Chemical® express
Bulk Liquid Transport

Sustainability Report 2025

WE TRANSPORT VALUE, WE PROTECT THE FUTURE.



Summary

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Highlights

The numbers that tell our commitment to a sustainable future

FUEL QUANTITY HVO

Liters
459,667



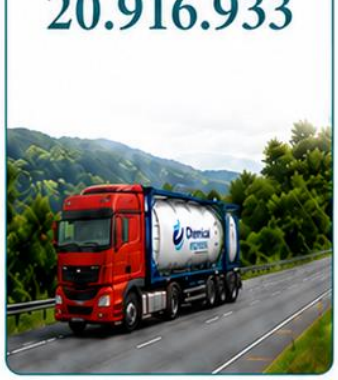
SAFETY TRAINING HOURS

2.718



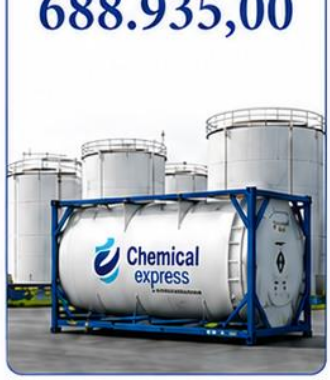
TOTAL KM DRIVEN IN THE YEAR

KM
20.916.933



TONS TRANSPORTED IN THE YEAR

688.935,00



NUMBER OF EMPLOYEES

more than
130



AVERAGE AGE OF EMPLOYEES

35,55
years



AVERAGE AGE OF DRIVERS

51,04
years



Every number represents a step towards a more efficient, safe and respectful logistics of the environment and people.

Together, every day for a sustainable future.

Letter from the General Manager

Dear Stakeholder,

2025 was a year of consolidation and transformation for Chemical Express S.r.l., during which we strengthened our strategic maturity through targeted investments and the increasingly structured integration of ESG principles into our business model. Among the most significant achievements, we introduced a dedicated data management platform, enhancing the traceability and reliability of information as well as the quality of our decision-making processes.

In a complex international environment marked by geopolitical tensions and growing regulatory requirements, we adopted a proactive approach, turning challenges into opportunities. We further strengthened the use of intelligent monitoring systems and continued our decarbonization journey through the deployment of next-generation vehicles, the use of alternative fuels such as HVO (Hydrotreated Vegetable Oil), and the development of intermodal transport solutions. These initiatives have reinforced our competitive position in the European chemical transportation sector.



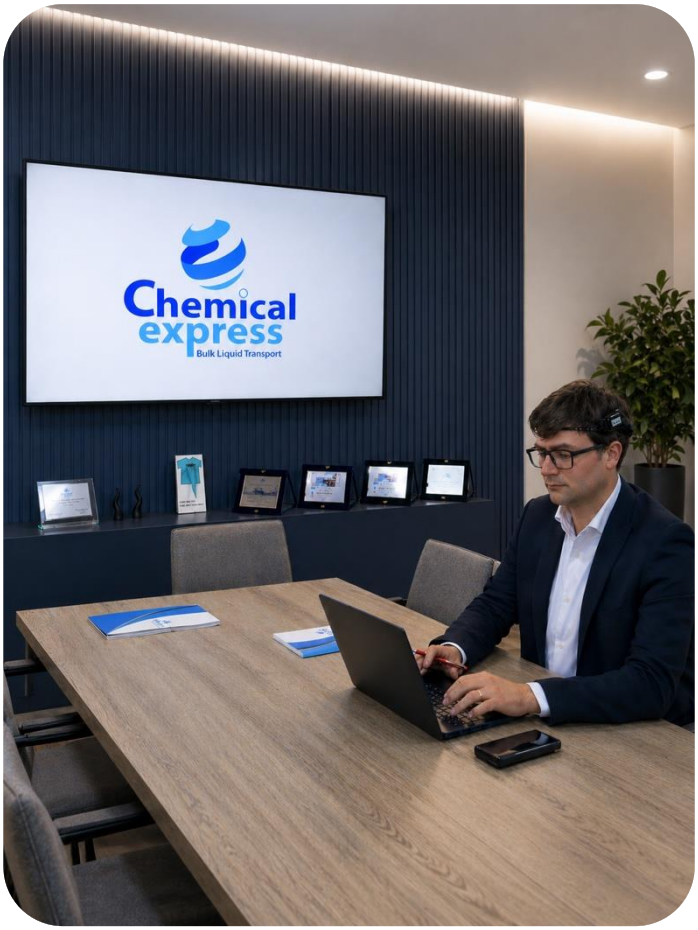
"2025 represented a milestone in our strategic maturity, enabling us to approach the future with greater confidence, determination, and a deep sense of responsibility."

Human capital remains at the heart of our strategy. We invested in training, safety, and inclusion, while also introducing innovative solutions to support employee well-being. At the same time, we intensified our dialogue with stakeholders and partners, strengthening our commitment to the United Nations Global Compact and to the Campania region, which continues to represent a fundamental part of our identity.

We look to the future with determination, continuing to invest in sustainability, innovation, and strategic partnerships to create shared value. I would like to thank everyone who contributes every day to the growth and success of our company.

Yours sincerely,
Vincenzo Romano
General Manager
Chemical Express S.r.l.

Letter from the CEO



Dear stakeholder,

2025 marked a turning point in Chemical Express S.r.l.'s sustainability journey, with a renewed strategy that is increasingly integrated into the business and focused on delivering concrete and measurable results. The introduction of an ESG platform strengthened data management and enhanced the quality of decision-making processes, making sustainability an integral part of our daily operations.

Our actions followed four strategic directions: emissions reduction, supply chain safety, training, and process innovation. In this context, we launched a structured decarbonization pathway through the use of alternative fuels such as HVO (Hydrotreated Vegetable Oil), transport optimization, and the digitalization of monitoring and safety systems.

Particular attention was dedicated to people, who remain at the core of our growth. During the year, we introduced innovative solutions inspired by the Industry 5.0 paradigm.

Among these, the adoption of EEG (Electroencephalography) systems played a significant role in promoting employee well-being, helping to prevent stress and burnout while fostering a healthier and more balanced work environment. At the same time, we strengthened collaboration with customers and suppliers, promoting a shared and responsible approach throughout the value chain, fully aware that sustainability requires a collective commitment. Looking ahead, we remain committed to advancing along this path, with the objective of further reducing our environmental impact, strengthening safety standards, and developing an increasingly efficient and responsible logistics model.

Finally, I would like to express my sincere gratitude to all those who contribute every day with dedication, expertise, and passion to the growth of our company: our employees, customers, partners, and stakeholders. It is thanks to their commitment that we can continue building a more sustainable future.

With gratitude,
Giuseppe Avallone
Sole Director


Chemical

Excellence in Chemical Logistics

Chemical Express S.r.l. was founded with the objective of providing highly specialized transport services for the chemical industry, operating in accordance with the highest standards of quality, safety, and responsibility. Starting from an initial limited fleet focused on the domestic market, the company has progressively strengthened its presence within the international logistics landscape, establishing itself as one of Europe's leading operators in the transportation of chemical products. The introduction of the first tank containers in 1995 represented a strategic milestone towards internationalization, enabling the company to expand its portfolio of advanced and flexible logistics solutions for various industrial sectors, both in Italy and abroad. This growth journey has been supported by continuous investments in technology, infrastructure, and innovation, with an approach focused on creating long-term sustainable value. In this context, sustainability represents a central pillar of the company's strategy and is integrated across the environmental, social, and governance dimensions.





Particular attention is dedicated to social sustainability and the well-being of people, recognized as key factors for operational safety, service quality, and organizational resilience. Chemical Express S.r.l., in collaboration with Bluen, a spin-off of the University of Naples Parthenope, has introduced solutions based on EEG technologies aimed at monitoring and improving employees' psychophysical well-being.

This innovative approach strengthens the company's commitment to safeguarding health, enhancing human capital, and promoting a shared safety culture.

The company operates daily in the handling and transportation of both hazardous and non-hazardous goods, including those classified under the Agreement for the Transport of Dangerous Goods by Road (ADR) Classes 3, 6.1, 8, and 9.

To support these activities, Chemical Express S.r.l. manages a fleet consisting of more than 600 intermodal transport platforms and approximately 3,500 tank and ISO tank containers.

Operations are supported by advanced technological solutions: the Transics® platform enables real-time monitoring of vehicles and drivers, operational management, and the digitalization of document flows, while the IMT® (Intelligent Monitoring Technology) system, based on solar-powered devices, ensures continuous monitoring of critical parameters, such as tank temperature.

In addition, the company has implemented targeted measures to reduce emissions, including the use of alternative fuels, the development of intermodal transport solutions, and structured waste management practices aligned with circular economy principles.

