



**Raben**

# **RABEN GROUP SUSTAINABILITY REPORT 2024**

**BUILDING FOUNDATION  
FOR FUTURE GROWTH**

**| eco<sub>2</sub>way**



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# LETTER FROM CEO

## BUILDING FOUNDATION FOR FUTURE GROWTH

In the year of unstable economic environment and geopolitical uncertainty we have delivered above the market 9% organic growth reaching 2024 revenue line of 2.2 B EUR. We have also generated over 5% productivity growth and continued European network expansion. In November 2024 we have signed acquisition of domestic network in our 16th country – Switzerland, completing DACH region coverage, with closing expected in Q2 2025. In January 2025 we have also signed and closed acquisition of groupage business in the north of the Netherlands strengthening our presence and domestic network in Benelux region. We have continued also organic development our European Network.

In 2024 we have opened new larger, efficient and modern cross-dock terminals facilities in Poland (Kalisz, Krakow, Bialystok) and Germany (Regensburg) and continued investments which will be open in 2025. All new our own real estate investments are equipped with photovoltaic panels on the roof and heat pumps allowing the facilities meet close to zero emission standard. In addition, in 2024 we have started large contract logistics operations in Poland with rented facilities over 150,000 m<sup>2</sup> build for us in modern low emission technology. The Group has also managed to secure several plots for our land bank in strategic network locations in Europe.

The above investments will allow us to manage our future volume growth efficiently and further develop domestic and international connections throughout Europe supporting our strategy of accelerated growth.

At the same time, our business priorities remain unchanged with focus on service excellence, continuity and stability of our customers' distribution process, productivity and the safety and health of our employees and execution of our ESG strategy.

Our distribution network in Europe with additional daily connections offers shorter lead times and competitive cost base for our customers. Our strategy proves to be correct confirmed with successful new customers project wins and over 14% volume growth in international traffic.

## EXECUTING ESG STRATEGY

In 2024 being focused on growth, we have also made next steps within Group's ESG Strategy including increasing the ambition and our commitment in scope 1 and scope 2 in line with 1.5°C trajectory under SBTi (Science Based Targets Initiative) as approved in January 2025. New targets include a commitment to reduce scope 1 and 2 emissions by 60.4% by 2032 and commitment of 79% of transport suppliers.

For 2024, we have achieved 35.5% reduction in our scope 1 and 2 emissions, with our decarbonisation roadmap for scope 1 and 2 being on a good trajectory for our new 2032 targets. In 2024, for scope 3, we have initiated project to engage our regular subcontractors in our sustainability journey. Within the prepared framework our suppliers will have opportunity to measure their own CO<sub>2</sub> footprint, report simplified ESG rating based on questionnaire and will be incentivised for vehicles upgrade, setting new targets to eliminate EURO V from our fleet.





# LETTER FROM CEO

During 2024, we have increased the use of HVO alternative fuel in our own fleet and continued to invest in e-mobility, supported by subsidies received for trucks and charging infrastructure in 27 locations in Germany. We have also been preparing investments for truck charging stations and electric trucks in these locations, with a total budget of EUR 20M. Additionally, we are delivering on our commitments: all newly constructed warehouses and cross-docks are designed to be near zero-emission.

In social and governance area we have made next steps implementing human right policy as part of our framework and updated code of ethics to include additional elements and advancing on preparation of adoption of ESRS and CSRD reporting standards with a goal of full implementation by 2026.

In Q2 2024 we have also successfully closed extension of sustainability linked syndicated loan by additional 100M EUR and continued to deliver trajectory of our Sustainability-Linked Loan (SLL) targets.

Our efforts in 2024 have delivered a tangible result, which is reflected in our latest EcoVadis rating. We achieved 71 points, placing us among the top 2% of the most advanced companies within freight transport by road industry. This result has ultimately helped us achieve all our SLL targets for 2024, demonstrating the strong integration of sustainability strategy with our business targets.

## ESG PLANS FOR 2025

We are increasing the bar for 2025. With our new 1.5°C trajectory SBTi targets we will adjust and align our ESG Strategy for next years. Our CAPEX plan for 2025 includes completion of a network of charging stations and start of use of first network e-trucks in Germany. We are also monitoring programs and subsidies for e-HDV announced in all countries of our operations and looking for other opportunities.

We continue to work together with our customers, partners and suppliers to support an increase of the low- and zero-emission trucks in our key markets with focus on densely populated areas and cities. We will also intensify project to engage our regular subcontractors to ESG initiatives and accelerate fleet upgrade program to eliminate EURO V from use.

## PEOPLE WITH DRIVE

As family-owned company with over 12,200 employees, we believe that people make real difference in our business. Diversity, which we create as a multinational company, is an asset which we recognise as our core value. We want to offer our employees an engaging, stable and safe place to work. Therefore, in Raben Group we are developing the idea of safety culture and annually run engagement surveys to get feedback on how we can foster even better work environment. We train our employees, provide them with the necessary protective measures and care that they follow the safety rules and continuously improve our working environment. We are also very proud to see that many colleagues are actively taking international challenges within the group participating in our group projects or programs like Manager of Choice, Raben Sports Challenge or succession programs.

We continue to keep as a priority, invest and make efforts in information security area. Ensuring the security of our data, as well as of our customers, is a major challenge. As technology evolves, we are setting up and instant development of resilient structures and implementing the necessary technical, organisational and awareness measures to keep our environment safe.

## 2024 SUSTAINABILITY REPORT

We are committed to further progress in our ESG strategy even in a challenging market environment and look forward to our next initiatives for 2025. On behalf of myself, the management team our Sustainability Department and all employees of the Group, we present our 2024 Sustainability Report. Take the time to learn more about our ambitions, actions, and progress on our sustainability journey.

Enjoy the reading!



# ABOUT RABEN GROUP





# RABEN GROUP AT GLANCE



**16** European countries



over **12,200** of employees



over **11,000** vehicles within the road network



over **160** depots

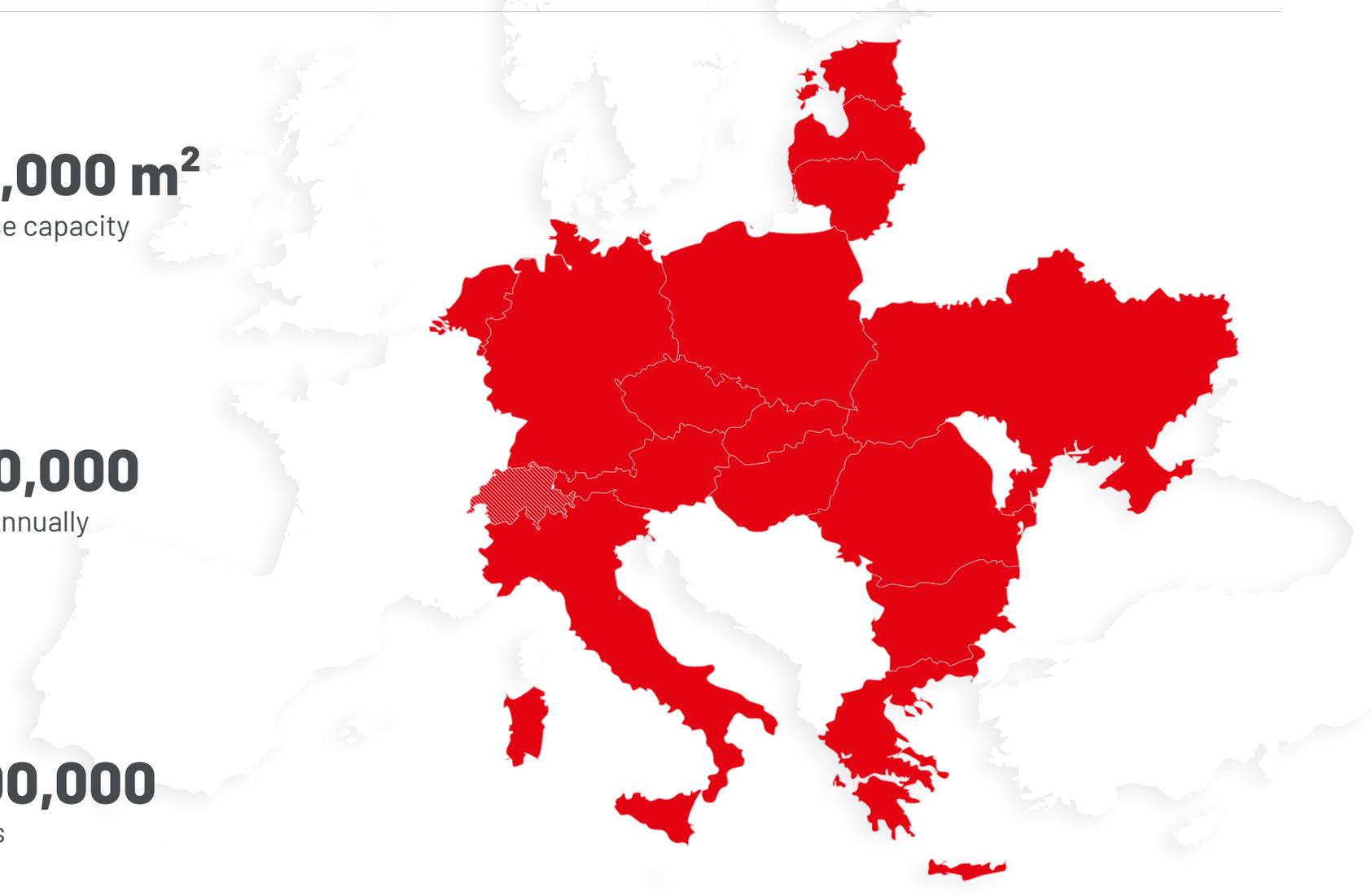


revenue **EUR 2.2B**

nearly **2,000,000 m<sup>2</sup>** of warehouse capacity

over **19,200,000** shipments annually

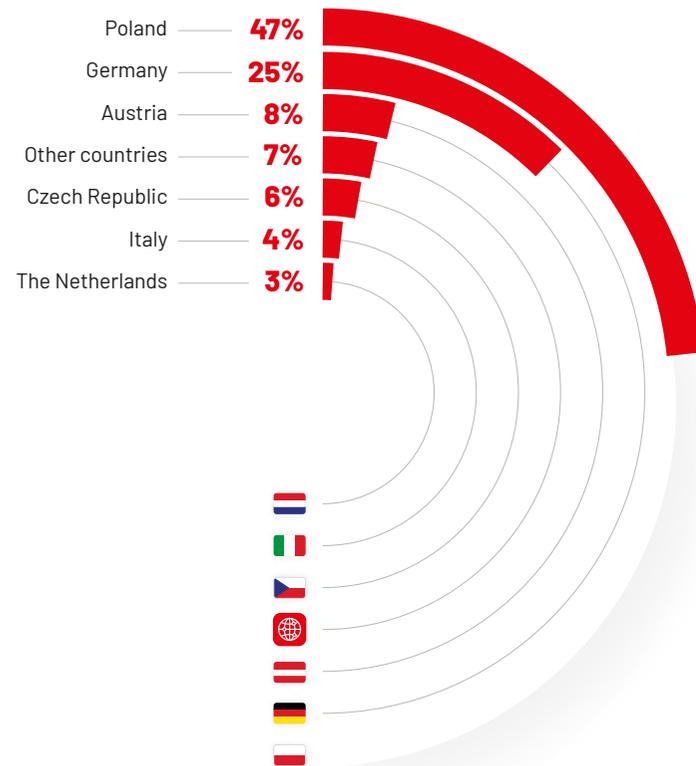
almost **40,000,000** pallet places



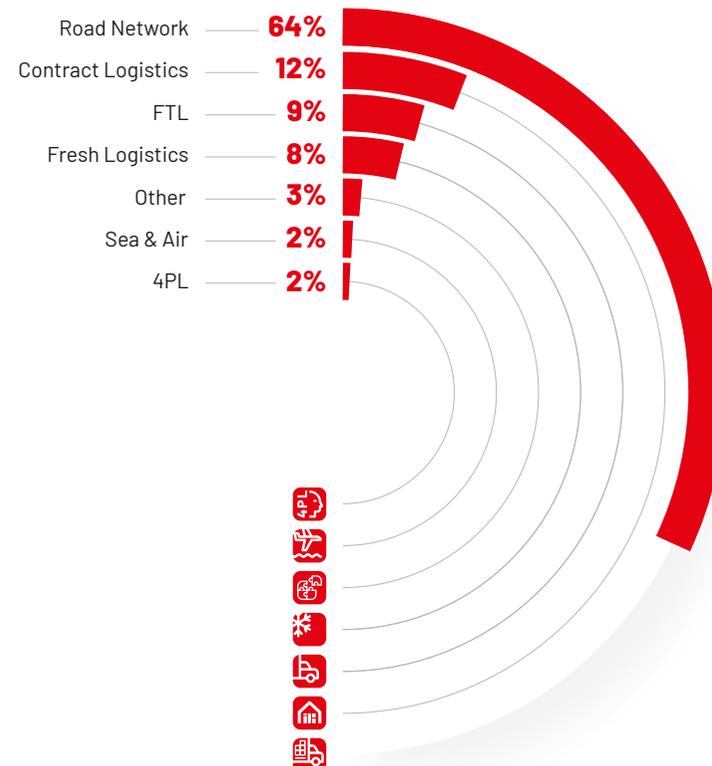


# ECONOMIC PERFORMANCE

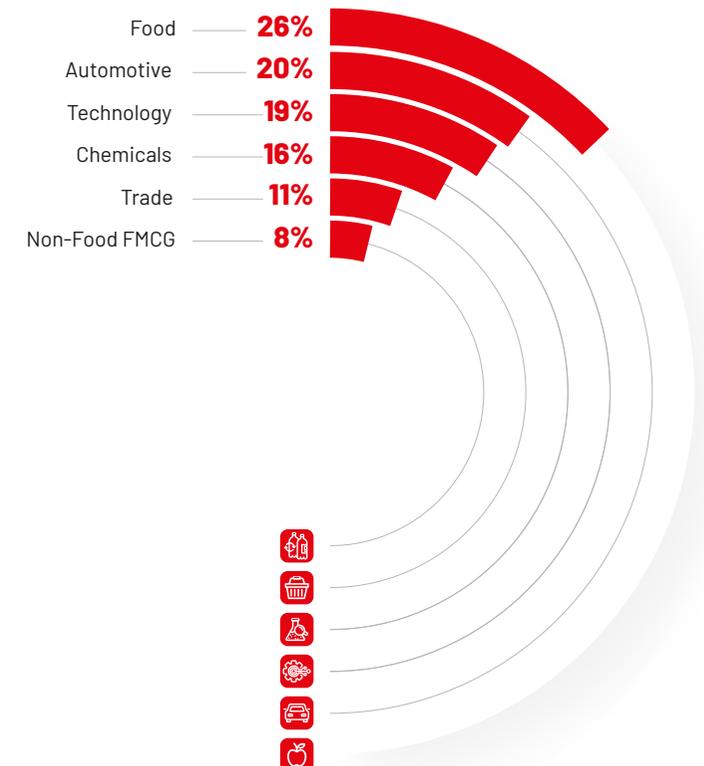
## REGIONS



## SEGMENTS



## INDUSTRY SECTORS





# EUROPEAN PARTNER IN LOGISTICS

**Raben Group N.V. (Raben Group or Group) is one of the Europe's leading transport and logistics providers originated from in the Netherlands and successfully operating in the European market and beyond. Our mission is to deliver high-quality and timely services that meet the needs and expectations of our customers.**

Raben Group offers comprehensive transport and logistics services, including road freight, intermodal transport, contract logistics, fresh logistics, sea and air freight. With a strong transport network and around 2,000,000 m<sup>2</sup> of warehousing space across more than 160 locations, we connect customers delivering over 19,200,000 shipments annually. But our mission goes beyond logistics - we strive to build long-term partnerships and drive sustainable growth. By combining efficiency with responsibility, we help our customers succeed while contributing to a more sustainable future.

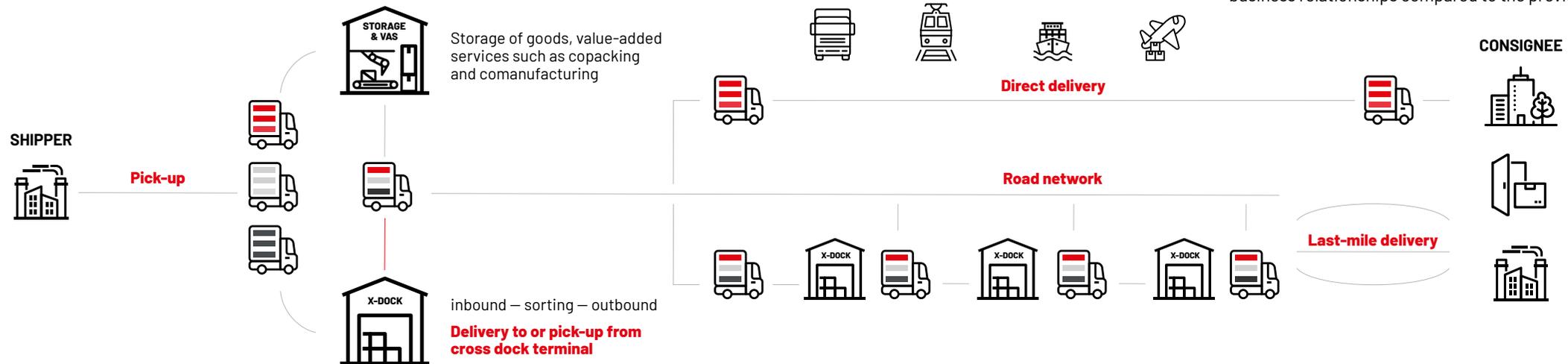
Raben Group serves companies worldwide, partnering with both local businesses and global brands across various industries, including food and non-food FMCG, automotive and more. Our flexible approach to partnerships allows customers to choose between long-term contracts, annually renewable agreements and spot deals.

To ensure high-quality logistics services, we invest in advanced IT systems such as Transport Management System and Warehouse Management System. Additionally, to optimize our processes, we have developed our own business IT environment - the myRaben app. This robust tool enables customers to place orders, track shipments, manage inventory, and efficiently plan deliveries.

Our business model is built on a strong foundation of both our own resources and strategic partnerships. We operate our own fleet of trucks while working closely with external transport providers, ranging from small local businesses to large logistics enterprises. Long-term contracts with regular carriers ensure stability, while spot carriers provide the flexibility needed to adapt to market demands.

In addition, we prioritize the advancement of our warehousing solutions, which aim to ensure the highest quality in the storage of goods. We believe that warehousing stands for the foundation for the provision of efficient and scalable logistics. Our warehousing capabilities are based on both owned and leased infrastructure, developed in collaboration with external construction companies and leading industrial developers.

There were no significant changes in activities, value chain and other business relationships compared to the previous reporting period.





# EUROPEAN PARTNER IN LOGISTICS

## Our services

### Road Network

Road transport is the core of our business. We operate our own fleet and collaborate with trusted external carriers, building long-term partnerships. This collaboration ensures flexibility, allowing us to adapt to a dynamic environment while ensuring reliable and uninterrupted services for our customers. We offer both domestic and international groupage, along with comprehensive customs services and storage solutions.

### 4PL (Lead Logistics Provider)

Raben Group serves as an integrator, managing end-to-end supply chains for customers. We continuously oversee every step of the process, from the transportation of raw materials to the final delivery of goods to the end customer.

### Sea and Air

Sea and air freight services enable the transportation of goods over long distances. As part of this service, we also provide intermodal transport solutions.

### FTL/PTL

We provide both international and domestic road transport for Full Truck Load (FTL) and Part Truck Load (PTL) shipments. Our services optimize delivery costs by eliminating the need for transloading. Additionally, for long-distance routes, we offer intermodal transport solutions that combines various modes of transportation, ensuring efficiency and flexibility throughout the supply chain.

### Contract Logistics

Raben Group provides a diverse portfolio of warehousing solutions, including the handling, storage and distribution of goods. We provide value-added services such as labeling, packaging, and assembly of promotional sets, as well as e-commerce operations.

### Fresh Logistics

As Fresh Logistics provider, we offer comprehensive solutions for transporting fresh goods in controlled temperatures. Ranging from 0°C to +2°C (for ultra-fresh products) and from +2°C to +6°C, we prioritise the safety of transported goods. Customers can benefit from the services of warehousing, domestic distribution, and international transport - both groupage and FTL shipments.

### Real Estate

We design and build warehouses tailored to our operational needs, ensuring optimal efficiency and scalability. Each facility is strategically located, equipped with cutting-edge technologies, and designed to comply with energy efficiency standards and environmental regulations.



# VALUE CREATION MODEL

## Key resources

**Human capital:** Our most important assets are people. Their expertise and experience, as well as the drive to continuous self-development and proactive daily customers service, allow us to create unique value for the organisation, our business partners and social environment.

**Financial capital:** We use both external funding and internally generated capital to strengthen our position within the industry and further develop the business activities.

**Partners and suppliers:** The foundation of our business model is built on long-term relationships with our partners and suppliers, including carriers, facility lease operators, industrial developers, employment and part-time agencies, and IT service providers.

**Environmental capital:** We depend on natural resources, primarily fossil fuels such as crude oil and natural gas. However, with the ongoing energy transition, these are increasingly being replaced by renewable energy sources such as wind, solar power, and bio-based fuels. Additionally, our operations rely on the land availability where we either build our own or rent warehouses - a key component supporting our logistics infrastructure. Moreover, the continuity of logistics processes largely depends on climate stability.

**Technological capital:** Advanced technologies and innovations are transforming the way we operate, serving as key drivers of organisational growth and supporting the transition to a sustainable future. We leverage these advancements to build our competitive edge, while ensuring the security of our IT infrastructure and safeguarding sensitive information.

**Infrastructure:** As a logistics service provider, we depend on public infrastructure such as roads, railways, publicly accessible parking areas, terminals, vehicle refueling and charging stations. The current state of and future developments of these facilities play a critical role in driving the efficiency of our services.



## Value creation

**For employees:** We create a respectful and safe work environment, providing decent and fair working conditions.

**For shareholders:** We strive to continuously increase the value of Raben Group.

**For customers:** We are a reliable partner that creates a resilient supply chain, supporting our customers in achieving their goals.

**For European economy:** The transport sector has a significant impact on economic growth. As one of the European leaders, we significantly contribute to the European economy and employment stability.

**For planet:** We are responsible for our impact on the environment. We recognise our impact on nature, therefore we strive to reduce greenhouse gas emissions and tackle climate change.

**For people:** We are responsible with whom we operate. We promote and require our suppliers to build a value-driven work environment founded on ethical principles and respect for human and labour rights.



# SUSTAINABILITY STRATEGY

Our objective is to be a leading European transport and logistics service provider through organic growth and successful acquisitions. At the same time, we are aware of our impact on the environment, society and the business landscape. Over the past years, we have witnessed a rapidly evolving ESG regulatory environment, bringing new risks and challenges. In response, we have incorporated sustainability into our business strategy for over a decade.

Our sustainability strategy is structured around three core pillars: environmental protection, social impact and responsible organisation. Strategic priorities were identified based on internal insights and complemented by external stakeholder perspectives. The stakeholder engagement process provided broader context and a deeper understanding of our position and the challenges we face.

## ENVIRONMENTAL PROTECTION

We are committed to reducing GHG emissions, optimising energy use and adopting sustainable practices across every aspect of our logistics processes, including promoting circular economy and water management. We strive to lower the carbon footprint of our fleet through the gradual introduction of alternative fuel vehicles, including electric trucks and leveraging advanced trip planning to reduce fuel consumption and streamline operations. In addition, we are preventing air pollution by using trucks that meet the most recent EURO standard.

