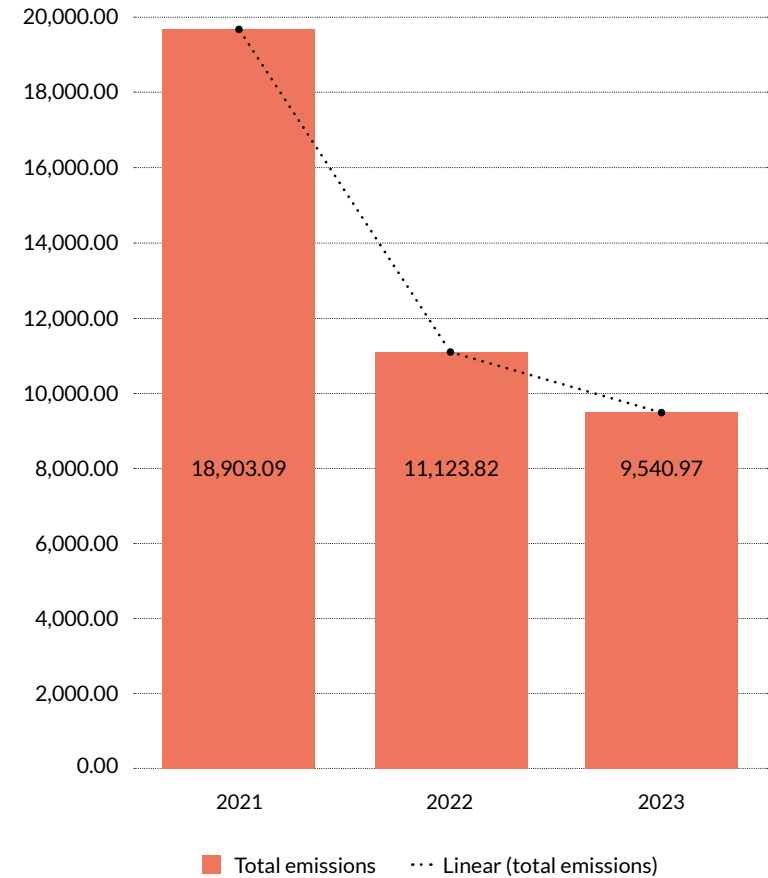
Reduction of greenhouse gas emissions (GHG)

SITE	CO ₂ emissions	U.M.	2021	2022	2023
PSA GP	Total emissions	[tCO ₂ eq]	18,903.09	11,123.82	9,540.97
	Delta	[tCO ₂ eq] absolute	-3,061.84	-7,779.27	-1,582.85
		[%]	-18.62%	-41.15%	-14.23%
PSA SECH	Total emissions	[tCO ₂ eq]	1,956.24	1,380.91	1,413.10
	Delta	[tCO ₂ eq] absolute	-2,440.99	-575.33	32.19
		[%]	9.70%	-29.41%	2.33%
PSA VENICE	Total emissions	[tCO ₂ eq]	2,205	2,943.10	3,029.44
	Delta	[tCO ₂ eq] absolute	-734.25	738.35	86.34
		[%]	6.41%	33.49%	2.93%

Intensity of GHG emissions/unit

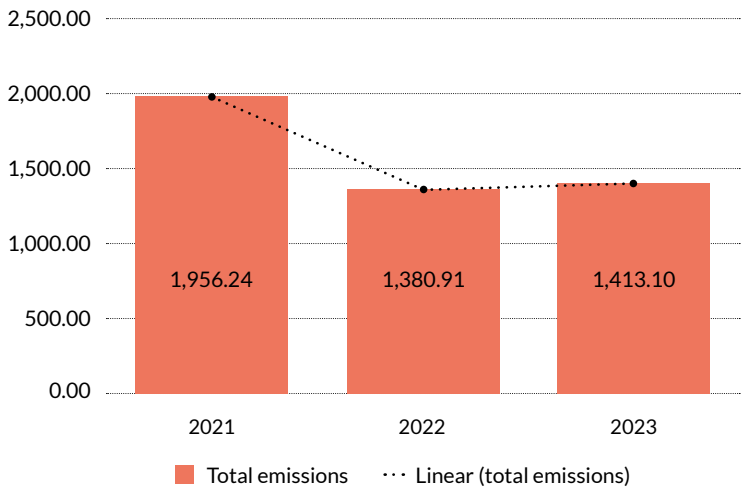
SITE	INTENSITY OF GHG EMISSIONS/UNIT	U.M.	2021	2022	2023
PSA GP	Intensity (Scope 1) Diesel + Methane + Petrol + Coolants	[tCO ₂ eq/unit]	0.0135	0.0129	0.0116
	Intensity (Scope 2) Electricity	[tCO ₂ eq/unit]	0.0000	0.0000	0.0000
	Total intensity	[tCO ₂ eq/unit]	0.0135	0.0129	0.0116
	Denominator (tot. unit)	[unit]	813,749	859,553	821,996
PSA SECH	Intensity (Scope 1) Diesel + Methane + Petrol + Coolants	[tCO ₂ eq/unit]	0.01142	0.01063	0.00946
	Intensity (Scope 2) Electricity	[tCO ₂ eq/unit]	0.00000	0.00000	0.00000
	Total intensity	[tCO ₂ eq/unit]	0.01142	0.01063	0.00946
	Denominator (tot. unit)	[unit]	171,304	129,887	149,411
PSA VENICE	Intensity (Scope 1) Diesel + LPG + Petrol + Coolants	[tCO ₂ eq/unit]	0.00867	0.00974	0.00953
	Intensity (Scope 2) Electricity	[tCO ₂ eq/unit]	0.00468	0.00633	0.00533
	Total intensity	[tCO ₂ eq/unit]	0.01335	0.01606	0.01486
	Denominator (tot. unit)	[unit]	155,189	183,209	203,902

Total tCO₂eq emissions at PSA Genova Pra'

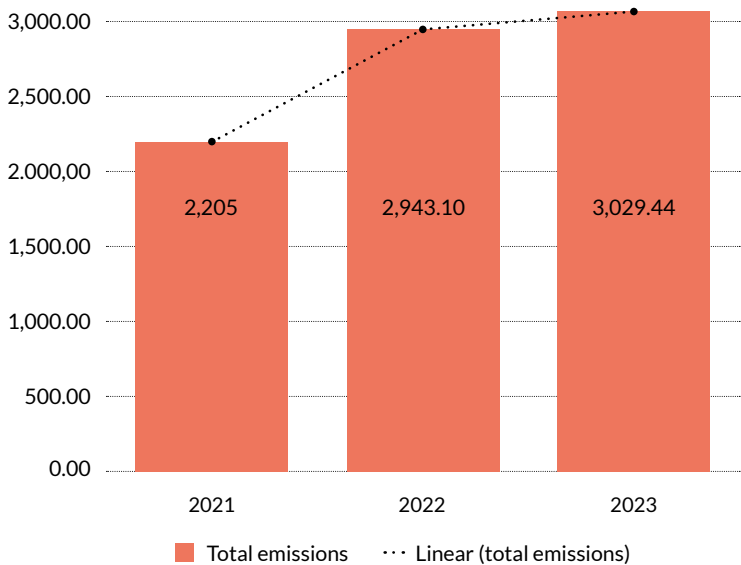


5.2 INDIRECT ENVIRONMENTAL IMPACTS

Total tCO₂eq emissions at PSA SECH



Total tCO₂eq emissions at PSA Venice-Vecon



Indirect diffuse emissions, related to incoming and outgoing vehicles, are not quantifiable due to the unavailability of data. In order to provide an estimated indication of traffic, the table below shows the data on the accesses of carriers.

Flow of vehicles in/out the terminal

	SITE	2021	2022	2023
SHIPS	PSA GP	523	449	513
	PSA SECH	161	143	152
	PSA VENICE	274	394	406
TRUCKS	PSA GP	432,039	465,289	468,012
	PSA SECH	134,655	102,708	123,069
	PSA VENICE	112,905	148,185	155,573
TRAINS	PSA GP	5,460	5,849	5,646
	PSA SECH	526	418	391
	PSA VENICE	8	1	0

Similarly, for all [PSA Italy](#) terminals, there is no data available on the mobility of employees or third parties working at the sites. However, for many years now, the terminals have been committed to promoting the development of sustainable mobility and have been carrying out surveys (among employees and third parties) using questionnaires to analyse habitual methods of travel and the propensity to switch to greener alternatives. The mobility of employees or thirdparties working at the sites, for the Genoese terminals, is co-ordinated by the home-work travel plan, as the companies are subject to the appointment of a Mobility Manager, which they have from 2021. This personnel, pursuant to the Decree of 12 May 2021, is responsible for optimising company mobility, promoting the reduction of the use of individual means of transport. Environmental surveys are conducted at all the terminals to characterise air quality, in relation to the concentration of dust, volatile organic substances and combustion fumes. These surveys are conducted during the course of normal activities, in order to assess workers' exposure to various chemical compounds, resulting from the emissions produced by the combustion exhausts of operating vehicles, the deterioration of road surfaces and tyre wear, fumes from vessels under operations and

from the filling of tanks. The following is a list of the agents considered:

- carbon monoxide (CO);
- particulate matter (PM10) at PSA SECH;
- respirable dust;
- nitrogen dioxide (NO2);
- sulphur dioxide (SO2);
- volatile organic compounds (VOCs) at PSA Genova Pra'.

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

Checks were carried out on the deviation from the TLV (Threshold Limit Value⁴⁴) of the various substances under evaluation and, in the case of gases, on how many times the value of one tenth of the TLV was exceeded during sampling. For dust, the results achieved were compared with the reference val-

ues (the TLV for respirable dust and the limits for urban areas as per Ministerial Decree of 25/11/1994 for PM₁₀). The following table summarises the reference values on which the assessments were based.

44 This refers to ambient concentrations of airborne chemical substances and indicates the concentrations below which most workers are considered to be able to remain repeatedly exposed day after day, for a working life, without adverse effects on health.

Reference market

SUBSTANCE	TLV-TWA ⁴⁵	1/10 DEL TLV-TWA
Substance	25 ppm	2.5 ppm
Carbon monoxide	2 ppm	0.2 ppm
Sulphur dioxide	3 ppm	0.3 ppm
Nitrogen dioxide	3 mg/m3	0.3 mg/m3
PM ₁₀ ⁴⁶	40 µg/m3	-

45 Threshold limit value
46 There is no TLV value for PM10. For this, the limit referring to urban areas as per Ministerial Decree of 25/11/1994 was taken as a reference.

All of PSA Italy's terminals carry out frequent checks on airborne dust, in order to protect the health of workers in the various working environments. The most recent check, conducted during the three-year period of reference, was carried out at the [PSA Venice-Vecon](#) terminal, where the minimum exposure limits were not exceeded.

As for other [indirect environmental impacts](#), [PSA Genova Pra'](#) entrusts some relevant services to third parties, exercising contractual influence on the suppliers. As a result, numerous external parties operate within the terminal. In particular, the Compagnia Portuale CULMV Paride Batini (CULMV Paride Batini Port Company) personnel are involved in the port cycle, with the average daily presence of approximately 280 people, in addition to approximately 50 people per day from other contractors operating in the maintenance department alone. The performance of operational activities involves interfacing 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 verification activities, also entrusted to CULMV Port Company personnel);

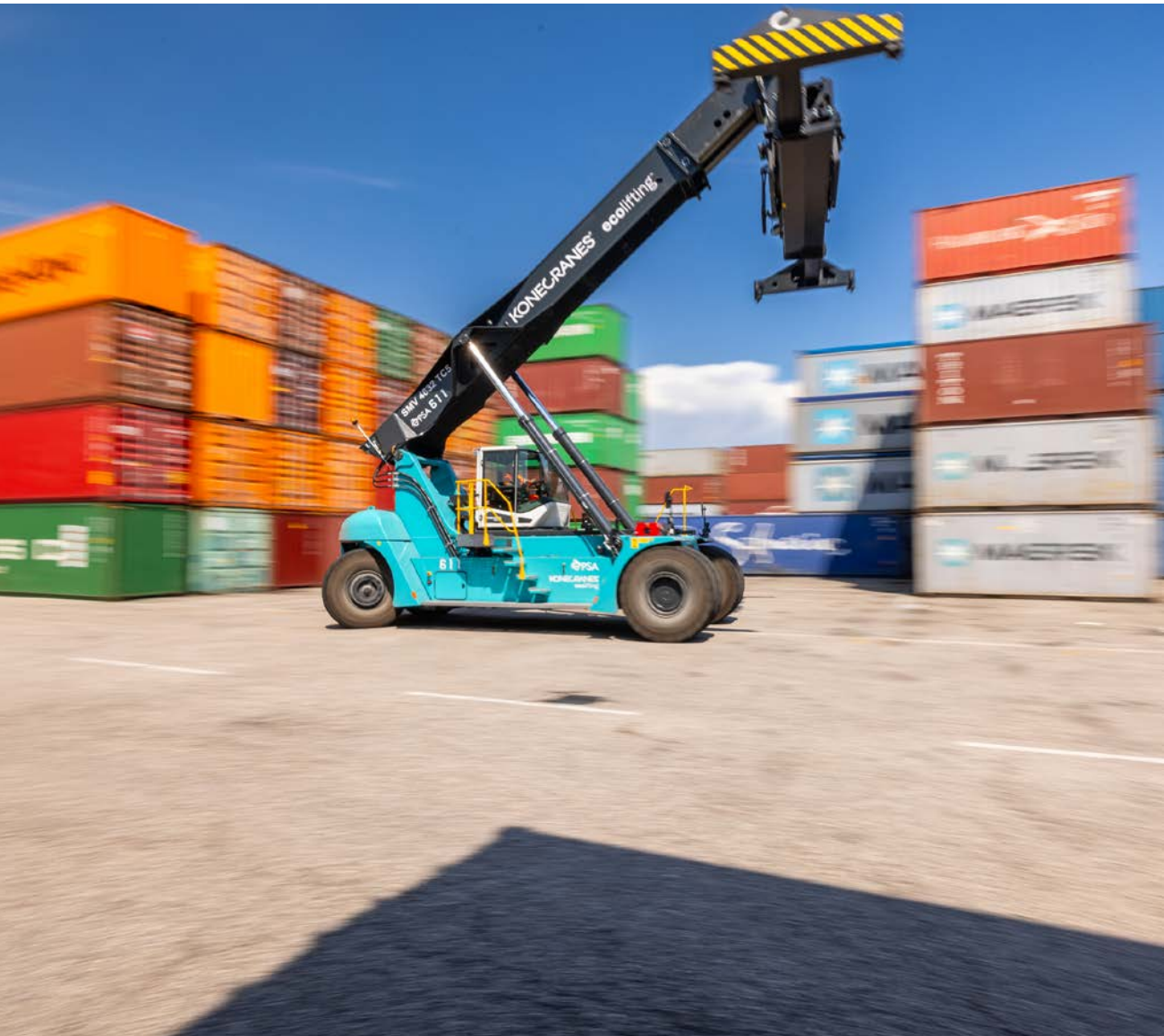
- ordinary and extraordinary maintenance of terminal systems (heating, air conditioning, lighting of owned buildings);
- ordinary and extraordinary maintenance on operating vehicles carried out in the workshop by third parties;
- replacement and fitting of tyres on operating vehicles by third party companies;
- container weighing service in the rear port area;
- control and maintenance of fire-fighting and emergency equipment and power generators;
- general workplace and canteen cleaning services.

Furthermore, in carrying out its daily activities, PSA Genova Pra' interfaces with third-party operators/entities for the following activities:

- transport of containers in and out of the terminal carried out by users;
- transport of auxiliary materials and waste carried out by third parties;
- shuttle service for employees entering/leaving the terminal and internal shuttle transport for staff on/off shift;
- Customs, Guardia di Finanza, Harbour Master's Office, Maritime and Air Border Police, and Moorers.

The above list indicates the main subjects upon which PSA Genova Pra' can, sometimes only partially, exert its influ-

ence with regard to the management of relevant aspects of environmental and social sustainability. One of the major impacts caused by the strong presence of third parties in the port area, also felt by the neighbouring citizens, especially under irregular operating conditions, is the impact on local traffic, which creates a negative effect on the environment 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 problematic effect on the urban road system, as it has two access points (both city and dedicated motorway) and also has a computer system in place to regulate road traffic. However, under abnormal operating conditions, related for example to strikes or emergencies of various kinds, the urban and motorway road system suffers from the incidence of vehicles heading to the port area. The terminal has therefore identified management procedures and extraordinary parking areas to mitigate the environmental impacts linked to the simultaneous presence of so many vehicles.



[PSA SECH's](#) indirect environmental impacts are also due to 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 are the following activities:
- maintenance of mechanical and lifting equipment (partially outsourced);
 - maintenance of tyres;
 - handling/transportation support;
 - shuttle service to/from alongside vessels, yards and railway junction;
 - port services on board vessel (lash-ing/unlashing on board);
 - railway wagon manoeuvring;

- control/inspection (access, technical gate inspection, reefer);
- private security for the entrance gate and night watch;
- 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 the terminals.

