

# CIPPÀ TRASPORTI

The Winning Move

# SUSTAINABILITY REPORT 2020 25



Together, We Transport  
the Values of Tomorrow.



# TABLE OF CONTENTS

<u>Letters of stakeholders</u>	05
<u>Who We Are</u>	07
<u>Our Sustainability Strategy</u>	14
<u>Corporate Culture &amp; Governance</u>	19
<u>People</u>	33
<u>Prosperity</u>	43
<u>Planet</u>	53
<u>Conclusion</u>	65
<u>Appendix</u>	67

## ADOPTED STANDARD

This Impact Report has been prepared in accordance with the voluntary sustainability reporting standard for micro, small, and medium-sized non-listed enterprises (VSME), adopted by EFRAG, with reference to Option B, which entails the application of both the Basic Module and the Comprehensive Module.

Cippà Trasporti S.r.l. Benefit Corporation does not fall within the scope of the Corporate Sustainability Reporting Directive (CSRD). However, as a Benefit Corporation, it adopts this voluntary framework as the reference methodology for the annual preparation of its Impact Report, in line with Commission Recommendation (EU) 2025/1710 of 30 July 2025 on a voluntary sustainability reporting standard for small and medium-sized enterprises.

## LETTER TO STAKEHOLDERS

Dear Stakeholders,

Every year marks a milestone for us, but 2025 has been, above all, a year of consolidation. After laying the foundations in 2024 for our commitment to more conscious and sustainable growth, we can now say that we have transformed that intention into a concrete journey based on decisions, measurements, and shared accountability.

Cippà Trasporti continues to evolve while remaining true to its identity: a company founded by my father in Chiasso in 1967 with the goal of connecting territories and opportunities, and which today operates as an integrated group in transportation, logistics, and customs services.

Our history has taught us that adapting does not mean changing direction; rather, it means strengthening the qualities that make us distinctive: reliability, expertise, and the ability to find solutions even in the most complex situations.

Throughout 2025, we continued the path we had embarked upon with our Sustainability Report. We strengthened and further structured the monitoring of our environmental, social, and economic performance.

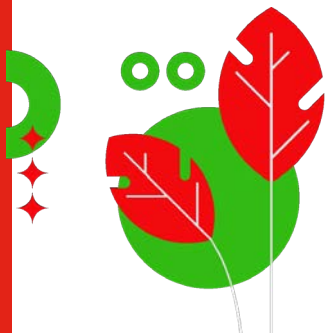
This commitment translates into clearer objectives, more robust measurement tools, and concrete actions that increasingly define the development model of the future Cippà.

Innovation has continued to guide our decisions, not as an end in itself, but as a lever to concretely improve the way we work.

We further developed our digitalization processes, enhanced the integration of our logistics systems, and introduced solutions that enable us to be more responsive, transparent, and efficient in meeting our customers' needs in an increasingly dynamic and complex environment.

At the same time, we continued our commitment to our people. The company's growth depends on the growth of those who are part of it. For this reason, we invested in training, skills development, and initiatives that encourage the active engagement of our employees.

From an environmental perspective, 2025 marked the transition from analysis to action.



After measuring our footprint in 2024, we began implementing the first initiatives aimed at reducing emissions across our value chain through our collaboration with GreenRouter.

We are aware that the journey ahead remains long, but we believe that every consistent step contributes to building meaningful change within the transportation sector.

We also continue to strengthen our role within the local community and the logistics value chain. We promote relationships based on trust, collaboration, and the creation of shared value.

For us, sustainability also means this: being a reliable and responsible partner capable of generating benefits that extend beyond the boundaries of our company.

We look to the future with clarity and determination. The challenges facing our sector require adaptability, strategic vision, and a strong sense of responsibility.

We are ready to face them, drawing on the experience we have gained and the daily commitment of our people.

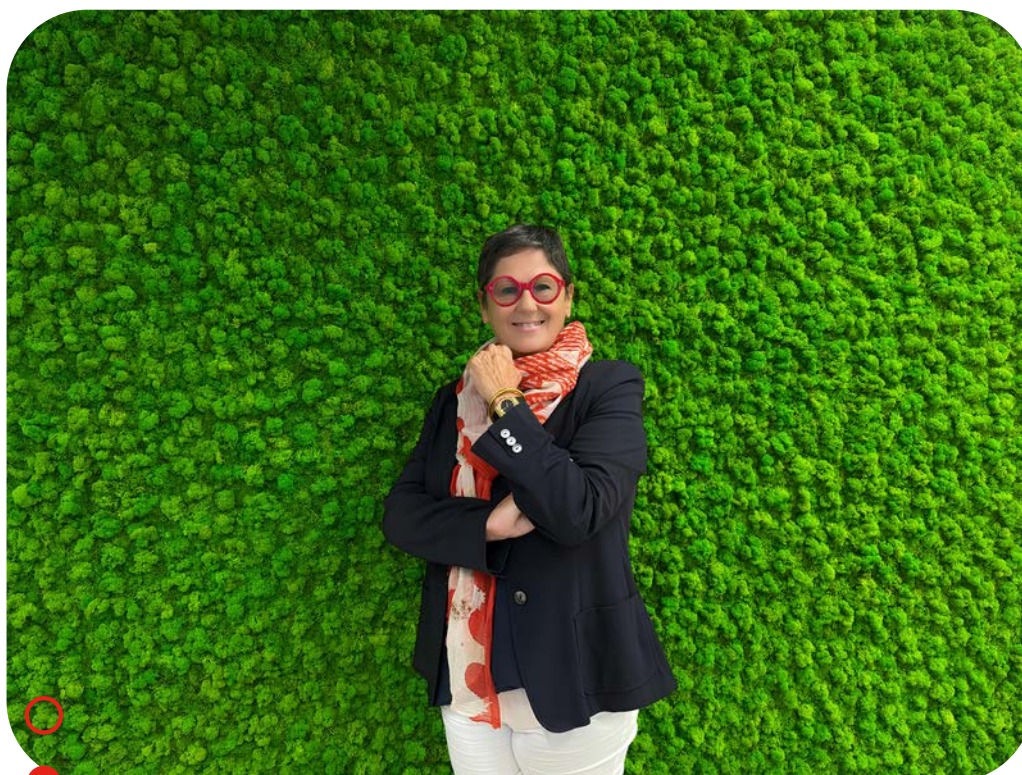
To all of you—stakeholders, customers, partners, and employees—I extend my sincere gratitude for your trust and continued support.

For those who need to keep things moving every day, even when everything becomes more complicated, we are here.

With data, accountability, and practical solutions.

We are ready to continue this journey together.

***Roberta Cippa' Cavadini***



**WHO WE ARE**

**CIPPÀ TRASPORTI** 

The Winning Move

[www.cippatrasporti.ch](http://www.cippatrasporti.ch)

## STRONG ROOTS, DYNAMIC VISION

Founded in 1967 in Chiasso, Cippà Trasporti SA began as a freight transportation company, initially specializing in rail transport with shipments from Italy to Northern Europe. From the outset, the company operated within a strategic hub for international logistics, leveraging its border location and developing expertise in cross-border transportation.

Starting in the early 1990s, the company embarked on a significant reorganization process, progressively shifting its focus toward road transportation. This strategic decision was accompanied by the recruitment of new talent and the acquisition of additional professional expertise, marking a crucial milestone in the company's growth and the consolidation of its operating model.

Over the decades, Cippà Trasporti SA has expanded its scope of operations and diversified its service offering, integrating logistics and customs consulting services alongside its transportation activities.

Today, the company employs more than 80 people across its offices and warehouses in Chiasso, Stabio, and Tavazzano, Italy, operating as a comprehensive logistics partner for both domestic and international clients.

The company's evolution reflects its ongoing ability to adapt to changing market conditions. We continuously invest in our people, skills, and organizational development to ensure long-term continuity, reliability, and service excellence.



## OUR LOCATIONS

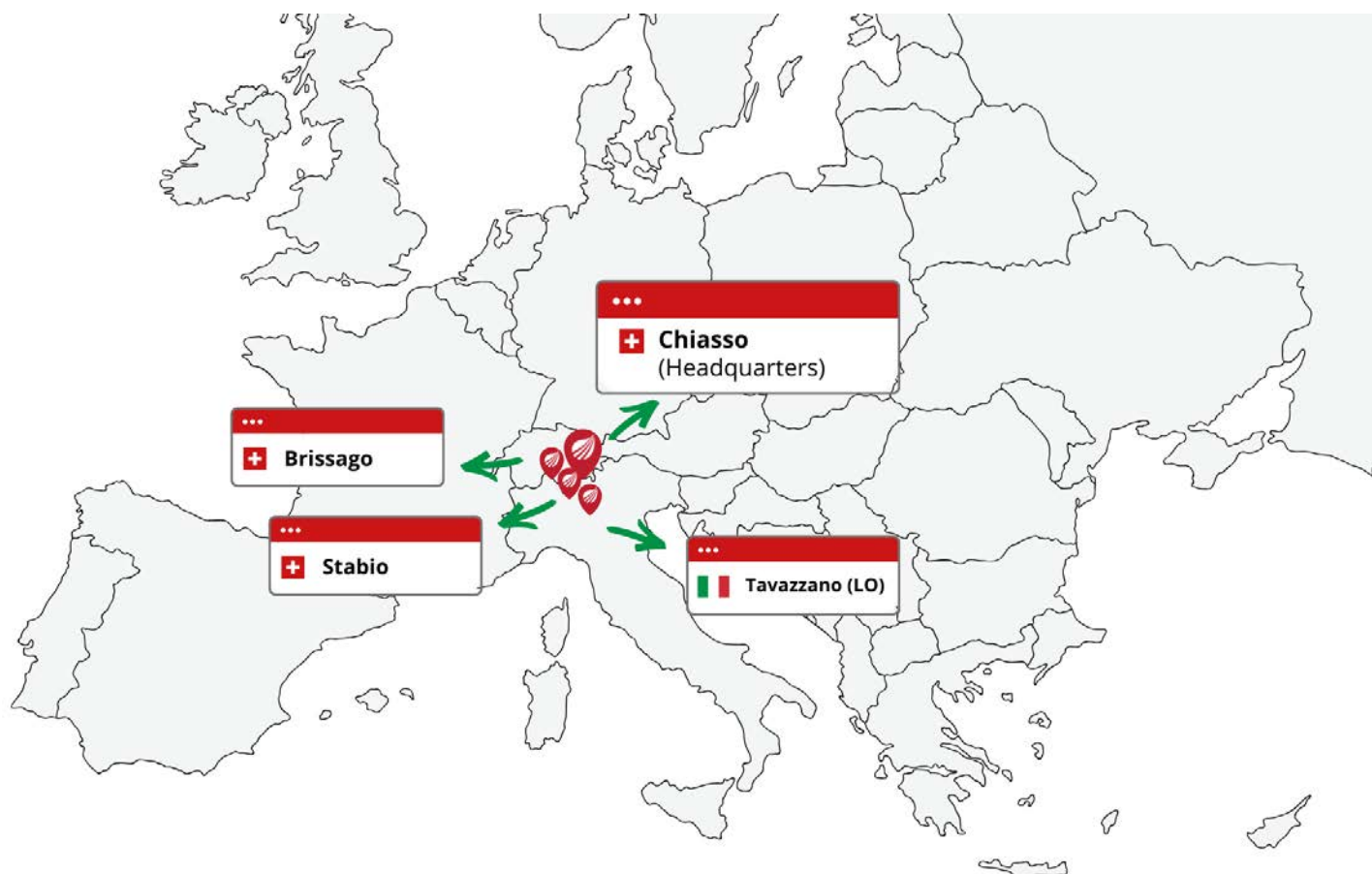
Our operations are primarily conducted through our operational facilities, which include offices and storage warehouses, with a total surface area of 1,400 m<sup>2</sup>.

### Switzerland

- Cippà Trasporti SA (headquarters)  
Via M. Comacini, 7 – 6830 Chiasso (CH)  
1024 m<sup>2</sup>.
- Via Gaggiolo 56 – 6855 Stabio (CH)  
121 m<sup>2</sup>.
- Via Valmara, 49 – 6614 Brissago (CH)

### Italy

- Cippà Trasporti S.B. S.r.l. Benefit Corporation  
Via Bocconi 6/8 – 26838 Tavazzano con Villavesco (LO)  
236 m<sup>2</sup>.



## OUR TRANSPORT AND LOGISTICS SOLUTIONS

We manage shipments every day. And when challenges arise, we find the solution.

### CONSULTING AND SOLUTION DESIGN

- **Strategic Analysis and Consulting**

In-depth analysis of customer requirements and operational contexts, with the development of tailored transportation and logistics solutions.

- **Logistics Solution Design**

Assessment of transportation and supply chain alternatives, focusing on efficiency, risk management, and flow optimization.

- **Implementation and Monitoring**

Operational support, performance monitoring, and continuous updating of solutions in response to regulatory and market developments.

- **Business Development and Partnerships**

Strategic partnerships and business development initiatives aimed at expanding commercial opportunities and enhancing customer competitiveness.

### TRANSPORTATION SERVICES

- **Express Transportation**

Time-critical transport services with delivery times shorter than standard transit schedules, designed for urgent shipments regardless of the transport mode used.

- **Full Truck (FTL)**

Dedicated full-load transportation service reserved exclusively for a single customer.

- **Partial Truck Load (PTL)**

Partial-load transportation service that allows customers to utilize only a portion of a vehicle's capacity. .

- **International Groupage**

Consolidation of multiple shipments into a single vehicle to optimize costs, space utilization, and environmental impact. .

- **Intermodal Transportation**

Integration of different transport modes (e.g., road-rail) to improve efficiency, safety, and environmental sustainability.

- **Air Freight**

Fast and secure transportation solutions for urgent, fragile, or high-value goods.

- **Oversized and Heavy Haul Transport**

Management of out-of-gauge or overweight cargo, including dedicated planning and coordination of permits with the relevant authorities.

- **Sea Freight (LCL/FCL)**

Organization of maritime shipments for both Less than Container Load (LCL) and Full Container Load (FCL) through an international network of agents.

- **Domestic Transport in Italy**

Comprehensive coverage across Italy through our operational facility in Tavazzano con Villavesco (LO).

## CUSTOMS SERVICES

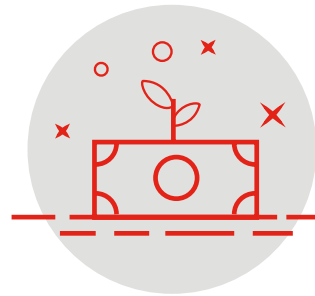
- **EU and Swiss Customs Clearance**  
Management of import and export procedures between Switzerland and the European Union.
- **Italian VAT Warehouse**  
Fiscal management of goods through bonded VAT warehouse solutions.
- **Swiss VAT Refund Assistance**  
Support in preparing and managing VAT refund applications.
- **Customs Warehousing (DA & DDA)**  
Customs warehousing services within Swiss territory.
- **Temporary Imports and Exports**  
Management of customs procedures for the temporary movement of goods between Switzerland and the European Union.
- **Vehicle Customs Clearance**  
Assistance for cars and motorcycles, including consultancy services for imports and exports to and from Italy
- **International Relocation Support**  
Operational guidance and customs assistance for imports into Switzerland.
- **Customs Office Presence**  
Direct operational presence at the customs offices of Chiasso, Stabio/Gaggiolo, and Brissago/Cannobio.

## LOGISTICS AND WAREHOUSING

- **Goods Storage**  
Warehousing and storage services for a wide range of goods.
- **Warehouse Management**  
Organization, coordination, and control of warehouse operations and material flows.
- **Inventory Management & Order Picking**  
Order preparation and inventory management services designed to support customers' supply chain operations.

## HIGHLIGHTS 2025

Over **€33 million**  
revenue in 2025



**65,000+**  
Operations / Services completed

**6.000+**  
Active customers across Europe



## HIGHLIGHTS

### CORPORATE CULTURE & GOVERNANCE



The governing, management, and supervisory bodies play a central role in overseeing risks, impacts, and opportunities related to ESG matters. The Board of Directors defines the company's strategic direction and monitors the adequacy of the organizational structure in addressing emerging risks and opportunities, including those related to sustainability.

