



Sustainability Report 2024



For the world of tomorrow.

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1

Sustainability
at Lagermax



1. Sustainability at Lagermax

1.1. Foreword by the Executive Board

In a changing global environment, sustainable logistics is both a responsibility and a strategic opportunity. For the Lagermax Group, sustainability has long been a fundamental principle—integral to our operations, partnerships, and how we work with and for our employees. Over the past year, we have developed a group-wide ESG strategy that is fully aligned with our corporate strategy. This unites initiatives that were previously regionally driven, ensuring a common direction and clear priorities across all our markets under the guiding principle ‘Together in motion’.

Climate action remains central to our environmental commitment. We are making progress towards electrifying our fleet, expanding photovoltaic systems and charging infrastructure, and refining our decarbonisation roadmap. Technology openness is a guiding principle in this process: while our current focus is on electrification, we are closely following developments in hydrogen solutions and recognise modal shifts – particularly towards rail – as a crucial lever for sustainable transformation. In parallel, we

are deepening our engagement in the circular economy, building on our existing strengths in areas such as 360° battery logistics, recycling solutions, and waste management, and positioning these as key areas for strategic growth.

Our employees are at the heart of our long-term success. By anchoring a comprehensive employee development strategy within our corporate framework, we reinforce our ambition to be an employer of choice. This extends beyond attracting and retaining talent: we are committed to creating a workplace culture defined by trust, respect, and opportunity for all.

The challenges ahead – from cutting greenhouse gas emissions to building resilient supply chains and positioning ourselves as an employer of choice – call for both innovation and collaboration. Our values guide our decisions: people-driven, united in diversity and future-minded. Together with our employees, customers, and partners, we will continue to shape the logistics of tomorrow – sustainably, innovatively, and responsibly.





1.2. The Lagermax Group at a glance

The Lagermax Group is one of Austria's largest logistics companies and a strong player in the European transport and logistics market, operating over 85 locations in 15 countries.

Our headquarter is in Salzburg, Austria – at the heart of Europe – enabling seamless integration into the Trans-European transport network.

From here, we serve markets reliably and efficiently, connecting customers from the Netherlands to Türkiye.

The group's operations span three primary value chains – Transportation, Utilities, and Construction – combining shipping, car transport, logistics, express and parcel services, trade fair and textile logistics, recycling, disposal, battery logistics, and container services.

○ Austria	○ Czech Republic	○ Serbia
○ Belgium	○ Germany	○ Slovakia
○ Bosnia & Herzegovina	○ Hungary	○ Slovenia
○ Bulgaria	○ Netherlands	○ Spain
○ Croatia	○ Romania	○ Türkiye

Table 1: Geographic presence

With a strong European footprint and a focus on sustainability, innovation, and partnerships, we are shaping the future of logistics – **Together in motion.**



1.3. About this report

This report has been prepared in accordance with the European Sustainability Reporting Standards (ESRS) and covers the reporting period from January 1 to December 31, 2024. Important information or events occurring on or after 1 January 2025 and up until the publication date are also included in this report, where relevant.

The report represents Lagermax's first group-wide sustainability report and an important milestone in strengthening our unified approach to sustainability. For the first

time, all business units and subsidiaries report under a common framework, supported by newly established ESG structures and processes.

These structures will enable us to further systematise and scale our sustainability management across the group. While specific topics are still being advanced, this report reflects both our progress and our commitment to ongoing improvement.

2

General Disclosures



2.1. Strategy, business model, and value chain

SBM-1

Purpose

At Lagermax, our purpose is: Together in motion – we connect the world sustainably with customised logistics services. We position ourselves as a trusted partner for customers, employees, and stakeholders by offering tailored solutions that combine efficiency, innovation, and responsibility. Our mission is grounded in our values: people-driven, united in diversity, and future-minded. These guide our actions, foster trust and collaboration, and demonstrate our commitment to sustainable growth across generations.

Our corporate strategy builds on this foundation. We develop holistic logistics solutions that integrate transportation, warehousing, and the circular economy approaches, ensuring efficiency and resilience throughout the value chain. People are at the centre of this strategy. A diverse and international team, empowered by open

communication and shared responsibility, drives our culture of innovation. Strong partnerships and networks enabling knowledge sharing and joint progress.

Sustainability is embedded throughout our activities: from decarbonisation and digitalisation to expanding our footprint in strategic European markets. This integrated approach enables us to be a trusted and future-oriented logistics partner that combines economic success with ecological and social responsibility.

ESG Strategy

Lagermax's ESG strategy is fully embedded in and aligned with the group's vision and corporate strategy, as reflected in our strategy house. Our values guide both corporate and ESG priorities, ensuring that sustainability supports business performance and long-term resilience.

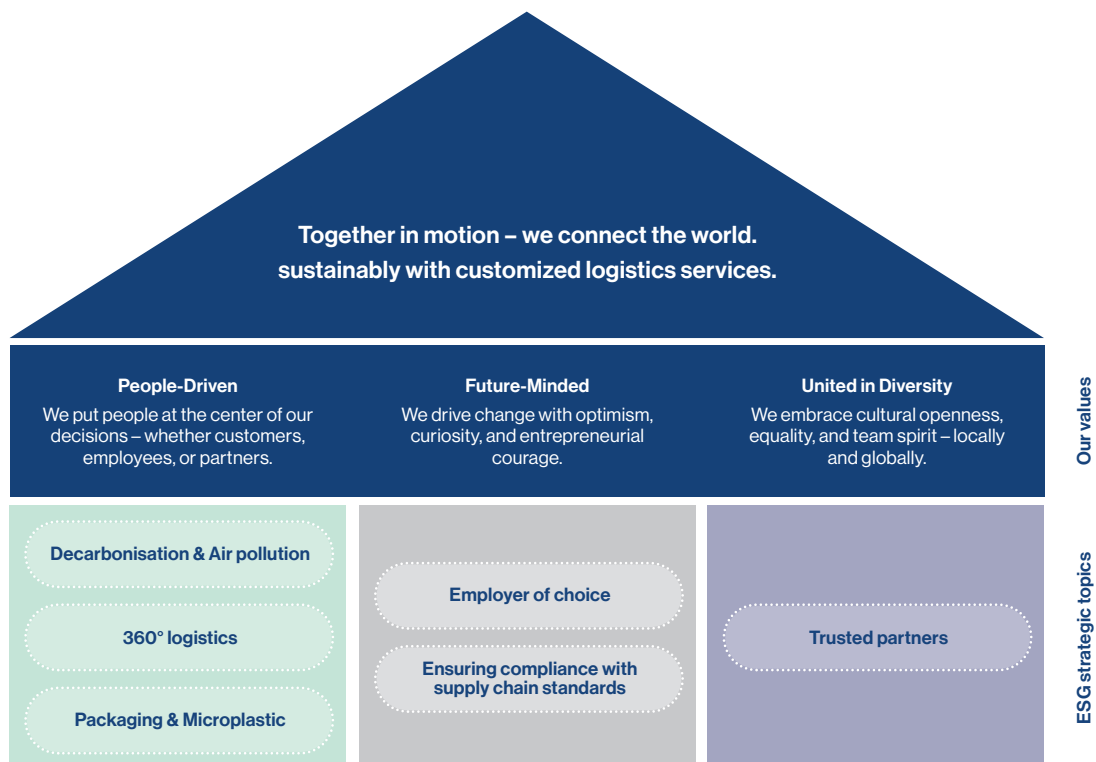


Figure 1: ESG strategy house

Decarbonisation and air quality are essential for maintaining competitiveness in the logistics sector. Customers, regulators, and financial partners increasingly demand low-carbon and fossil-free logistics solutions.

By modernising our fleet, shifting to sustainable transport modes, deploying alternative and renewable fuels, and expanding in-house charging and photovoltaic infrastructure, we help to reduce value chain emissions and position ourselves as a trusted logistics partner for industries under pressure to decarbonise. These actions also help secure access to future markets while contributing to public health objectives.

We embed circular economy principles across business divisions through 360° Logistics. Packaging optimisations, used vehicle services, battery logistics, and material trading enable resource efficiency and cost savings for customers, while strengthening our role in closing material loops. In packaging, we are developing solutions to reduce usage, increase efficiency, and expand reusable alternatives. We monitor evolving standards on microplastics and prepare to respond with appropriate solutions as regulatory requirements mature, ensuring we are ready for future compliance.

Our people remain the foundation of our operations. With the Employer of Choice strategy, Lagermax addresses the industry-wide challenge of skilled workforce shortages. By fostering a culture shaped by Together in motion – built on trust, openness, and collaboration – we attract and retain talent while ensuring continuity of operations in key logistics functions. Investment in training, diversity, and personal development strengthens our ability to adapt to customer needs. As a logistics company operating through extensive networks, responsible collaboration with partners is vital. Our Trusted Partners Approach focuses on compliance, ensuring that suppliers and contractors adhere to defined ethical, social, and environmental standards. This reduces operational risks, safeguards our reputation, and is reinforced by a whistleblower system as well as active participation in industry associations.

Complementing this, our commitment to supply chain transparency strengthens oversight across all stages of the value chain. By increasing visibility into upstream and downstream relationships, we enhance transparency, monitor compliance with due diligence requirements, and ensure that sustainability risks and opportunities are

identified and managed effectively. The ESG strategy is directly linked to Lagermax's six corporate pillars: customised logistics solutions, employee engagement, strong partnerships, decarbonisation, digitalisation, and sustainable growth. Each ESG priority contributes to these pillars, ensuring that sustainability is not a parallel agenda but a driver of customer value, operational efficiency, and competitiveness in line with our vision: "Together in motion – we connect the world sustainably with customised logistics services."

Business model and value chain

The Lagermax Group is one of Austria's largest providers of freight forwarding, car transportation, and logistics services. With approximately 4,100 employees and € 765 million in revenue for 2024, we are a significant employer and economic contributor in our operating regions. Headquartered in Salzburg, with locations in 15 countries from the Netherlands to Türkiye, we serve international markets and are fully integrated into Europe's transport infrastructure.

The group unites shipping, car transport, and logistics services under one roof, complemented by parcel and express delivery (AED and DPD), trade fair and textile logistics, as well as container sales and rentals. Subsidiaries such as FRIKUS Transportlogistik, Ambach Entsorgung, and LogBATT extend the portfolio into recycling, waste management, and battery logistics.

The group's operations span three primary value chains

Utilities: The utilities business focuses on waste collection, sorting, and recycling, contributing directly to circular economy solutions and resource efficiency. Through its logistics services, Lagermax facilitates the reintroduction of secondary raw materials into production cycles, thereby contributing to reduced environmental impacts across industries.

Construction: The construction segment provides modular building and infrastructure solutions. Activities range from procurement and production to project execution, as well as rental and sales services. With a focus on reusability, flexible use, and long service life, this segment supports resource-efficient infrastructure

development, while also carrying social and health & safety responsibilities in its own operations.

Transportation: Lagermax's core business encompasses international freight forwarding, car transport, warehousing, and logistics services. The group operates both with its own fleet and in cooperation with carriers and

subcontractors, making transportation the segment with the broadest value chain reach.

Key sustainability matters include climate and environmental impacts from fleet operations as well as social aspects related to health, safety, and working conditions in own operations and along the value chain.

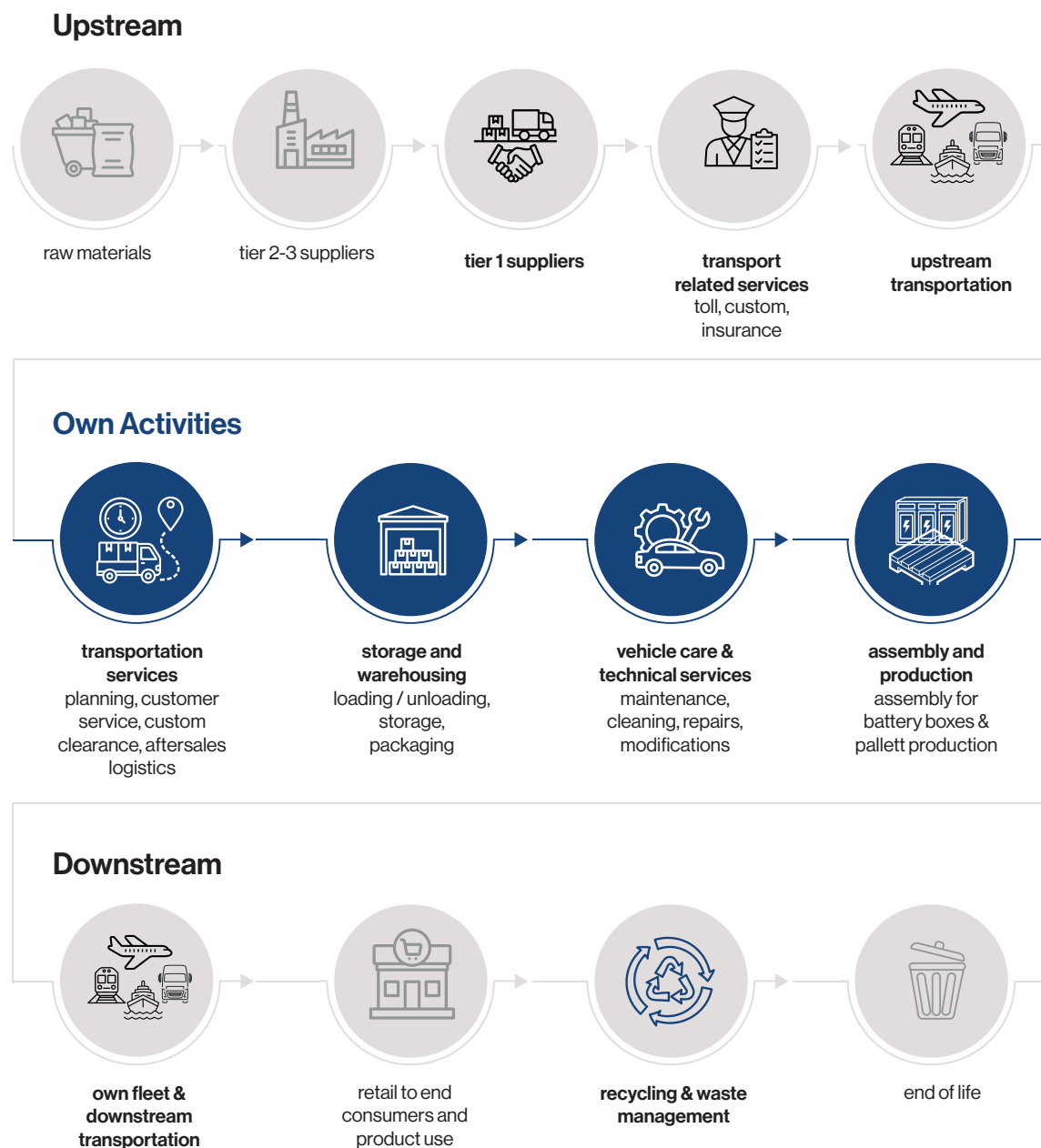


Figure 2: Lagermax transport value chain

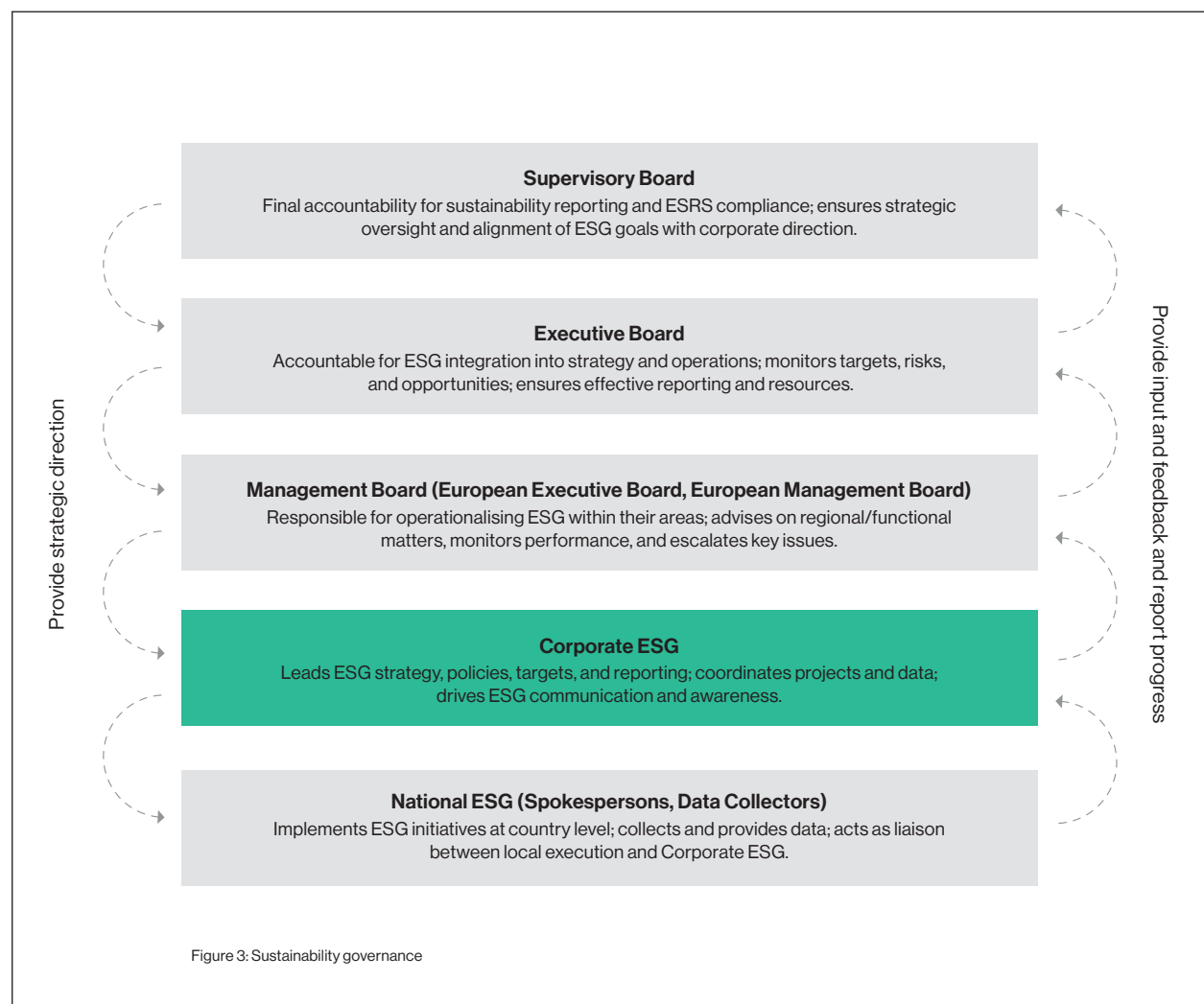
2.2. Sustainability governance

Oversight of sustainability matters

GOV-1, GOV-2, G1.GOV-1

As a family-owned business, Lagermax combines an entrepreneurial spirit with long-term responsibility, with family members serving either on the Supervisory Board or leading the company as the Executive Board. This strong family involvement ensures continuity, values-driven leadership, and a clear commitment to passing on a sustainable business to future generations.

