ELS Logistics AB

Sustainability Report
2025

Developed by FORMAT GREEN

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Executive summary

CEO’s Statement

As the CEO of ELS Logistics AB, I am pleased to present our first Sustainability Report for 2025. It reflects the actions we’ve taken as a company to work more consciously with sustainability in our daily operations.

ELS Logistics is based in Sweden and operates within the transport and logistics sector. We believe that every company, no matter its size or the industry it operates in, has a role to play in contributing to a more sustainable society. We aim to act responsibly and transparently, both in the services we deliver and in how we run our business.

In 2025, we laid the groundwork for our sustainability journey, with a focus on practical improvements in energy and water use, as well as strengthening our internal policies on ethics and responsible business conduct.

This report is a reflection of where we stand today, and it forms the basis for our future improvements. We look forward to building on this work year by year.

– Berkay Yasitli, June 12th, 2026

This report has been reviewed and approved by the Board of Directors of ELS Logistics. Responsibility for driving progress in this area rests with the CEO.

Executive summary

Key Sustainability Highlights

- This is the company’s first sustainability report, marking the start of its journey toward greater transparency and accountability, following the VSME Standard (Basic and Comprehensive module).
- Established measurable KPIs across all relevant ESG topics and defined targeted measures to support continuous improvement over time.
- Established and implemented a formal Code of Conduct for our company.
- Formalised policies on climate mitigation, water and social areas such as employee training, which are embedded within our Sustainability Policy

Overview of ESG Strategy

ELS Logistics' sustainability strategy is built around commitments and principles that reflect our company values and ethical foundation. We use the Basic and Comprehensive module of the VSME Standard to guide our reporting, and aligned with applicable EU frameworks.

Our ESG strategy is designed to:

- Address key risks and opportunities identified through our operations, both within our office and across client and supplier relationships.
- Focus on continuous improvement in the areas of governance, employee well-being, and environmental efficiency.
- Embed sustainability across the entire company.
- This report forms part of our approach to sustainability and is intended to foster long-term stakeholder trust and regulatory alignment.

About the Sustainability Report

Purpose and Scope

This Sustainability Report presents the environmental, social, and governance (ESG) performance of ELS Logistics for the reporting period covering 2025. This report is performed on an individual basis. It is intended to provide stakeholders, clients, employees, and regulators with transparent and structured insights into our sustainability practices, impacts, and objectives. The scope of the report covers all operations conducted by ELS Logistics.

In a time of growing regulatory and societal expectations, we see sustainability not only as a compliance matter but as a strategic priority. Through this report, we aim to make our actions visible and understandable to all relevant stakeholders. It marks an important milestone in our journey towards integrated sustainability and accountability.

Reporting Standards (VSME Standard, SDGs, UNGC, ILO, GHG Protocol)

This report prepared in accordance with the Voluntary Sustainability Reporting Standard for SMEs (VSME) published by EFRAG, under the Basic and Comprehensive module, which provides a structured framework tailored to the needs of micro, small and medium-sized enterprises in the EU. In addition, the report references and complements the following standards and guidelines:

- The UN Sustainable Development Goals (SDGs) as a strategic reference point for contributions to broader societal and environmental objectives.
- The UN Global Compact and ILO Core Conventions as guiding principles for responsible business conduct and labour rights.
- The Greenhouse Gas Protocol (GHG Protocol) for greenhouse gas accounting.

This combination of standards ensures a robust and future-aligned reporting structure that prepares ELS Logistics for evolving EU disclosure requirements and stakeholder expectations.

EFRAG

SUSTAINABLE DEVELOPMENT GOALS

United Nations Global Compact

ILO

GREENHOUSE GAS PROTOCOL

About the Sustainability Report

Data Collection Methods (prepared with Format Green)

FORMAT GREEN

Environmental data (such as energy, water use, and fuel consumption) was supplied by ELS Logistics to Format Green using the utility data sheet. Social and governance data (such as workforce metrics and business conduct and governance practices) was collected through the Format Green survey, supported by additional documentation provided by ELS Logistics.

Format Green performed the calculations and quality checks for the reported metrics using internationally recognised conversion factors and classification systems. Greenhouse gas emissions are calculated in line with the GHG Protocol, using emission factors from reliable sources (e.g., governmental bodies, research institutes, and supplier data where available). Where relevant, classifications and definitions are aligned with recognised references (e.g., hazardous vs. non-hazardous waste categories and other standardised reporting classifications).

ELS Logistics defined and selected its own targets, current actions, and future initiatives, which are presented in this report alongside the disclosed performance data.

Omitted Disclosures

Where a VSME disclosure is not applicable or where data is not available, this is explained in the annex titled “VSME Disclosures and Omission Justifications”, including the disclosure reference, reason for omission, and page references.

This ensures full transparency about the scope and boundaries of this sustainability report and allows stakeholders to assess the relevance of omitted content based on verifiable criteria.

Company overview

Structure, Operations and Key Figures

ELS Logistics was founded in 2021 and operates primarily in Sweden and across Europe. Our head office is located in Landskrona, Sweden, and we also operate a warehouse in Löddeköpinge. The company is registered as an Aktiebolag (AB) under organisation number 559298-3364. According to the EU VSME size classification, ELS Logistics is classified as a small enterprise.

ELS Logistics operates within the transport and logistics sector (NACE 52.26), providing international freight forwarding, road transport of goods, warehouse management, and customs and transport-related services — offering tailored solutions for customers across Europe.

In 2025, we reported a net turnover of €4,400,000 and a balance sheet total of €700,000, reflecting a stable financial foundation for continued operations. Financial data has been reported directly in EUR.

Sustainability efforts are overseen by the CEO, who is responsible for setting goals and implementing actions.

