

## Environmental Policy

### PURPOSE OF THIS POLICY

To share and communicate our commitment to be a responsible and sustainable transport service provider a responsible and sustainable business, and to the implementation of our environmental management system, complying fully with and where possible exceeding, our regulatory requirements and the requirements of ISO14001. This policy applies to companies of the Girteka Group that are certified under the standard. It is reviewed and, if necessary, revised annually.

### OUR COMMITMENT

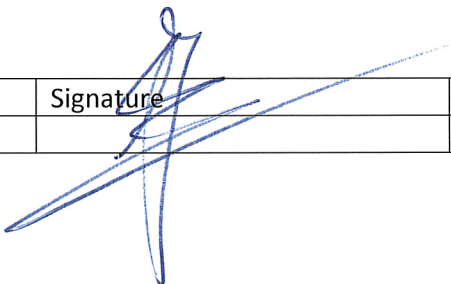
We are committed to creating a workplace, culture and services underpinned by sustainable principles within a clear strategy, where the protection of the environment is at the forefront of our business decisions. We prove this commitment by working collaboratively and supporting our employees, customers, business partners and the communities in which we operate.

### ACHIEVING OUR COMMITMENT

We are committed to continuously monitor and improve environmental performance across all our activities and to create a sustainable environmental culture by:

- Deploying the best leadership and management structure required to deliver this policy.
- Complying with all applicable environmental regulations.
- Acting to mitigate climate change and reduce our GHG emissions.
- Reducing our energy and water consumption, improving energy efficiency.
- Reducing hazardous and non-hazardous waste generation, promoting circularity of resources.
- Striving for pollution prevention and seeking ways to minimize our environmental impact.
- Creating environmental awareness through education and outreach to our stakeholders.

The Girteka Group Executive Board is responsible for establishing this policy and for monitoring and reviewing the environmental performance of Girteka Group and its subsidiaries. The Chief Executive Officer is accountable for implementing this policy.

CEO Name	Signature	Date
CEO Ieroen Eijnsink		2024. 04. 26

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