

SUUS SUSTAINABILITY

ONE STEP AHEAD on the sustainability journey

2023

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Ladies and gentlemen,



Tadeusz Chmielewski

Chairman of the
Management Board
ROHLIG SUUS Logistics S.A.

Sustainable development has become firmly embedded in the strategies of companies around the world. The regulatory environment, customer and employee demands, and shareholder expectations make ESG issues more important than ever. I am glad about this, because commitment to environmental and social issues has always been vital to our Company.

Values such as respect for employees, business partners and the environment have always been at the heart of ROHLIG SUUS Logistics' development. Every day we strive to increase our positive impact on the people around us and the environment. We also support our customers and carriers in doing so.

We focus on sustainability not only for the sake of our customers and business partners. Above all – we do it for ourselves and for our team. We are a family-owned company, so it is particularly important for us to ensure that SUUS develops in a sustainable way, so that our impact on the environment and the social environment is as positive as possible.

We are devoting this year to fine-tuning our sustainability strategy. Its foundation will first and foremost be credibility in setting goals and holding ourselves accountable therefore. We want to be at the forefront of this journey. For our employees, transport partners, customers, but first and foremost for our children.

Ladies and gentlemen,



Piotr Iwo

Chmielewski

Corporate Development
Officer

For 6 years I have been comanaging RÖHLIG SUUS Logistics – a family company and a workplace I am proud of. As a successor and a member of the Management Board responsible for the strategy, I attach great importance to our Company's contribution to a shared future. We are a family business. We have always thought about our development in the long term. We are finalising the draft of the family business constitution, which will constitute the foundation of the company's sustainable development.

An indispensable part of the business strategy are the three pillars of sustainable development: environment, people, corporate governance, i.e. quality and management ethics. Our initiatives in this area will be based on: Step Towards Climate Credibility, Step Towards Social Empowerment and Step Towards Logistics of Value, respectively.

We want to continue to grow to be the first-choice partner for our customers, a trusted advisor in the field of supply chains, and provide support in the area of technology. However, first and foremost we want to be a well-functioning organisation, a great place to work at, and a business partner with whom other companies want to cooperate. According to the slogan of our branding campaign, SUUS is the Logistics Choice - for Employees, as well as Customers and Business Partners. This is also due to our commitment to the idea of sustainable development.

However, declarations do not suffice. We present to you our second sustainable development report. As one of our Values is continuous Self-improvement, this year we tried to include even more information about our impact on the environment. I promise that we will improve year-on-year – not only in reporting, but above all in implementing more initiatives both for the environment and our social environment. This is my personal ambition and commitment, as this year I became a father and I want the best possible future for my son.

OUR MISSION AND VALUES

As a family business, we care about nurturing long-term and strong relationships with Employees, Customers and business Partners by doing what we know best – designing supply chains, managing them and ensuring they are secure and resilient to global market turbulence.

Our mission is to increase the efficiency of our Customers' businesses by providing intelligent logistics solutions. We add value to logistics processes by providing professional, comprehensive and flexible services designed as a more efficient and cost-effective alternative to in-house operations. We achieve our goals thanks to the commitment and professionalism of our Employees.

CORE VALUES OF ROHLIG SUUS GROUP

One step ahead

We are an expert in the logistics industry; we anticipate the expectations of the market and customers by constantly expanding the range of services offered and improving internal processes through the use of modern and innovative solutions.

»ONE STEP AHEAD

Partnership

– We build long-term business relationships with our Customers and business Partners. We strive to provide a professional, comprehensive and flexible service.



Self-improvement

– We create an organizational culture focused on continuous improvement by fostering individual development and increasing Employee engagement.



ESG STRATEGY

»ONE STEP AHEAD

ON THE SUUSTAINABILITY JOURNEY – OBJECTIVES



Our responsible approach is based on systemic, thoughtful actions.

In 2023, we released the ESG strategy, which sets goals and targets for 2023-2026. As an industry leader, driven by ambition, we conducted numerous internal analyses and market research to better understand the role we aim to play in society.

We opted for a participatory process to develop the ESG strategy, using our business strategy as its foundation.

We involved Employees and the business Community, engaging them in numerous interviews, workshops, consultations and surveys.

This approach ensures that the strategy corresponds to the needs of the environment and our organisation in 100%.

To raise awareness and enhance understanding of the pillars of our new strategy, we divided the topics covered in the report accordingly.

Please feel free to explore this year's publication. If you have any questions, we encourage you to get in touch with the project team, whose contact information can be found in the chapter "About the Report".

STEP TOWARDS CLIMATE CREDIBILITY

AMBITION

We are aware that the sector in which we operate is widely associated with negative environmental impact. **In our endeavours, we are primarily focused on decarbonization and establishing closed-loop systems within our warehouses, continuously setting ourselves new challenges.** We aim for more than the bare minimum – through ambitious targets and their achievement, we aim to set a direction for the entire industry.

LIABILITIES

- 1.1. We are reducing greenhouse gas emissions in our organisation and Value Chain in line with SBTi.
- 1.2. We are accelerating the development of a circular economy through proper waste and resource management.

STEP TOWARDS SOCIAL EMPOWERMENT

AMBITION

People are at the core of our Company. We conduct operations that wield a significant impact on the sector and society, providing support and ensuring well-being.

We strive to promote a diverse and inclusive workforce, while also providing our Employees and business Partners with a secure work environment built on friendly relationships.

LIABILITIES

- 2.1. We are an employer of first choice.
- 2.2. We take care of our business Partners.
- 2.3. We are strengthening local communities.

STEP TOWARDS LOGISTICS OF VALUE

AMBITION

Managing sustainable development is not solely about compliance. Logistics of Value is a driving force for both business and people. We act responsibly within our own operations and we set standards throughout the Value Chain. We believe that working with our suppliers to address social and environmental challenges is fundamental to maintaining a resilient business model. **We take ESG aspects seriously, integrating them into our daily operations to deliver real value.**

LIABILITIES

- 3.1. We take action within our Value Chain.
- 3.2. We work together for a positive impact.
- 3.3. We excel in ESG management.

KEY HIGHLIGHTS IN THE ESG AREA IN 2022

- » Development of an **ESG Strategy**
- » **ISO 27001 certification** finalised after the 31st of March 2023
- » **Commissioning of 7 electric vehicle charging stations** at our warehouses
- » Commissioning of **2 photovoltaic installations**
- » **2 BREEAM EXCELLENCE-certified logistics facilities**
- » Amendment to the **Code of Ethics of ROHLIG SUUS Logistics**
- » **Code of Conduct for ROHLIG SUUS Logistics Business Partners**
- » Enhancement of **carbon footprint calculation methodology**, including involvement of foreign companies

ABOUT THE COMPANY

- » Comprehensive logistics support
- » Next steps in company development
- » Management Board of RÖHLIG SUUS Logistics
- » Business strategy and its link to ESG strategy
- » Significant topics
- » Stakeholders and their engagement

This area supports the achievement of:



COMPREHENSIVE LOGISTICS SUPPORT

We are an international family company with Polish roots, a logistics operator with global capabilities. We specialize in logistics and supply chain management with a particular focus on commitment and professionalism in customer service. We provide our services under the **ROHLIG SUUS Logistics S.A.** brand. The ROHLIG SUUS Group comprises eight companies, seven active and one suspended.

The foreign subsidiaries of ROHLIG SUUS Logistics are located in **Slovenia, Romania, the Czech Republic, Hungary** and **Slovakia**, **Factory Warehouse Logistics sp. z o.o.** and **EXPERT sp. z o.o.** are located in Poland.

During the reporting period, ROHLIG SUUS Logistics S.A. was the owner of SUUS Logistics in Russia, whose operations are currently suspended due to Russian aggression against Ukraine in 2022. In response, our company's Management Board immediately made the decision to suspend all transport to and from Russia and Belarus. We also ceased providing services to the Russian company and halted all investments.

For the most part of the financial year 2022/2023, ROHLIG SUUS Logistics s.r.o. (Czech company within the group) was a subsidiary of ROHLIG SUUS Logistics S.A. However, there were changes in the holding structure towards the end of the fiscal year, resulting in the merger of ROHLIG SUUS Logistics s.r.o. with SUUS Holding sp. z o.o. As a result, ROHLIG SUUS Logistics s.r.o. is no longer a subsidiary of ROHLIG SUUS Logistics S.A.

In December, **EXPERT sp. z o.o.** joined our group. This company specializes in last-mile deliveries and added-value services, including furniture and household appliances assembly, installation, and connection.

As part of our comprehensive logistics support, we have developed various specialisations including: road, sea, air and rail freight forwarding, warehousing services, Project Cargo, intermodal transport and customs handling. Through our Logistics Solution Design (LSD) service, which assists our Customers in supply chain management, we offer: VMI, Control Tower, 4PL services, as well as supply chain strategy consulting through SUUS Advisory. Thanks to this broad approach, we offer our Customers comprehensive solutions, optimally tailored to their needs. |

ROHLIG SUUS LOGISTICS IN POLAND AND EUROPE



OVER **30** BRANCHES IN POLAND AND EUROPE

THE CZECH REPUBLIC

Prague, Prague-Ruzyně, Ostrava, Brno

Slovakia

Bratislava

Slovenia

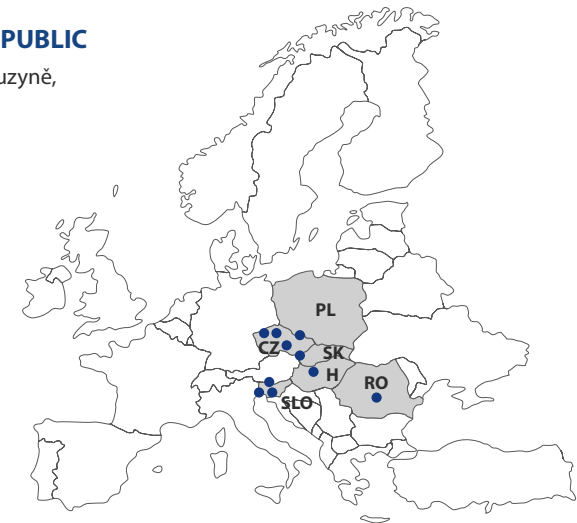
Koper, Brnik, Logatec

Hungary

Budapest

Romania

Bucharest



LEARN ABOUT OUR SERVICES



Own less-than-truckload distribution network in Poland – we are one of only a few logistics operators in the country with our own domestic less-than-truckload distribution network, with a 24H standard delivery time. We also offer the so-called last-mile deliveries for e-commerce Customers. We offer options such as bring and carry, payment collection and return of pallets and documents, time-of-day delivery, SMS notification, temperature-controlled delivery, ADR delivery and delivery on public holidays.



International less-than-truckload (LTL) transportation – our service includes cargo collection and distribution, full customs handling, short transit times and high frequency of departures. For shipments of up to 5 pallets, we offer daily lines through CargoLine, of which we are the exclusive partner in Poland.



International and domestic full-truck load forwarding – we organise road transport for all types of goods: neutral, dangerous, temperature-controlled, oversize and non-standard. We execute deliveries in a just-in-time system. Our Customers receive information about loading, customs clearance and unloading of goods after a maximum of 5 seconds from the driver's reporting, which facilitates verification of KPI.



Sea freight – for both LCL and FCL shipments, we operate in partnership with the global logistics group Röhlrig. Our services include consolidation from various suppliers, deconsolidation, and terminal services (such as sorting, palletization, and labelling). We handle LCL and FCL shipments to and from all continents except Antarctica.



Air freight – we provide the service in three variants: premium (including pharma cargo shipping and handling of dangerous goods (DGR)), classic including weekend consolidations, and economy. In addition, we also offer charter solutions. In air freight, we fulfil import, export and cross trade service orders through our partnership with the Röhlrig Group on four cargo routes operated by Lufthansa Cargo (Frankfurt – Atlanta, Frankfurt – Mexico City, Frankfurt – Shanghai, Hong Kong – Frankfurt).



Rail freight – we organise FCL and LCL shipments for Asian and European destinations. We provide our Customers with transshipment services, palletisation, warehouse handling and shipment monitoring.



Intermodal transport – by combining multiple modes of transportation we reach every destination across Europe. Our primary destinations include: Italy, Turkey, the United Kingdom, Germany, and Scandinavian countries. By using railways as the primary mode of transportation, this solution yields lower GHG emissions and allows for loading 2 tons more of cargo (26 tons) compared to road transportation.



Contract Logistics – it encompasses a range of services provided in warehouses and transshipment terminals. Such services often constitute a part of significantly larger, comprehensive supply chains that we manage. Within contract logistics, we offer value-added services like customs clearance, co-packing, labelling, conditioning, and comprehensive e-commerce logistics. Pre-installation of electronic devices and their testing are also possible.



Project Cargo – involves the execution of non-standard, oversized shipments worldwide, and is led by experts. Within this service, we provide comprehensive support, including: cost estimation and monitoring, transportation mode selection, route analysis and planning, advisory in documentation, direct project supervision and reporting.