### PEOPLE

A key role is played by our internal C-SCHOOL platform, accessible to employees, apprentices, and new hires. Through this tool, participants can access content focused on the development of technical, transversal, and strategic skills, as well as insights into the company's values, operational tools, internal professions, and sustainability topics. This contributes to the dissemination of best practices and the strengthening of a shared corporate culture.



### PROSPERITY



We strengthen our commitment to innovation every day by investing in advanced digital tools, new organizational models, and tailor-made consulting strategies designed to create value for our customers and support sustainable business growth.

### PLANET

Through the GreenRouter platform, our customers do more than simply transport goods: they can view, measure, and manage the environmental impact of every shipment.

We provide reliable and actionable data that enables customers to monitor CO<sub>2</sub> emissions over time and make more informed operational decisions throughout the entire supply chain.



# OUR SUSTAINABILITY STRATEGY



## BENEFIT CORPORATION

Benefit Corporations are companies that, while conducting economic activities and pursuing profit, also commit to one or more objectives of common benefit. They operate in a responsible, sustainable, and transparent manner toward people, communities, territories, the environment, cultural and social assets and activities, institutions, associations, and other stakeholders.

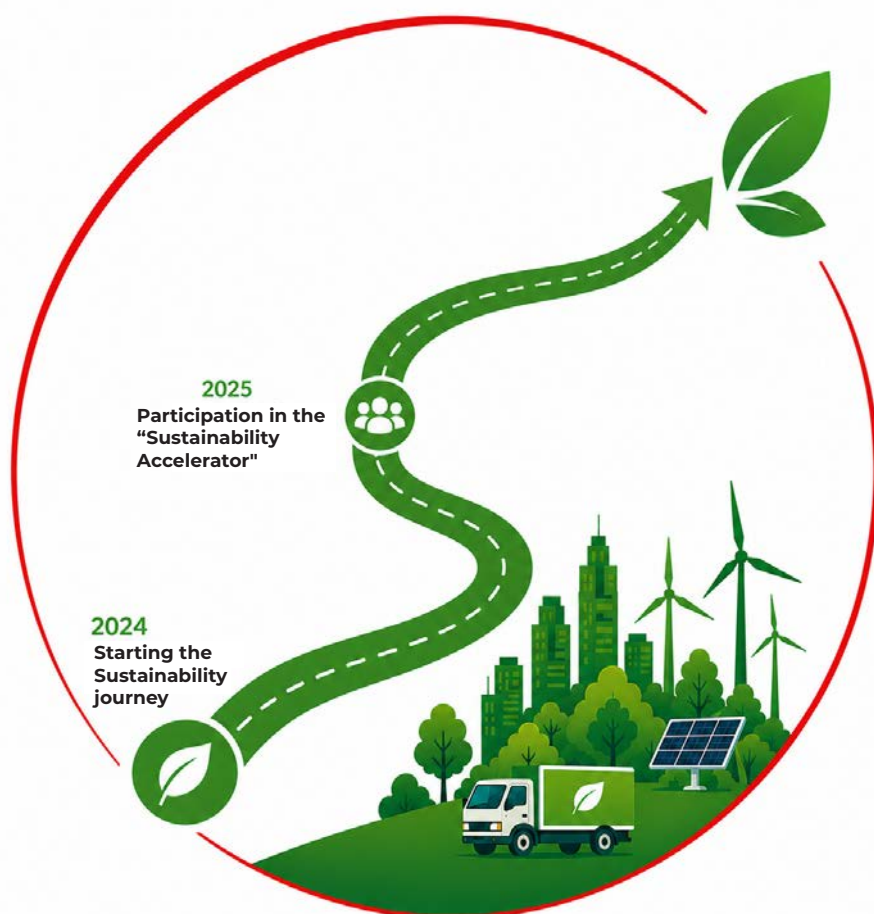
Becoming a Benefit Corporation enables a company to better define and interpret the civic role of doing business. Cippà Trasporti's longstanding commitment to innovation, sustainability, and social responsibility has led the company to reflect on the type of impact it aims to create within society and the wider world—that is, the direction it intends to pursue and the deeper purpose its activities seek to fulfill within the context in which it operates.



In particular, Cippà Trasporti has formally incorporated the following common benefit objectives into its Articles of Association:

- To design and deliver structured, continuous training programs at all organizational levels, enhancing the value of professional skills, relationships, and communication across every role.
- To create a working environment where care for people, processes, tools, and workspaces enables continuous innovation and improvement, fostering a balanced relationship between People, Planet, and Prosperity.
- To embrace new generations by promoting synergies and intergenerational exchange, generating a shared culture focused on individual accountability, teamwork, and results.
- To support the communities and territories in which the company operates through welfare initiatives and social policies that encourage cooperation among individuals, local communities, and institutions.
- To promote a business culture focused on developing partnerships that enhance sustainability compliance through shared policies, practices, and responsible business conduct.

## SUSTAINABILITY JOURNEY



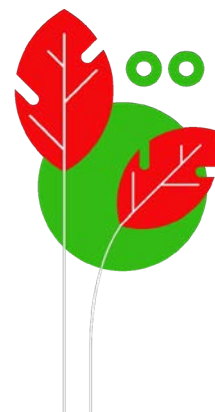
### 2024 – Launch of the Sustainability Journey

Cippà Trasporti initiated its sustainability journey by defining its corporate purpose and aligning its strategy with the United Nations Sustainable Development Goals (SDGs) through a Purpose Mapping process. This initiative involved key stakeholders to identify strategic priorities and ensure alignment with the objectives of the 2030 Agenda.

### 2025 – From Commitment to Action

In 2025, the company participated in the “Sustainability Accelerator” program organized by Prosperah. The initiative included dedicated training sessions on the pillars of People, Planet, and Prosperity, as well as opportunities to exchange experiences with other companies, strengthening both internal capabilities and strategic vision.

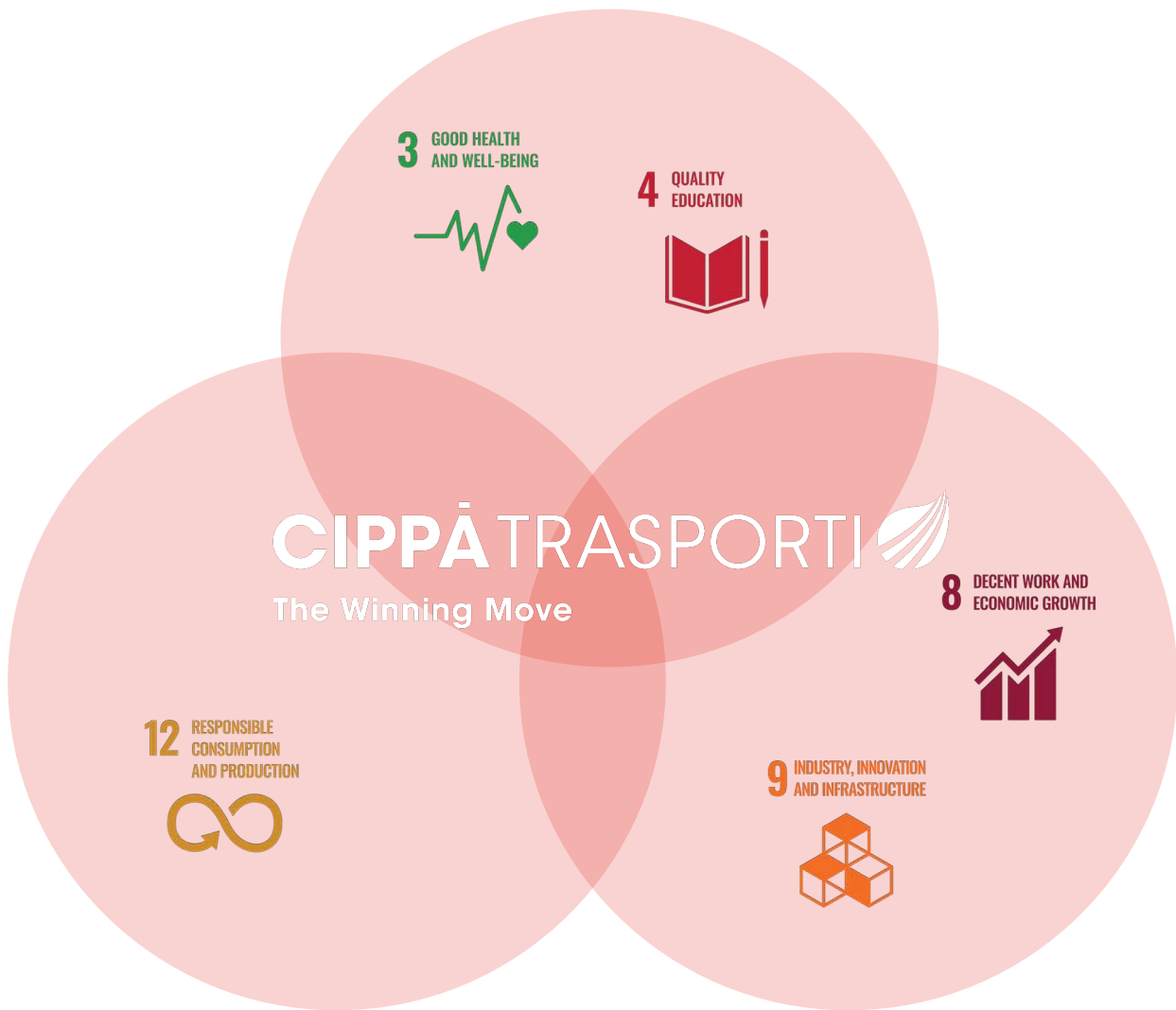
During the year, Cippà Trasporti also developed a tailored sustainability action plan, defining specific objectives, concrete initiatives, and measurable KPIs. The plan is designed to integrate sustainability into business strategy and decision-making processes, while supporting the creation of long-term value for stakeholders and society as a whole.



# SUSTAINABLE DEVELOPMENT IN CIPPA' TRASPORTI



## PEOPLE



## PLANET

## PROSPERITY

# THE VOICES OF OUR APPRENTICES

## HEAR THEIR STORIES

“My apprenticeship at Cippà has been an extremely valuable learning experience. I learned a great deal and had the opportunity to challenge myself from day one. I was fortunate to work with colleagues who were always supportive, willing to help me, and committed to my professional growth.

For that, I am truly grateful.”

**Simone**

“It has been an experience that has helped me grow significantly, both personally and professionally. I learned how to collaborate effectively with others and to communicate with confidence—something I previously found quite challenging. I hope to continue learning and developing through this experience.”

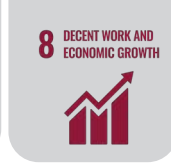
**Nathan**

TO DISCOVER MORE  
TESTIMONIALS ABOUT OUR  
APPRENTICESHIP PROGRAM,  
SCAN THE QR CODE BELOW.



# CORPORATE CULTURE & GOVERNANCE





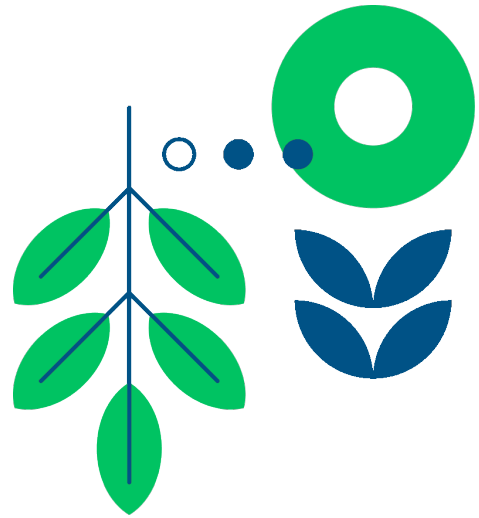
## OUR PILLARS: VALUES THAT GUIDE EVERY DECISION

*Cippà Trasporti's identity is built upon a dynamic corporate culture focused on movement, evolution, and continuous growth. The company embraces a constant balance between established experience and openness to change, between operational solidity and an innovative mindset.*

*Our corporate Purpose encapsulates this philosophy: to be energy in motion, combining wisdom and innovation, continuity and transformation.*

This approach translates into an entrepreneurial vision capable of adapting to the changing dynamics of the international logistics sector while remaining consistent with the company's founding values.

Corporate culture is a key driver of sustainable value creation. It fosters an environment where talent can thrive, innovation is encouraged, and individual responsibility contributes to collective success.



### MISSION

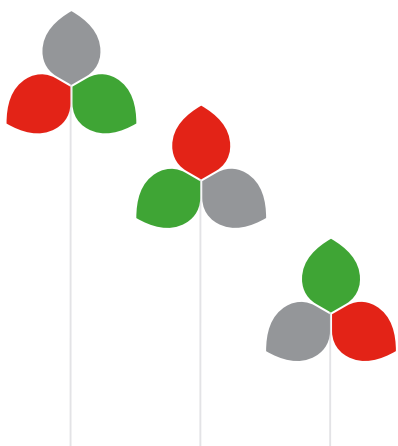
“Always Find the Solution”

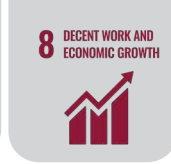
Our mission reflects a constant commitment to reliability and proactivity. In a sector characterized by operational complexity, evolving regulations, and international dynamics, our goal is to provide customers with effective, tailored, and timely solutions.

### VISION

“Transporting the Future”

Our vision goes beyond traditional logistics services by placing the concept of evolution at its core. Transporting the future means contributing to economic and regional development through increasingly efficient, innovative, and sustainable solutions. This vision is reflected in our commitment to investing in skills, processes, and operating models that anticipate market transformations and respond to the evolving expectations of customers and stakeholders.



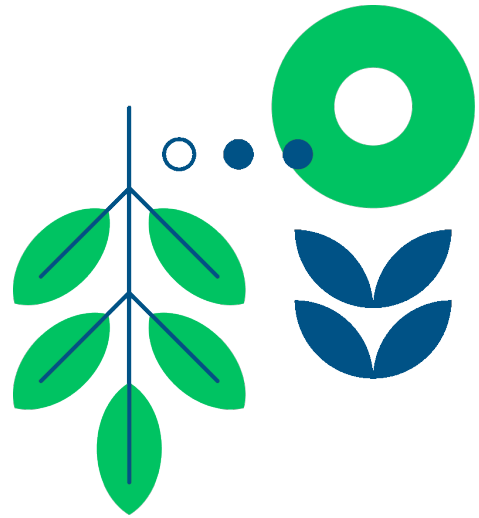


## OUR VALUES

Our values represent the pillars upon which all strategic and operational decisions are built:

- **Passion** – dedication, enthusiasm, and commitment to our work.
- **Respect** – for customers, employees, partners, and the communities in which we operate.
- **Courage** – the ability to face challenges and seize new opportunities.
- **Innovation** – the continuous pursuit of better solutions and improved ways of working.

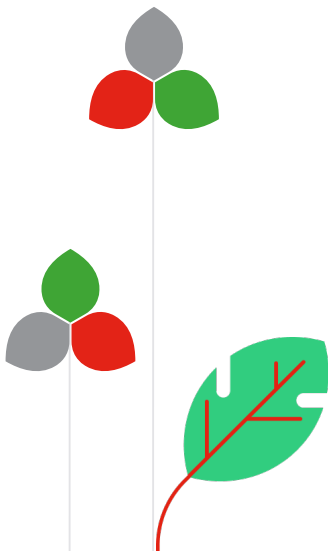
Within this framework, attention to detail and customer focus play an equally important role. They guide our daily operations and distinguish the way we manage our services, helping us build trusted relationships and long-term partnerships.



Mission, Vision, and Values are fully integrated into our decision-making processes and serve as guiding principles for strategic, organizational, and operational choices. They provide a consistent reference point for planning and managing business activities.

