



# Manuport Logistics

## *Sustainability Report 2024*

# The MPL Group

We are a global logistics player, headquartered in Antwerp, Belgium, with teams on every continent. We believe in doing things differently. Taking real action to reduce our impact and boost positive change for people, the planet, and the economy.

In this report, you will see how we walk the talk. From smart operations, local initiatives to our culture. We try to embed sustainability into everything we do. Because when we work together, we can make a move to a cleaner world.

## Freight forwarding. Done different.

This report covers the sustainability initiatives and performance of all entities within the Manuport Logistics Group, including:

|                                    |                                         |
|------------------------------------|-----------------------------------------|
| Manuport Logistics NV              | PT Manuport Logistics Indonesia         |
| Cassilon Ltd & Cassilon BV         | Manuport Logistics Japan KK             |
| Barging Solutions NV               | Manuport Logistics Korea Ltd            |
| Manuport Road Transport Belgium NV | Manuport Logistics Morocco SARL         |
| Fast Customs NV                    | Manuport Logistics Netherlands BV       |
| Promar Agencies Belgium NV         | Manuport Logistics Peru SAC             |
| Manuport Africa Logistics NV       | Manuport Logistics Philippines Inc      |
| Manuport Logistics Do Brasil Ltda  | MPL Portugal Logistics Lda              |
| Manuport Liquids Do Brasil Ltda    | Manuport Logistics Arabia Ltd*          |
| Manuport Logistics Chile SpA       | Manuport Logistics Singapore Pte Ltd    |
| Manuport Logistics Colombia SAS    | Manuport Logistics España SL            |
| Manuport Logistics France SAS      | Manuport Road Transport Spain SL        |
| Manuport Road Transport France SAS | Manuport Logistics Turkey               |
| Manuport Logistics Germany GmbH    | [Manuport Logistics Hizmetleri Ltd Sti] |
| Manuport Logistics Greece Ltd      | Manuport Logistics USA LLC              |
| Manuport Liquids Hong Kong Ltd     | Manuport Logistics APAC Pte Ltd         |
| Manuport Logistics Italy Spa       |                                         |

\* Included in our headcount, but disregarded for the rest of our indicators.

Simultaneously, we have strengthened our global presence by opening new offices in Indonesia, the Philippines, Hong Kong, Japan, and Italy. This expansion is primarily aimed at supporting the growth in the APAC region and further establishing our position there. These strategic steps enable us to be a trusted local expert for our customers and continue our sustainable growth.

## CEO's Message



Getting goods from A to B? That is only part of the story. This report is about is how we get there, doing it smarter, cleaner and with tomorrow in mind.

We believe in less talk and more action. Over the past year, we have rolled up our sleeves and made meaningful progress. We are proud to have earned the EcoVadis Platinum Medal, placing us in the top 1% of our sector in sustainability performance. We also published our first sustainability report for our road division, a milestone on a much bigger journey.

Together with our passionate team, partners, and customers, I am confident we will keep pushing forward.

Buckle up, we are accelerating toward a greener future.

**Guy Pasmans**

CEO Manuport Logistics Group of Companies



## About Manuport Logistics

We are a global logistics company offering creative solutions for shipping a wide range of commodities via ship, barge, plane, train, truck, or a combination of these modes.

Goods do not move themselves. Behind every shipment is a team of over 800 dedicated professionals, spread across the globe. Our experts adapt to the unique business needs of our customers, and so do our systems, ensuring our customers always win.

We optimize digital efficiency while keeping the human connection at the core. Direct, simple, and always on point, that is us! No endless loops, no passing the buck, just one expert who gets things done.

We think big with local expertise. Moving massive volumes with precision, never losing sight of what matters most, our customers' business.

As part of the Euroports Group, we leverage group assets to support our solutions and add financial stability and flexibility that benefits our customers and drive our growth.

Spin the globe and you will find us!

# Our MPL Culture

## Culture as a Foundation for Sustainable Growth

At MPL, culture is not something we hang on the wall. You feel it when you walk into the office, when someone picks up the phone, when teams push together to get the job done no matter what. It is not perfect. It is not fluffy. It is real. It is why customers come back, not just for our service, but the people behind it.

Five quotes hold it all together. We do not recite them; we live them in every conversation and every decision.

First, we believe **nothing great was ever achieved without enthusiasm**. Having a positive and energetic attitude towards work and life contributes to a more productive and enjoyable work environment that helps to inspire creativity, innovation, and success.

Second, **winners find a reason, losers an excuse**. Responsibility, entrepreneurial spirit, and determination are our core beliefs. We inspire excellence and stimulate continuous improvement by taking ownership of, and accepting accountability for, our actions and results.

Third, **knowledge is power**. In a fast-moving world, continuous learning is essential. We aim to bring out the best in ourselves and each other by sharing our knowledge and offering training and courses.

Fourth, **you always meet twice**. Maintaining honesty, transparency, and authenticity in all interactions. These values build trust, strong relationships, and a reputation for reliability, benefiting both our team and our customers.

To top it off, **zero bullshit**. We are all about delivering the real deal; there is no smoke and mirrors. We are committed to providing services that are straightforward, transparent, and results driven.

This is not a marketing story; it is just who we are.



## MPL Manifesto

We pride ourselves on being different. We do not settle for the status quo. We push the boundaries and challenge ourselves and our colleague differentiators. We believe that being agile and flexible is what sets us apart from the competition. We encourage our employees to think outside the container, be creative, and bring their unique perspectives to the table.

We strongly believe in our 'Be Different - Be MPL' company culture. Every person has their own strengths that they can and will bring to the table. Every employee is told: "Be yourself", but even more "Be Different". We are truly convinced by the principle of speaking up. Every single idea or consideration should be out in the open. So, we do not hesitate, but embrace enthusiasm, and appreciate all input.

We believe in freedom and ownership. We fully trust in the responsibility of our employees and their team to make the right decisions according to the situation, all while keeping the bigger picture in mind. That is right: autonomy plays a big part in our work ethics. We proudly present our achievements but also own up to our errors. At the end of the day, mistakes are the stepping stones to an opportunity to grow. We keep it real.

Our personal approach is what keeps us connected. We favor personal, open, and truthful conversations over silence and withholding. Zero bullshit: we do not talk between the lines, but we get straight to the point. We like to remind our colleagues that you always meet twice. We assign great importance to integrity, positivity, and honesty.



Our global management is truly accessible; their doors are (literally) open. That is because we believe in straight talk and honest conversation.