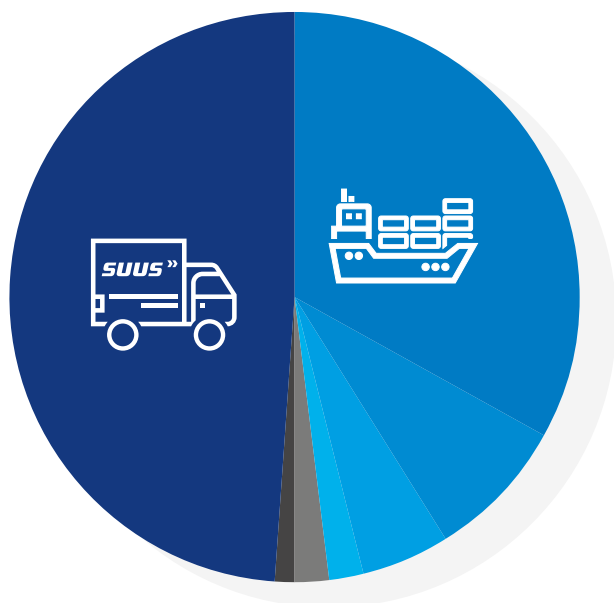


Customs Agencies – we have our own network of customs agencies and recognised locations, providing a full spectrum of customs procedures, including simplified procedure customs clearance (AEO). We offer customs services as a complementary element of our Customers' logistics processes and as a stand-alone product.



Logistics Solution Design, 4PL and SUUS Advisory – we advise on how to manage the supply chain. Our specialists design entire supply chains and then effectively implement and manage them as part of the 4PL service. In addition, we advise Customers on how they can optimise their logistics processes and how to build supply chains that have the least possible impact on the environment.

SHARE OF INDIVIDUAL SERVICES IN SALES



49.70%
Road freight

32.85%
Sea freight

0.75%
Customs Agency*



1.36%
Rail freight



1.40%
Project Cargo



5.33%
Air freight



8.61%
Contract Logistics



NUMBER OF COMPLETED ORDERS

Road freight

2,623,565



International LTL: 309,174
Domestic LTL: 2,132,581
International FTL: 41,689
Domestic FTL: 140,121

Sea freight

23,081



LCL: 7,639
FCL: 15,442

Air freight

4,677



Rail freight

1,951

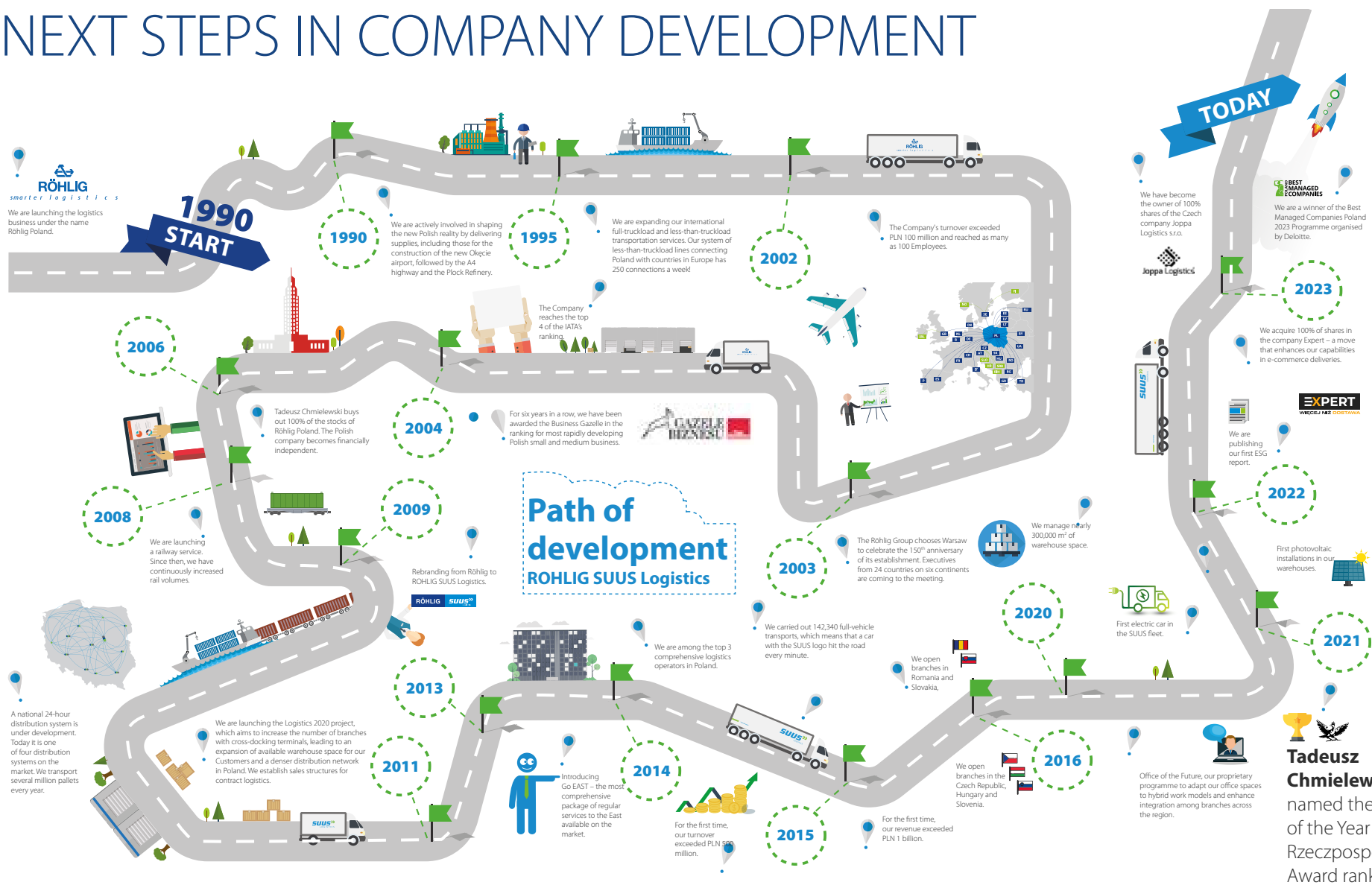


Project Cargo*
194



* the data refers to the Polish Branch of the Company

NEXT STEPS IN COMPANY DEVELOPMENT



MANAGEMENT BOARD OF ROHLIG SUUS LOGISTICS



Tadeusz Chmielewski

Chairman of the Management Board



Piotr Iwo Chmielewski

Corporate Development Officer



Adam Galek

Chief Executive Officer Domestic



Andrzej Kozłowski

Chief Executive Officer International



Artur Malarski

Chief Executive Officer CEE

The Management Board operates on the basis of the **(Polish) Commercial Companies Code, the Company's Articles of Association, the Regulations of the Management Board** and other **legal provisions**. The responsibilities of individual Members of the Management Board are outlined in the division of responsibilities scheme for various areas of the Company's operations. The Management Board sets the Company's development strategy and long-term business plans, approves key documents and projects, including the Code of Ethics, internal regulations and policies, the Company's investment projects, and their financing methods. It also takes an active part in decision-making in the field of sustainable development, review proposed projects, and receive regular summaries of the progress of ongoing work. As of April 1, 2023, Artur Malarski, Chief Executive Officer CEE, responsible for managing foreign companies, joined the Company's Management Board.

Composition of the Company's Board as of March 31, 2023:

Tadeusz Chmielewski,
Chairman of the Management Board
Piotr Iwo Chmielewski,
Corporate Development Officer

Adam Galek,
Chief Executive Officer Domestic
Andrzej Kozłowski,
Chief Executive Officer International

COMPOSITION AND COMPETENCES OF THE SUPERVISORY BOARD

The Supervisory Board of ROHLIG SUUS Logistics S.A. oversees the activities of the Management Board, which gives it the right to examine the Company's documents, request that it be provided with all information concerning the Company, reports and explanations from the Management Board or Employees, and acts as an advisory body. The Supervisory Board may also review the Company's assets. It operates on the basis of the Polish Code of Commercial Companies and other legal provisions, the Articles of Association of the Company, resolutions of the General Meeting of Shareholders and the regulations of the Supervisory Board. The term of office of a Member of the Supervisory Board is 3 years. None of the Members of the Supervisory Board belong to the management team.

Zygmunt Grajkowski
dr Robert Gutsche
Friedrich Rather

BUSINESS STRATEGY AND ITS LINKAGE WITH THE ESG STRATEGY

The newly created **ESG Strategy** directly stems from our **Business Strategy** and is inextricably linked with it. Our primary business objective for the next three years is to build an international family company based on stable foundations.

We are building a business for the future, for generations to come, based on values that are important to us. With the financial surpluses we have generated recently, we are investing in our key areas: in **our people, ESG** (environment, social responsibility, corporate governance), **technology** and further **diversification** that will provide our Company with the necessary dynamics, security and resilience to market turbulence.

The five pillars of our Business Strategy:

1. Increase Employee engagement and satisfaction
2. Improve service quality and Customer satisfaction
3. Supply chain resilience and business continuity
4. Data-driven organisation
5. International growth

KEY SUSTAINABLE DEVELOPMENT ISSUES

The scope of the content presented in the report was prepared on the basis of the double materiality analysis carried out. We conducted the analysis by involving key stakeholders and experts. A matrix of key issues shows where the Company and the industry is heading. After internal consultations we decided to consider as relevant topics also ecological solutions in the logistics industry and greenhouse gas emissions and carbon footprint reporting.

THE PROCESS OF IDENTIFYING RELEVANT TOPICS:



The conducted double materiality study identified **8 issues**, which, as a result of the survey and internal consultations, we defined as the most important. The matrix with the survey results can be found on page 75. Key issues for RÖHLIG SUUS Logistics are:

- Information security
- Quality of service and Customer satisfaction.
- Security of goods, Customers and stability of services.
- Employee engagement.
- Decent working conditions at SUUS including remuneration and benefits.
- Employee training and development
- Green solutions in the logistics industry.
- Greenhouse gas emissions and carbon footprint reporting.

STAKEHOLDERS AND THEIR ENGAGEMENT

We refer to key stakeholders as all those who have a significant impact on our operations and those who are affected by our activities. All stakeholders are very important to us because they contribute directly or indirectly to our business objectives and to SUUS' ESG strategy.

We try to maintain regular contact with all stakeholders, creating space for discussion and exploring opinion on issues of mutual importance. This approach allows us to make better business decisions and fosters innovation. Due to the areas of our business, we have identified **6 stakeholder groups**.

FORMS OF STAKEHOLDER ENGAGEMENT:



Employees

- Internal Intranet platform
- Weekly newsletter
- Mailing lists
- Webinars and trainings
- Cyclical "Good to Know" Webinars
- Regular meetings with the supervisor
- Integration meetings
- NPS survey
- "Your Voice" Irregularity Reporting Platform, Employee representation
- SUUS Space – Intranet for warehouse workers



Drivers

- NPS survey
- SMS
- The "Your Voice" whistleblowing platform

3 **Clients**

- SUUS Portal
- Customer Satisfaction Survey
- External communication through social media, industry portals and press
- Industry meetings and events
- Surveys
- The "Your Voice" whistleblowing platform

5 **Suppliers, other business partners**

- Social media
- E-mail communication
- Personal meetings

4 **Road carriers, shipowners, airlines, developers or logistics facility owners**

- SUUS Portal
- Meetings
- Annual meeting of carriers
- E-mail contact
- SMS
- NPS survey
- The "Your Voice" whistleblowing platform

6 **Local community, universities and schools, public administration, state institutions and bodies, other stakeholders**

- Educational meetings in schools and universities
- Participation in events
- Cooperation with industry, economic, social and pro-environmental organisations
- The "Your Voice" whistleblowing platform
- Social media and external media

STEP TOWARDS SOCIAL EMPOWERMENT

- » ROHLIG SUUS Logistics as an employer
- » Employee training and development
- » Concern for employees' health
- » Parent at SUUS
- » Employee benefits
- » Remunerations
- » Office of the future
- » Occupational Health and Safety
- » Drivers and carriers
- » Social activity
- » War in Ukraine

This area supports the achievement of:



ROHLIG SUUS LOGISTICS AS AN EMPLOYER

At SUUS, people are paramount.

We are building a responsible and engaged work environment. We focus on dialogue and mutual understanding. Our ambition is to be the most sought-after employer in the industry, thereby attracting the best talents. We aim to be a friendly company where employees feel great. Therefore, employee engagement and satisfaction are crucial to us. Our internal projects, training programmes and initiatives bring us closer to achieving this goal.



AGE OF THE EMPLOYEES

31% 654
Persons under 30 years of age

62% 1,308
People aged 30-50 years

7% 143
Persons over 50 years of age

*data relates to ROHLIG SUUS Logistics in Poland



GENDER OF EMPLOYEES

39% 860
Females*

61% 1,345
Males*

*data for ROHLIG SUUS in Poland and for EXPERT

2,205

THE TOTAL NUMBER OF EMPLOYEES IN THE ENTIRE COMPANY

In 2022/23, SUUS had a full-time workforce of **2,075 people**, i.e. **94.10%** of all Employees.