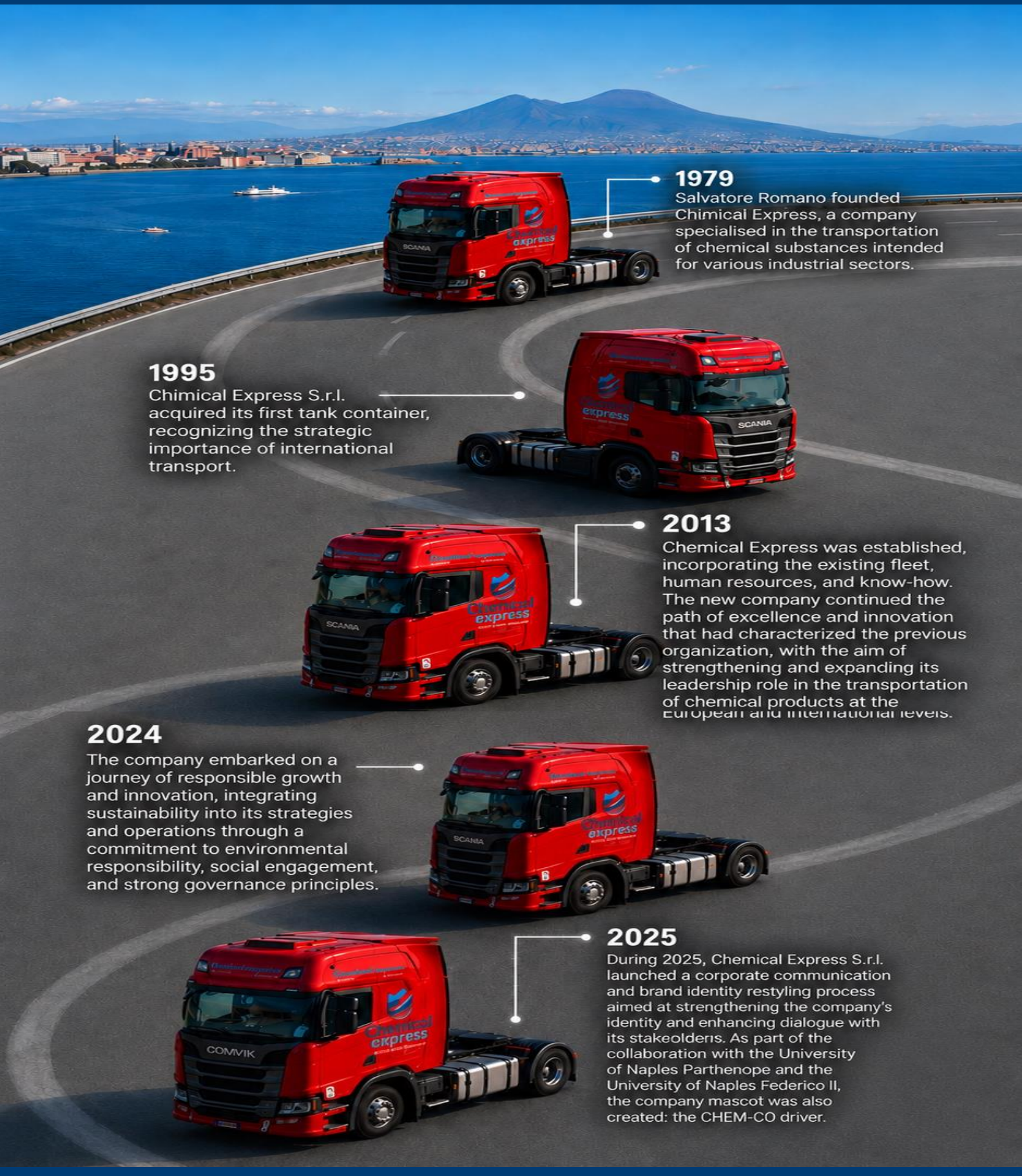
Operational quality and safety are ensured through rigorous standards and highly qualified drivers with extensive experience in the transportation of dangerous goods.

The reliability and transparency of ESG performance data are ensured through a continuous monitoring system, validated by an independent third party, and managed through a platform compliant with the VSME (Voluntary Sustainability Reporting Standard for non-listed SMEs). This approach guarantees the traceability, verifiability, and robustness of the reporting process.

Finally, Chemical Express actively participates in the main industry associations, including ALIS, Global Compact, Women in Logistics, Tankceu, ECTA, Responsible Care, and EPCA, contributing to technical and institutional dialogue at both national and international levels while supporting the sustainable development of the logistics and chemical sectors.



The History of Chemical Express S.r.l.



1979
Salvatore Romano founded Chimical Express, a company specialised in the transportation of chemical substances intended for various industrial sectors.

1995
Chimical Express S.r.l. acquired its first tank container, recognizing the strategic importance of international transport.

2013
Chemical Express was established, incorporating the existing fleet, human resources, and know-how. The new company continued the path of excellence and innovation that had characterized the previous organization, with the aim of strengthening and expanding its leadership role in the transportation of chemical products at the European and international levels.

2024
The company embarked on a journey of responsible growth and innovation, integrating sustainability into its strategies and operations through a commitment to environmental responsibility, social engagement, and strong governance principles.

2025
During 2025, Chemical Express S.r.l. launched a corporate communication and brand identity restyling process aimed at strengthening the company's identity and enhancing dialogue with its stakeolderıs. As part of the collaboration with the University of Naples Parthenope and the University of Naples Federico II, the company mascot was also created: the CHEM-CO driver.

The Business Expansion Model

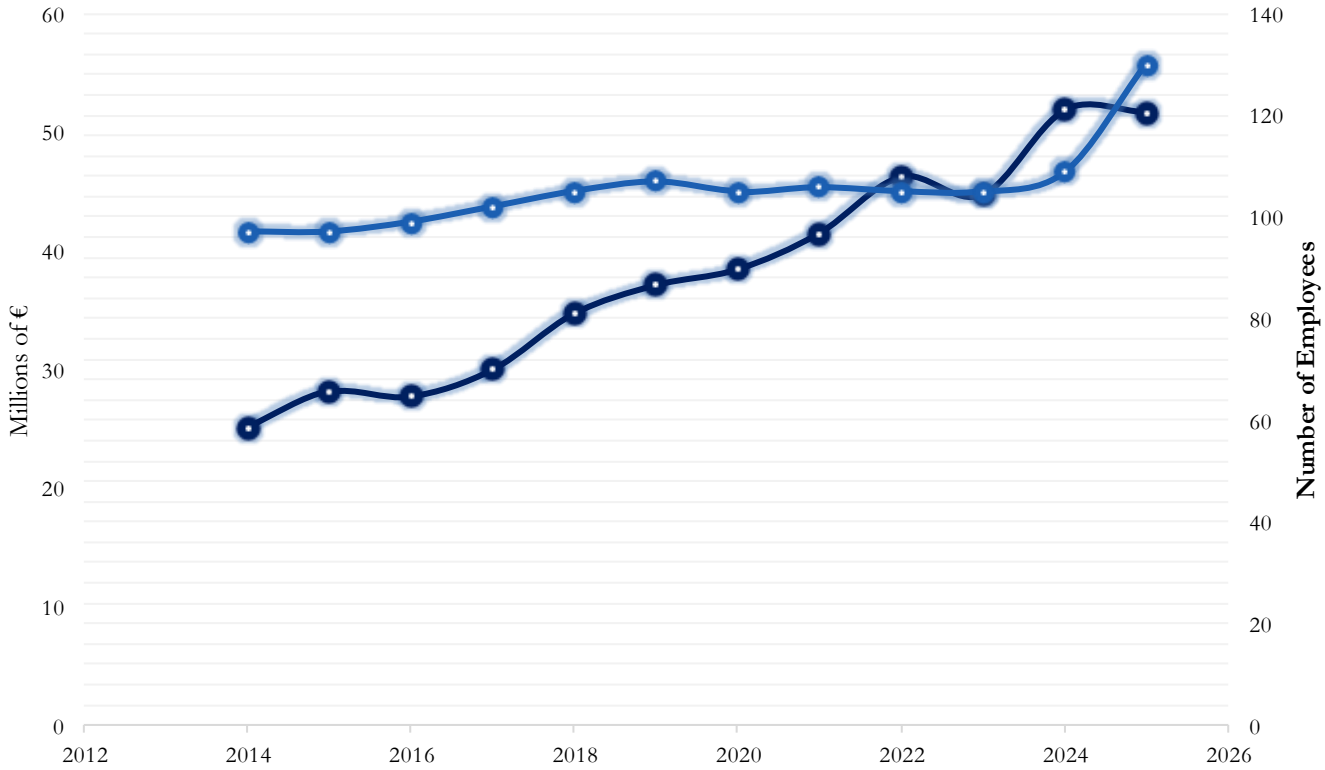
In recent years, Chemical Express S.r.l. has achieved strong and continuous growth, strengthening its role in the integrated logistics and chemical product transportation sector. Revenues have increased significantly, rising from approximately €44.8 million in 2023 to **over €51 million** in 2025, confirming the effectiveness of a strategy based on innovation, operational efficiency, and service quality.

At the same time, the company has expanded its organizational structure, **exceeding 100 employees** and managing a portfolio of **more than 250 customers**.

The company's development path highlights a clear positive long-term trend, with revenue **growth of approximately +106.9%** over the last ten years and an **increase in the workforce of around +34.0%**, demonstrating a balanced and sustainable expansion.

This evolution has been supported not only by the adoption of advanced technologies and the strengthening of the European logistics network, but also by an **open innovation approach** based on collaboration with strategic partners, suppliers, and stakeholders to develop innovative solutions and share expertise.

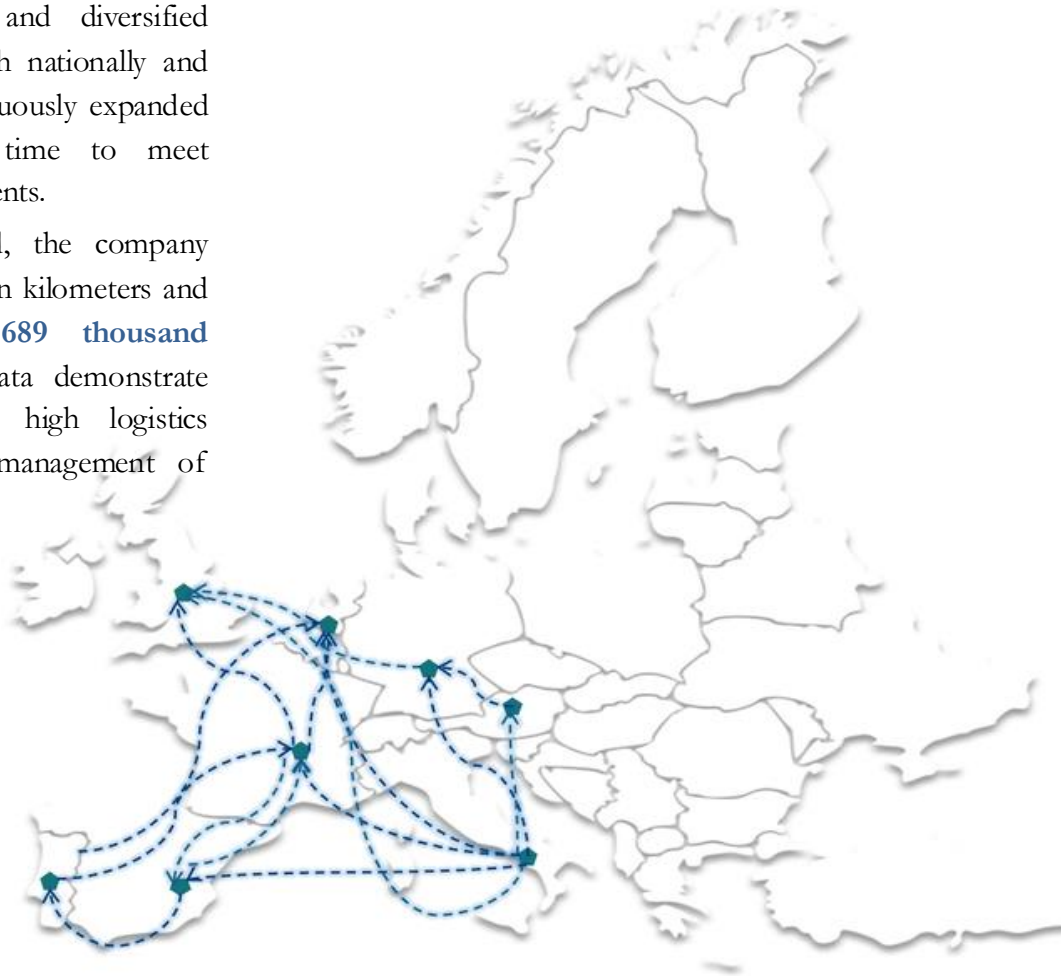
Chemical Express S.r.l. Performance Trend



Chemical Express S.r.l. transport

Chemical Express S.r.l. provides road and intermodal transport services, efficiently integrating maritime and rail connections to deliver comprehensive logistics solutions. The company serves a broad and diversified customer base, operating both nationally and internationally, and has continuously expanded its service offering over time to meet increasingly complex requirements.