## Our Workforce - Our Differentiators

To provide the best solutions to our customers, we are proud to count on a truly amazing group of committed colleagues, whom we call *differentiators*. And we are growing! In 2024, we welcomed 10% more differentiators to the team, and we are looking forward to having even more on board.

| Indicator                    | 2023 | 2024 |
|------------------------------|------|------|
| Headcount (all employees, #) | 728  | 803  |
| Headcount (men, #)           | 354  | 375  |
| Headcount (women, #)         | 374  | 428  |

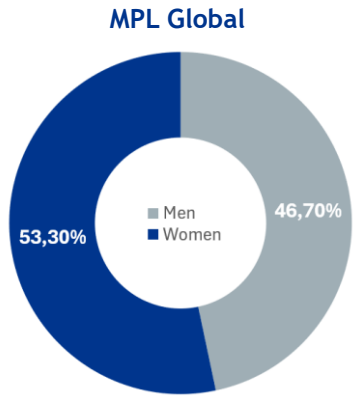
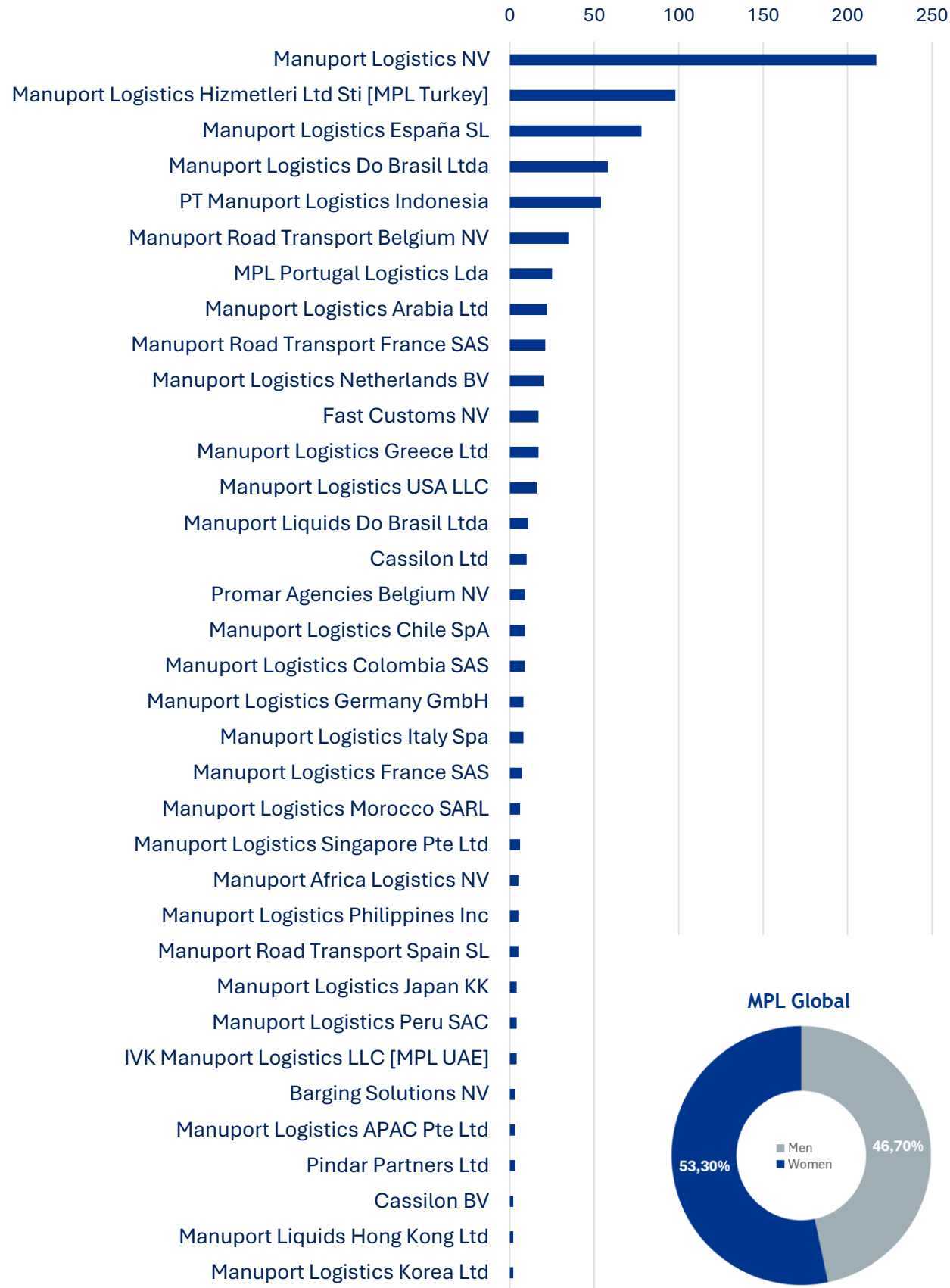
### Employees Headcount

Total number of employees, at the end of the reporting period, including Full Time Employees (FTE), self-employed employees and consultants. Data includes the headcount of Pindar Partners Ltd - while this is not a formal member of the MPL Group, our cooperation agreement and operational coordination integrates them into our organization.

Data extracted from the internal register, by HR Department.



# MPL Headcount 2024 – By MPL entity



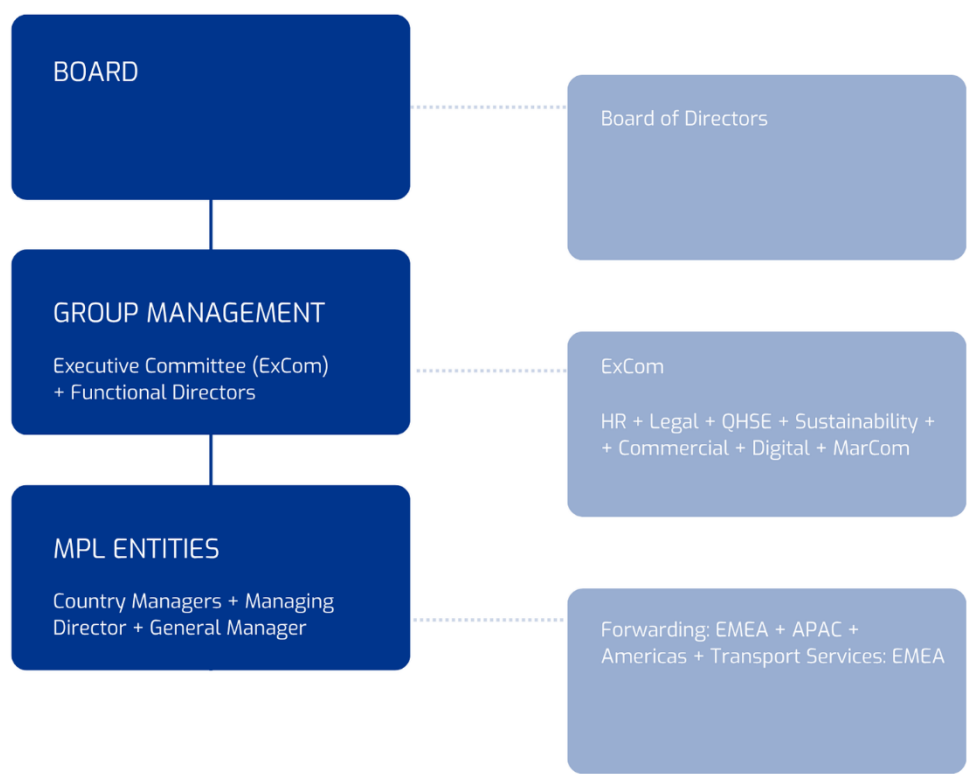
# Governance Structure

Environmental, Social, and Governance (ESG) topics are tackled at different levels across the MPL Group, while still allowing room for local relevance.

