

SUSTAINABILITY TAKES SHAPE



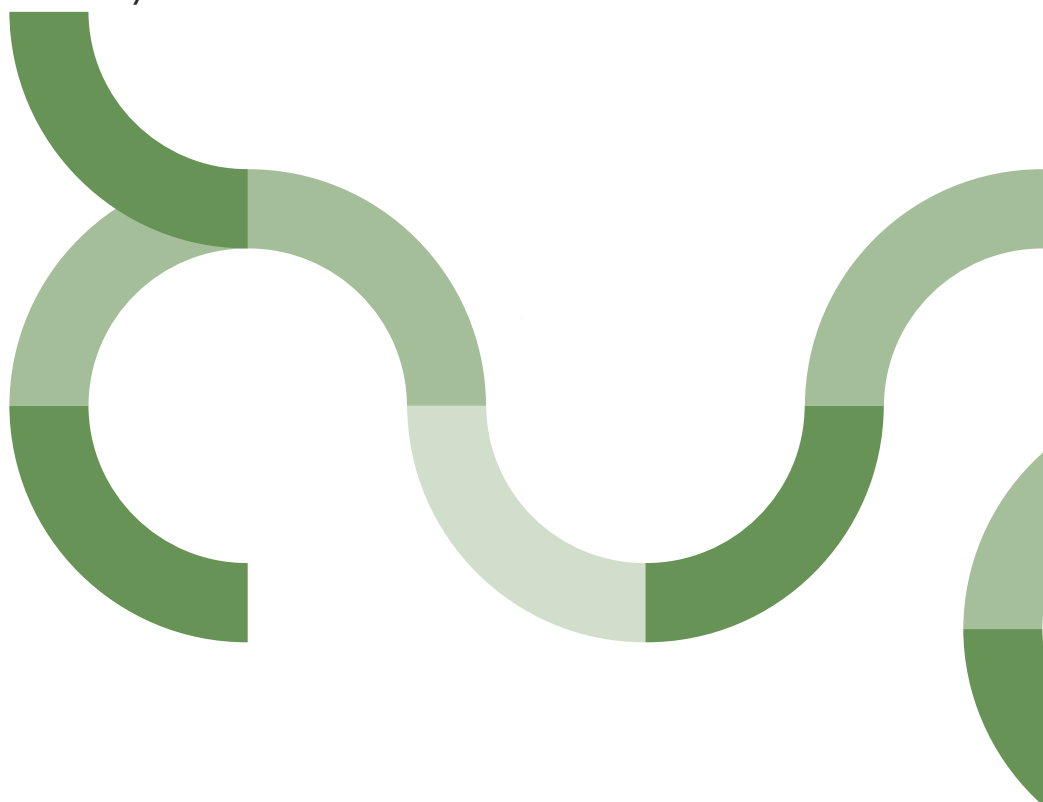
SUSTAINABILITY REPORT 2023
EXECUTIVE SUMMARY

SUSTAINABILITY TAKES SHAPE

There is an Italian group that has future generations at heart.
We design and build infrastructure to move people and goods
sustainably. Let us shorten the distance for the development and
growth of our country.

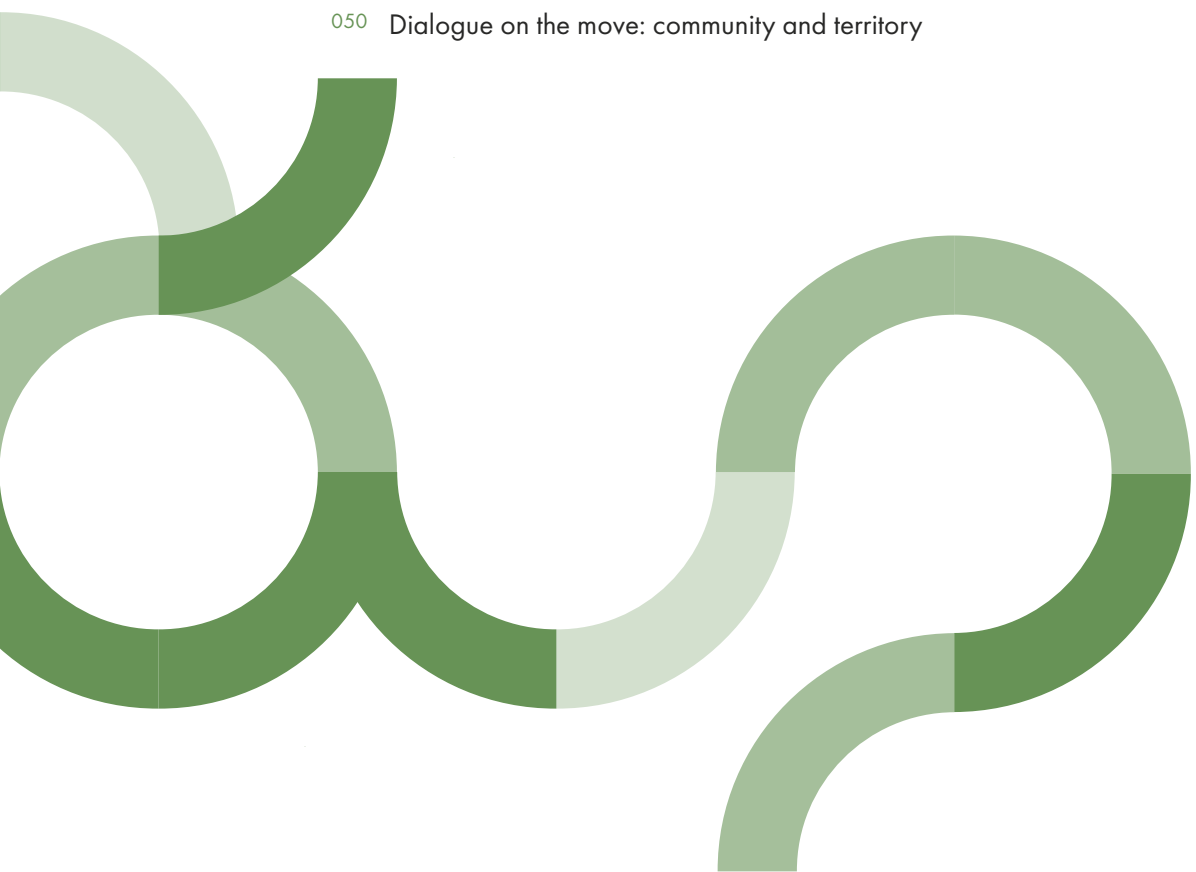


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SUSTAINABILITY: VALUE FOR STRATEGY THE FS GROUP'S DNA

Sustainability is a value that has an impact on the entire community: making it the guide for one's choices means adopting business strategies that have the common good at heart. For the FS Group, it is a natural choice, it always has been, because it is in its DNA: the train is the most environmentally friendly form of passenger and freight transport.

In 2023, 45 million passengers travelled by high-speed train, resulting in a collective saving of around one billion euros in terms of, primarily, lower health care costs (considering the accident rate on the roads), less damage to the environment, agriculture, real estate and biodiversity. However, sustainability does not translate into a conquered goal, but rather into a journey that needs forward planning and the overcoming of daily milestones.

The relevance and impact we have in our industry requires us to put in place a structure that can best direct the Group's activities and control their results and effects. With this in mind, we developed and adopted the **10-year Strategic Business**

Plan which divided the business model into four Business Units, Infrastructure, Passengers, Logistics and Urban, each dedicated to specific areas of intervention.



THE STRATEGIC BUSINESS PLAN AND THE STRATEGIC SUSTAINABILITY PLAN

The 10-year Strategic Business Plan accelerates the commitment to build a sustainable mobility and integrated logistics ecosystem with interconnected and resilient infrastructure. The Plan moves from the challenge posed by the UN 2030 Agenda for Sustainable Development,

through the Regulation (EU) 2020/852 Taxonomy, to the National Recovery and Resilience Plans (NRRP) with the aim of making a substantial contribution to the promotion of an inclusive, resilient and sustainable development model.

The Strategic Sustainability Plan implements the 10-year Industrial Plan by breaking down into **four priority areas**, to which specific objectives are linked, on which the Group wants to focus its efforts.



HEALTH AND SAFETY

Creating and disseminating a culture of safety, promoting **health and safety at work** and guaranteeing customers the highest standards of **travel safety**



CLIMATE CHANGE: ADAPTATION AND MITIGATION

Designing, building and operating infrastructure in an environmentally and socially sound manner and strengthen the **adaptation capacities** of mobility systems to the consequences of climate change and land fragility. Contributing to the achievement of European and national targets on **climate change mitigation**



CIRCULAR ECONOMY AND RESPONSIBLE PURCHASING

Implementing **circular business models** focused on the activities of **recovery** such as the reduction, reuse and recycling of waste from activities. Avoiding, preventing and reducing **negative impacts on biodiversity** by adopting appropriate mitigation measures. Leading the **participants in the supply chain** along a shared path towards improving their environmental and social sustainability performance



INCLUSION, ENHANCEMENT AND DEVELOPMENT OF PEOPLE AND COMMUNITIES

Promoting **inclusion, the enhancement of diversity and equal opportunities** accelerating the **personal, professional and career development** of all the Group's people, promoting the **continuous updating of skills** and ensuring their **well-being and the reconciliation of personal and professional life**. Promoting and enhancing initiatives with a high **social impact on communities**

The different areas of intervention **contribute to 13 of the 17 UN Sustainable Development Goals** and also intercept many of the NRDP missions.

HEALTH AND SAFETY

Fatal occupational accidents of employees **trending towards zero over the Plan period**

A leader in Europe for travel security



CIRCULAR ECONOMY AND RESPONSIBLE PURCHASING

100% suppliers assessed from an ESG perspective **from 2026**

≈ **100%** special waste sent for recovery **by 2031**

100% projects with sustainability study, stakeholder engagement and climate footprint measurement

2.3 million sqm of green areas in urban transformation projects

12,000 trees and shrubs planted as part of the work on stations



CLIMATE CHANGE

Net Zero to 2040 (Scope 1+2+3)

≈**2.6 TWh** self-produced by photovoltaics - 40% electricity demand

-50% emissions of CO₂ emissions (scopes 1 and 2) **by 2030** (baseline 2019)

-30% emissions of CO₂ (scope 3) **by 2030** (baseline 2019)

Over 50 million tonnes of CO₂ avoided* in ten years **thanks to rail and bus** (approx. 50% due to increased rail traffic compared to 2021)



INCLUSION, ENHANCEMENT AND DEVELOPMENT OF PEOPLE AND COMMUNITIES

32,4% female presence in managerial roles **by 2026** and **37.2%** **by 2032**

Continuous development of the Group's human capital



* *Avoided emissions - Emission difference FS Group transport vs. road transport, calculated by comparing emissions from the use of FS Group's public transport vehicles for rail and road passenger transport and for rail freight transport, compared to emissions estimated by simulating the use of private cars and heavy goods vehicles*

In order to orient all activities towards the principle of sustainable development, we have equipped ourselves with a **Sustainability Governance model** and a **Code of Ethics** which commits us to ensure that all persons, whether internal or external to the Group, always act in full compliance with the law and with the principles of responsibility, transparency, ethics and integrity.

These choices permeate every aspect of the company, including finance. Italy's national NRRP is an important opportunity to participate in building a

fairer, greener and more inclusive country. The FS Group participates in this with a series of investments, mainly in infrastructure, for the creation of a modern, digitised and sustainable system, capable of meeting the decarbonisation challenge indicated by the European Union, with the strategies associated with the European Green Deal and of contributing to the achievement of the Sustainable Development Goals (SDGs) identified by the United Nations 2030 Agenda.

