



Bringing essential goods to the world.
Together.

Sustainability report 2024





■

Euroports aims to bring essential goods to people across the world in a sustainable manner, through its world leading port centric network.



ABOUT THIS REPORT

Euroports Sustainability Report

We are pleased to present our fourth sustainability report, which covers the period from January 1, 2024, to December 31, 2024.

Our annual sustainability report provides transparency to our stakeholders regarding our sustainable business practices. The report is prepared with reference to the GRI Standards and aligns with the principles of the United Nations Global Compact and the Sustainable Development Goals.

The data presented in this report encompasses activities from all our terminals and freight forwarding services, excluding acquisitions made during 2024, unless otherwise stated (Cf. Annexes 41-42)

We welcome your feedback, suggestions, comments, or questions regarding this report at sustainability@euroports.com.

For more information about our sustainability management, please visit: www.euroports.com/sustainability

Euroports Group BV is a Belgian limited liability company whose registered office is located at Land van Waaslaan 5, 9130 Beveren-Kruibeke-Zwijndrecht, Belgium, acting as operational holding company for Euroports and Manuport Logistics business.

Date of Publishing June 2025

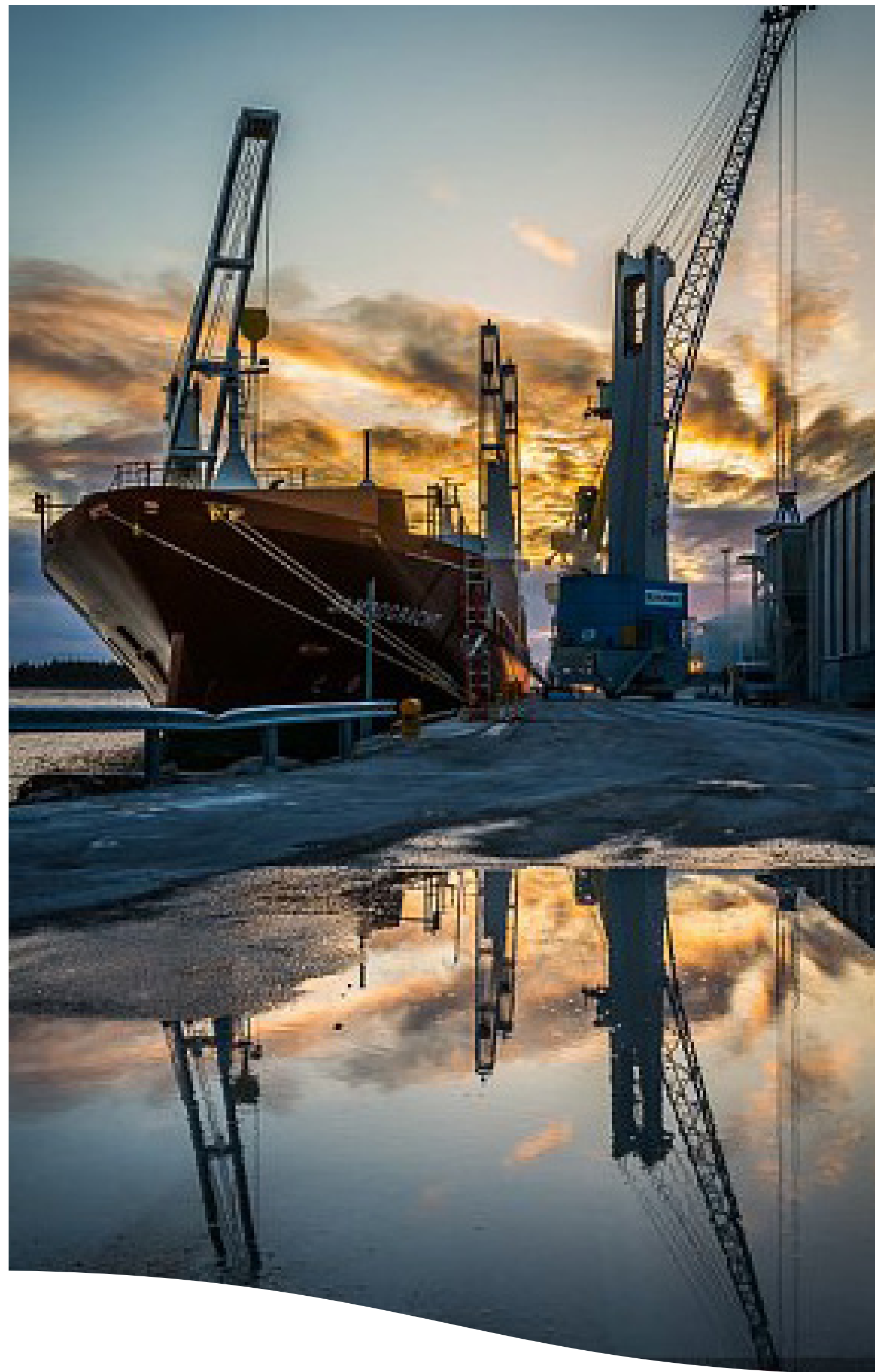


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COMPANY PRESENTATION





CEO INTRODUCTION

Dear Stakeholders,

In 2024, the Euroports team responded to a year that truly tested the resilience of our industry. With a clear strategic vision, we met the challenges of economic uncertainty, geopolitical shifts, and evolving global supply chain dynamics.

Throughout the year, we stayed focused by planning proactively, operating with discipline, and pushing forward with our sustainability initiatives. Thanks to these efforts, we continued to deliver consistent value to our customers while moving closer to our long-term vision: ensuring that essential commodities reach people across the world in a sustainable manner.

We continued our transition toward low-emission operations by deploying more dual-fuel equipment at key terminals and expanding the use of electrified terminal handling equipment. At the same time, we made progress in reducing our environmental footprint. These steps reflect our responsibility to reduce carbon emissions and our responsiveness to the evolving expectations of our customers and industry. We are proud to share that our efforts were recognized with a Silver medal in the 2024 EcoVadis Sustainability Rating, placing Euroports Group among the top 15% of companies evaluated globally and the top 6% within our sector.

However, 2024 was not without heartbreak. We unfortunately experienced a tragic incident in one of our operation. It was a reminder of our ongoing commitment to safety and the need for constant alertness to ensure everyone returns home safely every day.



Beyond environmental performance and safety, we focused on building resilience and driving operational excellence. Our investments in digital tools and process optimization improved reliability and cost-efficiency which directly benefit our customers and partners. We also strengthened our engagement with employees, suppliers, and communities, believing firmly that sustainability is a shared journey.

At Euroports, we are proud of our people. Their dedication, agility, and professionalism are what enabled Euroports to thrive among complexity. I want to thank each of our colleagues for their remarkable work. I also extend my sincere gratitude to our customers, partners, and all our stakeholders for their trust and continued collaboration.

As we look to 2025, we do so with confidence. We will keep investing in sustainable innovation, building smarter supply chain solutions, and working with our stakeholders to keep sustainability at the core of everything we do.

Together, let us shape a future where logistics and sustainability reinforce one another by delivering long-term profitable growth and meaningful impact for our planet and our society.

FREDERIC **PLATINI**
Chief Executive Officer

EUROPORTS GROUP 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 70 million tons of essential commodities annually.

Euroports as port operator, 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 windmills, lithium) and recycling. In addition to managing port terminal operations, our subsidiary, Manuport Logistics, offers integrated end-to-end supply chain services including freight forwarding and specialized logistics solutions to our customers.

Euroports' vision is to bring essential 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 over 2,700 professionals who develop, operate, our daily business for international customers in key industry sectors.

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



≈50

PORT TERMINALS



+70

MILLION TONNES HANDLED PER ANNUM



700k

m³ LIQUID BULK STORAGE



+40

KM TOTAL QUAY LENGTH



+200

WAREHOUSES



≈2700

DEDICATED EMPLOYEES



+20





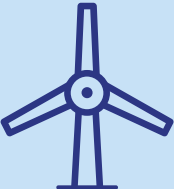





COUNTRIES



EUROPORTS GROUP AT A GLANCE

Euroports is specialised in a diverse group of essential commodities across a wide range of global markets.

The Company is a market leader in essential bulk and breakbulk commodities such as paper, pulp, fertilisers, agribulk, sugar, metals and minerals while capturing many fast-growing products such as wind turbines, lithium, biofuel and recycling waste.

INDUSTRIAL		FOOD & FEED	
Forest products		Fertilizers & Minerals	
Metals & Steel		Agribulk	
Alternative energy		Sugar	
Liquid bulk		Fresh & frozen	
Recycling & Waste			
Coal			

Diverse commodity exposure enhances customer engagement

- **Leading position in core commodities**, such as pulp, paper, agribulk, fertilizers and minerals, across **key trade routes**
- Increasing exposure to newer commodities, such as **alternative energies** (including wind turbines) is a core part of the growth strategy
- Diverse portfolio provides a **natural hedge against price and volume fluctuations** in individual commodity groups



EUROPORTS TERMINALS

- 50+ terminals
- 12 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



INTERNATIONAL NETWORK

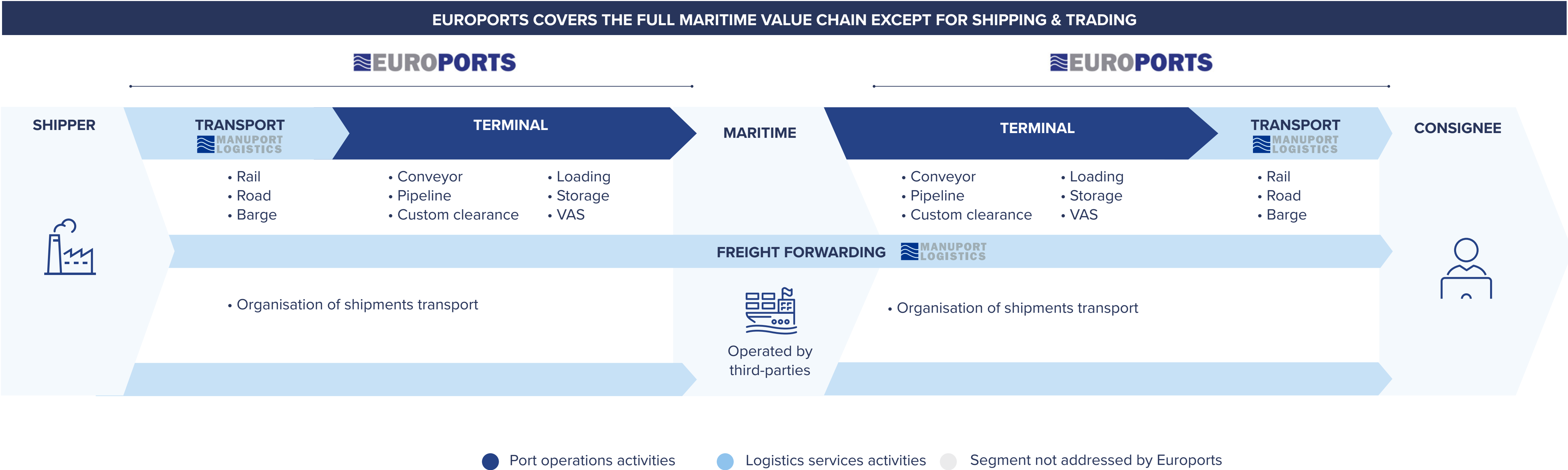
<div><div><div>Antwerp TA168</div><div>Fertilisers & minerals</div></div><div></div><div></div></div>	<div><div><div>Antwerp TA524</div><div>Containers</div></div><div></div><div></div></div>	<div><div><div>Ghent TA280/TA850</div><div>Dry bulk</div></div><div></div><div></div></div>	<div><div><div>Inland terminals</div><div>Multipurpose</div></div><div></div><div></div></div>	<div><div><div>Antwerp TA518</div><div>Sugar, Agribulk</div></div><div></div><div></div></div>	<div><div><div>Antwerp TA1207/EFP</div><div>Breakbulk / Fruits</div></div><div></div><div></div></div>	<div><div><div>Ghent All Weather Terminal</div><div>Steel & minerals</div></div><div></div><div></div></div>	<div><div><div>Venice Bulk</div></div><div></div><div></div></div>	<div><div><div>Devnya Fertilisers & minerals</div></div><div></div><div></div></div>
<div><div><div>Rostock Gross-tanklager Ölhafen</div><div>Liquid bulk & minerals</div></div><div></div><div></div></div>	<div><div><div>Rostock Ferry Stevedoring</div><div>Multipurpose & minerals</div></div><div></div><div></div></div>	<div><div><div>Rostock Agribulk Grain</div></div><div></div><div></div></div>	<div><div><div>Rostock Fertiliser</div></div><div></div><div></div></div>	<div><div><div>Rostock Dry Bulk Ore, Wood chips, Waste</div></div><div></div><div></div></div>	<div><div><div>Rostock Breakbulk</div><div>Steel, Wind turbines & minerals</div></div><div></div><div></div></div>	<div><div><div>Rostock Forest & Roro Paper, Steel, Roro</div></div><div></div><div></div></div>	<div><div><div>Rostock Trimodal Multi-Modal Transport</div></div><div></div><div></div></div>	<div><div><div>Izmit Pulp</div></div><div></div><div></div></div>
<div><div><div>Rauma Multipurpose</div></div><div></div><div></div></div>	<div><div><div>Hanko Multipurpose, RoRo</div></div><div></div><div></div></div>	<div><div><div>Pietarsaari Breakbulk</div></div><div></div><div></div></div>	<div><div><div>Hamina Multipurpose</div></div><div></div><div></div></div>	<div><div><div>Kaskinen Breakbulk</div></div><div></div><div></div></div>	<div><div><div>Kemi Bulk and breakbulk</div></div><div></div><div></div></div>	<div><div><div>Oulu Bulk</div></div><div></div><div></div></div>	<div><div><div>Loviisa Multipurpose</div></div><div></div><div></div></div>	<div><div><div>Port-La Nouvelle Multipurpose</div></div><div></div><div></div></div>
<div><div><div>Le Havre (50%) Sugar</div></div><div></div><div></div></div>	<div><div><div>Changshu Pulp</div></div><div></div><div></div></div>	<div><div><div>Gaolan Pulp</div></div><div></div><div></div></div>	<div><div><div>Tarragona Forest products terminal</div></div><div></div><div></div></div>	<div><div><div>Tarragona Dry Bulk terminal Agribulk</div></div><div></div><div></div></div>	<div><div><div>Tarragona Mineral terminal Terminal</div></div><div></div><div></div></div>	<div><div><div>Sevilla Multipurpose</div></div><div></div><div></div></div>		



