



**MANU
PORT
LOGISTICS**

Manuport Logistics *Sustainability Report 2025*

MANUPORT LOGISTICS GROUP - REPORTING YEAR 2025

Contents

CEO's Message	3
About Manuport Logistics	4
Our services	4
MPL around the world	5
Markets & Business Relationships	6
Our Sustainability Priorities & Strategy	7
Practices, Policies, Initiatives	9
Our Governance Model	11
Our MPL Culture	13
MPL Manifesto.....	14
Our Workforce - Our Differentiators.....	15
Business Conduct.....	17
Whistleblowing	18
Cybersecurity.....	19
Environmental Management.....	21
Climate Risks.....	21
GHG Emissions	23
Climate Adaptation Actions	24
Financial Impact.....	25
Health & Prevention	26
Talent Management.....	27
Hiring & Onboarding	27
Performance	27
Davidson's Long Haul	28
Remuneration	29
Turnover	29
Training	30
Employee Benefits	33
Employee Relations	35
Diversity & Inclusion	36
ESG Initiatives & Certificates	38
Community & Charity	40
2025 Highlights	42
 About this Report	 43
 Annex 1: Geolocation of Sites & Addresses.....	 45
Annex 2: Materiality Process & ESG Issues	47
Process & Methodology	47
Sustainable Development Goals (SDGs)	50
Annex 3: Omitted disclosures	51
Annex 4: Workforce by country & contract	53
Annex 5: Climate-related Risks	54
Annex 6: Notes on the Carbon Inventory	57
Annex 7: Table of contents for VSME	58

CEO's Message

The world keeps moving. So do we.

In logistics, every day brings new challenges. Disruptions, pressure, changing markets, tight deadlines, it is part of the business. At Manuport Logistics, we embrace that reality with the mindset that has always defined us: ownership, flexibility, and zero bullshit.

2025 was a year of progress. We strengthened our ESG reporting, improved our carbon accounting processes, launched our first group-wide materiality assessment, and continued investing in our people across the world. Not because sustainability is a trend, but because building a future-ready company matters.

What makes me most proud is the way our differentiators approach every challenge: with enthusiasm, accountability, and the drive to always find a solution. That entrepreneurial spirit remains the foundation of MPL.

We are not here to promise perfection. We are here to keep improving, keep adapting, and keep moving forward together with our customers, partners, and teams worldwide.

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. We believe in doing things differently, taking real action to reduce our impact and boost positive change for people, the planet, and the economy.

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.

Need to move something? Say no more, we got you.

Our services

[VSME C1.1]

We combine smart digital tools with people who know the business inside out. This is how we can articulate our resources to offer the optimal route and assurance required to transport freight.

Manuport Logistics offers a different approach to shipping, guided by creative thinking. Ship, barge, plane, train, truck, or a combination. For you, we move mountains.



Transport is only part of the job - we also provide warehousing, customs clearance, packing and re-packing; or anything you need. If it needs to be moved, we handle it.

Do you know we transported an entire factory across a continent? Team MPL completely dismantled, transported, and reinstalled a full brewery - massive silos and oversized components, and everything in between. From Świnoujście PL, across the sea to Seville ES, and then back on the road to its new site.

Direct, simple, and always on point, that is us! No endless loops, no passing the buck, just one expert who gets things done.

MPL around the world

[VSME B1.7 | B1.8 | B1.10]

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. During 2025, we were present in 23 countries/territories:

From Belgium, where our headquarters are located, covering Brazil, Chile, Colombia, France, Germany, Greece, HK, Indonesia, Italy, Japan, Korea, Morocco, Netherlands, Peru, Portugal, Saudi Arabia, Singapore, Spain, Thailand, Turkey, UK, and the USA; we hold a Total Balance Sheet of 164,1 million EUR, with a 553,8 million EUR of net turnover, for all MPL Group.

Spin the globe and you will find us!

Markets & Business Relationships

[VSME C1.2 | C1.3]

At Manuport Logistics, we ship a wide range of commodities every single day. Liquids, consumer goods, renewables, foods, minerals, ...and the list goes on and on. Whatever the size, quantity, or fragility of your goods, we'll handle the commodity transport with utmost care and attention, while keeping our customers informed.



Our business relationships are the engine behind everything we move. As a freight forwarder, we don't work alone. We rely on a vast and global network of trusted partners - transport operators, terminals, warehouses, customs agents, insurers, and digital service providers—who make our solutions possible across all modes and regions. These collaborations are shaped through long-term agreements or project-based setups, giving us the flexibility to adapt quickly while keeping reliability front and center. Together, they form the backbone of our value chain and allow us to turn complex logistics into smart, workable solutions.

We serve B2B clients across industrial, commercial, and trading sectors worldwide. We are driven by the belief that we always meet twice. So, we invest in close relationships with our clients.

Back in 2015, when we pioneered an inland hub concept connecting River Terminal Wielsbeke (RTW) with the Port of Antwerp, helping one of our major customers shift from trucking to waterway transport.

Our Sustainability Priorities & Strategy

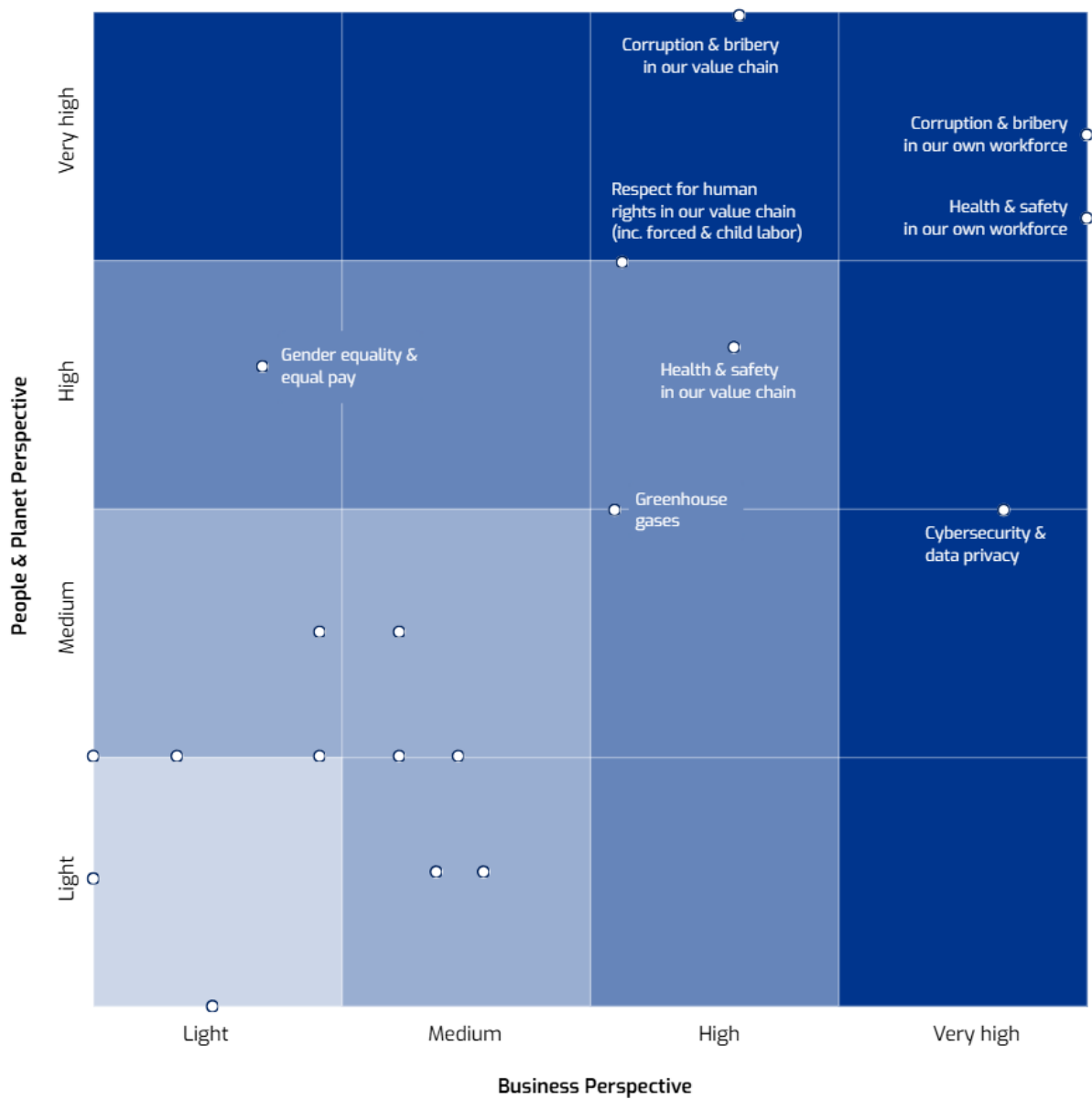
[VSME C1.4]

Sustainability is not something we figure out on our own. We engage with our stakeholders openly and continuously. These conversations shape our priorities and how we see our partnerships going forward. For us, progress is always shared!