## SOCIAL IMPACT

We believe that business success is not solely measured by financial performance, but also by the well-being of our employees, the communities we serve, and the fair treatment of everyone across our supply chain. Our strategy outlines a clear commitment to ensuring safe working conditions, respecting labour rights, and fostering an inclusive and diverse workplace.

## RESPONSIBLE ORGANISATION

Strong corporate governance is essential for the integrity and long-term success of our business. Raben Group strategy places a high priority on fostering transparency, ethical decision-making, and robust oversight throughout the company. As part of our commitment to robust governance, we have implemented clear policies to ensure compliance with environmental, social, and labour regulations. We continuously review and adapt our business practices to ensure they align with our corporate values and the expectations of our stakeholders.





# SUSTAINABILITY STRATEGY

## MANAGEMENT

In 2021, the Raben Group Sustainability Strategy was officially approved by the Raben Group Board and fully integrated into our business model. To oversee the implementation and progress of the strategy, we have established a Sustainability Committee. This voluntary governance body is tasked with monitoring progress and recommending actions to address emerging challenges and opportunities, reviewing risks and accept new targets. The Committee meets quarterly to review progress on the Sustainability Strategy, including climate-related goals and projects.

Since the last strategy update in 2021, we have further strengthened our commitment to responsible growth by addressing new environmental, social and governance (ESG) challenges. In 2025, we plan to update of the strategy by reinforcing our focus on responsible business practices. In 2025, we officially completed re-validation of our science-based climate targets (read more in section 'Our decarbonisation targets'). In addition, we raised the bar for fleet quality as defined by the EURO emissions standard. Finally, since 2025, we have started to engage our external carriers to improve the environmental performance of our road transport operations. As part of this effort, we have also set new targets to enhance transparency in our supply chain.



## SUSTAINABILITY-LINKED FINANCING

In 2021, we turned ESG challenges into opportunities by signing the logistics sector's first-ever Sustainability-Linked Loan (SLL) agreement. By integrating ESG objectives into the financing agreement and ultimately into the business strategy, we have not only supported the achievement of the company's short-term financial performance, but also paved the way for long-term sustainable growth.

In 2025, we reached the next milestone by signing new sustainability-linked factoring agreement, which offers a win-win scenario for both Raben Group and its suppliers. The company benefits by creating a more sustainable, resilient, and innovative supply chain, while carriers gain improved access to capital, reduced financing costs, and the operational benefits of adopting sustainable practices.

The agreement contains the following commitments, which require close cooperation with our suppliers:

**Target 1:** Combating air pollution by increasing the share of EURO VI vehicles.

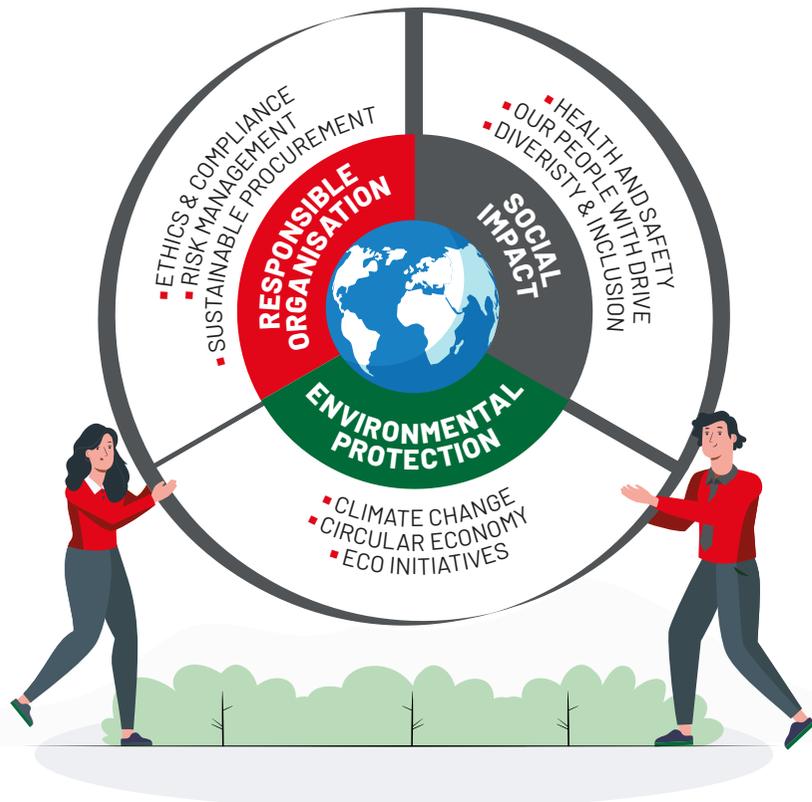
**Target 2:** Combating climate change by encouraging suppliers to calculate their carbon footprint.

**Target 3:** Improving the transparency of risks in the supply chain through suppliers' engagement in self-assessment.



# SUSTAINABILITY STRATEGY

## PILLARS AND AREAS OF RABEN GROUP SUSTAINABILITY STRATEGY



## OUR COMMITMENTS FOR 2025

- GOAL 1** Offices and warehouses GHG emissions intensity **-30%** compare to the 2020
- GOAL 2** Transportation GHG intensity **-10%** compare to the 2020
- GOAL 3** Share of vehicles above EURO V and Alternative Fuel vehicles **96%** by 2025
- GOAL 4** Female managerial ratio **34%** by 2025
- GOAL 5** Increase in EcoVadis score **+2**

## SBTi COMMITMENTS

- 1.5°C trajectory  
**SBTi GOAL 1** Scope 1 and 2 GHG emissions **-60.4%** by 2032
- well-below 2.0°C trajectory  
**SBTi GOAL 2** Suppliers engagement (upstream transportation and distribution) **79%** of carriers SBTi engaged by 2027





# SUSTAINABILITY LINKED LOAN – 2024 PERFORMANCE

Emissions intensity in offices and warehouses

**7.2 kg CO<sub>2</sub>e/m<sup>2</sup>**

Base-year level: **43.32**  
Target for 2024: **31.41**

Emissions intensity of transport activities

**102.6 g CO<sub>2</sub>e/tkm**

Base-year level: **111.13**  
Target for 2024: **102.79**

Number of vehicles compliant with emissions standards (EURO V, EURO VI and AF)

**96.6%**

Base-year level: **73%**  
Target for 2024: **87%**

Female managerial ratio

**33.75%**

Base-year level: **29%**  
Target for 2024: **33%**

EcoVadis rating

**71 points**

Base-year level: **53 points**  
Target for 2024: **67 points**

Base year for all targets: 2020



# GOVERNANCE





# GOVERNANCE HIGHLIGHTS

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Employees trained on information security

**48%**

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Employees trained on anti-corruption and bribery

**43%**

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Employees trained on diversity, equity and inclusion

**42%**

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Depots covered by the ISO 27001 management system

**23%**

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Raben Group contributes to:



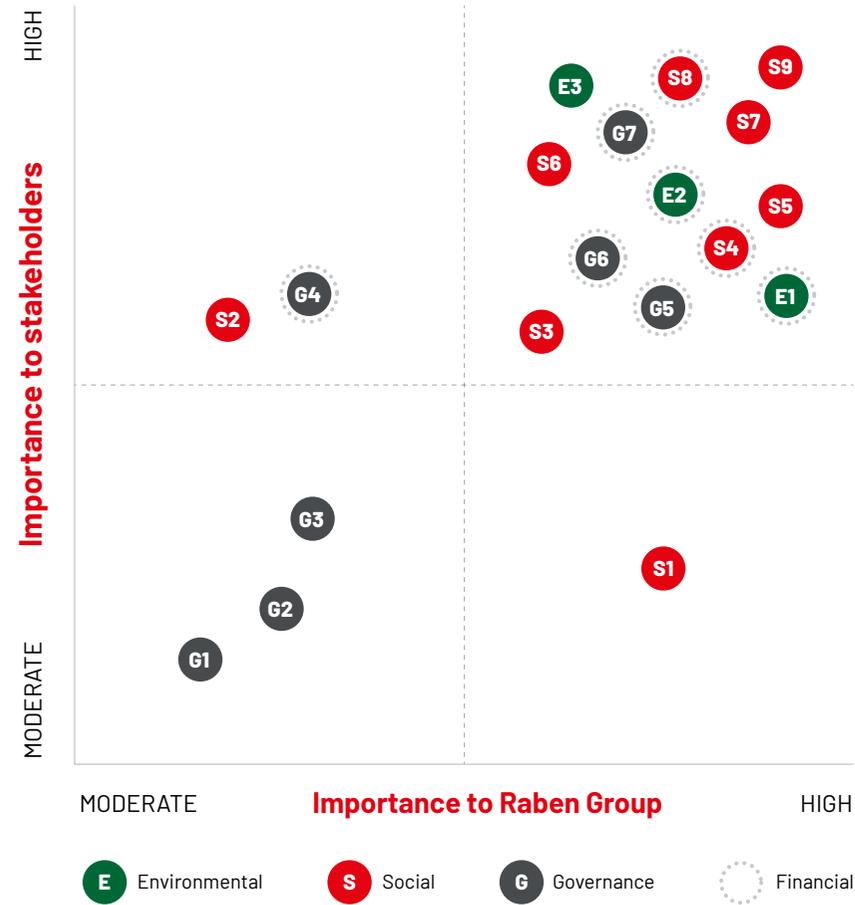


# MATERIALITY ASSESSMENT

In 2022, we developed a materiality matrix using an extensive stakeholder dialogue with employees, customers, suppliers, and financing institutions. The stakeholder dialogue was conducted in two steps. First, we gathered insights through an anonymous questionnaire. This was followed by dialogue sessions led by external experts. Finally, the identified themes were assessed against the financial impact. The findings from the research were presented to the Sustainability Steering Committee and approved. Since then, the matrix has not been updated and no changes have been made. The matrix is reviewed annually by the Sustainability Steering Committee as part of the review procedure.

In 2024, this material topics list was additionally reassessed through the annual Raben Group customer satisfaction survey (NPS). For the standard evaluation questionnaire, we added a set of topics relating to the environment, people and corporate governance. The survey results has confirmed the validity of the existing topics.

Currently, the Company is identifying the material topics under the requirements outlined in the European Sustainability Reporting Standards ('ESRS'). Materiality matrix will be updated to include impacts, risks and opportunities, as well as identified dependencies. Subsequently, we aim to incorporate the perspectives of both internal and external stakeholders. The entire process is planned to be completed in 2025.



## ENVIRONMENTAL PERFORMANCE

- E1 GHG emissions
- E2 Climate change
- E3 Energy management

## SOCIAL PERFORMANCE

- S1 Safety of food warehousing and distribution
- S2 Road safety
- S3 Employees engagement
- S4 Customer satisfaction
- S5 Diversity and inclusion
- S6 HR management
- S7 Training and development
- S8 Drivers' working conditions
- S9 Health and safety

## GOVERNANCE PERFORMANCE

- G1 War in Ukraine
- G2 Anti-corruption
- G3 Financial performance
- G4 Innovation
- G5 Risk management
- G6 Cybersecurity, information security and GDPR
- G7 Sustainability transparency



# OUR GOVERNANCE

**Corporate governance is built on a clear structure, ensuring efficient decision-making, management of key topics and supervision of the strategy.**

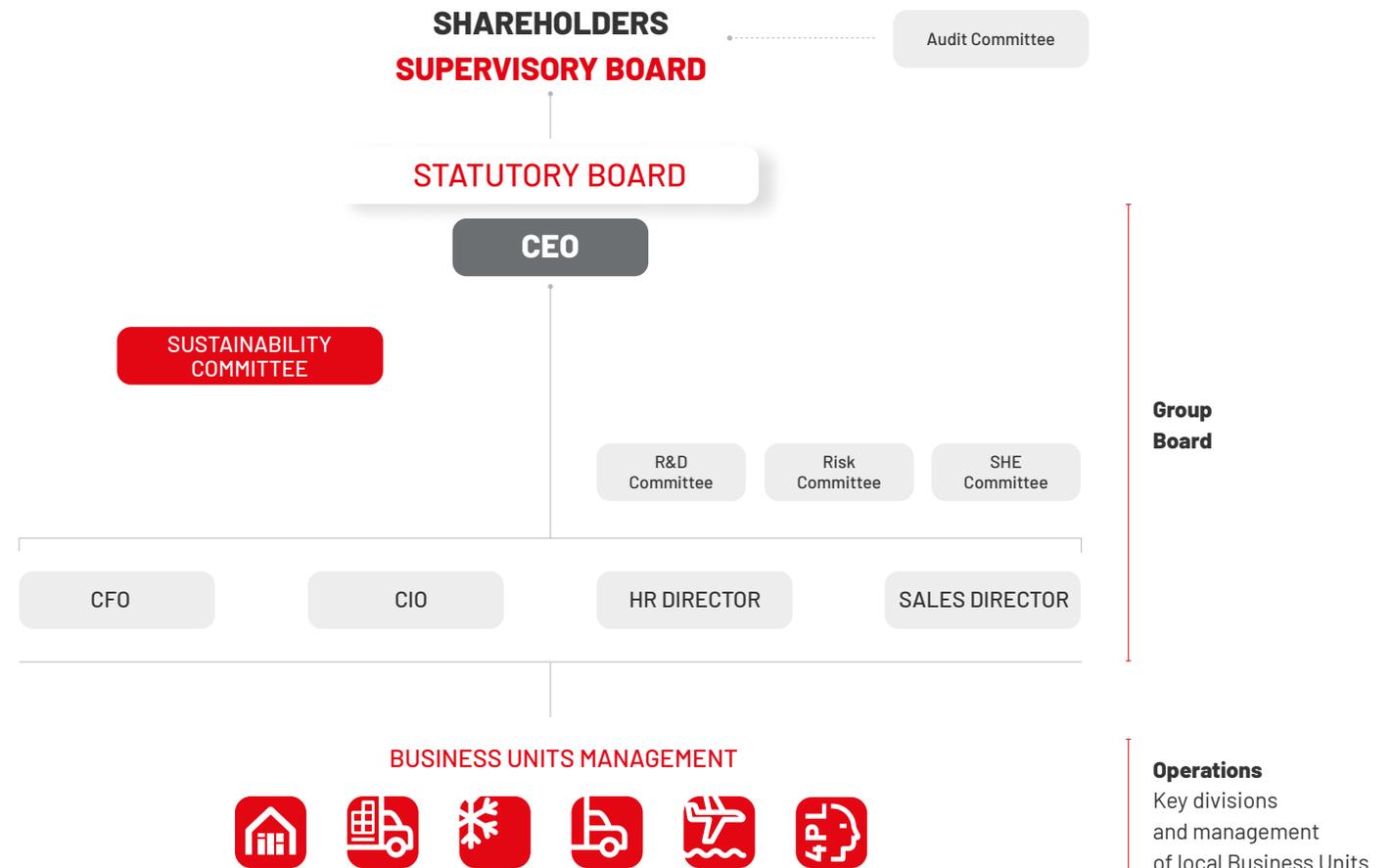
## SUPERVISORY BOARD

The Supervisory Board of Raben Group N.V. is responsible for overseeing the activities of the management board to ensure that the company is being run in accordance with its goals, policies, and legal requirements and to protect the interests of shareholders and other stakeholders. The Supervisory Board advises the Statutory Board of Raben Group (hereinafter referred to as the 'Statutory Board') and the Group Board, including the Chief Executive Officer ('CEO') and other members of the Group Board on the effective management. The Supervisory Board approves strategic matters presented by the CEO or other members of the Group Board. The Supervisory Board consists of four independent members appointed for an indefinite term, all of whom are experts in the transport and logistics industry. The Supervisory Board meets at least quarterly.

### Composition:

- Gerard Van Kesteren
- Ben Van De Vrie
- Stefan Delacher
- Robert Erni

There were no changes in the composition of the Supervisory Board in 2024. There are no stakeholder and under-represented social group representatives on the Supervisory Board.





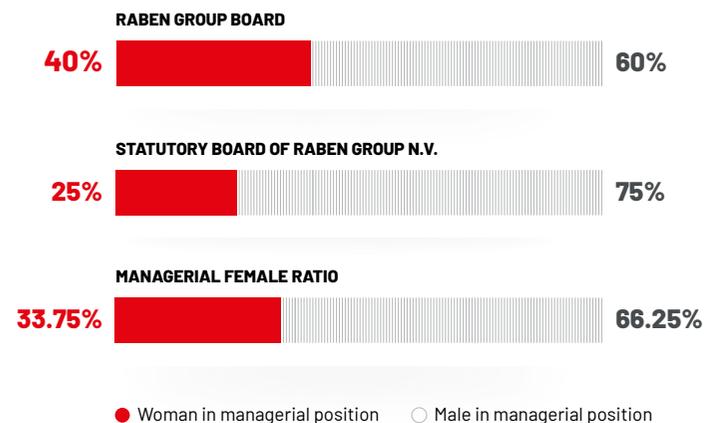
# OUR GOVERNANCE

## STATUTORY BOARD OF RABEN GROUP N.V.

The highest executive governance body of Raben Group, headed by the CEO, is the Statutory Board of Raben Group N.V. ('Statutory Board'). To avoid potential conflicts of interest due to the CEO's dual role as owner and executive, a Supervisory Board with advisory and control powers has been established.

The Statutory Board manages Raben Group, appoints and dismisses Raben Group Board Members and defines the powers and duties of Raben Group Board. The Statutory Board members are appointed for an indefinite term by the CEO according to their competencies and experience, following a positive recommendation by the Supervisory Board. No other relevant criteria are considered.

*There are no conflicts of interest regarding cross-board membership, cross-shareholdings with suppliers and other stakeholders, related parties, their relationships, transactions and outstanding balances.*



## Evaluation process:

Statutory Board evaluation is conducted annually based on Raben Group performance and targets achieved, including the ESG targets of the Sustainability Strategy and the SLL for reviewing the results of the Statutory Board members and the Group Board. Separately, the Supervisory Board annually reviews and assesses the performance of the Statutory Board and the Group Board on an annual basis.

*In the reporting year, the Supervisory Board did not raise any objections or recommend any changes to the composition of the Executive Board. Furthermore, we did not engage external consultants or auditors for the evaluation process.*

## Composition:

- Ewald Raben - Chief Executive Officer ('CEO')
- Marek Zdanowicz - Chief Financial Officer ('CFO')
- Katarzyna Jaeger - Group Sales Director
- Sławomir Pawlak - Chief Information Officer ('CIO')

*There are no other stakeholder or social group representatives on the highest governance body. There were no changes in the composition of the Statutory Board of Raben Group N.V. in 2024. On January 1, 2025, the composition of the Statutory Board of Raben Group N.V. has been extended by one member, Sławomir Pawlak.*

## Scope of responsibilities:

CEO, as the head of the company, is directly responsible for the supervision of key operational segments, in addition to Human Resources, Information Technology ('IT'), and Real Estate.

CFO, as the financial authority, oversees Finance and Controlling, Risk Management, Compliance, Sustainability, and Legal functions.

Group Sales Director holds responsibility for Sales and Marketing, Customer Service, and the 4PL segment.

CIO is responsible for maintaining and developing Raben Group's information technology, cyber security, Research and Development department.

## RABEN GROUP BOARD

Raben Group Board is a non-statutory, internal management committee of the Raben Group. Its responsibilities include key decision-making, setting long-term goals, approving Group policies and internal procedures, including ESG- and climate-related documents and targets. Finally, Raben Group Board has the authority to approve specific matters presented by the Statutory Board of each Business Unit.

## Composition:

- Chief Executive Officer
- Group Finance Director/Chief Financial Officer
- Group Sales Director
- Group HR Director
- Chief Information Officer

*In 2024, there were no changes in the composition of Raben Group Board.*



# OUR GOVERNANCE

## BOARDS OF RABEN GROUP BUSINESS UNITS

The Statutory Board appoints the Boards of Raben Group Business Units. Each Board is responsible for achieving strategic objectives, managing risks and relevant ESG issues. They are also responsible for obtaining the Group Board and/or Supervisory Board approvals for specific matters.

### Composition:

One or more managing directors as may be appointed from time to time by the general meeting of each Group Business Unit.

## REMUNERATION POLICIES

Members of the Statutory Boards and other senior executives are remunerated based on standard employment contracts, incorporating fixed and variable compensation elements. To emphasise the importance of sustainability issues, selected components of directors' remuneration are also linked to ESG performance.

## COMMITTEES

The Statutory Board of Raben Group N.V. and Raben Group Board are supported by Committees, which have an advisory function. As a general rule, at least one member of the Board is involved in the work of a committee and the composition is supplemented by members according to their competencies and experience. Committees do not have a tenure of office.

### ESG-related committees

*whose composition includes Board members.*

**Audit Committee** – responsible for the supervision of Internal Audit, External Audit monitoring the Whistleblowing Standard, and processing all critical concerns. Audit Committee Chairman is delegated from Supervisory Board.

**R&D Steering Committee** – the task of the Steering Committee is to review the progress of the innovation projects, decide on next steps and endorse changes for wider implementation in the Raben Group.

**Risk Committee** – responsible for managing compliance with legal obligations, risk, business continuity, as well as developing Raben Group's security system, including cybersecurity, information security and personal data protection.

**Sustainability Committee** – responsible for supporting of the implementation of the revised Sustainability Strategy, evaluation of strategies and plans, KPIs, ESG, including climate-related targets. It also proposes and approves sustainability initiatives.

**SHE Committee** – responsible for actively contributing to the building of a safety culture within Raben Group by evaluating and approving plans, SHE standards, new projects to prevent injuries and improve working conditions.



# SUSTAINABILITY MANAGEMENT

## MANAGING

Management Board defines the strategy, allocates resources including cost budgets, investments, staff and technology to execute Sustainability Strategy. The knowledge of Board Members is continuously developed through internal meetings, workshops and external conferences.

Raben Group sustainability management model is build on a strong internal governance framework, with the Sustainability Steering Committee, comprising key department representatives, ensuring cross-functional collaboration and a holistic approach. Its core responsibilities include developing, implementing, and monitoring the Sustainability Strategy, as well as tracking progress and effectively communicating outcomes. Beyond that, individual members, together with key internal stakeholders, are involved in updating the risks and opportunities, including those related to climate.

The Committee comprises includes the CEO, CFO, Group HR Director, CIO, Head of R&D, Head of Real Estate, Head of Road Network, Group Business Development Director, Risk Director, Group PR Manager, in addition to the Sustainability Director.

As of 2025, the Group has established a stand-alone Sustainability Department, located within the Finance Department. Sustainability Director reports to CFO and acts as the primary intermediary between the board and operations teams, translating strategic sustainability goals into concrete policies and practices. At the operational level, the sustainability department defines and monitors key performance indicators, oversees progress, and manages risk. Its responsibilities

include stakeholder engagement and transparent communication with investors, employees, customers, and other parties.

Finally, directors and managers play a pivotal role in integrating sustainability-related initiatives across the organisation, ensuring that sustainability is embedded in all levels of the company. They serve as operational connectors, ensuring that high-level strategic goals are aligned with day-to-day actions.

Rapidly changing environment demands adapting the management structure to new, actual challenges. At Raben Group this role is fulfilled by task forces. We define a task force as a temporary, cross-functional team set up to tackle specific, time-sensitive projects or challenges that extend beyond the department's regular responsibilities. For example, in the context of planning the implementation of electric vehicle (EV) trucks, the task force plays a key role in guiding the project.

## MONITORING AND REPORTING

Reporting, as part of sustainability management, is implemented in two tracks. Strategic targets are monitored quarterly or annually and reported to the Sustainability Committee. In addition, target reporting has been incorporated into the management review of all business units.