During the reporting period, the company covered more than 20.9 million kilometers and transported approximately **689 thousand tonnes of goods**. These data demonstrate strong operational capacity, high logistics efficiency, and coordinated management of transport flows.



Chemical Express's network extends across Europe, with an established presence in countries such as Italy, Spain, Austria, Portugal, the Netherlands, Germany, France, and the United Kingdom, ensuring reliable and flexible services throughout the entire value chain.

The company manages the transportation of a **wide range of chemical and related products**, including resins, glycerin, latexes, paraffins, dispersants, waste materials, oils, fatty acids, olein, AdBlue, acrylates, solvents, acids, and hydrocarbons.

This diversification demonstrates the company's ability to operate according to the highest safety standards, in full compliance with applicable regulations, while efficiently managing complex logistics flows in both national and international contexts.


Dispersants and Waste Materials
Olein and AdBlue
Chemical EXPRESS
Latex and Paraffins
Acrylates and Solvents
Acids
Hydrocarbons
Oils and Fatty Acids
Resins and Glycerins

At the top of Chemical Express S.r.l.'s organizational structure is the Sole Director, supported by the General Management, which oversees the company's overall activities and ensures that operations are aligned with the established strategies.

Information technology and digital activities are managed by a dedicated function responsible for overseeing process digitalization and maintaining the efficiency of the information systems that support operations. Compliance with regulations, particularly those governing the transportation of dangerous goods, is ensured through ongoing advisory support, guaranteeing adherence to the highest industry standards.

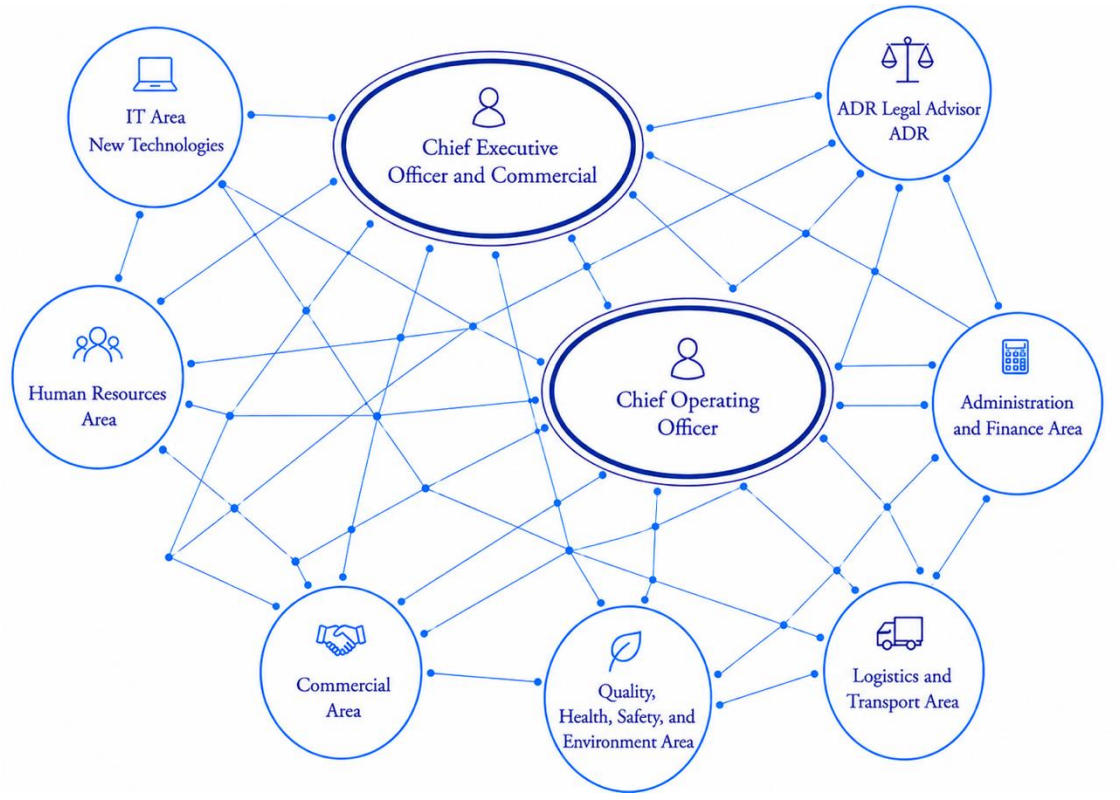
The commercial area is structured to efficiently and continuously manage customer relationships through a team operating at both strategic and technical-operational levels, providing high-quality service and support. The logistics function is organized into geographical macro-areas to ensure comprehensive coverage across the national and European territories. The administrative and financial function oversees the entire accounting cycle.

The administrative and financial function oversees the entire accounting and invoicing cycle, while also managing procurement activities and supporting the company's economic and financial balance.

The company network also includes cross-functional departments dedicated to human resources, infrastructure maintenance, and internal technical support.

The Quality, Safety, and Environment (QSE) area plays a fundamental role in monitoring and continuously improving the Integrated Management System. It ensures its proper implementation, compliance with applicable legislation, and the regular monitoring of KPIs, which are essential for assessing the achievement of corporate objectives.

The Logistics and Transport area coordinates all activities related to the integrated management of goods movement, from load planning to fleet management and the allocation of operational resources. This function ensures compliance with safety regulations and company procedures, promptly addressing any critical issues to guarantee service continuity and operational efficiency.



Innovation and Process Digitalization

Building on the path already undertaken, Chemical Express S.r.l. has defined objectives for the 2025–2026 period aimed at strengthening a resilient, innovative, and sustainable business model, aligned with the European regulatory framework, ESRS standards, and the commitments associated with the United Nations Global Compact and the 2030 Agenda.

Innovation and Process Digitalization

Among the key strategic priorities are innovation, digitalization, and the continuous improvement of business processes, pursued through the adoption of advanced technological solutions, the enhancement of data management systems, and the optimization of operational workflows.

This commitment includes the adoption of advanced technologies to optimize transport operations, increase operational efficiency, and enhance service quality. It also encompasses the development of advanced monitoring systems and the implementation of a platform, developed in collaboration with the University of Naples Federico II, for the integrated and traceable management of ESG data.

The objective is to progressively extend these tools to stakeholders as well, fostering transparency, collaboration, and a shared approach to sustainability across the entire value chain.



Environmental Protection and Sustainable Logistics

Chemical Express S.r.l. aims to consolidate and further strengthen the reduction of the environmental impact associated with transport and logistics activities. The entire fleet of company-owned tractor units is already powered by HVO (Hydrotreated Vegetable Oil), a renewable low-emission fuel, demonstrating a structural commitment rather than a merely experimental approach to sustainable energy solutions.

At the same time, the company plans to expand the use of advanced technologies for monitoring and optimizing vehicle performance, including innovative systems such as TrailerPulse, designed to provide real-time control of operational parameters. Chemical Express S.r.l. works with a **Global Supplier** that ensures and monitors the adoption of advanced solutions across the entire fleet, with the objective of improving both efficiency and sustainability.

As part of its ongoing efforts to enhance operational performance, the company also intends to develop data analysis systems focused on fleet fuel consumption and emissions, enabling the identification of further opportunities for improvement and route optimization.

The TrailerPulse system will play a central role in this strategy, enabling continuous monitoring of key operational parameters and contributing to improved safety performance. These systems also support greater efficiency in energy consumption management and more effective operational planning of transport assets.

The company further aims to progressively extend these technologies to an increasing number of vehicles, strengthening performance monitoring and control across the entire logistics value chain.

Additional objectives include optimizing the company's overall energy performance through upgrades to existing facilities, as well as introducing technical solutions designed to reduce thermal losses during transport. These initiatives include the acquisition of new high-efficiency tank containers and the installation of advanced monitoring systems on vehicles.

Through these integrated actions, Chemical Express S.r.l. seeks to advance an increasingly efficient, resilient, and environmentally sustainable logistics model over the long term.



Sustainable Development Goals

Chemical Express S.r.l. views the Sustainable Development Goals (SDGs) as a guide for strategic decision-making and for assessing their contribution to sustainable development. As part of its efforts to integrate ESG factors into its business model, the company has identified several priority SDGs closely linked to its transport activities and stakeholders' expectations.

SDG 3: Good health and well-being
The health and safety of employees, drivers, and the community are a top priority for Chemical Express S.r.l. The company invests in training, monitoring technologies, and operational procedures.

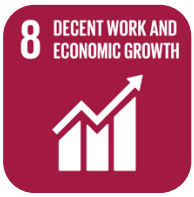




SDG 4: Quality Education
The development of technical and soft skills is essential for a safe and reliable service. Chemical Express S.r.l. promotes training on ADR regulations, safety, sustainability, and digitalisation, involving both internal staff and drivers.

SDG 5: Gender Equality
The company ensures equal opportunities and combats all forms of gender discrimination. It promotes transparent HR processes, a healthy work-life balance, and raises awareness about the importance of diversity.





SDG 8: Decent work and Economic growth
Chemical Express S.r.l. strives for sustainable growth through safe, fair, and rights-respecting working conditions, offering stable contracts, professional development, and ongoing dialogue, while balancing competitiveness with workplace well-being.