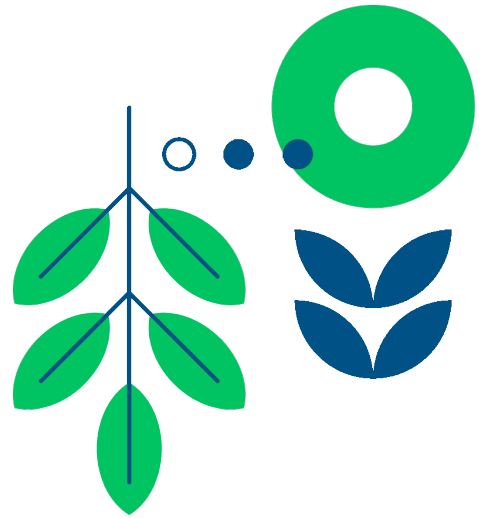
To ensure that these principles are effectively shared across all levels of the organization, our values are translated into concrete and measurable objectives. The KPIs assigned to employees are aligned with the company's strategy and reflect the practical application of our values, promoting consistency between individual performance and corporate identity.

This system enables us to transform corporate culture into observable behaviors and tangible results, strengthening the alignment between our stated commitments and our day-to-day operations.



## PEOPLE AT THE HEART OF THE COMPANY

*As of 2025, Cippà Trasporti employs 80 people across its operational and administrative sites. The workforce composition reflects a balanced generational structure and a significant female presence across various areas of the company.*

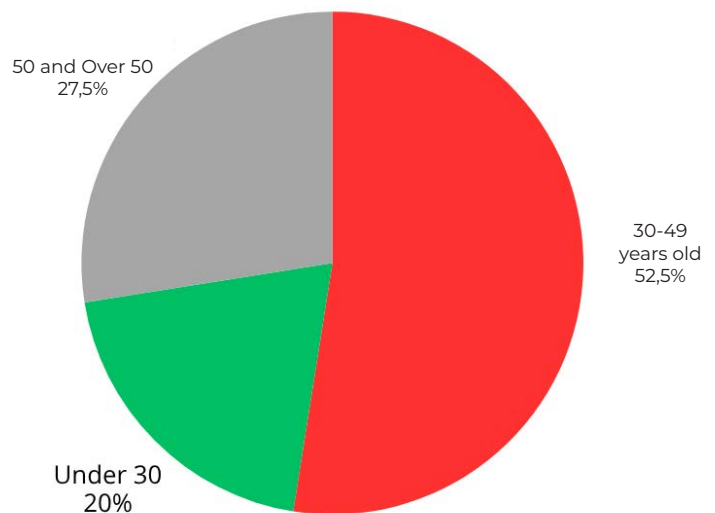


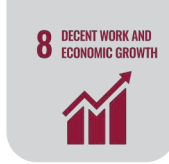
AGE BRACKETS	UOM	2025		
		MEN	WOMEN	TOTAL
Under 30	n.	9	7	<b>16</b>
30 - 49 years old	n.	24	18	<b>42</b>
50 and Over 50	n.	17	5	<b>22</b>

The 30–49 age group represents the core of the workforce (52.5%), ensuring a balance between consolidated experience and operational continuity.

The presence of employees under the age of 30 (20%) demonstrates the company’s commitment to generational renewal, while the 27.5% of employees aged 50 and over reflects the value placed on expertise and industry experience.

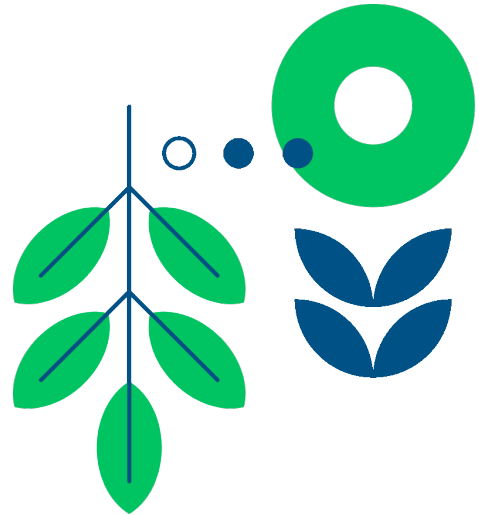
**AGE GROUPS 2025**



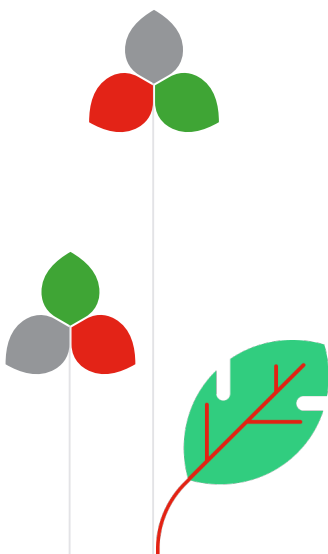


The analysis of employment arrangements highlights a strong prevalence of permanent contracts (87.5% of the total workforce), confirming the company's commitment to providing employment stability and long-term career opportunities.

The two fixed-term contracts currently in place are attributable to a specific personal need of one employee and to a position that is currently in the onboarding phase, with a view toward permanent employment.



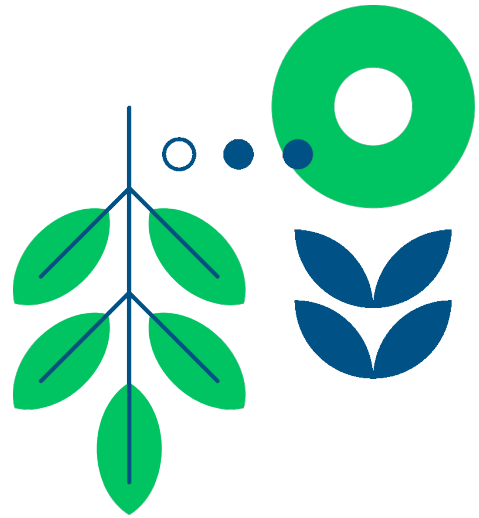
CONTRACT TYPE	UOM	2025		
		MEN	WOMEN	TOTAL
Permanent Contracts	n.	48	30	<b>78</b>
Fixed-Term Contracts	n.	2	0	<b>2</b>
Apprenticeship Contracts	n.	3	1	4



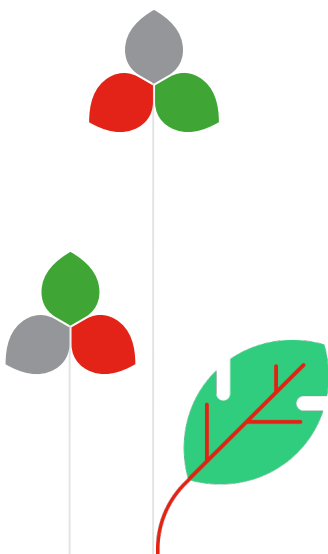
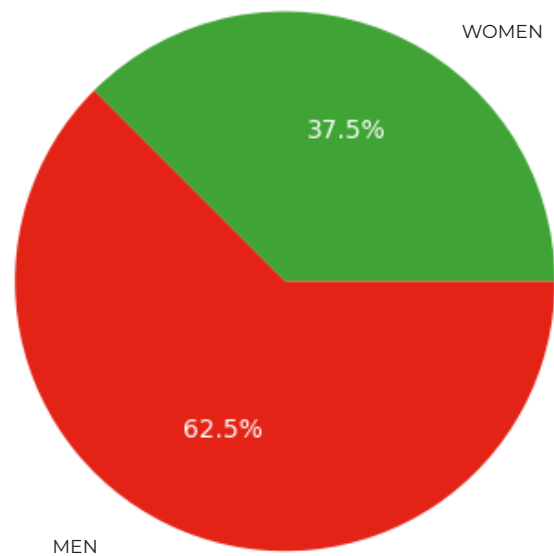
The composition of the workforce reflects an organizational model that places social sustainability and the enhancement of human capital at its core.

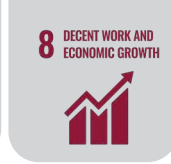
The high proportion of permanent employment contracts demonstrates the company's commitment to building long-term employment relationships, fostering economic stability, operational continuity, and a strong sense of belonging among employees.

Women represent more than one-third of the workforce, constituting an important element in the company's journey toward greater inclusion. From an ESG perspective, diversity and equal opportunity remain key areas for future development, consistent with the company's commitment to promoting a fair, responsible, and growth-oriented workplace.



**DISTRIBUTION BY GENDER 2025**





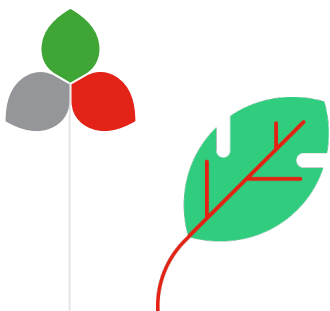
The Cippà Trasporti team is a tangible expression of the company's strong connection to Switzerland while maintaining a natural cross-border vocation. The presence of employees of both Swiss and Italian nationality represents a distinctive asset that enriches the working environment and strengthens the organization's ability to operate within a complex and dynamic international context.

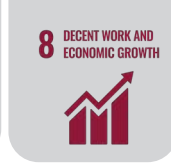
The integration of diverse cultural backgrounds encourages constructive dialogue, knowledge sharing, and greater sensitivity to the regulatory, linguistic, and operational specificities of the markets in which the company operates.

This intercultural dimension represents a significant added value in the management of logistics and customs activities, particularly within a strategic border region.

At the same time, the company maintains a strong local identity, reinforced through long-standing relationships with the economic and social fabric of the communities in which it operates.

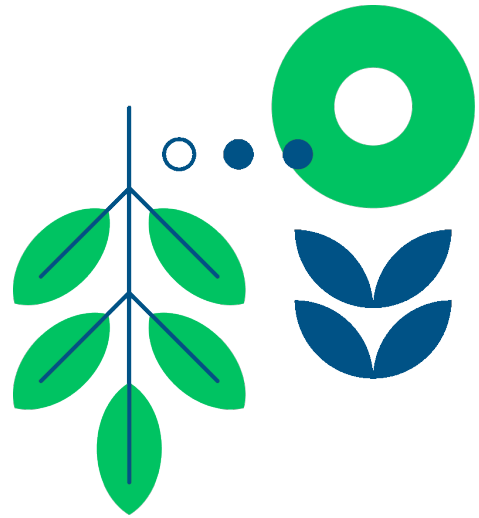
The balance between local roots and international openness enables Cippà Trasporti to combine proximity with a global perspective, guiding its daily commitment to responsible and sustainable development.





## ATTRACTING, INTEGRATING, AND EMPOWERING NEW TALENT

*The onboarding of new employees represents a strategic moment for the organization, contributing not only to the strengthening of internal capabilities but also to the company's cultural and innovative development.*

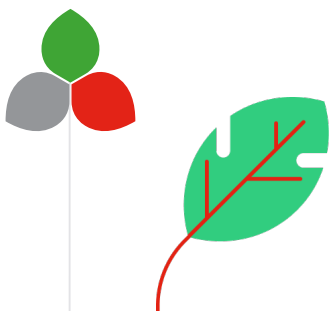


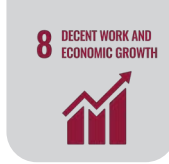
For this reason, in 2025 Cippà Trasporti further strengthened its structured onboarding process, designed to ensure effective integration and alignment with the company's values from the very first day of employment.

The onboarding journey includes the sharing of a detailed organizational chart and company structure, covering the company's mission, vision, values, guiding principles, and key points of contact within the organization.

This enables new employees to gain a clear understanding of their role within the company and to identify the key stakeholders and support functions necessary for effective collaboration.

Particular attention is given to aligning new hires with operational and ethical standards through the sharing of company best practices, ensuring consistency with the organization's culture and ways of working.



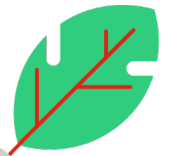


New employees are supported through dedicated training activities, including a specific module on data protection and privacy regulations (GDPR and the Swiss Federal Act on Data Protection – FADP/LPD), followed by a final assessment to verify learning outcomes.

During the first two weeks, a detailed onboarding schedule is provided, outlining assigned tasks, working hours, and designated support contacts; this structured approach facilitates a gradual and productive transition into the organization, reducing adaptation time while strengthening engagement and a sense of belonging.

As part of the onboarding process, employees also receive dedicated training on the protection of personal and corporate data (DRPR and LPD), accompanied by a knowledge assessment to ensure understanding and compliance with relevant regulations.

The integration of new talent represents an opportunity for mutual enrichment: new perspectives, experiences, and skills contribute to fostering innovation and strengthening the organization's ability to respond dynamically to evolving market demands.





## LEADERSHIP, RESPONSIBILITY AND SUSTAINABILITY: THE BAMBOO MODEL

Cippà Trasporti operates through a group structure composed of two distinct legal entities that are integrated from both a strategic and operational perspective:

- *Cippà Trasporti S.r.l. S.B.*, headquartered in Como (Italy)
- *Cippà Trasporti SA*, headquartered in Chiasso (Switzerland)

This configuration enables the group to effectively oversee the cross-border context, strengthening its ability to operate in both the Swiss and the Italian and European markets.

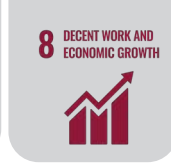
Corporate leadership adopts a pragmatic and sustainable growth-oriented approach, integrating internal expertise and external contributions into an inclusive governance model.

The Board of Directors is composed of:

- **Roberta Cippà Cavadini**, owner
- **Bruno Paniale**, external non-executive member
- **Fabio De Martino**, external non-executive member

The presence of external members with a non-executive role contributes to enriching the decision-making process with independent perspectives and specialist expertise, strengthening the capacity for oversight and strategic direction.





The governing, management and supervisory bodies play a central role in overseeing the risks, impacts and opportunities connected to ESG matters: the Board of Directors defines the strategic guidelines and monitors the adequacy of the organizational structure with respect to emerging risks and opportunities, including those related to sustainability.

This includes, for example, regulatory and reputational risks, operational risks connected to the logistics supply chain, issues related to worker protection and compliance, as well as opportunities arising from service innovation and the adoption of more efficient and sustainable solutions.

The organizational model adopted promotes the direct involvement of operational management in the handling of ESG matters.

The presence, within the executive management team, of the heads of the main corporate functions – human resources, operations, ICT, administration and finance, commercial and marketing – makes it possible to oversee in a cross-functional manner the impacts generated by the company's activities.

This approach ensures that sustainability assessments are not isolated, but integrated into daily decision-making processes.

Governance also commits to monitoring the evolution of the Swiss and European regulatory framework in the areas of environmental, social and transparency matters, assessing its effects on the organization and adapting procedures and operating models where necessary.

**In 2025, the Organizational Regulations of the Board of Directors (ROG) were drafted and approved by the Board of Directors.**

In this way, sustainability is considered not only as a reporting area, but as a strategic lever for value creation in the medium to long term.

Through a structured supervision system and a clear allocation of responsibilities, the governing bodies ensure consistency between strategic objectives, risk management and declared commitments, strengthening the company's credibility and reliability towards stakeholders.

To consult the company's organizational chart, please refer to [page 77](#) of the Appendix to this sustainability report.





## ENGAGEMENT AND PARTICIPATORY CULTURE

*During 2025, the company strengthened opportunities for direct dialogue with employees, particularly during moments of achieving significant results.*

New formats for company meetings were introduced, organized in smaller groups, fostering direct contact with management and enabling more transparent and two-way communication; spaces for dialogue were created in which to share achieved objectives, challenges faced and future perspectives, and the choice of smaller groups facilitated more active participation, encouraging questions, contributions and shared reflections. During the year, the company also promoted several structured listening initiatives, with the aim of monitoring the organizational climate and collecting feedback useful for continuous improvement.

Among the main initiatives:

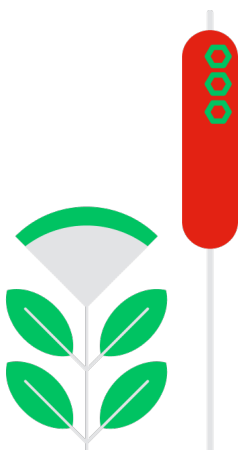
- **SuperMood Survey – Climate analysis**, aimed at assessing the level of satisfaction, motivation and well-being of employees.

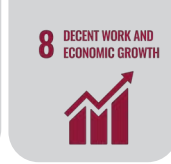
- **Digital transformation survey**, carried out as part of a project with SUPSI, aimed at understanding the level of digital maturity of the organization, internal perceptions and priority development areas.

