

## SUSTAINABLE DEVELOPMENT GOALS 2025

AREA	ACTION	KPI / MEASUREMENTS	RESPONSIBLE
CLIMATE / ENVIRONMENT	Maintaining a low-emission fleet	100% fleet meets Euro 6 standard	Transport Manager
	CO <sub>2</sub> emissions monitoring	100% of routes monitored for CO <sub>2</sub> emissions/tonne-km	Transport Manager
	Route optimization	Monitoring empty runs (target ≤10% of total km)	Transport Manager
	Driver incentive program	Implementation of an incentive program for 100% of drivers for eco-driving and low CO <sub>2</sub> emissions	Transport Manager
	Eco-driving training	100% of drivers trained	Transport Manager
	Paper reduction in the office	-50% paper consumption vs. 2024, 100% recycling	Administration Manager
LABOR AND HUMAN RIGHTS	Maintaining female representation	≥ 35% women in operations and management	Board
	Equal recruitment opportunities	100% recruitment based on equality policy	HR Manager / Chief of Staff
	Health and safety and anti-discrimination training	2 health and safety and 1 anti-discrimination training per year	HR Manager / Chief of Staff
	Work-life balance	2 action learning trainings on emotional balance, energy and stress management, and physical health	HR Manager / Chief of Staff
	Competency development	100% of employees with a development plan + ≥8 hours e-learning per year	HR Manager / Chief of Staff
ETHICS AND CORPORATE GOVERNANCE	Update and communication of the Code of Ethics	Regular review, updates, and confirmation of compliance by 100% of employees	Compliance and Quality Manager
	Whistleblowing program	Whistleblower channel launched according to policy, 100% employees trained on the reporting mechanism	CSR Leader
	Supplier ethical audit	50 key suppliers evaluated on key ESG criteria	Carrier Network Manager



	Team leaders and directors training	100% of management trained	HR Manager / Chief of Staff
<b>SUSTAINABLE SUPPLY CHAIN</b>	ESG criteria in carrier selection	100% of new carriers evaluated based on ESG – mandatory due diligence check (transport licenses, insurance, registry entries, Euro 6 compliance)	Damages and Debt Control Manager
<b>KNOWLEDGE AND INNOVATIONS</b>	Supplier education	≥2 workshops per year	Quality and Compliance Manager
	Technology investments	≥3 new tools implemented	Continuous Development and Innovations Manager
	Documentation digitalization	70% of documents digitalized	Continuous Development and Innovations Manager
<b>LOCAL COMMUNITY</b>	Supporting ESG initiatives	≥5 initiatives per year	Marketing Manager / CSR Leader
	Road safety education	≥2 educational campaigns	Marketing Manager
	Collaboration with local governments	≥2 municipalities in partnership	Marketing Manager
<b>CYBERSECURITY</b>	Employee training	100% of employees trained	IT Manager
	IT testing	2 tests per year	IT Manager
	GDPR compliance audit	Audit completed and compliance confirmed	IT Manager / Compliance and Quality Manager
<b>RISK AND BUSINESS CONTINUITY</b>	ESG risk review	Twice a year	Compliance and Quality Manager
	Emergency plans	2 scenarios developed	Board / Compliance and Quality Manager
	Business continuity plan test	1 test per year	Compliance and Quality Manager