SDG 9: Industry, Innovation, and Infrastructure

The company invests in logistics and technology solutions to increase efficiency and reduce its environmental impact. Priorities include more efficient, lower-impact vehicles, the development of intermodal services, and the digitisation of processes.





SDG 10: Reduce Inequalities

Chemical Express S.r.l. promotes an inclusive work environment based on the concept of a "family team," valuing a workforce with a high proportion of ethnic minorities and committing to ensuring equal opportunities and integration.

SDG 11: Sustainable cities and communities

Chemical Express S.r.l. helps make the areas where it operates safer through transportation planning that prioritises road safety and minimizes impacts on local communities, while also promoting optimised logistics solutions.





SDG 13: Climate action

Chemical Express S.r.l. integrates climate considerations into its decision-making by monitoring CO_2 emissions, promoting intermodal transport, and optimising routes. The company has rewashed its photovoltaic panels and plans to revamp them in 2026.

SDG 15: Life on land

Chemical Express S.r.l. protects terrestrial ecosystems and reduces the risk of environmental impacts from the transport of chemicals by managing waste and wastewater, and raising staff awareness about environmental protection.



Stakeholder Engagement

Stakeholder engagement represents a central element of Chemical Express S.r.l.'s approach, as it enables the integration of external expectations into decision-making processes and strengthens the company's ability to create long-term value. During the year, the company maintained continuous dialogue with its stakeholders, based on transparency, active listening, and constructive engagement, gathering valuable insights to guide ESG priorities and strategic decisions.

Stakeholder engagement activities particularly supported:

- The identification of the most relevant ESG topics;
- The assessment of key risks and opportunities;
- The improvement of reporting quality and transparency;
- The strengthening of relationships with stakeholders.

To ensure effective engagement, Chemical Express adopted a range of stakeholder engagement tools tailored to the different stakeholder groups. Among these, questionnaires and surveys—both internal and external—played a particularly important role, enabling the structured collection of perceptions, expectations, and needs.

Where appropriate, these tools were complemented by direct engagement initiatives and ongoing listening activities, with the aim of fostering a more comprehensive and qualitative understanding of the issues that matter most to different stakeholder groups.

The information collected provides a fundamental basis for the double materiality assessment, contributing to the identification and prioritization of the ESG topics that are most relevant to the company.



Double Materiality Assessment

The double materiality assessment was developed through the involvement of both internal and external stakeholders. The engagement process enabled the collection of valuable insights to define the main sustainability priorities across the environmental, social, and governance dimensions.

The results made it possible to identify the key impacts, risks, and opportunities, helping to guide corporate decisions and strengthen the integration of ESG factors into decision-making processes.



Environment



Emissions

During the year, Chemical Express S.r.l. strengthened its commitment to the management of greenhouse gas emissions by adopting a structured approach aligned with European regulations. Acknowledging the impact of the transport sector on CO_2 emissions, the company implemented internationally recognized methodologies, including the GLEC Framework, to ensure accurate, transparent, and comparable measurement of its emissions.

This approach enables the company to ensure high levels of transparency, comparability, and reliability of data, while also supporting alignment with the main environmental reporting standards and the latest developments in European sustainability regulations.

The emissions analysis was further structured according to the GHG Protocol and the VSME guidelines, which classify greenhouse gas emissions into three different categories — **Scope 1, Scope 2, and Scope 3** — in order to provide a complete and systematic representation of the climate impact generated by the company's activities.

Scope 1 – Direct Emissions

Scope 1 emissions include all direct greenhouse gas emissions generated by sources owned or controlled by the organization. In this specific case, these emissions are mainly associated with fuel combustion in company-owned vehicles, representing the direct impact generated by the company's operational activities.

Scope 2 – Indirect Emissions from Purchased Energy

Scope 2 emissions refer to indirect greenhouse gas emissions generated by the production of purchased electricity consumed by the company. Although these emissions are not directly produced by the organization, they are associated with the energy consumption of operational sites and therefore represent an indirect component of the company's carbon footprint.

Scope 3 – Indirect Emissions Across the Value Chain

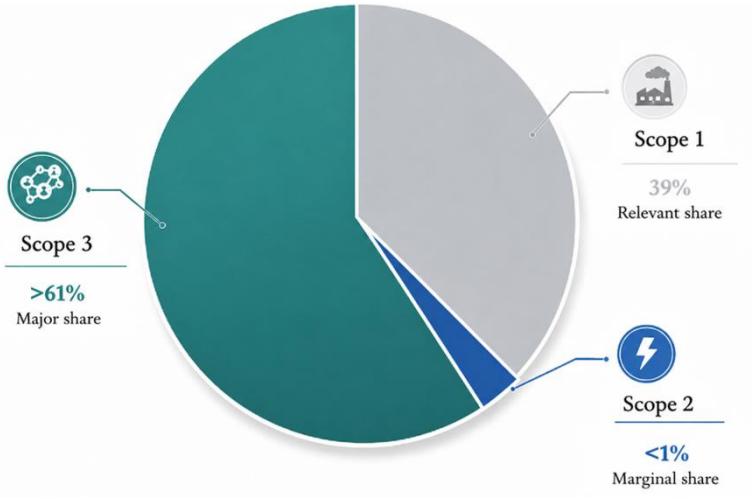
Scope 3 emissions include all other indirect greenhouse gas emissions generated throughout the value chain, both upstream and downstream of the company's activities. This category includes, among others, emissions associated with transport services outsourced to subcontractors, business travel, as well as emissions related to services provided by third parties.

The analysis conducted for the reporting year shows that Chemical Express S.r.l.'s **total emissions amounted to 17,763.7 tonnes of CO_2 equivalent (tCO_2eq).**

Direct emissions (Scope 1) account for approximately 39% of total emissions, reflecting the environmental impact associated with the direct consumption of fuels in operational activities.

Indirect emissions related to electricity consumption (Scope 2) are instead extremely limited, representing only a marginal contribution to the organization's overall carbon footprint.

The most significant component is represented by Scope 3 emissions, which account for more than 61% of total emissions. This evidence highlights the decisive role of activities carried out throughout the value chain and the importance of developing increasingly structured collaboration with stakeholders.





Avoided Emissions

Within the decarbonization pathway undertaken by Chemical Express S.r.l., an increasingly strategic role is attributed to so-called avoided emissions, commonly referred to as **Scope 4 emissions**. Although this category is not currently regulated under the GHG Protocol, Scope 4 represents an emerging and increasingly relevant approach in the field of corporate sustainability. It enables the assessment of the contribution generated by operational solutions, technologies, and logistics models capable of reducing greenhouse gas emissions compared to conventional reference scenarios. Therefore, the analysis of avoided emissions is developed by comparing the emissions actually generated by the transport solutions adopted by the company with a hypothetical baseline scenario represented by fully road-based transport powered by diesel fuel. The adoption of intermodal transport solutions, combined with the use of lower-emission-intensity fuels such as HVO (Hydrotreated Vegetable Oil), has enabled a significant reduction in CO_2 equivalent emissions compared to the traditional "all-road" scenario. The solutions implemented by the company have resulted in CO_2 equivalent emission reductions of up to approximately 89% compared with the reference baseline scenario, with reduction values varying up to around **60% and 67% depending on the transport mode and the type of fuel used**.

Fleet Decarbonization

The direct greenhouse gas emissions generated by Chemical Express S.r.l. derive exclusively from the transport activities carried out by the company fleet. The entire Scope 1 emissions profile is therefore attributable to fuel consumption from operational vehicles, consisting of Euro 6 tractor units powered by Diesel and HVO.

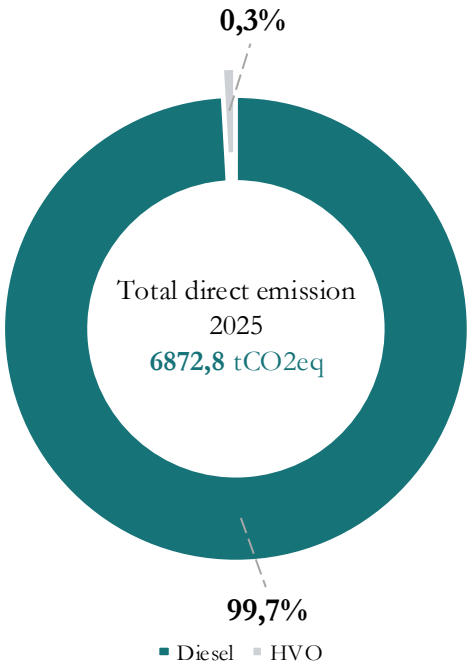
The decision to adopt next-generation vehicles and lower-emission-intensity fuels reflects the company's commitment to a progressive decarbonization pathway for its logistics activities.

To support operational efficiency and reduce fuel consumption, during 2025 the company also introduced the advanced **Tx-TrailerPulse telematics** system, designed for continuous fleet monitoring and the optimization of operational performance. This solution enables improved vehicle management, the prevention of inefficiencies, and the reduction of unnecessary consumption, contributing to the containment of emissions associated with transport activities.

Almost all direct emissions in 2025 resulted from diesel consumption, while the contribution associated with HVO use was significantly lower due to the reduced emission factor of this biofuel compared with traditional fossil fuels.

Emission Intensity	
Diesel	9,94 kg CO_2eq/t
HVO	0,03 kg CO_2eq/t
Totale	9,97 kg CO_2eq/t

Breakdown of Direct Emissions 2025



During the same period, Chemical Express S.r.l. transported a total of **688.935 tonnes of goods**, a volume that enables an accurate assessment of the emission efficiency of its transport activities. Based on the recorded data, direct emission intensity amounted to **9.98 kg CO_2e per tonne transported**, a value that highlights efficient operational management and competitive performance compared with average sector benchmarks. This achievement confirms the company's ability to optimize the relationship between transported volumes, distances travelled, and energy consumption, consolidating a logistics model focused on operational efficiency and the reduction of climate impact.

Chemical Express S.r.l. has therefore established a solid foundation for the development of a credible, progressive decarbonization strategy, aligned with the best European practices in the transport and logistics sector.

Energy and Indirect Emissions

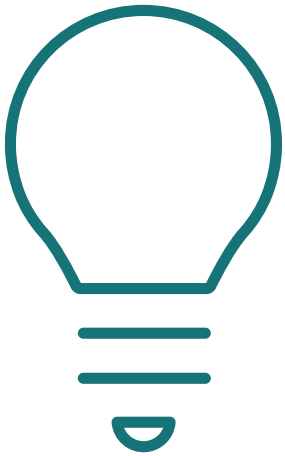
Energy management represents a strategic element for Chemical Express S.r.l., despite the company's operational model not involving energy-intensive facilities. The company's activities are entirely focused on road transport, with limited energy consumption and electricity requirements mainly related to administrative and support activities.