NRRP



MISSION

M3: Infrastructure for sustainable mobility



COMPONENT

C1: Investments in the railway network

CONTRIBUTION TO THE 2030 AGENDA GOALS



The finance policies and instruments adopted also follow sustainability criteria: FS Italiane is the first company in Italy to be certified by the **Climate Bonds Initiative** a non-profit organisation that promotes sustainable finance worldwide as a tool to combat climate change.

In 2023, we issued:

- two Green Bonds (the seventh and the eighth) for a total amount of €1.1 billion with proceeds earmarked for both Trenitalia and RFI, for the financing of Eligible Green Projects within the meaning of the European Taxonomy;
- a Green Loan with BBVA in the amount of €100 million for the financing of RFI's investments in high-speed railways;
- renewal for a further three years of the Sustainability-linked Revolving Credit Facility (RCF), which expires in June 2024. The line was the FS Group's first Sustainability-linked product,

thanks to the contractual provision of margin and commitment fee review mechanisms upon the achievement of targets related to four KPIs (Key Performance Indicators) that capture the Group's commitment to multiple environmental and social issues.

Sustainability is in the very nature of our business in terms of environmental impact, but we strive to ensure that this intrinsic characteristic becomes a constant drive for improvement also at a social and economic level, enhancing the capital on which the FS Group's business model is based.

For it to be a way of doing business from which as many people as possible and the realities that surround them can benefit.

THE ORGANISATION OF THE FS GROUP STRUCTURE AND ITS ARTICULATIONS

The FS Group is one of the world's leading reference points in the transport sector because of the high level of professionalism of our human capital, which goes hand in hand with the use of innovative technologies. **We export Made-in-Italy technological, operational and engineering knowhow abroad** by developing projects related

to mobility as a whole, with a prevailing focus on rail. The international presence is guaranteed by the direct commitment of distinct companies, characterised by a complementary offer and whose activities are constantly coordinated and supported by the work of Holding FS Italiane.



STRUCTURE: THE FOUR UNITS OF THE BUSINESS MODEL

In order to make a decisive contribution to the sustainable development of the countries in which the Group operates, we have remodelled the entire Structure into four Business Units, each with clear strategic objectives defined by the Industrial Plan: **Infrastructure, Passengers, Logistics and**

Urban.

The four business units, homogeneous in mission and objectives, play a crucial role in developing an increasingly integrated and sustainable infrastructure and mobility system for the benefit of the country.

FS GROUP:

- Resilient infrastructures
- Sustainable mobility
- Integrated logistics



Infrastructure Business Unit

Integrated and resilient physical infrastructure and engineering services for accelerated investments



Passenger Business Unit

Multimodal services to promote collective transport



Logistics Business Unit

Sustainable and integrated logistics



Urban Business Unit

Urban regeneration and intermodality and logistics solutions in urban areas

ENABLING FACTORS

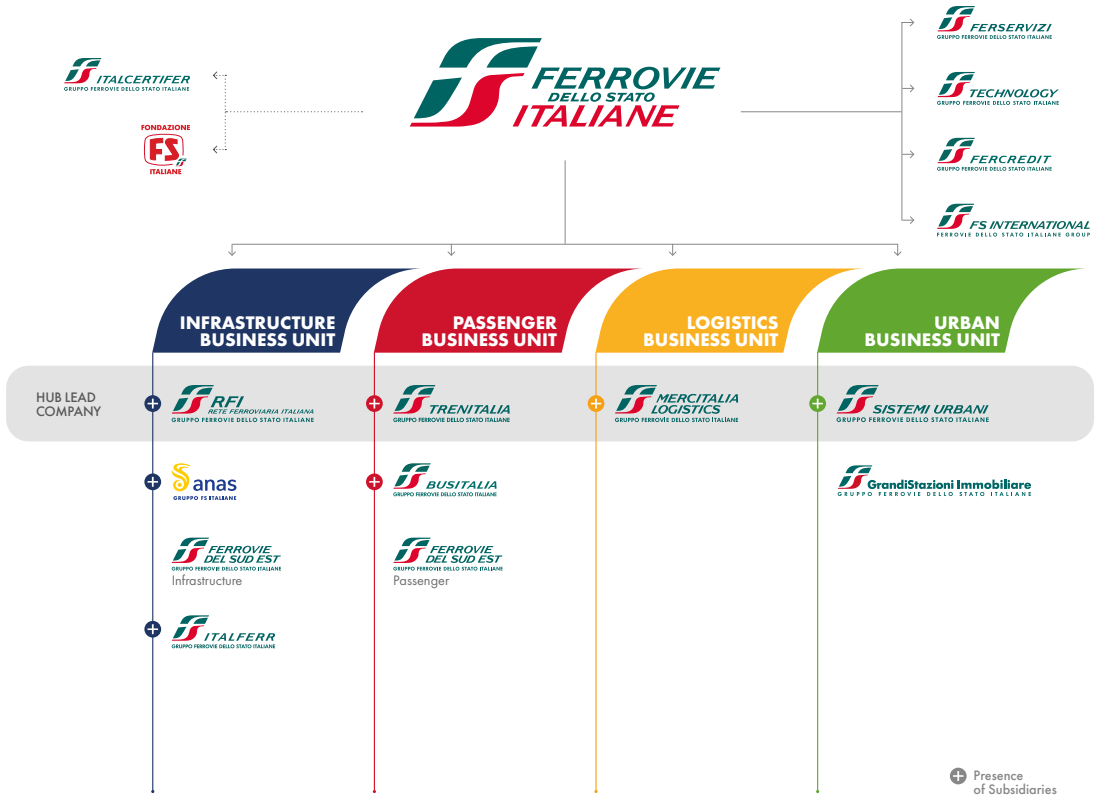


PEOPLE



INNOVATION/DIGITALISATION/CONNECTIVITY

Each business unit is overseen by a sector parent company, which coordinates, directs and verifies the punctual application of the directives defined at the governance level by the holding company.



Holding

Its role is of general strategic guidance and implementation and financial coordination of the Group’s common business plan, and exercises management and coordination over the Hub Lead companies in the Sector and over the companies of *shared services*.

Hub Lead Company

These are companies directly controlled by the Holding Company and identified to carry out direction and coordination activities for the management, coordination and technical-operational control, including risk management models, systems and protocols, of the companies belonging to the respective sector (Business Unit).

Other companies that are not identified as Hub Lead Companies are subject to management and coordination by the Holding Company.

BUSINESS UNITS



Infrastructure Business Unit

Its mission is to ensure the design, construction, operation and maintenance of infrastructure networks for rail, road and motorway transport nationally and internationally.



Passenger Business Unit

Its mission is to ensure the supervision of the passenger transport sector, both nationally and internationally, including the promotion, implementation and management of initiatives and services in the field of passenger transport, developing an integrated offer of products/services and managing an articulated mix of distribution channels.



Logistics Business Unit

Its mission is to ensure the supervision of the logistics and freight transport sector, nationally and internationally, including the promotion, implementation, management and sale of initiatives and services in the field of logistics, mobility and freight transport.



Urban Business Unit

Its mission is to ensure activities in the field of real estate and the supervision of urban regeneration and intermodal and logistics solutions in urban areas for the first and last stage of the supply chain.

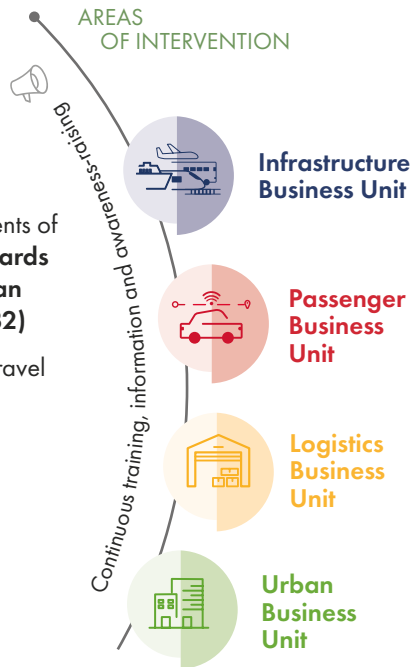
On the one hand, the division into four Business Units allows for more effective planning because it enables very specific actions to be declined for each macro-objective, and on the other hand, it makes it possible to exploit synergies between

different companies belonging to the same sector. In 2023, the four priority areas identified in the Strategic Sustainability Plan were translated into concrete initiatives and results for each of the four business units.

HEALTH AND SAFETY

Fatal occupational accidents of employees **trending towards zero in the last three Plan years (2030, 2031, 2032)**

A leader in Europe for travel safety



Infrastructure Business Unit

Passenger Business Unit

Logistics Business Unit

Urban Business Unit

- ERTMS installation acceleration* on the entire network
- Suppression/protection of all level crossings
- Introduction and extension of the most advanced technologies for the automation of monitoring and maintenance processes
- Active and passive safety systems on the entire bus fleet
- ERTMS* installation on rolling stock
- Introduction of advanced digital equipment and technologies for train maintenance
- Installation of advanced digital technologies for the automation of manoeuvring activities and monitoring and maintenance processes
- Noise adaptation of wagon fleet
- Maintaining and improving parking quality standards
- Installation of advanced digital systems for parking security

* European Traffic Management System



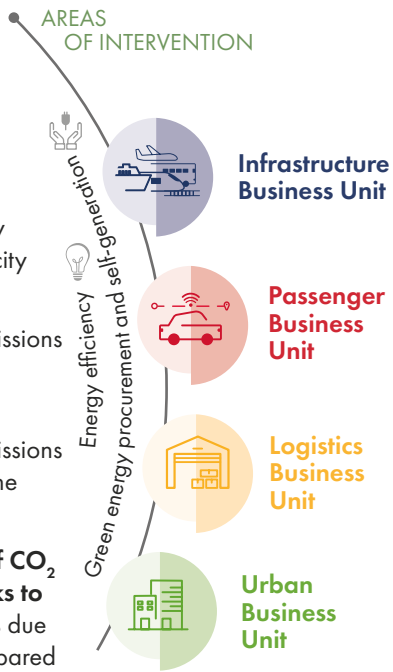
CLIMATE CHANGE

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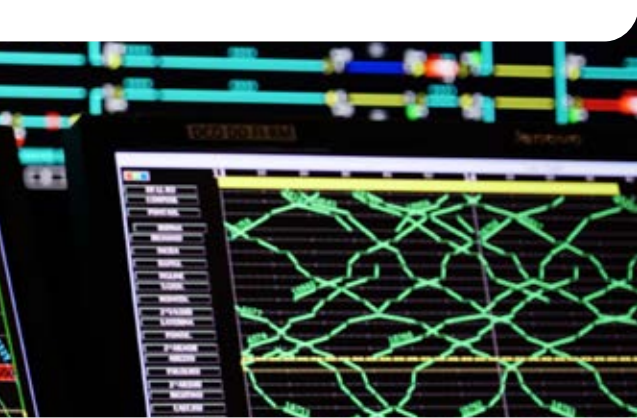
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- Extension of the HS network through the construction of new lines
- Network electrification
- Implementation of interventions for infrastructure resilience and climate change adaptation
- Extension of connectivity through rail network integration with other infrastructure and urban centres
- Development/enhancement of connections between rail and other modes for increasingly integrated services
- Accelerating the digitisation and connectivity of roads ("Smart Roads")
- Fleet renewal with electric, hybrid, natural gas and battery-powered vehicles
- Using fuels with low environmental impact
- Energy efficiency measures for fleets, plants and depots
- Modal integration solutions (also digital in a MaaS perspective)
- Fleet modernisation
- Introduction of alternative power supply solutions of locomotives
- Energy efficiency initiatives to optimise lighting and heating systems
- Study of cap&trade systems
- Redevelopment of disused railway areas for renewable energy production
- Car park construction in favour of modal shift
- Rehabilitation of disused railway areas for first and last mile logistics