Detailed employment information can be found on page 70.

EXECUTIVES EMPLOYMENT STRUCTURE:

37.2% Females

62.8% Males

TRAINING AND DEVELOPMENT OF EMPLOYEES

We are building an organizational culture focused on holistic development and the joint creation of an innovative future. Continuous development is embedded in our ethical values. We recognize that with a competent and professional team, we can exceed market expectations. Everyone at SUUS has equal opportunities for further occupational training.

PROFESSIONAL DEVELOPMENT

When building the competences of female and male Employees, we take into account the training needs they report. We have a training management platform, where we publish a **“Training Café”** on a quarterly basis. Here, every office Employee can find and register for ongoing training sessions. Depending on the needs, training is delivered either online or offline. Apart from product-specific training, our Employees can find a comprehensive range of courses that enhance both soft and hard-technical skills.



3,613



Employees

participated in training sessions, spending a total of **214 days*** on them.

(a training day is 6 clock hours)
*data relates to RÖHLIG SUUS Logistics in Poland



The number of training days for **Managers:**

53

*data relates to RÖHLIG SUUS Logistics in Poland



The number of training days for **other Employees*:**

161

TRAINING AND PROGRAMMES TO BE IMPLEMENTED IN 2022



Hard skills:

CRM, Power BI, SQL, MS Excel, Outlook, MS Power Point, sales, customer service, product trainings, LinkedIn personal branding.



Product trainings:

Domestic Less-than-truckload Distribution – LTL, Rail Freight, Air Freight, Sea Freight, Contract Logistics, International Full Truckload Forwarding – FTL.



Soft skills:

Communication – teamwork skills, stress-control skills and how to deal with difficult situations, conflict management. **Assertiveness** – communicating without undermining relationships and assertiveness in giving feedback. **Emotions** – ability to control, building awareness, proactive attitude, effectiveness in action. **Prioritising and organising work** – managing oneself in time. **Self-motivation** – the art of achieving goals, **Communication in business, My inner energy, Listening to myself** – on the path to personal balance. **Mental resilience** – building mental resilience in crisis situations, **Communication with drivers** – training for freight forwarders.



Knowledge days:

16-18 May 2023 saw the next edition of the **National Knowledge Days**. These were three intensive days full of expertise, with trainings provided by seven experts from our Company. The event is cyclical, with the next edition taking place in May 2023 already after the end of the reporting period. The training sessions did not have a limited number of participants.



Don't miss Webinars:

A series of webinars aimed at Employees in which we talk about new projects, summarise what has happened and share knowledge about the organisation. Nine episodes have been released so far.

MANAGERIAL DEVELOPMENT

Due to the significant role of the management team in shaping and maintaining the organizational culture in the workplace, we have been dedicated to the development of our managers for years. In the financial year 2022, we conducted 2 cycles of managerial training – **PUMA Managerial Trainings** and a **Leadership Development Programme**, delivering a total of 34 training days. Fifty-four Managers took part in the programmes. The aim of the training programme is to enhance competencies in managing people and related elements such as motivation, delegating tasks, as well as appreciation and providing feedback. Another aim of the programme is to raise awareness of the manager's own role in the organisation, as well as to promote management based on the leadership model and unified management standards adopted by the Company.

This year we also launched the **Top Management Inspiration Club**, consisting of four meetings. It is a place of inspiration, openness and knowledge exchange for Top Management. A place where Managers will reexamine areas familiar to them in their daily work. The club is meant to be a platform for recurring meetings in a group setting led by a coach, as well as for inspiring lectures by psychologists and business professionals. 25 Managers participated in the programme, which lasted for 19 training days.





DEVELOPMENTAL CONVERSATIONS

Developmental conversations provide a space for Employees and Managers to review joint projects and plan new ones. This is an effective tool for setting goals, tracking progress, and a safe space and moment for exchanging insights regarding collaboration between Manager-Employee, Employee-Manager, as well as opinions about the workplace.

Developmental conversations are held twice a year on a recurring basis. We have created a special application to facilitate conversation preparation, stress-free progression through the entire process, and effective goal-setting for the coming months. An internal Intranet network also provides a guide describing each step in detail.

Furthermore, the results of developmental conversations are used on a Company-wide scale by the HR Department to gather training needs, information about Employee talents, and other requirements in the field of management/improvement. Developmental conversations are also a crucial element of our applied concept of goal management. It assumes that Employees engaged in goal-setting have a higher likelihood of achieving designated tasks and consequently a higher level of job satisfaction.

EMPLOYEE HEALTH CARE

We pay close attention to the range of benefits package at SUUS. The entire offer is tailored to the real needs of our Employees and regularly reviewed to ensure it truly addresses those needs in practice. Our package includes private medical care through Medcover, life insurance, and subsidies for sports cards. Additionally, we offer our female and male Employees various programmes and training sessions to support mental well-being and balance.

Our most important initiative is the **Work&Care Academy**, a programme dedicated to promoting both mental and physical well-being. As part of the programme, we have organised training sessions, meetings and webinars with specialists to assist in various areas, including stress management, emotional resilience, and navigating challenging life situations. We also consider the global and national events that have a substantial impact on each individual.

In the spring of 2022, we organised an online class entitled "What You Need to Do Today, Do Today," led by Dr. Ewa Hartman, a trainer and academic lecturer. In June, we hosted a webinar entitled "How to Plan Your Diet When All Else Fails and Implement It Despite Vacations?"

In October and November, we focused on raising awareness about cancer prevention. Our communication campaign "Better Together" tackled topics such as breast and testicular cancer. We were honoured to have psycho-oncologist Adrianna Sobol join us for two webinars, for both women and men, addressing cancer screening and prevention.



As part of the initiative, our Employees also took part in competitions aimed at raising awareness and encouraging regular check-ups.

Topics of other meetings held in 2022: "Building Awareness, Proactive Attitudes, and Effectiveness in Action" (in-person), "Emotions – the Skill of Control" (in-person), "Psychological Resilience," "Hero's Journey," "Listening to Oneself – On the Path to Personal Balance," and "Stress – the Skill of Control" (online).



Within the framework of the Work&Care Academy, our Employees also benefit from psychological support through a partnership with the online counselling centre **HearMe**. Every Employee can access free psychological assistance from various specialists according to their needs. This support can be a one-time consultation or regular sessions with an expert. Employees can choose between a 55-minute video session or a phone call. Psychologists are available Monday to Friday from 8 am to 9.30 pm and Saturdays from 9 am to 2.30 pm. In 2022, more than **70 Employees benefited from the opportunity for free consultations with a psychologist on either a regular or occasional basis.**

Our Employees also enjoy complimentary access to materials featured on the HearMe platform, covering topics related to both physical and mental health. This includes live webinars and recordings covering a wide range of subjects such as depression, stress management, nutrition, relationships, parenting, and more.

SUUS Active is a programme designed to encourage Employees to prioritize their health through sports competitions. They can choose from activities such as running, cycling, swimming, general fitness exercises (including gym workouts, yoga, and dance), as well as marches and walks. Any Employee who has created



In 2022, more than **800 Employees** took part in organized training sessions and webinars..



an account on the **WorkSmile** app and joined the challenge run by ROHLIG SUUS Logistics can participate in the programme.



In 2022, we launched a total of **12 competitions**, with the participation of **358 Employees.**

We provided an attractive medical care offer not only to our employees but also to our business partners, namely carriers and drivers*.

*data relates to ROHLIG SUUS Logistics in Poland

A PARENT IN SUUS

As a family Company, we know how great a value the family is, which is why **we have a range of programmes to support SUUS parents**



Since 2022, we have had a **“Mom is Back to Work”** programme in operation, which is aimed at mothers expecting the birth of a child. A young mother receives a folder containing all necessary documents related to childbirth and maternity leave, along with a schedule to navigate through all formalities. As part of the starter pack for the new member of the SUUS community, a plush cuddly bear called "Miś Szumiś" is also provided as a gift.

After maternity leave, in addition to a welcome gift, our female Employees have the opportunity to take part in training to help them combine work with being a full-time mum. We ensure a calm and comfortable return to responsibilities by gradually increasing the number of working hours. During the first week after returning from parental leave, the workday is 5 hours, followed by 6 hours in the second week, 7 hours in the third week, and full hours from the fourth week onwards. Every six months, all returning SUUS moms are invited to the Main Office for an integration meeting combined with a workshop entitled "Mom – My Oscar Role."

Nor are we forgetting any young dads. Each newly minted dad is given a baby carrier to support him in his new role. From April 1, 2022, to March 31, 2023, 68 women and 1 man took parental leave, along with 57 men taking paternity leave.

169

Employees were entitled to **parental leave**



126

people took leave



After returning from parental leave, 37 women and 40 men who have taken such leave are currently working at ROHLIG SUUS Logistics S.A. For the time being, we do not measure the total number of Employees who returned to work after parental leave and who were still employed 12 months thereafter.

EMPLOYEE BENEFITS

Group life insurance

(upper age limit for joining is under 69 years old)



Multisport Sport card



Medicover Sport card



Sports equipment subsidy

for the Employees' children



Support for participation

in sports competitions



Medicover private healthcare



English language courses

(the Employer finances half of the course price)



LOTOS and Circle K fuel cards



Supplement for a 14-day paid vacation



Financial Aid (difficult living and material situation)



Christmas benefits



Total funds transferred to Employee Capital Plans

PLN 693,724.40

Total Employee contributions

PLN 520,295.14

Total Employer contributions

for 648 Employees

TOTAL

PLN 1,214,019.54



Total amount of vacation subsidy

PLN 1,105,900.00

for 1,519 Employees

ON AVERAGE

PLN 728.05



Total value of Christmas gifts and benefits

PLN 1,496,250.00

for 1,914 people

ON AVERAGE

PLN 781.74



Total amount of sports card subsidies

PLN 387,394

for 1,191 people



Total amount of financial aid for the Employees

PLN 67,300

19 people benefited



Total amount of benefits from the Company Social Benefits Fund

PLN 2,837,221

2018 people benefited



Total amount of Employee benefits

PLN 5,894,065



Average percentage increase in salaries at the Company

13%



*data relates to RÖHLIG SUUS Logistics in Poland

REMUNERATION

Decent remuneration is one of the key elements in ensuring job satisfaction for our Employees. We monitor market rates on an ongoing basis to keep them appropriate. In order to create a transparent remuneration system, we are working on a **Remuneration policy**.



The Management Board, together with the Chairman, who is also the Company's sole shareholder, is involved in the policy-making process. The Management Board has key influence over decisions regarding remunerations. Additionally, an independent consultant was involved in the document development process. This consultant offers an invaluable external perspective and highlights the best industry practices. Decisions related to remuneration policy are made during Management Board meetings and senior executives meetings. The collective decision-making approach enables the consideration of diverse perspectives and opinions, promoting the selection of equitable solutions.

The Company has an **Employee Council** composed of Employee representatives whose tasks include reviewing planned changes and advising key Managers in decisions directly affecting the Employees. The Council was involved in consultations regarding the Remuneration Policy. We have observed a 7.6% decrease in the ratio of the highest-paid Employee's salary to the median percentage increase in total annual compensation for all Employees. In 2022, the median Employee salary was 108% compared to 2021.



These positive indicators point to an overall increase in the compensation level within the organisation. Since July 2022, the **"Recommend working at Suus"** referral programme has been efficiently functioning in the Company. In the first edition of the project, the reward for recommending a new employee was PLN 1,000 gross, which was increased to PLN 2,000 gross starting from April 2023. In the calendar year 2022, a total of 107 individuals were hired based on Employee referrals – 75 individuals in warehouse positions and 32 in office positions. The percentage of hires from referrals out of the total number of hires is **24%**.

*data relates to RÖHLIG SUUS Logistics in Poland

OFFICE OF THE FUTURE

"The post-pandemic reality has presented us with a new challenge of how to create a space that both male and female Employees will want to return to and convert 100% remote working into hybrid working. This challenge has driven us to change the way we approach and think about office work."

Agnieszka Małecka
Director of Administration

OFFICE OF THE FUTURE – SUPPORTING AN ORGANISATIONAL CULTURE BASED ON DIALOGUE AND COOPERATION

We want to listen to the voices of our Employees, so the first step of the project was to understand the needs and opinions of those working in our offices. As many as **96% of Employees** took part in a recent opinion survey. According to the survey, **70% of those in the main office declared** they would prefer to work **from the office for a maximum of 2-3 days per week.**



We have proposed a workspace that encourages collaboration, comprising conference rooms, creative and project zones, as well as spaces for independent task execution – acoustic booths, quiet work areas, and individual offices. We have also opted for solutions that ensure excellent acoustics and soundproofing, resulting in significantly enhanced working comfort compared to a conventional open space. Crucial to our approach was providing teams the opportunity to integrate while working in the office. Hence, we introduced a shared kitchen and designated spots for coffee meetings. The redesign was also accompanied by a technological revolution. We have switched from

desktops to laptops as an organisation, and all rooms have been equipped with screens with a top-of-the-range audio-visual system.

