



# SUSTAINABILITY REPORT 2024



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SUSTAINABILITY  
**REPORT**  
2024

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# LETTER TO STAKEHOLDER



Dear Stakeholders,

It is with **deepest pride and great sense of responsibility** that I subscribe for the first time to this letter, which marks a significant milestone in the history of our company and adds an important element to the growth and development of our organization: the publication of our **first Sustainability Report**.

Through this tool, **drawn up on a voluntary basis and referring to the year 2024**, the BCUBE Group wishes to present itself to all of you with absolute transparency, illustrating its **business model and its commitment** to social and environmental sustainability in the process of development of the entire organization.

This document is **much more than a collection of data and initiatives**. It reflects our commitment to a responsible, transparent and future-oriented business model.

In an industry like logistics, where efficiency, expertise and soundness are key, we believe that **sustainability should be an integral part** of our strategy and culture.

In the document you will find an overview of the actions taken over the last year to **reduce our environmental impact, promote the well-being of our employees and strengthen dialogue with the communities in which we operate**. The macro-areas on which we have focused touch on the three dimensions of action:

1. ENVIRONMENTAL
2. SOCIAL
3. GOVERNANCE

In each of them we have achieved important results, the most significant of which are:

- **Raising awareness** of the environmental impact of the BCUBE Group
- **Carbon Footprint analysis** to measure and quantify total greenhouse gas emissions and develop strategies for reducing CO<sub>2</sub> equivalent in areas of greatest impact
- **Introduction and extension of “best practices”** at operational sites (waste management and use of energy from renewable sources)
- **Definition of training and inclusion programs** for the employees
- **Collaborations with suppliers and partners** to promote sustainable practices across the value chain

We understand that sustainability is not an isolated project, but an ongoing journey of listening, innovation and continuous improvement. For this reason, we would like to stress that this first Sustainability Report is only the beginning of a broader evolution of our Group, based on dialogue and confrontation with collaborators, suppliers, customers and partners, necessary for building a joint commitment to a fairer and more sustainable future for all.

We thank you for always supporting us with your confidence and we invite you to review our first Sustainability Report, while we remain available for any further information you may need.

Best regards

*Luigi Bonzano*





The BCUBE Group is the first Italian integrated logistics operator on the national scene, founded in Casale Monferrato in 1952 by the Bonzano family.

01

WHO'S  
**BCUBE**



**+4000**  
resources



**+€500 M**  
turnover



**8**  
industries  
served




Operating in  
**4**  
countries around  
the world



01

WHO'S BCUBE


HIGHLIGHTS

 **70**  
years of industrial history

 **8**  
industries served

 **+4,000**  
resources

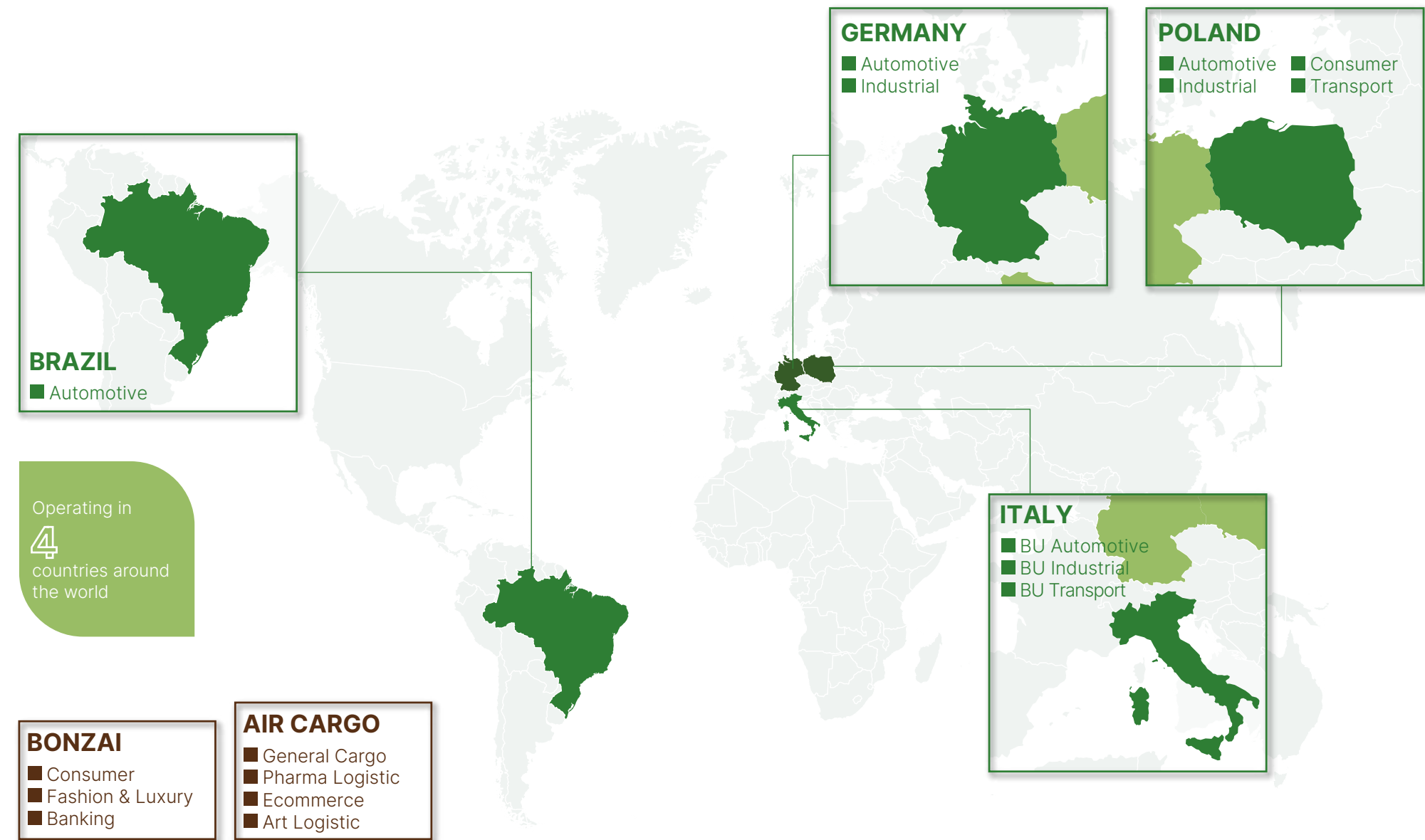
 **+€500**  
million turnover

 **84**  
operating sites around the world

The identity of BCUBE

Who we are

BCUBE is a **family-run business**, founded in **Casale Monferrato in 1952** by the **Bonzano family**. The Group is the first Italian **integrated logistics** operator in the national scene and operates in various industrial sectors of reference on a global scale, with a wide range of **highly customizable integrated services**.



Our organization

In our Sociogram, Ellisse Compagnia Finanziaria s.r.l. controls the entire Group. Ellisse owns 100% of BCUBE S.p.a., which in turn contains all the companies of the Group, both in Italy and abroad. For this reason, for simplicity within this document we will talk about the entire body as the “BCUBE Group”, i.e., the name by which the stakeholders know it.

SECTORS





## The Group has consolidated over time, through steps, generations and Companies:

**"Bonzano Teresio Enrico & Figli"**  
managed by Cav. del Lav. Luigi Bonzano, production of wooden packaging

1952



**ARGOL group**  
founded in 1973, then joined by Piero Carlo Bonzano, integrated logistics and industrial packaging



**VILLANOVA group**  
founded in 1974, automotive sector, packaging, CKD and transport (acquired in 2012)

1973  
1974

**1990s**  
Consolidation of presence in the automotive and oil & gas sectors and **international expansion** (Poland, Brazil)

**2000s**  
Entry into the **AIR CARGO** sector

1990s  
2000s

2012

**GRUPPO ARGOL VILLANOVA**  
created by Piero Carlo Bonzano after **acquiring both companies**



**FROM GRUPPO ARGOL VILLANOVA TO BCUBE**  
and inauguration of the **new Executive Headquarter** (Ellisse)

2014  
2016

2015  
2019

**Expansion and diversification**  
expansion in Germany, in the Fashion & Luxury sector and the PHARMA sector



**BONZAI group**  
founded by Luigi and Umberto Bonzano, integrated into BCUBE in 2023

2020

2024

**Luigi Bonzano CEO of BCUBE**  
supported by father Cav. del Lav. Piero Carlo Bonzano and brother Umberto

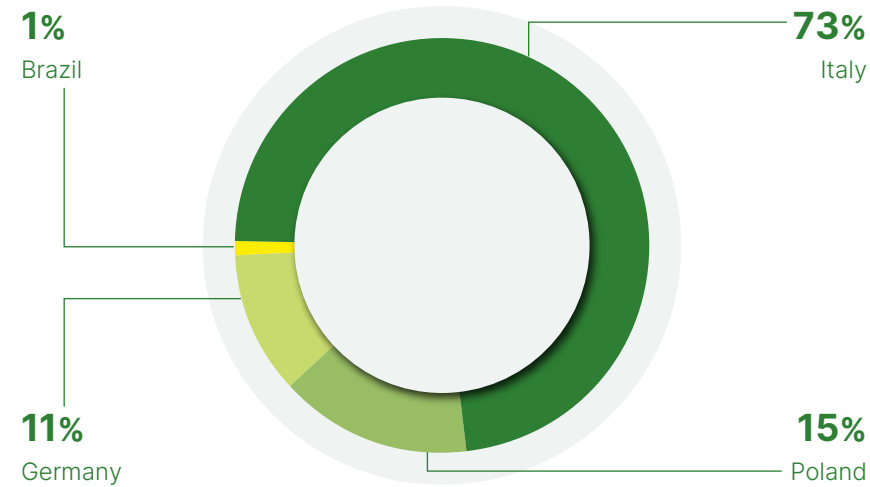


Where we operate

**Italy** remains the main market for BCUBE. **Poland** follows - with a long-standing and well-established presence since the early 90s - and **Germany**, with a strong focus on automotive industry districts.

The presence of BCUBE in **Brazil** is the result of long-lasting business relationships with the Group's main customers in Italy, which have expanded to South America over the years.

REVENUE DISTRIBUTION  
BY COUNTRY



Our industries and activities

Simplifying logistics complexity, optimizing operational performance, building value across the supply chain: this is the goal that drives our solutions.


We specialize in eight industries, each with its own characteristics, needs and priorities.



Consumer & Retail




Manufacturing



Automotive



Pharma



Fashion & Luxury



Defense



Banking



Air Cargo

The services we offer cover all operational activities across:

Inbound and outbound logistics

We design and manage the **entire logistic flow** of materials and products, both inbound and outbound. We collect components from suppliers, take them to warehouses or factories, store them and arrange shipments to customers, hubs or other plants. Thanks to IT systems integrated with those of our customers, we ensure constant visibility, traceability and rapid intervention in case of unexpected events.

Production logistics

We work directly in the customer's facilities, taking care of everything that is needed for production: we take materials to lines, we sequence them in the right order (just-in-sequence), we set them up in kits, we pre-assemble them when needed. This helps reduce in-line stock, increase production flexibility and improve flow continuity. It is a service widely used in sectors such as automotive or industrial production.

Transportation and Shipping

We organize transport throughout Italy and abroad, with our vehicles or with selected partners. We handle **Full Truck Load (FTL), Less Than Truck Load (LTL), groupage, intermodal shipments and last mile deliveries**. Transports are monitored in real-time by a centralized Control Tower, which allows immediate intervention in the event of delays, unforeseen events or diversions. The integration of our systems with those of our customers, combined with the progressive introduction of alternative fuels (e.g., Hydrotreated Vegetable Oil - HVO), allows us to optimize costs, time and environmental impact.

Air cargo logistics

Through BCUBE Air Cargo we operate in the main Italian airports (Malpensa, Fiumicino, Venice, Linate), handling urgent, delicate or high-value goods. We offer complete services: physical handling, customs, management of air containers (Unit Load Device - ULD), security and temperature-controlled transportation. We serve industries such as pharma, food, luxury and electronics, ensuring speed and reliability.

Parts Logistics (Aftermarket)

We manage spare parts for after-sales customers. We build warehouses and flows designed to reduce delivery times, optimize stock and increase service reliability. We use automated systems to keep stock up-to-date and to speed up order preparation.