Lagermax has established a multi-layered sustainability governance structure (see Figure 3) designed to systematically incorporate material sustainability-related impacts, risks, and opportunities (IROs) into decision-making processes at all organisational levels. Implementation is being gradually embedded across the group. Responsibilities are outlined in board mandates, internal policies, and reporting frameworks to ensure both strategic oversight and operational execution of the ESG agenda.



Supervisory Board

The Supervisory Board comprises five members (including two family representatives, two employee representatives, and one independent board member), with 40% female representation. ESG remains a standing agenda item; the Board receives an annual ESG update that covers key risks, opportunities, and progress against targets.

Executive Board

The Executive Board (2 members) is responsible for integrating sustainability into Lagermax's business model and overseeing the implementation of the ESG strategy. The Executive Board sets company-wide ESG targets, including climate and social indicators, and ensures that adequate resources are allocated. The Executive Board receives regular reports from management boards and the Corporate ESG team on sustainability progress, as well as regular project-specific updates and consultations. Members maintain ESG expertise through regular briefings and engagement in industry forums and events.

Management Boards

The European Executive Board (comprising 11 members) and the European Management Board (approximately 35 members) operationalise ESG in functional and regional areas. They implement initiatives, monitor progress, hold responsibility for data quality, and escalate issues. Both boards contribute to the Double Materiality Assessment, review ESG progress in workshops, and provide input into target-setting.

The European Executive Board receives a bi-monthly ESG project review, covering KPIs and risk assessments, as well as the biannual ESG workshops. The European Management Board participates in these biannual ESG workshops.

Corporate ESG function

The Corporate ESG team (comprising three members, reporting directly to the Executive Board) coordinates ESG strategy, targets, policies, and reporting. The team manages corporate GHG inventories, drives ESG awareness, and facilitates cross-divisional implementation. Team members hold relevant academic qualifications and update their expertise through regular training, conferences, and regulatory monitoring.

National ESG network

A decentralised ESG network ensures local implementation across Lagermax's operations. The network comprises 27 ESG Spokespersons and approximately 80 Data Collectors, who gather both quantitative and qualitative data, implement initiatives, and escalate any deviations from established standards. Collaboration is supported through biweekly virtual meetings, an annual ESG Day, progress tracking through dashboards and training programmes.

Performance monitoring

Performance monitoring is enabled by an ESG software platform that provides dashboards on emissions and Human Resources KPIs to governance bodies. These support decisions on investments, transactions, and risk mitigation.

Lagermax is in the process of developing the methodological and data foundations required for MDR-T-compliant target-setting. As consistent baselines and historical comparison values are not yet available, current objectives should be viewed as preparatory measures. They focus on building the necessary structures and monitoring systems to enable robust, measurable, and comparable targets in future reporting cycles.

Statement on due diligence

GOV-4

Lagermax is developing a structured Due Diligence Process aligned with CSRD and ESRS requirements. Potential and actual impacts are currently managed by the Corporate ESG function in close collaboration with operational departments.

Initial priorities focus on climate and decarbonisation, human rights, workforce development, and supply chain transparency, based on the Double Materiality Assessment. To address these, we have launched targeted cross-functional workshops (e.g. on decarbonisation, working conditions, and value chain transparency) that bring together operational teams and the ESG function to identify risks, define measures, and assign responsibilities.

In parallel, we are building standardised processes to cover all material topics systematically. Planned measures include an annual review of decarbonisation status and targets, as well as regular supplier performance ratings that incorporate integrated ESG criteria.

Adverse sustainability events are escalated via the ESG function to responsible departments, followed by coordinated action planning. Implementation of actions is tracked in the ESG software platform. Material impacts, risks, and opportunities, along with mitigation measures, are disclosed in the ESG report and regularly communicated to governance bodies.

A Due Diligence Content Index in the Appendix cross-references the elements of due diligence with the relevant sections of this report.

Risk management and internal controls over sustainability reporting

GOV-5

Lagermax manages sustainability reporting through a software-based data collection system that provides user-specific access rights and adheres to a four-eyes

principle. The primary risks associated with sustainability reporting include incomplete data submissions, inconsistent reporting practices across different geographies, and potential errors in manual data entry. To address these risks, the system employs automated plausibility checks, including year-on-year comparisons and deviation flags.

ESG Spokespersons and Data Collectors in each business unit are responsible for ensuring the accuracy of local data and act as first-level controls. At the group level, the Corporate ESG team reviews consolidated data and ensures consistency with financial reporting processes. This structured control environment ensures transparency and traceability of sustainability reporting.

Sustainability policies

Lagermax has adopted a comprehensive set of group-wide sustainability policies that provide the framework for managing material impacts, risks, and opportunities. Each policy is endorsed by the Executive Board, binding for all subsidiaries worldwide, and extends to contractors and suppliers where relevant.



Policy	Purpose	Third-party frameworks	Availability	Relevant to ESRS topics
Environmental and Climate Policy Scope: All subsidiaries	Sets the framework for climate change mitigation & adaptation; defines ecological principles and strategic goals, incl. decarbonisation, energy efficiency, air quality, and resource management.	SBTi, ESRS, DGNB building standards, EU environmental regulations	Intranet, company website, supplier contracts	E1 Climate change, E2 Pollution, E5 Resource use & Circular economy
Code of Conduct Scope: All subsidiaries	Establishes group-wide standards on business ethics, human rights, diversity & inclusion, fair working conditions, anti-child and forced labour.	UN Global Compact; UNGPs, ILO Core Labour Standards	Intranet, onboarding & training, company website	S1 Own workforce, G1 Business conduct
Health & Safety Policy Scope: All subsidiaries	Ensure safe and healthy workplaces, covering risk assessments, personal protective equipment, safety training, emergency preparedness, workplace safety audits, and monitoring of the lost-time injury rate.	ILO OSH standards, National H&S legislation	Intranet, local H&S documentation	S1 Own workforce (health & safety)
Supplier Code of Conduct (SCoC) Scope: All subsidiaries	Defines standards for suppliers: no child/forced labour, fair wages, safe conditions, equal treatment, freedom of association; extends requirements down the subcontracting chain.	UN Global Compact, UNGPs, ILO Core Labour Standards, OECD Guidelines, SBTi, EU environmental regulations	Supplier onboarding, contracts, and company website	S2 Value chain workers, G1 Business conduct

Table 2: Sustainability policies

Stakeholder engagement

SBM-2

Lagermax collaborates with a diverse range of stakeholder groups to identify risks and opportunities, foster trust, and promote the creation of long-term value. Dialogue takes place through multiple channels – from employee surveys and customer feedback loops to

supplier audits, investor meetings, and participation in industry associations. Insights from these engagements are reported to the European Executive Board and the Supervisory Board.

The following table summarises the main stakeholder groups, the purpose of engagement, and the outcomes achieved:

Stakeholder group	Key expectations	Engagement formats	Purpose	Outcomes
Own workforce (employees and contractors)	Secure employment, fair pay, safe working conditions, opportunities for growth and development, and an inclusive company culture.	Employee surveys, whistleblower platform, intranet community (iMax), events, training and workshops.	Strengthen belonging and "Together in motion" culture, foster a growth mindset, raise sustainability awareness, support skills and career development, and support attractiveness as an employer.	Higher employee satisfaction and retention, enhanced competencies, stronger sustainability culture, improved internal communication.
Customers	Reliable and efficient logistics services, CO ₂ transparency, fossil-free solutions, packaging reduction, last-mile decarbonisation, and fair and transparent supply chains.	Conferences & trade fairs, as well as customer satisfaction surveys (partially implemented across divisions).	Understand customer needs, logistics trends, and service satisfaction to strengthen loyalty and co-develop solutions.	Development of innovative services, fostering closer customer relationships, and enhancing market positioning.
Investors and lenders	Transparency, financial resilience, credible ESG performance, and long-term value creation.	Supervisory Board meetings, annual financial reports, investor surveys, and project submissions in financing processes.	Maintain transparency and trust, demonstrate resilience, and attract long-term investment.	Strengthened investor confidence, enhanced reputation, and sustainable access to capital.
Logistics and transport partners	Reliable cooperation, fair pricing, safety and well-being of drivers and subcontractors, and joint innovation opportunities.	Conferences, partner meetings, freight forwarding platforms, and contractual performance reviews.	Support effective service delivery, align on quality standards, engage on health and safety, and explore opportunities for collaborative innovation.	Improved delivery reliability, stronger partnerships, collaboration on new services and decarbonisation initiatives.
Suppliers	Fair and predictable contracts, respect for human rights, safe working conditions, and long-term collaboration.	Supplier Code of Conduct, audits and scorecards (partially implemented), supplier meetings, and training.	Promote ethical and sustainable sourcing, strengthen partnerships, align on quality, safety, environmental expectations, and respect for human rights.	Better supplier performance, more resilient supply chains, stronger collaboration on sustainability initiatives.
Industry bodies and regulators	Predictable regulatory environment, best practice sharing, proactive industry input.	Membership in industry associations, participation in networks, and legal advisory services.	Support compliance, contribute expertise, exchange best practices, and anticipate regulatory changes to drive continuous improvement.	Stronger reputation, proactive compliance, and an active role in shaping logistics and decarbonisation policy.

Table 3: Stakeholder engagement

Feedback from these processes indirectly contributes to shaping priorities and is considered in strategic decision-making. Employee input strengthens HR programmes and supports Lagermax's goal of being an attractive employer; customer feedback drives the development of 360° logistics and digitalisation; supplier engagement supports compliance and supply chain resilience. In addition, active participation in industry bodies and regulatory dialogues

ensures alignment with requirements, while enabling Lagermax to contribute its expertise and advance decarbonisation across the transport sector.

Looking ahead, Lagermax will continue to deepen stakeholder dialogue, developing ways to consider stakeholder perspectives when shaping the company's strategy and business model.



2.3. Double Materiality Assessment (DMA)

Lagermax conducted its first ESRS-aligned double materiality assessment (DMA) in 2024 to identify and assess its material impacts, risks, and opportunities (IROs).

The DMA was carried out on a sector-specific basis to ensure comprehensive coverage of all business activities, geographies, and value chain stages. It considered Lagermax's three sectors (Transport, Utilities, and Construction) in full, with a primary focus given to the

Transport sector, as Lagermax's most significant operating segment.

Several positive impacts and opportunities were identified in the Utilities sector, particularly in relation to circular economy initiatives, which have been recognised as a strategic priority for the company. These findings will be further analysed and integrated into the next reporting cycle.

IROs identification and assessment

IRO-1

The methodology followed a structured, multi-phase approach beginning with value chain and business model mapping based on ESRS guidelines and corresponding NACE Codes, identification of relevant stakeholders, and initial due diligence across relevant ESG topics. Hypotheses for potential IROs were then developed for each sector, using company-level data wherever possible and applying sector-specific assumptions where detailed site-level information was not available.

The DMA considered both direct and indirect IROs, including those linked to Lagermax through upstream and downstream business relationships. Most of Lagermax's Tier-1 suppliers are located within the EU, and therefore generally subject to regulation.

We are gradually expanding the visibility of Tier-2 suppliers and beyond. In total, 267 IROs were identified across all topical standards: 158 were impacts and 109 risks and opportunities. After assessment and scoring, a subset of 34 IROs was defined as material for reporting in line with ESRS requirements.

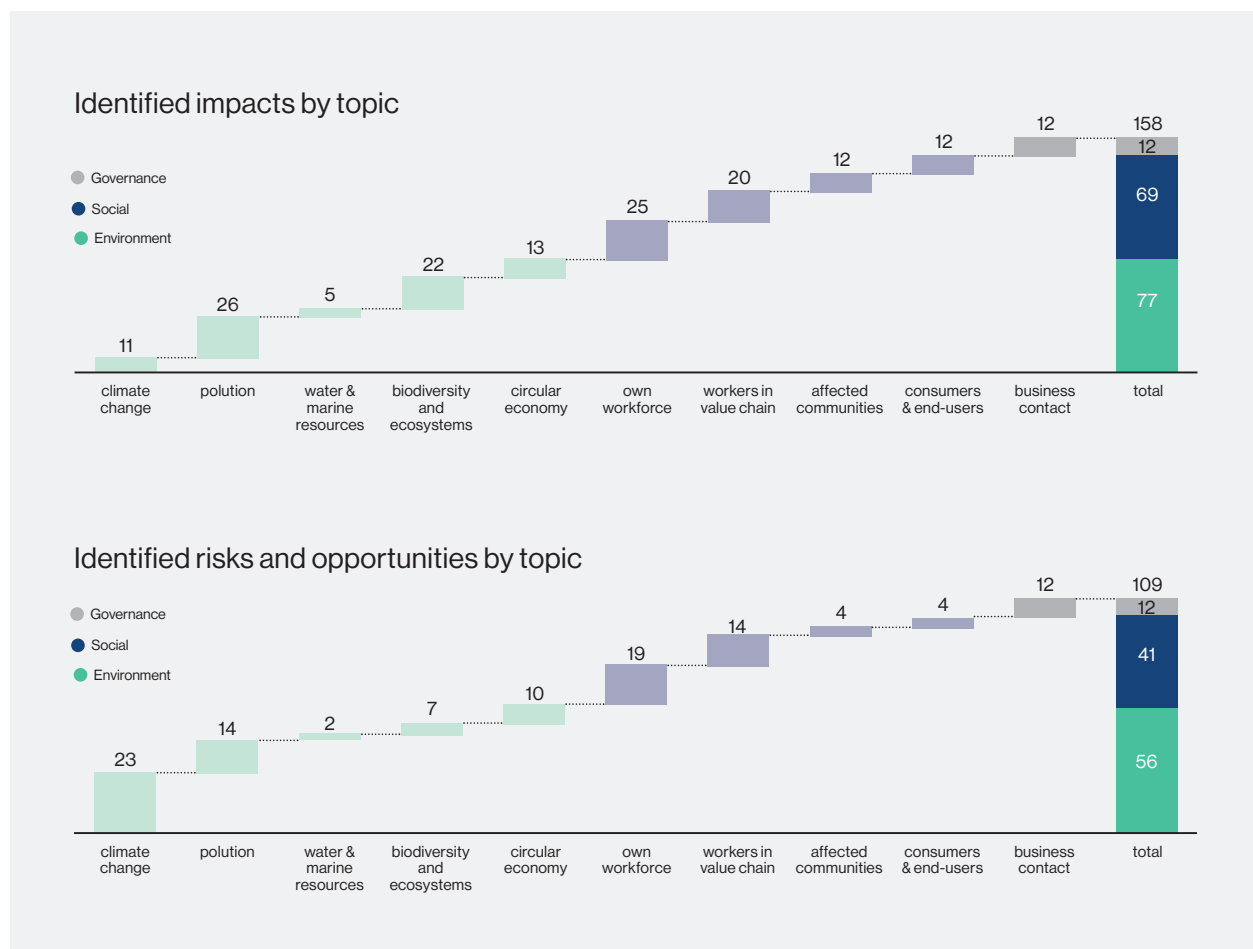


Figure 4: Distribution of identified IROs within the assessment

The material IROs were consolidated and mapped to the final list of material sustainability matters. The majority (64%) were sector-specific with a focus on

Transportation — Lagermax's largest and most revenue-intensive business area — while the remainder were either cross-sectoral or specific to Utilities and Construction.