Secondly, Raben Group published an annual sustainability report, as a publicly available document. To ensure its credibility, the report is independently verified. By sharing data and progress towards sustainability goals, we build trust with stakeholders - ranging from financial institutions and customers to employees and regulatory bodies - and demonstrate our commitment to responsible business practices.

Finally, we monitor our emissions on a monthly basis and provide customers with detailed data on greenhouse gas emissions on demand. This powerful tool fosters transparency, accountability and continuous improvement in one of the most challenging areas.

In addition, to provide our stakeholders with comparable information and an independent assessment, we decided to be evaluated by EcoVadis, which rates our commitment and actions in the areas of environment, labour and human rights, ethics, and procurement. In 2024, we achieved 71 points (compared to 65 points in 2023) and received a silver medal. Participation in the EcoVadis Rating and systematic progress has been one of SLL target.

Boosting our efforts in the GHG reduction, we have reassessed our climate-related plans, policies, and actions under the CDP ('Carbon Disclosure Project') initiative. The score for 2024 is expected in Q2 of 2025.

## EXTERNAL ASSURANCE

Our commitment to transparency and accountability is demonstrated by the external assurance of our Sustainability Report. The report is verified by the same auditor that is appointed to audit the financial statement. In the current reporting period, it is EY Accountants B.V. (EY). EY performs a limited assurance engagement to determine nothing has come to EY's attention that causes EY to believe that the selected indicators and disclosures are not prepared, in all material respects, in accordance with the applicable criteria (GRI supplemented by Group-specific criteria).



# STAKEHOLDER ENGAGEMENT

Raben Group places stakeholder engagement at the heart of its sustainability strategy. We actively involve customers, employees, suppliers, and local communities in a continuous dialogue to understand their expectations and integrate their insights into our practices. We use methods of engagement that suit the needs of each group. Regular surveys, workshops and meetings help us align our priorities with stakeholder values. This dialogue not only enhances trust and transparency. By incorporating diverse perspectives, we ensure that our sustainability initiatives are practical, forward-thinking, and beneficial for all, positioning our company as a responsible leader in sustainable transport solutions.

Our managers play a crucial role by spearheading these initiatives, facilitating communication, and ensuring that feedback is incorporated into operational decisions. They gather and analyse engagement data to identify key trends, concerns, and opportunities, sharing these insights with relevant departments and leadership to guide informed decision-making. Furthermore, Raben Group Board and/or Business Units Statutory Boards representatives meet annually with the management team to review the effectiveness of the dialogue process, ensuring continuous improvement and accountability in our operations.

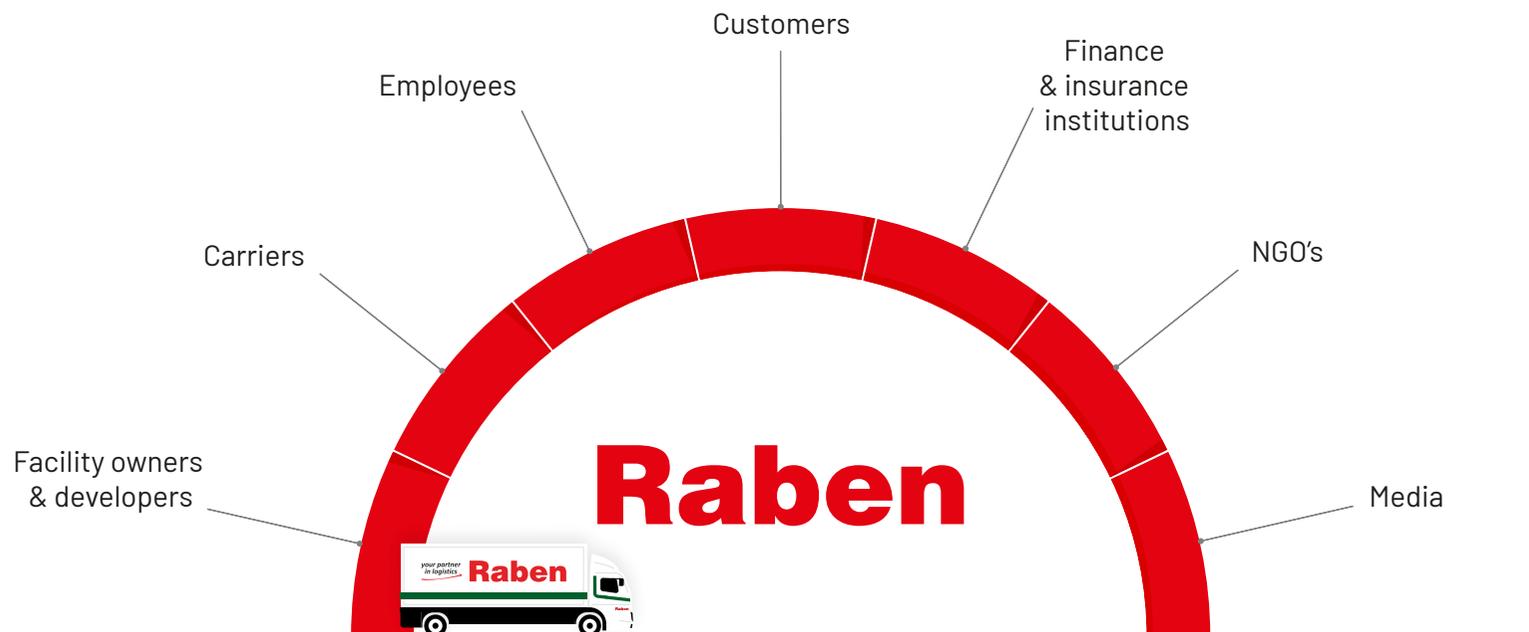
From a transport and logistics industry standpoint, effective dialogue with transport partners and their drivers is of paramount importance. Apart from regular meetings with our carriers, we leverage the opportunities offered by the Responsible Trucking programme and assessment tool developed by CSR Europe and &Wider to give truck drivers a voice and enable them to freely pass comment on their working conditions (see section: 'Spot the drivers').

CATEGORY	ENGAGEMENT METHOD	DESCRIPTION
<b>Customers</b>	Annual Customer satisfaction survey	To ensure a high level of customer satisfaction, we measure it regularly using a standardised questionnaire.  Open-ended questions areas for improvement, while the monitored Net Promoter Score (NPS) and Customer Satisfaction Index (CSI) reflect the overall satisfaction of our customers.
	Ongoing communication	We build strong relationships with our customers and increase our knowledge of their needs and expectations through systematic meetings. Each customer is assigned a dedicated account manager who is responsible for ongoing communication.
	Annual meeting	
<b>Carriers</b>	Annual meetings	To maintain good relations with our key suppliers, we hold dialogue sessions to address key issues throughout the year.
<b>Financial institution</b>	Annual meetings	Recognising the need for transparent communication, we cooperate continuously on ESG topics with our banking partners, including annual bankers meeting.
<b>Insurance companies</b>	Annual meetings	The aim of the annual meeting with insurance companies is to strengthen mutual trust and provide a platform to discuss the current market situation, risks and opportunities affecting the insurance and TSL market.
<b>Employees</b>	Annual Pulse Check	We measure the engagement of our employees using the Pulse Check questionnaire. It allows employees to share their opinions and feedback.
	Social dialogue, collective bargaining and other forms of consultation	We respect the right of employees to freedom of association and engage in discussions and meetings with employee representatives in accordance with the applicable law and regulations.



# STAKEHOLDER ENGAGEMENT

**As one of the leaders in the TSL industry, we strive to make a positive impact on the market. We believe that by engaging with industry associations or organisations at both national and European level, we have a positive impact on the industry and regulations. This is also an opportunity to build expertise and knowledge of the expectations and needs of our stakeholders.**



Raben Group companies are members of national and international industry organisations for freight forwarders, transportation companies, enterprises, including but not limited to:

- **International and domestic chambers of commerce**
- **Global Freight Group**
- **WCA (World Cargo Alliance)**
- **International Air Transport Association**
- **International Federation of Freight Forwarders Associations**
- **International Network of Independent Freight Forwarders**
- **European Food Network**
- **FENEX (De Nederlandse organisatie voor expeditie en logistiek)**
- **Sedex**



Raben Group is an active member of the United Nation Global Compact Network. In 2024, we participated in the Governance Compass Programme.



We are also a member of the CSR Europe association, where we participate in the Responsible Trucking initiative.



Understanding the importance of the development of the alternative fuels market, we have joined the Polish New Mobility Association.



# SUSTAINABILITY RISK MANAGEMENT

Risk Management is one of the pillars of decision-making in Raben Group. To ensure the effectiveness of our risk management process, we integrate risk management practices at every level of our business. We have adopted a comprehensive Insurance and Risk Management Policy to guide our approach to managing risk and capitalising on opportunities across our supply chain.

The Group Risk Director oversees risk management initiatives and ensures alignment with both regulatory requirements and internal standards. Each business unit conducts regular risk assessments as part of our integrated management systems. Additionally, the Sustainability Department leads ESG risk and opportunities assessment throughout the organisation, addressing long-term challenges such as climate change and social responsibility. This integrated approach supports operational stability, drives innovation, and contributes to sustainable growth.

Highest severity risks are presented at the risk review and acknowledged by highest governance body. In addition, critical risks are also discussed at the Sustainability Steering Committee meetings.

To incorporate risk assessment into our materiality assessments, we have streamlined our existing processes to align with expanded requirements and to incorporate a broader time perspective. The sustainability risk assessment is currently conducted across three time horizons: short-term (next year), medium-term (2–5 years), and long-term (up to 10 years). However, climate risks, due their nature, exceed these time frames and are therefore assessed up to 2050.

A detailed description of the approach to climate risk and opportunities management is provided in the section entitled 'Approach to climate risk and opportunities management'. Risk Director leads this review process alongside the Sustainability Director, supported by internal experts including the CFO, who evaluates the financial impact of risks. Risk and opportunities assessment process is planned to be completed by 2025.



Year	ecovadis	ACDP
2025	71 (silver)	B
2024	65 (silver)	A-
2023	61 (silver)	C
2022	61 (silver)	C
2021	53 (bronze)	D

## Due diligence

The due diligence process serves both as a risk management tool and a strategic framework for integrating human rights and other ESG topics into the business. It helps identify, assess and mitigate actual and potential impacts and risks, ensures compliance with international standards and enhances stakeholder engagement, ensuring compliance with international standards and respect rights of all affected parties.

Currently, we are conducting an impact, risks and opportunities assessment related to human rights and other sustainability topics.

Raben Group operates in Germany, where the supply chain due diligence regulation is in effect ('The Act on Corporate Due Diligence Obligations in Supply Chains'/'Lieferkettensorgfaltspflichtengesetz - LkSG'). In 2025, for the first time, Raben Trans European Germany will provide a report on the implementation of its due diligence obligations.

As this Act, along with other existing due diligence regulations, indirectly affects all Raben Group Business Units, we strive to ensure that due diligence processes are conducted and properly documented across the Group.



# BUSINESS ETHICS

We are guided by a commitment to conducting business with integrity. To ensure that we all and always follow our values and principles, Raben Group provides clear policies and guidelines for employees and all its partners. These all form then Raben Group ethical framework, where the Code of Ethics plays a pivotal role. However, being a multinational company, legal compliance is only a baseline for us. In line with international standards and good practices, we adopt stricter principles and requirements that apply equally to us and our suppliers.

## ETHICS MANAGEMENT

Raben Group Code of Ethics refers to the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, United Nations Guiding Principles on Business and Human Rights and ILO Declaration on Fundamental Principles and Rights at Work. It applies to both employees and suppliers as well as its suppliers and addresses key areas such as the respect for labour rights, human rights, and the protection of the natural environment, ensuring that we and our operations contribute positively to society and the planet.

The Code of Ethics has been formally adopted at Raben Group level and successfully implemented in all companies.<sup>1</sup> The next step is to incorporate the Code of Ethics into contracts with suppliers. The Risk Director oversees the effective implementation of the Code of Ethics for both employees and suppliers and ensures its periodic review.

 **CODE OF ETHICS**  
<https://www.raben-group.com/about-us/ethics>

<sup>1</sup> exlc. Germany; Code of Ethics currently under negotiation with works council

We believe that well-informed employees are less likely to engage in behaviour that could lead to legal or regulatory violations. Therefore, in 2024, we launched an internal online platform to provide our employees with ethics-related training. This platform is currently available to all administrative employees in all business units. Within the first year, we delivered two training sessions on diversity and anti-corruption. The training plan for each year is jointly agreed by the Risk Director and Sustainability Director.

## HUMAN RIGHTS POLICY

In 2024, we have adopted stand-alone Human rights policy to demonstrate our commitment to respect human rights as defined by the International Bill of Human Rights and ILO Declaration on Fundamental Principles and Rights at Work. This Policy applies to all Raben Group companies and their employees as well as its direct and indirect suppliers. To ensure effective management we have established a human rights management framework, governed by the CFO with the due diligence process at its heart (to learn more about the impact on human rights, see section 'Impact on human rights').

Following the implementation of the policy, we conducted training for the Sustainability Steering Committee members and managers responsible for introducing the policy within business units and departments. In 2025, we plan to continue human rights training.

We understand that our customers require not just a logistics provider but a reliable and trusted partner—one who consistently delivers shipments on time, without unnecessary loss or damage. We are committed to providing high-quality logistics services that exceed expectations.

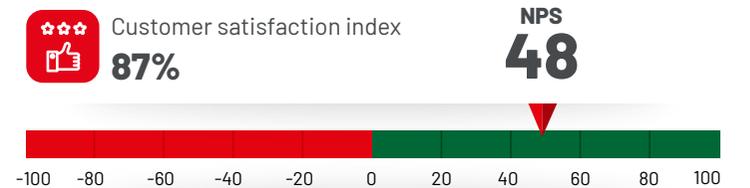
## CUSTOMER EXCELLENCE

We uphold a Service Excellence Standard to maintain exceptional customer service across our organization. This commitment is guided by the Customer Excellence and Leadership Code (CEAL), a set of people-centric communication tools, guidelines, best practices, and inspiring examples. These resources empower our Customer Care teams across all markets to offer outstanding support.

We regularly measure customer satisfaction to adapt our services to evolving customer needs (see chart below). By continuously collecting feedback and analysing results, we identify improvement areas, thereby enhancing overall customer experience and ensuring long-term success.

We understand the importance of offering user-friendly tools that allow customers to efficiently manage their logistics needs. With this in mind, we provide the myRaben platform, enabling customers to easily handle orders, track shipments, and access information seamlessly. Through this application, we aim to enhance customer experience by ensuring simplicity, convenience, and transparency at every interaction.

## NET PROMOTER SCORE



 **HUMAN RIGHTS POLICY**  
<https://www.raben-group.com/about-us/sustainability/governance>



# BUSINESS ETHICS

## ANTI-CORRUPTION

We are committed to upholding the highest standards of integrity, therefore we have adopted the Anti-Bribery and Corruption Policy ('ABC Policy') in all countries where we operate (excluding German entities). To comply with country-specific legal requirements, we also provide our employees and suppliers with local manuals, providing comprehensive guidance on identifying and mitigating corruption practices. In addition, each manual includes practical examples, reporting procedures, and guidance on handling unethical or illegal situations. As part of our ongoing compliance efforts, we provide dedicated anti-corruption training to our employees and executive management, including members of the management boards of our subsidiaries to ensure they understand and follow our ethical policies and legal obligations. In 2024, 43% of our employees (mainly white collars), along with members of the management boards, successfully completed the dedicated anti-corruption training program. Finally, we expect our employees, especially all those responsible for procurement and financial operations, to assess all business partners on an ongoing basis.

## SANCTION

To ensure compliance with international sanctions regulations, we adopted a Sanctions Compliance Policy. It sets up a sanctions control mechanism that leverages IT tools to support the monitoring of stakeholders. The policy applies to all Raben Group Business Units.

 **ANTI-CORRUPTION POLICY**  
<https://www.raben-group.com/about-us/sustainability/governance>

## INFORMATION SECURITY

Integrating information security into the Group's ethical framework is more than just technical safeguards. By prioritising it and aligning internal processes with ISO 27001, we demonstrate our commitment to ensuring confidentiality, integrity and availability of data. The Information Security Management System has been implemented and confirmed as compliant with ISO 27001 by an external auditor.

SMS is governed by the Risk Director and the Group Chief Information Security Officer (CISO). The Risk Director oversees identification, assessment, and mitigation of information security risks across the Group, while the CISO collaborates with IT to drive security improvements.

Internal audits and training are fundamental to our information security strategy. Regular internal audits allow us to identify vulnerabilities and improve our processes, while comprehensive and regular training equips employees to detect and respond effectively to threats.

We also assess suppliers to mitigate risks arising from third-party integrations. Clear reporting channels enable prompt responses to breaches or non-compliance. The four incidents reported last year provided valuable insights that have further strengthened our data security and privacy practices.

Raben Group monitors new legislative changes and developments related to information security, including NIS 2 and the AI Act. We assess EU and local regulations, whether already enacted or planned for implementation, and register with the relevant authorities as an essential or important entity where required.

## GRIEVANCE

We recognise that open communication and trust are essential to ensuring integrity. As part of our commitment to responsible business practices, we have adopted Whistleblowing Standard that establishes a robust whistleblowing system to empower employees, suppliers, customers and other external affected stakeholders to report concerns related to unethical or non-compliant behaviour.

This system is supported by a dedicated on-line platform - 'Ethics point' - offering multiple reporting channels, including secure email and a dedicated phone line. This channel is publicly available on Raben Group website and integrated within the Code of ethics for employees and suppliers, as well as the Human Rights Policy, ABC policy and other internal procedures and instructions. The platform is multilingual, ensures anonymity, and protection from retaliation and accessibility for those who wish to report issues. In addition to the 'Ethics point', whistleblowers may also report concerns through alternative channels such as direct communication with managers or team leaders, Audit Department, or Risk Director. All cases are presented and discussed at the Audit Committee's meetings or, if required, on an ongoing basis. In addition, on Business Unit level, the appointed board member is responsible for overseeing and monitoring this process.

Raben Group is committed to providing effective remedies in cases that have caused or contributed to an adverse impact, including those related to human rights.

 **ETHICS POINT**  
<https://secure.ethicspoint.eu/domain/media/en/gui/102577/index.html>



# ENVIRONMENT





# ENVIRONMENT HIGHLIGHTS

Total CO<sub>2</sub> emissions

**897,444 tCO<sub>2</sub>e**

Reduction in scope 1 and scope 2 from the base year (2020)

**35.5%**

Green electricity ratio

**96.3%**

Renewable energy ratio

**22.9%**

EURO V, EURO VI, successor-standard or alternative fuel truck within the Raben Group-owned fleet

**96.6%**

Depots covered by the ISO 14001 management system

**63%**

Depots covered by the ISO 50001 management system

**21%**

Raben Group contributes to:





# GREEN SOLUTIONS MAP

The map illustrates the green solutions implemented in Raben Group, supporting our sustainability goals and helping our clients meet their own commitments. The intensity of the green color in the map reflects the extent to which green solutions have been implemented in each country.

In transport, 12% of our own truck fleet (owned by Raben Group) runs on biofuels, and we are gradually introducing electric trucks.

On selected markets, our warehouses are powered by green electricity, sourced through guarantees of origin certificates or Power Purchase Agreements (PPAs). In addition, our newly built sites have solar panels and heat pumps that significantly reduce emissions, cutting electricity and heating emissions by 96%.

**Green electricity**

**Power Purchase Agreements (PPAs)\***

**Low-emission warehouses\*\***

**Hydrotreated Vegetable Oil (HVO 100)**

**Electric vehicles\*\*\***

99%

99%

100%

100%

99%

88%

100%

95%

91%

\* PPAs - Power Purchase Agreement. Under its provisions, Raben Group's entities are guaranteed electricity from renewable sources each year until 2029 (Polish entities) and 2025 (German entities). PPAs applies to facilities owned (controlled) by Raben Group.

\*\* Low-emission warehouses' locations: Germany - Herborn, Regensburg; The Netherlands - Oss; Poland - Kalisz, Białystok, Wiskitki, Robakowo, Łomża.

\*\*\* Electric vehicles - Raben Group has purchased 11 long-distance trucks and 17 electric yard trucks and has established a charging network across 27 locations. Currently, 3 electric vehicles are in operation in Poland.



# CLIMATE CHANGE – RISK MANAGEMENT

The transport and logistics sector is facing increasing challenges due to climate change, which is having an impact on both physical assets and business operations. Extreme weather conditions, including heavy rainfalls, wildfires, storms and heatwaves, are impacting infrastructure, causing damage to warehouses or roads and increasing maintenance costs. However, climate-related risks and opportunities are highly location-specific, requiring businesses to develop tailored risk management strategies for different geographies.

In addition, we expect regulatory changes to be a key driver of industry transformation over the medium to long term, affecting both risks and opportunities. While new regulations and environmental standards may incentivize sustainable innovation and drive industry-wide improvements, they also introduce potential cost burdens. For businesses operating in warehousing and road transport, adapting to these evolving regulatory demands will be crucial to maintaining efficiency, competitiveness, and long-term viability.

## APPROACH TO CLIMATE RISK AND OPPORTUNITIES MANAGEMENT

In 2021, with the expertise of internal key managers and external specialists, we conducted a comprehensive climate risk and opportunities assessment, based on the requirements of the Task Force on Climate-related Financial Disclosures (TCFD). This assessment considered two science-based climate change scenarios: a temperature increase of less than 1.5°C and an increase of 4.0°C, incorporating both physical and transitional risks. The scenarios have been created using publicly available datasets (including the Intergovernmental Panel on Climate Change (IPCC) scenarios and Nationally Determined Contributions).

The impacts have been identified and assessed quantitatively and qualitatively by an expert group consisting of the of the board members and management representatives using a range of techniques, including brainstorming. The analysis covered three time horizons: short-term (until 2025), medium-term (until 2030) and long-term (until 2050). The process has been conducted fully in line with Raben Group Risk Management System.

In the short term, risk-related costs are estimated to range from EUR 10M to EUR 25M per year, while potential opportunities might generate between EUR 5M and EUR 15M in annual revenue. By 2030, risk costs may double, with further cost increases likely if global warming exceeds 2°C.

In response, Raben Group is seeking to reduce its exposure to climate risk. Dedicated business owners have been assigned to the key climate-related risks and opportunities, and they are responsible for executing risk mitigation strategies and leveraging potential benefits. Additionally, we integrate climate risks and opportunities into our decision-making processes and day-to-day operations, for example in business continuity management plans or investment decisions.

As we approach 2025 – the first evaluation milestone – in 2024, we have initiated a review of our methodology to ensure our approach remains robust and forward-looking. In 2025 we aim to continue the risk review process.





# CLIMATE CHANGE – RISK MANAGEMENT

## KEY ASSUMPTIONS FOR THE TEMPERATURE RISE

### 1.5°C SCENARIO

In this scenario, the world successfully limits global warming to 1.5°C above pre-industrial levels, in line with the Paris Agreement. This requires a globally coordinated effort to decarbonise economies and shift towards sustainable lifestyles.