CIRCULAR ECONOMY AND RESPONSIBLE PURCHASING

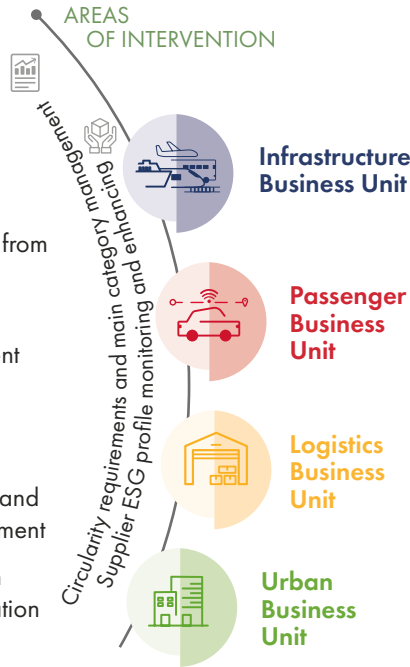
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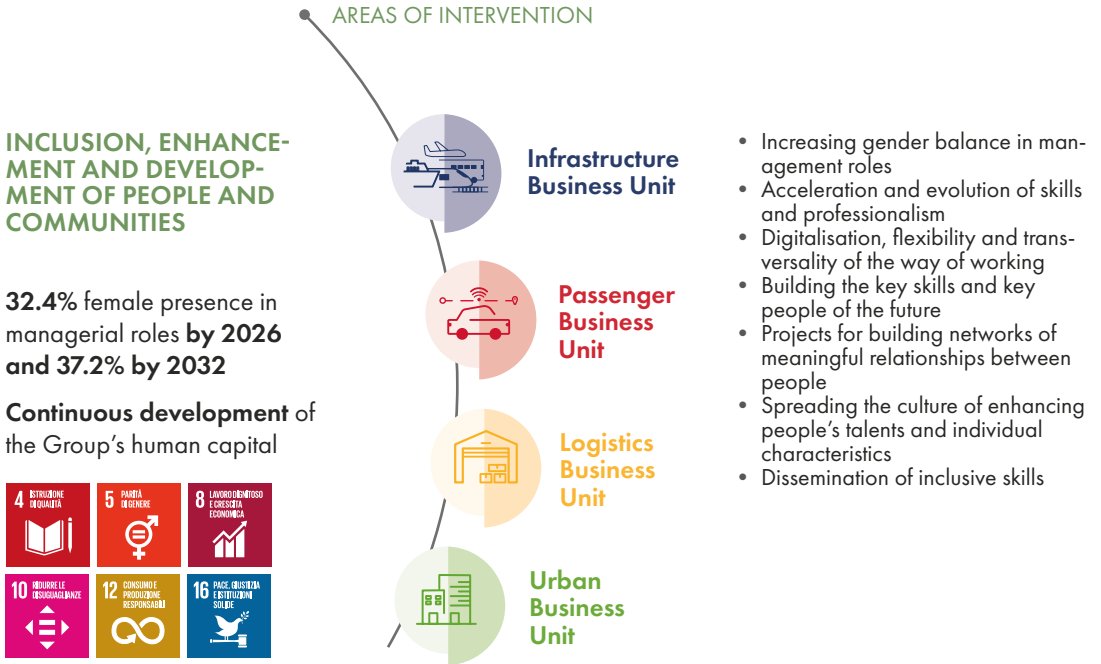
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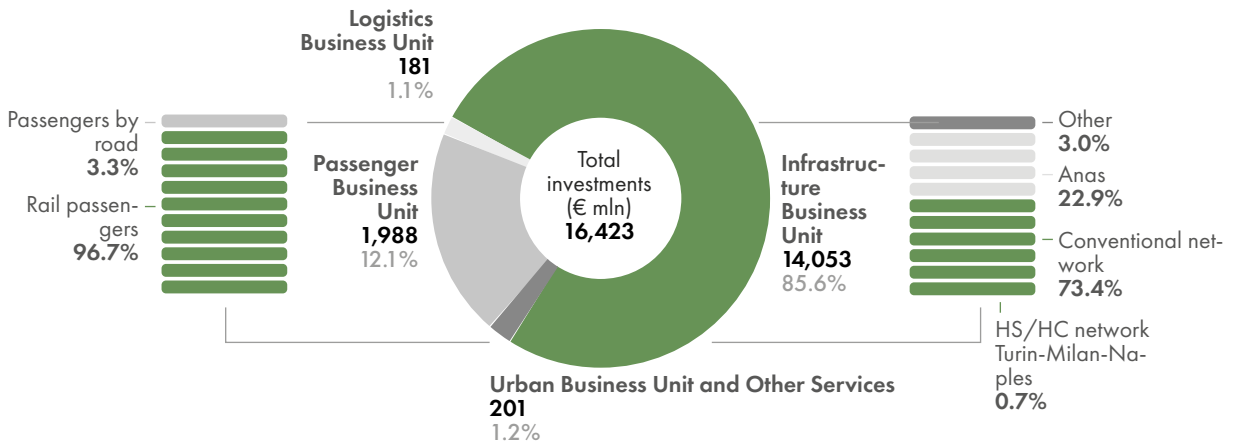
- Experiments to reduce material procurement and waste production in maintenance and construction processes
- Improvement of waste collection and delivery process at the station
- Reuse of materials and water resources in site activities
- Enhancement and sustainable management of water assets
- Sustainability assessment of network maintenance and development projects
- Rationalisation of waste collection in industrial processes
- Awareness-raising of staff and external companies on responsible waste management
- Rationalisation/renovation of water networks to optimise water use
- Reutilising materials and testing solutions for water recovery and reuse (water circular economy)
- Experiments to reuse materials in view of the circular economy
- Rationalisation/modernisation of water networks to optimise water use
- Organisational and behavioural interventions for the efficient use of resources
- Urban enhancement and regeneration of areas not used for railway operations with a focus on the environmental, social and tourism development of territories



To develop the intervention plan in each of the four business units, **investments of more than €16 billion were made.**

Investments for business units

(millions of €)



In the **Infrastructure Business Unit** about **34%** of investments were allocated to **safety, technology and maintenance** (of this, 529 million euro related to interventions in state-of-the-art technologies on the rail network) and about **66%** was dedicated to **new works** (road and rail).

For the **Passengers Business Unit** about **63%** (€1,246 million) of the investments was allocated to the **fleet renewal** (for passenger and freight rail transport) involving both rail and road transport.

In the **Logistics Business Unit**, **65%** of investments were dedicated to **fleet renewal**.



In 2023, as part of the broader **area of Research and Development** we made investments in **development of 18.6 million euro**, of which about 75% was earmarked for traffic safety technologies, 15% for innovative diagnostics, and the remaining 10% for studies and experiments on new components and systems as well as environmental and land protection.

MANAGEMENT: THE GOVERNANCE MODEL

We believe that economic development, social inclusion and environmental protection can only be pursued through good sustainability governance. That is why we have defined and adopted a Sustainability Governance Model whose responsibility we have entrusted to the highest internal governing body: the Group Board of Directors.

Since 2016, we have had a Group Sustainability Committee (CoS), which acts as an advisory board to the Group CEO (as CoS Chairperson) to ensure the integration of sustainability principles into business strategies.

Control, Risk and Sustainability Committee

Board of Directors

Examines and approves strategic, industrial and financial plans, including the Industrial Plan, which integrate objectives and guidelines to promote a sustainable business model and create long-term value.

The Board is responsible for approving the Sustainability Report and the Consolidated Non-Financial Statement pursuant to Leg. 254/16 (NFS), subject to the prior opinion of the Audit, Risk and Sustainability Committee.

Sustainability Committee

- RFI
- Trenitalia
- Mercitalia Logistics
- FS Sistemi Urbani
- the Chief Officers of FS

Chief Executive Officer

Chairperson of the Sustainability Committee evaluates and approves the proposals formulated by the Board of Directors concerning the integration of social and environmental aspects into the Group's strategies, also through dialogue with stakeholders, examines and validates the draft Sustainability Report.

Chief Corporate Affairs

Ensures the definition of guidelines, methodologies and models for the proper implementation of sustainability policies and also acts as **technical secretariat of the Sustainability Committee**.



To strengthen knowledge and commitment on the topic of sustainability and its strategic importance for the FS Group, while promoting the growth of corporate culture, the induction program contin-

ues. This training program, launched at the end of 2022, aims to guide all decisions with a focus on sustainability, targeting the Boards of Directors and the management of the Group's main companies.

CONTROL: THE BUSINESS INTEGRITY SYSTEM

We promote a corporate culture based on integrity, ethics, fairness, transparency and compliance, and to prevent situations of conflict of interest and corruption, we have an **Internal Control and Risk Management System (SCIGR)** consisting of rules, tools, activities, procedures and organi-

sational structures, aimed at enabling a healthy, sustainable, correct and consistent conduct of business with the corporate objectives defined by the Board of Directors, for the integrity of the Group and the stakeholders themselves.

SCIGR 3 levels of control

First level

Aimed at ensuring the correct carrying out of operations and guaranteeing an adequate response to the related risks. The responsibility for defining and carrying out these controls lies with management and operates at every level of the organisational structure and is carried out within the framework of current management.

Second level

Aimed at monitoring the main risks and the adequacy and effectiveness of the controls in place to monitor them. It is carried out by specific structures such as Risk Management, Compliance, Anti-Corruption and the Financial Reporting Officer.

Corporate Risk Management organisational structures implement the strategies, guidelines and policies defined by the Holding Company, and ensure control over the risks of the company they belong to.

Third level

Third-level control: aimed at providing independent and objective assurance on the adequacy and effective operation of first-level and second-level controls and on the SCIGR as a whole. It is the responsibility of independent, non-operational units such as Internal Audit.

Assurance is the attestation provided on the basis of professional verification principles and standards. The assurance process by an independent body ensures that the documents produced are not self-referential tools but certify



LISTENING TO STAKEHOLDERS: MATERIALITY ANALYSIS AT THE HEART OF PLANNING

Each year, the Group updates the **materiality analysis**, an essential tool for planning and managing sustainability performance and adequately representing achievements and targets in Group reporting.

In 2023, an Impact Materiality analysis was conducted, characterised by the identification of material issues based on the most significant impacts generated by the Company on the economy, environment and people. The issues thus identified are the priorities for action on which the Group defines its levels of action in the medium and long term and the content on which sustainability reporting focuses. The materiality analysis process includes an important activity of **stakeholder involvement** through listening to and including stakeholders that influence or could influence the Group's activities.

Continuously managing relations with its stakeholders is a priority for FS. This approach is intended to guide the Group's strategic choices: we are convinced that understanding each other's expectations and reconciling interests is a guarantee for the effective creation of lasting value. In parallel to the materiality analysis, we reviewed the **mapping of stakeholder categories** with

which the Group interacts directly and indirectly, identifying eleven of them.

The **materiality analysis** is a process of investigation and evaluation to identify everything that has an impact on the business of an activity or everything on which the business of an activity may have an impact.

