



SUSTAINABILITY REPORT 2024

LOGISTICS IN MOTION TOWARDS FUTURE GENERATIONS

ABOUT THIS REPORT

NAME OF THE ORGANISATION

Group-GTS

REPORTING INFORMATION

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This report is published separately from our annual accounts.

In line with our fiscal year, the reporting period covers 1 January to 31 December 2024. Unless otherwise stated, all figures refer to the previous financial year 2024.

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PRODUCTION

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FOREWORD



BEN GEYBELS, CEO

We are proud to present Group-GTS's second sustainability report. It once again offers an honest reflection of how we approach sustainability as a company. For us, the past year can be summed up by the following highlights.

Our colleagues from our sustainability team continued to deliver a wide range of projects. One of the team's major milestones was the double materiality assessment, carried out in line with the requirements of the European Corporate Sustainability Reporting Directive (CSRD). As with everything we do, we wanted to get this right. We put a great deal of

energy into developing a comprehensive process, with extensive stakeholder involvement and well-considered decisions. The results of this assessment are presented in this report.

Sustainability is also embedded across our other layers of our organisation. Various initiatives are launched and led by team and project leaders from different business units – ranging from efforts to make our fleet more sustainable, to optimising our transport planning, and engaging our customers. In this way, everyone continues to build on our sustainability story in their own role.

“

Everyone continues to build on our sustainability story in their own role. It is a great expression of our newest corporate value, ownership, which we introduced to the team in 2024.”

It is a great expression of our newest corporate value, ownership, which we introduced to the team in 2024.

The **external awards** we received last year were the proverbial icing on the cake. As CEO and COO, we believe that the drive to launch new projects is just as important, as are the team spirit and collegiality with which they're carried out. That said, we cannot deny how gratifying it is when an external professional jury recognises the hard work of our colleagues. The Green Truck Award and Digital Truck Award are now proudly on display in our office, confirming what we already knew: Group-GTS is on the right track!

We're pleased to see that the positive tone of our first report has continued into 2024. After all, 2023 – our first reporting year – marked a major milestone: our

40th anniversary. It was the perfect occasion to document our sustainability journey for the first time and look ahead.

This second report is special for another reason. For the Geybels family, 2024 was the year our founder, Karel Geybels, would have turned 100. For a company like Group-GTS – a family business in the truest sense – that's no small thing. Karel is our *pater familias*, our founder, and we honour his legacy. We see ourselves as one big family, and we hold typical family values and solidarity in high regard. For us, being a family business also means collegiality – and our warm team has plenty of that. Times may have changed over the past century, but we won't compromise on our values. We like to believe that Karel is looking down at us with pride.



“

The external awards we received last year were the proverbial icing on the cake. The Green Truck Award and Digital Truck Award now sit proudly in our office, confirming what we already knew: Group-GTS is on the right track!”

We don't have a crystal ball for the next 100 years, but we do look ahead and plan for the future. What's in store for Group-GTS?

In terms of **services**, our high-value transport offering remains in high demand. When it comes to moving valuable goods, customised security

parameters are very important – and this is a niche in which we excel. We expect to see further growth in this area. Furthermore, we may expand our logistics real estate offering. We already provide warehousing, but we're now exploring the development of tailored logistics solutions through long-term partnerships with our customers (Hallebrug Project).

Geographically, we want to strengthen our position in additional ports. Our established transport routes around the sea and hinterland ports of Antwerp, Rotterdam, Hamburg, and Gdynia already allow us to serve the European mainland effectively.

Automation and digitalisation are sweeping through the economy, and the logistics sector is no exception. We want to stay resilient in the face of these changes and, above all, seize the opportunities they bring. Transport planning is a great example. It's a complex puzzle, often subject to last-

minute changes. With the help of artificial intelligence and smart software, our planning experts will be able to further optimise routes and, for example, develop solutions for return loads and empty mileage.

Finally, **greening our transport** remains high on our agenda. We're already pleased with the performance of our electric Terberg – just as capable as its traditional counterpart on the industrial sites of our major customers. Road transport, however, requires heavier vehicles, which means electrification still isn't economically feasible. But technology continues to evolve, and we're eager to see our first electric truck taken to the road.

Ben Geybels, CEO
Roel Smets, COO



ROEL SMETS, COO

WHO WAS KAREL GEYBELS?

Karel Geybels was the grandfather of our current CEO Ben Geybels. Group-GTS owes its very existence to him: with an entrepreneurial spirit and unwavering determination, he built a one-man business from scratch in the 1950s. He started with a single truck transporting potatoes and coal. Who could have imagined that by 2024, the fleet would number 234 vehicles?

Ben: 'Actually, his entrepreneurial story started even earlier. As a farmer's son, he was always out and about with his horse and his dog. "*Transport avant la lettre*", if you like!'

Ben has fond memories of his grandfather: 'Above all, I see him as a true example of perseverance. He had one of his lungs removed during an operation – this was back in the 1940s, when such procedures were still considered risky. The operation was successful, but of course my grandfather faced physical limitations from then on.' Yet Karel never allowed anything hold him back. 'On the contrary: on his 80th birthday, he went skydiving with all his grandchildren,' Ben recalls with a smile.

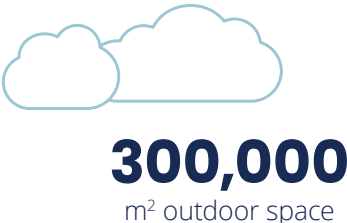
The link with the importance of family is clear. It's a value that runs through the veins of the Geybels family. 'My grandfather was a warm and caring man, always surrounded by his pets or enjoying the company of his loved ones. He also had a real gift for storytelling. I hope he would be proud of the Group-GTS story today.'



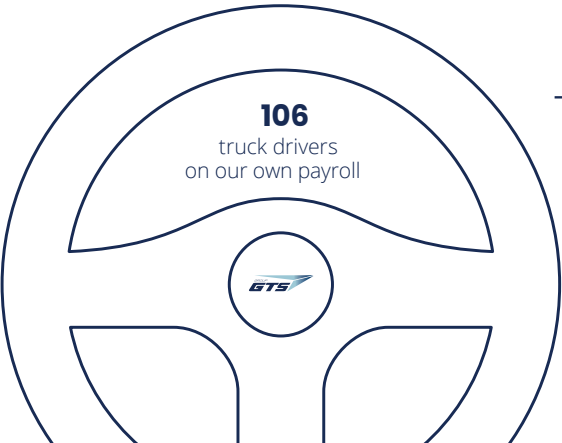


2024 KEY
FIGURES

Founded in 1983.
More than 40 years
of experience.



Across 26 countries



* Unless otherwise specified, our reported metrics refer to Belgian staff only. The number of employees includes 3 colleagues in Germany and 9 in Poland, bringing the total to 243.

“

I inherited my calm from my father,
who was a farmer. You sow, you wait for
good or bad weather, you harvest, but working
is something you always need to do.”

MIGUEL INDURAIN



GROUP-GTS'S CHAMPION'S MINDSET

Group-GTS is a family business through and through. When we look ahead, we do so with the long term in mind. When we look back, it is to learn from the past. We hold family values in high regard and honour those who brought us to where we are today. In 2024, our founder Karel Geybels would have turned 100. We believe it is important to continue to remember his legacy.

OUR ORGANISATION

WHO ARE WE?

In the 1950s we started as a one-man business: Ben Geybels' grandfather Karel bought one truck to transport potatoes and coal. In 1983, GTS NV was born, focusing on container transport across the whole of Europe. Today, we have become an internationally respected logistics partner. Ben is the third generation to lead the family business, having become CEO in 2006.

While the initial activities of the company were centred around (container) transport, several strategic acquisitions have broadened the scope to **transport, logistics, warehousing, and supply**

chain activities. While continuing to expand its activities, our company changed its name from GTS NV to Group-GTS in 2014. Since 2016, Group-GTS has had a strong presence in ports and related facilities, allowing us to offer new supply chain solutions to our business partners.

We are headquartered in Geel (Belgium) and also have offices in the Port of Antwerp-Bruges (Kallo) and Tessenderlo, as well as agencies in Germany, Poland, and the Netherlands. In addition, we offer warehouse and outdoor storage facilities in Belgium.





Our services and facilities in Europe

- Agency
- Truck
- Warehouse

OUR MISSION AND VALUES

Group-GTS's strategy is anchored in our **company purpose**: *'Your business, our drive'*. We are a caring enterprise that provides and manages daily supply chain solutions for our business partners, offering our clients tailor-made solutions to transport and storage of their products, while prioritising quality, safety, automation, and sustainability.

We are an agile company, able to flexibly respond to market changes. This is a vital characteristic in the complex and challenging supply chain environment. Likewise, we make our business **future-proof** by maintaining autonomous and organic growth.

As you'd expect from a warm, family-run company, we always strive to act with respect. Five **company values** stand out and are echoed throughout our internal communications – on posters in meeting rooms, notepads, whiteboards, Excel sheets, and more. These values are: communication, operational excellence, customer centricity, attitude, and ownership.

By living these values every day, we show customers and suppliers who we are – and give them a real taste of the Group-GTS spirit.



COMPANY VALUES

COMMUNICATION

FACE-TO-FACE / DIRECT AND CLEAR

OPERATIONAL EXCELLENCE

QUALITY / COST-EFFICIENT

CUSTOMER CENTRICITY

STRONG AND LONG PARTNERSHIPS / SOLUTION-ORIENTED

ATTITUDE

POSITIVE / FAILING FORWARD

OWNERSHIP

DECIDE AND BRING CLARITY (WHO, WHAT, WHEN) AND TAKE RESPONSIBILITY (STAND-UP, BRING A SOLUTION, CONCRETISE THE DECISION)

Ownership is our most recent company value, launched in the summer of 2024. And what a launch it was: we brought all our colleagues together at the cinema in Geel for an enjoyable movie experience. A fun way to experience the new value first-hand.

The inspiration comes from a well-known quote in the film 'U-571': **'You're the skipper now. And the skipper always knows what to do, whether he does or not.'**

The message is clear: at Group-GTS, everyone is a skipper – a captain. In other words, everyone is encouraged to take ownership in their role. And within our company, that's not just encouraged – it's expected.



OUR BUSINESS MODEL

OUR MARKETS AND SERVICES OFFERED

Over the years we have transformed our transport business into a **full-fledged logistical engineering service**.

We are a loyal partner to several multinationals that rely on us to handle further distribution across the European mainland. We organise conventional road transport to and from the Benelux, France,

Germany, Poland, Austria, Switzerland, Spain, and most other European countries. One of our key strengths is that we partly own our fleet, allowing us to schedule trucks with great flexibility.

Furthermore, we handle temperature-controlled shipments for the pharmaceutical and food industries. In addition, customers can count on our expertise to deliver tailored solutions for complex logistical challenges – from large relocation projects and ‘warehouses on wheels’ to shuttle services and in-house logistics. Thanks to long-standing partnerships, we also offer multimodal solutions and shared transport.

We have deliberately chosen to focus on specific transport services where we truly stand out. We are not the largest transport partner, nor do we aim to handle every type of transport, but we are the best in the following markets and services: slow movers, pharma and

food, high-value goods, first and last mile deliveries, and warehousing. On the other hand, we prefer to leave sea freight, air freight, customs, forwarding, and broad distribution activities to other specialists in the sector.

Our goal has always been to build long-standing partnerships. We put our customers at the centre of our operations. We have worked with most of them for many years, so we know their supply chain and their needs very well. This expertise allows us to work together to find the best way to transport their goods, whether by truck, railway, or barge. Today, we see ourselves more as “transportation engineers” than as the traditional trucking company we were a few decades ago.

To continue meeting our customers’ needs, we are constantly investing in the modernisation of our warehouses, the digitalisation our processes, and new means of transportation.





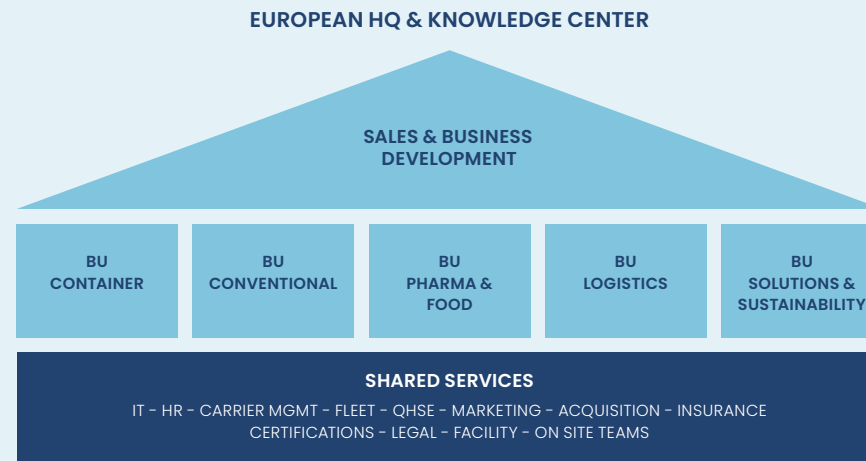
We like to present our company as a house. The **foundation** of our operations lies in our **Shared Services**, which include both operational teams and support services. Operational teams are active in our fleet or on site, literally rolling up their sleeves – or putting their foot on the accelerator – to deliver services to our customers. Support services encompass colleagues in IT, HR, QSHE, marketing, legal, and more, who carry out essential tasks to keep our company running smoothly. Shared services also act as a knowledge and service centre for our international branches, helping to embed the Group-GTS culture and ensure consistency and quality across all foreign operations.

The **building blocks** of our ‘house’ are our various business units: Containers, Conventional Transport, Pharma & Food, and Logistics. These essentially reflect the core **markets** we serve or the **services** we offer. A few years ago, a fifth block

was added: our Solutions & Sustainability business unit.

Finally, the roof is formed by the **umbrella teams** working in Sales & Business Development. They quite literally put a roof over the heads of all other departments.

THE GROUP-GTS COMPANY HOUSE



In our previous report, our company house looked slightly different. These are the main changes:

- The former business unit (BU) Warehousing is now part of Logistics, while Reefer has been integrated under Pharma & Food.
- Our rolling stock remains a solid foundation, but we now also see it as part of Shared Services.