**Board of Directors:** Defines the overarching sustainability topics and objectives and monitors the direction and progress.

**ExCom:** Oversees the implementation of our sustainability topics, objectives, and related policies. The CEO, as chair of ExCom, ensures that sustainability remains an important element of our business and aligns our strategy with our business partners.

**Sustainability team:** Drives the ESG agenda forward. This team designs and delivers the program, monitors progress, and supports countries and departments in embedding sustainability into operations.



**QHSE:** Supports with guidance on environmental, health, and safety aspects of sustainability, fostering a holistic approach and integrative approach across the different locations and levels.

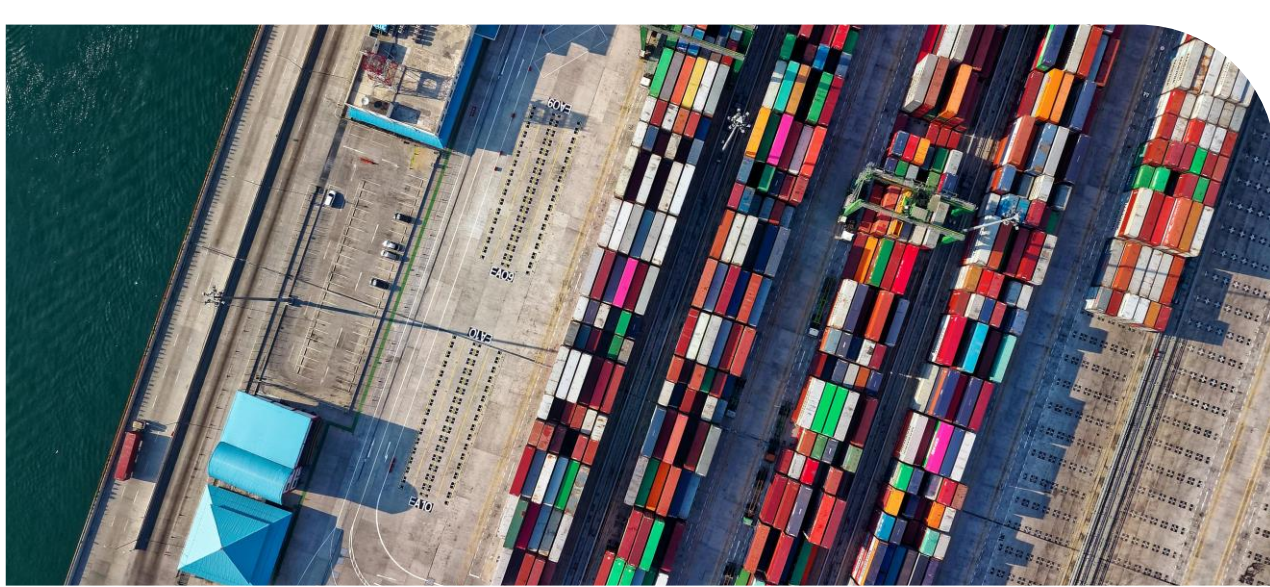
**Legal:** Ensures our ESG actions comply with local and international regulations.

**HR:** Helps embed sustainability into how we treat and support our workforce, ensuring social topics are properly addressed.

**Marketing & Communications:** They bring our sustainability story to life, making sure that we communicate our efforts transparently and clearly, both internally and externally. This helps build engagement and trust.

**Digital:** The protection of the personal and business data is in charge of this team, ensuring all data is protected.

**Our Country Managers, Managing Directors and General Managers are key players.** They tailor our strategy to local needs and are responsible for its implementation at their offices. They also gather local sustainability data and feed this back to the group. This is essential to steer and adjust where needed.





## Business Conduct

As we aim to be a reliable partner, we keep in mind *we always meet twice*. We strive to build strong relationships with our business partners. The guidance on how to do this is captured in our Code of Conduct, which is aligned with our parent company Euroports. This document describes and explains goals and rules that reflect our commitment to acting responsibly, ethically, and lawfully. It applies to everyone in the MPL Group, and we expect all our business partners to stick to the same ethical standards.

The Code of Conduct is supported by our whistleblower tool. Should any stakeholder become aware of a potential issue on (non-)compliance with our Code of Conduct, we expect them to report this (please see the next section). All illegal and unethical conduct that violates the Code of Conduct, as well as potential breaches, can be reported via the whistleblowing procedure.

| Indicator                                            | 2023 | 2024 |
|------------------------------------------------------|------|------|
| Whistleblowing Cases related to Business Ethics (#)* | 0    | 0    |
| Confirmed cases of corruption (#)*                   | 0    | 0    |

Whistleblowing Cases related to Business Ethics  
Reports using the whistleblower mechanism concerning business ethics issues.

Confirmed cases of corruption (#)  
After legal proceedings are concluded, the number of verified incidents of corruption; or any incident of corruption that has been found to be substantiated.

Data provided by HR and confirmed by Legal Department. ESRS G1, GRI 205-3  
\* KPI verified by independent auditor [BDO]

# Whistleblowing

Our commitment to transparency aligns with the United Nations Global Compact (UNGC) principles and International Labor Organization (ILO) standards, emphasizing anti-corruption, human rights, and labor standards.

As part of the Euroports Group, we are under the scope of their whistleblowing policy as it is applicable to all entities of the global Euroports Group, including employees, consultants, project consultants, temporary or agency workers, trainees, and management.

The online whistleblowing tool allows submission of reports anonymously. This means that the identity is not known, ensuring anonymity even if you choose to report orally (via the voice recording system; the tool can distort your voice so that it cannot be recognized). Manuport Logistics does not tolerate any form of retaliation against whistleblowers or individuals involved in the investigation or follow-up of a report.



An alternative to using the whistleblowing channel, is to raise the concerns via supervisor/manager; the HR, Legal or QHSE department; another relevant colleague; or your contact person at Euroports or Manuport Logistics group. Whistleblowing officers for MPL entities in all countries:

**Evert Janssens**  
Chief Human Resources Officer

**Jeanne Cools**  
MPL Legal Manager

In the last years, we have not had any cases reported; however, we are ready to provide feedback on how reports have been followed up, reinforcing our commitment to responsible conduct and sustainable practices in the logistics and road transport sector. This is not just about following the rules; it is about building trust and making our business better. Together, we create a fair and honest workplace.

# Cybersecurity

Protecting and managing stakeholders' data is fundamental to building trust and has a significant impact on the economy but also individual rights. We are committed to preventing any incidents involving the data entrusted to us and to using it in a lawful manner. While we recognize incidents may still arise, especially through third-party vendors or partners handling customer data, which is why we have established a system to prevent harm to the highest extend feasible.