2021
Foundation year

2025
First year of sustainability reporting

Company size
Small Enterprise

700 000
Balance sheet total (EUR)

4 400 000
Net turnover (EUR)

4 400 000
Revenue (EUR)

2
Locations in Sweden

Company overview

Company sites

Sites	Address	Postal Code	City	Country	Coordinates (geolocation)
Head office	Föreningsgatan 217	26 151	Landskrona	Sweden	55.873073421938315, 12.849202757648944
Warehouse	Kontorsvägen 9	24 623	Löddeköpinge	Sweden	55.76847513288564, 13.004249806416915

Company overview

Business model

A company's business model defines how it creates value; economically, socially, and environmentally. Understanding the structure of operations, value creation, and stakeholder relationships is essential for identifying sustainability risks and opportunities. It also clarifies where in the value chain sustainability actions are most impactful.

The information below outlines the key components of ELS Logistics' business model as of 2025:

Products and Services

International freight forwarding, road transport, logistics solutions, warehouse management, and customs brokerage services across Europe.

Key Suppliers

Carriers and logistics partners across Europe and Turkey.

Key Customers

SMEs and large enterprises in industry, manufacturing, trade, construction, and distribution across Sweden and Europe.

Sales and Delivery Channels

Direct sales and long-term client agreements, delivered through a network of road carriers, logistics partners, and forwarding agents.

Company overview

Practices, policies and future initiatives

We began formalising our sustainability work during 2025, establishing the foundation for long-term integration of ESG principles across the organisation. This first year has focused on implementing baseline practices and adopting policies that reflect our ambition to align with the VSME Standard. This part of the sustainability report gives a comprehensive overview of ELS Logistics' current practices, formalised policies, and any forward-looking initiatives that support the transition to a more sustainable economy.

Policies set expectations, practices translate them into daily routines, and future initiatives capture planned improvements. This section gives a one-page view of where ELS Logistics stands today. This overview shows which topics have formal policies, which are supported by current practices, and where improvements are planned in the form of future initiatives.

Detailed targets, disclosures, and the related measures for each topic are presented in the dedicated topic slides later in this report. The overview table on the next page summarizes policy status, practices in place, planned initiatives, public availability, and whether a policy is linked to targets. These elements are also outlined in detail in our Sustainability Policy.

Policies

These are the policies that ELS Logistics currently has in place for its workforce:

- Sustainability Policy
- Code of Conduct

Operational framework

Our practices, policies and future initiatives will continuously be evaluated, updated, and scaled as the business grows, as part of our annual sustainability reporting and improvement cycle.

Company overview

Practices, policies and future initiatives

Topic	Policy in place	Practices in place	Future initiative planned	Publicly available	Policy linked to targets
Climate Change	Yes	Yes	Yes	Yes, in our Sustainability Policy	Yes
Pollution	-	-	-	-	-
Water and Marine Resources	Yes	Yes	Yes	Yes, in our Sustainability Policy	Yes
Biodiversity and Ecosystems	-	-	-	-	-
Circular Economy	-	-	-	-	-
Own Workforce	Yes	Yes	Yes	Yes, in our Sustainability Policy and in the Code of Conduct	Yes
Workers in the Value Chain	-	-	-	-	-
Affected Communities	-	-	-	-	-
Consumers and End-Users	-	-	-	-	-
Business Conduct	Yes	Yes	Yes	Yes, in our Sustainability Policy and in the Code of Conduct	Yes

Company overview

Practices, policies and future initiatives

Code of Conduct or Human Rights Policy:

In place

Complaints-handling mechanism:

In place

Topic	Policy in place	Publicly available
Child Labour	Yes	Yes, in our Code of Conduct
Forced Labour	Yes	Yes, in our Code of Conduct
Human Trafficking	Yes	Yes, in our Code of Conduct
Discrimination	Yes	Yes, in our Code of Conduct
Accident Prevention	Yes	Yes, in our Code of Conduct

Chapter One

ESG Topic – Environment

ESG topic – Environment

Introduction to Chapter One: Environment

Environmental responsibility is a central pillar of ELS Logistics' sustainability strategy. As part of this strategy, we track, manage, and report on key environmental impacts linked to our operations. Our environmental efforts are guided by our responsibility to reduce impacts and our ambition to contribute to a climate-resilient and resource-efficient economy.

This chapter includes the following environmental topics:

- Energy and Greenhouse Gas Emissions
- Water and Marine Resources

Each section presents relevant indicators, practices, and targets for the future. Where applicable, additional details are available in our annex.

Energy and Greenhouse Gas Emissions

This section covers energy consumption and GHG emissions across Scopes 1 and 2, as well as related reduction targets and transition planning.

Water and Marine Resources

We describe our approach to tracking and managing water use, including consumption intensity and site-specific withdrawal.

Energy and greenhouse gas emissions

Estimated gross GHG emissions – Reporting and targets

The table presents ELS Logistics' estimated gross greenhouse gas (GHG) emissions in tonnes of CO_2 equivalent (tCO_2e), calculated in accordance with the GHG Protocol Corporate Standard.

It includes Scope 1 emissions from owned or controlled sources (such as mobile combustion, fugitive emissions, and stationary combustion), as well as location-based and market-based Scope 2 emissions from the consumption of purchased energy (electricity and heating).

Scope 3 emissions are not yet included. As we are at an early stage of our sustainability journey, ELS Logistics is currently focusing on establishing reliable data collection and reporting processes for Scopes 1 and 2 before expanding to Scope 3 in future reporting cycles.

Our GHG reduction targets are aligned with the Science Based Targets initiative (SBTi) 1.5°C pathway, targeting a 42% reduction in Scope 1 and 2 emissions by 2030 and a 90% reduction by 2050 compared to the base year.

