



19

ANNUAL REPORT

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01

INTRODUCTION TO 2019 RESULTS

A long-term vision and an outstanding team performance allowed us to improve our results for the fourth consecutive year.



€ **1.500**
MILLIONS
Turnover



+13%
Operational Profit
on 2018 figures



€ **8.129**
THOUSANDS
Group Net Results



79
Companies belonging
to the Fratelli Cosulich
Group

Letter from the Chairman



2019 was another successful year for Fratelli Cosulich. The positive performance and contribution of all Group Companies allowed us to achieve a turnover of EUR 1.55 billion and to consolidate our footprint globally, from Europe to Asia, to the Middle-East and the Americas.

We are obviously proud of the **positive financial results for the year, among the best in our long history**, but what really matters for us is that in 2019 our Management set the path to our new strategy **“connect to our future”** based on: **self-development, a global approach with a local focus, sustainable and environmentally conscious operations.**

Despite the difficult and extremely challenging environment, what we achieved in Fratelli Cosulich Group is cause for optimism for tomorrow. We switched from a “reactive attitude” to a **“self-development approach”** where we take advantage of technology to anticipate trends and make better decisions on the future. We are confronted with an **impressive speed of change at the macro-economic level and we want to turn this into a strong enabler of our strategy**, ultimately leading us to an agile structure and mindset.

Customers remain at the very core of what we do and customer centricity drives our actions, enabling them to **get the global approach they aspire to, without missing the local focus they actually need.** This is possible thanks to our strong diversification in the

Maritime & Logistics Business, a **unique added value of the Fratelli Cosulich Group.** We share knowledge among our business units to create strong synergies for our customers: this is our secret.

Our group is not only responsible for moving goods globally; **we are responsible for making it happen in the most sustainable way** for the common good. We strongly believe that the success of our business today cannot disregard the impact of our “carbon footprint”. For this reason, we are investing in the latest hardware and software technologies to be among the best players in this field.

This is the last year of my chairmanship and I take this opportunity to introduce my cousin, Augusto Cosulich, as the new chairman from now on. I will remain in the Group as Honorary Chairman, sustaining the development of future business linked to LNG.

We are “connected to our future” and we believe that tomorrow will be better than today: this is why in Fratelli Cosulich we are already working on it.

Andrea Cosulich

Chairman

Achievements of 2019

Our mission is to transform the Group into one of the leading logistic operators in the steel industry.



Anywhere in the world and present in all sectors of shipping and beyond, **Fratelli Cosulich has been many things for 160 years**: shipowners, shipyard, shipping agency, freight forwarder, trade & manufacturer, fuel oil trader and physical supplier, and even IT services provider.

Our Group made it through World Wars, financial and health crisis and our people have consistently demonstrated **an innate resilience in the most difficult moments**.

During 2019, we have unfortunately faced the end of one of our newly-acquired companies and this negative event has helped us to **improve some of our key management policies**. We now rely on a sophisticated business intelligence platform to gather financial and operational data from the 79 Group Companies. We have also developed a multi-layers decision-making process for M&A activities, allowing us to sustain the strong inorganic growth that has allowed the creation of significant synergies over the last years.

As part of our growth plan, **we have invested in the Forwarding business**, through the acquisition of the **Archimede & Gruden Group**. In our long-term vision, the combination of Express Global Group and Archimede & Gruden Group will enable us to create synergies not only in the North-East of Italy but also in Asia and North America.

Loyal to our roots as Shipowners, during 2019 we set the right premises for two important investments. Through our Marine Fuel business unit, **we acquired Emma Cosulich, an 8.000 DWT bunkering tanker**, the biggest in our fleet, that will be employed for our operations in Singapore. Through our Logistics business unit, **we acquired two sister general cargo vessels of 3.700 and 2.600 DWT respectively**, operating in the Dnepr river for the steel industry.

Our mission is to transform the Group into one of the leading logistic operators in the steel industry. We are fully committed to this and we expect to conclude another important investment in 2020,

through the acquisition of a stake in a global player in this sector. As for all of our activities, our vision is not to be a simple supplier for our customers, but rather to become their business partner and to help them achieve their goals.

This is the Fratelli Cosulich Group, whether it is sea, land or air, trust someone who knows them all.

M & A and Business development



Our Corporate Finance Team & CFO

Back in 2005, we set out to consolidate and improve our footprint as a truly global player in the Maritime & Logistics industry. From that moment, we committed to focus on inorganic growth and to integrate our activities both vertically and horizontally, in order to create valuable synergies amongst business units.

So far, we have not only focused on gaining access to new geographical markets; more importantly we diversified our activities, covering a large portion of the value chain in the sectors in which we operate. When pursuing the expansion of our activities, we look at key criteria such as:

- A business plan with a long-term approach
- Businesses and projects that represent a good fit in terms of vision and values
- M&A transactions that will not only fit in but also enhance our operating business model

We have never made a “hostile takeover”; the Group has always focused on a smooth and effective integration of the acquired company, making sure that teams maintain a collaborative approach. **While it may be a cliché, the reality is that our people ARE our most valuable asset. With that in mind, when we acquire a business, we make sure that the human-resource angle is given the attention it deserves.** We believe in the sense of belonging across all people of the Group and we do our best to provide the new companies with missing financial, operational or technological support.

We have so far rejected approaches from investment funds; we believe that most companies can be acquired and optimised through efficient turnaround and management strategies. However, we are not looking for immediate financial returns and are instead focused on achieving long-term goals.

We enjoy the support of financial institutions to create value, through the development of companies and their people, creating a tomorrow that is better than today. We are “*connected to our future*”, and we are already working for it.

