



2025

Ethics and Sustainability Report



SNATT LOGISTICA



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LETTER TO STAKEHOLDERS

A Manifesto for Change

Responsibility and the Future: A Shared Sustainability Journey

Dear Stakeholders,

This manifesto represents a significant milestone in our journey toward sustainable growth and long-term value creation.

Its purpose is not only to highlight the core values that define our Group, but also to encourage a broader cultural shift across our organization and supply chain. We believe sustainability can only be achieved through collective commitment, shared responsibility, and meaningful collaboration.

Only by working together can we create lasting impact—not only for our business, but for future generations. Embracing innovative thinking and unconventional solutions enables us to address complex global challenges while contributing, through conscious and responsible actions, to a more resilient and inclusive future.

Today's global environment is increasingly shaped by uncertainty and complexity. In this context, the need for a new way of thinking has become undeniable. **Sustainable business decisions must generate positive outcomes for people, communities, and the planet alike.**

Sustainability is no longer limited to environmental protection alone. It has evolved into a broader framework encompassing social and economic responsibility, corporate ethics, governance quality, and long-term stakeholder value. This broader perspective strengthens not only a company's strategic vision, but also the value of its intangible assets—its culture, reputation, relationships, and human capital.

At SNATT, our ESG commitment is not intended as a marketing exercise. We do not view sustainability as a branding opportunity or as a tool to enhance perception alone. Instead, we consider it a concrete operational responsibility that must be embedded into every level of the organization.

For this reason, we have chosen to intensify our focus on environmental, social, and governance priorities by dedicating internal resources specifically to ESG development. Our objective is to ensure that this commitment remains measurable, continuous, and deeply integrated into our business model.

We recognize that companies can no longer overlook the urgency of adopting responsible environmental and social policies. Human capital represents, above all, people. As such, we believe it is our duty both to respect the planet that hosts us and to guarantee equality, dignity, and opportunity for every employee.

Investing in our people is therefore central to our strategy. Through this commitment, we aim to build a sustainable future that is tangible, credible, and enduring—driven by continuous improvement across every dimension of our operations.

Finally, we would like to reaffirm the importance of our ISO certification framework. Together with our ESG initiatives, these certifications are fundamental to maintaining the highest quality standards across our services, ensuring operational excellence, reliability, and accountability in every project we undertake.

We thank all our stakeholders for being part of this journey!





STRATEGIC PROGRESS REVIEW

TARGET	PROGRESS ACHIEVED 2025
 Install photovoltaic systems with a capacity of 3,294 kW	A capacity of 3,297 kW has been achieved through photovoltaic systems.
 Reach 10% of electric and hybrid vehicles (including plug-in models) in the total company fleet	23% of electric and hybrid vehicles (including plug-in models) has been achieved within the total company fleet.
 Achieve a 30,000 W reduction in installed power through the use of higher-efficiency lighting systems (Re-Lamping project).	A total reduction of 112,959 W in installed power has been achieved through the use of higher-efficiency lighting systems (Re-Lamping project).
 Training : Cyber security Privacy Management Soft Skills	All scheduled training has been completed
 Access management project	Pilot completed at Campegine Kennedy site and Castelnovo C7 site
 Multifunctional Facility – C7 Site	Project completed
 Heat Mitigation Pilot Project in Warehouses	Work schedules were redesigned to prioritize cooler morning hours, while logistics operations were reorganized by moving container deliveries to the previous evening in order to reduce heat exposure during daytime activities. Refrigerated water stations were also expanded throughout the facilities to further support employee wellbeing.





THE GROUP

The SNATT Group is a leading provider of customized, technology-driven logistics solutions, with strong Italian roots and a global operational footprint spanning three continents.

The Group partners with some of the world's most prestigious fashion and lifestyle brands. Its strength is built on a centralized and forward-looking governance structure and an experienced international management team with over 40 years of successful industry expertise.

The Group's positioning extends far beyond traditional logistics. Its strategic approach is centered on transforming the supply chain from a cost center into a tangible competitive advantage for clients. This is achieved through the design and implementation of omnichannel logistics solutions that are:

- highly flexible
- scalable
- precision-driven
- optimized for industries defined by speed, seasonality, and uncompromising quality expectations

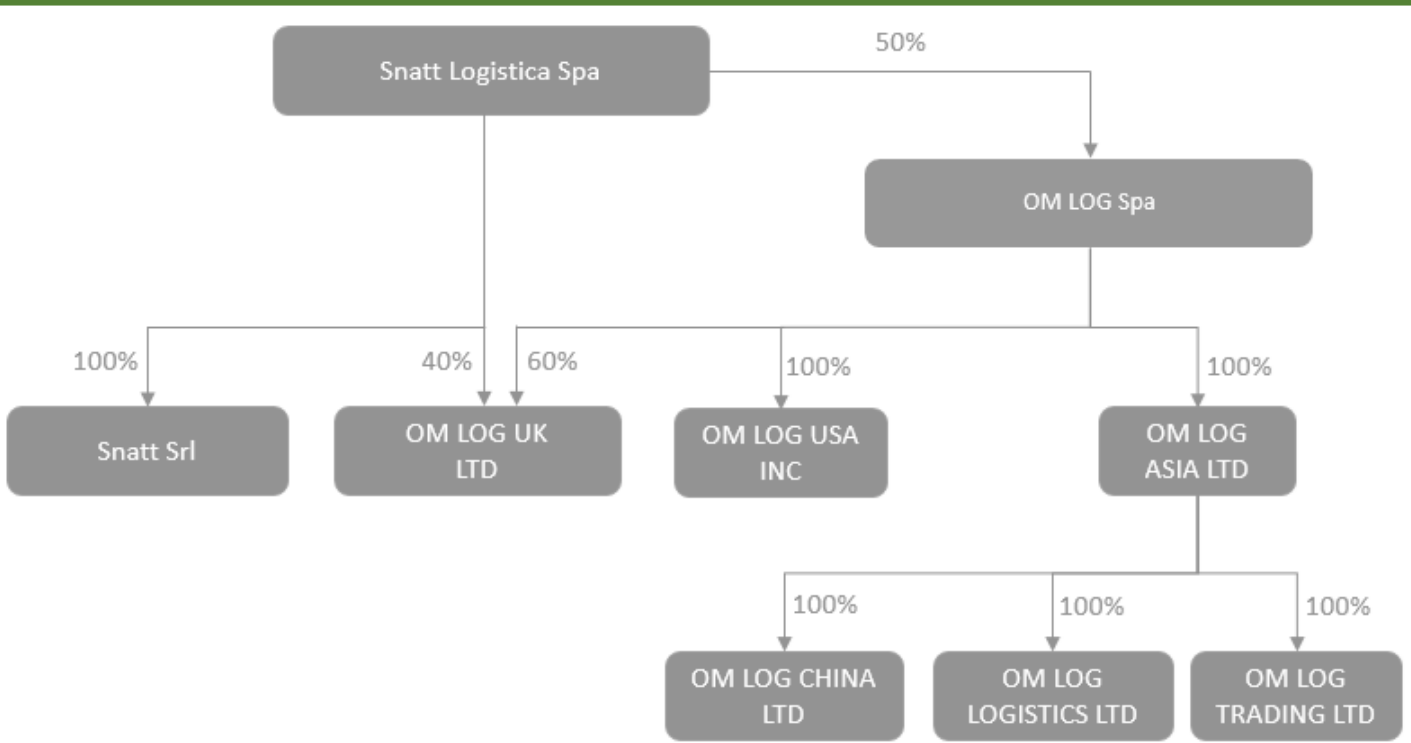
SNATT provides the operational and technological infrastructure necessary to support the growth of brands at every stage—from emerging startups to globally recognized luxury houses—ensuring products reach their destination with maximum efficiency, reliability, and precision.

The Group's international presence reflects a deliberate strategy to establish operations within the world's key fashion and luxury hubs. This integrated network enables clients to benefit from the same operational excellence, advanced technology, and deep sector expertise across every market in which SNATT operates.





THE GROUP





CODE OF ETHICS



The Group has always based its relationships with stakeholders on the principles of integrity, loyalty, fairness, and mutual collaboration.

Across all areas of its operations, SNATT acts in alignment with the mission, values, and principles set out in its Code of Ethics. The Group promotes environmentally responsible business models, fosters a culture of energy efficiency and resource conservation, and is firmly committed to protecting the health and safety of its employees while safeguarding the interests of all stakeholders.

SNATT believes that promoting strong ethical values and responsible corporate practices is essential to the long-term development of the communities in which it operates. This commitment reflects a clear recognition of the importance of natural resources and the responsibility to preserve them for future generations.







OUR HUBS

OUR APPROACH

Sustainability guides every stage of the warehouse development process—from initial concept and design through to final completion. This approach influences every strategic decision, including: the selection of construction materials, the use of environmentally responsible coatings and finishes, and the integration of renewable and energy-efficient technologies.

OUR ACTIONS

Emilia Romagna	Qty	
Reggio Emilia	2	
Campegine (RE)	12	
Castelnovo di Sotto (RE)	7	
Bologna	5	
Gattatico (RE)	1	
Lombardy	Qty	
Pessano	3	
Settala	2	
United Kingdom	Qty	
London	1	
Asia	Qty	
Hong Kong	1	
Shanghai	2	
United States	Qty	
Secaucus	1	
East Rutherford	1	
Phillipsburgh	1	





C7 – OUR NEW OPERATIONAL HUB

In 2025, the Group inaugurated a new operational headquarters spanning approximately 4,700 square meters, including 3,300 square meters that underwent a major redevelopment and modernization program.

The facility was fully renovated, with all technological systems either upgraded or newly installed. Modern heat pump systems for heating and air conditioning and a fully LED-based lighting infrastructure have been installed to optimize energy performance across the entire building.

The new facility now hosts several strategic corporate functions, including: Information Technology, Technical Office, Management Control, Accounting & Administration, Human Resources, Quality & Safety, Legal Department, Executive Management, Transport Operations.



C7 – OUR NEW OPERATIONAL HUB

An artistic dimension was introduced by acclaimed artist Alfonso Borghi, who curated both the exterior façades and interior spaces with original works of art, giving the building a distinctive and recognizable identity. This artistic integration not only enhances the aesthetic value of the property, but also reflects how creativity, culture, and design are deeply embedded within the Group's DNA and corporate philosophy.

As part of its ongoing sustainability strategy, the entire complex will also be equipped with a new rooftop photovoltaic (PV) system in 2027.





C7 – MULTIFUNCTIONAL EMPLOYEE LOUNGE

During 2025, the Group completed the development of a new multifunctional collaborative space dedicated to employees—an environment designed to promote wellbeing, interaction, and a stronger sense of belonging across the organization.

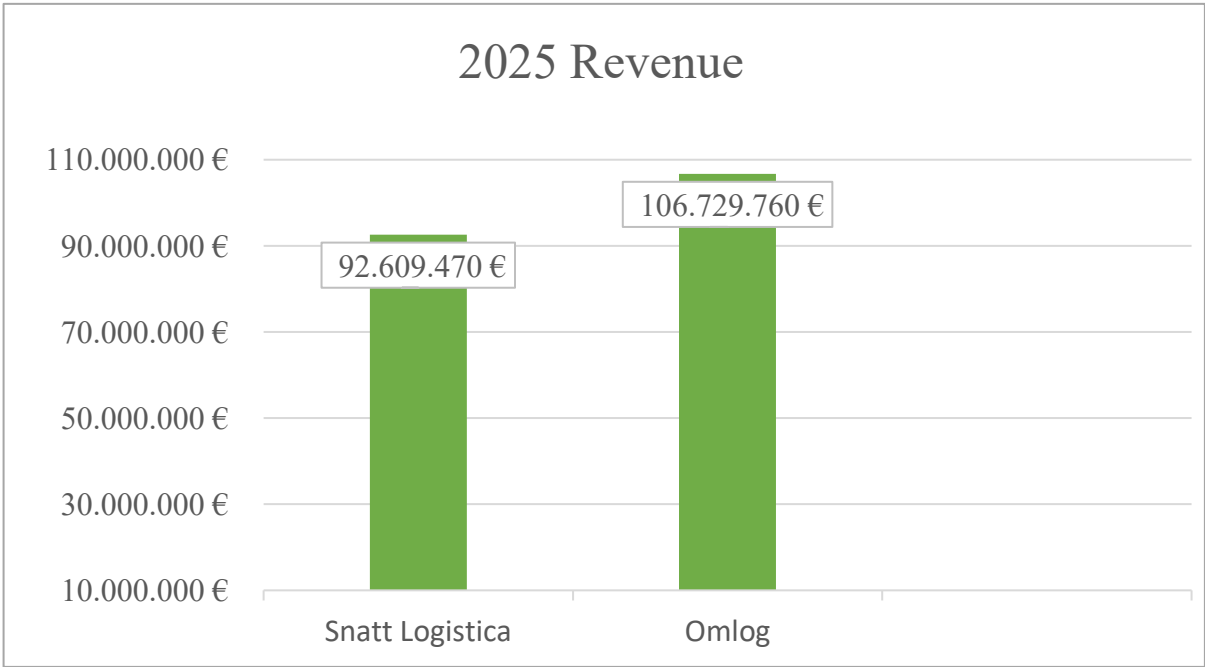
This initiative represents a tangible expression of the Group’s people-centered approach and forms part of the sustainability objectives established for 2025. The project further reinforces SNATT’s commitment to creating increasingly inclusive workplaces that support employee engagement, collaboration, and overall quality of working life.





ECONOMIC PERFORMANCE

Distribution centers	>	524,371 sqm
Annual units handled	>	126 Million
Personnel	>	1580
Employees	>	614
Automation		Strategic partnership with Element Logic and Fives Intralogistics S.p.A. for sorter systems, including seven automated sorting machines. Implementation of the first automated warehouse using the AutoStore system.
IT Solutions		Proprietary Warehouse Management System (WMS), fully integrated with leading ERP systems (SAP, AX, Salesforce), e-commerce platforms (Magento, Shopify, SAP Commerce Cloud), and carrier systems. The Warehouse Control System (WCS) manages automation technologies such as sorter systems, goods-to-person warehouses, and pick/put-to-light systems.





CURRENT AND FUTURE PV SYSTEMS RECAP



CURRENT

**HUB M-I - Via Kennedy
12/B, Campegine (RE)**



**HUB N2 - Via Ligabue
4, Campegine (RE)**



**HUB E - Via S. Biagio 69,
Castelnovo di Sotto(RE)**



**HUB G4 - Via G. Galilei,
Castelnovo di Sotto (RE)**



**HUB N3 – Via Ligabue 4,
Campegine (RE)**



**HUB AF STUDIO – Via
Sonnino 4, Parma (PR)**



FUTURE

**HUB C7 -Via San Biagio, 75
Castelnovo di Sotto**

**HUB R1 – Via F.lli Guerra
Reggio Emilia**

**HUB R2 – Via Napoli Reggio
Emilia**



PHOTOVOLTAIC PLANT PRODUCTION

OUR APPROACH

Increasing global awareness of the need for clean energy has encouraged the Group to launch a photovoltaic energy production project together with ELLE.