The Office of the Future spatial transformation has already encompassed the central office in Warsaw, the branch in Łódź, the port offices in Gdynia and Szczecin, and the newly relocated branches in Bydgoszcz, Poznań, and Lublin. Ahead of us is a change of arrangement and working concept for offices in Cracov, Wrocław and another in Szczecin, where an office is being built according to a new standard next to a recently opened warehouse.

"Although the word 'office' comes to the fore in the slogan, it is more than just a physical location. It encompasses organization, work culture, ambiance, and the collaborative spirit we foster on a daily basis."

Emilia Badełek
 People Experience Manager



**Join us for a virtual tour
 of our office space.**

Office of the future is not only about beautiful and functional office spaces, but also about changing the approach to hybrid work. We introduced the Hybrid-Powered Work programme, during which facilitators showed how to effectively engage in hybrid work while also prioritizing one's psychological and physical well-being. We are also developing the Ways of Working

programme, which outlines the principles of hybrid work and is designed to assist us when carrying out our duties on a daily basis. This includes strategies like reducing the number and length of meetings and calling for brief phone conversations instead of writing emails.



OCCUPATIONAL HEALTH AND SAFETY

We make every effort to provide our Employees with a safe and comfortable workplace. We have a Health and Safety Committee and Local Health and Safety Coordinators who take care of safety in our branches on a daily basis. All male and female Employees have access to the necessary information on the Company-wide Intranet and to regular trainings.

Safety management in our Company is built upon continuous identification of potential hazards and assessment of occupational risks at workstations, directly leading to a reduction in accidents and prevention of occupational diseases. We provide appropriate personal protective equipment tailored to the identified hazards, and we implement safe work techniques and technologies. Our health and safety activities stem from internal procedures and the applicable law, targeting Employees and individuals working under our supervision across all Company branches in Poland. The following internal regulations in force contribute to workplace safety: Occupational Health and Safety Policy, OHS instructions, risk analysis sheets, safety guidelines for warehouses, rules for intra-facility traffic. The above-mentioned documents are available on the Intranet. Due to the storage of hazardous materials (ADR) in our facilities, we also have a hazardous material storage and warehousing manual, a GRI 403 - 1 GRI 403 - 2 GRI 403 - 6 GRI 403 - 7 GRI 403 - 8 manual for handling hazardous materials and for dealing with a hazardous material release (ADR). All these documents form our **Safety Management System**.

An additional tool to support executives in the domain of OHS is the **OHS Handbook**, serving as a comprehensive source of knowledge. It presents not only the issues arising from current legislation, but also all applicable internal OHS rules.

According to the law, if an employee notices irregularities that may endanger his or her life or health, he or she has the right to interrupt the performance of his or her duties.

The OHS department is responsible for matters related to ensuring workplace safety. We have established the Occupational Health and Safety Committee, composed of employee representatives, the Chief OHS Specialist, Occupational Health physician, and employer representative.

The tasks of the Committee include:

- Overview of working conditions;
- Periodic assessment of occupational health and safety;
- Providing opinions on proposed solutions and ideas to prevent workplace accidents, occupational diseases, and to enhance safety and work hygiene.
- Recommending improvements to working conditions, including enhancements and actions.
- Collaboration with the Management Board of RÖHLIG SUUS Logistics in fulfilling responsibilities related to occupational health and safety.

OHS MANAGEMENT IN FOREIGN BRANCHES

The safety management system in foreign subsidiaries is based on local law and the Occupational Health and Safety Policy of RÖHLIG SUUS Logistics. The coordination of actions is the responsibility of the Managing Director, along with the Chief Occupational Health and Safety Officer. All foreign subsidiaries utilize services from local providers who offer support in the realm of occupational health and safety.

In the financial year 2022, within the Polish Branch of the Company, we continued or initiated the following additional actions related to workplace safety:

- **Periodic audits**
- **Occupational Health and Safety competition** – on a monthly basis, we published rankings on the intranet and awarded branches with the fewest identified irregularities. Awards and inter-branch

competition spirit contributed to enhancing the safety conditions at workstations and promoting awareness in the field of occupational health and safety.

- **Theme days in warehouses** – each day of the month was assigned a specific occupational health and safety principle of which we reminded the Employees during shift-start meetings in the warehouse.

ACCIDENTS

The most commonly reported consequences of accidents at work were superficial cuts to the skin, contusions, ankle sprains and broken bones. If an accident occurs, a post-accident team is set up to investigate the cause and circumstances of the incident.

The injured Employee's supervisor secures the scene until the cause and circumstances of the accident are determined. Work is suspended only if there

continues to be a threat to health or life. If a machine was involved in the incident, work on it can be resumed after the malfunction is fixed. The decision to return to work is made by the post-accident team in consultation with the supervisor. Specialists in Occupational Health and Safety are responsible for investigating the causes and effects of workplace accidents, as well as for recommending changes to enhance safety.

At SUUS, we are concerned not only with preventing accidents, but also with minimising their consequences. We organise first aid and fire safety courses for our Employees. In the calendar year 2022, we had 11 recorded Employee accidents, out of which 9 resulted in lost time, resulting in an LTIFR* rate of 2.87.

**calculated per 1,000,000 man-hours worked*

The total number of registered Employee accidents

(in the financial year)

11

The number of fatal accidents

0

The total number of registered accidents of co-workers in warehouses and terminals

0

Occupational diseases:

The number of fatalities due to work-related health conditions

0

The number of potentially recordable work-related health conditions (per financial year)*

0

**data relates to RÖHLIG SUUS Logistics in Poland*

OCCUPATIONAL HEALTH SERVICES

All Employees are referred for an initial examination upon employment. Furthermore, they undergo regular periodic examinations or check-ups at a frequency that takes into account the nature of the job and the factors present at the workplace.

We have an occupational medicine contract with selected specialized clinics within the Medcover network.

COMMUNICATION WITH THE OCCUPATIONAL HEALTH AND SAFETY DEPARTMENT

As part of accident prevention, every Employee can report potentially hazardous incidents and also provide feedback, ideas, and questions to the OHS Department. Interested parties can do so through both offline and online meetings, as well as via email and phone.

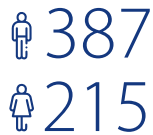
Health and safety consultation work is carried out within the Health and Safety Commission and includes: updates to procedures, standards, introduction of new documents and implementation of solutions to improve safety at workplaces.

**data relates to RÖHLIG SUUS Logistics in Poland*

OCCUPATIONAL HEALTH AND SAFETY TRAINING IN FINANCIAL YEAR 2022:



Initial Occupational Health and Safety Training



TOTAL

602



Periodic OHS Training for warehouse workers



TOTAL

255



Periodic OHS Training for employees holding administrative and office positions

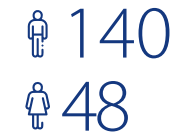


TOTAL

307



Periodic safety and health training for employees in managerial positions



TOTAL

188

DRIVERS AND CARRIERS

The drivers and carriers who collaborate with us are the lifeblood of our domestic and international transport operations. Their direct interactions with end recipients impacts their satisfaction.

We prioritize partnership and satisfactory working conditions for both parties, establishing transparent guidelines and fostering open communication based on mutual respect. We regularly conduct NPS (Net Promoter Score) surveys for drivers and carriers to gather feedback on collaboration and needs, and we implement improvements based on the insights gained. The outcomes of the latest survey influenced the expansion or establishment of social areas at terminals and the implementation of eco-driving training. The attachments to our contracts with carriers include **General Terms and Conditions of Collaboration with Carriers, the Detailed Terms** and **Specific Terms and Conditions of Collaboration with Carriers**, and a number of other documents in which incorporate provisions regarding ethical and environmental management issues, in addition to the technical scope of the contracts. We have also prepared a special **Carrier and Driver Handbook**, which serves as a comprehensive knowledge compendium. In June 2022, we held our first conference for regular carriers. This event provided a platform for sharing experiences, integration, training, and exploring opportunities to enhance our cooperation. The event is intended to be



recurrent, with the next meeting held in June 2023. We provide **an extensive package of benefits** that mirrors what we offer to our Employees.



Benefits for our Carriers

- Accelerated payments – ALEO – reduction in margins
- Fuel cards with payment terms and discount or pre-paid fuel cards with discounts (Circle K, EuroWag, Shell)
- Third party liability insurance (OCP)
- Discounts on tyres and spare parts from Inter Cars
- Sports cards
- Private medical care
- Third-party liability and comprehensive car insurance
- Drivers working hours tracking
- Eco-driving training
- TIP fleet service
- Electric carts for CoDi drivers – rental, or hand carts – purchase
- Communication training for Drivers and Carriers Leaders
- Bank account and banking services at ING
- Group Life Insurance
- Support for the recruitment of candidates for Drivers
- Legal Assistance
- Discounts on Whirlpool household appliances



THE "KNOW, UNDERSTAND, RESPECT" PROGRAMME

We place a strong emphasis on mutual understanding and a positive work atmosphere. Being aware of the responsibilities of our collaborating departments significantly enhances efficiency and the quality of the services we provide. By understanding the challenges faced by our colleagues on a daily basis, we are better equipped to plan our own work and align our mutual expectations. Planning, loading, unloading, pickups, deliveries – all these activities are complex processes that require the dedicated efforts of dispatchers, drivers, and customer service specialists who maintain constant communication with our Customers. From August to November 2022, we carried out the "**Know, Understand, Respect**" project, the aim of which was to comprehend how the work of the Customer Service Department and Drivers affects others and to gain a comprehensive understanding of the specific operations of other departments.

Project objectives:



Know – what exactly their work is about.



Understand – how does the work of the Customer Service Officer and Dispatcher affect the work of others.



Respect – which will naturally be reflected in our cooperation with Customers.

The project was carried out on a large scale, involving **128 people** from two road freight departments.

"The driving force behind this initiative was our distinctive quality – empathy... The awareness that by better understanding the work of our colleagues and stepping into their shoes, we can work more effectively with our Customers. This approach enables us to comprehend the other side, their needs, daily challenges, and concerns."

Marzena Rzepka
Regional Customer Service Manager

The joint, well-coordinated activities of cooperating departments are reflected in:

- correctly made business decisions,
- efficient communication,
- **better** understanding,

which directly translates into **Customer satisfaction**.

At the beginning of the project, Employees from the Customer Service Department were asked through a survey to assess the difficulty of both the driver's and the dispatcher's work. The same exercise was repeated after the project was completed.



85 %

of individuals consider the job of a driver to be very difficult

or difficult, while the assessment of the difficulty of a dispatcher's work remained comparable to the initial project results.

90 %

of respondents believe that spending a day with a driver and a dispatcher was **a valuable experience** for them, which is very gratifying.

After the project, we decided to incorporate a day in the Customer Service Department and a day with a driver into the onboarding process for all departments collaborating with them. The project garnered significant interest and is being continued in 2023.

SOCIAL ACTIVITIES

Local communities are one of our **key stakeholders**. We build relationships based on trust and the pursuit of common goals. We tailor our activities to current needs, remain open to dialogue, and engage in joint projects.

For years, we have been collaborating with **local non-governmental organizations, orphanages, schools, and universities**.

In this financial year, we allocated over **PLN 900 thousand** for donations and sponsoring initiatives aimed at local communities.

EXAMPLES OF PROJECTS WE HAVE CARRIED OUT



Marek Kaminski Foundation

In 2022, we started working with the Foundation of Marek Kamiński. As part of the pilot programme, we organized workshops on mental resilience for the children of our Employees in our office. The training was attended by 15 young people. We plan to expand our cooperation.



Cooperation with higher education institutions

We share our knowledge with transport and logistics students. As part of our collaboration with the Logistics Student Association at Poznań University of Technology, we participated in the 11th Poznań Logistics Forum and organized a tour of our logistics centre. During the tour, young individuals had the opportunity to gain insights into the intricacies of logistics processes.



Mazovian Startup

For the fourth time, we have become a partner of the Mazovian Startup accelerator programme, which takes place under the motto "Startup of positive impact". In addition to financial support, we also supported developing ideas with our knowledge and experience. We also decided to become one of the first companies to pilot the Vermico office composting solution.



Legia Warsaw Foundation #WszyscyDoWioseł (All to the Oars)

On the 24th of November, a 4-person delegation from our company participated in the charitable event "Wszyscy do Wioseł" (All to the Oars). The funds collected were directed to the "Daj Herbatę" (Offer Tea) Foundation, which has been providing care, activation, and assistance to individuals in crisis of homelessness, helping them reintegrate into society.



TOP Young 100

Once again, we shared our industry knowledge with the best logistics students in Poland. During the year-long adventure, 3 teams worked on solving business cases under the guidance of a mentor from our Company. This year's topics were as follows: Ecological city logistic, heavy & bulky shipments. Motivating – loyalising drivers to work with the logistics operator's carriers. How do you define the distribution capacity of the last mile logistics operator for heavy & bulky e-commerce shipments?



MotoMikołajki

We have been a long-standing sponsor of the "Moto Mikołajki" initiative, in which participants collect packages for children under the care of orphanages, as well as household cleaning supplies for residential care facilities.



