



Sustainability report 2022



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ABOUT THIS REPORT

Euroports Sustainability Report: Second Year of Reporting

We are pleased to present our second sustainability report, which covers the period from January 1, 2022, to December 31, 2022.

The report provides an overview of the key initiatives implemented and the strategy of the Euroports' Group with respect to sustainability.

Euroports is a leading port-centric platform with a global network of circa 50 port terminals across Europe and China; complemented by integrated end-to-end supply chain services including freight forwarding services, through its subsidiary, Manuport Logistics (the "Euroports Group").

We are reporting and approaching on our sustainability initiatives in line with the United Nations' Sustainable Development Goals (SDGs). We recognize the importance of stakeholder feedback and welcome any questions, comments, or suggestions you may have regarding our sustainability report: sustainability@euroports.com.

We appreciate your support as we continue to work towards our sustainability objectives.

Visit our website at <https://www.euroports.com/about-us-2/sustainability/>



INTRODUCTION

It is our pleasure to present our latest sustainability report, which showcases the progress and achievements we have made in addressing the challenges we face as a group.

In 2022, Euroports achieved significant actions in its sustainability journey, demonstrating a strong commitment to environmental stewardship, social responsibility, and operational excellence. Throughout the year, the company implemented a diverse range of initiatives aimed at reducing greenhouse gas (GHG) emissions, fostering robust social engagement, and generating positive impacts in the communities it serves.

We acknowledge our responsibility to act sustainably and mitigate our environmental impact, as well as to ensure the safety and well-being of our employees and the wider community.

Greenhouse gas emissions

Euroports prioritized efforts to minimize its carbon footprint, resulting in an 8% reduction compared to 2021. To reduce our carbon footprint, we have invested in renewable energy and upgraded our equipment to be more energy efficient.

Strong Safety Culture

As part of its robust health and safety practices, Euroports ensured the highest levels of safety and care in its operations. All terminals have a Health and Safety Management system in place, several already aligned with ISO 45001, prioritizing the health and safety of workers, contractors, and visitors alike. Euroports has in line a comprehensive Safety Management System, to identify hazards, assess risks, and conduct incident investigations.

Safety is a core value for us, and we strive to maintain a strong safety culture that prioritizes the health of our employees and the wider community. We have a comprehensive safety policy in place and continuously review and improve our safety measures.

Talent Development

Euroports placed a strong emphasis on enhancing employee well-being, promoting diversity and inclusion, and fostering a safe and supportive working environment. The company invested in talent development programs, providing performance reviews, training opportunities, and skillbuilding activities to empower its workforce and drive operational excellence.

Attracting and retaining talent is a top priority for us. We understand the value of providing our employees with opportunities to learn and grow, and we are committed to creating a workplace culture that fosters development. We believe that investing in our employees' development and well-being is key to maintaining a highly motivated and engaged workforce.

Our Ambition

We recognize the need to stay ahead of changing policies and regulations, and we are committed to reviewing our processes and procedures in a structured way to ensure our staff adheres to our rules and regulations. Our commitment involves updating our code of conduct and other policies to meet the standards outlined by the Corporate Sustainability Reporting Directive (CSRD) and recognizing the significance of a sustainable, long-term energy transition.

We believe that by working together with our stakeholders, we can achieve our sustainability goals and create a better future for all. We thank you for your continued support and look forward to working with you towards a sustainable future.

FREDERIC PLATINI
Chairman and CEO



EUROPORTS AT A GLANCE

Euroports Group is a leading port-centric platform and one of the largest operators of port infrastructures with a wide global footprint in Europe and China, spanning over 50 terminals, complemented by freight forwarding offices. With our strategic locations on vital trade routes, Euroports handles approximately 65 million tons of essential commodities annually.

Euroports is a market leader in essential bulk and breakbulk commodities such as fertilizers, agribulk, sugar, paper, pulp, metals and minerals, while capturing many fast-growing products, notably in area of energy transformation (such as wind mills, lithium) and recycling.

In addition to managing port terminal operations, our subsidiary, Manuports Logistics, offers integrated end-to-end supply chain services including freight forwarding and specialized logistics solutions to our customers.

Euroports' vision is to bring essentials goods to people across the world in a sustainable manner, through its world leading port centric network.

We take great pride in our team of 2,700 professionals who develop, operate, our daily business for international customers in key industry sectors.

Euroports industry experts assist customers to design, operate, and manage maritime supply chain solutions that deliver sustainable competitive advantages. Euroports' core business centered around port operations complemented by value added services and freight forwarding.



EUROPORTS TERMINALS

- 50+ terminals
- 7 operating terminals on customer location



VALUE-ADDED SERVICES

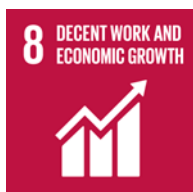
- Sieving & Blending
- Bagging & Packaging
- Sampling & Quality control
- Container Services
- Washing & repair
- Agency Services
- Customs Clearance



FREIGHT FORWARDING

- Sea Freight
- Coastal/Inland shipping
- Air Freight
- Road Transport
- Rail Transport
- Barging solutions





Euroports has continued its growth path during 2022, both through a strong focus on developing our existing business as well as seizing some new opportunities. As a result, Euroports' consolidated net revenue grew by circa 30%. Particular focus has been given in 2022 to safe, sustainable, efficient operations, complemented by selective investments in line with our sustainability agenda.