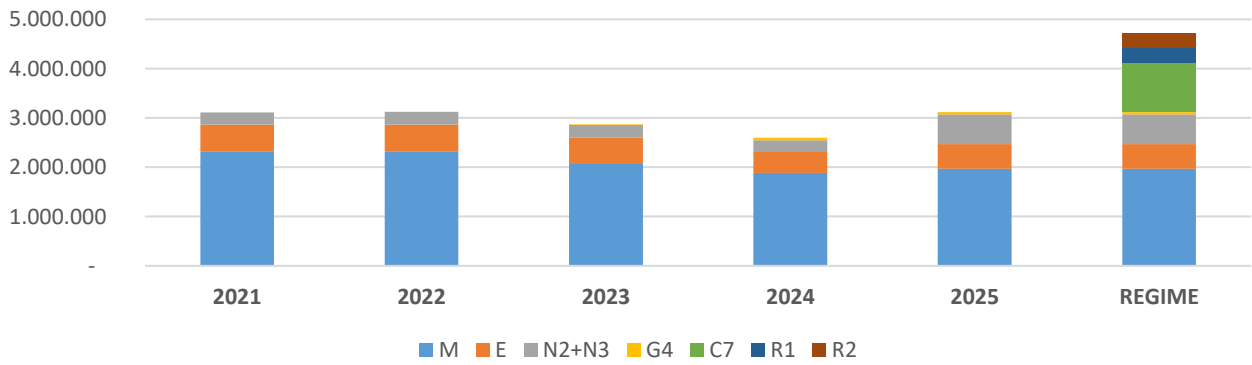
ELLE was founded in 2017, and its activities have focused on the fashion industry, managing several photovoltaic systems that are seamlessly integrated with the architecture of SNATT’s fashion product warehouses.

OUR ACTIONS

PHOTOVOLTAIC PLANT PRODUCTION / KWH

Warehouse	2021	2022	2023	2024	2025	installed capacity
M	2,316,936	2,314,141	2,065,147	1,887,811	1,972,072	1,972,072
E	546,258	553,212	536,564	440,709	496,908	496,908
N2+N3	250,599	260,194	256,727	221,108	606,243	606,243
G4			11,120	51,040	41,080	41,080
C7						1,000,000
R1						300,000
R2						300,000
	3,113,793	3,127,547	2,869,558	2,600,668	3,116,303	4,716,303

PHOTOVOLTAIC PLANT PRODUCTION



PROLOGIS ESSENTIALS – NJ SOLARSMART

OUR ACTIONS

The installation of solar panels at the Secaucus site enabled participation in a Community Solar project, through which a portion of the energy produced is shared with the local community.

Prologis Solar at a Glance

130

buildings

212+

MW of generating capacity

U.S.

128 MW
60 Buildings

Europe

38 MW
40 Buildings

Asia

46 MW
30 Buildings

26.5+

MSF of Rooftops

9

countries

100+

customers

31,350

household equivalents powered

Also worth noting:

#3

in U.S. corporate
onsite solar by SEIA
(2018)

15

MW of new solar
developments globally
(as of February 2020)

20+

people dedicated to
the Essentials and
Global Energy Team

Prologis SolarSmart

We make solar simple



Reliable
Onsite energy



No upfront costs

Pay as you go, coterminous with lease



Easy

Turnkey installation, no maintenance

How SolarSmart works

Pay for the energy you use

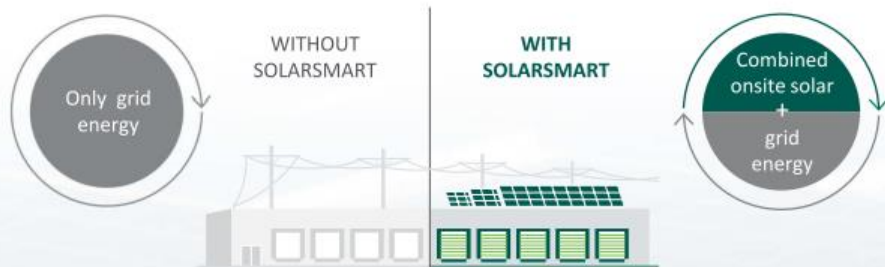
Energy is priced at or below your cost from the local utility.

Don't worry about lease term

You don't owe anything when you move out.

Let us do it all

Keep doing what you do best. We'll build and maintain the system.



It's easy to be SolarSmart!

Solar without risk, hassle or commitment





RAW/AUXILIARY MATERIALS

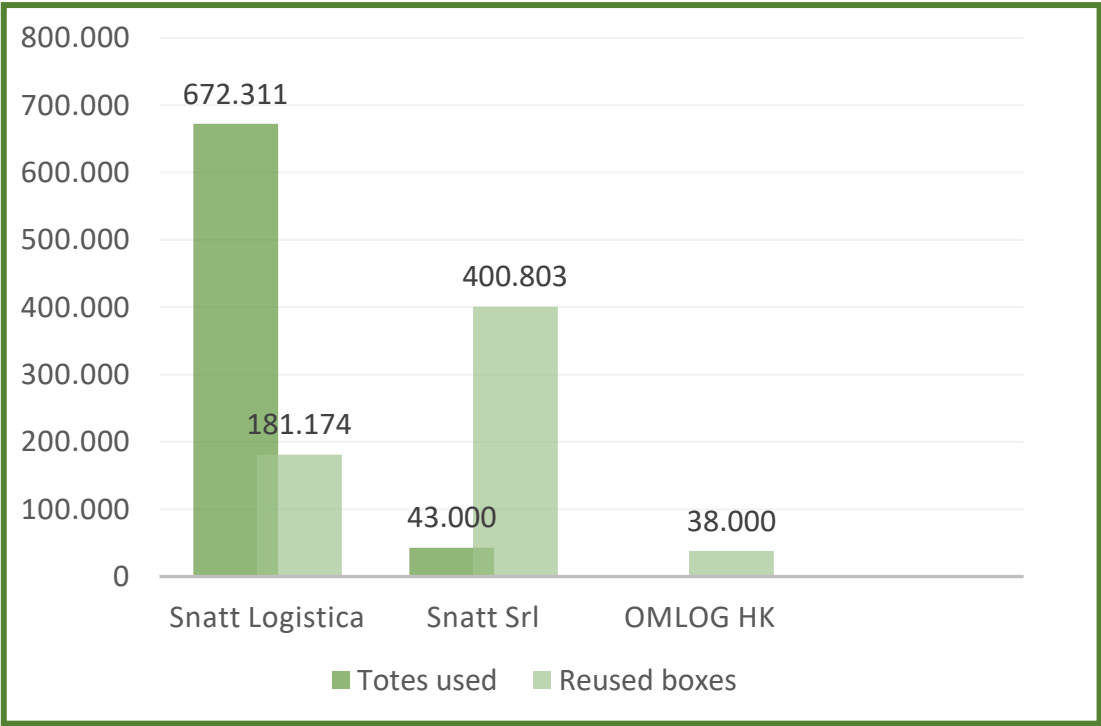
OUR APPROACH

We continuously work to identify new operating methods in order to reduce waste and excess consumption.

OUR ACTIONS

Over the years, the Group has committed to keeping pace with the reuse of raw materials, implementing recycling practices for its packaging and offering customers increasingly sustainable solutions. These initiatives include the use of reusable crates (TOTES), shipped full from logistics, used by customers in stores until fully emptied, and then returned for subsequent replenishment cycles. Another initiative is the reuse of pallets and cardboard boxes, as well as the implementation of waste sorting systems across the company, both in offices and warehouses. The Company has defined the following criteria to increase reusability:

• Planned monthly based on processing volumes
• Reuse of boxes
• annual order based on consumption history
• Ordered as-needed on a monthly basis, based on inventory
• Reuse of pallets
• annual order based on consumption history
• Two orders annually, based on inventory



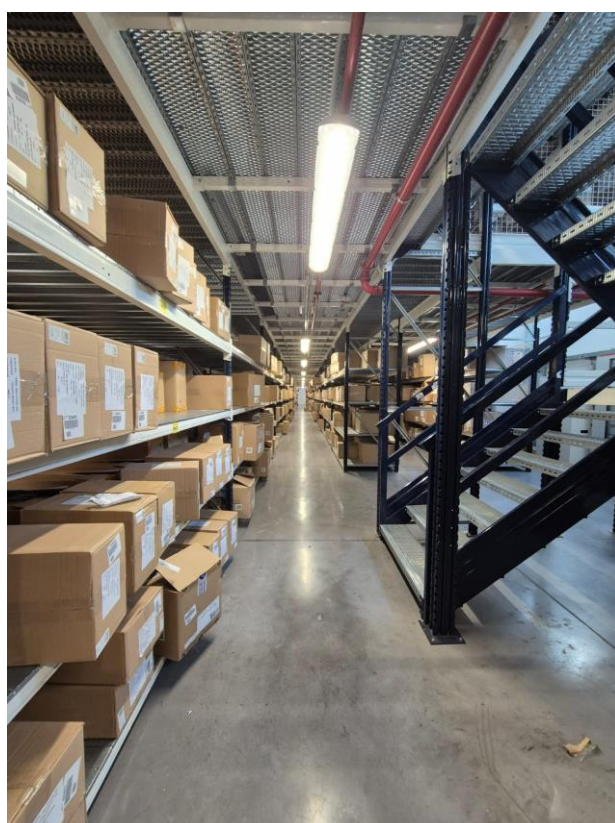
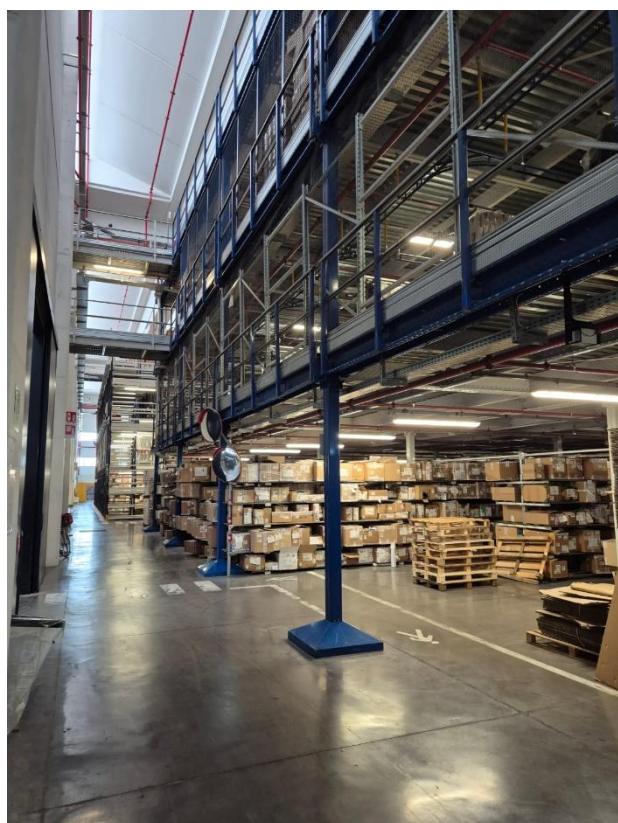
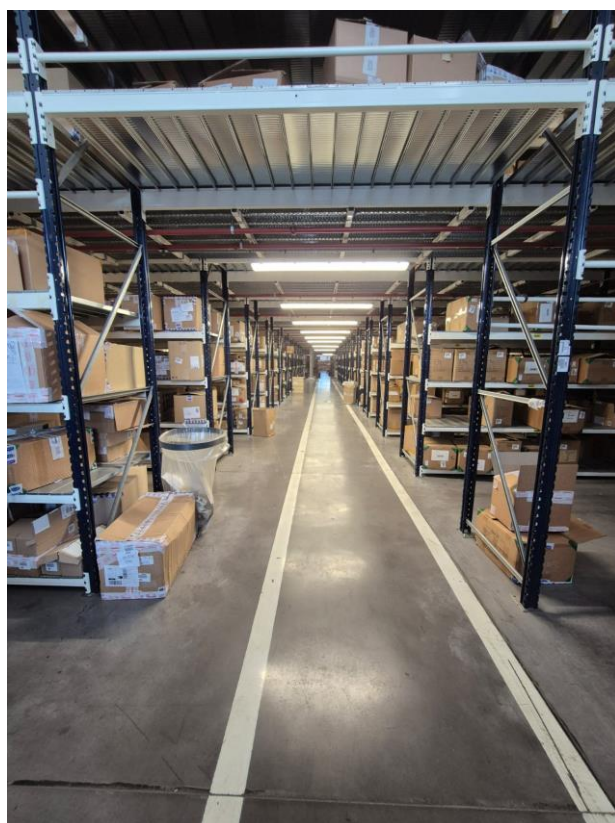




THE LIGHTING UPGRADE PROGRAM

PILOT PROJECT WAREHOUSE G - ITALY

The lighting upgrade project carried out in 2025 involved Warehouse G in Castelnovo di Sotto (Italy) and included the replacement of existing lighting fixtures with more energy-efficient solutions. The intervention resulted in a reduction of installed power equal to 81,732 W, significantly contributing to lower energy consumption and reducing the environmental impact of the site. In 2026, the program will be extended to additional warehouses, continuing the Group's commitment to a more sustainable management of its infrastructure.





SUPPLIER EVALUATION

OUR APPROACH

The Group favors suppliers with environmental, quality, health, and safety certifications and who operate in line with our sustainability commitments. The predominant local presence of suppliers also contributes to supporting and maintaining employment levels within the local territory.





DIVERSITY, EQUITY AND INCLUSION (DEI)

OUR APPROACH

Our purpose—building a better world through respect and authenticity—drives us to foster a culture of diversity, equity, inclusion, and belonging across our Group and in the communities where we operate. Our DEI strategy is based on three pillars: collaboration, culture, and innovation. It is designed to build a strong sense of belonging, attract and retain diverse talent, and provide opportunities that enable all people to thrive.

OUR ACTIONS

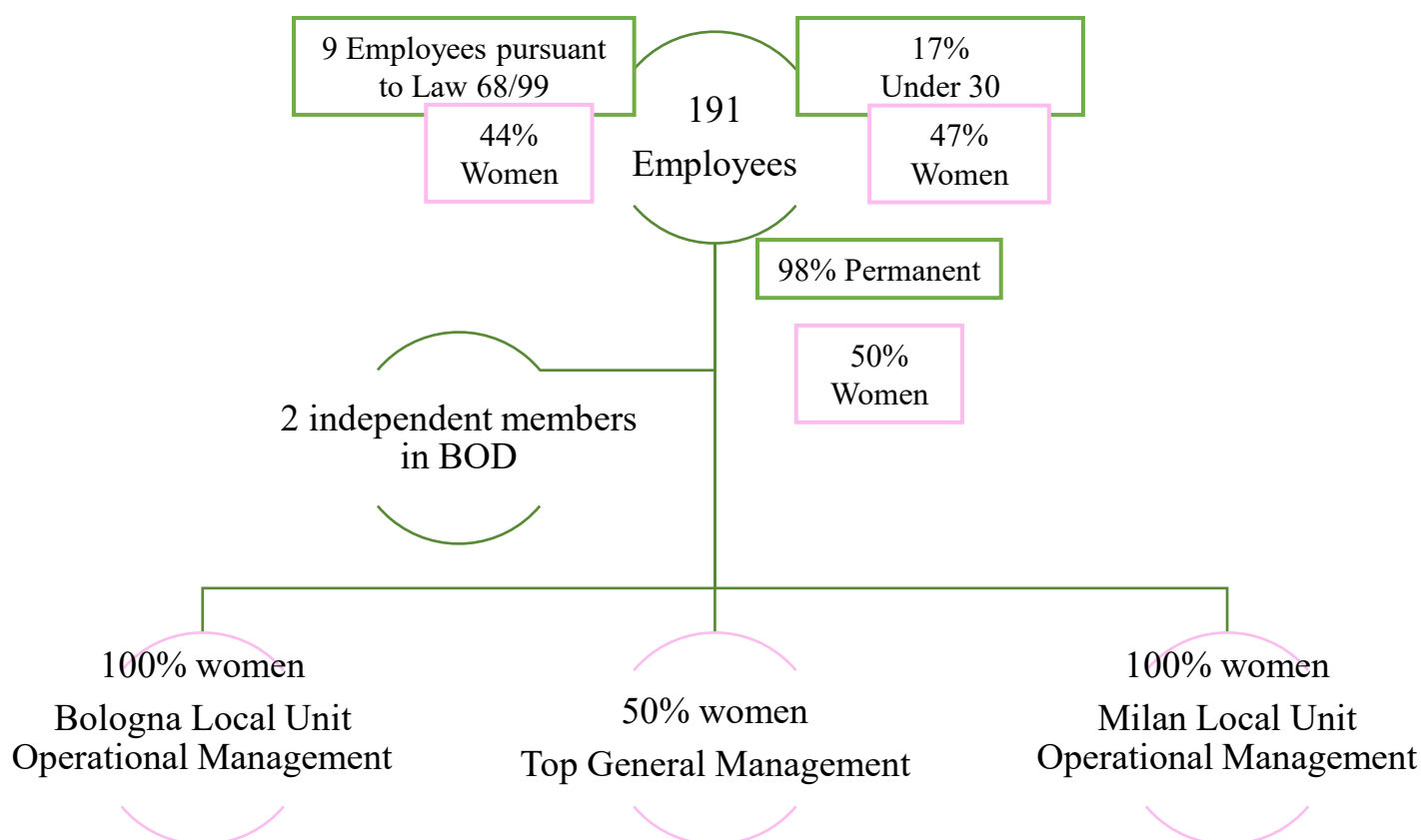
We take a proactive approach to workplace equity and continuously monitor our employee development programs. We assess employee compensation based on skills, roles, and responsibilities, aiming to define merit-based reward pathways. Gender, race, and ethnicity are not considered relevant variables in our evaluation process. We also conduct detailed analyses of workforce representation and promotions to identify any negative patterns and determine whether corrective actions are required to ensure fairness in internal mobility and career progression.