During the reporting year [2025] we engaged in consultation with our stakeholders, obtaining great feedback that helps us to keep up with our work.

Next to the results (that can be seen in the following matrix), we found it strategically important to also include an environmental issue - pollution prevention due to pellet loss.

Here our Materiality Matrix, showing only the ESG issues with the highest score in the assessment are captured (only through the survey). If you want to know more about the process, please see Annex 2.



Practices, Policies, Initiatives

[VSME B2.1 | B2.2 | B2.3 | B2.4 | C2.1]

Turning ambition into action starts with how we work every day, everywhere. At MPL, sustainability is embedded through group policies on ethics, compliance, health & safety, cybersecurity, employee relations and supplier cooperation and always rolled out locally, close to our differentiators.

As an asset-light freight forwarder, our impact lies in smarter choices: optimizing routes, combining transport modes and working closely with the partners who carry out the physical operations.

A key project in the reporting period was to launch our **Materiality Assessment** for the whole MPL Group, which is described in the previous section. This was done by the *Sustainability Team* in coordination with the ExCom. We will update this assessment within 5 years, expecting to increase the quantity of stakeholders involved.

Our **carbon accounting** keeps moving forward, showing more maturity. Beyond our improvement in internal processes, the implementation of a digital platform will allow us to calculate the carbon footprint of our service swiftly across all locations in MPL Group in the next two years.

Then, we want to keep our **differentiators engaged and growing in their careers**. By 2027, every country should use our HR platform for performance reviews.

Health & Safety management, another vital aspect in our ESG approach, is done on a local level with support from the headquarters. Our *QHSE Team* has been working on harmonizing and updating the documents that compose our H&S system - and we have obtained the certificate ISO 45001 for our operations in Turkey and Saudi Arabia. By 2030, we

aim for zero accidents through stronger QHSE harmonization and tailored risk assessments for the different types of operation we have. We will topple this with the development of our own QHSE Policy (tailoring better the subjects present in the Euroports policy).

Another material issue is **Cybersecurity**. We have a dedicated team in the *IT department* dedicated to this subject, which led the implementation of the ISO 27001 certificate during the reporting period. By 2026, we aim to train all differentiators in cybersecurity awareness.

This year marks a cornerstone in the management of our business partnership with our suppliers, as we iterated the assessment we made of them - from one based in operations and quality to a robust evaluation which includes ESG issues. This **supplier assessment revamping** was done through the coordination of the departments of *Procurement, Commercial, Operations, and the QHSE Team*. We want to keep getting closer to our business partners and extend the level of cooperation.

Last, but not least, our amazing differentiators and all their talents require strong and close management, and our *HR Global Team* are up for the challenge. Our **MPL Culture** is a vital element for us to keep alignment and look into the future together, it is what makes us different - and we continuously work for all to acknowledge and embrace it. You can know more about it in the next pages.

Step by step, we are turning ESG into daily action - powered by our people, our culture and the MPL way of doing things.

Our Governance Model

[VSME C2.2]

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

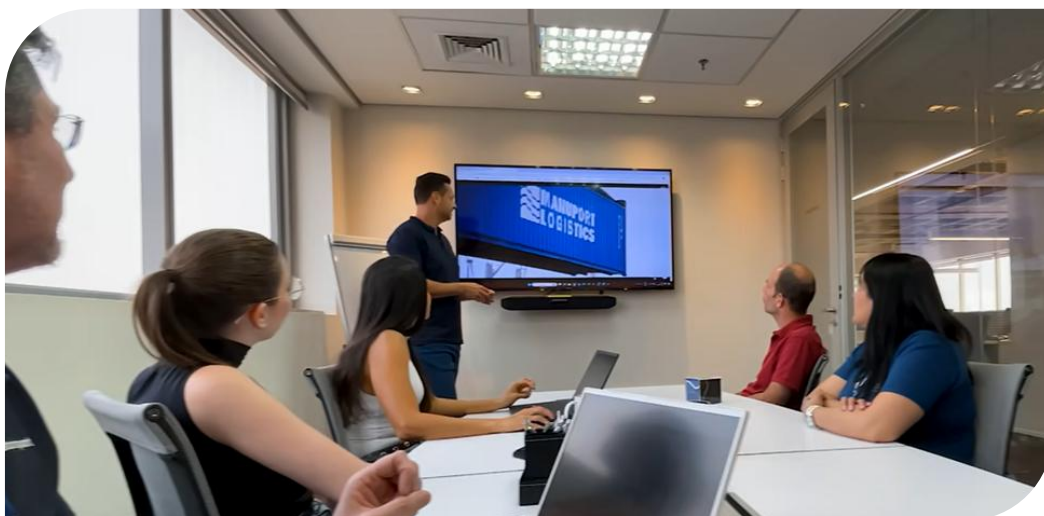
Board of Directors: Defines the overarching sustainability topics and objectives and monitors the direction and progress.

ExCom: Oversees the implementation of our sustainability topics, objectives, and related policies. The CEO 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.

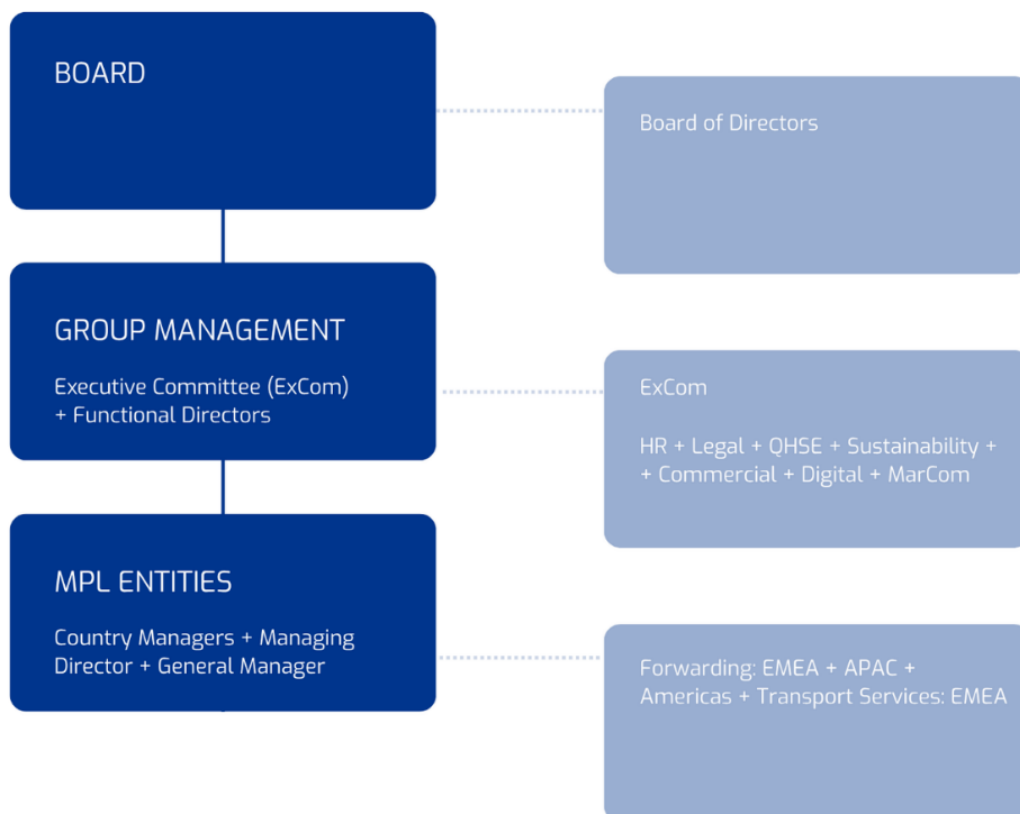


HR: Helps embed sustainability into how we treat and support our workforce, ensuring social topics are properly addressed.

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: IT-Cybersecurity brings digital trust and technology to our differentiators, customers and partners and protect systems and data along the way.

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 in our ESG reporting scheme. This is essential to steer and adjust where needed.



Our MPL Culture

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 for 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

[VSME B1.4 B1.9 | B8.2]

To provide the best solutions for our customers, we are proud to count on a truly amazing group of committed colleagues, whom we call *differentiators*. We have a reach cultural baggage expanding all around the world, with the numbers growing in the group! This year we reached 850 differentiators

And we keep growing! In 2025, we welcomed almost 6 % more differentiators to the team, and we are looking forward to having even more on board.