50

PORT TERMINALS



+20

COUNTRIES



+2700

DEDICATED
EMPLOYEES



65m

TONS HANDLED
PER YEAR



+35km

QUAY LENGTH



700k m³

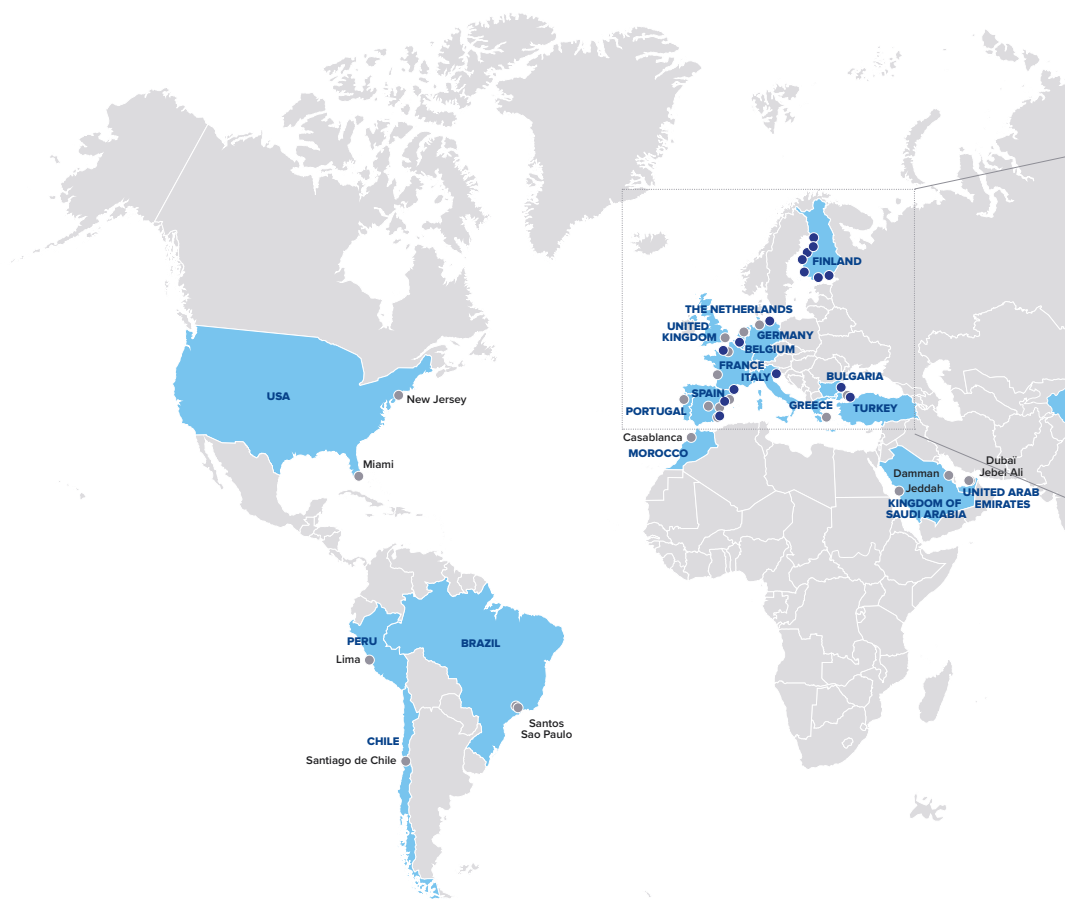
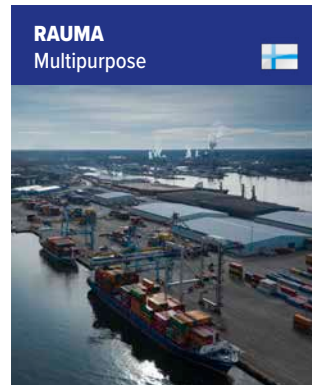
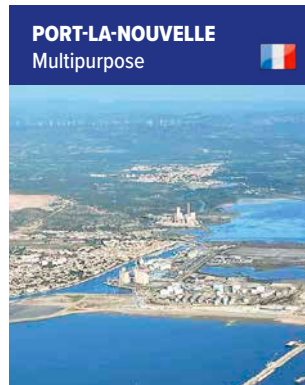
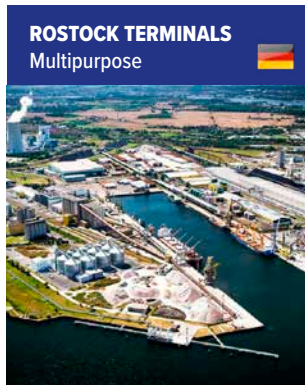
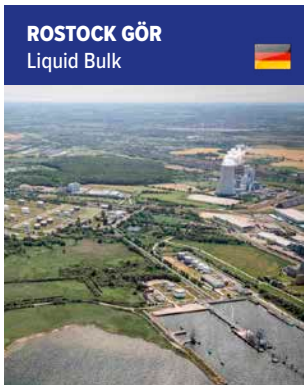
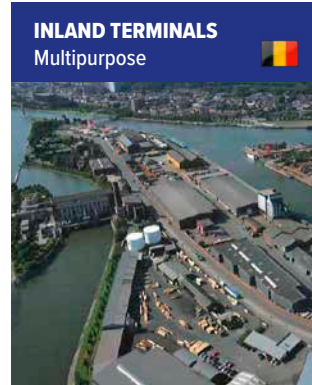
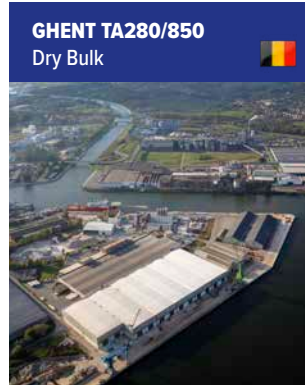
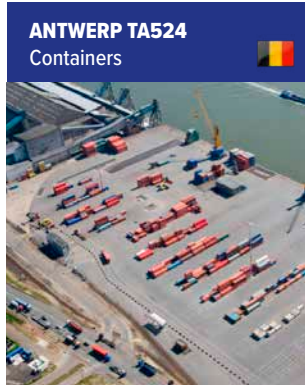
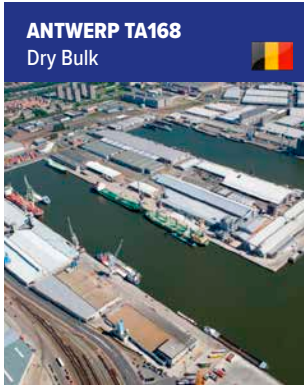
LIQUID BULK STORAGE



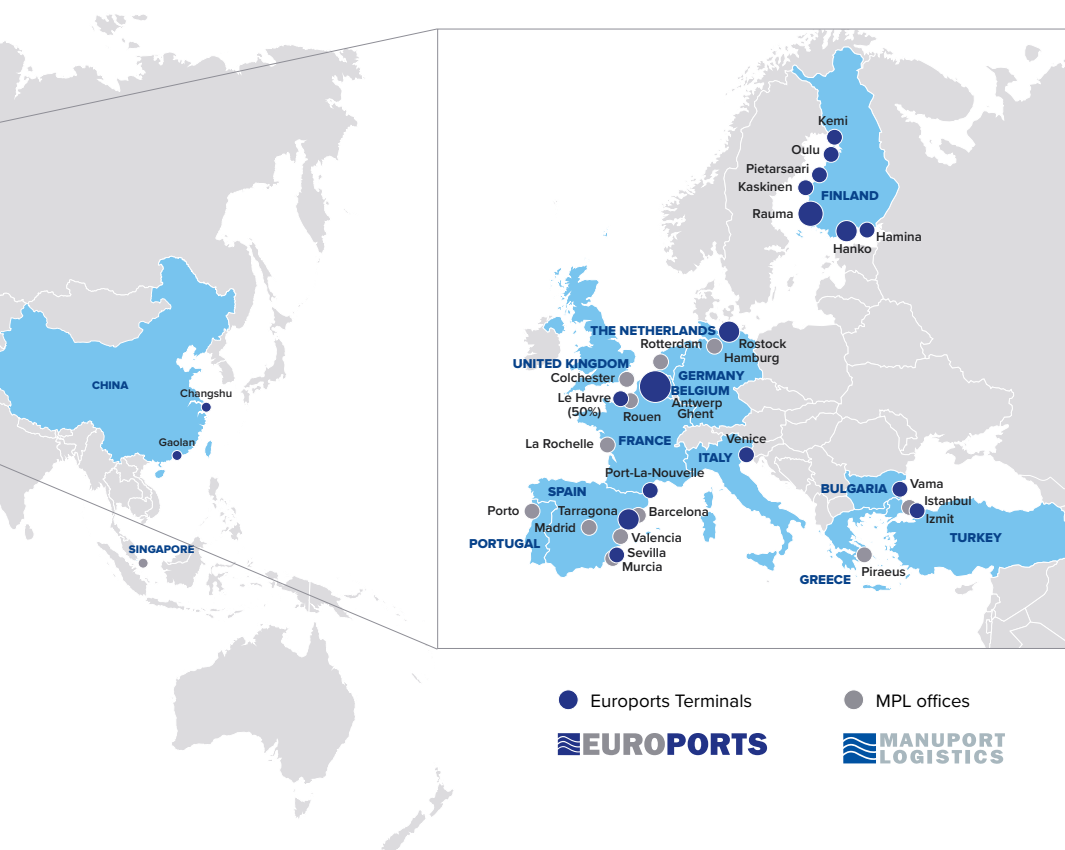
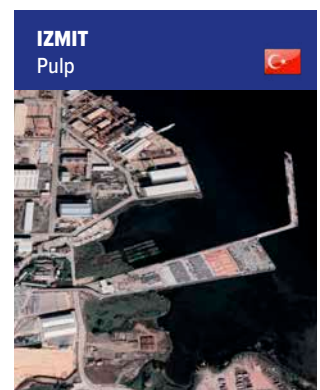
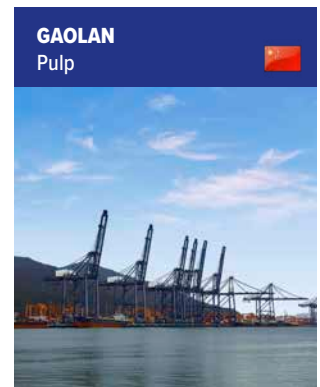
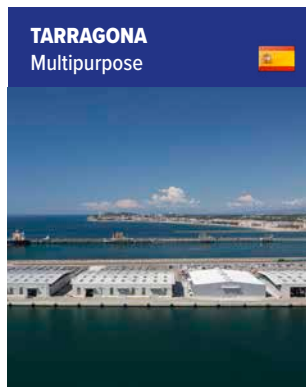
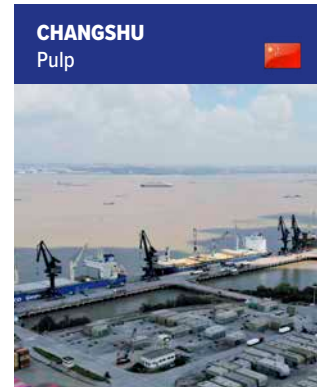
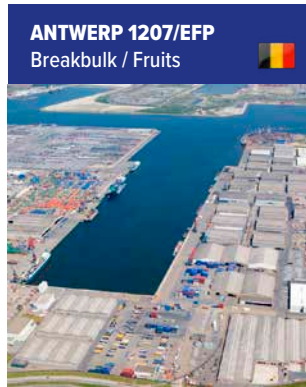
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WAREHOUSES