02

**OUR ACTIVITIES
IN 2019**



Marine Fuel

Marine Fuel

Timothy Cosulich

We are a key part of the supply chain, supporting buyers and suppliers, and providing the human and financial resources necessary for the industry to function smoothly and transparently.

2019 was a memorable year for our Marine Fuel Business Unit. Not so much because of the **very positive financial results** we achieved, but because **we were able to work as a team and focused on bringing value to our customers.**

The IMO Sulphur Cap came into effect on 1st January 2020 and the lead-up to the deadline was a major source of concern for ship-owners and operators alike. Our teams around the world spent significant time, starting all the way back in 2017 and 2018, understanding the impact of the regulations and studying the best course of action for players in the industry.

As a fuel trading company, our role is not merely to buy and sell. **We are a key part of the supply chain, supporting buyers and suppliers, and providing the human and financial resources necessary for the industry to function smoothly and transparently.**

2019 has seen a strong performance across all our Marine Fuel offices. **In our “home-port” of Genoa we have started our activity as a physical supplier,** which has started very positively and continues to be an important contributor to our bottom line. With many players in the industry worrying about the impact of Very Low Sulphur Fuel Oil on the market, this was a great example of how **our team was able to turn a challenge into an opportunity.**

Our Monaco, Hong Kong, Dubai, and Haiphong offices continued to perform well and managed to improve on the already positive results that they had achieved in 2018. You will not believe how many times I get stopped at conferences or meetings by people who wish to share with me how professional, responsive, and caring our traders are. This is something that makes me feel incredibly proud and grateful for my colleagues are true ambassadors and role models within our Group.

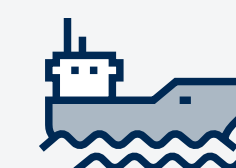
Our New York office underwent a management change which brought along fantastic results and we are excited about the prospect of consolidating our presence in the Americas.

Finally, in Singapore we have continued on our strong growth path with the addition of the 8.000dwt bunker tanker Emma Cosulich, bringing our fleet of owned and operated vessels to six. The new unit is particularly catered to large supplies and with its high specs is very sought after by oil majors.

Despite the impact of the COVID-19 pandemic, we expect our Marine Fuel business to keep growing in 2020 both on the trading and on the physical supply side. We are in constant learning-mode and are confident that this mindset will allow us to keep improving.



5.3
MILLION TONS
Volumes



6
Bunker Tankers owned
and operated



51
Years of Marine Fuel
activity

Ship Agency

Augusto Cosulich

Our main goal is to provide our customers with a tailor-made service to support their needs, avoiding complaints, delays and additional costs.

Fratelli Cosulich is a “unique” Company in the world of shipping, recognized as a leading player in the maritime sector, able to keep its status of independent agency that operates in all the main Italian ports in the name and on behalf of various private and public companies.

During 2019 the Fratelli Cosulich Group attended a total number of 4.762 ships across all its companies, mainly in the Mediterranean.

We work hard to provide to our customers all possible assistance required.

We have a broad and exhaustive list of services covering:

- Marketing and business development strategies
- Documentary assistance (customs, harbour master's office, etc.)
- Port agency, husbandry

- Management of respect parts, coordination of loading / unloading, coordination of technical / nautical services, freight collection
- Careful management and periodic reporting on each phase of the shipment, from booking the load to delivery
- Customized software procedures to provide EDI exchanges with any external party

The tramp activity offers shipowners and charterers full coverage of the Italian territory and beyond, where our professionals provide a highly qualified service available 24 hours a day, 7 days a week.

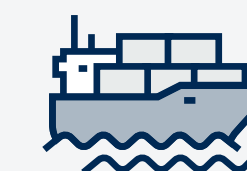
In 2019 we managed over 70.000 teus in Italian ports and over 1 million teus globally handled through the companies of the Group.

Our main goal is to provide our customers with a tailor-made service to support their needs, avoiding complaints, delays and additional costs.

Thanks to our leading position and knowledge of Mediterranean ports and our direct and indirect presence in all key locations, we can ensure efficient and effective results: we are able to manage all types of ships and cargoes, from bulk, rolling stock, conventional goods to containers and passengers



1.000.000
Teus handled



4.762
Ships managed



850
Customers served



Yachting

Yachting

Tomaso Moreno

We manage a group of companies entirely dedicated to satisfy the Yachting associated industry.

During 2019 our Yachting business unit recorded a general growth in clients and port calls across all offices: **we are now recognised as a leading player in the yacht agency industry.**

While we were consolidating our position in the stable markets of France and Monaco, where most of our port calls per year arise, we also achieved strategic targets in different geographical areas such as:

- **South of Italy:** the opening and development of a new office in Naples has further contributed to a leading role in the Italian Riviera and in the Adriatic Sea;
- **Croatia:** increasing our customers' base and our presence in the country's yachting scene and now being recognised as a consolidated and strong player;

- **Greece:** improving our structure, recording profitable results for the second year and maintaining a positive outlook for the future;
- **Singapore and Indonesia:** our activities are growing fast and we are actively rivalling established agencies in the competitive landscape in the region and increasing our market share.

Benoa Marina in Indonesia and Marina Molo Vecchio in Genoa have generated record results in 2019 with higher transit numbers and longer calls in port compared to 2018. In addition to this, our ship chandlery activity is growing and improved on what was already a record result in 2018.

Perfect Mooring a Group Company providing a completely new and environmentally conscious service for mooring, just completed the placement of buoys field in Rayol Canadel (France) and is currently

bidding for new projects based on their established expertise and efficiency.