Indicator	2023	2024	2025
Headcount (all employees, #)	728	803	850
Headcount (men, #)	354	375	415
Headcount (women, #)	374	428	435

Employees Headcount

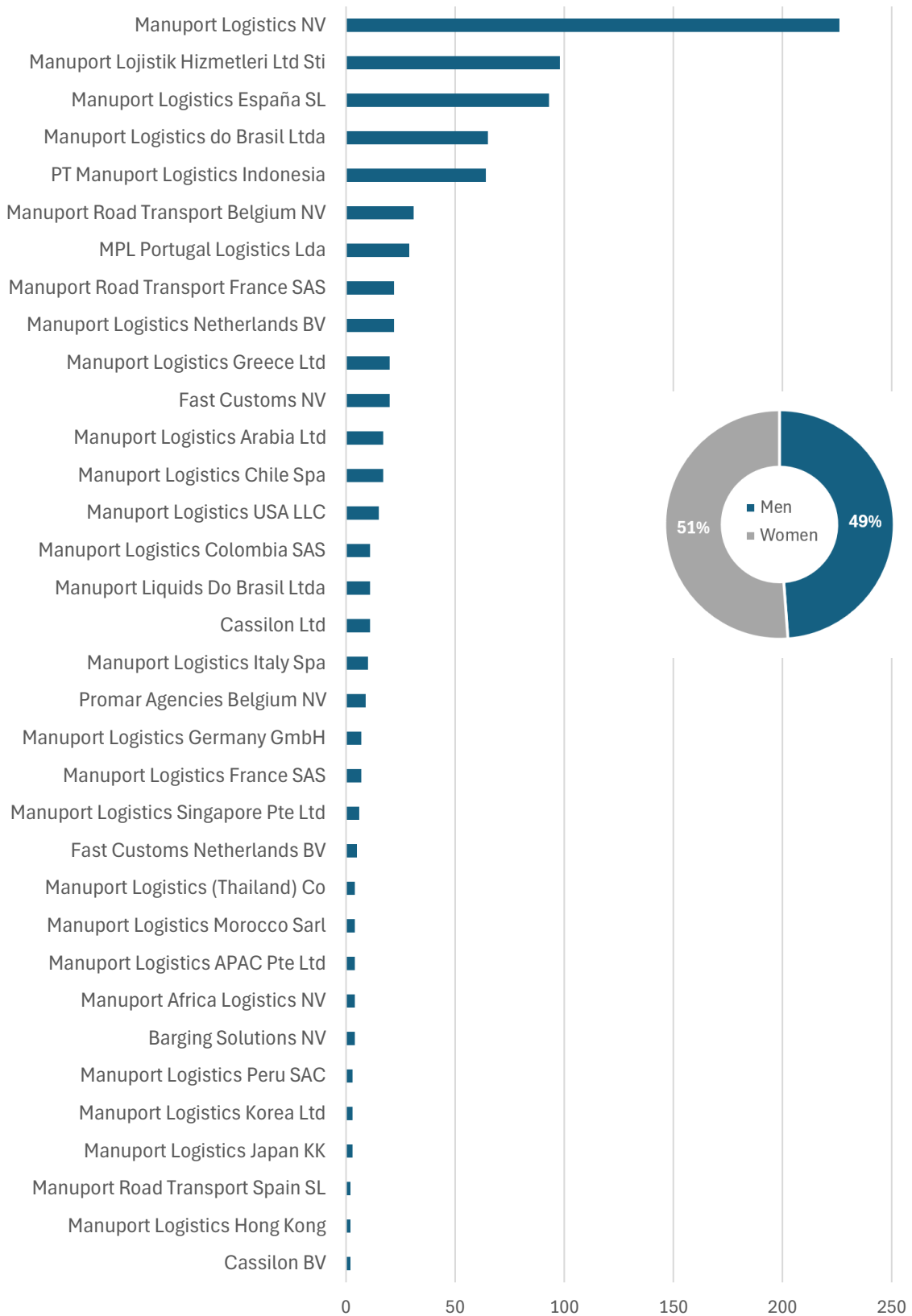
Total number of employees, at the end of the reporting period, including Full Time Employees (FTE), self-employed employees and consultants.

Data extracted from the internal register, by HR Department.



MPL Brazil & Manuport Liquids Brazil celebrating it's 20th anniversary

MPL Group - Headcount by entity (2025)





Business Conduct

[VSME C6.1 | C6.2 | C7.1]

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	2025
Whistleblowing Cases related to Business Ethics (#)	0	0	0
Confirmed cases of corruption (#)	0	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

[VSME B11.1 | C6.2]

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.

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.

Whistleblowing officers for MPL entities in all countries:

Evert Janssens
Chief Human Resources Officer

Jeanne Cools
MPL Legal Manager

Cybersecurity

[GRI 418]

Providing Digital trust is key in our role as logistic service provider. Not only to do business but also to positively impact the economy and individual rights along the way. 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 extent feasible.

To prevent and limit incidents, we have established comprehensive policies and commitments to safeguard data in general and customer privacy. Our cybersecurity policies and procedures 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.

During 2025, we conducted cybersecurity audits aimed at ISO 27001, BASC Peru, BASC Colombia, and a Financial IT audit. As the audits were successful, we obtained all certificates, while no breaches of data were reported - demonstrating the effectiveness of our cybersecurity measures.



Celebration at the headquarters in Antwerp after receiving the certificate ISO 27001

In cybersecurity, knowledge is power. We are eager to understand our shortcomings and act upon them. This ensures safety of our customers' data, and the commodities we transport. Nothing will stop us from taking actions to protect both.

Cybersecurity is one key aspect of how we foster trust in our business relationships, which we capture in the phrase **"You always meet twice."**

Indicator	*2023	*2024	2025
Substantiated complaints concerning breaches of customer privacy and losses of customer data (#)	0	0	0
Cybersecurity Audits (#)	0	2	4
Cases of breaches of confidential information in the network (#)	1	0	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]

Environmental Management

As a logistics service provider, we know we play a key role in the value chains of our customers. We acknowledge that the fight against climate change requires a collective effort, and we want to be part of the solution.

With locations in every continent, having a one-size-fits-all solution is just not possible. Yet, a shared vision of where we want to go is what leads our efforts to manage our impact and handle the impacts of Climate Change.

Climate Risks

[C4.1]

Keeping in mind that **Knowledge is power** (MPL Culture), we aim at being conscious of where we stand in terms of Climate Change. Our first action is conducting an assessment to identify and document the exposure of the Group's office locations to climate-related and environmental risks, using a screening-level, location-specific approach based on geospatial analysis of the exact coordinates of each office site and considering a horizon for the year 2050. The assessment focuses on physical, environmental and transition risks relevant to our office locations.

The results are clear: climate change affects us in one way or the other. Our current exposure is high due to the location of our offices, which are mostly located in coastal areas, especially near ports. It is no surprise, then, that costal flood is the most relevant climate risk for the current set of offices.



Percentage of MPL sites facing Climate Risk by 2050

Climate Risk	Low risk	Medium risk	High risk	Extreme risk
River Flood	0 %	56 %	3 %	41 %
Pluvial Flood	5 %	49 %	8 %	38 %
Coastal Flood	18 %	8 %	3 %	72 %
Extreme Heat	0 %	0 %	26 %	74 %
Storm Wind	0 %	56 %	15 %	28 %
Drought	0 %	46 %	3 %	51 %
Wildfire	18 %	33 %	21 %	28 %
Landslide	62 %	15 %	10 %	13 %
Water Stress	26 %	56 %	3 %	15 %
Water Quality	0 %	79 %	0 %	21 %
Air Quality	0 %	62 %	0 %	38 %

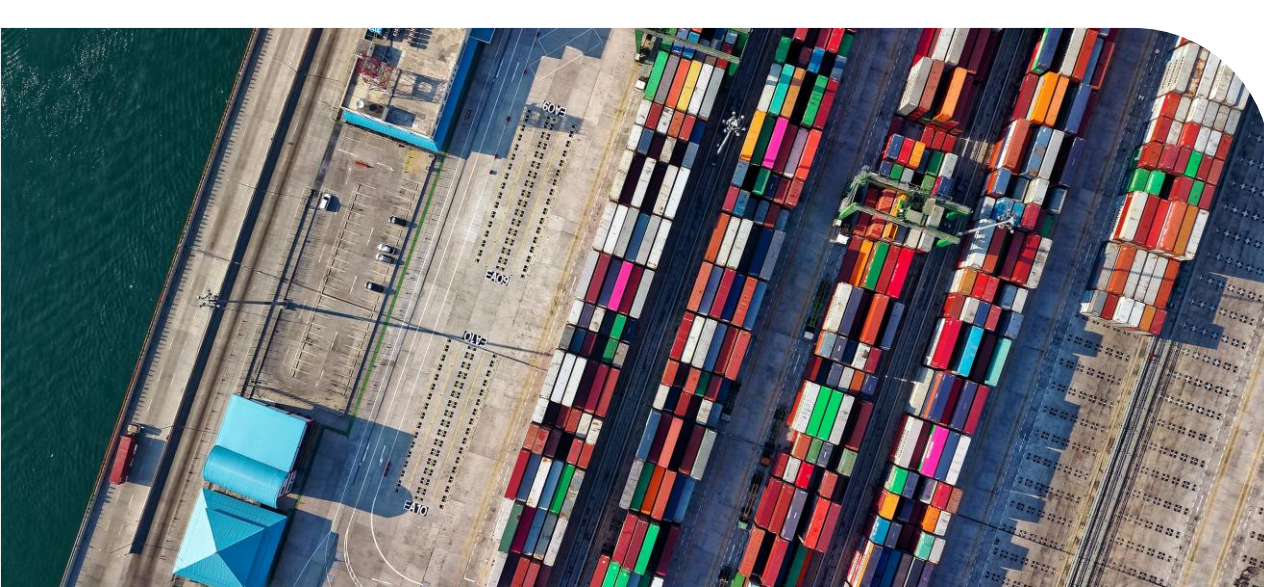
Low risk: Minor expected impact/low likelihood; manageable with standard controls.