To prevent and limit incidents, we have established comprehensive policies and commitments to safeguard data in general and customer privacy. Our cybersecurity policies are designed to protect stakeholders' data from unauthorized access, disclosure, alteration, and destruction. These policies are aligned with international standards and regulations, including the ISO/IEC 27001:2022, General Data Protection Regulation (GDPR), and other relevant privacy or security laws and regulations.

Furthermore, to manage customer privacy and related impacts, we have implemented several actions, including conducting regular risk assessments, developing robust encryption, implementing access control measures, and deploying employee training programs, while tracking the effectiveness of these measures.



We conducted two audits in 2024 to assess and improve the security posture and maturity, ensuring ongoing protection against potential cyber threats. As a result, we experienced zero breaches of confidential information, demonstrating the effectiveness of our cybersecurity measures and improving the performance of the system compared to the previous year.



| Indicator                                                                                        | 2023 | 2024 |
|--------------------------------------------------------------------------------------------------|------|------|
| Substantiated complaints concerning breaches of customer privacy and losses of customer data (#) | 0    | 0    |
| Cybersecurity Audits (#)*                                                                        | 0    | 2    |
| Cases of breaches of confidential information in the network (#)*                                | 1    | 0    |

**Substantiated complaint (#)**  
 Written statement by regulatory or similar official body addressed to the organization that identifies breaches of customer privacy, or a complaint lodged with the organization that has been recognized as legitimate by the organization.

**Cases of breaches of confidential information in the network (#)**  
 Breaches of confidential information are non-compliance with existing legal regulations and (voluntary) standards regarding the protection of customer privacy. This KPI tracks the number of incidents in the network of the IT infrastructure, which is centrally managed for (approx.) 80% of the offices, where confidential information was improperly accessed or disclosed and classified as P1 or P2 incidents.

**Cybersecurity Audits (#)**  
 Number of Information Security Assessments/tests/audits conducted to assess and ensure cybersecurity measures and policies in the organization.

Data provided by IT - Cybersecurity Department. GRI 418, ESRS G1  
 \* KPI verified by independent auditor [BDO]

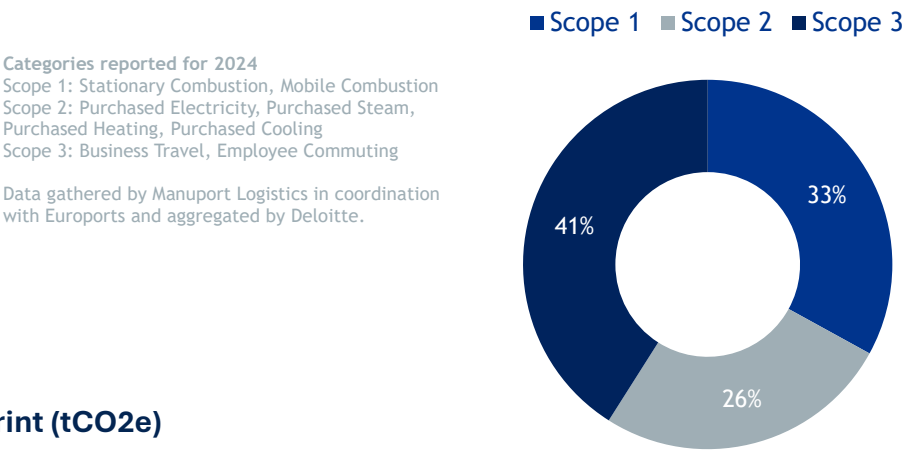
# GHG Emissions

## MPL GHG Accounting

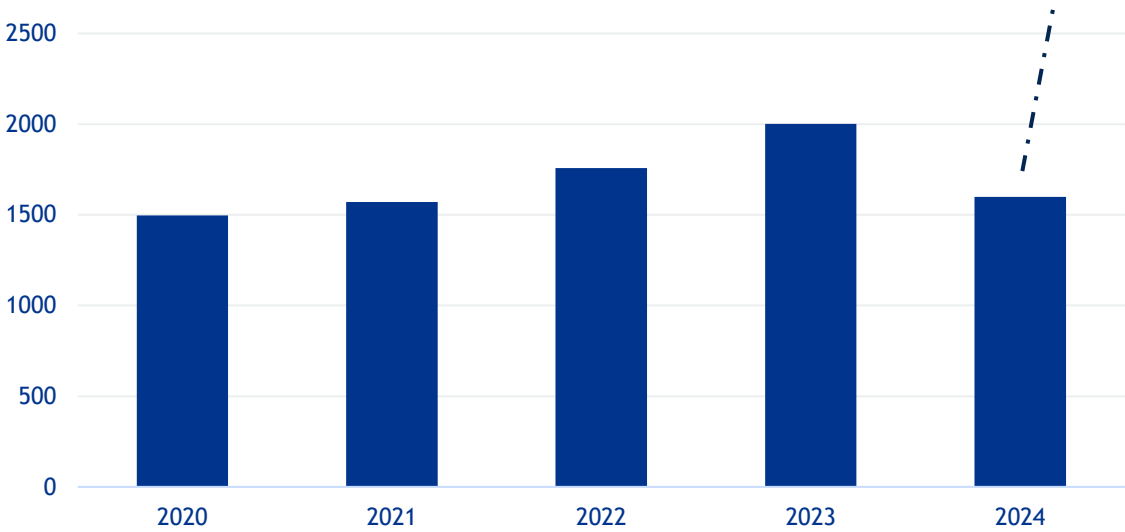
As a logistics service provider, we are dedicated to taking accountability for our environmental impact, and we understand the critical importance of measuring and reporting greenhouse gas (GHG) emissions. Through our GHG emission data results, we are aware of our environmental impact and commit to driving positive change. We acknowledge that the fight against climate change requires a collective effort, and we are dedicated to being a part of the solution.

The results of our footprint for this year indicate a reduction at the group level, which is partially explained to the lack of structured data in the category Business Travel for the headquarters in Antwerp.

There is a slight increase in the share of the Scope 2 in the mix, which is linked to new offices reporting as of this year. See Annex 1 for more details on the GHG reporting and to see the new entities reporting.



## MPL Group - Carbon Footprint (tCO2e)





### Case study: Reducing CO<sub>2</sub> Through Barging

Manuport Logistics stands for efficient and sustainable transport solutions, by setting up tailored container transport organizations. An example of this dates back to 2015, when we pioneered an inland hub concept, connecting River Terminal Wielsbeke (RTW) with the Port of Antwerp, for one of our major customers, allowing them to reduce their reliance on trucking by enabling transportation via the waterway.

According to data from our customer, for transporting the same number of containers, total CO<sub>2</sub> emissions per barge trip (34g CO<sub>2</sub>/tonne-km) are significantly lower than those for trucks (62g CO<sub>2</sub>/tonne-km). Previously, all containers went by road; today, more than 50% of the stream is transported via barge. As a result, the company's container-related emissions dropped by 36% within just two years. Increasing our use of multimodal transport is not just efficient, but also better for the environment.