BUSINESS MODEL & VALUE CREATION

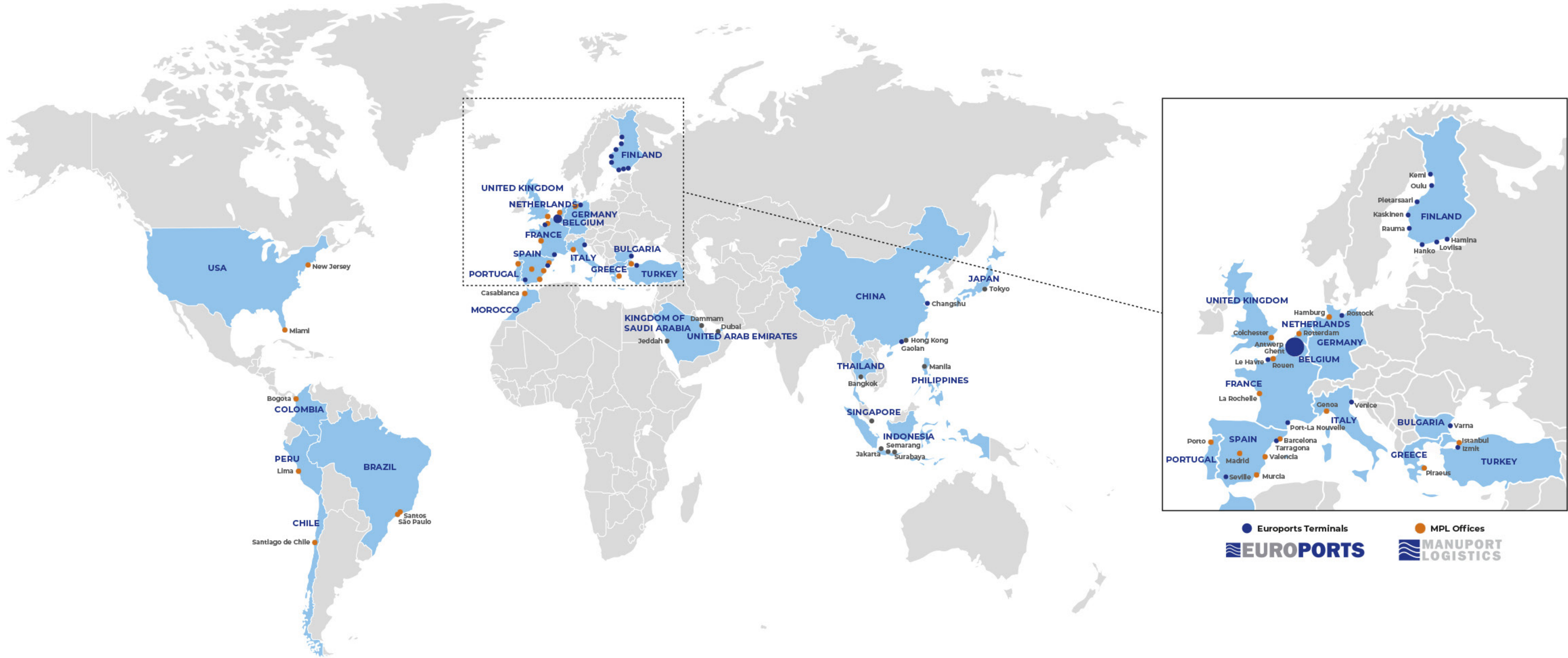
Euroports Group offers port centric solutions, combining terminal management, warehousing, value added services, transport, logistics & freight forwarding. Our business model is built on an integrated supply chain approach.

Operational excellence is key focus and solution-oriented customercentric approach is prioritized.





GLOBAL PRESENCE



Euroports is the pre-eminent global bulk and breakbulk terminal operator, with a portfolio of c. 50 terminals worldwide.

VISION, MISSION AND VALUES

At Euroports, our vision, mission, and values shape our operations and drive our journey towards a sustainable future.

We enhanced these principles in 2023 and concentrated on implementation throughout the organisation in the past year. Through training programs and interactive workshops, we have helped employees

connect with our values and integrate them into their daily work. We created a global dedicated team of Value Ambassadors and empowered them to embed these principles into everyday operations.

By strengthening our cultural foundation, we shape our work and build trust and reliability with our stakeholders.

OUR VISION



Euroports aims to bring essential goods to people across the world in a sustainable manner, through its world leading port centric network.

OUR MISSION



Euroports operates a global network of port terminals supported by logistics solutions, centered around essential commodities. We are dedicated to delivering industry leading services to bring value to our customers, by being efficient, agile, sustainable and profitable.

- Safety is our responsibility
- Expertise and innovation are fostered
- Talent is attracted, developed and retained

OUR VALUES



- Safety, our responsibility
- Performance, our passion
- Respect for people, our foundation
- Integrity, our core
- Teamwork, our DNA



GOVERNANCE MODEL

This model incorporates sustainable governance at all organisational levels, ensuring that risks and opportunities are managed proactively and integrated into corporate decision-making.

Board of Directors

The role of the Board of Directors is to decide on all strategic matters and delegate the day-to-day management of the Group to the Executive Committee (ExCom). The Board is complemented by Functional Committees, including the Audit Committee and the Remuneration & Nomination Committee.

Board responsibilities & Governance: Strategic Oversight & Risk Management / Policy & Performance/Monitoring & Reporting

The **Audit Committee** has been established by the Company’s Board to assist the Board in fulfilling its oversight responsibilities for the financial reporting and audit process of the Company

The **Remuneration and Nomination Committee** makes recommendations on the remuneration and benefits of the company’s executive management (and sometimes broader employee compensation strategies) and ensures that the organisation’s leadership is competent, balanced, diverse, and aligned with strategic needs.

The **Security & Cybersecurity Board** meets quarterly to address cybersecurity risks, safety performance, regulatory compliance, and workforce training related to ESG standards.

ExCom, Country Managing Directors responsibilities

ExCom manages the global Euroports Group supported by:

- Functional Directors (Group level)
- Country Managing Directors

They are responsible for executing the strategy, integrating sustainability into all business functions and driving progress toward key objectives, in their relevant domains.

They ensure sustainability initiatives align with financial planning, risk management, and operational efficiency. The ExCom oversees the implementation of sustainability initiatives in line with the corporate strategy.

CEO and Executive Committee



Frédéric Platini Chief Executive Officer	Geert Gekiere Group Chief Financial Officer	Lucrece Reybroeck Group Chief Human Resources Officer	Patrick Biesdorf Chief Corporate Development & Legal Officer	Guy Pasmans Chief Executive Officer Manuport Logistics
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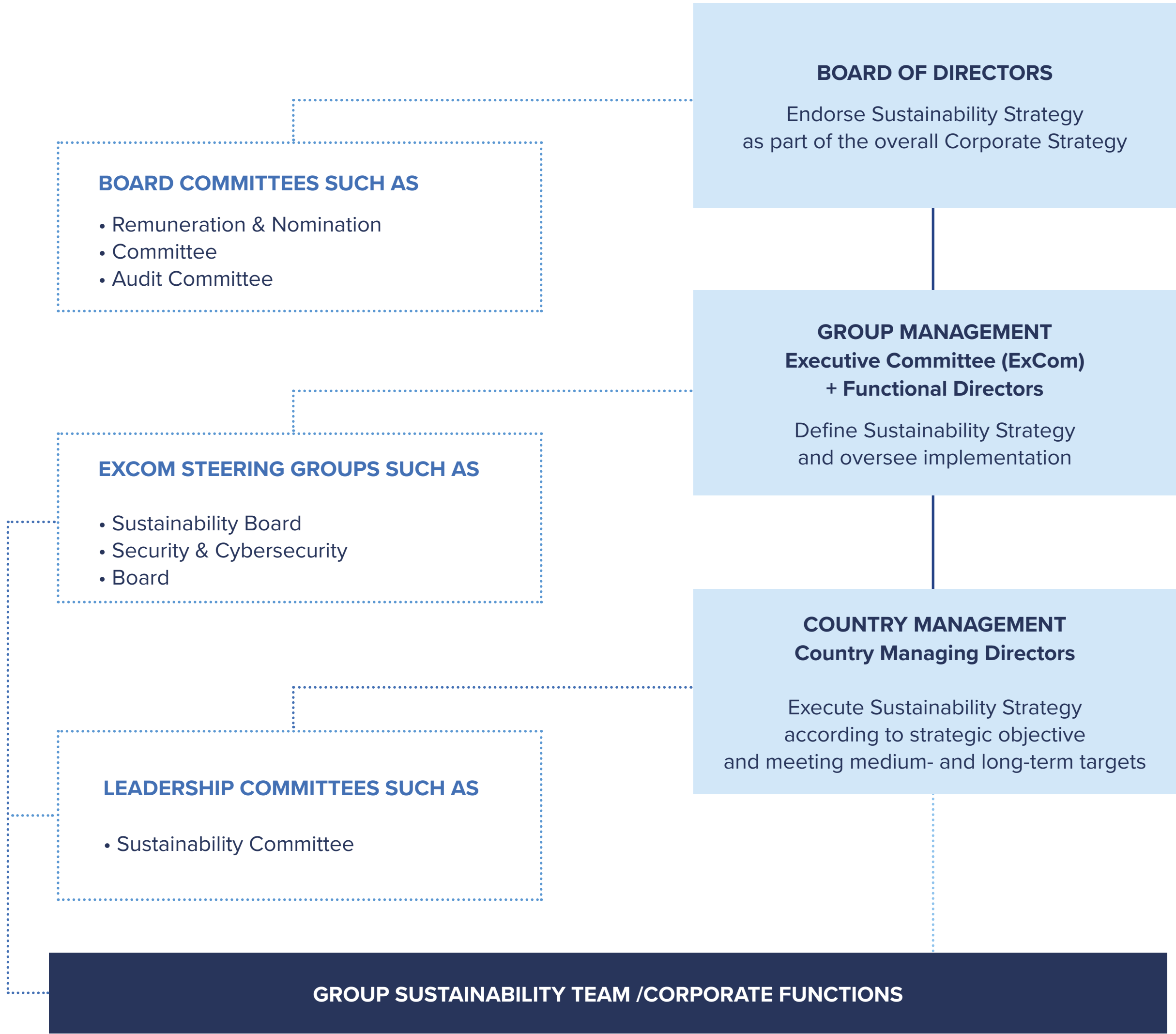
Country Managing Directors



Anthony Gu Managing Director, Euroports China	Karsten Lentz Managing Director, Euroports Germany	Krasimir Kostov Managing Director of Sals AD, Bulgaria	Olivier Ruth Managing Director, Euroports France
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Pablo Garcia Managing Director, Euroports Mediterranean	Rudi Hanot Managing Director, Euroports Belgium	Sari De Meulder Managing Director, Euroports Finland	Stéphane Jaumot Managing Director, Euroports Inland Terminals
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GOVERNANCE MODEL



Gabriel Kierkels
Group Sustainability
& QHSE Director

A dedicated **Group Sustainability & QHSE Director** coordinates sustainability initiatives across all business units, ensuring cross-functional collaboration. This function is responsible for implementing best practices, monitoring compliance, and integrating sustainability objectives into operational planning.

Sustainability Board

The Sustainability Board meets quarterly to oversee sustainability progress, review key ESG risks, and recommend strategic actions to ExCom and the Board of Directors. The board is composed of ExCom & Group Sustainability & QHSE Director.

Sustainability Committee

The Committee comprising ExCom and Country Management, meets bi-annually to review material risks, emerging sustainability trends and performance metrics. This Committee reports key insights to the Board, ensuring that sustainability considerations are factored into corporate governance decisions.

A large industrial port at night, illuminated by bright lights. A large ship is docked at a pier, and a large crane is lifting a large container onto the ship. The scene is dominated by blue and white light, with the ship's red funnel and the crane's yellow lights providing contrast. The text "SUSTAINABILITY APPROACH" is overlaid in the top right corner.

SUSTAINABILITY APPROACH



DOUBLE MATERIALITY ASSESSMENT

The Double Materiality Assessment was executed as a crucial step toward achieving CSRD compliance, enabling the identification of how Euroports’ operations impacted people and the environment across its value chain, while also considering how external factors such as climate change influenced the Euroports Group.

By identifying all material impacts, risks, and opportunities (IROs) across environmental, social, and governance topics, the assessment ensured the creation of shared value for Euroports. It provided essential insights into shaping the Group’s Sustainability strategy towards 2030 and facilitated the efficient allocation of resources.

Business Context Overview

First, we conducted a Business Context Overview to understand Euroports’ operations by mapping the key aspects of the full value chain; own operations and upstream and downstream operations along with seven identified key stakeholder groups for the materiality assessment: employees, customers, suppliers and business partners, authorities, and communities, all of whom are affected stakeholders by our operations. Investors, lenders, and NGOs are the users of sustainability statements

Identifying Potential Material Impacts, Risks, and Opportunities

Next, we identified potential material impacts, risks, and opportunities across the Euroports value chain. This was followed by the initial screening of the longlist, which involved analyzing insights from the previous materiality assessment, conducting thorough research on (emerging) industry trends, and reviewing sustainability reports from industry peers.

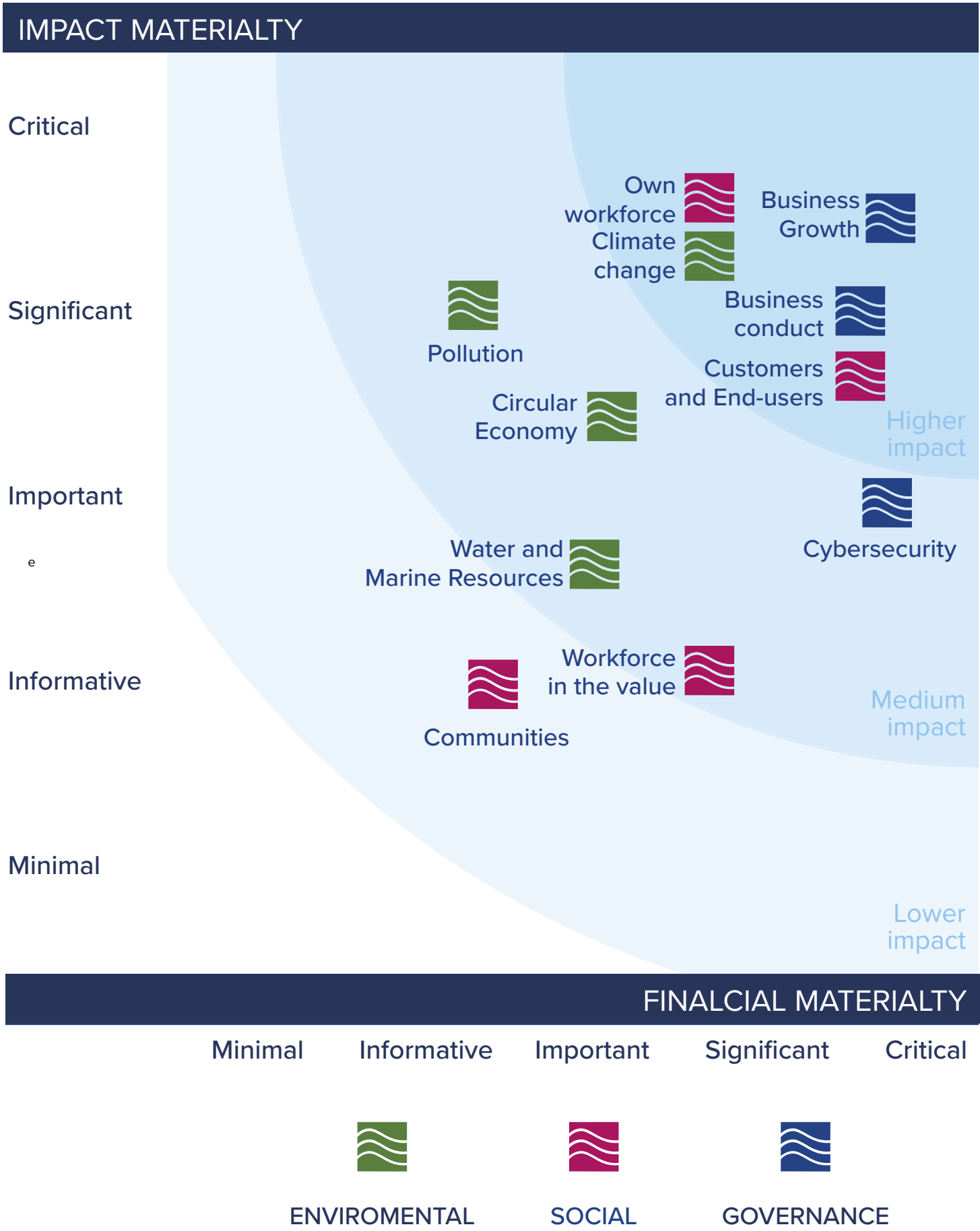
We compiled a list of over 50 potential IROs and then engaged the Executive Committee (ExCom), the Functional Directors and the Group Sustainability Team to assess the importance of each IRO using a rating scale. The impacts were rated from ‘No impact’ to ‘Very high impact,’ while risks and opportunities were evaluated from ‘No risk/opportunity’ to ‘High risk/opportunity.’

