

# Moving Mountains for a better future

Sustainability Report  
2022





# Table of contents

<b>Dear Valued Stakeholders</b>	<b>4</b>	Board of directors	60
<b>Highlights</b>	<b>8</b>	Management board	61
<b>The Group</b>	<b>9</b>	Our Remuneration policy	64
Our history	12	Business continuity and resilience	65
The values that drive our Company	16	Our ethical and responsible business conduct	66
Our business model and the market sector	18	Cybersecurity and data management	69
Our policy commitment	22	<b>Our action for people</b>	<b>70</b>
Financial performance	24	Our human capital	72
<b>Our approach to sustainability</b>	<b>26</b>	Our People's rights	79
Gruber Logistics' Stakeholders	29	Our commitment to diversity and inclusion	82
Our partnership	32	Promotion of continuous development and training	85
Materiality analysis	34	Workplace health and safety	89
The process	35	<b>Our commitment for the environment</b>	<b>94</b>
Our material topics	36	Energy consumptions and GHG emissions	99
<b>Our commitment towards innovation and sustainability</b>	<b>40</b>	Energy efficiency commitment	106
Sustainability strategy	44	Alternative fuels and fleet innovation	109
Data driven approach	49	Promoting responsible waste management and circular economy	112
Operational excellence	52	<b>Annex</b>	<b>116</b>
Customer orientation	53	Performance data tables	117
Sustainable value chain	57	Methodological note	129
<b>Our corporate governance</b>	<b>59</b>	<b>GRI content index</b>	<b>131</b>

*This Sustainability Report has been designed and edited by Gruber S.p.A. with the support and the methodological assistance of KPMG Advisory S.p.A.*

# Dear Valued Stakeholders

---

Our journey, which began amidst the breathtaking beauty of the Alps, has led us to become a multinational organization. But even in the face of growth and expansion, we have never wavered from our roots, nor have we forsaken the values that have defined us. Rather, we have recognized the need to formalize and systematize these values to ensure they remain at the heart of everything we do.

We are reminded of the enduring importance of two fundamental principles that have always guided us - a profound love for the environment and the unwavering commitment to fostering genuine and sincere relationships among people.

In shaping our Company's strategy, we have made an unequivocal decision - to make sustainability the cornerstone of our approach. Sustainability, in all its dimensions - social, environmental, and ethical - is not just a buzzword for us. It is our commitment to the world we operate in, to the communities we serve, and to the generations that

will follow in our footsteps.

**Environmental Sustainability:** We are deeply committed to minimizing our environmental footprint. Our initiatives to reduce emissions optimizing routes, investing in eco-friendly technologies and intermodally are not just corporate obligations; they reflect our reverence and love for the environment.

**Social Sustainability:** Our people are at the core of our success. We believe in creating a workplace that fosters diversity, inclusion, and personal growth. We are proud of our efforts to support local communities and charitable causes, underlining our dedication to social responsibility.

**Ethical Sustainability:** In all our endeavors, we hold ourselves to the highest ethical standards. We are transparent in our operations and uphold integrity as a guiding principle. This ensures that our relationships with all stakeholders, including you, are built on trust, of our core value.

In our upcoming Sustainability Report, you



will find a comprehensive overview of the progress we've made in these areas, the challenges we've faced, and our plans for the future. We invite you to explore this report as a testament to our commitment to social sustainability and the environment.

As stakeholders, your support, feedback, and insights are invaluable to us. We believe in the power of collaboration and welcome your thoughts on how we can further improve and contribute to a sustainable world.

Thank you for being an integral part of our journey. Together, we can continue to move mountains and protect the environment for generations to come.

With gratitude,

**Martin Gruber**  
CEO



# Dear Valued Stakeholders

---

As Gruber Logistics, we've always proudly defined ourselves as a solution Company. When faced with challenges, we don't back away; we confront them head-on, seeking innovative solutions. This approach is ingrained in our DNA and has led us to remarkable achievements across various fields, making us European benchmarks in different fields, as particularly in the realm of eco-innovation.

Yet, while our unwavering commitment to problem-solving has propelled us to incredible results, it has also presented a paradox. Our relentless pursuit of individual solutions has sometimes prevented us from embracing a holistic approach to sustainability. As we've excelled in addressing specific challenges, we've occasionally missed the forest for the trees, not fully appreciating the interconnectedness of sustainability's multiple facets.

Our Sustainability Report marks a significant step in our Company's evolution. It represents our commitment to systematic plan-

ning and the path we aspire to tread in the coming years. We recognize that sustainability isn't merely a choice or an initiative; it needs to be integrated in all our activities.

Over the years, our love for the environment and our dedication to fostering authentic human relationships have remained constants. However, as we've grown and expanded across borders, we've come to realize that these values must be embedded into a systematic framework. Sustainability, in all its dimensions—social, environmental, and ethical—has emerged as a cornerstone of our corporate strategy.

Gruber Logistics' first Sustainability Report is a fundamental pillar of our journey we have embarked on and represents our proactive approach to sustainability, acting as a roadmap for continuous improvement and a tangible expression of our responsibility to contribute positively to the world.

Through this document we aim at building trust and foster open dialogue with our



stakeholders by voluntarily disclosing comprehensive information about our sustainability efforts and providing an overview of our environmental, social, and governance (ESG) practices and performances.

Sustainability isn't a destination; it's the path we're on. It's not merely something we do; it's who we are and who we aspire to be. It's probably a journey that will not have an end but which needs to be constantly renovate in a programmatic way.

Thank you for being an integral part of this defining chapter in our story.

**Andrea Condotta**  
**Director**  
**Public Affairs, Innovation & Sustainability**

# Our journey towards sustainability

With the entry into force of the Corporate Sustainability Reporting Directive (CSRD) more and more companies will soon be required to report on the impact of corporate activities on the environment and society.

The strategy of the European Union aims to achieve a modern, resource-efficient and competitive economy with no net emissions of greenhouse gases (GHG) by 2050.

It also aims to protect, conserve and enhance the EU's natural capital, and protect the health and well-being of citizens from environment-related risks and impacts.

This will contribute to the objective of building an economy that works for the people, strengthening the social market economy, helping to ensure that it is ready for the future and that it delivers stability, jobs, growth and sustainable investments.

In this framework, improving the capacity of accountability and building initiatives based on analytical analyses will be more and more important in the next years.

Gruber Logistics aims at progressively strengthening its capacity of accountability all along ESG indicators and provide a transparent overview of its progresses to its stakeholders publishing yearly based sustainability reports.

To show our genuine commitment we disclose our performance, our goals and our

vision, aware of our role within the global value chain.

Publishing a sustainability report is not just a matter of progressively aligning to compliance; it is a testament to our dedication to transparency, accountability, and responsibility, an opportunity to demonstrate our commitment to tackling the challenges at



hand and a window into our organization's efforts to align our practices with these principles.

It outlines the tangible actions we have taken to address environmental impacts, promote diversity and inclusion, foster a culture of responsible business conduct and integrate environmental, social, and economic considerations into every aspects of our operations.

We have aligned our sustainability reporting with international sustainability reporting standard, the Global Reporting Initiative (GRI), providing a robust framework that ensures our report meets global best practices, enhancing the comparability, consistency and confidence of the information we present.

Our sustainability efforts are closely aligned with the United Nations Sustainable Development Goals (SDGs), and we are committed to playing our part in achieving these vital milestones.

In the following pages, you will discover the actions we have taken to minimize our footprint, our contributions to R&D of new solutions capable of mitigating the carbon footprint of our operations and to promote

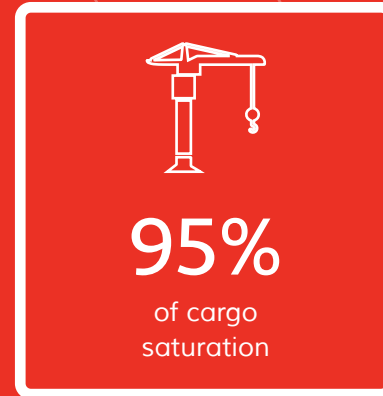
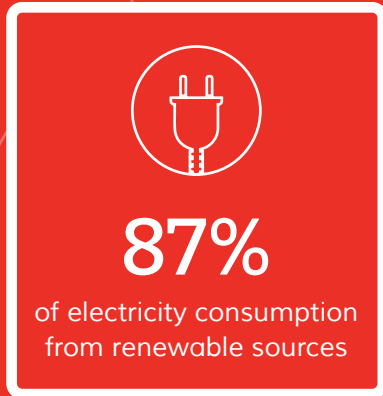
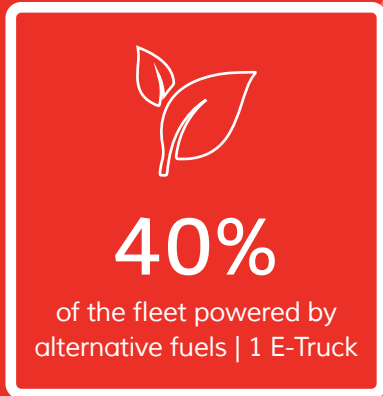
inclusive practices.

The path is definitely challenging, but it is one we tread with determination, guided by our vision of a future where environmental stewardship, social responsibility, and economic prosperity coexist.

By sharing our sustainability journey, we also hope to inspire dialogue and collaboration with all our stakeholders.



# Highlights



# The Group

---





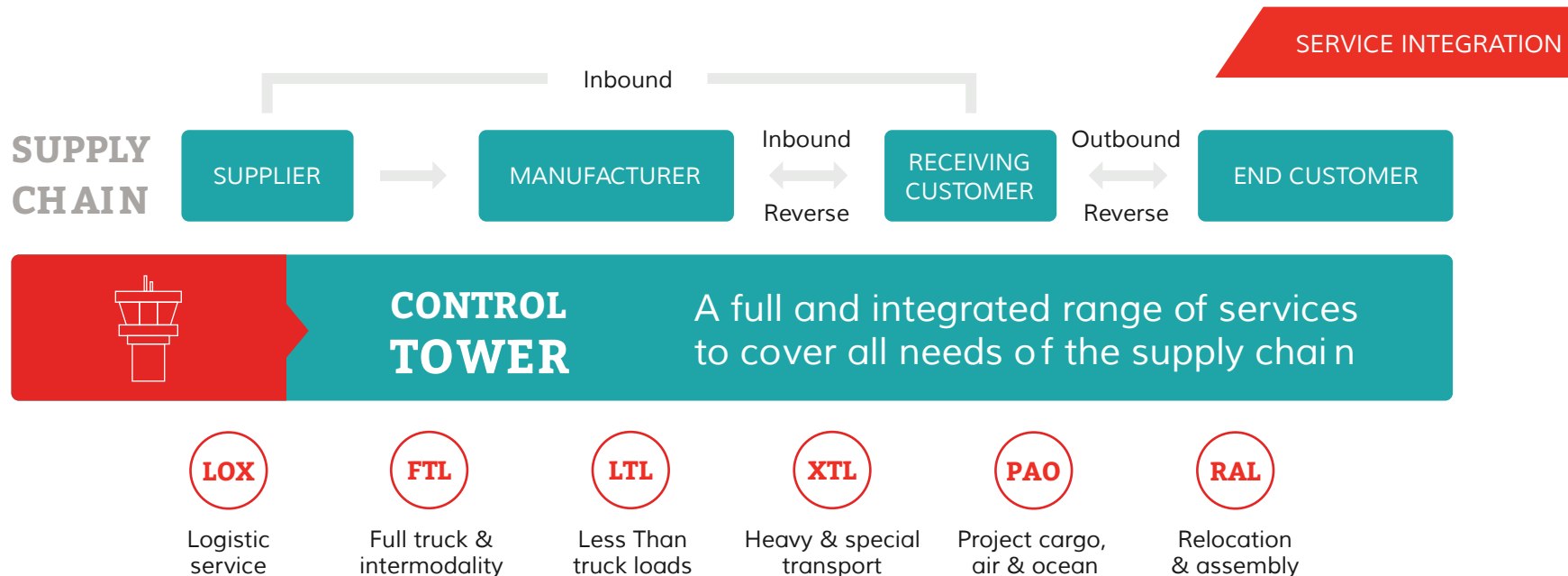
# The Group

Gruber Logistics is a **logistics and transportation Company** with its headquarter located in Auer/Ora in Südtirol, Northern Italy. It is a multinational Company which, despite of its managerial organization, maintains the typical focus on people and relationships characterizing family owned businesses. The Company is indeed guided by the third generation of Gruber family.

Gruber Logistics provides transport and logistics services covering all needs of a B2B value chain. It **manages and organizes transport**

**and logistics services**, including **shipping, distribution, and warehouse management**. Moreover, it leads the European logistics market of overweight and oversized transports.

Our services are coordinated through a control tower which allows a synergic integration and provides customized solutions to our customers. The Company strives to ensure **safe shipments, on-time delivery, and efficient handling** of goods supported by a firmly believing in digitalization as powering tool for human resources.

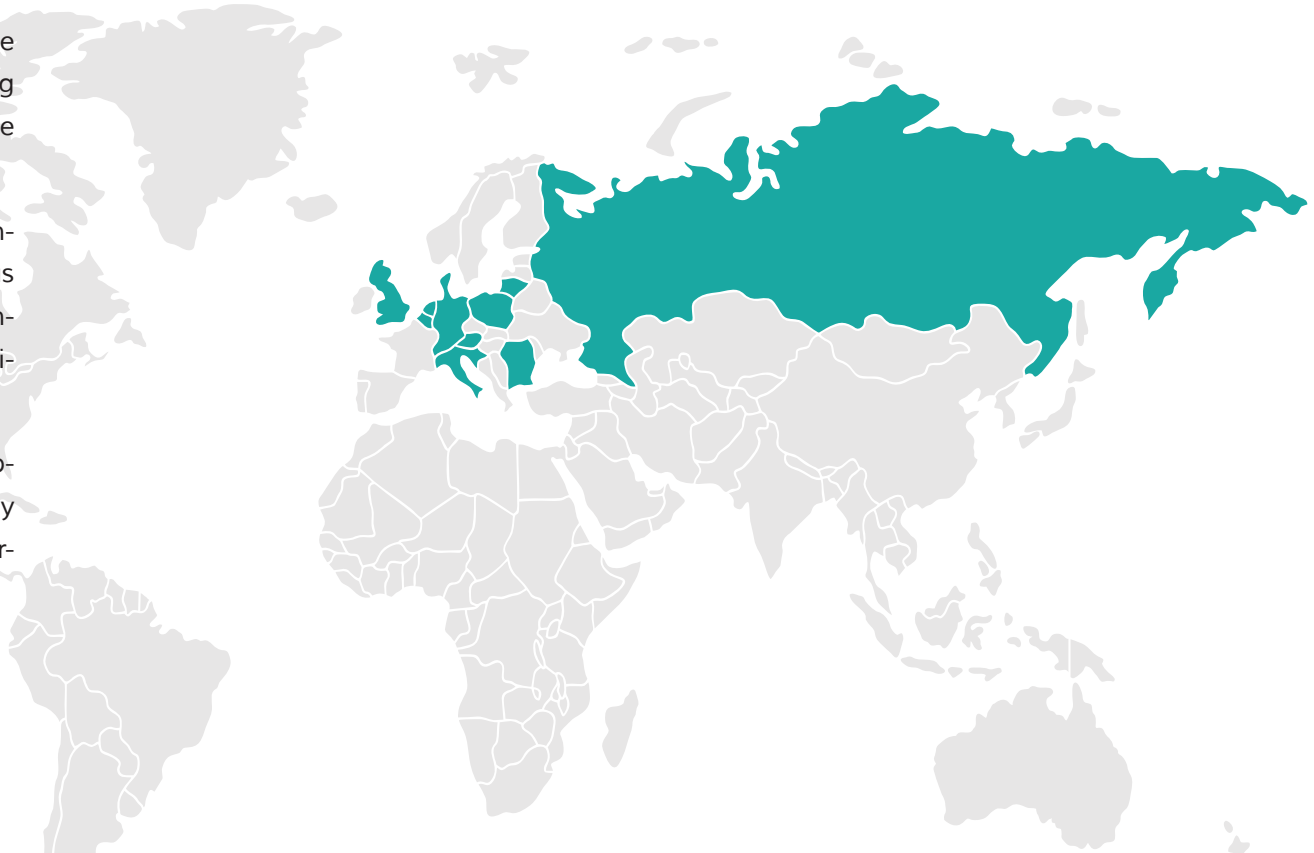


# Company's presence in the world

Our main focus in digitalization is increase transparency via monitoring and tracking shipments, data sharing along the value chain and paperless transport.

The Group firmly believes in the decarbonization of transport. For this reason it has been investing for years in intermodal connections, alternative fuels and cargo optimization.

Over the years, Gruber Logistics has established an **extensive network** that currently counts 60 locations spread across 15 different countries.



Austria  
Belgium  
China

Germany  
Italy  
Lithuania

Netherlands  
Poland  
Romania

Russia  
UK

# Our history

---

Over the years, the Company has faced great challenges leading to growth steadily looking towards new markets and sectors.

The dedication of its employees and the desire to innovate have made Gruber Logistics a pioneer in the development of innovative solutions for the decarbonization of transport sector.

Every step counts in the story of Gruber Logistics. What we are today has been created step by step straightforward to the future.

The history of Gruber Logistics starts back in **1936**, when **Josef Gruber** started the “**Gruber Giuseppe Transport and International Shipping**” Company in Bolzano, Italy. **Initially specializing in the transportation of timber loads** from the mountains of South Tyrol to the valley, thanks to the entrepreneurial leadership of its founder, Gruber Logistics over time further specialized in the transportation of exceptional and heavy loads, opening its first Italian branch in Milan, followed shortly after by its German branch in Kiefersfelden.

Around **1980**, the Company expanded its range of logistics services, offering full, partial, and exceptional transports, as well as air, sea, and warehouse logistics services. With numerous locations in Italy, Austria and Germany, it developed an ever-expanding network of services and established strong, long-term partnerships with costumers.

In the **2000s**, under the leadership of the second generation of Gruber family, the Company expanded its European operations from its headquarters in Ora, South Tyrol. With an innovative spirit and a strong commitment to customers, it opened new locations in Belgium, Netherlands and consolidated out strategic presence in Europe. At the same time, additional service for customers were developed and Gruber Logistics became active in industrial removals

# Our history

The year **2010** marked a turning point for Gruber Logistics, which further increased its **international network** with 24 locations located in Italy, Germany, Austria, Belgium, Netherlands, Romania, Lithuania, Russia and China.

In **2014**, a **new management board** was formed consisting of Kurt, Christian, Michael and Martin Gruber, the latter becoming the CEO. They played a crucial role in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development.

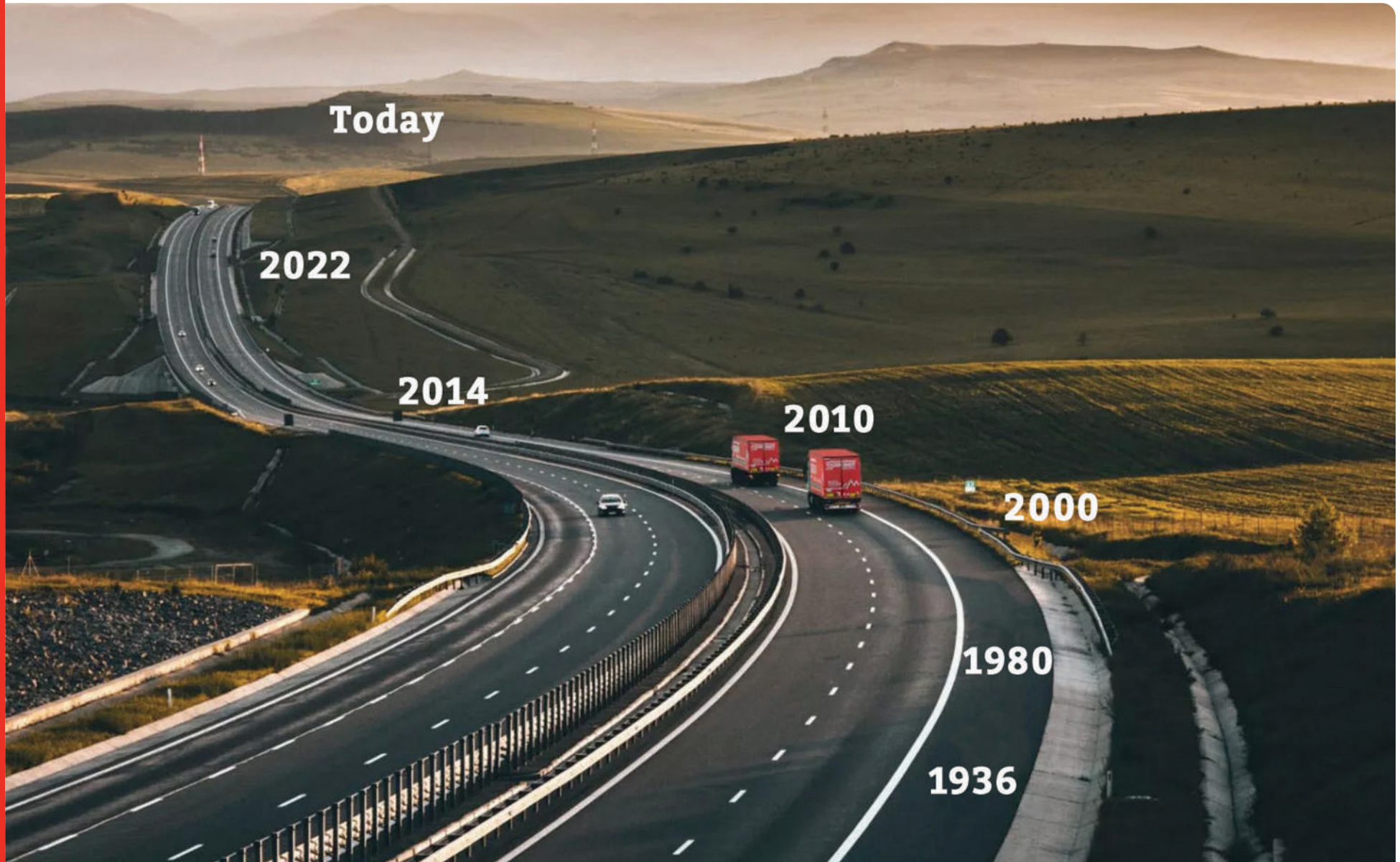
In **2019** it launched the digital platform Gruber Beyond for transport management, a groundbreaking achievement, ushering in a new era of efficiency and innovation in Company's operations. This digital platform empowers the Company to optimize logistics, enhance sustainability, and deliver superior services to customers, positioning the Company as the forefront of the industry.

In **2022** the **integration of Universal Transport**, a German Company specialized in overload and oversized cargos, into Gruber Logistics, creates a new European market leader. This acquisition has enabled the Company to reach a turnover of 720 million<sup>1</sup> of euro and has brought the workforce of the Group to a total of 2.250 employees<sup>1</sup>.

<sup>1</sup> Values refer to Financial Year 2022 including turnover and employee from Universal Transport, whose acquisition was completed in September 2022.

# The road we traveled

---





# Merging to become a leader in Europe

Two companies, Gruber Logistics and Universal Transport, one from South Tyrol and the other from North Rhine-Westphalia, have joined forces and created a Company with 2,250 employees, a turnover of 720 million euros, and a fleet of approximately 2.350 transport units (850 trucks and 1500 trailers).

This is enough to make us a leader in the European market for exceptional transport and aspire to similar positions on a European scale in other logistics sectors. All of this is the positive result of the growth experienced by Gruber Logistics in recent years, which has allowed us to enter the European market and expand our operations. The alliance with

Universal Transport was officially established on September 19th 2022 after approval from the German competition authorities. Our customers will now benefit from expanded services and a more widespread presence, resulting in faster responses to transportation needs.