GHG Emissions and Targets

Scope:	2025 emissions (tCO_2eq)
Scope 1	0
Scope 2 Location-based	3,38
Scope 2 Market-based	11,43
Scope 3	Not yet calculated

13 CLIMATE ACTION

ELS Logistics' contribution
Through carbon accounting of our Scope 1 and 2 emissions, and setting appropriate reduction targets, we contribute to UN Sustainable Development Goal number 13.

Absolute short-term target aligned with 1.5°C goal:

Reduce gross Scope 1 and 2 emissions by **42%** by **2030**, compared to the baseline year.

Absolute long-term target aligned with 1.5°C goal:

Reduce gross Scope 1 and 2 emissions by **90%** by **2050**, compared to the baseline year.

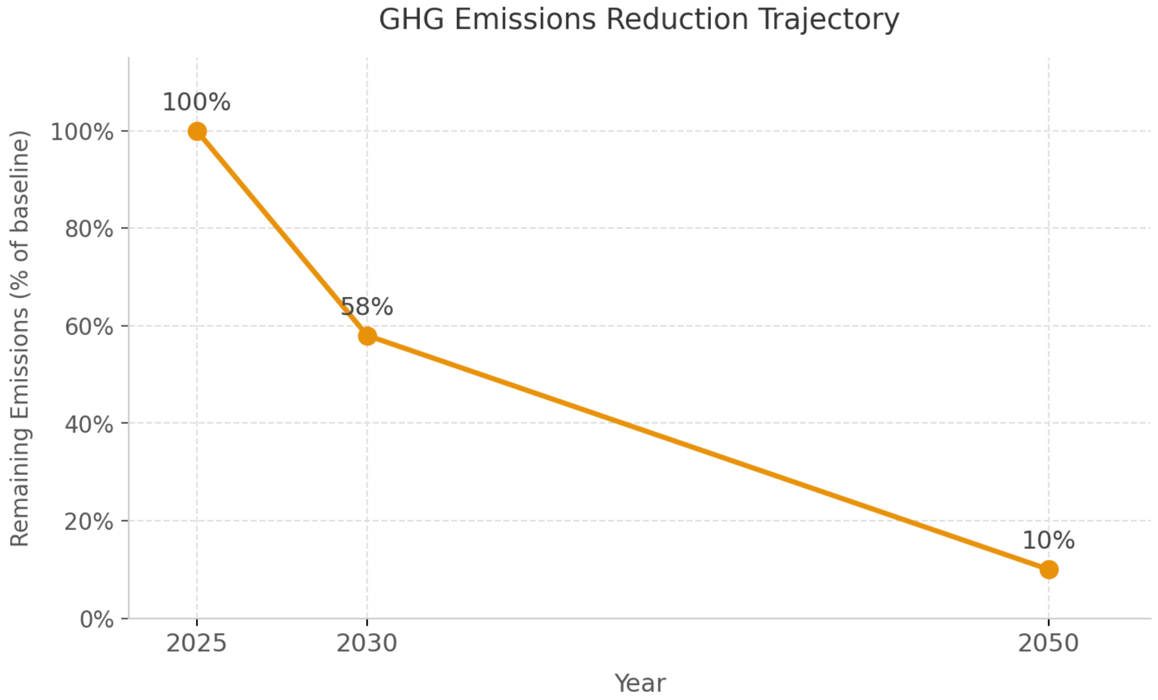
Energy and greenhouse gas emissions

GHG intensity – Reporting and targets

GHG intensity is a key metric for evaluating our energy efficiency relative to company output. We report GHG intensity as gross GHG emissions divided by our turnover (in Euro). This is meant to give a fair representation of our emissions compared to the size of our operations, even as the company changes in size.

In 2025, our GHG intensity (based on Scope 1 and Location-based Scope 2) was estimated at 0,77 tCO_2e per 1 million euros of turnover.

This metric will be used as a baseline to assess progress in reducing GHG intensity in future years.



13 CLIMATE ACTION

ELS Logistics' contribution
Through carbon accounting of our Scope 1 and 2 emissions, and setting appropriate reduction targets, we contribute to UN Sustainable Development Goal number 13.

Transition plan

We will adopt a transition plan for climate change mitigation in 2027.

Energy and greenhouse gas emissions

Reduction of gross GHG Emissions – Measures

To begin reducing our greenhouse gas emissions, and as our first attempt towards reaching our GHG emissions targets, we have adopted a set of practical measures. These actions mark the starting point of our structured approach to emissions management and contribute to UN Sustainable Development Goal 13 – Climate Action.

We have also identified additional initiatives to be implemented over time. The table to the right summarizes our current practices and planned future initiatives.

Current practices
Using digital tools and platforms to reduce unnecessary travel and printing.
Encouraging low-emission commuting by allowing remote work and promoting walking, cycling, or public transportation.
Prioritizing local suppliers and service providers to minimize emissions from freight and logistics.
Implementing waste reduction practices, including reuse of materials and proper sorting, to lower emissions from waste disposal.
Introducing internal policies for low-emission business travel, including clear guidance on when travel is necessary.
Replacing company vehicles with electric alternatives when leases and/or ownership cycles expire.

Future initiatives
Choosing low-impact materials and products with verified environmental certifications wherever possible.
Assessing our value chain to identify key sources of Scope 3 emissions.
Developing internal guidelines on low-emission procurement to support employees in making climate-conscious purchasing decisions.
Switching to low-emission delivery or logistics providers for customer and/or supplier shipments.

13 CLIMATE ACTION

ELS Logistics' contribution
By expanding carbon accounting to include indirect emissions, we contribute to UN Sustainable Development Goal number 13.

Energy and greenhouse gas emissions

Energy consumption – Reporting and targets

ELS Logistics' total energy consumption in 2025 was estimated at 107.48 MWh, of which 97.90 MWh (91%) came from renewable or fossil-free sources. Warehouse heating in Löddeköpinge is powered entirely by biogas, which is classified as a renewable fuel with zero direct CO_2 emissions. The non-renewable share of 9.58 MWh originates from the electricity grid mix used for office and warehouse operations and EV charging, as well as the non-renewable portion of district heating supplied by Landskrona Energi.

