



SUSTAINABILITY REPORT 2025

Together in e-motion.

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01

Sustainability at Lagermax

1.1 Foreword by the Executive Board

Geopolitical tensions, volatile markets and the impacts of climate change are reshaping global supply chains. For the Lagermax Group, sustainability aspects are therefore gaining strategic relevance. They influence investment decisions, regulatory requirements, customer expectations and the long-term direction of the business model.

In the 2025 reporting year, the Lagermax Group further refined its ESG strategy and governance framework and continued to integrate sustainability considerations into existing steering and decision-making processes. Regular ESG strategy meetings support the targeted implementation of strategic priorities across the Group.

Climate change remains a key focus area. The Lagermax Group is guided by the objectives of the 2015 Paris Agreement and is developing emission reduction targets, taking into account the requirements of the Science Based Targets initiative (SBTi). During the reporting year, the Group continued to invest in photovoltaic systems and charging infrastructure and gained experience with alternative drive technologies. We also continue to address

topics related to resource use and circular economy within our business activities and service portfolio. In the automotive sector, we provide services along various phases of the product life cycle and further develop existing logistics solutions in line with customer requirements.

Our employees are central to the delivery of our services and the further development of the Group. We therefore invest in training and development opportunities, support individual career development and create conditions for long-term cooperation. Skills development, as well as the recruitment and retention of qualified specialists, remain important areas of action. The coming years will be shaped by increasing regulatory requirements, technological change and economic uncertainty. Reliable data, transparent processes and close cooperation with employees, customers and business partners provide an important basis for addressing these challenges. In doing so, we are guided by our corporate values: people-driven, united in diversity and future-minded.





85 Locations in 14 Countries

Together in motion.
We connect the world
sustainably with customized
logistics solutions.

1.2 The Lagermax Group at a glance

The Lagermax Group is a family-owned international transport, logistics and services company headquartered in Salzburg. With over 85 locations in Europe, the Group is represented in several markets along key European goods and transport flows. Business activities are structured into three main business areas:

Transport and logistics: Transport and logistics services, including vehicle and freight transport as well as solutions in express, parcel, trade fair and textile logistics.

Waste and recycling: Services in waste management, recycling and specialised logistics solutions, including batteries and other waste streams.

Modular and container construction: Planning, production and rental of modular and container systems for various applications.

Geographical presence

With operations across Europe, the Lagermax Group serves customers from a wide range of industries through its logistics, service and infrastructure solutions.

- | | | | |
|------------------------|----------------|-------------|----------|
| Austria | Bulgaria | Hungary | Slovakia |
| Belgium | Croatia | Netherlands | Slovenia |
| Bosnia and Herzegovina | Czech Republic | Romania | Spain |
| | Germany | Serbia | |



1.2 About this report

This sustainability report covers the period from 1 January to 31 December 2025. The relevant sections explain significant developments that occurred after the reporting date and before the editorial deadline at the end of June 2026.

This is the Lagermax Group's second group-wide sustainability report. The Group reports voluntarily with reference to the European Sustainability Reporting Standards

(ESRS). Unless stated otherwise, the reporting boundaries correspond to the scope of consolidation used for the Lagermax Group's consolidated financial statements.

Chapter 2.4 "Basis for preparation" provides further information on the reporting basis, methods and reporting circumstances.

02

General disclosures

2.1 Strategy, business model and value chain

SBM-1

Our identity

“Together in motion” expresses the core of our business: we connect people, markets and companies through customised transport, logistics and service solutions. As part of global and regional value chains, logistics enables the movement of goods, connects markets and supports the reliable supply of companies and end customers.

The transport and logistics sector is changing, creating new requirements and opportunities. Climate change, resource efficiency, regulatory developments and more resilient supply chains increasingly shape our services, business processes and investments.

As a partner for customers, employees and other stakeholders, the Lagermax Group aims to develop its services in an economically sound and customer-oriented manner

while taking relevant sustainability considerations into account. In doing so, we are guided by our corporate values: people-driven, united in diversity and future-minded. Together, these values shape how we conduct our business and support the long-term development of the Group.

ESG strategy

Lagermax’s ESG strategy forms part of the corporate strategy. It provides a framework for integrating material sustainability aspects into strategic and operational decision-making across the Group. The strategic focus areas are derived from the material sustainability topics identified through the double materiality assessment and translate them into priorities for action across the Group.

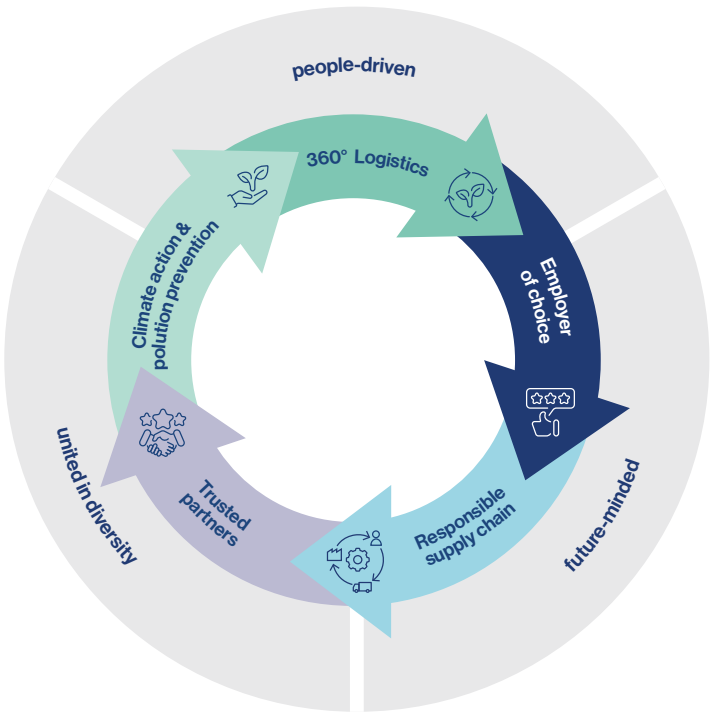


Figure 1: ESG strategy

Climate Action & Pollution Prevention is a central strategic focus for the Lagermax Group and addresses material climate- and pollution-related impacts, risks and opportunities. We invest regularly in lower-emission transport solutions, renewable energy generation and the infrastructure needed to support these developments.

360° Logistics reflects our approach to addressing material topics related to resource use and the circular economy. In the automotive sector, the Lagermax Group develops existing services along various phases of the product life cycle, including packaging, aftermarket logistics, used vehicle logistics and battery logistics.

As a family-owned company, the Lagermax Group regards its employees as a key success factor. Through our Employer of Choice focus area, we address material workforce-related topics by supporting training and development, skills building and attractive working conditions that contribute to long-term employee development and retention.

Sustainability requirements along the value chain are gaining importance for the Lagermax Group. Through Supply Chain Engagement and Long-Term Partnerships, the Group addresses material sustainability topics in the value chain by integrating sustainability requirements into existing processes and steering mechanisms. Supplier assessments, industry initiatives and a whistleblowing system support the identification and management of relevant risks and opportunities.

Business model and value chain

In the 2025 financial year, the Lagermax Group generated revenue of approximately EUR 760 million. The business model is based on transport, logistics and complementary service solutions. The business model is based on trans-

port, logistics and complementary industrial services along various value chains. In addition to international forwarding, vehicle transport, warehousing and logistics services, the service portfolio includes recycling and waste management, battery logistics, and modular and container construction.

The three core value chains of the Lagermax Group are described below. Figure 2 illustrates the transport and logistics value chain and its related upstream and downstream activities. The value chains of battery logistics, recycling, and modular and container construction businesses are described separately.

Transport and logistics

The Lagermax Group’s core business comprises international transport, forwarding and logistics services. Its value chain covers the procurement of vehicles, energy, operating materials and other services, as well as the provision of transport, handling, warehousing and logistics services and the delivery of these services to customers.

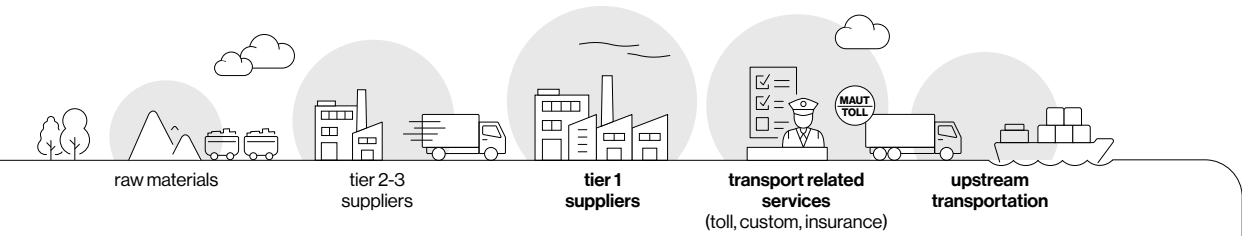
Lagermax provides services through its own operations and in cooperation with transport and logistics partners.

The upstream value chain mainly includes suppliers of vehicles, fuels, energy and other operating materials, as well as external service providers.

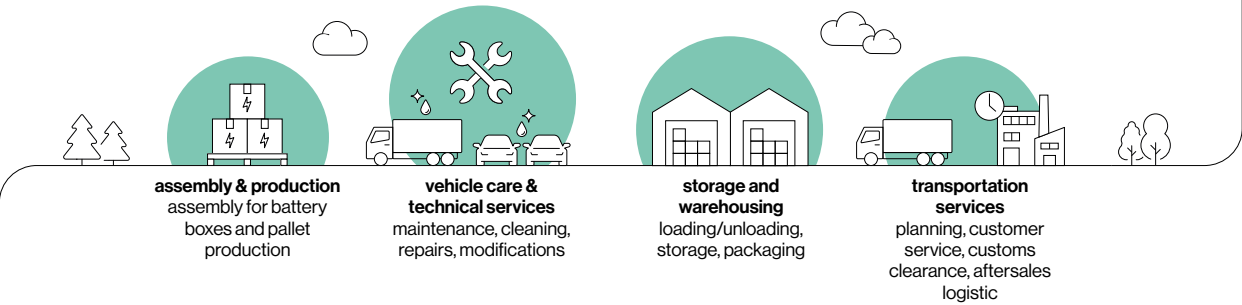
Own operations include transport, handling, warehousing and logistics processes, together with related administrative services.

The downstream value chain mainly includes further transport services, waste management and recycling processes.

Upstream



Own Activities



Downstream



Figure 2: Lagermax transport and logistics value chain

The segment’s material sustainability impacts arise mainly from greenhouse gas emissions in transport operations, energy and resource use, and social and environmental aspects along the value chain.

Recycling and battery logistics

The Recycling and Battery Logistics business area covers the collection, sorting and recovery of various material streams, as well as battery logistics services. These activities support the recovery of secondary raw materials and the appropriate handling of recyclable and hazardous materials.

Modular and container construction

The Modular and Container Construction business area covers the planning, construction, rental and sale of modular building and container solutions. The portfolio includes temporary and permanent modular buildings, as well as standard and customised containers for various applications. It also includes planning, project management and construction services.

2.2 Sustainability governance

Oversight of sustainability matters

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

The Lagermax Group separates management and supervisory functions. Members of the owner family are represented on both the Executive Board and the Supervisory Board, but by different individuals. This supports balanced corporate governance and a long-term strategic orientation.

Defined responsibilities and reporting lines integrate sustainability aspects into corporate management. This enables material impacts, risks and opportunities to be identified, assessed and considered in strategic and operational decision-making processes (Figure 3).

The members of the management and supervisory bodies have experience in ESG-related topics and receive regular briefings and training on regulatory developments and sustainability-related requirements.