Polish Food Bank

We supported the creation of a new point dispensing food parcels in Warsaw's Wola district. The location known as "Punkt pod Parasolem" (Point under the Umbrella) underwent a thorough renovation. As there are many Ukrainians among the visitors, they can use the computer station and get support in preparing their resumes, for example. Our assistance extends beyond financial contributions; we also provide support in terms of transportation and expertise. As part of Suus Advisory, Romuald Jaworski conducted warehouse audits and developed recommendations aimed at enhancing work processes and expediting package assembly for the Food Bank.



Other Supported Foundations and Organizations:

We have also extended financial support to various other foundations and organizations, including Filharmonia Częstochowska (Philharmonic in Częstochowa), Foundation "W krajobrazie," Foundation of Robert Korzeniowski, "Klub Amazonek" (The Amazons Club), Kamyk Radzymin Team, and Klub Kolarski Społem Łódź (Społem Łódź Cycling Club).

WAR IN UKRAINE

After the outbreak of war in Ukraine, we engaged in assisting its citizens – initially by supporting the Employees of Ukrainian origin and establishing an internal support programme. Subsequently, we also got involved in transporting goods to Ukraine and bordering Polish cities.

For several years, our Rzeszów branch has been collaborating with local organizations, and in the crisis period, we joined forces to establish Ukraine-friendly points in the Podkarpackie region. This prompted us to collaborate in the logistics domain with organizations that, amidst the chaos and impulsive actions, proposed strategic and well-considered solutions. Crucial to this effort was providing support in managing goods, their storage, handling, and distribution as per the specific needs. As a freight forwarder, we oversaw each stage of the process.

We have allocated
**a total of PLN 1 million
for Ukraine.**

In the initial months of the conflict, we carried out around 3-4 transports per week and performed numerous customs clearances. Due to its location, our Rzeszów branch undertook the majority of these operations, successfully executing approximately **800 tons of free of charge transport** for Ukrainian



citizens throughout the year. Among the initiatives we executed, we arranged the transportation along with customs clearance for shipments from a British association to the local associations – Pod Skrzydłem Anioła and Folkowisko in Rzeszów. This involved unloading at the customs warehouse, subsequent transportation to verified Ukrainian organizations, transportation of fire trucks and firefighting equipment from Germany to Ukraine, as well as donating and transporting winter footwear in collaboration with the Polish Business Council Foundation. We have also forged steady partnerships with clinics and hospitals, mainly in Kharkiv, Sambir, Kyiv, and Ivano-Frankivsk.



Our Employees also actively participated by organizing multiple collections and transporting essential items, such as Easter packages for children in Ukrainian Orthodox rites or holiday packages for Ukrainian children in facilities across the Podkarpackie region.

Our initiatives for Ukraine have been and continue to be comprehensive, long-term, and tailored to current needs. Collaborating with partners and verified associations has ensured that the aid reaches those who need it the most. The commitment of our Employees has facilitated the logistical handling

of goods from both Poland and abroad, including customs clearance for items destined for Ukraine. During the summer collection of goods, 247 children in 5 facilities located in the Podkarpackie region received aid. We also supported the World4Ukraine Summit held in Rzeszów, bringing together organisations and businesses dedicated to aiding our Eastern neighbours.

We established an ongoing collaboration with PCK (Polish Red Cross), working together to manage domestic transportation, customs clearances, and deliveries from outside Europe to PCK warehouses in Poland, encompassing sea, air, and road freight.

Furthermore, our Wrocław branch demonstrated remarkable commitment by organizing and transporting 40 tons of home appliances (101 deliveries) in collaboration with a client. Whirlpool was the generous donor of the appliances. Additionally, our Łódź branch generously provided warehouse space to the Happy Kids foundation, actively involved in assisting Ukrainian children. Throughout the year, thousands of people in need have benefited from the aid provided by RÖHLIG SUUS Logistics due to the ongoing war in Ukraine. Our collaborative initiatives with partner offices in Japan earned us a nomination from JICA (Japanese International Commerce Association) as one of the four primary freight forwarders handling aid operations for Ukraine.

We continue to support non-governmental organizations requiring appropriate logistical and warehousing scale. For this purpose, we have set up a dedicated e-mail address **pomoc@suus.com**, where you can report your transportation needs. **Get in touch with us!**

STEP TOWARDS CLIMAT CREDIBILITY

- » Energy
- » Carbon footprint
- » Waste
- » Environmental Initiatives in Warehouses
- » Supply Chain Optimization

This area supports the achievement of:



CARBON FOOTPRINT AND ENVIRONMENTAL IMPACT

Recognizing and understanding our role within the supply chain of our customers and partners, we place significant importance on continuously improving our carbon footprint calculation process. We are dedicated to reducing emissions through various initiatives and encouraging our business partners to do the same.

The carbon footprint represents the total amount of greenhouse gas emissions, both direct and indirect, emitted into the atmosphere. With the ambition of being a sustainability leader in our industry, we measure and disclose carbon footprint data within the ranges defined by the GHG Protocol (Scope 1, 2 and 3). The presented data and calculations illustrate our Company's environmental impact. This year we estimated our carbon footprint for the second time, which was 322 610,83 tonnes of carbon dioxide equivalent (MgCO₂e).

TOTAL GREENHOUSE GAS EMISSIONS:

- Scope 1:**
2 882,31 MgCO₂e
- Scope 2:**
4 885,25 MgCO₂e
- Scope 3:**
314 843,27 MgCO₂e

OUR EMISSIONS BY RANGE INCLUDE:

Scope 1: all direct emissions resulting from the operational activities of our branches. These include natural gas, fuel consumption by company vehicles, air conditioning service and refrigerant leaks.

Scope 2: indirect emissions resulting from the consumption of purchased electricity and heat.

Scope 3: indirect emissions related to our core activities, such as transportation and storage of goods, and indirect greenhouse gas emissions not covered by Scope 1 and 2, which occur throughout the value chain and result from purchase of goods and services, water consumption, waste generation, business travels and commuting of our Employees. Combining the emissions from these scopes, and the carbon footprint generated therein, we obtain the **TOTAL GREENHOUSE GAS EMISSIONS** by RÖHLIG SUUS Logistics S.A. in MgCO₂e.

METHODOLOGY

Emissions of CO₂e were calculated in accordance with the GLEC (Global Logistic Emissions Council Framework) and GHG Protocol standards, as well as ISO 14064. For the calculation of Scopes I and II, and certain categories of Scope 3, we utilized the "location-based" calculation method of ISO 14064, allocating emissions to specific SUUS branches. To calculate Scope III emissions resulting from the transport of goods, we employed the GLEC and GHG Protocol methodologies, using vehicle-specific Well to Tank and Tank To Wheel indicators, summing up to give us an overall Well-to-Wheel emissions result.

Comparing the total emissions in the financial years 2021 and 2022 suggests a reduction in sea freight. This difference does not arise from volume reduction but from more accurate estimations and the adoption of a new maritime emission factor that better aligns with our operations. Last year's calculation was our first approach to calculating emissions. Since then, we have significantly increased our knowledge on the topics of carbon footprint reporting and reducing greenhouse gas emissions and their impact on our planet. We have improved our calculation process and collected more precise data regarding transports in our foreign branches. Given our commitment to Continuous Improvement, we assure you that this is not the end of our efforts. We are already planning further enhancements in methodology, data collection, estimation, and implementation of solutions aimed at reducing CO₂e emissions of our Company. We are working on a short- and long-term decarbonisation strategy for our Company. Our emissions reduction plan will encompass all products and areas of our operations. In order to ensure that the targets we set are ambitious and in line with the current state of science, yet realistic to achieve, we have declared to join the **SBTi (Science Based Target Initiative)** and are awaiting their verification.

*Data refers to all RÖHLIG SUUS Logistics companies covered in the report

TOTAL GREENHOUSE GAS EMISSIONS of individual logistics services:

210 712,82 MgCO₂e 

Road freight
(national and international less-than-truckload and full truckload transportation)

38 822,57 MgCO₂e 

Sea freight
(full truckload and less-than-truckload)

26 794,46 MgCO₂e 

Air freight

7 113,87 MgCO₂e 

Contract Logistics

2 769,35 MgCO₂e 

Rail freight

TOTAL GREENHOUSE GAS EMISSIONS of individual transportation methods at RÖHLIG SUUS Logistics in tonne-kilometres:

839,28 MgCO₂e 

97,2 MgCO₂e 

29,24 MgCO₂e 

7,48 MgCO₂e 

ECOLOGICAL SOLUTIONS IN OUR FACILITIES

As the largest Polish logistics operator, we boast an extensive network of warehouse centres, offices and customs agencies. Adequate real property management and continuous enhancement of processes within our warehouses directly translate not only into savings, but also into reducing emissions from our buildings.

Out of our 26 warehouses, 13 have received BREEAM certification, confirming their environmental sustainability and the utilization of solutions benefiting their occupants. We plan to certify further facilities in the near future. Certified facilities:

BREEAM EXCELENCE

- Branch in Warsaw
Aleja Katowicka 283, 05-830 Urzut

BREEAM VERY GOOD

- **Białystok Branch**
ul. Welurowa 4, 15-680 Białystok
- **Branch in Bydgoszcz**
ul. Wojska Polskiego 66, 85-862 Bydgoszcz
- **Branch in Gdańsk**
ul. Magnacka 35, 80-180 Kowale
- **Branch in Lublin**
ul. Józefa Franczaka "Lalka" 4, 20-325 Lublin
- **Branch in Szczecin**
ul. Kabłowa 1, Szczecin
- **Branch in Warsaw**
ul. Sąsiedzka 6, Sokołów near Warsaw



BREEAM GOOD

- **Branch in Katowice**, ul. Wiejska 166, Sosnowiec
- **Location in Swadzim**, ul. Mikołaja 1, Swadzim
- **Branch in Wrocław**, ul. Ryszarda Chomicza 131, 55-080 Kąty Wrocławskie, Nowa Wieś Wrocławska
- **Location in Konstantynów Łódzki**, ul. Księdza Janika 14, Konstantynów Łódzki

In addition, we have a BREEAM Construction certificate for the location in Gliwice, and for the Branch in Warsaw at: ul. Sokołowska 66 in Pęcice has been awarded a BREEAM Pass certificate. Our momentum continues; two more buildings are currently undergoing BREEAM EXCELLENCE certification process (Branch in Poznań branch and location in Szczecin).

WAREHOUSE SOLUTIONS:



LED lighting in the majority of facilities, along with a motion detection system inside the warehouses, and in certain locations, a system adjusting lighting based on sunlight intensity.



Roof skylights providing ample natural light, thus reducing the need for artificial lighting.



Glass façade in the new offices providing ample access to natural light.



Gas heating for optimal temperature and savings on gas consumption, with the addition of stratifiers in some locations.



Strip curtains at gates from ramps into buildings.



Thickened insulation layer of buildings to increase thermal efficiency.



Column grid allowing for efficient use of space.



Lithium-ion battery-powered carts introduced in pilot locations.



Photovoltaic installations in three locations



Electric vehicle **charging stations** in 7 locations.



Some of our locations use green energy.



New locations are fully metered to monitor our energy consumption.

Moreover, all our newly established sites are surrounded by flower meadows containing native species, where we have placed "hotel" boxes for pollinating insects.



This approach supports the development of bee populations and other beneficial insect species. We carry out cyclical planting of vegetation to ensure the meadows fulfil their role.

To ensure all our properties adhere to our standards we have created a 'Technical Building Specification'. Any facility leased based on a long-term contract must meet these standards. The specification goes beyond technical requirements like size and ramp height; it also encompasses efficiency aspects and environmentally friendly technologies.



FLEET AND SELECTION OF TRANSPORT PARTNERS

As Poland's largest logistics operator, we attach great importance to the efficiency of the services we provide. The first step in this process is to take care of the resources at our disposal, including optimal utilization of cargo space and route optimization.*

OWN FLEET

Own fleet encompasses vehicles used by our Employees for business purposes. Some of these are so-called pull cars and form an internal carsharing network. Business cars are most often used by sales staff and business travellers. Most of the cars in our fleet are Skoda vehicles with engines compliant with the EURO 6 standard. By the end of the 2022 financial year, our Company possessed 216 company vehicles, out of which 212 adhered to the EURO 6 standard, while 4 adhered to the EURO 5 standard.

Total fuel consumed by company cars:

ON: 163,657.05 l
Bp: 262,425.69 l
LPG: 1,708.69 l



TRANSPORT FLEET

Environmental considerations are crucial to us when it comes to our business partners. We encourage them to incorporate environmental aspects into their training programmes and adhere to our Code of Ethics for Business Partners. Whenever possible, we select air and sea carriers who employ modern environmentally friendly technologies and alternative fuels. In road freight, we prioritize collaborating with carriers who possess vehicles with the highest fuel efficiency standards and consistently renew their fleet. We provide further insights into our selection of road freight transport partners in the subchapter entitled "Drivers and Carriers."

Combustion standards for the fleet used by our transport partners:



*data relates to RÖHLIG SUUS Logistics in Poland

USE OF RESOURCES

When optimising our processes and looking for space to reduce our environmental impact, we must not lose sight of the actions that affect the reduction of the resources we use: electricity, heat, water, as well as the waste generated.