In 2025, electricity consumption from the grid at company facilities amounted to **46,033 kWh**. The related indirect emissions associated with purchased energy (Scope 2) totaled **14.2 tCO_2eq**, confirming a limited emissions impact compared with the company's operational profile.

A particularly relevant element of the company's energy performance is the presence of a photovoltaic system, which generated a total of **170,127 kWh** of renewable energy during the reporting year. The amount of energy produced highlights the company's commitment to enhancing renewable energy sources and progressively strengthening an operational model focused on environmental sustainability.

To ensure the continued high efficiency of the photovoltaic system, a panel washing activity was carried out during the year. This essential maintenance intervention helps preserve module performance and maximize energy output. The removal of dust and impurities enables improved solar radiation absorption and increases the overall efficiency of the system.

The significant generation of renewable energy, combined with the continuous monitoring of energy performance, represents a strategic driver in the energy transition pathway undertaken by Chemical Express S.r.l. This approach contributes to the consolidation of an increasingly efficient operating model focused on reducing environmental impact and promoting long-term sustainability.



46.033 kWh electricity consumed



170.127 kWh generated from renewable sources

Intermodal Transport

For Chemical Express S.r.l., intermodal transport represents a strategic lever for reducing greenhouse gas emissions and improving the efficiency of the logistics system. Although the company primarily operates in road transport, it actively promotes integration with alternative transport modes such as rail and maritime transport, in line with European policies aimed at shifting freight transport toward lower-impact solutions.

Emissions associated with intermodal activities were calculated using a Well-to-Wheel (WTW) approach and the emission factors provided by the GLEC Framework, ensuring that the entire fuel life cycle is considered and providing a comprehensive representation of the climate impact of the different transport modes.

During 2025, rail and maritime transport activities generated a total of approximately **6,638.8 tCO_2eq**, representing a significant component of the company's indirect emissions (Scope 3).

Short Sea Shipping

- **Transport volume: 97,200,000 tonne-kilometres (t-km)**
- **Emissions generated: approximately 1,603.8 tCO_2eq**

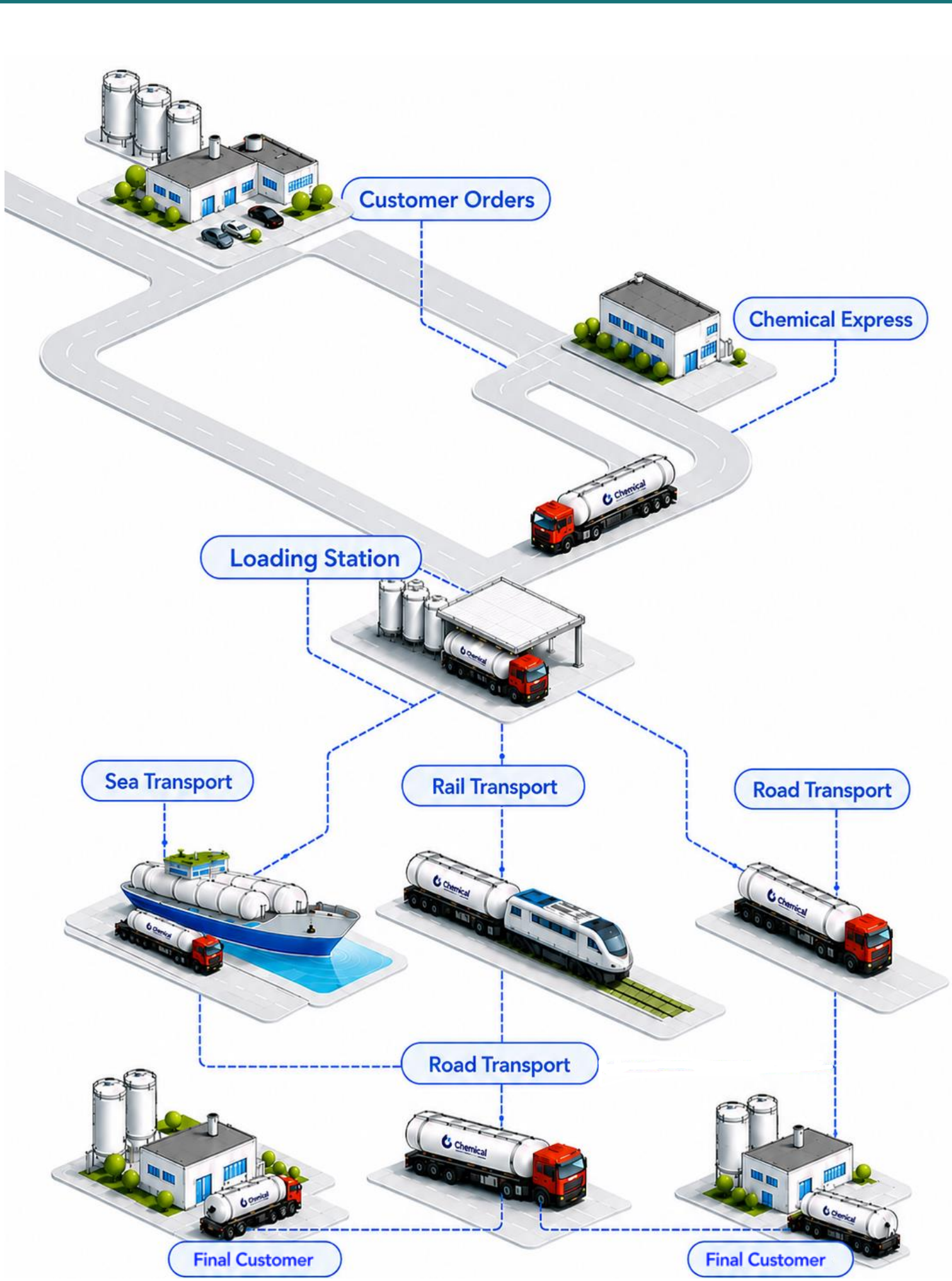
This transport mode represents an important complementary solution for connections with logistics terminals and port hubs, enabling the optimization of transport flows and the reduction of emissions compared with fully road-based transport scenarios.



Rail Transport

- **Transport volume: 340,200,000 tonne-kilometres (t-km)**
- **Emissions generated: approximately 5,035.0 tCO_2eq**

Rail transport remains the most significant intermodal mode, both in terms of volumes transported and energy efficiency, contributing substantially to the reduction of the overall emissions intensity of logistics activities.


Customer Orders
Chemical Express
Loading Station
Sea Transport
Rail Transport
Road Transport
Road Transport
Final Customer
Final Customer

Responsible Waste Management

Waste management represents an important aspect of Chemical Express S.r.l.'s environmental commitment. Although the company's activities do not generate significant volumes of industrial waste, it actively promotes responsible behavior within its offices. In this context, a separate waste collection system has been implemented across company premises to ensure proper waste segregation and encourage material recovery, thereby contributing to the reduction of the overall environmental impact.

At the same time, the company promotes initiatives aimed at reducing waste generation at the source. Among these initiatives is the distribution and use of reusable water bottles among employees, a measure that significantly reduces plastic consumption and supports more sustainable daily practices.

and contributes to the progressive reduction of the company's environmental footprint.

Similarly, the installation of electric hand dryers represents a practical measure aimed at reducing paper consumption, generating positive effects both in terms of waste reduction and the more efficient use of resources.

These initiatives are complemented by a broader process of document dematerialization and digitalization, designed to minimize reliance on paper printing and encourage the adoption of digital tools in day-to-day operations. This approach not only reduces paper consumption but also contributes to improving the efficiency of internal processes and fostering a corporate culture that is increasingly aligned with sustainability principles.







Social

Introduction to the social dimension

Chemical Express S.r.l. operates in the intermodal logistics sector for liquid chemicals, a field characterised by significant risks related to worker safety, specialized training, and responsible supply chain management.

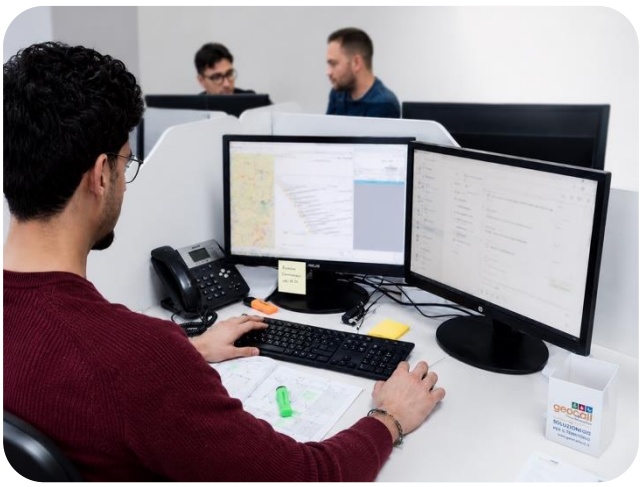
In this context, the social dimension is a strategic pillar for creating sustainable value over the long term.

Responsible human resources management, health and safety protection, skills development, and the promotion of fair and inclusive working conditions are central elements of the company's organizational model.

In 2025, Chemical Express S.r.l. **employed over 130 employees**, confirming a solid organizational structure aligned with the sector's operational needs.

The goal is to support every professional on their growth path, making them active participants in processes aimed at improving safety, digitizing traceability, and transitioning toward sustainable logistics.





Diversity and equal opportunity are not abstract principles, but concrete actions: policies ensuring verified pay equity, flexibility for maternity leave and work-life balance, priority training for women and young people, and zero tolerance for discrimination. We create an inclusive environment where everyone can realize their potential, with the utmost attention to safety, preventive measures against chemical hazards, health monitoring, and a "zero-accident" culture. Our social commitment extends to the local community through prioritizing local hiring, partnerships with schools for internships, and solidarity initiatives.