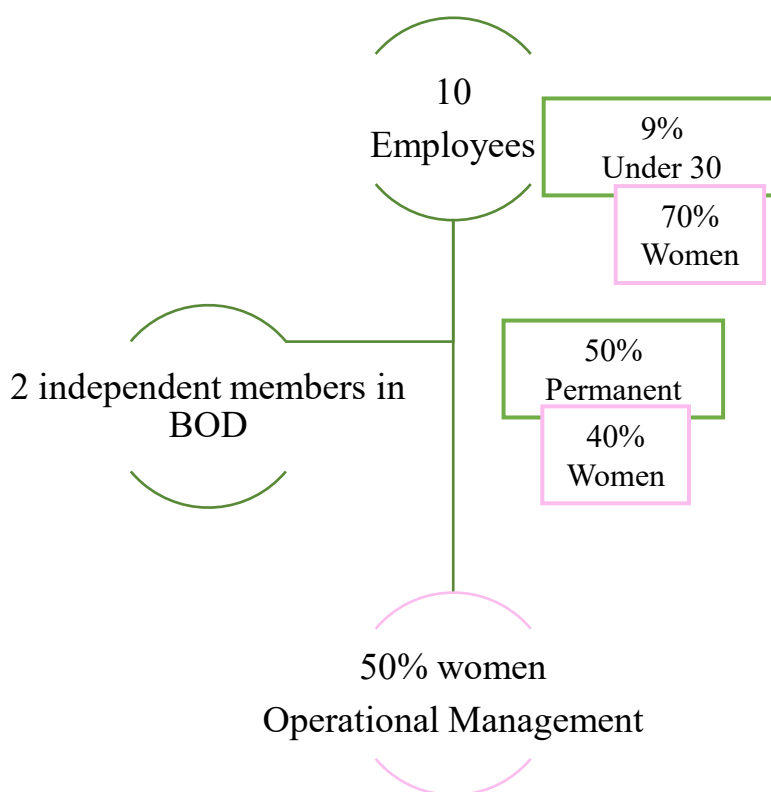
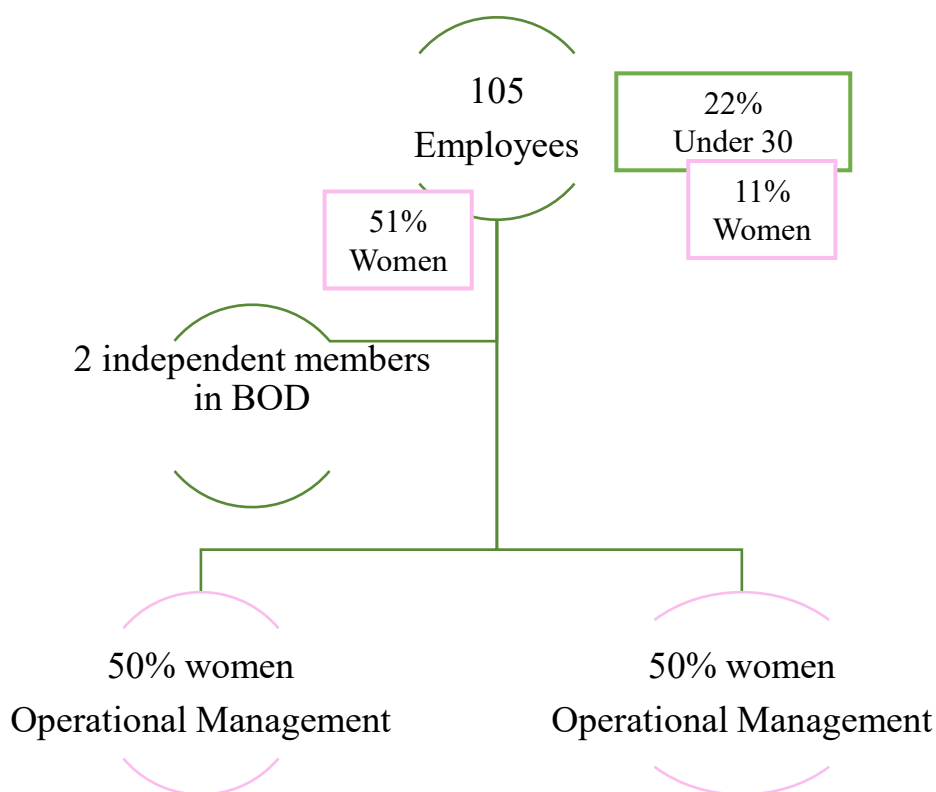


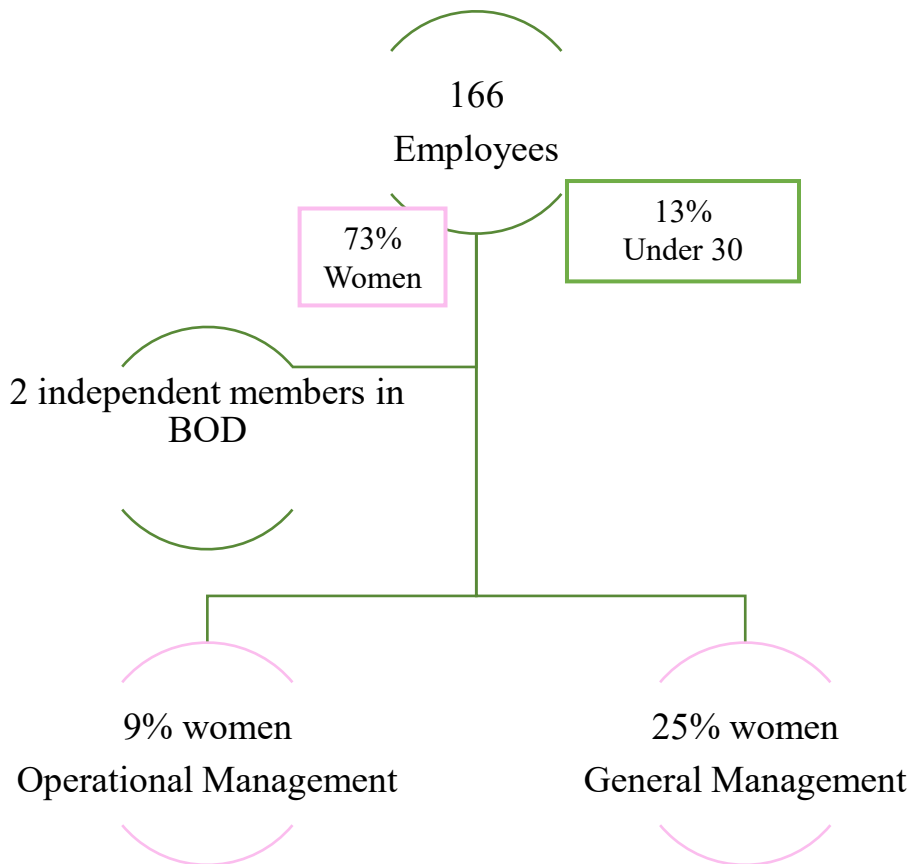
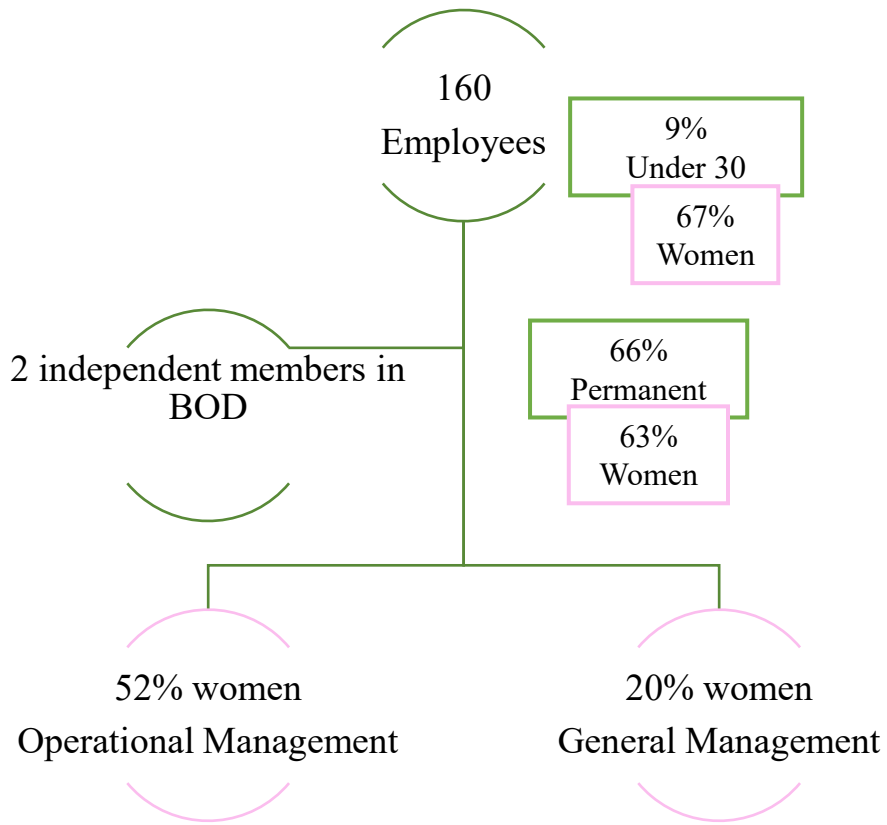
EMPLOYEE RETENTION

The well-being and professional development of employees are key strategic priorities. This requires ongoing investment in training and upskilling initiatives to strengthen competencies and ensure a safe, inclusive, and motivating work environment. Inclusion and equal opportunities are core elements of the corporate culture, with a strong focus on diversity, the enhancement of individual talent, and the promotion of work-life balance for all employees.













TRAINING

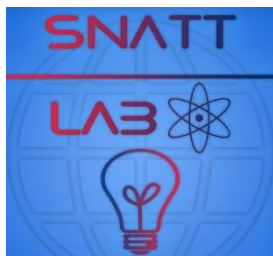
OUR APPROACH

We place strong emphasis on continuous learning and professional development for our employees. The Company is committed to providing learning opportunities that enhance individual skills, support career growth, and foster a corporate culture grounded in ethical and sustainable values. Throughout the year, we have organized and supported various training initiatives, refresher courses, and development programs aimed at strengthening both technical and soft skills across our workforce. We strongly believe that investing in people is essential to promoting a positive, innovative, and responsible working environment.

OUR ACTIONS

2025 TRAINING HOURS	
Italia	2,533
USA	863
UK	1,825
HONG KONG	654
CHINA	267

2025 ACCIDENTS	
Italia	3
USA	0
UK	0
HONG KONG	4
CHINA	0



OUR APPROACH

Snatt Lab is a company within the company—a different way of working that focuses on the collective rather than the individual. It is driven by a commitment to the environment, as well as to art and both personal and collective culture.

Every project follows a path shaped by ideas, research, and continuous experimentation.

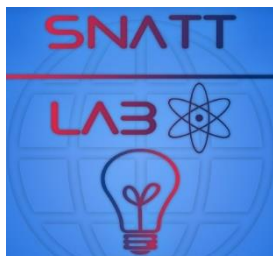
OUR ACTIONS



Each warehouse is equipped with bicycles, emergency backpacks, and at least one defibrillator, and includes the presence of regularly trained AED operators qualified to use these essential life-saving devices.



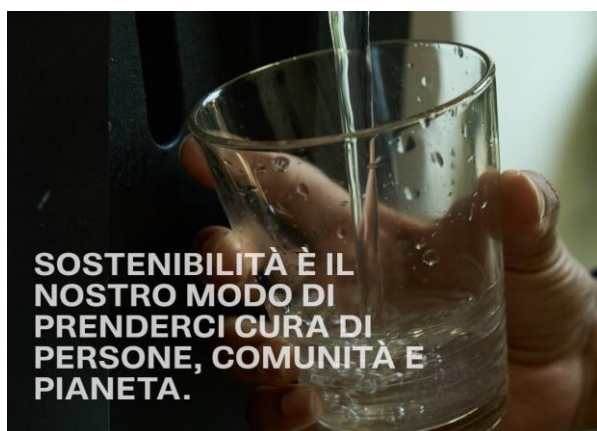
Every detail matters. We do not use plastic bottles, and our cutlery is 100% recyclable. This reflects the integration of corporate culture and sustainability in support of a responsible business model.



Murals created by young Italian and international artists color the walls of the operational centers in Emilia Romagna. The mission of promoting creative solutions is reflected throughout the Group, both inside and outside our warehouses.



Within our main warehouses, which are equipped with on-site infirmaries, annual free medical check-ups are organized by qualified healthcare professionals using advanced technological tools, with a strong focus on cancer prevention.



From the objective of fully eliminating plastic usage to the decision of adopting purified tap water distributed across offices and warehouses, the Group continues to implement concrete initiatives to reduce its environmental impact.



OUR ACTIONS



2025 Annual Visits

- Breast Eco Project
- Abdominal Eco Project
- Melanoma Project
- Thyroid Project



2025 Annual Visits

- Free medical check-up at “Quality Health” clinics



2025 Annual Visits

- Free medical examination at Fudan Hospital



2025 Annual Visits

- Annual Screening
- Annual dental hygiene / preventive care





CONTRACTED WORKFORCE



奪標空運倉庫有限公司
Champion Cargo Servicing Station Ltd.



PLATFORM SRL

Adecco



CONSCIENCE & FRIENDLY HUMAN MANAGEMENT COMPANY

EMILUX SOC. COOP.