ELECTRICITY CONSUMPTION

From April 1st to March 31st, 2023, we consumed a total of 5,763,004.66 kWh (5,763 MWh) of electrical energy. Converted to GJ, this amounts to 20,746.82 GJ.

GAS CONSUMPTION

The logistics facilities we lease are equipped with gas heating systems. There are exceptions to this rule, namely the Kalisz and Koszalin branches, where there is no heating in the terminal area. Apart from gas heating, we use electric heating in the Main Office in Warsaw and in the office section of the facility in Tarnów Podgórzny. In the financial year 2022, we consumed a total of 661,522 m³ of gas to heat buildings.

WATER CONSUMPTION

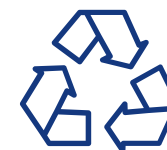
Our water consumption arises from the usage of offices and terminals. We do not use water in our direct processes. From April 1st to March 31st, 2023, we used **12,849 m³** of water. To reduce water consumption we use aerators in all of our facilities.

WASTE

We carry out selective waste collection in all our locations. In the financial year 2022, we generated a total of 500,566 tons of waste, achieving an 18% reduction compared to 2021 (610,926 tons). According to BDO data, paper and cardboard constitute nearly 55% of our waste, another 19.54% is wood waste, and plastics account for 16.67% of all waste. Most of the waste we generate is a result of servicing our Customers.

93%

Percentage of waste sent for recycling (487.47 tons).



ENVIRONMENTAL INITIATIVES

COMPOSTERS

We are also constantly looking for new solutions in the area of alternative waste management. In 2022, we partnered with an innovative startup Vermico. We got acquainted with this organisation during Mazovian Startup. We were one of the first companies in Poland to participate in a pilot project where we had the opportunity to test office composting units inhabited by manure worms. We were so taken with our new worm colleagues that in 2 out of 3 locations, they stayed with us for the long term.



The presence of Suus-worms in Warsaw and in Poznań (this is how we call our earthworms) not only has a positive impact on the environment, but above all plays an important educational role by encouraging employees to segregate waste correctly.

STICKERS FOR SWITCHES

Small actions, significant impact. As part of our efforts to educate about energy saving in offices and warehouses, we have prepared stickers for switches that we first test-distributed in the main office and then in all offices in Poland. This initiative took place in February 2023. We will study its impact on reducing energy consumption.

ECO-INITIATIVE COMPETITION IN THE WAREHOUSE

As part of an inter-departmental collaboration, we held a competition for warehouse Employees. Participants were tasked with preparing a list of initiatives that would help reduce the consumption of electricity and gas used for heating. Over 100 initiatives were submitted. The competition resulted in the implementation of an educational campaign related to money saving, which used ideas submitted by female and male Employees.



A similar competition entitled "Eco-Initiatives in the office" was held for office workers.

ROOFTOP APIARY AT THE MAIN OFFICE

In 2022, honeybees took up residence on the roof of the Warsaw office building. The insects, as well as the honey they produce, are held in high regard by our Employees.

STEP TOWARDS LOGISTICS OF VALUE

- » ESG Management
- » Ethics in action
- » Policies of RÖHLIG SUUS Logistics
- » Integrated Management System
- » Risk identification and management
- » Information security
- » Safety of shipments and services
- » Customer satisfaction
- » Collaboration within the Value Chain
- » Sustainable development goals

This area supports the achievement of:



ESG MANAGEMENT

Due to **the high priority of ESG issues** in our Company, **key decisions** rest with **the Company's Management Board, Supervisory Board** and **other executives**.

The Sustainability area is supervised by the **Member of the Management Board Piotr Iwo Chmielewski**. Responsibility for the area, as well as coordination of the implementation of the ESG strategy lies with the **PR and ESG department, supervised by Magdalena Lejman**. Activities within each area are implemented by the responsible operational teams.

Each department involved in the strategic objectives of the ESG strategy reports progress to the Member of the Management Board responsible for the area in our Company. The departments most involved in the implementation of the sustainability strategy are: **Administration, HR, Training and Development, Real Estate, Legal and Compliance, OHS, Project Management Office**.

The Company's Management Board actively participates in the development of the non-financial report by approving the content and main assumptions, including the materiality of the topics covered. Selected Members of the Management Board were also included in the assessment of the materiality. In FY2022, representatives of the Management Board underwent ESG training organised by Deloitte as part of the ESG strategy development.



Piotr Iwo Chmielewski
 Corporate Development Officer



Magdalena Lejman
 Head of Public Relations

ETHICS IN ACTION

Ethical action is at the heart of how our Company operates.

We rely on **partnership** and **cooperation** based on mutual **trust and honesty**. Our emphasis is on implementing and maintaining the highest standards throughout the value chain. Ethics is guarded by the Compliance Officer, who is responsible for the implementation and supervision of projects in the area of compliance and ethics. Our Values are signposts that guide ethical behaviour in the Company.

WHISTLEBLOWING SYSTEM AND WHISTLEBLOWERS' PROTECTION

We have a whistleblowing system, "Your Voice", which guarantees anonymity and security, and thus protection against all potential retaliation. In this way, we provide what we care about most: a sense of security for potential whistleblowers and we maximise the chance of discovering and eliminating any irregularities as quickly as possible. The platform is run by a third party. Currently, **the tool is available in two languages, Polish and English**, with a further two languages to follow within the next year: **Czech and Slovak**. The whistleblowing system can be accessed by our Company's stakeholders, i.e. Employees, business viewers, including customers, local communities and all those affected by SUUS. If the reported situation relates directly to the Compliance Officer, it is dealt with by the Company's Management Board. Topics that can be reported via "Your Voice" system:

- **Ethical** non-compliance
- Non-compliance and **environmental concerns**
- Non-compliance, **concerns and inconveniences for local communities**

No penalties for non-compliance with social, economic or environmental laws and regulations or any off-balance-sheet sanctions were imposed on us in the 2022 financial year.

PROCESS FOR DEALING WITH THE REPORTED SITUATIONS:

We value feedback and want to become better and better, which is why retaliation is absolutely prohibited at SUUS. In the financial year 2022/23, we recorded **12 submissions** on the "YourVoice" platform. However, after conducting thorough investigative procedures, **none was confirmed.***



QR code for the "Your Voice" tool.

*data relates to RÖHLIG SUUS Logistics in Poland

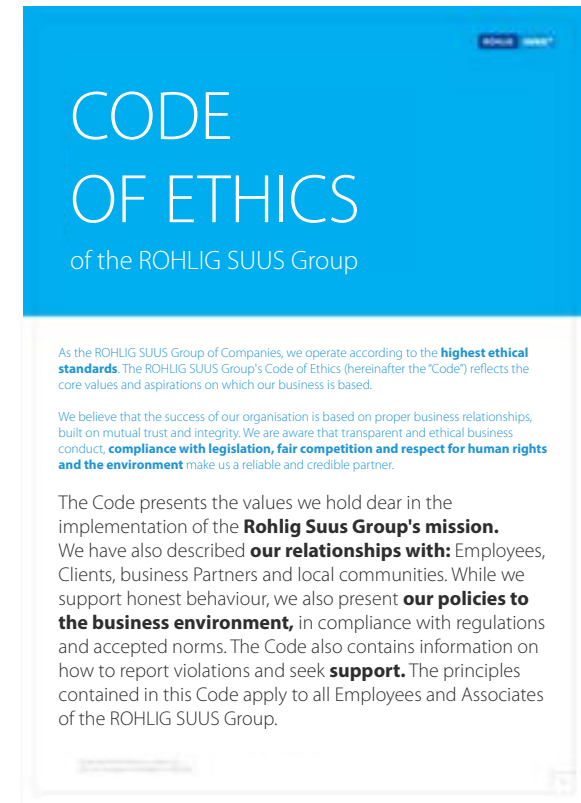
POLICIES OF ROHLIG SUUS LOGISTICS

Transparency and openness, as well as acting in accordance with generally applicable laws and internal regulations are of paramount importance to us at Rohlig SUUS as a family Company.

The superior document governing how decisions are made is the **Code of Ethics**. It provides a guideline of conduct for all Employees and Partners. We have a number of documents extending the scope of the **Code of Ethics**, such as:

- Anti-Corruption Policy,
- Conflict of Interest Avoidance Policy,
- Violation Reporting and Follow-up Procedure,
- Rohlig SUUS Group's Code of Conduct for Partners,
- Personal Data Protection Policy.

The policies governing our operations apply to all areas of business. **Each Code**, policy or set of rules and procedures is approved by the Management Board after prior consultation with directors of the respective departments. Policies are communicated to employees, business partners and all stakeholders through newsletters, emails, webinars, in-person and online training and workshops. In addition, the Employees have access to policies on our internal Intranet.



We have also prepared commitments **regarding standards and business ethics** for our Partners, i.e. Contractors and Customers. Following the end of the financial year cover by this report, a separate document for partners and counterparties – the Rohlig Suus Group **Code of Conduct for Business Partners** – was published. We have introduced due diligence rules for taking business action. Before signing a contract, a party must commit to comply with our Code of Ethics, as well as national and international laws, including those related to human rights, environmental protection, and ethical conduct.

OUR COMMITMENTS REGARDING HUMAN RIGHTS:

Civil and political rights: personal freedom and security, freedom of conscience and religion, right to privacy, freedom of assembly and association, freedom of expression;

Social rights: labour rights such as prohibition of forced labour, prohibition of discrimination, fair wages and working conditions, right to special protection and health care, right to education (facilitating access to education); family rights.

Documents supporting respect for human rights in our organisation: Code of Ethics, Work Rules and Procedures, Policy against undesirable behaviour,



including bullying and discrimination, declarations signed by our business Partners and Contractors.

CONFLICT OF INTEREST

On 1st March 2023, we introduced **a Conflict of Interest Avoidance Policy**, which sets forth rules of conduct, how to report suspected conflicts and

examples of situations that may be considered a conflict of interest. Every employee, regardless of his/her position, is obliged to report to his/her supervisor situations that may be considered to be in breach of the rules. If, after the supervisor's assessment, the situation is deemed to have the potential to cause negative consequences for our company, the report goes to

the HR Business Partner and the Compliance Officer, who review it and take appropriate action. Confirmed cases of conflicts of interest are disclosed to interested parties. Any employee can anonymously raise their concerns using the **“Your Voice” platform**.

ANTI-CORRUPTION MEASURES

We have implemented an **Anti-corruption Policy**. The document aims to reduce the risk of such a behaviour to a minimum. The policy provides guidance to identify and avoid corruption risks.

The policy applies to **all employees of the Company**, regardless of their position or length of service. Anti-corruption clauses have been attached to every contract with partners and clients since 2021. All new employees are required to attend an online training course on anti-corruption activities. We also provide on-site training in the regions and periodic refresher training.



Observing the **“THREE TIMES NO” principle of not accepting, not offering and not giving benefits** (financial or non-financial) that have or may have an impact on business decisions.

We have identified **4 main areas at risk of corruption** in the organisation and set key commitments to address them.

This year we recorded:

0
confirmed cases of corruption

0
incidents

in which Employees have been dismissed or disciplined. We have also not had a single public corruption court case brought against the company or its employees.

**data relates to RÖHLIG SUUS Logistics in Poland*

INTEGRATED MANAGEMENT SYSTEM

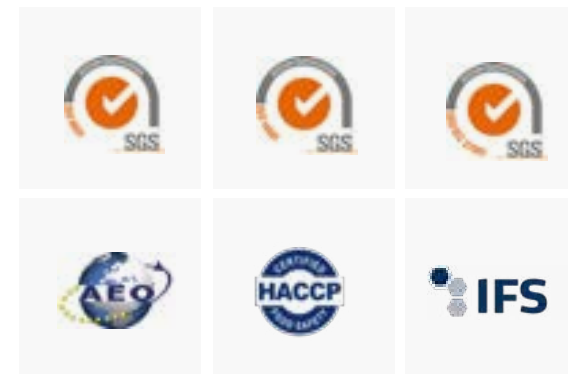
Managing such a large organisation requires **structured processes and adherence to procedures.**

In order to ensure the highest quality of our services, we have implemented an **Integrated Management System** in accordance with the requirements of the following standards: **ISO 9001:2015, ISO 14001:2015** and **ISO/IEC 27001:2013.**

It enables greater control over business processes and facilitates the implementation of good practices at ROHLIG SUUS Logistics.

We also constantly monitor our environmental impact. We reduce any negative impacts as far as possible, while undertaking a number of pro-environmental initiatives. Our activities are positively assessed annually by an independent body as part of our environmental management certification. Recently, our ZSZ has also been certified for compliance with Information Security Management principles. A positive audit result certifies that we are operating to the highest international standards in this area as well. Our partners, when entrusting us with their data or entering into a partnership with us, can be assured that we will use our best efforts to meet the high security standards set by the standard.