Pre-Selection Process

This pre-selection process ensured that only the most relevant sustainability IROs were included in further stakeholder consultation. We then calculated the average scores for impacts, risks, and opportunities, based on feedback from the Executive Committee, Functional Directors and Group Sustainability Team. Any impacts that received a score equal to or higher than the ‘average impact,’ along with risks and opportunities that met the ‘low opportunity/risk’ threshold, were included in the final list of potential material topics. Feedback was also gathered on other topics from the longlist that were not initially included to ensure they were reconsidered if necessary.

We cross-referenced the final list by classifying topics, subtopics, and sub-subtopics outlined in European Sustainability Reporting Standards (ESRS) 1, paragraph AR 16.

DOUBLE MATERIALITY ASSESSMENT MATRIX - EUROPORTS





DOUBLE MATERIALITY ASSESSMENT

Assessment of Material Sustainability Matters

In the subsequent step, we assessed the IROs to define material sustainability matters by gathering input from both internal and external stakeholders. Key internal stakeholders participated in surveys and workshops, while key external stakeholders provided their insights through surveys and in-depth interviews. The consultations also included input from the Board and ExCom. Board members filled out the same online survey as other stakeholders, while ExCom’s opinions were derived from the earlier pre-selection survey, which provided the final 20 IROs.

Criteria for Impact and Financial Materiality

To assess the materiality of the impacts, respondents were asked to consider the criteria outlined by the Corporate Sustainability Reporting Directive (CSRD). These included the scope of the impact, the scale of its consequences, the probability of it occurring, and whether its consequences could be addressed or corrected. We also discussed the criteria for risks and opportunities regarding financial materiality, considering the size of financial effects and the probability of their occurrence.

Validation of Material Sustainability Matters

The final overview of material sustainability matters was validated through meetings with the Leadership Team, ExCom, where participants discussed both the quantitative results and the qualitative insights.

The evolution of Euroports’ Double Materiality Assessment Matrix shows a clearer focus on strategic ESG priorities. Key topics have consolidated in the top-right quadrant, highlighting stronger alignment between impact and financial materiality. Governance themes have gained importance, with new additions like Cybersecurity and Business Growth, and a higher position for Business Conduct. Environmental priorities such as Climate Change and Pollution remain critical, while Circular Economy and Water and Marine Resources have gained relevance. Overall, the matrix reflects a sharper, more financially integrated sustainability outlook.

Creating the Euroports Group Sustainability Strategy

The materiality matrix highlighted the sustainability topics that are most significant to both the Euroports Group and its stakeholders. It considered the topics that impact Euroports in terms of growth, costs, risks, or opportunities, as well as the issues that stakeholders expect the Group to address.

In 2025, the goal is to formulate a Sustainability Strategy 2030 for the entire Euroports Group, setting updated targets and KPIs that will be applicable for the next five years. This strategy will be built upon the insights from the Double Materiality Assessment (DMA), which serves as a strong cornerstone by identifying the most relevant sustainability topics for both Euroports and its stakeholders.

STAKEHOLDER ENGAGEMENT

Euroports involves key stakeholders from seven groups: employees, customers, suppliers/business partners, authorities, and communities, all of whom are affected stakeholders by our operations. Investors/lenders, and NGOs are the users of sustainability statements.

KEY STAKEHOLDERS	HOW ENGAGEMENTS & WHICH FREQUENCY	TYPE	EXPECTATIONS	SENIOR ROLE RESPONSIBLE FOR ENGAGEMENT	PURPOSE	OUTCOME TAKEN INTO ACCOUNT
Employees	Daily interactions; yearly engagement surveys; regular communication between managers and colleagues; Continuous Whistleblowing Tool; Yearly Double Materiality Assessment.	Consultation & Feedback Mechanisms	Equal and fair treatment, work satisfaction, and ample opportunities for career growth.	CEO, CHRO and Country Managing Directors	Understand the engagement evolution, take actions and gaps to close; basis for communication improvement and sustainability strategy.	Corrective actions defined to close gaps, specific actions in function of survey results, dialogues.
Customers	Regular business discussions and customer Satisfaction Surveys, Market Research; Continuous Social Media and partnerships in collective action cooperations; yearly Double Materiality Assessment.	Information Sharing & Transparency, Consultation & Feedback Mechanisms and Partnership & Collaboration	Responsible business practices.	CEO and Country Managing Directors	Ensure customer centricity, market awareness, brand development, stakeholder engagement, and ethical accountability.	Local plans outline targeted actions based on customer priorities, aligning with the broader strategy and sustainability goals through immediate solutions and long-term initiatives.
Investors/ Lenders	Regular interactions with investors and banks; Continuous Whistleblowing Tool; yearly Double Materiality Assessment.	Partnership & Collaboration	Strategies and actions that long-term business model mitigates risks, business outlook, industry leadership.	ExCom	Ensure stakeholder engagement and ethical accountability.	Aligning with the (sustainability) strategy and long-term initiatives.
Suppliers and Business Partners	Continuous dialogue and (re)new(ed) partnerships.	Consultation & Feedback Mechanisms and Partnership & Collaboration	Compliance with ethical standards and partnership on sustainable initiatives.	ExCom, Procurement, Sustainability & QHSE Director and Country Managing Directors	Define Euroports' material matters, uphold ethical accountability, monitor supplier sustainability, set clear expectations, implement vendor ratings, and engage suppliers in reducing Scope 3 emissions.	Supplier rating system, engagement on sustainability roadmaps, and clear procurement criteria.
(Port) Authorities, Government	Direct engagement with local and (inter) national authorities, as well as through industry associations.	Information Sharing & Transparency, Consultation & Feedback Mechanisms and Partnership & Collaboration	Adherence to regulations and participation in policy dialogue to lead the industry towards sustainability.	CLO and Country Managing Directors	Ensure compliance, proactive participation in regulatory developments, and sustainability alignment.	Regular updates on policy changes, joint sustainability initiatives, and strategic alignment with governmental goals.
Communities	Interaction with community representatives, involvement in collective action alliances and partnerships, and conducting scientific studies.	Partnership & Collaboration	Social responsibility, local employment opportunities, and sustainability accountability.	Country Managing Directors	Strengthen local engagement, contribute to social well-being, and promote sustainable business practices.	Community engagement programs, CSR initiatives, and feedback loops for social impact.
NGOs	Direct engagement and partnerships.	Partnership & Collaboration	Accountability, social impact, and environmental responsibility.	Sustainability & QHSE Director	Collaborate on environmental and social initiatives, ensuring industry-wide accountability and best practices.	Joint sustainability programs, shared research and impact assessments.

VALUE CHAIN RISK ANALYSIS

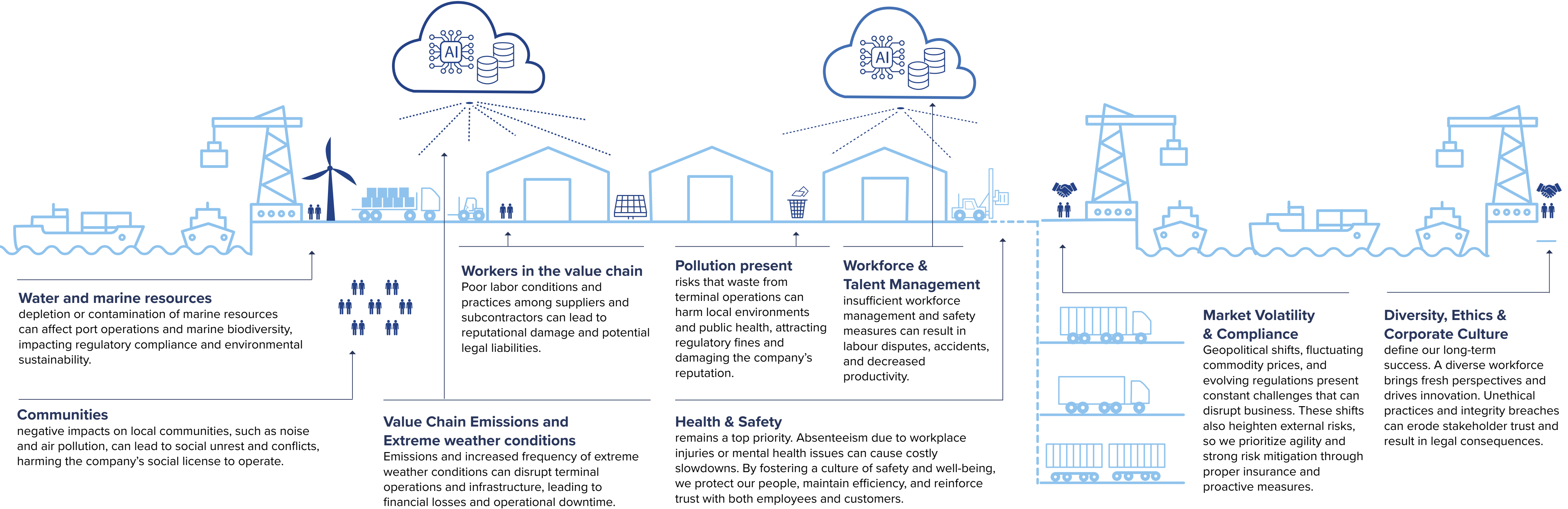
Energy Management drives our costs and environmental impact. Rising energy prices and regulations pressure suppliers and terminals. By investing in renewables and efficiency, Euroports is replacing diesel equipment with hybrid and electric alternatives, cutting emissions and costs. This supports customers’ sustainability goals and gives us a competitive edge.

Extreme weather conditions are now a present reality, with storms, heatwaves, floods, and typhoons disrupting operations and damaging infrastructure. As severe events become more likely, our terminals

must be built to withstand them. Developing climate-resilient logistics ensures reliability in an unpredictable world.









Terminal Waste Management: inefficient waste management practices can lead to increased disposal costs and environmental harm, contravening sustainability goals.

Cybersecurity & Data Protection are crucial in a digitalized world. Cybersecurity breaches can compromise sensitive data and disrupt terminal operations, leading to financial and reputational damage.



SUSTAINABILITY OBJECTIVES

Euroports’ sustainability strategy is fundamental to our commitment to sustainable and responsible business practices. Building on over the past years of progress, our strategy addresses key topics critical to our operations and stakeholders. Our objectives cover a wide range of environmental, social, and governance (ESG) concerns, each with clear performance targets and metrics for tracking progress.

ESG TOPICS		EUROPORTS MATERIAL TOPICS	STRATEGIC SUSTAINABILITY TARGETS	PERFORMANCE 2024	SDGS
ENVIRONMENTAL FOCUS					
	Climate change	Energy consumption Greenhouse gases	<ul style="list-style-type: none">To significantly increase the energy consumption coming from renewable sources by 2030.To reduce GHG emissions by 40% compared to 2021 baseline.	<ul style="list-style-type: none">12% of renewable electricity.1,4% reduction of total GHG emissions and 23% reduction per kiloton handled compared to 2021 baseline	 
	Circular economy	Circular Economy Waste Management Sustainable Supply Chain	To prioritising recycling & reuse in waste management and implementing a sustainable supply chain to minimise environmental impact and maximize resource efficiency.	<ul style="list-style-type: none">90% of the total waste generated directed towards recovery operations.	
	Water and marine resources	Water Stewardship	<ul style="list-style-type: none">To reduce water consumption and protecting water quality at all facilities with 2022 as the baseline.	<ul style="list-style-type: none">6,75% reduction of water intensity compared to 2022.	
SOCIAL COMMITMENT					
	Own workforce Workers in the value chain	Human Capital Safety and well-being at work Security related to the people Equal opportunity / Non discrimination	<ul style="list-style-type: none">To prioritise safety and security in the workplace by reducing the frequency and severity of lost time injuries and severe safety incidents each year through strong safety policies and employee engagement, striving for a zero-harm work environment.To reduce illness rates among our workforces.Percentage of Women Employed in the Whole Organisation: Increase female workforce by 3% per year. By 2030Percentage of Short-Term Illness: Achieve 2% overall illness (blue and white collars), considering only illnesses shorter than 3 months by 2030Annual Performance Assessments: 75% of all employees receiving annual performance assessments by 2030	<ul style="list-style-type: none">LTI Freq.: 4,8 (↘ from 6,2).LTI Sev.: 0,23 (↘ from 0,29).SSI Freq.: 1,5 (↘ from 1,7).6,79% turnover blue-collar and 3,35% for white collar.	   
	Affected communities	Local Communities	<ul style="list-style-type: none">To promote the well-being of local communities, encouraging local community engagement and sustainability initiatives.	<ul style="list-style-type: none">Numerous support activities in several countries and locations.Providing training sessions and workshops on social topics.	   
GOVERNANCE					
	Business conduct	Ethics and integrity Security related to the business activities Sustainable procurement	<ul style="list-style-type: none">To safeguard ethics and integrity in all aspects of our business.	<ul style="list-style-type: none">Comprehensive training programs, including cybersecurity training tailored to employees’ roles, with 100% participation level.Systematic program compliance checks.	 



CERTIFICATIONS AND AUDIT

At Euroports, we maintain high standards in quality, environmental management, and safety across all our operations. Our commitment to excellence and continuous improvement is reflected in the diverse range of international and local certifications we maintain, ensuring compliance with the highest industry standards.