Assessment approach and scoring

The IRO longlist was assessed based on quantitative and qualitative inputs from internal and external sources. Internal inputs included GHG emissions data, HR and workforce metrics, and structured interviews with subject-matter experts from across operational units.

Broad internal participation in the assessment process ensured technical and ESG perspectives were captured. This included representatives from Key Account Management, Facility & Fleet Management, HR, Finance, Treasury, Health & Safety, and Quality Management, as well as from governance bodies such as the EEB and ESG Spokespersons Committee.

External perspectives were integrated via literature reviews, benchmarking, and best-practice analyses. Sources included industry benchmarks, supplier disclosures, regulatory requirements, and academic or sector-specific studies.

Internal representatives also served as proxies for external stakeholder groups, such as Finance for investors and banks, HR for employees, Key Account Managers for customers, and country spokespersons for international perspectives. Direct external engagement is planned for future cycles.

The impact materiality assessment evaluated both actual and potential impacts on people and the environment across the value chain. Particular attention was given to activities, business relationships, and geographies with heightened risk of adverse impacts.

Negative impacts were prioritised based on severity and likelihood, with severity taking precedence in line with the UN Guiding Principles on Business and Human Rights. Positive impacts were assessed based on their scale, scope, and likelihood. Sustainability matters that exceeded the agreed-upon thresholds were classified as material. The financial materiality assessment identified sustainability-related risks and opportunities reasonably expected to result in material financial effects. We assessed the potential economic effects of identified impacts, as well as additional items identified from expert consultation.

Financial effects were assessed by combining magnitude and likelihood, with particular focus on potential impacts on EBITDA. Parameters considered included revenue, costs, asset values, and market position. Thresholds

were set based on the ESRS, with high-magnitude issues deemed material regardless of likelihood, enabling balanced prioritisation of both risks and opportunities.

Both impact and financial materiality were assessed in the short-, medium- and long-term:

- Short-term: up to 1 year
(aligned with the reporting period)
- Medium-term: 1–5 years
- Long-term: more than 5 years

Governance, validation and integration

Preliminary DMA results were reviewed with executive management, the Executive Board and members of the European Executive Board; the Board granted final approval of the DMA outcomes.

We are in the process of integrating the results into the company's management cycle:

Risks are prioritised alongside strategic, operational, and compliance risks.

Opportunities identified through the DMA are reflected in the ESG strategy and corporate strategy review process.

Positive impacts – such as advances in circular economy practices or workforce development – are progressively addressed through initiatives owned by the relevant departments and subject-matter experts.

Negative impacts – such as CO₂ emissions, air pollution, and noise – are addressed through measures from decarbonisation workshops, reviewed annually and linked to emerging targets.

Process to identify environmental IROs (E1–E5)

E1.IRO-1, E2.IRO-1, E3.IRO-1, E4.IRO-1, E5.IRO-1

All five environmental topical standards (E1–E5) were considered during the double materiality assessment. Climate change (E1), pollution (E2), and resource use & circular economy (E5) were deemed material topics for Lagermax and are addressed in dedicated sections.

The process for identifying climate-related impacts (E1), risks, and opportunities was aligned with the DMA

methodology and informed by recognised external sources, including the International Energy Agency (IEA), the Intergovernmental Panel on Climate Change (IPCC), and the Science-Based Targets initiative (SBTi). Although no dedicated in-house climate scenario analysis was conducted, these sources informed the identification of physical and transition risks, as well as related opportunities, across short-, medium-, and long-term horizons.

For E2 (pollution), we identified potential impacts relating to the handling of waste and hazardous substances within specific business units. These were assessed through sector-specific analysis and consultation with internal experts, supported by regulatory benchmarks and industry literature.

E3 (water and marine resources) was considered but assessed as not material. Lagermax's activities require limited water use, mainly for vehicle washing, and established treatment and recycling procedures maintain impacts below materiality thresholds.

E4 (biodiversity and ecosystems) is not identified as material in the 2024 DMA. However, soil sealing related to land use and site development was identified as a potential future material impact. As a result, we will continue to monitor biodiversity matters, and relevant sites and activities will remain subject to ongoing screening in future assessment cycles.

For E5 (resource use and circular economy), screening covered operational activities, asset use and selected value chain stages, identifying both risks (e.g., resource availability and cost volatility) and opportunities (e.g.,

increased circularity in packaging, spare parts, and asset management). Opportunities identified here were directly linked to the company's strategic ambition to strengthen circular economic practices.

Process to identify Business Conduct IROs

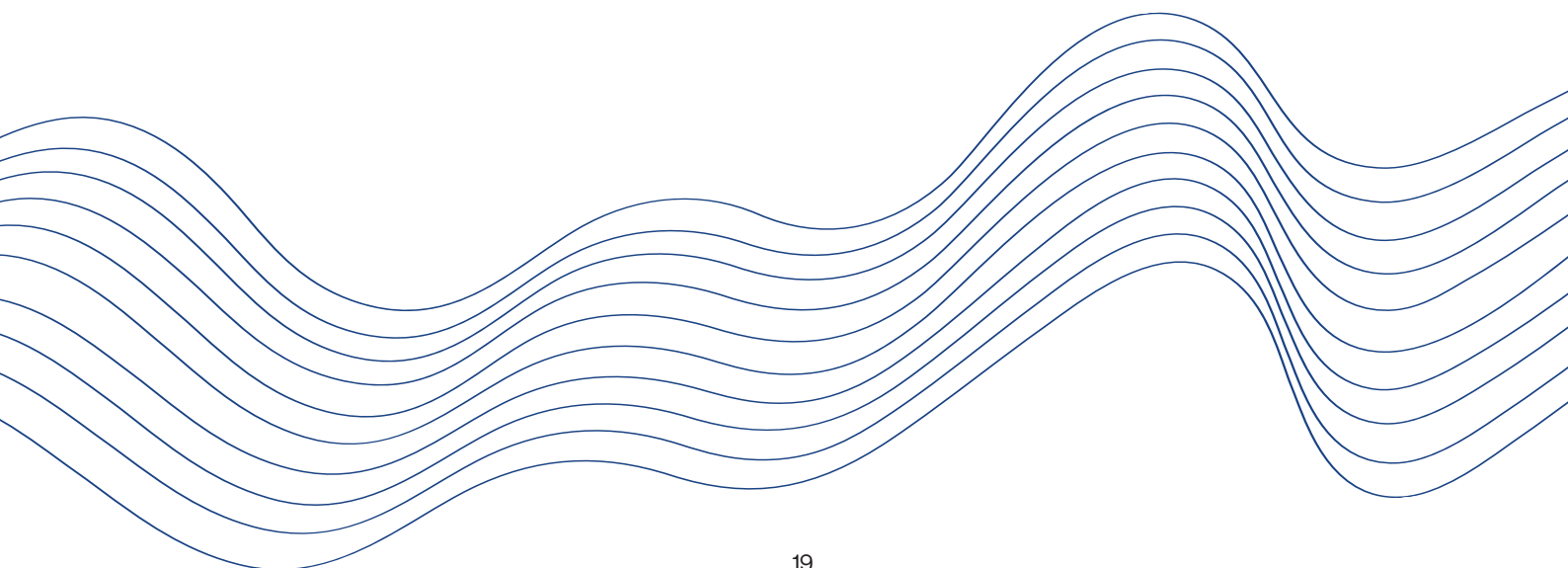
G1.IRO-1

The identification of business conduct-related impacts, risks, and opportunities drew on internal discussions, management observations and whistleblower channel reports. Assessments considered the specific locations, activities, and sectors in which we operate, as well as the nature and structure of transactions with business partners.

Material IROs

SBM-3

Material impacts, risks and opportunities (IROs) identified during the double materiality assessment represent the most significant sustainability factors for our business model, value chain, and stakeholder environment. IROs originate from both external drivers (e.g., regulatory developments, climate change, social expectations) and internal factors (e.g., operational processes, workforce dynamics). They provide essential input for defining strategic priorities and are progressively integrated into resource allocation, investment decisions, and governance structures.



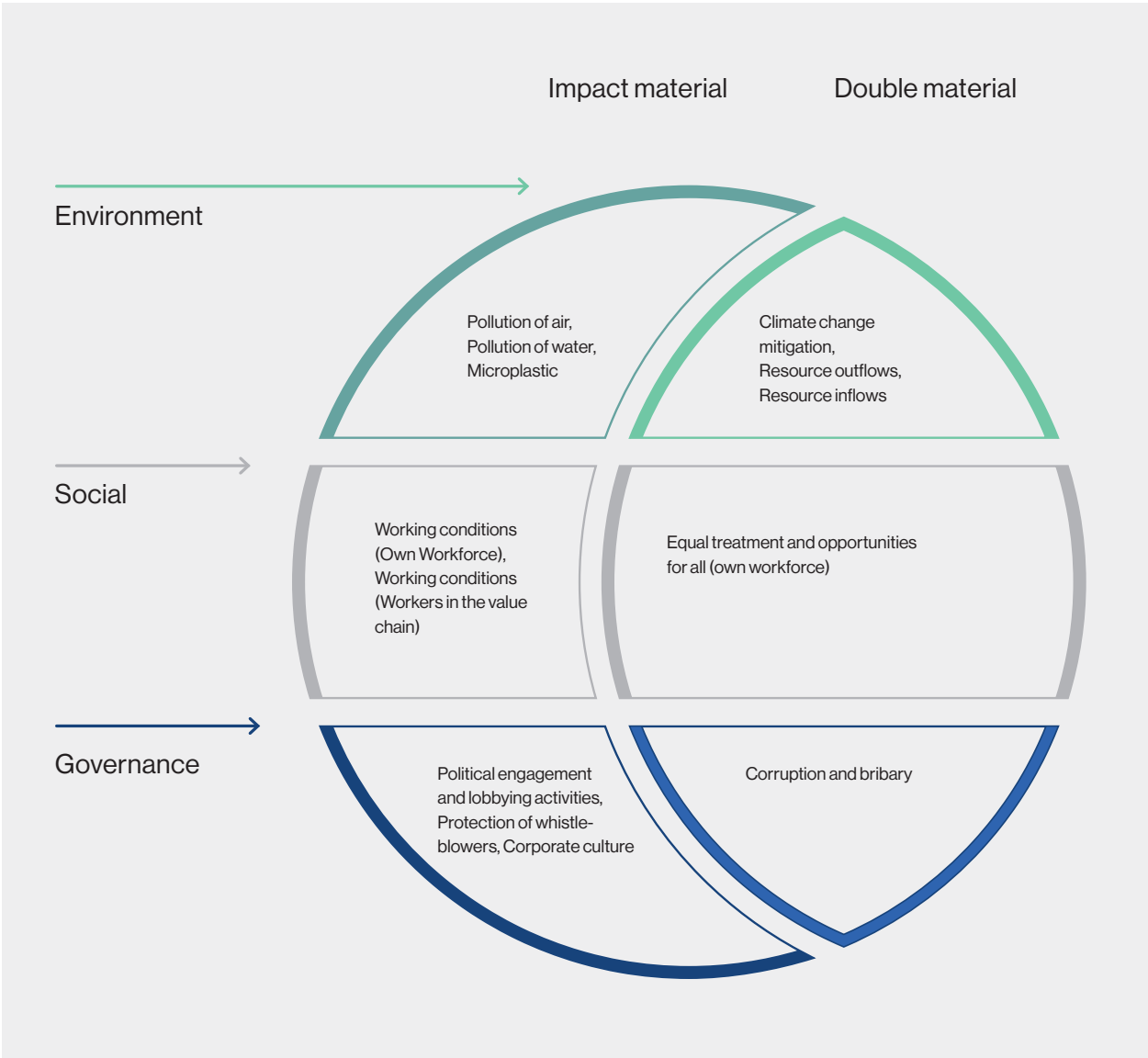


Figure 5: Material IROs

Table 5 below provides an overview of all material IROs across material topics.

Material Topic	Title	Description	Type	Location in the value chain	Time horizon
Climate change (E1)	GHG emissions from own operations	Own offices, warehouses, and related activities generate GHG emissions.	Actual negative impact	Own operations	Short-/ Medium-term
Climate change (E1)	GHG emissions from freight forwarding activities	Freight forwarding activities across air, land and sea rely on fossil fuels and produce both upstream and downstream GHG emissions.	Actual negative impact	Upstream, Downstream	Short-/ Medium-term
Climate change (E1)	Risk of insufficient supply of low-emission vehicles	The limited supply and high costs of electric and hydrogen trucks, combined with inadequate charging infrastructure, contribute to increased costs and complexity.	Risk	Own operations	Medium-term
Climate change (E1)	Opportunity to drive climate mitigation through AI-powered route and load optimisation	Scaling digital route and load optimisation reduces kilometres driven, fuel use, and emissions while improving efficiency and competitiveness.	Opportunity	Own operations	Short-/ Medium-term
Pollution (E2)	Air pollution from NO _x , SO _x , PM, and VOCs emissions	Transportation activities linked to Lagermax's own operations and value chain release air pollutants that damage ecosystems, lower air quality, and harm human health.	Actual negative impact	Own operations, Upstream, Downstream	Short-/ Medium-term
Pollution (E2)	Microplastic pollution from the tire wear of fleet vehicles	Tyre abrasion from Lagermax's fleet releases microplastics that pollute soil and waterways, degrading ecosystems and posing health risks.	Actual negative impact	Own operations, Upstream, Downstream	Medium-term
Resource use & Circular economy (E5)	High-intensity use of fossil fuels and steel	Fuel-intensive trucks and machinery are dependent on finite resources: fossil fuels and steel. Reliance on steel-intensive assets drives resource depletion and GHG emissions.	Actual negative impact	Own operations	Short-/ Medium-term

Material Topic	Title	Description	Type	Location in the value chain	Time horizon
Resource use & circular Economy (E5)	Risk of operational disruption due to natural resource dependency	Our reliance on resource-intensive assets and materials, and fuel makes the business vulnerable to price volatility, regulatory change, and supply shortages.	Risk	Upstream	Medium-term
Resource use & circular Economy (E5)	High-intensity use of packaging materials	Single-use packaging used when transporting customer goods and in warehouse operations contributes to resource inefficiency and increased waste.	Actual negative impact	Own operations Upstream	Medium-term
Resource use & circular Economy (E5)	Naked transportation	Naked Transportation's approach eliminates packaging in motorcycle logistics, reducing material use, costs, and environmental impacts.	Opportunity	Own Operations	Short-term
Resource use & circular Economy (E5)	Transport and Waste Trade expertise	Lagermax specialises in logistics and material trading, with a specific focus on plastics recycling and the transportation of lithium-ion batteries, thereby supporting a circular economy.	Actual positive impact	Own operation, Downstream	Short-term
Resource use & circular Economy (E5)	360° Logistics	End-to-end lifecycle logistics solutions enhance efficiency, reduce costs, and promote sustainability across various industries.	Opportunity	Own operations, Downstream	Short- / Medium-term
Own Workforce (S1)	Health & safety related impact	Employees face risks of minor and major accidents, which can impact their health and wellbeing.	Actual negative impact	Own operations	Short- / Medium-term
Own Workforce (S1)	Shortage of skilled personnel	An industry-wide shortage of qualified personnel increases costs, risks, and operational delays, which can impact long-term growth and profitability.	Risk	Own operations	Medium-term