As 2025 is our first reporting year, no year-on-year comparison is yet available. Energy intensity was 24.43 MWh per million euros of turnover, which will serve as the baseline for our annual target of reducing energy consumption by 1% per euro of turnover. We aim to reach 100% fossil-free electricity by 2032.

ELS Logistics' contribution
By committing to the reduction of overall energy consumption and reducing the share of non-renewable energy, we contribute to UN Sustainable Development Goal number 7.

Renewable share 2025

91,09%

Intensity target

Reduce energy consumption per euro of turnover by 1% annually

Fossil-free target

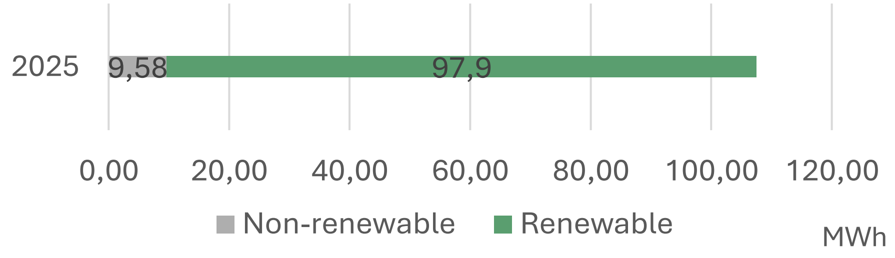
All purchased electricity will come from fossil-free sources by 2032

Energy Consumption Overview (MWh)

	Renewable (MWh)	Non-renewable (MWh)	Total (MWh)
Total energy consumption 2025	97,9	9,58	107,48

	Renewable (MWh)	Non-renewable (MWh)	Total (MWh)
Energy intensity 2025	22,25 MWh / € million	2,18 MWh / € million	24,43 MWh / € million

Energy mix



Energy and greenhouse gas emissions

Energy consumption – Measures

To begin improving energy performance, we have adopted a set of practical measures. These actions mark the starting point of our structured approach to energy management and contribute to UN Sustainable Development Goal 7 – Affordable and Clean Energy.

We have also identified additional initiatives to be implemented over time. The table to the right summarizes our current practices and planned future initiatives.

Current practices
Encouraging staff to turn off lights, computers, and other equipment when not in use.
Using LED lighting in all our premises.
Evaluating energy efficiency criteria when procuring new equipment and appliances.

Future initiatives
Ensuring that heating, ventilation, and air conditioning systems run efficiently through HVAC maintenance.
Avoiding excessive heating and cooling through thermostatic control and auto-shutdowns.
Installing lighting systems that automatically adjust based on occupancy and daylight levels thanks to motion and daylight sensors.
Introducing smart meters and automated controls to optimize heating, cooling, and lighting systems.
Switching to a certified renewable electricity provider for all owned and leased spaces.
Implementing automatic power-down settings on all office equipment and computers after working hours.

7 AFFORDABLE AND CLEAN ENERGY

ELS Logistics' contribution
By committing to the reduction of overall energy consumption and reducing the share of non-renewable energy, we contribute to UN Sustainable Development Goal number 7.

Water and Marine Resources

Water Withdrawal Reporting – Public Water Supply Network

Water is a critical natural resource that supports not only human well-being but also ecosystems and biodiversity. As climate change increases the risk of drought, flooding, and regional water scarcity, responsible water use is becoming essential for both environmental and business resilience.

The company only withdraws water from the public water network and discharges it into the sewer. While ELS Logistics does not operate in a water-intensive industry, we recognise the importance of managing water sustainably, especially in areas where availability is limited. In 2025, we tracked water use based on metered utility data and available estimates.

Reporting includes:

- Total Water Withdrawal (m^3): All water drawn into company operations, including tap water, well water, or externally supplied sources.
- Water Withdrawal Intensity (m^3/€): Calculated by dividing total withdrawal by turnover to track efficiency.

None of ELS Logistics' sites are located in areas of water stress, and no separate disclosure is therefore required for this indicator. Water-stress was assessed for all company sites by using the World Resources Institute's Aqueduct tool.

Water Use Summary – 2025

Indicator	Value (m^3)
Total Water Withdrawal	46 m^3
Water Withdrawal Intensity	10,45 m^3 per €1 million of turnover

6 CLEAN WATER AND SANITATION

ELS Logistics' contribution
By working to reduce water consumption in its operations, we contribute to UN Sustainable Development Goal number 6.

High stress 40-80%:
0 sites

Extremely high stress >80%:
0 sites

Water and Marine Resources

Water Use – Targets

To reduce water use, ELS Logistics monitors key indicators and has established measurable targets for withdrawal and consumption.

These targets guide local actions, promote efficient water management, and support the responsible use of resources across operations and the value chain.

Water withdrawal intensity:

Reduce water withdrawal intensity per euro of turnover by 1% annually.

6 CLEAN WATER AND SANITATION

ELS Logistics' contribution
By working to reduce water consumption in its operations, we contribute to UN Sustainable Development Goal number 6.

Water and Marine Resources

Water Use – Measures

Since ELS Logistics operates entirely from sites without water stress. Nevertheless, we remain mindful of water efficiency in our daily routines and take simple steps to avoid unnecessary waste.

Our current practice focuses on preventing water loss. We have also selected a future initiative to be implemented at a later stage.

The table to the right summarises our water-saving measures.

Current practices

Fixing leaks and dripping taps promptly, to prevent unnecessary water loss.

Future initiatives

Promoting water-saving behaviors through staff training and visible reminders, such as posters.