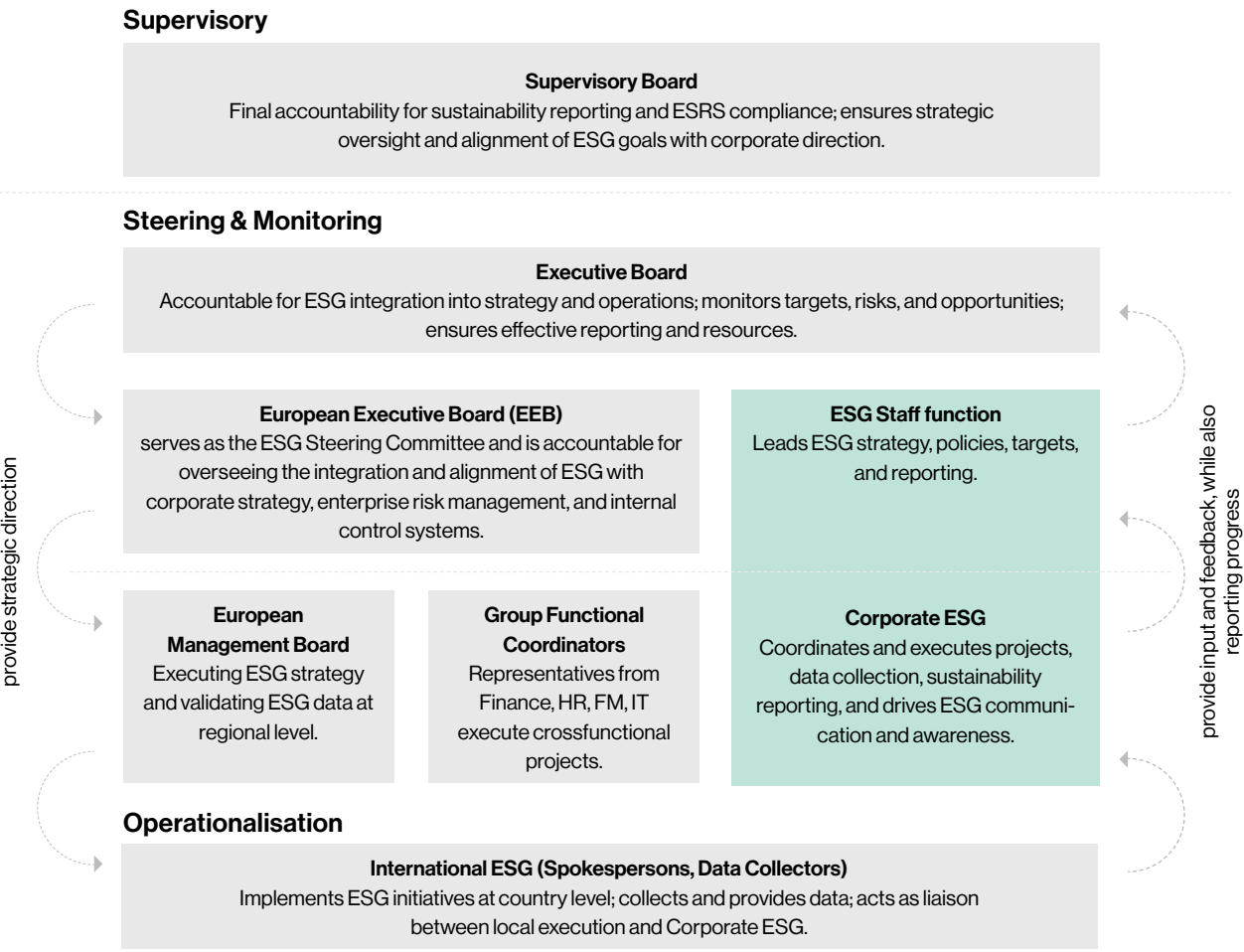


Figure 3: Sustainability governance

The Supervisory Board has overall responsibility for sustainability reporting and compliance with regulatory requirements. It oversees the strategic direction and receives regular updates on ESG risks, opportunities and progress against objectives. It consists of five members: two family representatives, two employee representatives and one independent member. Women account for 40% of the Supervisory Board.

The Executive Board, consisting of two members, integrates ESG considerations into strategy and business operations. It defines targets, prioritises risks and opportunities, and ensures the availability of resources required for reporting.

The European Executive Board, consisting of 11 members, acts as the central ESG steering body and ensures alignment with strategy, risk management and internal control systems. The ESG staff function advises the Board and coordinates the ESG strategy, policies, targets and reporting.

The European Management Board and functional coordinators, including Finance, HR, IT and Facility Management, support implementation in their respective areas, ensure data quality and contribute specialist perspectives.

The Corporate ESG function coordinates group-wide projects, data collection, greenhouse gas accounting and reporting, and supports awareness-raising and implementation activities.

A decentralised ESG network supports local implementation across all operating units. It includes 30 ESG spokespersons and around 100 additional colleagues who collect data and coordinate measures. Cooperation takes place through virtual meetings, an annual ESG Day, dashboard-based progress tracking and training.

Performance monitoring

The Lagermax Group uses a central software platform to collect, consolidate and analyse ESG data. Standardised dashboards support analysis of key figures and reporting to the responsible bodies.

The Supervisory Board receives an annual ESG update from the Corporate ESG function. The Executive Board

receives regular information on material sustainability topics. Reporting covers relevant impacts, risks and opportunities, the status of material initiatives, and selected key figures and targets. ESG aspects are addressed within existing governance, risk and management processes and considered in strategic and operational decisions. The Lagermax Group regularly refines its ESG-related methodologies and data management processes to support ESG steering.

Due diligence statements

GOV-4

The Lagermax Group considers sustainability-related impacts, risks and opportunities within its business processes and regularly develops the underlying due diligence processes. The approach is guided by the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.

The double materiality assessment forms the basis for identifying and prioritising material sustainability topics. Lagermax assesses identified impacts, risks and opportunities, assigns them to appropriate measures and responsibilities, and monitors them regularly. The assessment covers both own operations and the value chain. A mapping of the material topics and related disclosures within this Sustainability Statement is provided in the Appendix.

Risk management and internal controls for sustainability reporting

GOV-5

Defined processes and controls support sustainability reporting, including data collection, consolidation and quality assurance. A central ESG software solution collects data with role-based access rights and defined review and approval processes. Group-wide roles, responsibilities and approvals are defined and documented in process descriptions and a group-wide RACI matrix. These cover data collection, plausibility checks, technical review, consolidation and reporting.

To ensure data quality, the Group performs plausibility checks, compares data with prior-year figures and anal-



yses significant variances. The Corporate ESG function coordinates the data consolidation process and performs additional reviews together with the responsible specialist departments.

Control activities include documented reviews, sample-based evidence checks and the analysis of material deviations. In addition, key methodological assumptions, calculation logics and system settings are reviewed regularly.

To align with financial reporting, Lagermax regularly reviews the scope of consolidation and selected methodological assumptions. The Group regularly refines and further develops the processes and controls for sustainability reporting.

Corporate policies

The corporate policies apply to all entities included in the Lagermax Group's consolidated financial statements and

provide the framework for managing material sustainability-related impacts, risks and opportunities. Where relevant, Lagermax communicates or contractually agrees corresponding requirements with business partners, suppliers and subcontractors.

The policies are aligned with recognised international reference frameworks and regulatory requirements. These include, among others, the principles of the UN Global Compact, the UN Guiding Principles on Business and Human Rights, the ILO core labour standards, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and relevant European sustainability and environmental regulations.

Depending on their scope, Lagermax communicates the policies through internal systems, training, onboarding processes, contracts or external information channels.

Policy	Purpose	Underlying reference frameworks	Availability	Relevant ESRS topics
Environmental and Climate Policy Applicable to: all entities	Defines the framework for managing climate-related and environmental topics, including the related principles and objectives of the Group.	SBTi, ESRS, DGNB building standards, EU environmental regulations	Intranet, corporate website, supplier contracts	E1 Climate Change, E2 Pollution, E5 Resource Use and Circular Economy
Code of Conduct Applicable to: all entities	Sets out group-wide principles on business ethics, human rights, diversity and equal opportunities, fair working conditions and the prohibition of child and forced labour. It also includes climate-related and environmental standards.	UN Global Compact, UNGPs, ILO core labour standards	Intranet, onboarding and training, corporate website	S1 Own Workforce, G1 Business Conduct E1 Climate Change, E2 Pollution, E5 Resource Use and Circular Economy
Health and Safety Policy Applicable to: all entities	Defines requirements and measures to promote occupational health and safety, including risk assessments, personal protective equipment, safety training, emergency management, occupational safety audits and the recording of occupational safety indicators.	ILO Occupational Safety and Health Conventions, national occupational safety legislation	Intranet, local H&S documentation	S1 Own Workforce (occupational health and safety)
Supplier Code of Conduct (SCoC) Applicable to: all entities	Sets out requirements for suppliers and business partners relating to human rights, working conditions, environmental protection and business ethics, including expectations regarding the communication of these requirements within their own operations and value chains.	UN Global Compact, UNGPs, ILO core labour standards, OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, SBTi, EU environmental regulations	Supplier onboarding, contracts, corporate website	S2 Workers in the Value Chain, G1 Business Conduct, E1 Climate Change, E2 Pollution, E5 Resource Use and Circular Economy

Table 1: Corporate policies

Stakeholder engagement

SBM-2

Lagermax engages different stakeholder groups to better understand sustainability-related impacts, risks and opportunities. Engagement takes place through various formats, including employee surveys, customer feedback,

supplier dialogues, discussions with financial partners, and participation in industry initiatives and professional networks.

Lagermax considers these insights as part of the double materiality assessment and uses them to further develop measures, processes and strategic priorities.

Stakeholder group	Key expectations	Engagement format	Use of insights
Own workforce	Job security, fair remuneration, safe working conditions, development paths and an open corporate culture	Employee surveys, whistleblowing system, intranet (iMax), events and training	Insights on employee expectations, concerns and improvement potential are considered when implementing measures related to working conditions, employee development, health and safety and when supporting a positive corporate culture.
Customers	Reliable logistics, CO ₂ transparency, lower-emission transport and logistics solutions, packaging reduction, and concepts for resource use and circular economy	Trade fairs, specialist conferences and customer satisfaction surveys within the divisions	Customer requirements, market developments and expectations regarding services and sustainability topics are considered in the further development of services and sustainability activities.
Investors and financial partners	Long-term business development, transparency on sustainability topics, and management of risks and opportunities	Supervisory Board meetings, annual reports, expert discussions and bank-specific project submissions	Information needs, sustainability requirements and relevant expectations from the financing and reporting environment are considered in reporting and corporate steering.
Logistics and transport partners	Partnership-based cooperation, fair contractual terms, safety for driving personnel and efficient processes	Conferences, partner meetings, freight forwarding platforms, and structured contract and performance reviews	Requirements, challenges and identified improvement potential in the areas of quality, safety and environment are considered in cooperation with transport and logistics partners.
Supplier network	Reliable contracts, respect for human rights, safe conditions and equal treatment	Supplier Code of Conduct, audits and scorecards, supplier meetings and targeted training	Sustainability requirements and insights from supplier assessments are considered in supplier management and procurement processes.
Industry associations and regulatory authorities	Exchange on regulatory developments and sector-specific requirements	Active memberships in industry associations and professional networks, use of legal advisory services	Regulatory developments, sector-specific requirements and insights from industry dialogue are considered in the further development of internal processes and compliance activities.

Table 2: Stakeholder engagement

As part of the double materiality assessment, Lagermax assessed whether material impacts, risks or opportunities exist in relation to affected communities. Based on this assessment, no material impacts, risks or opportunities

relating to affected communities were identified for the reporting year. The analysis nevertheless considered potential impacts related to transport activities, environmental aspects and site-related activities of the Group.

2.3 Double Materiality Assessment (DMA)

In the 2024 reporting year, Lagermax conducted and documented its first double materiality assessment (DMA) aligned with the ESRS to identify, assess and prioritise material impacts, risks and opportunities (IROs) and determine the sustainability topics subject to reporting.

The assessment covered the entire Lagermax Group and all entities in which Lagermax holds more than 50% ownership or exercises operational control. To reflect different business models and value chains appropriately, Lagermax applied a sectoral approach and assigned activities to transport, waste and recycling, and modular construction.

In the future, the DMA will be reviewed and updated every two years.