CY Human Resources Limited

STAFFING
ALTERNATIVES







CERTIFICATIONS

OUR APPROACH

The Company’s vision of delivering services that comply with market regulations, achieve high levels of customer satisfaction, and ensure respect for workers has led the Group to obtain the following certifications:

OUR ACTIONS



CERTIFICATO DI SISTEMA DI GESTIONE

Certificato del sito No. 194511CC1-2015-AQ-ITA-ACCREDIA Validità 02 febbraio 2022 – 01 febbraio 2025

Appartiene al Certificato principale No. 194511-2015-AQ-ITA-ACCREDIA

Si certifica che il sistema di gestione centralmente implementato per **SNATT S.r.l.** Via Kennedy, 10 - 42040 Campegine (RE) - Italia e i siti come elencati nell'Appendix che accompagna questo certificato

È conforme allo Standard: **ISO 9001:2015**

Questa certificazione è valida per il seguente campo applicativo: **Progettazione ed erogazione del servizio di logistica integrata nazionale e internazionale (IAF 31)**



MANAGEMENT SYSTEM CERTIFICATE

Certificat no.: 10000457007-MSC-ACCREDIA-ITA Initial certification date: 20 February 2014 (based on OHSAS 18001) Valid: 21 February 2023 – 20 February 2026

This is to certify that the management system of **SNATT LOGISTICA S.p.A. Unico Socio** Via Kennedy, 12/B-12/E, Palazzina H/H2 - 42040 Campegine (RE) - Italy and the sites as mentioned in the appendix accompanying this certificate

has been found to conform to the Occupational Health and Safety Management System standard: **ISO 45001:2018**

This certificate is valid for the following scope: **Design and provision of national and international logistic services (IAF 31)**



Direzione Aeroportuale Emilia Romagna

Alla società **SNATT LOGISTICA Spa** snattlogdog@pec.it

e. p.c.
ENAC – Funzione Organizzativa Fatturazione (RBF)

Oggetto: Provvedimento di approvazione quale “Agente Regolamentato” per Snatt Logistica Spa - Sito operativo di Castelnuovo di Sotto (RE) in via San Biagio nr. 65/67. Pagamento diritti per le prestazioni ENAC

Si fa seguito all'istanza di codesta Società con cui è stata richiesta l'approvazione di “Agente Regolamentato” per il sito indicato in oggetto, pervenuta a mezzo posta elettronica certificata in data 02.09.2022, ai sensi di quanto prescritto dalla vigente normativa di riferimento, come di seguito specificato:

Regolamento (UE) n. 1998/2015 e s.m.i., punto 6.3.1

Programma Nazionale per la Sicurezza Edizione 3, del 07.09.2020, punto 6.3.1;

la Scrivente, considerato l'esito positivo della verifica ispettiva svolta da proprio personale in data 28.10.2022 presso il sito in oggetto, che ha altresì verificato l'adeguatezza della documentazione aggiornata presentata dalla società, a seguito di nota n. AER/06/10/2022-0128537 con cui la Direzione Aeroportuale richiedeva integrazione e modifiche alla documentazione ricevuta allegata all'istanza sopra citata, riconosce la società **SNATT LOGISTICA Spa**

quale “Agente Regolamentato” per il seguente sito operativo

**via San Biagio nr. 65/67
Castelnuovo di Sotto (RE)**

In relazione alle attività svolte, finalizzate al rilascio dell'approvazione quale “Agente Regolamentato”, si rappresenta che le stesse saranno fatturate ai sensi del vigente Regolamento per le Tariffe ENAC – artt. 7, 20 e 58 – in relazione alle ore impiegate e ai diritti (2% delle spese per prestazioni tecniche e 5% a titolo di recupero dei costi sostenuti per il personale incaricato), oltre all'imposta di bollo, come da tabella che segue:



Direzione Territoriale Emilia Romagna

Alla Società **SNATT Logistica S.p.A.** snattlogdog@pec.it

Oggetto: Società **SNATT Logistica S.p.A.** - Provvedimento di approvazione quale “Agente Regolamentato” del sito operativo di Mancasale (RE) – Via F.lli Guerra n. 1/A, 42124.

Si fa seguito all'istanza prot. ENAC n. 0117636-A pervenuta in data 7 agosto 2024, con la quale codesta Società ha richiesto di ottenere lo status di Agente Regolamentato per il sito indicato in oggetto, ai sensi di quanto prescritto dalla vigente normativa di riferimento, come di seguito specificato:

Regolamento (UE) n. 1998/2015 e ss.mm.ii.: punto 6.3.1.

ENAC, dopo aver effettuato la visita ispettiva in loco con personale ispettivo della Direzione Territoriale Emilia Romagna, svolta in data 28 agosto 2024 e aver constatato l'adeguatezza della documentazione allegata all'istanza, così come integrata a seguito della nota rilievi trasmessa con prot. ENAC n. 131743-P del giorno 11/09/2024 - considerato il pagamento degli oneri dovuti secondo quanto previsto dal Regolamento delle Tariffe ENAC (ricevuto con prot. ENAC n. 0158175-A del 28.10.2024), riconosce la società **SNATT Logistica S.p.A.**

quale “Agente Regolamentato” per il seguente sito operativo:

Mancasale (RE) – Via F.lli Guerra n. 1/A, 42124.

La Scrivente Direzione Territoriale provvederà alla registrazione delle coordinate dell'agente regolamentato nella “banca dati dell'Unione sulla sicurezza della catena logistica” e all'attribuzione di un codice alfanumerico specifico.

Cordiali saluti.

Il Direttore
Dott.ssa Silvia Ceccarelli
(documento informatico firmato digitalmente
ai sensi dell'art. 24 D.Lgs. 82/2005 e ss.mm. ii.)



OUR ACTIONS



CONDUCTED IN ACCORDANCE WITH:
ATTESTATION STANDARDS ESTABLISHED BY THE AMERICAN
INSTITUTE OF CERTIFIED PUBLIC ACCOUNTANTS - SSAE 18 SOC
1 TYPE II



BREEAM CERTIFICATIONS

BREEAM

Code for a Sustainable Built Environment
www.bre.com

BREEAM In-Use
The assessment of
Campegine, via Nassirya 9
Via Caduti di Nassirya 9
Campegine
Emilia-Romagna
42040
Italy

Has been carried out according to Technical Manual:
BREEAM International In-Use: Commercial Version 6
By a Licensed Assessor for:
Prelios SGR

Total area of assessment (m²): 1004.00
Certificate Number: **BIU0018760-1.0** Issue: **01**

The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document S00653

Asset Performance: 47.5% Eng. Carlo Rossini
Good
★★★★☆
CR29
Not Assessed

Management Performance:
Not Assessed
17 December 2024
17 December 2027

BRE

BREEAM

Code for a Sustainable Built Environment
www.bre.com

BREEAM In-Use
The assessment of
Campegine, via Kennedy 12B-E, blocco H-H2
Via J.F. Kennedy 12 B-E
Caprara
Emilia-Romagna
42040
Italy

Has been carried out according to Technical Manual:
BREEAM International In-Use: Commercial Version 6
By a Licensed Assessor for:
Prelios SGR

Total area of assessment (m²): 1922.06
Certificate Number: **BIU0018757-1.0** Issue: **01**

The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document S00653

Asset Performance: 48.0% Eng. Carlo Rossini
Good
★★★★☆
CR29
Not Assessed

Management Performance:
Not Assessed
17 December 2024
17 December 2027

BRE

BREEAM

Code for a Sustainable Built Environment
www.bre.com

BREEAM In-Use
The assessment of
Campegine, via Ligabue 4
Via Antonio Ligabue 4
Milanello
Emilia-Romagna
42040
Italy

Has been carried out according to Technical Manual:
BREEAM International In-Use: Commercial Version 6
By a Licensed Assessor for:
Prelios SGR

Total area of assessment (m²): 2029.46
Certificate Number: **BIU0018751-1.0** Issue: **01**

The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document S00653

Asset Performance: 48.9% Eng. Carlo Rossini
Good
★★★★☆
CR29
Not Assessed

Management Performance:
Not Assessed
17 December 2024
17 December 2027

BRE

BREEAM

Code for a Sustainable Built Environment
www.bre.com

BREEAM In-Use
The assessment of
Castelnovo di Sotto
via Galilei 21 (blocco G4)
via Galilei 21
Castelnovo di Sotto
Emilia-Romagna
42024 Italy

Has been carried out according to Technical Manual:
BREEAM International In-Use: Commercial Version 6
By a Licensed Assessor for:
Prelios SGR

Total area of assessment (m²): 2582.06
Certificate Number: **BIU0018773-1.0** Issue: **01**

The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document S00653

Asset Performance: 55.4% Eng. Carlo Rossini
Very good
★★★★★
CR29
Not Assessed

Management Performance:
Not Assessed
17 December 2024
17 December 2027

BRE

BREEAM

Code for a Sustainable Built Environment
www.bre.com

BREEAM In-Use
The assessment of
Castelnovo di Sotto
Via S. Biagio 55-57 (blocco L)
Via S. Biagio 23
Castelnovo di Sotto
Emilia-Romagna
42024 Italy

Has been carried out according to Technical Manual:
BREEAM International In-Use: Commercial Version 6
By a Licensed Assessor for:
Prelios SGR

Total area of assessment (m²): 39139.06
Certificate Number: **BIU0018765-1.0** Issue: **01**

The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document S00653

Asset Performance: 44.0% Eng. Carlo Rossini
Good
★★★★☆
CR29
Not Assessed

Management Performance:
Not Assessed
17 December 2024
17 December 2027

BRE

BREEAM

Code for a Sustainable Built Environment
www.bre.com

BREEAM In-Use
The assessment of
Castelnovo di Sotto, via S. Biagio 69
via Boccaccio 11 (blocco E+H-F2)
via S. Biagio 69, via Boccaccio 11
Castelnovo di Sotto
Emilia-Romagna
42024 Italy

Has been carried out according to Technical Manual:
BREEAM International In-Use: Commercial Version 6
By a Licensed Assessor for:
Prelios SGR

Total area of assessment (m²): 5307.06
Certificate Number: **BIU0018767-1.0** Issue: **01**

The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document S00653

Asset Performance: 44.3% Eng. Carlo Rossini
Good
★★★★☆
CR29
Not Assessed

Management Performance:
Not Assessed
17 December 2024
17 December 2027

BRE

BREEAM

Code for a Sustainable Built Environment
www.bre.com

BREEAM In-Use
The assessment of
Passano con Bornago (MI)
Via Ruffilli 1/3 (magazzini P2 - P3)
Via Ruffilli 1/3
Passano con Bornago
Lombardy
20042 Italy

Has been carried out according to Technical Manual:
BREEAM International In-Use: Commercial Version 6
By a Licensed Assessor for:
Prelios SGR

Total area of assessment (m²): 18020.00
Certificate Number: **BIU0018754-1.0** Issue: **01**

The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document S00653

Asset Performance: 48.1% Eng. Carlo Rossini
Good
★★★★☆
CR29
Not Assessed

Management Performance:
Not Assessed
17 December 2024
17 December 2027

BRE

BREEAM

Code for a Sustainable Built Environment
www.bre.com

BREEAM In-Use
The assessment of
Passano con Bornago (MI)
Via Ruffilli 9 (magazzino P1)
Via Ruffilli 9
Passano con Bornago
Lombardy
20042 Italy

Has been carried out according to Technical Manual:
BREEAM International In-Use: Commercial Version 6
By a Licensed Assessor for:
Prelios SGR

Total area of assessment (m²): 17547.00
Certificate Number: **BIU0018753-1.0** Issue: **01**

The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document S00653

Asset Performance: 53.5% Eng. Carlo Rossini
Good
★★★★☆
CR29
Not Assessed

Management Performance:
Not Assessed
17 December 2024
17 December 2027

BRE

BREEAM

Code for a Sustainable Built Environment
www.bre.com

BREEAM In-Use
The assessment of
Settala (MI), Via Di Vittorio 21
Via Di Vittorio 21
Calepio
Lombardy
20049 Italy

Has been carried out according to Technical Manual:
BREEAM International In-Use: Commercial Version 6
By a Licensed Assessor for:
Prelios SGR

Total area of assessment (m²): 14161.06
Certificate Number: **BIU0018752-1.0** Issue: **01**

The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document S00653

Asset Performance: 47.8% Eng. Carlo Rossini
Good
★★★★☆
CR29
Not Assessed

Management Performance:
Not Assessed
17 December 2024
17 December 2027

BRE

BREEAM UK

Code for a Sustainable Built Environment
www.bre.com

Final Certificate
The assessment of
Unit 1 London Brentwood Commercial Park
Tilbury Road
East Horndon
Brentwood
Essex
CM13 3LS

Has been carried out according to Technical Manual:
BREEAM UK New Construction 2018
Industrial
Shell and core
The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document S00653

Asset Performance: 74.0%
Excellent
★★★★★
CR29
Not Assessed

Management Performance:
Not Assessed
17 December 2024
17 December 2027

BRE

BREEAM

Code for a Sustainable Built Environment
www.bre.com

BREEAM In-Use
The assessment of
Whole building
Campegine, via Kennedy 12 (blocco ABC)
Via J.F. Kennedy 12
Caprara
Emilia-Romagna
42040
Italy

Has been carried out according to Technical Manual:
BREEAM International In-Use: Commercial Version 6
By a Licensed Assessor for:
Prelios SGR

Total area of assessment (m²): 23274.00
Certificate Number: **BIU0018755-1.0** Issue: **01**

The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document S00653

Asset Performance: 43.3% Eng. Carlo Rossini
Good
★★★★☆
CR29
Not Assessed

Management Performance:
Not Assessed
23 February 2025
23 February 2028

BRE

BREEAM

Code for a Sustainable Built Environment
www.bre.com

BREEAM In-Use
The assessment of
Campegine, via Kennedy 10, blocco D-D2
Via J.F. Kennedy 10
Caprara
Emilia-Romagna
42040
Italy

Has been carried out according to Technical Manual:
BREEAM International In-Use: Commercial Version 6
By a Licensed Assessor for:
Prelios SGR

Total area of assessment (m²): 15279.66
Certificate Number: **BIU0018756-1.0** Issue: **01**

The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document S00653

Asset Performance: 46.0% Eng. Carlo Rossini
Good
★★★★☆
CR29
Not Assessed

Management Performance:
Not Assessed
23 December 2024
23 December 2027

BRE



Go to a Sustainable Built Environment
www.breem.com

BREEAM In-Use
the assessment of
Capriaglie, Via Kennedy 12C, blocco I
Via J.F. Kennedy 12 C
Capriara
Emilia-Romagna
42040
Italy

has been carried out according to Technical Manual
BREEAM International In-Use: Commercial Version 6
for a Limited Licence for:
Preliss SGR

Total area of assessment (m²) **24637.00**
Certificate Number: **BR000016708-1.0** Issue: **01**

The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document SMO063

Asset Performance:	43.4%	Eng. Carlo Rossini
Good		Carlo Rossini
		CR29
		Technical Manager

Management Performance:

Not Assessed

	23 December 2014
	23 December 2017

1. The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document SMO063.

2. The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document SMO063.

3. The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document SMO063.

4. The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document SMO063.

5. The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document SMO063.

6. The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document SMO063.

7. The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document SMO063.

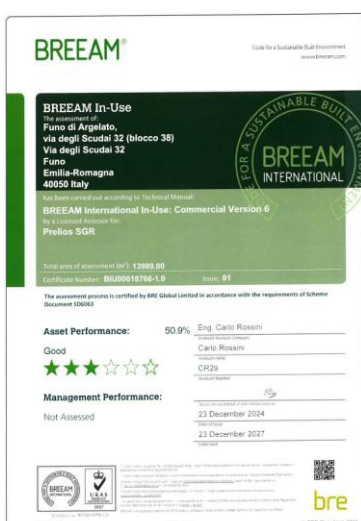
8. The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document SMO063.