Material Topic	Title	Description	Type	Location in the value chain	Time horizon
Own Workforce (S1)	Impacts from working conditions and workforce shortages	Lagermax faces workforce shortages across all divisions, driven in part by an industry-wide lack of drivers. Challenging conditions – including night shifts, irregular hours, and remote locations – increase risks of fatigue, burnout, and retention issues.	Potential negative impact	Own operations	Short- / Medium -term
Own Workforce (S1)	Insufficient equal opportunity & diversity	The workforce at Lagermax is predominantly male, reflecting broader industry patterns. This imbalance is especially evident in top management, where women remain significantly under-represented. Over time, limited diversity can affect job satisfaction, motivation, and employee engagement.	Potential negative impact	Own operations	Medium -term
Own Workforce (S1)	Career development and increased skills of all employees through Lagermax Academy	Training programmes, including the Lagermax Academy, strengthen employee skills and leadership, improving career opportunities, loyalty, and long-term satisfaction.	Actual positive impact	Own operations	Short- / Medium-term
Workers in the Value Chain (S2)	Potential Working Condition Challenges arising from fragmented and complex value chains	Fragmented and multi-tiered value chains in transport and logistics create risks of subcontracted workers facing inadequate working conditions, such as excessive hours, low pay, or insufficient safety.	Potential negative impact	Upstream	Short- / Medium-term
Governance (G1)	Challenges fostering a compliance culture	Challenges to embed Lagermax's "Together in motion" culture and compliance processes (e.g., whistleblower channels) could lead to misconduct incidents, affecting trust, well-being and retention.	Potential negative impact	Upstream	Short- / Medium-term

Material Topic	Title	Description	Type	Location in the value chain	Time horizon
Governance (G1)	Cases of corruption and bribery affecting society and supply chain	Corruption and bribery risks in own operations and supply chains can undermine trust and morale.	Potential negative impact	Own operations, Downstream	Short-/ Medium -term
Governance (G1)	Positive industry impact through membership in freight forwarding associations	Industry association involvements allow Lagermax to influence regulation, transparency, and advance low-carbon solutions.	Potential positive impact	Own operations	Medium -term
Governance (G1)	Risk of negative image and loss of business due to anti-trust issues	Unintentional breaches of competition law could lead to fines and reputational damage.	Risk	Own operations	Short-term

Table 4: Material topics and IROs

Resilience of strategy and business model

SBM-3_10

In 2024, Lagermax conducted a resilience assessment to evaluate the capacity of its strategy and business model to address IROs identified in the Double Materiality Assessment. The analysis considered short-term (1–3 years), medium-term (3–10 years), and long-term (>10 years) perspectives, examining how well the company is positioned to mitigate risks, adapt to external developments, and capitalise on opportunities in line with its ESG strategy. The assessment concentrated on the most significant sustainability themes: climate change and decarbonisation, pollution and packaging, workforce-related factors, supply chain standards, and business ethics. Each theme was evaluated for its preparedness, adaptability, and ability to yield positive results. The results highlight areas of strength as well as opportunities for further enhancement.

Climate and decarbonisation: Although regulatory requirements and technological dependencies remain challenging, Lagermax has already taken significant steps, such as sourcing renewable energy, piloting fleet transition

projects, and forming partnerships to promote low-emission logistics. These efforts establish a strong foundation for enhancing resilience and competitiveness over the long term.

Pollution and packaging: EU requirements on recycling and waste management are increasing. Lagermax is preparing by developing systematic data collection and monitoring processes. These efforts will ensure future compliance while also enabling opportunities to innovate in circular economy solutions.

Employer of Choice / Workforce: The company demonstrates strong short-term resilience through comprehensive training and development. Building on this, organisation-wide initiatives in diversity, inclusion, and employee well-being will further strengthen its long-term resilience and support its reputation as an attractive employer.

Supply chain standards: Current systems already establish a solid foundation for supplier monitoring and compliance. The planned integration of ESG criteria into supplier ratings will further reinforce resilience and strengthen stakeholder trust.

Business ethics and integrity: The assessment confirms strong resilience, thanks to well-established governance frameworks, effective whistleblowing channels, and robust compliance systems. These protections foster stability and support sustainable growth. The resilience assessment concluded that it is well-positioned to address

significant challenges while seizing opportunities for long-term value creation. Established governance, ethics, and workforce development processes provide a solid foundation, while targeted initiatives in climate, circular economy, and supply chain transparency boost resilience and maintain a competitive edge.

2.4. Basis for preparation

General basis for the preparation of sustainability statements

BP-1

This sustainability statement is prepared in accordance with the European Sustainability Reporting Standards (ESRS) and follows the same consolidated basis as the audited financial statements. The statement includes all legal entities in which Lagermax AG holds more than 50% of shares and/or exercises operational control and reflects all business activities under Lagermax AG. This ensures consistency in reporting across financial and non-financial disclosures. This report covers Lagermax AG's upstream and downstream value chain, addressing material sustainability matters related to suppliers, logistics and maintenance partners, service providers, as well as customers and end users across all relevant sectors. Policies, actions, targets and metrics extend to the value chain where applicable and are detailed in the topical standards. Lagermax AG has not omitted information regarding impending developments or matters under negotiation. No other ESRS-sanctioned omission (such as classifying sensitive intellectual property) has been applied. Lagermax is in the process of building methodological and data foundations for robust targets across all material topical standards. These will be developed in line with best practice reporting standards under the ESRS.

Disclosures about specific circumstances

BP-2

Lagermax AG's first ESRS-aligned sustainability statement marks a significant milestone, broadening the scope

of our sustainability reporting to encompass the entire group. Due to changes in the framework and reporting boundary, information disclosed in previous reporting is not directly comparable and has not been restated. While group-wide GHG accounting was already conducted for the year 2023, we are reporting GHG data only from 2024 onwards in this statement.

This approach reflects our commitment to ensuring robust and decision-useful disclosures, as the continuous improvement in data quality will enable more meaningful insights and year-on-year comparisons as we advance.

Metrics with high measurement uncertainty

Data are collected through dedicated software and a four-eyes principle, ensuring overall robustness and accuracy. Scope 3 Categories 4 and 9 are currently estimated using a spend-based approach, in line with the GHG Protocol. However, this approach does not yet capture activity-level data (e.g., ton-kilometres, fuel use). Transitioning to activity-based methods is a strategic priority.

For workforce metrics, harmonised calculation guidelines are not yet entirely in place across all locations, leading to some inconsistencies. These will be addressed in the next reporting cycle to improve comparability and reliability.

3

Environment



3.1. Climate Change

E1

At Lagermax, we recognise the urgent need for climate action in the logistics and transport sector. Transport accounts for a significant share of global emissions, and logistics providers play a key role in enabling decarbonisation across value chains.

Lagermax is committed to contributing to this transformation by aligning with the goals of the Paris Agreement and embedding climate action at the core of its corporate strategy. Our approach combines clear emission reduction targets, investments in low-carbon technologies, and collaboration with stakeholders across the value chain. This section outlines how we manage our climate-related impacts, risks and opportunities, and how we integrate resilience and long-term value creation into our transition plan.

Transition plan

E1-1

We are in the process of establishing a transition plan that aligns our business model with a 1.5°C pathway and the goal of climate neutrality by 2050. Preparatory work includes developing science-based targets (SBTi) and consolidating group-wide emissions data to build a reliable basis for validation.

The plan focuses on three main levers:

Efficiency and digitalisation – deploying data- and AI-supported systems to optimise routes and loads, reduce empty runs, and lower energy consumption.

Technology openness and partnerships – scaling battery-electric trucks in regional and urban logistics through pilot projects, expanding multimodal transport with rail, monitoring hydrogen for long-haul applications, and selectively applying renewable fuels where full electrification is not yet technically or economically feasible.

Green procurement and Scope 3 focus – gradually incorporating ESG criteria into supplier assessments, freight

contracts, and purchasing choices to reduce Scope 3 emissions systematically.

The transition plan will act as a central coordination framework across the group, ensuring that decarbonisation initiatives in all business units follow a consistent and impactful pathway. Oversight will rest with the Executive Board and Supervisory Board, with progress regularly reported through established governance structures.

By aligning our transition plan with our business model and strategy, Lagermax ensures that climate action is not treated as a compliance exercise but as a key enabler of long-term competitiveness and stakeholder trust.

Material climate-related IROs

SBM-3

Lagermax's material climate-related IROs are directly linked to its position as a freight forwarder and logistics operator in a high-emission industry. Material impacts primarily arise from energy-intensive transport activities, complemented by smaller contributions from warehousing, facilities, and support services.

The emissions-intensive nature of our activities and value chain means decarbonisation is not only an environmental responsibility but also a strategic necessity. Lagermax's competitiveness increasingly depends on its ability to reduce emissions, secure access to low-emission transport technologies, and meet rising customer expectations for sustainable logistics.

Material risks identified during the DMA stem from limited market availability and high costs of low-emission vehicles and infrastructure, which could impede Lagermax's emissions reduction efforts. At the same time, digital route optimisation, multimodal solutions, and fleet transformation support decarbonisation and improve efficiency, presenting material opportunities. These levers are embedded in Lagermax's transition pathway and will shape long-term investment priorities, supplier engagement, and innovation projects.

Material Topic	Title	Description	Type	Location in the value chain	Time horizon
Climate change (E1)	GHG emissions from own operations	Lagermax's offices, warehouses, and related activities generate greenhouse gas (GHG) emissions through electricity and heating use, waste management, and business travel. These indirect emissions contribute to global warming and associated environmental risks, as highlighted by the IPCC.	Actual negative impact	Own operations	Short-/ Medium -term
Climate change (E1)	GHG emissions from freight forwarding activities	Lagermax operates as a freight forwarder, coordinating transportation services across various modes, including air, water, and land transport. Emissions are derived from transporting goods on behalf of customers, utilising Lagermax's truck fleet and third-party carriers. The combustion of fossil fuels across these services contributes to climate change.	Actual negative impact	Upstream, Downstream	Short-/ Medium -term
Climate change (E1)	Risk of insufficient supply of low-emission vehicles	The limited market supply of electric and hydrogen trucks, combined with high acquisition costs and underdeveloped charging and refuelling infrastructure, limits the decarbonisation of transport services. This risk increases the cost and complexity of transitioning to low-emission logistics.	Risk	Own operations	Medium -term
Climate change (E1)	Opportunity to drive climate mitigation through AI-powered route and load optimisation	By scaling digital tools such as AI-powered route and load optimisation, Lagermax can reduce kilometres driven, fuel consumption, and CO ₂ emissions across its transport services. This opportunity supports emission reductions, improves operational efficiency, and strengthens competitiveness in sustainability-focused markets.	Opportunity	Own operations	Short-/ Medium -term

Table 5: E1 IROs

Policies related to climate change mitigation and adaptation

E1-2

The Environmental and Climate Policy (Table 2: Sustainability policies) outlines Lagermax's commitments to integrating climate protection, energy efficiency, and resource management across its operations and supports all material climate-related issues.

Recognising transport as the group's largest source of emissions, the policy guides decarbonisation through fleet modernisation, intermodal solutions, digital optimisation tools, and improved energy performance of facilities. Transitional measures, such as HVO fuels, are combined with forward-looking investments in electrification, renewable energy, and efficiency improvements, aligned with the SBTi principles and the group's ambition to achieve climate neutrality by 2050.

Accountability lies with the Executive Board, with operational responsibility shared among the ESG, QM, and local management functions. Suppliers and contractors are required to meet equivalent standards as outlined in the Supplier Code of Conduct.

Actions related to climate change mitigation and adaptation

E1-3

Lagermax has translated its Environmental and Climate Policy into a set of concrete actions and resource allocations that address the group's material impacts, risks, and opportunities. Initiatives combine short-term operational measures with medium- and long-term investments in infrastructure, fleet, and digitalisation, which are embedded into the group's long-term transition pathway.

Key actions focus on three decarbonisation levers:

Efficiency & digitalization

Lagermax is scaling up AI-powered route and load optimisation across transport segments, building on a completed waste pilot that is now being rolled out to other business areas. Drone deliveries are being piloted.

In addition, existing eco-driving training programmes within the group are being expanded and linked to incentive schemes, embedding sustainable driving behaviour in daily operations.

Technology openness & partnerships

The group is modernising its fleet and piloting battery-electric trucks in regional logistics, while also investing in charging infrastructure supported by photovoltaic systems and storage solutions. HVO100 is being explored as a transitional fuel, and multimodal transport options such as rail are being further expanded. Renewable electricity is being integrated through Guarantees of Origin and on-site PV installations, with first systems already in operation and GoO-based sourcing initiated.

Green procurement & Scope 3 focus

Sustainability criteria are being gradually and systematically integrated into supplier relationships through the updated Supplier Code of Conduct and ESG-linked supplier ratings, which are currently being piloted.

At the same time, the quality of Scope 3 data is being enhanced through structured monitoring and reporting, while internal control systems are being strengthened to ensure that climate considerations are integrated into capital expenditure (CapEx) and operational expenditure (OpEx) planning.

Although quantitative data on GHG reductions and financial allocations are still under development, Lagermax anticipates potential near- and mid-term benefits in fuel savings, emission reductions, and efficiency improvements. Expansion will depend on the market availability of low-emission vehicles and charging infrastructure – recognised as a material risk – but proactive investments and pilot projects position the group to accelerate deployment once conditions allow.

Actions are coordinated by the ESG and QM functions in close cooperation with fleet management, procurement, and operations. Effectiveness is tracked through rollout rates, pilot evaluations, improvements in Scope 3 data quality, and supplier compliance with climate-related criteria.

Climate change mitigation and adaptation: tracking progress

E1-4

Lagermax intends to define binding reduction pathways once validated baselines are established. Climate targets are being developed in line with the Science Based Targets initiative (SBTi). Near-term targets are being prepared

for submission and validation; however, our long-term ambition remains to achieve Net Zero by 2050.

In the meantime, we have established preparatory objectives focused on setting up necessary structures, pilots, and testbeds to track measurable progress. These efforts lay the foundations for long-term, verifiable decarbonisation targets while supporting short-term accountability.

Action area	Objective	Timeline	Intended outcome
Route & load optimisation	Apply AI-driven optimisation to reduce vehicle kilometres, maximise load factors, and minimise empty trips.	Pilot results by Q3 2026; scale thereafter	Lower Scope 1 emissions, reduced fuel use, and efficiency gains
Driver training & incentive programmes	Enhancing eco-driving training and introducing systematic incentives to foster fuel-efficient driving.	Ongoing, continuous	Improved driving behaviour, measurable fuel savings
Fleet transformation with alternative drives	Pilot e-trucks up to 18t and other alternative technologies, applying our “start, learn, scale” approach, with stepwise integration from 2026.	Pilots ongoing; scaling from 2025	Validate feasibility, progressively decarbonise fleet
Renewable energy use	Achieve ≥80% of total energy demand from renewables (GoOs, PV, battery storage, charging infrastructure)	By the end of 2025	Significant Scope 2 reduction
Supplier Code of Conduct & standards	Require all core contractors to sign the updated SCoC and integrate ESG clauses into new contracts.	By the end of 2026	Climate-aligned procurement, improved Scope 3 compliance
Scope 3 data quality	Transition from spend-based to activity-based data for Category 4/9; ≥70% coverage	By the end of 2025	Robust, accurate Scope 3 reporting
Partnerships & cooperation	Expand strategic pilots in multimodal logistics and e-truck leasing models.	Ongoing	Faster scale-up of low-carbon solutions, resilience via collaboration

Table 6: E1 Objectives

Progress is tracked annually, with milestones integrated into the group's sustainability reporting framework. Oversight lies with the ESG and QM functions, supported by procurement and fleet management.

Success story: cargo drones driving sustainable logistics

In cooperation with Lagermax Logistics Austria and Rain Air Cargo, a pilot project is testing the use of cargo drones to complement existing transportation modes. The aim is to explore innovative, fully electric solutions that enhance speed, flexibility, and sustainability in logistics. The project demonstrates how innovation and sustainability go hand in hand, shaping the future of logistics with new, emission-free solutions.

Key Facts:

- Decarbonisation: Fully electric flights with zero emissions during operation.
- Range: Up to 105 km connectivity enables access to remote areas and rapid regional transport.
- Capacity: Payload of up to 15 kg at speeds of 120 km/h – ideal for time-critical shipments.
- Accessibility: Opens up new options for rural and hard-to-reach regions.



In Austria, we are increasingly using electric cars and vans. The first vehicles are also in operation in Romania and Hungary.



The share of electric forklifts in our operations is already well advanced internationally.



339 charging points at our Lagermax locations by the end of 2025.



For the transition, we are already using HVO – a CO₂-reduced alternative to diesel – in parts of our fleet.



We are launching pilot projects with electric trucks.



4.52 MWp of photovoltaic capacity in Austria, Romania, and Croatia by the end of 2025.



Efficient lighting through LED upgrades and smart controls.



Transitioning heating systems to sustainable sources such as heat pumps, district heating, and wood chip boilers.



For new buildings, BREEAM or DGNB certifications are pursued to ensure sustainable standards.