## Health & Prevention

Our people come first. Always. We look after each other, and safety is a part of that. It is not just a policy; it is common sense. To achieve this, we follow Euroports' QHSE Policy and comply with local legislations in Health & Safety. Our goal is to maintain zero accidents on the work floor, at every location, every year.

Prevention is a cornerstone in how we manage our workplaces. A safe place is a productive space, driving us to long-term success. While our internal operations do not present high degrees of hazards, we still monitor the cases where accidents or illness were present. In the past two years, we had zero cases of occupational disease and no workplace accidents among our differentiators across all Manuport Logistics Group locations.



| Indicator                                                    | 2023  | 2024  |
|--------------------------------------------------------------|-------|-------|
| MPL entities reporting on H&S                                | 100 % | 100 % |
| MPL entities with accidents on the work floor reported (#)   | 0     | 0     |
| MPL entities with cases of occupational disease reported (#) | 0     | 0     |

### Work Accidents

An occurrence arising out of, or in the course of, work which results in a fatal or non-fatal injury, e.g. a fall from a height or contact with moving machinery.  
Only accounting for accidents on the work floor (hence, accidents *in itinere* are not included).

### Occupational Disease

Covers any disease contracted as a result of an exposure to hazards arising from a work activity e.g. asthma resulting from exposure to wood dust or chemical compounds.

Definitions aligned to ILO - Investigation of Occupational Accidents and Diseases: A Practical Guide for Labor Inspectors. Data gathered by internal ESG Survey and confirmed by HR Department.

# Talent Management

## Hiring & Onboarding

We believe that people make the difference. In 2024, 307 new colleagues joined MPL. We look beyond competence; talent, for us, also means attitude, ambition, and alignment with our values. That is why we place great importance on our onboarding process. Everyone is guided through an onboarding journey, including regular check-ins, and a separate follow-up with HR after three months. These touchpoints help us stay close to how people are settling not just in terms of performance, but also how they feel and how well they connect with our way of working.

## Performance

We empower people. Our performance review process reflects just that. We evaluate not only what people achieve, but also how they achieve it. We look at contribution, cooperation, and how someone acts as a differentiator within their team. It is a well-rounded approach that reinforces our values in daily practice.



MPL company party 2024

## Turnover

While some employee turnover is inevitable, we strive to keep engagement high and our offering competitive. We listen, adapt, and ensure our people know they are part of a larger story. The result: our turnover rate has decreased compared to the previous year, highlighting the positive effects of our efforts.

Talent management is not an isolated HR responsibility, it is a shared effort embedded in our culture and long-term vision.

| Indicator                         | 2023      | 2024      |
|-----------------------------------|-----------|-----------|
| Employee Turnover Rate Change (%) | + 27,93 % | - 11,82 % |

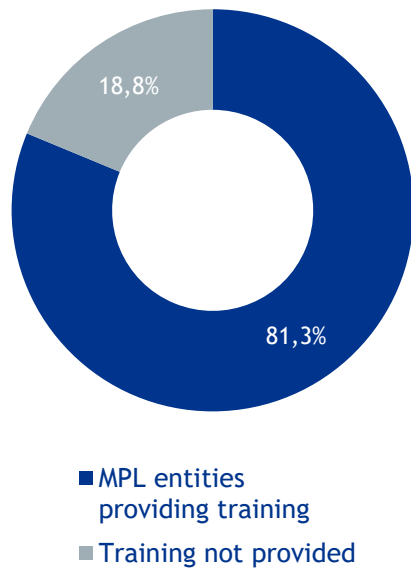
Employee Turnover Rate Change  
The change is calculated from the previous year to the one noted in the table. The Employee Turnover Rate is calculated using the following formula: (Number of Employee Departures during the Reporting Period / Total Number of Employees at the end of the Reporting Period) \* 100

Data provided by HR Department, based on information in HR Dashboards  
GRI 401 ESR5 S1

Training

We actively build a learning culture that supports sustainable growth. In 2024, over 80 % of our entities delivered training to our differentiators, ranging from job-specific skills to broader topics such as Cybersecurity and Health & Safety.

To strengthen this approach, we are preparing the rollout of a global learning platform that will support knowledge sharing across teams. We also made progress in developing the digital skills needed to grow into a true digital forwarder. While our journey continues, the direction is clear: investing in people is investing in the future of Manuport Logistics.



| MPL entities providing training related to (%) | 2024   |
|------------------------------------------------|--------|
| Specific skills or competences for work        | 78,1 % |
| Health & Safety / Prevention                   | 25,0 % |
| Cybersecurity                                  | 15,6 % |
| Business Ethics                                | 25,0 % |
| Human Rights                                   | 3,1 %  |
| Environmental Issues                           | 3,1 %  |

Training  
Includes all sessions and events aimed at building awareness, knowledge, and competencies among employees to understand, implement, and advance the organization’s sustainability objectives. ESRS S1

Data based on declarations from MPL entities in internal ESG Survey. This table is based on MPL entities - required adjustment based on the entities working together under the same business unit (e.g., MPL Brazil & Liquids, MPL & MRT Spain), or country (e.g., Belgium).

## Sofie's Harbor Journey

Sofie organizes container bookings with shipping companies, predominantly steering exports to Asia and America, while also managing imports from Canada and Singapore. She has been with the company for six years, the last two dedicated to chemical logistics.

'My journey in the maritime industry began in 2007', Sofie recalls, 'although I did briefly leave the sector to explore other avenues, I even was a train conductor for a while!' The allure of the maritime world proved irresistible, however, drawing her back into its embrace.

Acknowledging the sector's demanding nature, Sofie recognizes that it is not for those confined to a nine-to-five mentality. She also notes the challenges the maritime sector faces, particularly in the wake of the pandemic.

However, her job comes with its unique set of advantages. At Manuport Logistics, I enjoy a workplace culture that breaks the norm, where women hold prominent managerial positions, distinguishing the company from the broader industry landscape.' The company's proactive stance to be 'different' is evident in events such as the boss's birthday party, staff gatherings and participation in community events like the Antwerp Ten Miles.



Read the full  
interview in  
[our blog!](#)

# Employee Benefits

A fair and transparent approach to compensation contributes to social sustainability. It helps us attract and retain talent, reduce turnover, and build a sustainable company. Our employee benefits depend on the region to stay in line with local market practices.

**Pension Scheme** (e.g., France): We provide a robust pension scheme to ensure our employees have financial security beyond the working years.

**Hospitalization Insurance** (e.g., Brazil): Our hospitalization insurance covers a wide range of medical expenses, ensuring that our employees and their families have access to quality healthcare.

**Flexible Work Schedules or Remote Work Options:** Recognizing the importance of work-life balance, we offer flexible work schedules and remote work options. This initiative not only supports our employees' personal needs but also contributes to reducing our carbon footprint by minimizing commuting.