This integration will also enable us to make greater investments in digitization and sustainability, two of the main challenges in today's logistics industry. Gruber Logistics is already actively involved in these areas, as evidenced by our participation in the European Commission's digitalization committee and our involvement in the prototyping of electric and hydrogen vehicles.

*"The alliance will make the services of both companies even **better, more reliable, and more comprehensive** for our customers. Today, we are effectively an **international Company**, not only due to our **extensive presence throughout Europe** and the **diverse nationalities** within our management team, but there is no doubt that our **strong presence in Germany**, the **main European logistics market**, will give new impetus to the **internationalization process**, which can continue through both organic growth and further acquisitions in other European countries."*

Martin Gruber, CEO of Gruber Logistics



ONE VISION.



ONE TEAM.

# The values that drive our Company

People and the surrounding environment have always been at the **center of all our actions**, and this is why we are committed to protecting and respecting them.

In more than 80 years in business, we have always endeavored to **make ethical choices, investing in human capital**, progressively reducing our **fleet's environmental impact** and

establishing **solid, transparent relationships** with our partners.

The principles that guide the corporate social responsibility of Gruber Logistics are therefore an integral part of our corporate strategy and are fully reflected both in our values and our strategy.

Our mission is to create solutions that simplify customers' lives, pushing the envelope to achieve their goals. Gruber Logistics' vision is to become a benchmark for digitization in the transportation and logistics industry, combining the ability to innovate with more than 80 years of experience.

THE COMPANY IS BASED ON FOUR CORE VALUES



## CHALLENGE - ACCEPTING CHALLENGES

Gruber Logistics is accustomed to **challenging the impossible** and solving problems that seemed insurmountable. The willingness to accept difficult challenges is ingrained in the Company's DNA, actively promoting change in a rapidly evolving world.



## MOTIVATION - INFUSE MOTIVATION

Employee motivation is the engine that drives the Company toward ambitious goals. Gruber Logistics provides **space and support** for the **professional and personal growth** of its employees, creating a positive business climate and becoming a reference point for those who want to actively shape their lives.



## TRUST

Build partnerships that last!



## IMPROVEMENT

Strive for the better!

### TRUST - GROWING TRUST

Trust is a foundation on which Gruber Logistics' strong relationships with employees, customers and partners are built. **Mutual trust** makes it possible to **achieve common goals**, and the Company is committed to not disappointing the trust placed in it. In addition, Gruber Logistics is aware of its impact on the environment and is committed to reducing it.

### IMPROVEMENT - CONSTANTLY IMPROVING

Gruber Logistics is constantly **working to improve**, facing change with **courage and awareness** of its potential. The Company **constantly monitors** its actions to obtain useful data to identify what works and what can be **optimized**, thus **driving change**.

Through these values and an unwavering commitment to excellence, we stand out in the transportation and logistics industry.



# Our business model and the market sector

We develop and implement solutions tailored to our customer's needs by combining our expertise across the different transport and logistics services. The philosophy that guides our Company is covering all requirements of the supply chain by integrating warehousing and storage with all different transport solutions, from small parcels and groupage to full truck, with project cargo for sea and air freight. Thanks to the long-standing experience in exceptional cargoes, there are no maximum weight or oversize dimension that cannot be handled by our fleet.

## FTL | FULL TRUCK LOADS

The FTL business makes up the most significant portion of the Company's business activities with a constantly growing in the number shipments (more than 150.000) and Company trucks (more than 300 dedicated) and branches offering tailor-made planning.

With FTL service, we offer totally and exclusively dedicated unit load handled directly by our Company fleet or likewise by one of our per-

manently contract haulier.

Part of the FTL service, Gruber Logistics offers a full European-wide network of intermodal services to run the long part of the shipment by rail and short sea shipping, reducing costs and externalities of the road transport. Intermodality is one of our key elements of the Company sustainable strategy

## LTL | LESS THAN FULL TRUCK

The activities of the business LTL have their geographical focus in Italy with the service being provided by all our Italian branches, handling from a groupage (30 to 2500 kg) and partial loads (over 2500 kg) through an extensive and tracked network of consolidation centers. Thanks to the cooperation with direct local partners, as well as mem-

bership in various European networks, Gruber Logistics was able to handle more than 500.000 shipments per years across Italy and for the connection with Germany, Austria France, Spain, Portugal, United Kingdom, Poland, Switzerland and the Benelux area.

Heavy loads and special transport services are the best solution for all companies that need to ship over-size and over-weight cargo. To handle these type of transport, Gruber Logistics developed an extraordinary competence and expertise since its establishment back in 1936.

Project Cargo is one of the most challenging transport sector, which encompasses sea or air transport of bulky, indivisible objects that cannot be transported in containers.

The business unit PAO has been constantly growing during the last years, with several branches operating through a world-wide with air and sea freight hubs.

The business unit LOX stands for a vast range of services from warehousing to stock planning and management with the own embedded Warehouse Management System (WMS).

Gruber Logistics provides inbound and outbound distribution services on behalf of its customers through a number of Company depots

## XTL | HEAVY LOADS AND SPECIAL TRANSPORT

Special equipment and a dedicated fleet of special trucks handled by our team of expert drivers and project planners are the core for the successful history of XTL in Gruber Logistics which became even stronger with the acquisition of Universal Transport in 2022.

## PAO | PROJECT CARGO, AIR AND OCEAN

Air and Ocean: the services covered by the PAO include the whole range of cargo units and freight, from standard container, break bulk and Ro-Ro shipments.

As IATA agents, Gruber Logistics can rely on a worldwide network of professional and reliable partners to offer customised air transport services to the most remote and difficult destinations.

## LOX | LOGISTICS SERVICES

available in Italy and Germany.

LOX and transportation services are strongly interconnected and managed to provide full range solutions becoming a 3PL partners for our customers



## RAL | INDUSTRIAL RELOCATIONS













The service of Relocation and Assembly is already 10 years part of Gruber Logistics and encompasses the relocation of machinery and related equipment including entire production line as that are dismantled, transported and reassembled on customer' s premisses. RAL is

real tailor-made solution aimed to address all specific requirements a customer has when dealing to reorganisation of its own factory and production plan.





## Our market sectors

 <p>Food &amp; Beverage</p>	 <p>Industrial plants</p>	 <p>Automotive</p>	 <p>Building materials</p>
 <p>Rail and aerospace</p>	 <p>Chemicals and plastic</p>	 <p>Paper industry</p>	 <p>Heavy machinery</p>
 <p>Energy</p>	 <p>Oil &amp; Gas</p>	 <p>Household appliances</p>	 <p>Metallurgical industry</p>

# Our policy commitment

---

**Gruber Logistics policy** is based on the organization's vision and mission statement and is an expression of our **quality standards and values**. The Company's Board is responsible for laying down principles and standards to draft the corporate policy, for the service and product quality as well as for the compliance with norms and requirements and the continuous improvement of the management system.

The Company's objective is to establish, develop, and implement a **modern Integrated Management System (IMS)** that ensures efficient organizational management across the entire Company. The **key features** of the Gruber Logistics Integrated Management System are as follows:

## Universality:

---

The IMS is effective in all branches and departments of the Gruber Logistics Group, making it a unique and comprehensive management system applied throughout the Company.

## Comprehensive process coverage:

---

It defines and encompasses all corporate processes, ranging from customer relations, accounting, operational processes, IT, and HR to corporate policies concerning quality, environment, health safety, and food safety.

## Integration of existing systems:

---

The IMS includes all co-existing systems related to quality management, environment and health safety, as well as the organizational model 231 (specifically for Italy) and the SQAS (Safety and Quality Assessment Systems).

## Digital form:

---

The IMS is exclusively available in a digital format, indicating that it is designed and implemented using digital tools and technologies.

## Compliance with ISO norms:

---

The system was developed according to ISO 9001:2015 and ISO 14001:2015 standards, which emphasize a "risk-based thinking" approach. Identifying risks, addressing them, and identifying related opportunities are the fundamental principles guiding the definition of business processes, performance evaluation, and the formulation of new strategic initiatives.

The aim of Gruber Logistics Integrated Management System is to **establish a comprehensive, Company-wide system** that ensures **effective organi-**

**zational management** by covering **all processes, integrating existing systems, complying with ISO norms, and utilizing digital technology**. Moreover, quality and environmental certifications cover almost half of the employees of the Group (excluding Universal Transport).

Management System	Certification	Company	Employees covered
<b>Environment</b>	UNI EN ISO 14001:2015	Gruber Logistics SpA Auer/Ora (Via Nazionale 75)	39% of Italian employees covered
<b>Quality</b>	ISO 9001:2015	Gruber Logistics SpA Auer/Ora (Via Nazionale 75)  Gruber Logistics SpA Verona (Via della Scienza 12)  Gruber Logistics SpA Padova (Via Inghilterra 16)  Gruber Logistics SpA Aprilia (Viale Europa 12)  Gruber Logistics GmbH Kreuztal (Marburger Str. 390)	45% of the Group (Italian and German) employees and branches are covered)

To **track the effectiveness of our actions** we employ **various processes** such as internal auditing, **impact assessments, stakeholder feedback, and performance ratings**. Goals and targets are set based on the sustainability context, considering factors like sustainable development goals and environmental resource limits. We ensure that **our goals and targets align with authoritative intergovernmental instruments and science-based initiatives**. The indicators we use for evaluation can be qualitative or quantitative, providing both precision and context.

We report progress toward our goals and targets, indicating whether it is satisfactory or not, and provide explanations if a goal or target has not been achieved. **Continuous improvement is vital**, and we **incorporate lessons learned into our policies and practices**. These lessons may arise from root cause analysis, feedback from business relationships, or insights from stakeholders and experts. Through the ongoing process of learning from practice, we make changes and enhancements to manage impacts more effectively in the future.

# Financial performance

Gruber Logistics is convinced that top line growth needs to lead to a higher EBT as well as a higher profitability. Sustainable growth is what we are focusing on.

In recent years the Company has **grown considerably**, both by significant organic growth as well as certain M&A activities by acquiring the Universal Transport Group (Paderborn/Germany), thus becoming the European market leader for exceptional high & heavy road transportation.

Such growth is accompanied by **constant attention to all dimensions of financial impact to the group**. One of these dimensions is undoubtedly the EBIT<sup>[1]</sup>. The EBIT reached 7,2 Mio € in 2022 .

Only on constantly actively managing all parameters of financial KPIs as well as operational KPIs one can clearly obtain sustainable growth and a stable and resilient Company. However, it is certain that without considering these parameters, and consequently by setting growth solely based, for example, on turnover, there would be major risks inherent in increasing the size of the Company. The attention the Company pays to the parameters that indicate how economic growth took place makes it possible to mitigate any negative consequences linked to the growth itself.

Economic value (in Mio€)*	2022	2021
Direct economic value generated:	607.2	438.9
thereof Revenue	607.2	438.9
Direct economic value distributed	597.9	435.5
Transport related direct costs	503.5	369.5
Employee wages and benefits	70.4	51.0
Payments to providers of capital (interest)	3.1	1.8
Payments to government (Tax)	4.6	2.0
Community investments	0.03	-
Other economic value distributed	16.3	11.2
Economic value retained	9.3	3.4

<sup>[1]</sup> EBIT is the parameter that indicates the Gross Profit less all other costs, such as structural (e.g. office rent), central (e.g. Sales & Marketing) and depreciation costs, but before interest and taxes. Referring to this parameter is essential to understand the financial "state of health" of the Company.

\*Financial performance only takes into consideration part of revenue from Universal Transport whose acquisition was completed the 1st of September 2022. The total revenue including both Gruber Logistics and Universal Transport for the entire fiscal year 2022 is 720Mio€.



Regarding the impacts of the transportation and logistics sector, it is important to highlight how these impacts can vary depending on the regional context, government policies, trade dynamics, and other socio-economic factors. Our ability to adapt to the evolving economic context is extremely high and therefore relevant because it allows us to rapidly react on changing market conditions.

Adapting allows us to be successful in the market and thus guarantee jobs and thrive in the changing landscape, ensuring job security and resilience. It also presents opportunities for skill development and innovation.

However, it can lead to workforce disruptions and a skills mismatch if you don't actively manage the skill levels of your employees as well as ongoing digitization.. We proactively address these challenges by providing training and development programs for our skilled employees as well as support and opportunities for our employees to adapt and succeed, minimizing negative impacts and maximizing positive outcomes.



# Our approach to sustainability

---



# Our approach to sustainability

In more than **80 years in business**, we have always endeavored to **make ethical choices, investing in human capital, progressively reducing our fleet's environmental impact and establishing solid, transparent relationships with our partners.**

In today's global business landscape, **being socially responsible** has become an **essential aspect of successful companies**. At Gruber Logistics, we are wholeheartedly dedicated to upholding social responsibility in all facets of our operations. We act with a strong awareness of the negative impact our operations can generate – for instance on the environment -, and thus, we are committed to playing our part in mitigating them by adopting the necessary measures for a more sustainable logistics. Our approach involves direct actions rather than mere offsets, focusing on the use of alternative fuels, intermodality, new technologies, and increased efficiency (e.g., improving load factor and reducing empty running).

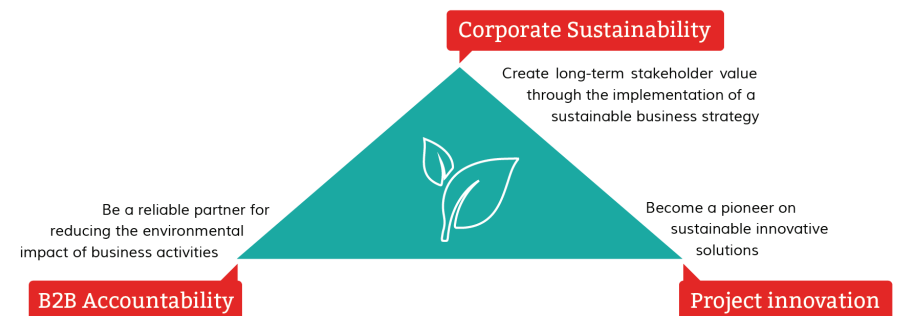
The principles that guide the corporate social responsibility are therefore an integral part of our corporate strategy and are fully reflected both in our values and our vision for the future.

Back in 2019, by introducing the first alternative-fueled trucks, Gruber Logistics began following of a new pathway in research, development and innovation towards a better definition and implementation of its mid and long-term sustainability strategy. The Group has always had an open mind towards innovation representing one of the major companies investing in this framework and this become eve more actual

with the straightforward investments towards new generations of alternative fuels that the Company has began in the last years.

Moreover, since we believe revolution shall be made together, we have always pursued strategic partnership with our provider of services and with some of the most innovative manufactures active for the deployment of new technologies for decarbonizing the freight transport sector, investing directly in research and development.

The principles that guide the corporate social responsibility are therefore an integral part of our corporate strategy and are fully reflected both in our values and our vision for the future.



Topic	Goal	Action	Deadline
Voluntary Sustainability disclosure	Draft and publish the first Group Sustainability Report on a voluntary bases	Elaboration of the first voluntary sustainability report of the Group	2023
International accreditation	Obtain international accreditations from major reference frameworks to enhance transparency and comparability in information	Membership in the Smart Freight Centre (SFC) and implementation of the Global Logistics Emissions Council (GLEC) Framework for the harmonized calculation and reporting of the logistics GHG footprint across the multimodal supply chain.	2023
Alternative fuels	Reduce environmental impact of transports	Providing logistics services using vehicles that utilize fuels with reduced environmental impact (LNG, Bio-LNG, HVO and Biodiesel).	Short term
		Providing logistics services using vehicles that utilize Bio-LNG and Biodiesel HVO (enabling a 90% reduction of CO2 compared to diesel). Investing in research for Hydrogen-powered trucks and testing their performance.	Medium long term
Intermodality	Increase intermodal transportation throughout the value chain	Increase by 100% the intermodality quota within the next 3 years	2026
E-Truck deployment	Expand the fleet with electric vehicles to enable a reduction of the environmental impact	Dedicate a team for e-truck analysis and deployment	Medium term
European Projects	Contribution to the development of sustainable logistics	Implementation of European Projects aimed at transitioning towards a more efficient logistics and transportation sector through the development of hydrogen-powered and electric vehicles, increased digitalization and support for intermodality.	Long term

Our pillars of sustainability are: **Environmental, Social and Business Ethics**, and they are the points around which we **have defined a strategy with short- and medium-term goals.**



# Gruber Logistics' Stakeholders

The measurement of the degree of satisfaction of the Company's stakeholders is part of corporate quality management, with is a key indicator for future management and strategic decisions.

Gruber Logistics interacts mainly with two categories of stakeholders: those belonging to the sphere of public relations (European trade associations, Institutions and Public Administrations) and those who instead re-

late to the completely private dynamics of the Company (Sustainability Board, employees, customers, suppliers, audit agencies, competitors).

Stakeholder category	Engagement method	Frequency of engagement	Purpose of the engagement
Sustainability Board	Meeting	Periodically	Identification of priorities in defining a sustainability strategy and feedback analysis on project adaptation
European trade associations	Working groups	Continuous basis	Through the European Trade Associations, it is possible to carry out a mutual exchange of information in relation to own strategy and the common European strategy. Furthermore, Gruber Logistics is partner in numerous European research projects, belonging to various European programs. In this context, therefore, relationships are developed with the other project partners, which can in turn be public bodies or private bodies.
Institutions	Meeting	Continuous basis	Within the public sphere, the institutions (supranational, national and regional) with which the Company interacts to outline the issues of greatest interest to the community are identified.

Stakeholder category	Engagement method	Frequency of engagement	Purpose of the engagement
Employees	Individual meetings between employee and supervisor	Annual	To ensure employee satisfaction and enhance the professional and personal development of employees the Company adapts an evaluation system based on annual individual meetings between employee and supervisor (detailed information available under Annual employee evaluation guidelines on the Corporate Intranet).
Customer	Customer survey	Periodical	<p>Gruber Logistics' sales and marketing departments periodically survey customers for satisfaction. The results of the latest customer survey are available on the Company intranet.</p> <p>Long-term partnerships are implemented with customers, and for them the importance of providing zero-defect service is paramount. The relationship with customers is done through commercial and customer care interactions. In any case, Gruber Logistics always aims for maximum transparency towards these types of users.</p>
Suppliers	Supplier evaluation system	Continuous basis	<p>Supplier relationships are of paramount importance to proceed with the creation of high-quality service. The Company adapts a corporate supplier evaluation system that ensures compliance with quality standards when it begins collaboration with new partners. In order to evaluate strategic suppliers on an ongoing basis, a supplier evaluation system will be developed to track their performance (monitored in the continuous improvement process - Management Review). Suppliers must absolutely agree with Gruber Logistics' code of ethics and before operating must declare that they personally implement it; otherwise, the service cannot be continued.</p>
Audit Agencies	Auditing	Continuous basis	Long-term partnership with auditing agencies aimed at constantly adjusting their standards to those required by both policies and the market.



Stakeholder category	Engagement method	Frequency of engagement	Purpose of the engagement
Competitors	Partnership and membership in industry associations	Continuous basis	Monitoring and analyzing competitors in an effort to continually improve one's service and make sure that it is chosen over that of competitors.
Public Administration	Public procurement, Public-Private Partnerships (PPP)	Continuous basis	The Company operates in conformity to existing national norms and requirements. Moreover, the Company applies the organizational model 231 including an individual corporate Code of Ethics.

We **engage stakeholders** in various ways, such as through consultations, surveys, and feedback mechanisms. By actively listening to their concerns and suggestions, we gain valuable information that helps us evaluate the effectiveness of our actions.

Stakeholder engagement, for Gruber Logistics, plays a crucial role in shaping our actions to effectively: we recognize the importance of involving affected stakeholders in the decision-making process, particularly when addressing negative impacts or determining appropriate remedies. By actively seeking and incorporating their perspectives, we aim to ensure that our actions are responsive to their needs and concerns.

Throughout our engagement initiatives, we strive to create open channels of communi-

cation, allowing stakeholders to express their opinions, provide feedback, and share their experiences. Their valuable insights help us gain a deeper understanding of the challenges and opportunities associated with this topic, enabling us to develop targeted and effective strategies.

When negative impacts are identified, we actively seek input from relevant stakeholders to collaboratively determine appropriate remedies. This collaborative approach ensures that the voices of those affected are heard and considered in the decision-making process. We value their expertise and contributions, as they provide valuable insights into the specific contexts and dynamics.

Stakeholder feedback

Additionally, stakeholder feedback is an es-

sential indicator of whether our initiatives are effective and are making a difference. We actively collect and analyze their input to evaluate the outcomes and impacts of our initiatives. This feedback loop allows us to continuously learn, adapt, and improve our strategies, ensuring that we remain responsive and accountable to stakeholder expectations.

By embracing stakeholder engagement as an integral part of our approach, we foster stronger relationships, enhance transparency, and build trust with our stakeholders. We are committed to an ongoing dialogue that promotes mutual understanding and collaboration, ultimately driving positive change in the management and adaptation to the changing world of work in which we operate.

# Our partnership

Gruber Logistics firmly believes in **associations**, in order to be able to follow what are the **current trends** in relation to **European issues** in the **field of sustainability** and to be able to carry out a mutual influence between its strategy and the community strategy.

Gruber Logistics takes particularly care of international partnership fostering the digitalization and decarbonization of the transport and logistics sector. For the **digital area**, Gruber Logistics is a member of the **ALICE - Alliance for Logistics Innovation through Collaboration in Europe** - and of the European group **DTLF - Digital Transport and Logistics Forum**.

Furthermore, the Company is member of the **2Zero** partnership a co-programmed partnership funded under the **Horizon Europe programme** and aiming at accelerating the **transition towards zero tailpipe emission road mobility across Europe**.

Our commitments for a decarbonized trans-

port and logistics sector was subscribed once more by becoming a member of the **Smart Freight Centre**, the international non-profit organization focused on reducing greenhouse gas emission from freight transportation.

Furthermore, Gruber Logistics is part of dif-

ferent national-based category association to support the sustainable evolution of the transport and logistics sector with particular attention to social and ethical issues: **FIAP Autostrasporti (IT)** ; **ANITA (IT)** ; **Confindustria (IT)**; **Assologistica (IT)**; **Freight Leader Council (IT)**, **Logistics Alliance (DE)**.



# Our partnership



The Digital Transport and Logistics Forum (DTLF) is an expert group of the European Commission bringing together public and private stakeholders from various transport and logistics communities to support the European Commission in promoting the digital transformation of the transport and logistics sector.



The Towards zero emission road transport (2Zero) is a co-programmed Partnership funded under the Horizon Europe program aiming at accelerating the transition towards zero tailpipe emission road mobility across Europe. The 2Zero partnership promotes and facilitates pre-competitive research and innovation on road transport mobility within the European Research Area. By identifying the research needs to achieve the targets set in European transport, energy and environmental policies, the 2Zero partnership contributes to draft the path towards a climate-neutral European road transport system and will contribute to the acceleration



The European Technology Platform ALICE is set-up to develop and implement a comprehensive industry lead strategy for research, innovation, and market deployment in the field of logistics and supply chain management in Europe.

Leading experts and companies in implementing supply chain and logistics innovation form ALICE with the aim to accelerate the transition to net zero emissions transport & logistics operations. To that end, interdisciplinary and multi-stakeholder collaborative innovation is needed.

ALICE supports, assists and advise the European Commission in the implementation of the EU Programs for research: Horizon 2020 and Horizon Europe.