Chemical Express S.r.l. reports on the following material social issues:

- workforce composition and dynamics
- health and safety
- training and development
- diversity and inclusion
- working conditions

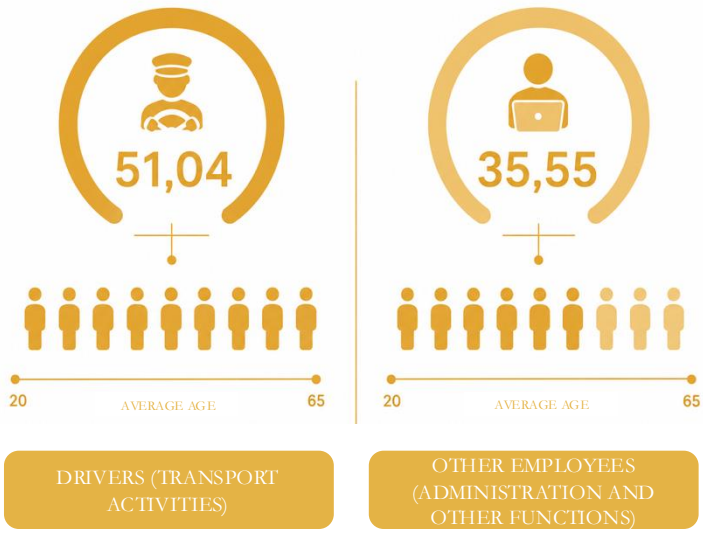
Workforce Composition

The workforce is predominantly male, accounting for 85%, while females make up 15%. This distribution reflects the sector's typical characteristics, which have historically been marked by a greater male presence in operational roles.

From a contractual standpoint, **the workforce comprises 56 employees on permanent contracts and 74 on fixed-term contracts**, reflecting a combination of job stability and operational flexibility that supports the management of logistics activities.

In terms of geographic distribution, most employees work within the European Union, while **17 employees come from non-EU countries**, contributing to the organization's cultural and professional diversity. The organizational structure of Chemical Express S.r.l. is characterized by a leadership team comprising 1 executive and 3 managers, aligned with the company's size and operating model.





Regarding the demographic composition of the workforce, there are differences across occupational categories.

Specifically, the average age of employees engaged in transportation activities (drivers) stands at 51.04 years, reflecting the high level of experience and specialization required for these roles.

In contrast, the average age of other employees is 35.55 years, indicating a younger workforce in administrative and managerial roles.

This age distribution strikes a balance between established experience and new skills, contributing to the Company's operational continuity and future development.

Employment Dynamics

Throughout 2025, Chemical Express S.r.l. experienced significant workforce turnover, a phenomenon partly attributable to the nature of the logistics and transportation sector, which has historically been characterized by high employee mobility, particularly in operational roles. The Company recognizes employee turnover as a key factor affecting organizational stability, operational continuity, the management and retention of skills, as well as workplace safety. The presence of family teams within the company provides stability and organizational continuity, fostering a sense of belonging, collaboration among employees, and the transmission of corporate values. This helps strengthen the work environment and improve employee retention.

In this context, Chemical Express S.r.l. has launched an initiative to strengthen its human resources management policies to improve retention and consolidate human capital over the medium to long term. The main actions undertaken include improving working conditions, enhancing professional development opportunities, and increasing investment in training.



Training and Skills Development

For Chemical Express S.r.l., people are its most important asset. Continuous training is not just a regulatory requirement but a strategic investment to ensure safety, operational quality, and the development of internal skills.

In 2025, the company **provided a total of 2,718 hours of training, corresponding to an average of approximately 20.9 hours per employee**. The training programs are designed to meet the operational needs of the chemical logistics and transportation sector.

This training strategy helps create a safe and skilled professional environment, promotes the continuous growth of employees' skills, and supports innovation within the organization, in line with social sustainability goals.

In addition, the company has progressively expanded its programs focused on the development of soft skills, the digitization of processes, and organizational innovation, with the aim of fostering continuous professional growth.





By 2025, the company plans to introduce digital tools and automation solutions to reduce the operational burden of repetitive tasks by 20%, enabling a greater focus on higher-value activities.

At the same time, dedicated training programs will be launched to support the effective integration of new technologies and promote a corporate culture focused on innovation and continuous learning.

Through this strategy, Chemical Express S.r.l. reaffirms its commitment to a sustainable development model that combines technological innovation, human capital development, and continuous improvement in business performance.

Occupational Health and Safety

Protecting the health and safety of workers is a central element of Chemical Express S.r.l.'s operational management, which adopts a prevention-focused approach and a commitment to the continuous improvement of working conditions.

This approach is part of a broader corporate strategy aimed at ensuring high operational standards, with particular attention to activities that involve greater exposure to specific risks.

During 2025, there were 2 workplace accidents out of **a total of 301,384.08 hours worked by staff.**

There were no fatal accidents, a fact that confirms the effectiveness of the prevention and protection measures adopted by the company and its constant monitoring of the most significant risks.

Safety is our priority





Chemical Express S.r.l. continuously monitors health and safety indicators in order to promptly identify any critical issues and define targeted corrective actions.

In particular, the analysis of accident reports allows the company to investigate the underlying causes of accidents and strengthen preventive measures, addressing both organizational aspects and individual behaviors. The approach adopted also relies on the involvement of various company personnel in safety management, fostering a shared culture of prevention and the prompt reporting of any critical situations.

Chemical Express S.r.l. also promotes a widespread safety culture through periodic training, staff awareness campaigns, and updates to operating procedures, with the goal of progressively reducing the frequency of accidents. Particular attention is paid to operational and transportation activities, for which specific safety protocols and regular inspections are implemented.

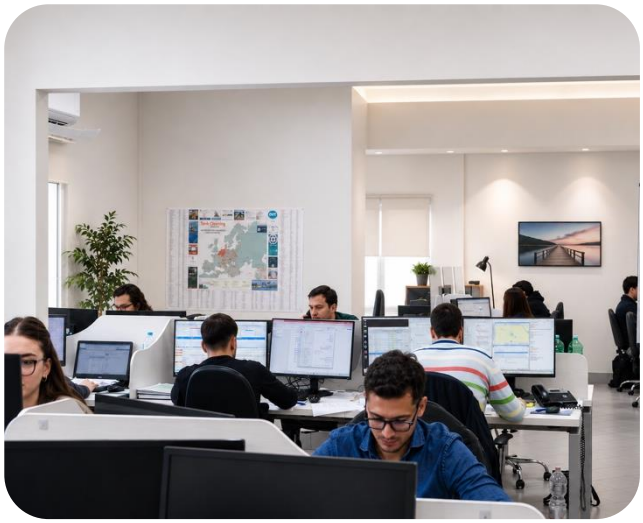
Community Engagement and Social Impact

Chemical Express S.r.l. recognizes its role not only as a logistics provider but also as an active contributor to the economic and social development of the regions where it operates. With this in mind, the company promotes initiatives aimed at creating shared value, contributing to the growth of local communities, educating future generations, and promoting a culture of sustainability.

Throughout 2025, Chemical Express S.r.l. has strengthened its commitment to the Campania region through partnerships with schools and universities to support career guidance and help students enter the workforce.

At the same time, the company continued, wherever possible, to prioritize local hiring, contributing to the creation of stable jobs and the strengthening of the region's economic fabric, with direct benefits for the community and reduced social impacts associated with commuting.





The company also promotes responsible management of its operations, with a particular focus on the safety of the communities affected by its logistics operations. Through careful transportation planning, the adoption of advanced technologies, and strict compliance with safety regulations, Chemical Express S.r.l. helps reduce the risks associated with chemical handling, protecting both citizens and the environment.

Looking ahead, the company intends to further strengthen its social commitment through ongoing collaboration programs with educational institutions, the expansion of initiatives supporting the local community, and the introduction of tools to measure its social impact.

In this context, Chemical Express S.r.l. upholds the distinctive values of a family-owned business, based on trust, responsibility, and a focus on people, by fostering a cohesive work environment that emphasizes collaboration, continuity, and the long-term development of human capital.

Governance



Ethics and Risk Management System

Chemical Express S.r.l. adopts a governance model based on the principles of integrity, accountability, and regulatory compliance, recognizing the strategic importance of ethical management in the chemical liquid waste transportation sector. The company implements a structured risk management approach aimed at identifying, assessing, and mitigating key ethical and operational risks through systematic vulnerability analyses and monitoring of critical issues.

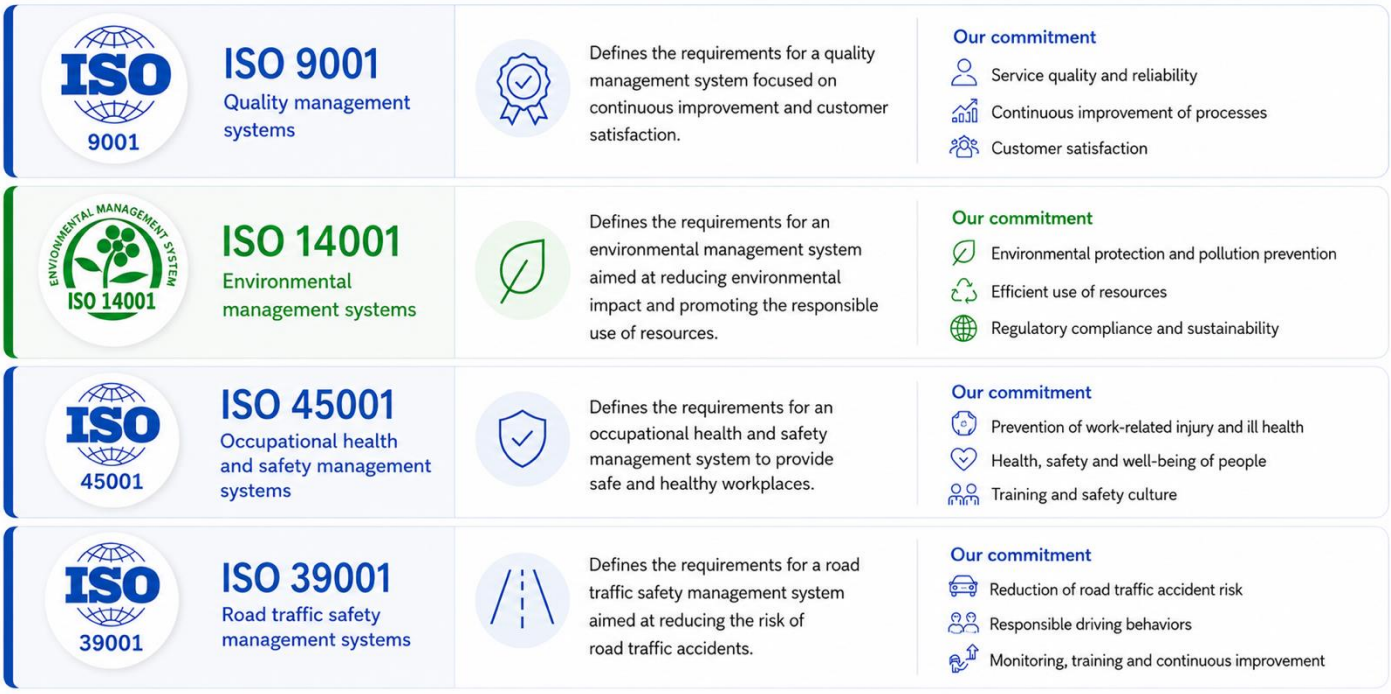
This process enables the continuous strengthening of the internal control system and the updating of organizational controls, corporate policies, and governance tools, ensuring transparency, reliability, and compliance with applicable regulatory requirements. The approach also promotes an organizational culture focused on legality, accountability, and continuous improvement, supporting sustainable and resilient management over the long term.