Building value along the entire supply chain: this is the goal that drives our solutions



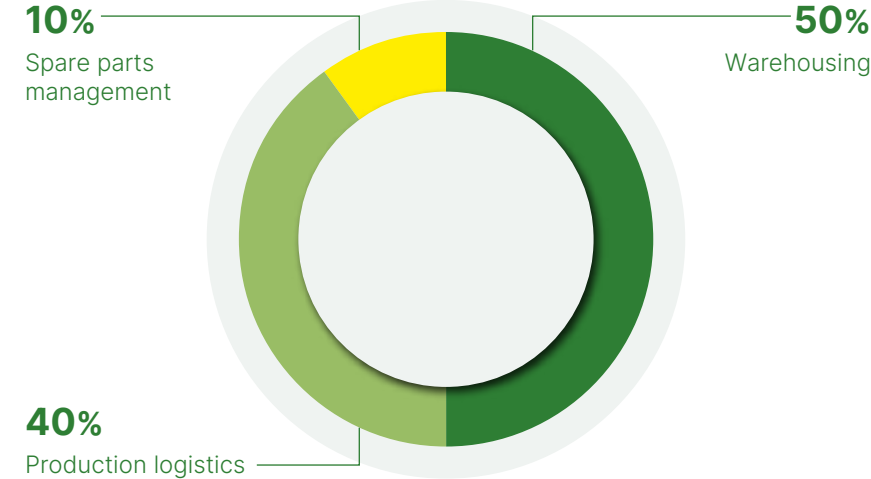
Enhanced value-added services

We offer **complementary activities to logistics** that add value for the customer: sandblasting, painting, welding, mechanical assembly, industrial packaging and light maintenance. This simplifies the supply chain, reduces the number of suppliers involved, and shortens the time between production and distribution.

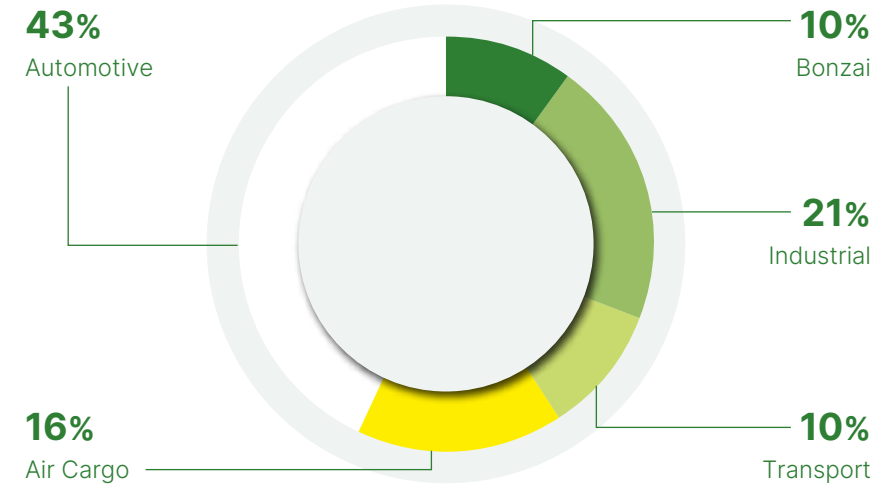
■ **Logistics consultancy**

We support customers in the **design of flows**, the **organization of warehouses** and the **digitization of processes**. We analyse data, identify bottlenecks and waste, and propose practical solutions to improve efficiency, flexibility and operational costs. Each project is tailored to the real customer's needs.

REVENUE DISTRIBUTION  
BY SERVICE OFFERED



REVENUE DISTRIBUTION  
BY SECTOR



Mission and vision

2024 was a crucial year in the development and updating of corporate culture. In October, we organized a workshop with representatives from the different company departments and entities to collaboratively redefine the Values guiding our work, along with our Mission and Vision. This initiative was a key moment for our organization: while we have always been guided by sound ethical principles, we felt the need to update and redefine ourselves to keep up with changes, wearing “clothes” that better reflect us today. The results are still top secret as they will be processed and disseminated during 2025, but we look forward to publishing them in the next report.

Stay tuned!







The image that best represents our vision of sustainability in the company is that of a long mountain trail, taken together with fellow travellers who share the same passion: to reach the final destination, we must understand the terrain, chart our own course and plan the milestones along the ways.

02

OUR COMMITMENT TO  
**SUSTAINABILITY**



**16** categories  
of stakeholders



**9**  
material topics



**3** “trails”  
Environmental, Social  
and Governance



## 02

# OUR COMMITMENT TO SUSTAINABILITY

We define “who we are”  
to understand “who we  
want to become”

Our Group Sustainability Project was born in September 2023, with the establishment of a dedicated office reporting directly to the CEO and with a clear objective: to undertake a path to integrate **ESG principles** into **corporate culture and processes**, in order to improve the impact of our activities on environment, social and governance issues.

To be honest, our roots in sustainability lie a little deeper. In fact, two years earlier, **Bonzai** – a company part of the Group – had started its own project, which led over time to concrete and measurable results, reported in the Sustainability Report published in voluntary form for the years 2022 and 2023.

Here, starting from the success of this pilot, we find ourselves today to draw up the **first Sustainability Report** of the BCUBE Group for the year 2024, which will therefore also include Bonzai report. This time, too, we are doing this on a **voluntary** basis, as we do not yet have a regulatory obligation, and we are guided by European Sustainability Reporting Standards (ESRS), which provide clear parameters for reporting sustainability performance, and by the principles of the Corporate Sustainability Reporting Directive (CSRD), the European directive that promotes uniform communication on environmental, social and governance issues.

## Our approach

If we were to describe the image that best represents our vision of sustainability in the company, it would certainly be that of a long, barely marked **mountain trail**, taken together with fellow travellers who share the same passion: to reach the final destination, one must understand the terrain, chart their own course, and plan the milestones along the ways. You also need good training to face the hills, comfortable shoes, a well-developed sense of orientation, and... a generous dose of determination!

For this reason, we would like to stress that this document is in no way the end of our project, nor is it a stage: it is the result of the **in-depth study** of our **territory**, which we have decided to report in full **honesty** and **transparency**.

## Mapping

Often seen as a trivial and somewhat boring phase, the definition of ‘**who we are**’ is, on the other hand, an indispensable step in defining ‘**who we want to become**’.

Our company is made up of many companies which, although having **integrated logistics** as their core business, have different characteristics in terms of value-added activities, specialization sector, geographical area, organization of work and offices, and so on.

Our first work was therefore to frame the sociogram of BCUBE, to define our boundary of action. The choice was simple: the perimeter covered by our sustainability path could only be **the entire perimeter** of the consolidated balance sheet, thus leaving Europe’s borders and reaching Brazil. Certainly ambitious, but in line with our belief that ESG issues must involve the entire corporate fabric across the board, becoming an opportunity to design in a shared and participatory way.

## The relationship and dialogue with stakeholders

In the second phase we met and recognized our fellow travellers: building a sustainability project in the company is, in fact, a path to be tackled together, step by step, with the active contribution and passion of every colleague.

In September 2024, we have organized a **participatory workshop** with the leaders of the main business functions of the different companies, to share our idea of the path, get their support and identify together the recipients of our work, that is, “for whom” we are taking this path.

Together, we have identified our **key stakeholders** – individuals, groups, or organizations with a direct or indirect interest in our activities – and divided them into 16 categories.



OUR MAIN  
STAKEHOLDERS

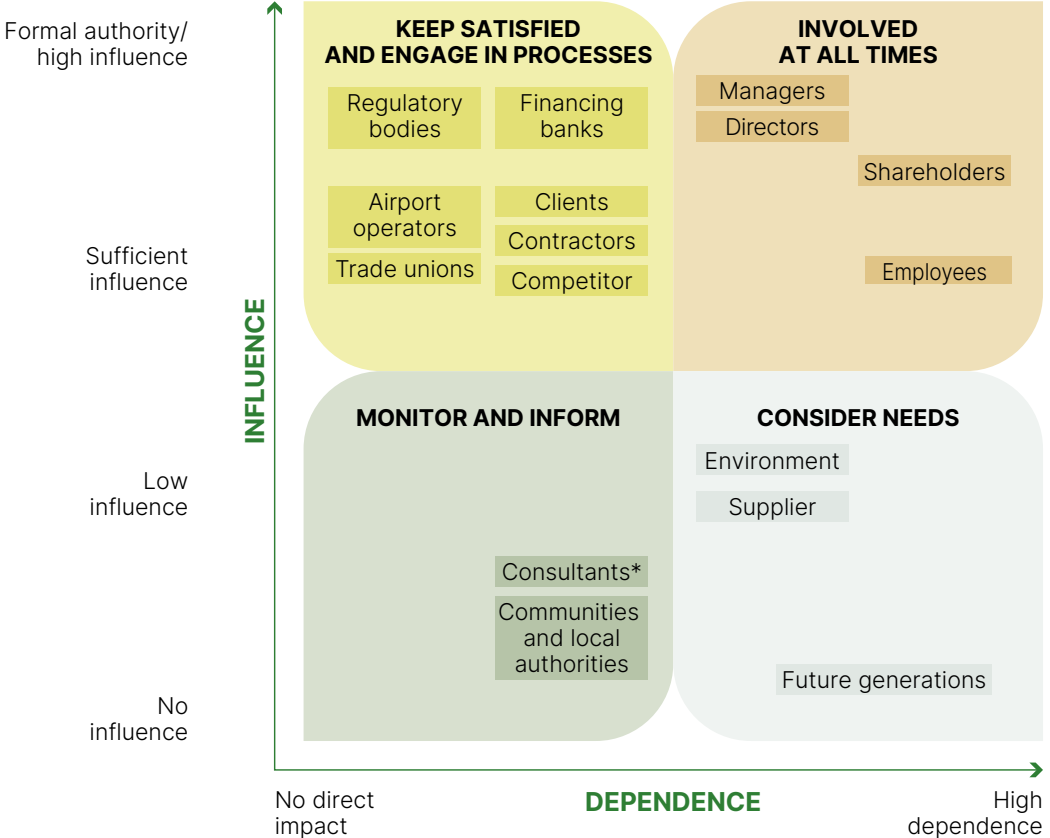


\*Consultants refer to stakeholders who occasionally support BCUBE's activities.

The criterion adopted for this classification has been based on an analysis of mutual influence and dependence, and it has also made use of the presence of 'silent' actors, who, while not having a direct role, can offer important food for thought.

The results obtained have allowed us to represent our stakeholders in a matrix, useful to define the most effective ways of dialogue:

INFLUENCE-  
DEPENDENCE  
MATRIX



The position of stakeholders within the matrix is indicative of the most appropriate actions to take with each of them:

- **Engage at all times:** stakeholders who have a strong influence on our business and reporting, with whom it is essential to communicate constantly;
- **Keep satisfied and involved in processes:** significant stakeholders to be updated regularly and involved at key moments;
- **Monitor and/or inform:** stakeholders with less impact, to be heard and updated with clear communication;
- **Consider needs:** stakeholders with limited impact, to be observed and informed when necessary.

Material topics

Once we got the map and identified our fellow travellers, we wondered how to minimize the chances of getting lost along the way or going on trails that weren't right for us. We needed a **compass**, an instrument that would always show us the direction of our objective: we had to define our **material topics**, that is, the most relevant issues for the Group, on which to concentrate resources and energy.

This analysis has been divided into several steps:

- **Identifying impacts:** during the workshop, function leaders were invited, in multidisciplinary groups, to rethink activities along the Group's value chain and to highlight a preliminary list of positive and negative impacts of business activities on the environment, people and governance. In addition, for each of them, the possible risks and opportunities that could have a material effect on the Group's economic performance, cash flows, results or access to funding sources were identified;
- **Assessing impacts:** based on the issues identified during the workshop, we have created an online questionnaire divided into three macro-areas – environmental, social and governance – to assess the relevance of every topic on a scale of 1 to 4. In this first year of analysis, we directly involved the stakeholders in this survey in the upper right quadrant: employees, executives, directors and shareholders. In addition, some of our consultants have also been called to participate, who, although they are external to the organization, have a very close and long-lasting relationship with the Group;
- **Assessing risk and opportunity:** the first lines of business were then called upon to assess the economic impact and likelihood of occurrence of risks and opportunities identified by colleagues during the workshop.

Once a materiality threshold has been defined, as required by ESRS standards, the topics with the highest scores have been validated as the main areas on which BCUBE will need to focus in monitoring and reporting its ESG performance over the coming years.