**Life Insurance** (e.g., Colombia): Our life insurance policies provide financial protection for our employees' families in the event of unforeseen circumstances.

**Meal Allowance** (e.g., Turkey): We offer meal allowances to our employees. This benefit supports the health and well-being of our team and contributes to a positive work environment.





**Transportation Cards or Reimbursements** (e.g., Singapore): To encourage the use of public transportation and reduce environmental impact.

**Company Car or Fuel Reimbursements** (e.g., the Netherlands): This benefit is designed to support employees who require transportation for their roles while also considering fuel-efficient and environmentally friendly vehicle options.

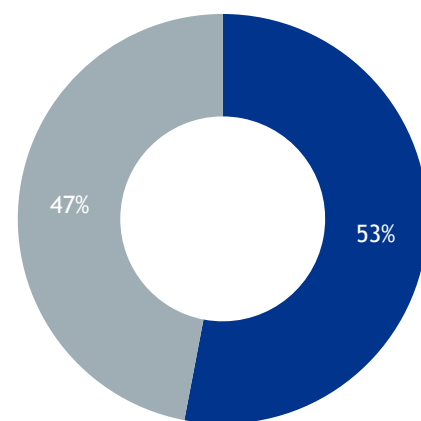
**Bike Leasing** (e.g., Belgium): This initiative encourages employees to choose cycling as an eco-friendly commuting alternative, contributing to our overall sustainability efforts.

| Indicator                                                                    | 2023 | 2024 |
|------------------------------------------------------------------------------|------|------|
| MPL entities providing company cars or fuel reimbursement for employees (%)* | 58 % | 53 % |

Scope 2023: Belgium (All), Cassilon UK, Liquids Brazil, MPL Brazil, MPL Colombia, MPL France, MPL Germany, MPL Greece, MPL Hong Kong, MPL Italy, MPL Japan, MPL Morocco, MPL NL, MPL Peru, MPL Philippines, MPL Portugal, MPL Saudi-Arabia, MPL Singapore, MPL South Korea, MPL Spain, MPL Turkey, MPL UAE, MPL US, MRT Spain.

Scope 2024 : Idem, plus MRT France, MPL Chile.  
\* KPI verified by independent auditor [BDO]

Data based on declarations from country in internal ESG Survey.  
This table is based on MPL entities - required adjustment based on the entities working together under the same business unit (e.g., MPL Brazil & Liquids, MPL & MRT Spain), or country (e.g., Belgium).



- MPL entities providing company cars or fuel reimbursement
- No cars nor reimbursement provided by MPL

# Employee Relations

As a logistics group operating through a network of smaller entities across multiple countries, formal union representation is not legally required. However, we firmly believe that constructive social dialogue is essential, regardless of local legal frameworks.

We encourage transparent communication, listen carefully to employee feedback, and aim to build mutual trust and understanding. By promoting “a zero bullshit” culture, we ensure that employee voices are heard across all our local operations, regardless of the formal presence of collective representation.

In 2024, Spain was the only country within our Group where employee representatives were elected. In line with local legislation, we were also required to organize social elections in Belgium. However, no candidates came forward to stand as employee representatives.

Whether or not there is formal representation, our employees feel heard and supported through the existing direct communication channels. It reflects our ongoing efforts to listen actively to employee feedback and to take meaningful action in response.

| Indicator                                                                                  | 2023 | 2024 |
|--------------------------------------------------------------------------------------------|------|------|
| MPL entities with formally elected employee representatives for collective bargaining (#)* | 1    | 1    |

MPL entities with employee representatives  
Indicates how many MPL entities in the group have formally elected representatives for the employees to negotiate issues related to wages, working time, training, occupational health and safety or equal treatment. The objective of these negotiations is to arrive at a collective agreement that regulates terms and conditions of employment. Does not include collective agreements at the sector level.  
Ref: ILO. GRI 402, ESRS S1

Data based on information provided by HR Department.  
\* KPI verified by independent auditor [BDO]

## Diversity & Inclusion

We are committed to fostering a fair and inclusive workplace where every individual can thrive. We strongly believe in the power of teamwork and recognize the value of diverse perspectives in driving creativity, well-being, and achieving our sustainability goals, aligning with the principles of the UN Global Compact.

**Discrimination or harassment? Zero tolerance. Not here. Not ever.** We don't care what it's based on: gender, race, religion, age, disability, sexual orientation, background, or anything else protected by law. At MPL, everyone deserves respect. Full stop.

We are particularly proud of keeping a balanced representation in the group, where 53% of our employees are women, reflecting our dedication to gender equality. We want to build a supportive environment that values and respects the unique contributions of each team member, strengthening our collective ability to succeed.



María Fernández Cobo, named multiple times as one of the 100 Most Outstanding Women in Logistics by the news portal *C de Comunicación*, from Spain (in collaboration with *CargoON*), in celebration of International Women's Day.

Congrats María, we are so proud of you!

| Indicator                                       | 2022 | 2023 | 2024 |
|-------------------------------------------------|------|------|------|
| Women employed in the whole MPL Group*          | 49 % | 51 % | 53 % |
| Women in Global Management / Global ExCom Team* |      | 29 % | 29 % |

#### Women employed in the MPL Group

Percentage of total employees who are women in the MPL Group. Data on gender and headcount were extracted from the internal register, by HR Department. The % is obtained by dividing the count of women employees over the total headcount (as of the end of the reporting period). See Annex 1 for more details.

#### Women in Global Management Team [ExCom]

Percentage of total employees who are women in the Global Management Team [ExCom], with headquarters in Antwerp-Belgium. These are considered as top managerial positions.

Data provided by HR Department. Percentages calculated on the count of total members by each body. GRI 405-1, ESRS S1

\* KPI verified by independent auditor [BDO]

**BE DIFFERENT**  
**BE MPL**



# ESG Initiatives & Certificates

## United Nations Global Compact

As a part of the Euroports Group, and since 2021, we are a proud participant of the UN Global Compact (UNGC), firmly committed to upholding its 10 principles and contributing to the 17 Sustainable Development Goals.



## Operation Clean Sweep

This is a voluntary program dedicated to preventing the release of plastic pellets, flakes, and powders—small particles used in plastic manufacturing—into the environment, thereby reducing plastic pollution in waterways and oceans. We are signatories through our road division (Manuport Road Transport).



## Engagements Volontaires pour L'Environnement Charter

Our road division (Manuport Road Transport) in France is one of the first road freight forwarders in France to sign the Engagements Volontaires pour L'Environnement Charter back in 2023, which sets a quantitative target of 5% reduction in GHG emissions from participants' activities over 3 years.



## FORWARD Goals for Sustainable Development

Forward Belgium is the Belgian Freight Forwarding Association, representing forwarders, customs representatives and logistics service providers for more than 100 years. They hold an Award competition for companies to present how we tackle the Sustainable Development Goals. We are keeping our Gold Award!