Management and Supervisory Bodies

Corporate governance is managed by the governing body, which is responsible for defining strategic guidelines and overseeing company operations. The composition of this body reflects the company's size and structure, including members with diverse expertise. By including both executive and non-executive members, the governance structure ensures a balance between management and oversight, enhancing decision-making effectiveness.

Management System Certifications

During the years, Chemical Express S.r.l. has established a comprehensive, integrated management system that is certified to the highest international standards. This system encompasses key areas including quality management, environmental stewardship, health and safety protocols, and road safety practices (UNI EN ISO 9001:2015, UNI EN ISO 14001:2015, UNI EN ISO 45001:2018, UNI ISO 39001:2016) .

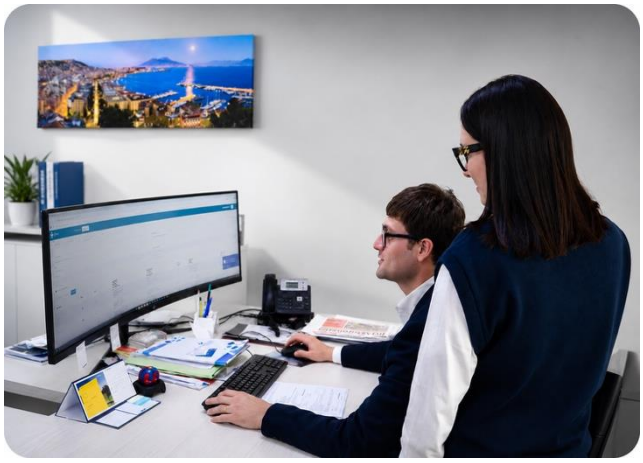


The company has also begun bringing its operations into compliance with Legislative Decree 231/2001, with the aim of strengthening its governance model and systems for preventing risks related to corporate administrative liability. The adoption of organizational controls, oversight procedures, and monitoring tools helps to reinforce the principles of transparency, integrity, and corporate ethics.

The company's commitment to ESG issues is further supported by its active participation in industry networks and associations, which facilitate the exchange of best practices at both the national and international levels. Chemical Express S.r.l. is a signatory to the United Nations Global Compact, committing to integrate its universal principles and the Sustainable Development Goals into its corporate strategies.

The company also participates in associations and initiatives such as ALIS, ECTA, EPCA, TankCEU, and Responsible Care, forums dedicated to promoting safety, environmental sustainability, and corporate responsibility. In addition, the company participates in the Women in Logistics program, reaffirming its commitment to inclusion, gender equality, and the advancement of women's talent in the logistics sector.





Transparency, Ethics, and Integrity

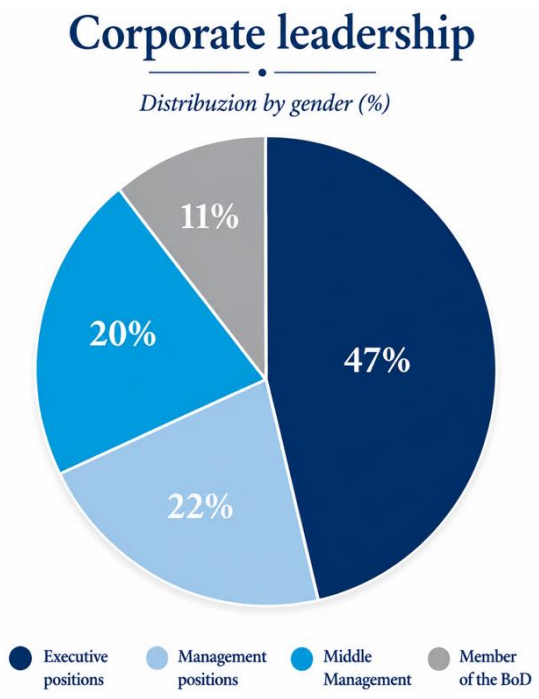
Chemical Express S.r.l. has adopted a governance system based on the principles of transparency, integrity, and fairness, formalized through corporate policies and control mechanisms designed to prevent ethical, legal, and reputational risks.

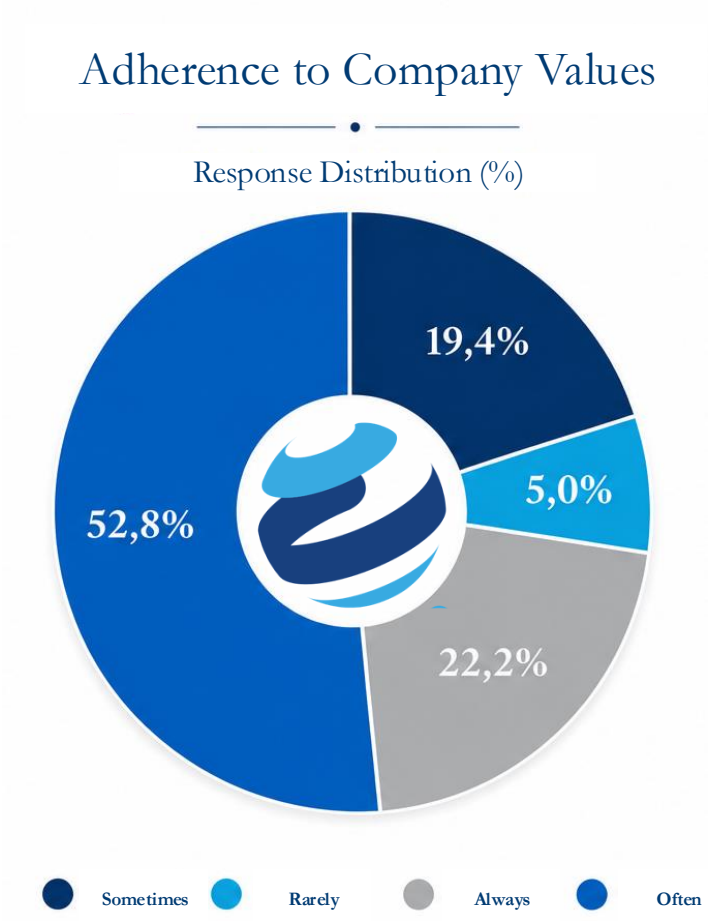
The compliance model involves the board of directors, management, employees, and operational stakeholders, ensuring structured oversight of sensitive activities. During 2025, the company has planned specialized training programs for the departments most exposed to non-compliance risks, with the goal of strengthening internal awareness of ethical and regulatory risks and consolidating a culture of compliance.

To support the integrity system, Chemical Express S.r.l. has established whistleblowing channels that allow for the reporting of illegal or non-compliant conduct, including anonymously. Reports are handled there are no reprisals. With regard to corruption, while respecting the confidentiality of the whistleblower and the protections provided by current legislation, the company adopts a zero-tolerance approach and constantly monitors to ensure there are no confirmed cases, financial penalties, or criminal proceedings against the company or its representatives.

Corporate Culture

Throughout 2025, the company administered a structured questionnaire to all employees designed to monitor and assess the corporate climate, with the goal of strengthening internal dialogue and promoting a work environment that is increasingly inclusive, transparent, and focused on continuous improvement. The survey examined various areas considered strategic for organizational well-being, including: motivation, work organization and leadership, communication, collaboration and corporate culture, fairness, recognition, and growth opportunities. The goal of the initiative was to assess the level of alignment between the company's stated values, decision-making processes, and the day-to-day experiences of employees, identifying potential areas for improvement in terms of transparency, fairness, clarity of roles, the quality of internal dialogue, and organizational well-being. The survey results serve as a basis for management's decision-making processes and provide a tool for monitoring the effectiveness of company policies regarding human resources management, ethics, and organizational culture.





Corporate Leadership

An analysis of the results reveals an overall positive assessment of the leadership style adopted within the company. Stakeholders acknowledge that managers adopt an approach characterized by a willingness to engage in dialogue, provide operational support, and offer clear guidance. Leadership is perceived as consistent with the company's values and focused on collaboration, fostering a climate of trust and widespread accountability. This feedback confirms the effectiveness of the current management model and provides a solid foundation for continued investment in managerial development and continuous improvement.



ESG Assessment

Chemical Express S.r.l. ESG Assessment

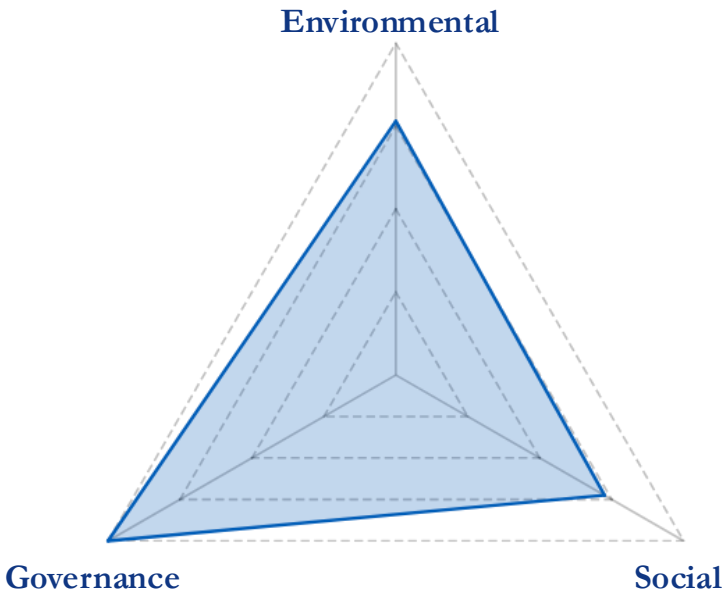
Chemical Express S.r.l.'s ESG evaluation is an internal assessment designed to measure the company's level of maturity in sustainability and to identify the main strategic areas for action. The tool supports managerial decisions through an analysis that reflects operational reality and is integrated into business processes, generating insights that help guide the sustainability strategy in line with key European standards.The survey involved all major business functions, each evaluated based on its contribution to ESG objectives. A composite corporate indicator was then developed to measure the company's overall strength in environmental, social, and governance aspects, assigning specific scores to the various organizational areas.