We identify the most relevant topics that guide us along the path

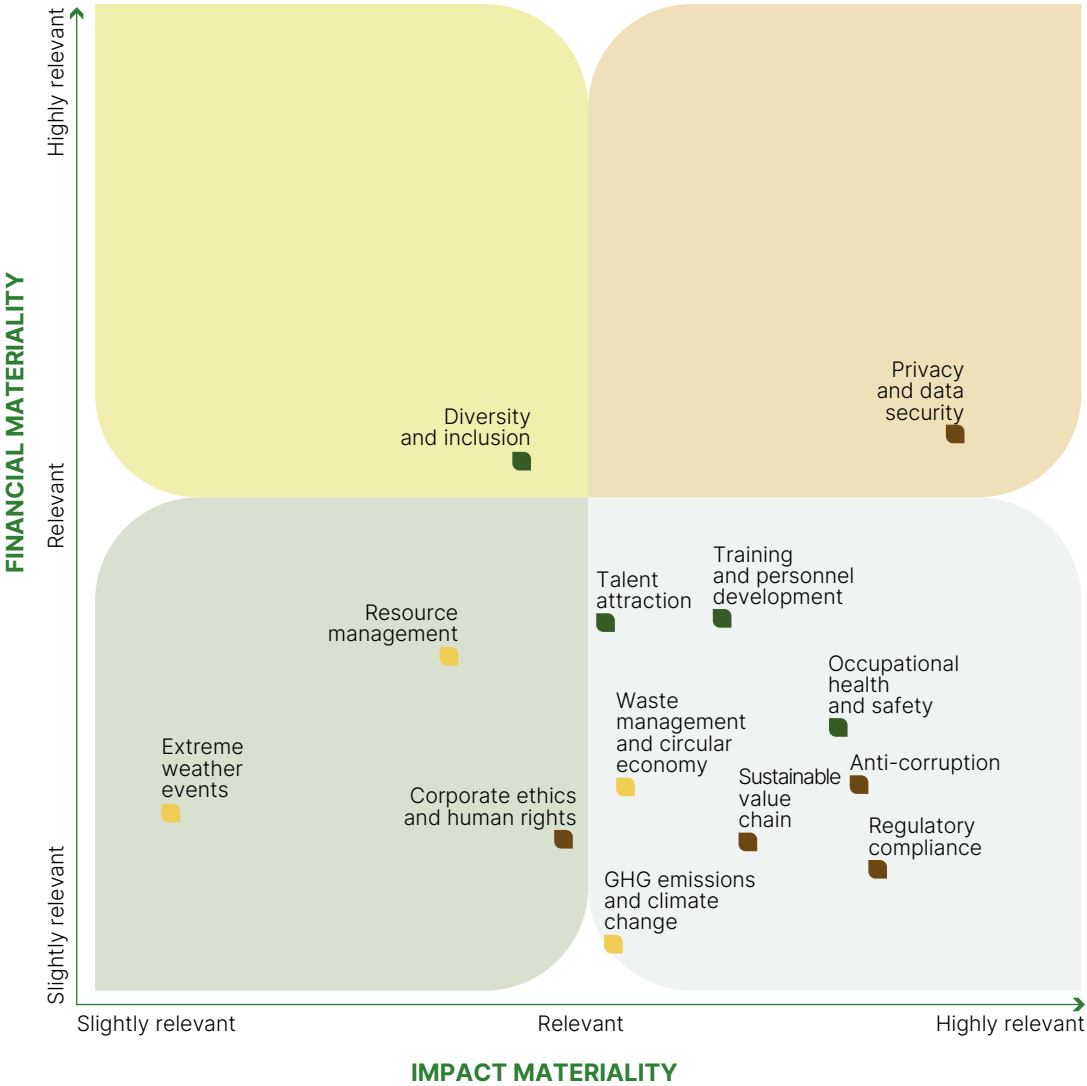


Double materiality analysis

The integration of material topics with the results of the **survey** submitted to employees and stakeholders is a crucial step: it has given voice to the various points of view and allowed us to understand what topics really matter, both for people and for the Group.

Hence the **double materiality matrix**, which combines the impact of our activities on people and the environment with the influence of ESG factors on business development. This visual representation facilitates strategic decisions, highlighting areas where BCUBE's activities are most significantly intertwined with stakeholder expectations. This ensures that business objectives are truly aligned with their priorities. Here are our material topics – our compass:

DOUBLE MATERIALITY ANALYSIS



The table below focuses on the impacts, risks and opportunities (IRO assessment) related to our material topics.














In addition, one or more UN Sustainable Development Goals (SDGs) have been associated with every material topic to highlight the Group's commitment to actively contribute to global sustainability challenges.

With a **map** and **compass** in hand, and **fellow travellers** on your side, we're finally ready to go. In front of us there are **three trails**, intertwined with each other but distinct: **Environment**, **Social** and **Governance**. In the next three chapters, we will walk through them individually, telling our reality through numbers, thoughts, ideas and projects that help us measure, rethink and reduce our impact, one step at a time.

*Let's lace up our shoes and get going!*

FOLLOW US  
ALONG THE  
ENVIRONMENTAL,  
SOCIAL AND  
GOVERNANCE  
PATHS!



SDG	Material topic	Impacts	Risks	Opportunities
	<b>GHG EMISSIONS AND CLIMATE CHANGE</b>	<ul style="list-style-type: none"><li>Production of greenhouse gas emissions through its own activities and activities related to its value chain.</li></ul>	<ul style="list-style-type: none"><li>Interruptions and discontinuities of service due to adverse climatic events.</li></ul>	<ul style="list-style-type: none"><li>Development of strategies and plans for energy independence, at least partially.</li></ul>
	<b>RESPONSIBLE WASTE MANAGEMENT AND PROMOTION OF CIRCULAR ECONOMY</b>	<ul style="list-style-type: none"><li>Adoption of practices to minimize waste generation and optimize the use of packaging;</li><li>Promote solutions for material reuse and waste reduction.</li></ul>	<ul style="list-style-type: none"><li>Low customer sensitivity toward sustainable solutions.</li></ul>	<ul style="list-style-type: none"><li>Growing demand for returnable packaging and sustainable solutions;</li><li>Economic exploitation of waste.</li></ul>
	<b>WELLBEING, HEALTH AND SAFETY OF PERSONNEL</b>	<ul style="list-style-type: none"><li>Implement measures to ensure a safe and healthy work environment and protect employees.</li></ul>	<ul style="list-style-type: none"><li>Increased costs for the harmonization of international best practices.</li></ul>	<ul style="list-style-type: none"><li>Reduction of risk of injury and occupational diseases;</li><li>Employee wellbeing and satisfaction.</li></ul>
	<b>TRAINING AND DEVELOPMENT OF PERSONNEL</b>	<ul style="list-style-type: none"><li>Development of professional growth programs and continuous training plans.</li></ul>	<ul style="list-style-type: none"><li>Increased costs related to staff training.</li></ul>	<ul style="list-style-type: none"><li>Professional skills development and personal development.</li></ul>
 	<b>DIVERSITY, EQUITY AND INCLUSION</b>	<ul style="list-style-type: none"><li>Adopt policies to ensure inclusion and enhance personnel diversity.</li></ul>	<ul style="list-style-type: none"><li>Greater complexity in managing cultural diversity.</li></ul>	<ul style="list-style-type: none"><li>Competitive advantage from multicultural diversity.</li></ul>
	<b>ATTRACTING TALENTS</b>	<ul style="list-style-type: none"><li>Creation of welfare policies and promotion of a work-life balance.</li></ul>	<ul style="list-style-type: none"><li>Rising welfare costs.</li><li>Complexity in designing new welfare strategies.</li></ul>	<ul style="list-style-type: none"><li>Improve company reputation;</li><li>Employee wellbeing and satisfaction.</li></ul>
 	<b>REGULATORY AND ANTI-CORRUPTION COMPLIANCE</b>	<ul style="list-style-type: none"><li>Compliance with applicable standards and regulations to ensure transparency and conformity;</li><li>Take measures to promote transparency and prevent illegal conduct.</li></ul>	<ul style="list-style-type: none"><li>Risk of fines and reputational damage for regulatory non-compliance.</li></ul>	<ul style="list-style-type: none"><li>Facilitating access to capital and finance;</li><li>Access to new, more selective business opportunities.</li></ul>
	<b>PRIVACY MANAGEMENT AND DATA SECURITY</b>	<ul style="list-style-type: none"><li>Implement systems to protect personal and business data.</li></ul>	<ul style="list-style-type: none"><li>Threats to data security for new technological developments.</li></ul>	<ul style="list-style-type: none"><li>Protect business know-how and business continuity.</li></ul>
  	<b>SUSTAINABILITY OF THE VALUE CHAIN</b>	<ul style="list-style-type: none"><li>Introduction of environmental and social criteria in supply chain management.</li></ul>	<ul style="list-style-type: none"><li>Stricter regulations for selecting suppliers and partners.</li></ul>	<ul style="list-style-type: none"><li>Building a more responsible supply chain.</li></ul>





Along the Environmental “trail”, we have focused on two priorities: reducing GHG emissions and responsible waste management.

In 2025 we reached a fundamental stage of the journey, carrying out the first calculation of our Carbon Footprint (Baseline 2024), on the perimeter of the entire Group.

# 03

OUR

## ENVIRONMENTAL RESPONSIBILITY



**192,143 kWh**

energy from photovoltaic  
panels



**1°**

Carbon Footprint  
analysis



**90 %**

of waste recovered



03

OUR ENVIRONMENTAL RESPONSIBILITY

First, we are taking the Environment trail, guided by the two key milestones we defined together: GHG emissions and responsible waste management.

For the first point, a fundamental step was the analysis of our **carbon footprint as an organization**. In fact, during 2025, we carried out the first calculation exercise on the basis of 2024, involving the entire BCUBE Group and including Scope 1, Scope 2 and Scope 3 emissions in the calculation perimeter.

Although it does not emerge as particularly impactful in the GHG analysis, we also focused on the second step of **waste management**, which was considered significant by our stakeholders when defining material topics.

Climate awareness: our GHG emissions

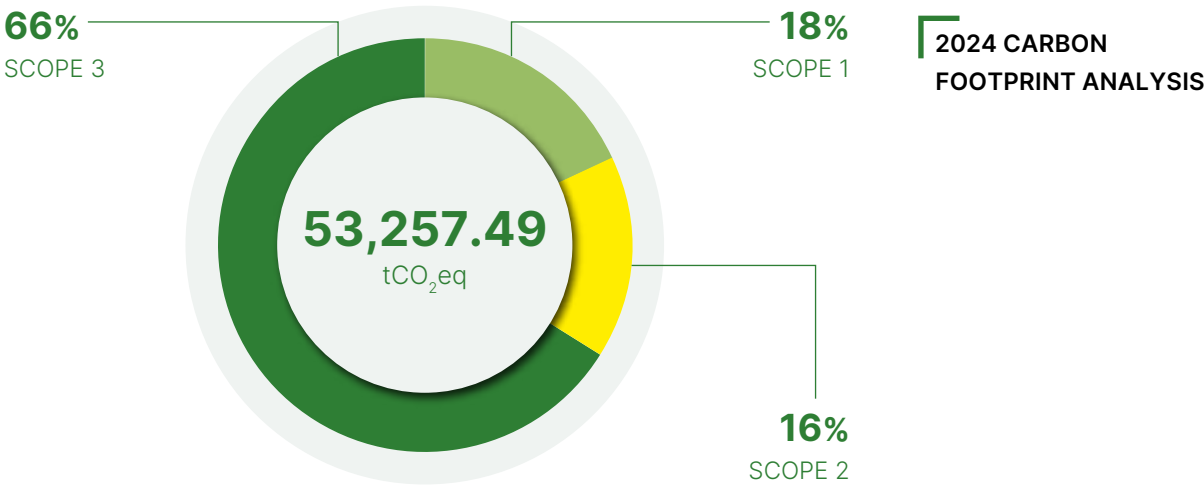
For Scope 1 and Scope 2, we were able to include all companies in the calculation – except for one entity not 100% controlled by the Group – but for Scope 3 the results are not yet fully integrated. That’s why for every Scope 3 emission category we will clearly specify the perimeter of the data we collected, so we can provide maximum transparency.

For the calculation of our carbon footprint, we relied on the external collaboration of **Up2You**, using the **Climax** platform to monitor the emissions generated by our activities. The calculation follows the **GHG Protocol** standards, and is based on primary data (such as electricity and natural gas consumption) and structured surveys at internal and external stakeholders. The platform has been validated by **RINA**, which has certified its compliance with the most advanced international standards.

We calculate our environmental impact with the first Carbon Footprint Analysis

At the end of the analysis, the result obtained is as follows:

Scope	M.U.	Total
Scope 1	ton CO <sub>2</sub> eq.	9,487.33
Scope 2	ton CO <sub>2</sub> eq.	8,788.70
Scope 3	ton CO <sub>2</sub> eq.	34,981.47
TOTAL	TON CO <sub>2</sub> EQ.	53,257.49



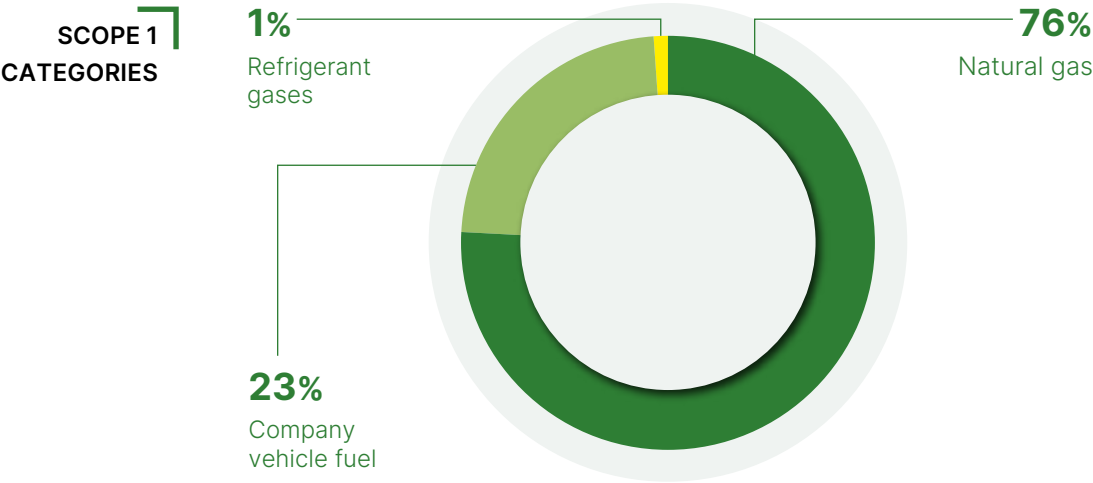
We see at a glance that the most impacting category is the Scope 3. This is not surprising, as our business model does not currently provide direct ownership of freight vehicles, which therefore are not accountable in our Scope 1. But let’s go a little further into our main emission sources.