9. The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document SMO063.

10. The assessment process is certified by BRE Global Limited in accordance with the requirements of Scheme Document SMO063.

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www.breem.com





CERTIFICATIONS

OUR ACTIONS



MANAGEMENT SYSTEM CERTIFICATE

Certificate no.: 60366-2024-ASA-RGC-RvA	Initial certification date: 19 April 2024	Valid: 19 April 2024 – 19 April 2027
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This is to certify that the management system of **OM Log (Asia) Limited** G/F, 2-3/F, 9-11/F, 15-24/F, Goodman Western Plaza, 2 Tin Hau Road and 3 San On Street, Tuen Mun, New Territories, Hong Kong

has been found to conform to the Occupational Health and Safety Management System standard: **ISO 45001:2018**

This certificate is valid for the following scope: **Provision of Logistics Services including Warehousing, Pick & Pack and Repacking**



MANAGEMENT SYSTEM CERTIFICATE

Certificate no.: 65566-2009-AQ-RGC-RvA	Initial certification date: 26 February 2009	Valid: 12 April 2026 – 11 April 2029
--	--	--------------------------------------

This is to certify that the management system of **OM Log (Asia) Limited** G/F, 2/F-3/F, 9F-11/F, 15/F-18/F, 20/F-24/F, Goodman Western Plaza, 2 Tin Hau Road and 3 San On Street, Tuen Mun, New Territories, Hong Kong

has been found to conform to the Quality Management System standard: **ISO 9001:2015**

This certificate is valid for the following scope: **Provision of Logistics Services including Warehousing, Pick & Pack and Repacking**



MANAGEMENT SYSTEM CERTIFICATE

Certificate no.: 257367-2018-AE-RGC-RvA	Initial certification date: 21 March 2018	Valid: 01 March 2026 – 28 February 2029
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This is to certify that the management system of **OM Log (Asia) Limited** G/F, 2/F-3/F, 9F-11/F, 15/F-18/F, 20/F-24/F, Goodman Western Plaza, 2 Tin Hau Road and 3 San On Street, Tuen Mun, New Territories, Hong Kong

has been found to conform to the Environmental Management System standard: **ISO 14001:2015**

This certificate is valid for the following scope: **Provision of Logistics Services including Warehousing, Pick & Pack and Repacking**



CERTIFICATE OF APPROVAL

Certificate No: C778499	Initial certification date: 2 June 2025	Valid: 2 June 2025 – 1 June 2028
Tracking Number: TA-2023-FSR-0550		Date of Audit: 2 June 2025

This is to certify that:

OM Log (Asia) Limited

22/F., Block A, Goodman Western Plaza, 2 Tin Hau Road and 3 San On Street, Tuen Mun, New Territories, Hong Kong.

has been found to conform with requirements of the following Standards: **TAPA Facility Security Requirements (FSR) 2023**

Classification: A
Optional Enhancement: -
Waiver: 7.2.1 (see certificate appendix)

This certificate is valid for the following scope: **Facility Security Requirements FSR 2023 for Warehousing, Pick & Pack and Repacking.**

According to the TAPA regulations the certificate remains valid for the period of three years, provided that annual interim self-assessments are done by the certified organisation.





CERTIFICATIONS

OUR ACTIONS

Food Storage

上海市食品贮存、运输服务经营者备案证明

编号：浦贮备[2023]第101373号

企业名称：奥乐仓储（上海）有限公司

住所：中国（上海）自由贸易试验区台中南路68号3幢715室

经营地址：上海市浦东新区王桥路786号，运通路396号，敬业路729号，利枝路66号7幢（E1号库）1层（7250mm 常温库）

经营负责人姓名：LUIGI RAPETTI

食品安全管理人员姓名：杨超

经营范围和方式：
食品贮存（不含冷藏冷冻）

备案单位：上海市浦东新区市场监督管理局

备案日期：2023年12月20日

有效期至：2026年12月19日

DNV

MANAGEMENT SYSTEM CERTIFICATE

Site certificate No.:
P027-2026-Q-00227-R2-C024-1

Valid:
09 February 2026 – 27 November 2027

Belongs to main certificate number:
P027-2026-Q-00227-R2-C024

This is to certify that the centrally implemented management system for
OMLOG LOGISTICS (SHANGHAI) Co., Ltd.
Plant B1-1, B1-2, B1-3, B1-5 and B2-7, B2-8 GLP Park Fengcheng, No. 1160, Dongxingshi Village (Chaoyang), Fengxian District, Shanghai, China
and the sites as mentioned in the appendix accompanying this certificate

has been found to conform to the Quality Management System standard:
GB/T 19001-2016 / ISO 9001:2015

This certificate is valid for the following site scope:
Provision of Logistics (Warehousing) Service for Ordinary Goods (Not Including Dangerous Chemicals)

DNV

MANAGEMENT SYSTEM CERTIFICATE

Site certificate No.:
273305CC1-2018-AE-RGC-RvA

Valid:
09 February 2026 – 27 November 2027

Belongs to main certificate number:
273305-2018-AE-RGC-RvA

This is to certify that the centrally implemented management system for
OMLOG LOGISTICS (SHANGHAI) Co., Ltd.
Plant B1-1, B1-2, B1-3, B1-5 and B2-7, B2-8 GLP Park Fengcheng, No. 1160, Dongxingshi Village (Chaoyang), Fengxian District, Shanghai, China
and the sites as mentioned in the appendix accompanying this certificate

has been found to conform to the Environmental Management System standard:
ISO 14001:2015

This certificate is valid for the following site scope:
Provision of Logistics (Warehousing) and Transportation Service for Ordinary Goods (Not Including Dangerous Chemicals)

DNV

MANAGEMENT SYSTEM CERTIFICATE

Site certificate No.:
826371CC1-2026-ASA-RGC-RvA

Valid:
09 February 2026 – 08 February 2029

Belongs to main certificate number:
826371-2026-ASA-RGC-RvA

This is to certify that the centrally implemented management system for
OMLOG LOGISTICS (SHANGHAI) Co., Ltd.
Plant B1-1, B1-2, B1-3, B1-5 and B2-7, B2-8 GLP Park Fengcheng, No. 1160, Dongxingshi Village (Chaoyang), Fengxian District, Shanghai, China
and the sites as mentioned in the appendix accompanying this certificate

has been found to conform to the Occupational Health and Safety Management System standard:
ISO 45001:2018

This certificate is valid for the following site scope:
Provision of Logistics (Warehousing) and Transportation Service for Ordinary Goods (Not Including Dangerous Chemicals)





CERTIFICATIONS



SOC 1 Type II

SNATT SRL

INDEPENDENT SERVICE AUDITOR'S REPORT ON SNATT SRL
DESCRIPTION OF ITS LOGISTIC SYSTEM AND THE SUITABILITY
OF THE DESIGN AND OPERATING EFFECTIVENESS OF
CONTROLS THROUGH THE PERIOD JANUARY 01, 2024 TO
DECEMBER 31, 2024

CONDUCTED IN ACCORDANCE WITH:
ATTESTATION STANDARDS ESTABLISHED BY THE AMERICAN
INSTITUTE OF CERTIFIED PUBLIC ACCOUNTANTS - SSAE 18 SOC
1 TYPE II



Certificate
of Endorsement

CNS is proud to certify that
OM LOG (USA) INC.
is hereby endorsed as an Agent having met the professional standards of
Cargo Network Services Corporation to promote and sell air cargo transportation
CNS code: 011118A0011 Validate online at: checkcode.com


Alicia Jones
President
Cargo Network Services Corporation



TSA

Indirect Air Carrier Approval

The U.S. Department of Homeland Security, Transportation Security Administration approves:

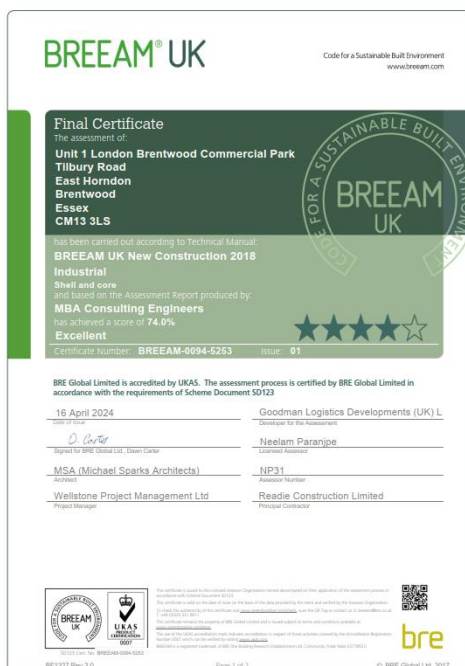
OM Log (USA) Inc.

IAC #: NE0904007
1000 Castle Road,
Secaucus, NJ 07094

to operate under the terms and conditions of TSA's standard security program for Indirect Air Carriers. The above-named Indirect Air Carrier (IAC) has certified that it understands the requirements of the program, has instructed its employees and agents on their security responsibilities under this program, and is otherwise in compliance with all of the terms and conditions of the security program including all emergency amendments. The above-named IAC also understands that it is responsible for program compliance by its employees, contractors, agents and any other person that it allows to operate under its approval number.

Under this Approval, this entity is authorized to operate under the TSA approved standard security program from the date that the approval was issued on: **March 26, 2024** until the date of its expiration on: **June 3, 2027**.

Approval Authorized by:
Rebecca Mercado-Rehn
 Reivette Mercado-Rehn
 TBA, American Official



Energy performance certificate (EPC)

Unit 1 East Horndon Business Park Tilbury Road East Horndon BRENTWOOD CM13 3LS	Energy rating A+	Valid until: 20 December 2032 Certificate number: 4689-7749-2584-3133-0635
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Property type	B8 Storage or Distribution
---------------	----------------------------

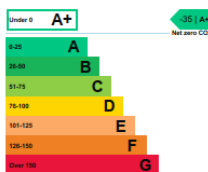
Total floor area 12381 square metres

Rules on letting this property

Properties can be let if they have an energy rating from A+ to E

Energy efficiency rating for this property

This property's current energy rating is A+.



Properties are given a rating from A+ (most efficient) to G (least efficient).

How this property compares to others

Properties similar to this one could have ratings:

If newly built

If typical of the existing stock



SUSTAINABLE GOVERNANCE

Bold Strategy

Ambition

We aim to become a leader in the “technology-driven logistics” sector, providing innovative, sustainable, and balanced solutions for the fashion and creative industries.

Mission

Our mission is to deliver high-quality, customized, and technologically advanced logistics services that improve the efficiency and sustainability of our clients’ supply chains.

Vision

We aspire to create a future in which logistics represents a key driver of business success, contributing to both economic growth and environmental sustainability.

Culture

We promote an inclusive and inspiring working environment, integrating innovation and strong work ethics to continuously strive for excellence.





SUSTAINABLE GOVERNANCE

Core values

Innovation

We are committed to continuous innovation to enhance our services and support our clients by responding to their needs with tailored solutions.

Technology

We leverage the most advanced technologies to optimize processes and ensure maximum efficiency.

Sustainability (ESG)

ESG principles are an integral part of our identity and guide our operations. We promote sustainable practices that reduce environmental impact while improving social and economic well-being.

Quality

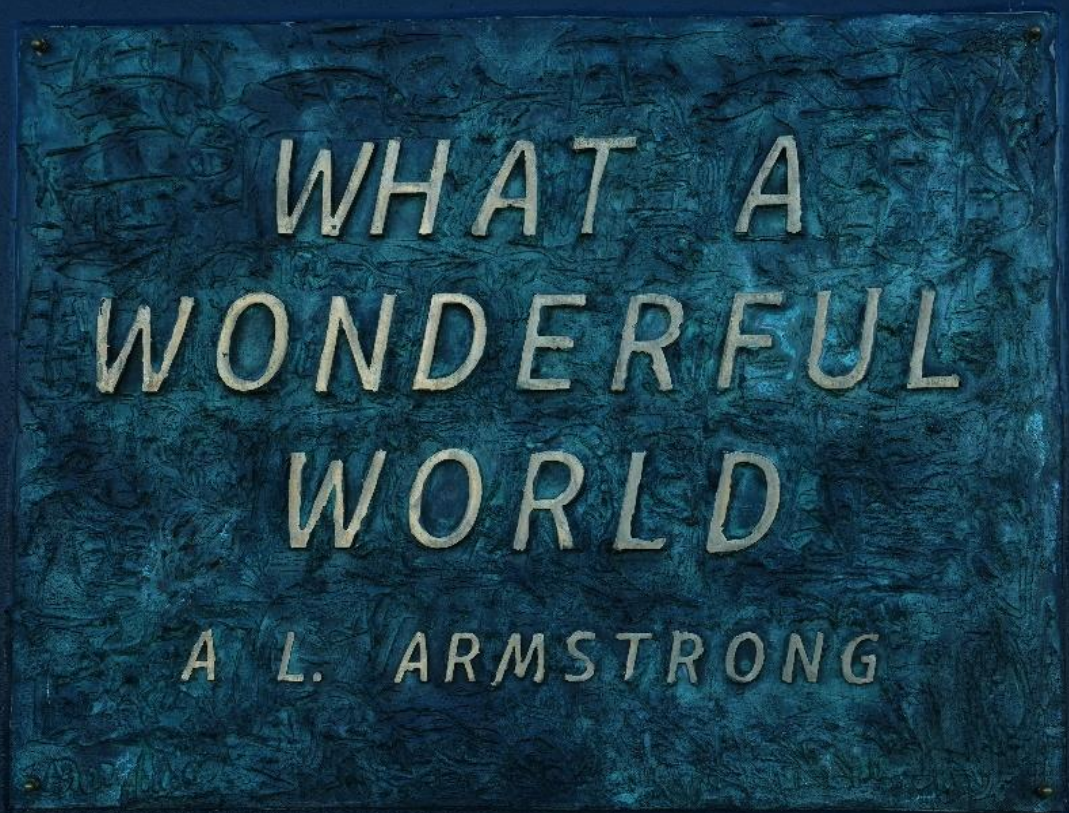
We strive for excellence in all our operations, delivering high-quality services to our clients.

Reliability

We are a reliable and responsible partner, building trusted and long-term relationships with all our stakeholders.

Collaboration

We value teamwork and transparent collaboration among our employees, partners, and clients.





CODE OF CONDUCT



CODE OF CONDUCT

Introduction and Manifesto

The Snatt Group's Code of Conduct is a set of principles and guidelines that establish the behaviors and ethical standards we are committed to upholding within the company. This document is designed to promote professional, ethical, and legal conduct, ensuring respect for the rights of employees, customers, suppliers, and the communities in which the company operates.

This document includes sections on various topics, such as:

- 1. **Integrity and Honesty:** We are expected to act honestly, ethically, and responsibly in all professional interactions;
- 2. **Respect and Diversity:** We promote respect among all colleagues, clients, suppliers, and other stakeholders, regardless of race, gender, religion, age, sexual orientation, or other differences;
- 3. **Conflict of Interest:** We aim to avoid situations where personal interests might negatively influence company decisions;
- 4. **Data Protection and Confidentiality:** We protect sensitive company information and respect the privacy of clients, colleagues, and all our stakeholders;
- 5. **Legal Compliance:** We comply with all laws and regulations relevant to the sector in which we operate, guided by fairness, ethics, and transparency;
- 6. **Safe Work Environment:** We are committed to providing a safe and healthy workplace for all employees, ensuring compliance with all health and safety laws;
- 7. **Sustainability and Social Responsibility:** We are committed to operating sustainably by reducing the environmental impact of our business activities. We positively contribute to local communities by promoting socially responsible projects.