Identification and assessment of impacts, risks and opportunities (IROs) IRO-1

Lagermax identified and assessed IROs using a structured, multi-step approach. The analysis of the business

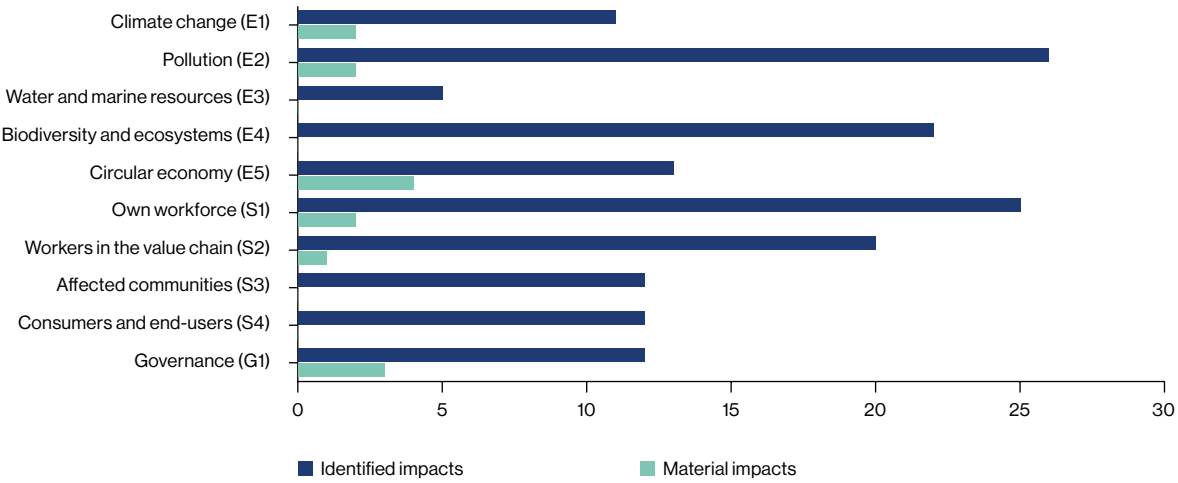
model and value chain, together with the identification of relevant stakeholder groups, formed the starting point. Based on this, Lagermax carried out a cross-topic ESG due diligence exercise and derived hypotheses on potential impacts, risks and opportunities. These hypotheses were developed for each business segment, consolidated, and reviewed and refined through workshops and structured consultations with internal specialists. Management validated and approved the final results.

The analysis covered direct and indirect impacts, risks and opportunities along the value chain. Data collection currently focuses on direct business relationships and Tier 1 suppliers.

Lagermax identified 267 IROs in total: 158 impacts and 109 risks and opportunities. After assessment, 34 were classified as material and are reported in accordance with the ESRS. Of these, 64% related to sector-specific topics with a focus on transport; the remainder related to cross-cutting topics and the waste and recycling and modular construction segments.



Identified impacts



Identified risks and opportunities



Figure 4: Identified & material IROs

Assessment and scoring

Lagermax assessed the longlist using internal and external information sources, including company data, expert interviews, literature research, benchmarking analyses and regulatory requirements.

Impact materiality assessed actual and potential impacts across the value chain. For negative impacts, the assessment considered severity and likelihood; for positive impacts, it considered scale, scope and likelihood. Finan-

cial materiality assessed risks and opportunities with potential financial effects, including effects on revenue, costs, assets and EBITDA. Impacts, risks or opportunities with a high impact score were classified as material irrespective of likelihood.

Both dimensions were assessed across three time horizons: short term (≤ 1 year), medium term (1–5 years) and long term (> 5 years).

Governance, validation and integration

The Executive Board and the European Executive Board approved the DMA results. Lagermax is integrating material sustainability topics into management processes.

Identified impacts, risks and opportunities are addressed within the respective specialist areas.

Process for identifying environmental IROs (E1–E5)

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

Lagermax reviewed all five environmental standards (E1–E5) as part of the double materiality assessment. Climate change (E1), pollution (E2) and resource use and circular economy (E5) were classified as material.

To identify and assess climate-related impacts, risks and opportunities (E1), Lagermax used the DMA methodology and established external sources, including IEA, IPCC and SBTi. Without a dedicated climate scenario analysis, Lagermax identified physical and transition risks, as well as related opportunities, across different time horizons. Lagermax identified climate change adaptation as an area of increasing relevance and will examine it in greater depth in the next DMA cycle.

For E2 (pollution), potential impacts mainly arose from air emissions and the transport of waste and hazardous substances. The assessment used segment-specific analyses, internal expert interviews, regulatory benchmarks and industry literature.

Lagermax reviewed E3 (water and marine resources) but did not classify it as material. Overall environmental impacts are considered limited, as water is mainly used for vehicle washing and established water treatment, recycling and water-saving measures are in place.

Lagermax did not assess E4 (biodiversity and ecosystems) as material in 2024. However, land sealing associated with site development remains relevant for future analysis cycles.

For E5 (resource use and circular economy), Lagermax considered material use and value chains in particular. The assessment focused on steel-intensive assets, fuels and

packaging materials such as plastic, cardboard and wood. Lagermax identified material risks relating to raw material scarcity and rising costs, as well as opportunities relating to increased circular material use.

Process for identifying IROs in corporate governance

G1.IRO-1

Lagermax identified relevant impacts, risks and opportunities in corporate governance based on internal consultations and management assessments. Topics included business ethics, compliance, corruption prevention, whistleblower protection, data protection and information security.

Material identified impacts, risks and opportunities (IROs)

SBM-3

The identified impacts, risks and opportunities indicate the sustainability topics where the Lagermax Group has material impacts on the environment and society or faces material financial risks and opportunities.

The double materiality assessment results form the basis for determining the ESRS topics subject to reporting.

Figure 5 presents the material sustainability topics at a high level, whereas Figure 6 details the related Impacts, Risks and Opportunities (IROs) within each topic area.

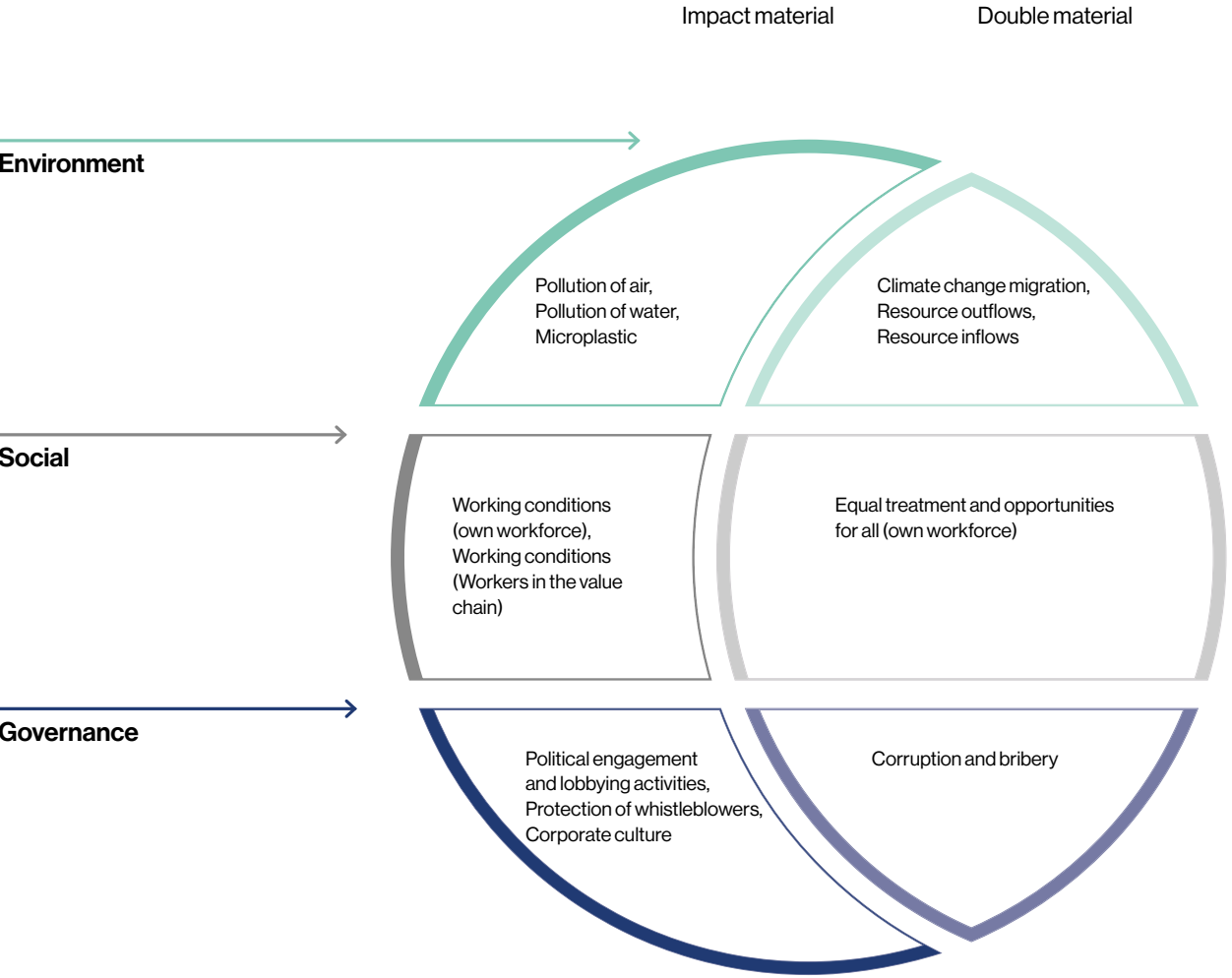


Figure 5: Material sustainability topics

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 generate upstream and downstream GHG emissions.	Actual negative impact	Upstream, downstream	Short-/medium-term

Material Topic	Title	Description	Type	Location in the value chain	Time horizon
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 and refuelling 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 can reduce kilometres driven, fuel use and emissions while improving efficiency and competitiveness.	Opportunity	Own operations	Short-/medium-term
Pollution (E2)	Air pollution from NOx, SOx, PM and VOC emissions	Transportation activities linked to Lagermax's own operations and value chain release air pollutants that can damage ecosystems, lower air quality and harm human health.	Actual negative impact	Own operations, upstream, downstream	Short-/medium-term
Pollution (E2)	Microplastic pollution from tyre wear of fleet vehicles	Tyre abrasion from Lagermax's fleet releases microplastics that can pollute soil and waterways, degrade ecosystems and pose 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 depend on finite resources such as fossil fuels and steel. Reliance on steel-intensive assets contributes to resource depletion and GHG emissions.	Actual negative impact	Own operations	Short-/medium-term
Resource use & circular economy (E5)	Risk of operational disruption due to natural resource dependency	Reliance on resource-intensive assets, materials and fuels 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 reduces packaging in motorcycle logistics, thereby reducing material use, costs and related environmental impacts.	Opportunity	Own operations	Short-term

Material Topic	Title	Description	Type	Location in the value chain	Time horizon
Resource use & circular economy (E5)	Transport and materials trading expertise	Lagermax provides logistics and materials trading services, with a focus on plastics recycling and the transport of lithium-ion batteries, thereby supporting selected circular economy activities.	Actual positive impact	Own operations, downstream	Short-term
Resource use & circular economy (E5)	360° Logistics	End-to-end lifecycle logistics solutions can improve efficiency, reduce costs and support resource-efficient processes across selected industries.	Opportunity	Own operations, downstream	Short-/medium-term
Own workforce (S1)	Health and safety-related impacts	Employees face risks of minor and major accidents, which can affect 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 affect long-term growth and profitability.	Risk	Own operations	Medium-term
Own workforce (S1)	Impacts from working conditions and workforce shortages	Lagermax faces workforce short-ages 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 and diversity	The workforce at Lagermax is predominantly male, reflecting broader industry patterns. This imbalance is especially evident in Austrian top management, where women remain significantly underrepresented. 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 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

Material Topic	Title	Description	Type	Location in the value chain	Time horizon
Workers in the value chain (S2)	Potential working condition challenges in 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	Failure to embed Lagermax's "Together in Motion" culture and compliance processes, including whistleblower channels, could lead to misconduct incidents affecting trust, wellbeing and retention.	Potential negative impact	Own operations	Short-/medium-term
Governance (G1)	Cases of corruption and bribery affecting society and supply chain	Corruption and bribery risks in logistics 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 involvement enables Lagermax to contribute to discussions on regulation, transparency and low-emission transport solutions.	Potential positive impact	Own operations	Medium-term
Governance (G1)	Risk of negative image and loss of business due to antitrust issues	Unintentional breaches of competition law could lead to fines and reputational damage.	Risk	Own operations	Short-term

Table 3: Material topics and IROs

2.4 Basis for preparation

General basis for preparing the sustainability reporting

BP-1

This sustainability statement was prepared with reference to the European Sustainability Reporting Standards (ESRS) and covers all entities included in the scope of the consolidated financial statements.

Where necessary for an understanding of material impacts, risks and opportunities, the reporting also considers relevant aspects of the upstream and downstream value chain.

The double materiality assessment determined all material sustainability topics, which are disclosed in the relevant sections of this report.

Disclosures on specific reporting circumstances

BP-2

This is the second voluntary sustainability report of the Lagermax Group, prepared with reference to the ESRS.

The sustainability reporting framework is regularly refined and further developed; methodologies, data foundations and processes are subject to ongoing improvement and standardisation.

As a result of methodological adjustments and enhanced data availability, certain disclosures are only partially comparable with prior-year figures.

Material changes, as well as the estimates and assumptions applied, are explained in the relevant topic-specific sections.

A central software solution collects data across the Group based on harmonised definitions, calculation methodologies and defined review and approval processes.