During 2019, the Group also decided to focus on its Yachting activities investing time and money in innovation and digitalization, improving our way to work not only administratively but also operationally.

Thanks to this wise approach, we are confident that 2020, despite the COVID-19 crisis, will record important improvements and we are optimistic for the future of the business unit.



15

Ports in which we operate



3.500

Calls in the Med



2

Operating Marinas



Trade and Manufacturing

Trade and Manufacturing

Marta Cosulich

Over the last years, we have been able to consolidate our presence in the market and we are looking to develop new partnerships to broaden our products' and solutions' range in segments where we are leader today.

The Group is active in Trade & Manufacturing since 1995, the foundation year of our Group Company, Link Industries.

Link Industries manufactures and distributes goods for building construction, offers solutions for thermo-acoustic insulation in the industry, building, and marine insulation markets, and sells high technology welding equipment. Link Industries, an ISO 9001:2015 certified company, is an exclusive and long-lasting partner in Italy both for Paroc Group Oy, leading manufacturer of mineral wool for insulation [www.paroc.it], and Kemppi Oy, world renowned in manufacturing welding equipment [www.kemppi.com].

In 2019 we celebrated 10 years of partnership with Kemppi Oy and 2020 will be the 20th anniversary of the Link – Paroc collaboration. Main achievements include consolidating our presence in the yacht, military and cruise-ship market with Paroc innovative

NAVIS stone-wool for insulation and the development of new partnerships to foster Kemppi's presence in the automation and robotic market in Italy.

Over the last years, we have been able to consolidate our presence in the market and we are looking to develop new partnerships to broaden our products' and solutions' range in segments where we are leader today. With continuous investments on R&D, certifications and technologies, and thanks to a strong network of reliable suppliers in different Countries, Link Industries is focused on developing solutions and new products to satisfy specific customers' needs. Concerning building materials, all products are developed by our technical department in our offices in Genoa, Italy and Beijing, China, certified by third party accredited certification bodies and tested by authorised laboratories.

All logistic and distribution processes, from transportation to storage until the arrival of the finished

product to the customers, are efficiently managed directly by the Company thanks to its centrally located 8.000 sqm warehouse and with the collaboration of different Group affiliated companies.

Link industries rely on 27 talented men and women with more than twenty years' experience: assisting customers in finding the best products to enhance business; providing ad hoc solutions and a top-level logistic and customer service is key to our success.

The diversification of business and markets where we operate and the synergies amongst the Divisions have guaranteed positive results over the last years. With a turnover of € 27.8m and a net profit of € 748.082 in 2019, Link has also improved its margins compared to the previous year. The strength of the Company is demonstrated by its Net Equity: from € 2.6m in 2018 to € 3.4m in 2019 with an increase of over 28%.



4.000

Items in our product catalogue



20

Years of partnership Paroc



10

Years of partnership Kemppi Oy

Catering and Manning

Matteo Cosulich – Marta Cosulich

Our 2019 has been distinguished by increased commercial activities but also substantial investments aimed at improving our management processes focusing on IT advancement and staff training.

The Catering business has been managed by Fratelli Cosulich since 1946. Through catering and victualing contracts, we provide our customers with quality catering aboard ships and off-shore units.

Last year, within the Ferry Catering Service activities we reinforced our market share: on top of routes already served, we have been able to acquire new customers leading us to operate in new areas of the business. **This is the result of increased commercial activities but also substantial investments aimed at improving our management processes focusing on IT advancement and staff training.**

2019 was a very satisfying year for the offshore units' segment: we were able to finalise new contracts that strengthened our presence, especially in the Brazilian market. **A remarkable decision has been taken in Fratelli Cosulich do Brazil, where we invested on an advanced photovoltaic system for the**

production of needed energy for our offices and warehouses: Macaè is the first self-sufficient energy office in the Group.

We continue to work hard to strengthen our presence in the Naval and Logistic supplies industry. The Livorno platform remains an important asset on which we will consolidate our growth, thanks to the precious synergies with other Group activities.

For over 70 years, the Manning department provided staff and related services to the oil, shipping and catering companies: our professionals have been employed internationally for our customers thanks to an impeccable recruitment and workforce management service.

During last year, we have completed the digital transformation that brought our name to every part of the planet, immediately attracting the at-

tention of potential customers: we are now completing the negotiation for the increase in supply of our services to some of the most important players in the oil & gas industry.

Thanks to constant social media marketing, the office boasts an ever-growing pool of professionals and with the new management software developed by our Group IT company, we now rely on an advanced, automated selection process, satisfying the demands of our customers.



4.5 MILLION
Meals served onboard



665
Our Catering Crew operating onboard



350
Customers served



11
Types of services supplied



Freight Forwarding and Logistics

Freight Forwarding and Logistics

Augusto Cosulich – Marta Cosulich

We are investing in new technologies to reduce the environmental impact of road transport and by 2020 more than 20% of the Lorma Logistic fleet will be powered by LNG.

The Fratelli Cosulich Group through its subsidiaries acts as an international freight forwarder, offering services of integrated logistics and shipments both in import and export, in the various modes of transport: air, land, and sea.

The Group, through the subsidiaries of Express Global, Express Adriatica, Express Global Balkans, Dragon Maritime of Rijieka, Koper and Belgrade, Fratelli Cosulich Turkey, Oc Line Turkey, Italmare Turkey, Arcese Cosulich Turkey and Ireland, Lorma Logistic, Ambro Terminal and Archimede Gruden boasts offices all around the world.

Logistics and transport solutions, including customs assistance, allow the Group to generate significant synergies through collaboration between the different companies.