■ **Scope 1 emissions**

These emissions are generated by the use of fossil fuels and the release into the atmosphere of the greenhouse gases defined by the Kyoto Protocol.

Scope 1 Cathegory	Total (ton CO <sub>2</sub> eq.)
Natural gas	7.217,01
Refrigerant gases	121,51
Company vehicles fuel	2.146,51
Other	2,29
<b>TOTAL</b>	<b>9.487,33</b>



■ **HVO fuel**

On fuel management we have taken a short cut, we have to admit: partly thanks to the Bonzai advantage, before making the precise calculation, we suspected that it would obviously account for a significant part of our direct emissions.

Thus, as early as January 2025, we enabled all Bonzai and BCUBE company fuel cards for diesel cars (which cover about 75% of our needs) to use Hydro-treated Vegetable Oil (HVO), an advanced biofuel produced from vegetable oils and waste fats that has significantly less impact on the environment while still providing the same performance as traditional diesel.

The still limited distribution of biodiesel at supply points and the incompatibility of some cars in the company fleet will probably be an obstacle, but during 2025 we will communicate the initiative to all colleagues involved, raising their awareness on the subject, and regularly monitor the actual use through the reports available in the restricted areas of our partners' site.

In view of the introduction of new corporate car taxation, a fleet review is under way, following which we will review our sustainability strategy.

■ **Scope 2 emissions**

Within this category we find indirect emissions by energy. The emission calculation for Scope 2 can be done in two ways:

- **Location-based:** consider an average emission factor for the electricity consumed, calculated on the basis of the national energy mix (of the country of use) related to the country in which the companies operate.
- **Market-based:** takes into account the amount of energy from renewable sources purchased directly by the company, provided that it is certified by GSE (Provider of Energy Services) by issuing a certificate of origin. In the absence of renewable energy purchases, the result calculated on the market-based approach may be higher than on the location-based approach, as the *residual mix* emission factor is used. The latter represents all the electricity available on the market net of the shares already covered by green certificates, and thus tends to have a higher emission intensity than the national average mix considered in the location-based approach.

The table below shows the result of the Group's Scope 2 GHG (Greenhouse Gas) emissions according to both approaches, taking as national mix of reference that of the specific country of purchase:

Scope 2	Total (ton CO <sub>2</sub> eq.)
Indirect energetic emissions <b>Location based</b>	8,788.70
Indirect energetic emissions <b>Market based</b>	12,517.22

We specify that for the calculation of the Group's overall emissions we have adopted the location-based method, as it is considered more representative of the company's actual energy use, given that almost all of the electricity consumed by the Group comes from the national mix.

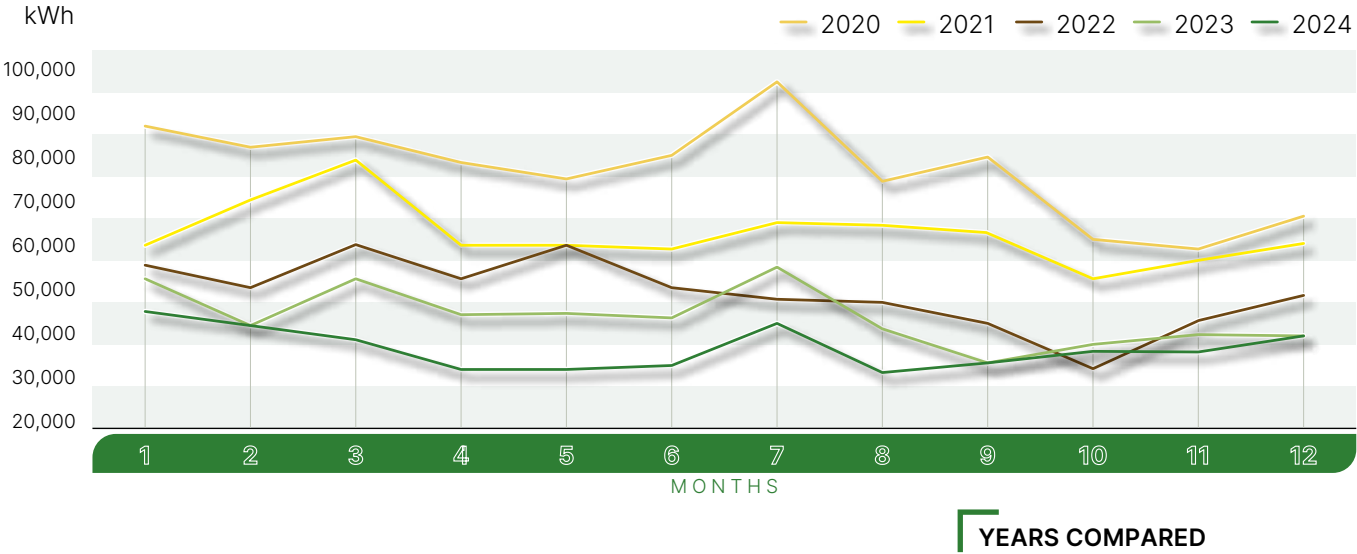
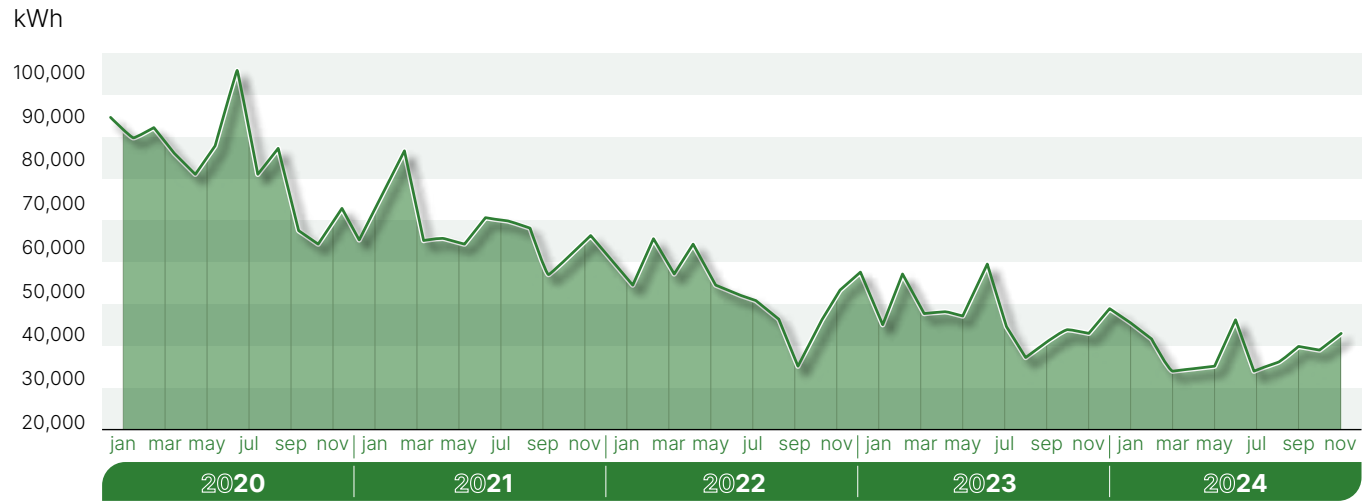
■ Consumption monitoring

Beyond the CO<sub>2</sub> equivalent emissions, the unit of measurement that we usually use to monitor our electricity consumption is kWh, which has become a KPI expressed in kWh/m<sup>2</sup> due to consistency across warehouses. It is a parameter that at Bonzai we monitor on a monthly basis, conducting an internal benchmarking and sharing the data directly with the General Manager.

For BCUBE, every year we include new sites in this analysis, so that over time we can create a shared and increasingly comprehensive KPI dashboard. Our goal over the next few years is to **spread this best practice** to other entities, so that we have a more comprehensive data pool and better prioritize action. Thanks to this **spot-on monitoring**, in fact, over the years in Bonzai we have already carried out efficiency projects that have led to concrete results: always taking into account the specific characteristics and activities carried out in each location, we have carried out revamping projects, by replacing obsolete lamps with high-efficiency LED lighting, but also by analysing workflows in order to carry out tailored compartmentalization of the lighting system.

ELECTRICITY  
CONSUMPTION IN  
CAORSO (IT) (KWH)

We report, for example, our site in Caorso (PC), which is the most energy-consuming in Bonzai (70% of energy purchased in 2024) and therefore was immediately the subject of our attention:



Year	kWh	Consumption deviation
2020	933,296	
2021	763,354	-18,21%
2022	602,568	-21,06%
2023	540,429	-10,31%
2024	456,140	-15,60%

It is true that 2020 was an anomalous year from an operational point of view, but let's see how – even taking 2021 as a baseline – we arrived at the end of 2024 consuming 40% less!

■ Self-generation of energy

Remaining in Caorso, 2024 saw the activation of the **first photovoltaic plant** in Bonzai, composed of 276 panels, for a total power of 127 kWp. The activation took place in July, and during 2024 it produced energy for 98,659 kWh – of which 79% went into self-consumption, covering 30% of the site needs in the period considered, in addition to the remaining 21% unconsumed that was traded on site.

Therefore, considering our self-produced energy KPI, we can say that:

- The proportion of self-produced (and self-consumed) energy on the Caorso site on the whole of 2024 is equal to **17 %** of demand
- The proportion of energy self-produced (and self-consumed) by Bonzai Spa in 2024 is **13%** of demand



HERE IS THE NEW  
PHOTOVOLTAIC  
PLANT IN  
CAORSO (IT)



The Caorso plant is to be added to another 100 kWp photovoltaic plant already present on the premises of the BCUBE Group in Casale Monferrato. In 2024, the latter produced 93,484 kWh, of which 92% were absorbed as self-consumption.

By calculating our KPIs, we get:

- The proportion of self-produced (and self-consumed) energy at Casale premises on the whole of 2024 is equal to **19 %** of demand
- The proportion of energy self-produced (and self-consumed) by BCUBE Spa in 2024 is **2%** of demand

During 2025, we also plan to contract a **new photovoltaic plant** on the warehouse in Agliana (PT).

■ **Green energy**

Despite our efforts in **efficiency improvements and self-generation**, we are aware that the path to **reducing our Scope 2 emissions** through these actions is still rather long and challenging.

That is why we have decided to go ahead with the purchase of Guarantees of Origin (GO), which certify that the energy we buy and consume during the year comes **100% from renewable sources certified by GSE**.

For 2024, therefore:

- The entire amount of electricity purchased by Bonzai Spa was covered by GO, which means that, for the second consecutive year, Bonzai “market-based” Scope 2 is 0 tons of CO<sub>2</sub> eq.
- The entire needs of the BCUBE Group headquarters in Casale Monferrato were covered by GO.

For the time being, the Group’s other locations and companies benefit from the national mix, but we reserve the right to work on it, and to update our stakeholders on the subject in future reports on sustainability.

■ **Scope 3 emissions**

Scope 3 emissions are all those emissions that are not directly dependent on our operational activities, but that are generated “upstream” and “downstream” of our direct activities: from suppliers of goods and services to transport, up to the use and end-of-life of the products.

This is not an easy category to report, but it is a **fundamental** category because – as we have seen – they account for more than half of our total emissions. For this reason, even though we are aware of the tortuous nature of the trail, we have chosen to undertake it and to make it even though it is not perfect.

The significance analysis helped us to select the emission categories to be reported as priorities for the Group, including:

- purchased goods and services;
- upstream transport and distribution;
- extraction and transport of energy and fuels;
- production waste;
- business trips;
- employee movements;
- use of sold products.