03

Environment

3.1 Climate change

E1

Climate change is a material sustainability topic for the Lagermax Group. As a transport and logistics company, the Group both contributes to climate change through greenhouse gas emissions across its operations and value chain and is affected by climate-related impacts, regulatory developments and changing customer expectations. To address climate-related impacts, risks and opportunities, the Group continues to strengthen its emissions management, with a focus on improving the underlying data, developing a decarbonisation pathway and integrating climate-related considerations into corporate processes and decision-making.

Transition plan

E1-1

Lagermax is developing a group-wide decarbonisation pathway to support the gradual reduction of greenhouse gas emissions. In doing so, the Group is guided, among other things, by the objectives of the Paris Agreement and the requirements of the Science Based Targets initiative (SBTi).

The plan is based on three key levers:

Efficiency and digitalisation: Increasing operational efficiency through data-driven management, particularly route and load optimisation and the promotion of resource-efficient driving behaviour.

Decarbonisation of the vehicle fleet: Gradual reduction of emissions through alternative drive technologies, related infrastructure and lower-emission energy carriers and transport solutions.

Sustainable procurement and partnerships: Integration of sustainability criteria into the supply chain and expansion of cooperation with partners to reduce indirect emissions and strengthen transparent value chains.

In future, the decarbonisation pathway will provide the framework for group-wide planning and prioritisation of climate-related measures.

Material climate-related impacts, risks and opportunities (IROs)

SBM-3

The material climate-related impacts, risks and opportunities are mainly linked to transport activities, regulatory requirements and the decarbonisation of the transport sector. Lagermax will reassess the relevance of climate change adaptation as part of the next revision of the double materiality assessment (DMA) in autumn 2026.



The following overview summarises the identified climate-related impacts, risks and opportunities (IROs).

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 generate 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 and refuelling 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 can reduce kilometres driven, fuel use and emissions while improving efficiency and competitiveness.	Opportunity	Own operations	Short-/medium-term

Table 4: E1 IROs

Policies related to climate change mitigation and adaptation

E1-2

The Environmental and Climate Policy (see Table 1: Corporate policies) describes the framework for climate change mitigation, energy efficiency and responsible resource use. Given the significance of transport activities within the Group, it includes measures for decarbonisation, such as modernising the vehicle fleet, expanding multimodal transport solutions, using digital optimisation tools and implementing efficiency measures in buildings and facilities.

The policy considers relevant regulatory requirements and recognised reference frameworks. At the same time, the Group is developing a group-wide decarbonisation pathway as a basis for future climate targets.

The Executive Board holds overall responsibility. The business areas implement the policy operationally, supported by the FM, QM and ESG functions. The Supplier Code of Conduct requires suppliers and subcontractors to comply with equivalent requirements.

Actions related to climate change mitigation and adaptation

E1-3

Lagermax implements the Environmental and Climate Policy through operational measures and combines short-term efficiency improvements with medium- and long-term investments in infrastructure, the vehicle fleet, energy supply and digital systems. These measures support the reduction of greenhouse gas emissions and strengthen the resilience of the business model to regulatory requirements, rising energy prices and physical climate risks.

The material climate change mitigation measures fall under three main decarbonisation levers:

Efficiency and digitalisation

Lagermax increases efficiency and optimises transport processes through route and load optimisation, fewer empty runs and eco-driving training. These measures are intended to lower fuel consumption and reduce Scope 1 emissions. Lagermax is currently developing its methodology to assess the quantitative impact of these measures.

Lagermax aims to gradually reduce transport-related emissions by modernising the vehicle fleet, using lower-emission energy carriers and expanding multimodal transport solutions. This approach combines interim solutions such as HVO fuels with the gradual development of electrification, renewable electricity procurement and charging infrastructure.

The operational focus is on piloting alternative drive technologies and assessing their suitability for wider use.

The Group is currently gaining operational experience with electric heavy-duty vehicles in vehicle transport and logistics operations in Austria, while continuing to expand the required charging infrastructure. Additional electric vehicles are planned as part of the ongoing development of lower-emission transport solutions. New technologies are first piloted and then gradually rolled out where implementation proves successful. The measures are intended to reduce Scope 1 emissions from the vehicle fleet.

The quantification of emission reductions is currently limited by data availability and quality. Further improvements to transport management system (TMS) data are required to consistently capture vehicle technologies and monitor associated emission reductions. In addition, ongoing pilot projects will provide valuable insights into the practical deployment and emission reduction potential of alternative drive technologies.

Consideration of sustainability requirements in procurement and the supply chain

Lagermax integrates sustainability criteria into procurement and supply chain processes. This includes implementing the Supplier Code of Conduct, considering ESG criteria in contractual relationships, further developing supplier assessments and expanding strategic partnerships to develop lower-emission transport solutions.

At the same time, Lagermax is improving the data basis for material Scope 3 categories through a gradual transition to activity-based emissions data. These measures provide a basis for more systematic management of indirect emissions and support the identification of reduction opportunities. Due to limited data availability, the quantitative allocation of individual emission reductions remains limited.

Adaptation to climate change

In addition to climate change mitigation measures, Lagermax considers climate-related physical risks in operational and strategic decision-making. These include in particular:

- increasing extreme weather events
- disruptions to transport chains
- impacts on infrastructure and energy supply

Short-term measures include increasing operational flexibility, using multimodal transport solutions and considering climate-related risks in investment decisions.

Lagermax will assess and prioritise climate adaptation measures more systematically as part of the next update of the double materiality assessment (DMA) in autumn 2026.

Management and further development

Operational management manages the measures, supported by central functions (ESG/QM, Procurement, IT, Fleet Management). Progress is monitored using implementation indicators, project results and the further development of the emissions data basis.

Lagermax is gradually developing the measures into a more integrated decarbonisation portfolio to support the definition of future quantified greenhouse gas reduction targets.

Our progress: climate change mitigation and adaptation

E1-4

Lagermax is developing group-wide targets to manage greenhouse gas emissions in line with a decarbonisation pathway aligned with the 1.5°C goal of the Paris Agree-

ment. Target development is guided by the requirements of the Science Based Targets initiative (SBTi) and the methodological requirements of the GHG Protocol.

At the reporting date, Lagermax had not yet defined final, group-wide consistent and quantified greenhouse gas reduction targets within the meaning of ESRS E1-6. The Group has, however, defined climate-related objectives that are intended to contribute to emission reductions, as well as supporting objectives that improve the structural and data-related basis for future target-setting.

The following objectives include both direct emission-related measures and supporting objectives for developing reliable emissions management and future quantified greenhouse gas reduction targets:

Target area	Objective	Scope reference	Time horizon	Classification
Renewable energy	≥80% of electricity demand from renewable sources	Scope 2	by 2025	Climate-related target
Fleet decarbonisation	Pilot projects with electric trucks in Austria	Scope 1	by 2026	Climate-related target
Scope 3 data quality	≥70% activity-based data for categories 4 and 9	Scope 3	by 2025	Supporting objective
Supplier Code of Conduct	Integration of ESG requirements into supplier relationships	Scope 3	by 2026	Supporting objective

Table 5: E1 target areas

Success Story

New technologies become tangible when they prove themselves in everyday operations. While range, charging times and technology often dominate discussions, practical usability is mainly demonstrated in the driver’s cab. Our first electric truck driver reports on his day-to-day experience and what the transition to an electric vehicle feels like.

What was your first impression when you took over the electric truck?

I have worked as a truck driver for Lagermax in the AED area for more than 15 years. When I was given the opportunity to use the first electric truck, I was curious but also sceptical. I had no previous experience with electric mobility and was concerned about being left somewhere with an empty battery. When we picked up the truck, I was positively surprised straight away. The vehicle was well built and comfortably equipped, so I immediately felt at ease in the cab. The Volvo representative completed the training quickly, and after the first few kilometres I was already enjoying the driving experience.



What is noticeably better compared with a diesel truck, and are there any challenges?

For me as a driver, the electric truck is much quieter than a combustion-engine vehicle and does not cause vibrations. Acceleration and driving comfort are also noticeably better. It becomes challenging when I have to look for an external charging point because not all charging stations are suitable for a 28-tonne truck.

How has your day-to-day work changed as a result of the electric truck, particularly in terms of driving and charging?

In practice, the range of more than 400 km is fully sufficient for my delivery route. I have a charging card for external interim charging in case of emergency, but I have not needed it in the past six months. At the end of the route, I no longer have to drive to a fuel station. Instead, I plug in the vehicle at the company car park and start again the next day with a fully charged battery.

How do customers, colleagues or other drivers react to the electric truck? Is there interest or exchange about it?

There is a lot of interest. Even after half a year, customers and other drivers still regularly ask me about it. Most questions relate to range and practical usability. When I start the engine, people are often surprised by how quietly the truck operates.

Is it a plus for you to work for a company that enables you to drive an electric truck? Why?

Before I received the electric truck, I was somewhat sceptical and viewed it rather neutrally. Now that I can say there are no limitations for me in my daily work and that driving comfort is better, I see it very positively and am grateful for this opportunity. I would not want to switch back to a diesel truck.

Energy consumption

E1-5

Energy consumption and energy carriers are material drivers of the Lagermax Group's greenhouse gas emissions. Reporting covers energy use from own operations (Scopes 1 and 2).

In 2025, total energy consumption amounted to 291,974.03 MWh, an 2.3% reduction on the previous year. This development is linked, among other factors, to changes in site energy consumption and operational activities.

Fossil energy sources accounted for the largest share (272,455.78 MWh; it declined by 3.2%), mainly due to the

use of petroleum-based fuels in transport operations. Renewable energy increased to 18,903 MWh (a 12.4% increase on the previous year), mainly due to the increased use of renewable energy carriers and higher procurement of electricity from renewable sources. In addition, Guarantees of Origin (GoOs) were purchased for part of the electricity consumption. These allocate renewable electricity shares for accounting purposes but do not change the underlying physical energy supply and are therefore not reflected as a change in the reported energy mix.

Through electricity procurement from renewable sources and the additional use of Guarantees of Origin, a large proportion of electricity consumption can be attributed to renewable sources for accounting purposes.

Energy consumption and -mix	Unit	2025	2024
Fuel consumption from coal and coal products	MWh	0.00	0.00
Fuel consumption from crude oil and petroleum products	MWh	254,925.43	264,816.88
Fuel consumption from natural gas	MWh	2,850.58	1,741.06
Fuel consumption from other fossil sources	MWh	386.23	0.00
Consumption of purchased or acquired electricity, heat, steam and cooling from fossil sources	MWh	12,847.39	14,894.76
Total fossil energy consumption	MWh	272,455.78	281,453.17
Share of fossil energy carriers in total energy consumption	%	93.32	94.21
Consumption from nuclear energy sources	MWh	615.48	485.18
Share of nuclear energy in total energy consumption	%	0.21	0.16
Fuel consumption from renewable sources, including biomass, biogas, renewable hydrogen, etc.	MWh	12,462.55	11,876.54
Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources	MWh	5,192.60	4,134.12
Consumption of self-generated renewable energy, non-fuel-based	MWh	1,247.61	805.53
Total renewable energy consumption	MWh	18,902.76	16,816.18
Share of renewable energy in total energy consumption	%	6.47	5.63
Total energy consumption	MWh	291,974.03	298,754.54

Table 6: E1-5: Energy consumption and energy mix (E1-5 AR 34)

Self-generated renewable energy

Lagermax is expanding renewable energy generation through photovoltaic systems at its own sites. The electricity generated is mainly used on site, while surplus volumes are fed into the public grid. Storage systems support more efficient use of self-generated electricity.

Expansion to date has focused mainly on sites in Austria. Larger photovoltaic projects have also been implemented internationally as part of new site developments, particularly at newly constructed sites in Romania and Croatia. Overall, Lagermax operates photovoltaic systems with a total installed capacity of 4.56 MWp.

Energy production	Energy produced 2025 [MWh]
Renewable energy	3,170.95
Non-renewable energy	6,441.19
Total	9,612.13

Table 7: E1-5: Energy production (E1-5 39)

Greenhouse gas emissions

E1-6

The Lagermax Group reports greenhouse gas emissions in accordance with the ESRS and the GHG Protocol. Scope 1 includes direct emissions from fuel use in the company's own vehicle fleet and from stationary energy consumption, particularly heating and operational infrastructure. Scope 2 includes indirect emissions from purchased electricity, heat, steam and cooling. Lagermax calculates Scope 2 emissions using both the location-based and market-based approaches.