These are material aspects that can influence the assessments and decisions of stakeholders, i.e. customers, employees, partners and collaborators, citizens, local authorities, organisations, associations, suppliers. Impacts, produced by the value chain of the company or organisation being analysed, are also considered material. Capable of making a significant economic, social and environmental impact.



HUMAN RESOURCES

- Group Intranet Portal – WE
- Events/Webinars
- Evaluation interviews
- Satisfaction survey
- Newsletter
- Reporting channel



SUPPLIERS

- Audit
- ESG evaluation questionnaires



BODIES AND INSTITUTIONS

- Specific meetings
- Institutional Communications
- Survey
- Memoranda of Understanding
- Working groups with local institutions and organisations



FINANCIAL COMMUNITY

- Regular presentations
- Individual and group meetings
- Roadshows
- ESG questionnaires



BUSINESS COMPETITORS, PARTNERS & MARKET PLAYERS

- Meetings/Working Groups
- Conventions
- Participation in trade fair events



CUSTOMERS AND TRAVELLERS

- Dedicated surveys
- Market Research
- Workshops, seminars
- Dedicated communication channels
- Social networks



CIVIL SOCIETY ORGANISATIONS

- Specific meetings
- Working Groups
- Press releases
- Social networks
- Interviews



SHAREHOLDERS AND GRANTORS

- Regular presentations
- Individual and group meetings
- Shareholders' Meeting



MEDIA

- Press releases
- Social networks
- Events
- Interviews



TRADE UNIONS

- Trade union tables and collective meetings



SCIENTIFIC COMMUNITY

- Regular presentations
- Participation in working groups

Each stakeholder has been assigned a relevance score based on three parameters

Dependence

The importance of the relationship for the stakeholder, expressed in terms of dependence, direct or indirect, on FS Group activities, products or services and associated performance.

Influence

The importance of the relationship for the FS Group, in terms of stakeholder influence on decision-making, strategy and operations.

Urgency

How much immediate attention the stakeholder demands from the Group, with reference to financial, economic, social and environmental issues.

The mapping led to the identification of 13 themes, divided into three levels, represented in this diagram. The intensity of the colour in the figure denotes the level of relevance of the topic for external stakeholders, from low (light background) to high (darker background).



SUSTAINABLE, RESILIENT AND INTEGRATED INFRASTRUCTURES

- Adaptation of infrastructure to climate change
- Infrastructure development and improvement
- Socio-economic development of the territory



CLIMATE CHANGE MITIGATION

- Energy
- GHG emissions



HEALTH AND SAFETY AT WORK

- Occupational Health and Safety of Company and Contractor Employees



INCLUSION, ENHANCEMENT AND DEVELOPMENT OF PEOPLE

- Involvement and caring for people's well-being
- Inclusion and diversity
- Selection, enhancement and development of people



DATA PROTECTION AND IT SECURITY

- Information system and network security and data protection
- Responsible data management



SECURITY OF TRANSPORT, INFRASTRUCTURE AND OTHER ASSETS

- Safety and reliability of rail (lines and stations) and road infrastructure
- Protection of travellers, infrastructure, means of transport and property assets from damage caused by third parties
- Security and reliability of other assets (e.g. workshops, car parks, buildings, terminals, etc.)
- Safety and reliability of means of transport



SUSTAINABLE, RESILIENT AND INTEGRATED TRANSPORT SYSTEMS

- Each stakeholder has been assigned a relevance score based on three parameters.
- Sustainable and integrated freight mobility
- Sustainable and integrated mobility for travellers



ENVIRONMENTAL PROTECTION

- Atmospheric emissions
- Light emissions
- Noise and vibrations
- Soil Protection
- Protecting biodiversity
- Water Protection



VALUE TO THE CUSTOMER

- Customer relations
- Usability and accessibility of services



ETHICAL AND RESPONSIBLE BUSINESS CONDUCT

- Ethics, integrity and transparency in business
- Business stability



CIRCULAR ECONOMY

- Materials management
- Waste management



SUSTAINABILITY OF THE SUPPLY CHAIN

- Responsible supplier management
- Responsible Procurement



COMMUNITY SUPPORT AND LAND ENHANCEMENT

- Supporting communities
- Protection and enhancement of the territory

SUSTAINABILITY POLICY AND STAKEHOLDERS

In order to elevate sustainability to a guiding element in the definition of the Group's strategic and operational choices and to ensure sustainable growth in the medium and long term, we have defined the principles that must characterise our

operations in the Sustainability Policy document. The policy, approved on 16 April 2019 by the Board of Directors and inspired by the Sustainable Development Goals and the principles of the UN Global Compact, is based on seven principles.



CREATING SHARED VALUE

Reconciling economic objectives with social and environmental objectives, generating value for the company, its stakeholders and the territories in which it operates

INVOLVEMENT OF COMMUNITIES AND STAKEHOLDERS

Activate systematic stakeholder engagement processes



SAFETY FOR TRAVELLERS AND WORKERS

Ensuring an ever higher level of health and safety and consolidating a culture of risk management and prevention



VALUE OF EMPLOYEES

Actively contributing to the care and development of people, avoiding any form of discrimination



EFFICIENT USE OF RESOURCES AND ENVIRONMENTAL PROTECTION

Promoting efficient use of energy resources and encouraging the adoption of LCA logic in all processes

RESPECT FOR HUMAN RIGHTS

Protecting human rights in their own activities, among suppliers and business partners, contributing to the creation of a responsible supply chain



QUALITY OF SERVICES

Improving the customer experience, paying attention to both delivered and perceived quality



PERFORMANCE FOOTPRINTS OF CONCRETE ACTIONS

How is sustainable management assessed? From the footprints it leaves, evidence of the type of impact generated.

We did not limit ourselves to monitoring and measuring economic results alone, but surveyed the degree of satisfaction of stakeholders with our services and that of employees with the working environment, the interference of our infrastructures with natural habitats and their positive impact on

the community, the ability to promote a circular economy, and the ability to reduce climate-changing emissions as far as possible. In order to find solutions and give concrete answers.

These are numbers that represent traces, that tell of the Group's attention to every single aspect of the three macro areas that make up sustainability: Environmental, Social and Governance



INFRASTRUCTURE AND TRANSPORT: BACKBONE OF THE COUNTRY

Infrastructure is the cornerstone of the journey of people and goods. Their implementation profoundly influences socio-cultural and environmental

life, contributing to the development of territories, communities and the economy.

In 2023, thanks to stations, rail and road networks, trains, buses and trams, we moved:

Passenger km (billions): product of the number of passengers transported by the relative distance travelled

Train km (millions): product of the number of trains by the corresponding train lengths

Tonne-kilometres (billion): product of tonnes transported times the relevant mileage

- 46 rail
+ 32.8% compared to 2022
- 1.8 road
+19.6% compared to 2022

- 318 passengers
+11.7% compared to 2022
- 43.9 freight
+2% compared to 2022

- 21.3 freight
-3.1% compared to 2022



PUBLIC TRANSPORT: THE DIMENSION OF TRAVEL

The offer aims to provide a comprehensive service and guarantee a travel experience that meets people's specific needs, with a particular focus on those who use public transport on a regular basis.

TRAIN

- Italy, Germany, France, Great Britain, Greece and Spain
- approximately 46 billion traveller km
- approximately 318 million train km (medium and long distance and regional)



INFRASTRUCTURE

RAIL NETWORK

- over 17,600 km of infrastructure in Italy and abroad
- over 7,730 km of double track
- over 12,200 km of electrified lines

ROAD/HIGHWAY NETWORK

- over 32,000 km of state roads
- over 1,500 km of motorways

STATIONS

- around 2,200 stations in Italy with active passenger services (of which 620 stations receive 90% of passengers)
- 60 stations in Germany

BUS

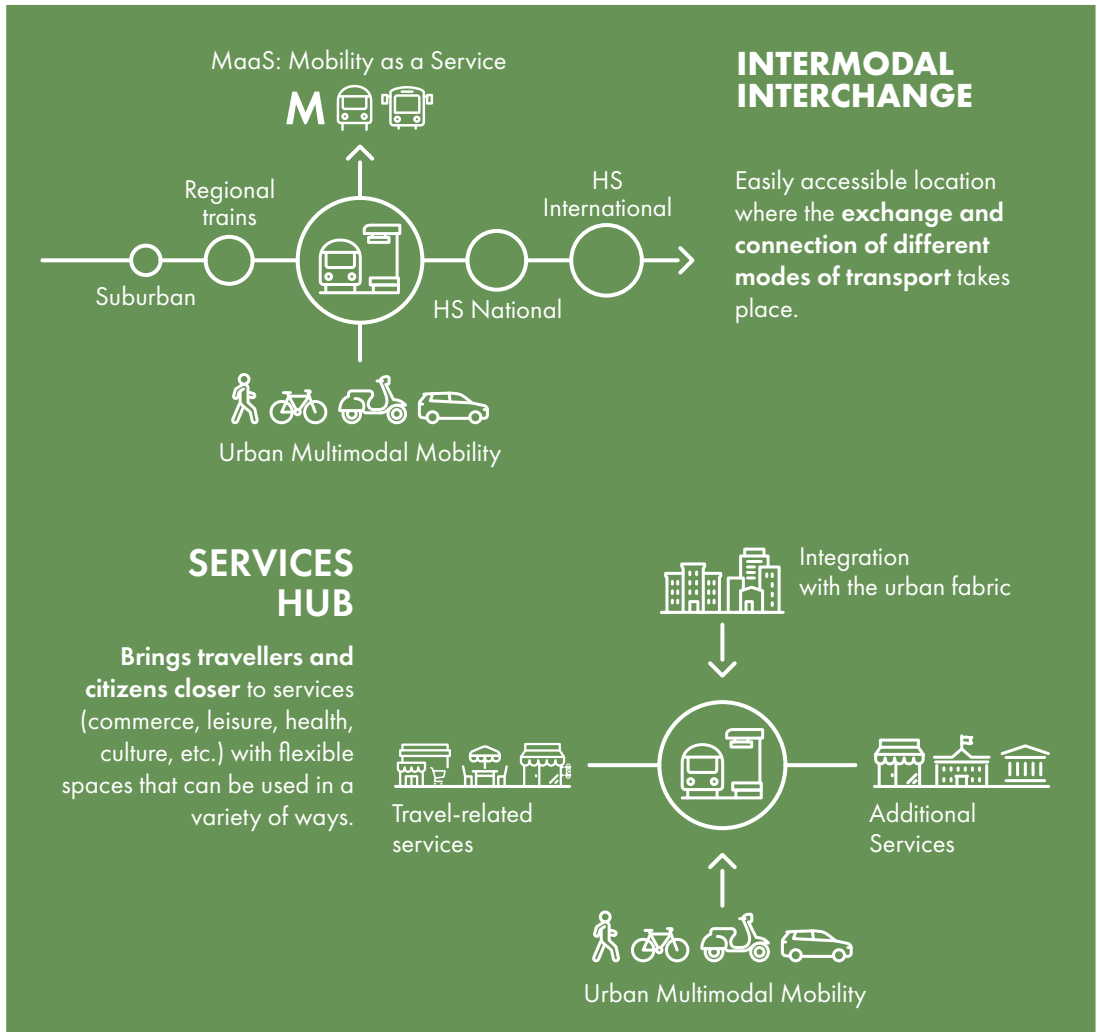
- Italy, Germany, Greece and the Netherlands
- approximately 1.8 billion travellers km
- approximately 157.5 million vehicle km



THE STATION: CONNECTION AND TRANSFORMATION HUB

The station is the **point of contact between the railway system and the local community**. A space conceived for travel and modal exchange, contrib-

uting to the development of new mobility styles on a personal and environmental scale and to the transformation of the urban fabric in which it finds itself.