This organization and the diversification of the companies involved is able bring to the market a wide

range of services: sea shipping, truck transport and intermodal, warehouses, assistance and customs formalities, filling and emptying of containerized goods, loading and unloading of bulk goods.

In land transport, the specific know-how of this sector is supported by a structured organization capable of responding to customer needs. With an owned fleet of over 80 trucks and 100 semi-trailers, and a network of direct partners, **Lorma logistic manages more than 60,000 journeys and transports every year.**

We are investing in new technologies to reduce the environmental impact of road transport and by 2020 more than 20% of the Lorma Logistic fleet will be powered by LNG (liquefied natural gas).

The Group carries out customs activities in import and export, goods transfers under customs restrictions, port and administrative customs formalities,

relating to the loading and unloading of the goods, transit documents and customs assistance and advice of various kinds.

On the shipping side, the Group managed more than 150,000 teus from and to the various and disparate destinations in the world both in import and export direction. The inland, internal terminals and related road and rail connections allow us to offer integrated logistics solutions.



4.500

Unique routes managed



790

Ports of Destination



3.000

Customers served

Business and Leisure Travel

Matteo Cosulich

We offer 360° consultancy and services for all types of passenger transport, including various related services such as hotels, car rentals, insurance, visa and document management, and organization of business meetings.

Since the foundation of Fratelli Cosulich, there have always been strong ties with travel activities. Still after decades, the parent Company operates within the Business Travel, Leisure Travel and Travel Agency industries.

During this period, our Group significantly sustained small and medium Italian enterprises to get national and international access to business travel activities, also collaborating with the Public Administration and various Public Bodies.

We offer 360° consultancy and services for all types of passenger transport, including various related services such as hotels, car rentals, insurance, visa and document management, organization of business meetings.

We have an IATA and Trenitalia license and also provide services for the issuing of tickets to non-IATA

agencies through the Amadeus Easy Selling Click & Sell or Selling Connect issuance platform to over 150 travel agencies. Independent travel agency for over 70 years on the market, former general agent Alitalia, Iberia, Ltu and Pan Am, we specialize in the management of business trips and in the B2C sale of tourist packages and cruises with the main Tour Operators.

For the Travel business unit, 2019 has recorded stable results across all main activities: customers supplied and both tickets and travel packs sold contributed equally to the turnover.

Unfortunately, 2020 will be a critical year for our activities due to the Covid-19 pandemic impact. Despite an extremely positive first quarter, we did see a dramatic drop of our activities in the following months.

Our focus will be on reducing to the minimum the impact on the annual performance. On these premises, 2020 will be the year of the digitalization of the department, which will include a new website, a B2C orientation, and a strong focus on the development of synergic projects linked to the Manning sector.



€ 15 MILLION
Total Revenue



45.000
Vouchers and Tickets
supplied



41.836
Passengers assisted



IT Business

IT Business

Matteo Cosulich – Marta Cosulich

All IT solutions are tailor-made, cost-efficient and time-optimised.

The Group has always considered the implementation of the most advanced technologies as the enabler for its competitive advantage in the Maritime & Logistic landscape. Since 1995 Genesys Informatica has provided its services to Fratelli Cosulich Group companies in 4 main sectors: **Software development, Information Technologies, Business Intelligence and Real Estate management.**

Thanks to the internal know-how, **all IT solutions are tailor-made, cost-efficient and time-optimised.**

In 2019 the number of software entirely developed by the Group through Genesys Informatica exceeded 30 single applications, across 8 different business units of the Group. **Over 90% of our employees' daily use in-house developed software and websites**, from Bunker stems software to Manning dedicated portal, from Catering Management software to Freight Forwarding web solutions, **all activities of the Group have benefited from the work provided by the IT department.**

Genesys Informatica has also played an important role in providing Group companies with a technologically advanced IT infrastructure, with bias-less security structure for around 700 working stations at a global level. In 2019, the Help Desk provided over 30.000 requests (phone calls, mails and assistance tickets) from the employees of the Group. The 2020 global pandemic events have just highlighted the top quality and reliability of IT services and assets internally managed by the Group: a smooth process has been set and all employees have been able to work from home overnight.

The Business Intelligence department was developed several years ago thanks to the wise vision of the board members of the Group. The B.I. tools implemented are on the cutting edge of the current technology and we keep investing, as proven **by the acquisition of a specialised company of the sector, Comunico S.r.l.** Now the advantages of its application involve over **30 Companies, managing 36 Da-**

tabase that are the base for 18 Operational models (business units involved include Insurance, Bunker Trading, Credit Management, Container Terminal, Bunker Physical Supply, Agency Liner, Mobile Data consumption analysis, Finance and Administration, Warehouse management). We have now 6 models under development for different areas of Finance, Freight Forwarding, World Global Market, Internal Auditing, GDO.

The main results obtained include the optimization of the workflow and of the control capacity, development of analysis tools, and last but not least, a big contribution to the economic results (both directly with the analysis and management of credits, margin analysis, development of commercial strategies).



11.000

Software programming hours



30.000

Support requests managed



3.460

Malicious attacks rejected

Insurance activities

Matteo Cosulich

During 2019, the Group consolidated insurance-related activities under the management of Cosulich Assicurazioni.

Over the past decade, loyal to its historical business' roots, the Group is back again into the insurance activities thanks to the establishment of Cosulich Assicurazioni. Our operations are now able to cover several business areas, such as: Captive insurance, Industrial, Corporate and Middle Market insurance, Marine, Transportation and Logistic insurance, Public entities, Credit insurance and surety, healthcare and life insurance, professional liability insurance and retail.