6 CLEAN WATER AND SANITATION

ELS Logistics' contribution
By working to reduce water consumption in its operations, we contribute to UN Sustainable Development Goal number 6.

Chapter Two

ESG Topic – Social

ESG topic - Social

Introduction to Chapter Two: Social

At ELS Logistics, we view our employees as a key driver of long-term success and organizational resilience. Our workforce strategy focuses on diversity, employee well-being, and continuous development, while ensuring fair employment conditions and a safe, inclusive, and supportive working environment.

This chapter provides a structured overview of our workforce as of 31 December 2025. It covers general workforce characteristics, employee well-being, occupational health and safety, remuneration practices, training, and collective bargaining rights. These topics are reflected in our Code of Conduct, which sets expectations for ethical, fair, and respectful behaviour across the entire organisation.

These indicators help us:

- Monitor workforce trends and turnover
- Assess gender balance and diversity in employment
- Ensure legal compliance and alignment with international labour standards
- Evaluate our progress toward internal social performance goals

Workforce – General Characteristics

This section covers workforce structure, diversity, contract types, and employment locations, providing a foundation for fair work practices and strategic workforce planning.

Working Conditions

This section covers employee health and occupational safety: how incidents are recorded and investigated, the measures taken to prevent harm, and initiatives that support well-being.

Equal Treatment and Opportunities for All

This section covers minimum-wage compliance, the female–male pay gap, training hours, and collective-bargaining coverage, alongside actions that foster inclusion and skills development.

Human Rights

This section sets out policies and processes for respecting human rights, including the Code of Conduct, grievance mechanisms, and (where relevant) disclosure of severe human-rights incidents and how they are addressed.

ESG topic - Social

Our commitment to labour standards:

ELS Logistics adheres to national employment laws and recognises internationally accepted labour standards, including the core conventions of the International Labour Organization (ILO).

ILO Core Labour Standards

- Freedom of association and the right to collective bargaining
- Abolition of child labour
- Elimination of discrimination in employment
- Elimination of forced and compulsory labour

Workforce – General characteristics

General company characteristics – Reporting

A clear overview of the workforce structure supports transparency, fair employment practices, and informed planning. ELS Logistics monitors the composition of its workforce to assess stability, diversity, and geographic distribution.

We report the following workforce metrics as of 31 December 2025. All employees have a permanent contract.

Our company is based in Sweden. Our main office is in Landskrona, and we also have a warehouse located in Löddeköpinge.

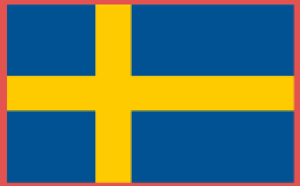
Type of employment contract

(permanent or temporary)

Permanent	Temporary
100%	**0%**

Country of employment

Our workforce is based in Sweden



8 DECENT WORK AND ECONOMIC GROWTH

ELS Logistics’ contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

Workforce – General characteristics

General company characteristics – Gender ratio

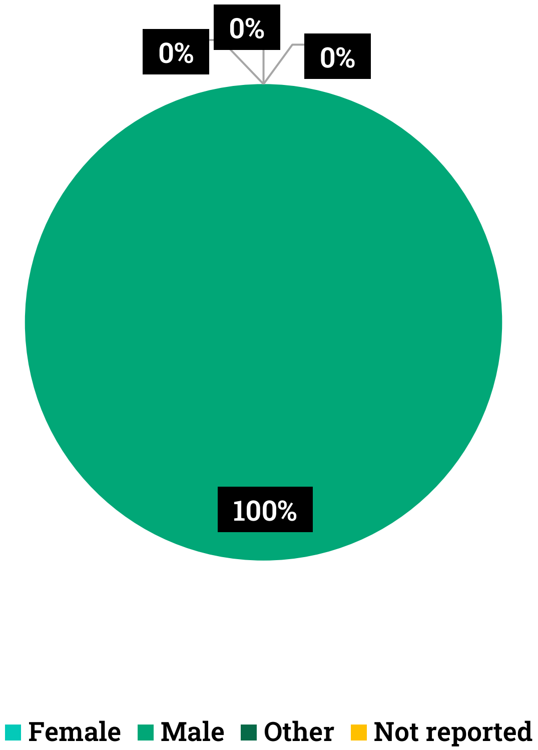
ELS Logistics currently has an all-male workforce, including 2 male board members. As 2025 is our first reporting year, this serves as our baseline for tracking gender representation going forward.

We recognise that a more gender-diverse workforce strengthens decision-making and reflects our commitment to inclusion. While our current size limits immediate structural change, we are committed to actively considering gender balance in future recruitment processes.

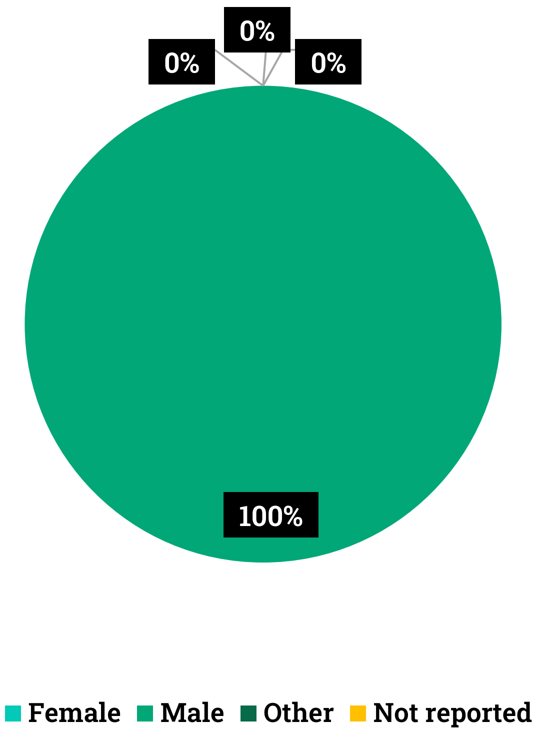
5 GENDER EQUALITY

ELS Logistics' contribution
By tracking and improving gender balance across all levels of the organisation, we contribute to UN Sustainable Development Goal number 5.