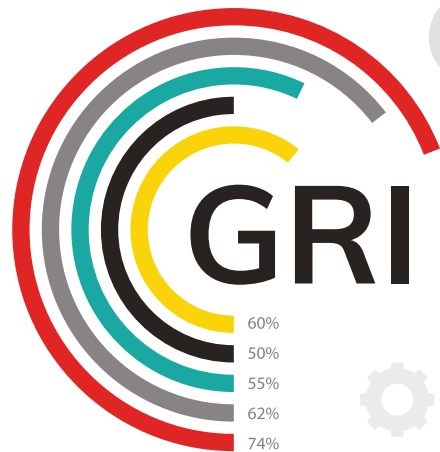
# Materiality analysis

Within the context of sustainability reporting, **materiality** plays a **crucial role** in determining the content of the report and helps organizations prioritize their **sustainability efforts**, **communicate relevant information** to stakeholders, and **integrate sustainability considerations** into **overall business strategy**. It ensures that **sustainability reporting is focused, meaningful, aligned with ESG priorities and stakeholders' needs** and the organization's **long-term success**.

We voluntarily decided to draft Gruber Logistics' first sustainability report for 2022 in order to disclose to all our stakeholders the sustain-

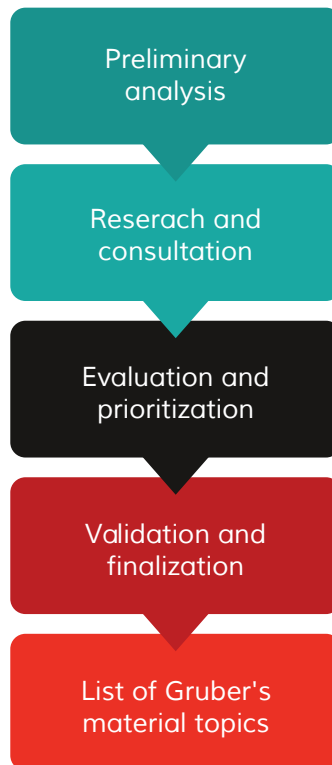
ability performances and initiatives related to our daily business operations. To prepare this document, we referred to the **Global Reporting Initiative (GRI)**, the most recognized and widely used framework worldwide for sustainability reporting.

Materiality analysis, which will be described in the following section, has allowed us to **identify and prioritize the most relevant environmental, social, and governance (ESG) issues** for our business and stakeholders, and to determine the **key areas** that require **our attention and action**.



# The process

The process that led us to the identification of our material topics, in compliance with the requirements of Universal Standard - GRI 3 Material Topic guidelines, has been performed as follows:



- 1 **Preliminary analysis:** In this initial phase, we conducted a thorough review of our business processes, stakeholders, and operating context to gain a comprehensive understanding of sustainability-relevant issues. This analysis helped us identify the key thematic areas that required further exploration. We used criteria such as stakeholder relevance, impact on business performance, and the ability to contribute to progress towards sustainable development goals.
- 2 **Research and consultation:** We conducted a benchmarking activity involving key peers, competitors, and customers to investigate industry best practices in sustainability and to acquire knowledge and information on specific sustainability-related topics.
- 3 **Evaluation and prioritization:** Based on the results collected in the previous phase, we have identified a list of actual and potential impacts, and their respective material topics, that Gruber Logistics generates or could generate on the environment, economy, people, and human rights, to be evaluated. Subsequently, interviews with key functions within the organization, such as HR, Legal, QHSE (Quality, Health, Safety, and Environment), Fleet, IT, where each representative was asked to provide their perspective on the severity (scale, scope and, if negative, irremediability) and likelihood (the chance of happening) of each proposed impact were conducted. The combination of the two assessments allowed us to obtain a measure of the significance of each impact.
- 4 **Validation and finalization:** The scores from each representative, collected in the previous phase, were consolidated after identifying a "materiality threshold" as required by the reference framework. The preliminary list of material topics was then validated, and based on it, the relevant disclosures to be included in the present sustainability report were identified.

Once the list was finalized, we identified, for each material topic, one or more Sustainable Development Goals (SDGs) as defined by the 2030 Agenda.

# Our material topics

Material Topic	SDGs	Description
Climate Change mitigation	12; 13	The activities of Gruber Logistics and the provision of logistics services are inevitably connected to the production of GHG emissions. Gruber Logistics is aware of the impact that these emissions have on the environment and on people and therefore is committed to mitigating them thanks to specific initiatives and projects (such as, for instance, the continuous development of intermodal transport, the use of alternative fuels, electric vehicles and investments in environmental sustainability).
Promotion of solutions to abate air and noise pollution and mitigation of road traffic	13; 15	Gruber Logistics carefully monitors its impacts on the environment, and is committed to reduce them through a fleet that consists of modern vehicles with lower environmental impact (e.g. liquefied natural gas) and through an attentive maintenance of the fleet (e.g. brake pads). Gruber oversees its impact on road traffic with concrete actions, such as the optimization of routes and the intermodality. The effort is also confirmed by various awards that recognize Gruber the merit of having allocated resources for the reduction of road traffic and pollution.
Mitigate the environmental impact of the logistics service within the value chain	13; 15	Gruber Logistics, aware of its fundamental role within the value chains of its customers, has been committed for years to making its transport services more sustainable. Precisely for this reason, Gruber recognizes how its initiatives to improve the efficiency of consumptions and the use of raw materials can have a positive impact along the value chain and for its customers' indirect impacts. This is made possible through the ability to provide its customers with transparent and reliable data on the environmental performance, that can be used by customers in the context of their decarbonization paths. Gruber was recently awarded with two awards: first prize for the "Environmental Award of the year 2019" and second for the European Transport Award of Sustainability - ETPN 2019.
Efficient use of energy and natural resources	6; 7; 12	Gruber Logistics undertakes - through the adoption of processes and technologies - to make even more efficient use of energy, fuel, water and other natural resources. This also takes place concretely through energy efficiency measures concerning the facilities, charging station for electric cars, energy-saving LED lighting in the offices and warehouses, the use of a cogeneration plant for heating the offices and the workshop of the headquarters powered by wood pellets, a more ecological alternative to traditional fuels.



Material Topic	SDGs	Description
Responsible waste management and promotion of circular economy	15	Gruber Logistics is aware that the production of waste is one of the impacts of its activities on the environment and therefore takes concrete steps to reduce and mitigate this impact on a daily basis through correct waste management (hazardous waste in particular, is limited to the Ora site) and through specific initiatives such as, where possible, tire regeneration.
Financial profitability and economic growth	8	Gruber Logistics has developed a business strategy which provides for adaptation to change in order to satisfy the needs of the market, guaranteeing economic growth in favor of the Company, its employees, its supplier and the territory.
Business continuity and resilience	8; 9	Gruber Logistics stands out for its many years of experience in the field and its capacity to seize the opportunities. Considering the current rapidly evolving context Gruber Logistics is aware of the need to monitor (and mitigate) possible risks ensuing from exogenous factors, often non predictable (such as Covid-19 pandemic, the Ukrainian crisis and the risk of extreme climatic events).
ESG Governance and sustainability strategy	16; 17	Gruber Logistics- aware of the role of Italian and European companies in the sustainable transition and in achieving the objectives of the Paris Agreement - considers "sustainability" one of the pillars of its strategy. This accomplishment, that is just a starting point, was possible thanks to the growing sensitivity and commitment of the Company with regard to investing in human capital, progressively reducing the impact of the fleet on the environment and establishing transparent relationships with business partners. The powers to monitor and manage the ESG impacts and implement the strategies relies on the Sustainability Board.
Ethical and responsible business conduct	8; 9	Gruber Logistics has always been committed to conduct its business in an ethical way, investing in human capital, as demonstrated by the Code of Ethics that formalizes the corporate values and the commitments undertaken in matters of safety, quality, worker health and environmental protection.
Value chain sustainability	11;12; 15; 17	Gruber Logistics undertakes to share its ESG corporate initiatives and practices with suppliers, through the signing of the Code of Ethics by the various levels of the supply chain. Furthermore, thanks to commitment of the Fleet department environmental and social sustainability projects can be deployed and further implemented.
Cybersecurity and data management	16	Gruber Logistics is aware that digitalization is essential to guarantee efficient processes and that it is necessary to pay particular attention to cybersecurity and data protection in order to guarantee regular operations and the protection of customer data.

Material Topic	SDGs	Description
Protection of human rights and promotion of decent work condition	8; 10	Gruber Logistics is committed to protecting human rights and contributing to people's well-being, protecting occupational health and safety and promoting decent working conditions, supporting the balance between private and professional life. Gruber Logistics has indeed made a bold choice in its field and decided to internalize great part of the workforce, reducing the use of cooperatives and external suppliers; a choice that has certainly led to an increase in costs but that works towards transparency, a factor of extreme importance for competitiveness in the sector.
Continuous development, satisfaction and retention of the employees	4; 5; 10	People are at the center of the strategies and activities of the Group. Gruber Logistics indeed recognizes the importance of its collaborators in order to achieve its objectives. To this end, Gruber Logistics believes it is essential to guarantee continuous training so that they can grow together with the Company. Gruber Logistics considers the achievement of the success of its employees necessary to obtain great results and for this reason is committed to their satisfaction both from a professional and personal point of view, guaranteeing a balance between work and private life, adequate wages and ensuring a constructive dialogue.
Employees' well-being, health and safety	3	Gruber Logistics undertakes to guarantee the highest level of safety for the people involved in all the activities. Multiple aspects contribute to this objective, such as the monitoring of the health and safety aspects, the employee training and the awareness initiatives.
Diversity and inclusion	5; 10	Gruber Logistics respects its collaborators and rejects any type of discrimination, with the aim of valuing diversity, guaranteeing a positive and safe environment and an inclusive workplace.
Systems and technologies serving the roadmap for a sustainable logistics sector	9; 12; 17	Gruber Logistics is active and participates in innovation projects at European level, in particular dedicated to technological innovation of logistics with the aim of marking the path for best practices together with other players in the sector.
Quality of service and customer satisfaction	8; 9; 17	Gruber Logistics invests in technological innovation and commits daily in order to provide its customers with the most efficient and high-quality services that are capable of responding to the requests of the market and face the challenges of today and tomorrow.

**1** NO POVERTY



**2** ZERO HUNGER



**3** GOOD HEALTH AND WELL-BEING



**4** QUALITY EDUCATION



**5** GENDER EQUALITY




**6** CLEAN WATER AND SANITATION



**7** AFFORDABLE AND CLEAN ENERGY



**8** DECENT WORK AND ECONOMIC GROWTH



**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



**10** REDUCED INEQUALITIES



**11** SUSTAINABLE CITIES AND COMMUNITIES



**THE GLOBAL GOALS**  
For Sustainable Development

**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



**13** CLIMATE ACTION



**14** LIFE BELOW WATER



**15** LIFE ON LAND



**16** PEACE, JUSTICE AND STRONG INSTITUTIONS



**17** PARTNERSHIPS FOR THE GOALS



# Our commitment towards innovation and sustainability

---



# Our commitment towards innovation and sustainability

---

The **logistics sector**, which encompasses the management and coordination of goods, services, and information across supply chains, is increasingly **embracing innovation and sustainability practices**.

The logistic sector, involves **different services**, such as:

## **TRANSPORTATION:**

coordination and management of various modes of transportation, such as road, rail, air, and sea, to move goods from one location to another. This includes route planning, carrier selection, freight forwarding, and tracking of shipments.

## **WAREHOUSING AND STORAGE:**

management of storage facilities, warehouses, and distribution centers where goods are stored, sorted, and prepared for shipment. This involves inventory management, order fulfillment, and efficient utilization of space.

## **INVENTORY MANAGEMENT:**

optimization of inventory levels to ensure the right quantity of goods is available at the right time and place. This includes demand forecasting, stock replenishment, and minimizing carrying costs and stockouts.

## **PACKAGING AND MATERIALS HANDLING:**

proper packaging, labeling, and handling of goods ensure their safety and integrity during transportation and storage. This involves choosing appropriate packaging materials, optimizing packaging designs, and implementing efficient handling processes.

## **REVERSE LOGISTICS:**

management of reverse flows, including product returns, repairs, recycling, or disposal. This includes handling customer returns, managing product recalls, and implementing sustainable practices for the proper disposal or recycling of goods (e.g. worn tires).



**SUPPLY CHAIN VISIBILITY AND INFORMATION SYSTEMS:**

availability of advanced information systems and technologies to track and trace goods throughout the supply chain. This includes the use of barcode scanning, RFID (Radio Frequency Identification), and real-time tracking systems to provide visibility into inventory and shipment status.

**CUSTOMS AND TRADE COMPLIANCE:**

managing customs documentation, import/export regulations, and compliance with trade policies and procedures. This ensures smooth and compliant movement of goods across international borders.

**RISK MANAGEMENT:**

identifying and mitigating risks associated with supply chain disruptions, such as natural disasters, geopolitical issues, or disruptions in transportation networks. This involves developing contingency plans, implementing risk assessment strategies, and establishing resilient supply chain practices.





In today's rapidly changing world, the industry recognizes the **need to address environmental concerns, promote social responsibility, and ensure long-term economic viability.**

Sustainability has become a key focus for logistics companies. We understand that **adopting sustainable practices** is not only beneficial for the environment but also **contributes to cost savings, improved efficiency, and enhanced reputation.**

In fact, companies are **optimizing transportation routes, utilizing alternative fuel vehicles, and adopting eco-friendly packaging materials** to reduce carbon emissions and **promote environmentally responsible practices.**

#### **The role of technology for the sustainable evolution of logistics**

**Technology** plays a **crucial role** in driving innovation in the logistics sector. Advanced information systems and **digital platforms** enable **supply chain visibility, allowing companies to track and trace goods, optimize inventory management, and streamline processes.**

Technology can also be of great support to reach our sustainability goals. Today, the exchange of data within the logistics chain involves the presence of numerous intermediaries and, consequently, the duplication - and more - of the data exchanged. The possibilities offered by **technology** instead concern the direct exchange of data. When this occurs, there is a **saving of time**, and consequently of

**costs** within the entire production chain. Cost savings automatically translate into a more **equitable distribution** of the value chain among the operators involved. This is just one of the possible examples of how technology can have a positive impact on sustainability. Other contexts, however, are constantly being implemented.

Furthermore, logistics companies are investing in **talent development** and fostering a **culture of innovation.** They are **encouraging employees to generate creative ideas**, experiment with new technologies, and implement sustainable practices. By promoting **collaboration and knowledge sharing**, companies can leverage the expertise and insights of their workforce to drive continuous improvement and sustainable innovation.

**Government regulations and industry standards** are also **shaping the direction of sustainability** in logistics. Policies aimed at reducing emissions, promoting energy efficiency, and encouraging sustainable practices are incentivizing companies to adopt environmentally friendly strategies. Additionally, **certifications and eco-labels** provide customers with assurance that logistics providers are adhering to **sustainability guidelines.**

Our **focus on innovation** aims at ensuring our **business remains economically sustainable** amidst the continuously evolving economic context.

# Sustainability strategy

The **ESG strategy** outlined by the Company has very specific directions. Each of the individual pillar of the strategy is identified and explored. As regards **environmental** sustainability, the Company is acting in three main directions, namely the intermodal transport (and consequently the modal switch), the research on alternative fuels and the optimization of loads through horizontal cooperation processes.

These topics are managed by a specific department, the Public Affairs, Innovation and Sustainability Department, which constantly presents research and innovation projects at an international (European) level. Numerous projects have already been approved and financed by the EU Commission. Therefore, the activity related to sustainability is also carried out thanks to these projects.

**Social** sustainability refers in particular to the quality of work and life of the Company's employees and is, in general, carried out through the internationally recognized methodology "**Great place to work**". The Company's direct employee drivers are also trained by the Fleet Department and through specific training; the same department also constantly verifies that the safety standards relating to driving times and rest times are respected. Since it is a very particular job, that of the driver, certainly great attention is paid to this aspect.

Finally, sustainability in terms of **governance** is ensured through compliance with a precise Code of Ethics which is also extended to the suppliers.

Efficient and effective implementation of ESG sustainability strategy is important as failure to comply with the standards required by the three pillars could lead to a

deterioration in the quality of the work performed and therefore the utmost attention is paid to the implementation of each individual aspect.



# The roadmap towards a more sustainable logistics

The actions relating to how technology and innovative systems can have positive repercussions on the Company's activity follow some well-defined main lines.

The possibilities, for example, of autonomous driving are investigated and researched by the Company, both through internal projects and through projects financed by the European Union.

This is a frontier of innovation that will certainly have major impacts on sustainability.

**Research projects** can be either internal or funded by external bodies, primarily the European Union.

Gruber Logistics can rely on a **specific department** that deals with financed projects.

As of 2023, there are seven projects financed for the Company, six of which are financed through the **European Research and Innovation funding programme** and one through the European Union funding programme that supports transnational co-

operation. The **topics** on which the research activity focuses are **autonomous driving, alternative fuels, the environmental sustainability** of the chosen solutions, **digital ecosystems, the use of IT technologies** for the development of peripheral and rural areas, the use of IT platforms for choosing multimodal solutions, **horizontal cooperation** between transport operators, digital cooperation, management of **paperless document exchange**, development of **business digital systems** for data exchange between suppliers and customers, use of **AI-related technologies** for the development of the Company's business.

Considering the value of such programs, maximum efforts are made by the Company to continue to implement these research activities.



# European projects

During 2022, Gruber Logistics initiated **numerous collaborations** with **different types of partners**, including major Italian and European universities as well as research institutions, for the joint development of **Research Development and Innovation (R&D&I) projects** related to various **European Commission Research Programs**.

Name and topic	Life span	Project description	Our role
<b>EMPOWER</b> Eco-operated, Modular, highly efficient, and flexible multi-POWERtrain for long-haul heavy-duty vehicles	2023-2026	The EMPOWER project aims to demonstrate the performance of zero-emission heavy-duty vehicles (ZE HDV) in different long-haul and regional distribution scenarios. It involves the development of two ZE HDVs, one powered by a Fuel Cell (FC) system with a 750 km driving range, and the other powered by a battery-electric powertrain with a 400 km driving range. These vehicles will be built on an IVECO platform and are expected to reach the market by 2029 with similar costs to traditional engine-based solutions.	Gruber Logistics is responsible for supporting the technical development and vehicle design of the new concept of truck from IVECO and finally will operate a six-month real-world test phase using the BEV and FCEV.
<b>ZEFES</b> Zero Emission, flexible vehicle Platforms with modular powertrains serving the long-haul Freight EcoSystem	2023-2026	The ZEFES project aims to accelerate the transition to Zero-Emission Vehicles (ZEVs) by developing efficient and modular powertrains for prime movers and trailers, with distributed battery packs. Their goal is to make these technologies market-ready by 2030. The project also focuses on mapping charging/fueling points and developing fleet management tools to support the increasing number of long-haul Battery Electric Vehicles (BEVs) and Fuel Cell Electric Vehicles (FCEVs) in logistics supply chains. Real-world testing will be conducted across Europe, involving manufacturers, energy providers, infrastructure stakeholders, and end users. The testing will cover daily routes ranging from 500 to 1300 km, adhering to driving and resting time regulations. The demonstration routes will span multiple European countries.	Gruber Logistics is responsible for supporting the vehicle technical development technical and finally will run a 6-month test using the Scania FCEV (Fuel Cell Electric Vehicles) for temperature-controlled goods transportation, with a payload of 20 tons.
<b>KEYSTONE</b> Knowledgeable comprehensive and fully	2022-2026	The KEYSTONE project aims to improve the sustainability, efficiency, and safety of the transport system by enabling enforcement authorities to access data for compliance checks in the transportation of goods and passengers.	Gruber Logistics plays an active role in the project, particularly in which focuses on creating a digi-



<p>integrated smart solution for resilient, sustainable and optimized transport operations</p>		<p>The project's main goal is to establish standardized digital solutions that can be applied across different contexts, streamlining the transport system. This involves implementing standardized application programming interfaces (APIs) to facilitate data sharing between transport enforcement authorities and logistics operators.</p> <p>The project includes two pilot tests. Pilot 1 focuses on creating a digital ecosystem for automatic data sharing with enforcement authorities responsible for verifying compliance with road transport regulations. It also explores the concept of electronic consignment notes (eCRM) to enhance efficiency. Pilot 2 focuses on developing a digital environment for intermodal transport, implementing data sharing through standardized APIs at intermodal sites.</p>	<p>tal ecosystem for automatic data sharing with enforcement authorities responsible for verifying compliance with road transport regulations.</p>
<p><b>MODI</b> A leap towards SAE L4 automated driving feature</p>	<p>2022-2026</p>	<p>The MODI project aims to accelerate the implementation of connected, cooperative, and automated mobility (CCAM) vehicles by conducting practical demonstrations of SAE L4 automation levels. It focuses on overcoming barriers and testing solutions for deploying automated transport systems in the logistics industry. The project includes developing a user/driver interface for seamless transitions between automated and non-automated driving and testing the latest technologies and battery-electric vehicles (BEVs) in real-life scenarios along the North Sea-Baltic Corridor.</p> <p>MODI consists of five use cases covering different aspects of the logistics chain. These include testing a drayage service in Rotterdam Port, establishing a hub-to-hub connection to the port of Gothenburg, enabling a cross-border connection from the EU to Norway, conducting a full road trip from Rotterdam to Oslo, and testing, for which Gruber Logistics assumes full responsibility for the activities, automated vehicles in industrial and urban areas near the harbor of Hamburg.</p>	<p>Gruber Logistics supports the development of the autonomous truck mapping the driver-related interactions with external environment and finally testing new technologies and vehicles in the City of Hamburg and Port areas.</p>
<p><b>STREnGth_M</b> Stimulating Road Transport Research in Europe and around the Globe for sustainable Mobility</p>	<p>2023-2026</p>	<p>The objective of the STREnGth_M project is to support the planning of research and innovation in the road transport sector. It aims to identify future research needs, update strategic research agendas and roadmaps, and assess research and cooperation capacities in member states. The project will track the progress of electric mobility globally and measure the feasibility of innovative solutions for emerging markets in Africa, Asia, and Latin America, focusing on areas such as urban zero-emission mobility, air quality, climate change, and road safety.</p> <p>The most relevant activities of the project include mapping the stakeholder landscape for road transport research in Europe, building a community of stakeholders, reviewing roadmapping mechanisms at various levels, identifying future research needs based on socio-economic requirements, establishing</p>	<p>Gruber Logistics, affiliated with ALICE (Alliance for Logistics Innovation through Collaboration in Europe) and a member of 2ZERO initiative, contributes to the project by updating and coordinating research agendas and roadmaps in the road transport field, particularly for road infrastructure, road safety, and logistics.</p>

		strategic links between Horizon Work Programs and national/regional funding instruments, monitoring global progress in electric and sustainable mobility, organizing international events to support cooperation, and facilitating dissemination of project findings.	
<b>ESEP4Freight European Shift Enabler Portal 4 Freight</b>	2023-2025	<p>The project aims to provide freight customers with a broad overview of the rail transport services available in Europe. This will be accomplished through a web platform based on an existing map that identifies freight flows with the greatest potential to be transported by rail.</p> <p>The pilot project involves the creation of several Business Cases (BC) based on two main criteria. The first criterion concerns the geographic scope of the transportation solutions, which will be divided into two options: domestic freight and international freight involving two or more countries. The second criterion concerns the different points of origin and destination of shipments. These points will include both the manufacturer's headquarters and terminal areas located at ports, interports and logistics terminals. This will allow testing of intermodal solutions that include the first and last mile by road. The project is being carried out in collaboration with several partners</p>	Gruber Logistics is the key inter-modal transport player involved for addressing the issues the inter-modal service faces and contribute to provide innovative solutions to foster the future of intermodality in Europe.
<b>ACCESSMILE</b>	2023-2026	<p>The ACCESSMILE project aims to enhance last mile accessibility in rural and peripheral areas to major freight nodes across multiple European countries. It focuses on improving multimodal transport efficiency and territorial cohesion through the use of innovative IT solutions. The project involves collaboration among transport operators, policy makers, ports, terminals, and logistics operators.</p> <p>To achieve its objectives, the project develops and tests IT solutions through pilot actions in different locations. The insights and lessons learned from these pilots inform the creation of replicable solutions for other regions facing similar challenges. The IT solutions target areas such as vehicle booking systems, transport flow management, port/terminal procedures, and cargo bundling and tracking.</p> <p>Key project partners include port authorities, logistics companies, and organizations specializing in communication and distress signaling</p>	Within the project, Gruber Logistics, in collaboration with Logistics Centre Austria South (LCAS) and Rostock Port, takes part in updating and coordinating research agendas and roadmaps, specifically focusing on road infrastructure, road safety, and logistics.