Achieving climate neutrality by 2050 requires a long-term, results-driven approach. We're moving forward – deliberately and effectively.

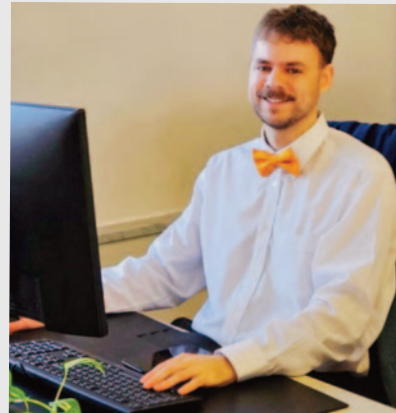
Success story: route optimisation for more sustainable waste collection

As part of his Master's thesis, Alexander Zeiner analysed and optimised collection tours for lightweight packaging (LVP) using specialised route optimisation software. The project highlighted how digital solutions can generate measurable efficiency gains and emission reductions in waste logistics.

In an example with five tours, the following results were achieved:

- Fuel savings per collection cycle: approximately 38.8 litres
- Emission reduction per cycle: approximately 125.2 kg CO₂e (including upstream chain)
- Annual fuel savings (13 tours/year): approximately 503.8 litres
- Annual emission reduction: approximately 1,627.4 kg CO₂e

These findings provide a practical foundation for future optimisation projects, such as the digitisation of glass and lightweight packaging collection in Upper Austria.



Energy consumption

E1-5

Energy use is a key driver of Lagermax's environmental footprint, particularly in connection with transportation activities and facility operations. Managing energy efficiency and shifting the energy mix towards renewables are, therefore, central levers in our decarbonisation strategy. Our reporting covers our own operations

(Scope 1 and 2) and is complemented by Scope 3 disclosures (see section E1-6).

Total energy consumption

In the reporting year 2024, Lagermax recorded a total energy consumption of 357,977 MWh across all operations. Of this amount, 340,707 MWh (95.2%) stemmed from fossil energy sources, while 16,802 MWh (4.7%) were derived from renewable sources. Nuclear sources contributed a minor share of 467 MWh (0.1%).



Energy consumption and mix	2024 [MWh]	2024 [%]
Fuel consumption from coal and coal products (MWh)	0	
Fuel consumption from crude oil and petroleum products (MWh)	264,816.88	
Fuel consumption from natural gas (MWh)	61,043.39	
Fuel consumption from other fossil sources (MWh)	0	
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	14,846.56	
Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)	340,707.30	95.18 %
Consumption from nuclear sources (MWh)	467.22	0.13 %
Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biological origin, biogas, renewable hydrogen, etc.) (MWh)	11,876.54	
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	4,120.30	
The consumption of self-generated non-fuel renewable energy (MWh)	805.53	
Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	16,802.37	4.69 %
Total energy consumption (MWh) (calculated as the sum of lines 6, 7, and 11)	357,976.89	100%

Table 7: E1-5: Energy consumption and mix (E1-5 AR 34)

Renewable energy and self-generation

Lagermax is progressively increasing the share of renewable energy in its mix. In 2024, the company generated 2,220 MWh of renewable electricity through its own

PV installations, of which 806 MWh were consumed on-site, and the remainder was fed into the grid. Additionally, the company purchases certified renewable electricity at select sites where available.

Energy production	Energy produced 2024 [MWh]
Renewable energy	2,220.08
Non-renewable energy	83,064.92
Total	85,285.00

Table 8: E1-5: Energy production (E1-5 39)

Greenhouse gas emissions

E1-6

Lagermax discloses its greenhouse gas (GHG) emissions across all operations, fleet, and facilities under direct management. In line with ESRS and the GHG Protocol, the group reports gross emissions for Scopes 1, 2 and 3.

Scope 1 emissions stem mainly from the vehicle fleet and fossil fuel use (diesel, petrol, heating oil, natural gas).

Scope 2 emissions (purchased electricity and district heating) amounted to 4,400 tCO₂e (location-based) and 5,276 tCO₂e (market-based) in 2024.

Scope 3 emissions represent by far the largest share of the footprint, reflecting Lagermax's role as a freight forwarder. Upstream transportation and distribution accounted for more than 80% of Scope 3 emissions. Total emissions in 2024 amounted to 295,740 tCO₂e (location-based) and 296,617 tCO₂e (market-based). 2024 marked the first full year of comprehensive

emissions data collection, encompassing all subsidiaries, as well as emissions from the Ambach Recycling acquisition (from September to December 2024).

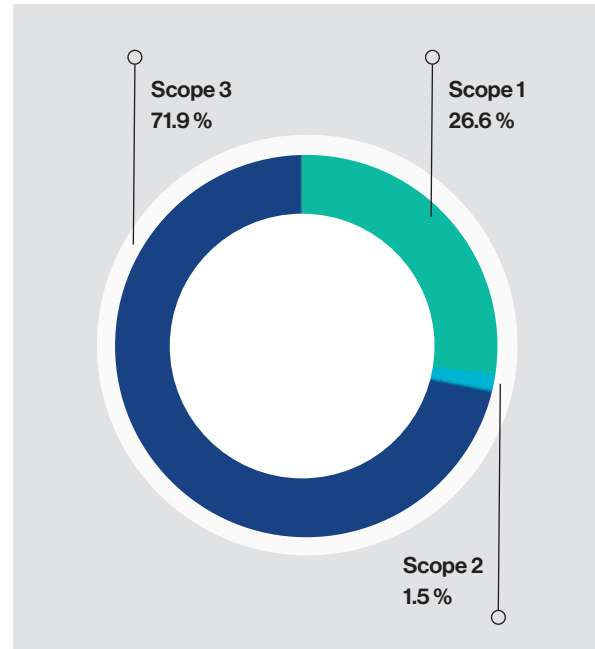


Figure 6: Share of CO₂e emissions by scope

Emission Categories	2024 [tCO ₂ e]
Scope 1 GHG emissions	
Gross Scope 1 GHG emissions	79,052.67
Scope 2 GHG emissions	
Gross location-based Scope 2 GHG emissions	3,520.45
Gross market-based Scope 2 GHG emissions	4,396.80
Significant Scope 3 GHG emissions	
Total Gross indirect (Scope 3) GHG emissions	213,167.83
1 Purchased goods and services	5,256.42
2 Capital goods	12,784.01
3 Fuel and energy-related Activities (not included in Scope 1 or Scope 2)	19,775.30
4 Upstream transportation and distribution	170,954.72
5 Waste generated in operations	674.36
6 Business travelling	360.91
7 Employee commuting	1,564.80
8 Upstream leased assets	0
9 Downstream transportation	0
10 Processing of sold products	0
11 Use of sold products	1,680.24
12 End-of-life treatment of sold products	5.83
13 Downstream leased assets	111.22
14 Franchises	0
15 Investments	0
Total GHG emissions	
Total GHG emissions (location-based)	295,740.94
Total GHG emissions (market-based)	296,617.29

Table 9: E1-4 & E1-6 GHG emissions by Scopes 1, 2 and significant Scope 3 (per E1-6 AR 48)

Accounting policies

E1-5 Energy consumption

Energy reporting is consolidated at group level and integrated into the annual sustainability reporting cycle. Energy consumption data is based on metered electricity and fuel usage. A conservative assumption has been applied for purchased electricity: unless renewable

electricity is explicitly contracted and certified, the national grid mix is applied.

E1-6 GHG emissions

Lagermax applies the operational control approach for consolidating GHG emissions. 100% of emissions from entities where Lagermax has full authority to introduce and implement operating policies are included.

Scope 1: Direct emissions from owned or controlled

assets (fleet fuel consumption, heating, natural gas). Data sources: fuel invoices, tank cards, and metered data. Emission factors from recognised databases (DEFRA, GEMIS, national agencies).

Scope 2:

- Location-based: Calculated using national or IEA grid emission factors.
- Market-based: Calculated using Guarantees of Origin (GoOs), PPAs, or renewable certificates where

available. Renewable self-generation (e.g. PV) is included. If no evidence of renewable sourcing is available, national grid mix is assumed.

Scope 3: Estimated primarily via spend-based methods (expenditure × industry emission factors), complemented by activity-based methods where transport and other operational data are available. The long-term goal is to expand activity-based and supplier-specific data as data quality improves.

3.2. Pollution

E2

We are aware that our activities, particularly relating to transport and logistics, contribute to air pollution and microplastic emissions. Many of our pollution-related impacts are linked to our emissions, which we seek to reduce through our wider decarbonisation and fleet transition strategy.

Material pollution-related IROs

SBM-3

Air pollution from fleet operations constitutes a significant negative impact associated with Lagermax's activities. NOx, SOx, particulate matter and VOCs emissions impact air quality, human health, and ecosystems, and are directly

linked to the company's reliance on fossil-fuel transport. Our primary focus, therefore, is on improving air quality, which we address through our decarbonisation and fleet transition strategy (see E1). Measures such as fleet electrification, alternative fuels and route optimisation generate clear co-benefits by reducing both GHGs and air pollutants.

Microplastic pollution from tyre abrasion is a secondary but emerging topic. We indirectly mitigate these impacts through fleet renewal and innovation in tyre technologies, which over time help reduce particulate and microplastic emissions. Other secondary aspects such as hazardous substances and waste streams are addressed through targeted procedures and regular monitoring.



Material Topic	Title	Description	Type	Location in the value chain	Time horizon
Pollution (E2)	Air pollution from NO _x , SO _x , PM, and VOCs emissions	Air pollution occurs across the Lagermax's value chain, within all transport activities. Combustion of fossil fuels generates nitrogen oxides (NO _x), sulphur oxides (SO _x), particulate matter (PM), and volatile organic compounds (VOCs). These pollutants damage ecosystems and lower air quality. They also create health risks for transport crews and nearby populations exposed to emissions.	Actual negative impact	Own operations, Upstream, Downstream	Short-/ Medium -term
Pollution (E2)	Microplastic pollution from the tire wear of fleet vehicles	The operation of Lagermax's vehicle fleet generates microplastic pollution through tyre abrasion. These particles may pollute soil, but more significantly, they likely also pollute rivers and marine environments, degrading ecosystems and creating potential health risks for humans and wildlife that depend on them.	Actual negative impact	Own operations, Upstream, Downstream	Medium -term

Table 10: E2 IROs

Policies related to pollution

E2-1

Lagermax manages its pollution-related impacts through the group-wide Environmental and Climate Policy (see ESRS 2, Policy Overview). Endorsed by the Executive Board, it applies across all subsidiaries, operations, and suppliers via contractual requirements.

The policy is aligned with international standards (SBTi, ESRS, EU Action Plan "Towards Zero Pollution") and sets out principles to minimise pollutant emissions, ensure safe handling of hazardous substances, and strengthen waste and resource management.

For the business model, the most material focus is on air quality: reducing NO_x, particulate matter, and other pollutants from fleet operations through modernisation, alternative fuels, and optimisation measures. Secondary aspects such as tyre and brake abrasion, hazardous substances, and waste streams are addressed through targeted procedures and continuous monitoring.

By embedding pollution prevention into fleet transition, logistics services, and site operations, the policy supports compliance with EU requirements, strengthens risk management, and creates co-benefits for health, ecosystems, and the competitiveness of sustainable logistics solutions.

Actions and resources related to pollution

E2-2

Lagermax has translated its Environmental and Climate Policy into a set of concrete actions and resource allocations that address the group's material IROs. Pollution actions focus on these key levers:

Data quality and monitoring:

Preparatory work is underway to establish more systematic measurement of NO_x, SO_x, VOC, and PM emissions across the group. A group-wide baseline will be created and integrated into ESG reporting, with completion targeted by 2026.

Environmental management systems:

ISO 14001 certification is being maintained at certified sites, with recertifications already scheduled. Expansion to additional key operational units is planned for 2025–2026 to ensure broader coverage and continuous improvement.

Pollution: tracking progress

E2-3

Lagermax tracks the effectiveness of its Environmental and Climate policy through a combination of group-wide monitoring systems, regular audits and defined performance indicators, as described in the policies and actions sections.

Lagermax's ambition is to align with the EU "Towards Zero Pollution" Action Plan by reducing air pollutants from fleet operations, extending ISO 14001 coverage across all major sites, and ensuring fully compliant handling of hazardous substances. However, we have not yet set measurable, timebound targets.

To ensure accountability in the interim, we have defined preparatory objectives:

Action area	Objective	Timeline	Intended outcome
Air pollutant baseline	Establish baseline for NO _x , SO _x , VOC, PM emissions (starting with own fleet)	By the end of 2026	Data foundation for future reduction targets
ISO certification	Re-certify existing ISO 14001 sites and expand to key operational units	2025 – 2026	Stronger environmental management, continuous improvement

Table 11: E2 Objectives

Pollution of air, water and soil

E2-4

At present, Lagermax reports pollution primarily at the level of air emissions from fleet operations. Nitrogen oxides, sulphur oxides, particulate matter and volatile organic compounds are calculated using ECOTRANSIT World, an internationally recognised tool that applies standard emission factors based on vehicle type, fuel consumption and distance travelled. This ensures consistency with EU reporting practices, allowing for comparability across years and regions.

Other emissions (to water and soil) are managed through compliance with permits, site-level monitoring, and ISO 14001 environmental management systems; however, consolidated group-wide reporting is not yet available. Preparatory work is underway to extend coverage to additional sites and sources.

Microplastic emissions from tyre and brake abrasion are recognised as a material impact and are currently estimated using standard emission factors linked to fleet mileage. Work is ongoing to improve the accuracy of these calculations and integrate them into group-wide reporting.

3.3. Resource use and circular economy

E5

Efficient use of resources and circular business models are gaining importance as global supply chains face increasing dependency on raw materials and regulatory pressure. Resource efficiency is highly relevant to Lagermax's activities. Reliance on fossil fuels used in transportation, steel-based vehicles and equipment, and packaging generates resource-related impact.

At the same time, our services provide direct opportunities to contribute to circularity in logistics and beyond. By embedding circular economy principles into our operations, Lagermax aims to move beyond compliance and position itself as a trusted partner in building sustainable, future-ready logistics solutions.

Success story: safe and sustainable battery logistics with LogBATT

LogBATT GmbH, part of the Lagermax Group since 2023, is a full-service provider for lithium-ion battery logistics. The company develops certified, legally compliant solutions for the entire battery lifecycle.

Key services:

- Collection & packaging: Specialised containers for intact, damaged, or critically defective batteries (ADR-compliant).
- Transport & storage: Certified hazardous goods logistics and safe interim storage.
- Recycling & disposal: Environmentally sound processing under ISO 9001 and ISO 14001 standards.
- Consulting & system solutions: Tailored concepts for OEMs, recyclers, and logistics partners.

By combining safety, compliance, and sustainability, LogBATT enables reliable handling of lithium-ion batteries and contributes to a circular economy.



Material resource use and circular economy-related IROs

SBM-3

Lagermax's activities are resource-intensive, with material impacts linked to steel use in heavy assets and containers, high fuel consumption in fleet operations, and packaging materials in warehouse and transport activities. A key risk arises from dependency on finite resources such as steel, wood, and alternative fuels, which exposes the company to supply chain volatility and regulatory change. Simulta-

neously, Lagermax leverages opportunities to advance the circular economy. We offer safe logistics for lithium-ion batteries, recycling and waste trade services, packaging-free motorcycle transport ("Naked Transportation"), and 360° Logistics lifecycle solutions, which address systemic resource and waste related impacts and reduce Lagermax's own resource dependency.