Scope 3 includes material indirect emissions along the value chain. For the Lagermax Group, the particularly relevant categories are “Upstream transportation and distri-

bution”, “Fuel- and energy-related activities”, “Capital goods”, “Purchased goods and services”, “Capital goods”, “Use of sold products”, “Employee commuting” and “End-of-life treatment of sold products”. Most (74.3% in 2025) greenhouse gas emissions are attributable to Scope 3. The main emissions driver is upstream and downstream transportation activities.

The 2025 emissions inventory builds on the first group-wide consolidated data collection carried out in the previous year. It includes all entities over which Lagermax exercises operational control. The accounting is based

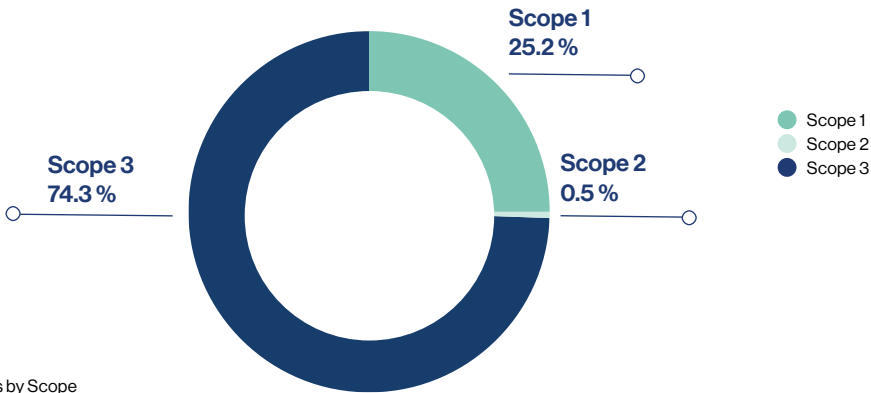


Figure 6: Share of CO₂e emissions by Scope



In the 2025 reporting year, the Lagermax Group's total greenhouse gas emissions decreased compared with the previous year. Overall greenhouse gas emissions remained stable on a location-based basis, while market-based emissions were reduced by 8.5% compared with the previous year.

Scope 2 emissions under the market-based approach decreased significantly. This is mainly attributable to changes in electricity procurement, including the procurement of renewable electricity and the use of Guarantees of Origin (GoOs). By contrast, Scope 2 emissions under the location-based approach were slightly above the previous year's level.

Scope 3 emissions remained at a similar level to the previous year. Upstream transportation and distribution remained the largest source of value chain emissions by a significant margin.

Changes at category level result from adjustments to the data basis, activity data and emission calculation methods, among other factors.

Emission categories	2025	2024	Change (%)
Scope 1 emissions			
Gross Scope 1 emissions (t CO ₂ e)	67,004.49	67,036.60	-0.05
Share of Scope 1 emissions from emissions trading schemes (%)	0	0	–
Scope 2 emissions			
Gross Scope 2 emissions (location-based) (t CO ₂ e)	3,686.92	3,535.90	4.27
Gross Scope 2 emissions (market-based) (t CO ₂ e)	548.04	4,423.55	-87.61
Material Scope 3 emissions			
Total indirect Scope 3 emissions (t CO ₂ e)	197,437.06	197,594.31	-0.08
1 Purchased goods and services	11,024.12	10,763.17	2.42
2 Capital goods	12,026.61	9,386.35	28.13
3 Fuel- and energy-related activities not included in Scope 1 or Scope 2	17,356.42	17,292.79	0.37
4 Upstream transportation and distribution	154,609.33	155,980.90	-0.88
5 Waste generated in operations	0	674.36	-100
6 Business travel	0	264.14	-100
7 Employee commuting	1,080.46	1,435.30	-24.72
8 Upstream leased assets	0	0	0
9 Downstream transportation	0	0	0
10 Processing of sold products	0	0	0
11 Use of sold products	1,334.18	1,680.24	-20.60
12 End-of-life treatment of sold products	5.94	5.83	2.02
13 Downstream leased assets	0	111.22	-100
14 Franchises	0	0	0
15 Investments	0	0	0
Total emissions			
Total emissions (location-based) (t CO ₂ e)	268,128.47	268,166.81	-0.01
Total emissions (market-based) (t CO ₂ e)	264,989.58	269,054.46	-1.51

Table 8: E1-4 and E1-6 for GHG emissions by Scopes 1, 2 and material Scope 3 categories (per E1-6 AR 48)

Calculation methods

E1

Scope 1 emissions are based on direct consumption data from controlled sources, in particular fuel consumption of the vehicle fleet and stationary energy consumption. Lagermax calculates these emissions using recognised emission factors. Where primary data is not available, suitable estimates and assumptions are used.

Scope 2 emissions are calculated using both the location-based and market-based approaches. While the location-based approach uses average national or regional grid mixes, the market-based approach reflects contractually allocated electricity procurement, such as Guarantees of Origin (GoOs). Self-generated electricity is included. Where no corresponding evidence is available, the national grid mix is applied as a conservative assumption.

Scope 3 emissions include material indirect emissions along the value chain and are mainly calculated using spend-based methods. Where available, Lagermax uses activity-based or supplier-specific data. Non-material categories are reported as zero where they are structurally not relevant or fall below the Group's internally defined materiality threshold of 1%.

The calculation of greenhouse gas emissions is subject to uncertainties, particularly for Scope 3 emissions, as average values and estimates are used in some cases. Lagermax regularly refines the data basis and calculation methods to improve the informative value of the emissions inventory.

In the reporting year, Lagermax implemented methodological developments in Scope 3 accounting. To ensure comparability, the previous year's emissions values were adjusted accordingly.

Lagermax retrospectively adjusted Scope 3 emissions for the 2024 reporting year to reflect methodological developments in emissions calculation and ensure comparability between reporting periods.

The adjustments include:

- improved allocation of expenses with corresponding effects on the categories “Purchased goods and services” and “Capital goods”,
- an update of the spend-based emission factors used from EXIOBASE 3.9 (2019) to EXIOBASE 3.11 (2023),

Overall, the adjustments reduced Scope 3 emissions for 2024 by 13,091 t CO₂e (-6%).

Further climate-related disclosures

E1-7 – E1-9

Lagermax currently does not implement projects to remove greenhouse gases from the atmosphere and does not use carbon credits to offset emissions. The Group does not currently apply an internal CO₂ pricing system. Lagermax is reviewing the integration of corresponding steering mechanisms as part of the further development of its climate strategy.

Reliable quantification of the financial effects of climate-related risks and opportunities is not currently available because the underlying data foundations and methodologies are still being developed. Qualitative assessments are carried out as part of the double materiality assessment and existing risk management processes.

Material risks and opportunities are particularly linked to energy price developments, regulatory requirements, technological change and the availability of lower-emission transport solutions.

3.2. Pollution

E2

The double materiality assessment identified pollution as relevant for the Lagermax Group. The following chapter explains how the Group manages the environmental impacts of its business activities, which policies apply and how the development of data foundations supports emissions management and the identification of emission reduction opportunities.

Material pollution-related impacts, risks and opportunities (IROs)

SBM-3

The material impacts related to pollution arise from the transport and logistics activities of the Lagermax Group. They include air pollutants such as nitrogen oxides (NOx), sulphur oxides (SOx), particulate matter and volatile

organic compounds (VOC), as well as microplastic emissions from tyre abrasion. These emissions occur both in own operations and along the upstream and downstream value chain.

Lagermax has not currently identified relevant financial risks or opportunities.

Material topic	Title	Description	Type	Location in the value chain	Time horizon
Pollution (E2)	Air pollution from NOx, SOx, PM and VOC emissions	Transportation activities linked to Lagermax's own operations and value chain release air pollutants that can damage ecosystems, lower air quality and harm human health.	Actual negative impact	Own operations, upstream, downstream	Short-/medium-term
Pollution (E2)	Microplastic pollution from tyre wear of fleet vehicles	Tyre abrasion from Lagermax's fleet releases microplastics that can pollute soil and waterways, degrade ecosystems and pose health risks.	Actual negative impact	Own operations, upstream, downstream	Medium-term

Table 9: E2 IROs

Policies related to pollution

E2-1

In addressing pollution, Lagermax is guided by international and European frameworks, in particular the EU Zero Pollution Action Plan. The group-wide Environmental and Climate Policy (see Table 1) provides the strategic framework and covers emissions management, climate change mitigation and resource efficiency. For the transport sector, it defines specific fields of action such as fleet modernisation, alternative drives and process optimisation.

The Executive Board holds overall responsibility. Specialist functions, including ESG, Fleet Management, Quality Management and Facility Management, manage operational implementation. The Supplier Code of Conduct requires external partners to comply with these environmental requirements.

Actions related to pollution

E2-2

Measures to reduce pollution partly overlap with the climate change mitigation measures described in Chapter E1 “Climate change” and include fleet modernisation, the assessment of alternative drive technologies and measures to increase transport efficiency.

In addition, Lagermax pursues measures in the following areas:

Target area	Objective	Scope reference	Time horizon
Data basis for air pollutants	Development of a data basis for NOx, SOx, VOC and particulate matter emissions	by 2026	Supporting objective
Environmental management systems	Further development of existing ISO 14001 management systems and review of additional relevant sites	ongoing	Supporting objective

Table 10: E2 target areas

By expanding the data basis and environmental management systems, Lagermax aims to improve the assessment

Data quality and monitoring: The Lagermax Group is developing the data basis for environmentally relevant emissions. The aim is to improve the collection and evaluation of air pollutants such as NOx, SOx, VOCs and particulate matter and to integrate the corresponding data into ESG reporting.

Environmental management systems: Lagermax regularly refines the existing ISO 14001-certified environmental management systems and applies them in day-to-day operations. To harmonise the recording and management of environmental impacts across the Group, Lagermax is evaluating the inclusion of additional sites.

Our progress on pollution

E2-3

The current focus is on improving the data basis for air pollutants and further developing environmental management systems. Specific quantified targets have not yet been defined. These focus areas support a more robust basis for future target-setting and progress measurement. Measures to reduce pollution overlap significantly with the climate change mitigation measures in Chapter E1: fleet modernisation, alternative drive technologies and efficiency improvements in transport are intended to contribute to lower greenhouse gas emissions and lower air pollutant emissions.

The following focus areas support the further development of the management approach:

of environmental impacts and support the future development of specific targets.



Pollution of air, water and soil

E2-4

The Lagermax Group's material pollution-related impacts primarily relate to air emissions from transport and logistics activities. These include nitrogen oxides (NOx), sulphur oxides (SOx), particulate matter (PM) and volatile organic compounds (VOC), which arise both from own operations and along the upstream and downstream value chain.

Lagermax is developing a group-wide data framework for recording these emissions. The further development of standardised methods and systems is intended to enable greater transparency and comparability over time.

The double materiality assessment did not identify emissions to water and soil as material. However, it identified microplastic emissions from tyre abrasion as a material impact.

A group-wide quantification of microplastic emissions is not yet possible due to limited data availability and methodologies that are still under development. Lagermax is evaluating suitable methods and data sources.

Substances of concern

E2-5

Lagermax handles potentially hazardous substances through existing environmental, safety and compliance processes and in accordance with applicable legal requirements.

As part of the double materiality assessment, Lagermax identified no material impacts, risks or opportunities related to substances of very high concern (SVHC) for the reporting year. Existing management and procurement processes consider requirements in this area.

3.3 Resource use and circular economy

E5

Resource use and the circular economy are gaining importance due to new regulatory requirements, geopolitical developments and increasing pressure to improve resource efficiency. For the Lagermax Group, the relevant issues concern material use in own operations and material flows along the value chain.

Material resource-related impacts, risks and opportunities (IROs)

SBM-3

Lagermax’s resource use and circular economy impacts relate primarily to the use of operating materials and to material flows in transport and warehousing processes, both in own operations and along the upstream and down-

stream value chain. The focus is on steel-intensive assets, fuel consumption and packaging materials.

These resource flows are closely linked to material efficiency, availability and regulatory requirements. At the same time, circular logistics services, return processes and optimised packaging solutions may create opportunities for further development of operational processes.