Medium risk: Moderate likelihood and/or impact; requires planned mitigation/adaptation.

High risk: High likelihood and/or significant impact; requires prioritized action plans.

Extreme risk: Very high likelihood and/or severe impact; requires immediate attention and contingency planning.

A screening-level qualitative climate and environmental exposure assessment was conducted for all sites with known geolocation, using a standardized geographic risk classification approach to identify relative exposure levels
See Annex for further details



GHG Emissions

[VSME B3.1 | B3.2 | B3.3 | C3.1 | C3.2]

In this context of climate change, we understand the critical importance of measuring and reporting greenhouse gas (GHG) emissions. Through our GHG accounting, we are aware of our environmental impact and commit to driving positive change.

Indicator (tCO ₂ -e)	2021	2022	2023	2024	2025
Direct Emissions (Scope 1)	654	678	761	499	412
Energy Consumption (Scope 2)	256	271	230	392	304
Indirect Emissions - Employee Commuting (Scope 3)	521	556	557	470	718

Scope 1 (#)

Includes both Mobile & Stationary Combustion.

Scope 2 (kg-)

Energy consumption includes Heat & Steam.

Scope 3 (#)

Number of Information Security Assessments/tests/audits conducted to assess and ensure cybersecurity measures and policies in the organization.

Data gathered by Manuport Logistics in coordination with Euroports and aggregated by Deloitte.

We move freight, but we also keep improving the way we work. During 2025, we took important steps in strengthening our carbon inventory by working together with all countries to better understand local operations and centralize emissions estimates across the group. We also started implementing a dedicated digital platform that will help us measure the carbon footprint of the services we provide to our customers.

The results of our footprint for this year indicate a reduction at the group level, which could be attributed to the operations we stop in Philippines and UAE (see notes to the Carbon Inventory among the annexes).

The main omission is related to *Scope 3 - Business Travel* which is significant for the case of the headquarters in Antwerp, and inconclusive in terms of the group - as there are no structured records as of today. We are working on implementing a digital solution to track the business trip in a swift manner.

Considering the turnover for this reporting period, our Energy Intensity indicator resulted in 0,55 tCO₂-e/million EUR.

For now, we are working with Euroports' reduction target, which corresponds to a 40% reduction to the year 2030 compared to 2021 as the baseline. Still, we are improving our carbon inventory step by step, helping us set realistic targets that fit the way MPL operates.

Climate Adaptation Actions

[VSME C4.2 | C4.3]

Based on the results of the climate risk screening, MPL focuses on practical actions that fit the way we operate as a freight forwarder. Rather than investing in large infrastructure projects, we strengthen our resilience through flexibility, coordination, and operational awareness. This includes:

- monitoring climate-related risks around our office locations;
- integrating climate risks into business continuity planning, including flood events, heatwaves, and supply chain disruptions; and
- staying flexible in the way we operate, allowing us to reroute cargo, switch carriers, or adapt



Beach cleanup activity by MPL Indonesia

transport flows when disruptions impact ports or logistics corridors.

As an asset-light logistics provider, our strength lies in staying agile and adapting quickly when circumstances change.

Financial Impact

[VSME C4.3]

At this stage, MPL does not identify major direct financial impacts from climate-related risks on its own assets. As an asset-light freight forwarder, we do not own fleets, vessels, or port infrastructure.

Climate-related events may still indirectly impact our business through disruptions in logistics networks, operational delays, or increased costs when ports, roads, or terminals are affected.

To reduce these risks, we rely on operational flexibility, strong partnerships, diversified carrier networks, and close coordination with logistics partners. This allows us to adapt quickly when disruptions occur.

As climate risks continue to evolve, we will keep monitoring their potential financial impact and further improve our reporting approach in line with future CSRD requirements.

Health & Prevention

[VSME B9.1 | B9.2]

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 legislation 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 illnesses are present. In the last year, we recorded 6 accidents, 3 of them happening *in itinere*, while there were no cases of occupational disease among our differentiators across all Manuport Logistics Group locations.



Indicator	2023	2024	2025
MPL Group entities reporting on H&S	100 %	100 %	100 %
Number of work accidents (on the work floor)	0	0	3
Rate of recordable accidents (all accidents)	0	0	0,87
Cases of occupational disease/illness	0	0	0
Number of work-related fatalities	0	0	0
MPL Group entities recording accidents (including <i>in itinere</i>)	0	0	3

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).

Rate of recordable accidents

Based on the assumption that one full-time worker works 2 000 hours per year, the rate indicates the number of work-related accidents per 100 full-time workers over a yearly time frame.

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; and ESRS & VSME. Data gathered by HR Department.

Talent Management

Paying attention to our differentiators is not only an obligation - is a set of activities we enjoy and that we prioritize highly. This is a complex task - different cultures, languages, personalities and expectations. But we take the challenge and, based on our MPL Culture, we look to be aligned in all our actions to make every differentiator feel appreciated, listened and respected.

Hiring & Onboarding

[VSME B8.1]

We believe that people make the difference - that is why we place great importance on our onboarding process. In 2025, 231 new colleagues joined MPL Group under permanent type of contracts (while 11 did so with a temporary contract). When hiring, we look beyond competence; talent, for us, also means attitude, ambition, and alignment with our values. In Belgium, for example, our differentiators are 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.



HR Global & HR Belgium at the MPL company party 2025

Davidson's Long Haul

Davidson joined Manuport Logistics 25 years ago, fresh out of college in Antwerp, ready to take on the world. What started as a first job quickly became a career built on ambition, trust, and saying yes to opportunities.

As MPL grew, Davidson grew with it. From Antwerp to Brazil, from a small local setup to leading operations across Brazil, the United States, and Latin America. His journey mirrors the entrepreneurial spirit that defines MPL.

“When I started, we were a small team with big ambitions,” Davidson says. “That mindset never changed.”

What kept him here all those years? Simple. The people, the freedom, and the mentality. At MPL, ideas move fast, responsibility comes early, and bureaucracy stays out of the way. If you want to build, improve, and make an impact, you get the space to do it.

For Davidson, MPL is more than a workplace. It is part of his story. And after 25 years, one thing is still clear to him: being different is not just a slogan here, it is how we work every single day.



Remuneration

[VSME B10.1 | B10.2]

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. It is important to note that we comply with the minimum compensation of employment per hour or another unit of time in all locations where the MPL Group operates.

Pay gap in May 2024 was calculated on 9,26%. Driving towards the reporting year, this value has been reduced to 2,48% in Belgium; while overall salary structure in the group resembles no change.

Turnover

[VSME B8.4 | GRI 401]

Employee turnover is part of a growing and dynamic business. At MPL, we focus on keeping differentiators engaged, motivated, and connected to our culture.

During 2025, our turnover rate remained stable compared to the previous year, reflecting the positive impact of our continued focus on people and long-term development.

Indicator	2023	2024	2025
Employee Turnover Rate Change (%)	+ 27,36 %	- 11,82 %	- 2,56 %

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 ESRS S1

Training

[VSME B10.4]

We actively build a learning culture that supports sustainable growth. In 2025, we rolled out a global learning platform to support knowledge sharing across teams. Combined with other training activities, this helped us reach over 60% of our differentiators, accounting for more than 6.700 hours of learning. Topics ranged from job-specific skills to broader themes such as Cybersecurity and Health & Safety.

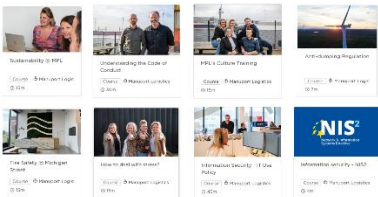
We also keep making progress in developing the digital skills needed to grow into a true digital forwarder. While our journey continues, the direction is clear: investing in people is investing in the future of Manuport Logistics. Take a look at the courses that are ESG-related on the next page.