As a freight forwarding and logistics company, we also rely on authorisations and certificates for the transport of specific goods. We have obtained the Good Distribution Practice certificate for medicinal products, as well as the **AEO (Authorised Economic Operator) certificate**, which confirms our status of a company authorised for, among other things, importing goods from outside the European Union. To ensure a high standard of food safety, we



implement **HACCP** or **IFS** requirements in branches where required, depending on the products and Customer expectations. We also hold the WSK-cert certificate, which allows us to participate in the foreign trade of goods, technologies and services of strategic importance for state security, in particular goods of military use and dual-use goods. To make it easier for the Employees to understand management system issues, we have created the **Integrated Management System Guide**, which is a description of the system operating at SUUS that meets the requirements of **ISO 9001, ISO 14001, ISO 27001**.*

**data relates to ROHLIG SUUS Logistics in Poland*

RISK IDENTIFICATION AND MANAGEMENT

Risk-based thinking is an important part of SUUS' management approach. The essence of this approach is **to identify opportunities and threats to processes** and to take **appropriate actions** either towards **exploiting opportunities** or avoiding and **minimising threats**.

RISK-BASED THINKING TAKES PLACE:

- **at strategic level** – management accepts the results of the periodic risk assessment and plans to deal with unacceptable risks, sets the strategic direction of the organisation taking into account information on the organisation's significant risks and opportunities,
- **at management level** – product and area directors are responsible for carrying out periodic risk assessments and developing plans to deal with unacceptable risks. In accordance with the Risk Management procedure, they keep track of the processes they are responsible for, by identifying opportunities and risks,
- in the case of project implementation, the handling of risks is **part of the project management methodology** described in the Project Management Procedure,
- **at the operational level** – all Employees apply risk-based thinking in their day-to-day operations, reporting risks to their superiors.

We keep improving our risk management systems. A key document implemented in January 2023 is the **risk management procedure**. The document tells how to identify risks, analyse and assess them, and sets out ways of dealing with them, if they occur.

Managers of the various areas of our Company are responsible for monitoring risks directly related to their work. The procedure is part of the Integrated Management System and applies to all SUUS organisational units/cells.

An important part of risk management is the developed Business Continuity Plan. Its purpose is to ensure the continuity of service provision in the event of unforeseen incidents, such as fires, weather phenomena, staff shortages, cyberattacks, etc. An essential component of the system is the internal Crisis Management Principles procedure, in force since January 26, 2023. The purpose of the document is to define the rules for handling and passing information in an emergency situation. The document describes the responsibilities of individual departments in emergency situations and imposes training obligations on all SUUS Employees and Business Partners.

INFORMATION SECURITY

Information security is crucial for the development of modern logistics services. This is one of the challenges the industry as a whole faces, as increasing digitalisation brings many benefits, but also generates new kinds of risks.

Our safety standards are set by national and international regulations. We have implemented the requirements of the international standard **ISO/IEC 27001** and have successfully passed the certification process, which is a clear guarantee that the area is comprehensively managed. All new Employees receive information security training as part of their introductory training. Our Partners, Employees and all Stakeholders can be assured that we scrupulously adhere to information security standards, as it was highly rated by independent auditors. In January 2023, we implemented an Information Security Policy that clearly defines the framework and direction of activities, and the basic requirements in this area. In FY2021, we implemented the **Data Protection Policy** that sets out principles and standards to ensure that data processing at RÖHLIG SUUS Logistics complies with the law, including the GDPR. We also maintain a register of data protection incidents and a register of requests for the exercise of data subjects' rights. During the reporting period, we have not recorded any data protection breach reports to the Data Protection Authority.

We protect our customers' data and prevent its misuse.

We build employee awareness in the area of information security and cyber security during trainings. In our Company, we adhere to the following rules:

- clean desk
- clean screen
- clean board
- clean printer
- confidentiality of data
- disclosing documents outside the organisation is forbidden
- clean bin
- the use of e-mail (instead of portable media)
- data encryption
- deleting files from storage media
- confidentiality of passwords and access codes.

SAFETY OF SHIPMENTS AND SERVICES

Delivering shipments to the final recipients without damage demonstrates the high quality of service that is important not only for us, but also for our customers. We pay special attention to safety, which is why we have developed **Packing Standards for Shipments**. This way, we increase our customers' knowledge of how to prepare goods for safe transport, increase the level of security and reduce damage.

The Shipments Packing Standards are simple guidelines on securing different types of parcels (pallets, cardboard boxes, rolls, etc.) before sending them into our network. These are available on our website. If in doubt about the correct preparation of the shipment, customers can contact their account manager. The effectiveness of our efforts in the area of shipments security is evidenced by the number of complaints lodged in the 2022 financial year. There were 12,208 filed complaints, which accounted for 0.32% of all orders during that period.



Within the same period, we completed 12,008 complaint processes, in which complaints were accepted in full or in part for 8,465 shipments. This represents 0.31% of all orders within road, sea, air and rail, as well as Project Cargo products. In financial year 2022, 1,062 shipments were lost in our network, which is 0.04% of all shipments entrusted to us.

**data relates to RÖHLIG SUUS Logistics in Poland*

CUSTOMER SATISFACTION

The satisfaction of our customers is crucial for us. Caring about the quality of our service and honouring our commitments stems directly from our values: partnership, excellence and always being **One step ahead**. We are constantly striving to improve the quality of our services, understood as the timeliness of deliveries and their security.

Conducting the NPS survey allows us to identify our Customers' needs and assess their experiences with our service. The NPS provides knowledge of problem areas that affect reduced satisfaction with the service provided. Any recipient who indicated a lower score than 7 in the NPS survey is contacted to clarify the situation.

We measure the timeliness of deliveries for both international and domestic less-than-truckload shipments (for the so-called last mile shipments). For domestic truckload shipments, we do this for selected Customers with whom this has been agreed in advance.

80.98

Average NPS score
among recipients in the e-commerce channel

73.25

Average NPS score
among recipients of international less-than-truckload shipments

59.40

Average NPS score
among international less-than-truckload shipments' senders*

97.38%

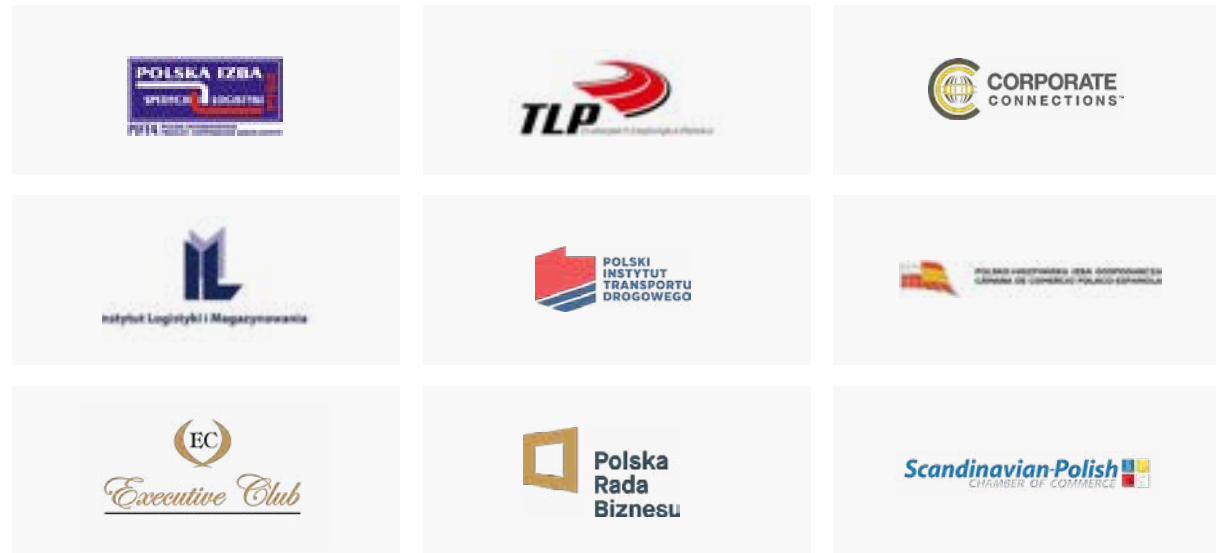
Timeliness for the so-called last mile



**data relates to RÖHLIG SUUS Logistics in Poland*

COOPERATION WITHIN THE VALUE CHAIN

One of our values is partnership, understood as building long-term relationships, including with various business organisations. We participate in the European **PLANET**, initiative to assess the development of the **TEN-T trans-European transport links network and to develop proposals for the European Commission.**



WE ARE A MEMBER OR A PARTNER OF ORGANISATIONS SUCH AS:

In Poland:

- Polish Chamber of Shipping and Logistics
- Institute of Logistics and Warehousing
- Executive Club

- TLP Transport Logistics Poland
- Klaster LODZistics
- Polish Institute of Road Transport
- Polish Business Council
- Corporate Connections Poland
- Polish-Spanish Chamber of Commerce
- Polish-Scandinavian Chamber of Commerce



In the Czech Republic:

- IATA CASS
- Forwarders association of Czech Republic
- Singapore Chambre of Commerce
- Association for Photovoltaic



In Slovenia:

- Gospodarska zbornica Slovenije
- GLA Family



In Slovakia:

- IATA CASS
- Forwarders association of Slovak Republic
- Slovensko logistično združenje
- Zdrúženje Manager



In Hungary:

- IATA CASS
- Budapest Chamber of Commerce

SUSTAINABLE DEVELOPMENT GOALS

Our objectives and activities contribute to the **UN Sustainable Development Goals**.

We have researched and defined **8 objectives** on which our organisation has the greatest impact, and these are:

3. GOOD HEALTH AND QUALITY OF LIFE. By providing decent working conditions and taking care of the mental health of its employees through prevention and education, it also directly contributes to the third objective. We educate our carriers and drivers to minimise the dangers of accidents on the road. We are taking steps to reduce the amount of pollution generated by transport by replacing fleets, looking for less emission-intensive transport solutions and educating drivers in EcoDriving.



- 3.4 By 2030, reduce premature mortality from non-communicable diseases by one-third through prevention and treatment and the promotion of mental health and well-being.
- 3.6 By 2020, halve the number of all road injuries and fatalities worldwide.

5. GENDER EQUALITY is not only a universal human right, but also the basis for a sustainable world in which people will live in peace and prosperity. We adhere to the principles of equality in the workplace in the areas of pay, accessibility, promotion paths.



- 5.5 Ensure women's full and effective participation in decision-making processes at all levels in political, economic and public life and equal opportunities in leadership roles.
- 5.C Adopt and strengthen policies and effective legislation that promote gender equality and empower women and girls at all levels.

7. CLEAN AND RENEWABLE ENERGY.

To advance the seventh goal, we are increasing the use of renewable energy sources in our buildings, transport and key operations.



- 7.2 Significantly increase the share of renewable energy sources in the global energy mix by 2030.
- 7.3 Double the rate of increase in global energy efficiency by 2030.

8. ECONOMIC GROWTH AND DECENT EMPLOYMENT

We provide quality jobs, a clear career path and extensive opportunities for rebranding. We recognise our significant role as an employer in the transformation of the labour market. We run partnership programmes to support our carriers and improve drivers' working conditions by creating special social areas next to our warehouses.



- 8.2 Achieve higher levels of economic productivity through diversification, technological modernisation and innovation.
- 8.3 Promote development policies that support productive activity, decent job posts creation, entrepreneurship, creativity and innovation. Encourage the formalisation and development of micro, small and medium-sized enterprises, including through access to financial services.
- 8.5 By 2030, ensure full and productive employment and decent work for all women and men, including young people and people with disabilities; ensure equal pay for work of equal value.

11. SUSTAINABLE CITIES AND COMMUNITIES

The challenges of rapid urbanisation need to be addressed. Cities should grow while taking care to improve resource efficiency and strive to reduce pollution. An example of this is our plan to develop a fleet of electric cars for the last mile, thereby creating clean transport zones.



- 11.6 Reduce the city's adverse per capita environmental impact rate by 2030, paying particular attention to air quality and the management of municipal waste and other pollutants.

12. SUSTAINABLE CONSUMPTION AND PRODUCTION

require a systemic approach and cooperation between stakeholders involved throughout the supply chain, from producers to consumers. We recognise our role in educating customers and partners about sustainable supply chains and supporting them in building them.



- 12.5 Significantly reduce waste generation by 2030 through prevention, reduction, recycling and reuse.
- 12.6 Encourage companies, particularly large and multinational ones, to implement sustainability practices and include information on this in their cyclical reports.

13. CLIMATE INITIATIVES

Through actions aimed at reduction, designing sustainable supply chains and offering low-carbon products, we are contributing to the reduction of greenhouse gas emissions.



- 13.2 Integrate action on climate change into national policies, strategies and plans.

17. PARTNERSHIPS FOR COMMON GOALS.

Partnership is one of our ethical values. Effective implementation of the Sustainable Development Agenda is not possible without partnerships between governments, the private sector and civil society. We rely on partnerships based on principles and values, a shared vision and common goals that put people and the planet at the heart of what we do.