# Data driven approach



Digitization, even when focused on automation, should always enhance people's work quality, enabling them to dedicate more time to valuable activities.

---

**Günther Erb**

Executive Director  
Information Technology

# Data driven approach

The today's rapidly evolving technological landscape requires businesses to embrace digital transformation as a key aspect to stay competitive. At Gruber Logistics, we are fully committed to being digitally driven, utilizing technology to optimize our value chain, enhance the customer experience, and improve internal performance.

We decided to make innovation and digitalization a distinct business strategy. Driven by the desire to make processes related to transportation management smoother and to optimize the relationship with our customers and suppliers, we have developed unique and customized enterprise IT solutions in-house, as well as a series of digital products designed ad-hoc to meet customer needs.

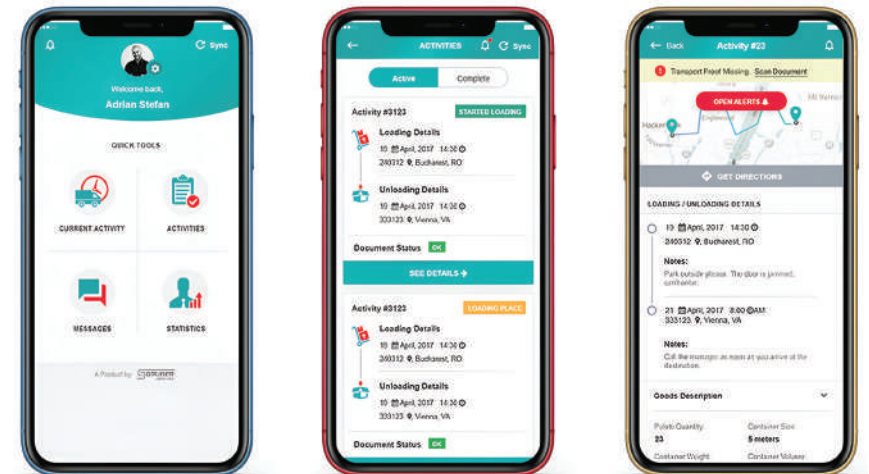
Our initiatives play integral roles in our digitally driven approach and play a fundamental role towards the digitalization of our customer's journey. These initiatives are designed to enhance data availability and facilitate its seamless transmission throughout our value chain. By digitizing our processes, we ensure transparency and provide efficient channels for customers to engage with us.

Our Digital Innovation Team is responsible for driving digital innovation across our organization. This team serves a vital role in the development and implementation of our digital projects. They provide structure and guidance to ensure that our digital initiatives align with our strategic objectives. Through fostering collaboration among various stakeholders, coordinating resources, and establishing project

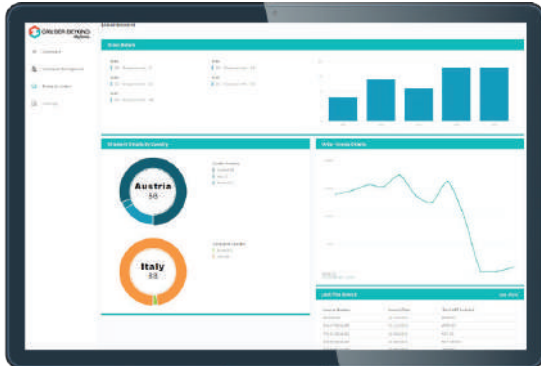
milestones and deliverables, the Digital Innovation Team enables us to leverage emerging technologies and propel digital transformation throughout the organization.

## Gruber Beyond DriverApp

Gruber Beyond DriverApp is the mobile and tablet application dedicated entirely to Gruber Logistics drivers. Our DriverApp is equipped with a geolocation system for vehicle tracking and allows drivers to constantly communicate with the Company's disposition team, easily manage transport orders and loading and unloading processes of goods.



## Gruber Beyond MyDesk



Gruber Beyond MyDesk is the digital platform dedicated to customers and suppliers for the optimization and simplification of processes related to transportation management.

With the help of a customizable interface, MyDesk provides the ability to manage, in total autonomy, a personal account through which you can track the location of the vehicle, consult the status and photos of transports, view administrative documentation, check the status of payments and the performance of transports made. With Gruber Beyond MyDesk it is possible to manage orders with a single click, in total transparency.

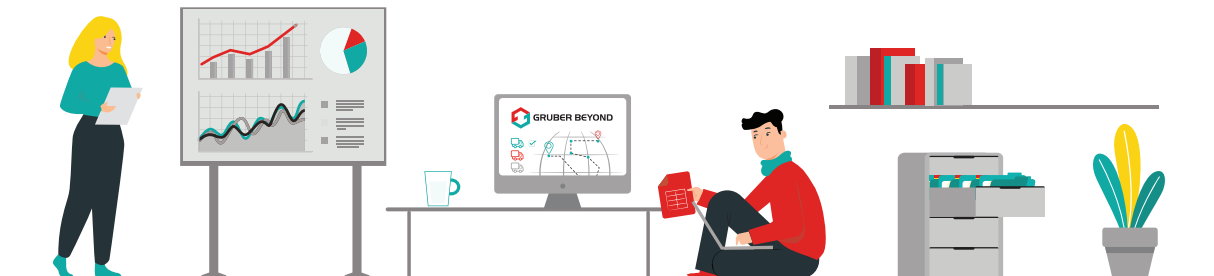
## TMS Transport Management System

The TMS is a logistics platform that uses technology to help businesses plan, execute, and optimize the physical movement of goods, both incoming and outgoing, and making sure the shipment is compliant, proper documentation is available.

## Data Interchange

EDI Electronic Data Interchange and API are the systems that allow us to work organically with customers, carriers and suppliers using different information systems to ensure full transparency of information and constant influx of data.

EDI and API facilitates the electronic exchange of orders, invoices, transport documents, price lists and more.



## FMS Fleet Management System

The Fleet management system allows to organize and coordinate work vehicles with the aim to improve efficiency, reduce costs, and provide compliance with sustainability and government regulations.

## WMS Warehouse Management System

WMS Warehouse Management System is the IT service developed in-house by Gruber Logistics for the management and optimization of warehouse logistics flows, from the receipt and subsequent storage of goods to their distribution. The seamless integration of our WMS system with customers' management systems allows the definition of IT solutions developed to the customer's needs.

# Operational excellence

---



The concept of Operational Excellence was first introduced in the early 1970s as a business concept to improve quality based on a shared culture for a continuous bottom-up improvements.

Operational excellence (OPEX) is based on the concept that each team member is able to recognize the customer-directed value stream and intervene in a timely manner to prevent disruptions. This definition of operational excellence applies at all levels and to all people within the organization, from managers to employees who produce the product.

It is a clear, concise, practical and, most importantly, actionable and transferable definition. Everyone within the organization is able to understand it.

However, it is important to note that despite the goal of achieving operational excellence, some positions within the organization may not have a full understanding of how to improve their work. For example, in the specific case of the dispatcher, they may lack knowledge on how to optimize their activities.

In Gruber Logistics, OPEX

goals are divided into several time phases.

In the **short term**, there will be a review and **standardization of processes**, accompanied by the sharing of a platform containing procedures and manuals. This will provide a solid base from which to build.

In the **medium term**, the focus will be on **continuous process improvement**, with support

and control provided by OPEX managers. Structured project management will also be introduced for both top-down and grassroots requests. The goal is to introduce key performance indicators (KPIs) in order to measure and improve results.

In the **long run**, the organization will aim to create **“know-how” circles**, i.e., groups to

gather and organize ideas for continuous improvement.

In addition, it will aim to create a corporate culture based on best practices and ongoing training of human resources. In this context, a new role will be established, called “ontinuous Improvement,” dedicated exclusively to promoting and implementing improvement practices within the Company.

# Customer orientation



A solid management system ensures that the expectations of all stakeholders are exceeded and high-quality services are provided

---

**Mauro Sgarbossa**

Senior Expert  
Quality & HSE



# Customer orientation

---

Gruber Logistics continuously invests in **technological innovation** and strives daily to provide customers with the **most efficient** and **quality services**. The customer-oriented approach can benefit from a multidisciplinary SOLUTION team dedicate to design and implement tailor-made solutions where sustainability is nowadays playing an increasing role for the decision-making process.

Gruber Logistics prides itself on this **solution-oriented mindset**, consistently matching the innovation on transport and logistics with customer's specific needs. This approach is deeply embedded in our Company culture and we continuously measure the quality of our services in order to ensure they meet high quality standards. The goal of the Group's management is to ensure a dynamic and flexible environment through modern process management according to the standards defined by **ISO 9001:2015 and SQAS assessment**.

## Nonconformity management

In order to improve service quality, the Company applies **nonconformity management**, which is currently managed at the departmental level due to the particularities of individual service segments. The management's goal is to develop and implement a modern non conformity management system that enables proactive management of non-conformities and thereby increases value to the customer (tracked in Continuous Improve-

ment Process - Management Review). In today's fast-paced and competitive business landscape, reliability has emerged as a critical success factor. We at Gruber Logistics have placed **reliability** at the core of our operations, setting us apart in the marketplace. Our unwavering commitment to **providing high-quality, defect-free services** and products is the driving force behind our reputation for excellence. Our approach to reliability is

based on our quality project, which promotes **a zero-defect culture** throughout the organization. We implement key performance indicators (KPIs) and monitoring mechanisms to ensure ongoing compliance with this standard. By carefully analyzing our performance metrics, we identify areas for improvement and take **proactive measures** to align our processes with industry best practice, continually increasing the level of reliability.

Gruber Logistics' commitment to being solution-oriented is reflected in our **customer service project**.

We recognize that each customer group has unique needs, and customer care initiatives reflect our efforts to find tailored solutions aligned with customer goals. Through our active engagement, attentive listening, and proactive efforts to exceed expectations, we foster a culture of solution-oriented customer interactions. This approach not only builds **trust** but also nurtures **long-term partnerships** based on mutual success.

Our commitment to reliability goes beyond our internal processes and includes our interactions with customers. Through our customer care project, we emphasize personal contact and take a proactive approach to engaging customers. Building strong relationships with our customers is key to fully understanding their specific needs, addressing their concerns, and offering customized solutions. By maintaining **regular communication channels** and actively **seeking their feedback**, we are able to **respond to their changing needs**. Our goal is to provide an exceptional customer experience and strengthen our solution-oriented approach.

In addition to these general initiatives, we also implement dedicated projects within each business unit (BU) that align with our commitment to continuous service levels. These BU projects are driven by meticulous analysis of industry trends, market demands, and customer expectations. By identifying opportunities for improvement and innovation, we aim to improve our service offerings, streamline processes and optimize resource allocation. This enables us to consistently provide our customers with reliable and secure services.

Cross-departmental (BU) projects play a crucial role within the organization, promoting **collaboration and knowledge sharing**. By leveraging the expertise and diverse perspectives of the various business units,

Gruber Logistics creates an environment that fosters collaboration and enables the development of cross-bu solutions. This collaborative approach enables complex challenges to be addressed in a comprehensive

manner, using the collective wisdom of specialists from various fields. By combining knowledge, they can create innovative solutions tailored to the specific needs of their customers' target groups.



Considering the **importance of timely and accurate information** in supporting our reliability objectives, we have introduced, as extensively presented in section "*Data driven approach*", the "**My Desk**" initiative centered around providing our employees with 24/7 access to critical resources and data. By fostering a culture of continuous learning and knowledge sharing, we empower our workforce to make informed decisions and swiftly address any issues that may arise. This ensures uninterrupted service delivery and enables us to maintain the high level of reliability our customers expect from us.



## Safety of transported goods

We guarantee **strict compliance with all national regulations** and **EU directive (Council Directive 96/53/EC)** as well as **customer specifications**. Moreover, Gruber Logistics ensures compliance with regulations, particularly the **ADR regulation** (cfr. Accord Dangereuses Route) for the transport of dangerous goods by road. The transported goods are brought safely to the customer in accordance with the product requirements. Our dispatchers ensure **short communication channels and the greatest possible flexibility**.

Gruber Logistics goes beyond regulatory requirements by continuously improving safety measures, providing **specialized training** to its team, and **collaborating with authorities and industry experts**.

In addition, the Company is committed to **implement strict safety protocols and procedures** to ensure the safe transport and handling of chemicals and plastics that may contain hazardous substances.

Since Gruber Logistics became part of several EU Research Projects fostering

the decarbonization of road transport, particular attention is paid to the incoming new Weights and Dimensions Directive and related amendments of into force Directives, Decisions and Regulations (Directive (EU) 2015/719, Decision (EU) 2019/984 and Regulation (EU) 2019/1242) dedicated to vehicles and vehicle combinations powered with alternative fuels and technologies (Hydrogen and Battery electric powertrains).

# Sustainable value chain

---

Gruber Logistics selects its business relationships on the basis of adherence to the same principles and rules of conduct. Moreover, **compliance with the Code of Ethics** is considered to be a prerequisite for entertaining business relationships.

When called upon to identify an external party to entertain business relationships with, Gruber Logistics adopts **selection procedures** that take into account:

- ✓ the **technical and professional suitability** of the party;
- ✓ **compliance with contractual, social security and contribution rules** in relations with human resources, by the party;
- ✓ **any breach of any agreement or of the Code of Ethics** during the execution of previous contracts, and its seriousness;
- ✓ the existence of **final decisions** passed **against the Company or its directors for offences against the Public Administration in general**, for the violation of health and safety regulations, for the violation of environmental protection laws, for the violation of tax and customs laws, for the criminal association for any purpose and/or the like.





By recognizing the great variety of actors that characterizes the transport and logistics sector and the recognizing the values ethical values for a fairness at work, when it comes to cooperations among parties, Gruber Logistics select carefully and according with well-established quality standards its partners for working on Company's behalf or dealing with its customers.

A pre-qualification process is carried out with rigor and severity to check the compatibility between third parties and our Company value . This approach is not solely adopted with supply companies but as well within our national and EU-wide distribution network to assess the integrity of the network and its associates.

A cornerstone of our commitment to social responsibility is our **Supplier Development Program**. Through this program, we cultivate strong relation-

ships with our suppliers and effectively manage our carrier network. By establishing open lines of communication and promoting transparency, we foster **collaborative partnerships** that **prioritize sustainable practices and ethical business conduct**.

Through **regular evaluations and feedback**, we assess our suppliers' performance and encourage continuous improvement in areas such as environmental impact, labor standards, and ethical sourcing.

Effective communication plays a pivotal role in our social responsibility efforts.

Gruber Logistics recognizes the need to extend the assessment of ESG topics and principles also with regard to the supply chain, especially in the case of companies suppliers. Establishing effective collaboration cannot be achieved without sharing the same val-



ues. This is why we believe that by maintaining clear and transparent communication channels, we contribute to spread our Company values throughout the supply chain.

By understanding the importance of our position in the value chain, we strive to en-

gage our stakeholders, including employees, customers, and partners, in conversations centered around social and environmental sustainability.

Through active information sharing and attentive listening, we foster an environment of trust and collaboration.



# Our corporate governance

---



# Our corporate governance

---

Corporate governance is essential for the creation of long-term value for the benefit of employees, shareholders and other stakeholders and for building strong relationships of trust with them. A set of **principles, rules** and **mechanisms** that **support business decisions** in **compliance** with the Group's values as well as **applicable laws** and **regulations** are the cornerstones of our system of governance.

In terms of Company structure, Gruber Logistics Group is organized as a Family holding. Giuseppe Gruber S.r.l. became Gruber Logistics S.p.A. in 1999, which today can be considered the headquarter of all the operating subsidiaries of Gruber Logistics Group.

Gruber Logistics S.p.A. appoints its corporate bodies in accordance with the competence standards and in full compliance with law requirements. In particular, corporate body members exercising control functions (in terms of administration, accounting, corporate compliance etc.) are selected according to rigorous criteria of independence and honesty. The same criteria shall apply also to the accounting control entrusted to auditors or external audit firms. The governance structure is designed with the objective to ensure the successful implementation of the strategies and operational effectiveness and efficiency.

## Board of directors

---

The Chairman of the Board of Directors is Christian Gruber.

Martin Gruber is both CEO and member of the Management Board, which allows him to have decision-making power, represent the interests of the

Gruber family, and oversee day-to-day operations.

In line with the policy, the Chairman of the Board of Directors is required to refrain from any situation or behavior that could create a personal

conflict of interest with those of the Company.

To prevent and mitigate conflicts of interest, measures such as independent oversight, transparency, ethical guidelines and an independent

Supervisory Board are implemented by the Company.

These measures ensure unbiased decision-making and accountability while maintaining the organization's best interests.

# Management board

The highest governance body in our organization is the Management Board, consisting of:

Marcello Corazzola

Holger Dechant

Martin Gruber

Markus Frost



*From left to right: Marcello Corazzola, Holger Dechant, Martin Gruber, Hans-Ludger Koerner, Markus Frost. The picture represents the board as it is today. Nevertheless, in 2022 there were 4 members as explained in the report.*

The Management Board, plays a crucial role in developing, approving, and updating the organization's purpose, value and mission statements, strategies, policies, and goals to guarantee a sustainable Company development and to ensure the organization's actions are aligned with sustainability objectives. Setting long-term goals, defining sustainability priorities, and establishing policies are at the base for guiding the Company towards a conscious development.

**Engaging with stakeholders is one of the fundamental role in charge of our Management Board.** Seek input, feedback, and insights from relevant stakeholders, such as employees, customers, suppliers, communities, and NGOs is a necessary step for understanding diverse perspectives, identifying potential impacts, and incorporating stakeholder expectations into decision-making.

**Considering outcomes is, as well, needed to assess** the outcomes of these due diligence and impact management processes. Reviewing results, assess the effectiveness of sustainability initiatives, and make informed decisions based on the findings allow to ensure that the organization's activities are aligned with its sustainability goals and responsive to the identified impacts on the economy, environment, and people.

Review processes regarding the effectiveness of the organization's processes for due diligence and impact management are carried out with periodically to ensure ongoing monitoring and improvement.

The Management Board delegates responsibility for managing the organization's impacts on the economy, environment, and people through a structured approach and this ensures that sustainability considerations are integrated into the day-to-day operations of the Company. Department heads and managers are responsible for implementing sustainable practices within their areas of responsibility, aligning with the organization's core values and strategic goals. This decentralized approach allows for a more comprehensive and effective management of impacts throughout the organization.

By establishing clear responsibilities, communication channels, and reporting processes, our Company ensures that the management of impacts on the economy, environment, and people remains a priority and receives the necessary attention from both senior executives and other employees throughout the organization.

The Management Board is responsible for reviewing and approving the reported

information in this document, including the organization's material topics and assesses the reported information and uses it as a basis for decision-making. They evaluate the organization's performance, identify areas for improvement, and provide guidance and feedback to senior executives and other employees responsible for managing impacts.

In addition, it should also be considered the role of the members of the Executive

Team, namely the Top Management Level: they are responsible for translating the organization's purpose, values, and sustainability strategies into actionable plans and initiatives.

They collaborate with relevant departments and stakeholders to develop specific goals, implement sustainable practices, and ensure that sustainability considerations are integrated into day-to-day operations.

## Nomination and selection of the Management Board

In Gruber Logistics we strongly believe in approaches ensuring transparency and continuity and this is particularly relevant when it comes to renew the Management Board or some of its Members. Indeed, potential candidates follow a well-defined selection process typically involving multiple stages, including interviews, assessments, reference checks, and evaluations of candidates' qualifications, experience, and skills. Furthermore, the process may involve the Executive Director Human Resources to provide additional insights and perspectives.



A number of criteria are used to guarantee that the New Board Member is fully align with Company's values and mission and will ensure a sound-effective management to guarantee business continuity.

**Views of stakeholders:** The nomination process places significant emphasis on ethics, ensuring board members possess the right ethical framework for the long-term decision making required in a family-run business and therefore, it is required the unanimous consensus of the Company owners on the Family Board.

**Diversity:** We understand diversity in different dimensions, such as gender, ethnicity, age, professional background and expertise and we are aware that nominating and selecting board members with diverse backgrounds and perspectives can enhance decision-making, bring broader insights, and foster more inclusive governance.

**Independence:** We seek to include independent members on the highest governance body who have no prior relationships with the Company, business interests, or potential affiliations that could compromise unbiased decision-making.

**Competencies:** The nomination and selection process consider the competencies and skills required to effectively address this role by applying a holistic approach that ensures board members possess a well-rounded skill including expertise both at operational and management level and recognizing the value of environmental social and corporate governance.

A good level of soft skills are as well considered a necessary requirement for properly dealing with such important role, including communication, collaboration, strategic thinking, decision-making, leadership, ethics, emotional intelligence, and problem-solving.

This holistic approach ensures that board members possess a well-rounded skill set to effectively address the organization's impacts.

## ESG Governance

In order to effectively manage sustainability-related topics, specific responsibilities for managing impacts have been delegated to specific bodies and individuals within the organization on the basis of expertise and experience in areas related to environmental, social and governance sustainability. They hold a key position in our Company and report directly to Martin Gruber, taking on the responsibility of developing and implementing strategies, policies, and initiatives to address the organization's impacts in their respective areas.

Furthermore, they can rely on the support from other departments, thanks to periodical meetings dedicated to ESG milestones and projects related to the Group's sustainability choices and performance.

Gruber Logistics understand the growing relevance of ESG topics into the market as well as their role for ensuring an effective dissemination of corporate values within the Company, hence recognize the need to strengthen the governance of the ESG topics.



# Our Remuneration policy

---

Gruber Logistics has established **remuneration policies for its highest governance body** and senior executives. These policies encompass both fixed pay and variable pay components, such as performance-based pay, equity-based pay, and bonuses. Moreover, the remuneration package includes also termination payments, including both monetary and non-monetary benefits, that may be provided to departing members and retirement benefits which may differ for the highest governance body and senior executives compared to other employees.

The remuneration policies **are designed to align** with the **organization's objectives** and **performance** in managing its impacts on the economy, environment, and people. They aim to reward long-term performance and the achievement of strategic goals. Performance metrics and targets are used to evaluate individual and organizational performance, determining the variable pay and bonuses awarded. The policies **promote responsible decision-making, risk management, and long-term sustainability**.

Gruber Logistics ensures also that its remuneration policies support its sustainability strategy and contribute to positive impacts on the economy, environment, and people. The policies are designed to incentivize responsible practices and align with the organization's overall goals and objectives.

The **process for designing remuneration policies** and determining remuneration in our organization can be described as follows:

The Management Board, the Executive Director for Human Resources and external independent experts, oversee the process for determining remuneration. This ensures that the remuneration policies and decisions are fair, transparent, and aligned with the organization's objectives and stakeholder interests. Perspectives received from stakeholders are carefully considered in the remuneration decision-making process.