The terminal's level of managerial control over these activities is indirect and depends on PSA SECH's level of influence over the particular process or supplier: On processes and activities carried out internally at the site, the

terminal has a greater level of control (e.g. over contractual clauses, audits, inspections, etc.), while for activities conducted 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 vessel, truck, train and other activities) are out of the organisation's management control: it is not possible to carry out reliable consumption checks and measurements on them. For [PSA Venice-Vecon](#), indirect envi-

ronmental impacts are due to 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. Several external parties operate within the terminal, including: the Nuova Compagnia Portuale di Venezia (New Venice Port Company), with a workforce of up to 60 operators, the contractors that provide services supporting the operational cycle, accounting for more than 20 people, as well as the road hauliers, with approximately 1,000 (average) daily entries into the terminal. Below are the main outsourced activities that have indirect environmental

- impacts:
- handling/transportation support;
 - private security for the entrance gate and night watch service;
 - cleaning of offices;
 - cleaning of yards and waste disposal service;
 - washing of vehicles;
 - flows of visitors and suppliers in/out of the terminal;
 - activities within the operational cycles (e.g. lashing, ship and yard clerks, vehicle driving, stuffing and unstuffing activities, customs and phytosanitary inspections also entrusted to Venice Port Company personnel);
 - ordinary and extraordinary maintenance of terminal systems (heat-

- ing, air conditioning and lighting of owned buildings);
- ordinary and extraordinary maintenance on operating vehicles carried out in the workshop with the help of third parties;
- replacement and fitting of tyres on operating vehicles by third party companies;
- control and maintenance of fire-fighting and emergency equipment and power generators;
- Customs, Guardia di Finanza, Harbour Master's Office, Maritime and Air Border Police, and Moorer activities.



5.3 CLIMATE CHANGE ADAPTATION

The world is facing an unprecedented global climate crisis. In terms of environmental sustainability, it is green issues that remain at the forefront of the maritime supply chain, especially with regard to air and water pollution. Now the big challenge is focused on climate change and the drive to improve the carbon footprint of shipping by reducing, and eventually eliminating, GHGs such as CO2. PSA recognises the importance of these issues, and in order to align common efforts towards effective climate change response actions, it has defined a new management system, the Climate Response Management System (CRMS), implemented by the three business units in PSA Italy. This system applies to sustainability in general, with a particular focus on GHG emissions (Scope 1, Scope 2, Scope 3). Specific targets involving the PSA Group's material themes

have been defined, and the environmental themes include the target to implement climate actions to reduce emissions (Scope 1 and 2 emissions). To demonstrate their commitment to environmental sustainability, and as required by the CRMS, in 2023, the PSA Italy terminals each certified the emissions related to their activities from the year 2022 according to the requirements of UNI EN ISO 14064-1:2019. With respect to 2019, taken as the reference year, the PSA Group is therefore committed to reducing direct carbon dioxide emissions by 50% by 2030 and 75% by 2040, with the aim of achieving zero emissions by 2050. In October 2023, the CRAA (Climate Change Risk Assessment and Adaptation) workshop was held at PSA Genova Pra', involving PSA Genova Pra' and PSA SECH jointly, with



- PSA Group CO₂ emission reduction goals**
- 50% by 2030
 - 75% by 2040
 - Zero emission by 2050

the support of colleagues from different departments at both terminals and two colleagues from Singapore. The objective of the activity, which will gradually be extended to all the PSA Group's business units, was to carry out an assessment of the extent to which climate change and consequent extreme events may affect the terminal under investigation and what adaptation and mitigation measures the terminal can adopt to reduce the identified risks. The timeframe concerned was up to 2100, making appropriate climate projections from now until the end of the century. Although no particular critical issues emerged as a result of the assessment, a periodic reassessment of the risk assessment will be carried out. In accordance with the PSA Group's vision, PSA Italy's terminals therefore aim to act on the climate front through an investment policy aimed at reducing environmental impacts.

In fact, decarbonisation, energy saving, water saving and waste reduction are just some of the targets that have been pursued, together with more environmentally friendly logistical choices, thanks to increased collaboration with partners within the supply chain⁴⁷.

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

Decarbonisation, offsetting emissions, caring for the environment and more

The three PSA Italy terminals have collaborated with the 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 stems from the PSA Group's philosophy, which is to pursue sustainable development objectives through the protection of biodiversity and the fight against CO₂ emissions. Treedom is a B-Corp (a company that, in addition to having profit objectives, meets the highest standards of social and environmental performance, transparency and accountability) that has been developing agroforestry projects together with local farmers in different areas of the world for over ten years.

The project undertaken is to plant trees, together with Treedom, in areas of the world that show extreme exploitation of forest reserves, in order to help absorb CO₂ from the atmosphere and offset PSA Italy's footprint on the planet. To date, the PSA Italy team has planted 1,000 trees, equal to 228 tonnes of CO₂ absorbed, with the aim of donating a tree to each worker within the three organisations. The Treedom website shows the progress of each agro-forestry initiative involving trees and for this reason we decided to link and make public the customised Treedom page about our forest on the PSA Italy website: <https://www.psaitaly.com/en/content/sustainability> This gesture is intended to create a corporate culture that is increasingly aware of the importance of environmental sustainability.



Oasis of biodiversity: the PSA Venice-Vecon company forest

Thanks to the "Adopt a Nectar Forest" project, launched in 2022, as part of the Biodiversity Oasis project, PSA Venice-Vecon supports the growth of nectar-rich plants in collaboration with 3Bee, through the maintenance of 100 trees that are accommodated at a local beekeeper's, allowing for the rebalancing of the environmental ecosystem and ensuring nectar for pollinators. The purpose of the initiative is the continued protection of the ecosystem, increasing biodiversity while contributing to the development of the economic and social potential of local beekeepers and farmers. Through the adoption of an entire forest, the company has thus decided to make a concrete contribution to the maintenance and preservation of native species in the area. In fact, nectar-rich plants are vital for biodiversity, attracting and nourishing pollinators. This dynamic system promotes plant diversity through pollination, which is essential for plant reproduction and spread. In addition, by supporting a healthy ecosystem of pollinators, these plants promote animal diversity. Also, the contribution in terms of CO₂ absorption, which is crucial for

- climate change mitigation, should not be overlooked. In short, plants are selected based on precise criteria:
- they must be native, to promote local adaptation and ecological resilience;
 - they must offer scalar blooms, to ensure a constant food source for pollinators;
 - they must represent at least three different species to sustain and promote biodiversity.

5.3.1 REDUCTION OF 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, developing dedicated improvement plans. The company has a complete electricity consumption monitoring system, powered by a large number of multimeters, managed through a centralised computer network. It is therefore possible to accurately monitor the consumption of electricity, supplied by third-party companies.

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

- Below is a brief description of the main measures implemented to reduce environmental impacts in the past three years:
- continuous modernisation of the fleet of vehicles and crane installations, with a gradual reduction in the consumption of resources and progressive replacement of the use of fossil fuels in favour of electric power;
 - progressive replacement of lights on the light towers, switching from fluorescent tube technology to LED technology;
 - conversion of a storage facility for refrigerated containers from diesel fuel to electricity, with a significant reduction in diesel fuel consumption and CO₂ emissions;
 - continuation of the project for the commissioning of power outlets

- along the quay, by the local Port Authority System, in order to allow vessels at berth to connect to the electricity grid and reduce atmospheric emissions from fuel by ships under operations;
- implementation of plastic reduction measures and raising of staff awareness on waste recovery;
 - purchase of energy covered by the Guarantee of Renewable Origin (G.O.) from the supplier, resulting in a reduction in emissions from electricity production;
 - gradual adoption of heat pump systems for heating and cooling in new and existing buildings;
 - installation, in new buildings, of photovoltaic panels that supply a share of energy to the building on which they are located.



5.3.2 REDUCTION OF IMPACTS AT PSA SECH

With its integration into the PSA Group, the terminal revised its position from a regulatory standpoint in respect to the obligation by Legislative Decree 102/2014 to produce the energy diagnosis, in order to identify possible measures to improve its energy performance. The diagnosis was completed in December 2022, also considering the impacts produced in 2021. The improvement targets for the reduction of emissions included in the energy diagnosis were updated in 2023.

To complete the above, through the integrated management system, improvement targets for the reduction of emissions and for energy efficiency are being planned and monitored, which are listed here for 2023:

- work on the light fixtures mainly concerned five quay cranes, with the installation of LED projectors;
- energy containment measures targeting the operational areas, which mainly involved the light fixtures and other ancillary services. These measures focused on switching off some of the light towers illuminating the yard, when no operations were taking place, and switching off some of the light projectors around the reception area and the car park in front of it, while maintaining adequate lighting with the remaining projectors. These actions were also accompanied by reminders and notices addressed to all workers to increase their awareness of the need to pay greater attention to the management of energy-intensive lights and machinery. In 2023, the replacement of vehicles and equipment concerned PSA SECH's fleet of reachstackers, which was upgraded through the purchase of four new

units with technology that allows for a significant reduction in fuel consumption. The last two remaining diesel-powered RTGs (rubber-tyred yard cranes), which served the rail fleet, were also dismantled and will be replaced with two electric RMGs. Also planned are the replacement of two quay cranes and the purchase of port tractors powered by electricity;

- setting up a photovoltaic system, attached to the PCF⁴⁸, with an installed capacity of 19,800 W, which estimated energy production is 20,000 kWh/year;
- purchase of renewable energy, during 2023 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;
- reefer power factor correction, an intervention which was proposed in the energy diagnosis and completed in 2023, resulting in the installation of an automatic power factor correction panel upstream of the reefer fleet's electrical loads, improving the distribution of power and minimising negative effects such as losses, uncontrolled peaks and overloads;
- consumption control and monitoring system, an intervention was launched in 2022 with the aim of equipping the terminal with separate meters for the various electricity utilities, in order to improve the management and control of electricity consumption. This intervention is almost complete, with plans to finish it by 2024;
- resources and raw materials, initiatives that involved not only recycled paper, but also water coolers, which

replaced the use of plastic bottles among office staff in 2023. Through this initiative, the production of plastic waste is estimated to decrease by about 100,000 bottles per year, with an estimated emissions saving of 5 tonnes of CO₂ equivalent. The use of oil-absorbing cloths and pads by the maintenance department since 2022 is also worth mentioning, the use of which continues to be successful. As part of an increasingly environmentally sustainable approach, and with the aim of reducing the impact of its activities on water and energy consumption and the related CO₂ emissions, PSA SECH decided to replace disposable rags with cloths that can be reused up to 50 times. The supplying company takes back the used cloths, deposits the cloths in special containers for washing and reuse, and then delivers other clean ones to PSA SECH. In relation to the oil-absorbing pads, used to contain oil leaks following ordinary and/or extraordinary maintenance work on operating vehicles (e.g. spills due to broken fittings or similar situations), the storage - washing - return procedure is the same as that defined for cloths. The most important aspect of these two operations is that the dirty product does not constitute waste and, as a result, its disposal is prevented.

48 PCF: Border Control Post.

5.3.3 REDUCTION OF IMPACTS AT PSA VENICE-VECON

PSA Venice-Vecon monitors the impacts on environmental matrices, having a complete electrical consumption control system, powered by a large number of multimeters, managed through a centralised computer system.

In the three-year period from 2021 to 2023, a number of changes at both Group level and local level have allowed the realisation of improvements for the terminal:

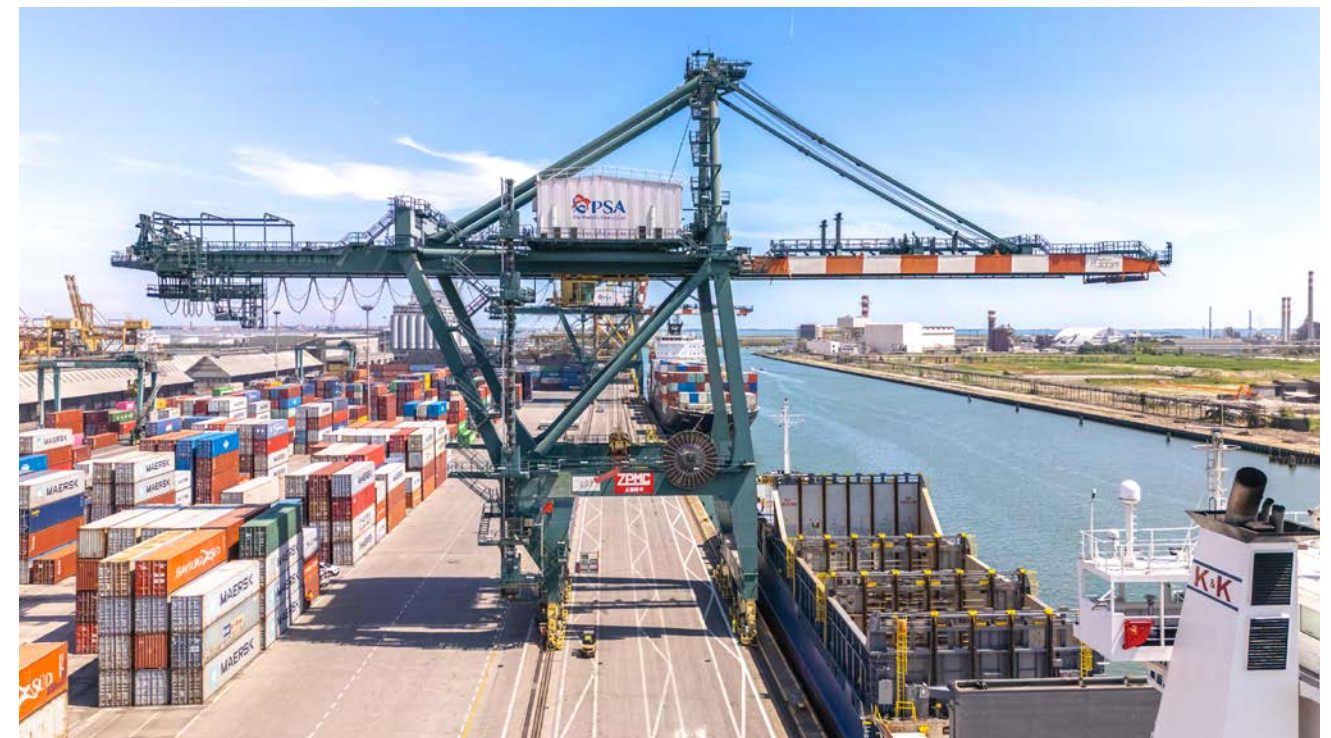
- in 2023, PSA Venice-Vecon launched a study for the reorganisation of the terminal's layout with the aim of increasing its capacity, reviewing the location of some underused areas of the yard and, at the same time, seeking to optimise the flow of operating vehicles within the terminal.

The investments, made according to a sustainable policy, will allow for increased decarbonisation and increased operational efficiency;

- since 2020, the radio protection service has been entrusted, pursuant to Legislative Decree no. 101/2020, to an expert and qualified party. The installation of the gate for radiometric checks on goods has led to a reduction in manual checks at the container yard, reducing their handling by 50%. This had a positive impact not only on interference risks, but also on dwell times and the provision of containers to customers, resulting in reduced fuel consumption and the resulting CO₂ emissions;
- in the three-year period from 2021 to

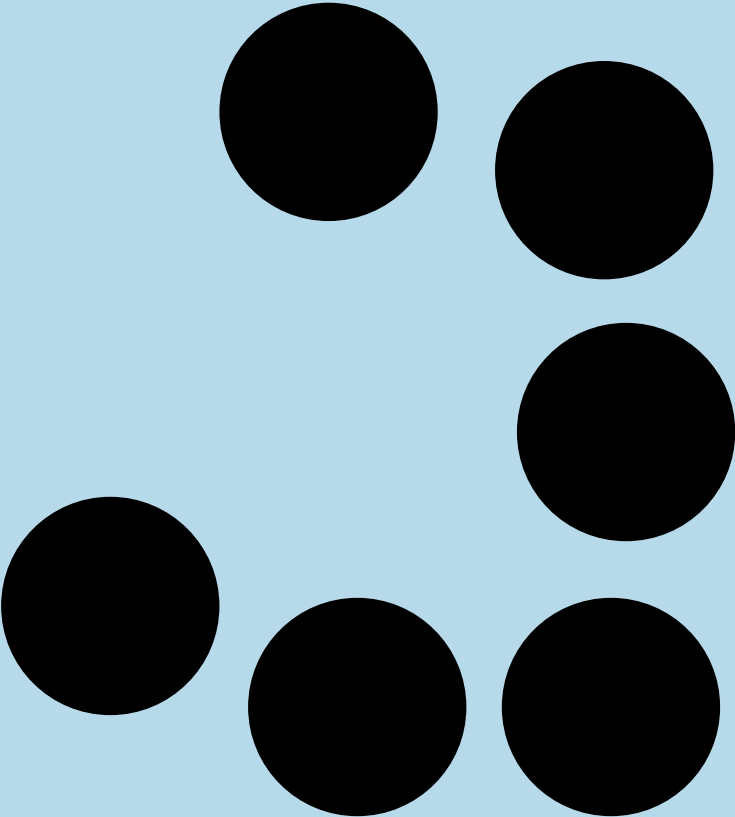
2023, the terminal purchased a share of energy covered by the Guarantee of Renewable Origin;

- modernisation of the vehicle fleet and crane systems, with progressive reduction of resource consumption;
- progressive replacement of lights on the light towers, switching from fluorescent tube technology to LED technology. The gradual replacement takes in phases and will continue in the coming years;
- implementation of plastic reduction measures and raising of staff awareness of waste recovery.





**6. SOCIAL
SUSTAINABILITY**



6.1 DIVERSITY AND INCLUSION

LEADERFISH+ at PSA Italy

On 15 and 16 February 2023, the LEADERFISH+ workshop was held in Genoa, intended for supervisors and managers of PSA Genova Pra', PSA SECH and PSA Venice-Vecon: the workshop aims to convey the PSA Group values of FISH! and FISH+ as well as the skills necessary to support a broader leadership path, with the ultimate aim of identifying successful opportunities and implementing them in our companies. Caroline Lim, Group Head of Human Resource, opened the workshop by expressing her appreciation to the PSA Italy team for bringing the FISH journey to life, through prints and posters displayed in the offices, which highlight the importance of the FISH culture in PSA and to how leaders play a fundamental role in creating an environment based on trust and proactive support from colleagues.

