

SUSTAINABILITY POLICY

Sustainability policy applies to all company belonging to Hegelmann Company's subsidiaries (according to organizational structure). Hegelmann Companies' are committed to being a sustainable business and this is an essential part of our corporate social responsibility strategy.

Our **mission** is to provide a wide range of logistics solutions where the customer can be on the pulse of the service.

Our **vision** is to strive for excellence. Our keystones: society, customers, suppliers and colleagues.

Guided by the Hegelmann Companies' mission, vision, values and strategic objectives, we are purposefully implementing this sustainability policy across three key areas: economic, social and environmental.

We align ourselves with the principles of the European Charter of Human Rights, the International Labour Organisation's Declaration on the Rights of Workers, the environment and the fight against corruption:

1. Uphold and respect internationally recognised human rights;
2. Not to violate human rights;
3. Guarantee freedom of association, including trade unions, and actively engage in constructive dialogues with their freely chosen representatives.
4. Zero-tolerance for compulsory and forced labour.
5. Zero-tolerance for child labour.
6. Zero-tolerance for discrimination or harassment in any form;
7. Apply preventive measures to ensure environmental protection;
8. Take initiatives to increase environmental responsibility wherever our activities may have a potential negative impact;
9. Promote the rational and sustainable management and use of resources, coupled with responsible and efficient energy consumption;
10. Cultivate an anti-corruption environment and refuse to tolerate any forms of corruption, including bribery, kickbacks, and influence peddling;
11. Actively implement Hegelmann Companies' strategic initiatives to directly contribute to the Sustainable Development Goals, combat climate change, and facilitate sustainable growth;
12. Contribute to the implementation of the European Green Deal and the Paris Agreement by aiming for a net reduction of CO2 emissions to zero by 2045.

IMPLEMENTATION AND CONTROL OF SUSTAINABILITY POLICY

1. Specific sustainability policies are formulated or revised as necessary across various sustainability areas within the Hegelmann Companies'.
2. The principles embodied in these policies, along with their implementation details, may be further elaborated in other internal documents of Hegelmann Companies'.

3. Hegelmann Companies shall develop sustainability implementation plans and integrate sustainability principles into Hegelmann Companies corporate strategy and business plans.
4. Undertakes to regularly review the priorities of the environmental, economic and social impacts and sustainability activities of Hegelmann Companies, taking into account the expectations of stakeholders and the latest available scientific information.
5. Hegelmann Companies shall report at least once a year on their sustainability activities and their impacts through public sustainability reports based on best disclosure practices and recognised international standards.
6. In order to reinforce its sustainability commitment and to have a positive impact on the environment in which it can exert influence, the companies belonging to Hegelmann Companies shall join initiatives and organisations promoting sustainability.
7. Hegelmann member companies recognise the importance of full stakeholder engagement in shaping sustainability actions and promote sustainability-based, ethical, transparent and fair engagement with customers, employees, shareholders, suppliers, communities, media and other stakeholders.

IMPLEMENTATION OF THE POLICY

The Company has approved this policy so that all employees comply with the principles and norms established herein. Any employee who notices violations of the policy must promptly inform their manager. The Company guarantees complete confidentiality, data protection, and protection against retaliation for whistleblowers.

FINAL PROVISIONS

1. All employees of companies belonging to Hegelmann Companies are familiarised with the Policy.
2. The Company publicly publishes the policy on its website, making it accessible to all interested parties.
3. The Company reviews the policy every 2 years to ensure it remains relevant and appropriate.

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