A key element in the development of the new station concept is dialogue with stakeholders

A new station concept

In 2023, works and interventions continued at the most important stations that intercept more than 90% of the passengers in transit on the network, with the aim of:

- increasing the level of connectivity with local public transport, sharing mobility and active mobility;
- improving the internal accessibility of stations and increasing the appeal, functionality, quality and safety of internal and external spaces;
- enhancing infomobility and wayfinding outside and inside the station.

Stations of the future under the Envision protocol

A handbook has been created, thanks to an agreement with ICMQ, to guarantee quality and high performance in terms of station sustainability according to a rigorous and internationally recognised standard.



MEANS AND ROUTES TO BRING PEOPLE TOGETHER

Improving the country's transport infrastructure, effectively integrating the rail and road network with other infrastructure and urban centres, means

providing the means for ideas and innovation to circulate, reducing distances between people and creating a more interconnected society.

RAILWAY LINES IN OPERATION RFI **16,832 km¹**

RAILWAY LINES IN OPERATION FSE **474 km**

RAILWAY LINES IN OPERATION NETINERA² **300 km**

ANAS OPERATIONAL ROAD NETWORK **32,500 km**

of which motorways **1,574 km**

Rail transport

The train is the most environmentally friendly of all modes of transport, most energy efficient and with the lowest emission levels. The Group is present in Italy and Europe with an extensive rail network.

ITALY

MEDIUM AND LONG-DISTANCE

- The Freccie, High Speed Services
- Intercity Services

REGIONAL

- New Rock, Pop and Blues trains (the first hybrid train with triple power supply, electric, diesel and batterybatteries)

EUROPE

- France, High Speed and day/night connections
- Germany, regional transport
- Great Britain, Intercity and Regional
- Greece, Intercity, Suburban, Interstate
- Spain, High Speed

1. Of which 70 km of foreign network.

2. Netinera Deutschland GmbH, a German company operating in rail freight and public transport.

Local Public Transport

The **buses** and the **trams** are the simplest and quickest mobility solutions to reduce urban traffic, protect the environment and ensure, through integration with other means of transport, especially rail, an inter-modal offer to develop collective transport and public mobility. The FS Group is also present in road transport in Italy and Europe.

ITALY

MEDIUM AND LONG-DISTANCE

- Freccialink, an integrated service consisting of dedicated buses connecting medium-sized cities and tourist resorts at certain times of the year with the Freccia AV (high-speed train) departing from major Italian cities.

TERRITORIAL

- local public transport (urban and suburban) in major Italian cities.

EUROPE

- Germany, public road transport in the North Rhine-Westphalia region, Frankfurt am Main, Hamburg, Hannover.
- Netherlands, active local public transport in the areas of Utrecht, Groningen -Drenthe, DAV; metropolitan area in the Randstad and the province of Fryslan.

WAYS AND MEANS TO DEVELOP THE ECONOMY

Through the establishment of the Logistics Business Unit, we intend to present ourselves to the market as a system operator, both in Italy and abroad, to contribute to the **improvement of the goods**

transport system and promote the **modal shift** from road to rail, with less impact in social and environmental terms.



LOGISTICS TERMINAL

Integrated Logistics Business Unit
Companies in Italy, Germany, Greece
Integrated logistics platforms



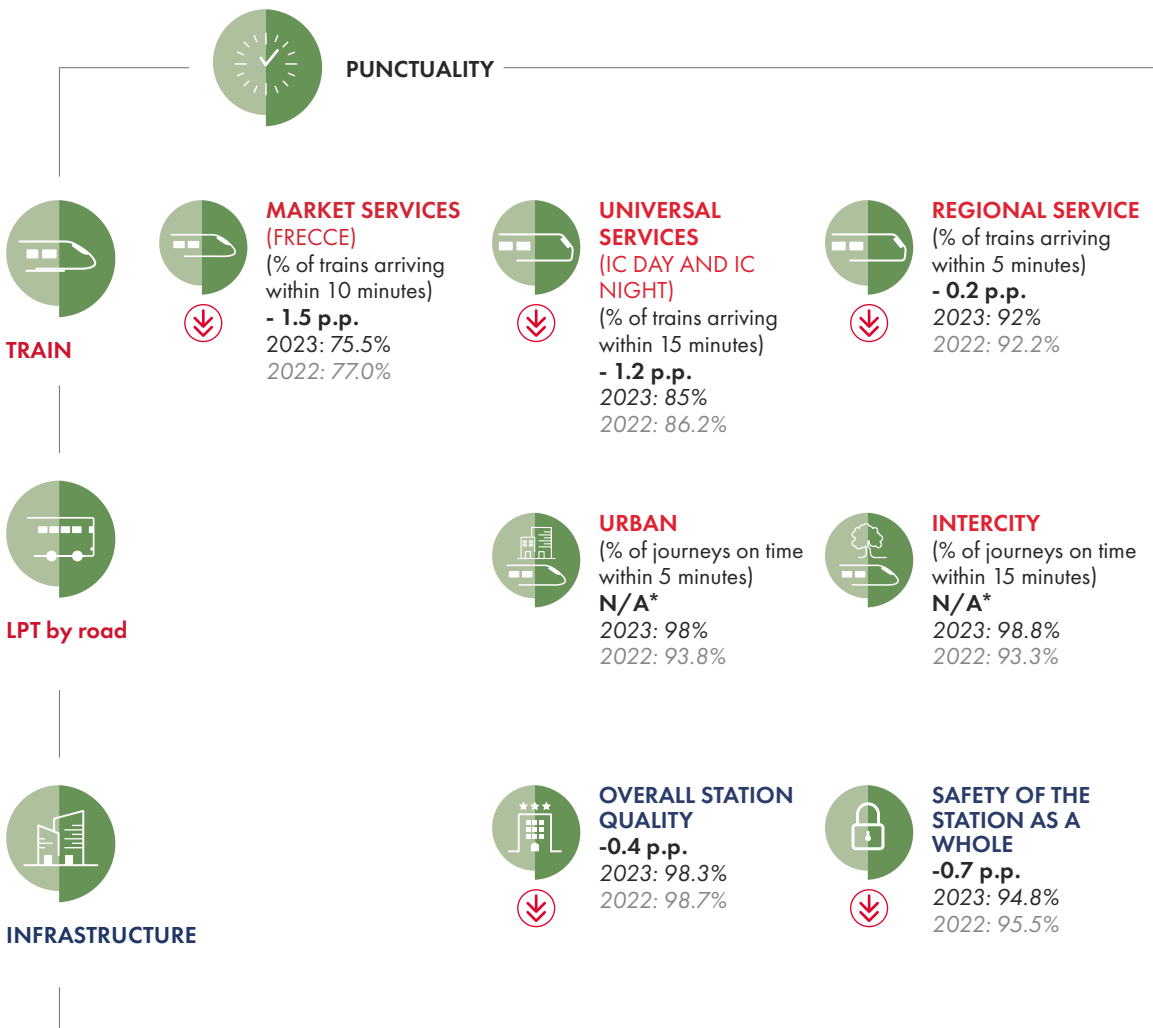
TRAIN

about 21.3 billion tonne-kilometres, of which 10.5 billion are abroad
about 43.9 million train km, of which 20.4 million abroad

CLOSE TO THE PEOPLE: SERVICE EVALUATION

The monitoring of **customer care** and **customer satisfaction** is carried out through surveys aimed at analysing the expectations and degree of sat-

isfaction of passengers and customers, as well as the careful collection and handling of complaints. In order to perceive the attention and wishes of the



* In 2023, the criteria used for monitoring punctuality data in the LPT were updated, aimed at detecting departing trips and no longer arriving ones, making it impossible to compare values with those recorded in previous years.

different stakeholders, a specific **sentiment analysis platform was created** which allows us to perform social web monitoring activities on strategic

infrastructure projects and detect perceptions on key issues of interest to the relevant stakeholders.



CUSTOMER SATISFACTION

OVERALL JOURNEY



MEDIUM AND LONG-DISTANCE

+1 p.p.
2023: 98.7%
2022: 97.7%



REGIONAL

+0.1 p.p.
2023: 91.9%
2022: 91.8%



URBAN

+0.5 p.p.
2023: 91.5%
2022: 91.0%



INTERCITY

+0.1 p.p.
2023: 88.7%
2022: 88.6%



ANAS EMERGENCY SERVICE

-
2023: 7.6 OUT OF 10
2022: 7.6 OUT OF 10



SAFETY AND HEALTH: PILLARS OF SERVICE

The safety of people is a priority and a strategic factor for the Group. In 2023, investments were made in certified maintenance processes, the use of sophisticated diagnostic tools, extraordinary maintenance, safety and technology:

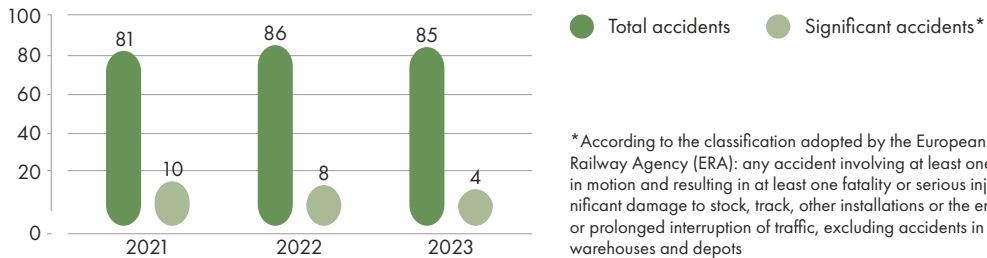
- approximately €4.8 billion (+28% compared to 2022) for the Infrastructure Business Unit;
- approximately €533 million (+32% compared to 2022) for the Passengers and Logistics Business Units.

Rail transport

The Group operates a total rail network of more than 17,600 kilometres.

Railway Security

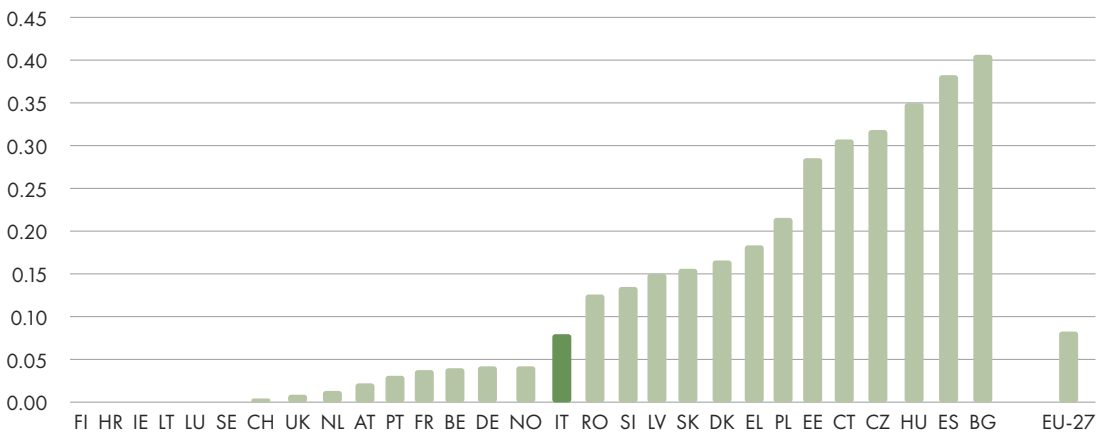
Accidents with RFI liability



* According to the classification adopted by the European Union Railway Agency (ERA): any accident involving at least one rail vehicle in motion and resulting in at least one fatality or serious injury, or significant damage to stock, track, other installations or the environment, or prolonged interruption of traffic, excluding accidents in workshops, warehouses and depots

Rail passenger mortality rates

Deaths per billion passenger kilometres (average 2011-2021)



In the international sphere, the Italian figure is below the European average.