Indicator	2025
Employees in MPL following training (%)	65 %
Total hours of training (h)	6 716,5
Average training hours (h)	7,9

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

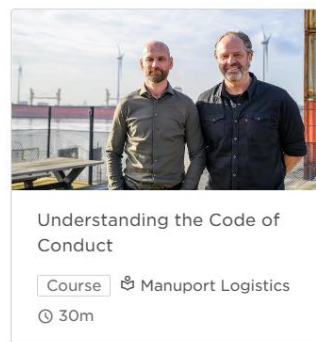
Data from HR.
This table is based on MPL entities - required adjustment based on the entities working together under the same business unit (e.g., MPL Brazil & Liquids, MPL & MRT Spain), or country (e.g., Belgium).





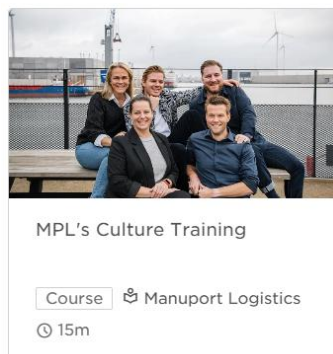
Sustainability MPL

This training is designed to introduce our differentiators to the principles of sustainability and demonstrate how they contribute to the company's environmental, social, and ethical goals. The training provides both knowledge and practical guidance for making responsible decisions in daily work.



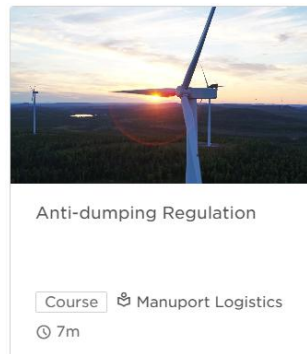
Understanding the Code of Conduct

This course provides a comprehensive overview of the importance of our code of conduct, including the key principles, benefits, and practical strategies for creating and maintaining a respectful and inclusive environment in both personal and professional contexts.



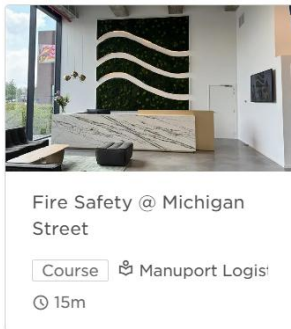
MPL's Culture Training

This course provides an in-depth overview of our company culture. Our differentiators learn about the core values that shape our work environment and how these elements contribute to our overall success. It helps to have a clear understanding of how to thrive within our organization.



Anti-dumping Regulation

With this course, you will gain an understanding of anti-dumping measures and their role in international trade. The learning offers a concise overview of the EU anti-dumping framework and how it protects fair competition in the EU market.



Fire Safety @ Michiganstraat

This training is designed to equip our differentiators with the knowledge and skills needed to respond effectively in case of a fire. The training focuses on safety procedures, evacuation protocols, and the proper use of fire safety equipment to ensure everyone's protection.



How to deal with stress?

This e-training is designed to help our differentiators understand the causes and effects of stress and develop practical strategies to manage it effectively in both professional and personal contexts.



Information Security IT Use Policy

This short course explains how to use company IT resources safely, responsibly, and in line with legal and policy requirements. It helps differentiators understand acceptable use, protect data and systems, recognize security risks, and apply the IT Use Policy confidently in everyday work situations.



Information Security IT Use Policy

This training provides a focused, practical understanding of the NIS2 Directive and the personal responsibilities it imposes on management and board members. Differentiators learn how to navigate the new regulatory landscape, integrate cybersecurity into strategic decision-making, and fulfill their legal and governance obligations with confidence.

Employee Benefits

[VSME B10.1]

Remuneration is important, but it is only part of what we offer. Every differentiator benefits from a total package tailored to their region and aligned with the 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	2025
MPL employees paid above minimum salary (%)	100 %	100 %	100 %



Employee Relations

[VSME B10.3 | GRI 402]

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 2025, Spain remains 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	2025
MPL entities with formally elected representatives for collective bargaining (#)	*1	*1	1
Employees covered by collective bargain agreements (%)		46%	46%

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

[VSME B10.2 | C5.1 | C9.1 | GRI 405-1]

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 proud of keeping a balanced representation in the group (almost 50-50!). We want to build a supportive environment that values and respects the unique contributions of each team member, strengthening our collective ability to succeed.



Indicator	2022	*2023	*2024	2025
Women employed in the MPL Group	49 %	51 %	53 %	51 %
Women in Global ExCom Team		29 %	29 %	33 %
Women in leadership positions (%)			40%	38%
Management Level Ratio - Women				0.61
ExCom Level Ratio - Women (Gender Diversity Ratio)				0.49

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

[VSME B1.12]

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

MPL Group & Manuport Road Transport are signatories of this voluntary program, which is 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. As part of this commitment, we work on procedures related to SQAS to improve our compliance.



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 is the second year we are in the top 2% of companies in our sector in terms of sustainability performance, holding the Gold Medal for the MPL Group.

Community & Charity

Once more, we gathered together as part of the MPL Group for the fundraising for *De Warmste Week* (organized by VRT Studio Brussel), which is an initiative that raises both awareness and funds for various social causes. Throughout this 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 the year 2025, we raised € 17 500 together with more than three hundred colleagues.

To reach this amount, this year we organized the same events as last year: a rally, a walk/run and a party. Giving back to the society is something that reflects the nature of our differentiators, following the moto of *nothing great was ever achieved without enthusiasm*. Not all is business; we are truly different.

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 MPL Group know this and get together to enjoy in different moments in the year, taking part in a team building, or supporting a good cause.

We move forward together, being different, this is how we face our business and how we build sustainability. Thanks to all for being part of this amazing journey to long-term value for the company, the people, and the planet.





Team Building in
Brazil, celebrating
the 20th anniversary
Parabéns, Brasil!



Another team
building event, this
time in Portugal
Muito legal!



River cleanup in
Yakarta, with MPL
Indonesia
*Kurangi Sampah,
Hijaukan Bumi*



Differentiators in
Antwerp, ready to
run 10 Miles
Alles geven!



MPL Spain in the
Valencia Logistics Party
¡A por la paella!

2025 Highlights



Strengthening ESG management in the group

Keeping up with the management of sustainability in the group, learning and improving



Materiality Assessment done

Reached out to our stakeholders to determine our sustainability priorities



Team growing and reducing employee turnover

MPL keeps growing, while having a second year in a row reducing employee turnover



Keeping with the reports

Our ESG reporting keeps improving, now aligned to a recognized scheme [VSME]



Stay a top of the sustainability performance

This the second year in a row being in the top 2% of sustainability performance in our sector

About this Report

[VSME B1.1 | B1.3 | B1.5 | B1.6]

Manuport Logistics Group of companies operates as a comprehensive logistics provider within the Euroports Group. This report is issued on a consolidated basis for the Manuport Logistics Group, covering the operations in all locations of the Group (unless otherwise stated - see page 2) in the period from January 1st, 2025, to December 31st, 2025. Our NACE code corresponds to H 5229: Other transportation support activities. The legal entity working as HQ corresponds to Manuport Logistics NV, based in Antwerp-Belgium.

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 for Manuport Logistics Group, **this sustainability report has been prepared in accordance with the EFRAG Voluntary Sustainability Reporting Standard for Small and Medium-sized Undertakings (VSME)**, as recommended by the European Commission (Commission Recommendation (EU) 2025/1710). **The report includes both the Basic and Comprehensive modules of the VSME standard.**

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



Annex 1: Geolocation of Sites & Addresses

[VSME B1.10 | B1.11]