All our solutions are highly specialized relying on cutting edge technologies as the new generation of insurance brokerage companies, agile with optimized structure. During 2019, the Group consolidated insurance-related activities under the management of Cosulich Assicurazioni. Thanks to an in-depth analysis of all insurance services for Group companies, we have been able to get a significant value optimization.

Over the course of 2019 we achieved insurance premiums amounting to Euro 3,7m and premiums accrued in other currencies for USD 268.000 distributed over 1534 insurance policies and 556 customers. We are also happy to share the achievement of our goals:

- In the Public sector, our 5-year plan of 50 Local Authorities threshold was finally reached and exceeded;
- In the Marine, Transportation and Logistic areas, we defined fruitful collaboration relationships with the most important intermediaries in the market, thus enabling us to effectively serve some of the most important companies in the sector;
- We set the base for the implementation in 2020 of a new and more advanced management software platform which will allow us to simplify and increase the efficiency in our internal accounting procedures.

During 2020, we expect to benefit from some important collaboration agreements with other intermediaries, expanding our customer base, improving our offering in the industrial and marine sector, launching a new project in the "unexplored" sector of the public schools and of course, looking after the insurance needs of the new companies that will join the Fratelli Cosulich Group.



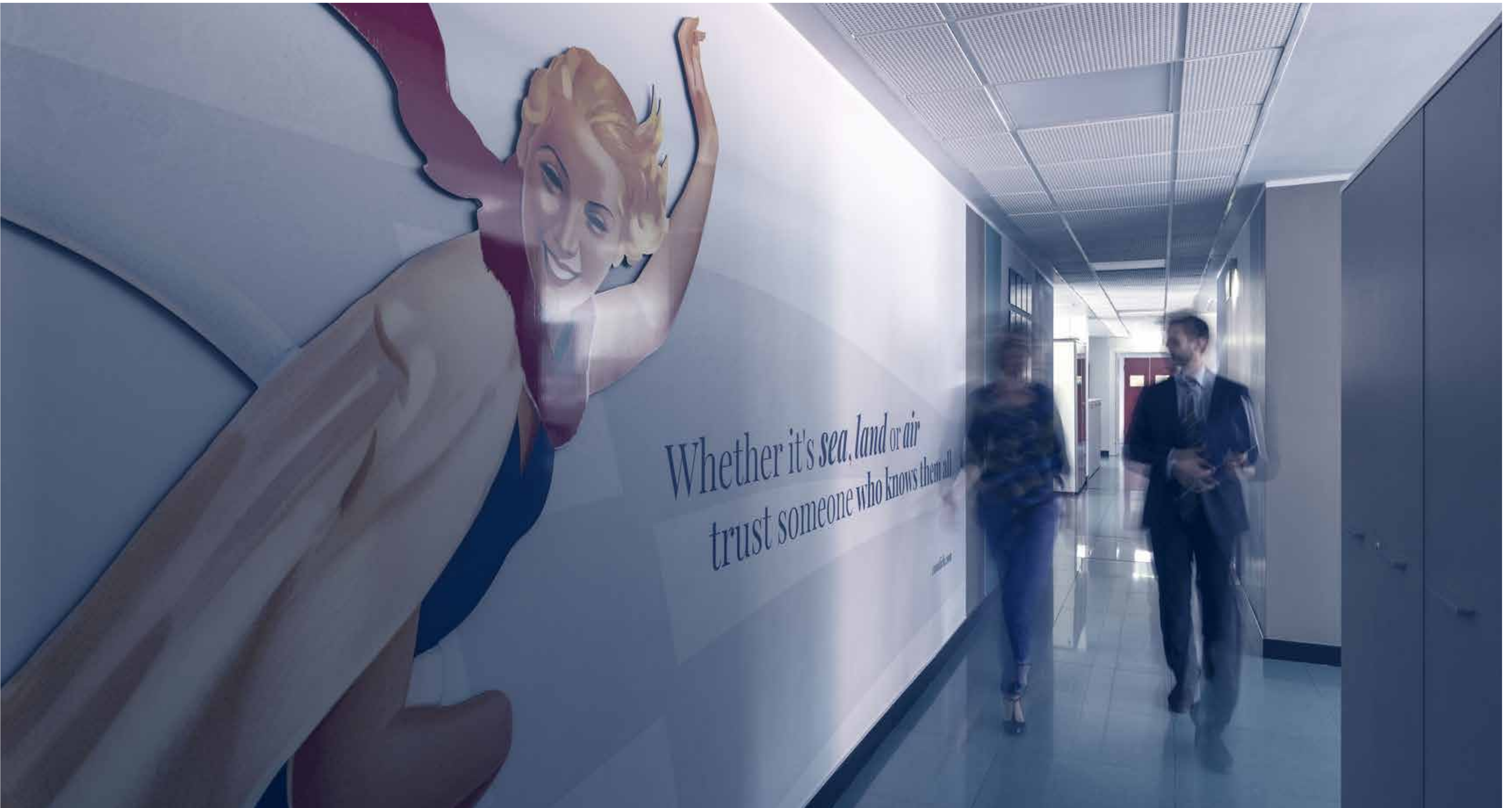
€ 3.9 MILLION
Value of Insurance
Premium managed