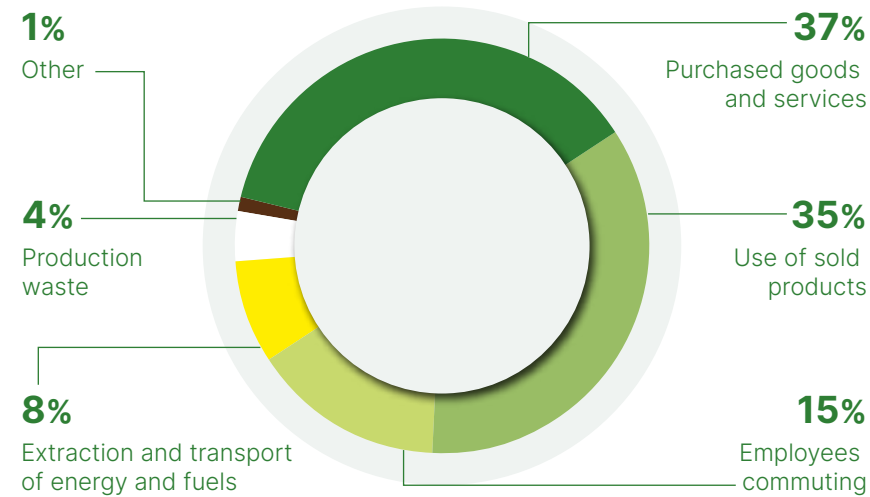
For transparency and integrity, below are the companies whose data we have been able to include in our reporting, for every significant category:

Scope 3 category	Companies included in the calculation
Purchased goods and services	BCUBE AIR CARGO S.p.A (MLE S.p.A., FLE s.r.l., VLE S.p.A.), BCUBE CEIM s.r.l., BCUBE LOGISTIC Ltda, BCUBE POLAND LOGISTICS sp z o.o., BCUBE Poland Services sp z o.o., BCUBE S.p.A., BCUBE sp z o.o., BFASHION s.r.l., BONZAI S.p.A., Bonzai Services s.r.l.
Upstream transport and distribution	BCUBE AIR CARGO S.p.A (MLE S.p.A., FLE s.r.l., VLE S.p.A.), BCUBE CEIM s.r.l., BCUBE LOGISTIC Ltda, BCUBE POLAND LOGISTICS sp z o.o., BCUBE Poland Services sp z o.o., BCUBE S.p.A., BCUBE sp z o.o., BFASHION s.r.l., BONZAI S.p.A., Bonzai Services s.r.l.
Extraction and transport of energy and fuels	BCUBE AIR CARGO S.p.A (MLE S.p.A., FLE s.r.l., VLE S.p.A.), BCUBE CEIM s.r.l., BCUBE Hessen GMBH, BCUBE LOGISTIC Ltda, BCUBE PCC Logistik GMBH, BCUBE POLAND LOGISTICS sp z o.o., BCUBE Poland Services sp z o.o., BCUBE Projektlogistik GmbH - Ost, BCUBE S.p.A., BCUBE Thüringen GmbH, BCUBE Wuppertal GMBH, BCUBE sp z o.o., BFASHION s.r.l., BONZAI S.p.A., Bonzai Services s.r.l., Projektlogistik GMBH BCUBE Berlin
Production waste	BCUBE AIR CARGO S.p.A (MLE S.p.A., FLE s.r.l., VLE S.p.A.), BCUBE CEIM s.r.l., BCUBE Hessen GMBH, BCUBE LOGISTIC Ltda, BCUBE PCC Logistik GMBH, BCUBE POLAND LOGISTICS sp z o.o., BCUBE Poland Services sp z o.o., BCUBE Projektlogistik GmbH - Ost, BCUBE S.p.A., BCUBE Thüringen GmbH, BCUBE Wuppertal GMBH, BCUBE sp z o.o., BONZAI S.p.A., Projektlogistik GMBH BCUBE Berlin
Business trips	BCUBE AIR CARGO S.p.A (MLE S.p.A., FLE s.r.l., VLE S.p.A.), BCUBE CEIM s.r.l., BCUBE LOGISTIC Ltda, BCUBE POLAND LOGISTICS sp z o.o., BCUBE Poland Services sp z o.o., BCUBE S.p.A., BCUBE sp z o.o., BFASHION s.r.l., BONZAI S.p.A.
Employee movements	BCUBE AIR CARGO S.p.A (MLE S.p.A., FLE s.r.l., VLE S.p.A.), BCUBE CEIM s.r.l., BCUBE LOGISTIC Ltda, BCUBE POLAND LOGISTICS sp z o.o., BCUBE Poland Services sp z o.o., BCUBE S.p.A., BCUBE sp z o.o., BFASHION s.r.l., BONZAI S.p.A., Bonzai Services s.r.l.
Use of sold products	BCUBE AIR CARGO S.p.A (MLE S.p.A., FLE s.r.l., VLE S.p.A.), BCUBE CEIM s.r.l., BCUBE LOGISTIC Ltda, BCUBE PCC Logistik GmbH, BCUBE POLAND LOGISTICS sp z o.o., BCUBE Poland Services sp z o.o., BCUBE Projektlogistik GmbH - Ost, BCUBE S.p.A., BCUBE sp z o.o., BCUBE Thüringen GmbH, BCUBE Wuppertal GMBH, BFASHION s.r.l., BONZAI S.p.A., Bonzai Services s.r.l., Projektlogistik GMBH BCUBE Berlin

Below are the results of our Scope 3 emissions calculation.

Scope 3 category	M.U.	Total
Purchased goods and services	ton CO <sub>2</sub> eq	12,939.99
Extraction and transport of energy and fuels	ton CO <sub>2</sub> eq	2,876.41
Upstream transport and distribution	ton CO <sub>2</sub> eq	310.09
Production waste	ton CO <sub>2</sub> eq	1,443.57
Business trips	ton CO <sub>2</sub> eq	113.11
Employees commuting	ton CO <sub>2</sub> eq	5,044.74
Use of sold products	ton CO <sub>2</sub> eq	12,254.27
<b>TOTAL</b>	<b>TON CO<sub>2</sub> EQ</b>	<b>34,982</b>

SCOPE 3 EMISSION CATEGORIES



The categories that appear to be most emission-impacting are: purchased goods and services, use of sold products and employees commuting, which together account for 86% of Scope 3.

■ Supplier engagement

As we have seen, the most emission-impacting category is ‘Purchased goods and services’ category, which alone covers **37% of Scope 3 emissions**. We are therefore fully aware of the importance of the involvement of our suppliers in our sustainability project.

In 2025, we therefore set ourselves the goal of organizing a day dedicated precisely to raise awareness of some of our key suppliers, illustrating our project and involving them in order to refine the collected data.

■ Measuring the impact of transport

In second place we find the category “Use of sold products” which represents 35% of Scope 3, and in our case, it is almost entirely attributable to the transport and distribution services that we offer to our Customers without the use of own means (otherwise accountable in Scope 1).

Starting from the well-established foundation that every improvement begins with the awareness and measurement of the data, in 2024 we started a pilot project in collaboration with GreenRouter on the BCUBE Spa site from which the major transport flows are managed: Villanova d’Asti (AT).

Thanks to their GLEC Framework 3.0 and ISO 14083 certified tool and the integrated information flows we have set up, we are able to measure the environmental impact in terms of CO<sub>2</sub> and both in a timely form for every shipment, and in an aggregated form for every customer.

During 2025, we will expand the scope of this project to other locations in Italy and Poland, refining the Scope 3 calculation using more actual data and fewer estimates.

Responsible waste management and promotion of the **circular economy**

For the purposes of this analysis, we examined only waste directly generated by us, where we are the registered account holder. In many cases, we do not deal with the disposal ourselves, as we operate in the Customer’s facility.

The following table shows the amount of waste directly generated by us in the year 2024:

Total waste	Diverted from disposal	Disposed of	Not recycled	Hazardous waste
10,872,693 kg	9,656,204 kg	1,216,489 kg	136,307 kg	237,923 kg

The aggregated table on waste generated by the BCUBE Group in 2024 gives a clear picture of the overall extent of the environmental impact of the waste generation. The main output materials are mixed packaging, wood packaging, paper/cardboard, mixed materials and toner.

With a total of more than **ten million** kilograms of waste generated, this is undoubtedly a significant figure. Of these, though, about 90% have been recovered through separate collection, so much so that in the GHG inventory, waste accounts for only 4% of Scope 3 emissions.

In addition, most of the companies in the Group are ISO 14001 certified (for the complete list, please refer to the section “Our Certifications” in the section



Governance), which attests to the compliant management of waste and the objective of continuous improvement. However, we take the opportunity offered by colleagues to look at a different system of analysis in the coming years and to consider the introduction of trackable KPIs, as well as focusing on separate collection in offices and the correct reporting of waste management on sites.

Other environmental initiatives

We recover about 90% of the Group's waste

Along the trail, we have made some small stops to support some initiatives that bring together nature, people and local communities, and we are happy to share them.

BCUBE BEEHIVES

BCUBE S.p.A. has chosen to support PlanBee project “Api per il futuro” (Bees for the future) which, by redeveloping an abandoned area within the Park of Monte di Pasta (Massa Carrara), has created a garden open to the public with different species of plants and flowers to promote the increase of pollinating insects in the area. Here, we have adopted a hive under the care of a professional bee-keeper, with the aim of protecting local biodiversity and promoting the health of the ecosystem. In late 2024, the honey produced was harvested, packaged and donated to Caritas, a Catholic humanitarian association in Massa. With about 10 kg per hive, the honey was packaged and given to local families, creating a tangible link between environmental sustainability and solidarity.



FOLLOW THE PROJECT



BCUBE

We are proud of this, because this gesture shows how care for the environment can be translated into concrete actions of social support, strengthening the role of companies as agents of positive change.

BONZAI FOREST

The Bonzai Forest, born thanks to the collaboration with ZeroCO<sub>2</sub> has reached its third year of life in 2024 and counts today:

- 800 trees in Guatemala
- 122 Posidonia seagrass in Sardinia
- 730 trees in Tanzania

Reforestation with ZeroCO<sub>2</sub> means taking action for climate change by supporting rural communities for the future of all. We do it:

- **For people:** the trees we plant become property of local farming families and a tool for their economic and food well-being, after having followed a specific training course so that they can take care of them.
- **For the climate:** reforestation is one of the most effective tools for mitigating the effects of climate change. By expanding forested areas, we can reduce CO<sub>2</sub> in the atmosphere and support climate stability.
- **For the future:** we reforest to promote sustainability and conservation of natural resources, to create a lasting impact on the health of our planet and to preserve the beauty and vitality of our ecosystems. We do it for future generations.



FOLLOW THE EXPANSION OF OUR FOREST

BCUBE





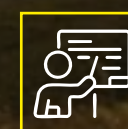
04

PEOPLE AT THE HEART OF OUR  
**EFFORTS**

Our biggest challenge is to take care of our fellow travellers, as people are the real engine of our Group. In following the Social “trail”, we focus on four main themes:



**Well-being,  
health and  
safety**  
of personnel



**Training and  
development**  
of personnel



**Diversity,  
equity and  
inclusion**



**Attraction  
of talent**

04

# PEOPLE AT THE HEART OF OUR EFFORTS

If the Environment trail, although uphill, has been covered with good signage provided by scientific calculations and international frameworks, it is the Social one that really represents our challenge.

Our job is **labour intensive**: our company is made up of people, who every day contribute their work to manage trade of goods, to feed production lines, and to ship finished products to companies and stores all over the world. It is not just a cliché, then, when we say that in the BCUBE Group people are the real engine of the organization – much more than machinery and trucks.

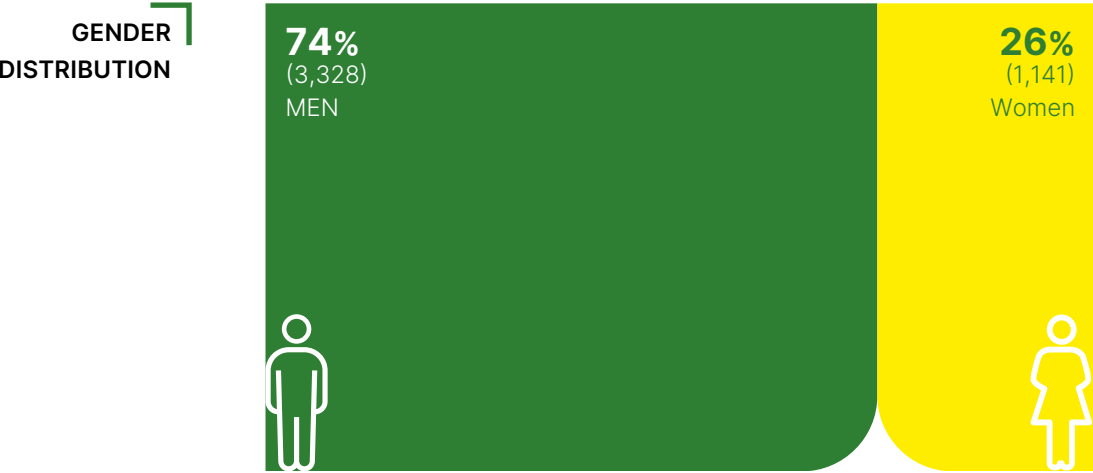
For this reason, ensuring the well-being of our people must be at the heart of our mission.