Euroports holds key certifications such as ISO 9001, demonstrating our focus on customer satisfaction and process efficiency; ISO 14001, reinforcing our commitment to environmental management and sustainability; and ISO 45001, ensuring occupational health and safety to protect our workforce. Additionally, we adhere to GMP+ / FCA standards for the traceability of non-GMO products, ISPS for the security of ships and port facilities, and IFS Food for superior food safety and quality management.

Beyond certifications, Euroports actively integrates sustainability principles into its operations, reinforcing our commitment to responsible business practices. We continue to demonstrate our dedication to the United Nations Global Compact (UNGC) by upholding its 10 principles and contributing to the 17 Sustainable Development Goals (SDGs) through active participation in its programmes and the submission of our Communication on Progress.

Our sustainability performance is evaluated annually by EcoVadis, and in 2024, we achieved a significant milestone by advancing from a Bronze to a Silver Medal rating. This improvement places Euroports in the top 15% of all companies assessed globally, and among the top 6% within our industry.

Link: [Certifications - Euroports](#)

ENVIRONMENT





CLIMATE CHANGE

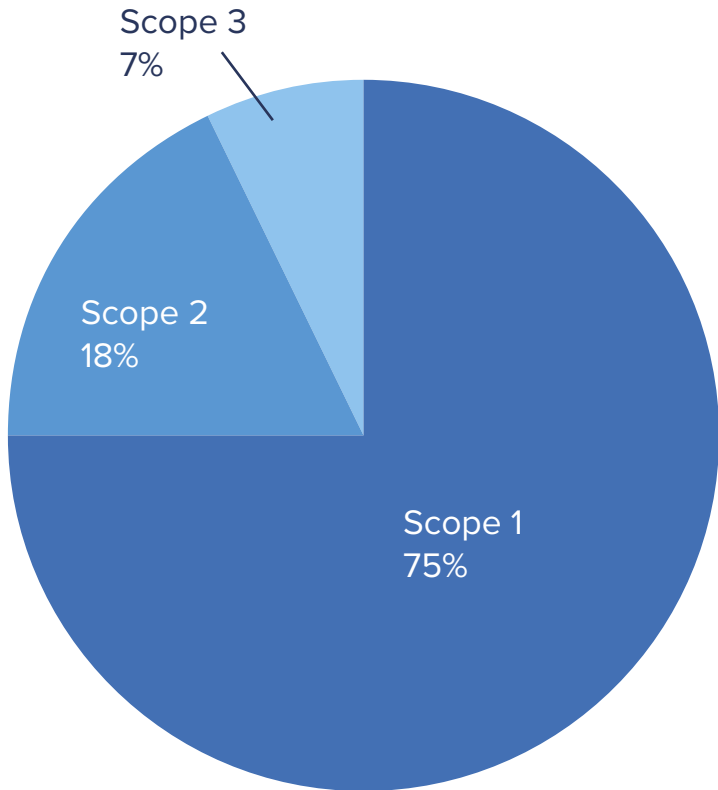
We continuously work towards minimizing our environmental impact through reducing greenhouse gas (GHG) emissions, improving energy efficiency, and optimizing water and waste management. As we refine our methodologies and implement new initiatives, we aim to set a higher standard for environmental responsibility across our facilities and operations.

Climate Change

Reducing greenhouse gas (GHG) emissions remains a top priority for Euroports as we work toward a 40% reduction by 2030.

To monitor progress, we track Scope 1 emissions from stationary and mobile combustion and Scope 2 emissions from purchased electricity and heat. In 2024, we refined our measurement methodology by shifting from total commodity volumes to throughput volumes, resulting in a more accurate reflection of operational realities. This adjustment led to a higher average emission per ton handled due to improved precision rather than increased emissions.



We also completed a comprehensive assessment to identify the most relevant Scope 3 categories across our value chain. Verified by a third party and aligned with the GHG Protocol, this confirmed that categories such as purchased goods and services, capital goods, upstream logistics, energy-related activities, waste, business travel, and commuting are material to Euroports.



In our previous sustainability report, we mentioned waste and water consumption, which have been recalculated in 2024 using updated methodologies and are now fully integrated into our Scope 3 reporting.

For this reporting year, Scope 1 emissions accounted for 75% of our carbon footprint, Scope 2 for 18%, and Scope 3 for 7%, although not all Scope 3 categories are included yet. All data has been calculated according to the guidelines of the GHG Protocol and independently verified.

	Euroports	Manuport Logistics	Absolute emissions (tCO ₂ e)
2021	57.210	1.571	58.780
2022	52.403	1.757	54.160
2023	48.430	2.002	50.432
2024	48.145	1.598	49.743

	 SCOPE 1	 SCOPE 2	 SCOPE 3
2021	43.037	11.388	4.335
2022	41.312	9.349	3.498
2023	37.881	8.966	3.586
2024	37.327	8.922	3.494

All values in tons CO₂e

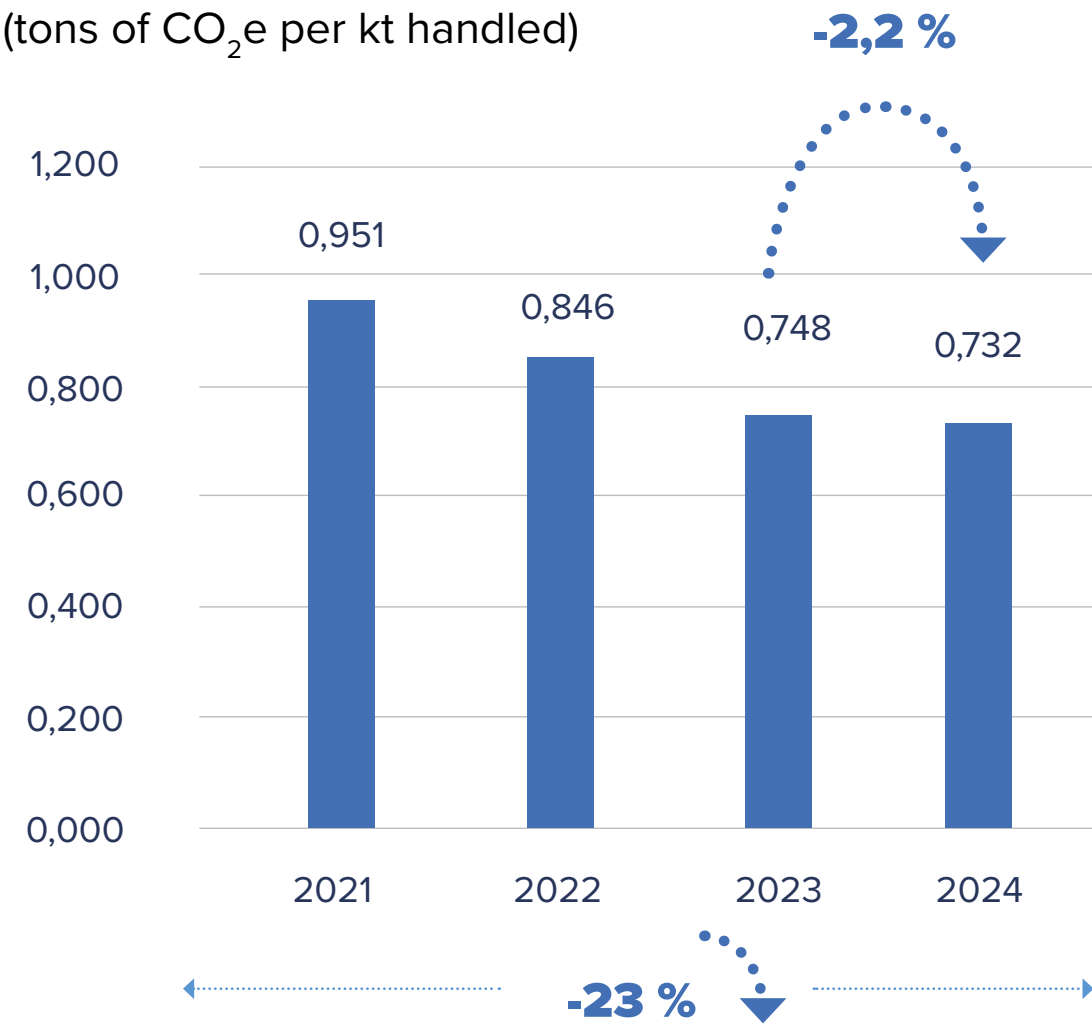


CLIMATE CHANGE

Thanks to efforts across our sites and operations, we achieved a 1,4% reduction in total emissions this year — marking another meaningful step in our decarbonisation journey.

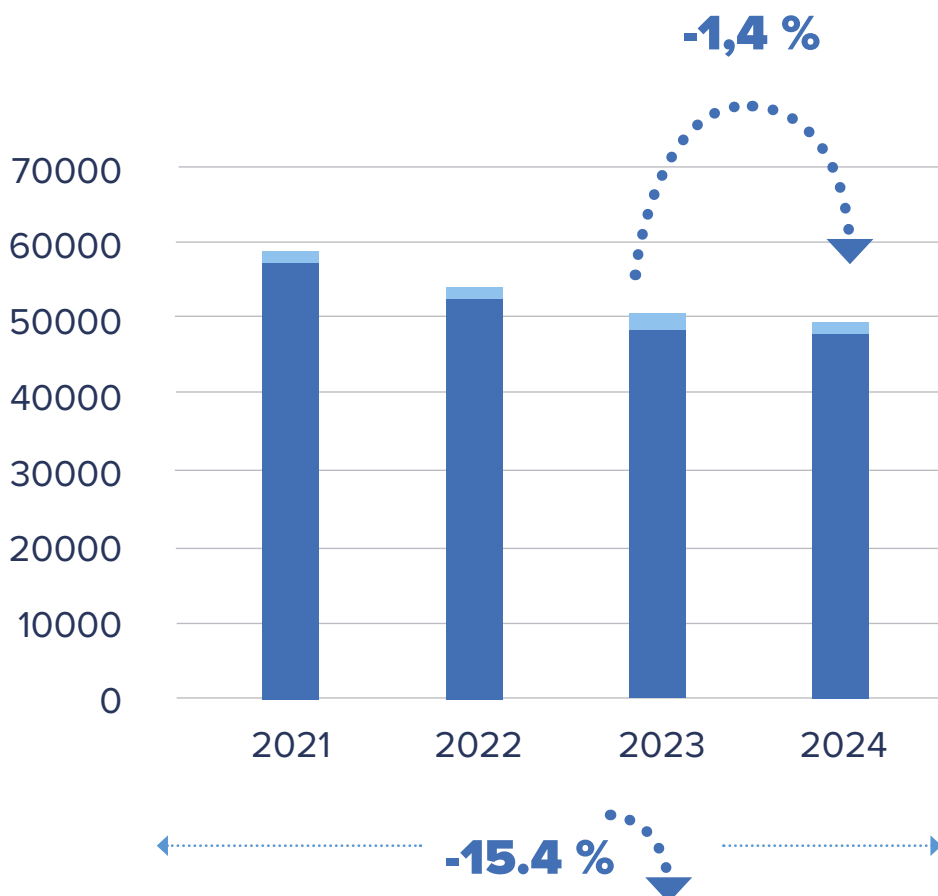
To have a better correlation between our absolute and relative GHG emissions, we changed our baseline from the 2020 Covid pandemic year to 2021; volumes are more representative and data more consistent from this year onward. Our 40% reduction target for 2030 remains for now unchanged.

RELATIVE GHG EMISSIONS
(tons of CO₂e per kt handled)



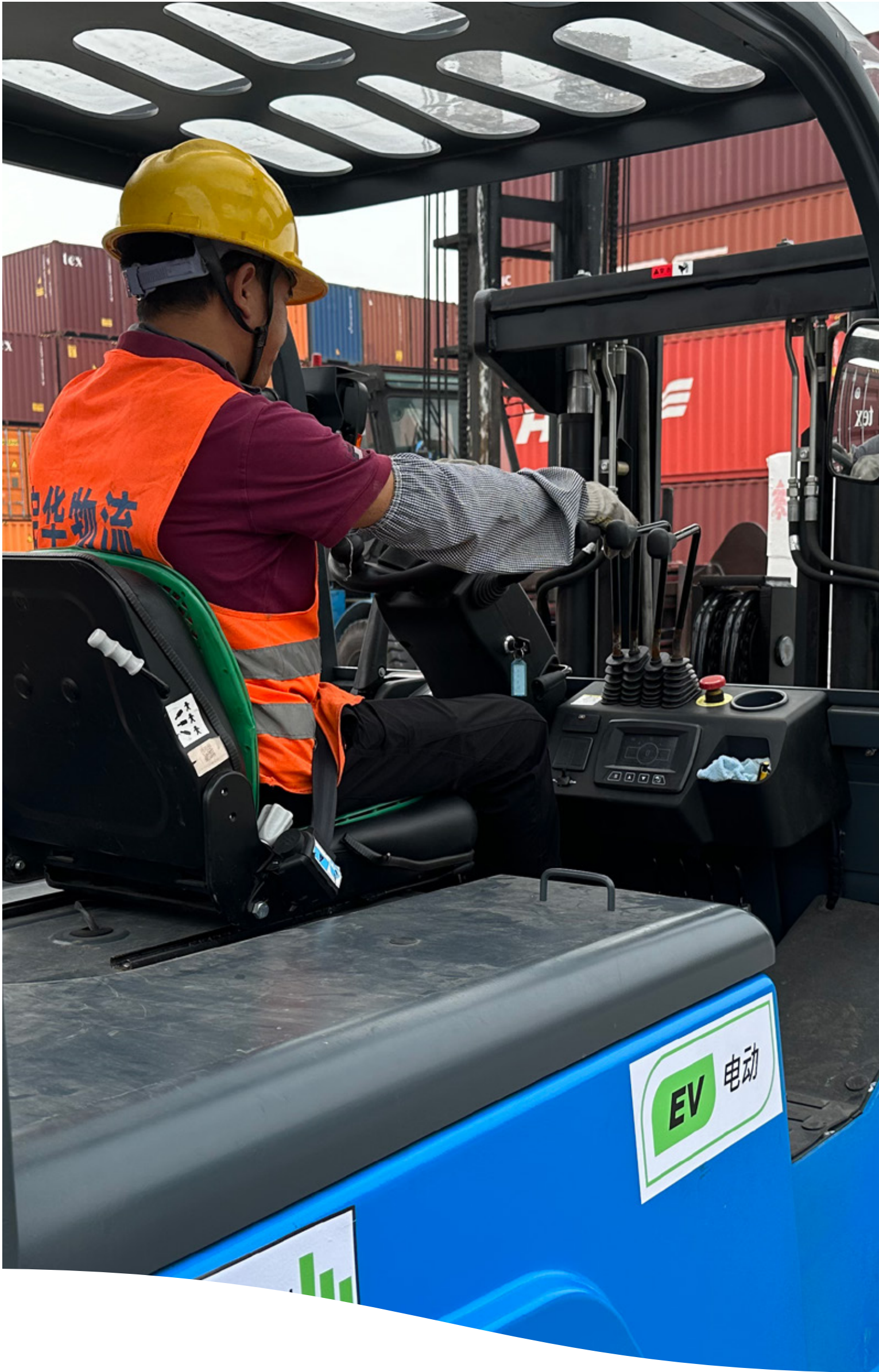
	YOY DECREASE	YOY %
2021	0.18	-15.6%
2022	0.10	-11.1%
2023	0.10	-11.5%
2024	0.02	-2.2%

ABSOLUTE GHG EMISSIONS
(tons of CO₂e)



- Manuport logistics**
- 31% scope 1
 - 25% scope 2
 - 44% scope 3
- Euroports**
- 76% scope 1
 - 18% scope 2
 - 6% scope 3





INITIATIVES FOR REDUCTION

As a Group, we implemented various decarbonization and efficiency measures across our terminals to achieve a 15,4 % reduction in absolute emissions compare to the baseline.