The course showed how gaming can help build relationships of

mutual trust and have fun whilst working, fuelling the enthusiasm of work groups, just as the FISH! philosophy teaches; the colleagues not only appreciated the workshop, but had the opportunity to test themselves for two days and put the FISH! and FISH+ principles into practice, in order to provide people with the tools to achieve excellence and higher work performance, dynamically and with satisfaction. The workshop used different techniques – through interactive activities and self-reflection sessions, participants gained awareness of the FISH! philosophy and leadership suited to promoting a stimulating working environment.

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, Make Their Day and Choose Your Attitude.

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 beyond reliable in our commitment to excellence and in 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 and Trust.

STRECHT

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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6.1.1 STAFF DEVELOPMENT AND COMPOSITION

PSA Italy Staff Breakdown

	2021			2022			2023		
STAFF BREAKDOWN	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
TOTAL EMPLOYEES	660	228	83	683	225	85	696	221	97
BY GENDER									
Men	605	206	70	622	201	72	633	198	79
Women	55	22	13	61	24	13	63	23	18
BY AGE									
Under 30 years old	12	6	8	33	7	6	64	11	16
Between 30 and 50 years old	358	105	48	312	91	52	314	64	51
Over 50 years old	290	117	27	338	127	27	318	146	30
Average age of staff	48	50	44	48	50	45	47	50	44
BY PROFESSIONAL CATEGORY									
Management	13	6	1	13	5	1	13	5	1
Supervisors	10	6	6	13	8	6	13	6	6
TOTAL EXECUTIVES	23	12	7	26	13	7	26	11	7
Employees	204	126	28	218	124	29	233	120	34
Workers	433	90	48	439	88	49	437	90	56
TOTAL NON-EXECUTIVES	637	216	76	657	212	78	670	210	90
BY CONTRACT TYPE									
Permanent contract	656	226	77	654	220	80	639	211	81
Fixed-term contract	1	0	1	2	0	0	0	0	3
Apprentices	3	2	5	27	5	5	57	10	13
Full time	646	220	81	670	218	83	684	213	91
Part time	14	8	2	13	7	2	12	8	6

Total men and women per BU by PSA Italy employee category

	2021			2022			2023		
NUMBER	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Management	13	6	1	13	5	1	13	5	1
Men	11	6	1	11	5	1	11	5	1
Women	2	0	0	2	0	0	2	0	0
Supervisors	10	6	6	13	8	6	13	6	6
Men	9	4	5	12	6	5	13	5	5
Women	1	2	1	1	2	1	0	1	1
Employees	202	126	28	218	124	29	233	120	34
Men	153	106	10	163	102	18	176	98	20
Women	49	20	18	55	22	11	57	22	14
Workers	435	90	48	439	88	49	437	90	56
Men	432	90	46	436	88	48	433	90	53
Women	3	0	2	3	0	1	4	0	3
TOTAL	660	228	83	683	225	85	696	221	97

Percentage men and women per BU by PSA Italy employee category

	2021			2022			2023		
PERCENTAGE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Management	1.97%	2.63%	1.20%	1.90%	2.22%	1.18%	1.87%	2.26%	1.03%
Men	1.67%	2.63%	1.20%	1.61%	2.22%	1.18%	1.58%	2.26%	1.03%
Women	0.30%	0.00%	0.00%	0.29%	0.00%	0.00%	0.29%	0.00%	0.00%
Supervisors	1.52%	2.63%	7.23%	1.90%	3.56%	7.06%	1.87%	2.71%	6.19%
Men	1.36%	1.75%	6.02%	1.76%	2.67%	5.88%	1.87%	2.26%	5.15%
Women	0.15%	0.88%	1.20%	0.15%	0.89%	1.18%	0.00%	0.45%	1.03%
Employees	30.61%	55.26%	33.73%	31.92%	55.11%	34.12%	33.48%	54.30%	35.05%
Men	23.18%	46.49%	12.05%	23.87%	45.33%	21.18%	25.29%	44.34%	20.62%
Women	7.42%	8.77%	21.69%	8.05%	9.78%	12.94%	8.19%	9.95%	14.43%
Workers	65.91%	39.47%	57.83%	64.28%	39.11%	57.65%	62.79%	40.72%	57.73%
Men	65.45%	39.47%	55.42%	63.84%	39.11%	56.47%	62.21%	40.72%	54.64%
Women	1.97%	0.00%	2.41%	0.44%	0.00%	1.18%	0.57%	0.00%	3.09%

Incoming and outgoing PSA Italy employees

	2021			2022			2023		
HIRES AND LEAVERS	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Total employees	660	228	83	683	225	85	696	221	97
EMPLOYEES HIRED DURING THE YEAR	16	2	3	29	5	3	37	7	14
Men	6	2	2	25	2	3	31	6	9
Women	10	0	1	4	3	0	6	1	5
Under 30 years old	7	2	2	25	3	3	28	6	11
Between 30 and 50 years old	7	0	1	4	1	0	8	1	2
Over 50 years old	2	0	0	0	1	0	1	0	1
EMPLOYEES LEAVING DURING THE YEAR	12	3	5	6	8	3	23	11	2
Men	11	2	5	6	7	1	19	9	2
Women	1	1	0	0	1	2	4	2	0
Under 30 years old	0	0	0	0	0	3	0	1	1
Between 30 and 50 years old	4	0	3	2	0	0	3	1	0
Over 50 years old	8	3	2	4	8	0	20	9	1

rejuvenation of the workforce started in 2022 and [PSA Genova Pra'](#) has continued to increase its workforce with young apprentices in the operations department and in the offices for 2023. To strengthen this rejuvenation plan, in the reporting year, PSA Genova Pra' joined the "Expansion Contract" to allow 16 colleagues to retire up to five years early. Through the same tool at [PSA SECH](#), eight workers left employment on 30 November 2023. These exits from work caused a decrease in staff at the end of

the year compared with the total number of staff in force in the previous year. The expansion contract includes a commitment on the part of the company to proceed with a plan to hire employees in a number of no less than one third of the workers who have joined the pension scheme. This commitment must be maintained by 31/12/2024, which is why PSA SECH has already made new hires in the first months of 2024. In 2023, turnover increased slightly in PSA Venice-Vecon: workers who had reached retirement age or who re-

signed were replaced and the increases refer to apprenticeship contracts. At all companies, permanent contracts represent the main contractual form used.



Overall PSA Italy turnover rate

	2021			2022			2023		
OVERALL TURNOVER RATE (%) ⁴⁹	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
TOTAL	4.10	2.20	0.11	5.25	5.76	0.07	0.09	8.00	0.18
Men	2.58	1.76	0.09	4.65	3.99	0.05	0.07	6.67	0.12
Women	1.66	0.44	0.02	0.60	1.77	0.02	0.01	1.33	0.05
Under 30 years old	1.06	0.88	0.02	3.75	1.33	0.07	0.03	3.11	0.12
Between 30 and 50 years old	1.66	0.00	0.07	0.90	0.44	0.00	0.02	0.89	0.02
Over 50 years old	1.52	1.32	0.02	0.60	3.99	0.00	0.03	4.00	0.02

49 Total turnover rate: hires + leavers in the period/ average workforce for the period.

Positive PSA Italy turnover rate

	2021			2022			2023		
POSITIVE TURNOVER RATE (%) ⁵⁰	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
TOTAL	2.42	0.87	0.05	4.35	2.22	0.04	0.05	3.13	0.16
Men	0.91	0.87	0.03	3.75	0.89	0.04	0.05	2.68	0.10
Women	1.51	0.00	0.02	0.60	1.33	0.00	0.01	0.45	0.06
Under 30 years old	1.06	0.87	0.02	3.75	1.33	0.04	0.04	2.68	0.13
Between 30 and 50 years old	1.06	0.00	0.03	0.60	0.44	0.00	0.01	0.45	0.02
Over 50 years old	0.30	0.00	0.00	0.00	0.44	0.00	0.00	0.00	0.01

50 Total turnover rate: hires + leavers in the period/ average workforce for the period.

Negative PSA Italy turnover rate

	2021			2022			2023		
NEGATIVE TURNOVER RATES (%) ⁵¹	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
TOTAL	1.82	1.31	0.05	0.90	3.56	0.04	0.03	4.91	0.02
Men	1.67	0.87	0.05	0.90	3.11	0.01	0.03	4.02	0.02
Women	0.15	0.44	0.00	0.00	0.44	0.02	0.01	0.89	-
Under 30 years old	0.00	0.00	0.00	0.00	0.00	0.04	0.00	0.45	0.01
Between 30 and 50 years old	0.61	0.00	0.03	0.30	0.00	0.00	0.00	0.45	0.00
Over 50 years old	1.21	1.31	0.02	0.60	3.56	0.00	0.03	4.01	0.01

51 Negative turnover rate: leavers in the period/ workforce at the start of the period.

PSA Italy turnover compensation rate

	2021			2022			2023		
TURNOVER COMPENSATION RATE (%) ⁵²	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
TOTAL	75.00	66.67	1.00	20.69	62.50	1.00	1.61	63.64	7.00
Men	68.75	100	0.60	24	25	3.00	1.63	54.55	4.50
Women	6.25	0.00	0.40	0.00	37.50	0.00	0.00	9.09	5.00
Under 30 years old	0.00	0.00	2.00	0.00	0.00	1.00	0.00	54.55	11.00
Between 30 and 50 years old	0.25	0.00	1.00	50.00	50.00	0.00	2.67	9.09	2.00
Over 50 years old	0.50	0.00	0.00	0.00	12.50	0.00	0.05	0.00	1.00

52 Turnover offsetting rate: hires in the period leavers in the period.

For PSA Genova Pra' , the value of staff turnover in 2023 is influenced by staff hires - in particular with apprenticeship contracts - and by exits following joining the expansion contract.	Within PSA SECH , the value of staff turnover has undergone a change due, as previously described, to staff departures not yet covered by new hires. For PSA Venice-Vecon , the change is	due to the hiring of personnel on apprenticeship contracts.
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PSA Italy parental leave

	2021					
PARENTAL LEAVE	PSA GP		PSA SECH		PSA VENICE	
Gender	M	F	M	F	M	F
No. of workers entitled to parental leave	189	10	90	7	3	2
No. of workers who benefited from parental leave	74	3	5	0	2	2
No. of workers returning from parental leave in the year of reference	74	3	5	0	3	2
No. of workers returning from parental leave and still employed within the next 12 months	74	3	5	0	3	2
Percentage (%) of workers returning from parental leave and still employed within the next 12 months	100	100	100	0	100	100

2022						2023					
PSA GP		PSA SECH		PSA VENICE		PSA GP		PSA SECH		PSA VENICE	
M	F	M	F	M	F	M	F	M	F	M	F
156	7	89	8	2	3	166	10	46	2	3	4
75	2	7	1	2	3	59	8	1	1	3	4
75	2	7	1	2	3	59	6	1	1	3	3
75	2	7	1	2	5	59	6	1	1	3	4
100	100	100	100	100	100	100	97	100	100	100	100

6.1.2 EMPLOYMENT

Human resources are an essential corporate asset; their growth represents a fundamental and indispensable factor for the development of the terminals. The employment process aims to ensure that companies have the skills necessary to offer a quality service to customers: it is managed by personnel management, which also oversees relations with schools, universities and employment centres. The employment methods used by the companies comply with the principles of the code of ethics of the PSA Group, adopted both by PSA Genova Pra' and by PSA SECH and PSA Venice-Vecon, the legal regulations on labour matters, the National Collective Labour Agree-

ments (National Collective Labour Agreements for Ports and National Collective Labour Agreements Managers of industrial companies) in all their regulated institutions and in strict compliance with the conditions established by law. The company's policy guarantees, in access to employment, equal opportunities for men and women, without any discrimination for reasons of gender, ethnic origin, nationality, language, religion, political opinions, sexual orientation, personal and social conditions in line with the applicable legislation and, specifically, with the equal opportunities code (Legislative Decree 198/06). The staff is hired solely on the basis of

regular employment contracts, as no form of irregular work is tolerated, neither for Italian citizens nor foreigners. The candidate must be made aware of all the characteristics relevant to the employment contract. The recognition of salary increases or other incentive tools and access to higher roles and assignments (promotions) are linked, in addition to the rules established by law and the sector's collective labour agreement, to the individual merits of the employees, among which the ability to express behaviours and organisational skills based on the ethical standards of reference of the companies.

Staff composition (% by study title)
PSA Italy

	2021			2022			2023		
STAFF COMPOSITION (% BY STUDY TITLE)	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Degree	N.D.	11	9	N.D.	12	9	N.D.	12	17
Diploma	N.D.	46	50	N.D.	46	52	N.D.	46	54
Professional qualification	N.D.	18	8	N.D.	17	8	N.D.	17	9
Primary/junior school	N.D.	25	16	N.D.	25	16	N.D.	25	17



Spreading the sustainability culture within PSA Italy

The Parent Company PSA and all its The PSA Group and all its business units, including the PSA Italy terminals, work to increasingly spread awareness on sustainability issues, so that employees can have the knowledge to operate according to an approach that is attentive to these issues.

In addition to the initiatives related to Go Green and Safety Week, together with others implemented to raise employee awareness of respect for the environment, attention to health and safety and well-being in general, PSA has developed a comprehensive training programme on the subject of sustainability, provided to employees to adopt sustainable and planet-friendly behaviours.

Amongst the courses held in 2023 on sustainability we mention the following:

- for PSA Genova Pra', the training course "Carbon footprint of organisation, the ISO14064-1 standard - valid for the purposes of the Lead Auditor GHG ISO 14064-1 qualification" provided by Bureau Veritas Italia, lasting 8 hours, containing the specifications at the level of an organisation, for the quantification and reporting of greenhouse gas emissions and their removal. The course involved all colleagues from the HSSS department⁵³;
- for PSA SECH, a master's degree on environmental legislation and on the electronic register for waste traceability, which saw the heads of the environment and safety office as participants;
- for PSA Venice-Vecon, the two-day training course, "Sustainability Reports according to the GRI Standards",

provided by Bureau Veritas, lasting 16 hours, covered the reporting criteria according to the GRI and included a comparative analysis with ESRS, in preparation for the new European standards.

53 HSSS: Health and Safety, Security, Sustainability.

6.2 PEOPLE DEVELOPMENT

Corporate training has become an increasingly important element for achieving success in businesses and in any working and productive environment, to operate in a cohesive and efficient manner it is necessary to ensure that all employees, from the first to the last, feel they have a shared purpose. It is believed that, also from a psychological point of view, corporate training fulfils an indispensable task, in terms of utility and benefit, on a dual axis: for the worker, because he/she feels valued and relevant for the progress of the company and for the company, because in this way the employee will work with greater commitment and motivation. Human resources are undoubtedly the tool with the greatest influence for the growth of companies and the importance of corporate training is evident since, through the personal and professional development of individuals, improvements are made along the entire work line. Following the training activities, creativity and spirit of initiative grow, the ability to find cooperative solutions increases and employees acquire greater awareness of the meaning and importance of their role in the company; therefore, the importance of corporate training should not be underestimated, because it allows positive growth of employees which translates into general development of companies.

Below are some tables that represent a detailed overview of the training of the three companies:

PSA Italy average training hours

	2021			2022			2023		
AVERAGE TRAINING HOURS	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Total hours provided	9,765	2,737	2,798	16,681	3,113	2,498	26,168	7,600	2,376
Of which internal teaching	6,886	112	299	12,320	445	295	19,132	1,504	907
Average hours per employee ⁵⁴	N.A.	25	32	39.2	16	33	44.4	34	25
Average hours by total employees ⁵⁵	15	12	34	24.4	14	29	37.2	34	25
Average hours by employee category									
Management	12	79	50	38	62	5	32	75	14
Supervisors	22	76	52	24	80	44	31	123	67
Employees	15	12	30	14	13	26	24	34	33
Workers	15	3	34	25	6	19	42	27	15
Average hours by employee gender									
Men	15	11	28	23	13	26	38	33	21
Women	16	23	55	37	23	40	32	46	39
% employee coverage	N.A.	48%	100%	62%	87%	94%	84%	100%	100%

54, 55 Employees who have received training.

PSA Italy training costs

	2021					
TRAINING COSTS	PSA GP		PSA SECH		PSA VENICE	
AMOUNTS AND PERCENTAGES	€	%	€	%	€	%
Funded training cost	30,360	36	27,580	38	4,947	11
Non-funded training cost	54,969	64	45,927	62	38,673	89
TOTAL	85,329	100	73,507	100	43,620	100

Costs by PSA Italy training type

	2021			2022			2023		
COSTS BY TRAINING TYPE (€)	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Managerial training	15,292	0	21,041	25,369	163	5,927	30,544	3,485	2,261
Safety training	16,706	15,660	9,548	14,506	19,546	12,097	17,775	12,112	11,329
Refresher training	53,331	57,847	13,031	40,012	37,402	17,756	60,423	120,108	23,716
TOTAL	85,329	73,507	43,620	79,887	57,111	35,780	108,742	135,705	37,306

The above data takes into account all financing received directly from the company, excluding that financed training, the ownership of which remains with accredited training bodies which allow training activities to be provided to employees without direct company costs for teaching. The cost of the studies is borne by the company.

Within the economic investments made over the last three years in training, [PSA Genova Pra'](#) has managed to use financing from private interprofessional funds and from public funds detailed as follows:

- 2021:** €30,360, 100% funded by private interprofessional funds (Fondimpresa and Fondirigenti);
- 2022:** €31,635, 100% funded by pri-

vate interprofessional funds (Fondimpresa);

- 2023:** €55,888, 100% funded by private interprofessional funds (Fondimpresa and Fondirigenti).

[PSA SECH](#), for its part, managed to use funding from private interprofessional funds and public funds, detailed as follows:

- 2021:** €27,580, 100% funded by private interprofessional funds (Fondimpresa);
- 2022:** €6,240, 100% funded by private interprofessional funds (Fondimpresa and Fondirigenti);
- 2023:** €42,643, 100% funded by private interprofessional funds (Fondimpresa and Fondirigenti).