## A look at our workforce

As the first step of our journey, we took some Group photos at 31/12/2024 to better understand our organizational context:

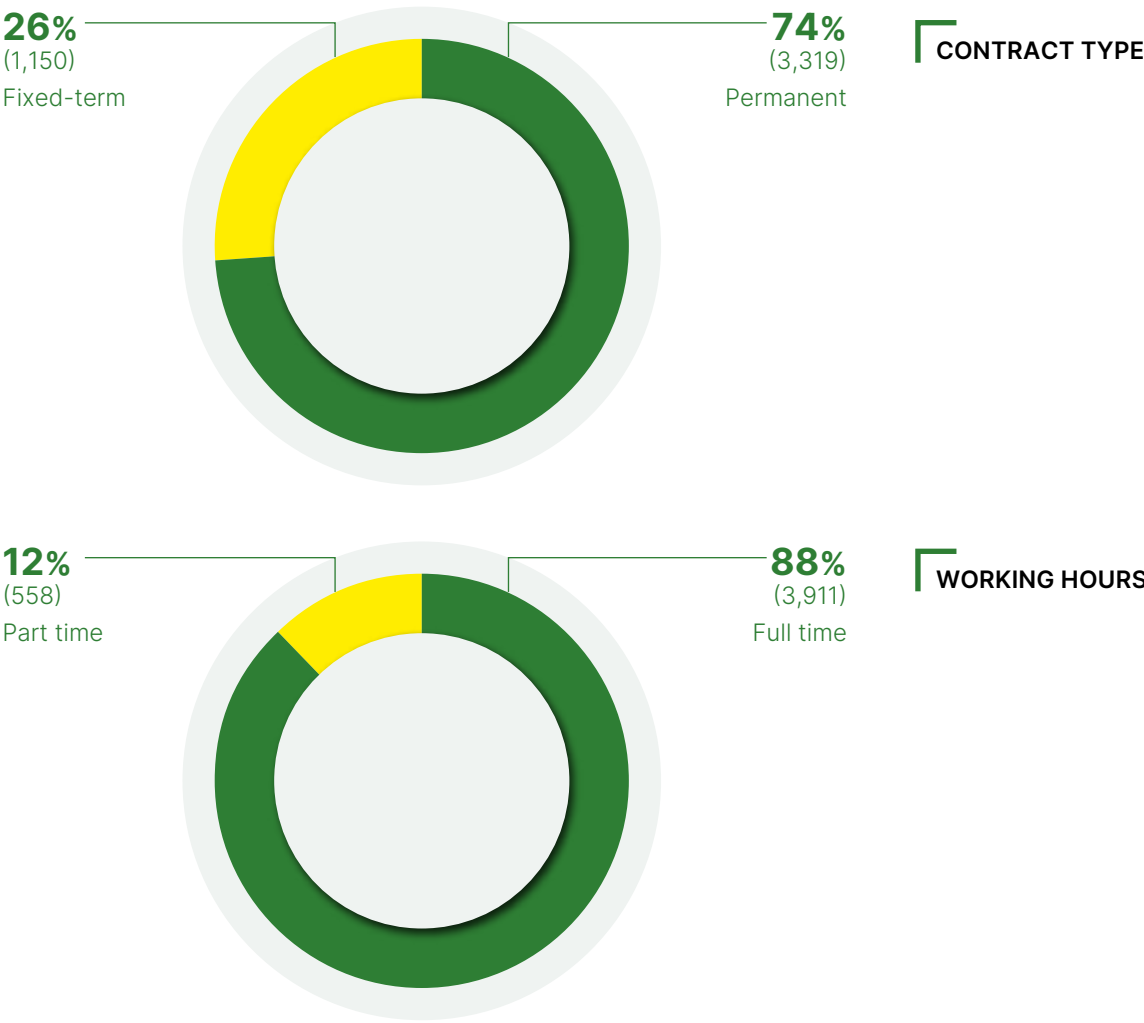
**Employee distribution by gender**

Three out of four employees are men at the moment. This figure, which reflects a prevalence of men still present in the logistics sector, will be the subject of our further investigation starting next year, in order to analyse more precisely the distribution of personnel by business unit and by type of employment (white collar/blue collar).



**Contract type**

The picture that emerges from the analysis of the types of contracts is quite clear: we prefer to establish stable and lasting working relationships, allowing more hourly flexibility when needed.



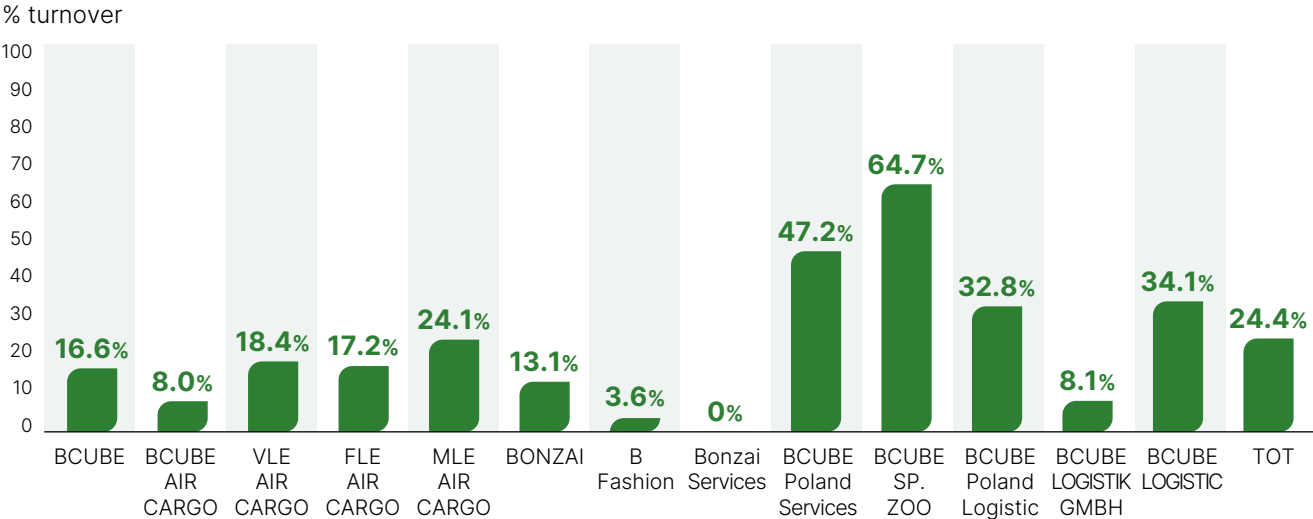


Turnover

The outbound turnover rate is a significant indicator of workforce stability. In fact, although a share of turnover is physiological – linked to natural personal or professional changes – in some cases it can highlight anomalies or areas of improvement in the management and enhancement of people at Group level. The calculation was made using the formula:

**Employee turnover rate (exits) = (no. of employees leaving during the year) / (average number of employees during the year) \* 100**

And here's the result:



EMPLOYEE TURNOVER RATE (EXITS)

The figure for Polish companies, which appears to be worrying, is the result of an insourcing that took place during 2024 on a site: a corporate reorganization that saw people switch from BCUBE contracts to Customer contracts, without losing their labour and pay stability.

We will regularly monitor the outbound turnover indicator at Group level in the coming years in order to identify trends, understand the cause and take corrective action, if necessary.

Well-being, health and safety of personnel

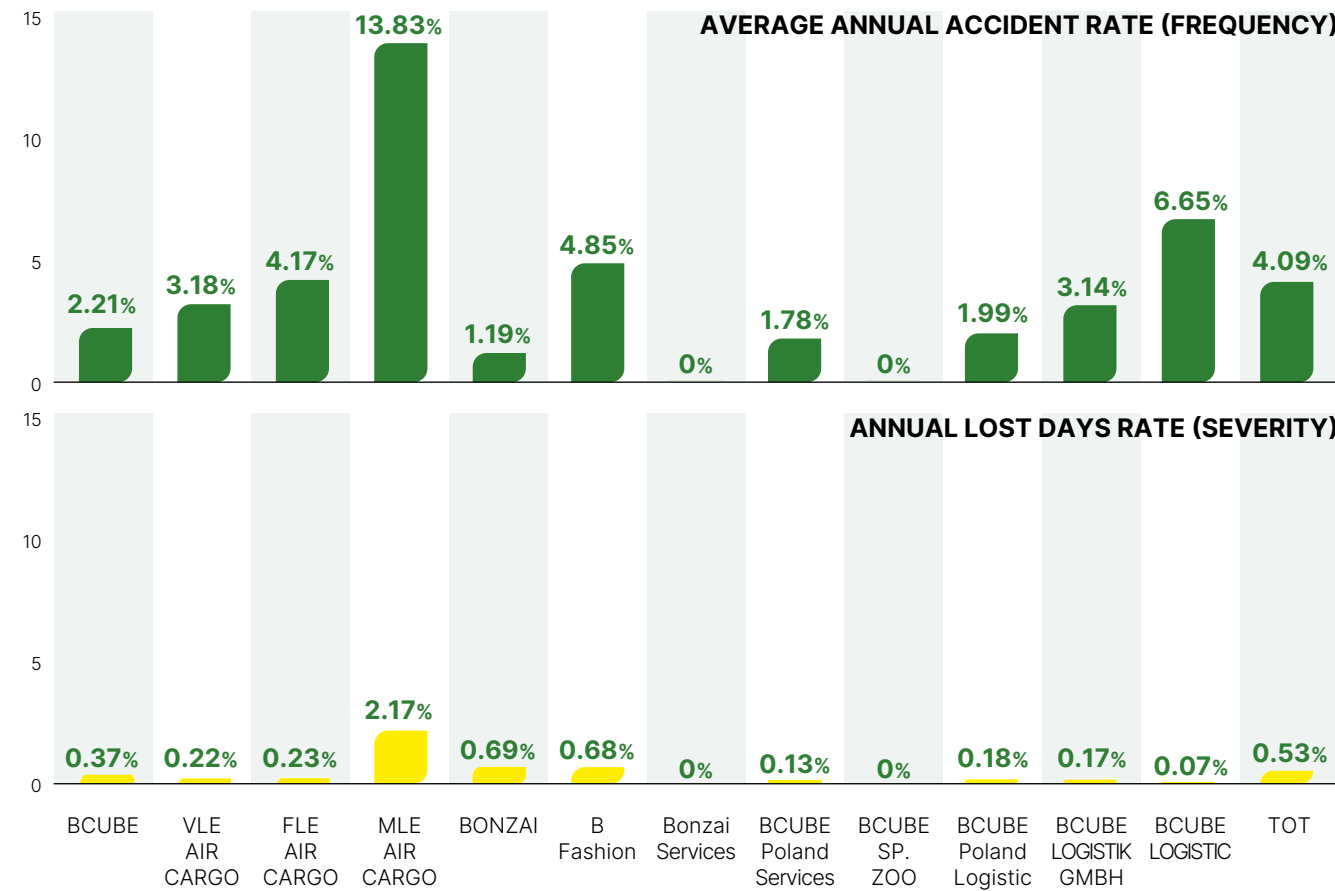
It is important to continue along our trail, but it is even more important to do so safely. That is why we monitor the occupational accidents and illnesses of our people, with the aim of identifying their causes and **reducing the likelihood of recurrence to a minimum**.

For this report, we carried out a first Group data collection for the year 2024, trying to standardize the various calculation methods available at international level. The formula we shared was:

**Average annual accident rate = (no. of accidents / total hours worked) x 200.000**

**Annual lost days rate due to accidents = (no. of lost days / total hours worked) x 1.000**

INJURY AND LOST DAYS RATES





To date, health and safety events have been monitored according to our system standards. Since September 2023, we have started digitizing this process from Bonzai, so that we can analyse the data in a more structured way. Digitisation will be progressively extended to BCUBE and the other companies in the Group.

Most of our companies are already **ISO 45001** certified, the international standard for **occupational health and safety** management systems, which attests regulatory compliance and adoption of detailed operating procedures. Verification of compliance is done through **inter-**

**nal audits** conducted by HSE teams and through external **audits** by independent certification bodies. Some BCUBE S.p.A. locations are also subject to FSC (Forest Stewardship Council) and PEFC (Programme for the Endorsement of Forest Certification) controls, which include fundamental social aspects such as the prevention of child labour, equal treatment, freedom of association and respect for workers' rights. (The details of the sites and certifications can be found in the paragraph "Our Certifications" in the section Governance). But the welfare of workers is not built "only" by avoiding traumatic events. In order to make our journey more sustainable, we are investing in more flexible ways of working and in individual support tools.

In order to help improve the balance between private and professional life, in 2024, some offices in the Casale Monferrato office took part in a pilot **smart working** project of up to 12 days per month.

In the same year we offered several colleagues the opportunity to undertake an **individual online coaching** course in collaboration with Serenis, a company specializing in psychotherapy, counselling and online coaching. We believe that investing in our people is fundamental: these programs promote personal growth, the improvement of soft skills and the enhancement of skills, accompanying the growth of professional well-being along our trail.