THE MAIN PARTNERS IN OUR CHAIN

As *transportation engineers*, we occupy a clear position in the economy. With our focus on getting goods to their destination, we are quite literally placed between producers and consumers.

Close contact with our business partners is therefore essential – it's the only way we can meet their expectations and needs every single day.

Our widespread presence also creates daily opportunities to engage with a wide variety of stakeholders across the value chain – from direct business partners to schools and local authorities, as well as

our internal stakeholders: our employees. Active stakeholder engagement ensures that our approach to sustainability reflects their expectations, alongside the environmental, social, and governance (ESG) topics most material to our business activities.

Below are our key stakeholder groups and the ways in which we engage with them:



“

Did you know that we carry out up to 30 deliveries per day for some customers?”



EMPLOYEES

Our working environment is defined by a strong team spirit and a *work hard, play hard* mentality. We are deeply committed to our corporate culture – a crucial asset in a company where some employees are office-based, while others spend most of their time on the road.

Daily interactions between employees and their managers lay the foundation for a strong relationship, supported by formal performance reviews held at least once a year. In addition, employees can share anonymous feedback on general topics twice a year via a short pulse survey, and once every two years through a more extensive survey conducted in partnership with an external provider.

Everyone has access to the MyGTS app for internal updates and communication, as well as our newly implemented HR platform AFAS.

For our **blue-collar colleagues and truck drivers**, we organise short monthly training sessions via toolbox talks on relevant topics such as blind spot awareness, physical strain prevention, and more. In 2024, we also conducted a dedicated survey among our drivers.

Read more about our employee engagement in the chapter '[We transport happiness](#)'.

DIRECT BUSINESS PARTNERS

Our **customer** base is highly diverse – from smaller companies without in-house transport to large multinationals that rely on our specialised services. What unites them is a clear need for transport or warehousing solutions. We maintain daily contact with them to ensure operational continuity.

In addition, we organise regular strategic meetings (monthly, quarterly, or annually),

where sustainability is always on the agenda.

We also work closely with a group of trusted **suppliers** to expand and strengthen our services. Key partners include vehicle manufacturers, fuel suppliers, and subcontractors. We aim for long-term, personal relationships with all our suppliers. Our internal SPOC is in operational contact with them for day-to-day operations, while our broader discussions with them – especially on sustainability – have been ongoing for many years.

New subcontractors complete a mandatory intake questionnaire that sets out our expectations around conduct and sustainability.

OTHER STAKEHOLDERS

Like any company, we are part of a broader ecosystem that goes beyond contractual relationships. **Schools**, for example, are an important stakeholder group for us: every year, we provide road safety lessons to local primary schools – a topic we care deeply about.

We also maintain strong links with colleges and universities. We are regularly invited to give guest lectures, and we welcome several interns every year. It's rewarding to see our efforts pay off: every year, several of these interns return as student workers or join us permanently.

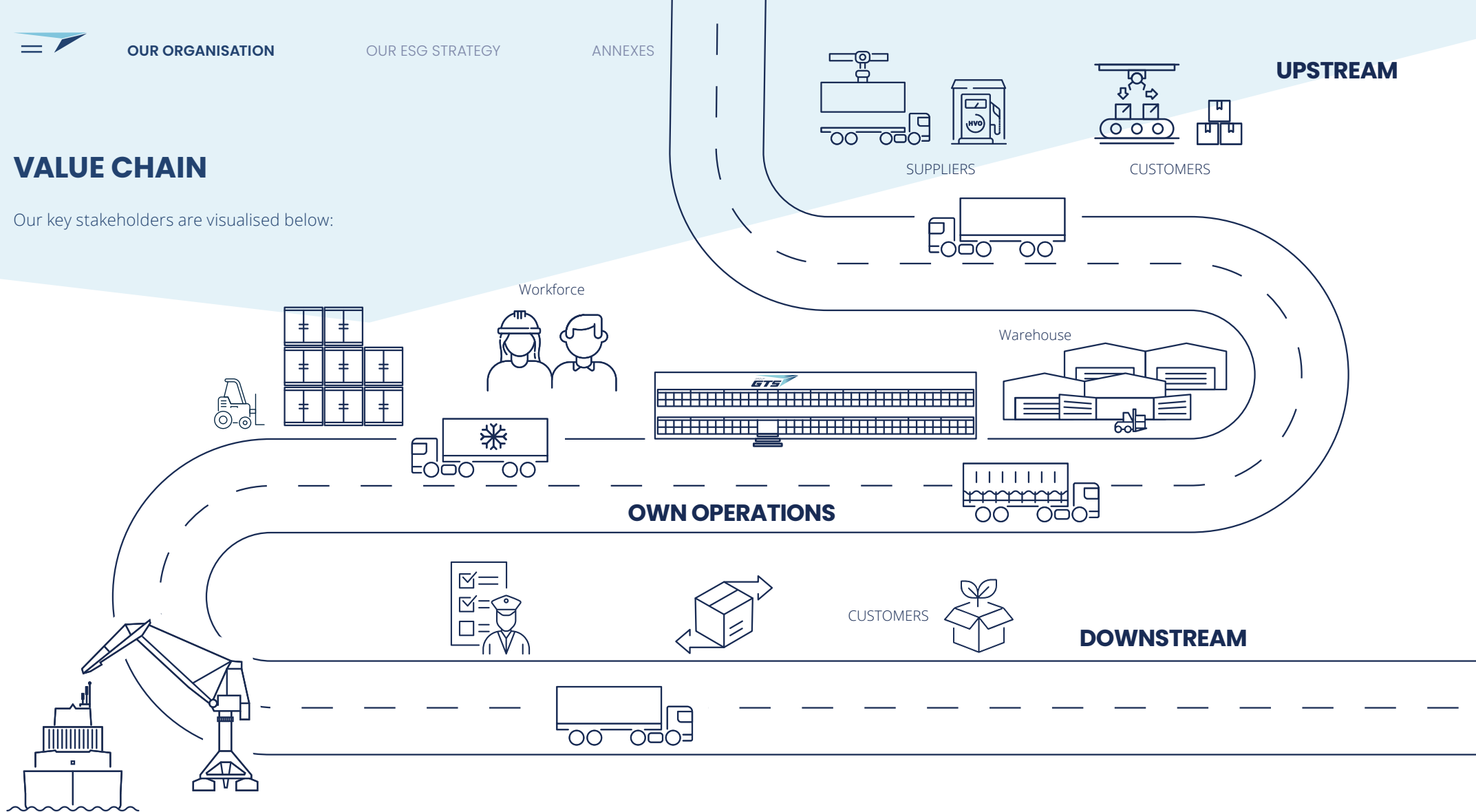
Finally, we maintain good relations with local associations and authorities.

Read more about our efforts in the chapter '[Contributing to the local communities](#)'.



VALUE CHAIN

Our key stakeholders are visualised below:



SUSTAINABILITY ELEMENTS RELATED TO OUR STRATEGY

Sustainable choices also bring direct benefit to our own operations. To give a very concrete example: the most sustainable kilometre is a kilometre you never drive! In this way, we always aim to reconcile ecology and economy, so they reinforce one another.

Our sustainability efforts benefit all our business partners – and ultimately the wider economy. By reducing empty mileage, increasing the use of HVO fuel, and opting for multimodal transport where possible we help make the entire supply chain more sustainable.

As such, countless practices, policies, and initiatives within our organisation are directly linked to sustainability. We believe sustainability and ethical business operations go hand in hand.

Our ESG strategy, updated in 2024, reflects this intuitive approach to

combining ecological and economy. It's also grounded in a strategic framework aligned with the Corporate Sustainability Reporting Directive (CSRD).

Due to the ongoing discussions around the EU's Omnibus Simplification Package, it remains uncertain whether Group-GTS will be formally subject to the CSRD requirements. However, we have voluntarily followed the CSRD principles in shaping our strategic direction. For instance, we carried out a double materiality assessment (DMA), which – regardless of regulatory obligations – enables us to make informed decisions and define clear strategic priorities.

The impact of our DMA and the resulting ESG roadmap, with clear targets and actions, is detailed in the following chapters of this report.



OUR ESG STRATEGY

DOUBLE MATERIALITY ASSESSMENT

Once again, 2024 was marked by a series of climate-related records worldwide – from floods to droughts. In the logistics sector, the consequences of extreme weather events are especially tangible: low water levels can reduce the capacity of inland shipping routes, port terminals

may be forced to close during storms, and so on. While extreme weather is nothing new, climate change is increasing both its frequency and its impact on the logistics sector. In such conditions, trucks often remain the most reliable way to deliver goods on time.

The logistics sector has already taken significant steps towards greater sustainability and continues to do so. In many cases, green improvements also bring financial or safety benefits – for example, by reducing empty mileage or adopting automation technologies.

At Group-GTS, we believe everyone in the value chain has a role to play. For several years now, we've had a sustainability strategy in place to help reduce our negative impacts and maximise our positive ones. While the foundations of that strategy remained solid, we decided to update it in 2024. At the heart of this update was a double materiality assessment (DMA).

A DMA provides insight into two dimensions:

1. Impact materiality: the extent to which a company impacts the environment.
2. Financial materiality: the extent to which external risks and opportunities impact the company.

Issues that meet a certain threshold on one or both dimensions are considered *material*, and are therefore of strategic importance.

“

For several years now, we have a sustainability strategy in place. While the foundations remained solid, we decided to update it in 2024 with a double materiality assessment.”

HOW DID WE PROCEED?

Together with our specialised ESG partner Pantarein, we carried out our DMA in line with CSRD guidelines. Although Group-GTS as a medium-sized company is not currently required to report under the CSRD, we consider the DMA principles highly relevant for shaping our strategy and guiding targeted decisions.

The assessment took several months and included the following steps:

- analysis of our organisation, benchmark, and value chain mapping

- extensive consultation with internal and external stakeholders through interviews, focus groups, and workshops
- creation of a longlist of potentially material topics
- scoring of each topic using predefined criteria* and thresholds.

Our management team was actively involved throughout the process and validated both interim results and the outcome.

* Impact materiality was assessed based on the scale, scope, likelihood, and remediability of each impact. Financial materiality considered the likelihood and expected financial effects of each risk or opportunity.

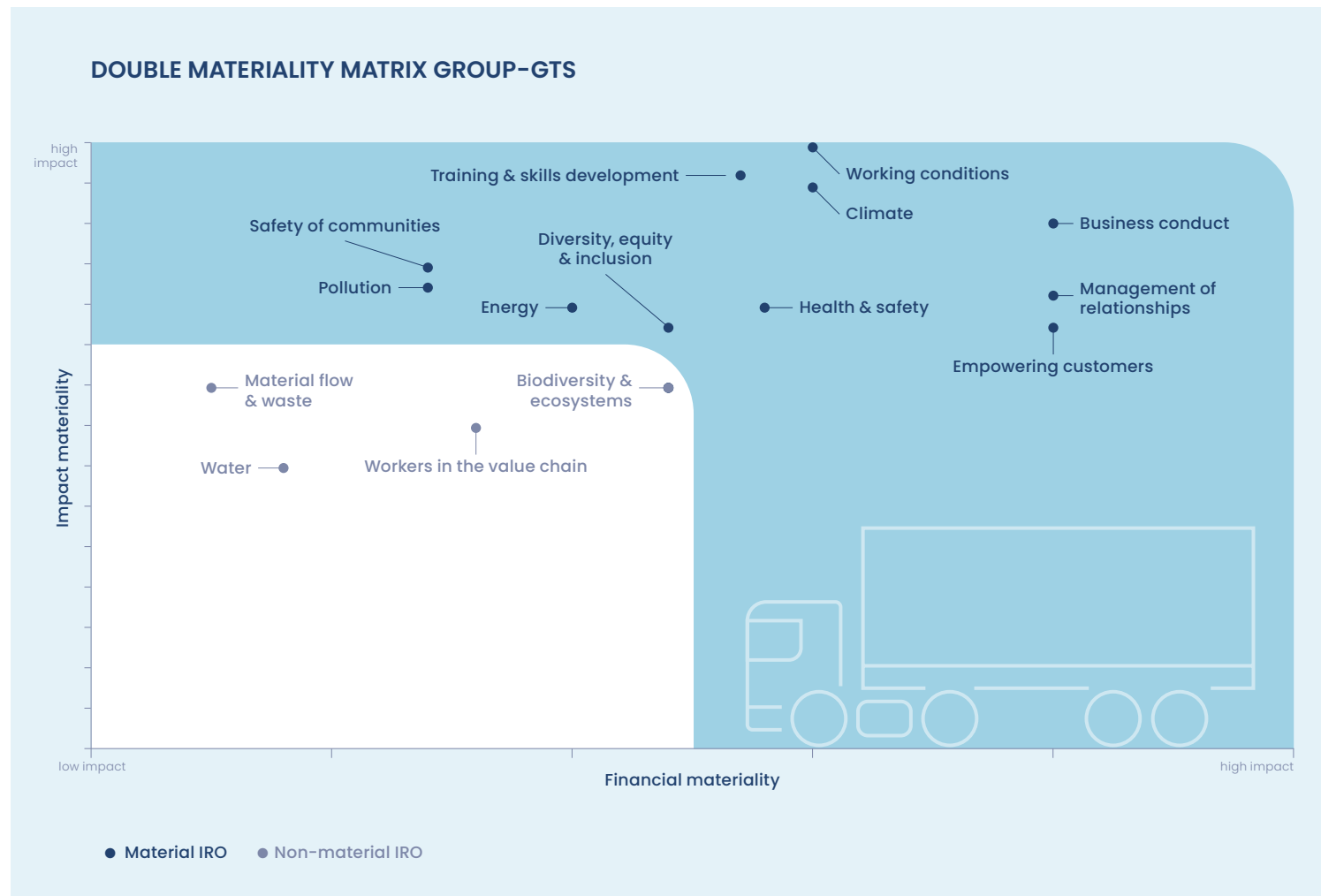


FROM DOUBLE MATERIALITY TO ESG LEADERSHIP

The DMA resulted in a set of 11 material sustainability topics, shown in the matrix below. Each of these themes includes underlying IROs (impacts, risks, and opportunities).