As regards [PSA Venice-Vecon](#), however,

the company managed to use financing from private inter-professional funds, detailed as follows:

- 2021:** €4,947, 100% funded by private inter-professional funds (Fondimpresa);
- 2022:** training costs are self-funded;
- 2023:** €17,643, 86% funded by private inter-professional funds (Fondimpresa) and 14% funded by public funds (port voucher).

2022						2023					
PSA GP		PSA SECH		PSA VENICE		PSA GP		PSA SECH		PSA VENICE	
€	%	€	%	€	%	€	%	€	%	€	%
31,635	40	6,240	11	0	0	55,888	51	42,643	31	17,643	47
48,252	60	50,871	89	35,780	100	52,854	49	93,062	69	19,663	53
79,887	100	57,111	100	35,780	100	108,742	100	135,705	100	37,306	100

Hours provided by PSA Italy course type

	2021			2022			2023		
HOURS PROVIDED BY COURSE TYPE (€)	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Managerial training	253	0	434	1,052	685	270	558	176	413
Safety training	4,053	821	1,194	2,953	787	1,672	1,834	2,442	1,046
Refresher training	5,459	1,916	1,170	12,676	1,641	557	23,776	4,983	917
TOTAL	9,765	2,737	2,798	16,681	3,113	2,499	26,168	7,601	2,376

PSA Italy delivery method

	2021			2022			2023		
DELIVERY METHOD %)	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
% Classroom	83	26	77	90	59	14	90	54	82
% Online	17	74	23	10	41	86	10	46	18

Regarding the [PSA Genova Pra'](#) terminal during the year 2023, the training hours increased significantly from 16,681 hours in 2022 to 26,168 in 2023. This achievement was possible thanks to the constant commitment of the training office in trying to satisfy all the training needs highlighted in the annual training plan containing all the needs of the various company departments. Also complicit in this increase was an intense hiring campaign, with the inclusion of 47 new resources including multi-purpose apprentice workers driving vehicles, maintenance workers and some clerical positions, which brought with it a large number of hours of training to drive operational vehicles, as well as several hours of safety courses and

technical courses.

The English language courses continued regularly, managing to bring the internal groups back into the classroom and leaving only the one-to-one courses in virtual mode.

As at April 2023, the “ONE Company - Change Agents” corporate training project ended. The project began in May 2022 following the mandate received from the Managing Director and the Human Resources Director of the PSA Genova Pra' and PSA SECH terminals which involved 22 colleagues, chosen from the staff of the two Genoese PSA companies with different roles and levels of engagement, but with the same positive approach or attitude. In the final celebration, the three projects

entrusted to them were presented to management on how to build an ideal company model for the near future in three different aspects: development of technological, organisational and people skills.

6.3 SUSTAINABLE PROCUREMENT

In April 2023, a training programme was also launched, through the Cyber Guru e-learning platform, dedicated to the topic of Cyber Security Awareness, therefore awareness in the field of Cyber Security, lasting 12 months and including 12 modules training courses, each of which is dedicated to a specific topic. This course is aimed at 279 terminal employees. The same activity took place at [PSA SECH](#) and involved 61 workers.

Digital literacy courses continued in 2023, through a collaboration with the Fondazione Accademia Italiana della Marina Mercantile (Italian Academy of the Merchant Navy Foundation) for both terminals, involving 76 people from PSA Genova Pra' and 49 from PSA SECH to provide them with basic skills for the use of the computer and the Internet and to also deal in a practical way with the use of the operating system, the management of files, folders and the Office package software for word processing and spreadsheets. Thanks to a subscription signed by all the business units of our Region, 60 licenses of the Udemy online course platform have been activated at [PSA Genova Pra'](#) and 30 at [PSA SECH](#), to give identified colleagues the possibility of choosing amongst the thousands of courses available are those most useful to their activity and role.

During 2023, [PSA SECH](#) totalled the highest number of training hours provided in its history (7,601, with an average of 33 hours per employee). Continuing a path that began years ago, [PSA SECH](#)'s commitment to training and prevention has continued. The number of emergency workers has grown and it has become more neces-

sary than ever to continue their path in terms of initial training or mandatory refresher courses.

In the maintenance area, a training activity was carried out which involved almost all the department staff, a course in oxy-acetylene welding and oxy-fuel cutting, aimed at providing correct training on the reference regulations and the technical tools necessary to implement a correct and safe welding. The electrical part of the workshop department followed a course on electrical engineering and on Programmed Logic and PLC systems, aimed at increasing the level of knowledge of electrical engineering principles and introducing the logic programming of modern PLC systems.

As per previous courses, English language courses were also provided in 2023, attended by PSA SECH staff from various departments.

For PSA Venice-Vecon, in 2023, health & safety courses continued to be a key focus for the company. However, this year, the terminal has recorded a significant increase in professional development courses, thanks to two specific initiatives.

Firstly, several data governance training sessions were organised, aimed at providing employees with an in-depth understanding of key factors, such as consistency, confidentiality and correctness, related to data management. Secondly, a postural project designed to promote employee well-being was introduced. This programme included weekly meetings with a physiotherapist, dedicated to helping employees maintain correct posture whilst carrying out their duties. This initiative not only aims to prevent work-related physical problems, but also to promote

a healthier and more productive work environment.

PSA Italy terminals place increasing importance on sustainable sourcing practices, as purchasing decisions impact environmental, social and economic aspects on both a local and global level.

Collaborating with qualified and reliable suppliers helps organisations to promptly and effectively satisfy customer needs, also allowing them to play a crucial role in options for reducing the negative impacts generated in the ESG context.

The three organisations forming PSA Italy therefore adopt a qualification process which involves the initial evaluation and periodic re-evaluation of suppliers, in order to guarantee that the services, equipment and products supplied satisfy all quality and safety aspects, ethical and others included in

the macro-groups of economic, social and environmental sustainability.

The companies keep the procurement processes under control, so that they take place in full compliance with the criteria of transparency and equal access opportunities, thus ensuring that suppliers and contractors satisfy the requirements of professionalism, legality, reliability and cost-effectiveness to be able to operate in the terminal areas.

The supply of each good or service is subject to the judgment of the company functions that have actually used them, completing specific evaluation forms relating to the type of activity provided by the suppliers and compliance with the procurement requirements, as well as health, safety and environment obligations. For 2023, at the PSA Italy terminals, no suppliers have been

identified as having significant potential and actual negative social and environmental impacts. Any non-conformities found are traced, evaluated and taken into consideration for future supply assignments. The execution of second-party audits of suppliers critical to health & safety, carried out by a qualified external party, continued in PSA Genova Pra' and PSA SECH, also in 2023, with the aim of ascertaining compliance with company rules and procedures. The outcome was satisfactory, with only a few recommendations, which were promptly managed. During 2023, the total number of suppliers with whom commercial relationships have been maintained amounts to 1,247 entities for PSA Italy, 842 involved by PSA Genova Prà and PSA SECH and the remaining 405 by PSA Venice-Vecon.



PSA Italy total number of suppliers in 2023: 1,247

For PSA Italy terminals, the majority of supplier spending is concentrated on the purchase of services and goods instrumental to carrying out operational activities. Specifically, the main types of services purchased in 2023 concerned the use of temporary port labour, maintenance activities for yard equipment, railway traction and handling (mainly in the Genova Pra' terminal), document management activities and coordination of operations related to entering and exiting the terminal, building maintenance on the docks and aprons, internal transport services (mainly for the Genova Pra' terminal), asphaltting activities, canteen service (only for the Genova Pra' terminal), software assis-

tance, rental of lifting equipment, fire guard activities.

With regard to the goods purchased in 2023, the majority of the expenditure concerns the purchase of: capital goods for the expansion of the railway yards (RMG cranes, translator wagons) and for the construction of a photovoltaic system, material for the electrical and mechanical maintenance, tyres for yard equipment, diesel for equipment operations, electricity and gas.

The gradual integration of sustainable procurement into the ESG strategy of PSA - and therefore of PSA Italy - will increasingly guarantee awareness of the impact generated by the purchase of products and services, the decisions

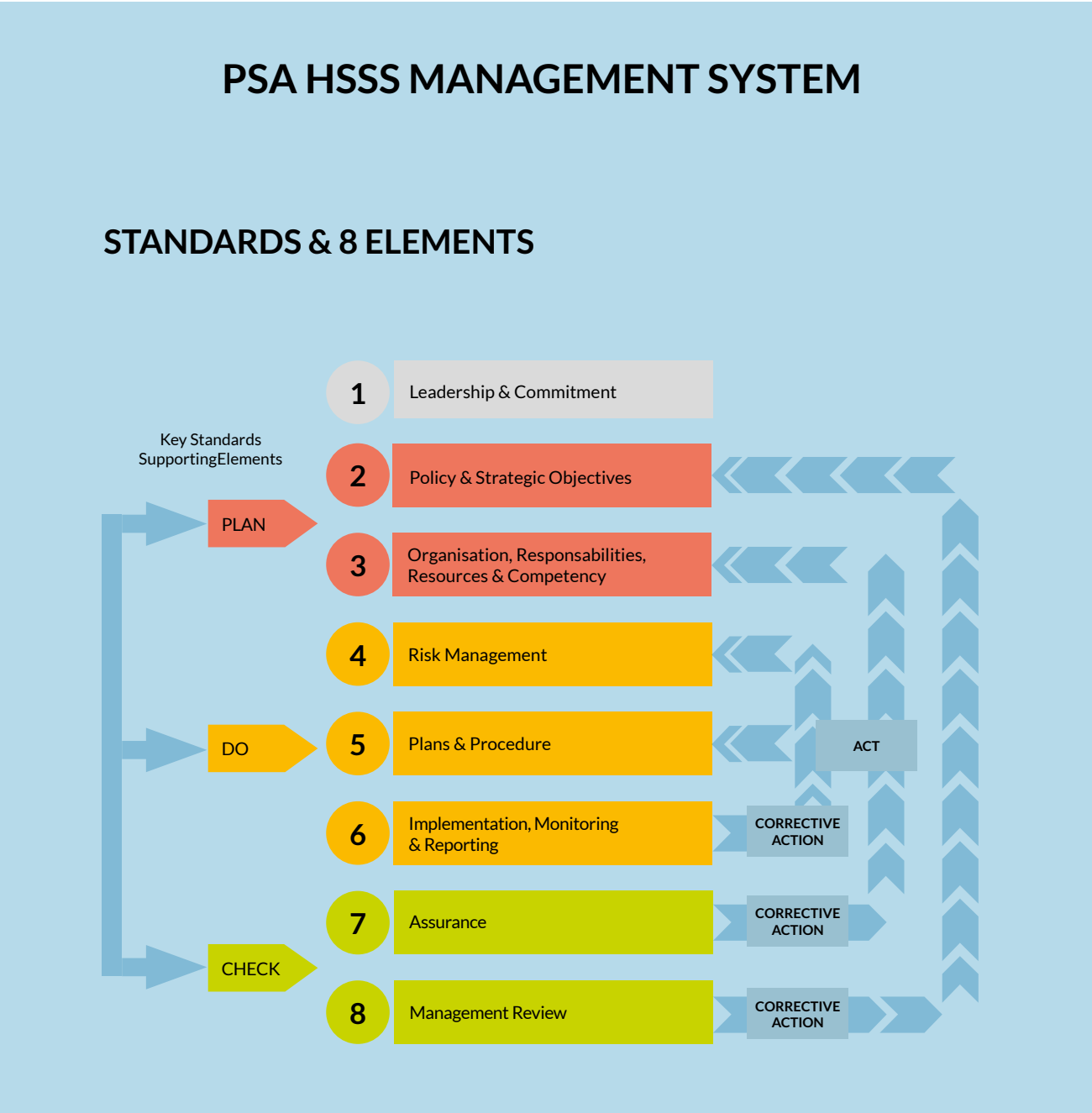
of which weigh on the environment and society, along the value chain.

In fact, the PSA Group has developed a framework for sustainable procurement, the Sustainable Procurement Framework (SPF) which provides for the strengthening of responsible operations in terms of circular economy, green alternatives and IT security, maintaining the line on the principles of ethics and integrity already in place. The implementation of the SPF within the BU management systems began in 2023 and its conclusion is expected to take place in 2024

6.4 OCCUPATIONAL HEALTH AND SAFETY

The health and safety management system

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



PSA Genova Pra', PSA SECH and PSA Venice-Vecon have also opted to operate according to the UNI EN ISO 45001:2023 standard, responding to the need to continuously improve health and safety performance. The PSA Italy terminals have implemented a system of controls aimed at ascertaining the compliance of the health and safety management system with the reference standards and mandatory legislation, 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.

This control system, implemented by PSA Italy terminals, allows non-compliant services and activities to be identified and is mainly divided into:

- first-party audits conducted by qualified internal and/or external personnel and third-party audits conducted by independent and accredited certification bodies;
- periodic and systematic inspections of workplaces, conducted by personnel within the prevention and protection service, to ensure compliance with the health and safety requirements and conditions, in all places and in the performance of all company activities;
- drills planned to test the possible emergency scenarios identified by PSA Genova Pra', PSA SECH and PSA Venice-Vecon in order to evaluate the effectiveness of the intervention plans and the preparation of the personnel in charge. The multi-year planning of the exercises is periodically reviewed based on the results of the simulations carried out and the emergency events that actually occurred.

The results of the tests are managed from a system perspective, through the identification, where necessary, of actions aimed at improving the response to the various events that may occur;

- periodic inspections by the competent doctor to ensure that the environments and working conditions guarantee compliance with the health and safety of the operators;
- adoption of management systems that allow for the monitoring of mandatory and voluntary health and safety obligations upon expiry and the controlled management of any non-conformities detected, implementing all the corrective actions necessary to restore the full effectiveness of the health and safety management system.



EMERGENCY MANAGEMENT

The grouping of organisations under the aegis of the PSA Italy brand favours the establishment of various synergies: the pooling of a PSA Genova Pra' resource for both Genoese terminals has in fact allowed for more cohesive and efficient management of emergencies.

Within the PSA Genova Pra' terminal, a suitable area has been identified for the landing of the rescue helicopter serving both the terminal and the local community in the event of events requiring the rapid transportation of people to first aid units.

For any emergency situations that require an urgent intervention by the rescuers, a direct contact between 118 itself, the medical car and the ambulance has been defined, in agreement with the 118 operations centre, in order to guarantee coordination with the security operations centre for a response that allows help to be conveyed to the emergency site quickly and effectively.

During 2023, PSA Genova Pra' saw the occurrence of eight emergencies, all managed in accordance with the provisions of the company's emergency plan. As per practice, the usual annual

evacuation tests from workplaces were conducted, including that relating to operators from crane systems, and simulations regarding planned emergency situations, tested at least once every three years.

The PSA SECH terminal has carried out response tests to the planned emergency scenarios for 2023. For the simulation relating to a "serious fire on the ground", the new element particularly appreciated by the workers was represented by the fact that the external company that deals with the management of the fire prevention equipment, in addition to providing technical support during the simulation, also provided, before the test, a theoretical-practical course aimed at maintenance personnel, relating to the methods of extinguishing a fire on the ground with fire extinguishers and/or fire hydrants. The simulation of the "fire in office spaces" scenario was tested separately for the operations building and the administration building within the terminal areas. The new "fire in the refuelling area" scenario, introduced in the 2023 emergency plan, was also tested, as the activity is now carried out in a dedicated area, in which a tank is positioned filled by

external personnel and used for the refuelling of the means.

The PSA SECH employees in charge of refuelling have received suitable training to carry out the activity and to prevent and manage emergency situations. The outcome of the simulations was positive, the minor critical issues detected were managed within the QHSSS system with a view to continuous improvement.

At the PSA Venice-Vecon terminal, during 2023, emergency drills were held again in collaboration with the on-board staff of cruise ships, simulating fires of vehicles present on the quay and the need to evacuate ground staff to activation of the external emergency plan, also involving the emergency vehicles of the firefighters and the Port System Authority's health emergency unit.

Specifically, a complex exercise was carried out in which two different scenarios were simulated, a security incident and a fire alarm to test the application of the terminal's Security and Emergency Plan during an emergency situation in the area dedicated to cruises.

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 consideration not only routine company activities, but also non-routine activities, injuries, emergency situations and organisational changes. Once the danger identification and risk assessment phases have been completed, the terminals adopt effective

preventive and protective measures to guarantee the protection of the health and safety of workers and all those who access the company areas.

Workers participation, consultation and communication on health and safety issues

PSA Italy establishes processes aimed at promoting communication, participation, consultation and involvement of workers in matters of health and safety, both directly and indirectly through company RLS⁵⁶; corporate communication methods take place with respect for diversity of gender, language, culture, literacy and disability.

Consultation activities imply the definition of communication processes that:

- ensure that workers acquire the necessary awareness regarding:
 - HSSS policy⁵⁷ and objectives for health and safety in the workplace, security and sustainability;
 - importance of its contribution to the effectiveness and improvement of the performance of the health and safety management system and of the implications and potential consequences deriving from not complying with the legal requirements of the system;
 - relevance of active participation in the analysis of incidents that concern

them and the results of the analyses of the related causes; in fact, the terminals ensure that workers, at all levels, are encouraged to report hazardous situations, so that preventive measures and corrective actions can be taken;

- importance of their involvement and of the staff present in PSA Genova Pra', PSA SECH and PSA Venice-Vecon during the audit activities, to ensure compliance with the management system requirements;
- knowledge of the risks present in the context in which they operate;
- importance of complying with the safety procedures and instructions in force;
- correct identification of dangers, health and safety risks;
- ability to remove themselves from work situations that they believe represent a serious and immediate danger to their life or health.

- promote dialogue and exchanges, with the aim of making the necessary

information available to workers and RLS to provide informed feedback that must be taken into consideration by the terminals before making a decision in terms of workers' health and safety;

- prescribe adequate health and safety behaviour towards internal and external stakeholders, such as: direct and indirect workers, suppliers, contractors and visitors.