#### Key assumptions include:

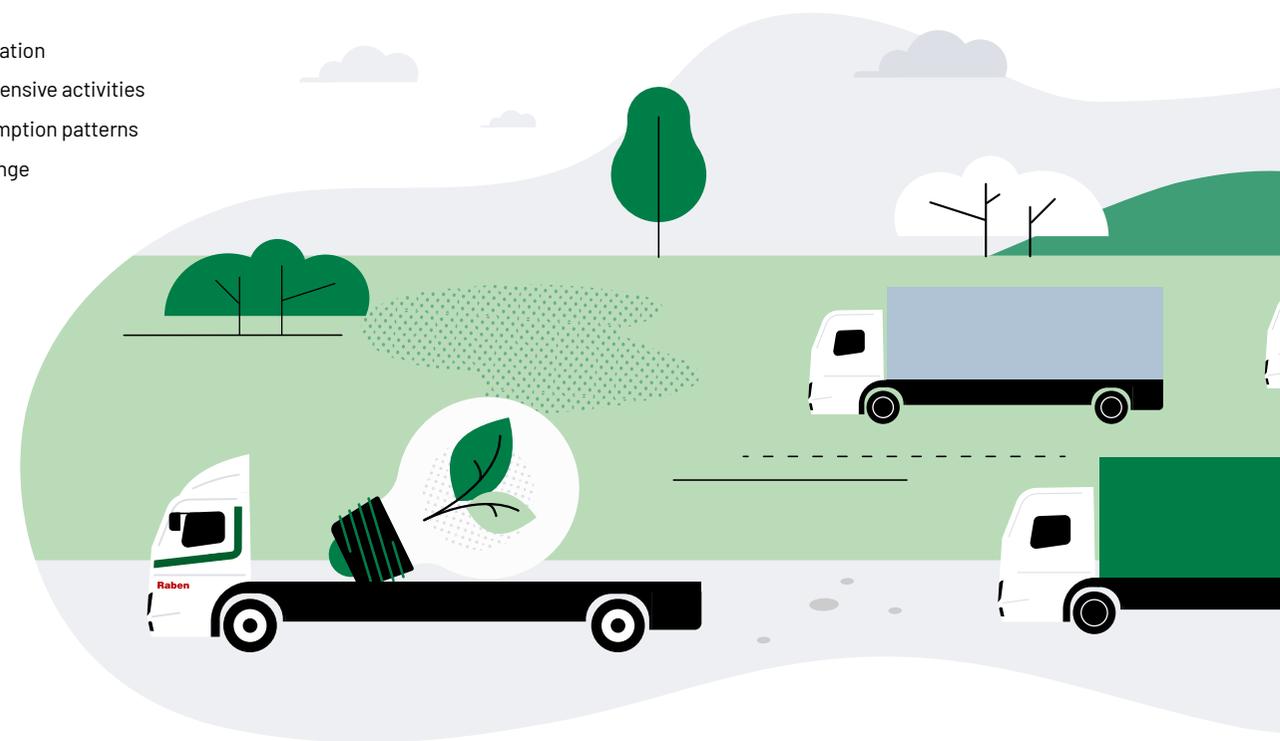
- Transition risks dominate
- Globally coordinated effort to decarbonise in line with the Paris Agreement
- Strict emerging regulations to limiting the use of fossil fuels
- Transition towards more sustainable and less resource-intensive lifestyles
- Rapid decline in costs of key green technologies (electric vehicles and hydrogen)

### 4°C SCENARIO

This scenario represents a future with limited climate action, leading to a global temperature rise of approximately 4°C. It is characterized by continued reliance on fossil fuels, weak climate policies, and severe physical climate impacts.

#### Key assumptions include:

- Larger physical impacts
- Climate policies limited to the current regulation
- Continued use of fossil fuels and energy-intensive activities
- Unsustainable and energy-intensive consumption patterns
- More visible physical effects of climate change





# CLIMATE CHANGE – RISKS

## TRANSITION RISKS

### Increased operating expenditures due to rising prices of energy (conventional and renewable).

	<b>CATEGORY</b>	<b>SCENARIO</b>
	Market	1.5°C & 4°C (short- & medium- & long-term)

#### DESCRIPTION OF THE RISK

The risk associated with increased fuel prices, electricity, and gas due to supply stocks, rising emission performance standards, rising demand for sustainable fuels and renewable energy sources, and decreased extraction efficiency across all markets of Raben Group’s operations.

### Losses due to subcontractors’ limitations or lack of coherence in reducing GHG emissions in the Group’s supply chain.

	<b>CATEGORY</b>	<b>SCENARIO</b>
	Market	1.5°C (short- & medium-term)

#### DESCRIPTION OF THE RISK

The risk includes financial and non-financial losses resulting from failure to decarbonise Raben Group’s value chain (scope 3 emissions). This may be caused by limited capacity of smaller business partners, the unavailability or high cost of green transport technologies, lack of data or an absence of consistent methodologies to calculate climate indicators.

### Decreased ability to achieve targets due to limited ability to attract and retain staff due to poor climate performance.

	<b>CATEGORY</b>	<b>SCENARIO</b>
	Reputational	1.5°C (short- & medium- & long-term)

#### DESCRIPTION OF THE RISK

Failure to reach climate objectives, as well as overall poor climate performance, may result in Raben Group’s inability to retain and motivate its management team and other key employees, and to recruit highly skilled personnel.

The aforementioned may ultimately affect our ability to successfully manage its operations and pursue strategic objectives, resulting in decreased profitability.

## PHYSICAL RISKS

### Low availability or increased catastrophic risk insurance premiums, including extreme weather events.

	<b>CATEGORY</b>	<b>SCENARIO</b>
	Acute	4°C (short- & medium-term)

#### DESCRIPTION OF THE RISK

The increasing frequency of extreme weather events (e.g. drought, floods) translates into rising insurance costs and the potential inability to insure certain assets. This may have a direct impact on Raben Group’s assets and public infrastructure, which may cause disturbances in the continuity of Raben Group’s value chain.



# CLIMATE CHANGE – OPPORTUNITIES

## Increasing reputation and business competitiveness of cooperation within sustainable value chain

	<b>CATEGORY</b>	<b>SCENARIO</b>
Resilience		1.5°C & 4°C (short- & medium- & long-term)

### DESCRIPTION OF THE RISK

Growing stakeholder engagement on climate change issues could potentially result in the acquisition of several large new customers, as well as increased revenue from those customers who are climate-conscious or have integrated climate reduction goals into sourcing processes.

## Privileged financing and faster potential growth due to capital availability and lower financing costs.

	<b>CATEGORY</b>	<b>SCENARIO</b>
Market		1.5°C (short- & medium-term)

### DESCRIPTION OF THE RISK

Businesses demonstrating a comprehensive approach to sustainability issues can access capital more easily and at lower interest rates due to numerous green incentives. A strong ESG rating can contribute to higher capital availability and lowering the total financing costs, ultimately leading to a higher rate of return on new investments.

## Potential development in green or zero emission warehouses.

	<b>CATEGORY</b>	<b>SCENARIO</b>
Resource Efficiency		1.5°C & 4°C (short- & medium- & long-term)

### DESCRIPTION OF THE RISK

Several measures have become standard in Raben Group's approach to green and zero-emission warehouses' solutions. Advances in solar panel and insulation technologies can lead to decline in energy costs and improved resource efficiency and allocation.

## Working together on innovation solutions with climate engaged customers.

	<b>CATEGORY</b>	<b>SCENARIO</b>
Market		1.5°C & 4°C (short- & medium- & long-term)

### DESCRIPTION OF THE RISK

Raben Group sees an opportunity in engaging the company's stakeholders in the development, piloting and commercialisation of innovations in the supply chain. In addition, this area serves as a platform for dialogue with clients around shared ideas, helping to strengthen relationships, create lasting partnerships, support mutual benefits and avoid suboptimal solutions.

## Sustainability driven companies will be growing faster than their competitors, thereby enhancing their market share.

	<b>CATEGORY</b>	<b>SCENARIO</b>
Market		1.5°C (short- & medium-term)

### DESCRIPTION OF THE RISK

Larger and financially stable companies will be better positioned and more prepared to invest in the necessary transformations driven by upcoming legislation expected between 2025 and 2030, compared to smaller competitors. As a solid, sustainability-driven company, we see an opportunity to generate additional revenue from both existing and new customers, for whom environmental and climate-related actions are becoming an increasingly important factor in the decision-making process.



# ENVIRONMENT

## ENVIRONMENTAL MANAGEMENT

As one of Europe's leaders in transport and logistics, we play an important role in reducing the negative impact of the industry on the environment, especially on the climate change. By addressing key challenges, we can actively shape both our own operations and the entire supply chain.

To effectively manage our efforts, we have adopted a Climate and Environmental Policy that defines clear targets and commitments in key areas such as climate change, air pollution, and waste management. Moreover, to ensure both accuracy and transparency in our emissions reporting, we have implemented a GHG Recalculation Policy, based on the SBTi and the GHG Protocol requirements.

Climate-related issues are addressed by Sustainability Steering Committee, ensuring strategic oversight and continuous improvement. Recognising that environmental impact and risks vary by location, each Business Unit within Raben Group is responsible for managing its specific environmental footprint, tailoring solutions to local challenges. Finally, to effectively manage our environmental impact, 63% of our sites are covered by the ISO 14001 environmental management system, certified by a third-party.

## OUR DECARBONISATION TARGETS

As a transport and logistics company, we recognise our role in mitigating climate change. Therefore, we have set science-based targets to reduce our carbon footprint, ensuring that our strategy is aligned with the Paris Agreement. In 2022, we initially committed to reducing carbon

emissions by establishing a reduction pathway that aims to limit global warming to well below 2°C. In 2024, we strengthened our ambition by revising our climate target to a 60.4% GHG emissions reduction in scope 1 and 2 compared to a 2020 baseline. Following the acquisition of Raben BEXity and the adoption of the new carbon footprint reporting requirements for the transport sector, including the implementation of a revised, higher fuel emission factor, we have recalculated our base year. With the validation of our targets by the SBTi completed in 2025, we aim to adjust our reduction trajectory by the end of this year.

The transition to a low-carbon logistics sector poses significant challenges and risks. Primarily, due to the industry's heavy dependence on fossil fuels, particularly diesel, which continues to fuel the majority of commercial vehicles. The shift towards sustainable alternatives, such as electric or hydrogen-powered trucks, still encounters technological, infrastructural and economic barriers. Finally, the cost difference between diesel-powered and zero-emission vehicles is a substantial challenge, especially for small and medium carriers operating within supply chains (scope 3 emissions).

However, International Energy Agency (IEA) forecasts that electric and hydrogen-powered vehicles are becoming increasingly viable alternatives to traditional internal combustion engine vehicles. Fossil fuels will continue to dominate the sector by at least 2030, and biofuels are predicted to account for up to 10% of the market. Looking ahead, technological advancements are expected to drive a significant reduction in emissions by 2050.

Decarbonisation efforts within warehousing also present challenges, particularly in reducing energy consumption for heating, cooling, and electricity. Transitioning to renewable energy sources and improving energy efficiency are the only viable solutions, with improvements in this field depending on broader emissions reductions in the energy sector.

Considering the IEA decarbonisation pathway for the transport sector, as well as the outlook for the development of the electromobility and alternative fuels market, we have adjusted our target year from 2030 to 2032.

To successfully decarbonise our operations, a key priority is to engage with our suppliers, especially transportation subcontractors, as their services contribute significantly to the emissions in scope 3, which affects our total carbon footprint. Recognising their impact, we are committed to fostering a collaborative approach to emissions reduction. Accordingly, we have reaffirmed our commitment to ensuring that 79% of our road transport subcontractors set science-based targets by 2027, accelerating progress towards a more sustainable supply chain.

The scope 1 and 2 targets are aligned with a 1.5°C global warming pathway, while our scope 3 targets are aligned with a well-below 2°C. Our targets are developed in line with the Science Based Targets initiative framework, and our near-term goals have been validated by SBTi.



# EMISSIONS

Implementing a methodology to calculate and report greenhouse gas emissions enables us not only to identify but also to address the environmental impact that we have on climate change and the broader planetary ecosystem.

Our Organisational Carbon Footprint (OCF) is calculated on an annual basis. Essentially, the OCF represents the total greenhouse gas emissions of the company, expressed in carbon dioxide equivalents (CO<sub>2</sub>e). This comprehensive approach covers all three scopes – direct emissions from our operations, indirect emissions from purchased energy, and emissions from our supply chain. Monitoring these emissions facilitates the assessment of our progress towards reduction targets and refinement of our strategies.

As a logistics service provider, we mainly operate in the areas of road transport and warehousing, with transport having a substantial impact on the carbon footprint. In 2024, the OCF was calculated using the market-based approach, and amounted to 897,444 tonnes of CO<sub>2</sub> equivalent (CO<sub>2</sub>e).

Despite an overall increase in emissions of 2.1% compared to the previous year, we have achieved a reduction of 35.5% in both scope 1 and scope 2 emissions, demonstrating our unwavering commitment to enhancing energy efficiency and reducing our reliance on fossil fuels. Our strategy includes further investments in low-emission vehicle technologies, expansion of renewable energy sources, and continuous enhancement of operational efficiencies. These measures will play a crucial role in mitigating our environmental impact and supporting the transition to a lower-carbon business model.

## SCOPE 1 EMISSIONS

Scope 1 emissions refer to direct emissions from fuel combustion, with 83% of these emissions stemming from vehicles, mostly diesel-powered trucks (75%). Secondly, 17% of our scope 1 emissions originate from our office and warehouse facilities, primarily due to the use of refrigerants, natural gas, and fossil fuels. The overall reduction in scope 1 emissions is largely due to the downsizing of our own truck fleet.

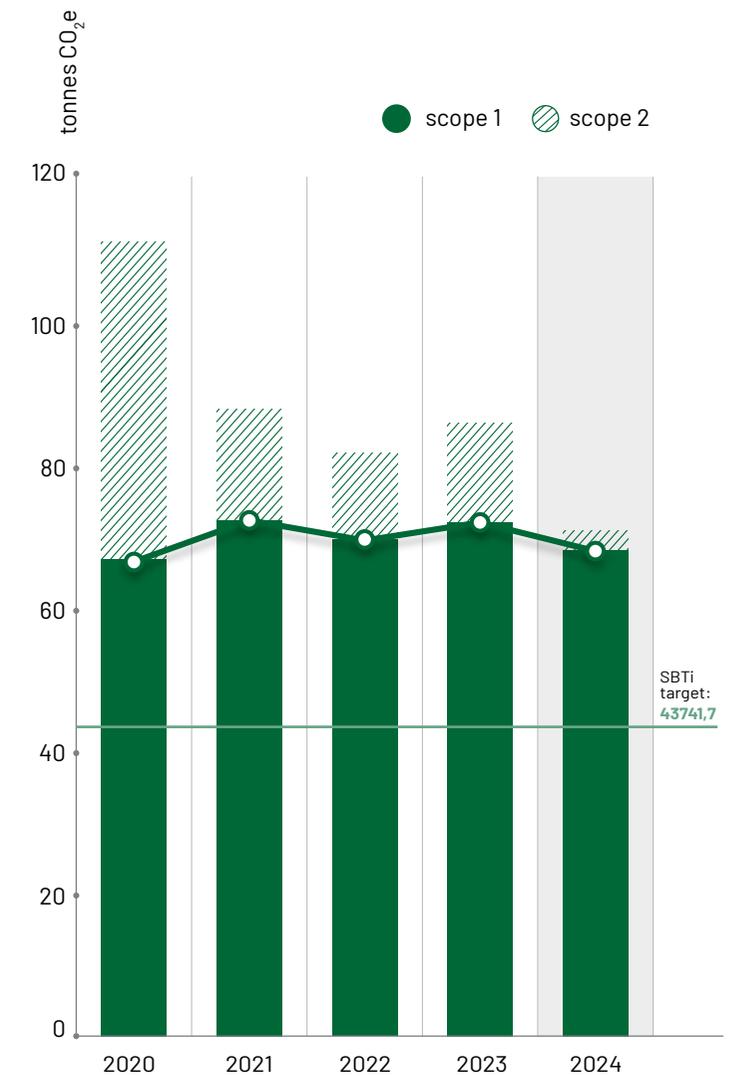
## SCOPE 2 EMISSIONS

Scope 2 emissions, calculated using the market-based approach, originate from purchased electricity and heat consumption. Cooling-related emissions are not included within this scope, as they are accounted for under refrigerant use (scope 1) and electricity consumption (scope 2).

In 2024, compared to 2023, we recorded a decline in emissions from electricity consumption, primarily due to the purchase of certificates of origin. As a result, scope 2 emissions now account for just 0.3% of our total carbon footprint. The remaining marginal emissions, linked to heating from district networks and electricity, are currently unavoidable.

This significant reduction has been driven by our strategic transition to renewable electricity, supported by Power Purchase Agreements (PPAs) and certificates of origin. However, we are striving to maintain this emission reduction strategy in the coming years, ensuring that our electricity consumption continues to align with our sustainability goals. Despite these achievements, we recognise the most significant challenge of unchanged dependence on fossil fuels in our fleet. Addressing this issue is a key priority of our decarbonisation strategy.

## EMISSIONS BY SCOPES – TREND





# EMISSIONS

## SCOPE 3 EMISSIONS

Scope 3 emissions account for 92% of our total carbon footprint, primarily driven by subcontracted transport activities. Road transport alone contributes approximately 69.6%, while other transport activities classified under Category 4 account for 6% of total emissions. Emissions in scope 3 have increased by 4.2% compared to the base year. Beyond Upstream transportation and distribution, other reported scope 3 categories, including purchased goods, capital goods, business travel, employee, commuting contribute around 17% of total emissions.

One of the biggest challenges we face is reducing emissions within our supply chain, particularly in road transport. Taking into account that most of our suppliers are small and medium-sized enterprises, our priority is to support them in defining tailored decarbonisation pathways. We have already observed that some companies within our supply chain have taken initial steps towards emission reduction by adopting electric vehicles and biofuels. While these are promising developments, broader transformation requires further engagement and collaboration.

Beyond transport-related emissions, other supply chain emissions are currently based on estimated or average data. Therefore, alongside our efforts in transport decarbonisation, our key objective for the coming years is to enhance data reliability and foster closer cooperation with our partners.

## RABEN GROUP CARBON EMISSIONS

### Scope 1

includes emissions from fossil fuels combustion and refrigerants use

### Scope 2

includes electricity and heat consumption

### Scope 3

includes emissions covered in:

Category 1  
Purchased goods and services.

Category 2  
Capital goods.

Category 3  
Fuel- and energy-related activities.

Category 4  
Upstream transportation and distribution.

Category 5  
Business travel.

Category 6  
Employee commuting.





# TOWARD GREEN LOGISTICS

## MODERN FLEET

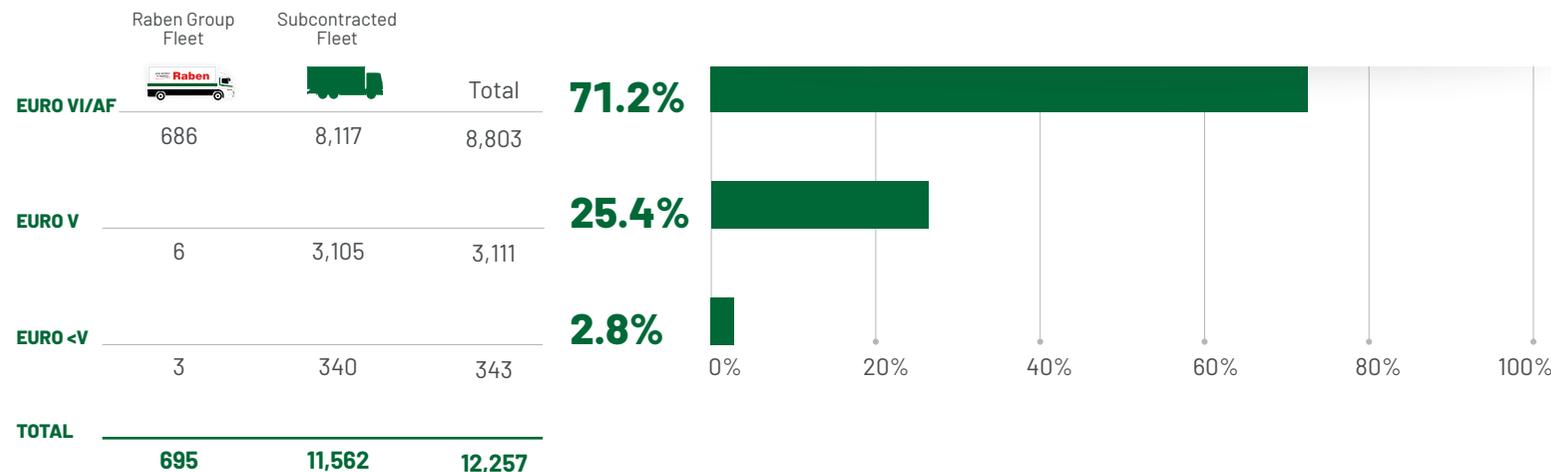
We are committed to improving our fleet structure, ensuring that our operations align with the highest environmental and efficiency standards. Our approach is focused on reducing air pollution, minimising fuel consumption, and transitioning towards a more sustainable transport network.

### Reducing Air Pollutants

Air pollution from road transport is a significant concern, with emissions of nitrogen oxides (NO<sub>x</sub>), sulphur oxides (SO<sub>x</sub>), and particulate matter (PM) affecting environmental and public health. Our fleet renewal strategy is designed to address these issues by progressively phasing out trucks that do not meet the latest European emission standards (EURO). While transport emissions have been historically linked to exhaust emissions caused by fuel combustion, the European Energy Agency also recognises the growing impact of non-exhaust emissions, such as those from brake and tyre wear, as well as road abrasion - which are expected to become even more relevant as vehicle mass increases in line with electrification progress (due to high weight of the batteries).

### Fleet Renewal Strategy

To reduce air pollution and mitigate climate change, we are committed to renewing our fleet, with a strong focus on reducing both emissions and fuel consumption. Our key measure includes the planned phase-out of trucks that do not meet the EURO V standard within our own operations and our network of subcontracted carriers. By transitioning to newer, more environmentally friendly vehicles, we will ensure compliance with stricter environmental regulations and support our sustainability goals.



As of the end of 2024, 96.6% of our fleet complies with our renewal strategy, with the highest number of EURO V or older trucks operating in Ukraine. Due to the ongoing war and the associated challenges, we have postponed our fleet targets for this region. However, in all other markets, we have established a detailed plan for phasing out EURO V vehicles and further improving our environmental performance.

A key element of our long-term decarbonisation strategy is electromobility, offering dual benefits of significantly reducing emissions and leading the industry in adopting innovative and sustainable transport solutions. We are currently operating electric heavy-duty vehicles (HDVs) in Poland and have recently introduced electric trucks in Germany. Over the next two years, we plan to introduce 11 long-distance electric trucks and 17 electric yard trucks, alongside a network of chargers in 27 locations, supporting both our fleet and our carriers.

Secondly, we use Hydrotreated Vegetable Oil (HVO 100) in Poland, Germany, the Netherlands, the Czech Republic, and Austria. HVO contributes to the decarbonization of road freight by significantly reducing GHG compared to fossil diesel, with potential CO<sub>2</sub> savings of up to 90%, depending on the feedstock. It is a drop-in fuel that can be used in existing diesel engines without modifications, enabling an immediate reduction in carbon footprint. Our goal is to power 15% of our fleet with biofuels by the end of 2025.

Finally, rail transport remains a highly effective solution for reducing emissions, especially in long-distance logistics as a part of intermodal transport solutions. Currently, we operate rail transport on trips between the Netherlands, Italy, and Poland, as well as for internal logistics within Austria, ensuring a more sustainable and efficient transport network.



# TOWARD GREEN LOGISTICS

## OPERATIONAL EXCELLENCE

Operational excellence is indispensable in reducing emissions and promoting sustainable logistics. By minimising fossil fuel consumption, we significantly lower our environmental impact while enhancing overall performance. One of our most effective approaches is to optimise trips planning and maximise load capacity for both line hauls and last-mile deliveries. This approach allows us to reduce empty kilometres, directly decreasing fuel consumption and emissions. Similarly, the use of double-decker trucks enhances transport efficiency by increasing payload capacity. By improving vehicle utilisation, we achieve cost efficiencies and reduce the carbon footprint per unit.