Electric equipment, vehicles and terminal optimisation

Several locations have shifted from fossil fuels to more sustainable energy sources. At select terminals, we’ve introduced HVO (Hydrotreated Vegetable Oil) fuel, enabling our rolling equipment and contracted services to run on renewable diesel. In Finland and China, we are advancing electrification by deploying electric-powered terminal equipment.

We are also investing in the energy efficiency of our infrastructure. In Belgium, France, and Bulgaria, we installed LED lighting with smart sensors, while in Finland, we equipped warehouses and offices with air source heat pumps. We optimize energy usage by improving terminal layouts, reducing heating, and mapping diesel and electricity consumption at key locations.

Energy management

Renewable energy is gaining momentum across our operations with the procure of green energy. Our investment in more efficient, lower-emission machinery, such as EURO 6 and Stage 3 vehicles across Bulgaria and other terminals, strengthens our decarbonization efforts.

Reducing energy consumption and emissions remains a top priority in our sustainability commitment. Across various locations, we are integrating renewable energy sources, improving energy efficiency, and transitioning to cleaner technologies.

We used renewable energy both through certifications and generate green electricity on-site through solar panels for a total of 12 % of our total electricity consumption. To expand our renewable energy capacity, we are assessing the feasibility of installing additional solar panels on warehouse and office rooftops, ensuring optimal conditions for energy generation.

In areas where on-site renewable production is not viable due to infrastructure or weather conditions, we prioritize procuring certified green electricity to minimize our carbon footprint. Additionally, we are reducing emissions by transitioning to electric vehicles and exploring further electrification opportunities throughout our operations.

	Total amount (KWH)	Gray (1)	Green	Produced onsite	% Renewable (2)
2021	45.067.594	44.168.999	768.700	129.894	2%
2022	44.341.929	41.232.799	2.411.087	695.840	7%
2023	41.582.899	37.858.458	3.029.220	989.201	9%
2024	42.863.399	37.811,393	3.408,896	1.643.111	12%

(1) Gray
(2) Certified green + produced on site



WASTE MANAGEMENT

We continue to refine our waste management methodology as we integrate waste into our Scope 3 emissions reporting. This approach helps us better assess the environmental impact of how we handle and dispose of waste.

In 2024, Euroports generated 6,541 tons of waste. Non-hazardous waste accounted for 89%, while hazardous waste comprised 11%. We successfully recovered 90% of our total waste through recycling, preparation for reuse, and energy recovery. Specifically, we prepared 2,621 tons (40%) of non-hazardous waste for reuse, recycled 1,383 tons (21%), and incinerated 885 tons (14%) with energy recovery. We also recovered 734 tons (11%) through other methods. We disposed of the remaining 10% of non-hazardous waste through landfill (118 tons), incineration without energy recovery (10 tons), or other disposal methods (451 tons).

We handled 337 tons of hazardous waste. Of this, we recovered 93% including 176 tons through incineration with energy recovery, 85 tons through recycling, and 54 tons through preparation for reuse. We disposed of only 22 tons (7%) of hazardous waste without recovery.

Most of our waste comes from operations and maintenance activities, with office facilities generating a smaller share. Across our terminals,

our teams implement waste management systems that comply with local regulations and ensure the safe handling of hazardous materials. We actively separate waste streams and look for recycling or responsible disposal routes whenever possible.

Office waste resembles domestic waste, while industrial activities, such as warehouse cleaning, produce mixed waste that includes soil, dust, and organic residue, which we typically send to landfills. Maintenance teams generate hazardous and non-hazardous waste, including used parts, oil-contaminated materials, and occasional spills. Where possible, we recycle these materials and always send metal scrap for recycling. We remain committed to reducing waste across our network. We introduced office waste segregation in Belgium, France, and Spain to promote sustainable daily habits. Each terminal will now create its action plan, including awareness campaigns, waste reduction initiatives, and new recycling efforts.

We rely on reports from authorised waste treatment partners to track our waste data. These reports help us ensure compliance and maintain transparency as we continue improving our sustainability performance.

	Total amount (TONS)	Recovered (TONS)	Recovered (%)	Not recovered (TONS)	Not recovered (%)
2021	5.905	4.706	80%	1.199	20%
2022	7.126	3.802	53%	3.324	47%
2023	6.397	5.389	84%	1.008	16%
2024	6.541	5.938	90%	603	10%





WATER MANAGEMENT

Water plays a vital role in our operations, and we actively work to better understand and manage its use across all terminals. By developing water balances, we gain insights into how water enters, moves through, and exits our facilities, helping us identify where to improve efficiency and reduce consumption.

Our teams primarily use water in office facilities and during cleaning and maintenance activities. However, total usage varies depending on the type and volume of commodities handled at each site. For instance, in recent years, we reduced our overall water intensity by changing certain operational practices and phasing out commodities that required regular water spraying.

We calculate water intensity based on water withdrawal per kiloton of cargo handled to track performance. This helps us monitor trends and spot opportunities for further reductions.

We gather water consumption data from invoices and flow meter readings and estimate usage using operational patterns and historical data where direct measurements are unavailable. Through these insights, we continue to drive more sustainable water use across our network.

1.27m³/kton

WATER INTENSITY 2021

1.63m³/kton

WATER INTENSITY 2022

1.66m³/kton

WATER INTENSITY 2023

1.52m³/kton

WATER INTENSITY 2024



ENVIRONMENTAL AWARENESS

Euroports Group is devoted to integrating sustainable practices into our operations.

Our Quality, Health, Safety, and Environmental (QHSE) Policy provides a structured framework to drive continuous improvement, ensure compliance with environmental regulations, and proactively manage risks. As part of our broader sustainability efforts, we actively engage in initiatives that reduce our environmental impact and support local communities.

Clean-up efforts

We actively engage employees and local communities through various sustainability initiatives to reduce pollution, restore natural spaces, and promote environmental awareness.

In Belgium, our teams participate in port clean-ups as part of the UN World Clean-up Day initiative, ensuring terminal surroundings stay free of waste. In France, we collaborate with ReSEAclons for beach clean-ups, where our employees helped collect over 150 kg of waste. We also provide financial support to organizations dedicated to combating ocean plastic pollution. In Germany, our employees organize pier clean-ups and contribute to reforestation efforts through tree-planting campaigns linked to local events like the Rostock Company Run.

Promoting sustainable commuting

As part of our commitment to sustainability and reducing emissions, we actively encourage greener commuting options across our operations. In Germany, our “Bike to Work” initiative promotes cycling as a sustainable, healthy mode of transport. This initiative helps reduce carbon emissions and traffic congestion and supports employee well-being. We are also integrating electric mobility solutions by adding electric cars to our company fleet and installing EV charging stations at terminal offices.

On 23 November 2024, our German team participated in the tree-planting campaign “My Tree for Rostock.” Our teams planted trees as part of the reforestation of areas around Rostock. Since 2021, we’ve already planted 10,000 trees.

Sustainability is a continuous journey. We have set clear environmental goals and key performance indicators to track our progress. We remain committed to exploring innovative solutions for a more sustainable future.

SOCIAL





HEALTH AND SAFETY AT WORK

Back to basics: Strengthening our safety culture

At Euroports Group, safety is a value that we want to see reflected in our operations, ensuring the well-being of our employees, contractors, and all workers within our value chain. Our commitment strives to create a proactive safety culture that minimizes risks and promotes continuous improvement beyond legal compliance.

In 2024, we focused on “Back to Basics” as our core safety theme, making it the theme of Global Safety Day and our year-long initiatives. While we have made substantial progress in safety, some areas need a refresher to keep core safety principles and best practices top of mind. By returning to the basics, we are laying an even stronger foundation for a safer future built on continuous learning, reflection, and adaptation.

Despite our significant safety efforts and the extensive measures we have implemented, we deeply regret that a fatal accident occurred last year. This tragic incident contrasts the positive safety trend of reducing accidents and serious incidents across most sites in recent years. While it’s a difficult setback, it highlights the need to continuously improve our safety culture and processes to reduce the likelihood of similar incidents in the future.

Proactive safety measures

To strengthen our safety culture further, we have reinforced the Take 5 Safety procedure, a proactive safety measure that requires all workers to pause for five minutes before starting any task to review potential hazards and relevant safety protocols. By embedding Take 5 Safety into our daily operations, we foster a habit of safety awareness and empower every individual to pause, assess, and act with safety in mind.

A successful Take 5 session should be brief, focused, and visual. It should use images to clearly demonstrate the correct and safe way to carry out tasks. This approach ensures that all personnel know the risks involved in their assigned activities and take appropriate precautions. Supervisors and operations managers ensure the Take 5 process is appropriately conducted and documented before each allocated task. At the same time, QHSE Coordinators oversee compliance and integration into local standards.



GLOBAL SAFETY DAY
25.4.2024

Back to Basics
Topic: Euroports Life Saving Rules

 **EUROPORTS**



HEALTH AND SAFETY AT WORK

Protecting our people

To complement our Line of Fire program, we have developed the Life Saving Rules, a set of essential guidelines designed to ensure that everyone returns home safe and healthy at the end of the day. By following these Life Saving Rules, we reinforce a culture of accountability for safety. These rules tackle the most critical workplace risks, offering a clear and practical guide to prevention. They serve as daily reminders of the essential safety measures every employee must follow to protect themselves and one another.

Safety at Euroports Group is a shared responsibility. Through these guidelines, we empower employees and contractors to take ownership of safety in their roles, helping to prevent incidents before they occur. Despite all our efforts, a tragic accident occurred aboard a vessel being loaded in one of our locations mid 2024. After thorough investigation, appropriate measures were implemented to prevent similar accidents from ever happening again.

The trend of our main safety-result KPI's, SSI and LTI, show that whilst our safety performance has been stable over the past few years, next level behavioral and technical solutions are needed to support our journey toward a zero-harm culture. A new QHSE strategy will be developed and implemented in the coming year to assure a further, significant reduction of incidents by 2030.

The Euroports Life Saving Rules

Work according to rules and qualifacitions

Operate vehicles & mobile equipment safely

Control risks with lifted and suspended loads

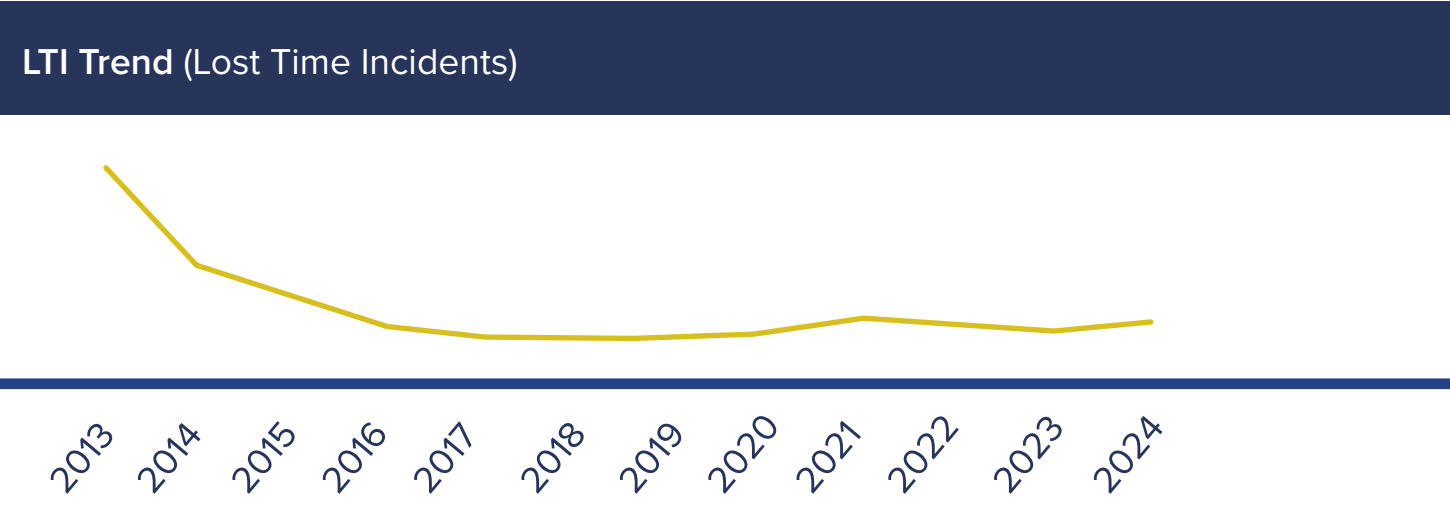
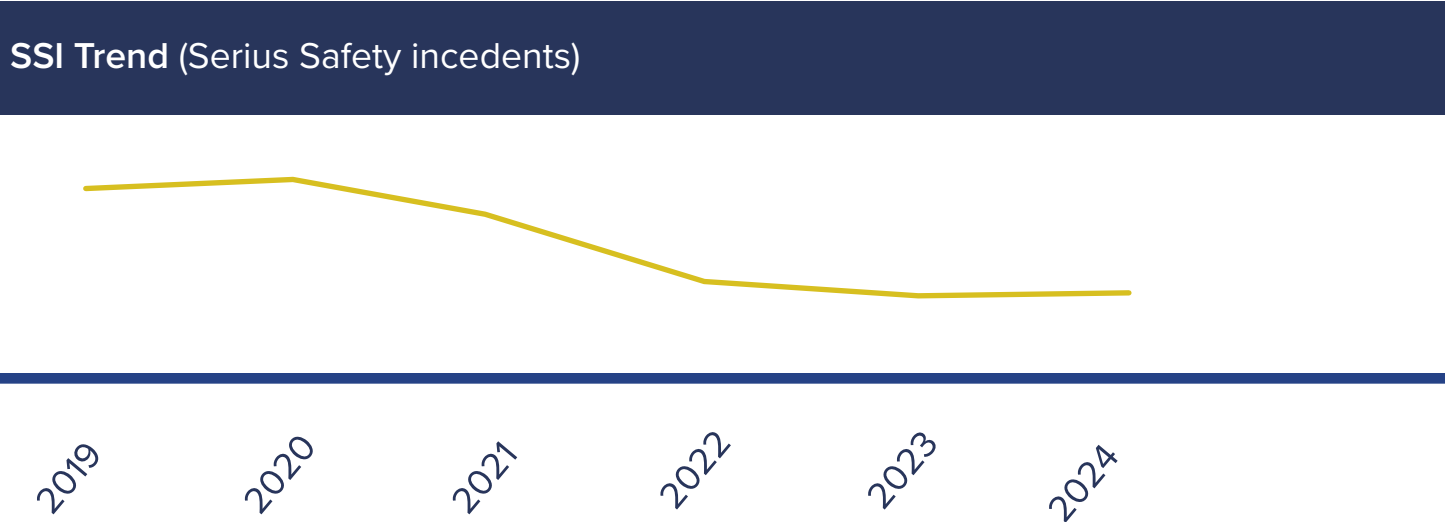
Mind the risks of loads with shift potential

Use caution when entering confined spaces

Protect myself and others when working at height

Verify isolation when working on energized systems

Handle moving parts with care





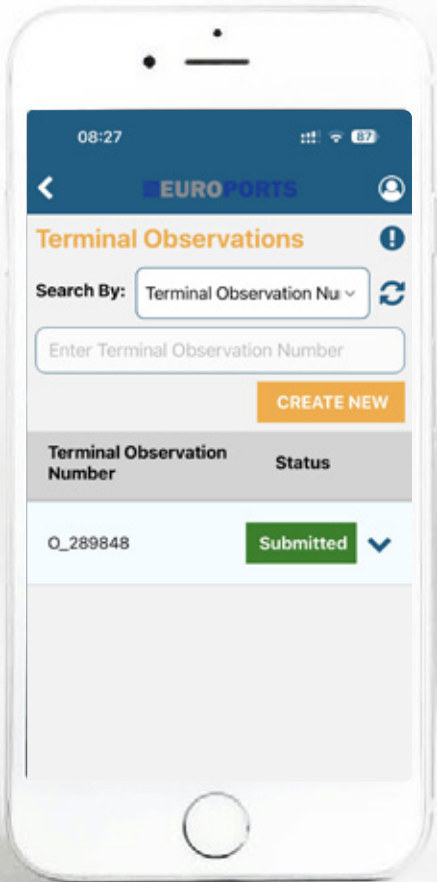
HEALTH AND SAFETY AT WORK

Euroports Group is strongly committed to safety, which is reflected in implementing our Safety Management System (SMS) across all locations. While not every site operates under a certified system, we are devoted to extending ISO 45001 certification to more entities in the coming years.