Road transport

The Group devotes a constant and careful effort on all approx. **32,500 kilometres of roads** under its responsibility and affecting various components of the road infrastructure. In addition, the Group also maintains its bus fleet through the introduction

of KPIs to monitor the performance and safety of vehicles and the performance of in-house maintenance structures.

In 2023:

- assessed the pavement bearing capacity of 10,600 km of roads;
- measured performance indicators relating to the surface characteristics of road pavements on 24,000 km of road surface;
- monitored more than 36,000 km of road markings, an increase of about 10 per cent compared to the previous year;
- carried out the photometric evaluation of road and tunnel lighting systems in 177 tunnels.

The conversation about safety never stops

ERTMS/ETCS

The Italian railways were one of the first in Europe (as of 2005) to adopt the European Rail Traffic Management System/European Train Control System (ERTMS/ETCS) level 2, a system for safe circulation on the entire European rail network.

SHUNTING MONITOR

A safety device that arose from the need to make shunting operations easier and less dangerous for railway personnel. The device is able to detect the distance to any obstacles/people that may be on the tracks and then sends a series of light and sound alerts that differ according to the set ranges.

SMART ROAD

A Smart Road is an infrastructure equipped with a

broadband network enabling ultra-fast connectivity, and with technologies and sensors to enable connectivity between the vehicle and the infrastructure itself. It is prepared for future 5G systems and complete with Green Island for charging electric vehicles and generating energy from renewable sources. It is equipped with smart cameras and Internet of Things (IoT) systems for surveillance and control along the entire route, as well as housing the technologies for processing and storing the data generated within it. While waiting for the deployment of connected cars, users will already be able to use all infomobility services through an app that aims to facilitate driving and increase road safety.



As of 1 January 2023 **FS Security is operational**, the new FS Group company completely dedicated to train and station security and implementing diversified initiatives to prevent, monitor and fight crime, in close cooperation with the police forces and in support of the main Group companies.

Health and safety at work

The **health and safety of all employees and collaborators** are fundamental principles and values, priorities that the Group translates into concrete projects and actions, alongside the training courses provided in the field of Health and Safety at Work.

During 2023, the Group companies continued to develop the projects envisaged in the FS-Inail Protocol, signed by the parties in 2022, which provides for the following initiatives:

- experimenting with technological, innovative

The new **Cyber Defence Centre**, a centre of excellence where the most advanced human and technological resources converge to identify, prevent, detect and counter cyber attacks around the clock.

During 2023, the security incident team of analysts detected, thwarted and neutralised more than 5,200 cyber attacks.

and organisational solutions in the realisation of infrastructure works;

- collaborating in health and occupational medicine on training, risk assessment and the application of digital solutions;
- organising a conference to share and disseminate best practices for the prevention of occupational illnesses and injuries, with the involvement of other industrial concerns, the Scuola Superiore Sant'Anna in Pisa and trade union organisations.

INAIL-COMPENSATED ACCIDENTS	2023*	2022	2021
Accidents at work	765	939	909
Fatal accidents	3	3	2
Serious accidents at work ³	210	271	274

* INAIL data for 2023 are partially consolidated, as investigations by the relevant authorities are ongoing as of the date of this writing

Rate of occupational accidents per 500 employees in 2023:

- 11.69% Recordable accidents
- 0.09% deaths

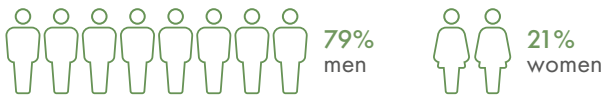
SAFETY OF ON-BOARD PERSONNEL

- installed new video surveillance, access control/intrusion and passive protection systems;
- implemented the Travel Security model, which guarantees 24-hour monitoring of the countries where FS Group colleagues are located and assistance to employers and staff abroad in case of emergency;
- provided specific training to frontline staff with the aim of transmitting cognitive-behavioural tools to deal with/avoid critical situations that may give rise to aggressive episodes.

³ Serious accidents are defined as those for which the days of absence are more than 40.

HUMAN CAPITAL: INCLUSION, ENHANCEMENT AND DEVELOPMENT

The **92,446 people in the FS Group** are at the centre of our strategy and we strive daily to ensure their well-being and growth, through communication, training, development and caring activities at all organisational levels.



+ 0.8 p.p. compared to 2022

The **presence of women is growing steadily** in 2023, the incidence is around 21% (+0.8 percentage points), in line with the Group's objectives and actions to reduce the gender gap. In 2023, the focus was on improving the gender mix within the Group's managerial population, in particular by ensuring adequate gender representation in new management appointments made during the year.

representation in new management appointments made during the year.

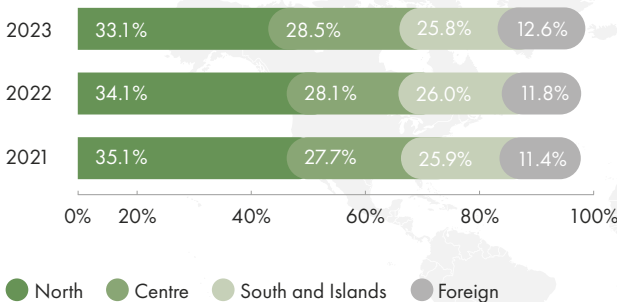


92,446 people
+7,085 compared to 2022

An employee satisfaction monitoring system is in place, aimed at interventions in the areas of greatest concern revealed by the survey.

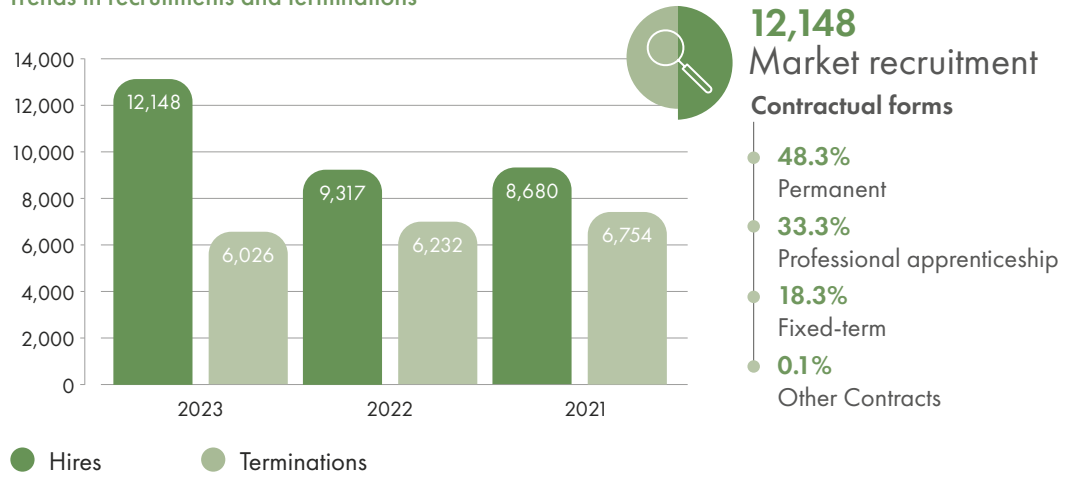
About 13% of the employees work in foreign-based companies.

Staff distribution by geographical area

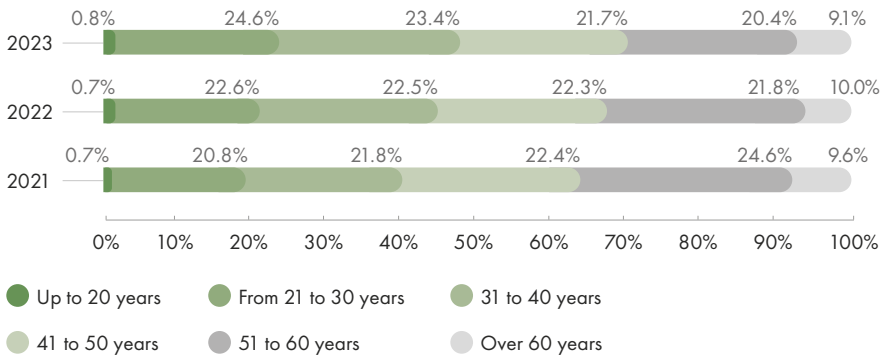


● North ● Centre ● South and Islands ● Foreign

Trends in recruitments and terminations



Distribution of personnel by age group

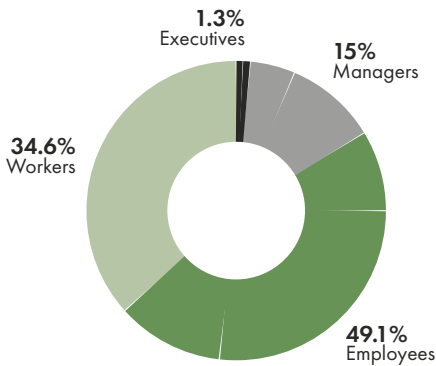


The Group’s commitment to investing in young people continued in 2023.

41 years average age
- 1 year compared to 2022



Staff distribution by professional category



96.8% of the FS Group's employees work under open-ended contracts.

In 2023, the smart working agreement was updated to include the fixed-term contract type.

approximately
968,000 training
days +19%
compared
to 2022

TRAINING: PILLAR OF DEVELOPMENT AND GROWTH

The Holding's training activities were delivered across the Group companies with pilot and consolidation projects, including:

- the **Young Talent** path, intended for Group graduates to ensure the development of the competencies foreseen in the leadership model;
- the launch of the "**L.E.A.D.**" **PROJECT**, Leadership Empowerment And Development, which involved HR representatives and Executives from all FS Group foreign companies
- the **internal catalogue** offered to support the development of **soft skills** of all professional figures;
- the Innovate programme, aimed at multidisciplinary teams, with different seniorities and from different Group companies, to develop, promote and launch new business ideas and test new technologies;
- membership for the first time in the **New Skills Fund** co-financed by the European Social Fund and the Fondimpresa interprofessional fund through the project **Digital Skills**;
- training projects in the field of **technical-professional** for the acquisition and maintenance of technical skills and qualifications/certifications typical of operational roles;
- the design of an **Internal Corporate University** a physical and virtual training hub to anticipate the needs of future professions, enhance and strengthen people's know-how, foster continuous learning and increase competitive value;
- the implementation of the new **Talent Management System** which offers opportunities for learning and enhancing personal characteristics and skills.
- the realisation of **HR Breakfast** to increase and consolidate corporate networking and strengthen the relationship and exchange with industry experts and institutional representatives.

In 2023, the FS Group is again among the leaders in the ranking compiled by **Potential Park**, a Swedish talent communication company, coming in at **second place** in the overall ranking for the best online job search experience and reaching the **first place** in two of the four research topics: Career website ranking and Applying Online Ranking.