The views of stakeholders, including shareholders, regarding remuneration are actively sought and taken into consideration. The organization employs various methods to engage with stakeholders on remuneration matters, such as conducting surveys, organizing shareholder meetings, and seeking input through feedback channels. The feedback and perspectives received from stakeholders are carefully considered in the remuneration decision-making process.

In determining remuneration, the organization occasionally may engage the services of independent remuneration consultants. Their role is to provide insights, market analysis, and recommendations on competitive and fair remuneration practices, ensuring objectivity and expertise in the decision-making process.

# Business continuity and resilience

In an increasingly interconnected and volatile world, business continuity and resilience are crucial for the logistics and transportation sector. By identifying risks, developing robust contingency plans, embracing technology, fostering collaboration, and continuously improving processes, we can enhance our ability to withstand disruptions and provide reliable and efficient services.

Prioritizing business continuity and resilience not only safeguards operations but also contributes to maintaining global supply chains and supporting economic stability.

Considering the current rapidly evolving context Gruber Logistics is aware of the need to monitor (and mitigate) possible risks ensuing from exogenous factors, often non predictable (such as Covid-19 pandemic, the Ukrainian crisis and the risk of extreme climatic events).

## Risk management

The **corporate risk analysis** evaluates **various external factors**, which may have an **impact on the business activities** on a national, as well as on the Group level.

Risks are identified and analysed on a general basis **depending on the context** (economic, environmental and socio-cultural context), as well as on a

**process-specific level** according to the specific corporate process.

**Environmental risks are analysed separately** on an **annual basis** and are available on the corporate intranet.

Additionally, a **separate risk analysis** is carried out by the **legal department** in terms of risks related to the **corporate or-**

**ganizational model.**

During the annual management **review risks are assessed, evaluated** and, where necessary, respective treatments are defined with risk analysis having a **direct impact on the corporate strategy.**

# Our ethical and responsible business conduct



The more we grow, the more we need to commit ourselves to assure a proper governance and respect of business ethical behaviors.

---

**Debora Citriniti**

Director  
Legal Counsel

# Our ethical and responsible business conduct

The **Code of Ethics** adopted by Gruber Logistics S.p.A.'s Board of Directors serves as a **code of conduct** for the Company and its relationships with all individuals involved in the business process. It applies to **internal recipients** (directors, managers, employees, etc.) and external recipients (professionals, suppliers, customers, etc.) who are associated with Gruber Logistics S.p.A. The Code of

Ethics sets forth the values, principles, and policies that should guide the behavior of all Company employees and includes specific guidelines and rules for business activities. **All companies directly or indirectly controlled** by Gruber Logistics S.p.A. are **required to comply** with the Code of Ethics. This includes the directors of subsidiary companies, who have the option to adopt

the Code of Ethics in accordance with the Company's requirements. Any behavior contrary to or non-compliant with the Code of Ethics is considered against the Company's culture and should be avoided, reported, criticized, and potentially sanctioned. The goal is to ensure ethical behavior and standards across all aspects of Gruber Logistics S.p.A. and its controlled entities.



Gruber Logistics operates based on a **set of guiding principles** that include **legality, honesty**, respect for **human rights**, protection of **health and safety**, **promotion** and protection of **human capital, environmental protection**, respect for the right to **privacy**, and **responsible profit-seeking**.

The Code of Ethics is readily **available** in both physical and digital formats. It is published and easily accessible on the Company's website. Anyone can request and obtain a copy of the Code of Ethics at any time.

Gruber Logistics expects all personnel to collaborate in ensuring compliance with the Code of Ethics. To facilitate this, the Company has established a control procedure that allows employees to report any offenses, regardless of hierarchy. This system, known as whistleblowing, protects the privacy of whistleblowers and implements safeguards against false reporting. Reports can be made anonymously or with the whistleblower's identity disclosed, ensuring protection against retaliation. Whistleblowers

are expected to report in good faith to uphold the Company's values and address any violations. Gruber Logistics safeguards the confidentiality of the whistleblower's identity throughout the entire reporting process, including internal investigations and disciplinary proceedings. This protection extends even after imposing sanctions if the report proves to be valid. The Company places utmost importance on preserving the privacy of whistleblowers who provide credible and substantiated reports.

## The registration of Gruber Logistics S.p.A. on the Whitelist

The Whitelist established by the Italian National Law No. 190 of 06/11/2012, is a list managed by the provincial prefectures, to which companies working in sectors considered to be at higher risk of mafia infiltration can register. The actual registration on the Whitelist certi-

fies that companies are not subject to mafia infiltration, ease cross-control undertaken by the National Ministry when required and provide an independent guarantee to all stakeholder dealing with Gruber Logistics on the reliability and credibility of Company's operations.





# Cybersecurity and data management

Gruber Logistics acknowledges that an important factor in market security is the **safe-guard and protection of its own data** and of third-party data that may come to its knowledge. It adopts the **necessary preventive measures**, both at informational and operational level, in order to ensure adequate protection for external and internal parties. It requires, in turn, similarly adequate security systems to be adopted by all external parties it entertains business relationships with.

In fact, the issue of cybersecurity and data management is highly regarded by the Company. The **risks are constantly evolving** and for a logistics operator in particular, today they are mainly two types of risks. On the one hand, there are attacks aimed at data, which hold computer systems hostage, making operations impossible (completely blocking relationships with customers, suppliers, the organization of transport, invoicing etc.). On the other hand, there are attacks aimed at goods, which exploit the dynamics of digital cooperation between operators in order

to be able to replace key players with a view to physically picking up the cargo.

In the event of a cyber-attack, the **negative consequences can be considerable**. The entire operation is blocked, making it impossible to proceed with any step (entering data relating to transport, management of the transport itself, active invoicing, passive invoicing, payment arrangement, etc.). Furthermore, cyber-type attacks can also concern the goods themselves. If the cyber-criminal introduces himself into the supply chain through fictitious references, he can also replace a transport operator and take delivery of the goods and then steal them. It is evident that the management of these risks is considered of fundamental importance for the Company, and therefore any action aimed at prevention and awareness is carried out with great determination.

The actions regard the elaboration of new processes aimed at generating awareness, preparedness and governance of the risks associated with a cyber-attack on infrastructures for combined rail-road transport among all the operators involved (not only the Company itself but also Multi-Modal Transport Operators, railroad infrastructure management bodies, shunting companies, rail operators, other suppliers/road hauliers). The standard procedures created are capable of acting on four fronts:

Prevention

Immediate action/mitigation  
in the event of an attack

Response

Fast recovery of  
normal operation

GRI 2-7 | GRI 2-8 | GRI 2-25 | GRI 2-30 | GRI 3-3 Continuous development of Human Resources | GRI 3-3 Diversity and inclusion | GRI 3-3 Employee satisfaction and retention | GRI 3-3 Employees' well-being, health and safety | GRI 3-3 Future of work | GRI 3-3 Protection of human rights and promotion of decent work condition | GRI 401-1 | GRI 401-2 | GRI 402-1 | GRI 403-1 | GRI 403-2 | GRI 403-3 | GRI 403-4 | GRI 403-5 | GRI 403-6 | GRI 403-7 | GRI 403-8 | GRI 403-9 | GRI 404-1 | GRI 404-2 | GRI 404-3 | GRI 404-4 | GRI 405-1

# Our action for people



# Our action for people

---

In Gruber Logistics we consider **people to be at the center of our organization** and we promote a management model geared toward the **protection and the development** of each individual.

From the very beginning our employees have been the **driving force** in reaching together the **challenging goals** we have set for ourselves. We firmly believe in every single employee's professional and personal success for being the basis of what we can achieve as a Company.

This is why we are aiming to **grant every employee space** for his or her **individual development**.

We **encourage** our employees to gain further **education** and **training**, support them in their **professional growth** and are **rewarded** with our employees' loyalty. The respect for our employees and their loyalty towards the Company are the ground for a **productive work environment**. This makes us an attractive employer for all those who want to actively shape their workplace.

Our commitment to continuous improvement and the well-being of our employees reflects our **dedication for creating a positive and sustainable work environment**.

---

In this regard we have **developed specific policies** and **commitments** to address its **challenges and opportunities**. These policies and commitments reflect our stance on the topic and demonstrate our proactive approach to managing its impacts. Our commitments extend **beyond regulatory compliance** and encompass a broader perspective of fostering a positive work environment

and ensuring the well-being of our employees.

Furthermore, we adhere to **authoritative intergovernmental instruments**: we ensure compliance with relevant regulations and standards while going beyond mere compliance to drive positive change within our organization.

Although transportation services provided by GRUBER Logistics do not have any geographical boundary, flows from/to Germany-Italy and from/to Italy produce more than 80% of the total company revenue.

For this reason, some of the indices in the document refer to the main reference markets.

# Our human capital



The beauty of company is the mix of people's diversity. From the synergy and the harmony of such differences grows the company's success.

---

**Verena von Dellemann**

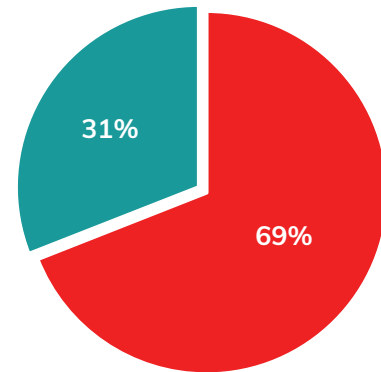
Executive Director  
Human Resources



# Our human capital

## Employees by country (2022)

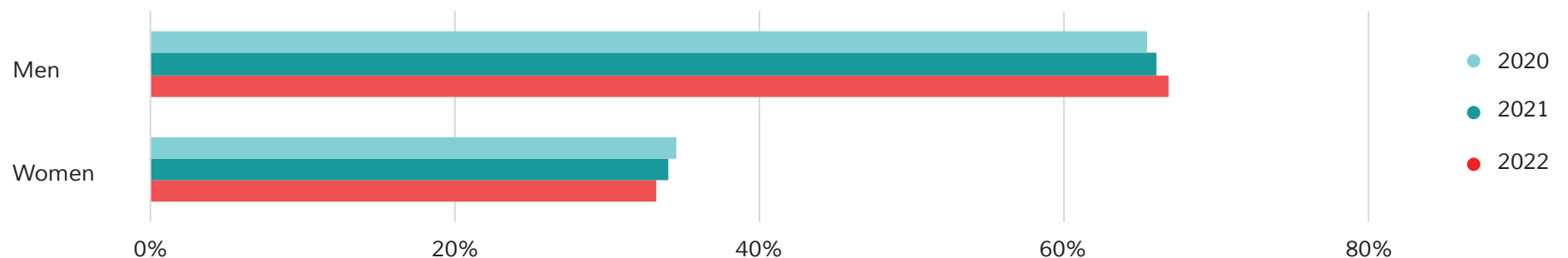
- Italy
- Germany



At the end of 2022, we count 720 employees<sup>2</sup>, registering an increase of 28% compared to 2021, due to the growth of the workforce in line with the Company's expansion, as well as due to the fact that during the year there were more hires (252) than terminations (72).

Of Gruber Logistics' employees, 497 (69%) are based in Italy, while 223 (31%) are based in Germany. 67% of the corporate population is male, up slightly from 66% in 2021

## Employees breakdown by gender



<sup>2</sup> The data also includes Interns and Apprentices who, for the purposes of reporting, are considered as employees.



## Number of employees per gender and per Country

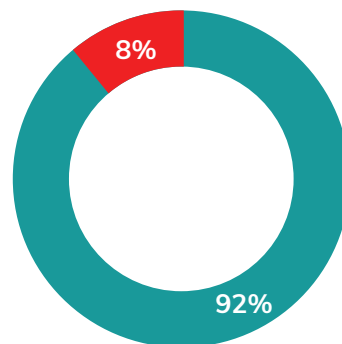
	2022			2021			2020		
	Men	Woman	Total	Men	Woman	Total	Men	Woman	Total
Italy	312	185	497	312	185	497	312	185	497
Germany	169	54	223	142	49	191	118	49	167
<b>Total</b>	<b>481</b>	<b>239</b>	<b>720</b>	<b>371</b>	<b>191</b>	<b>562</b>	<b>322</b>	<b>170</b>	<b>492</b>

For its activity Gruber Logistics relies also on agency workers based both in Germany and Italy.

	unit	2022	2021	2020
Agency Workers Italy	N°	32	3	5
Agency Workers Germany	N°	8	12	7
<b>Total</b>	<b>N°</b>	<b>40</b>	<b>15</b>	<b>12</b>

## Employees by contract type

- Full-time workers
- Part-time workers



In addition, during 2022, **permanent employment** contracts represent 96% of the total, confirming the trend of the previous year and the Company's desire to maintain lasting relationships with its people.

Only 4% of Gruber Logistics' employees are on fixed-term contracts.

		2022			
		Permanent employees	Temporary employees	Non-guaranteed hours employees	Total
Italy	Men	291	20	1	312
	Women	179	6	-	185
Germany	Men	166	3	-	169
	Women	54	-	-	54
Total	Men	457	23	1	481
	Women	233	6	-	239

Moreover, the majority of employees, (92%), are employed **full-time** in activities.

		2022		
		Full-time workers	Part-time workers	Total
Italy	Men	308	4	312
	Women	158	27	185
Germany	Men	162	7	169
	Women	33	21	54
Total	Men	470	11	481
	Women	191	48	239

At the **core of our policies** and commitments is our dedication to providing a **supportive and inclusive workplace**. We prioritize the development and implementation of programs that **promote work-life balance, employee engagement, and professional growth**.

Through these initiatives, we aim to create an environment where our employees can thrive and achieve their full potential.

Additionally, we recognize the importance of **continuous learning** and **skills development** in adapting to the evolving economic context. To support this, we have established training and upskilling programs to equip our workforce with the necessary skills and knowledge for future job demands. By investing in our employees' growth and development, we enhance their employability and job security.

## We Care Program

We take care of our employees with a series of initiatives aimed at promoting their well-being, not just within the Company, but also outside it. "We Care" is a wide-ranging project which also comprises the "Gruber Kids" initiative, which is dedicated to the entertainment of the children of our employees during their parents' working hours. This initiative strengthens the bond between Company and family, while also providing precious support to our employees.

For what concerns employment trends within our organization, we prioritize direct staff recruitment, minimizing reliance on cooperatives, in order to maintain control over working conditions and create a positive work environment. Additionally, we are attentive to promptly intercept changes in the economic landscape and provide training programs.

At Gruber Logistics, we recognize the positive and negative impacts of our organization in the relationship between **employee satisfaction and retention**. In this case, positive impacts include **improved productivity, customer satisfaction, and organizational performance** when employees are satisfied and retained. Negative impacts arise from low satisfaction and high turnover rates, leading to increased costs and potential loss of valuable knowledge.

During 2022, there were more hirings than separations, which is evidence that allows us to be satisfied with the work environment we have been able to create and are focused on maintaining. This motivates us even more to **strive for excellence** and **continuous improvement**.

		2022		
Employees leaving the Company	until	Men	Women	Total
<b>Italy</b>	N°	125	63	188
Age below 30 years		39	15	54
Age between 30 and 50 years		51	41	92
Age above 50 years		35	7	42

Employees leaving the Company	until	2022		
		Men	Women	Total
<b>Germany</b>	N°	52	12	<b>64</b>
Age below 30 years		21	8	<b>29</b>
Age between 30 and 50 years		17	4	<b>21</b>
Age above 50 years		14	-	<b>14</b>
<b>Total</b>		177	75	<b>252</b>
Age below 30 years		60	23	<b>83</b>
Age between 30 and 50 years		68	45	<b>113</b>
Age above 50 years		49	7	<b>56</b>

Employees leaving the Company	until	2022		
		Men	Women	Total
<b>Italy</b>	N°	29	8	<b>37</b>
Age below 30 years		3	3	<b>6</b>
Age between 30 and 50 years		3	3	<b>6</b>
Age above 50 years		23	2	<b>25</b>
<b>Germany</b>		24	11	<b>35</b>
Age below 30 years		8	5	<b>13</b>
Age between 30 and 50 years		10	4	<b>14</b>
Age above 50 years		6	2	<b>8</b>
<b>Total</b>		53	19	<b>72</b>
Age below 30 years		11	8	<b>19</b>
Age between 30 and 50 years	13	7	<b>20</b>	
Age above 50 years	29	4	<b>33</b>	

Gruber Logistics has established robust processes to **monitor the effectiveness of its actions** in managing various topics pertaining to its **people**.

These processes include regular assessments, performance evaluations and feedback mechanisms to monitor the impact of training programs and initiatives. Goals, targets and indicators are set to assess progress, The effectiveness of actions is measured by analyzing the achievement of these goals and targets, as well as monitoring key performance indicators related to employee development and engagement.

Lessons learned from these assessments are carefully incorporated into the organization's operational policies and procedures to continuously improve the effectiveness of its approaches to human resource development. In addition, at Gruber Logistics we recognize the importance of **stakeholder engagement** in informing and shaping our actions with respect to various issues.

We actively seek input from interested stakeholders to understand their perspectives and incorporate their feedback into our decision-making processes.

This engagement allows us to address any

negative impacts and work collaboratively to determine appropriate remedies.

Through ongoing dialogue and collaboration with stakeholders, we seek to continuously improve our practices, policies, and programs. We value their perspectives and use

them to inform our decision-making processes, ensuring that our actions are aligned with their needs and expectations.

By engaging with stakeholders, we promote transparency, trust and accountability in our approach to our people.





# Our People's rights

Guarantee people rights is a goal that we pursue inside and outside our work environment by maintaining transparent and constructive management relations with our employees and their representatives, subscribing and following all compliances we must fulfill.

Minimum **periods to communicate operational changes**, are always **adequately noticed through the wide-shared and well-established approach based on national laws**,

to employees and their representatives before implementing significant changes that may substantially affect them. Our approach is, indeed, aimed at fostering **positive working relationships and minimize any potential negative impacts** on our employees resulting from operational changes.

We strongly believe in collective bargaining to ensure a more transparent and effective working relationship between our employees and the Company and to lay

down a trustful environment where people trust each other and acquire responsibility towards themselves and the Company. For that reason Gruber Logistics adhere to **collective bargaining agreements**, and fully applies the national provisions embedded in them.

In 2022, 98% of the employees in Italian branches were covered by collective bargaining agreements (98% in 2021 and 97% in 2020).

Our core values drive our commitment to the success and satisfaction of our employees.

We firmly believe that **their achievements are vital for attaining remarkable results**. With this in mind, we prioritize their well-being from both professional and personal perspectives. We uphold the value of promoting a **healthy work-life balance**, ensuring that our employees can thrive in all aspects of their lives. Additionally, we recognize the importance of **providing adequate wages** that reflect their dedication and contributions. **Open and constructive dialogue** is another key value we embrace, fostering an environment where everyone's voice is heard and valued. By embodying these values, we strive to create a workplace culture at Gruber Logistics that **empowers and supports our employees** on their journey to success.

To do this, at Gruber Logistics, we have **developed policies and commitments** to prioritize employ-



ee satisfaction and retention. Our commitments extend **beyond regulatory compliance** and are based on our belief that satisfied employees lead to better results. We adhere to authoritative intergovernmental instruments related to employee well-being and strive to exceed minimum requirements. Our policies include **promoting work-life balance**,

Adapting policies and practices to create a supportive work environment

Providing training programs to address specific needs and improve job satisfaction

Moreover, we provide specific **remedies and utilize grievance mechanisms** for employees to seek resolution. We actively participate in collaborative efforts, research, and knowledge-sharing to manage positive impacts. We leverage our influence to motivate business rela-

The standard benefits for full-time and part-time employees of Gruber Logistics Group, regardless of the Italian and German branches, are:

Life insurance

Health Care

Disability and invalidity coverage

**providing competitive compensation, supporting professional development, fostering open communication, and recognizing employee contributions.** We value our employees as our most valuable asset and are committed to their success and well-being. We take proactive measures to manage employee satisfaction and retention. Our actions include:

Upgrading facilities to enhance employee well-being

Implementing red-flag systems to identify and address potential issues

tionships, enforce requirements, provide training, and collaborate with others to prevent or mitigate potential negative impacts. If necessary, we evaluate terminating relationships while considering potential negative impacts and alternative strategies.

Parental leave

Retirement provision

## Protecting human rights and promotion of decent work conditions

We recognize the **negative impacts of human rights violations** as well as the **positive impacts** of job creation, sustainable practices and respect for human rights. In our organization, we aim to develop **strategies** that minimize negative impacts and maximize positive ones, demonstrating our commitment to **promoting human rights and decent working conditions**.

We seek to contribute to people's well-being and ensure a healthy work-life balance.

One bold step Gruber Logistics took was to **internalize a significant portion of the workforce**, reducing dependence on cooperatives and outside suppliers. This choice, despite entailing increased costs, reflects our **dedication to transparency**, a crucial factor for the competitiveness of the industry.

Regarding the protection of human rights and the promotion of decent working conditions, Gruber Logistics has established **comprehensive policies and commitments**. Our position is based on

the belief that every individual deserves dignity and respect in the workplace. Managing this issue goes **beyond regulatory compliance**: we are committed to setting high standards and continually improving the protection of human rights and working conditions.

In addition, we recognize the importance of **authoritative inter-governmental instruments**. We are committed to such international frameworks and agreements, which guide our approach and ensure alignment with globally accepted principles and standards.

We take proactive measures to protect human rights and promote decent working conditions addressing possible impacts by working together to resolve them. In addition, we focus on managing and maximizing positive impacts for the well-being of our employees and this commitment reflects our dedication to human rights and decent working conditions.



# Our commitment to diversity and inclusion

Diversity and inclusion as a significant subject matter have dual effects, both negative and positive, on the economy, environment, and people, encompassing their human rights.

Adverse consequences consist of economic losses, social division, and human rights violations stemming from instances of discrimination. Conversely, positive outcomes encompass economic benefits derived from innovation, social cohesion, and the ad-

vancement of equality and human rights. By **actively mitigating negative impacts** and **maximizing positive impacts**, organizations have the potential to **cultivate an inclusive and diverse environment** that yields benefits for individuals and society as a whole.

At Gruber Logistics, we are committed to upholding the values of **respect and non-discrimination**, in accordance with its Code of ethics. Within this document, Gruber Logistics affirms that in its dealings with and

among workers, it does not tolerate any kind of discrimination on the grounds of gender, sex or sexual orientation, disability, religion, color, nationality, race, or ethnic origin, against employees and among employees, in all Company locations and branches; it also demands respect for the principle of equal opportunity and its sharing at all levels.

We **actively work to prevent** and **address any negative impacts** related to diversity and inclusion through our activities and business relationships. This includes promoting a positive and safe working environment that values diversity and fosters inclusivity.

The organization's policies and commitments extend beyond regulatory compliance, focusing on fostering equal opportunities and a diverse workforce. Gruber Logistics adheres to authoritative intergovernmental instruments related to diversity and inclusion. Embracing diversity and promoting an inclusive culture are seen as essential for driving innovation, employee engagement, and sustainable business success.



The actions we implement to manage the topic of diversity and inclusion include establishing **anti-discrimination policies**, providing **training programs**, and creating **channels for timely reporting any issues when these occurs**. We address negative impacts by conducting investigations, offering support to affected individuals, and collaborating with stakeholders.

We track the effectiveness of our actions in managing diversity and inclusion through various processes. These include conducting **regu-**

**lar assessments, surveys, and audits** to gather feedback and measure progress. We also use key performance indicators (KPIs) and targets related to diversity, inclusion, and employee satisfaction to evaluate our progress.