> GLOBAL PRESENCE



EUROPORTS AT A GLANCE

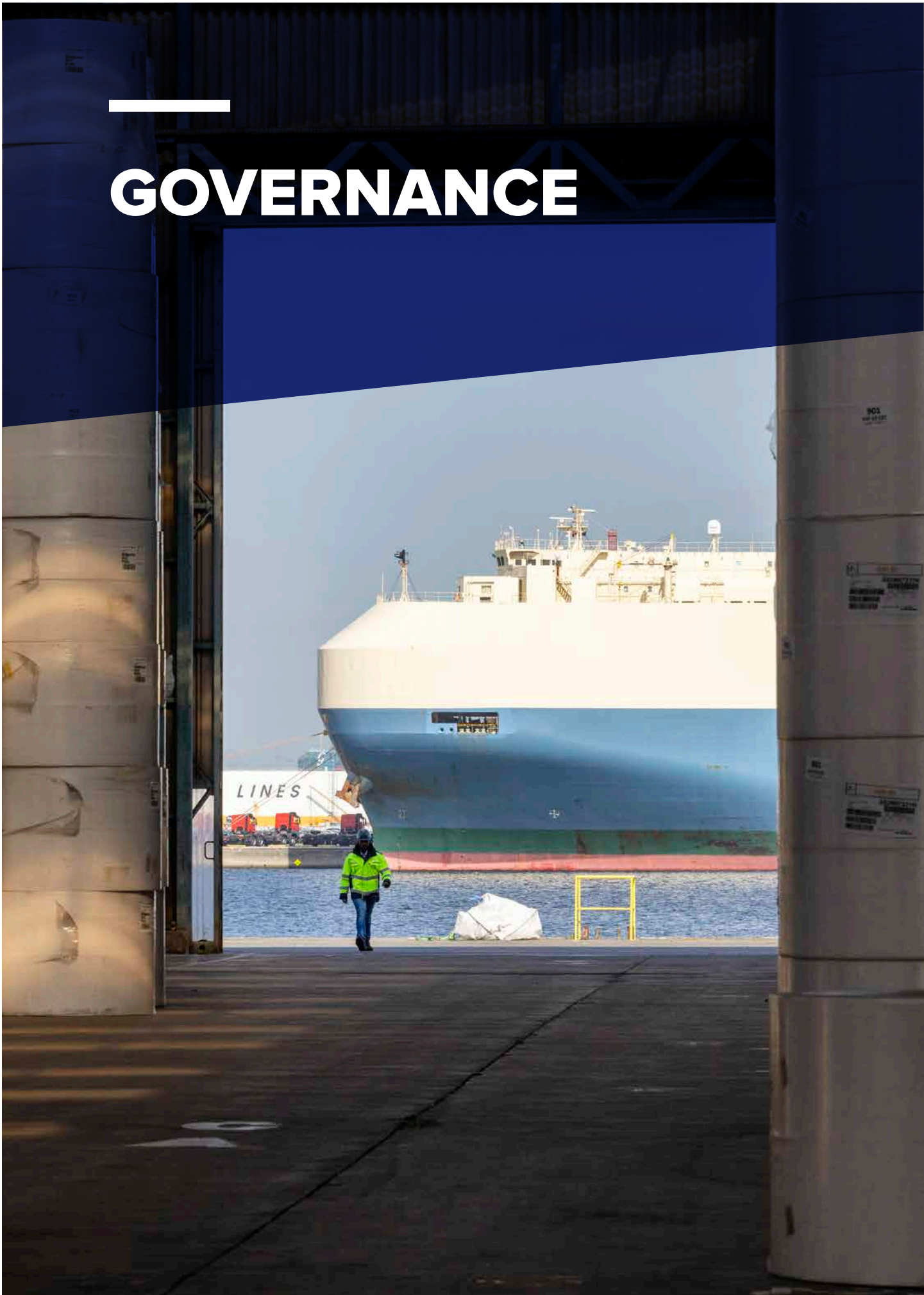


● Euroports Terminals

● MPL offices



GOVERNANCE



GOVERNANCE



As a responsible and ethical Group, Euroports is committed to adhering to all applicable laws, regulations, and ethical standards in the conduct of our business. Compliance is a critical component of our sustainability efforts, ensuring that we operate in a manner that is consistent with our values and our commitment to social responsibility and environmental stewardship.

Euroports has implemented a comprehensive compliance program that ensures it meets legal and regulatory requirements, as well as its own internal policies and procedures. This program includes regular training and education for our employees, ongoing monitoring, and auditing to maintain the highest standards of ethical conduct. We place strong emphasis on ensuring that every representative of our company understands and adheres to our rigorous integrity standards. As part of our onboarding process, training on the Code of Conduct and associated policies is mandatory for all new employees. Euroports has established policies for compliance in various areas, such as transparency, accounting and reporting standards, corporate governance, anti-money laundering, and overall compliance with applicable laws and ethical standards, documented in various policies including Code of Conduct, Anti-Bribery and Corruption Policy, Business Ethics policy, Whistle-blower policy, QHSE policy, and others. The Code of Conduct serves as an extension of our core values, outlining our goals and regulations that reflect our commitment to ethical conduct.

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We understand that responsible business practices are the foundation of sustainability and long-term success. By upholding the highest standards of integrity, transparency, and legal compliance, we not only protect our company's interests but also build trust with our stakeholders. We are dedicated to fostering a culture of ethics and integrity, ensuring that every decision we make aligns with our values and contributes to a sustainable future.

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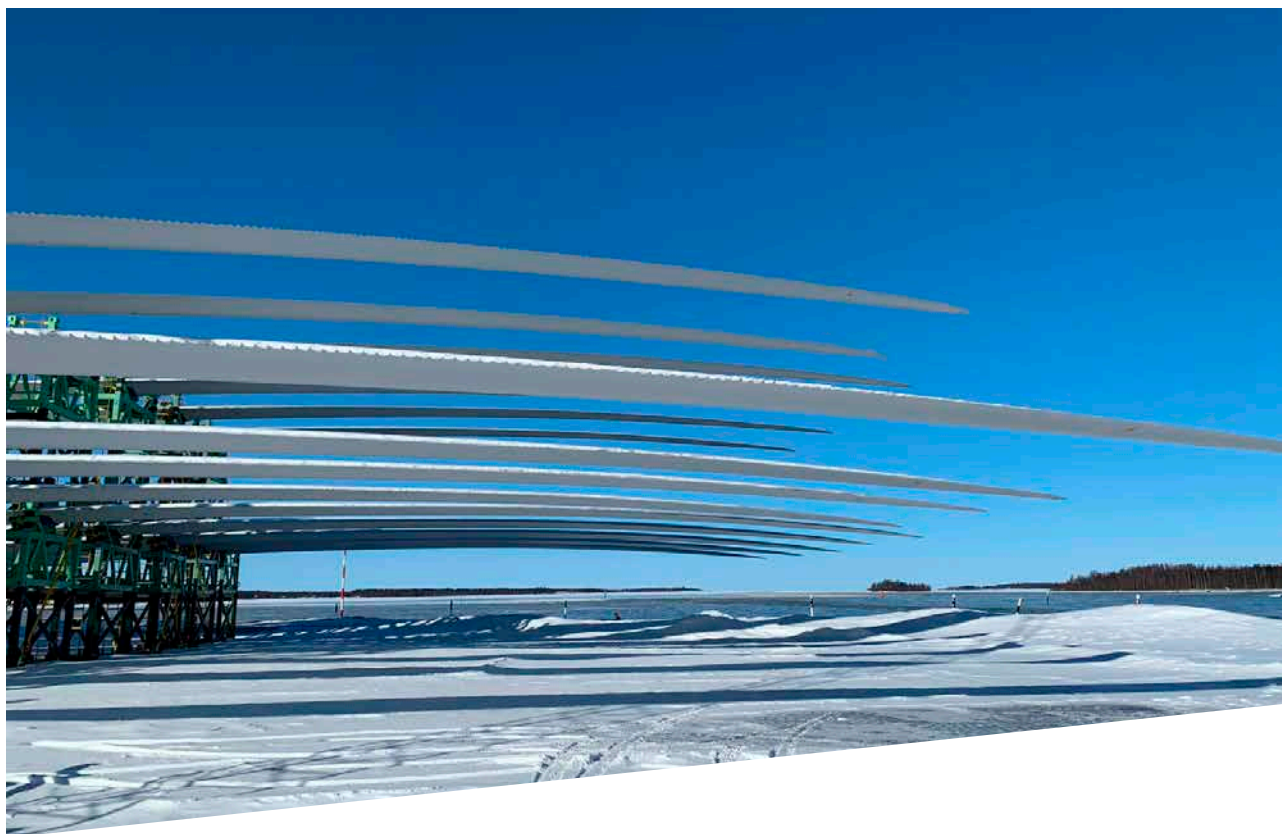
PATRICK BIESDORF
Chief Corporate Development
and Legal Officer

In line with our commitment to ethical behavior and integrity, we require our suppliers and customers to adhere to the high ethical standards set forth in our Code of Conduct, complemented by the ABC Policy, QHSE Policy, Ethics Policy.