Currently, 56% of our entities are certified under this internationally recognized standard for occupational health and safety management systems with all entities comply with local regulations and adhere to our group-wide safety standards.

To strengthen our safety processes further, we introduced SMS360, a digital safety management system that helps us proactively identify work-related hazards and assess routine and non-routine risks. All QHSE and operations employees are trained to use the platform, which includes essential tools such as First Response for immediate incident reporting and Incident Investigation for conducting root cause analysis and driving continuous improvement.

This integrated approach ensures a safe and healthy work environment across our global operations.



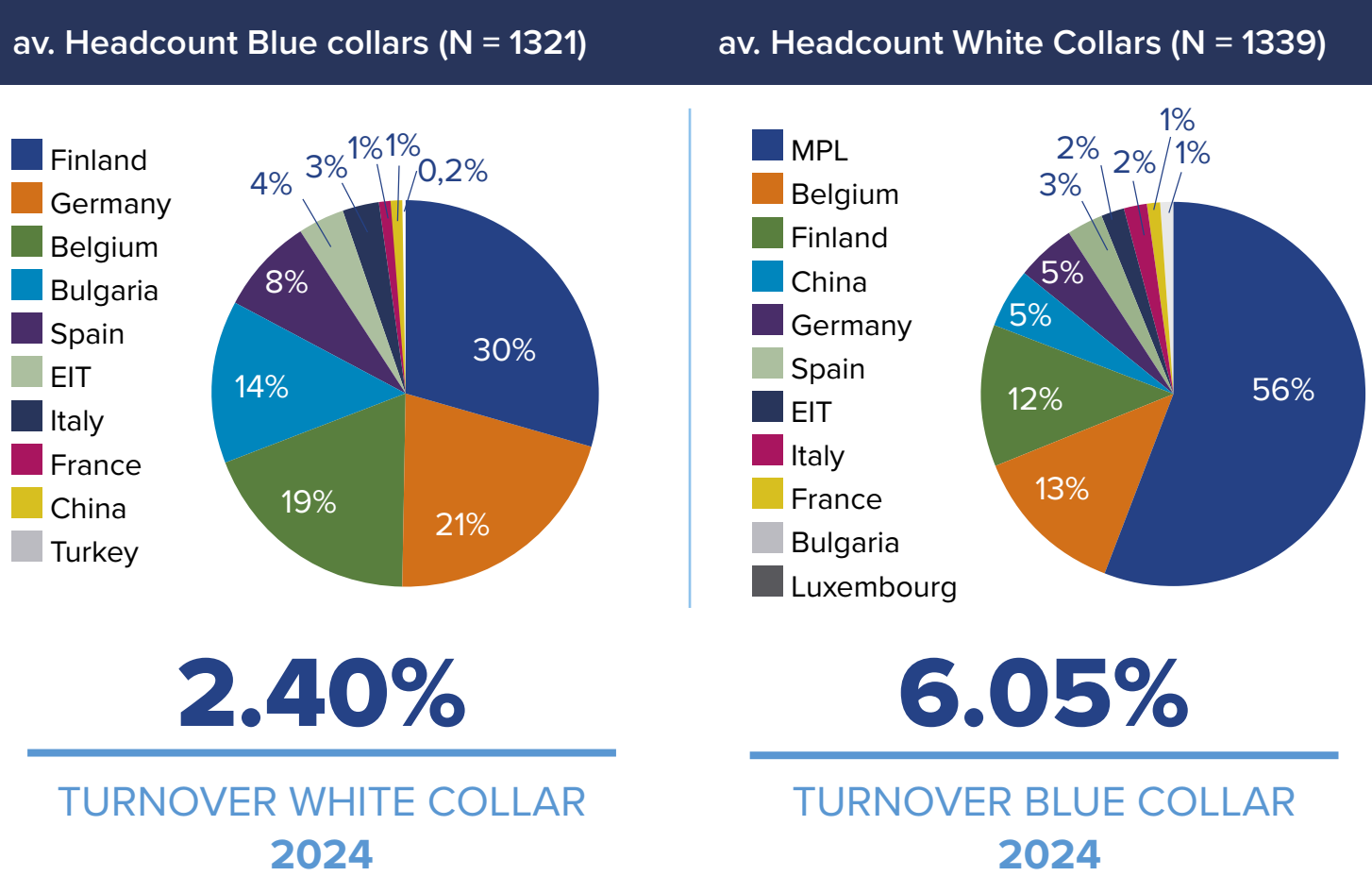


OWN WORKFORCE

The Euroports Group shows dedication to ensuring fair and safe working conditions for all individuals contributing to our business, regardless of their employment status. Our approach includes clear policies, compliance with labor regulations, and ongoing efforts to foster an inclusive and sustainable work environment.

Euroports Group operates across Europe, Asia, the Americas, and parts of the Middle East and Africa, forming a vital global network that enables us to deliver integrated logistics and end-to-end supply chain solutions.

Our focus is on maintaining a stable workforce across all levels of employment. This is reflected through the low voluntary turnover of white-collar employees of only 2.40%, and in Germany, Finland, and Bulgaria, where we employ blue-collar workers, with a turnover of 6.05%.



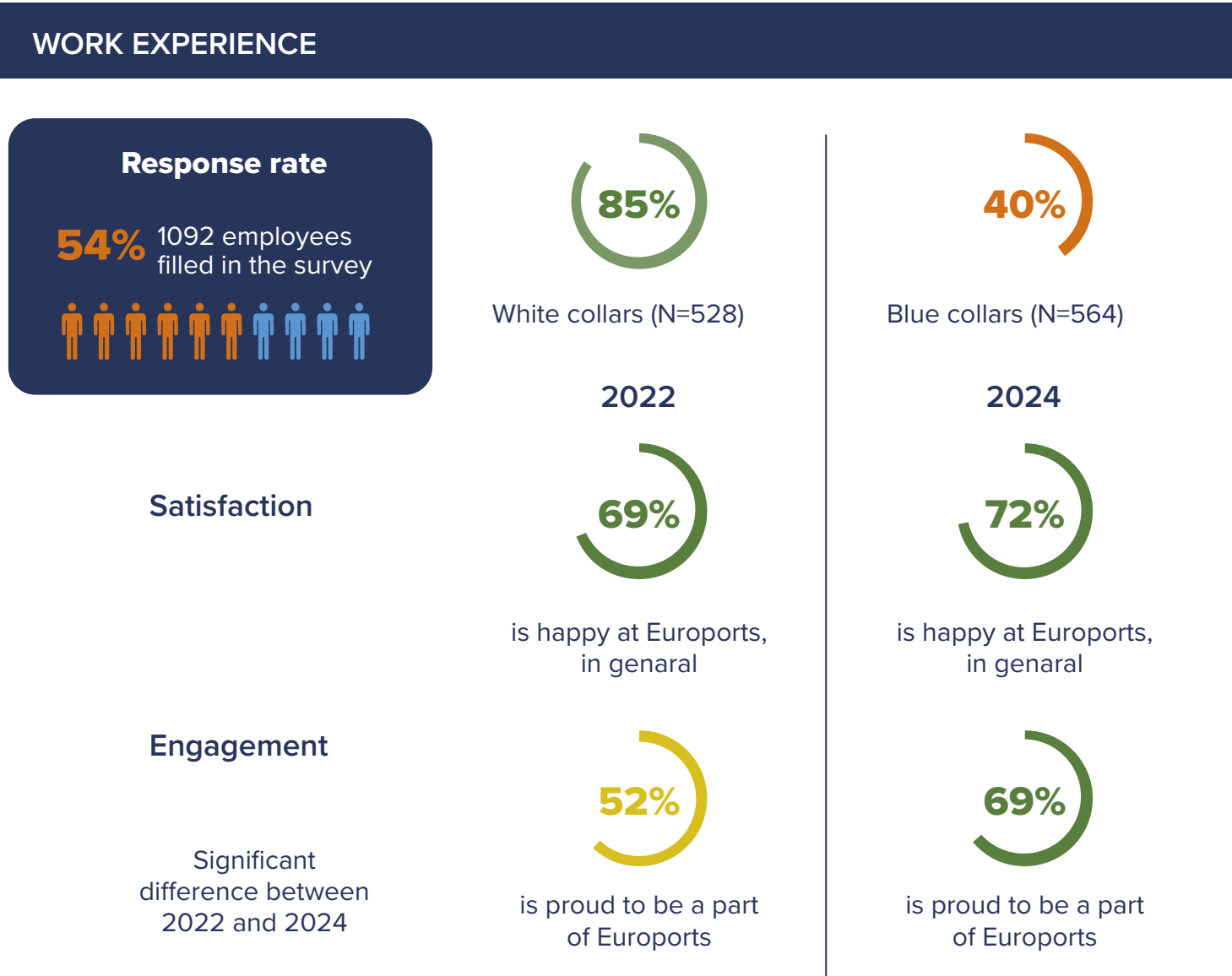
Enhancing Employee Wellbeing

Last year, Euroports launched a new Well-being Survey as part of our ongoing commitment to fostering a sustainable and inclusive workplace. The primary goal of this initiative was to assess the overall health, engagement, and satisfaction of our employees across all levels, including workers and office staff. By evaluating physical, mental, and emotional well-being, the survey provided valuable insights into areas of strength and opportunities for improvement, enabling us to create a more supportive and productive work environment while enhancing employee engagement and retention.

Our approach extended beyond distributing the survey; we aimed for a meaningful impact. Each manager received a customized scorecard containing results specific to their teams. This was followed by training sessions designed to help managers interpret the data and develop actionable plans. This empowerment enables managers to develop tailored strategies that address the unique needs of their teams, maximizing the effectiveness of our well-being initiatives.

Compared to the 2022 survey results, the 2024 survey showed a higher response rate, with 1,092 employees participating (54%), alongside a positive trend in both overall employee engagement (+7%) and satisfaction (+3%). This progress reflects our dedication to continuous improvement and underscores the importance of prioritizing employee well-being as a cornerstone of our sustainability strategy.

By investing in our people, we strengthen our organizational culture and contribute to the long-term resilience and success of Euroports.



OWN WORKFORCE

Aligning Actions with Updated Core Values

Euroports took a significant step forward by updating and redefining its core values to better reflect its commitment to sustainability, inclusivity, and innovation. These values are the foundation of our corporate culture and guide our decision-making processes at every level.

To ensure these values are deeply embedded across the organization, we developed a business game and systematically implemented it through a comprehensive training program.

Employees at all levels participated in workshops and interactive sessions designed to help them understand, embrace, and apply these values in their daily work. This initiative strengthened alignment within our teams and empowered individuals to contribute meaningfully to our shared vision of a sustainable future.

By integrating these updated values into our operations and fostering a culture of continuous learning, we are building a stronger, more resilient organization that is prepared to meet the challenges of tomorrow while staying true to our purpose.

Innovating talent engagement

Last year Euroports launched a cutting-edge multilingual careers platform across its international network, aimed at attracting new talent and enhancing engagement among existing employees. This ambitious initiative reflects the Europort's deep commitment to sustainability and innovation in the global logistics sector.

The platform leverages immersive technology, real employee stories, and interactive virtual reality (VR) experiences to showcase the scale, diversity, and purpose of Euroports' operations. This multimedia approach serves two key strategic objectives: attracting top talent by offering candidates a dynamic and authentic glimpse into careers at Euroports, and strengthening employee engagement by highlighting the vital roles and contributions of team members through compelling storytelling.

To maximize the platform's impact, Euroports country teams have been equipped with the latest VR headsets. These tools are now actively used at job fairs, business events, client visits, and internal team gatherings—bringing the Euroports experience to life for both prospective hires and current employees. This initiative helps foster a strong sense of pride, purpose, and belonging throughout the organization.

The introduction of this VR experience represents a meaningful step forward in realizing Euroports' shared vision: One Group, One Experience, One Euroports. It exemplifies the Euroports ongoing efforts to build a sustainable and forward-thinking work environment that supports its people and contributes positively to the broader community.