These services also give the group a competitive advantage, supporting customers' sustainability goals and positioning itself as an enabler of circularity within

Material Topic	Title	Description	Type	Location in the value chain	Time horizon
Circular Economy (E5)	High-intensity use of fossil fuels and steel	Lagermax's operations rely on steel-intensive assets (e.g., trucks, warehousing equipment, containers) and its transportation activities rely on procuring fossil fuels. These processes are carbon intensive and rely on finite resources, contributing to resource depletion. Inefficient maintenance or early replacement of assets increases demand for virgin steel, further driving emissions and resource scarcity.	Actual negative impact	Own operations	Short-/ Medium -term
Circular Economy (E5)	High-intensity use of packaging materials	Single-use packaging from upstream transport flows and Lagermax's own warehouses contribute to resource inefficiency and waste. Many goods handled by Lagermax are packaged in disposable materials that enter the waste stream at delivery points and increase pressure on natural resources when not recycled. Moreover, warehouse and logistics operations depend on pallets, plastic wrap, and cardboard, driving demand for virgin materials and adding directly to waste generation.	Actual negative impact	Own operation, Upstream	Medium -term

Material Topic	Title	Description	Type	Location in the value chain	Time horizon
Circular Economy (E5)	Risk of operational disruption due to natural resource dependency	Lagermax's reliance on resource-intensive assets and materials, such as steel, wood, packaging, and fuel, makes the business vulnerable to price volatility, regulatory changes, and supply shortages. Alternative fuels, such as HVO, are also exposed to supply and pricing risks. Inefficient procurement or premature asset replacement can intensify this dependency, increasing emissions and costs. Limited access to critical resources could disrupt operations, delay service delivery, and weaken competitiveness.	Risk	Upstream	Medium -term
Circular Economy (E5)	Naked transportation	Our Naked Transportation concept eliminates the need for packaging in motorcycle logistics. This reduces material use, lowers costs, and minimises environmental impacts, while specialised transport solutions improve load capacity and handling. The approach enhances efficiency and supports customer demand for more sustainable logistics.	Actual positive impact	Own operations	Short-/ Medium -term
Circular Economy (E5)	Circular logistics and resource recovery	Lagermax offers a specialist battery logistics and waste trade service. Through its own activities and partnerships, Lagermax delivers damaged and end-of-life lithium-ion batteries to recycling facilities across Europe. In parallel, Lagermax supports the collection, transport and processing of recyclable materials, particularly plastics. These activities support circularity by reducing waste and conserving natural resources.	Actual positive impact	Own operation, Downstream	Short-term

Material Topic	Title	Description	Type	Location in the value chain	Time horizon
Circular Economy (E5)	360° Logistics	We offer logistics solutions that cover multiple stages of the product lifecycle from transportation to end-of-life management. This reduces costs, improves efficiency, and strengthens Lagermax's competitiveness in evolving markets.	Actual negative impact	Own operation, Downstream	Short-term

Table 12: E5 IROs

Policies related to resource use and the circular economy

E5-1

Lagermax manages resource use and circular economy impacts through its group-wide Environmental and Climate Policy (Table 3: Sustainability Policies). The policy sets the framework for reducing resource dependency, promoting efficiency, and embedding circular practices, and emphasises:

- reducing virgin material use (e.g. packaging optimisation, fuel and steel efficiency)
- promoting secondary and renewable resources (renewable electricity, certified materials, alternative fuels) and
- advancing circular logistics services, including reverse logistics, used vehicle handling, and the safe transport and recycling of lithium-ion batteries.

The policy applies to across the group's operations and to suppliers and contractors. By integrating these principles into operations and procurement, Lagermax mitigates risks from resource scarcity and regulatory change while creating opportunities to support customers with circular logistics solutions.

Actions and resources related to resource use and the circular economy

E5-2

Lagermax integrates resource efficiency and circular economy practices across fleet operations, packaging, procurement, and innovative logistics solutions. Actions focus on reducing resource dependencies, minimising waste, and promoting circular value chains. Dedicated ESG and Procurement resources ensure systematic implementation and tracking.

Key actions include:

Fleet modernisation and alternative fuels: Renewal of the vehicle fleet with pilots for electrification and the gradual roll-out of HVO fuels, aiming to reduce fossil fuel dependency and improve efficiency. Initial pilots are ongoing, with HVO fuels applied selectively.

Packaging efficiency (“Naked Transportation”): Motor-cycle logistics without single-use wrapping to reduce waste volumes.

Reverse and 360° logistics: Reverse logistics and lifecycle solutions for batteries and vehicles to enable reuse, recovery, and responsible recycling. Battery logistics are established, with scope expansion planned.

Procurement criteria and database: Development of ESG-linked purchasing criteria and a central procurement

database for steel, packaging, and other materials. Central structures are currently being built.

Resource use and the circular economy: progress tracking

E5-3

Lagermax's ambition is to reduce reliance on virgin resources, increase the use of secondary and renewable inputs, and expand circular logistics solutions in line with its Environmental and Climate Policy.

Lagermax has not yet set time-bound targets relating to resource use and circularity however has defined preparatory objectives in the interim:

Action area	Objective	Timeline	Intended outcome
Fleet transformation & energy efficiency	Define baseline and near-term targets for fuel efficiency, electrification, and alternative fuels.	2025 – 2027	baseline and targets
Circular packaging & reverse logistics	Develop KPIs for packaging reduction and recyclability	2027	baseline and targets
Procurement & resource inflows	Establish purchasing criteria and a central procurement database to measure recycled content, packaging volumes, and steel-intensive assets.	2027	baseline and targets
Baseline definition	First group-wide baseline year for resource and circularity indicators.	2027	measurable targets set

Table 13: E5 Objectives

Resource inflows and outflows

E5-4, E5-5

Lagermax's business model as a logistics and transport provider means that resource inflows and outflows are mainly linked to the materials used in operations and the packaging of goods we transport, rather than to in-house production. The most relevant inflows are steel-intensive assets, fuels, and packaging materials (plastics, cardboard, wood). Outflows primarily result from customer packaging that enters the waste stream once deliveries are completed, as well as used materials from workshop

and warehouse activities. Group-wide metrics are not yet available, however work is underway to establish a central procurement database and harmonised ESG checklists. These will enable the monitoring of virgin, recycled, and renewable resource inflows, alongside entity-specific tracking of packaging outflows.

Standardised reporting will begin with the 2025 cycle, after which Lagermax will develop tailored metrics to measure progress on reducing packaging waste, increasing reuse, and supporting circular solutions in collaboration with customers and partners.





4

Social

4.1. Own Workforce

S1

As a family-owned service provider, Lagermax's employees are central to its long-term success. In a competitive labour market, Lagermax aims to be an attractive and responsible employer. A positive work environment, fair opportunities, and active support for professional development are therefore central to our strategy.

Working Conditions

Material working conditions-related IROs

SBM-3

At Lagermax, providing fair and supportive working conditions is essential to attracting and retaining talent in a competitive logistics market. Favourable working conditions – including fair pay, working time, and development opportunities – underpin employee well-being and long-term business performance.

Within this, health and safety are central pillars. Employees work in a wide range of environments – from warehouses and logistics hubs to construction sites and waste-handling facilities – each posing distinct operational risks. Minor incidents can occur in daily operations, while severe accidents, though rare, they can have significant consequences for employees and business continuity.

Maintaining a strong safety culture is therefore a top priority, achieved through preventative measures, targeted training, and embedding safety awareness across all sites. Transitioning to greener operations, such as the use of e-mobility and alternative fuels, may also introduce new safety requirements that will be proactively addressed.

Industry-wide workforce shortages present material risks and can negatively impact Lagermax's employees. Lagermax mitigates these risks by offering competitive employment conditions, investing in employee well-being and undertaking proactive workforce planning to ensure stable service delivery.



Material Topic	Title	Description	Type	Location in the value chain	Time horizon
Own Workforce (S1)	Health & safety related impacts	Lagermax employees work across diverse environments, each presenting different safety risks. Minor incidents, such as slips, trips, or cuts, can occur, typically without serious consequences. However, more severe accidents, including road collisions or mishandling heavy equipment, pose risks of long-term injuries or permanent disability.	Actual negative impact	Own operations	Short-/ Medium -term
Own Workforce (S1)	Shortage of skilled personnel	Lagermax faces an industry-wide shortage of qualified drivers in the European transportation sector. This increases competition for talent, leading to higher recruitment costs. Moreover, workforce shortages can pose financial risks from operational inefficiencies, risks of delayed deliveries and reduced customer satisfaction.	Risk	Own operations	Medium -term
Own Workforce (S1)	Impacts from working conditions and workforce shortages	Lagermax faces workforce shortages across all divisions, driven in part by the industry-wide lack of drivers and the broader challenge of attracting and retaining qualified staff. This situation puts pressure on both operational and administrative employees and is compounded by challenging working conditions, such as night shifts, irregular hours, high workloads, and remote locations. These factors increase the risk of fatigue, burnout, and retention issues across the organisation.	Potential negative impact	Own operations	Short-/ Medium -term

Table 14: S1 Working Conditions IROs

Policies related to the own workforce

S1-1

Lagermax safeguards fair working conditions, supports occupational health and safety and addresses material working conditions IROs through the following key policies (Table 3: Sustainability Policies):

Code of Conduct

Sets binding principles on human rights, diversity, equal treatment, fair wages and working hours, and freedom of association. It explicitly prohibits child labour, and aligns with international standards such as the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and the ILO Core Labour Standards.

Health & Safety Policy

Establishes minimum requirements for safe workplaces, including risk assessments, use of personal protective equipment, mandatory training, and emergency preparedness. It applies group-wide and is complemented by local procedures reflecting national regulations and working conditions.

Implementation is tracked through KPIs, regular audits, and safety inspections. Lessons learned from incidents and audits feed directly into preventive measures and training.

Workforce engagement

S1-2

Lagermax engages with its workforce through employee representation structures and periodic surveys, which are organised at the national or local level. These provide insights into employee satisfaction, workplace culture, and health and safety perceptions, though methodologies and frequency differ between countries. Engagement takes place both directly with employees and via workers' representatives, depending on the local legal framework. Responsibility lies with the HR function, supported by the ESG team, with oversight at the Executive Board level.

The group is preparing to introduce a structured, group-wide employee survey by the next reporting period to enable more consistent analysis and conclusions across all business units.

From 2026, Lagermax will strengthen its focus on engaging diverse employee groups in shaping measures and strategy. Dedicated Employee Resource Groups, such as those for women, will provide safe and structured platforms to share experiences, influence decisions, and foster an inclusive workplace culture that supports our ambition to be an Employer of Choice.

Grievance mechanisms

S1-3

Lagermax recognises its responsibility to provide effective channels for its workforce to raise concerns and to ensure remediation where negative impacts occur. Workplace accidents and health-related incidents are systematically reported, documented, tracked, and reviewed. Each case is analysed together with managers and safety officers to identify root causes and implement corrective measures, ensuring that affected employees receive appropriate support and that preventive actions are embedded into daily operations.

In addition, employees and contractors have access to the group-wide whistleblowing system. Full details of this mechanism, including governance, protection measures, and planned improvements, are disclosed in section Governance Whistleblower Mechanism (G1-1).

Actions and resources related to our own workforce

S1-4

Lagermax addresses material impacts and risks relating to health, safety and working conditions by focusing on following key levers:

Group-wide Health & Safety Policy: A unified framework covering risk assessments, training standards, and emergency preparedness, complemented by local requirements. Preparatory work is underway, with full roll-out planned by 2026.

Training and competence development: Role-specific training is delivered annually for all employees, with a central monitoring system under development to standardise reporting and benchmarking across countries.

Incident monitoring and perception survey: Structured incident reporting is ongoing, while a group-wide employee survey on safety culture is being designed for launch in 2026.

Pilot project – wearable exoskeletons: Exoskeleton systems are being tested in Salzburg logistics hubs to reduce fatigue and musculoskeletal strain. Evaluation is ongoing with scale-up under consideration.

Employee Well-being Platform: An interactive Intranet platform has been launched, providing wellness content, mental health resources, and guidance on preventive care. Flexible work and well-being: Flexible arrangements, including remote and home office options, are available at selected sites. A group-wide mental health programme addressing resilience, stigma reduction, and workplace culture is in design, with rollout expected in the next reporting cycle.

These initiatives underscore the company's commitment to continually improving working conditions and integrating health, safety, and well-being as core elements of its

workforce strategy. Implementation is coordinated and supported by the ESG and QM functions, in cooperation with local management. Resources are allocated to policy development, training infrastructure, digital platforms, and innovative pilots, ensuring that health, safety, and well-being are embedded as central pillars of the group's workforce strategy.

Working conditions: tracking progress

S1-5

Lagermax is currently building the methodological and data foundations for setting robust targets. Until validated baselines are established, the Group has identified preparatory objectives that support transparency, establish structures, and enable systematic progress tracking.

Lagermax has set the following interim ambitions to measure progress of health, safety and working conditions policies and actions:



Action area	Objective	Timeline	Intended outcome
Group-wide Health & Safety Policy	Introduce a unified group-wide framework complemented by local add-ons to reflect national laws, working conditions, and operational tasks.	Roll-out planned by 2026	Consistent H&S standards across all business units.
Targeted training & competence development	Achieve 100% annual completion of role-specific H&S training across all relevant employee groups. Establish a group-wide monitoring system to standardise reporting and ensure comparability. Scope: All functions and roles exposed to H&S risks.	Ongoing local trainings; group-wide monitoring system to be implemented in 2026	Fully trained workforce with comparable H&S reporting across the group.
Health & Safety Perception Survey	Define group-wide KPIs, establish a baseline, and introduce a perception survey in collaboration with employee representatives to measure safety culture across roles and geographies.	KPI framework under development; survey launch planned for the next reporting cycle	Systematic measurement of safety culture and perception across the group.
Mental health & well-being:	Implement mental health training and awareness workshops for all employee. Effectiveness assessed via participation rates, awareness levels, and feedback.	Programme development in progress; first full cycle planned for 2026	Improved employee well-being, awareness, and early support mechanisms.

Table 15: S1 Working conditions objectives

Lagermax recognises that creating attractive and future-ready workplaces is a multifaceted process. Initiatives in areas such as equal treatment and opportunities for all, education and training, and corporate culture also strengthen working conditions across the group. These themes are described in detail in the following chapters.

Our workforce metrics

S1-6

Lagermax employs a diverse workforce across 15 countries, with employees working in offices, warehouses, logistics hubs, transport operations, production, and technical services. This diversity of roles and geographies is central to our business model, supporting reliable,

high-quality services across our markets. The following tables provide an overview of the key characteristics of our workforce, including gender distribution, geographic distribution, contract types, and turnover rates.

Gender	Number of employees
Male	3,073
Female	1,009
Other	0
Not disclosed	0
Total Employees	4,082

Table 16: S1-6 Employee head count by gender

Lagermax's workforce is predominantly male, which reflects the nature of the logistics and transportation industry, where operational and technical roles continue to be male-dominated. There are currently no employees reported outside the male/female categories, which may also be a result of limited reporting options in our current HR systems.

This dataset provides a baseline for monitoring diversity developments going forward and is broadly consistent with the average gender distribution observed in the wider logistics and freight forwarding industry.

Lagermax operates across Central and Eastern Europe. Austria hosts the largest share of employees due to the location of our headquarters and several large operational hubs.

Other countries each represent a smaller share, reflecting our regional structure. This geographic distribution underlines our strong regional presence while also highlighting the importance of local employment across multiple markets.

Top countries	Number of employees
Austria	1,352
Croatia	514
Hungary	459
Slovakia	452

Table 17: S1-6 Top four countries by headcount within the Lagermax Group

Workforce Composition [2024]	Female	Male	Other	Not disclosed	Total
Number of employees	1,009	3,073	0	0	4,082
Number of permanent employees	963	2,988	0	0	3,951
Number of temporary employees	34	72	0	0	106
Number of non-guaranteed hours employees	12	13	0	0	25
Number of full-time employees	813	2,944	0	0	3,757
Number of part-time employees	194	125	0	0	319

Table 18: S1-6 Employees by contract type, broken down by gender

The majority of employees hold permanent, full-time contracts, indicating workforce stability. Temporary and non-guaranteed contracts account for only a small

proportion. Part-time roles are predominantly held by female, which is consistent with broader labour market trends.

Health & Safety metrics

S1-14

Health and safety remain a top priority for Lagermax, reflecting the company's commitment to protecting employees across all operational environments. The

following indicators provide the scope and outcomes of our H&S management system. In 2024, the company achieved full coverage of its workforce under an H&S management system based on legal requirements and/or recognised standards or guidelines.

Health and safety metrics	2024
Percentage of own workforce who are covered by the company's health and safety management system based on legal requirements and/or recognised standards or guidelines [%]	100
Percentage of own workforce who are covered by a health and safety management system which is based on legal requirements and/or recognised standards or guidelines and which has been internally audited and/or audited or certified by an external party [%]	0
Number of fatalities as a result of work-related injuries	0
Fatalities as a result of work-related ill health	0
Recordable work-related accidents	94
Rate of recordable work-related accidents	15.41
Cases of recordable work-related ill health	8
Days lost to work-related injuries and fatalities from work-related accidents, work-related ill health, and deaths from ill health	2,379

Table 19: S1-14 Employee summary

There were no fatalities recorded in 2024 among employees or third-party workers on Lagermax sites. We recorded 94 work-related accidents (recordable accident rate of 15.41), and eight cases of work-related ill health. These incidents underline the importance of continued attention to occupational safety and health across the group. All incidents are tracked and analysed to identify causes, implement corrective measures, and prevent recurrence.

A total of 2,379 days were lost in 2024 because of work-related accidents and ill health, highlighting the direct impact of workplace incidents on both employees and operations. The company will continue strengthen management systems, improve training, and monitor progress through both outcome-based indicators and perception surveys.

Incidents, complaints and severe human rights impacts

S1-17

In 2024, no incidents of discrimination, including harassment, were reported, and no complaints were filed through internal grievance mechanisms or external channels such as the OECD National Contact Points.