MPL country	Locator (City/Street)	Geo Location (coordinates)
Belgium	Antwerp - Vosseschijnstraat (HQ)	51° 15'37.53"N 4° 24'14.10"E
Belgium	Antwerp - Michiganstraat	51° 15'03.74"N 4° 25'08.99"E
Belgium	Antwerp - Vosseschijnstraat (Promar)	51° 15'27.85"N 4° 24'57.71"E
HK	HK	22° 20'21.03"N 114° 08'47.33"E
Japan	Tokyo	35° 40'00.54"N 139° 45'39.41"E
Korea	Seoul	37° 30'34.14"N 127° 03'17.28"E
Indonesia	Jakarta	6° 13'40.56"S 106° 50'00.73"E
Indonesia	Surabaya	7° 16'21.86"S 112° 41'29.93"E
Indonesia	Semarang	6° 59'36.27"S 110° 24'55.60"E
Indonesia	Yogyakarta	7° 51'16.00"S 110° 22'29.04"E
Singapore	Singapore	1° 16'46.87"N 103° 50'56.57"E
Thailand	Bangkok	13° 43'45.01"N 100° 32'08.52"E
Brazil	Sao Paulo	23° 38'10.74"S 46° 42'57.22"W
Chile	Santiago	33° 25'10.29"S 70° 36'33.12"W
Colombia	Bogota	4° 42'34.26"N 74° 03'44.82"W
USA	Miami	25° 46'59.15"N 80° 19'36.32"W
USA	Houston	29° 45'15.47"N 95° 21'54.84"W
France	Rouen	49° 25'00.74"N 1° 03'28.36"E
France	La Rochelle	46° 09'42.06"N 1° 12'26.64"W
Germany	Hamburg	53° 33'16.16"N 9° 59'16.12"E
Germany	Bremen	53° 04'25.04"N 8° 46'06.05"E
Greece	Piraeus	37° 56'47.14"N 23° 38'34.24"E
Italy	Genova	37° 56'47.14"N 23° 38'34.24"E
Netherlands	Rotterdam	51° 52'44.71"N 4° 26'55.40"E
Portugal	Porto	41° 10'50.29"N 8° 38'03.85"W
Portugal	Coimbra	40° 11'39.17"N 8° 30'38.27"W
Portugal	Lisbon	38° 46'09.15"N 9° 06'06.20"W
Spain	Valencia	39° 27'39.35"N 0° 19'58.07"W
Spain	Barcelona	41° 22'41.54"N 2° 09'34.54"E
Spain	Madrid	40° 27'05.09"N 3° 34'51.84"W
Spain	Paterna - Carrer de Valencia	39° 29'48.91"N 0° 25'47.60"W
Spain	Paterna - Carrer de Liria	39° 31'27.76"N 0° 27'56.39"W
Spain	Alicante	38° 18'02.38"N 0° 32'06.74"W
Turkey	Istanbul - Main Office	40° 58'52.67"N 29° 06'02.52"E
Turkey	Istanbul	40° 59'28.66"N 28° 39'57.39"E
Turkey	Mersin	36° 47'05.98"N 34° 32'25.74"E
Saudi Arabia	Jeddah	21° 30'27.61"N 39° 10'44.00"E
Saudi Arabia	Dammam	26° 15'02.99"N 50° 12'54.29"E
Morocco	Casablanca	33° 35'47.33"N 7° 37'51.63"W

MPL entity/subsidiary	Address
Manuport Logistics NV	Vosseschijsstraat 59 - Haven 182 2030 Antwerp, Belgium
Manuport Road Transport Belgium NV	Michiganstraat 1, 2030 Antwerpen, Belgium
Promar Agencies Belgium NV	Vosseschijsstraat 51 - Kaai 168 2030 Antwerp, Belgium
Manuport Liquids Hong Kong Ltd	Unit 7-9, 16/F, Tower B, 83 King Lam Street, Cheung Sha Wan, Kowloon, Hong Kong
Manuport Logistics Japan KK	8F Kintetsu Ginza Chuo-dori building III 1-7-10, Shimbashi, Minato-ku, 105-0004 Tokyo, Japan
Manuport Logistics Korea Ltd	#601, 533 Samseong-ro, Gangnam-gu, Seoul 06156, South Korea
PT Manuport Logistics Indonesia	Palma One Building 8th Floor Suite 810, Jl. H. R. Rasuna Said Jl. Kav. 10 No.2 No.4, 8, RT.8/RW.4, Kota Jakarta Selatan, Daerah Khusus Ibukota Jakarta 12950, Indonesia
PT Manuport Logistics Indonesia	Tierra Soho Blok A-07, Jl. Raya Darmo Harapan No. 1, Sukomanunggal, Surabaya, 60187, Indonesia
PT Manuport Logistics Indonesia	Gedung Kompas Gramedia, Lt. 3, Jl. Menteri Supeno No. 28-30, Semarang, 50243, Indonesia
PT Manuport Logistics Indonesia	Jl. Imogiri Barat Km. 6.9, Bangunharjo, Sewon, Bantul 55188, Indonesia
Manuport Logistics Singapore Pte Ltd	96 Robinson Road #16-01 SIF Building Singapore 068899, Singapore
Manuport Logistics (Thailand) Co	2 Silom Edge, 10th floor, Unit No. S10025, Silom Road, Bangrak, Thailand
Manuport Logistics do Brasil Ltda	Rua Luiz Seraphico Junior, 511 - 18° andar - Nova Chácara Santo Antônio - CEP 04727-080 São Paulo, SP, Brazil
Manuport Logistics Chile Spa	Avenida Suecia 0142 suite 904 Providencia Santiago, Chile
Manuport Logistics Colombia SAS	Calle 127 A # 53 A - 45, Complejo Colpatria, Torre 2, piso 6, oficina 6 148 Bogota- Colombia
Manuport Logistics Peru SAC	Ca. Coronel Andrés Reyes 338, Lima 15046, Peru
Manuport Logistics USA LLC	8175 NW 12th Street, Suite 400, Doral, FL 33126, United States of America
Manuport Logistics USA LLC	1201 Fannin St Suite #262, TX 77002 - Houston, United States of America
Manuport Road Transport France SAS	3B Rue Elisa Lemonnier, 76140 Le Petit-Quevilly, France
Manuport Road Transport France SAS	3, Rue Eugene Dor F 17000 La Rochelle, France
Manuport Logistics Germany GmbH	ABC Strasse 2 20354 Hamburg, Germany
Manuport Logistics Greece Ltd	Aristidou 19, Piraeus 185 31 Greece
Manuport Logistics Italy Spa	Via De Marini 53, 11 piano - scala A, Genova 16149, Italy
Manuport Logistics Netherlands BV	Waalhaven Zuidzijde 21 · 3089 JH - Rotterdam, the Netherlands
MPL Portugal Logistics Lda	Hive Business Park Estrada da Circunvalação, 10748 - Fr C.1.1 4460-280 Senhora da Hora, Portugal
MPL Portugal Logistics Lda	Centro de Empresas de Taveiro, Estrada de Condeixa, 3045-508, Coimbra Portugal
MPL Portugal Logistics Lda	Rua Conselheiro Lopo Vaz, Lote AB Escritórios, Fração Q, 1800-142, Portugal
Manuport Road Transport Spain SL	C. del Dr. Josep Juan Dómine, 6, Poblets Marítims, 46011 València, Valencia, Spain
Manuport Logistics España SL	Carrer de Viladomat, 66, Eixample, 08015 Barcelona, Spain
Manuport Logistics España SL	Barbadillo, 4 - 28042 Madrid, Spain
Manuport Logistics España SL	Carrer de València, 46988 Paterna, Valencia, Spain
Manuport Logistics España SL	Carrer de la Ciutat de Llíria, 124, 46988 Paterna, Valencia, Spain
Manuport Logistics España SL	Avda. De Elche Nº 183, 4, 1º Planta, 03008 Alicante, Spain
Manuport Lojistik Hizmetleri Ltd Sti	Allianz Tower Küçükbakkalköy Mahallesi, Kayışdağı Caddesi, No.1/8 Ataşehir, Turkey
Manuport Lojistik Hizmetleri Ltd Sti	Yakuplu Mh. 81. Sk No:1/1 Beylikduzu/Istanbul, Turkey
Manuport Lojistik Hizmetleri Ltd Sti	Çiftlikköy Mahallesi, 32231 Sokak Dış Kapı No:3, Kat:7, Daire:29 Yenişehir / Mersin, Turkey
Manuport Logistics Arabia Ltd	Wefag Building, 2ns floor, Hail Street 4097 Al Mudun Al-Baghdadiyah Al-Gharbiyah, 8337, Jeddah 22234 4097, Saudi Arabia
Manuport Logistics Arabia Ltd	Building No: 4346, 7722, Office No 206, 2nd floor, King Fahd Bin Abdulaziz Road, 35627, Al Khobar, Saudi Arabia
Manuport Logistics Morocco Sarl	7eme étage B72, immeuble My Work Center, Boulevard MY YOUSSEF et AVENUE ZIRAoui - CASABLANCA, Morocco

Annex 2: Materiality Process & ESG Issues

Process & Methodology

[GRI 3.1 | 3.2]

The process to determine material topics started with the selection of ESG issues done in cooperation with Euroports. From an initial list of more than 40 potential ESG issues, the list was narrowed down to the following 19 issues:

- Energy Management
- Extreme Weather Conditions
- Greenhouse Gases
- Pollution of Water, Soil or Air
- Water Consumption
- Waste Management
- Sustainable Use of Resources
- Environmental Practices in our Value Chain
- Talent Management (inc. Training)
- Engagement & Satisfaction (inc. benefits)
- Respect for Human Rights in our Value Chain (inc. Forced & Child Labor)
- Gender Equality & Equal Pay
- H&S of our own workforce
- H&S in our Value Chain
- Cybersecurity & Data Privacy
- Corruption & Bribery in our own workforce
- Corruption & Bribery in our Value Chain
- Sustainable Procurement
- Innovative Sustainability Practices

The MPL Materiality Assessment survey was designed to capture stakeholder views on the relative importance of sustainability topics for Manuport Logistics. The survey is, essentially, composed of three questions:

- Rating ESG issues - under a financial/business perspective
- Rating ESG issues - under the impact perspective (people and planet)
- Selecting the most relevant Sustainable Development Goals (SDG)

The first two questions require respondents to rate the ESG issues using the same set of subjects but from two different points of view: first, through the business and financial perspective, and then through the impact (people & planet) perspective - both are explained briefly in the invitation email using an example.