At Euroports, compliance is mandatory with all applicable laws in every country in which we do business. As a signatory to the UN Global Compact, we are dedicated to promoting sustainable development, focusing on human rights, labor, environment, and anti-corruption. We have a zero-tolerance approach towards bribery and uphold international anti-bribery standards. Additionally, we comply with embargoes and sanctions and do not engage in any business involving goods or business partners that do not act in compliance with relevant laws and regulations.

To ensure an open and transparent business, we have established a whistle-blowing procedure that allows employees and stakeholders to report any concerns or suspicions they may have about unethical behavior.

By upholding our ethical standards and promoting transparency, we are committed to building trust with our business partners, customers, and stakeholders, and maintaining our reputation as a responsible and trustworthy company. We are dedicated to promoting a culture of ethics and integrity throughout our organization, and we will continue to work towards this goal in the years ahead.



GABRIEL KIERKELS
Group sustainability and QHSE Director

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We fully support the United Nations Global Compact, and in 2022 we reaffirmed our commitment to its ten principles on human rights, labour, environment, and anti-corruption. We also joined the Early Adopter Program for the Communication on Progress as part of our commitment to uphold these principles in all our business activities, operations, and relationships. The UN Sustainable Development Goals guide our business practices and values, and our Environmental, Health, Safety and Social Responsibility policies are aligned with the SDGs that are most relevant to our business.

We recognize that sustainability cuts across our entire business and value chain and is integral to our long-term success and to creating value for our stakeholders. In bringing essential commodities to people across the globe, we believe that our business can have a positive impact.

We continue to work towards a more sustainable future, and we continue to assess ourselves in global rankings and evaluate our terminals and freight forwarding activities to achieve the relevant certifications.

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MATERIALITY ASSESSMENT

We recognize the impact of our activities, and the way we conduct these activities, goes beyond our financial performance. Euroports is engaged in social dialogue and has developed strategies to align our business performance, including both our positive and negative societal impacts. In 2022 Euroports intensified its team to strengthen its Corporate Social Responsibility and its Corporate Governance. As a result, 12 priorities have been identified and translated on our materiality matrix to emphasize our stakeholders' requirements and Euroports' ESG strategy.

This requires a deep understanding of the ESG topics that impact on the different stakeholder groups. We value the input received, and diligently seek to enhance our own operations in line with stakeholder expectations.

At Euroports, we take great pride in being a responsible port and terminal operator committed to sustainability and contributing positively to society and the environment.

As part of our ongoing efforts to enhance transparency and accountability, we have developed a comprehensive ESG materiality assessment approach. This approach, through our materiality framework and its 6 key steps, enables us to identify, prioritize, and address the most significant ESG issues that are relevant to our business and stakeholders.

Acting through stakeholder engagement

By adopting this ESG materiality assessment approach, Euroports is dedicated to being a responsible corporate citizen, actively contributing to a more sustainable future while safeguarding the interests of all our stakeholders.

Our material topics and our relevant Sustainable Development Goals are listed in the next page.

1. DEFINING MATERIALITY

Materiality is a fundamental concept in our ESG assessment process. We recognize that not all ESG factors carry the same level of significance for our company and stakeholders. Therefore, we assess the relevance and impact of each ESG aspect to determine which issues are material to our operations, performance, and long-term value creation.

2. STAKEHOLDER ENGAGEMENT

To ensure the inclusivity and comprehensiveness of our materiality assessment, we actively engage with a diverse range of stakeholders. These stakeholders may include clients, vendors, employees, investors, regulators, local communities, NGOs, and other interested parties. Through dialogues, surveys, workshops, and ongoing communications, we gather insights into their expectations, concerns, and aspirations related to our ESG performance.

3. IDENTIFYING ESG PRIORITIES

Building upon the insights gained from stakeholder engagement, we analyze and evaluate the ESG aspects based on their significance to our business and their impact on our stakeholders. We consider both the potential risks and opportunities associated with each aspect to determine our key ESG priorities.

4. INTEGRATING WITH BUSINESS STRATEGY

Our ESG materiality assessment is fully integrated into our overall business strategy. By identifying the ESG issues most relevant to our operations and stakeholders, we align our sustainability goals with our core business objectives. This integration enables us to develop targeted action plans that drive positive outcomes for both our company and the broader community.

5. REPORTING AND TRANSPARENCY

We believe in open and transparent communication about our ESG practices. As part of our commitment to accountability, we regularly report our material ESG issues and progress in achieving our sustainability targets. Our reports provide a clear picture of our ESG performance, challenges, and future aspirations.

6. CONTINUOUS IMPROVEMENT

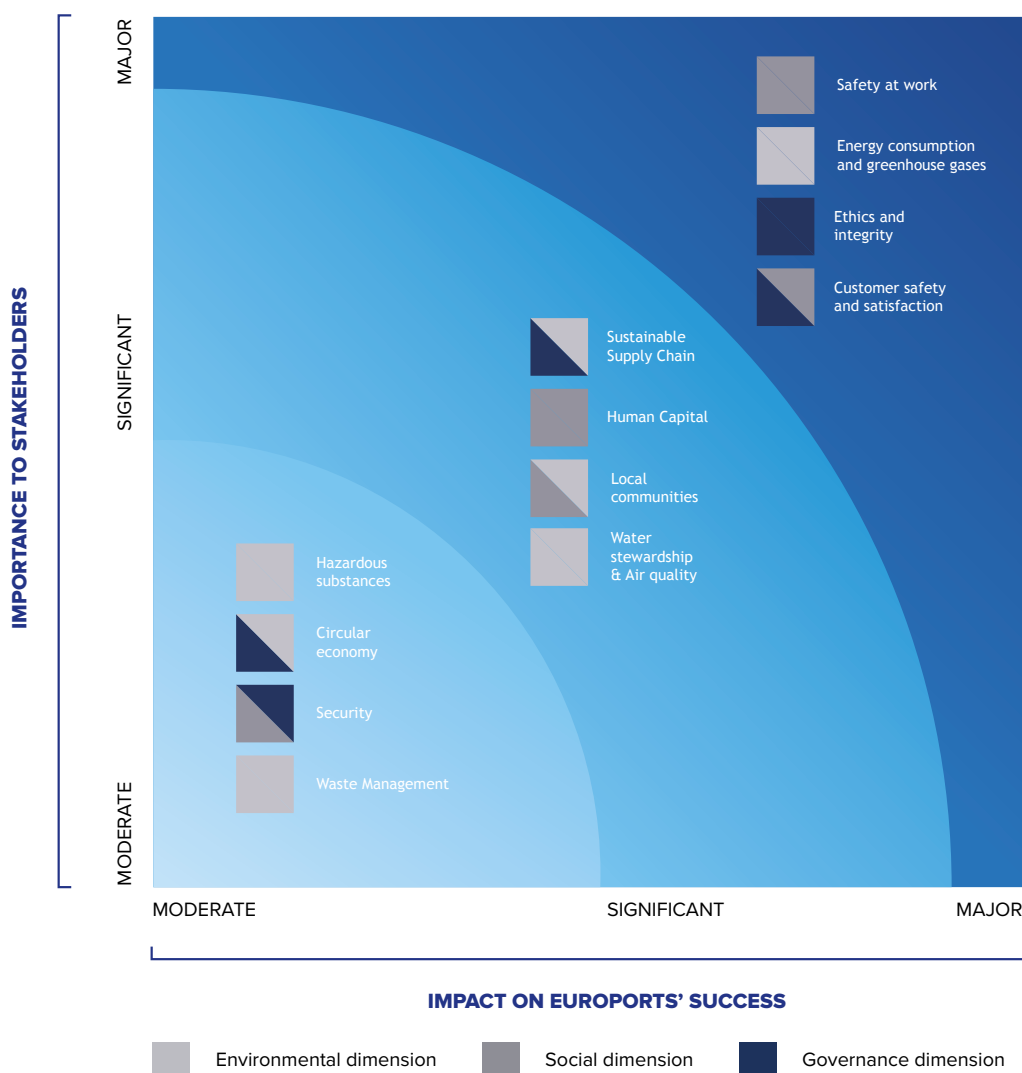
Our ESG materiality assessment is an iterative and ongoing process. As the business landscape evolves, and societal expectations change, we remain adaptable and responsive. We continuously monitor and reassess our material ESG issues to ensure that our sustainability efforts remain relevant, effective, and impactful.