Through continuous improvements in operational planning and fleet efficiency, we drive significant reductions in emissions intensity across our logistics network. By integrating these principles into our operations, we actively reduce transport-related emissions while maintaining high standards of efficiency, sustainability, and service quality.

## EMISSIONS INTENSITY

Transport emissions intensity is one of the main parameters used to evaluate environmental efficiency operations by measuring the amount of grammes of CO<sub>2</sub> emitted per unit of distance and mass transported (gCO<sub>2</sub>e/tkm). To gain in-depth insights into the emission intensity of our transport activities, we have implemented PTV tool CO<sub>2</sub> emissions calculator. This tool enables us to track selected indicators on a monthly basis, offering a detailed view of emissions trends. Sustainability Department oversees the results and presents quarterly reports to the Sustainability Steering Committee. GHG emissions and intensity performance are also reported to the relevant Business Units.

Both the carbon footprint and emissions intensity KPIs are embedded within our strategic objectives. Their implementation is closely supervised by the Management Board, reinforcing our commitment to reducing our environmental impact.

## ECO-DRIVING

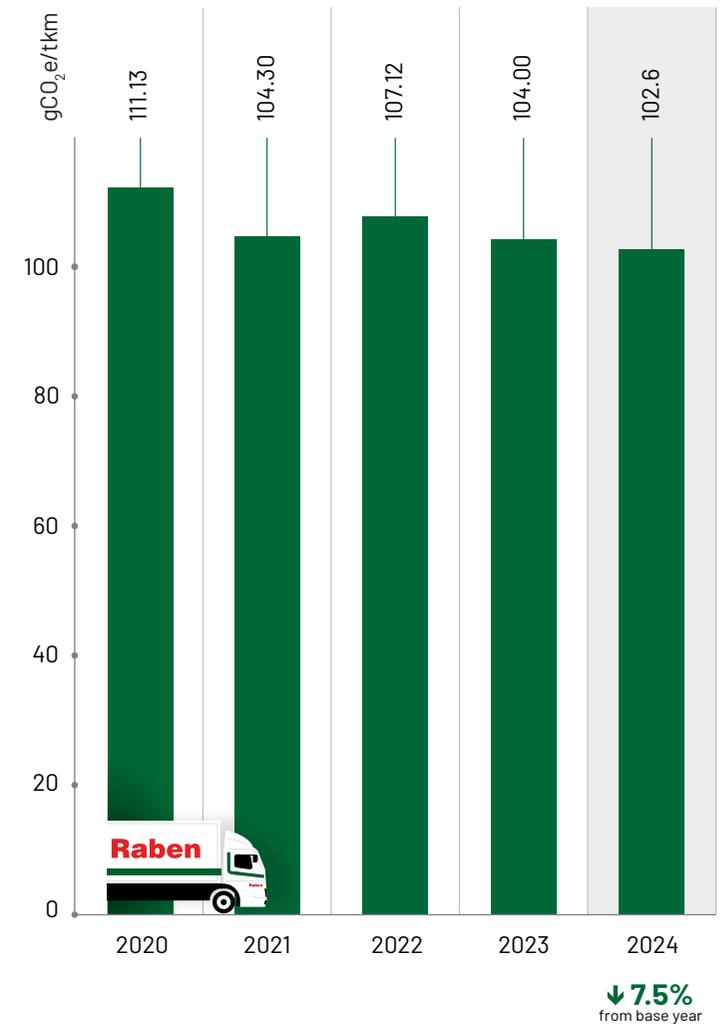
As part of our commitment to improving road safety and fuel efficiency, we introduced a VR Truck simulator and driver training programs. These initiatives focus on equipping drivers with advanced skills in safe and fuel-efficient driving, even in challenging weather conditions. The training enables drivers to assess and refine their driving techniques, enhancing overall road safety. Additionally, it provides in-depth knowledge on accident prevention and minimizing the risk of vehicle damage.

In 2024, we trained 13% of our total driver workforce (42% of drivers working for Raben Transport). In 2025, we aim to achieve 100% training coverage for Polish drivers. As a result of these efforts, we observed a 1.5% reduction in fuel consumption across our owned fleet compared to 2023.

Driver training is particularly essential when operating Battery Electric Vehicles (BEVs), as their efficiency depends largely on driving habits and real-time energy management. By implementing eco-driving practices, we strive to build drivers' awareness on the road ensuring that our transition is as effective and impactful as possible.

These initiatives demonstrate our commitment to reducing fuel consumption and serve as a valuable investment in our drivers, equipping them with necessary skills to drive behavioural change.

## EMISSION INTENSITY – AVERAGE FLEET CO<sub>2</sub> EMISSIONS PER tkm (gCO<sub>2</sub>e/tkm)





# TOWARD GREEN LOGISTICS

## LOW EMISSIONS WAREHOUSE

A key milestone in decarbonising warehousing and storage service was the signing of a seven-year Power Purchase Agreement (PPAs) in 2021. This agreement ensures that Raben Group entities registered in Poland have 35,000 MWh of renewable energy secured annually until 2029. Furthermore, German business unit entered into a contract for 12,500 MWh of green energy per year from January 1, 2022, to December 31, 2025. In 2024, we expanded our sustainability efforts by securing certificates of origin for warehouse-related emissions in Hungary, the Czech Republic, Ukraine, Slovakia and Italy. Thanks to these measures, our green electricity share has reached 95.5%.

Additionally, we track emission intensity from warehouses and other facilities, ensuring that all key operational areas contribute to our sustainability goals. Looking ahead, we are committed to strengthening our green electricity strategy by integrating additional renewable energy sources in the coming years.

In addition, we have set up our own warehouse energy standard, which aims to reduce emissions by using photovoltaic panels and heat pumps. This combination can reduce emissions by up to 96% (to see the locations of our low-emission warehouses, see the green solutions map).

## ENERGY EFFICIENCY

Reducing energy consumption in warehouses is essential for both environmental sustainability and cost efficiency. Smart energy solutions such as LED lighting systems, motion sensors and energy-efficient HVAC technologies minimise carbon emissions and improve operational performance by addressing the high energy demands of lighting,

heating, and cooling. In our newly built warehouses, we add roof skylights to maximise natural daylight. In addition to making infrastructure improvements, we are adopting technological solutions such as automated lighting control systems to optimise energy usage. These solutions contribute to reduced electricity consumption.

To strengthen our efforts to reduce energy consumption, 21% of our facilities have implemented and certified energy management system (ISO 50001).

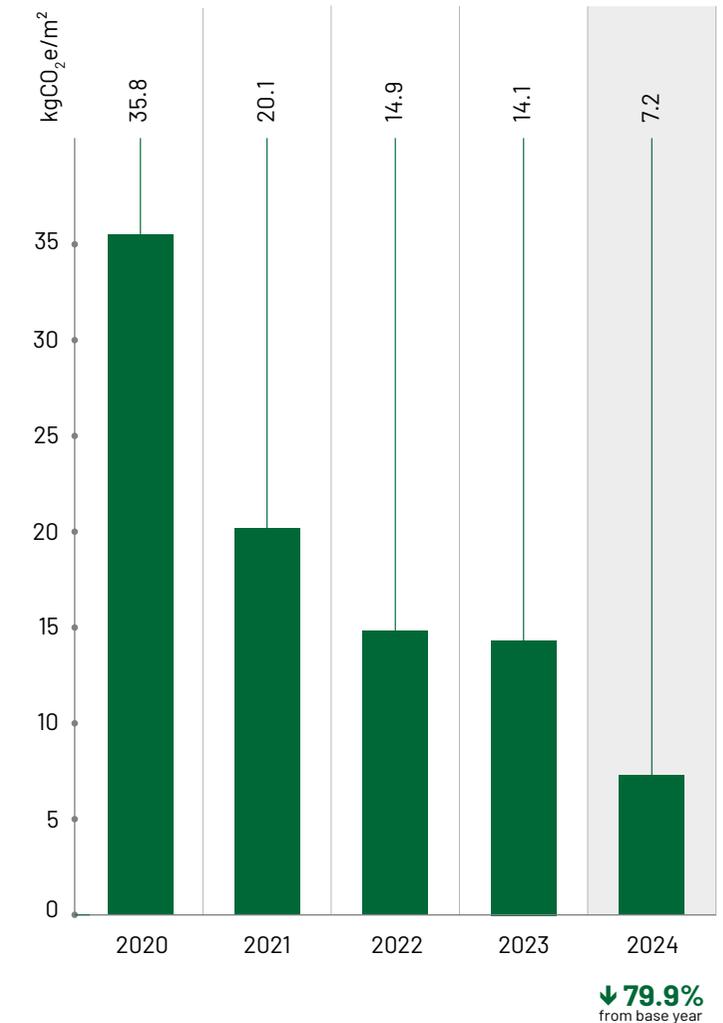
## ADDED VALUE FOR OUR CUSTOMERS

We provide our customers with innovative green solutions to help them reduce their carbon footprint.

At the core of our business is our CO<sub>2</sub> reporting system, which offers detailed insights into emissions at the customer, trip and shipment level. This system allows businesses to track their environmental impact and optimise their logistics accordingly. In addition, we have implemented an internal carbon insetting programme, which differs significantly from offsetting. While offsetting compensates emissions by financing external environmental projects, insetting directly reduces emissions within the supply chain. We ensure tangible and measurable CO<sub>2</sub> reductions in our customers' operations by investing in biofuels within our own fleet.

To address unique customer expectations, we offer tailor-made solutions. Our team collaborates closely with businesses to design and implement customized measures.

## GHG EMISSIONS INTENSITY FACTOR FOR WAREHOUSES AND OFFICES





**PEOPLE**

**Raben**

*your partner  
in logistics*





# PEOPLE HIGHLIGHTS

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Training hours per employee

**11.2**

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All Injuries Frequency Ratio (AIFR)

**9.9**

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Employees engagement and satisfaction score (Pulse Check)

**51%**

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Depots covered by the ISO 45001 management system

**60%**

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over

**17,000** SUSA discussions

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Active participants in Raben Group Sport Challenge

**1,598**

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Raben Group contributes to:





# OUR PEOPLE, OUR FUTURE

## WHO WE ARE

People are at the heart of everything we do, from the chief executive officer who shapes our strategic vision to the drivers who ensure that deliveries arrive on time. Every individual plays an important role in our success, whether they are direct employees or external partners. Their hard work, expertise and passion define who we are as a company. We firmly believe that our people are not just a part of the business, they are the business.

As a family-owned company, we foster a culture that is built on trust, respect, and long-term relationships. We understand that our strengths lie in the synergy of knowledge and experience of those who contribute to our organisation.

Today, our company proudly employs over 12,200 people across 15 countries. 70% of our workforce is based in Poland and Germany, where our largest business units operate.

Most of our employees are on permanent, full-time contracts, ensuring employee stability. This demonstrates our commitment to long-term employment, which benefits our workforce and strengthens the foundation of our company.

Our people drive our success, and without them, our growth, innovation and excellence would not be possible.

## MANAGEMENT

We firmly believe that every decision we make has an impact on people – whether positive or negative. Our commitment to responsible human resource management is embedded in our company values, guiding how we support, develop, and empower our employees across all levels of the organisation. From fostering a diverse and inclusive workplace to ensuring fair compensation and continuous development, our HR strategy is designed to create an environment where people thrive both professionally and personally.

Human resource management is built upon a strong foundation of principles and best practices. Our approach integrates:

- **Raben Group Values** – The core principles that define how we operate and interact with employees, customers, and partners.
- **Code of Ethics** – Our commitment to ethical business practices, integrity, and respect in the workplace.
- **Compensation Guidelines** – Ensuring fair and transparent salary structures that recognise performance and contribution.
- **Employer Branding Strategy & EVP** – Strengthening our reputation as an employer of choice and attracting top talent.
- **Best Recruitment Practices** – Ensuring a fair, inclusive, and effective hiring process to bring in the best talent for our organisation.

To ensure that human resource management aligns with our company's strategic direction, the Group HR Director is a member of the Group Board. This position and role in the organisational structure ensures that HR policies, workforce planning, and people development remain a top priority in our business strategy. With HR represented at the highest level of decision-making, we are able to maintain a strong focus on employee engagement, talent retention, and workplace culture.

We believe in open communication. Therefore, we encourage employees to report their concerns and share feedback. To support this, we have established both formal and informal mechanisms for reporting and addressing grievances. Employees are encouraged to raise concerns directly with Board members, human resources, or the Risk Director, ensuring that any issues are handled promptly and professionally.

In addition to direct reporting, we provide a whistleblowing platform where employees can report employment-related issues, unethical behaviour, or workplace concerns. This platform ensures anonymity and protection from retaliation for those who wish to report issues. By maintaining transparent and accessible reporting channels, we uphold our commitment to ethical business practices and a fair working environment for all.



# EMPOWERING PEOPLE

## DIVERSITY

The logistics sector, especially road transport, is highly masculinised despite ongoing efforts to promote diversity and inclusion. This is clearly seen among truck drivers, where women are significantly underrepresented. According to the IRU report (Truck Driver Shortage 2024), women account for only 4% of truck drivers in Europe, while the share of female employees throughout the transport sector is 23%. Women are underrepresented not only in operational roles but also in managerial positions, which has a significant impact on the gender pay gap, as explained in the Gender Gap Report 2024.

Therefore, addressing the systemic discrimination is a strategic priority for Raben Group. We are committed to fostering an inclusive workplace by increasing female participation in leadership and operational roles, in line with Sustainable Development Goal (SDG – Goal 5). This topic is fully integrated into our Sustainability Strategy and reflected in SLL. To drive meaningful change, we have established a clear targets in collaboration with financial institutions. By the end of 2025, we strive to increase the representation of women in managerial positions to 34%.

## PEOPLE-CENTRED RECRUITMENT

Recruitment practices and employee retention strategies - stand for a key element in building long-term relationships with employees. These practices reflect our organisational culture, which prioritises employee satisfaction and its development. By ensuring that our recruitment and retention processes are well-organised, we are able to recruit highly-qualified candidates and retain a motivated and committed workforce.

In addition, our recruitment process is grounded in the principles of equality and inclusivity, ensuring that every individual has an equal opportunity to succeed.

At the heart of our recruitment process is a commitment to ensuring a positive candidate experience (CX). All applicants can expect a fair, transparent, and respectful treatment throughout the process, guided by Best Recruitment Practices. This approach strengthens our reputation, reflects our organisational values, and demonstrates our commitment to people-centric employment practices. To ensure a positive candidate journey, we have established processes that prioritise:

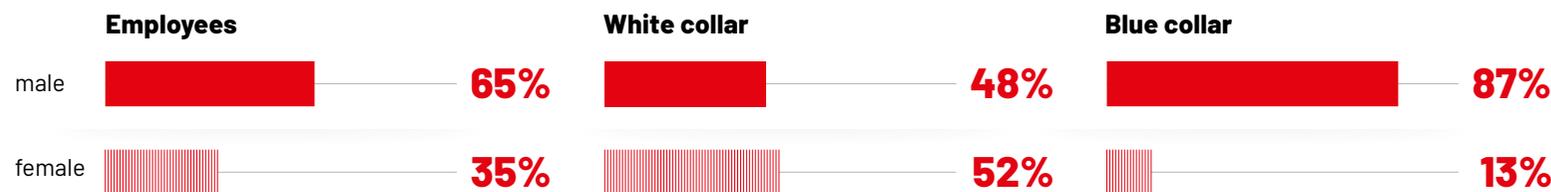
- **Clear and accurate job descriptions, ensuring transparency in role expectations.**
- **Inclusive language in job postings.**
- **Timely application updates to ensure candidates remain informed about their progress.**
- **Comprehensive feedback mechanisms, allowing candidates to feel valued, regardless of the outcome.**

By integrating these principles into our recruitment processes, we are able to recruit the leading professionals in the logistics sector and strengthen our reputation as an employer of choice.

In addition, we recognise the vital importance of talent retention to our organisation's long-term success. Therefore, we support the satisfaction and engagement of our employees through fostering a supportive and inclusive work environment. We highly value fairness and respect, while striving to provide equal training and self-development opportunities to all employees. Besides, we provide a diverse beneficial packages and competitive compensation. Additionally, we prioritise open and transparent communication to facilitate dialogue between employees and the company.

As a result, we have successfully maintained an overall turnover rate of 21% within Raben Group, demonstrating our commitment to promoting a workplace where employees feel valued and supported. Moving forward, we - are committed to improving our recruitment and retention practices, adapting to changing workforce trends and evolving employee expectations.

## EMPLOYEES BY GENDER





# EMPOWERING PEOPLE

## COMPETITIVE COMPENSATION & BENEFITS

Social insecurity and the threat of increasing living costs are challenges we are addressing by providing fair and competitive pay and benefits, which aim to ensure decent living conditions, well-being and stability for our employees. Our remuneration strategy is not only focused on recruiting qualified candidates, but also on retaining employees who contribute to our business success. We are committed to offering competitive salaries that are benchmarked against industry standards. While we do not engage external advisors, we rely on market benchmark reports to determine remuneration levels. Our baseline remuneration is set at the local market median, with the ambition of progressively moving key positions towards top-quartile salary levels. In addition, our annual bonus scheme and transparent performance review process provide further opportunities for recognition and reward.

Our remuneration review process is designed to address all market changes, reflecting our financial performance, forecasts, industry trends and labour market conditions. Each year, we adjust compensation levels based on these factors and other economic indicators. This approach reflects our commitment to fairness and ensures that employee compensation remains competitive and in line with market standards.

Since 2024, we have also implemented a tool to monitor the gender pay gap across different countries and Business Units. Moving forward, we are committed to ensuring pay equity by setting targets and implementing measures to achieve this.

Beyond salaries, we offer a comprehensive benefits package tailored to the diverse needs of our employees. While benefits differ by country, all full-time and part-time employees have equal access to essential support, including private healthcare, maternity and paternity leave (in line with local laws), extended insurance, training, and language courses (however, we do not provide transition assistance programmes, disability insurance, or shareholding options).

## TRAININGS AND CAREER DEVELOPMENT

A rapidly evolving business environment requires continuous development of employees' skills and qualifications. We recognise that upskilling and reskilling are the most effective way to ensure our resilience. Understanding the importance of ongoing professional development, we prioritise training and development initiatives from the first day of employment onward. Our structured onboarding process ensures that all new employees receive thorough induction training, covering essential areas such as health and safety, information security. New employees are equipped with the essential knowledge to operate effectively within our organisation and to follow the established company regulations.

Beyond mandatory training, we offer opportunities for professional development through external training. These initiatives are tailored to employees' specific career goals and integrated into their individual development pathways, which are established in collaboration with their managers.

To facilitate accessible learning solutions, we have launched Learning Management System (SAP LMS). This platform allows employees to engage in targeted training at their own pace, ensuring continuous learning without disrupting their daily responsibilities. The LMS also serves as a centralised knowledge-sharing, skill development and career progression hub.

In addition, all employees are covered by annual performance reviews, which include structured feedback mechanisms and one-to-one meetings. This process ensures that employees receive meaningful and constructive input on their performance.





# EMPOWERING PEOPLE

As part of our long-term strategy, we prioritise the continuity of key roles and strive to develop a high-performing workforce. Raben Group succession programme plays a central role in talent management, identifying high-potential individuals and preparing them for leadership roles within the organisation. By focusing on internal talent development, we mitigate risks associated with talent retention and skill gaps.

In 2024, the Group conducted the second edition of Raben Group Academy, a unique development programme designed to empower high-potential managers from all business units of the company. This programme aims to expand the skillset and competence of our successors, ensuring they are well-equipped to take on leadership roles within the Raben Group.

In 2024, the succession project was enhanced with a number of development initiatives to make it even more attractive: Friday Mood

webinars, Development webinars and Development Opportunity Fairs. Organised by the HR Department, these initiatives build a unique, inclusive and experience-sharing community. To further strengthen leadership capabilities, we are continuing our training programme, Manager of Choice, designed to support all managers in developing key management skills. This programme provides managers with the tools to lead teams effectively, drive performance, and support organisational objectives. By investing in leadership development, we ensure that our managerial teams are prepared to navigate challenges and inspire their teams to succeed.

In 2024, we addressed the Manager of Choice programme to new managers in the Raben Group. Participants, both internally promoted and externally recruited, were trained to manage a team throughout its lifecycle in the organisation.

## RABEN SPORT CHALLENGE

It is clear that we are facing a growing challenge of physical inactivity due to sedentary work patterns. In 2024, we continued our Sport Challenge initiative to promote physical activity among employees. Over a two-month period, employees engaged in friendly competition through running, cycling or walking. This initiative was open to all groups of employees – fostering community and sense of belonging, strengthening engagement and reinforcing our core values of Partnership and Challenges.

 Active participants  
**1,598**

 Amount of activities  
**85,541**

 Distance on foot  
**233,007 km**

 Longest route on foot  
**107 km**

 Distance on wheels  
**337,407 km**

 Longest route on wheel  
**612 km**

**Together, we covered a distance equal to 1.5 times the distance from Earth to the Moon.**





# EMPOWERING PEOPLE

## EMPLOYEES ENGAGEMENT

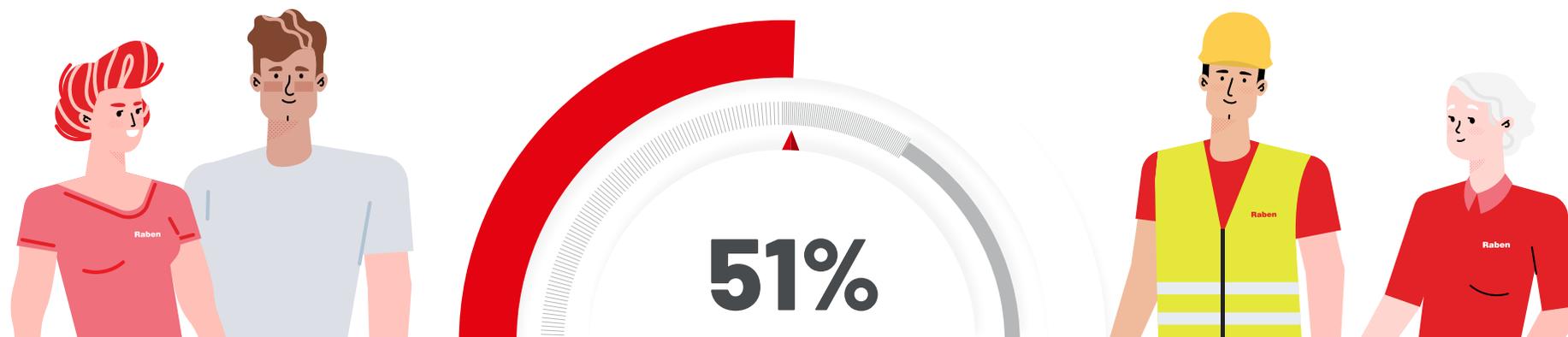
At Raben Group, we are committed to maintaining a structured and effective employee engagement process. We ensure our employees are well-informed, adequately represented and actively involved in the decision-making processes that affect them. Our approach is designed to facilitate meaningful dialogue – both formal and informal – between employees and management, creating a work environment that values partnership, fairness and continuous improvement.

We respect the rights of employees to collective bargaining and to establish various internal bodies as permitted by local regulations. The representatives of these bodies participate in consultation and provide formal opinions, representing the rights and interests of the employees.

Additionally, we actively support employees in developing alternative, informal dialogue mechanism, such as discussion groups or project groups. We prioritise an open, transparent and inclusive dialogue, free from discrimination, ensuring that employees feel secure in their role as employees' representative.