The rating is done using alternatives on an ordinal scale, following a Likert-type format; hence, responses are discreet-ordinal variables (indicating order but not equal intervals). The value of the intervals has been defined by the QHSE Team, proposing a scheme that will enhance the relevance of the most important subjects.

Therefore, the following table was set up:

<u>Level of importance</u>	<u>Score</u>
Extremely Important	7
Important	3
Somewhat relevant	1
Not relevant	0

The question regarding the SDGs request to select up to three goals that are seen as relevant for MPL. Here, there will be a simple count of votes.

With the list of stakeholders defined, they were reached out using a message crafted with the help of Marketing & Communications department. This message included a link to the survey and a small visual guide to respond accurately. This is the list of the contacts who completed the survey:

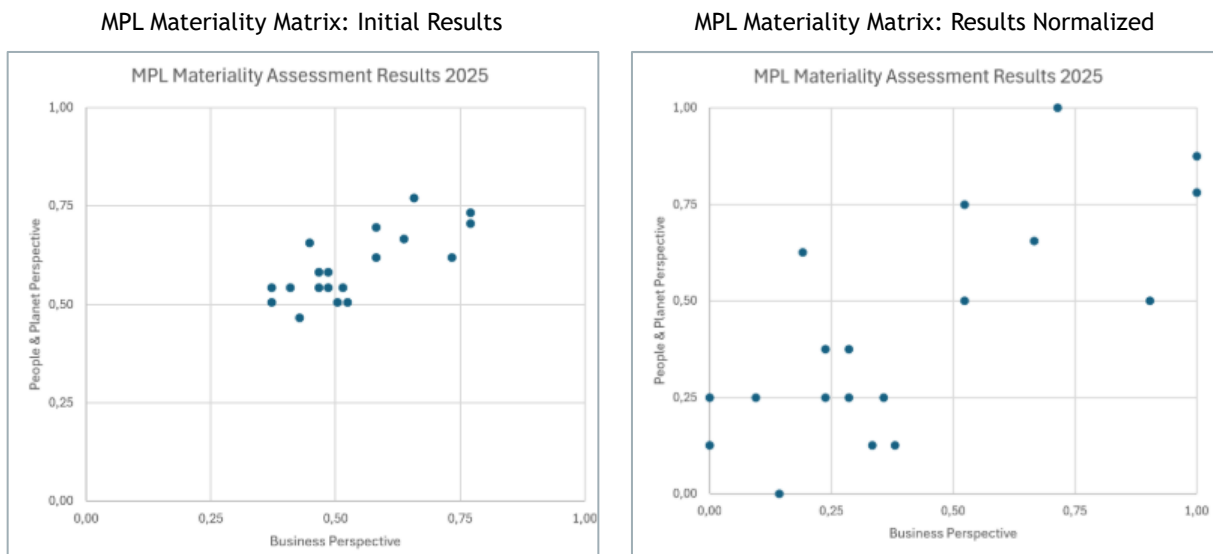
Category	Entity
Customer	Beaulieu International Group
Customer	Tessenderlo Group
Customer	Biorigin
Customer	Nynas
Customer	Aurorium
Customer	AGC
Customer	Etex Group
MPL	CEO
MPL	HR - Global
MPL	Digital - Global
MPL	QHSE Sustainability - Global
MPL	Operations BE
MPL	APAC
External parties	Euroports
External parties	Municipality of Antwerp

Some of the customers listed followed up the responses with a short meeting to understand the rationale behind the answers and provide further input for either impacts, risks or opportunities.

Using the table described in the section “Materiality Survey”, the responses were transformed from discrete variables into quantitative. Results were aggregated and adjusted to 1 to avoid misleading values (as the maximum theoretical value for a given ESG issue was up to 105). The scores, then, were two-digit decimals, which were used to plot the matrix.

The table (below) on the left shows the first round of results on a scale 0-1. Due to the scarce space between the ESG issues, a process of normalization (min-max method) was brought in place

to improve the visualization while preserving the relative order of values. The table on the right shows the same distribution but re-arranged in the scale.



The threshold to consider a subject as material has been determined by the QHSE, and is set to be 0,75 % of the normalized score of at least one of the perspectives.

There are two ESG issues located in the upper right corner of the matrix, meaning they are the ones with the highest priority:

- Corruption & Bribery in our own workforce
- Health & Safety of our own workforce

Still, in the threshold defined, there are three more subjects to consider:

- Respect for Human Rights in our Value Chain
- Corruption & Bribery in our Value Chain
- Cybersecurity & Data Privacy

Sustainable Development Goals (SDGs)

As part of the survey, stakeholders were also asked about which SDGs should be of priority for MPL. The results bring two clear priorities to be addressed:

- SDG 9 Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
- SDG 13 Take urgent action to combat climate change and its impacts

Results of this question can be seen in the following table:

SDG		Votes	Responses (%)
9	Industry, Innovation, and Infrastructure	9	60%
13	Climate Action	6	40%
12	Responsible Consumption and Production	4	27%
8	Decent Work and Economic Growth	4	27%
4	Quality Education	4	27%
3	Good Health and Well-being	3	20%
14	Life Below Water	3	20%
17	Partnerships for the Goals	3	20%
5	Gender Equality	2	13%
16	Peace, Justice, and Strong Institutions	2	13%
7	Affordable and Clean Energy	1	7%
6	Clean Water and Sanitation	1	7%
10	Reduced Inequality	1	7%
15	Life on Land	1	7%
11	Sustainable Cities and Communities	1	7%

Annex 3: Omitted disclosures

[VSME B1.2]

Below you can read the list of the VSME content that has not been included in the report, after being considered not relevant for our core business:

B4 - Pollution

Pollution-related impacts (air, water, and soil pollution) are not reported as a standalone topic, as Manuport Logistics does not own or operate transport assets, industrial facilities, or production sites. Activities that typically generate direct pollution are performed by external carriers, terminals, and service providers within the value chain. MPL's role is limited to the coordination and management of logistics services, with no direct operational control over pollution-emitting processes. Relevant expectations regarding suppliers are addressed through responsible procurement practices rather than through direct pollution metrics.

B5 - Biodiversity

Biodiversity impacts are out of scope, as Manuport Logistics does not own land, operate extractive activities, or manage sites located in or near protected or biodiversity-sensitive areas. All offices are rented, and logistics operations are executed by third-party suppliers. While biodiversity considerations may arise within the broader transport value chain, MPL does not exercise direct control over land-use decisions or habitat-altering activities.

B6 - Water and marine resources

Water-related impacts are not reported, as Manuport Logistics does not operate water-intensive processes or facilities. Water use is limited to standard office consumption within rented premises and is not significant at group level. Activities involving marine or freshwater resources may not occur within the value chain and, if so, are managed by third-party service providers beyond MPL's direct control.

B7 - Circular Economy

Circular economy topics such as product design, material flows, or waste generation are not considered material for MPL's direct operations. As a service-based freight forwarder, Manuport Logistics does not manufacture goods, place products on the market, or own packaging or production materials. Waste generation at office level is limited and not significant at group scale. Circular practices are instead primarily relevant at the level of customers and logistics partners, beyond MPL's direct operational control.

C3 - Climate Transition Plan

As Manuport Logistics does not own transport fleets, energy-intensive assets, or infrastructure requiring long-term decarbonization investment pathways, there is no need to develop a formal climate transition plan. Climate-related impacts largely arise in the value chain through subcontracted transport activities. MPL's climate approach, therefore, focuses on operational efficiency, modal choices, supplier engagement, and progressive improvement of emissions data, rather than on a standalone transition plan linked to owned assets.

C8 - Revenues from certain sectors

Revenues from specific sectors are not disclosed, as Manuport Logistics operates as a multi-sector freight forwarding and logistics service provider without strategic reliance on a limited set of high-risk sectors. Services are provided across a broad and diversified customer base, and revenue breakdowns by sector are not managed internally for sustainability reporting purposes. No material exposure to excluded or restricted sectors has been identified under the VSME framework.