There were no severe human rights incidents connected to Lagermax's workforce, and no cases of non-compliance with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines for Multinational Enterprises. Consequently, no fines, penalties, or compensation payments were incurred.

Lagermax remains committed to fostering a safe, fair, and respectful working environment. To ensure continued trust and accessibility, the company plans to further strengthen awareness of its grievance channels, for example, by integrating communication into onboarding, training formats, and internal reporting.

Equal treatment and opportunities for all

Material equal treatments and opportunities-related IROs

SBM-3

Strengthening diversity, equity, and inclusion (DEI) is not only a matter of fairness but also an important driver of innovation, competitiveness, and employer attractiveness. As an international company with operations in 15 countries and employees of diverse nationalities, Lagermax recognises that equal treatment and equal opportunities are fundamental to long-term business success, employee satisfaction, and the resilience of our workforce.

We identified material impacts relating to equal opportunity and diversity during the DMA. These challenges reflect structural imbalances common in the logistics and transport sector, where the workforce remains predominantly male. Gender representation and pay equity are central issues for Lagermax, while younger employees, part-time workers (often female), and minority groups may face specific risks of underrepresentation.

We see building an inclusive workplace as central to our competitiveness. We believe a diverse workplace enhances innovation, broadens perspectives in decision-making, and directly supports our strategic ambition to be an employer of choice.

Our immediate priorities are to introduce group-wide systems for monitoring diversity and pay equity, and to integrate DEI objectives more strongly into recruitment and leadership development. In the long term, we aim to increase the share of women in leadership and foster a culture that reflects and leverages the diversity of our international workforce.

Material Topic	Title	Description	Type	Location in the value chain	Time horizon
Own Workforce (S1)	Insufficient equal opportunity & diversity	The workforce at Lagermax is predominantly male, reflecting broader patterns in the logistics industry. This gender imbalance is particularly evident at the top management level, where leadership remains largely male, with women significantly underrepresented. Over time, limited diversity can affect job satisfaction, motivation, and employee engagement.	Potential negative impact	Own operations	Medium -term

Table 20: S1 Equal treatment & opportunities IROs

Material equal treatments and opportunities-related IROs

S1-1

Lagermax is committed to equal treatment and equal opportunities for all. This principle is anchored in the group-wide Code of Conduct, which guides how the group manages material impacts, risks, and opportunities related to diversity, equity, inclusion, and non-discrimination across its workforce and value chain.

The Code establishes zero tolerance for discrimination and harassment and affirms the company's commitment to fair treatment in recruitment, pay decisions, promotion, training, and access to leadership roles. The Code prohibits discrimination based on gender, age, nationality, ethnicity, religion or belief, disability, sexual orientation, and gender identity and underscores respect for fundamental labour rights, including freedom of association and

collective bargaining, fair working conditions, maternity and parental protection. In addition, the Code commits Lagermax to uphold ethical recruitment practices. These standards apply globally, with equivalent expectations extended to suppliers and business partners through the Supplier Code of Conduct.

Overall accountability for the Code sits with the Executive Board, while the Corporate ESG function, HR, and local management have operational responsibility for its implementation. Together, they translate group principles into local procedures – covering fair hiring, promotion and pay practices, and inclusive workplace rules – and monitor adherence across operations.

The policy framework is aligned with internationally recognised standards, including the UN Global Compact, the UN Guiding Principles on Business and Human Rights, the ILO Core Labour Standards, and the OECD Guidelines for Multinational Enterprises.



Actions and resources related to equal treatment & opportunities for all

S1-4

We address the underrepresentation of women in leadership positions and the existence of a gender pay gap by defining a set of preparatory and structural measures. These actions are designed to foster an inclusive culture, prevent discrimination, and expand equal access to development opportunities. Key actions include:

Awareness and training (HR): Workshops for managers and HR professionals in recruitment, promotion, and leadership are in design, with launch planned in the next reporting cycle.

Employee engagement & inclusion: Conduct regular workforce surveys with DEI-related questions to capture employee perceptions and identify areas for improvement. Dialogue and participation: Sustainability summits, podcasts, and intranet communication formats (iMAX) are being prepared to foster dialogue.

Employee resource groups (ERGs): Pilot DEI and Women's groups will be established in 2025. Participation data and feedback will be collected, and from 2026 onward, multi-year growth and engagement targets will be defined.

All initiatives are jointly resourced and coordinated by ESG, HR, and local management teams, with oversight from the Executive Board. This governance structure ensures that DEI actions are adequately supported and embedded into the company's broader workforce strategy, reinforcing Lagermax's ambition to be an employer of choice.

Equal treatment and opportunities for all: tracking progress

S1-5

Promoting diversity and equal opportunity is a central objective of Lagermax's workforce strategy. To translate this commitment into measurable progress, the group is setting time-bound and outcome-oriented targets that address material negative impacts, advance positive outcomes, and reduce risks related to equal treatment and opportunities for all.

Lagermax is also in the process of building the methodological and data foundations for robust, MDR-T-compliant targets. Until validated baselines are fully established, interim goals serve as preparatory measures — creating transparency, testing structures, and enabling systematic progress tracking. Key objectives and focus areas:

Action area	Objective	Timeline	Intended outcome
Employee Engagement & Inclusion	Conduct workforce surveys with DEI-related questions and achieve a minimum 70% satisfaction rate; use insights to guide actions.	Surveys ongoing; DEI-specific items to be introduced for the next reporting period.	Enhanced understanding of inclusion levels; continuous improvement through targeted measures.
Dialogue & Participation	Introduce sustainability summits, podcasts, and intranet formats (iMAX) to foster open dialogue.	Preparatory work underway; launch in 2026.	Stronger employee voice and participation in sustainability-related topics.
Employee Resource Groups (ERGs)	Establish pilot DEI and Women's Groups in 2026; collect participation data and feedback; set multi-year growth and engagement targets from 2027 onward.	Pilots in set-up; data collection planned for 2026; long-term targets defined in 2027.	Structured engagement formats for diverse groups; long-term ERG strategy.

Table 21: S1 Equal treatment and opportunities for all objectives

Diversity metrics

S1-9

Lagermax is disclosing quantitative diversity data for the first time in the 2024 reporting cycle, in line with ESRS requirements. At this stage, only selected metrics are available. These establish an initial baseline for monitoring and will be expanded with additional data in the 2025 report to enable more comprehensive analysis. In 2024, women represent 5.3% of top management positions,

corresponding to 2 out of a total of 38 roles, with men holding the remaining 94.7% (36 positions).

The company is working to build a more diverse leadership pipeline – not only in terms of gender, but also by fostering generational diversity. Initiatives such as the expansion of the Lagermax Academy and the introduction of a NextGen Board aim to prepare the next generation of leaders with broader perspectives, supporting both inclusion and long-term organisational resilience.

Diversity by gender in top management	2024 [headcount]	2024 [%]
Number of women in top management	2	5.3
Number of men in top management	36	94.7
Number of other employees in top management	0	0
Number of employees with gender not disclosed in top management	0	0

Table 22: S1-9 Diversity by gender in top management

The age structure of the workforce shows that the majority of employees (54.4%) are between 30 and 50 years old, reflecting a strong mid-career representation. Employees over 50 years of age account for 28.4% of the workforce, while younger employees under 30 make up 17.1%.

Together, these figures provide important context for workforce planning, succession management, and the design of development programmes across different career stages.

Diversity by age	2024 [headcount]	2024 [%]
Number of employees under 30 years old	593	17.14
Number of employees 30-50 years old	1,883	54.44
Number of employees over 50 years old	983	28.42

Table 23: S1-9 Diversity by age

Remuneration metrics

S1-16

Lagermax does not yet disclose figures on the gender pay gap or the ratio between the remuneration of the highest-paid individual and the median compensation of employees. Work is currently underway to harmonise methodologies across countries, standardise data collection, and ensure that results are validated and comparable. The company’s objective is to establish Group-wide gender pay gap metrics and remuneration ratio indicators, supported by centrally coordinated processes for data consolidation and validation. Work is underway to prepare the foundations, with the intention of introducing these disclosures in upcoming reporting cycles.

Education and training

Education and training are central to Lagermax’s workforce strategy and underpin our ambition to be an employer of choice. Investment in training not only

addresses immediate operational needs and benefit individual employees but enables us to attract, develop, and retain talent, supporting our sustainable growth and long-term success.

Material education and training-related IROs

S1.SBM-3

In an industry shaped by structural skills shortages and changing workforce expectations, employee development is a decisive factor for competitiveness. Lagermax creates opportunities for employees at all levels to build technical and leadership skills through apprenticeships, tailored training (e.g., for drivers) and the Lagermax Academy.

These initiatives support talent attraction and retention, mitigating risks associated with workforce shortages (see chapter Working Conditions) and contribute to positive impacts for Lagermax’s workforce, through individual skills development and greater job satisfaction.

Material Topic	Title	Description	Type	Location in the value chain	Time horizon
Own Workforce (S1)	Training programmes support employee development	Lagermax supports employee development through apprenticeships, trainings, and the Lagermax Academy, which offers leadership training at all hierarchy levels. These programmes contribute to positive outcomes for employees, including enhanced job satisfaction, skills development and improved future career prospects.	Actual positive impact	Own operations	Short – / Medium-term

Table 24: S1 Education and training IROs

Policies related to education and training

S1-1

The principles guiding education and training are set out in the Code of Conduct (see Table 2: Sustainability Policies). It establishes equal access to professional development as a binding requirement and prohibits any form of discrimination in recruitment, placement, training, or

advancement. Implementation is supported by structured programmes such as the Lagermax Academy, apprenticeships, and technical training.

These initiatives strengthen professional and leadership skills across all hierarchy levels and ensure fair career opportunities. Managers are responsible for transparent promotion criteria and equal access to relevant training. Meanwhile, HR and ESG functions coordinate group-wide programs, complemented by local management.

Actions and Resources related to education and training

S1–4

Lagermax's actions to attract and retain skilled personnel, strengthen equal opportunities, and prepare employees for future workforce needs, combine immediate measures with long-term development programmes. Key actions include:

Targeted recruitment, youth integration and workforce diversification: Expand internships, apprenticeships, and trainee positions across the group to attract young talent and secure long-term workforce development.

Targeted recruitment initiatives in operational roles, with the successful onboarding of foreign workers, have been established in Croatia and the Czech Republic (e.g., from Indonesia), and Hungary is preparing to follow suit. Over time, extend these measures to administrative functions to strengthen diversity and resilience.

Succession planning and leadership development:

Young talents participated in the first one-year track of the Lagermax Academy, which has now been established as a recurring programme. The NextGen Board will start in 2026, connecting emerging leaders with the European Executive Board to enable mentoring and knowledge transfer. Both initiatives are part of the group's leadership pipeline.

Benefits and incentive structures: An international benefits catalogue is under development, designed to be adaptable to local conditions. In parallel, a standardised incentive framework is being planned, combining monetary and non-monetary elements such as job rotation, enrichment, and enlargement.

Employee engagement and workforce monitoring:

Design and implement a group-wide employee survey to systematically capture feedback on training, career development, incentives, and benefits. Use the results to establish baseline KPIs and enable consistent, comparable workforce monitoring across all entities.

Success story: developing future leaders with the Lagermax Management Academy

The Lagermax Management Academy is designed to enhance leadership and management skills throughout the organisation. The international program brings together participants from different countries and business areas to prepare them for the challenges of an evolving business environment.

Program Highlights:

- Building a shared understanding of leadership and corporate culture
- Developing competencies in managing change and uncertainty
- Strengthening decision-making and communication skills
- Applying knowledge through interactive and practice-oriented learning formats



By investing in professional development, the program fosters innovation, strengthens cross-border collaboration, and ensures that future leaders are equipped to make sustainable, forward-looking decisions.

Education and Training: tracking progress

S1-5

Lagermax has defined time-bound and outcome-oriented objectives to advance opportunities related to education, training, and workforce development. These objectives support our ambition of being an employer of choice and are designed to secure the workforce of tomorrow,

strengthen equal opportunities, and promote employee well-being.

As validated baselines are not yet available, the current objectives should be understood as preparatory measures. They create transparency, establish consistent metrics, and lay the groundwork for systematic progress tracking across all entities. The preparatory objectives currently focus on four priority areas:

Action area	Objective	Timeline	Intended outcome
Youth Integration & Apprenticeships	Expand internships, apprenticeships, and trainee positions. Success measured through participant numbers and retention rates; standardised KPIs under development.	Ongoing initiatives; baseline KPIs to be reported in 2026.	Stronger integration of young talent into the workforce; comparable group-wide data from 2026 onward.
Talent Development & Mentoring	Ensure at least an 80% satisfaction rate in the upcoming Lagermax Academy cohort and NextGen programme.	Satisfaction surveys conducted after each programme.	High satisfaction with talent programmes.
Benefits & Incentives	Introduce an international benefits catalogue in all operating countries by 2026; target 70% employee awareness within one year of rollout. Pilot standardised performance-based incentive system (monetary + non-monetary) in selected countries by mid-2026.	Catalogue under development; pilots scheduled for 2026; feedback mechanisms planned.	Transparent and harmonised benefits structure; improved employee motivation and retention
Group-wide Employee Survey	Roll out by 2026 across all operating countries; aim for 40% participation among computer-based employees in first cycle. Include standardised questions on training, career development, incentives, and benefits.	Survey design in progress; launch scheduled for 2026.	Consistent group-wide employee feedback; baseline KPIs for annual tracking from 2027.

Table 25: S1 Education and training objectives

Training and Skills Development Metrics

S1-13

We are developing a group-wide system to collect and consolidate data on training hours, participation rates, and career development reviews in a standardised and comparable way. This system will be piloted by mid-2027

to establish a reliable baseline for subsequent reporting periods and ensure consistency across all entities.

Accounting Policies

The following accounting policies describe the methodologies, assumptions, and processes used to compile S1-related metrics and targets. Where no data is disclosed

yet, methodologies are being developed to ensure group-wide standardisation and comparability.

General workforce data (S1-6 Employees)

Methodology: Employee numbers are reported as headcount, including permanent and temporary contracts. Apprentices, part-time workers, and fixed-term employees are included. Agency workers and contractors are excluded unless explicitly stated.

Reference point: Data is reported as of the end of the reporting period (31 December), unless specified otherwise.

Assumptions: Local HR systems provide the source data; consolidation is performed centrally by HR/ESG.

Definition of top management (S1-9 Diversity metrics)

Methodology: "Top management" is defined as members of the European Management Board plus European Executive Board.

Assumptions: The definition is aligned with internal governance structures and reflects the group's main decision-making body.

Diversity metrics (S1-9)

Gender distribution: Male/female based on self-declared data in HR systems. No categories outside binary genders are currently recorded due to system limitations.

Age distribution: Calculated from date of birth in HR systems; grouped into categories under 30, 30–50, and over 50 years.

Future improvements: HR systems will be upgraded to capture non-binary or undisclosed gender, subject to legal frameworks in each country.

4.2. Workers in the value chain

At Lagermax, we recognise that our success relies on how we work with our large network of subcontractors, suppliers, and partners.

We work with our partners to enhance competitiveness, strengthen oversight and collaboration, and ensure ethical standards, health and safety, and fair working conditions are upheld consistently.

Material value chain workers-related IROs

S2.SBM-3

As a logistics company operating in a fragmented and complex value chain, Lagermax operates within a complex

network of subcontractors and partners. This structure provides flexibility, supports competitiveness, and creates opportunities for collaboration within the sector. It also creates challenges in ensuring consistent transparency and alignment with labour and social standards across all tiers.

Our material impact relates to working condition challenges in fragmented and complex value chains. While most partners operate within European labour law, limited visibility can affect the consistency with which standards are implemented. By strengthening contractual requirements, compliance checks, and supplier engagement, Lagermax seeks to promote fair working conditions further and foster resilience throughout the value chain.

Material Topic	Title	Description	Type	Location in the value chain	Time horizon
Workers in the Value Chain (S2)	Potential Working Condition Challenges arising from fragmented and complex value chains	Lagermax operates in the European transport and logistics sector, where services are often delivered through complex, multi-tiered subcontracting structures. While the company and its suppliers operate within European labour laws, limited transparency across extended networks makes it difficult to consistently verify working conditions at every stage of the supply chain. As a result, subcontracted workers may face challenges such as excessive working hours, low wages, insufficient occupational safety, or limited access to grievance mechanisms.	Potential negative impact	Upstream	Short-/ Medium-term

Table 26: S2 IROs

Policies related to value chain workers

S2-1

Lagermax manages its impacts on value chain workers primarily through the Supplier Code of Conduct (SCoC) (see ESRS 2, Table 2: Sustainability Policies). The SCoC sets minimum standards on human rights, labour rights, equal treatment, and occupational safety and is binding for all suppliers. Suppliers are required to cascade these standards through their subcontracting chains and ensure that appropriate management practices are implemented. We monitor compliance through supplier engagement processes and may include audits or corrective action requests. This framework supports transparency and safeguards working conditions across the supply chain, while promoting fair, safe, and rights-based employment practices.