Diversity&Inclusion: communities creating unique value

Each of us has a diversity mix that makes us unique. The aim of Diversity&Inclusion management is to value and make full use of the contribution each person can bring to the achievement of the company's objectives and to better equip the organisation to face the challenges and uncertainty coming from the global market. (FS Group Code of Ethics)

The principles affirmed by the Group's Code of Ethics have been implemented through multiple initiatives, including:

- participation in various programmes organised by the UN Global Compact, such as the **Target Gender Equality**, to enhance and promote the presence and equal opportunities of women;
- **Women in Motion training (WIM)**, 12 in-person and three online events with over 1,500 students met in eight different regions;
- **intercultural skills training** to accompany the integration in Busitalia Veneto of new driver colleagues selected among political asylum seekers within the framework of collaborations with the third sector;
- focus group on the **relationship with the passenger in gender transition** which involved train managers, customer advisors, trainers,

trainers and quality line managers;

- **internships and school-to-work alternation** for neurodivergent and cognitively impaired students;
- **support desk** to the onboarding of people with disabilities.

The Group is in the **Top 10 most inclusive companies in Italy** according to the Diversity Association, obtaining the **Diversity Brand Award** the most important Italian award in the field of diversity and inclusion.

For the second consecutive year, the Group received the **Minerva Rome Company of Excellence Award** edition 2023, promoted by Unindustria Lazio and Federmanager Roma, in the category of Large Enterprises, for the great work done in terms of **female empowerment and gender equality**.

Welfare

The Group's Welfare Plan is developed around three main themes, work-life balance, health promotion and the Eurofer Pension Fund, which are translated into specific initiatives and offers, including:

- **supplementary pension provision;**
- **supplementary health care;**
- **subsidy for disabled children.**

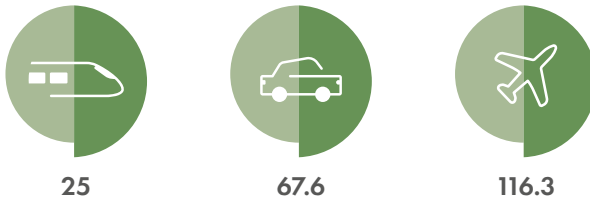
Equal parental leave

During 2023, the number of employees who took at least one day of parental leave was as follows:

PARENTAL LEAVE	number	days
women	1,568	37,100.5
men	5,395	69,126.5
total	6,963	106,227.0

NET ZERO DIRECTION

The transport sector has a significant impact on climate change, contributing about a quarter of global greenhouse gas emissions. Today, rail transport is one of the most sustainable choices for long-distance travel.



kg of CO₂ per passenger on the Rome - Milan route
(source ecopassenger.org)

A-
scoring Climate
Change CDP

In 2023 FS confirmed its result in the **CDP Leadership Band** scoring **A-** on the Climate Change scoring. CDP is a non-profit organisation that oper-

ates one of the leading internationally recognised environmental reporting platforms.

EMISSIONS PRODUCED 2023

2.24 million tCO₂e - Scope 1 and 2 (+12% vs. 2022)

5.12 million tCO₂e - Scope 3 (+26% vs. 2022)

AVOIDED EMISSIONS 2023*

5.7 million tCO₂e (+19% vs. 2022)

* Emission difference FS Group transport vs road transport

In accordance with the GHG Protocol, the range of emissions was expanded by adding new companies and sources to the calculation.



The classification of emissions

Scope 1: direct emissions generated by the company, the source of which is owned or controlled by the company

Scope 2: indirect emissions from energy purchased and consumed by the company (e.g. electricity)

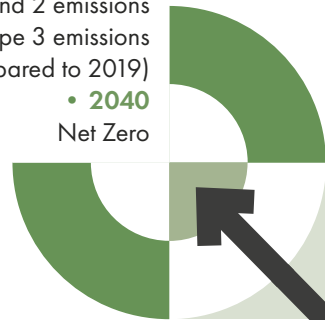
Scope 3: the result of assets from assets not owned or controlled by the reporting company, issues generated by its value chain

From 2020 onwards, the FS Group publishes the GHG Report annually, a document that elaborates on strategies, governance, initiatives and results with respect to climate change mitigation.

In 2023, FS Italiane certified its targets with SBTi (Science Based Target initiative), one of the main international reference bodies for the validation of environmental sustainability targets aligned to the Paris Agreements.

- 2030
- 50% scope 1 and 2 emissions
- 30% scope 3 emissions (compared to 2019)

- 2040
- Net Zero



FS Group Objectives



Net Zero is an ambitious goal.

To achieve this, we have made important choices and initiated important projects.

Self-production of energy from renewable sources.

Through the design and subsequent installation of photovoltaic parks with a capacity of up to 2 GW. A total of 21 MW of power will be installed by 2024.

Use of energy produced by renewable energy production plants. We are increasing the use of Guarantee of Origin (GO) certified energy for uses other than rail traction (such as automotive, lighting and infrastructure heating).



~84% share of energy from renewable sources (GO) on the road network
32,538 km of network, **1,074 km** of illuminated tunnels

Pop, Rock and Blues trains.

A further 108 units will be added in 2023, with up to 30 per cent less fuel consumption than previous generation trains

First HVO biodiesel-powered trains tested.

HVO (Hydrotreated Vegetable Oil) is a non-fossil and circular fuel, produced from waste and renewable raw materials such as waste cooking and vegetable oils, residues from the agro-food industry, etc.

In terms of **road transport**, the objective of upgrading buses to lower environmental classes (Euro 2, 3, 4) with services offering the best environmental standards continues, also by investing in vehicles with hybrid, hydrogen and electric engines and using biofuels such as HVO.



ENVIRONMENT AND CIRCULAR ECONOMY: GENERATING VALUE FOR ALL

For years, the FS Group has adopted a Sustainability Policy and a specific Environmental Policy that promote the adoption of sustainable practices

within the activities and services managed and the reduction of negative impacts on the environment and biodiversity.

Water resource management

For sustainable water management, Group companies are adopting systems capable of **recycle and reuse purified wastewater for other processes**. We are increasingly committed to safeguarding the quality of the water supplied, through regular quality checks and monitoring of the water network and supply points, in order to ensure access to clean water for employees, collaborators and customers.

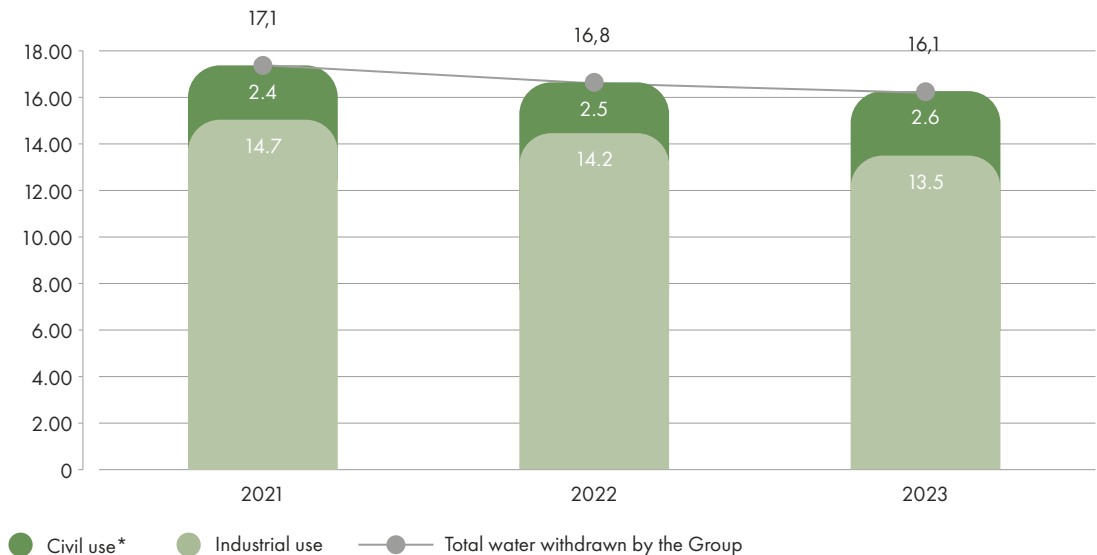


16.1 million cubic metres in 2023
Water withdrawals decreased compared to 2022



equivalent to the annual water consumption of a conurbation with approximately **185,000 residents**

Water withdrawn by use (millions of cubic meters)



* Includes water withdrawals for civil use at stations

Trenitalia Regionale official green carrier in the "105 Save the Sea" project

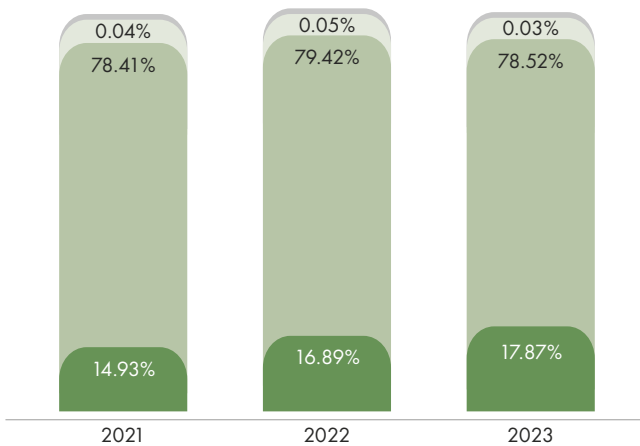
In July, Trenitalia supported, as an official green carrier, the "105 Save the Sea" project, in order to engage passengers on the issue of protecting Italy's seas and beaches. Coordinated by the non-profit organisation Plastic Free, the initiative includes more than 50 events along national coastlines, aiming to inform and engage the public on a plastic-free future.

The campaign involved **over 3,000 volunteers** who collected **around 10 tonnes of waste** through beach clean-ups, who were able to join by registering directly online for the cleanups.

Waste management

One of the Group's strategic objectives to reduce the pressure of its activities on the environment is to achieve optimal management of the materials it supplies and the waste it produces.

Breakdown of waste generation by business unit (%)



Over 96%
of special waste sent for recovery

- Passenger Business Unit
- Infrastructure Business Unit
- Logistics Business Unit
- Urban Business Unit
- Other Services

-460
tonnes of
CO₂

Trenitalia, the parent company of the Passenger Sector, has introduced a renewed on-board train catering system that focuses on the circular economy. The replacement of traditional bricks with r-PET bottles and the use of foodboxes made of 100% recycled FSC-certified paper has saved almost 460 tonnes of CO₂ emissions, which **corresponds to the emissions absorbed by more than 60,000 trees in one year.**

Management of emissions into the atmosphere and from physical agents

The main types of atmospheric emissions involving the Group’s operating companies are related to the provision of passenger and freight transport services, by road, rail and sea. Direct pollutant emissions related to rail transport can be considered relatively minor, given the widespread use of electrified trains.

OTHER EMISSIONS	Units of Measurement	2023	2022	2021	% Δ 23/22
NO _x	ton	5,840	5,848	6,128	-0.1%
SO ₂	ton	149	155	179	-3.3%
PM ₁₀	ton	153	154	163	-0.7%

NO_x nitrogen oxides

SO₂ sulphur dioxide

PM₁₀ particulate matter (represents the pollutant with the greatest environmental impact in urban areas).

Noise and light emissions

The operation of road and rail infrastructures generates noise emissions that can disturb the environment through which they pass. In both the rail and road sectors, we have carried out mitigation work directly on the source, the vehicles, replacing older ones with new ones that comply with and are approved to the latest technical specifications on

acoustics.

In order to contain noise emissions from existing infrastructures, noise mitigation measures were planned and implemented directly along the propagation pathway, such as the installation of noise barriers, dunes and embankments, vegetation barriers or artificial tunnels.