Material topic	Title	Description	Type	Location in the value chain	Time horizon
Resource use & circular economy (E5)	High-intensity use of fossil fuels and steel	Fuel-intensive trucks and machinery depend on finite resources such as fossil fuels and steel. Reliance on steel-intensive assets contributes to resource depletion and GHG emissions.	Actual negative impact	Own operations	Short-/medium-term
Resource use & circular economy (E5)	Risk of operational disruption due to natural resource dependency	Reliance on resource-intensive assets, materials and fuels 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 reduces packaging in motorcycle logistics, thereby reducing material use, costs and related environmental impacts.	Opportunity	Own operations	Short-term

Material topic	Title	Description	Type	Location in the value chain	Time horizon
Resource use & circular economy (E5)	Transport and materials trading expertise	Lagermax provides logistics and materials trading services, with a focus on plastics recycling and the transport of lithium-ion batteries, thereby supporting selected circular economy activities.	Actual positive impact	Own operations, downstream	Short-term
Resource use & circular economy (E5)	360° Logistics	End-to-end lifecycle logistics solutions can improve efficiency, reduce costs and support resource-efficient processes across selected industries.	Opportunity	Own operations, downstream	Short-/medium-term

Table 11: E5 IROs

Policies related to resource use and circular economy

E5-1

The group-wide Environmental and Climate Policy provides the strategic framework (see Table 1). It defines principles for material efficiency, waste prevention and circular approaches. The focus is on Lagermax’s central resource flows: fuels, steel-based operating assets and packaging materials, as well as their reuse, recycling and return along the value chain.

The specialist departments, particularly ESG, Procurement and the operating units, manage operational implementation. Lagermax also communicates relevant requirements for external partners through the Supplier Code of Conduct.

Actions related to resource use and circular economy

E5-2

Implementation focuses on reducing reliance on fossil fuels and improving material efficiency in areas linked to the material E5 impacts, risks and opportunities. Measures described in Chapter E1, including fleet modernisation, alternative drive technologies and lower-emission energy carriers, also support E5 objectives by reducing dependence on fossil fuels.

In relation to packaging materials, Lagermax aims to reduce material use through packaging optimisation, naked transportation and reusable packaging solutions where operationally feasible and aligned with customer requirements.

In addition, the Group provides selected circular logistics solutions, including waste collection, trading of recyclable materials such as paper and plastic, used vehicle remarketing and battery logistics. Lagermax aims to further develop these activities in line with market demand, regulatory requirements and operational feasibility.

For resource inflows, including packaging materials and steel-intensive assets, reliable group-wide baseline data is still being developed. Resource outflows, particularly waste volumes, were collected group-wide for the first time in the 2025 reporting year.

Our progress: resource use and circular economy

E5-3

The current priority is to establish a reliable data and management framework for resource flows and material use as a basis for future indicators and targets.

The following focus areas support the further development of this management approach:

Target area	Objective	Time horizon	Classification
Fleet modernisation & energy efficiency	Development of management indicators for fuel efficiency, electrification and alternative fuels	2025–2027	Supporting objective
Circular packaging	Development of indicators for packaging materials and recyclability	by 2027	Supporting objective
Procurement & resource use	Development of sustainability criteria and data foundations for material resource flows	by 2027	Supporting objective
Baseline definition	Definition of a group-wide base year for resource efficiency and circular economy indicators	by 2027	Supporting objective

Table 12: E5 target areas

By expanding the data basis for resource flows, packaging and material inputs, Lagermax aims to establish a robust

foundation for future group-wide targets for resource use and the circular economy.

Waste

E5-5

While group-wide quantitative recording of these resource inflows is still being developed, Lagermax collected resource outflows group-wide for the first time in 2025,

mainly packaging waste and waste from workshops, warehouses and administration.

Material waste stream 2025	Quantity (t)	Predominant treatment
Wood packaging	456.8	Recycling (open-loop and closed-loop)
Mixed municipal waste	439.0	Predominantly landfill and energy recovery
Paper and cardboard packaging	237.4	Recycling (open-loop and closed-loop)
Metal packaging	182.8	Almost complete recycling
Used tyres	129.3	Recycling and energy recovery
Sludge from oil/water separators	97.2	Treatment route partly not yet fully documented
Mixed packaging	96.4	Combination of recycling, landfill and energy recovery

Table 13: E5-5 Waste by type and treatment

The largest waste streams by quantity include wood packaging, mixed municipal waste, paper and cardboard packaging, metal packaging, used tyres and sludge from oil/water separators.

The collected data shows that around 68% of recorded waste volumes were directed to recycling processes, of which around 38% was open-loop recycling and 30% closed-loop recycling. A further 5% was used for energy recovery and around 4% was landfilled. For some waste streams, complete information on the subsequent treatment route was not yet available at the reporting date.

Calculation methods E5

Waste data was collected group-wide for the first time in 2025 using internal data collection templates and covers all material operating companies and operating sites. Smaller rented office locations were included where data

was available; remaining gaps are considered immaterial due to their limited scale.

Quantities were reported in tonnes and are based on local records, disposal invoices, weighbridge tickets or waste management provider information, depending on the waste stream and site. Waste streams were classified with reference to European Waste Catalogue (EWC) codes and consolidated through an internal mapping approach.

Treatment methods and the distinction between hazardous and non-hazardous waste are based on available local records and provider information. For some waste streams, the downstream treatment route was not yet fully documented. As 2025 is the first group-wide waste data collection, no prior-year comparison is presented.



04

Social

4.1 Own workforce

S1

As a service company, the Lagermax Group depends on qualified, committed and motivated employees. They contribute significantly to service quality, the operational delivery of transport and logistics activities, and the Group's long-term development. The double materiality assessment-identified working conditions, health and safety, training and development, as well as the recruitment and retention of skilled workers as material topics.

Working conditions

Material impacts, risks and opportunities related to working conditions

SBM-3

The material impacts related to working conditions primarily concern employee health and safety. Due to the different fields of activity, physical strain and accident risks are particularly relevant.

Through preventive measures, training and occupational safety processes, Lagermax supports safe and healthy working conditions. In addition, the shortage of skilled workers was identified as a material risk, as staff short-ages can affect operational processes and workload.

Employee development and training measures support the recruitment, development and long-term retention of qualified employees.

Material topic	Title	Description	Type	Location in the value chain	Time horizon
Own workforce (S1)	Health and safety-related impacts	Employees face risks of minor and major accidents, which can affect 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 affect long-term growth and profitability.	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 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

Table 14: S1 Working conditions IROs



Policies related to working conditions

S1-1

The Code of Conduct sets out fundamental principles such as respect for human rights, equal treatment, fair working conditions and freedom of association.

The Occupational Health and Safety Policy defines group-wide requirements for health and safety at work, including risk assessments, training, personal protective equipment and emergency measures. Site-specific processes support implementation of these requirements.

Engagement with own workforce

S1-2

Lagermax maintains regular dialogue with employees through employee reviews, surveys, works council structures and other exchange formats. These formats address topics such as working conditions, health and safety, and corporate culture.

In 2025, Lagermax prepared the first group-wide employee survey, which was conducted after the reporting date in 2026. Its results will support the development of improvement measures at both Group and site level.

Internal reporting channels and whistleblowing system

S1-3

Lagermax records, investigates and evaluates work-related accidents and health-related incidents to derive appropriate measures.

In addition, employees have access to a group-wide whistleblowing system. Reports can be submitted confidentially. The section on the Whistleblower Mechanism (G1-1) provides further information on governance, responsibilities and protection mechanisms.

Actions to improve working conditions

S1-4

Lagermax manages working conditions through measures related to occupational health and safety, employee wellbeing and the management of workforce-related risks, including the shortage of skilled workers. Existing measures include occupational safety processes, workplace accident evaluation, regular safety training, flexible working time models where compatible with the activity and location, as well as selected local benefits such as occupational medical check-ups, accident insurance and sports or wellbeing offers.

In 2025, Lagermax initiated the development of a group-wide health and wellbeing offering together with Mavie next GmbH, which was introduced after the reporting date. The service provides employees and their families with low-threshold access to psychological counselling, mentoring, a digital wellbeing portal and online sports programmes.

Further development of working conditions and HR measures will be supported by employee feedback, including the group-wide employee survey described in section S1-2.

Our progress: working conditions

S1-5

Good working conditions and employee health and safety are important. Existing measures and offerings are there-fore reviewed regularly and further developed. The following focus areas are central to this approach:

Target areas	Objective	Time horizon	Classification
Occupational health and safety policy	Group-wide introduction of a standardised occupational health and safety policy, taking local requirements into account	by 2026	Supporting objective
Training and skills development	Further development of training and safety instruction, and establishment of group-wide monitoring	by 2026	Supporting objective
Safety culture and employee feedback	Use of employee survey results to identify and implement improvement measures	from 2025	Supporting objective
Health and well-being	Further development of existing offerings relating to health, well-being and prevention	ongoing	Supporting objective

Table 15: S1 Working conditions target areas

These focus areas provide the basis for developing working conditions across the Group and tracking progress more transparently. In the future, common indicators and targets are intended to support more consistent management of working conditions, health and safety, and employee satisfaction.

This will be based, among other things, on employee survey results, training data, and indicators on workplace accidents and health protection. Existing HR, safety and reporting processes monitor and review implementation of the measures. The responsible specialist departments coordinate implementation in cooperation with the operating units.



Characteristics of own workforce

S1-6

As of 31 December 2025, the Lagermax Group employed 4,011 employees in 14 countries. The workforce includes

roles in offices, warehouses, logistics centres, transport operations, and technical and operational functions. The following disclosures provide an overview of the work-force by gender, geographical distribution and contract type.

Gender	Number of employees
Male	3,038
Female	973
Other	0
Not disclosed	0
Total employees	4,011

Table 16: S1-6 Number of employees by gender

The workforce of the Lagermax Group reflects the structures of the transport and logistics sector and is currently predominantly male. The share of women is around 25%. The development of this indicator is monitored group-wide as part of diversity reporting.

As an internationally active group, Lagermax employs people in several countries in Central and Eastern Europe. The largest share of the workforce is based in Austria, where the Group headquarters and several larger sites are located. Overall, people from more than 40 nationalities work for the Lagermax Group, reflecting the international nature of its workforce and operations.

Top countries	Number of employees (headcount)
Austria	1,068
Croatia	549
Hungary	484
Slovakia	476

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

Composition of own workforce [2025]	Female	Male	Other	Not disclosed	Total
Number of employees	973	3,038	0	0	4,011
Number of permanent employees	930	2,945	0	0	3,875
Number of temporary employees	26	60	0	0	86
Number of employees without guaranteed working hours	17	33	0	0	50
Number of full-time employees	782	2,948	0	0	3,730
Number of part-time employees	191	90	0	0	281

Table 18: S1-6 Employees by contract type and gender

The vast majority of employees have permanent full-time contracts. Temporary employment relationships and employment relationships without guaranteed working

hours account for only a small share of the total workforce. Part-time employment is used predominantly by women.

Health and safety metrics

S1-14

In 2025, recordable work-related accidents, the accident rate and lost days decreased compared with the previous year, while no fatalities were recorded. Reported cases of

work-related ill health increased and will be monitored further.

All employees were covered by occupational health and safety management systems aligned with applicable legal requirements and recognised standards and guidelines.

Health and safety metrics	2025	2024
Percentage of own workforce covered by the company's occupational health and safety management system, based on legal requirements and/or recognised standards or guidelines [%]	100	100
Percentage of own workforce covered by an occupational health and safety management system based on legal requirements and/or recognised standards or guidelines, and internally and externally audited or certified [%]	2.54	0
Number of fatalities resulting from work-related injuries	0	0
Fatalities resulting from work-related ill health	0	0
Recordable work-related accidents	89	112
Rate of recordable work-related accidents	12	15.41
Cases of recordable work-related ill health	11	7
Lost days due to work-related injuries, fatalities from work-related accidents, work-related ill health and fatalities from ill health	2,369	3,053

Table 19: S1-14 Summary of employee health and safety metrics

In 2025, there were no fatalities among employees or external workers at any Lagermax site. The number of recordable work-related accidents decreased from 112 in the previous year to 89. Accordingly, the accident rate decreased from 15.41 to 12.00. At the same time, lost days due to work-related accidents and work-related ill health decreased from 3,053 to 2,369 days.

Lagermax systematically records, investigates and evaluates work-related accidents and health-related incidents to analyse causes and derive appropriate preventive measures.

Further development of management systems, training and preventive measures remains an important element of the Group's occupational health and safety approach.

Incidents, complaints and severe human rights impacts

S1-17

In the reporting year, no cases of discrimination or harassment were reported. Existing internal and external grievance channels received no corresponding reports.

In addition, Lagermax identified no severe human rights incidents related to its own workforce. No violations of the

UN Guiding Principles on Business and Human Rights, the ILO core labour standards or the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct were identified.

The section on the Whistleblower Mechanism (G1-1) provides further information on the existing grievance and whistleblowing mechanisms.

Equal treatment and opportunities for all

Material impacts, risks and opportunities related to diversity and equal opportunities

SBM-3

Diversity, equal treatment and equal opportunities are material topics for the Lagermax Group. In a sector traditionally characterised by a high share of male employees in operational, technical and certain management functions, fair and transparent HR processes are important to reduce the risk of structural disadvantages.