### SQAS

The CEFIC Safety & Quality Assessment for Sustainability (SQAS) evaluates the quality, safety, security, and environmental performance of logistics service providers. It provides standardized assessments used by companies to improve supply chain sustainability. We have this assessment (Module: Transport Service) done for the Manuport Logistics Group and for Manuport Road Transport.



### FCA

The Feed Chain Alliance (FCA) certification guarantees the safety, quality, and traceability of animal feed throughout the supply chain. For us, this certification is key as it ensures compliance with legal requirements and good manufacturing practices, preventing contamination and maintaining high-quality feed during transportation. This certificate was granted to Manuport Road Transport Belgium and Barging Solutions.



### Qualimat

The Qualimat certification focuses on the safety and quality of feed materials during transportation and storage. This certification is important as it emphasizes hygiene, contamination prevention, and traceability, ensuring that feed materials remain safe and uncontaminated throughout the logistics process. Both offices in Manuport Road Transport France hold this certificate.



### EcoVadis Sustainability Assessment

The EcoVadis sustainability assessment is a comprehensive evaluation of our company's sustainability performance across four key areas: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. This year we reached the top 1% of companies in our sector in terms of sustainability performance, as we obtained the Platinum Medal for the MPL Group. Can't get better than this!

## Community & Charity



### Fundraising

We are proud to support multiple initiatives globally. One great example is *De Warmste Week*. An annual fundraising event in Flanders, Belgium, organized by VRT Studio Brussel, a radio station. This initiative raises both awareness and funds for various social causes. Throughout the week, individuals and organizations across Flanders engage in diverse fundraising activities, with proceeds benefiting selected charities. *De Warmste Week* has grown into a major cultural event, effectively mobilizing widespread community participation and solidarity.

For 2024, we raised 17,000 € together with more than 300 colleagues.

To reach this amount, we organized a rally, a walk/run and a party. The atmosphere at each of these events truly reflects our spirit to move forward, not only in business or sustainability, but also in giving back to the community. We especially feel the motto of ***“nothing great was ever achieved without enthusiasm”*** come to life here, when we all work together for such a noble cause.

As this is a meaningful event, we hope to continue participating in future editions and organize more events that allow our differentiators to come together and connect.

## Moments together

Being part of MPL is not only about the daily work, but the moments we share together. The different entities and subsidiaries in the Group know this and get together to enjoy summer, take part in a team building, or support a good cause.



MPL Turkey differentiators at their summer party, enjoying the warmth and each other's company



Team building of MPL Portugal in Faro, celebrating teamwork and unity



MPL Spain participating in the charity race organized by the Vicente Ferrer Foundation to help disabled people in India

## 2024 Highlights



### Started collecting ESG metrics globally

Running a more global approach to sustainability issues across our MPL entities and subsidiaries.



### External verification for ESG metrics

Generating trust through the verification by independent third parties. Clearly, we will expand these sets of metrics!



### First dedicated ESG presentation

Because we want to make our plans and indicators visible, we share our ESG Program (Sustainability Strategy).



### Our amazing team grew by 10%

More differentiators ready to be the logistics heroes our customers need!



### First Sustainability Report - Road

Sharing our progress with our stakeholders for our road division, keeping it real!



### Obtained EcoVadis' Platinum Medal

A great achievement showing our efforts on driving sustainability forward!

## About this Report

This is the first Sustainability Report of the Manuport Logistics Group, covering the period from January 1st, 2024, to December 31st, 2024. The data presented covers the operations in all locations of the Group, unless otherwise stated. Manuport Logistics Group of companies (see page 2, “The MPL Group”) operates as a comprehensive logistics provider within the Euroports Group.

Data has been gathered by the Sustainability area through interviews, surveys, dashboards, and extracting information from the digital platforms, in coordination with the departments of HR, IT - Cybersecurity, Quality & Prevention (H&S), Legal, and Marketing & Communications.

While there is no mandate to report under a specific reporting structure, the report is aligned to ESRS and GRI. This document is drafted in the English language, and translations are responsibility of each of the MPL entities/subsidiaries.

Your feedback is kindly welcomed, at the following email address:  
**[sustainability@manuport-logistics.be](mailto:sustainability@manuport-logistics.be)**



# Annex 1: Notes on the Carbon Inventory

## Organizational Boundaries 2024

Corresponds to the scope of the report in page three.  
Here we share the changes from 2023 reporting:

New entities reporting:

- Manuport Liquids Hong Kong Ltd
- Manuport Logistics Italy Spa
- Manuport Logistics Japan KK
- PT Manuport Logistics Indonesia
- Manuport Logistics Philippines Inc

Entities no longer reporting:

- IVK Manuport Logistics LLC (UAE)

## Categories Reported & Reporting Entities

- Scope 1: Stationary Combustion, Mobile Combustion
- Scope 2: Purchased Electricity, Purchased Steam, Purchased Heating, Purchased Cooling
- Scope 3: Business Travel, Employee Commuting

While these were the categories included in the GHG dashboards, not all entities reported on all categories. Hence, estimates were provided for entities with no data.