In addition, during the year we started a pilot project to rethink the sharing spaces and relaxation areas dedicated to employee breaks. The initiative, started from the headquarters in Casale Monferrato, provides for the reorganization and enhancement of existing spaces in the short term and, in the medium to long term, the creation of new dedicated areas also in the Group's operational sites, with flexible and modular solutions according to the different realities. The project aims to offer more welcoming and functional environments, foster moments of encounter, stimulate dialogue and strengthen the sense of community and well-being, both in offices and in operational areas.

## Employee training and development

Challenging journeys require preparation. That's why we provide training to all our people, at every level and in every location, to support the path we are building together. Let us start by systematically analysing needs – through the study of tasks, context and interviews with managers – in order to design a targeted training plan every year.

The courses, whether transversal or specialized, are delivered in person or by videoconference. In recent years, we have strengthened the use of digital training to make it more accessible to people in multiple locations at the same time and to reduce travel.

In **Italy**, all activities are coordinated at Group level by BCUBE S.p.A., in collaboration with HR and line managers; foreign companies, on the other hand, manage the training independently but according to shared criteria.

To accurately track every "training session", BCUBE is implementing a digital platform that is accessible to all, enabling the management and traceability of mandatory training, while Bonzai has already started this process for about a year. The goal, over the next few years, is to have clear and immediate reports on training activities, so that more effective strategic decisions can be made.

### LEAN SIX SIGMA TRAINING

In 2024, six new colleagues obtained the Green Belt certification, after a theoretical-practical course in Lean Six Sigma. The program included methodological lessons and the realization of a field optimization project, conducted with the support of a corporate sponsor: a real "goal" that allowed every person to actually apply the principles of continuous improvement and reduction of errors and waste in their daily work context.

We analyse needs and design targeted training plans





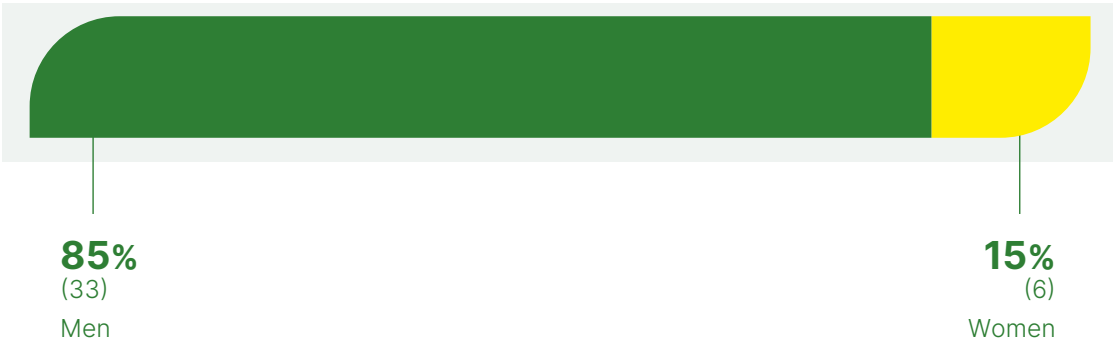
## Diversity, equity and inclusion

In the BCUBE Group, we firmly believe that different perspectives and different experiences do not constitute an obstacle; on the contrary, they are a true source of richness. In fact, our people come from a plurality of contexts, cultures and generations.

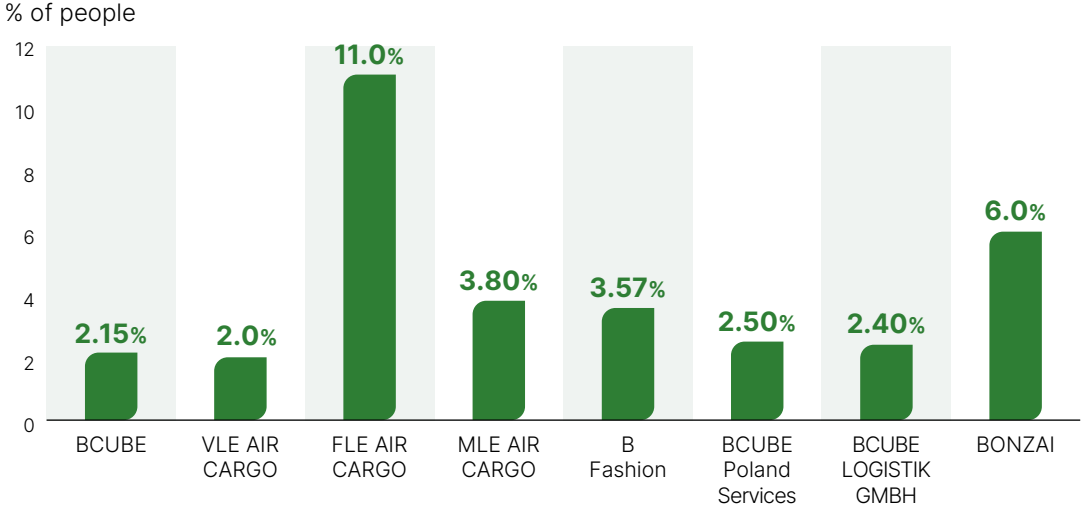
To concretely monitor some aspects of diversity, BCUBE began collecting data on two fronts: the presence of women in top-level roles and the inclusion of people with disabilities. This data provides a first look at the current situation, which needs to be consolidated and extended in the coming years. As we saw in the initial picture of the distribution by gender, our company is largely constituted by men, so the low **female presence in Top Management** is a direct consequence. We therefore believe that an analysis of the possible pay gaps between men and women, which we are committed to structuring in the coming years, could be more interesting.

With regard to people with disabilities, the percentage varies between different social reasons, as shown in the histogram below. We will continue to work not only to ensure opportunities and inclusion, but also to enhance everyone's skills and potential throughout our journey.

GENDER DISTRIBUTION IN TOP MANAGEMENT



PEOPLE WITH DISABILITIES WITHIN THE COMPANY WORKFORCE



## Attraction of talent

Every **new travel companion** brings with them unique skills, experiences and perspectives that enrich our journey. That's why attracting people who are skilled, motivated and in line with our values is an ongoing commitment to us. We work across multiple fronts to create a challenging work environment, build a strong reputation and foster effective inclusion in the territories where we operate, combining **employer branding** and **relationships with the education system**.

To increase visibility and attractiveness, we promote our image through specialized portals, social media, institutional channels and partnerships with universities, technical high schools and secondary schools. We regularly participate in career days and job fairs, collaborating with institutions such as the University of Bologna, the Polytechnic University of Turin, the University of Parma and the University of Pisa, with a particular focus on strategic regions such as Emilia-Romagna, Veneto, Tuscany, Lombardy and Piedmont.

On the training side, we have started collaborations with technical and vocational training schools through **conventions, guidance projects, internships** and **PCTO** (Pathways for transversal skills and guidance), so as to catch up with potential candidates and learn about their skills and attitudes from the first stages of the pathway.

Once we've found the right people, we build lasting relationships from day one. The onboarding process includes structured welcome, skills assessment and individual development planning moments, supported by assessment tools and dedicated training. The new travelling companions are joined by their more experienced colleagues, so that they can take the same step and move forward together toward the common goal.



## Other social initiatives

We believe that it is essential to take care not only of the companions with whom we share the path, but also of the territories we cross. Our initiatives, both internal and external, are born to create concrete value: they promote the well-being of people, foster cohesion and team spirit, and build strong relationships with the territory. Each project represents a concrete step in the path we are building, helping to leave a positive and lasting impact inside and outside the company.

### VOLUNTEERING

The link with the territory is also expressed through support for third sector organizations, true pillars of solidarity and inclusion. In 2024 we supported several companies, including Pulmino Amico ODV in Casale Monferrato, which offers solidarity transport services for people with mobility difficulties; AMACI





per Bene ODV, which supports the Pediatric Surgery of Bologna, and VITAS ODV, which provides clinical support and human proximity to the families of people suffering from incurable diseases. These contributions enable us to strengthen the social network and to be an active part in the well-being of the communities in which we operate.

Sometimes simple gestures are enough to make great projects come to life. With this in mind, the BCUBE Group – through the BONZAI division – has started a collaboration with “Via di Natale”, an association of Aviano (PN) that offers free hospitality to patients receiving treatment at the local Oncology Center and their family members, also guaranteeing support for palliative care. Among the initiatives of the association is the collection of plastic caps, re-sold to finance the activities. BCUBE has decided to join by placing dedicated containers in its operating sites and offices: at the moment they are active at BONZAI and in the break room of the Casale Monferrato headquarters, with the planned extension to other locations.

Each cap contributes twice: to the environment, because the material is recycled, and to solidarity, because it actually supports the association. A small daily gesture, as simple as separating a cap, becomes a valuable resource for those who need it most.

#### STRACASALE

Since 1998, StraCasale has animated the streets of Casale Monferrato with an amateur running competition that combines sport and community. The event, much loved by citizens, supports the activities of Anffas – ODV, rooted in the local social fabric, and the Piedmont Foundation for Cancer Research. BCUBE is a proud partner of this initiative, which represents a concrete stage in our journey of closeness to the territory, confirming the link between sport, solidarity and community.

#### ACCADEMIA CASALE

BCUBE is Main Sponsor of the youth academy of Accademia Casale, a sports entity that combines the football tradition of the territory with new energies and projects for the training of young talents. At the official presentation at the Stadio Natale Palli in Casale Monferrato, the boys walked with the jerseys bearing the BCUBE logo, symbol of a partnership that looks to the future.

As the CEO Luigi Bonzano and Vice President Umberto Bonzano recall, “the youth academy forms the men of tomorrow, for this is the most important part of a team. And we, as a company, aim for the future and the men of the future.” BCUBE’s support is also reflected in the BCUBE Trophy held in June 2024, a football tournament for youth and rookie teams organized by Accademia Casale, which strengthens the link between sport, territory and youth.



#### LOGISTICS PADEL CUP

Also, this year BCUBE participated in the Logistics Padel Cup, a tournament organized by World Capital Group with the patronage of Assologistica Cultura e Formazione and Fedespedi, at the Padel Zenter in Milan.

The initiative, which sees some of the main operators in the Italian logistics sector compete, has become a fixed appointment for our company: a moment of sport, networking and comparison that unites the logistics professionals in a dynamic and informal context.



WE BUILD  
A STRONG  
RELATIONSHIP  
WITH THE LOCAL  
COMMUNITY





To ensure a safe and responsible path, it is essential to follow the Governance “trail”, focusing on the fight against corruption, protection of privacy and data and sustainability of the value chain.



**Model 231**  
implementation



**Sustainable  
purchasing**  
policy



**ISO 9001,  
14001, 45001**  
certifications

# 05

OUR  
**GOVERNANCE**  
AND **ETHICS**

# OUR GOVERNANCE AND ETHICS

Having walked together the Environment and People trails, let us now venture into the trail of Governance, which is essential to ensuring a safe and responsible journey. The materiality analysis and the voices of our stakeholders have shown us the main steps to be taken along this path: the **fight against corruption**, the **protection of privacy and data** and the **sustainability of the value chain**.

These themes guide our decisions, define the rules of the road and are the key to building trust with customers, suppliers, partners and everyone in the Group. We are not talking about an abstract set of rules, but about the solid ground on which every decision and relationship is based. **Transparency, integrity and compliance with the rules** are the values that guide every step in dealing with customers, suppliers, partners and colleagues.

Every person in the Group has secure channels for whistle blowing, even anonymously, with the guarantee that they will be heard without fear of retaliation. In 2024, there were no incidents, complaints or violations of human rights, confirming the effectiveness of our shared path.

Throughout the year, we continued to strengthen our compliance system, updating policies and tools to ensure compliance in the countries where we operate, and adopting external standards such as **ISO 9001, ISO 14001, and ISO 45001**, which are regularly audited by independent bodies. Each company in the Group contributes to this journey, some with policies already established, others that will begin the journey in the coming years. At the end of the chapter, we will present the details of the certifications held by the different companies of the Group, confirming the solidity and transparency of our path.

## Our commitment against **corruption**

The fight against corruption is a fundamental step in our governance process, across all Group companies. It is a structured, transparent and responsible commitment, inspired by international ethical standards and Italian legislation, in particular Legislative Decree 231/2001.

This commitment takes shape through the Model of Organization, Management and Control (**Model 231**) and the **Code of Ethics**, updated in 2024, which clearly defines the expected behaviours of all those who work with and for the Group: employees, collaborators and stakeholders. The Code expressly

prohibits all forms of bribery, corruption, extortion, illicit influence peddling, bid rigging, fraud in public procurement, and undue inducement, as well as misconduct in relations with customers, suppliers and public administrations. All protocols shall be checked and updated regularly **by the Supervisory Body (OdV)**. At the same time, the Group organizes ongoing **training** for its staff to ensure the correct implementation of the model and to ensure an understanding of the conduct that may lead to risks of corporate crime, from corruption to fraud and environmental crime.