One way through which Gruber Logistics is **promoting gender equality** is the focus in particular on **women's leadership**, which is a crucial challenge for the future of work. We actively participate in thematic events and work to create equal opportunities for all within the organization.

Employees per employee category per gender				Italy 2022	
	Men (N°)	Women (N°)	Men (%)	Women (%)	
White collars executives	42	8	8.45%	1.61%	
White collars (executives excluded)	183	170	36.82%	34.21%	
Blue collars drivers	37	-	7.44%	0.00%	
Blue collars (drivers excluded)	50	7	10.06%	1.41%	
<b>Total</b>	<b>312</b>	<b>185</b>	<b>62.78%</b>	<b>37.22%</b>	

Employees per employee category per gender				Germany 2022	
	Men (N°)	Women (N°)	Men (%)	Women (%)	
White collars executives	4	-	1.79%	0.00%	
White collars (executives excluded)	68	52	30.49%	23.32%	
Blue collars drivers	52	-	23.32%	0.00%	
Blue collars (drivers excluded)	45	2	20.18%	0.90%	
<b>Total</b>	<b>169</b>	<b>54</b>	<b>75.78%</b>	<b>24.22%</b>	

In addition, it is important to note that in the transportation sector, women are no longer the exception: over 30% of our non-driver employees are women, debunking the common misconception. However, we recognize that there is still room for improvement.



## Empowering women's talent, driving innovation

For more than 20 years, Gruber Logistics' branch in Bremen has organized Girls' Day. During this event, girls are given the opportunity to explore professions and fields

of study in which the presence of women is less than 40%. The goal is to broaden girls' career choices, overcome gender stereotypes and increase women's partici-

pation in technical and scientific education and courses of study. This is an important step to promote gender equality and create a more inclusive future.

Finally, regarding the age distribution of our employees in Italy and Germany, approximately 23% fall into the age group below 30, and more than half of the employees (51% for the Group, 56% in Italy and 41% in Germany) are between 30 and 50 years old.

Employees per employee category per age group				Italy 2022	
	Men (N°)	Women (N°)	Men (%)	Women (%)	
under the age of 30	64	52	12.88%	10.46%	
between 30 and 50 years	163	113	32.80%	22.74%	
over 50 years of age	85	20	17.10%	4.02%	
<b>Total</b>	<b>312</b>	<b>185</b>	<b>62.78%</b>	<b>37.22%</b>	

Employees per employee category per age group				Germany 2022	
	Men (N°)	Women (N°)	Men (%)	Women (%)	
under the age of 30	37	18	16.59%	8.07%	
between 30 and 50 years	65	26	29.15%	11.66%	
over 50 years of age	67	10	30.04%	4.48%	
<b>Total</b>	<b>169</b>	<b>54</b>	<b>75.78%</b>	<b>24.22%</b>	

# Promotion of continuous development and training

---

Gruber Logistics understands the importance of appropriate training for drivers and employees as part of our commitment to continuous human resource development. This initiative leads to improvements in skills, safety, and career advancement opportunities.

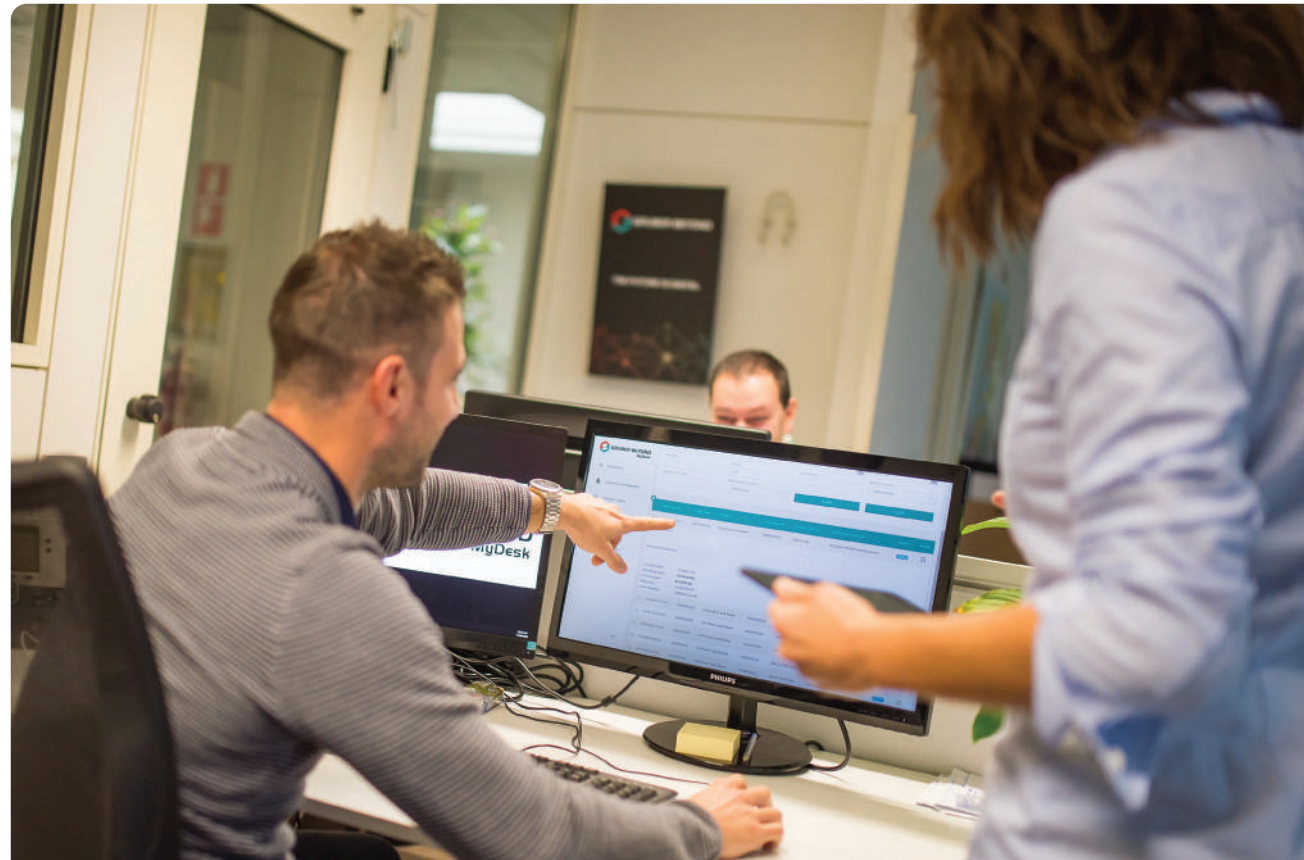
We believe in education and growth opportunities to play our role in contributing positively to the lives of employees and stakeholders.

Our commitment to the ongoing development of our human resources is unwavering. We prioritize the growth and well-being of our employees, surpassing mere regulatory requirements. We adhere to respected intergovernmental frameworks and endeavor to align our practices with global standards. At Gruber Logistics, our goal is to foster a nurturing work environment that empowers our employees to flourish and unleash their maximum capabilities. We provide extensive training and opportunities to enhance their skills and expertise.

Gruber Logistics has implemented various programs to upgrade employee skills and provide transition assistance. These programs aim to enhance employee capabilities and facilitate career development

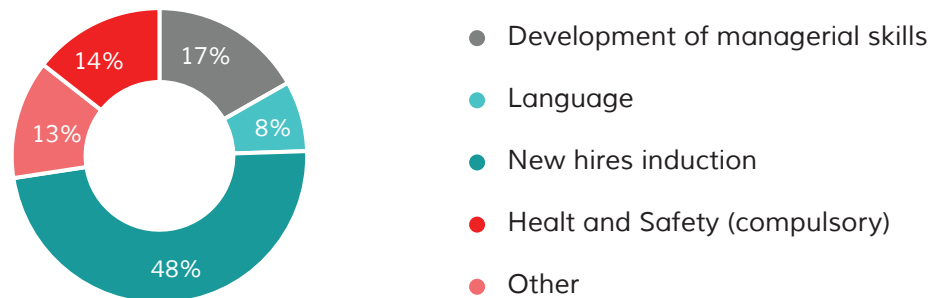
For employee skill upgrading, Gruber Logis-

tics offers internal training courses, mandatory and optional, which provide employees with opportunities to learn new skills and enhance their knowledge and professional growth within the organization.



In 2022, a total of **21,752 training hours**<sup>3</sup> (7,949 in 2021) were provided, distributed as follows:

## Training hours by type of training courses



In 2022, an average of **30.21 hours of training** per employee were conducted, in Italy and Germany.

Average hours of training			2022
	Men	Women	Total
White collars executives	24.09	69.25	<b>30.78</b>
White collars (executives excluded)	37.23	21.22	<b>29.71</b>
Blue collars drivers	4.58	-	<b>4.58</b>
Blue collars (drivers excluded)	44.94	150.89	<b>54.10</b>
<b>Total</b>	<b>31.45</b>	<b>27.71</b>	<b>30.21</b>

At Gruber Logistics Lithuania's branch, a total of 1608 hours of training were provided to truck drivers, out of which 20 hours were given to female drivers.

<sup>3</sup> In Italy and Germany. "Other" refers to courses such as Excel, Project Management, Logistics, etc.

## Leadership Development Program

Building a socially responsible organization starts with strong leadership. Our Leadership Development Program focuses on equipping our managers with the necessary skills and guidelines to lead in a socially re-

sponsible manner. The program places a strong emphasis on ethical decision-making, fostering a respectful and inclusive work environment, and promoting responsible business practices. By nurturing socially

responsible leaders, we ensure that our values and commitment to social responsibility are upheld throughout our organization.

## Gruber Academy

We care about the growth and development of our employees' professional skills.

Gruber Academy aims at developing learning programs for all employees, covering topics such as language courses, driver training and specific training paths for different professionals. All **driver employees** of Gruber Logistics S.p.A. are **required to complete** the following within 60 days of their hiring:

- 4 hours of general health and safety training;
- 8 hours of specific safety training about medium risk;
- 1 hours of Gruber Driver Academy training.



In terms of **transition assistance programs**, Gruber Logistics recognizes the importance of supporting employees during career endings resulting from retirement or termination of employment. They offer **retraining opportunities** to employees intending to continue working, helping them adapt to new roles or industries.

Gruber Logistics provides severance pay, taking into account factors such as employee age and years of service, to support employees who have been terminated. Job placement services are available to assist employees in finding new employment opportunities, and additional assistance such as training and counseling is provided to support their transition to a non-working life.

These programs for upgrading employee skills and transition assistance demonstrate Gruber Logistics' commitment to fostering a skilled and supported workforce. By investing



in employee development and providing assistance during career endings, Gruber Logistics aims to enhance employee satisfaction,

improve performance, and ensure a smooth transition for employees into retirement or new employment opportunities.

Total employees who received a regular performance and career development review				2022
	unit	Men	Women	Total
White collars executives	N°	19	4	23
White collars (executives excluded)		140	80	220



# Workplace health and safety

We are **strongly committed** to the welfare of all people involved and place the **highest priority on health and safety** in our work environment. Our main goal is to **prevent accidents**, fatalities and **occupational diseases**, and we strongly combat drug and alcohol use and abuse.

We have carefully **evaluated the potential impact of occupational accidents and injuries** on our employees and the environment. We know that such accidents can cause personal injury, rising health care costs, and potential environmental damage.

We are committed to taking **preventive measures** to reduce these risks while ensuring the well-being and safety of our employees. This includes implementing sound **health and safety protocols**, providing **appropriate training and personal protective equipment**, **regularly assessing risks**, and promoting a **culture of safety** throughout the organization.

We want to create a safer and healthier work environment for our employees and contribute to a sustainable and resilient future.

Regarding employee welfare, health and safety, we have established strong policies and commitments to ensure a safe and healthy work environment.

Continuous improvement is at the core of our **safety measures**, and we are constantly working to improve our protocols in accordance with **ISO 45001:2018<sup>4</sup>**.

Our commitment to managing this issue goes **beyond simple regulatory compliance**. While complying with all health and safety regulations, we strive to go beyond the minimum requirements to create an environment where our **employees feel protected, supported and valued**.

In addition to adhering to regulations, we align our practices with **authoritative interna-**

<sup>4</sup> For the time being only the Ora's branch is certified in accordance with the ISO 45001:2018



**tional instruments** related to employee well-being, health and safety. We recognize the **importance of following international standards** and guidelines established by organizations such as the **International Labor Organization (ILO)** and the **World Health Organization (WHO)**.

To confirm Gruber Logistics' ongoing commitment to workplace health and safety, 94% of employees are covered by an internal health and safety system that has undergone an internal audit. The same applies to 100% of non-employee workers.

We are **constantly updating our policies** and practices to maintain the highest standards in the industry.

To manage the well-being, health and safety of employees, we have adopted a **range of preventive and reactive measures**. To prevent potential negative impacts, for example, we established dedicated vaccination centers for our drivers during the pandemic. By offering them easy access to vaccinations, we put their health and safety first, reducing the risk of infection.

## Fit at work initiative

We encourage our employees to take care of their health by organizing sports courses and Company runs. Taking part in sport together reinforces team spirit and improves collaboration among our employees.

In case of negative impacts, we act immediately **to provide medical care, rehabilitation support, and any necessary accommodations** to affected employees. We conduct thorough investigations to identify the causes of workplace accidents and injuries and take corrective measures to prevent their recurrence.

We worked with an external consultant to conduct a **risk analysis**. We have identified the most dangerous activities, such as loading and unloading trucks, and are **providing ongoing training to workers and employees to reduce risk**. We regularly undergo internal auditing to continuously evaluate and improve our practices.

In Gruber Logistics we follow the **Plan-Do-Check-Act** cycle and each branch manager is responsible for workers' safety.

To prevent occupational diseases, each worker is examined at least once a year by an external medical professional that is informed about the risk analysis related to work activities.

Fortunately, so far, **no cases of occupational diseases have been registered**.

In addition, during the planning stage of new projects or acquisitions of machinery and equipment, we pay **special attention to the evaluation of potential risks**. By integrating health and safety considerations into these processes, we mitigate any risk before it arises.

To ensure the **physical security** of our **IT assets** and **human resources**, Gruber Logistics adopts well-defined plans and procedures. Physical security is a key part of our overall

security plan, providing a solid foundation for protecting information, physical assets and personnel. Our **Physical Security Policy** establishes rules for **controlling physical access** to our facilities and **identifies sensitive areas** within the organization, restricting access to them. Our goal is to ensure the security and preservation of all key assets of the Company.

Injuries <sup>5</sup>		2022
	Unit	Total
<b>Recordable work-related injuries</b>	N°	<b>28</b>
On the job	N°	11
Commuting accidents	N°	17
<b>Fatalities (result of work-related injuries)</b>	N°	<b>-</b>
On the job	N°	-
Commuting accidents	N°	-
<b>High-consequence work-related injuries (excluding fatalities)</b>	N°	<b>1</b>
On the job	N°	1
Commuting accidents	N°	-
<b>Total number of worked hours (estimate)</b>	h	<b>960.132</b>
<b>Rate of recordable work-related injuries</b>	-	29,163
<b>Rate of fatalities as a result of work-related injuries</b>	-	-
<b>Rate of high-consequence work-related injuries (excluding fatalities)</b>	-	1,042

<sup>5</sup> The data refer to employees and workers together. We don't have yet specific data for employees and workers. We are not collecting injuries data from our subcontractors.



## Health and safety training

We recognize the importance of employee awareness in maintaining a safe work environment, so we offer in-depth training programs.

Our programs focus on improving employees' skills regarding safety protocols, proper use of equipment, and emergency management.

We actively involve employees and encourage them to participate through regular feedback mechanisms, such as safety committees and suggestion boxes, so that we can continuously improve our practices and ensure their well-being.

These programs aim to increase employee

awareness, providing them with the knowledge and skills they need to avoid behaviors that could put their safety or the safety of others at risk.

## Vehicle safety

We also place great importance on meticulous maintenance of our transportation units, ensuring that they meet the highest safety standards.

Regular inspections and maintenance protocols are in place to ensure the safe operation of our vehicles.

In our commitment to the welfare, health and safety of our employees, we recognize the importance of business relationships along the supply chain.

We work closely with our suppliers, contractors and partners to ensure that they, too, place the utmost emphasis on the safety and well-being of their employees.

This involves setting clear expectations, sharing best practices, conducting audits and promoting a culture of safety throughout the supply chain.

## Safety throughout the supply chain

Through our active involvement in business activities and relationships, we seek to create an enabling environment that promotes the well-being and safety of our employees. We believe it is critical to foster a strong safety culture and ensure that our partners share our commitment to maintaining high standards in this area.

In addition to internal measures, we actively work with our suppliers to **raise awareness** with respect to our health and safety standards. Through the promotion of shared understanding and shared responsibility, **we work together to create a safe environment throughout the supply chain.**

To ensure transparency and adherence to our health and safety policies, we **clearly communicate our policies to all stakeholders.**

We conduct periodic assessments of our corporate occupational health and safe-

ty goals to monitor progress and identify areas for improvement.

Through these comprehensive initiatives, we demonstrate our ongoing commitment to prioritizing the health and safety of our employees and stakeholders, promoting a culture of caring and responsibility.



GRI 2-25 | GRI 3-3 Climate Change mitigation | GRI 3-3 Mitigate the environmental impact of the logistics service within the value chain | GRI 3-3 Efficient use of energy and natural resources | GRI 3-3 Responsible waste management and promotion of circular economy | GRI 3-3 Promotion of solutions to mitigate air and noise pollution | GRI 3-3 Mitigation of road traffic  
GRI 302-1 | GRI 302-3 | GRI 302-4 | GRI 304-2 | GRI 305-1 | GRI 305-2 | GRI 305-4 | GRI 305-5 | GRI 305-7 | GRI 306 -1 | GRI 306-2 | GRI 306-3 |

## Our commitment for the environment



# Our commitment for the enviroment



The initial step in decision-making is understanding how new technologies evolve and their diverse impacts on the environment.

---

**Ettore Gualandi**

Specialist  
Innovation & Projects

# Our commitment for the environment

---

Climate change we are witnessing is now unequivocal and in recent years has seen the acceleration of degenerative processes whose results we rely on day after day. Global Greenhouse Gasses (GHG) concentrations in the atmosphere have already reached levels that the Intergovernmental Panel on Climate Change (IPCC) states should not be exceeded to limit the global temperature increase to 1.5°C above pre-industrial levels this century. According to the United Nations, by 2030, global carbon dioxide (CO<sub>2</sub>) emissions would need to fall by about 45% compared with 2010 levels and reach net zero emissions by around 2050<sup>6</sup> if we want to start reversing the trend. In this context, it become urgent to improve the efforts across all industrial sectors in order to concretely face the impact of human activities in the environment.

In more than 80 years in business, Gruber Logistics have always endeavored to make sustainable choices, investing for progressively reducing the impacts of its operations on the environment by actively taking part in various **initiatives** to **reduce the ecological footprint**.

At Gruber Logistics, we are wholeheartedly dedicated to upholding environmental responsibility in all facets of our operations. We act with a strong awareness of the negative impact our operations can generate especially when it comes to pollutions, and thus, we are committed to

playing our part in mitigating them by adopting the necessary measures for a more sustainable logistics.

Our approach involves direct actions rather than mere offsets, focusing on the use of alternative fuels, intermodality, new technologies, and increased efficiency (e.g., improving load factor and reducing empty running). As well as the Company is firmly committed in ensuring **compliance** with environmental requirements, seeks certification for its environmental management system, and constantly **improves processes** to minimize fuel and energy consumption.

<sup>6</sup> 'Key findings', United Nations Climate Action (<https://www.un.org/en/climatechange/science/key-findings>)





The actions carried out by the Company to reduce its carbon footprint can be categorized into three main streams:

**Development of multimodal transport:** The development of multimodal transport is one of the Company's priorities. Multimodal transport is a transport that is carried out by shifting substantial traffic flows from the road to more sustainable modes of transport such as the sea, the railway, the inland waterways. To date, as many as 32% of full loads taken over by the Company travel in more sustainable ways and this share is destined to grow in the coming years.

**Research on alternative fuels:** As regards alternative fuels, in addition to the investments already made in recent years in relation to traction with LNG, Biodiesel (b100) Bio-LNG fuel and HVO (Hydrotreated Vegetable Oil), the Company is currently investing in electric traction.

**Load optimization:** With regard to load optimization, digital development is crucial in this case. In fact, thanks to the creation of digital ecosystems, it is possible to achieve horizontal cooperation between transport operators which ultimately allows the available loads to be distributed equally on the free slots and therefore to be able to reduce empty journeys by transport companies as much as possible.



The negative impacts that can be traced back to the Company's activity are mainly attributable to the transport relationships performed. The IEA (International Energy Agency) estimates that transport-related emissions exceeded 8 Gt of CO<sub>2</sub> in 2019, of which more than 75% are related to road transport. It is evident how a scenario of this type profoundly influences the Company's strategies.

## Gruber Logistics and the GLEC Framework

As a leader in innovative and sustainable transport and logistics solution, to straight forward with more environmentally friendly practices, Gruber Logistics has set out the adoption of the GLEC Framework as globally recognized methodology for harmonized calculation and reporting of the logistics GHG emissions.

The adoption of GLEC Framework as part of overall Gruber Logistics sustainable strategy will lead us to improve our efficiency, reduce environmental impacts and enable better decision-making for us as a Company, our customers and stakeholders.

To ensure an effective GLEC Framework adoption, a dedicated multidisciplinary working group has been set up and to collect Company and third-party data, analyses, evaluate and documenting results. The working group report directly to the Management Board.

With this document, we present the strategic approach and methodology set out by Gruber Logistics to pursue a sustainable roadmap for measuring, reporting and tracking GHG emissions from Company's activities over time.

To effectively manage and mitigate our carbon footprint, we have implemented a comprehensive Carbon Footprint Report and Strategy. This includes the use of a CO2 emission calculator to accurately measure and monitor our greenhouse gas emissions. By gaining a deep understanding of our carbon footprint, we can identify areas for improvement and develop targeted strategies for reduction. Furthermore, we actively participate in CO2 compensation programs, enabling us to offset our emissions and contribute to broader environmental sustainability efforts.



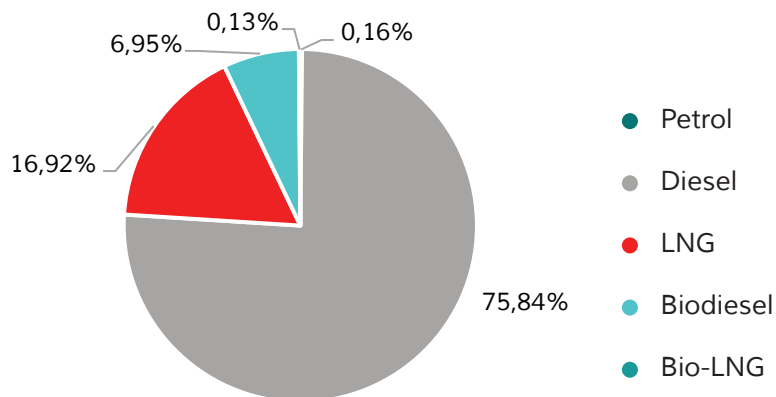
# Energy consumptions and GHG emissions

The awareness of environmental impacts and the commitment towards a more sustainable development are raising in Gruber Logistics as a buyer and supplier of freight services. We believe we all should take responsibility to reduce greenhouse gas emissions. **Assessing our impacts** on the environment is **the first step** we want to perform to lay down our new sustainability strategy.

In order to implement concrete measures and subsequently reduce greenhouse gas emissions generated by its activities and services, the Group has started the process of **reporting its energy consumption** and related **emissions**.