1.534
Number of insurance
coverages provided



556
Customers served



03

**OUR BOARD
OF DIRECTORS**

Members of the Board



**Andrea
COSULICH**

Chairman

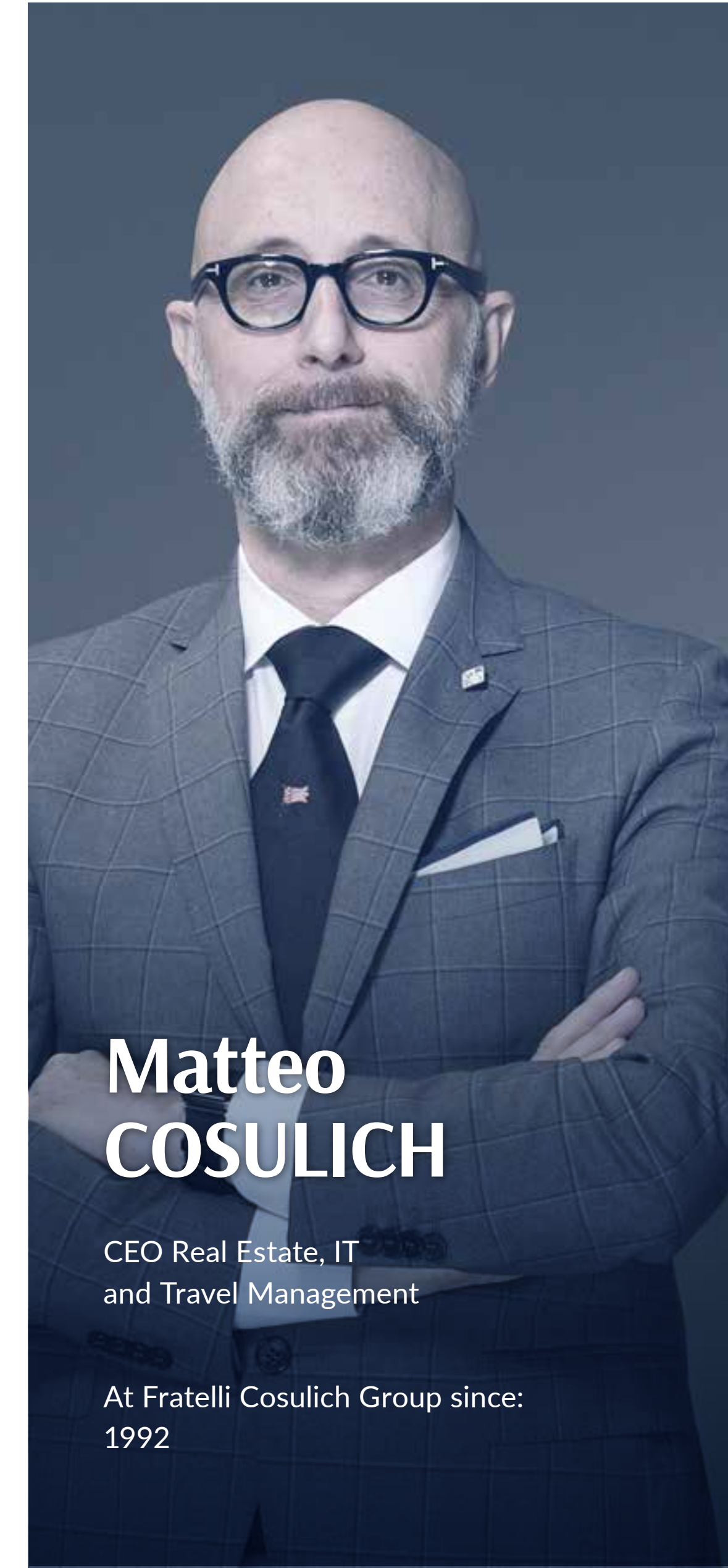
At Fratelli Cosulich Group since:
1976



**Augusto
COSULICH**

Cavaliere del Lavoro, Vice Chairman,
CEO Line and Shipping agency

At Fratelli Cosulich Group since:
1980



**Matteo
COSULICH**

CEO Real Estate, IT
and Travel Management

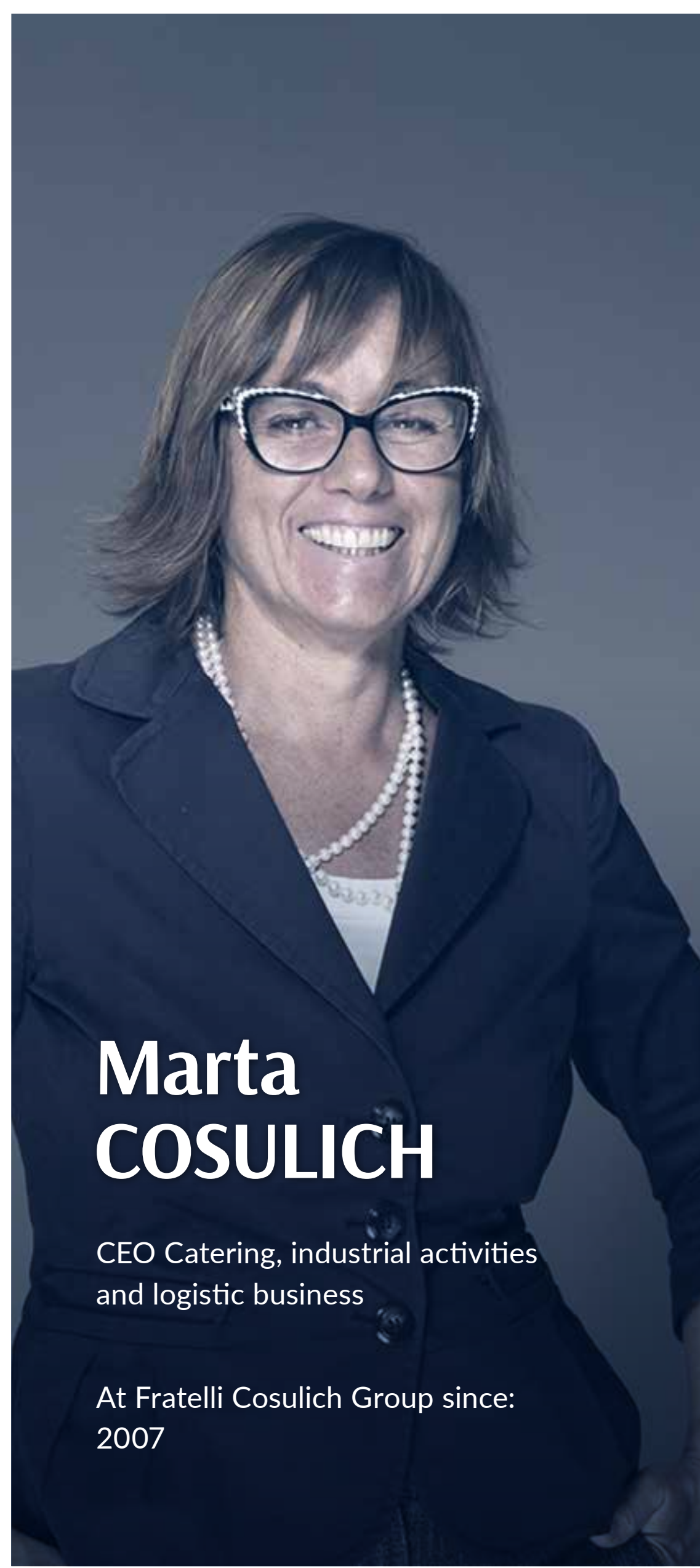
At Fratelli Cosulich Group since:
1992



Tomaso MORENO

CEO Yachts and Cruise
shipping agency

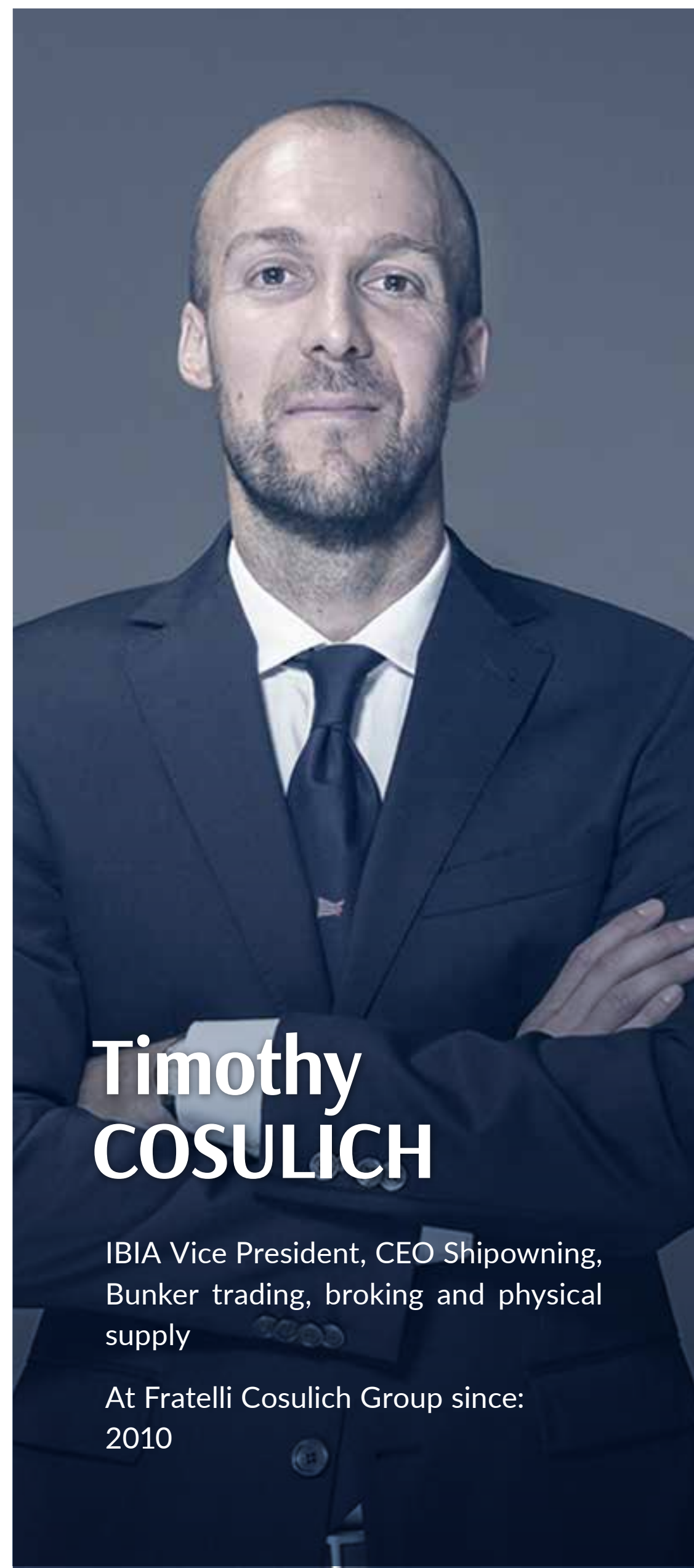
At Fratelli Cosulich Group since:
2000



Marta COSULICH

CEO Catering, industrial activities
and logistic business

At Fratelli Cosulich Group since:
2007



Timothy COSULICH

IBIA Vice President, CEO Shipowning,
Bunker trading, broking and physical
supply

At Fratelli Cosulich Group since:
2010



Stefano ABATE

CFO

At Fratelli Cosulich Group since:
2001

The added value of a Family owned Company

There is no denying that being a family business comes with its complications. How do you foster meritocracy within the structure, and how do you turn the family-angle into an asset rather than a liability?