Our commitment extends throughout the supply chain: we inform suppliers about anti-corruption principles, conduct regular audits and monitoring of those most exposed, ensuring consistency with Group policies.

In 2024, no cases of corruption were confirmed in any of the Group companies, nor were corrective or disciplinary actions required.

Looking ahead in our path, BCUBE S.p.A. will start in 2025 the path to obtain the **ISO 37001 certification**, further strengthening this ethical path.

## **Privacy** management and data protection

Protecting personal information is a real commitment that accompanies our journey: at BCUBE Group we approach privacy in a structured and systemic way, respecting the **European GDPR** and national regulations. The aim is to ensure compliance, to guard against risks and to ensure that people fully exercise their rights.

We have a **formalized policy** in place that applies to all areas that process data: Human resources, IT, Administration and Finance, Legal and Corporate Affairs, Purchasing and Security. There is also a **single process** at the Group level to manage data subjects' rights (access, rectification, erasure, restriction, opposition, portability, revocation of consent), with requests handled via a dedicated email channel and replies within 30 days, which can be extended in complex cases. All instances are tracked in a register and we constantly monitor time and quantity to ensure their effectiveness.

BONZAI S.p.A. has integrated the principles of *Privacy by Design* and *Privacy by Default* into the design of IT processes and systems, also activating a **DPIA**

Our values  
of transparency,  
integrity and  
compliance guide us  
every step of the way



**(Data Protection Impact Assessment) methodology** for the assessment of privacy impact in high-risk treatments, with formalized analysis and final validation by the DPO.

In 2024, two data breaches occurred, one in BCUBE S.p.A. and one in BONZAI S.p.A., both caused by **cyber-attacks**. The incidents were notified to the Privacy Guarantor, recorded in the violation log and subsequently filed. We saw these events as an opportunity to strengthen our IT organization, improving both the network and internal expertise, turning a critical issue into a concrete step along our continuous improvement path.

## Sustainability of the value chain

In our journey, we believe it is essential that every step along the value chain reflects the principles of accountability, transparency and respect for human rights. This is why the Group has introduced a **Sustainable Purchasing Policy**, which promotes responsible procurement practices and in line with international standards such as **UNGP** (United Nations Guiding Principles), **ILO** (International Labour Organization) and **OECD** (Organisation for Economic Co-operation and Development). The signing of the policy by suppliers and subcontractors is a prerequisite for entering into and maintaining business relationships, and any violation results in the immediate termination of cooperation.

Suppliers are selected on the basis of economic, technical, environmental and social criteria, with the aim of building **long-term partnerships** based on transparency, accountability and innovation. BCUBE's human rights policies apply to all workers in the value chain and are based on clear and shared principles:

- Absolute prohibition of child labour (except for traineeships/regulated training);
- Prohibition of forced labour, trafficking in human beings and coercion;
- Respect for Trade Union rights and collective bargaining;
- Promotion of inclusion, equality and organizational well-being;
- Respect of schedules and salaries according to the regulations in force;
- Promoting fair and sustainable remuneration policies.

These commitments are included in supply contracts and reinforced by training moments, as well as by clauses to protect individuals. Issues can be reported through dedicated, confidential, anonymous and tracked channels, ensuring security and transparency throughout the value chain.

## Our Certifications

On our journey toward responsible and sustainable Governance, certifications represent important milestones that attest to the soundness of our journey. They are not just formal documents, but concrete evidence of our commitment to quality, safety, environmental sustainability and ethics. In fact, being certified means operating according to **internationally recognized standards**, offering transparency and trust to customers, partners and stakeholders. The variety of certifications obtained by the various companies in the Group reflects the diversity of our activities, but also the shared desire to pursue **excellence** and **continuous improvement** in every area. The following is a list of certifications held by the companies of the BCUBE Group:

BCUBE S.p.A.
UNI EN ISO 9001:2015
UNI EN ISO 14001:2015
UNI ISO 45001:2023
AEOF certified
FITOK certified
Certification ASSE.CO.
PEFC certified
FSC certified
ECOVADIS certified
Bcube Air Cargo
IATA CBTA Corporate
Malpensa Logistica Europa
UNI EN ISO 9001:2015
UNI EN ISO 45001:2023
UNI EN ISO 14001:2015
IATA CEIV Pharma
ENAC – Ground Service Provider Certificate
ENAC – Regulated Agent Certificate (for Malpensa site). The same certificate is also available for the Linate site.
Fiumicino Logistica Europa
UNI EN ISO 9001:2015
UNI EN ISO 45001:2023
UNI EN ISO 14001:2015
IATA CEIV Pharma
ENAC – Ground Service Provider Certificate
ENAC – Regulated Agent Certificate

We promote responsible procurement practices with the Sustainable Purchasing Policy

Venezia Logistica Europa
UNI EN ISO 9001:2015
UNI EN ISO 45001: 2023
UNI EN ISO 14001:2015
ENAC – Ground Service Provider Certificate
ENAC – Regulated Agent Certificate
BONZAI S.p.A.
UNI EN ISO 9001:2015
UNI EN ISO 14001:2015
UNI ISO 45001:2023
ISO/IEC 27001:2022
ISO/IEC 27701:2019
BCUBE Poland Services Sp. z o.o.
PN-EN ISO 9001:2015
PN-EN ISO 14001:2015
PN-EN ISO 45001:2024
ISO/IEC 27001:2022
BCUBE Poland Logistics Sp. z o.o.
PN-EN ISO 9001:2015
PN-EN ISO 14001:2015
PN-EN ISO 45001:2024
ISO/IEC 27001:2022
BCUBE sp. z o.o.
PN-EN ISO 9001:2015
PN-EN ISO 14001:2015
PN-EN ISO 45001:2024
ISO/IEC 27001:2022



It’s not a certification, but it’s a milestone we’re proud of: BCUBE Poland has received the prestigious “Forbes Diamonds 2024” award, the annual ranking published by Dun & Bradstreet Poland together with Forbes editorial staff, which recognizes companies with effective and dynamic growth.

This result – based on analysis of financial data over the past three years and the rate of growth in business value – testifies to BCUBE Poland’s continued development and confirms its leadership in integrated logistics in the Polish market. The award was presented at the 2024 Forbes Diamonds Gala in War-saw.

BCUBE Logistik GmbH
ISO 9001:2015
ISO 45001:2018
BCUBE Wuppertal GmbH
ISO 9001:2015
ISO 45001:2018
BCUBE Hessen GmbH
ISO 9001:2015
ISO 45001:2018
BCUBE Projektlogistik GmbH Ost
ISO 9001:2015
ISO 45001:2018
BCUBE Thüringen GmbH
ISO 9001:2015
ISO 45001:2018
BCUBE PCC Logistik GmbH
ISO 9001:2015
ISO 45001:2018
Projektlogistik GmbH BCUBE Berlin
ISO 9001:2015
ISO 45001:2018
BCUBE LOGISTIC LTDA (Brazil)
ISO 9001:2015



BCUBE Group certifications and attestations legend

Certification/ Certificate	Description	Scope
UNI EN ISO 9001:2015	Quality management system focused on customer satisfaction and continuous improvement.	Quality
UNI EN ISO 14001:2015	Environmental management system. Helps reducing environmental impacts and improving environmental performance.	Environment
UNI ISO 45001:2023	Occupational health and safety management system. Promotes safe and healthy working environments.	Health and safety of workplace
ISO/IEC 27001:2022	Information security management. Protects sensitive data and information from unauthorized access.	Cybersecurity
ISO/IEC 27701:2019	Extension of ISO 27001 in privacy. Strengthens the personal data management system in line with the GDPR.	Protection of personal data
AEOF	Authorised Economic Operator – Full. Customs and security certification recognized at European level.	Customs / Logistics
FITOK	Certified to treat packaging wood according to ISPM-15. Required for export to several countries.	Packaging / Export
ASSE.CO.	Compliance assurance issued by entities such as INAIL (Italian National Institute for Insurance against Accidents at Work). Demonstrates contributory, tax and contractual regularity.	Legality / Labour
PEFC	Ensures that wood products are sourced from sustainably managed and traceable forests.	Environment / sustainable supply chain
FSC	Like PEFC, it ensures responsible and sustainable sourcing of wood and paper.	Environment / sustainable supply chain
ECOVADIS	ESG rating that assesses the environmental, social and ethical performance of the organization.	Corporate social responsibility
IATA CBTA Corporate	Authorisation to provide certified in-house dangerous goods management (DGR) training according to IATA standards.	Training / dangerous goods
IATA CEIV Pharma	Certification for the correct management of pharmaceutical logistics, with requirements for quality, safety and controlled temperature.	Pharmaceutical logistics
ENAC – Ground Service Providers	Authorisation to carry out airport assistance services (cargo handling, passengers, etc.) in the main Italian airports.	Airport operations
ENAC – Regulated Agent	Certifies the security of air shipments handled by the site, in compliance with European airport security regulations.	Airport security





We are now in a privileged observation point: we are not at the top, but we can finally see more clearly the whole of the territory we have crossed, in order to better understand our strengths, identify areas for improvement and consciously set the next steps of our journey. Our next steps are:



**Multiannual plan**  
of environmental measures



New  
**energy KPIs**



**Safety, well-being**  
and professional  
**development**



New indicators on  
**training and Diversity & inclusion**



**ISO 37001**  
certification

NEXT **STEPS**



# NEXT STEPS

And here we are at the end of our journey for the year 2024. We are now in a **privileged observation point**: we are certainly not at the top, but we can finally see more clearly the whole of the territory we have crossed. From this position, the data we gather, the experiences we have gained and the feedback from our stakeholders enable us to better understand our strengths, identify areas for improvement and consciously set the next steps in our journey.

The path along the trails of Environment, Social and Governance has allowed us to **experiment** with concrete tools, processes, and initiatives: from sustainable management of consumption and energy, to the well-being and training of employees, to compliance, data protection and accountability along the value chain. Every project, every indicator and every initiative has been a **learning step**, providing us with fundamental data and knowledge to plan future steps.

Our journey continues to build an increasingly sustainable, inclusive and responsible Group

Looking ahead, we want to build on what has already been achieved and open up new milestones along our sustainability journey.

Priorities for the next period include:

**Environment:**

- reinforce the initiatives undertaken,
- draw up a multiannual plan of actions,
- introduce new KPIs with a focus on energy,
- deepen the waste management issue;

**Social:**

- promote the safety, well-being and professional development of employees,
- structure and standardize the analysis of occupational accidents and diseases,
- introduce new indicators on training and D&I issues;

**Governance:**

- continue strengthening transparency and compliance,
- maintain and renew your certifications,
- obtain ISO 37001 certification (BCUBE S.p.A.)

In conclusion, we can say that our path continues, step by step, with the goal of leaving a positive and lasting impact, and building an increasingly sustainable, inclusive, and responsible BCUBE Group. Every new operation represents a concrete step in this shared path, and brings us, with determination, closer to the final destination.

# METHODOLOGY NOTES

This is the **first Sustainability Report of the BCUBE Group**, a tool with which the Group has voluntarily chosen to tell in a transparent way its management practices, the policies adopted, the performance and the future commitments on environmental, social and governance (ESG) issues.

The document provides an overall view of the most significant impacts generated by the Group, through both qualitative and quantitative information, accompanied by indicators that help to clearly read BCUBE's commitment to creating shared value for its people, partners and territories.

The Report has been prepared in accordance with the **European Sustainability Reporting standards (ESRS)** as a methodological reference chosen to ensure consistency, clarity and reliability in the reporting of sustainability performance.

From the outset, BCUBE adopted the **double materiality** approach, integrating the materiality of impact (on stakeholders, people and environment) with the materiality of financial impact (on risks and opportunities for the Group). This process was developed through direct involvement of internal stakeholders and structured analysis of the Group's external context, activities and strategic priorities.

The **material topics** in the document are the result of the integration between:

- listening to and engaging with internal stakeholders,
- analysis of BCUBE's business model,
- mapping of environmental, social and governance impacts, according to ESRS logics and international best practices.

This Sustainability Report covers the period from **1 January to 31 December 2024** and covers only the activities of the **BCUBE Group within its current consolidation perimeter**. The entire data collection process involved all the concerned business structures, ensuring a true and complete representation of the Group's activities and impacts.

The document has been validated and approved by the **Board of Directors of BCUBE S.p.A.** prior to its publication.

For more details on how material topics have been defined and prioritized, please refer to the chapter "Our approach to materiality".

The drafting of the Report benefited from the **methodological support of Up-2You S.r.l. Benefit Company**.

The reporting perimeter for all the topics covered, where the data are available and relevant, includes **all the companies of the BCUBE Group** included in the consolidation perimeter for the financial year 2024, with headquarters at Via Luigi Bonzano Cav. Del Lavoro 4, 15033 Casale Monferrato (AL).

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## NOTES



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