These are just a few examples of what is included in the Snatt Group's Code of Conduct, which is drafted based on our corporate values, mission, and vision.

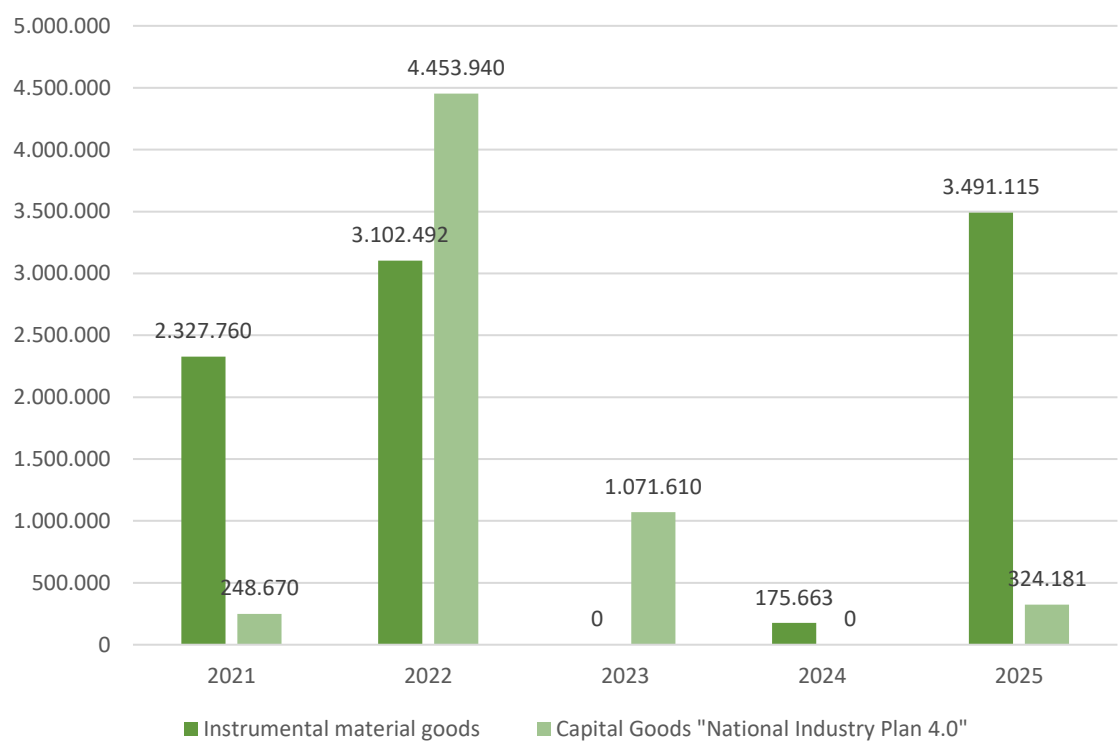
In line with these principles and values, we feel the need to establish a close and honest partnership with all our suppliers and partners to promote a shared vision of respect for the environment, people, and society.

Whistleblowing Reports	
2025	0



INVESTMENTS 4.0

Within the framework of Industry 4.0 investments, the Group has established a dedicated Innovation and Automation team, equipped with the technical and operational expertise required to oversee and support the implementation of digitalization projects. This organizational structure enables a systematic approach to investments, promoting process efficiency, data traceability, and more effective management of technological innovation over time.





GOODS-TO-PERSON SYSTEMS



An innovative storage and retrieval system designed to optimize warehouse operations, AutoStore is currently the fastest order fulfillment system per square meter available on the market, ensuring maximum storage density compared to any other automated storage and retrieval system (ASRS). Its highly versatile and modular robotic solution can be seamlessly adapted to different types of facilities. In addition, AutoStore's modular structure allows for easy expansion during ongoing operations, making it ideally suited to support increasing workloads.



a global leader in mobile robotic technologies, providing innovative solutions for order fulfillment and logistics automation. Geek+ offers flexible, reliable, and efficient automation for warehouses and factories. Founded in 2015, Geek+ employs more than 950 people across several international offices, including the United States, Germany, the United Kingdom, Japan, South Korea, mainland China, the Hong Kong SAR, and Singapore. Installed in our Hong Kong warehouses, the systems are designed to integrate seamlessly with our current operations, increasing productivity and reducing costs. We are committed to driving the next revolution in supply chain logistics.







FINANCIAL INSTITUTIONS





REAL ESTATE FUNDS

Hines
hines.com


goodman.com

2G Logistic Srl


DEA CAPITAL
deacapital.com

Global Logistic Properties


 **PROLOGIS®**
prologis.com



COMMUNITY ENGAGEMENT

OUR APPROACH

Sustainable change is a journey that cannot be undertaken alone. We are proud to collaborate with a wide range of organizations that support us in creating meaningful impact. Our ongoing pursuit of partnerships and participation in initiatives and memberships enables us to drive progress in the areas of corporate citizenship and sustainability, both within our organization and across society and the wider community.

OUR ACTIONS



Sponsorship of the social and recreational event “ParrockGames”



Sponsorship for the purchase of a minibus for the transport of athletes aged 10–18



Support for the acquisition of a vehicle for the transport of elderly and disabled individuals



Support for sporting activities for the 2025–2026 season



COMMUNITY ENGAGEMENT

COLLABORATIONS

The Group is actively involved in the local communities, working to support initiatives that improve quality of life.

Youth Project with the Municipality of Campegine

Two highly relevant educational initiatives were implemented to address the needs of adolescents in the area, offering free after-school support and recreational activities supervised by qualified educators.

The project has proven particularly valuable in providing opportunities for those children and young people who, due to economic or family constraints, are unable to access traditional paid sports and cultural programs. It has also created an open and inclusive space, equipped with appropriate facilities and supported by dedicated educational staff.

Today, initiatives of this kind are increasingly essential to strengthen social cohesion and reduce the risk of marginalization among the most vulnerable and economically disadvantaged groups, while also offering young people the opportunity to engage with their local territory in a positive and constructive way.



Municipality of Campegine

Playground in Campegine

On 30 September 2023, the new playground in Campegine was officially inaugurated.

The project was promoted by Polisportiva Campeginese with the aim of creating a renewed and safe space for the entire community, not only for young people but for the population as a whole, as stated on the welcome sign: **“This is not the playground of Polisportiva Campeginese, this is our playground.”**



**POLISPORTIVA
CAMPEGINESE**



**IL NUOVO
PARCO GIOCHI**

GRAZIE

**AI NOSTRI PREZIOSI VOLONTARI
ED ALLE AZIENDE DEL TERRITORIO**



LOG.INT S.R.L.

OMLOG



COMMUNITY ENGAGEMENT

«Taxi Rosa» Project

The Group has always aligned its corporate activities with voluntary organizations, recognizing that the sharing of experiences and best practices provides essential support to the community by helping to address information and care-related needs.

In November 2023, the Group helped fulfil a long-held aspiration of the ODV Il Palloncino Rosa, an association that, through volunteers and medical professionals, offers free consultations in the fight against cancer, with a particular focus on women affected by breast cancer.

The association supports oncology patients by providing access to prevention services, acupuncture, lymphatic drainage, and other therapeutic massage-based treatments.

In 2023, the Group donated the long-awaited “Taxi Rosa,” a vehicle dedicated to accompanying patients to treatments, therapies, and medical examinations. This initiative reflects the Group’s commitment and awareness that prevention saves lives..

Campegine, il “taxi rosa” porta i malati alle cure in ospedale

» Daniela Aliu



«San Giuseppe di Taneto» Foundation

The Group continues its commitment and support to the Nursery School and Early Childhood Education Centre of the San Giuseppe Foundation – Taneto ETS.

The initiative aims to provide a 10% discount on the applicable tuition fees for the relevant school year for the services offered by the institution. The discount is granted upon presentation of the “SNATT” company identification badge at the school premises.

FONDAZIONE SAN GIUSEPPE TANETO – ETS SCUOLA INFANZIA E NIDO

Via Achille Grandi 5/b
42043 Gattatico RE

CF 03024420352 - P.IVA 03024420352 REP. n 120956
fondazioneangioseppetaneto@gmail.com



Donazione 5 per mille, ecco come fare!

- **Prendi** la tua dichiarazione dei redditi (730 o UNICO).
- **Nella sezione** “Scelta per la **destinazione del cinque per mille**” firma all’interno della casella “Sostegno degli enti del Terzo Settore iscritti nel Runtis di cui all’Art. 46, C. 1, del D.LGS. 3 Luglio 2017, N. 117, comprese le cooperative sociali ed escluse le imprese sociali costituite in forma di società, nonché sostegno delle Onlus iscritte all’anagrafe”.
- **Riporta**, sotto la firma, il codice fiscale della Fondazione: 03024420352. Porterai subito un prezioso aiuto alla Fondazione per l’aiuto alla scuola Nido e Infanzia.

SCelta PER LA DESTINAZIONE DEL CINQUE PER MILLE

SOSTEGNO DEGLI ENTI DEL TERZO SETTORE ISCRITTI NEL RUNTS DI CUI ALL’ART. 46, C. 1, DEL D.LGS. 3 LUGLIO 2017, N. 117, COMPRESSE LE COOPERATIVE SOCIALI ED ESCLUSE LE IMPRESE SOCIALI COSTITUITE IN FORMA DI SOCIETA’, NONCHE’ SOSTEGNO DELLE ONLUS ISCRITTE ALL’ANAGRAFE

FIRMA Mario Rossi

Codice fiscale del beneficiario (eventuale) 03024420352



COMMUNITY ENGAGEMENT

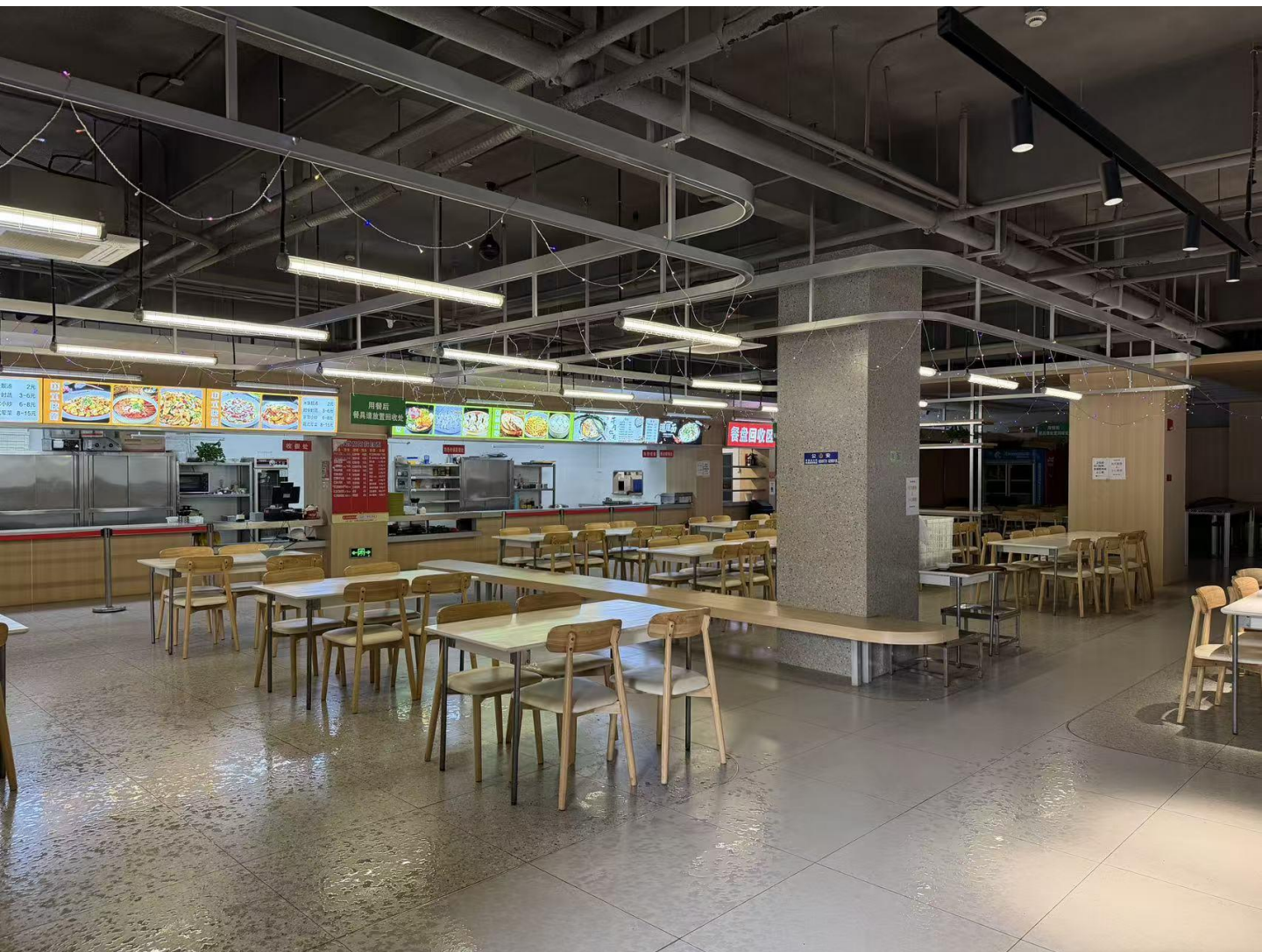
Corporate events





COMMUNITY ENGAGEMENT

New Canteen Facility at JQ





COMMUNITY ENGAGEMENT

Team Building 2025: canoeing/KTV & Disneyland





COMMUNITY ENGAGEMENT



New entrance lobby, new 2nd floor lobby and new 10th floor lobby





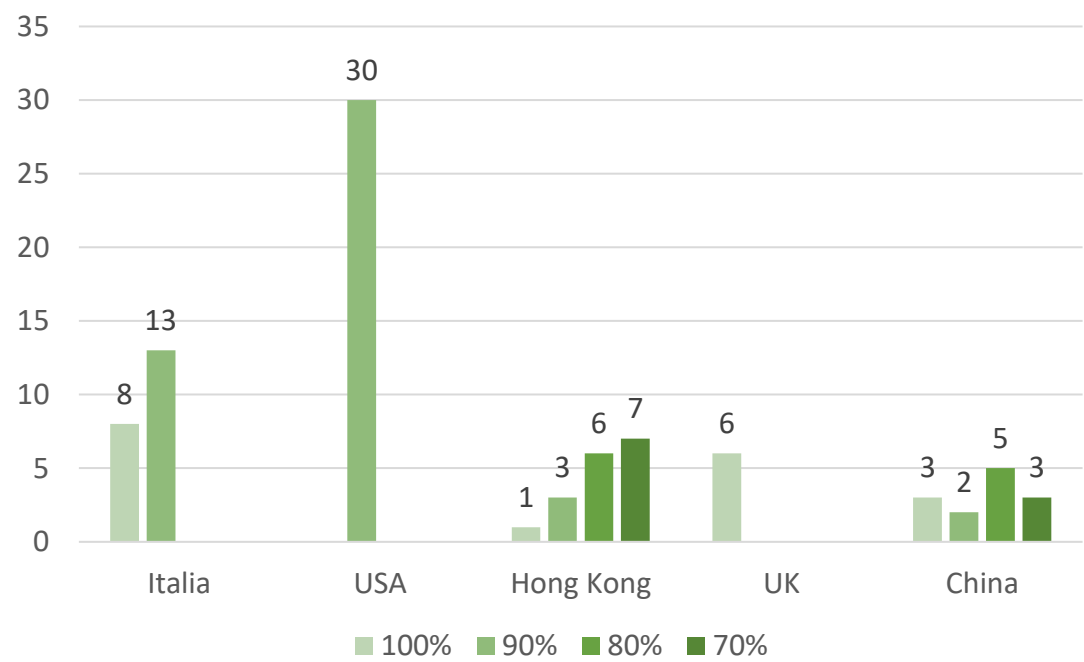
CUSTOMER SATISFACTION

OUR ACTIONS

We provide fast and reliable deliveries to thousands of retail points worldwide, leveraging priority lanes designed for some of the most important department stores, luxury specialty retailers, and e-commerce platforms. The shared understanding of our clients' objectives is a cornerstone of our success.