OUR MATERIALITY ASSESSMENT

SUSTAINABILITY PILLARS	MATERIALITY 2022	RELATED SDG
Governance	Corporate Governance	 
Environment	Emissions and Energy Waste	   
Social	Good health and Well-being Inclusion, Diversity and Equality Talent Management	   

The vertical axis of the matrix reveals the importance of stakeholders' expectations, and the horizontal axis ranks the impact on our businesses, according to their importance for the economic performance of Euroports. These elements

have enabled us to identify the Group's ESG key points, which are the basis for our actions. As a next step we will add double materiality in line with upcoming CSRD requirements.



ENVIRONMENT



Our Environmental Performance

To address the environmental footprint of the Euroports Group, a policy has been implemented that covers various topics, including energy consumption, greenhouse gas emissions, water management, climate action, air pollution, chemicals, and waste. **To ensure compliance, 62% percent of our entities are already certified under the internationally recognized ISO 14001 environmental management standard.** These certifications demonstrate our commitment to identifying and managing the environmental impacts of our operations. By aligning our environmental management practices with these ISO standards, we can set clear objectives and targets, measure our progress, and ensure compliance with relevant laws and regulations.

CLIMATE ACTION



At Euroports, we have a commitment to reduce our greenhouse gas (GHG) emissions consistent with global decarbonization efforts. We have set a target of achieving a 40% reduction by 2030.

In line with our commitment, we have developed a comprehensive methodology for calculating our carbon footprint. Our methodology is based on the accounting standards of the Greenhouse Gas Protocol, which is widely recognized as the industry standard for emissions accounting and allows accurate tracking of our progress towards our emissions reduction targets and identify areas for further improvement. To ensure the accuracy and reliability of our emissions data, we engaged an external consultant to validate our calculations and ensure the applicability of our methodology to our business activities. The approach enables us to identify areas where further action is needed and to continuously improve our performance. The scope of our emissions reporting includes all greenhouse gases covered by the GHG protocol, measured in their equivalent form in CO₂.

We assessed our greenhouse gas emissions inventory, and we are pleased to report a significant decrease in our total emissions from 55,520 tons of CO₂ in 2021 to 51,015 tons of CO₂ in 2022.

Within our greenhouse gas emissions inventory, we have identified that scope 1 emissions represent the largest part of our total emissions, followed by scope 2 emissions.



The decrease in 2022 is due to a drop in electricity, stationary combustion, and mobile combustion emissions. The main reasons are increasing in efficiency and consumption reduction initiatives, the procurement of renewable energy, and further electrification of our port equipment. We zoom in on these initiatives in the following sections.

DECREASE IN CO₂ PER TON

To better assess our performance with regards to our efficiency and environmental impact in function of our growing business, we consider the ratio of CO₂ emissions to the volume of goods handled. In 2020, we emitted 0.92 tons of CO₂e per thousand tons of goods handled. Through focused efforts on consumption reduction, overall increase in efficiency, and the procurement of renewable energy sources, we achieved substantial progress. In 2021, the ratio decreased to 0.75 tons of CO₂e per thousand tons handled, and further improvements were made in 2022, with the ratio dropping to 0.67 tons of CO₂e per thousand tons handled.

Scope 1

Emissions are our direct emissions, mainly caused by the use of diesel and other fuels for operating our cranes and other port equipment. It also includes emissions from heating our buildings and the fuel consumption of company cars. These make up about 75% of our total emissions.

Scope 2

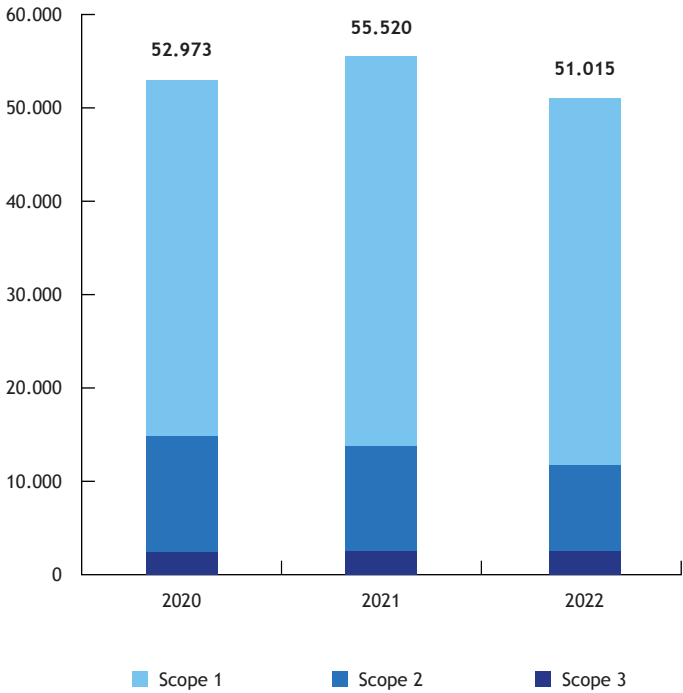
Emissions are our indirect emissions related to the procurement of energy. These result from the consumption of purchased electricity and district heating and make up about 20% of our total emissions.

Scope 3

Emissions contain the indirect emissions up and down our value chain. We currently limit the mapping of Scope 3 emissions to those resulting from our employees' commuting and business travel. This part represents about 5% of our total emissions. We are taking measures to map out a larger part of our Scope 3 emissions.

TOTAL GREENHOUSE GAS EMISSIONS

(in tons of CO₂e)



SCOPE 1

Direct emissions from our operations

- 2020: **38,141 tons** of CO₂e
- 2021: **41,789 tons** of CO₂e
- 2022: **39,274 tons** of CO₂e

SCOPE 2

Emissions from the generation of purchased electricity, heat, and steam

- 2020: **12,413 tons** of CO₂e
- 2021: **11,194 tons** of CO₂e
- 2022: **9,184 tons** of CO₂e

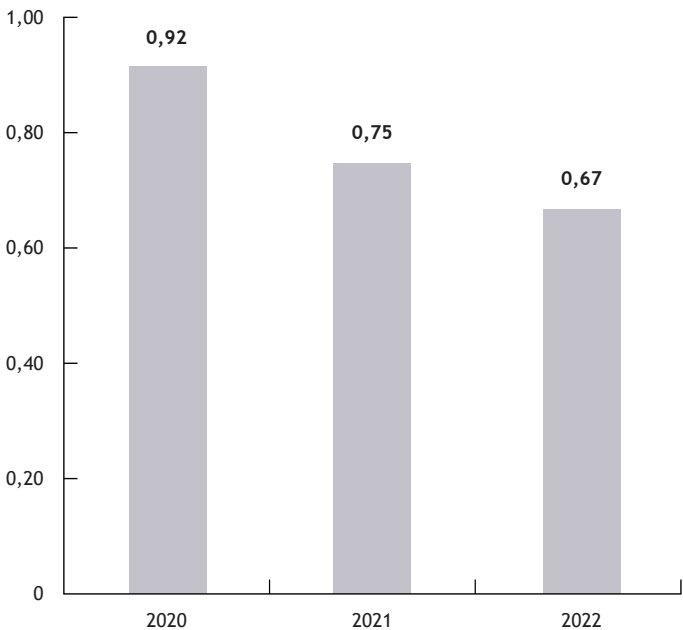
SCOPE 3

Emissions from employee commuting and business travels.

- 2020: **2,419 tons** of CO₂e
- 2021: **2,537 tons** of CO₂e
- 2022: **2,557 tons** of CO₂e

RELATIVE GREENHOUSE GAS EMISSIONS

(tons of CO₂e per k-ton handled)





Key initiatives : To achieve our ambitious reduction targets, we have implemented a range of initiatives across our operations, focusing on innovation and sustainable practices.

Terminal Equipment

Rolling and stationary port equipment used to load and unload cargo, transport goods, and maintain port infrastructure are a significant source of greenhouse gas emissions, primarily from diesel-powered engines. To address these emissions, we have pursued multiple strategies. Investments in equipment are assessed taking into account their relevant energy consumption. In 2022, Euroports has acquired one full electric as well as two hybrid mobile harbor cranes with both diesel and electric motors and two electric forklifts. These advanced cranes incorporate technologies that improve efficiency and reduce emissions, contributing to our overall reduction goals.

Alternative Fuels

Tests with alternative fuels, such as HVO (Hydrotreated Vegetable Oil), have shown promising results in reducing greenhouse gas emissions and improving air quality. We have introduced forklifts powered by LPG (liquefied petroleum gas), a cleaner-burning fuel, minimizing emissions during material handling operations.

Energy optimization

One area of focus has been reducing our energy consumption concerning lighting by adopting LED and smart, motion-activated systems. As a consequence, traditional lighting has been replaced in most of our warehouses, quays, and offices.