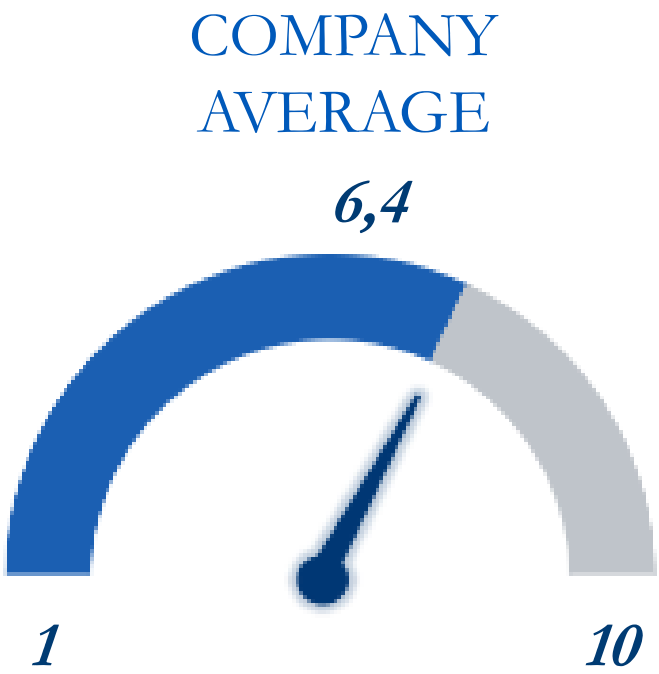
The results provide a comparable and structured framework that is useful for both internal reporting, strategic planning, and continuous improvement. A high ESG score highlights the organization's ability to integrate sustainability principles effectively into its operations and decision-making processes, thereby strengthening its competitiveness and corporate social responsibility. The environmental pillar assesses the company's performance across five key areas: climate change, pollution, water and marine resources, biodiversity and ecosystem conservation, and, finally, the circular economy, with the goal of measuring the company's ability to reduce its environmental impacts and improve resource efficiency.

ROLES ANALYZED

1 ADR CONSULTANT	2 ACCOUNTING AND FINANCE MANAGER	3 HUMAN RESOURCES MANAGER	4 INFORMATION TECHNOLOGY MANAGER
5 LOGISTICS MANAGER	6 INTERNAL TECHNICAL MANAGER	7 QUALITY, HEALTH, SAFETY AND ENVIRONMENT MANAGER	8 HEALTH, SAFETY SERVICE MANAGER

The social pillar analyzes workforce and stakeholder management across the value chain, including workers' rights, inclusion, health and safety, and impacts on local communities, to assess the shared value creation and social well-being generated by the company. The governance pillar, on the other hand, focuses on the quality of corporate management, integrity, transparency, ethics, and control systems, with particular attention to corruption prevention, risk management, and regulatory compliance. The analysis involved collecting and synthesizing assessments from various managers, translating them into a 1–10 scoring system for each of the three ESG pillars, to obtain a comparable, objective measure of sustainability performance. The data analysis reveals a well-defined quantitative picture: **overall ESG scores range from approximately 5 to 7.82, with a company-wide average of 6.4 out of 10**. This distribution reflects an overall positive level of ESG maturity, while highlighting room for improvement across the various functions and dimensions analyzed.





At the level of individual pillars, Governance scores the highest, indicating a solid organizational structure and strong adherence to transparency and regulatory compliance principles. The environmental pillar ranks at an intermediate level, with practices already in place but still room for improvement, particularly regarding decarbonization and resource efficiency.

The Social pillar, on the other hand, represents the weakest area, though it remains positive, indicating room for improvement in human capital management and stakeholder engagement. Overall, the assessment process provides an initial quantitative baseline for the company's ESG performance, based on structured, comparable data.

The results highlight a growing integration of sustainability criteria into decision-making processes and provide an objective foundation for defining priorities for action and guiding continuous improvement in corporate performance.

EEG and Sustainability Perception

EEG is a noninvasive electrophysiological monitoring method used to record brain electrical activity via electrodes placed on the scalp. In this study, this approach was used experimentally to integrate objective data from the ESG assessment with neurophysiological findings, thereby complementing the structured assessments with an evaluation of the participants' level of cognitive engagement. Specifically, the EEG data were aligned with the overall ESG scores assigned to various corporate functions, enabling a direct comparison between neurophysiological perception and the formal assessment of sustainability.

This integration was represented using a two-dimensional model, in which the ESG score is plotted on the horizontal axis (x-axis) and the EEG indicator on the vertical axis (y-axis). This configuration enables immediate analysis of the degree of alignment between ESG performance and cognitive engagement.

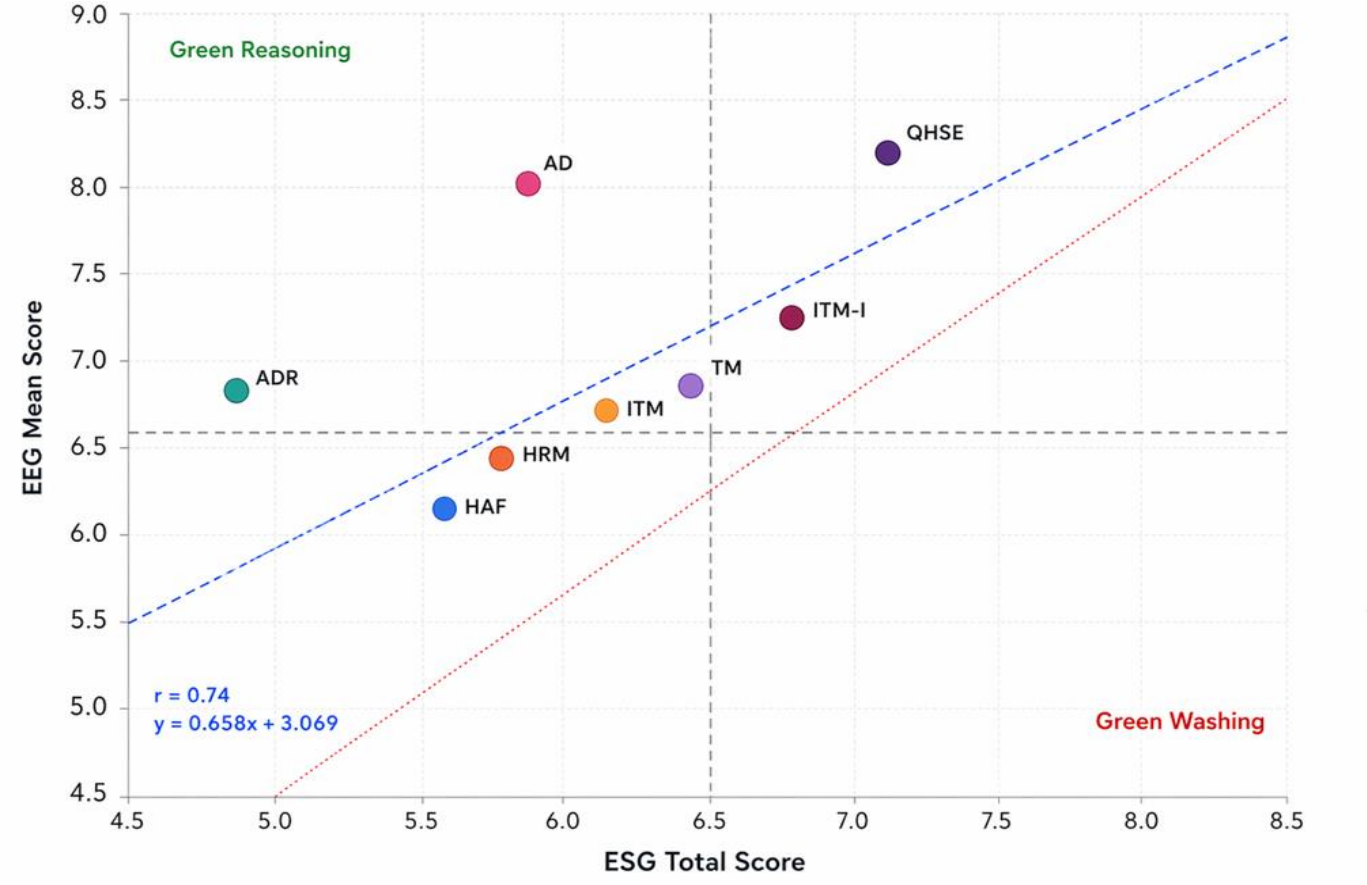


The upper-left quadrant ("green reasoning") includes functions characterized by a high neurophysiological response despite lower ESG scores. This pattern highlights an individual's sensitivity to sustainability issues.

In contrast, the lower-right quadrant, theoretically associated with situations of misalignment between communication and perception ("greenwashing"), shows no significant findings. This finding reinforces the hypothesis of substantial consistency between what is stated and what is actually perceived within the organization. Overall, the analysis reveals a positive correlation between ESG scores and neurophysiological responses, with a coefficient of 0.74, indicating that, on average, better sustainability performance is associated with higher levels of cognitive engagement.

Certain functions, particularly QHSE and Administration, show the highest levels of alignment between the ESG assessment and neurophysiological responses, emerging as potential drivers in spreading a culture of sustainability.

Conversely, some functions that are more focused on regulatory compliance, despite playing a strategic role, exhibit relatively low engagement. This suggests that it would be beneficial to strengthen the perception of their contribution to ESG objectives by promoting greater integration between regulatory compliance and the strategic value of sustainability. The absence of cases in the quadrant associated with greenwashing indicates a good level of alignment between internal perception and reported performance.



"Sustainability is not the destination, but the way."

Share Capital: €2,500,000.00 fully paid-up
Companies Register of Naples

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