We handle a wide range of product categories. With the utmost care, we manage hanging and flat-packed garments, small and large leather goods, lifestyle items, and home accessories. Where necessary, we also provide product reconditioning services, ensuring that every single item is delivered in perfect condition.

Customer Satisfaction 2025





AWARDS & RECOGNITION

Premio Impresa Sostenibile

Edizione 2025

CATEGORIA

Menzione speciale

SNATT

A cura di

160° ANNIVERSARIO | 24 ORE

In collaborazione con



Main Partner



UNIONCAMERE

Ambassador



Un'iniziativa di



Forum Sostenibilità 2025

ROMA | 22 OTTOBRE





AWARDS & RECOGNITION



Il gruppo Snatt premiato a Roma

Un premio speciale di nome e di fatto quello ricevuto a Roma nella giornata di ieri dal Gruppo Snatt, azienda leader...



Un premio speciale di nome e di fatto quello ricevuto a Roma nella giornata di ieri dal Gruppo Snatt, azienda leader...



Un riconoscimento assegnato per l'impegno concreto dell'azienda in ambito **Esg** (**Environmental, Social and Governance**), riconoscendo la **sostenibilità** come valore fondante del modello di business promosso dal Gruppo Snatt nel corso degli anni.

"Hanno riconosciuto il valore che la nostra azienda attribuisce alla sostenibilità, che per noi rappresenta un modo concreto di prenderci cura delle persone e del pianeta", ha dichiarato Sandro Bolognesi, Chief Compliance & Sustainability Officer del Gruppo.



Come espresso anche nel Manifesto ESG dell'azienda, particolarmente apprezzato dalla Giuria, per il Gruppo Snatt la sostenibilità non è uno strumento di marketing, ma bensì una leva strategica per rafforzare la propria visione d'impresa e contribuire a un futuro più responsabile e inclusivo.

La giuria era composta, tra gli altri, anche da Marina Brogi, Professoressa Università La Sapienza di Roma, Maria Carmela Colaiacovo, Presidente Gruppo 24 Ore, Edoardo Garrone, Presidente Erg, Fabio Tamburini, Direttore Il Sole 24 Ore e Roberta Toffanin, del Ministro dell'Ambiente e della sicurezza energetica.

AWARDS & RECOGNITION

2025 PANDA D'ORO

GALA DINNER AWARDS

XIV Edition

CONGRATS TO:

OMLOG
FASHION LOGISTICS



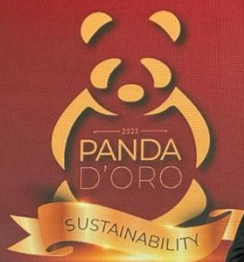
SUSTAINABILITY AWARD

Dedicated to the Italian company that has distinguished itself for sustainable development, implementing strategies which had a real impact on business, society and environment.



Camera di Commercio Italiana in Cina
中国意大利商会
China-Italy Chamber of Commerce

GALA DINNER AWARDS
XIV Edition



Winner:

Omlog



KPI 2026

TARGET



PV Systems – Installed Capacity: 3,544 kW



Electric Vehicles – 15% of Fleet



Lighting upgrade program– Installed Power Savings: 34,500 kWh



ISO 27001 CERTIFICATION ITALY



Recycled Pallet Project



Internal RSPP Project – ITALY



Internal HR– ASIA & CHINA



Customer Returns Garment Repair Department – ITALY



Campegine Murals Project- ITALY



AutoStore Implementation – ITALY



Shenzhen Site Opening CHINA



Scope 3 Carbon Footprint



Supply Chain Migration and Integration – ITALY

Operational launch of the community solar project at the East Rutherford - USA

SDGs

Through our activities, we aim to address global priorities, contribute to tangible solutions, and move closer to achieving the Sustainable Development Goals. To align our approach with global efforts, the Group’s current programs, KPIs, and policies have been mapped against all 17 SDGs in order to identify where the company can make the most significant contribution.





KPI Statement

1. Carbon Footprint – Calcolo Scope 1 e Scope 2

Methodological Note

This document presents the quantification of greenhouse gas (GHG) emissions generated by the activities of THE SNATT OMLOG COMPANIES, with reference to Scope 1 direct emissions and Scope 2 indirect emissions for the 2025 reporting year.

The calculation was carried out in accordance with the **Greenhouse Gas Protocol – Corporate Accounting and Reporting Standard** and the guidance provided in the **GHG Protocol Scope 2 Guidance**, adopting the **operational control** approach for defining the organizational boundaries. Under this criterion, the reporting boundary includes all sites over which the Group has the authority to establish and implement operational and management policies, located in Italy, the United Kingdom, the United States, Hong Kong, and China.

The methodology is based on the collection of activity data available for each site, including stationary fuel consumption, fuel consumption from the corporate vehicle fleet, refrigerant gas top-ups and/or leakages, and purchased and consumed electricity. These activity data were converted into CO₂ equivalent (CO₂e) emissions through the application of internationally recognized emission factors, selected according to the emission source, geographical location, and the availability of the most up-to-date official references.

For **Scope 1**, emissions from stationary combustion, mobile combustion, and fugitive refrigerant gas emissions were considered.

For **Scope 2**, emissions associated with the generation of purchased and consumed electricity were accounted for and reported using both the **location-based** approach, which relies on the average emission factors of the electricity grid in the relevant country or geographical area, and the **market-based** approach, which reflects, where available, the contractual characteristics of the purchased electricity, supplier-specific emission factors, or residual mix emission factors.





Depending on data availability and the specific characteristics of the different sites, emission factors from institutional sources and internationally recognized databases were applied, including DEFRA, the U.S. EPA, ISPRA, EMSD/EPD Hong Kong, the Ministry of Ecology and Environment of China, AIB, I-TRACK/I-REC(E), and Green-e®.

Fugitive emissions from refrigerant gases were calculated using emission factors sourced from the DEFRA database, which adopts the Global Warming Potentials (GWPs) established in the IPCC Fifth Assessment Report (AR5) over a 100-year time horizon as its official scientific reference.

Where site-specific activity data or supplier-specific emission factors were not available, estimates or proxy values consistent with the GHG Protocol methodology were applied. In particular, for certain sites, national, regional, or residual mix emission factors were used as representative approximations of the emissions associated with electricity consumption. These methodological choices were made by prioritizing methodological consistency, geographical representativeness, and alignment with the best available data sources.

Electricity generated by on-site photovoltaic systems and subsequently self-consumed was excluded from the Scope 2 calculation.

Any uncertainty associated with the results is primarily attributable to the quality and level of detail of the available activity data, the availability of country-specific or supplier-specific emission factors, and the use of estimates where complete primary data were not available. Nevertheless, these uncertainties do not compromise the overall reliability of the inventory for reporting purposes, emissions performance monitoring, or the identification of the organization's main emission reduction opportunities.

Introduction

A structured and credible sustainability journey starts with the systematic measurement of environmental impacts. In this context, THE SNATT OMLOG COMPANIES has begun calculating the greenhouse gas (GHG) emissions generated within its organizational boundary, covering both direct emissions (Scope 1) and indirect emissions from purchased energy (Scope 2).

Measuring GHG emissions is a key step in identifying the main sources of emissions associated with the Group's activities and assessing their impact in terms of tons of CO₂ equivalent. This enables the identification of the most carbon-intensive areas, the definition of priority actions, and the establishment of reduction targets aligned with the organization's climate strategy and the objectives of the Paris Agreement.





Annual reporting of Scope 1 and Scope 2 emissions allows the Group to monitor emissions performance over time, assess the effectiveness of mitigation measures, and support further decarbonization initiatives as part of a continuous improvement process.

The calculation was carried out in accordance with the Greenhouse Gas Protocol – Corporate Accounting and Reporting Standard (GHG Protocol), the internationally recognized framework for the accounting and reporting of organizational greenhouse gas emissions.

Methodology

The greenhouse gas (GHG) emissions inventory of THE SNATT OMLOG COMPANIES has been prepared in accordance with the **Greenhouse Gas Protocol – Corporate Accounting and Reporting Standard**.

The analysis covers the accounting and reporting of direct emissions (Scope 1) and indirect emissions from purchased energy (Scope 2), and includes the six greenhouse gases regulated under the Kyoto Protocol:

- Carbon dioxide (CO₂)
- Methane (CH₄)
- Nitrous oxide (N₂O)
- Hydrofluorocarbons (HFC)
- Perfluorocarbons (PFC)
- Sulphur hexafluoride (SF₆)

Emissions are reported in tonnes of CO₂ equivalent (tCO₂e), using Global Warming Potential (GWP) factors defined by the Intergovernmental Panel on Climate Change (IPCC).





Operational Boundary

The analysis quantifies the total direct and indirect emissions generated by the organisation's activities during 2025, distinguishing between:

Scope 1: Direct emissions from sources owned or controlled by the organisation, including stationary combustion (e.g., boilers), mobile combustion (company fleet), and fugitive emissions (e.g. refrigerant gases).

Scope 2: Indirect emissions associated with the generation of purchased and consumed energy (primarily electricity), reported in accordance with the Scope 2 Guidance.

Emission factors

Emission factors have been selected based on the following criteria:

- geographical representativeness
- data recency
- methodological consistency with the GHG Protocol

Depending on the type of activity and data availability, emission factors from internationally recognised sources have been used, including:

- IPCC Guidelines for National Greenhouse Gas Inventories
- UK Government GHG Conversion Factors (DEFRA)
- U.S. EPA – Emission Factors for Greenhouse Gas Inventories
- Relevant national-specific emission factors, where available





The selection process prioritised official country-specific sources whenever possible. Where such references were not available, internationally recognised emission factors were adopted as methodologically consistent proxies.

The quantification of emissions is subject to an inherent level of uncertainty, primarily linked to the quality of available activity data and the variability of secondary emission factors applied. However, these uncertainties are not considered material enough to compromise the overall representativeness of the inventory for reporting and decision-making purposes.

Organizational boundaries

Organisational boundaries define the scope of entities and operations included in the greenhouse gas (GHG) emissions inventory, establishing which activities are considered for accounting and reporting purposes.

This inventory has been prepared in accordance with the **Control Approach**, as defined by the GHG Protocol. Specifically, the **operational control** criterion has been applied, under which the Group accounts for 100% of GHG emissions generated by activities and sites over which it has the authority to implement operational and management policies.

Based on this approach, the following countries are included within the reporting boundary:

- Italy
- United Kingdom
- United States of America
- Hong Kong
- China





Overall Results

Risultati complessivi

SCOPE 1	1.736,02	tCO2e
SCOPE 2 Location-based	4.714,66	tCO2
TOTALE	6.450,68	tCO2e

SCOPE 1	1.736,02	tCO2e
SCOPE 2 Market-based	6.477,82	tCO2
TOTALE	8.213,84	tCO2e

Emission quantification

Quantificazione delle emissioni

	tCO2e	% del totale
SCOPE 1		
Combustione stazionaria	1.285,23	20%
Combustione mobile	277,27	4%
Perdite di gas refrigeranti	173,53	3%
SCOPE 2 Location-based		
Elettricit� acquistata	4.714,66	73%
TOTALE	6.450,68	100%

	tCO2e	% del totale
SCOPE 1		
Combustione stazionaria	1.285,23	16%
Combustione mobile	277,27	3%
Perdite di gas refrigeranti	173,53	2%
SCOPE 2 Market-based		
Elettricit� acquistata	6.477,82	79%
TOTALE	8.213,84	100%





Scope 1

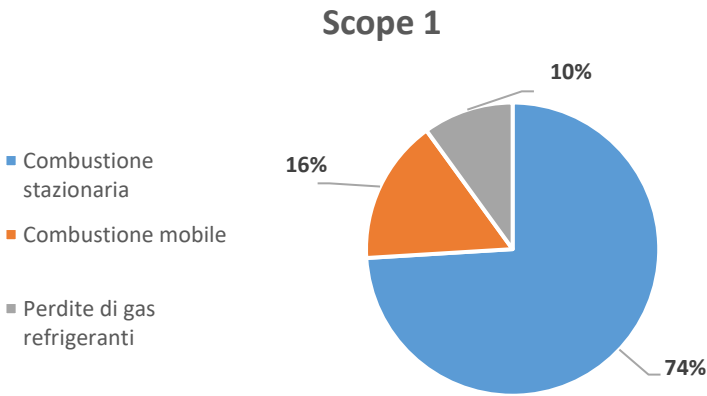
Scope 1 represents direct greenhouse gas (GHG) emissions from sources owned or directly controlled by the organisation.

During the reporting year, direct emissions generated by THE SNATT OMLOG COMPANIES amounted to a total of **1,736.02 tCO₂e**.

Scope 1 includes emissions deriving from:

- stationary combustion (e.g. natural gas heating)
- mobile combustion (company fleet)
- fugitive refrigerant gas emissions

Scope 1		tCO2e
Combustione stazionaria	Gas naturale utilizzato per il riscaldamento	1.281,23
	Combustibile utilizzato per gruppi elettrogeni (diesel)	4,00
Combustione mobile	Benzina veicoli aziendali	18,95
	Gasolio veicoli aziendali	227,11
	Gasolio HVO <u>bio</u>	0,02
	Metano veicoli aziendali	1,84
	GPL veicoli aziendali	1,32
	Full Hybrid (diesel e <u>benzina</u>)	25,12
	Plug in (benzina)	2,91
Perdite di gas refrigeranti	R410a	165,46
	R32	8,06
TOTALE tCO2e		1.736,02





Site Analysis and Key Emission Drivers

The analysis highlights a non-uniform distribution of emissions across the various sites:

- The United States represents the largest contributor to Scope 1 emissions, accounting for 74% of the total. This is primarily attributable to the use of natural gas for heating, as it is the only Group site relying on this energy source.
- The Shanghai site in China records no Scope 1 emissions, as operations are fully electrified and do not involve fossil fuels or other direct emission sources.
- Emissions associated with the company fleet are almost entirely attributable to the Italian operations, which account for the vast majority of fuel consumption for operational mobility.
- The UK site shows a significant contribution from refrigerant gas top-ups, resulting in substantial fugitive emissions.