56 Workers' representative for Health & Safety
57 HSSS: Health, Safety, Security, Sustainability

Safety Week 2023

The annual PSA Group initiative "Safety Week" was held from 15 to 21 January 2023. The Group CEO, in his speech, reiterated the importance of continuing to work on the culture of safety in the workplace and introduced two new tools in force from January 2023:

- Safety Barometer: series of indicators that all business units will have to report to monitor and maintain high attention on safety in the work environment;
- Safe Yard Operations Plan: standard promoted by the group which explains the technical requirements to raise safety standards in yards.

The three terminals of PSA Italy, for Safety Week, launched the "Safety Walks", a walkabout by managers in the yard and on the quay, an opportunity

to meet and initiate dialogue with the operational staff during the "Safety Walkabouts" in the operational areas of the three terminals. HSSS managers and staff participated in the walks, observing the various work areas, the yards, the quays, the workshops, the commercial gates. It was an opportunity to discuss with the workers, to illustrate the safe behaviours to be followed, to collect their observations and needs, to understand if during the carrying out of the activities there are any anomalies to report regarding work-related health and safety.

As part of the week dedicated to safety, Safety Day 2023 was held in the Captain's Hall of Palazzo San Giorgio in Genoa, headquarters of the AdSP of the Western Ligurian Sea, the Group's biennial event which shares with the

Authorities and Stakeholders in the area the results and challenges for the future on health, safety, security and sustainability aspects, starting from the topic of training, a central element for all port operators. At the end of the event, the Stakeholders present in the room signed PSA's 2023 policy on health, safety, security and sustainability.

For PSA Venice-Vecon, the "Workshop of Ideas" was reactivated with the aim of increasingly involving and encouraging workers from different departments to discuss the activities carried out and propose innovative ideas in the fields of health and safety, energy and the environment. To this end, ad-hoc activities are organised, such as, for example, meetings and visits to the terminals.

HSSS PSA EuroMed and PSA Americas workshop

HSSS PSA EuroMed and PSA Americas workshop

A HSSS workshop took place at the end of September at the PSA Panama terminal, during which the participants, made up of the department managers of business units in PSA EuroMed and PSA Americas, met to discuss ideas, exchange best practices and explore different approaches to address the health, safety and security challenges that arise within the workplace.

Health surveillance

Health surveillance represents one of the prevention measures for workers exposed to health risks caused by agents of a physical, chemical, biological or ergonomic nature. The health visits are carried out according to a schedule defined by the company doctor in agreement with the employers of the terminals. A qualified doctor, in possession of the requirements established by law, carries out the medical visits in suitable environments equipped for the examination of the various aspects of physical and psycho-attitudinal functionality of workers. The results of the medical examination are attached to the health and risk record. Based on these results, the company doctor expresses an opinion relating to the specific role of the employee, which can be: suitability; partial, tem-

porary or permanent unfitness, with prescriptions or limitations; temporary unsuitability; or permanent unfitness. The activity of the company doctor does not end with the health surveillance of the workers, he in fact collaborates with the employer and with the prevention and protection service in the assessment of risks and the implementation of measures for the protection of health and psychological integrity - workers' physics; he also collaborates in the organisation of the first aid service, with particular attention to the definition of the medical-surgical aids available to the emergency workers. He participates in the information and training activity of workers and is the only one authorised to provide information to workers regarding the results of diagnostic tests and health surveillance

and the delivery of medical documentation, upon request or upon termination of the employment contract. It is important to underline that the health risk file contains sensitive data and must therefore be treated in compliance with professional secrecy and the provisions of Regulation EU/2016/679 and of Legislative Decree 196/2003, personal data protection code. In addition to the health surveillance activities described above, PSA Genova Pra', PSA SECH and PSA Venice-Vecon have subscribed to private insurance in order to guarantee all workers' access to health services, even outside of work, with the aim of preserving health thanks to annual check-up programmes and further visits and examinations for diagnostic tests.

Workers' health and safety training

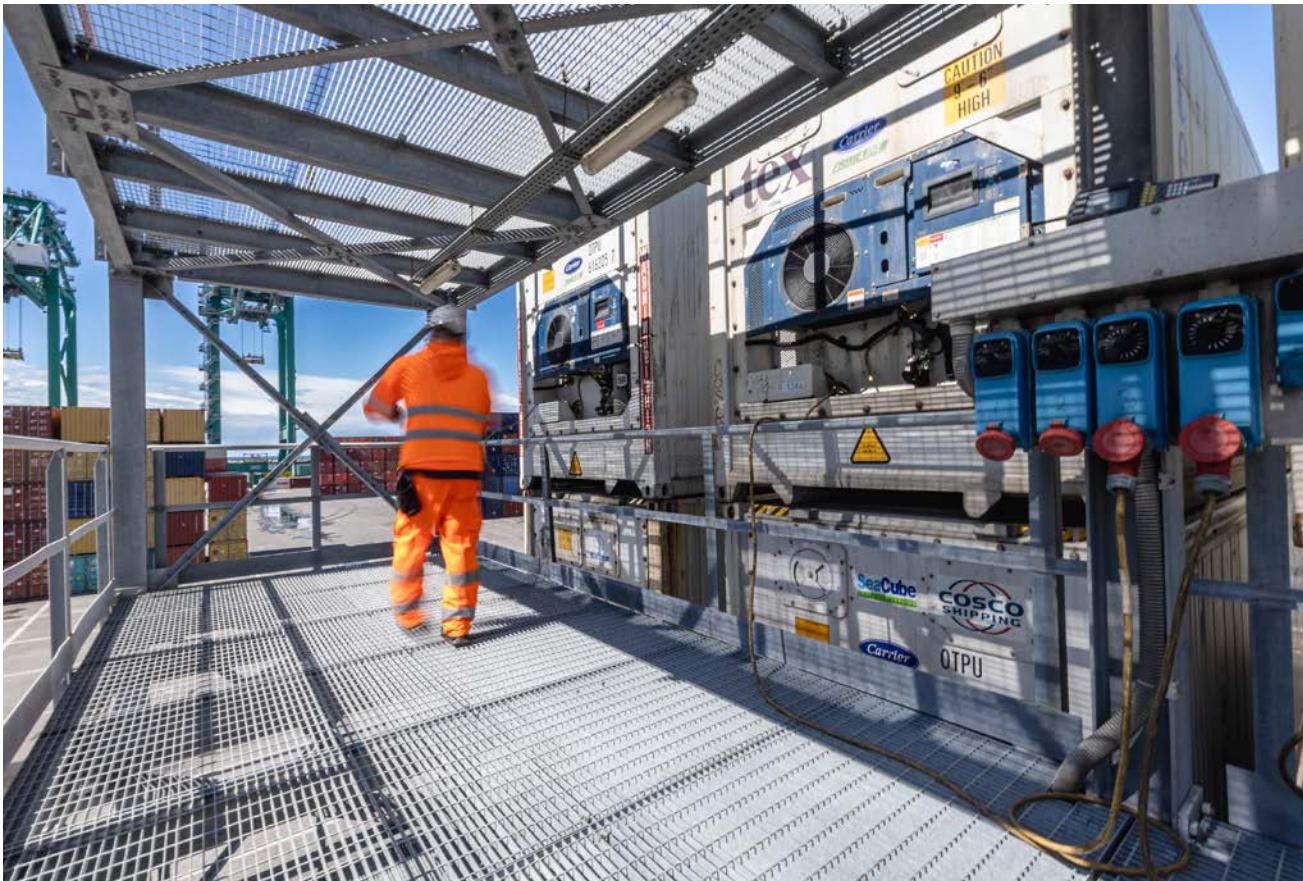
It is the task of PSA Genova Pra', PSA SECH and PSA Venice-Vecon to implement information, education and training activity consistent with company policies, the ethical principles contained therein, the applicable legislation on the matter, the rules of voluntary adoption, the commitments signed and the corrective actions relating to the prevention of recurrence of non-conformities, accidents and injuries. It is the responsibility of PSA Genova Pra', PSA SECH and PSA Venice-Vecon to ensure that workers are competent, including the ability to identify hazards; to this end, the two sites plan, organise, implement and verify the learning and effectiveness of information, education and training activities, internally or through qualified external parties. The terminals provide workers with safety training, in compliance with the provisions of the State-Regions Conference

Agreement no. 221 dated 21 December 2011, pursuant to Legislative Decree No. 81 dated 9 April 2008, governing the duration, minimum contents and methods of mandatory training on safety, the updating of workers, supervisors and managers, as well as the optional training of the subjects referred to in Article 21, paragraph 1, of said Legislative Decree no. 81/08. Specifically, the terminals provide the following types of training on health and safety, also guaranteeing the updates required according to regulatory requirements:

- *general training*, lasting 4 hours, concerns all workers and focuses on the general concepts of safety in the workplace (Article 37, Legislative Decree no. 81/2008). It is supplied as a one-off to all staff.
- *specific training* refers to the tasks, the risks associated with them and the

related prevention and protection measures and procedures, which are characteristic of the sector or sector to which the company belongs. The duration of the specific training is added to the general one and varies by 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 permitted, only for the general part (4 hours) and not for the specific part. This training is updated every 5 years by subjecting workers to 6 hours of training.

- *training for supervisors* lasts a minimum of 8 hours, is provided in addition to that received as a worker and includes the development of the following topics:
 - main subjects of the company prevention system;
 - relationships between the various internal and external subjects of the



prevention system;

- definition and identification of risk factors;
- accidents and damage;
- communication techniques and worker awareness;
- assessment of the company's risks, with particular reference to the context in which the person in charge operates;
- identification of technical, organisational and procedural prevention and protection measures;
- methods of exercising the function of monitoring compliance by workers. This training is updated every five years by subjecting workers to six hours of courses.

- *training for managers* lasting a minimum of 16 hours, divided into four modules:
 - legal - regulatory module;
 - safety management and organisation;
 - identification and assessment of risks;
 - communication, training and consultation of workers.This training is updated every 5 years by subjecting managers to 6 hours of courses.
- *training for health and safety officers*, pursuant to Article 37 paragraph 11 of Legislative Decree 81/2008 and subsequent amendments and additions, which involves initial training of at least 32 hours and an annual refresher course of 8 hours.
- mandatory training of resources covering emergency preparedness and response roles divided into:
 - first aid training, provided in accordance with the provisions of Ministerial Decree 388/03. This lasts 16 hours and is updated every 3 years through a 6-hour course. First aid workers are

trained in the use of the automatic external defibrillator (AED) and included in the regional network of qualified subjects. The specific training on BLS (Basic Life Support) is updated every 2 years, as required by the regulations for BLSD Re-Training.

- firefighting training. This training, provided in accordance with the provisions of the Ministerial Decree. 10/3/98, amended by Ministerial Decree dated 02/09/21, effective as of 04/10/22, has a different duration, varying between 4 and 16 hours based on the level of risk relating to the role covered. It is renewed every 5 years through a course that varies from 2 hours (risk level 1) to 8 hours (risk level 3).

- *training relating to the use of vehicles and equipment*, necessary for the purpose of issuing the qualification to operate them, governed by the State-Regions Conference Agreement no. 53 of 22 February 2012, which regulates the methods for the recognition of 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 and subsequent amendments and additions. In the terminals, the vehicles that fall within the scope of this regulation are as follows: forklifts, mobile and elevating work platforms and self-propelled vehicles. Also in this case, this involves training that must be updated every 5 years.
- *training for the qualification to operate other vehicles and equipment present in the terminals* and the training of which 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 and, for PSA Venice-Vecon, also in compliance with the Ordinance. n. 16/2018 of the AdSP MAS, governing the training and qualification of personnel operating within the Port of Venice. Having obtained the qualifications required by the aforementioned Ordinance, the PSA Venice-Vecon trainers provided the new operational employees with training courses for the qualification to operate forklifts, reachstackers, port tractors, wheeled transtainers, quay cranes, container clerks; this activity includes an examination by a mixed commission of ADSP MAS, Article 17 ex L.84/94 and terminal operator, the training expires every five years.

- *Training of electrical workers*, in accordance with CEI EN 50110-1, CEI 11-27 PES (expert person) - PAV (warned person) PEI (suitable person).

Non-mandatory safety training provided in 2023

For PSA Italy, training does not only mean fulfilling the obligation established by laws and regulations. In 2023, PSA Genova Pra' and PSA SECH offered company managers the opportunity to participate in safety courses provided by the Saipem's non-profit foundation Leader in Health and Safety (LHS), according to non-traditional, but rather alternative, experiential and dynamic methods, which by simulating real-life situations allow safe behaviours to be internalised.

Amongst the training initiatives offered by PSA Venice-Vecon, a highlight in 2023 was the postural education project, which has the aim of optimising the man-machine-environment relationship, reducing the conditions of psycho-physical stress for the worker, with a view to improving corporate well-being. The activity included practical training, in which the terminal staff were directly involved, in the presence of a physiotherapist who coordinated the activities.

Employee injuries and professional diseases at PSA Italy

PSA Genova Pra', PSA SECH and PSA Venice-Vecon protect the health and safety of workers according to the guidelines defined by the PSA Group and the UNI EN ISO 45001:2023, an internationally recognised standard. Following the occurrence of injuries, in particular, the terminals launch in-depth investigation activities, necessary to en-

sure the reconstruction of the dynamics of the events, the identification of the root causes and the definition of the actions to be implemented to avoid the repetition of the same types of injuries. PSA monitors the injury trend of the terminals belonging to the group through the *Lost Time Injury Frequency (LTIF)* Overall indicator, which indicates the to-

tal number of work-related injuries occurring to PSA employees and external workers, per million hours worked. For 2023, the data relating to the three PSA Italy terminals follows.

Lost Time Injury Frequency Overall

2023	PSA GP	PSA SECH	PSA VENICE
LTIF	6.60	4.01	0.00

Employee injuries in the workplace

EMPLOYEES	2021			2022			2023		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
No. of injuries in the workplace ⁵⁹	16	5	0	18	5	0	21	5	0
- of which severe ⁶⁰	2	0	0	3	2	0	6	0	0
- of which fatal	0	0	0	0	0	0	0	0	0

Non-employee injuries in the workplace⁶¹

NON-EMPLOYEES	2021			2022			2023		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
No. of injuries in the workplace ⁵⁹	7	2	1	7	1	1	7	2	0
- of which severe ⁶²	N.A.	N.A.	0	N.A.	N.A.	0	N.A.	N.A.	0
- of which fatal	0	0	0	0	0	1	0	0	0

59 Number of accidents reported to INAIL according to the national legislation.
60 Severe injuries refers to those exceeding 39 days of absence from work. The PSA SECH terminal does

not have the figure relating to the days of absence from work of non-employee external staff.
61 Including Company workers.
62 Severe injuries refers to those exceeding 39 days

of absence from work. The PSA SECH terminal does not have the figure relating to the days of absence from work of non-employee external staff.



Injuries in the workplace KPIs

EMPLOYEES - INJURIES IN THE WORKPLACE	2021			2022			2023		
	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Injury Incidence Rate	24.73	22.12	0.00	26.87	22.12	0.00	30.75	22.22	0.00
Injury Frequency Rate	16.35	14.06	0.00	18.17	13.97	0.00	19.99	13.70	0.00
Fatal Injury Frequency Rate	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
High-consequence work-related injuries index	2.04	0.00	0.00	3.03	5.59	0.00	5.71	0.00	0.00
Recordable work-related injuries frequency index	14.31	14.06	0.00	15.14	8.38	0.00	14.28	13.70	0.00
Injury Severity Rate	0.47	0.11	0.00	0.62	0.42	0.00	0.62	0.21	0.00
Injury Average Duration	28.87	7.60	0.00	34.28	30.40	0.00	31.24	15.00	0.00

The injury rates follow the following calculation methods, in line with what is indicated by the GRI guidelines:

- **Injury Incidence Rate:** (number of accidents * 1,000/number of employees). This index, starting from the 2018 Sustainability Report, was calculated using a multiplier equal to 1,000 instead of 100, to obtain a value aligned with the parameters by law, rather than a figure that until now had been considered more representative when compared to the size of the terminals.

- **Injury Frequency Rate:** (total injuries/total hours worked) *1,000,000. This index is calculated using a multiplier equal to 1,000,000 rather than 100,000, to obtain a value aligned with the legal parameters, rather than a figure which until now had been considered more representative when compared to the size of the terminals.
- **Injury Severity Rate:** (total days lost/total hours worked) * 1,000 - Compared to other indicators, this index is calculated using a multiplier of 1,000

to obtain a representative value when compared to the size of the terminals.

- **Injury Average Duration:** no. of days of absence from work due to accident/no. of injuries.

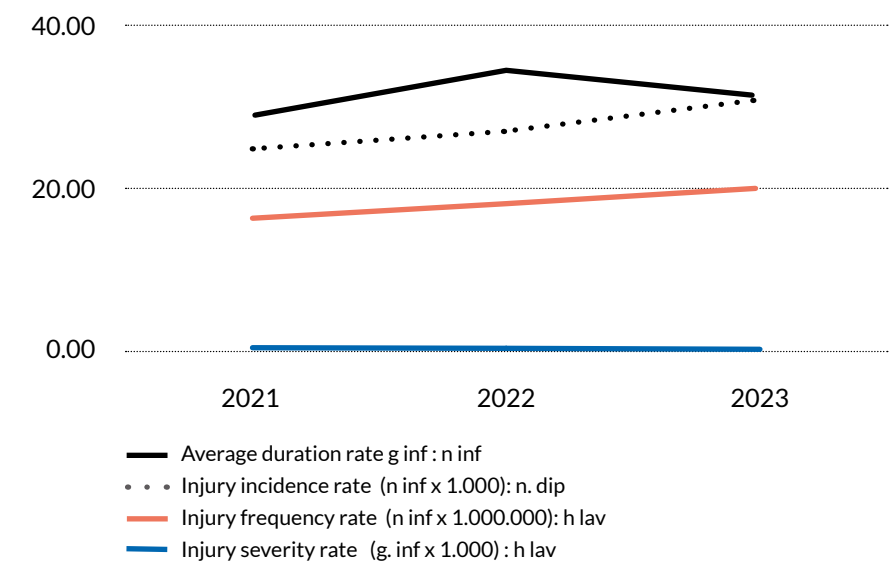
At PSA Genova Pra', PSA SECH and PSA Venice-Vecon, there were no cases of occupational diseases for the three-year reference period.