As Raben Group, we believe fostering a respectful environment in which all voices are heard is essential for the continuous development of our company. By encouraging diverse perspectives, we can make better-informed decisions that positively impact our workforce. We are committed to creating a workplace where every employee feels empowered to express their opinions and actively participate in the decision-making process. Ultimately, we strive to strengthen the relationship between management and employees, ensuring mutual success and well-being.

To facilitate dialogue and evaluate engagement level, we conduct an annual Pulse Check within all Raben's Group entities. This online survey is conducted by an external provider, ensuring anonymity for the employees. Pulse Check allows us to gather feedback on employee satisfaction, concerns and suggestions, providing valuable insights that guide our human resources actions and initiatives. In 2024, Pulse Check revealed an employee engagement score of 51, with a response rate of 88%. While engagement rate has remained at a comparable level to the previous year, this result indicates a moderate level of engagement. By conducting an in-depth assessment of this score, we can identify areas for improvement, build a more supportive work environment, and implement effective strategies to strengthen employee satisfaction. Ultimately, it leads to increased engagement and contribute to the organisation's long-term resilience.



**PULSE CHECK - RABEN GROUP EMPLOYEES ENGAGEMENT RATE (2024/2025)**



# EMPOWERING PEOPLE

## PEOPLE WITHIN SUPPLY CHAIN

As a company committed to responsible business practices, we recognise our impact extends beyond direct employees to all workers in our supply chain. Ensuring fair and safe working conditions is a key responsibility, particularly for those in high-risk roles. One of the most vulnerable groups within our supply chain is drivers, both those directly employed by our company and indirectly by our suppliers. Their role is crucial toward ensuring high quality of our transport services and supply chain resilience. However, they frequently encounter working conditions that are both physically and emotionally challenging, impacting their well-being and rights.

## SPOT THE DRIVERS

Drivers within the sector are exposed to a number of risks, including long and irregular working hours. This can lead to fatigue, raising the probability of accidents and adversely impacting health. Some rest areas do not meet adequate standards, including proper sanitary conditions and safe parking. Consequently, drivers frequently encounter psychosocial challenges, such as isolation and stress resulting from demanding delivery schedules.

To demonstrate our commitment to improving drivers' working conditions, we actively engaged with the Responsible Trucking collaborative platform, led by CSR Europe, which promotes better social standards in road transport sector. This year, we participated in a driver survey, which provided key insights into industry-wide challenges. Additionally, we conducted an internal self-assessment under the Raben Group Drive to Drivers initiative, identifying key areas for improvement.

The results of these actions are incorporated into our social and human rights impact and risk assessment.

Based on the audit findings, we have identified several key areas requiring improvement, with a particular focus on enhancing workplace safety and social conditions for drivers. These include measures to improve access to adequate rest and sanitation facilities, ensuring compliance with Raben Group safety and operational standards, and strengthening training programmes related to health and safety.

In response, we have developed a priority action plan that outlines specific initiatives to be implemented at the level of individual depot over the coming year.

To ensure accountability and measure progress effectively, we have established a structured evaluation process. The implementation of these actions will be monitored throughout the year, with a comprehensive assessment of their effectiveness scheduled for completion by year-end. This approach will allow us to enhance our efforts and achieve meaningful improvements in the working conditions of our drivers.

## TRUCK TRANSPORT SOCIAL GUIDELINES



Truck Transport Social Guidelines set industry standards aimed at improving drivers' working conditions and promoting social responsibility in road transport. Developed within the Responsible Trucking collaborative platform, these guidelines reflect industry-wide challenges and aspirations. As a member of this initiative, Raben Group contributed to the recent update and supports their implementation across entire supply chains.



### TRUCK TRANSPORT SOCIAL GUIDELINES

<https://www.csreurope.org/responsible-trucking-guidelines>



# SAFETY

Our guiding principle is that everyone's life and health are of unquestioned value. Therefore, we take proactive steps to ensure a safe working environment for all. We believe that by prioritising health and safety, we not only safeguard our employees, but also fulfil our social responsibilities to the communities we serve. Our commitment to fostering a culture of safety underscores our ambition to ensure that every person returns home safely at the end of the day, enabling them to spend time with their loved ones and enjoy a private life. To achieve this, we are fostering the culture of safety and developing its maturity.

## HEALTH AND SAFETY MANAGEMENT SYSTEM

Raben Group's health and safety management system is based on the following pillars:

- **our vision,**
- **a strategic roadmap (established over a 3-year period),**
- **the Golden Safety Rules of Health and Safety,**
- **SHE (Safety, Health, Environment) Standard Procedure - which is based on the requirements of ISO 45001 and the model of an independent culture. Its implementation is supported by the SHE Committee at site and Raben Group level.**

The system covers all Raben Group employees and external workers, including warehouse workers and drivers, apart from new companies that have individual roadmaps for implementing Group standards.

Raben Group established a group-wide Health & Safety strategy and roadmap, outlining key priorities, objectives, and challenges. This document is regularly reviewed and updated to incorporate risks and reflect health and safety needs and trends. The Raben Group Board oversees the implementation of these objectives, ensuring their effective execution and alignment with approved standards. On an annual basis, the Board conducts a performance review, which includes monitoring progress, enabling the assessment of effectiveness and facilitating the implementation of any adjustments that are required.

We ensure that all occupational health services are provided in full compliance with local and national laws and regulations. Our programs adhere to the applicable legal standards to protect employees' health, safety while promoting a safe working environment.

## BUILDING SAFETY CULTURE

To improve the quality of Occupational Health and Safety (OHS) management, we decided to change the OHS system to simplify the processes related to identifying and resolving risks. The new platform supports the management of audits, inspections and occupational risks. This enables us to improve risk monitoring and prevention, as well as facilitate the sharing of experiences across Raben Group Business Units (excluding the recently acquired Austria).

Safety leadership is a key component of our safety culture. Therefore, the Raben Group Business Units' Managing Directors have participated in a workshop that focused on their role within the OHS system. We strive to develop behavioral management as the most effective approach to eliminate potential sources of accidents.

We also use SUSA to improve the effectiveness and transparency of our safety culture activities. SUSA is a tool for building a strong safety awareness of risk and prevention. It is also a good source for monitoring changes, new risks and opportunities. As a method, SUSA is a process of structured one-to-one discussions in the workplace designed to reinforce safe behaviour and discourage unsafe behaviour. The discussion promotes safe behaviour by enabling people to consider all the consequences of risky behaviour. Research shows that SUSA discussions are effective if they are conducted regularly in every process and at every site, with each employee having at least four discussions per year. In 2024, we held over 17,000 conversations with employees regarding the risks associated with their tasks and effective prevention measures. During the Month of Safety, we organised departmental meetings to address road safety issues and explain how to deal with emergency situations. These activities also included a review of first aid and evacuation principles.





# SAFETY

## ACCIDENTS

Human life stands behind every accident. By prioritising the health and safety of our employees, we strive to effectively monitor the implementation of our vision and strategy. We are strongly committed to minimising the number of injuries and fatalities by providing a wide range of trainings and learning materials. Reducing them is our high priority in building the culture of safety in the workplace. As a result of diverse circumstances, we have noticed an increase of our All-Injury Frequency Rate (AIFR) which reached 9.9 in 2024. This metric includes all incidents, regardless of whether they resulted in time lost. Unfortunately, in the last year, we experienced three road incidents in which five people lost their lives. To prevent such accidents more effectively, we conduct a root cause analysis of each incident. We strive to continuously improve our OHS systems to safeguard our employees and the local community. Our priority is to learn from the experience and implement necessary actions to prevent such incidents in the future.

## RISK ASSESSMENT

One of the foundations of a health and safety management system is hazard identification and risk and opportunity assessment. This multi-stage process involves occupational risk assessment (ORA), learning from accidents, behavioural management and analysis of reported near misses and hazardous activities. We review working conditions, new and existing risks during scheduled internal health and safety inspections and SHE audits.

We assess risks from the point of entry to the workplace to the point of exit and at the interface of processes. Individual countermeasures are implemented directly in the individual companies.

Comprehensive incident analysis is also an essential part of risk management. In Raben Group, we determine the level of the incident and investigate the causes according to the impact and/or potential impact. The more serious the incident, the more advanced the root cause investigation. Once the causes have been identified, a plan is drafted according to the control hierarchy: elimination, substitution, engineering control, administrative control and personal protective equipment.

Following the Golden Safety Rules, which apply to our employees and external service providers, anyone can report identified hazards and risks to a supervisor, OHS coordinator or member of the SHE team. Using the EcoOnline application, risks can be reported anonymously via computers available to warehouse staff. In cases where health or life is at risk, the employee is guaranteed the right to refuse unsafe work. Employees are made aware of their rights through the Golden Rules of Safety, training sessions and whiteboards.

## ENGAGEMENT

Getting people engaged is an effective way to promote safe working behaviours. The OHS committees (employers, OHS experts, representatives of employees) meet quarterly to discuss safety issues identified by members and plan actions to address them.

Workers who are not employed within Raben Group are represented in the process by designated coordinators who are responsible for actively participating in consultations, among other duties. However, current legislation does not require service provider representatives to be represented on health and safety committees.

## TRAINING

Raben Group employees receive regular health and safety training. The topics and types of training are primarily based on legal requirements, the risk analysis carried out and the profile of the goods stored or transported. We also provide additional training related to the transport and handling of dangerous goods, chemical substances or mixtures. In warehouses classified as upper or lower tier establishments, training is provided on a regular basis in accordance with the Major-accident Prevention Policy and local legislation.



# APPENDICES





# ABOUT REPORT

## REPORTING PERIOD

Raben Group Sustainability Report 2024 (hereafter referred to as the Sustainability report) provides consolidated ESG data of Raben Group N.V., headquartered in Oss, the Netherlands, for the period from January 1, 2024, to December 31, 2024 (all differences are clarified in the accounting methods section). To ensure transparency, selected information is disclosed on the date of issue of the Report.

Raben Group N.V. reports the ESG information for the same reporting period as covered in the Raben Group N.V. annual report for the year ended 31 December 2024 (hereafter referred to as the Financial statement). The Sustainability report is issued annually.

The selected indicators were subject to limited assurance. The verification was carried out by EY Accountants B.V. (EY). ESG topics are managed and reported centrally by the specialized Group Sustainability Department operating in Poland within Raben Management Services Sp. z o.o.

## REPORTING BOUNDARIES

The Sustainability report covers information consolidated on Raben Group N.V. level and includes its group companies (operating companies).

Since 2023, scope 3 emissions from Ukraine are excluded due to the ongoing war and unavailability of data. All information in the Sustainability report is collected from subsidiaries, grouped at country level and finally aggregated and presented in a consolidated form.

## The list of companies included in the Sustainability report is as follows:

- **Austria:** Raben BEXity GmbH (from 01.01.2025 Raben Logistics Austria GmbH)
- **Bulgaria:** Raben Logistics Bulgaria EOOD
- **The Czech Republic:** Raben Logistics Czech s.r.o., Raben Transport s.r.o.
- **Estonia:** Raben Eesti OU
- **Germany:** Raben ECP GmbH, Raben Sea&Air GmbH, Raben 4PL Solutions GmbH, Raben Trucking & Rental GmbH, Raben Trans European Germany GmbH
- **Greece:** Raben Intertrans S.A.
- **Hungary:** Raben Trans European Hungary Kft.
- **Italy:** Raben Italy S.r.l.
- **Latvia:** Raben Latvia SIA
- **Lithuania:** Raben Lietuva UAB
- **The Netherlands:** Raben Netherlands B.V., Raben Trucking Netherlands B.V.
- **Poland:** Raben Transport sp. z o.o., Raben Real Estate Poland, Raben Management Services sp. z o.o., Raben East sp. z o.o., Raben Business Services sp. z o.o., Raben Logistics Polska sp. z o.o., Fresh Logistics Polska sp. z o.o., Raben Sea & Air SE
- **Romania:** Raben Logistics Romania s.r.l.
- **Slovakia:** Raben Logistics Slovakia s.r.o.
- **Ukraine:** Raben Ukraine T.z.o.w.

Compared to the Financial statement, the Sustainability report does not cover companies that have no employees. The recognised emissions are included in the operating companies' emissions reported above.

## List of real estate companies (without employees) which are included in the Sustainability report on a limited scope - only for GHG reporting (scope 3 emissions):

- **Austria:** Raben Real Estate Austria GmbH
- **Germany:** Raben Germany Immobilien GmbH, Raben Trans European Immobilien GmbH
- **Greece:** Raben Real Estate Greece MIKE
- **Hungary:** Raben Real Estate Hungary Kft.
- **Lithuania:** Raben Real Estate Lithuania UAB, Raben Baltics UAB
- **The Netherlands:** Raben Real Estate Holding S.E., Raben Real Estate Netherlands B.V., G.J.Groep B.V.
- **Ukraine:** Raben Real Estate Ukraine T.z.o.w.

*On 13 December 2024 Raben Group N.V. set up new company Raben Sieber A.G. (75% of shares for Raben Group N.V.). The data from the Raben Sieber A.G. are not included in the Report.*

## APPROACH TO THE GRI

The Sustainability report was guided by the GRI 2021. Material topics have been described in accordance with the GRI (the GRI table can be found on pages 74-78 of the Report). As a materiality assessment was not fully conducted in accordance with the guidelines, the Sustainability report is not fully compliant with the GRI 2021.



# SUSTAINABLE DATA SHEET

## ENVIRONMENTAL PERFORMANCE

### Energy consumption within the organization (by type) [GJ]

302-1

Stationary energy consumption (offices and warehouses)	2024	2023	2020
Electricity	286,656	269,326	265,076
Natural gas	155,756	159,391	186,080
Heat*	15,797	17,264	19,562
Burning oil	3,236	3,617	5,655
Propane	1,652	2,152	3,723
Diesel	3,361	1,807	1,392
LPG	15	3,365	87
Petrol	202	823	-
Electricity (PV)	6,090	5,020	-
<b>TOTAL</b>	<b>472,765</b>	<b>462,765</b>	<b>481,575</b>

\*There is no steam consumption

<b>TOTAL (offices and warehouses + transportation)</b>	<b>1,313,427</b>	<b>1,341,411</b>	<b>1,319,020</b>
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Energy consumption (by source) [GJ]	2024	2023	2020
Renewable (own)*	6,090	5,020	-
Total production	14,208	12,622	-
Electricity sold back to the grid	8,118	7,602	-
Renewable (other)	295,019	192,849	24,327
Total renewable (own + other)	301,110	197,869	24,327
Non-renewable	1,012,318	1,143,542	1,218,567
<b>TOTAL</b>	<b>1,313,427</b>	<b>1,341,411</b>	<b>1,242,894</b>

\* Renewable (own) = Total production - Electricity sold back to the grid

Historical data can be found in the "ESG Key Indicators" Detailed Data Supplement to this Report.

Transportation fuels	2024	2023	2020
<b>Own truck fleet</b>	<b>767,589</b>	<b>805,029</b>	<b>709,555</b>
Diesel	740,681	788,810	684,492
Biodiesel HVO100	22,005	2,725	-
LNG	3,835	12,741	25,063
Electricity	1,068	753	-
<b>Passenger fleet</b>	<b>73,073</b>	<b>73,617</b>	<b>51,765</b>
Diesel	51,566	55,730	45,733
LPG	269	369	620
Petrol	20,593	17,226	5,411
Electricity	645	292	-
CNG	-	-	1
<b>TOTAL</b>	<b>840,662</b>	<b>878,646</b>	<b>761,320</b>

Renewable energy ratio (%)	2024	2023	2020
Renewable (own)	0.46%	0.37%	0%
Renewable (other)	22.46%	14.38%	1.96%
Non-renewable	77.08%	85.25%	98.04%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>



# SUSTAINABLE DATA SHEET

## ENVIRONMENTAL PERFORMANCE

### Energy consumption within the organization (by type)

302-1

<b>Electricity consumption - offices and warehouses</b>	<b>2024</b>	<b>2023</b>	<b>2020</b>
<b>Total electricity [MWh]</b>	<b>81,318.18</b>	<b>76,207.36</b>	<b>73,632.30</b>
Green electricity [MWh]	76,652.52	52,585.95	6,757.55
Green electricity (own production - PV) [MWh]	1,691.60	1,394.49	-
<i>Total production</i>	<i>3,946.60</i>	<i>3,506</i>	<i>-</i>
<i>Electricity sold back to the grid</i>	<i>2,255</i>	<i>2,112</i>	<i>-</i>
Green electricity ratio	96.3%	70.8%	9.2%

\* Green electricity (own production - PV) [MWh] = Total production - Electricity sold back to the grid

### Energy consumption outside the organization

302-2

<b>Energy consumption outside the organization</b>	<b>2024</b>	<b>2023</b>	<b>2020</b>
Well-to-Wheel (WTW) energy subcontractors	8,479,365	8,163,169	7,839,152
Well-to-Tank (WTT) energy sources for own activities	217,476	215,700	189,309
Tank-to-Wheel (TTW) energy sources in downstream leased assets	2,768	-	-
<b>TOTAL (WELL-TO-WHEEL)</b>	<b>8,699,609</b>	<b>8,378,869</b>	<b>8,028,461</b>

### Energy intensity

302-3

<b>Offices and warehouses</b>	<b>2024</b>	<b>2023</b>	<b>2020</b>
Energy intensity within organization [MJ/m <sup>2</sup> ]*	241	255	303
<b>Transportation</b>	<b>2024</b>	<b>2023</b>	<b>2020</b>
Well-to-Wheel (WTW) energy intensity [MJ/tkm]**	1.397	1.414	1.510

\* Electricity, Natural gas, Heat, Burning oil, Propane, Diesel, LPG, Electricity (PV), Petrol

\*\* Diesel, LNG, Electricity

Historical data can be found in the "ESG Key Indicators" Detailed Data Supplement to this Report.



# SUSTAINABLE DATA SHEET

## ENVIRONMENTAL PERFORMANCE

### Greenhouse gas emissions [tCO<sub>2</sub>e]

Market-based approach		2024		2023		2020	
305-1	<b>Scope 1</b>	<b>68,417</b>	<b>7.63%</b>	<b>72,446</b>	<b>8.25%</b>	<b>66,446</b>	<b>8.06%</b>
	<b>Fuels</b>	<b>65,996</b>	<b>7.35%</b>	<b>69,991</b>	<b>7.97%</b>	<b>62,928</b>	<b>7.63%</b>
	Diesel	54,666	6.09%	58,152	6.62%	50,269	6.10%
	Petrol	1,471	0.16%	1,277	0.15%	383	0.05%
	LNG	216	0.02%	719	0.08%	1,280	0.16%
	Natural gas	8,772	0.98%	8,978	1.02%	10,278	1.25%
	Burning oil	233	0.03%	261	0.03%	398	0.05%
	Other (LPG, Propane, AdBlue, CNG)	348	0.04%	602	0.07%	321	0.04%
	Biodiesel HVO100	289	0.03%	3	0.00%	-	-
	Refrigerants	2,421	0.27%	2,454	0.28%	3,518	0.43%
305-1	<b>Biogenic emissions - outside of scope</b>	<b>4,941</b>	<b>-</b>	<b>3,580</b>	<b>-</b>	<b>2,290</b>	<b>-</b>
305-2	<b>Scope 2</b>	<b>2,822</b>	<b>0.31%</b>	<b>13,901</b>	<b>1.58%</b>	<b>44,013</b>	<b>5.94%</b>
	Purchased electricity	1,750	0.19%	12,727	1.45%	42,857	5.20%
	Purchased heat	1,072	0.12%	1,174	0.13%	1,156	0.14%
	<b>Scope 1 + Scope 2</b>	<b>71,239</b>	<b>7.94%</b>	<b>86,347</b>	<b>9.83%</b>	<b>110,459</b>	<b>13.40%</b>
	<b>CO<sub>2</sub> reduction</b> (reporting year vs. 2020 baseline)	<b>35.51%</b>	<b>-</b>	<b>21.83%</b>	<b>-</b>	<b>-</b>	<b>-</b>
305-3	<b>Scope 3</b>	<b>826,205</b>	<b>92.06%</b>	<b>791,732</b>	<b>90.17%</b>	<b>713,755</b>	<b>86.60%</b>
	Category 1 - Purchased goods and services	31,088	3.46%	28,945	3.30%	24,620	2.99%
	Category 2 - Capital goods	78,157	8.71%	58,489	6.66%	17,770	2.16%
	Category 3 - Fuel- and energy-related activities	21,648	2.41%	25,110	2.86%	25,391	3.08%
	Category 4 - Upstream transportation and distribution	674,656	75.18%	658,533	75.00%	625,506	75.89%
	Category 6 - Business travel	248	0.03%	255	0.03%	68	0.01%
	Category 7 - Employee commuting	20,400	2.27%	20,400	2.32%	20,400	2.48%
	Category 13 - Downstream Leased Assets	8	0.001%	-	-	-	-
305-3	<b>Biogenic emissions (from category 4) - outside of scope</b>	<b>30,926</b>	<b>-</b>	<b>25,225</b>	<b>-</b>	<b>17,881</b>	<b>-</b>
	<b>TOTAL</b>	<b>897,444</b>	<b>100.00%</b>	<b>878,078</b>	<b>100.00%</b>	<b>824,214</b>	<b>100.00%</b>
	Carbon insetting credits (emission reduction achieved via fuel switch with biodiesel within road transportation)	-	-	-50	-	0	-

Historical data can be found in the "ESG Key Indicators" Detailed Data Supplement to this Report.



# SUSTAINABLE DATA SHEET

## ENVIRONMENTAL PERFORMANCE

### Greenhouse gas emissions [tCO<sub>2</sub>e]

Market-based approach	2024	2023	2020
<b>Scope 1</b>	<b>68,417</b>	<b>72,446</b>	<b>66,446</b>
Offices and warehouses	11,443	11,841	12,803
Owned truck fleet	51,957	51,938	50,080
Passenger fleet	5,017	5,071	3,563
<b>Scope 2</b>	<b>2,822</b>	<b>13,901</b>	<b>44,013</b>
Offices and warehouses	2,757	13,872	44,013
Passenger fleet	65	28	-
<b>Scope 3</b>	<b>826,205</b>	<b>791,732</b>	<b>713,755</b>
Road freight (subcon. fleet)	624,222	600,942	576,506
Air transport	27,281	11,848	11,346
Sea transport	23,025	45,542	37,500
Rail transport	129	202	154
Business trips	248	255	68
Other	151,300	132,943	88,181
<b>TOTAL</b>	<b>897,444</b>	<b>878,078</b>	<b>824,214</b>

### Location-based approach [tCO<sub>2</sub>e]

305-2

	2024	2023	2020
<b>Scope 1</b>	<b>68,417</b>	72,446	66,446
<b>Scope 2</b>	<b>43,640</b>	45,506	38,186
<b>Scope 3</b>	<b>837,237</b>	799,505	713,960
<b>TOTAL</b>	<b>949,294</b>	<b>917,457</b>	<b>818,592</b>

### Emissions intensity

305-4

	2024	2023	2020
Transport GHG emissions intensity [gCO <sub>2</sub> e/tkm]	<b>102.6</b>	104.0 <sup>*</sup> 99.9 <sup>**</sup>	111.1
Warehouse and offices GHG emissions intensity [kgCO <sub>2</sub> e/m <sup>2</sup> ]	<b>7.2</b>	14.1	35.8

\* Emission factor based on GLEC/ecoinvent 3.9.1

\*\* Emission factor based on EN 16258

### Total water consumption

303-5

	2024	2023
Total water consumption from all areas [megaliters]	<b>170.85</b>	<b>176.19</b>

### Waste generated

306-3

Weight of waste generated, by type [tonnes]	2024	2023
Hazardous	<b>206.38</b>	<b>285.51</b>
Non-hazardous	<b>11,673.86</b>	<b>10,884.05</b>
<b>Total weight of waste generated</b>	<b>11,880.24</b>	<b>11,169.56</b>
<b>Total weight of segregated waste</b>	<b>11,333.47</b>	<b>10,495.26</b>
Share of segregated waste [%]	<b>95%</b>	<b>94%</b>

Historical data can be found in the "ESG Key Indicators" Detailed Data Supplement to this Report.