What are we doing with these insights?

- The DMA helped us determine which ESG issues are material – in other words, which topics are most important to our business. This focus allows us to act **where we can make the biggest difference**.
- These material themes served as a guide to determine our **updated ESG roadmap** and set **concrete targets**. We will continue to work with the familiar pillars from our previous strategy, but their content and concrete actions will be better aligned with today's context.
- In this **report**, we will walk you through our approach and progress on each material theme – making this report as relevant as possible for you, the reader!



TOWARDS A NEW ESG STRATEGY

A clear strategy is essential to ensure alignment across our organisation – everyone working towards the same goals. It also allows us to set priorities and allocate resources efficiently to deliver on our ambitions.

In 2024, we updated our sustainability strategy based on the insights gained from our double materiality assessment. Below, we describe how we manage and monitor our strategy, followed by the targets we have set for 2030.

ESG GOVERNANCE

To implement our sustainability strategy and meet our objectives, we have established a clear governance structure:

- An overarching **ESG Steering Committee**, comprising the sustainability manager and members of top management, meets every two months. Ad hoc consultations also take place as needed – a process made more agile by the fact that our sustainability

manager reports directly to the COO.

- Our **sustainability manager**, Tom Pauchet, is the driving force behind all sustainability-related activities at Group-GTS. Working from the sustainability team, he leads the implementation of actions and projects and supports related initiatives from all business units.
- Each year, approximately 20 goals are set. **Team leaders from different business units** are responsible for monitoring these goals. To track progress and ensure continuous improvement, the responsible team leaders meet every three months. At the end of the reporting year, an annual evaluation meeting is held. Following this, some short-term targets may be adjusted as needed.
- As every team contributes to sustainability at some stage, the **sustainable mindset** is embedded throughout the organisation. The sustainability team plays a major role in internal engagement, informing colleagues on how they can contribute to our sustainability goals.



OUR COORDINATION AND KNOWLEDGE CENTRE FOR SUSTAINABILITY

Our sustainability team operates as a shared service for the entire Group-GTS, working in close collaboration across all business units and locations. At the same time, it maintains direct contact with clients who have sustainability-related questions. By centralising sustainability expertise within the team, it serves as a clear point of contact for everyone and supports the entire company in continuously building on the knowledge already acquired.

OUR ESG TARGETS

On the previous pages, we explained how we developed our updated ESG strategy and how we are embedding it throughout our company. Now, we will set out what the strategy looks like in practice.

We have mapped the material topics identified in our DMA onto our existing ESG framework. The overarching pillars remain unchanged, as they continue to reflect our long-term ambitions. However, we have refined the underlying themes and set new targets.

The three pillars of our sustainability strategy are:

- On our way to carbon neutrality
- We transport happiness
- Empowering sustainable partnerships



The following targets support the implementation of our ESG strategy. All targets are set for 2030, unless otherwise specified. Where reductions are targeted, the base year is 2023, unless stated otherwise.



CLIMATE

- Reduce our scope 1 & 2 emissions by **42%**

ENERGY

- **35%** alternative fuel usage
- Consume no more than **25 litres** of fuel per 100 km
- **15%** of all short-distance and 4% of all long-distance transport is electric or hybrid*

POLLUTION

- Maintain our investments in the most **up-to-date technology**

WORKING CONDITIONS

- Reach the **top 10 of eNPS scores** within the industry, starting in 2024 (base year)**

HEALTH & SAFETY

- Keep the LTIFR **equal to or below 6.4*****
- Maintain an absenteeism rate of maximum **2.5%**

TRAINING & SKILLS DEVELOPMENT

- **100%** of employees receive an annual personal development review
- Internal candidates should be considered for at least **50%** of all teamleader / expert or management vacancies

DIVERSITY, EQUITY, AND INCLUSION

- **100%** of non-native speaking employees are offered language courses

SAFETY OF COMMUNITIES

- Collaborate at least **3 times a year** with communities on safety projects



EMPOWERING CUSTOMERS

- Inform and engage our **top 100** customers on the GTS sustainable transport option by **2030**
- Provide our **top 100** customers with accurate annual CO₂ emissions data for their transport

BUSINESS CONDUCT

- **100%** of employees receive annual phishing and cybersecurity training
- **100%** of employees use AI tools

MANAGEMENT OF RELATIONSHIPS

- **100%** of key suppliers complete and sign the ESG charter****

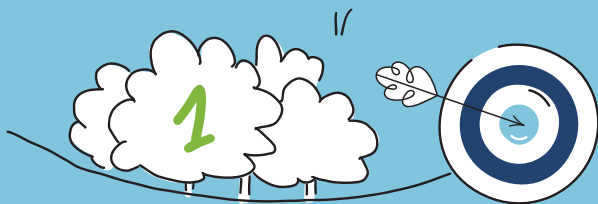
* Transport is considered short-distance if the distance covered within one day is less than 350 km. Long-distance transport exceeds 350 km in a day.

** eNPS = Employee Net Promotor Score, which will be calculated based on data from our Pulse checks conducted twice a year.

*** Our Lost Time Injury Frequency Rate (LTIFR) is the number of lost time injuries occurring in Group-GTS per 1 million hours worked.

**** We define our key suppliers based on their annual turnover. The most important subcontractors are also included.





OUR 2030 ENVIRONMENT TARGETS

WHY IT MATTERS

At Group-GTS, we recognise the urgent need for climate action and sustainability within the global logistics industry, which accounts for approximately 24% of global emissions. We are committed to contributing to a carbon neutral future. An important pillar of our strategy is therefore the pursuit of more sustainable transport solutions.

- Reduce our scope 1 & 2 emissions by **42%**
- Achieve **35%** alternative fuel usage
- Limit fuel consumption to a maximum of **25 litres per 100 km**
- Ensure that **15%** of all short-distance and **4%** of all long-distance transport is electric or hybrid*
- Maintain our investments in the most **up-to-date technology**

MATERIAL TOPICS COVERED

• Climate

We actively strive to reduce our carbon emissions. By focusing on transport optimisation, we give clear priority to our biggest impacts.

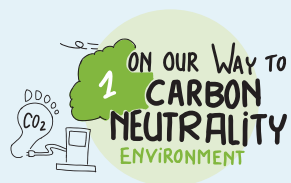
• Energy

We have a certain energy demand in order to carry out our activities and to heat our offices and warehouses. We make use of renewable energy in order to keep this dependence as low as possible.

• Pollution

Our transport activities release small particles such as particulate matter, which are harmful to local air quality. We take measures to keep this pollution to a minimum.

* We define **short-distance** transport as routes under 350 km a day. Transport covering more than 350 km a day is considered **long-distance**.



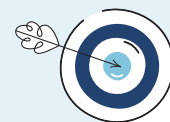
REDUCING OUR CLIMATE IMPACT

“

We have set a firm target for cutting our scope 1 and 2 emissions. By doing so, we’re not only reducing our own footprint, but also helping our customers lower their scope 3 emissions.”

‘On our way to carbon neutrality’ is more than just a slogan for us. Although the route to net zero is still full of uncertainties, decarbonising our operations remains very important. Because our transport services are a vital link in our customers’ supply chains, we count reducing emissions as a priority. That’s why we have set a firm target for cutting our scope 1 and 2 emissions.

By doing so, we’re not only reducing our own footprint, but also helping our customers lower their scope 3 emissions. We have a range of services designed to rethink – and green – their supply chains.



2024 PERFORMANCE OF OUR 2030 TARGETS (compared to base year 2023)

• Carbon emissions: reduction of 7.02% 2024 **-7%** **-42%** 2030

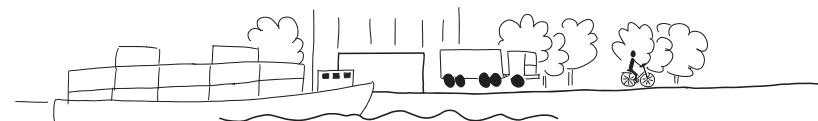
• 31.62% of our total fuel consumption from HVO biofuel 2024 **-32%** **-35%** 2030

• 1,104.5 tCO₂e avoided thanks to the use of HVO biofuel

 **-1,104.5** tCO₂e

• 72% of purchased energy is green

 **72%**





REDUCING OUR SCOPE 1 & 2 EMISSIONS DRASTICALLY

We're aiming for an ambitious 42% reduction by 2030, compared to our baseline year 2023, in our scope 1 and 2 emissions, in line with the targets proposed by the Science Based Targets initiative.* This section outlines our 2024 footprint, along with the actions we've already taken and those still in the pipeline.

OUR APPROACH

As the largest share of our carbon footprint is determined by mobile combustion in our company vehicles, our decarbonisation efforts focus on offering greener fuels, such as Hydrotreated

Vegetable Oils (HVO), and optimising our transport operations. This includes reducing fuel consumption, reducing empty mileage, and fine-tuning our logistics chain.

We also make an impact by choosing alternative transport options, such as multimodal solutions. Through our CO₂ dashboard, we raise awareness by providing our customers with insights into the emissions generated by the transport of their goods.

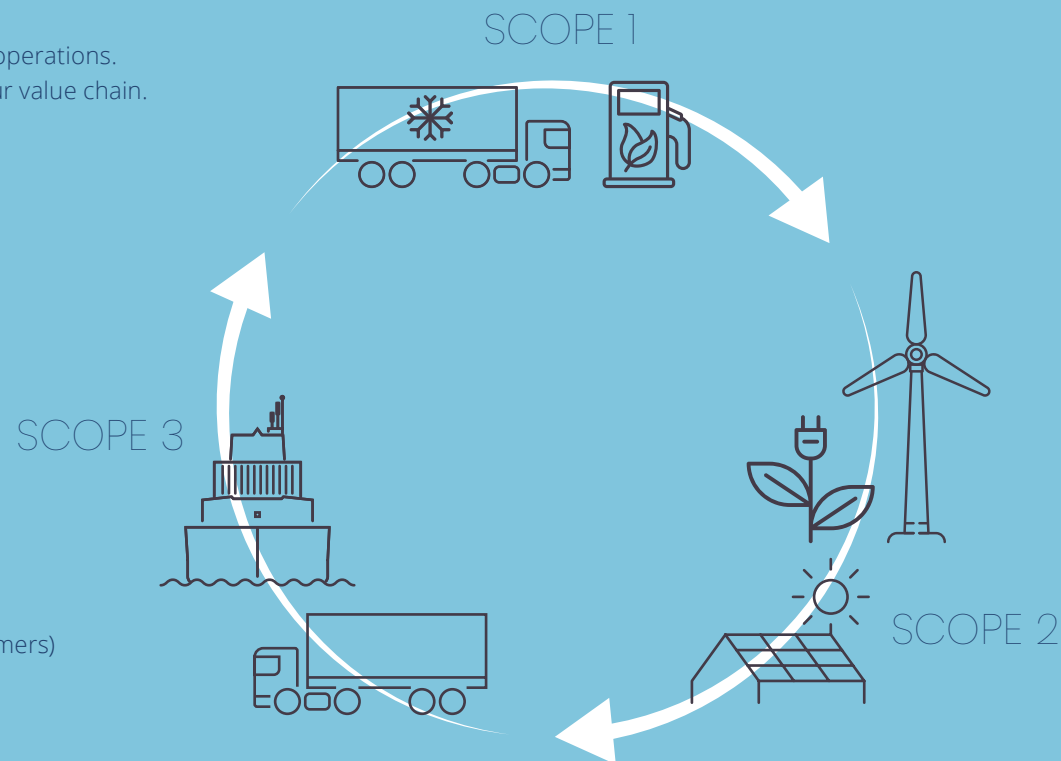
* This target is based on SBTi guidance, but Group-GTS has not yet formally committed to and validated the target through the initiative.



OUR SCOPE 1, 2 AND 3 EMISSIONS

Our carbon footprint includes scope 1 and 2 emissions, which cover our own operations. The GHG Protocol also defines scope 3 emissions – those generated across our value chain. The main emission sources are outlined below.*

- **Scope 1** – Direct emissions from Group-GTS' own operations
 - » Mobile combustion (transport routes planned by Group-GTS)
 - » Stationary combustion (natural gas)
- **Scope 2** – Indirect emissions from purchased energy
 - » Electricity purchased by Group-GTS
- **Scope 3** – Indirect emissions across the value chain
 - » Upstream leased assets (all leased rolling stock)
 - » Upstream capital goods (all purchased rolling stock)
 - » Downstream transportation (transport activities performed for our customers)



* Scope 3 emissions are based on indicative estimates aligned with our operations. To gain full insight into our most significant scope 3 emissions, a dedicated calculation is required. We plan to carry this out in collaboration with our value chain partners.

HOW WE CALCULATE OUR FOOTPRINT

Our methodology follows the Greenhouse Gas (GHG) Protocol and includes emissions from our own controlled transport (cars and trucks) as well as our warehousing activities. The 2023 data serve as our baseline to track progress and shape reduction plans.

OUR RESULTS

In 2024, Group-GTS generated **15,824.2 tonnes of CO₂e in scope 1 and 2 emissions**. This represents a **7.02% decrease** compared to our 2023 baseline.*

The vast majority of our footprint is attributable to **scope 1** emissions (15,797 tCO₂e). In line with our key activity – transport – mobile combustion in our company vehicles accounts for the largest share (15,751 tCO₂e). In addition, a small proportion comes from gas usage (46 tCO₂e).

Our **scope 2** emissions are very limited (27 tCO₂e), and relate solely to purchased electricity. Our consumption is relatively low: in Geel, solar panels on the roof of our headquarters have been generating green electricity for several years. In Kallo, we took an additional step in 2024 by switching entirely to electricity from certified green sources. As a result, 72% of all our purchased energy is now green, which has significantly reduced our scope 2 emissions, by 37.17 tCO₂e.

We have also calculated our **GHG intensity**. Based on our scope 1 and 2 footprint, this amounts to 156.68 tCO₂e per €1 million of turnover in 2024.

Despite an overall increase of around 10% in our fuel purchases, we still achieved a 7.02% reduction in our direct footprint. This is mainly due to a higher proportion of HVO diesel compared to conventional fuel. Another contributing factor is our switch to green electricity at the Kallo site.