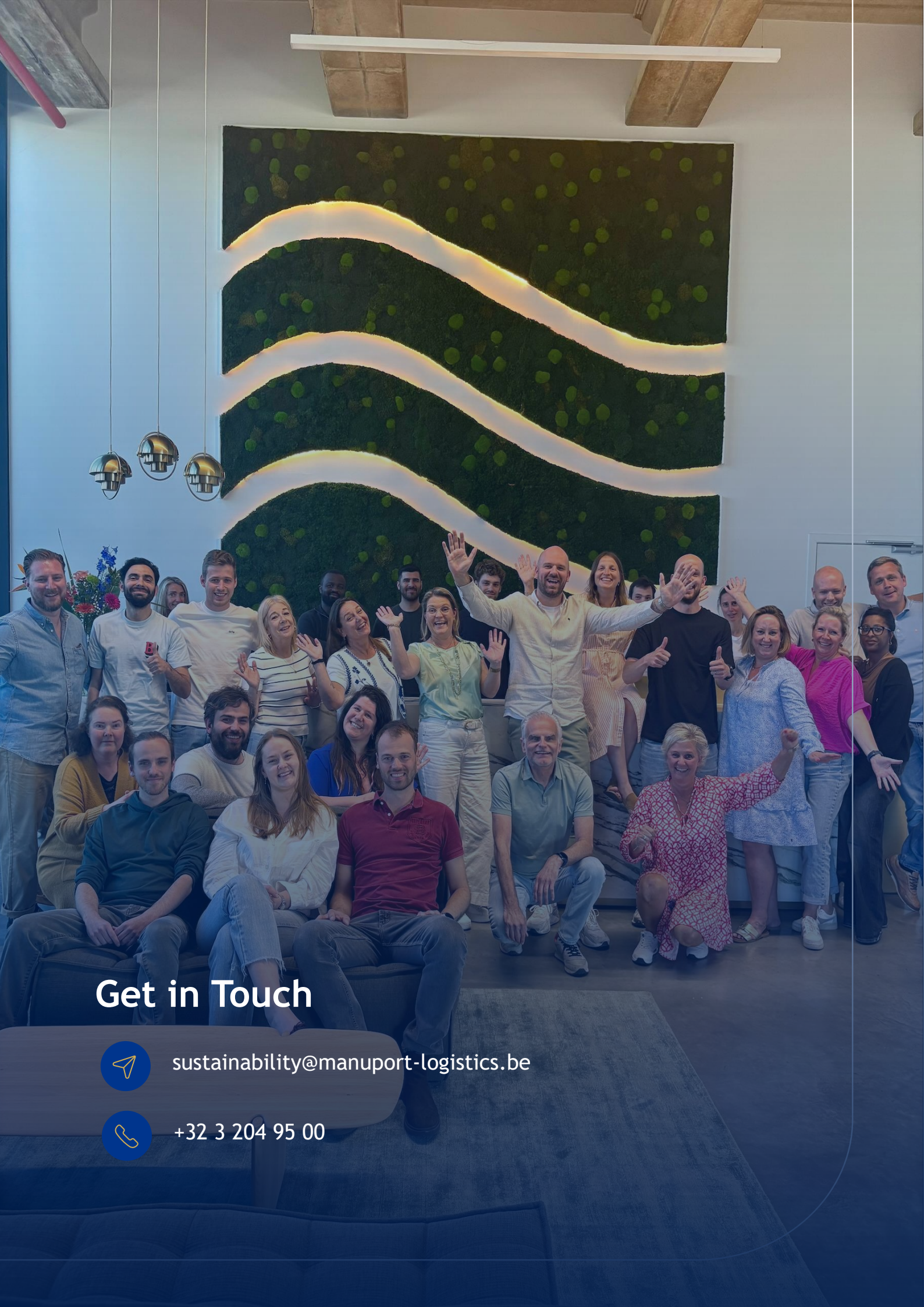
The most relevant omission is the category Business Travel on the headquarters (Belgium), which could correspond to the difference of 245 tCO<sub>2</sub>e seen between 2023 and 2024 in the aforementioned category. This difference corresponds to approx. 15 % of the total carbon footprint accounted for this reporting year (and approx. 12 % for 2023). The reason behind the omission is the lack of structured data due different types of operations for contracting business trips.

## Annex 2: External verification of metrics

To enhance the reliability and credibility of our ESG disclosures, selected key performance indicators (KPIs) included in this report for the 2024 reporting period have undergone an independent limited assurance engagement conducted by BDO, a qualified third party. The selected metrics are highlighted with an asterisk symbol (\*) in the body of the report.

The engagement was performed in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): “Assurance Engagements other than Audits or Reviews of Historical Financial Information”, as issued by the International Auditing and Assurance Standards Board (IAASB).

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| <div><div>T : +32 (0)3 230 58 40<br/>www.bdo.be</div><div>Uitbreidingsstraat 72/1<br/>B-2600 Antwerpen</div></div> <div><p><b>Report of the independent auditor to the administrative body of Manuport Logistics NV related to the limited assurance engagement on a set of ESG KPI's</b></p><p>To the Management Board of Manuport Logistics NV,</p><p>We have performed an independent limited assurance engagement on the attached list of ESG KPI's of Manuport Logistics NV, (further "Company") for the period from 1 January 2024 to 31 December 2024.</p><p>It was not part of our engagement to review any information, other than the attached list of ESG KPI's for the reporting period 2024. The scope of our engagement was also limited to the list of legal entities included in the attached ESG reporting. Consequently other ESG KPI's or legal entities were not subject to our review.</p><p><b>Responsibilities of the administrative body</b></p><p>The administrative body is responsible for the preparation of the ESG KPI's that gives a true and fair view of reported KPI's in accordance with the attached definitions (further "Reporting Criteria").</p><p>This responsibility of the administrative body includes the selection and application of appropriate methods to prepare the ESG KPI's and the use of assumptions and estimates which are reasonable under the given circumstances. Furthermore, the administrative body is responsible for the internal controls they deem necessary for the preparation of the ESG KPI's that are free of - intended or unintended - material misstatements.</p><p><b>Auditor's Responsibility</b></p><p>It is our responsibility to express a conclusion on the attached list of ESG KPI's for the reporting period 2024, based on our work performed within a limited assurance engagement.</p><p>We conducted our work in the form of a limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): "Assurance Engagements other than Audits or Reviews of Historical Financial Information", published by IAASB.</p><p>Accordingly, we have to plan and perform the assurance engagement in such a way that we obtain limited assurance as to whether any matters have come to our attention that cause us to believe that the attached list of ESG KPI's for the reporting period 2024 has not been prepared, in all material respects, in accordance with the Reporting Criteria.</p><div><p><small>BDO Beeld@revisoren.be / BTW BE 0431.088.289 / RPR Brussels<br/>BDO Réviseurs d'Entreprises SRL / TVA BE 0431.088.289 / RPR Bruxelles<br/>BDO Beeld@revisoren.be: BDO Réviseurs d'Entreprises NV/SRL, a company under Belgian law in the form of a private limited liability company, is a member of BDO International Limited, a UK company limited by guarantee, and forms part of the international BDO network of independent member firms.<br/>BDO is the brand name for the BDO network and for each of the BDO Member Firms.</small></p></div></div> <div><div></div><div><p>We do not, however, issue a separate conclusion for each KPI. As the assurance procedures performed in a limited assurance engagement are less comprehensive than in a reasonable assurance engagement, the level of assurance obtained is substantially lower.</p><p>Within the scope of our engagement we performed, amongst others, the following procedures:</p><ul style="list-style-type: none"><li>• Inquiries of staff who are responsible for the KPI calculations and data collection</li><li>• Reviewing the suitability of internally developed Reporting Criteria</li><li>• Evaluation of the design and implementation of the systems and processes for determining, processing and monitoring the ESG KPI's included in the scope of this engagement</li><li>• Evaluation of selected internal documents</li></ul><p>In our opinion, we obtained sufficient and appropriate evidence for reaching a conclusion for the assurance engagement.</p><p><b>Statement related to independence</b></p><p>Our audit firm and our network did not provide services which are incompatible with the deontological requirements of independence, and our audit firm remained independent of the Company during the terms of our engagement.</p><p><b>Conclusion</b></p><p>Based on our review, nothing has come to our attention that causes us to believe that the attached list of ESG KPI's for the reporting period 2024 has not been prepared, in all material respects, in accordance with the Reporting Criteria.</p><div><p>Antwerp, 7 July 2025</p><div><div>David<br/>Lenaerts</div><div><small>Digitally signed by David<br/>Lenaerts<br/>DN: cn=David Lenaerts,<br/>o=BDO Réviseurs d'Entreprises<br/>SRL, email=D.Lenaerts@revisoren.be</small></div></div><p>BDO Réviseurs d'Entreprises SRL<br/>Represented by David Lenaerts*<br/>Auditor<br/><small>*Acting for a company</small></p></div></div></div> |
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## Get in Touch



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