Active listening represents a key element of the corporate culture and contributes to consolidating an open and responsible working environment, and these tools make it possible to collect qualitative and quantitative data on engagement, identify any critical issues and define corrective or strengthening actions.

The effectiveness of this method is also demonstrated by our eNPS (employee net promoter score).

**ENPS 2024 = 27,1**





Several activities were also carried out to strengthen internal cohesion, collaboration and the sense of belonging. Among the main initiatives:

- **Apprentice team building – Vietnamese cooking**

In collaboration with Spedlogswiss (the Swiss freight forwarders' trade association), apprentices from member companies, together with their trainers, participated in an evening dedicated to preparing a Vietnamese dinner, guided by the owner of a specialized restaurant.

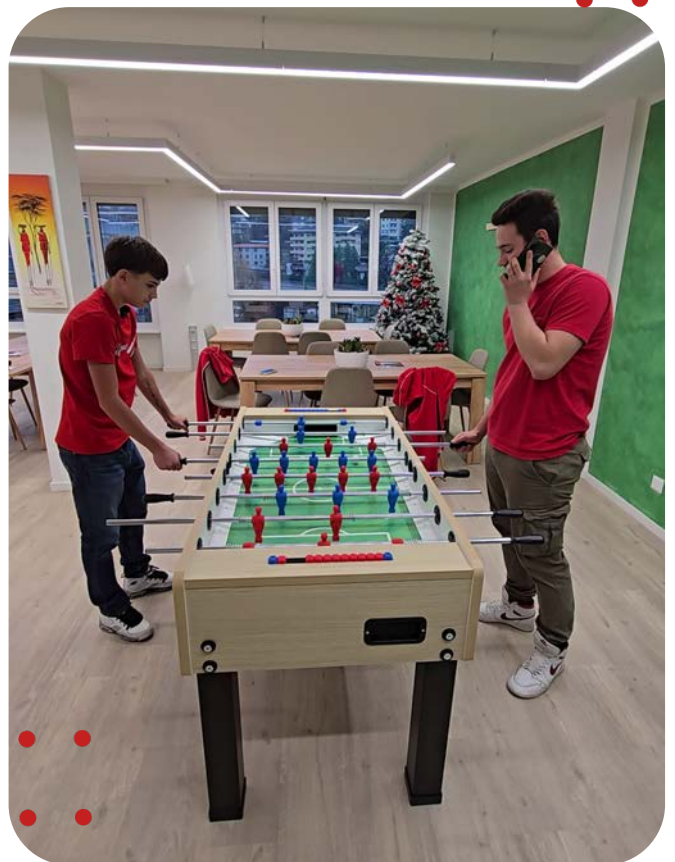
- **Creative workshop – Creation of ceramic mandalas**

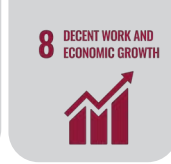
An activity focused on collaboration and creativity, which allowed participants to work together on a symbolic project, stimulating concentration, mutual listening and team spirit.

- **Inclusion and internal social initiatives**

- **Table football tournament** during lunch breaks, aimed at promoting moments of informal interaction among colleagues from different departments.

- **“Light of Peace”** with the participation of Santa Claus and children, accompanied by a solidarity initiative involving the donation of a gift intended for another child.





A particularly significant moment took place during the internal presentation of **the 2024 Sustainability Report**, held at the company headquarters with the support of Prosperah consultants.

The meeting was designed in an interactive format, actively involving all employees through discussion sessions and open questions.

This approach promoted not only an understanding of the contents of the document, but also greater awareness of the impacts generated by the company and of the improvement objectives.

The presentation represented an important opportunity for alignment and awareness-raising, contributing to the practical dissemination of the culture of sustainability within the organization and strengthening the sense of participation in the undertaken journey.

These initiatives, with their convivial nature, strengthen the sense of community and contribute to building an inclusive working environment that is attentive also to the social dimension.



# PEOPLE

**CIPPA**   
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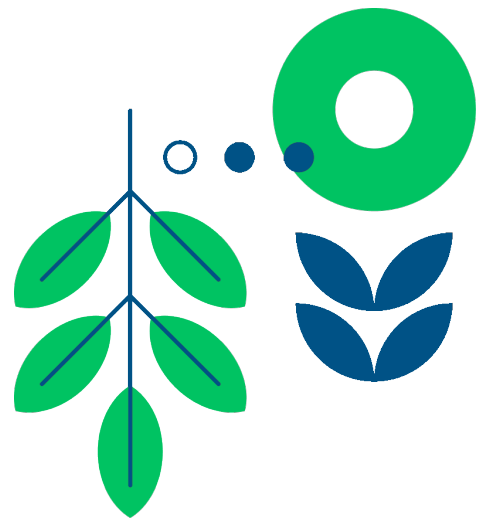
The Winning Move

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## CONTINUOUS LEARNING AND TALENT DEVELOPMENT

*At Cippà Trasporti, we recognize training as a central element of our identity and a strategic factor for long-term growth. Management has always promoted a culture oriented toward continuous learning, with the awareness that the body of knowledge developed by employees represents the foundation of the company's know-how.*



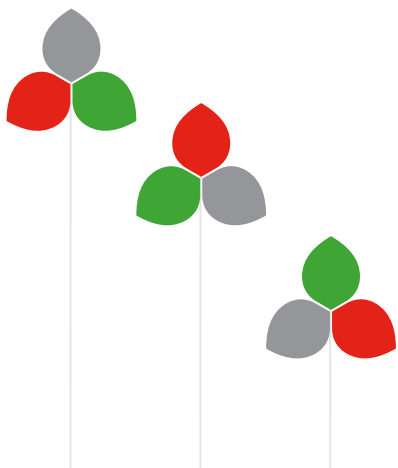
Training activities are planned and coordinated by the Human Resources department, which oversees the entire process, from the definition of the training plan through to the monitoring of results.

Training is delivered primarily internally, with the support of the HR department, and supplemented by collaborations with external partners for specific programs; in particular, the consulting company Tessa was involved for coaching activities, while the company relied on the language school OltreLingua and SpedlogSwiss for language training.

A key role is played by the internal C-SCHOOL platform, accessible to employees, apprentices and new hires: through this tool, content is provided dedicated to the development of technical, transversal and strategic skills, together with insights into company values, operational tools, internal professions and sustainability topics, contributing to the dissemination of best practices and a shared culture.

**During the reporting period, 11 courses were delivered, for a total of 116 lessons.**

An average of approximately 10 training hours per person is estimated, and participation levels were high: all employees completed at least 75% of the voluntary courses available.





Alongside continuous training, particular attention was devoted to health and safety matters:

- 7 employees participated in a first aid course consisting of two days (16 total hours)
- an additional 2 training days were organized for the safety officer.

Professional development is also supported through targeted individual growth programs: 22% of employees took part in training initiatives related to career development, integrated into performance evaluation processes.

The main training initiatives are presented below, conceived as a long-term pathway aimed at supporting innovation and the company's continuous development.

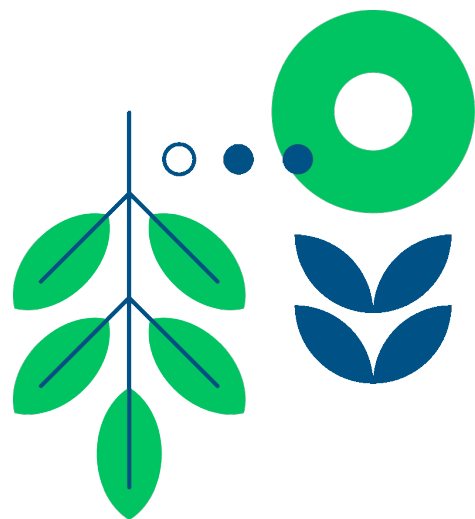
### **INNOVATION LAB (Robiati):**

The Innovation Lab program introduces the fundamentals of anticipatory innovative thinking, providing tools and skills to understand change and build future-oriented solutions: an integrated approach on how to identify trends and emerging signals, and develop innovative mindsets and capabilities.

### **ROAD TO THE FUTURE (Logotel):**

The Road to the Future program guides participants through a structured exploration of the factors that enable organizations to navigate change and build coherent and sustainable visions of the future. An integrated reflection on identity, context and future perspectives, offering useful interpretative tools for understanding the present and preparing for emerging scenarios.

During the year, an important managerial transformation was initiated, accompanied by the introduction of a new digital architecture.



To support this transition, an intensive training program was launched between September and December, with weekly and monthly sessions and the involvement of a dedicated team of key users.

These activities will continue in the following period in order to consolidate the skills acquired.

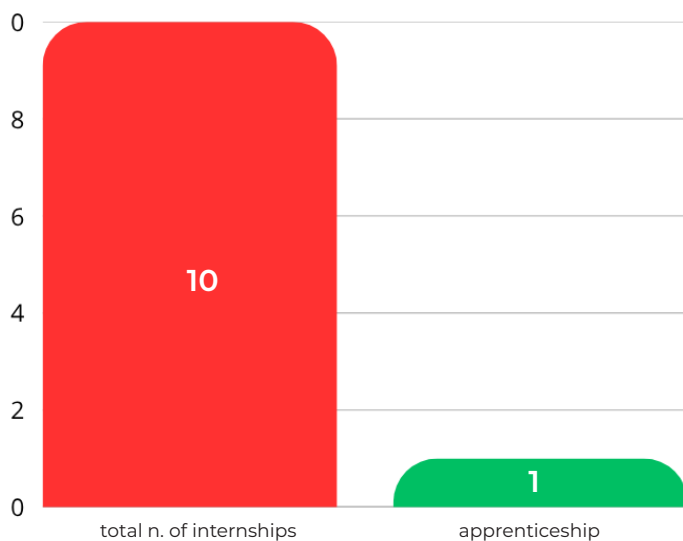
The commitment to younger generations is also reflected in initiatives aimed at facilitating young people's entry into the workforce.

Approximately 10 short-term internships (2–3 days) were organized for candidates interested in apprenticeship programs; following these experiences, two new apprentices were hired.

Overall, during the two-year reference period, a total of 5 apprenticeship contracts were active.



### N. INTERNSHIPS / APPRENTICESHIPS

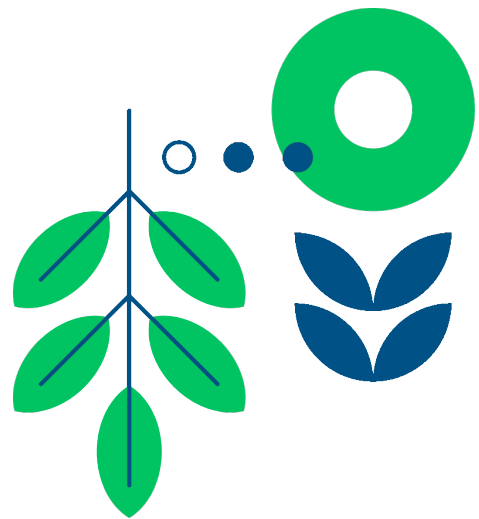


## SAFE WORKING ENVIRONMENT AND WIDESPREAD WELL-BEING

*The protection of people's health and well-being represents a concrete priority for the company, which translates into the creation of a working environment that pays attention to both physical, relational and organizational aspects.*

In this direction, a program was launched aimed at improving the quality of company environments through the introduction of air exchange and purification systems; these measures are complemented by the presence of a spacious and functional break room and areas dedicated to leisure activities, such as table football, designed to encourage moments of social interaction and recovery during the working day.

In addition, we focus daily on prevention and emergency management: we have installed a defibrillator, rented to ensure its optimal management and full operability over time.



The device is made available not only to employees, but also to the entire building and to anyone who may need it, thus helping to strengthen the social value of the initiative.

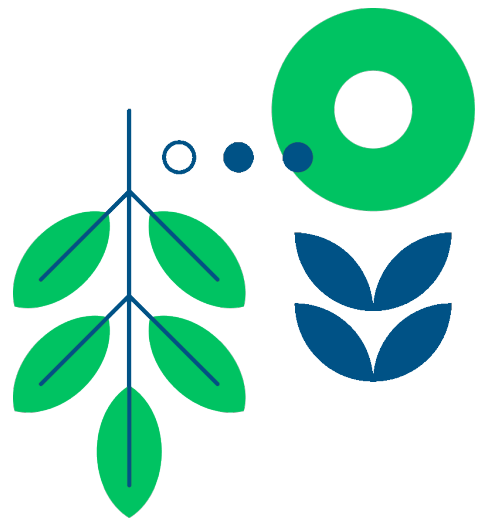
Attention to well-being is also reflected in work organization, defined around a standard schedule of 40 hours per week for all employees, an approach that represents a conscious choice aimed at promoting a sustainable balance between professional and personal life, avoiding the systematic use of excessive workloads or an uncontrolled extension of working hours.

Ensuring clarity, stability and respect for working hours enables people to plan their time, fostering a better quality of life and, at the same time, helping to maintain high levels of energy, motivation and productivity over time.





Health and safety management is further strengthened through the adoption of codes of conduct and best practices formalized in the company regulations, which define shared behaviours and responsibilities; we support the dissemination of a culture of prevention also through training activities that go beyond regulatory requirements, such as the first aid course that involved 7 employees, helping to strengthen emergency response capabilities.



The results achieved in terms of safety are also confirmed by the indicators relating to accidents, which show the absence of recorded events during the reporting period.

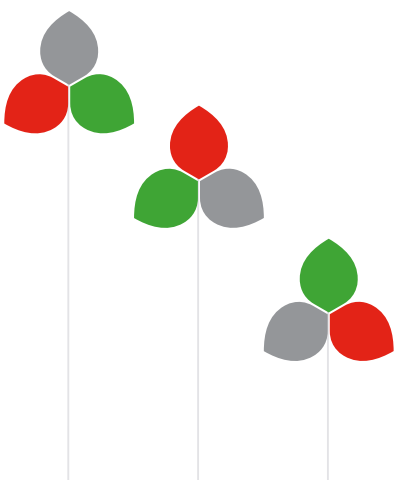
INDICATORS	UOM	2024			2025		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Total accidents during the year	n.	0	0	<b>0</b>	0	0	<b>0</b>
Working days lost	0	0	0	<b>0</b>	0	0	<b>0</b>
Accidents / total employees (%)	%	0	0	<b>0</b>	0	0	<b>0</b>

At the same time, we also oversee issues related to road safety and transport management. Currently, fuel consumption is monitored through fuel cards associated with company vehicles, while the implementation of a more advanced system through the GreenRouter software is planned, which will enable improved efficiency and control of fleet utilization.

Specific attention is also dedicated to the management of environmental risks connected to transportation: in line with the principles of ISO 14001 certification, we have launched awareness-raising and training activities aimed at suppliers involved in logistics operations, with particular focus on the actions to be taken in the event of accidental spills of substances, and we have shared specific information with the carriers with the highest volume of activity in order to ensure prompt intervention and minimize environmental impacts.

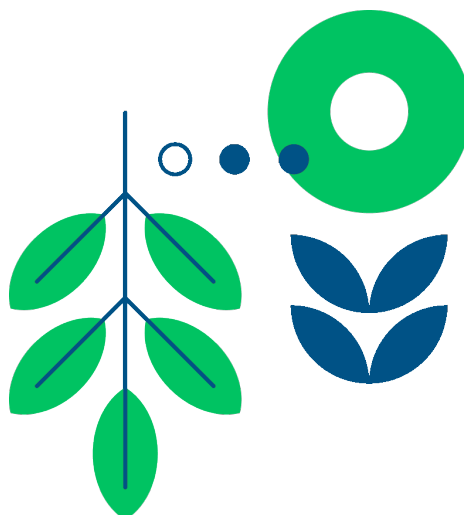
Finally, safety throughout the value chain is also monitored through the supplier evaluation system, which makes it possible to record any incidents and assign negative evaluations in the presence of critical issues; this tool represents a concrete lever for promoting responsible behaviour and encouraging continuous improvement.

In this context, health, well-being and safety are central elements of the corporate culture: a daily commitment that contributes to creating value, strengthening people's trust and building a solid, responsible and future-oriented working environment.