Due to the nature of our activities, as defined by our NACE codes, we fall under the definition of a 'high climate impact sector'. Our current emission reduction efforts are therefore focused on:

- accurately calculating our scope 1 and 2 emissions annually;
- monitoring those emissions;
- and taking appropriate action to reduce them.

Companies in high-climate impact sectors are also expected to draw up a climate transition plan. In 2025, we will begin mapping our scope 3 emissions in collaboration with our value chain. The next step will be to develop our climate transition plan.



* Our emissions in 2023 serve as the baseline against which we compare our reduction targets and achievements. After the publication of our 2023 sustainability report, these figures were revised. Our scope 1 and 2 emissions for 2023 totalled 17,019 tCO₂e (as opposed to the 17,310 tCO₂e reported last year).

CO₂ DASHBOARD: PROVIDING OUR CUSTOMERS WITH INSIGHT INTO THEIR EMISSIONS

One of our major achievements in 2024 was the rollout of our CO₂ dashboard.

This tool provides clear insights into the emissions generated by our transport services. When carbon reduction measures are implemented together with our customers, the dashboard shows exactly how much CO₂e has been avoided. The biggest lever here is switching to HVO fuel, which significantly reduces emissions without changing the transport service.

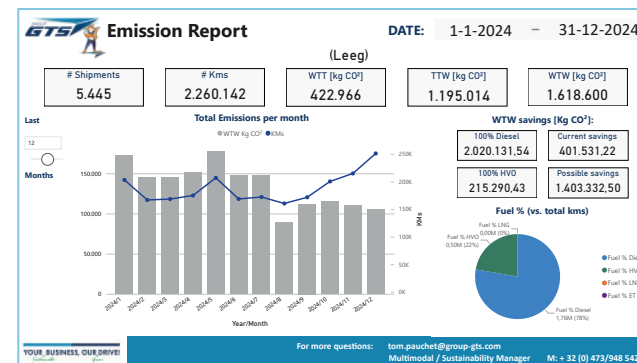
We discuss the dashboard results at least annually during strategic meetings with our customers. For our key accounts, results are reviewed monthly. Feedback so far has been overwhelmingly positive. While customers remain free to choose their fuel type, the dashboard allows them to make informed, data-based decisions.



“

From 2023 to 2024, we saw an interim reduction of 7.02% in our carbon footprint. A good start, but to reach our ambitious target of 42% reduction by 2030, we will need to step up our efforts. I see particular potential in optimising our transport operations through AI solutions and an advanced planning system.”

Tom Pauchet, Sustainability Manager



“

Cycling is a good school for life. It makes you hard and gives you ambition, but you can never say you've arrived.”

EDDY MERCKX



GROUP-GTS'S CHAMPION'S MINDSET

Eddy Merckx, widely regarded as one of the greatest cyclists of all time, highlights the importance of dedication and hard work in achieving goals. At Group-GTS, we take a similar approach: we constantly strive to challenge and improve ourselves. Every day brings the opportunity to do something a little better than the day before.

GREENING OUR FUEL USAGE, ESPECIALLY VIA THE USE OF HVO

OUR APPROACH

A major step towards decarbonising our activities was the introduction of Hydrotreated Vegetable Oils (HVO), synthetic diesel made from vegetable oils. As a cradle-to-cradle product that uses waste as resource, HVO offers a sustainable alternative to conventional diesel. Compared to regular diesel, **HVO reduces fuel-related carbon emissions by up to 90%.**

To ensure the credibility of our HVO usage, our supplier undergoes annual audits. These audits verify the origins of the oils and check whether the amount of HVO purchased matches what is sold. Our customers receive a certificate showing how many litres of HVO were used and how much CO₂ was saved.

OUR RESULTS

In 2024, our trucks consumed 2,354,880 litres of HVO biofuel – accounting for 31.62% of our total fuel usage. We are proud of this figure, as it enabled us to avoid 1,104.5 tCO₂e (7% of our emissions), based on a comparison with the emissions produced by trucks running on conventional fossil fuels. Moreover, our HVO purchases more than doubled compared to 2023.

The use of HVO fuels not only benefits our customers' carbon footprint. Thanks to the external certification, the impact is both measurable and reliable.

“
Sustainable transport solutions – our customers are really asking for it. At Group-GTS, we strive to provide them with maximum support. We know where the main emission sources are in the process and advise our customers so they can make well-informed decisions. One of today's hot topics is alternative fuels. That's why we hosted a dedicated webinar on this topic in early 2025.”

Tom Pauchet, Sustainability Manager





SERVICING OUR CUSTOMERS

Our customers know that we are committed to sustainable transport solutions. We regularly receive questions and requests for advice. To respond to this demand, we organised our first public webinar in early 2025, *Driving change with alternative fuels*.



The webinar can be viewed on [YouTube](#).

REDUCING OUR TOTAL FUEL CONSUMPTION

OUR APPROACH

We aim to reduce our fuel consumption as much as possible. After all, fuel is not only a major contributor to our carbon footprint – it's also a significant operational cost. Every litre saved is a win for the environment and the economy.

Studies show that the average truck consumes around 30 litres of diesel per 100 kilometres. But at Group-GTS, we're not in the habit of settling for 'average'. We have set a clear target for our fuel consumption: no more than 25 litres per 100 kilometres.



OUR RESULTS

We take several measures to reduce diesel consumption per kilometre:

- **Making use of the NEXTdriver coaching platform:** NEXTdriver is an external tool that supports our drivers in adopting smarter driving habits. Connected to the on-board computers of all our trucks, NEXTdriver collects and analyses driving data, providing tips tailored to each driver. And it's not just about fuel efficiency: the platform also offers suggestions for safer and more comfortable driving, making it a well-rounded and valuable tool.
- **Keeping our fleet up to date:** By continuously investing in new trucks, we not only improve driver comfort and safety with features like ergonomic seats and high cabins, but also offer environmental benefits. They are built with the latest technology, resulting in greater efficiency and lower emissions.

Thanks to these measures, we are already performing well below the sector average – and even below our own target. Our current fuel consumption stands at **25.24 litres per 100 kilometres**. The challenge now is to maintain this strong performance year after year. We're determined to maintain, and even improve, this performance in the coming years. With technology advancing fast, we may soon be able to raise the bar even higher.

In 2024, we renewed a large part of our truck fleet with the new DAF XG trucks – a choice driven by their aerodynamic cabin design and spacious interior. These trucks are built in line with the new European regulations on truck dimensions, resulting in a more streamlined build. Lower air resistance means lower fuel consumption, and we estimate an efficiency gain of around 10%.

DEFENSIVE DRIVING: A WIN FOR BOTH ROAD SAFETY AND FUEL CONSUMPTION

We encourage our drivers actively to apply the principles of defensive driving. For instance, we monitor the NEXTdriver data on a weekly basis, and our fleet team follows up with drivers through reports and conversations. The benefits for road safety are clear, but defensive driving also helps the environment. By anticipating traffic situations and potential hazards, drivers naturally brake and accelerate less frequently. This leads to more efficient fuel consumption. Tyres, brakes and other materials also wear less quickly. Clearly a win-win on all fronts.



GROUP-GTS'S MOST SUSTAINABLE CO-WORKER TROPHY

Within Group-GTS, a coveted trophy does the rounds the title of Most Sustainable Co-Worker. In 2024, fellow drivers Marcin and Hammadi proudly placed the trophy in their truck cabins. They earned this recognition by consistently achieving the highest NEXDriver scores over several months, making them our most environmentally friendly drivers.





INVESTING IN ELECTRIC AND HYBRID TRANSPORT

OUR APPROACH

The electrification of the transport sector is gaining momentum, though it remains a bumpy road with technical and practical challenges still to overcome. We've been monitoring developments for some time, and the market is gradually becoming ready to scale up. However, there are still several hurdles regarding electric trucks. One of the main challenges to date remains the limited network of charging points for electric trucks. Price stability also is a concern, along with driving range. That's why we've decided to deploy these vehicles primarily for **short-distance transport**.

By 2030, our goal is to cover 15% of our short-distance and 4% of our long-distance transport with hybrid or electric

vehicles. We defined short-distance transport as 350 kilometres or less per day. We expect to use these vehicles mainly in Belgium, Luxembourg, France, the Netherlands, and Germany.

OUR RESULTS

Our first **electric yard trucks** have been running smoothly for some time now on several of our clients' sites. It made perfect sense to begin our electrification journey with a yard truck rather than a truck. While electric vehicle technology is advancing, electric trucks still have a shorter range compared to conventional models. A yard truck, on the other hand, operates in a controlled environment like an industrial site, where charging points are readily available and it's easier to manage battery use.

The environmental benefits of these electric yard trucks are quite remarkable:

- **Lowering CO₂ emissions:** Yard trucks are used for labour-intensive jobs involving frequent acceleration and braking – conditions under which diesel-powered models emit a significant amount of CO₂. Electric yard trucks offer a greener alternative.
- **Reducing noise:** Electric yard trucks run much more quietly than their diesel counterparts, which is a big win for overall well-being on site.

The next step is clear: expanding our fleet with new **hybrid and electric trucks**. The experience we gain from using the electric yard trucks will help us decide when to start introducing electric trucks into our operations. Either way, we plan to begin testing with electric trucks in the near future – likely as early as 2025.

CHARGING STATIONS FOR TRUCKS AT OUR SITES: A QUICK WIN?

Yes and no. At the moment, we don't have on-site charging stations for trucks. However, this may change in the future, as we're planning to assess the feasibility of such infrastructure.

There are several potential benefits. For one, having our own charging stations would allow us to meet part of our electricity demand internally and give us greater control over the origin of the electricity used. Additionally, electricity prices can fluctuate considerably throughout the day. Reducing our reliance on external charging points could therefore offer significant advantages – provided it is feasible from an operational planning perspective.

Our Geel site is the most likely candidate, thanks to its existing rooftop solar panels. Currently, we only use about one-third of the electricity we generate ourselves, so installing stationary battery and/or charging stations could be highly beneficial. At our Kallo site, charging stations aren't an option just yet. We first need enough electric trucks in our fleet to make the investment worthwhile.



WHAT ELSE ARE WE DOING?

REDUCING EMPTY MILEAGE

The most effective way to reduce carbon emissions is simple: avoid unnecessary kilometres. While we cannot stop driving altogether, we can make sure we only drive when there's cargo to move. Our colleagues in the planning department – true transport engineers – focus on minimising empty mileage. They carefully schedule pick-ups near previous drop-offs and deliveries near the next destination. Another logical yet important measure is to optimise the filling rates of our trucks. By loading them as efficiently as possible, we can avoid unnecessary kilometres driven.

It is not equally easy to track and calculate empty mileage for every mode of transport. With the rise of AI, it may become increasingly possible to monitor empty kilometres more effectively in the future.

INTRODUCING LHGVs: LARGER TRUCKS WITH MORE CARGO CAPACITY

Our first Longer Heavy Goods Vehicle (LHGV) has been on the road since 2025. These extended trucks can carry up to three twenty-foot equivalent units (TEUs), significantly more than standard trucks. That additional capacity brings tangible benefits: lower fuel consumption, reduced CO₂ and NO_x emissions, and less road congestion.

The introduction of our LHGV took a little longer than expected due to the extensive administrative procedures required before commissioning. While their use on European roads was only recently approved, each route also needs to be authorised by local authorities. Now, the time has finally come.

RETHINKING MULTIMODAL TRANSPORT

Since our last report, we've refined our view on multimodal transport. We previously stated that "by 2025, 10% of our turnover should be linked to multimodal transport, increasing to 15% by 2030". We are adjusting these targets to reflect changing practices.

We remain firm believers in the potential of synchromodality. For example, transport by barge or rail can take many trucks off the road and reduces traffic congestion. But we've also come to see that trucks will always play a key role, especially in the final kilometres to a factory or distribution centre. They remain a reliable, fast, and flexible solution.

That's why we aim to adopt a more pragmatic view of multimodality, with the customer's needs taking precedence.

Sometimes the right choice will be a multimodal solution, sometimes it won't. It's the smart and dynamic combination of different transport modes that delivers the best results.

Of course, we will continue to focus on multimodal projects. The two partnerships we featured in [last year's report](#) – a collaboration to transport weaving machines by barge, and another one using Flexible Bulk Containers (FBCs) instead of regular shipping containers along the Albert Canal – are still ongoing. And we are always open to exploring opportunities with customers looking for multimodal solutions.



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REDUCING AIR POLLUTION

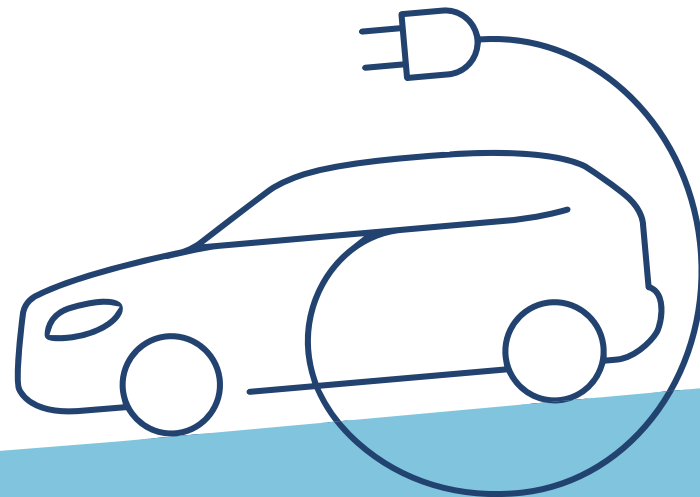
Our transition to greener vehicles is not solely aimed at reducing CO₂ emissions. Traditional transport modes are also a major source of air pollution, primarily due to the combustion of fossil fuels. This releases not only carbon dioxide but also nitrogen compounds and particulate matter into the atmosphere. Based on our materiality analysis, we are now prioritising air pollution as an important theme in our sustainability strategy. We have set ourselves the target of continuing to invest in the latest technologies. With our modern fleet, we aim to achieve a double objective: lower CO₂ emissions and reduced air pollution. All our trucks meet the EURO 6 standard, making them significantly less polluting than older models. They emit fewer nitrogen oxides (NOx) and less particulate matter, thanks to stricter regulations and advanced technologies such as diesel particulate filters. Our trucks are also aerodynamically optimised, reducing wind resistance and improving overall efficiency. As air pollution is a new focus area for us, no data for 2024 are available yet.