Annex 4: Workforce by contract

[VSME C5.2]

	Blue collar	Self-employed	White collar
MPL Group	25	34	791

Annex 5: Climate-related Risks

[VSME C4.1]

River flooding (fluvial flooding)

Overflow of rivers and streams due to prolonged or intense rainfall and/or snowmelt, leading to inundation of normally dry land and damage to buildings, infrastructure and services. Climate change increases heavy precipitation and flood magnitude in many regions.

Sources: IPCC AR6 WG I, Chapter 11; UNDRR GAR 2025 - Floods

Pluvial flooding (surface water flooding)

Flooding caused by intense rainfall overwhelming urban drainage systems, often occurring rapidly and independently of river levels, particularly in dense urban environments. The frequency and intensity of extreme precipitation events are increasing with warming.

Sources: IPCC AR6 WG I, Chapter 11; European Environment Agency - Extreme weather overview

Coastal flooding and storm surge

Inundation of coastal areas due to sea level rise, storm surges and high tides, often compounded by extreme weather events. Sea level rise is a chronic risk that amplifies the impacts of storms and coastal erosion over time.

Sources: IPCC AR6 WG I & WG II (Synthesis findings); World Bank - Sea level rise and coastal risks

Extreme heat and heatwaves

Periods of abnormally high temperatures lasting several days, causing heat stress, reduced productivity, health impacts and pressure on energy systems. Heatwaves are increasing in frequency, duration and intensity globally and are among the deadliest climate hazards.

Sources: WHO - Heatwaves factsheet; UNDRR - Extreme heat resilience

Storms, cyclones and extreme winds

High-intensity storm events, including tropical cyclones, causing wind damage, heavy rainfall, flooding and service disruption. Climate change is increasing rainfall intensity associated with storms and, in some regions, storm intensity.

Sources: IPCC AR6 WG I, Chapter 11; WMO / UNDRR hazard classification

Drought

Prolonged periods of below-average rainfall and soil moisture deficits, affecting water availability, ecosystems, agriculture and cooling capacity for buildings and infrastructure. Drought risk is increasing in many subtropical and Mediterranean regions.

Sources: IPCC AR6 WG I & WG II summaries; EEA - Climate change impacts and risks

Wildfires

Uncontrolled fires in forests or wildland-urban interfaces, increasingly driven by heat, drought and vegetation stress, as climate change is lengthening fire seasons and increasing fire weather risks.

Sources: IPCC AR6 WG I, Chapter 11 (fire weather); EEA - Extreme weather and wildfires

Landslides and soil instability

Downslope movement of soil or rock triggered by heavy rainfall, flooding, soil saturation or seismic activity, increasingly associated with extreme precipitation events under climate change.

Sources: IPCC AR6 WG I, Chapter 11; UNDRR hazard classification report

Water stress

A situation where water demand exceeds available water resources, or where poor water quality limits usability. Climate change contributes to water stress through altered precipitation patterns, increased evaporation due to higher temperatures, and more frequent and severe droughts. Water stress affects the reliability of water supply for buildings, sanitation, cooling systems, and surrounding communities.

Sources:

IPCC AR6 Synthesis Report - impacts of climate change on hydrological cycles and water availability

World Resources Institute (WRI) - global water stress and climate drivers (Aqueduct framework)

European Environment Agency - water security and climate risks in Europe

Water quality degradation

This refers to the deterioration of surface or groundwater quality due to higher water temperatures, reduced dilution during droughts, increased runoff during extreme rainfall, and contamination from flooding or saline intrusion in coastal areas. Climate change exacerbates pollution loads, pathogen risks, and salinization, with consequences for human health, ecosystems, and the safe operation of office facilities.

Sources:

IPCC AR6 WG II - climate change impacts on water quality and freshwater ecosystems

World Health Organization - climate change and water-related health risks

UNEP / WHO - climate impacts on drinking-water and sanitation systems

Air quality degradation

Increased concentrations of air pollutants (e.g. ground-level ozone, particulate matter) linked to higher temperatures, more frequent heatwaves, stagnant air conditions, wildfires, and interactions between climate change and existing pollution sources. Poor air quality affects employee health, productivity, and can increase absenteeism, particularly during extreme heat or wildfire episodes.

Sources:

World Health Organization - air pollution, climate change and health impacts

IPCC AR6 WG II - interactions between climate change, air quality and health

European Environment Agency - air quality and climate change linkages in Europe

Annex 6: Notes on the Carbon Inventory

Organizational Boundaries 2025

The carbon inventory includes the following entities of the MPL Group. Some entities are no longer reporting due to the status of their operations. Manuport Logistics NV

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

Organizational changes for 2025, with respect to 2024, on the level of legal entities:

- MPL Philippines stopped its operations and is currently dormant.
- MPL UAE (IVK Manuport Logistics LLC): same situation.

Categories Reported & Omissions

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

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 tCO₂e seen between 2023 and 2024 in the aforementioned category. This difference corresponds to approx. 15 % of the total carbon footprint accounted for 2024 (and approx. 12 % for 2023). The reason behind the omission is the lack of structured data due to different types of operations for contracting business trips and lack of internal records.

Methodology

The methodology is compliant with the GHG Protocol. Initial data for the categories reported is gathered by MPL entities and reported to the MPL Group's QHSE Team, which conducts a limited verification and completes the missing data with estimates based on the methodology developed in coordination with Euroports'. The data, consolidated in dashboards by country, is forwarded to Deloitte for the calculation of the carbon footprint. Emission factors are selected by our carbon-inventory partner [Deloitte].

Annex 7: Table of contents for VSME

Section Code	Section Name / Disclosure	Sub-Code	Disclosure Title / Metric
B1	General Information	B1.1	Reporting Option
B1	General Information	B1.2	Omitted Disclosures
B1	General Information	B1.3	Reporting Basis
B1	General Information	B1.4	Subsidiaries List
B1	General Information	B1.5	Legal Form
B1	General Information	B1.6	NACE Code(s)
B1	General Information	B1.7	Balance Sheet Total
B1	General Information	B1.8	Turnover
B1	General Information	B1.9	Number of Employees
B1	General Information	B1.10	Country of Operations
B1	General Information	B1.11	Geolocation of Sites
B1	General Information	B1.12	Sustainability Certifications
B2	Practices, Policies, Initiatives	B2.1	Practices
B2	Practices, Policies, Initiatives	B2.2	Policies
B2	Practices, Policies, Initiatives	B2.3	Future Initiatives
B2	Practices, Policies, Initiatives	B2.4	Targets
B3	Environment Metrics	B3.1	Energy Consumption
B3	Environment Metrics	B3.2	GHG Emissions
B3	Environment Metrics	B3.3	GHG Intensity
B8	Workforce - General	B8.1	Employees by Contract
B8	Workforce - General	B8.2	Employees by Gender
B8	Workforce - General	B8.3	Employees by Country
B8	Workforce - General	B8.4	Employee Turnover
B9	Workforce - H&S	B9.1	Work-Related Accidents
B9	Workforce - H&S	B9.2	Fatalities
B10	Workforce - Remuneration	B10.1	Minimum Wage Compliance
B10	Workforce - Remuneration	B10.2	Gender Pay Gap
B10	Workforce - Remuneration	B10.3	Collective Bargaining
B10	Workforce - Remuneration	B10.4	Training Hours
B11	Governance	B11.1	Convictions/Fines

C1	Strategy/Business Model	C1.1	Products/Services
C1	Strategy/Business Model	C1.2	Markets
C1	Strategy/Business Model	C1.3	Business Relationships
C1	Strategy/Business Model	C1.4	Sustainability in Strategy
C2	Practices, Policies, Initiatives	C2.1	Practices/Policies/Initiatives
C2	Practices, Policies, Initiatives	C2.2	Policy Accountability
C3	GHG Targets & Transition	C3.1	GHG Reduction Targets
C3	GHG Targets & Transition	C3.2	Climate Transition Plan
C4	Climate Risks	C4.1	Climate Hazards/Events
C4	Climate Risks	C4.2	Adaptation Actions
C4	Climate Risks	C4.3	Financial Impact
C5	Workforce - Additional	C5.1	Female/Male Ratio (Management)
C5	Workforce - Additional	C5.2	Self-Employed/Temp Workers
C6	Human Rights Policies	C6.1	Code of Conduct/Policy
C6	Human Rights Policies	C6.2	Complaints Mechanism
C7	Human Rights Incidents	C7.1	Confirmed Incidents
C7	Human Rights Incidents	C7.2	Actions Taken
C8	Revenues from Certain Sectors	C8.1	Revenues from Controversial Activities
C8	Revenues from Certain Sectors	C8.2	EU Benchmark Exclusion
C9	Governance Diversity	C9.1	Gender Diversity Ratio in Gov body



Get in Touch



sustainability@manuport-logistics.be



+32 3 204 95 00