ABOUT THE REPORT

- » Employment data
- » GRI Table
- » Employment data
- » Key topics



ABOUT THE REPORT

The **ESG Report 2022/2023** is the second report on the sustainability measures undertaken by ROHLIG SUUS Logistics S.A., with its registered office at ul. Równoległa 4A, 02-235 Warsaw. It is published on an annual basis and covers, by analogy with the financial report, the period from **April 1, 2022, to March 31, 2023.**

The publication was created on the basis of the Global Reporting Initiative 2021 (GRI) standard and its content was approved by a Member of the Management Board of ROHLIG SUUS Logistics S.A. – Corporate Development Officer Piotr Iwo Chmielewski.

Companies included in the Report: ROHLIG SUUS Logistics Slovakia s.r.o in Slovakia, ROHLIG SUUS Logistics Hungary Kft. in Hungary, ROHLIG SUUS Logistics Romania S.R.L. in Romania, ROHLIG SUUS Logistics d.o.o. in Slovenia and Expert Sp. z o.o. in Poland.

The document does not include data for the following companies: Suus Logistics in Russia and Factory Warehouse Logistics Sp. z o.o..

CHANGES IN COMPARISON WITH THE LAST YEAR'S REPORT:

As a result of changes in the holding structure, ROHLIG SUUS Logistics s.r.o. was merged with SUUS Holding sp. z o.o. at the end of the 2022/2023 financial year, as a result of which it is no longer a subsidiary of ROHLIG SUUS Logistics S.A. In December, ROHLIG SUUS Logistics S.A. was joined by a new company, EXPERT Sp. z o.o., with its registered office in Gdańsk.

The carbon footprint for the 2022/2023 period has been expanded from the previous year to include foreign companies. We have also clarified the calculation of the carbon footprint in Scope 3 and externally verified the calculations.

As we continue to improve our reporting system and data collection tools, this year's report more broadly covers foreign companies revealing data on employment and the organisations to which the companies belong. We have an ambition that next year's report will include figures for all the indicators described for all companies.

The document was prepared by a project team comprising representatives from various departments, which was responsible for providing information in key areas for our company and verifying the content developed by the ESG and Communications team.

The Report is a comprehensive source of information about our Company. The publication features images from official staff photoshoots as well as images from our Employees' private galleries. The photographs show that behind every action of our Company are the people, thanks to whom we are moving closer and closer towards sustainability. Thanks for the engagement of all those who contributed to the Report.

We hope that reading the Report has provided you with all the information you need. Should any questions arise, we are at your disposal.

Contact Us:
esg@suus.com or directly
MAGDALENA LEJMAN
Head of ESG and PR
magdalena.lejman@suus.com

GRI TABLE

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	GRI 2-27	Mechanisms for seeking advice and raising concerns	Step Towards Logistics of Value	56, 59
GRI 2-28	GRI 2-27	Compliance with laws and regulations	Step Towards Logistics of Value	56-57
	GRI 2-28	Membership of organisations	Step Towards Logistics of Value	65-66
Stakeholder engagement		Approach to stakeholder engagement	About us	19-20
GRI 2-29	GRI 2-30	Collective agreements	Step Towards Social Empowerment	32
RELEVANT TOPICS (2021)				
GRI 3:	GRI 3: IMPORTANT TOPICS 2021			
	GRI 3-1	Organisation data	About us	18
	GRI 3-2	Entities covered by ESG reporting in the organisation	About us	18
	GRI 3-3	Reporting cycle and Contact	Step Towards Logistics of Value	55

	INDICATOR NUMBER	INDICATOR	CHAPTER	PAGE NUMBER
Occupational Health And Safety 2018	403-1	Occupational safety and health	Step Towards Social Empowerment	35
	403-2	Process for identifying risks and hazards and dealing with incidents	Step Towards Social Empowerment	35
	403-3	Occupational medicine	Step Towards Social Empowerment	37
	403-4	Engagement, consultation and communication with employees on health and safety issues	Step Towards Social Empowerment	37
	403-5	OHS Trainings for the Employees	Step Towards Social Empowerment	37
	403-6	Promotion of healthy lifestyles among the Employees	Step Towards Social Empowerment	27-29, 35
	403-7	Prevention and mitigation of health and safety impacts directly related to the nature of the business	Step Towards Social Empowerment	35
	403-8	Brochure entitled "Occupational safety and health management system"	Step Towards Social Empowerment	35-36
	403-9	Accidents at the workplace	Step Towards Social Empowerment	35
Anti-corruption 2016	205-2	Communication and training on anti-corruption policies and procedures	Step Towards Logistics of Value	59
	205-3	Confirmed cases of corruption and action taken	Step Towards Logistics of Value	59
Employment 2016	401-2	Employee benefits	Step Towards Social Empowerment	30-31
	401-3	Number of employees on parental leave	Step Towards Social Empowerment	29
Economic Performance 2016	201-3	Liabilities arising from Employee Equity Plans and other schemes	Step Towards Social Empowerment	30-31
Non-discrimination 2016	406-1	Incidents of discrimination and corrective action taken	Step Towards Logistics of Value	56-57
Energy 2016	302-1	Energy consumption of the organisation by type of raw materials	Step Towards Climate Credability	51-52
Emissions 2016	305-1	Total direct greenhouse gas emissions	Step Towards Climate Credability	46
	305-2	Total indirect greenhouse gas emissions	Step Towards Climate Credability	47
	305-3	Other significant indirect greenhouse gas emissions	Step Towards Climate Credability	47
	305-4	Greenhouse gas efficiency	Step Towards Climate Credability	47
Waste 2020	306-1	Waste generation and significant impacts	Step Towards Climate Credability	52
	306-2	Management of waste issues	Step Towards Climate Credability	52
	306-3	Total waste generated	Step Towards Climate Credability	52

CALCULATION METHODS

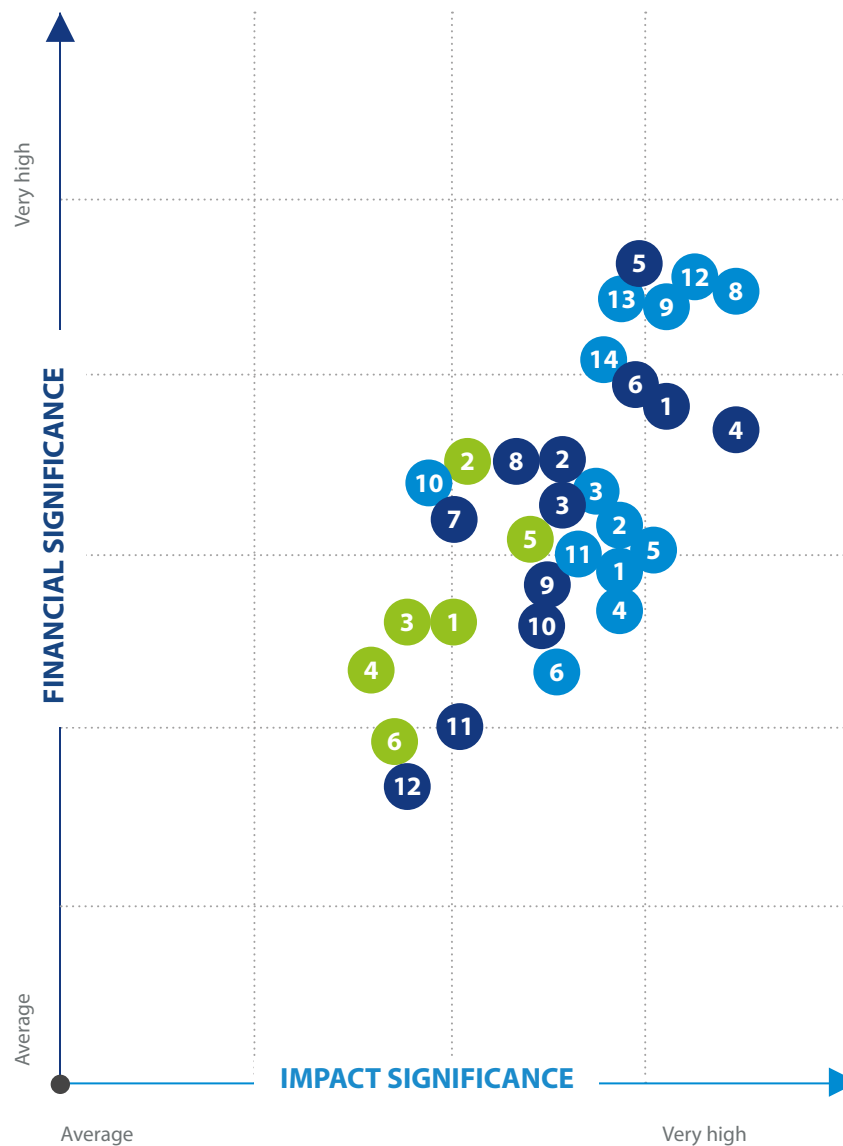
ABOUT THE COMPANY	
Details about the Company	Data from internal systems
Share of individual services in sales	Data from internal systems
Number of orders completed	Data from internal systems
Forms of stakeholder engagement	Data from internal registers
STEP TOWARDS SOCIAL EMPOWERMENT	
Number of Employees	Data from internal HR systems
Number of training days	Data from internal systems, Hrsys platform
Training programmes running in 2022	Data from internal systems, Hrsys platform
Employees on parental leave	Data from internal HR systems
Employee benefits	Data from internal HR systems
Remuneration	Data from internal HR systems
Occupational health and safety trainings	Data from internal BHP systems
Workplace Accidents	Data from internal BHP systems
Benefits for Carriers	Data from the internal register of the Fleet Department
Sponsoring and donations	Internal data from accounting systems
STEP TOWARDS CLIMATE CREDIBILITY	
Carbon footprint	CO2e Emissions Calculations were conducted in accordance with the GLEC (Global Logistics Emissions Council Framework) standard.
BREEAM certifications	Data from internal register
Loading trailers	Data from the internal register of the Fleet Department
Owned fleet fuel consumption	Data from the internal register of the Fleet Department
EURO standards for truck engines used in contract fleets	Data from the internal register of the Fleet Department
Energy consumption	In the case of natural gas and electricity consumption data, it comes from RÖHLIG SUUS Logistics S.A.'s internal records and invoices. D
Natural gas consumption	In the case of natural gas and electricity consumption data, it comes from RÖHLIG SUUS Logistics S.A.'s internal records and invoices. D
Water consumption	Data from internal register
Waste	Data from internal registers and reported to the Database on Products, Packaging and Waste Management (BDO).
STEP TOWARDS LOGISTICS OF VALUE	
The number of irregularities reported	Data from the internal register and the "YourVoice" platform
The number of corruption cases	Data from the internal register and the "YourVoice" platform
The number of reported incidents of corruption	Data from the internal register and the "YourVoice" platform
Procedures and standards implemented	Data from internal system
Number of complaints and complaint processes	Data from internal system
NPS of customers	Data from internal system

EMPLOYMENT FIGURES

	ROHLIG SUUS LOGISTICS S.A. (Poland)	EXPERT (Poland)	ROHLIG SUUS LOGISTICS S.R.O. (The Czech Republic)	ROHLIG SUUS LOGISTICS SLOVAKIA S.R.O (Slovakia)	ROHLIG SUUS LOGISTICS HUNGARY KFT. (Hungary)	ROHLIG SUUS LOGISTICS ROMANIA S.R.L. (Romania)	ROHLIG SUUS LOGISTICS D.O.O. (Slovenia)
NUMBER OF EMPLOYEES							
2005		96	55	12	16	10	11
NUMBER OF PERMANENT STAFF							
1948		55	48	11	16	10	9
NUMBER OF TEMPORARY WORKERS							
57		41	7	1	0	0	2
NUMBER OF EMPLOYEES WITH NON-GUARANTEED WORKING HOURS							
149		41	0	0	0	0	0
NUMBER OF FULL-TIME EMPLOYEES							
1936		50	43	11	15	10	11
NUMBER OF PART-TIME EMPLOYEES							
704		1	5	1	1	0	0

KEY TOPICS

1	Decent working conditions at SUUS including remuneration and benefits.
2	Health and safety of Rohlig Suus Logistics employees and drivers:
3	Work-life balance (Work&Care and other programmes for Rohlig Suus Logistics Employees):
4	Employee training and development
5	Employee engagement:
6	Work atmosphere and relationship with supervisor/supervisee:
7	Drivers' working conditions:
8	Collaboration with drivers and carriers:
9	Initiatives for drivers and carriers:
10	Communication with drivers and carriers:
11	Charitable activities:
12	Cooperation with local communities:
1	Greenhouse gas emissions and carbon footprint reporting.
2	Energy consumption:
3	Municipal waste and warehouse waste:
4	Water and waste water:
5	Ecological solutions in the logistics industry and Customer needs studies:
6	Environmental education of Employees and Suppliers:
1	Ethics in action:
2	Appropriate marketing communication:
3	Anti-corruption measures:
4	Compliance with human rights:
5	Policies and procedures:
6	Whistleblowing mechanism:
7	Corporate risk management:
8	Information security:
9	Security of goods, Customers and stability of services:
10	Transport of dangerous goods / hazardous substances:
11	Education of Employees and Partners about security:
12	Quality of service and Customer satisfaction.
13	Supply Chain stability:
14	Technological progress and implementation of innovations:





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