## EQUAL OPPORTUNITIES, INCLUSION AND THE PROTECTION OF PEOPLE

*Promoting equal opportunities and an inclusive working environment represents a fundamental commitment for us. We believe that every employee should have equal access to resources, training and growth opportunities, regardless of their background, thereby contributing to the creation of a professional environment based on respect, trust and the appreciation of diversity.*



These principles are integrated into our daily practices and human resources management processes. Topics such as non-discrimination, inclusion and mutual respect are addressed in a structured manner during performance evaluation (KPI) meetings with managers, where broader reflections related to people development are also discussed.

At the same time, dedicated training programs – such as those focused on effective feedback – represent concrete opportunities to deepen and strengthen an inclusive corporate culture, fostering dialogue and awareness.

Our approach is also reflected in the results: during the reporting period, no complaints or reports related to discrimination incidents were recorded, confirming a cohesive and respectful working environment.

METRICS	UOM	2024			2025		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Number of discrimination-related incidents	n.	0	0	<b>0</b>	0	0	<b>0</b>
Number of complaints submitted through channels that allow members of the workforce to raise their concerns	n.	0	0	<b>0</b>	0	0	<b>0</b>

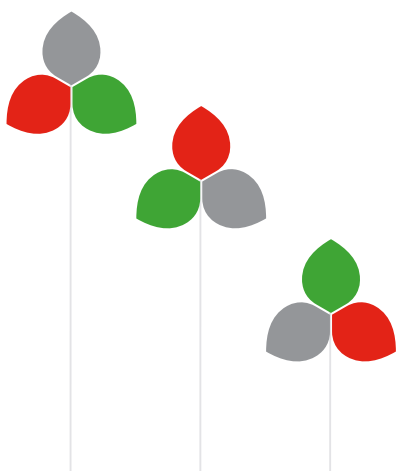
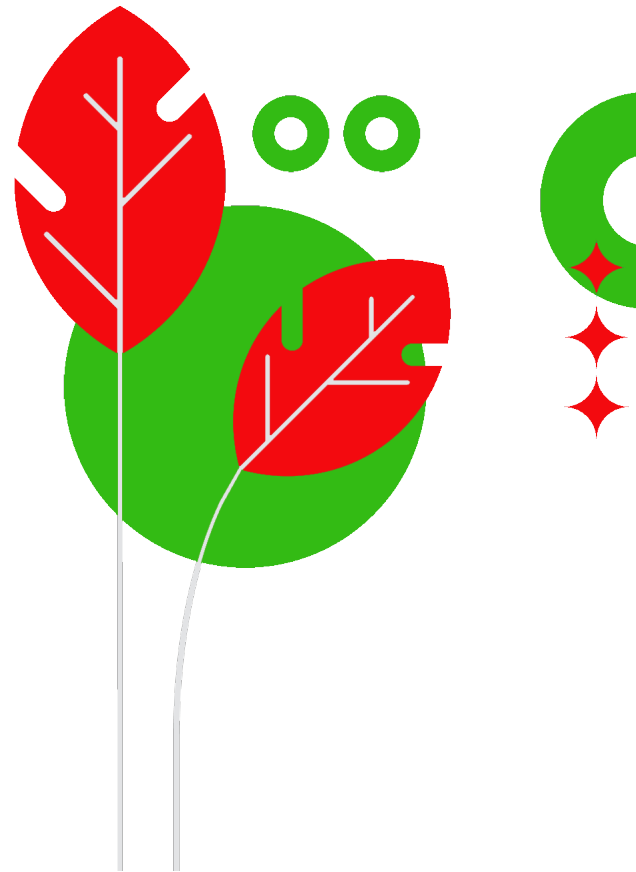
To encourage active listening and employee engagement, we use various internal communication tools. Among these, surveys represent an important channel for gathering feedback, needs and perceptions: during the year, tools such as GSA SuperMood were used for organizational climate analysis, together with specific surveys such as the digital transformation survey conducted as part of the SUPSI project.

These initiatives enable us to continuously monitor organizational well-being and to guide our actions in a targeted manner.

Alongside our focus on workplace climate, we are committed to ensuring social security and employee benefits that go beyond basic legal requirements. All employees benefit from supplementary insurance coverage, including accident insurance and income protection in the event of illness, instruments that strengthen the level of protection beyond the standards provided for under Swiss regulations.

In the area of pension provision, we adopt conditions that exceed the legal minimum requirements for occupational pension schemes (LPP), helping to provide greater security for employees' future retirement.

Employment termination processes are also managed in compliance with applicable regulations, ensuring the full protection of employee rights.



Particular attention is also devoted to supporting parenthood and promoting work-life balance. In addition to the provisions required under Swiss legislation, we grant two additional weeks of maternity leave and adopt a flexible approach to managing leave requests for family-related needs, assessing individual situations on a case-by-case basis.

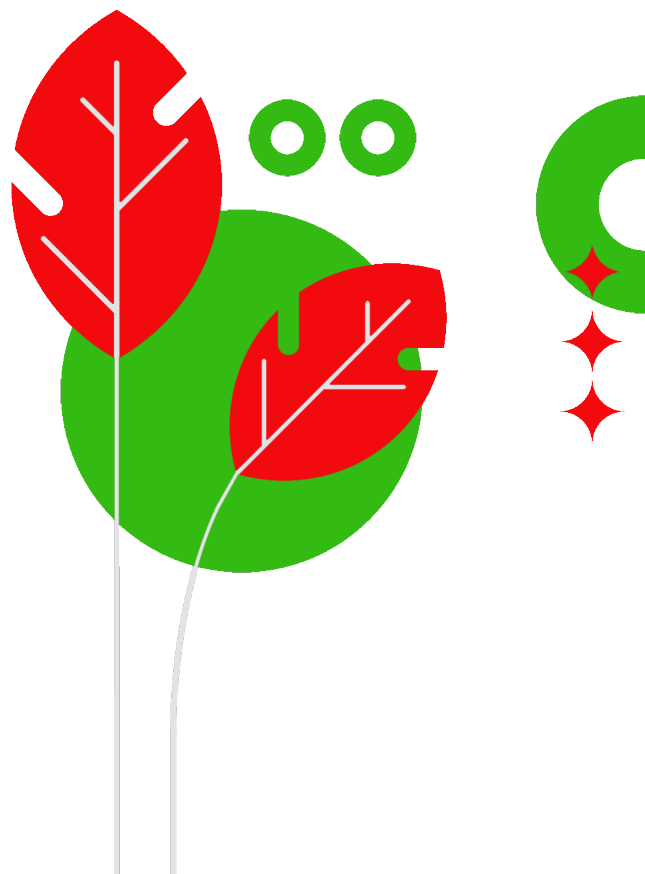
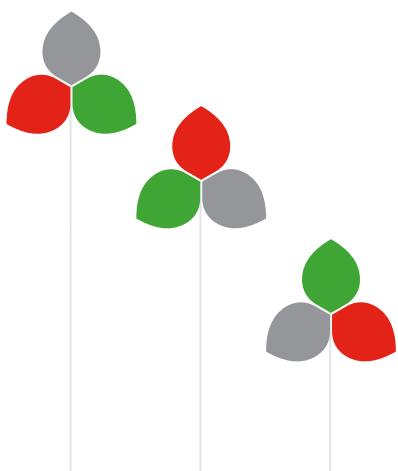
This flexibility may take the form of remote working days or other tailored solutions. During the reporting period, one employee benefited from family-related leave, demonstrating our practical commitment to supporting these needs.

Equity is also reflected in our compensation policies: we ensure that all employees and non-employees are remunerated in line with industry benchmarks, in compliance with the Standard Employment Contract for Freight Forwarders and Swiss minimum wage regulations.

Our commitment also extends to the respect of human rights across all business activities. In this area as well, no incidents, violations or sanctions were recorded, as reported below:

SEVERE NEGATIVE HUMAN RIGHTS INCIDENTS	SI/NO
Child Labour	NO
Forced Labour	NO
Human Trafficking	NO
Discrimination	NO

In this context, we continue to work to strengthen a fair and inclusive corporate culture in which every person can feel recognized, valued and actively involved in the organization's growth journey.



# PROSPERITY



**CIPPA** TRASPORTI 

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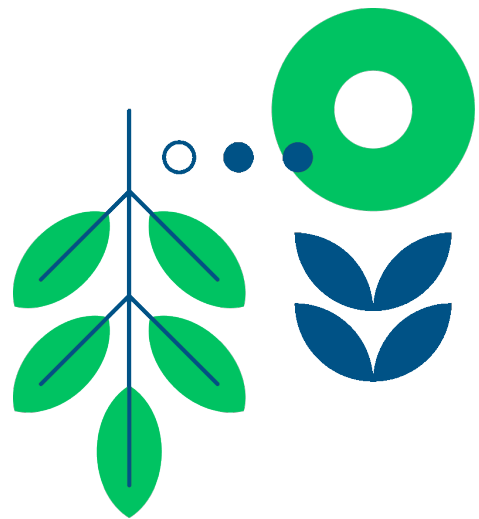
## AN INTEGRATED AND RESPONSIBLE LOGISTICS ECOSYSTEM

*Our value chain is based on efficiency, transparency and collaboration across the entire ecosystem. Every stage, from supplier selection to final delivery, is designed to generate value, reduce inefficiencies and ensure regulatory compliance.*

*Reliability and competitiveness are the pillars of our work: we continuously monitor our services to minimize delays and optimize costs and processes.*

We operate in complex and strategic sectors such as manufacturing, engineering, automotive and industry. These sectors require a logistics partner that is competent, reliable and capable of addressing complex challenges. Our objective is to support our customers' growth through a service focused on efficiency, innovation and safety.

The quality of our service is reflected in customer satisfaction: our NPS (Net Promoter Score) reached 48.6 in 2024, according to an analysis conducted on a sample of customers. This result confirms the trust and appreciation for the reliability, flexibility and support that we provide every day.

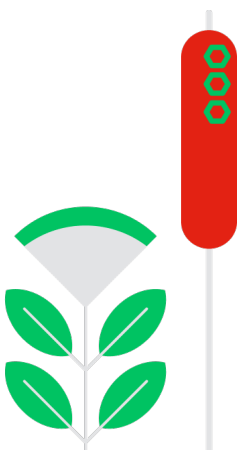


We aim to update the NPS figure in 2026.

Our network extends across all of Europe, a key market for our expansion.

In 2025, we managed more than 6,000 customers. In this context, our Swiss headquarters plays a key role in managing international logistics flows and represents a true point of reference for our cross-border activities. International road freight traffic also reflects this vocation: 60% of flows are directed towards European Union countries, while the remaining 40% are concentrated within Italy.

**NPS 2024 = 48,6**

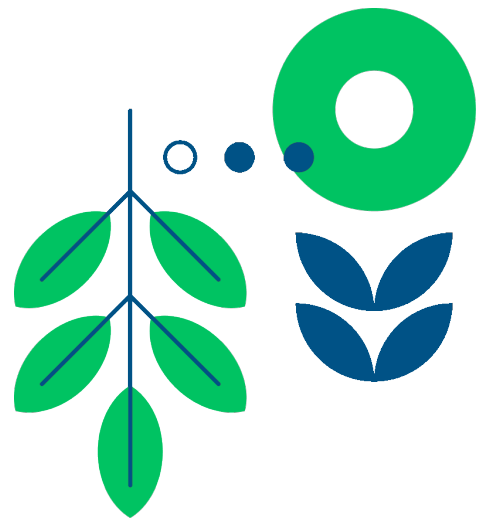
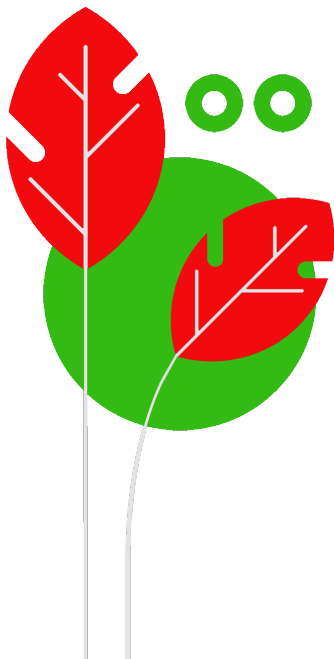




The management of our supply chain also reflects our values: efficiency, transparency and responsibility. Supplier selection is based on a structured assessment through a Ranking Sheet, which considers operational, accounting, environmental and social aspects. Although a formalized policy has not yet been established, we are working on a progressive implementation plan to integrate sustainability criteria into supply contracts.

Suppliers operate according to the General Conditions attached to our Purchase Orders, thereby ensuring clarity and fairness in business relationships. Although we do not yet have a structured channel for collecting reports from workers throughout the value chain, we actively promote feedback at all levels as a driver of continuous improvement.

We believe that every activity should contribute concretely to customer satisfaction through careful monitoring of key processes, risk reduction and performance optimization.



Over recent years, we have launched several initiatives to strengthen our operational structure:

- The creation of internal Business Units to facilitate the exchange of know-how among employees;
- The upgrade of our digital architecture to improve integration and operational efficiency;
- The introduction of a software for emissions calculation, contributing to environmental sustainability and reducing the ecological impact of our activities;
- Strengthening listening and support mechanisms for workers throughout the entire value chain.



## INNOVATIVE ROUTES: INNOVATION AS A STRATEGIC COMPASS

*Over the past few years, we have strengthened our commitment to innovation by investing in advanced digital tools, new organizational models and tailor-made consulting strategies.*

*The objective is to transform our approach from executors to strategic consultants, offering customized solutions to our clients and creating effective synergies between partners and internal departments.*

Our tailor-made approach has enabled us to analyze the context and specific needs of each client, providing optimized tools and strategies to improve efficiency and competitiveness in the international transportation sector.

Below is a table illustrating the main projects implemented. These strategic initiatives respond to new business needs by optimizing the existing organizational model and digitalizing processes to successfully address future challenges.

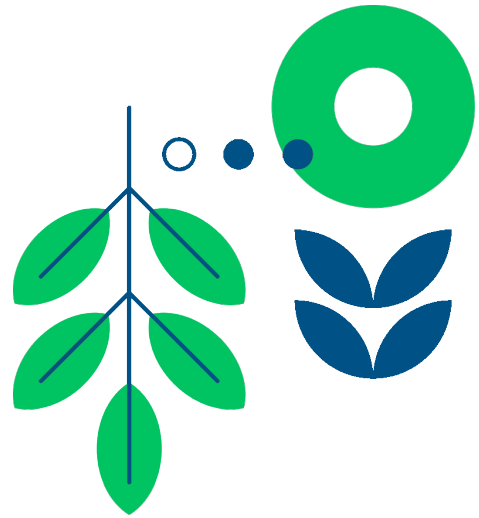
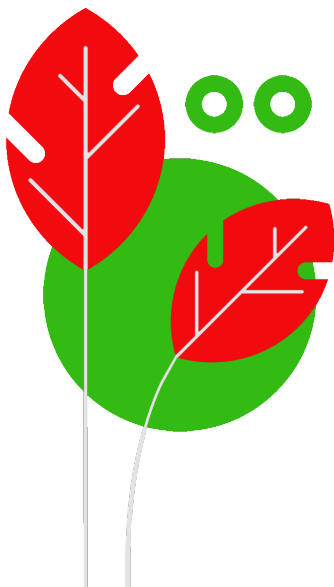


Photo: Yangshan deepwater port TBC Shanghai



AREA OF INTERVENTION	IMPLEMENTED PROJECT	DESCRIPTION
Marketing and Digitalization	Integration of Big Data and AI for marketing and communication	Advanced analysis of international markets through Big Data and AI, improving segmentation and the creation of targeted campaigns. Data was shared with the marketing, sales and management teams.
	Automation of PPC (Pay-Per-Click) campaigns with CRM Business Central	Integration between advertising performance and CRM to improve conversion tracking, optimize budget allocation and increase Ads profitability.
	Marketing based on Personalization and Predictive Analytics	Introduction of predictive tools to anticipate customer needs and personalize transport offers, improving engagement and making the customer experience smoother and more effective.
	Expansion of Brand Awareness through strategic content	Strengthening our presence on LinkedIn through targeted posts, case studies and white papers to consolidate our leadership in the transportation and logistics sector.
	Collaborations and training in digital marketing	Partnership with SpedLogSwiss Ticino Section for networking events and training on digitalization in transportation. Participation in the Digital Strategies Academy to test new strategies.
Health and Safety	Improvement of air quality in company premises	Introduction of an air recycling system in the two areas with the highest concentration of people, improving employee well-being.
Innovation in Processes and Organizational Models	Creation of the Project HRO department	Merger of the oversized transport department with the sea and air freight department to optimize the management of complex projects in the transportation sector.