Categoria e Sito emissivo	tCO2e	% del totale
Combustione stazionaria	1.285,23	74%
Italia	-	-
UK	4,00	-
USA	1.281,23	74%
Hong Kong	-	-
Cina	-	-
Combustione mobile	277,27	16%
Italia	256,35	15%
UK	-	-
USA	-	-
Hong Kong	20,91	1%
Cina	-	-
Perdite di gas refrigeranti	173,53	10%
Italia	-	-
UK	173,53	10%
USA	-	-
Hong Kong	-	-
Cina	-	-
TOTALE	1.736,02	100%





For the calculation of stationary and mobile combustion emissions, emission factors differentiated by geographic location were applied, prioritising updated official national or institutional sources. Specifically:

- For **Italy** and the **United Kingdom**, the *UK Government GHG Conversion Factors for Company Reporting 2024 (DEFRA 2024)* were applied.
- For the **United States**, emission factors published by the U.S. *Environmental Protection Agency (EPA), Emission Factors for Greenhouse Gas Inventories, 2024*, were used.
- For **Hong Kong**, calculations were carried out in accordance with the *EMSD/EPD Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings in Hong Kong*, following the guidance provided by the Green and Sustainable Finance Cross-Agency Steering Group & HKUST – *Calculator for Scope 1 and Scope 2 Greenhouse Gas Emissions of a Corporation (sustainablefinance.org.hk)*.

Fugitive refrigerant gas emissions relate exclusively to the UK site. Their quantification was carried out using Global Warming Potentials (GWPs) based on a 100-year time horizon. The conversion factors were sourced from the DEFRA 2024 database, which adopts the values established in the IPCC Fifth Assessment Report (AR5) as its official scientific reference.

The decision to apply AR5 GWP values rather than the more recent AR6 values was made to ensure methodological consistency with DEFRA 2024 factors, which are based on AR5. The consistent application of AR5 values across all CO₂ equivalent calculations therefore ensures internal consistency and comparability of results across the organisational boundary.





Scope 2

Scope 2 represents indirect greenhouse gas emissions generated from the production of purchased and consumed energy, such as electricity, heating, steam, or cooling, including electricity used by the Group’s electric vehicle fleet. Although generated by third parties, these emissions are attributable to the organisation consuming the energy.

Scope 2 emissions can be calculated using two different approaches:

- **Location-based:** applies an average emission factor for consumed electricity, based on the national energy mix of the country in which the organisation operates.
- **Market-based:** reflects emissions associated with specific contractual arrangements, such as Guarantees of Origin or Energy Attribute Certificates.

During 2025, Scope 2 emissions generated by THE SNATT OMLOG COMPANIES amounted to **6,477.82 tCO₂e** according to the location-based method and **4,714.66 tCO₂e** according to the market-based method.

TOTALE tCO2 location based	4.714,66
TOTALE tCO2 market based	6.477,82

Scope 2 emissions are reported using both the location-based and market-based methodologies, in accordance with the GHG Protocol Scope 2 Guidance. Values are aggregated at organisational level across all operational sites.





Site Analysis and Key Emission Drivers

The analysis highlights the following distribution of emissions across the various sites:

Sito emissivo	TOT Market-based (tCO2)	TOT Location-based (tCO2)
Italia	3.518,31	1.722,35
UK	45,13	22,67
USA	477,18	477,13
Cina (Shanghai)	1.259,05	1.314,37
Hong Kong	1.178,15	1.178,15
Totale tCO2	6.477,82	4.714,66

For the Location-based approach, the following emission factors were applied:

- **Italy:** national electricity grid emission factor published by ISPRA (2025);
- **United Kingdom:** emission factor published in the UK Government GHG Conversion Factors for Company Reporting (DEFRA 2024);
- **United States:** emission factor published by the *U.S. Environmental Protection Agency (EPA), Emissions & Generation Resource Integrated Database (Egrid) subregion year 2023 data (Version revised on 12 June 2025)*;
- **Hong Kong:** to avoid the use of generic historical regional average values (territory-wide default values), electricity consumption (kWh) was multiplied by the specific emission factor reported in the *2024 Sustainability Report of CLP Power Hong Kong Limited*, the electricity supplier for Snatt's local site.
- **China (Shanghai):** regional factor published by the *Ministry of Ecology and Environment (MEE, 2022)*.





The market-based approach reflects emissions associated with the electricity actually purchased, taking into account contractual instruments such as Energy Attribute Certificates (EACs), Guarantees of Origin (GOs), or supplier-specific factors. The following factors were applied:

- **Italy:** *AIB Residual Mix factor (2024)*;
- **United Kingdom:** *AIB Residual Mix (2024)*;
- **Hong Kong:** Due to the absence of an official Residual Mix factor for the Hong Kong region, the standard local grid emission factor provided by the utility supplying Snatt's site was applied. Specifically, the emission factor published in the *2024 Sustainability Report of CLP Power Hong Kong Limited*, the site's electricity supplier, was used;
- **China (Shanghai):** In the absence of contractual instruments or supplier-specific emission factors, the "*Residual Emissions Factor – China, 2024*" published by the *International Tracking Standard Foundation (I-TRACK / I-REC(E) Dashboard)* was applied;
- **United States:** The Residual Mix factor used corresponds to the "*Adjusted System Mix (12-month vintage)*" published by the *Center for Resource Solutions (CRS) in the Green-e® Residual Mix Emission Rates (2023 data)* for the relevant *eGRID subregion*.

The use of residual mix factors in these cases is consistent with the guidance provided by the GHG Protocol Scope 2 Guidance where supplier-specific factors or contractual instruments are not available.

Both approaches also include the share of electricity consumed by the electric vehicle fleet at each site, calculated using the corresponding *DEFRA 2024* emission factor.

For completeness, the total amount of electricity generated by photovoltaic systems at the sites included in the analysis amounted to 4,481,373.02 kWh during the reporting period.





For sites where photovoltaic systems are owned by the company and installed *onsite*, self-generated and self-consumed electricity has not been included within Scope 2, as it does not derive from electricity purchased from third parties, in accordance with the GHG Protocol criteria.

In the case of the Italian operations, the photovoltaic system is not owned by the organisation. Consequently, the electricity consumed has been included and, for the purpose of the market-based and location-based Scope 2 calculation, an emission factor equal to zero has been applied, in line with GHG Protocol provisions relating to renewable electricity.

Energia elettrica proveniente da fotovoltaico		
Sede	u.d.m.	Valore
Italia		3.843.118
UK		101.411,00
USA	kWh	300.951,00
Hong Kong		-
Cina		235.892,55
TOTALE	kWh	4.481.373,02

To ensure the highest level of transparency, accuracy and reliability of the reported data, it should be noted that the Scope 1 and Scope 2 results for 2025 **have been subject to a review process by an audit firm.**





2. Energy Efficiency KPIs

Methodological Note

This note describes the criteria for identifying, calculating, and reporting three key environmental performance indicators (KPIs) subject to a review process. The indicators, referring exclusively to the Italian companies **Snatt Logistica S.p.A.**, **OM Log S.p.A.**, and **Snatt S.r.l.**, have been selected based on the environmental impacts considered most significant for the organization, taking into account the availability, traceability, and verifiability of the underlying data.

KPI 1 – Photovoltaic Systems Capacity

This indicator measures the capacity of photovoltaic systems compared to the previous year, demonstrating the organization's commitment to increasing self-generation from renewable sources. The scope includes all photovoltaic systems owned or operated by the organization at operational sites in Italy. Data are collected and validated through existing contracts with GSE (Gestore dei Servizi Energetici).

KPI 2 – Share of Electric, Hybrid, and Plug-in Vehicles in the Fleet

This indicator measures the percentage of electrically powered vehicles within the company fleet, with a minimum target set at 10%. The figure is calculated as the ratio between the number of electric, hybrid, and plug-in vehicles and the total number of vehicles in the Italian fleet, recorded as of 31/12/2025.

The scope includes all company-owned, leased, or long-term rental vehicles used for business operations; employee-owned vehicles not attributable to the corporate fleet are excluded.

The data source is the internal fleet management system/registry and the related vehicle registration documents.





KPI 3 – Installed Power Savings – Relamping Project

This indicator measures the energy savings achieved through relamping interventions, namely the replacement of traditional lighting fixtures with LED technology.

The calculation is based on the comparison between the power recorded before the intervention and that measured afterwards, expressed in Watts saved.

The scope includes lighting points and areas subject to intervention during the reporting year at Warehouse G in Castelnovo di Sotto (Italy).

Target Progress as of 2025 (Energy Efficiency)

In line with its strategic commitment to ecological transition and climate change mitigation, the Group **THE SNATT OMLOG COMPANIES**, with reference to the Italian companies **Snatt Logistica S.p.A.**, **OM Log S.p.A.**, and **Snatt S.r.l.**, has defined **three energy efficiency targets aimed at improving its environmental performance**.

During the year, progress as of 2025 was assessed through **KPIs**, which confirm the **effectiveness** of the **actions undertaken**, highlighting not only **the achievement of the three targets** but also their overachievement.





The three objectives are linked to the **United Nations 2030 Agenda Sustainable Development Goals**, contributing to **SDG 7** (Affordable and Clean Energy) and **SDG 13** (Climate Action).

To ensure the highest level of transparency, accuracy, and reliability of the reported data, it should be noted that the 2025 progress results of the three targets presented in the table below **have been subject to a review process by an audit firm**.

SDG'S	Target	Progress of Targets to 2025 through KPIs (Key Performance Indicator)
	Install photovoltaic systems with a capacity of 3,294 kW	A capacity of 3,297 kW has been achieved through photovoltaic systems.
	Reach 10% of electric and hybrid vehicles (including plug-in models) in the total company fleet	23% of electric and hybrid vehicles (including plug-in models) has been achieved within the total company fleet.
	Achieve a 30,000 W reduction in installed power through the use of higher-efficiency lighting systems (Re-Lamping project).	A total reduction of 112,959 W in installed power has been achieved through the use of higher-efficiency lighting systems (Re-Lamping project).

Signature for approval of the final version
Sandro Bolognesi
Compliance & Sustainability Director



RELAZIONE DELLA SOCIETÀ DI REVISIONE INDIPENDENTE SUL PROSPETTO DI SINTESI DI ALCUNI INDICATORI DI SOSTENIBILITÀ

Al Consiglio di Amministrazione di Snatt Logistica S.p.A.

Siamo stati incaricati di effettuare l'esame limitato di alcuni indicatori di sostenibilità (di seguito anche "KPI") inclusi nella sezione "KPI Statement" del Bilancio etico e di sostenibilità (di seguito anche "Statement") di Snatt Logistica S.p.A. (di seguito la "Società") e delle sue controllate (di seguito il "Gruppo" o il "Gruppo Snatt") relativo all'esercizio chiuso al 31 dicembre 2025, predisposto su base volontaria, come di seguito indicato.

Responsabilità degli Amministratori

Gli Amministratori di Snatt Logistica S.p.A. sono responsabili della rendicontazione degli indicatori, inclusi nella sezione "KPI Statement" del Bilancio etico e di sostenibilità in conformità ai criteri definiti dagli Amministratori stessi e descritti nei paragrafi "Nota Metodologica" dello Statement stesso, nonché della redazione della sezione "KPI Statement" del Bilancio etico e di sostenibilità. Sono altresì responsabili per quella parte del controllo interno che essi ritengono necessaria al fine di consentire la redazione della sezione "KPI Statement" del Bilancio etico e di sostenibilità che non contenga errori significativi, dovuti a frodi o a comportamenti o eventi non intenzionali.

Indipendenza della società di revisione e gestione della qualità

Siamo indipendenti in conformità alle norme e ai principi in materia di etica e di indipendenza dell'*International Code of Ethics for Professional Accountants (including International Independence Standards)* (IESBA Code) emesso dall'*International Ethics Standards Board for Accountants*, basato su principi fondamentali di integrità, obiettività, competenza e diligenza professionale, riservatezza e comportamento professionale.

La nostra società di revisione applica il Principio internazionale sulla gestione della qualità (ISQM Italia) 1 in base al quale è tenuta a configurare, mettere in atto e rendere operativo un sistema di gestione della qualità che includa direttive o procedure sulla conformità ai principi etici, ai principi professionali e alle disposizioni di legge e regolamentari applicabili.

Ancona Bari Bergamo Bologna Brescia Cagliari Firenze Genova Milano Napoli Padova Parma Roma Torino Treviso Udine Verona

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Codice Fiscale/Registro delle Imprese di Milano Monza Brianza Lodi n. 03049560166 - R.E.A. n. MI-1720239 | Partita IVA: IT 03049560166

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Responsabilità della società di revisione

È nostra la responsabilità di esprimere una conclusione sulla conformità degli indicatori contenuti nella sezione "KPI Statement" del Bilancio etico e di sostenibilità ai criteri definiti dagli Amministratori e riportati nei paragrafi "Nota Metodologica", sulla base delle procedure svolte.

Il nostro lavoro è stato svolto secondo quanto previsto dal principio "*International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements Other than Audits or Reviews of Historical Financial Information*" (di seguito "ISAE 3000 Revised"), emanato dall'*International Auditing and Assurance Standards Board (IAASB)* per gli incarichi *limited assurance*. Tale principio richiede la pianificazione e lo svolgimento di procedure al fine di acquisire un livello di sicurezza limitato che le informazioni sottoposte a *limited assurance* non contengano errori significativi. Pertanto, il nostro esame ha comportato un'estensione di lavoro inferiore a quella necessaria per lo svolgimento di un esame completo secondo l'ISAE 3000 Revised ("*reasonable assurance engagement*") e, conseguentemente, non ci consente di avere la sicurezza di essere venuti a conoscenza di tutti i fatti e le circostanze significativi che potrebbero essere identificati con lo svolgimento di tale esame.

Le procedure svolte sulle informazioni sottoposte a *limited assurance* si sono basate sul nostro giudizio professionale e hanno compreso colloqui, prevalentemente con il personale della società responsabile per la predisposizione delle informazioni sottoposte a *limited assurance*, nonché analisi di documenti, ricalcoli ed altre procedure volte all'acquisizione di evidenze ritenute utili.

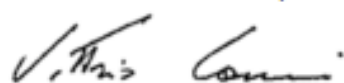
In particolare, abbiamo svolto le seguenti procedure:

- ottenimento della sezione "KPI Statement" del Bilancio etico e di sostenibilità, fornito dalla Società, all'interno del quale sono consuntivati i valori dei KPI oggetto di verifica al 31 dicembre 2025 e, per ciascuno di essi, la descrizione dei criteri utilizzati per la rendicontazione;
- comprensione e analisi dei criteri utilizzati per la rendicontazione dei KPI, riportati nei paragrafi "Nota Metodologica" dello Statement stesso;
- comparazione tra i dati e le informazioni relative ai KPI inclusi nella sezione "KPI Statement" del Bilancio etico e di sostenibilità e i rispettivi dati e informazioni inclusi nella Rendicontazione Consolidata di Sostenibilità al 31 dicembre 2025, ove presenti;
- analisi e comprensione, tramite interviste, dei processi e delle procedure che supportano la raccolta, l'aggregazione, l'elaborazione e la trasmissione dei dati relativi ai KPI riportati nella sezione "KPI Statement" del Bilancio etico e di sostenibilità;
- svolgimento di incontri con la Società al fine di ottenere informazioni e acquisire riscontri documentali, su base campionaria, circa la corretta applicazione delle procedure e dei metodi di calcolo utilizzati per la formazione dei KPI, rispetto ai criteri definiti dagli Amministratori.

Conclusioni

Sulla base del lavoro svolto, non sono pervenuti alla nostra attenzione elementi che ci facciano ritenere che le informazioni sottoposte a *limited assurance* presentate nella sezione "KPI Statement" del Bilancio etico e di sostenibilità del Gruppo Snatt relativa all'esercizio chiuso al 31 dicembre 2025 non siano state redatte, in tutti gli aspetti significativi, in conformità ai criteri definiti dagli Amministratori e riportati nei paragrafi "Nota Metodologica".

DELOITTE & TOUCHE S.p.A.



Vittorio Camosci
Socio

Milano, 19 giugno 2026



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