We do that by focusing on what we believe matters: the sustainable health and success of the Group. Being a 100% privately owned company, we can afford to think about the long-term, without getting distracted by what the results will be next month or next quarter. We can take difficult decisions when we are convinced that those are in the interest of the business. We can invest in the development of our people, as we want them all to be ambassadors of the Group and share our values.

Our lean structure also means we are nimble and agile in our decision-making process and, in a fast-changing world that can be the difference between success and failure.

Our challenge for the new decade will be to make our tradition a stepping-stone towards change and to maintain the learning-mindset that previous generations have so strongly displayed.

We see ourselves as captains of a ship, whose job is to take care of the ship, make it better and faster, and hand it over to another captain, the next generation.



The vision of the Group

C Competencies

We never stop building our competencies through which we deliver on our promises. One of our key focus areas going forward will be on the technological development of the Group and of our offer.

O Outstanding

In order to consistently bring value to our customers we strive to create an environment where outstanding performance is the norm, not the exception.

S Strategy

We are pursuing an acquisition-based strategy aimed at identifying growth opportunities and synergies with our existing business. We create partnerships with players that share our values and that place an equal weight on reputation.

U Understated

You will not hear us boasting or bragging about how good we think we are. We would rather have our actions and behaviours remain true to our reputation and we focus on working rather than talking.

L Learning

With many “know it all” companies around, we see ourselves as a “learn it all” company, focused on constantly evolving and challenging the way we do things, with the goal of always providing a unique service to our clients.

I Integrity

Everything we do, every decision we take is driven by the importance we place on what our name and brand represent. We are true to the values that have brought us where we are since 1857.

C Customer centricity

Everything we do is for our customer. We aim at developing the sort of deep knowledge of our clients that allows us to adapt our own structure to our clients' and make their life easier.

H Human Resources

We are a service company and the value we bring to the industry lies with our People. We invest in them and in their development as professionals and as persons; we want them to be true ambassadors of our Group.

04

THE LIFE
IN THE GROUP

Our companies, Our people



17
Countries



12
Languages



79
Companies



911
Employees

Located in over **17 countries**, speaking more than **12 languages**, our people are as diverse as our communities globally.

A company's history longer than 160 years cannot happen without talented people and we don't believe in putting limits on learning, personal growth, and the opportunity to leave a mark.

The Group comprises **79 companies** of operating in different areas of the world from France, Slovenia, United Kingdom, Ireland, Turkey, though China, Hong Kong, Vietnam, Indonesia, Singapore, Brazil and the United States.



Great People for outstanding results

Acting with a **growth mindset**, we believe in continuous learning to improve our Company and ourselves: our ideas, abilities, perspectives and backgrounds are the foundation of our business success.

We believe that the best way to improve is to create real value for the clients that we serve every day and we collaborate across countries to make it happen. **We encourage empowerment and foster cooperation** as everyone can contribute to our success.

We consider **trust** as the way to grow stronger and connected across different locations and various business units. We value how we work as much as what we achieve and we are recognised for our goals and valued in our team and as individuals.

We enable **knowledge sharing** and **job rotation** across different

companies and departments, actively building junctions and strongly seeking new opportunities for development.

With diversified activities that allow us to offer life-changing careers we can count on a very high retention rate and on colleagues who want to stay and grow within the Group over the years.

While being asked to find solutions, we act fast implementing and **providing answers** to a wide range of queries.

The **strong sense of belonging** across the Group is the signal that collaborating on shared values, creating opportunities, fostering integrity and fairness can make **our people the winning asset for the Group**.

The Group and the Environment



In 2019, global society made a huge step forward **for a more environmentally and socially sustainable world**. This is contributing to the creation of new rules that also have a noble and long-term objective: decarbonise the logistic supply chain.

At Fratelli Cosulich, we have never reacted to environmental policies, but we always implement all possible efficiencies in advance. We believe that **taking advantage of the technological innovation available** will help us to change the way we have an impact on the environment.

So far, in our HQ we have implemented **photovoltaic panels** that are used to decrease the environmental impact of everyday life in our offices. This is contributing to decrease our “carbon footprint” and we are still investing to to achieve a decrease of Co₂ impact that is equivalent to over 1.500 tall trees by the end of 2020.

Within our **fleet of vehicles**, we are implementing **hybrid power-trains** to reduce the pollution that is generated in our major cities. In order to sustain the new generation of vehicles, EVs, we are installing powerboxes to recharge those vehicles.

On the operational side, our Company Lorma Logistic, specialising in road transportation, introduced several trucks with the most advanced hybrid technologies. Thanks to the support of the Government, those vehicles will reduce the fuel consumption by about 40%. In addition to that, thanks to our internal IT Company, Genesys Informatica, **we developed a specific software** that is supporting us to **create the most efficient combinations of jobs**, reducing the number of wasted journeys per day.

We are working to incorporate sustainability in our operations, in our daily habits because we are **“connected to our future”**: tomorrow will be a better place than today and we are committed to it.



Reduction of CO₂
impact equivalent to

1.500

tall trees



Fuel consumption
reduction

40%

per each veicles



Please find enclosed all additional financial information for Fratelli Cosulich S.p.A.





Whether it's *sea, land* or *air*,
trust someone who knows them all.

cosulich.com