Grievance mechanisms

S2-3

We operate a group-wide channel accessible to subcontracted workers and external stakeholders to raise

concerns confidentially and without retaliation. Workers in the value chain have access to Lagermax's group-wide whistleblowing system, as described in Section Governance Whistleblower Mechanism (G1-1).

Actions & resources related to value chain workers

S2-4

Lagermax aims to safeguard human rights, labour rights, and occupational safety standards while creating stronger mechanisms for prevention, monitoring, and accountability. We address potential working condition risks in our supply chain through established measures and planned improvements. Key actions focus on four areas:

Supplier Code of Conduct (SCoC): Update and extend the SCoC covering human rights, labour rights, and occupational safety to align with international standards, and make supplier signatures a binding requirement in all business relationships.

Contractual safeguards: introduce standardised ESG checklists for carrier agreements to ensure consistent integration across all business divisions and markets.

Carrier evaluation & monitoring: Expand carrier evaluation criteria to include ESG dimensions, forming the basis of a structured monitoring system for identifying and mitigating value chain risks.

The procurement function has operational responsibility for these actions, supported by central ESG expertise. Where breaches are identified, Lagermax applies a graduated approach based on the nature and context of the issue. This can range from contractual dialogue and corrective action plans to the termination of business relationships in severe or repeated cases.

Value chain workers- tracking progress

S2-5

Lagermax is committed to ensuring that value chain partners uphold standards on human rights, fair working conditions, and health and safety. At this stage, the company has set preparatory objectives to build the necessary structures, improve transparency, and establish consistent monitoring across the supply chain. These objectives will provide the foundation for measurable targets in future reporting cycles.

Action area	Objective	Timeline	Intended outcome
Supplier Code of Conduct (SCoC)	Ensure all core carriers sign the updated SCoC covering human rights, fair working conditions, and health & safety.	Mandatory for new partners; full coverage by 2026.	Consistent minimum standards applied across all carriers.
ESG Clauses in carrier agreements	Roll out standardised ESG clauses in all new carrier agreements, using checklists to ensure consistent application.	Gradual rollout in progress; full integration targeted by 2026.	Strengthened contractual commitment to ESG requirements across entities.
Carrier Evaluations	Expand evaluation criteria to include ESG dimensions; use results to monitor compliance and identify risks systematically.	Criteria under development; integration into evaluations by 2026.	Structured monitoring of carrier performance, enabling risk-based management.

Table 27: S2 IROs



5

Governance

5.1. Business conduct

Lagermax is committed to conducting its business with integrity, transparency, and accountability. We believe that business conduct extends beyond compliance with laws and regulations, reflecting the values and ethical standards that guide our daily operations and interactions with employees, customers, suppliers, and the communities we serve.

Our motto, “Together in motion”, underlines the importance of unity, collaboration, and shared responsibility in everything we do. It connects people across our diverse, international organisation, ensuring ethical conduct, fairness, and mutual respect are embedded in our daily business.

We promote fair competition and engage with industry associations to strengthen trust and create shared value. Our governance framework combines clear policies, defined oversight, and ongoing ESG training for governance bodies to drive continual improvement in business conduct.

Material business conduct-related IROs

SBM-3

Sound governance practices underpin responsible decision-making, protect stakeholder interests, and support the group's long-term success. High ethical standards reduce exposure to corruption or compliance breaches in sensitive areas such as customs clearance, procurement, and cross-border logistics. A cohesive corporate culture unites our geographically diverse workforce under shared values, supporting consistent practices across the organisation.

Our engagement in industry associations also creates positive opportunities: by actively engaging in industry associations, Lagermax contributes to shaping fair and sustainable regulations and advances transparency within the sector. These efforts not only reduce systemic risks but also reinforce the company's strategic ambition to position itself as a responsible leader in European logistics.

Material Topic	Title	Description	Type	Location in the value chain	Time horizon
Governance (G1)	Challenges fostering a compliance culture	Challenges embedding Lagermax's “Together in motion” culture across its diverse, multilingual workforce of approximately 4,100 employees could result in inconsistent management practices. Some employees may face barriers when accessing the whistle-blower system due to language barriers, which could lead to misconduct going unreported, undermining trust in the company's integrity culture. Together, these factors could negatively impact Lagermax's compliance culture.	Potential negative impact	Own operations	Short- / Medium-term

Material Topic	Title	Description	Type	Location in the value chain	Time horizon
Governance (G1)	Cases of corruption and bribery affecting society and supply chain	Lagermax's activities in customs clearance, infrastructure projects, and government-related logistics as well as cross-border supply chains and large financial transactions, expose the company to corruption and bribery risks. While compliance and integrity standards are in place, such practices can still occur in downstream activities or through third parties. An incident of corruption or bribery connected to Lagermax's activities could undermine stakeholder trust and negatively affect Lagermax's culture and employees.	Potential negative impact	Own operations, Downstream	Short- / Medium-term
Governance (G1)	Positive industry impact through membership in freight forwarding associations	By participating in freight forwarding associations, Lagermax can help shape industry regulation, promote sustainability awareness, and improve data transparency. Active engagement creates opportunities to support zero-emission targets and develop guidance for lower-carbon solutions, benefiting the wider logistics sector and the environment.	Potential positive impact	Own operations, Downstream	Short- / Medium-term
Governance (G1)	Risk of negative image and loss of business due to anti-trust issues	Lagermax's cross-border logistics and partnerships are subject to competition and anti-trust regulations. Even unintentional non-compliance or perceived irregularities can result in reputational damage, regulatory action, and financial penalties, threatening customer trust and business continuity.	Risk	Own operations	Short-term

Table 28: G1 IROs

Impact, risk and opportunity management

Business conduct policies and corporate culture

G1-1

Lagermax manages its business conduct impacts, risks, and opportunities through its group-wide Code of Conduct (see ESRS 2, Table 2: Sustainability Policies). The Code sets clear standards for integrity, fair competition, and anti-corruption, explicitly prohibiting bribery, facilitation payments, and other unethical practices.

The Code is implemented through internal controls, audits, supplier requirements, training, and a confidential whistleblowing system with non-retaliation guarantees. It aligns with the UNGC, UNGPs, and OECD Guidelines, ensuring consistency with international best practice.

Corporate culture is a cornerstone of the business model. Under the motto “Together in motion”, shared values guide decision-making and unite a diverse workforce. Communication channels such as onboarding, iMax, and company-wide events ensure visibility, while effectiveness will be assessed through a group-wide engagement survey.

Whistleblower Mechanism

The Lagermax Group is dedicated to fostering a culture of integrity, transparency, and accountability, where employees, business partners, and other stakeholders feel secure to raise concerns without fear of retaliation. Anyone who suspects a breach of our Code of Conduct, legal regulations, or internal policies is encouraged to report their concerns. Reports can be made confidentially and, if preferred, anonymously through designated channels, including our internal whistleblowing portal and a dedicated secure website. The portal is accessible both via the employee intranet and publicly through the corporate website, ensuring availability for employees, business partners, suppliers, and workers across the value chain.

The Code of Conduct stipulates that whistleblowers who report in good faith are protected from retaliation. Reporting guidelines are published on our whistleblower portal. Managers promote compliance and a culture of transparency by reinforcing internal policies and encouraging an environment where concerns can be raised without fear. We take all necessary steps to ensure that

identities stay confidential throughout the reporting and investigation process.

Our mechanisms for identifying, reporting, and investigating concerns are designed to ensure independence, fairness, and prompt follow-up. While no incidents have been reported to date (see S1-17, Working Conditions), whistleblower cases would be investigated on a case-by-case basis.

Business conduct training

Lagermax is currently standardising and implementing a unified policy and training framework on business conduct. This will incorporate targeted business conduct training into the mandatory onboarding program for all new employees, ensuring early awareness of our standards and expectations. Additionally, risk-based training will be introduced for specific groups in higher-risk functions, such as procurement, logistics, sales, and public affairs, to address exposure scenarios and enhance compliance in these areas.

Managing suppliers

G1-2

As a family-owned company with a long-term focus, the Lagermax Group builds stable, trust-based relationships with its suppliers, grounded in our core values of people-driven, united in diversity, and future-minded. Respectful and fair dealings with our partners are part of our corporate DNA and a fundamental element of our strategy.

Many of our suppliers, especially in transport and logistics, are small and medium-sized enterprises (SMEs). For these businesses, prompt payments are vital to ensuring stable cashflows and operations. Although we do not have a written policy specifically for late payments to SMEs, it is our usual practice to adhere to agreed payment terms with all partners, regardless of their size. This supports the financial health of our partners, builds mutual trust, and helps maintain resilient supply chains.

Our supplier relationships are managed with a focus on mutual benefit, long-term collaboration, and transparent communication. Although social and environmental criteria are not yet formally integrated into supplier selection processes, we plan to include ESG requirements in future assessments of our suppliers and freight carriers. This will further align our procurement practices with our

sustainability strategy and strengthen responsible business conduct across our value chain.

Anti-corruption and bribery

G1-3

Framework and controls

Lagermax operates a zero-tolerance stance towards corruption, facilitation payments, and other corrupt practices, guided by legal requirements, internal controls, and our Code of Conduct. Preventative measures include the four-eyes principle in approval processes, defined release procedures, and mandatory reporting of suspicious activities through our whistleblower system (see G1-1).

Investigations and oversight

In 2024, no corruption or bribery incidents were reported. Any suspected cases would be addressed through internal governance procedures and reported to the relevant administrative, management, and supervisory bodies.

Training and awareness

In the reporting year, Lagermax began group-wide standardisation of the Code of Conduct and prepared targeted training for onboarding. Quarterly whistleblowing

reports will be incorporated into governance processes. Roll-out across all countries is planned for the next reporting period to achieve fully standardised policies, procedures and training.

Monitoring effectiveness

Lagermax ensures these processes are effective through internal controls, compliance reviews, employee feedback and by maintaining whistleblowing channels, alongside repeated communication of the Code's prohibition of corruption. At present, there is no formalised measurement methodology to systematically monitor corruption and/or bribery incidents beyond internal sources, and no external audit or validation of these measures. Formal quarterly whistleblowing reports are being introduced to strengthen oversight.

Metrics

Incidents of corruption or bribery

G1-4

During the reporting period, no confirmed incidents of corruption or bribery involving the company's employees or business partners were identified. Consequently, there were no dismissals, disciplinary actions, contract terminations, legal cases, convictions, or fines related to such incidents.

Action area	Objective	Timeline	Intended outcome
Anti-corruption & Compliance	Maintain zero confirmed incidents of corruption or bribery across all employees, suppliers, and business partners.	Continuous, reported annually	0 confirmed cases
Training	Achieve ≥ 80% annual completion rate of mandatory anti-corruption training by 2026. Training applies to all employees in risk-exposed functions (procurement, logistics operations, customs, sales). Completion is tracked through HR systems, with the denominator defined as the total number of employees in scope.	End of 2026	Strengthen awareness and accountability in high-risk functions, reducing compliance risks across operations.

Table 29: G1-4 Objectives

Political influence and lobbying

G1-5

Lagermax engages in constructive dialogue with policy-makers and industry stakeholders to promote structural and regulatory changes that support sustainable business transformation. Our advocacy concentrates on topics that closely align with E1 (Climate Change) and S2 (Workers in the Value Chain).

We support policy measures that support decarbonisation and emissions reductions in the transport and logistics sector. This includes promoting incentives for the adoption of low- and zero-emission vehicles, improving the competitiveness of rail freight and intermodal transport, expanding renewable energy generation and charging infrastructure, and increasing grid capacity at industrial and logistics sites to facilitate electrification. We also advocate for the rapid deployment of public truck-charging infrastructure and better access to renewable energy to meet the needs of logistics operators.

Regarding fair working conditions in the value chain, we support transparency and social responsibility throughout all business relationships. We endorse initiatives that enhance the ability to evaluate, oversee, and improve working conditions among contractors and partners, as well as skills development programmes that create a skilled and motivated workforce to support sustainable growth.

During the reporting period, the company's involvement in political and regulatory issues did not include financial contributions or reportable lobbying costs. Participation in

industry and employer associations is mainly driven at a regional level, with a transparent, group-wide overview of such activities currently being developed to ensure consistent governance and disclosure.

Oversight of political influence and lobbying activities is carried out within designated organisational units where appropriate, while adhering to relevant laws, the Code of Conduct, and internal governance standards. All activities are performed transparently and in line with the company's sustainability objectives.

In some countries where the company operates, membership in a chamber of commerce or similar organisation representing business interests is a legal requirement. For example, in Austria, membership in the Economic Chamber is mandatory for businesses holding a trade license. In Croatia, the company is a member of the Croatian Chamber of Economy, and in Serbia, all registered business entities are legally obliged to join the Chamber of Commerce.

In other markets, such memberships are voluntary and based on strategic relevance. For instance, in Bosnia and Herzegovina, there is no legal obligation; membership in organisations such as the Employers' Association of the Federation of Bosnia and Herzegovina is voluntary.

Engagement in such organisations is currently managed at the regional level, with a consolidated, group-wide overview under development as part of the company's broader transparency and governance approach to political influence and lobbying activities.

6. Appendix

Due diligence

GOV-4

Core elements of due diligence	Section in the sustainability statement	Page
a) Embedding due diligence in governance, strategy and business model	Sustainability governance Material impacts, risks and opportunities Approach to human rights	11-16 19-20, 24-25, 27-28, 36-37, 40-42, 46-47, 53, 60-61, 64-65 14-18, 48, 52, 54, 61-62
b) Engaging with affected stakeholders in all key steps of the due diligence	SBM-2 Stakeholder Engagement Sustainability policies Environmental policies Social policies Governance policies S1-2 Workforce engagement S2-2 Value chain worker engagement	14-16 13-14, 29, 42, 48, 57, 61, 66 13-14, 29, 37-38, 42 13-14, 48, 54, 57, 61 13-14, 66 23, 48, 53, 55, 58 15
c) Identifying and assessing adverse impacts	Double materiality assessment Material impacts, risks and opportunities	16-25 16-25
d) Taking actions to address those adverse impacts	Environmental actions Social actions Governance actions Climate transition plan S1-3 Workforce remediation S2-3 Value chain worker remediation	29, 38, 42-43 48-49, 55, 58, 61-62 64-67 27 48, 52-53 61
e) Tracking the effectiveness of these efforts and communicating	Environmental performance Social performance Governance performance	12, 30-32, 38, 43-44 12, 49-50, 55, 59, 62 12, 62

Table 30: Due diligence

List of Abbreviations

CoC – Code of Conduct

CO_{2e} – Carbon Dioxide Equivalent

CSRD – Corporate Sustainability Reporting Directive

DEI – Diversity, Equity and Inclusion

DGNB – Deutsche Gesellschaft für Nachhaltiges Bauen
(German Sustainable Building Council)

DMA – Disclosure Requirement on Materiality Assessment (ESRS context)

EFRA – European Financial Reporting Advisory Group

EMB – European Management Board

EEB – European Executive Board

ERGs – Employee Resource Groups

ESG – Environmental, Social and Governance

ESRS – European Sustainability Reporting Standards

EU ETS – European Union Emissions Trading System

EU environmental regulations – European Union Environmental Regulations

GHG – Greenhouse Gas

GoOs – Guarantees of Origin

HR – Human Resources

HVO – Hydrotreated Vegetable Oil (fuel)

ILO Core Labour Standards – International Labour Organization Core Labour Standards

ILO OSH Standards – International Labour Organization Occupational Safety and Health Standards

IRO – Impact, Risk and Opportunity (assessment under ESRS)

MDR-A / MDR-P / MDR-T – Management Development Roadmap (Advanced / Professional / Top)

NACE – Statistical Classification of Economic Activities in the European Union

National H&S legislation – National Health & Safety Legislation

NO_x – Nitrogen Oxides

OECD Guidelines – Organisation for Economic Co-operation and Development Guidelines for Multinational Enterprises

QM – Quality Management

SBTi – Science Based Targets initiative

Scope 1, 2, 3 – Greenhouse Gas Emissions Accounting Categories

SCoC – Supplier Code of Conduct

SMEs – Small and Medium-sized Enterprises

SO_x – Sulphur Oxides

UN Global Compact – United Nations Global Compact

UNGPs – United Nations Guiding Principles on Business and Human Rights

VO_x – Volatile Organic Compounds

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