The double materiality assessment identified insufficient diversity and unequal opportunities as a potential negative

impact. For Lagermax, diversity and equal treatment are relevant for fairness as well as for attracting, retaining and developing qualified employees.

In 2025, the Group initiated preparatory work to strengthen transparency in HR and remuneration-related processes in view of upcoming pay transparency requirements, including the EU Pay Transparency Directive. This included initial work on role-related job structures to improve the basis for future transparency and comparability.

Material topic	Title	Description	Type	Location in the value chain	Time horizon
Own workforce (S1)	Insufficient equal opportunity and diversity	The workforce at Lagermax is predominantly male, reflecting broader industry patterns. This imbalance is especially evident in Austrian top management, where women remain 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 and opportunities IROs



Policies related to diversity and equal opportunities

S1-1

The group-wide Code of Conduct sets out principles on diversity, equal treatment and non-discrimination. It defines requirements for respectful conduct, equal opportunities, and protection against discrimination and harassment. The requirements apply group-wide and are also communicated to business partners through the Supplier Code of Conduct.

Equal treatment, diversity and respectful conduct are addressed within existing communication and HR formats. Flexible working models and selected support offerings for employees with care responsibilities support work-life balance where compatible with the activity and location.

Our progress: equal treatment and equal opportunities

S1-5

Lagermax is working to further expand the underlying data and management tools in this area.

At present, no group-wide defined and quantified targets within the meaning of ESRS S1 are in place. The current focus is on further developing metrics, management processes and key management indicators to enable more consistent and evidence-based management over the long term.

The following focus areas support the further development of the management approach:

Actions to promote equal treatment and equal opportunities

S1-4

Lagermax addresses equal treatment and opportunities through diversity-related measures, employee participation and greater transparency. Employee feedback, including the group-wide employee survey described in section S1-2, supports the further development of related measures.

In 2025, Lagermax initiated preparatory work for future pay transparency requirements, including the EU Pay Transparency Directive. As described above, this focused on grouping and harmonising role-related job structures.

Target area	Objective	Time horizon	Classification
Diversity & inclusion	Use of employee survey results to derive and implement improvement measures	from 2025	Supporting objective
Fair remuneration & transparency	Review of existing remuneration structures in the context of regulatory requirements	from 2025	Supporting objective
Training & awareness-raising	Integration of equal treatment and fairness aspects into existing leadership and HR formats	ongoing	Supporting objective
Dialogue & participation	Further development of existing communication and participation formats	ongoing	Supporting objective
Work-life balance	Continuation and further development of existing support offerings	from 2025	Supporting objective

Table 21: S1 Equal treatment and opportunities target areas

These objectives do not constitute full ESRS targets, but support the development of a consistent management and target framework.

Lagermax is further developing metrics and data foundations for diversity, equal opportunities and inclusion. These provide the basis for the future definition of group-wide objectives.

Diversity metrics

S1-9

The following metrics provide an overview of the gender distribution in the Group's top management positions.

In the 2025 reporting year, the share of women in top management remained unchanged at 5.3%. Of a total of

38 positions, 2 were held by women and 36 by men. Employees with another gender or who did not disclose their gender were not represented in top management.

The metrics provide a basis for monitoring the further development of diversity and equal opportunities within the Lagermax Group.

Diversity by gender in top management	2025 [headcount]	2025 [%]	2024 [headcount]	2024 [%]
Number of women in top management	2	5.3	2	5.3
Number of men in top management	36	94.7	36	94.7
Number of employees of other gender in top management	0	0	0	0
Number of employees with gender not disclosed in top management	0	0	0	0

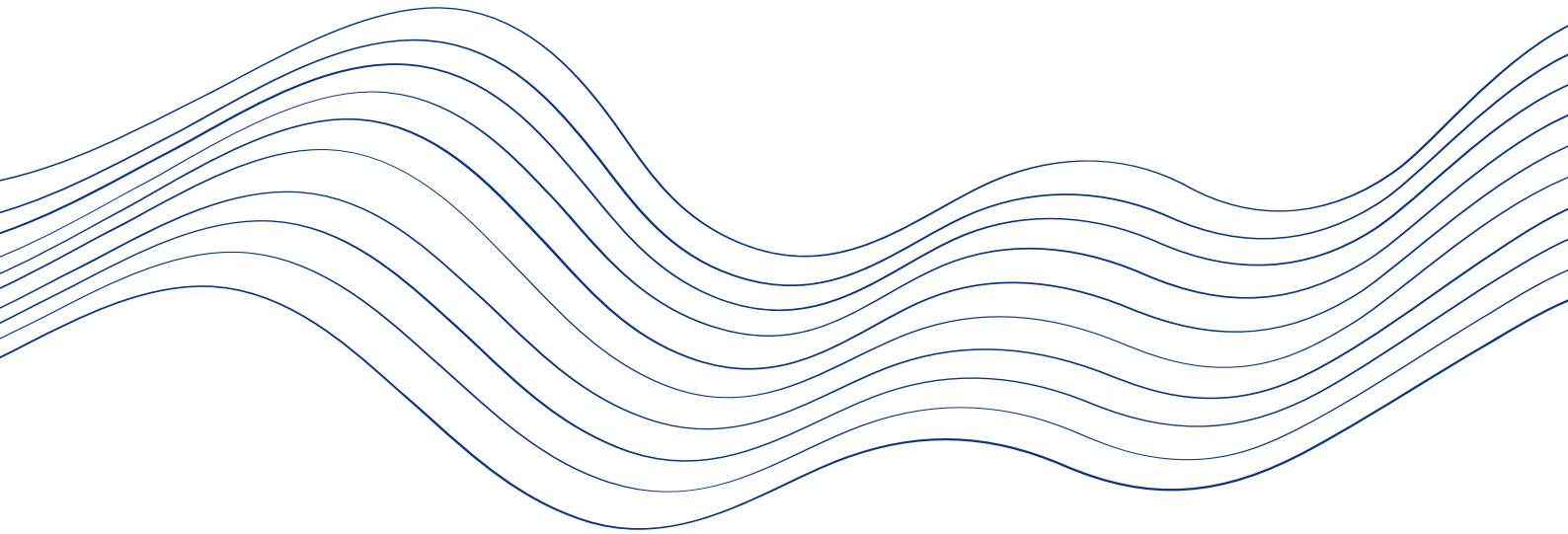
Table 22: S1-9: Diversity by gender in top management

The age structure of the workforce shows that the largest share of employees, 53%, is between 30 and 50 years old, indicating a significant share of employees in mid-career stages. Employees over 50 account for 31% of the workforce, while employees under 30 account for 16%.

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

Diversity by age	2025 [headcount]	2025 [%]	2024 [headcount]	2024 [%]
Employees under 30 years	645	16.03	657	16.15
Employees aged 30–50 years	2,119	52.83	2,208	54.26
Employees over 50 years	1,247	31.09	1,204	29.59

Table 23: S1-9 Diversity by age





Work-life balance

S1-15

Work-life balance is an important component of working conditions and equal opportunities within the Lagermax Group. Flexible working models and family-related benefits support employees at different life stages.

In the 2025 reporting year, the corresponding metrics were collected group-wide for the first time. The results show that all employees were entitled to family-related leave.

The first group-wide collection of these metrics provides a basis for monitoring the use of family-related benefits in future and for further developing measures to support work-life balance.

Metric	2025
Share of employees entitled to family-related leave	100.0%
Share of eligible employees who took family-related leave	7.9%
Share of eligible women who took family-related leave	14.2%
Share of eligible men who took family-related leave	5.9%

Table 24: S1-15 Family-related leave

Remuneration metrics

S1-16

Lagermax does not currently disclose information on the gender pay gap or remuneration ratios. Cross-country methodologies are currently being harmonised, data

collection is being standardised, and processes for data consolidation and validation are being established. The aim is to provide comparable group-wide data on the gender pay gap and remuneration metrics in the future and to disclose them in upcoming reporting cycles.

Training and skills development

Material impacts, opportunities and risks related to training and skills development

SBM-3 -S1

impact for the own workforce. Training and development offerings support employees in expanding their professional and personal skills and contribute to their readiness for future roles and responsibilities.

The double materiality assessment identified career development and skills development as a material positive

Material topic	Title	Description	Type	Location in the value chain	Time horizon
Own workforce (S1)	Career development and increased skills 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

Table 25: S1 Training and skills development IROs

Policies related to training and skills development

S1-1

Principles relating to equal opportunities, qualification and professional development are embedded in the group-wide Code of Conduct. Employees are expected to have access to training and development opportunities regardless of personal characteristics.

Implementation takes place through different learning and qualification formats, including apprenticeship programmes, specialist training, driver-related training and offerings provided by the Lagermax Academy. These support the development of professional and personal skills across different functions and business areas.

Responsibility for designing and further developing the relevant programmes lies with HR and the operational specialist departments. Transparent and traceable criteria form the basis for personnel development and career decisions.

Actions related to training and skills development

S1-4

Lagermax addresses the material positive impact of career and skills development through measures in the areas of junior talent development, qualification and leadership development.

Key focus areas include apprenticeship programmes, internships, trainee programmes and function-specific training for different occupational groups. In the reporting year, 71 internship, trainee and apprenticeship positions were awarded across the Group. Junior talent development takes place in several countries across the Group and is being further developed on an ongoing basis.

A central component of the development offering is the Lagermax Academy for emerging leaders, which brings together employees from different countries and business areas. In addition, the NextGen Board was established as a group-wide format that enables emerging leaders to work on strategic and cross-functional topics and contribute their own perspectives.

Lagermax continuously develops its group-wide learning and development offering and works to increase transparency regarding career and development opportunities. New additions include qualification initiatives to build AI skills, as illustrated by the success story below. The results of the group-wide employee survey are used to further develop existing offerings and to support the design of future qualification measures.

Success Story: Future skills through the Lagermax AI Hub

In the reporting year, Lagermax launched the AI Hub as a pilot initiative to support employees in building future skills in the field of artificial intelligence. The approach aims not to introduce AI as a stand-alone technology, but to build skills where specialist knowledge, process understanding and data come together in daily work.

The AI Hub combines a leadership track, a champions track and learning opportunities for employees. Managers are introduced to strategic, organisational and responsible uses of AI. In parallel, a network of AI Champions is being developed to identify practical use cases, transfer knowledge into their areas and promote the exchange of experience.

The focus is on practice-oriented skills development. Employees should gain confidence in using AI, better understand its opportunities and limitations, and

develop concrete use cases that can support operational processes or improve collaboration. In this way, the initiative supports the development of digital skills and employee engagement in technological change processes.

The pilot phase currently focuses on sites in the Salzburg region. The experience gained is intended to serve as a basis for assessing possible further roll-out steps within the Lagermax Group.



Our progress: training and skills development S1–5

To enable more targeted management of progress in training and skills development in future, Lagermax is

further developing data foundations, metrics and management processes on an ongoing basis.

The following focus areas support the further development of the management approach:

Target area	Objective	Time horizon	Classification
Junior talent development	Continuation and further development of internship, apprenticeship and trainee programmes, as well as the development of additional metrics	from 2025	Supporting objective
Talent development & leadership	Further development of the Lagermax Academy and the NextGen Board	ongoing	Supporting objective
Training activities	Expansion of group-wide data collection on training hours and qualification measures	by 2026	Supporting objective
Career development	Improvement of transparency regarding development and career opportunities	ongoing	Supporting objective
Employee feedback	Use of employee survey results to further develop qualification and development offerings	from 2025	Supporting objective

Table 26: Training and skills development target areas

These objectives do not constitute full ESRS targets, but support the development of a consistent management and target framework.

Lagermax is working on the further development of group-wide metrics and data foundations for training and skills

development. These are intended to support the future definition of objectives in the areas of qualification, skills development and talent development.



As the data basis is gradually improved, a more comprehensive picture of training and development activities is expected to become available in future.

Calculation methods S1

In the reporting year, data foundations and collection processes in the HR area were further harmonised. Individual prior-year figures were adjusted to improve comparability and data quality. The changes relate in particular to the harmonisation of employee categories, employment types and personnel data from different HR systems. Adjusted comparative figures are already reflected in the prior-year values.

Employee numbers are reported as headcount as at 31 December 2025 of the respective reporting year and include permanent and temporary employees, including apprentices and part-time employees. Temporary agency workers and external service providers are not included unless stated otherwise. The data is sourced from the local HR systems of the entities and centrally consolidated at Group level. Top management is defined as members of the European Executive Board and the European Management Board.

particular, transparency regarding working conditions may be limited in multi-tier supplier and subcontractor structures.