# SUSTAINABLE DATA SHEET

## SOCIAL PERFORMANCE

GRI 2-7	TOTAL NUMBER OF EMPLOYEES (BY GENDER)	2024			2023		
		TOTAL	Male	Female	TOTAL	Male	Female
	<b>Total number of employees</b> [head count]	<b>12,222</b>	<b>7,911</b>	<b>4,311</b>	<b>11,845</b>	7,683	4,162
	Number of permanent employees [head count]	9,973	6,375	3,598	<b>9,837</b>	6,291	3,546
	Number of temporary employees [head count]	2,249	1,536	713	<b>2,008</b>	1,392	616
	Number of full-time employees [head count]	11,098	7,253	3,845	<b>10,980</b>	7,220	3,760
	Number of part-time employees [head count]	1,124	658	466	<b>865</b>	463	402

GRI 2-7	TOTAL NUMBER OF EMPLOYEES (BY REGION*)	2024														
		Poland		Germany		Austria		The Czech Republic		Italy		The Netherlands		Other countries		
	TOTAL	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
	<b>Total number of employees</b> [head count]	<b>12,222</b>	<b>3,771</b>	<b>2,231</b>	<b>2,073</b>	<b>728</b>	<b>398</b>	<b>168</b>	<b>445</b>	<b>341</b>	<b>143</b>	<b>116</b>	<b>192</b>	<b>75</b>	<b>889</b>	<b>652</b>
	Number of permanent employees [head count]	<b>9,973</b>	2,633	1,699	1,810	637	398	168	368	278	142	114	148	59	876	643
	Number of temporary employees [head count]	<b>2,249</b>	1,138	532	263	91	-	-	77	63	1	2	44	16	13	9
	Number of full-time employees [head count]	<b>11,098</b>	3,611	2,165	1,694	464	366	129	441	319	123	92	177	54	841	622
	Number of part-time employees [head count]	<b>1,124</b>	160	66	379	264	32	39	4	22	20	24	15	21	48	30

\* Country breakdown adopted in compliance with the financial statements.

GRI 2-7	TOTAL NUMBER OF EMPLOYEES (BY REGION*)	2023														
		Poland		Germany		Austria		The Czech Republic		Italy		The Netherlands		Other countries		
	TOTAL	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
	<b>Total number of employees</b> [head count]	<b>11,845</b>	3,548	2,113	2,146	736	385	159	441	332	137	116	223	82	803	624
	Number of permanent employees [head count]	<b>9,837</b>	2,571	1,661	1,898	655	385	159	362	284	136	113	144	55	795	619
	Number of temporary employees [head count]	<b>2,008</b>	977	452	248	81	-	-	79	48	1	3	79	27	8	5
	Number of full-time employees [head count]	<b>10,980</b>	3,535	2,096	1,781	485	351	118	441	311	126	100	210	53	776	597
	Number of part-time employees [head count]	<b>865</b>	13	17	365	251	34	41	-	21	11	16	13	29	27	27

\* Country breakdown adopted in compliance with the financial statements.

Historical data can be found in the "ESG Key Indicators" Detailed Data Supplement to this Report.



# SUSTAINABLE DATA SHEET

## SOCIAL PERFORMANCE

GRI 405-1 Diversity	2024					2023				
	TOTAL	Male	%	Female	%	TOTAL	Male	%	Female	%
<b>Supervisory Board*</b>	<b>4</b>	<b>3</b>	<b>75%</b>	1	<b>25%</b>	<b>3</b>	<b>3</b>	<b>100%</b>	-	<b>0%</b>
Under 30	-	-	-	-	-	-	-	-	-	-
30-50	2	1	25%	1	<b>25%</b>	-	-	-	-	-
Over 50	2	2	50%	-	-	3	3	100%	-	-
<b>All managerial position</b>	<b>1,929</b>	<b>1,278</b>	<b>66.25%</b>	<b>651</b>	<b>33.75%</b>	<b>1,841</b>	<b>1,251</b>	<b>67.95%</b>	<b>590</b>	<b>32.05%</b>
Under 30	148	106	5.5%	42	2.2%	121	88	4.8%	33	1.8%
30-50	1,425	917	47.5%	508	26.3%	1,384	905	49.2%	479	26.0%
Over 50	356	255	13.2%	101	5.2%	336	258	14.0%	78	4.2%
<b>Statutory Board of Raben Group N.V.</b>	<b>3</b>	<b>2</b>	<b>66.7%</b>	<b>1</b>	<b>33.3%</b>	<b>3</b>	<b>2</b>	<b>66.7%</b>	<b>1</b>	<b>33.3%</b>
Under 30	-	-	-	-	-	-	-	-	-	-
30-50	2	1	33.3%	1	33.3%	2	1	33.3%	1	33.3%
Over 50	1	1	33.3%	-	-	1	1	33.3%	-	-
<b>Raben Group Board</b>	<b>5</b>	<b>3</b>	<b>60.0%</b>	<b>2</b>	<b>40.0%</b>	<b>5</b>	<b>3</b>	<b>60.0%</b>	<b>2</b>	<b>40.0%</b>
Under 30	-	-	-	-	-	-	-	-	-	-
30-50	3	1	20.0%	2	40.0%	3	1	20.0%	2	40.0%
Over 50	2	2	40.0%	-	-	2	2	40.0%	-	-

\* Supervisory Board Members and self-employed are not included in the all managerial position.



# SUSTAINABLE DATA SHEET

## SOCIAL PERFORMANCE

GRI 405-1 Employees (by the area of operations, gender and age)

	2024					
	TOTAL	%	Male	%	Female	%
<b>Total number of employees</b>	<b>12,222</b>	<b>100%</b>	<b>7,911</b>	<b>64.7%</b>	<b>4,311</b>	<b>35.3%</b>
<b>Number of white collar employees</b>	<b>6,901</b>	<b>56.5%</b>	<b>3,300</b>	<b>47.8%</b>	<b>3,601</b>	<b>52.2%</b>
Under 30	1,597	13.1%	779	11.3%	818	11.9%
30-50	4,250	34.8%	1,945	28.2%	2,305	33.4%
Over 50	1,054	8.6%	576	8.3%	478	6.9%
<b>Number of blue collar employees</b>	<b>5,321</b>	<b>43.5%</b>	<b>4,611</b>	<b>86.7%</b>	<b>710</b>	<b>13.3%</b>
Under 30	1,148	9.4%	965	18.1%	183	3.4%
30-50	2,707	22.1%	2,354	44.2%	353	6.6%
Over 50	1,466	12.0%	1,292	24.3%	174	3.3%

GRI 405-1 Employees (by the area of operations, gender and age)

	2023					
	TOTAL	%	Male	%	Female	%
<b>Total number of employees</b>	<b>11,845</b>	<b>100%</b>	<b>7,683</b>	<b>64.9%</b>	<b>4,162</b>	<b>35.1%</b>
<b>Number of white collar employees</b>	<b>6,652</b>	<b>56.2%</b>	<b>3,151</b>	<b>47.4%</b>	<b>3,501</b>	<b>52.6%</b>
Under 30	1,485	12.5%	718	10.79%	767	11.5%
30-50	4,193	35.4%	1,889	28.4%	2,304	34.6%
Over 50	974	8.2%	544	8.2%	430	6.5%
<b>Number of blue collar employees</b>	<b>5,193</b>	<b>43.8%</b>	<b>4,532</b>	<b>87.3%</b>	<b>661</b>	<b>12.7%</b>
Under 30	1,104	9.3%	952	18.3%	152	2.9%
30-50	2,674	22.6%	2,338	45.0%	336	6.5%
Over 50	1,415	11.9%	1,242	23.9%	173	3.3%

Historical data can be found in the "ESG Key Indicators" Detailed Data Supplement to this Report.



# SUSTAINABLE DATA SHEET

## SOCIAL PERFORMANCE

Total number of external workers <sup>1</sup>	2024		2023	
	Number of companies [GRI 2-6]	Number of workers [GRI 2-8]	Number of companies [GRI 2-6]	Number of workers [GRI 2-8]
Self-employed	-	44	-	45
Interns/apprentices	-	302	-	295
Transport subcontractors <sup>2</sup>	3,403	11562 <sup>3</sup>	2,449	8,002 <sup>3</sup>
Part-time job agencies <sup>4</sup>	143	2,011	122	1,751

<sup>1</sup> The breakdown of external workers into drivers and warehouse workers, applies to the largest group of our subcontractors.

<sup>2</sup> Transport subcontractors – companies: based on the real trips carried out by regular carriers in Q4 2024. Data from Raben Transport and Raben Ukraine based on financial data.

Transport subcontractors – drivers: drivers of regular carriers.

<sup>3</sup> The number of drivers among providers is measured in a head count. Where direct data is not available, we count drivers according to the number of trucks.

<sup>4</sup> Part-time agencies reported as of 31.12.2024. External warehouse workers are expressed in FTE. Number of hours worked as of 31.12.2024.



# SUSTAINABLE DATA SHEET

## SOCIAL PERFORMANCE

GRI 401-1	New hires and exits (by age group and gender)	2024				2023			
		Male	%	Female	%	Male	%	Female	%
	<b>New hires</b>	2,095	69.3%	926	30.7%	1,766	72.7%	664	27.3%
	Under 30	844	27.9%	440	14.6%	739	30.4%	283	11.6%
	30-50	988	32.7%	430	14.2%	822	33.8%	341	14.0%
	Over 50	263	8.7%	56	1.9%	205	8.4%	40	1.6%
	<b>Employees who left</b>	1,793	70.6%	748	29.4%	1,787	70.9%	735	29.1%
	Under 30	567	22.3%	230	9.0%	558	22.1%	218	8.6%
	30-50	914	36.0%	432	17.0%	910	36.1%	439	17.4%
	Over 50	312	12.3%	86	3.4%	319	12.6%	78	3.1%

Employee figures are presented on a consolidated basis. Due to the scale of the business, presenting the ratio by region is currently not available.

Breakdown by major regions will be added in subsequent reporting periods.

GRI 401-1	Employees turnover ratio (by gender and age)	2024		2023	
		Male	Female	Male	Female
	<b>Employees turnover ratio</b>	23.0%	17.6%	23.3%	17.7%
	Under 30	35.1%	25.4%	33.4%	23.7%
	30-50	21.4%	16.2%	21.5%	16.6%
	Over 50	16.4%	12.9%	17.9%	12.9%
	<b>Total turnover ratio</b>	21.1%		21.3%	

Historical data can be found in the "ESG Key Indicators" Detailed Data Supplement to this Report.



# SUSTAINABLE DATA SHEET

## SOCIAL PERFORMANCE

GRI 403-8	Workers covered by OHS management system	2024		2023	
		No.	%	No.	%
	Employees covered by OHS management system (internal)	12,202*	99.8%	11,845	100%
	Employees covered by OHS management system (certified)	7,733	63%	8,991	76%

All external workers are covered by the OHS management system. Total number of employees covered by the certified system is estimated based on the average number of employees in locations with a certified OHS management system.

OHS management system has been certified in 60% of the locations (depots). As external workers are not assigned to a specific location, we are not able to disclose the number and percentage of external workers covered by such system. Total number of employees covered by the certified system is estimated based on the average number of employees in locations with a certified ISO standards.

\* The number of employees covered by the internal OHS management system excludes 20 employees from smaller companies in Germany. These companies fully comply with all legal requirements; however, due to their size, only basic OHS requirements are implemented, and full application of the internal management system is not required.

GRI 403-9	Work-related injuries	2024		2023	
		Employees	External workers	Employees	External workers
	Total number of injuries	191	39	164	11
	Total number of fatalities	-	***	-	-
	Total number of high-consequence injuries	-	-	-	-
	Total number of hours worked	19,291,481	4,039,479*	18,847,680	3,516,755*
	High-consequences injuries frequency rate	-	0	-	-
	All injuries frequency rate (AIFR)	9,90	9,65	8,70	3,13
			All drivers**		All drivers**
	Number of traffic accidents caused by drivers	0	33	0	13
	Number of fatalities among drivers	0	1	0	2
	Number of kilometers driven	0	920 246 416,97	0	741 045 628,85
	Rate of fatalities among drivers per 1,000,000 km	0	0,0011	0	0,0027
	Rate of road incidents per 1,000,000 km	0	0,036	0	0,018

\* Total number of hours worked for external workers reported only for warehouse workers.

\*\* Drivers employed by Raben Group companies and subcontractors.

\*\*\* Excluding fatalities among external drivers.

The main types of work-related injury in 2024 (employees and external workers): cut/lacerations, bruising, fractures strains and sprains, crushes. On roads the main causes of injuries were collisions front to rear and front to front, no collision overturning.

In 2024, no cases of work-related ill health were reported (cases of work-related ill are reported based on local regulations; identification of work-related ill is based on cases officially reported and accepted by relevant health authorities).

Historical data can be found in the "ESG Key Indicators" Detailed Data Supplement to this Report.



# SUSTAINABLE DATA SHEET

## SOCIAL PERFORMANCE

GRI 404-3	Percentage of employees receiving regular performance and career development reviews	2024			2023		
		TOTAL	Male	Female	TOTAL	Male	Female
	White collars	54%	55%	54%	57%	58%	56%
	Blue collars	62%	61%	70%	48%	46%	57%

In 2023, the calculation of the indicator has been changed. Due to the differences in the approach to the annual performance and career development reviews process for white collars and blue collar, the percentage is presented separately for each group. It is not possible to consolidate the indicator.

GRI 404-1	Training and development [h/per year and per employee]	2024			2023		
		TOTAL	Male	Female	TOTAL	Male	Female
		11.2	9.8	13.7	9.3	8.4	11
	White collars	14.6	14.1	15.1	11.6	11.2	11.9
	Blue collars	6.6	6.7	6.3	6.4	6.4	6.5

GRI 2-30	Collective bargaining agreement	2024		2023	
		Percentage of total employees covered by collective bargaining		Percentage of total employees covered by collective bargaining	
		19.3%		21.4%	

Historical data can be found in the "ESG Key Indicators" Detailed Data Supplement to this Report.



# SUSTAINABLE DATA SHEET

## GOVERNANCE PERFORMANCE

		2024		2023	
		Registered	Confirmed	Registered	Confirmed
GRI 2-16	<b>Total number of critical concerns (including corruption, data leakage, fraud, etc.)</b>	<b>16*</b>	<b>3</b>	<b>24*</b>	<b>22</b>
	Total number of data leakage	4	3	2	2
GRI 2-5-3	<b>Total number of anti-corruption incidents</b>	<b>5</b>	<b>-</b>	<b>1</b>	<b>-</b>
	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	5	-	1	-
	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	5	-	-	-
	Other	7	-	-	-
GRI 418-1	<b>Total number of substantiated complaints received concerning breaches of customer privacy</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
	complaints received from outside parties and substantiated by the organization	-	-	3	3
	complaints from regulatory bodies	-	-	-	-
GRI 418-1	<b>Total number of identified leaks, thefts, or losses of customer data</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>3</b>
Own	Total number of other non-customer-related data leaks	-	-	14	14
GRI 2-27	<b>Total number of significant instances of non-compliance with laws and regulations during the reporting period</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
	instances for which fines were incurred	-	-	-	-
	instances for which non-monetary sanctions were incurred	-	-	-	-
		-	-	-	-
GRI 2-27	<b>Total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
	fines for instances of non-compliance with laws and regulations that occurred in the current reporting period	-	-	-	-
	fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods	-	-	-	-

The data prepared based on statements of members of the board (from all companies), forensic cases registered, register of personal data register

\* Including GRI 418-1



# SUSTAINABLE DATA SHEET

## GOVERNANCE PERFORMANCE

GRI 2-16	Group locations certification coverage	2024 by number of employees in depots	2024 by number of depots	2023
	ISO 9001	82%	84%	91%
	ISO 27001	22%	23%	
	ISO 14001	72%	63%	80%
	ISO 45001	63%	60%	76%
	ISO 50001	19%	21%	24%
	ISO 22000	7%	6%	6%

Total number of employees covered by the certified system is estimated based on the average number of employees in locations with a certified ISO standards. A depot is a location or facility within Raben Group used for operational purposes, including transport and logistics activities. Depots comply with applicable legal requirements and may include offices and warehouses.

There were no incident resulting in legal actions for anti competitive behavior, anti-trust, and monopoly practices.



# APPROACH TO REPORTING

## VALUE CHAIN

Breakdown into regions, industries and segments presented by revenue. There were no significant changes within value chain.

## SUBCONTRACTORS

### Subcarriers (regular):

All road transport companies that provided regular contracted services to the Raben Group in Q4 2024.

### Part-time agencies:

All part-time agencies that provided services during the year.

### Vehicles (fleet composition):

Own fleet structure and size reported as of 31.12.2024. Fleet structure of external road transport companies contracted by Raben Group, classified according to EURO emission standards and based on actual truck usage in Q4 2024.

## ENVIRONMENT

### GHG emissions

Disclosures under this material topic include both qualitative descriptions and quantitative data. It covers all Raben Group entities as explained in section 'Reporting boundaries'. The share criterion was used to consolidate emissions from the company level to the Group level, which means that 100% of the emissions of all companies were taken into account. Due to the ongoing war, Raben Ukraine was excluded from the scope 3 calculations. Access to internal data systems has been restricted for security reasons.

### Methodology

The calculations were prepared in accordance with the following standards:

- The Greenhouse Gas Protocol A Corporate Accounting and Reporting Standard Revised Edition,
- GHG Protocol scope 2 Guidance,
- Corporate Value Chain (scope 3) Accounting and Reporting Standard,
- ISO 14083:2023 - Quantification and reporting of greenhouse gas emissions arising from transport chain operations,
- The GLEC Framework for Logistics Emissions Accounting and Reporting, version 3.0.

## SOURCES OF EMISSION FACTORS

### Fuels

- Department for Environment, Food & Rural Affairs v. 2024 (DEFRA): biodiesel (HVO); burning oil; LPG; natural gas; propane
- Global Logistics Emissions Council Framework v.3.0 (GLEC): diesel; LNG; petrol
- Government Greenhouse gas conversion factors for company reporting: Methodology paper v. 2024: AdBlue (only TTW)
- HVO - Raben Group attempted to obtain fuel-specific emission factors for the purchased fuels. Additionally, for fuels for which emission factors could not be obtained, the following data sources were used:
  - Emission factors for Netherlands
  - Report from Austria (Erneuerbare Kraftstoffe und Energieträger im Verkehrssektor in Österreich 2023)
  - DEFRA 2024

### Refrigerants

- Department for Environment, Food & Rural Affairs v. 2024 (DEFRA): R134A; R32; R404A; R407C; R507A; R410A
- Global warming potential (GWP) of HFC refrigerants: R452A

### Purchased heat

- Department for Environment, Food & Rural Affairs v. 2024 (DEFRA): all countries, excluding Poland
- Energy Regulatory Office (Urząd Regulacji Energetyki - URE): Poland



# APPROACH TO REPORTING

## Electricity

- Source of location-based and residual mix factors: European Residual Mixes
- Source of WTT emission factors: DEFRA 2021 – WTT- UK & overseas electricity (due to lack of data for 2024)
- Austria (Residual mix): due to a full disclosure system, the location-based emission factor was taken
- Ukraine (Location-based and Residual mix): due to lack of emission factor, European Attribute Mix was taken

## Spend-based factors (OPEX, CAPEX)

- Exiobase

## Other

- Department for Environment, Food & Rural Affairs v. 2024 (DEFRA)

## Changes

Due to the change in the diesel emission factor introduced in 2023, we have recalculated emissions for the base year and all years up to and including 2024, using the updated emission factor.

## GHG emission – general approach

The greenhouse gases includes CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O converted to CO<sub>2</sub> equivalents ('CO<sub>2</sub>e') and gases included in refrigerants. Due to GHG Protocol requirements, also biogenic emissions and GHG emissions by each gas type have been calculated.

## Operational boundaries

Raben Group carbon footprint includes all its relevant activities. The categories of emissions were chosen on the basis of screening analysis performed during Raben Group's registration to SBTi. GHG emission calculations covered facilities owned by Raben Group and leased facilities.

## Scope 1 emissions

Direct scope 1 CO<sub>2</sub>e emissions includes all direct emissions from own or controlled sources, including combustion of fuels and refrigerants in: real estate (offices and warehouses), owned trucks and trailers, passengers fleet.

## Scope 2 emissions

Indirect scope 2 CO<sub>2</sub>e emissions includes these generated from purchased or acquired electricity, heating and cooling consumed in buildings as well as electricity consumed for the purpose of charging battery-electric trucks and passengers cars owned, leased or rented.

## Scope 3 emissions

Scope 3 emissions include:

- Cat. 1. Purchased goods and services.
- Cat. 2. Capital goods.
- Cat. 3. Fuel and energy related activities.
- Cat. 4. Upstream transportation and distribution.
- Cat. 6. Business travel.
- Cat. 7. Employee commuting.
- Cat. 13. Downstream Leased Assets.

Emissions in the other categories are not material.

Emissions from Cat. 1 and Cat. 2. calculated using the spend-base method. As from 2023 Quantis is no longer supported, the Exiobase 2022 emission factors were used to estimate GHG emissions. To ensure consistency with previous years' inventories, the same categorisation was used.

Emissions for Cat. 4 reported based on emissions recorded and calculated using an external tool provided by PTV. Emissions for Raben Transport, as well as emission from rail and sea freight calculated using internal tool.

Emissions reported under Cat. 4 do not include emissions from warehouse operations, empty kilometers, or those associated with carriers outside Raben Group network.

Emissions from Cat. 6 calculated based on collected data from travel agencies.

Emissions from Cat. 7 estimated based on number of employees range. The results are the same for each of the considered years.

## Biogenic emissions

Biogenic emissions resulting from biofuel combustion (both HVO and biofuel in blends) have been calculated using DEFRA – Department for Environment, Food & Rural Affairs database conversion factors. These emissions are reported outside of scopes.



# APPROACH TO REPORTING

## GHG emissions intensity

Trip intensity is the number of grams of carbon dioxide equivalent (CO<sub>2</sub>e) transporting one tonne of payload one kilometre. The CO<sub>2</sub> emissions intensity of transport is measured in gCO<sub>2</sub>e/tkm using the WTW emissions from the transport operations of our own and subcontracted truck fleet, including emissions reported in scope 1 (fuels from own truck fleet) and scope 3 (emissions reported under category 3 and 4).

The CO<sub>2</sub> emissions intensity of transport has been measured using a CO<sub>2</sub> application. The system is based on BlueJay (internal transport management system - 'TMS'), PTV (mapping and navigation system), HBEFA (information on combustion) and Qlik (reporting system). TMS provides trip data (loading and unloading address, sequence of unloading/loading), weight and loading factor and vehicle data. Emissions are calculated in PTV using the latest mapping system.

In Raben Transport, the consumption data were obtained from the company's internal calculations performed in accordance with ISO 14083:2023, taking into account only loaded trips (without empty trips). The results were generated using Raben Transport CO<sub>2</sub> calculator and transport data exported from Raben Transport TMS.

CO<sub>2</sub> emissions intensity from offices and warehouses is measured in kg-CO<sub>2</sub>e/m<sup>2</sup> using the market-based approach of GHG scope 1 and scope 2 emissions from Raben Group (offices and warehouses), including fuels, refrigerants, purchased electricity and heat.