Renewable electric energy

Investing in solar panels has been another key initiative to reduce reliance on non-renewable energy sources

and decrease greenhouse gas emissions. By significantly expanding our on-site solar installations in 2022 and preparing for future expansion, we have increased the share of renewable electric energy powering our operations. Additionally, our commitment to green energy procurement involves steadily increasing our overall usage of renewable sources, further supporting our sustainable energy goals.



Over the past year, we have implemented renewable diesel in our operations in Finland, marking an exciting development as we pursue a more sustainable future. By incorporating renewable diesel, we can continue using diesel-operated machinery while we await advancements in alternative technologies. This step is crucial in gradually reducing our reliance on fossil fuels as we transition to a low-carbon economy. The positive impacts of renewable diesel, including reduced greenhouse gas emissions, a safer work environment, and decreased dependence on fossil fuels, make it a critical solution for achieving sustainability. It exemplifies our commitment to responsible business practices and aligns with our vision for a sustainable future.

JARMO KIVI
 Director Technical Services
 & QHSE, EP Finland



	TOTAL AMOUNT (KWH)	PURCHASED (GREY)	RENEWABLE (certified green or produced on site)	% RENEWABLE
2021	45.067.594	44.168.999	898.595	2%
2022	44.341.929	41.232.799	3.109.130	7%



OUR CLIMATE ACTION



“

The new electrical crane has revolutionized our work experience in the port. It operates with high performance, efficiency, and remarkable quietness, greatly enhancing the comfort for crane operators. Its suitability for handling large-tonnage ships of 15,000 and more is exceptional. In terms of the work environment, the crane has significantly reduced noise levels, with only audible warning signals during handling. Moreover, its environmental impact is highly commendable, as it emits zero CO₂, benefiting both the environment and nearby workers. We have no concerns or issues with the crane, thanks to its advanced technology and excellent maintenance support from Liebherr MCC. Overall, our experience working with the electrical crane is nothing short of exceptional, earning it a perfect 10 out of 10 rating for its positive impact on our jobs and the environment.

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ANDY SANFTLEBEN
Deputy Terminal Manager,
EP Germany

Furthermore, we facilitate sustainable transportation for our employees by offering bikes, e-bikes, and hybrid or electric cars. This encourages environmentally friendly commuting and aligns with our commitment to a cleaner and more sustainable future.

These collective initiatives underline our commitment to reducing our environmental impact, achieving our reduction targets, and operating in a more sustainable manner. By embracing innovation, investing in renewable energy, optimizing our fleet, and implementing efficient practices, we are actively contributing to a greener future for our industry and the planet.



WATER



At Euroports, we recognize the importance of responsible water management, which includes water usage and the treatment of wastewater. Water is an invaluable resource that not only drives our business operations but also sustains the ecosystems surrounding us. In 2022, we have proactively adopted a diverse range of technologies and practices aimed at conserving water, achieving a 19% reduction in our water consumption.

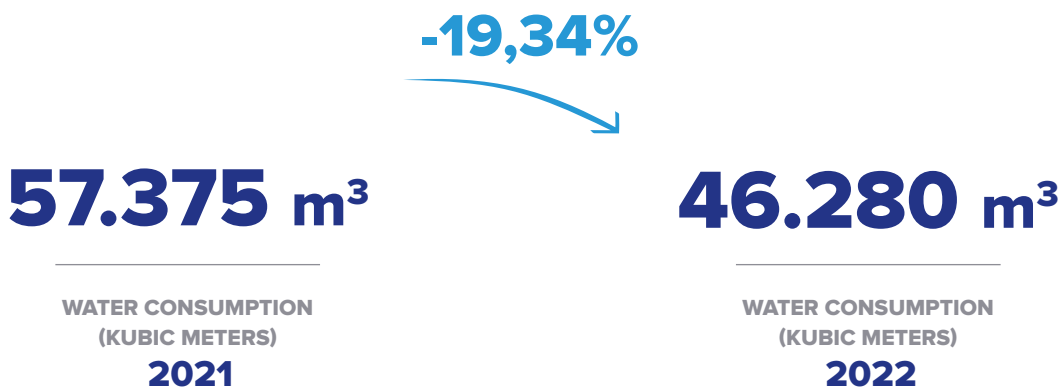
Within our office spaces, water serves various vital purposes, including drinking, sanitation, and cleaning. To reduce water consumption, many of our office locations have embraced water-efficient fixtures and appliances, encouraging our employees to adopt water-saving practices.

In our operations, water is indispensable for cleaning machinery and removing accumulated dirt and debris from equipment surfaces. After this cleaning process, the resulting wastewater undergoes careful collection and treatment to eliminate contaminants before being responsibly discharged into the environment or recycled for reuse. The specific water treatment facilities may vary across countries, adapting to local regulations and the intended use of the water. However, a common feature among our terminals is the incorporation of oily water treatments, designed to effectively remove contaminants like oil and grease from the water before its release back into the environment. This comprehensive treatment process includes several stages, such as separation, skimming, and filtration, ensuring that the water is thoroughly cleaned. During this year we have reduced the volume of wastewater emissions, by reducing the amount of water needed for industrial purposes and by improving and even building completely new water treatment facilities.

We have made significant investments in upgrading the drainage systems at selected terminals. These enhancements have played a crucial role in enhancing our ability to efficiently and responsibly manage water resources. Through an improved drainage infrastructure, we ensure proper collection, treatment, and discharge of rainwater and wastewater, effectively minimizing any adverse impacts on the surrounding environment. In these upgraded terminals, our advanced drainage systems effectively handle water runoff, reducing the risk of flooding and waterlogging.

Another key aspect of our water use reduction is an increased amount of rainwater collected to supplement our water needs. Through the rainwater harvesting, we harnessed this valuable natural resource for non-potable purposes such as equipment cleaning and irrigation, reducing our reliance on other water sources.

In our commitment to continuous improvement, we have taken significant strides in enhancing our water management practices. This includes the evolution of our data gathering methodology, data maturity, and methodology for calculating water consumption, ensuring alignment with international best practices and standards. Furthermore, we remain dedicated to maintaining rigorous monitoring and assessment of our water treatment processes. Through these measures, we reaffirm our commitment to responsible water management and sustainable practices for the benefit of the environment and the communities we serve.



WASTE



In terms of waste management, we are committed to minimizing waste. This includes implementing a range of circular economy practices, such as reuse, repair, and recycling, to decrease our environmental impact and promote a more sustainable future.

We continue on implementing waste reduction and recycling programs in countries where feasible technology is available. This allowed us to minimize waste generation and maximize recycling opportunities for materials like

paper, cardboard, plastics, and other. During the reporting period, we generated approximately 4.276 tons of total waste, and through our recycling efforts, 4.055 tons of this waste was successfully diverted from landfills.



	TOTAL AMOUNT	RECOVERED	RECOVERED %	NOT-RECOVERED	NOT-RECOVERED %
2021	4.991	4.558	91,32%	433	8,68%
2022	4.276	4.055	94,83%	221	5,17%

-14,33%

3,84%

-40,44%

SOCIAL



HEALTH AND SAFETY AT WORK



The health and safety of our workforce is more than a priority, it is our primary value. Every year, we challenge ourselves to further improve, innovate and safeguard the driving force of Euroports, our people. The health and safety of our employees are critical priorities for our business, and we recognise that ensuring a safe work environment is not only the right thing to do, but also enhances our employees' ability to excel at work as they feel secure and supported. Taking a comprehensive approach, we monitor and address health and safety issues in the workplace through a variety of measures to foster a culture of safety awareness.

All our terminals have a Health and Safety Management system in place, with many (to date 38%) already adhering to the rigorous standards set by ISO 45001. This management system facilitates our safety strategy and policies, enabling us to establish and achieve our occupational health and safety targets and objectives. By implementing this system, we ensure that all of our operations are carried out with the highest levels of safety and care. Our commitment to safety extends to all workers, contractors and visitors at our terminals, and we strive to ensure that everyone returns home safely each day.

We have a clear process in place for workers to report work-related hazards and hazardous situations. We also empowered every person working in our organization with the so-called STOP Work authority. To prevent incidents from occurring and to encourage proactive safety engagement within operations, all persons have the right to stop work should they feel the situation (operational or technical) is unsafe and harm is imminent.

THE STOP PROCEDURE

STOP
THINK
OBSERVE
PROCEED



Our method involves stopping work, notifying a supervisor, jointly finding a way to eliminate or reduce risks, implementing appropriate measures, and then resuming work in a safe manner as soon as possible in a SAFE way.