PSA Genova Pra’ injuries analysis

In 2023, 21 workplace injuries occurred amongst PSA Genova Pra' employees, excluding commuting ones. Below is the injury trend for terminal staff over the last three years, which does not show significant changes.

PSA Genova Pra' injury trend

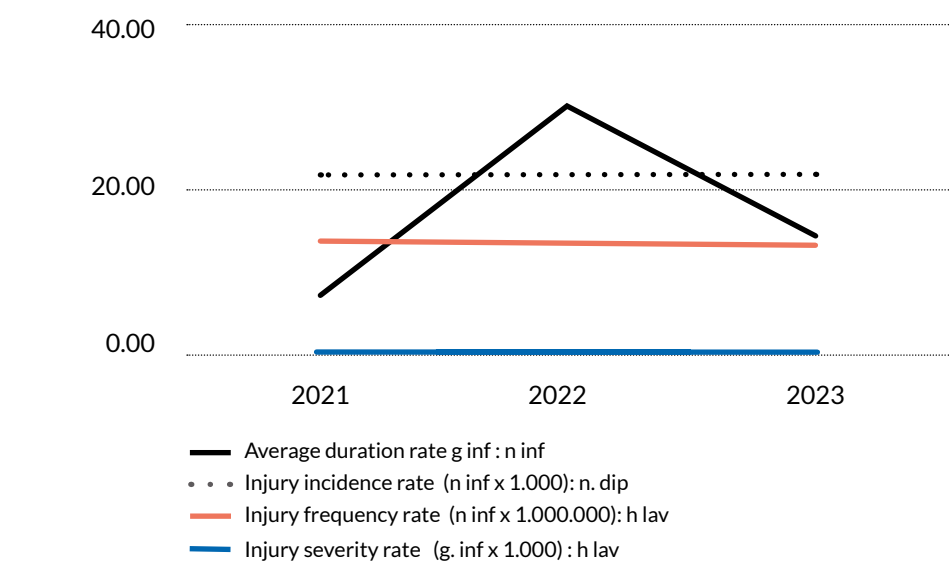


The injuries suffered by non-employee staff working at the terminal amounted to seven events for the entire three-year period. PSA Genova Pra’ reported, for the year 2023, an LTIF Overall value of 6.6, therefore far less than target established by Group, which amounted to 8. The analysis of the events reveals that the majority of injury cases occurred on board ship (24%) and that the main cause is due to dynamics associated with operator inattention or accidental causes (47% of cases due to lost footing). Injury analyses are an opportunity to identify any additional prevention measures. The increase in injuries that occurred in 2023, although slight and not significant, is an incentive to continue to effectively implement the prevention activities that have now been consolidated over the years (raising awareness of personnel involved in injury events, information and training of all personnel with dissemination of procedures to guarantee the safe carrying out of activities and the use of the Take5 technique, communication to workers on QHSE issues).

PSA SECH injuries analysis

Seven injuries occurred at PSA SECH in 2023, of which five occurred to employees and two to external staff. Of these, none were serious injuries. PSA SECH also continued to refine the value of the LTIF Overall adopted by the group; in 2023, this index was established at 4.01, marking a decrease compared to the value recorded in 2022 (4.18). The data relating to the injury trend of PSA SECH in the three-year period 2021-2023 are reported:

PSA SECH injury trend



The statistical data of Frequency (13.7%), Incidence (22.2%), Severity (0.21%) and Duration (15) were all found to be lower than the average of the previous 3 years (Frequency 15%; Incidence 23 %; Severity 0.36%; Duration 23.4) confirming the company's good injury performance. It is to be specifically highlighted the decrease in severity and duration resulting from a lower number of days of prognosis. All events were subjected to analysis in order to identify the causes and any additional prevention and protection measures which, considering the various dynamics, were limited to the following:

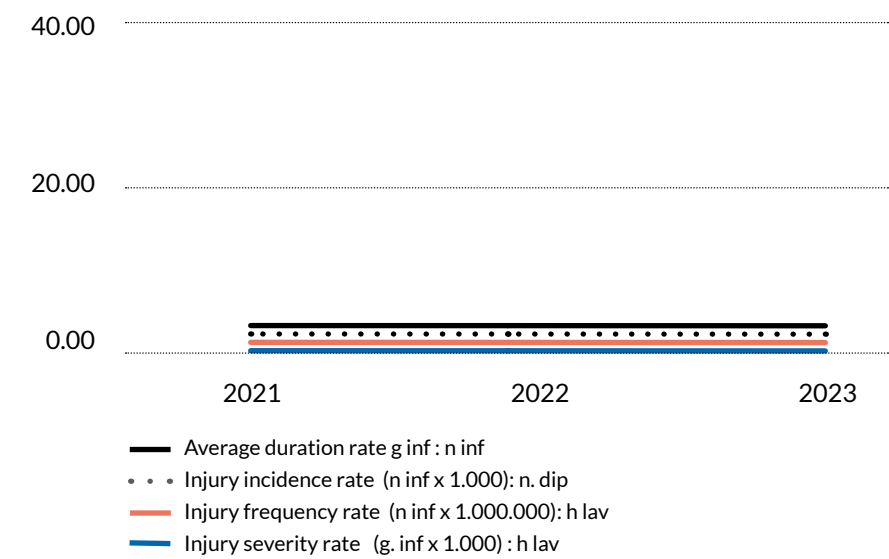
- Improvement, where necessary, of company procedures and control documents of operational areas;
- raising awareness of personnel involved in injury events;
- communication dedicated to workers on health and safety issues,

through signage, videos and text messages on the company tools available to staff. As regards to external staff, two injuries occurred during 2023, which involved a CULMV operator employed in lashing activities and an operator from the housekeeping company operating in the terminal. These were minor events, the causes of which can be attributed to distraction and inattention.

PSA Venice-Vecon
injuries analysis

At [PSA Venice-Vecon](#), there were no injuries to [employees](#) in the three-year reference period.

PSA Venice-Vecon injury trend



As regards to [non-employee staff](#), during 2022, a dramatic and painful event unfortunately occurred on board a ship moored at the terminal in which a worker lost his life.

Near misses at PSA Italy

The attention of the PSA Italy terminals is also aimed at identifying [near misses](#), i.e., those accidental events that did not cause physical consequences to people, avoided only due to favorable and/or random circumstances. Near misses are analysed by PSA Italy terminals in order to identify new potential dangers and provide adequate and effective measures that can avoid the recurrence of such events. Near misses with requirements that meet the requests indicated by the PSA Group are attributed to the GIMS (Global Incident Management System) IT platform and shared with the Group functions authorised for the analysis. Specifically, in response to the near misses that occurred in 2023, [PSA Genova Pra'](#) initiated the following corrective actions:

- implementation of additional technical measures to improve the safety of equipment or machines;
- definition of new work procedures;
- implementation of training and information activities dedicated to the prevention of certain types of accidents;
- recall of some employees or external workers, through their respective reference figure, in order to raise awareness regarding compliance with correct work procedures;

- raising awareness of operators focused on the correct application of the Take 5 risk management methodology;
 - raising awareness of operators on the use of PPE, and monitoring to ensure that they are worn correctly;
 - carrying out specific checks on the vehicles to verify their integrity as well as the functioning of the safety devices provided.
- As regards [PSA SECH](#), the following corrective actions were initiated in response to the near misses that occurred in the year under analysis:
- reminder of workers in order to raise awareness about compliance with correct work procedures;
 - technical assessments to implement measures to increase the safety of work equipment;
 - increase the frequency of periodic inspections of equipment and work tools to evaluate their condition.
- For [PSA Venice-Vecon](#), the most significant actions implemented in 2023 following the occurrence of the near misses concerned:
- recall of some employees or external workers, through their respective reference figure, in order to raise awareness regarding compliance

- with correct work procedures;
 - raising awareness of operators focused on the correct application of the Take 5 risk management methodology;
 - awareness-raising of operators focussed on the use of PPE and monitoring to ensure that it is properly worn;
 - carrying out specific checks on the vehicles, to verify the integrity and functioning of the safety devices provided;
 - carrying out group operational simulations during refresher courses for workplace safety;
 - additional training and awareness activities provided in the workplace to make it even more effective and contextualised.
- Inspections and operational audits continued even during night shifts and holidays, in order to continue to maintain a high level of sensitivity amongst the operators employed in the terminal.

SECURITY AT PSA ITALY
(keeping our ports safe and secure)

Security management at the three PSA terminals has always been of fundamental importance, considering the fact that port terminals around the world are exposed to potential theft, attempted entry by illegal immigrants, and a transit point for international drug trafficking or illegal waste.

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

The PSA Italy terminals, in order to guarantee compliance with the Group policy adopted globally by all PSA terminals, involve professionals who are experts in the field who support them in the assessment of threats relating to terrorism and in maintaining high security standards, in compliance with the reference legislation.

The internal staff of the PSA terminals with security tasks participate in specific training courses, in compliance with the provisions of international and national regulations, and familiarisation interventions are carried out with all the rest of the company staff, in order to obtain the greatest possible awareness of the problem by all employees.

The guidelines to which the PSA terminals refer for the provision of the aforementioned training activities on security are the IMO Model Course 3.21, 3.24 and 3.25, as required by the National Maritime Security Programme (PNSM) rev. 1 edition December 2021. As a company rule and as required by the relevant regulations, companies providing security services must also operate at the terminals

with duly trained personnel in accordance with the ISPS Code.

Specifically, regarding security checks on people and their personal effects, these are carried out respecting the fundamental rights and dignity of the human person, with respect for gender and different cultural and religious sensitivities.

The PFSOs, the Deputy PFSOs of the PSA terminals, as well as the external resources used to comply with the security service maintain their skills by participating in periodic refresher training sessions compliant with the IMO models and the PNSM.

The education and training of terminal staff on the subject of security, in addition to the provision of the aforementioned courses, is also continuously ensured by the carrying out of drills and training, by the investigation of incidents, as well as by the continuous information provided by the terminals and from the indications arising during the audits.

**6.5 SECURITY
AND DANGEROUS GOODS
MANAGEMENT**

**Handling dangerous goods
at PSA Italy**

In order to allow the segregation of loading units, PSA Genova Pra', PSA SECH and PSA Venice-Vecon have areas dedicated to the storage of containers used for the transport of goods considered dangerous (IMO).

PSA terminals guarantee compliance with national and international regulations and the recommendations dictated by the IMO in the "Revised Recommendations on the Safe Transport of Dangerous Cargoes and Related Activities in Port Areas".

Incoming containers of dangerous goods 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 suitable signalling with pictograms of the characteristics of the goods contained;
- absence of casting;
- integrity and detection of the seal for data attribution to the system.

The IMO containers deemed suitable are stored in dedicated areas; these are monitored by the technical-operational staff of the terminals and manned 24 hours a day by the supplementary fire prevention service, in compliance, for Genoa, with the provisions of the Port Authority ordinance no. 4/2001.

Within the areas dedicated to the storage of dangerous goods, the containers must be positioned in compliance with the relevant danger classes and segre-

gation constraints, imposed for reasons of compatibility between the different materials stored in the containers. Dangerous goods belonging to the following danger classes are excluded from storing: explosives - class 1 (except class 1.4 S), infectious materials - class 6.2 and radioactive/fissile materials - class 7, which can be accommodated for direct loading and unloading with no storage and in compliance with the provisions of local ordinances. The procedures provide that the layout of the IMO yard, the correct segregation and the presence of any anomalies are constantly monitored. The presence of dangerous goods inside a temporary storage facility is, in fact, subject to continuous changes, being constantly influenced by the handling activity (loading/unloading) that takes place inside it. Therefore, the risk analysis is dynamic and is managed via dedicated software, Hapack®, which is used in many other Italian terminals, and allows the risk to be constantly assessed based on the type of goods, the danger class, the packaging, the weight of each individual package and the overall weight of the container load in the storage area. Furthermore, the software is also able to provide real-time safety data sheets of the goods in the facility to allow any emergency interventions to be managed quickly and correctly, both for environmental aspects and for health and safety for workers. Furthermore, the terminals

of PSA Genova Pra', PSA SECH and PSA Venice-Vecon have been equipped with specific procedures and monitoring systems, in order to guarantee the management of dangerous goods and response to emergencies. In this regard, the terminals ensure specific training for all employees, as well as information to all third-party personnel who access their areas, about the risks present, the behaviour to be followed and the emergency procedures adopted.

	2021			2022			2023		
IMDG CARGO PER CYCLE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE	PSA GP	PSA SECH	PSA VENICE
Import	10,846	2,641	12	11,386	2,030	2	10,933	2,616	1
Export	11,662	4,805	822	12,405	2,697	1,552	11,326	3,046	1,341
Total containers ⁶³	22,508	7,446	834	23,791	4,727	1,554	22,259	5,662	1,342
CSC/NSN/TSC ⁶⁴	1329	434	0	1145	701	4	1293	309	0
TOTAL	23,837	7,880	834	24,936	5,428	1,558	23,552	5,971	1,342

63 Due to safety, the unit of measurement taken into consideration is the container, not the weight or volume of the transported substances.

64 CSC: out of the vessel's cycle operation (truck/truck); NSN: transshipment; TSC: out of the vessel's cycle operations (truck/train or vice versa).

* IMDG: International Maritime Dangerous Goods

6.5.1 Dangerous goods in 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 by mobile fire-fighting devices. A mobile fire-fighting vehicle is also available in the terminal, which the emergency personnel of the oper-

ations department are authorised to use. In order to avoid spillage of substances on the ground, in the terminal there are two transportable MAFI tanks for the installation of containers that show outflows or leaks; near the IMO storage area there is a movable container holding all the material for managing

any emergencies. The table below shows the percentage data of transit of dangerous goods in the terminals in the three-year period in question, which, from 2021, are divided into subclasses.



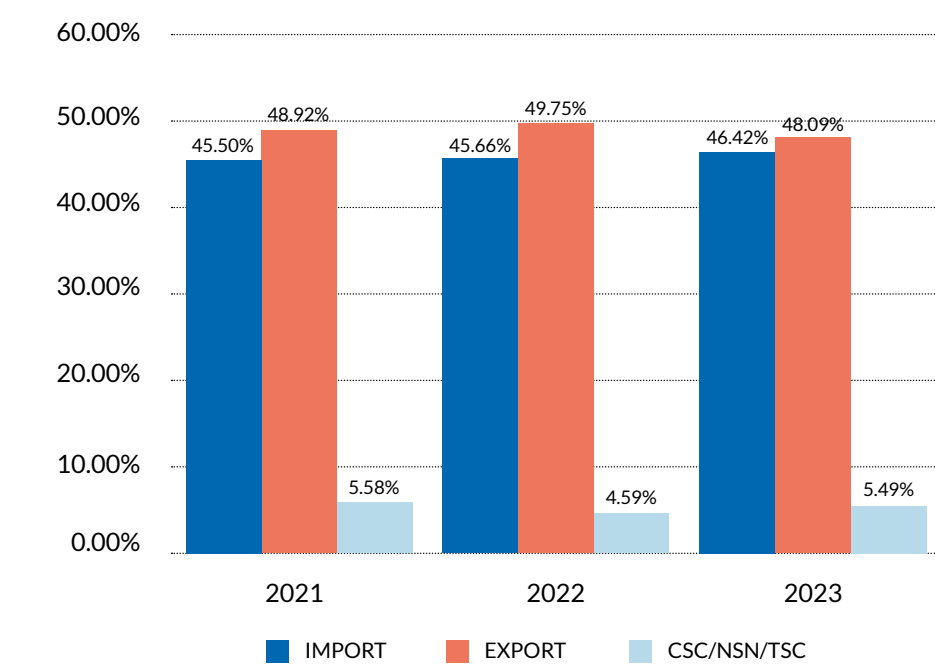
Breakdown of dangerous goods by hazard class (%) PSA Genova Pra'

CLASSES	DESCRIPTION	IMPORT (%)			EXPORT (%)			TRANSHIPMENT (%)		
		2021	2022	2023	2021	2022	2023	2021	2022	2023
1.4	Explosives	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2	Gases	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2.1	Flammable gases	2.20	2.18	1.94	6.23	6.29	7.00	6.92	5.62	4.56
2.2	Non-flammable/non-toxic gases	2.54	1.45	2.20	4.92	5.07	6.29	3.50	3.50	3.91
2.3	Toxic gases	0.03	0.02	0.03	0.15	0.17	0.09	0.47	0.55	0.65
3	Flammable liquids	25.98	21.61	22.40	50.91	50.75	51.16	22.47	30.76	27.28
4	Flammable solids	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4.1	Flammable solids, self-reactive substances and desensitised explosives	4.04	2.69	2.24	0.39	0.94	0.90	4.04	2.21	1.71
4.2	Substances liable to spontaneous combustion	0.33	0.34	0.33	0.51	0.21	0.35	0.86	0.46	0.08
4.3	Substances which, in contact with water, emit flammable gases	0.47	0.40	0.33	0.67	0.61	0.72	1.01	0.64	0.98
5	Oxidizing substances and organic peroxides	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5.1	Oxidizing substances	1.82	2.03	2.34	2.30	1.70	1.41	12.21	5.80	3.75
5.2	Organic peroxide	0.53	0.40	0.66	0.73	1.11	1.05	0.70	0.28	0.81
6.1	Toxic substances	6.83	6.36	4.78	2.47	2.27	2.14	9.10	9.12	5.94
8	Corrosive substances	20.61	22.24	19.41	13.72	13.43	12.90	17.19	19.24	14.98
9	Miscellaneous dangerous substances and articles	34.57	40.29	43.34	17.01	17.44	16.00	21.54	21.82	35.34

Analysing the data, it is found that the relevant part of IMDG cargo traffic in PSA Genova Pra' remains that composed of flammable liquids (class 3), corrosive substances (class 8) and other dangerous substances (class 9). The percentages, shown in the following graph, highlight how the percentage of dangerous containers in exports is greater than those in imports and other cycles, which assume minimal importance on the total accesses to the terminal.