Gender ratio in the board 2025



Gender ratio at ELS Logistics 2025



Working Conditions

Working Conditions - Reporting

A safe and healthy working environment is essential for employee well-being and operational stability. ELS Logistics is committed to maintaining high health and safety standards not only for employees, but also for customers, contractors, and other stakeholders in our value chain. We report on work-related incidents, injuries, and fatalities to identify risks, improve our routines, and promote a culture of prevention and care.

Lost Time Injury Rate (LTIR) refers to the number of work-related injuries resulting in time off, per one million hours worked. It is a key indicator of workplace safety performance. An LTIR of 0 means that no injuries occurred during the reporting period that caused employees to miss work.

LTIR

0

3 GOOD HEALTH AND WELL-BEING

ELS Logistics' contribution
By improving working conditions and promoting employee well-being, we contribute to UN Sustainable Development Goal number 3.

8 DECENT WORK AND ECONOMIC GROWTH

ELS Logistics' contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

Number of work-related accidents

0

Number of work-related fatalities

0

Collective Bargaining Coverage

Percentage of employees covered by collective bargaining agreements

100%

Working Conditions

Working Conditions - Targets

As part of our social commitments, ELS Logistics has set measurable targets to strengthen safety, integrity, and employee feedback and participation. The commitments listed here cover core expectations on zero harm, upholding our secure complaints mechanism, and training on our Code of Conduct. We will track progress and review annually.

3 GOOD HEALTH AND WELL-BEING

ELS Logistics' contribution
By improving working conditions and promoting employee well-being, we contribute to UN Sustainable Development Goal number 3.

8 DECENT WORK AND ECONOMIC GROWTH

ELS Logistics' contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

Zero injury target:

Zero workplace fatalities and serious injuries annually.

Code of Conduct:

Ensure all employees and contractors are covered by the Code of Conduct.

CoC training:

Train all staff on the Code of Conduct at onboarding.

Secure complaints mechanism:

Ensure that all employees have access to a secure complaints and grievance mechanism.

Working Conditions

Working Conditions - Measures

To begin improving working conditions, we have adopted a set of practical measures focused on preventing injuries, strengthening safety culture, and ensuring respectful conduct with meaningful employee participation. These actions mark the starting point of our structured approach to occupational health and safety and contribute to UN SDG 8 – Decent Work and Economic Growth and SDG 3 – Good Health and Well-being.

We have also identified an additional initiative to be implemented progressively. The table to the right summarizes our current practices and planned future initiative.

3 GOOD HEALTH AND WELL-BEING

ELS Logistics' contribution
By improving working conditions and promoting employee well-being, we contribute to UN Sustainable Development Goal number 3.

8 DECENT WORK AND ECONOMIC GROWTH

ELS Logistics' contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

Current practices
Issuing written employment agreements to all staff, specifying terms of employment, compensation, and working hours.
Ensuring equal treatment regardless of contract type (e.g., permanent, temporary, part-time).

Future initiatives
Offering a wellness allowance to promote physical and mental well-being among employees.

Equal Treatment and Opportunities for All

Equal Treatment and Opportunities for All - Reporting

Equal pay, access to development, and inclusion are central to a fair workplace. ELS Logistics commits to complying with minimum-wage requirements, keeping pay practices simple and transparent.

We support role-relevant learning and aim to provide opportunities proportionate to our size and resources. To monitor access, we track average annual training hours per employee, by gender. We also promote a respectful, inclusive environment, with clear guidance on anti-harassment and reasonable workplace adjustments where feasible, in accordance with our Code of Conduct.

4 QUALITY EDUCATION

ELS Logistics' contribution
By providing fair access to training, upskilling, and lifelong learning, we contribute to UN Sustainable Development Goal number 4.

8 DECENT WORK AND ECONOMIC GROWTH

ELS Logistics' contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

Minimum wage compliance

We confirm that all employees are paid at or above the legal minimum wage.

Training hours - male employees 2025

10 hours

Training hours - female employees 2025

N.A.

Equal Treatment and Opportunities for All

Equal Treatment and Opportunities for All - Targets

As part of our social commitments, ELS Logistics has set measurable targets to advance fair pay, equal opportunity, and inclusion, where appropriate for our operations. The commitments listed here cover core expectations on minimum-wage compliance, monitoring and addressing pay disparities (where applicable), and ensuring access to role-relevant training for all employees.

4 QUALITY EDUCATION

ELS Logistics' contribution
By providing fair access to training, upskilling, and lifelong learning, we contribute to UN Sustainable Development Goal number 4.

8 DECENT WORK AND ECONOMIC GROWTH

ELS Logistics' contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

Minimum training access target:

Ensure that all employees have access to at least one training opportunity per year.

Minimum training hours target:

Provide 8 hours of training per employee annually.

Equal Treatment and Opportunities for All

Equal Treatment and Opportunities for All - Measures

As part of our social commitments, ELS Logistics sets measurable targets to advance equal opportunity, inclusion, and a respectful workplace. The commitments listed here cover ensuring access to performance reviews and role-relevant training for all employees, maintaining inclusive and bias-free recruitment processes, clearly communicating anti-harassment and anti-discrimination policies, and providing a confidential reporting channel for discrimination and harassment concerns.

4 QUALITY EDUCATION

ELS Logistics' contribution
By providing fair access to training, upskilling, and lifelong learning, we contribute to UN Sustainable Development Goal number 4.