Our STOP procedure is well-known and part of our mandatory safety training, empowering our employees to halt work immediately if there is a perceived threat or imminent danger. It's an effective way to ensure that any potential dangers are identified and addressed in a timely manner and create an environment where workers feel comfortable speaking up about safety concerns without fear of retaliation. Following a safety campaign promoting active use of the STOP procedure, the number of reported STOPS increased.



SAFETY MANAGEMENT SYSTEM

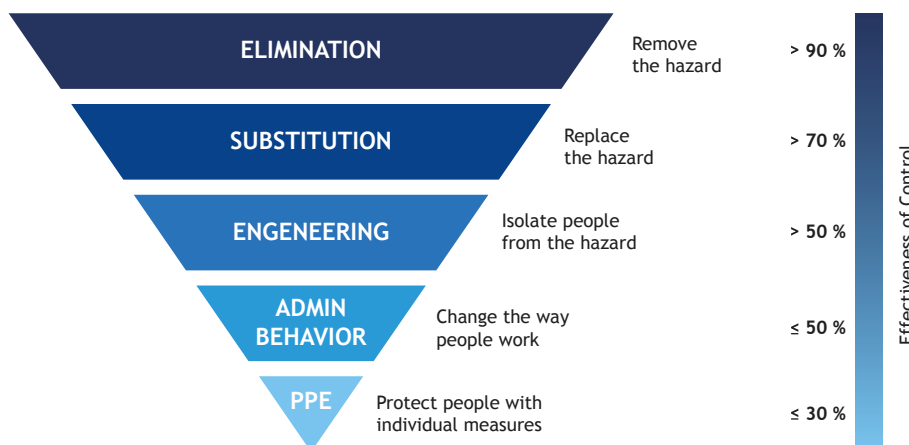
At our organization, safety is a top priority, and we have implemented a comprehensive Safety Management System, SMS360, that plays a crucial role in identifying work-related hazards and assessing risks on a routine and non-routine basis. Our employees are trained to use the system, which includes a First Response feature for incident reporting and an incident investigation feature for root cause analysis.

Risk Management Program

To eliminate hazards and minimize risks, we apply a hierarchy of controls model in combination with our proactive risk management program.

The results of the hazard and risk assessments as well as the findings from incident investigations are used to evaluate and improve our occupational health and safety management system continually. The SMS360 system generates analytical metrics to track trends and identify areas for improvement. We use this data to develop action plans to address identified issues, including the implementation of new controls or revisions to existing controls. Regular review and updating of the system are essential to ensure the ongoing effectiveness of our occupational health and safety management system. By leveraging the SMS360 online tool, we can proactively identify and manage hazards and risks, ensuring the safety and well-being of our employees and stakeholders. In 2022 we achieved a significant reduction in serious safety incidents (-59,19%) as well as a decrease in lost time incidents (-17,28%) compared to 2021.

SSI TREND (SERIOUS SAFETY INCIDENTS)



Worker training on occupational health and safety

As part of our safety strategy, all our employees receive training to understand the hazards of the industry, as well as training on specific work-related hazards, activities, or hazardous situations. Based on our extensive experience in the industry, we have prioritized 8 specific Line of Fire risks that our employees need to be aware of to ensure their safety in the workplace. Together with our training partners we developed a micro-learning for this purpose.

Our training program is designed to protect our people and any person at our locations by making everyone aware of these risks. This training serves to keep the risks in mind day after day, enabling our employees to work safely and efficiently in any situation. By providing comprehensive occupational health and safety training to our employees, we are committed to creating a culture of safety and minimizing the risk of accidents and injuries in the workplace. Our safety strategy

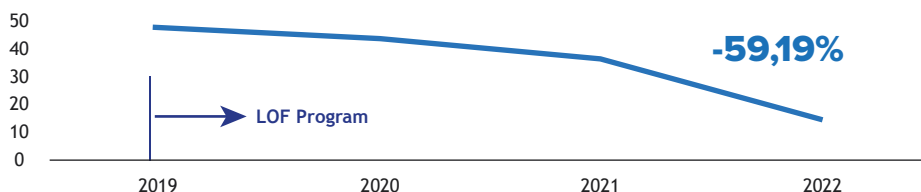
is constantly evolving, and we are continuously improving our training and awareness programs to address newly identified risks.

In addition, we have annual Safety awards. The purpose of safety awards is to acknowledge and reward efforts that go beyond compliance with regulations and standards. These efforts include reducing accidents and injuries, fostering a safety-first culture, and consistently adhering to safety protocols. This way we motivate and incentivize our people to prioritize safety and follow best practices.

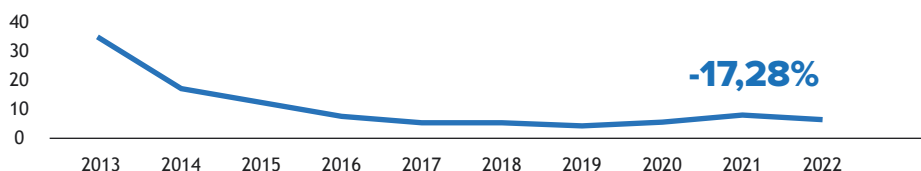
“ Safety is our top priority. With our Health and Safety Management system and comprehensive training programs, we ensure that all our operations prioritize the well-being of our employees. Our commitment to safety is resolute, and we continuously improve our safety practices to create a safe workplace.

GEERT GEKIERE
Group Chief Financial Officer ”

SSI TREND (SERIOUS SAFETY INCIDENTS)



LOST TIME INCIDENTS FREQUENCY EVOLUTION



TALENT MANAGEMENT AND DEVELOPMENT



At Euroports, we recognize the importance of talent development and retention. We believe in investing in our people to help them reach their full potential, feel valued and supported in their personal and professional growth.

Every employee who joins our company is enrolled in a development program that includes annual performance reviews, training, and opportunities to develop new skills.

This is aligned with the HR One strategy where we believe that every employee withing Euroports should experience our organization in a similar, professional and safe way.

This means establishing a clear employee value proposition that recognizes the employees' work and skills, and what makes our company unique.

We want to inspire every employee to be trained, to develop, to share knowledge, and to give feedback to be future-fit.

To support this strategy, we provide wide range of training opportunities organized by the working level within our organization. We have a variety of tools and processes to support employee development, including performance guidelines, performance review processes, role profiles, competency and assessment sets, training needs analysis, succession review, and individual development plans. This all has been designed to help our employees optimize their performance in an increasingly challenging environment.

Since 2022, we have taken a significant step in integrating sustainability into our company culture and personal development initiatives. Our incentive scheme is now

directly linked to sustainability or Environmental, Social, and Governance (ESG) metrics by introduction of a KPI linked to ESG. This means that employees have the opportunity to contribute to our sustainability goals and be rewarded for their efforts. By aligning personal development and incentives with sustainability, we emphasize the importance of responsible business practices and empower our employees to make a positive impact on the environment and society.

We have also implemented a comprehensive succession planning strategy that enables us to identify and nurture internal talent with the potential to move up the ladder. This strategy provides us with a clear view of the internal mobility of our employees, mitigating the risk of losing critical skills and knowledge, while ensuring business continuity and enabling us to respond to any challenges that may arise.

Investing in our employees allows us to ensure business continuity, mitigate risk, and develop our internal skills. Ultimately, our goal is to become the employer of choice in our industry, and we believe that our commitment to employee development is a vital part of achieving this goal.



Euroports Leadership Program

For the last five years, the Euroports Leadership Development Program has been a key part of our dedication to employee growth. This program teaches essential leadership skills, adaptability to change, and addresses Euroports' business challenges and strategy, all in line with our company values. The program has three parts, including in-person and online training, virtual check-ins, tech-based coaching, and a Personal Leadership Project, which is linked to an SDG. Each part focuses on three major learning areas within our business context and strategic challenges.

We believe that participants, after completing the program, will understand themselves better, their motivations, and have increased self-awareness. They'll also grasp Euroports' business challenges and strategy, be better at meeting customer needs, have improved basic leadership skills, and build a strong network for sharing knowledge and teamwork. We're enthusiastic about carrying on our commitment to employee growth through the Euroports Leadership Development Program, just as we've been doing for the past years. We're excited to see how it positively impacts our employees and the whole company.

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At Euroports, our people drive our success. We invest in their development, nurture their potential, and foster a culture of growth. Through comprehensive programs like the Euroports Learning & Development Academy and the Euroports Leadership Development Program, we empower our employees to thrive and become industry leaders. By integrating sustainability and aligning incentives with ESG metrics, we inspire them to make a positive impact. Investing in our team ensures business continuity and strengthens our skills. Together, we shape a brighter future.