During the reporting period, the Group consumed a total of **523,600.55 GJ** of energy from all sources including direct (98%) and indirect (2%) consumption. Most of this consumption in 2022 is attributable to diesel use. Importantly, **AdBlue** consumption was **751,888 liters**, demonstrating the Group’s commitment to reducing the impact of fuel emissions. In fact, AdBlue is specifically used only for diesel-powered vehicles and aims **to reduce nitrogen oxide emissions from exhaust gases**. This is accomplished by an exhaust gas after-treatment device, which transports AdBlue into dedicated tanks, usually located near the fuel tank, to zero out nitrogen oxide emissions.

## Direct energy consumption by source



Direct consumption within the organization, divided by source	unit	2022
<b>Non renewable source</b>	<b>GJ</b>	<b>479,235.3</b>
Petrol	GJ	820.3
Diesel	GJ	391,144.2
LNG	GJ	87,270.8
<b>Renewable source</b>	<b>GJ</b>	<b>36,496.2</b>
Biodiesel	GJ	35,823.3
Bio-LNG	GJ	672.9
<b>Total</b>	<b>GJ</b>	<b>515,731.5</b>

Indirect consumption within the organization, divided by source	unit	2022
<b>Electricity</b>		
From renewable	GJ	6,809.07
From non renewable	GJ	1,059.96
<b>Total</b>	<b>GJ</b>	<b>515,731.5</b>

## Energy intensity

Energy intensity	unit	2022
Energy intensity	GJ/m <sup>2</sup>	3.77
	GJ/n. employees	720.32
	GJ/km travelled	0.01534
	GJ/tonne - km	0.00110
	GJ/€ Revenue	0.000723

**Energy consumption** related to the operations and the business activities **causes the production of GHG emissions**, both direct (**Scope 1**) and indirect (**Scope 2**). Direct GHG emissions arise from the Company's operations, produced from sources owned or controlled by the Company while indirect GHG emissions are associated with the activity of the reporting Company, but from sources owned or under the control of third parties. The analysis is based on the international Corporate Accounting and Reporting Standard, developed by the Greenhouse Gas Protocol Initiative (GHG Protocol), the most widely used and internationally recognized framework for companies, governments and other entities to measure and report their GHG emissions.

## Emissions in the life cycle of fuels

According to GHG Protocol methodology, the Global Logistics Emissions Council (GLEC) framework classify emissions into the three Scopes categories.

In order to capture the full climate impact of fuel use, as required under the GHG Protocol, the GLEC Framework includes emissions from the full fuel life cycle, known as well-to-wheel (WTW) emission factors. WTW factors are comprised of two separate sub-categories

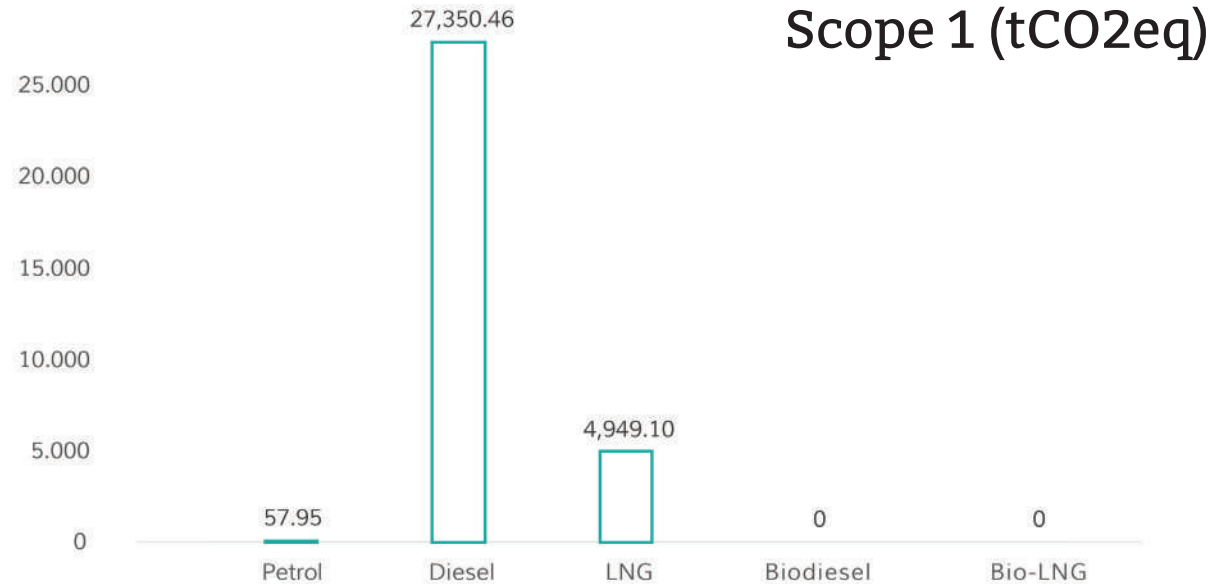
- Well-To-Tank (WTT): consist of all processes between the source of the energy (the well) through the energy extraction,

processing, storage and delivery phases up until the point of use (the tank), WTT values can vary by energy source, region, method of production and the energy.

- Tank-To-Wheel (TTW): emissions from fuels combusted to power Scope 1 activities (the wheel), TTW is considered to be zero for electricity, hydrogen fuel cells and biofuels – all emissions are in the WTT stages at the point of use.

While TTW emissions from fuels used in direct operations are reported as Scope 1, the associated WTT emissions are reported as Scope 3.

During 2022, Gruber Logistics' fuel consumption generated **32,357.52 tCO<sub>2</sub>eq** (TTW) of **Scope 1 emissions**, mostly attributable to the use of Diesel (84.53%), LNG (15.30%) and Petrol (0.18%).



Direct GHG emissions (Scope 1 - TTW) <sup>6</sup>	unit	2022
<b>Non renewable</b>		<b>32,357.52</b>
Petrol	tCO2e	57.95
Diesel	tCO2e	27,350.46
LNG	tCO2e	4.949.10
<b>Renewable source</b>		<b>-</b>
Biodiesel	tCO2e	-
Bio-LNG	tCO2e	-
<b>Total</b>	<b>tCO2e</b>	<b>32,357.52</b>

Indirect GHG emissions (Scope 2) <sup>7</sup>	u.m.	2022
Location based	tCO2e	<b>605.75</b>
Market based	tCO2e	<b>194.87</b>

The GHG emissions related to the purchase of electricity and, consequently, the total Scope 2 emissions, are calculated according to the Location Based method as well as to the Market Based method.

The first involves the use of average emission factors related to the specific national energy mixes for electricity production while the second one involves the use of emission factors defined based on contractual agreements with the electricity supplier or, in the absence of such agreements, the emission factor related to the national "Residual mix."

<sup>7</sup> For direct GHG emissions, the emissions factors TTW -Tank to Wheel- used for the calculation were provided by the Global Logistics Emissions Council (GLEC). For indirect GHG emission the below emissions factors have been used:

- Location based:
  - o ITALY: ISPRA 2022
  - o EU: Terna 2019
  - o EXTRA EU: Terna 2019



## Scope 2 (tCO2eq)

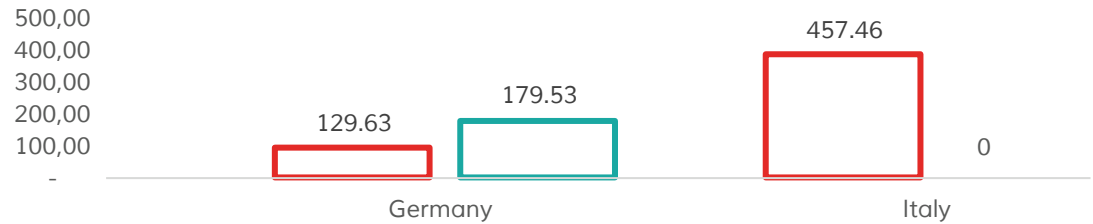
- Location Based
- Market based



The following chart refers exclusively to Italy and Germany, the two main countries where the Group operates.

## Scope 2 (tCO2eq)

- Location Based
- Market based



All the electricity purchased in Italy is from renewable sources certified with Guarantee of Origin, that means the indirect GHG emissions (Scope 2) for energy consumed in Italy are equal to zero.

Indirect GHG emissions (Scope 2) (%)	Location based	Market based
Germany	21.4%	92.1%
Italy	75.5%	0.0%
Other*	3.1%	7.9%
<b>Total</b>	<b>96.9%</b>	<b>92.1%</b>

\*minor consumption concern Russia, The Netherlands, Belgium and Poland

- *Market based:*
  - *ITALIA e EU: AIB2022*
  - *EXTRA EU: Terna 2019*



## Other relevant emissions for Gruber Logistics

In the transportation and logistics sector, in addition to scope 1, 2, and 3 emissions, it is important to pay special attention to other emission sources that are not solely related to CO<sub>2</sub> but involve other pollutants such as NO<sub>x</sub>, VOCs, particulate matter, and THC. These emissions are particularly relevant and impactful due to the significant role of vehicles and the combustion of fossil fuels, primarily through the activities of trucks, ships, trains, and airplanes.

Below are the emissions produced by **Company trucks**, powered by **Diesel** and **LNG** (liquefied natural gas):

2022				kg <sup>8</sup>
NO <sub>x</sub>	Particulates	VOC <sub>s</sub>	THC	
39,854.70	369.04	72.73	1,496.26	

These kinds of emissions have **negative impacts on air quality, human health, and the environment**. To mitigate their effects, efforts are made to develop cleaner and more sustainable transportation solutions, we are **committed to improving vehicle technologies and promoting alternative fuels**.

<sup>8</sup> The WTHC factors used for emission calculations are derived from values reported in the vehicle's technical specifications, which consider the actual characteristics of the fleet in use.

## Compensation project

At Gruber Logistics we firmly believe in direct actions to reduce emissions, such as the use of alternative fuels, electric vehicles, and new technologies for energy efficiency. Despite this, to reach the net zero targets according to the European Green Deal towards a climate-neutral society we are aware that it is necessary to offset the share of residual emissions that cannot be directly abated. That is why in 2020 Gruber Logistics launched the first CO2 offsetting project to eliminate carbon dioxide emissions or other greenhouse gases.

*How does it work?*

“We rely on First Climate, founded in 1999 and an absolute pioneer in the field of carbon offsetting,” explains Fleet Manager Stefan Knapp: “our experts in the sustainability team calculate the emissions generated by Gruber Logistics’ transport activities, based on the GLEC accounting methodology for GHG emissions and the use of an internal tool accredited by the Smart Freight Centre, then, in partnership with the client, an offsetting project is chosen and emission certificates are purchased.

There are many projects that can be supported: from renewable energy to reforestation and projects to increase energy efficiency in developing countries. The entire process is completely transparent and projects are verified according to the Verified Carbon Standard.

So far, this strategy has been used to achieve zero net emissions for some of our major customers, including Siemens Mobility and Alcantara.

Unlike Scope 1 and Scope 2 emissions that focus on direct emissions from owned or controlled sources, Scope 3 emissions encompass a broader range of environmental impacts associated with a Company’s activities, including upstream and downstream emissions: addressing Scope 3 emissions is crucial for organizations seeking to comprehensively assess and manage their environmental impact.

For logistics and transportation companies, Scope 3 emissions are significant due to the nature of their operations and the potential environmental impacts associated with the movement of goods and services. These companies play a crucial role in the global supply chain and have a substantial influence on carbon emissions and sustainability.

At Gruber Logistics, we have initiated a **project to account for Scope 3 emissions** in order to monitor them and disclose them also in the context of the ECOVADIS Sustainability Rating questionnaire.

In the initial phase, the reference scope is limited to road transportation, specifically Full Truckload (FTL), Less than Truckload (LTL), and

Express Truckload (XTL) products. Intermodal transportation activities and sea/air freight shipments are excluded for the time being.

For 2022, the emissions resulting from transportation and distribution activities (Scope 3) have been estimated to be around 100,000 tCO<sub>2</sub>e<sup>9</sup>.

## Energy efficiency commitment

The Company has also undertaken **energy efficiency actions** in its **buildings**: in this case, one of the examples of the strategy used concerns the so-called **LED re-lamping**, i.e. the conversion to LED of the lighting

of its work areas. LED technology guarantees greater energy efficiency and therefore is characterized as a preferred method with a view to carrying out activities that have as little waste of natural resources as possible.

Two relamping initiatives were implemented in 2022 in two Gruber locations: Padua and Corteolona.

Description of conservation and efficiency initiatives to achieve reduction of energy consumption	Type of energy	unit	2022 Estimated amount of reduction
Relamping of the whole warehouse area in the branch of Corteolona	Electricity	GJ	701.34
Relamping of the whole warehouse area in the branch of Padua	Electricity	GJ	271.37

These initiatives have allowed for a reduction of 89.06 t CO<sub>2</sub> for the Corteolona logistics warehouse and 34.46 t CO<sub>2</sub> for the Padova logistic area, respectively.

<sup>9</sup> The estimation excludes air and sea freight transportations.



## Emission intensity

GHG emissions intensity	unit	2022
Emission intensity - Location based	tCO <sub>2</sub> e/m <sup>2</sup>	0.237
Emission intensity - Market based	tCO <sub>2</sub> e/m <sup>2</sup>	0.234
Emission intensity - Location based	tCO <sub>2</sub> e/n° employees	45.782
Emission intensity - Market based	tCO <sub>2</sub> e/n° employees	45.212
Emission intensity - Location based	tCO <sub>2</sub> e/km travelled	0.000966
Emission intensity - Market based	tCO <sub>2</sub> e/km travelled	0.000954
Emission intensity - Location based	tCO <sub>2</sub> e/tonne -km	0.0000695
Emission intensity - Market based	tCO <sub>2</sub> e/tonne -km	0.0000687
Emission intensity - Location based	tCO <sub>2</sub> e/€Revenue	0,0000458
Emission intensity - Market based	tCO <sub>2</sub> e/€Revenue	0,0000452

# Alternative fuels and fleet innovation



We aspire to set a benchmark for fleet innovation and sustainability in Europe.

---

**Stefan Knapp**

Executive Director  
Fleet



# Alternative fuels and fleet innovation

---

The activity of Gruber Logistics necessarily has impacts on the natural resources used: the Company mainly carries out transport services, for which the use of fossil fuels is still widespread and prevalent.

Reducing our environmental impact is a key focus of our socially responsible initiatives, particularly within our fleet. We prioritize **fleet innovation** by continuously exploring and adopting new technologies and practices that promote energy efficiency and reduce emissions. By investing in **environmentally friendly vehicles** and **alternative fuels**, we aim to minimize our carbon footprint while maintaining efficient transportation operations.

Energy and natural resources should not be wasted. Our Company is firmly convinced of this and constantly implements management strategies that allow for the **protection of natural resources** involved in the process of providing its services.

Through **ongoing research and develop-**

**ment**, we remain at the forefront of transport innovation, striving to be a leader in sustainable fleet management. During the last years Gruber Logistics built up a multidisciplinary team of experts committed to investigate the best solutions to match customer's demand with supply and thanks to that a solid network of suppliers is now available to cover a wide range of possible sustainable solutions on behalf of our customers.

A in-depth analysis of alternative fuels is undertaken by our experts, dealing directly with fuel producers and then with all the actors involved in the fuel supply chain. We guarantee the highest standards of products according to the Renewable Energy Directive which sets the sustainable criteria for biofuels in Europe.

The Company has undertaken for several years now numerous actions related to the research and development of alternative fuels, such as **Biodiesel (B100)**, Hydrotreated Vegetable Oil (HVO), **LNG**, **Bio-LNG** and es-

pecially, in recent times, **electric trucks**.

Over the years, over 100 LNG-propelled trucks have been purchased and the use of Biodiesel fuel and Bio-LNG is already frequent.

Compared with diesel, Biodiesel (B100) leads to reduce the GHG emissions up to - 70% while, BioLNG and HVO can reach up to - 90% depending on the characteristics of the feedstock and the production process.



Reductions in energy requirements of sold services	unit	Estimated amount of reduction 2022
Biofuels in transport and distribution services <sup>10</sup>	tCO2e	<b>3,705.21</b>

In coherence with our neutral approach to new technologies devoted to decarbonize the transport sector, we recently introduce the first electric truck in our fleet, testing the potentiality of such new technology which would bring a relevant contribution to abate the carbon footprint of road transport. The challenge regarding electric truck is completely new and not free to serious risks. The high costs, the medium-low range of trucks and the big question marks behind the re-

liability of such new technologies did not scare us and indeed represented the driving force for further investing in research together with our partner in vehicle manufacturer.

Together with Iveco, Volvo and Scania we are involved for the design, development and test of a new generation of electric trucks and, not so far in future, the hydrogen-powered vehicles will run on behalf of Gruber Logistics across Europe.

<sup>10</sup> Biodiesel, Bio-LNG and LNG vehicles.

# Mitigation of the environmental impact of the logistics service within the value chain

## GHG emissions calculator

Today more and more customers need to understand the impact and the carbon footprint of the services they requested and obtained. Such information is fundamental to monitor their Scope 3 emission and pursue decarbonization strategies.

In this context, Gruber Logistics supports its customers by accounting and reporting to amount of the CO<sub>2</sub>e emissions deriving from the requested transportation activities. This is possible thanks to the **GHG emissions calculator** developed internally by our IT de-

partment and for which several external stakeholders, including the Smart Freight Centre and Bureau Veritas were involved for approving the methodology and verifying the robustness of data used. Thanks to this innovative Company-based tool

Gruber Logistics gives its customers the opportunity to know the actual impact of their choices and finally supporting them towards more sustainable solutions.

Furthermore, the **social impact** should not be overlooked: in this case both Gruber Logistics and its suppliers can and must refer to the **Code of Ethics**, as well as to one of the pillars of the Company strategy, i.e. the well-being of the collaborators, which allows to put the person at the centre, and therefore rely on socially sustainable work.



# Promoting responsible waste management and circular economy

Gruber Logistics recognizes the importance of waste management as a key element in operating sustainably, therefore we have started working closely with our suppliers to take concrete daily measures to reduce and mitigate such impacts through an appropriate waste management system and initiatives. One of the most relevant waste production generated when running our transport services is related to tires consumption. Gruber Logistics holds a fleet of more than 1.5 thousands of trailers and semitrailers which means we manage approximately 12,000 tires of different nature and use. In the last year we started working together with some of the most relevant tire supplier and together with them we are working to improve durability and efficiency of our equipment, that is why we decided to undertake a real challenging project together with Good Year, Rogomma and Continental for extending tyre life with regenerated products

## Our tires' regeneration

Tires in Gruber Logistics are no longer considered special waste and this is because we entered into a collaboration with our tire supplier for replacing them with regenerated products at their workshops, avoiding waste production and supporting circular economy. Rubber from old tires is returned to the production process becoming new tires allowing to cut CO2 emissions and air pollution.

The regenerating process involve the portion of the worn-out tires by reinstalling them on our vehicles, effectively extending the tire's useful life and reducing waste production. Specifically, to date more 50% of the exhausted tires enter in

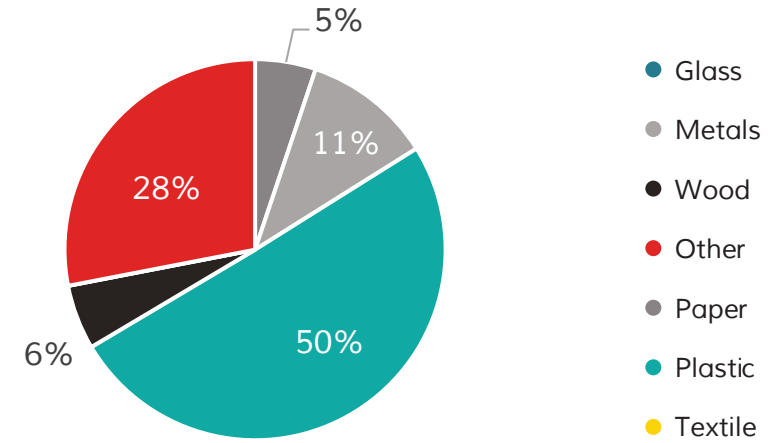
this virtuous cycle and return regenerated to Gruber Logistics, namely the 4 rear wheels of the tractor and the two wheels of the trailer's central axle. In essence, 6 out of 12 wheels, (50% of the total), are subjected to the regeneration process. The other wheels are also regenerated but not reintroduced into the Gruber Logistics usage cycle, so essentially 100% of the tires are regenerated.

This choice allows us to reduce the annual replacements by extending the tire life and, consequently, achieve a reduction of 78% in weight of waste.

In addition, Gruber Logistics constantly promotes environmentally friendly practices, such as avoiding waste and digitizing processes as part of the Operational Excellence project.

To foster sustainable practices, Gruber Logistics actively encourages the use of recycled materials and pays special attention to waste reduction and recycling. Through these measures, the Company aims to minimize waste generation and contribute to a more circular economy.

During the reporting year, the amount of waste generated amounted to **201.54 ton**, with plastic representing 50% of the total. All of this waste is non-hazardous in nature, so no hazardous waste was generated during 2022.



Waste generated		
Waste composition <sup>11</sup>	unit	2022
<b>Non hazardous waste</b>		<b>201.54</b>
Paper and cardboard	1000 kilograms	10.39
Metals		22.04
Plastic		101.52
Wood		11.08
Other		56.51

<sup>11</sup> With regard to this first year of reporting data are referred to 7 branches.





## OPEX Paperless work and Notes

Our internal Operational Excellence (OPEX) team committed to on **continuous process improvement** has completed important analytical work aimed at reducing waste and improving efficiency. *Paperless Work and Notes* project has a twofold objective: to reduce paper consumption and enhance operational efficiency across multiple departments. Its primary focus is on minimizing reliance on printed documents such as mails, courier shipment papers, and invoices. By doing so, the project aims to achieve **several benefits**, including **cost savings**, **improved environmental sustainability**, **streamlined processes**, and **reduced risks associated with information loss**.

The project is being executed in two stages. Initially, it encompasses the Pilot Operations department located in Bremen, Hannover, and Cologne. Subsequently, the initiative will expand to include other offices of the Group .

Significant **business impacts** are expected from this endeavor. It will result in **reduced costs** related to paper and ink consumption, while also enabling greater flexibility for remote work through the automation of workflows. The project also seeks to **standardize processes**, generate cost savings in file storage, and **create more office capacity**. Additionally, time savings of approximately 30 minutes per day per full-time equivalent (FTE) are anticipated, contributing to improved efficiency. By eliminating inconsistencies in paper records, the project aims to minimize errors and enhance

access to crucial information through digital notes in the transportation management system (TMS). Furthermore, the adoption of paperless statements will simplify the organization of invoices, bill of lading, and other relevant documents.

To assess the impact and progress of the project, various **metrics** have been implemented. The project team has identified and measured the actors and types of input and output associated with printed documents. For instance, the number of pages printed by department printers has been monitored, with an average of 750 documents per day, totaling 17,250 pages per month. An online form was also used to gather insights into the types of printed documents and the reasons behind them through employee interviews.

To address these challenges, **several solutions** were implemented leading to a save of 60% of daily printed pages in our department. However, with OPEX, improvement never comes to the ends and we will continue working step by step together making great results.

## Gruber Logistics for biodiversity

While our business model does not have a direct, severe impact on biodiversity, we recognize the potential indirect effects that logistics may have on **biodiversity**, and we acknowledge the importance of addressing them.

In terms of biodiversity, our sites are predominantly located in urban areas or designated industrial and commercial zones. This choice of locations helps to minimize the potential disturbance to natural habitats and ecosystems. We actively assess and manage the environmental aspects associated with transportation, including the conservation of biodiversity during the movement of goods.