NEW TARGETS

New targets by 2030
Euroports has set ambitious HR targets towards 2030 aligned with the CSRD to foster a more inclusive, healthy, and performance-driven workplace. These targets improve employee well-being, promote diversity, and ensure comprehensive performance assessments. We have set ambitious HR targets that are crucial for several reasons:

<p>Increasing the percentage of women employed in our organisation will stimulate innovation, improve decision-making, enhance creativity and problem-solving and make us more competitive and resilient.</p>	→	<p>INCREASE FEMALE WORKFORCE BY 3% EACH YEAR, STARTING FROM A CURRENT BASELINE OF 21%</p>	<p>To achieve our goal, we will set clear hiring objectives, review and update job descriptions, and utilize unbiased recruitment tools. Over time, we will establish internal mentorship programs, create employee resource groups for women, and implement transparent promotion criteria.</p> <p>These actions will foster a more inclusive culture and enhance female representation in leadership positions. Research shows that diverse teams outperform competitors by 35% and are more effective in decision-making which are key advantages in today’s competitive environment.</p>
<p>By reducing short-term illness rates, we aim to foster a healthier work environment. This benefits our employees and enhances productivity while reducing absenteeism. A healthy workforce is essential for maintaining high levels of engagement and performance, contributing to our overall success.</p>	→	<p>ACHIEVE 2% OVERALL ILLNESS (BLUE AND WHITE COLLARS), CONSIDERING ONLY ILLNESSES SHORTER THAN 3 MONTHS</p>	<p>With an annual reduction goal of 15%, we expect to reach a 4% illness rate by 2024. Our strategy emphasizes fostering employee engagement and well-being, which are proven to lower absenteeism and raise morale. Research shows that highly engaged teams show 41% less absenteeism and 92% of employees state that emotional and psychological wellbeing are key to job satisfaction. Beyond the human impact, companies with high engagement are also more profitable.</p>
<p>Implementing annual performance assessments ensures that all employees receive regular feedback, which is vital for their professional growth and development. It helps us identify and nurture talent within the organization, providing a structured approach to recognizing achievements and addressing areas for improvement. This ensures our team members feel valued and supported.</p>	→	<p>75% OF ALL EMPLOYEES RECEIVING ANNUAL PERFORMANCE ASSESSMENTS</p>	<p>We will roll out a standardized review process, beginning with a pilot at our Sugar Terminal in Belgium, before expanding to cover all white- and blue-collar roles. Performance assessments are vital for talent development, as evidence suggests 85% of employees report taking more initiative when they receive regular feedback. This process also helps to identify high performers and fosters accountability, collaboration, and personal growth within the organization.</p>



NEW TARGETS

These targets align with the CSRD, demonstrating our commitment to sustainable and responsible business practices. By integrating sustainability into our HR strategies, we contribute to a broader effort to impact society and the environment positively. Initiatives like employee resource groups and transparent promotion criteria foster a supportive and inclusive workplace culture, helping to retain top talent and reduce turnover rates. A supportive culture encourages collaboration, trust, and mutual respect, essential for building a strong and cohesive team.

By setting and striving to achieve these targets, we are committed to creating a workplace that values diversity, promotes health, and supports continuous improvement. These efforts align with our broader sustainability goals and demonstrate our dedication to fostering a positive and productive work environment.



NURTURING SUSTAINABLE WORKFORCE

Professional growth through career development and training

Committed to fostering a sustainable workforce, we focus on continuously upgrading our employees’ skills to ensure their long-term employability at Euroports Group. Continuous professional growth and employability are essential for both individual success and the resilience of our organization, as we recognize that professional development drives both personal achievement and organizational strength.

To support career progression, we provide structured learning pathways that combine job-specific training, leadership development, and personal growth opportunities. Structured career development and training include regular performance and career development reviews, which are a fundamental part of our approach to encourage employees to engage in discussions about their growth and career aspirations.

Our employees actively engage in a variety of training programs each year, reflecting our firm commitment to skill development. Development and training also empower employees with the autonomy to select from a wide range of opportunities, including technical training, digital upskilling, and soft skills enhancement, to broaden their knowledge and prepare them for future challenges.

Lifelong learning

Beyond formal training, we encourage a culture of continuous learning through knowledge-sharing initiatives, and career mobility programs. We actively support internal career progression, providing employees with the tools and guidance needed to take ownership of their professional growth.

By aligning our development efforts with our sustainability goals, we ensure that our workforce remains agile, innovative and prepared for the evolving demands of the industry.

Integrating sustainability into performance

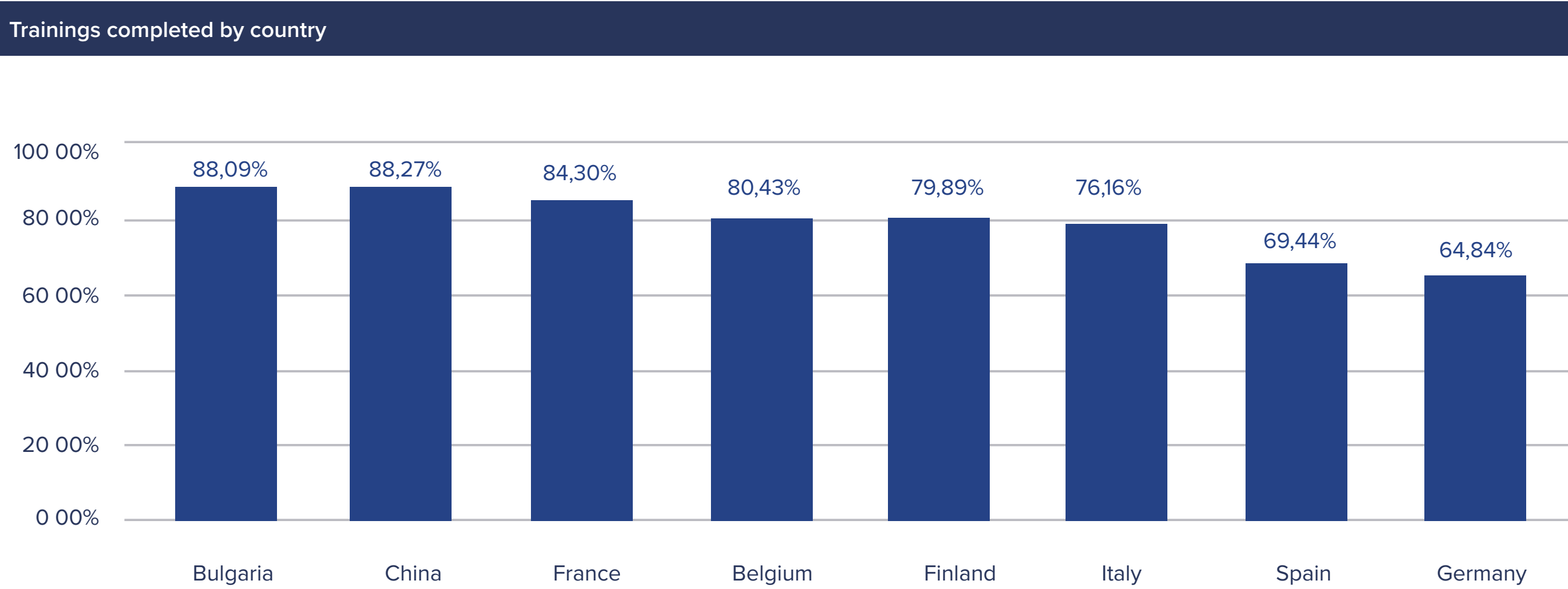
In 2023 Euroports integrated sustainability goals into its performance evaluation process to raise sustainability involvement across the organization. Since then, this initiative has evolved, and by 2024, every employee is now actively contributing to these goals on an annual basis.

The mandate requiring at least one goal to be aligned with sustainability opportunities has led to substantial engagement and accountability. As a result, our collective efforts have made a notable impact on our sustainability objectives, demonstrating our commitment to environmental and social responsibility.

Education and awareness

Through educational workshops and awareness campaigns, we empower our colleagues with the knowledge needed to champion environmental conservation, social responsibility, and ethical practices.

In 2023, Euroports launched mandatory sustainability awareness training for all employees. By 2024, we enhanced our efforts to fully integrate this program into our operations, making it a requirement for all new hires as part of our ongoing commitment to sustainability and continuous improvement.





COMMUNITY

Education

At Euroports Group, our commitment to creating a positive impact extends beyond our operations. We reach into the communities where we operate and foster a culture of education and knowledge-sharing through various initiatives.

In Germany, for instance, we support an environmental education program aimed at kindergarten children, sparking early awareness of sustainability. We also offer hands-on career guidance that introduces students to the exciting world of port logistics. Meanwhile, in China, our teams actively contribute to higher education by delivering guest lectures at prestigious institutions like Fudan University and the APEC Training Centre. All lecture fees are donated to Mercy Ships to help support their life-saving humanitarian missions.

Our efforts also extend to Italy, where we collaborate with top institutions like Politecnico di Milano and local technical schools, creating opportunities for learning and growth. Across multiple countries, our Young Graduate Program and diverse trainee initiatives reflect our dedication to nurturing the next generation of leaders. These programs provide invaluable hands-on experience and professional development, ensuring young talents have the skills and knowledge to thrive in an ever-changing world.

Inclusion

Inclusion is a core part of Euroports Group identity. We actively promote social responsibility and community welfare through meaningful, people-focused initiatives across our network.

We partnered with the Spanish Fundación Adecco to deepen understanding and empathy around disabilities. Through immersive virtual reality (VR) experiences, our employees gained valuable insights into the

daily challenges faced by people with disabilities. We also welcomed individuals with disabilities to one of our sites, offering them a closer look at our operations and exploring potential job opportunities together.

We contributed to a German national labour market forum focused on skilled worker recruitment, with a special emphasis on supporting the integration of Ukrainian refugees into the workforce.

Charity and contributions initiatives

Euroports Group is proud to support charitable causes and community welfare across its network. The Belgian team joined the “1,000 km voor Kom op tegen Kanker” cycling event. We supported the Baltic Sea Action Group with the Finnish team through our Christmas donations. The Turkish colleagues of Manuport Logistics also prepared food parcels for children with cancer and their families during Ramadan.

Health and well-being initiatives

Employee well-being is at the heart of our culture. Across our terminals, we implement practical initiatives to support physical and mental health. In Finland and Germany, occupational physiotherapists work directly with dockers to improve ergonomic practices, while in Spain, on-site medical support ensures timely healthcare.

In Finland, our Kilometre Race encouraged employees to cycle over 20,000 km, cutting emissions and raising funds for the Red Cross, an initiative combining fitness, sustainability, and teamwork. A yearly well-being allowance empowers employees to invest in their health, while programs like “An Apple a Day” in Belgium and Germany promote healthy habits. The Euroports Germany teams also celebrate young talent through its Trainee Happiness Day, recognizing the efforts and spirit of our future professionals.

GOVERNANCE





GOVERNANCE

Governance is the foundation of sustainable and responsible business practices. Ethical principles, transparency, and accountability should guide decision-making and operations. A well-structured governance framework encourages stakeholder trust, supports regulatory compliance, and promotes long-term value creation.

Euroports Group continuously strengthens its governance by aligning policies with evolving regulations, industry best practices and stakeholder expectations. Transparency and accountability are at the core of our approach, driving responsible leadership and ethical conduct across all levels of our organization.

We proactively enhance our reporting processes and governance structures as regulatory requirements evolve. We strive to provide our stakeholders with clear, accurate, and reliable information by improving disclosure practices and reinforcing compliance.

Our governance framework ensures that sustainability considerations are embedded in our strategic decision-making, risk management, and corporate policies.

Compliance

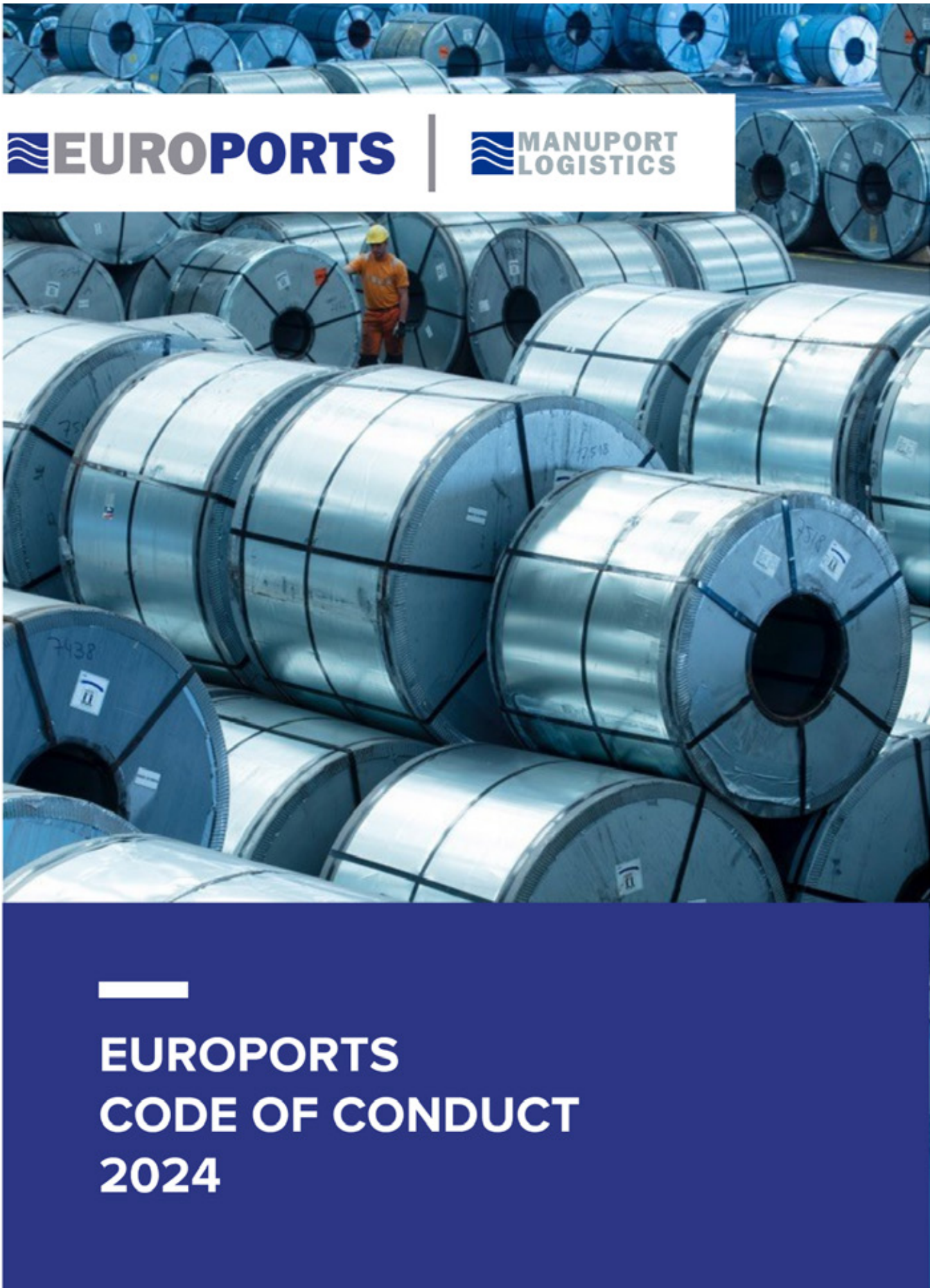
Euroports Group continuously monitors and adapts to evolving regulations to mitigate relevant risks and ensure compliance with laws and regulations. We have established a dedicated team and internal procedures to ensure compliance through e.g. due diligence processes, risk assessments, contract compliance clauses and regular reporting mechanisms.

As a Group, Euroports ensures strict adherence to international trade regulations by systematically screening partners, transactions, and operations against applicable sanctions and embargoes, safeguarding the Group's global integrity and legal compliance.

In addition, ongoing training programs equip our employees with the knowledge and tools to navigate complex regulatory environments.



GOVERNANCE



Code of conduct

Euroports took another step forward in reinforcing its governance practices by updating the Code of Conduct in 2024. This update emphasized important areas such as financial transparency, anti-money laundering, handling gifts, and managing conflicts of interest.