## Climate change

The disclosure is prepared based on the TCFD guidelines and includes a description of the risks and opportunities, the methodology used to identify and assess them, and an explanation of their impact on the organisation. It also describes how the risks and opportunities have been managed, including targets and the progress made towards achieving them.

## ENERGY MANAGEMENT

### Energy consumption (within organisation)

Energy consumption includes all fuels used by trucks and passenger cars (diesel, petrol, LNG, electricity), as well as for offices and warehouses (electricity, natural gas, heat, burning oil, propane, diesel, petrol, LPG). Renewable energy is both energy generated by the company's own PV installations and energy purchased from the grid with a certificate of origin, as well as under PPAs.

### Energy conversion factors source:

#### Fuels

#### Department for Environment, Food & Rural Affairs v. 2023:

biodiesel (HVO); burning oil (WTT - based on PN-EN 16258); LPG; natural gas; propane (WTT - based on PN-EN 16258)

**PN-EN 16258:** diesel; LNG (WTT - based on EcoTransIT World 2023); petrol

## Energy consumption (outside organisation)

Energy consumption includes fuel used by subcontractors providing transport services (Well to Wheel - 'WTW') as well as energy generated at the production stage of fuels consumed directly in Raben Group (Well to Tank - 'WTT').

HBEFA base 3.2 was used to calculate fuel consumption in scope 3 (road transport - external carriers).

Due to the ongoing war, Raben Ukraine was excluded from the energy consumed outside the organisation.



# APPROACH TO REPORTING

## PEOPLE

### Raben Group employees

All employees directly employed by Raben Group; measured as a headcount as of date 31.12.2024.

The employees category does not include employees on unpaid leave and contractors.

### Blue collars

All warehouse workers and own drivers. Measured as a headcount, as of date 31.12.2024.

### White collars

All other employees, including managers. Measured as a headcount, as of date 31.12.2024.

### Employees covered by collective bargaining

Share of Raben Group employees who worked in location where trade unions were active during the year (based on headcount).

### Workers who are not employees

All employees who are not reported in the employee category but are under Raben Group control, including external drivers (total number of drivers among regular carriers is measured in a head count. Where direct data is not available, we count drivers according to the number of trucks used during Q4 2024).

External warehouse workers (workers employed through part-time agencies), are expressed in FTE. FTEs were calculated based on the total number of hours carried out in a working year compared to a fixed number of working hours during the year.

Apprentices/interns and self-employed are expressed in a headcount, as of 31.12.2024.

### Male/Female ratio

Share of female employees in the employment structure of Raben Group (based on headcount). Only Raben Group employees were included in the calculation.

### Women in managerial position

Measured as percentage of women in managerial position (based on headcount). The managers are all employees on the following positions: directors, managers and team leaders. All other employees are other employees not mentioned in the above categories.

### Women in highest governance body

The share of female in the Supervisory Board of Raben Group N.V., Statutory Board of Raben Group N.V. and Raben Group Board (based on headcount).

### Average training hours

Measured as the total number of training hours provided to employees compared to total number of Raben Group employees as of date 31.12.2024 (based on headcount).

### Career development reviews

Share of Raben Group employees who received performance and/or career development reviews during the year (based on headcount).



# APPROACH TO REPORTING

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## HEALTH AND SAFETY

### Workers covered by OHS management system

The OHS management system is introduced based on the ISO 45001 standard. Total number of employees covered by the certified system is estimated based on the average number of employees (based on headcount) in locations with a certified OHS management system. Worker who are not employees were excluded, due to the fact that they are not assigned to a specific location.

### Fatal injuries

Total number of work-related incidents leading to the death of Raben Group employees or workers who are not employees (based on headcount).

### Rate of fatalities as a result of work-related injury (excluding drivers)

reported as a ratio of all fatalities to total number of hours worked during the year, multiplied by 1,000,000 hours worked. For drivers, the accident rate is calculated as the number of accidents per 1,000,000 kilometers driven.

### Work related injuries (including high-consequence)

Work-related injuries - measured in accordance with applicable local regulations (based on headcount).

**All injury frequency rate (AIFR)** reported as a ratio of all work-related injury to total number of hours worked during the year, multiplied by 1,000,000 hours worked (breakdown by own and external employees). To calculate injury frequency rates for workers who are not employees were included only incidents which occurred on Raben Group facilities.

**Rate of road incidents** reported as ratio of the total number of incidents and fatalities to total number of kilometre driven, multiplied by 1,000,000 kilometers driven. For all road accidents caused by drivers, we take into account all incidents (not just those which result in injuries).



# MANAGEMENT OF MATERIAL TOPICS (INDEX)

MATERIAL TOPIC	REFERENCES (SECTION)	CRITERIA	LOCATION
<b>E1: GHG Emissions</b>	Sustainability Strategy; Emissions; Data sheet (Environment)	GRI 305-1; GRI 305-2; GRI 305-3; GRI 305-4; GRI 305	Pages: 11-13, 35-39, 54-55
<b>E2: Climate change</b>	Sustainability Strategy; Environment (Our decarbonisation targtes); Emissions; Data sheet (Environment)	TCFD requirements GRI 305-1; GRI 305-2; GRI 305-3; GRI 305-4	See TCFD Index Pages: 11-13, 34-39, 54-55
<b>E3: Energy management</b>	Toward green logistics; Data sheet (Environment)	GRI 302-1; 302-2 Own criteria: Qualitative disclosure	Pages: 28, 39, 52-53
<b>S3: Employees engagement</b>	Empowering people (Employee engagement)	Employee engagement survey: Pulse Check.	Page: 48
<b>S4: Customer satisfaction</b>	Customer excelence	Own criteria: Qualitative disclosure; Customer Satisfaction Survey and NPS score.	Page: 25
<b>S5: Diversity and inclusion</b>	Empowering people (Who we are, Diversity); Data sheet (People)	GRI 405-1 Own criteria: % of employees who are female/male per governance bodies and employee category (white collar vs. blue collar). Female manager ratio.	Pages: 42-43, 57-58
<b>S6: HR management</b>	Our people, our future, Empowering people	Own criteria: Only qualitative disclosure.	Pages: 42-47
<b>S7: Training and development</b>	Empowering people (Training and career development); Data sheet (Social performance)	GRI 404-1, GRI 404-2, and GRI 404-3	Pages: 44-45, 62
<b>S8: Drivers' working conditions</b>	Empowering people (People within supply china; Spot the drivers)	Own criteria: Only qualitative disclosure	Page: 47
<b>S9: Health and safety</b>	Safety; Data sheet (Social performance)	GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-8, GRI 403-9, GRI 403-10	Pages: 48-49, 61
<b>G5: Risk management</b>	Sustainability Risk Management, Climate change - risk management; Climate change - risks; Climate change - opportunities	Own criteria: Qualitative disclosure	Pages: 24, 30-33
<b>G6: Cybersecurity, information security and GDPR</b>	Business ethics (Information security); Data sheet (Governance performance)	GRI 418-1 Own criteria: Qualitative disclosure."	Pages: 26, 63-64
<b>G7: Sustainability transparency</b>	Sustainability Risk Management (Monitoring and reporting)	Own criteria: Qualitative disclosure. EcoVadis score. CDP score.	Page: 21 Page: 24 (Table with Ecovadis and CDP results)



# EY ASSURANCE REPORT

## Limited assurance report of the independent auditor on selected indicators and disclosures

To: The shareholders and supervisory board of Raben Group N.V.

### OUR CONCLUSION

We have performed a limited assurance engagement on selected indicators and disclosures in the accompanying Sustainability Report for the year 2024 of Raben Group N.V. in Oss.

Based on our procedures performed and the assurance information obtained, nothing has come to our attention that causes us to believe that the selected indicators and disclosures are not prepared, in all material respects, in accordance with the applicable criteria as included in the section 'Criteria'.

The selected indicators and disclosures consist of:

RABEN MATERIAL TOPIC	SELECTED INDICATORS / DISCLOSURES	INCLUDED ON PAGE(S) OF THE SUSTAINABILITY REPORT 2024
<b>E1 - GHG Emissions</b>	Scope 1, 2, and 3 Greenhouse Gas emissions (tCO <sub>2</sub> e)	54-55
<b>E2 - Climate Change</b>	Transport emissions intensity Warehouse emissions intensity	55
<b>E3 - Energy Management</b>	Energy consumption within the organization Energy consumption outside the organization Energy intensity	52-53

RABEN MATERIAL TOPIC	SELECTED INDICATORS / DISCLOSURES	INCLUDED ON PAGE(S) OF THE SUSTAINABILITY REPORT 2024
<b>S5 - Diversity and Inclusion</b>	Diversity of governance bodies and employees. Female manager ratio	57-58
<b>S7 - Training and Development</b>	Employees training and development	44-45, 62
<b>S8 - Drivers Working Conditions</b>	Drivers working conditions disclosures	47
<b>S9 - Health and Safety</b>	Health and safety metrics	48-49, 61
<b>G7 - Sustainability Transparency</b>	Materiality assessment with list of material topics, EcoVadis score and CDP score	17, 24

### BASIS FOR OUR CONCLUSION

We have performed our limited assurance engagement on the selected indicators and disclosures in accordance with Dutch law, including Dutch Standard 3000A 'Assurance-opdrachten anders dan opdrachten tot controle of beoordeling van historische financiële informatie (attest-opdrachten)' (Assurance engagements other than audits or reviews of historical financial information (attestation engagements)). Our responsibilities in this regard are further described in the section 'Our responsibilities for the assurance engagement on the selected indicators and disclosures' of our report.

We are independent of Raben Group N.V. in accordance with the "Verordening inzake de onafhankelijkheid van accountants bij assurance-opdrachten" (ViO, Code of Ethics for Professional Accountants, a regulation with respect to independence). This includes that we do not perform any activities that could result in a conflict of interest with our independent assurance engagement. Furthermore, we have complied with the "Verordening gedrags- en beroepsregels accountants" (VGBA, Dutch Code of Ethics for Professional Accountants).

We believe that the assurance evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

### CRITERIA

The criteria applied for the preparation of the selected indicators and disclosures are the GRI Sustainability Reporting Standards (GRI Standards) and the criteria supplementally applied as disclosed in the sections Sustainability Data Sheet and Approach to Reporting in the Appendices of the Sustainability Report 2024.

The selected indicators and disclosures are prepared with reference to the GRI Standards and the criteria supplementally applied as disclosed in the sections Sustainability Data Sheet and Approach to Reporting in the Appendices of the Sustainability Report 2024. The GRI Standards used for the selected indicators and disclosures are listed in the GRI Content Index as disclosed on page 74-78 of the Sustainability Report 2024.



# EY ASSURANCE REPORT

The comparability of selected indicators and disclosures between entities and over time may be affected by the absence of a uniform practice on which to draw, to evaluate and measure this information. This allows for the application of different, but acceptable, measurement techniques.

Consequently, the selected indicators and disclosures need to be read and understood together with the criteria applied.

## LIMITATIONS TO THE SCOPE OF OUR ASSURANCE ENGAGEMENT

Our assurance engagement is restricted to the selected indicators and disclosures. We have not performed assurance procedures on any other information as included in Sustainability Report 2024 in light of this engagement. Our conclusion is not modified in respect of this matter.

## RESPONSIBILITIES OF THE STATUTORY BOARD AND THE SUPERVISORY BOARD FOR THE SELECTED INDICATORS AND DISCLOSURES

The statutory board is responsible for the preparation of the selected indicators and disclosures in accordance with the criteria as included in the section "Criteria". The statutory board is also responsible for selecting and applying the criteria and for determining that these criteria are suitable for the legitimate information needs of the intended users, considering applicable law and regulations related to reporting. The choices made by the statutory board regarding the scope of the selected indicators and disclosures and the reporting policy are summarized in the sections Sustainability Data Sheet and Approach to Reporting in the Appendices of the Sustainability Report 2024.

Furthermore, the statutory board is responsible for such internal control as it determines is necessary to enable the preparation of the selected indicators and disclosures that are free from material misstatement, whether due to fraud or error.

The supervisory board is responsible for overseeing the reporting process of the selected indicators and disclosures of Raben Group N.V.

## OUR RESPONSIBILITIES FOR THE ASSURANCE ENGAGEMENT ON THE SELECTED INDICATORS AND DISCLOSURES

Our responsibility is to plan and perform the assurance engagement in a manner that allows us to obtain sufficient and appropriate assurance evidence for our conclusion.

Our assurance engagement is aimed to obtain a limited level of assurance to determine the plausibility of the selected indicators and disclosures. The procedures vary in nature and timing from, and are less in extent, than for a reasonable assurance engagement. The level of assurance obtained in a limited assurance engagement is therefore substantially less than the assurance that is obtained when a reasonable assurance engagement is performed.

We apply the applicable quality management requirements pursuant to the Nadere voorschriften kwaliteitsmanagement (NVKM, regulations for quality management) and the International Standard on Quality Management (ISQM) 1, and accordingly maintain a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and other relevant legal and regulatory requirements.

## Our assurance engagement included amongst others:

- Performing an analysis of the external environment and obtaining an understanding of the sector, insight into relevant sustainability themes and issues and the characteristics of the company as far as relevant to the selected indicators and disclosures
- Evaluating the appropriateness of the criteria applied, their consistent application and related disclosures on the selected indicators and disclosures. This includes the evaluation of the reasonableness of estimates made by the statutory board
- Obtaining through inquiries a general understanding of the internal control environment, the reporting processes, the information systems and the entity's risk assessment process relevant to the preparation of the selected indicators and disclosures, without obtaining assurance information about the implementation or testing the operating effectiveness of controls



# EY ASSURANCE REPORT

- Identifying areas of the selected indicators and disclosures where misleading or unbalanced information or a material misstatement, whether due to fraud or error, is likely to arise. Designing and performing further assurance procedures aimed at determining the plausibility of the selected indicators and disclosures responsive to this risk analysis. These procedures consisted amongst others of:
  - Making inquiries of management and relevant staff at corporate level responsible for the sustainability strategy, policy and results relating to the selected indicators and disclosures
  - Interviewing relevant staff responsible for providing the information for, carrying out controls on, and consolidating the data in the selected indicators and disclosures
  - Obtaining assurance evidence that the selected indicators and disclosures reconcile with underlying records of Raben Group N.V.
  - Reviewing, on a limited sample basis, relevant internal and external documentation
  - Considering the data and trends in the information submitted for consolidation at corporate level
- Reconciling the relevant financial information with the financial statements

- Reading the information in Sustainability Report 2024 that is not included in the scope of our assurance engagement to identify material inconsistencies, if any, with the selected indicators and disclosures
- Considering whether the selected indicators and disclosures are presented and disclosed free from material misstatement in accordance with the criteria applied.

Eindhoven, 1 April 2025

EY Accountants B.V.

**Signed by M.G.J.J. van Raay**



# GRI INDEX

GRI	DISCLOSURE	LOCATION	OMISSION	COMMENTS
2-1	<b>Organizational details</b>	Pages: 6, 51, 81	Included	
2-2	<b>Entities included in the organization's sustainability reporting</b>	Page: 51	Included	
2-3	<b>Reporting period, frequency and contact point</b>	Pages: 51, 81	Included	
2-4	<b>Restatements of information</b>	Pages: 74	Included	As part of the revision of our Scope 1 and 2 reduction targets, we recalculated emissions and energy consumption for all years since 2020, incorporating the most up-to-date fuel emission factor to ensure accuracy and alignment with current standards
2-5	<b>External assurance</b>	Pages: 71-73	Included	
2-6	<b>Activities, value chain and other business relationships</b>	Pages: 7-10	Included	Raben Group's activities, according to Global Industry Classification Standard (GICS): Air Freight & Logistics (20301010), Marine Transportation (20303010), Rail Transportation (20304010), Cargo Ground Transportation (20304030). Industrial REITs (60102510). Raben Group's business model is based on a well-diversified portfolio of customers, representing the industries identified in the About Raben Group chapter. There were no significant changes within Raben Group's supply chain.
2-7	<b>Employees</b>	Pages: 56, 68	Included	
2-8	<b>Workers who are not employees</b>	Pages: 8, 59	Included	
2-9	<b>Governance structure and composition</b>	Pages: 18-20	Included	
2-10	<b>Nomination and selection of the highest governance body</b>	Pages: 19-20	Included	
2-11	<b>Chair of the highest governance body</b>	Page: 19	Included	
2-12	<b>Role of the highest governance body in overseeing the management of impacts</b>	Pages: 11, 19-22, 24	Included	



# GRI INDEX

GRI	DISCLOSURE	LOCATION	OMISSION	COMMENTS
2-13	Delegation of responsibility for managing impacts	Page: 21, 24-25, 34, 42, 48	Included	
2-14	Role of the highest governance body in sustainability reporting	Page: 21	Included	
2-15	Conflicts of interest	Page: 19	Included	
2-16	Communication of critical concerns	Pages: 20, 25-26, 63	Included	
2-17	Collective knowledge of the highest governance body	Page: 21	Included	
2-18	Evaluation of the performance of the highest governance body	Pages: 18-20	Included	
2-19	Remuneration policies	Page: 20	Included	
2-20	Process to determine remuneration	Page: 20	Included	
2-21	Annual total compensation ratio		Omission Information unavailable/incomplete	Considering that the report covers all Raben Group entities, we are currently unable to submit reliable and comparable data. We expect full disclosure at Group level in the 2025 report.
2-22	Statement on sustainable development strategy	Pages: 3-4	Included	
2-23	Policy commitments	Pages: 24-26, 47	Included	
2-24	Embedding policy commitments	Pages: 25-26, 42-43, 47-49	Included	
2-25	Processes to remediate negative impacts	Pages: 25, 26	Included	
2-26	Mechanisms for seeking advice and raising concerns	Page: 26	Included	



# GRI INDEX

GRI	DISCLOSURE	LOCATION	OMISSION	COMMENTS
2-27	Compliance with laws and regulations	Pages: 26, 63	Included	
2-28	Membership associations	Page: 23	Included	
2-29	Approach to stakeholder engagement	Pages: 22	Included	
2-30	Collective bargaining agreements	Pages: 22, 46, 62	Included	
3-2	List of material topics	Pages: 17	Included	
201-2	Financial implications and other risks and opportunities due to climate change	Pages: 30, 32-33	Included	We do not currently monitor costs based on climate-related risks. Disclosures will be added according to the EU Taxonomy for sustainability activities directive schedule.
205-1	Operations assessed for risks related to corruption		Omission Not applicable	Raben Group implemented Anti-Bribery and Corruption Policy in 2022. A risk assessment is planned for 2025.
205-2	Communication and training about anti-corruption policies and procedures	Page: 26	Included	
205-3	Confirmed incidents of corruption and actions taken	Page: 63	Included	
206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	Page: 63	Included	
302-1	Energy consumption within the organization	Pages: 52-53, 67	Included	
302-2	Energy consumption outside of the organization	Pages: 53, 67	Included	
302-3	Energy intensity	Pages: 53, 67	Included	
302-4	Reduction of energy consumption		Omission Information not available	Currently, no reliable data are available. Within next 2-3 years we plan to develop and introduce internal system to monitor and report reduction of energy consumption.



# GRI INDEX

GRI	DISCLOSURE	LOCATION	OMISSION	COMMENTS
305-1	Direct GHG emissions	Pages: 54, 65-66	Included	
305-2	Energy indirect (scope 2) GHG emissions	Pages: 54-55, 65-66	Included	
305-3	Other indirect (scope 3) GHG emissions	Pages: 54, 65-66	Included	
305-4	GHG emissions intensity	Pages: 38-39, 55, 65-66	Included	
305-5	Reduction of GHG emissions	Page: 28, 35	Included	
401-1	New employee hires and employee turnover	Page: 60	Included	Explanation of limited disclosure: Employee figures are presented on a consolidated basis. Due to the scale of the business, presenting the ratio by region is currently not available. Breakdown by major regions will be added in subsequent reporting periods.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page: 44	Included	
401-3	Parental leave		Omission Information unavailable/incomplete	Considering that the report covers 28 Group entities, we are currently unable to submit reliable and comparable data. We expect full disclosure at Group level in the 2025 report.
403-1	Occupational health and safety management system	Pages: 48-49	Included	
403-2	Hazard identification, risk assessment, and incident investigation	Page: 49	Included	
403-3	Occupational health services	Page: 48	Included	
403-4	Worker participation, consultation, and communication on occupational health and safety	Page: 48-49	Included	
403-5	Worker training on occupational health and safety	Pages: 49	Included	



# GRI INDEX

GRI	DISCLOSURE	LOCATION	OMISSION	COMMENTS
403-6	Promotion of worker health		Included	Europe, where Raben Group has all of its employees and workers, who are not an employees, is one of only two regions with relatively high levels of service coverage and relatively low proportions of people with large out-of-pocket expenditures on health (World Health Statistics 2022 by World Health Organisation). Therefore, Raben Group does not provide a specific programme of non-occupational medical and healthcare services and voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed. However, selected companies offer such services as part of their benefit package.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page: 49	Included	
403-8	Workers covered by an occupational health and safety management system	Pages: 48, 61, 69	Included	
403-9	Work-related injuries	Pages: 49, 61, 69	Included	
403-10	Work-related ill health	Page: 61	Included	
404-1	Average hours of training per year per employee	Pages: 44, 62, 68	Included	
404-2	Programs for upgrading employee skills and transition assistance programs	Pages: 44-45, 68	Included	
404-3	Percentage of employees receiving regular performance and career development reviews	Pages: 62, 68	Included	
405-1	Diversity of governance bodies and employees	Pages: 57-58, 68	Included	
406-1	Incidents of discriminations and corrective actions taken	Page: 63	Included	



# SDG INDEX

SDG	TARGET AND INDICATORS	INDICATOR	LOCATION
	<b>3.6</b> By 2020, halve the number of global deaths and injuries from road traffic accidents.	<b>3.6.1</b> Death rate due to road traffic injuries.	Page: 49, 61
	<b>5.5</b> Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.	<b>5.5.2</b> Proportion of women in managerial positions.	Page: 57
	<b>8.8</b> Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	<b>8.8.1</b> Fatal and non-fatal occupational injuries per 100,000 workers, by sex and migrant status. <b>8.8.2</b> Level of national compliance with labour rights (freedom of association and collective bargaining) . based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status.	Page: 61 Pages: 25
	<b>9.4</b> By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.	<b>9.4.1</b> CO <sub>2</sub> emission per unit of value added.	Pages: 38
	<b>12.6</b> Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	<b>12.6.1</b> Number of companies publishing sustainability reports.	Page: 21
	<b>13.2</b> Integrate climate change measures into national policies, strategies and planning.	<b>13.2.2</b> Total greenhouse gas emissions per year.	Pages: 54



# TCFD INDEX

AREA	PAGE	DISCLOSURE
Governance	Pages: 19-21	Board's oversight of climate-related risks and opportunities.
	Page: 19-21	Management's role in assessing and managing climate-related risks and opportunities.
Strategy	Page: 24, 30	Climate-related risks and opportunities the organization has identified over the short, medium, and long term.
	Pages: 30, 34	Impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.
	Pages: 31, 34, 37-39	Resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.
Risk Management	Pages: 32-33	Identifying and assessing climate-related risks.
	Page: 30	Processes for managing climate-related risks.
	Page: 24	Integration of climate-related risks into overall risk management.
Metrics and Targets	Pages: 28, 35-39	Metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.
	Pages: 30-36	Scope 1, scope 2, scope 3 greenhouse gas (GHG) emissions, and the related risks.
	Pages: 13, 34	Targets used by the organization to manage climate-related risks and opportunities and performance against targets.

## Contact details

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