These innovations were made possible through targeted investments, which enabled the creation of advanced marketing strategies in response to market needs.

Customer service played a key role, evolving to integrate operational and commercial expertise, thereby improving the effectiveness of customer interactions and actively supporting the new digital tools adopted.

To ensure that innovation was accessible to all employees, we implemented the C-School training platform, making approximately 40 courses available covering technical competencies, soft skills and hard skills. In addition, initiatives were launched to stimulate creativity and active employee participation.

The C-Star project provided a dedicated space for sharing ideas aimed at improving workplace well-being, while the Next Gen program enabled new hires to propose innovative solutions and contribute to the company's strategic vision.



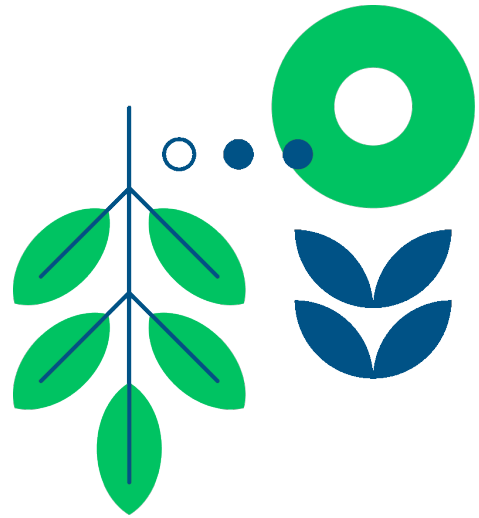
At the same time, to stimulate interaction across the value chain, we created the C-Store, a synergistic network connecting customers and stakeholders, offering exclusive benefits and strengthening commercial partnerships among companies and professionals.

Over recent years, we have participated in major industry trade fairs, consolidating and deepening our understanding of the latest trends in logistics innovation. Among the most significant events were Greenlogistics Padova, Breakbulk Rotterdam, Bangkok ALN and Transpotec Logitec Milano City, which provided valuable opportunities to establish new collaborations and strengthen our growth strategy.

Innovation was the driving force behind our growth in 2025. The adoption of new technologies, the continuous training of employees and the promotion of a creative mindset strengthened our position within the industry, preparing us for future challenges through an increasingly strategic and sustainable approach.

## ACTIVITIES IN OUR LOCAL COMMUNITY

*Our presence within the local community is expressed through active involvement in initiatives that strengthen the sense of belonging and collaboration within our sector.*



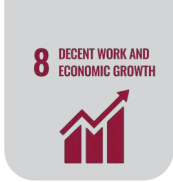
Through our industry association, we regularly participate in social events such as bowling evenings, karaoke nights and themed dinners. These moments of leisure represent an important opportunity to create positive synergies, facilitating dialogue and exchange among professionals who “speak the same language”.

Beyond the recreational aspect, these initiatives encourage the development of shared solutions and unexpected collaborations, contributing to professional growth and the strengthening of our network.

In addition, we actively collaborate with Pro Juventute, a Swiss association that supports companies in apprenticeship programs. As part of this collaboration, we organized a special dinner during which all apprentices, together with their trainers, had the opportunity to participate in a creative and educational activity: the creation of a terrarium. This event represented not only a moment of social interaction, but also an opportunity to strengthen the bond between apprentices and trainers, encouraging team spirit and personal and professional growth.

CIPPA' TRASPORTI SA	UOM	2025
Start up Garage (by Supsi)	CHF	1.000
FSAM	CHF	3.000
La Generusa	CHF	500
Football Club Chiasso	CHF	3.000
Soroptimist Int.Club Mendrisiotto	CHF	500
Musica cittadina	CHF	100
Consiglio centrale ticinese San Vincenzo	CHF	2.000

CIPPA' TRASPORTI S.B.SRL	UOM	2025
Osm Talent	Euro	6100



## AAA – APPRENTICES WANTED:

*Sustainability also through supporting local youth  
Interview with Roberta Wullschleger  
Project Manager, Pro Juventute,  
Italian-speaking Switzerland Region*

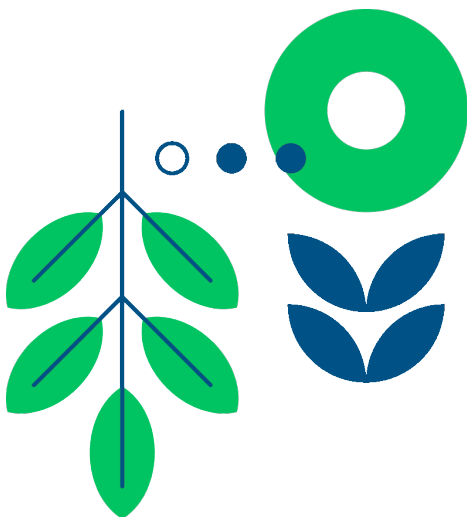
For many years, we have distinguished ourselves through a particular sensitivity toward the topic of apprenticeships, with a special focus on young people from the local area. At a time when much discussion revolves around the fragility of younger generations and the challenges facing the dual education system, the company continues to represent not only a solid organization, but also a virtuous model and point of reference.

The significant number of apprentices welcomed by the company and successfully completing their training programs demonstrates a concrete and long-term commitment.

This result is the outcome of a forward-looking vision initiated more than fourteen years ago by Roberta, then President of SpedLogSwiss Ticino, who recognized the great potential inherent in training young people.

From this insight, in collaboration with Pro Juventute, the AAA – Apprentices Wanted project was born and remains active today. The initiative aims to support both companies and apprentices, placing at its core not only professional development but also personal growth.

Particular attention is dedicated to the delicate transition from adolescence to adulthood, offering targeted educational support that enables young people to become conscious and responsible adults and citizens.





A key element of the project is the close collaboration between the Pro Juventute project manager and the company trainer, a synergy that guarantees each apprentice personalized support throughout both their educational and personal development journey.

Professional growth and individual development therefore progress hand in hand, requiring balance, resilience and the development of a strong personality capable of facing the difficulties that inevitably arise.

The initiative operates on two complementary levels: on the one hand, direct contact with young people through regular group meetings, individualized pathways and personal interviews; on the other hand, continuous collaboration among the project coordinator, the company trainer, schools and families, with the aim of creating a cohesive and effective support network around each apprentice.

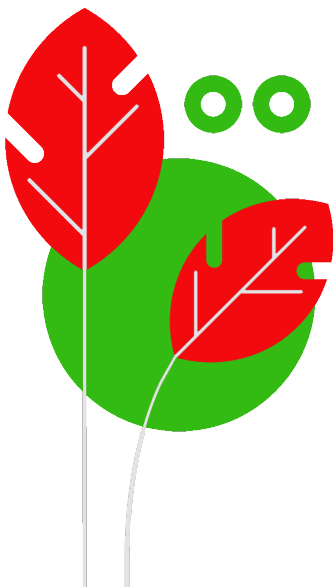
Challenges, often linked to school or family circumstances, are addressed through continuous dialogue and a shared search for targeted strategies capable of responding in a coordinated manner to the needs of young people.

The success of the initiative is not measured solely by the achievement of the Federal Certificate of Competence, but above all by the personal growth journey that each apprentice undertakes during the training years.

This result is made possible, on the one hand, by the clear vision that Cippà Trasporti has regarding the value of apprenticeships and, on the other hand, by the ability of the company trainer to embody this philosophy every day with consistency and dedication.

A special thank you therefore goes to Roberta and Erika for their daily dedication to our young people!

**Roberta Wullschleger**  
**Project Manager**  
**Pro Juventute, Italian-speaking**  
**Switzerland Region**





## INTERVIEW WITH ALDO STOFFEL PRESIDENT OF SPEDLOGSWISS TICINO SECTION

Cippà Trasporti SA, a member of Spedlogswiss Ticino Section, is highly active and participates in our various activities with great professionalism.

We particularly appreciate the company's long-standing commitment to the training of young people from Ticino who have chosen to undertake the three-year commercial apprenticeship program in the field of logistics and international freight forwarding in order to obtain a Federal Certificate of Competence, with the support of Pro Juventute to better manage the transition from middle school to working life within a company.

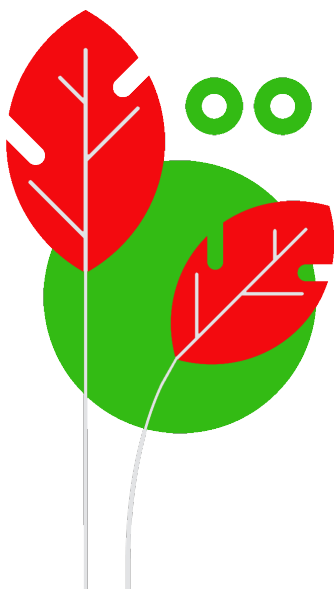
To this end, the company offers middle school students the opportunity to complete 2–3 day internships to discover the freight forwarding profession and develop a more informed understanding of their future career choice.

The company also participates in the Spedlogswiss Ticino Open Days, dedicating an afternoon during which middle school students receive a broad overview of the activities carried out by an international freight forwarding company through visits to its various operational departments.

The training of apprentices plays an important role in ensuring the development of new talent and facilitating generational renewal within companies in our sector.

***Aldo Stoffel***

***President of Spedlogswiss Ticino  
Section***



# PLANET



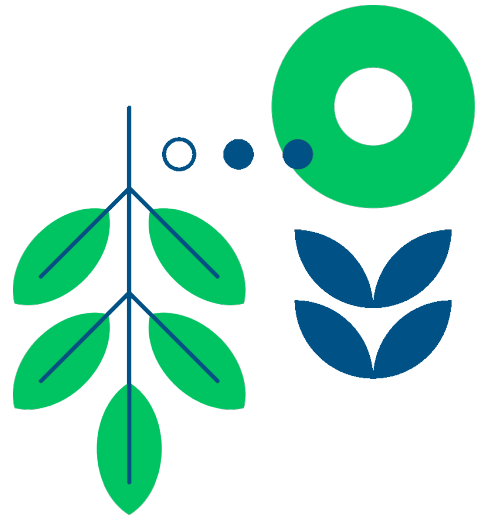


## PREVENTION OF ENVIRONMENTAL RISKS AND SAFETY IN FREIGHT TRANSPORTATION

*Drawing strength from our unique identity, we have chosen to pursue, in addition to profit-making objectives, purposes of common benefit. In line with this choice, we have adopted, implemented and maintained an environmental management system compliant with the international standard UNI EN ISO 14001:2015, with the objective of actively promoting environmental protection and respect, particularly in managing emergency situations such as incidents involving the spillage of polluting materials during transportation operations.*

To mitigate the environmental impact of any accidental spills during transportation, we have implemented specific actions:

- 1. Supplier Training:** We have invested in the training of suppliers connected to the transportation infrastructure, providing them with the skills necessary to effectively manage spills of harmful substances. This includes understanding emergency procedures, the use of appropriate absorbent materials, and spill containment and removal techniques.
- 2. Information Communications to Carriers:** We have sent detailed communications to carriers handling a higher volume of operations, clearly outlining the measures to be adopted in the event of liquid leakage.



These communications include step-by-step instructions on how to respond immediately to spills in order to minimize environmental impact and ensure the safety of all parties involved.

In addition, we have implemented a specific system to strengthen road safety through the evaluation and ranking of our suppliers. This system allows us to monitor and record any incidents involving transport suppliers and, in the event of incidents, we can assign a negative evaluation to the supplier involved, thereby encouraging the continuous improvement of road safety practices. This approach not only helps maintain high safety standards for our operations but also promotes a safer road environment for the community.

We are committed to continuing to ensure that road safety remains a key priority in our commitment to sustainability and corporate social responsibility.



## MANAGEMENT OF OUR PROCUREMENT AND WASTE

*Waste management represents a significant aspect of our commitment to environmental sustainability. Consistent with our activities, we generate exclusively waste comparable to municipal waste, avoiding the generation of hazardous waste through careful operational practices and controlled internal processes.*

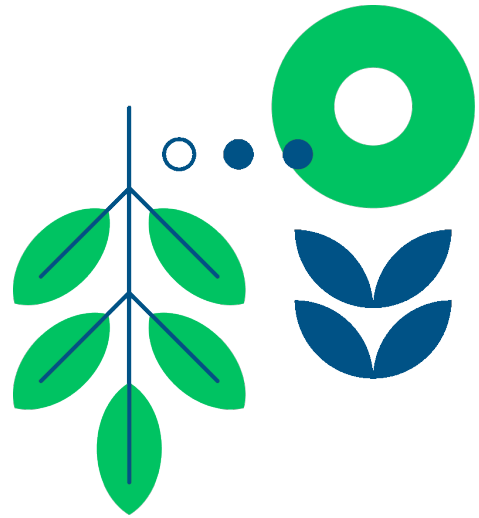
Over recent years, and particularly at the Swiss office, a significant reduction has been observed in the number of blue waste bags delivered to municipal collection services.

This result demonstrates the effectiveness of the measures adopted in terms of prevention, reduction and proper waste separation, while also reflecting increasing awareness among employees.

Employees themselves play a fundamental role, as each person is called upon to contribute actively by ensuring that waste deposited in recycling containers is free from impurities or any element potentially harmful to the environment or to waste collection operators.

It is significant to note that during both 2024 and 2025, no hazardous waste was generated.

This figure confirms the effectiveness of the management system adopted and the consolidation of responsible behaviour within our company, contributing to the achievement of environmental impact reduction objectives.



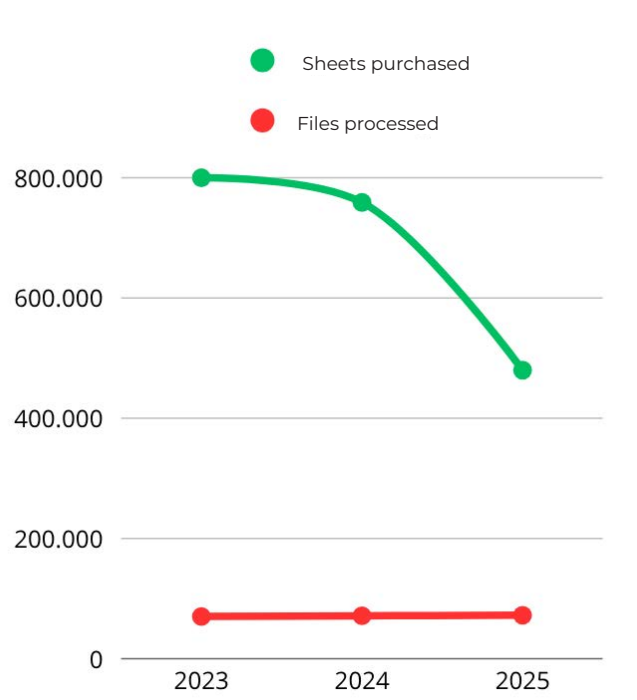
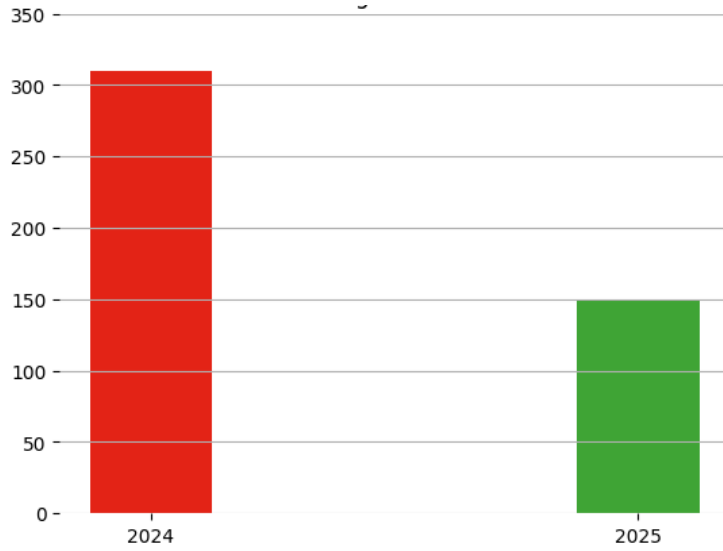
In recent years, a progressive and significant reduction in PET consumption has also been recorded, beginning in 2022 and reaching relatively marginal levels in both 2024 and 2025 (less than 6 kg annually).