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LUCRÈCE REYBROECK

Group Chief Human Resources Officer



PEOPLE, CULTURE AND VALUES



Excellence in people is the key to value creation. That is why we are fostering a high-performance, purpose-driven culture.

Our values are the cornerstone of this performance culture.

We are proud to have a diverse and talented team of colleagues around the world working to make Euroports group the most innovative and dynamic company in our industry and serving our purpose to bring essentials goods to people across the world.

The value statements set the foundation for who we are and who we want to be at Euroports group guiding our actions, priorities and the decisions that enable us to achieve excellence.

safety
is our responsibility

passion
for performance

successful
customer relationships

act with
integrity

respect
for people

teamwork

Collaborating for a Sustainable Future in Logistics

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We recognize that achieving a sustainable transition in the logistics industry is not something that can be accomplished alone. By working together and forming partnerships, we believe we can make a positive impact now and in the future. Our ESG journey began with a materiality analysis that allowed us to communicate, interact, and engage with our stakeholders. We value their input and strive to align our company culture with our ESG goals. Our employees have been instrumental in creating several initiatives, and we are proud of their involvement and participation. Our company's exceptional family culture was recognized when we won the Employer of the Year Transport & Logistics 2022 award.

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GUY PASMANS
CEO Manuport Logistics



EMPLOYMENT

DIVERSITY, INCLUSION AND EQUALITY



Diversity, inclusion, and belonging form the bedrock of social responsibility within Euroports. We believe that by cultivating environments where diverse individuals are included and genuinely feel they belong, they pave the way for innovation, understanding, and unity. By embracing these principles, Euroports not only fulfills their ethical obligations but also catalyze a positive ripple effect that extends far beyond their walls, shaping a more equitable and harmonious society for all.

As part of our commitment to our employees, we believe in providing our employees with a safe and secure work environment, and complying with local regulations is just one of the ways we ensure we do this. By strictly following these guidelines, we aim to foster a positive work environment that is fair and equitable for all employees.

In our recent employee survey conducted in 2022, we identified several strengths and opportunities for improvement. Our strengths lie in fostering a culture of collaboration, placing significant emphasis on safety and autonomy, building resilient teams, and prioritizing overall well-being. However, the survey also shed light on areas that require improvement, including communication, career opportunities, and the need for enhanced cooperation among departments. In response to these findings, each terminal has developed a customized action plan to address these weaknesses and promote growth and development within their respective areas.



2022 HEADCOUNT TOTAL	HC
Belgium	708,00
Bulgaria	209,00
China	78
Finland	557
France	11
Germany	356
Italy	65
ManuPort Logistics	668
Spain	62
Others	2
TOTAL	2716,01



Our group firmly believe in fair and unbiased recruitment practices, which is why we have in place a policy to ensure equal treatment of all employees. Our HR department takes charge of the recruitment process and ensures confidentiality and impartiality throughout.

As a testimony to Euroports' commitment to fairness and equality in our organization, we also use job grading to evaluate and assign value to different jobs within our company. This process helps us determine the relative worth and responsibilities of each job, allowing us to allocate pay and benefits fairly and equitably based on job requirements and skills. Our job evaluation system takes into account various factors, including experience, responsibility, and working conditions. We use this tool for promoting fairness and equity in our organization, both in terms of pay and job responsibilities.

Discrimination is unacceptable at our organization, and we maintain a work environment that is free from discrimination of any kind. We are committed to complying with all applicable laws and regulations related to nondiscrimination, including but not limited to age, race, gender, sexual orientation, national origin, religion, and disability. Each facet of our organization, as well as every

individual within it, receives inclusiveness and sensitivity training as part of our onboarding process. This training is an essential element of our Code of Conduct, which serves as a compass for our actions and conduct in order to establish a workplace that is both inclusive and respectful.

We treat all claims of exclusion with the utmost seriousness and undertake prompt and thorough investigations. To facilitate this, we have established a whistleblower protocol that enables employees to raise any concerns they might have regarding exclusion or harassment. This protocol guarantees confidentiality and shields whistleblowers from any potential reprisals. We are pleased to share that in the year 2022, there were no instances of discrimination reported.

We value diversity and inclusivity, and we encourage open communication to address any concerns related to discrimination, as we believe that a diverse and inclusive workplace is essential to our success.

COMMUNITY ENGAGEMENT AND CORPORATE CONTRIBUTIONS

At Euroports, we recognize that the prosperity of our company is closely linked to the well-being of the communities in which we operate. To build strong relationships with key stakeholders, such as port authorities and committees, we engage in close cooperation. We actively work with works councils, occupational health and safety committees, and worker representation bodies to address concerns and mitigate any impacts that may arise from our operations. Additionally, we actively engage with port authorities in our regions to address industry-related dialogue. This collaborative approach extends to initiatives aimed at enhancing safety, security, environmental performance, and operational efficiency.

Our commitment to community engagement also includes our internship program, which goes beyond investing in our company's future by fostering relationships with the wider community. By investing in education and technology, we aim to create new pathways and open doors for young people. Through partnerships with local universities, we provide students and recent graduates with valuable work experience and the opportunity to apply their academic knowledge in practical settings. We take pride in the fact that many of our interns have transitioned into full-time positions within our company, underscoring the success of our program and our dedication to talent development.

The Explore the Flow Program is specifically designed for graduates and young professionals to learn all about our company, culture, sector, the way we work and how we achieve great things by working together in a fast paced environment.

Participants step into a stimulating role that requires collaboration with experienced Euroports colleagues and build an internal network of colleagues across our organization as they transition into different roles throughout the program. We believe that we can make generations meet by stimulating collaboration across the board.

Not only do we aim at developing our future leaders, we are convinced that integrating young graduates in our ongoing business will create synergies on a social, business and financial level.

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Being part of Euroports' Young Graduates Program has been an incredible opportunity for me to contribute to the sustainability goals of Port Antwerp. Through diverse tasks like managing the GHG Dashboard and optimizing energy consumption, I've gained valuable knowledge and skills that can be applied across departments and even in different sites. This program has provided me with a solid foundation at the beginning of my career, allowing me to make a meaningful impact and add my personal touch to creating a more sustainable Euroports.

THIJS WEURMAN
Young Graduate

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Furthermore, as part of our dedication to a more inclusive future, we collaborate with local NGOs and organize charity events throughout the year, emphasizing our commitment to supporting those in need. We firmly

believe that through collective efforts with the community, we can make a positive impact and contribute to a better future for all.



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In 2020, our terminal in Spain initiated a partnership with a local charity called 'Juventus i Vida' to support our community. We wanted to make a difference by helping those who face challenges in providing food for their families. Witnessing the enthusiasm from Juventus i Vida, we felt inspired to expand this charitable work to our terminal in Italy. We collaborated with a local charity there, aligning with their mission and deep connection to the community. Over the past two years, throughout the year. Our ultimate goal is to create a meaningful impact on the communities we serve and provide assistance to those in need. Together, through cooperation and community outreach, we can make a lasting difference in the lives of others.

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EVA MUÑOZ
HR Training and Development
Spain

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We are proud to contribute a portion of the funds we raise during our annual fundraising, to support 'The River Cleanup,' an organization that has gained global recognition for its remarkable impact. Their mission resonates deeply with our own operations in providing transportation across rivers, and we have chosen to support them annually. We firmly believe in the responsibility of preserving clean and protected rivers and waterways, as it is crucial to our business and the environment. By actively participating in this vital endeavor, we are committed to making a positive difference in safeguarding our precious water resources.

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WIETSE AERDEN
Marketing and Communication Manager MPL



COMMUNITY ENGAGEMENT AND CORPORATE CONTRIBUTIONS



We also actively participate in our local communities by sponsoring events, supporting initiatives, and offering summer job opportunities for students. Through these engagements, we aim to cultivate strong relationships, mutual support, and cooperation within the community. Our multifaceted efforts aim to build strong and positive relationships with the communities where we operate, creating a sustainable future for all stakeholders involved.

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Every year, our commitment to giving back to our community drives us to organize our annual fundraising campaign. It brings us together as a united company, dedicated to supporting those in need during the holiday season through activities and fundraisers for Warmest Week. This sense of togetherness grows stronger each year, reflected in the remarkable initiatives we undertake. Today, we have a dedicated team composed of passionate individuals from various departments, working collaboratively to organize the most impactful and enjoyable initiatives. In 2022, we celebrated our most successful year, raising a significant amount of funds. Our fundraising efforts included a thrilling raffle, as well as a memorable hike and bike ride that united our people. To top it all off, we hosted a delightful 'Moosebar' event, where employees came together to enjoy snacks, drinks, and music.”



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ELKE DE KEYZER
HR Business Partner - MPL