It should be noted that class 9 recorded the highest number of movements for 2023 and classes 5 and 6 reported significant volumes. Lastly, in relation to the transshipment cycle, the highest volumes were recorded again for classes 3 (17.37%), 8 (13.16%) and 9 (30.00% against 25.00% of the previous year). Of note, compared with 2022, is a further increase in the 6.1 class.

Percentage trend of the number of IMDG import/export/other cycles containers compared to the total PSA Genova Pra'



6.5.2 Dangerous goods in PSA SECH

PSA SECH's IMDG cargo storage area has a capacity of 549 TEUs; PSA SECH has a fire prevention system serving this area. To prevent the leakage of products from a container or tank from causing a spillage of substances onto the ground, within the dangerous goods storage area PSA SECH has set up a collection tank, divided into four sections, with a total surface area of approximately 60 square metres and the perimeter walls built in reinforced concrete. The tank is capable of accommodating four 20-foot containers or two 40-foot containers and their contents and is equipped with pipes and shut-off valves that allow direct suction of any product present in one of the sections. Emergency personnel continue to be duly trained on the procedures required by the IMDG Code, as well as on 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 relating to the three-year period 2021-2023, even in this last year, the export movement of class 3 flammable material represents over 40% of the total; classes 8 and 9, both slightly down compared

with 2022, also contribute 40%. The sum of these three classes therefore represents 80% of total exports. As regards imports, the representation of volumes is more varied, although it can easily be seen from the reference table how, also for this market, the highest volumes of containers are recorded for classes 3 (24.35%), 9 (32.03%) and 8 (18.88%, a strong increase compared with the previous year).

Breakdown of dangerous goods by hazard class (%) PSA SECH

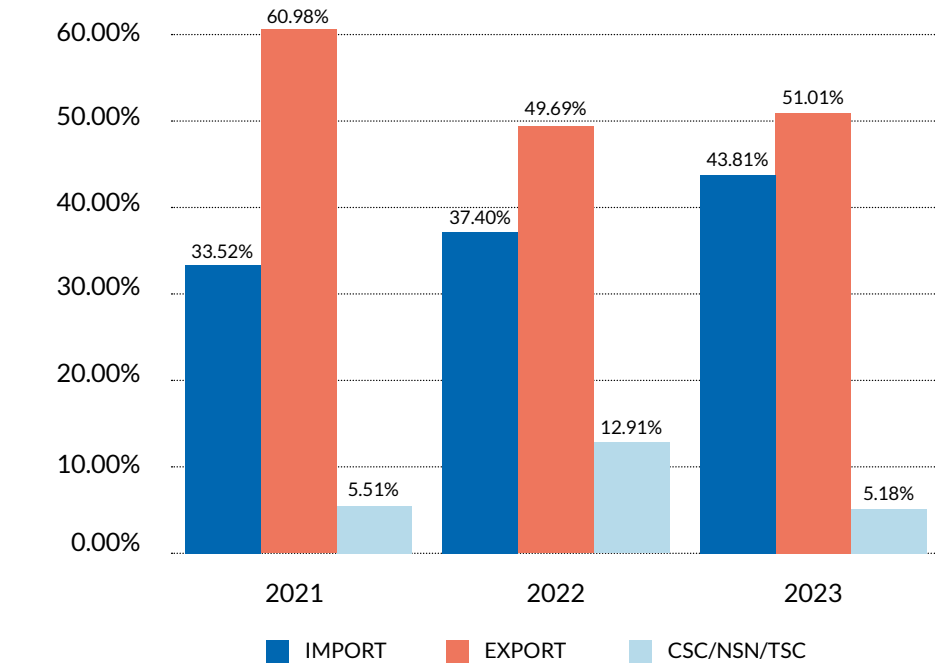
		IMPORT (%)			EXPORT (%)			TRANSHIPMENT (%)		
CLASSES	DESCRIPTION	2021	2022	2023	2021	2022	2023	2021	2022	2023
1	Explosives	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2	Gases	0.04	0.00	0.08	0.06	0.07	0.20	0.00	0.00	0.00
2.1	Flammable gases	2.42	3.20	1.30	5.77	7.94	7.75	6.54	3.91	3.16
2.2	Non-flammable/non-toxic gases	2.84	2.12	2.45	4.41	4.00	4.53	5.92	4.69	5.26
2.3	Toxic gases	0.27	0.30	0.11	0.23	0.26	0.10	0.31	0.26	0.53
3	Flammable liquids	39.95	28.28	24.35	42.35	40.01	42.00	25.86	24.74	17.37
4	Flammable substances	0.00	0.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4.1	Flammable solids, self-reactive substances and desensitised explosives	2.35	3.99	6.31	0.77	0.45	0.39	9.97	1.82	4.21
4.2	Substances liable to spontaneous combustion	0.15	0.30	0.38	0.17	0.00	0.23	1.25	0.52	0.00
4.3	Substances which, in contact with water, emit flammable gases	0.38	0.89	0.57	0.29	0.45	0.79	1.25	4.17	2.63
5.1	Oxidizing substances	5.26	4.53	5.43	3.66	2.86	2.33	4.67	4.95	5.79
5.2	Organic peroxides	0.53	0.15	0.38	0.87	1.15	0.82	0.62	0.26	0.00
6.1	Toxic substances	6.44	6.36	7.72	2.93	3.15	3.12	3.74	14.58	17.89
8	Corrosive substances	13.75	12.86	18.88	17.98	18.87	18.26	22.74	15.10	13.16
9	Miscellaneous dangerous substances and articles	25.63	36.90	32.03	20.50	20.80	19.47	17.13	25.00	30.00

Examining the percentage trend of IMDG cargo containers depending on the transport cycle (import, export or other cycles), it is to be noted how the quantity of export containers is

predominant (51.01%), followed by a significant quantity of containers destined to imports (43.81%). The quantity of containers belonging to the other cycles was smaller (5.18%, a marked

decrease compared with 2022). Compared with the previous year, there was a further contraction of the gap between the volumes of the import cycle and the export cycle.

Percentage trend of the number of IMDG import/export/other cycles containers compared to the total PSA SECH

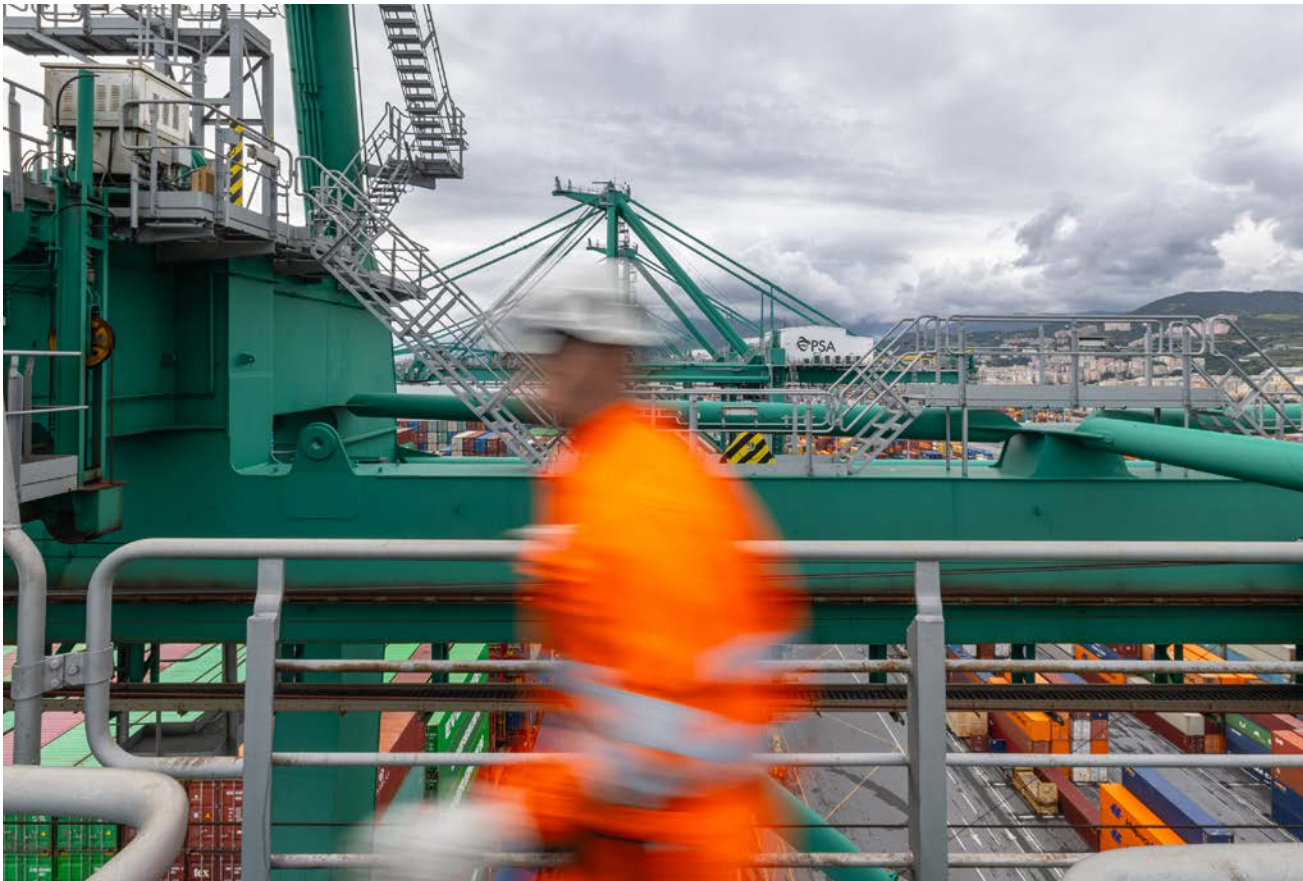


6.5.3 Dangerous goods in PSA Venice-Vecon

For PSA Venice-Vecon, the traffic of dangerous goods containers represents a residual part of the overall volume handled. These containers are positioned in the dedicated area, which varies depending on the quantity and type of hazard class that defines the risk. The terminal is furnished with emergency equipment for first aid and for

the containment of outflows or accidental spills 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 dangerous goods container storage area. Since the company began operating as a container terminal (1988), there have been no accidents resulting in the

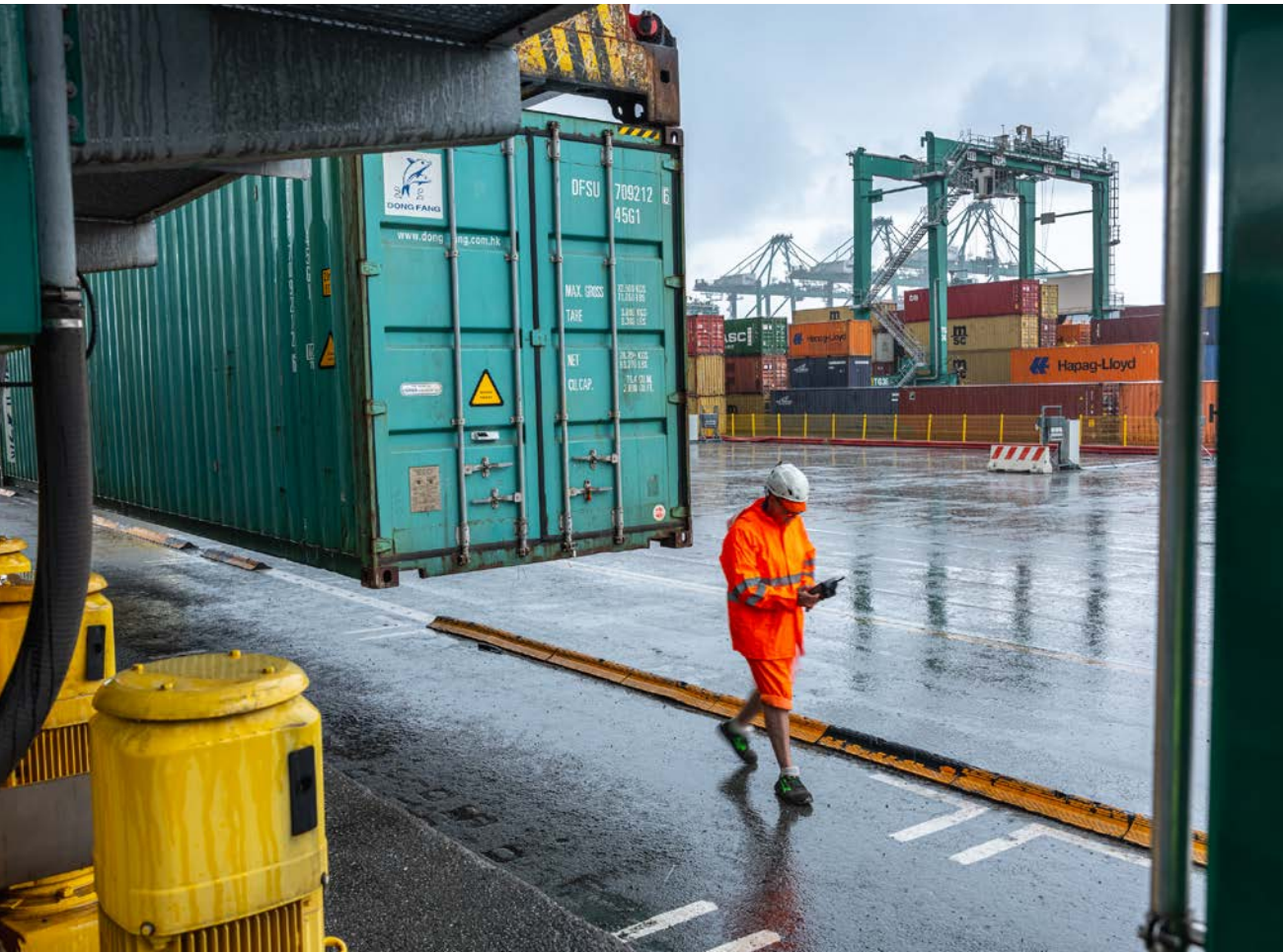
release of dangerous substances from the containers handled.



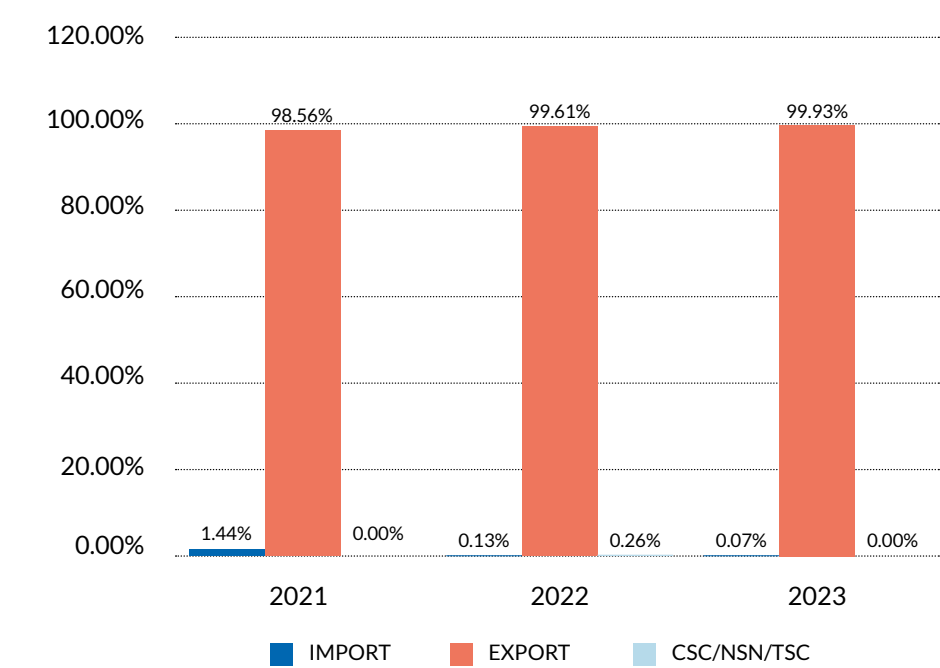
Breakdown of dangerous goods by hazard class (%) PSA Venice-Vecon

CLASSES	DESCRIPTION	IMPORT (%)			EXPORT (%)			TRANSHIPMENT (%)		
		2021	2022	2023	2021	2022	2023	2021	2022	2023
1	Explosives	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2	Gases	0.00	0.40	0.00	8.10	4.90	7.61	0.00	0.00	0.00
2.1	Flammable gases	0.00	0.00	0.00	1.60	0.00	4.18	0.00	0.00	0.00
2.2	Non-flammable/non-toxic gases	0.00	0.00	100.00	5.80	0.00	7.16	0.00	0.00	50.00
2.3	Toxic gases	0.00	0.00	0.00	0.00	0.00	0.07	0.00	0.00	0.00
3	Flammable liquids	50.00	0.00	0.00	38.90	44.80	34.30	0.00	0.00	50.00
4.1	Flammable solids, self-reactive substances and desensitised explosives	0.00	0.00	0.00	0.70	0.00	0.52	0.00	0.00	0.00
4.2	Substances liable to spontaneous combustion	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4.3	Substances which, in contact with water, emit flammable gas	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5.1	Oxidizing substances	0.00	0.00	0.00	3.90	0.20	1.57	0.00	0.00	0.00
5.2	Organic peroxides	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6.1	Toxic substances	0.00	0.00	0.00	1.50	1.00	1.94	0.00	0.00	0.00
8	Corrosive substances	33.30	0.00	0.00	19.30	27.80	22.92	0.00	0.00	0.00
9	Miscellaneous dangerous substances and articles	16.70	0.00	0.00	20.10	19.30	19.73	0.00	0.00	0.00

As highlighted above, a significant part of the goods moved during the three-year period 2021-2023 belong to classes 3, 8 and 9; the risk associated with transport can be considered of medium-high importance.