This result is attributable to initiatives undertaken by the company to eliminate single-use plastics, including the installation of dishwashers at company sites and the distribution of ceramic cups to all employees, with the objective of structurally reducing the consumption of disposable materials.

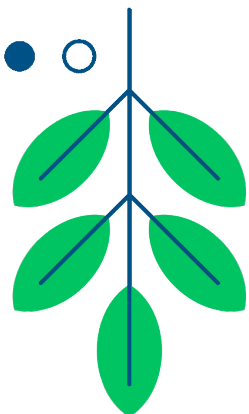
At the same time, a policy aimed at reducing paper consumption has been pursued through lower purchases of paper reams and the adoption of internal procedures focused on digitalization. Employee awareness initiatives, combined with these organizational measures, have contributed to the achievement of tangible results, demonstrated by the reduction in waste generation (blue bags) in Switzerland compared to 2024.



### Blue Waste Bag Collection Trend – Switzerland



ENVIRONMENTAL INDICATORS	UOM	2023	2024	2025
Sheets purchased	n.	800.000	759.000	480.000
Files processed	n.	70.298	71.387	72.361
Number of sheets per file	Sheets / File	11,38	10,63	6,63





## WATER WITHDRAWALS AND WATER DISCHARGES

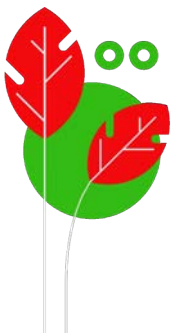
Our operational sites are not located in areas considered at risk of water stress. Water withdrawals are comparable to those of domestic users and comply with condominium regulations and integrated water service regulations applicable to the relevant territorial areas. Water discharges consist of wastewater from sanitary facilities discharged into the public sewer system and are classified as civil wastewater.

The company nevertheless recognizes the importance of water as a fundamental resource to be safeguarded and therefore promotes responsible and conscious use even in daily activities. With this objective, water dispensers have been installed on all company floors, encouraging more efficient and sustainable access to drinking water.

All water withdrawals relate to a geographical area classified as having a “medium-low” water stress risk (values between 1 and 2, Water Risk Atlas, overall water risk).

IDENTIFIER	SITE	UOM	2023	2024	2025
Local network	CHIASSO (CH) - Via Maestri Comacini, 7	mc	1.166,3	1.476,0	769,4
Local network	STABIO (CH) - Via Gaggiolo, 6	mc	115,0	105,0	175,19
Local network	TAVAZZANO (IT - Lodi) - Via F. Bocconi, 6/8	mc	47	43	59
Total		mc	1.328,32	1.623,50	1003,59
Consumption Change		%	-	+22,22%	-38,18%

\* Overall water risk measures all water-related risks by aggregating indicators from the categories of physical quantity, water quality, and regulatory and reputational risk.



## ENERGY AND ENVIRONMENTAL CONSUMPTION

*Our energy consumption relates to electricity used to power electronic equipment, lighting, winter heating and summer air conditioning at our sites, as well as fuels used by vehicles in the company fleet.*

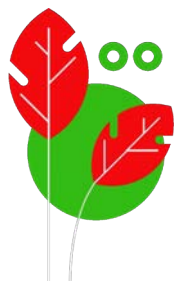
ELECTRICITY CONSUMPTION	UOM	2023	2024	2025
CHIASSO (CH) - Via Maestri Comacini, 7 (*)	kWh	71.690	75.522	79.844
STABIO (CH) - Via Gaggiolo, 6	kWh	5.382	2.557	2.539
TAVAZZANO (IT - Lodi) - Via F. Bocconi, 6/8	kWh	8.462	8.680	7.533
Total	kWh	85.534	86.759	89.916

\*Data derived from AGE invoices.

NATURAL GAS CONSUMPTION	UOM	2023	2024	2025
CHIASSO (CH) - Via Maestri Comacini, 7 (*)	mc	21.488,18	25.448,25	21.788,00
TAVAZZANO (IT - Lodi) - Via F. Bocconi, 6/8	mc	3.237,00	3.107,68	2.928,93
Total	mc	24.915,61	28.717,19	24.716,93
Consumption Change	%	-	- 15,3	- 13,9

COMPANY VEHICLE FLEET CONSUMPTION	UOM	2023	2024	2025
Diesel	Litres	21.192,8	25.080,9	23.457,8

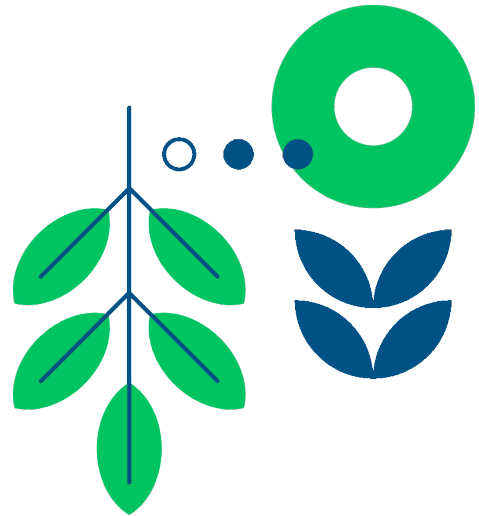
At present, we do not have a formal monitoring system for the company fleet, as we own only one vehicle. To track fuel consumption, we use the Eni card, which allows us to maintain basic control over operating costs and the environmental impact of our vehicle.





## GREENHOUSE GAS EMISSIONS

*Thanks to the adoption of an advanced system for the collection and analysis of environmental data, we calculate our Carbon Footprint. For a service company such as ours, this represents an important step toward understanding and better managing our impact on the planet.*



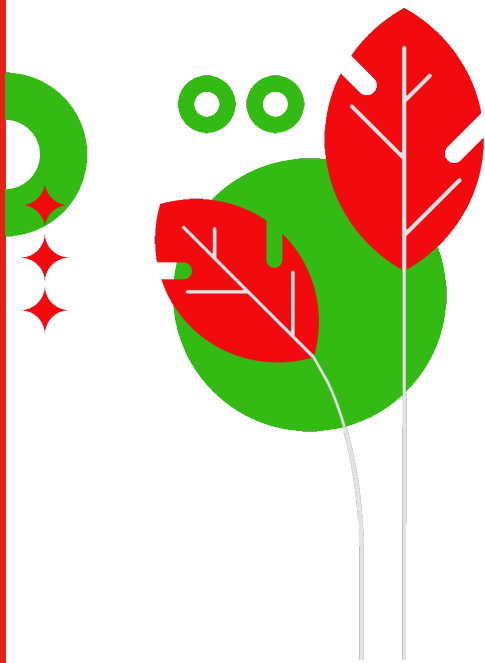
The calculation of the Carbon Footprint provides us with a clear and detailed view of our environmental impact, and this awareness is the first step toward reducing emissions and adopting more sustainable practices. With regard to emissions related to all our activities, we follow the guidelines of the Greenhouse Gas Protocol, distinguishing emissions by scope.

**Scope 1:** Direct emissions from sources owned or controlled by Cippà Trasporti.

**Scope 2:** Indirect greenhouse gas emissions resulting from purchased or acquired energy, such as electricity generated off-site and consumed by Cippà Trasporti.

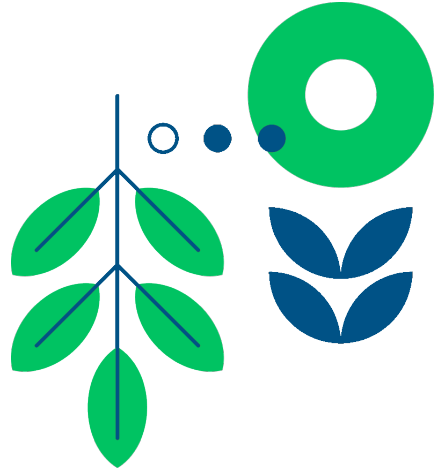
**Scope 3:** Indirect emissions occurring within our value chain. This includes all other indirect emissions related to Cippà Trasporti's value chain.

In 2025, Cippà Trasporti recorded total Scope 1 and Scope 2 emissions equal to 132.7 tCO<sub>2</sub>eq, representing a significant reduction of 6.9% compared with 2024.





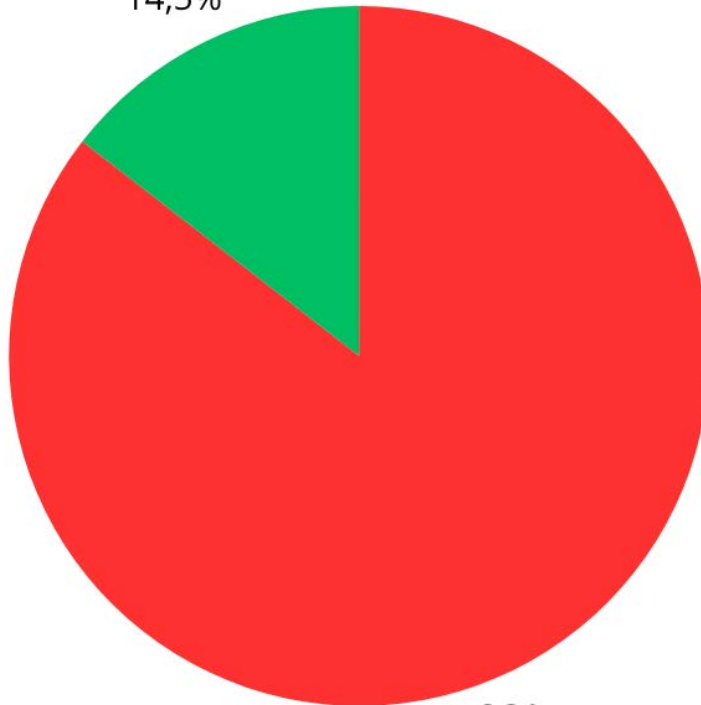
## CARBON FOOTPRINT CIPPÀ TRASPORTI



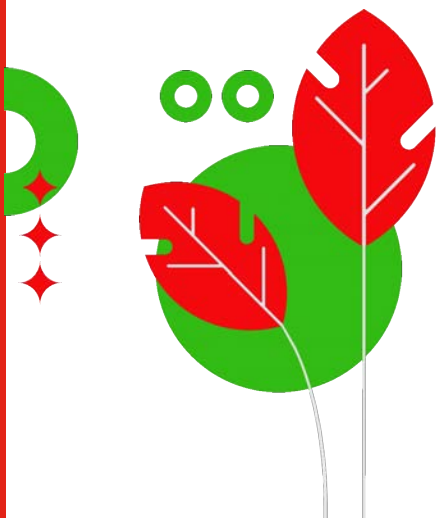
### Breakdown of emissions (TCo2eq) – Total 132,7%

● SCOPE 1 ● SCOPE 2

SCOPE 2  
14,5%



SCOPE 1  
85,5%





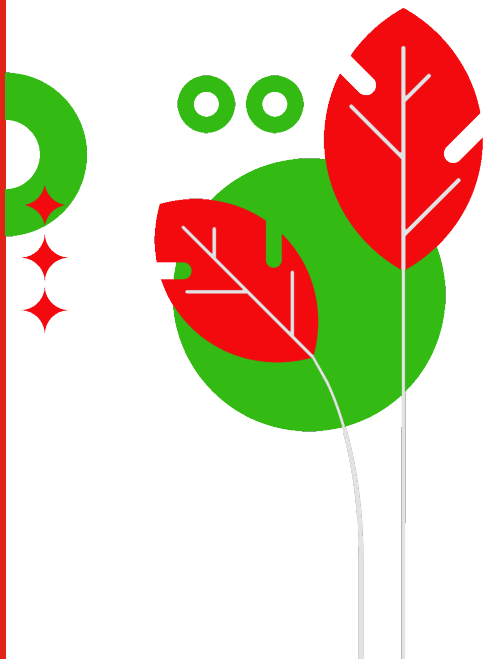
In 2025, indirect emissions resulting from energy consumption amounted to a total of 19.4 tonnes of CO<sub>2</sub>eq according to the location-based calculation methodology. Using the market-based calculation methodology, Scope 2 emissions amounted to 39.7 tonnes of CO<sub>2</sub>eq. The difference between the two methods is due to the fact that the market-based method considers self-consumption of electricity from renewable sources.

During the period analyzed, total indirect Scope 3 emissions amounted to 9,583.6 tCO<sub>2</sub>e.

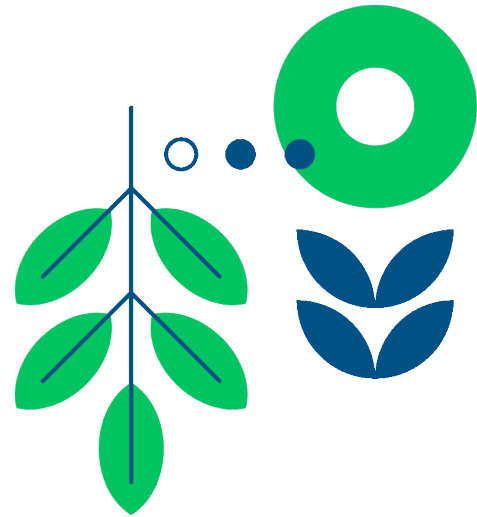
These emissions are attributable almost entirely to Category 9 (downstream transportation and distribution), as the company organizes and manages transportation activities entrusted to third-party suppliers, while hub activities have only a marginal impact. Categories 1, 3 and 5 were also considered, estimated on the basis of DEFRA emission factors, although their contribution to total Scope 3 emissions is limited.

The following description identifies the various categories and the distribution of Scope 1, 2 and 3 emissions.

GHG EMISSIONS	UOM	2024	2025
SCOPE 1			
Emissions from company vehicle fleet	tCO <sub>2</sub> e	66,8	62,4
Fuel emissions	tCO <sub>2</sub> e	59,4	51,1
Fugitive greenhouse gas emissions	tCO <sub>2</sub> e	0	0
<b>Total Scope 1 emissions</b>	<b>tCO<sub>2</sub>e</b>	<b>126,2</b>	<b>113,5</b>



GHG EMISSIONS	UOM	2024	2025
SCOPE 2			
Electricity consumption emissions – Location-based	tCO <sub>2</sub> e	16,3	19,2
Electricity consumption emissions – Market-based	tCO <sub>2</sub> e	33,3	39,7
<b>Total Scope 1 + Scope 2 Location based</b>	tCO <sub>2</sub> e	142,5	132,7
PARTIAL SCOPE 3			
SCOPE 3 - Category 1 – Purchased goods and services – Water resources	tCO <sub>2</sub> e	ND	0,2
SCOPE 3 - Category 3 – Fuel and energy-related activities	tCO <sub>2</sub> e	ND	28,1
SCOPE 3 - Category 5 – Waste generated by operations	tCO <sub>2</sub> e	ND	0,0
Scope 3 – Category 9 – Downstream transportation and distribution	tCO <sub>2</sub> e	ND	9.555,3
<b>Total Scope 3 emissions</b>	tCO <sub>2</sub> e	<b>ND</b>	<b>9.583,6</b>



Source of analysis: For Scope 1 and Scope 3 emission factors, the following source was used: DEFRA 2025. For Scope 2 – Location-based emission factors, the ISPRA conversion factor from the 2024 conversion report was used, while for Scope 2 – Market-based, the conversion factor from the AIB 2024 report was used. Scope 3 – Category 9 was calculated in accordance with ISO 14083:2023.