GREENING OUR WORKPLACE MOBILITY AND INFRASTRUCTURE

We are working to reduce our carbon emissions and improve sustainability not only through our transport services, but also within our own operations. This includes both our employee mobility policy and the way we manage our sites.

- **Encouraging greener employee mobility:** We're gradually transforming our company car fleet to reduce CO₂ emissions. This transition is guided by our company bike and car policy, which promotes the use of electric vehicles. To support this transition, we provide 8 charging stations at our Geel site and 2 in Kallo, with more to follow. Our CEO and COO are leading by example. In 2024, our cycling colleagues collectively covered a distance of 25,906 km.
- **Greening our energy use:** We are continually working to make our sites more sustainable. For example, at our offices in Geel 4,600 m² of solar panels have been installed, along with LED lighting and automatic light switches to reduce energy consumption. In 2024,

the solar panels produced 55,555 KWh of electricity, compared to 19,689 KWh in 2023 – a significant increase. The introduction of green electricity certification for our Kallo site is another important step. Together, these initiatives contribute to a considerable reduction in our scope 2 emissions.



“
**Some of our colleagues are entitled to a company car.
All new company cars are electric – we do not offer hybrid models.
This enables us switch to a fully electric fleet more quickly.
By the end of 2024, we already had 14 electrical cars in use.”**

Bart Verbeek, Fleet Manager

2 WE TRANSPORT HAPPINESS PEOPLE & COMMUNITY





WHY IT MATTERS

Global value chains rely on people. And people, in turn, rely on global value chains for access to everything from income to goods. That is why the social dimension plays a vital role in our ESG strategy. We foster a positive corporate culture, supported by our employees. Safety is a top priority, every day and everywhere. We take meaningful action to protect the safety of both our employees and the communities in which we operate.

OUR 2030 SOCIAL TARGETS

- Reach the **top 10 of employee Net Promoter Scores** (eNPS) within the industry, starting from 2024 (baseline year)
- Keep the Lost Time Injury Frequency Rate (LTIFR) **at or below 6.4**
- Maintain an absenteeism rate of no more than **2.5%**
- Ensure **100%** of employees receive an annual personal development review
- Internal candidates should be considered for at least **50%** of all teamleader / expert or management vacancies
- Offer language training to **100%** of non-native speaking employees
- Collaborate at least **3 times a year** with communities on safety projects

MATERIAL TOPICS COVERED

- **Working conditions:** We offer fair employment terms and take pride in our open-door culture and team-spirited approach. At Group-GTS, we are all one big family.
- **Health and safety:** We ensure a safe working environment for everyone, both on our own sites and on the road. Beyond physical safety, we also invest in the overall health of our employees.
- **Training and skills development:** We provide a wide range of training opportunities. In addition to job-specific learning, we support our employees' personal growth and development.
- **Diversity, equity, and inclusion:** We are a diverse and inclusive team where everyone is treated equally and given the opportunity to thrive.
- **Community safety:** Although our transport activities span many regions, we remain firmly rooted in our home base in Geel. We contribute to our local community through a wide range of initiatives.

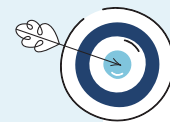


A TRUE FAMILY BUSINESS, IN NAME AND IN THE WORKPLACE

Group-GTS is a true family business. Not only in name and management, but also in the workplace and in our day-to-day operations. In line with our family values, we believe that investing in our people generates positive and lasting impact.

In our previous report, we highlighted the core social goals that Group-GTS is committed to. This year, we continue to emphasise these principles, along with a new focus area identified through our materiality assessment: training and skills development. Together, these four topics reflect our dedication to our employees:

- Working conditions
- Health and safety
- Training and skills development
- Diversity, equity, and inclusion



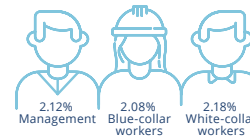
2024 PERFORMANCE OF OUR 2030 TARGETS

- Reach the top 10 of eNPS scores within the industry*

2024 | New target, monitoring will begin in 2025 | **100%** | 2030

- Keep the LTIFR equal to or below 6.4**

- Maintain an absenteeism rate of 2.5%



- 100% of employees receive an annual personal development review

2024 | New target, monitoring will begin in 2025 | **100%** | 2030

- 50% of vacancies consider internal candidates

2024 | New target, monitoring will begin in 2025 | **100%** | 2030

- 100% of non-native speaking employees are offered language courses



307

hours of language training completed across Group-GTS (among both native and non-native speakers)

* eNPS = employee Net Promoter Score, which will be calculated based on data from our biannual pulse checks.

** LTIFR = Lost Time Injury Frequency Rate, calculated as the number of lost-time injuries per 1 million hours worked at Group-GTS.

“

In 2024, there were zero work-related accidents, something to be proud of!”



OUR MOST IMPORTANT POLICIES AND PRACTICES TO SUPPORT OUR COMMITMENTS TO OUR EMPLOYEES

We have invested considerably in developing a strategic and dynamic plan that unifies all **health and safety policies** across the group. As employee well-being is closely linked to high-quality business operations, this plan is also referenced in our ISO 9001 certification, the international standard for quality management. To support the plan, we have a Committee for Prevention and Protection at Work, where direct and constructive dialogue takes place between directors – including our CEO – and union representatives.

Our **Ethical Code** outlines the values, principles, and behaviours expected of all employees, from board members to newly hired colleagues. It applies

to interactions with both internal and external stakeholders, including colleagues, suppliers, subcontractors, target groups, and customers. The Ethical Code covers topics such as confidentiality, human rights, fraud, and corruption, and incorporates Group-GTS's Code of Conduct.

As required by law, we have also established a **whistleblower channel**. Employees are encouraged to report any concerns to their manager, HR, a confidential counsellor, or anonymously. To date, no formal complaints have been filed. We believe this reflects our open communication culture, which offers employees several ways to raise concerns – including regular pulse surveys, feedback features in our HR platform,

and access to both internal and external confidential advisors.

We operate an **internal audit system** and are also monitored by **external assessors**. As we transport chemicals, we conduct a Safety & Quality Assessment for Sustainability (SQAS), which demonstrates how we mitigate risks and improve operations while upholding our sustainability commitments. We also hold a Good Distribution Practice (GDP) certificate for the transport of medicinal products for human use – an internationally recognised quality standard.



“
We know that to be an employer of choice and to nurture our ‘can-do mentality’, we must keep evolving to meet our employees’ needs. Through regular engagement on key issues – ranging from safety to driving comfort and wellbeing – we ensure we listen to employee concerns and take meaningful action where it’s needed most.”

Britt De Wilde, HR Manager



WORKING CONDITIONS

OUR APPROACH

How we treat our employees affects their wellbeing and engagement – and ultimately, the performance of our company. We comply with all applicable laws and regulations and have clear policies and practices in place to provide every colleague with **good working conditions**. This includes clear agreements on working hours, holidays, family-related leave, sick leave, employee benefits, and more.

As our business expanded, so did our HR structure. Today, our HR team is a well-functioning unit that rolls out several projects every year, such as the implementation of a new HR platform in 2024. This central structure enables an **overarching HR approach** with standardised policies, tools, and systems that support various initiatives.

OUR 2024 RESULTS

A company in continuous growth

Our company has grown exponentially over the past few years, and in 2024, we once again welcomed new colleagues. It is up to our HR team to find candidates who embody the Group-GTS values and help them develop their top competencies. When people feel motivated and supported in their growth, they are more likely to build a long-term career with us. That strategy is working: our employee **turnover rate is just 7.2%**, well below the Belgian average of around 17%.*

As our team continued to grow despite low turnover, we began reaching the limits of our internal structure in 2024. We responded by creating **new support functions** to better distribute responsibilities and improved operations. That said, our open-door culture and family spirit remain at the heart of how we work.

* Our turnover rate is calculated using the formula prescribed in the VSME guideline: *(Number of employees who left during the reporting year / Average number of employees during the reporting year) x 100*. The Belgian average fluctuates around 17% according to research.

Our HR practices in higher gear

In 2024, we introduced **a new HR system** to improve the structure of our HR practices. The platform, based on the Applications for Administrative Solutions (AFAS) software, is tailored to our needs and enables automation and centralisation of many administrative processes. This represents a major step forward, freeing up time for our HR team to invest more directly in our employees.

We began implementation with a soft rollout for office staff. The performance evaluation cycle is now live, including the logging of performance reviews. The system will be further expanded in the coming years. In 2025, workers will gain access and we will also roll out [the GTS Academy module](#).

EMPLOYEE FEEDBACK

Until now, we conducted a comprehensive survey on psychosocial risks every two years. This cycle and approach are changing with the rollout of our updated ESG strategy and the introduction of our new HR system. One of our key objectives is to reach a top 10 **Employee Net Promotor Score** (eNPS) within our industry every year. This score will be calculated based on data from our pulse checks.

Thanks to the new HR platform, we can now conduct **pulse surveys** twice a year. These short, focused questionnaires allow us to gather feedback quickly and regularly on key work-related topics. They require only a minimal time investment from our colleagues, which helps keep response rates high – and provides our HR team with valuable data. If any issues arise, we can detect and address them early on.

In addition, we occasionally survey specific groups of employees with tailored questions. In 2024, for example, we conducted a specific **truck driver survey**. Topics of particular relevance to them – such as vehicle equipment, driving comfort, or sanitary facilities at rest stops – are not always covered in company-wide surveys.

Overall, our drivers expressed satisfaction with their basic equipment – the trucks – and their comfort, facilities, and features. Cooperation with colleagues in the fleet and planning departments was also generally rated positively.

One clear point of concern was the sanitary facilities, such as toilets and showers. We took this feedback to heart and invested significantly in improving them.

The results and action points from the survey were shared at a separate driver meeting. These topics have been followed up during our annual drivers meeting in early 2025, to ensure continuous improvement.



HEALTH AND SAFETY

OUR APPROACH

Our people are our greatest asset, and their health and safety are our top priority. Our **SHEQ Manager** is the main point of contact for all health and safety related matters and coordinates safety-related actions such as the monthly toolbox meetings. We never compromise on safety. Across all levels of the organisation, people taking responsibility for upholding safety practices. For example, the driving and rest hours of our truck drivers are monitored in duplicate.



MONTHLY TOOLBOX MEETINGS: A CORNERSTONE OF OUR SAFETY CULTURE

Training is a key part of our safety approach. Our employees receive safety training during onboarding and as part of their annual training requirements.

For our **logistics colleagues and truck drivers**, the monthly toolbox meetings are crucial. These sessions cover a variety of topics, always tailored to their specific roles. For drivers, for instance, topics last year included driving and rest times, blind spots, and visibility, ergonomics, and preventing sprains and strains. Our colleagues in the logistics department received training on topics such as serious forklift accidents, hearing protection, slips and trips, and last minute risk analysis (LMRA).

The scope of toolbox meetings goes beyond health and safety as well. In 2024, other subjects included on-board documents, cargo theft, and ethical topics such as bribery, fraud, and corruption.



SUPPORTING MENTAL WELLBEING

In addition to physical health and safety, we also focus on **mental health and work-life balance**. We strive to offer good working conditions, a healthy balance between work and personal life, and work that is meaningful and

rewarding. A positive culture within our team contributes to our low absenteeism rate due to illness.

As part of our new strategic approach, we aim to maintain an absenteeism rate of no more than 2.5%. In 2024, we stayed

well within this target across all employee groups:

- Blue-collar workers: 2.08%
- White-collar workers: 2.18%
- Management: 2.12%

We hope to see these figures continue to decline in the future.

PREVENTING PHYSICAL ACCIDENTS

Our accident history and a recent **risk assessment** show that the main safety risks for our drivers are diverse, ranging from traffic accidents and minor injuries (e.g. sprains) to exposure to hazardous substances (e.g. through contact with transported goods). Pick-up and delivery operations are particularly challenging due to external factors we can only influence to a limited extent.

To keep safety high on the agenda, our SHEQ Manager holds **monthly safety review meetings** with our management and COO. If unsafe incidents occur, the SHEQ Manager uses **Corrective and Preventive Actions** (CAPA) lists to follow up. The incidents are also reviewed with business unit managers.

To support our efforts to reduce safety incidents, we have introduced Lost Time Injury Rate (LTIR) **indicators to track both frequency and severity**. In this report, we introduce a new absolute safety target. Previously, we aimed for an annual 4% reduction in both frequency and severity rates. Now, we target a maximum frequency rate of 6.4 lost-time injuries per million hours worked – a clear, absolute benchmark that allows for better year-on-year comparison. It's a challenging goal that also places significant responsibility on the chain of command.

We use the same calculation formulas as in our previous report:

- Frequency rate = (number of work-related injuries with lost time x 1,000,000) / number of hours worked
- Severity rate: (total number of lost workdays x 1,000) / number of hours worked

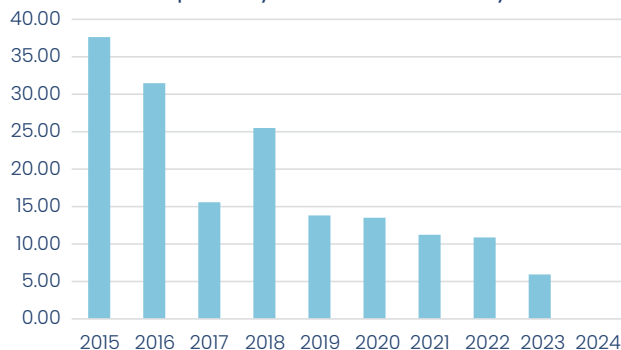


OUR 2024 RESULTS

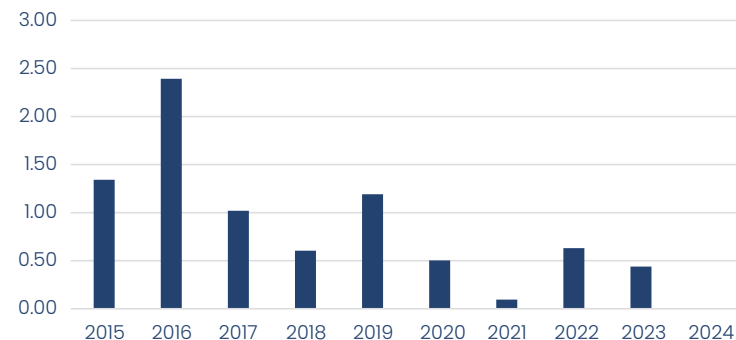
As the table shows, our **frequency rate** has dropped significantly over the past decade thanks to our continued focus on prevention and a strong safety culture – even as the company has grown. In 2024, we recorded zero accidents involving lost work time.