8 DECENT WORK AND ECONOMIC GROWTH

ELS Logistics' contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

Current practices
Conducting annual performance and development reviews with all employees and ensuring access to relevant training.
Ensuring job ads and recruitment processes are inclusive and free from bias.
Communicating clear anti-harassment and anti-discrimination policies to all staff.
Setting up a confidential reporting channel for discrimination and harassment.

Human Rights

Human Rights Incidents – Reporting

Respect for human rights is fundamental to ELS Logistics' values and business conduct. We are committed to respecting the dignity and rights of every person connected to our business.

We work to prevent child and forced labour, discrimination, harassment, and privacy breaches, and we expect the same standards from everyone who works with us. To put this into practice, we maintain clear policies (including a Code of Conduct) with simple procedures people can follow. Responsibilities are assigned, incidents are logged and reviewed, and lessons are built into training and day-to-day management.

Human rights risks can occur both within the company and beyond it. By reporting confirmed incidents in our value chain or communities, ELS Logistics recognises its broader responsibility to prevent and address harm linked to suppliers, contractors, and business partners. This approach helps ensure that ethical standards are upheld across the full scope of our influence.

8 DECENT WORK AND ECONOMIC GROWTH

ELS Logistics' contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 8.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

ELS Logistics' contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 16.

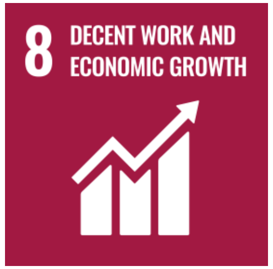
Confirmed incidents within the company	Confirmed incidents within the value chain or communities
0	0

In 2025, ELS Logistics identified no confirmed human-rights incidents in the value chain or local community.

Human Rights

ELS Logistics' Code of Conduct

ELS Logistics' Code of Conduct sets out the ethical principles and expected behaviours that guide our day-to-day decisions. It applies to all employees and serves as a practical tool for promoting respect for human rights, fair working conditions and responsible business practices in everything we do.



ELS Logistics' contribution
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We have a Code of Conduct in place for our own workforce. This Code covers the following topics:

Core values

Responsibility and Compliance

Responsibility for the Environment

Human Rights, Diversity, and Equal Opportunity

Fair Working Conditions, Accident Prevention, and Safety

Forced Labour, Child Labour and Human Trafficking

Community Engagement

Business Ethics, Conflicts of Interest, and Fair Competition

Anti-Corruption and Public Sector Integrity

Anti-Money Laundering

Data Privacy and GDPR

Human Rights

Human Rights - Targets

As part of our social commitments, ELS Logistics has set measurable targets to safeguard people's rights across our workforce and business relationships. The targets listed here focus on maintaining zero tolerance for severe labour abuses such as child labour, forced labour, and human trafficking, and on implementing data privacy protocols for all employees by 2027.

Zero incidents target:

Maintain zero confirmed incidents of child labour, forced labour, or human trafficking.

Data privacy processes:

Implement and maintain data privacy protocols for all employees by 2027.

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Human Rights

Human rights - Measures

To strengthen our human rights practices, ELS Logistics is implementing measures focused on data privacy and the protection of employee information — handling data in line with GDPR and embedding privacy awareness into onboarding and annual training.

Future initiatives

- Handling employee data in line with GDPR and restricting access to authorised personnel.
- Including privacy and data protection awareness in onboarding and annual training.

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Chapter Three

ESG Topic – Governance

ESG topic – Governance

Introduction to Chapter Three: Governance

Strong governance underpins transparency, accountability, and sound decision-making. At ELS Logistics, governance practices form the foundation for responsible decision-making, risk management, and sustainability integration.

This chapter outlines how expectations are set and enforced: the policy prohibiting bribery and improper advantages; roles and oversight; controls on gifts, hospitality and conflicts of interest; third-party due diligence; training and attestations; confidential, non-retaliatory reporting channels; and how concerns are investigated and addressed.

This chapter includes the following governance topic:

- Corruption and Bribery

Corruption and Bribery

This section provides insight into the company's financial health, material economic risks and opportunities, and any relevant compliance or anti-corruption measures.

Corruption and Bribery

Corruption and Bribery – Reporting

This section addresses legal and ethical risks that can affect the company's financial standing and stakeholder trust. It includes disclosures on anti-corruption measures, any legal violations or fines, and revenue exposure to activities that may be excluded from EU sustainability benchmarks. Together, these elements reflect the company's commitment to compliance, transparency, and long-term resilience.

In 2025, ELS Logistics recorded 0 convictions or regulatory fines.

ELS Logistics does **not** operate in any of the sectors for which revenue disclosure is required, including controversial weapons, tobacco, fossil fuels, or the manufacture of pesticides and other agrochemical products. The company has **no related revenues to report**.

ELS Logistics does not operate in sectors excluded from EU benchmarks as defined in Article 12.1 and 12.2 of Commission Delegated Regulation (EU) 2020/1818. The company **derives no (significant) revenues** from coal, oil, gas, or high-emission electricity generation above the defined thresholds.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

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Corruption and Bribery

Corruption and Bribery – Targets

As part of our governance commitments, ELS Logistics has set measurable targets to prevent bribery and corruption across our operations and third-party relationships. The targets listed here establish a zero-tolerance baseline for corruption, bribery, and facilitation payments, and a commitment to include anti-corruption clauses in all new supplier and partner contracts by 2027.

Zero incidents target:

Achieve and maintain zero confirmed incidents of corruption, bribery or facilitation payments.

Anti-corruption clauses in contracts:

Include anti-corruption clauses in all new supplier and partner contracts by 2027.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

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Corruption and Bribery

Corruption and Bribery – Measures

ELS Logistics maintains a Code of Conduct that prohibits corruption, bribery, facilitation payments, and undisclosed conflicts of interest. Going forward, we are committed to establishing clear procedures for reporting suspected misconduct or unethical behaviour. Together, these efforts support UN SDG 16 – Peace, Justice and Strong Institutions.