SCOPE 3 EMISSIONS – CATEGORY 9	UOM	2025
Transport-related emissions	tCO <sub>2</sub> e	9.545,4
Logistics hub emissions	tCO <sub>2</sub> e	9,9
<b>Total transport chain</b>	tCO <sub>2</sub> e	<b>9.555,3</b>



## MEASURING OUR EMISSIONS WITH GREENROUTER

As part of our commitment to increasingly conscious management of environmental impacts, we have launched a structured program for monitoring transport-related emissions in collaboration with GreenRouter, a platform specialized in emissions calculation according to the ISO 14083:2023 standard, and with South Pole, an international partner for climate mitigation projects.

Through the integration of the GreenRouter platform, a system has been implemented that estimates greenhouse gas emissions throughout the transport chain, considering variables such as distances travelled, transport modes, cargo types and carriers used.

The calculation is performed according to internationally recognized methodologies (GLEC Framework).

Total emissions recorded during the period amounted to 9,555 tCO<sub>2</sub>e, attributable almost entirely to transportation activities.

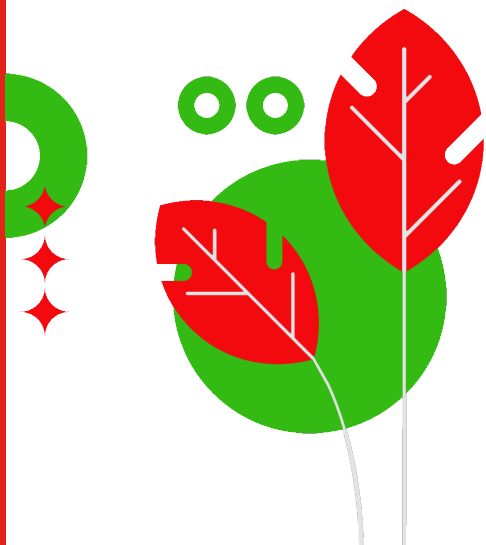
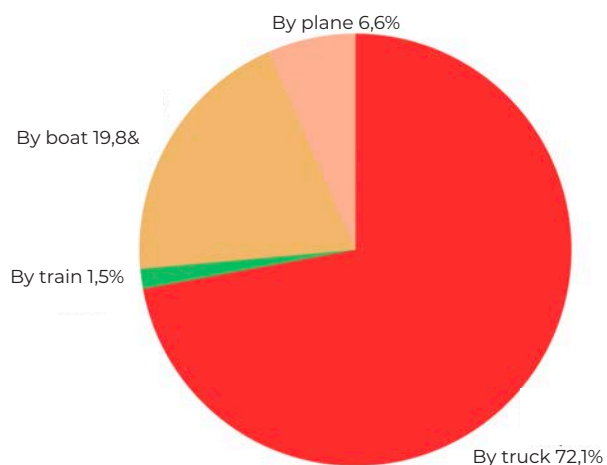
This system makes it possible not only to quantify environmental impact, but also to identify the main improvement levers, such as route optimization and the promotion of transport modes with lower emission intensity.

During the period from 1 June to 31 December 2025, 15,448 trips and deliveries were monitored, making it possible to accurately calculate the emissions associated with transportation services organized on behalf of customers.

Almost all emissions derive from road transport (95.6%), followed by air transport (2.1%), maritime transport (1.9%) and rail transport (0.4%).

Average emissions intensity stands at 0.10 kg CO<sub>2</sub>e per tonne/km, highlighting significant opportunities for improvement in the coming years through increased use of lower-impact transportation modes, such as rail and maritime transport.

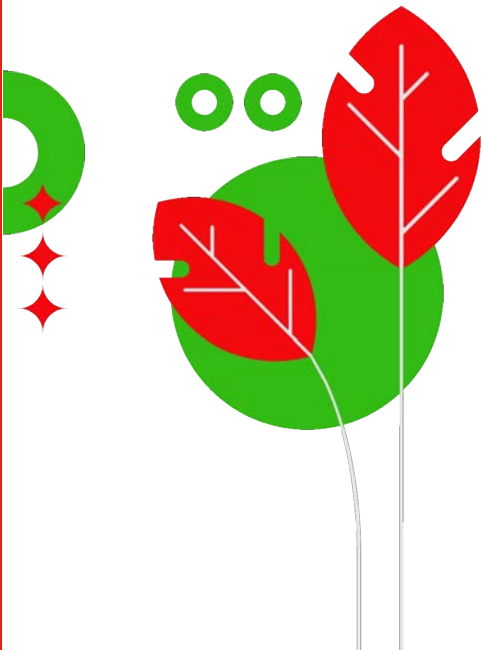
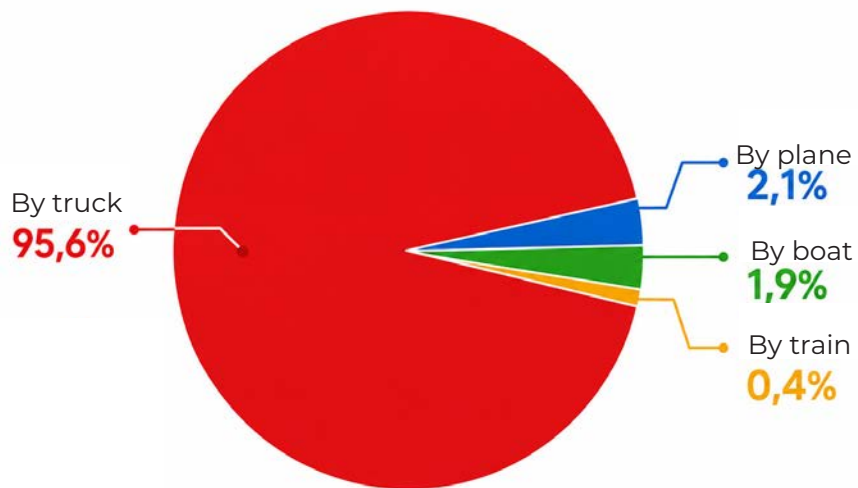
### Distance travelled





This approach makes it possible to integrate emissions measurement with concrete mitigation actions, contributing to more responsible and transparent logistics management.

### Emissions distribution by mode of transportation



**CIPPÀ TRASPOR**  
The Winning Move

[www.cip](http://www.cip)

**CONCLUSION**

For those who make things work every day, even when everything becomes complicated, we are here. With data, responsibility and concrete solutions.

THANK YOU

The Management of Cippà Trasporti



# APPENDIX

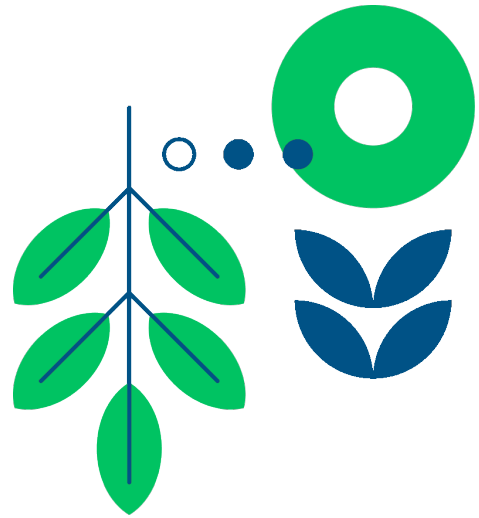


## GRI/VSME TABLE: METHODOLOGICAL NOTE

The following table is intended to indicate which chapter of the main European reference standard the specific implemented activity refers to.

The reported action does not always represent a complete overlap with the requirements of the standard, but rather an alignment effort that enables Cippà Trasporti to pursue its sustainability journey with a clearly defined direction.

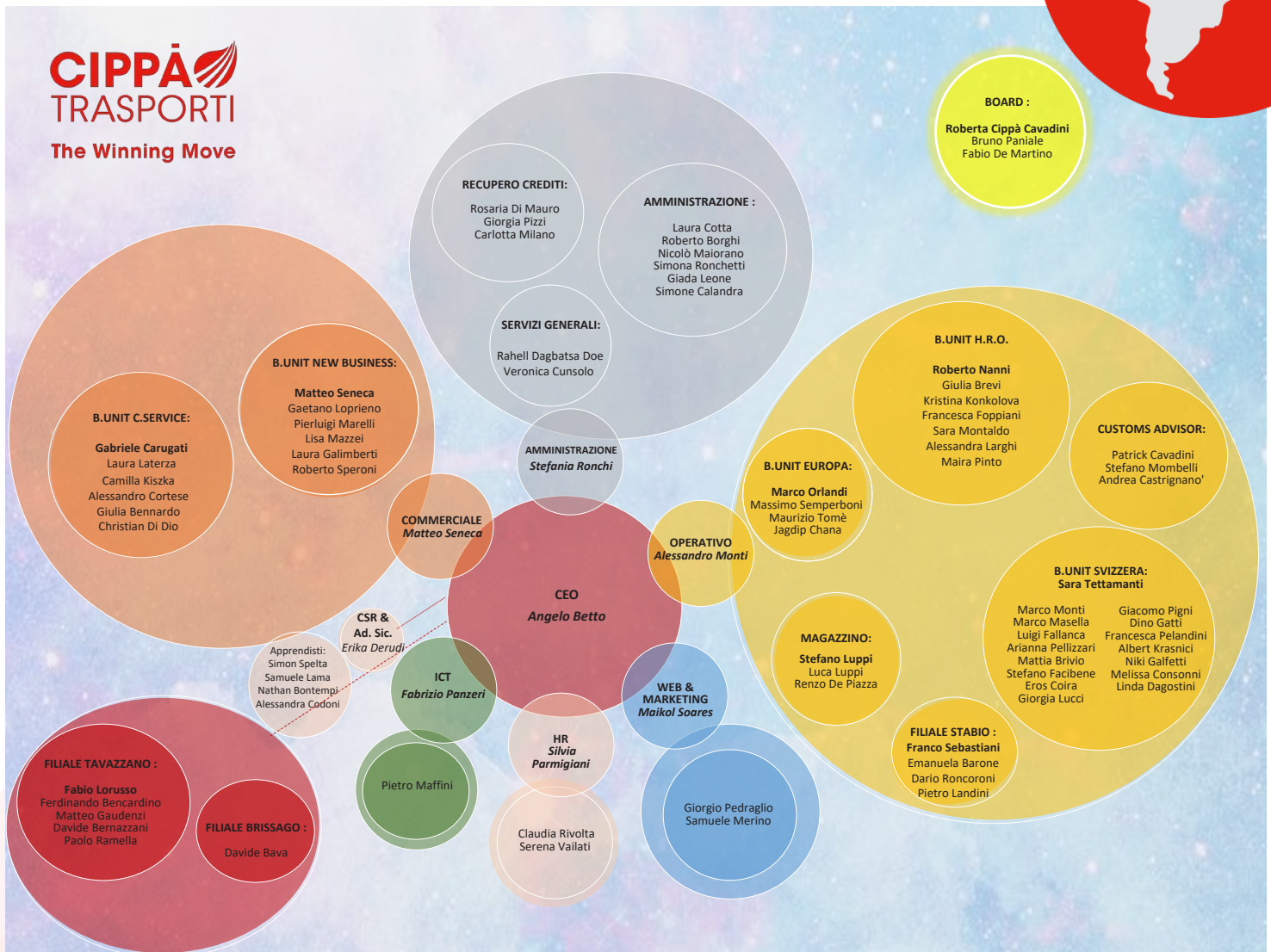
This report adopts the voluntary reporting standard for non-listed micro-enterprises, small and medium-sized enterprises (VSME), adopted by EFRAG, selecting Option B: Basic Module and Comprehensive Module.



Cippà Trasporti does not fall within the scope of application of the Corporate Sustainability Reporting Directive (CSRD); however, as a benefit corporation, it adopts this voluntary principle as the reference methodology for the annual reporting of its Impact Report, in accordance with Commission Recommendation (EU) 2025/1710 of 30 July 2025 on a voluntary sustainability reporting standard for small and medium-sized enterprises.

IMPACT REPORT SECTION	UN 2030 AGENDA GOALS	EFRAG Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME)
OUR SUSTAINABILITY STRATEGY	<p><b>8.3</b> Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro, small and medium-sized enterprises, including through access to financial services.</p>	[B2, C1]
CORPORATE CULTURE AND GOVERNANCE	<p><b>3.4</b> [...] Promote mental health and well-being.  <b>4.7</b> Ensure that all learners acquire the knowledge and skills needed to promote sustainable development through education for sustainable development and sustainable lifestyles, human rights, gender equality, the promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development..</p>	[B2, B11, C1, C6, C7, C9]
PEOPLE	<p><b>4.3</b> Ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.  <b>4.4</b> Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.  <b>8.6</b> Substantially reduce the proportion of youth not in employment, education or training.</p>	[B2, B8, B9, B10, C2, C5]
PLANET	<p><b>9.4</b> Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes.  <b>12.8</b> Ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.</p>	[B2, B3, B4, B5, B6, B7, C2]
PROSPERITY	<p><b>8.1</b> Sustain per capita economic growth in accordance with national circumstances.  <b>8.2</b> Achieve higher levels of economic productivity through diversification, technological upgrading and innovation.  <b>9.5</b> Enhance scientific research and upgrade the technological capabilities of industrial sectors [...] including by encouraging innovation and substantially increasing the number of research and development workers.</p>	[B2, C1, C2]
APPENDIX		[B2, B1]

## OUR ORGANIZATIONAL STRUCTURE – ORGANIZATIONAL CHART 2025



## PROTECTION OF LEGALITY AND PREVENTION OF CORRUPTION

SEVERE NEGATIVE INCIDENTS RELATED TO CORRUPTION	UOM	2025
Number of confirmed incidents and/or convictions for violations of anti-corruption and anti-bribery laws	n.	0
Amount of fines for violations of anti-corruption and anti-bribery laws	€	0
Financial or in-kind contributions to political entities (lobbying activities)	€	0
Disclosure of any member of the administrative, management or supervisory bodies who held a similar position in public administration during the two years preceding the appointment	Information	Nobody

## INTEGRATED MANAGEMENT SYSTEM

The Company has developed and certified an Integrated Management System compliant with the requirements of the following standards:

### UNI EN ISO 9001:2015; Quality Management System

This is the international reference standard for environmental management systems. It is a voluntary tool that enables a systematic approach to the management and monitoring of various aspects, including environmental protection, pollution prevention, reduction of energy and resource consumption, while also improving relationships and communication with competent authorities.

### UNI EN ISO 14001:2015; Environmental Management System

This is the international reference standard for environmental management systems. It is a voluntary tool that enables a systematic approach to the management and monitoring of various aspects, including environmental protection, pollution prevention, reduction of energy and resource consumption, while also improving relationships and communication with competent authorities.

### AEO - Customs Reliability Certification

This is the Authorized Economic Operator certification issued by the Customs Agency to operators who, upon application, meet specific quality requirements and are deemed eligible to obtain this certification.

This Management System is integrated “by Standards / by Companies / by Sites” in order to optimize centralized processes while ensuring the specific characteristics of operational processes.

Each of the three certified systems is subject to annual policies and plans for growth, continuous improvement and surveillance.

# CIPPÀ TRASPORTI

## The Winning Move

### SUSTAINABILITY REPORT 2025

The reporting perimeter for the preparation of the 2025 Sustainability Report covers the period from 1 January to 31 December (annual reporting period) for: Cippà Trasporti SA, Via M. Comacini, 7, 6830 Chiasso (CH) and Cippà Trasporti S.B. S.r.l. - Registered office: Via Mentana, 1, 22100 Como (CO); Operational office: Tavazzano Villavesco. The information refers to activities carried out in the offices of Chiasso and Como, as well as certain information managed by Cippà Trasporti in the international context. Information is presented in aggregated form and, where possible, in detail, following a principle of territorial relevance.

#### PREPARATION

This Sustainability Report was prepared by Cippà Trasporti with the involvement of numerous company representatives both for data collection and for the preparation of checklist descriptions.

Special thanks go to all the people who contributed to the production of this report. The reporting process was overseen by Erika Derudi, Executive Assistant, together with the entire Board of Directors of Cippà Trasporti, with the support of Prosperah LTD.

The Sustainability Report of the Cippà Trasporti companies is also improved thanks to feedback from readers, who may request clarification or submit suggestions to: [info@cippatrasporti.ch](mailto:info@cippatrasporti.ch)

The reporting period for sustainability activities is the same as that used for the Annual Financial Statements.

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