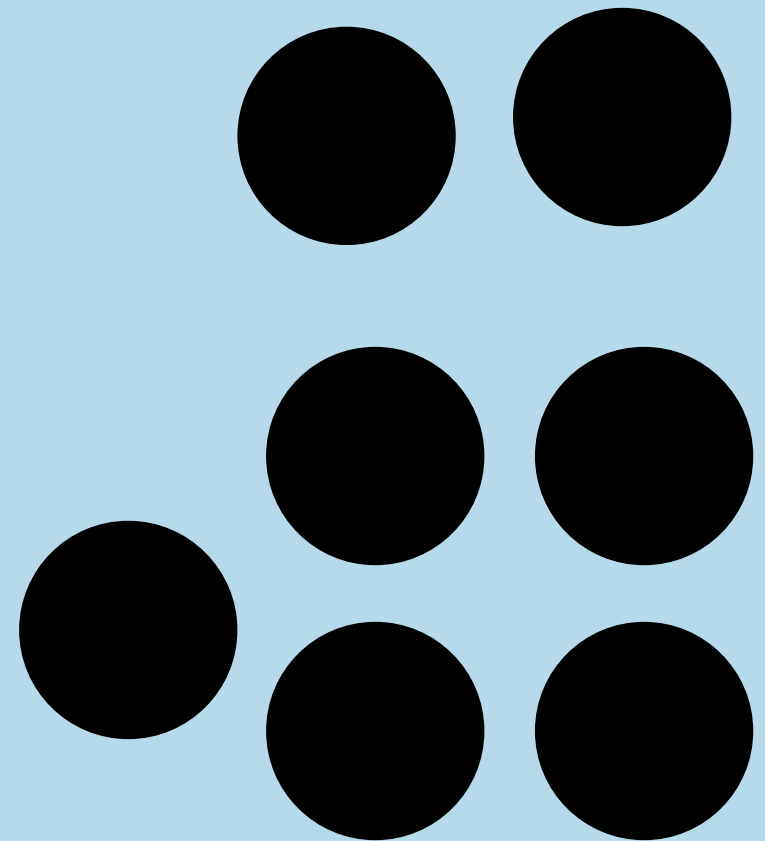


Percentage trend of the number of IMDG import/export/other cycles containers compared to the total PSA Venice-Vecon





7. GRI CONTENT INDEX



7.1 GRI STANDARD CONTENTS AND INDICATORS

Below is the general content index (GRI 2 - General Disclosures 2021), the detail of the indicators that express how PSA Italy monitors each material topic (GRI 3 - Material Topics 2021) and the list of indicators published relating to every material aspect identified by the

three organisations (Material Topics, GRI 200 - Economic, GRI 300 - Environmental; GRI 400 - Social). In order to facilitate the reading and research of the indicators of interest, the GRI code is reported for each element, with possible identification of the area of in-

terest and the paragraph of the report in which it is possible to find the related information, as well as the omissions and the reasons for omission, as required by the guidelines.



GRI Content Index

Statement of use	PSA Genova Pra, PSA SECH and PSA Venice-Vecon have reported in accordance with the GRI Standards for the period 1st January 2023 - 31st December 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No GRI Sector Standards applicable

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

LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO
	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
1.2, 1.3	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			N.A.
Foreword from the MD to the SH 1.2, 4.3				N.A.
3.2, 7.3				N.A.
3.2				N.A.
3.2				N.A.
2, 2.1, 4.1, 4.2, 4.3, 6.3				N.A.
4.3, 4.4, 6.1, 6.1.2				
4.3, 4.4, 6.1, 6.1.2				
1.3				
NR	a., b.	Confidentiality constraints		
1.3				
1.1, 1.3, 3.1, 3.2, 3.3, 4, 5, 6, 6.4				
1.3				
Foreword from the MD to the SH 3.1, 3.2				
NR	a., b.	Confidentiality constraints		
1.4, 4, 5, 6 (NR for the section relevant to former 102-34 disclosure)				
Foreword from the MD to the SH 6, 6.2				
6				
4.4				
4.4				
4.4				

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

LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO
	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Foreword from the MD to the SH				N.A.
1.1, 5, 6.1.2				
1.1				
1.4, 4, 6				
1.4				
1.4				
1.3				
3.1				
4.4				
3.2, 7.1	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
3.2, 7.1				
1.4, 3.2, 4, 5, 6				N.A.
4.2, 4.3				N.A.
4	Recommendation 2.1	Information unavailable	Not reported due to the current incompleteness of data (implications and opportunities related to climate change). A parapgraph on Climate Change Adaptation (5.3) has been provided, partially covering the indicator. An evaluation is ongoing due to compliance with ESRS.	N.A.
4.4				N.A.
4.3				N.A.
1.4, 3.2, 4, 5, 6				N.A.
4.4				N.A.
4.3				N.A.
1.4, 3.2, 4, 5, 6				N.A.
3.3, 4				N.A.
2, 4.3				N.A.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SDG#
Procurement practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	8
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 205: Anti-corruption 201	205-1 Operations assessed for risks related to corruption	16
	205-2 Communication and training about anti-corruption policies and procedures	16
	205-3 Confirmed incidents of corruption and actions taken	16
Anti-competitive behavior		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 206: Anti-competitive Behavior 2016/	206-1: Azioni legali relative a comportamento anticompetitivo, attività di trust e prassi monopolistiche	16
Tax		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 207: Tax 2019	207-1 Approach to tax	1, 10, 17
	207-2 Tax governance, control, and risk management	1, 10, 17
	207-3 Stakeholder engagement and management of concerns related to tax	1, 10, 17
	207-4 Country-by-country reporting	1, 10, 17
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	8, 12
	301-2 Recycled input materials used	8, 12
	301-3 Reclaimed products and their packaging materials	8, 12

LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO
	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
1.4, 3.2, 4, 5, 6				N.A.
4.3				N.A.
1.4, 3.2, 4, 5, 6				N.A.
1.4				N.A.
1.4	c.	Information unavailable	The information is incomplete as regards the total number and percentage of business partners to whom anti-corruption regulations and procedures of the organization have been disclosed	N.A.
1.4				N.A.
				N.A.
NR		Not applicable	There are no appeals in 2022 that fell within the scope of anti-corruption, antitrust and monopoly	N.A.
				N.A.
NR		Not applicable	The topic is not material for the three terminals	N.A.
NR		Not applicable	The topic is not material for the three terminals	N.A.
NR		Not applicable	The topic is not material for the three terminals	N.A.
NR		Not applicable	The topic is not material for the three terminals	N.A.
				N.A.
NR		Not applicable	Not material for the activities run at the terminals	N.A.
NR		Not applicable	Not material for the activities run at the terminals	N.A.
NR		Not applicable	Not material for the activities run at the terminals	N.A.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SDG#
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	7, 8, 12, 13
	302-2 Energy consumption outside of the organization	7, 8, 12, 13
	302-3 Energy intensity	7, 8, 12, 13
	302-4 Reduction of energy consumption	7, 8, 12, 13
	302-5 Reductions in energy requirements of products and services	7, 8, 12, 13
Water and effluents		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	6, 12
	303-2 Management of water discharge-related impacts	6
	303-3 Water withdrawal	6
	303-4 Water discharge	6
	303-5 Water consumption	6

LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO
	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
1.4, 3.2, 4, 5, 6				N.A.
5.1, 5.1.1				N.A.
5.2				N.A.
5.1.1				N.A.
5.1.1.1, 5.3.1, 5.3.2, 5.3.3				N.A.
5.3.1, 5.3.2, 5.3.3				N.A.
				N.A.
NR		Not applicable	Not material, some descriptive contents are to be found within the document (Box "Water use and pollution).	N.A.
NR		Not applicable	Not material, some descriptive contents are to be found within the document (Box "Water use and pollution).	N.A.
NR		Not applicable	Not material, some descriptive contents are to be found within the document (Box "Water use and pollution).	N.A.
NR		Not applicable	Aspect reported by PSA Genova Pra' and PSA Venice-Vecon, but not by PSA SECH and partially only for points d) and e.	N.A.
NR		Not applicable	Not material for the activities run at the terminals.	N.A.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SDG#
Biodiversity		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	6, 14, 15
	304-2 Significant impacts of activities, products and services on biodiversity	6, 14, 15
	304-3 Habitats protected or restored	6, 14, 15
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	6, 14, 15
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	3, 12, 13, 14, 15
	305-2 Energy indirect (Scope 2) GHG emissions	3, 12, 13, 14, 15
	305-3 Other indirect (Scope 3) GHG emissions	3, 12, 13, 14, 15
	305-4 GHG emissions intensity	13, 14, 15
	305-5 Reduction of GHG emissions	13, 14, 15
	305-6 Emissions of ozone-depleting substances (ODS)	3, 12
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	3, 12, 14, 15

LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO
	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
				N.A.
NR		Not applicable	The PSA Genova Pra' and PSA SECH terminals are not located in these areas. Descriptive box for PSA Venice-Vecon (Marine Protection and Conservation), given its location on the Venice Lagoon.	N.A.
NR		Not applicable	The PSA Genova Pra' and PSA SECH terminals are not located in these areas. Descriptive box for PSA Venice-Vecon (Marine Protection and Conservation), given its location on the Venice Lagoon.	N.A.
NR		Not applicable	The PSA Genova Pra' and PSA SECH terminals are not located in these areas. Descriptive box for PSA Venice-Vecon (Marine Protection and Conservation), given its location on the Venice Lagoon.	N.A.
NR		Not applicable	The PSA Genova Pra' and PSA SECH terminals are not located in these areas. Descriptive box for PSA Venice-Vecon (Marine Protection and Conservation), given its location on the Venice Lagoon.	N.A.
1.4, 3.2, 4, 5, 6				N.A.
5.1.3				N.A.
5.1.3				N.A.
5.1.3				N.A.
5.1.3				N.A.
5.1.3, 5.3.1, 5.3.2, 5.3.3				N.A.
5.1.3				N.A.
5.1.3				N.A.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SDG#
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	3, 6, 11, 12
	306-2 Management of significant waste-related impacts	3, 6, 8, 11, 12
	306-3 Waste generated	3, 6, 11, 12, 15
	306-4 Waste diverted from disposal	3, 11, 12
	306-5 Waste directed to disposal	3, 6, 11, 12, 15
Supplier environmental assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 308: Supplier Environmental Assessment 2016	308-1: New suppliers that were screened using environmental criteria	
	308-2: Negative environmental impacts in the supply chain and actions taken	
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	5, 8, 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	3, 5, 8, 10
	401-3 Parental leave	5, 8
Labor/management relations/		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	8

LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO
	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
1.4, 3.2, 4, 5, 6				N.A.
5.1.2				N.A.
5.1.2				N.A.
5.1.2.1, 5.1.2.2, 5.1.2.3				N.A.
5.1.2.1, 5.1.2.2, 5.1.2.3				N.A.
5.1.2.1, 5.1.2.2, 5.1.2.3				N.A.
1.4, 3.2, 4, 5, 6				N.A.
6.3				N.A.
6.3	a.	Information unavailable/ incomplete	The information is incomplete as regards the percentage of new suppliers that have been selected by using environmental criteria.	N.A.
1.4, 3.2, 4, 5, 6				N.A.
6.1.1				N.A.
4.4				N.A.
6.1.1				N.A.
1.4, 3.2, 4, 5, 6				N.A.
4.4				N.A.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SDG#
Occupational health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	8
	403-2 Hazard identification, risk assessment, and incident investigation	8
	403-3 Occupational health services	8
	403-4 Worker participation, consultation, and communication on occupational health and safety	8, 16
	403-5 Worker training on occupational health and safety	8
	403-6 Promotion of worker health	3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	8
	403-8 Workers covered by an occupational health and safety management system	8
	403-9 Work-related injuries	3, 8, 16
	403-10 Work-related ill health	3, 8, 16
Training and education		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	4, 5, 8, 10
	404-2 Programs for upgrading employee skills and transition assistance programs	8
	404-3 Percentage of employees receiving regular performance and career development reviews	5, 8, 10
Diversity and equal opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	5, 8
	405-2 Ratio of basic salary and remuneration of women to men	5, 8, 10
Non-discrimination		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	5, 8

LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO
	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
1.4, 3.2, 4, 5, 6				N.A.
6.4, 6.4.1				N.A.
6.4, 6.4.1, 6.7				N.A.
6.4				N.A.
6.4				N.A.
6.4				N.A.
4.4, 6.4				N.A.
6.4, 6.4.1, 6.7				N.A.
6.4				N.A.
6.4.1				N.A.
6.4.1				N.A.
1.4, 3.2, 4, 5, 6				N.A.
6.2				N.A.
6.2				N.A.
6.2				N.A.
1.4, 3.2, 4, 5, 6				N.A.
6.1.1				N.A.
6.1.1				N.A.
				N.A.
NR		Not applicable	Not material due to the absence of episodes of this kind.	N.A.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SDG#
Freedom of association and collective bargaining		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	8
Child labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GGRI 408: Child Labor 2016	408-1: Operations and suppliers at significant risk for incidents of child labor	5, 8, 16
Forced or compulsory labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	5, 8
Security practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	16
Rights of indigenous peoples/		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	2
Local communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	
	413-2 Operations with significant actual and potential negative impacts on local communities	1, 2
Supplier social assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 414: Supplier Social Assessment 2016	414-1: New suppliers that were screened using social criteria	5, 8, 16
	414-2: Negative social impacts in the supply chain and actions taken	5, 8, 16

LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO
	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
				N.A.
NR		Not applicable	Not material for the regulatory framework in which the terminals are in	N.A.
				N.A.
NR		Not applicable	PSA Italy does not have operational offices located in countries that resort to child labour	N.A.
				N.A.
NR		Not applicable	PSA Italy does not have operational offices located in countries that resort to forced or compulsory labour	N.A.
				N.A.
NR		Not applicable	PSA Italy does not have operational offices located in countries that operate in violation of respect for human rights	N.A.
				N.A.
NR		Not applicable	PSA Italy does not have operational offices located in countries that operate in violation of respect for indigenous peoples.	N.A.
1.4, 3.2, 4, 5, 6				N.A.
3.1, 4.3				N.A.
3.1, 4.3				N.A.
1.4, 3.2, 4, 5, 6				N.A.
6.3				N.A.
6.3	c., d., e.	Information unavailable/ incomplete	The information is incomplete as regards the downstream process in the identification of negative social impacts	N.A.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SDG#
Public policy		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 415: Public Policy 2016	415-1 Political contributions	16
Customer health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	16
Marketing and labeling		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	12
	417-2 Incidents of non-compliance concerning product and service information and labeling	16
	417-3 Incidents of non-compliance concerning marketing communications	16
Customer privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	16

LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO
	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
				N.A.
NR		Not applicable	Not material, linked to GRI 207	N.A.
1.4, 3.2, 4, 5, 6				N.A.
6.4				N.A.
6.4				N.A.
				N.A.
NR		Not applicable	Not applicable to the type of service provided by the terminals.	N.A.
NR		Not applicable	Not applicable to the type of service provided by the terminals.	N.A.
NR	a.	Information unavailable/incomplete	Not applicable to the type of service provided by the terminals.	N.A.
1.4, 3.2, 4, 5, 6				N.A.
1.4				N.A.

7.2 NON-GRI TOPICS

NON-GRI TOPICS	DESCRIPTION	PARAGRAPH
OPTIMISATION OF GLOBAL SUPPLY CHAIN	Sustainability improvements in shipping and logistics supply chains by working with suppliers, partners and customers on route optimisation and alternative transport options for better efficiency and safety.	2.1
INNOVATION & TECHNOLOGY	Innovating and harnessing technology to drive digitalisation and create more efficient and sustainable operations.	3.1
SUSTAINABLE PORT DEVELOPMENT	Ensuring that the planning, design and development of port infrastructure and operations takes into account and addresses the environmental impacts from land development and reclamation.	3.3
LABOUR RELATIONS AND WORKER WELLBEING	Maintaining strong relationships and engagement with labour unions, establishing best practice labour standards, including respecting human rights, having zero tolerance of modern slavery and ensuring worker well-being.	4.4
MARINE PROTECTION AND CONSERVATION	Protecting marine biodiversity and preventing ocean pollution through responsible management of ongoing port and marine operations, as well as conservation activities.	5
WATER USE AND POLLUTION	Ensuring efficient use of water and responsible management of wastewater discharge.	5.1
CLIMATE CHANGE ADAPTATION	Strengthening our resilience and management of the physical and transition impacts of climate risks on our infrastructure, operations, surrounding communities and ecosystems, as well as our readiness to leverage opportunities in a low-carbon economy.	5.3
PORT SECURITY	Ensuring safety and security of port operations, including ensuring responsible handling of hazardous goods, as well as working with relevant authorities and partners to put in place adequate controls to safeguard against terrorism and illicit trade.	6.5



7.3 PROJECT LEAD(H)ERS

For information, comments, requests or observations on the contents of PSA Italy's 2023 Sustainability Report, you can write to the relevant departments by sending a letter or email to the following contact persons:

[Paola Cavassa](#) and [Tiziana Gianuzzi](#)
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