Current practices

Maintaining a Code of Conduct prohibiting corruption, bribery, facilitation payments, and undisclosed conflicts of interest.

Future initiatives

Maintaining clear procedures for reporting suspected misconduct or unethical behaviour.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

ELS Logistics' contribution
By promoting stable, fair, and inclusive employment conditions, we contribute to UN Sustainable Development Goal number 16.

VSME Disclosures and Omission Justifications (Page 1/3)

VSME disclosure	Description	Page	Justification for omission	References
Basic module - General information				
B1 - Basis for preparation				
B1-24	Basic or comprehensive module	5	-	
B1-24	Omitted disclosures	43-45	-	
B1-24	Individual or consolidated report	5	-	
B1-24	Company sites	8	-	
B1-24	Legal form	7	-	
B1-24	NACE sector classification code(s)	7	-	
B1-24	Balance sheet	7	-	
B1-24	Turnover	7	-	
B1-24	Number of employees	-	The number of employees has been omitted for confidentiality reasons.	
B1-25	Sustainability certifications	-	No sustainability certifications or labels to report	
B2 - Practices, policies and future initiatives for transitioning towards a more sustainable economy				
B2-26	Implemented policies, practices and future initiatives	10	-	
B2-27	Table overview of sustainability issues that are covered	10	-	
B2-28	Complement information in B2 with C2 datapoints	10	-	
Basic Module - Environment metrics				
B3 - Energy and greenhouse gas emissions				
B3-29	Total energy consumption	18	-	
B3-30	Estimated GHG emissions for Scope 1 and Scope 2	15	-	
B3-31	GHG intensity	16	-	
B4 - Pollution of air, water and soil				
B4-32	Pollutant emissions to air, water and soil	-	No identified pollutant emissions from operations	
B5 – Biodiversity and Ecosystems				
B5-33	Sites in or near a biodiversity sensitive area	-	Operations not located near biodiversity-sensitive areas	
B5-34	Land-use metrics	-	Land-use data not applicable to company activities	
B6 - Water				
B6-35	Total water withdrawal	20	-	
B6-36	Water consumption from production processes	-	No production processes requiring water consumption	

VSME Disclosures and Omission Justifications (Page 2/3)

B7 - Resource use, circular economy and waste management			
B7-37	Circular economy principles	-	No circularity initiatives implemented to date
B7-38	Waste generation and waste diversion	-	No waste data collected or available for the reporting year
B7-38	Mass-flow	-	Mass-flow indicators not applicable to operations
Basic Module - Social metrics			
B8 - Workforce - General characteristics			
B8-39	Type of employment contracts	26	-
B8-39	Gender distribution	27	-
B8-39	Country of employment contract	-	All employees are located in a single country
B8-40	Employee turnover rate	-	Company has fewer than 50 employees; disclosure not required
B9 - Workforce - Health and safety			
B9-41	Work-related accidents	28	-
B9-42	Work-related fatalities due to injuries and ill health	28	-
B10 - Workforce – Remuneration, collective bargaining and training			
B10-42	Minimum wage compliance	25	-
B10-42	Gender pay gap	-	Sample size too small to ensure anonymity
B10-42	Collective bargaining coverage	28	-
B10-42	Annual training hours broken down by gender	31	-
Basic Module - Governance metrics			
B11 - Convictions and fines for corruption and bribery			
B11-43	Total convictions and fines	40	-
Comprehensive module - General information			
C1 - Strategy: Business Model and Sustainability – Related Initiatives			
C1-47	Products and services	9	-
C1-47	Markets	9	-
C1-47	Business relationships	9	-
C1-47	Strategy elements related to sustainability	-	No formal strategy elements related to sustainability defined
C2 - Description of practices, policies and future initiatives for transitioning towards a more sustainable economy			
C2-48	Description complementing information from B2	-	Descriptions of practices, policies and future initiatives can all be found under each ESG topic in this report, and in our Sustainability Policy (available on our website).
C2-49	Most senior level responsible for sustainability measures implementation	3	-

VSME Disclosures and Omission Justifications (Page 3/3)

Comprehensive module - Environmental metrics			
C3 - GHG reduction targets and climate transition			
C3-54	GHG reduction targets	15	-
C3-55	Transition plan description	-	No transition plan developed
C3-56	Transition plan adoption	-	No formal adoption process for a transition plan in place
C4 - Climate risks			
C4-57	Hazards and transition events	-	No physical or transition climate risk assessment performed
C4-57	Exposure and sensitivity	-	No analysis of exposure or sensitivity to climate impacts
C4-57	Time horizons	-	Time horizons for climate risk not defined or applied
C4-57	Climate change adaptation actions	-	No adaptation actions identified or implemented
C4-58	Adverse effects for financial performance or business operations	-	No financial risks from climate change identified or measured
Comprehensive module - Social metrics			
C5 - Additional (general) workforce characteristics			
C5-59	Gender ratio at management level	27	-
C5-60	Self-employed and temporary workers	26	-
C6 - Additional own workforce information - Human rights policies and processes			
C6-61	Code of conduct	35	-
C6-61	Topics covered by the code of conduct	35	-
C6-61	Complaints-handling mechanism	12	-
C7 - Severe negative human rights incidents			
C7-62	Confirmed human rights incidents in own workforce	34	-
C7-62	Actions taken to address incidents in own workforce	-	No actions reported because no incidents occurred in own workforce
C7-62	Confirmed human rights incidents in the value chain	34	-
Comprehensive module - Governance metrics			
C8 - Revenues from certain sectors and exclusion from EU reference benchmarks			
C8-63	Revenues disclosure	7	-
C8-64	Exclusion from EU reference benchmarks	7	-
C9 - Gender diversity ratio in the governance body			
C9-65	Gender ratio in governance body	27	-