Given the nature of our work, incidents involving trucks can have profound consequences. Fortunately, we have never recorded a fatal accident. With no incidents in 2024, our **severity rate** for the year is also zero.

Frequency rates over the years



Severity rates over the years



“

We introduced our monthly toolbox meetings a few years ago to raise awareness among our logistics staff and drivers about the importance of health and safety throughout the year. The results speak for themselves: we closed 2024 without a single lost-time accident. A proactive safety culture really does pay off.”

Peter Abelshausen, SHEQ Manager

SAFETY BEYOND GROUP-GTS

We care about safety outside our own operations, too. More on this can be found in the chapter ‘[Safety of communities](#)’, where we describe initiatives such as our drivers giving traffic safety lessons in local schools, raising awareness of blind spots and road safety among children.



TRAINING AND SKILLS DEVELOPMENT

OUR APPROACH

We are committed to fostering a culture of continuous learning – one that helps our people stay future-ready and achieve their career ambitions.

We put particular emphasis on buddy projects, tailored to both blue- and white-collar employees. For example, new truck drivers are paired with experienced colleagues, ensuring they are fully supported and properly assessed, even when they already bring considerable driving experience.

We encourage every employee to pursue their **personal and professional development**. With the launch of our new HR system, it will become much easier to identify individual training needs and preferences. Our goal is to have every employee complete a personal development review with their direct manager, and log it into the HR system by 2030. Based on this review

and in consultation with their manager, employees can register for relevant training courses throughout the year.

As part of our broader focus on development, we also aim to **promote more talent internally**. Many of our colleagues already demonstrate the skills and motivation needed to grow into new or more senior roles, and we want to support their ambitions. That's why we have set a formal target: by 2030, internal candidates should be considered for at least **50%** of all teamleader / expert or management vacancies.

OUR 2024 RESULTS

NextGen: team of the future

At Group-GTS, we believe in the potential of young talent. That's why we created the NextGen Team: a group of six young professionals (born in 1990 or later) who, alongside their daily responsibilities, help shape the future of our company. Each quarter, they are assigned a new



project, giving them the opportunity to optimise processes, launch new ideas, and develop innovative solutions. One of their achievements in 2024 was the development of a business continuity plan. Clearly, the NextGen initiative allows them to think strategically and contribute to key decisions.

Collaborating with research partners

We view collaboration and interaction with **colleges and universities** as a win-win: it enriches our internal knowledge and keeps us connected with future talent. In 2024, we once again welcomed several interns. Two of them later joined us through a traineeship programme afterwards, while others continued working with us as student employees.

We go to great lengths to provide students with meaningful placements that align with their education and interests. Our colleagues invest time and energy in guiding and supporting them, on top of their daily responsibilities.

Sometimes, that support goes even further. Last year, for example, our sales

colleagues mentored a blind student. With extra guidance from the school and close follow-up internally, he quickly found his footing. We've already arranged to welcome him back next year.

In addition to hosting students, we also regularly contribute as guest speakers at colleges and universities, particularly in logistics programmes.

Upcoming: the online GTS Academy

As announced in our first report, we are currently working on a new flagship tool: the online GTS Academy.

Of course, our colleagues already take part in formal and informal training, both internal and external. But the GTS Academy will make this process more structured and transparent. Colleagues will gain an up-to-date overview of available courses, while HR will be able to better track offerings and participation.

How will it work? The GTS Academy will feature a wide range of learning programmes, both general and role-specific, to help develop skills across

different levels and functions. It will include online videos, webinars, and listings of external training courses open to all staff.

The tool will serve both newly hired employees (as part of our onboarding

process) and long-term colleagues. Integrated into our HR system, it will play a crucial in reaching our goal to log a personal development review for every employee.



DIVERSITY, EQUITY, AND INCLUSION

OUR APPROACH

Group-GTS is committed to building a workplace that promotes inclusivity, respect, and equal opportunities for all. We aim to attract and retain talented individuals who share our values, while respecting cultural differences and upholding the rights of everyone we work with.

We believe that a diverse team stimulates innovation and creativity. Given that we operate across several countries, employing people from different nationalities is more than just a value – it's a competitive advantage.

To ensure internal cohesion and collaboration, clear communication is key. That's why language plays a vital role in our approach. For several years now, we have offered language courses to non-native speakers. Under our new ESG strategy, we've made this a formal commitment: by 2030, all non-native

speaking employees must be offered the opportunity to attend language training.

OUR 2024 RESULTS

Diversity is our strength

We uphold a diversity policy and an ethical code that guide us in recruiting people from varied backgrounds. This includes setting objective hiring criteria and advertising our vacancies through a wide range of channels. We also monitor the diversity at management level and actively support equal career opportunities.

Moreover, we organise trainings and stimulate intercultural exchange. Until 2024, we do not have selective figures on the proportion of native speakers versus non-native speakers who took a language course. From 2025 onwards, we will provide a breakdown. However, we can confirm that in 2024, 307 hours of language training were completed across our entire team.

Women on top

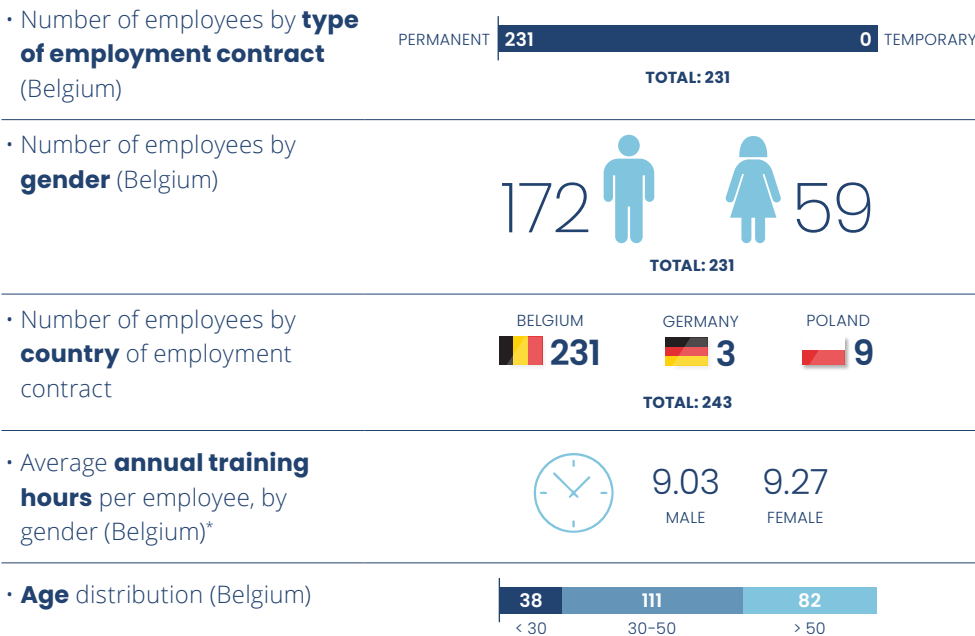
The transport sector is often seen as male-dominated – but not at Group-GTS! We actively encourage women to apply for all roles. In fact, our Kallo office is largely led by a talented and passionate group of women who bring experience,

expertise, and fresh perspectives to the table. What unites them is their love for the freedom and independence their job brings, as well as their appreciation for a working environment where they feel supported and respected, regardless of gender.



SOCIAL HIGHLIGHTS OF 2024

Our employees are our driving force. Here are some key figures about our team:



* These figures currently include only external training hours. Until 2024, these data were recorded manually, which increased the risk of incompleteness. With the introduction of our new HR platform, training sessions can now be logged systematically, improving data accuracy.



OTHER FIGURES

- Employee **turnover** rate: 7.2%
- Rate of recordable work-related accidents: **0**
- Female-to-male** ratio at management level: 17%
- 41% of our employees live within a **20 km** radius of the sites in Geel, Tessenderlo or Kallo.
- We employ colleagues of **12 different nationalities**. Most are Belgian, but we also have employees from Germany, the Netherlands, Lithuania, Morocco, Poland, Romania, Spain, Sri Lanka, Syria, Sweden, and Turkey.

WHAT ELSE ARE WE DOING?

SOCIAL EVENTS

Throughout 2024 we organised several employee engagement activities, and many of our colleagues also take the initiative themselves. From regular padel matches to the occasional quiz, there's always something fun going on. It's great to see our team spirit in action!



AT THE HEART OF OUR INTERNAL COMMUNICATION: THE MyGTS APP

In 2023, we launched the MyGTS internal communications app, available to all colleagues across the organisation. It's especially useful for staying in touch with our drivers – much more effective than email.

Thanks to AI-powered translation, all messages are automatically made available in each colleague's preferred language. That's a real asset in a diverse and multilingual workplace like ours.

What do we share on the app? We introduce new colleagues, celebrate major milestones, and post important updates – for example about road accidents, severe weather, or other practical info.





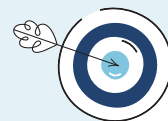
CONTRIBUTING TO THE LOCAL COMMUNITIES

Our hometown is Geel, where we maintain good relations with the local authorities and community associations. With additional activities in Kallo and Tessenderlo, we are also an important player in the port area. Many of our projects in the Port of Antwerp are carried out in collaboration with neighbours and partner organisations.

As a transport company, our activities also take us to many other regions and countries. Every day, it is our responsibility to deliver goods safely and reliably, and to engage respectfully with the communities we pass through.

“

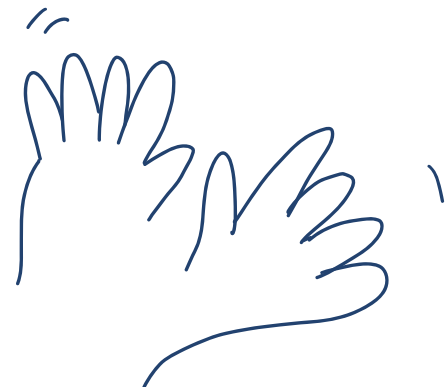
**It is our responsibility
to deliver goods safely
and reliably.”**



OUR 2030 TARGET

- Collaborate at least 3 times a year with communities on safety projects

2024 | New target, monitoring will begin in 2025 **100%** 2030



SAFETY OF COMMUNITIES

OUR APPROACH

With our transport activities, we help ensure that goods reach people where and when they need them, providing a vital service to society. Road transport will always play a role, especially for last-mile and time-sensitive deliveries. That is why road safety is one of our top priorities.

All our trucks are equipped with a NEXDriver onboard computer that promotes defensive and safe driving, alongside other performance indicators. (You'll find more on this in [the environmental chapter](#). Road safety is also a recurring theme in our [toolbox meetings](#) and driver training sessions.

Raising awareness among our own employees is essential, but it's just as important to engage other road users. That's why we regularly organise blind spot and road safety workshops at local schools. With our updated ESG strategy, we've introduced a new target: starting

in 2025, we will carry out at least three community road safety projects each year.

OUR 2024 RESULTS

Our drivers are true professionals, and it shows. In 2024, we recorded zero road accidents in 2024, which is an ideal scenario. In fact, we were accident-free from October 2023 to the end of 2024.

We also raise internal awareness about the dangers of distraction behind the wheel, whether it's a phone, music, or anything else that can slow reaction

times. At the beginning of 2025, we organised a company-wide VR training session on traffic distractions. The fastest recorded reaction time was just 0.64 seconds!

Last year, our drivers visited local primary schools on three occasions to teach pupils about road safety near trucks, including the dangers of blind spots. The highlight: children had the chance to sit in the driver's seat and experience just how limited the visibility can be. These sessions make a real impact, both for kids and for our drivers.



AUTONOMOUS DRIVING: THE FUTURE OF ROAD TRANSPORT?

Who could have predicted 30 years ago that today's trucks would all be equipped with GPS, live tracking, and countless onboard systems to keep cargo and drivers safe? Technology and automation are now deeply embedded in the logistics sector, and that trend is only accelerating. Could the extensive automation of trucks and autonomous trucks be next?

Many argue that self-driving technology could improve road safety by eliminating human error, using sensors, cameras, artificial intelligence and advanced algorithms. But is that realistic? While Europe is not expected to adopt autonomous driving on a large scale any time soon, it's a development we are closely monitoring.



OTHER COMMUNITY IMPACTS

OUR APPROACH

Group-GTS is not just based in Geel, we're truly part of the local community. And just like our trucks, our community spirit is always in motion. We regularly take initiatives that make a difference – whether it's through donations, volunteering, or hands-on support.

OUR 2024 RESULTS

Supporting local associations

At Group-GTS, we don't just move goods – we also move hearts. Giving back locally is important to us, and we do so in many ways. Since 2023, for instance, we've been handing over a cheque each year to the team at **G-Basket BBC Geel**, proudly cheering on their 45 basketball stars from the sidelines. We also supported a G-athlete as he prepared for the Paralympics.

From youth clubs to sporting events and festivals, many **local associations** know they can count on us. Our cooling trucks help keep drinks fresh at events like Couleur Café and the F1 weekend at Spa-Francorchamps. Our tractors are often seen at local favourites like the Meerhout Tractor Pull, Kattefeesten and Roefeldag. Local youth and sports groups can count on our support as well.

And we have a soft spot for animals, too. A few years ago, we sponsored an animal ambulance for VOC Neteland. By the end of 2024, it had already completed around 200 rescue trips to the clinic. Together, we've helped save countless animal lives.