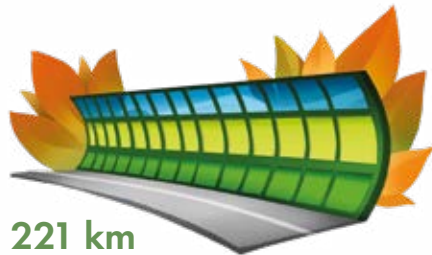
709 km

Sound barriers made in Italy



488 km

in the vicinity of railway lines



221 km

in the vicinity of road infrastructure

We also endeavour to ensure that the irradiation of artificial light is not oversized and is limited to surfaces (e.g. of infrastructures, facades of civil buildings and stations, industrial sites, railway

parks, yards, etc.) without directly or indirectly scattering light rays into the surrounding environment or towards the sky, thus also saving energy.



THE SUPPLY CHAIN: A SUSTAINABLE NETWORK

The FS Group generates value and recognises the importance of integrating and consolidating sustainability considerations in the management

of its supply chain, as a fundamental condition for improving economic, environmental and social performance.



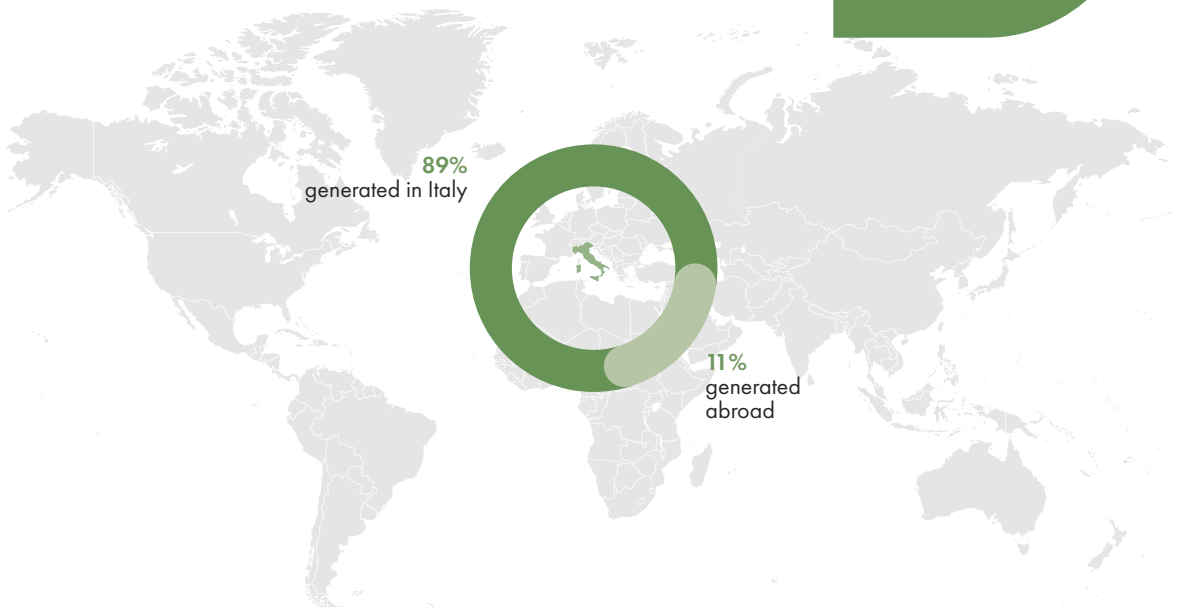
+9.7 bn compared to 2022

26.5 billion

Economic value of tenders awarded

We generate, directly and indirectly, income and job opportunities in the area

Over €20.4 billion:
value of payments
made in 2023



In 2023, we conducted an online survey of strategic suppliers of Group companies and started the related ESG assessment activities via the new

ESGeo IT platform which is a tool for monitoring and managing our supply chain responsibly.

AREAS OF ANALYSIS

1. General information

- General Details
- Relationship with the Group

2. Environment

- Environmental Management System
- Energy and emissions
- Circular economy and resource management

3. Governance

- Information Management System
- Anti-Corruption
- Responsible Procurement

4. Social

- Social Management System
- Working conditions
- Health and Safety

762

suppliers assessed on **ESG aspects** since 2017 through EcoVadis

27

suppliers assessed on **ESG aspects** in 2023 with an **internal methodology** group (average score 1.85 out of 3 - **C+ rating**)

8 strategic suppliers in the product sector Construction achieved an average score of 2.28, ESG Rating B+

ABSOLUTE SCORE

ESG RATING

 $0 \leq \text{score} \leq 0.50$

E

 $0.50 \leq \text{score} \leq 1.00$

E+

 $1.00 \leq \text{score} \leq 1.25$

D

 $1.25 \leq \text{score} \leq 1.50$

D+

 $1.50 \leq \text{score} \leq 1.75$

C

 $1.75 \leq \text{score} \leq 2.00$

C+

 $2.00 \leq \text{score} \leq 2.25$

B

 $2.25 \leq \text{score} \leq 2.50$

B+

 $2.50 \leq \text{score} \leq 2.75$

A

 $2.75 \leq \text{score} \leq 3.00$

A+

The Strategic Business Plan stipulates that, from 2026, all economic operators willing to work for the FS Group will undergo an ESG assessment through the IT platform implemented by FS.

DIALOGUE ON THE MOVE: COMMUNITY AND TERRITORY

The Community

In partnership with Third Sector Entities (ETS) the Group:

- **grants spaces for the purpose of reception and inclusion** of disadvantaged persons (Help Centres and Reception Centres)
- **carries out actions to stimulate the emergence of tourist and cultural routes** collaborating in the identification of cultural and tourist factors to be enhanced;
- **structures awareness and fundraising campaigns and special projects** and engages its employees and users in social cohesion issues.

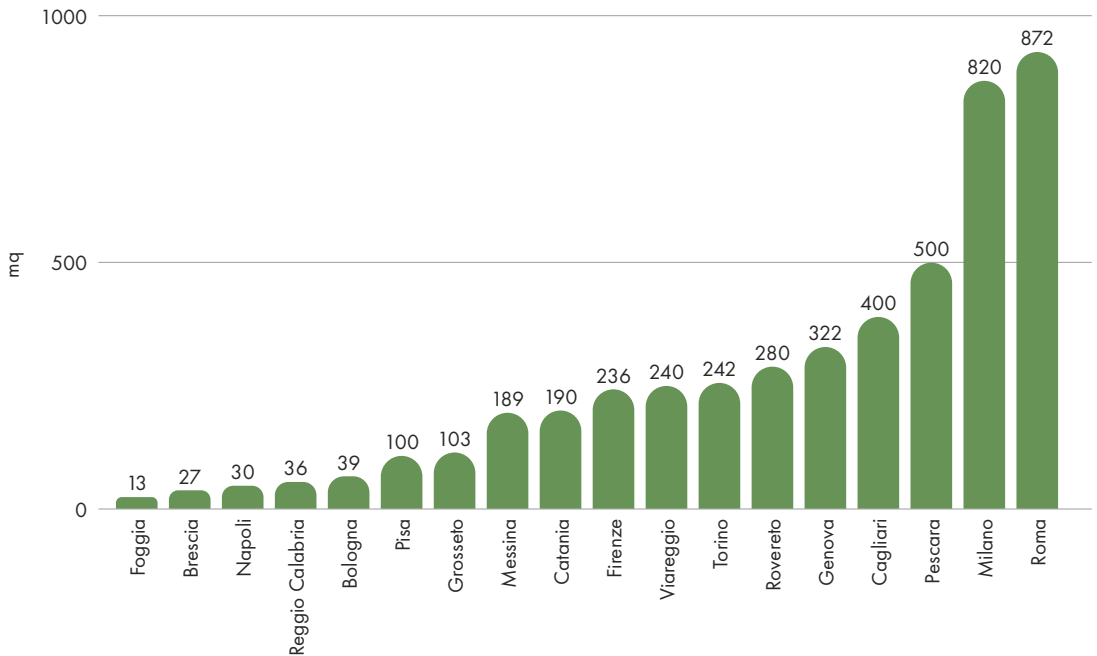
Help Centres are active in five macro-areas: basic needs such as food and medical care, night shelter, day shelter, social secretariat and care-taking.

The **Reception Centres** are managed by local associations for cultural, educational, recreational, sports and occupational therapy activities, aimed at social integration

Rete Help Center-Centri di Accoglienza



Square metres granted by the FS Group per centre



Awareness-raising campaigns, fundraising and special projects

- Frecciarosa
- Race for the Cure
- Italian Women's Football Cup and Ocean Race
- Italian Multiple Sclerosis Association
- Mi riscatto per il futuro, in cooperation with the Department of Prison Administration

Art and Culture

In 2023, numerous partnerships were activated with the art world: exhibitions, museum events in which the Group participated and supported. We allocated €36,000 for the co-funding of local cultural initiatives capable of raising at least a quarter of the budget through territorial crowd-funding activities. The projects are located in areas where significant FS Group investments are concentrated and are aimed at enhancing the artistic and cultural heritage also for tourism purposes, promoting social inclusion, the cultural participation of disadvantaged people and the accessibility to the cultural heritage also of fragile people, people with disabilities or reduced mobility.



The Territory

The FS Group, in particular the company FS Sistemi Urbani, creates the conditions for the realisation of regeneration scenarios and the use, even temporary, of disused railway areas, areas destined to become new urban polarities:

- urban regeneration project of the seven Milanese airports to make the city greener, more social and open to innovation;
- Nodo Termini and Piazza dei Cinquecento project developed to counter heat waves through an arboretum, paving with a high solar reflection index and water reuse;
- 546 km of disused lines converted into tourist lines, cycle routes and greenways;
- 188,353 square metres of floor space belonging to the Group's real estate assets granted on free loan to communities.



Archeolog Onlus

Founded by Anas SpA and Quadrilatero Marche Umbria SpA in 2015, it also includes RFI SpA and Italferr SpA.

It aims to enhance the most significant archaeological finds discovered during the construction of the new road and railway axes.

FS Italiane Foundation

With an asset value of €10.6 million, it generated a value for local communities of €59.7 million through its activities from 2014 to 2023.

In December 2023, the Special Superintendency for the PNRR authorised the project for the restoration and enhancement of the Trieste Museum Station.

The project includes the rebirth of the railway museum, a collective space in the station forecourt, the restoration of the roof, an overhead walkway, the conversion of part of the building into a hotel and the raising of two floors on the Riva Traiana side.

AWARDS AND ACKNOWLEDGMENTS

The Group's commitment throughout 2023 is evidenced by the numerous awards and accolades it has received.



CDP Climate change

Leading company in climate commitment, confirmed A- score



Potentialpark

1st place for the topics "Career website ranking" and "Applying online ranking"



Moody's ESG Solutions

Advanced, 6th in Europe in "Transports and Logistics" rating confirmed



Morningstar Sustainability

Company with low ESG risk



Mediastards

Mediastards Prize for the second year running, with the **"All for her"** spot by Anas



Diversity Brand Index

Among the 10 most inclusive top brands in Italy for the Diversity Brand Index



Assologistica

Logistics of the Year Award presented by Assologistica to Logistics Hub, for the sections Innovation in Transport and Innovation in Technology and Logistics 4.0



Smau Innovation Award

The Group wins the Innovation Award for supporting the Mine Crime and Xrit start-up projects in support of Infrastructure Business Unit activities



Robert F. Kennedy Human Rights Italy

Prize **Robert F. Kennedy Human Rights Italy 2023** for the "Mirisatto per il futuro" Project



Digital Star La Repubblica

The Group is confirmed for the second year **Best in Media Communication, special prize** for the **Talking Yards** project





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