Furthermore, our operations are designed to mitigate any direct negative impact on protected plants or animals. We adhere to strict guidelines and regulations to ensure that our activities do not harm or disrupt local biodiversity.

Additionally, our Sustainable Fuel Policy takes into consideration biodiversity aspects throughout the production process. We continuously strive to enhance our practices and explore innovative solutions that prioritize biodiversity conservation. We collaborate with relevant stakeholders, experts, and conservation organizations to ensure that our logistics operations align with best practices and contribute positively to biodiversity preservation.





# Annex

---



# Performance data tables

GRI 2-7

					2021
		Permanent employess	Temporary employees	Non-guaranteed hours employees	Total
Italy	Men	219	9	1	229
	Women	140	2	-	142
Germany	Men	139	3	-	142
	Women	49	-	-	49
Total	Men	358	12	1	371
	Women	189	2	-	191

					2021
		Full time	Part time	Total	
Italy	Men	224	5	229	
	Women	115	27	142	
Germany	Men	138	4	142	
	Women	31	18	49	
Total	Men	362	9	371	
	Women	146	45	221	

2020					
		Permanent employees	Temporary employees	Non-guaranteed hours employees	Total
Italy	Men	196	6	2	204
	Women	119	2	-	121
Germany	Men	109	9	-	118
	Women	48	1	-	49
Total	Men	305	15	2	322
	Women	167	3	-	170

2020				
		Full time	Part time	Total
Italy	Men	197	7	204
	Women	96	25	121
Germany	Men	113	5	118
	Women	32	17	49
Total	Men	310	12	322
	Women	128	42	170



Total training hours by type of training courses	Unit of measure	2021
		Total
Development of managerial skills	h.	178
Language		133
New hires induction		6,080
Health and Safety (compulsory)		1,416
Anti-corruption		-
Other (Excel, Project management, Logistics)		142
<b>Total</b>		<b>7,949</b>

Average hours of training	2021		
	Men	Women	Total
White collars executives	4.14	0.83	2.58
White collars (executives excluded)	89.85	88.89	89.52
Blue collars drivers	6.38	-	6.38
Blue collars (drivers excluded)	82.10	452.67	102.31
<b>Total</b>	<b>40.78</b>	<b>34.68</b>	<b>38.70</b>

					2022
Italy	Unit of measure	Men	Women	Total	Age share
<b>White collars executives</b>		42	8	<b>50</b>	
under the age of 30	N°	2	-	<b>2</b>	0%
between 30 and 50 years	N°	29	5	<b>34</b>	7%
over 50 years of age	N°	11	3	<b>14</b>	3%
<b>White collars (executives excluded)</b>		183	170	<b>353</b>	
under the age of 30	N°	49	52	<b>101</b>	20%
between 30 and 50 years	N°	97	102	<b>199</b>	40%
over 50 years of age	N°	37	16	<b>53</b>	11%
<b>Blue collars drivers</b>		37	-	<b>37</b>	
under the age of 30	N°		-	-	0%
between 30 and 50 years	N°	16	-	<b>16</b>	3%
over 50 years of age	N°	21	-	<b>21</b>	4%
<b>Blue collars (drivers excluded)</b>		50	7	<b>57</b>	
under the age of 30	N°	13	-	<b>13</b>	3%
between 30 and 50 years	N°	21	6	<b>27</b>	5%
over 50 years of age	N°	16	1	<b>17</b>	3%
<b>Total</b>		312	185	<b>497</b>	
under the age of 30	N°	64	52	<b>116</b>	-
between 30 and 50 years	N°	163	113	<b>276</b>	-
over 50 years of age	N°	85	20	<b>105</b>	-
<b>Gender Share</b>	%	63%	37%		

		2022			
Germany	Unit of measure	Men	Women	Total	Age share
<b>White collars executives</b>		4	-	4	
under the age of 30	N°	1	-	1	0%
between 30 and 50 years	N°	2	-	2	1%
over 50 years of age	N°	1	-	1	0%
<b>White collars (executives excluded)</b>		68	52	120	
under the age of 30	N°	26	18	44	20%
between 30 and 50 years	N°	29	26	55	25%
over 50 years of age	N°	13	8	21	9%
<b>Blue collars drivers</b>		52	-	52	
under the age of 30	N°	1	-	1	0%
between 30 and 50 years	N°	15	-	15	7%
over 50 years of age	N°	36	-	36	16%
<b>Blue collars (drivers excluded)</b>		45	2	47	
under the age of 30	N°	9	-	9	4%
between 30 and 50 years	N°	19	-	19	9%
over 50 years of age	N°	17	2	19	9%
<b>Total</b>		169	54	223	
under the age of 30	N°	37	18	55	-
between 30 and 50 years	N°	65	26	91	-
over 50 years of age	N°	67	10	77	-
<b>Gender Share</b>	%	76%	24%		

		2022			
Total	Unit of measure	Men	Women	Total	Age share
<b>White collars executives</b>		46	8	54	
under the age of 30	N°	3	-	3	0%
between 30 and 50 years	N°	31	5	36	5%
over 50 years of age	N°	12	3	15	2%
<b>White collars (executives excluded)</b>		251	222	473	
under the age of 30	N°	75	70	145	20%
between 30 and 50 years	N°	126	128	254	35%
over 50 years of age	N°	50	24	74	10%
<b>Blue collars drivers</b>		89	-	89	
under the age of 30	N°	1	-	1	0%
between 30 and 50 years	N°	31	-	31	4%
over 50 years of age	N°	57	-	57	8%
<b>Blue collars (drivers excluded)</b>		95	9	104	
under the age of 30	N°	22	-	22	3%
between 30 and 50 years	N°	40	6	46	6%
over 50 years of age	N°	33	3	36	5%
<b>Total</b>		481	239	720	
under the age of 30	N°	101	70	171	-
between 30 and 50 years	N°	228	139	367	-
over 50 years of age	N°	152	30	182	-
<b>Gender Share</b>	%	67%	33%		

		2021			
Italy	Unit of measure	Men	Women	Total	Age share
<b>White collars executives</b>		148	135	283	
under the age of 30	N°	28	41	69	19%
between 30 and 50 years	N°	88	80	168	45%
over 50 years of age	N°	32	14	46	12%
<b>White collars (executives excluded)</b>		44	7	51	
under the age of 30	N°	2	-	2	1%
between 30 and 50 years	N°	30	6	36	10%
over 50 years of age	N°	12	1	13	4%
<b>Blue collars drivers</b>		26	0	26	
under the age of 30	N°		-	-	0%
between 30 and 50 years	N°	8	-	8	2%
over 50 years of age	N°	18	-	18	5%
<b>Blue collars (drivers excluded)</b>		11	-	11	
under the age of 30	N°	1	-	1	0%
between 30 and 50 years	N°	4	-	4	1%
over 50 years of age	N°	6	-	6	2%
<b>Total</b>		229	142	371	
under the age of 30	N°	31	41	72	-
between 30 and 50 years	N°	130	86	216	-
over 50 years of age	N°	68	15	83	-
<b>Gender Share</b>	%	62%	38%		



		2021			
Germany	Unit of measure	Men	Women	Total	Age share
<b>White collars executives</b>		3	-	3	
under the age of 30	N°	-	-	-	0%
between 30 and 50 years	N°	2	-	2	1%
over 50 years of age	N°	1	-	1	1%
<b>White collars (executives excluded)</b>		60	46	106	
under the age of 30	N°	18	16	34	18%
between 30 and 50 years	N°	30	22	52	27%
over 50 years of age	N°	12	8	20	10%
<b>Blue collars drivers</b>		38	-	38	
under the age of 30	N°	2	-	2	1%
between 30 and 50 years	N°	9	-	9	5%
over 50 years of age	N°	27	-	27	14%
<b>Blue collars (drivers excluded)</b>		41	3	44	
under the age of 30	N°	7	-	7	4%
between 30 and 50 years	N°	20	1	21	11%
over 50 years of age	N°	14	2	16	8%
<b>Total</b>		142	49	191	
under the age of 30	N°	27	16	43	-
between 30 and 50 years	N°	61	23	84	-
over 50 years of age	N°	54	10	64	-
<b>Gender Share</b>	%	74%	26%		

		2021			
Total	Unit of measure	Men	Women	Total	Age share
<b>White collars executives</b>		151	135	286	
under the age of 30	N°	28	41	69	12%
between 30 and 50 years	N°	90	80	170	30%
over 50 years of age	N°	33	14	47	8%
<b>White collars (executives excluded)</b>		104	53	157	
under the age of 30	N°	20	16	36	6%
between 30 and 50 years	N°	60	28	88	16%
over 50 years of age	N°	24	9	33	6%
<b>Blue collars drivers</b>		64	-	64	
under the age of 30	N°	2	-	2	0%
between 30 and 50 years	N°	17	-	17	3%
over 50 years of age	N°	45	-	45	8%
<b>Blue collars (drivers excluded)</b>		52	3	55	
under the age of 30	N°	8	-	8	1%
between 30 and 50 years	N°	24	1	25	4%
over 50 years of age	N°	20	2	22	4%
<b>Total</b>		371	191	562	
under the age of 30	N°	58	57	115	-
between 30 and 50 years	N°	191	109	300	-
over 50 years of age	N°	122	25	147	-
<b>Gender Share</b>	%	66%	34%		

		2020			
Italy	Unit of measure	Men	Women	Total	Age share
<b>White collars executives</b>		123	113	236	
under the age of 30	N°	20	33	53	16%
between 30 and 50 years	N°	75	65	140	43%
over 50 years of age	N°	28	15	43	13%
<b>White collars (executives excluded)</b>		45	8	53	
under the age of 30	N°	1	-	1	0%
between 30 and 50 years	N°	29	6	35	11%
over 50 years of age	N°	15	2	17	5%
<b>Blue collars drivers</b>		25	-	25	
under the age of 30	N°	0	-	-	0%
between 30 and 50 years	N°	17	-	17	5%
over 50 years of age	N°	8	-	8	2%
<b>Blue collars (drivers excluded)</b>		11	-	11	
under the age of 30	N°	-	-	-	0%
between 30 and 50 years	N°	4	-	4	1%
over 50 years of age	N°	7	-	7	2%
<b>Total</b>		204	121	325	
under the age of 30	N°	21	33	54	-
between 30 and 50 years	N°	125	71	196	-
over 50 years of age	N°	58	17	75	-
<b>Gender Share</b>	%	63%	37%		

		2020			
Germany	Unit of measure	Men	Women	Total	Age share
<b>White collars executives</b>		2	-	2	
under the age of 30	N°	-	-	-	0%
between 30 and 50 years	N°	1	-	1	1%
over 50 years of age	N°	1	-	1	1%
<b>White collars (executives excluded)</b>		55	46	101	
under the age of 30	N°	16	15	31	19%
between 30 and 50 years	N°	29	25	54	32%
over 50 years of age	N°	10	6	16	10%
<b>Blue collars drivers</b>		26	-	26	
under the age of 30	N°	2	-	2	1%
between 30 and 50 years	N°	6	-	6	4%
over 50 years of age	N°	18	-	18	11%
<b>Blue collars (drivers excluded)</b>		35	3	38	
under the age of 30	N°	5	-	5	3%
between 30 and 50 years	N°	19	1	20	12%
over 50 years of age	N°	11	2	13	8%
<b>Total</b>		118	49	167	
under the age of 30	N°	23	15	38	-
between 30 and 50 years	N°	55	26	81	-
over 50 years of age	N°	40	8	48	-
<b>Gender Share</b>	%	71%	29%		

					2020
Total	Unit of measure	Men	Women	Total	Age share
<b>White collars executives</b>		125	113	<b>238</b>	
under the age of 30	N°	20	33	<b>53</b>	11%
between 30 and 50 years	N°	76	65	<b>141</b>	29%
over 50 years of age	N°	29	15	<b>44</b>	9%
<b>White collars (executives excluded)</b>		100	54	<b>154</b>	
under the age of 30	N°	17	15	<b>32</b>	7%
between 30 and 50 years	N°	58	31	<b>89</b>	18%
over 50 years of age	N°	25	8	<b>33</b>	7%
<b>Blue collars drivers</b>		51	-	<b>51</b>	
under the age of 30	N°	2	-	<b>2</b>	0%
between 30 and 50 years	N°	23	-	<b>23</b>	5%
over 50 years of age	N°	26	-	<b>26</b>	5%
<b>Blue collars (drivers excluded)</b>		46	3	<b>49</b>	
under the age of 30	N°	5	-	<b>5</b>	1%
between 30 and 50 years	N°	23	1	<b>24</b>	5%
over 50 years of age	N°	18	2	<b>20</b>	4%
<b>Total</b>		322	170	<b>492</b>	
under the age of 30	N°	44	48	<b>92</b>	-
between 30 and 50 years	N°	180	97	<b>277</b>	-
over 50 years of age	N°	98	25	<b>123</b>	-
<b>Gender Share</b>	%	65%	35%		



# Methodological note

---

## Standard and principles

The first Sustainability Report of the Gruber Logistic Group, published on a voluntary basis and addressed to all its stakeholders, describes the management models for non-financial aspects, the main results achieved in the reporting year, and future commitments. In order to provide a timely and quantitative representation of performance, the document was prepared with reference to "GRI Sustainability Reporting Standards" (GRI Standards 2021) of the Global Reporting Initiative (GRI).

Although during the year 2022, Gruber Logistics acquired Universal Transport, this happened at the end of 2022, so for the purpose the sustainability report, the indicators in the document only refer to Gruber Logistics.

The principles used in defining the contents of the Sustainability Report are those indicated by the GRI Standards:

- **Sustainability Context:** Gruber Logistics' performance is presented in the broader context of sustainability.
- **Accuracy:** the level of detail of the content reported in this Sustainability Report is adequate for understanding and evaluating Gruber Logistics' sustainability performance during the reporting period.
- **Clarity:** the choice of clear and accessible language and the use of tables to represent the Company's performance make this Sustainability Report usable and easy to understand for stakeholders.
- **Comparability:** the indicators presented in the Sustainability Report refer, where possible, to the three-year period 2020-2022, and their performance over the years is always commented on in such a way as to allow comparison and comparability of Gruber Logistics' performance over time.
- **Balance:** the contents of this document report Gruber Logistics' performance over the reporting period in a balanced manner.
- **Timeliness:** the information reported within the document is made available in a timely manner in order to enable users to integrate the data into their decision-making process.
- **Verifiability:** information has been collected, recorded, compiled, and analyzed in a way that can be examined to establish its quality, and information can be examined to establish its quality.



## Indicators

The paragraph “GRI Content Index,” includes the list of the GRI indicators that have been reported and a reference to the paragraph in the document where the related information is presented.

The data and information reported in the Sustainability Report, were selected on the basis of a materiality analysis that identified the most relevant sustainability issues for the Group (for more details see chapter “Our approach to sustainability – Materiality analysis”).

The performance indicators refer, unless otherwise specified, to the fiscal year ending December 31, 2022, and data for 2021 and 2020 are reported where available for comparative purposes.

## Perimeter

For this first year of reporting, the perimeter refers to Gruber Logistics as of December 31 of the reporting year and any limitations regarding the scope of qualitative and quantitative data presentation have been appropriately indicated within the text.

However, in the future, the intention is to expand the reporting to all companies within the Group, including the data of Universal Transport, a Company acquired during 2022. If you have any questions regarding this Sustainability Report, please contact: [sustainable@gruber-logistics.com](mailto:sustainable@gruber-logistics.com).



# GRI content index

---



# GRI content index

GRI standard / Other source	Disclosure	Paragraph	Notes
General disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	The Group Final page	
	2-2 Entities included in the organization's sustainability reporting	Methodological Note	
	2-3 Reporting period, frequency and contact point	Methodological Note	
	2-6 Activities, value chain and other business relationships	The Group	
	2-7 Employees	Our action for people - Our Human Capital	
	2-8 Workers who are not employees	Our action for people - Our Human Capital	
	2-9 Governance structure and composition	Our corporate governance - Board of Directors	
	2-10 Nomination and selection of the highest governance body	Our corporate governance - Management Board	
	2-11 Chair of the highest governance body	Our corporate governance - Management Board	
	2-12 Role of the highest governance body in overseeing the management of impacts	Our corporate governance - Management Board	
	2-13 Delegation of responsibility for managing impacts	Our corporate governance - Management Board	
	2-14 Role of the highest governance body in sustainability reporting	Our corporate governance - Management Board	
	2-15 Conflicts of interest	Our corporate governance - Board of Directors	
	2-16 Communication of critical concerns	Our corporate governance - Management Board	
	2-17 Collective knowledge of the highest governance body	Our corporate governance - Management Board	
2-19 Remuneration policies	Our corporate governance - Our Remuneration policy		

GRI standard / Other source	Disclosure	Paragraph	Notes
General disclosures			
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	Our corporate governance - Our Remuneration policy	
	2-21 Annual total compensation ratio		In 2022, the ratio of the total annual compensation for Gruber's highest-paid individual with respect to the median total annual compensation for all employees (excluding the highest-paid individual) was 8.90. If we consider the ratio of the percentage of total annual compensation for the organization's highest-paid individual to the median percentage increase in total annual compensation for all employees (excluding the highest-paid individual), there is a increase of 0.37. The increase in the salary of the highest-paid individual, from 2021 to 2022, was lower compared to the increase in the average salary of all employees (excluding the highest-paid individual) during the same reference period. In fact, there was an 8% increase compared to the latter.
	2-22 Statement on sustainable development strategy	Letter to the Stakeholders	
	2-23 Policy commitments	The Group	
	2-24 Embedding policy commitments	The Group	
	2-25 Processes to remediate negative impacts	"Our action for people Our commitment for the environment"	
	2-26 Mechanisms for seeking advice and raising concerns	Our corporate governance - Our Ethical and Responsible Business Conduct	
	2-27 Compliance with laws and regulations		During the reporting period, there were no significant instances of non-compliance with laws and regulations.
	2-28 Membership associations	Our approach to sustainability - Gruber Logistics' stakeholders	
	2-29 Approach to stakeholder engagement	Our approach to sustainability - Gruber Logistics' stakeholder	
	2-30 Collective bargaining agreements	Our approach to sustainability - Our people's rights	



GRI standard / Other source	Disclosure	Paragraph	Notes
<b>Material topics</b>			
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Our approach to sustainability - Materiality analysis	
	3-2 List of material topics	Our approach to sustainability - Materiality analysis	
<b>Business continuity and resilience</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Our corporate governance - Business continuity and resilience	
<b>Climate Change mitigation</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Our commitment for the environment - Energy Consumption and GHG Emissions	
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Our commitment for the environment - Energy Consumption and GHG Emissions	
	302-2 Energy consumption outside of the organization	Our commitment for the environment - Energy Consumption and GHG Emissions	
	302-3 Energy intensity	Our commitment for the environment - Energy Consumption and GHG Emissions	
	302-4 Reduction of energy consumption	Our commitment for the environment - Energy Consumption and GHG Emissions	
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Our commitment for the environment - Energy Consumption and GHG Emissions	
	305-2 Energy indirect (Scope 2) GHG emissions	Our commitment for the environment - Energy Consumption and GHG Emissions	
	305-4 GHG emissions intensity	Our commitment for the environment - Energy Consumption and GHG Emissions	
	305-5 Reduction of GHG emissions	Our commitment for the environment - Energy Consumption and GHG Emissions	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Our commitment for the environment - Energy Consumption and GHG Emissions	
<b>Continuous development of Human Resources</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Our action for people - Promotion of continuous development and training	

GRI standard / Other source	Disclosure	Paragraph	Notes
<b>Material topics</b>			
<b>Continuous development of Human Resources</b>			
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Our action for people - Promotion of continuous development and training	
	404-2 Programs for upgrading employee skills and transition assistance programs	Our action for people - Promotion of continuous development and training	
	404-3 Percentage of employees receiving regular performance and career development reviews	Our action for people - Promotion of continuous development and training	
<b>Cybersecurity and data management</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Our Corporate Governance - Cybersecurity and data management	
<b>Diversity and inclusion</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Our action for people - Commitment to diversity and inclusion	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Our action for people - Commitment to diversity and inclusion	
<b>Efficient use of energy and natural resources</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Our commitment for the environment - Energy Consumption and GHG Emissions	
<b>Employee satisfaction and retention</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Our action for people	
<b>GRI 202: Market Presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Our action for people - Our Human Capital	In 2022, the ratio between the minimum wage, in Italy as stipulated by the National Collective Bargaining Agreement (CCNL), and the entry-level wage is 1.20 for men and 1.14 for women. In Germany, on the other hand, it stands at around 1.17 for men and 1 for women.
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Our action for people - Our People's rights	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our action for people - Our People's rights	
<b>GRI 402: Labor/ Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes		

GRI standard / Other source	Disclosure	Paragraph	Notes
<b>Material topics</b>			
<b>Employees' well-being, health and safety</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Our action for people - Workplace health and safety	
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Our action for people - Workplace health and safety	
	403-2 Hazard identification, risk assessment, and incident investigation	Our action for people - Workplace health and safety	
	403-3 Occupational health services	Our action for people - Workplace health and safety	
	403-5 Worker training on occupational health and safety	Our action for people - Workplace health and safety	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our action for people - Workplace health and safety	
	403-8 Workers covered by an occupational health and safety management system	Our action for people - Workplace health and safety	
	403-9 Work-related injuries	Our action for people - Workplace health and safety	
	403-10 Work-related ill health	Our action for people - Workplace health and safety	
<b>ESG Governance and sustainability strategy</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Our commitment towards innovation and sustainability Our corporate governance	
<b>Ethical and responsible business conduct</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics		
<b>GRI 205: Anti-corruption 2017</b>	205-2 Communication and training about anti-corruption policies and procedures		Communication regarding anti-corruption policies and procedures is provided to all members of the governing body. Currently, no training is provided on this matter.
	205-3 Confirmed incidents of corruption and actions taken		Zero incidents in the last three years.
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		As evidence of the integrity and correctness of our business, there have been no legal actions regarding anti-competitive behavior and violations of anti-trust and monopoly legislation.

GRI standard / Other source	Disclosure	Paragraph	Notes
<b>Material topics</b>			
<b>Financial profitability and economic growth</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	The Group	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	The Group - Financial performance	
GRI 203: Indirect Economic Impacts 2017	203-2 Significant indirect economic impacts	The Group	
<b>Mitigate the environmental impact of the logistics service within the value chain</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our commitment for the environment - Mitigation of the environmental impact of the logistics service within the value chain	
<b>Mitigation of road traffic</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our commitment for the environment - Alternative fuels and fleet innovation	
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Our commitment for the environment - Alternative fuels and fleet innovation	
<b>Promotion of solutions to mitigate air and noise pollution</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our commitment for the environment - Alternative fuels and fleet innovation	
<b>Protection of human rights and promotion of decent work condition</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our action for people - Our People's rights	
<b>Quality of service and customer satisfaction</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our commitment towards innovation and sustainability - Customer Orientation	
<b>Responsible waste management and circular economy</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our commitment for the environment - Promoting responsible waste management and circular economy	

GRI standard / Other source	Disclosure	Paragraph	Notes
Material topics			
Responsible waste management and circular economy			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Our commitment for the environment - Promoting responsible waste management and circular economy	
	306-2 Management of significant waste-related impacts	Our commitment for the environment - Promoting responsible waste management and circular economy	
	306-3 Waste generated	Our commitment for the environment - Promoting responsible waste management and circular economy	
Systems and technologies serving the roadmap for a sustainable logistics sector			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our commitment towards innovation and sustainability	
Value chain sustainability			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our commitment towards innovation and sustainability - Value Chain sustainability	









we move mountains