Lagermax addresses this risk through contractual requirements, supplier assessments and the gradual integration of ESG criteria into supplier management.

Training and skills development metrics

S1-13

In 2025, training hours were collected group-wide for the first time. With an average of 7.1 training hours per employee, an initial reference value is available that serves as a starting point for further development. Data collection is still being expanded, as training data from individual group entities has not yet been fully integrated into the reporting process. It can therefore be assumed that the actual training volume is higher.

4.2 Workers in the value chain

S2

Lagermax works with subcontractors, suppliers and other business partners and places importance on responsible and long-term cooperation. Compliance with labour, social and safety standards along the value chain provides an important framework for this cooperation.

Material impacts, risks and opportunities related to workers in the value chain

SBM-3-S-2

The material impact related to workers in the value chain concerns potential challenges relating to working conditions along the upstream and downstream value chain. In

Material topic	Title	Description	Type	Location in the value chain	Time horizon
Workers in the value chain (S2)	Potential working condition challenges in 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-/medi-um-term

Table 27: S2 IROs

Policies related to workers in the value chain

S2-1

Requirements relating to working conditions, human rights, equal treatment and occupational health and safety in the value chain are embedded in the Supplier Code of Conduct. The requirements apply to all suppliers and business partners.

The Supplier Code of Conduct is aligned with international standards, including the ILO Core Labour Standards, the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. Implementation is supported through assessments, supplier dialogues and other review measures.

Grievance mechanisms

S2-3

Workers in the value chain and other external stakeholders have access to the group-wide whistleblowing system. Reports can be submitted confidentially. Further information on responsibilities and protection mechanisms is provided in the section on the Whistleblower Mechanism (G1-1).

Actions related to workers in the value chain

S2-4

Lagermax addresses potential risks for workers in the value chain primarily through requirements relating to human rights, working conditions and occupational health and safety within supplier management.

Key actions include the implementation of the Supplier Code of Conduct, the phased integration of ESG requirements into contractual relationships and the further development of supplier assessments.

In addition, Lagermax is further developing the underlying data and processes used to identify and assess social risks along the value chain.

Where business partners show indications of non-compliance with contractual requirements, the Supplier Code of Conduct or agreed quality expectations, Lagermax classifies the case according to risk and initiates appropriate follow-up measures. Depending on the circumstances, these may range from supplier dialogues and improvement plans to the termination of the business relationship.

Our progress: workers
in the value chain

S2-5

The further development of supplier management and the related management processes is a central component of Lagermax's management approach. The focus is on

expanding data foundations, integrating social and human rights aspects more strongly into existing processes and regularly refining risk assessments along the value chain. At present, no group-wide defined and quantified targets within the meaning of ESRS S2 are in place. The following focus areas support the further development of the management approach:

Target area	Objective	Time horizon	Classification
Supplier Code of Conduct	Group-wide implementation and integration into supplier relationships	by 2026	Supporting objective
ESG requirements in contracts	Integration of standardised ESG requirements into contractual relationships	by 2027	Supporting objective
Supplier assessment	Further development of ESG criteria in assessment and selection processes	by 2027	Supporting objective
Transparency & monitoring	Expansion of the data basis for assessing social risks in the value chain	ongoing	Supporting objective

Table 28: S2 target areas

05

Governance

5.1 Responsible business conduct

G1

Responsible business conduct provides the basis for corporate governance within the Lagermax Group. Key elements include compliance with legal requirements, integrity, transparent decision-making and effective compliance and control mechanisms. Group-wide policies, training and internal processes support these elements.

Material impacts, risks and opportunities related to responsible business conduct

ESRS 2 SBM-3

The Lagermax Group's material governance topics include a shared corporate culture, integrity and compliance, and responsible cooperation with business partners along the value chain. As an international group with

around 4,011 employees in 14 countries, Lagermax attaches particular importance to common standards, clear responsibilities and a shared understanding of values. Binding policies, training, the whistleblowing system, regular communication and awareness-raising measures support the group-wide embedding of these principles and help address compliance, corruption and antitrust risks.

Material topic	Title	Description	Type	Location in the value chain	Time horizon
Governance (G1)	Challenges fostering a compliance culture	Failure to embed Lagermax's "Together in Motion" culture and compliance processes, including whistleblower channels, could lead to misconduct incidents affecting trust, wellbeing and retention.	Potential negative impact	Own operations	Short-/medium-term
Governance (G1)	Cases of corruption and bribery affecting society and supply chain	Corruption and bribery risks in logistics 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 involvement enables Lagermax to contribute to discussions on regulation, transparency and low-emission transport solutions.	Potential positive impact	Own operations	Medium-term
Governance (G1)	Risk of negative image and loss of business due to antitrust issues	Unintentional breaches of competition law could lead to fines and reputational damage.	Risk	Own operations	Short-term

Table 29: G1 IROs

Management of impacts, risks and opportunities

Policies related to business conduct and corporate culture

G1-1

Lagermax manages impacts, risks and opportunities related to responsible business conduct through its group-wide Code of Conduct (see ESRS 2, Table 1: Corporate policies). The Code sets out requirements on integrity, corruption prevention, fair competition, conflicts of interest, and compliance with legal and internal requirements.

Internal controls, training, audits and the whistleblowing system support its implementation.

Lagermax communicates and reinforces shared values and standards of conduct through group-wide communication and dialogue formats. These include onboarding measures, employee surveys and cross-functional initiatives.

Whistleblowing system

Lagermax supports a culture of integrity, transparency and accountability. Employees, business partners and external stakeholders should be able to raise concerns safely, without fear of retaliation.

Reports of potential violations of the Code of Conduct, legal requirements or internal policies can be submitted anonymously via the group-wide whistleblowing portal.

The portal is accessible through both the intranet and the public website and provides a protected channel for reports from across the company and the supply chain.

The Code of Conduct protects persons who report concerns in good faith. Clear process requirements within the whistleblowing portal ensure the confidential, independent and fair handling of all reports. The underlying mechanisms support the timely identification, investigation and follow-up of potential concerns.

In the reporting year, no corresponding incidents were reported (see S1-17 Working conditions). To support transparency and continuous monitoring, Lagermax introduced quarterly internal reporting on whistleblowing cases for the first time in FY2025. Training on responsible business conduct

Mandatory basic training is being rolled out gradually to all employees across the Group and is intended to be fully implemented for all employees by 2026.

Supplier relationships

G1-2

Cooperation with suppliers, carriers and other business partners is based on long-term and reliable business relationships. Requirements relating to integrity, human rights, working conditions and sustainability are communicated through the Supplier Code of Conduct.

Lagermax is gradually integrating ESG criteria more systematically into procurement and supplier processes. Particular focus is placed on carriers and transport partners as key actors in the value chain. The aim is to place stronger emphasis on social, environmental and governance-related aspects in the assessment of and cooperation with business partners.

Prevention of corruption and bribery

G1-3

Lagermax applies a zero-tolerance policy towards corruption, bribery and other forms of unethical conduct. Prevention is based on the Code of Conduct, internal control mechanisms and defined approval, escalation and reporting processes. These include, among others, the four-eyes principle and the group-wide whistleblowing system.

In the reporting year, no confirmed cases of corruption or bribery were identified. Suspected cases are reviewed in accordance with the existing governance and compliance processes and reported to the responsible bodies.

Further information on training and awareness-raising measures is provided in the section “Training on responsible business conduct”. The effectiveness of the measures is monitored through internal controls, audits, compliance reviews and the whistleblowing system.

Metrics and targets

Incidents related to corruption or bribery

G1-4

In the reporting year, no confirmed cases of corruption or bribery by employees or business partners of the Lagermax Group were identified. Accordingly, there were no disciplinary measures, contract terminations, legal proceedings, convictions or fines in connection with such incidents.

Lagermax continues to develop its compliance and integrity structures. The focus is on implementing group-wide standards, expanding training measures and further strengthening internal control and reporting mechanisms.

The following focus areas support the further development of the management approach:

Target area	Objective	Time horizon	Classification
Corruption prevention & compliance	Maintaining a corruption-free business environment through prevention measures, internal controls and reporting processes	ongoing	Steering objective
Training & awareness-raising	Group-wide roll-out of mandatory training on the Code of Conduct, compliance and anti-corruption	by 2026	Supporting objective
Whistleblowing system	Further development of awareness and use of the whistleblowing system, as well as regular evaluation of incoming reports	ongoing	Supporting objective
Compliance monitoring	Further development of reporting and control mechanisms for the early identification of compliance risks	ongoing	Supporting objective

Table 30: G1 target areas

Political influence and lobbying activities

G1-5

Lagermax engages with public authorities, industry associations and other relevant stakeholders on regulatory and sector-specific developments in the transport and logistics sector. The exchange focuses in particular on framework conditions related to decarbonisation, infrastructure, energy supply, and labour and social standards along the value chain.

Interest representation is carried out primarily through industry and business associations at national and regional level. The management of corresponding activities is the responsibility of the respective entities and takes place in accordance with the Code of Conduct and applicable legal requirements.

In the reporting year, Lagermax did not make any financial contributions to political parties, political organisations or political candidates. In addition, no reportable lobbying activities were carried out.

Memberships in business and industry organisations exist in several countries, in some cases on a statutory basis. Lagermax is currently developing a group-wide overview of relevant memberships and interest representation 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	11–15
	• Material impacts, risks and opportunities	16–22, 25–26, 35, 38–39, 43, 48, 53, 57, 60–61
	• Approach to human rights	13–14, 44, 49, 57, 61–63
b) Engaging with affected stakeholders in all key steps of the due diligence	• SBM-2 Stakeholder Engagement	14–15
	• Sustainability policies	13–14, 26, 36, 39, 44, 49, 53, 57, 61
	• Environmental policies	13–14, 26, 36, 39
	• Social policies	13–14, 44, 49, 53, 57
	• Governance policies	13–14, 61
	• S1-2 Workforce engagement	44
	• S2-2 Value chain worker engagement	14–15
c) Identifying and assessing adverse impacts	• Double materiality assessment	16–22
	• Material impacts, risks and opportunities	16–22
d) Taking actions to address those adverse impacts	• Environmental actions	27–28, 36, 39–40
	• Social actions	44, 49, 53–54, 57
	• Governance actions	62–63
	• Climate transition plan	25
	• S1-3 Workforce remediation	44, 49, 53–54
	• S2-3 Value chain worker remediation	57
e) Tracking the effectiveness of these efforts and communicating	• Environmental performance	28–33, 36–37, 40–41
	• Social performance	45–48, 49–51, 55–56, 58
	• Governance performance	62–63

Table 31: Due diligence

List of Abbreviations

CoC Code of Conduct	ESRS European Sustainability Reporting Standards	QM Quality Management
CO₂e Carbon Dioxide Equivalent	GHG Greenhouse Gas	SBTi Science Based Targets initiative
CSRD Corporate Sustainability Reporting Directive	GoOs Guarantees of Origin	Scope 1, 2, 3 Greenhouse Gas Emissions Accounting Categories
DEI Diversity, Equity and Inclusion	HR Human Resources	SCoC Supplier Code of Conduct
DGNB Deutsche Gesellschaft für Nachhaltiges Bauen (German Sustainable Building Council)	HVO Hydrotreated Vegetable Oil (fuel)	SOx Sulphur Oxides
DMA Disclosure Requirement on Materiality Assessment (ESRS context)	ILO Core Labour Standards International Labour Organization Core Labour Standards	UN Global Compact United Nations Global Compact
EMB European Management Board	IRO Impact, Risk and Opportunity (assessment under ESRS)	UNGPs United Nations Guiding Principles on Business and Human Rights
EEB European Executive Board	NOx Nitrogen Oxides	VOCs Volatile Organic Compounds
ESG Environmental, Social and Governance	OECD Guidelines Organisation for Economic Co-operation and Development Guidelines for Multinational Enterprises	

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Behind the report

Sustainability does not happen within a single department.

This report is the result of the collaboration of many contributors from different functions and locations across the Lagermax Group, as well as external experts. Together, they contributed their knowledge, experience and perspectives to help make this report possible.

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Sustainability can only succeed through collaboration.
Together in Motion.
Thank you for your contribution.

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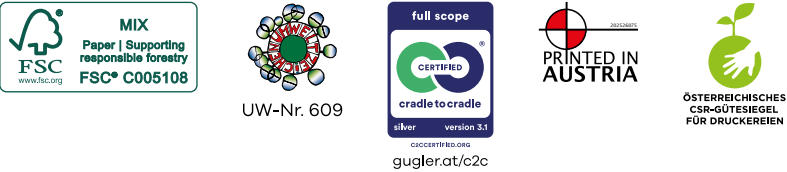
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