“

**The bike will transform
anyone who is willing
to let it happen.”**

INA-YOKO TEUTENBERG



GROUP-GTS'S CHAMPION'S MINDSET

The beauty of cycling, beautifully captured by a grande dame of the sport. Her message is clear: keep an open mind in life and let yourself be surprised by what – or who – comes your way. In a way, Group-GTS itself could be compared to a bike: always moving forward, timeless, available in wind and rain ... And let's not forget camaraderie. The friendships forged within a cycling team or peloton are unparalleled. Likewise, the entire Group-GTS team operates as a well-oiled machine, and genuine friendships are formed in our workplace.

Do our colleagues feel 'transformed', as Ina describes, now that they work at Group-GTS? You'll have to ask them yourself ...

Taking part in local events

In 2024, Group-GTS joined the **Truck Run** for the third year in a row, organised by Gouden Truckers in support of the charities Hart voor Limburg and OverHoop. Alongside 50 other trucks, we rolled out from our Geel site to the Trixxo Arena in Hasselt, where we also manned a GTS stand at the job fair.

Meanwhile, our Kallo colleagues again joined the annual **clean-up campaign**, teaming up with neighbouring companies in the Port of Antwerp. Armed with gloves and bin bags, they cleaned the streets – and turned it into a fun team-building experience.

And of course, there's our annual highlight: the **GTS midsummer event**. In 2024, we brought colleagues together at the Studio Geel cinema to watch the film 'U-571', marking the launch of our new company value: ownership.







11

EMPOWERING SUSTAINABLE PARTNERSHIPS

PARTNERS



WHY IT MATTERS

At Group-GTS, we are committed to conducting business with integrity across all aspects of our operations and to complying with laws and regulations in every country where we operate. Good business conduct strengthens stakeholder relationships, reduces operational risks, and supports legal compliance, all of which contribute to sustainable business practices. In addition, we aim to help our customers make their supply chains more efficient and sustainable.

OUR 2030 GOVERNANCE TARGETS

- **100%** of employees receive annual phishing and cybersecurity training
- **100%** of employees use AI tools
- **100%** of key suppliers complete and sign the ESG charter*
- Inform and engage our **top 100 customers** on the GTS sustainable transport option by 2030
- Provide our **top 100 customers** with accurate annual CO₂ emissions data for their transport

MATERIAL TOPICS COVERED

• Business conduct

We guarantee correct business operations. In our own processes, we focus in particular on digitalisation, data protection, and transport and cargo safety. These business conduct principles are the starting point for good partnerships.

• Management of relationships

We are a long-term partner for each of our business relationships. We select our suppliers with care and work together on sustainability.

• Empowering customers

We proactively put sustainability on the agenda of our business relations. We put forward concrete proposals and engage in joint test projects with our customers that benefit all parties involved.

* We define our **key suppliers** based on their annual turnover. Key subcontractors are also included.

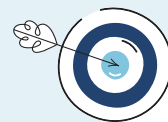


BUSINESS CONDUCT

“
A company can
only deliver lasting
positive results when
everyone carries
out their work with
integrity.”

To build sustainable partnerships, we first need a strong internal foundation. Just as a good head of the family takes care of their household, our managers – and by extension the entire Group-GTS team – ensure the proper functioning of our company each and every day. In short: good business conduct. A company can only deliver lasting positive results when everyone carries out their work with integrity. This means honouring our commitments to each other and to our business partners.

To prepare for tomorrow's challenges, we continue to optimise our internal processes. Artificial intelligence and cybersecurity are becoming increasingly vital in our sector, and we are actively investing in both to make Group-GTS future-proof.



OUR 2024 PERFORMANCE

- 100% of employees receive annual phishing and cybersecurity training

2024 | New target, monitoring will begin in 2025 | **100%** | 2030

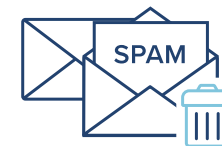
- 100% of employees use AI tools

2024 | New target, monitoring will begin in 2025 | **100%** | 2030

- Digital truck award received



- Roll-out of our anti-spam policy



- Transition to a single, centralised accountancy system



- **60%** of our orders processed via a secure EDI link

DOING BUSINESS WITH INTEGRITY

OUR APPROACH

In an increasingly complex economic environment, making the right decisions and upholding ethical standards is more

important than ever. Operating across various countries, Group-GTS complies with multiple **jurisdictions** that define acceptable business conduct and practices.

Ethical behaviour is woven into our company culture and shapes daily decision-making at every level. We not only meet legal obligations, but also apply our own **high internal standards** of ethics and integrity. Our customers expect no less.

Our **Ethical Code**, which also incorporates our Code of Conduct, promotes trust and transparency within the company. It covers general conduct, confidentiality, human rights, fraud, and corruption. A **whistleblower policy** is in place, and employees can report concerns through various channels: via management, HR, internal and external confidential advisors or anonymously by email.

OUR RESULTS

The **sustainable mindset** is present throughout the company. Our top management actively champions this, encouraging a trickle-down effect that engages the entire workforce. One

example is our Solutions & Sustainability team, which has delivered strong results in recent years – both through internal improvements and in collaboration with customers (e.g. our CO₂ dashboard, multimodal transport projects, and efforts to avoid empty mileage).

The fact that we, being only a medium-sized company, uphold an ESG strategy aligned with the principles of the CSRD, also strengthens our capabilities.

Our **corporate values** are actively promoted and help embed ethical behaviour across the organisation. In 2024, we introduced a fifth value: ownership. The internal campaign around this new value was well received, and our colleagues are embracing it with enthusiasm.



GROUP-GTS AND ITS DIGITALISATION STRATEGY

OUR APPROACH

To ensure business continuity, we recognised the need for a major **digital transformation**. Cybersecurity and artificial intelligence are becoming increasingly important, as are rising customer expectations. At the same time, terminals, shipping companies, and suppliers are also going digital. On a regulatory level, the European Union has identified transport as a priority sector for cybersecurity. Regulations such as NIS2 impose specific obligations on logistics players like Group-GTS. All this makes it essential to keep pace with the digital shift.

A few years ago, we mapped out a long-term **IT strategy** that is now being implemented step by step. Naturally, this strategy requires constant refinement, especially in light of rapid innovation. Our general approach is to first digitise our shared services before introducing new tools and software in our operational teams.

OUR RESULTS

In 2024, we successfully completed the first major digital projects in our IT roadmap. The most significant changes occurred in our finance department. Previously working with three separate accounting systems, we switched to a **single centralised package**. As a result, our accounting processes are now more efficient and accurate, with a significantly reduced risk of error. Repetitive tasks have also been greatly reduced. This allows us to shift our focus to auditing, freeing up time for in-depth analysis.

IT projects require time, energy, and resources. The improved operational flow that follows is highly rewarding for the team. It was also a great honour to receive the **Digital Truck Award 2024**. The award, judged by a professional jury, recognised the strength and impact of our digital projects.

THE POWER OF AI?

At present, artificial intelligence is not yet widely used within Group-GTS. However, we have invested in licences for white-collar staff, and our IT team experiments with various AI applications.

We see clear potential, particularly in planning systems. That said, for AI to be fully embraced by our teams, its development, deployment, and use must be guided by transparent ethical rules and company-wide agreements. Once this framework is in place – which we expect to happen in the coming years – we will be able to fully commit to our goal of having 100% employee adoption of AI tools.





DATA PROTECTION AND PRIVACY

OUR APPROACH

Cybersecurity is a key pillar of our IT strategy. We apply a layered security strategy, combining **preventive and detective measures** to ensure optimal protection. Advanced technologies – including firewalls, honeypots*, and real-time monitoring – help us block threats and detect suspicious activity early. Access to our systems or web tools, including VPN and Remote Desktop, is only possible via Multi-Factor Authentication (MFA), which adds an extra layer of protection against unauthorised access.

End users are protected by modern antivirus software with Endpoint Detection and Response (EDR), anti-spam filters, and a secure web filter.

As human error remains one of the biggest vulnerabilities in cybersecurity, we invest heavily in **user awareness**.

We regularly organise on-site lectures and invite experts to give testimonials. Our educational platform, which offers training through gamification, is another valuable tool for keeping colleagues engaged and informed.

We also commission an annual **external audit**, including penetration testing by ethical hackers, to identify and resolve potential vulnerabilities. Together with our IT partner, we regularly evaluate and optimise our overall security strategy.

OUR RESULTS

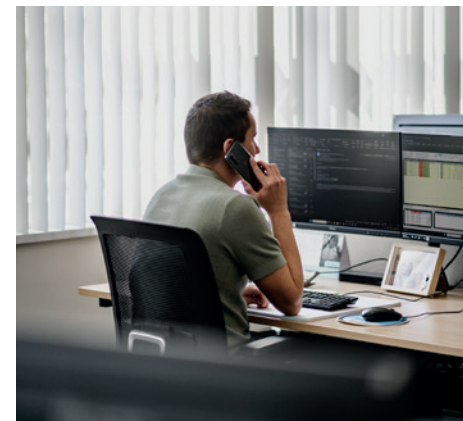
In 2024, we introduced a new **anti-spam policy**. Our IT manager presented the rationale behind it, followed by awareness sessions and a phishing simulation. In line with our strategic target – to provide 100% of colleagues with annual phishing and cybersecurity training – we already offer various training

initiatives to ensure that employees remain alert and informed. In 2025, we will take a further step by introducing a mandatory compliance training course on our cybersecurity policy for all staff.

Order intake still takes place via different channels. However, our aim is to connect all customers through **Electronic Data Interchange**. Not all customers currently meet the data quality requirements

for this, but around 60% of our orders are already processed via a secure and robust EDI connection.

Overall, we have made great improvements in cybersecurity in recent years. Thanks to our strong IT strategy, enhanced security layers and better risk visibility, we are increasingly well-equipped to defend against external threats.



* A honeypot is a deliberately configured system or network designed to attract cyberattacks, enabling organisations to detect, deflect, or study malicious activity.

FLEET MANAGEMENT AND FOCUS ON CARGO SAFETY

OUR APPROACH

Our fleet consists of various assets – such as trucks, trailers, and chassis – all of which are **digitally monitored**. Each truck is equipped with a board computer, allowing us to track its exact location at all times. We apply the same principle to our chassis and trailers by equipping them with Internet of Things (IoT) devices, enabling real-time asset tracking. If a unit goes missing, it can be quickly located.

A few years ago, in collaboration with a software developer, we created a customised **fleet tool**. This tool helps us track and manage important data on our rolling stock, including inspection reports, key documentation, and damage reports.

“

Each truck is equipped with a board computer.”

OUR RESULTS

We were among the first transport companies in Belgium to replace fixed on-board computers with **tablet technology** in our truck cabs. These tablets offer drivers more flexibility and functionality, with access to various business applications and customer-oriented tools. Each tablet provides real-time journey information, including delivery documents, GPS navigation and live traffic updates. Routes are tailored to the specifications of each vehicle to ensure compliance and optimise efficiency, including an accurate estimated time of arrival (ETA).

Within our **reefer** department – which transports pharmaceuticals, food, and high-value goods – we apply advanced tracking and quality control measures. One innovative solution is the use of dedicated for each drive, a rarity in container logistics. These tags allow us

to track reefers from start to finish via a comprehensive portal. The tags also provide real-time data on the physical pairing of truck and trailer, as well as temperature and humidity levels. This ensures that storage conditions are

properly maintained, minimise the risk of product damage, and improves both operational efficiency and transparency. For our customers, these measures offer an additional quality assurance.



“

**I was either courageous or reckless,
or foolhardy, call it what you want,
I just liked to go at full speed”**

MARIA TERESA DE FILIPPIS



GROUP-GTS'S CHAMPION'S MINDSET

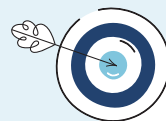
Pushing the accelerator to the floor: that's what we do at Group-GTS. Just like Maria Teresa de Filippis, who in 1958 made history as the first woman to compete in Formula One. We're fully committed to our goals and values. And our hard work is paying off: we've recently been honoured with prestigious awards such as the Green Truck Award and the Digital Truck Award. Our latest EcoVadis score was strong, and we've received the UNITAR certificate in recognition of our sustainable efforts for several years in a row.



MANAGEMENT OF RELATIONSHIPS IN THE VALUE CHAIN

Group-GTS has developed its own sustainability strategy, with clear milestones set for 2025 and 2030. At the same time, our clients have their own sustainability requirements. Finding the right balance between both perspectives is essential for building strong and lasting partnerships and ensuring continuity in today's complex logistics environment. Together, we strengthen the entire value chain and contribute to a resilient business model.

“
Together, we
strengthen the
entire value chain
and contribute to
a resilient business
model.”



2024 PERFORMANCE OF OUR 2030 TARGETS

- **100% of key suppliers** completed and signed the ESG charter*

New target,
monitoring will
begin in 2025
100%



- Inform and engage our **top 100 customers** on Group-GTS's sustainable transport option

New target,
monitoring will
begin in 2025
100%



- Provide our **top 100 customers** with accurate annual CO₂ emissions data

New target,
monitoring will
begin in 2025
100%



* We define our **key suppliers** based on their annual turnover. Key subcontractors are also included.

IN DIALOGUE WITH OUR BUSINESS PARTNERS

OUR APPROACH

Running a business is never a solo endeavour. We are part of a broader value chain where trust and transparent agreements with suppliers and customers are essential. Collaboration is central to our sustainability approach. Here is how we engage:

- **Suppliers:** We will develop a dedicated **ESG charter** in the near future to communicate our expectations on sustainability and responsible business conduct. All key suppliers – as defined by us – will be asked to sign and comply with this charter by 2030.
- **(Sub)contractors:** Some of our deliveries are carried out by (sub) contractors. These long-term transport partners are vital to our operations. We ensure that the agreements with them are fair, transparent, and **mutually beneficial**. This allows for a high degree of flexibility and trust on both sides.

“

Collaboration is central to our sustainability approach.”

- **Customers:** Sustainability is an important topic in our conversations with customers. The majority of our ambitions – such as switching from regular diesel to HVO – can only be achieved in close consultation with them. In 2023, we advised our largest clients on several topics, including alternative fuels, vehicle occupancy and combination rates, and administrative optimisation. With our updated ESG strategy, we now aim to **inform or engage** all our customers and prospects on sustainable transport options. Encouragingly, many customers also take the initiative to discuss sustainability with us.