We’ve also deepened our focus on social responsibility, with enhanced guidance on diversity, inclusion, and fair treatment across our value chain. New environmental commitments highlight our dedication to climate action, waste management, and responsible water use.

To make these values part of our daily operations, we’ve launched training programs for all employees and require all stakeholders to comply with the Code.

This update complements our broader policy framework, which includes the Anti-Bribery, Ethics, QHSE, Human Rights & Labour, Whistleblowing, Privacy, and IT policies, which are regularly reviewed at both the Group and local levels.

Ethics

Euroports is committed to conducting its business fairly, honestly, and openly, in full compliance with ethical and legal standards. We engage with customers, suppliers, and government agencies straightforwardly, adhering to applicable laws and regulations, including international anti-corruption standards outlined in the UN Global Compact and relevant local anti-corruption and bribery laws.

All employees and representatives must understand their responsibilities and uphold high ethical standards. The provisions of this Policy are binding for everyone acting on behalf of Euroports or its controlled

subsidiaries, including employees, managers, directors, and external representatives. These provisions will apply to all companies in which Euroports invests.

Local management is responsible for implementing and communicating the Ethics Policy within their respective businesses.

Anti-bribery and corruption

Our Anti-Bribery and Corruption Policy sets clear and comprehensive rules to prevent, detect and mitigate risks across our operations and value chain. We employ a risk-based approach, ensuring that our policies and procedures are proportionate to the level of risk associated with our business activities. Through continuous risk assessment, we implement targeted controls and mitigation strategies to safeguard the integrity of our operations. This proactive approach reinforces our commitment to ethical business conduct and regulatory compliance.

As part of our due diligence process, we implement enhanced controls including stakeholders such as procurement and supplier relationships, ensuring that contracts reflect our commitment to ethical business practices. Additionally, we carefully monitor gifts, entertainment, and sponsorships to promote transparency and responsible engagement.

Our Anti-Bribery and Corruption policy prevents and detects bribery and corruption, as well as comply with the various bribery related laws and regulations in the jurisdictions in which we operate. Elements of the Program are in place as part of Euroports’ overall governance and internal control environment and are referenced in this Program as they address this issue.

Euroports’ Anti-Bribery and Corruption Policy provides employees with guidance on Euroports’ expectations with respect to the prevention and detection of bribery.

GOVERNANCE

Whistleblowing

Euroports is committed to promoting a culture of integrity, transparency, and accountability, where individuals feel empowered to speak up against wrongdoing. Ever since 2023 we implemented a strengthened whistleblowing framework which comprises a policy, procedure, and secure reporting tool, aligned with EU Directive 2019/1937 and applicable across all entities globally.

Accessible via our website and compliant with local legislation, the system enables employees to confidentially report suspected violations. All reports are thoroughly investigated, with appropriate follow-up actions taken.

Euroports Group recorded 3 whistleblowing cases which we thoroughly investigated and took appropriated measures.

Privacy

The Privacy Policy aims to provide safeguards for the processing of personal data by Euroports Group. It sets out the necessary information and instructions for all individuals within Euroports who process personal data as defined under this policy, in alignment with other internal policies such as the Euroports IT Code of Practice.

This policy is designed to ensure compliance with the European Regulation 2016/679 of 27 April 2016 on protecting natural persons about the processing of personal data and the free movement of such data (General Data Protection Regulation or GDPR), repealing Directive 95/46/EC. It is important to note that this policy does not intend to provide a level of protection beyond what applicable legislation requires.





GOVERNANCE

Human rights & labor policy

Euroports Group reinforced its commitment to human rights and labour standards by implementing its Human Rights & Labor Policy.

This policy outlines our key objectives to protect the rights of our work-force, ensure fair labour practices, and mitigate labour-related risks across our operations. The policy addresses explicitly material impacts such as employee health and safety, diversity and inclusion, and ethical labour practices, rejecting any modern forced labour and aligning ourselves with the United Nations Global Compact principles.

Our policy applies to all employees and everyone conducting business with us. It has been widely communicated across the company via our intranet and local communication channels and is easily accessible on our website.

To ensure its effectiveness, ongoing monitoring and reporting processes are in place, including annual assessments and regular updates to the policy. Any violations of our policy, concerns, or requests are to be reported through our dedicated whistleblower tool. This confidential mechanism ensures that issues are raised securely and anonymously, allowing for transparent investigation. For further details on how to use this tool and the process involved, please refer to the Governance section on reporting mechanisms.

QHSE policy

Our pledge to Quality, Health, Safety, and Environment (QHSE) is integral to our business and sustainability goals.

Through our QHSE Policy, we aim to create a safe and healthy working environment, minimize risks, and continuously improve our safety practices. This policy outlines our dedication to maintaining the highest health, safety, and environmental management standards, ensuring compliance with national and international regulations while promoting a culture of safety throughout our global operations.

Our QHSE (Quality, Health, Safety, and Environment) Policy demonstrates our commitment to:

- Safe Working Conditions: meeting or exceeding all national and international regulations.
- Workplace Risk Assessment and Control: following a hierarchy of controls to minimize hazards.
- Training and Awareness Programs: ensuring employees and contractors receive safety education.
- Provision of Personal Protective Equipment (PPE): ensuring that appropriate PPE is provided to all employees, along with ergonomic workplace improvements to enhance comfort and prevent injury.
- Strong Safety Culture: encouraging active employee participation in safety management.
- Incident Reporting and Investigation: reporting and conducting investigations to prevent recurrence.





IT PRACTISES & CYBER SECURITY

The IT Code of Practice establishes the parameters for acceptable IT usage, data confidentiality, and ethical behavior when handling digital resources. Employees and third parties with access to company systems must comply with strict data security protocols to prevent unauthorized access, data breaches, or misuse of sensitive information.

Euroports is committed to data protection, business continuity, and operational resilience. As part of this commitment, we ensure cybersecurity and responsible IT use. Our Cybersecurity Policies and IT Code of Practice establish clear guidelines to safeguard company systems, sensitive data, and digital infrastructure. These guidelines emphasize the shared responsibility of all employees, contractors, and business partners (further referred to as “IT users”) in maintaining a secure IT environment.

The Cybersecurity Policy details measures to prevent, detect, and mitigate cyber threats, underscoring the company-wide responsibility for cybersecurity. All IT users are required to adhere to security protocols, use systems appropriately, and remain vigilant against cyber risks. To enhance awareness, mandatory cybersecurity training is provided for all IT users, with a particular focus on identifying phishing and spear-phishing attempts.

Human error remains one of the most significant vulnerabilities in cybersecurity. That’s why our journey toward stronger digital resilience begins with our people. In line with the Network and Information Security Directive 2 (NIS2), we have prioritized cybersecurity training for all IT users across the Group. Through regular awareness programs and phishing simulations, we empower employees to recognize and respond effectively to evolving cyber threats.

But awareness is just the beginning. To build a robust defense against digital risks, Euroports has implemented a comprehensive cybersecurity

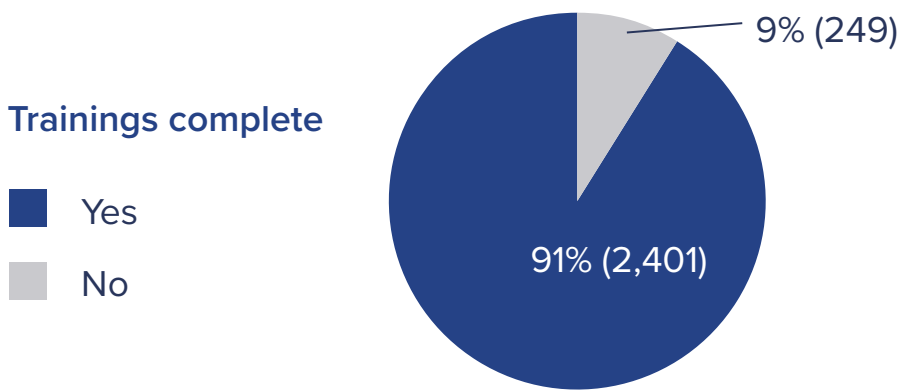
framework designed to proactively identify, assess, and mitigate potential threats.

The Security Board is at the core of our governance structure. It meets quarterly to review cybersecurity risks, analyze emerging threat landscapes, and ensure full alignment with internal policies and regulatory requirements.

Risk management is integrated into our daily operations. Through ongoing risk assessments and utilizing a Vulnerability Management System, we proactively identify and address vulnerabilities in our IT infrastructure before they can be exploited.

Euroports Group conduct regular IT audits to assess the effectiveness of our network architecture, system safeguards, and overall IT governance. This process helps us identify gaps, ensure regulatory compliance, and benchmark against industry best practices.

Finally, ongoing monitoring and evaluation of IT processes ensure that our defenses remain agile and effective. By leveraging audit insights and staying abreast of the latest cybersecurity developments, Euroports continues to enhance its security protocols, adapt to new threats, and uphold the trust of its stakeholders.



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SCOPE OF THE REPORT - EUROPORTS

Country	Legal entity
Belgium	BPH Westerlund Holdings N.V.
Belgium	EuroFruitPorts N.V.
Belgium	Euroports Containers 524 N.V.
Belgium	Euroports Containers 524 N.V.
Belgium	Euroports Inland Terminals S.A.
Belgium	Euroports Storage Antwerpen N.V.
Belgium	Euroports Terminals Antwerp N.V.
Belgium	Euroports Terminals Gent N.V.
Belgium	Euroports Breakbulk Terminal Antwerp N.V.
Belgium	Westerlund Bulk Terminals N.V.
Belgium	Logsys Bulgaria
Belgium	Euroports Holdings S.a r.l.
Belgium	Euroports Benelux S.a. r.l.
Belgium	Euroports Port Acquisitions Luxembourg S.a. r.l.
Belgium	Euroports SHRU Holdings S.a. r.l.
Belgium	M2I BelgiumN.V.
Belgium	Logiqstar International B.V.
Belgium	Aragata Port Ltd
Bulgaria	Sals AD
China	Adjustment Entity GM_CN
China	BPH International Forwarding (Shanghai) Co, Ltd
China	Changshu Westerlund Warehousing Co, Ltd
China	Euroports Investment (Changshu) Co., Ltd.

Country	Legal entity
China	Zhuhai Euroports (Gaolan) Co, Ltd
China	Euroports Asia Holdings Pte Ltd
Finland	Euroports Finland Oy
Finland	Euroports Pietarsaari Oy Ab
Finland	Euroports Rauma Oy
Finland	Oy Timberpak Ab
Finland	Euroports Logistics Oy
Finland	Euroports Bulk Terminal Oy
Finland	Euroports Containers Oy
Finland	Euroports Breakbulk Oy
Finland	EuroportsHanko Oy
Finland	MariumOY
Finland	Avanti Logistics Oy
Finland	BB Keheitys Oy
Finland	BB Logistics Oy
Finland	Kiinteistö Oy Etälä Terminaali HCT-7
Finland	Sempre Storages Oy
France	Euroports France S.A.S.
France	CLTM
Germany	Euroports Germany VerwaltungsGmbH
Germany	Euroports GermanyGmbH&Co. KG
Germany	Euroports BeteiligungsholdingGmbH
Germany	Euroports Bulk Terminal RostockGmbH

Country	Legal entity
Germany	Euroports Dungemittel Dienstleistung RostockGmbH
Germany	Euroports Ferry Stevedoring RostockGmbH
Germany	Euroports General Cargo TerminalGmbH
Germany	Euroports Getreide Service RostockGmbH
Country	Legalentity
Germany	Euroports Papier - Lager und Umschlagsgesellschaft GmbH
Germany	Euroports Terminals Rostock GmbH
Germany	Gesamthafen-Betriebsgesellschaft Rostock mbH (GHBG)
Germany	Rostock Trimodal GmbH (RTM)
Germany	Grosstanklanger Olhafen Rostock GmbH
Italy	Euroports Italy S.p.A.
Italy	Terminal Rinfuse Venezia S.p.A.
Spain	Euroports TPS Port Spain, S.L.
Spain	Euroports Iberica TPS, S.L
Spain	Euroports Logistics Spain, S.L.
Spain	Euroports Port Services Spain, S.L.
Spain	Vertex Smart Solutions, S.L.
Spain	Carbon Puerto Operaciones Portuarias, S.A



SCOPE OF THE REPORT - MANUPORT LOGISTICS

Country	Legal entity
Belgium	Manuport Logistics NV
Belgium	Barging Solutions NV
Belgium	Manuport Road Transport Belgium NV
Belgium	Manuport Africa Logistics NV
Belgium	Fast Customs NV
Belgium	Promar Agencies BelgiumNV
Belgium	Blue Wave Line NV (out of Scope)
Belgium	Cassilon BV
Brasil	Manuport Logistics do Brasil Ltda
Brasil	Manuport Liquids Do Brasil LTDA
Chile	Manuport Logistics Chile SpA
Colombia	Manuport Logistics Colombia
Dubai	IVK Manuport Logistics LLC (closed durin 2024)
France	Manuport Logistics France
France	Manuport Road Transport France
Germany	Manuport Logistics GermanyGmbH
Greece	Manuport Logistics Greece
Hong Kong	Manuport Liquids Hong Kong
Italy	Manuport Logistics Italy
Japan	Manuport Logistics Japan
Korea	Manuport Logistics Korea
Morocco	Manuport Logistics Morocco Sarl

Country	Legal entity
Netherlands	Manuport Logistics Netherlands
Peru	Manuport Logistics Peru S.A.C.
Philippines	Manuport Logistics Philippines
Portugal	Manuport Logistics Portugal
Saudi Arabia	Manuport Logistics Arabia
Singapore	Manuport Logistics Singapore Pte Ltd
Spain	Manuport Logistics Espana S.L
Spain	Manuport Road Transport Spain
Turkey	Manuport Logistics Turkey
UK	Cassilon Ltd
USA	Manuport Logistics USA
Indonesia	Manuport Indonesia (operating since Q2/3)

GLOSSARY

- B**

BSAG: Baltic Sea Action Group
- C**

CSRD: Corporate Sustainability Reporting Directive
- E**

EFrag: European Financial Reporting Advisory Group

EFP: EuroFruitPorts

ESG: Environment, Social and Governments

ESRS: European Sustainability Reporting Standards

EXCOM: Executive Committee
- G**

GDPR: General Data Protection Regulation

GHG: Greenhouse Gas

GRI: Global Reporting Initiative
- H**

H&S: Health and Safety

HR: Human Resources

HRIS: Human Resources Information System

HVO: Hydrotreated Vegetable Oil
- L**

LOF: Line of Fire

LTI: Lost-Time Incident
- M**

MD: Managing Director

MPL: Manuport Logistics
- Q**

QHSE: Quality, Health, Safety, and Environment
- S**

SDGS: Sustainable Development Goals

SSI: Serious Safety Incidents
- U**

UNGC: United Nations Global Compact
- V**

VAS: Value-Added Services





 **EUROPORTS**

EUROPORTS GROUP
Land van Waaslaan 5
9130 Beveren-Kruibeke-Zwijndrecht
Belgium