OUR RESULTS

Supplier engagement

At the start of a new partnership, we ask subcontractors to complete our **carrier charter enquiry***. This includes questions on ISO certifications (e.g. ISO 14001 and ISO 45001), annual CO₂ emissions, accident records, and coaching for new drivers.

We see key suppliers as long-term partners. Our collaboration with DAF, our main truck supplier, is a good example. In 2024, we renewed part of our fleet with their new XG Trucks. We also participated in DAF's New Year event, joining the plenary discussion on quality, resilience, and evolving industry challenges.

Sustainability: on our customers' and our own agenda

We **proactively engage** with our customers on sustainability. A major step in 2024 was the introduction of our CO₂

dashboard, which provides customers with personalised emissions data. This action has even been formalised as a strategic target in our ESG strategy. Now that the calculation tool is fully operational, we present these footprints during strategic meetings.

Conversely, we welcome client-driven suggestions to reduce our shared logistics footprint. For example, we coordinate import and export flows from different customers wherever possible. In 2024, we held an exploratory meeting with a tire manufacturer: we advised them on how to make their transport more sustainable, while they shared tips with us on driving more energy-efficiently. By understanding each other's ESG objectives and exploring potential pilot projects together, we can offer more tailored, impactful solutions. These dialogues directly support our ESG target to engage all customers on sustainable transport.

* The carrier charter is distinct from our new ESG charter and also covers general operational topics. As it facilitates our collaboration with subcontractors, it will remain in use alongside the ESG charter.



JOINT PROJECTS TO BE PROUD OF



OUR STRATEGY

Through strong partnerships, we develop innovative logistics solutions. For instance, several of our ongoing multimodal projects were launched in close cooperation with customers. That's exactly how we like to work: a clear request, joint consultation, and a solution that works for all parties.

OUR 2024 RESULTS

Our logistics operations frequently take us to the **seaports**. We maintain close relations with the Port of Antwerp-Bruges and regularly collaborate through initiatives such as our membership of their hydrogen network.



PROJECT HALLEBRUG is an exciting project for the near future. Covering a site of no less than 100,000 square metres with multimodal access by land and water, we are developing a future-proof logistics hub that will link the seaports seamlessly with inland destinations. The exact lay-out of the site will be tailored in close consultation with the future tenant to best meet their logistical needs.

HINTERLAND LOGISTICS AND DIGITALISATION IN THE TRANSPORT SECTOR: PRESS PLAY!

Curious to see how we contribute to the future of the logistics sector? In 2024, Transportmedia produced a segment about us for the programme 'Samen Sterk' ('Strong Together') on Trends Kanaal Z. Several colleagues, including our COO Roel Smets, explain how Group-GTS plays a key role in hinterland logistics and what steps we're taking in terms of digitalisation. A must-see!

ANNEXES

SUSTAINABILITY-RELATED CERTIFICATIONS AND LABELS

As a responsibly managed company, we continuously strive to optimise our operations. To this end, we have implemented various quality management systems and obtained several sustainability-related certifications. We also value external recognition through awards and actively engage in relevant industry associations.



CERTIFICATIONS AND QUALITY MANAGEMENT SYSTEMS

ECOVADIS SILVER MEDAL

Following our second EcoVadis assessment in 2023, we were awarded a silver medal. EcoVadis is a widely recognised standard for sustainability performance, also within in our sector. The certificate confirms that our management systems meet key sustainability criteria. Our silver rating placed us among the top 25% of certified companies – an excellent result for a medium-sized company like ours.

Although the certificate is valid for 12 months and has since expired, we plan to undergo a new audit in the near future. Meanwhile, we have translated the areas for improvement identified in our last assessment into concrete action points. For example, we strengthened our KPI management and improved our ESG

reporting – which this second ESG report demonstrates. We are hopeful that our progress will be recognised in a future assessment.

UNITAR SDG PIONEER

In 2023, Group-GTS was recognised as an SDG Pioneer. The certificate was awarded by Voka and CIFAL Flanders/UNITAR as part of the Voka Charter for Sustainable Entrepreneurship. SDG Pioneers are companies that have implemented initiatives addressing at least 10 Sustainable Development Goals in each of the past three years. The SDGs lie at the heart of the 2030 Agenda for Sustainable Development, adopted by the United Nations member states in 2015, which calls for peace and prosperity for both people and the planet. Our next target? Become an SDG champion!

SAFETY AND QUALITY ASSESSMENT SYSTEM (SQAS)

SQAS is an audit system used within the chemical industry to assess quality, safety, health, environmental performance, and social responsibility among logistics service providers. Rather than issuing a certificate, SQAS provides a detailed evaluation report. One area for improvement highlighted during our assessment concerned the handling of microplastics. In response, we developed new procedures to minimise related pollution as far as possible.

OTHER QUALITY MANAGEMENT SYSTEMS

ISO 9001: each entity within Group-GTS holds the internationally recognised ISO 9001 certification, a quality management standard that helps companies improve

efficiency, increase customer satisfaction, and promote sustainable business practices.

AEO: we have the AEO certificate, which stands for Authorised Economic Operator. AEO recognises companies that meet strict security standards in international trade.

GDP: the Good Distribution Practice confirms that our Food & Pharma department meets strict standards for the distribution of medicines and food products.

Lean and green: we are proud to be part of this CO₂ reduction programme for the logistics sector, which encourages companies to reduce transport-related emissions.

AWARDS AND RECOGNITIONS

GREEN TRUCK AWARD

In 2024, we received the Green Truck Award at the Transport & Logistics Awards – an important recognition of our sustainability efforts. The jury commended our CO₂ calculation tool, our modal shift projects, and our concrete action plan. They also praised the role of our sustainability team, in embedding sustainable practices into our operational processes.



DIGITAL TRUCK AWARD (2025)

Although technically awarded after the end of our 2024 reporting year, we are proud to mention the Digital Truck Award here, as the efforts it recognises date back to 2024.

The jury highlighted three major digital projects delivered within a single year: a new central accounting package, a CRM system, and an HRIS. Completing all three within such a short timeframe was described as 'exceptional', as each would normally take at least a year on its own. Our efforts in the field of cybersecurity were also positively noted.

INDUSTRY ASSOCIATIONS AND COALITIONS

We are active members of several federations and roundtables, including VIL, Transport & Logistiek Vlaanderen, and VIM Mobiliteit in Beweging. Recently, we also joined a new hydrogen coalition with several other companies in the Port of Antwerp.

DESCRIPTION OF PRACTICES, POLICIES AND FUTURE INITIATIVES FOR TRANSITIONING TOWARDS A MORE SUSTAINABLE ECONOMY

	Sustainability practices/ policies/ initiatives in place?	Targets	Specification of our targets	
CLIMATE CHANGE			- Reduce our scope 1 & 2 emissions by 42% 35% alternative fuel usage - Consume no more than 25 litres of fuel per 100 km 15% of all short-distance and 4% of all long-distance transport is electric or hybrid	p. 26
POLLUTION (air emissions)			Maintain our investments in the most up-to-date technology	p. 42
OWN WORKFORCE			- Reach the top 10 of eNPS scores within the industry, starting in 2024 - Keep the Lost Time Injury Frequency Rate (LTIFR) equal to or below 6.4 - Maintain an absenteeism rate of 2.5% 100% of employees receive an annual personal development review 50% of vacancies consider internal candidates 100% of non-native speaking employees are offered language courses	p. 48
AFFECTED COMMUNITIES			Collaborate at least 3 times a year with communities on safety projects	p. 58
CONSUMERS AND END-USERS			- Inform/engage 100% of our customers/prospects on GTS sustainable option by 2030 100% of customers receive annual accurate CO₂ emissions data on their transport	p. 72
BUSINESS CONDUCT			100% of employees receive annual phishing and cybersecurity training 100% of employees use AI tools 100% of key suppliers complete and sign the ESG charter	p. 66



VSME CONTEXT INDEX

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B1 - 24b	Indication of omission when disclosure is deemed classified or sensitive information	p. 87
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B1 - 24e	Country of primary operations and location of significant asset(s)	p. 87
B1 - 24e	Geolocation of sites owned, leased, or managed	p. 87
B1 - 25	If the undertaking has obtained any sustainability-related certification or label, it shall provide a brief description of those (including, where relevant, the issuers of the certification or label, date and rating score)	p. 76

GENERAL INFORMATION		PAGE
B2 – Practices, policies and future initiatives for transitioning towards a more sustainable		
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B2 - 26b	Specification of policies on sustainability issues, whether these policies are publicly available , and any separate environmental, social, or governance policies for addressing sustainability issues.	p. 78
B2 - 26c	Specification of future initiatives or forward-looking plans that are being implemented on sustainability issues.	p. 78
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C1 – Strategy: Business Model and Sustainability – Related Initiatives		
C1 - 47a	Disclosure of the key elements of its business model and strategy, including a description of the significant groups of products and/or services offered.	p. 14
C1 - 47b	Description of the significant market(s) the undertaking operates in, such as B2B, wholesale, retail, or specific countries.	p. 14
C1 - 47c	Description of the main business relationships, such as key suppliers, customers, distribution channels, and consumers.	p. 14
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C2 – Description of the practices, policies and future initiatives for transitioning towards a more sustainable economy		
C2 - 48	Description of practices, policies or future initiatives for transitioning towards a more sustainable economy (already reported under disclosure B2 in the Basic Module)	p. 78

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B3 - 29	Total electricity consumption - by type (renewable, non-renewable)	p. 31
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B4 – Pollution of air, water and soil		
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C3 - 54c	Units used for targets for GHG emission reduction targets (Scope 1, Scope 2, Scope 3)	p. 28
C3 - 54d	The share of Scope 1, Scope 2 and, if disclosed, Scope 3 that the target concerns	p. 28
C3 - 54e	List of main actions the undertaking seeks to implement to achieve its targets	p. 28
C3 - 55	<i>Information about the undertakings' transition plan for climate change mitigation if the undertaking operates in high climate impact sectors, including an explanation of how it is contributing to reduce GHG emissions</i>	-
C3 - 56	In case the undertaking operates in high-climate impact sectors and does not have a transition plan for climate change mitigation in place, whether and, if so, when it will adopt such a transition plan.	p. 31

ENVIRONMENTAL STANDARDS		PAGE
C4 – Climate risk		
C4 - 57a	If the undertaking has identified climate-related hazards and climate-related transition events, creating gross climate-related risks for the undertaking, it shall briefly describe such climate-related hazards and climate-related transition events	-
C4 - 57b	If the undertaking has identified climate-related hazards and climate-related transition events, creating gross climate-related risks for the undertaking, it shall disclose how it has assessed the exposure and sensitivity of its assets, activities and value chain to these hazards and transition events	-
C4 - 57c	If the undertaking has identified climate-related hazards and climate-related transition events, creating gross climate-related risks for the undertaking, it shall disclose the time horizons of any climate-related hazards and transition events identified	-
C4 - 57d	If the undertaking has identified climate-related hazards and climate-related transition events, creating gross climate-related risks for the undertaking, it shall disclose whether it has undertaken climate change adaptation actions for any climate-related hazards and transition events	-
C4 - 58	<i>The potential adverse effects of climate risks that may affect its financial performance or business operations in the short-, medium- or long-term, indicating whether it assesses the risks to be high, medium, low</i>	-

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C5 - 59	<i>Female-to-male ratio at management level for the reporting period, if the undertaking employs 50 or more employees</i>	p. 56
C5 - 60	<i>Number of those self-employed without personnel who are working exclusively for the undertaking, and temporary workers provided by undertakings primarily engaged in 'employment activities, if the undertaking employs 50 or more employees</i>	-

SOCIAL STANDARDS		PAGE
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C6 - 61c	Whether the undertaking has a complaints-handling mechanism for its own workforce	p. 47
C7		
C7 - 62a	Whether the undertaking has confirmed incidents in its own workforce related to child labour, forced labour, human trafficking, discrimination, accident prevention	-
C7 - 62b	<i>If yes, the undertaking may describe the actions being taken to address the incidents described above.</i>	-
C7 - 62c	Whether the undertaking is aware of any confirmed incidents involving workers in the value chain, affected communities, consumers and end-users	-

GOVERNANCE STANDARDS		PAGE
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C9 – Gender diversity ration in the governance body		
C9 - 65	The related gender diversity ratio if the undertaking has a governance body in place	p. 56





ABOUT THIS REPORT

This report has been prepared for Group-GTS, located in Bell Telephonelaan 2A, 2440 Geel (Belgium), on a consolidated basis for all entities under 'Group-GTS', namely: Dextra Distri NV, Geybels Transport Services NV, GTS Germany GmbH, TDS Logistics NV, TDS Warehousing NV, Transport Gebroeders Van Aerde NV, and Transportbedrijf H. Van Aerde & Zonen NV.

Our sustainability statement is prepared following the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME), option B: Basic Module and Comprehensive Module.

No information has been omitted due to confidentiality, classification, or sensitivity concerns.

Further information about the organisation:

- **Legal form:** Our entities are categorised as public limited companies. Our Belgian entities are all naamloze vennootschappen (nv's), while our German entity is a Gesellschaft mit beschränkter Haftung' (GmbH).
- **NACE sector classification codes:**
 - » 49.41 Freight transport by road
 - » 52.10 Warehousing and storage
 - » 52.25 Logistics service activities
- **Size of the balance sheet:** €37 million
- **Turnover:** €101 million
- **Number of employees**
 - » Headcount: 243
 - » Full-time equivalents (FTEs): 238,6
- **Country of primary operations and location of significant asset(s):** Belgium
- **Geolocation** of sites owned, leased, or managed: see table

GROUP-GTS HEADQUARTERS

Bell Telephonelaan 2A
2240 Geel - Belgium

Coordinates:

N: 51°7'36.852"
E: 4°56'54.709"

REGISTERED OFFICE

Albertkade 2A
3980 Tessenderlo - Belgium

Coordinates:

N: 51°4'20.113"
E: 5°9'56.947"

GROUP-GTS KALLO

Sint-Jansweg 9, Kaai 1602
9130 Kallo - Belgium

Coordinates:

N: 51°13'0.12"
E: 4°15'33.031"



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